

LISTENING, LEARNING, AND ACTING

Faculty Senate, September 2026

Office for Faculty Affairs



Connecting Faculty Feedback to Strategic Action

Reaching Higher establishes where the University of Arkansas is going.

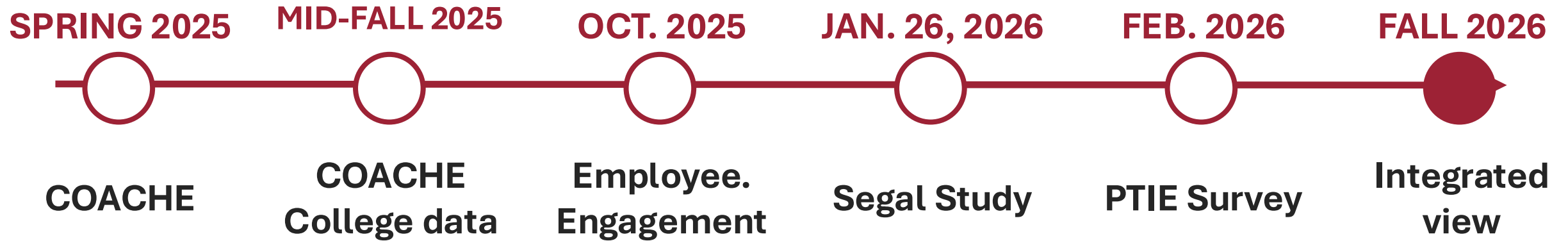


Faculty Affairs listens to faculty, works with the Provost to identify priorities, and translates feedback into actions that support Reaching Higher and 150 Forward.

CONTEXT

Why discuss COACHE in Fall 2026?

We chose to connect findings with action, not report results in isolation.



The added time produced a stronger evidence base: national benchmarking, college-level analysis, engagement data, faculty focus groups, and PTIE findings.

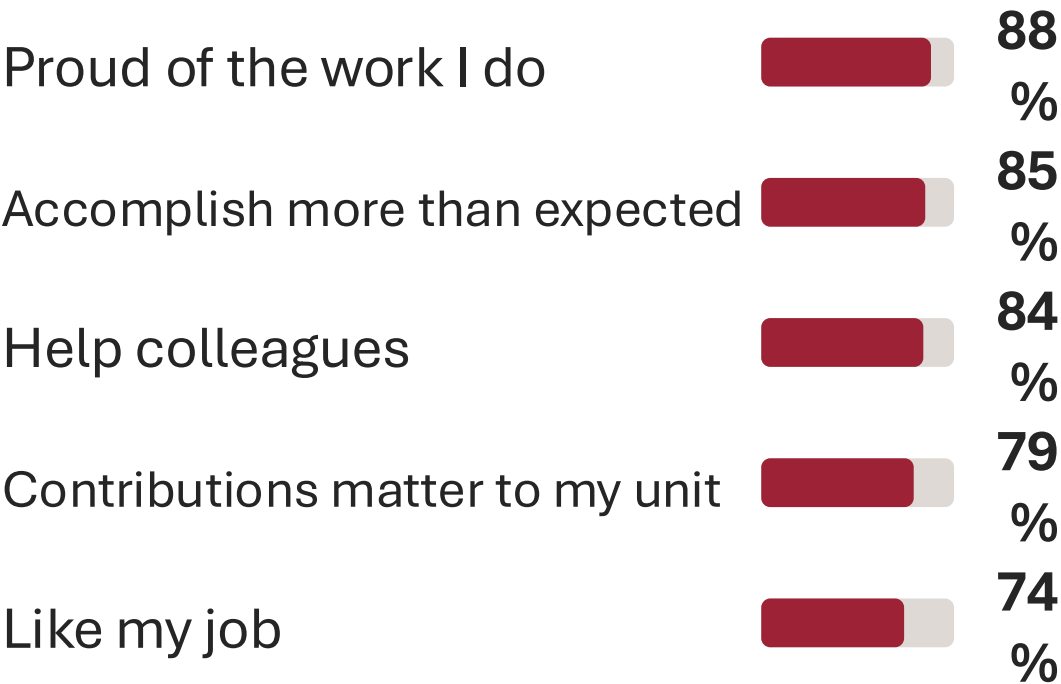
SHARED STRENGTHS

Start with what faculty value

COACHE

- Quality of colleagues
- Support from colleagues
- Academic freedom
- Northwest Arkansas location
- Relatively low cost of living

