

COACHE Faculty Job Satisfaction Survey

UC Davis Faculty Town Hall
Presentation of Summary Results

Collaborative on Academic Careers in Higher Education (COACHE)

• Organization

- A research initiative and membership organization
- Based at the Harvard Graduate School of Education
- Organizing principal: best practices in higher education begins with sound data
- Membership = 3 years

• Research

- Data from faculty at over 200 postsecondary institutions, some for multiple years



Collaborative on Academic Careers in Higher Education (COACHE)

- COACHE Faculty Job Satisfaction Survey

- Survey instrument is designed specifically for tenure-stream faculty

- Measures the faculty population's

- levels of engagement in teaching, research, and service
 - satisfaction with the terms and conditions of their employment
 - satisfaction with work experiences and work environment

- Differs from the UC Climate survey in scope and purpose

- COACHE:

- faculty-specific and comprehensive of multiple dimensions of faculty worklife
 - focused on career/work satisfaction
 - questions covered many specific issues shown in nationwide studies to influence career satisfaction for postsecondary faculty

- Overlaps with the UC Climate survey in one area

- UC Davis custom questions added to COACHE:

- focus on faculty perceptions of equity and discrimination

COACHE Survey at UC Davis

- UC Davis ADVANCE + Provost's support
 - Tool for development and evaluation of programs
 - In the field November 2012 – February 2013
 - Plan to participate in COACHE survey in the future as a follow-up
- Population = Faculty who are:
 - Full-time
 - Pre-tenure or tenured
 - Not hired in current year (new hires are unable to answer many survey questions)
 - Not in terminal year after being denied tenure
 - Not in a senior administrative position, e.g., Dean, Assistant Dean, Associate Provost (but chairs were included)
 - Not clinical faculty, e.g., in Medicine, Dentistry, Nursing, Pharmacy

COACHE Survey at UC Davis

- Data Overview

- Descriptive results – Allow comparison of UC Davis faculty to:

1. The full cohort = all faculty who participated in the 2012-13 survey

- 41,634 faculty respondents
- 95 universities and colleges

2. A set of 5 peer institutions that we identified from among the participants

- Indiana University - Bloomington
- Johns Hopkins University
- Purdue University
- University of North Carolina – Chapel Hill
- University of Virginia

3. Among UC Davis faculty respondents by gender, race/ethnicity and rank

- Full dataset of faculty responses

- Allows for on-going and customized analysis of the survey data
 - Subject to restrictions on access and best-practices
 - Descriptive reports have been distributed to the Dean of each college/school

COACHE Survey at UC Davis

- Results

- Population = 1,358

- Response rate = 46% = 629 faculty respondents

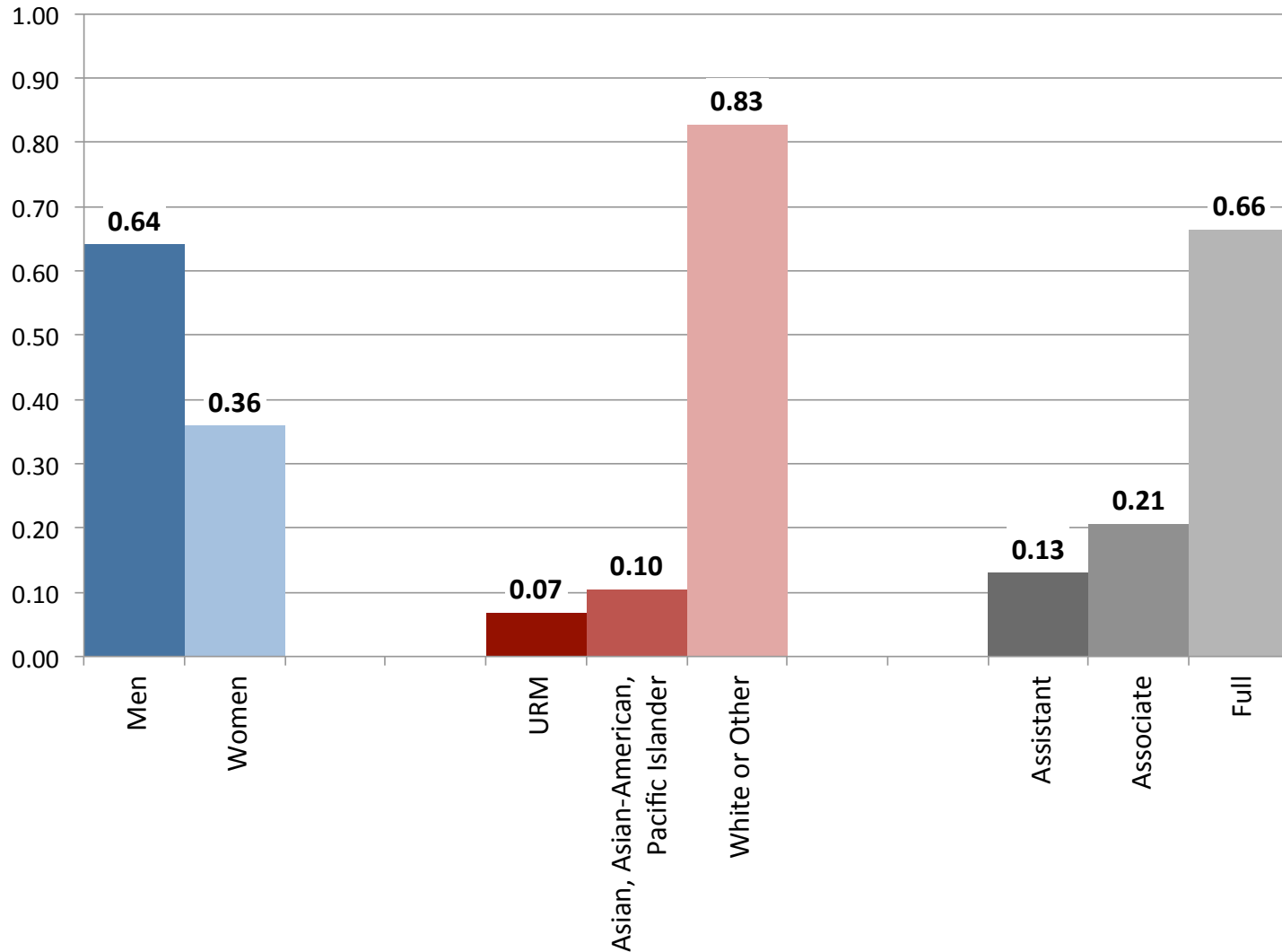
- Higher among pre-tenure (59%) than tenured (45%) faculty
 - Higher among associate (52%) than full (43%) professors
 - Higher among women (56%) than men (42%)
 - Higher among white faculty (50%) than faculty of color (37%)

- Sample Sizes

- Agriculture = 103
 - Biological Sciences = 48
 - Education = 8
 - Engineering = 65
 - Law = 12
 - Ls: HArCS = 89
 - Ls: Math/Phy Sci = 83
 - Ls: Soc Sci = 108
 - Management = 10
 - Medicine = 64
 - Veterinary Medicine = 39
 - Female = 242
 - Male = 387
 - URM = 47
 - Asian/Asian American = 71
 - White = 511
 - Assistant = 82
 - Associate = 151
 - Full = 396

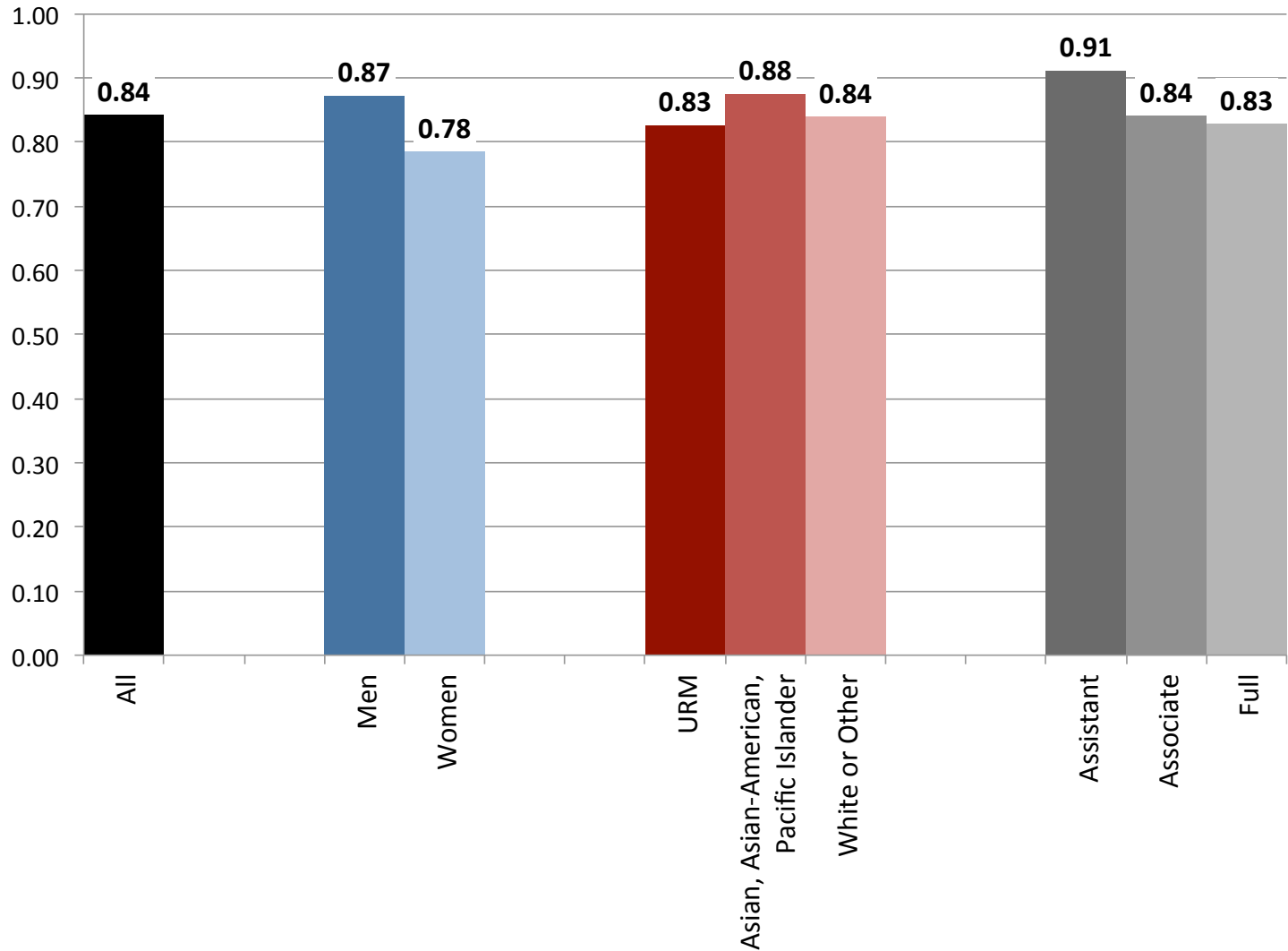
COACHE demographic variables: Characteristics of UC Davis faculty

Proportionate representation among the survey respondents:



