

COACHE Faculty Job Satisfaction Survey

# Bloch School of Management

University of Missouri-Kansas City

2014

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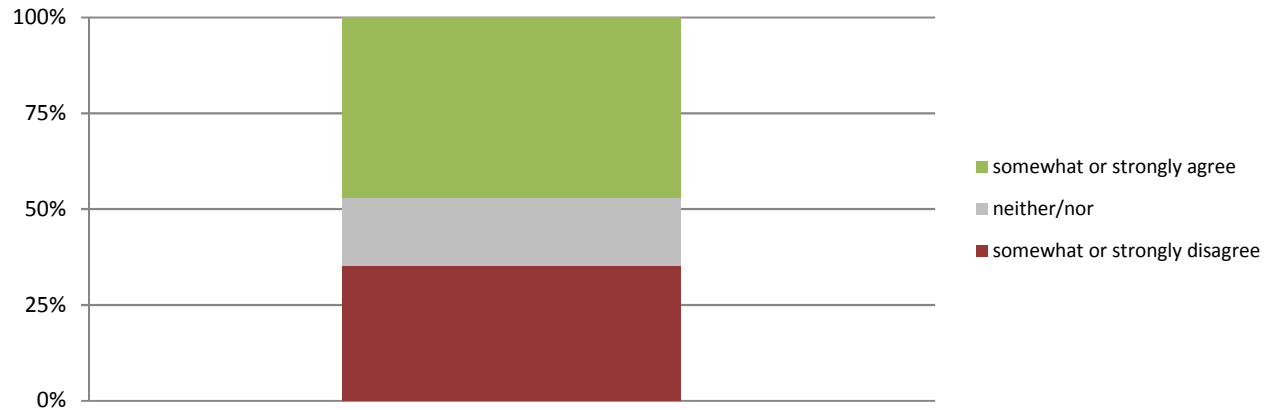
	UMKC	Bloch
<i>population</i>	399	31
<i>responders</i>	222	19
<i>response Rate</i>	55.6%	61.3%

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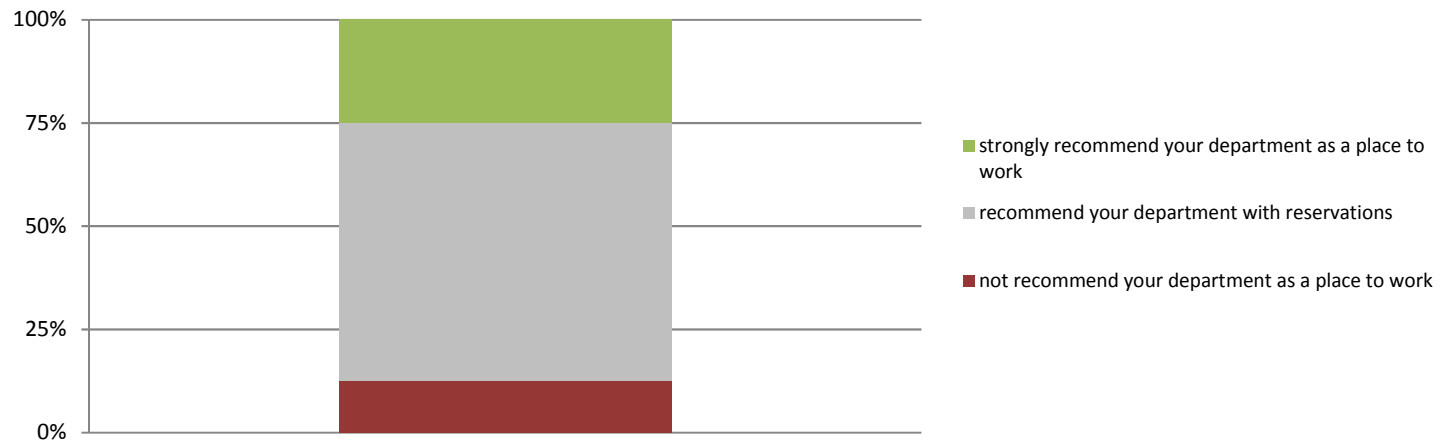
	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
Nature of Work: Teaching	3.49	3.78	3.80	3.57	3.77	3.62	3.71	3.66	3.71
Nature of Work: Research	3.09	3.07	3.07	3.05	3.29	3.18	3.20	3.22	3.12
Nature of Work: Service	2.90	3.21	3.23	3.21	3.38	3.26	3.25	3.28	3.27
Facilities and work resources	3.52	3.52	3.52	3.55	3.52	3.57	3.40	3.23	3.41
Personal and family policies	3.10	3.03	3.02	2.81	3.10	3.14	2.97	3.27	3.01
Health and retirement benefits	3.46	3.62	3.63	2.81	3.94	3.81	3.55	3.65	3.53
Interdisciplinary work	2.14	2.40	2.42	2.74	2.83	2.67	2.70	2.69	2.63
Collaboration	3.21	3.45	3.47	3.56	3.71	3.50	3.63	3.61	3.52
Mentoring	2.44	2.98	3.04	2.94	3.09	2.88	3.05	2.91	3.00
Tenure policies	---	3.63	3.80	3.31	3.61	3.35	3.65	3.28	3.45
Tenure clarity	---	3.52	3.63	3.11	3.62	3.20	3.41	3.47	3.37
Tenure reasonableness	---	3.86	3.94	3.66	3.93	3.78	3.80	3.72	3.84
Promotion	3.03	3.40	3.44	3.51	3.76	3.47	3.73	3.53	3.59
Leadership: Senior	2.95	2.87	2.87	3.39	3.25	2.90	3.53	3.43	3.12
Leadership: Divisional	3.11	3.08	3.07	3.07	3.25	3.08	3.21	3.15	3.22
Leadership: Departmental	2.84	3.46	3.52	3.46	3.69	3.53	3.70	3.72	3.67
Departmental engagement	3.35	3.48	3.49	3.78	3.74	3.69	3.84	3.82	3.84
Departmental quality	3.45	3.46	3.46	3.46	3.41	3.48	3.51	3.45	3.46
Departmental collegiality	3.55	3.74	3.76	3.59	3.55	3.47	3.59	3.51	3.55
Appreciation and recognition	2.96	3.06	3.06	3.22	3.26	3.16	3.39	3.29	3.28

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*"If I had it to do all over, I would again choose to work at this institution."*



*If a candidate for a position asked you about your department as a place to work, would you...*



