

IOWA STATE UNIVERSITY

Office of the Senior Vice President and Provost

Results of COACHE Survey of Faculty Satisfaction (2016-2017)

Dawn Bratsch-Prince

Associate Provost for Faculty

September 12, 2017

About the COACHE Survey

- Founded in 2002 at Harvard Graduate School of Education
- Measures institutional experiences and job satisfaction
- 112 cohort institutions provide national and peer benchmarks
- ISU survey participation:
 - 2005-2006 Survey (Pre-tenure faculty)
 - 2009-2010 Survey (Pre-tenure faculty)
 - 2013-2014 Survey (All faculty)
 - 2016-2017 Survey (All faculty)

About the COACHE Survey

Assesses faculty satisfaction in nine broad areas:

- Research, teaching, service
- Resources in support of faculty work
- Benefits, compensation, and work/life
- Interdisciplinary work and collaboration
- Mentoring
- Tenure and promotion practices
- Leadership and governance
- Departmental collegiality, quality, engagement
- Appreciation and recognition

ISU Selected Peer Institutions

- North Carolina State University
- Purdue University
- Oklahoma State University
- University of California, Davis
- University of Minnesota, Twin Cities

A Great Response from Faculty!

		overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
Iowa State University	population	1501	885	332	284	510	391	958	543	1100	396	273	123
	responders	738	464	176	98	276	194	447	291	552	182	114	68
	response rate	49%	52%	53%	35%	54%	50%	47%	54%	50%	46%	42%	55%
Selected Comparison Institutions	population	10053	6722	1683	1648	4413	2701	6489	3564	7494	2519	1567	952
	responders	4496	3034	762	700	2014	1235	2691	1805	3492	988	553	435
	response rate	45%	45%	45%	42%	46%	46%	41%	51%	47%	39%	35%	46%
All Institutions	population	86170	50039	15531	20600	27861	25655	50785	35362	64501	20844	10518	10326
	responders	40222	24176	7769	8277	13298	12532	21817	18389	31591	8461	3997	4464
	response rate	47%	48%	50%	40%	48%	49%	43%	52%	49%	41%	38%	43%

College response rates

- Ag and Life Sciences 55%
- Business 39%
- Design 49%
- Engineering 43%
- Human Sciences 55%
- Liberal Arts and Sciences 50%
- Library 89%
- Veterinary Medicine 43%

ISU Areas of Strength

- Appreciation and recognition
- Collaboration
- Department Quality
- Leadership: Divisional (college-level)
- Health and retirement benefits
- Interdisciplinary work
- Leadership: Senior (university-level)
- Mentoring
- Nature of work: service
- Personal and Family Policies

ISU Areas of Concern

- No areas of concerns*

Best Aspects of Working at Iowa State

2013

- Quality of Colleagues
- Cost of Living
- My sense of “fit” here
- Academic Freedom
- Opportunities to collaborate with colleagues

2016

- Quality of Colleagues
- Support of colleagues
- Academic Freedom
- Commute

Challenges of Working at Iowa State

2013

- Geographic Location
- Compensation
- Too much service
- Lack of support for research
- Quality of leadership

2016

- My sense of “fit” here
- Lack of support for research
- Cost of living
- Lack of support for teaching

Differences by Gender and Race/Ethnicity

- Few large gender differences
- Faculty of color rated tenure policies and tenure clarity higher than white faculty, but promotion clarity lower
- More male faculty rated childcare and work/life balance as a concern than female faculty
- Stop-the-tenure-clock policies were rated lower by female faculty

Differences by Rank

- Non-tenure-eligible faculty seek improved mentoring
- Associate professors indicate greater clarity of promotion criteria, process, and timing

Governance

Governance: Trust	3.30	
I understand how to voice opinions about policies	3.17	
Clear rules about the roles of faculty and administration	3.39	
Faculty and admin follow rules of engagement	3.55	
Faculty and admin have an open system of communication	3.31	
Faculty and admin discuss difficult issues in good faith	3.41	
Governance: Shared sense of purpose	3.32	
Important decisions are not made until there is consensus	2.90	
Admin ensures sufficient time for faculty input	3.35	
Faculty and admin respectfully consider the other's view	3.43	
Faculty and admin have a shared sense of responsibility	3.63	
Governance: Understanding the issue at hand	3.19	
Faculty governance structures offer opportunities for input	3.33	
Admin communicate rationale for important decisions	3.09	
Faculty and admin have equal say in decisions	2.97	
Faculty and admin define decision criteria together	3.33	
Governance: Adaptability	3.12	
Shared governance holds up in unusual circumstances	3.10	
Institution regularly reviews effectiveness of governance	3.00	
Institution cultivates new faculty leaders	3.30	
Governance: Productivity	3.24	
Overall effectiveness of shared governance	3.28	
My committees make measureable progress towards goals	3.46	
Public recognition of progress	3.00	

Next steps

- Meet with Institutional Research to review data and identify areas for improvement
- Share data with FDAR and ISU ADVANCE
- Select 2-3 specific areas for targeted efforts
- Collaborate with Faculty Senate, SVPP, Colleges, VPR, VPDI, UHR, etc. on targeted action
- Report back to Faculty Senate on progress