

## **Faculty Satisfaction Survey Report**

**Office of Institutional Planning & Development  
Institutional Research Department**

**2012**

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## Executive Summary

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The Faculty Satisfaction Survey (FSS) captures faculty perception and level of satisfaction towards teaching, educational support services, research, campus life, human resources, facilities, communication, and management within the framework of the university's procedures. It is also intended to capture information of faculty satisfaction with major initiatives underway in the University (strategic plan & accreditation).

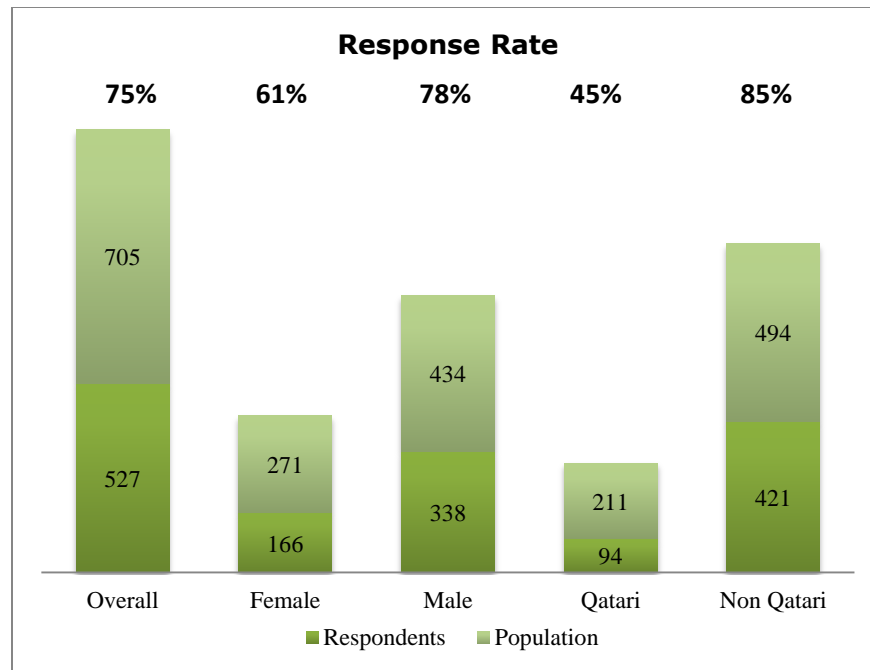
In the spring of 2011, the Office of Institutional Research and Data Warehouse conducted a Faculty Satisfaction Survey (FSS) in order to capture faculty perception and satisfaction data on some of the following domains:

- Major initiatives (SP, SACS)
- Human Resources (HR)
- Facilities
- Campus life
- Education support services (Colleges, Library, IT, OIPD)
- Teaching
- Research
- Management Related

As part of content validity, the first version of the survey that was conducted in 2008 was revised to be implemented in spring 2011 for the second cycle. The content of the questionnaire was reviewed and revised by the (IR) office, Institutional Effectiveness Committee and a panel of faculty and administrators to improve the quality of questions and account for new items. Accordingly, the measurement scale and the items of the survey were revised, some items were improved while others were excluded or added. Also the length, language and process of launching and following up the distribution and collection were revised to produce a more valid and reliable version of the survey that was employed in this cycle.

Initial e-mail letter from the Vice President of OIPD, including the electronic link of the survey, was sent to all the faculty, lecturers, and teaching assistants at the University inviting them to participate in the project. Two repeated reminders were sent to encourage all of them to participate. The survey was administered online.

A total of 527 out of 705 of the actual population completed the survey that yielded about 75% response rate. Graphs show that male had a 17% more response rate than the female (78% vs. 61%) while Non-Qatari had 40% more response rate than Qataris.



## Major Highlights

- ✓ Response rate increased by 42% between 2008 and 2011 (33% vs. 75%)
- ✓ Overall job satisfaction rate increased by 21% (59% vs. 80%)
- ✓ Non-Qatari faculty had the highest response rate (85%)
- ✓ Male faculty had the highest response rate (78%)
- ✓ Foundation Program had the highest (100%) response rate
- ✓ Out of 26 common items (2008 and 2011), 20 items experienced an improvement ranging from 5% to 41% , 5 items experienced a decline from (-13% to -2%) and only one item didn't show any change(51%).

## Ten highest areas of satisfaction

- ✓ Awareness of the institutional accreditation (SACS) initiative at QU (94%)
- ✓ Adequacy of campus security (86%)
- ✓ Educational technology (82%)
- ✓ Campus safety (82%)
- ✓ Overall satisfaction with my job (80%)
- ✓ IT services (78%)
- ✓ Student Learning Outcomes defined for the educational program (77%)
- ✓ Availability of ITS services (75%)
- ✓ Quality of ITS services (75%)
- ✓ Equipment for teaching (74%)

## Ten lowest areas of satisfaction

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- ✓ Research environment within my college (45%)
- ✓ On-campus parking (43%)
- ✓ Promotion policies and procedures (42%)
- ✓ Salary (42%)
- ✓ On-campus social activities (42%)
- ✓ Adequacy with internal research financial support (41%)
- ✓ Services provided by the Office of Academic Research (38%)
- ✓ Academic preparation of students who are coming from the Foundation Program (38%)
- ✓ Faculty feel that most students are well-prepared academically (29%)
- ✓ Number of Teaching Assistants (TA's) that provide support to faculty (25%) [May not be applicable to all faculty]

## Recommendations

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- ✓ Each owner needs to review all of the items belong to them in order to develop action of improvements for the next two to three years. It is highly recommended that each owner should look into the followings while developing an action plan:
  - University/College or departmental goals/objectives
  - PIs/KPIs;
  - Strategic plan
  - Program review
  - Service needs
  - Internal quality improvement and so on
- ✓ Items that are below expected rate or benchmark rate ( if applicable) need to be considered;
- ✓ Each owner should make their own judgment in selecting the item(s) that are to be included in the action of improvement;
- ✓ Only a few items should be considered for an AY action plan based on one or more criteria:
- ✓ Each owner should use the template recommended by OIPD for action of improvements;
- ✓ Statistical analysis on the general satisfaction items should be done by " with" and "without" the TAs;
- ✓ In the next cycle, department should be included in the demographic variables;
- ✓ The instrument should be reviewed and updated before launching it in the next cycle.

## Analysis

### Faculty Satisfaction Survey Items by Owners

In order to develop action plan for improvement, OIPD has identified all of the items by owner(s). Sixteen of the 59 items (27%) have satisfaction rate of 70% or more while 29 items (49%) obtained a satisfaction rate between 50% and 69%. Only 14 items (24%) achieved satisfaction rate of 50% or less.

Criteria	No. of Items	Percent	Indicator
Good (70% and above)	16	27%	●
Average (50% - 69%)	29	49%	●
Below average (Less than 50%)	14	24%	●
<b>Total</b>	<b>59</b>	<b>100%</b>	

Items	Owners	Rates	Indicator
The level of security on campus is adequate	BOD	86%	●
The level of safety on campus is adequate	BOD	82%	●
I am satisfied with the maintenance of landscape	BOD	68%	●
I am satisfied with the maintenance of building	BOD	56%	●
I am satisfied with the availability of on-campus parking	BOD	43%	●
I find the facilities for teaching are adequate	BOD	65%	●
I am satisfied with the maintenance of office space	BOD / Colleges	59%	●
I am satisfied with the maintenance of student lab*	BOD / Colleges	50%	●
I am satisfied with adequacy of student lab space*	BOD / Colleges	51%	●
I am satisfied with adequacy of student lab equipment and software*	BOD / Colleges	52%	●
My research is valued by faculty in my department	Colleges	52%	●
I am satisfied with my college administration	Colleges	64%	●
My office space and work station are adequate	Colleges	59%	●
The ratios allocated by my college to teaching, research and community services are adequate	Colleges	51%	●
My teaching is valued by faculty in my department	Colleges	66%	●
I am satisfied with the secretarial assistance work	Colleges	64%	●
I am satisfied with research environment within my college	Colleges	45%	●
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with	Colleges	77%	●
I am happy with the duration of my contract	Colleges	65%	●

The number of TA's that support me is sufficient*	Colleges	25%	●
Most of my classes have the "right" number of students	Colleges	50%	●
My department does a good job of mentoring new faculty	Colleges	65%	●
Faculty feel that most students are well-prepared academically	Colleges	29%	●
I am satisfied with the policies and procedures of promotion	Colleges	42%	●
I was involved in the college-level strategic plan*	Colleges	49%	●
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	Core Curriculum	63%	●
I am satisfied with the academic preparation of students who are coming from the Foundation Program	Foundation	38%	●
I am satisfied with the services provided by HR Department	HR	72%	●
I am satisfied with the benefits for health insurance	HR	59%	●
I am satisfied with the benefits for child education*	HR	57%	●
The educational technology is adequate	ITS	82%	●
I am satisfied with services provided by the ITS department	ITS	78%	●
I am satisfied with the availability of services by the ITS department	ITS	75%	●
I am satisfied with the quality of services by the ITS department	ITS	75%	●
There is adequate support for integrating technology in my teaching	ITS	72%	●
I find the equipment for teaching are adequate	ITS / BOD	74%	●
I am satisfied with the services provided by the library	Library	66%	●
I am satisfied with the library facilities	Library	59%	●
The internal financial support for research is adequate	Office of Academic Research	41%	●
I am satisfied with the services provided by the Office of Academic Research	Office of Academic Research	38%	●
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS)	OAE	61%	●
I am satisfied with the faculty performance evaluation policy	OAE	46%	●
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS)	OAE	45%	●
Services provided by the Office of Faculty & Instructional Development (OFID) are helpful	OFID	70%	●
I am satisfied with the professional development opportunities offered by the university	Colleges/OFID	62%	●
I believe the QU Strategic Plan is influencing positive changes at QU	OIPD	73%	●
I am aware of the institutional accreditation (SACS) initiative at QU	OIPD	94%	●
I feel that I am valued/appreciated for my work	University Management	58%	●
I am treated fairly	University Management	68%	●
I am consistently informed of important and/or new institutional policies	University Management	65%	●
I am treated equally	University Management	62%	●



I can express any complaint or grievance freely	University Management	54%	●
I feel my job is secure	University Management	45%	●
I am satisfied with the social relationship with other faculty	University Management	61%	●
I am satisfied with the social activities QU organizes on campus	University Management	42%	●
I am satisfied with my salary	University Management	42%	●
I am overall satisfied with my job	University Management	80%	●
I am satisfied with my class schedule	VP Student Affairs / Deans	70%	●
The policies and procedures in the faculty handbook are clearly stated	VPCAO	71%	●

\* Items are not applicable to all faculty.

### Comparative Analysis of the Results Between 2008 and 2011

In 2008 and 2011, Faculty Satisfaction Survey (FSS) used a number of common items. Out of 22 common items between 2008 and 2011, 18 items experienced an improvement ranging from 41% to 8% while only 4 items experienced a decline from 13% to 2%.

