



Getting the Most from COACHE

September 17, 2007

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COACHE Survey

Tenure-Track Faculty Job Satisfaction©

- Demographic [16]
- Tenure clarity and reasonableness of expectations [20]
- Work load, work environment [20]
- Policies and practices importance and effectiveness [32]
- Climate, culture, collegiality [16]
- Global satisfaction [7]
- Best and worst aspects [2]

2005-06 COACHE Institutions

24 NASULGCs and 8 Private RUs

- Arizona State University
- Auburn University
- Clemson University
- East Carolina State University
- Indiana University
- Iowa State University
- Kansas State University
- Michigan State University
- North Carolina A&T State University
- North Carolina State University
- Ohio State University
- Texas Tech University
- University at Albany, SUNY
- University at Buffalo, SUNY
- University of Arizona
- University of Illinois at Urbana-Champaign
- University of Kansas
- University of Memphis
- University of Minnesota, Twin Cities
- University of North Carolina at Chapel Hill
- University of North Carolina at Charlotte
- University of North Carolina at Greensboro
- University of North Carolina at Wilmington
- University of Virginia
- Brown University
- Case Western Reserve University
- Dartmouth College
- Harvard University
- Northeastern University
- Stanford University
- Syracuse University
- Tufts University

2005-06 COACHE Institutions

Public AAUs

- **Indiana University**
- **Iowa State University**
- **Michigan State University**
- **Ohio State University**
- **University at Buffalo, SUNY**
- **University of Arizona**
- **University of Illinois at Urbana-Champaign**
- **University of Kansas**
- **University of Minnesota, Twin Cities**
- **University of North Carolina at Chapel Hill**
- **University of Virginia**

Regression analysis tells us that, overall...

- Climate is most highly correlated with global satisfaction. [B = .389]
- The Nature of Work variables factor in next. [B = .370]
- Tenure variables are third. [B = .143]
- Work-Family comes in fourth. [B = .091]
- Compensation is fifth. [B = .067]
- Policy effectiveness is last. [B = .030]

Your Selected Peers

THE UNIVERSITY OF ARIZONA®



NC STATE UNIVERSITY

UNIVERSITY OF MINNESOTA

Twin Cities • Duluth • Morris • Crookston • Rochester • Other Locations



Response Rates

Iowa State University [194 of 306]	66%
North Carolina State	63%
University of Arizona	61%
Indiana University	56%
Ohio State University	48%
University of Illinois/Urbana Champaign	45%

Response Rates at ISU: Gender

	Pop	%	Resp	%	RR
Women	111	36%	70	36%	63%
Men	195	64%	124	64%	64%
Total	306	--	194	--	63%

Response Rates at ISU: Race

	Pop	%	Resp	%	RR
NativeAm	0	0%	0	0%	0%
Asian/PI	53	17%	32	17%	60%
Black	6	2%	4	2%	67%
Hispanic	12	4%	6	3%	50%
White	235	77%	149	77%	65%



What's Best About Working Here?

	Overall	Women	Men	White Faculty	Faculty of Color
Quality of Colleagues	1 st	1 st	3 rd	1 st	1 st
Cost of Living	2 nd	2 nd	1 st	1 st	2 nd
Support of Colleagues	3 rd	NOT ON LIST	2 nd	3 rd	3 rd
Geographic Location	4 th	4 th	4 th	3 rd	NOT ON LIST

For women, commute was 3rd and for FCO sense of 'fit' was 4th.

What's Worst About Working Here?

Men

Geographic location
Compensation
Lack of tenure criteria clarity
Lack of diversity/teaching load

Lack of diversity
Geographic location
Too much service
Lack of research support

Women

White faculty

Compensation
Geographic location
Too much service
Tenure criteria not clear
Lack of diversity
Lack of research support

