

Provost's Town Hall Meeting

May 2, 2014

Advancing Faculty Success:
Understanding Perspectives on
Satisfaction, Climate & Culture at RIT

COACHE NTT Faculty Data

What's this all about?

- The faculty and staff are the most important “resources” of RIT
- RIT has undergone significant change over the past 20 years and this change has accelerated over the past 10 years.
- How has this change impacted faculty and staff?

So ...

- RIT as a community has invested considerable resources to understanding the culture and climate at RIT
- 3 surveys – combined they tell provide a snapshot of our culture
- We discovered a lot – some great, some ok, some not so great and some where we need to make improvements
- **ALL OF THIS IS DONE TO MAKE THE UNIVERSITY A BETTER PLACE TO WORK**

Ok, now what?

- Share the data
- Celebrate the areas of strength
- Focus on areas of concern
- Academic Affairs's key focus area for AY13-14
- The Department Heads/Chairs will have a direct role in addressing areas for improvement

2012 COACHE Survey

- Collaborative on Academic Careers in Higher Education
 - **Over 200 schools participate**
 - High intensive research, liberal arts, systems
 - **Initiated last fall, open to all - non-administrative full-time faculty**
- Selected comparison schools include:
 - Purdue University**
 - SUNY Binghamton**
 - SUNY Buffalo**
 - University of Rochester**
 - Virginia Polytechnic Institute**

Distinct but related data sources:

- 2012 Engagement and Climate Survey

Who participated in COACHE

Eligibility to participate in the COACHE survey was determined according to the following:

- Full-time faculty only
- Not hired in the same year as survey administration
- Not clinical faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year

Participating Institutions

- Indiana University – Bloomington
- Johns Hopkins University
- Kansas State University
- New School University
- North Carolina State University
- Otterbein University
- **Purdue University**
- Radford University
- Rochester Institute of Technology
- University of Missouri – Columbia
- University of Washington – Tacoma
- **Virginia Polytechnic Institute and State University**

*Limited number of participant institutions in the NTT module, as this is a new area for COACHE

Definitions

- **RIT NTT Mean** = the mean from non-tenure track faculty at RIT (which includes research faculty)
- **RIT T/TT Mean** = the mean for all tenured and tenure track faculty at RIT
- **External Mean** = the aggregated mean for the 11 other schools that participated in the NTT Module
- **Faculty of color or “foc”** = Any respondent identified by his or her institution or self-identifying in the survey as non-White.

Response Rates

- RIT's T/TT overall response rate – 59%
 - RIT's NTT overall response rate – 46%
 - **Subpopulations**
 - Men - 47%
 - Women - 46%
 - Faculty of Color (FOC) - 38%
 - Length of Contract
 - 1 – 2 Years: 73%**
 - 3 – 4 Years: 15%**
 - 2 Semesters: 7%**
 - Primary Responsibility
 - **Teaching - 85%**
 - **Research - 4%**
- Fixed–Term Renewable– 58%
- Rolling – 26%

