



UNC Charlotte Faculty Climate Update

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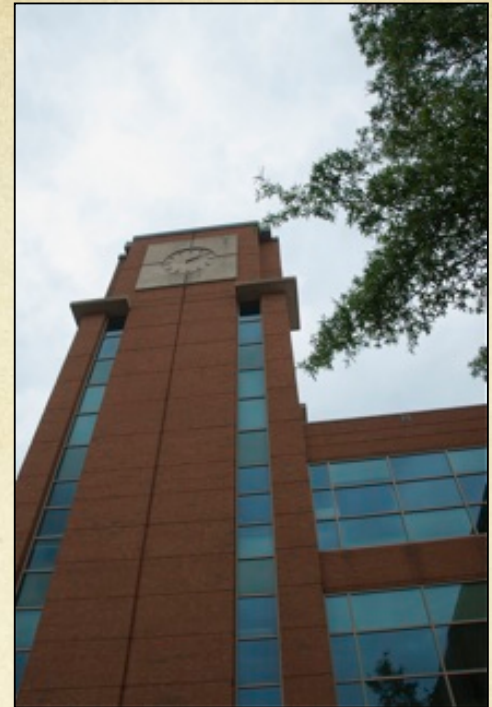
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Agenda

What is faculty climate and why is it important?

Overview of results and interpretations

Opportunity for discussion and next steps



Survey measures

Overall job satisfaction

Diversity equity

Intent to stay at UNC Charlotte

Work-life balance

Department chair satisfaction

Sense of campus community

Mentoring

Descriptive demographics

Status Update

Institutional Faculty Climate Report

- Summary of faculty perceptions

Reports by College have been made to Deans and Provost

College Faculty Diversity Scorecards

- Snapshot of college comparison to institution overall
- Faculty gender and ethnicity comparisons to national data
- Faculty recruitment, tenure, and promotion analysis

Current: All colleges are discussing implications in diversity committees and/or strategic planning process



Top 3 Outcomes

Growth Areas:

- *Tenure and promotion policies* **need to be clear and communicated**
- *Diversity equity* is less positively rated at the departmental level
- *Intent to stay* is something to watch

Exemplary Areas:

- Department Chairs are positively rated
- Sense of community is strong
- Mentoring is taking place

Findings corroborate past findings from HERI and COACHE

Job Satisfaction

Job satisfaction is generally positive among faculty

○ Construct mean = 3

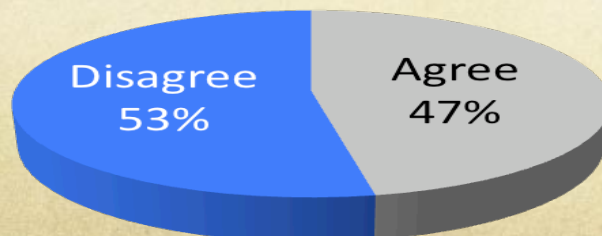
Significant differences by gender and rank

○ **Women** and those respondents who did not specify gender reported **lower levels of job satisfaction than men**

○ **Associate professors reported significantly less job satisfaction than Assistant and Full Professors**

○ **Associate level faculty reported being dissatisfied/very dissatisfied with their salary and benefits more than Assistant and Full Professors**

Multiple & diverse strategies for achieving career aspirations are accepted /rewarded

