Teaching Needs Assessment & Focus Group Summary

Faculty Success 2023-34

Qualtrics Survey

In October 2023 Faculty Success launched a teaching needs assessment survey via Qualtrics.

All UNT faculty who teach, including adjuncts, were invited to participate.

Faculty were given ~3 weeks to complete the survey.

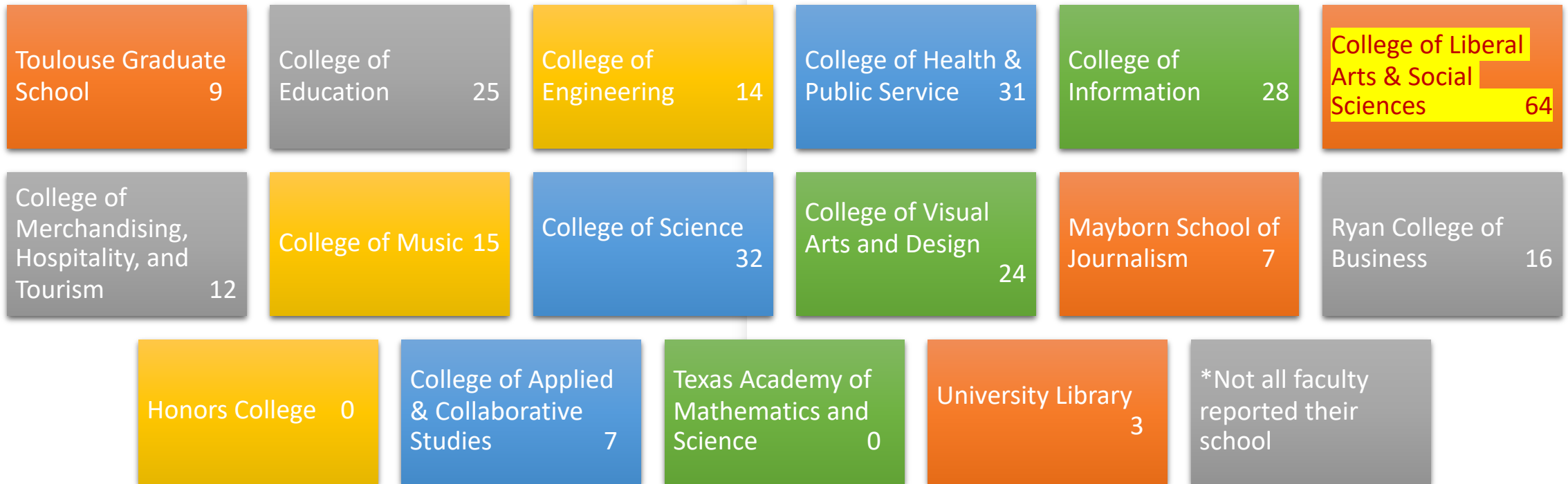292 individual faculty members responded to the survey.
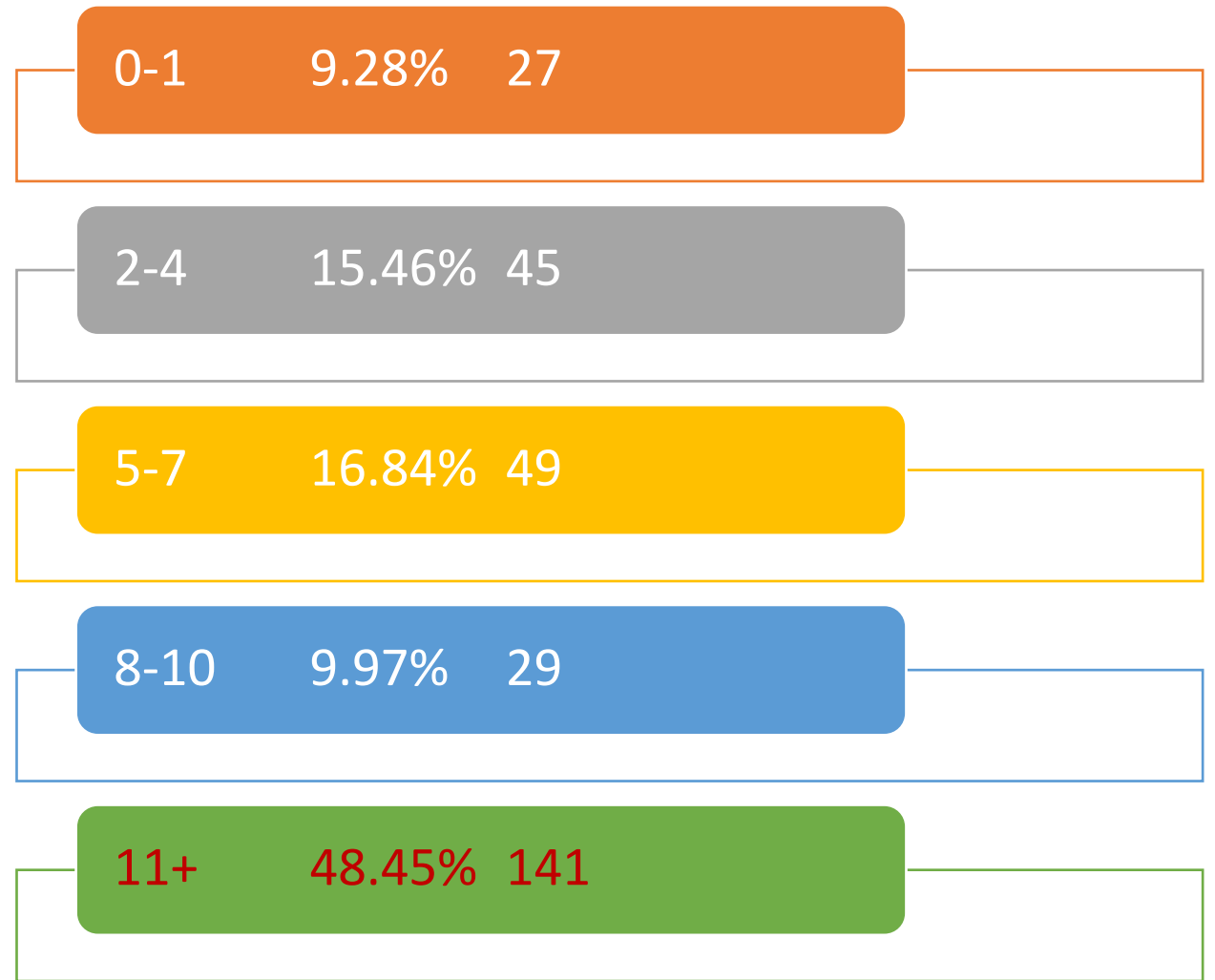
*Some faculty accessed the survey more than once

