



Faculty Climate Survey 2020 Report

Executive Summary

Purpose

The 2020 Faculty Senate Climate Survey (FCS2020) focused on the general categories of the job performance of the university-wide officers, deans and chairs, and the general satisfaction of Faculty. The survey instrument was developed by the Faculty Senate's Climate Survey committee of the Faculty Governance Committee with the goal to continue to assess faculty perceptions regarding administration's overall performance, as well as to determine those issues or criteria that impact their evaluations before the COVID-19 pandemic. The FCS2020 was completely anonymous, and no personal or contact information was recorded.

This report summarizes survey results and serves as a source for the Senate's Executive Committee agenda in meetings with the President and cabinet in 2020. The results are summarized numerically and without any interpretation, while the open-ended comments are summarized by themes to protect the anonymity of the respondents.

Methodology

The FCS2020 was conducted January 27-February 7, 2020. Of the 1,652 invitations sent to Faculty, 516 responses were received from tenure track, non-tenure track, and librarians (31% response rate). The instrument had five main content areas (performance of central administration, the President, the Provost, the Vice President for Research and Technology Transfer, the Vice President for Student Affairs and Enrollment Services, and the respective deans and department chairs). Further, respondents rated their levels of job satisfaction as faculty, and their satisfaction with their college and department. For faculty in the Katherine G. McGovern College of the Arts, College of Liberal Arts and Social Sciences and College of Technology, there was an additional section for the Faculty Senate's Dean's feedback Off-Cycle Review.

President's Approval Ratings

The majority of faculty (64%) approved to strongly approved of the President's job performance. The average was 2.6 on a 7-point scale, with 1 indicating strong approval, 7 indicating strong disapproval, and a midpoint of 4 for neither approve/nor disapprove.

Provost's Approval Ratings

Almost half of the faculty (48%) approved to strongly approved of the Provost's job performance. The average was 3.2 on a 7-point scale, with 1 indicating strong approval, 7 indicating strong disapproval, and a midpoint of 4 for neither approve/nor disapprove.

VP-Research and Technology Transfer's Approval Ratings

About half of the faculty (50%) indicated somewhat approval or above for the VP for Research and Technology Transfer's job performance. The average was 3.3 on a 7-point scale, with 1 indicating strong approval, 7 indicating strong disapproval, and a midpoint of 4 for neither approve/nor disapprove.

VP-Student Affairs and Enrollment Services

About 40% of the faculty indicated somewhat approval or above for the VP for Student Affairs and Enrollment Services' job performance. The average was 3.4 on a 7-point scale, with 1 indicating strong approval, 7 indicating strong disapproval, and a midpoint of 4 for neither approve/nor disapprove.

Deans' Approval Rating

Dean's approval ratings were, on average, similar to those of the University-wide officers (3.1 average rating on a 7-point scale). Differences emerged across colleges, particularly in Architecture, Liberal Arts and Social Sciences, NSM, Engineering, and Business, wherein averages were above the mean indicating somewhat dissatisfaction with dean performance. Conversely, HRM, Technology, Nursing, Medicine, and Social Work as a group were below the mean, indicating satisfaction with dean performance in these colleges.

Department Chairs' Approval Rating

Department chairs averaged the highest approval ratings (2.5 average rating on a 7-point scale), though significant variability was observed across colleges and departments. Department chairs in Architecture, Pharmacy, Arts, Technology, and Libraries tended to receive lower approval ratings than department chairs in Business, Education, Medicine, Optometry, and Liberal Arts and Social Sciences.

Faculty Members' Overall Satisfaction with the University of Houston as a Place to Work

About three-fourths of the faculty (73%) indicated at least being somewhat satisfied with the University of Houston as a place to work, with 14% indicating being very satisfied. The average was 3.0 on a 7-point scale, with 1 being very satisfied, 7 being very dissatisfied, and a midpoint of 4 for being neither satisfied/nor dissatisfied. Satisfaction ratings were highest in the areas of HRM, Social Work, Law, Education, and Medicine, and Arts, Architecture, NSM, Honors, and Business had lower satisfaction ratings.

Issues Facing the University of Houston

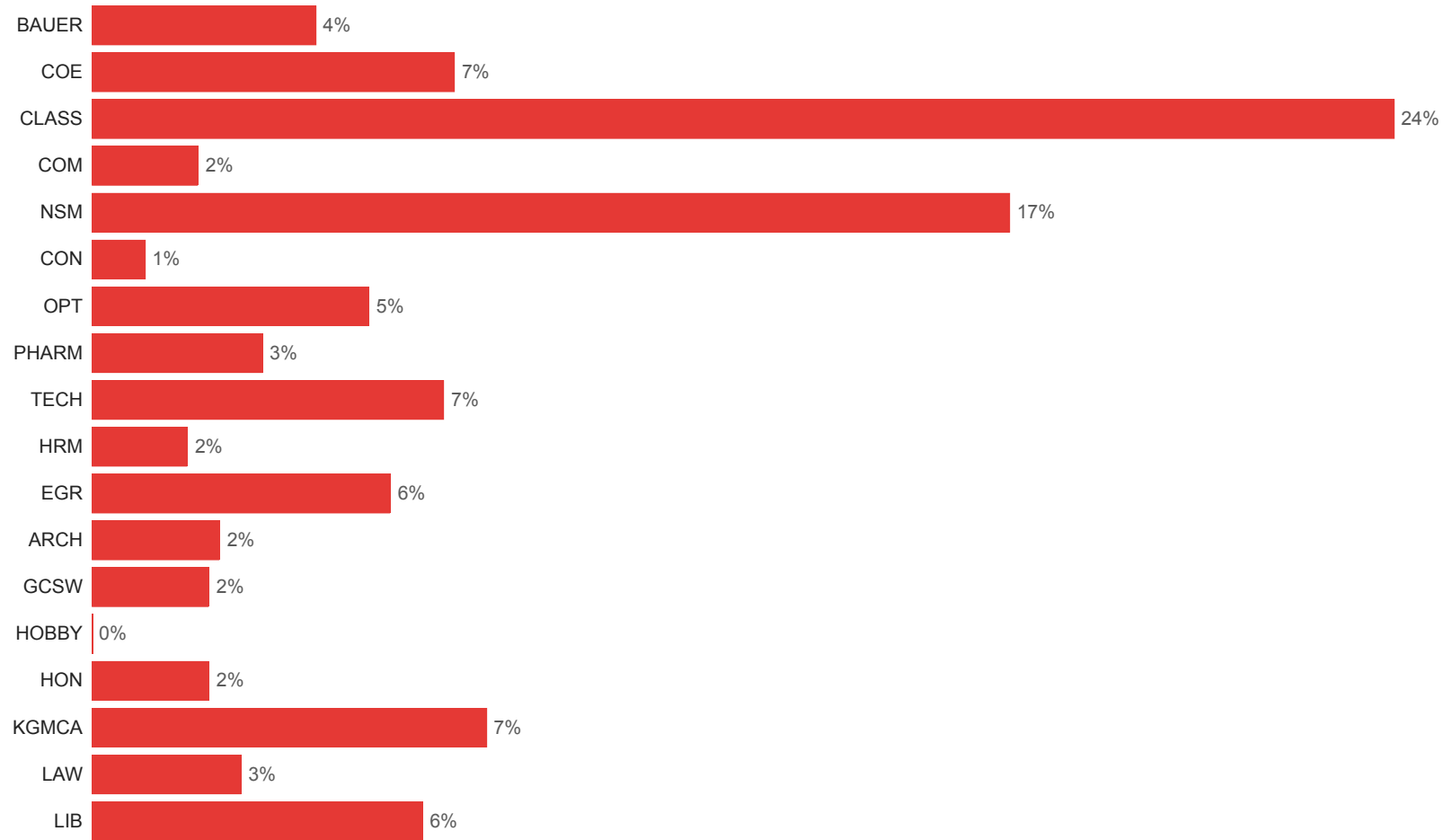
Faculty identified the competitiveness of faculty salaries, the growth of internal resources for research, the impact of long-term funding of the College of Medicine on other Colleges, the competitiveness of Graduate Tuition Fellowships, and a decrease of funding for Athletics as some of the most important issues facing the University of Houston today.

Specific comments about the working climate at the University of Houston.

