Texas Lutheran University
HERI Faculty Survey
2019-2020 Results

Full-Time Undergraduate Teaching Faculty

Texas Lutheran University
N=65

Other Religious 4yr Colleges - low selectivity
N=317

Higher Education Research Institute, University of California at Los Angeles

THE FACULTY EXPERIENCE

Results from the HERI Faculty Survey highlight key areas of faculty's engagement in teaching, research, and service activities. The survey also touches on faculty's level of stress, satisfaction with their institution, and perspectives for undergraduate education.

- **Pedagogical practices**
- **Research and service activities**
- **Satisfaction and stress**
- **Institutional and departmental climate**

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- Commitment to the Institution

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A Note about HERI Constructs

We use the CIRP constructs throughout this PowerPoint to help summarize important information about your faculty from the HERI Faculty Survey.

Constructs

Constructs tap into key features of the faculty experience by aggregating questions from the HERI Faculty Survey. These faculty traits and institutional practices contribute to faculty's research productivity, overall satisfaction, and engagement with students in the classroom.

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Demographics

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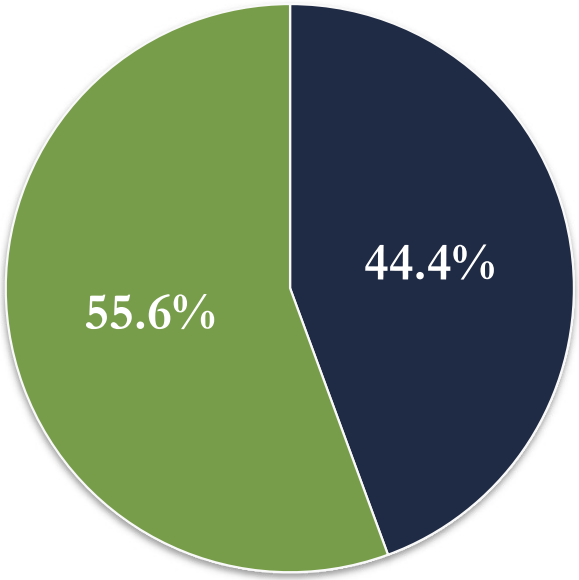
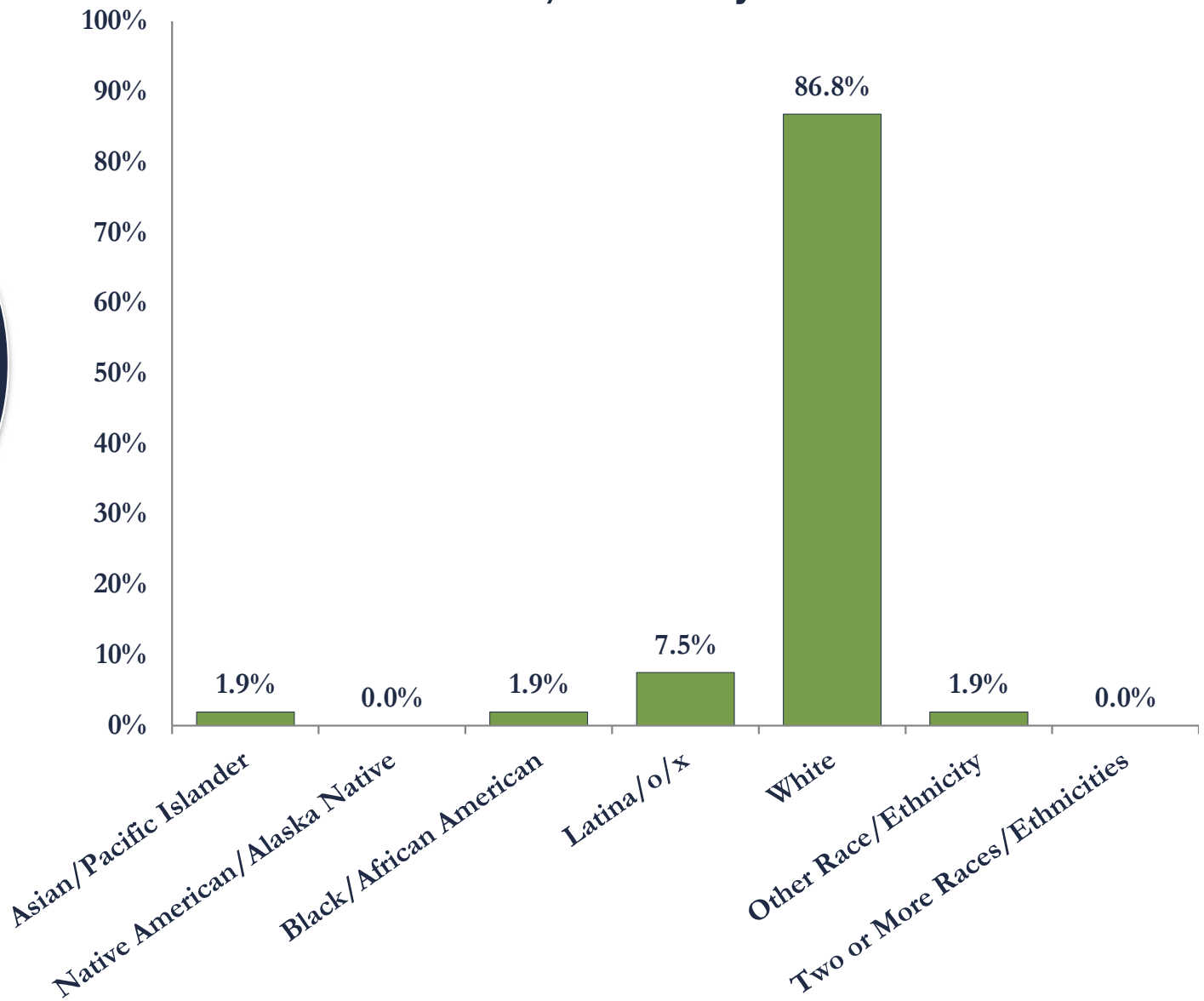
Demographics

Gender

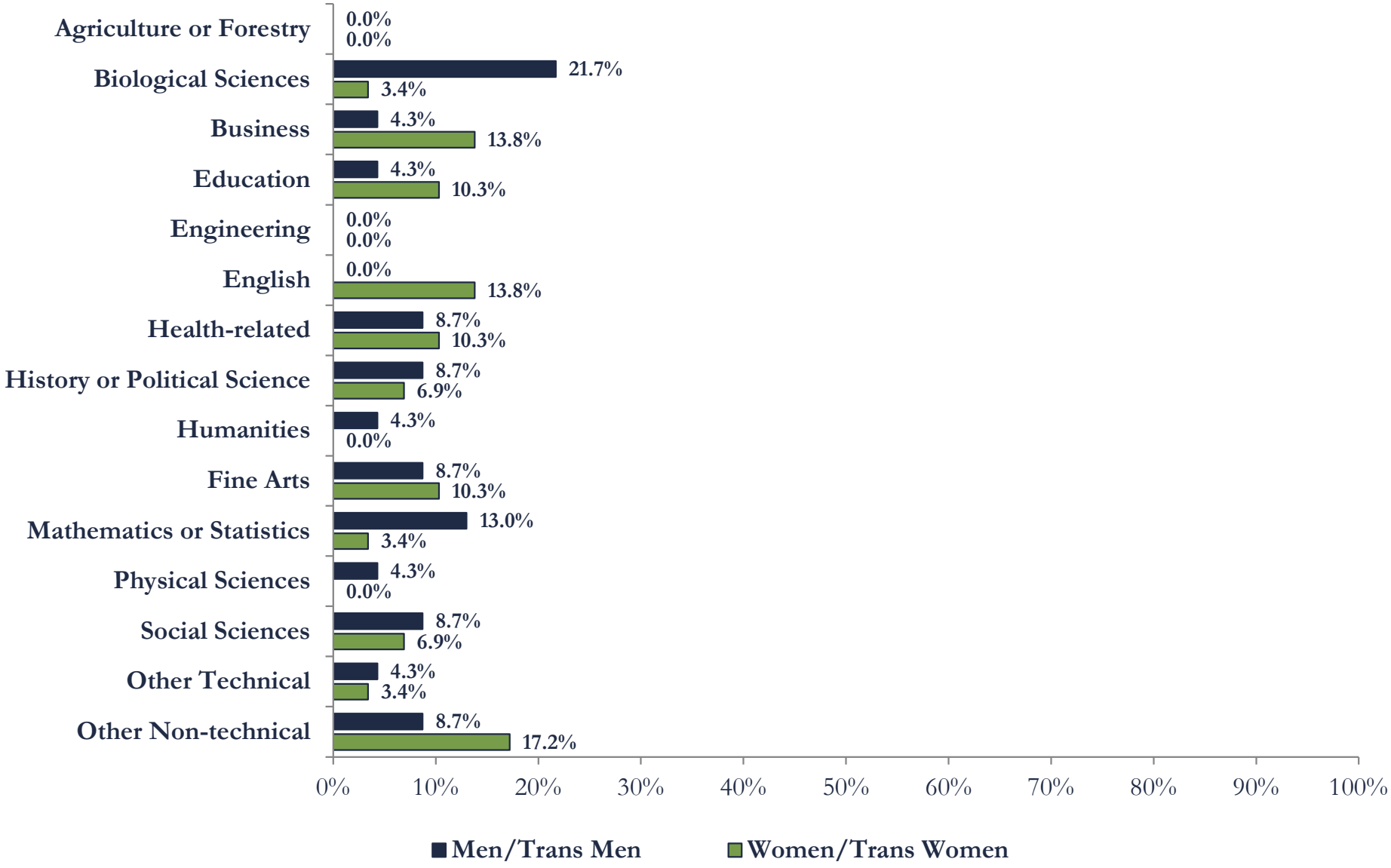


Race/Ethnicity



Demographics

Academic Department (Aggregated)



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Teaching Practices

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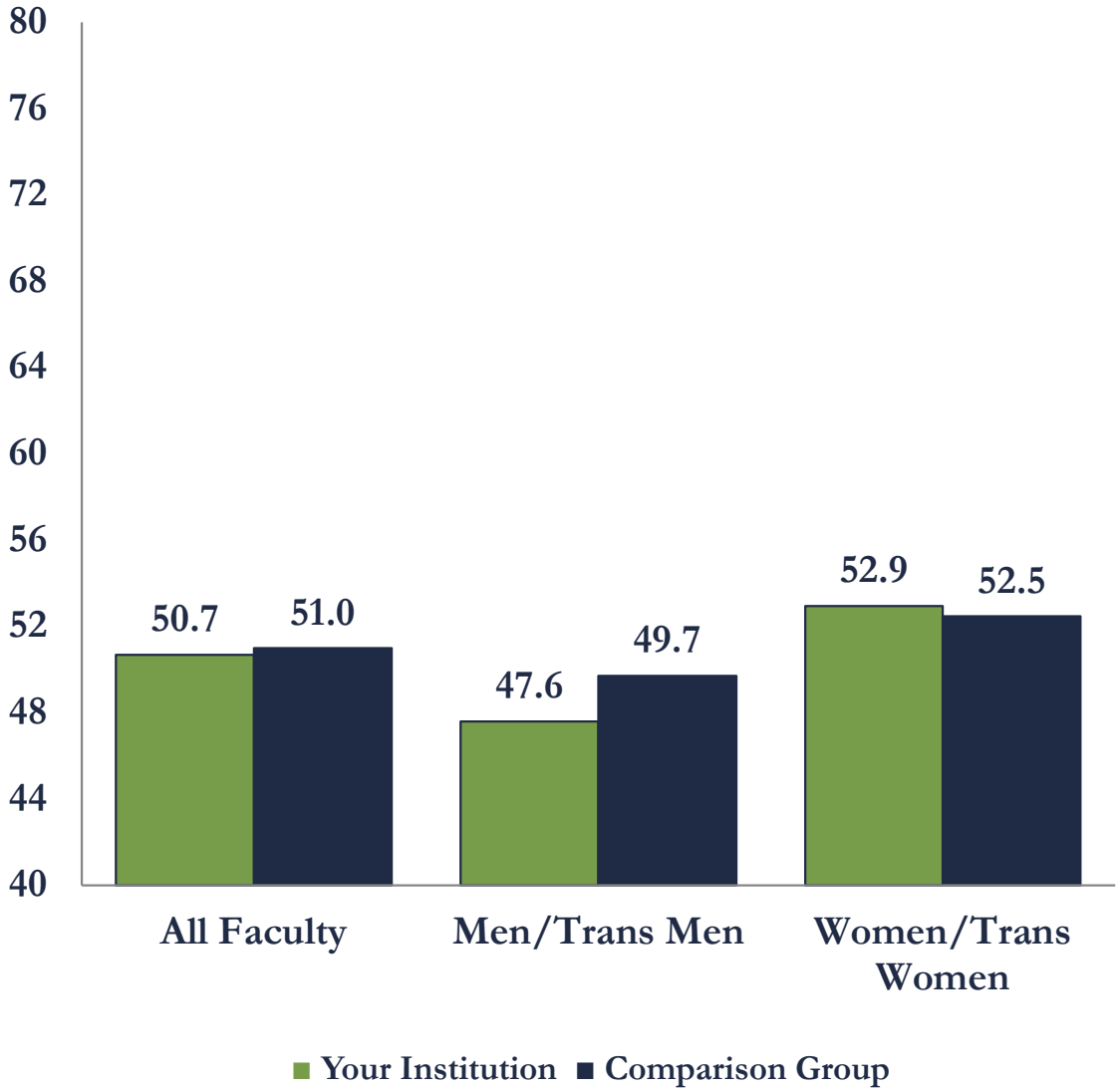
Student-Centered Pedagogy

Student-Centered Pedagogy measures the extent to which faculty use student-centered teaching and evaluation methods in their courses.