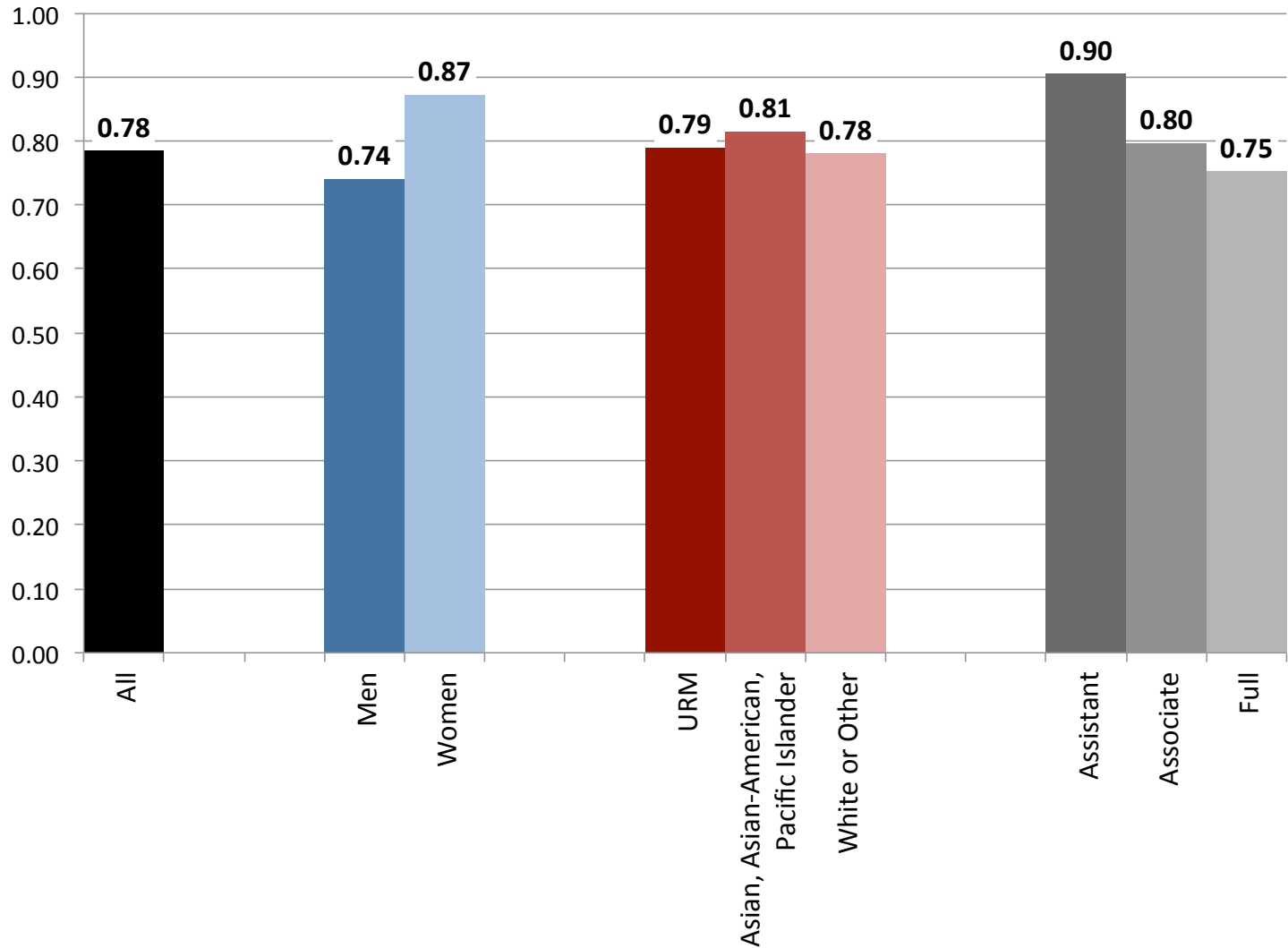
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion married/partnered:



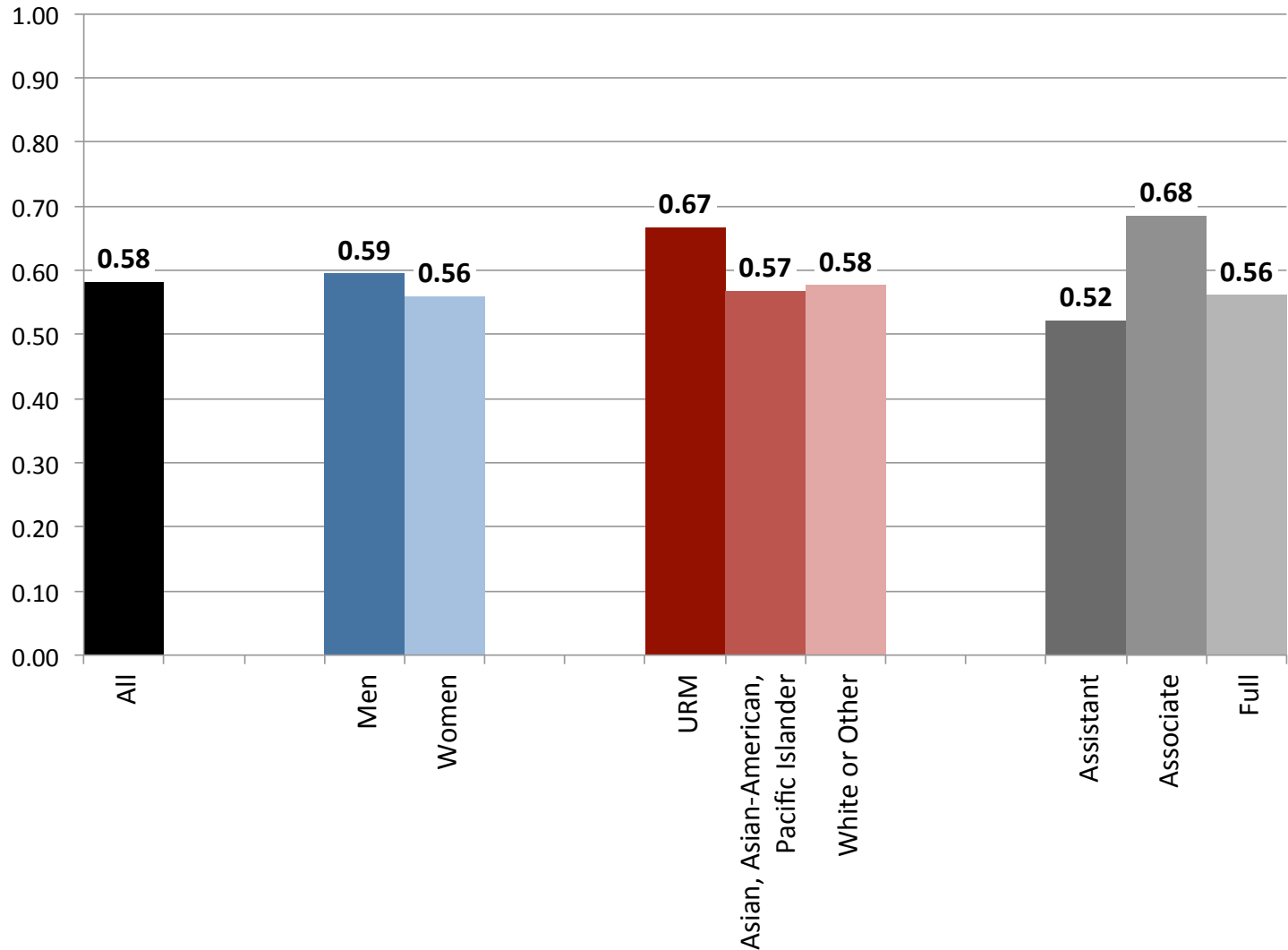
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion in **dual-earner couples** (among the married/partnered):



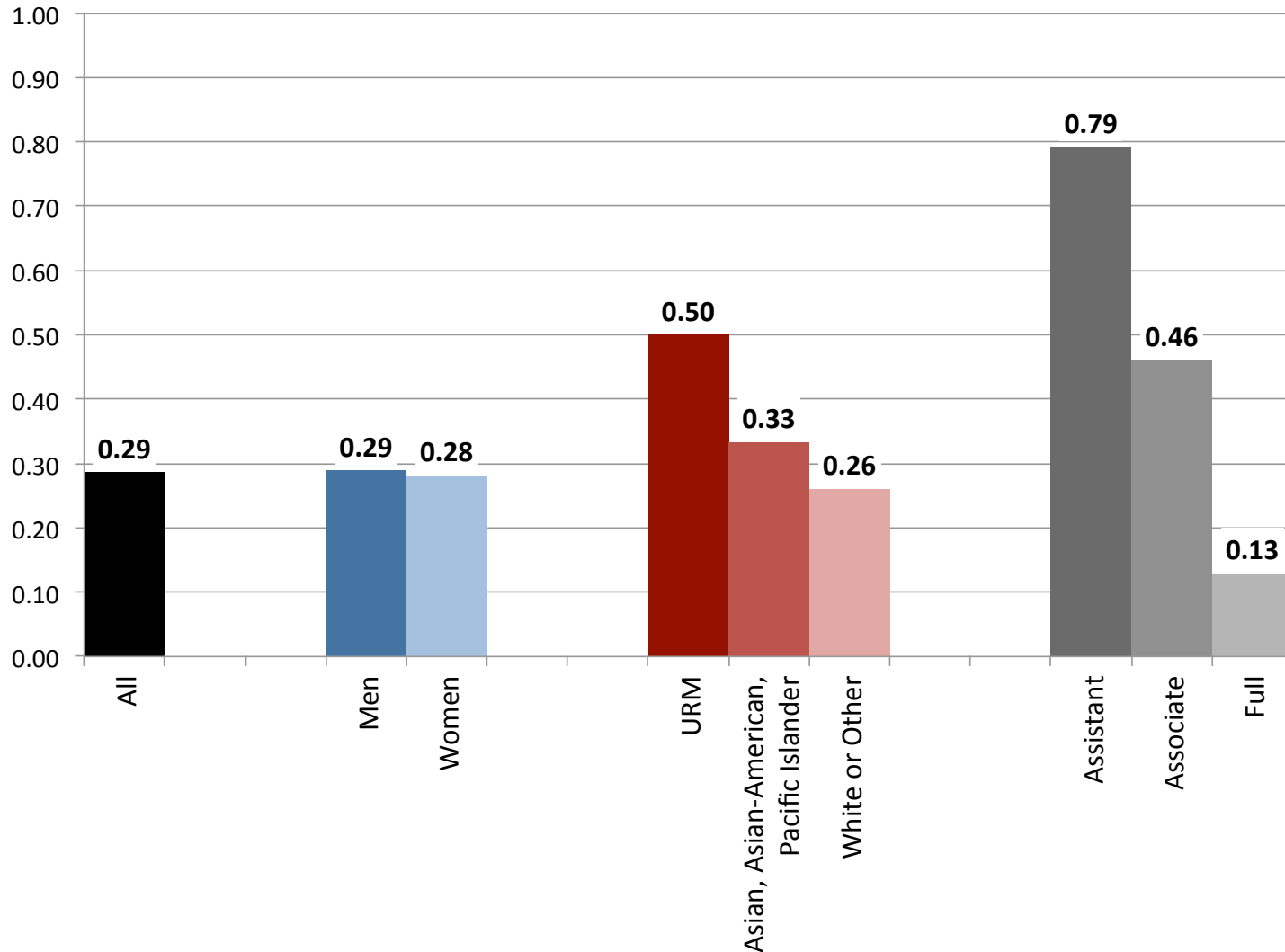
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion who have **dependent children**:



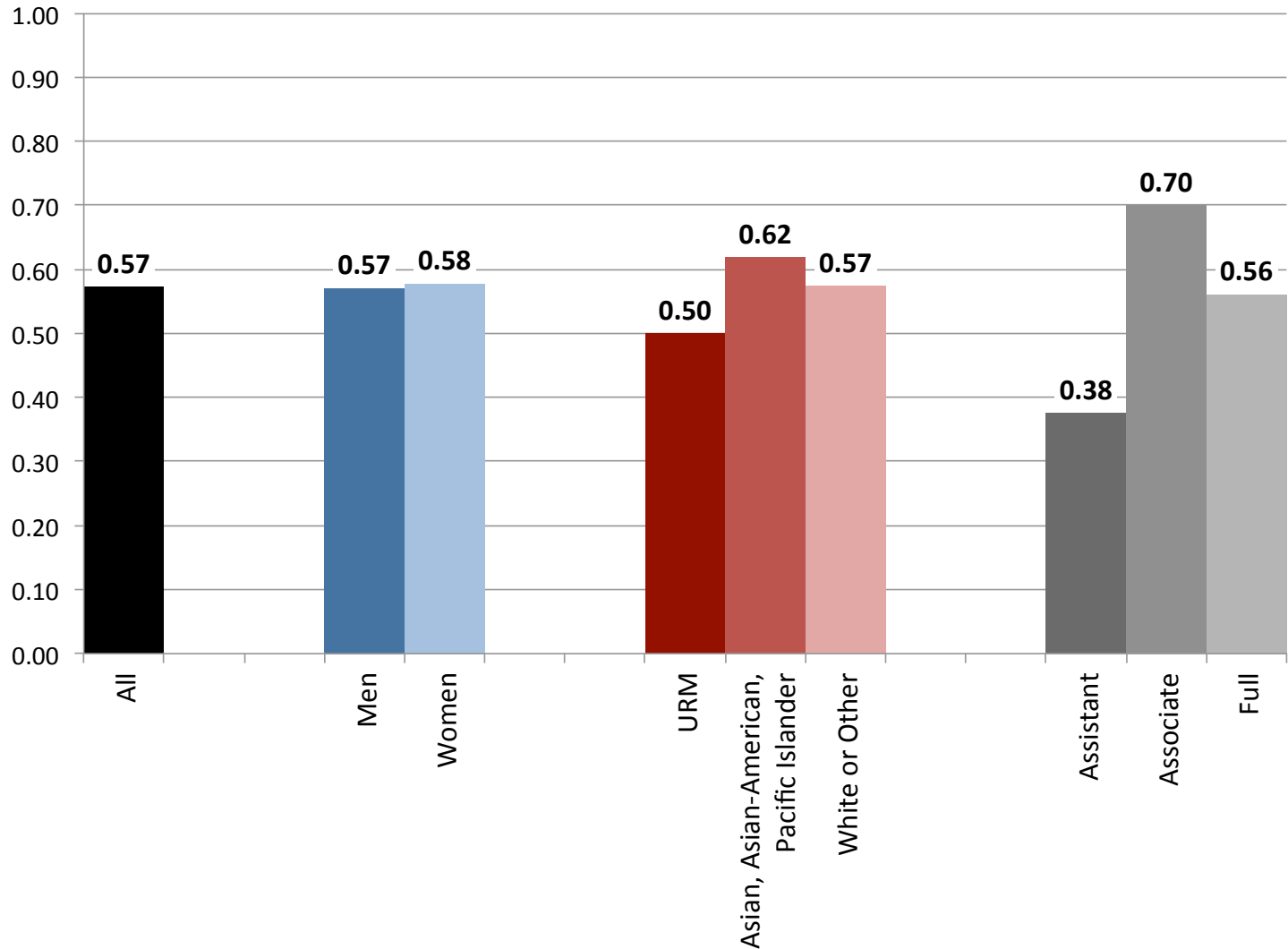
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion who have **preschool-aged children**:



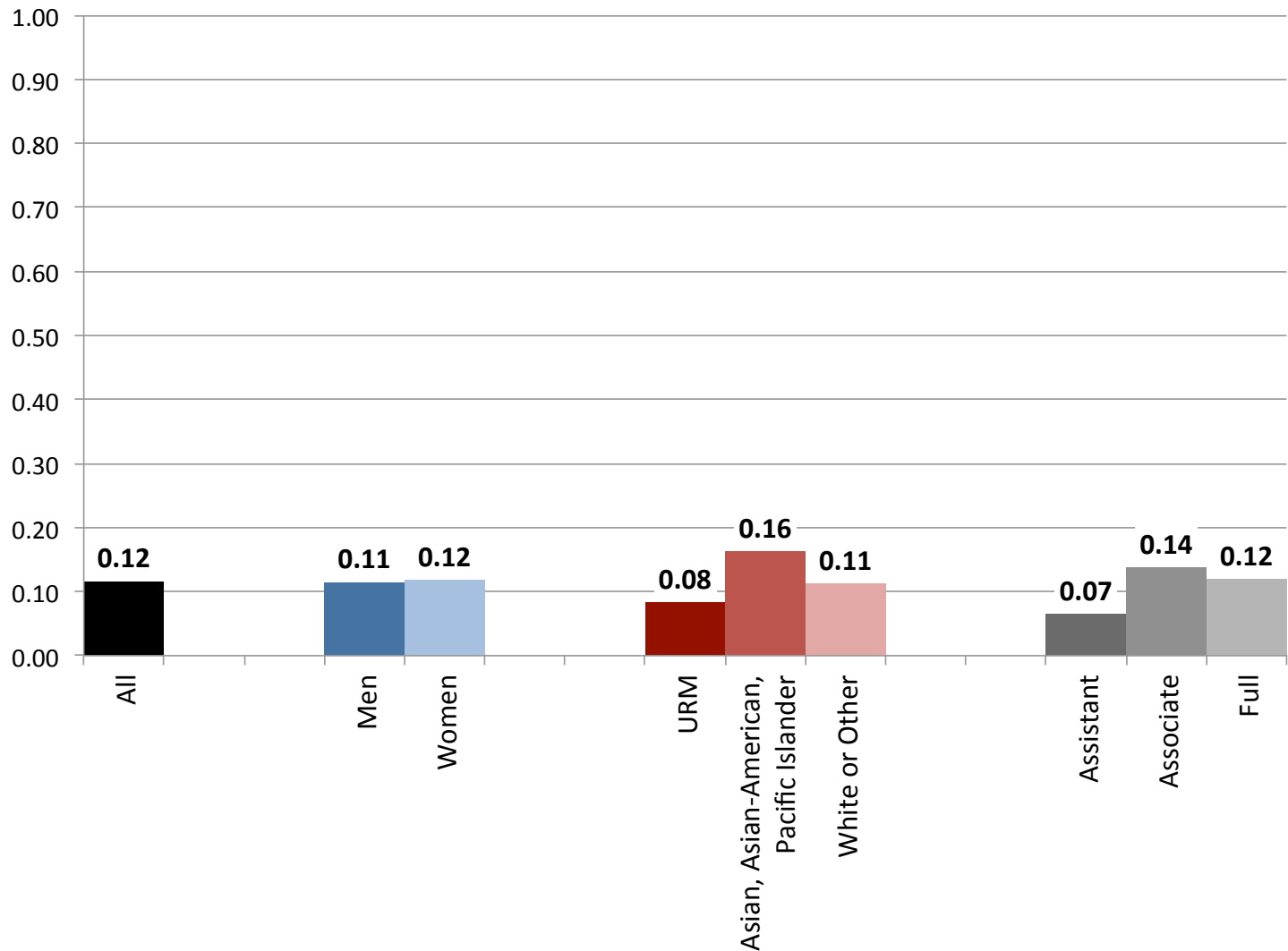
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion who have **school-aged children**:



COACHE demographic variables: Characteristics of UC Davis faculty

Proportion who have **adult dependents**:



COACHE Benchmark Indicators of faculty satisfaction

- Multi-item scales of faculty satisfaction
 - Combination of individual survey items measured on a 5-point scale
 1. Strongly disagree / Very dissatisfied
 2. Somewhat disagree / Dissatisfied
 3. Neither agree nor disagree / Neither satisfied nor dissatisfied
 4. Somewhat agree / Satisfied
 5. Strongly agree / Very satisfied

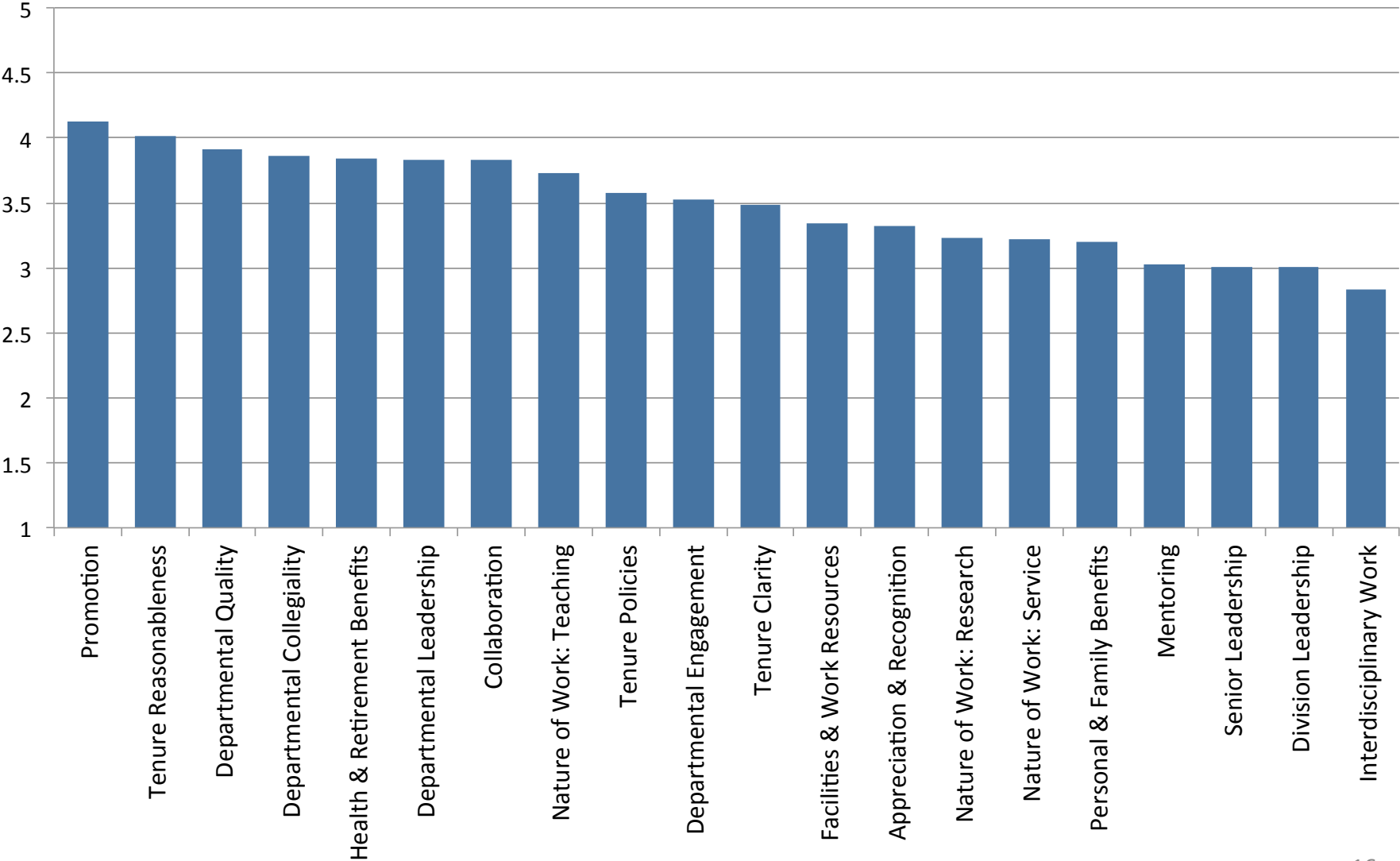
Example: Interdisciplinary Work benchmark

- Budget allocations encourage interdisciplinary work.
- Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.
- Interdisciplinary work is rewarded in the merit process. [Tenured only]
- Interdisciplinary work is rewarded in the promotion process. [Tenured only]
- Interdisciplinary work is rewarded in the tenure process. [Pre-tenure only]
- My department understands how to evaluate interdisciplinary work.

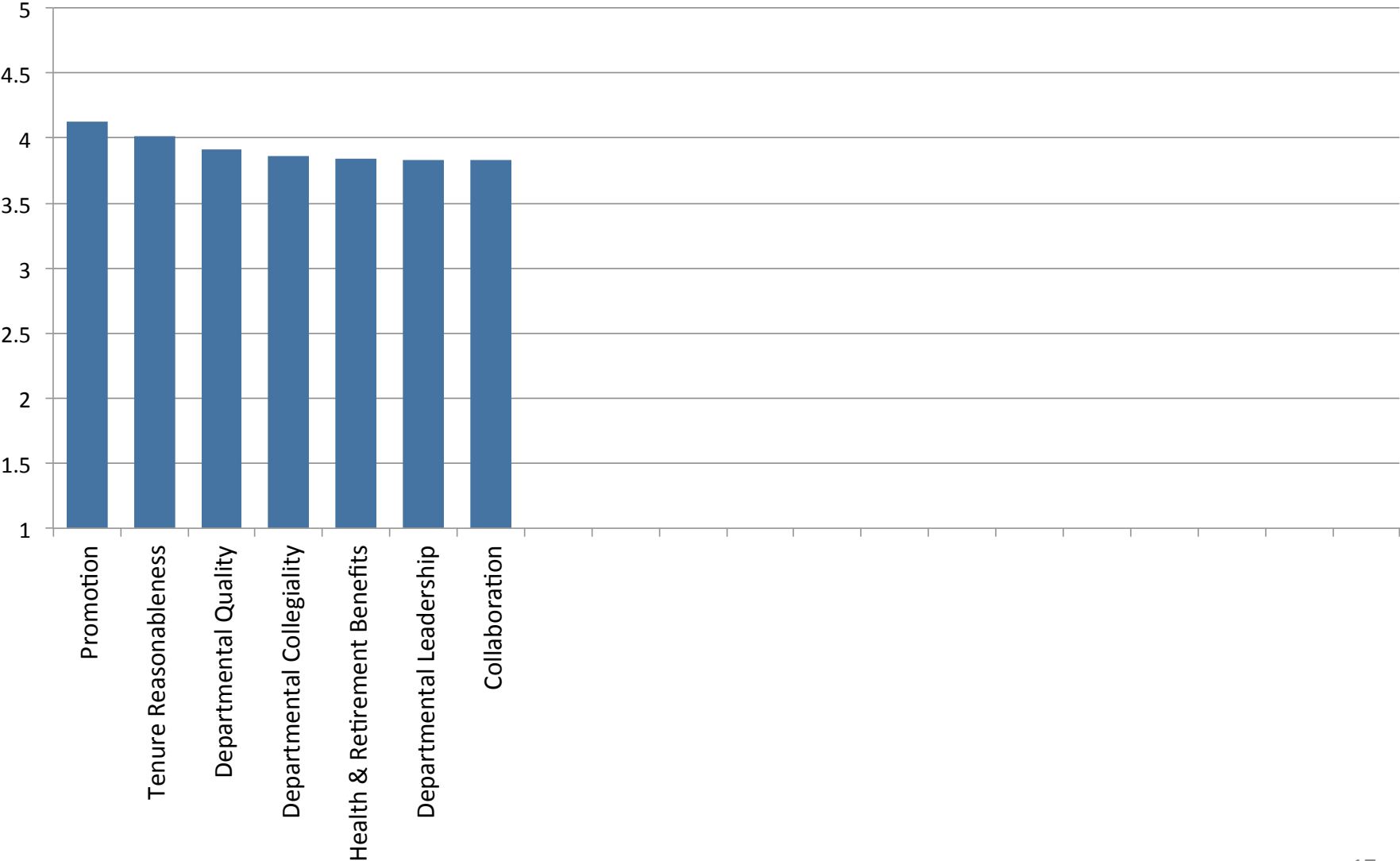
COACHE Benchmark Indicators of faculty satisfaction