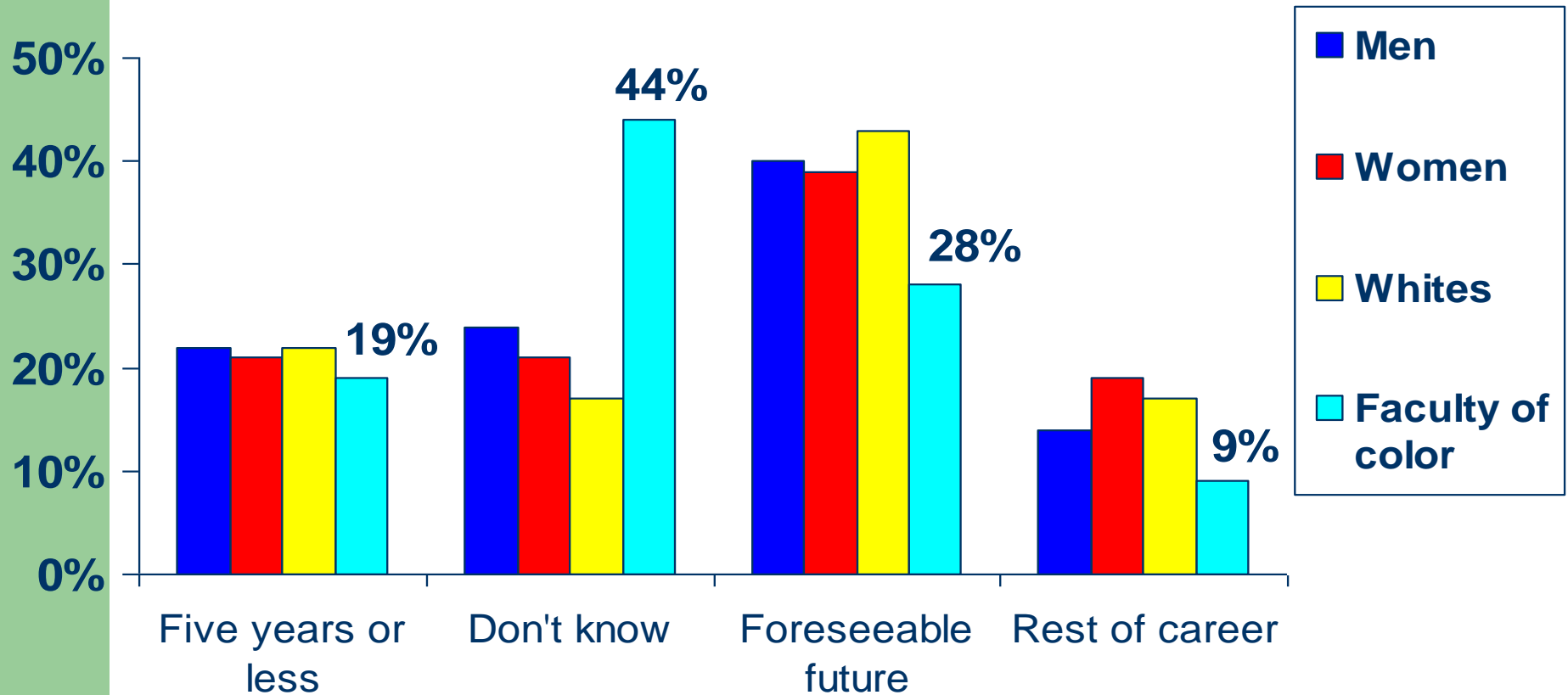
Geographic location
Lack of diversity
Lack of spousal hiring
Compensation
Quality of undergraduates
Opps to collaborate

Faculty of Color

Global Satisfaction

- 76% of all faculty would accept position again
 - Overall, this is less than at other campuses; 38th percentile
 - Males below the mean; 22nd percentile
 - White faculty below the mean; 27th percentile
- On a “great” = 5; “awful” = 1 scale
 - Overall score 3.88
 - 78th percentile among all COACHE universities
- Institution as a workplace
 - 4th among peers overall; 43rd percentile
- Department as a workplace
 - 6th among peers overall; 30th percentile
 - Males less than peers; 16th percentile
 - Whites less than peers; 32nd percentile
 - Faculty of color less than peers 43rd percentile

Assuming tenure, how long stay?



Why Five Years or Less?