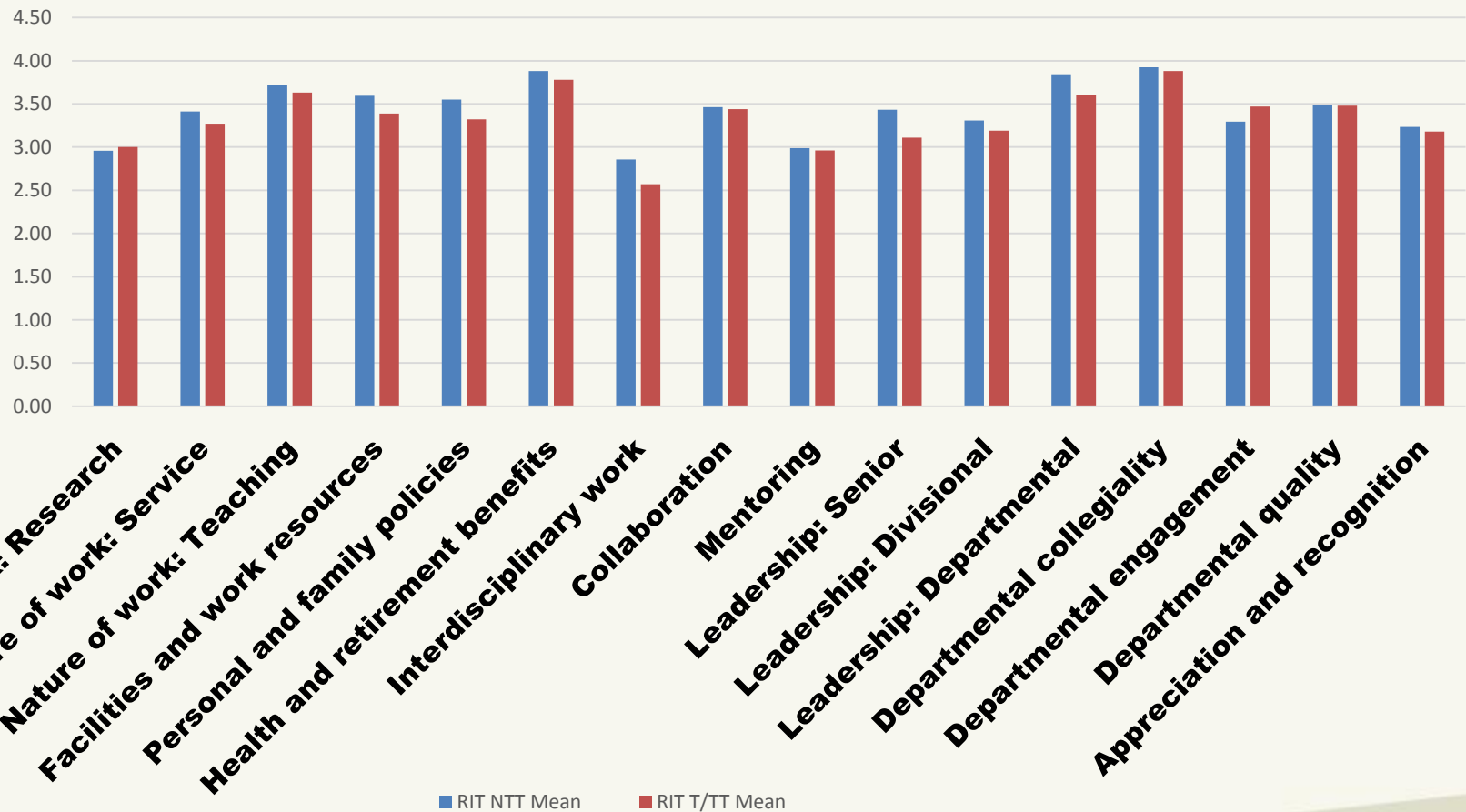
Response Rates

Rochester Institute of Technology							
			Overall	Men	Women	White	FOC
RIT Non-Tenured Track		Population	207	126	81	175	32
		Responders	96	59	37	84	12
		Response Rate	46%	47%	46%	48%	38%
RIT Tenure & Tenure Track		Population	737	506	231	577	160
		Responders	438	287	151	345	93
		Response Rate	59%	57%	65%	60%	58%

*Overall response rates for Non-tenure track faculty at other Institutions unavailable from COACHE

