

2021 Faculty Survey

Prepared by
Office of Institutional Research & Assessment

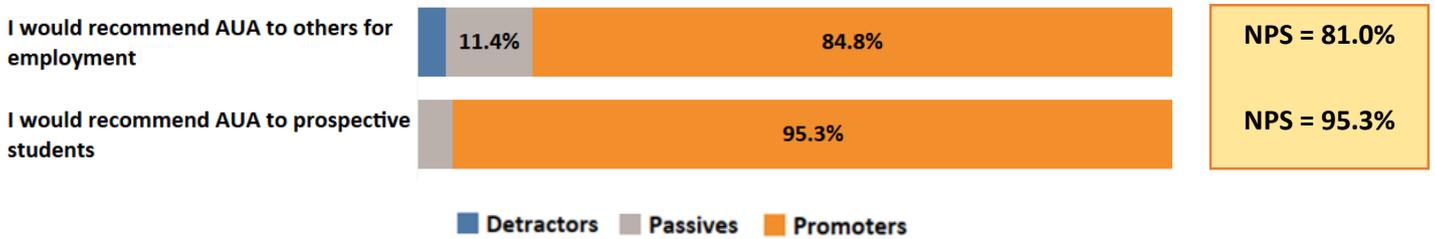
February 2022

Table of Contents

Highlights of Survey Findings	2
Methodology	2
Instrument Design and Timeline.....	2
Sample, Procedures, Response Rate	2
Description.....	3
Graphical Summary	4
Demographics	4
Academic Workload and Activities	5
Education goals and teaching.....	7
Satisfaction with AUA, the work environment and services	8
Decision-Making and Communication at AUA.....	13

Highlights of Survey Findings

Net Promoters Score (NPS): I would recommend AUA to:¹



95% of faculty members reported **strongly agree/agree** that the interactions between their students and them are characterized by mutual respect.

“There is respect towards both faculty and the students and actually everybody.”

73% of faculty members reported **strongly agree/agree** that AUA delivers quality academic programming which address the needs of Armenia and the region.

“AUA is promoting a culture of diversity of thought and the application of critical and creative thinking skills, which are lacking across all strata of Armenian society.”

48% of part-time faculty members and **81% of full-time** faculty members reported that they would prefer to spend more time on research and scholarly work activities.

“Insufficient stimulation of scientific and research activities.”

“Lack of opportunities to do research and get published.”

“More stimulation of scientific and research activities of faculty and students.”

Top 3 things faculty likes most about AUA.

❖ Academic environment/Academic freedom – 23%

- Reasonable freedom of teachers in choosing the material of the course and the method of assessment
- Atmosphere giving a chance for diving into education

❖ Faculty/Colleagues/Collegiality – 18%

- Effective and efficient cooperation between faculty members and program chairs and deans
- The professional approach that you expect from everyone

❖ Students – 16%

- Students are getting better every year
- Students - many of which are hungry for education and knowledge

¹ Promoters: responses of strongly agree/agree; Passive: neither agree nor disagree; Detractor: strongly disagree/disagree. Net Promoter Score (NPS) is the difference between the percentage of promoters and detractors.

Methodology

Instrument Design and Timeline

The American University of Armenia (AUA) conducted *2021 AUA Faculty Survey* from November 17, 2021 to November 30, 2021. 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 a direct link to the on-line survey (November 17, 2021)
- Three reminder emails were sent from the Provost (November 19, 24, and 29, 2021)

Demographic data were collected for analytics purposes.

Sample, Procedures, Response Rate

The survey was sent to 250 faculty members. A total of 134 (53.6%) out of 250 faculty participated in the survey. The results of 22 partially completed surveys were excluded from the analyses, thus **denoting a response rate of 44.8%**.

To test the representativeness of the sample with regard to faculty time status (full- or part-time), and sex, one-sample chi-squared test was conducted. According to the test results², the sample is representative of the corresponding population by time status and sex.

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

Time Status	Population	Proportion in population	Sample	Proportion in sample
Full time	56	22.4%	34	30.4%
Part time	194	77.6%	78	69.6%

Sex	Population	Proportion in population	Sample	Proportion in sample
Male	143	57.2%	65	58.0%
Female	107	42.8%	47	42.0%

² Time status: $\chi^2(1) = 4.080$, $p = 0.143$; sex: $\chi^2(1) = \chi^2(1) = 0.032$, $p = 0.858$.

Description

Upon completion of the on-line survey, data was analyzed in SPSS (Statistical Package for the Social Sciences). 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.

One-way ANOVA (Analysis of Variance) 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.

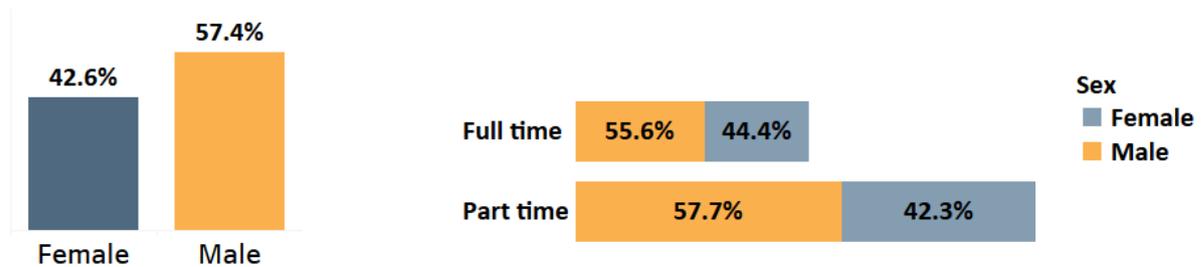
The report consists of six main parts: demographics, academic workload and activities, education goals and teaching, satisfaction with AUA, the work environment and services, decision-making and communication at AUA, and appendices.

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.