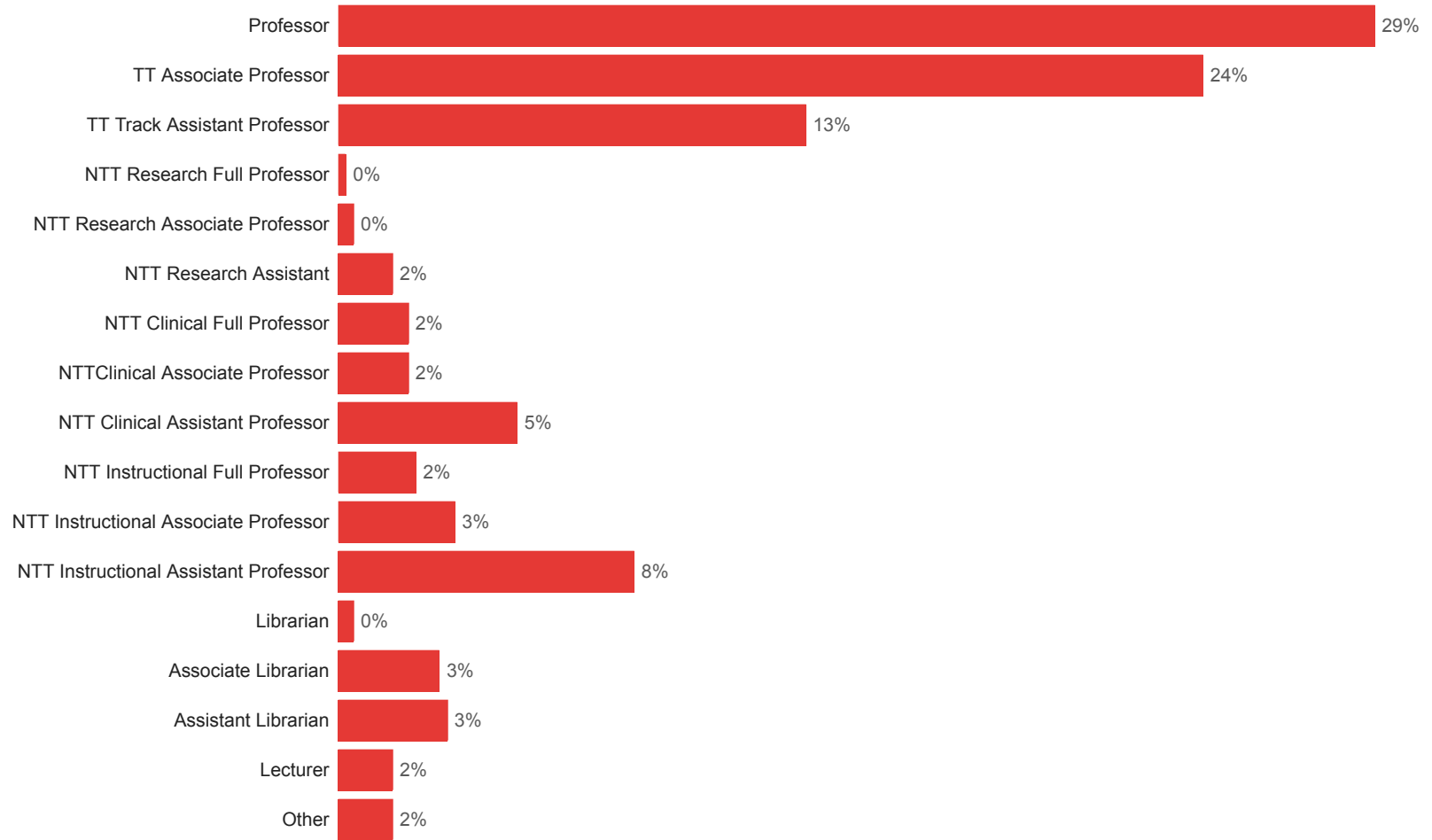


In regards to the working climate, Faculty perceptions seem to indicate that the University of Houston is a supportive environment that celebrates student diversity and collegiality and professionalism among their colleagues. Both tenure track and non-tenure track (NTT) faculty expressed significant concerns about salary compression and pay equity between genders, ranks, and promotion, and these themes were especially apparent among NTT faculty. Respondents also indicated a lack of resources, especially in the humanities and social sciences, for achieving the 50-in-5 goals and perceived expectations of being asked to do “more with less.” Related to this theme, issues of staff turnover, lack competitive salaries and professional development for staff, lack of adequate support for graduate students, increasing red tape and bureaucracy, and lack of necessary infrastructure to conduct research and teaching were noted as hurdles that diminish faculty productivity. Regarding the administration, many faculty perceive that the leadership do not reflect the diversity of the student body and that there is not enough transparency of the budgetary practices and allocation of budgets to colleges and departments. Some faculty also noted increases in parking costs and the University’s support of athletics and the College of Medicine that contribute negatively to the working climate at the University.

