

AAUDE Faculty Survey Results

Tenured and Tenure-Track Professors Only

Presentation to the Academic Leadership Forum
February 27

Prepared PIA / Anne-Marie Durocher



Overview

1. Purpose – Methods – Demographics
2. Satisfaction
3. Workload
4. Atmosphere in Unit and Mentoring
5. Tenure and Promotion
6. Open-ended Text Comments
7. Retention

1. Purpose – Methods - Demographics

- The AAU is the Association of American Universities: 62 Institutions (34 public, 26 private, 2 Canadian).
- Being a member of the AAU allows participation in the data exchange (thus AAU“DE”)
- The AAUDE Faculty Survey is a comprehensive faculty survey developed by an AAUDE Working Group.
- Purpose in short: understanding what works and what does not work at McGill for Academic staff.

1. Purpose – Methods - Demographics

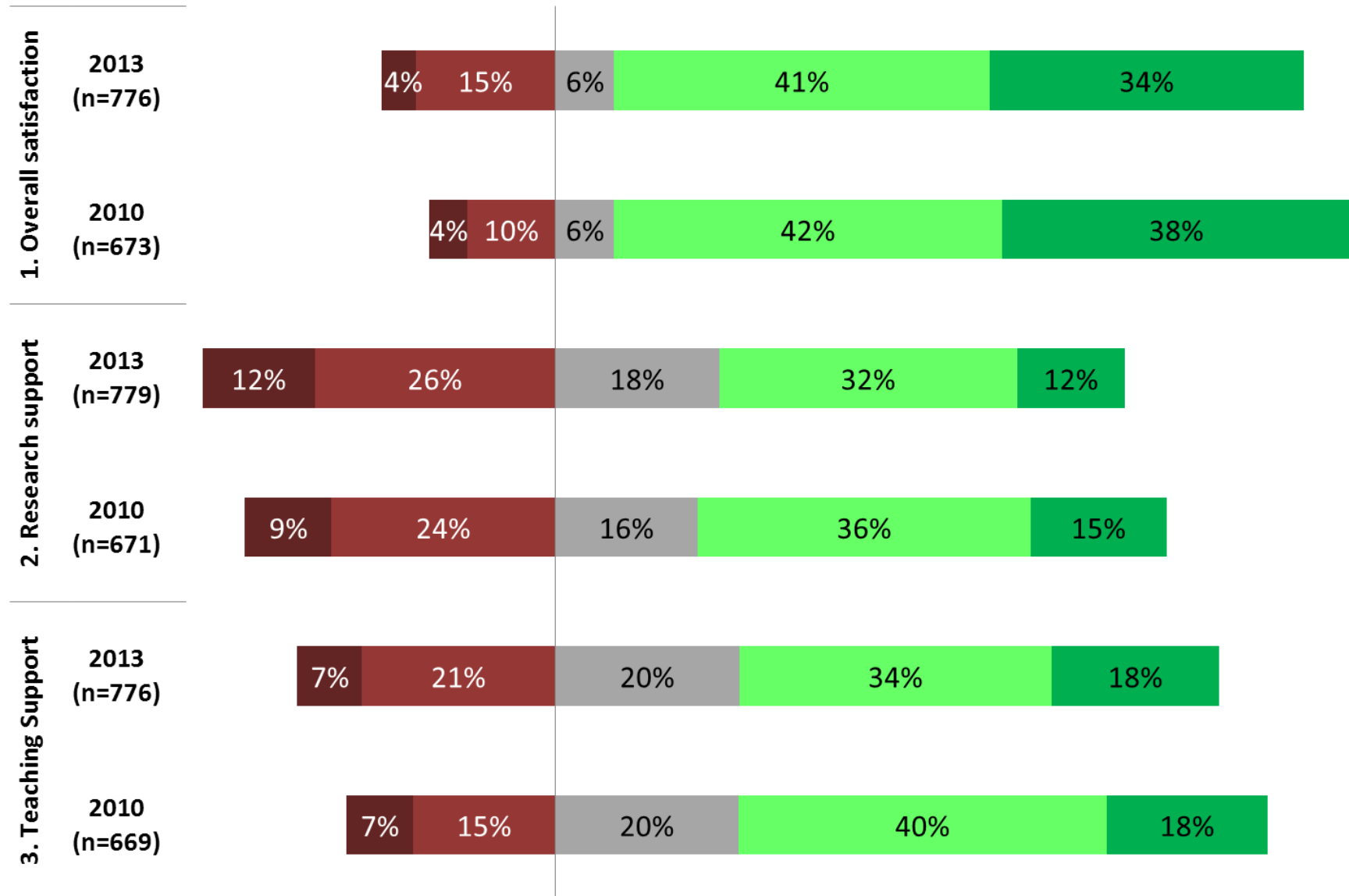
Parameter	AAUDE Faculty Survey 2013
Population	2,416 All ranked academics with the exclusion of GFT-H. Rank was defined as the following appointments: Assistant, Associate and Full Professors (tenure-track and non-tenure-track), Assistant, Associate and Full Librarians, Faculty Lecturer and Senior Faculty Lecturers; Assistant Profs Spec Category were included as well).
Respondents	966 , including 789 tenured or tenure-track professors, for an overall response rate of 40% and a response rate of 48% among tenured or tenure-track professors.
Margin of Error	Overall ±2.4 percentage points, 19 times out of 20 (when every respondent answered the question). Unfortunately there was a high drop out rate, therefore the confidence interval for later questions is larger. For this presentation: ±2.5 to ±3 percentage points, 19 times out of 20.