- **Overall job satisfaction:** Eighty percent of the faculty expressed their satisfaction in 2011 compared to only 59%. The rate is considered excellent in any standard.
- **Faculty promotion:** Though a 19% gain is evident in the area, percent of satisfied faculty is still in the low 40's (42%).
- **Salary:** Almost 18% more faculty in 2011 than in 2009 stated that they are satisfied. However, percent of faculty is still in the low 40s (42%)
- **Job security:** Satisfaction raised from 24% to 45% between 2008 and 2011 but percent of faculty showed satisfaction is around 45% which is very low.
- **College strategic plan:** A 23% gain is reported. However, only 49% faculty stated that they were involved in the college strategic plan. More involvement of the faculty in the College plan is needed.
- **Valued/appreciated for work:** A 41% increase was recorded (17% vs. 58%). However, the satisfaction rate is still below expectation (70%).
- **Adequacy of student lab equipment and software:** Between 2009 and 2011, satisfaction rate increased (20% vs. 52%) by 32% but the rate is still seems to be much lower than expected (70%).
- **Maintenance of student lab:** A 10% gain (40% vs. 50%) is seen between 2009 and 2011. Unfortunately, only 50% of the faculty expressed their satisfaction. Therefore, student lab maintenance should be improved.
- **Library facilities:** A 33% gain is observed between 2009 and 2011 (36% vs. 59%). Though the gain is substantial, it is still below 70%.
- **Internal financial support for research:** There is a gain of 11% (30% vs. 41%) between 2009 and 2011. Most of the faculty is still not satisfied with internal financial support for research.
- **Number of TA's support:** A 3% slight decline (28% vs. 25%) between 2009 and 2011 is recorded. The satisfaction is very low. The rate needs to be increased to a comfortable level in the next three years.

- **Professional development opportunities:** Though there is an increase of 14% (48% vs. 62%) between 2008 and 2011, 62% satisfaction is not enough. The rate should reach to 80% in the next three years.
- **Facilities for teaching:** Between 2011 and 2008, satisfaction rate dropped 13% (78% vs. 65%).
- **Class scheduling:** There was an increase of 16% between 2008 (54%) and 2011 (70%). Though the improvement is impressive, the rate of 70% is still below expectation.
- **Classes have the right number of students:** Between 2011 and 2008, a 6% decline (56% vs. 50%) in satisfaction is observed. The satisfaction rate of 50% is low.
- **Secretarial assistance:** The decline in the satisfaction rate is very minimal (2% only) in 2011 (64%) compared to 66% in 2008. It needs to be increased to a minimum of 70% in the next 2-3 years.
- **Services provided by HR:** Between 2008 and 2011, a 27% gain is observed. The rate of 72% seems to be satisfactory. However, HR needs to provide better services in the future.
- **Service provided by the library:** There was a gain of 23% in 2011 (59%) compared to 2008(36%). Though the gain was very impressive, satisfaction of library services should be increased to around 70% in the next 2-3 years.
- **Adequate support for integrating technology in the classroom:** A positive change took place between 2009 and 2011 (61% vs. 72%). Though the satisfaction rate reached the comfort level, the rate should be improved in the next few years.
- **Mentoring new faculty:** There was a 10% gain between 2009 and 2011 (55% vs. 65%). However, a minimum of 70% should be reached by the next year.
- **Services provided by the ITS department:** A gain of 8% is recorded. The rate of 78% is good; however, ITS should implement and action plan to raise it to 80-85% in the next three years.
- **Student Learning Outcomes of the CCP:** There was a gain of 8% (55% vs. 63%) between 2009 and 2011. However, the rate needs to be increased to a comfortable level (70%+).
- **College administration:** A positive change (10%) took place between 2009 and 2011 (54% to 64%). However, the satisfaction rate of 64% needs to be improved to 70% .
- **Adequacy of student labs:** No change has been noticed between 2009 and 2011. The satisfaction rate should to be increased to 70% in the coming years.
- **Maintenance of building:** **Between 2009 and 2011, an** increase of 5% ( 51% vs. 56%) was observed; however, 56% satisfaction rate is still lower than expected and needs to raise to 70%.
- **Social relationship with other faculty: There was a decline of 11% between 2009 and 2011 (72% vs. 61%).** Moreover, the rate of 61% is low.

## Benchmarking Faculty Satisfaction Survey results of 2008 compared to 2011

Version 2011 of QU Faculty Satisfaction Survey (FSS) used a number of items from version 2008, the below tables show a comparative satisfaction rates between the results of 2008 & 2011 in term of increase or decrease in the level of effectiveness. The comparable information presented as follow deal with job security, HR Department services, salary, promotion, library, professional development and others. Although the satisfaction rate in some items didn't achieved the target of satisfaction 70%, there is an increase that range between 10% and 41%. These indicate that huge changes and improvement occurred during the last three years.

Major areas of improvement by comparing the results	2008 vs. 2011	Change
I feel that I am valued/appreciated for my work	17% vs. 58%	41%
I am satisfied with adequacy of student lab equipment and software*	20% vs. 52%	32%
I am satisfied with the services provided by HR Department	45% vs. 72%	27%
I was involved in the college-level strategic plan*	26% vs. 49%	23%
I am satisfied with the library facilities	36% vs. 59%	23%
I am satisfied with the services provided by the library	44% vs. 66%	22%
I am overall satisfied with my job	59% vs. 80%	21%
I feel my job is secure	24% vs. 45%	21%
I am satisfied with the policies and procedures of promotion	23% vs. 42%	19%
I am satisfied with my class schedule	54% vs. 70%	16%
I am satisfied with my salary	28% vs. 42%	14%
I am satisfied with the professional development opportunities offered by the university	48% vs. 62%	14%
There is adequate support for integrating technology in my teaching	61% vs. 72%	11%
The internal financial support for research is adequate	30% vs. 41%	11%
My department does a good job of mentoring new faculty	55% vs. 65%	10%
I am satisfied with the maintenance of student lab*	40% vs. 50%	10%
I am satisfied with services provided by the ITS department	70% vs. 78%	8%
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	55% vs. 63%	8%

Though there are areas of progress, the level of satisfaction decreased from the previous cycle in the areas of secretarial assistance work, facilities for teaching, social relationships with other faculty, number of TA's that support faculty.

Major area of concern	2008 vs. 2011	Change
I find the facilities for teaching are adequate	78% vs. 65%	-13%
Most of my classes have the "right" number of students	56% vs. 50%	-6%
Number of TA's that support me is sufficient*	28% vs. 25%	-3%
I am satisfied with the secretarial assistance work	66% vs. 64%	-2%

\*\*Note: Items with "\*" may not be applicable to all faculty.

## Major faculty comments & perceptions

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Faculty comments aligned with statistical analysis of faculty satisfaction data provide clear picture of faculty perception of areas that affect their satisfaction. The top reported issues of concerns are grouped by areas to QU colleges & administrative units (refer to Table (18) in the appendix).

### 1. Faculty Comments on their Colleges

#### College of Engineering

- "Offer postgraduate programs (4)."
- "Faculty contracts duration should be extended (9)."
- "Improve student level and outcomes from the Foundation Program and put better criteria for accepting students in colleges and programs (6)"
- "Faculty promotion criteria are unrealistic and need improvement (9)."
- "Effective faculty participation in decisions making and selection of department heads (10)."
- "Reduce faculty teaching and administrative loads (10)."
- "College management should have clear policies and responsibilities (6)."

#### College of Arts and Science

- "Mentoring of new faculty lacks clear guidance and plans; not clear what it supposed to deliver and how to assess it has (4)."
- "Promote faculty who get promoted by their universities, and adjust their grades at QU accordingly (5)."
- "Offer postgraduate programs, and re-offer closed graduate programs such as Mathematics & Physics (12)."
- "The presence of different nationalities for teaching in some departments (e.g. International Relations, Mass Communication) is important (5)."
- "Effective faculty participation in decisions making and heads selection (14)."
- "Attract Qatari faculty and graduates to stay at QU (7)."
- "Decrease the involvement of faculty members in administrative activities (11)."
- "Effective faculty participation in decisions making and heads selection (6)."
- "Department heads management should be specified by a determined period, where rotation of department management is proven to be a healthy process (8)."
- "Students group capacity should be reduced; to get better effective education (27)."
- "Faculty career development should be supported by organizing workshops, funding opportunities for conferences attendance, and research encouraging (27)."

#### College of Pharmacy

- "Administrative assistants to be dedicated for specific purpose rather than have all serve all (2)."
- "Enhance the collaboration with other institutes in educational city (3)."
- "Offer postgraduate programs (2)"

### **College of Sharia**

- "Attract Qatari faculty to stay at QU (3)".
- "Employing qualified faculty based on their experience and performance (3)."

### **College of Education**

- "Department heads management should be specified by a determined period, where rotation of department management is proven to be a healthy process (8)."
- "Having strong heads and better management (4)."
- "Have an accountability system based on performance and quality of work (3)."
- Research: "Create more graduate programs (that is the only way for a university to survive as a research institution) (8)."
- "Research: Give more freedom to faculty members to participate to (or even organize) conferences and create a good research environment (8)."

### **College of Business & Economics**

- "Teaching is increasingly harder in the college of business because of the large number of students (6)".
- "Reduce class size (6)".
- "You cannot expect faculty members to be productive while teaching 9-12 credits with overcrowded classes (6)".
- "QU's research focus is mediocre at best (6)".
- "The number of faculty in the college should be doubled in the next few years to increase the quality of teaching and research (6)".

### **Foundation Program**

- "Reduce class size (47)".
- "Improve the students' level and the outcomes of the foundation program and put regulations for the acceptance of students in all colleges (13)".

## **2. Faculty Comments on their Academic Offices**

### **Office of Vice President for Research**

- "Support and encourage research by reducing the faculty teaching load, providing them with enough time (41)."
- "Provide more research facilities (22)."
- "Increasing research funds to participate in more conferences and seminars inside and outside Qatar (9)."

### **Office of Assessment and Evaluation (OAE)**

- "Improving the faculty evaluation criteria; since the current output doesn't reflect the true image (27)."
- "Students evaluation of the faculty should be considered as an indicator not as a conclusive assessment of the faculty (2)."
- "There should be faculty evaluation to the department heads (4)."

- "Student evaluation should be changed; some of the students are immature and fill out the form without reading the items (12).
- Some of the items need to be modified such as teachers' presence during class hours (12)."

### **Office of Faculty and Instruction Development (OFID)**

- "Developing learning methods (1)."

### **Library**

- "Better Library (More resources, better binding system and more librarians) (8)."

## **3. Faculty comments on their administrative offices & units**

Faculty from different colleges expressed their ideas for improving the services provided by the following administrative departments & units.

### **Human Resources Department**

- "The faculty salary should be increased (101)."
- "Educational allowance should be increased (31)."
- "Job security (38)."
- "Increase accommodation allowance (6)."
- "Adoption of faculty promotions, which they received by their universities, and reset every faculty member based on his true academic degree (5)."
- "Value and respect all faculty in the same manner, and provide the same rights, salaries, and benefits (9)."

### **Business Operations Department**

#### • **College of Engineering**

- "Provide furniture in corridors and lobbies for students to encourage informal learning (2)."
- "Faculty offices are not suitable; where more and bigger offices are required (7)."
- "Construct a conference center with 600-seater auditorium and several smaller seminar and meeting rooms for workshops and training courses (1)."
- "Provide better way finding signage and shaded walkways, more trees and landscape both inside and outside buildings (3)."
- "More parking spaces for faculty only; where students should be prevented from using them (6).
- Buildings and facilities maintenance need improvement (3)."
- "Bigger laboratories and better equipment are required (12)."
- "Recycle of paper by providing special containers to collect paper for recycling (4)."

#### • **College of Arts and Science**

- "Enhancing the social relations between the faculty members, for example by constructing a social club and arranging social activities (6)."
- "College of Art & Science should have its own building (7)."
- "Faculty offices are not suitable; where separate big offices are required (19)."

- "Buildings and facilities maintenance need improvement (5)."
- "More shaded parking spaces for faculty (9)."
- "University cafeterias are poor in food quality, and their prices are not reasonable (4)."
- "Develop shaded walking paths for the safety and wellness of both the employees (6)."
  
- **College of Sharia**
- "Sharia College building renovation and maintenance (6)."
  
- **College of Pharmacy**
- "Faculty offices are not suitable; where separate big offices are required (6)."
  
- **College of Law**
- "More shaded parking spaces for faculty (2)."
  
- **Foundation Program**
- "Add more parking areas close to each building to facilitate movement on campus (21)."
- "Add shaded areas between buildings & provide golf cars for ease of moving between two buildings (13)."
- "Better maintenance and supply of essential teaching tools: copy machines/paper supply (2)."
  
