COACHE Faculty Satisfaction Survey Results

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Presented to the Faculty Affairs Committee

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Roadmap for Presentation

- Background on faculty satisfaction surveys
- General satisfaction
- Comparison to peers
- High-level descriptive results on key themes by tenure status

Why Survey Faculty?

- Aligns with Plan for Pitt
- Support efforts to recruit, develop, and retain a diverse and excellent faculty
- Inform roadmap for implementing data-informed changes to increase faculty satisfaction

The COACHE Survey

- **C**ollaborative **O**f **A**cademic **C**areers in **H**igher **E**ducation
- Harvard Graduate School of Education
- Consortium of over 300 institutions
- Survey of faculty satisfaction
- Pitt participated in 2016 and 2019

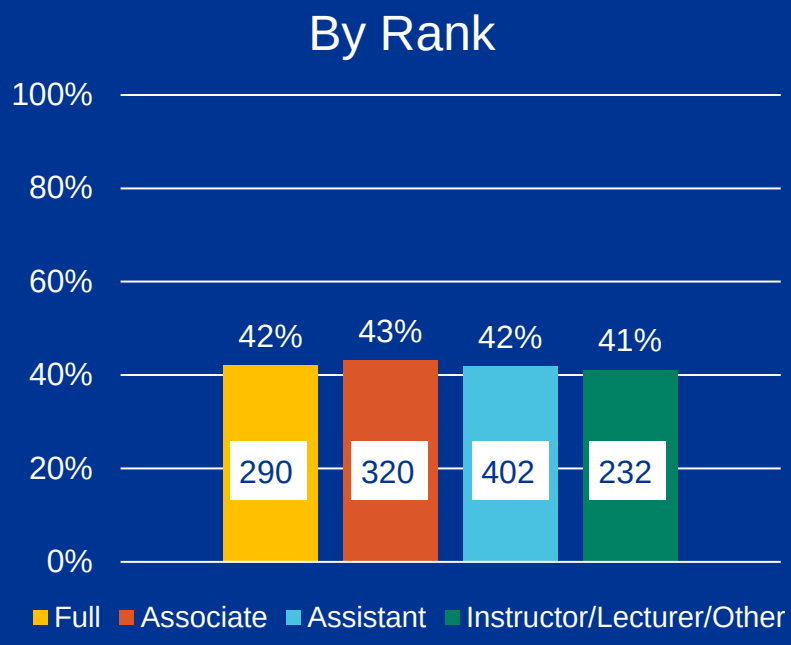
Survey Themes

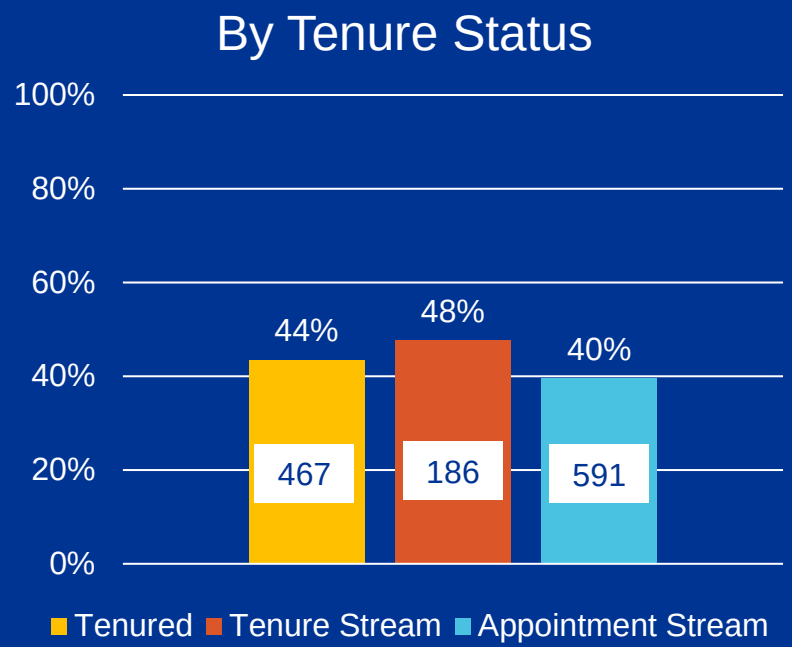
- Nature of Work (Research, Teaching, Service)
- Resources & Benefits
- Tenure & Promotion
- Collaboration & Mentoring
- Leadership & Governance
- Department Culture

Methodology

- Survey open from February 12 to April 7, 2019
- Most full-time faculty eligible to participate
  - Newly hired faculty excluded
  - Some faculty with administrative roles excluded
  - Clinical faculty in the SOM excluded
- Pitt response rate was 42% (similar to 46% response rate of other institutions)

