



# **Issues & Job Satisfaction: A Comparison of LSU Teaching and Research Faculty Members**

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# Study Overview

- Commissioned by the LSU Faculty Senate
- All LSU faculty members were surveyed
- Pre-notification email sent by President of LSU Faculty Senate
- One "Mailing"
- Cover letter from President of LSU Faculty Senate and pre-labeled Campus Mail return envelope included
- 1,536 surveys distributed through campus mail
- 487 surveys returned; all useable
- 32% response rate



# Today's Presentation

- Only Assistant, Associate, Full Professors (n=270)
- Segmented by:
  - Primarily teaching appointment
    - n=45 (17% of respondents)
  - 50%/50% Teaching/Research
    - n=57 (21% of respondents)
  - Primarily research appointment
    - n=168 (62% of respondents)



# Statistical Tests

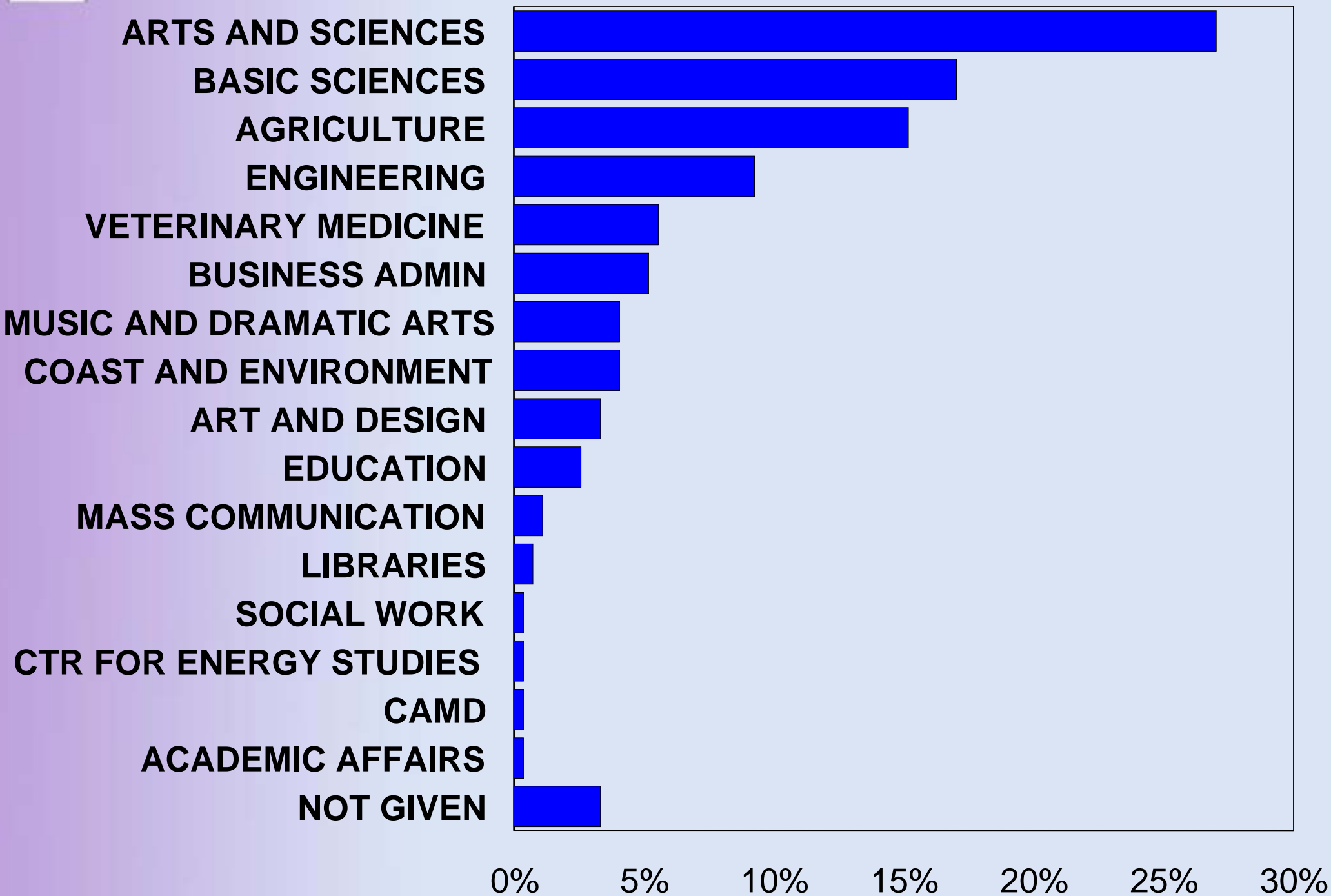
- Crosstabs/Chi-Square: Categorical Variables
- One-Way ANOVA: Likert-type Scale Variables
- Significance Tested at 0.05





