



University of Pittsburgh

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Dear Colleagues,

Last spring, we participated in the Collaborative on Academic Careers in Higher Education (COACHE) survey of full-time tenured, tenure-stream, and non-tenure stream faculty (excluding clinical faculty, faculty in administrative roles, and faculty recently hired). I am pleased that over 50% of the eligible faculty participated in the survey, with a final response rate of 45%. This compares well with the overall 47% response rate for all participating institutions.

The COACHE survey is designed to enhance our understanding about your experience as a faculty member at Pitt, and I am writing to share initial aggregated results with you.

The results are presented in terms of 25 key benchmarks, which are related to important areas of faculty work lives. Examples of benchmarks are satisfaction with the nature of work (research, teaching, and service); satisfaction with personal and family policies; satisfaction with tenure policies; and satisfaction with governance. Responses to specific items on the survey are combined to form the 25 key benchmarks.

In presenting the results, COACHE compares responses from Pitt faculty with responses from other research institutions on the 25 key benchmarks. With this approach, areas of strength (top 1/3 of institutions) and areas of concern (bottom 1/3 of institutions) can be noted.

Relative to other institutions, Pitt faculty are less satisfied (bottom 1/3) on two key benchmarks: tenure policies and the clarity of tenure expectations. On the other hand, relative to other institutions, Pitt faculty are more satisfied (top 1/3) on 13 key benchmarks:

- Nature of Work: Research
- Nature of Work: Service
- Personal and family policies
- Health and retirement benefits
- Collaboration
- Mentoring
- Leadership: Senior
- Governance: Trust
- Governance: Shared sense of purpose
- Governance: Understanding the issue at hand
- Governance: Adaptability
- Governance: Productivity
- Appreciation and Recognition

The results suggest there is much to celebrate as a university. They also suggest some areas to work on, and present a roadmap for programmatic improvements. These and additional results can be found at <http://pitt.edu/coache>. There you will find an overview of the results on all 25 key benchmarks for faculty as a whole and for different faculty groups, an executive summary, infographics summarizing key results, and sample recommended “good practices” that are related to improved job satisfaction for faculty.

Over the coming months, we will continue to delve more deeply into the results of the survey, and work collaboratively with the Council of Deans, the University Senate, and other faculty governance groups to strengthen the work environment at Pitt for all faculty. We will continue to disseminate information about our efforts. In the meantime, I encourage you to visit the website often!

Laurie J. Kirsch
Vice Provost for Faculty Affairs, Development, and Diversity