



Nature of Work: Research

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COACHE 2020

Themes and Benchmarks

Nature of Work

- Nature of Work Research
- Nature of Work Service
- Nature of Work Teaching

Resources and Support

- Facilities and Work Resources
- Personal and Family Policies
- Health and Retirement Benefits

Cross-Silo Work and Mentorship

- Interdisciplinary Work
- Collaboration
- Mentoring

Tenure and Promotion

- Tenure Policies
- Tenure Expectations: Clarity
- Promotion to Full

Institutional Leadership

- Leadership: Senior
- Leadership Divisional
- Leadership: Departmental
- Leadership Faculty

Shared Governance

- Governance: Trust
- Governance: Shared sense of Purpose
- Governance: Understanding the Issues at hand
- Governance: Adaptability
- Governance: Productivity

The Department

- Department Collegiality
- Departmental Engagement
- Departmental Quality

Appreciation and Recognition

- Appreciation and Recognition

Themes and Benchmarks At Glance



Ranking	Benchmark	Cohort	Peers	UHCL	COB	COE	HSH	CSE
21	Nature of Work: Research	3.17	2.90	2.72	3.09	2.78	2.48	2.78
15	Nature of Work: Service	3.30	3.36	3.02	3.27	3.18	2.78	3.09
3	Nature of Work: Teaching	3.78	3.67	3.58	3.55	3.97	3.61	3.36
5	Facilities and Work Resources	3.48	3.24	3.47	3.82	3.88	3.27	3.27
24	Personal and Family Policies	3.14	3.07	2.66	3.44	2.58	2.25	2.86
7	Health and Retirement Benefits	3.67	3.49	3.44	3.60	3.66	3.33	3.33
25	Interdisciplinary Work	2.68	2.50	2.41	2.84	2.42	2.26	2.36
7	Collaboration	3.59	3.41	3.44	3.65	3.79	3.39	3.14
10	Mentoring	3.18	3.13	3.17	3.40	3.23	3.23	2.85
12	Tenure Policies	3.50	3.34	3.11	4.12	3.39	2.89	2.89
11	Tenure Expectations: Clarity	3.38	3.37	3.12	3.58	3.71	2.65	3.29
23	Promotion to Full	3.59	3.50	2.68	2.86	2.76	2.40	2.86
16	Leadership: Senior	3.15	3.10	3.00	3.53	3.16	2.73	2.92
20	Leadership: Divisional	3.23	3.25	2.76	3.77	3.17	1.82	3.17
2	Leadership: Departmental	3.70	3.72	3.70	4.12	3.80	3.63	3.44
9	Leadership: Faculty	3.20	3.19	3.37	3.38	3.38	3.47	3.20
14	Governance: Trust	3.09	3.05	3.03	3.28	3.28	2.86	2.97
17	Governance: Shared Sense of Purpose	3.09	2.96	2.92	3.27	3.10	2.66	2.95
19	Governance: Understanding the Issue at Hand	2.97	2.91	2.86	3.28	3.01	2.62	2.84
22	Governance: Adaptability	2.87	2.82	2.70	2.80	2.92	2.53	2.73
17	Governance: Productivity	3.06	3.01	2.92	3.01	3.20	2.67	3.01
1	Departmental Collegiality	3.88	3.87	3.82	3.99	3.91	3.80	3.68
4	Departmental Engagement	3.54	3.53	3.49	3.56	3.62	3.44	3.41
6	Departmental Quality	3.62	3.47	3.45	3.62	3.62	3.51	3.15
13	Appreciation and Recognition	3.28	3.21	3.04	3.51	3.37	2.78	2.89

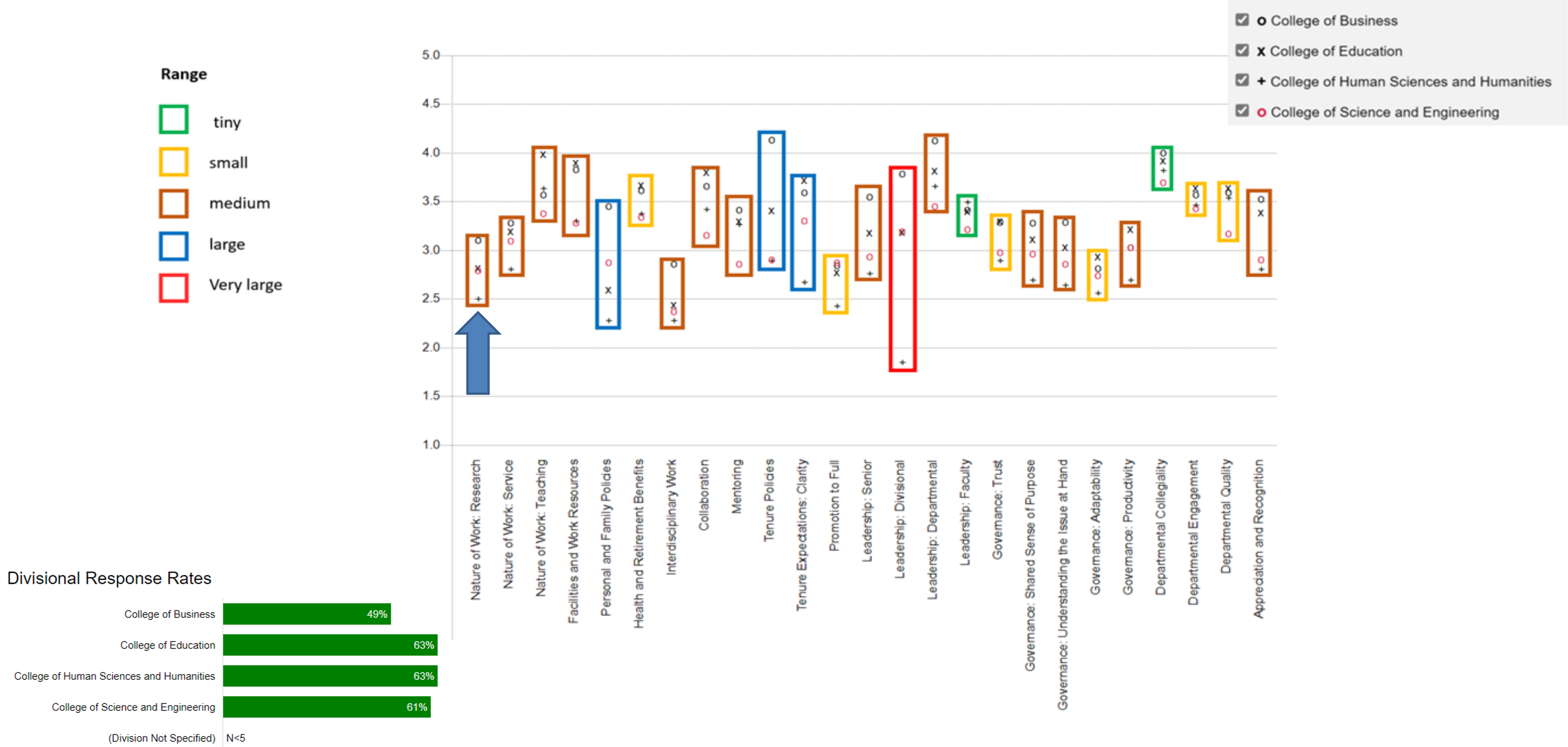
Theme: Nature of Work

Three Benchmarks:

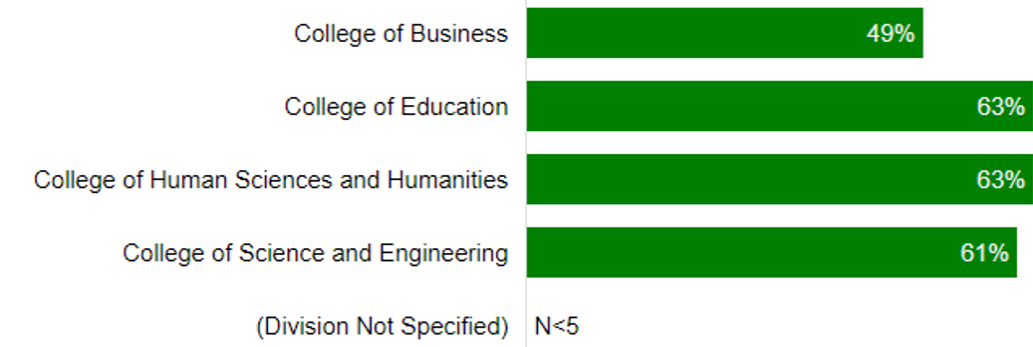
- Research
- Service
- Teaching

Reminder: Read the notes when
available for more in-depth
analysis

Disparity Across Colleges at our Institution

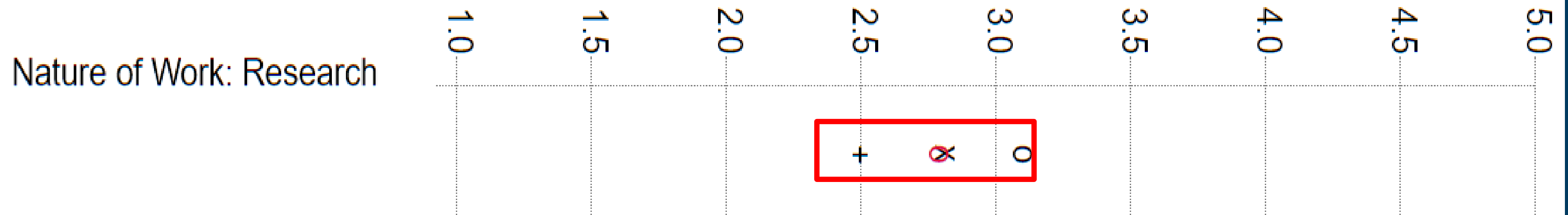


Divisional Response Rates




Research- College Level


Research satisfaction is pretty much consistent across all colleges at our Institution




Use checkbox to hide/display symbols on the view.

☒ ALL

☒  College of Business

☒  College of Education

☒  College of Human Sciences and Humanities

☒  College of Science and Engineering

Overall UHCL Mean: 2.72

- COB: 3.09
- COE: 2.78
- CSE: 2.78
- HSH: 2.48

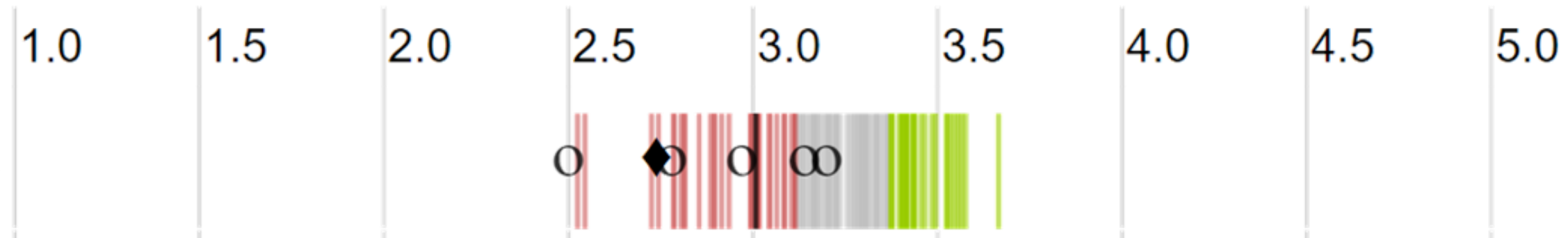
Research-University Level Comparative Position (Peers & Cohort)



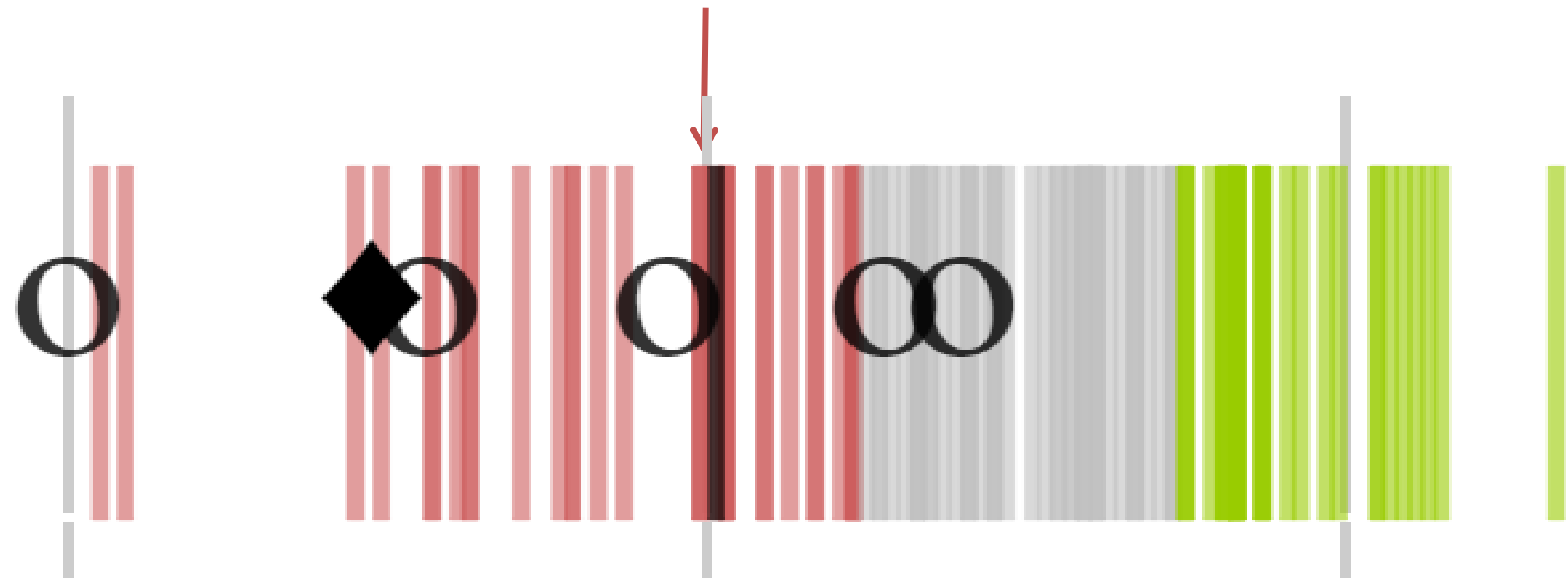
Compounded Mean
UHCL: 2.72
Cohort: 3.17
Peers: 2.90

Research is one of the lowest rated benchmarks at our organization, ranking 21 out of 25 benchmarks. We also have lower overall means than our Peers and Cohorts

Nature of Work: Research



Compare diamond (2020) to
black line (2016):
benchmark is lower
compared to 2016 survey



Comparison of Demographics with Peers/Cohorts

All areas below average, except influence over focus of research (>3)

Lowest: Availability of course release for research (1.81)