# College in Which Respondents Work (n=270)

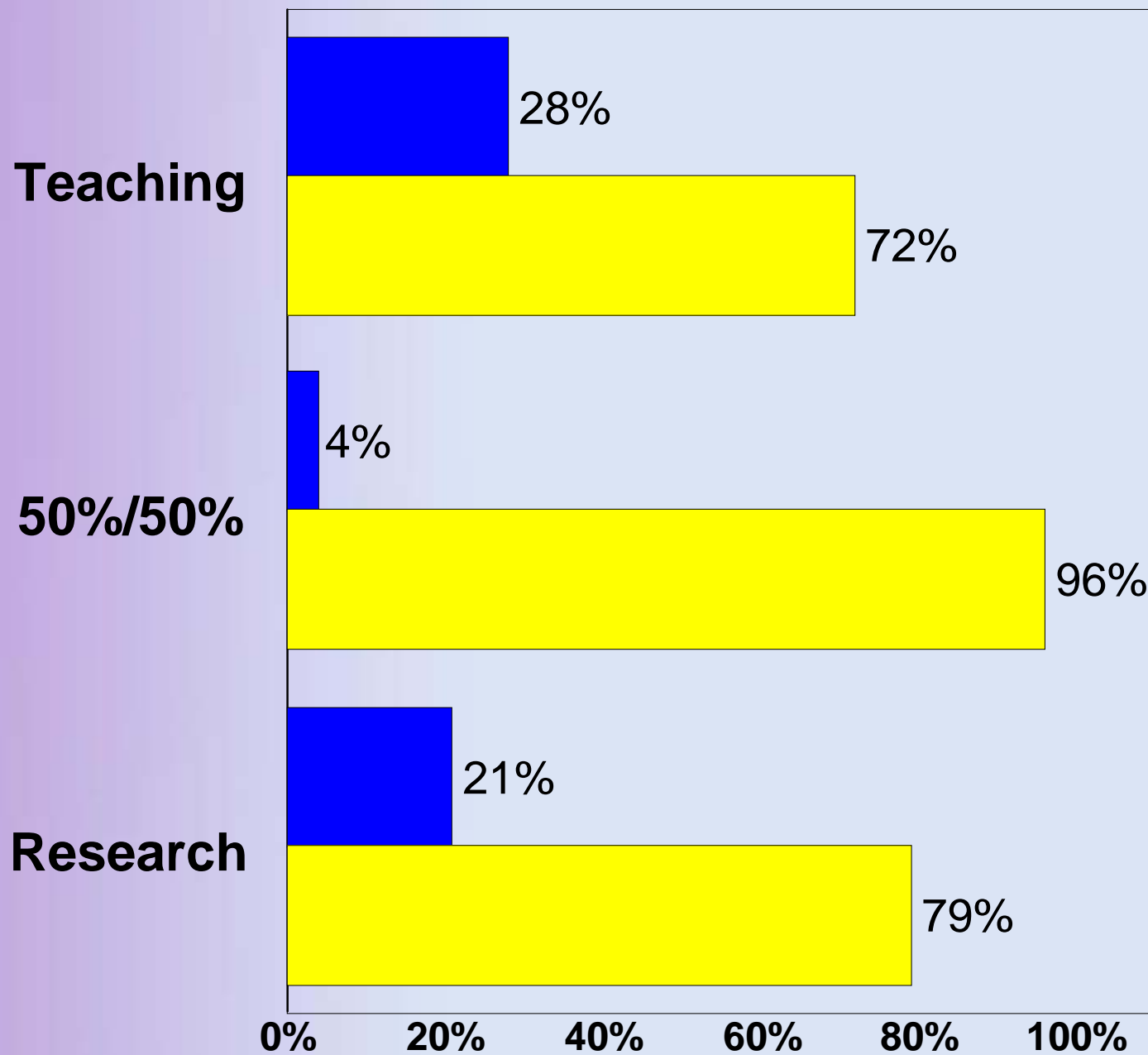
% of all respondents





# Gender (n=225)

% of respondents



Female

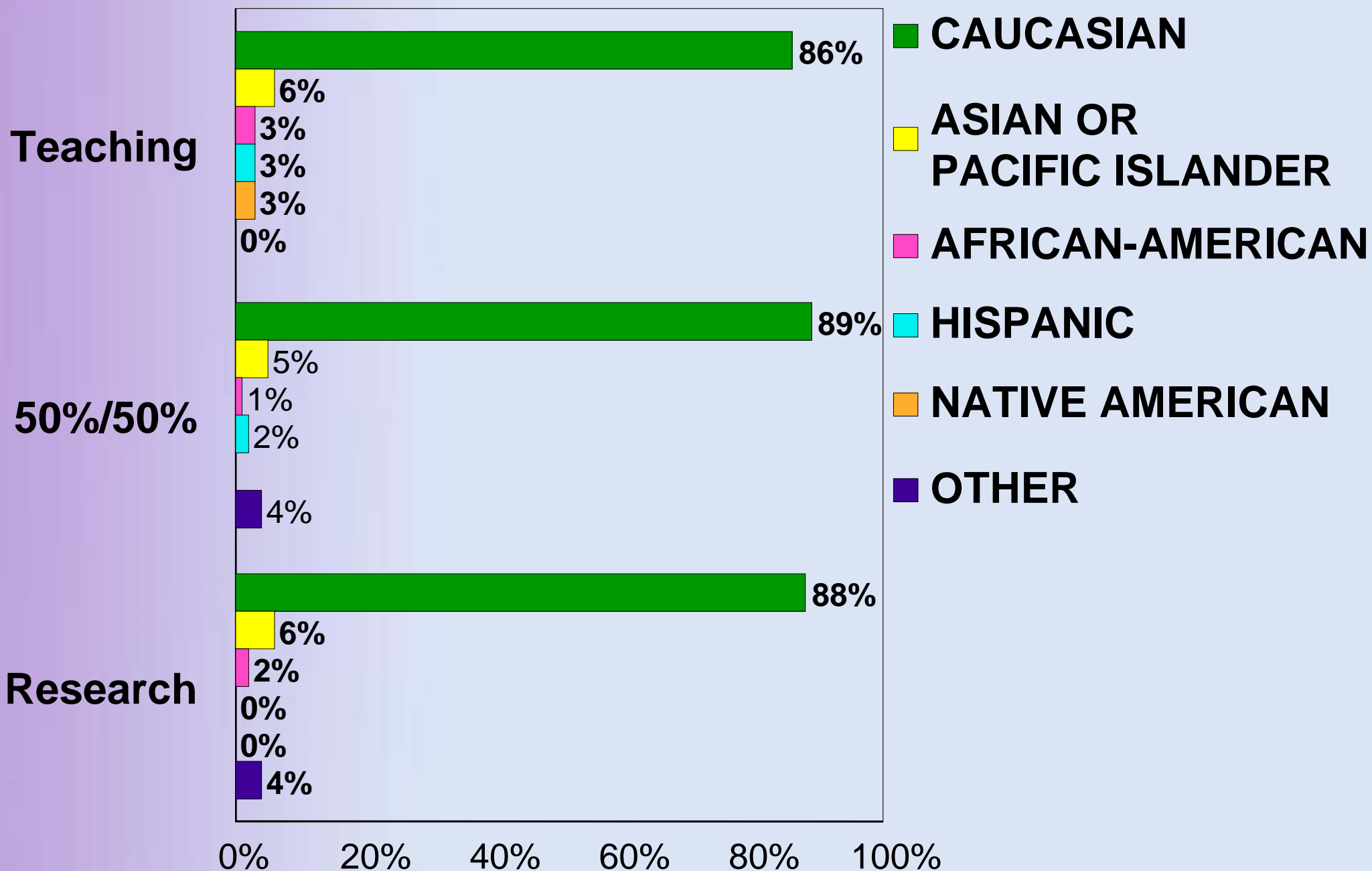
Male

\* Significant at 0.05



# Race/Ethnic Heritage (n=208)

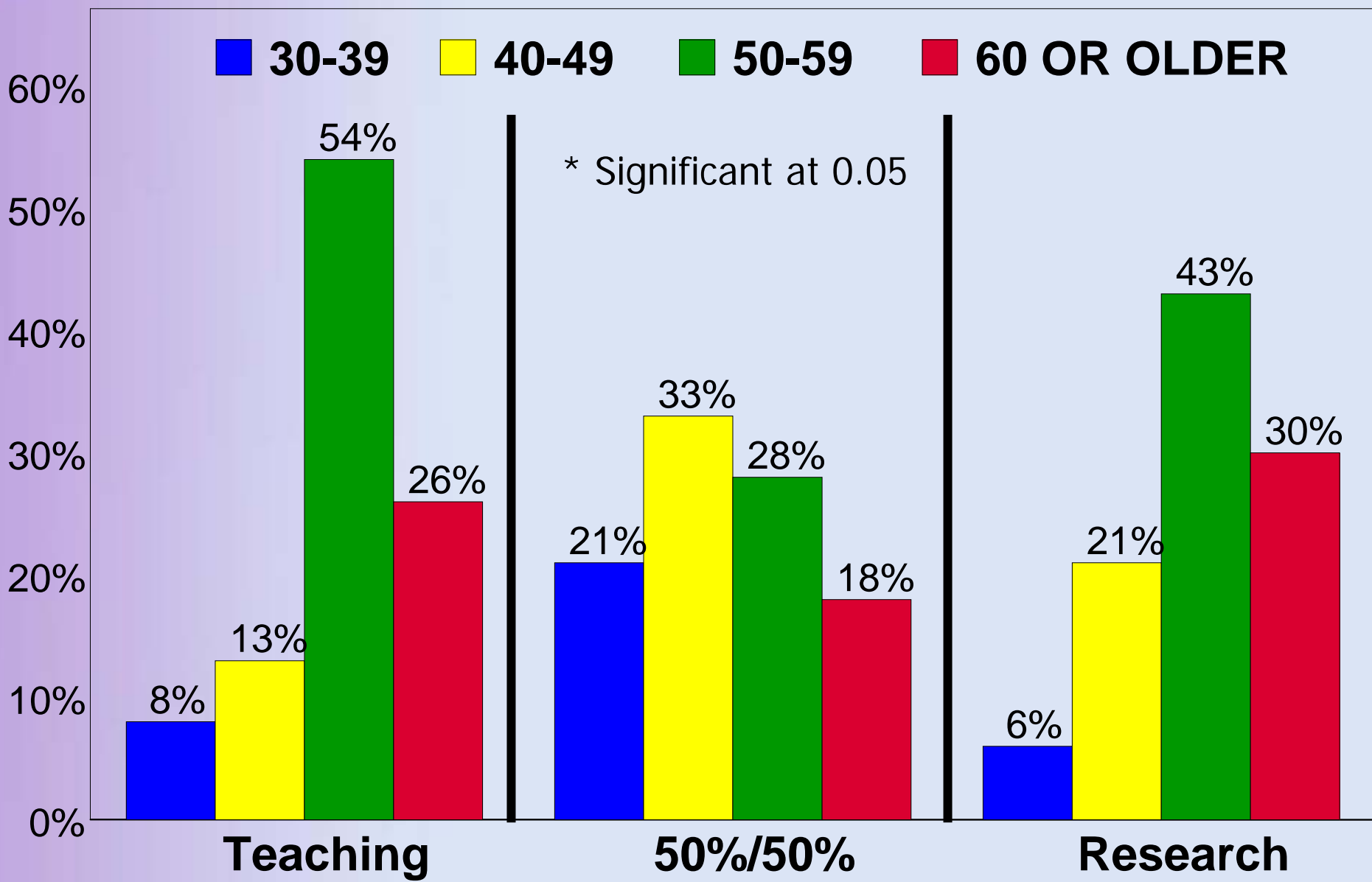
% of respondents





