

Faculty/Staff Survey Summary

Quick Look by Strategic Goal

Goal #1: Amplify excellence in research and creative activities.

Top 5 recommendations for achieving excellence in research and creative activity:

1. Decrease service burden
2. Foster interdisciplinary collaboration
3. Increase funding and resources
4. Enhance faculty support and development
5. Increase recognition and incentives

Relevant Quantitative Data:

1. Research-oriented is the most frequently selected descriptor for the College's mission and vision statements (42%), highlighting the centrality of research to the College's identity.
2. Respondents most commonly cited insufficient time for research (70%) and limited access to funding (57%) as barriers to conducting high-impact research and creative activities, with additional challenges including limited access to grants (41%) and inadequate research space (28%).
3. Increasing research funding opportunities (60%), reducing administrative burdens (58%), and improving research infrastructure and facilities (52%) are the top priorities identified for elevating the College's research and creative activity profile.
4. Barriers and priorities differ by group: Humanities respondents are more likely than those in the Physical and Natural Sciences to cite limited access to funding (67% vs. 44%) and grants (58% vs. 31%).
5. Renovation of lab space (35%), upgrades to building HVAC systems (29%), and improved core equipment facilities (29%) are the top infrastructure priorities, reflecting a strong focus on research and laboratory needs. Faculty and staff in the physical and natural sciences are significantly more likely to prioritize renovation of lab space (51%) and better responsiveness from facilities services (42%) compared to other disciplines.

Goal #2: Champion undergraduate learning, engagement, and success.

Top 5 recommendations for achieving excellence in undergraduate learning, engagement, and success:

1. Strengthen academic advising and faculty-to-student ratio
2. Decrease class size and faculty-to-student ratio
3. Foster interdisciplinary and experiential learning
4. Increase faculty support and training
5. Enhance student preparedness and skill development

Relevant Quantitative Data:

1. A majority of respondents (54%) selected robust support for student success and career readiness as the top priority for the College's strategic plan, surpassing faculty scholarship (36%) and innovation in teaching (35%).
2. Experiential learning is highly valued, with 43% prioritizing the expansion of internships and co-op programs in the undergraduate curriculum, and 62% identifying undergraduate participation in faculty-led research as the most important high-impact learning initiative.
3. Staff are more likely than faculty to prioritize robust support for student success and career readiness (67% vs. 41%), hands-on experiential learning (36% vs. 23%), and integrating career preparation into coursework (73% vs. 31%).
4. Career readiness is seen as best supported by expanding internship and co-op opportunities (44%) and integrating career preparation into academic coursework (39%), with additional support for employer engagement (36%) and real-world project partnerships (35%).
5. Reducing administrative barriers to cross-department team teaching is rated 'very' or 'extremely important' by 76% of respondents, underscoring the value placed on interdisciplinary collaboration.

Goal #3: Elevate the preparation of graduate students to become accomplished scholars and professionals.

Top 5 recommendations for helping the college achieve excellence in preparing graduate students to become successful scholars and professionals:

1. Increase funding and financial support
2. Enhance professional development and career preparation
3. Strengthen mentorship and faculty support
4. Improve teaching and communication skills
5. Facilitate research excellence and publication

Relevant Quantitative Data:

1. Two-thirds of respondents (66%) cite limited funding and financial support as the biggest challenge in attracting and retaining exceptional doctoral students, closely followed by competition from peer institutions (64%).
2. Nearly three-quarters (73%) of faculty and staff prioritize expanding funding and financial support as the most important initiative to elevate graduate student preparation, far surpassing other options.
3. For master's programs, increasing support for student research and internships (41%) and building strong employer connections (36%) are viewed as key opportunities to promote sustainable growth and enhance graduate outcomes.

4. Securing additional external funding and grants is viewed as the top opportunity for sustainable growth in master's programs (53%), with further support for increasing student research and internships (41%) and building employer connections (36%).
5. Social sciences faculty (88%) are most likely to cite limited funding as a challenge, while physical and natural sciences (80%) are more likely than humanities (58%) to cite competition from peer institutions; mathematical and computational sciences highlight insufficient support services (25%) and lack of interdisciplinary opportunities (33%).

Goal #4: Build a culture where the people and missions of the college are valued.

Top 5 recommendations for building a culture where our faculty and staff thrive and excel:

1. Increase communication and transparency
2. Promote recognition and appreciation
3. Provide opportunities for professional development and growth
4. Encourage work-life balance and well-being
5. Develop a culture of inclusivity and equality

Relevant Quantitative Data:

1. Formal recognition activities are highly valued, with 56% of respondents prioritizing annual staff appreciation days and 53% supporting expanded award programs as key ways to celebrate accomplishments.
2. Recognition of achievements is the top initiative for unifying staff (62%) and a leading choice for faculty (35%), while collaborative research initiatives are most frequently selected by faculty (44%) as a means to foster a shared vision.
3. Staff consistently place higher priority on recognition activities than faculty, with 69% of staff rating annual staff appreciation days as a high or very high priority compared to 42% of faculty, and 56% of staff prioritizing career milestone celebrations versus 30% of faculty.
4. Faculty most desire programming that supports research collaboration (51%) and cross-departmental engagement (35%), while staff seek professional development workshops (55%) and team-building activities (46%) to promote unity.
5. Interest in clear, accessible guidelines and best practices for award nominations is especially high among social sciences faculty and staff (74% want examples of successful nominations vs. 46% in physical and natural sciences), and among those with 60 months or less of employment, who are more likely to want detailed guidelines and peer feedback.