

2015 Faculty Survey Highlights

Purpose

- Examine faculty perceptions of professional and intellectual life in seven areas:
 - Satisfaction
 - Departmental atmosphere
 - Workload
 - Mentoring
 - Promotion/tenure practices
 - Hiring/retention
 - Life outside of Duke
- Compare results across schools, genders, and races/ethnicities
- Compare to 2005 and 2010 survey results to ascertain progress/regress
- Identify actionable areas for improvement

Survey response rates

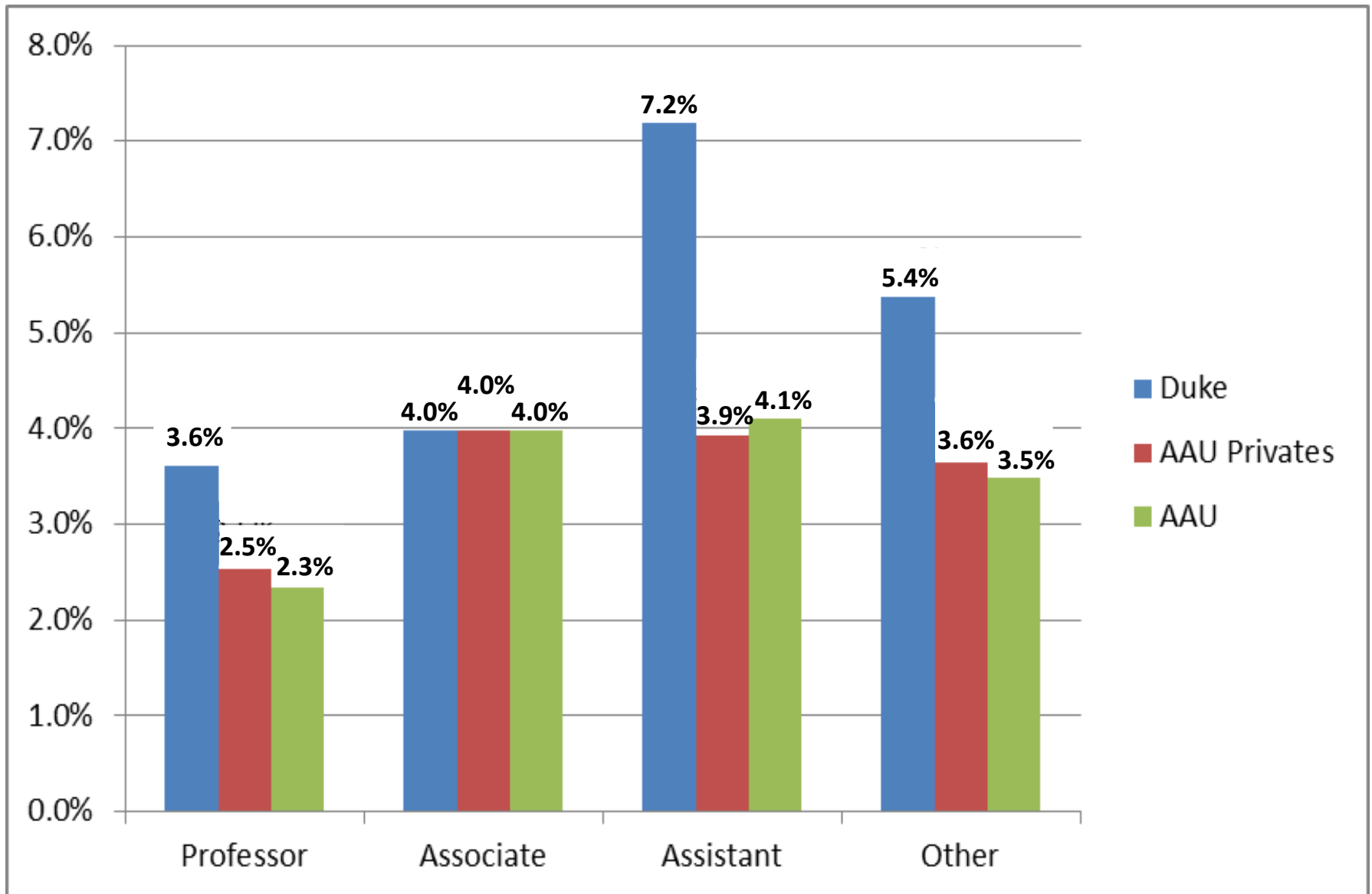
	Polled	Response	No response	Rate
Regular rank faculty	3390	1886	1504	56%*

