

**Date:** October 6, 2015

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**To:** University of Idaho Faculty

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**Subject:** Results of the HERI 2013 - 2014 Faculty Survey

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The University of Idaho's department of Institutional Research and Assessment (IRA) has completed its review and analysis of the 2013 - 2014 HERI Faculty Survey of university priorities. The survey results are posted on the IRA website at <http://www.uidaho.edu/research/institutional-research-and-assessment/surveys>. I encourage you to visit the site and review the survey findings at your convenience, but thought it appropriate to call your attention to some of the results we found to be particularly informative and important as we continue to identify areas of strong performance as well as areas that need improvement. For those areas where improvements are needed, we are developing strategies that will bring about substantive and positive change.

The survey data identified some areas faculty felt were points of pride and where performance was good.

- Faculty are satisfied or very satisfied with job security and report their research and teaching are valued by their departments.
- A high percentage of faculty are engaged in academic research that spans multiple disciplines, including undergraduates in research, and using real-life problems in their courses.
- Faculty value the partnerships achieved with communities through collaboration and public service and acknowledge their responsibility to work with surrounding communities to address local issues.

While there were good things that emerged from the survey, it does not come as a surprise that UI faculty are very concerned about university budget and finance issues, including salary and benefits.

- A large number of faculty indicated that institutional budget cuts have been a source of stress during the period 2012 – 2014.
- Many expressed low satisfaction with their salaries and benefits.

These are clearly areas where improvement is needed and university leadership is committed to making significant progress to strengthen the budget and bring employee salaries up where they should be.

Survey data also indicate that there is room for the administration to improve communication about policy and other institutional business in a way that is more transparent, open and inclusive of faculty concerns. We take this input seriously and are making a concerted effort to communicate more openly and often on issues important to our UI community.

Please visit the website and review to survey results and feel free to contact us with any questions you might have at [dalepietrzak@uidaho.edu](mailto:dalepietrzak@uidaho.edu).