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	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Nature of Work Teach<sup>1</sup></b>	<b>3.49</b>	<b>3.78</b>	<b>3.80</b>	<b>3.57</b>	<b>3.77</b>	<b>3.62</b>	<b>3.71</b>	<b>3.66</b>	<b>3.71</b>
Time spent on teaching	4.00	4.01	4.00	3.71	3.87	3.72	3.84	3.87	3.90
Number of courses taught	4.00	3.99	3.99	3.80	3.90	3.86	3.75	3.61	3.66
Level of courses taught	4.05	4.10	4.10	3.97	4.09	4.03	4.02	3.96	4.01
Discretion over course content	4.11	4.34	4.36	4.40	4.38	4.28	4.42	4.41	4.40
Number of students in courses taught	3.26	3.90	3.96	3.51	3.80	3.41	3.73	3.63	3.68
Quality of students taught	3.00	3.35	3.38	3.00	3.35	3.31	3.27	3.26	3.32
Equitability of distribution of teaching load	2.74	3.16	3.20	3.09	3.22	3.17	3.20	3.23	3.26
Quality of grad students to support teaching	2.50	3.18	3.24	3.02	3.50	3.04	3.32	2.96	3.05
<b>Benchmark: Nature of Work Research<sup>1</sup></b>	<b>3.09</b>	<b>3.07</b>	<b>3.07</b>	<b>3.05</b>	<b>3.29</b>	<b>3.18</b>	<b>3.20</b>	<b>3.22</b>	<b>3.12</b>
Time spent on research	3.68	3.41	3.38	3.33	3.67	3.16	3.35	3.44	3.17
Expectations for finding external funding	3.80	3.17	3.12	2.92	3.32	3.19	3.17	3.01	3.11
Influence over focus of research	4.16	4.22	4.22	4.25	4.48	4.36	4.34	4.29	4.24
Quality of grad students to support research	2.31	2.97	3.03	2.97	3.36	2.94	3.11	2.94	2.94
Support for research	2.76	2.61	2.59	2.81	2.80	3.04	2.75	3.01	2.82
Support for engaging undergrads in research	2.83	2.82	2.82	2.83	3.27	3.21	2.90	3.16	3.05
Support for obtaining grants	2.79	2.90	2.90	3.04	3.11	3.15	3.26	3.15	3.03
Support for maintaining grants	2.60	2.96	2.98	2.60	3.17	2.99	3.23	2.96	3.05
Support for securing grad student assistance	2.39	2.79	2.84	2.66	2.99	2.87	2.78	2.63	2.65
Support for travel to present/conduct research	3.21	2.88	2.85	3.18	3.12	3.33	3.24	3.10	3.10
Availability of course release for research	2.47	2.56	2.57	2.67	2.82	2.50	2.57	3.03	2.50
<b>Benchmark: Nature of Work Service<sup>1</sup></b>	<b>2.90</b>	<b>3.21</b>	<b>3.23</b>	<b>3.21</b>	<b>3.38</b>	<b>3.26</b>	<b>3.25</b>	<b>3.28</b>	<b>3.27</b>
Time spent on service	2.79	3.24	3.28	3.28	3.44	3.36	3.42	3.44	3.37
Support for faculty in leadership roles	2.50	2.71	2.73	2.66	3.02	2.65	2.86	2.84	2.71
Number of committees	2.74	3.41	3.47	3.34	3.60	3.52	3.39	3.44	3.43
Attractiveness of committees	3.00	3.33	3.36	3.40	3.49	3.48	3.35	3.47	3.46
Discretion to choose committees	3.26	3.49	3.52	3.52	3.49	3.42	3.39	3.48	3.56
Equitability of committee assignments	3.05	3.04	3.04	3.01	3.12	3.08	3.01	2.96	3.05
Number of student advisees	3.33	3.52	3.54	3.66	3.69	3.21	3.55	3.24	3.44

<sup>1</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

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	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<i>Related survey items<sup>1</sup></i>									
Time spent on outreach	3.44	3.46	3.46	3.61	3.59	3.52	3.64	3.60	3.50
Time spent on administrative tasks	2.83	3.04	3.06	2.85	3.09	2.83	3.04	2.83	2.91
Ability to balance teaching/research/service	3.58	3.31	3.28	3.08	3.59	3.07	3.36	3.13	3.14

<sup>1</sup> All of these items were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

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	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Facilities and Work Resources<sup>1</sup></b>	<b>3.52</b>	<b>3.52</b>	<b>3.52</b>	<b>3.55</b>	<b>3.52</b>	<b>3.57</b>	<b>3.40</b>	<b>3.23</b>	<b>3.41</b>
Support for improving teaching	3.06	3.12	3.13	3.40	3.28	3.27	3.27	3.03	3.24
Office	3.95	3.86	3.85	3.89	3.77	3.88	3.64	3.64	3.74
Laboratory, research, studio space	3.31	3.38	3.39	3.32	3.61	3.48	3.13	2.77	3.17
Equipment	3.28	3.36	3.37	3.50	3.40	3.56	3.23	3.35	3.33
Classrooms	4.00	3.62	3.59	3.53	3.35	3.42	3.17	3.19	3.31
Library resources	3.74	3.75	3.76	3.82	3.79	4.02	3.76	3.36	3.68
Computing and technical support	3.58	3.68	3.69	3.70	3.66	3.45	3.42	3.40	3.40
Clerical/administrative support	3.05	3.32	3.35	3.09	3.24	3.41	3.42	2.78	3.30
<b>Benchmark: Personal and Family Policies<sup>2</sup></b>	<b>3.10</b>	<b>3.03</b>	<b>3.02</b>	<b>2.81</b>	<b>3.10</b>	<b>3.14</b>	<b>2.97</b>	<b>3.27</b>	<b>3.01</b>
Housing benefits	---	2.33	2.39	2.18	2.48	2.38	2.34	2.51	2.29
Tuition waivers, remission, or exchange	3.10	2.99	2.98	2.17	2.43	3.43	2.48	3.25	2.77
Spousal/partner hiring program	2.00	2.58	2.64	2.34	3.00	2.60	2.50	2.74	2.57
Childcare	2.50	2.74	2.77	1.97	3.00	2.40	2.64	2.49	2.64
Eldercare	---	2.87	2.89	2.39	2.85	2.60	2.89	2.75	2.76
Family medical/parental leave	2.71	3.25	3.29	3.57	3.22	3.27	3.46	3.76	3.36
Flexible workload/modified duties	3.11	3.38	3.40	3.34	3.36	3.53	3.56	3.42	3.39
Stop-the-clock policies	---	3.17	3.47	3.78	3.68	3.02	3.64	3.79	3.39
Inst. does what it can for work/life compat.	2.88	2.96	2.97	2.84	3.12	2.89	3.06	3.04	2.97
Right balance between professional/personal	3.61	3.37	3.35	3.23	3.54	3.15	3.35	3.31	3.26
<b>Benchmark: Health and Retirement Benefits<sup>3</sup></b>	<b>3.46</b>	<b>3.62</b>	<b>3.63</b>	<b>2.81</b>	<b>3.94</b>	<b>3.81</b>	<b>3.55</b>	<b>3.65</b>	<b>3.53</b>
Health benefits for yourself	3.47	3.75	3.77	2.75	4.13	3.88	3.77	3.85	3.66
Health benefits for family	3.29	3.69	3.72	2.24	4.07	3.76	3.55	3.75	3.53
Retirement benefits	3.68	3.61	3.60	3.10	3.80	3.92	3.38	3.59	3.50
Phased retirement options	3.13	3.22	3.22	3.21	3.38	3.27	3.33	3.12	3.20

<sup>1</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

<sup>2</sup> The first eight items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied. The remaining two items were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

<sup>3</sup> All of these items were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.



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	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<i>Related survey items<sup>1</sup></i>									
Salary	3.00	2.59	2.55	2.48	3.57	3.14	2.53	3.55	2.88

<sup>1</sup> This item was answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

