

**American University of Armenia**  
**2018 Faculty Survey**



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## Contents

Methodology .....	2
Instrument Design and Timeline .....	2
Sample, Procedures, Response Rate .....	2
Description .....	3
Demographics.....	4
Academic Workload and Activities .....	5
Education goals and teaching.....	7
Satisfaction with AUA, the work environment and services .....	9
Decision-Making and Communication at AUA.....	16

## Methodology

### Instrument Design and Timeline

The American University of Armenia (AUA) conducted *2018 AUA Faculty Survey* from December 11, 2018, to December 28, 2018. The survey was carried out by the university's Office of Institutional Research and Assessment (OIRA).

The objectives of the survey were to gather information from faculty about their academic workload and activities, education goals and teaching, satisfaction with AUA, the work environment and services, decision-making and communication at AUA, as well as to identify areas of possible improvements.

In seeking a high response rate, the following course of action was taken:

- An email was sent from the Provost highlighting the importance of the survey, requesting participation and providing direct link to on-line survey (December 11, 2018);
- Four reminder emails were sent from the Provost (December 14, 20, 25 and 28, 2018).

Demographic data were collected for analytics purposes.

### Sample, Procedures, Response Rate

The survey was sent to 178 faculty members. A total of 112 (62.9%) out of 178 faculty participated in the survey. The results of 15 partially completed surveys were excluded from the analyses, thus **denoting a response rate of 54.5%**.

To test the representativeness of the sample with regard to faculty time status (full- or part-time), commitment<sup>1</sup> (core or visiting) and sex, one-sample chi-squared test was conducted. According to the test results<sup>2</sup>, the sample is representative of the corresponding population by time status, commitment and sex.

Faculty distributions of time status, commitment, and sex in population and sample are presented in the tables below.

Time Status	Population	Proportion in population	Sample	Proportion in sample
Full time	59	33.1%	39	40.2%
Part time	119	66.9%	58	59.8%

Commitment	Population	Proportion in population	Sample	Proportion in sample
Core	143	80.3%	80	82.5%
Visiting	35	19.7%	17	17.5%

Sex	Population	Proportion in population	Sample	Proportion in sample
Male	110	61.8%	67	69.1%
Female	68	38.2%	30	30.9%

<sup>1</sup> Core faculty includes full-time faculty and part-time faculty who are recurrent. Recurrent faculty includes faculty who have taught at least three semesters in the last three years. Visiting faculty defined as temporary faculty whose appointment is for one or two semesters. All full-time faculty members are core. If someone is part-time but has been with AUA for at least 3 semesters in the last three years, they are identified as core.

<sup>2</sup> Time status:  $\chi^2(1) = 2.182$ ,  $p = 0.140$ ; commitment:  $\chi^2(1) = 0.280$ ,  $p = 0.596$ ; sex:  $\chi^2(1) = 2.174$ ,  $p = 0.140$ .

## Description

Upon completion of the on-line survey, data was analyzed in SPSS. Descriptive analysis includes statistical analysis such as frequencies, cross-tabulations, calculation of mean values for categorical variables with Likert scale type response options.

To detect the difference in the mean values of questions and respondents' sex, job type and whether faculty had other full- or part-time employment outside AUA independent sample t-test was conducted. The Chi-Square test of independence was conducted to identify the difference in proportions between 2015 and 2018 surveys results.

One-way ANOVA test was run to detect the difference in the mean values of questions among faculty first academic appointment dates. ANOVA test was run only for the variables for which between-group variances were equal. As a result of ANOVA test, no significant difference was found.

The report consists of six main parts: demographics, academic workload and activities, education goals and teaching, satisfaction with AUA, the work environment and services, decision-making and communication at AUA, and appendices.

For statements that have a Not Applicable (N/A), Don't know or Can't say responses option, the mean values are calculated without including Not Applicable, Don't know and Can't say responses. The numbering of the responses in the appendices corresponds to the numbering in the survey questionnaire (see page 59 for survey questionnaire).

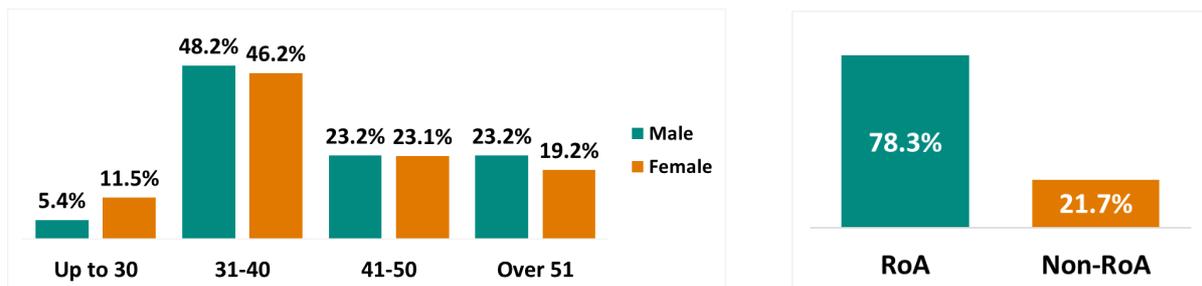
## Demographics

The sample size of 2018 Faculty survey includes 65 male and 29 female faculty members. The proportion of male and female faculty is approximately the same for full-time and part-time employment.

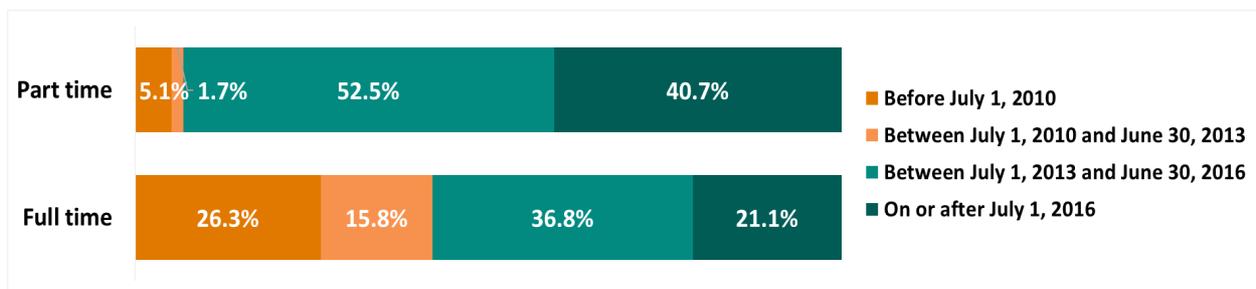


The left bar chart below presents age distribution between male and female faculty. More than 46% of faculty was between 31-40 years old.

