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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 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?**
- <sub>1</sub> Consider conference attendance after seeing preliminary program
  - <sub>2</sub> Program is an important factor, among others
  - <sub>3</sub> Would attend regardless of the program

- Q5 **Why do you attend the annual POD Conference?**  
(Rank in order of importance to you, 1 - 4))
- \_\_\_ <sub>1</sub> My own personal/professional development/renewal
  - \_\_\_ <sub>2</sub> Gain new ideas and strategies in faculty development
  - \_\_\_ <sub>3</sub> Network with other developers
  - \_\_\_ <sub>4</sub> 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))
- \_\_\_ <sub>1</sub> Cost
  - \_\_\_ <sub>2</sub> Program
  - \_\_\_ <sub>3</sub> Location
  - \_\_\_ <sub>4</sub> Time of year

- Q7 **How big should the POD Network become? (Present membership is ≈ 850 members)**

- <sub>1</sub> Reduce size
- <sub>2</sub> Stay about the same
- <sub>3</sub> Increase membership to 1,000
- <sub>4</sub> There isn't any limit

Comments \_\_\_\_\_  
\_\_\_\_\_

Please go to next page 

## Section 2: POD Membership Services

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

- <sub>1</sub> More than I'd like
- <sub>2</sub> Just about right
- <sub>3</sub> 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?**

\_\_\_\_\_  
\_\_\_\_\_

*Please continue with this survey only if you were  
hired or appointed as a  
full-time or part-time faculty developer.*

### Section 3: Job-Related Information

Q19 **State/Country:** \_\_\_\_\_

Q20 **Your official job title:** \_\_\_\_\_

Q21 **Job Classification:**

- <sub>1</sub> faculty
- <sub>2</sub> academic/professional/scientific staff
- <sub>3</sub> administrative
- <sub>4</sub> graduate student
- <sub>5</sub> other \_\_\_\_\_

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

- <sub>1</sub> Outside search
- <sub>2</sub> Internal search
- <sub>3</sub> Other (Please specify) \_\_\_\_\_

Q23 **How long have you been in this position?** \_\_\_\_\_

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

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

Q25 **Your Role in faculty development:**

- <sub>1</sub> full-time faculty development professional
- <sub>2</sub> part-time faculty development professional  
\_\_\_\_\_ if part-time, % of appointment designated as faculty development
- <sub>4</sub> Private consultant
- <sub>5</sub> other \_\_\_\_\_

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

- |                                       |   |  |            |
|---------------------------------------|---|--|------------|
| <input type="checkbox"/> <sub>1</sub> | 1 | <input type="checkbox"/> <sub>6</sub>  | 6          |
| <input type="checkbox"/> <sub>2</sub> | 2 | <input type="checkbox"/> <sub>7</sub>  | 7          |
| <input type="checkbox"/> <sub>3</sub> | 3 | <input type="checkbox"/> <sub>8</sub>  | 8          |
| <input type="checkbox"/> <sub>4</sub> | 4 | <input type="checkbox"/> <sub>9</sub>  | 9          |
| <input type="checkbox"/> <sub>5</sub> | 5 | <input type="checkbox"/> <sub>10</sub> | 10 or more |

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

- <sub>1</sub> Vice President for Academic Affairs
- <sub>2</sub> Provost
- <sub>3</sub> Dean of \_\_\_\_\_
- <sub>4</sub> Director of \_\_\_\_\_
- <sub>5</sub> Other \_\_\_\_\_

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

- <sub>1</sub> Yes
- <sub>2</sub> No

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

- \_\_\_ <sub>1</sub> Increased
- \_\_\_ <sub>2</sub> Remained the same
- \_\_\_ <sub>3</sub> 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...**

- \_\_\_ <sub>1</sub> Increase
- \_\_\_ <sub>2</sub> Remain the same
- \_\_\_ <sub>3</sub> Decrease

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

- <sub>1</sub> None
- <sub>2</sub> Reading (What publications are most useful? \_\_\_\_\_)
- <sub>3</sub> Networking with other faculty development directors *Check all that apply!*
- <sub>4</sub> POD electronic network
- <sub>5</sub> POD annual conference
- <sub>6</sub> Other conferences (Please specify) \_\_\_\_\_
- <sub>7</sub> Workshops (Please specify) \_\_\_\_\_
- <sub>8</sub> On-the-job training (Please specify) \_\_\_\_\_
- <sub>9</sub> Formal coursework (Please specify) \_\_\_\_\_
- <sub>10</sub> Mentoring from administrator/faculty
- <sub>11</sub> Other (Please specify) \_\_\_\_\_

