

Horizon University

FACULTY SATISFACTION INVENTORY

2018

Number of Responses: 14

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:
 - 79% of the faculty are male, 21% female
 - 14% of the faculty over 60 years, 7% under 30, and 71% between the ages of 41-60.
 - 93% are Caucasian
- 46% of the faculty have been teaching for 2-4 years, and 23% one year.
- 8% identified themselves as full time faculty, 85% adjunct, and 7% other.
- 31% indicated that they teach between 1-2 courses in a year, with 62% teaching 3-4 courses in a year.
- 0% indicated that they teach primarily on-campus, with 100% primarily online.

Satisfaction scores related to Faculty Support

Highest Scores:

Satisfaction Item	Score *
Available office space to meet with students	6.0
Availability of the Department Dean or other supervisor	5.9

Lowest Scores:

Satisfaction Item	Score *
Communication of campus events and activities	4.7
IT support	5.0
Interaction with other faculty	5.3
Availability of Faculty Handbook information	5.5
Faculty Meetings/Professional Development	5.6
Administrative support	5.8

* Reported on a 6-point scale

Satisfaction scores related to Teaching Support and Professional Development

Highest Scores:

Satisfaction Item	Score *
Participation and Support in the curriculum development and review process	5.4
Participation and Support in the assessment of student learning outcomes	5.4

Lowest Scores:

Satisfaction Item	Score *
Availability of seminars and events to improving teaching	4.0
Classroom environment	4.8
Faculty development as teachers	4.8
The current faculty evaluation system helps improve teaching performance	4.8
The current faculty evaluation system contributes to the improvement of courses	4.9

The Top Areas Identified for Faculty Development:

Areas of Faculty Development	%
Online teaching and learning	58%
Utilizing active learning techniques	33%
Incorporating collaborative learning techniques	33%
Assessing student learning outcomes	33%
Effective use of available technology	33%

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	4.8
Faculty are appropriately involved in the development of library and other learning resources	4.8

Lowest Scores:

Satisfaction Item	Score *
Library facilities that offer an environment conducive for learning and study	4.6
The library collection (both print and online) adequately supports course curriculum and content	4.6
Availability of consultation and collaboration for faculty research	4.7
The library collection (both print and online) provides adequate materials for faculty research.	4.7
The library collection (both print and online) adequately demonstrates strength in the institutions theological distinctives	4.7

* Reported on a 6-point scale

Faculty Utilization of Library

- 8% of faculty seek collaboration with librarians to develop/enhance student assignments on a regular basis.
- 8% of faculty seek collaboration with librarians to develop/enhance personal research on a regular basis.

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. Address the area of Online teaching and learning in faculty meetings and professional development.
- B. Review ways to improve faculty access to scholarly materials (library and information resources), the availability of seminars and events to improving teaching, and the current faculty evaluation system to help improve teaching performance.
- C. Review ways to improve and encourage faculty use of library learning and resource services.