*increase of 5% over the 2010 survey, 1% over 2005

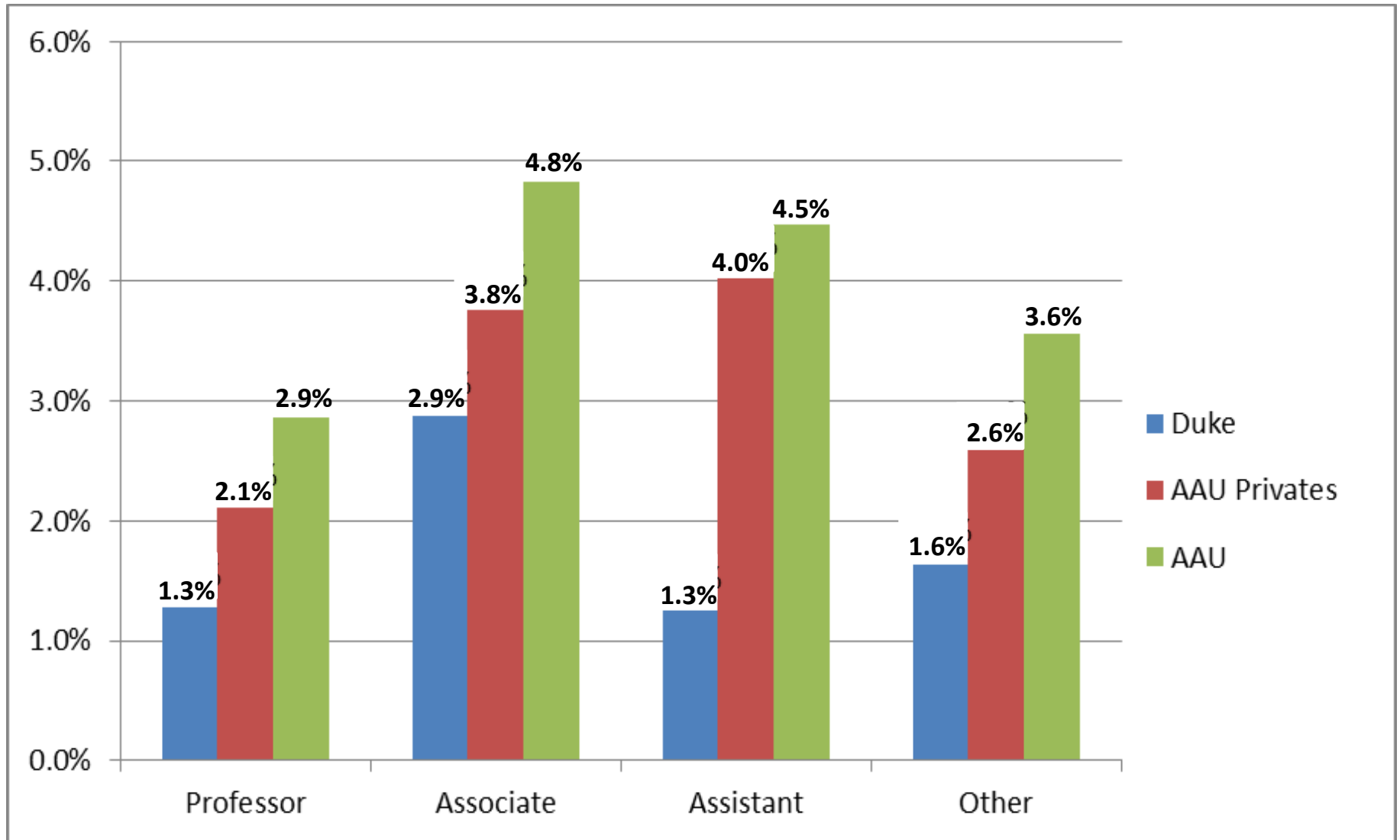
	% of total population	Polled	Response	No response	Rate
Female	37%	1264	777	487	62%
Male	63%	2126	1109	1017	52%

	% of total population	Polled	Response	No response	Rate
Asian	15%	499	274	225	55%
Black	4%	150	76	74	51%
Hispanic	2%	60	32	28	53%
White	79%	2681	1504	1177	56%