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	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Interdisciplinary Work<sup>1</sup></b>	<b>2.14</b>	<b>2.40</b>	<b>2.42</b>	<b>2.74</b>	<b>2.83</b>	<b>2.67</b>	<b>2.70</b>	<b>2.69</b>	<b>2.63</b>
Budgets encourage interdiscip. work	1.93	2.29	2.32	2.56	2.85	2.66	2.45	2.75	2.49
Facilities conducive to interdiscip. work	2.25	2.36	2.37	2.69	2.55	2.76	2.45	2.52	2.59
Interdiscip. work is rewarded in merit	2.06	2.29	2.32	2.75	2.71	2.61	2.80	2.72	2.56
Interdiscip. work is rewarded in promotion	2.00	2.27	2.29	2.78	2.75	2.65	2.91	2.67	2.58
Interdiscip. work is rewarded in tenure	---	2.79	2.92	2.80	2.89	2.57	2.96	3.21	2.78
Dept. knows how to evaluate interdisc. work	2.33	2.61	2.64	2.77	3.10	2.60	2.92	2.79	2.79
<b>Benchmark: Collaboration<sup>2</sup></b>	<b>3.21</b>	<b>3.45</b>	<b>3.47</b>	<b>3.56</b>	<b>3.71</b>	<b>3.50</b>	<b>3.63</b>	<b>3.61</b>	<b>3.52</b>
Opportunities for collab. within dept.	3.00	3.53	3.58	3.65	3.67	3.51	3.74	3.69	3.63
Opportunities for collab. outside dept.	3.00	3.28	3.31	3.44	3.53	3.34	3.48	3.55	3.38
Opportunities for collab. outside inst.	3.63	3.55	3.54	3.59	3.93	3.64	3.64	3.58	3.51
<b>Benchmark: Mentoring<sup>3</sup></b>	<b>2.44</b>	<b>2.98</b>	<b>3.04</b>	<b>2.94</b>	<b>3.09</b>	<b>2.88</b>	<b>3.05</b>	<b>2.91</b>	<b>3.00</b>
Effectiveness of mentoring from within dept.	2.85	3.50	3.54	3.44	3.34	3.54	3.61	3.54	3.57
Effectiveness of mentoring from outside dept.	2.82	3.32	3.36	3.17	3.47	3.47	3.34	3.53	3.41
Effectiveness of mentoring from outside inst.	3.87	3.93	3.94	3.84	3.89	3.98	3.67	3.82	3.79
Mentoring of pre-tenure faculty	2.61	3.27	3.33	3.01	3.35	2.86	3.33	2.94	3.12
Mentoring of associate faculty	2.21	2.42	2.44	2.51	2.54	2.32	2.43	2.42	2.45
Support for faculty to be good mentors	2.00	2.21	2.23	2.65	2.46	2.25	2.49	2.18	2.31
Being a mentor is fulfilling	4.27	4.11	4.09	4.02	4.09	4.15	4.06	4.28	4.12
<b>Related survey items<sup>4</sup></b>									
Importance of mentoring within dept.	3.94	4.23	4.26	4.11	4.06	4.13	4.19	4.32	4.19
Importance of mentoring outside dept.	3.59	3.60	3.60	3.37	3.51	3.48	3.38	3.78	3.56
Importance of mentoring outside inst.	3.76	3.89	3.90	3.62	3.86	3.83	3.45	3.76	3.64

<sup>1</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

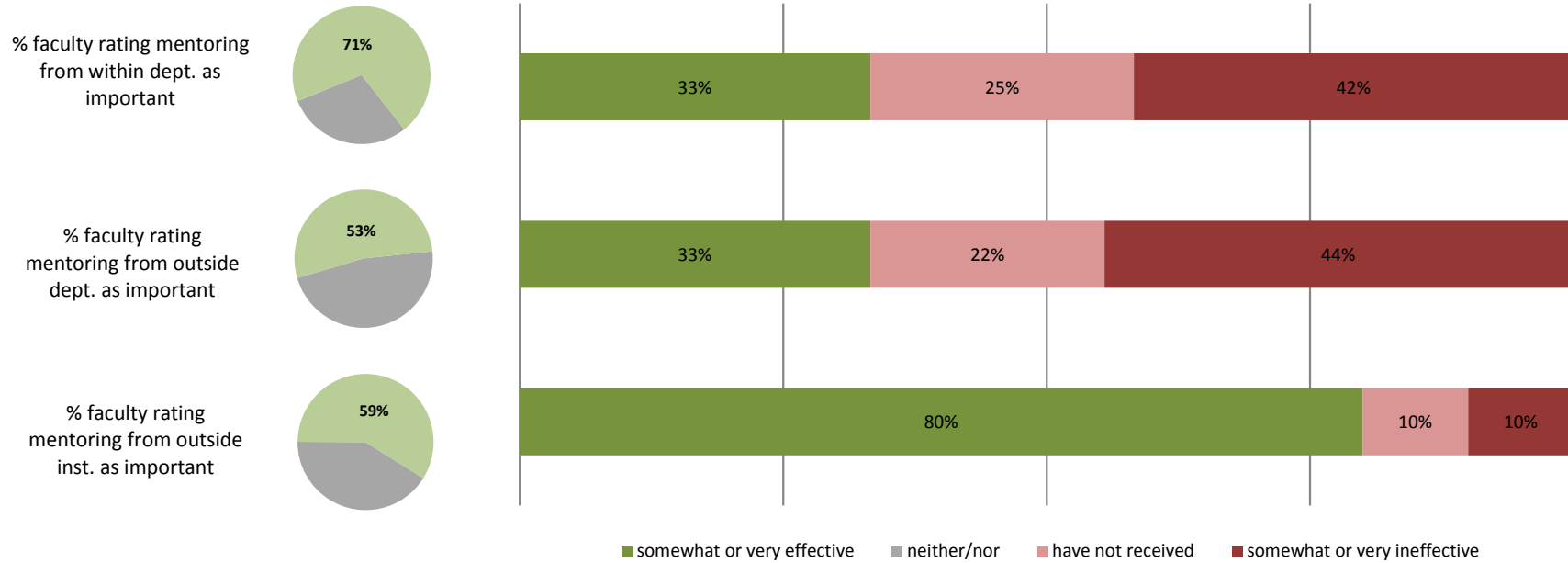
<sup>2</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

<sup>3</sup> The first three items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very ineffective to 5 = very effective. The remaining four items were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

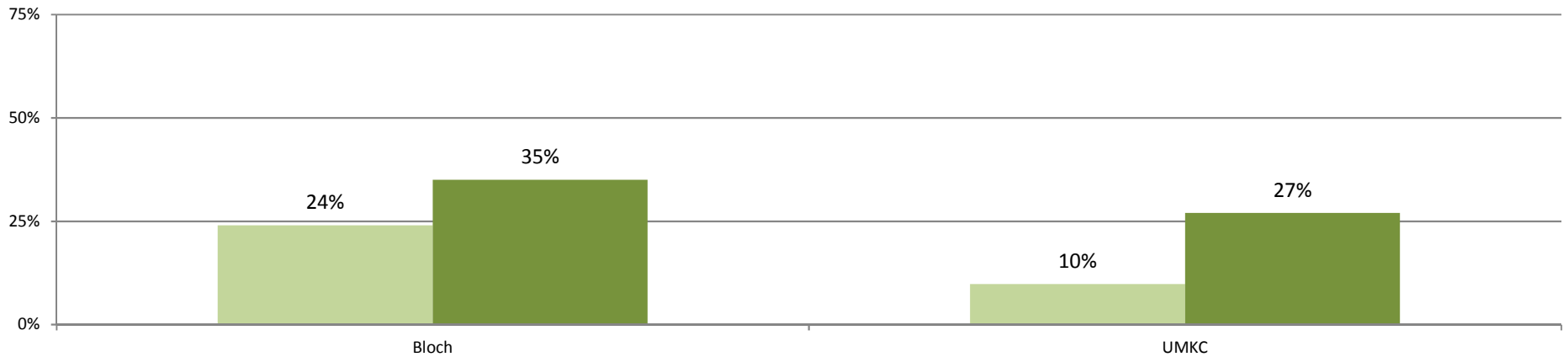
<sup>4</sup> All of these items were answered on a 5-point Likert scale ranging from 1 = very unimportant to 5 = very important.

