

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

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UHCL

The choice
is clear.

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: 1st** survey
- **2020: 2nd** survey
 - Response rates →
 - 59% UHCL
 - 56% Peers
 - 44% Cohort

Response Rates

	You	Peers	Cohort
All Faculty	59%	56%	44%
Tenured	58%	53%	46%
Pre-tenure	65%	61%	47%
Non-tenure Track	55%	61%	38%
Full Professor	60%	55%	47%
Associate Professor	55%	59%	44%
Men	53%	52%	41%
Women	66%	60%	51%
White	57%	57%	47%
Faculty of Color	64%	55%	41%
Asian/Asian-American	56%	56%	36%
Underrepresented Minorities	74%	54%	46%

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The choice
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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

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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

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The choice
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Themes and Benchmarks

Resources and Support

Cross-Silo Work and Mentorship

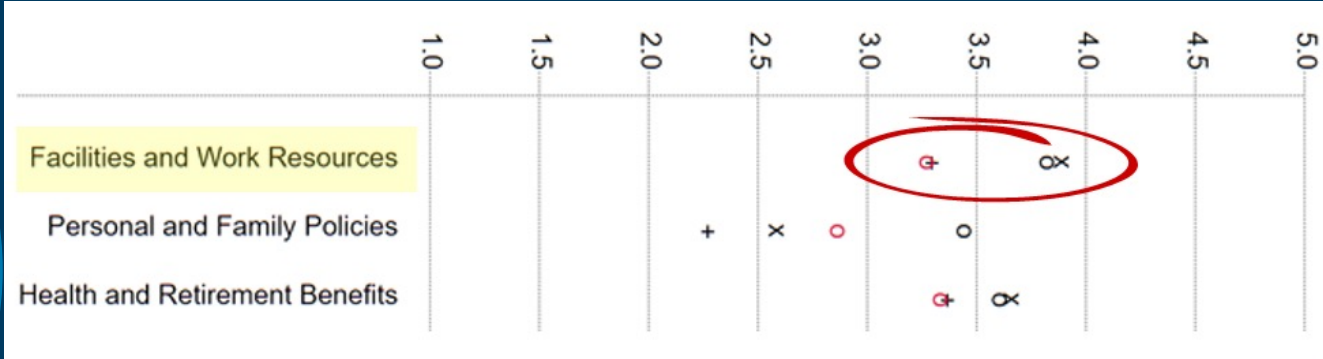
Tenure and Promotion



THE CHOICE
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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)



- ☑ ◦ College of Business
- ☑ x College of Education
- ☑ + College of Human Sciences and Humanities
- ☑ ◦ College of Science and Engineering

The choice is clear.


Facilities and Work Resources – University Level

	Your results compared to PEERS ◀ Your results compared to COHORT ▶														Areas of strength in GREEN Areas of concern in RED														Within campus differences sm (.1) med. (.3) lrg. (.5)					2016
	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm														
Facilities and Work Resources	3.47	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	white		white														
Support for improving teaching	3.32	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian	urm	+													
Office	3.79	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured					white														
Laboratory, research, studio space	3.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured					urm														
Equipment	3.41	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured			white	white	white														
Classrooms	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured				asian															
Library resources	3.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		men			white														
Computing and technical support	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured			white		white														
Clerical/administrative support	3.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	full		white		white	-													

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 groups, except urm.

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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**




**THE CHOICE
is clear.**

- Clerical/administrative support
- Laboratory, research, studio space

**OPPORTUNITIES
FOR IMPROVEMENT**

**THE CHOICE
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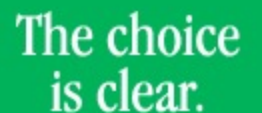
INTERESTING OBSERVATIONS

- 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.

THE CHOICE
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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

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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.

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Where Do We Start

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

COACHE 2020 will be a Provost report out topic.

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Q&A Period for Topic 1: COACHE Survey Update

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