COACHE Faculty Satisfaction Survey Results

Presented to Faculty Assembly on September 9, 2020

John Wallace
Vice Provost for Faculty Diversity and Development

Lu-in Wang
Vice Provost for Faculty Affairs

Amanda Brodish
Director of Data Analytics & Pathways for Student Success

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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-driven 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

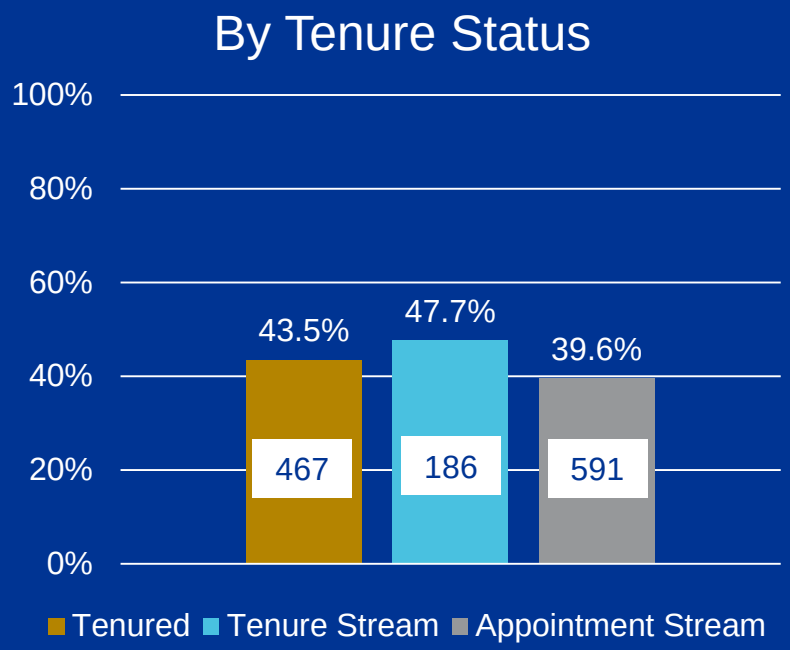
Survey Themes

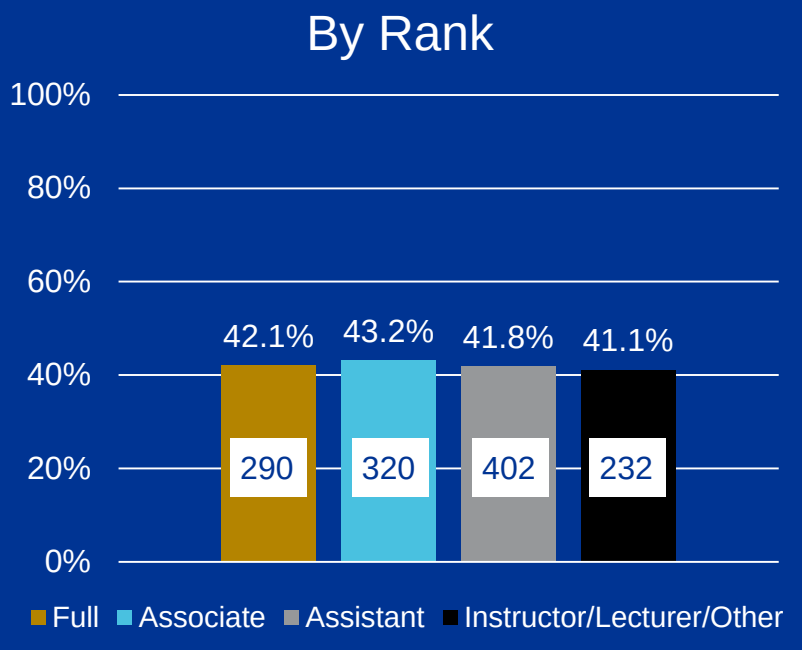
- Nature of Work (Research, Teaching, Service)
- Resources & Benefits
- Tenure & Promotion
- Collaboration & Mentoring
- Leadership & Governance
- Department Culture