- 20 Benchmark, i.e., multi-item scales, of faculty satisfaction
 - Nature of the Work - Research
 - Nature of the Work - Teaching
 - Nature of the Work - Service
 - Facilities and Work Resources
 - Personal and Family Policies
 - Health and Retirement Benefits
 - Interdisciplinary Work
 - Collaboration
 - Mentoring
 - Tenure Policies
 - Tenure Clarity
 - Tenure Reasonableness
 - Promotion
 - Leadership: Senior
 - Leadership: Divisional
 - Leadership: Departmental
 - Department Collegiality
 - Departmental Engagement
 - Departmental quality
 - Appreciation & Recognition

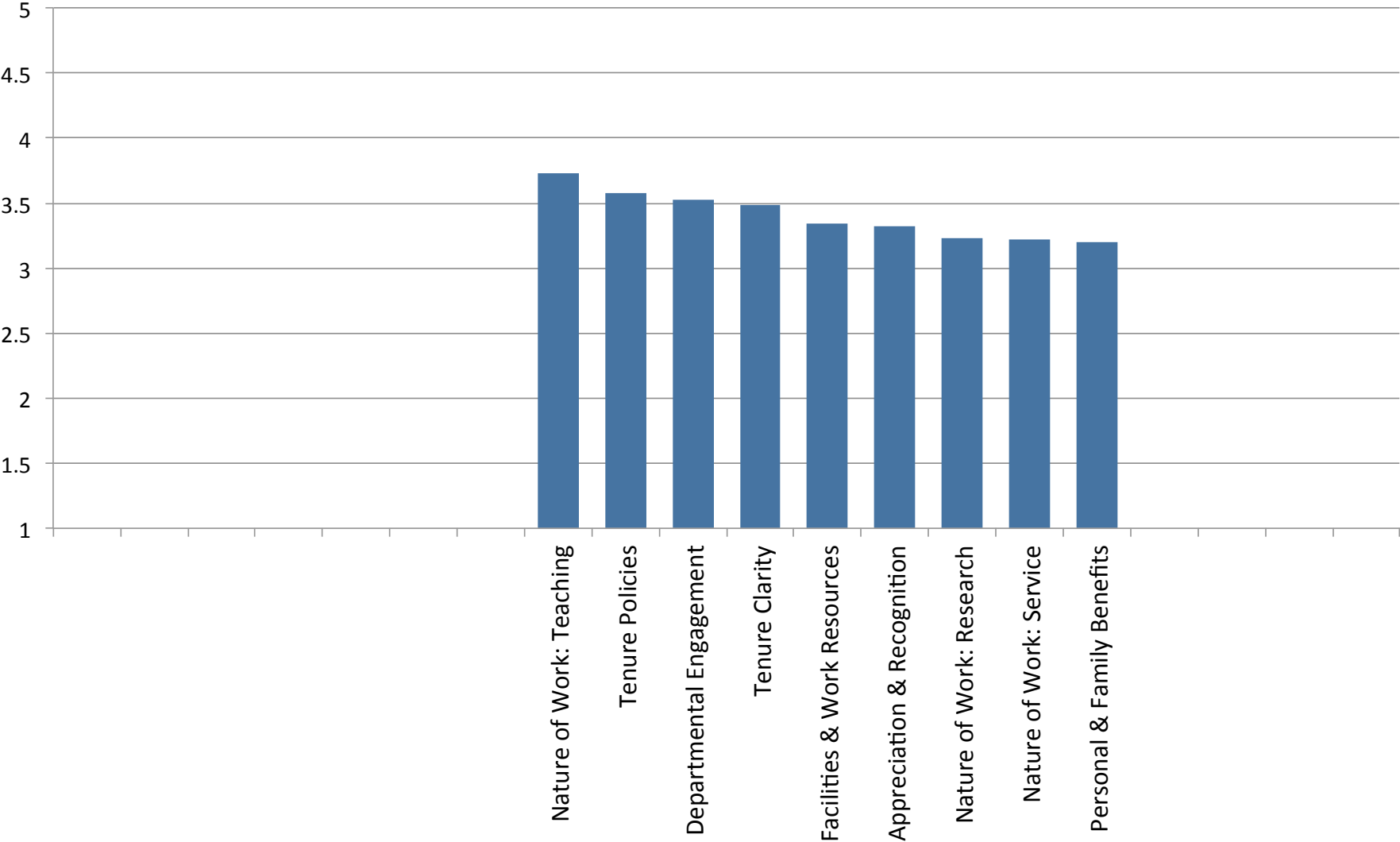
COACHE Benchmark Indicators: High to Low



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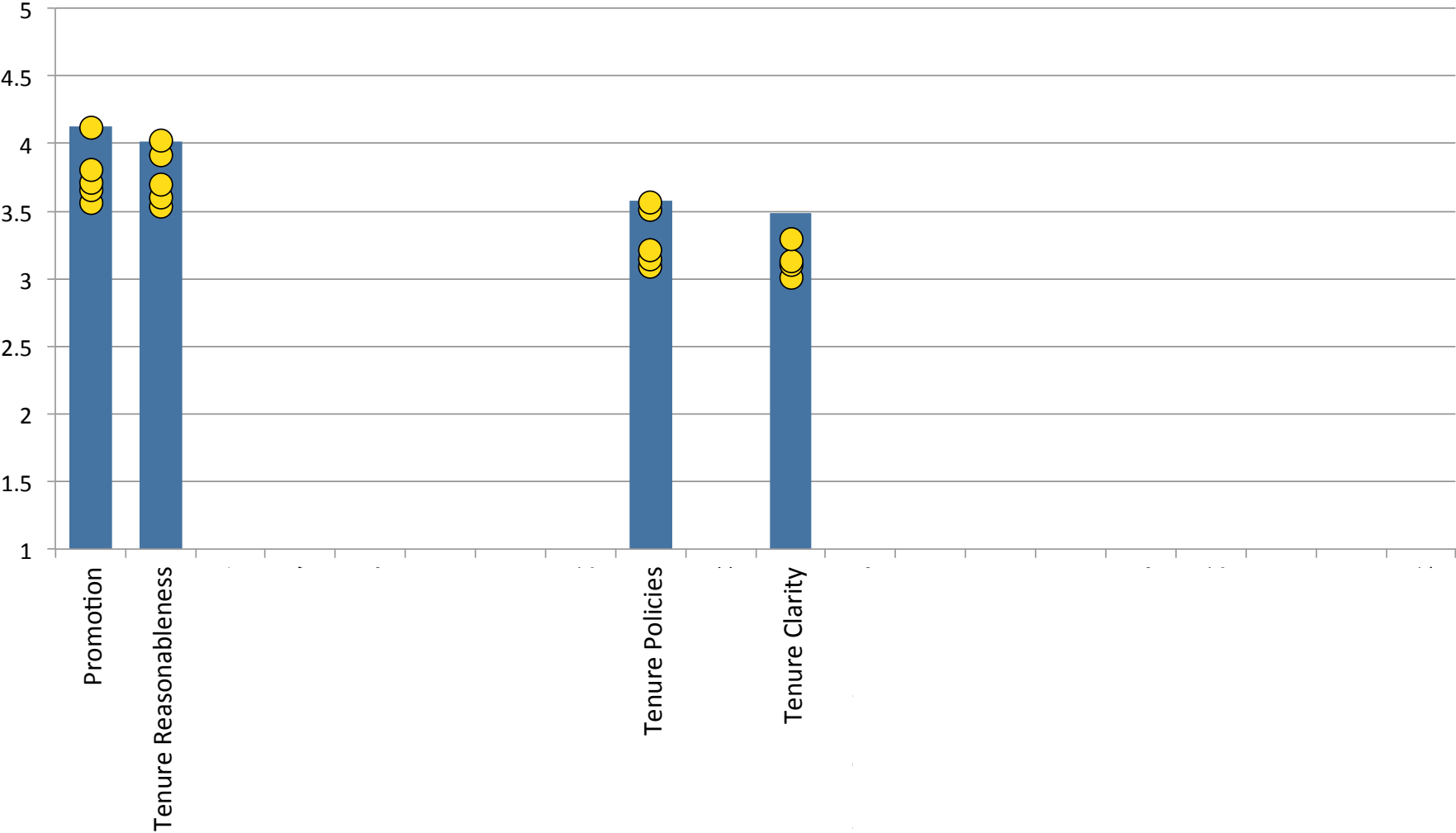


COACHE Benchmark Indicators: High to Low



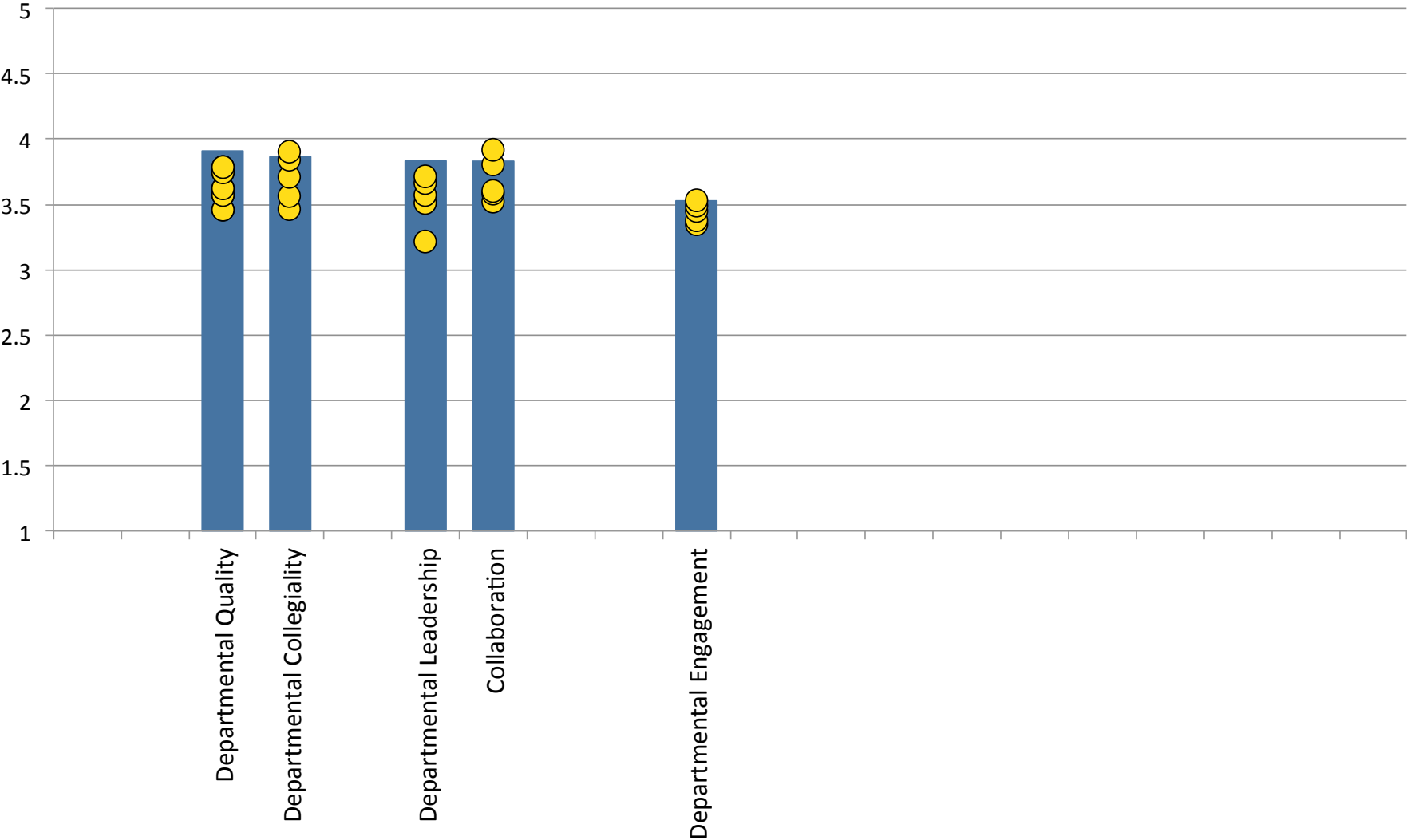
COACHE Benchmark Indicators: Comparison to Peers

