Faculty Assembly
Spring Semester
March 31, 2021

Discussion Topics:
COACHE Survey
Fall Schedule
COACHE Committee

Dr. Silvana Chambers (COB)
Dr. Sharon Hall (CSE)
Dr. Amy Lucas (HSH)
Dr. Lisa Jones (COE)
Dr. Janice Newsum (COE)
Dr. Desdamona Rios (HSH)

Dr. Lory Santiago-Vázquez (CSE)

Dr. Faiza Zalila (COB)
Dr. Kathryn Matthew
Dr. Kevin Wooten
Dr. Steven J. Berberich
COACHE UHCL History

• Faculty job satisfaction survey: **Harvard U.**
  – Over 250 US colleges & universities have used COACHE since 2005

• Effort to gather data for NSF ADVANCE proposal & to determine faculty climate
  – Previous climate survey by senate

• **2016**: 1\textsuperscript{st} survey
  – Response rates
  – 59% UHCL

• **2020**: 2\textsuperscript{nd} survey
  – 56% Peers
  – 44% Cohort

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<thead>
<tr>
<th></th>
<th>You</th>
<th>Peers</th>
<th>Cohort</th>
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<tbody>
<tr>
<td>All Faculty</td>
<td>59%</td>
<td>56%</td>
<td>44%</td>
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<td>Tenured</td>
<td>58%</td>
<td>53%</td>
<td>46%</td>
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<td>Pre-tenure</td>
<td>65%</td>
<td>61%</td>
<td>47%</td>
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<tr>
<td>Non-tenure Track</td>
<td>55%</td>
<td>61%</td>
<td>38%</td>
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<td>Full Professor</td>
<td>60%</td>
<td>55%</td>
<td>47%</td>
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<td>Associate Professor</td>
<td>55%</td>
<td>59%</td>
<td>44%</td>
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<tr>
<td>Men</td>
<td>53%</td>
<td>52%</td>
<td>41%</td>
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<td>Women</td>
<td>66%</td>
<td>60%</td>
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<tr>
<td>White</td>
<td>57%</td>
<td>57%</td>
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<tr>
<td>Faculty of Color</td>
<td>64%</td>
<td>55%</td>
<td>41%</td>
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<tr>
<td>Asian/Asian-American</td>
<td>56%</td>
<td>56%</td>
<td>36%</td>
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<tr>
<td>Underrepresented Minorities</td>
<td>74%</td>
<td>54%</td>
<td>46%</td>
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COACHE 2016 Data

- P&T policy
- Mentorship program
- Teaching relief policy
- CFD initiatives:
  - Associate to Full Program
  - Faculty Spotlight Page (website)
  - Various faculty awards
  - Faculty displays
- Data used to apply for funding
COACHE Data Rollout - Benchmarks

Nature of Work
- Research
- Service
- Teaching

Resources and Support
- Facilities and work resources
- Personal and family policies
- Health and retirement benefits
- Salary

Cross-Silo Work and Mentorship
- Interdisciplinary work
- Collaboration
- Mentoring

Tenure and Promotion
- Tenure policies
- Tenure expectations
- Promotion to full

Institutional Leadership
- Senior Leadership
- Divisional (School/College) Leadership
- Departmental Leadership
- Faculty Leadership

Shared Governance
- Trust
- Shared sense of purpose
- Understanding the issue at hand
- Adaptability
- Productivity

The Department
- Engagement
- Quality
- Collegiality

Appreciation and Recognition

Retention and Negotiation
Themes and Benchmarks

Resources and Support
- Facilities and Work Resources
- Personal and Family Policies
- Health and Retirement Benefits
  - Interdisciplinary Work
  - Collaboration
  - Mentoring
- Tenure Policies
- Tenure Expectations: Clarity
- Promotion to Full

Cross-Silo Work and Mentorship

Tenure and Promotion

The choice is clear.
## Facilities and Work Resources – College Level

**UHCL – 3.47** (5)
- COE – 3.88 (4)
- COB – 3.82 (3)
- HSH – 3.27 (9)
- CSE – 3.27 (7)

### Facilities and Work Resources

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<td>Health and Retirement Benefits</td>
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- ✅ College of Business
- ✗ College of Education
- ✅ College of Human Sciences and Humanities
- ✅ College of Science and Engineering

The choice is clear.
### Facilities and Work Resources – University level

<table>
<thead>
<tr>
<th>Area</th>
<th>Mean</th>
<th>Overall</th>
<th>Tenured</th>
<th>Pre-Ten</th>
<th>NTT</th>
<th>Full</th>
<th>Assoc</th>
<th>Men</th>
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<td>Facilities and Work Resources</td>
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<td>Support for improving teaching</td>
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<td>Office</td>
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<td>Laboratory, research, studio space</td>
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<td>Equipment</td>
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<td>Classrooms</td>
<td>3.60</td>
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<td>Library resources</td>
<td>3.89</td>
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<td>Computing and technical support</td>
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<td>Clerical/administrative support</td>
<td>3.08</td>
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In lab, **research and studio space**, UHCL scored lower than its cohort, but higher than 3 of its 5 peers. In **clerical/administrative support**, UHCL scored significantly lower than its peers and cohort. This was true for each demographic group, except URM.

The choice is clear.
Facilities and Work Resources –
Positives
Overall benchmark (5th highest rated of all benchmarks

- Classrooms
- Library Resources
- Office
- Computing and technical support
- Equipment

This appears to be an area of strength.
• Clerical/administrative support
• Laboratory, research, studio space
• Facilities and work resources could be seen as an area of strength

• We are higher than 4 of our 5 peers, and at the mean of the cohort

• Two colleges, COE and COB, scored very high in this benchmark.
COACHE Data Rollout

• COACHE committee members will host CETL virtual chats/sessions in April
  – First session on how to review the survey data
  – Other sessions on benchmarks.
• Powerpoints and COACHE survey will be posted on the COACHE website (being finalized)
• Survey Comments- Drs. Lucas and Rios created presentation
Where do we go from here?

- Committee identified several areas of focus (challenges and opportunities) which are noted in the committee summaries.
- Committee was NOT tasked with determining all of the challenges/opportunities.
- Importantly, the committee unanimously supports that the survey be used to take action, to address the challenges, and leverage opportunities.
Where Do We Start

• Faculty workload/total compensation
• Faculty promotion/evaluation
• Communication

COACHE 2020 will be a Provost report out topic.
Q&A Period for Topic 1: COACHE Survey Update