

## Survey of Faculty Roles and Rewards Summary of Responses

A.1. With regard to getting a **merit salary increase**, how do you perceive the importance of research/scholarship/creative activity and teaching to:

<b>Scale:</b>	<b>teaching</b>			<b>equal importance</b>				<b>research</b>	
	-4	-3	-2	-1	0	1	2	3	4

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
a. you personally	403	0.41	1.82	39	0.54	1.65	6	0.50	1.22	6	0.67	0.82
b. faculty-chairs: the majority of other faculty in your department	403	0.67	1.88	39	0.72	2.04	0	--	--	0	--	--
b. deans: the majority of other faculty in your school or college	0	--	--	0	--	--	6	0.83	1.33	0	--	--
b. admin: The majority of other faculty at KU	0	--	--	0	--	--	0	--	--	6	1.83	1.17
c. faculty: your academic unit head	403	0.93	1.62	0	--	--	0	--	--	0	--	--
c. deans: the majority of your academic unit heads	0	--	--	0	--	--	6	0.67	1.03	0	--	--
c. admin: the majority of academic unit heads	0	--	--	0	--	--	0	--	--	6	1.67	0.82
d. faculty-chairs: your dean	403	0.99	1.81	39	0.82	1.52	0	--	--	0	--	--
d. admin: the majority of deans	0	--	--	0	--	--	0	--	--	6	0.67	1.97
e. the Office of the Provost	403	1.03	1.80	39	0.79	1.59	6	0.00	0.00	6	0.00	1.10

## Survey of Faculty Roles and Rewards Summary of Responses

A.2. With regard to getting a **merit salary increase**, please circle the number on each scale below that best represents your perception of:

<b>Scale:</b>	<b>teaching</b>	<b>equal importance</b>					<b>research</b>					
	-4	-3	-2	-1	0	1	2	3	4			

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
a. the direction that you think KU's reward system is going	403	0.86	2.17	39	1.21	2.00	6	0.50	0.55	6	0.83	1.17
b. the direction that you think KU's reward system should go	403	0.33	1.51	39	0.33	1.26	6	0.33	0.82	6	0.67	1.21
c. faculty: the direction that you think you would like to go based on your interests	403	0.32	1.78	0	--	--	0	--	--	0	--	--
c. chairs: the direction that you think your department should go based on its strengths	0	--	--	39	0.41	1.33	0	--	--	0	--	--
c. deans: the direction that you think your school or college should go based on its strengths	0	--	--	0	--	--	6	0.33	0.82	0	--	--

## Survey of Faculty Roles and Rewards Summary of Responses

B.1. With regard to getting **tenure**, how do you perceive the importance of research/scholarship/creative activity and teaching to:

<b>Scale:</b>	<b>teaching</b>				<b>equal importance</b>				<b>research</b>
	-4	-3	-2	-1	0	1	2	3	4

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
a. you personally	403	1.13	1.71	39	1.15	1.50	6	0.33	0.82	6	1.00	0.89
b. faculty-chairs: the majority of other faculty in your department	403	1.41	1.78	39	1.31	1.73	0	--	--	0	--	--
b. deans: the majority of other faculty in your school or college	0	--	--	0	--	--	6	1.17	1.33	0	--	--
b. admin: the majority of other faculty at KU	0	--	--	0	--	--	0	--	--	6	2.00	0.89
c. faculty: your academic unit head	403	1.47	1.65	0	--	--	0	--	--	0	--	--
c. deans: the majority of your academic unit heads	0	--	--	0	--	--	6	1.17	1.33	0	--	--
c. admin: the majority of academic unit heads	0	--	--	0	--	--	0	--	--	6	2.33	0.82
d. faculty-chairs: your dean	403	1.36	1.74	39	1.46	1.50	0	--	--	0	--	--
d. admin: the majority of deans	0	--	--	0	--	--	0	--	--	6	1.33	1.51
e. University Committee on Promotion and Tenure	403	1.83	1.62	39	1.74	1.77	6	1.33	1.75	6	1.17	1.17
e. the Office of the Provost	403	1.37	1.69	39	1.59	1.68	6	0.33	0.82	6	0.67	1.51

