Defining The Field: A National Membership Survey, sponsored by the POD Network

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Recent surveys have indicated that over half of the four year institutions of higher education in the United States have organized faculty development programs. These programs have a variety of personnel, including individuals with undesignated, part-time and full-time responsibilities. Other surveys have described many of the activities of a faculty development effort, yet information has not been gathered on those personnel doing faculty development.

The POD Network has prepared this survey to describe the current state of the profession of faculty and instructional development for those who are interested as well as for our own organization. To be as complete and comprehensive as possible, we ask that you respond to all questions that apply to your current situation. Your individual responses will remain confidential. Summarized results of this survey will be published in a monograph which will be distributed to all POD Network members and will be offered for sale to non-members. The effort initiated by this survey will be continued in the future as we ask POD members to update their individual information. We thank you for your help in defining the field.

Please return this survey instrument in the post-paid envelope not later than December 1, 1994.

Section 1: POD Membership

Q1 What determines whether you retain a membership in the POD Network?
(Rank in order of importance to you, 1 - 4)

- 1 Services provided
- 2 Cost of membership
- 3 Who pays for the membership?
- 4 My role in faculty development
- 5 Other (please specify) _______________

Q2 The POD membership dues of $40.00 (regular) for services provided is

- 1 Too high
- 2 About right
- 3 Too low

Q3 How important to you is the annual conference:

- 1 Unimportant (never attend)
- 2 Considered among other conferences
- 3 Attend if at all possible
- 4 Would not miss the conference

Comments __________________________________________
Q4 How important is the program at the conference?
☐ 1 Consider conference attendance after seeing preliminary program
☐ 2 Program is an important factor, among others
☐ 3 Would attend regardless of the program

Q5 Why do you attend the annual POD Conference?
(Rank in order of importance to you, 1 - 4))
— 1 My own personal/professional development/renewal
— 2 Gain new ideas and strategies in faculty development
— 3 Network with other developers
— 4 Gain the background to develop a program

Q6 Which of the following are important in deciding to attend the POD Conference? (Rank in order of importance to you, 1 - 4))
— 1 Cost
— 2 Program
— 3 Location
— 4 Time of year

Q7 How big should the POD Network become? (Present membership is = 850 members)
☐ 1 Reduce size
☐ 2 Stay about the same
☐ 3 Increase membership to 1,000
☐ 4 There isn't any limit
Comments

Please go to next page
## Section 2: POD Membership Services

<table>
<thead>
<tr>
<th>Which of these services do you presently use?</th>
<th>Suggestions for improvements?</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Publications</strong></td>
<td></td>
</tr>
<tr>
<td>To Improve the Academy</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
<tr>
<td>Faculty Development by Committee</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
<tr>
<td>Handbook for New Developers</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td>Teaching Excellence</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td>POD Network News</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td>Bright Ideas Booklet</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td>Program Descriptions Booklet</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td>The MUSE</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td><strong>Other</strong></td>
<td></td>
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<tr>
<td>Personal Networking</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
<tr>
<td>Annual Conference</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
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<tr>
<td>Pre-Conference Workshops</td>
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<tr>
<td>Grants Program</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
<tr>
<td>Electronic Network</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
<tr>
<td>Newsletter Clearinghouse</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
<tr>
<td>Other (please name)</td>
<td>![Check Box](Check Here if You Use/Purchase)</td>
</tr>
</tbody>
</table>

**Q9 What else might POD provide that will enhance your work in faculty development?**

1. Other publications ____________________________
2. Topics ____________________________
3. Other services/products__________________________
Please rank the following questions on a continuum:

**Q10** The POD materials are of a high quality:

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

Comments: ___________________________________________________

**Q11** The services provided by POD are of high quality:

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

Comments: ___________________________________________________

**Q12** The POD Network is friendly and helpful to me:

| Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |

Comments: ___________________________________________________

**Q13** What I particularly desire from POD is:

_______________________________________________________________

**Q14** My participation in POD activities is

- [ ] More than I'd like
- [ ] Just about right
- [ ] Less than I'd like

**Q15** If you indicated that you would like to participate more, what are ways you would like to be involved?

_______________________________________________________________

**Q16** The POD Network places a high value on providing networking for its members. How would you rate the emphasis on networking as it presently exists?

