



WILLIAM & MARY

CHARTERED 1693

# 2019 FACULTY SURVEY

An Initiative of the Faculty Assembly

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# BACKGROUND & DEVELOPMENT

- Faculty Affairs Committee of Faculty Assembly
- Scott Swan – School of Business
- Michael Luchs – School of Business
- Tom Ward – School of Education
- Jen Mellor – Economics and Public Policy, A&S



# BACKGROUND & DEVELOPMENT

- Criteria for including questions:
  - current issues, new policies, or initiatives
  - actionable
  - data cannot be obtained elsewhere
  - longitudinal value



# THEMES

Job  
Satisfaction

Retention

Evaluation

Grant Support

Governance &  
Administration

Goals &  
Mission

Budget  
Priorities

Discrimination  
& Climate

# RESPONSE RATE

- Announced to 884 full-time and part-time instructional faculty members on September 9th, 2019
- 469 William & Mary faculty responded (65%)
  - 45% female
  - majority White (88%)
  - 70% Tenured and Tenure-Eligible (TE) faculty

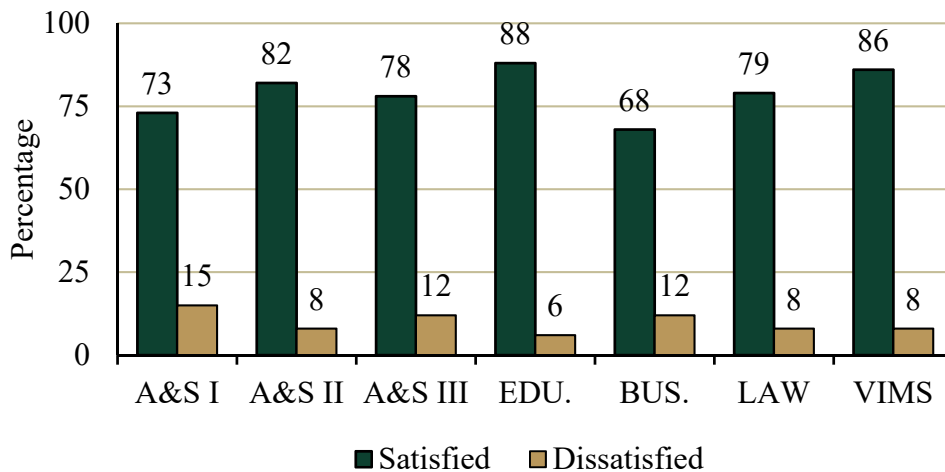
# OVERALL JOB SATISFACTION

How satisfied are you with your position at W&M?