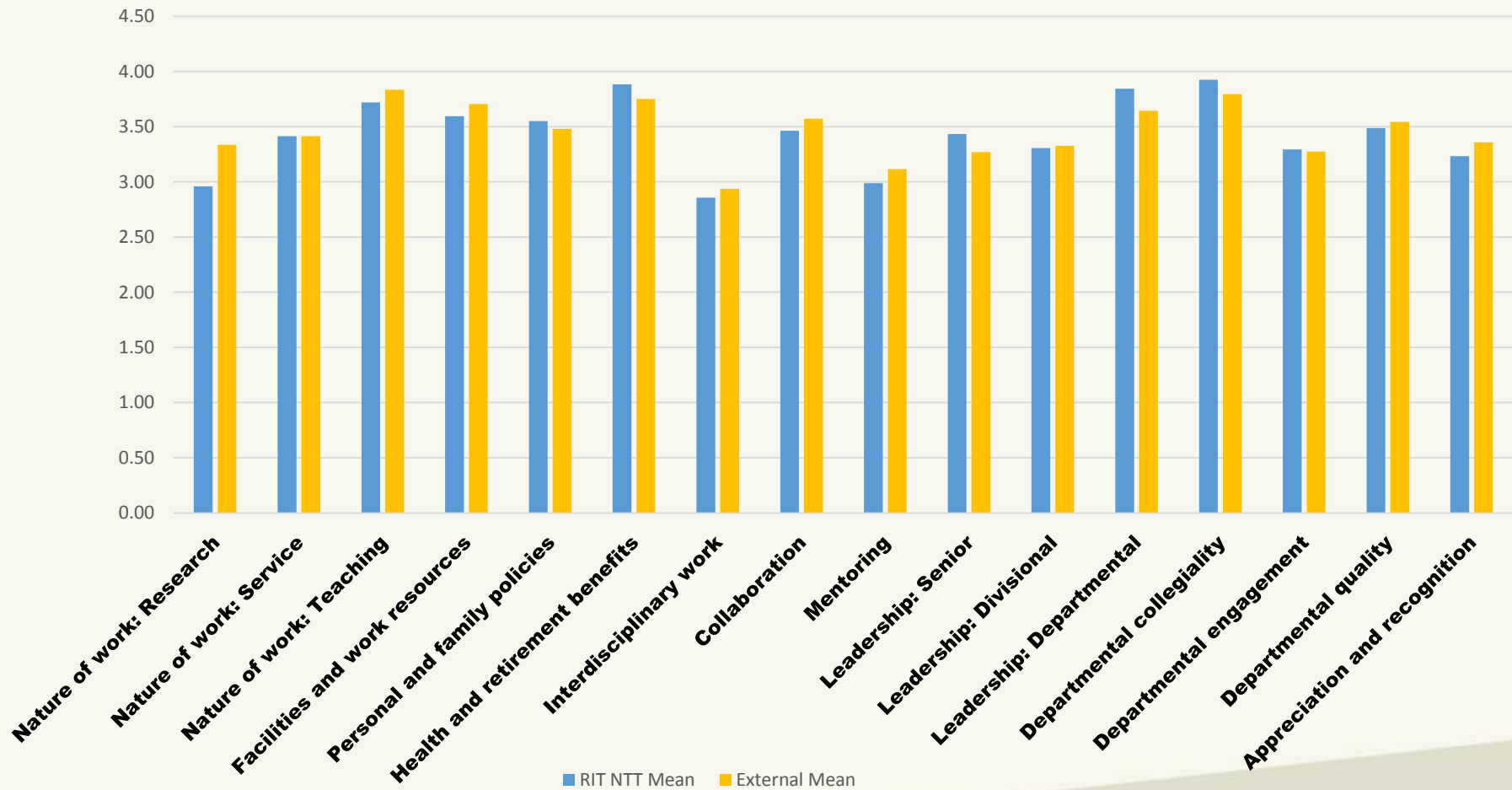
Results at a Glance

RIT NTT:RIT T/TT Data



Results at a Glance

RIT NTT: External NTT



University “Top” Areas

Highest Scores

- Departmental Collegiality
 - RIT NTT Mean: **3.92**
- Health and Retirement Benefits
 - RIT NTT Mean: **3.88**
- Leadership: Departmental
 - RIT NTT Mean: **3.84**

Lowest Scores

- Interdisciplinary Work
 - RIT NTT Mean: **2.86**
- Nature of Work: Research
 - RIT NTT Mean: **2.96**
- Mentoring
 - RIT NTT Mean: **2.99**

Other areas to consider

Encouraging

- Nature of Work: Teaching
- Facilities and Work Resources
- Personal and Family Policies
- Departmental Quality
- Collaboration

Need more information

- Appreciation and Recognition
- Departmental Engagement
- Leadership: Divisional
- Nature of Work: Service
- Leadership: Senior

