

*The University of Texas System
Faculty Satisfaction Survey: June 2003*

*FACULTY ADVISORY COUNCIL
INITIAL REPORT*

to

The University of Texas System Board of Regents

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The University of Texas at Dallas
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FACULTY WORKLOAD AND JOB SATISFACTION

	UT System	Institution Category			
	Total	UT-Group 1	UT-Group 2	UT-Group 3	Health
Workload (Hours/Week)					
Teaching	20.43	24.54	24.97	30.95	13.76
Research/Scholarship	17.71	18.40	16.72	11.62	19.23
Prof. Growth	4.29	3.92	4.62	5.14	4.07
Administration	7.51	7.17	8.22	7.14	7.33
Paid Prof. Service	4.97	1.48	1.79	1.67	8.98
Unpaid Prof. Service	3.01	3.54	3.08	2.68	2.81
Public Service	1.86	1.75	2.04	2.36	1.68
Total (less Public Service)	56.57	58.58	58.23	58.73	54.29
Satisfaction with Job ^a					
Security	5.10	5.41	5.06	4.88	5.05
Salary	3.93	3.70	3.52	3.43	4.36
Health Benefits	4.65	4.29	4.54	4.35	4.92
Health Benefit (family/partner)	4.58	4.22	4.43	4.16	4.87
Retirement Benefits	4.92	4.59	4.75	4.64	5.21
Would Still Accept Position ^b	5.41	5.67	5.22	5.08	5.48
Opportunities-Academic	4.64	4.82	4.47	4.37	4.72
Opportunities-Admin	4.58	4.84	4.54	4.35	4.55
Compliance Training	4.21	4.26	3.85	4.19	4.43
Opportunities-Sabbatical	3.01	2.38	3.12	2.54	3.37
Autonomy in Teaching	5.85	6.10	5.98	5.89	5.63
Autonomy in Research	5.83	6.19	5.91	5.65	5.66
Autonomy in Service Contribution/Consultation	5.26	5.60	5.25	5.10	5.15

^a Scale: 1=Not at all satisfied thru 7=Extremely satisfied

^b Scale: 1=Disagree strongly thru 7=Agree strongly

UT-Group 1 = UT-Austin

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UT-Group 3 = UT-Brownsville, UT-Pan American, UT-Permian Basin, UT-Tyler

Health = UTHC-Tyler, UTHSC-Houston, UTHSC-San Antonio, UTMD Anderson, UTMB-Galveston, UT-Southwestern

GENERAL OBSERVATIONS : OVERALL SATISFACTION

- As a group, the U. T. System faculty are *moderately satisfied with their jobs* ($M= 4.54$ on a 7 point scale).
- Faculty are most satisfied regarding *autonomy with respect to decisions about teaching, research and service*.
- *Job security, retirement and health benefits, and opportunities for advancement* within academic and administrative careers were moderately satisfying to satisfying.
- In response to a question about *“If I had to do it all over again, I would still accept a faculty position at this institution”*, faculty say that they would choose to work within the U. T. System.

GENERAL OBSERVATIONS : OVERALL SATISFACTION

- *Faculty in Health Institutions* demonstrated the greatest overall job satisfaction.
- *Faculty at UTB, UTPA, UTPB, UTTYL* are the least satisfied.
- *Non-tenure track faculty* are more satisfied than tenure track faculty.
- *Faculty in arts and humanities* are least satisfied with their jobs.

GENERAL OBSERVATIONS :

OVERALL SATISFACTION

- *African-Americans* are noticeably more satisfied than other racial/ethnic groups.
- *Hispanics* are noticeably less satisfied than other racial/ethnic groups.
- *Men and women* are about equally satisfied; however, women are less satisfied than men with job security, salary, and opportunities for advancement.
- *Salaries and opportunities for sabbaticals* were the least satisfying aspects of faculty jobs.

GENERAL OBSERVATIONS

ABOUT POSSIBLE ISSUES

IN THE SYSTEM AND ON CAMPUSES

- Faculty tend to be satisfied with *office space, computing resources and secretarial support.*
- Faculty are somewhat satisfied with most *resources for teaching.*
- U. T. System faculty are somewhat to moderately satisfied with *policies and practices for annual and periodic job performance reviews and for promotion and tenure decisions.* But faculty do not believe performance reviews have enhanced teaching quality or faculty productivity.