Response Rates





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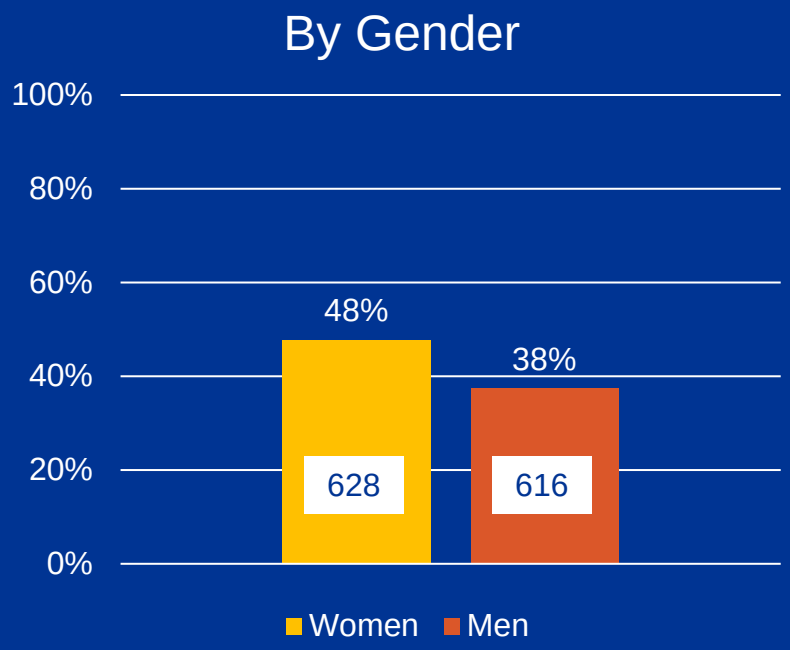
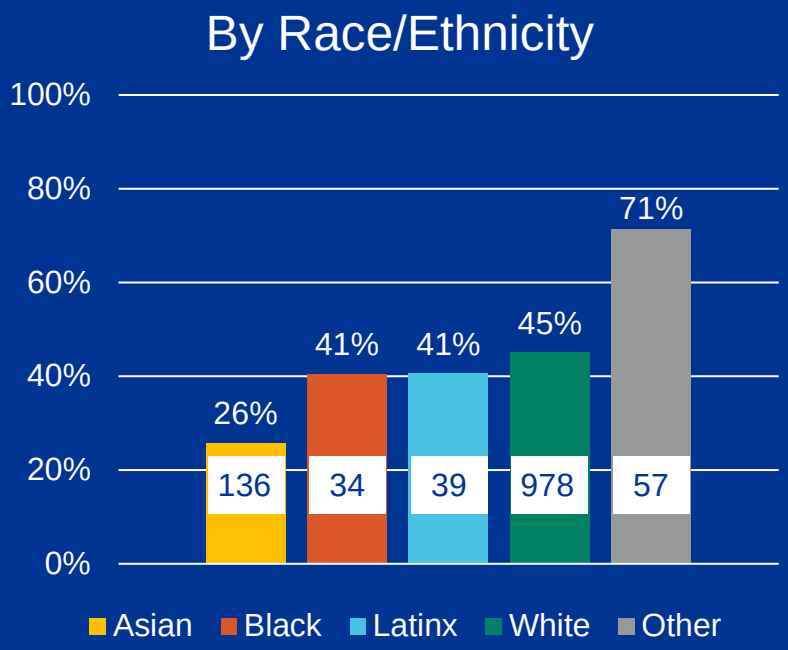
Response Rates





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Results Outline

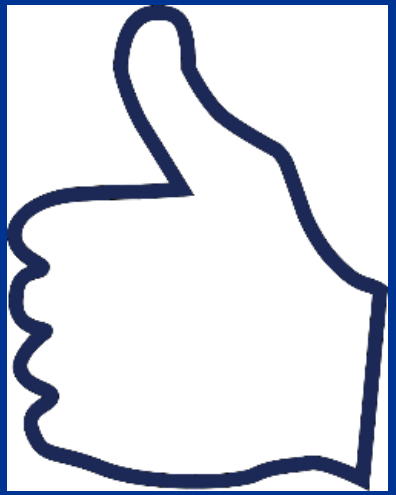
- General satisfaction
- Pitt relative to peers
- Descriptives on key questions by tenure status
  - Nature of Work
  - Promotion & Tenure
  - Collaboration, Mentoring, and Collegiality

General Satisfaction

73%

Said if they had to do it again, they would select Pitt

- *Peers Avg: 69%*



74%

Satisfied with department as a place to work

- *Peers Avg: 72%*

75%

Satisfied with Pitt as a place to work

- *Peers Avg: 67%*

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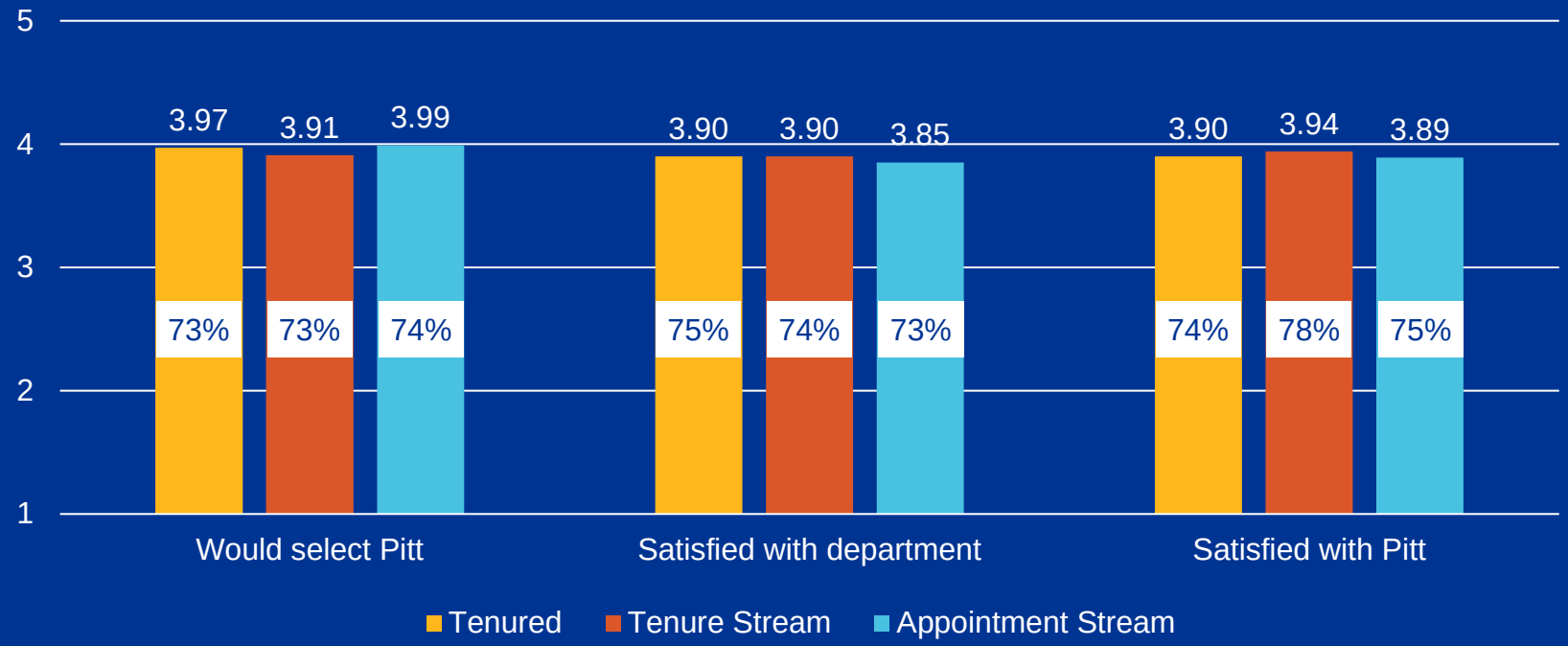
Satisfaction by Tenure Status