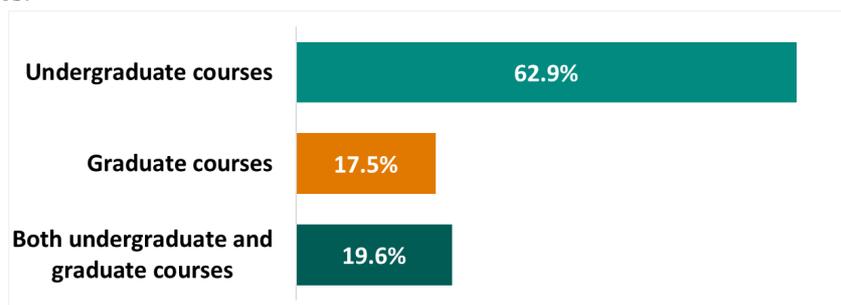
The right bar chart indicates that the vast majority of Fall 2018 faculty survey respondents were RoA citizens.



More than 93% of part-time faculty were employed on or after July 1, 2013.



Approximately 63% of faculty reported that when the survey was conducted they were teaching only undergraduate courses and approximately 20% of faculty was teaching both undergraduate and graduate courses.

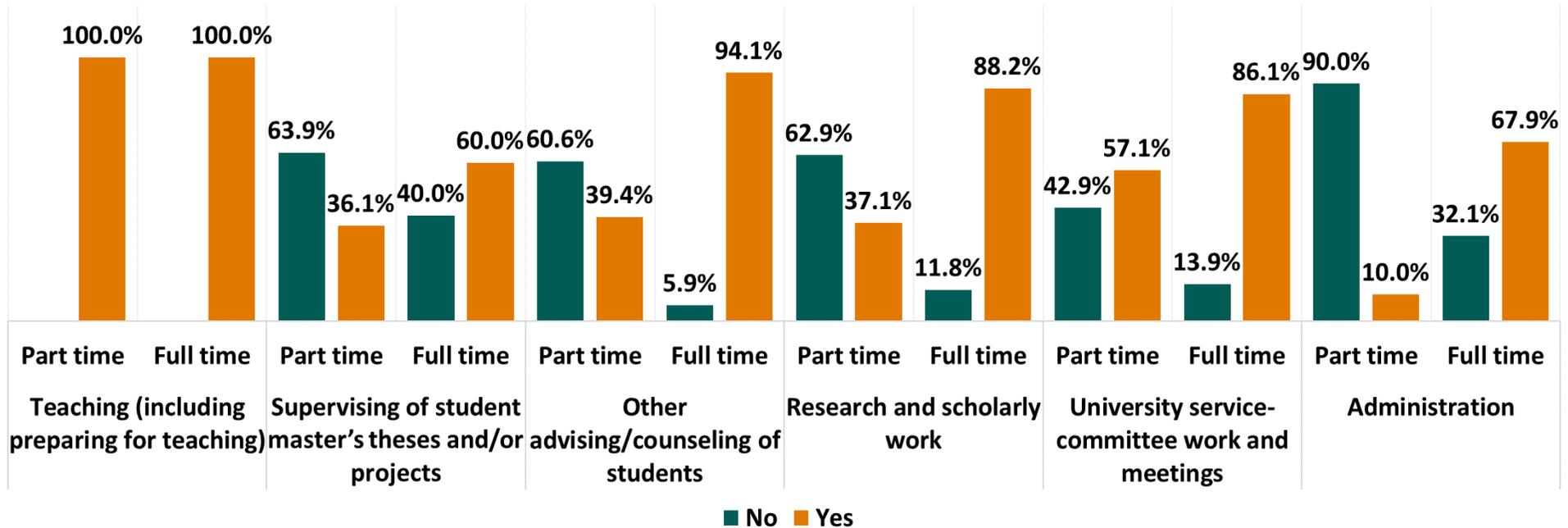


## Academic Workload and Activities

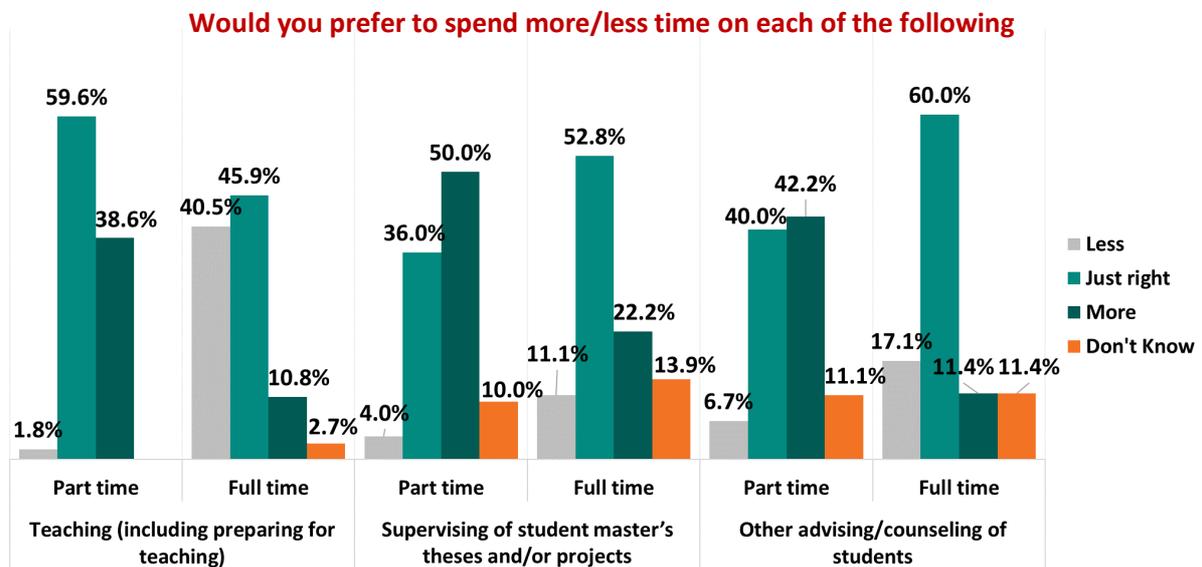
This subsection presents faculty involvement in several activities. Additionally, it shows whether the faculty would prefer to spend more, less or the same amount of time on each of the activities.

100% of faculty were involved in teaching (including preparing for teaching). Approximately 88% of full-time faculty participated in research and scholarly work, compared with 37% of part-time faculty. Approximately 86% of full-time faculty were involved in university service/committee work and meetings. On the other hand, about 57% of part-time faculty were involved in university service/committee work and meetings.