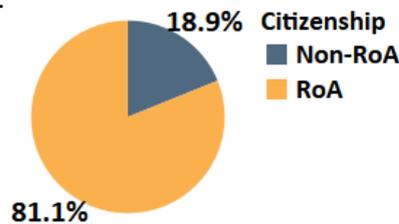
Graphical Summary

Demographics

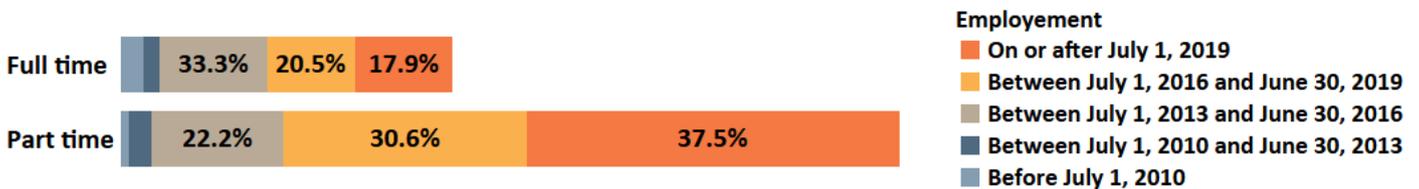
The sample size of 2021 Faculty survey includes **62 male** and **46 female** faculty members. The proportion of male and female faculty is approximately the same for full-time and part-time employment.



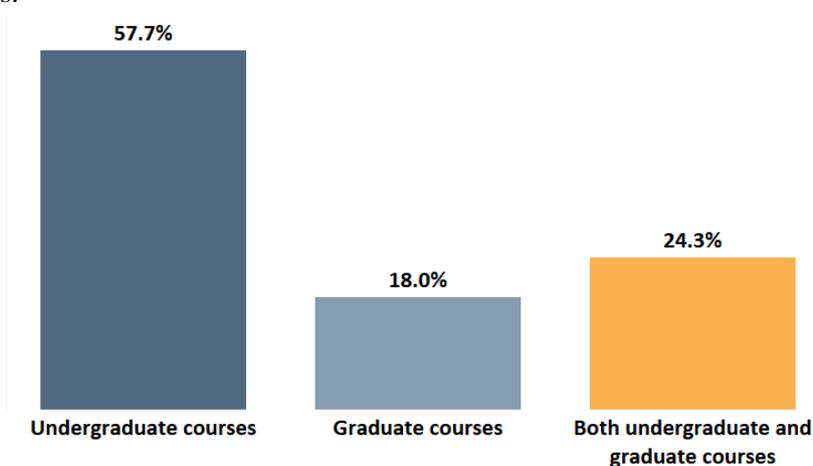
The pie chart indicates that **the vast majority 81%** of Fall 2021 faculty survey respondents were Republic of Armenia (RoA) citizens.



Approximately 71% of full-time faculty were employed on or after July 1, 2013 and **almost 90%** of full-time faculty were employed on or after July 1, 2013.



Approximately 60% of faculty reported that when the survey was conducted they were teaching only undergraduate courses and **approximately 24%** of faculty was teaching both undergraduate and graduate courses.

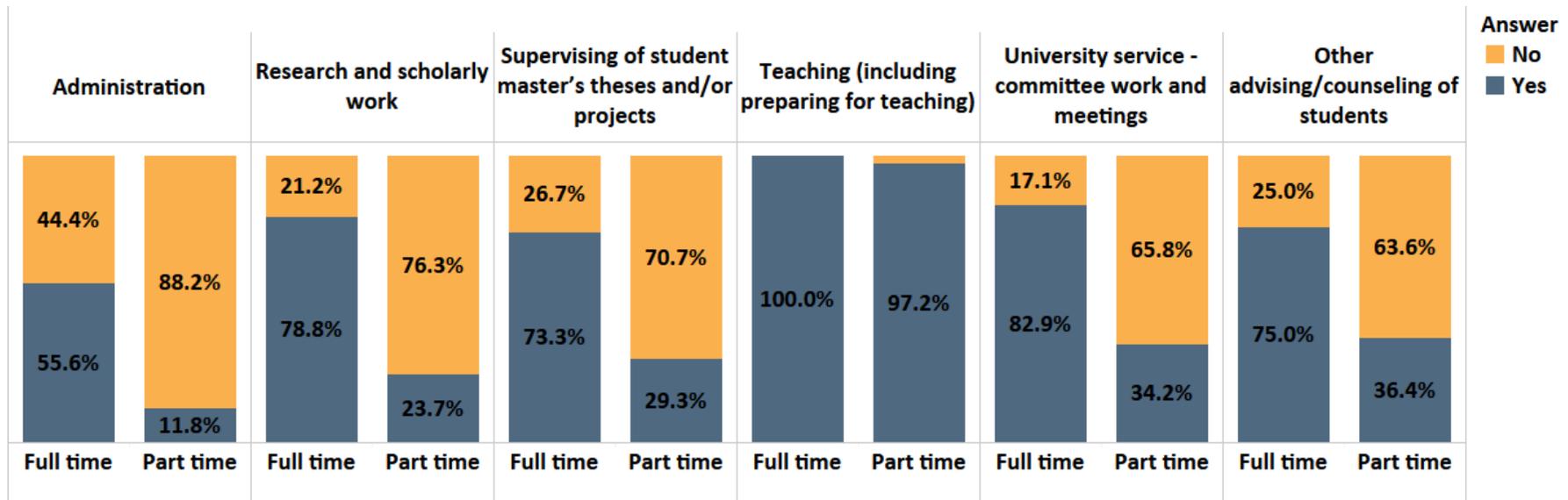


Academic Workload and Activities

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.