Employee Engagement



CROSS-SURVEY SYNTHESIS

The data converge around six priorities

1 Leadership, communication,
and trust

2 Evaluation, accountability,
and recognition

3 Career development and
mentoring

4 Workload and alignment

5 Resources and work
environment

6 Compensation and rewards

Different methods. Different moments. A remarkably consistent story.

PRIORITY 1 Leadership, communication, and trust

What we heard

Faculty want better communication, clearer expectations, fair evaluation, meaningful feedback, leadership consistency, climate of trust

How we are responding

- Expanded leadership development for chairs/heads:
Summer/Winter Institutes
Council of Chairs
Department Chairs/Heads Leadership Development Institute*
- Provost Faculty Resource Fellow
(Trusted Colleague and Presentations on Trust Building)*

What we Heard - Evaluation, Accountability, and Recognition

The shared concern

Faculty want consistency from peer review committees and evaluation systems that

- reflect actual workload assignments
- use consistent definitions of performance levels
- provide actionable feedback
- account for a range of activities
- recognize excellence
- **address underperformance**

Priority 2 - What We Are Doing: SEGAL and FACULTY PERFORMANCE FRAMEWORK

We are turning evaluation feedback into action

CLARITY

Developing common definitions of success and clearer performance levels.

Will propose revisions to APS 1405.11, especially annual evaluations, and require clear evaluation criteria in unit PDs

ALIGNMENT

Will provide guidance and workshops for how to conduct reviews to reflect variability of faculty assignments, better recognize faculty activities and connect to promotion and tenure.

GROWTH

Provide support to chairs/heads how to create actionable feedback, enhance recognition, mentor faculty into career success, and create accountability.

Provide support for peer review committees.

TIMELINE: End of FALL Semester

PRIORITY 3 What we heard

Career advancement, mentoring, recognitions

COACHE: Need for more/better mentoring & recognition.

Engagement Survey: Limited advancement & development support

Informal meetings with the Provost: Lack of Mentoring

How we are responding

ADVANCEMENT & MENTORING : Bridge Program • Peer Mentoring Circles • Provost's Fellow for Mentoring • Building the Bench • Full professors programming

RECOGNITIONS: Provost's Fellow for Honorific Awards • Building Honorific Awards Infrastructure, • New recognitions including Excel-AR

Advisory Councils Provide Continuous Feedback

Surveys provide important snapshots. Faculty advisory councils provide an ongoing channel for dialogue, input, and recommendations.

01

NON-TENURE TRACK ADVISORY COUNCIL

Full-time NTT faculty communicate challenges, advise Faculty Affairs on NTT needs, clarify existing policies, and explore policy recommendations.

[VIEW NTT COUNCIL](#)

02

FACULTY DEVELOPMENT ADVISORY COUNCIL

College representatives share professional development opportunities and provide input on changing faculty topics and needs. The council meets twice each semester.

[VIEW FACULTY DEVELOPMENT
COUNCIL](#)

Together, these councils help Faculty Affairs remain responsive between major survey cycles.



APPENDICES

Supporting Materials & Reference

Office for Faculty Affairs

From Listening to Action

Explore how we are responding through faculty and leadership programs, support resources, and learn more about project updates, and survey findings.

1

OFFICE FOR FACULTY AFFAIRS

Leadership & Faculty Development Programs,
Mentoring, Recognition, & Faculty Support.

[VISIT WEBSITE](#)

2

PERFORMANCE FRAMEWORK

Project information, timeline, FAQs, and
updates.