| Too much emphasis | About Right | Not enough emphasis |

Comments: ___________________________________________________

**Q17** How would you like to see the emphasis in the future?

| Much more on networking | Somewhat more about the same | Somewhat less networking |

Comments: ___________________________________________________

**Q18** If you indicated less emphasis on networking, what area(s) should receive more emphasis?

_______________________________________________________________
Section 3: Job-Related Information

Q19 State/Country: _______________________

Q20 Your official job title: _______________________

Q21 Job Classification:

- ☐ 1 faculty
- ☐ 2 academic/professional/scientific staff
- ☐ 3 administrative
- ☐ 4 graduate student
- ☐ 5 other _______________________

Q22 How were you selected for your current position/role?

- ☐ 1 Outside search
- ☐ 2 Internal search
- ☐ 3 Other (Please specify) _______________________

Q23 How long have you been in this position? ______________

Q24 What education/training/experience prepared you for the position?

- ☐ 1 None
- ☐ 2 Degree related to faculty development (instructional technology, higher education, etc.)
- ☐ 3 Visited other campus/faculty development centers
- ☐ 4 Brought in a consultant
- ☐ 5 Asked POD Network for referrals to other programs
- ☐ 6 Attended annual POD Conference
- ☐ 7 Attended Pre-Conference Workshop for New Developers
- ☐ 8 Other (Please specify) _______________________

Q25 Your Role in faculty development:

- ☐ 1 full-time faculty development professional
- ☐ 2 part-time faculty development professional
  ☐ 3 if part-time, % of appointment designated as faculty development
- ☐ 4 Private consultant
- ☐ 5 other _______________________

Please continue with this survey only if you were hired or appointed as a full-time or part-time faculty developer.
Q26 **Your work unit**
How many employees are in your work group/agency:
- [ ] 1
- [ ] 2
- [ ] 3
- [ ] 4
- [ ] 5
- [ ] 6
- [ ] 7
- [ ] 8
- [ ] 9
- [ ] 10
- [ ] 10 or more

Q27 **Reporting**
To whom does your faculty development work group report:
- [ ] Vice President for Academic Affairs
- [ ] Provost
- [ ] Dean of ____________________________
- [ ] Director of ____________________________
- [ ] Other ________________________________

Q28 **Does your faculty development work group have an advisory committee?**
- [ ] Yes
- [ ] No

Q29 **Resources:**
In your institutional situation, has support for faculty and instructional development over the past 5 years...
- [ ] Increased
- [ ] Remained the same
- [ ] Decreased

Q30 **Future Resources:**
Based on your experience and institutional situation, do you believe that over the next 3 years financial support for faculty and instructional development will...
- [ ] Increase
- [ ] Remain the same
- [ ] Decrease

Q31 **How do you increase your own knowledge and skill development?**
- [ ] None
- [ ] Reading (What publications are most useful? ____________________________)
- [ ] Networking with other faculty development directors
- [ ] POD electronic network
- [ ] POD annual conference
- [ ] Other conferences (Please specify) ____________________________
- [ ] Workshops (Please specify) ____________________________
- [ ] On-the-job training (Please specify) ____________________________
- [ ] Formal coursework (Please specify) ____________________________
- [ ] Mentoring from administrator/faculty
- [ ] Other (Please specify) ____________________________
Q32 **What are your major job responsibilities?** (Check all that apply)
- [ ] 1. Provide individual consultation with faculty
- [ ] 2. Manage faculty development program
- [ ] 3. Identify faculty development needs and interests
- [ ] 4. Conduct continuing education (workshops and seminars) for faculty
- [ ] 5. Address organizational issues that interface with development
- [ ] 6. Bring new ideas and strategies about faculty development into the institution
- [ ] 7. Keep teaching at forefront of organizational priorities
- [ ] 8. Work with administrators to facilitate faculty development
- [ ] 9. Work with teaching assistants
- [ ] 10. Edit campus faculty development newsletter
- [ ] 11. Other (Please specify) ____________________________