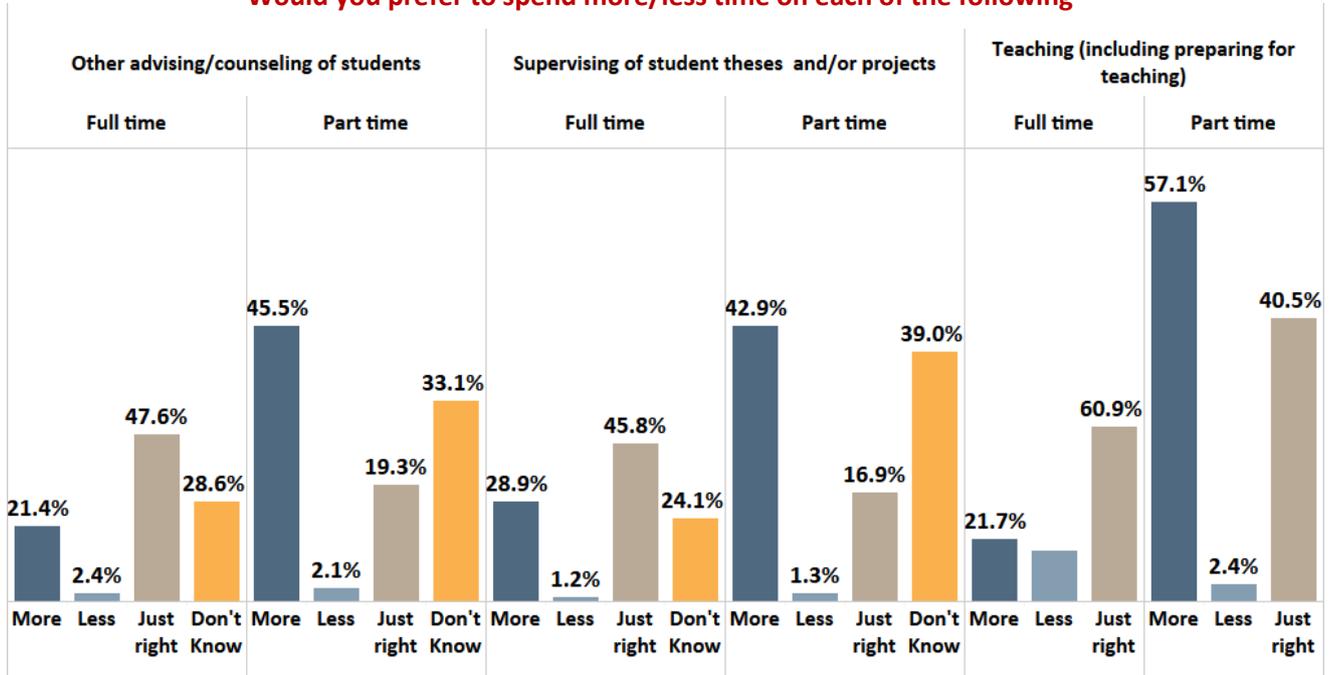
100% of faculty were involved in teaching (including preparing for teaching). Approximately **79%** of full-time faculty participated in research and scholarly work, compared with **24%** of part-time faculty. **Approximately 83%** of full-time faculty were involved in university service/committee work and meetings. On the other hand, about **34%** of part-time faculty were involved in university service/committee work and meetings.

In Fall 2021, which of the following are you involved with AUA?



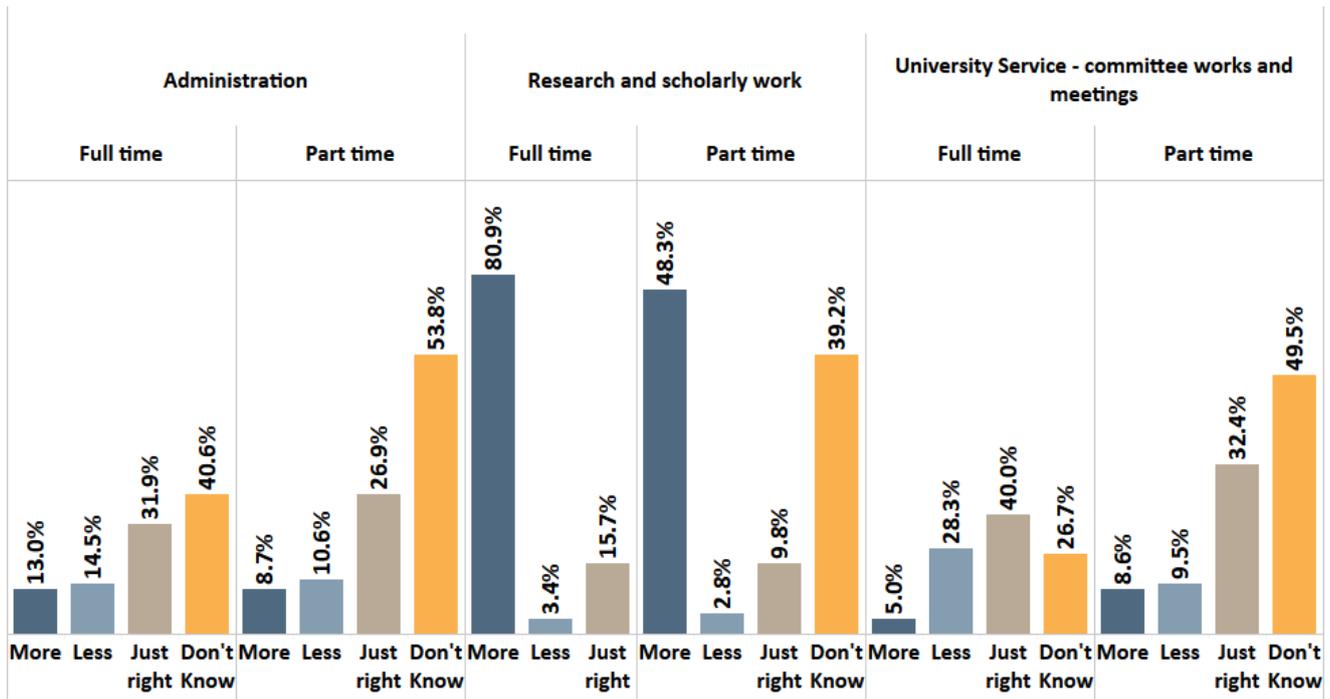
The bar chart below indicates that approximately **61% of full-time faculty** and approximately **41% of part-time faculty** thought that the time they spent on **teaching (including preparing for teaching)** was **just right**. Additionally, 42% of part-time faculty reported that they would prefer to spend more time on **supervising of student master’s theses and/or projects**.