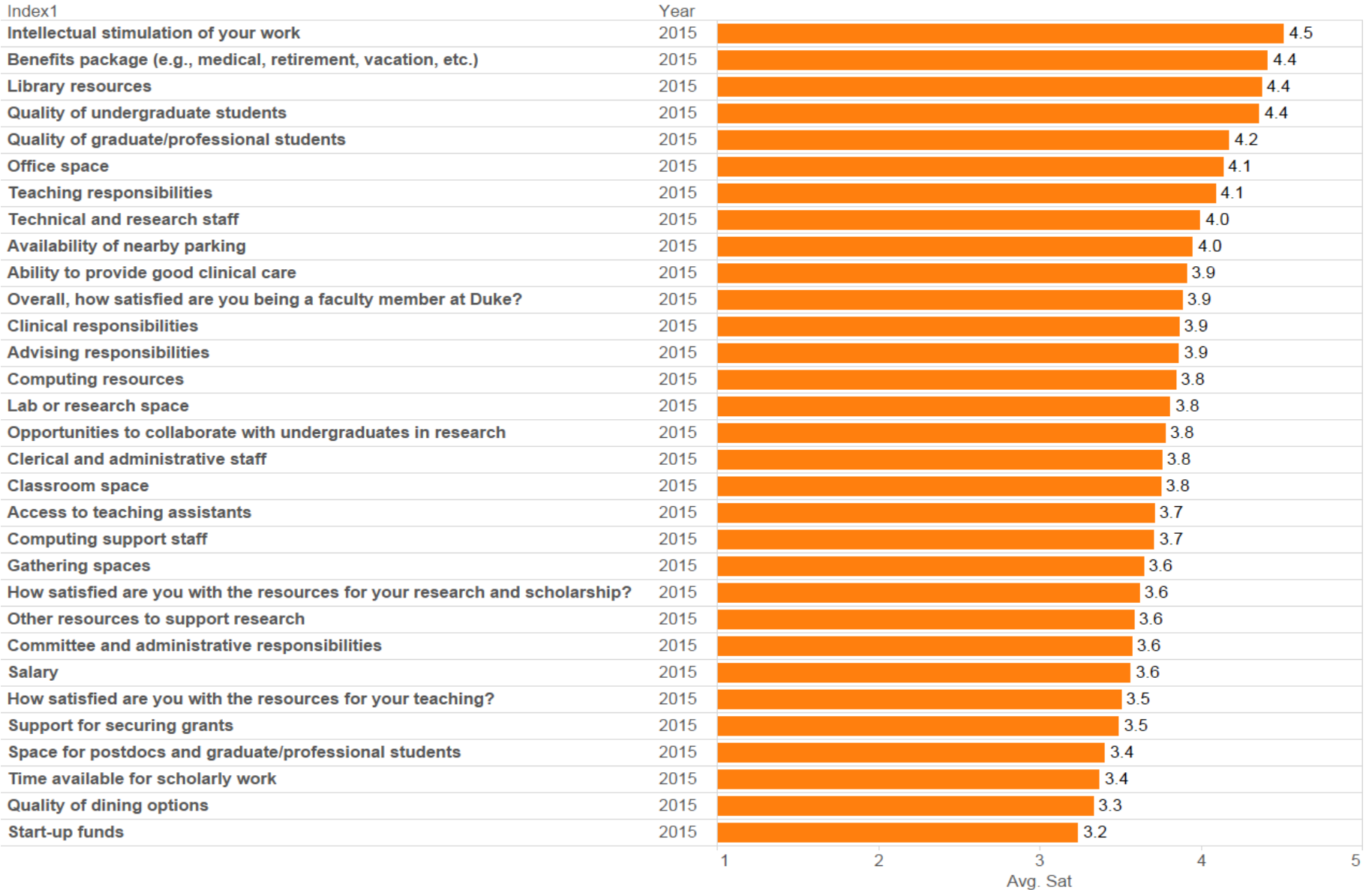
Distribution of Black faculty by rank



Distribution of Hispanic faculty by rank



Faculty are generally satisfied with work and life at Duke



Overall, how satisfied are you being a faculty member at Duke?

