



University of Pittsburgh

COACHE Faculty Survey: A Presentation to the Senate Committee on Benefits and Welfare

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Why Survey the Faculty?

- **Aligns with the Plan for Pitt**
- **Support efforts to recruit, develop, and retain a diverse and excellent faculty**
- **Baseline data about faculty satisfaction and faculty perceptions of Pitt as a workplace**
- **Roadmap for implementing informed changes**



The COACHE Survey

- **Collaborative Of Academic Careers in Higher Education**
- **Harvard Graduate School of Education**
- **Consortium of over 250 institutions**
- **Survey of faculty satisfaction**
- **Resources to promote change**



Survey Themes

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



Methodology

- Full-time faculty eligible to participate
- Survey open from Feb 10 to April 17, 2016
- Pitt response rate was 45% (similar to 47% response rate of other institutions)
 - 507 tenured faculty
 - 192 tenure stream faculty
 - 608 non-tenure stream faculty



Comparisons

- **Cohort:** 88 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
Minnesota**

**4. University of North
Carolina**

5. University of Virginia



Results

- General satisfaction
- Key benchmarks
 - Each benchmark assessed with multiple Qs
 - Pitt mean relative to peers
- Deep dive on questions related to HR topics and benefits
- Faculty in their own words



General Satisfaction

94%

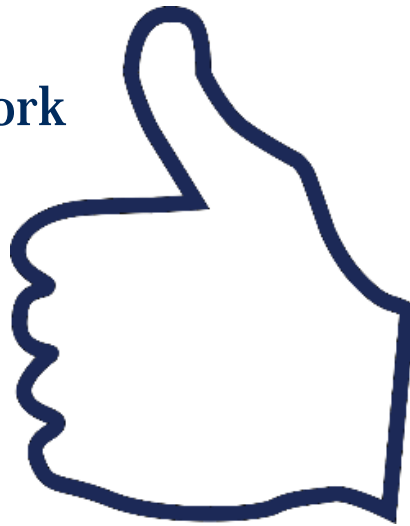
Would recommend or strongly recommend department as a place to work

