



# MSU Faculty Job Satisfaction: A test of Self-Determination Theory

Note: Solid lines indicate statistically significant associations, whereas dashed lines do not.

## Changes in Job Satisfaction

- Faculty Overall**
  - Overall, MSU faculty are satisfied with their job (above the midpoint of 4)!
  - Faculty report being comparably satisfied with their job in 2013 compared to 2012
    - Fall 2012:  $M=4.981$
    - Fall 2013:  $M=5.016$
- Women in STEM**
  - As a group women in STEM are more job satisfied compared to last year ( $d=.30$ ) even when not including new faculty ( $d=.26$ )

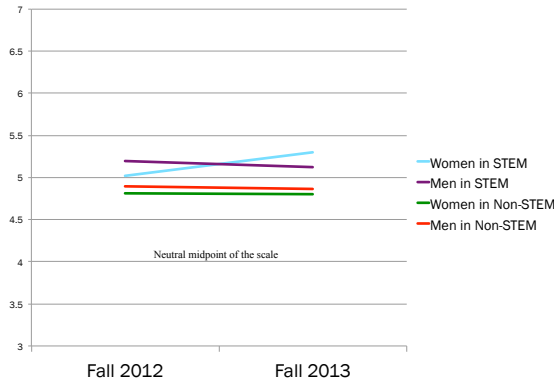


Figure 1. Changes in MSU Job Satisfaction from Fall 2012 to Fall 2013 as measured by the Campus Climate Survey (52% response rate). Scale ranges from 1 (Not at all Satisfied) to 7 (Very Satisfied) on a 10 item highly valid, reliable published survey.

## Job Satisfaction and ADVANCE

- FOR EVERYONE: more involvement with ADVANCE is associated with more job satisfaction in 2013,  $r = .29, p < .01$ , and more positive change in job satisfaction from 2012 to 2013,  $r = .24, p < .01$
- Women STEM faculty are more involved in ADVANCE activities than all other faculty,  $F(1, 212) = 3.65, p = .05, d = .51$

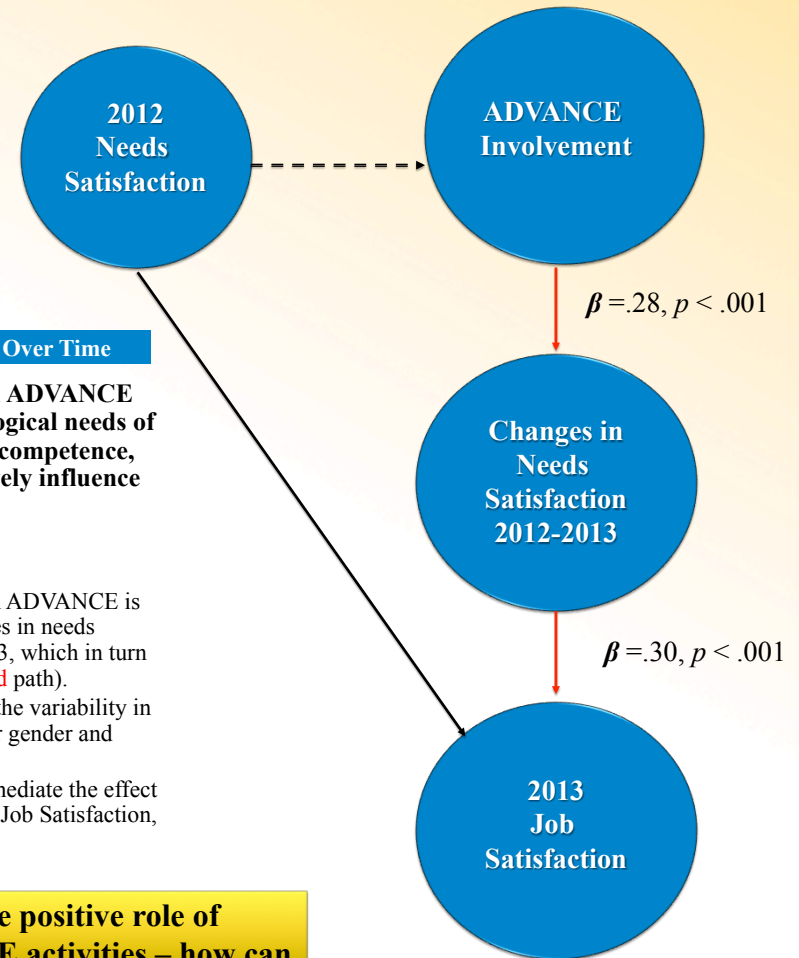
## Predicting Job Satisfaction Over Time

**Hypothesis:** Involvement in ADVANCE should enhance the psychological needs of autonomy, relatedness, and competence, which in turn should positively influence job satisfaction.

## Results

- As predicted, involvement with ADVANCE is associated with positive changes in needs satisfaction from 2012 and 2013, which in turn predicts job satisfaction (see red path).
- This path accounts for 17% of the variability in Job Satisfaction, controlling for gender and STEM vs. Non-STEM fields.
- Changes in needs satisfaction mediate the effect of ADVANCE Involvement on Job Satisfaction,  $Z$  for Sobel test = 2.01,  $p < .05$ .

**To Consider: Given the positive role of involvement with ADVANCE activities – how can we get more people more involved?**



**To Consider: What other factors impact your autonomy, competence, and relatedness needs at MSU?**