



Average Scores on HERI Faculty Survey Construct Scores: Spring 2011

HERI Construct*	SMC Faculty Assignment Group from HERI				All SMC Respondents	Sig. Diff Among SMC Groups
	Full-Time Undergraduate Faculty	Part-time Undergraduate Faculty	Graduate Faculty	Serves as an Administrator (Note: Some Also Included in Other Groups)		
Number of Respondents	92	39	6	55	147	
Student-Centered Pedagogy	52.1	54.7	54.3	54.0	52.9	
Undergraduate Education Goal: Personal Development	51.3	49.4	49.6	51.4	50.7	
Scholarly Productivity	50.0	43.7	53.5	49.4	48.6	***
Civic Minded Practice	49.2	46.0	48.8	50.0	48.3	
Civic Minded Values	50.8	52.2	52.4	52.4	51.2	
Workplace Satisfaction	48.0	50.7	49.3	49.2	49.0	
Satisfaction with Compensation	48.6	39.9	47.1	49.4	46.4	***
Career Related Stress	53.7	39.9	47.0	54.4	49.5	***
Institutional Priority: Commitment to Diversity	52.1	55.0	57.6	53.6	53.3	
Institutional Priority: Civic Engagement	53.4	54.0	55.3	54.6	53.8	
Institutional Priority: Increase Prestige	46.6	49.5	46.4	46.3	47.3	
Social Agency	50.6	52.3	51.8	52.5	51.2	

National Comparisons for Full Time Undergraduate Faculty				
SMC	4-Year Catholic	4-Year Private All	Sig 4-Year Catholic	Sig. All 4-Year Private
92	2,576	12,376		
52.1	50.2	50.6	*	
51.3	51.4	50.4		
50.0	49.4	49.8		
49.2	50.3	50.6		
50.8	52.1	50.7		
48.0	50.4	50.6	**	**
48.6	50.8	50.4	**	*
53.7	50.8	50.8	***	***
52.1	50.2	50.3	*	
53.4	52.3	50.0		***
46.6	49.0	48.7	**	*
50.6	50.9	50.2		

* p < .05, ** p < .01, *** p < .001

Student-Centered Pedagogy – Measures the extent to which faculty use student-centered teaching and evaluation methods in their course instruction.

Undergraduate Education Goal: Personal Development – Measures the extent to which faculty believe that personal development is a central goal for undergraduate education.

Scholarly Productivity – A unified measure of the scholarly activity of faculty.

Civic Minded Practice – A unified measure of faculty involvement in civic activities.

Civic Minded Values – A unified measure of the extent to which faculty believe civic engagement is a central part of the college mission.

Job Satisfaction: Workplace – A unified measure of the extent to which faculty are satisfied with their working environment.

Job Satisfaction: Compensation – A unified measure of the extent to which faculty are satisfied with their compensation packages.

Career Related Stress – Measures the amount of stress faculty experience related to their career.

Institutional Priority: Commitment to Diversity – Measures the extent to which faculty believe their institution is committed to creating a diverse multicultural campus environment.

Institutional Priority: Civic Engagement – Measures the extent to which faculty believe their institution is committed to facilitating civic engagement among students and faculty.

Institutional Priority: Increase Prestige – Measures the extent to which faculty believe their institution is committed to increasing its prestige.

Social Agency – Measures the extent to which faculty value political and social involvement as a personal goal.

***NOTE: All construct means are standardized IRT scores with a population mean of 50 and a standard deviation of 10**