# Age (n=222)

% of respondents

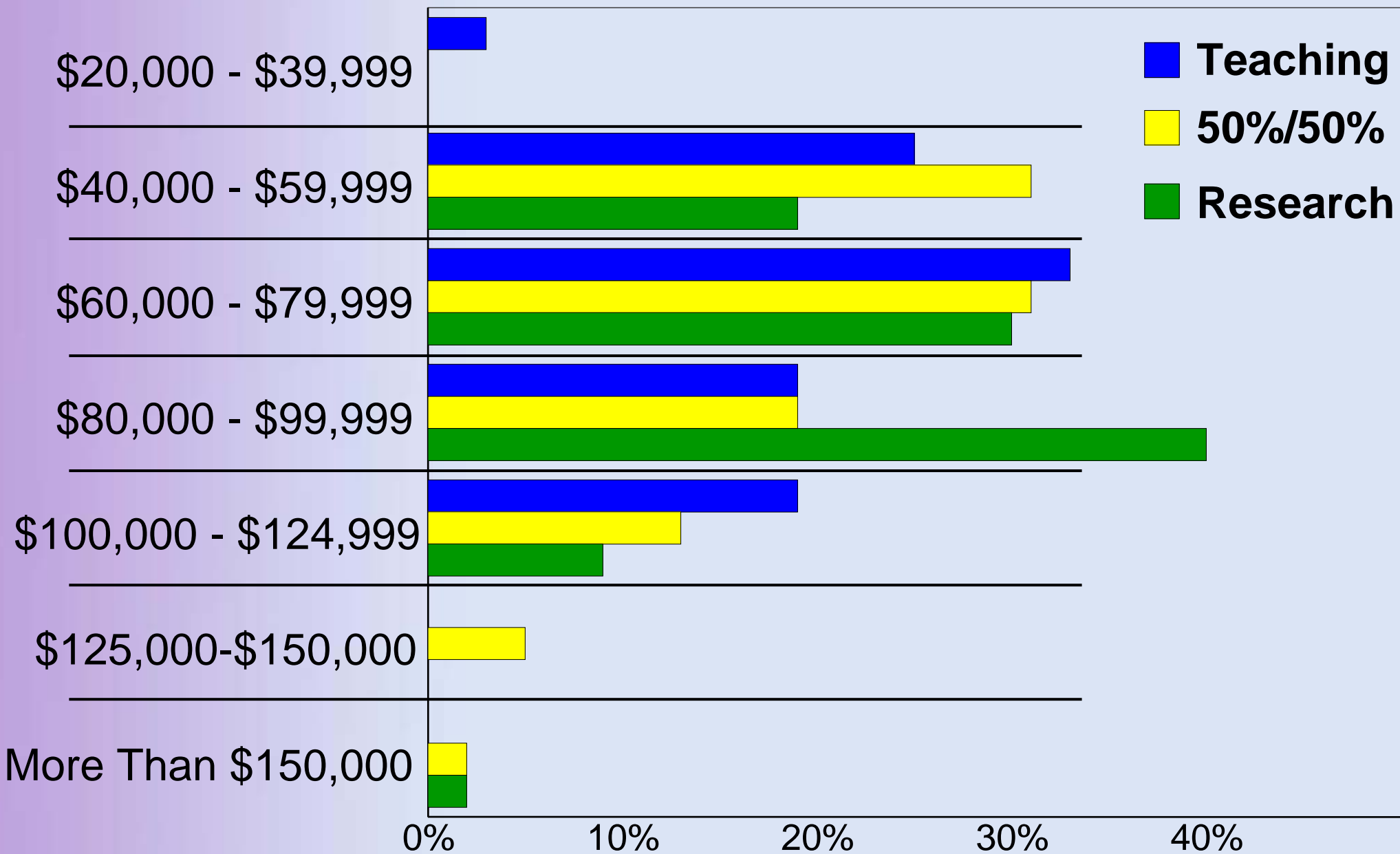






# Current Annual Income From LSU (n=214)

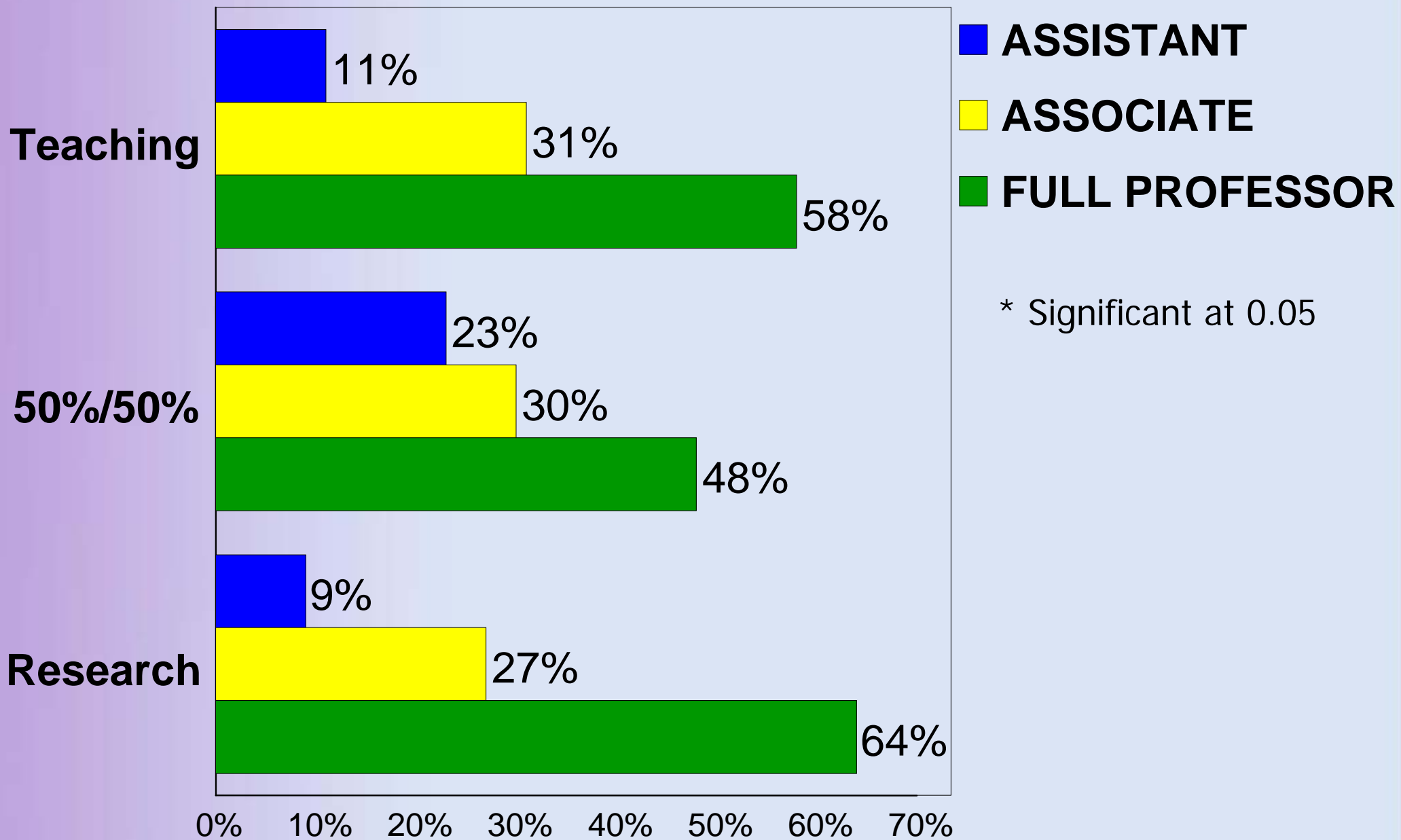
% of respondents





# Current University Position (n=267)

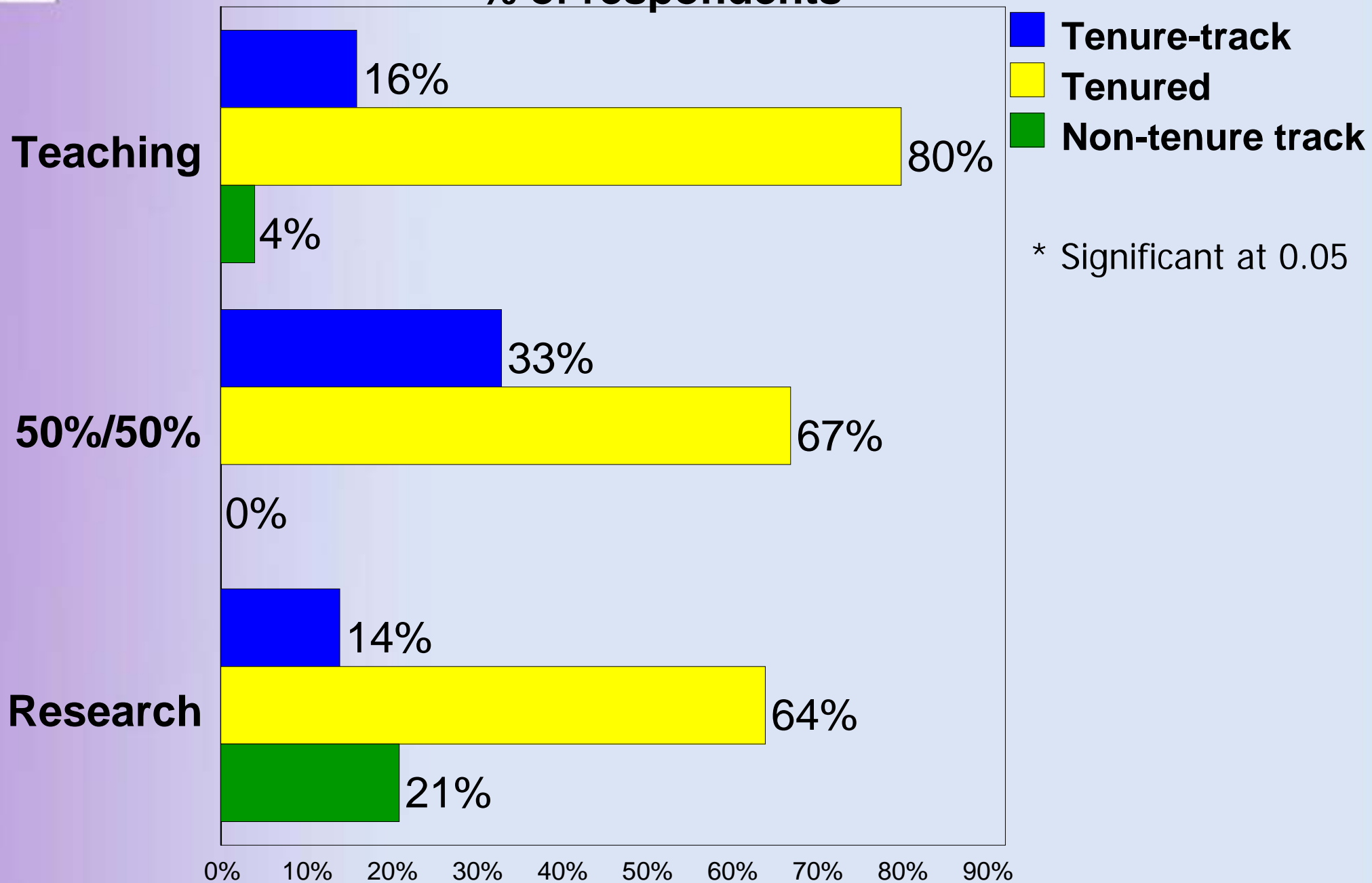
% of respondents





# Current University Tenure Rank (n=269)

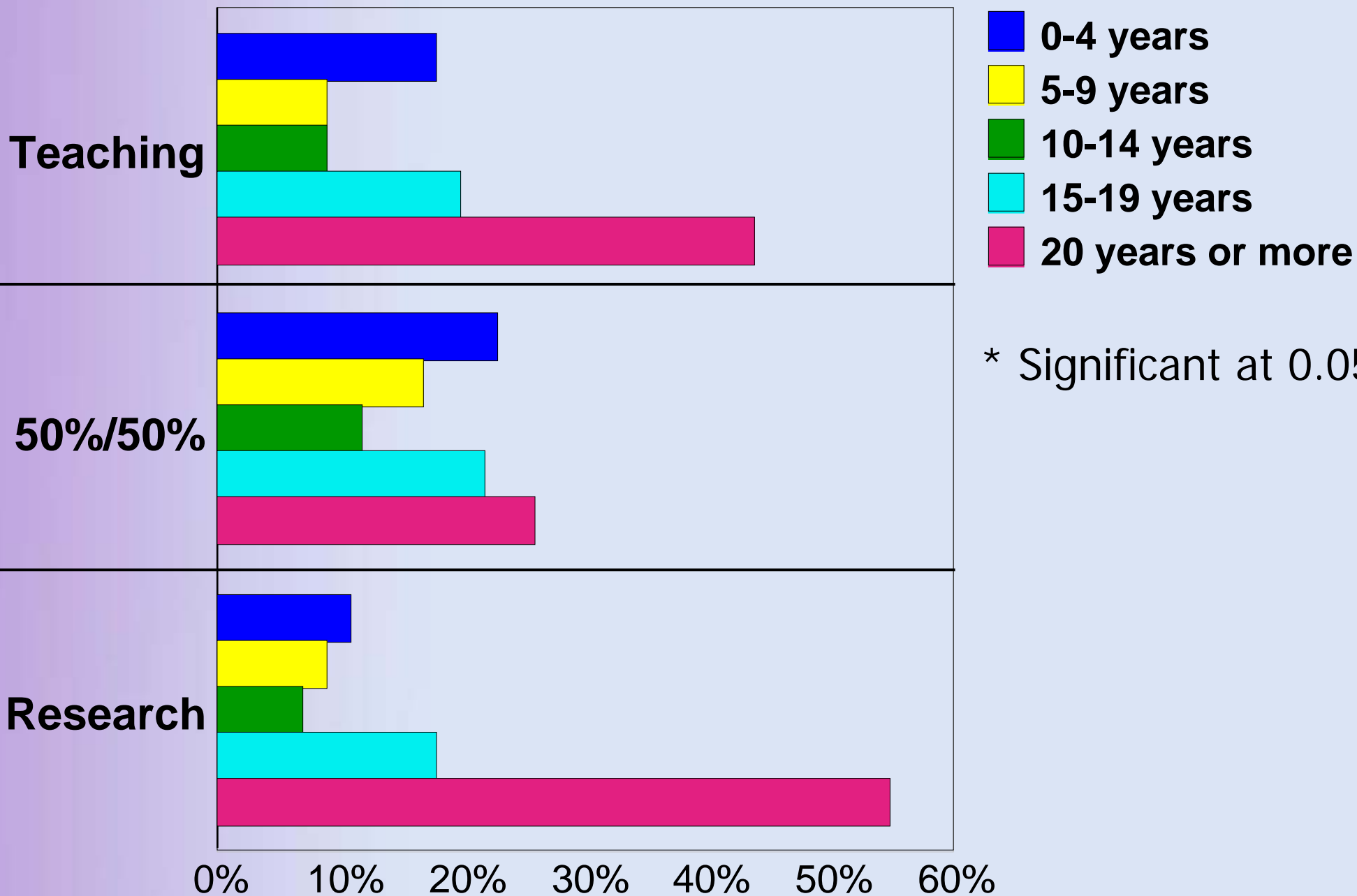
