

# 2015 Faculty Survey



**American University of Armenia**

**Հայաստանի Ամերիկյան Համալսարան**

A US-accredited institution  
affiliated with the University  
of California providing a  
global education in Armenia

# Methodology

The IRO administered the university's first Faculty Survey to all full- and part-time core and visiting faculty members and researchers employed at AUA in Fall 2015.

Launched on October 28, 2015, the survey closed on November 9, 2015, and was administered via the on-line survey questionnaire tool Survey Monkey.

A total of 83 of 148 faculty and researchers completed the survey, denoting a response rate of 56.1 percent.

# Characteristics of Faculty and Researchers

Year of hire: Of the 83 respondents, 21.7% received their first academic appointment at AUA before July 1, 2010, 16.9% received their first academic appointment at AUA between July 1, 2010 and June 30, 2013, and 61.4% received their first academic appointment at AUA on or after July 1, 2013.

Gender: Of the 83 respondents, 37.3% were female and 62.7% were male.

Age: Of the 69 respondents, 14.5% were up to 30 years old, 47.8% were from 31 to 40 years old, 14.5% were from 41 to 50 years old, and 23.2% were over 50 years old.

# Characteristics of Faculty and Researchers

Full- and part-time commitment: Of the 83 respondents, 42.7% were employed full-time for Fall 2015 at AUA and 57.3% reported being employed part-time.

Teaching and research workload: 36.1% of respondents were teaching only undergraduate courses and 27.7% only graduate courses in Fall 2015 at AUA, while some 24.1% delivered courses at both undergraduate and graduate level. Of the 83 respondents, 12% said they were not teaching at all, thus were involved in research only in Fall 2015.

Citizenship: Of the 83 respondents, 67.5% were citizens of the Republic of Armenia and 32.5% did not have RoA citizenship.

# Current Activities at AUA

In Fall 2015, which of the following are you involved with at AUA? N (%)					
N	Description	Yes	No	Missing	Total
1	Teaching (including preparing for teaching)	74 (89.2)	4 (4.8)	5(6.0)	83(100)
2	Research and scholarly work	43 (51.8)	17 (20.5)	23(27.7)	83(100)
3	University service - committee work and meetings	37 (44.6)	20 (24.1)	26(31.3)	83(100)
4	Other advising/counseling of students	36 (43.4)	20 (24.1)	27(32.5)	83(100)
5	Supervising of student master's theses and/or projects	27 (32.5)	27 (32.5)	29(34.9)	83(100)
6	Administration	18 (21.7)	30 (36.1)	35(42.2)	83(100)

# Preferred Activities at AUA

Would you prefer to spend more/less time on each of the following activities or do you think the time you spend is just right (regardless of whether or not you are currently involved in the activity)? N(%)

Description	Less	Just right	More	Don't know	Missing	Total
Teaching (including preparing for teaching)	7 (8.4)	51 (61.4)	19 (22.9)	1 (1.2)	5(6.0)	83(100)
Research and scholarly work	4 (4.8)	16 (19.3)	49 (59.0)	6 (7.2)	8(9.6)	83(100)
University service - committee work and meetings	24 (28.9)	29 (34.9)	2 (2.4)	7 (8.4)	21(25.3)	83(100)
Other advising/ counseling of students	7 (8.4)	36 (43.4)	14 (16.9)	9 (10.8)	17(20.5)	83(100)
Supervising of student master's theses and/or projects	6 (7.2)	31 (37.3)	19 (22.9)	11 (13.3)	16(19.3)	83(100)
Administration	24 (28.9)	15 (18.1)	5 (6.0)	18 (21.7)	21(25.3)	83(100)

# Education Goals and Teaching

To what extent do you think the course(s) you teach at AUA contributes to the students' development of the following skills, abilities or student learning outcomes? N (%)

