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

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

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 responsiblities. 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_____
    _____

Section 2: POD Membership Services

Which of these services do you presently use?		Suggestions for improvements?
Publications	Check Here if You Use/ Purchase	
To Improve the Academy	❑ 1	
Faculty Development by Committee	❑ 2	
Handbook for New Developers	❑ 3	
Teaching Excellence	❑ 4	
POD Network News	❑ 5	
Bright Ideas Booklet	❑ 6	
Program Descriptions Booklet	❑ 7	
The MUSE	❑ 8	
Other		
Personal Networking	❑ 9	
Annual Conference	❑ 10	
Pre-Conference Workshops	❑ 11	
Grants Program	❑ 12	
Electronic Network	❑ 13	
Newsletter Clearinghouse	❑ 14	
Other (please name)	❑ 15	

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   Strong Disagree

Comments:_____

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

|_____|_____|_____|_____|

Strongly Agree   Agree   Neutral   Disagree   Strong Disagree

Comments:_____

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

|_____|_____|_____|_____|

Strongly Agree   Agree   Neutral   Disagree   Strong Disagree

Comments:_____

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

_____

_____

Q14   **My participation in POD activities is**

❑ $_1$ More than I'd like

❑ $_2$ Just about right

❑ $_3$ 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 Somewhat more About the   Somewhat less   Much less on

networking   same   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
  _____ if part-time, % of appointment designated as faculty development
- ❑ 4   Private consultant
- ❑ 5   other _____

Q26 **Your work unit**
How many employees are in your work group/agency:

❑ 1	1	❑ 6	6
❑ 2	2	❑ 7	7
❑ 3	3	❑ 8	8
❑ 4	4	❑ 9	9
❑ 5	5	❑ 10	10 or more

Q27 **Reporting**
To whom does your faculty development work group report:

❑ 1   Vice President for Academic Affairs
❑ 2   Provost
❑ 3   Dean of _____
❑ 4   Director of _____
❑ 5   Other _____

Q28 **Does your faculty development work group have an advisory committee?**

❑ 1   Yes
❑ 2   No

Q29 **Resources:**
In your institutional situation, has support for faculty and instructional development over the past 5 years...

_____ 1   Increased
_____ 2   Remained the same
_____ 3   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...

_____ 1   Increase
_____ 2   Remain the same
_____ 3   Decrease

Q31 **How do you increase your own knowledge and skill development?**

❑ 1   None
❑ 2   Reading (What publications are most useful? _____
_____

❑ 3   Networking with other faculty development directors   *Check all that apply!*
❑ 4   POD electronic network
❑ 5   POD annual conference
❑ 6   Other conferences (Please specify) _____
❑ 7   Workshops (Please specify) _____
❑ 8   On-the-job training (Please specify) _____
❑ 9   Formal coursework (Please specify) _____
❑ 10   Mentoring from administrator/faculty
❑ 11   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?**

Part of my program   *% of time spent on this aspect*

Check all that apply!

- ❑ 1   Faculty development   _____% 11
- ❑ 2   Instructional development   _____% 12
- ❑ 3   Organizational development   _____% 13
- ❑ 4   TA training   _____% 14
- ❑ 5   Teaching   _____% 15
- ❑ 6   Administration of program   _____% 16
- ❑ 7   Other administration   _____% 17
- ❑ 9   Student advising   _____% 18
- ❑ 10   Other (Please specify) _____

_____%

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 Exhbit 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?**

_____

_____