

AAUDE FACULTY SURVEY – FACULTY MEMBERS FEEL MCGILL IS A GOOD FIT

80% OF ALL RESPONDENTS ARE SATISFIED TO BE AT MCGILL AND 81% “AGREE” OR “STRONGLY AGREE” THAT MCGILL IS A GOOD FIT FOR THEM

June 2011 – In the spring of 2010, McGill asked its academic staff (including tenure and tenure stream faculty and faculty lecturers) to respond to the survey of the Association of American Universities Data Exchange (AAUDE). The survey asks questions about all aspects of their work and how well it is supported, the climate in their department and the ways in which life outside of the University meshes with their work, among other questions. The responses are currently being analyzed and results are being used to inform changes in thinking about policy and practice at the University and Faculty levels.

Satisfaction

We are pleased to report that McGill’s academic staff overall responded that the University, their Faculty and departments are a good fit for them, and that their colleagues value their research and scholarship. Indeed, 70 percent “agree” or “strongly agree” that their colleagues value their research/scholarship. Two-thirds (63%) are also satisfied with the opportunities to collaborate with faculty in their unit, and 65 percent feel the department chairs create a collegial and supportive environment. Finally, 77 percent “agree” or “strongly agree” that their department is a good fit for them and 80 percent are “somewhat satisfied” or “very satisfied” to be at McGill.

Overall, women and men are similarly satisfied with the University, with 78 percent of women, compared to 81 percent of men, reporting being “somewhat satisfied” or “very satisfied” to be at McGill.

Faculty lecturers also feel at home at McGill. A vast majority (83%) “agree” or “strongly agree” that McGill is a good fit for them, and none said they disagreed. Over half (55%) “agree” or “strongly agree” that their colleagues value their research and scholarship.

Areas for improvement

Faculty members are less satisfied with the resources McGill provides to support research and scholarship, with 33 percent indicating that they are “dissatisfied” (24%) or “very dissatisfied” (9%). Forty-six percent find that their workload is “just right,” but a plurality of respondents feel their workload is either “too heavy” (40%) or “much too heavy” (14%). From the text comments and other questions in the survey, it is clear that many instructors would like to obtain teaching relief to do more research and obtain more support for administrative work (such as managing labs, writing grant proposals, etc.).

HIGHLIGHTS

- 80% of respondents are satisfied to be at McGill.
- 70% “agree” or “strongly agree” that their colleagues value their research/scholarship
- 65% indicated that their department chairs created a collegial and supportive environment
- 81% of respondents “agree” or “strongly agree” that McGill is a good fit for them; 77% for their department and their faculty.
- 33% are dissatisfied with the resources McGill provides to support research and scholarship.

PLA conducted a survey of all tenured and tenure stream faculty members, full-time faculty lecturers and research institute-based clinicians, from April 1st to May 10th 2010. Of the 1849 invited to participate, 744 responded for a total response rate of 40.2%. The margin of error is ± 2.8 percentage points, 19 times out of 20 (when every respondent answered the question).

A similar percentage of men and women reported being “somewhat satisfied” or “very satisfied” with their salary (58% versus 55%), but more women reported being “somewhat dissatisfied” with their salary (29% versus 19%).

Major stresses

For an academic, obtaining tenure is the major milestone in his or her career. Not surprisingly, among tenure-track faculty, 58 percent consider their scholarly productivity an extensive source of stress and 36 percent identify the promotion process. As noted above, despite the stress associated with their position, 81 percent of the tenure-track faculty are “somewhat satisfied” or “very satisfied” to be at McGill.

Impact of the results

The Office of the Provost is analyzing in more detail the results of the survey in order to develop policies and procedures that address issues relevant to the experience of academic staff at McGill.