GENERAL OBSERVATIONS

ABOUT POSSIBLE ISSUES IN THE SYSTEM AND ON CAMPUSES

- Faculty do not hold strong opinions regarding the assertion that “too many full-time faculty have been replaced by part-time faculty.”
- Salary compression is viewed as a problem by faculty from all but the Health Institutions.
- Faculty tend to be less satisfied with the process used to determine merit increases and salary adjustments.
- Faculty tend to be less satisfied with institutional funding for research projects, external speakers and travel to research/professional meetings.

GENERAL OBSERVATIONS

ABOUT POSSIBLE ISSUES

IN THE SYSTEM AND ON CAMPUSES

- Faculty are concerned about the staff available to assist with the preparation of proposals and with the management of funded projects.
- Faculty disagree with the assertion that TeleCampus services are worth the cost.
- Faculty are less satisfied with graduate student support available to assist them with their teaching and research.
- Faculty at all Academic Institutions except U. T. Austin are concerned about print library materials.

DIVERSITY ISSUES ON CAMPUSES

- Across comparison groups, faculty believe that the *diversity of the students* is important to the educational process.
- Faculty in the different institutional, tenure, seniority, and disciplinary comparison groups tend to disagree with statements suggesting *women and minorities* are discriminated against or disadvantaged in *recruitment and promotion*.
- Faculty believe *women and minorities* are underrepresented *in senior faculty and administrative positions*.

DIVERSITY ISSUES ON CAMPUSES

- Women and racial/ethnic minority groups believe that European-Americans received more helpful *career advice*.
- Both members of ethnic/racial minority groups and women think they have to work harder than their European-American and male counterparts to achieve *legitimacy as scholars*.
- Women are noticeably less satisfied than men with *promotion/ tenure review and merit/salary adjustment processes*.

COMPARISON OF 1993 AND 2003 FACULTY SATISFACTION SURVEYS

The survey found *little to no difference* between times of data gathering for satisfaction with:

- Job security
- Retirement benefits
- Autonomy in teaching
- Collegial relations among faculty
- Responsiveness of department chairs to faculty.

COMPARISON OF 1993 AND 2003 FACULTY SATISFACTION SURVEYS

The data suggest *slightly higher satisfaction in 2003*
for:

- Health benefits
- Perceived value campuses give to research in Academic Institutions (Health Institutions remained about the same)
- Processes used in annual reviews of job performance.

COMPARISON OF 1993 AND 2003 FACULTY SATISFACTION SURVEYS

For the remaining items, *satisfaction is slightly lower in 2003 than it was in 1993:*

- Salary
- Perceived value campuses give to teaching
- Institutional level administrators responsiveness to faculty
- Effectiveness of faculty governance
- Institutional resources for research
- Staff support for courses
- Library resources (Academic Institutions)
- Support given to new faculty.

RECOMMENDATIONS

Based on the results of the 2003 Faculty Satisfaction Survey, Digital Research, Inc. indicated that the following areas of concern should be addressed and given highest priority (in descending order of importance in each category) :

- (1) *All Universities* should identify and address specific concerns
- (2) *All Academic Institutions* should identify and address specific concerns
- (3) Faculty and administrators in *all Academic Institutions (other than the U. T. Austin)* should take action regarding specific concerns
- (4) Faculty at UTA, UTD, UTEP, UTSA should pursue specific concerns
- (5) Faculty and administrators in all Health Institutions should examine and refine specific policies and practices

RECOMMENDATIONS

(1) *All Universities* should identify and address specific concerns with respect to:

- Opportunities available for *faculty development leaves*, sabbaticals.
- Policies and practices used to determine *merit increases and salary adjustments*.
- The effectiveness of *faculty governance* in dealing with upper administration.
- *Salary compression*.
- The visibility and effectiveness of *Committee on the Status of Women and Minorities* and its impact on the work lives of individuals within these groups.
- *Support given to new faculty*.