Support for maintaining grants: high compared to peers (2.95)

Compounded Mean

UHCL: 2.72

Cohort: 3.17

Peers: 2.90

Your results compared to PEERS ◀

Your results compared to COHORT ►

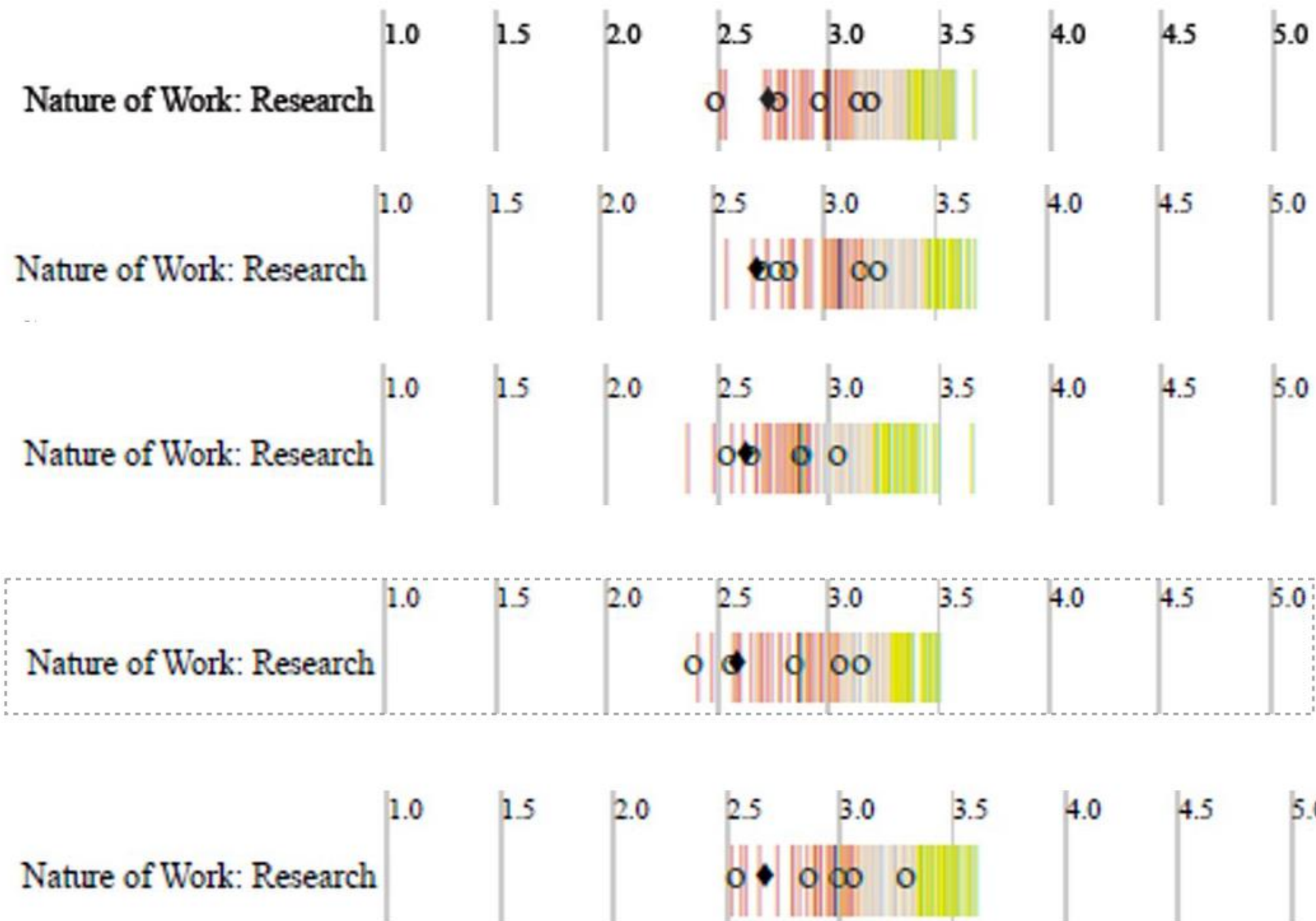
Areas of strength in **GREEN**

Areas of concern in **RED**

mean overall tenured pre-ten ntt full assoc men women white foc asian urm

[illegible]

Consistent Overall Response in Different Demographics



All faculty

Pre-tenure

Associates

Females

FOC

Nature of Work-Research Within Group Differences

		Within campus differences							
		sm (.1)	med. (.3)	lrg. (.5)					
	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2016
Nature of Work: Research	2.72		tenured	assoc	women	foc		urm	-
Time spent on research	2.84	tenured	tenured	assoc	women		white	urm	-
Expectations for finding external funding	2.98	tenured	tenured	assoc		foc	asian	urm	-
Influence over focus of research	3.94			full	women	foc	asian	urm	
Quality of grad students to support research	2.43		tenured	full	women	foc		urm	
Support for research	2.41		tenured		women			urm	-
Support for engaging undergrads in research	2.42		tenured	assoc	women	foc		urm	-
Support for obtaining grants (pre-award)	2.82		tenured		women	foc		urm	
Support for maintaining grants (post-award)	2.95	pre-ten	tenured		women			urm	-
Support for securing grad student assistance	2.29		tenured	assoc	women	white	white		-
Support for travel to present/conduct research	2.61		tenured	assoc	women	white	white		-
Availability of course release for research	1.81	pre-ten		assoc	women	white	white		-

Positives

- Influence over research (3.94 out of 5)
- NTT- quality of grad students to support research, support for obtaining grants, support for securing grad student assistance (observation: research not required for many non-tenured track)
- Support for maintaining grants (OSP)- compared to peers we are doing better
- URM compared to peers: Expectations for finding external funding

Opportunities for Improvement



- Course release availability, women vs. men and white vs. Asian (1.81)
- Except for NTT, people want more time for research, especially tenured faculty vs. ntt and women vs. men (2.84)
- Support for research (2.41) & for engaging UGs in research (2.42)
- Quality of grad students (2.43), tenure vs ntt, and women vs men
- Travel support (2.61), tenured, assoc & white showed biggest differences



