

Faculty Forum Outcomes, Discussion Results

January 24, 2020

Round 1:

What are the key concerns, worries, and stressors you face in your everyday life that negatively impacts your work quality and productivity?

Major themes emerging (preliminary findings):

- Administrators at UTEP (at all levels)
 - o Relationship with faculty, proper respect
 - o Leadership style
 - o Competence
 - o Leadership effectiveness
- Lack of faculty
 - o Mentoring, professional development
 - o Support
 - o Acknowledgement of accomplishments, positive reinforcement
 - o Inclusion of faculty in decision making
- At the institutional level, lack of
 - o Proper infrastructure
 - o Resources
 - o Transparency with decision making
- Expectations, faculty evaluation
 - o Lack of clear directions
 - o Disconnect between expectations and evaluation

Round 2:

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?

Major themes emerging (preliminary findings):

- Administrators (at all levels) to achieve:
 - o Better transparency
 - o Honoring people for accomplishments
 - o Better communication with faculty
 - o Recognize and respect minority voices
 - o Support community work and community relationships
- Faculty to receive
 - o Support
 - o Mentorship and professional development
 - o Better orientation of new faculty
 - o Pathway to progress to administrative positions
- Work environment

- o With trust and respect
- o Value community engagement
- o Transparency and consistency on faculty salaries

Round 3:

What is the one, specific, actionable idea that you or UTEP administration could implement (starting tomorrow without extra resources) that you believe will significantly improve the faculty work climate?

Highest rated ideas:

- Make the entire budget process open/transparent
- Create an anonymous web-based comment box for faculty concerns
- Create faculty counseling opportunity to freely express concerns with leadership
- Provide more recognition to non-tenured faculty
- Mentor others and send all chairs to mentoring classes
- Implement a university-wide mentoring institute for faculty
- Comprehensive review of administrators to assess if they are qualified

Round 4:

What keeps you here at UTEP?

Major themes emerging (preliminary findings):

- Community & community partners
- Students, teaching students
- Colleagues
- Passion to share knowledge
- High potential of the region
- The city of El Paso