

Faculty Survey - Part 2, Spring 2004

1. Introduction

a. Background and Overview

The 2003-04 Faculty Survey Report is the fifth in a series (1991, 1993, 1996, 1999) based on surveys sent to William and Mary faculty to assess their attitudes, perceptions and opinions on a wide range of issues. The Faculty Survey is conducted by a subcommittee of the Faculty Assembly.

For the first time in 2003-04, the Faculty Survey was split into two smaller online surveys. This is the report on the results of Part 2 of the survey, administered in Spring 2004. The results of Part 1 of the survey are posted online at the Faculty Assembly website.

b. Organization of the Report - Part 2, Spring 2004

For the purposes of this report, we have grouped the survey questions into two broad categories with 3-4 subheadings. Each broad category of the report is posted as a separate PDF document.

- Report Introduction and Profile of Survey Respondents
- Faculty Personnel Issues
 - annual merit evaluation
 - tenure and promotion review
 - post tenure review
 - additional faculty comments
- Space and Technology Issues
 - space needs
 - physical conditions of classrooms & laboratories
 - health and safety issues
 - laboratory equipment & support
 - computer equipment & support
 - additional faculty comments

c. Response rates for Faculty Survey, Part 2 Spring 2004

College-wide, 48.1% of all tenured and tenure-eligible full-time faculty members responded to Part 2 of the Faculty Survey. While the response rate is not as high as the response rate received for Part 1 of the survey (61.6%), it is in keeping with the typical response rate for faculty surveys at other colleges and universities (most of which range from 25% to 58%)

An internet search for faculty surveys conducted at other colleges and universities suggests that the nature and scope of the W&M faculty survey is unusual among faculty surveys conducted by individual institutions. Most of the colleges and universities that conduct faculty surveys either focus their survey on a specific topic, such as information technology use, resources and support, distance learning, climate issues, etc., or use the national

H.E.R.I. (Higher Education Research Institute) survey and report the results from that survey for the specific institution compared with the national H.E.R.I. survey results.

Table 1 gives response rates by academic area for the College of William and Mary Faculty Survey, Part 2, Spring 2004.

Table 1 Survey Response Rates by Academic Area

Academic Area	Percentage Response Rate
Area I - Humanities	46
Area II - Social Sciences	42
Area III - Natural Sciences	51
School of Business	52
School of Education	60
School of Law	43
School of Marine Science	52

2. Profile of Survey Respondents for Faculty Survey

Surveys were sent to 505 tenured and tenure-eligible faculty, of whom 243 completed the survey for a response rate of 48.1%. Because not every individual answered every question, the total number of respondents for each item is not necessarily the same. The following tables (Tables 2, 3, 4, 5) provide demographic information for survey respondents and, for comparison, the same information for the total pool of tenured and tenure-eligible faculty. In general, the demographic profile of survey respondents is a good match for the demographic profile of the entire population.

Table 2.1 Faculty Survey Respondents and Faculty Population by Gender

Gender	Survey respondents		College-wide	
	%	N	%	N
Female	32	78	30	150
Male	68	164	70	355
Total	100	242	100	505

Table 2.2 Faculty Survey Respondents and Faculty Population by Faculty Rank

Faculty Rank	Survey respondents		College-wide	
	%	N	%	N
Professor	46	110	42	211
Associate Professor	38	91	37	189
Assistant Professor	17	40	20	100
Instructor	0	0	1	5
Total - All Ranks	101	241	100	505

Table 2.3 Faculty Survey Respondents and Faculty Population by Years of Service at W&M

Years at W&M	Survey respondents		College-wide	
	%	N	%	N
Fewer than 5 Years	20	48	21	107
5 to 10 Years	21	50	20	100
11 to 15 Years	21	51	18	90
16 to 20 Years	10	24	12	61
More than 20 Years	29	70	29	147
Total - All Years	101	243	100	505

Table 2.4 Faculty Survey Respondents and Faculty Population by Academic Area

Academic Area	Survey respondents		College-wide	
	%	N	%	N
Area I - Humanities	23	56	24	121
Area II - Social Sciences	21	50	23	118
Area III - Natural Sciences	23	55	22	109
School of Business	10	24	9	46
School of Education	9	21	7	35
School of Law	5	12	6	28
School of Marine Science	10	25	10	48
Total - All Areas	101	243	100	505