- *Cohort Avg.: 92%*
- *Peers Avg.: 94%*

75%

Satisfied with Pitt as a place to work

- *Cohort Avg.: 63%*
- *Peers Avg.: 70%*



74%

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

- *Cohort Avg.: 66%*
- *Peers Avg.: 70%*

74%

Satisfied with department as a place to work

- *Cohort Avg.: 71%*
- *Peers Avg.: 72%*



Satisfaction with



Health
Benefits

86% 😊

Retirement
Benefits

83% 😊



Family Medical/
Parental Leave

64% 😊



Nature of Work: Research

Nature of Work: Service

Nature of Work: Teaching

Facilities and Work Resources

Personal and Family Policies

Health and Retirement Benefits

Interdisciplinary Work

Collaboration

Mentoring

Tenure Policies

Tenure Expectations: Clarity

Promotion to Full

Leadership: Senior

Leadership: Divisional

Leadership: Departmental

Leadership: Faculty

Governance: Trust

Governance: Shared sense of purpose

Governance: Understanding the issue at hand

Governance: Adaptability

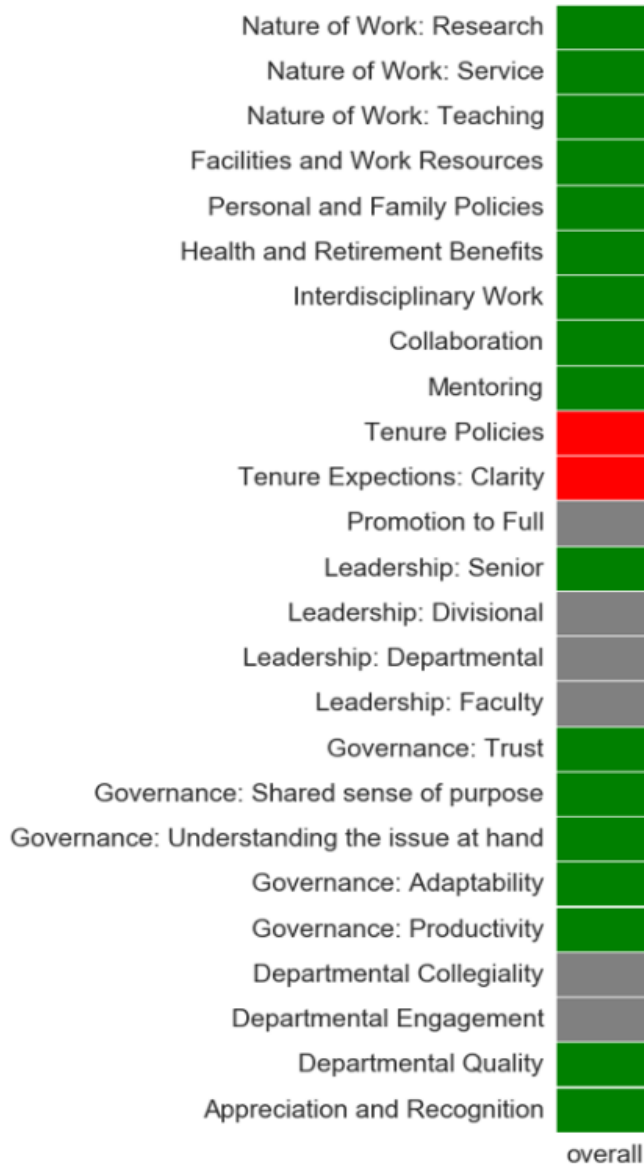
Governance: Productivity

Departmental Collegiality

Departmental Engagement

Departmental Quality

Appreciation and Recognition





Nature of Work: Research

Nature of Work: Service

Nature of Work: Teaching

Facilities and Work Resources

Personal and Family Policies

Health and Retirement Benefits

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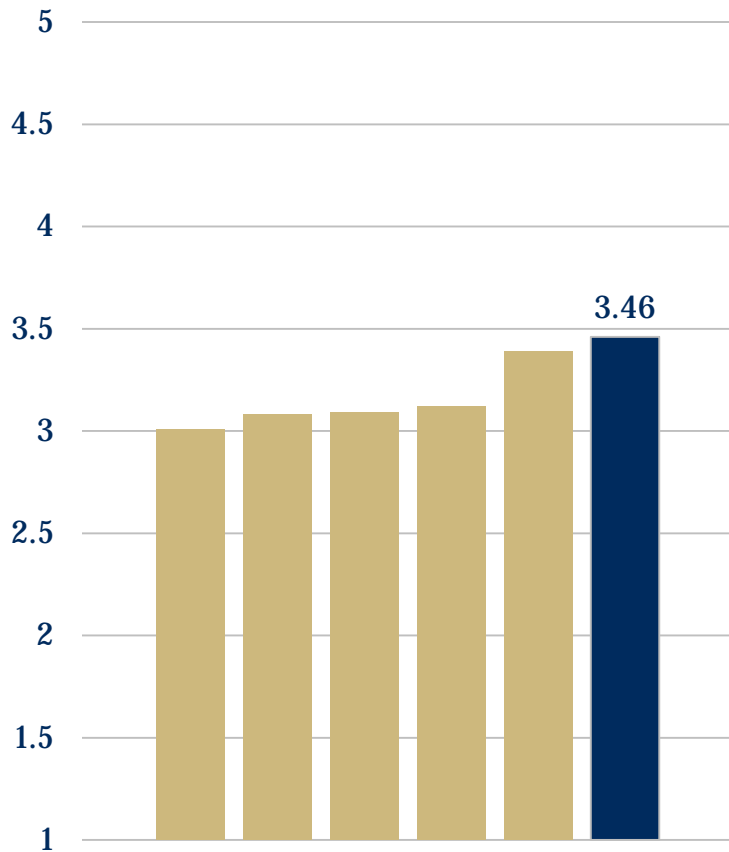
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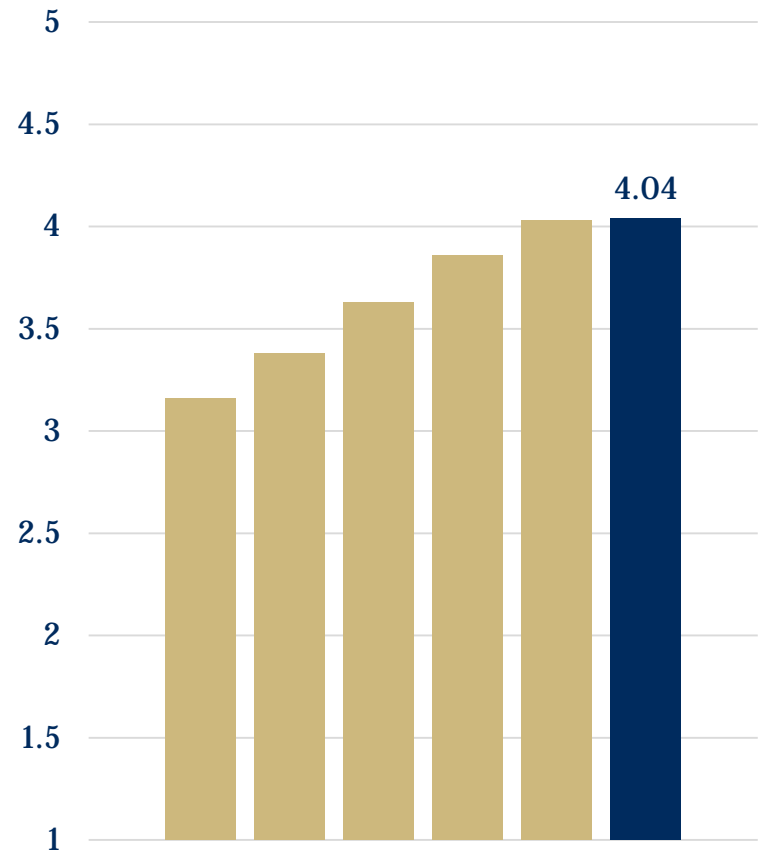