- **Housing Department**
- "Provide adequate housing allowances (42)."
- "Faculty housing renovation and maintenance (31)."
- "Improve faculty service facilities (7)."
  
- **Student Affairs Department**
- "University cafeterias are poor in food quality, and need development especially in the male campus (14)."
  
- **ITS Department**
- "Improvement of IT services (5)."
- "ITS provides an adequate space for keeping all the faculty works and data. The current 2-GB of memory space is not adequate (1)."

#### 4. Faculty comments related to social activities

- "Provide a special annual subscription to faculty members in one of Doha clubs (6)."
- "Improve sports activities (14)."
- "Strengthening the University outreach in the society (5)."
- "Enhancing the social relations between the faculty members, for example by arranging social activities and providing faculty lounges in each college equipped with coffee and vending machines (13)".
- "Supporting social & cultural activities and events (8)."

## Appendix

### Demographic Information

Table (1): By gender and nationality

	Population		Respondents		Response Rate
	N	%	N	%	%
	<b>705</b>	<b>100%</b>	<b>527</b>	<b>100%</b>	<b>75%</b>
Gender					
Female	271	38%	166	33%	61%
Male	434	62%	338	67%	78%
Nationality					
Qatari	211	30%	94	18%	45%
Non Qatari	494	70%	421	82%	85%

Table (2): By college

	Population		Respondents		Response Rate
	N	%	N	%	%
<b>Total</b>	<b>705</b>	<b>100%</b>	<b>527</b>	<b>100%</b>	<b>75%</b>
College					
Art and Science	227	32%	134	25%	59%
Business and Economics	37	5%	32	6%	86%
Education	51	7%	35	7%	69%
Engineering	130	18%	96	18%	74%
Law	19	3%	16	3%	84%
Pharmacy	17	2%	12	2%	71%
Sharia and Islamic studies	37	5%	25	5%	68%
Foundation Program	174	24%	174	33%	100%
Others	13	3%			

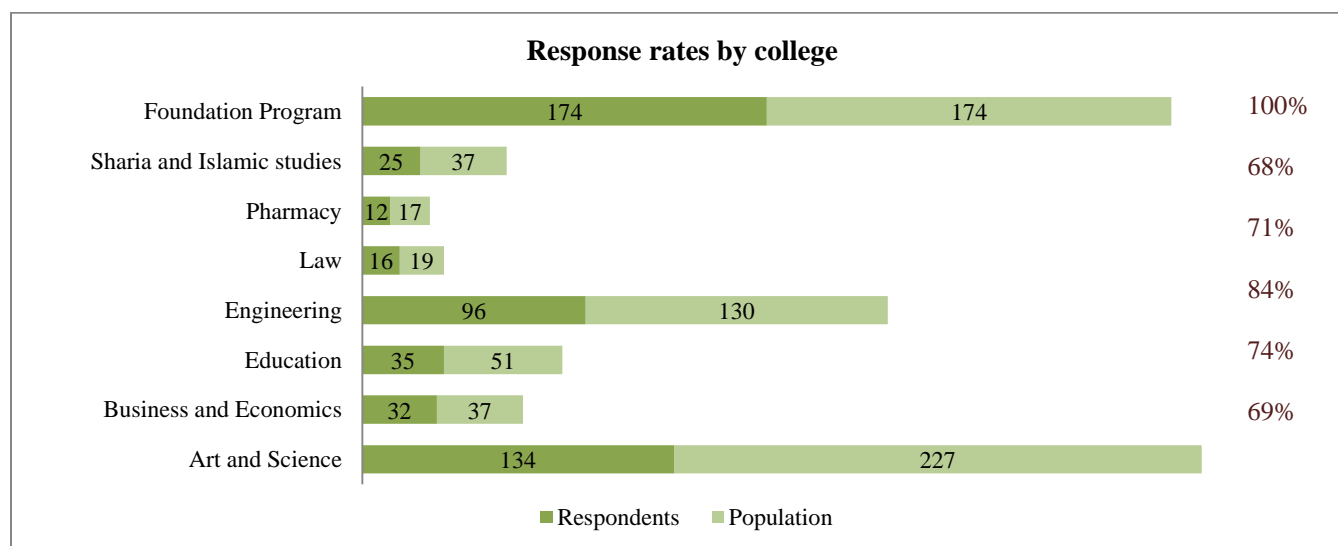




Table (3): By rank

	Population		Respondents		Response Rate
	N	%	N	%	%
<b>Total</b>	<b>705</b>	<b>100%</b>	<b>527</b>	<b>100%</b>	<b>75%</b>
<b>Present Academic Rank</b>					
Professor	68	10%	56	11%	82%
Associate Professor	128	18%	95	18%	74%
Assistant Professor	185	26%	130	25%	70%
Lecturer	216	31%	196	38%	91%
Teaching Assistant	108	15%	41	8%	38%

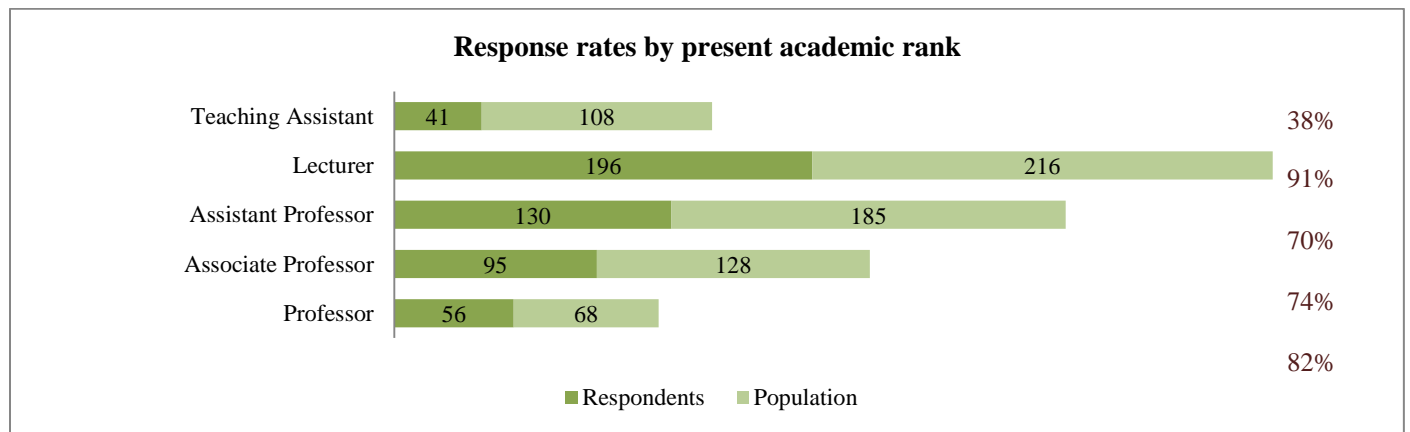
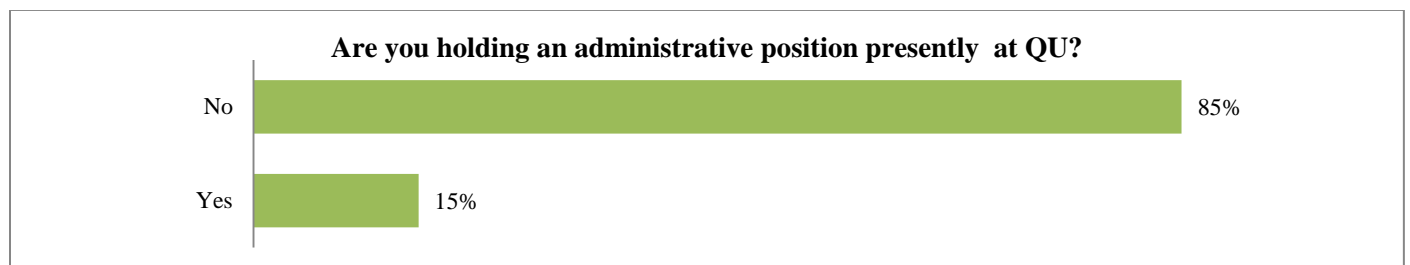


Table (4): Are you holding an administrative position presently at QU?



	Yes	No	Total
<b>By College</b>			
Art and Science	17	113	130
Business and Economics	6	26	32
Education	11	24	35
Engineering	15	75	90
Law	1	15	16
Pharmacy	5	7	12
Sharia and Islamic studies	5	20	25
Foundation Program	17	157	174
<b>Total</b>	<b>77</b>	<b>437</b>	<b>514</b>

## Statistical Analysis

Table (5): Satisfaction by all survey items

	Count	Percent
<b>Major Initiatives (SP, SACS)</b>		
I was involved in the college-level strategic plan*	177	49%
I believe the QU Strategic Plan is influencing positive changes at QU	370	73%
I am aware of the institutional accreditation (SACS) initiative at QU	486	94%
<b>Human Resources</b>		
I am satisfied with the policies and procedures of promotion	208	42%
I am happy with the duration of my contract	324	65%
I am satisfied with the services provided by HR Department	380	72%
I am satisfied with my salary	218	42%
I am satisfied with the benefits for health insurance	308	59%
I am satisfied with the benefits for child education*	230	57%
<b>Facilities</b>		
I find the facilities for teaching are adequate	340	65%
I find the equipment for teaching are adequate	389	74%
My office space and work station are adequate	308	59%
The educational technology is adequate	434	82%
I am satisfied with adequacy of student lab space*	219	51%
I am satisfied with the maintenance of student lab*	209	50%
I am satisfied with the maintenance of office space	307	59%
I am satisfied with the maintenance of building	291	56%
I am satisfied with the maintenance of landscape	358	68%
I am satisfied with the availability of on-campus parking	226	43%
<b>Campus Life</b>		
I am satisfied with the social activities QU organizes on campus	216	42%
I am satisfied with the social relationship with other faculty	317	61%
<b>Educational Support Services (Colleges, Library, IT, OFID)</b>		
Services provided by the Office of Faculty & Instructional Development (OFID) are helpful	364	70%
I am satisfied with services provided by the ITS department	409	78%
I am satisfied with the availability of services by the ITS department	396	75%
[I am satisfied with the quality of services by the ITS department	391	75%
I am satisfied with the professional development opportunities offered by the university	320	62%
I am satisfied with the library facilities	306	59%
I am satisfied with the services provided by the library	343	66%
I am satisfied with adequacy of student lab equipment and software*	224	52%
There is adequate support for integrating technology in my teaching	375	72%
<b>Teaching</b>		
The ratios allocated by my college to teaching, research and community services are adequate	259	51%
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with	398	77%
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	298	63%
I am satisfied with the academic preparation of students who are coming from the Foundation Program	175	38%
The number of TA's that support me is sufficient*	90	25%
Faculty feel that most students are well-prepared academically	143	29%
My teaching is valued by faculty in my department	339	66%

Research		
I am satisfied with research environment within my college	215	45%
The internal financial support for research is adequate	191	41%
I am satisfied with the services provided by the Office of Academic Research	173	38%
My research is valued by faculty in my department	235	52%
Management Related		
I am treated fairly	355	68%
I am treated equally	321	62%
I can express any complaint or grievance freely	278	54%
I feel my job is secure	233	45%
I feel that I am valued/appreciated for my work	303	58%
I am consistently informed of important and/or new institutional policies	337	65%
[I am satisfied with my college administration	331	64%
The policies and procedures in the faculty handbook are clearly stated	367	71%
I am satisfied with the secretarial assistance work	324	64%
I am satisfied with my class schedule	362	70%
Most of my classes have the "right" number of students	259	50%
I am satisfied with the faculty performance evaluation policy	239	46%
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS)	316	61%
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS)	227	45%
The level of security on campus is adequate	447	86%
The level of safety on campus is adequate	428	82%
I am overall satisfied with my job	420	80%
My department does a good job of mentoring new faculty	333	65%

Note: Items with "\*" may not be applicable to all faculty.