Satisfaction among UC Davis faculty is **high** relative to peers on the following dimensions:



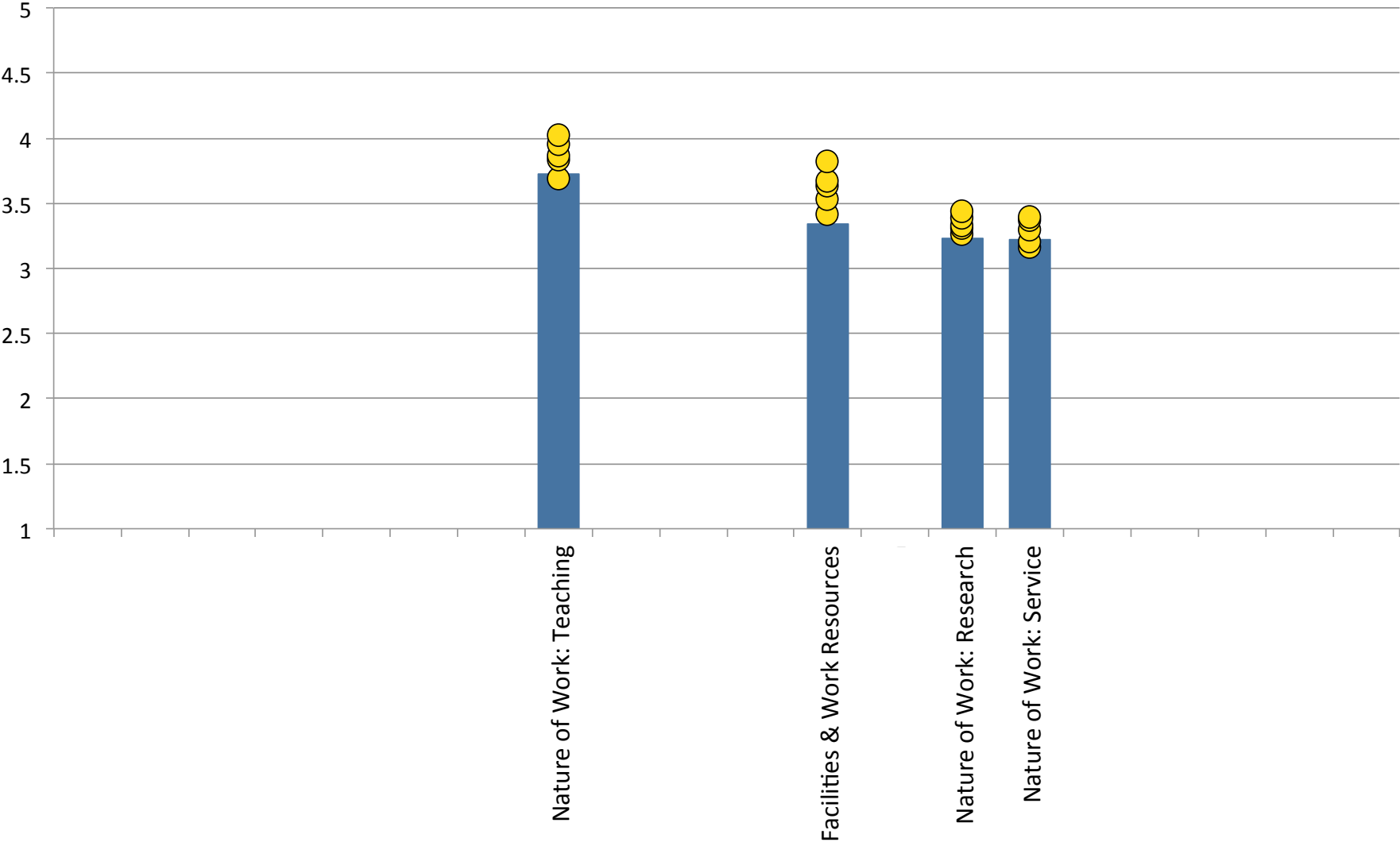
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COACHE Benchmark Indicators: Comparison to Peers

Satisfaction among UC Davis faculty is **low** relative to peers on the following dimensions:



COACHE Benchmark Indicators: Comparison to Peers

Satisfaction among UC Davis faculty is **low** relative to peers on the following dimensions:



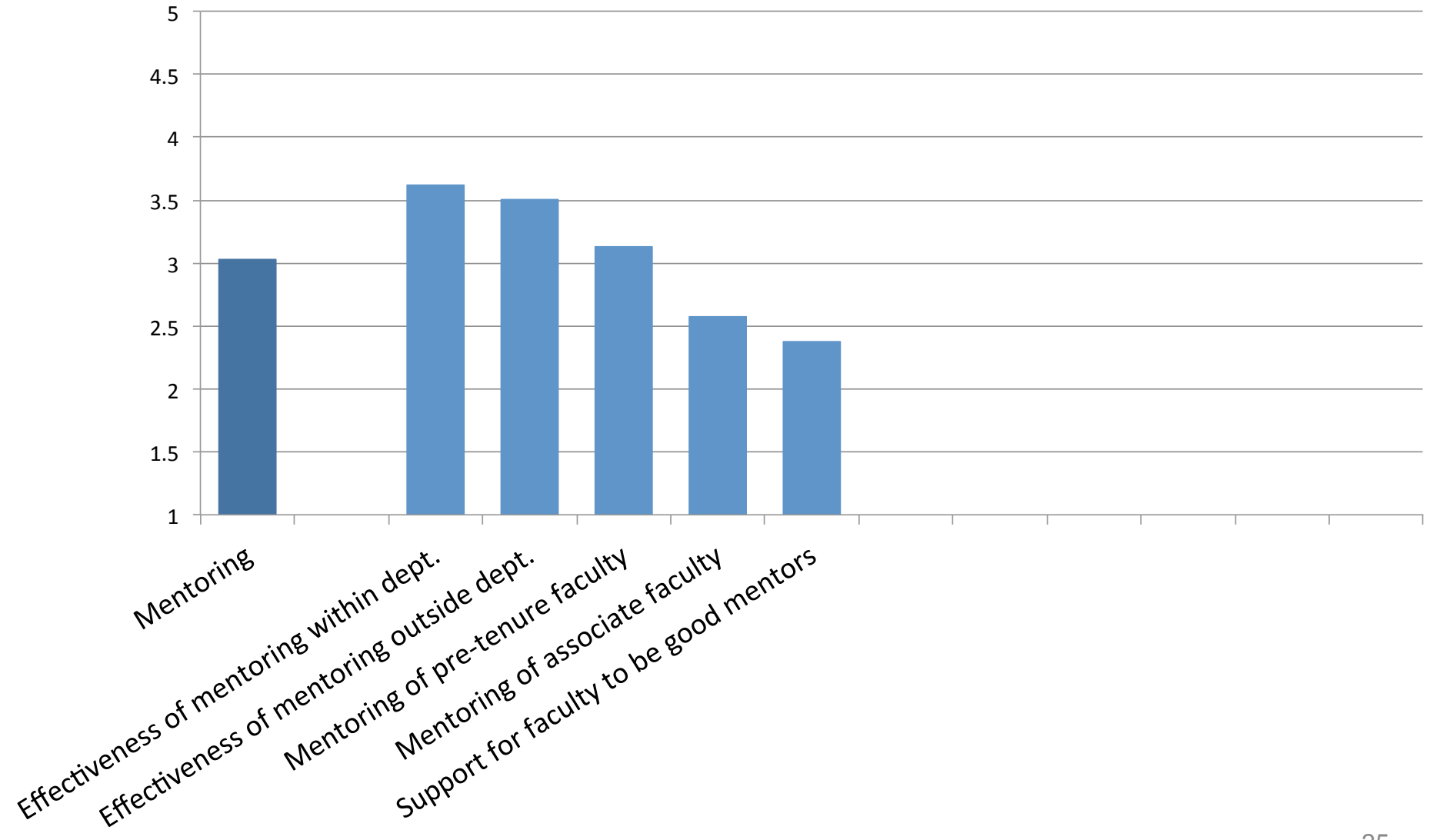
Unpacking the COACHE Benchmark Indicators

What appears to be driving the relative dissatisfaction with these aspects of faculty work?



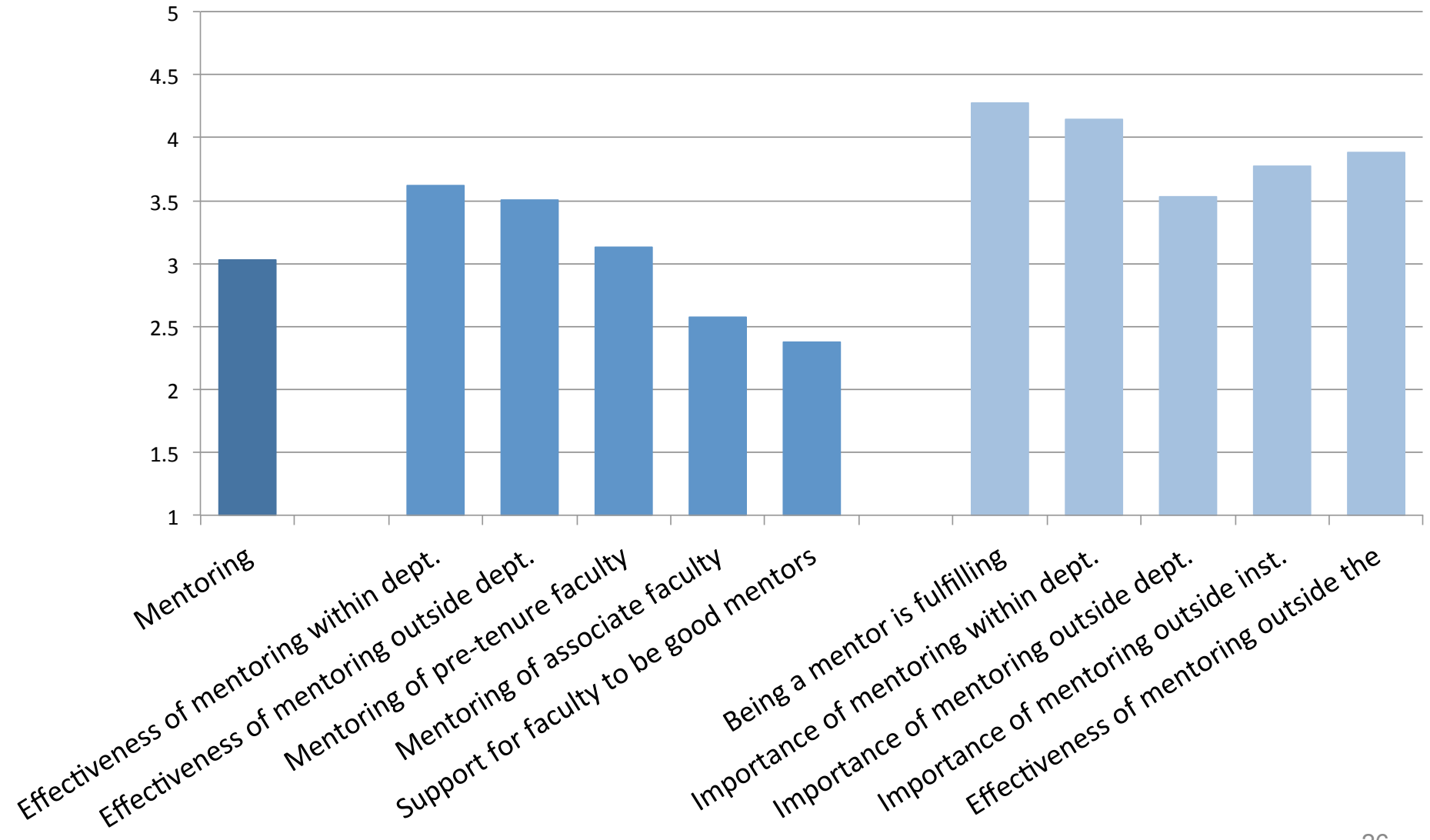
Unpacking the COACHE Benchmark Indicators