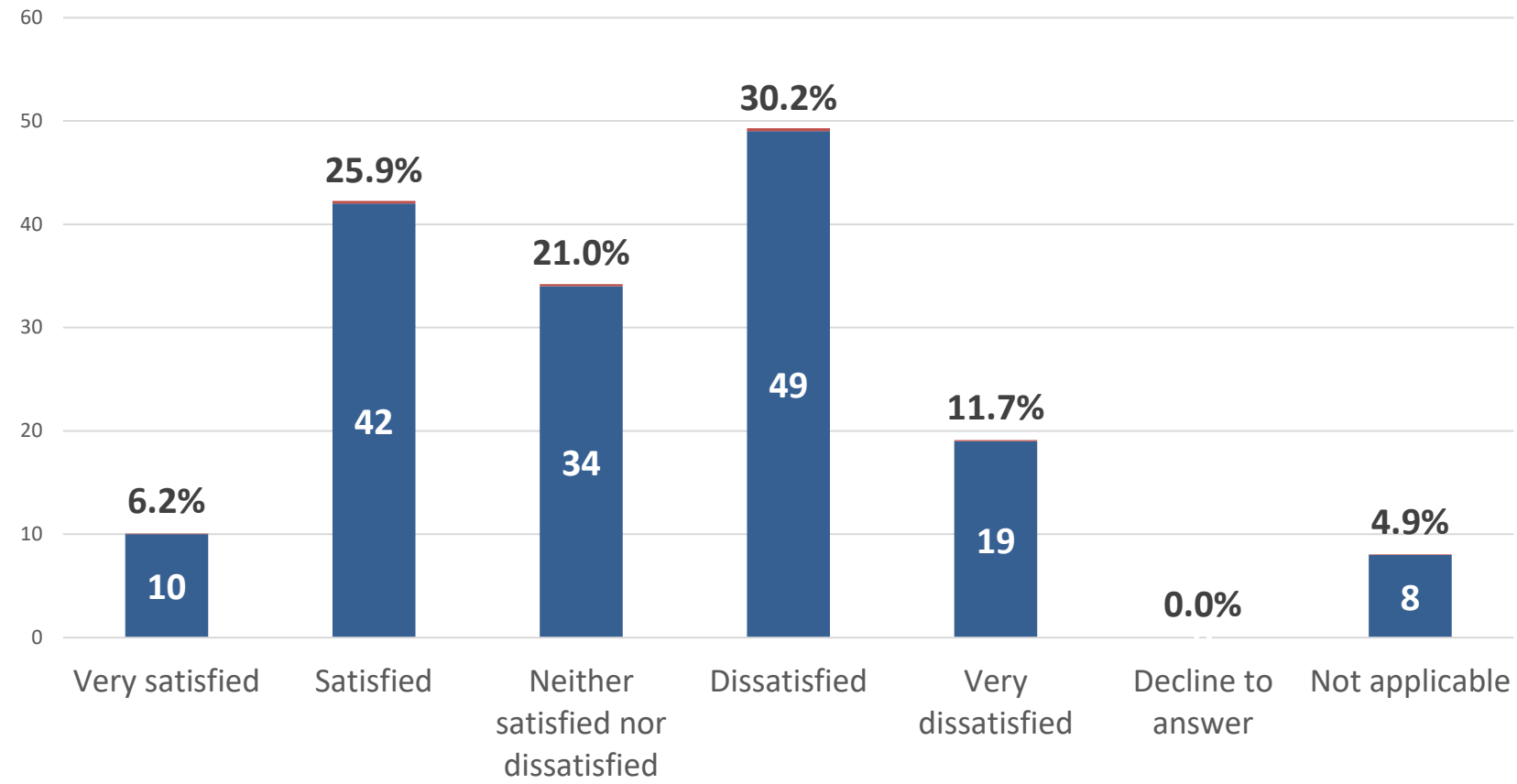
Interesting Observations

- When comparing groups, the following seem most dissatisfied:
 1. Tenured
 2. Associates
 3. Women
 4. Faculty of Color (FOC)
 5. Underrepresented Minorities (URM)
- How can we support these groups?