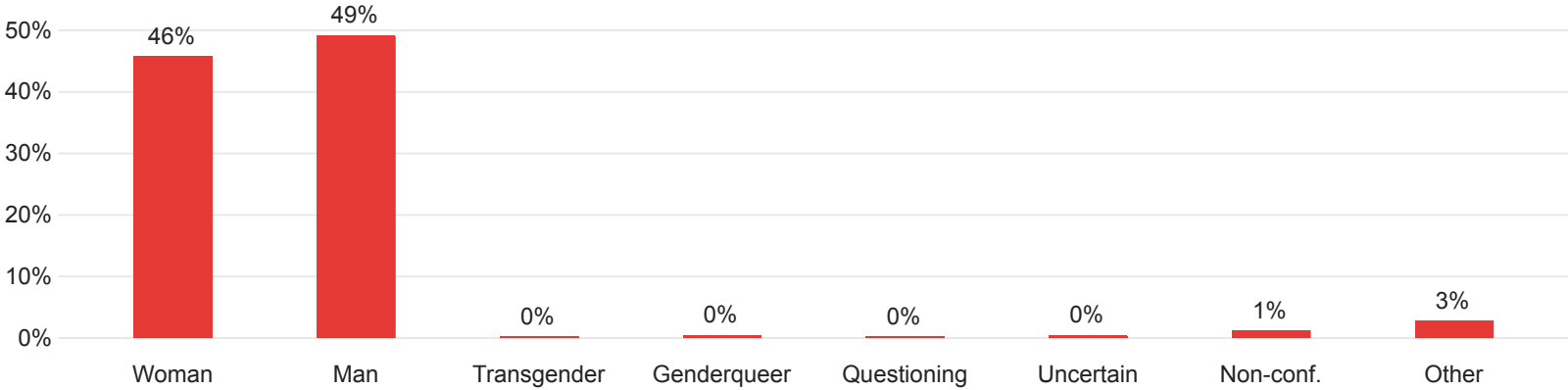
Survey Participants by College



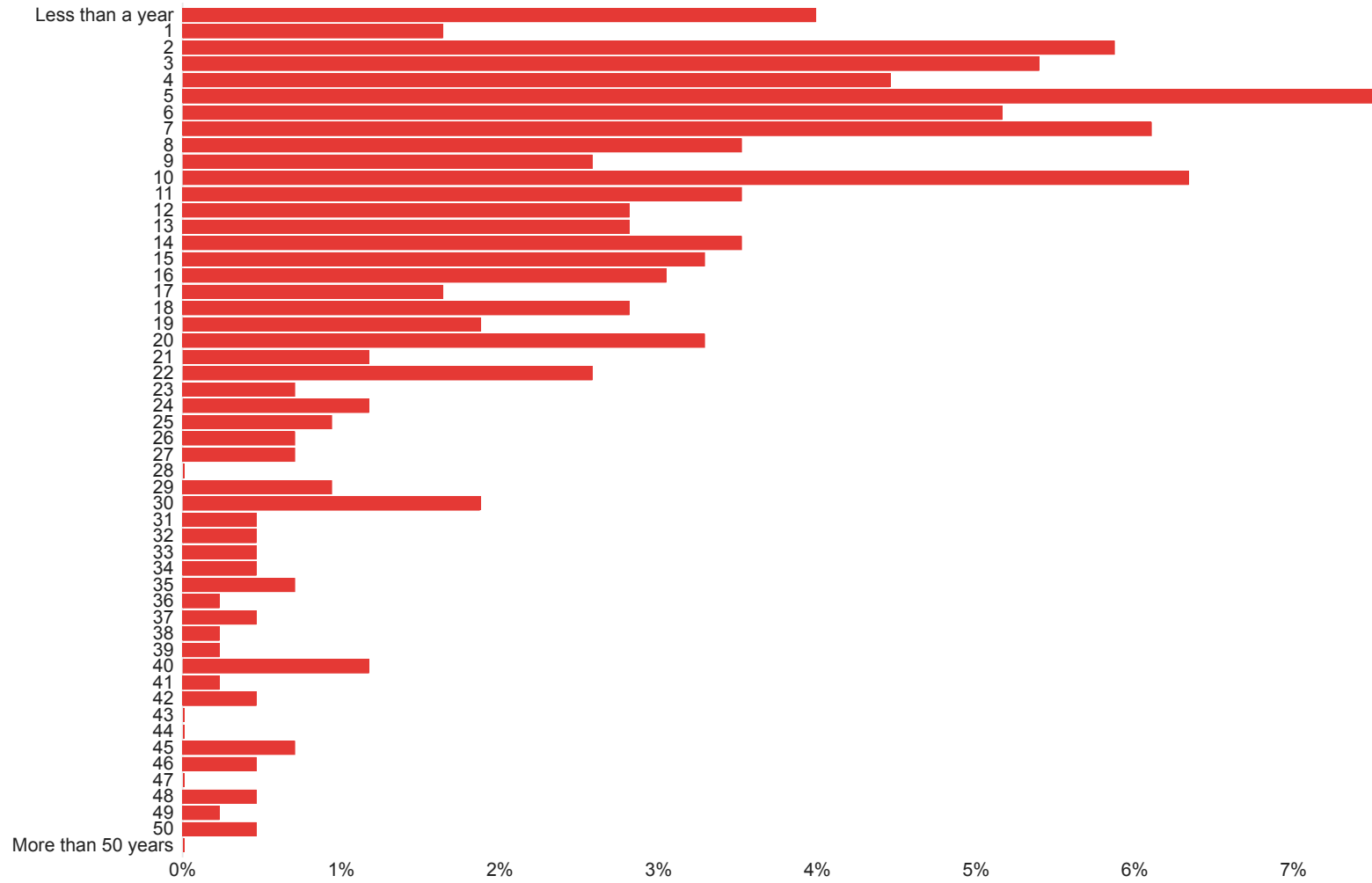
Survey Participants by Rank



Survey Participants by Gender Identity

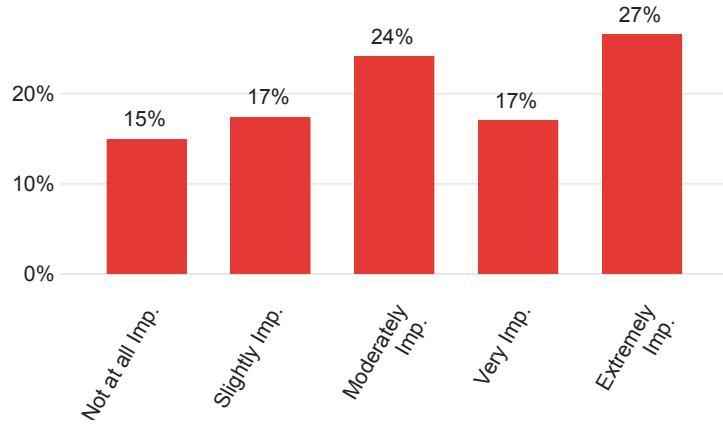


Survey Participants by years employed at the University

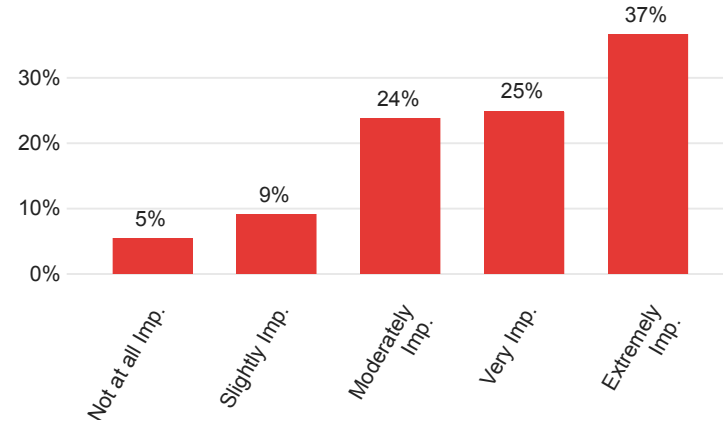


Issues

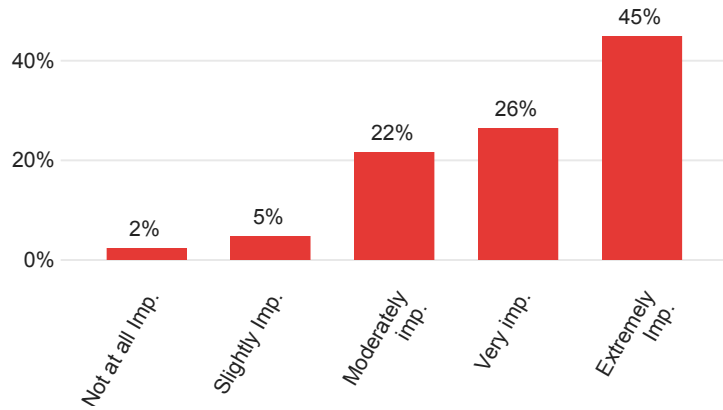
Decrease funding to Athletics



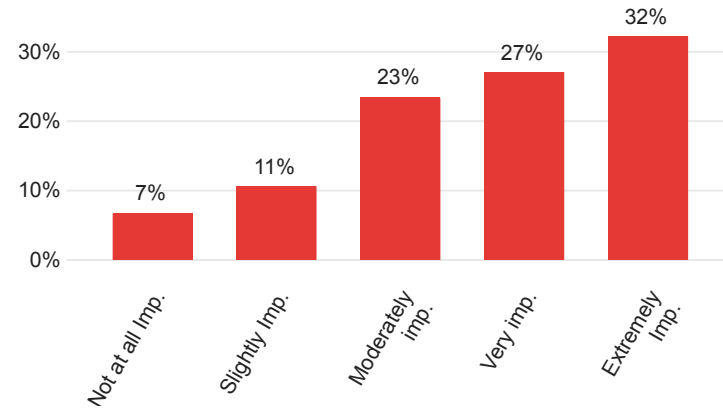
Funding of COM



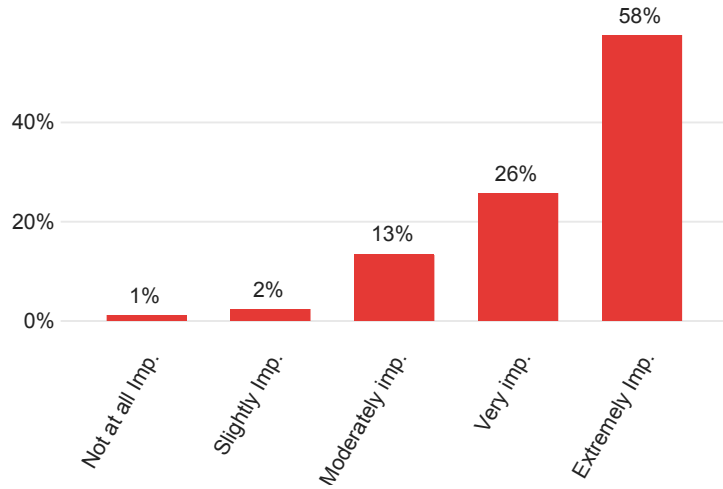
Increase resources for research



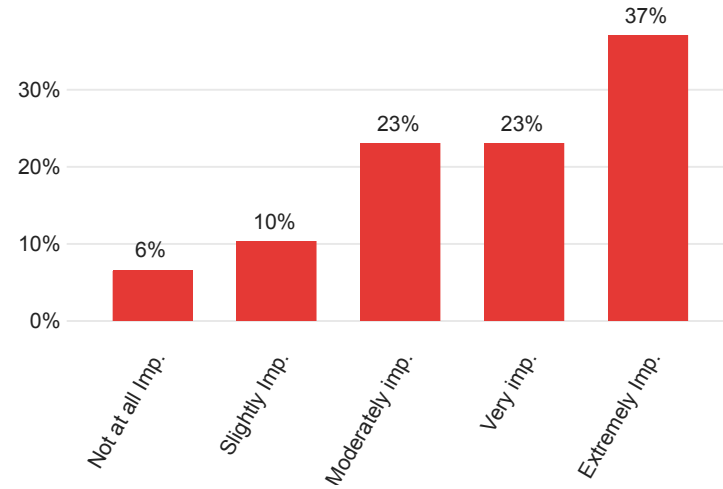
Increase the diversity of the Faculty