The “Mentoring” Benchmark includes the following components:



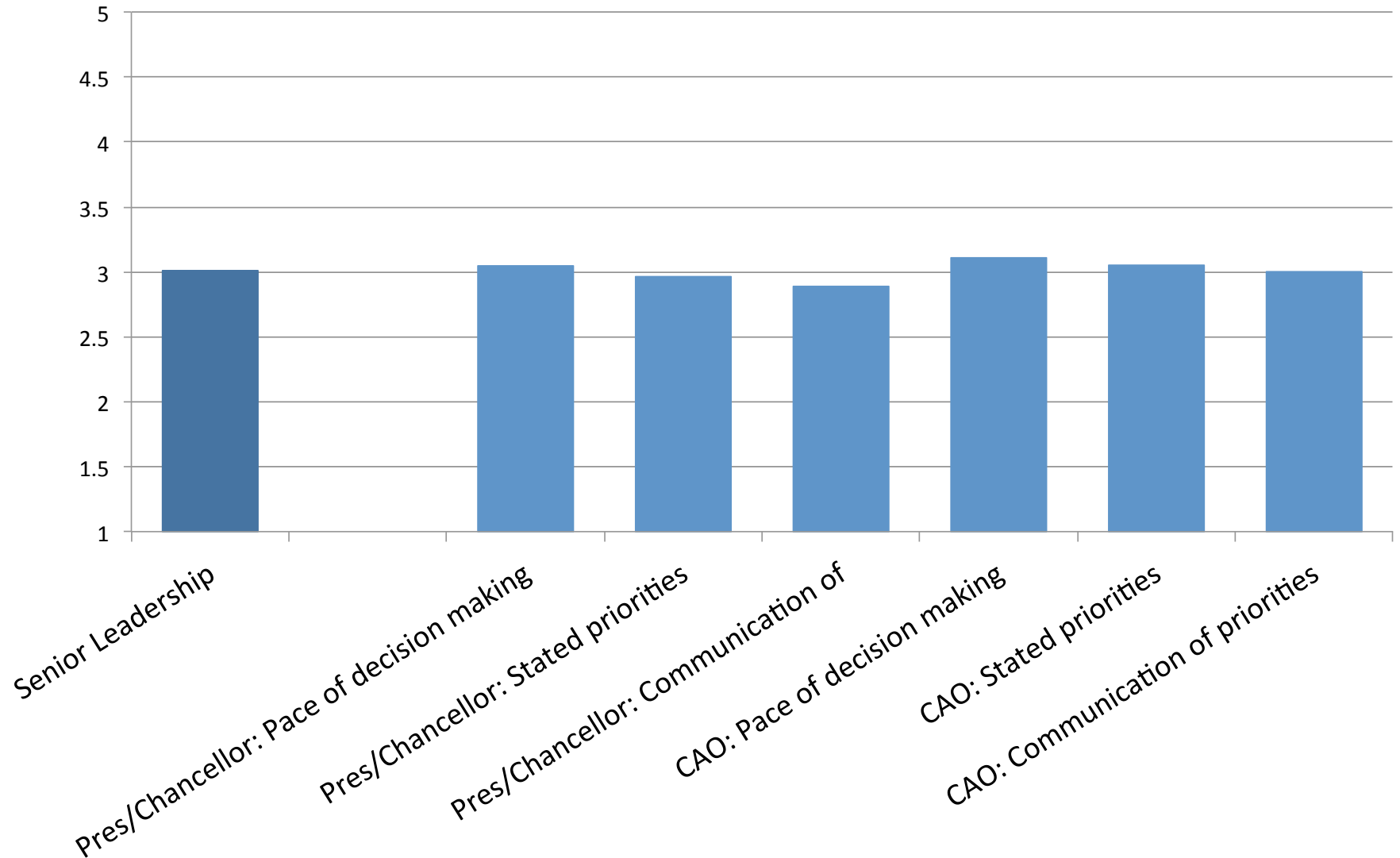
Unpacking the COACHE Benchmark Indicators

Other survey questions about mentoring not included in the Benchmark:



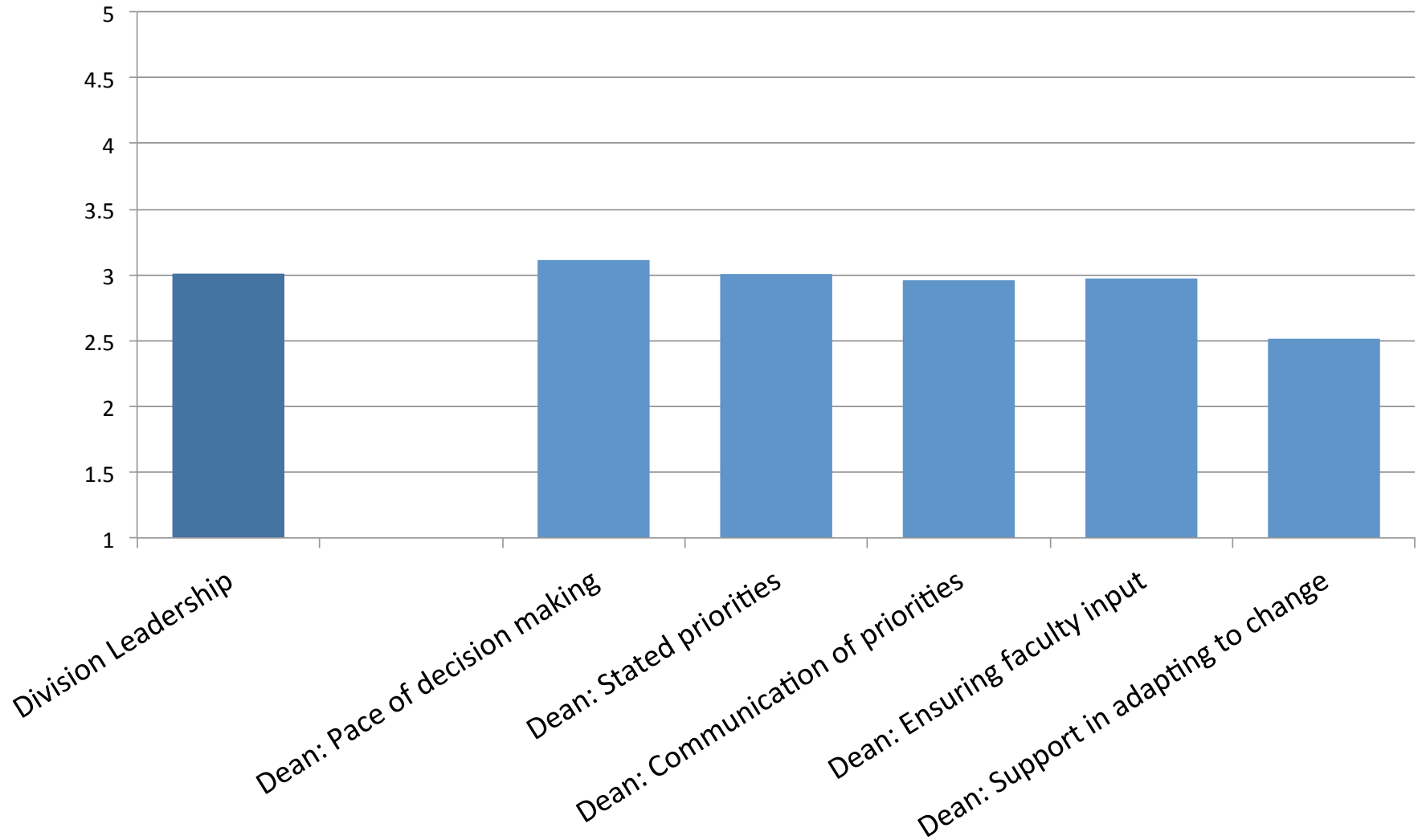
Unpacking the COACHE Benchmark Indicators

The “Senior Leadership” Benchmark includes the following components:



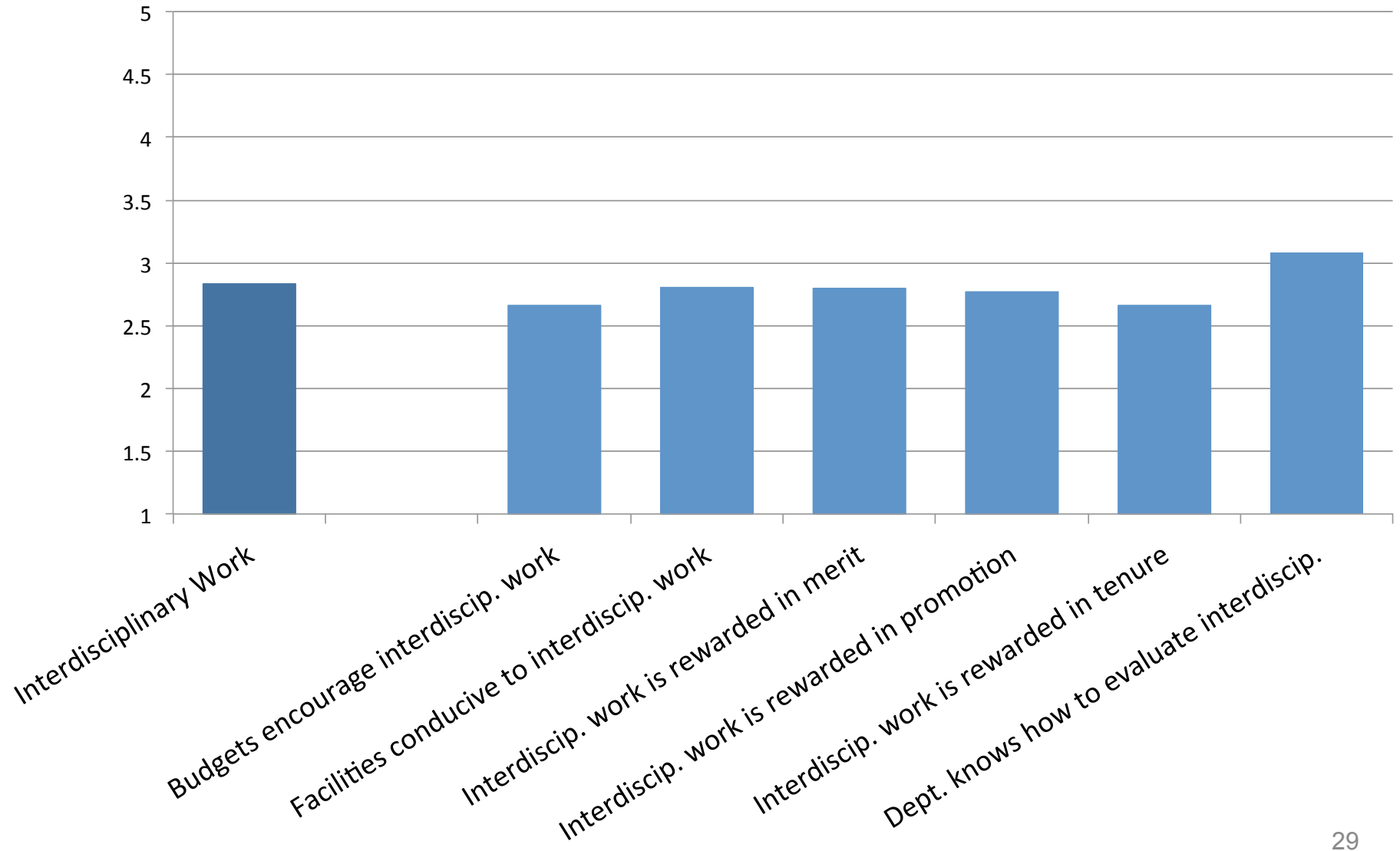
Unpacking the COACHE Benchmark Indicators