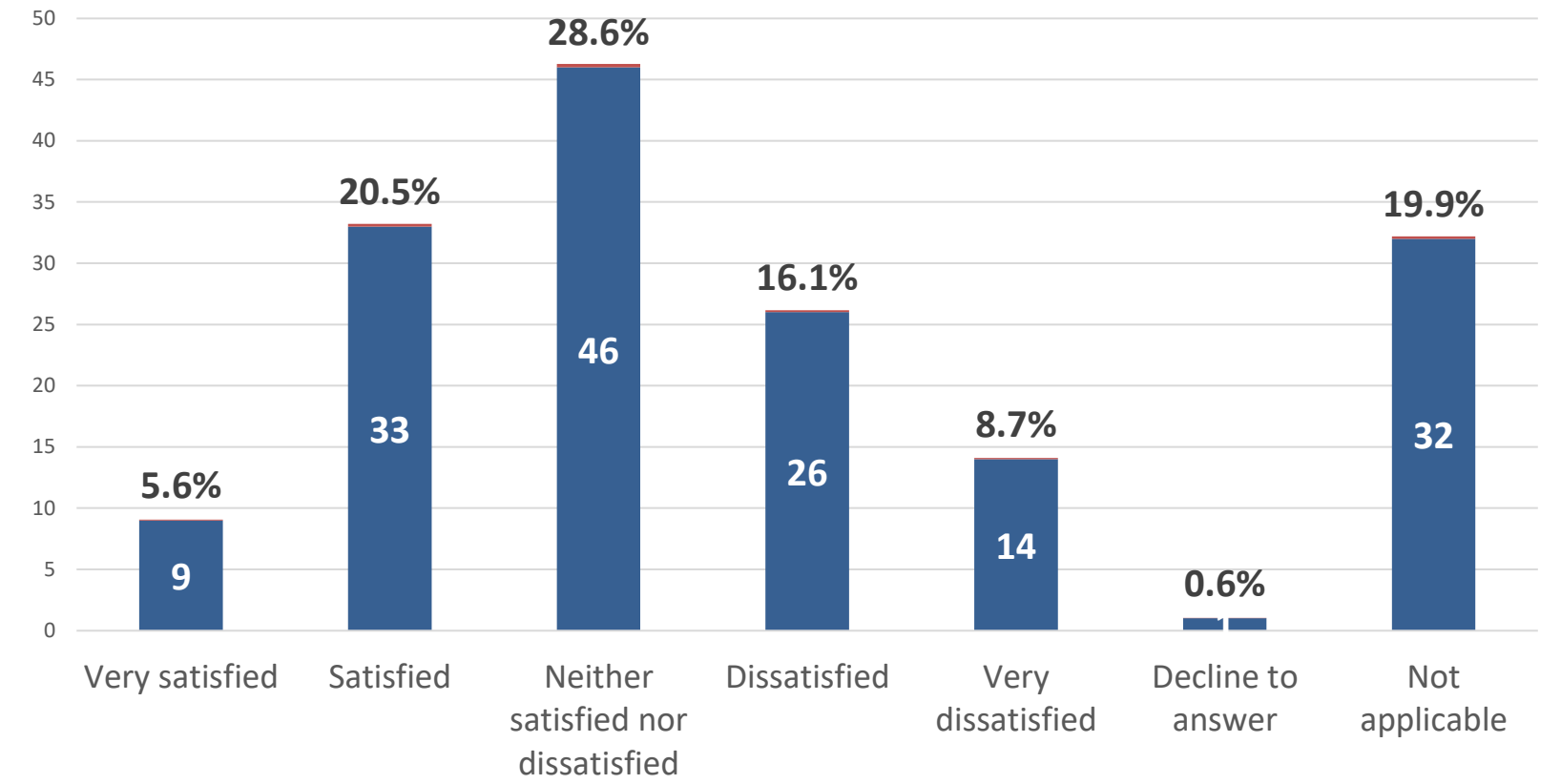
Appendix- Frequencies

Responses Across Nature of Work
Research

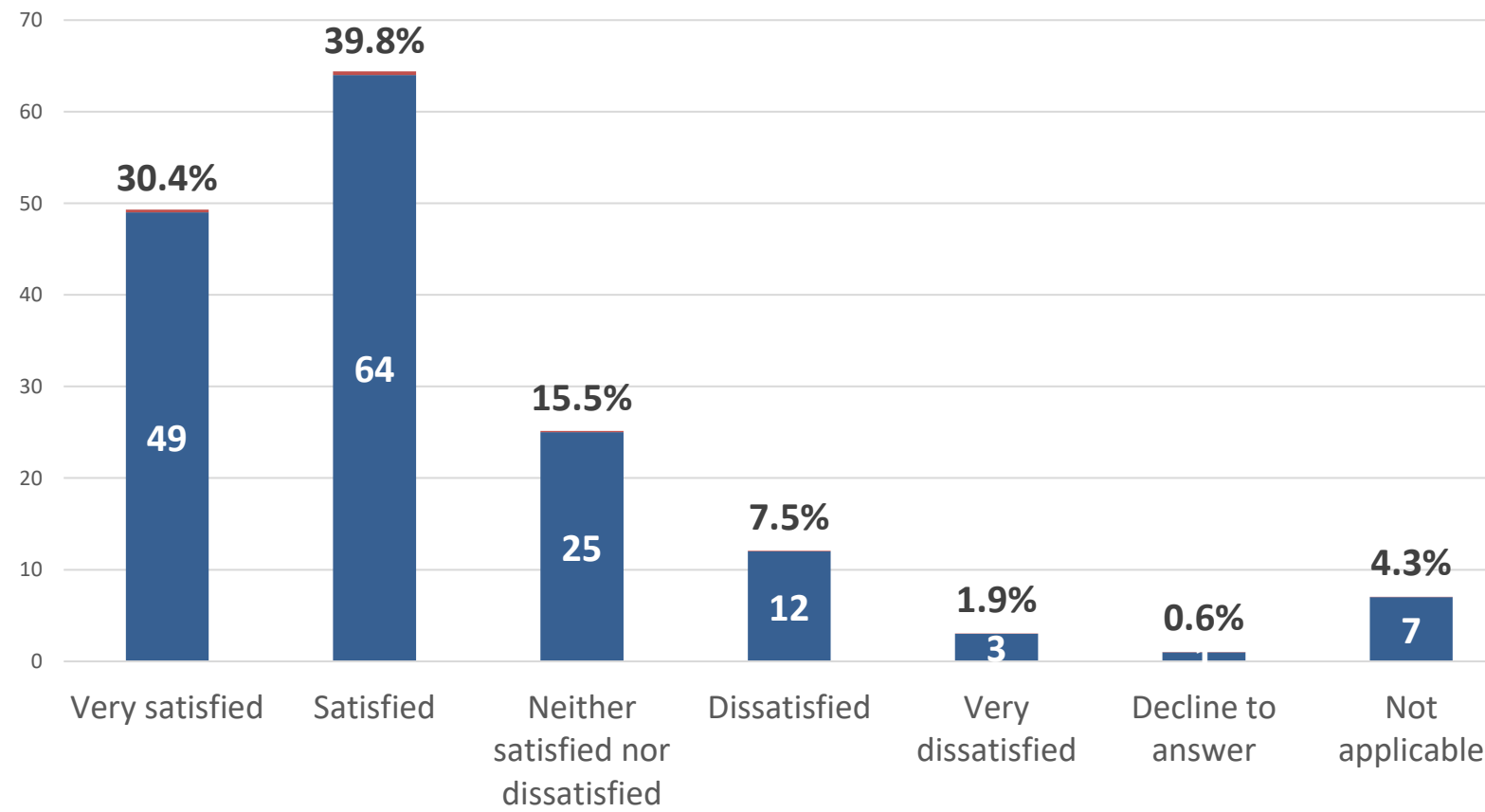
Time spent on research



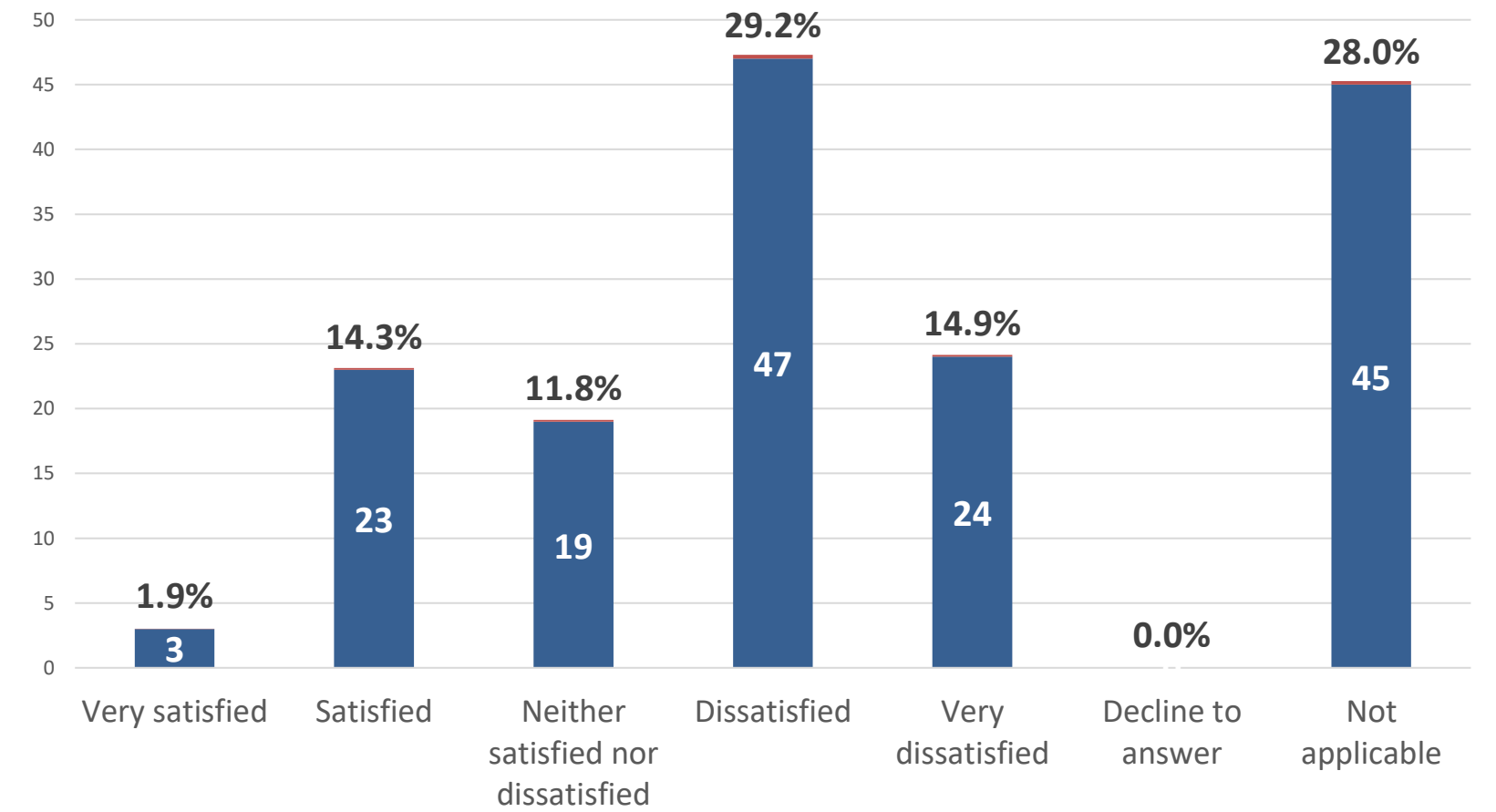
Expectations for finding external funding



