

Faculty Development Committee

Faculty Survey Summary

Research (Questions 18-27)

I. Summary by Career Stage

I.A. New Tenure-Track Faculty Members

There were 8 survey respondents who reported to be first-year tenure track faculty members.

I.A.1. Institutional Support for Scholarship

- a. Value of scholarship for UMB. In this category, 50% of survey participants were satisfied or very satisfied with respect to the way their scholarship is valued and evaluated at UMB. The remainder 50% were neutral about this issue.
- b. Financial support. 75% of the participants were satisfied or very satisfied with the monetary support provided for their scholarship.
- c. Support for seeking grant funding. 87.5% of the participants were neutral or satisfied with the guidance that they received for seeking internal and external grant funding.
- d. Release time. Exactly half of the survey respondents claimed to be satisfied with the release time provided by the institution, a quarter claimed to be very dissatisfied.
- e. Help increasing release time. 87.5% of the respondents chose 'neutral', 'dissatisfied', or 'N/A' in answering the question of whether they were satisfied with the creative ways offered by the institution to help increase of pool monetary or release time support.

19. How satisfied are you with							
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
The way in which your scholarship is valued and evaluated at UMB?	0.0% (0)	0.0% (0)	50.0% (4)	25.0% (2)	25.0% (2)	0.0% (0)	3.75
The monetary support you've received for your scholarship (for labs, other research support, travel to conferences, etc.)?	0.0% (0)	12.5% (1)	12.5% (1)	62.5% (5)	12.5% (1)	0.0% (0)	3.75
The guidance you've received for seeking internal and external grant funding?	0.0% (0)	12.5% (1)	25.0% (2)	62.5% (5)	0.0% (0)	0.0% (0)	3.50
The release time provided by your college or the university in support of your scholarly agenda?	0.0% (0)	25.0% (2)	12.5% (1)	50.0% (4)	0.0% (0)	12.5% (1)	3.29
The creative ways offered by the college or university to help you increase or pool monetary or release time support?	0.0% (0)	25.0% (2)	37.5% (3)	12.5% (1)	0.0% (0)	25.0% (2)	2.83

I.A.2. ORSP

Among the 8 first-year tenure track faculty respondents, 62.5% of them sought support through the ORSP. Hence, the follow-up questions about ORSP were answered by 5 respondents.

- Information about grant sources. 80% of the survey participants claimed to be satisfied with the information about grant sources provided by ORSP.
- Information about proposal preparation. A 40% of the survey participants claimed to be satisfied with the information about grant proposal presentation provided by ORSP, the rest were neutral about this issue.
- Grant administration. A 60% of the survey participants claimed to be neutral about the information about grant administration provided by ORSP. The rest chose N/A.
- Workshops. 60% of the participants claimed to be satisfied about the workshops for faculty provided by the ORSP. 20% were dissatisfied.
- Targeted outreach. 60% of the participants chose 'neutral' or 'dissatisfied' in answer to the question of how satisfied they have been with respect to the targeted outreach of the ORSP to faculty in their field, 40% chose N/A.

21. If you have sought ORSP support, how satisfied have you been with							
	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
information about grant sources provided by ORSP?	0.0% (0)	20.0% (1)	0.0% (0)	80.0% (4)	0.0% (0)	0.0% (0)	3.60
information about proposal preparation provided by ORSP?	0.0% (0)	0.0% (0)	60.0% (3)	40.0% (2)	0.0% (0)	0.0% (0)	3.40
information about grant administration provided by ORSP?	0.0% (0)	0.0% (0)	60.0% (3)	0.0% (0)	0.0% (0)	40.0% (2)	3.00
workshops for faculty offered by ORSP?	0.0% (0)	20.0% (1)	0.0% (0)	60.0% (3)	0.0% (0)	20.0% (1)	3.50
targeted outreach from ORSP to faculty in your field?	0.0% (0)	20.0% (1)	40.0% (2)	0.0% (0)	0.0% (0)	40.0% (2)	2.67

I.A.3. Dissemination of Research within UMB.

62.5% of the 8 new faculty respondents have presented their research on campus. Only 16.7% are satisfied with the experience.

I.A.4. Interdisciplinary Collaborations.

87.5% of the survey participants did not engage in interdisciplinary collaborations within the UMB community. With respect to the ones who did engage in such collaborations, 100% of the time the collaboration came about through informal personal connections.

I.A.5. General Comments.

In the comments to the survey, New Tenure-Track Faculty Members expressed concerns about:

- a. current teaching load being too high to pursue a research agenda,
- b. lack of appropriate support for grant proposal development.