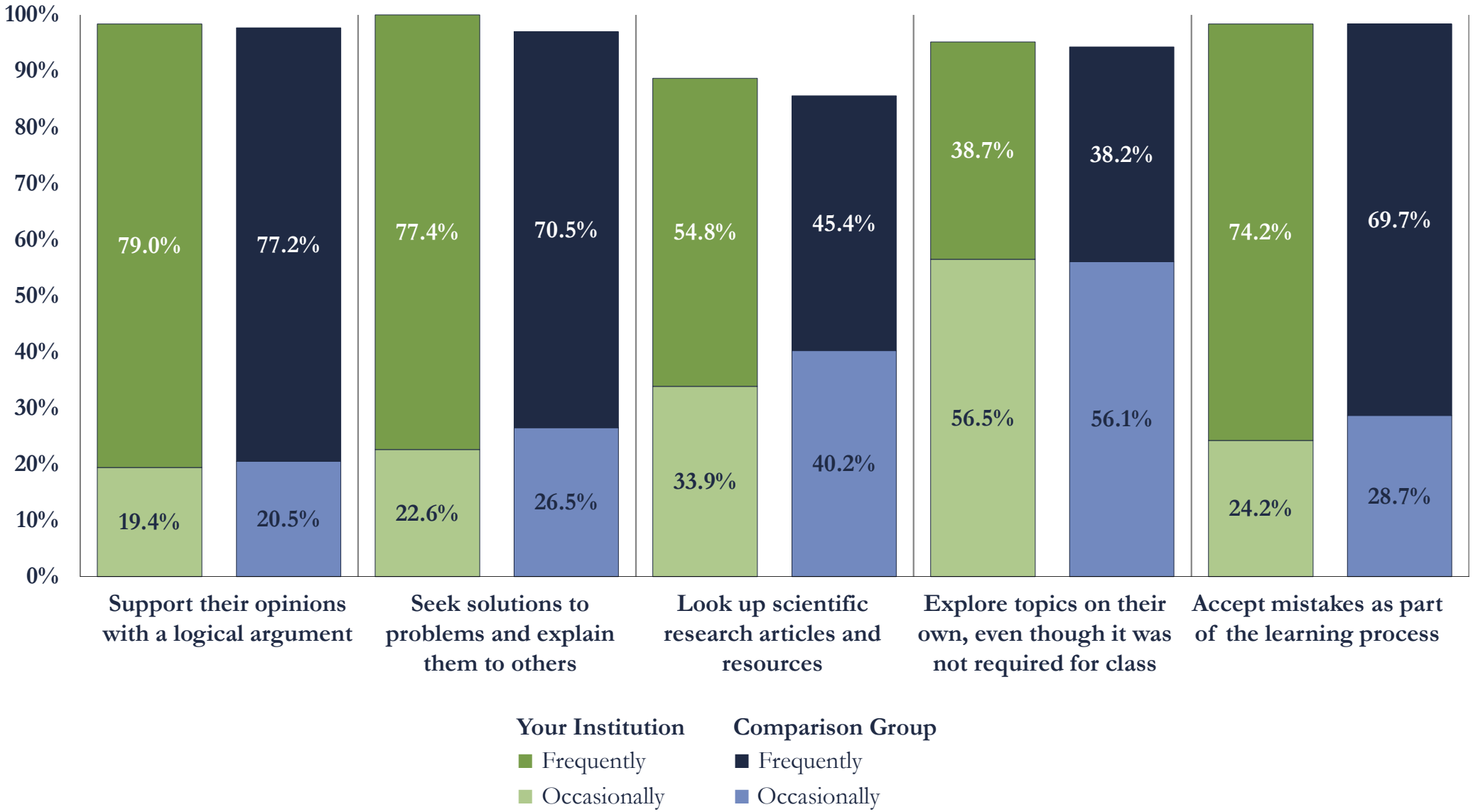


Construct Items

- Student presentations
- Student evaluations of each others' work
- Class discussions
- Cooperative learning (small groups)
- Experiential learning/Field studies
- Group projects
- Reflective writing/Journaling
- Using student inquiry to drive learning

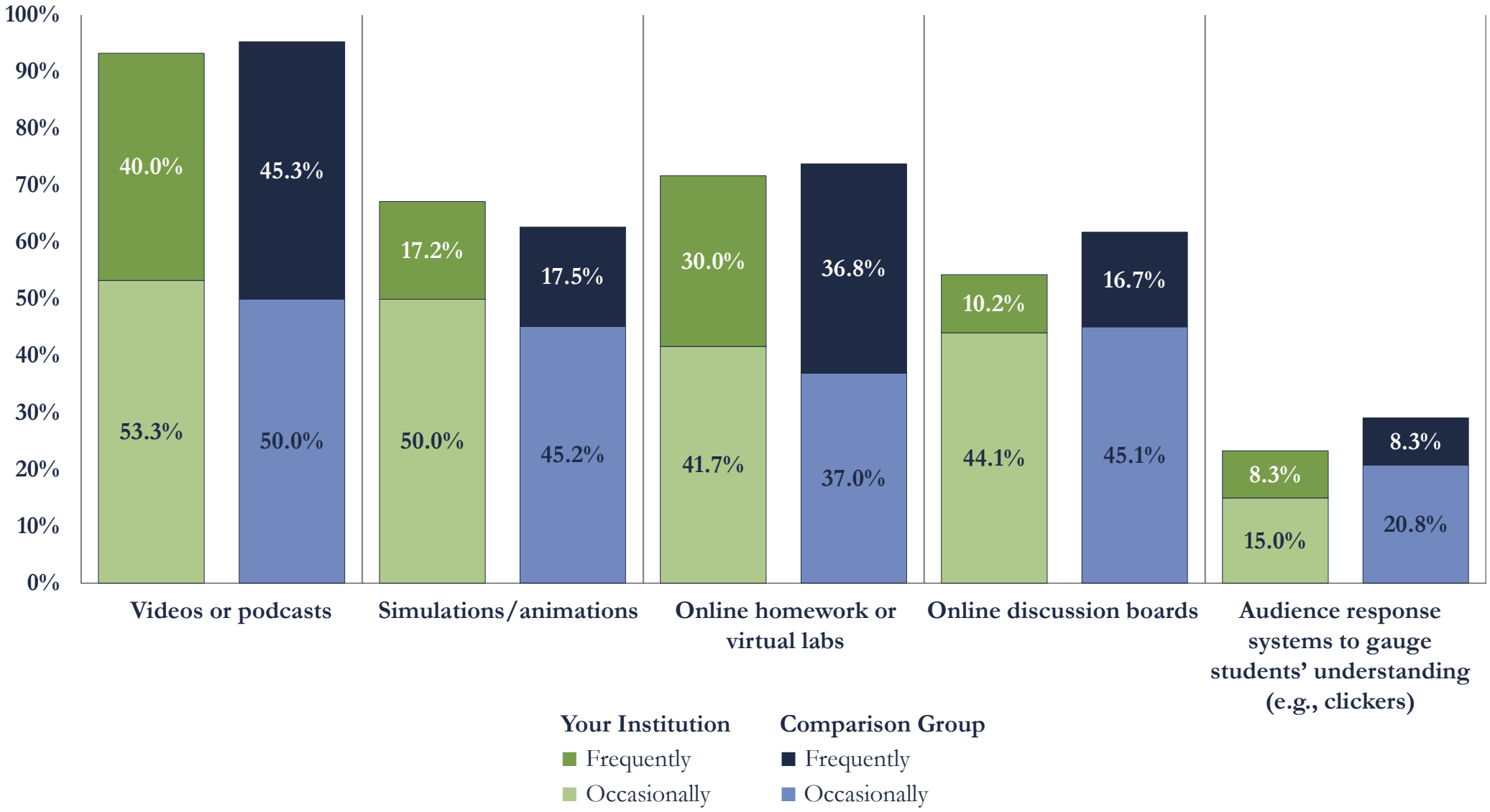
Habits of Mind

These items measure the extent to which faculty structure courses to develop habits of mind for lifelong learning in students.

