

Why a Faculty Survey?

- The university needs to regularly assess its effectiveness in creating an environment that attracts, retains and supports high quality faculty.
- **Goal:** To gain insight into those factors that influence faculty performance and job satisfaction and to highlight concerns and areas where improvements can be made.
- **Driving Forces:**
 - The Provost's Task Force on Faculty Work/Life Issues
 - The Senate's Faculty Affairs Committee
 - Institutional Research

The Process

- IR developed the survey, in cooperation with the Task Force and the FAC.
- The online survey was launched on March 29, 2009, and remained up until April 10, 2009.
- Reminders sent, gifts offered.
- Survey was emailed to all FT faculty members (404/407)
- Response rate: 59%. Completion rate: 88%

The Survey Findings

■ Recruitment and Retention

- 83% were satisfied with their job at AUC. Consistent across schools, faculty rank, and hiring status.
- Majority of faculty receive adequate support from chair and office space, library resources adequate. HUSS, BEC and library less positive about adequacy of ICT.
- All schools and LLT do not have adequate support in proposal writing, preparation of grant budgets, study design and analysis, etc. Faculty commented that heavy teaching load prevents research.
- Hires within last five years satisfied with recruitment process.
- Strongest factors in decision to join AUC: location, reputation. Also salary, benefits, and research opportunities.
- Factors in potential decision to leave AUC: inequity between foreign and local hire; balance between teaching, research, service and admin. work.
- Most significant factor affecting faculty retention in unit: collegiality and work environment; salary issues, need to improve transparency in tenure and promotion; heavy teaching load, and commute to the new campus.

The Survey Findings

- **Teaching, Research, and Service**
 - Majority in all schools agreed all three are important.
 - Majority of faculty agreed that each of the university's learning outcomes was important.
 - Faculty report using diverse teaching methods; many use high-impact methods. Most frequently cited were class discussions, real-life problems; group assignments.
 - Faculty report developing classes that go beyond traditional lectures. 73% use Blackboard, almost 50% require Turnitin.com.
 - Except for LLT, majority agree AUC provides adequate support for faculty to integrate LT in their classrooms, and classes are adequately equipped with IT and Internet.
 - Majority agree service is valued.
 - Faculty agreed that community linkages are important and move has made engagement more difficult. Few agreed that university was providing enough support to re-establish linkages.

The Survey Findings

- **Tenure, Promotion, and Annual Review**
 - Majority noted need for increased transparency and clear, standardized criteria and guidelines for promotion, tenure and merit pay. Decisions re merit pay noted for lack of transparency; annual review needs clear guidelines and standards. Need to make them clear from point of hire.
 - University needs to do better at mentoring junior faculty, providing feedback on faculty reports, and providing regular reviews prior to tenure application. Formal review process.
 - Merit review criticized for lack of transparency, burden on faculty.
 - Difficult to balance teaching, research, and admin. Duties; teaching excellence not given as much weight as research. Felt student evaluations should be mandatory and not sole criteria for teaching effectiveness.
 - Not sufficient channels for instructors, language teachers to receive merit pay, tenure, permanent positions.

The Survey Findings

- **Faculty Input Into Governance**
 - Faculty members need more input into curriculum decisions.
 - 13% agreed that administration is transparent in sharing information.
 - Need to revisit mandate and role of the Senate: less than 30% feel their views are adequately represented.

The Survey Findings

■ Work Environment

- Least satisfied with food services (2.7/5.0). Most satisfied with Faculty Lounge.
- Faculty feel valued by members of their units; respect for diverse ideas or beliefs.
- Do not agree that faculty are rewarded for efforts to improve teaching, nor do depts. do a good job of mentoring junior faculty.
- Research and publishing demands, university service, bureaucracy, teaching load, financial concerns sources of stress.
- Majority agree salary and benefits fair in comparison to other univ. in Egypt but not in US. 30% agreed that compensation packages were fair compared to peers at AUC; 34% satisfied.
- Faculty from BEC most active in paid consulting outside AUC. Avg. of 32% consult, less than 13% teach outside AUC.
- Little harassment at AUC; most frequent were related to religion, nationality, dress, theoretical orientation, and research.

The Survey Findings

■ General Faculty Comments

- What they like most about AUC: People, teaching, learning environment, freedom of expression, diversity, flexibility, responsiveness to complaints, Cairo, AUC's location.
- Satisfied with new campus facilities but don't like long, unsafe commute, worried about barriers to engagement, poor maintenance of facilities and classroom tech. Need to reduce commercialization of campus, need for increased signage.
- Need to improve salaries and benefits, transparency, criteria and standards for promotion and tenure, student recruitment, collaboration, increase research opportunities, reduce teaching loads.

What's Next?

- Results need to be shared
 - Report is online on IR's assessment website.
 - <http://www.aucegypt.edu/ResearchatAUC/IR/Assessment/Pages/InstitutionalSurveys.aspx>
- Use the information to make improvements.
 - Actions taken as result of feedback should be shared with community.
- Repeat survey as periodic intervals.