Would you prefer to spend more/less time on each of the following



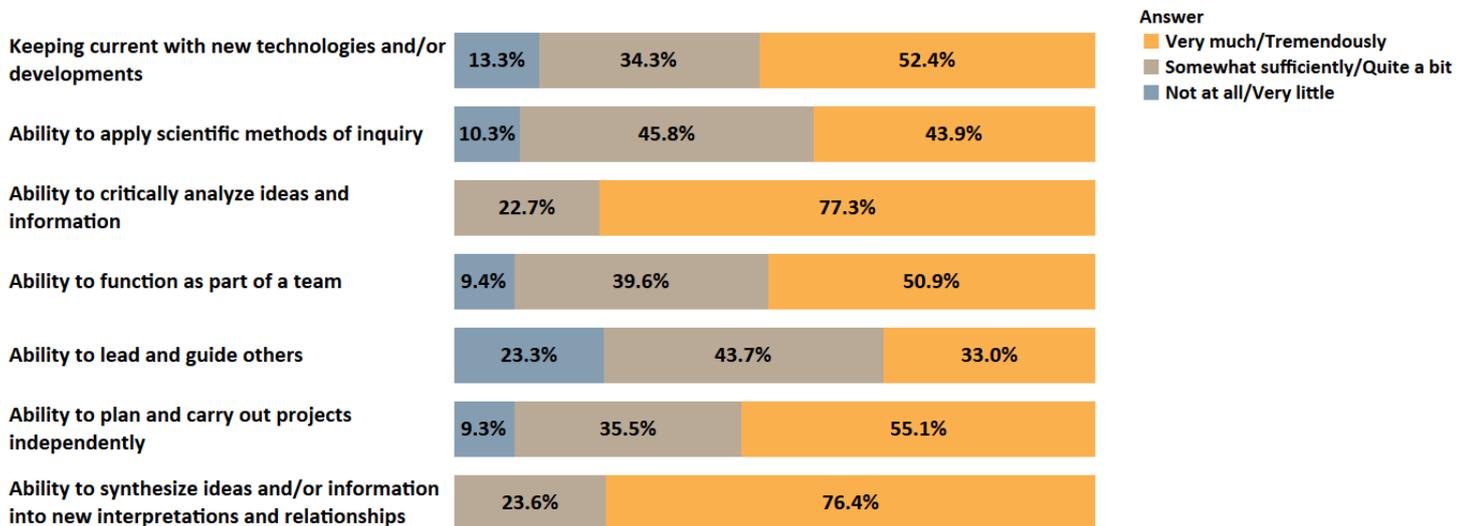
For the **research and scholarly work** activities, **approximately 48% and 81%** of part-time and full-time faculty correspondingly thought that they would prefer to spend more time. Almost **15% of full-time faculty** and **11% of part-time faculty** would prefer to spend less time on administration.

Would you prefer to spend more/less time on each of the following

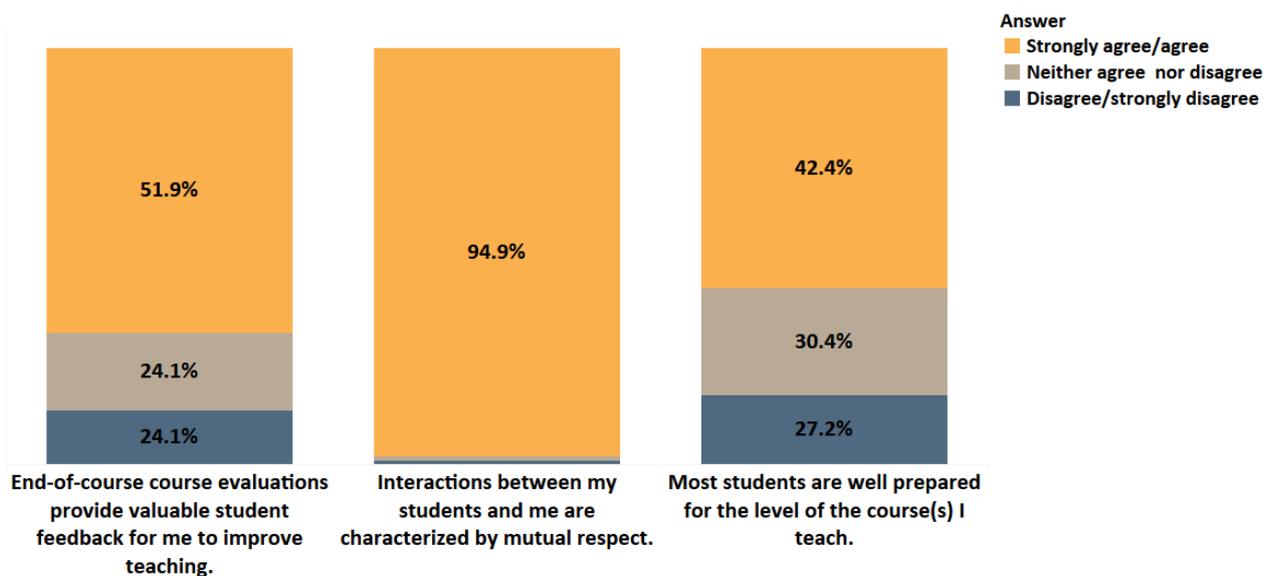


Education goals and teaching

The charts below show the level of faculty contribution to students' development in several skills, abilities or student learning outcomes. **Approximately 52%** of faculty members reported that their work **very much/tremendously contributes** to the keeping current with new technologies and/or developments. **Almost 77%** of faculty members reported their work **very much/tremendously contributes** to the ability to critically analyze ideas and information. **Almost 23%** of faculty members reported their work not at all/very little contributes to the ability to lead and guide others.

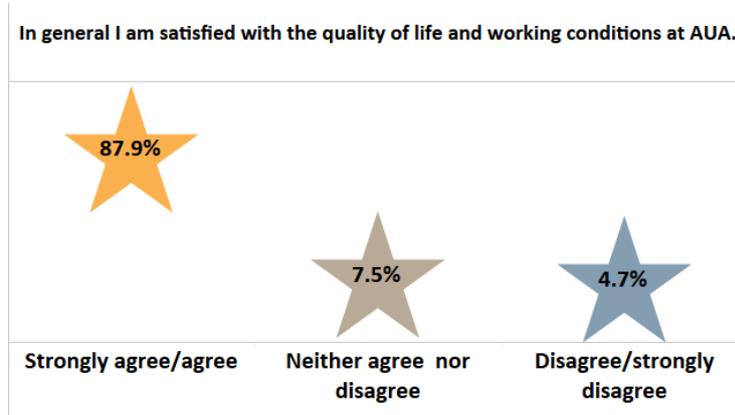


The charts below show the level of your agreement/disagreement with each of the following statements related to faculty experience at AUA. **Vast majority 95%** of faculty members reported **strongly agree/agree** that the interactions between their students and them are characterized by mutual respect. **Approximately 24%** of faculty members reported **disagree/strongly disagree** that the end-of-course evaluations provide valuable student feedback for them to improve teaching.