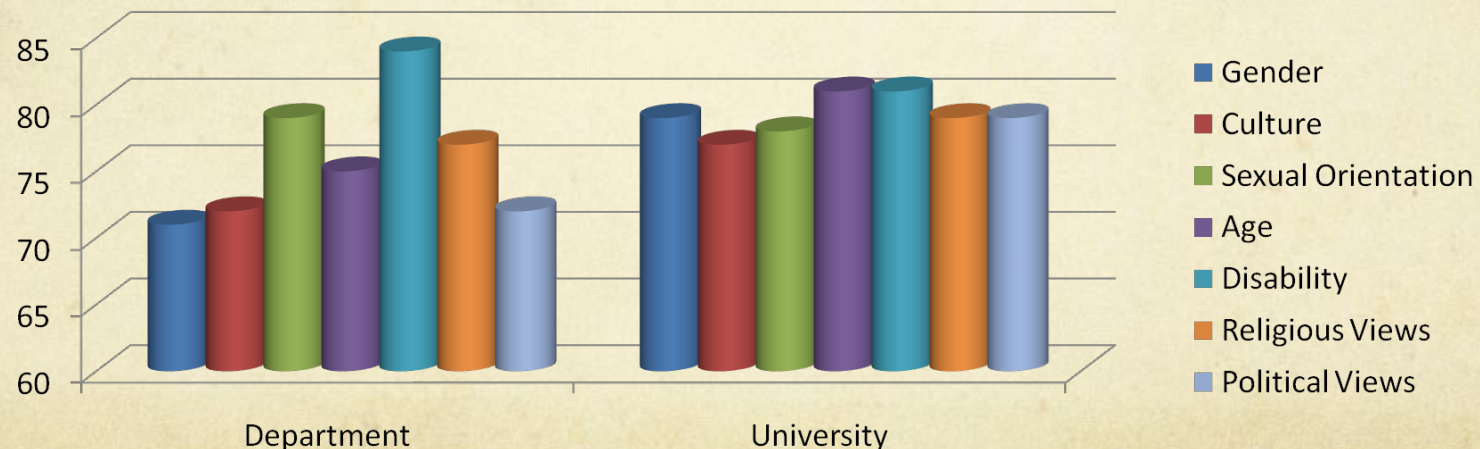


Diversity Equity

Overall, faculty report that they *do not feel discrimination* based upon ethnicity, gender, age, sexual orientation or physical disability by either their faculty colleagues or by students

- 24% reported that they “sometimes” feel left out at work because of their gender
- 20% reported that they “sometimes” feel left out at work because of their age
- Faculty rate **university diversity equity higher at the university level than at the departmental level** for all areas except sexual orientation and physical disability

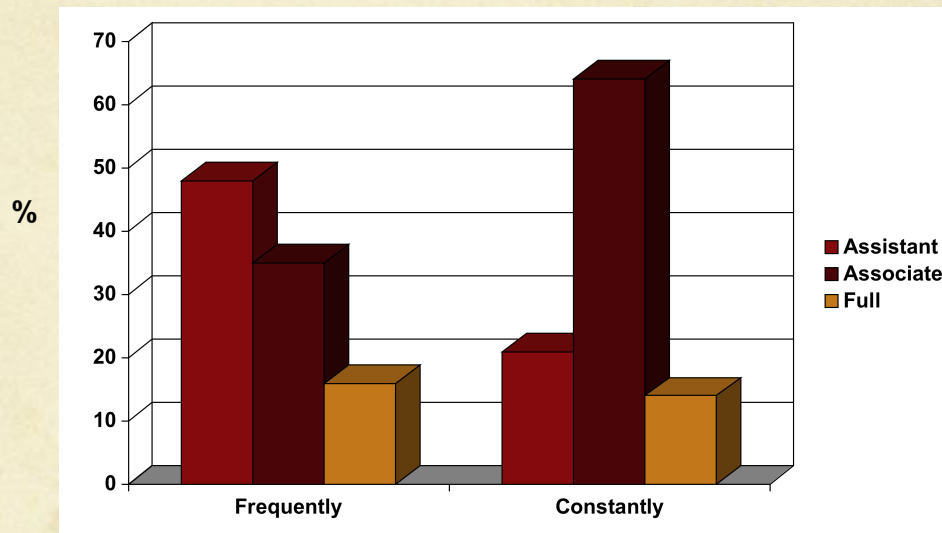
Percentages of Positive Agreement with the Statements: Overall, I believe my [department] [university] climate is an equitable environment for [gender, cultural differences....]



Intent to Stay

Associate faculty reported less intent to stay at UNC Charlotte than Full and Assistant Professors

How often do you think about leaving UNC Charlotte?



Top Reasons Why Faculty Would Leave

Salary (19%)

Opportunity for advancement (16%)

Collegiality (12%)

Additional Themes Why Faculty Would Leave

+ Retirement

Dissatisfaction with leadership

Opportunities for research

More culturally diverse region

Additional Findings

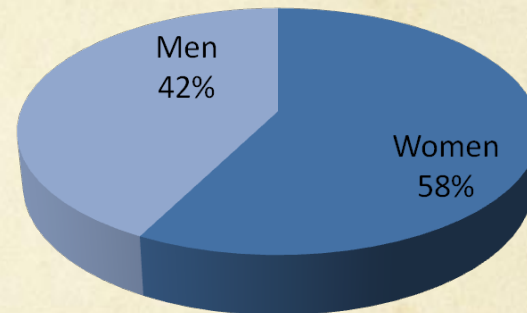
○ **79% report satisfaction with their Department Chair's ability to keep faculty informed**

○ **84% report being satisfied/very satisfied with interpersonal and social relationships with colleagues**

○ **84% feel that their workload is overwhelming**

• **50% report having a UNCC mentor**

• **More women report having a mentor**



Future Directions

Periodic internal implementation

Consistency of information collected

Tailored to fit our institution

Increase participation

Item reduction

Segmented implementation

Continue developing trust

Protection of privacy and anonymity will continue

Transparency of process

Disseminate findings for informed discussions and planning