COACHE Survey Results
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
Overview

- Overall Satisfaction
- Autonomy
- Departmental Culture
- Compensation
- Tenure & Promotion
- Areas for Improvement
  - Mid-career faculty
  - Mentoring
  - Facilities and work resources
  - Communication
Overall Satisfaction
70.6%
4.04 TOP PEER MEAN

(4.12 MEAN SCORE)

78.9%
OF FACULTY SAID, IF THEY HAD TO DO IT AGAIN THEY WOULD SELECT U OF T
3.95 TOP PEER MEAN

68.7%

(4.04 MEAN SCORE)

78.6%

OF FACULTY SAID THEY WERE SATISFIED WITH U OF T AS A PLACE OF WORK
Autonomy
OF FACULTY SAID THEY WERE SATISFIED WITH THE INFLUENCE THEY HAVE OVER THE FOCUS OF THEIR RESEARCH AND SCHOLARLY WORK.
91.6% 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: 3.31 TOP MEAN
PEERS: 4.03 TOP MEAN

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%
TENURE

CLARITY OF EXPECTATIONS: SCHOLAR & TEACHER
- % POSITIVE 2012: 81.9%
- % POSITIVE 2007: 63.5%

CLARITY OF TENURE STANDARDS IN DEPARTMENT
- % POSITIVE 2012: 56.2%
- % POSITIVE 2007: 43.5%

CONSISTENCY OF MESSAGES ABOUT TENURE
- % POSITIVE 2012: 56.3%
- % POSITIVE 2007: 58.4%

TENURE DECISIONS ARE PERFORMANCE BASED
- % POSITIVE 2012: 80.8%
- % POSITIVE 2007: 74.8%
FORMAL FEEDBACK ON PROGRESS TOWARD

18% NO
77% YES

TENURE

73% NO
22% YES

PROMOTION
ASSOCIATE PROFESSOR PROMOTIONS

DEPARTMENT CULTURE ENCOURAGES PROMOTION
- UofT POSITIVE: 45%
- PEER POSITIVE: 59%

CLARITY OF THE TIMEFRAME FOR PROMOTION
- UofT POSITIVE: 32%
- PEER POSITIVE: 46%

MY SENSE OF WHETHER OR NOT I WILL BE PROMOTED
- UofT POSITIVE: 39%
- PEER POSITIVE: 50%
Areas for Improvement
NATURE OF WORK: RESEARCH

- Assistant: 3.8
- Associate: 3.73
- Professor: 3.96

NATURE OF WORK: SERVICE

- Assistant: 3.61
- Associate: 3.42
- Professor: 3.64

NATURE OF WORK: TEACHING

- Assistant: 3.46
- Associate: 3.14
- Professor: 3.45
Satisfaction with Balance among Teaching, Research, and Service Activities

- 52% Associate Professors
- 63% Assistant Professors
- 67% Full Professors
MENTORING

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%

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%
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

Bulletin Articles:

– Tenure-Stream Faculty: Very Satisfied with U of T and Value Autonomy
– Collegial Department Raises Satisfaction and Morale for Tenure-Stream Faculty
– Supporting Faculty Career Advancement
– Working at U of T – Research, Teaching & Service

Coming in the next weeks:

– Appreciation and Recognition, Collaboration and Interdisciplinary Work
– Leadership
– Benefits and Family Policies

Web link: http://www.faculty.utoronto.ca/reports/coache-2012/
Questions?