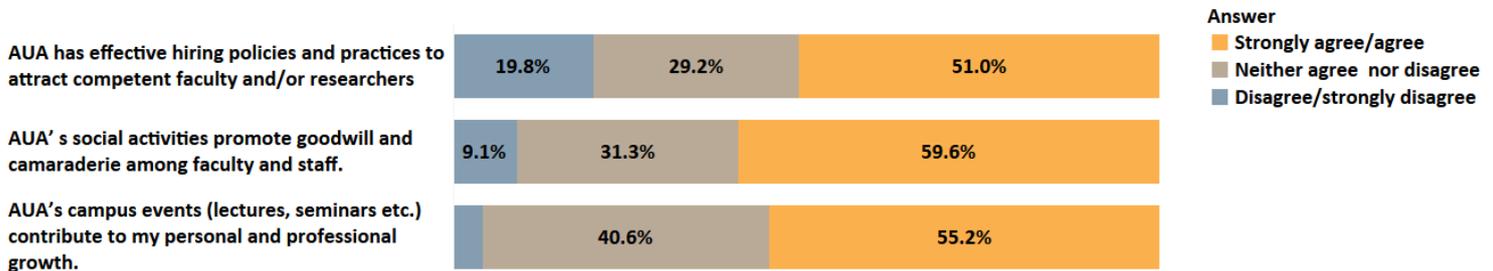


Satisfaction with AUA, the work environment and services

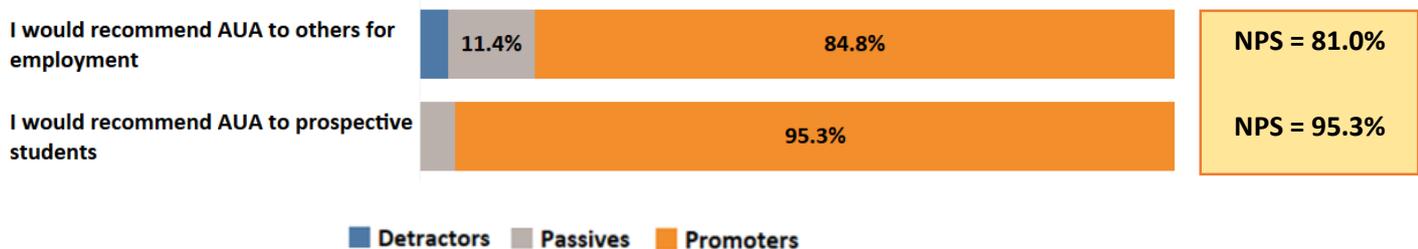
The section below presents the faculty’s level of satisfaction with the work environment, services at AUA and other aspects at their work. **Vast majority 88%** of our faculty members reported **strongly agree/agree** that in general they **are satisfied with the quality of life and working conditions at AUA.**



The charts below present that **half of the faculty members 51%** reported to **strongly agree/agree** that AUA has effective hiring policies and practices to attract competent faculty and/or researchers and **almost half of the faculty members 55%** reported to **strongly agree/agree** that AUA’s campus events (lectures, seminars, etc.) contribute to their personal and professional growth.