% of respondents





# Years Employed at LSU (n=268)

% of respondents



\* Significant at 0.05



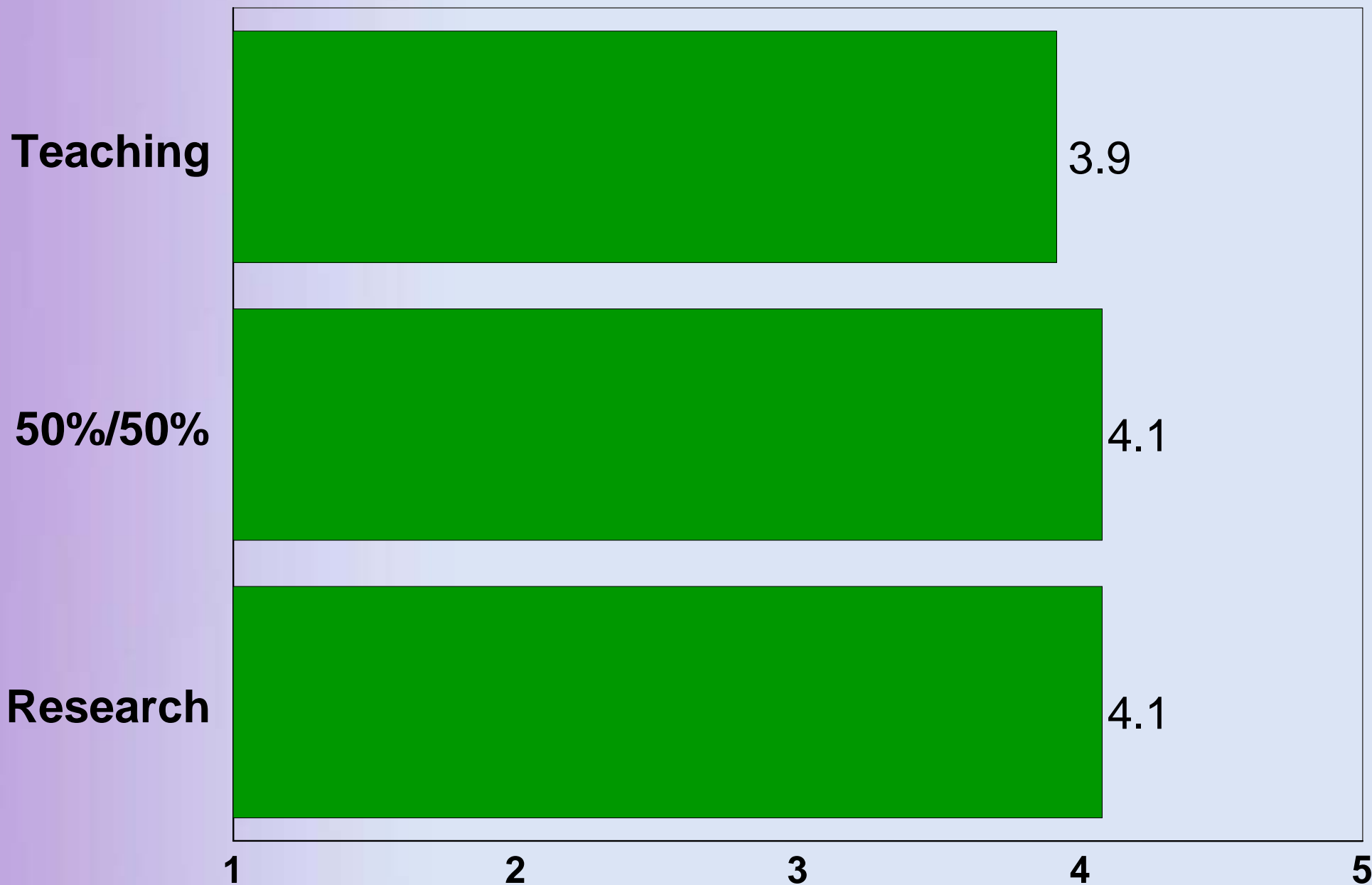
# Most Important Issues for the LSU Faculty Senate to Address (n=360)

	Teaching	50%/50%	Research
Post-tenure review	1	1	1
Merit raise criteria	3		2
Educational Policy		2	10
Criteria for determining P&T			3
Univ. budgeting and planning process		3	
Equity raise criteria	2		
Fringe benefit enhancements			
Comm. between faculty and LSU admin.			
Collective bargaining	10		
Improvement of faculty governance		10	
Issues related to discrimination	12	11	11
Comm. between faculty and the FS	11	12	12



