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

National Technical Institute for the Deaf

Town Hall Meeting

January 14, 2014

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Acknowledging COACHE Communications Task Force Members

- Margaret Bailey (KGCOE, ADVANCE *Connect*@RIT)
- Bob Barbato (SCB)
- Laurie Clayton (ADVANCE *Connect*@RIT)
- Paul Craig (COS)
- Ellen Rosen (University News)
- Pat Scanlon (COLA)
- Maureen Valentine (Co-Chair; CAST, ADVANCE *Connect*@RIT)
- Lynn Wild (Co-Chair; The Wallace Center)

"Workplace Culture" Snapshot

- RIT has worked to understanding the faculty culture and climate at RIT

- 3 surveys
  - **COACHE**
  - **Engagement Survey**
  - **Climate Survey**

- Surveys inform us on "the good, the bad, and the ugly" and on areas in need of improvement

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2012 COACHE Survey

- Collaborative on Academic Careers in Higher Education
  - **Conducted during fall/winter 2012-13**
  - **Open to non-administrative full-time faculty**

- Provides detailed comparison of our faculty responses with respect to
  - **About 70 schools**
  - **Selected comparison schools (Purdue, UR, VaTech, SUNY Binghamton, SUNY Buffalo)**

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Response Rates

- RIT's overall response rate – 59%
- Subpopulations participated at a fairly consistent rate (55% to 65%)
- **NTID's** overall response rate – 55% (70/128)
  - Tenured 53%   (N=59)
  - Pre-Tenured 69%   (N=11)
  - Full Professor 100% (N=21)
  - Women 58%   (N=36)
  - Men 52%   (N=34)
  - Faculty of Color 53% (N=8)

