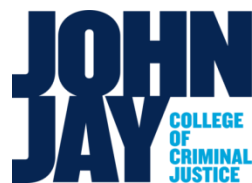


COACHE COFFEE KLATCH

FACULTY DEVELOPMENT DAY

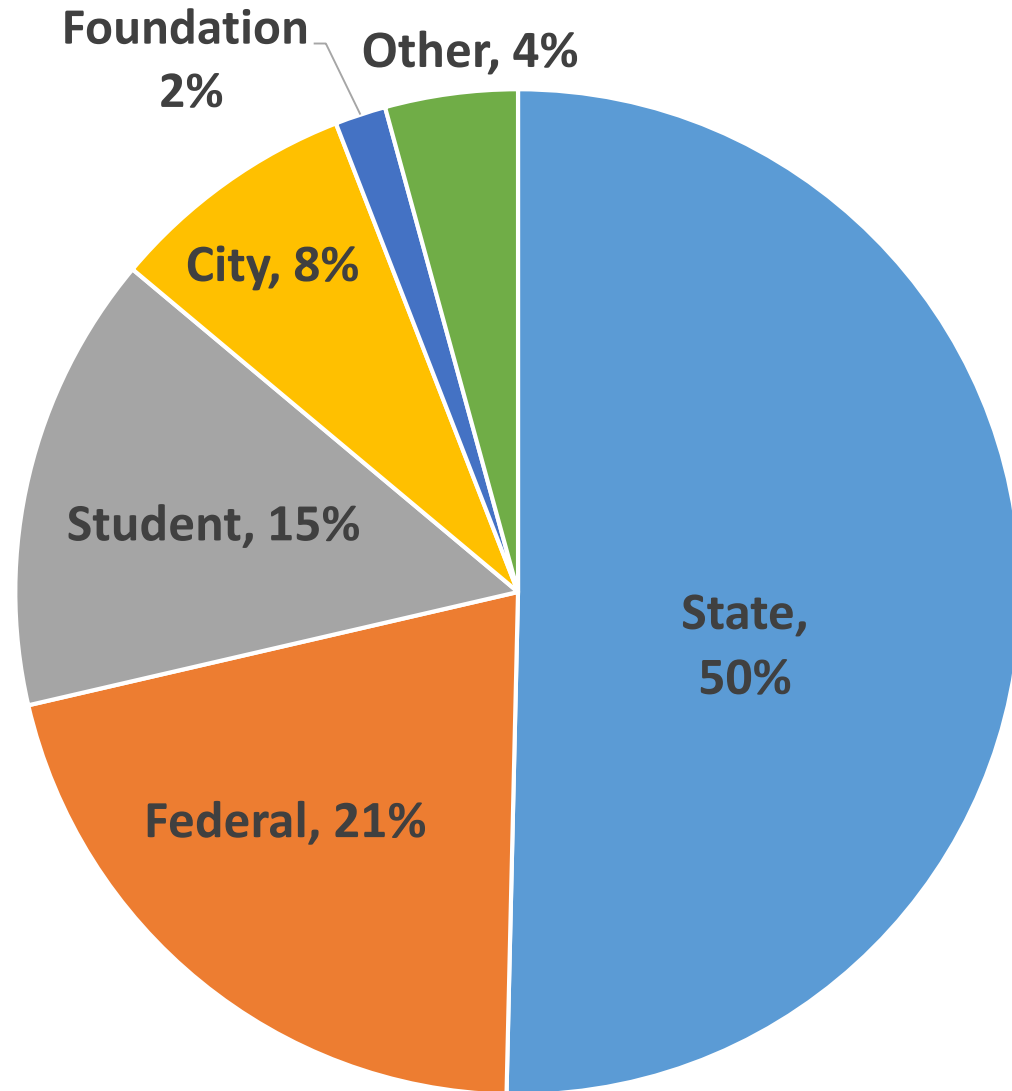
JANUARY 2020



Useful Background Information:

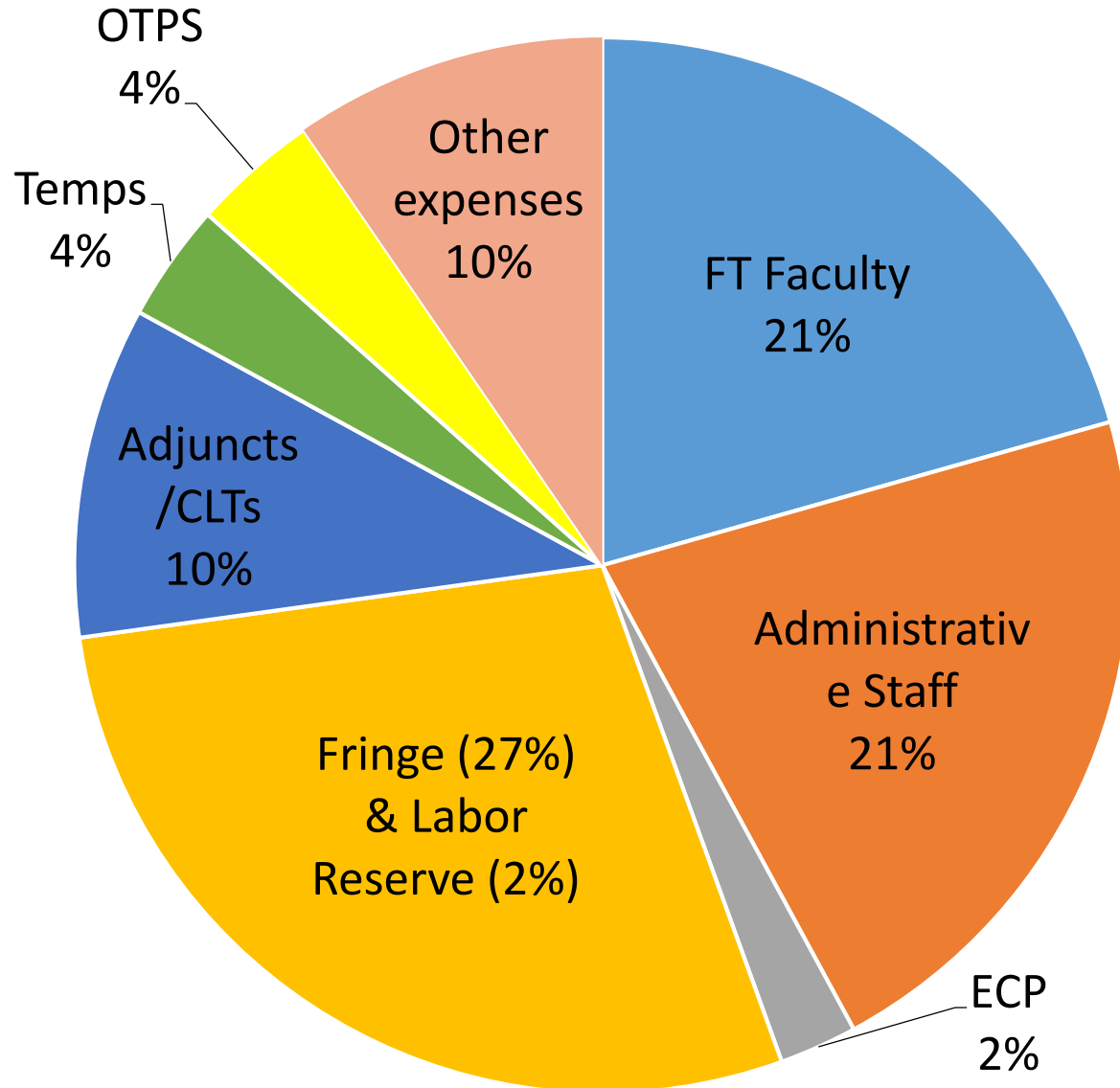
College Finances

JJ Total Revenue by Major Funding Source FY 2019



State	\$99,044,684
Federal	\$41,327,909
Student	\$28,928,864
City	\$15,750,747
Foundation	\$3,221,000
Other	\$8,380,468
TOTAL	\$196,653,672