# Perception of Autonomy in Teaching (n=268)

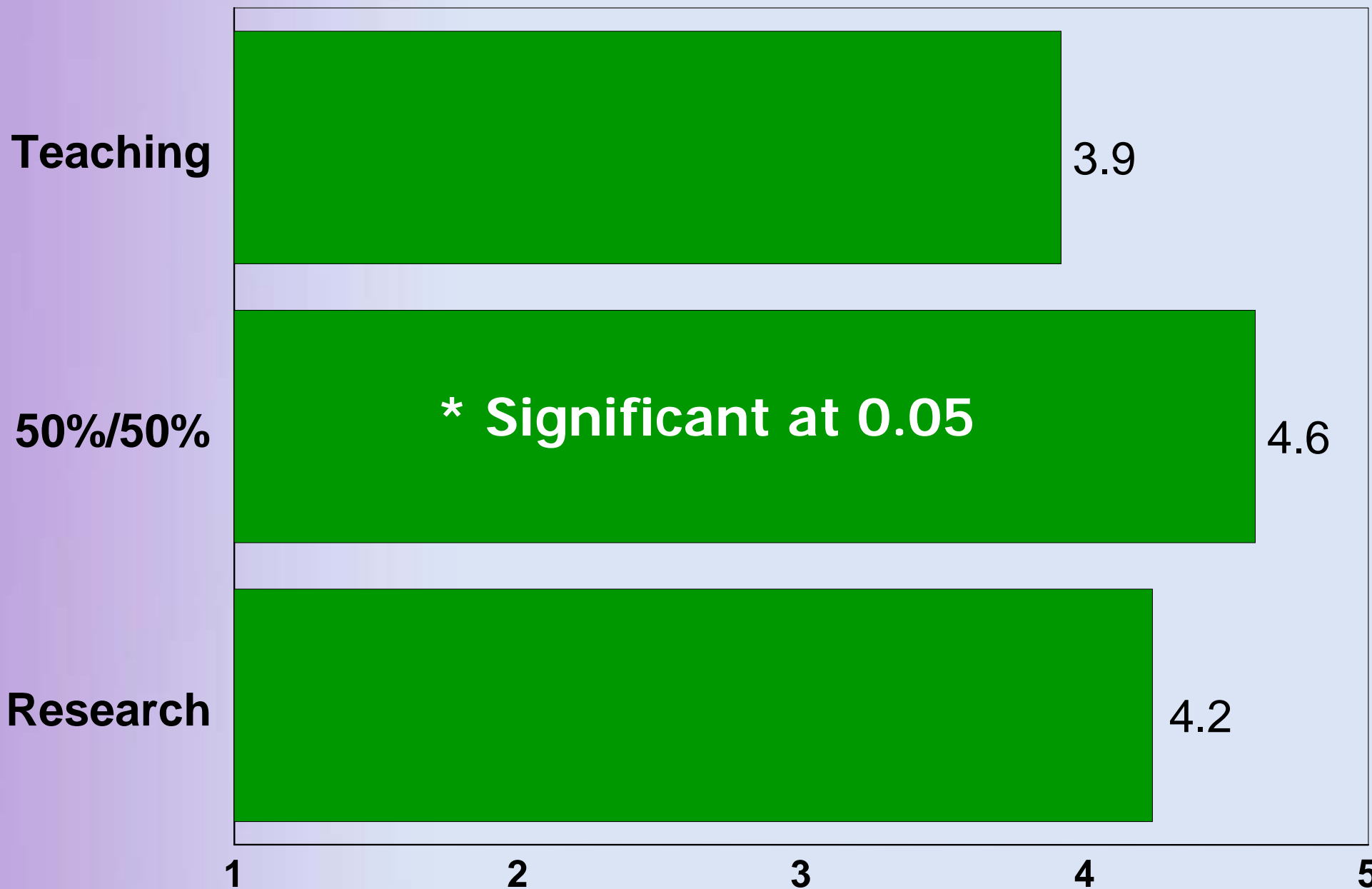
**5-Point Scale: 1 = No Autonomy at All to 5 = Complete Autonomy**





# Perception of Autonomy in Research (n=268)

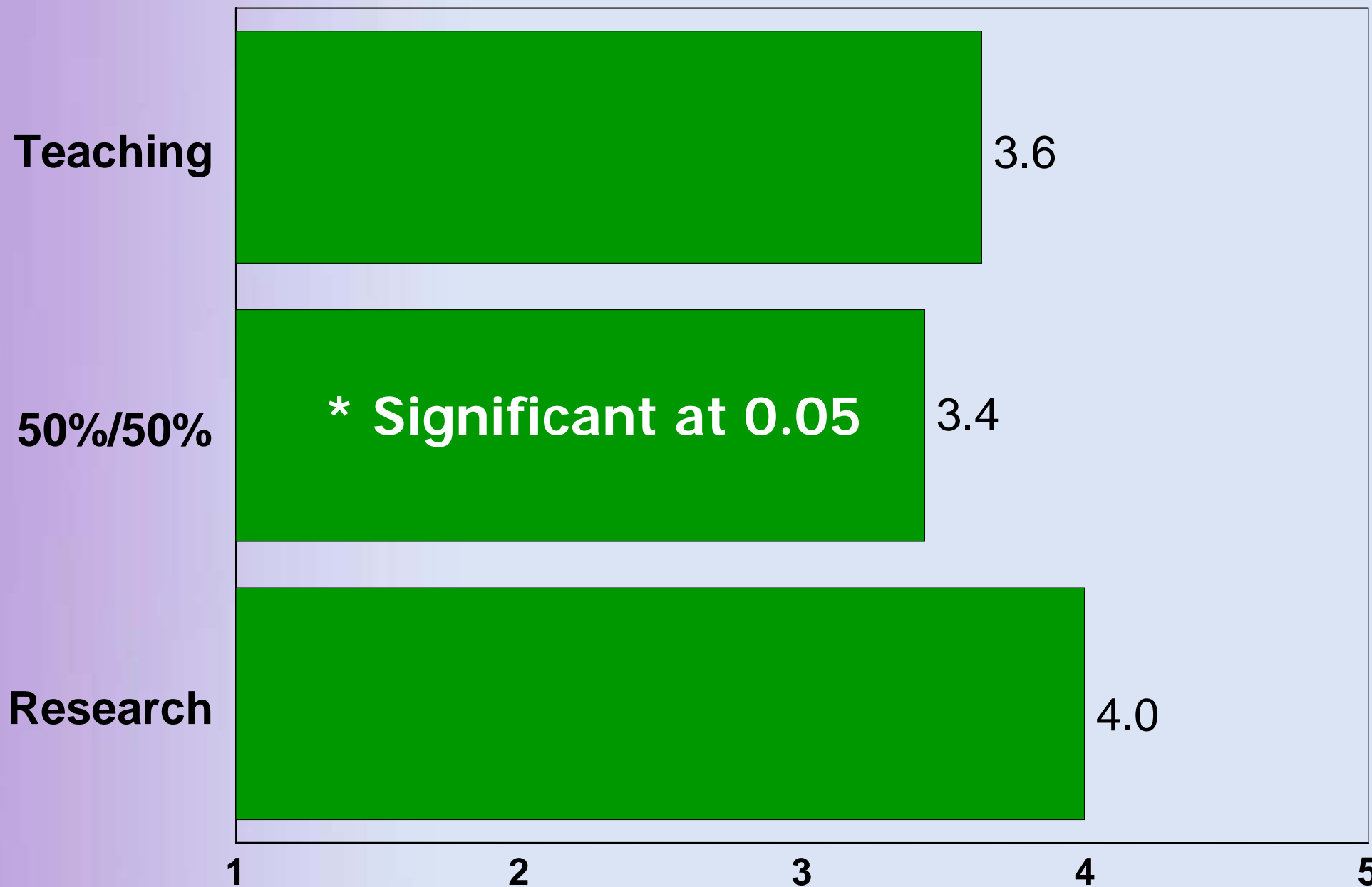
5-Point Scale: 1 = No Autonomy at All to 5 = Complete Autonomy