Drilling Down: Appreciation and Recognition

COACHE

MEAN

Appreciation and Recognition

3.23

Recognition: From colleagues

3.63

Recognition: From Head/Chair

3.63

Recognition: For teaching

3.37

Recognition: For service

3.05

Recognition: For advising

3.00

Recognition: For outreach

2.95

Recognition: From CAO

2.87

Recognition: For scholarship/creative work

2.80

Drilling Down: Mentoring

COACHE

MEAN

Mentoring

2.99

Mentoring: Importance of mentoring within Department

4.28

Mentoring: Being a mentor is fulfilling

3.82

Mentoring: Importance of mentoring outside Department

3.56

Mentoring: Effectiveness within Department

3.54

Mentoring: Outside Department

3.47

Mentoring: Effectiveness of mentoring outside the Institution

3.39

Mentoring: Importance outside the Institution

3.23

Mentoring: Support for faculty to be good mentors

2.39

Mentoring: Effectiveness of mentoring NTT faculty

2.34

Drilling Down: Interdisciplinary Work

COACHE

MEAN

Interdisciplinary Work

2.86

Facilities are conducive to interdisciplinary work

2.99

Department knows how to evaluate interdisciplinary work

2.63

Interdisciplinary work is rewarded in reappointment process

2.62

Interdisciplinary work is rewarded in merit

2.59

Budget encourages interdisciplinary work

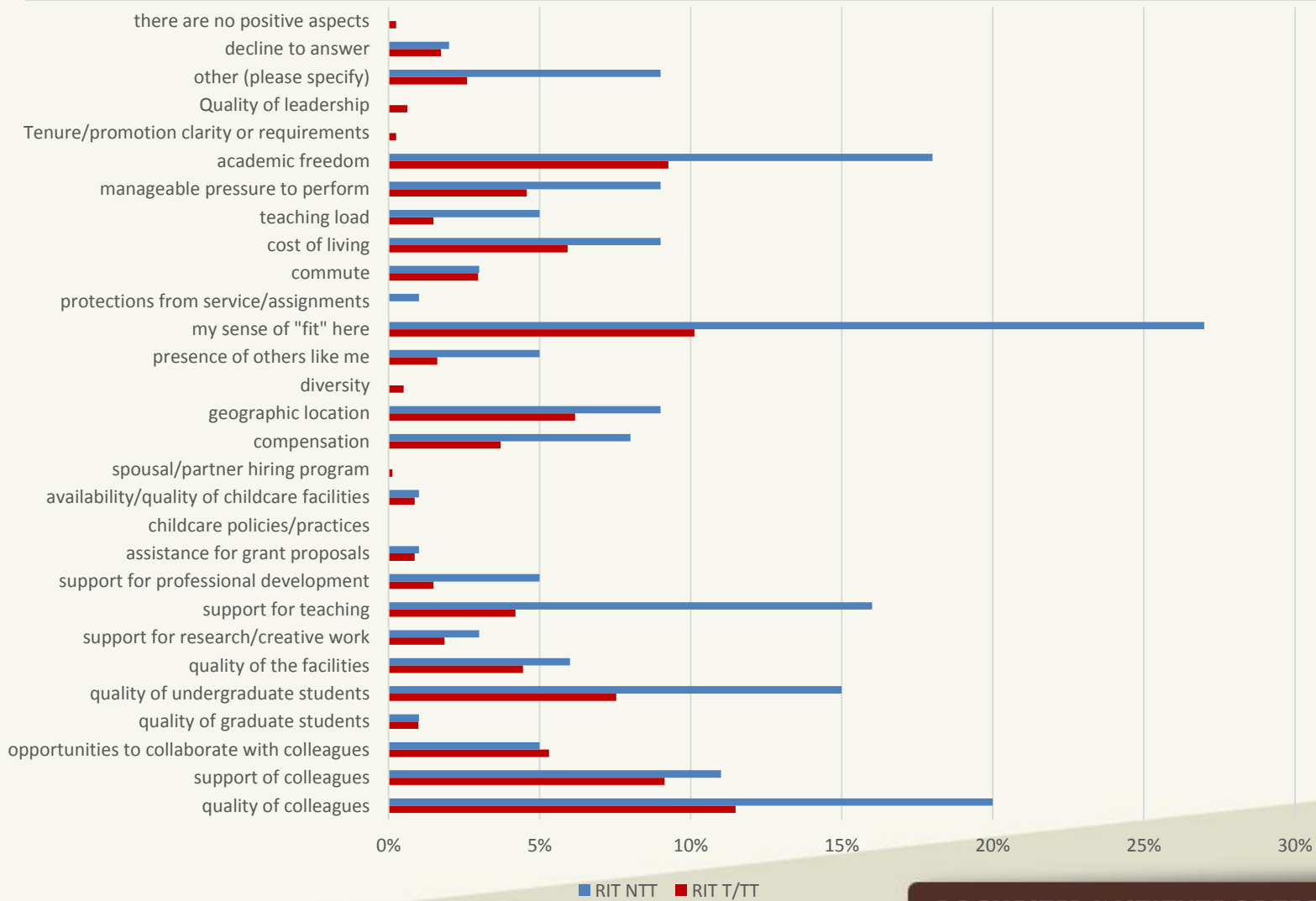
2.53

Interdisciplinary work is rewarded in promotion

2.47

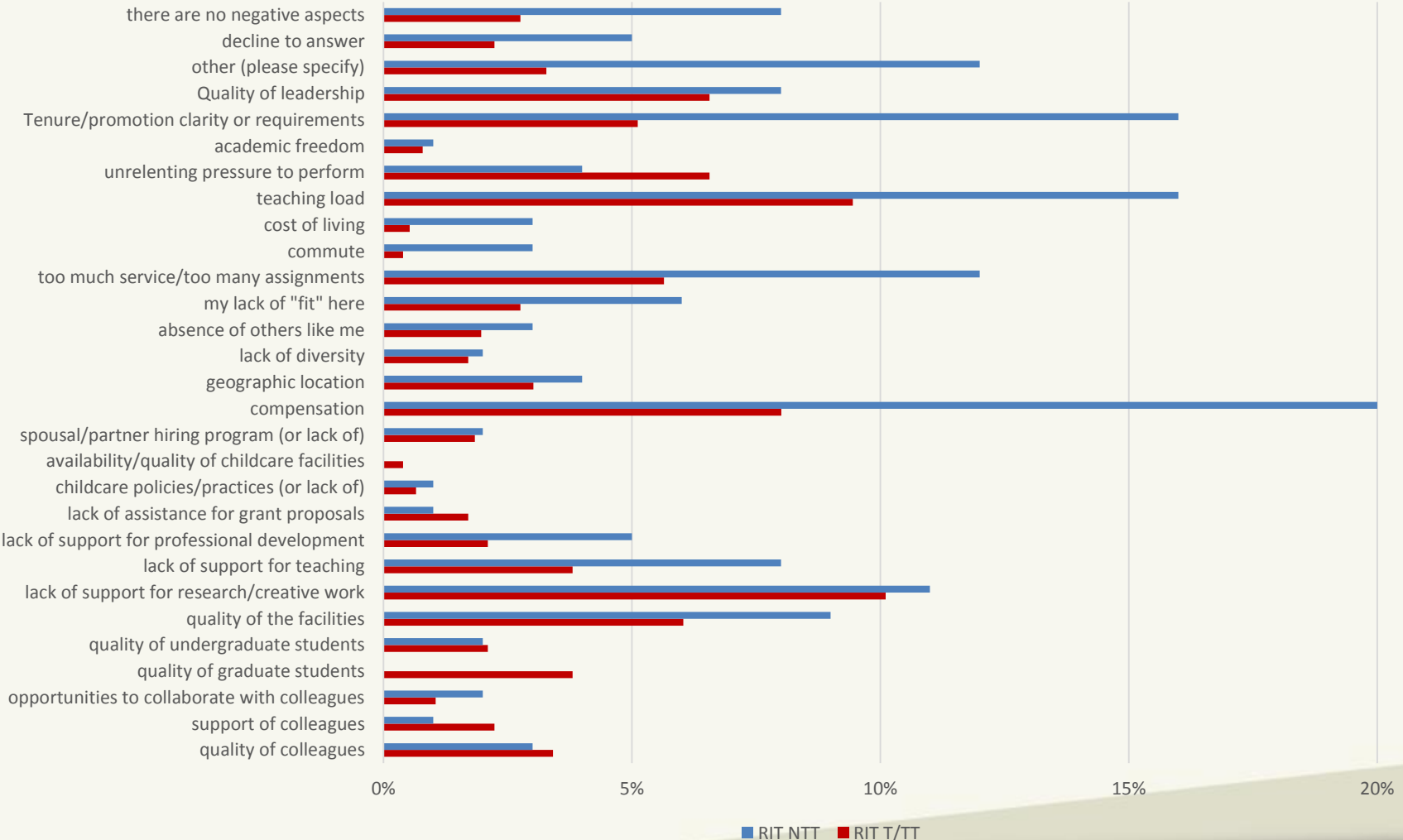
Details: Drilling Down

One of the final questions in the COACHE Survey was to check the two **BEST** aspects of working at your institution