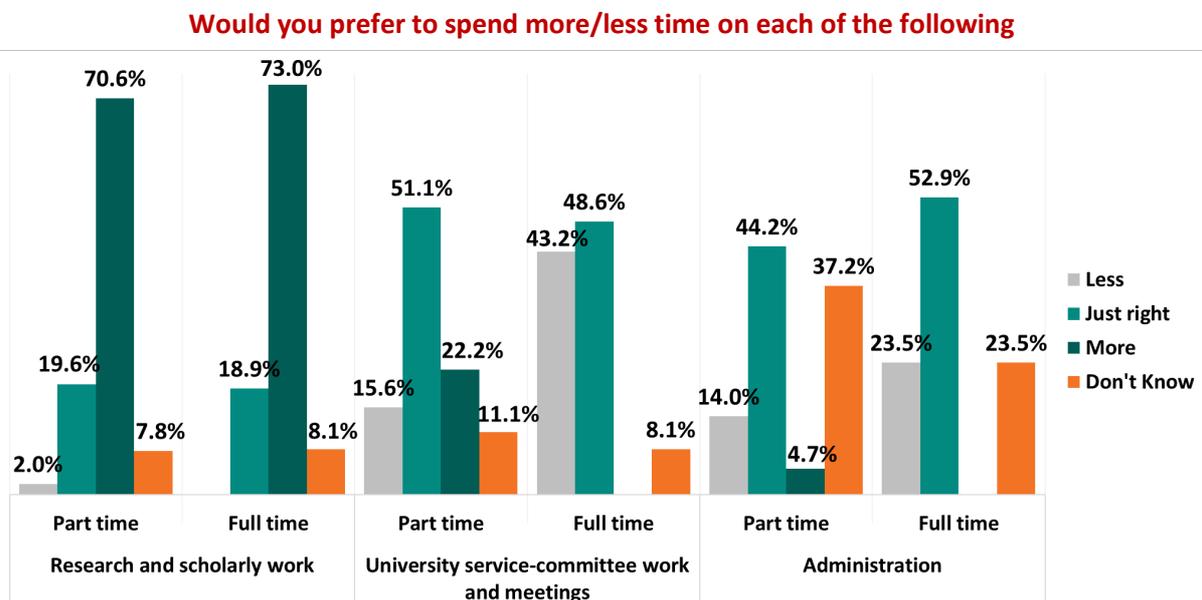
**In Fall 2018, which of the following are you involved with AUA?**



The bar chart below indicates that approximately 60% of part-time faculty and approximately 46% of full-time faculty thought that the time they spent on **teaching (including preparing for teaching)** was just right. Additionally, 50% of part-time faculty reported that they would prefer to spend more time on **supervising of student master's theses and/or projects**.



For the **research and scholarly work** activities, approximately 71% and 73% of part-time and full-time faculty correspondingly thought that they would prefer to spend more time. Almost 24% of full-time faculty would prefer to spend less time on administration.



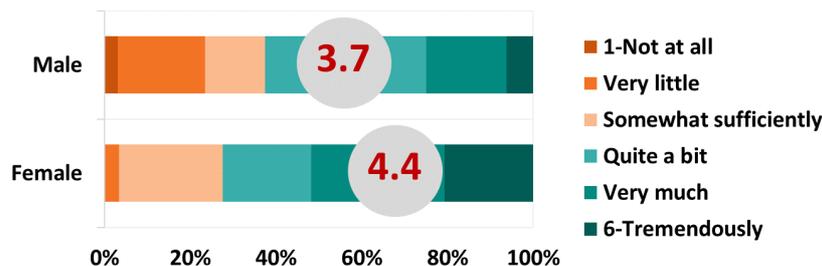
## Education goals and teaching

The charts below show the level of faculty contribution to students' development in several skills, abilities or student learning outcomes. Circled values show means.

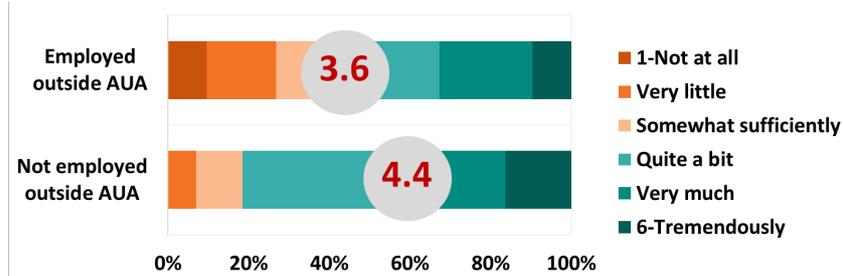
Approximately 77% of part-time and 81% of full-time faculty mentioned that the course(s) they taught contributed tremendously or very much to their students' **ability to synthesize ideas and/or information into new interpretations and relationships**. There was a statistically significant difference between part-time and full-time faculty.



Approximately 52% of female faculty reported that the course(s) they delivered contributed to the development of their students' **writing skills** either tremendously or very much compared to 25% of their male colleagues. The difference is statistically significant..



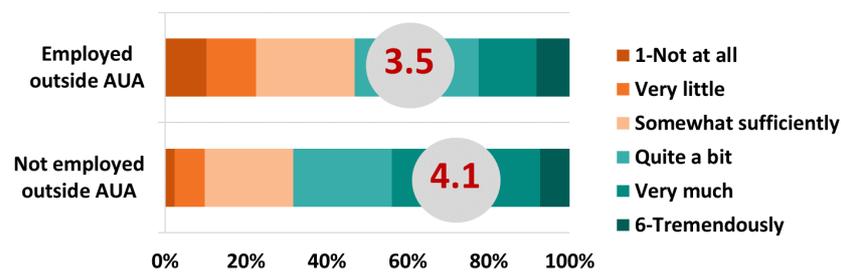
Faculty members who did not have employment outside AUA rated their course(s) contribution to the student's development in **speaking skills** significantly higher, compared to faculty who had other full- or part-time employment outside AUA.



More than 41% of male faculty reported that the course(s) they taught contributed tremendously or very much to the development of the students' **ability to function as part of a team** compared to 64% of their female colleagues. This difference is statistically significant.



Faculty who did not have employment outside AUA rated their course(s) contribution to the development of students' **ability to lead and guide others** statistically significantly higher compared to faculty who had full- or part-time employment outside AUA.

