



Horizon University

FACULTY SATISFACTION INVENTORY

2015

Number of Responses: 8

Selected Highlights

The following statements reflect a sample of some of the important information contained in the Faculty Satisfaction Inventory results. There is more to be gleaned from a careful review of the survey results.

- Demographics:
 - 88% of the faculty are male and 100% are Caucasian.
 - Current faculty age ranges between under 30 to over 60 years of age.
- 43% of the faculty have been teaching at the college for one year.
- 0% identified themselves as full time faculty and 100% adjunct.
- 14% indicated that they teach between 3-4 courses in a year, 43% 1-2 courses in a year.
- 0% indicated that they teach primarily on-campus.

Satisfaction scores related to Faculty Support

Highest Scores:

Satisfaction Item	Score
Availability of Faculty Handbook information	5.43
Administrative support	5.00
Availability of the Department Dean or other supervisor	5.00

Lowest Scores:

Satisfaction Item	Score
IT support	3.60
Communication of campus events and activities	3.80
Faculty Meetings/Professional Development	3.86

* Reported on a 6-point scale

Satisfaction scores related to Teaching Support and Professional Development

Highest Scores:

Satisfaction Item	Score
Access to scholarly materials (library and information resources)	4.75
Classroom environment	4.40
Participation and Support in the assessment of student learning outcomes	4.33
Classroom technological resources	4.20

Lowest Scores:

Satisfaction Item	Score
Availability of seminars and events to improving teaching	3.14
Faculty development as teachers	3.67
The current faculty evaluation system contributes to the improvement of courses	3.67

The Top Areas Identified for Faculty Development:

Areas of Faculty Development	Percentage
Online teaching and learning	71.4%
Incorporating collaborative learning techniques	42.9%
Course design and learning objectives	42.9%

Satisfaction scores related to Library Services and Facilities

Highest Scores:

Satisfaction Item	Score
Availability of consultation and collaboration when developing class assignments that require information literacy skills	5.00
Availability of consultation and collaboration for faculty research	5.00
Library facilities that offer an environment conducive for learning and study	5.00

Lowest Scores:

Satisfaction Item	Score
Faculty are appropriately involved in the development of library and other learning resources	3.75

* Reported on a 6-point scale

Faculty Utilization of Library

- The most frequent responses of faculty seeking collaboration with librarians to develop/enhance student assignments were *Never* and *Yearly*.
- The most frequent responses of faculty seeking collaboration with librarians to develop/enhance personal research was *Never* and *Yearly*.

Summary and Recommendations

The following statements reflect a sample of initial observations and recommendations to be considered by the relevant departments. Additional feedback and suggestions for implementation and best practices will be offered upon request.

- A. Consider ways to increase the number of full-time qualified faculty.
- B. Provide professional development in scheduled faculty meetings based on identified areas of faculty need.
- C. Review the faculty evaluation process and determine ways to increase effectiveness and methods of promoting faculty improvement, particularly in the areas of teaching and learning.
- D. Involve faculty more directly in the evaluation and development of library and learning resources.
- E. Encourage faculty in the use of library services for both course assignments and personal academic inquiry.