# Perception of Autonomy in Service (n=267)

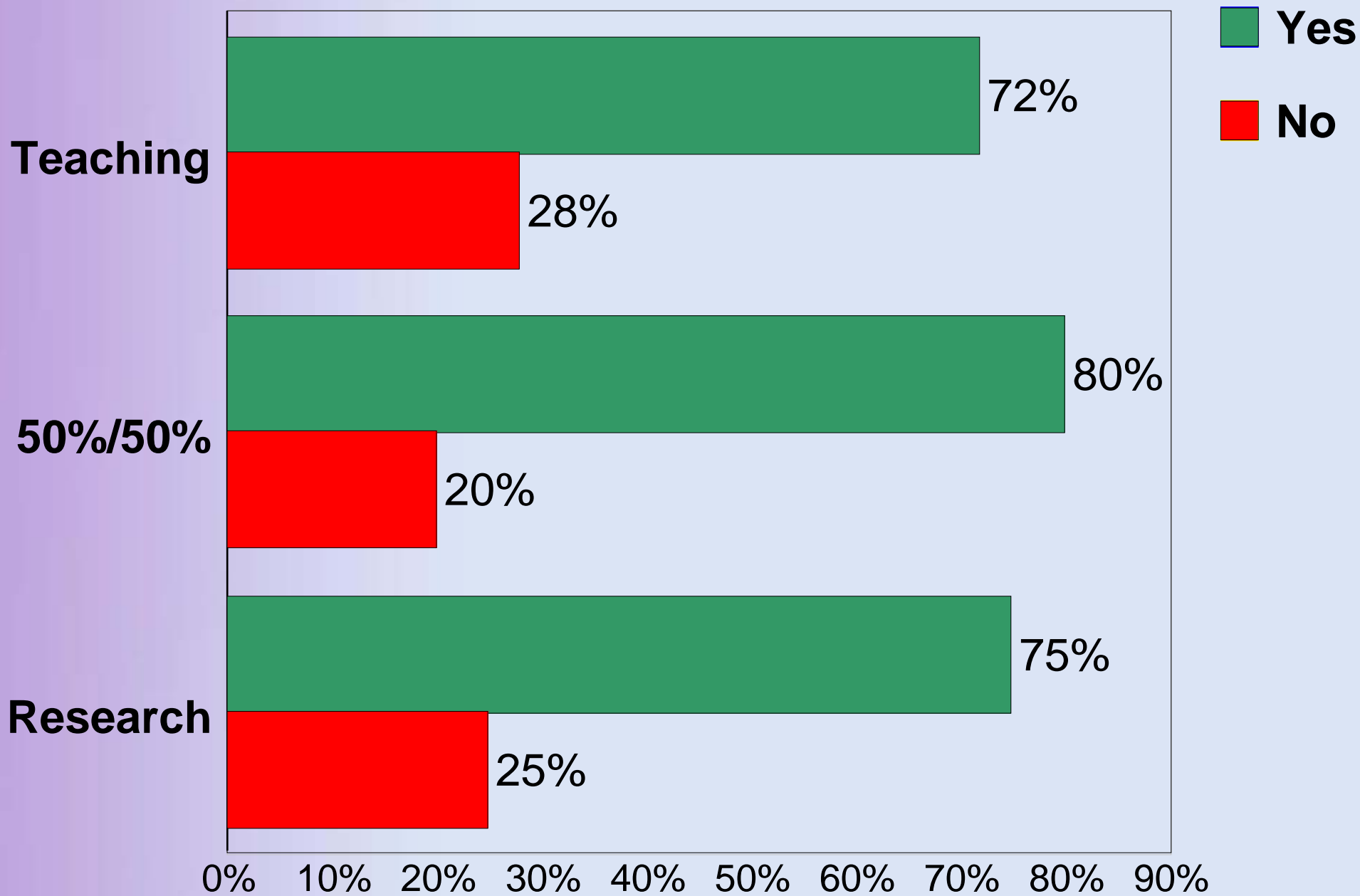
5-Point Scale: 1 = No Autonomy at All to 5 = Complete Autonomy





