COACHE Survey Results

Update to PDAD&C

February 5, 2014
The COACHE Survey

- Collaborative on Academic Careers in Higher Education
- Harvard Graduate School of Education
- Consortium of > 200 institutions
- Online survey to assess how faculty at different career stages experience academic work life
Survey Themes

- Nature of Work (Research, Teaching, Service)
- Collaboration & Interdisciplinary Work
- Departmental Culture
- Tenure, Promotion & Mentoring
- Policies & Benefits
- Leadership
Questions

- How do faculty at different career stages experience academic work life at this institution?
- How do their experiences compare to those of faculty at peer institutions?
- Do their experiences differ by rank and gender?
- What policies or practices are associated with high levels of faculty satisfaction and vitality?
Other Institutions

- 81 participating institutions
- Peer Institutions
  - University of North Carolina – Chapel Hill
  - University of Virginia
  - University of California – Davis
  - Indiana University – Bloomington
  - State University of New York – Stony Brook
Highlights

• Overall Satisfaction
• Autonomy
• Departmental Culture
• Areas for Improvement
Overall Satisfaction
(4.12 MEAN SCORE)

78.9%

OF FACULTY SAID, IF THEY HAD TO DO IT AGAIN THEY WOULD SELECT U OF T

70.6%
(4.04 MEAN SCORE)

78.6%

OF FACULTY SAID THEY WERE SATISFIED WITH U OF T AS A PLACE OF WORK
Autonomy
(4.59 mean score) 94.5% of faculty said they were satisfied with the influence they have over the focus of their research and scholarly work.
91.9% (4.47 mean score) of faculty said they were satisfied with their discretion over course content.
Compensation
Faculty expressed satisfaction with compensation and benefits

(MEAN 3.98)
79.4% compensation

(MEAN 4.03)
82.5% benefits for self and family

Peers:
46.2% compensation

62.0% benefits for self and family

Only 7% of U of T faculty stated that salary was the one thing they would change compared to 20% of peers
Department Culture
I am satisfied with my department as a place to work (Mean 4.05) 77.9% satisfaction (Top peer mean 3.91) Peers: 72.5%

On the whole, my department is collegial (Mean 4.01) 78.4% satisfaction (Top peer mean 4.14) Peers: 78.1%
48% OF FACULTY INDICATED THAT ONE OF THE BEST THINGS ABOUT WORKING AT U OF T WAS THE QUALITY OF THEIR COLLEAGUES
Faculty said they were satisfied with the intellectual vitality of

Pre-Tenure Faculty in their Department
(Mean 4.28)
88.0%
(Top Peer Mean 3.67)
Peers: 82.7%

Tenured Faculty in their Department
(Mean 4.04)
79.5%
(Top Peer Mean 4.04)
Peers: 72.5%
SCHOLARLY PRODUCTIVITY OF PRE-TENURE FACULTY

(MEAN 4.21)
86.7%
SATISFACTION

(TOP PEER MEAN 4.19)
PEERS: 80.0%

SCHOLARLY PRODUCTIVITY OF TENURED FACULTY

(MEAN 3.99)
77.7%
SATISFACTION

(TOP PEER MEAN 4.07)
PEERS: 69.5%
DEPARTMENT CULTURE

SUCCESSFUL AT ADDRESSING SUBSTANDARD PERFORMANCE
- UofT POSITIVE: 19%
- PEER POSITIVE: 24%

COLLEAGUES HELP WITH WORK/LIFE BALANCE
- UofT POSITIVE: 53%
- PEER POSITIVE: 56%

MEETINGS OCCUR AT TIMES THAT ARE COMPATIBLE WITH MY PERSONAL/FAMILY NEEDS
- UofT POSITIVE: 75%
- PEER POSITIVE: 77%
TENURE

<table>
<thead>
<tr>
<th>Category</th>
<th>% Positive</th>
<th>2007 Positive</th>
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<tbody>
<tr>
<td>Clarity of Expectations: Scholar &amp; Teacher</td>
<td>81.9%</td>
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<tr>
<td>Tenure Decisions are Performance Based</td>
<td>80.8%</td>
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<tr>
<td>Consistency of Messages about Tenure</td>
<td>56.3%</td>
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<tr>
<td>Clarity of Tenure Standards in Department</td>
<td>56.2%</td>
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<td>43.5%</td>
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FORMAL FEEDBACK ON PROGRESS TOWARD

TENURE
18% NO
77% YES

PROMOTION
73% NO
22% YES
Areas for Improvement
PROMOTION

DEPARTMENT CULTURE ENCOURAGES PROMOTION (7% DON'T KNOW)
- UofT POSITIVE: 62%
- PEER POSITIVE: 74%

CLARITY OF THE TIMEFRAME FOR PROMOTION
- UofT POSITIVE: 53%
- PEER POSITIVE: 65%

MY SENSE OF WHETHER OR NOT I WILL BE PROMOTED
- UofT POSITIVE: 39%
- PEER POSITIVE: 50%
MENTORING

EFFECTIVENESS OF MENTORING WITHIN DEPARTMENT (13% HAVE NOT RECEIVED)

- UofT POSITIVE: 48%
- PEER POSITIVE: 49%

EFFECTIVE MENTORING OF PRE-TENURE FACULTY (8% DON’T KNOW)

- UofT POSITIVE: 49%
- PEER POSITIVE: 51%

EFFECTIVE MENTORING OF ASSOCIATE PROFESSORS (9% DON’T KNOW)

- UofT POSITIVE: 16%
- PEER POSITIVE: 25%

BEING A MENTOR IS FULFILLING

- UofT POSITIVE: 82%
- PEER POSITIVE: 83%

HOW IMPORTANT IS HAVING A MENTOR IN YOUR DEPARTMENT

- UofT POSITIVE: 79%
- PEER POSITIVE: 80%
FACILITIES AND WORK RESOURCES

59.8%
SATISFACTION WITH LAB/STUDIO SPACE
PEERS: 58.9%

58.6%
SATISFACTION WITH EQUIPMENT
PEERS: 59.3%

54.8%
SATISFACTION WITH COMPUTING AND IT SUPPORT
PEERS: 61.7%

51.8%
SATISFACTION WITH CLERICAL AND ADMINISTRATIVE SUPPORT
PEERS: 48.8%
I AM SATISFIED WITH THE COMMUNICATION OF PRIORITIES BY

(MEAN 3.60) 61.5% CHAIR
PEERS: 64.5%

(MEAN 3.10) 42.9% DEAN
PEERS: 41.1%

(MEAN 2.99) 36.0% PROVOST
PEERS: 38.6%

(MEAN 3.08) 34.9% PRESIDENT
PEERS: 45.4%
Next Steps
Questions?