- Better geographic location [16]
- Issues with colleagues/department [5]
- Quality of institution/facilities/department [4]
- Salary/low pay [2]
- Seeking better fit [2]

- Joint careers; no tuition remission; better offer; I feel stifled; no spouse hiring; family; need new challenge

Your Faculty Demographically

	ISU	All Univ's	Peers
Began their service with credit for prior experience	26%	36%	42%
Faculty of color	23%	26%	28%
Non-US citizens	31%	22%	25%
Mean salary	67K	69K	71K
Spouse/partner NOT employed	29%	18%	16%
One or more children at home	58%	50%	52%

ISU High and Low Scores

	High	Low
Tenure	4.00	2.62
Nature of work	4.57	2.93
Policies & practices effectiveness	3.81	2.46
Climate, culture, collegiality	3.94	2.81
Global satisfaction	4.00	3.39

ISU Scores

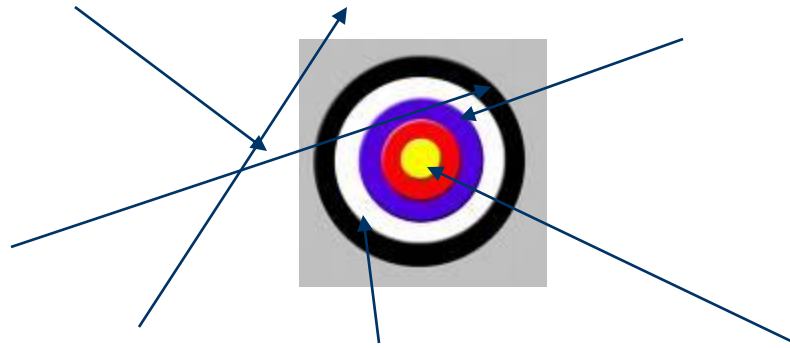
	N > 4.00	% > 4.00
Tenure	1/19	5%
Nature of work	3/18	17%
Policies & practices importance	11/16	69%
Policies & practices effectiveness	0/16	0
Climate, culture, collegiality	0/12	0

Tenure



	ISU Mean	Percentile	Agg U
Tenure standards	3.12	30 th	3.22
Body of evidence for tenure	3.38	35 th	3.45
Tenure criteria	3.48	32 nd	3.54
Tenure process	3.70	62 nd	3.63
One's own prospects	3.72	49 th	3.71

Tenure



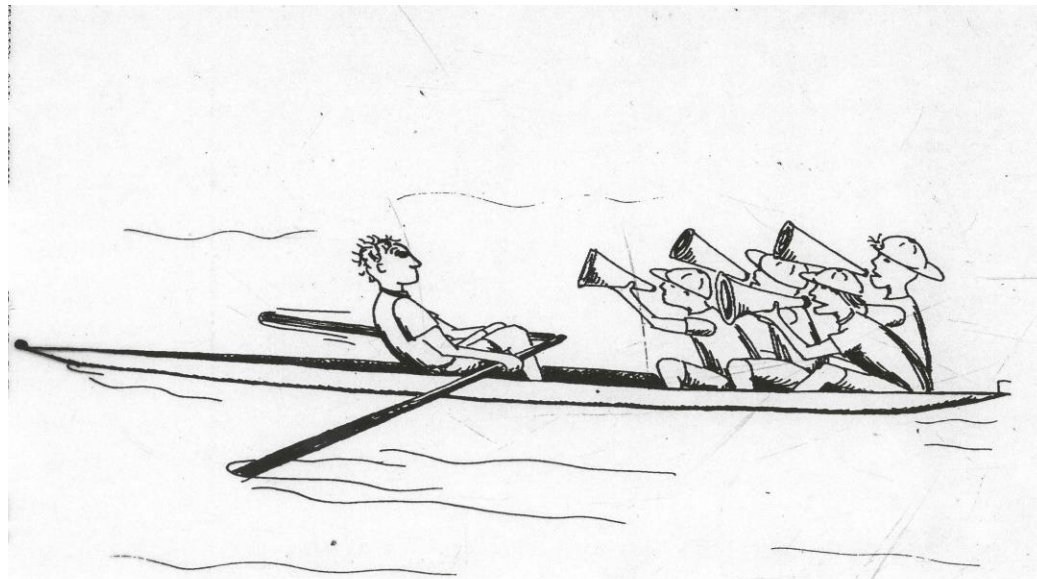
Clarity of expectations for...	ISU Mean	Percentile	Agg U
Community membership	2.93	35 th	3.02
Colleagueship	3.14	16 th	3.33
Advising	3.17	14 th	3.34
Campus citizenship	3.19	35 th	3.28
Teaching	3.61	16 th	3.77
Scholarship/creative work	3.90	49 th	3.81

