

# COACHE task group update

GENERAL FACULTY MEETING

FEBRUARY 24, 2016



# Introducing the task group

- ▶ Sherry Deckman
  - ▶ Anne Rothstein
  - ▶ Juan delaCruz
  - ▶ Dana Fenton
  - ▶ Carl Mazza
  - ▶ Justine McGovern
  - ▶ Mary Philips
  - ▶ Supported by Susanne Tumelty – Institutional Research
- Education
- NSS
- HS2N
- A&H

# Work of task group...

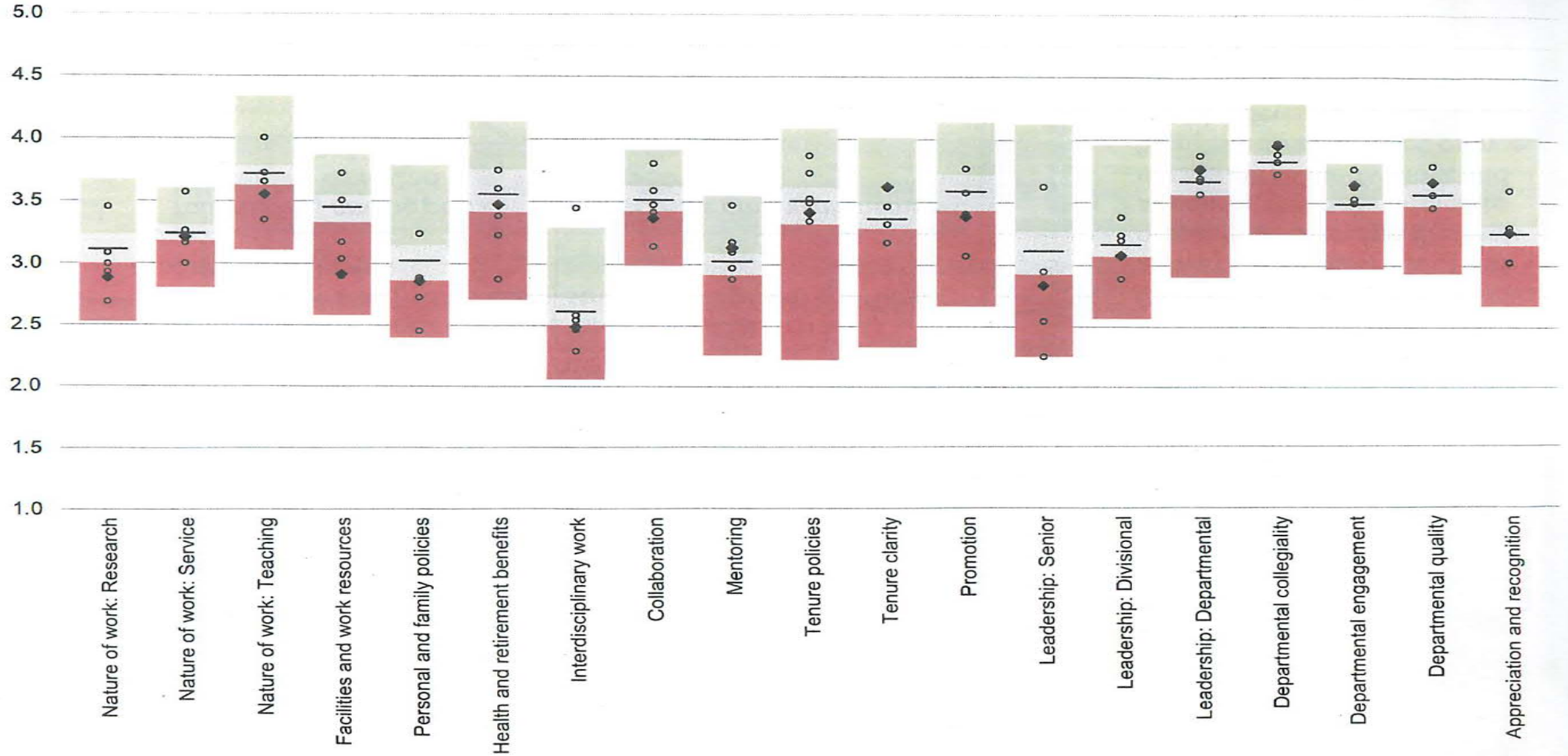
- ▶ Methods for analysis and interpretation
- ▶ Identify priority areas to focus action
- ▶ Strategies for communication

# Methods of analysis and interpretation

- ▶ Red zone
- ▶ Items < 3.0 on 1-5 scale
- ▶ Analyzed by school
  - ▶ Faculty librarians included with School of Education