Change in average satisfaction from previous survey
Positive change
Negative change
No change

	Satisfaction (average)*		
	2005	2010	2015
Humanities	4.0	4.0	3.8
Social Sciences	4.0	4.2	4.3
Natural Sciences	3.9	3.9	4.0
Divinity	4.7	4.2	4.2
Engineering	4.0	4.1	3.8
Environment	4.0	4.3	4.3
Law	4.7	4.4	4.5
Medicine	3.9	3.9	3.7
Nursing	4.2	3.9	4.2
Business	3.7	4.1	4.1
Basic Sciences	3.9	4.1	3.9
Public Policy	4.1	4.2	4.3
Institutes & Centers	-	-	4.2

***Answer choices:**

- 1 - Very dissatisfied
- 2 - Somewhat dissatisfied
- 3 - Neither satisfied nor dissatisfied
- 4 - Somewhat satisfied
- 5 - Very satisfied

Overall, how satisfied are you being a faculty member at Duke?

Satisfaction (average)				
	2005	2010	2015	
Humanities	4.0	4.0	3.8	
Social Sciences	4.0	4.2	4.3	
Natural Sciences	3.9	3.9	4.0	
Divinity	4.7	4.2	4.2	
Largest decline	Engineering	4.0	4.1	3.8
	Environment	4.0	4.3	4.3
Most satisfied	Law	4.7	4.4	4.5
Least satisfied	Medicine	3.9	3.9	3.7
Largest gain	Nursing	4.2	3.9	4.2
	Business	3.7	4.1	4.1
	Basic Sciences	3.9	4.1	3.9
	Public Policy	4.1	4.2	4.3
	Institutes & Centers	-	-	4.2

How satisfied are you with the resources for your research and scholarship?

Change in average satisfaction from previous survey
Positive change
Negative change
No change

	Satisfaction (average)		
	2005	2010	2015
Humanities	3.6	3.8	3.9
Social Sciences	3.4	3.9	4.2
Natural Sciences	3.6	3.9	3.9
Divinity	3.9	4.1	4.4
Engineering	3.1	3.6	3.6
Environment	3.4	4.0	3.8
Law	4.4	4.1	4.3
Medicine	3.0	3.3	3.3
Nursing	3.2	4.1	4.1
Business	3.9	4.1	4.1
Basic Sciences	3.0	3.4	3.6
Public Policy	3.3	3.7	3.8
Institutes & Centers	-	-	4.1

How satisfied are you with the resources for your research and scholarship?

		Satisfaction (average)		
		2005	2010	2015
	Humanities	3.6	3.8	3.9
Largest gain	Social Sciences	3.4	3.9	4.2
	Natural Sciences	3.6	3.9	3.9
Most satisfied	Divinity	3.9	4.1	4.4
	Engineering	3.1	3.6	3.6
Largest decline	Environment	3.4	4.0	3.8
	Law	4.4	4.1	4.3
Least satisfied	Medicine	3.0	3.3	3.3
	Nursing	3.2	4.1	4.1
	Business	3.9	4.1	4.1
	Basic Sciences	3.0	3.4	3.6
	Public Policy	3.3	3.7	3.8
	Institutes & Centers	-	-	4.1

Satisfaction trend by gender

Change in average satisfaction from previous survey
Positive change
Negative change
No change

		Satisfaction (average)		
		2005	2010	2015
Overall, how satisfied are you being a faculty member at Duke?	Female	3.9	3.9	3.8
	Male	4.0	4.0	3.9
Salary	Female	3.4	3.2	3.4
	Male	3.4	3.5	3.7
Start-up funds	Female	-	3.1	3.1
	Male	-	3.2	3.3
Access to teaching assistants	Female	-	3.2	3.5
	Male	-	3.7	3.8
Time available for scholarly work	Female	-	3.0	3.1
	Male	-	3.4	3.5

Satisfaction trend by race/ethnicity

Change in average satisfaction from previous survey
Positive change
Negative change
No change

		Satisfaction (average)		
		2005	2010	2015
Overall, how satisfied are you being a faculty member at Duke?	Asian	3.7	3.8	3.8
	Black	3.7	3.8	3.8
	Hispanic	3.8	4.4	3.7
	White	4.0	4.0	3.9
Salary	Asian	3.2	3.1	3.2
	Black	3.1	3.2	3.2
	Hispanic	2.7	3.5	3.3
	White	3.4	3.5	3.6
Start-up funds	Asian	-	3.0	3.0
	Black	-	3.4	3.2
	Hispanic	-	3.5	3.1
	White	-	3.2	3.3