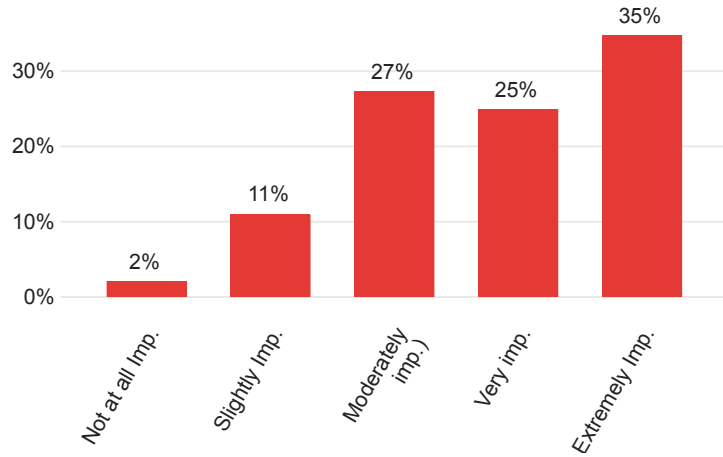
Competitiveness of faculty salaries



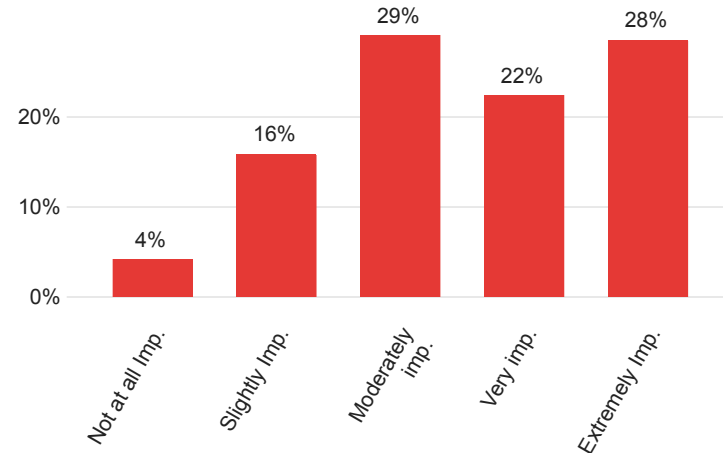
Reduce parking costs



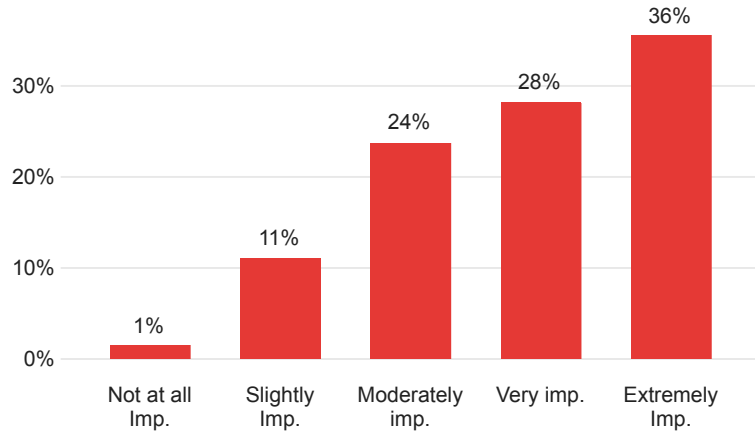
Administrative efficiency of travel



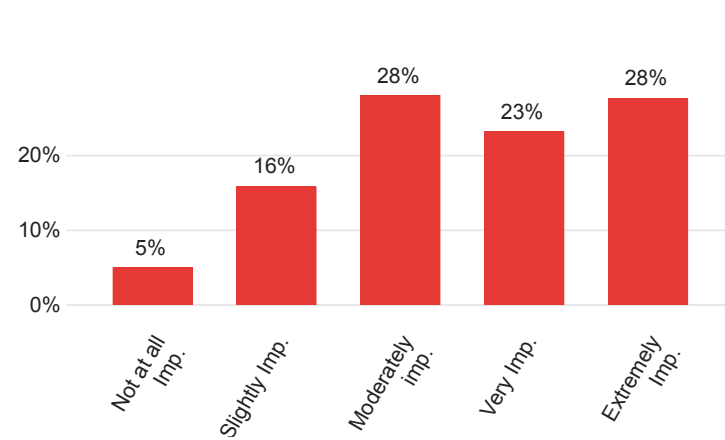
Administrative efficiency of purchasing



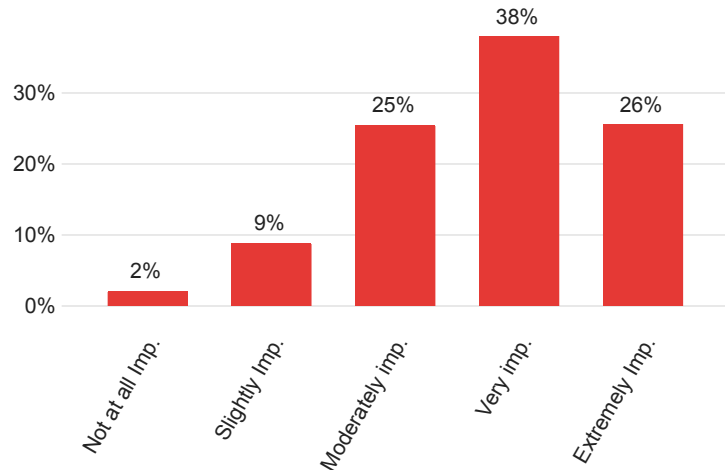
Administrative efficiency of hiring



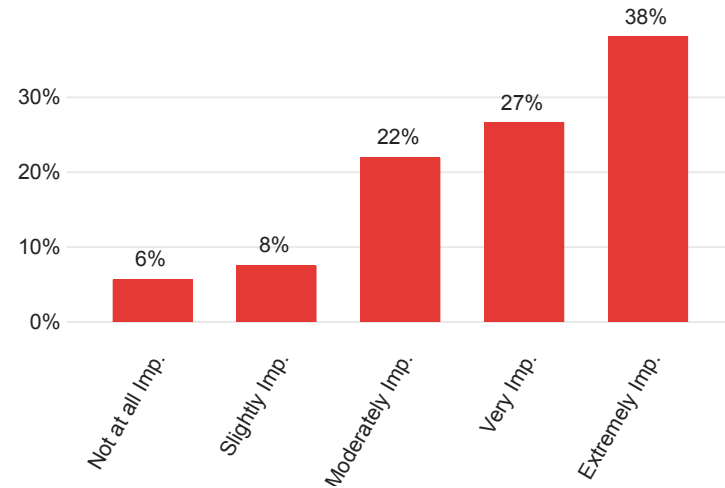
Increase efficiency of APR Procedures



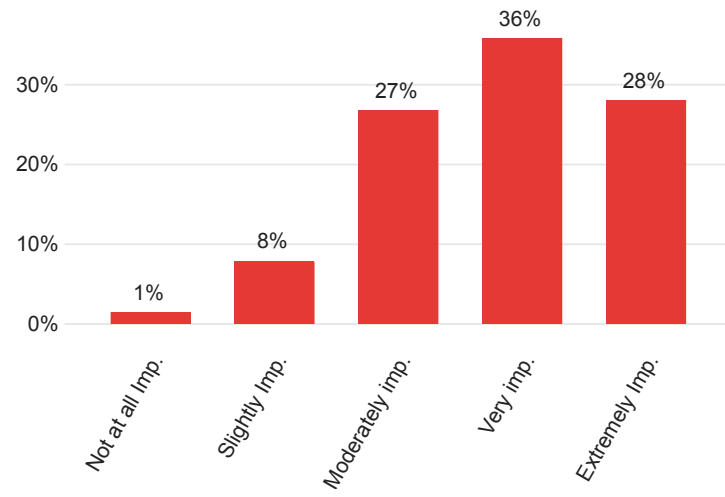
Increase Faculty in new initiatives



Competitiveness of GTF

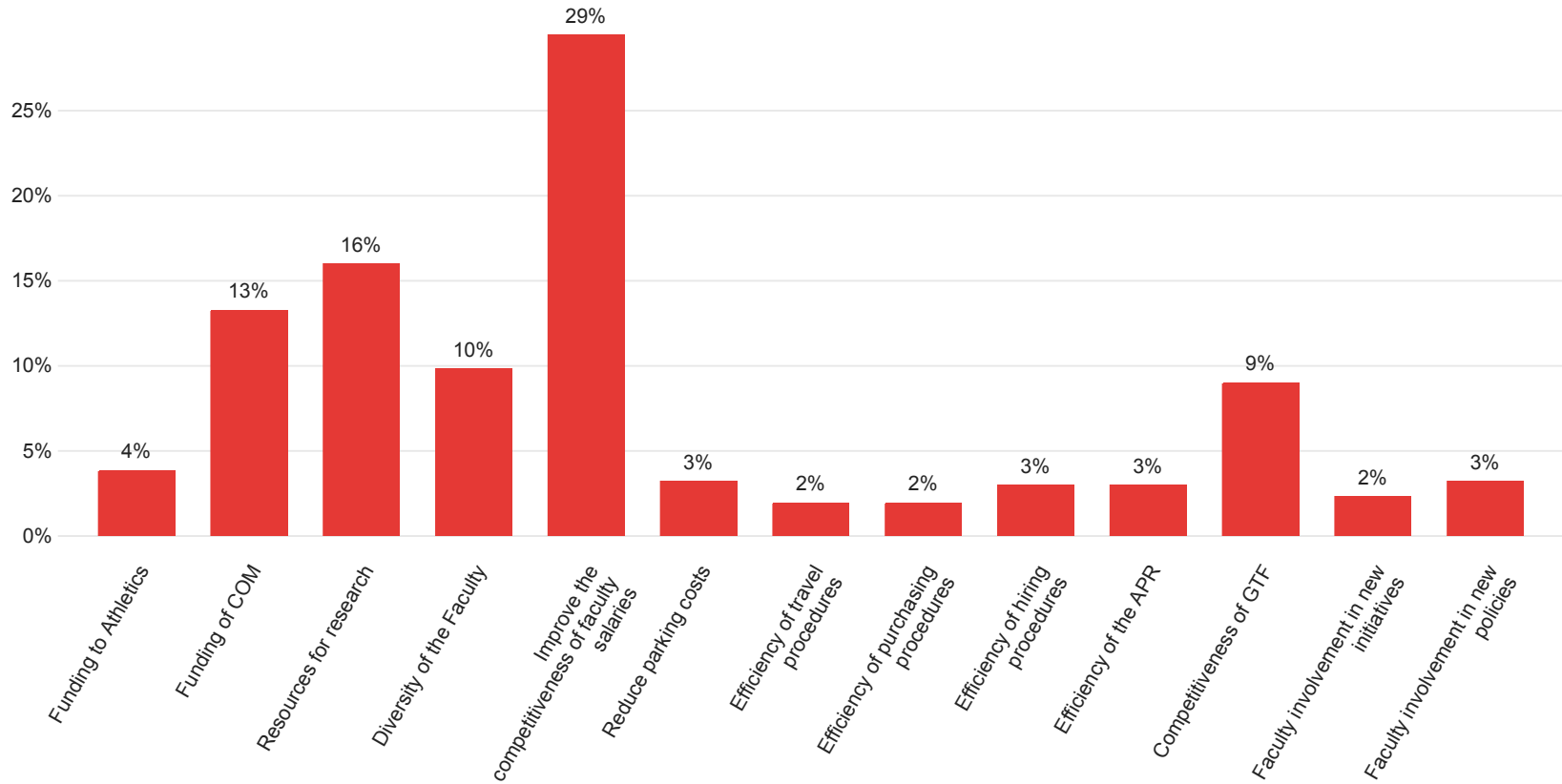