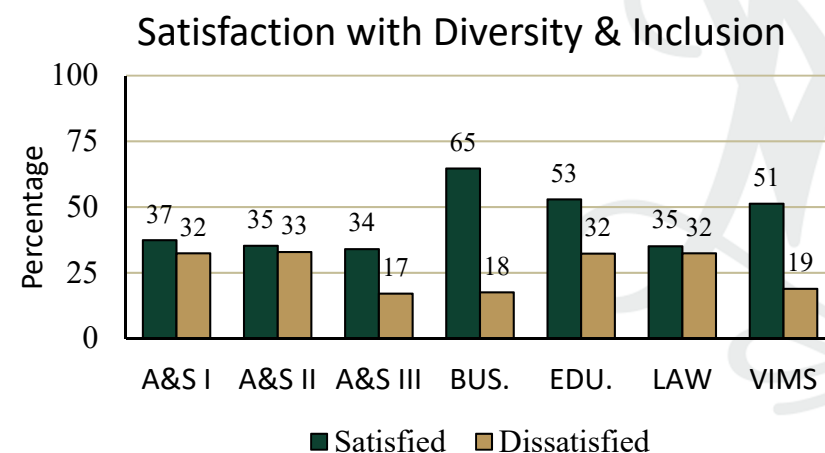
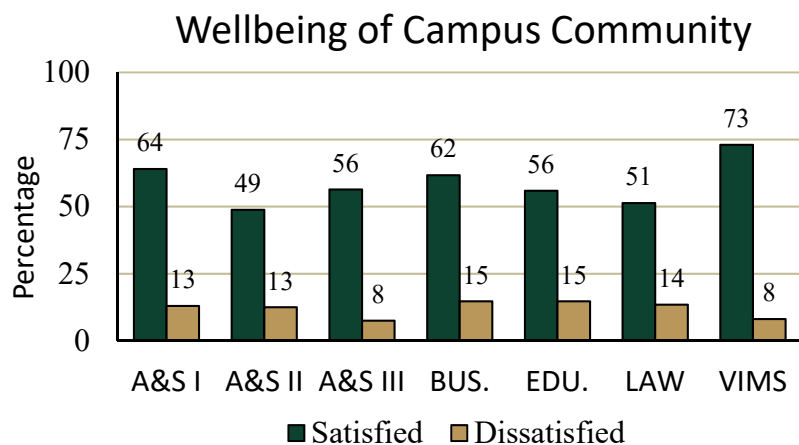
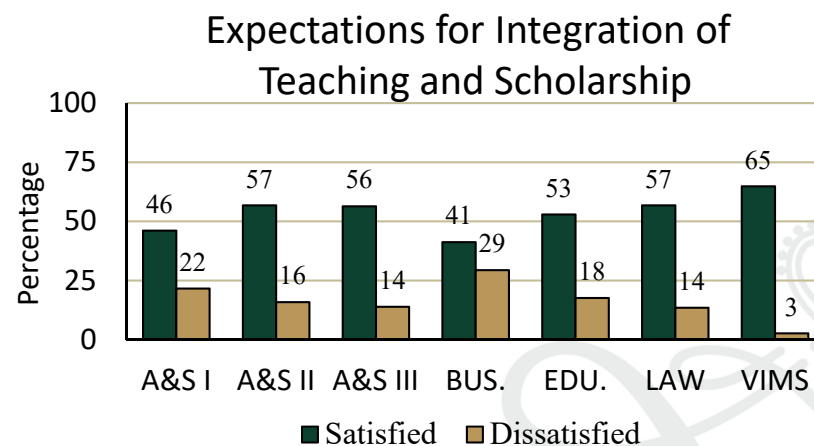
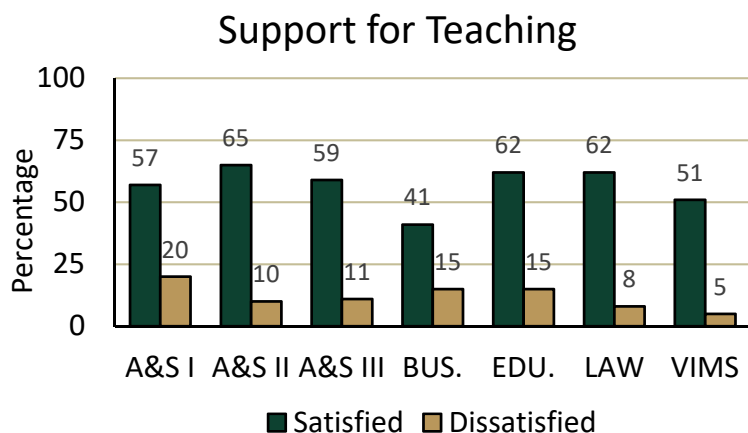
<input type="checkbox"/> Very Satisfied	→	<b>Satisfied</b>
<input type="checkbox"/> Satisfied		
<input type="checkbox"/> Neither Satisfied nor Dissatisfied		
<input type="checkbox"/> Dissatisfied	→	<b>Dissatisfied</b>
<input type="checkbox"/> Very Dissatisfied		

# OVERALL JOB SATISFACTION

How satisfied are you with your position at W&M?



Year	Satisfied	Dissatisfied
2019 TE	79%	10%
2019 NTE	77%	13%
2015 TE	74%	14%
2015 NTE	77%	15%