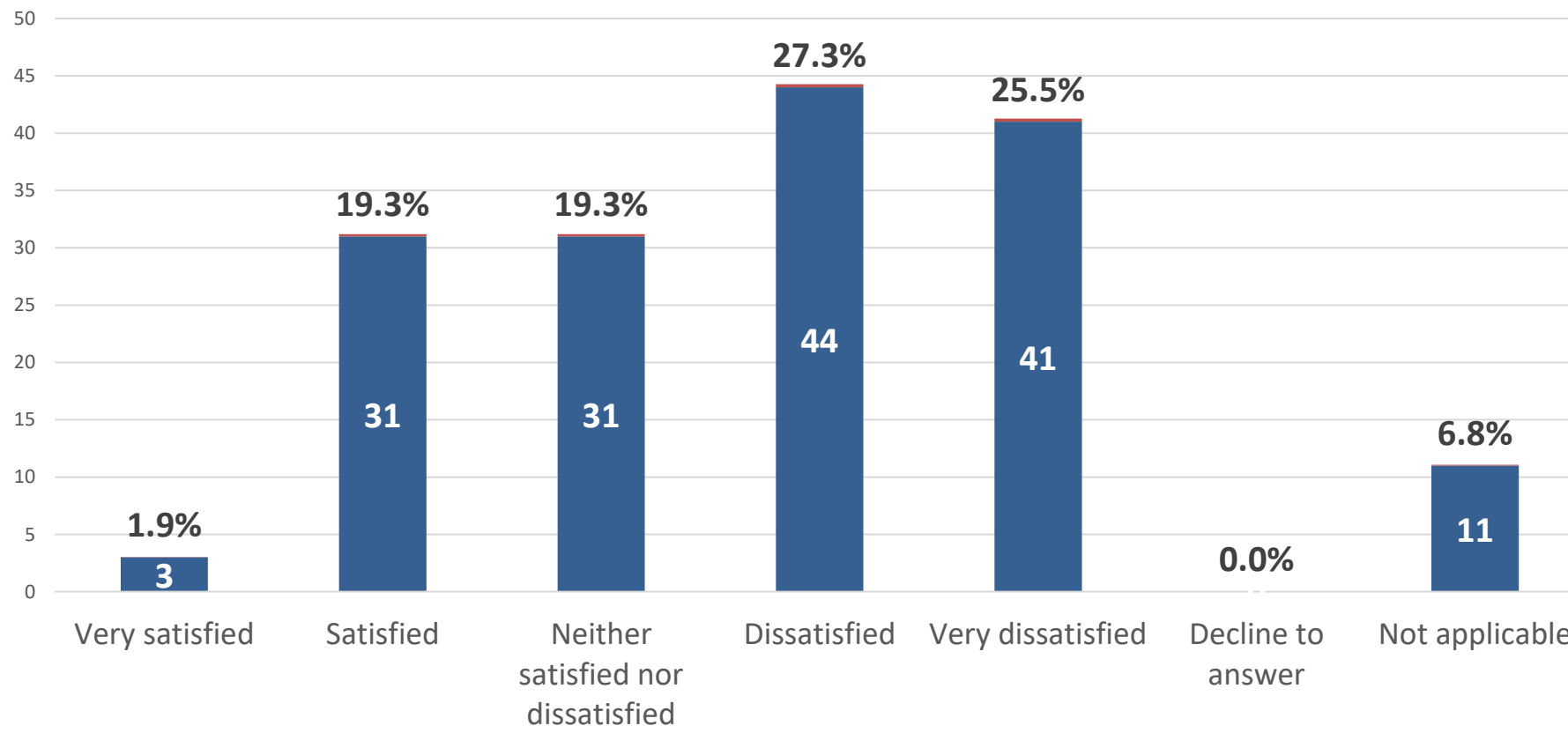
Influence over focus of research



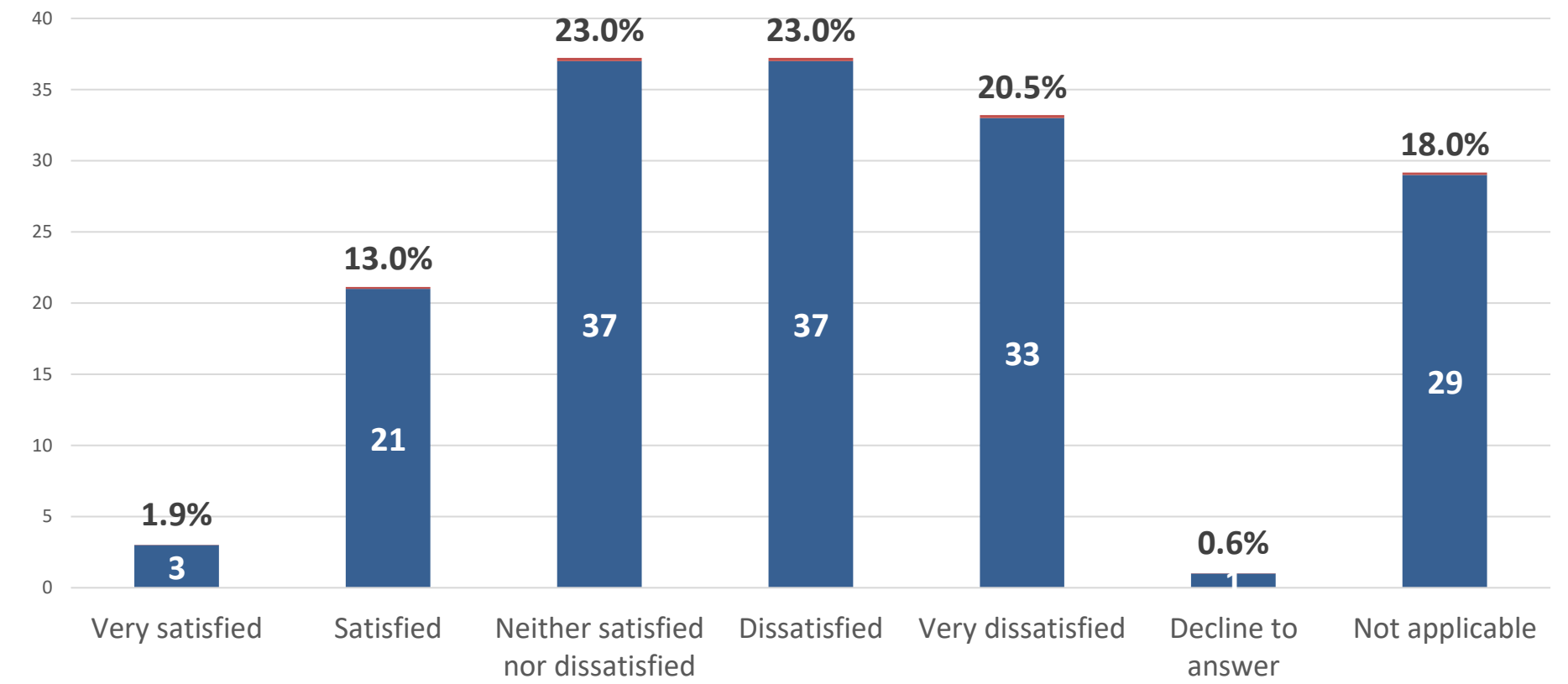
Quality of grad students to support research