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No significant differences, ps > .70

Results Outline

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Benchmark Scores

- 25 benchmark scores nested within the survey themes
- Each benchmark score is assessed with multiple questions
- Give a general sense of how faculty feel about that aspect of their work/life

Peer Set

- 5 universities of our choosing who administered COACHE in the past 3 years:

1. **Indiana University**
2. **Purdue University**
3. **University of Texas**
4. **University of North Carolina**
5. **University of Virginia**

Pitt Compared to Peers

Benchmark Group	Benchmark	Overall	Tenured	Tenure Stream	Appt Stream	Full Prof	Assoc Prof	Male	Female	White	Faculty of Color	Asian	URM
Nature of Work	Nature of Work: Research												
	Nature of Work: Service												
	Nature of Work: Teaching												
Resources & Support	Facilities and Work Resources												
	Health and Retirement Benefits												
	Personal and Family Policies												
Collaboration & Mentoring	Interdisciplinary Work												
	Collaboration												
	Mentoring												
Tenure & Promotion	Promotion to Full												
	Tenure Expectations: Clarity												
	Tenure Policies												
Leadership	Leadership: Departmental												
	Leadership: Divisional												
	Leadership: Faculty												
	Leadership: Senior												
Governance	Governance: Adaptability												
	Governance: Productivity												
	Governance: Purpose												
	Governance: Trust												
	Governance: Understanding												
Departmental Relations & Appreciation	Appreciation and Recognition												
	Departmental Collegiality												
	Departmental Engagement												
	Departmental Quality												

= Pitt in Top 2

= Pitt in Middle 2

= Pitt in Bottom 2

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Results Outline

- General satisfaction
- Pitt relative to peers
- **Descriptives on key questions by tenure status**
  - Nature of Work
  - Promotion & Tenure
  - Collaboration, Mentoring, and Collegiality

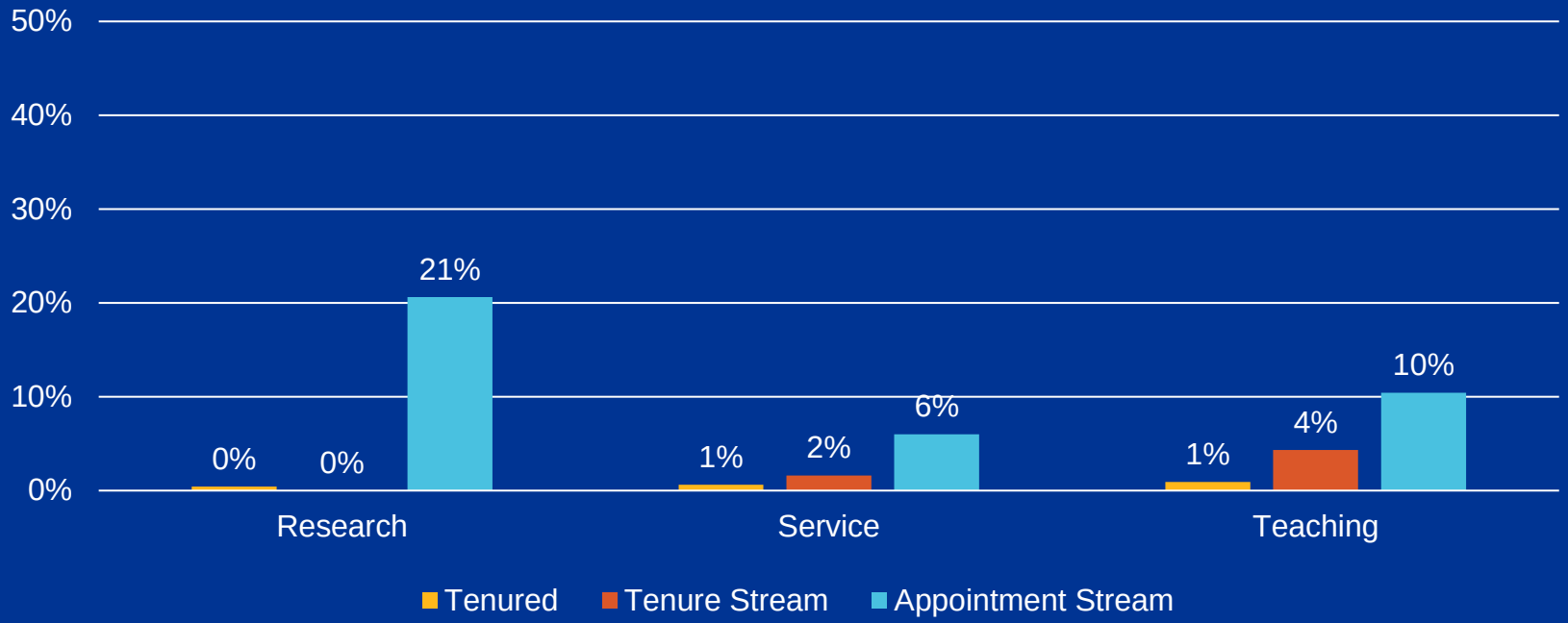
Nature of Work

- What % of faculty engage in different areas of work: Percent who said certain questions do not apply to them

- Mean response to select questions by tenure status

Nature of Work:

% Not Applicable to Time Spent on …



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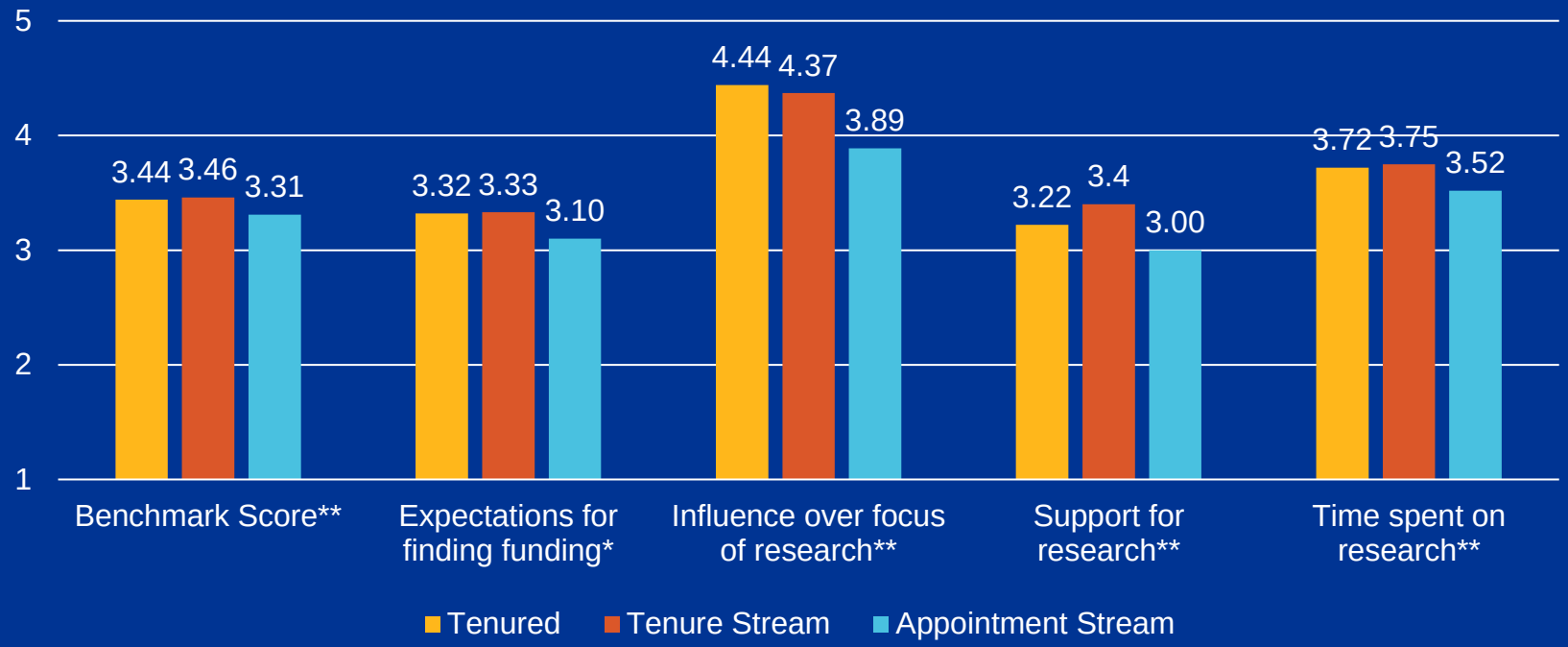
Nature of Work: Research



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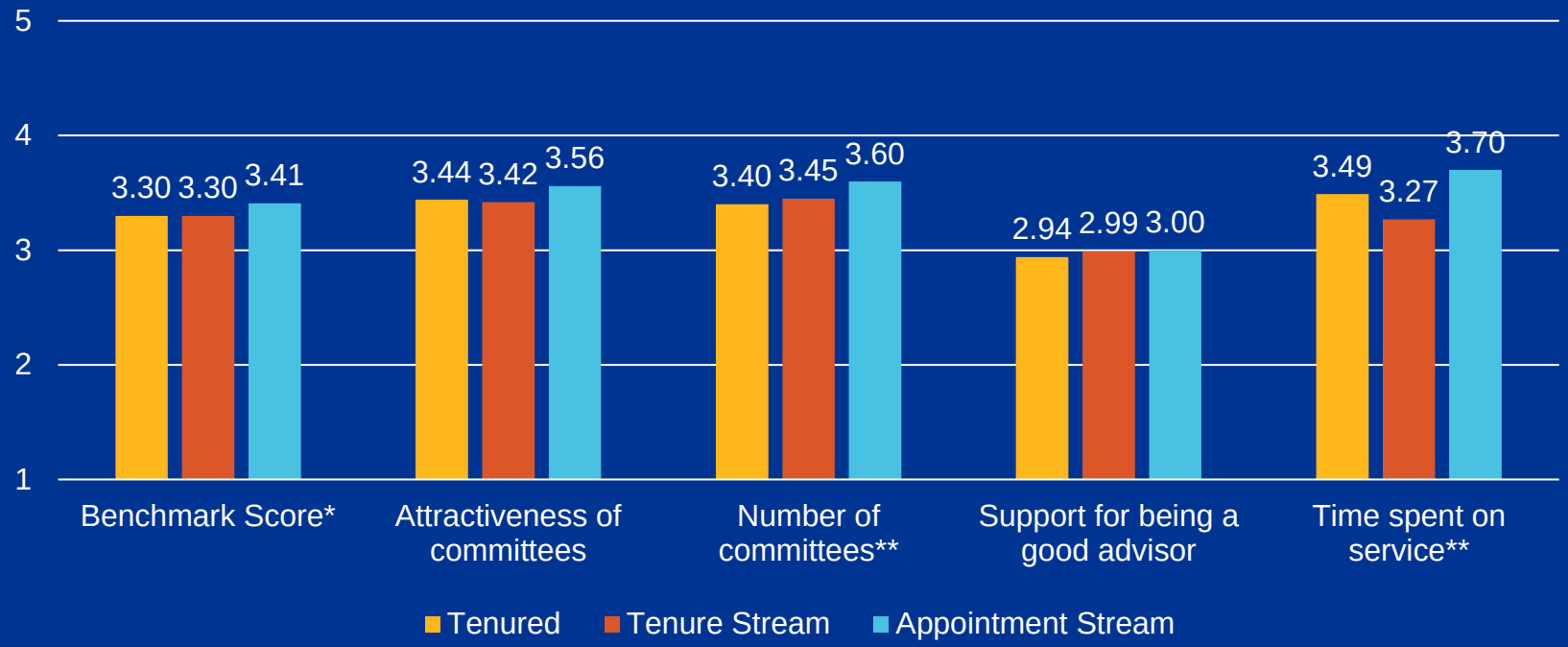
Nature of Work: Service