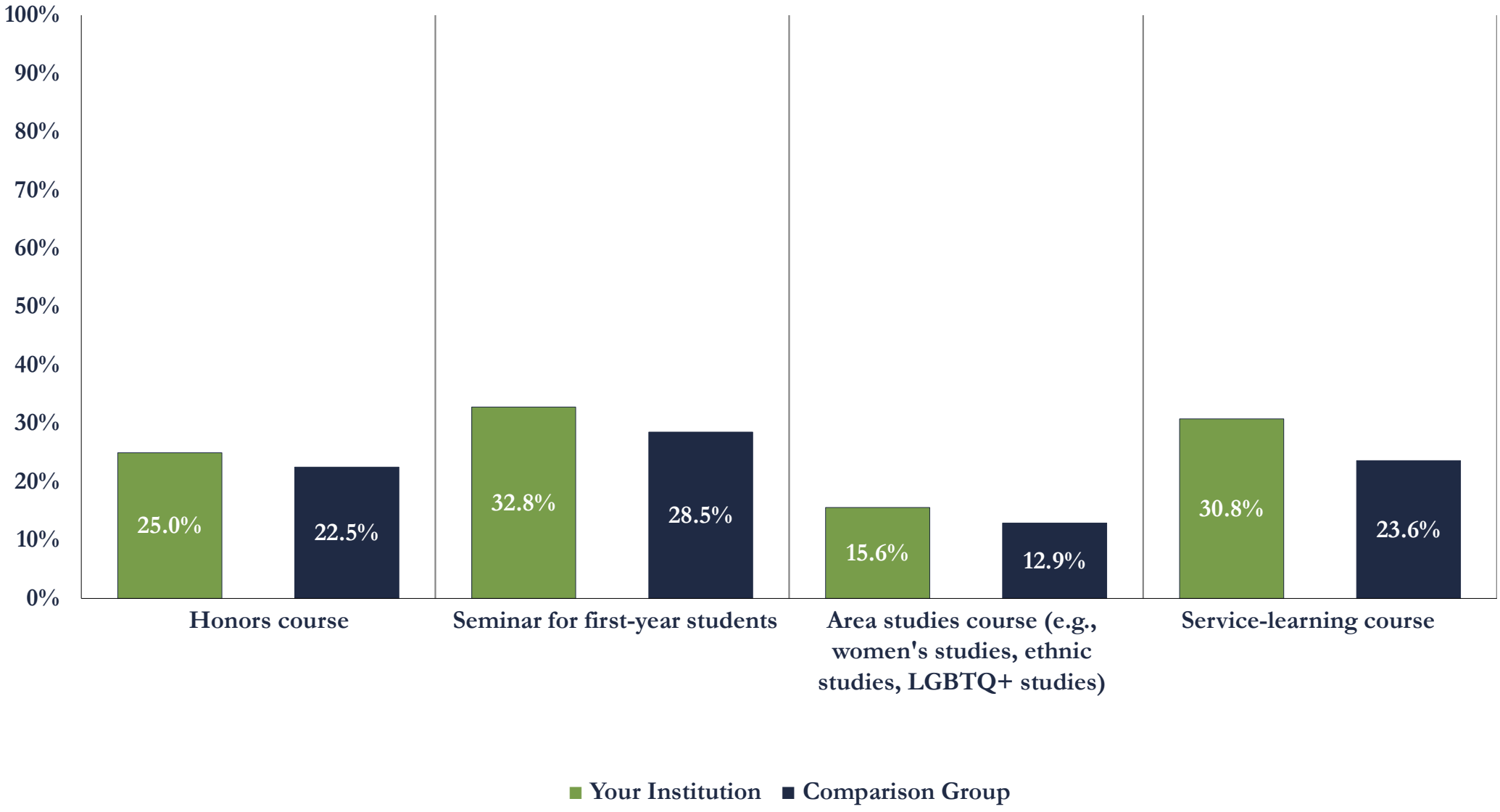


Technology in the Classroom

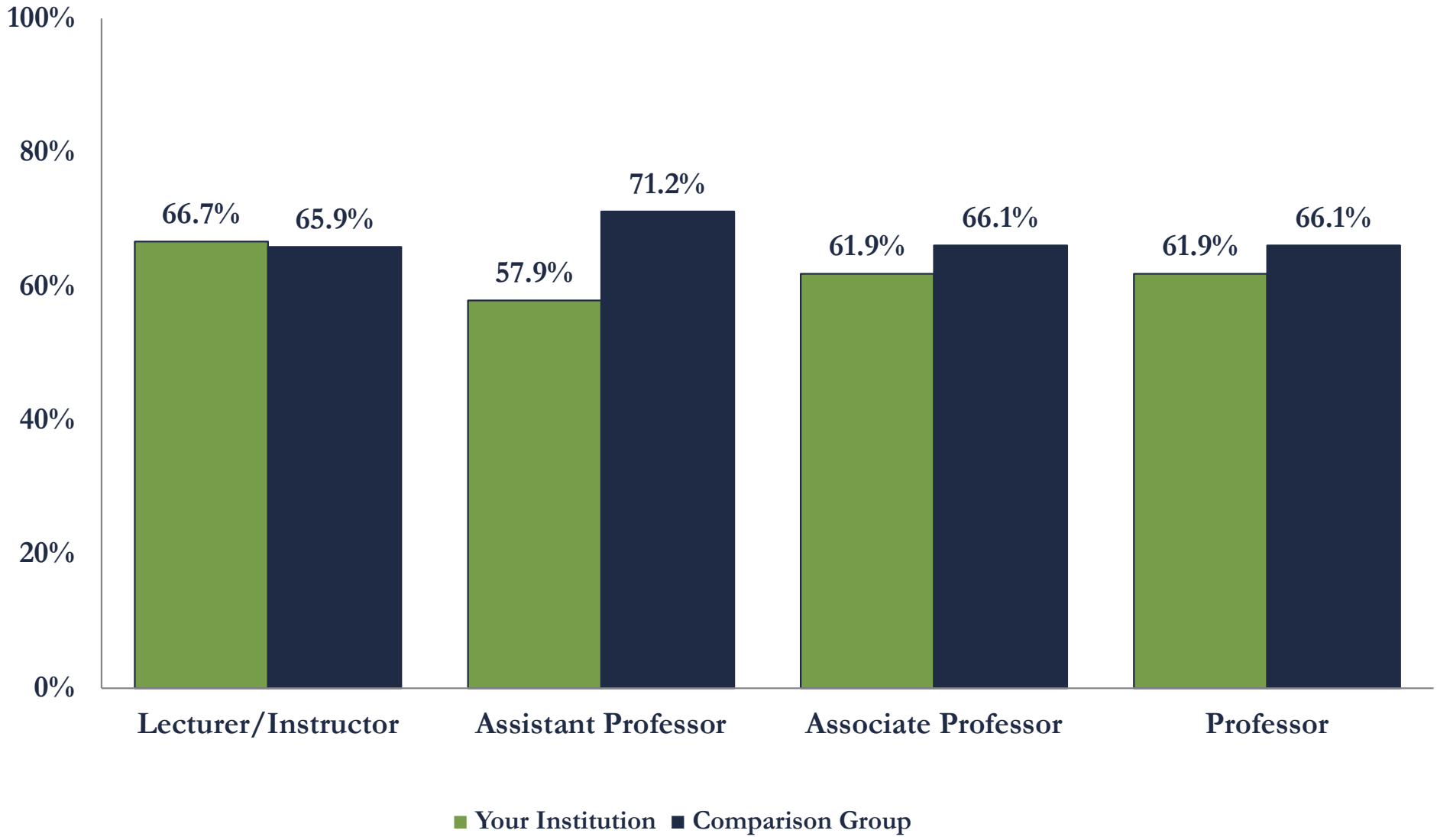
Classrooms are becoming more technologically advanced, and faculty increasingly utilize new technologies to engage students.



Types of Courses Taught
During the Past Three Years



Percent Teaching 3 or More Courses this Term, by Rank



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Research Activities

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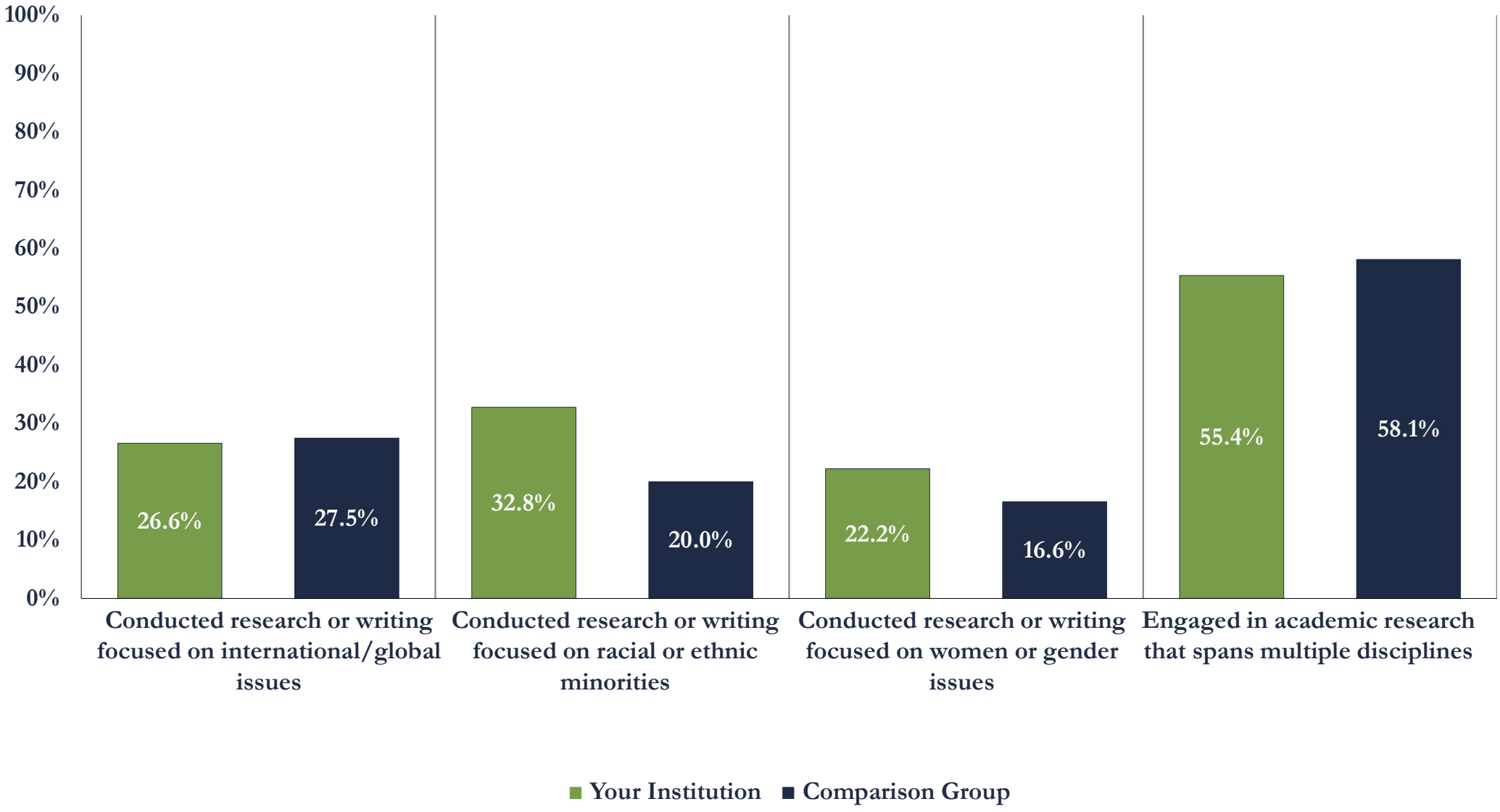
Scholarly Productivity

A unified measure of the scholarly activity of faculty

Construct Items

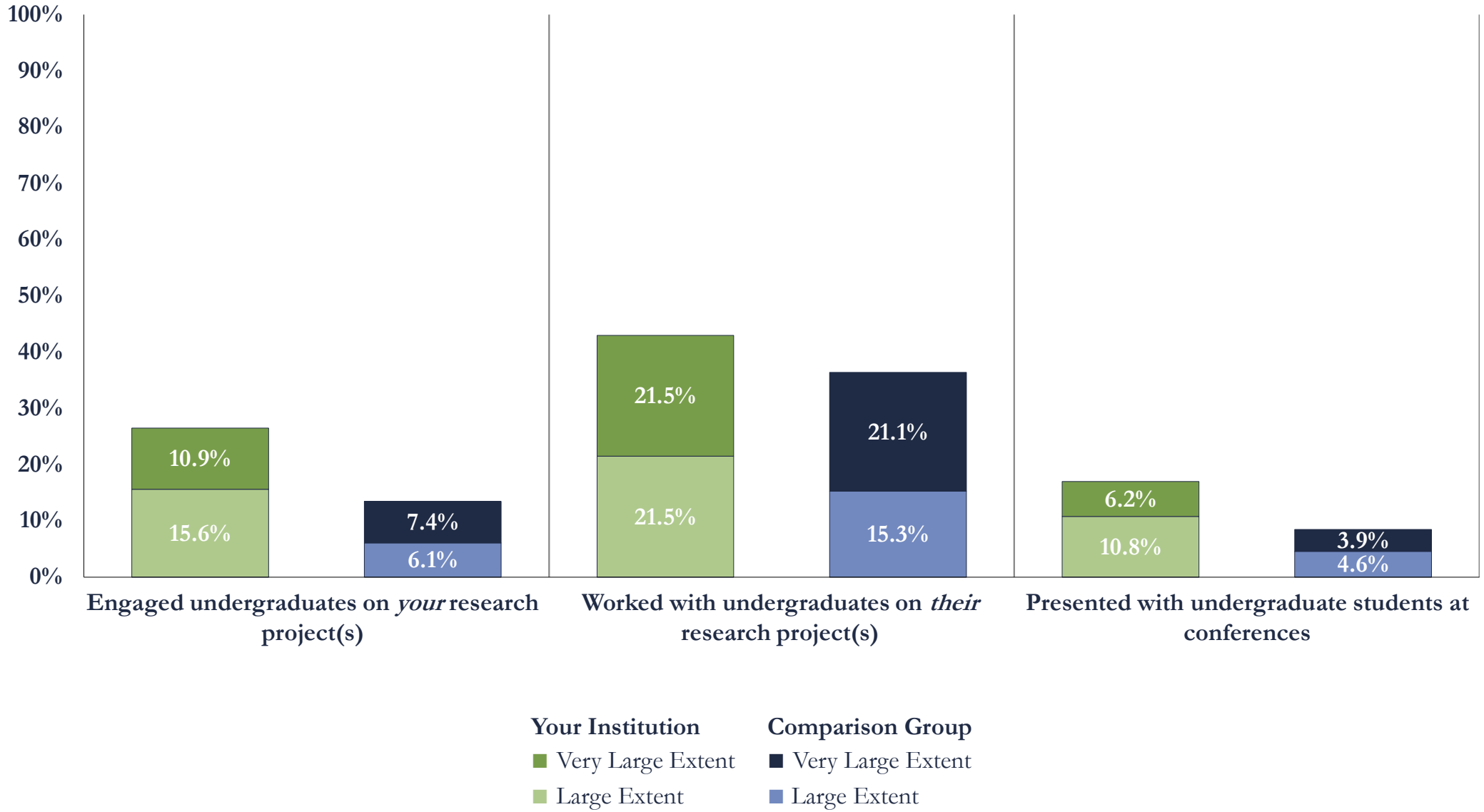
- Articles in academic and professional journals
- Chapters in edited volumes
- Professional writings published or accepted for publication in the last three years

Foci of Faculty Research



Faculty Collaboration with Undergraduates

With undergraduate research becoming a priority at many campuses, faculty are increasingly being asked to work with undergraduates on research projects.