RECOMMENDATIONS

(2) *All Academic Institutions* should identify and address specific concerns regarding:

- Health and retirement *benefits*.
- Staff support for *course-related activities*.
- Staff support for the *preparation of proposals* to external funding agencies.
- Staff to assist with the *management of funded projects* (e.g., bookkeeping, accounting, correspondence).
- Policies and practices regarding *release time from teaching responsibilities* to work on projects funded by external sources and the *assignment of graduate research assistants* to work with faculty on their research.

RECOMMENDATIONS

(3) Faculty and administrators in *all Academic Institutions (other than the U. T. Austin)* should take action with regard to the following concerns:

- Quality of *library* print materials.
- Responsiveness of institutional *administrators* to faculty.

RECOMMENDATIONS

(4) Faculty at *UTA, UTD, UTEP, UTSA* should pursue faculty concerns about:

- Quality of *undergraduate students*, including community college transfer students.

RECOMMENDATIONS

(5) Faculty and administrators in all Health Institutions should examine and refine policies and practices regarding:

- Patient billing.
- Securing payment of bills by patients.
- Salary incentives.

APPENDIX

Table A. Institutional Climate Index Scores for Institutional Types*

	UT System	Institution Category			
	Total	UT Group 1	UT Group 2	UT Group 3	Health
Satisfaction with Job (10)	4.54	4.43	4.38	4.21	4.74
Satisfaction with Institutional Teaching Climate (7)	4.96	5.06	4.77	4.81	5.20
Satisfaction with Institutional Research Climate (7)	4.82	4.87	4.62	4.31	5.02
Satisfaction with Institutional Governance and Leadership (3)	4.00	4.07	3.88	3.44	4.17
Satisfaction with Institutional Policies-Patient Billing and Incentive Salaries (4)	3.56	.	3.31	2.78	3.58

*Indices represent overall mean for items in each category. Respondents who did not complete at least 2/3 of the items in an index were treated as missing data. Parentheses indicate number of items in each of the indices.

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UT-Southwestern

Note: Unless otherwise specified, the scale is 1=Not at all Satisfied to 7=Extremely satisfied

APPENDIX

Table B. Satisfaction with Resources Index Scores for Institutional Types

	UT System	Institution Category			
	Total	UT Group 1	UT Group 2	UT Group 3	Health
Satisfaction with Institutional Resources-General (7)	4.26	4.23	4.04	3.89	4.48
Satisfaction with Institutional Resources-Teaching (11)	4.49	4.50	4.24	4.10	4.82
Satisfaction with Institutional Resources-Research (8)	3.99	4.10	3.63	2.98	4.35
Satisfaction with Institutional Resources-Library (3)	5.38	5.46	4.90	4.70	5.78

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APPENDIX

Table C. Gender/Ethnic/Racial Index Scores for Institutional Types

	UT System	Institution Category			
	Total	UT Group 1	UT Group 2	UT Group 3	Health
Satisfaction with Institutional Climate-Race and Gender (3)	4.92	4.47	4.97	4.95	5.08
Satisfaction with Institutional Treatment of Women (9)	3.03	3.35	2.92	2.90	2.99
Satisfaction with Institutional Treatment of Underrepresented Ethnic/Racial Groups (7) ^a	3.09	3.03	3.11	3.20	3.09

^a Two of the original items in this scale were reverse coded to maintain index integrity.

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Health = UTHC-Tyler, UTHSC-Houston, UTHSC-San Antonio, UTMD Anderson, UTMB-Galveston, UT-Southwestern

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APPENDIX

Table D. Departmental Climate Index Scores for Institutional Types

	UT System	Institution Category			
	Total	UT Group 1	UT Group 2	UT Group 3	Health
Satisfaction with Departmental Teaching Climate (6)	4.73	4.72	4.65	4.54	4.89
Satisfaction with Departmental Research Climate (3)	4.29	4.32	4.14	3.55	4.55
Satisfaction with Department-Collegiality and Leadership (4)	4.79	4.82	4.78	4.57	4.84
Satisfaction with Department-Personnel Policies and Practices (4)	4.34	4.17	4.24	4.29	4.49

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Note: Unless otherwise specified, the scale is 1=Not at all Satisfied to 7=Extremely satisfied