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Effectiveness of mentoring for those faculty who rated mentoring as important

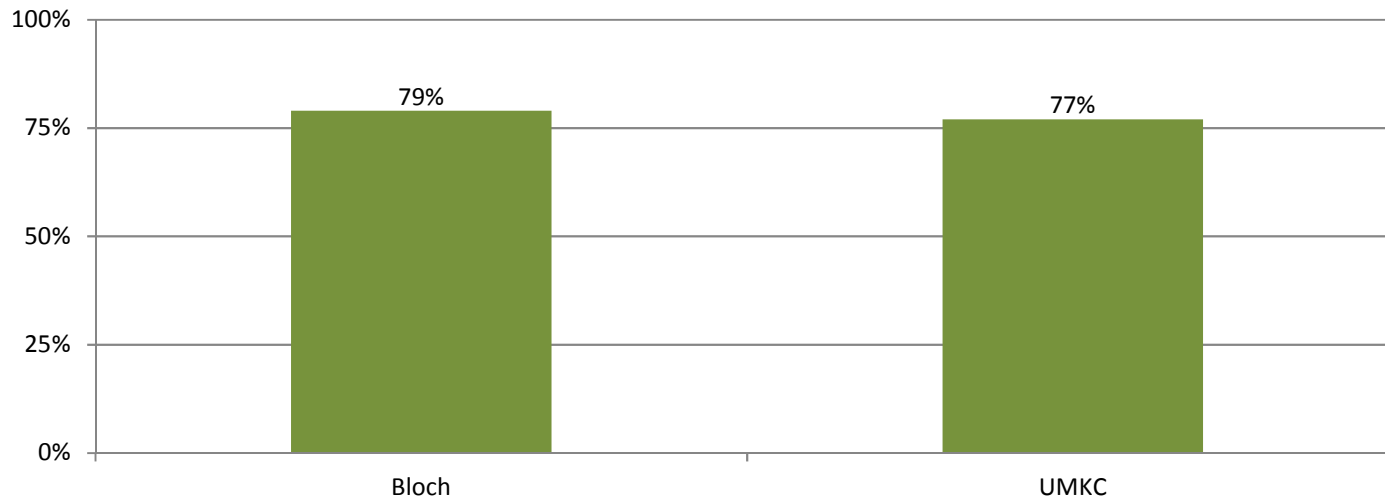


■ % of respondents reporting s/he has not received mentoring within the department  
 ■ % of respondents reporting s/he has not received mentoring outside the department at this institution

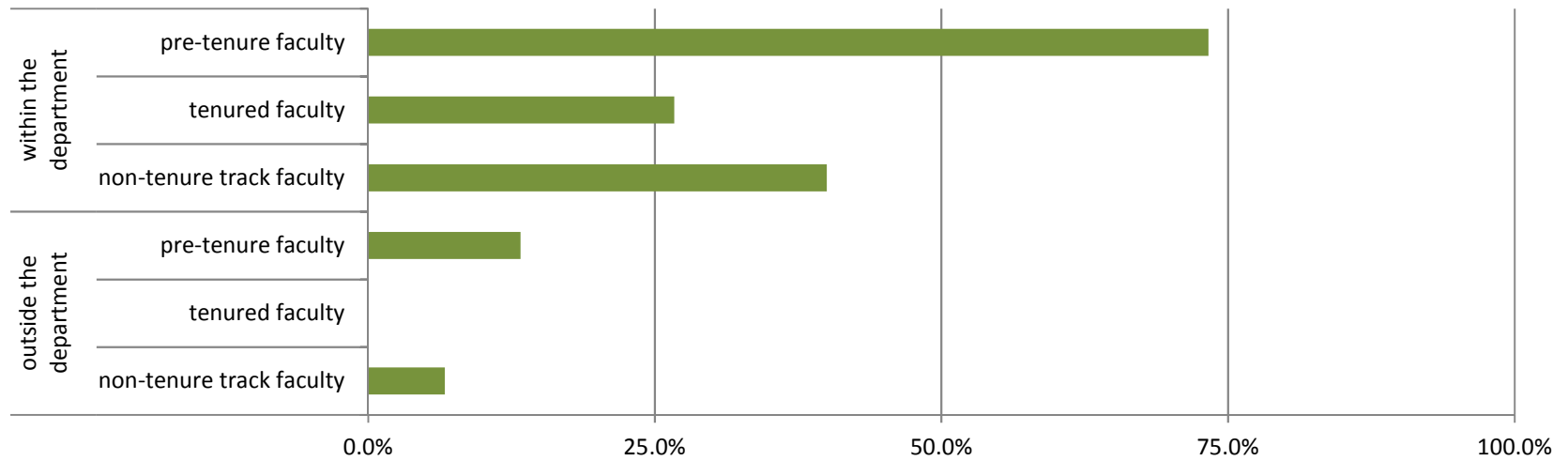


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% of respondents who report serving as a mentor in the past five years



Whom are the mentors mentoring?



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	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Tenure Policies<sup>1</sup></b>	---	<b>3.63</b>	<b>3.80</b>	<b>3.31</b>	<b>3.61</b>	<b>3.35</b>	<b>3.65</b>	<b>3.28</b>	<b>3.45</b>
Clarity of tenure process	---	3.67	3.80	3.48	3.78	3.43	3.84	3.32	3.61
Clarity of tenure criteria	---	3.59	3.71	3.46	3.73	3.33	3.72	3.32	3.59
Clarity of tenure standards	---	3.49	3.69	3.07	3.53	3.16	3.50	2.97	3.29
Clarity of body of evidence for deciding tenure	---	3.72	3.80	3.67	3.75	3.49	3.78	3.42	3.60
Clarity of whether I will achieve tenure	---	3.74	3.97	3.35	3.52	3.64	3.73	3.35	3.47
Consistency of messages about tenure	---	3.49	3.71	2.81	3.27	2.99	3.29	2.97	3.04
Tenure decisions are performance-based	---	3.68	3.91	3.45	3.73	3.42	3.72	3.74	3.53
<b>Benchmark: Tenure Clarity<sup>2</sup></b>	---	<b>3.52</b>	<b>3.63</b>	<b>3.11</b>	<b>3.62</b>	<b>3.20</b>	<b>3.41</b>	<b>3.47</b>	<b>3.37</b>
Clarity of expectations: Scholar	---	3.87	4.09	3.57	4.13	3.64	3.81	3.50	3.63
Clarity of expectations: Teacher	---	3.90	4.00	3.69	4.03	3.82	3.85	4.16	3.89
Clarity of expectations: Advisor	---	3.58	3.63	2.94	3.56	3.14	3.35	3.49	3.33
Clarity of expectations: Colleague	---	3.51	3.57	3.00	3.44	2.97	3.30	3.34	3.31
Clarity of expectations: Campus citizen	---	3.24	3.29	2.74	3.23	2.94	3.17	3.24	3.13
Clarity of expectations: Broader community	---	3.00	3.14	2.71	3.21	2.73	3.01	3.08	2.92
<b>Benchmark: Tenure Reasonableness<sup>3</sup></b>	---	<b>3.86</b>	<b>3.94</b>	<b>3.66</b>	<b>3.93</b>	<b>3.78</b>	<b>3.80</b>	<b>3.72</b>	<b>3.84</b>
Reasonable expectations: Scholar	---	4.05	4.21	3.75	3.91	3.93	3.95	3.43	3.79
Reasonable expectations: Teacher	---	4.05	4.15	3.98	4.12	3.91	4.13	4.11	4.10
Reasonable expectations: Advisor	---	3.81	3.85	3.69	4.03	3.72	3.76	3.63	3.85
Reasonable expectations: Colleague	---	3.90	3.94	3.76	3.91	3.71	3.93	3.79	3.88
Reasonable expectations: Campus citizen	---	3.72	3.75	3.53	3.82	3.71	3.75	3.85	3.74
Reasonable expectations: Community member	---	3.58	3.70	3.40	3.82	3.66	3.61	3.64	3.62

<sup>1</sup> The first five items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very unclear to 5 = very clear. The last two items were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

<sup>2</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very unclear to 5 = very clear.

<sup>3</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very unreasonable to 5 = very reasonable.

**Bloch School of Management**

	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Promotion<sup>1</sup></b>	<b>3.03</b>	<b>3.40</b>	<b>3.44</b>	<b>3.51</b>	<b>3.76</b>	<b>3.47</b>	<b>3.73</b>	<b>3.53</b>	<b>3.59</b>
Reasonable expectations: Promotion	3.00	3.54	3.58	3.51	3.86	3.64	3.89	3.42	3.68
Dept. culture encourages promotion	2.93	3.11	3.13	3.37	3.66	3.36	3.66	3.43	3.42
Clarity of promotion process	3.53	3.62	3.63	3.68	3.92	3.64	3.94	3.76	3.78
Clarity of promotion criteria	3.07	3.54	3.58	3.64	3.91	3.52	3.85	3.67	3.72
Clarity of promotion standards	2.73	3.34	3.40	3.41	3.69	3.30	3.60	3.45	3.52
Clarity of body of evidence for deciding promotion	3.40	3.57	3.59	3.68	3.98	3.63	3.87	3.60	3.73
Clarity of timeframe for promotion	2.67	3.23	3.28	3.38	3.41	3.35	3.49	3.51	3.46
Clarity of whether I will be promoted	2.43	3.06	3.11	3.24	3.52	3.06	3.01	2.93	3.09

<sup>1</sup> The first two items under this benchmark were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree. The remaining six items were answered on a 5-point Likert scale ranging from 1 = very unclear to 5 = very clear.