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Faculty Satisfaction

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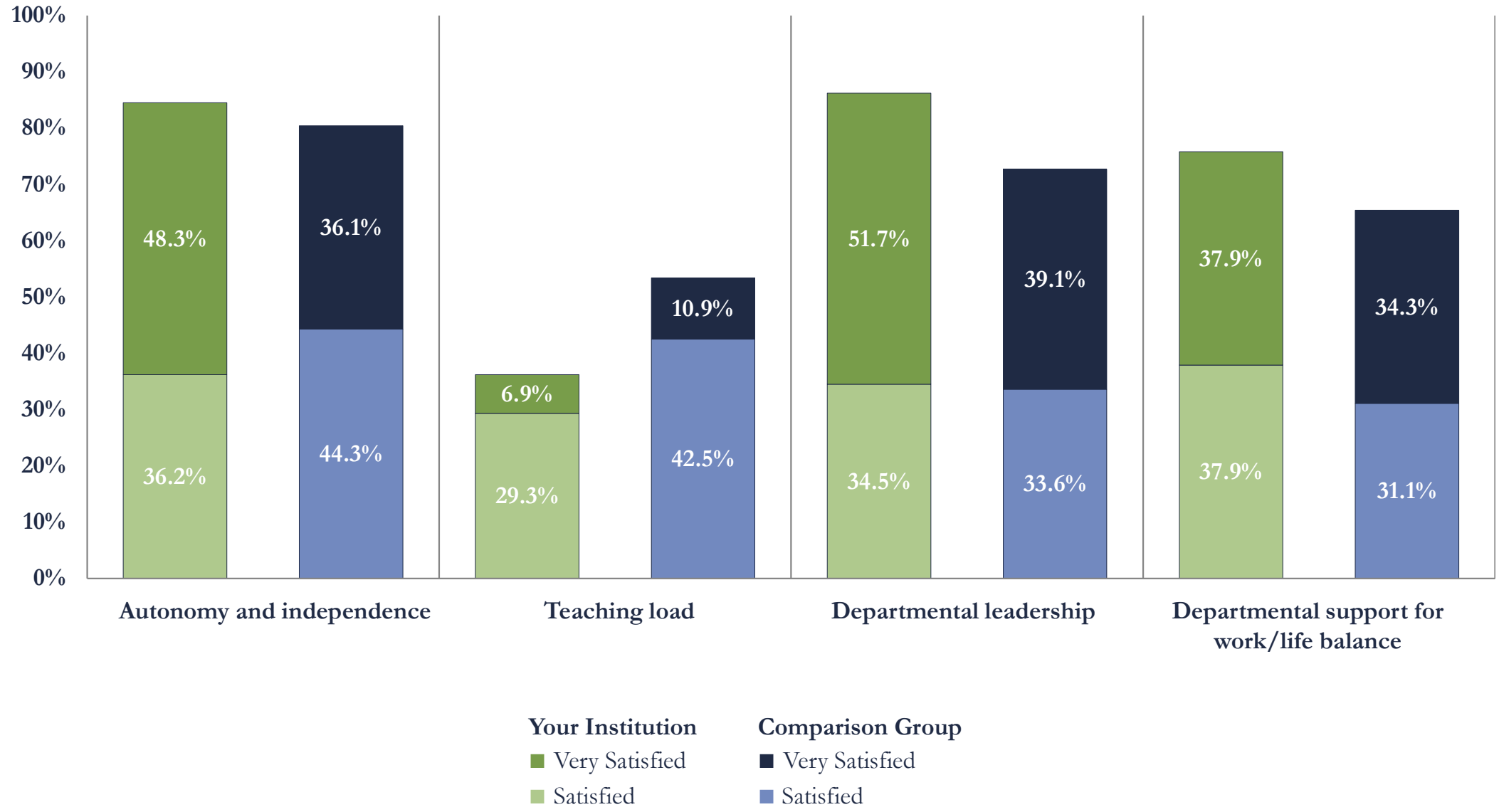
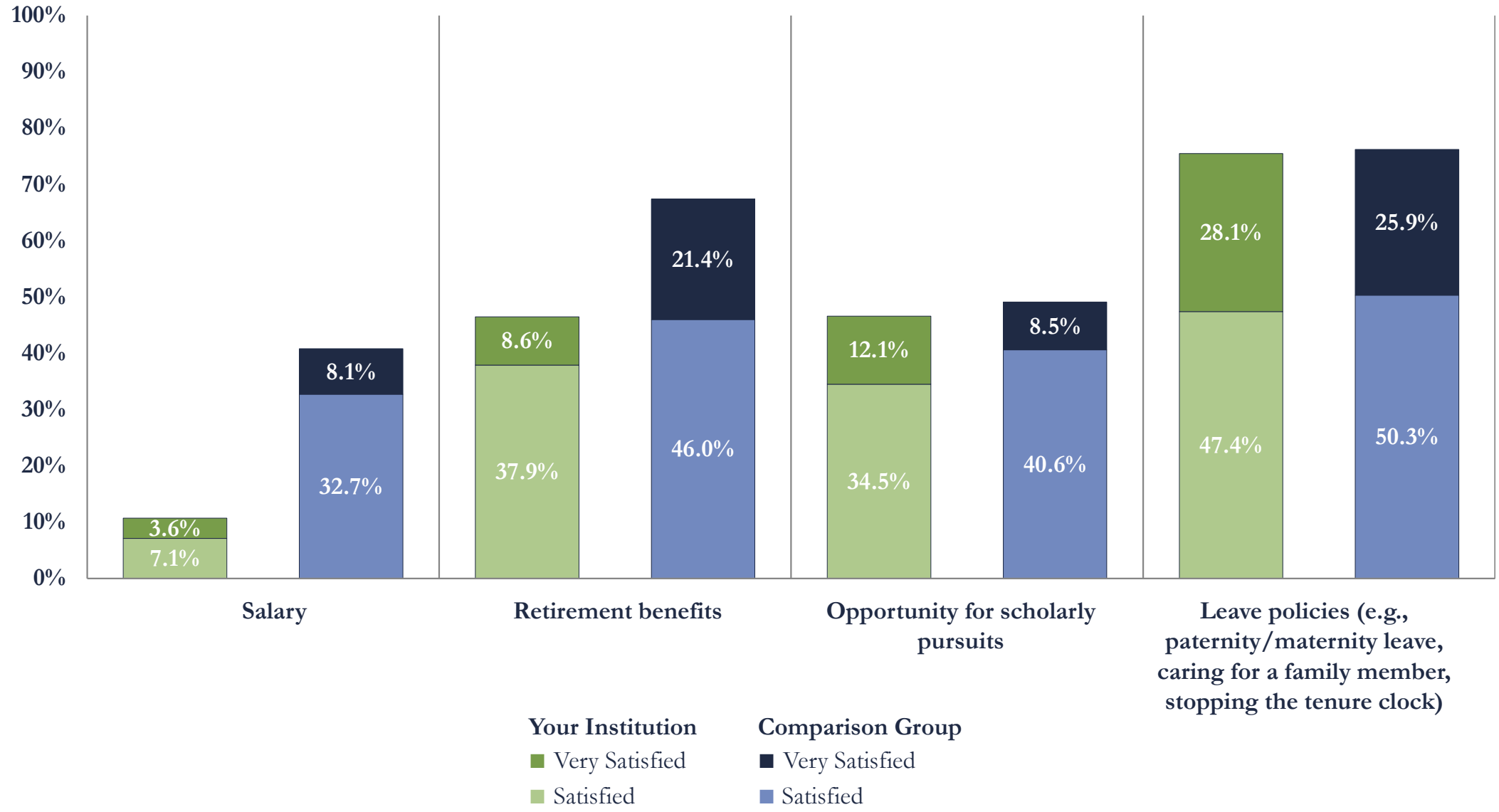
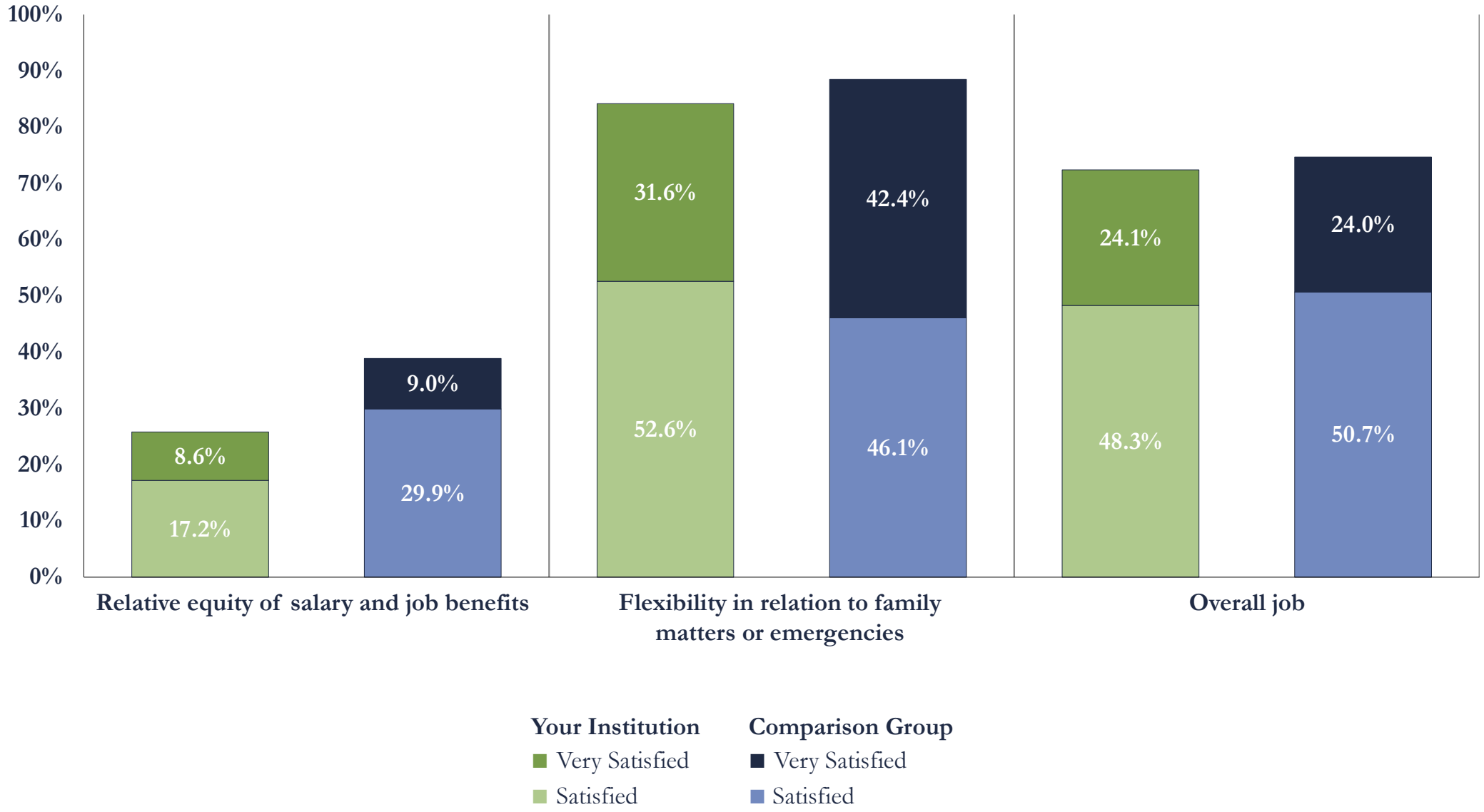
Workplace Satisfaction



