

Report of Findings from
Faculty Forum January 24, 2020

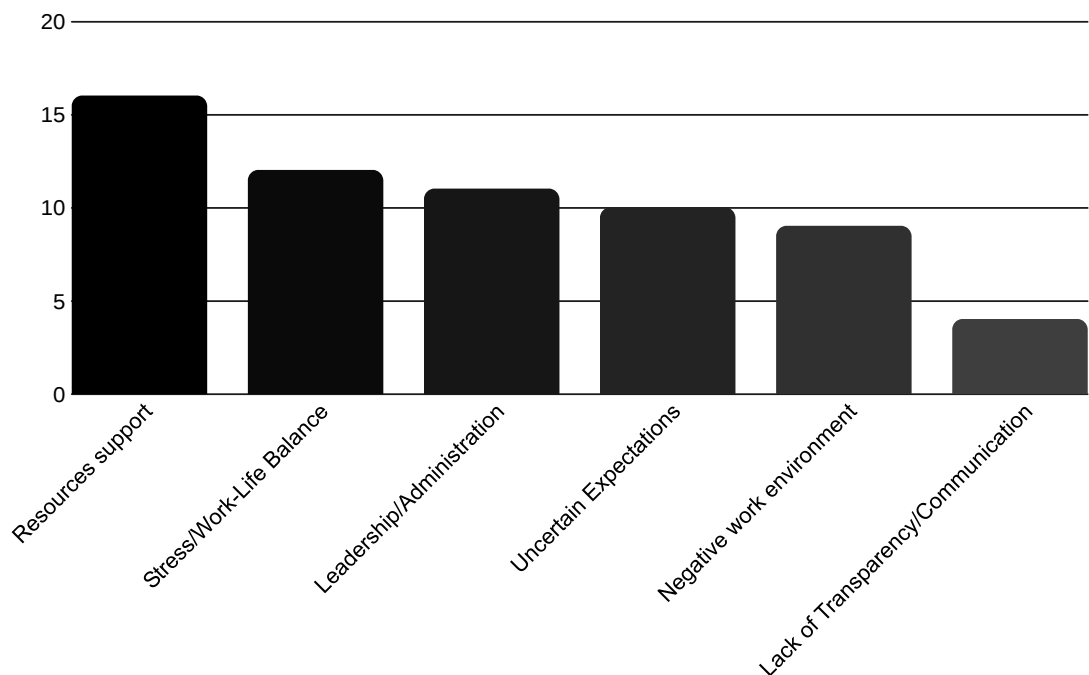
Faculty Forum
Hosted by the UTEP
Faculty Senate

Facilitated by
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FACULTY FORUM REPORT 2020

CONCERNS IMPACTING FACULTY PRODUCTIVITY

The faculty forum was hosted by the UTEP Faculty Senate on January 24th, 2020 at UTEP's El Paso Natural Gas Center. The forum was facilitated by Dr. Arvind Singhal using a Liberating Structures format. Each faculty responded to questions, and then gathered in small groups of four to synthesize responses. Faculty responses were gathered on poster papers and reported out to the larger group. The following responses are the most frequent topics raised by faculty in clusters of four. Responses were tabulated and organized by response frequency from most to least.