**Lehman College**



# Five red zone areas...

- ▶ Facilities and Resources
- ▶ Nature of work: Research
- ▶ Nature of work: Teaching
- ▶ Interdisciplinary work
- ▶ Senior Leadership

# Facilities and Resources

The Collaborative on Academic Careers in Higher Education  
*Faculty Job Satisfaction Survey 2015*

FACILITIES, PERSONAL/FAMILY POLICIES,  
 BENEFITS, AND SALARY

## Lehman College

	YOUR RESULTS COMPARED TO PEERS ◀		AREAS OF STRENGTH IN GREEN								WITHIN CAMPUS DIFFERENCES*				
	YOUR RESULTS COMPARED TO COHORT ▶		AREAS OF CONCERN IN RED								sm. (.1)	med (.3)	lrg. (.5)		
	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure status	tenured ranks	gender	race	2011
<b>Benchmark: Facilities and work resources</b>	<b>2.92</b>	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc			
Support for improving teaching	3.01	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	tenured		men		-
Office	3.11	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc			+
Laboratory, research, studio space	2.80	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	full	women		-
Equipment	2.52	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured			foc	-
Classrooms	2.73	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women		+
Library resources	3.55	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		assoc	men	foc	+
Computing and technical support	3.01	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured			white	-
Clerical/administrative support	2.62	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	assoc		white	



# Facilities and Resources...

- ▶ Discussed with Rene Rotolo – THANK YOU Rene
- ▶ Urban myth that Carman is a sick building – need to communicate accurate, evidence based information
- ▶ Plan and request for funding for painting Carman hallways in summer
- ▶ Upgrade faculty lounge – 185C CA.



# Facilities and Resources...

- ▶ Discussed with VP Ron Bergman – THANK YOU!
- ▶ Classroom and equipment issues
- ▶ Issue is communicating changes and the plan for coming improvements.
- ▶ <https://connect.lehman.edu/tech-classroom/home/SitePages/Home.aspx>

# Nature of work: Research

The Collaborative on Academic Careers in Higher Education  
*Faculty Job Satisfaction Survey 2015*

NATURE OF WORK:  
 RESEARCH, SERVICE, TEACHING

## Lehman College

	YOUR RESULTS COMPARED TO PEERS ◀ YOUR RESULTS COMPARED TO COHORT ▶										AREAS OF STRENGTH IN GREEN AREAS OF CONCERN IN RED					WITHIN CAMPUS DIFFERENCES <sup>*</sup>				
	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	sm. (.1)	med (.3)	lrg. (.5)	tenure status	tenured ranks	gender	race	2011		
<b>Benchmark: Nature of Work Research</b>	<b>2.88</b>	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				tenured	assoc	men				
Time spent on research	3.05	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				tenured	assoc	women	white	N/A		
Expectations for finding external funding	2.86	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				tenured	assoc	men				
Influence over focus of research	4.23	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶							foc			
Quality of grad students to support research	2.88	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				assoc	men	foc		+		
Support for research	2.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured	full				-		
Support for engaging undergrads in research	2.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶					women			-		
Support for obtaining grants (pre-award)	2.85	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured	assoc	men			+		
Support for maintaining grants (post-award)	2.78	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured	assoc				+		
Support for securing grad student assistance	2.47	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured		men	foc				
Support for travel to present/conduct research	2.40	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured			foc				
Availability of course release for research	2.34	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured		men	foc		-		
<b>Benchmark: Nature of Work: Service</b>	<b>3.21</b>	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured		women	white		-		





**Q45B - Research - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.**

		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Total
ARTS & HUMANITIES	Count	7	9	4	13	5	38
	% within LEH_SCHL	18.4%	23.7%	10.5%	34.2%	13.2%	100.0%
	% within Q45B -	36.8%	25.7%	15.4%	29.5%	27.8%	26.8%
	% of Total	4.9%	6.3%	2.8%	9.2%	3.5%	26.8%
EDUCATION	Count	5	5	2	9	3	24
	% within LEH_SCHL	20.8%	20.8%	8.3%	37.5%	12.5%	100.0%
	% within Q45B -	26.3%	14.3%	7.7%	20.5%	16.7%	16.9%
	% of Total	3.5%	3.5%	1.4%	6.3%	2.1%	16.9%
NSS	Count	5	16	15	13	4	53
	% within LEH_SCHL	9.4%	30.2%	28.3%	24.5%	7.5%	100.0%
	% within Q45B -	26.3%	45.7%	57.7%	29.5%	22.2%	37.3%
	% of Total	3.5%	11.3%	10.6%	9.2%	2.8%	37.3%
HEALTH SCIEINCES	Count	2	5	5	9	6	27
	% within LEH_SCHL	7.4%	18.5%	18.5%	33.3%	22.2%	100.0%
	% within Q45B -	10.5%	14.3%	19.2%	20.5%	33.3%	19.0%
	% of Total	1.4%	3.5%	3.5%	6.3%	4.2%	19.0%
	Count	19	35	26	44	18	142
	% within LEH_SCHL	13.4%	24.6%	18.3%	31.0%	12.7%	100.0%
	% within Q45B -	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	13.4%	24.6%	18.3%	31.0%	12.7%	100.0%