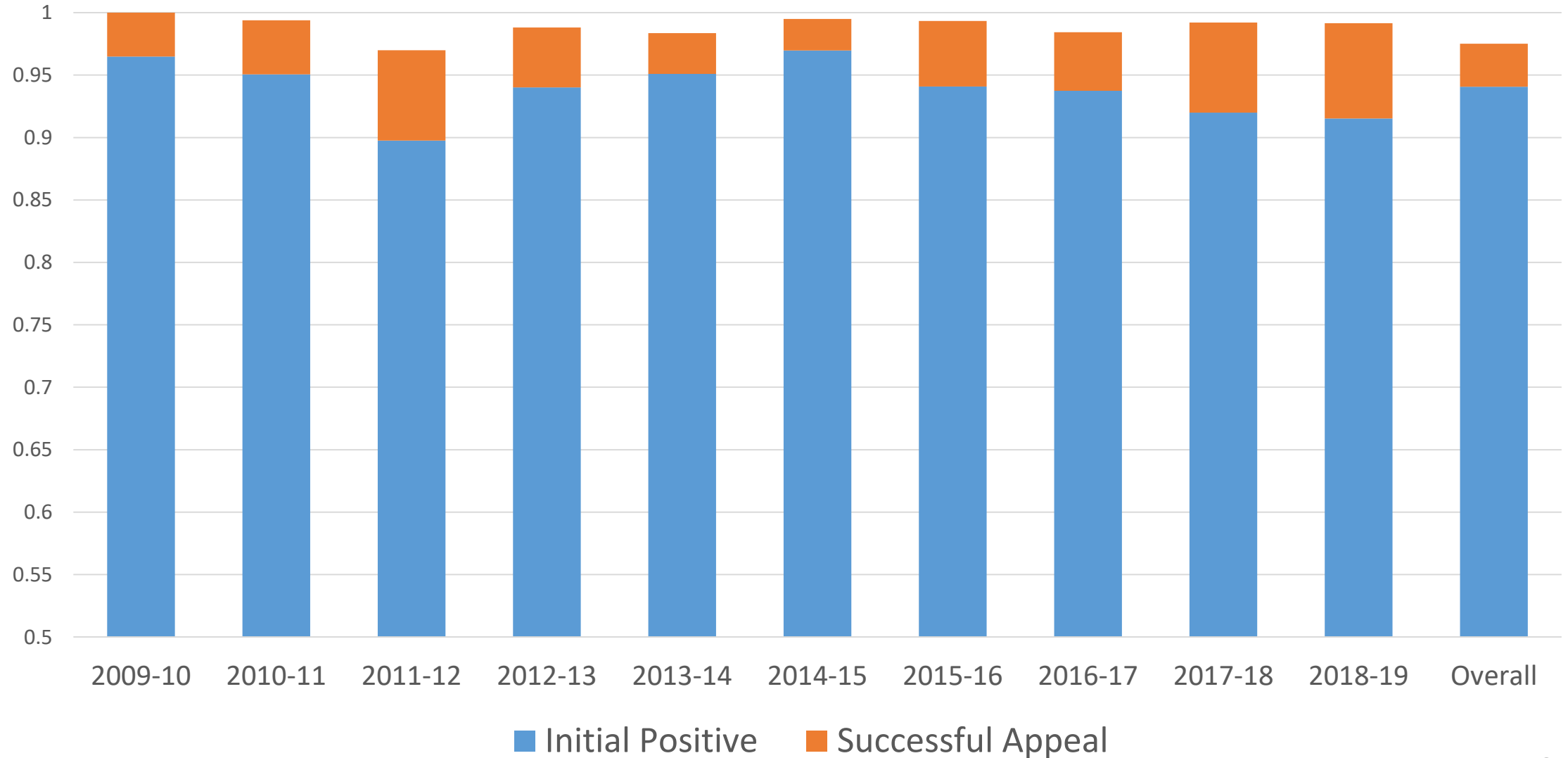
JJ Total Expense Categories FY 2019



FT Faculty	\$40,544,305
Administrative Staff	\$42,229,207
ECP	\$4,687,949
Labor Reserve & Fringe	\$55,702,269
Adjuncts/CLTs	\$19,966,000
Temps (e.g., CAs)	\$7,095,000
Subtotal (PS)	\$117,960,730
Other Expenses (e.g., energy, rent; central admin)	\$ 18,808,000
Other Than Personnel Services (OTPS) – 6%	\$7,600,000
Total	\$196,632,730

