

COACHE at the University of Delaware: Action Planning and Next Steps

June 4, 2021



collaborative on academic
careers in higher education

INTRODUCING OURSELVES



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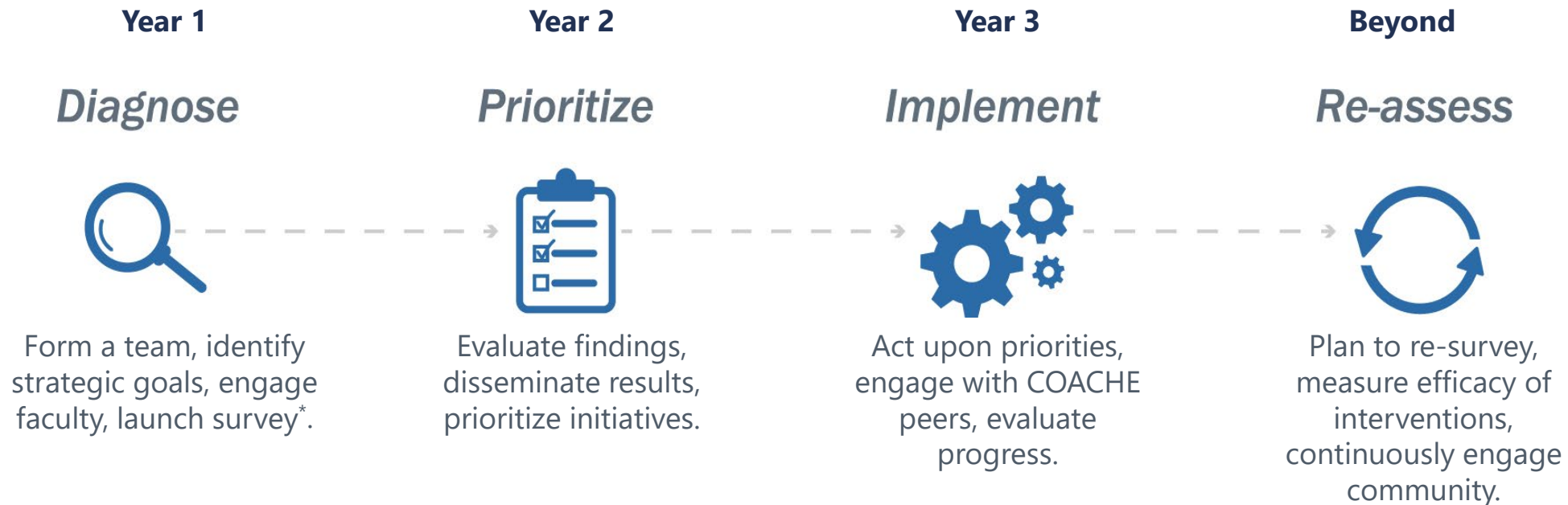


Amal Kumar, PhD

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HIGH-LEVEL TIMELINE

We are dedicated to helping our partners make meaning from their results and enact data-driven policy changes that will improve the academic workplace on their campus. For this reason, participation in the Faculty Job Satisfaction Survey is a three-year commitment.



*Survey launch occurs once per year, typically in the first week of February, and remains open for two months.

NEXT STEPS: DIVING DEEPER INTO YOUR RESULTS



collaborative on academic careers in higher education

Faculty Job Satisfaction Project
Chief Academic Officer Report

University of Delaware **2020**

[Report Home](#) > [Analyses and Visualizations](#) > [Benchmarks](#) > [Benchmarks Dashboard](#) > [Demographic](#)

- Benchmarks
- Thematic Breakouts
- Global Views

For help understanding this visualization, see [guide video](#) or [Benchmarks Dashboard](#).
To see the full name of subgroup, hover pointer over short r