Satisfaction with Compensation



Satisfaction with Pay Equity and Family Flexibility

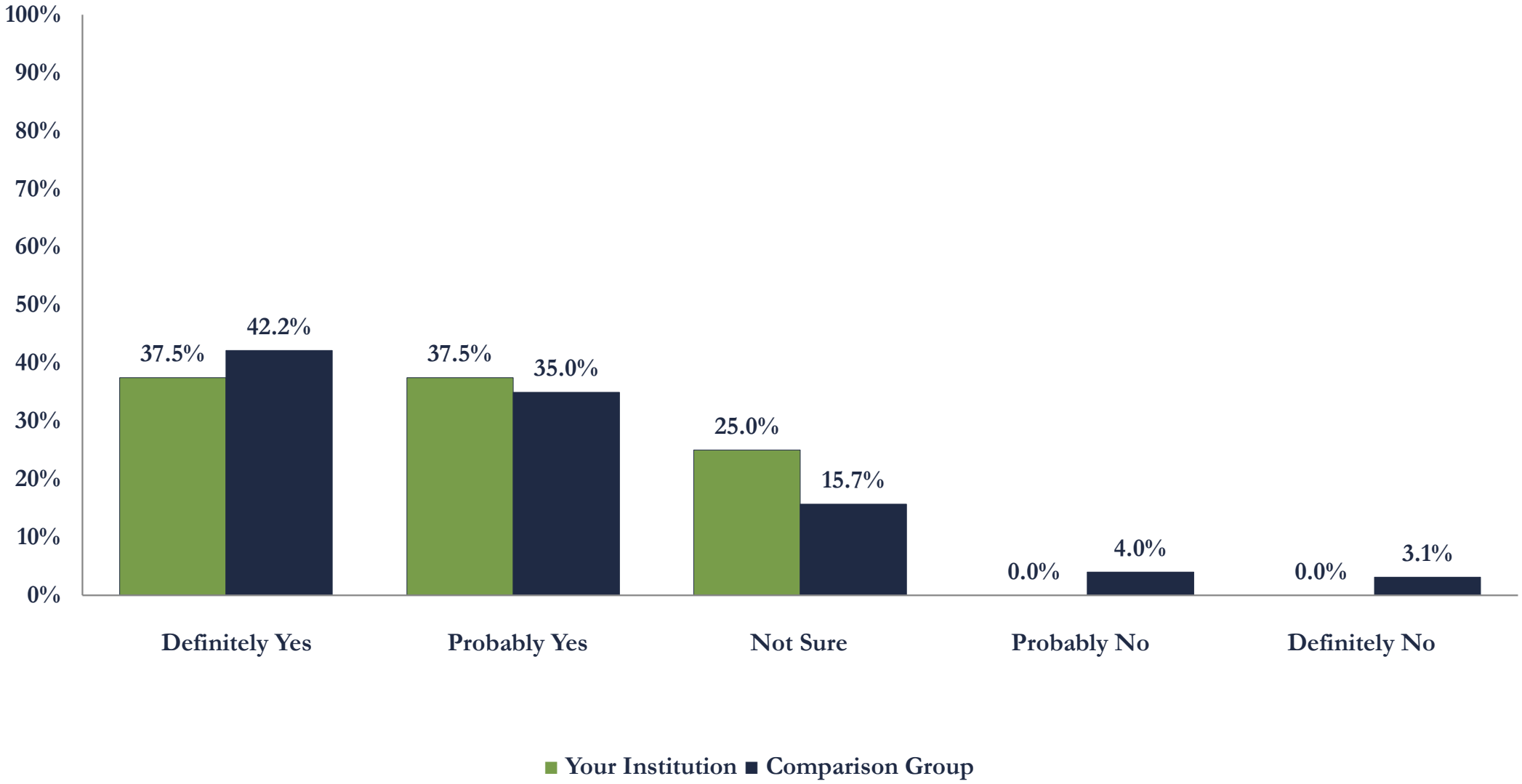


Satisfaction with Relative Equity of Salary and Job Benefits, by Race/Ethnicity

Race	Your Institution	Comparison Group
Native American/Alaska Native		
Very Satisfied	–	–
Satisfied	–	–
Asian/Pacific Islander		
Very Satisfied	–	–
Satisfied	–	–
Black/African American		
Very Satisfied	–	44.5%
Satisfied	–	10.3%
Latina/o/x		
Very Satisfied	–	31.9%
Satisfied	–	0.0%
White		
Very Satisfied	8.7%	8.1%
Satisfied	21.7%	32.5%
Other Race/Ethnicity		
Very Satisfied	–	–
Satisfied	–	–
Two or more Races/Ethnicities		
Very Satisfied	–	–
Satisfied	–	–

Overall Satisfaction

"If given the choice, would you still come to this institution?"



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Sources of Faculty Stress

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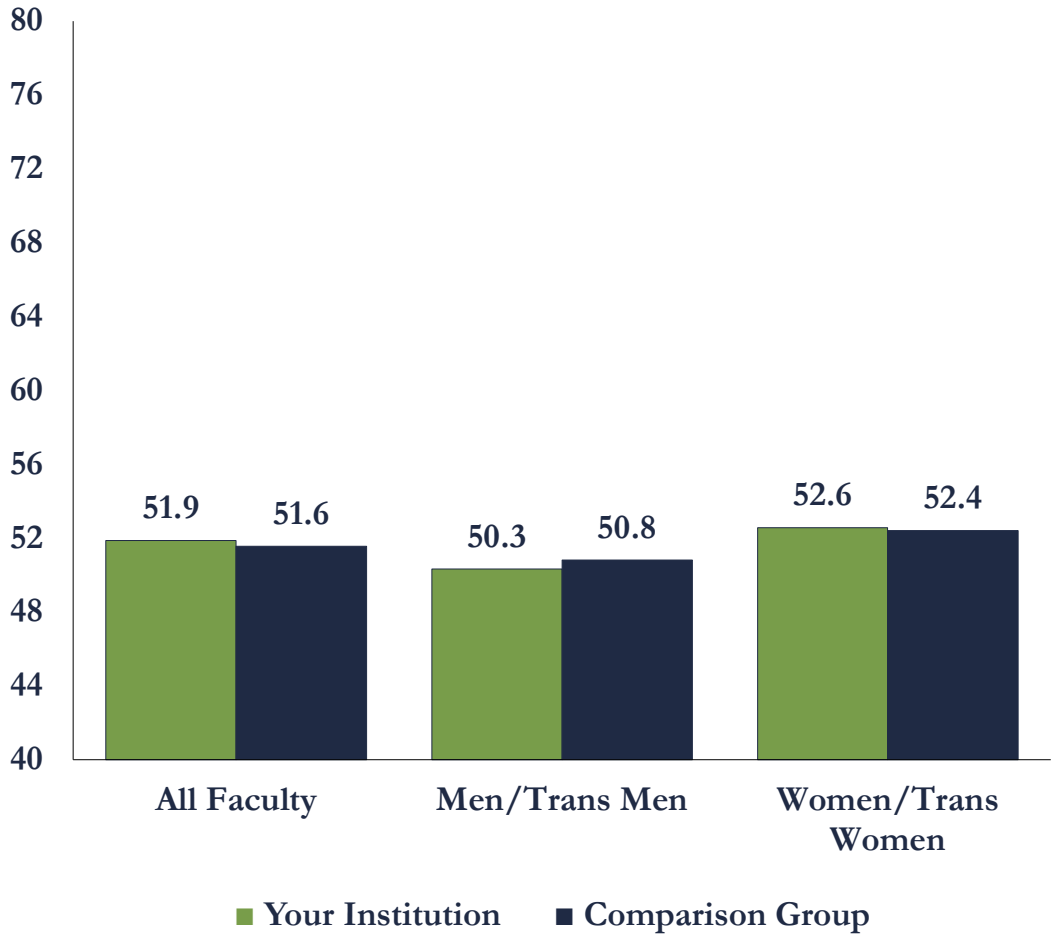
Career-Related Stress

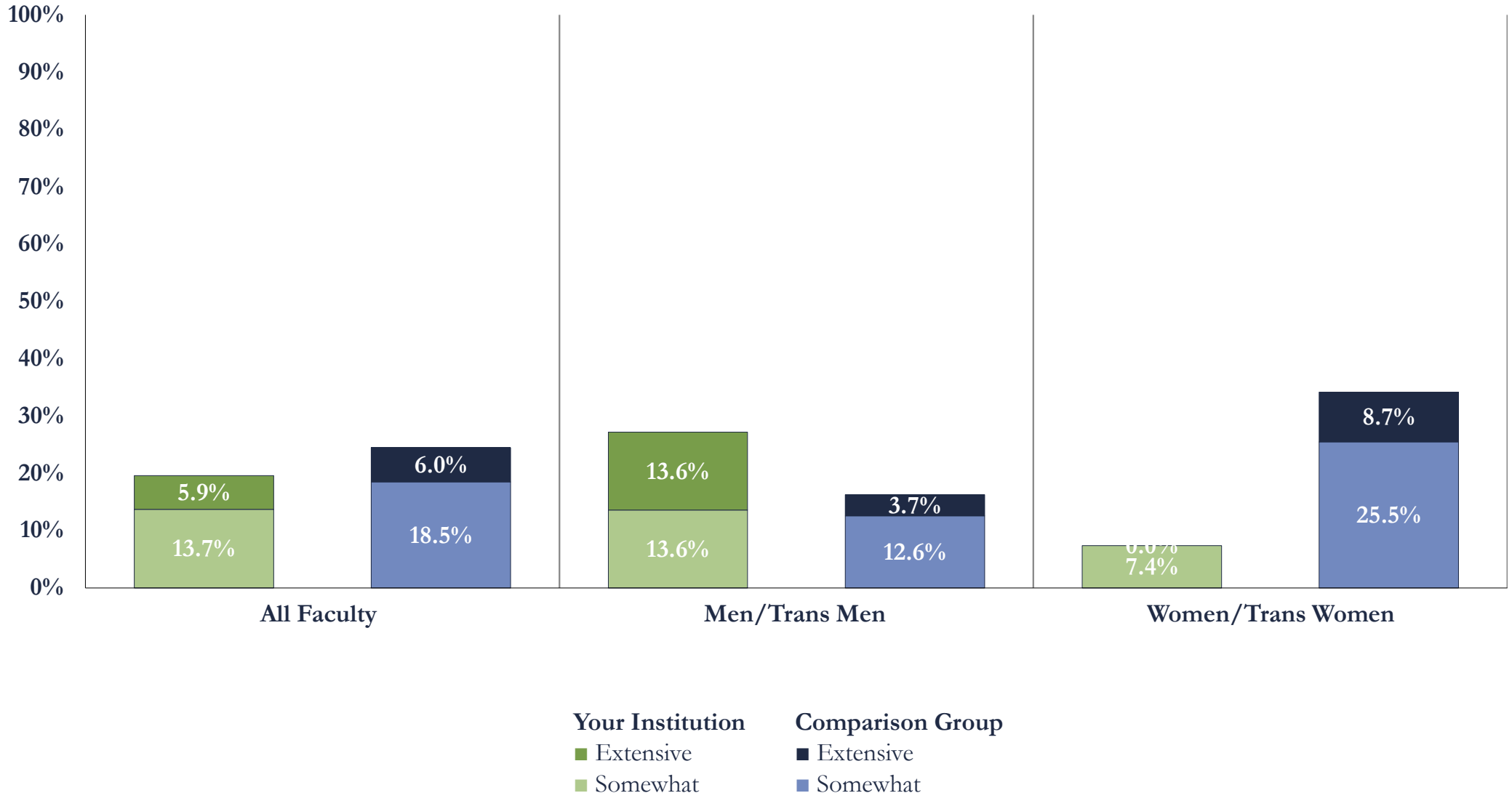
Career-Related Stress measures the amount of stress faculty experience related to their career.