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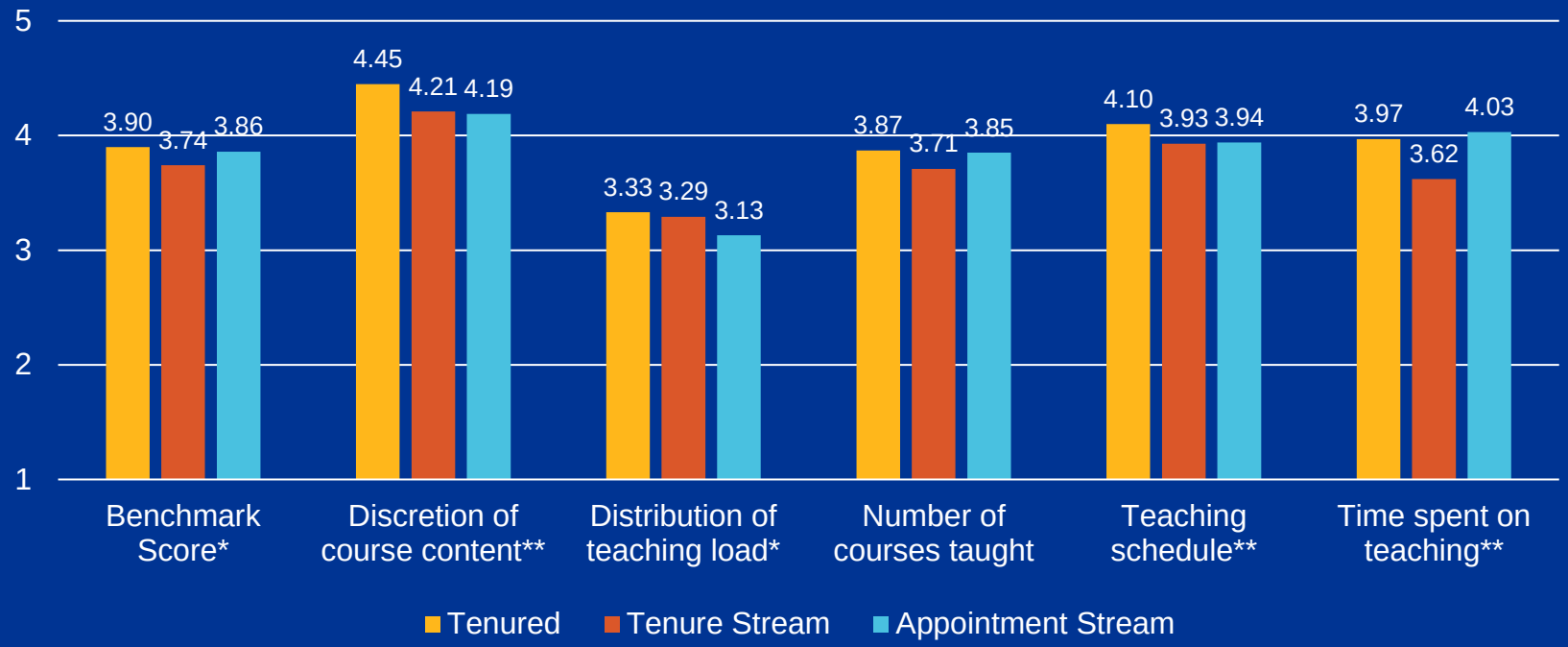
Nature of Work: Teaching



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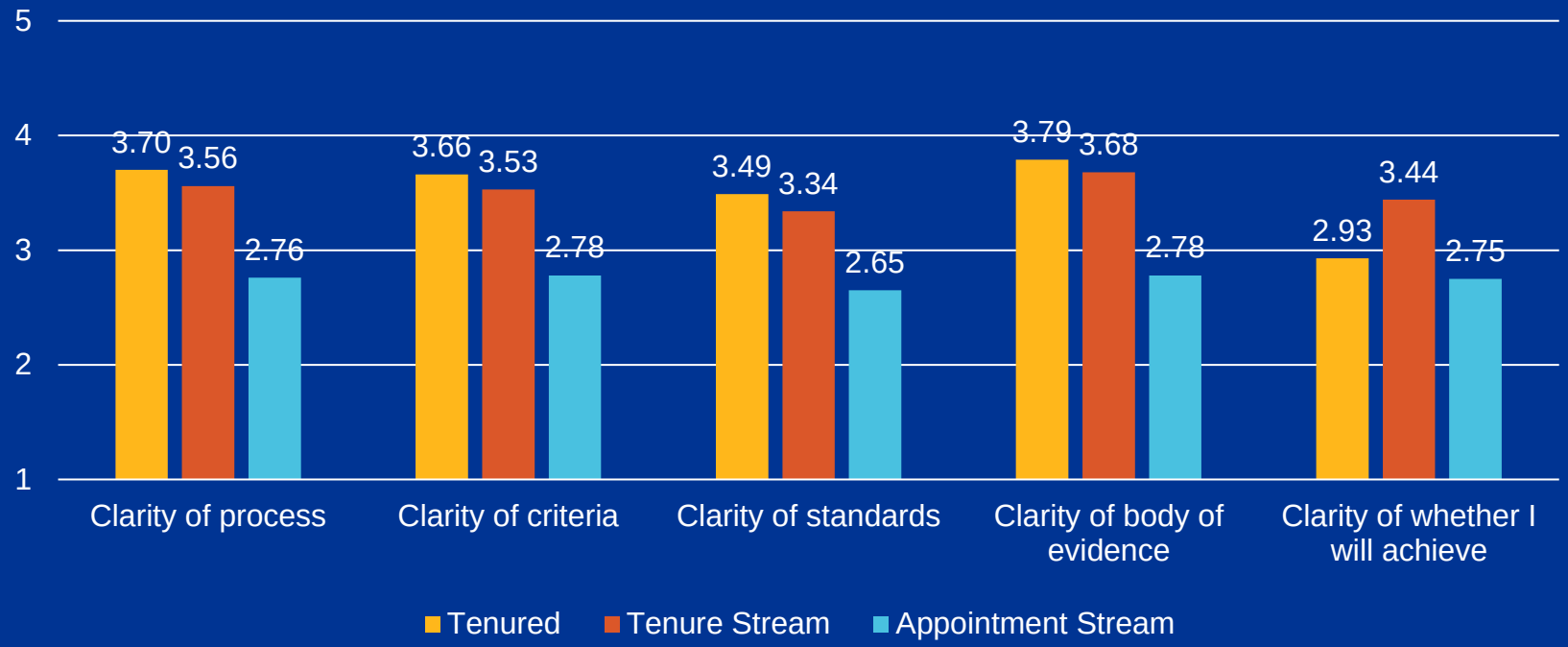
Promotion and Tenure