Student learning outcomes (ranked by mean values)	Mean	Not at all	Very little	Somewhat sufficiently	Quite a bit	Very much	Tremendously	Don't know	Total
Ability to critically analyze ideas and information	<b>4.89</b>	0(0)	1(1.4)	5(6.8)	10(13.7)	41(56.2)	15(20.5)	1(1.4)	73(100)
Ability to synthesize ideas and/or information into new interpretations and relationships	<b>4.78</b>	0(0)	1(1.4)	6(8.7)	13(18.8)	35(50.7)	13(18.8)	1(1.4)	69(100)
Ability to function as part of a team	<b>4.22</b>	3(4.1)	6(8.2)	13(17.8)	14(19.2)	22(30.1)	14(19.2)	1(1.4)	73(100)
Ability to plan and carry out projects independently	<b>4.20</b>	3(4.2)	4(5.6)	15(20.8)	12(16.7)	26(36.1)	10(13.9)	2(2.8)	72(100)
Speaking skills	<b>4.17</b>	3(4.2)	5(6.9)	9(12.5)	25(34.7)	18(25.0)	11(15.3)	1(1.4)	72(100)
Writing skills	<b>4.15</b>	2(2.7)	5(6.8)	15(20.5)	19(26.0)	18(24.7)	12(16.4)	2(2.7)	73(100)
Presentation skills	<b>4.13</b>	0(0)	8(11.0)	15(20.5)	21(28.8)	16(21.9)	12(16.4)	1(1.4)	73(100)
Ability to apply scientific methods of inquiry	<b>3.84</b>	4(5.6)	9(12.5)	14(19.4)	17(23.6)	17(23.6)	8(11.1)	3(4.2)	72(100)
Keeping current with new technologies and/or developments	<b>3.79</b>	4(5.5)	13(17.8)	12(16.4)	16(21.9)	19(26.0)	8(11.0)	1(1.4)	73(100)
Ability to lead and guide others	<b>3.43</b>	7(9.6)	13(17.8)	11(15.1)	25(34.2)	7(9.6)	6(8.2)	4(5.5)	73(100)
Preparing and submitting papers for publication	<b>3.07</b>	11(15.3)	17(23.6)	16(22.2)	7(9.7)	11(15.3)	5(6.9)	5(6.9)	72(100)
Entrepreneurial thinking	<b>2.81</b>	14(19.2)	19(26.0)	13(17.8)	14(19.2)	4(5.5)	4(5.5)	5(6.8)	73(100)

Scale: 1=Not at all; 2=Very little; 3=Somewhat sufficiently; 4=Quite a bit; 5=Very much; 6=Tremendously . "Don't know" responses were excluded from mean values calculations

# Education Goals and Teaching (cont'd)

Please indicate the level of your agreement/disagreement with each of the following statements related to your experience at AUA.

Statements	Mean	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
Most students are well prepared for the level of the course(s) I teach	2.49	4(5.6)	43(59.7)	15(20.8)	6(8.3)	4(5.6)	72(100)
End-of-course course evaluations provide valuable student feedback for me to improve teaching	2.28	12(17.6)	33(48.5)	18(26.5)	2(2.9)	3(4.4)	68(100)
Interactions between my students and me are characterized by mutual respect	1.60	37(50.7)	31(42.5)	3(4.1)	1(1.4)	1(1.4)	73(100)

Scale: 1=Strongly agree; 2=Agree; 3=Neither agree nor disagree; 4=Disagree; 5=Strongly disagree



# Satisfaction with AUA, the Work Environment and Services

What are the three things you like most about AUA? (Top responses/Coded)		
Categories	Frequency	Percent
Colleagues/Collegiality	30	15.5
Students	29	15.0
Infrastructure, facilities and equipment	23	11.9
Atmosphere	19	9.9
Academic environment	14	7.3
Job content	7	3.6
Faculty	6	3.1
Compensation	6	3.1
Freedom and independence at work	6	3.1
People	6	3.1
Premises/workplace	6	3.1
Student-faculty interactions	6	3.1

# Satisfaction with AUA, the Work Environment and Services (cont'd)

What are the three things you like least about AUA? (Top responses/Coded)		
Categories	Frequency	Percent
Compensation/benefits	10	7.0
Increasing quantity (number of students) at the expense of quality (of education and services )	8	5.6
Students' conduct and discipline	8	5.6
Limited availability and quality of classroom/office/public space	8	5.6
Lack of new technology, equipment and facilities for classes/lab work	7	4.9
Limited parking space	7	4.9
Limited scholarly research and conference attendance	7	4.9
Bureaucracy and a rigid hierarchy	6	4.2
AUA outdoor area	5	3.5
Inefficient hiring policies and high turnover rate	5	3.5
Lack of communication across university	5	3.5
Inefficient micromanagement/management	5	3.5

# Satisfaction with AUA, the Work Environment and Services (cont'd)

## What is the ONE thing that you think should change at AUA? (coded)

Categories	Frequency	Percent
Optimizing/increasing AUA outdoor and indoor space use, including classroom/office and public spaces and parking lots	11	18.6
Revising hiring policies and offering more attractive compensation/benefit package	9	15.3
Providing for more diverse academic programs and research opportunities	8	13.6
Introducing disciplinary regulations for students and preventing cheating/plagiarism	5	8.5
Improving management and administrative support	5	8.5
Introducing more selective admission standards	2	3.4
Improving connections with local and international job market	2	3.4