1-Diversity at McGill among TT

- 65% Men; 34% Women; less than 1% Transgendered or other
- 83% of respondents refer to themselves only as White.
- 10% are on temporary visas.
- 18% have French as a first language; 21% have a first language other than English or French
- 7% identify as homosexual, bisexual, asexual or other than heterosexual
- 4% have a disability

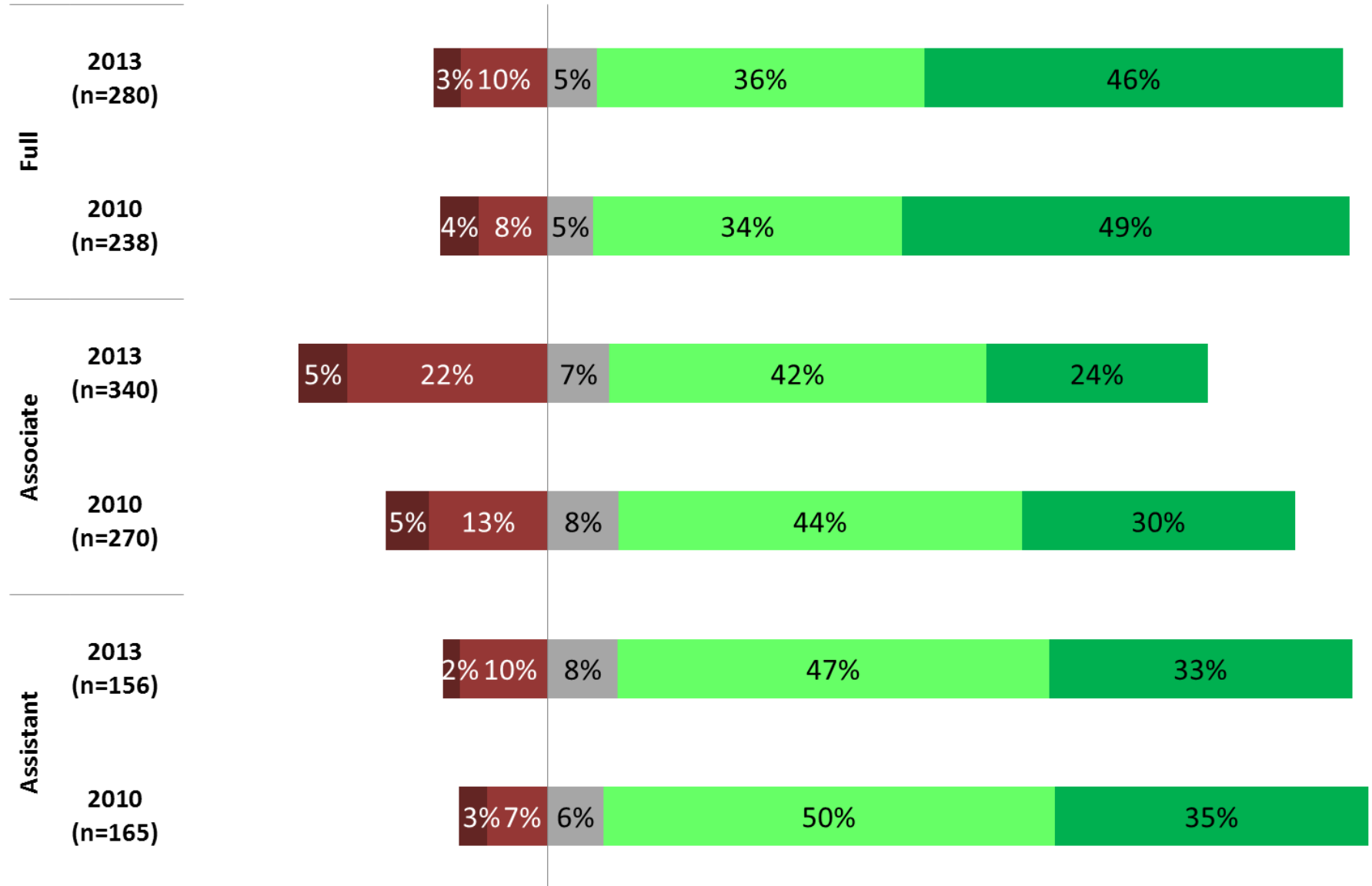
2.Satisfaction – all TT ranks

Very dissatisfied  Very satisfied