- Clarity of …
  - Promotion (different promotions by tenure status)
  - Contract Renewal in Department (Appointment Stream Only)
  - Expectations for Tenure (Tenure Stream Only)

Clarity of Promotion



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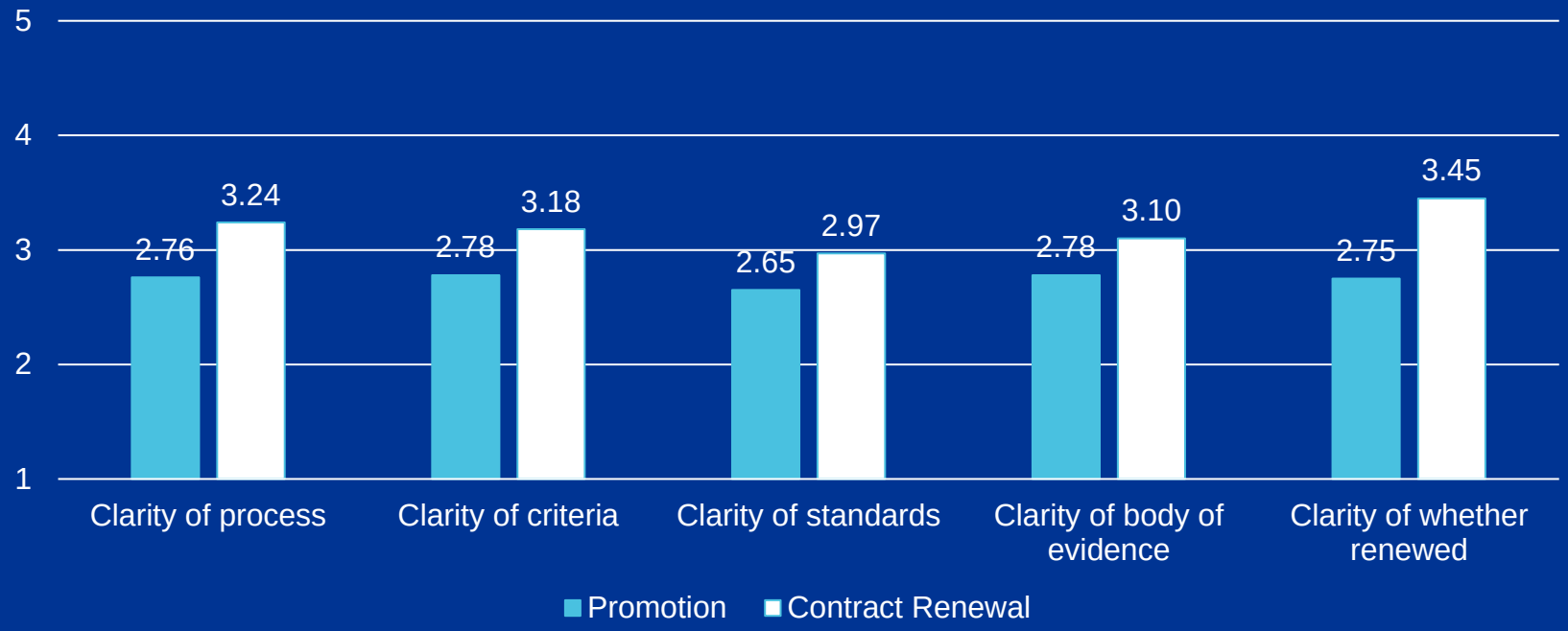
Contract Renewal in Department

Appointment Stream Only



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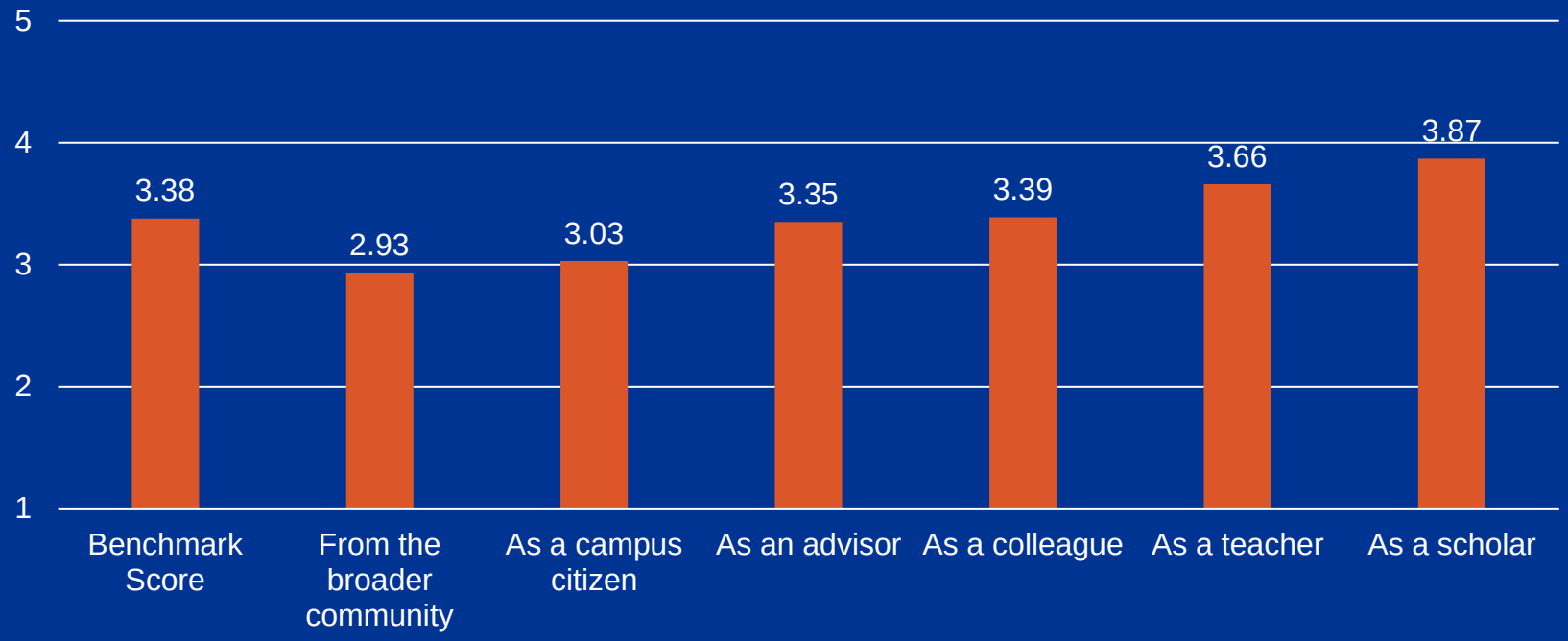
Clarity of Expectations for Tenure

