

COACHE SUMMARY REPORT

The Collaborative on Academic Careers in Higher Education (COACHE), based at the Harvard Graduate School of Education, is a consortium of more than 200 colleges, universities, and systems across North America. COACHE administers a faculty job satisfaction survey designed to assess key benchmarks in the academic workplace.

It is a voluntary survey designed to amplify faculty voice and is used by UMKC to improve faculty life and improve long-range planning.

UMKC's History With COACHE

UMKC has participated in COACHE three times to varying degrees.

- 2008-09 academic year (surveyed tenure-track and pre-tenure faculty only).
- 2013-14 academic year (surveyed tenured and tenure-track faculty).
- 2016-17 academic year (surveyed tenure-track, tenured, ranked non-tenure track, and clinical faculty in the UMKC School of Medicine).

2013-14 Findings

During the 2013-14 survey, UMKC's faculty responses were compared to five peer institutions, which included:

- Kansas State University
- SUNY-University at Buffalo
- University of Alabama
- University of Massachusetts-Lowell
- University of North Carolina-Charlotte

In comparison to our peers, strengths (defined as scoring first or second among peers and in the top 30% of all participating universities) and areas of concern (defined as scoring fifth or sixth and in the bottom 30% of all participating universities) were identified.

Our strengths included:

- Nature of work-teaching
- Tenure policies
- Tenure clarity

Areas of concern included:

- Interdisciplinary work
- Promotion
- Leadership: senior
- Leadership: departmental
- Departmental collegiality
- Departmental quality
- Appreciation and recognition

2013-14 Action Items

As a result of the 2013-14 survey, the UMKC COACHE committee initiated several action items from 2014-2016, which included:

- Holding meetings across campus to inform the UMKC community of the outcomes of the survey.
- Convening focus groups to discuss barriers to promotion to full professor.
- Conducting focus groups on appreciation and recognition to gather additional information about the needs and desires of faculty.
- Meeting with UMKC Strategic Marketing and Communications (MCOM) to provide feedback and discuss communication issues.

The result of these actions included:

- A re-envisioning of faculty promotion, tenure and the award celebration held each fall.
- A significant increase in the number of faculty applying for promotion to full professor (although this number decreased in subsequent years)
- A recommendation to reinstate the chancellor's yearly State of the University address, which would keep the UMKC community well-informed.

2016-17 Findings

For the 2016-17 COACHE survey, benchmarks were compared to both the full COACHE cohort and our five peer institutions, which included:

- Oklahoma State University
- Old Dominion University
- Saint Louis University
- SUNY-University at Buffalo
- University of Nevada-Las Vegas

Our strengths this time were identified in the areas of

- Appreciation and recognition
- Department collegiality
- Departmental engagement
- Governance: adaptability
- Governance: shared sense of purpose
- Governance: trust
- Governance: understanding the issue at hand
- Mentoring
- Nature of work: service
- Nature of work: teaching
- Personal and family policies
- Leadership: senior

Although no benchmark areas met the COACHE criteria for areas of concern, **we were rated in the bottom 30% of all COACHE participants for**