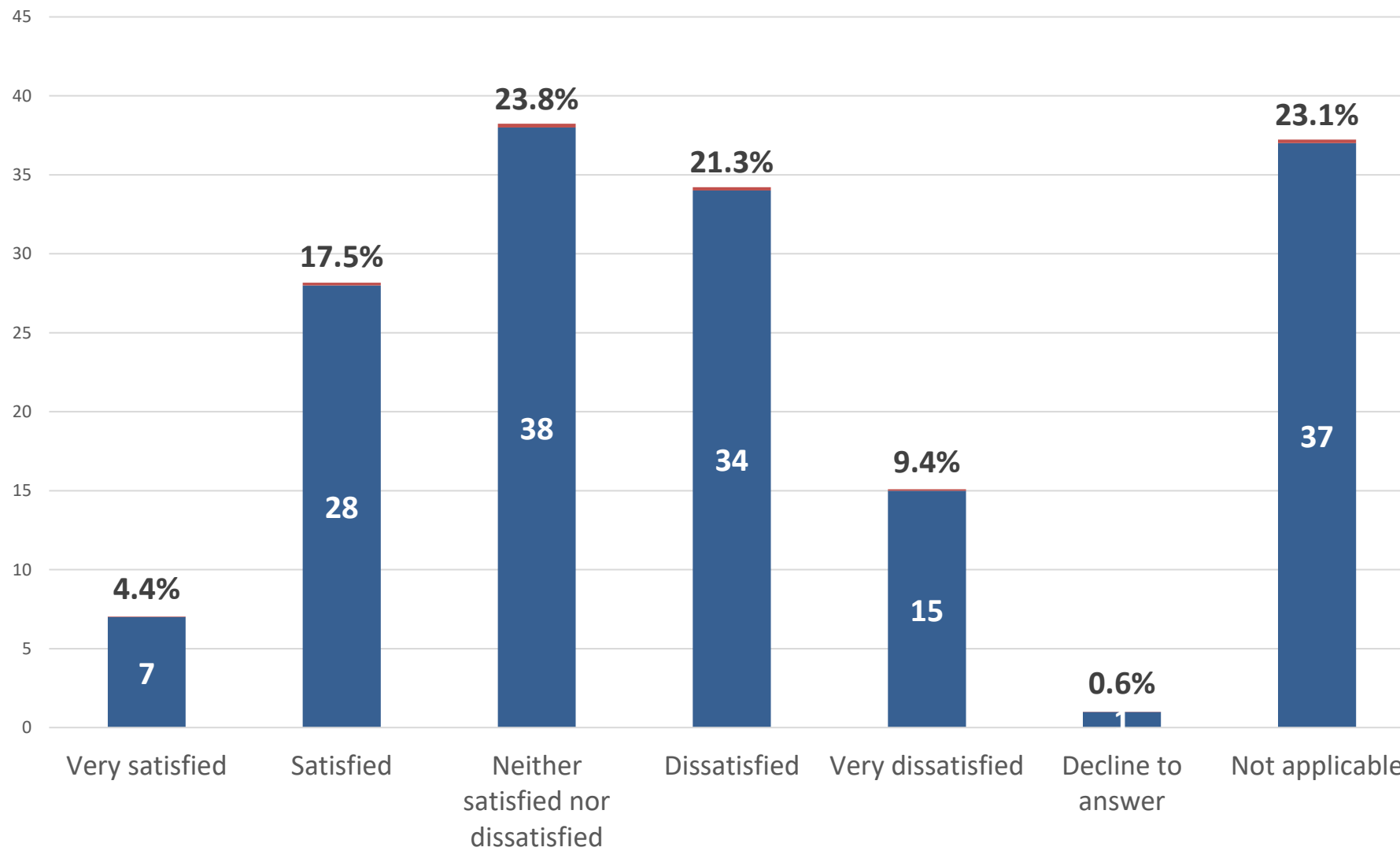
Support for research



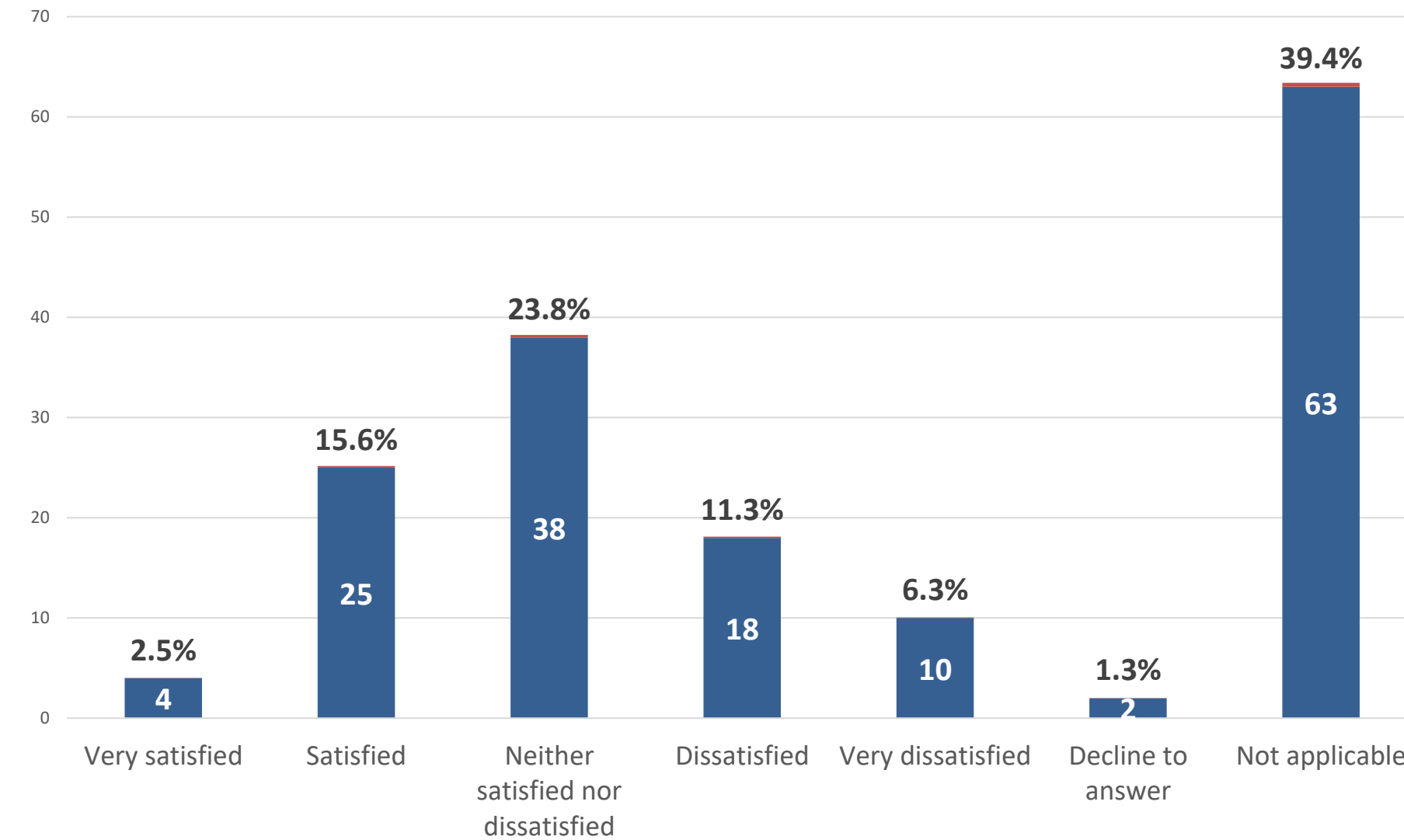
Support for engaging undergrads in research