Tenure Stream Only



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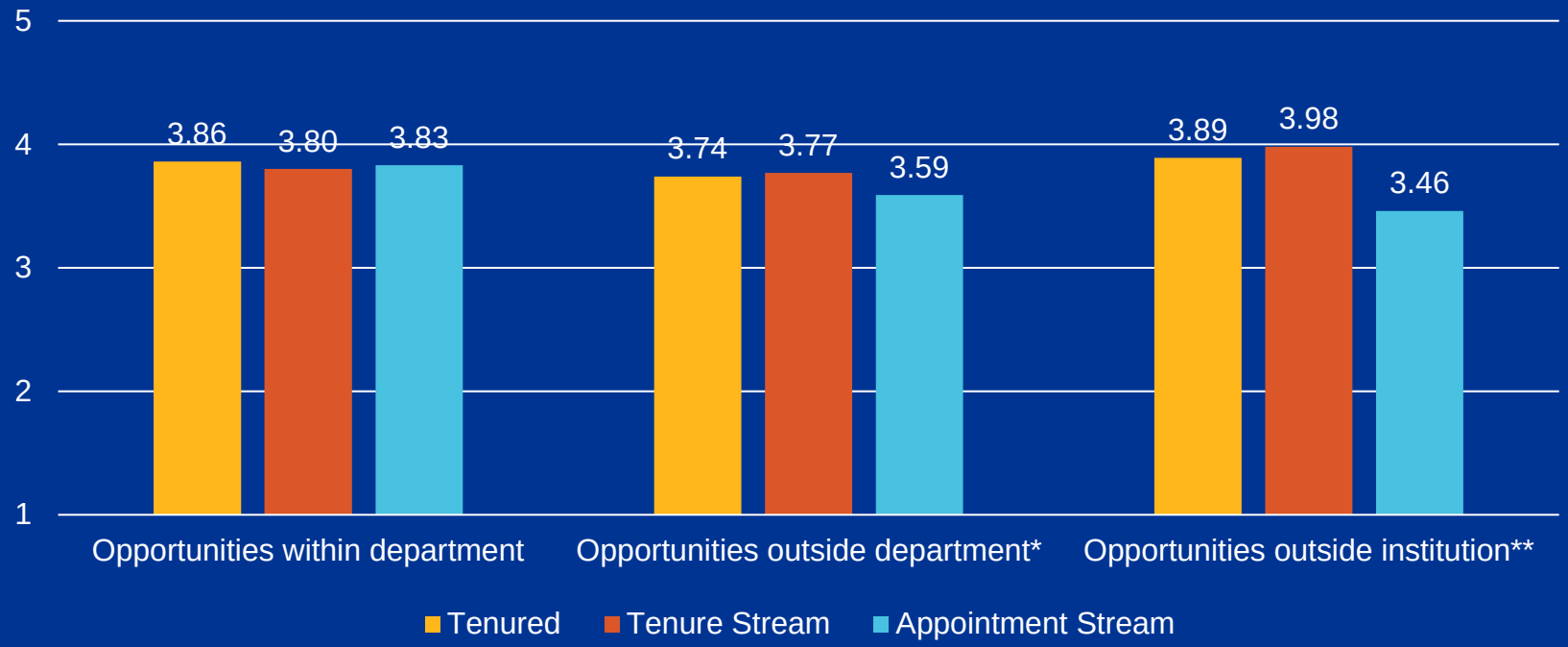
Collaboration, Mentoring, and Collegiality