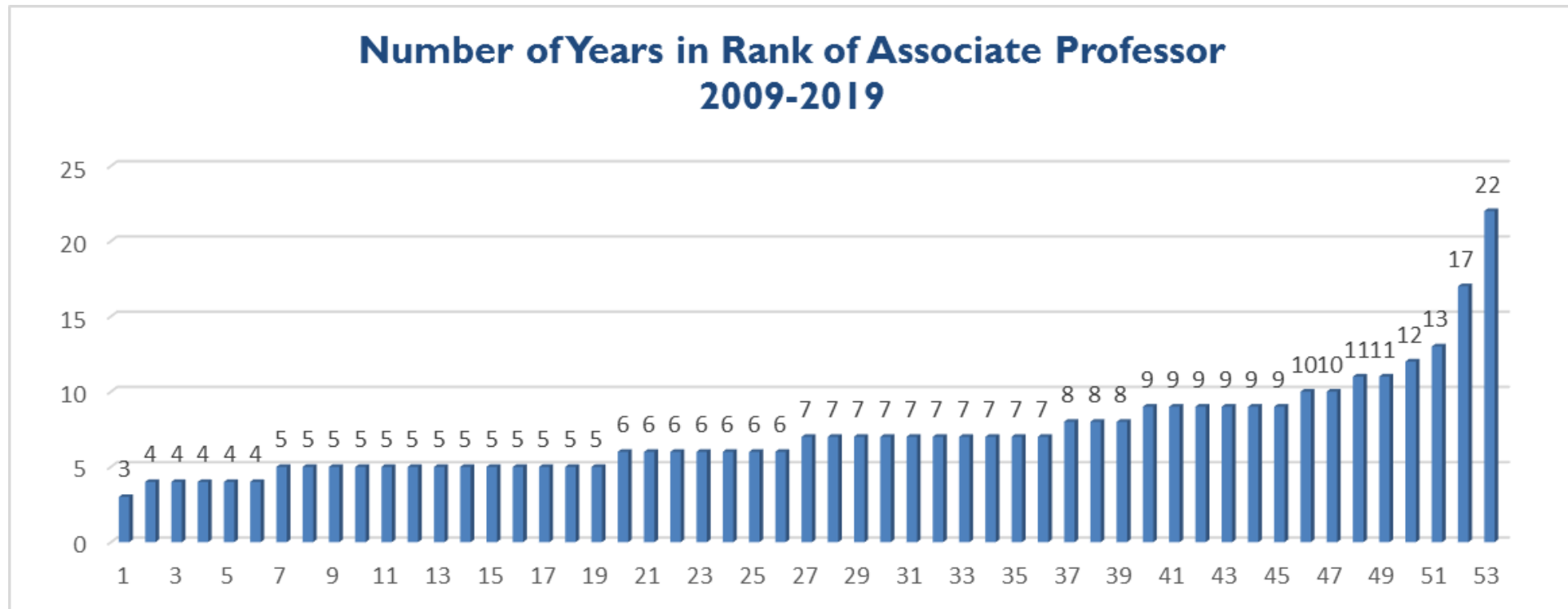
Useful Background Information: Faculty Personnel Process

Faculty Personnel Process Data - Success, 10 years



John Jay Time as Associate Professor: Past 10 years

- On average, it took **7.2 years** before being promoted to Full
- Average time in Associate rank for **Men** (n=30) = 7.7 years
- Average time in Associate rank for **Women** (n=23) = 6.6 years
- Average time for those hired **pre-2003** = 10.2 years vs. 6.7 for those post
- 67% of those who are promoted to Full Professor do so in 7 years or less



COACHE at John Jay 2019



INITIAL RESPONSES AFTER COACHE 2019

- Increased communication from President and Provost
 - Feedback on form of communication welcome (survey)
- Revamped College-wide communications
- Intensified commitment to diversified hiring
- Hiring a VP for Diversity, Equity, Compliance & Inclusion to lead campus-wide efforts to improve the climate
- Revitalizing Faculty & Staff meetings
 - Recognition and appreciation for long-term service
 - Building community

Things we learned from COACHE in 2019:

- What went up from 2015:
 - Nature of work: Research
 - Nature of work: Teaching
 - Mentoring
 - Promotion to Full (process; clarity, reasonable expectations, dept support)
- Best Aspects in 2019:
 - Geographic location
 - Quality of colleagues
 - Quality of undergraduate students