D/HH, Gender, Race/Ethnicity and Lecturer Data Results Available, Spring 2014

COACHE Results at a Glance
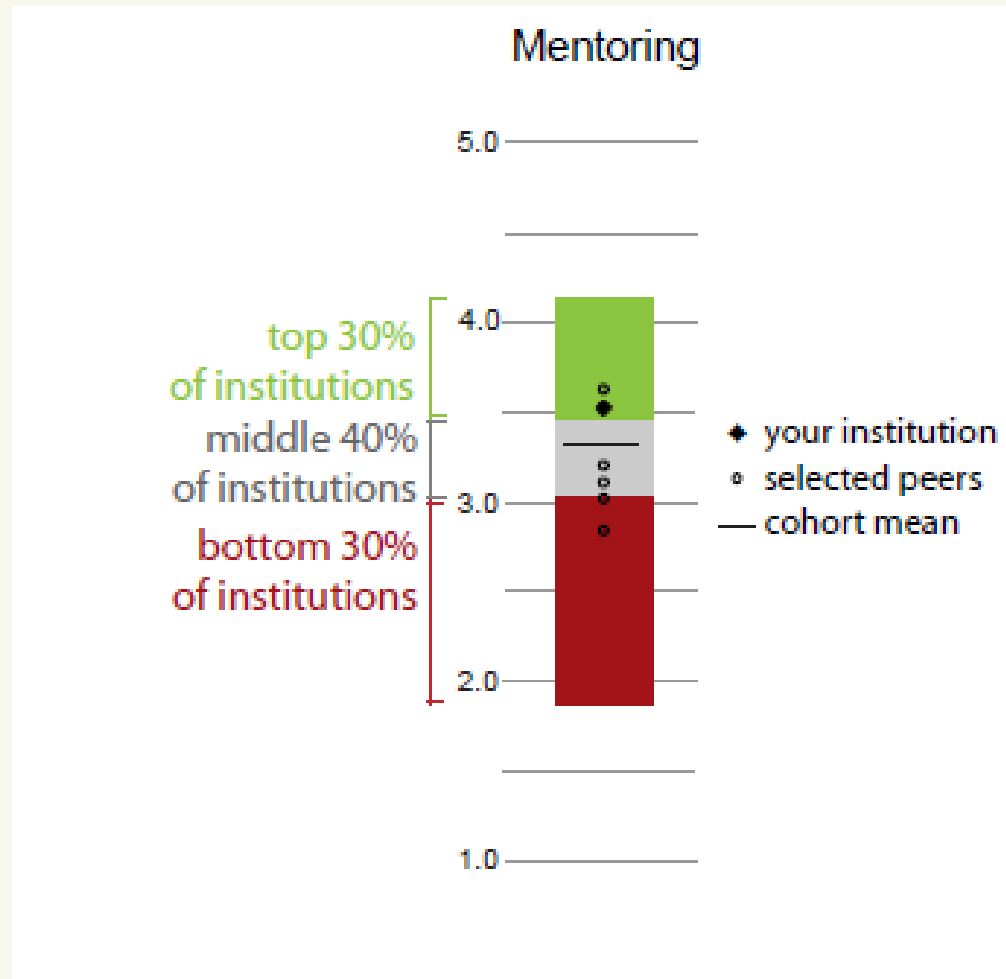