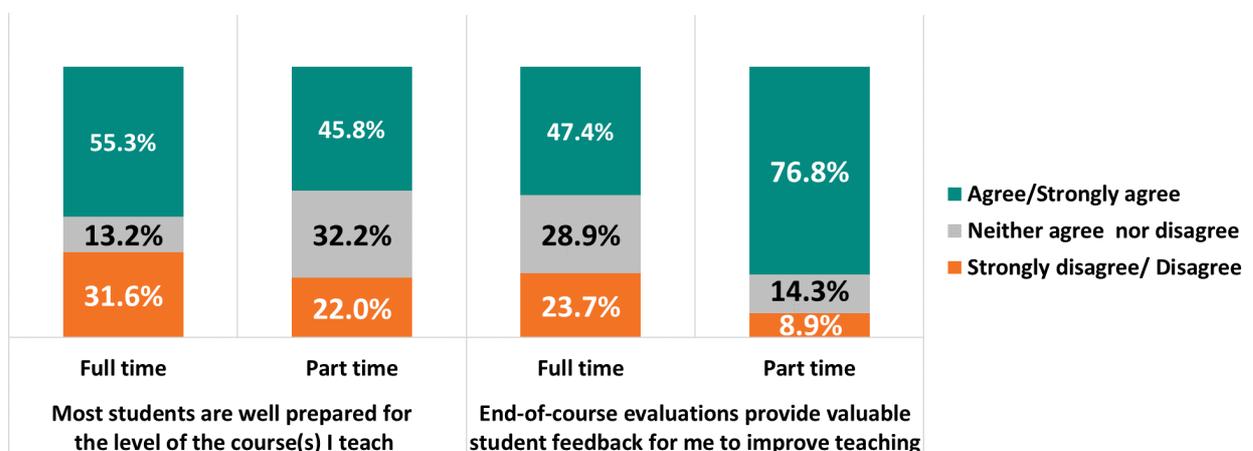


Nearly 10% of female faculty reported that the course(s) they taught contributed tremendously or very much to the students' skills **to prepare and submit papers for publications** compared to 26% of their male colleagues. This difference is statistically significant.



Faculty was also asked to indicate their agreement/disagreement with several statements related to their experience at AUA. The left bar chart below shows that approximately 55% of full-time and 46% of part-time faculty agreed or strongly agreed that **most students were well prepared for the level of the course(s) they taught**. According to the right bar chart, approximately 47% of full-time faculty and 77% part-time faculty agreed or strongly agreed with the statement **“End-of-course evaluations provide valuable student feedback for me to improve teaching.”** T-test indicates that there was a statistically significant difference in means between these groups.

**Please indicate the level of your agreement/disagreement with each of the following statements related to your experience at AUA.**



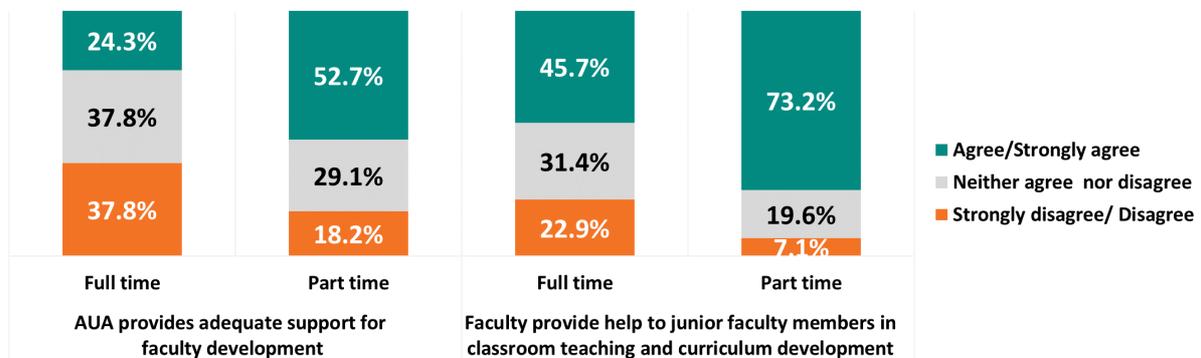
## Satisfaction with AUA, the work environment and services

The section below presents the faculty’s level of satisfaction with the work environment, services at AUA and other aspects at their work.

Approximately 53% of part-time faculty agreed or strongly agreed that **AUA provided adequate support for faculty development**. In contrast, approximately 24% of full-time faculty agreed or strongly agreed with above mentioned statement. T-test shows that this difference is statistically significant.

Approximately 46% and 73% of full-time and part-time faculty respectively agreed or strongly agreed that **Faculty provided help to junior faculty members in classroom teaching and curriculum development**. There is a statistically significant difference in the mean agreement rate for these groups.

**Please indicate to what extent you agree/disagree with each of the following statements about the work environment and services at AUA.**

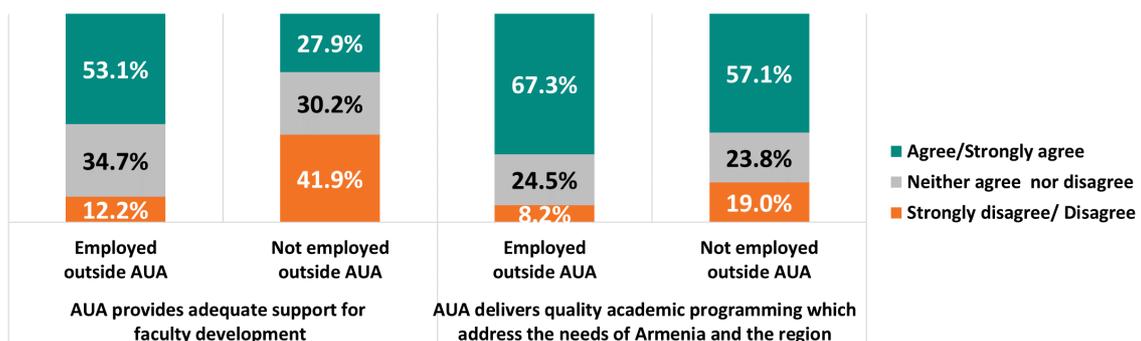


The left bar chart below indicates that more than 53% of faculty who had employment outside AUA and approximately 28% of faculty who did not have employment outside AUA agreed or strongly agreed that **AUA provided adequate support for faculty development**.

The right bar chart below shows that more than 67% of faculty who had employment outside AUA and approximately 57% of faculty who did not have employment outside AUA agreed or strongly agreed with the statement that **AUA delivered quality academic programming which address the needs of Armenia and the region**.