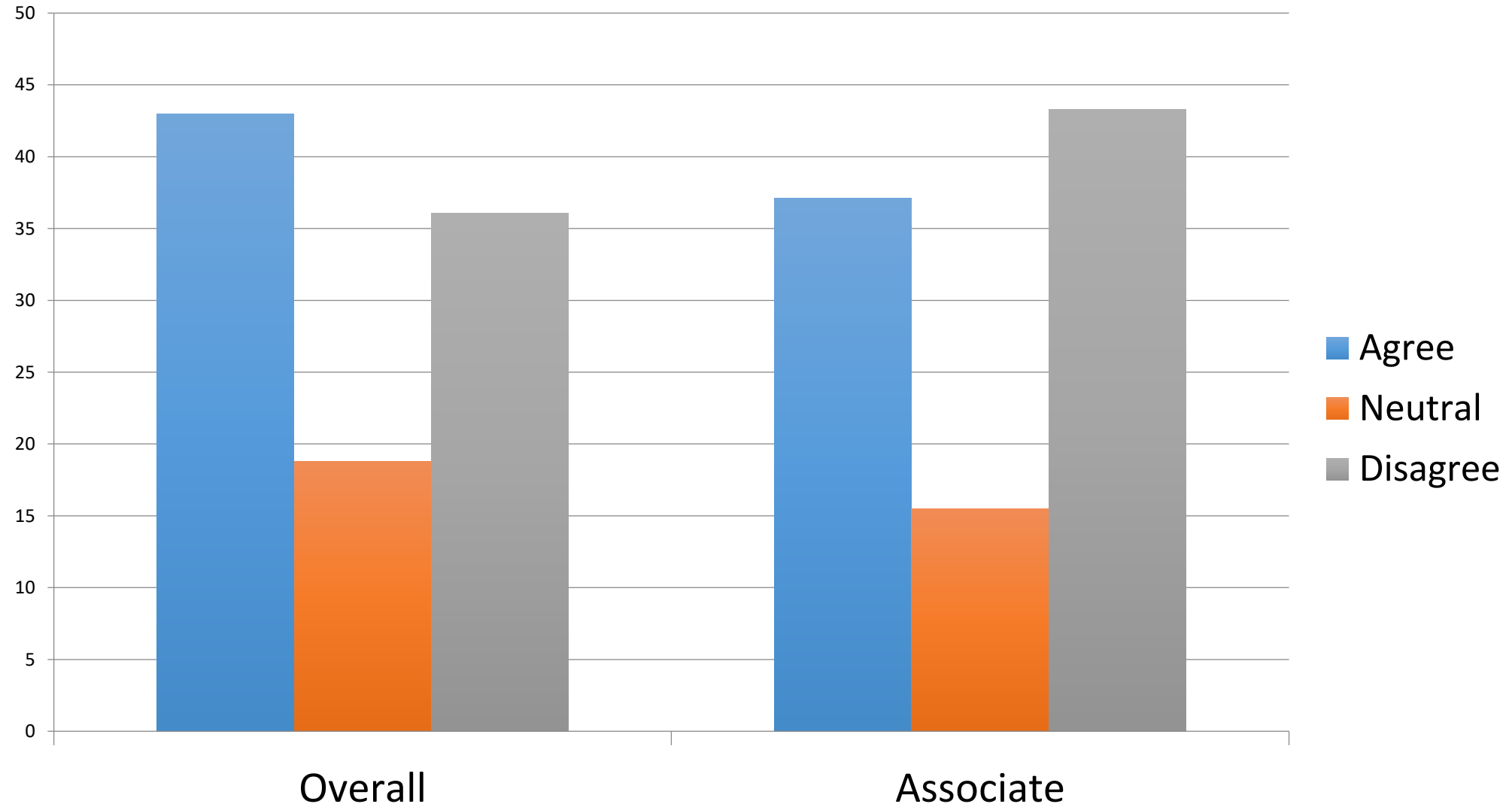
More things we learned from COACHE in 2019:

- What went down from 2015:
 - Tenure expectations, clarity (subgroup differences; whites, females lower)
 - Governance:
 - (a) understanding the issue at hand; (b) adaptability;
 - (c) productivity
- Worst Aspects in 2019:
 - Teaching load
 - Cost of living
 - Compensation
 - Too much service/too many assignments