The “Divisional Leadership” Benchmark includes the following components:



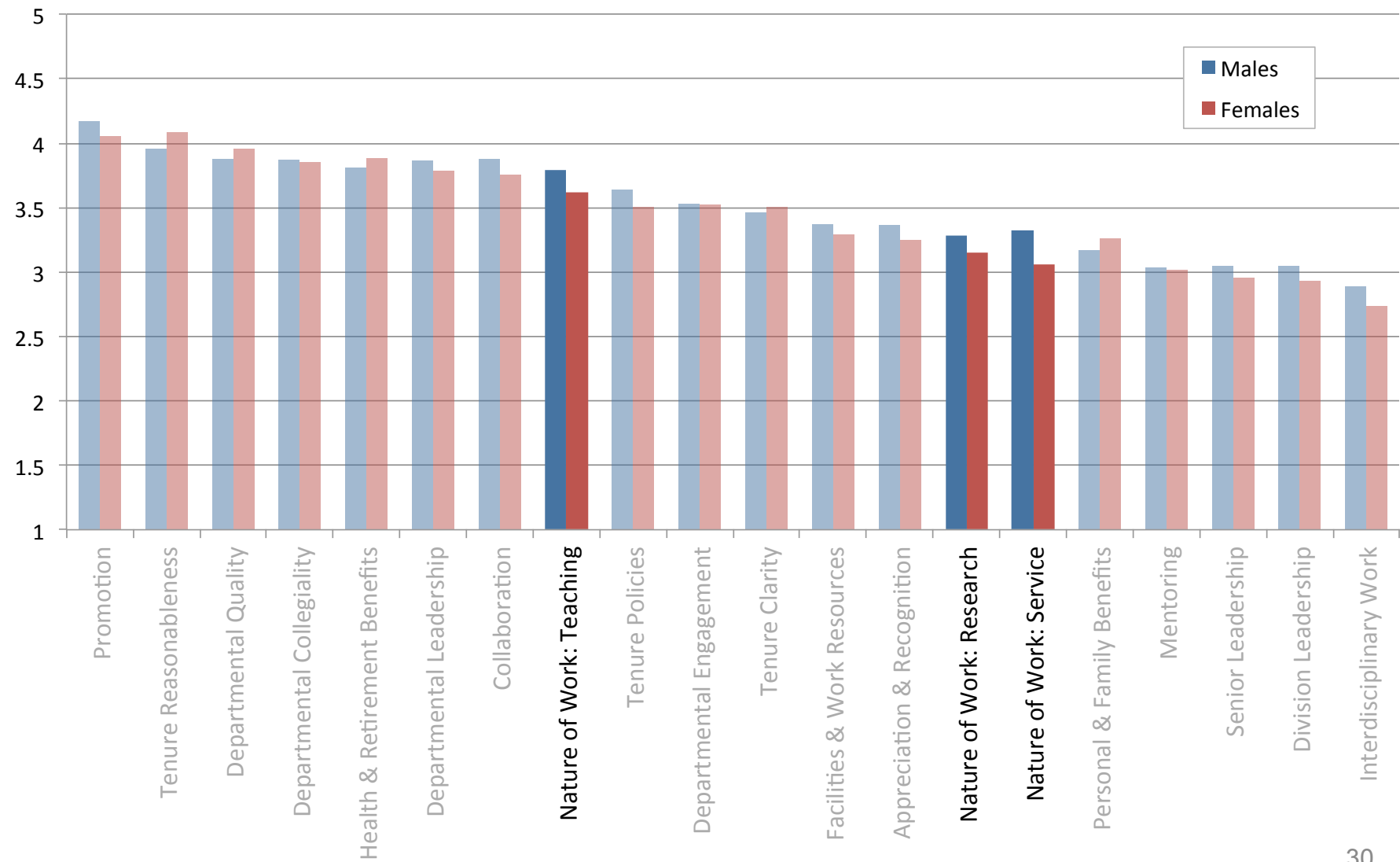
Unpacking the COACHE Benchmark Indicators

The “Interdisciplinary Work” Benchmark includes the following components:



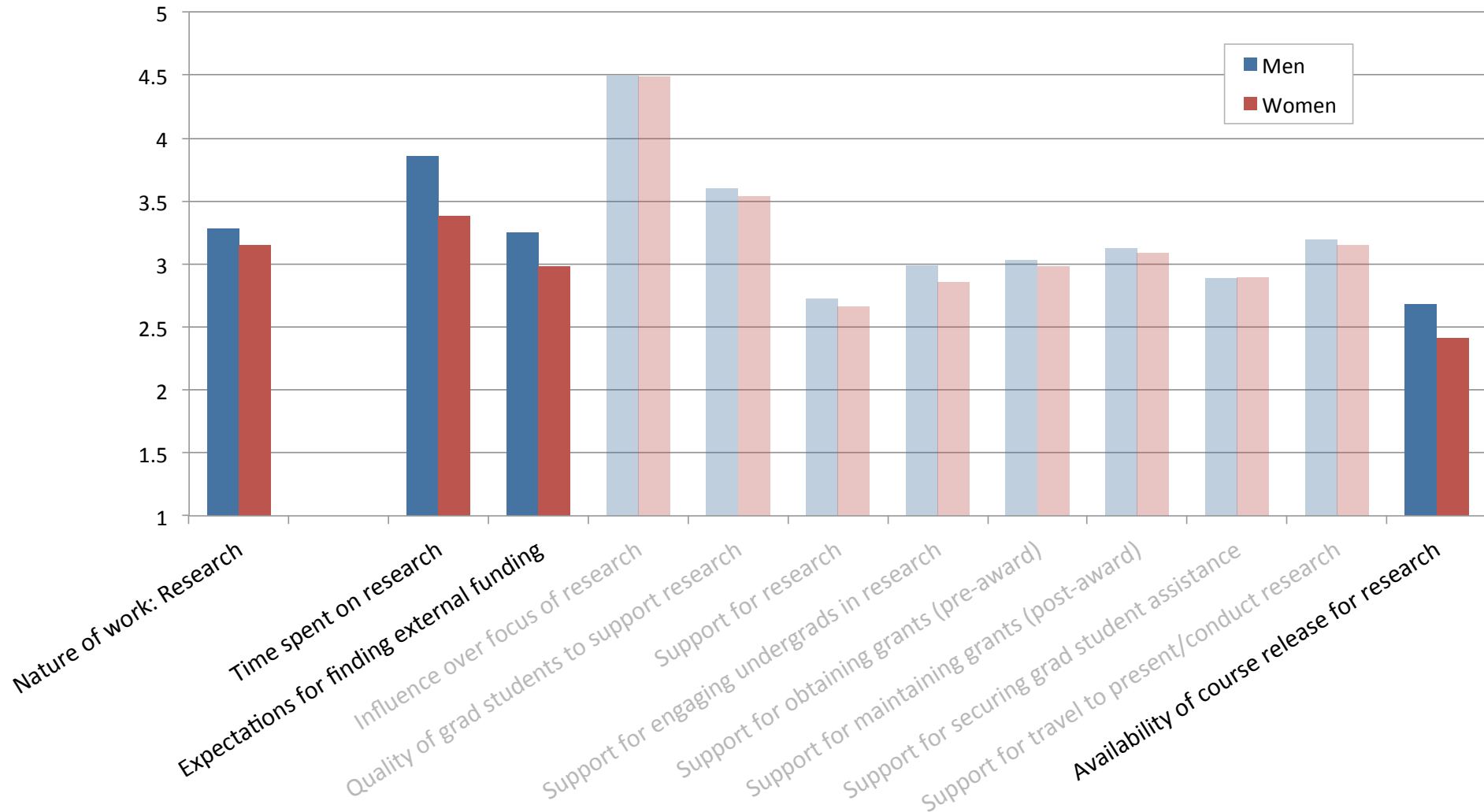
COACHE Benchmark Indicators: Group differences

Differences by **gender** among all UC Davis faculty



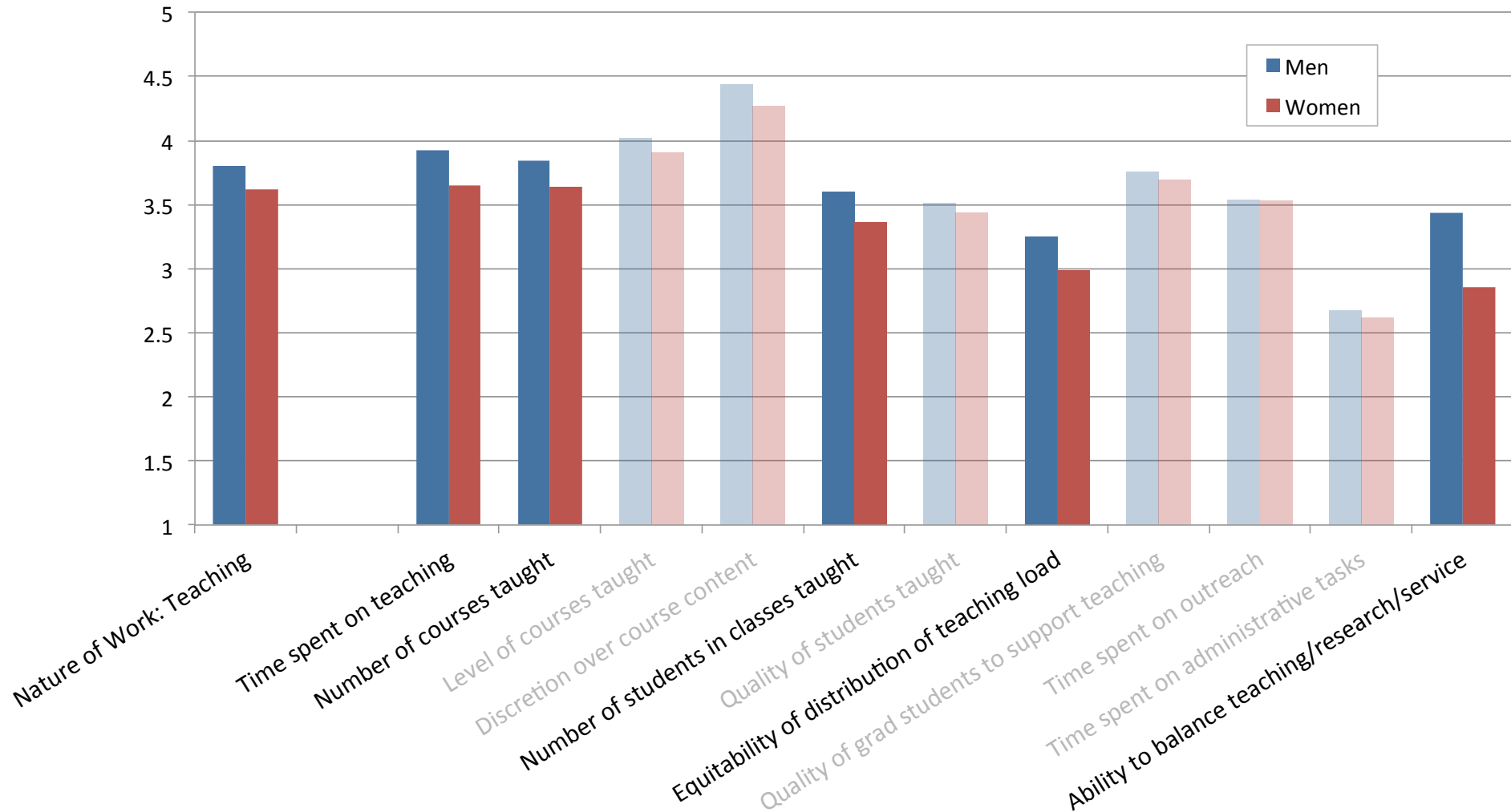
Unpacking the gender differences

Differences by gender on the “Nature of Work – Research” Benchmark components:



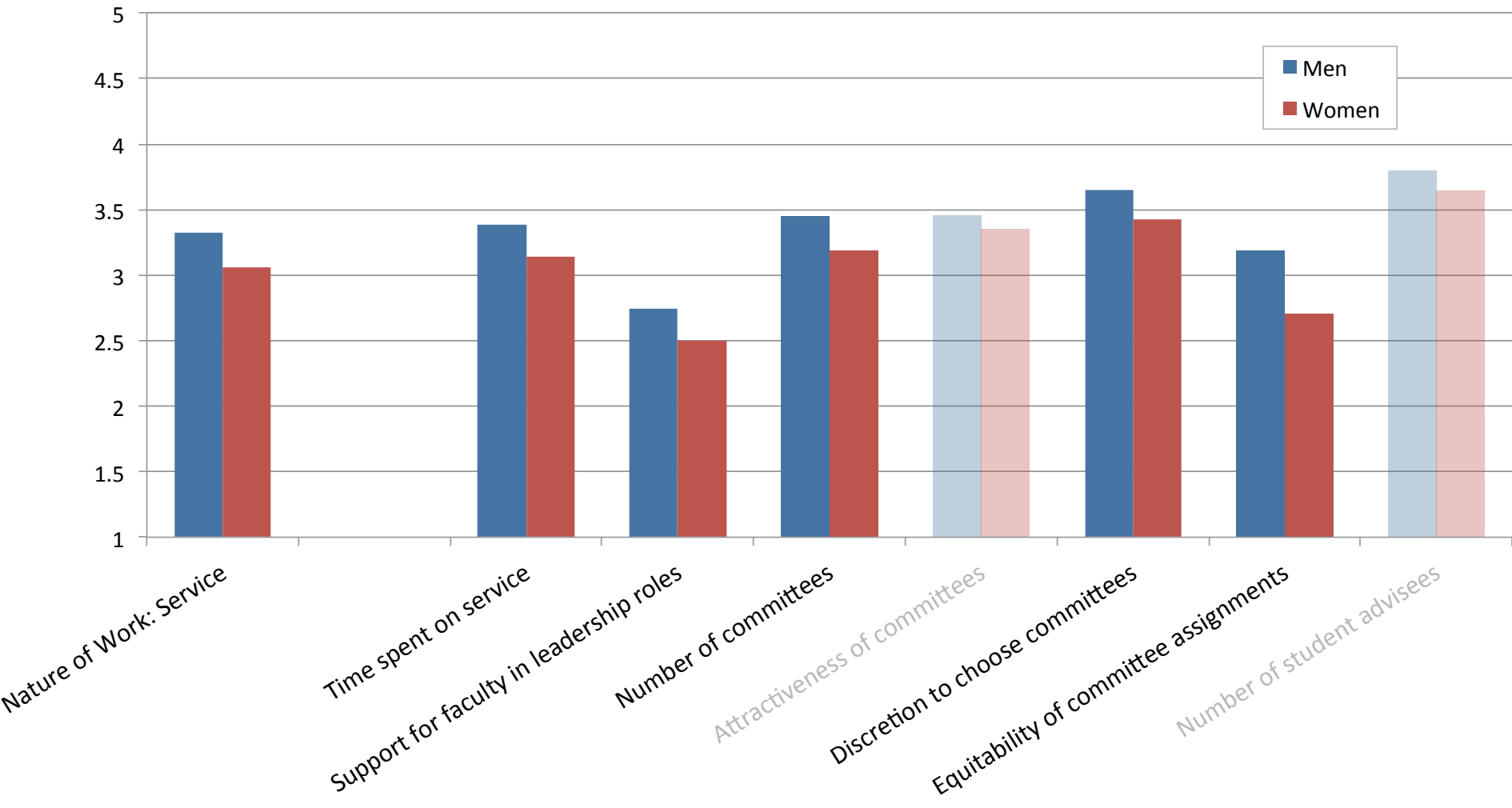
Unpacking the gender differences

Differences by gender on the “Nature of Work – Teaching” Benchmark components:



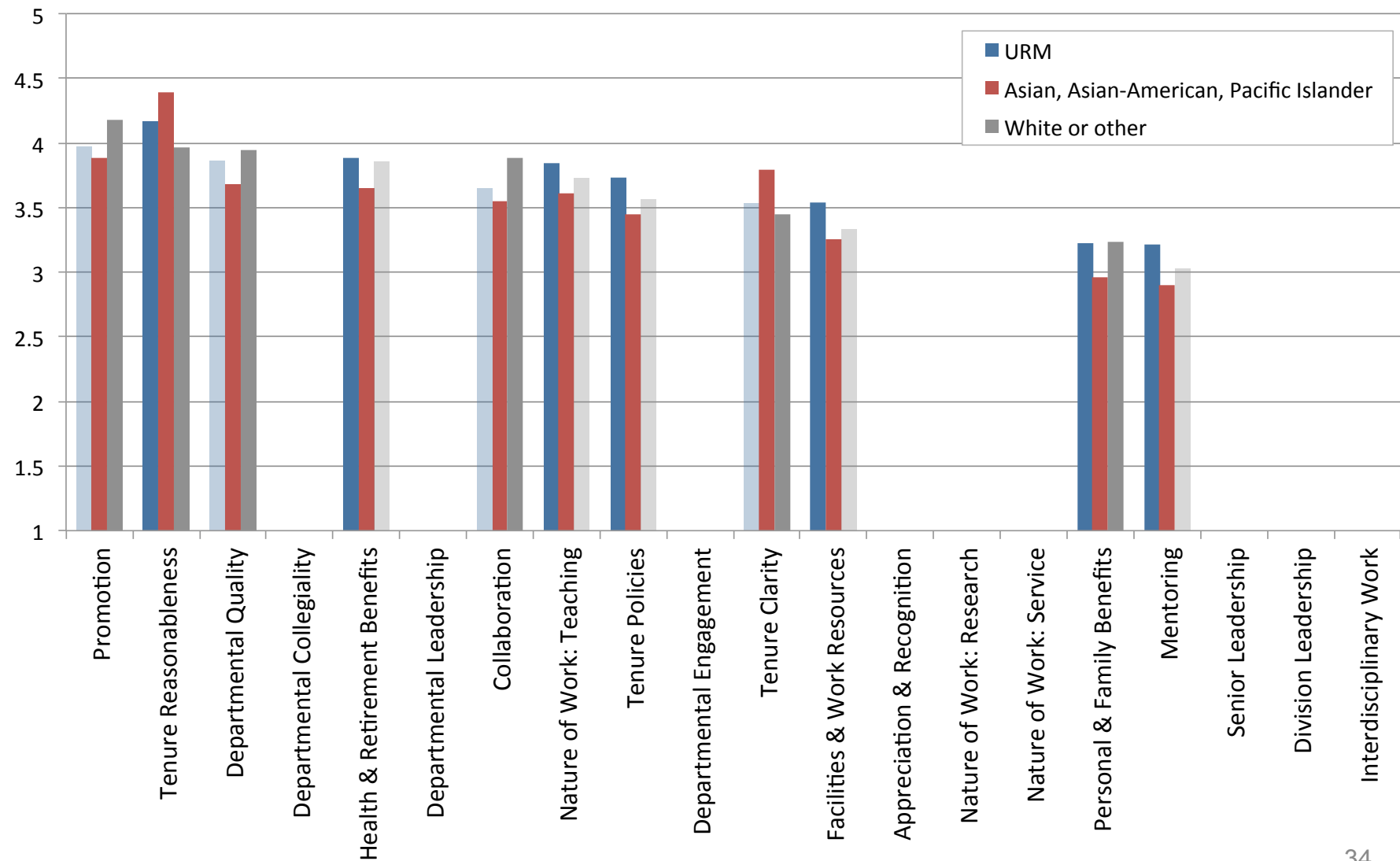
Unpacking the gender differences

Differences by gender on the “Nature of Work – Service” Benchmark components:



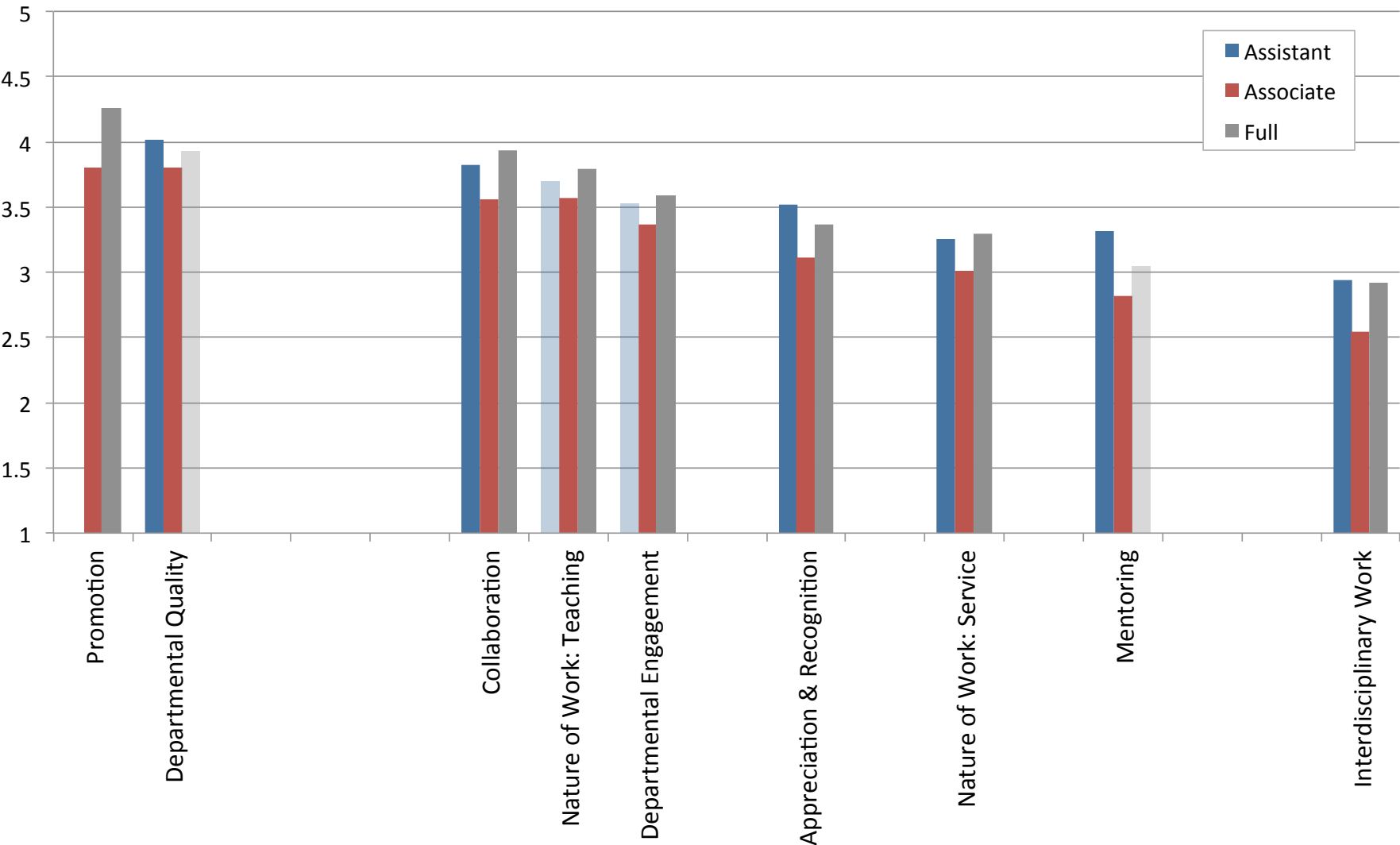
COACHE Benchmark Indicators: Group differences

Differences by **race/ethnicity** among all UC Davis faculty



COACHE Benchmark Indicators: Group differences

Differences by **rank** among all UC Davis faculty



COACHE is a tool to inform decisions, policies and practices

- Descriptive results can direct further inquiry and investigation
 - Appropriate level of analysis will vary
 - full faculty, division, departmental means within college
 - Interpretation of the results = Best when it involves the stakeholders
- Supplemental analyses to address specific questions and to inform decision-making
 - Sound analytical design
 - Adhering to best practices
- Dissemination of results
 - Descriptive college-specific reports distributed to Deans
 - Summary reports of results for the full set of respondents by thematic area to be posted on VPAA website