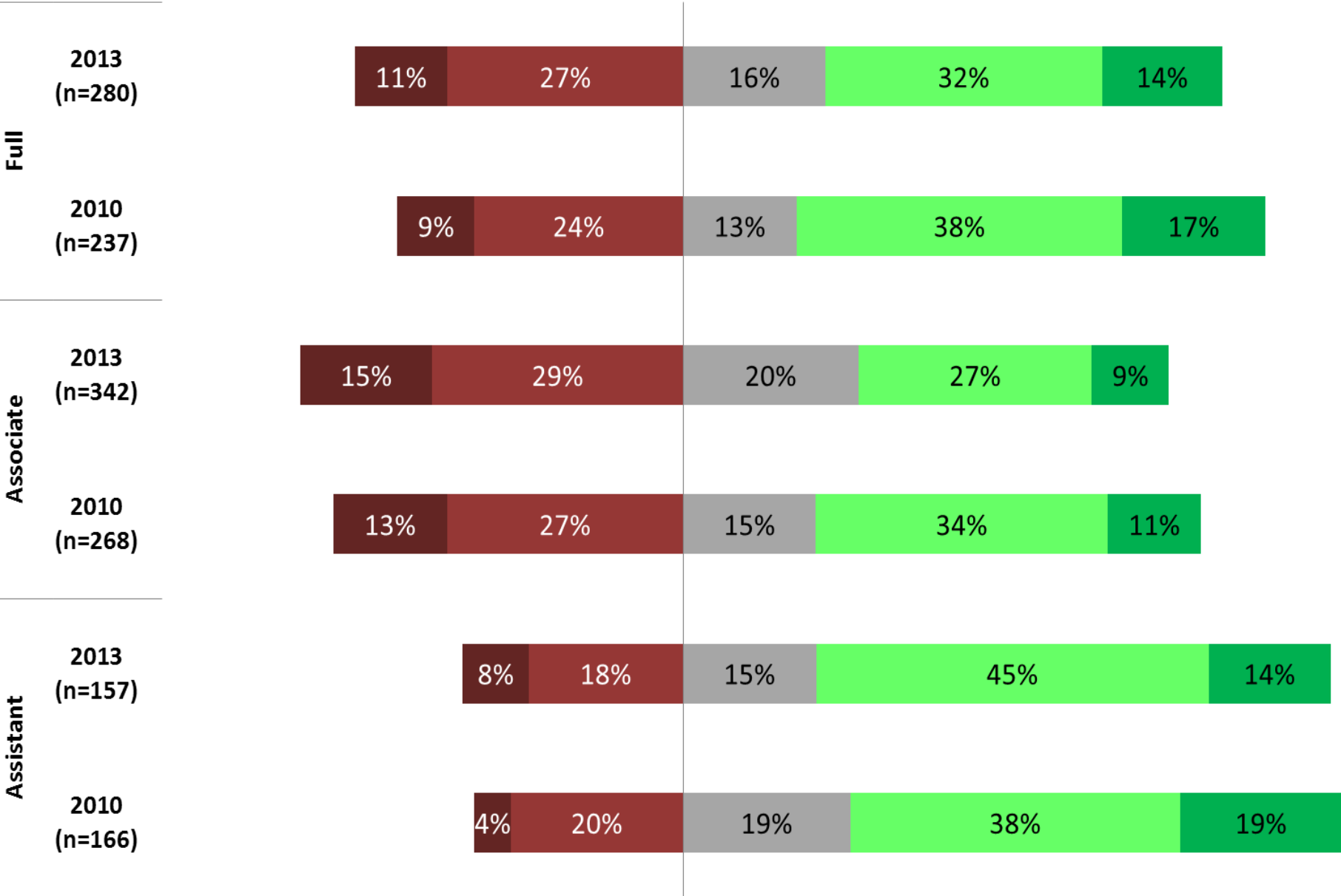
2. Overall Satisfaction by Rank

Very dissatisfied  Very satisfied

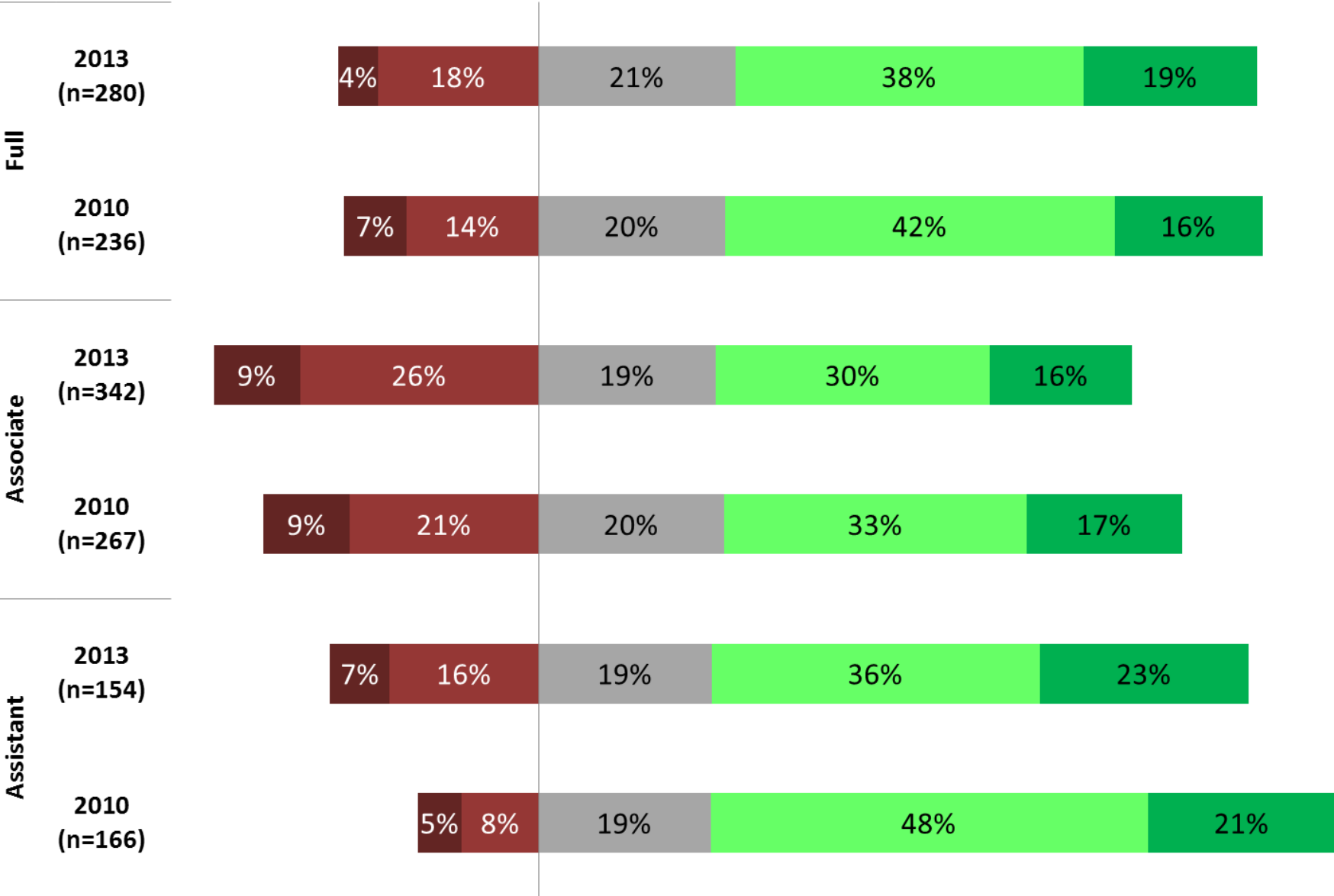


2.Satisfaction with Support for Research by Rank

Very dissatisfied  Very satisfied



2.Satisfaction with Support for Teaching by Rank



2.Satisfaction (cont'd)

Satisfaction with 22 specific items – Top 5 and Bottom 5

(ordered by mean on 5-point scale)