Q33 **Which of the following are part of your program? In what percentage?**

<table>
<thead>
<tr>
<th>Part of my program</th>
<th>% of time spent on this aspect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty development</td>
<td>% 11</td>
</tr>
<tr>
<td>Instructional development</td>
<td>% 12</td>
</tr>
<tr>
<td>Organizational development</td>
<td>% 13</td>
</tr>
<tr>
<td>TA training</td>
<td>% 14</td>
</tr>
<tr>
<td>Teaching</td>
<td>% 15</td>
</tr>
<tr>
<td>Administration of program</td>
<td>% 16</td>
</tr>
<tr>
<td>Other administration</td>
<td>% 17</td>
</tr>
<tr>
<td>Student advising</td>
<td>% 18</td>
</tr>
<tr>
<td>Other (Please specify)</td>
<td>%</td>
</tr>
</tbody>
</table>

Q34 **What new initiatives has your office been involved in during the past two years?**
- [ ] 1. Rewarding teaching
- [ ] 2. Continuous improvement (TQM)
- [ ] 3. Classroom assessment
- [ ] 4. Documenting teaching
- [ ] 5. Redefinition of scholarship
- [ ] 6. Downsizing
- [ ] 7. Training with upper level administrators
- [ ] 8. Faculty workload
- [ ] 9. Other (Please specify) ____________________________

Q35 **What do you see as the central focus of your work in the next five years?**

________________________________________________________________________

________________________________________________________________________
Section 4: Personal Demographic Information

Q36 Gender:  
- ☐ 1 Female  
- ☐ 2 Male

Q37 Age:  
- ☐ 1 under 35  
- ☐ 2 35-40  
- ☐ 3 41-45  
- ☐ 4 46-50  
- ☐ 5 51-55  
- ☐ 6 56-60  
- ☐ 7 61-65  
- ☐ 8 over 65

Q38 Race/Ethnicity:  
- ☐ 1 Afro-American  
- ☐ 2 Asian  
- ☐ 3 Caucasian  
- ☐ 4 Hispanic  
- ☐ 5 Native American  
- ☐ 6 Other _________

Q39 Degrees Earned:

A. Highest Degree Earned
- ☐ 1 Bachelors  
- ☐ 2 Masters  
- ☐ 3 Doctorate  
- ☐ 4 Other _________

B. Undergraduate Major(s)
- ☐ 1 ____________
- ☐ 2 ____________

C. Graduate Major
- ☐ 1 ____________
- ☐ 2 ____________

Q40 Faculty appointment (check all that apply)
- ☐ 1 Does not apply to me (I do not have a faculty appointment)  
- ☐ 2 Assistant Professor  
- ☐ 3 Associate Professor  
- ☐ 4 Professor  
- ☐ 5 My appointment is tenure track  
- ☐ 6 My appointment is non-tenure track

Q41 Appointment base:
- ☐ 1 9 month  
- ☐ 2 10 month  
- ☐ 3 annual (12 month)

Q42 Your current salary:
- ☐ 1 less than $25,000  
- ☐ 2 $25,000 - 30,999  
- ☐ 3 $31,000 - 35,999  
- ☐ 4 $36,000 - 40,999  
- ☐ 5 $41,000 - 45,999  
- ☐ 6 $46,000 - 50,999  
- ☐ 7 $51,000 - 55,999  
- ☐ 8 $56,000 - 60,999  
- ☐ 9 $61,000 - 65,999  
- ☐ 10 over $66,000

Please return this survey to Dr. David Graf, POD Network, 15B Exhibit Hall South, Iowa State University, Ames IA 50011 in the enclosed postage-paid envelope.
Please answer the next three questions ONLY if you are an international member.
(Anyone not working in North America as considered an international member.)

POD desires to encourage international participation and interaction that could make a difference. As an international member, please help us by providing the following information:

Q43 What are the most important services POD offers to you:

Q44 How can POD better meet your needs?

Q45 What barriers are there to your participation in POD?