Construct Items

- Committee work
- Students
- Research or publishing demands
- Institutional procedures and "red tape"
- Teaching load
- Lack of personal time
- Self-imposed high expectations

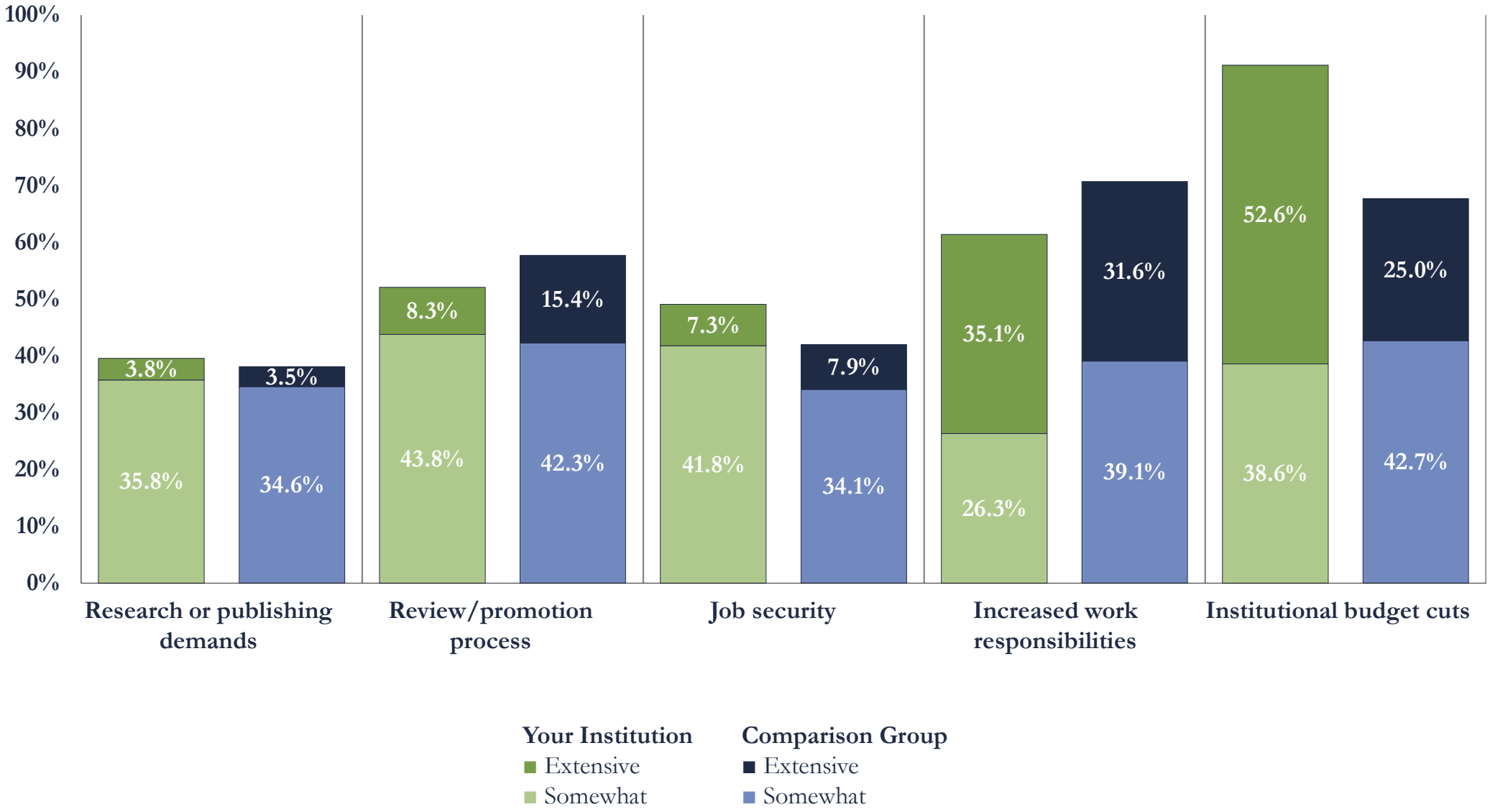
Stress Due to Discrimination, by Gender



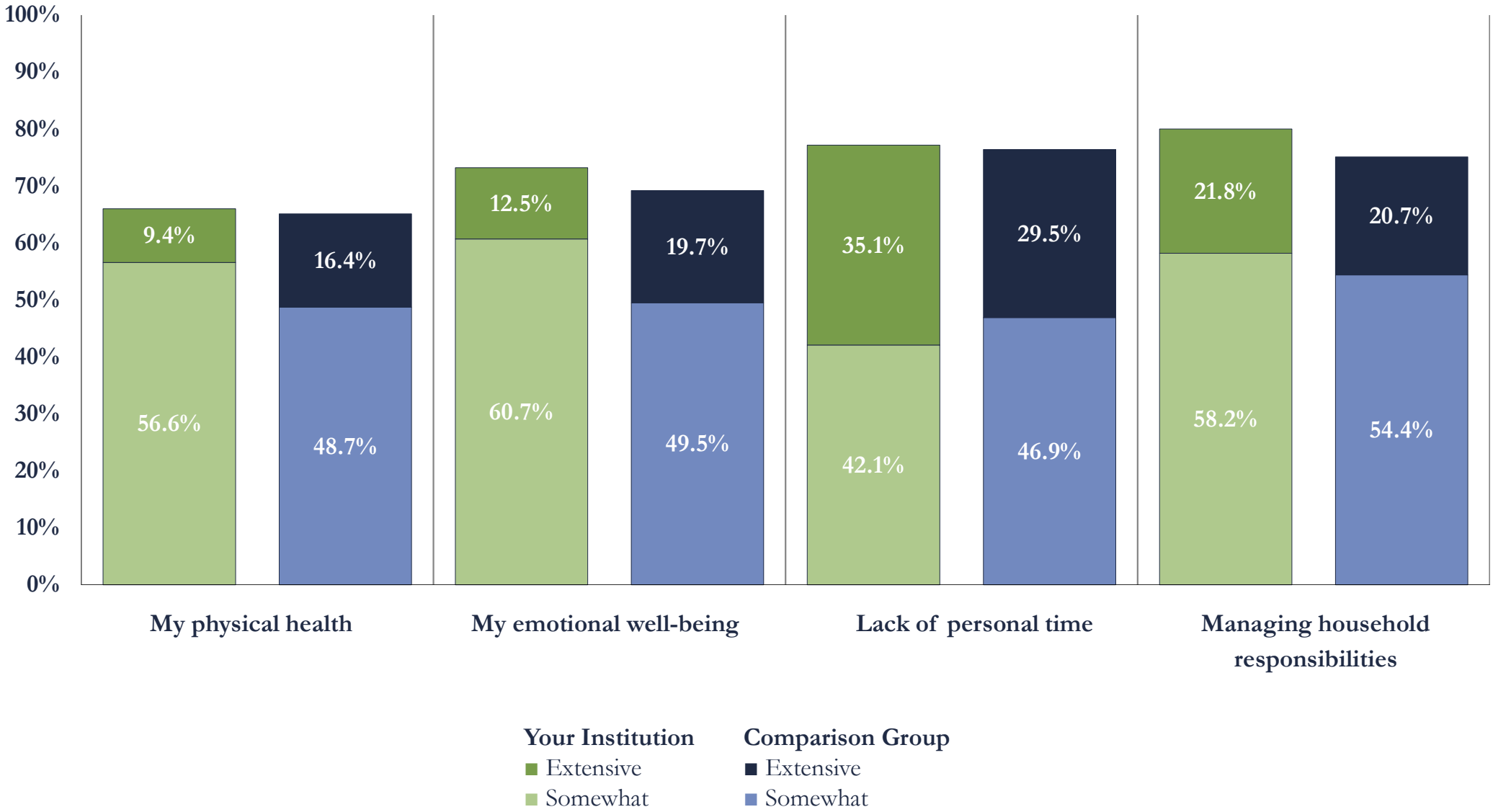
Stress Due to Discrimination, by Race/Ethnicity

Race	Your Institution	Comp Group
Native American/Alaska Native		
Extensive	–	–
Somewhat	–	–
Asian/Pacific Islander		
Extensive	–	–
Somewhat	–	–
Black/African American		
Extensive	–	–
Somewhat	–	–
Latina/o/x		
Extensive	–	32.5%
Somewhat	–	0.0%
White		
Extensive	2.4%	5.1%
Somewhat	9.8%	17.3%
Other Race/Ethnicity		
Extensive	–	–
Somewhat	–	–
Two or more Races/Ethnicities		
Extensive	–	–
Somewhat	–	–

Additional Sources of Stress



Personal Sources of Stress



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Faculty Perspectives on Campus Climate

