Analysis of Chemistry Faculty Survey from April 2018

Date: 14 September 2018

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The most significant changes/issues I believe are these below:

1. Overall, we have reverted a bit closer to the MCS mean on all metrics so have decreased in some relative to the last survey (Sept 2017)
2. Primary areas of decrease are work itself (8.0 to 7.4, MCS mean is 7.6).
   (a) The biggest decreases with the highest weights are Ability to do Stimulating Work (28% weight, 8.7 to 8.2 MCS mean= 8.3).
   (b) The next was Critical Mass of Like-minded Colleagues (7.7 to 7.1, 12% MCS mean= 7.0) Others with large drops were
   (c) Ability to Interact with Able Students and
   (d) Able to do Worthwhile Work but both had zero weight so not sure what to make of that.
3. In Work Environment, Appropriate Resources to Do Job dropped significantly (6.1 to 5.5 14%) and falls below MCS (6.5).
4. In Image and Its Attributes, Leading Research University dropped significantly (8.2 to 7.4 and increased in weight (18% to 32%) MCS mean = 7.7.

Looking at the comments, the most global ones I picked out were: need for help career planning, need for more open communication, small number of grad admits, perception of increased paperwork and insufficient staffing. We discussed these in a faculty meeting on 14 Sept.

1. Mechanisms for informal mentoring and socialization were discussed enthusiastically. We hope to begin implementing those in a rolling basis (addresses comments but not brought out in survey). Strategies for explicitly making parties and picnics more family friendly was discussed.
2. A few more grad admits are anticipated based on opening Spring admissions (addresses #2c above).
3. Discussed staffing issues including factors impacting the staff this past April when survey occurred.
4. Discussed perception of increased busywork and paperwork but could not identify specific examples. (#2d above) Shared approaches to EHS management.
5. Discussed and will implement having updates on strategic plans/initiatives at each fac meeting.
6. Discussed hiring plans (addresses critical mass of like colleagues, #2b) and instrumentation purchase/grant-writing plans (addresses appropriate resources to do job, #3). This remains a significant challenge area.
7. Expect that #4 above tracks to perception that we fall below comparable research institutions in terms of resources for research and equipment.