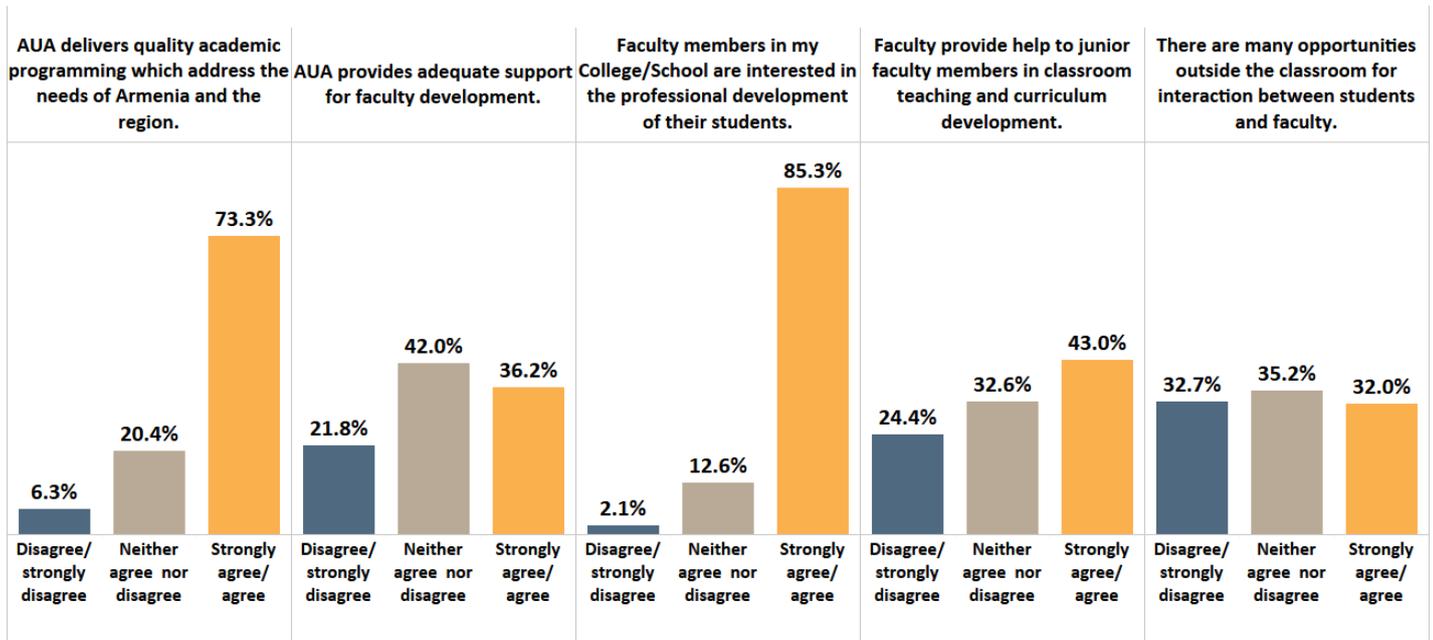


Net Promoters Score: I would recommend AUA to:³

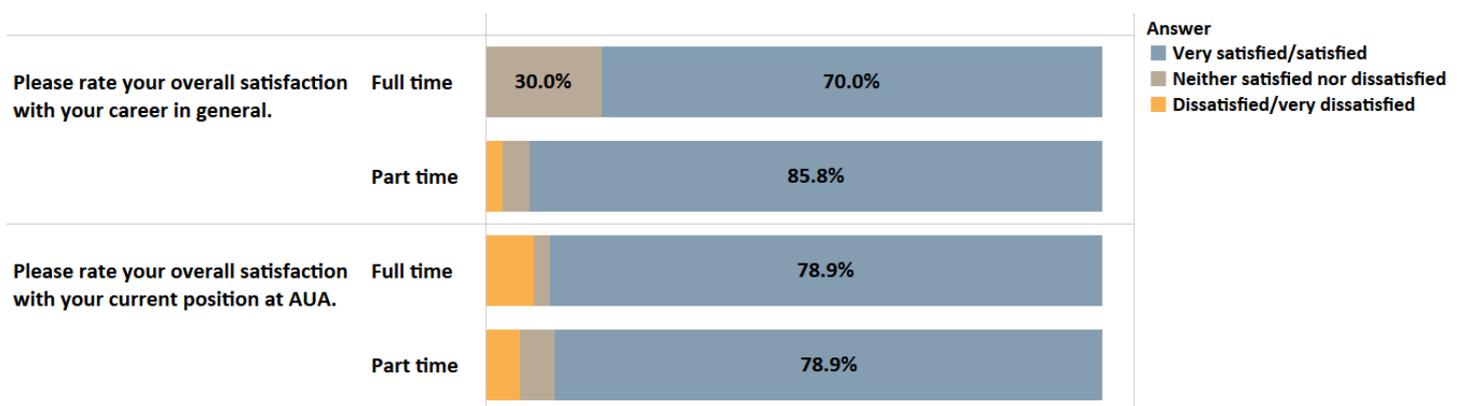


³ Promoters: responses of strongly agree/agree; Passive: neither agree nor disagree; Detractor: strongly disagree/disagree. Net Promoter Score (NPS) is the difference between the percentage of promoters and detractors.

85% of faculty members reported **strongly agree/agree** that faculty members in their college/school are interested in the professional development of their students. **Approximately 73%** of faculty reported **strongly agree/agree** that AUA delivers quality academic programming which address the needs of Armenia and the region. **24%** of faculty reported **disagree/strongly disagree** that faculty provide help to junior faculty members in classroom teaching and curriculum development and 22% of reported **disagree/strongly disagree** that AUA provided adequate support for faculty development.



The chart below shows satisfaction rate with the career in general and current position at AUA. **Approximately 79%** of both **part-time and full-time faculty members** reported **very satisfied/satisfied** with their current position at AUA. **30%** of **full-time faculty members** reported **neither satisfied nor dissatisfied with their career in general.**



To the question “**What are the three things you like most about AUA?**” top five responses are⁴:

- Academic environment/ Academic freedom – **23.3%**
- Faculty/Colleagues/Collegiality – **18.1%**
- Students – **15.5%**
- Atmosphere - **11.2%**
- Infrastructure, facilities and equipment – **8.6%**

Conversely, faculty was asked to answer “**What are the three things you like least about AUA?**” question. The top four responses are⁵:

- Management/ Decision making - **17.8%**
- Facilities: Availability of classroom, office and public space - **12.2%**
- Faculty work overload, scope of work, professional development - **11.1%**
- Other – **9.4%**

In addition, faculty was asked to answer “**What is the one thing that you think should change at AUA?**” question. The top three responses are⁶:

- Academic - **26.8%**
- Management – **16.9%**
- Other – **14.1%**

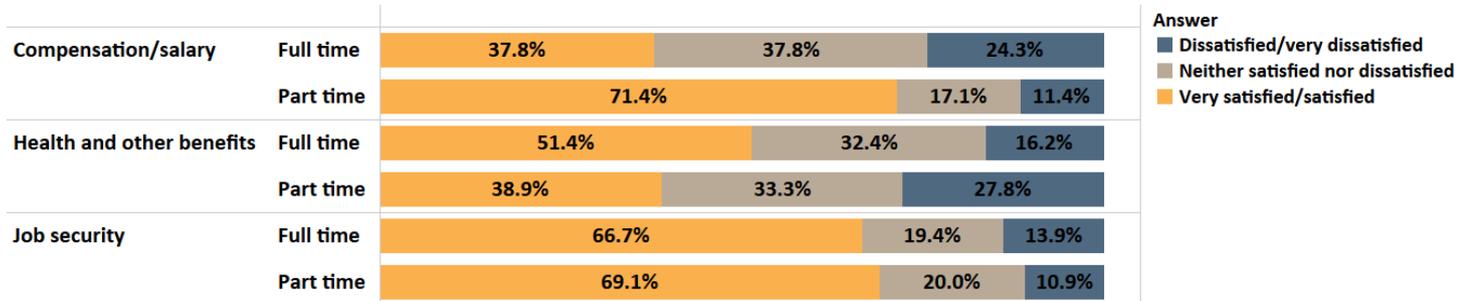
⁴For the full list see appendices page 36