Benefits-Related Benchmarks

Personal and Family Policies

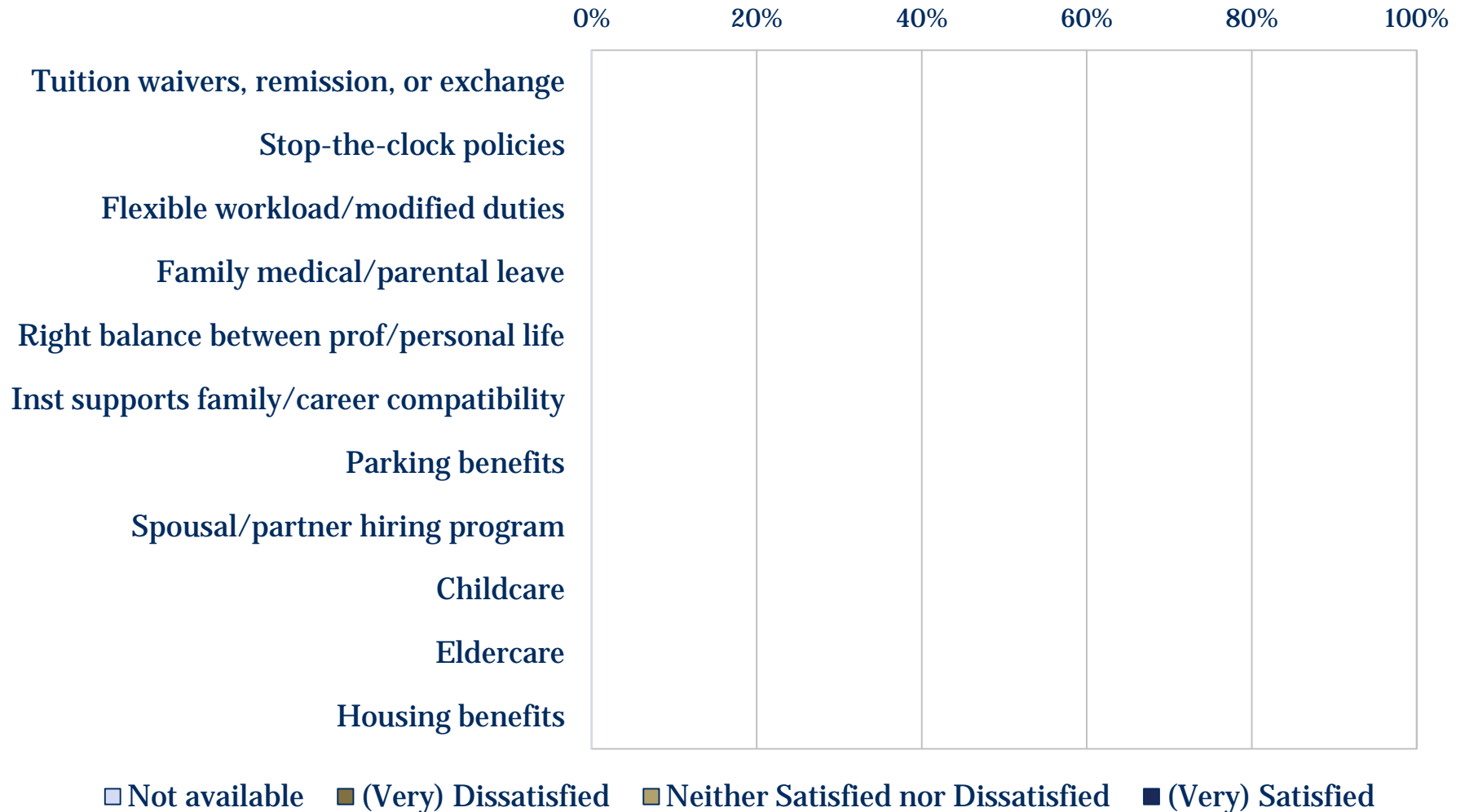


Health and Retirement Benefits



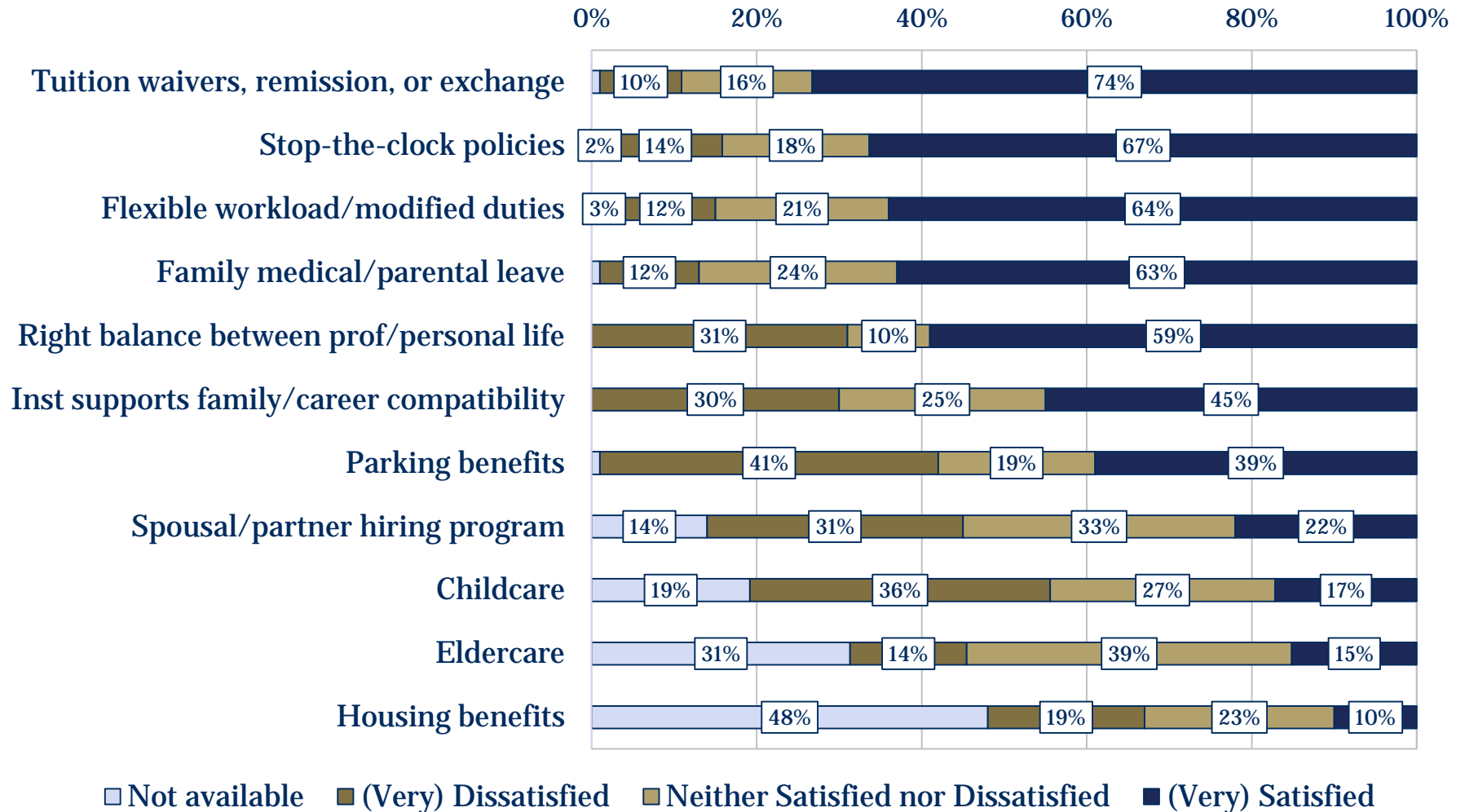


Personal and Family Policies Questions





Personal and Family Policies Questions