Table (6): Satisfaction of all survey items by gender

	Female		Male	
	N	%	N	%
<b>Major Initiatives (SP, SACS)</b>				
I was involved in the college-level strategic plan	44	42%	123	51%
I believe the QU Strategic Plan is influencing positive changes at QU	103	67%	250	76%
I am aware of the institutional accreditation (SACS) initiative at QU	152	93%	313	94%
<b>Human Resource</b>				
I am satisfied with the policies and procedures of promotion	60	38%	139	45%
I am happy with the duration of my contract	103	68%	208	63%
I am satisfied with the services provided by HR Department	103	62%	259	77%
I am satisfied with my salary	59	36%	151	45%
I am satisfied with the benefits for health insurance	83	51%	216	64%
I am satisfied with the benefits for child education	58	52%	166	59%
<b>Facilities</b>				
I find the facilities for teaching are adequate	90	54%	237	70%
I find the equipment for teaching are adequate	111	67%	262	78%
My office space and work station are adequate	105	64%	192	57%
The educational technology is adequate	133	80%	282	83%
I am satisfied with adequacy of student lab space	66	50%	146	53%
I am satisfied with the maintenance of student lab	64	50%	136	50%
I am satisfied with the maintenance of office space	95	59%	196	59%
I am satisfied with the maintenance of building	85	52%	191	57%
I am satisfied with the maintenance of landscape	107	65%	235	70%
I am satisfied with the availability of on-campus parking	51	31%	164	49%
<b>Campus Life</b>				
I am satisfied with the social activities QU organizes on campus	72	44%	135	41%
I am satisfied with the social relationship with other faculty	90	55%	214	64%
<b>Educational Support Services (Colleges, Library, IT, OFID)</b>				
Services provided by the Office of Faculty & Instructional Development (OFID) are helpful	110	67%	237	71%
I am satisfied with services provided by the ITS department	127	77%	266	79%
I am satisfied with the availability of services by the ITS department	124	75%	255	75%
[I am satisfied with the quality of services by the ITS department	117	71%	257	76%
I am satisfied with the professional development opportunities offered by the university	97	60%	208	62%
I am satisfied with the library facilities	95	58%	198	59%
I am satisfied with the services provided by the library	110	67%	222	66%
I am satisfied with adequacy of student lab equipment and software	62	45%	151	55%
There is adequate support for integrating technology in my teaching	111	68%	248	74%
<b>Teaching</b>				
The ratios allocated by my college to teaching, research and community services are adequate	76	48%	171	52%
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with	119	73%	266	80%
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	87	60%	203	65%
I am satisfied with the academic preparation of students who are coming from the Foundation Program	55	38%	113	38%
[The number of TA's that support me is sufficient	14	14%	72	30%

Faculty feel that most students are well-prepared academically	37	23%	101	31%
My teaching is valued by faculty in my department	99	61%	229	70%
<b>Research</b>				
I am satisfied with research environment within my college	65	45%	143	45%
The internal financial support for research is adequate	50	36%	133	43%
I am satisfied with the services provided by the Office of Academic Research	46	34%	121	40%
My research is valued by faculty in my department	62	47%	162	54%
<b>Management Related</b>				
I am treated fairly	99	60%	241	72%
I am treated equally	89	54%	220	66%
I can express any complaint or grievance freely	76	46%	190	57%
I feel my job is secure	70	43%	153	46%
I feel that I am valued/appreciated for my work	86	52%	205	61%
I am consistently informed of important and/or new institutional policies	100	61%	223	67%
[I am satisfied with my college administration	94	57%	222	67%
The policies and procedures in the faculty handbook are clearly stated	106	65%	248	75%
I am satisfied with the secretarial assistance work	104	67%	211	65%
I am satisfied with my class schedule	114	70%	234	71%
Most of my classes have the "right" number of students	71	43%	176	53%
I am satisfied with the faculty performance evaluation policy	70	42%	161	48%
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS)	101	62%	203	62%
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS)	66	41%	151	47%
The level of security on campus is adequate	131	79%	297	90%
The level of safety on campus is adequate	133	81%	280	84%
I am overall satisfied with my job	127	77%	273	82%
My department does a good job of mentoring new faculty	96	60%	225	68%

Table (7): Satisfaction of all survey items by nationality

	Qatari		Non Qatari	
	N	%	N	%
<b>Major Initiatives (SP, SACS)</b>				
I was involved in the college-level strategic plan	26	48%	151	49%
I believe the QU Strategic Plan is influencing positive changes at QU	57	63%	313	76%
I am aware of the institutional accreditation (SACS) initiative at QU	78	85%	408	96%
<b>Human Resource</b>				
I am satisfied with the policies and procedures of promotion	20	22%	188	47%
I am happy with the duration of my contract	34	47%	290	68%
I am satisfied with the services provided by HR Department	51	54%	329	76%
I am satisfied with my salary	21	23%	197	46%
I am satisfied with the benefits for health insurance	36	39%	272	63%
I am satisfied with the benefits for child education	42	59%	188	56%
<b>Facilities</b>				
I find the facilities for teaching are adequate	26	28%	314	73%
I find the equipment for teaching are adequate	42	45%	347	80%
My office space and work station are adequate	47	50%	261	61%
The educational technology is adequate	62	66%	372	86%
I am satisfied with adequacy of student lab space	26	38%	193	54%
I am satisfied with the maintenance of student lab	14	21%	195	55%
I am satisfied with the maintenance of office space	41	46%	266	62%
I am satisfied with the maintenance of building	36	39%	255	60%
I am satisfied with the maintenance of landscape	44	47%	314	73%
I am satisfied with the availability of on-campus parking	21	24%	205	48%
<b>Campus Life</b>				
I am satisfied with the social activities QU organizes on campus	32	34%	184	43%
I am satisfied with the social relationship with other faculty	48	52%	269	63%
<b>Educational Support Services (Colleges, Library, IT, OFID)</b>				
Services provided by the Office of Faculty & Instructional Development (OFID) are helpful	52	55%	312	73%
I am satisfied with services provided by the ITS department	57	61%	352	81%
I am satisfied with the availability of services by the ITS department	58	62%	338	78%
[I am satisfied with the quality of services by the ITS department	50	54%	341	79%
I am satisfied with the professional development opportunities offered by the university	40	43%	280	66%
I am satisfied with the library facilities	43	46%	263	62%
I am satisfied with the services provided by the library	53	56%	290	68%
I am satisfied with adequacy of student lab equipment and software	23	32%	201	56%
There is adequate support for integrating technology in my teaching	55	60%	320	75%
<b>Teaching</b>				
The ratios allocated by my college to teaching, research and community services are adequate	24	27%	235	56%
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with	55	62%	343	81%
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	40	45%	258	67%
I am satisfied with the academic preparation of students who are coming from the Foundation Program	21	25%	154	41%
The number of TA's that support me is sufficient	9	12%	81	29%

Faculty feel that most students are well-prepared academically	24	27%	119	29%
My teaching is valued by faculty in my department	51	57%	288	69%
<b>Research</b>				
I am satisfied with research environment within my college	32	34%	183	47%
The internal financial support for research is adequate	27	30%	164	44%
I am satisfied with the services provided by the Office of Academic Research	25	28%	148	40%
My research is valued by faculty in my department	39	43%	196	54%
<b>Management Related</b>				
I am treated fairly	39	41%	316	74%
I am treated equally	32	34%	289	68%
I can express any complaint or grievance freely	35	38%	243	57%
I feel my job is secure	38	42%	195	46%
I feel that I am valued/appreciated for my work	33	36%	270	63%
I am consistently informed of important and/or new institutional policies	37	40%	300	70%
[I am satisfied with my college administration	32	35%	299	70%
The policies and procedures in the faculty handbook are clearly stated	40	43%	327	77%
I am satisfied with the secretarial assistance work	37	42%	287	69%
I am satisfied with my class schedule	50	56%	312	73%
Most of my classes have the "right" number of students	50	56%	209	49%
I am satisfied with the faculty performance evaluation policy	28	30%	211	49%
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS)	45	49%	271	64%
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS)	22	25%	205	49%
The level of security on campus is adequate	56	60%	391	92%
The level of safety on campus is adequate	56	60%	372	87%
I am overall satisfied with my job	61	65%	359	84%
My department does a good job of mentoring new faculty	42	46%	291	69%

Table (8): Satisfaction of all survey items by rank

	Faculty		Supporting staff	
	N	%	N	%
<b>Major Initiatives (SP, SACS)</b>				
I was involved in the college-level strategic plan	126	61%	47	32%
I believe the QU Strategic Plan is influencing positive changes at QU	202	74%	162	73%
I am aware of the institutional accreditation (SACS) initiative at QU	256	92%	222	96%
<b>Human Resource</b>				
I am satisfied with the policies and procedures of promotion	112	43%	94	43%
I am happy with the duration of my contract	130	50%	189	81%
I am satisfied with the services provided by HR Department	200	71%	175	74%
I am satisfied with my salary	114	41%	103	44%
I am satisfied with the benefits for health insurance	160	58%	145	62%
I am satisfied with the benefits for child education	126	56%	99	58%
<b>Facilities</b>				
I find the facilities for teaching are adequate	166	59%	167	71%
I find the equipment for teaching are adequate	197	70%	186	79%
My office space and work station are adequate	151	54%	153	65%
The educational technology is adequate	231	82%	196	83%
I am satisfied with adequacy of student lab space	95	44%	124	61%
I am satisfied with the maintenance of student lab	79	37%	130	64%
I am satisfied with the maintenance of office space	143	52%	162	69%
I am satisfied with the maintenance of building	129	47%	160	68%
I am satisfied with the maintenance of landscape	185	67%	170	72%
I am satisfied with the availability of on-campus parking	122	44%	101	43%
<b>Campus Life</b>				
I am satisfied with the social activities QU organizes on campus	109	39%	104	45%
I am satisfied with the social relationship with other faculty	156	56%	158	67%
<b>Educational Support Services (Library, IT, OFID)</b>				
Services provided by the Office of Faculty & Instructional Development (OFID) are helpful	191	69%	169	72%
I am satisfied with services provided by the ITS department	207	74%	195	82%
I am satisfied with the availability of services by the ITS department	207	74%	183	77%
[I am satisfied with the quality of services by the ITS department	202	72%	183	77%
I am satisfied with the professional development opportunities offered by the university	156	57%	161	69%
I am satisfied with the library facilities	160	58%	144	62%
I am satisfied with the services provided by the library	182	65%	157	67%
I am satisfied with adequacy of student lab equipment and software	100	45%	122	59%
There is adequate support for integrating technology in my teaching	191	68%	179	77%
<b>Teaching</b>				
The ratios allocated by my college to teaching, research and community services are adequate	135	49%	122	54%
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with	215	78%	177	77%
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	166	61%	127	64%
I am satisfied with the academic preparation of students who are coming from the Foundation Program	79	29%	94	50%
[The number of TA's that support me is sufficient	54	23%	34	31%
Faculty feel that most students are well-prepared academically	80	29%	61	28%