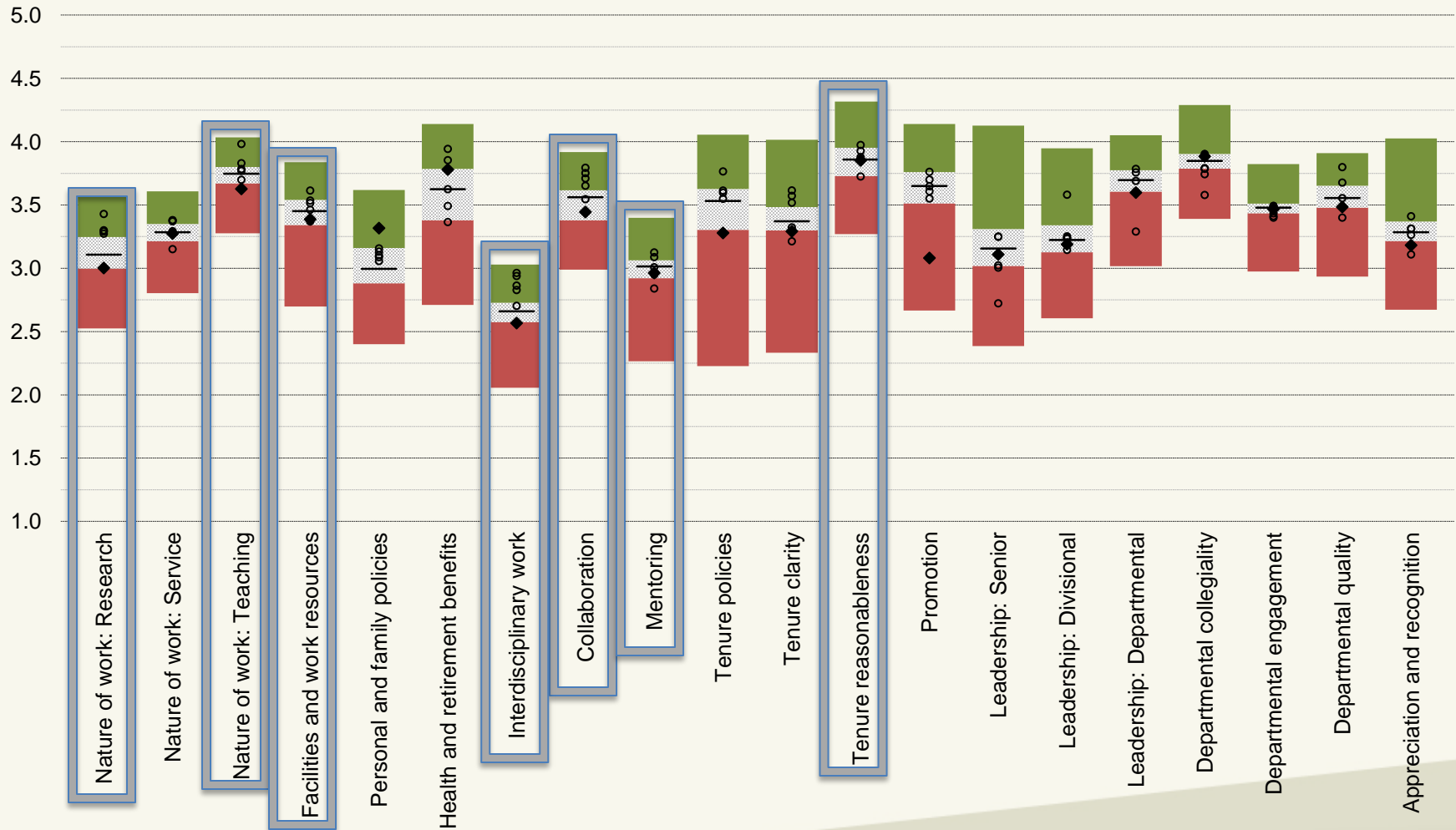# Results at a Glance – RIT level
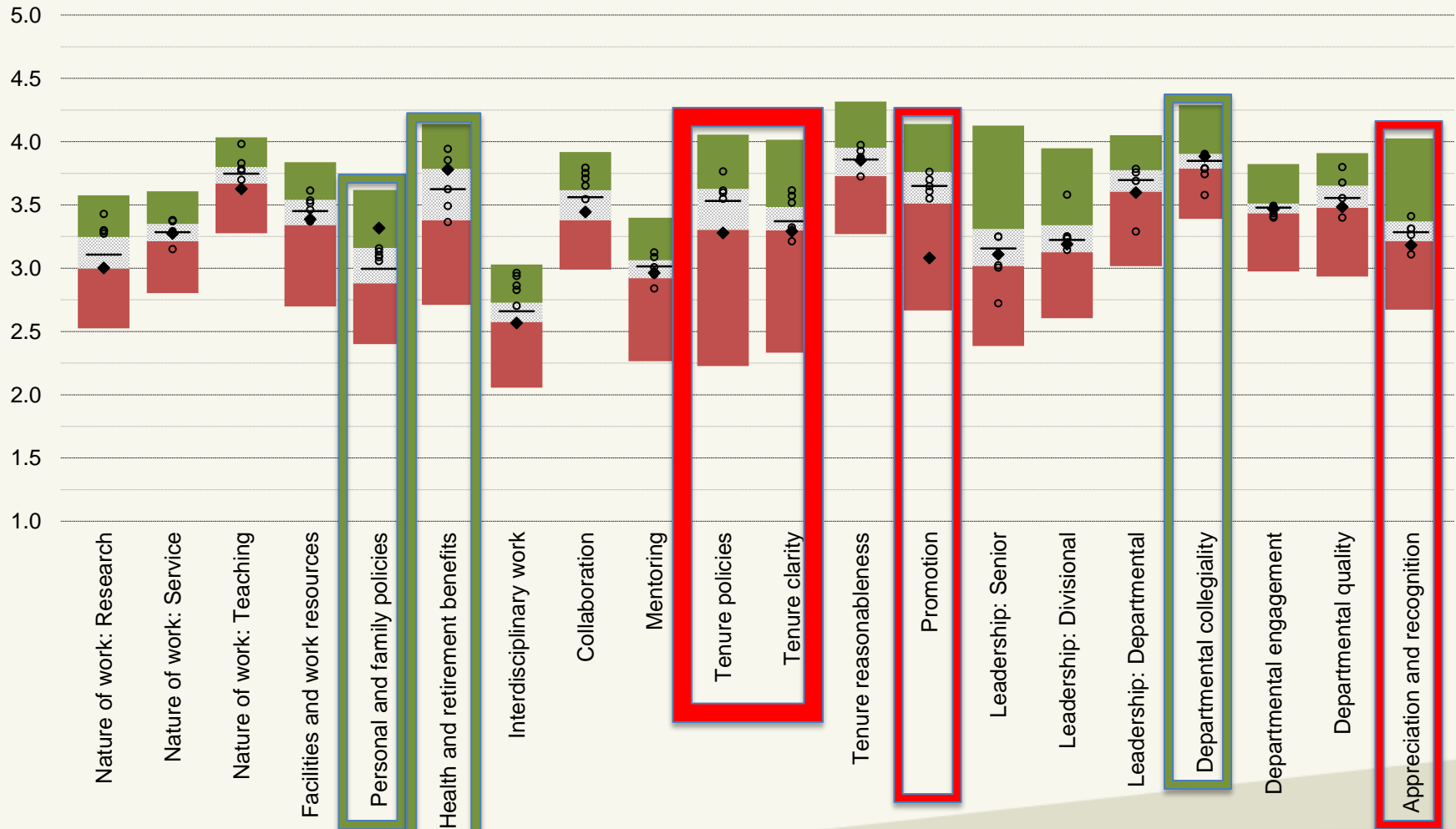
University "Top" Areas