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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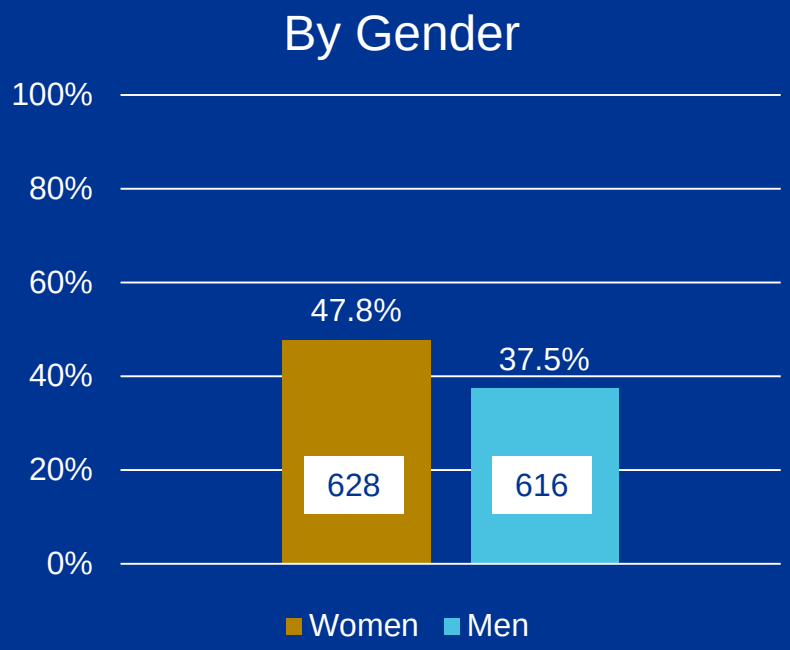
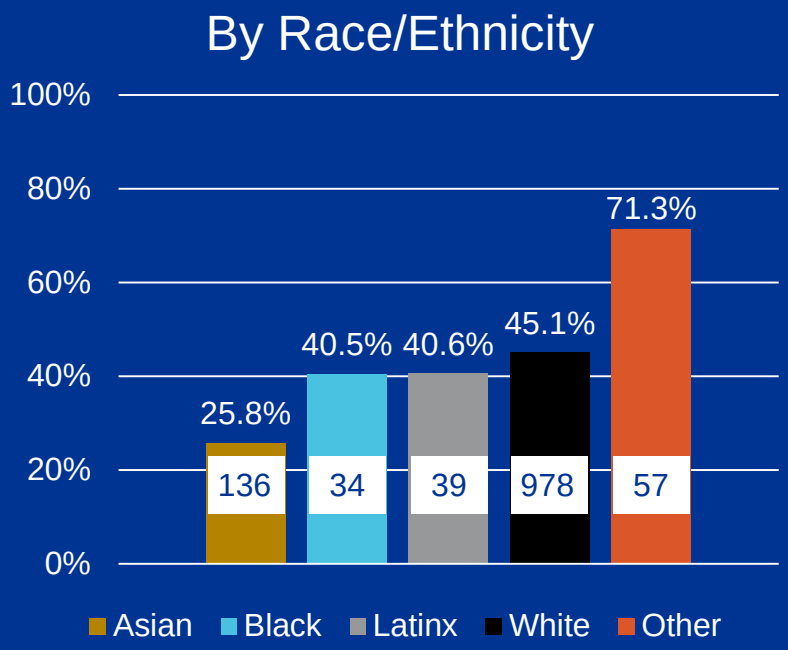
Response Rates





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Key Outcomes

- 25 Key Benchmarks
  - Each benchmark assessed with multiple questions
  - Gives a general sense of how faculty feel about that aspect of their work/life
  - Nested within 7 broad areas (e.g., Nature of Work, Tenure & Promotion, Leadership)

Comparisons

- Cohort: 103 research universities that were surveyed in the past 3 years
- Peers: 5 universities of our choosing from cohort

