Implications and Faculty Support

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University of Pennsylvania
Philadelphia, PA
Implications for Both Studies for BI Community

- Increasing Relatedness by involvement in BI activities
- Increasing Volitional Autonomy
- Institutional Supports as they directly and indirectly affect Faculty Satisfaction
Institutional Supports and Faculty Satisfaction

• Sample COACHE survey items – support constructs
  • **Research support**: support your institution provides you for obtaining externally funded grants
  • **Work/life balance support**: balance between my professional life and my personal/family life
  • **Chair support**: satisfaction with department chair’s stated priorities
  • **Promotion & tenure support**: clarity of the promotion criteria (what things are evaluated) in my department
  • **Interdisciplinary support**: department understands how to evaluate interdisciplinary work
Institutional Supports and Faculty Satisfaction

- What types of BI support do faculty use and benefit from?

- Review the STEM Faculty Success Framework Themes (next slide)
STEM Faculty Success Framework Themes

- Administrative/Leadership Support
- Department Culture
- P&T Support
- Research Support
- Accessible Career-Life Balance Resources
- Recognition
- Using Data for Intentional Institutional Change
- Respect for the Integration of Professional and Personal Selves
Cross-Functional Support for Faculty Success

- Engaged scholarship $\leftrightarrow$ BI?
- BI $\leftrightarrow$ career-life balance?
- Leverage available supports
- Create new supports
- Needs of researchers

Broader Impacts

Engaged Scholarship

Career-Life Balance