Five most satisfied (% “Very satisfied” and “Somewhat Satisfied”)	Five least satisfied (% “Very” and “Somewhat dissatisfied”)
1.Quality of undergraduate non-professional students (86%)	22. Access to teaching assistants (40%)
2.Quality of undergraduate professional students (82%)	21. Time available for scholarly work (39%)
3.Quality of graduate professional students (81%)	20. Clerical and administrative staff / support (35%)
4.Library resources (75%)	19. Salary (36%)
5.Advising and supervising responsibilities (74%)	18. Classroom space (32%)

Questions or comments on
satisfaction?

3.Workload

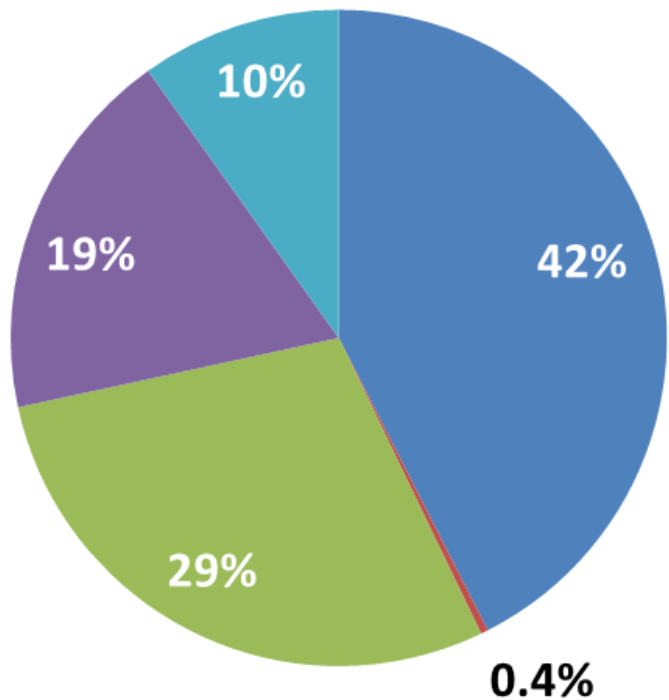
- 53% of professors say workload is “too heavy” (40%) or “much too heavy”(13%)
- Professors report working 56 hours/week on average (with 60, 50, 55hrs/week are the most frequent answers)
- 47% say their workload is “somewhat heavier” (35%) or “much heavier” (12%) than colleagues at comparable universities