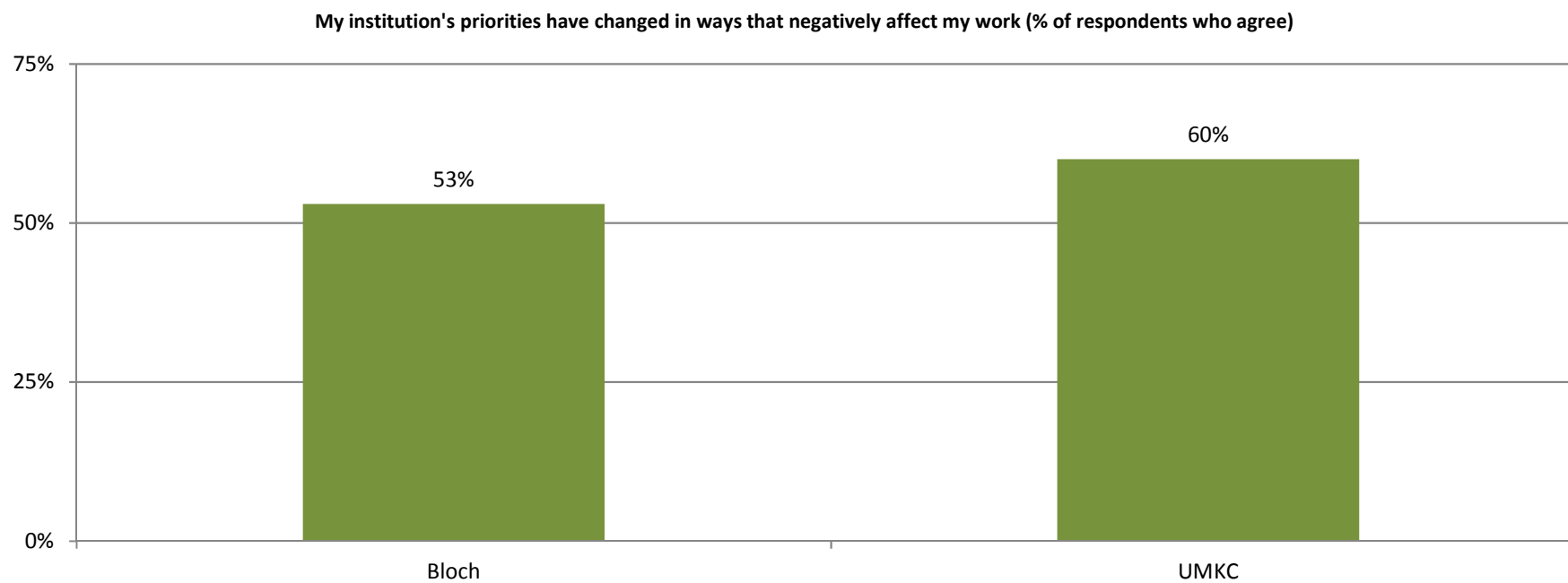
**Bloch School of Management**

	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Leadership Items (not included in benchmark scores)<sup>1</sup></b>									
Priorities are stated consistently	2.28	2.64	2.67	2.96	3.01	2.63	3.20	3.15	2.82
Priorities are acted on consistently	1.94	2.35	2.39	2.79	2.86	2.62	2.92	2.97	2.65
Changed priorities negatively affect my work	2.53	2.31	2.29	2.64	3.01	2.64	3.33	3.05	2.77
<b>Benchmark: Leadership: Senior<sup>2</sup></b>	<b>2.95</b>	<b>2.87</b>	<b>2.87</b>	<b>3.39</b>	<b>3.25</b>	<b>2.90</b>	<b>3.53</b>	<b>3.43</b>	<b>3.12</b>
Chancellor: Pace of decision making	3.00	3.07	3.08	3.54	3.28	2.92	3.67	3.91	3.19
Chancellor: Stated priorities	3.06	2.95	2.94	3.35	3.30	2.81	3.69	3.79	3.16
Chancellor: Communication of priorities	3.05	2.89	2.87	3.56	3.27	2.75	3.94	3.65	3.11
Provost: Pace of decision making	2.80	2.89	2.90	3.41	3.24	3.07	3.27	3.17	3.11
Provost: Stated priorities	2.94	2.76	2.75	3.29	3.22	2.97	3.30	3.05	3.09
Provost: Communication of priorities	2.71	2.76	2.76	3.26	3.15	2.90	3.30	2.99	3.05
<b>Benchmark: Leadership: Divisional<sup>2</sup></b>	<b>3.11</b>	<b>3.08</b>	<b>3.07</b>	<b>3.07</b>	<b>3.25</b>	<b>3.08</b>	<b>3.21</b>	<b>3.15</b>	<b>3.22</b>
Dean: Pace of decision making	3.33	3.08	3.05	3.22	3.37	3.24	3.39	3.19	3.30
Dean: Stated priorities	3.00	3.08	3.09	3.10	3.29	3.09	3.24	3.18	3.22
Dean: Communication of priorities	3.11	3.12	3.12	3.04	3.27	3.12	3.12	3.17	3.22
Dean: Ensuring faculty input	3.00	3.03	3.03	2.91	3.11	2.89	3.12	3.01	3.13
<b>Benchmark: Leadership: Departmental<sup>2</sup></b>	<b>2.84</b>	<b>3.46</b>	<b>3.52</b>	<b>3.46</b>	<b>3.69</b>	<b>3.53</b>	<b>3.70</b>	<b>3.72</b>	<b>3.67</b>
Chair: Pace of decision making	2.80	3.47	3.53	3.40	3.71	3.50	3.69	3.67	3.62
Chair: Stated priorities	2.80	3.33	3.38	3.39	3.61	3.45	3.58	3.56	3.58
Chair: Communication of priorities	2.73	3.38	3.44	3.39	3.63	3.44	3.61	3.60	3.59
Chair: Ensuring faculty input	2.73	3.53	3.61	3.48	3.62	3.54	3.70	3.72	3.72
Chair: Fairness in evaluating work	3.08	3.60	3.64	3.66	3.87	3.74	3.92	3.97	3.86

<sup>1</sup> All of these items were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