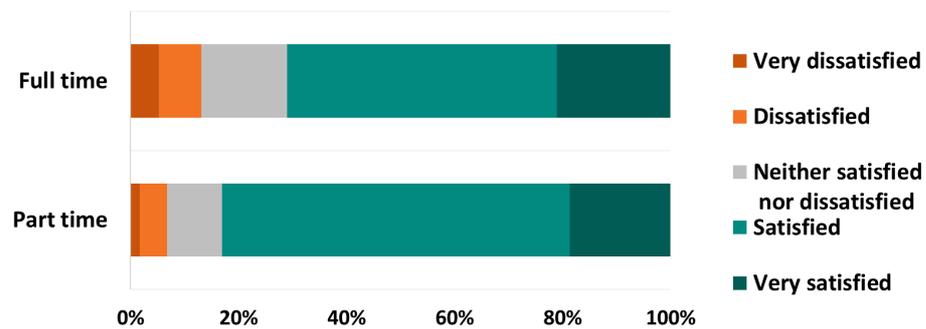
For the both statements T-test shows statistically significant difference in the mean agreement between faculty who had employment outside AUA and faculty who did not have employment outside AUA.

**Please indicate to what extent you agree/disagree with each of the following statements about the work environment and services at AUA.**



2018 Faculty survey results indicate that approximately 71% of full-time faculty and 83% of part-time faculty reported that they were satisfied or very satisfied with their current position at AUA.

**Please rate your overall satisfaction with your current position at AUA (Fall 2018)**



To the question “**What are the three things you like most about AUA?**” top five responses (with at least 6% of faculty responding) are<sup>3</sup>:

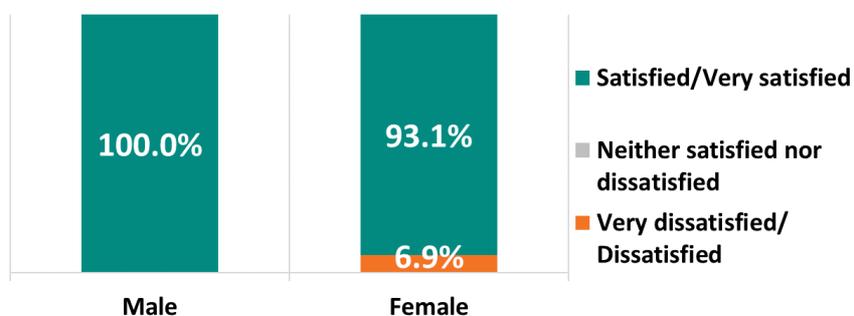
- Atmosphere - **17.8%**
- Students - **16.9%**
- Faculty/ Colleagues/ Collegiality - **16.0%**
- Academic environment/ Academic freedom - **14.2%**
- Infrastructure, facilities and equipment - **10.5%**

Conversely, faculty was asked to answer “**What are the three things you like least about AUA?**” question. The top four responses (with at least 6% of faculty responding) are<sup>4</sup>:

- Management/ Decision making - **17.3%**
- Limited support for research - **10.1%**
- Insufficient quality assurance of academic programs/ teaching - **6.7%**
- HR: hiring, promotion, benefits, policies - **6.7%**

The bar chart below illustrates that 100% of male faculty was satisfied or very satisfied with the **freedom to determine course content** compared to 93% of their female colleague. T-test supports that there is a statistically significant difference in mean satisfaction levels between male and female faculty members.

**In general how satisfied you are with the following aspects of your work and work environment at AUA? Freedom to determine course content:**

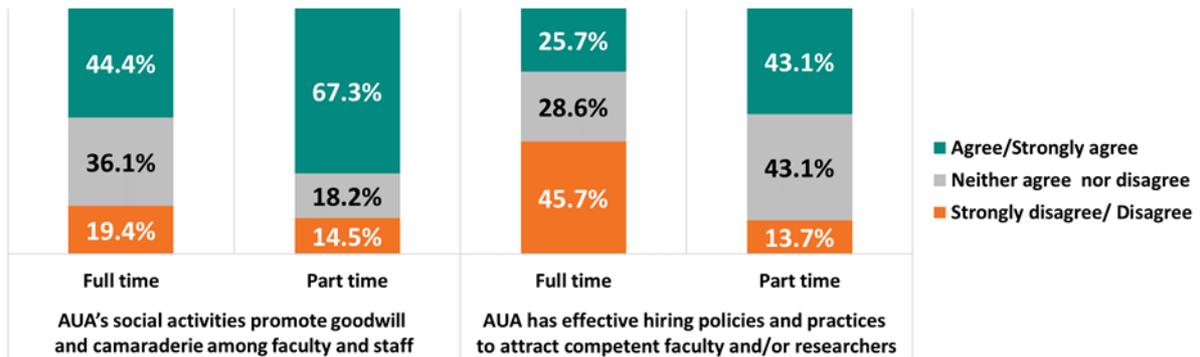


<sup>3</sup>For the full list see appendices page 32

<sup>4</sup> For the full list see appendices page 33

Approximately 44% of full-time and 67% of part-time faculty agreed or strongly agreed that AUA’s social activities promoted goodwill and camaraderie among faculty and staff. Furthermore, approximately 46% of full-time faculty disagreed or strongly disagreed with the statement **“AUA have effective hiring policies and practices to attract competent faculty and researchers”**. Disagreement percentage for part-time faculty is lower than for full-time faculty (14%). T-test indicates that there is a statistically significant difference in the mean agreement for full time and part time faculty for the both statements.

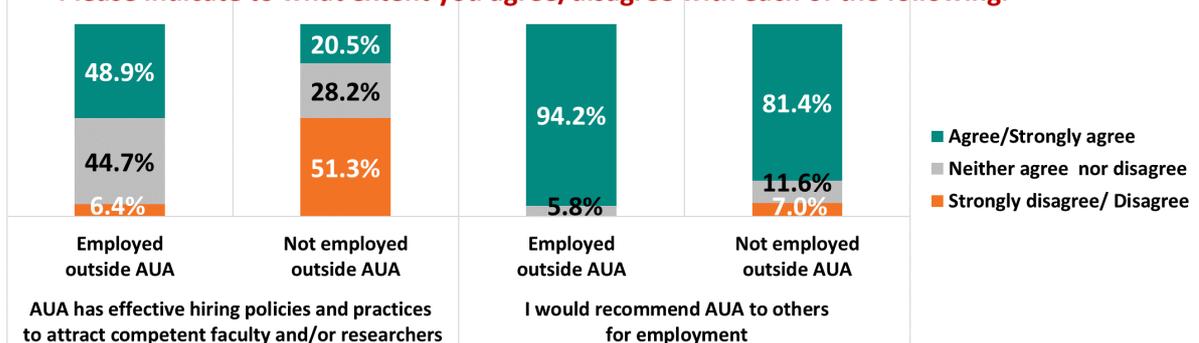
**Please indicate to what extent you agree/disagree with each of the following.**



According to the T-test results there is statistically significant higher agreement with the statement **“AUA have effective hiring policies and practices to attract competent faculty and researchers”** for the faculty who had other employment outside AUA compared to the faculty who did not have full- or part-time employment outside AUA.