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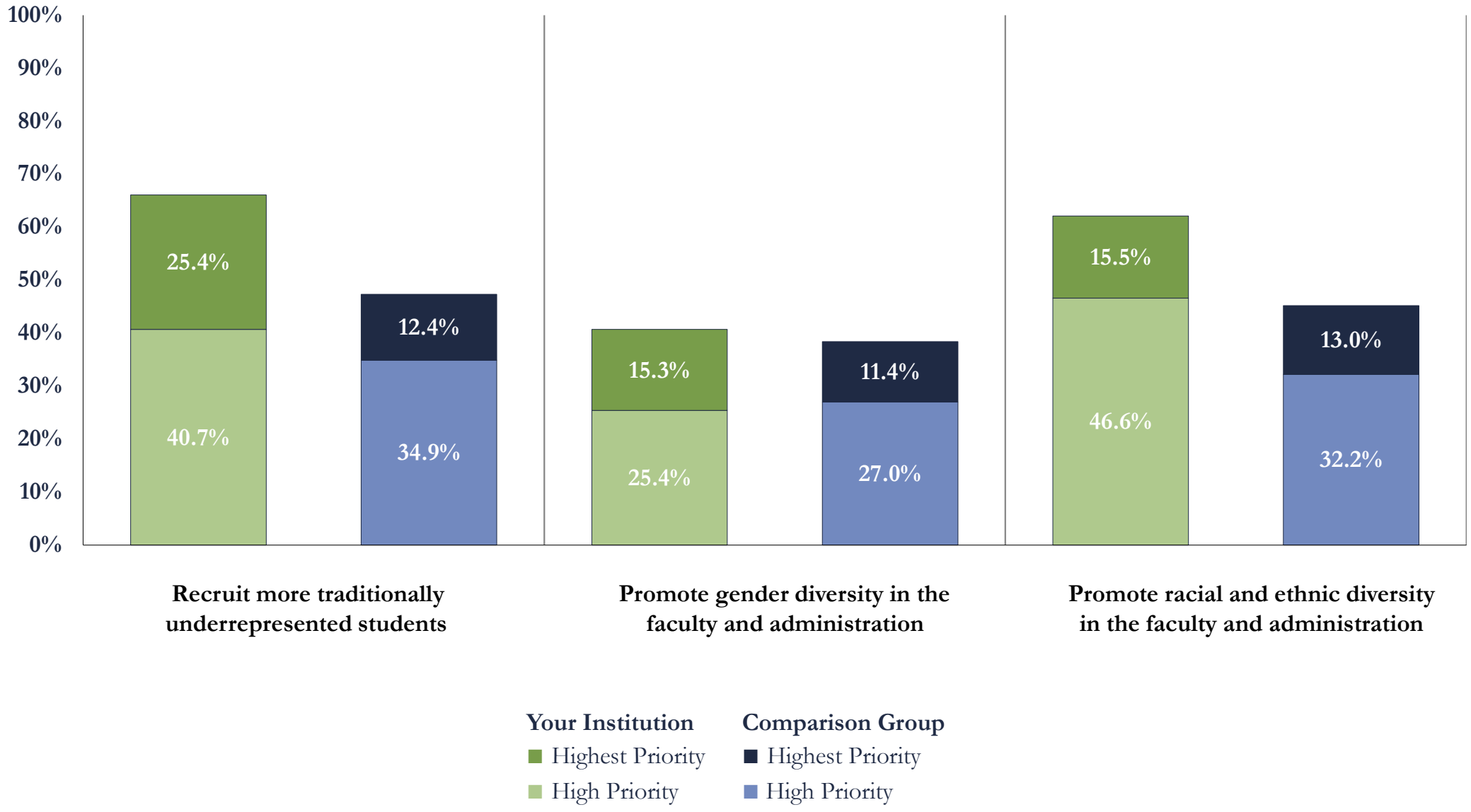
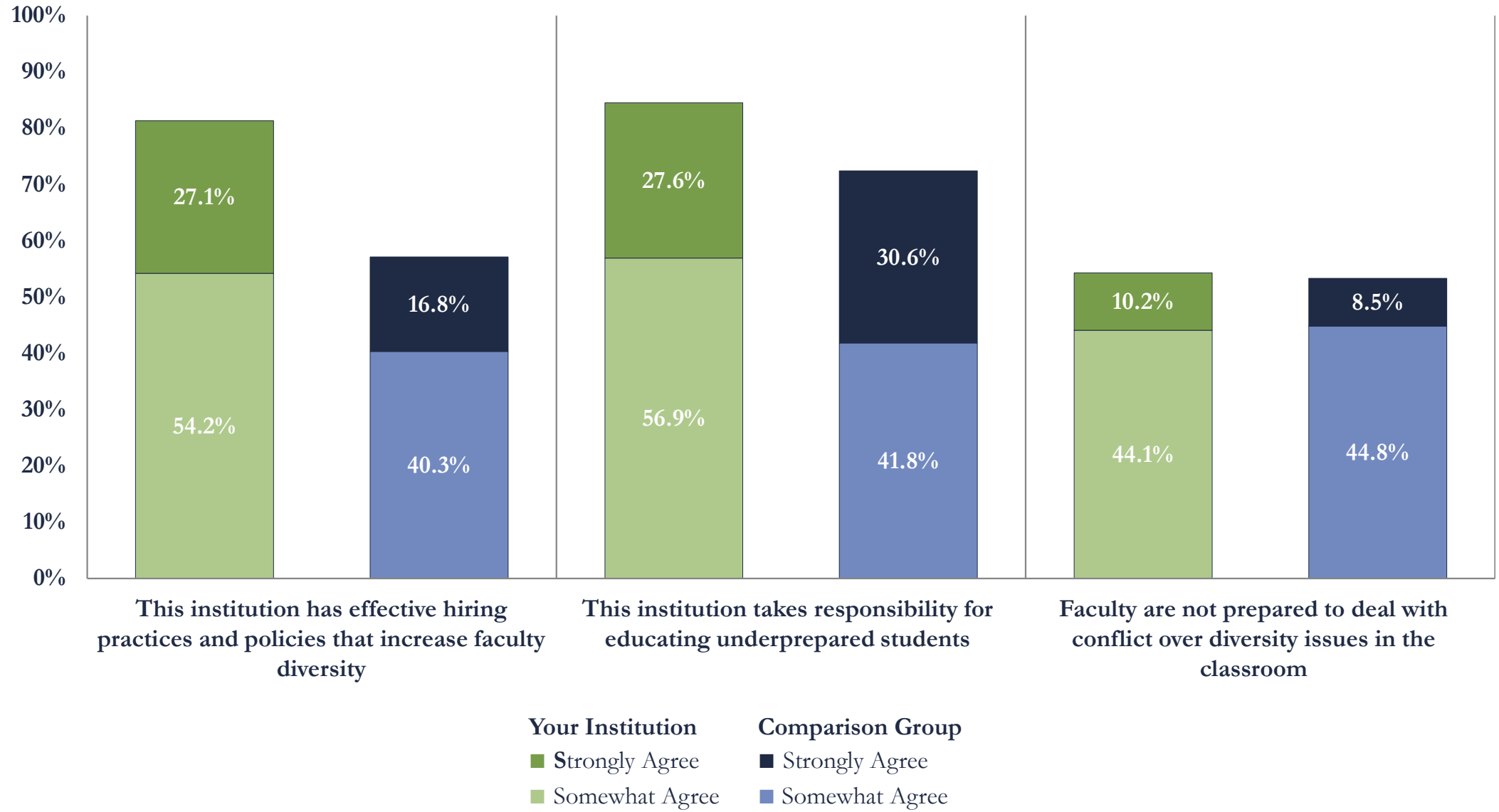
Institutional Priority: Commitment to Diversity

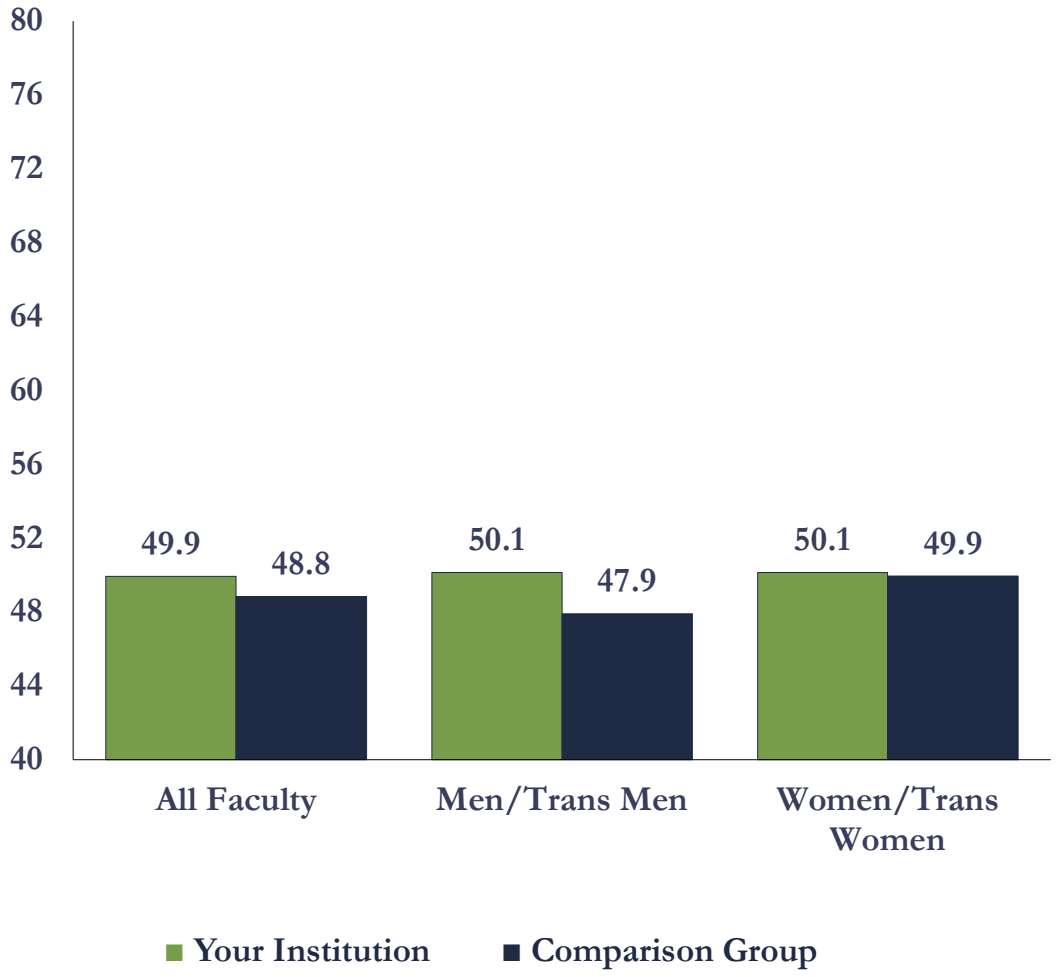


Perspectives on Campus Climate for Diversity



Institutional Priority: Civic Engagement

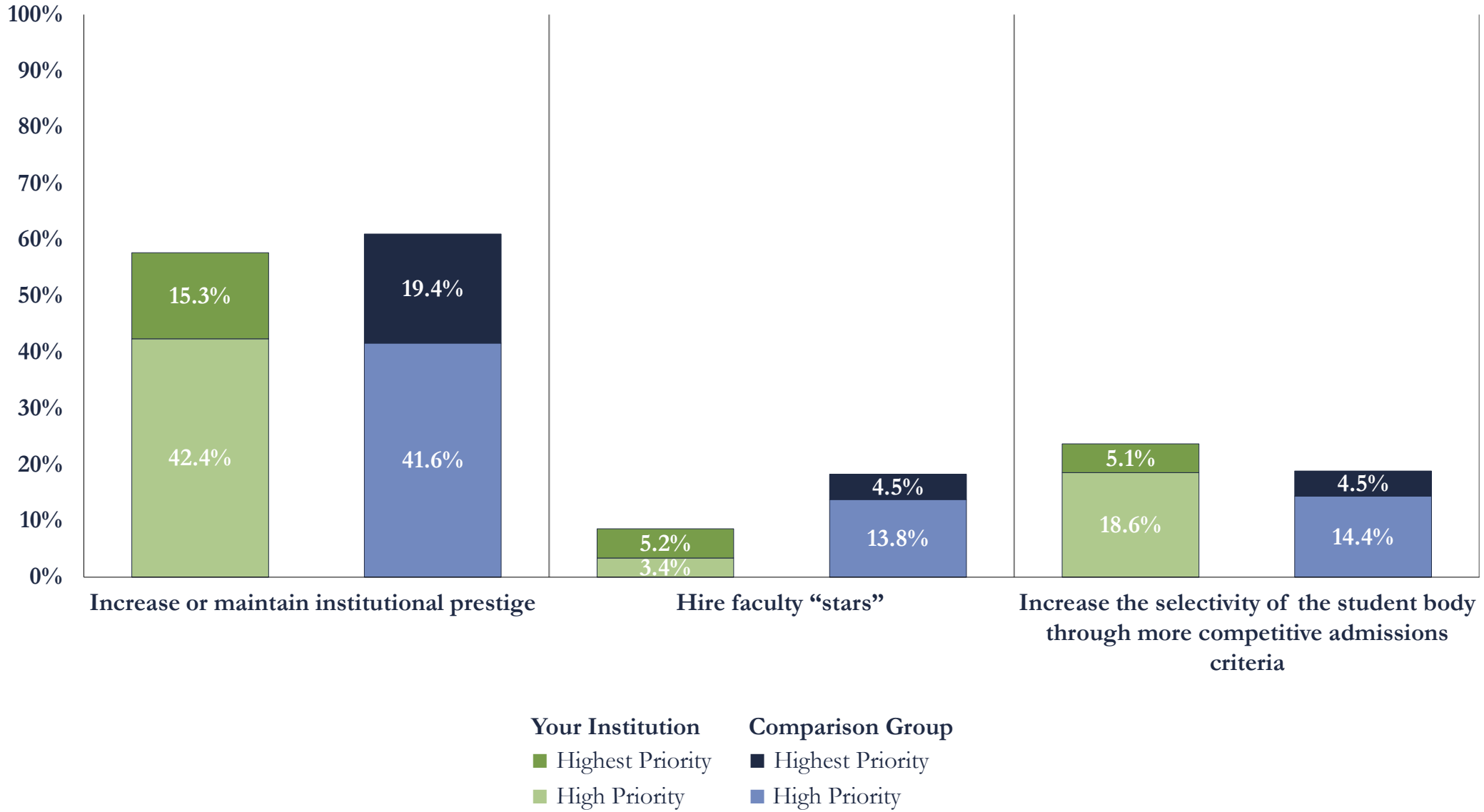
Civic Engagement measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.