3. Workload (cont'd)

Division of time

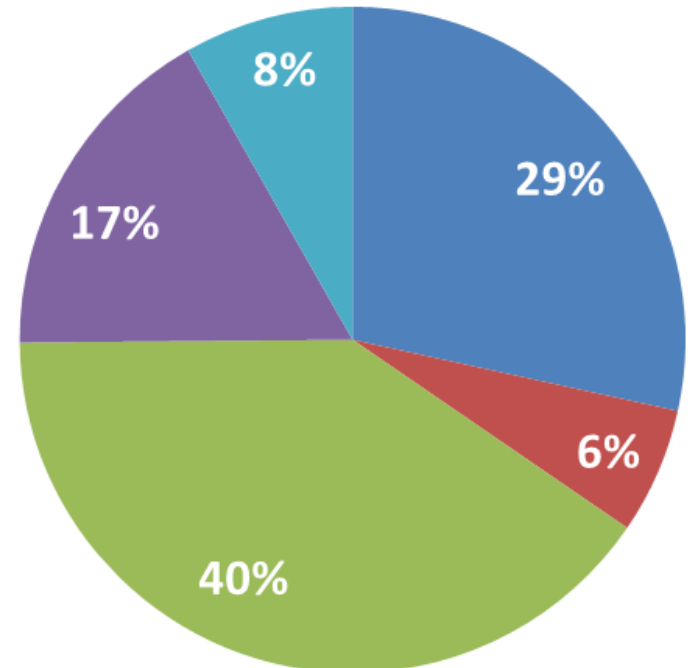
All Faculties beside MD-DE

n~447



Medicine and Dentistry

n~214



3. Workload (cont'd)

Top 5 sources of stress at work (% said “extensive”)

Securing funding for research	49%
Scholarly productivity	37%
Managing a research group or grants (e.g., finances, personnel)	28%
Departmental or campus politics	27%
Committee and / or administrative responsibilities	20%

3. Questions or comments on
workload?

4. Atmosphere and Mentoring

Top positive feedback (% said “somewhat agree” or “strongly agree”)

Overall, McGill University is a good fit for me

80%

(of which 42% strongly agree)

My department/unit is a good fit for me

75%

(of which 45% strongly agree)

I can navigate the unwritten rules of my unit

74%

(of which 38% strongly agree)

Dept./unit flexible with pers. lives when scheduling unit obligations

71%

(of which 39% strongly agree)

My colleagues value my research / scholarship

72%

(of which 35% strongly agree)

I feel excluded from an informal network in my department/unit

62% “disagree or strongly disagree”
(41%)

4. Atmosphere and Mentoring (cont'd)

- Received adequate mentoring? % who said yes:

Assistant	Associate	Full
50%	43%	62%

- 88% of full profs and 75% of associate profs say they *served* as mentor (mostly informally)
- Mentoring wanted regarding (in descending order):
 - Earning tenure
 - Obtaining needed resources for research
 - Teaching
 - Navigating dept. and/or discipline politics