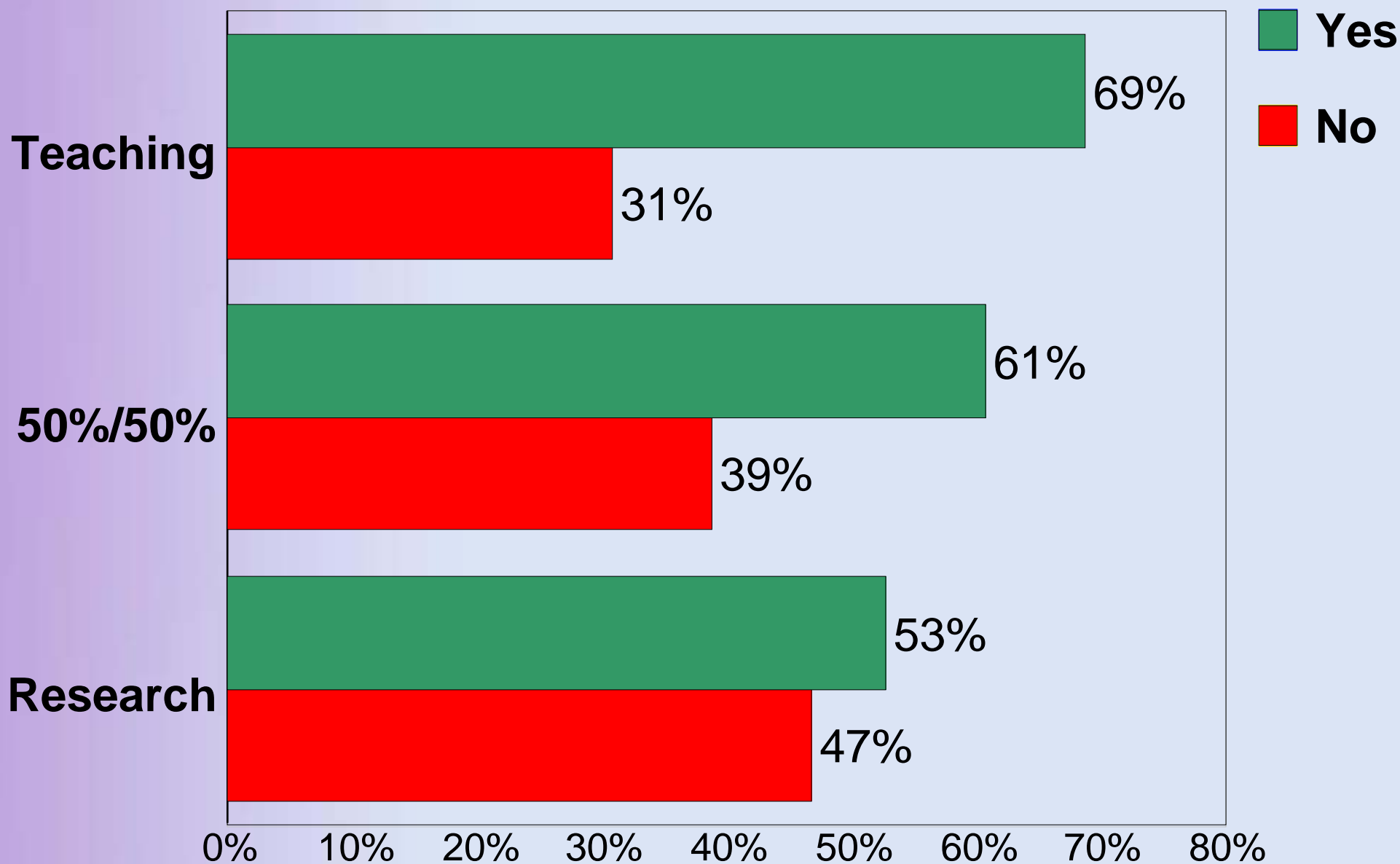


If you had to do it all over again,  
would you still accept a  
faculty position at LSU? (n=204)





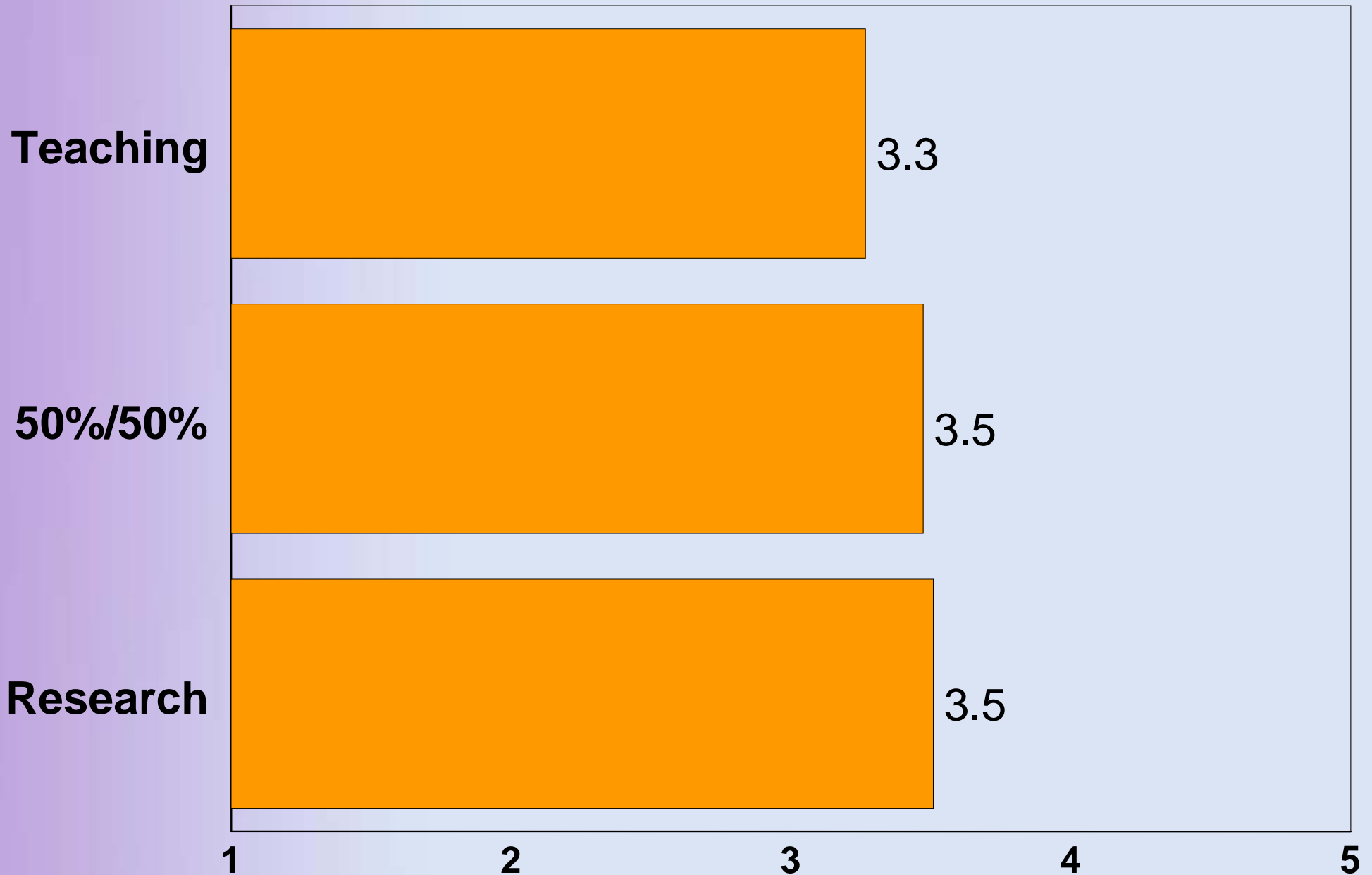
Would you entertain the thought of joining an LSU faculty collective bargaining organization (for example, a union)? (n=207)





How satisfied are you with your job at LSU? (n=267)

5-Point Scale: 1 = Extremely Dissatisfied to 5 = Extremely Satisfied





Level of satisfaction  
with aspects of employment at LSU  
***Completely Satisfied (1=Most Satisfied)***

	Teaching	50%/50%	Research
<b>Autonomy in determining course content</b>	<b>2</b>	<b>2</b>	<b>1</b>
<b>Autonomy in determining research program</b>	<b>1</b>	<b>1</b>	<b>2</b>
<b>Job security</b>	<b>3</b>	<b>3</b>	<b>3</b>
<b>Office space</b>	<b>4</b>	<b>5</b>	<b>5</b>
<b>Computing resources</b>	<b>5</b>	<b>4</b>	<b>4</b>



Level of satisfaction  
with aspects of employment at LSU  
**Not Satisfied at All (1=Least Satisfied)**

	Teaching	50%/50%	Research
<b>Institutional funding for research</b>	<b>3</b>	<b>1</b>	<b>1</b>
<b>Your salary</b>	<b>4</b>	<b>4</b>	<b>4</b>
<b>Policy/procedure used for merit increases</b>	<b>5</b>	<b>3</b>	<b>3</b>
<b>Institutional funding to support teaching</b>		<b>2</b>	<b>2</b>
<b>Effectiveness of Faculty governance</b>	<b>2</b>	<b>5</b>	<b>5</b>
<b>Opport. for advancement to administration</b>	<b>1</b>		



# Summary Observations

LSU faculty have issues and concerns



There is a desire for the Faculty Senate to address these issues



Overall job satisfaction is fairly neutral (3.4 on 5-pt. scale)





# Summary Observations

2/3 of respondents would consider joining a union



On average ~25% of respondents would not take a job at LSU if they had to do so.



There are opportunities for improvement in addressing faculty issues in the future.





# Questions???

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