Health & Retirement Benefits Questions

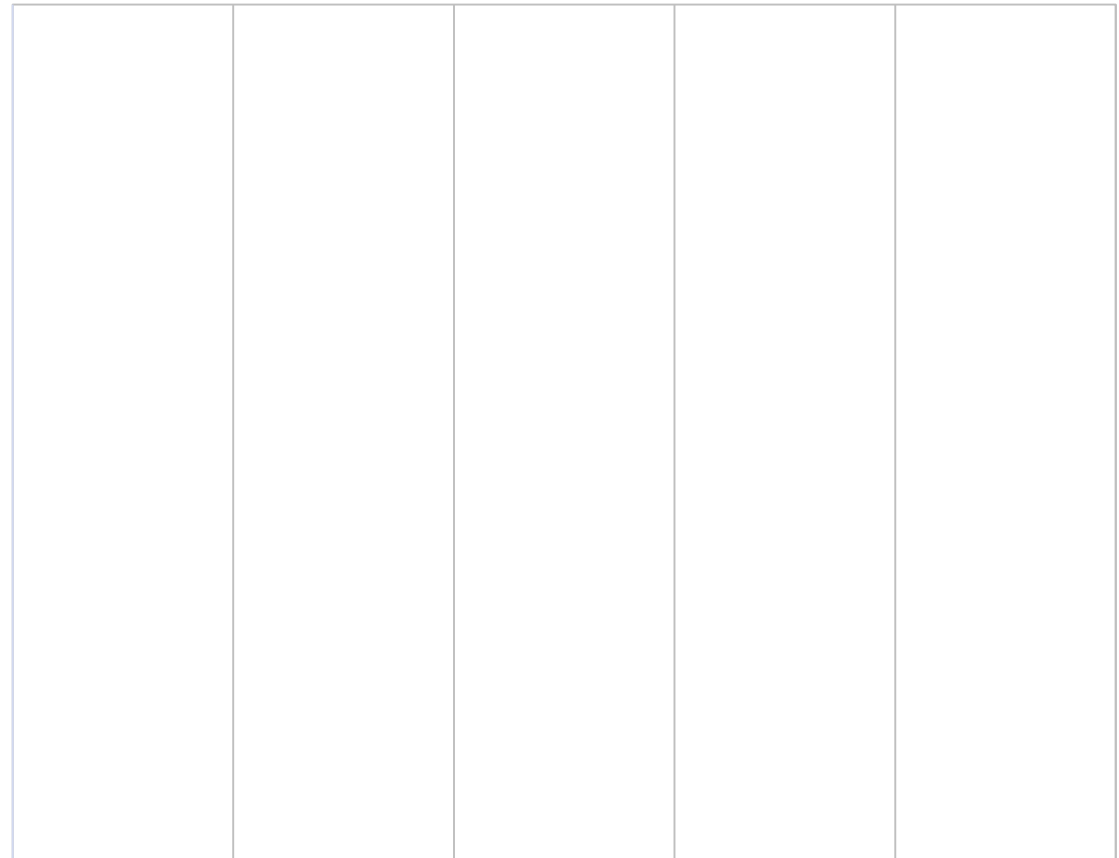
0% 20% 40% 60% 80% 100%

Health benefits for yourself

Health benefits for family

Retirement benefits

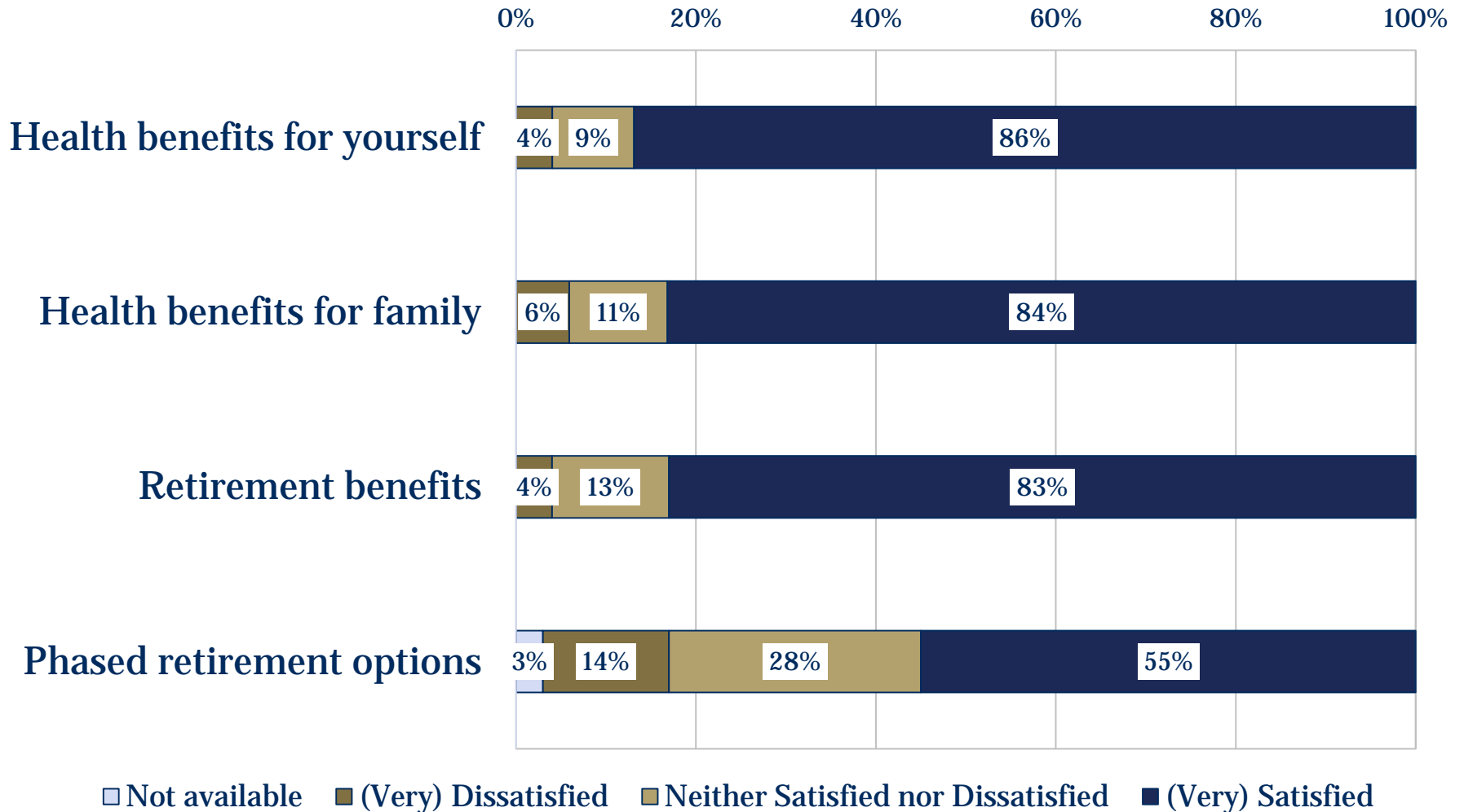
Phased retirement options



□ Not available ■ (Very) Dissatisfied ■ Neither Satisfied nor Dissatisfied ■ (Very) Satisfied



Health & Retirement Benefits Questions





Effect Size

- Emphasizes size of an effect
- Not a test of statistical significance
- Not affected by sample size

