

University of California, Davis
COACHE SURVEY OF FACULTY JOB SATISFACTION: 2012-13

**Thematic Area Report:
 Personal/Family Policies & Benefits**

INTRODUCTION

UC Davis is committed to making our campus one at which faculty at all levels and from all walks of life achieve their fullest potential as scholars and experience life-long career satisfaction. The results of the 2012-13 COACHE (Collaborative on Academic Careers in Higher Education) Faculty Job Satisfaction Survey presented here are being made available to spark discussion and generate ideas, as part of our ongoing effort to transform UC Davis into a true university of the 21st century—diverse, engaged and relevant.

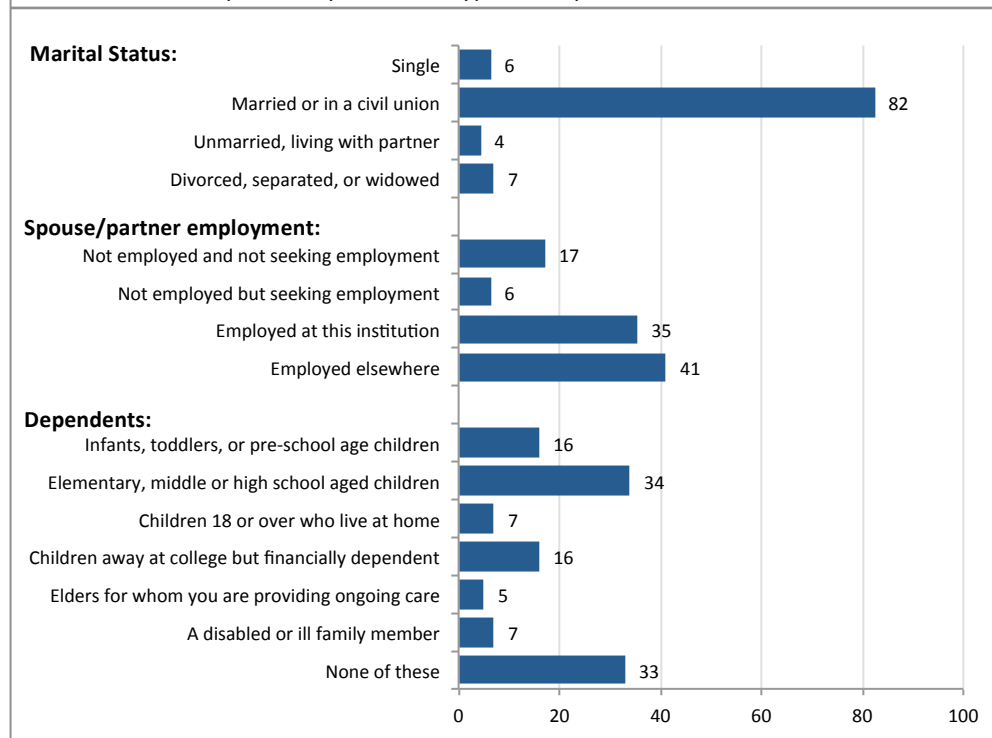
The COACHE Survey is conducted annually by the Harvard Graduate School of Education, and has been administered to colleges and universities nationwide since 2003. The survey is designed specifically for tenure-stream faculty and it aims to measure the faculty population’s levels of engagement in the teaching, research, and service, their level of satisfaction with the terms and conditions of their employment, and how supported they feel in the work. This report presents the results for the “Personal/Family Policies & Benefits” survey questions. For more information about the COACHE Survey methodology, see the Technical Appendix at: http://academicaffairs.ucdavis.edu/local_resources/docs/COACHE_Technical_Appendix.pdf

Background: Family characteristics of UC Davis faculty respondents to the COACHE survey

Universities provide their faculty with personal and family benefits aimed at supporting their families and work-life integration. To contextualize the importance of these programs for UC Davis faculty, we start this report by presenting

the distribution of the faculty respondents to the survey by their marital status, the employment status of their spouses/partners, and the dependents they report. Eighty-two percent of the faculty survey respondents report being married or in a civil union, and another 4% report living with a partner. Of these, 76% report being in dual-earner couples: thirty-five percent report that their spouses/partners are employed by UC Davis; 41% report their partner is employed elsewhere. Seventy-three percent of all of the faculty respondents report having child dependents. Sixteen percent have children aged 0-6, 34% have children who are in elementary, middle or high school, and 16% have children aged 18 or older who are not yet independent and are either away at college (16%) or living at home (7%). In addition, 5% of the faculty who responded to the COACHE survey report that they provide ongoing care for elders and another 7% report caring for a family member who is disabled or ill.