4. Questions or comments on atmosphere and mentoring?

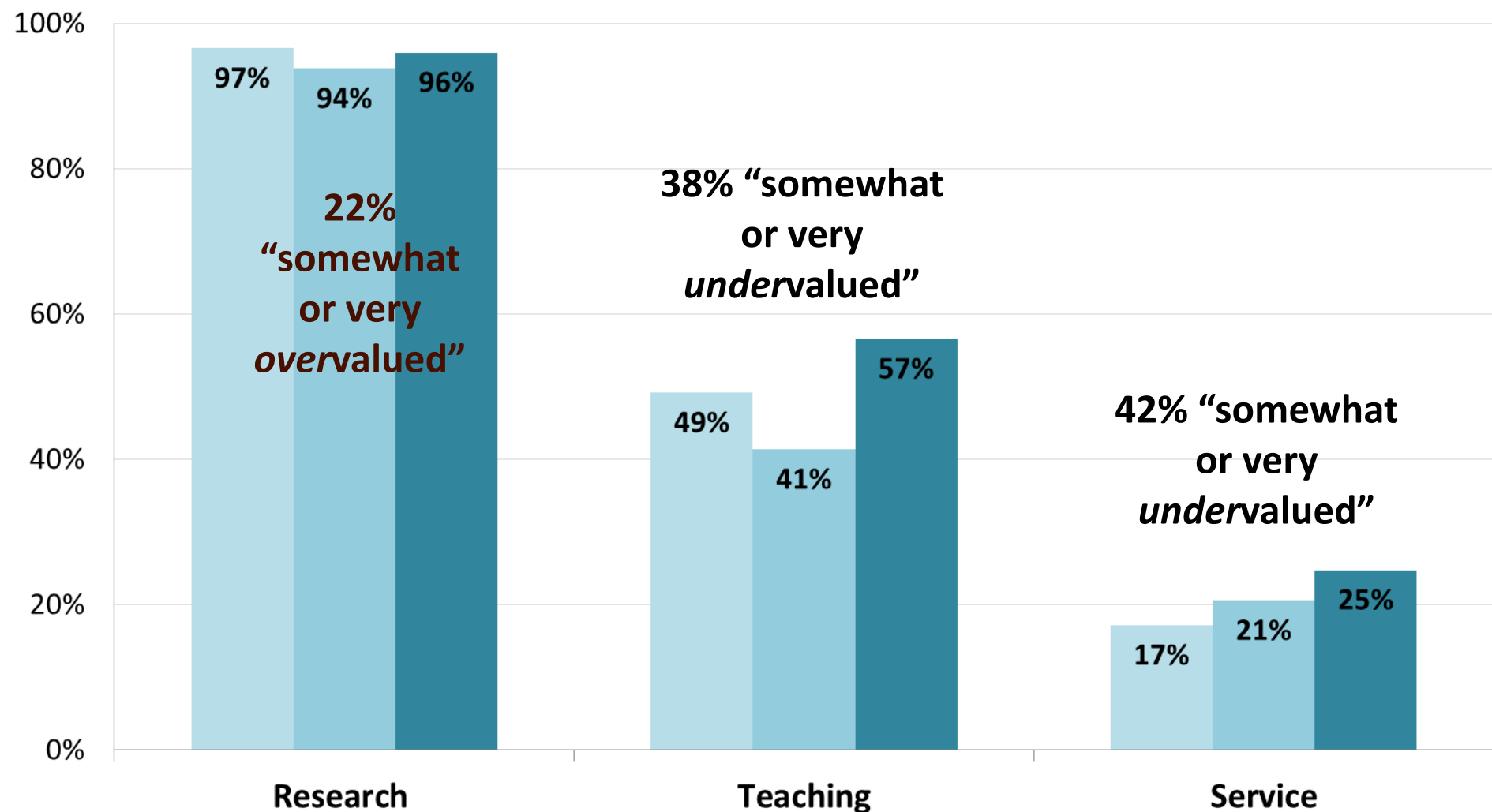
5. Tenure and Promotion

- Are criteria for ***tenure*** clearly communicated?
 - Strongly agree: Full (51%), Assoc. (29%), Assist. (14%)
 - Strongly disagree: Full (7%), Assoc. (9%), Assist. (12%)
 - Are criteria for ***promotion*** clearly communicated?
 - Strongly agree: Full (35%), Associates (6%)
 - Strongly disagree: Full (7%), Associates (34%)
-
- The diagram consists of two sets of blue arrows. The first set connects the 'Strongly agree' row for tenure to the 'Strongly disagree' row for promotion. The second set connects the 'Strongly disagree' row for tenure to the 'Strongly agree' row for promotion.
- | Category | Strongly agree | Strongly disagree |
|-----------|---|---------------------------------------|
| Tenure | Full (51%), Assoc. (29%), Assist. (14%) | Full (7%), Assoc. (9%), Assist. (12%) |
| Promotion | Full (35%), Associates (6%) | Full (7%), Associates (34%) |