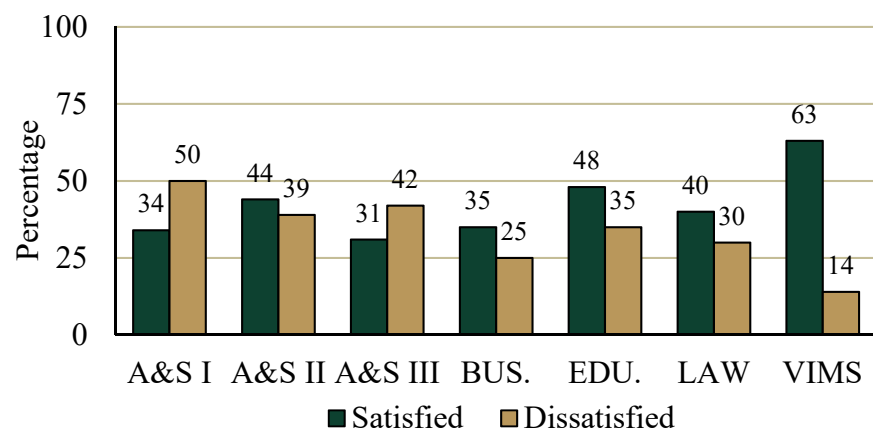




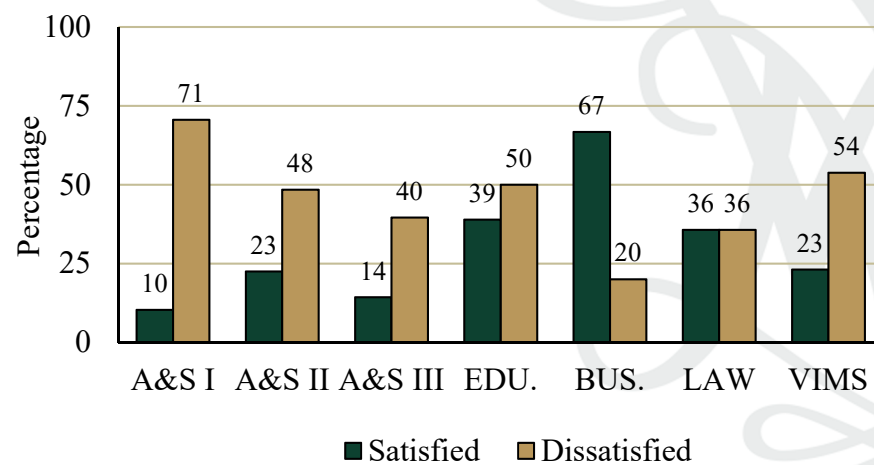
# SALARY

How satisfied are you with your salary at W&M?

2019



2015



# FACULTY RETENTION

	% TE	% NTE (Continuing)
I am currently on the job market.	22%	33%
I have considered leaving W&M.	47%	61%

## TE Faculty

- Dissatisfaction with salary (72%)
- Dissatisfaction with research support (38%)
- Tuition benefits for dependents (28%)

## NTE Continuing Faculty

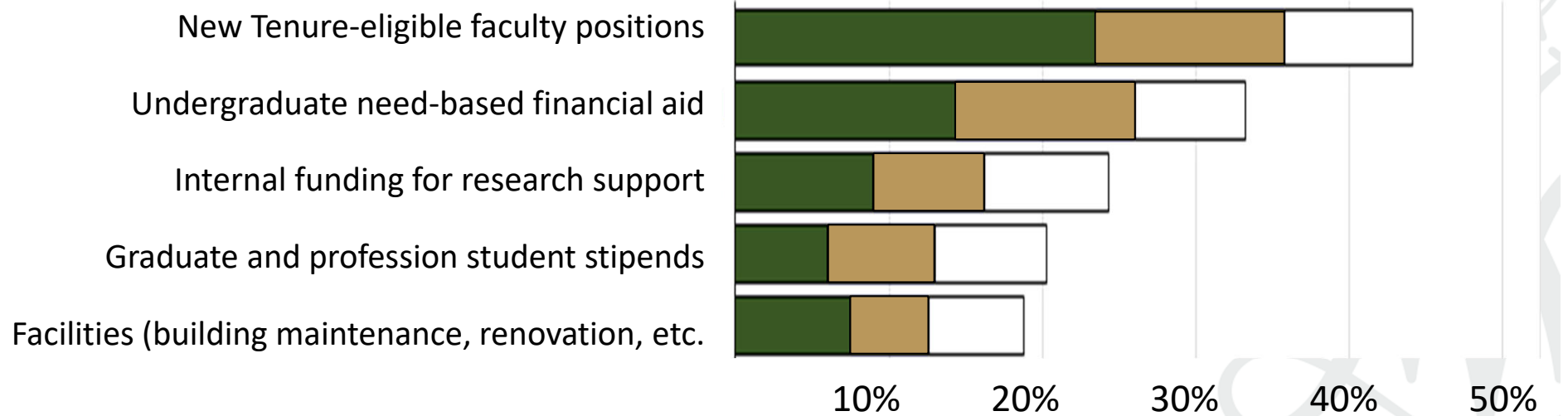
- Dissatisfaction with salary (62%)
- Desire for tenure eligible position (46%)
- Tuition benefits for dependents (34%)

# SATISFACTION WITH ADMINISTRATION

Satisfaction with Central Administration	Satisfied	Dissatisfied
Overall satisfaction with Administration	46%	18%



# BUDGET PRIORITIES



# FREE RESPONSES

Six themes:

- Diversity & Inclusion (17 comments)
- Governance & Administration (24 comments)
- Educational Quality (8 comments)
- Research & Grant Support (8 comments)
- Graduate Student Support (3 comments)
- Faculty Salary & Support (27 comments)