Response by Title

Academic Leader (Dean, Associate/Assistant Dean) 3	Department Chair/Unit Head 8	Professor 35	Associate Professor 29	Assistant Professor 26	Clinical Professor 2
Clinical Associate Professor 11	Clinical Assistant Professor 17	Principal Lecturer 23	Senior lecturer 17	Lecturer 32	Adjunct 85
	Other: 17	Assistant Librarian 1	Associate Librarian 2	Full Librarian 0	

Response by School

Toulouse Graduate School 9	College of Education 25	College of Engineering 14	College of Health & Public Service 31	College of Information 28	College of Liberal Arts & Social Sciences 64
College of Merchandising, Hospitality, and Tourism 12	College of Music 15	College of Science 32	College of Visual Arts and Design 24	Mayborn School of Journalism 7	Ryan College of Business 16
	Honors College 0	College of Applied & Collaborative Studies 7	Texas Academy of Mathematics and Science 0	University Library 3	*Not all faculty reported their school

Years of Experience in Higher Ed Teaching

0-1	9.28%	27
2-4	15.46%	45
5-7	16.84%	49
8-10	9.97%	29
11+	48.45%	141

Professional Development

Preferred Internal PD

1. Workshop/Seminar
2. Faculty Learning Communities
3. Guest Speakers/Presentations
4. Webinars
5. Mentoring Activities

Preferred PD Format

1. Face-to-Face
2. Online Presentation
3. Online Self-Paced
4. 1:1/Individualized
5. No Preference

Top Five:

Inclusive Topics for Continuing Education

1. Students with Disabilities
2. Inclusive Teaching Practices
3. International Students
4. Non-Traditional Students
5. English Language Learners

Barriers to Student Learning

1. Students in Crisis
2. Unprepared Students
3. Teaching Students How to Learn
4. Motivating Students
5. Facilitating Challenging Conversations in the Classroom

Needs in Specific Areas

Three major themes arose from the question: ***What other needs/topics (in your specific area) should Faculty Success pursue to promote excellence in teaching and learning at UNT?***

