

Recommendations for University of North Texas 2018 - 2019 COACHE Report

COACHE Steering Committee
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Table 1: COACHE Steering Committee

Member	Rank and Department
Brian Ayre	Professor, Biological Sciences
Robert Bland	Professor, Public Administration
Denise Catalano	Associate Professor, Rehabilitation and Health
Tracy Everbach	Professor, Journalism
Lorenzo Garcia	Professor, Dance and Theatre
Linda Holloway	Co-Chair and Interim Associate Vice Provost
Veronica Jones	Assistant Professor, Counseling and Higher Ed
Jennifer Lane	Professor, Vocal Studies
Eugene Martin	Associate Professor, Media Arts
Shawne Miksa	Associate Professor, Information Sciences
Sanjukta Pookulangara	Assoc. Prof., Merchandising & Digital Retailing
Chuck Tarantino	Assistant VP for Grants and Contracts
Lee Walker	Co-Chair and Associate Professor, Political Science
Jennifer Way	Professor, Art History & Art Education
Melody White	Lecturer, Information Technology & Decision Sciences
Joanne Woodard	VP for Institutional Equity and Diversity

Abstract

The Collaborative on Academic Careers in Higher Education (COACHE) Survey provides a summary of faculty satisfaction and or dissatisfaction with their jobs at UNT. The COACHE survey was conducted in spring of 2018, and 619 of 1105 eligible full time faculty respondent to the survey. The findings from the 2018 COACHE Survey are presented in terms of benchmarks. Each benchmark represents the average of several survey items that share a common theme. Moreover, findings are presented in comparison to five peer institutions and 109 cohort institutions.

Summary and Conclusions

This study is an incomplete analysis of the rich survey data that is available from the COACHE Survey of Faculty Satisfaction. There is still much to be learned from placing other UNT divisions and units into fuller context. This fuller context can be provided in several ways. First, the between and within UNT division demographic analysis need to be completed on all divisions and units. Second, the findings from the COACHE survey can be further contextualized by comparing the survey findings with findings from the 2018 Gallup Survey, 2017-18 Faculty Separation Survey, 2018 Climate and 2017 Lecturers' Survey that have been conducted recently at UNT. The COACHE Task force is progressing in this contextualization process.

We also point out that the restriction on using data from departments and units with small number of faculty in certain demographics is important. It is possible, and likely, that faculty members in departments in which they are one of a small group of faculty may tend to "satisfice," (that is to give a more favorable response than one would normally give) because they are somewhat isolated. Focus groups are being used to overcome this potential problem. To conclude this summary, we summarize our major findings and make some preliminary recommendations. Table 6 list the unit (division or discipline), the COACHE dimension of interest, the group affected, and whether the effect is positive or negative.

Table 2: Findings from COACHE Divisional Analysis

Unit	Dimension	Group	Effect
Overall	Resources and Support	Women	-
Overall	Work	Women	-
Overall	Shared Governance	Asian/Asian Amer	+
Overall	Shared Governance	Full Professors	-
Overall	All Areas	Assoc. Professors	-
CLASS	Shared Governance	All Faculty	-
COS	Shared Governance	All Faculty	-
Library	Shared Governance	All Faculty	+
Library	Work Environment	All Faculty	+
MHT	Shared Governance	All Faculty	+
Music	Work Environment	All Faculty	+
Business	Work Environment	All Faculty	+
CLASS	Resources and Support	Women	-
CLASS	Institutional Leadership	Women	-
CLASS	Work	Women	-
CLASS	Shared Governance	URM	-
CLASS	Work-Teaching	Lecturers	-
CLASS	Shared Governance	Full Professors	-
Humanities	Work	URM	+
Humanities	Work	Women	-
Humanities	Work-Research	Asian/Asian Amer	-
Humanities	Work-Teaching	Lecturers	-
Humanities	Shared Governance	Lecturers	+
Humanities	Shared Governance	Asst. Professors	-
Visual and Performing Arts	Work Environment	Women	-
Visual and Performing Arts	Resources and Support	Women	-
Visual and Performing Arts	Institutional Leadership	URM	+
Social Sciences	Work	Lecturers	+
Biological Sciences	Work	Women	-
Engineering	Institutional Leadership	Women	+
Engineering	Shared Governance	Women	+
Physical Sciences	Resources and Support	Women	-

Recommendations

Several recommendations have emerged from the COACHE Steering Committee's data analysis process. We present these recommendations in relation to the findings of the e COACHE di mensions.

Resources and Support

- In response to Appreciation and Recognition Concern
 - Continue to have a Salute to Faculty Excellence Award event each year to increase public recognition of outstanding faculty
 - Ensure that diversity, equity and inclusion are values that are incorporated in faculty appreciation and recognition.
- In response to Personnel and Family Policy
 - Establish a Parental and Family Leave Workload Modification process
 - Initiate Workload Modification guidelines that Accommodate parental and family issues. Begin with workload modification related to paternal issues and develop guidelines for other major family issues after this is implemented.
 - Offer more programs that address the physical and mental health of faculty.
 - Improve and centralize website that highlights Work/life balance activities.
- In response to Facilities and Resources
 - Develop programs that engage faculty at Discovery Park.
 - Establish weekly OFS office hours at Discovery Park.
 - Implement additional Faculty Professional Development Programs.
 - Continue funding of National Council of Faculty Development and Diversity (NCFDD) membership.

- Establish an affinity group for lecturers that is supported by Office of Faculty Success.
- Work with the Faculty Senate to establish a Committee on the Status of Lecturers. There is clear need for professional development opportunities for lecturers. Lecturers face restrictions on the availability of professional development and travel funds by design.:

Work

- Teaching
 - Greater workload transparency and equity for lecturers, including clarification of lecturers' roles in upper division and graduate-level classes.
 - Report all workload distribution in FIS system.
 - Establishment of task force to examine gender and racial/ethnic biases in student evaluations in the annual review and tenure and promotion evaluations.
- Service
 - Need to find ways to acknowledge the invisible work that women and under-represented minority do.
 - Evaluate lecturer service in comparison to workload.
- Interdisciplinary Work
 - More grant writing workshops to empower and support interdisciplinary research.

Work Environment

- Collegiality

- Similar to Title 9 and Security training, require (annual or every two year) Diversity Training for all faculty designed to improve departmental environment concerning diversity and inclusion.
- Department Quality
 - Require mandatory search committee training for all university search committees.
 - Require that every search committee has a diversity advocate or officer.
- Promotion to Full
 - Establish a mentoring group for associate professors
 - Establish programs to facilitate the promotion of women to full professor.
- Lecturer Promotion
 - Reconcile departmental and college-level lecturer promotion process with University lecturer promotion process.

Institutional Leadership

- Departmental Leadership

Establish a leadership academy for faculty who aspire leadership opportunities that are not chairs.

- Create mechanisms that produce greater transparency and accountability from department chairs.
- Provide additional training and support for department chairs.

References

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- [4] Watanabe, Megumi, Kristen Olson and Christina Falci. 2017. "Social isolation, survey nonresponse, and nonresponse bias: An empirical evaluation using social network data within an organization." *Social Science Research* 63(2): 324-338.