| | Your results compared to PEERS Your results compared to COHORT | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | Within campus differences sm (.1) med (.3) lrg (.5) | | | | |
|--------------------------------|---|---------|---------|---------|-----|------|-------|-----|-------|-------|-----|-------|-----|---|------------|---------------|--------------|--|----------------|--------------|------|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | c ov | |
| Nature of Work: Research | 3.37 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | | | assoc | women | foc | asian | urm | | |
| Nature of Work: Service | 3.22 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | tenured | tenured | | women | | | | urm | |
| Nature of Work: Teaching | 3.83 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | pre-ten | | assoc | | foc | asian | urm | | |
| Facilities and Work Resources | 3.57 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | | | | women | | asian | | | |
| Personal and Family Policies | 3.51 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | | tenured | | women | | asian | | | |
| Health and Retirement Benefits | 4.09 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | | tenured | | men | foc | asian | | | |
| Interdisciplinary Work | 2.58 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | tenured | tenured | | women | | | | | |
| Collaboration | 3.69 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | tenured | | assoc | | foc | asian | urm | | |
| Mentoring | 3.12 | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | tenured | tenured | assoc | | | | white | | |
| Tenure Policies | 3.26 | ▲ | N/A | ▲ | N/A | N/A | N/A | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | N/A | N/A | N/A | women | foc | asian | urm | | |
| Tenure Expectations: Clarity | 3.03 | ▲ | N/A | ▲ | N/A | N/A | N/A | ▲ | ▲ | ▲ | ▲ | ▲ | ▲ | N/A | N/A | N/A | women | | | | urm | |

WHAT THE COACHE REPORT SAYS ABOUT TENURE POLICIES

- The average score on the Tenure Policies Benchmark is 3.26.
- The University of Delaware's scores are in the bottom third of their self-selected peers and in the bottom 30% of all universities in the study.
- These comparisons to other institutions are consistent across for all subgroups of faculty.
- Women report less clarity on tenure policies than men.
- Underrepresented Minority Faculty report less clarity on tenure policies than white faculty.

WHAT THE COACHE REPORT DOES NOT SAY ABOUT TENURE POLICIES

- The dimensions of your tenure policies that are least clear and most clear.
- The differences between your tenure policies and those of your comparison schools.
- The differences between how your tenure policies are implemented and those of your comparison institutions.
- Why women are less clear about these policies than men at your institution.
- Why underrepresented minority faculty report less clarity on tenure policies than their white colleagues.

CASE STUDY: UNIVERSITY OF CENTRAL FLORIDA

- Team centered: Faculty and administrators
- Prioritization of issues: The Shark Tank
- Process and progress focused
- Leans on faculty expertise

Jonathan Beever wins COACHE Innovation Award

May 29, 2019



Associate Professor of Philosophy Jonathan Beever and Stephen M. Kuebler, from CREOL, the College of Optics and Photonics, have won the final **COACHE Innovation Award for 2019-20**. As part of the Collaborative on Academic Careers in Higher Education (COACHE) survey, the COACHE award supports innovation, exploration and development by providing UCF faculty with time and funding to complete a project of their choosing.

Beever and Kuebler's project for the COACHE award is "Cultivating an institutional culture of ethics and responsible conduct." Through this project the pair hopes to create workshops for new faculty, post docs and graduate students. Further, these workshops will allow participants to understand ethical conduct through the lens of their professional work, and to support participants to becoming ERC advocates in their home disciplines. This approach, Beever and Kuebler note, will be beneficial to graduate students' transitions into professional careers, faculty members' professional development and mentoring capacities, and strengthening of an institutional culture of ethics.

In conjunction with this initiative, Beever and Kuebler have written articles for the [UCF Forum](#) highlighting several topics relating to ethics and current trends. Their [article](#) about self-driving cars was picked up by Brigham-Young University (BYU) Radio where they discussed some of their ideas further. Listen to it [here](#) (begins at 49:03).

The award is a progressive award, in which given over the course of three years. In the initial year, seven projects were awarded funds, including three that involved CAH faculty (Blake Scott and Laurie Pinkert from the Department of Writing and Rhetoric, and Beever.) Faculty who receive awards in 2017-18 were provided the opportunity to apply for additional funding in 2018-19 to scale up or improve the project. Of the three awards granted in 2018-19, two were given to projects involving CAH faculty members (Beever and Pinkert). Beever's project was selected for the third and final round of funding.

Related Posts

Staff Awards Recognize Dedication and Exemplary Service

CAH Faculty Members Receive Tenure and Promotion in 2021

UCF Researchers Launch Digital Version of World-renowned 18th Century Dictionary

2021 Founders' Day Awards Honor Excellence in the Arts and Humanities

[« BACK TO NEWS](#)

WHAT A DEEPER DIVE LOOKS LIKE

- Focus groups and Interviews: Who leads? Whose voices are included? Who's not at the table?
- Policy and document reviews: Which documents? Who has access?
- Reviewing institutional data: COACHE...and?
- Partner discussions