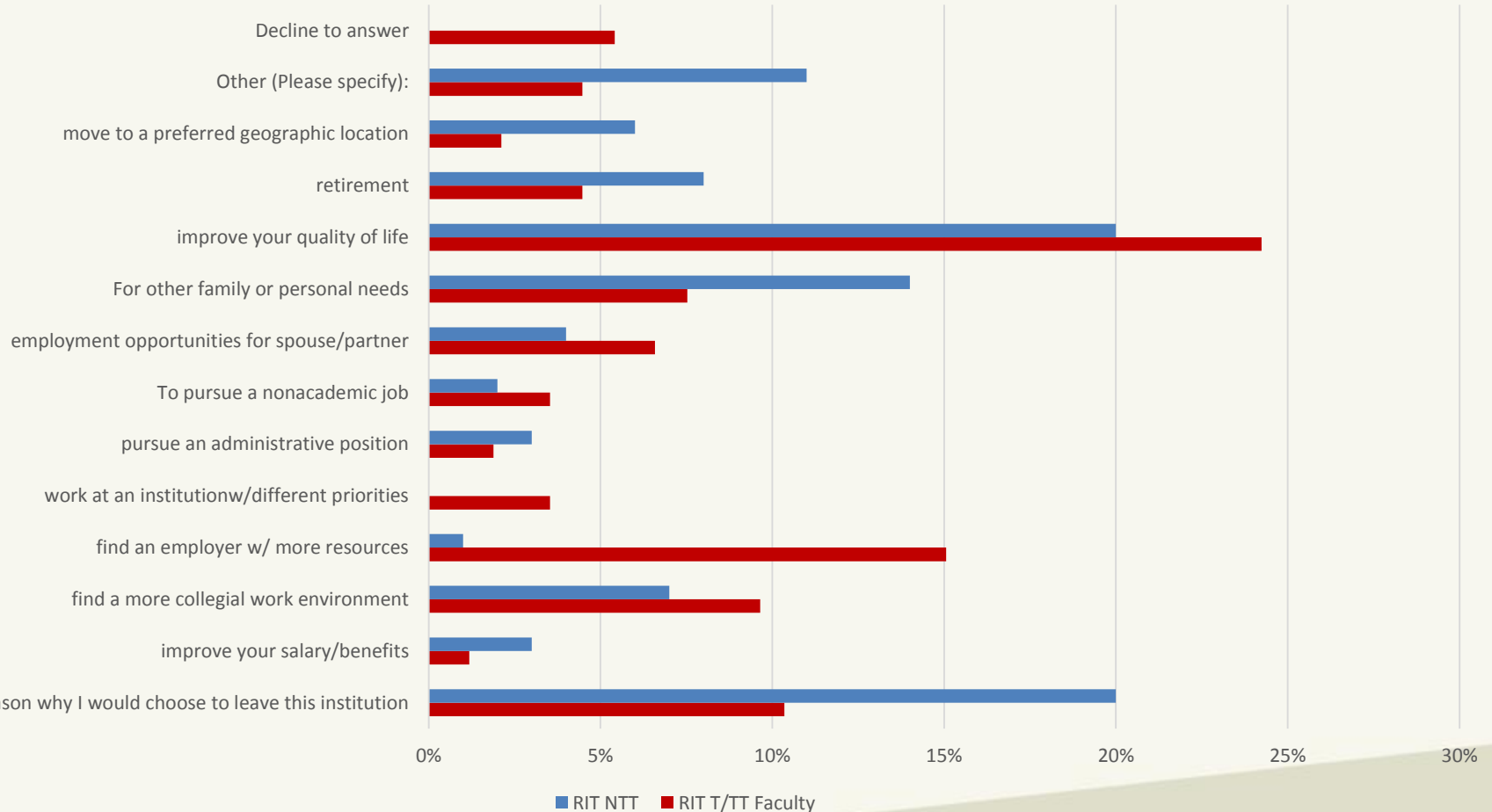
Details: Drilling Down

One of the final questions in the COACHE Survey was to check the two **WORST** aspects of working at your institution



Details: Drilling Down

One of the final questions in the COACHE Survey asks, “If you were to choose to leave your institution, what would be your primary reason?”



