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

Changes in Job Satisfaction

- 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: $M=5.016$
- As a group women in STEM are more job satisfied compared to last year ($d=.30$) even when not including new faculty ($d=.26$)

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?

**2012 Needs Satisfaction**

**ADVANCE Involvement**

**2013 Job Satisfaction**

**Changes in Needs Satisfaction 2012-2013**

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