⁵ For the full list see appendices page 39

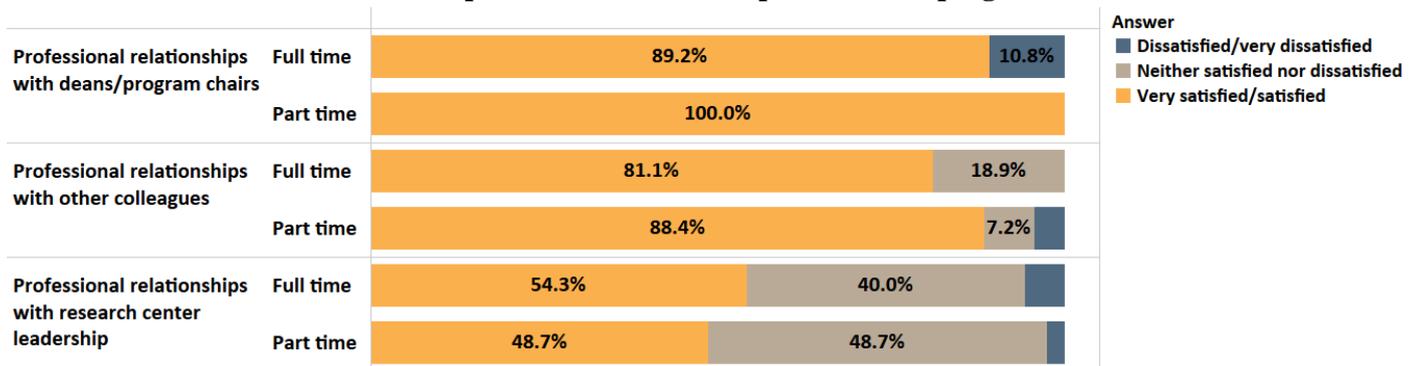
⁶ For the full list see appendices page 44

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

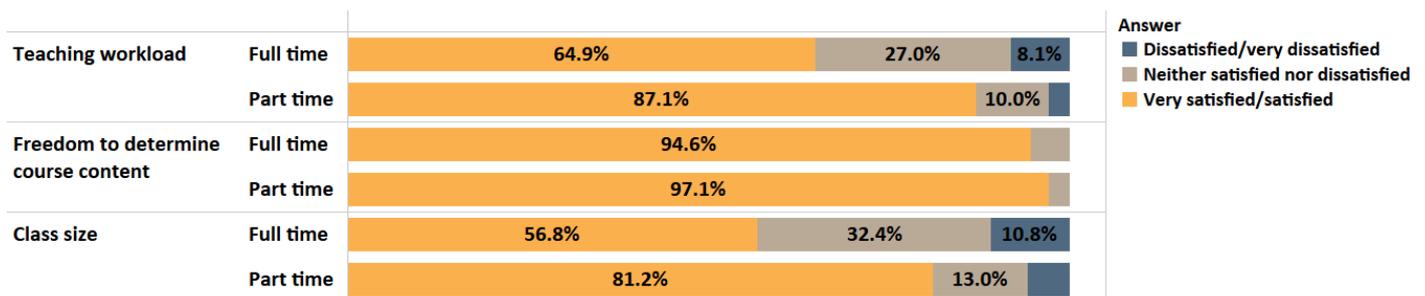
The bar chart below illustrates the comparison of satisfaction levels with salary and other benefits at AUA between full-time and part-time faculty members. **71% of part-time faculty members reported very satisfied/satisfied with the compensation/salary at AUA compared to 38% of full-time faculty members who reported very satisfied/satisfied. Almost the same proportion of full-time faculty members (67%) and part-time faculty members (69%) reported very satisfied/satisfied with the job security at AUA.**



The bar chart below illustrates the comparison of satisfaction levels with relationships with different parties at AUA between full-time and part-time faculty members. **100% of part-time faculty members reported being very satisfied/satisfied with the professional relationship with deans/program chairs and approximately 11% of full-time faculty members reported being very dissatisfied/dissatisfied with the professional relationships with deans/program chairs.**

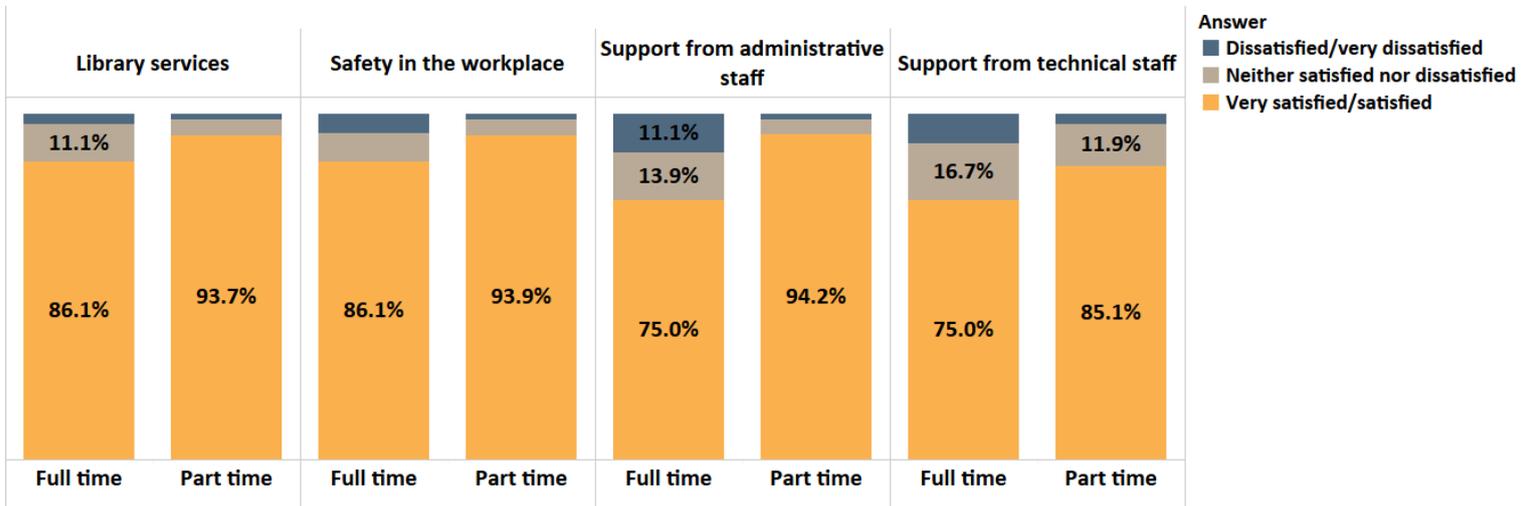


The bar chart below illustrates the comparison of satisfaction levels with teaching processes at AUA between full-time and part-time faculty members. **Vast majority of both full-time (95%) and part-time (97%) of faculty members reported being very satisfied/satisfied with the freedom to determine course content.**