The majority of faculty who had other full- or part-time employment outside AUA agreed or strongly agreed statistically significantly higher with the statement **“ I would recommend AUA to others for employment”** compared to the faculty who did not have full- or part-time employment outside AUA.

**Please indicate to what extent you agree/disagree with each of the following.**



The bar chart below illustrates the comparison of satisfaction levels with the work and work environment at AUA between full-time and part-time faculty members.

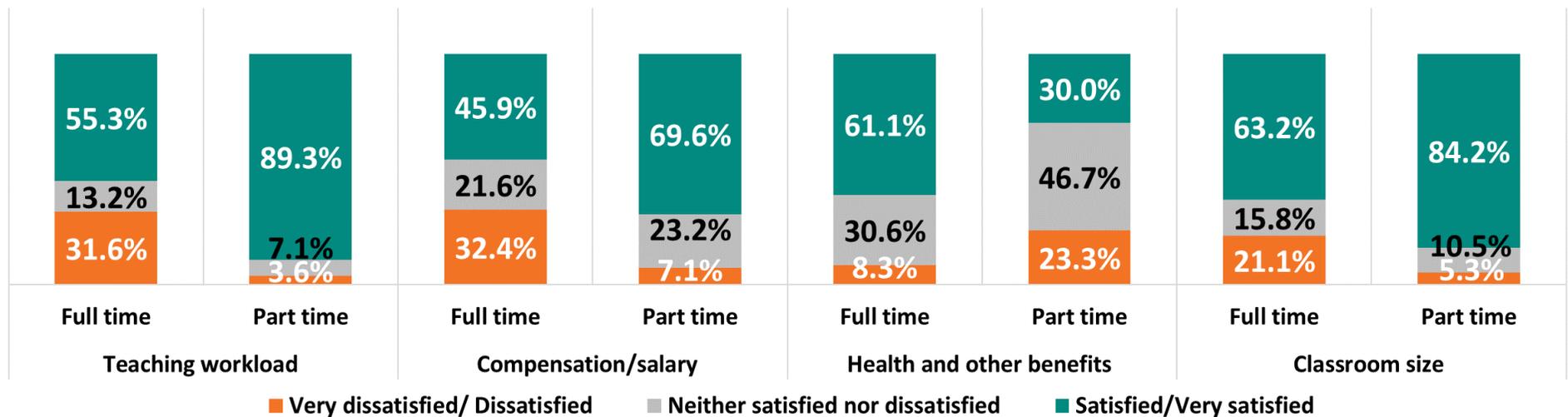
Approximately 55% of full-time faculty was satisfied or very satisfied with the **teaching workload**, while 89% of part-time faculty was satisfied or very satisfied with the teaching workload. There is a statistically significantly difference of mean satisfaction levels between full-time and part-time faculty.

More than 32% of full-time and 7% of part-time faculty were dissatisfied or very dissatisfied with **compensation/salary**. The T-test shows that the difference is statistically significant.

Similarly, T-test indicates there is a statistically significantly difference between full-time and part-time faculty regarding on satisfaction with **health and other benefits**. More than 61% of full-time faculty was satisfied or very satisfied with the health and other benefits compared to 30% of part time faculty.

The last bar chart shows that part-time faculty had statistically significantly higher satisfaction level with **classroom size** compared to full-time faculty.

**In general how satisfied you are with the following aspects of your work and work environment at AUA?**

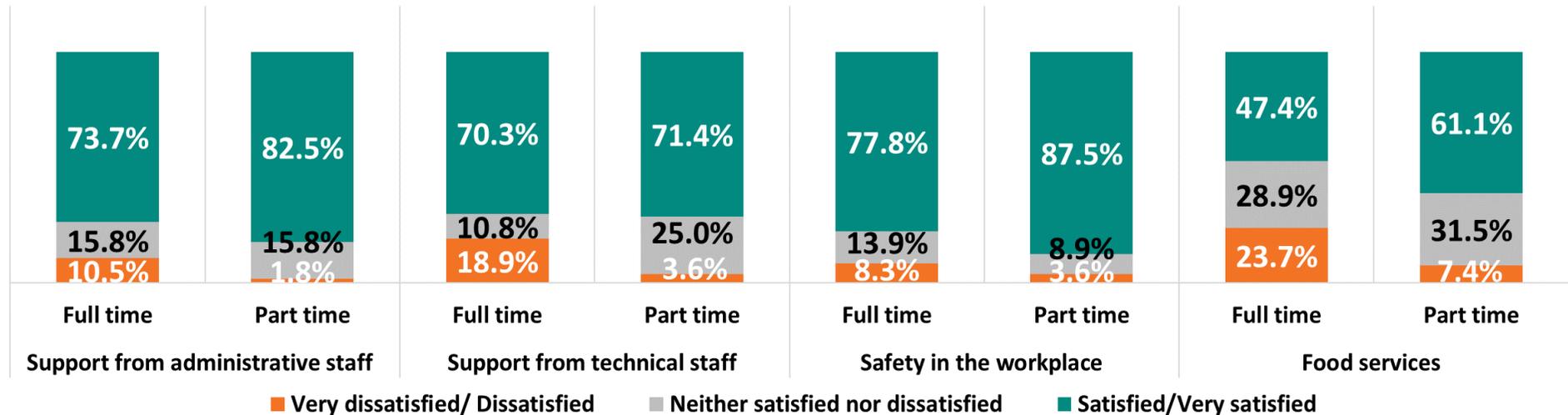


The bar charts below illustrate that more than 47% of full-time and 61% of part-time faculty reported that they were satisfied or very satisfied with the **support from administrative staff**. T-test shows that that the difference is statistically significant.

Nearly 20% of full-time faculty was dissatisfied or very dissatisfied with the **support from technical staff**. On the other hand, less than 4% of part-time faculty was dissatisfied or very dissatisfied with the support from technical staff. This difference is statistically significant.

Approximately 78% and 88% of full-time and part-time faculty respectively were satisfied or very satisfied with the **safety in the workplace**. This difference is statistically significant. T-test shows that there is a statistically significant difference between full-time and part-time faculty for the satisfaction level with **food services**. About 24% of full-time faculty was dissatisfied or very dissatisfied with food services compared to approximately 7% of part-time faculty.