I.B. Tenure-Track Faculty Members.

There were 49 survey respondents who reported to be first-year tenure track faculty members.

I.B.1. Institutional Scholarship Support.

- a. Value of scholarship for UMB. In this category, 56.1% of respondents were satisfied or very satisfied with the way their scholarship is valued and evaluated, 43.9% were neutral, dissatisfied, or very dissatisfied.
- b. Financial support. Only 18.4% of tenure-track survey respondents were satisfied or very satisfied with the institutional financial support for their scholarship, 75.6% were neutral, dissatisfied or very dissatisfied.

- c. Support for seeking grant funding. 75% of the participants were neutral, dissatisfied or very dissatisfied satisfied with the guidance that they received for seeking internal and external grant funding, only 25% were satisfied or very satisfied.
- d. Release time. Only 27.5% were satisfied or very satisfied with the release time provided by the institution, a third of respondents were dissatisfied.
- e. Help increasing release time. 78.1% of the participants chose ‘neutral’, ‘dissatisfied’, or ‘N/A’ in answering the question of whether they were satisfied with the creative ways offered by the institution to help increase of pool monetary or release time support.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
The way in which your scholarship is valued and evaluated at UMB?	7.3% (3)	9.8% (4)	26.8% (11)	51.2% (21)	4.9% (2)	0.0% (0)	3.37
The monetary support you've received for your scholarship (for labs, other research support, travel to conferences, etc.)?	9.8% (4)	39.0% (16)	26.8% (11)	7.3% (3)	17.1% (7)	0.0% (0)	2.83
The guidance you've received for seeking internal and external grant funding?	17.5% (7)	15.0% (6)	42.5% (17)	15.0% (6)	10.0% (4)	0.0% (0)	2.85
The release time provided by your college or the university in support of your scholarly agenda?	17.5% (7)	30.0% (12)	22.5% (9)	15.0% (6)	12.5% (5)	2.5% (1)	2.74
The creative ways offered by the college or university to help you increase or pool monetary or release time support?	12.2% (5)	19.5% (8)	41.5% (17)	17.1% (7)	4.9% (2)	4.9% (2)	2.82

I.B.2. ORSP

75% of the 44 survey respondents sought support through the ORSP.

- a. Information about grant sources. Only 29.4 % of the population claimed to be satisfied or vey satisfied with the information about grant sources provided by ORSP.
- b. Information about proposal preparation. Only 20.6% of the survey participants claimed to be satisfied with the information about grant proposal presentation provided by ORSP.
- c. Grant administration. Only 11.8% of the population was satisfied with the grant administration provided by ORSP.
- d. Workshops. Only 18.2% of the population claimed to be satisfied or very satisfied about the workshops for faculty provided by the ORSP.
- e. Targeted outreach. Only 11.8% of the survey participants claimed to be satisfied in their answer to the question of how satisfied they have been with respect to the targeted outreach of the ORSP to faculty in their field.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
information about grant sources provided by ORSP?	2.9% (1)	26.5% (9)	26.5% (9)	26.5% (9)	2.9% (1)	14.7% (5)	3.00
information about proposal preparation provided by ORSP?	5.9% (2)	29.4% (10)	29.4% (10)	20.6% (7)	0.0% (0)	14.7% (5)	2.76
information about grant administration provided by ORSP?	8.8% (3)	23.5% (8)	35.3% (12)	11.8% (4)	0.0% (0)	20.6% (7)	2.63
workshops for faculty offered by ORSP?	0.0% (0)	27.3% (9)	27.3% (9)	15.2% (5)	3.0% (1)	27.3% (9)	2.92
targeted outreach from ORSP to faculty in your field?	14.7% (5)	29.4% (10)	26.5% (9)	11.8% (4)	0.0% (0)	17.6% (6)	2.43

I.B.3. Dissemination of Research within UMB.

85% of tenure-track faculty respondents presented their research on campus. Only 40% are satisfied or very satisfied with the experience.

I.B.4. Interdisciplinary Collaborations.

62.5% of the population did not engage in interdisciplinary collaborations within the UMB community. With respect to the ones who did engage in such collaborations, 75% of the time the collaboration came about through informal personal connections.

I.B.5. General Comments.

In the comments to the survey, tenure-track faculty members expressed concerns about:

- a. the current teaching load being too high to meet research demands,
- b. the lack of institutional support for research, in general,
- c. the lack of appropriate travel funding, in particular,
- d. the need for a pre-tenure sabbatical year,
- e. the need for a more structured mentoring system,
- f. the need for more explicit criteria for promotion,
- g. the lack of appropriate support for grant proposal development and grant administration from ORSP.