Strength

- Departmental Collegiality
  - **Benchmark: 3.88**
- Personal and Family Policies
  - **Benchmark: 3.32**
- Health and Retirement Benefits
  - **Benchmark: 3.78**

Concern

- Promotion Clarity, Associate to Full
  - **Benchmark: 3.08**
- Post-tenure Mentoring
  - **Benchmark: 2.25**
- Tenure Policy Clarity
  - **Benchmark 3.29**
- Appreciation and Recognition
  - **Benchmark 3.18**

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Results at a Glance – RIT level

Other areas to consider

Encouraging

- Collaboration
- Tenure reasonableness
- Mentoring

Need more information

- Nature of work: Teaching
- Nature of work: Research
- Interdisciplinary work
- Facilities and work resources

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University Next Steps

2013 - 2014

- *Promotion Clarity and Post-Tenure Mentoring*

All departments in each college will identify best practices and recommendations to develop/improve promotion clarity practices/policies and post-tenure mentoring. Results shared within colleges and among Deans and Provost.
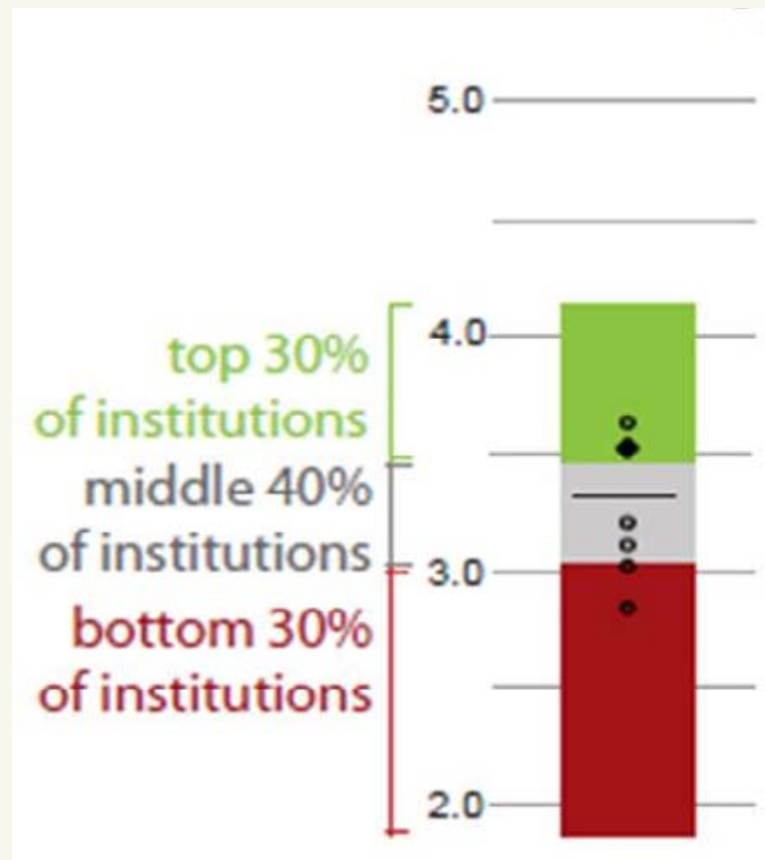
- *Tenure Policy Clarity*