<sup>2</sup> All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

### Bloch School of Management





**Bloch School of Management**

	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Departmental Collegiality<sup>1</sup></b>	<b>3.55</b>	<b>3.74</b>	<b>3.76</b>	<b>3.78</b>	<b>3.74</b>	<b>3.69</b>	<b>3.84</b>	<b>3.82</b>	<b>3.84</b>
Colleagues support work/life balance	3.53	3.70	3.72	3.56	3.59	3.57	3.68	3.66	3.70
Mtg. times compatible with pers. needs	3.61	4.05	4.09	3.98	4.06	4.02	4.04	4.15	4.06
Amount of pers. interaction w/Pre-tenure	3.78	3.71	3.70	3.76	3.75	3.76	3.71	3.69	3.74
How well you fit	3.47	3.57	3.58	3.71	3.69	3.50	3.75	3.88	3.78
Amount of pers. interaction w/Tenured	3.67	3.64	3.64	3.70	3.62	3.54	3.70	3.61	3.70
Colleagues pitch in when needed	3.50	3.73	3.75	3.68	3.68	3.66	3.86	3.79	3.81
Dept. is collegial	3.50	3.69	3.71	3.90	3.83	3.71	4.00	4.00	3.97
<b>Related survey items<sup>2</sup></b>									
Colleagues committed to diversity	3.44	3.89	3.93	3.98	3.84	3.82	3.97	3.96	3.99
<b>Benchmark: Departmental Engagement<sup>3</sup></b>	<b>3.35</b>	<b>3.48</b>	<b>3.49</b>	<b>3.46</b>	<b>3.41</b>	<b>3.48</b>	<b>3.51</b>	<b>3.45</b>	<b>3.46</b>
Discussions of undergrad student learning	3.12	3.49	3.52	3.54	3.07	3.60	3.51	3.73	3.68
Discussions of grad student learning	3.58	3.57	3.56	3.47	3.71	3.57	3.48	3.21	2.98
Discussions of effective teaching practices	3.26	3.42	3.43	3.35	3.17	3.39	3.32	3.44	3.50
Discussions of effective use of technology	3.11	3.29	3.30	3.17	3.04	3.24	3.34	3.22	3.30
Discussions of current research methods	2.89	3.11	3.13	3.17	3.36	3.21	3.27	3.11	3.09
Amount of prof. interaction w/Pre-tenure	3.83	3.75	3.74	3.79	3.86	3.81	3.86	3.80	3.84
Amount of prof. interaction w/Tenured	3.72	3.72	3.72	3.73	3.68	3.57	3.81	3.70	3.77

<sup>1</sup> The first two items and the last two items under this benchmark were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree. The remaining three items were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

<sup>2</sup> This item was answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

<sup>3</sup> The first five items under this benchmark were answered on a 5-point Likert scale ranging from 1 = never to 5 = frequently. The remaining two items were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied.

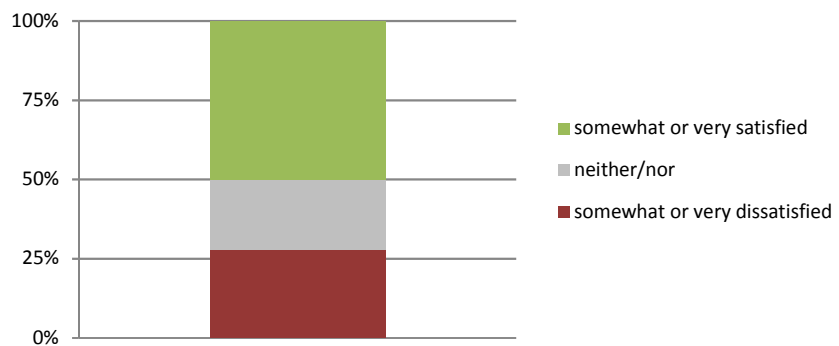
**Bloch School of Management**

	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Departmental Quality<sup>1</sup></b>	<b>3.45</b>	<b>3.46</b>	<b>3.46</b>	<b>3.59</b>	<b>3.55</b>	<b>3.47</b>	<b>3.59</b>	<b>3.51</b>	<b>3.55</b>
Intellectual vitality of tenured faculty	2.94	3.43	3.48	3.58	3.58	3.38	3.57	3.45	3.55
Intellectual vitality of pre-tenure faculty	4.05	3.87	3.85	4.08	4.08	3.99	3.98	4.09	3.98
Scholarly productivity of tenured faculty	2.72	3.27	3.32	3.44	3.47	3.20	3.45	3.28	3.36
Scholarly productivity of pre-tenure faculty	3.95	3.78	3.77	3.96	3.91	3.78	3.87	3.97	3.80
Teaching effectiveness of tenured faculty	3.53	3.60	3.61	3.76	3.55	3.53	3.75	3.54	3.67
Teaching effectiveness of pre-tenure faculty	3.95	3.92	3.91	3.88	3.82	3.94	3.93	3.88	3.90
Dept. is successful at faculty recruitment	3.87	3.43	3.39	3.75	3.62	3.46	3.67	3.39	3.54
Dept. is successful at faculty retention	3.27	3.06	3.04	3.20	3.23	3.21	3.23	3.55	3.41
Dept. addresses sub-standard performance	2.60	2.60	2.59	2.67	2.61	2.47	2.85	2.51	2.62

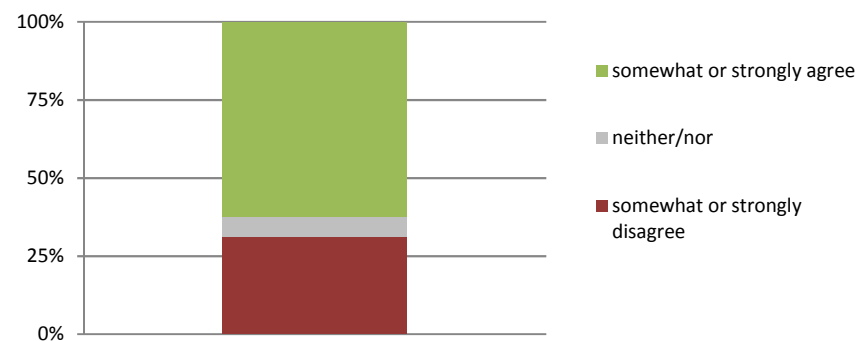
<sup>1</sup> The first six items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied. The remaining four items were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