# Satisfaction with AUA, the Work Environment and Services (cont'd)

Satisfaction with work environment and aspects of the work (ranked by mean values)	Mean
Freedom to determine course content	1.51
Professional relationships with deans/program chairs	1.64
Safety in the workplace	1.67
Professional relationships with other colleagues	1.72
Library services	1.80
Support from administrative staff	1.87
Support from technical staff	2.05
Job security	2.14
Professional relationships with research center leadership	2.20
Food services	2.20
Teaching workload	2.21
Office space	2.23
Library resources	2.27
Class size	2.49
Classroom size	2.52
Compensation/salary	2.57
Computers/technical resources	2.58
Health and other benefits	2.79

*Scale: 1=Very satisfied; 2=Satisfied; 3=Neither satisfied nor dissatisfied; 4=Dissatisfied; 5=Very dissatisfied*

# Satisfaction with AUA, the Work Environment and Services (cont'd)

Please indicate to what extent you agree/disagree with each of the following statements about the work environment and services at AUA. N (%)

Statements	Mean	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
Faculty members in my College/School are interested in the professional development of their students	1.66	31(43.7)	33(46.5)	7(9.9)	0(0)	0(0)	71(100)
There are many opportunities outside the classroom for interaction between students and faculty	2.30	12(17.1)	35(50.0)	14(20.0)	8(11.4)	1(1.4)	70(100)
AUA provides adequate support for faculty development	2.77	9(12.7)	22(31.0)	20(28.2)	16(22.5)	4(5.6)	71(100)
Faculty provide help to junior faculty members in classroom teaching and curriculum development	2.42	12(17.9)	27(40.3)	19(28.4)	6(9.0)	3(4.5)	67(100)
AUA delivers quality academic programming which address the needs of Armenia and the region	2.07	14(19.7)	38(53.5)	19(26.8)	0(0)	0(0)	71(100)

Scale: 1=Strongly agree; 2=Agree; 3=Neither agree nor disagree; 4=Disagree; 5=Strongly disagree

# AUA's Impact

What is the most significant impact AUA has had in Armenia and the region? (coded)		
Categories	Frequency	Percent
Set up a new Western-style education and academic standards	28	43.8
Highly competitive alumni/graduates/students generating change in various areas, communities and organizations in the country and the region	17	26.6
Provided platform for free, critical, and creative thinking	8	12.5
Promoted democratic culture and sense of citizenship	6	9.4

# Communication and decision-making

Please indicate to what extent you agree/disagree with the following statements reflecting communication and decision-making at AUA. N (%)

Statement	Mean	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
In general, the decision-making process at AUA is clear to me.	2.68	4(5.5)	32(43.8)	23(31.5)	11(15.1)	3(4.1)	73(100)
I have opportunities to provide input into decisions related to my work.	2.24	7(8.8)	53(66.3)	15(18.8)	4(5.0)	1(1.3)	80(100)
Decisions related to my job are communicated to me in a timely manner.	2.13	8(10.1)	57(72.2)	11(13.9)	2(2.5)	1(1.3)	79(100)
AUA policies are enforced evenly throughout the institution.	2.37	6(8.8)	40(58.8)	14(20.6)	7(10.3)	1(1.5)	68(100)

Scale: 1=Strongly agree; 2=Agree; 3=Neither agree nor disagree; 4=Disagree; 5=Strongly disagree

# Communication and decision-making (cont'd)

Please indicate the level of your awareness with the following. N (%)

Statement	Mean	Very aware	Aware	Somewhat aware	Not aware	Not aware at all	Total
I am aware of AUA policies and procedures related to my job	2.01	16(19.5)	51(62.2)	13(15.9)	2(2.4)	0(0)	82(100)
I am aware that there is an Ethics and Grievance Committee at AUA	1.76	30(37.5)	41(51.3)	7(8.8)	2(2.5)	0(0)	80(100)
I am aware of AUA's tuition remission policy for employees and their immediate family	2.88	10(12.8)	23(29.5)	16(20.5)	24(30.8)	5(6.4)	78(100)

Scale: 1=Very aware; 2=Aware; 3=Somewhat aware; 4=Not aware; 5=Not aware at all



# Communication and decision-making (cont'd)

Which of the following events have you attended or participated in the last two years? Mark all that apply.

Ranking	AUA event	Frequency	Percent*
1	Faculty Retreat	47	56.6
2	New Faculty and Staff Reception	43	51.8
3	New Faculty Orientation	38	45.8
4	Faculty and Staff Appreciation Day	27	32.5
5	Christmas and New Year Dinner Dance	26	31.3
6	Women's Day Celebration	15	18.1
7	Other, please specify	3	3.6
	None of them	19	22.9

*\*Of the 83 respondents*

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