Faculty involvement in new policies

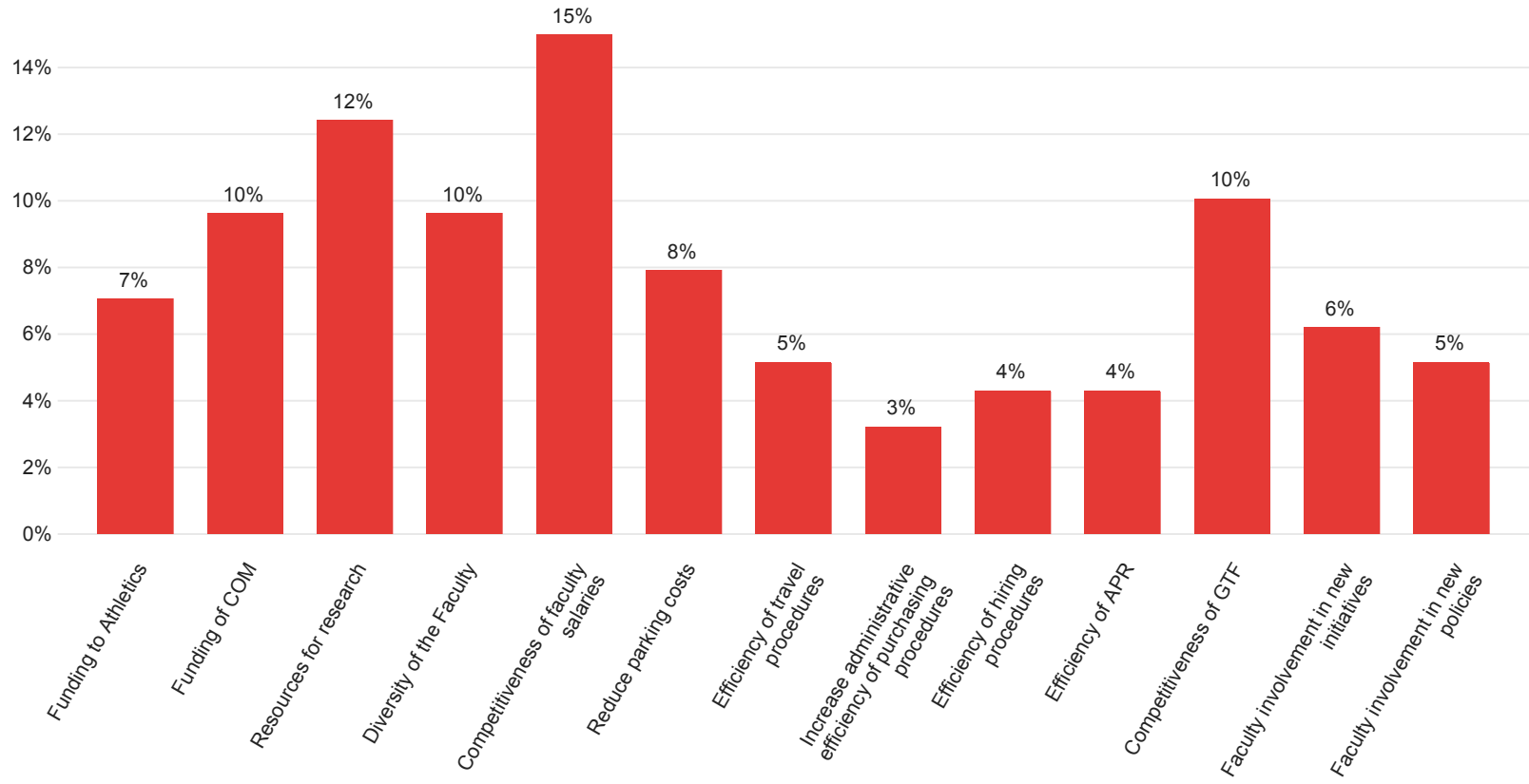


Two Most Important Issues

#1 Issues

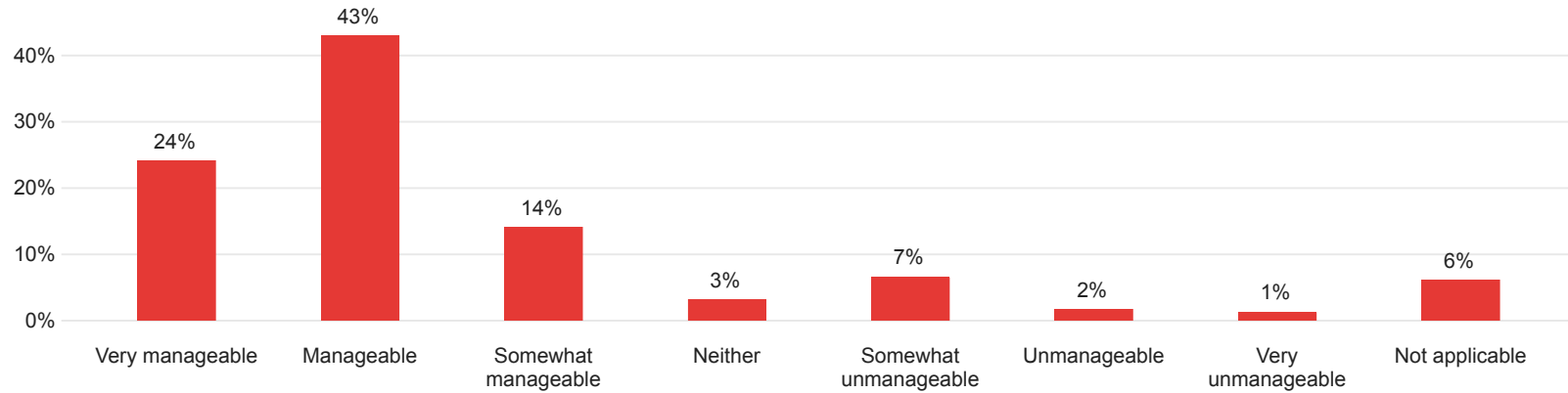


#2 Issues

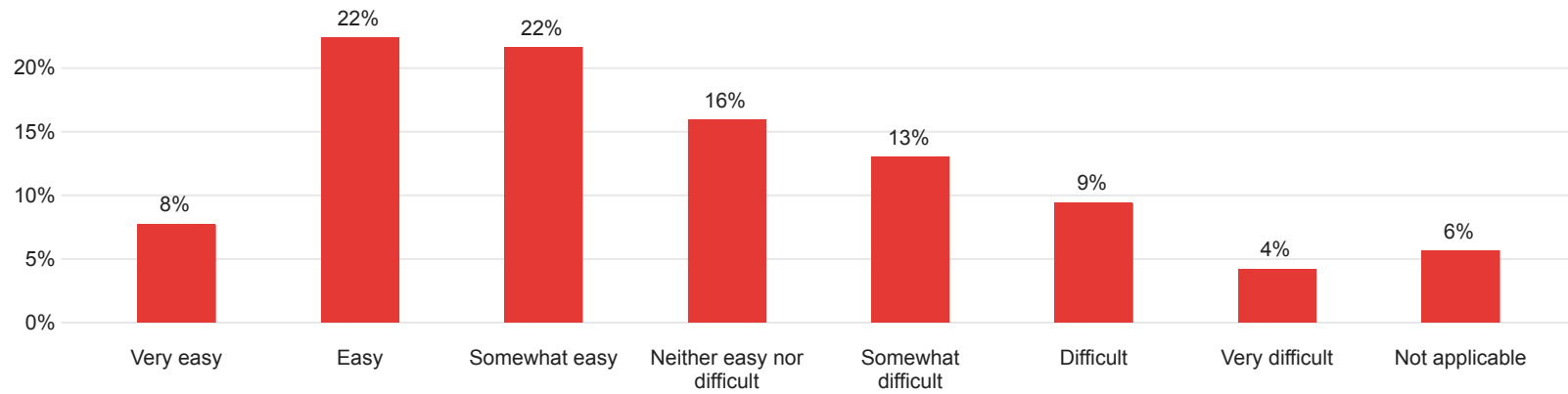


Resources for Teaching & Research, Compensation and Overall Satisfaction

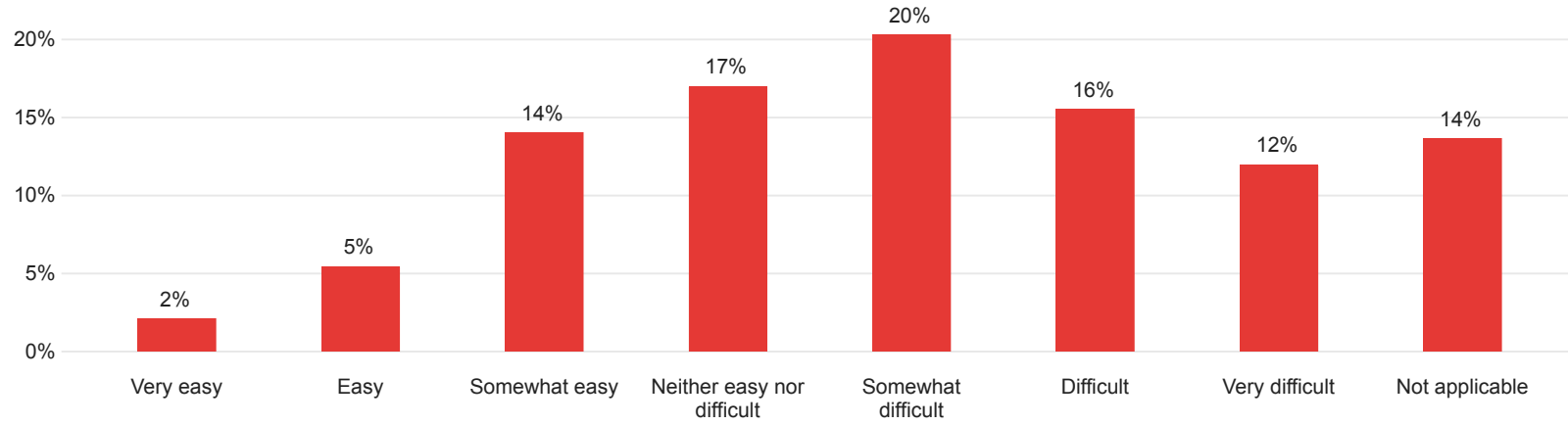
Teaching requirement at the University of Houston?



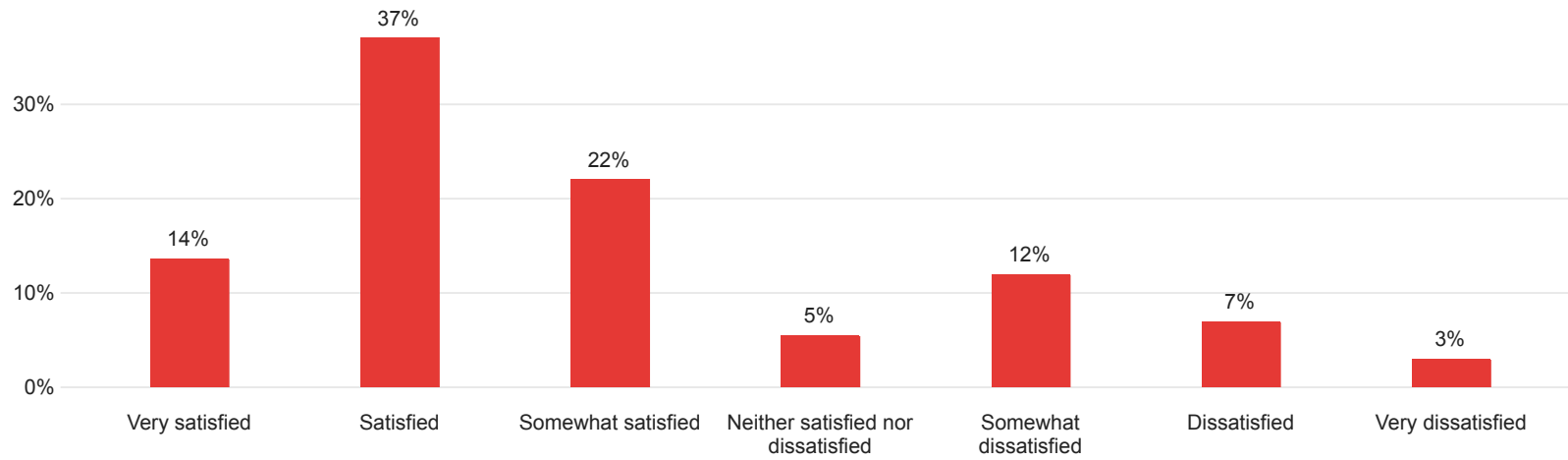
How easy is it to obtain the resources that you need for teaching at the University of Houston?



How easy is it to obtain the resources that you need for research at the University of Houston?