- Mean response to select questions by tenure status

Collaboration



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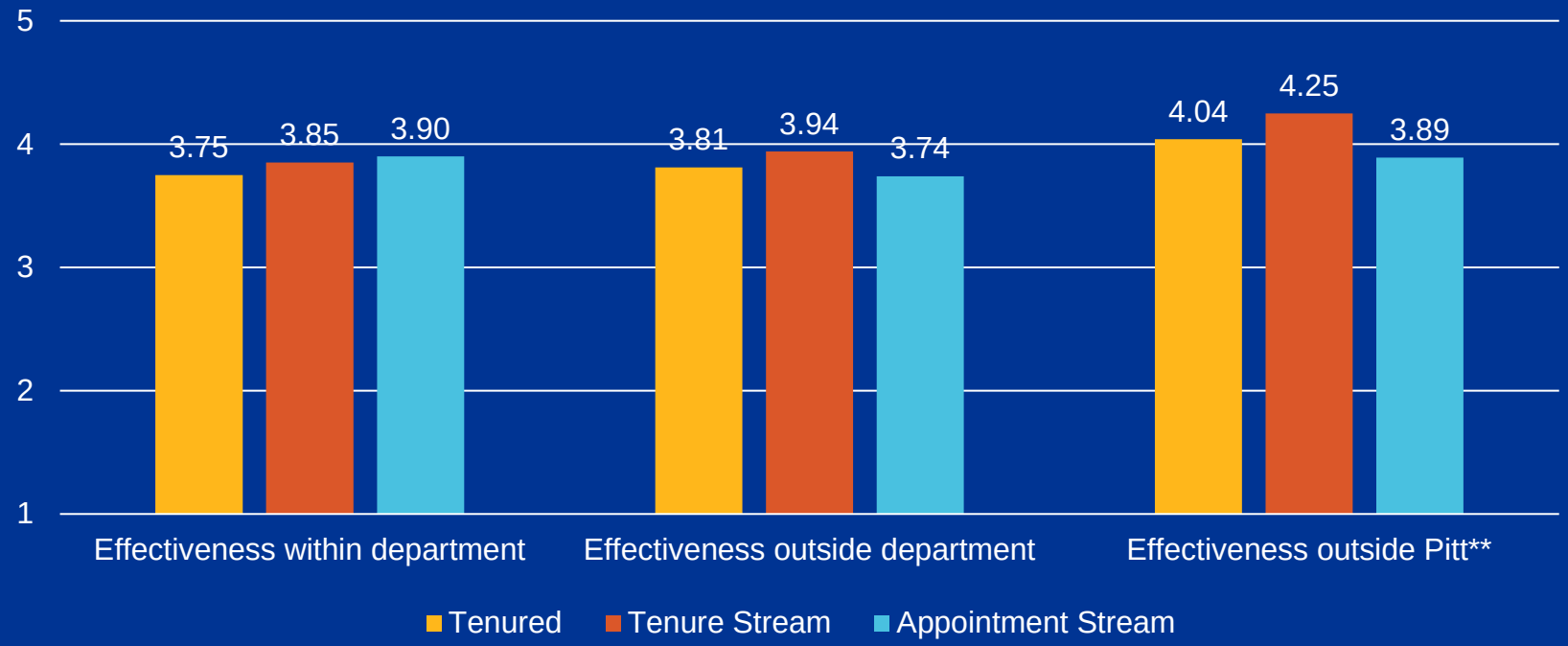
Mentoring



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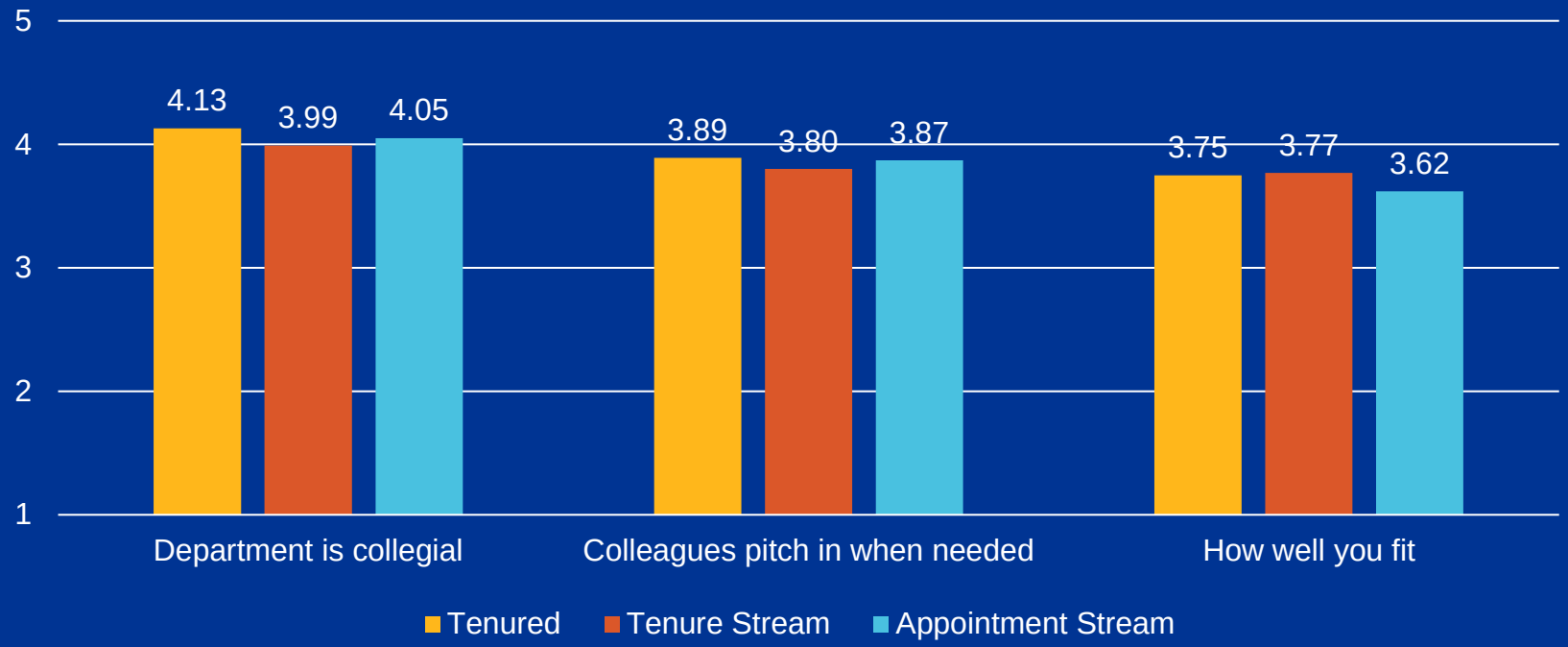
Collegiality



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No significant differences

Summary

- Faculty report high levels of general satisfaction with little variation by tenure status
- Fewer AS faculty engage in research and those who do are slightly less satisfied
- Only small variation in satisfaction with service and teaching by tenure status

Summary

- AS report lower levels of clarity in the promotion process than T/TS faculty
- Small variation in satisfaction with collaboration and mentoring by tenure status
- No variation in satisfaction with collegiality by tenure status

Caveats & Limitations

- Response bias and small cell size concerns call into question some results
- Averaging across groups may mask variation in satisfaction by school and/or department
- Quantitative results only tell part of the story

Steps Taken

- ✓Share interactive dashboards with Deans, Directors, and Campus Presidents
- ✓Share results with faculty community
- ✓Engage specific groups/committees on using these results for data-informed decision-making