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

Effect Size	d
Small	0.10
Medium	0.30
Large	0.50



Personal and Family Policies Questions

Ten vs TS

Personal and Family Policies - Overall

Right balance between professional/personal

Inst. support family/career compatability

Housing benefits

Tuition wavier, remission, or exchange

Spousal/partner hiring program

Childcare

Eldercare

Family medical/parental leave

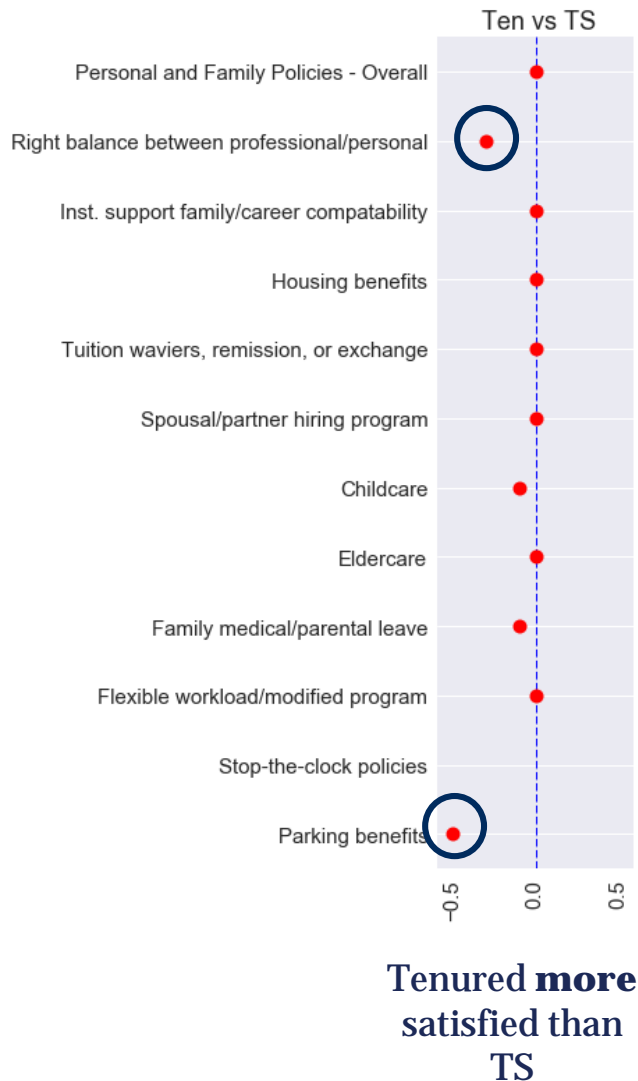