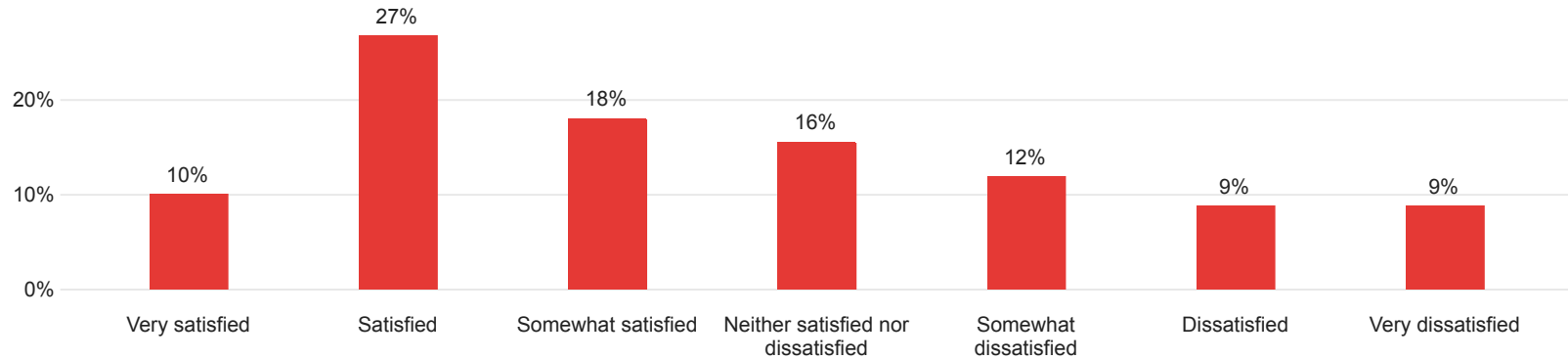


Overall, how satisfied are you with the University of Houston as a place to work?

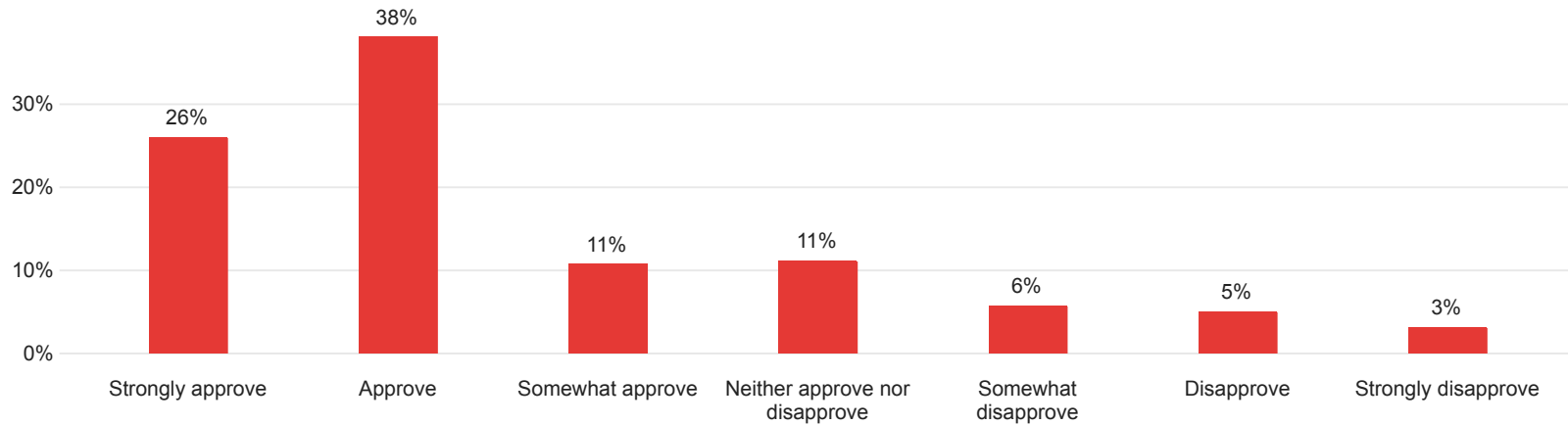


Satisfaction with Senior Administration

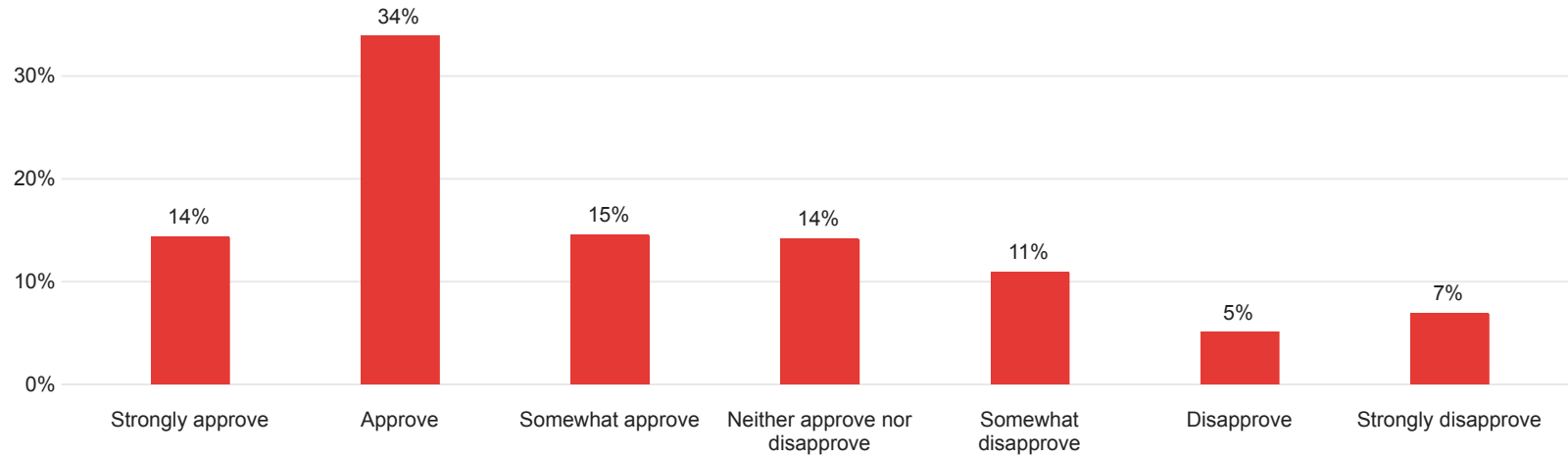
How satisfied are you with the **senior administration** at this university?



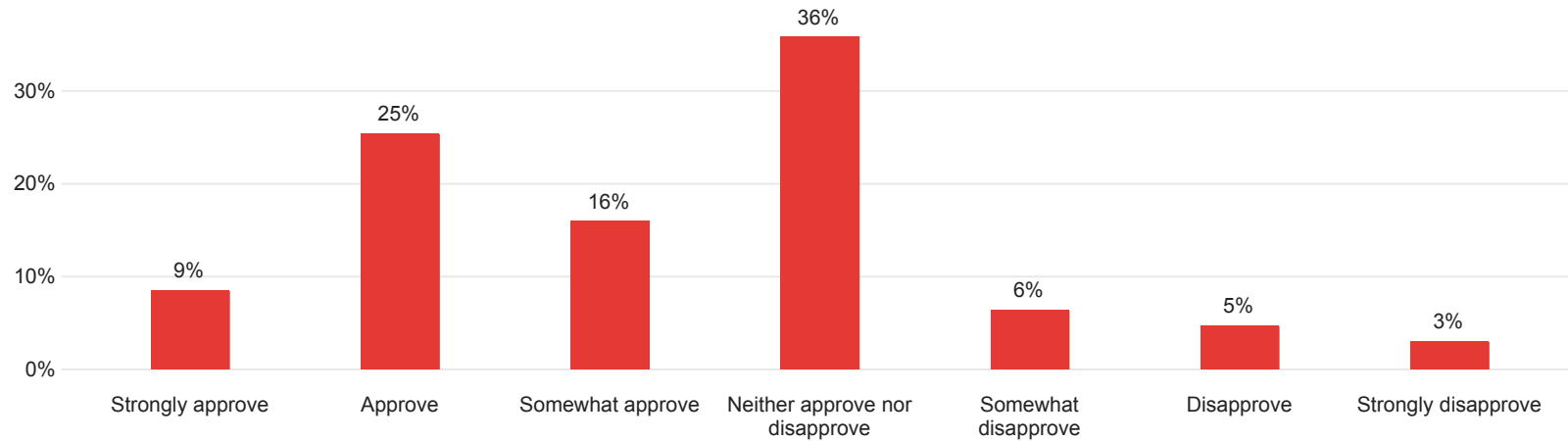
Overall, do you approve of the way the **President** has handled her job?



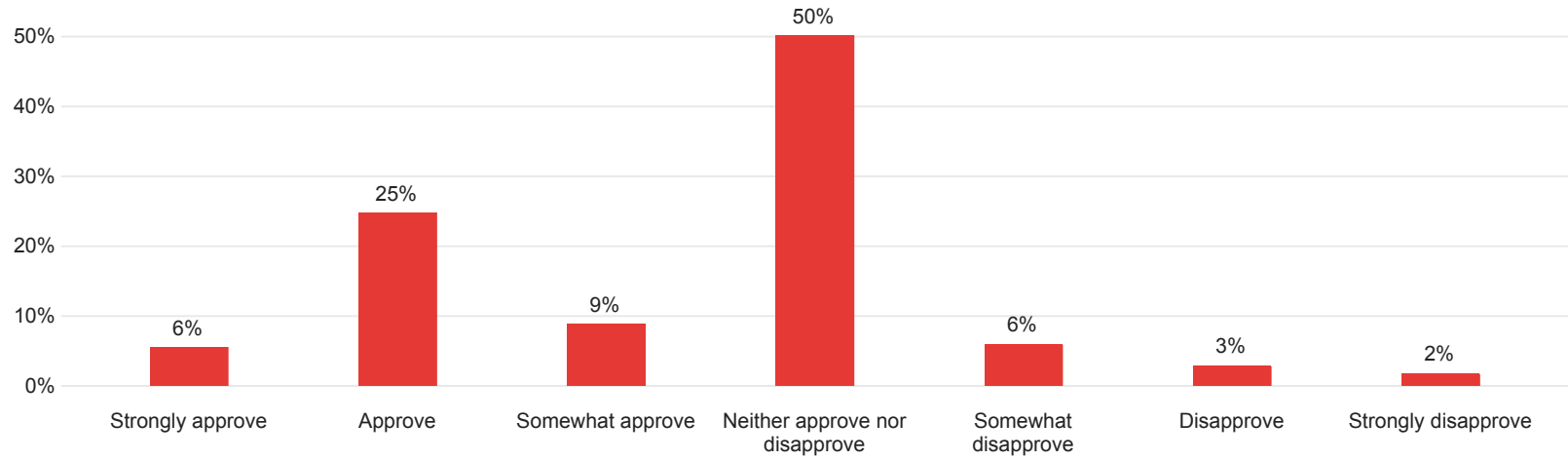
Overall, do you approve of the way the **Provost** has handled her job?