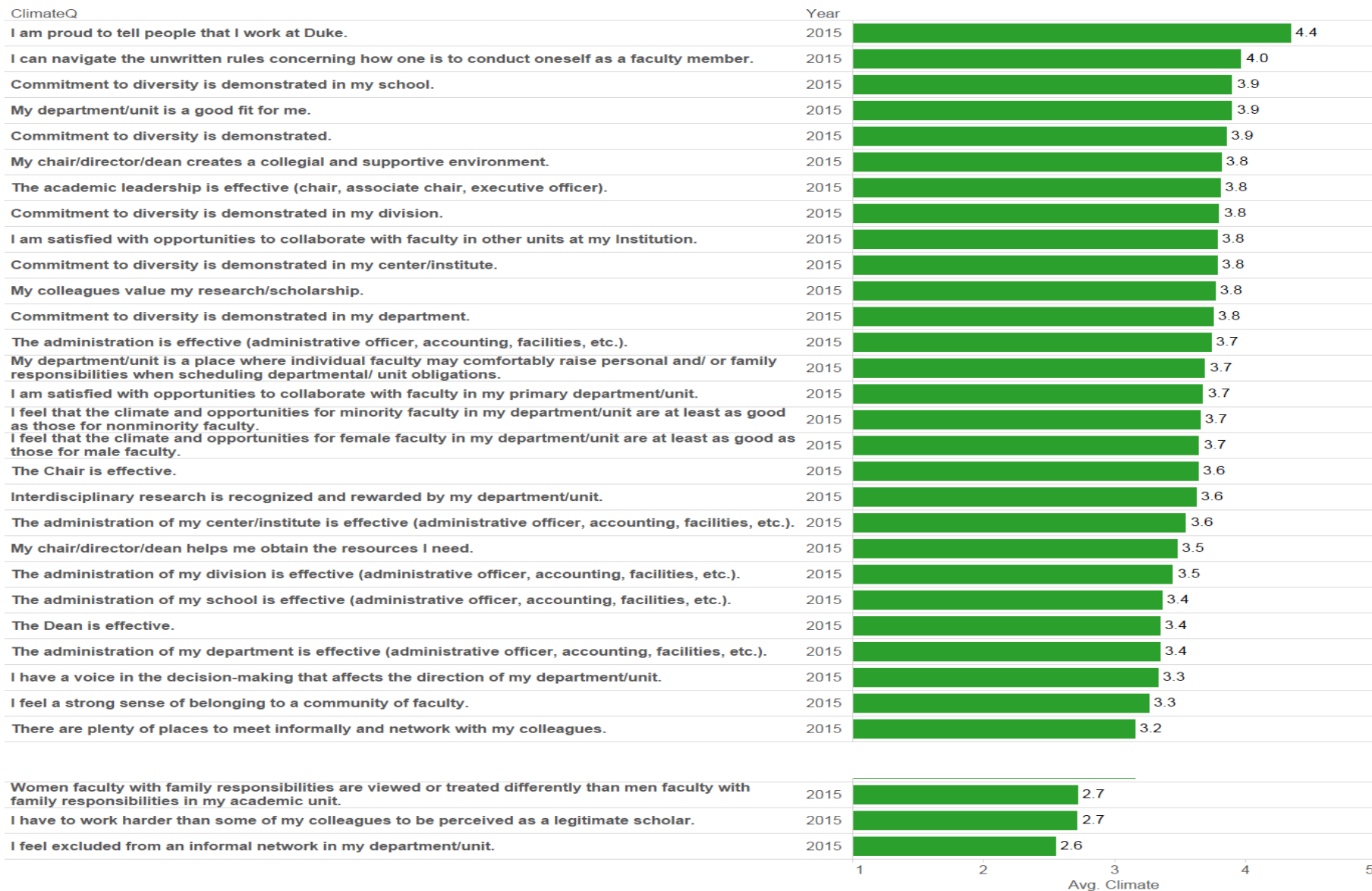
Satisfaction items rated higher by non-clinical Black and Hispanic faculty

Highest rated	Satisfaction (average)			
	Asian	Black	Hispanic	White
Start-up funds	3.4	3.6	4.1	3.8
Teaching responsibilities	4.1	4.5	4.6	4.3
Access to teaching assistants	3.7	3.9	3.8	3.7
Opportunities to collaborate with undergraduates in research	3.6	3.8	4.3	4.1