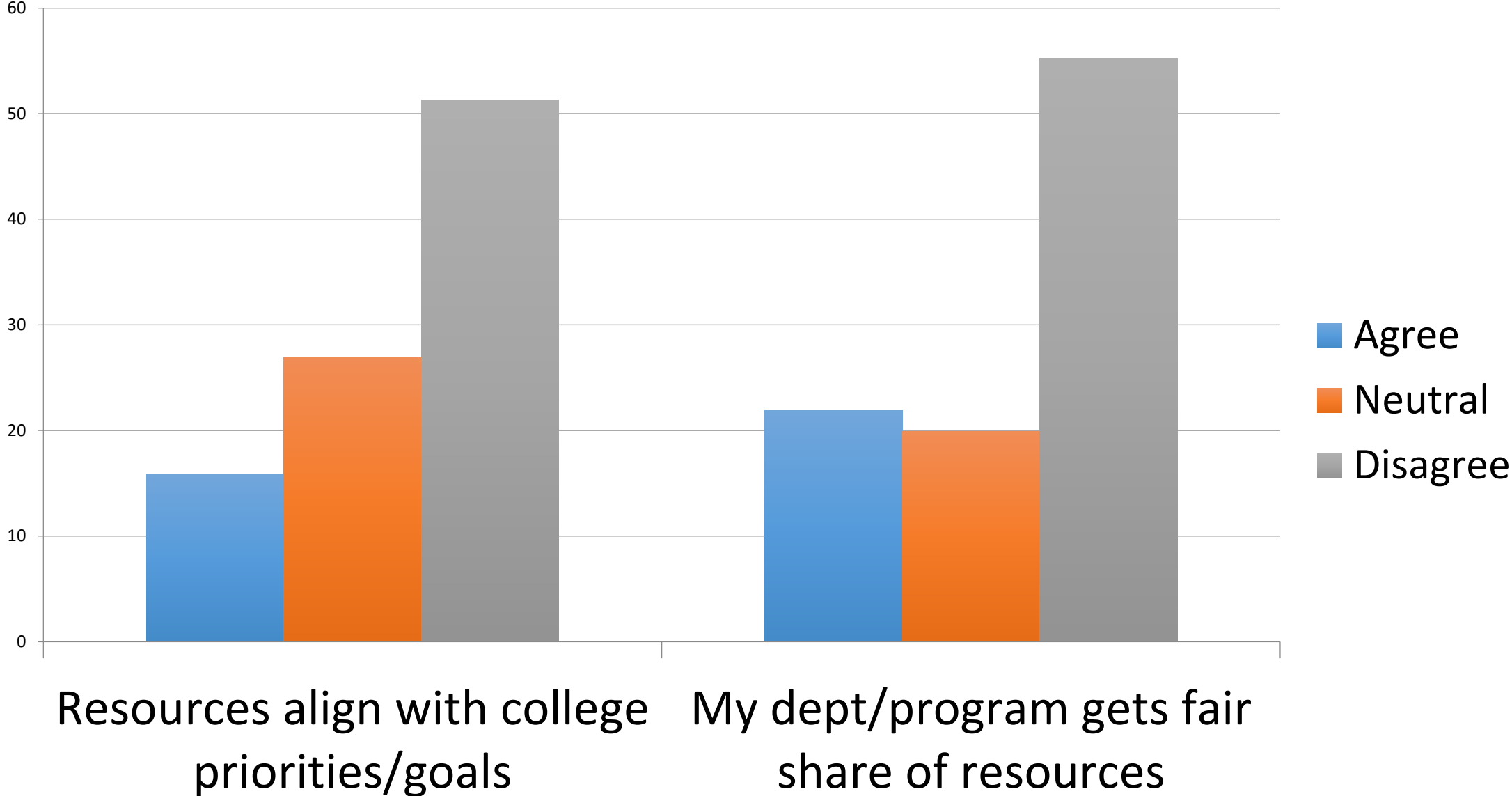
Comparative data:

- CUNY Comparisons – JJ ranks on benchmarks (bold > mean)
 - Top 4: **Research; Facilities & Work Resources; Interdisciplinary Work; Departmental Leadership**
 - Middle 3: Collaboration; **Mentoring; Division Leadership; Departmental Quality**
 - Bottom 4: Service; Teaching; Personal & Family Benefits; Health & Retirement Benefits; Tenure Policies; Tenure Clarity; Promotion; Senior Leadership; Faculty Leadership; Governance Trust; Governance Purpose; Governance Understanding; Governance Adaptability; Governance Productivity; Departmental Engagement; Departmental Collegiality; Appreciation & Recognition
- Those dissatisfied with Teaching Load or Salary were significantly less satisfied on most benchmarks (were not highly correlated with each other)