My teaching is valued by faculty in my department	188	68%	149	65%
<b>Research</b>				
I am satisfied with research environment within my college	118	42%	96	49%
The internal financial support for research is adequate	124	46%	64	34%
I am satisfied with the services provided by the Office of Academic Research	108	40%	65	36%
My research is valued by faculty in my department	151	56%	81	46%
I am treated fairly	183	65%	168	71%
I am treated equally	166	59%	152	65%
I can express any complaint or grievance freely	149	54%	128	55%
<b>Management Related</b>				
I feel my job is secure	104	38%	127	55%
I feel that I am valued/appreciated for my work	151	54%	150	64%
I am consistently informed of important and/or new institutional policies	159	57%	177	76%
[I am satisfied with my college administration	161	58%	167	72%
The policies and procedures in the faculty handbook are clearly stated	191	69%	172	74%
I am satisfied with the secretarial assistance work	146	54%	174	77%
I am satisfied with my class schedule	196	71%	163	71%
Most of my classes have the "right" number of students	149	54%	108	47%
I am satisfied with the faculty performance evaluation policy	126	45%	111	48%
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS)	158	57%	155	67%
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS)	109	40%	116	51%
The level of security on campus is adequate	236	85%	205	88%
The level of safety on campus is adequate	226	81%	196	84%
I am overall satisfied with my job	223	80%	192	82%
My department does a good job of mentoring new faculty	164	60%	166	72%

Table (9): Satisfaction of all survey items by college

	Art and Science		Business and Economics		Education		Engineering		Law		Pharmacy		Sharia and Islamic studies		Foundation Program	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
<b>Major Initiatives (SP, SACS)</b>																
I was involved in the college-level strategic plan	44	53%	11	41%	18	69%	33	58%	8	57%	8	67%	16	73%	38	32%
I believe the QU Strategic Plan is influencing positive changes at QU	90	73%	24	75%	27	79%	60	65%	16	100%	9	75%	20	80%	121	73%
I am aware of the institutional accreditation (SACS) initiative at QU	120	92%	32	100%	30	88%	81	87%	16	100%	12	100%	24	96%	168	98%
<b>Human Resource</b>																
I am satisfied with the policies and procedures of promotion	44	36%	15	48%	18	56%	31	35%	5	31%	6	50%	11	46%	78	48%
I am happy with the duration of my contract	67	56%	17	55%	20	65%	44	48%	7	47%	6	50%	12	50%	149	86%
I am satisfied with the services provided by HR Department	89	66%	24	75%	23	66%	70	74%	12	75%	6	50%	23	92%	132	76%
I am satisfied with my salary	50	38%	10	31%	16	47%	38	40%	5	31%	7	58%	16	64%	76	44%
I am satisfied with the benefits for health insurance	81	62%	19	59%	16	46%	49	52%	6	38%	3	25%	16	64%	118	68%
I am satisfied with the benefits for child education	55	54%	16	55%	13	54%	44	57%	6	46%	1	14%	15	65%	78	60%
<b>Facilities</b>																
I find the facilities for teaching are adequate	71	53%	23	72%	15	44%	72	75%	10	67%	8	67%	7	28%	133	76%
I find the equipment for teaching are adequate	79	59%	25	78%	21	60%	77	80%	9	60%	10	83%	17	68%	150	86%
My office space and work station are adequate	71	53%	19	59%	27	77%	58	62%	8	50%	4	33%	8	32%	113	66%
The educational technology is adequate	99	74%	26	81%	30	86%	85	89%	11	69%	10	83%	20	80%	152	87%
I am satisfied with adequacy of student lab space	44	46%	4	18%	8	33%	47	52%	4	36%	3	25%	8	42%	101	66%
I am satisfied with the maintenance of student lab	34	37%	4	18%	9	38%	41	47%	3	30%	4	36%	4	21%	110	72%
I am satisfied with the maintenance of office space	65	50%	19	59%	20	63%	51	54%	7	44%	4	33%	14	58%	127	73%
I am satisfied with the maintenance of building	60	45%	17	53%	18	55%	43	45%	8	50%	3	25%	13	54%	129	74%
I am satisfied with the maintenance of landscape	78	59%	21	66%	24	69%	65	68%	10	63%	7	58%	17	71%	135	78%
I am satisfied with the availability of on-campus parking	49	37%	15	47%	9	29%	58	61%	7	44%	0	0%	12	48%	76	44%
<b>Campus Life</b>																
I am satisfied with the social activities QU organizes on campus	48	36%	11	34%	15	45%	43	46%	8	50%	3	25%	12	48%	75	44%
I am satisfied with the social relationship with other faculty	71	54%	21	66%	18	53%	54	57%	9	60%	8	67%	14	56%	122	70%
<b>Educational Support Services (Colleges, Library, IT, OFID)</b>																
Services provided by the Office of Faculty & Instructional Development (OFID) are helpful	86	65%	22	69%	15	44%	74	79%	8	53%	6	55%	23	92%	129	74%

I am satisfied with services provided by the ITS department	97	73%	28	88%	24	69%	72	76%	10	63%	10	83%	16	64%	150	86%
I am satisfied with the availability of services by the ITS department	95	71%	29	91%	25	71%	67	71%	9	56%	9	75%	17	68%	144	83%
[I am satisfied with the quality of services by the ITS department	90	68%	26	84%	25	71%	67	71%	10	63%	11	92%	16	64%	145	83%
I am satisfied with the professional development opportunities offered by the university	71	54%	13	42%	21	62%	54	58%	11	69%	3	25%	17	71%	129	74%
I am satisfied with the library facilities	72	55%	21	68%	23	66%	54	59%	9	56%	2	17%	12	48%	113	65%
I am satisfied with the services provided by the library	83	62%	19	61%	27	77%	55	60%	11	69%	5	42%	15	60%	126	73%
I am satisfied with adequacy of student lab equipment and software	41	42%	8	29%	15	60%	54	61%	3	30%	4	36%	4	21%	95	62%
There is adequate support for integrating technology in my teaching	82	62%	21	70%	23	68%	73	77%	10	67%	8	67%	20	80%	137	79%

## Teaching

The ratios allocated by my college to teaching, research and community services are adequate	51	39%	17	55%	15	47%	45	48%	6	40%	7	58%	17	71%	101	61%
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with	96	73%	21	70%	22	69%	75	80%	14	93%	12	100%	22	88%	135	79%
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level	73	57%	17	59%	20	61%	62	68%	12	80%	8	67%	14	61%	92	65%
I am satisfied with the academic preparation of students who are coming from the Foundation Program	36	29%	8	28%	9	29%	30	33%	6	40%	3	25%	5	21%	77	59%
The number of TA's that support me is sufficient	16	15%	0	0%	4	14%	38	50%	0	0%	2	17%	1	8%	29	36%
Faculty feel that most students are well-prepared academically	31	24%	9	29%	12	36%	29	31%	6	40%	2	17%	6	25%	48	30%
My teaching is valued by faculty in my department	79	60%	21	70%	21	64%	70	75%	11	73%	9	75%	18	82%	110	64%

## Research

I am satisfied with research environment within my college	48	36%	16	52%	18	56%	41	46%	6	38%	5	45%	9	36%	72	51%
The internal financial support for research is adequate	48	38%	16	52%	17	52%	40	47%	5	36%	4	36%	10	40%	50	37%
I am satisfied with the services provided by the Office of Academic Research	47	37%	16	52%	14	42%	27	32%	5	36%	3	27%	10	40%	51	40%
My research is valued by faculty in my department	71	56%	13	42%	12	38%	50	61%	6	38%	7	64%	15	63%	61	47%

## Management Related

I am treated fairly	75	56%	21	68%	20	57%	72	76%	10	63%	9	75%	18	72%	130	76%
I am treated equally	69	51%	20	65%	14	40%	63	66%	10	67%	7	58%	17	68%	121	70%
I can express any complaint or grievance freely	65	49%	17	55%	15	43%	54	57%	10	67%	5	42%	18	72%	94	55%
I feel my job is secure	49	38%	11	35%	14	41%	41	44%	5	33%	6	50%	13	52%	94	55%
I feel that I am valued/appreciated for my work	59	45%	18	58%	22	63%	59	62%	9	60%	10	83%	17	68%	109	63%
I am consistently informed of important and/or new institutional policies	68	51%	19	61%	20	59%	55	58%	8	53%	9	75%	17	68%	141	82%
[I am satisfied with my college administration	60	45%	20	65%	23	68%	65	68%	9	60%	8	73%	19	76%	127	74%
The policies and procedures in the faculty handbook are clearly stated	84	64%	21	68%	23	66%	65	69%	8	53%	7	58%	18	75%	141	82%

I am satisfied with the secretarial assistance work	57	44%	25	81%	21	64%	51	55%	6	43%	7	58%	12	55%	145	86%
I am satisfied with my class schedule	84	63%	21	70%	28	82%	58	62%	6	43%	10	91%	19	79%	135	78%
Most of my classes have the "right" number of students	59	44%	9	30%	21	62%	67	71%	5	36%	11	92%	12	52%	75	44%
I am satisfied with the faculty performance evaluation policy	41	31%	13	42%	21	60%	46	48%	4	29%	8	67%	18	75%	88	51%
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS)	83	62%	16	53%	22	63%	42	46%	6	43%	2	18%	17	71%	127	74%
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS)	38	29%	16	57%	18	53%	35	39%	5	36%	5	42%	14	61%	96	56%
The level of security on campus is adequate	106	79%	25	81%	30	86%	86	91%	13	87%	10	83%	21	88%	155	91%
The level of safety on campus is adequate	102	76%	27	87%	29	83%	71	76%	13	87%	10	83%	23	96%	151	88%
I am overall satisfied with my job	100	75%	23	74%	26	74%	80	84%	11	73%	11	92%	24	96%	144	84%
My department does a good job of mentoring new faculty	68	52%	15	50%	17	52%	63	66%	11	73%	8	67%	19	76%	132	79%

## Teaching Satisfaction

Table (10): Overall satisfaction by teaching activities

	All / Most		Some		None		Total Count
	Count	Row N %	Count	Row N %	Count	Row N %	
Class discussion	455	90%	50	10%	3	1%	508
Cooperative learning (small groups)	381	75%	106	21%	21	4%	508
Essay mid-term and/or final exam	341	67%	101	20%	66	13%	508
Extensive lecturing	289	57%	147	29%	72	14%	508
Group projects	268	53%	176	35%	64	13%	508
Multiple-choice mid-term and/or final exams	287	56%	115	23%	106	21%	508
On-line instruction	265	52%	177	35%	66	13%	508
Short-answer mid-term and/or final exams	271	53%	159	31%	78	15%	508
Student evaluations of each other's work	142	28%	191	38%	175	34%	508
Student evaluations of their own work	157	31%	182	36%	169	33%	508
Student presentations	298	59%	165	33%	44	9%	507
Student-selected topics for course content	278	55%	153	30%	76	15%	507
Term/research papers	227	45%	181	36%	99	20%	507

Table (11): Teaching activities by gender

	Female						Male					
	None		Some		All / Most		None		Some		All / Most	
	N	%	N	%	N	%	N	%	N	%	N	%
Class discussion	0	0%	13	8%	145	92%	3	1%	32	10%	293	89%
Cooperative learning (small groups)	6	4%	23	15%	129	82%	14	4%	77	23%	237	72%
Essay mid-term and/or final exam	20	13%	31	20%	107	68%	40	12%	64	20%	224	68%
Extensive lecturing	35	22%	53	34%	70	44%	35	11%	88	27%	205	63%
Group projects	21	13%	56	35%	81	51%	40	12%	112	34%	176	54%
Multiple-choice mid-term and/or final exams	33	21%	29	18%	96	61%	67	20%	78	24%	183	56%
On-line instruction	21	13%	61	39%	76	48%	38	12%	109	33%	181	55%
Short-answer mid-term and/or final exams	34	22%	47	30%	77	49%	40	12%	104	32%	184	56%
Student evaluations of each other's work	40	25%	62	39%	56	35%	122	37%	123	38%	83	25%
Student evaluations of their own work	45	28%	53	34%	60	38%	112	34%	124	38%	92	28%
Student presentations	17	11%	45	28%	96	61%	25	8%	110	34%	192	59%
Student-selected topics for course content	24	15%	42	27%	92	58%	49	15%	106	32%	172	53%
Term/research papers	27	17%	56	35%	75	47%	69	21%	112	34%	146	45%