### Bloch School of Management

Overall satisfaction with your department as a place to work



Dept. Colleagues support/promote diversity and inclusion



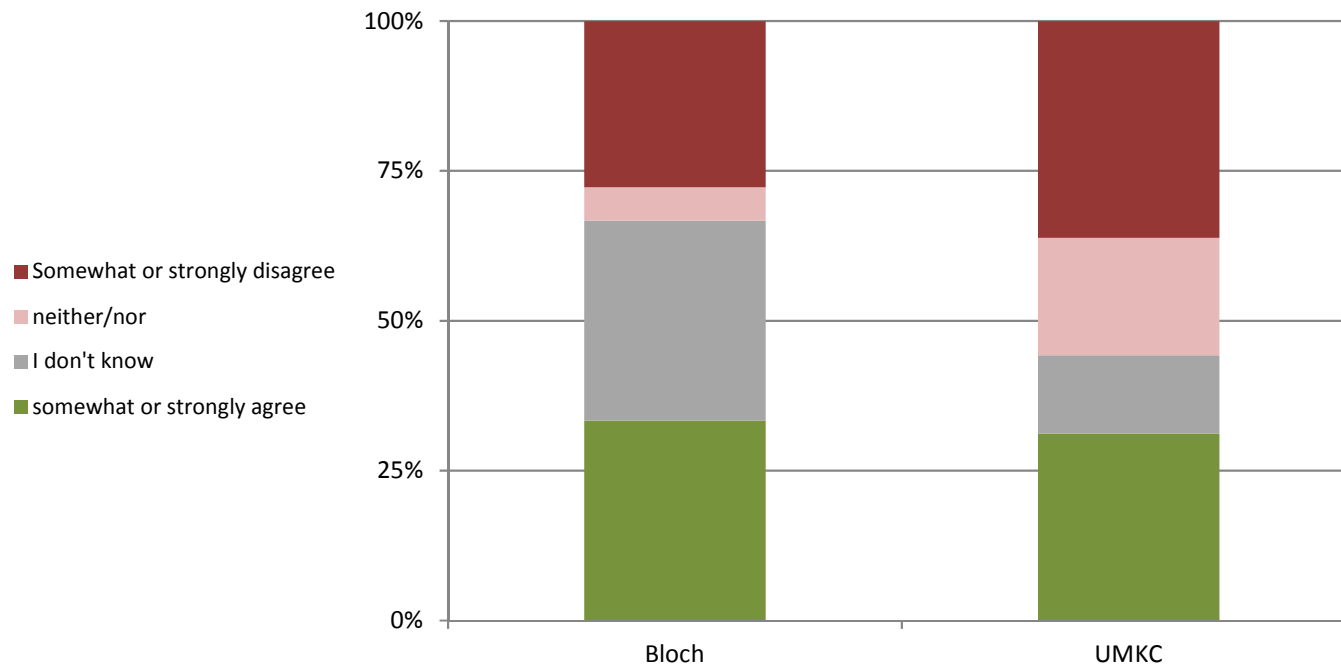
**Bloch School of Management**

	Unit	UMKC w/Unit	UMKC w/o Unit	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
<b>Benchmark: Appreciation and Recognition</b>	<b>2.96</b>	<b>3.06</b>	<b>3.06</b>	<b>3.22</b>	<b>3.26</b>	<b>3.16</b>	<b>3.39</b>	<b>3.29</b>	<b>3.28</b>
Recognition: For teaching	2.83	3.24	3.28	3.25	3.24	3.24	3.35	3.44	3.33
Recognition: For advising	2.86	3.06	3.07	3.04	3.05	2.87	3.20	3.08	3.04
Recognition: For scholarship	2.83	3.12	3.14	3.26	3.42	3.25	3.47	3.38	3.30
Recognition: For service	2.39	2.94	2.99	3.07	3.15	3.04	3.23	3.12	3.12
Recognition: For outreach	2.20	2.97	3.05	3.07	3.07	3.04	3.33	3.07	3.08
Recognition: From colleagues	3.39	3.55	3.56	3.60	3.57	3.48	3.66	3.71	3.67
Recognition: From Provost	2.54	2.69	2.70	2.92	2.95	2.82	3.03	2.93	2.92
Recognition: From Dean	2.87	2.94	2.95	2.94	2.94	2.94	3.11	3.11	3.11
Recognition: From Head/Chair	3.15	3.36	3.38	3.47	3.51	3.43	3.70	3.62	3.63
School/college is valued by Pres/Provost	4.07	2.83	2.71	3.50	3.62	3.51	3.71	3.65	3.45
Dept. is valued by Pres/Provost	3.13	2.66	2.61	3.19	3.22	3.19	3.47	3.18	3.20
Provost cares about faculty of my rank	2.83	2.79	2.78	3.12	3.13	2.98	3.20	2.94	3.13

<sup>1</sup> The first nine items under this benchmark were answered on a 5-point Likert scale ranging from 1 = very dissatisfied to 5 = very satisfied. The remaining three items were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.

**Bloch School of Management**

The Provost seems to care about the quality of life for faculty of my rank



## Bloch School of Management

Faculty were asked to identify the two (and only two) best aspects of working at your institution. The top four responses for your institution are shown in red.

	<b>Bloch</b>	<b>UMKC</b>
quality of colleagues	16.7%	27.1%
support of colleagues	11.1%	17.8%
opportunities to collaborate with colleagues	---	6.5%
quality of graduate students	---	6.5%
quality of undergraduate students	---	3.3%
quality of the facilities	22.2%	4.7%
support for research/creative work	---	5.1%
support for teaching	---	2.3%
support for professional development	---	2.3%
assistance for grant proposals	---	0.0%
childcare policies/practices	---	0.0%
availability/quality of childcare facilities	---	0.0%
spousal/partner hiring program	---	0.5%
compensation	11.1%	2.8%
geographic location	27.8%	18.2%
diversity	---	2.3%
presence of others like me	---	0.0%
my sense of "fit" here	27.8%	12.1%
protections from service/assignments	---	0.0%
commute	5.6%	5.1%
cost of living	38.9%	25.7%
teaching load	5.6%	14.0%
manageable pressure to perform	11.1%	9.3%
academic freedom	16.7%	15.4%
tenure/promotion clarity or requirements	---	1.9%
quality of leadership	---	1.4%
other1	5.6%	3.3%
other2	---	0.9%
there are no positive aspects	---	1.9%
decline to answer	---	2.8%

**Bloch School of Management**

Faculty were asked to identify the two (and only two) worst aspects of working at your institution. The top four responses for your institution are shown in red.

	<b>Bloch</b>	<b>UMKC</b>
quality of colleagues	5.6%	5.6%
support of colleagues	5.6%	5.6%
opportunities to collaborate with colleagues	11.1%	1.9%
quality of graduate students	11.1%	5.6%
quality of undergraduate students	5.6%	6.6%
quality of the facilities	---	10.8%
lack of support for research/creative work	11.1%	25.4%
lack of support for teaching	---	0.9%
lack of support for professional development	---	4.2%
lack of assistance for grant proposals	5.6%	4.2%
childcare policies/practices	5.6%	1.4%
availability/quality of childcare facilities	---	0.0%
spousal/partner hiring program	---	1.4%
compensation	16.7%	32.9%
geographic location	11.1%	4.7%
lack of diversity	---	3.8%
absence of others like me	22.2%	5.6%
my lack of "fit" here	5.6%	1.9%
too much service/too many assignments	16.7%	11.7%
commute	5.6%	5.2%
cost of living	---	0.9%
teaching load	---	2.8%
unrelenting pressure to perform	16.7%	5.2%
academic freedom	---	1.9%
tenure/promotion clarity or requirements	---	2.3%
quality of leadership	16.7%	21.1%
other1	5.6%	5.6%
other2	---	0.5%
there are no negative aspects	---	1.9%
decline to answer	11.1%	5.2%

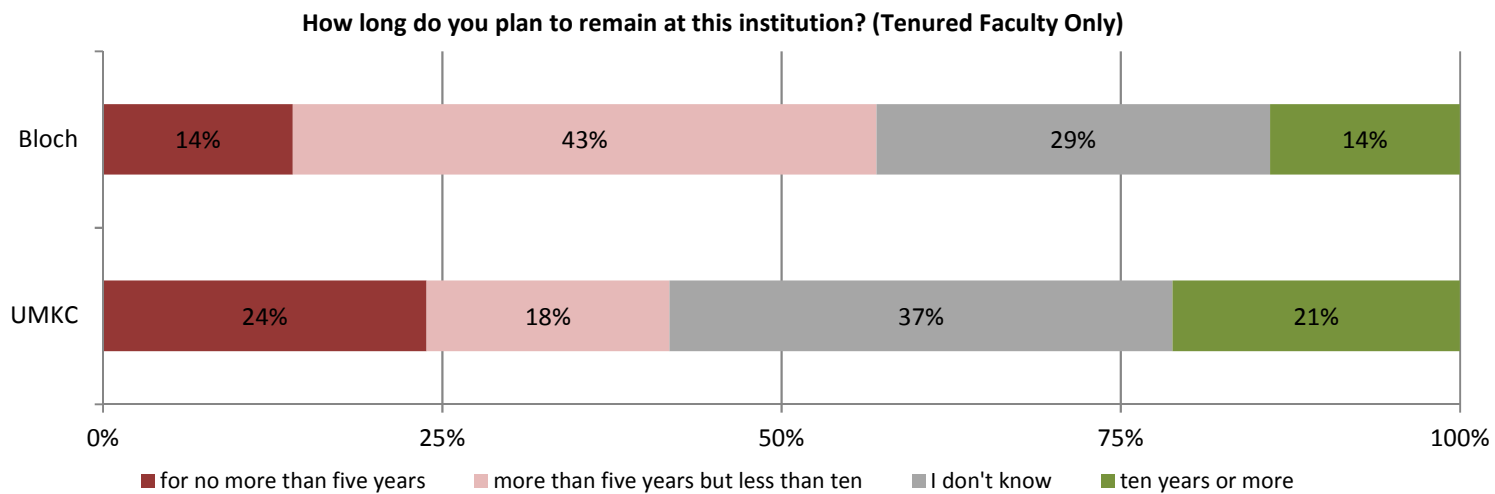
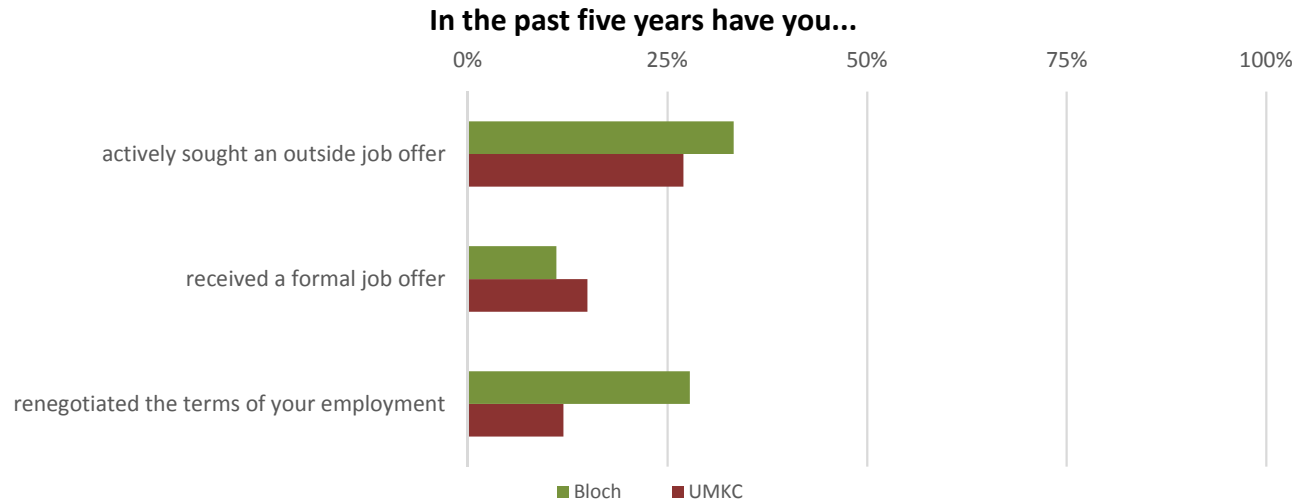
### Bloch School of Management