- Health and Retirement Benefits
- Promotion to Full Professor

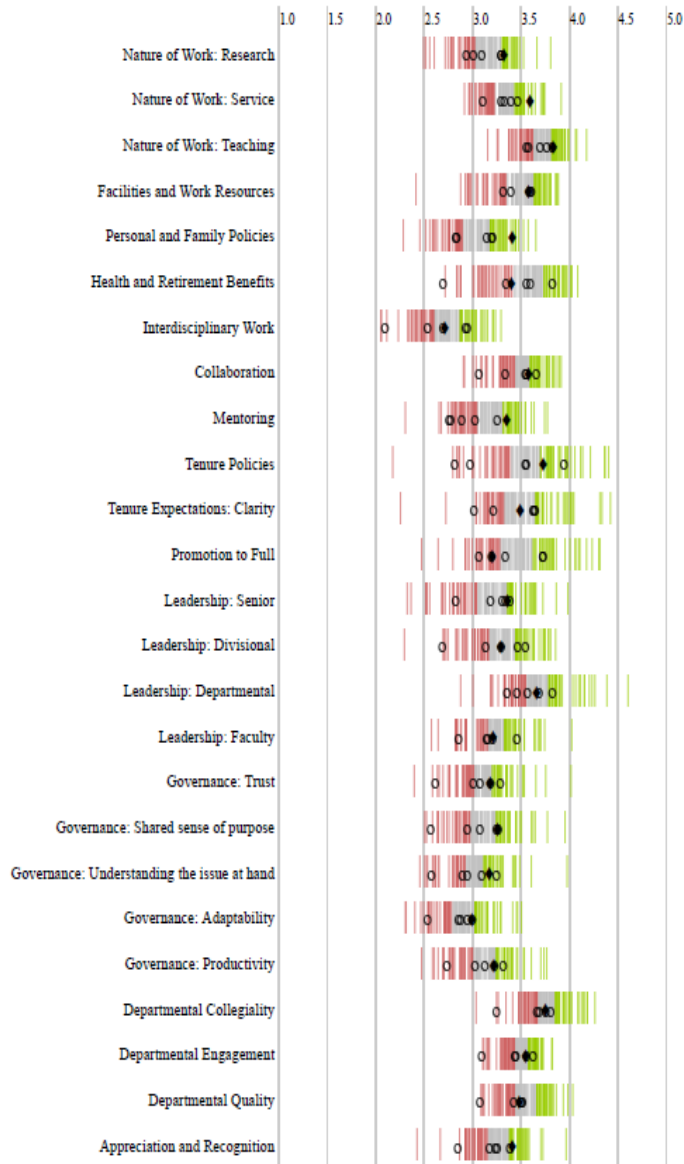
Notably, **Appreciation and Recognition** and **Leadership: Senior** moved from "areas of concern" to "strengths" from the 2013-14 to the 2016-17 survey administrations.

Comparative Benchmarks for 2016-17 Survey

Complete benchmarks comparing UMKC's survey results to the full COACHE cohort and our five peer institutions are presented below. As previously mentioned, we were recognized for strengths (indicated in green) across all benchmark areas.

Legend:

UMKC = 
Peers = 



2016-17 Action Items

While there were no areas of concern noted in the 2016-17 COACHE survey, several action items were identified based on the frequency with which they were identified across faculty groups (e.g., rank,

gender, ethnicity) and units. Subsequently, the following recommendations were made, and outcomes achieved.

Recommendations

Outcomes

Establish a mentorship program for faculty.

CAFE is in the process of developing a faculty mentorship program to be launched in Spring 2024.

Invest in chair leadership.

CAFE established a campus-wide department chair leadership development program.

Launch a survey to understand physical facility needs for teaching and research.

Administration worked with RAC to develop a campus space policy and invested in classroom upgrades to support online/hybrid/high-flex teaching.

Engage in fundraising efforts to include endowed chairs and professorships to recruit and retain senior faculty to enhance research capacity.

Work in these areas will start as part of the next capital campaign and work is in progress to fill currently available endowed faculty positions.

Identify and mitigate barriers to faculty research/grant submission.

Staffing investments (grant writers, pre and post award) have been made in the Office of Research Support as part of UMKC Forward. Facilities and Administration policy has been revised to support start-up funding, bridge funding, equipment funding and faculty travel. University of Missouri Research Board funding has been repurposed to support additional grant funding for humanities and social science.

Increase faculty recognition.

In collaboration with faculty, additional faculty award categories were created and procedures to reduce the burden of submitting award nominations were made. A faculty committee and faculty fellow position were created in CAFE to identify faculty who are eligible for national and international awards to support their application process.

Evaluate salary inequities and develop a campus-wide plan to address them.

This issue was addressed in the chancellor's 2022 State of the University address. First salary compression and market equity adjustments were implemented in schools of Law and Nursing and Health Studies, effective September 2022. Additional investments will be forthcoming over the next several years, dependent on enrollment growth for the campus.

Maintain or improve faculty benefits.

UMKC continues to work with UM System to maintain quality faculty benefits.