

# 2020 COACHE Faculty Satisfaction Survey

## Preview of Results

June 4, 2021

# What is COACHE?

COACHE = Collaborative on Academic Careers in Higher Education

- Faculty Job Satisfaction Survey, administered by Harvard Graduate School of Education

## UD COACHE Team

Matt Kinservik, Vice Provost for Faculty Affairs

Heather Kelly, Director, Institutional Research

Robin Andreasen, Professor of Linguistics & Cognitive Science, UD-ADVANCE

Shawna Vican, Assistant Professor of Sociology & Criminal Justice, UD-ADVANCE

## COACHE Representatives

Todd Benson, Executive Director and Principal Investigator, COACHE

Amal Kumar, Doctoral Fellow, COACHE

# COACHE Survey Overview

## Cohort

- 110 institutions

## Peer Institutions

- Indiana University
- Rutgers University
- University of Maryland
- University of Pittsburgh
- University of Virginia

## Survey Administration

- February 13 – April 10, 2020
- All full-time faculty

## Response Rates

- 40% overall
- Higher: women & CT faculty
- Lower: men & faculty of color

## COVID Pandemic

- 75% completion by March 9

# Areas of Strength

## Nature of Work. Research

- Time spent on research
- Expectations, external funding
- Support for research

## Collaboration

- Opportunities for collaboration, internal and external to UD

## Shared Governance, Productivity

- Overall effectiveness and progress toward goals

## Benefits & Family Policies

- Health & retirement benefits
- Parental leave
- Tuition benefits

# Areas of Concern

## Tenure Policies

- Clarity and communication of processes, standards, and expectations

## Senior Leadership

- Pace of decision making
- Stated priorities
- Communication of priorities
- Faculty input

## Department Collegiality

- Commitment to diversity & inclusion
- Collegiality and opportunities for interaction with colleagues
- Sense of fit

## Nature of Work. Service

- Time spent on service
- Equitability of service assignments
- Advising responsibilities

# Variation in Faculty Experience

## Results for subgroups of faculty

- Tenured & Pre-Tenure
- Non-tenure Track
- Rank
- Gender
- Race/Ethnicity
- Broad disciplinary groups

## COA Preview Report

- Compare mean scores

## Dashboards

- Peers & cohort comparison
- Within campus: magnitude of subgroup difference

## Example – P&T Policies

- Women and faculty of color perceive tenure process and criteria as less clear