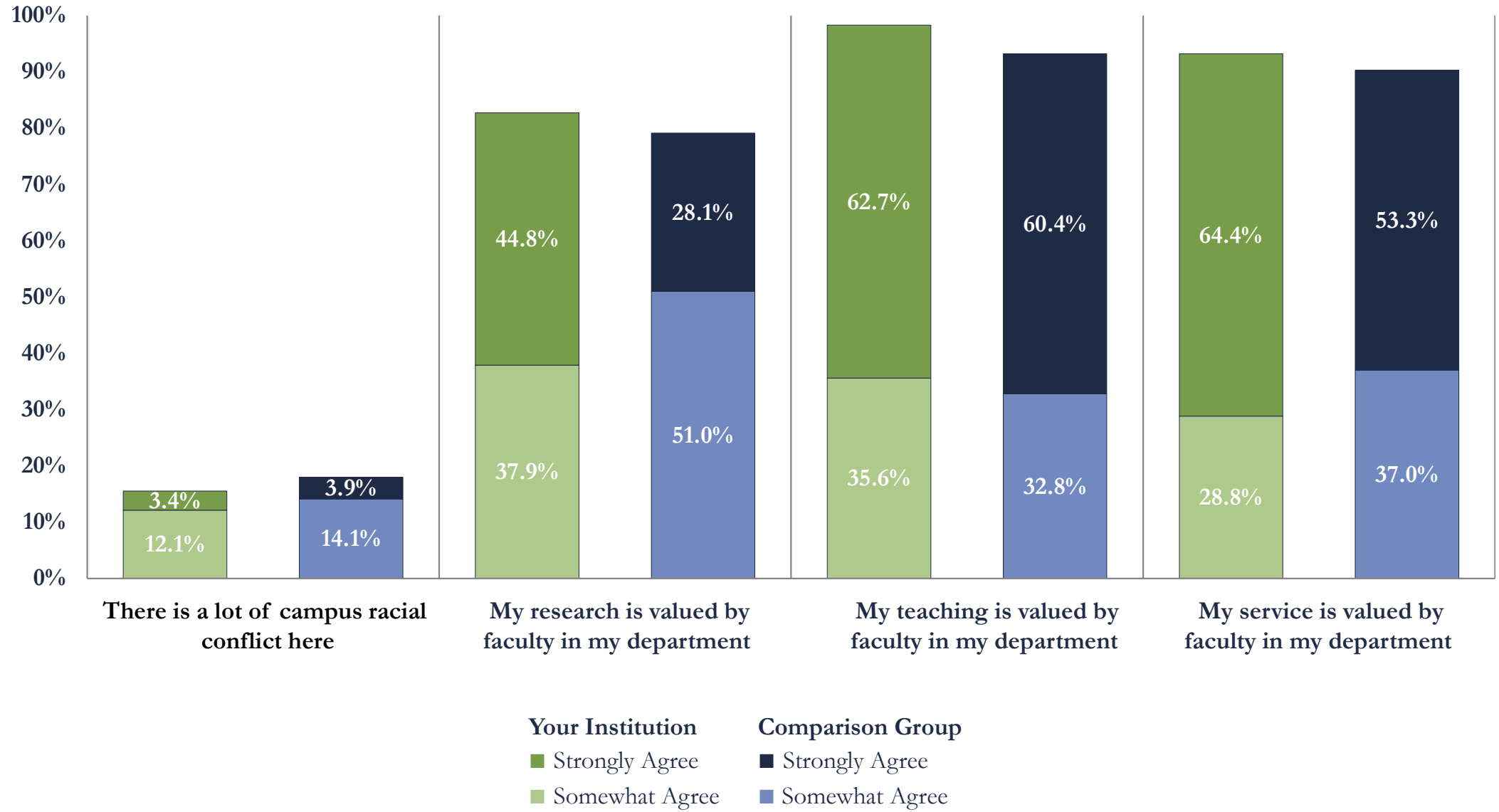
Construct Items

- Facilitate student involvement in community service
- Provide resources for faculty to engage in community-based teaching or research
- Create and sustain partnerships with surrounding communities

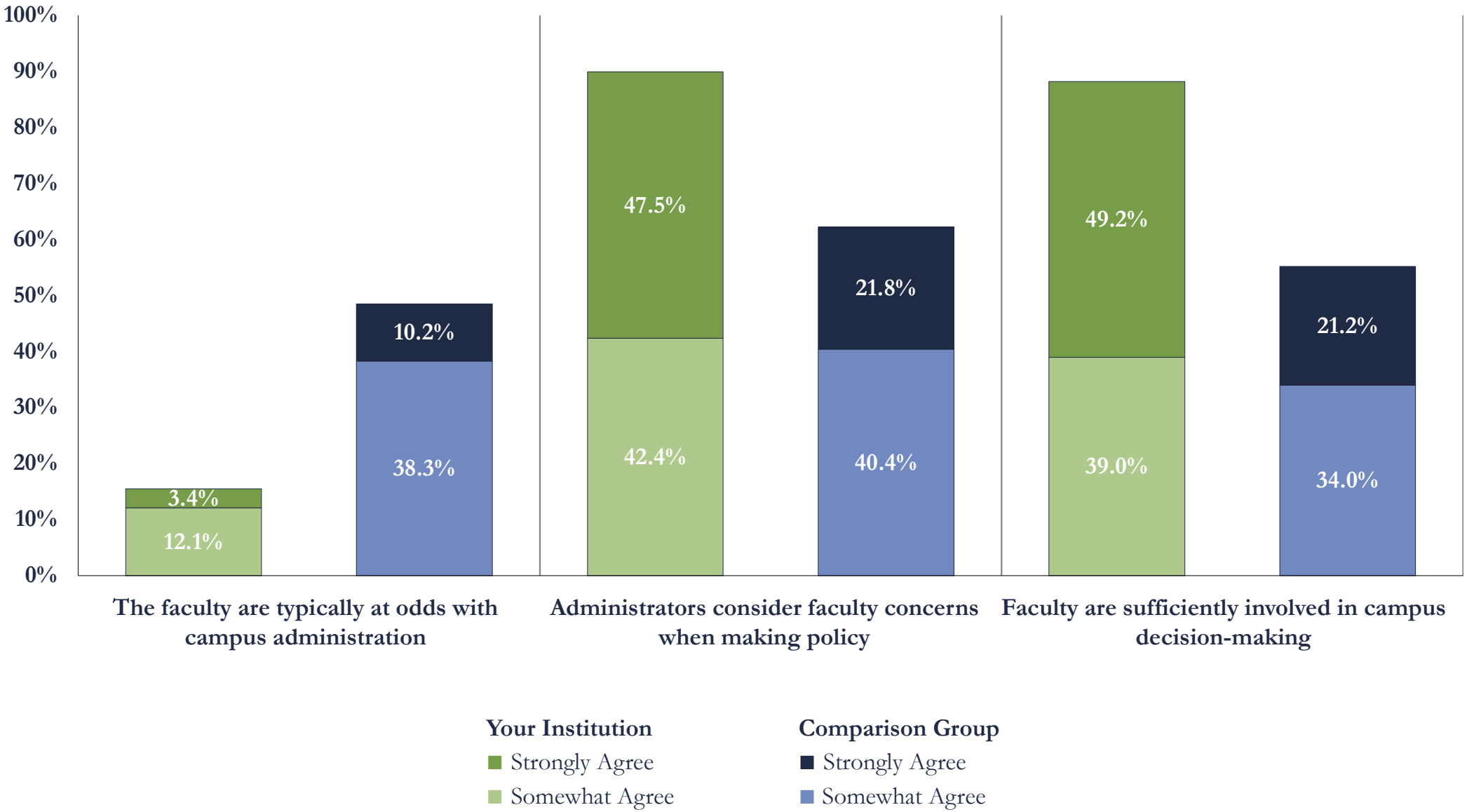
Institutional Priority: Increasing Prestige



Perspectives on Campus and Departmental Climate

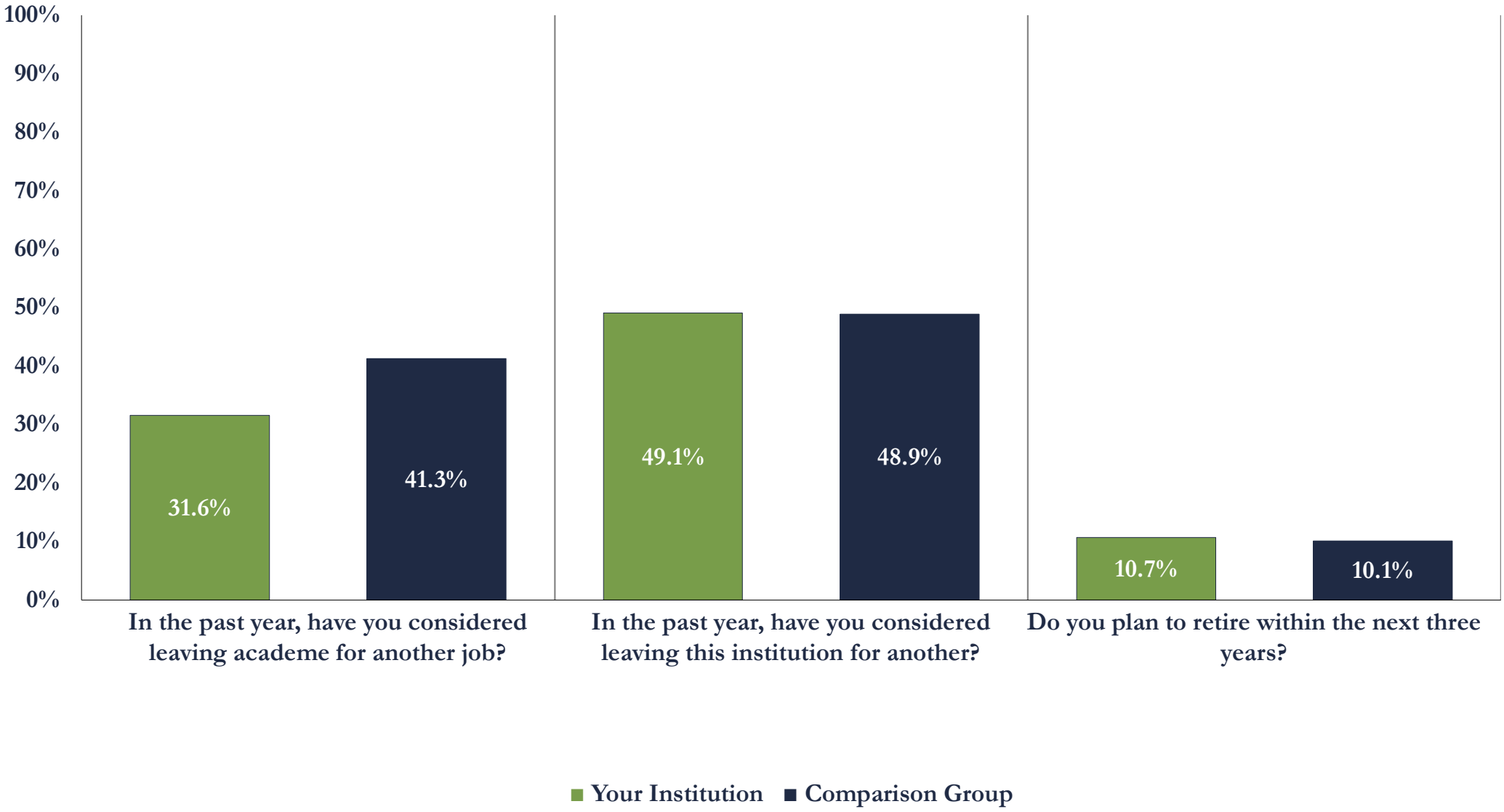


Perspectives on Shared Governance



Commitment to the Institution

Percentage of respondents who replied "Yes"



The more you get to know your faculty, the better you can understand their needs.

For more information about HERI/CIRP Surveys

The Freshman Survey
Your First College Year Survey
Diverse Learning Environments Survey
College Senior Survey
The Faculty Survey
Staff Climate Survey

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