I.C. Recently Tenured Faculty Members.

There were 23 survey respondents who reported to be recently-tenured faculty members.

I.C.1. Institutional Support for Scholarship

- a. Value of scholarship for UMB. 63.6% of recently-tenured survey participants were satisfied or very satisfied with the way the institution values their research. 27.3% reported to be dissatisfied.

- b. Financial support. Only 31.8% of the participants in this category were satisfied or very satisfied with the monetary support provided by UMB for their scholarship.
- c. Support for seeking grant funding. Only 22.7% of the participants were satisfied or very satisfied with the guidance that they received for seeking internal and external grant funding. One-half of survey respondents were either dissatisfied or very dissatisfied with support received.
- d. Release time. Only 18.2% were satisfied with the release time provided. About 36.4% of respondents were very dissatisfied.
- e. Help increasing release time. Only 9% were satisfied or very satisfied, and 31.8% were very dissatisfied with the ways their college or university has helped to increase resources.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
The way in which your scholarship is valued and evaluated at UMB?	0.0% (0)	27.3% (6)	9.1% (2)	40.9% (9)	22.7% (5)	0.0% (0)	3.59
The monetary support you've received for your scholarship (for labs, other research support, travel to conferences, etc.)?	9.1% (2)	27.3% (6)	31.8% (7)	27.3% (6)	4.5% (1)	0.0% (0)	2.91
The guidance you've received for seeking internal and external grant funding?	13.6% (3)	36.4% (8)	18.2% (4)	18.2% (4)	4.5% (1)	9.1% (2)	2.60
The release time provided by your college or the university in support of your scholarly agenda?	36.4% (8)	22.7% (5)	13.6% (3)	18.2% (4)	0.0% (0)	9.1% (2)	2.15
The creative ways offered by the college or university to help you increase or pool monetary or release time support?	31.8% (7)	22.7% (5)	27.3% (6)	4.5% (1)	4.5% (1)	9.1% (2)	2.20

I.C.2. ORSP

About 76.2% of the 21 recently-tenured survey respondents sought support through the ORSP.

- a. Information about grant sources. Only 30% of the respondents claimed to be satisfied or very satisfied with the information about grant sources provided by ORSP.
- b. Information about proposal preparation. Only 20% of the survey participants claimed to be satisfied or very satisfied with the information about grant proposal presentation provided by ORSP, the rest were neutral about this issue.
- c. Grant administration. A 30% of the survey participants claimed to be satisfied or very satisfied with the information about grant administration provided by ORSP. 50% were dissatisfied or very dissatisfied with it.
- d. Workshops. Only 10% **of respondents** claimed to be satisfied about the workshops for faculty provided by the ORSP.

- e. Targeted outreach. Only 20% of respondents were satisfied or very satisfied with respect to the targeted outreach of the ORSP to faculty in their field. 40% were dissatisfied or very dissatisfied.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
information about grant sources provided by ORSP?	15.0% (3)	15.0% (3)	30.0% (6)	25.0% (5)	5.0% (1)	10.0% (2)	2.89
information about proposal preparation provided by ORSP?	20.0% (4)	20.0% (4)	30.0% (6)	15.0% (3)	5.0% (1)	10.0% (2)	2.61
information about grant administration provided by ORSP?	25.0% (5)	25.0% (5)	10.0% (2)	25.0% (5)	5.0% (1)	10.0% (2)	2.56
workshops for faculty offered by ORSP?	10.0% (2)	20.0% (4)	25.0% (5)	10.0% (2)	0.0% (0)	35.0% (7)	2.54
targeted outreach from ORSP to faculty in your field?	30.0% (6)	10.0% (2)	25.0% (5)	15.0% (3)	5.0% (1)	15.0% (3)	2.47

I.C.3. Dissemination of Research within UMB.

About 86.4% of recently-tenured survey respondents presented their research on campus. Only 50% are satisfied or very satisfied with the experience.

I.C.4. Interdisciplinary Collaborations.

About 52.4% of the survey participants engaged in interdisciplinary collaborations within the UMB community. Among those who did collaborate, 54.5% of them reported that it came about through informal personal connections.

I.C.5. General Comments.

In the comments to the survey, recently-tenured faculty expressed concerns about:

- a. the current teaching load being too high,
- b. the current sabbatical leave policy
- c. the lack of time for grant preparation and administration,
- d. the lack of appropriate support for grant proposal development from the ORSP,
- e. the excessive cost of course buyouts.

I.D. Faculty Tenured over 7 Years

There were 63 survey respondents who reported to be tenured over 7 years.