If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?		
	Bloch	UMKC
base salary	58.3%	56.0%
supplemental salary	0.0%	2.7%
tenure clock	0.0%	1.6%
teaching load	16.7%	8.2%
administrative responsibilities	0.0%	6.0%
equipment	0.0%	0.5%
lab/research support	0.0%	3.3%
employment for spouse/partner	0.0%	2.2%
sabbatical or other leave time	25.0%	11.4%

If you were to choose to leave your institution, what would be your primary reason?		
	Bloch	UMKC
to improve salary/benefits	23.5%	17.1%
to find a more collegial work environment	5.9%	6.2%
to find an employer who provides more resources in support of your work	5.9%	10.0%
to work at an institution whose priorities match your own	11.8%	12.9%
to pursue an administrative position in higher education	5.9%	5.7%
to pursue a nonacademic job	0.0%	1.0%
to improve employment opportunities for your spouse/partner	0.0%	1.4%
for other family or personal needs	0.0%	5.2%
to improve your quality of life	5.9%	4.8%
to retire	41.2%	25.2%
to move to a preferred geographic location	0.0%	5.2%



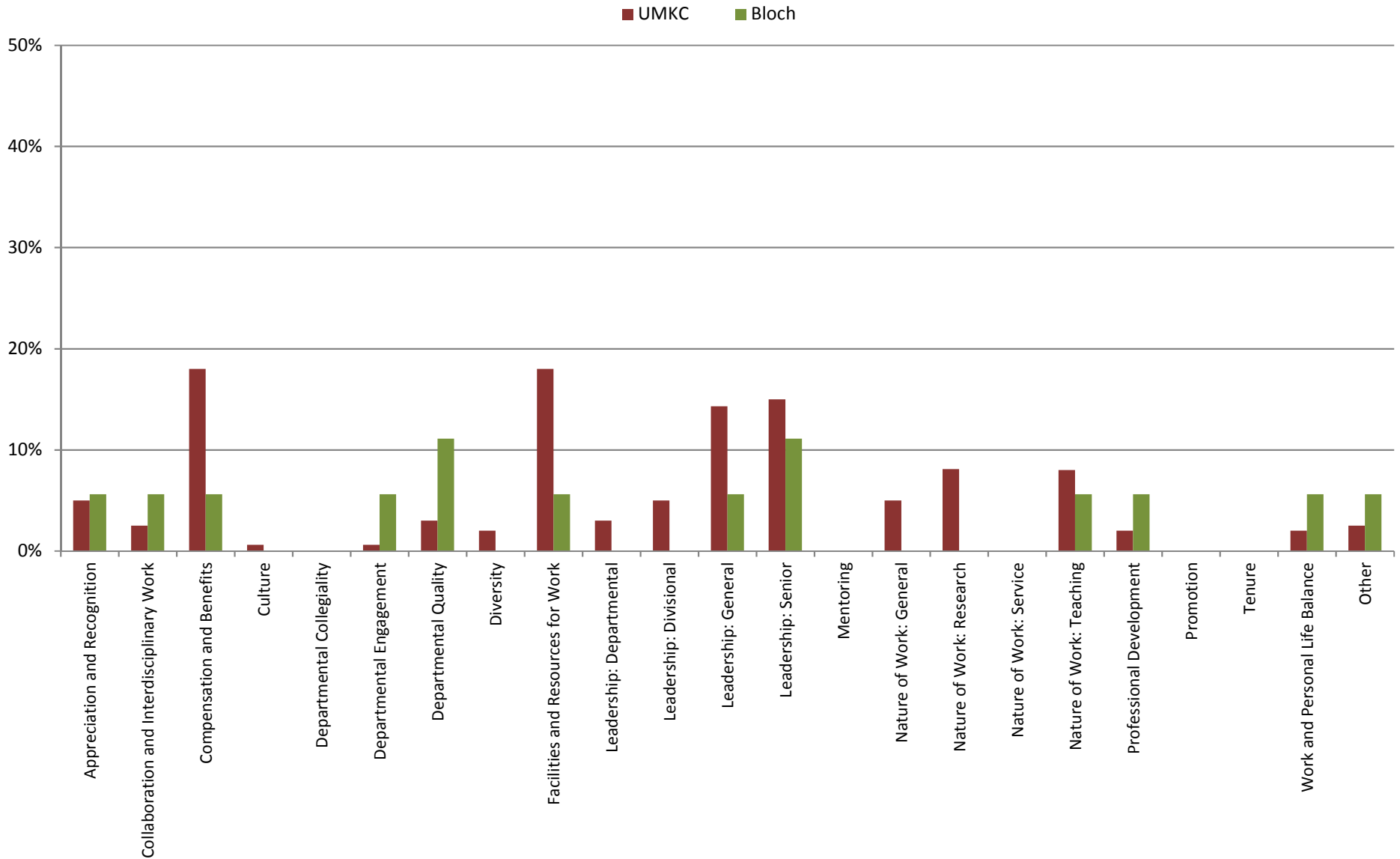
**Bloch School of Management**



**Bloch School of Management**

Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve your workplace.

**Number One Thing That UMKC Can Do To Improve The Workplace**



**Bloch School of Management**

	Unit	UMKC w/Unit	UMKC w/o Unit
Colleagues value my contribution to teaching and advising	3.56	3.62	3.63
Dept. welcome to faculty of racial/ethnic minorities	3.75	3.95	3.96
Dept. welcome to faculty of all ages	3.59	3.86	3.88
Dept. welcome to faculty of LGBTQIA community	3.80	3.97	3.99
Colleagues value my service and administrative contributions	3.50	3.54	3.55
Reluctant to raise controversial issues	2.81	2.61	2.59
Feel isolated in my department	2.65	2.45	2.43
Colleagues value my research/scholarship	3.44	3.52	3.52
Dept. welcome to women faculty	3.75	4.16	4.19
Chair/supervisor creates collegial environment	3.22	3.73	3.78
Chair/supervisor articulates criteria for promotion/tenure	2.25	3.52	3.63
Chair/supervisor creates climate that is respectful for all faculty	3.39	3.70	3.73

\* All of the items under this benchmark were answered on a 5-point Likert scale ranging from 1 = strongly disagree to 5 = strongly agree.