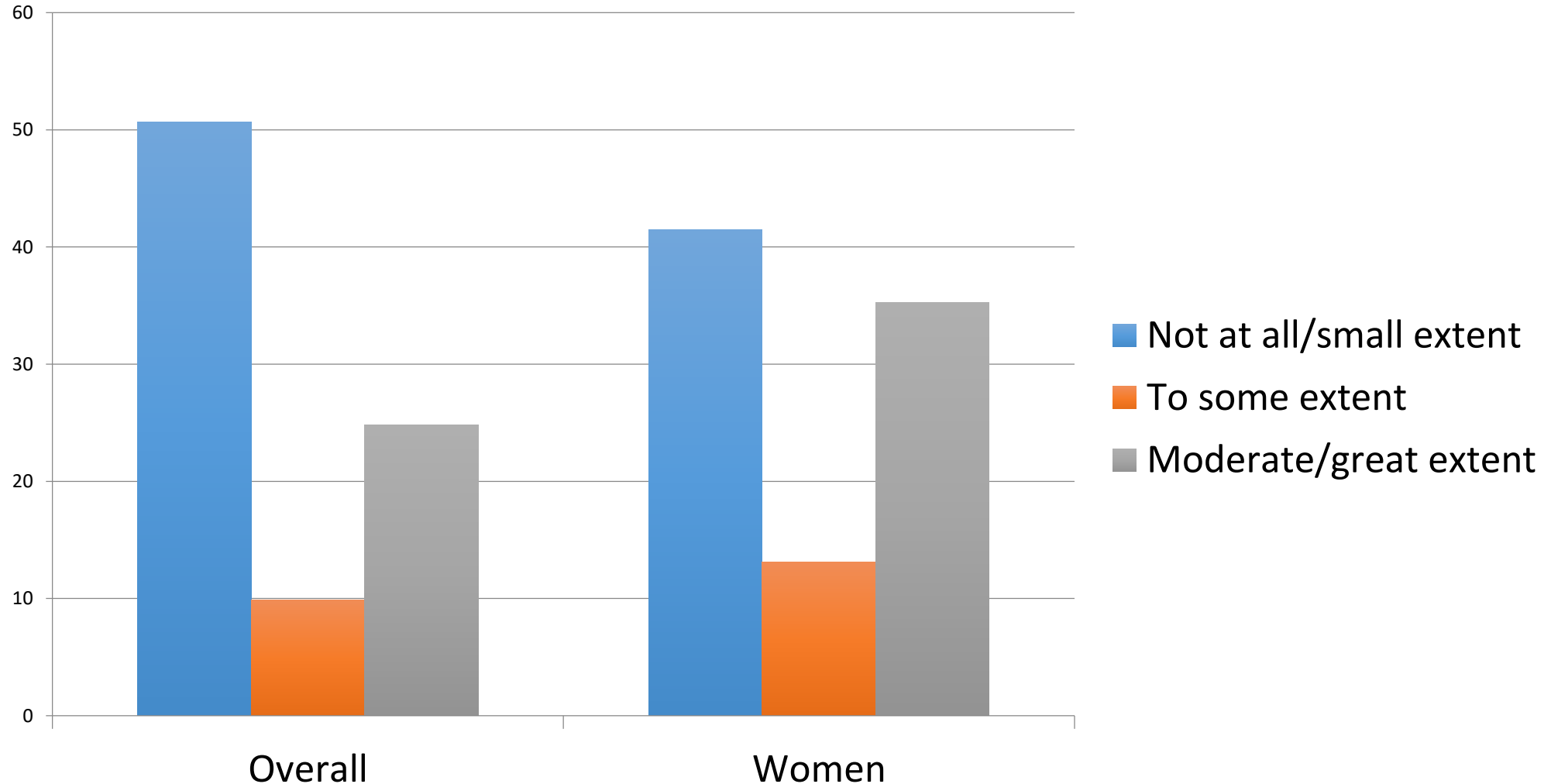
I have access to resources at my college to support my research, scholarship, and/or creative work