5. Tenure and Promotion (cont'd)

How are the following items valued in the tenure process?
(% who said "Highly Valued")

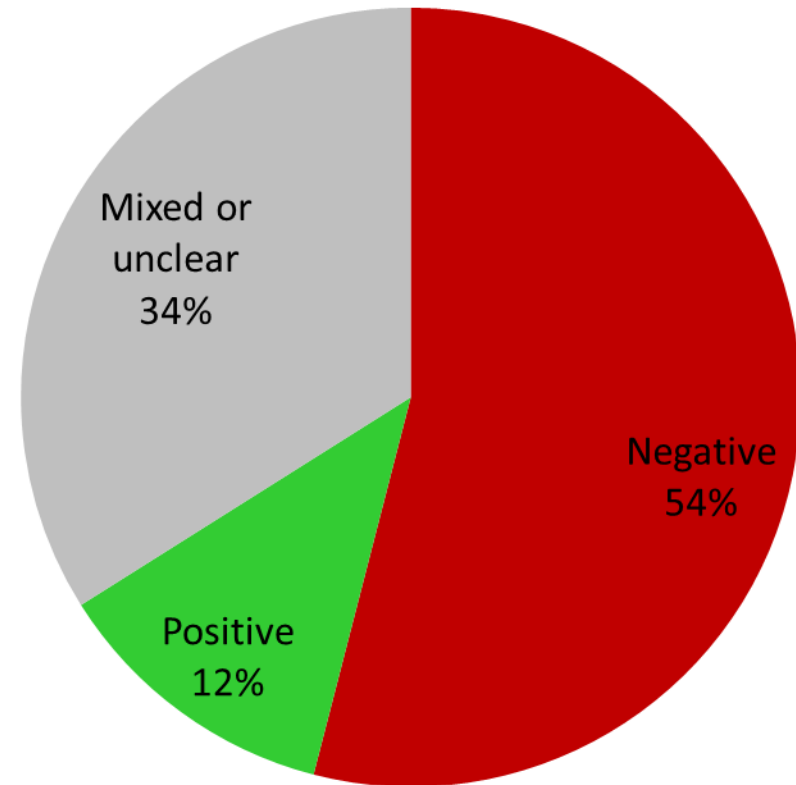
Assistant Associate Full



5. Questions or comments on
tenure and promotion?

6. Open-ended text comments

- 324 profs wrote in a final comment (41% of the 789 TT).
- Average length was 1/3 page.
- Writing a final comment was not correlated with overall satisfaction.
- Nature of final comment not correlated with overall satisfaction.



6. Open-ended text comments (cont'd)

Themes

1. The Administration – Governance (-)
2. Administrative and clerical support (-)
3. General impression of McGill (+)
4. The respondent's own work/research/students (+)
5. Climate in unit; relationships with colleagues (+)

6. Open-ended text comments (cont'd)

Themes

Themes 1-2

“The bureaucracy makes choices and changes with little regard to faculty preferences. Too much downloading of administrative tasks onto faculty.”

“Clerical help for faculty members who have extensive research and teaching responsibilities is almost non-existent and indeed no effort is made by the Faculty/Department to rectify the situation. One senses a strong underlying current of neglect if not outright arrogance.”

6. Open-ended text comments (cont'd)

Themes

Theme 3

“I am happy to be a member of this great institution.”

6. Open-ended text comments (cont'd)

Themes

Themes 4-5

“Despite the existence of some negatives, the colleagues in my own area and my truly excellent students are so great that it outweighs them.”

“I love working at McGill and especially appreciate the work I get to do with the scholars I have been invited to join. My students are wonderful, eager to learn, and they bring great joy to this work.”

7. Retention

- 5% say they are “very likely” to leave in the next three years – excluding retirement as cause.
- 6% said they would choose not to come to McGill if they could decide all over again.
- Every year about 25 prof leave for reasons likely other than retirement or not achieving tenure
- Retention cannot be predicted or assessed via survey results at McGill.



Questions?
Comments?
Suggestions?

For further inquiries:

**Please contact the
Office of the Provost**