Flexible workload/modified program

Stop-the-clock policies

Parking benefits



Personal and Family Policies Questions



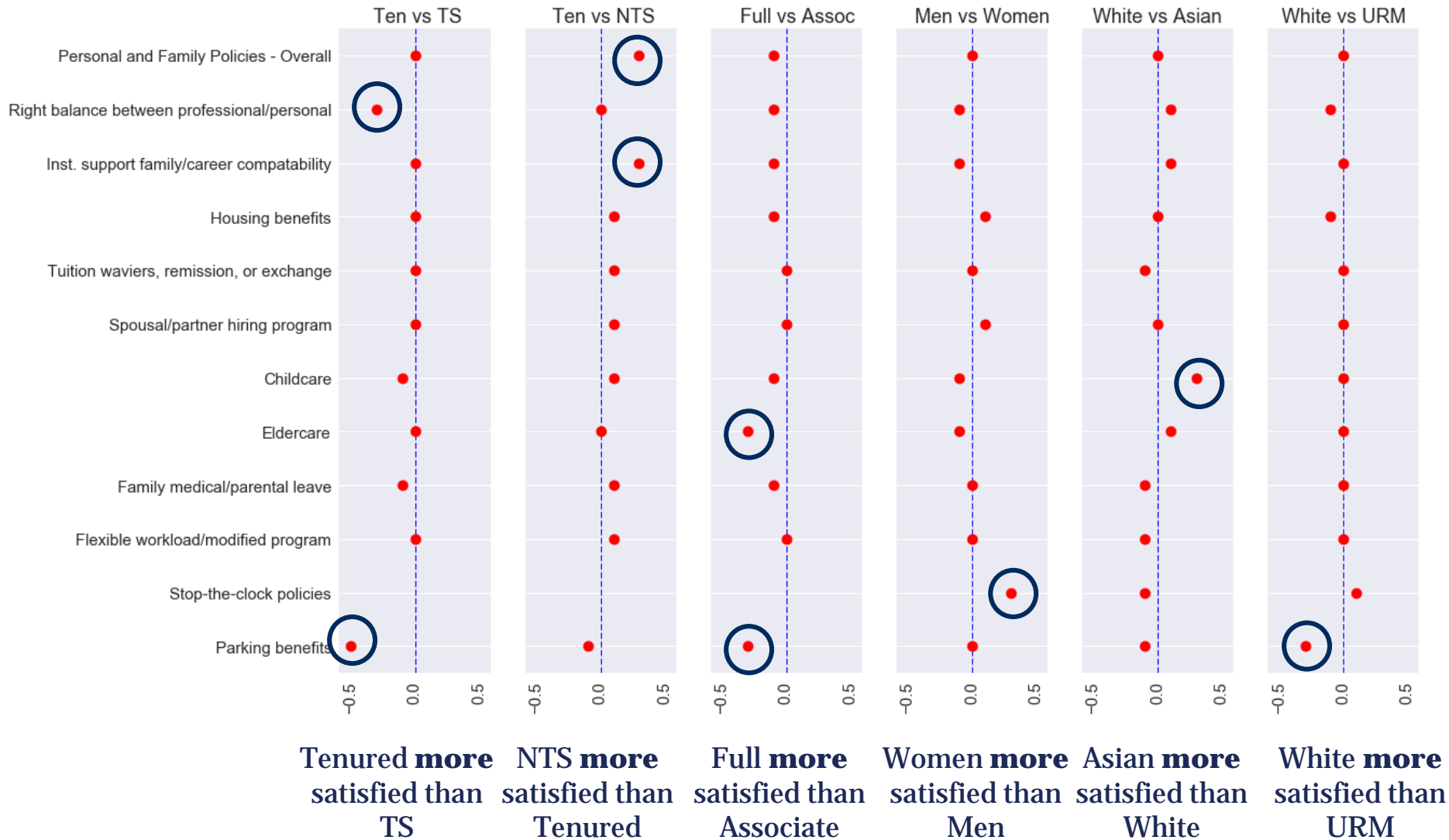


Personal and Family Policies Questions





Personal and Family Policies Questions





Health & Retirement Benefits Questions

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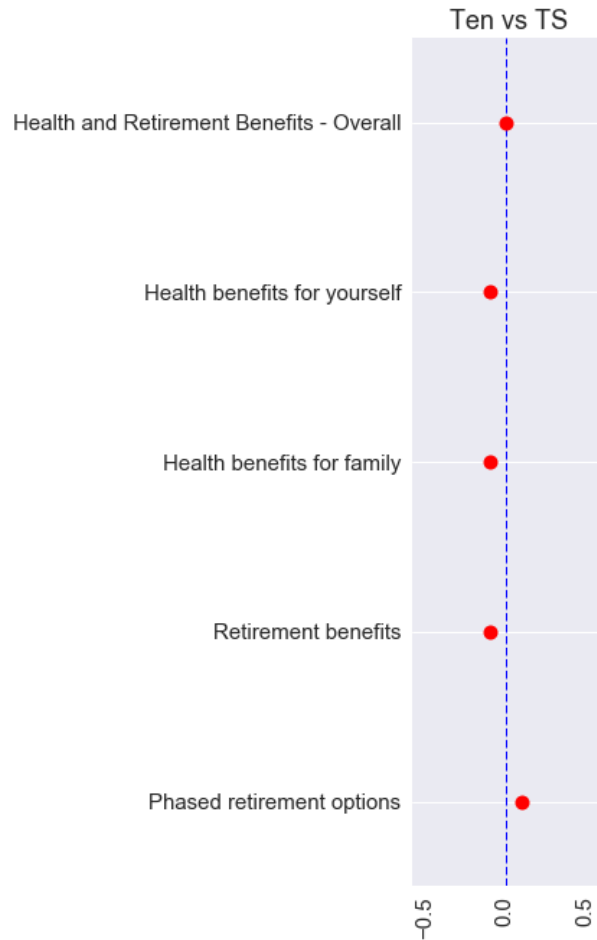
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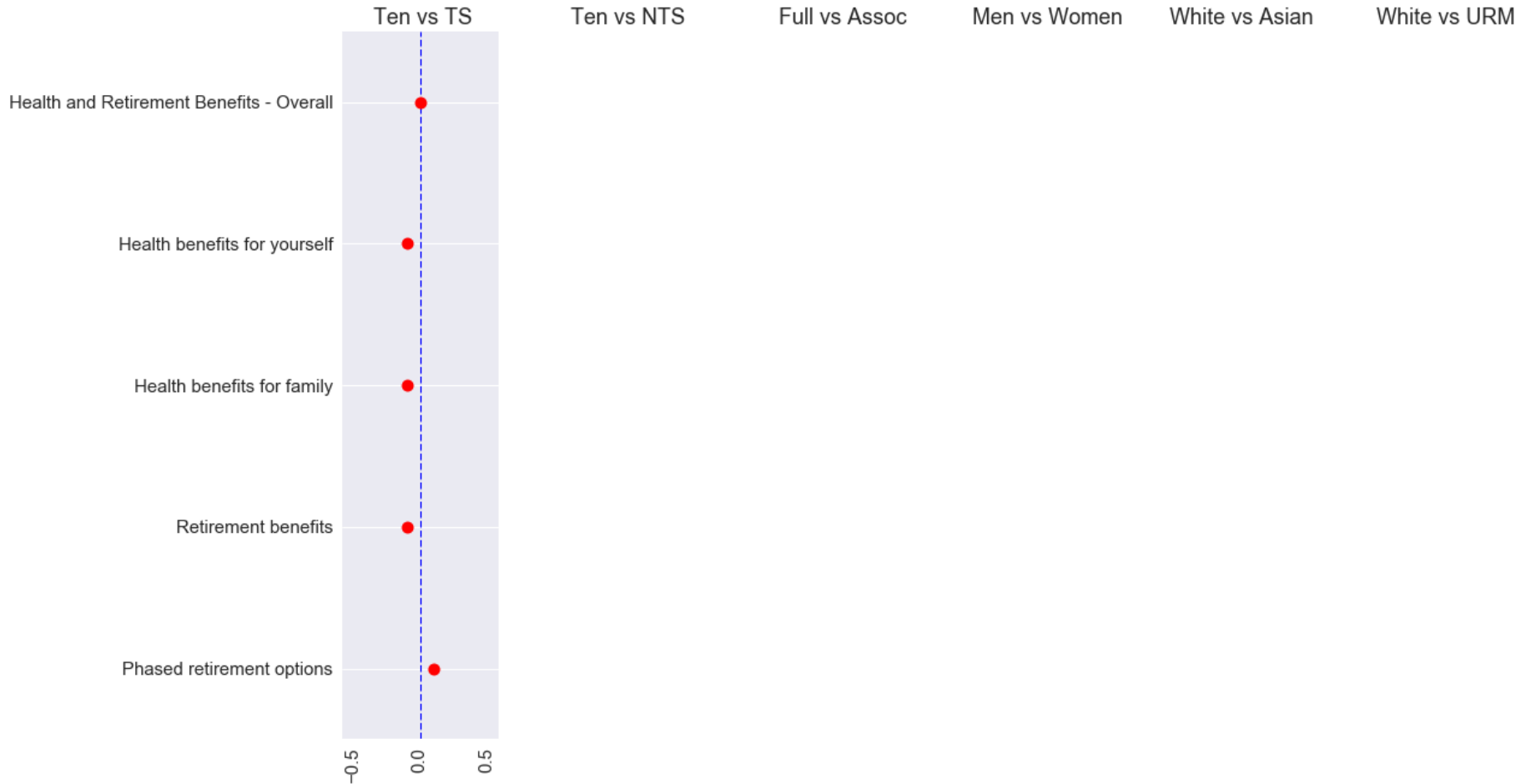