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

- Comparisons will focus on Peers

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Results Outline

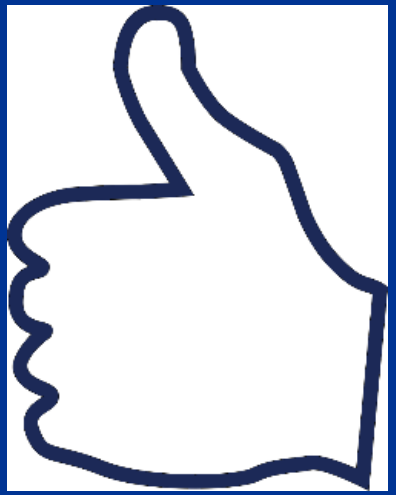
- General satisfaction
- Pitt relative to peers on key benchmarks
- Within Pitt variation on key benchmarks
  - Variation by subgroups
  - Pitt 2016 vs. Pitt 2019

General Satisfaction

74%

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

- *Peers Avg: 69%*



73%

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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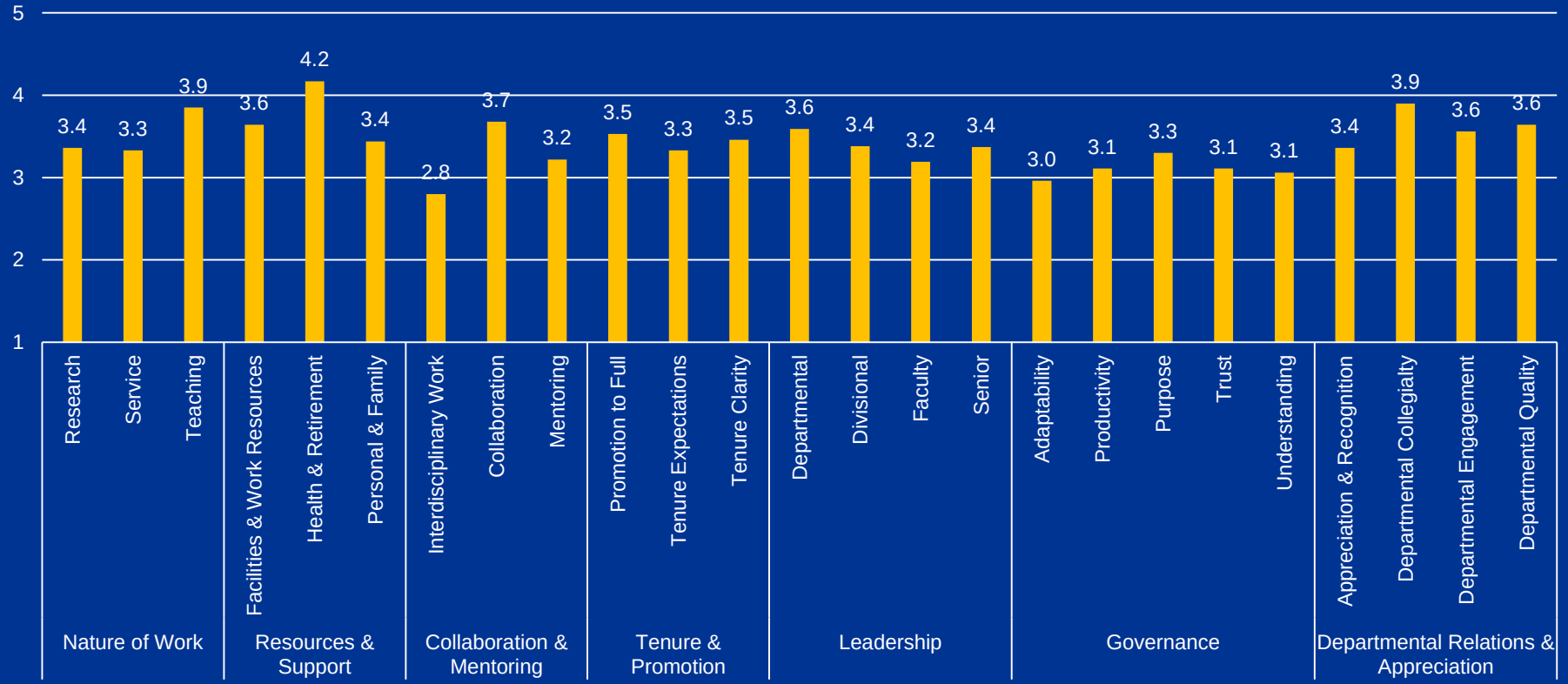
Pitt Benchmark Scores