Table (12): Teaching activities by nationality

	Qatari						Non Qatari					
	None		Some		All/ Most		None		Some		All/ Most	
	N	%	N	%	N	%	N	%	N	%	N	%
Class discussion	1	1%	12	13%	79	86%	2	0%	38	9%	376	90%
Cooperative learning (small groups)	6	7%	23	25%	63	68%	15	4%	83	20%	318	76%
Essay mid-term and/or final exam	16	17%	28	30%	48	52%	50	12%	73	18%	293	70%
Extensive lecturing	11	12%	20	22%	61	66%	61	15%	127	31%	228	55%
Group projects	9	10%	37	40%	46	50%	55	13%	139	33%	222	53%
Multiple-choice mid-term and/or final exams	17	18%	19	21%	56	61%	89	21%	96	23%	231	56%
On-line instruction	10	11%	40	43%	42	46%	56	13%	137	33%	223	54%
Short-answer mid-term and/or final exams	6	7%	35	38%	51	55%	72	17%	124	30%	220	53%
Student evaluations of each other's' work	44	48%	31	34%	17	18%	131	31%	160	38%	125	30%
Student evaluations of their own work	36	39%	34	37%	22	24%	133	32%	148	36%	135	32%
Student presentations	7	8%	29	32%	56	61%	37	9%	136	33%	242	58%
Student-selected topics for course content	11	12%	17	18%	64	70%	65	16%	136	33%	214	52%
Term/research papers	9	10%	39	42%	44	48%	90	22%	142	34%	183	44%

Table (13): Teaching activities by rank

	Faculty						Supporting staff					
	None		Some		All/Most		None		Some		All/Most	
	N	%	N	%	N	%	N	%	N	%	N	%
Class discussion	1	0%	22	8%	251	92%	2	1%	26	12%	198	88%
Cooperative learning (small groups)	16	6%	65	24%	193	70%	4	2%	38	17%	184	81%
Essay mid-term and/or final exam	38	14%	65	24%	171	62%	26	12%	31	14%	169	75%
Extensive lecturing	12	4%	73	27%	189	69%	60	27%	70	31%	96	42%
Group projects	22	8%	92	34%	160	58%	41	18%	81	36%	104	46%
Multiple-choice mid-term and/or final exams	62	23%	68	25%	144	53%	40	18%	44	19%	142	63%
On-line instruction	36	13%	91	33%	147	54%	28	12%	84	37%	114	50%
Short-answer mid-term and/or final exams	25	9%	95	35%	154	56%	51	23%	61	27%	114	50%
Student evaluations of each other's' work	130	47%	88	32%	56	20%	41	18%	100	44%	85	38%
Student evaluations of their own work	114	42%	99	36%	61	22%	50	22%	80	35%	96	42%
Student presentations	15	5%	83	30%	175	64%	28	12%	79	35%	119	53%
Student-selected topics for course content	42	15%	75	27%	156	57%	34	15%	74	33%	118	52%
Term/research papers	20	7%	99	36%	154	56%	77	34%	78	35%	71	31%

Table (14): Teaching activities by college (All/Most)

	Art & Science		Business & Economics		Education		Engineering		Law		Pharmacy		Sharia & Islamic studies		Foundation Program	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Class discussion	119	91%	29	94%	30	91%	80	88%	12	86%	9	82%	23	92%	150	89%
Cooperative learning (small groups)	96	73%	23	74%	28	85%	62	68%	6	43%	5	45%	18	72%	141	83%
Essay mid-term and/or final exam	87	66%	25	81%	19	58%	42	46%	7	50%	7	64%	16	64%	138	82%
Extensive lecturing	89	68%	23	74%	11	33%	66	73%	6	43%	9	82%	19	76%	64	38%
Group projects	67	51%	25	81%	19	58%	64	70%	2	14%	6	55%	12	48%	72	43%
Multiple-choice mid-term and/or final exams	71	54%	21	68%	23	70%	27	30%	6	43%	11	100%	15	60%	113	67%
On-line instruction	74	56%	14	45%	18	55%	43	47%	5	36%	9	82%	15	60%	85	50%
Short-answer mid-term and/or final exams	70	53%	21	68%	16	48%	39	43%	8	57%	9	82%	16	64%	90	53%
Student evaluations of each other's' work	30	23%	5	16%	15	45%	16	18%	2	14%	1	9%	4	16%	69	41%
Student evaluations of their own work	33	25%	3	10%	14	42%	16	18%	4	29%	2	18%	8	32%	77	46%
Student presentations	89	68%	19	61%	22	69%	45	49%	3	21%	7	64%	21	84%	89	53%
Student-selected topics for course content	86	66%	13	42%	22	69%	37	41%	9	64%	5	45%	21	84%	83	49%
Term/research papers	75	57%	13	42%	20	63%	41	45%	3	21%	2	18%	22	88%	50	30%

## Faculty Comments

### Faculty comments to their colleges

<b>Art and Science</b>	<b>Frequency</b>
Student size should be reduced; to get better effective education.	27
Offer postgraduate programs, and re-offer closed under-graduate programs such as Mathematics & Physics.	12
Decrease the involvement of faculty members in administrative activities.	11
Effective faculty participation in decisions making and heads selection.	8
Department heads management should be specified by a determined period, where rotation of department management is proven to be a healthy process.	8
Attract Qatari faculty and graduates to stay at QU.	7
Effective faculty participation in decisions making and heads selection.	6
Adoption of faculty promotions, which they received by their universities, and reset every faculty member based on his true academic degree.	5
The presence of different nationalities for teaching in some departments (e.g. International Relations, Mass Communication) is important.	5
Mentoring system is inadequate and responsibilities are poorly defined beforehand.	4
Equality with the faculty of Education city (e.g., TAMUQ) in teaching load, salary and tenure.	2
Strengthening the University outreach in the society and other universities.	2
Re-consider the conditions of Qatari promotion especially that the present conditions seem to be an obstacle to most Qatari.	1
Top achieving students should be widely assigned as teacher assistants.	1
Assigning the academic supervision to specialized employers, instead of assigning it to faculty members.	1
Have an accountability system based on performance and quality of work.	1
Marketing strategies for the Sport Science Program should be studied and developed.	1
QU should give more trust & confidence to the Qatari's staff- members instead of neglecting & ignoring their promising skills & potentials.	1
<b>Business</b>	<b>Frequency</b>
Teaching is increasingly harder in the college of business because of the large number of students. The number of faculty in the college should be doubled in the next few years to increase the quality of teaching and research.	6
Reduce class size - QU's research focus is mediocre at best. You cannot expect faculty members to be productive while teaching 9-12 credits with overcrowded classes.- Reduce favoritism and be just (whether dealing with a Qatari or a non-Qatari).	6
Much of my class time is spent dealing with problem behavior from the students. Most of my colleagues have the same problem with inappropriate classroom behavior from students. Teachers need support from QU to address these issues. It is a disservice to students and teachers if this massive problem is ignored.	1
More transparency and fairness	1



Teaching (TA) support	1
I request that the University management put more effort to show us (i.e. faculty) that they are proud of us	1

<b>Education</b>	<b>Frequency</b>
Research: Create more graduate programs (that is the only way for a university to survive as a research institution).2. Research: Give more freedom to faculty members to participate to (or even organize) conferences and create a good research environment.	8
Department heads management should be specified by a determined period, where rotation of department management is proven to be a healthy process.	8
Having strong heads and better management.	4
Have an accountability system based on performance and quality of work.	3
Providing more appreciation for faculty efforts.	1
Improve promotion policies.	1
Faculty contracts duration should be extended.	1
Assigning the academic supervision to specialized employers.	1
Strengthening the University outreach in the society and other universities.	1

<b>Engineering</b>	<b>Frequency</b>
Effective faculty participation in decisions making and heads selection.	10
Faculty promotions criteria are unrealistic and need improvement.	9
Faculty contracts duration should be extended.	9
Improve the students' level and the outcomes of the foundation program and put regulations for the acceptance of students in all colleges.	6
College management should have clear policies and responsibilities.	6
Offer postgraduate programs.	4
The university should focus on how to capture new Qatari faculty, and should give more trust & confidence to the Qataris staff- members by assigning them in management positions.	4
Provide incentives for hard working and distinguished faculty members.	1
Possibly to extend faculty contracts for those who passed 60 years old?	1
More teaching assistant for helping faculty are needed.	1
More interactions are needed between the university and the industry, as well as the high schools.	1
Improve the faculty orientation.	1
Hosting some service courses in their mother departments instead of being taught by faculty who are not specialized in the field.	1
Dean should meet with faculty and staff once in a year personally so that he can know the real situations and grievances.	1
Allow faculty to present their work frequently in internal meetings.	1

<b>Sharia and Islamic Studies</b>	<b>Frequency</b>
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Attract Qatari faculty to stay at QU.	3
Employing qualified faculty based on their experience and performance.	3
Offer postgraduate programs.	1
Security staff services and their abilities to solve students' problems are poor.	1
Enhancing the communication between the different departments and other relative social institutions.	1
<b>Pharmacy</b>	<b>Frequency</b>
Fairer and objective ways of contract renewal.	1
Administrative assistants to be dedicated for specific purpose rather than have all serve all.	2
Structure for responsibilities assigned to faculty members. It is very hard to know who is really responsible for something or who should be held accountable when the work is due.	1
Taking care of faculty requests and questions, especially through e-mails.	1
Enhance the collaboration with other institutes in educational city.	3
Offer postgraduate programs.	2

### Faculty comments to Foundation Program Management

	Frequency
Class size should be reduced	47
Improve the students' level and the outcomes of the foundation program and put regulations for the acceptance of students in all colleges.	13
Provide clear requirements to students regarding use of electronic devices	3
Dean should notify the staffs before leaving on leaves.	2
Improve the women's labs. It is suggested to have a more open concept in teaching labs as well as purchase and install software that allows the teacher to monitor student lab computer activity.	2
Improving the learning skills of the students by introducing new courses in the foundations programs.	1
QU has the most excellent state of the art audio visual system installed in every lab. One simple thing is missing in the system that is microphone. Kindly suggest installing microphone to this system.	1
Improving the English skills of the new student.	1

## Faculty Comments to Academic/Administrative Offices

### 1. Office of Research

	Frequency
Provide more research facilities (Art and science)	19
Enhancing the social relations between the faculty members, for example by constructing a social club and arranging social activities.	3
Provide more research facilities. (Sharia)	3
I think university should add the following condition for promotion. "the faculty should publish (accepted) a peer review paper under the name of QU".	1
Improve the student's performance level by offering research opportunities.	1
Research grants should not be approved if applicant has not published in indexed journals from previous grant.	1
Provide more research facilities. (Pharmacy)	1
The University lacks the infrastructure for basic research in the field of biomedical sciences. QU should make an active decision whether or not biomedical research should be a part of its future activities.	1
Office of research guidelines and regulations are not clearly defined even in OAR website.	1
Back to work on journal of college of Art and Science (humanities) as a scientific journal (Art and Science)	1
Minimizing research requirements (stationery things and information).	1

### 2. Office of Assessment and Evaluation

<b>College of Art and Science</b>	<b>Frequency</b>
Improving the faculty evaluation criteria; since the current output doesn't reflect the true image.	19
The surveys should be improved and to exclude the word strongly agree, or strongly disagree as it does not add anything to the overall result.	1
Students' evaluation of the faculty should be considered as an indicator not as a conclusive assessment of the faculty.	2
Faculty evaluation should not be only based on his/her published researches within scientific journals, ignoring unpublished researches.	2
Change the annual evaluation committees according to their efficiency.	1
<b>College of Education</b>	<b>Frequency</b>
Faculty evaluation should be developed, especially the evaluating process based on their researches.	3
<b>College of Engineering</b>	<b>Frequency</b>
There should be faculty evaluation to the department heads.	4
Improving the faculty evaluation criteria; since the current output doesn't reflect the true image.	8
The way a faculty member is being evaluated must be somehow improved to make all students do it, as most of them don't, or don't care.	1