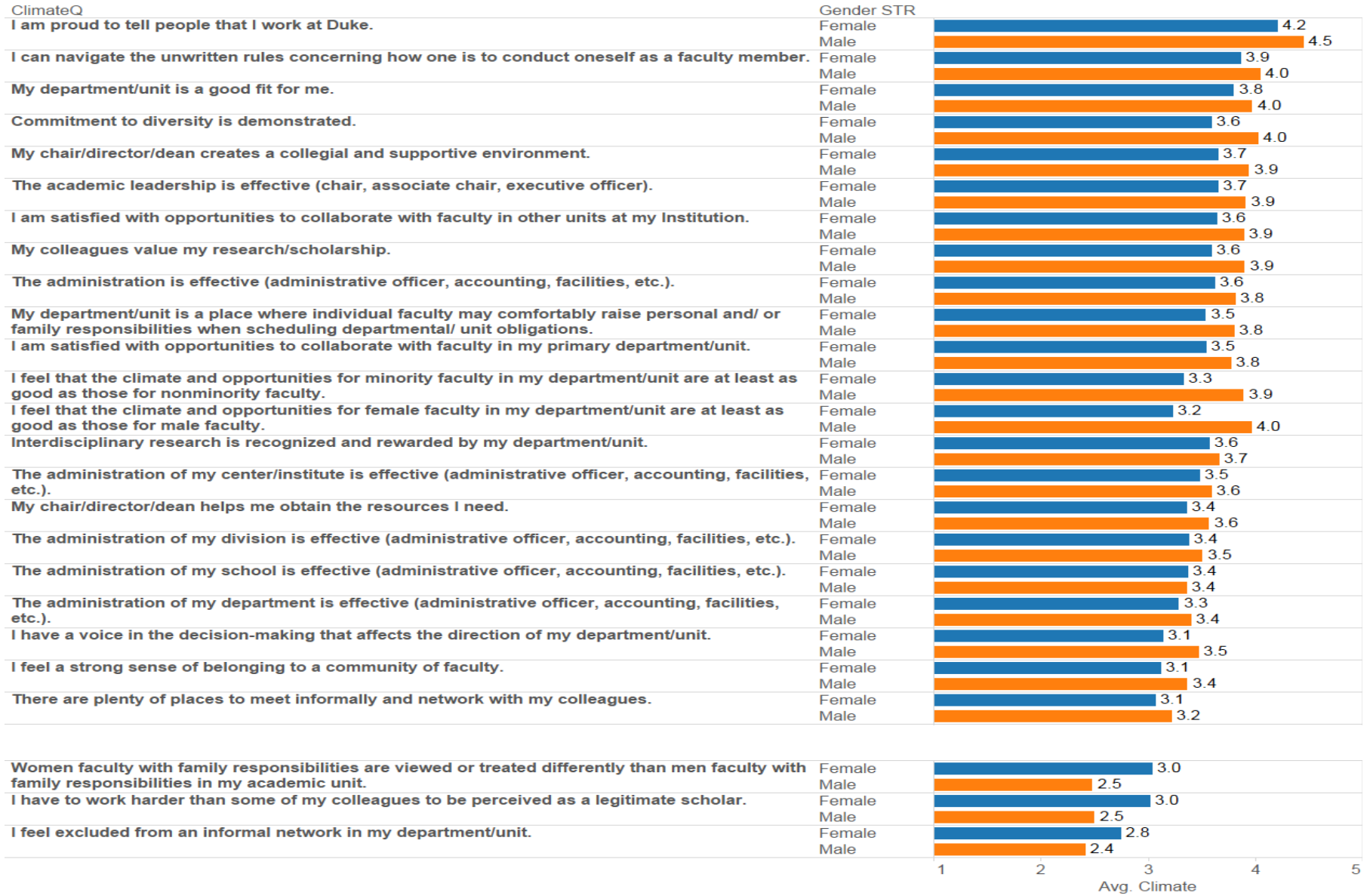
Satisfaction items rated lower by non-clinical, non-White faculty

	Satisfaction (average)			
	Asian	Black	Hispanic	White
Overall, how satisfied are you being a faculty member at Duke?	3.8	3.8	3.8	4.1
How satisfied are you with the resources for your research and scholarship?	3.6	3.7	3.4	4.0
Salary	3.4	3.5	3.7	3.8
Support for securing grants	3.5	3.6	3.5	3.8
Intellectual stimulation of your work	4.3	4.4	4.4	4.7
Office space	3.9	4.2	4.3	4.4