- Recognizing Pedagogy

- Professional Development/Training

- Inclusive Teaching

Recognizing Pedagogy: Example Comments

- *Faculty should be rewarded for more investing in pedagogy. It's too often considered an afterthought or not valued as much in annual evaluations. I read an article in the Chronicle of Higher Ed recently about how Mississippi is identifying professors who took pedagogy training as distringuished (sic) teaching profs and paying them more. I think that is a great incentive program!*

- *The way that teaching large interactive classes with multiple TA's are accounted for in my workload*

- *Rewarding time spent reflecting and improving instruction as part of our work load (sic). It is nice when a small stipend is available to improve our instruction but that still doesn't solve the problem of finding time to do the work.*

- *Peer-reviews of teaching*

- *balancing teaching load with other responsibilities; to know that it is OK; I spend a lot of time grading and providing individualized student feedback without any specific gains in SPOT score evaluations*

- *Competitive salaries to ensure top candidates continue teaching instead of returning to the related industry*

Professional Development/Training: Example Comments

- Including students in research projects

- Guest speakers from industry

- Teaching long and large classes. For example, teaching 2hr 50 mins class with 80-120 students.

- How to effectively help international students transition to our expectation of academic integrity, etc.

- managing life/work balance as a Professional Faculty

- Teaching first-year graduate students

- importance of having difficult/contentious conversations in class (topic-based) that are respectful yet honest. For example, talking about hard histories in honest ways, dealing with political conflicts, calling out racism/sexism, etc.

- Encouraging faculty to include their librarian in opportunities to collaborate on assignments and co-teach/guest lectures with their librarians to provide research instruction, information literacy, and plagiarism instruction and online module for their classes.

Professional Development/Training: Example Comments Related to Artificial Intelligence (AI)

- AI
  - addressing using AI to cheat

  - The topic of the year: AI/ChatGPT

  - how to recognize AI usage in assignment submissions

  - Guidance on AI

  - The integration of AI technologies as a pedagogical tool.

What Additional Broad Supports Would You Like To See From Faculty Success? (Selected Quotes)

- Please make sure that some events are at the UNT at Frisco campus! :)
- A Resource webpage w links to samples, webinars, etc
- Cooperative teaching opportunities
- mentoring from seasoned faculty for new faculty
- More face to face activities to get people in person, lunches, afternoon event
- More comprehensive care for complex trauma students
- More information on resources available to new faculty (especially faculty based only in Frisco since some things are different across campuses)
- Support for managing classroom (large) with neurodiverse and learning challenged students.
- New teaching strategies
- More interaction between full-time faculty and adjuncts, particularly new adjuncts
- Building healthy workplace relationships, Mental health and wellness programs/initiatives, Coping with work-related stress, Conflict management
- Teaching Portfolios- I would love to speak to you about this more since it was such a great way to approach teaching holistically and tap into the core of how we think about teaching.

Focus Groups Summary *N=20*

- Clarifying resources offered by CLEAR
- Teaching grants on curriculum redesign/service-learning components—Maybe a service-learning grant if you partner with the community.
- Need a mechanism to communicate student expectations (beyond accommodations)
  - e.g. Not showing up; Social loafing
- UNT can do more to recruit international students
- Interest in piloting student involvement in peer review of teaching
- More mentoring
  - Especially for mid-career and senior faculty
- Less enthused about teaching awards—need professional development funds and recognition for promotion
- Training beyond speakers
  - E.g. Gaming resources; Sloan certificate; Online national certifications
- Train-the-trainer, subject matter expert
  - Funding for sending faculty/a department in house person to training
  - CLEAR gets overwhelmed. Pipeline clogged. Help clear the pipeline and development of courses in the department
  - 'Fessor graham in each college-the university one is too big for the volume of faculty
- The needs assessment and focus groups make faculty feel heard—we feel like the university is listening

Resources from Faculty Success

The following resources are being developed as a result of the teaching needs assessment:

- Teaching Website(x2)—'24-'25 Rollout
  - Joint Faculty Success & CLEAR website with direct links to UNT instructional support resources
  - Faculty Success Website: Teaching Development & Effectiveness
- Peer Review of Teaching Resources—'24-'25 Development
- Teaching Portfolio Workshop—Summer 2024 Pilot Cohort
- ACUE—empirically based certificate program based on the Effective Teaching Practice Framework and endorsed by the American Council on Education—'24-'25 FS Pilot Cohort
- University Teaching & Learning Forum—September 25, 2024; First Topic: AI
- Inclusive teaching round tables—Spring 2025 Programming