Of the 54 (38%) people who were dissatisfied or very dissatisfied with time spent on scholarship:

53 said too little time  
1 said too much time



# Nature of work: Teaching

Faculty Job Satisfaction Survey 2015

## Lehman College

YOUR RESULTS COMPARED TO PEERS ◀  
YOUR RESULTS COMPARED TO COHORT ▶

AREAS OF STRENGTH IN GREEN  
AREAS OF CONCERN IN RED

WITHIN CAMPUS DIFFERENCES\*

	mean	YOUR RESULTS COMPARED TO PEERS ◀ YOUR RESULTS COMPARED TO COHORT ▶									WITHIN CAMPUS DIFFERENCES*				
		overall	tenured	pre-ten	full	assoc	men	women	white	foc	sm. (.1)	med (.3)	lrg. (.5)	2011	
Number of student advisees	3.39										tenured	assoc	women	white	
<b>Benchmark: Nature of Work: Teaching</b>	<b>3.56</b>										tenured	full			-
Time spent on teaching	3.74										tenured		women	white	
Number of courses taught	3.10										tenured	assoc			
Level of courses taught	3.83										tenured	full	women		-
Discretion over course content	4.25													white	
Number of students in classes taught	3.70										tenured	full	men	white	+
Quality of students taught	3.25										tenured	full	women		-
Equitability of distribution of teaching load	3.27											full	men	white	+
Quality of grad students to support teaching	2.99														
<b>Related survey items</b>															
Time spent on outreach	3.48										tenured	assoc		foc	+
Time spent on administrative tasks	2.83										tenured	assoc	women	white	
Ability to balance teaching/research/service	2.88										tenured	assoc	women	white	

\* A group named in the Within Campus Differences rated the survey item lower than its comparison group. Coloration reflects the magnitude (effect size) of the difference. Additional explanation of effect size differences can be found in the "Background and Definitions" section of this report.

		Q45A - Teaching - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.					
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Total
ARTS & HUMANITIES	Count	3	6	1	19	10	39
	% within LEH_SCHL	7.7%	15.4%	2.6%	48.7%	25.6%	100.0%
	% within Q45A -	37.5%	24.0%	10.0%	32.2%	21.7%	26.4%
	% of Total	2.0%	4.1%	.7%	12.8%	6.8%	26.4%
EDUCATION	Count	1	4	1	11	6	23
	% within LEH_SCHL	4.3%	17.4%	4.3%	47.8%	26.1%	100.0%
	% within Q45A -	12.5%	16.0%	10.0%	18.6%	13.0%	15.5%
	% of Total	.7%	2.7%	.7%	7.4%	4.1%	15.5%
NSS	Count	4	13	8	14	17	56
	% within LEH_SCHL	7.1%	23.2%	14.3%	25.0%	30.4%	100.0%
	% within Q45A -	50.0%	52.0%	80.0%	23.7%	37.0%	37.8%
	% of Total	2.7%	8.8%	5.4%	9.5%	11.5%	37.8%
HEALTH SCIEINCES	Count	0	2	0	15	13	30
	% within LEH_SCHL	0.0%	6.7%	0.0%	50.0%	43.3%	100.0%
	% within Q45A -	0.0%	8.0%	0.0%	25.4%	28.3%	20.3%
	% of Total	0.0%	1.4%	0.0%	10.1%	8.8%	20.3%
	Count	8	25	10	59	46	148
	% within LEH_SCHL	5.4%	16.9%	6.8%	39.9%	31.1%	100.0%
	% within Q45A -	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	5.4%	16.9%	6.8%	39.9%	31.1%	100.0%

Of the 33 (23%) people who were dissatisfied or very dissatisfied with time spent on teaching:

3 said too little time  
 29 said too much time  
 1 no response



# We need some help

- ▶ Plan
- ▶ Find ways to communicate plans and action
  - ▶ Provost office hours – #1. Feb 22 and #2. April 14
  - ▶ Less email!
- ▶ Hold focus groups in each school to help us
  - ▶ interpret the data
  - ▶ identify potential actions that we can introduce to improve job satisfaction
- ▶ Reminder
- ▶ All the data is available on the general COACHE communication SharePoint site: <https://connect.lehman.edu/coache-communication/home/SitePages/Home.aspx>