FACULTY SATISFACTION AND CAREER FLEXIBILITY
REPORT TO THE OREGON UNIVERSITY SYSTEM
August 2012

Introduction:
The Oregon University System (OUS) contracted with the American Council on Education (ACE) to assist OUS with two important objectives. The first, internal to the system, was to provide information to support the development of policies on the various campuses to provide existing faculty greater flexibility in order to increase retention in these challenging times for higher education. Second, external to the system, to compare system institutions to similar types of institutions using data derived from similar surveys to address key issues such as salaries and more flexible workloads that are critical to recruiting talented and diverse faculty to Oregon to serve the people with quality academic programs, and the state with cutting edge research important to its future in a complex and rapidly changing environment.

The Process:
Participation in the survey on the part of institutions and their respective faculty was voluntary. All OUS institutions with the exception of the University of Oregon participated. ACE and OUS worked together to develop both an institutional and faculty survey tailored to meet the system’s needs. ACE’s surveys, utilized in gathering data from a wide range of institutions, were customized for OUS but still allowed for comparison between system institutions and ACE’s broader database.

Once agreed upon and taking into account the institutions’ schedules, ACE launched the institutional survey for administrative responses and the faculty survey to all tenured and tenure-track faculty. As agreed, the reminders were sent on a regular schedule to encourage responses from both administrators and faculty.

As responses were received by ACE, they were codified and analyzed. Benchmarking reports were prepared for each institution so that each one could compare itself to all system institutions and also externally to its approximate peers from ACE’s national database. These surveys provided opportunities for both quantitative and qualitative responses. Both types of data were analyzed and compared to similar questions answered by previous “takers of these surveys.”

Findings:
Each institution that participated has been provided with detailed finding from the surveys conducted by their faculty and benchmark data. This report reflects the aggregate finding at the system level for all institutions participating in the survey.