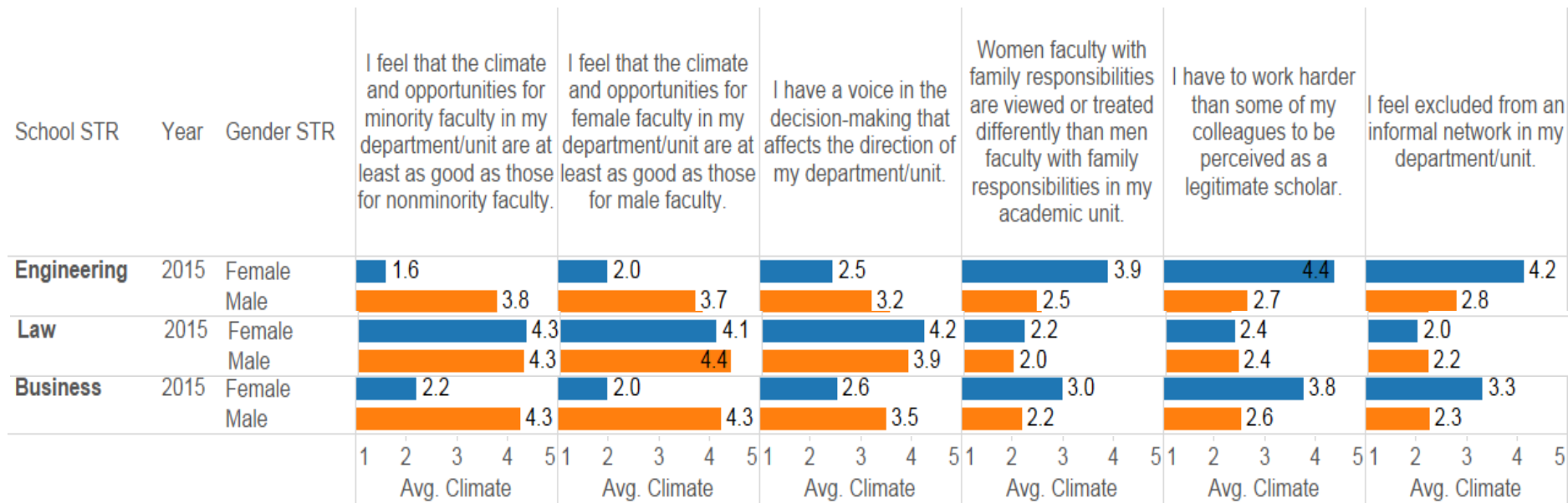
In most areas, faculty viewed their departmental atmosphere favorably



In general, women view their departmental atmosphere less favorably than men



Departmental atmosphere favorability varies by school and gender



Answer choices:

- 1 - Strongly disagree
- 2 - Somewhat disagree
- 3 - Neither agree nor disagree
- 4 - Somewhat agree
- 5 - Strongly agree

Perception of equal treatment has declined, with persistent gaps between genders

Change in percent agreement from previous survey
Positive change
Negative change
No change

		% Agreement*		
		2005	2010	2015
Women faculty with family responsibilities are viewed or treated differently than men faculty with family responsibilities in my academic unit	Female	55%	29%	38%
	Male	33%	17%	18%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	Female	37%	34%	41%
	Male	19%	22%	26%
I feel excluded from an informal network in my department/unit	Female	-	30%	34%
	Male	-	18%	24%

*The percentage of respondents that answered either “somewhat agree” or “strongly agree”

Black faculty are less satisfied with the commitment to diversity and equality

Change in percent agreement from previous survey
Positive change
Negative change
No change

		% Agreement		
		2005	2010	2015
Commitment to diversity is demonstrated	Asian	56%	64%	68%
	Black	37%	52%	45%
	Hispanic	47%	46%	62%
	White	65%	65%	72%
I have to work harder than some of my colleagues to be perceived as a legitimate scholar	Asian	34%	29%	35%
	Black	54%	53%	53%
	Hispanic	27%	17%	21%
	White	23%	25%	31%
I feel excluded from an informal network in my department/unit	Asian	-	18%	25%
	Black	-	25%	36%
	Hispanic	-	20%	30%
	White	-	23%	28%