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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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Within Pitt Variation

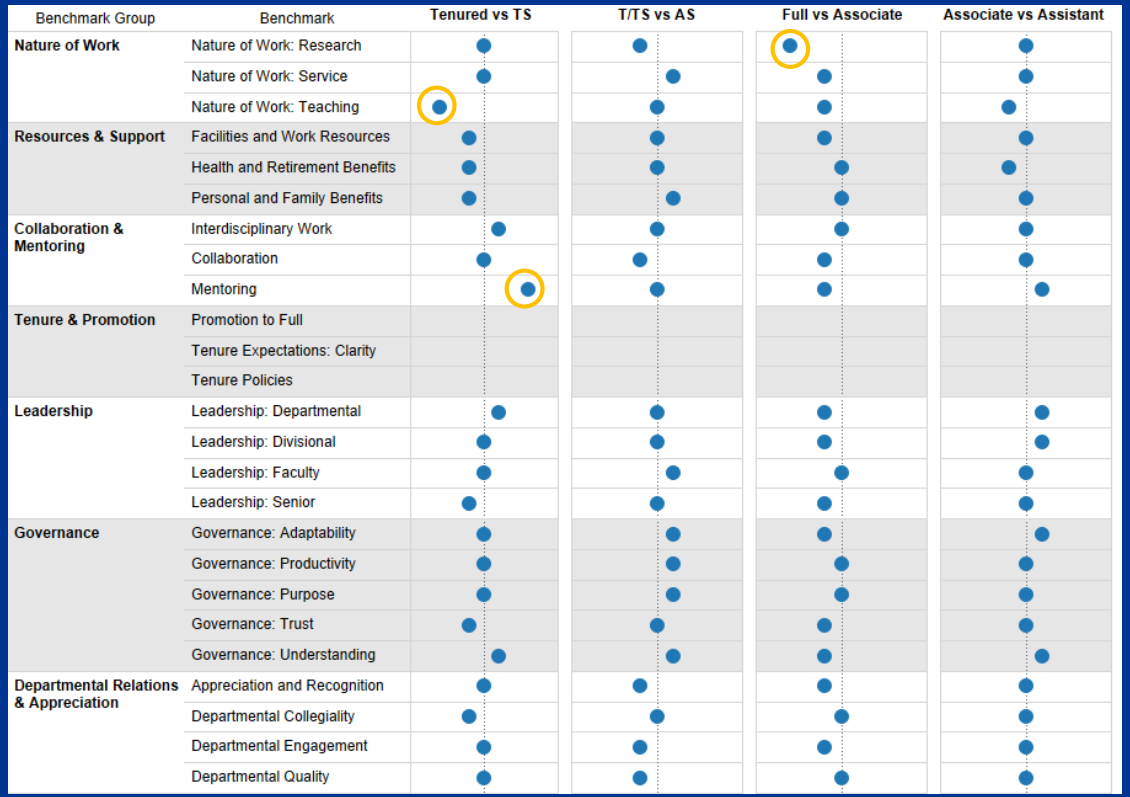
Effect Size

- Strength of a phenomenon
- Not a test of statistical significance
- Emphasizes size of an effect

$$d = \frac{M_1 - M_2}{SD}$$

Effect Size	d
Small	0.10
Medium	0.30
Large	0.50

Within Pitt Variation: Rank & Tenure Status



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Within Pitt Variation: Gender

Benchmark Group	Benchmark	Male vs Female
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 Benefits	
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	
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Departmental Relations & Appreciation	Appreciation and Recognition	
	Departmental Collegiality	
	Departmental Engagement	
	Departmental Quality	

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Pitt Change from 2016 to 2019

↑ = Small Effect Size

↑↑ = Medium Effect Size

↑↑↑ = Large Effect Size

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Caveats & Limitations

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

Next Steps

- ✓Share interactive dashboards with Deans, Directors, and Campus Presidents
- ✓Share results with faculty community
  - ✓www.provost.pitt.edu/COACHE
  - ✓Letter to faculty
  - ✓Presentation to Faculty Assembly

Next Steps

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

QUESTIONS?