The Faculty Affairs Committee of Academic Senate will continue to vet its work on proposed revisions to E5.0 to the full Academic Senate. Proposed revisions address tenure policy concerns raised by members of RIT faculty and staff.
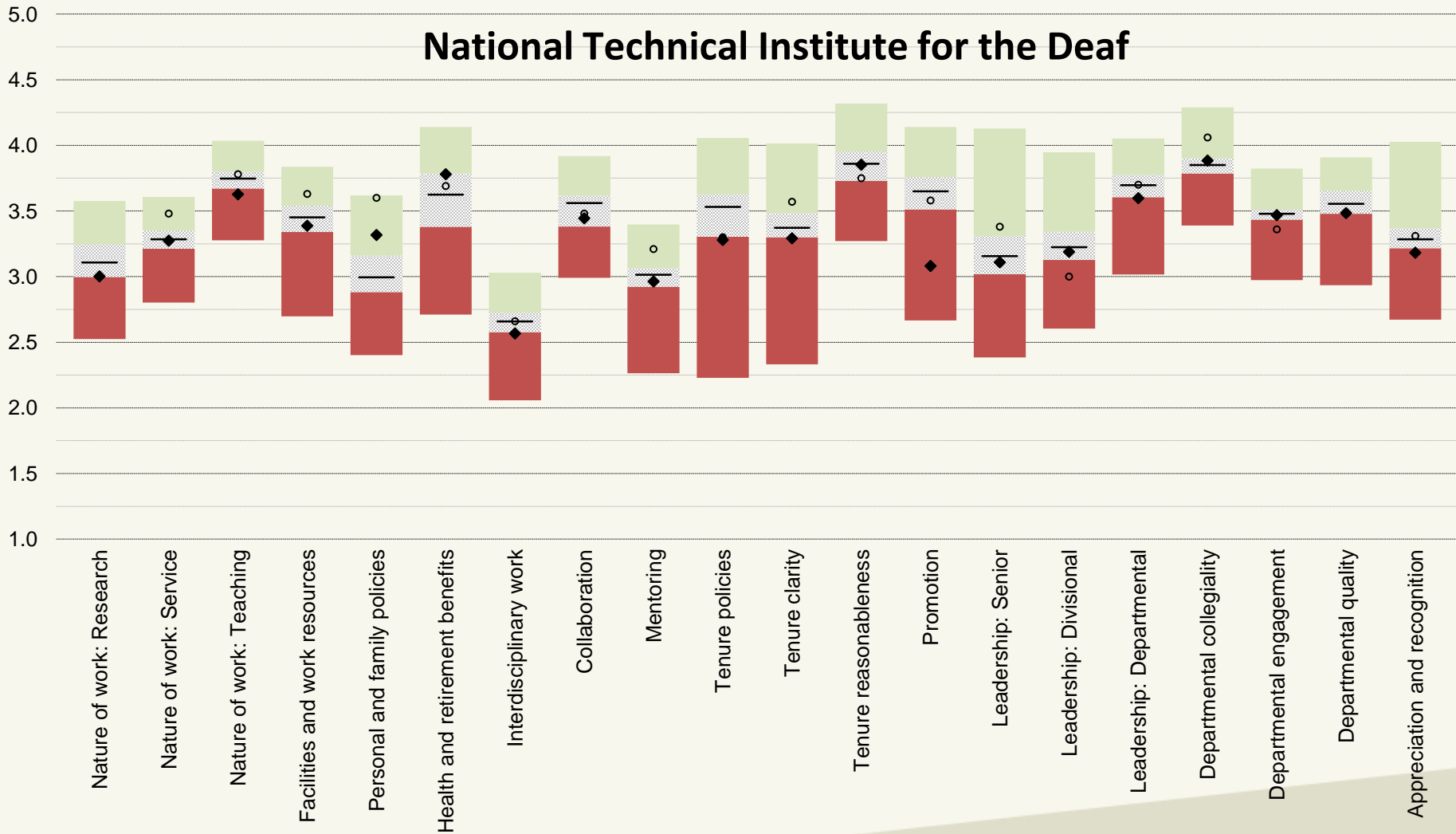
- *Appreciation and Recognition*

The Provost and Deans will work together to identify best practices for appreciation and recognition. These best practices will be vetted with focus groups of faculty and Department Heads/Chairs.

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NTID COACHE Results at a Glance

Results at a Glance – NTID

National Technical Institute for the Deaf

NTID - Areas of Special Interest

Strength

- Department Collegiality
- Facilities and Resources
- Mentoring
- Nature of Work: Service & Teaching
- Personal and Family Policies
- Promotion
- Tenure Clarity

Concern

- Department Engagement
- Leadership: Divisional
- Tenure Reasonableness

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Details on Department Collegiality

item	short name	National Technical Institute for the Deaf		All RIT Faculty		External Analysis (division compared to institution)	
		mean	sd	mean	sd	concern	strength
	Benchmark: Departmental collegiality	*4.06*	*0.72*	*3.88*	*0.77*		▮
Q200C	Colleagues support work/life balance	3.97	1.02	3.79	1.03		▮
Q200D	Meeting times compatible with personal needs	4.33	0.89	4.13	0.98		▮
Q205B	Amount of personal interaction w/Pre-tenure	3.80	0.94	3.71	0.96		
Q205C	How well you fit	3.97	1.16	3.79	1.20		▮
Q205E	Amount of personal interaction w/Tenured	3.89	0.85	3.70	0.99		▮
Q210A	Colleagues pitch in when needed	4.11	0.99	3.83	1.18		▮
Q210C	Dept. is collegial	4.10	0.93	4.07	1.06		
Q212A	Colleagues committed to diversity/inclusion	4.28	1.00	4.07	1.14		▮