Overall, do you approve of the way the **Vice President for Research** has handled his job?

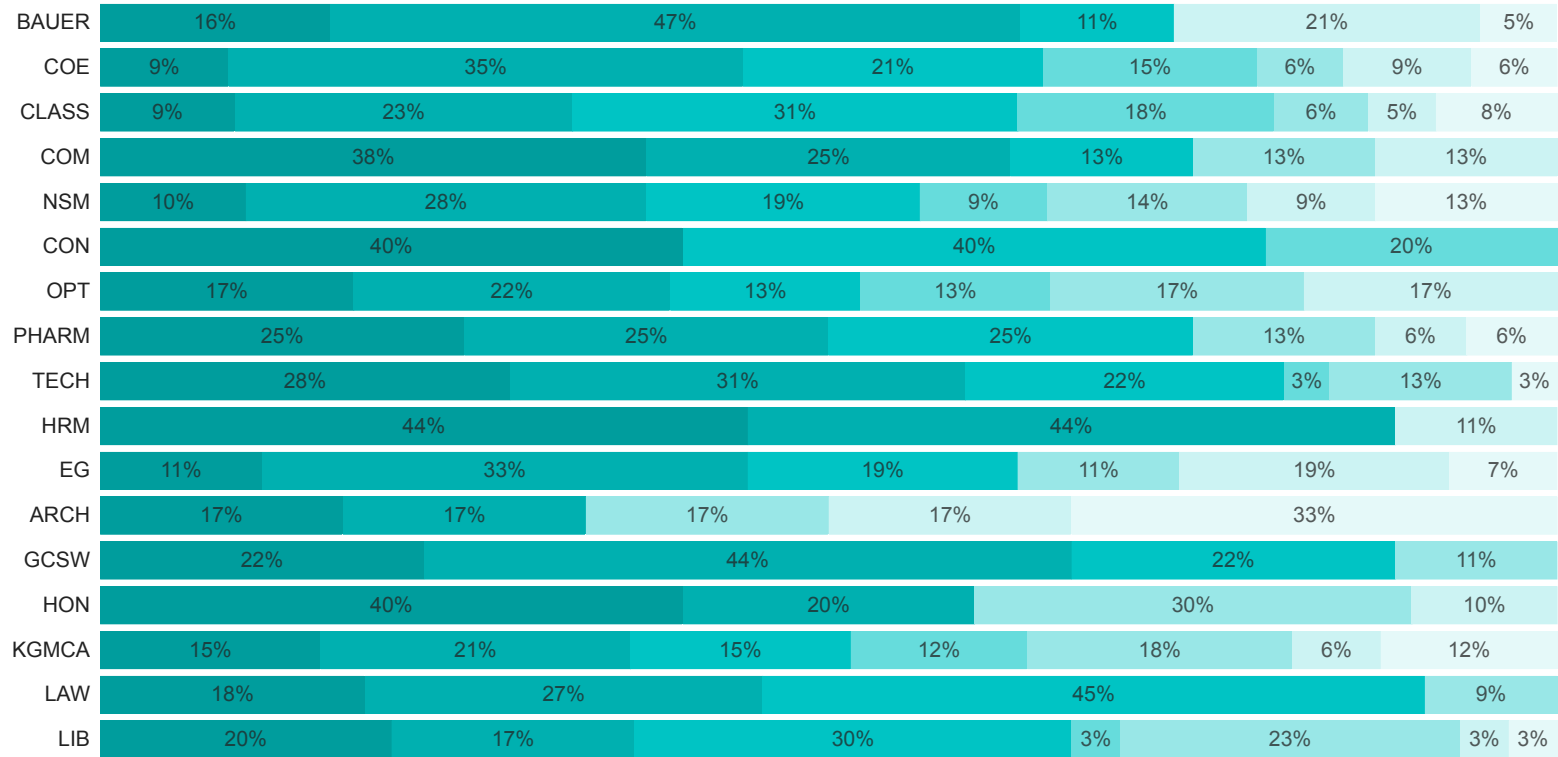


Overall, do you approve of the way the **Vice President for Student Affairs and Enrollment Services** has handled his job?



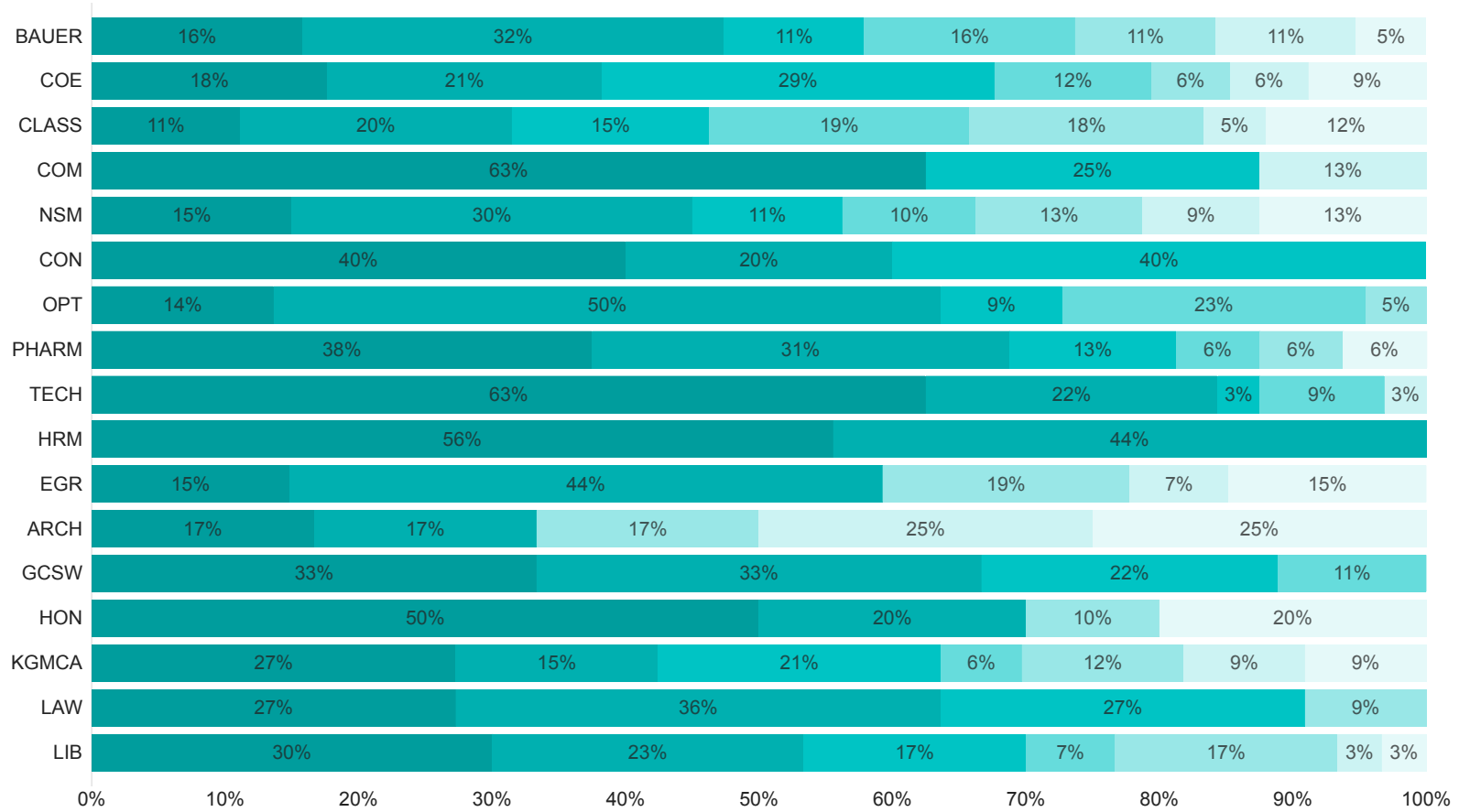
College Satisfaction

How satisfied are you with your **senior administration at your College?**



● Very satisfied
 ● Satisfied
 ● Somewhat satisfied
 ● Neither satisfied nor dissatisfied
 ● Somewhat dissatisfied
 ● Dissatisfied
 ● Very dissatisfied

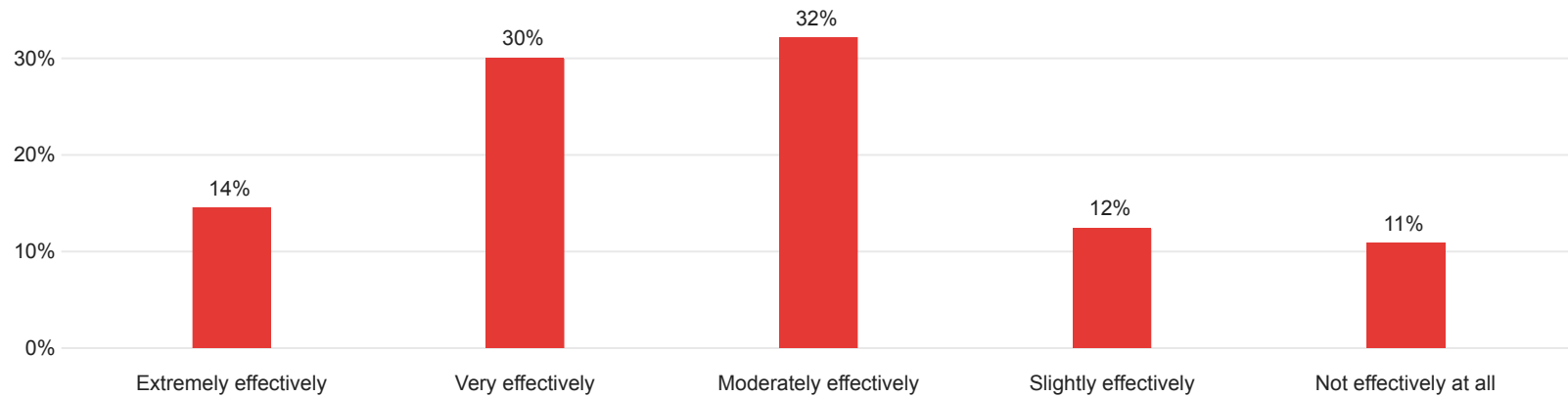
Overall, do you approve of the way your **Dean** has handled their job?