[VIEW PROJECT](#)

3

COACHE SURVEY RESULTS

2025 findings, strengths, priorities, and
action plans.

[VIEW RESULTS](#)

4

EMPLOYEE ENGAGEMENT SURVEY

Fall 2025 campus results and engagement
action planning.

[VIEW RESULTS](#)

Select a button to open the resource.

Reaching Higher

[VISIT REACHING HIGHER](#)

Explore the strategic plan and its three foundational pillars.



STUDENT SUCCESS

Unparalleled access to a holistic education that helps students grow, contribute, and thrive.

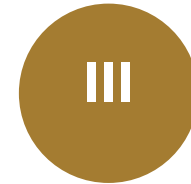
[EXPLORE STUDENT SUCCESS](#)



RESEARCH EXCELLENCE

Knowledge creation, scientific inquiry, creative works, and a sustainable research enterprise.

[EXPLORE RESEARCH EXCELLENCE](#)



EMPLOYER OF CHOICE

A workplace where employees are supported, can grow and advance, and can thrive.

[EXPLORE EMPLOYER OF CHOICE](#)

Student success, research excellence, and employer of choice remain the foundation for 150 Forward/Reaching Higher.

EVIDENCE BASE

Four listening channels, one clearer picture



COACHE – Faculty satisfaction survey

463 responses from 1,128 eligible faculty (41% RR)

SEGAL – Satisfaction with performance evaluations

109 participants in focus groups (134 invited)

ENGAGEMENT – How connected, supported, and committed employees feel

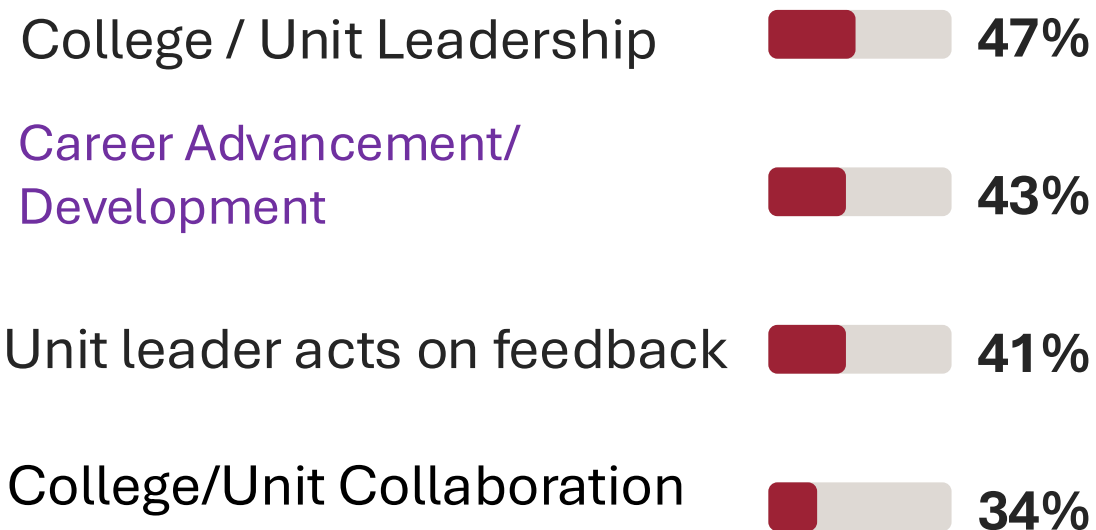
477 faculty out of 1850 (26% RR)

PTIE – Feedback promotion/tenure, innovation, & recognition

299 faculty out of 1275 (23% RR)

PRIORITY 1 Leadership, communication, and trust

What We Heard: Employee Engagement



What we heard

COACHE + SEGAL

Faculty seek clearer expectations, fair evaluation, meaningful feedback, leadership consistency, and recognition.