Health & Retirement Benefits Questions



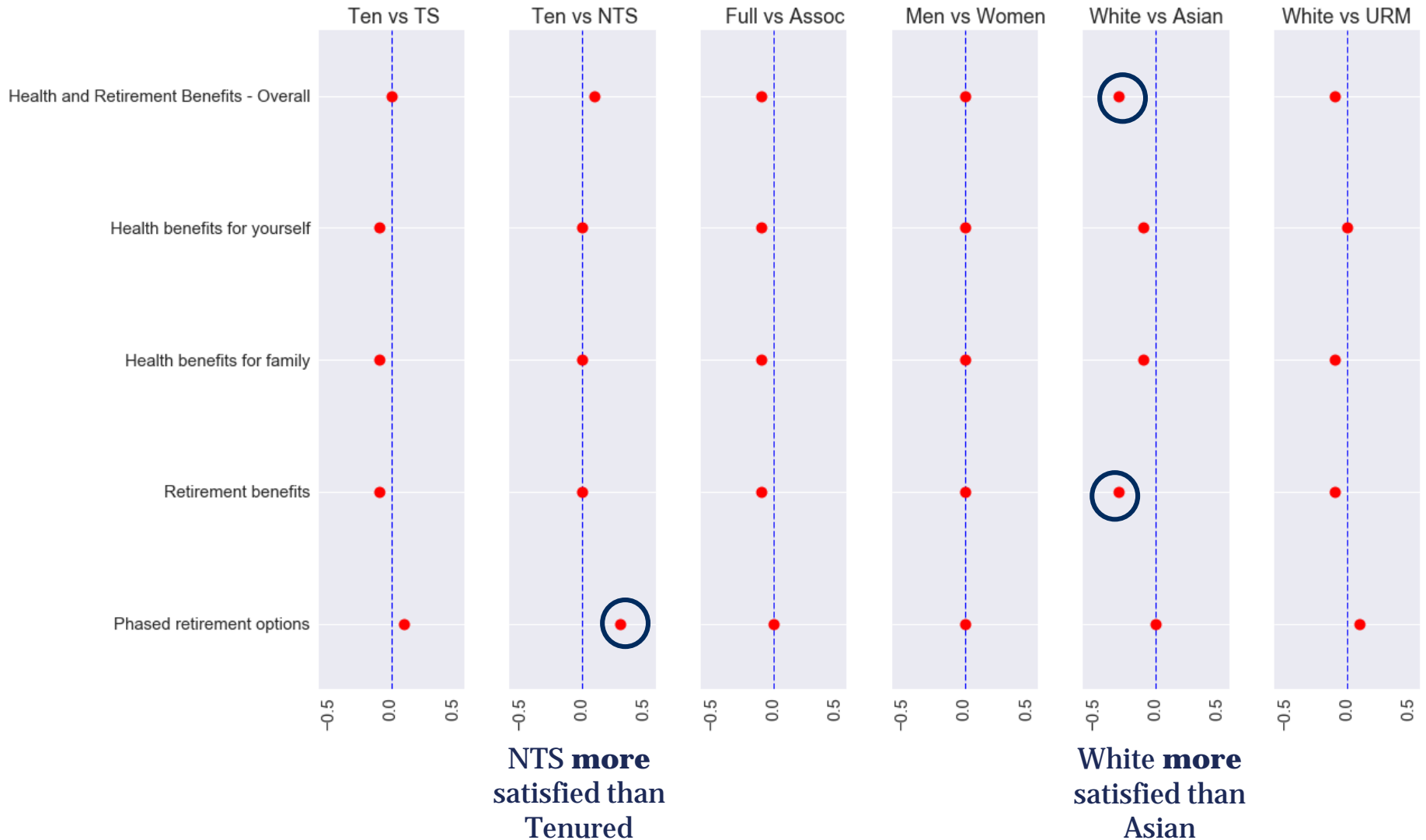


Health & Retirement Benefits Questions





Health & Retirement Benefits Questions





Personal/Family Policies & Benefits: Suggestions for Improvement

“Free, high-quality childcare for all employees. And meaningful paid parental leave”

“Better accommodations for spousal hires”

“More clarity on maternity leave and better childcare for young women”

“Parking for all”



Summary of Results

- Pitt faculty are quite satisfied with Pitt compared to peers
- Pitt faculty are especially satisfied with benefits and personal/family policies compared to peers
- Some Pitt variation by tenure status, rank, gender, and race/ethnicity



Dissemination of COACHE Results

- **Communication to all faculty announcing results**
- **Presentations to senior leadership**
- **Presentations to standing committees and ad hoc groups**
- **Meetings with all deans and campus presidents**



Dissemination of COACHE Results

- **Developed website**
 - <https://www.provost.pitt.edu/coache>
 - Results, infographics and “good practices”
 - Updated content
- **Resources to inform discussions and to strengthen work environment for faculty across the University of Pittsburgh**



Spring 2016



University of Pittsburgh

COACHE Survey Results

Mentoring



Received Effective Mentoring

69% 😊
Within Department

66% 😊
Outside Department

70% 😊
Outside Institution

Believe there is Effective Mentoring in Department

46% 😊
Tenure Stream Faculty

29% 😊
Tenured Associate Professors

40% 😊
Non-Tenure Track Faculty



95%
Believe having a mentor is important

85%
Believe being a mentor is fulfilling

84%
Tenured faculty served as mentor

BUT... 24% Satisfied with support to be good mentor

😊 = Pitt ranks in top third of cohort 😊 = Pitt ranks in middle third of cohort 😊 = Pitt ranks in bottom third of cohort



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COACHE Survey Results

Good Practices: Faculty Mentoring

- Provide mentors for both pre-tenure and tenured faculty. Just because a faculty member gets tenure and is promoted to the associate rank does not mean that s/he no longer wants or needs a mentor
- Don't make assumptions about what type of mentoring faculty will want (or if they will want mentoring at all). Mentoring should be tailored to individual needs
- Develop written guidelines for both mentors and mentees
- Consider alternative types of mentoring - for example, peer mentoring, group mentoring, and collaborative support models
- Request and assess information about faculty contributions as faculty mentors. Include this information as part of annual faculty evaluations of performance in the area of service
- Consider building networks beyond the department or division, particularly in order to support underrepresented faculty to find a mentor with a similar background
- Find additional information and resources about mentoring on the Office of the Provost's website:

<http://www.provost.pitt.edu/pacwc/mentoring.html>



Office of the Provost Website

- Ongoing effort to improve communications
- Visit www.provost.pitt.edu/faculty
 - Reorganized and revised content related to:
 - Recruiting, Retaining, & Recognizing Faculty
 - Career Development & Resources for Faculty
 - Faculty Guidelines & Processes
 - University Policies, Procedures, & Resources



Office of the Provost Website

- **Sample content on programs & resources:**
 - Dual-Career Hiring Program
 - Educational Benefits
 - Faculty Medical and Family Leave
 - Transition to Retirement
 - FAQs

... and more!



Office of the Provost Website

- Information on committees & initiatives
 - Revised content from PACWC, including:
 - Caregiving Across the Lifespan
 - Health and Wellness
 - New IDEAL-N content (NSF Advance grant)
 - *Recruiting & Retaining a Diverse and Excellent Faculty*
 - Writing Groups for Faculty (pilot program in 2017-18)
 - *Family Friendly Programs for Pitt Faculty*



The University of Pittsburgh is only as strong as the people who carry out its mission. Pitt is fully committed to assisting faculty members to lead rewarding family lives while achieving their academic goals and aspirations. The University of Pittsburgh is proud to promote an atmosphere where our faculty can maintain a successful and healthy balance between their academic careers and their personal lives. To accomplish this, Pitt works diligently to provide benefits and programs such as family and medical leave, education benefits, a dual-career hiring program, and more.

- Provost Patricia E. Beeson



Family Friendly Programs for Pitt Faculty

Have a specific question?
Please contact:
faculty@pitt.edu

Additional Information for Faculty:
<http://pitt.edu/faculty>



Family Friendly Programs for Pitt Faculty

Did you know that a recent COACHE survey of full-time faculty found that...?

- 86% of Pitt faculty are satisfied with health benefits offered for themselves
- 84% of Pitt faculty are satisfied with health benefits offered for their families
- 74% of Pitt faculty are satisfied with tuition waivers, remission, or exchange
- Nearly 2/3 of Pitt faculty are satisfied with:
 - Flexible workload/modified duties
 - Faculty medical/parental leave
 - Stop-the-clock policies



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Thank you!