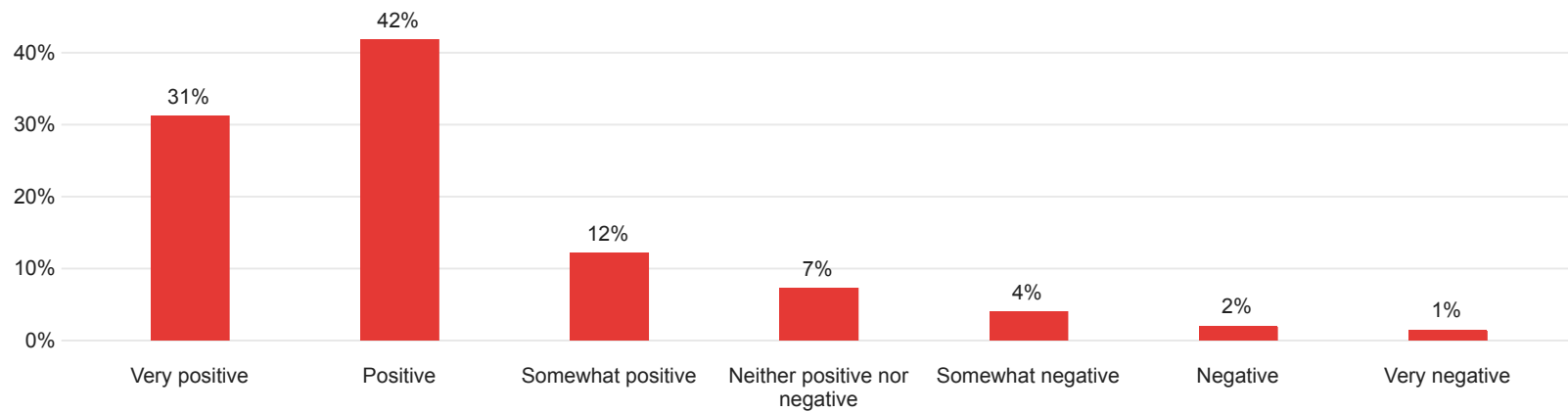
● Strongly approve
 ● Approve
 ● Somewhat approve
 ● Neither approve nor disapprove
 ● Somewhat disapprove
 ● Disapprove
 ● Strongly disapprove

Departmental

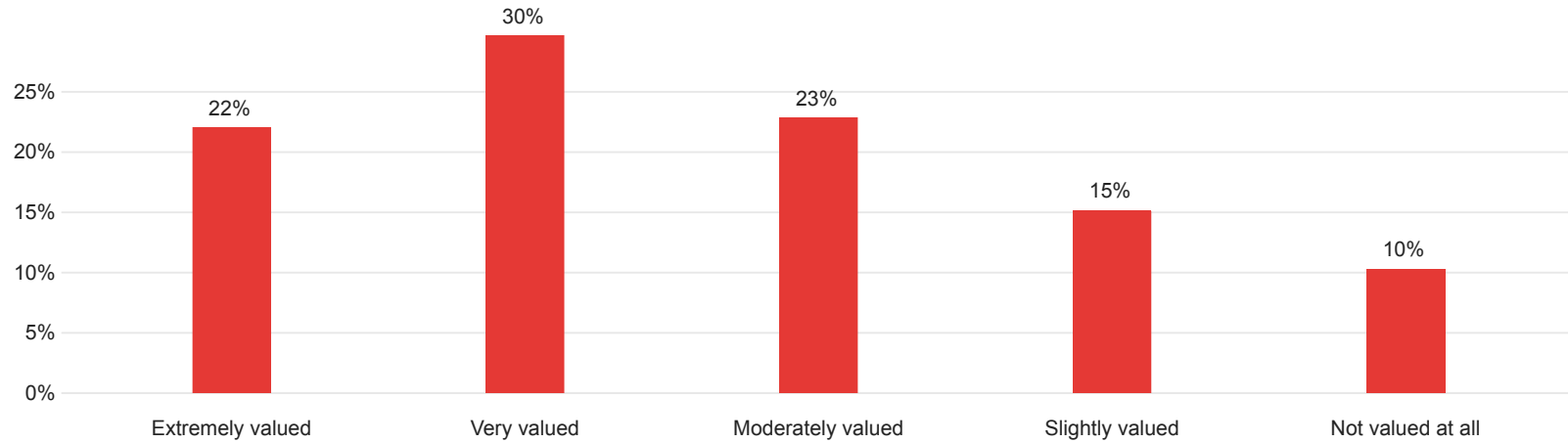
How effectively are your talents being utilized by the department?



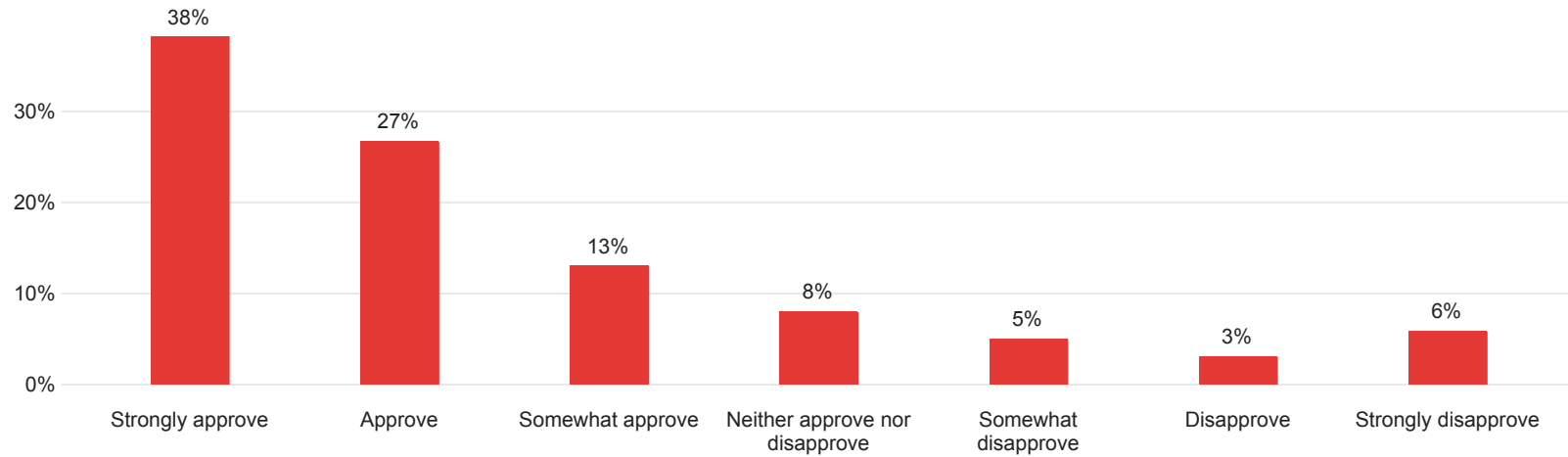
How positive or negative are your interactions with other members of your department?



How valued do you feel your input and opinions are by department leaders?



Overall, do you approve or disapprove of the way your Department Chair has handled their job?



Appendix

Issues	Min	Max	Mean	Standard Deviation	Variance	Responses
Decrease funding to Athletics	1.0	5.0	3.2	1.4	2.0	477
Impact of long term funding of the College of Medicine on other Colleges	1.0	5.0	3.8	1.2	1.4	474
Increase the internal resources for research	1.0	5.0	4.1	1.0	1.1	476
Increase the diversity of the Faculty	1.0	5.0	3.7	1.2	1.5	474
Improve the competitiveness of faculty salaries	1.0	5.0	4.4	0.9	0.8	479
Reduce parking costs	1.0	5.0	3.7	1.2	1.5	477
Increase administrative efficiency of travel procedures	1.0	5.0	3.8	1.1	1.2	477
Increase administrative efficiency of purchasing procedures	1.0	5.0	3.6	1.2	1.4	474
Increase administrative efficiency of hiring procedures	1.0	5.0	3.9	1.1	1.1	472
Increase efficiency of the Annual Performance Review procedures	1.0	5.0	3.5	1.2	1.4	473
Increase the competitiveness of Graduate Tuition Fellowships	1.0	5.0	3.8	1.2	1.4	474
Increase Faculty involvement in new initiatives	1.0	5.0	3.8	1.0	1.0	476
Increase Faculty involvement in new policies	1.0	5.0	3.8	1.0	1.0	474

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How manageable or unmanageable is your teaching requirement at the University of Houston?	1.0	8.0	2.7	1.9	3.4	476

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, how satisfied or dissatisfied are you with the University of Houston as a place to work?	1.0	7.0	3.0	1.6	2.5	477

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How satisfied or dissatisfied are you with the senior administration at this university?	1.0	7.0	3.5	1.8	3.2	477

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, do you approve or disapprove of the way the President has handled her job?	1.0	7.0	2.6	1.6	2.6	474

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, do you approve or disapprove of the way the Provost has handled her job?	1.0	7.0	3.2	1.7	3.0	474

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, do you approve or disapprove of the way the Vice President for Research has handled his job?	1.0	7.0	3.3	1.4	2.0	468

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, do you approve or disapprove of the way the Vice President for Student Affairs and Enrollment Services has handled his job?	1.0	7.0	3.4	1.3	1.6	452

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How satisfied or dissatisfied are you with the senior administration at your College?	1.0	7.0	3.3	1.8	3.3	467

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, do you approve or disapprove of the way your Dean has handled their job?	1.0	7.0	3.1	1.9	3.7	466

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How effectively are your talents being utilized by the department?	1.0	5.0	2.8	1.2	1.4	469

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How positive or negative are your interactions with other members of your department?	1.0	7.0	2.2	1.3	1.7	468

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
How valued do you feel your input and opinions are by department leaders?	1.0	5.0	2.6	1.3	1.6	468

Field	Min	Max	Mean	Standard Deviation	Variance	Responses
Overall, do you approve or disapprove of the way your Department Chair has handled their job?	1.0	7.0	2.5	1.7	3.0	460