Figure 1: Distribution of UC Davis faculty respondents by marital status, employment status of partner/spouse, and types of dependents



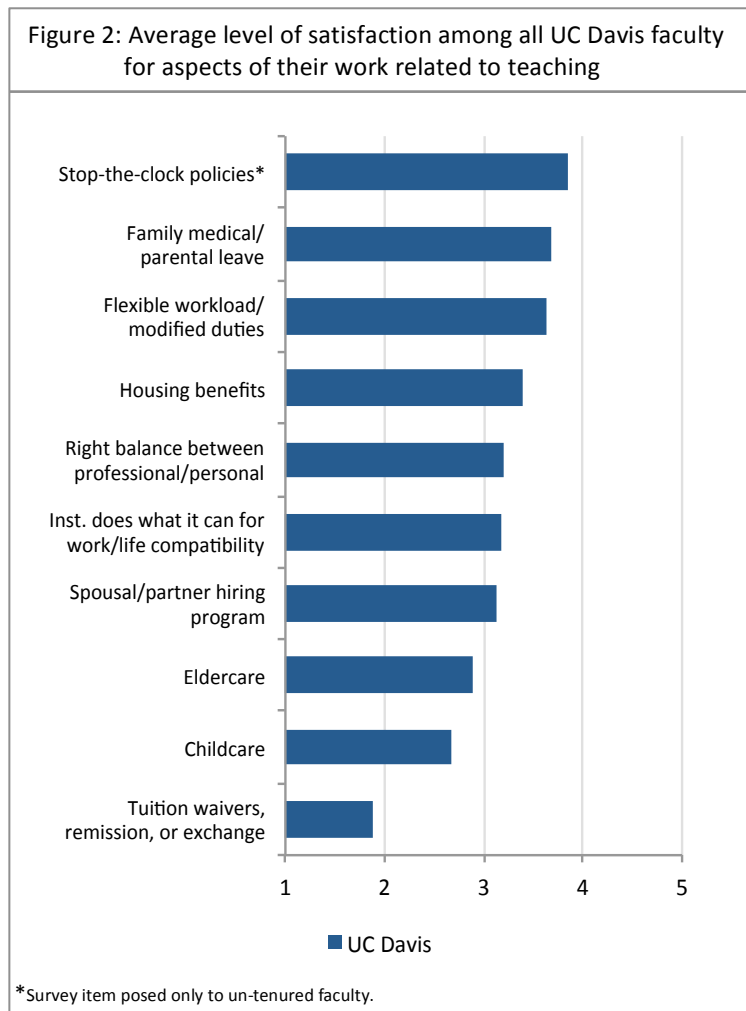
Thematic area: Personal/Family Policies & Benefits

The COACHE survey measures faculty beliefs about the effectiveness of University policies related to work-life balance and support for their families. These policies include those related to partner hiring, family medical and parental leave, childcare and eldercare, housing benefits, etc. The individual survey items in the *Personal/Family Policies & Benefits* thematic area are listed in Appendix A. All of the survey questions are measured with a 5-point scale on which higher values indicate greater levels of satisfaction or agreement.

Faculty satisfaction with personal/family policies & benefits

The COACHE survey results presented in Figure 2 show that average satisfaction levels among UC Davis faculty are high for many of the personal/family policies and benefits. The Davis faculty are most satisfied with the stop-the-clock policies (note that this survey item was posed to untenured faculty only), family medical and parental leave, and the policies that allow faculty to negotiate flexible workload and modified duties to accommodate with family-related events. Faculty members express lesser levels of satisfaction, on average, with their ability to find the right balance between their professional and personal lives, the partner hiring program, and the extent to which they feel the university does what it can to support work/life compatibility.¹

UC Davis faculty express significantly lower levels of satisfaction with the university support for eldercare and childcare, and they are least satisfied with the university policies related to tuition waivers, remission or exchange.



To contextualize the level of satisfaction with personal/family benefits among Davis faculty, we can look at how the UC Davis response averages compare to the average satisfaction levels among the faculty at the five universities identified as peers of UC Davis (among the institutions that participated in the 2012-13 COACHE survey).² Compared to faculty at the Peer Institutions (Figure 3), UC Davis faculty report significantly higher levels of satisfaction with the stop-clock policies, family medical and parental leave, housing benefits, and the

¹ For all charts in this report, the bar length represent the mean value of the faculty responses for survey items specified. See Appendix B for mean values and effect sizes for all statistics presented in this report.