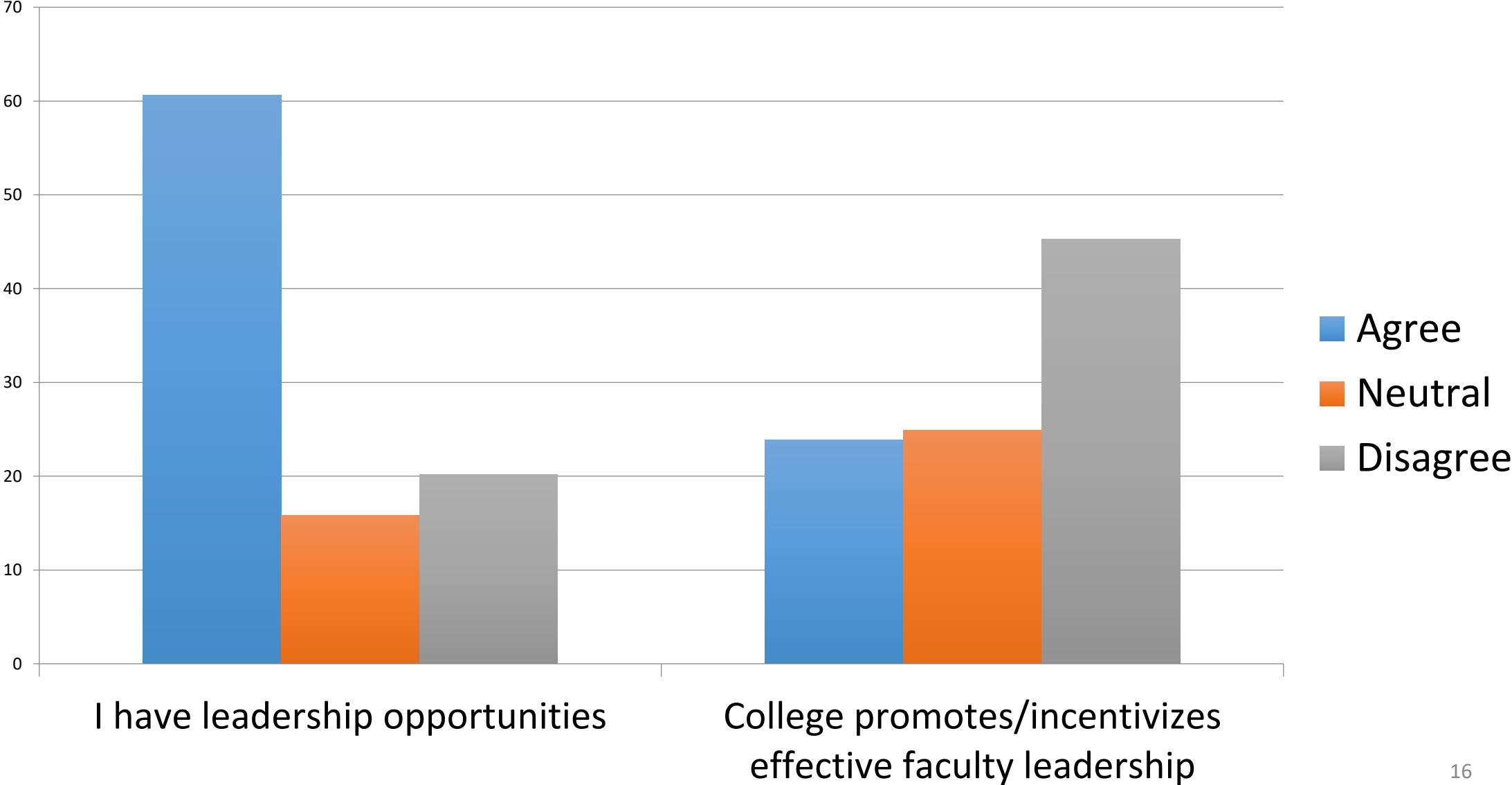
Resource alignment and fair distribution (stronger w/URM)



To what extent is there a culture at the institution that tolerates sexual or other faculty or staff misconduct?



Leadership opportunities & Effectiveness



Key Findings

- Satisfaction for underrepresented minority faculty, female faculty and associate professors continue to be lower in most areas
- Major themes:
 - Communication
 - Faculty Recognition (e.g., for meaningful service)
 - Clarity of the tenure process
 - Engagement
 - Truly shared governance and opportunity for faculty voice/engagement

Where do we go from here?

- Break into 4 topical discussion groups:
 - (1) COMMUNICATION
 - (2) RECOGNITION
 - (3) CLARITY OF THE TENURE PROCESS
 - (4) MEANINGFUL FACULTY ENGAGEMENT
- Discuss your topic for 15-20 minutes; feel free to move on to other topics as time permits
- Respond to your group's topical questions on the iPad
- Large group discussion: Share key points from topical groups

Thank you!

The COACHE Working Group