I.D.1. Institutional Support for Scholarship

Ten of the 63 respondents in this category skipped the questions about institutional support for scholarship.

- a. Value of scholarship for UMB. About 49.1% of the survey participants were satisfied or very satisfied neutral with respect to the way their scholarship is valued and evaluated at UMB.
- b. Financial support. 28.4% of the participants were satisfied or very satisfied with the monetary support provided for their scholarship. About 55.8% of respondents reported to be dissatisfied or very dissatisfied.
- c. Support for seeking grant funding. Only 17.3% of the participants were satisfied or very satisfied with the guidance that they received for seeking internal and external grant funding. About 55.8 % of respondents reported to be dissatisfied or very dissatisfied.
- d. Release time. Only 19.2% of respondents were satisfied or very satisfied with the release time provided by the institution, 67.1% were dissatisfied or very dissatisfied.
- e. Help increasing release time. Only 13.4% of were satisfied or very satisfied, 66.4% were dissatisfied or very dissatisfied.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
The way in which your scholarship is valued and evaluated at UMB?	17.0% (9)	20.8% (11)	13.2% (7)	45.3% (24)	3.8% (2)	0.0% (0)	2.98
The monetary support you've received for your scholarship (for labs, other research support, travel to conferences, etc.)?	20.8% (11)	34.0% (18)	18.9% (10)	26.4% (14)	0.0% (0)	0.0% (0)	2.51
The guidance you've received for seeking internal and external grant funding?	25.0% (13)	30.8% (16)	25.0% (13)	17.3% (9)	0.0% (0)	1.9% (1)	2.35
The release time provided by your college or the university in support of your scholarly agenda?	36.5% (19)	30.8% (16)	11.5% (6)	17.3% (9)	1.9% (1)	1.9% (1)	2.16
The creative ways offered by the college or university to help you increase or pool monetary or release time support?	26.9% (14)	38.5% (20)	15.4% (8)	11.5% (6)	1.9% (1)	5.8% (3)	2.18

I.D.2. ORSP.

About 73.1% of the 52 respondents tenured over 7 years sought support through the ORSP, of these:

- a. Information about grant sources. Only 20.5% of respondents claimed to be satisfied with the information about grant sources provided by ORSP. About 41% of respondents were dissatisfied or very dissatisfied.
- b. Information about proposal preparation. Only 16.7% of the survey participants claimed to be satisfied with the information about grant proposal presentation provided by ORSP. About 63.3% were dissatisfied or very dissatisfied.
- c. Grant administration. Only 11.9% were satisfied with the information provided by the ORSP about grant administration. Almost 62% of respondents reported to be dissatisfied or very dissatisfied.
- d. Workshops. Only 2.3% of respondents claimed to be satisfied with the workshops for faculty provided by the ORSP. While 31.6% of respondents reported to be neutral, 23.7% were very dissatisfied.
- e. Targeted outreach. Only 12.5% of respondents were satisfied or very satisfied with the way the ORSP targeted faculty members within their area. Nearly 58% reported to be dissatisfied or very dissatisfied.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
information about grant sources provided by ORSP?	20.5% (9)	20.5% (9)	29.5% (13)	20.5% (9)	0.0% (0)	9.1% (4)	2.55
information about proposal preparation provided by ORSP?	33.3% (14)	31.0% (13)	14.3% (6)	16.7% (7)	0.0% (0)	4.8% (2)	2.15
information about grant administration provided by ORSP?	33.3% (14)	28.6% (12)	21.4% (9)	11.9% (5)	0.0% (0)	4.8% (2)	2.13
workshops for faculty offered by ORSP?	23.7% (9)	18.4% (7)	31.6% (12)	2.6% (1)	0.0% (0)	23.7% (9)	2.17
targeted outreach from ORSP to faculty in your field?	35.0% (14)	22.5% (9)	17.5% (7)	10.0% (4)	2.5% (1)	12.5% (5)	2.11

I.D.3. Dissemination of Research within UMB.

About 73.6% of faculty tenured over 7 years presented their research on campus. About 45.1% of respondents were satisfied or very satisfied with the experience, and 31.7% reported to be neutral.

I.D.4. Interdisciplinary Collaborations.

About 76.9% of respondents engaged in interdisciplinary collaborations within the UMB community. About 77.5% of them reported that collaboration came about through informal personal connections.

I.D.5. General Comments.

In the comments to the survey, faculty members tenured over 7 years expressed concerns about:

- a. the current teaching load being too high,
- b. the excessive administrative demands,
- c. the lack of financial support for research, including travel monies and RAships,
- d. the lack of time for grant preparation and administration,
- e. the lack of appropriate support for grant proposal development from the ORSP,
- f. the excessive cost of course buyouts and overhead costs.