<b>College of Law</b>	<b>Frequency</b>
Faculty evaluation should be developed and done by committee not by individuals.	2
<b>College of Pharmacy</b>	<b>Frequency</b>
Improving the faculty evaluation criteria.	1
<b>Foundation Program</b>	<b>Frequency</b>
Student Evaluation should be changed. Some of the students are immature and fill out the form without reading the items. Some of the items need to be modified such as teachers' presence during class hours. Teachers who do not come to class hours choose neutral because the "doesn't apply" option is not included	12

### 3. Office of Faculty and Instruction Development (OFID)

<b>Art and Science</b>	<b>Frequency</b>
Faculty development by organizing workshops, funding opportunities for conferences attendance, research encouraging	12
Support "learning by doing" principle.	2
The OFID office needs to be more professional regarding recruiting trainers in any subject; copy paste materials were presented often without any references, consequently, copyright violation occurred.	1
Developing learning methods.	1
Decrease the number of meetings and increase the number of scientific seminars.	1
Arrange three annual meetings for each college faculty members; to discuss aspects of teaching and ways of developing and to share experiences.	1
<b>Education</b>	<b>Frequency</b>
Faculty development by organizing workshop and conferences.	3
Making sure all secretaries & administrative assistants can use MS Word, and Excel proficiently and provide interactive training for all faculty who need improvement.	2
Promote e-learning within and outside classrooms.	2
Reducing activities, meetings, training & staff development workshops, seminars, and visiting lecturers, where they take place in a very high frequency, while sometimes they are not meaningful and waste time that is required for researches.	1
Mentoring of first-year faculty can help tremendously.	1
Arrange teaching technologies workshops for faculty.	1
Research grants should not be approved if applicant has not published in indexed journals from previous grant.	1
<b>Engineering</b>	<b>Frequency</b>
Faculty development by organizing workshops, funding opportunities for conferences attendance, research encouraging.	7

<b>Law</b>	<b>Frequency</b>
Providing workshops about research support methods for faculty.	1
Faculty career development should be supported.	1
<b>Sharia</b>	<b>Frequency</b>
Faculty development by organizing workshops and training courses.	1
<b>Foundation</b>	<b>Frequency</b>
Increasing research funds to participate in more conferences and seminars inside and outside Qatar.	9

#### 4. Human Resources Department

<b>Art and Science</b>	<b>Frequency</b>
Job security	13
Increase accommodation allowance.	6
Laboratory teaching load should be counted fully, not to be calculated as 50% of the teaching load.	6
Educational allowance should be increased, and children number should be considered.	10
Adoption of faculty promotions, which they received by their universities, and reset every faculty member based on his true academic degree.	5
Health insurance needed to be developed.	2
Improve sports activities.	2
Transportation allowance should be increased.	2
No faculty benefits such as discounts that are given in other institutions like airline tickets special prices.	1
Master degree holders in research areas are placed in grade "E" where as those in college of engineering are placed in grade "F" even though they have more experience than their counterparts. Why such discrimination, same qualifications in engineering & research should have same grade.	1
The university should increase the faculty salary; specially, it is considered to be low comparable to other institutions.	1
QU should increase the vacation periods; such that the faculty will have more time for research development.	1
<b>Business and Economics</b>	<b>Frequency</b>
I think the HR is poor and that faculty's benefits are limited compared to other institutions.	4
Salaries, although not bad, should be increased to attract more and better faculty and increase the competitiveness of the college in the area	4
Increase the school fee package to at least 120,000 per child per year. In most schools in Qatar the fees per term (for a student) have exceeded 40,000 Qatari Riyal and there are three terms in one school academic year. This makes the average yearly fee amount around 120,000 Qatari Riyal. This serious shortfall in school fees needs to be addressed immediately.	4

Promote healthy life in campus. Encourage employees to use sport facilities for physical exercises. Students smoking at the entrance of buildings should be warned.	1
<b>Education</b>	<b>Frequency</b>
Improve the quality of faculty life.	1
Educational allowance should be increased and be activated from KG1, also children number should be considered.	6
Work load is high and it should be reduced, also laboratory teaching load should be counted fully, not to be calculated as 50% of the teaching load.	1
<b>Engineering</b>	<b>Frequency</b>
The university should increase the faculty salary; specially, it is considered to be low comparable to other institutions.	43
Job security	14
Decrease faculty teaching and administrative loads.	10
Value and respect the entire faculty in the same manner, and provide the same rights, salaries, and benefits.	9
Educational allowance should be increased and be activated from KG1, also children number should be considered.	8
Developing health insurance.	2
More transparency and fairness	1
Denial of maternity vacation and restricting it in case of special needed kids is not fair.	1
Establish a job description for a teaching assistant to help maintaining the TA rights.	1
<b>Law</b>	<b>Frequency</b>
Job security and contracts development.	1
<b>Sharia and Islamic Studies</b>	<b>Frequency</b>
Job security.	3
The faculty salary should be increased.	3
Providing health insurance and other benefits for faculty children above 18 years old.	2
Support and encourage research by reducing the faculty teaching load, providing them with enough time.	1
Educational allowance should be increased.	1
<b>Pharmacy</b>	<b>Frequency</b>
Educational allowance should be improved; should be paid for the child once he/she is three years old.	2
Health insurance should be improved to cover 100% instead of 80% in some hospitals.	1
Increase faculty benefits.	1
Job security and retention.	1
<b>Foundation Program</b>	<b>Frequency</b>
The university should increase the faculty salary; specially, it is considered to be low comparable to other institutions.	45
faculty and staffs should feel more secure for the job in university	6
medical insurance	2

transportation allowance	2
Experience should be considered in the salary.	1
Educational allowance should be increased.	1

## 5. Business Operating Department

<b>Art and Science</b>	<b>Frequency</b>
Faculty offices are not suitable; where separate big offices are required.	19
More shaded parking spaces for faculty.	9
College of Art & Science should have its own building.	7
Develop shaded walking paths for the safety and wellness of employees	6
Buildings and facilities maintenance need improvement.	5
University cafeterias are poor in food quality, and their prices are not reasonable.	4
<b>Engineering</b>	<b>Frequency</b>
Bigger laboratories and better equipment are required.	12
Faculty offices are not suitable; where more and bigger offices are required.	7
More parking spaces for faculty only; where students should be prevented from using them.	6
University cafeterias are poor in food quality, and need development especially in the male campus.	5
Provide better way finding signage and shaded walkways, more trees and landscape both inside and outside buildings.	3
Buildings and facilities maintenance need improvement.	3
Provide furniture in corridors and lobbies for students to encourage informal learning.	2
Construct a conference center with 600-seater auditorium and several smaller seminar and meeting rooms for workshops and training courses.	1
Provision of library facilities/resources in every college.	1
<b>Sharia</b>	<b>Frequency</b>
Sharia College building renovation and maintenance.	3
<b>Law</b>	<b>Frequency</b>
Development of class facilities.	1
More shaded parking spaces for faculty.	2
<b>Pharmacy</b>	<b>Frequency</b>
Faculty offices are not suitable; where separate big offices are required.	6
Transportation service between QU buildings is required.	1
<b>Foundation Program</b>	<b>Frequency</b>
Add more parking areas close to each building to facilitate movement on campus.	21
Add shaded areas between buildings & provide golf cars for ease of moving between two buildings	13
Restaurants of Good quality and backed prices for both Students and Faculty.	2

## 6. Housing Department

<b>Art and Science</b>	<b>Frequency</b>
Faculty housing renovation and maintenance.	4
Academic Rank (Faculty, Lecturer, etc.) should not be a basis for discrimination in assigning housing.	1
Consumables and office supplies are difficult to get, such that I have had to buy my own print cartridges this year and A4 paper is in short supply	5
Support and provide Arabic scientific periodicals.	3
<b>Education</b>	<b>Frequency</b>
Faculty housing renovation and maintenance.	3
More reachable parking spaces for faculty only; where students should be prevented from using them.	3
Paying attention to cleanness and facilities development.	2
<b>Engineering</b>	<b>Frequency</b>
Faculty housing renovation and maintenance.	14
Having separate housing with playgrounds for faculties who have children and another one for those who don't have children at school age.	4
Medical insurance for maternity.	4
Improve faculty service facilities.	4
Recycle of paper by providing special containers to collect paper for recycling.	3
Having separate housing for westerners to avoid culture clash.	1
Improve campus accommodation.	1
<b>Law</b>	<b>Frequency</b>
Development in faculty housing services.	2
<b>Sharia</b>	<b>Frequency</b>
Faculty housing renovation and maintenance.	4
<b>Pharmacy</b>	<b>Frequency</b>
Faculty housing renovation and maintenance.	6
More flexible housing policies to allow choice by faculty.	1
<b>Foundation</b>	<b>Frequency</b>
Provide adequate housing allowances	42
Better maintenance and supply of essential teaching tools: copy machines/paper supply	2
Housing services are poor and should be developed.	1

## 7. Student Affairs Department

<b>Art and Science</b>	<b>Frequency</b>
Students' involvement in decision making process.	2
Admitting students who are academically qualified.	1
Pay attention to student satisfaction.	1



Paying attention to students' behavior, especially the demure uniform.	1
<b>Business and Economics</b>	<b>Frequency</b>
I think that catering is poor. QU needs to bring in more brand names so that students feel that they are able to spend more time at Uni.	1
<b>Education</b>	<b>Frequency</b>
Develop a program to increase the student commitment to the university.	1
<b>Engineering</b>	<b>Frequency</b>
University cafeterias are poor in food quality, and need development especially in the male campus.	5
<b>Foundation Program</b>	<b>Frequency</b>
Restaurants of good quality and backed prices for both Students and Faculty.	8

## 8. IT Department

<b>College of Engineering</b>	<b>Frequency</b>
ITS provides an adequate space for keeping all the faculty works and data. The current 2 GB space is not adequate.	1
Improvement of IT services.	1
<b>Foundation Program</b>	<b>Frequency</b>
Activation of IT calling buttons distributed over classrooms.	1
Availability of ITS services after hours, for example to receive telephone calls if troubleshooting happens after hours	1
<b>College of Law</b>	<b>Frequency</b>
Developing the IT maintenance services.	2

## 9. Library

<b>Art and Science</b>	<b>Frequency</b>
Better Library (More resources, better binding system and more librarians).	5
Lists in the major areas of specialization should be provided in the library.	1
<b>Business and economics</b>	<b>Frequency</b>
Better Library (More resources, better binding system and more librarians).	1
<b>Sharia</b>	<b>Frequency</b>
Better Library (More resources, better binding system and more librarians).	1

## Faculty requesting Social Activities

<b>Art and Science</b>	<b>Frequency</b>
Enhancing the social relations between the faculty members, for example by constructing a social club and arranging social activities.	6
<b>College of Education</b>	<b>Frequency</b>

Enhancing the social relations between the faculty members, for example by arranging social activities and providing faculty lounges in each college equipped with coffee and vending machines and constructing a social club.	20
Providing society services opportunities (cultural & social) to the faculty.	6
Provide a special annual subscription to faculty members in one of Doha clubs.	3
University-wide internal events or organizations are being done almost in isolation. These should be worked out to the faculty and students. For example, two prime ministers gave seminars at QU during this academic year, but no announcement was made to the college of engineering faculty about these events, it was very saddening to hear it on television after the event. These events were not even in the events calendar.	1
External Relations Office	1

### Other issues

	Frequency
Not to exaggerate the number of hours of non-specialized courses, because it affects the student gain in his major.	1
Giving more freedom to teachers in terms of making decisions for the materials and techniques they use in teaching.	1
Developing the curriculum to achieve international accreditation.	1
Developing teaching materials.	1
Most students are reluctant and not motivated to work; they are looking just to have a degree.	1
I think there is need to focus on to the final exam arrangement system. As some students have to face two to three exams in a day at the time of final exam; so they go through a tremendous pressure that somewhere affect their performance. My suggestion is that the exam can be stretched upon to adjust all courses properly and removing exam burden in finishing overlapping in a one day or two so.	1

### Most complained about items

Social life	Food service	Salary	Housing
Class size	Contract duration	Faculty evaluation	Labs
Research	Changing dept. heads	Children education	Parking

## Faculty Satisfaction Survey 2011

### استبيان رضا أعضاء هيئة التدريس لعام 2011

الزملاء الكرام

تدرك جامعة قطر أهمية آراء أعضاء هيئة التدريس في تحسين خدمات الأكاديمية والمساعدة. ومن ثم، فإن استبيان رضا أعضاء هيئة التدريس يعبر عن مستوى رضاكم بشأن نواحي متعددة في التدريس والبحوث والخدمات وعملية صنع القرار وقاعات الدراسة والمرافق والبيئة الجامعية. لذا، فإن إجاباتكم مهمة لدينا وسوف نتعامل مع بياناتكم القيمة بسرية تامة. ولكم جزيل الشكر على مشاركتكم.