Tenure



Reasonableness of expectations for...	ISU Mean	Percentile	Agg U
Community membership	3.64	27 th	3.68
Campus citizenship	3.66	16 th	3.78
Colleagueship	3.80	24 th	3.89
Advising	3.82	43 rd	3.87
Scholarship/creative work	3.97	62 nd	3.87
Teaching	4.04	35 th	4.10

Mixed messages – 58% agree



64% of ISU female faculty and 54% of ISU male faculty
59% of white faculty and 55% of faculty of color at ISU

Tenure based on performance

- ISU faculty expressed less agreement (3.44) than faculty at:
 - Other public AAUs 3.62
 - Peers 3.64
- ISU faculty expressed greater agreement (3.44) than faculty at:
 - All universities 3.38


ISU Nature of Work: Teaching

Rank Among Peers and All Universities Percentile	Among Peers	All Univ's
Number of courses	6 th	43 rd
Quality of graduate students	6 th	49 th
Quality of undergraduate students	5 th	49 th
Influence over which courses	6 th	14 th
Discretion over course content	6 th	16 th
Level of courses	6 th	14 th
Number of students	6 th	19 th

ISU Nature of Work: Research

Rank Among Peers and All Universities Percentile	Among Peers	All Univ's
Amount of time for research	4 th	59 th
Amount of outside funding expected	5 th	54 th
Influence over research focus	5 th	38 th
What's expected as a researcher	4 th	65 th

ISU Nature of Work: Services & Other

Rank Among Peers and All Universities Percentile	Among Peers	All Univ's
Quality of computing support services	2 nd	89 th
Quality of facilities	4 th	59 th
Quality of research support services	3 rd	70 th
How expected to spend time 	6 th	11 th
Access to TFs and GAs	5 th	62 nd
Quality of clerical support services	3 rd	65 th
Quality of teaching support services	5 th	46 th

Policy Importance & Effectiveness

- Overall, the two of the three most important policies were also the most effective.
- Note: The importance question asked, “Regardless of whether the following policies and practices currently apply to your institution, please rate how important each would be to your success?”

Policy	Importance	Effectiveness
Upper limit on teaching	4.67	3.74
Travel funds*	4.60	3.33
Informal mentoring	4.55	3.82

* Travel funds 2nd in importance but 6th in effectiveness

Policy Importance & Effectiveness

- Respondents saw spousal/partner hiring, grant writing assistance, and paid or unpaid research leave as important but ineffective.

Policy	Imp	Eff
Spousal/partner hiring	3.88	2.58
Grant writing assistance	4.30	2.88
Paid or unpaid research leave	4.15	2.70

Gender and Race Differences

- All 16 policies are more important to ISU females than to ISU males.
- 9 of 16 policies are more important to faculty of color than to white faculty
- 6 of 16 more important to white faculty
- 1 equally important

ISU Compensation and Family Matters

Rank Among Peers and All Universities Percentile	Among Peers	All Univ's
Compensation	4 th	57 th
Institution & having children	4 th	62 nd
Institution & raising children	3 rd	62 nd
Balance work & home	3 rd	49 th
Departmental colleagues & having children	3 rd	57 th
Departmental colleagues & raising children	3 rd	51 st

ISU Climate, Culture, Collegiality

Rank Among Peers and All Universities Percentile

Unity among faculty in my School	2 nd	49 th
Intellectual vitality of senior colleagues	6 th	27 th
Opportunities to collaborate w/ senior colleagues	6 th	54 th
Interest senior faculty take in your professional develop	5 th	51 st
Amount of professional interaction w/ senior colleagues	6 th	32 nd
Amount of personal interaction w/ junior colleagues	6 th	19 th
Unity among faculty in my department	6 th	16 th
Amount of personal interaction w/ senior colleagues	6 th	27 th
Amount of professional interaction w/ junior colleagues	4 th	35 th
Dept treats junior faculty fairly compared to one another	5 th	30 th
How well one “fits” in their department	6 th	19 th
Fairness w/ which immediate supervisor evaluates work	6 th	46 th

Let's Talk!

Q & A Session