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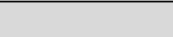
Details on Nature of Work - Service

item	short name	National Technical Institute for the Deaf		All RIT Faculty		External Analysis (division compared to institution)	
		mean	sd	mean	sd	concern	strength
	Benchmark: Nature of Work: Service	*3.48*	*0.66*	*3.27*	*0.77*		▮
Q45C	Time spent on service	3.84	0.86	3.39	0.99		▮▮
Q55B	Support for faculty in leadership roles	3.00	1.33	2.70	1.30		▮
Q60A	Number of committees	3.63	0.82	3.38	0.96		▮
Q60B	Attractiveness of committees	3.53	0.83	3.43	0.97		
Q60C	Discretion to choose committees	3.73	0.87	3.60	0.94		▮
Q60D	Equitability of committee assignments	3.13	1.06	3.10	1.12		
Q60E	Number of student advisees	3.68	1.00	3.43	0.97		▮

Details on Nature of Work - Teaching

item	short name	National Technical Institute for the Deaf		All RIT Faculty		External Analysis (division compared to institution)	
		mean	sd	mean	sd	concern	strength
	Benchmark: Nature of Work: Teaching	*3.78*	*0.65*	*3.63*	*0.68*		▮
Q45A	Time spent on teaching	4.34	0.87	3.82	1.00		▮▮
Q70A	Number of courses taught	3.72	1.07	3.43	1.14		▮
Q70B	Level of courses taught	3.79	1.00	3.91	0.91	▮	
Q70C	Discretion over course content	4.12	0.85	4.30	0.84	▮	
Q70D	Number of students in classes taught	4.15	0.79	3.75	1.00		▮▮
Q70E	Quality of students taught	3.33	0.85	3.42	0.95		
Q70H	Equitability of distribution of teaching load	3.18	1.23	3.12	1.22		
Q70I	Quality of grad students to support teaching	3.08	1.19	2.93	1.21		▮
Q45D	Time spent on outreach	3.49	0.89	3.41	0.86		
Q45E	Time spent on administrative tasks	3.35	0.91	3.03	0.98		▮
Q55A	Ability to balance teaching/research/service	3.06	1.36	2.82	1.32		▮

Details on Department Engagement

item	short name	National Technical Institute for the Deaf		All RIT Faculty		External Analysis (division compared to institution)	
		mean	sd	mean	sd	concern	strength
	Benchmark: Departmental engagement	3.36	0.71	3.47	0.75	▮	
Q190A	Discussions of undergrad student learning	3.81	1.13	3.83	1.05		
Q190B	Discussions of grad student learning	2.05	1.22	2.92	1.33	▬▬▬	
Q190C	Discussions of effective teaching practices	3.62	1.03	3.58	1.01		
Q190D	Discussions of effective use of technology	3.72	0.98	3.46	1.06		▮▮
Q190E	Discussions of current research methods	2.63	1.02	2.98	1.12	▬▬	
Q205A	Amount of professional interaction w/Pre-tenure	3.81	1.01	3.79	0.94		
Q205D	Amount of professional interaction w/Tenured	3.94	0.88	3.71	1.00		▮▮

Details on Leadership: Division

item	short name	National Technical Institute for the Deaf		All RIT Faculty		External Analysis (division compared to institution)	
		mean	sd	mean	sd	concern	strength
	Benchmark: Leadership: Divisional	*3.00*	*1.05*	*3.19*	*1.25*	▮	
Q185D	Dean: Pace of decision making	3.05	1.11	3.20	1.30	▮	
Q185E	Dean: Stated priorities	3.02	1.14	3.13	1.33		
Q185F	Dean: Communication of priorities	3.06	1.10	3.22	1.36	▮	
Q185G	Dean: Ensuring faculty input	2.89	1.17	3.22	1.36	▮▮	
Q175A	Dean: Support in adapting to change	2.50	1.31	2.63	1.36		

Details on Tenure Reasonableness

item	short name	National Technical Institute for the Deaf		All RIT Faculty		External Analysis (division compared to institution)	
		mean	sd	mean	sd	concern	strength
	Benchmark: Tenure reasonableness	3.75	0.86	3.85	*0.71*	▮	
Q138A	Reasonable expectations: Scholar	3.10	1.60	3.54	1.28	▬	
Q138B	Reasonable expectations: Teacher	4.00	1.15	4.03	1.01		
Q138C	Reasonable expectations: Advisor	4.00	1.00	3.90	0.94		
Q138D	Reasonable expectations: Colleague	3.80	1.14	4.08	0.96	▬	
Q138E	Reasonable expectations: Campus citizen	4.00	0.82	3.85	0.91		▮
Q138F	Reasonable expectations: Community member	3.70	1.16	3.69	0.88		

Questions?

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