Facilities and Work Resources

Engagement and Climate Survey

Question 3: The necessary materials and equipment are available when I need to perform my job.

- RIT Overall – 74% favorable

Tenured **59%**

On-Tenure Track **57%**

Non-Tenure Track **65%**

% Favorable = Strongly Agree/Agree

COACHE

MEAN

	NTT / T/TT
<i>Facilities and Work Resources</i>	3.60 / 3.39
Support for improving teaching	3.33 / 3.33
Office	3.77 / 3.71
Laboratory, research, studio space	3.34 / 3.01
Equipment	3.22 / 3.21
Classrooms	3.31 / 3.13
Library resources	4.06 / 3.56
Computing and technical support	3.79 / 3.49
Clerical/administrative support	3.82 / 3.57

Feedback and Promotion

Engagement and Climate Survey

Question 16: My supervisor regularly gives me feedback on my performance.

- RIT Overall – 64% favorable

Tenured 62%

On-Tenure Track 60%

Non-Tenure Track 54%

Question 10: My supervisor encourages my career growth.

- RIT Overall – 68% favorable

Tenured 68%

On-Tenure Track 75%

Non-Tenure Track 64%

% Favorable = Strongly Agree/Agree

COACHE

Non Tenure Track Promotion

Clarity of Promotion Process	2.72
Clarity of Promotion Criteria	2.57
Clarity of Promotion Standards	2.59
Clarity of body of evidence for promotion	2.57
Clarity of whether I will be promoted	2.79
Clarity of contract renewal process	3.10
Clarity of contract renewal criteria	3.02
Clarity of contract renewals standards	2.91
Clarity of body of evidence contract renewals standards	2.96
Clarity of whether my contract will be renewed	3.19

Collegiality

Engagement and Climate Survey

Co-Workers Friendly/Helpful

- RIT Overall – 86% favorable

Tenured 83%

On-Tenure Track 86%

Non-Tenure Track 83%

COACHE

Departmental Collegiality	Non TT	T/TT
	3.92	3.88
Colleagues support work/life balance	3.97	3.79
Meeting times compatible with personal needs	4.29	4.14
Amount of personal interaction w/Pre-tenure	3.62	3.71
How well you fit	3.83	3.79
Amount of personal interaction w/Tenured	3.57	3.70
Colleagues pitch in when needed	4.00	3.83
Dept. is collegial	4.19	4.07
Colleagues committed to diversity/inclusion	4.03	4.07

Additional Data Parallels

Engagement and Climate Survey

Overall Job Satisfaction

- RIT Overall – 73% favorable

Tenured **63%**

On-Tenure Track **73%**

Non-Tenure Track **74%**

COACHE

I would again choose to work at this Institution.....

- RIT T/TT Mean 3.69
- Total COACHE Cohort 3.70
- Non-Tenure Track 3.87

Summary

- Celebrate:
Collegiality,
department
leadership, and
benefits
- Focus on mentoring,
research for research
faculty,
interdisciplinary work,
and part-time
(adjuncts)
- Investigate:
 - Appreciation and
Recognition
 - Departmental
Engagement
 - Leadership: Divisional
 - Nature of Work:
Service
 - Leadership: Senior

2014 Lecturer Professional Development Grants

- Committee:
 - Lisa Greenwood (CAST)
 - Tom Hanney (CMS)
 - Tim Landschoot (KGCOE)
 - FCDS team
- 33 submissions from all colleges
- Total funds requested: \$62,669
- Maximum award: \$2,000
- Original funding: \$12,500
- 13 winning awards for a total of \$22,325

Faculty Associate for NTT

Faculty: Elena Sommers

- Senior lecturer in Dept of English
- Russian literature, culture, film, Russian graphic novel, transnational feminism
- Ph.D. from UR
- “Strict but outstanding” – Ratemyprofessor
- Liaison, advocate, mentor
- Work with Lynn and myself to develop plan to make progress on addressing concerns