Dear colleagues,

Qatar University values your opinion in all aspects of its activities. The **Faculty Satisfaction Survey** captures your current level of satisfaction on various aspects of teaching, research, services, classrooms, decision making process, facilities, and campus environment; it is time to voice your opinion. This survey is anonymous, and your input is valued and will be kept confidential. Thank you.

Gender النوع :

Male ذكر

Female أنثى

Nationality الجنسية :

Qatari قطري

Arab عربي

African أفريقي

European أوروبي

Asian آسيوي

North American  
أمريكا الشمالية

Australian or New Zealand

Others أخرى

أسترالي أو نيوزلندي

Material status الحالة الاجتماعية :

Married متزوج

Single أعزب

How many children (under 18 years old) do you have?

كم عدد أبنائك (تحت 18 سنة) ؟

College / الكلية :

Art and Science

Business and Economics

Education

الأداب والعلوم

الإدارة والاقتصاد

التربية

Engineering

Law

Pharmacy

الهندسة

القانون

الصيدلة

Sharia and Islamic studies

Foundation Program

الإسلامية الشريعة والدراسات

البرنامج التأسيسي

Present academic rank/ الدرجة العلمية الحالية	Professor/ أستاذ <input type="radio"/>	Associate Professor/ أستاذ مشارك <input type="radio"/>	Assistant Professor/ أستاذ مساعد <input type="radio"/>	Lecture r/ محاضر <input type="radio"/>	Teaching Assistant/ مساعد التدريس <input type="radio"/>
Are you holding an administrative position presently at QU? هل تشغل حالياً وظيفة إدارية في الجامعة؟	Yes/نعم <input type="radio"/>	No/لا <input type="radio"/>			

Please rate your level of satisfaction in the following items/ يرجى تقييم مدى رضاكم عن العبارات التالية

Aspects/مجالات	Strongly Agree أوافق بشدة	Agree أوافق	Neutral محايد	Disagree لا أوافق	Strongly Disagree لا أوافق بشدة	Not Applicable لا ينطبق
<b>(1) Major Initiatives (SP, SACS)</b>						
I was involved in the college-level strategic plan أسهمت في وضع الخطة الاستراتيجية على مستوى الكلية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe the QU Strategic Plan is influencing positive changes at QU أعتقد أن الخطة الاستراتيجية للجامعة تؤثر بفاعلية في إحداث تغيرات إيجابية في الجامعة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am aware of the institutional accreditation (SACS) initiative at QU أنا على علم بسعي الجامعة للحصول على الاعتماد المؤسسي من (SACS)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>(2) HR</b>						
I am satisfied with the policies and procedures of promotion أنا راض عن سياسات وإجراءات الترقية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am happy with the duration of my contract أنا راض عن مدة عقدي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the services provided by HR Department أنا راض عن الخدمات التي تقدمها إدارة الموارد البشرية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with my salary أنا راض عن راتبي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the benefits for health insurance أنا راض عن مزايا التأمين الصحي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the benefits for child education أنا راض عن مزايا تعليم الأطفال	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>(3) Facilities</b>						
I find the facilities for teaching are	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

adequate أرى أن مرافق التدريس كافية						
I find the equipment for teaching are adequate أرى أن تجهيزات التدريس كافية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My office space and work station are adequate مساحة مكنتي كافية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The educational technology is adequate التكنولوجيا المتاحة في التدريس مناسبة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with adequacy of student lab space أنا راض عن المساحة المخصصة للمعامل الطلابية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the maintenance of student labs أنا راض عن صيانة المعامل الطلابية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the maintenance of office space أنا راض عن صيانة أماكن العمل	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the maintenance of buildings أنا راض عن صيانة المباني	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the maintenance of landscape أنا راض عن صيانة المرافق الخارجية للجامعة مثل: الشوارع، الممرات،	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the availability of on-campus parking أنا راض عن توافر مواقف السيارات داخل الجامعة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### (4) Campus life

I am satisfied with the social activities QU organizes on campus أنا راض عن الأنشطة الاجتماعية التي تنظمها الجامعة في الحرم الجامعي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the social relationship with other faculty أنا راض عن العلاقات الاجتماعية مع الزملاء في الجامعة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

#### (5) Educational support services ( Colleges, library, IT, OIFD)

Services provided by the Office of Faculty & Instructional Development (OFID) are helpful الخدمات التي يقدمها مكتب التنمية المهنية وتطوير عمليات التدريس جيدة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with services provided by the ITS department أنا راض عن الخدمات التي تقدمها إدارة تكنولوجيا المعلومات	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the availability of services by the ITS department أنا راض عن توفّر الخدمات التي تقدمها إدارة تكنولوجيا المعلومات	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I am satisfied with the quality of services by the ITS department إنني راض عن جودة الخدمات التي تقدمها إدارة تكنولوجيا المعلومات	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the professional development opportunities offered by the university أنا راض عن فرص التنمية المهنية المتوفرة من قبل الجامعة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the library facilities أنا راض عن مرافق المكتبة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the services provided by the library أنا راض عن الخدمات التي تقدمها المكتبة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with adequacy of student lab equipment and software أنا راض عن المعدات والبرامج الإلكترونية المتوفرة في المعامل الطلابية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is adequate support for integrating technology in my teaching يوجد دعم كاف لدمج التكنولوجيا في عملية التدريس	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### (6) Teaching

The ratios allocated by my college to teaching, research and community services are adequate النسب المخصصة من قبل الكلية للتدريس والبحث وخدمة الجامعة والمجتمع مناسبة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with Student Learning Outcomes defined for the educational program that I am affiliated with أنا راض عن مخرجات التعلم المقررة للبرنامج التعليمي الموكل إلي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the Student Learning Outcomes of the Core Curriculum Program at the University Level أنا راض عن مخرجات التعلم الخاصة ببرنامج المتطلبات العامة على مستوى الجامعة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the academic preparation of students who are coming from the Foundation Program أنا راض عن الإعداد الأكاديمي الذي يتم للطلاب القادمين من البرنامج التأسيسي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The number of TA's that support me is sufficient عدد مساعدي التدريس الذي يساعدونني في مهامي كاف	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Faculty feel that most students are well-prepared academically يشعر أعضاء هيئة التدريس بأن الإعداد الأكاديمي لغالبية الطلاب جيد	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My teaching is valued by faculty in my	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

department تدريسي مقدر من قبل زملائي في القسم						
<b>(7) Research</b>						
I am satisfied with research environment within my college أنا راض على المناخ العام للبحث في الكلية من حيث التشجيع على البحث	○	○	○	○	○	○
The internal financial support for research is adequate الدعم المالي الداخلي للبحوث كاف	○	○	○	○	○	○
I am satisfied with the services provided by the Office of Academic Research أنا راض عن الخدمات التي يقدمها مكتب البحوث الأكاديمية	○	○	○	○	○	○
My research is valued by faculty in my department بحوثي مقدر من قبل زملائي في القسم	○	○	○	○	○	○
<b>(8) Management Related</b>						
I am treated fairly تتم معاملتي بعدل	○	○	○	○	○	○
I am treated equally تتم معاملتي بمساواة	○	○	○	○	○	○
I can express any complaint or grievance freely يمكنني التعبير بحرية عن أي شكوى أو تظلم	○	○	○	○	○	○
I feel my job is secure أحس أن وظيفتي آمنة	○	○	○	○	○	○
I feel that I am valued/appreciated for my work أحس بالتقدير نتيجة لعملي	○	○	○	○	○	○
I am consistently informed of important and/or new institutional policies يتم إعلامي باستمرار بالسياسات الجديدة و/أو ذات الأهمية بالنسبة لي	○	○	○	○	○	○
I am satisfied with my college administration أنا راض عن إدارة كليتي	○	○	○	○	○	○
The policies and procedures in the faculty handbook are clearly stated السياسات والإجراءات التي يتضمنها دليل هيئة التدريس معروضة بوضوح	○	○	○	○	○	○
I am satisfied with the secretarial assistance work أنا راض عن أعمال الدعم المكتبي	○	○	○	○	○	○
I am satisfied with my class schedule أنا راض عن جدول التدريس الخاص بي	○	○	○	○	○	○
Most of my classes have the "right" number of students عدد الطلاب في معظم الحصص التي أدرسها مناسب	○	○	○	○	○	○

I am satisfied with the faculty performance evaluation policy أنا راض عن سياسة تقييم أعضاء هيئة التدريس	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the usage of ONLINE faculty Performance Review System (FPRS) أنا راض عن استخدام النظام الإلكتروني لمتابعة أداء عضو هيئة التدريس	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with the fairness in the implementation of Faculty Performance Review System (FPRS) أنا راض عن عدالة تنفيذ نظام متابعة أداء عضو هيئة التدريس	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of security on campus is adequate مستوى الأمن داخل الحرم الجامعي مناسب	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of safety on campus is adequate مستوى السلامة داخل الحرم الجامعي مناسب	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am overall satisfied with my job أنا راض بشكل عام عن عملي	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My department does a good job of mentoring new faculty يؤدي قسمي دورا فعالا في توجيه أعضاء هيئة التدريس الجدد	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In how many of the courses that you teach do you use each of the following?

عدد المقررات التي تدرّسها والتي تستخدم فيها الوسائل التالية

Teaching activities التفاعل التدريسي	All	Most	Some	None
Class discussion / النقاش خلال المحاضرة	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Cooperative learning (small groups) / التعليم التعاوني	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Essay mid-term and/or final exams / الأسئلة المقالية في اختبارات منتصف الفصل أو الاختبارات النهائية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Extensive lecturing / اعتماد موسع على المحاضرات	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Group projects / المشاريع الجماعية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multiple-choice mid-term and/or final exams / الاختيار المتعدد في اختبارات منتصف الفصل أو الاختبارات النهائية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-line instruction / التعليم الإلكتروني	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Short-answer mid-term and/or final exams / أسئلة ذات إجابات قصيرة في اختبارات منتصف الفصل أو الاختبارات النهائية	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student evaluations of each other's' work / تقييم الطلاب لأعمال بعضهم البعض	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student evaluations of their own work / تقييم الطالب لعمله	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student presentations / عروض الطلاب	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student-selected topics for course content / موضوعات تتناسب	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



مع محتوى المقرّر				
Term/research papers / البحوث	○	○	○	○

Kindly suggest us the 3 most important areas by rank, (1) being most important , and (3) being least important, where you think that QU should improve.

يرجى التكرم باقتراح أهم ثلاثة مجالات بحيث يكون رقم (1) هو الأكثر أهمية ورقم (3) هو الأقل أهمية، التي ينبغي أن تعمل جامعة قطر على تحسينها

- 1.
- 2.
- 3.