## Survey of Faculty Roles and Rewards Summary of Responses

B.2. With regard to getting **tenure**, please circle the number on each scale below that best represents your perception of:

<b>Scale:</b>	<b>teaching</b>	<b>equal importance</b>						<b>research</b>		
	-4	-3	-2	-1	0	1	2	3	4	

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
a. the direction that you think KU's reward system is going	403	1.27	1.89	39	1.44	1.82	6	0.50	0.84	6	0.67	1.97
b. the direction that you think KU's reward system should go	403	0.62	1.44	39	0.59	1.43	6	0.33	0.82	6	0.67	1.03
c. faculty: the direction that you think you would like to go based on your interests	403	0.56	1.56	0	--	--	0	--	--	0	--	--
c. chairs: the direction that you think your department should go based on its strengths	0	--	--	39	0.69	1.44	0	--	--	0	--	--
c. deans: the direction that you think your school or college should go based on its strengths	0	--	--	0	--	--	6	0.33	0.82	0	--	--

## Survey of Faculty Roles and Rewards Summary of Responses

C.1. With regard to getting **promoted to full professor**, how do you perceive the importance of research/scholarship/creative activity and teaching to:

<b>Scale:</b>	<b>teaching</b>	<b>equal importance</b>					<b>research</b>		
	-4	-3	-2	-1	0	1	2	3	4

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
a. you personally	403	1.42	1.79	39	1.51	1.50	6	1.50	1.38	6	1.67	1.51
b. faculty-chairs: the majority of other faculty in your department	403	1.62	1.73	39	1.51	1.55	0	--	--	0	--	--
b. deans: the majority of other faculty in your school or college	0	--	--	0	--	--	6	2.50	0.55	0	--	--
b. admin: the majority of other faculty at KU	0	--	--	0	--	--	0	--	--	6	2.00	0.89
c. faculty: your academic unit head	403	1.65	1.66	0	--	--	0	--	--	0	--	--
c. deans: the majority of your academic unit heads	0	--	--	0	--	--	6	2.50	0.55	0	--	--
c. admin: the majority of academic unit heads	0	--	--	0	--	--	0	--	--	6	1.67	0.82
d. faculty-chairs: your dean	403	1.55	1.71	39	1.79	1.47	0	--	--	0	--	--
d. admin: the majority of deans	0	--	--	0	--	--	0	--	--	6	1.50	1.64
e. University Committee on Promotion and Tenure	403	2.00	1.68	39	2.13	1.81	6	2.50	1.52	6	1.17	1.72
e. the Office of the Provost	403	1.57	1.73	39	1.82	1.75	6	1.50	1.52	6	0.83	1.83

## Survey of Faculty Roles and Rewards Summary of Responses

C.2. With regard to getting **promoted to full professor**, please circle the number on each scale below that best represents your perception of:

<b>Scale:</b>	<b>teaching</b>	<b>equal importance</b>						<b>research</b>		
	-4	-3	-2	-1	0	1	2	3	4	

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
a. the direction that you think KU's reward system is going	403	1.50	1.95	39	1.49	1.92	6	0.83	1.33	6	1.17	1.83
b. the direction that you think KU's reward system should go	403	0.95	1.52	39	1.18	1.47	6	0.83	1.33	6	1.00	1.26
c. faculty: the direction that you think you would like to go based on your interests	403	0.79	1.65	0	--	--	0	--	--	0	--	--
c. chairs: the direction that you think your department should go based on its strengths	0	--	--	39	0.90	1.33	0	--	--	0	--	--
c. deans: the direction that you think your school or college should go based on its strengths	0	--	--	0	--	--	6	1.00	1.26	0	--	--

## Survey of Faculty Roles and Rewards Summary of Responses

D. Some faculty members believe that research and teaching are mutually reinforcing activities for faculty members. Others believe that there is a tension or conflict between their role as a teacher and their role as a researcher. Which point of view comes closest to your own viewpoint?