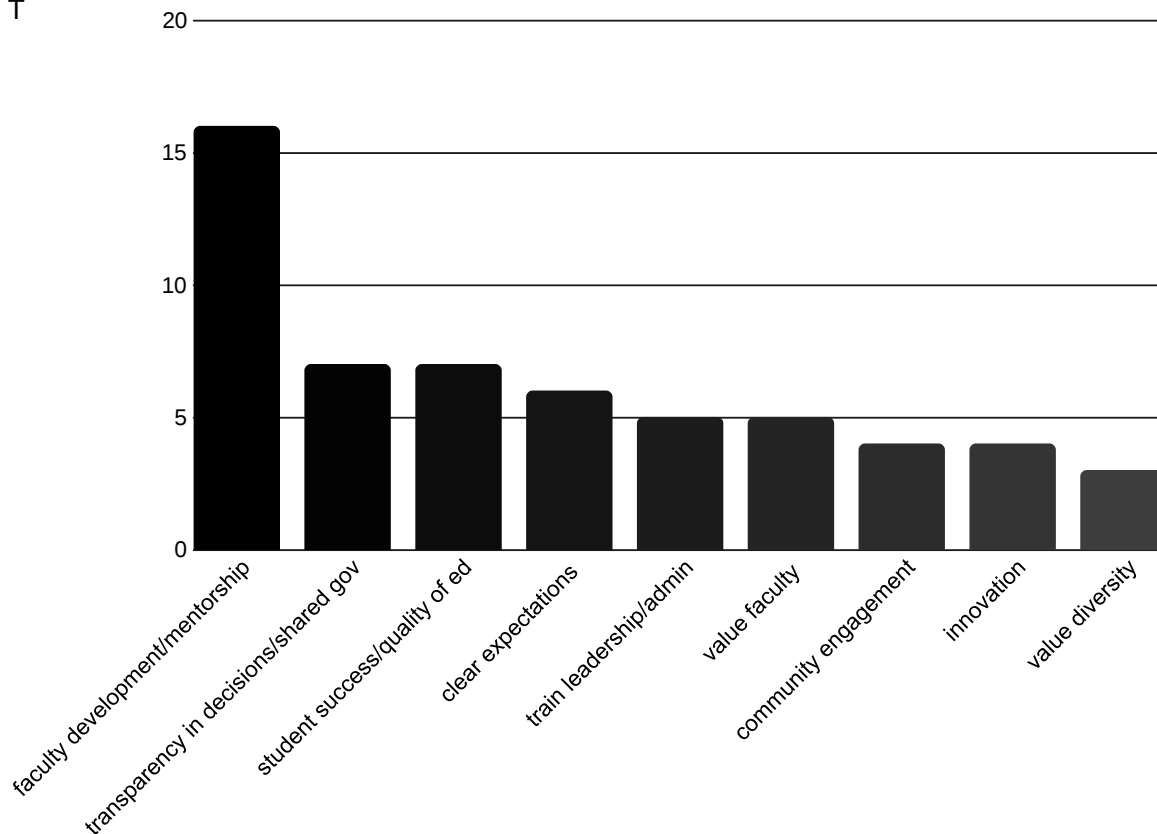


Question: What are the key concerns, worries, and stressors you face in your everyday life that **negatively** impacts your work quality and productivity? *responses represent groups of 4 faculty.

The most frequent responses were: 1) Lack of resources, opportunities, infrastructure, and mentorship for faculty to succeed *16 responses; 2) the stress caused by workload and personal work-life balance *12 responses ; 3) the leadership and administration *11 responses; 4) the inconsistent expectations that cause uncertainty about tenure and promotion *10 responses; 5) negative work environment *9 responses; and 6) lack of transparency in communicating and consulting with faculty about key decisions taken at the administrative level * 4 responses.

INSTITUTIONAL CHANGES AND PRIORITIES FOR FACULTY SUCCESS

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Question: What institutional changes would you like to see to make your work environment conducive for you to succeed and thrive? What should be some of the institutional priorities to help faculty succeed in what they do? *responses represent groups of 4 faculty.

The responses were: 1) Support for faculty development, resources, and mentorship *16 responses; 2) transparency in decision making & shared governance *7 responses; 3) student success through quality education efforts *7 responses; 4) clear expectations and goals *6 responses; 5) training for administrators & leaders *5 responses; 6) value the faculty *5 responses; 7) support community engagement *4 responses; 8) support for innovation *4 responses; 9) value diversity *3 responses.

Faculty were asked to vote on the following recommendations in a speed networking format without knowing who had made the suggestions:

Set up elected faculty council at each college that will convey faculty ideas and concerns to administer and help administrators convey motivations for the decisions to faculty (23).

Create an anonymous evaluation box at each department college (23)

Establish the rules of the game in a transparent way (22).

Give recognition to our non-tenure (lectures) faculty for their work (22).

Tap into leadership congress/senate at UTEP for chairs (22).

Mentor others. Implement a thoughtful university wide mentoring program for faculty (tenure-track and non-tenure-track) (21).

Conduct a comprehensive review of administrators to ensure that they are qualified for the job. Then remove unqualified ones (21).

Make the entire budget process open from regents/legislature to faculty level (23)

Host more faculty forums and meetings like this one, where university challenges are identified and we can come together for voice and agency to speak our minds without fear (20).

Appreciate each other's work. (20)

Give us feedback to our voices/concerns/suppositions (20).

***Hire more tenure and Hire fewer adjuncts (20).**

Faculty Network – structured/inclusive campus networking events that facilitate social and informal interaction and community building (20).

Departments develop specific workload standards for research, teaching, service, and directed student projects (20).

Acknowledgements: The Faculty Senate Executive Committee would like to thank all the faculty participants who contributed with their comments and engagement in this faculty forum. We are grateful for Dr. Arvind Singhal's facilitation of the Liberal Structures format that gathered people's responses and syntheses for us to listen to one another to build on faculty needs and priorities moving forward. Faculty responses were typed up and compiled with student support (Ms. Karla Villa) and were analyzed and written up by Dr. Gina Núñez-Mchiri, Dr. Arturo Olivarez, and Dr. Sandor Dorgo.