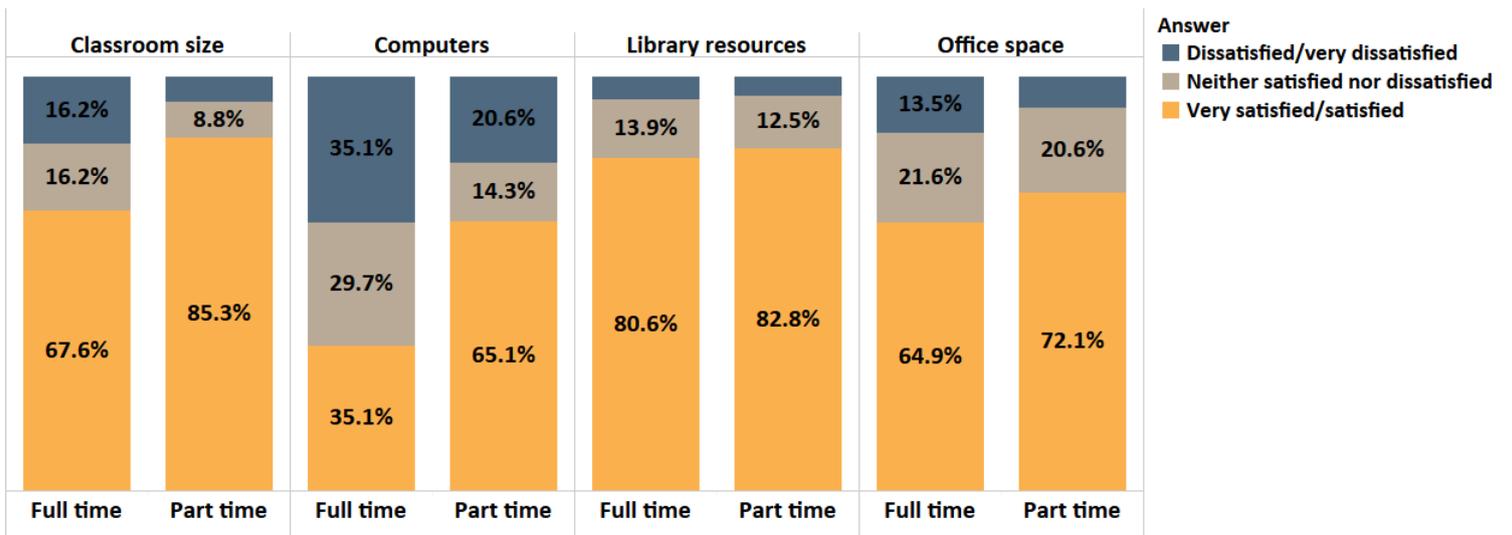


The bar charts below illustrate that more than 75% of full-time and 94% of part-time faculty reported that they were satisfied or very satisfied with the **support from administrative staff**. Approximately **86% and 94% of full-time and part-time faculty** respectively were satisfied or very satisfied with the **safety in the workplace**.

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



The bar chart below illustrates that approximately **16% of full-time faculty** members reported being **dissatisfied/very dissatisfied with classroom size**. Almost **35% and 21% of full-time and part-time faculty** members reported being **very dissatisfied/dissatisfied with computers**. More than **80% of both full-time and part-time faculty** members reported being **very satisfied/satisfied with the library resources**.



Decision-Making and Communication at AUA

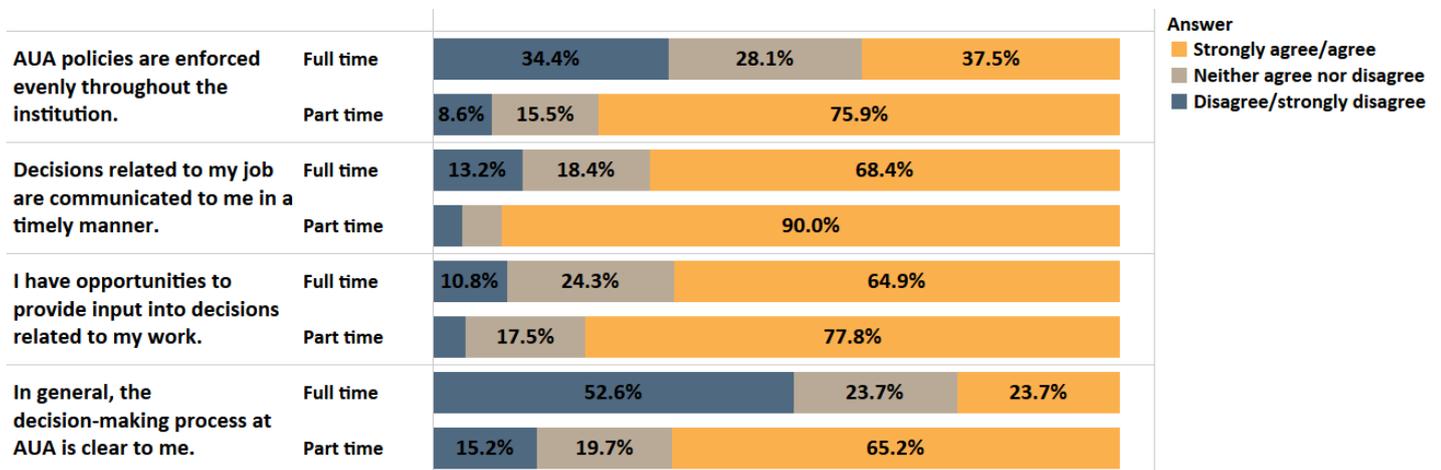
The agreement level with statements reflecting communication and decision-making at AUA, and awareness about mentioned statements are presented in the charts below.

According to the bar charts presented below, more than 65% of part-time and 23% of full-time faculty disagreed or strongly disagreed with the statement “**In general the decision-making process at AUA is clear to me**”.

Approximately 34% of full-time faculty members **disagreed or strongly disagreed** that **AUA policies are enforced evenly throughout of the institution**.

Almost **65% of full-time faculty** members and **78% of part-time faculty** members reported being **strongly agree/agree** that they **have opportunities to provide input into decisions related to their work**.

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



The bar charts below indicate that approximately 30% of faculty members are not aware of AUA’s tuition remission policy for employees and their immediate family and almost 18% of faculty members reported being not aware/not aware at all or somewhat aware that there is an Ethics and Grievance Committee at AUA.