**Q32 What are your major job responsibilities?** (Check all that apply)

- <sub>1</sub> Provide individual consultation with faculty
  - <sub>2</sub> Manage faculty development program
  - <sub>3</sub> Identify faculty development needs and interests
  - <sub>4</sub> Conduct continuing education (workshops and seminars) for faculty
  - <sub>5</sub> Address organizational issues that interface with development
  - <sub>6</sub> Bring new ideas and strategies about faculty development into the institution
  - <sub>7</sub> Keep teaching at forefront of organizational priorities
  - <sub>8</sub> Work with administrators to facilitate faculty development
  - <sub>9</sub> Work with teaching assistants
  - <sub>10</sub> Edit campus faculty development newsletter
  - <sub>11</sub> Other (Please specify) \_\_\_\_\_
- 

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

- | <i>Part of my program</i>   | <i>% of time spent on this aspect</i> |
|---|---------------------------------------|
| <i>Check all that apply!</i>  |                                       |
| <input type="checkbox"/> <sub>1</sub> Faculty development           | _____ % <sub>11</sub>                 |
| <input type="checkbox"/> <sub>2</sub> Instructional development     | _____ % <sub>12</sub>                 |
| <input type="checkbox"/> <sub>3</sub> Organizational development    | _____ % <sub>13</sub>                 |
| <input type="checkbox"/> <sub>4</sub> TA training                   | _____ % <sub>14</sub>                 |
| <input type="checkbox"/> <sub>5</sub> Teaching                      | _____ % <sub>15</sub>                 |
| <input type="checkbox"/> <sub>6</sub> Administration of program     | _____ % <sub>16</sub>                 |
| <input type="checkbox"/> <sub>7</sub> Other administration          | _____ % <sub>17</sub>                 |
| <input type="checkbox"/> <sub>9</sub> Student advising              | _____ % <sub>18</sub>                 |
| <input type="checkbox"/> <sub>10</sub> Other (Please specify) _____ | _____ %                               |

**Q34 What new initiatives has your office been involved in during the past two years?**

- <sub>1</sub> Rewarding teaching
  - <sub>2</sub> Continuous improvement (TQM)
  - <sub>3</sub> Classroom assessment
  - <sub>4</sub> Documenting teaching
  - <sub>5</sub> Redefinition of scholarship
  - <sub>6</sub> Downsizing
  - <sub>7</sub> Training with upper level administrators
  - <sub>8</sub> Faculty workload
  - <sub>9</sub> Other (Please specify) \_\_\_\_\_
- 

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

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## Section 4: Personal Demographic Information

- Q36 **Gender:**       <sub>1</sub> Female       <sub>2</sub> Male
- Q37 **Age:**     <sub>1</sub> under 35       <sub>5</sub> 51-55  
                   <sub>2</sub> 35-40       <sub>6</sub> 56-60  
                   <sub>3</sub> 41-45       <sub>7</sub> 61-65  
                   <sub>4</sub> 46-50       <sub>8</sub> over 65
- Q38 **Race/Ethnicity:**     <sub>1</sub> Afro-American       <sub>4</sub> Hispanic  
                                   <sub>2</sub> Asian       <sub>5</sub> Native American  
                                   <sub>3</sub> Caucasian       <sub>6</sub> Other \_\_\_\_\_
- Q39 **Degrees Earned:**
- A. Highest Degree Earned**    **B. Undergraduate Major(s)**      **C. Graduate Major**
- <sub>1</sub> Bachelors       <sub>1</sub> \_\_\_\_\_       <sub>1</sub> \_\_\_\_\_  
 <sub>2</sub> Masters       <sub>2</sub> \_\_\_\_\_       <sub>2</sub> \_\_\_\_\_  
 <sub>3</sub> Doctorate  
 <sub>4</sub> Other \_\_\_\_\_
- Q40 **Faculty appointment (check all that apply)**
- <sub>1</sub> Does not apply to me (I do not have a faculty appointment)  
 <sub>2</sub> Assistant Professor  
 <sub>3</sub> Associate Professor  
 <sub>4</sub> Professor  
 <sub>5</sub> My appointment is tenure track  
 <sub>6</sub> My appointment is non-tenure track
- Q41 **Appointment base:**
- <sub>1</sub> 9 month  
 <sub>2</sub> 10 month  
 <sub>3</sub> annual (12 month)
- Q42 **Your current salary:**
- <sub>1</sub> less than \$25,000       <sub>6</sub> \$46,000 - 50,999  
 <sub>2</sub> \$25,000 - 30,999       <sub>7</sub> \$51,000 - 55,999  
 <sub>3</sub> \$31,000 - 35,999       <sub>8</sub> \$56,000 - 60,999  
 <sub>4</sub> \$36,000 - 40,999       <sub>9</sub> \$61,000 - 65,999  
 <sub>5</sub> \$41,000 - 45,999       <sub>10</sub> 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:**

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**Q44 How can POD better meet your needs?**

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**Q45 What barriers are there to your participation in POD?**

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