**In general how satisfied you are with the following aspects of your work and work environment at AUA?**



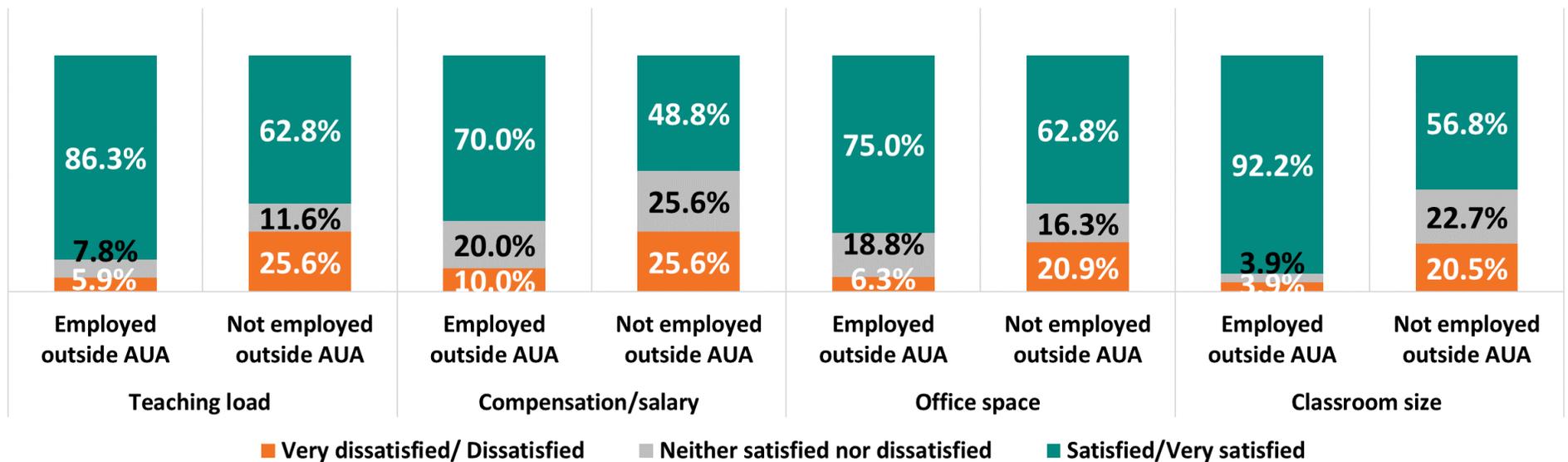
The bar charts below illustrate that faculty who had other full- or part-time employment outside AUA rated their satisfaction level with **teaching load** statistically significantly higher compared to the faculty who did not have other employment outside AUA.

70% of faculty who had other full- or part-time employment outside AUA and 49% of faculty who did not have other full- or part-time employment outside AUA were satisfied or very satisfied with **compensation/salary**. This difference is statistically significant.

Nearly 75% of faculty who had other full- or part-time employment outside AUA were satisfied with **office space** statistically significantly more compared to the faculty who did not have other employment outside AUA.

The last bar chart shows that more than 92% of faculty who had other full- or part-time employment outside AUA were satisfied or very satisfied with **classroom size** compared to 57% of faculty who did not have other full- or part-time employment outside AUA. This difference is statistically significant.

**In general how satisfied you are with the following aspects of your work and work environment at AUA?**



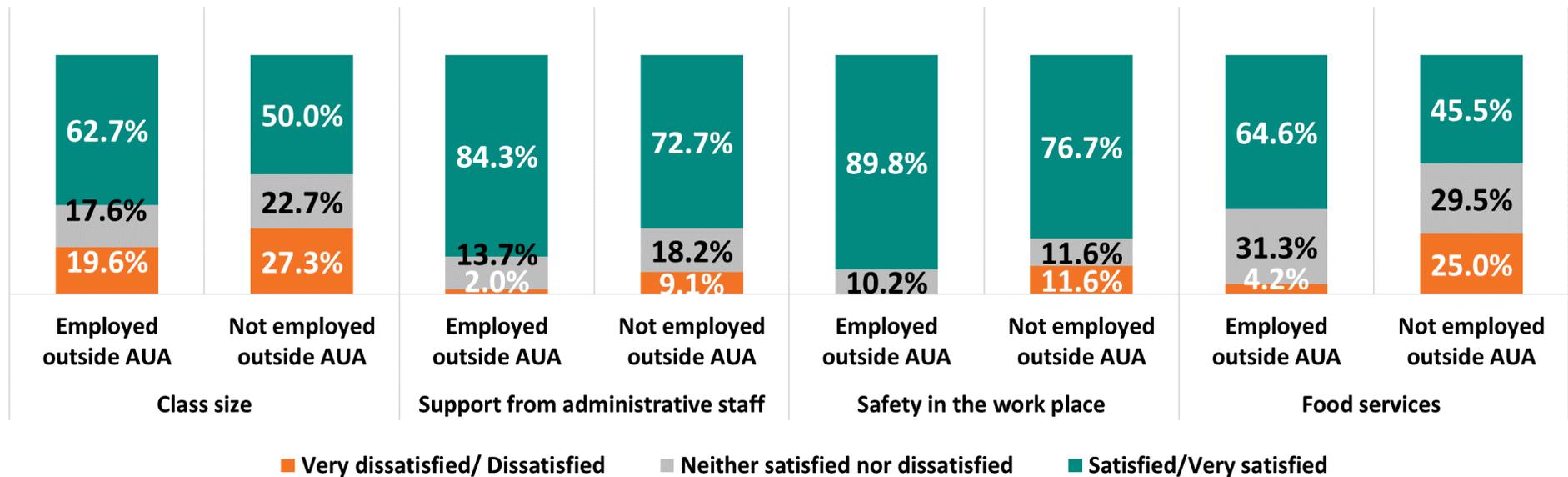
The bar charts below indicate that approximately 20% of faculty who had other full- or part-time employment outside AUA and 27% of faculty who were not employed outside AUA were dissatisfied or very dissatisfied with **class size**. T-test results support that this difference is statistically significant.

Satisfaction level with **support from administrative staff** is stistically significantly higher for faculty who had other full- or part-time employment outside AUA compared to faculty who did not have other full- or part time-employment outside AUA.

Approximately 90% of faculty who had other full- or part-time employment outside AUA was satisfied or very satisfied with **safety in the work place**. On the other hand, approximately 77% of faculty who did not have other employment outside AUA was satisfied or very satisfied with safety in the work place. T-test shows that this difference is statistically significant.

Faculty who had other full- or part-time employment outside AUA had statistically significantly higher satisfaction **with food** services comapred to faculty who did not have other full- or part-time employment outside AUA.

