

UNIVERSITY OF NORTH TEXAS - 2021 COACHE

FACULTY JOB SATISFACTION SURVEY HIGHLIGHTS

[Response Rates: 53% overall *, 46% FOC *, and 45% URM *]

67% of faculty are **satisfied** with their **department** as a workplace



BEST ASPECT of UNT is the **quality and support of colleagues**



71% of faculty are **satisfied** with **time spent on teaching**



AREAS OF STRENGTH FOR UNT FACULTY

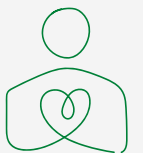
81% of faculty report **clear scholarly expectations** for tenure



87% of faculty report **mentoring in departments** as important *



72% of faculty **regularly** discuss **effective care practices**



AREAS UNT EXCEEDS PEER INSTITUTIONS

FOC and **women** faculty report **highest satisfaction** in **senior leadership** among peers *



Pre-tenure faculty report **highest satisfaction** in **governance** among peers *



URM faculty report **highest satisfaction** with **promotion to full** among peers *



Women and **Asian American** faculty report **highest satisfaction** with **tenure policies** *



AREAS OF IMPROVEMENT COMPARED TO PEERS



- Departmental Engagement
- Interdisciplinary Work
- Departmental Collegiality
- Nature of Work: Teaching

AREAS OF STRENGTH: COVID-19 RESPONSE

73% of faculty perceived their **department chair** and their **colleagues** as providing **effective support** during the **pandemic**



74% of URM faculty perceived their **department chair** and their **colleagues** as providing **effective support** during the **pandemic**

* = UNT Outshines Peers

NOTE: FOC = Non-White; URM = Non-White, Non-Asian