Non-Whites struggle with navigating unwritten rules compared to Whites in some areas

Change in average agreement from previous survey

Positive change

Negative change

No change

I can navigate the unwritten rules concerning how one is to conduct oneself as a faculty member

Agreement (average)

2010

2015

Social Sciences

Non-White

3.9

4.2

White

4.3

4.2

Natural Sciences

Non-White

3.9

3.8

White

4.1

4.1

Business

Non-White

4.2

3.5

White

4.0

4.1

Basic Sciences

Non-White

3.6

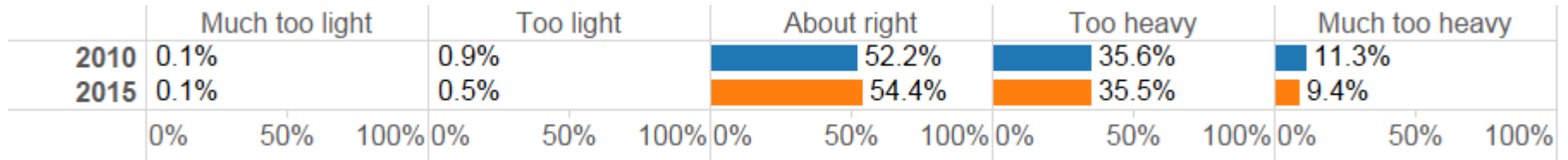
3.3

White

4.0

4.2

Faculty perceive their workload as reasonable



While at Duke, do you feel as though you have received adequate mentoring?

Change in percent agreement from previous survey
Positive change
Negative change
No change

% Agreement		
	2010	2015
Female	44%	45%
Male	46%	52%
Total	45%	49%

% Agreement		
	2010	2015
Asian	50%	50%
Black	32%	46%
Hispanic	50%	70%
White	45%	49%

% Agreement		
	2015	
Humanities	Female	32%
	Male	58%
Divinity	Female	23%
	Male	19%
Law	Female	89%
	Male	63%
Nursing	Female	73%
	Male	60%

Highest rated
Lowest rated

While the communication around tenure is improving, promotion has declined

Change in average satisfaction from previous survey
Positive change
Negative change
No change

	Agreement (average)		
	2005	2010	2015
Do you agree that the criteria for tenure are clearly communicated?	3.3	3.4	3.5
Do you agree that the criteria for promotion are clearly communicated?	3.3	3.4	3.1

Differences in tenure and promotion communication by school and gender

		Highest rated	Lowest rated	Agreement (average)
		Do you agree that the criteria for tenure are clearly communicated?		Do you agree that the criteria for promotion are clearly communicated?
Natural Sciences	Female		3.0	2.8
	Male		4.0	3.5
Divinity	Female		2.7	2.4
	Male		4.4	3.6
Environment	Female		3.6	2.5
	Male		3.8	3.7
Business	Female		4.0	2.6
	Male		3.9	3.6
Public Policy	Female		3.2	3.3
	Male		4.2	3.8

Overall, how satisfied are you with the ways in which your role as a faculty member at Duke and your life outside of Duke fit together?

Highest rated

Lowest rated

	2015	Satisfied
Humanities		66%
Social Sciences		69%
Natural Sciences		69%
Divinity		56%
Engineering		69%
Environment		68%
Law		96%
Medicine		54%
Nursing		72%
Business		78%
Basic Sciences		69%
Public Policy		72%
Institutes & Centers		55%
Total		63%

If you could decide all over again whether to be a faculty member at Duke, what would you decide?*

Highest rated

Lowest rated

2015	I would choose to come to Duke
Humanities	66%
Social Sciences	81%
Natural Sciences	71%
Divinity	79%
Engineering	68%
Environment	81%
Law	89%
Medicine	63%
Nursing	78%
Business	83%
Basic Sciences	71%
Public Policy	79%
Institutes & Centers	64%
Total	69%

***Answer choices:**

- I would choose to come to Duke
- I would have some second thoughts
- I would choose not to come to Duke

Where do we go from here?

Focus on improving areas of dissatisfaction that are important to faculty

Next steps

- Share results with colleagues, academic administration and interested faculty groups
- Share school reports with deans and support their efforts to:
 - discuss with their faculty
 - generate action items where changes and improvement are warranted
- Incorporate AAU peer data for comparisons
- Analyze survey responses by department where possible and share summary data