I.E. Faculty Nearing Retirement.

There were 25 survey respondents who reported to be faculty members who are nearing retirement.

I.E.1. Institutional Support for Scholarship.

- a. Value of scholarship for UMB. About 84.6% of the survey participants were satisfied or very satisfied with respect to the way their scholarship is valued and evaluated at UMB.
- b. Financial support. 47.8% of the participants were satisfied or very satisfied with the monetary support provided for their scholarship.
- c. Support for seeking grant funding. While only 30.4% of respondents were satisfied with the guidance that they received for seeking internal and external grant funding, only 13% were dissatisfied or very dissatisfied. About 47.8% reported to be neutral.
- d. Release time. About 36.4% of respondents were satisfied or very satisfied with the release time provided by the institution. About 31.8% reported to be neutral.
- e. Help increasing release time. Only 17.3% of respondents were satisfied or very satisfied. About 39.1% of respondents reported to be neutral.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
The way in which your scholarship is valued and evaluated at UMB?	4.3% (1)	13.0% (3)	0.0% (0)	56.5% (13)	26.1% (6)	0.0% (0)	3.87
The monetary support you've received for your scholarship (for labs, other research support, travel to conferences, etc.)?	8.7% (2)	17.4% (4)	21.7% (5)	39.1% (9)	8.7% (2)	4.3% (1)	3.23
The guidance you've received for seeking internal and external grant funding?	4.3% (1)	8.7% (2)	47.8% (11)	30.4% (7)	0.0% (0)	8.7% (2)	3.14
The release time provided by your college or the university in support of your scholarly agenda?	13.6% (3)	9.1% (2)	31.8% (7)	27.3% (6)	9.1% (2)	9.1% (2)	3.10
The creative ways offered by the college or university to help you increase or pool monetary or release time support?	13.0% (3)	8.7% (2)	39.1% (9)	13.0% (3)	4.3% (1)	21.7% (5)	2.83

I.E.2. ORSP

50% of 22 respondents sought support through the ORSP. Of these:

- Information about grant sources. 37.5% of respondents claimed to be satisfied or very satisfied with the information about grant sources provided by ORSP.
- Information about proposal preparation. Only 31.3% of respondents claimed to be satisfied or very satisfied with the information about grant proposal presentation provided by ORSP, most of the rest were neutral about this issue.
- Grant administration. Only 12.5% were satisfied with the information provided by the ORSP about grant administration. A majority of respondents reported to be neutral or not applicable.
- Workshops. Only 12.5% of respondents claimed to be satisfied with the workshops for faculty provided by the ORSP. A majority of respondents reported to be neutral or not applicable.
- Targeted outreach. Only 6.7% were satisfied or very satisfied with the way the ORSP targeted faculty members within their area. A majority of respondents reported to be neutral or not applicable.

	very dissatisfied	dissatisfied	neutral	satisfied	very satisfied	N/A	Rating Average
information about grant sources provided by ORSP?	12.5% (2)	6.3% (1)	25.0% (4)	37.5% (6)	0.0% (0)	18.8% (3)	3.08
information about proposal preparation provided by ORSP?	6.3% (1)	18.8% (3)	25.0% (4)	18.8% (3)	12.5% (2)	18.8% (3)	3.15
information about grant administration provided by ORSP?	6.3% (1)	12.5% (2)	31.3% (5)	12.5% (2)	0.0% (0)	37.5% (6)	2.80
workshops for faculty offered by ORSP?	6.3% (1)	18.8% (3)	25.0% (4)	12.5% (2)	0.0% (0)	37.5% (6)	2.70
targeted outreach from ORSP to faculty in your field?	13.3% (2)	13.3% (2)	26.7% (4)	6.7% (1)	0.0% (0)	40.0% (6)	2.44

I.E.3. Dissemination of Research within UMB.

About 87% of faculty members who are near retirement have presented their research on campus. Of these, 60% are satisfied or very satisfied with the experience.

I.E.4. Interdisciplinary Collaborations.

About 63.6 % of respondents engaged in interdisciplinary collaborations within the UMB community, 92.9% of respondents reported that the collaboration came about through informal personal connections.

I.E.5. General Comments.

In the comments to the survey, faculty members nearing retirement expressed concerns about:

- a. the current teaching load being too high,
- b. the lack of support from the ORSP,
- c. the excessive administrative assignments,
- d. the fact that the University could use their experience to mentor other faculty members.