**In general how satisfied you are with the following aspects of your work and work environment at AUA?**



## Decision-Making and Communication at AUA

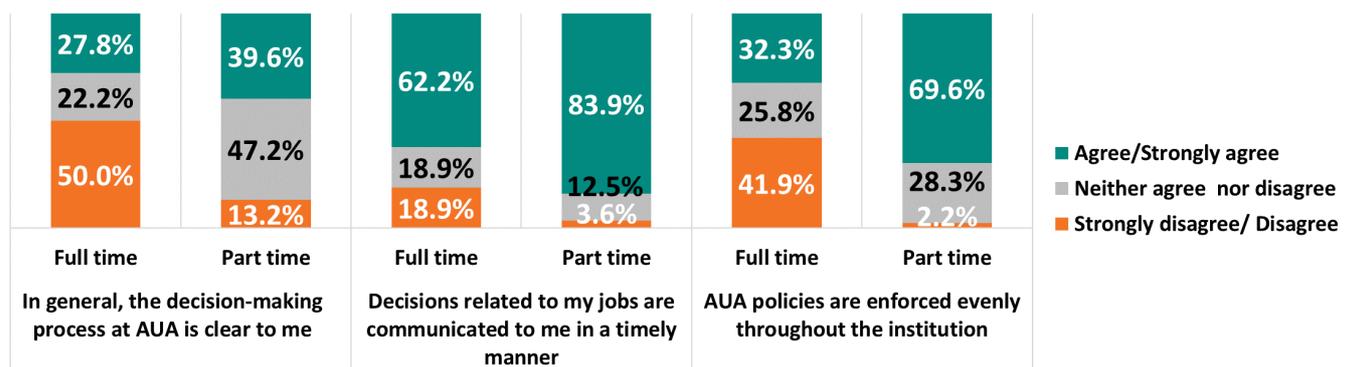
The agreement level with statements reflecting communication and decision-making at AUA, and awareness about mentioned statements are presented in the charts below.

According to the bar charts presented below, more than 13% of part-time and 50% of full-time faculty disagreed or strongly disagreed with the statement **“In general the decision-making process at AUA is clear to me”**. T-test indicates that there is statistically significantly difference between full-time and part-time faculty.

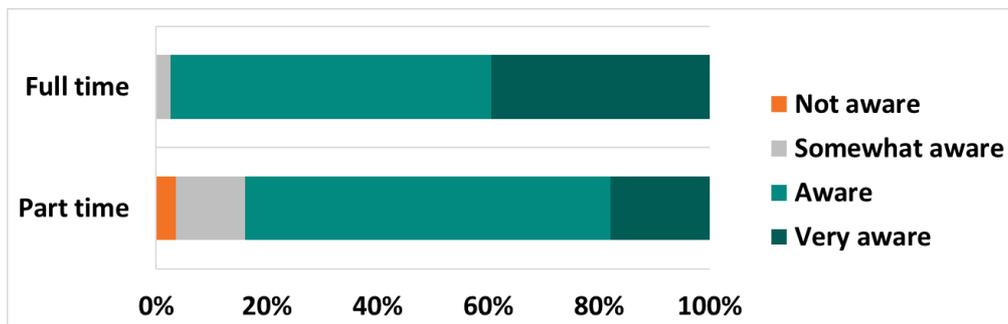
Similarly, statistically significantly difference exists between full-time and time-part faculty for the agreement level with the statement **“Decisions related to their jobs were communicated to them in a timely manner”**.

The third bar chart from the right below shows that approximately 32% of full-time faculty and approximately 70% of part-time faculty agreed or strongly agreed with the statement **“AUA policies were enforced evenly throughout the institution”**. T-test supports that this difference is statistically different.

**Please indicate to what extent you agree/disagree with the following statements reflecting communication and decision-making at AUA**



The bar chart below indicates that full-time faculty rated their awareness of an Ethics and Grievance Committee at AUA statistically significantly higher compared to part-time faculty.

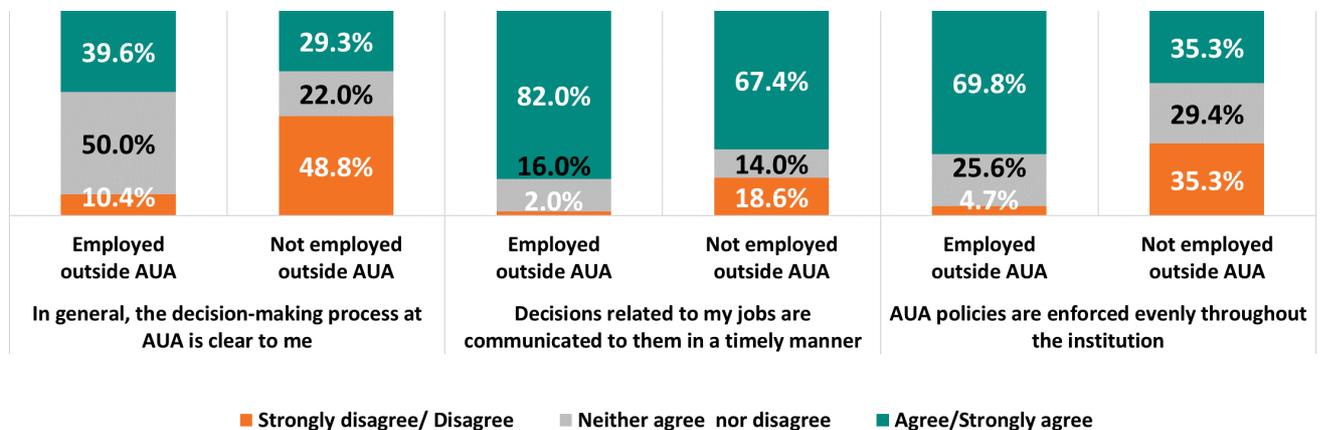


The bar charts below indicate that faculty who had other full- or part-time employment outside AUA had statistically significantly higher agreement with the statement **“In general the decision-making process at AUA is clear to me”** compared to the faculty who did not have other full- or part-time employment outside AUA.

Approximately 67% of the faculty who did not have other employment outside AUA agreed or strongly agreed that **decisions related to their jobs were communicated to them in a timely manner**. This agreement rate is statistically significantly lower compared to the faculty who had other full- or part-time employment outside AUA.

More than 35% of the faculty who did not have other full- or part-time employment outside AUA disagreed or strongly disagreed that **AUA policies were enforced evenly throughout the institution**. This result is statistically significantly different from the faculty who had other full- or part-time employment outside AUA.

**Please indicate to what extent you agree/disagree with the following statements reflecting communication and decision-making at AUA**



The bar chart below indicates that faculty who did not have other full- or part-time employment outside AUA reported that they had significantly higher awareness that there is an Ethics and Grievance Committee at AUA compared to the faculty who had other full- or part-time employment outside AUA.

**“I am aware that there is an Ethics and Grievance Committee at AUA”**