<b>Scale:</b>	<b>teaching</b>		<b>equal importance</b>		<b>research</b>
	-4	-3	-2	-1	0
			1	2	3
					4

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
D. mutually reinforcing or tension and conflict	403	-1.08	2.43	39	-1.62	2.09	6	-4.00	0.00	6	-1.67	1.97

E. With regard to advising, please indicate its importance in the balance of your professional activities.

<b>Scale:</b>	<b>very unimportant</b>	<b>somewhat unimportant</b>	<b>somewhat important</b>	<b>very important</b>
	1	2	3	4

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
E. with regard to advising please indicate its importance in the balance of your professional activities	390	2.95	0.96	39	3.18	0.82	6	3.00	1.10	6	3.00	0.00

## Survey of Faculty Roles and Rewards Summary of Responses

F. With regards to service, please indicate its importance in the balance of your professional activities.

<b>Scale:</b>	<b>very unimportant 1</b>	<b>somewhat unimportant 2</b>	<b>somewhat important 3</b>	<b>very important 4</b>
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	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
F. with regard to service, please indicate its importance in the balance of your professional activities	392	3.07	0.80	39	3.36	0.74	6	3.00	1.10	6	3.17	0.75

## Survey of Faculty Roles and Rewards Summary of Responses

Academic Unit:

	Faculty		Chairs		Deans		Administrators		ALL	
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN
CLAS - Humanities	81	18.40	13	3.00	--	--	--	--	94	21.40
CLAS - Nat Sci & Math	63	14.30	7	1.60	--	--	1	0.20	71	16.10
CLAS - Social SCI	73	16.60	7	1.60	--	--	1	0.20	81	18.40
Arch and Urban Planning	16	3.60	--	--	--	--	--	--	16	3.60
Business	20	4.50	--	--	--	--	1	0.20	21	4.80
Education	24	5.50	3	0.70	1	0.20	1	0.20	29	6.60
Engineering	39	8.90	3	0.70	1	0.20	1	0.20	44	10.00
Fine Arts	33	7.50	3	0.70	1	0.20	--	--	37	8.40
Journalism	12	2.70	--	--	1	0.20	--	--	13	3.00
Law	7	1.60	--	--	--	--	--	--	7	1.60
Pharmacy	12	2.70	3	0.70	1	0.20	1	0.20	17	3.90
Social Welfare	9	2.00	--	--	1	0.20	--	--	10	2.30

## Survey of Faculty Roles and Rewards Summary of Responses

**Rank by Sex:**

	Faculty		Chairs		Deans		Administrators		ALL	
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN
Male	303	67.30	33	7.30	4	0.90	4	0.90	344	76.40
Female	96	21.30	6	1.30	2	0.40	2	0.40	106	23.60

**Years at KU:**

	Faculty			Chairs			Deans			Administrators		
	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD	N	MEAN	STD
Years at KU	385	16.7	10.35	39	20.7	8.69	5	16.6	10.45	6	21.3	9.75

**Minority Status:**

	Faculty		Chairs		Deans		Administrators		ALL	
	N	PCTN	N	PCTN	N	PCTN	N	PCTN	N	PCTN
Minority	47	11.2	--	--	--	--	1	0.2	48	11.5
Not minority	321	76.8	38	9.1	6	1.4	5	1.2	370	88.5

## Survey of Faculty Roles and Rewards Summary of Responses

Percent of time normally devoted to: (should add up to 100%)

	Faculty			Chairs			Deans			Administrators		
	N	MEAN %	STD	N	MEAN %	STD	N	MEAN %	STD	N	MEAN %	STD
Teaching	354	41.30	12.50	32	30.00	7.50	3	6.00	3.60	4	11.30	2.50
Advising	354	8.90	7.40	32	10.30	5.70	3	1.70	2.90	4	5.50	3.30
Research-scholarship-creative activities	354	31.90	14.00	32	29.50	11.20	3	7.70	4.00	4	12.00	10.10
Service	354	18.00	10.00	32	30.20	16.50	3	84.70	8.10	4	71.30	13.10

\* Mean percents may not add to exactly one hundred percent due to rounding.