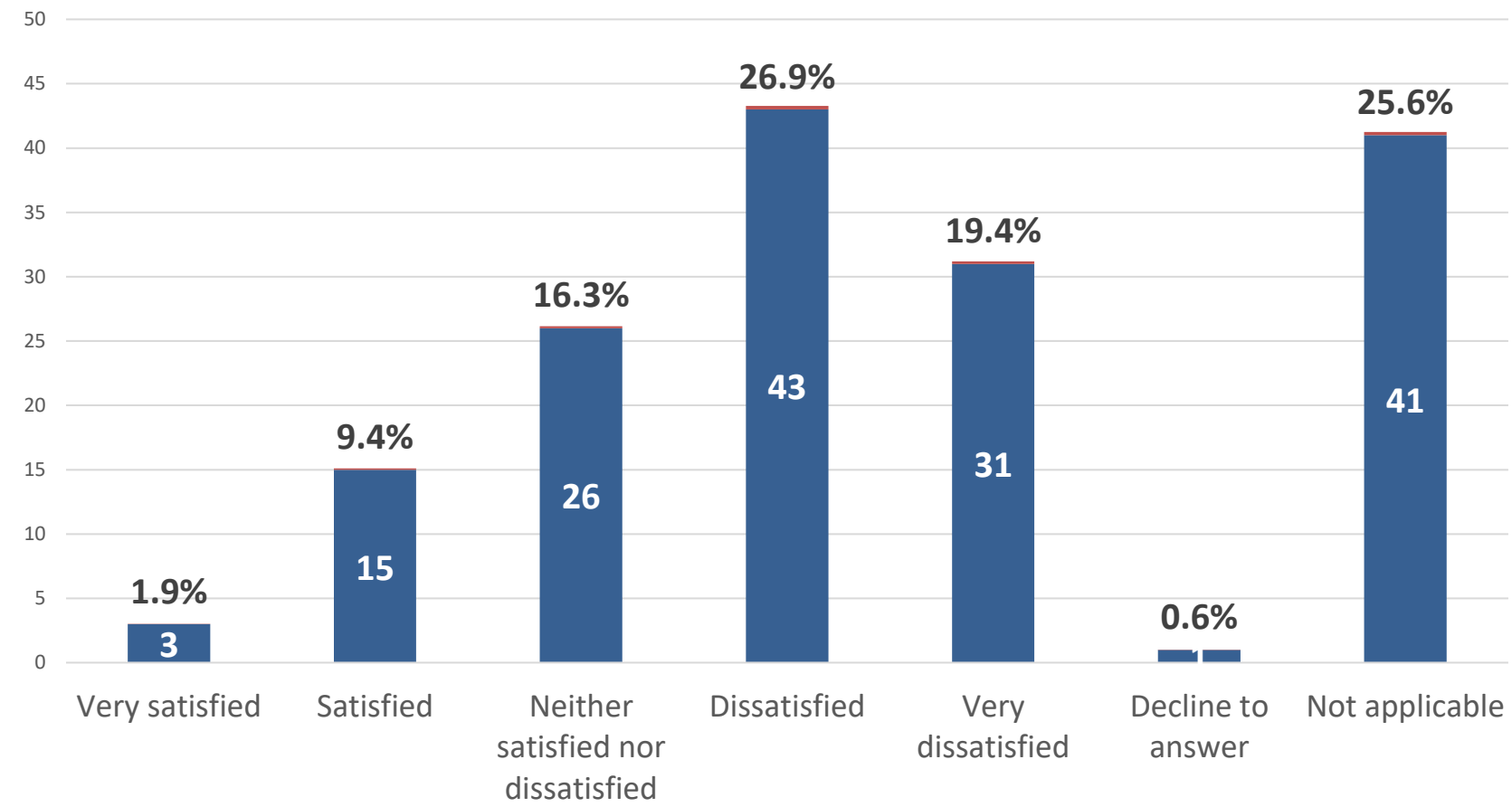
Support for obtaining grants (pre-award)



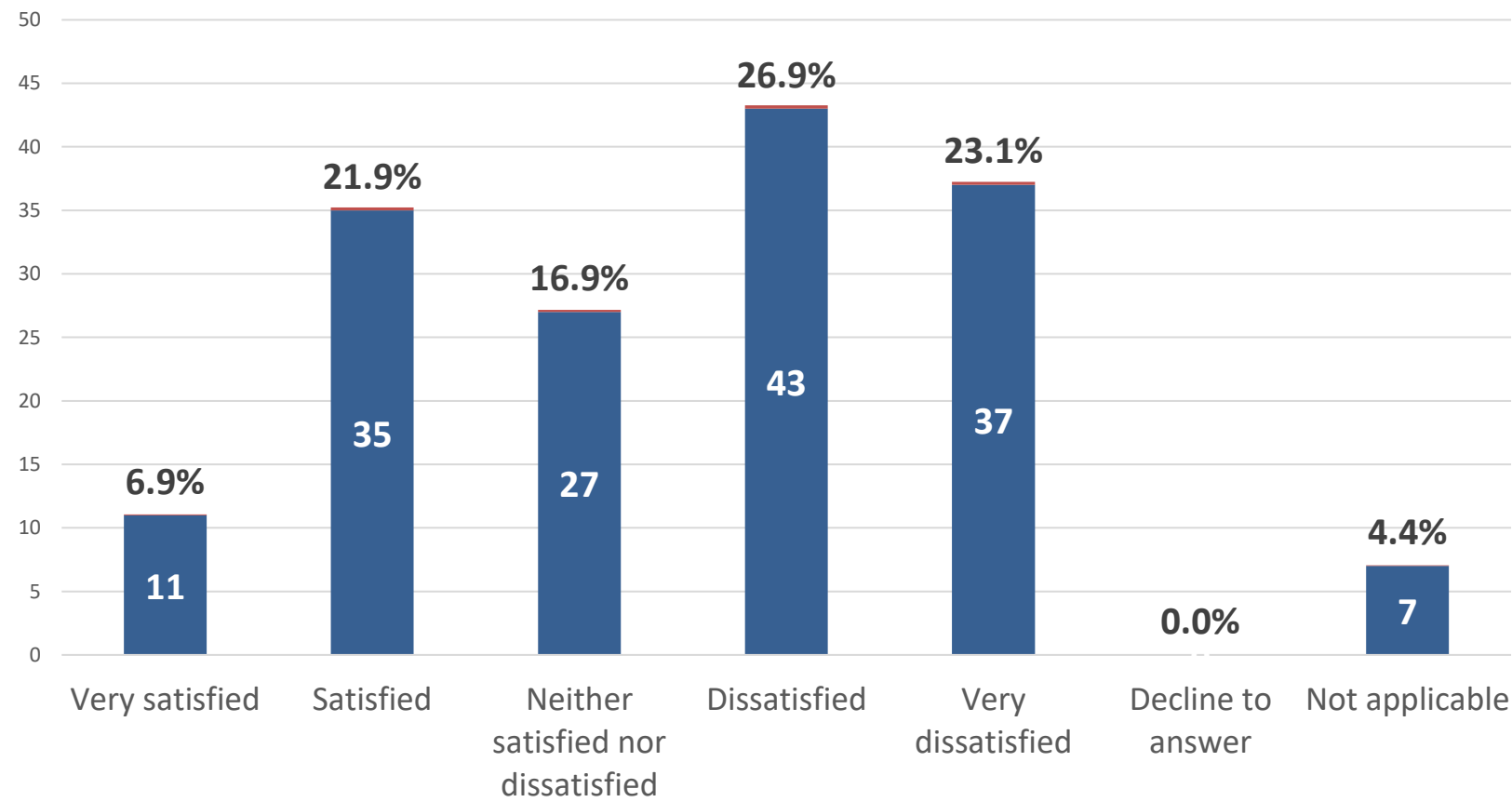
Support for maintaining grants (post-award)



Support for securing grad student assistance



Support for travel to present/conduct research



Availability of course release for research