How we are responding

- Expanded leadership development for chairs/heads:
 - Summer/Winter Institutes
 - Council of Chairs
 - Department Chairs/Heads Leadership* Development
 - Provost Faculty Resource Fellow (Trust)*

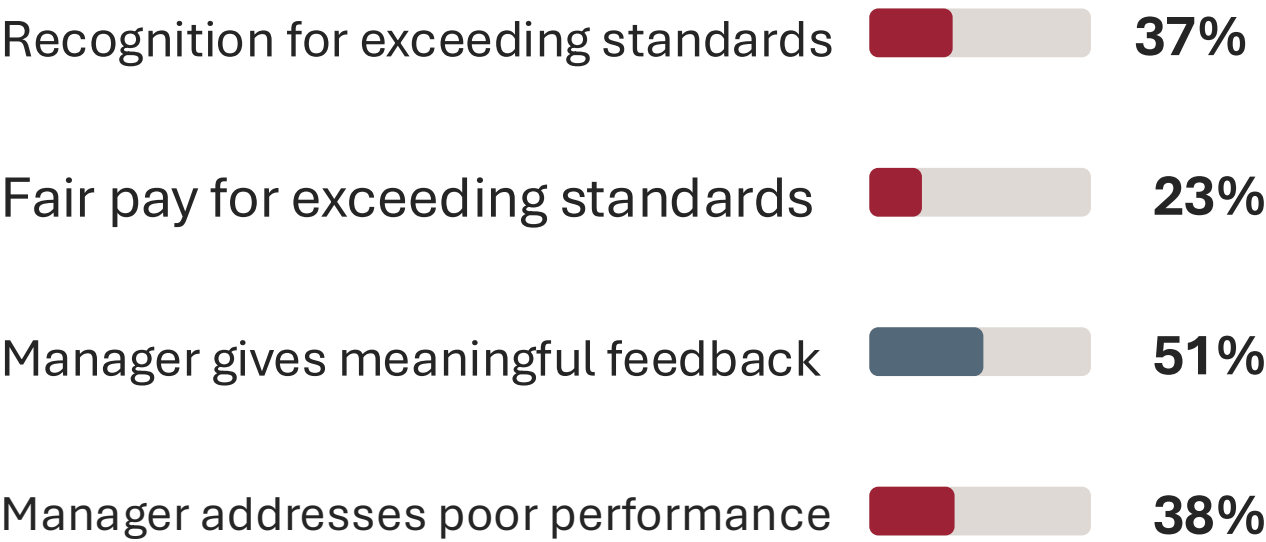
PRIORITY 2

What we Heard - Evaluation, Accountability, and Recognition

The shared concern

Faculty want evaluation systems that reflect actual assignments, use consistent definitions, provide actionable feedback, recognize excellence, and address underperformance and consistency from peer review committees.

Employee Engagement



Priority 2: Evaluation, accountability, and recognition

What we Heard: PTIE - outputs faculty most strongly want recognized

67%

Intellectual contributions describing I/E/T

53%

Technology-related grants and contracts

50%

Industry-sponsored research funding

47%

Patent applications issued

44%

Third-party awards for I/E/T activities

Evaluation must recognize high-quality contributions in multiple forms while preserving disciplinary flexibility.

PRIORITIES 4–6

Workload, resources, and compensation

54%

**find workload
reasonable**

COACHE and Segal
point to issues workload
and evaluation
alignment - NTT faculty

42%

**have needed
resources**

Faculty cite research
infrastructure and
administrative
barriers.

35%

**satisfied with
compensation**

Pay, merit,
compression, and
career stage remain
concerns.

PRIORITIES 4–6

Workload, resources, and compensation; How we are responding

54%

**find workload
reasonable**

New Performance
Framework
New Faculty Information
System
Assessing Faculty Workloads

42%

**have needed
resources**

Grant support &
administration
Space Study and Space
Director
Research Infrastructure
Director
Streamlining the IRB process

35%

**satisfied with
compensation**

Raises for Faculty
Higher Promotional Raises
Centrally Funded
Promotion Raises for
Instructors
Greater emphasis on merit-
pay