² Indiana University–Bloomington, Johns Hopkins University, Purdue University, University of North Carolina– Chapel Hill, and University of Virginia. All of these are research-intensive universities; Purdue University and the University of Virginia are participants in the National Science Foundation ADVANCE program, as is UC Davis.

partner hiring policies/benefits. The levels of faculty satisfaction with the flexible workload and childcare policies/benefits are slightly higher at UC Davis than at the Peer institutions. UC Davis faculty do not differ from Peer Institution faculty in their level of satisfaction with their ability to balance their professional and personal lives and the university support for eldercare.

Compared to Peer institution faculty, members of the UC Davis faculty are significantly less satisfied with the university policy on tuition waivers, remission or exchange.³

Group differences in faculty satisfaction with teaching-related aspects of work at UC Davis

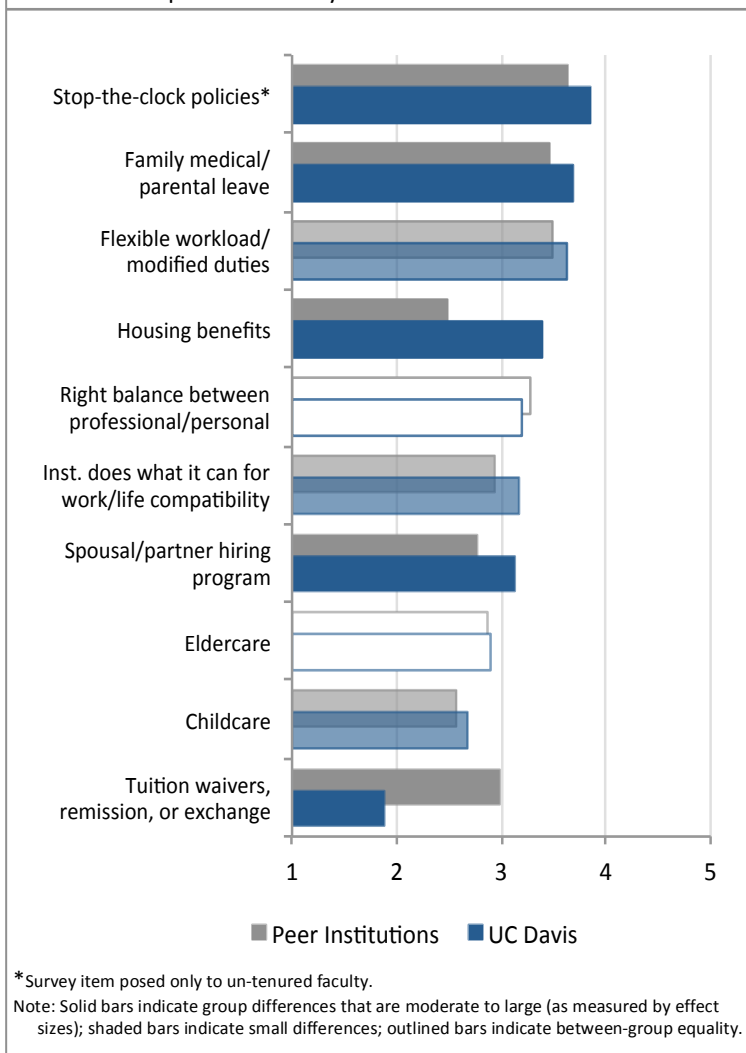
The COACHE data allow comparisons between groups of UC Davis faculty to identify differences in faculty satisfaction. We compare levels of faculty satisfaction by gender, race/ethnicity, and academic rank.

Figure 4 shows the average levels of faculty satisfaction with personal and family policies separately for women and men. Women faculty report significantly lower levels of agreement with the statement, “I have been able to find the right balance, for me, between my professional life and my personal/family life” – women faculty are more likely than their male colleagues to “somewhat disagree” or “strongly disagree” (and less likely to “somewhat agree” or “strongly agree”) with this statement.

Women faculty are slightly more satisfied, on average, than men with UC Davis’ family medical/parental leave policies, housing benefits, partner hiring program, and institutional support for elder care. Women faculty members are also slightly less dissatisfied than male faculty with the UC policy on tuition waivers.

There are no gender differences in the average level of satisfaction with stop-the-clock policies, flexible workload and modified duties policies, or institutional support for childcare. And male and female faculty express equal levels of agreement, on average, with the statement, “My institution does what it can to make personal/family obligations (e.g., child care or elder care) and an academic career compatible.”

Figure 3: Average level of satisfaction among all UC Davis faculty compared to faculty at Peer Institutions



³ Solid bars indicate group differences in effect sizes (measured by Cohen’s *d*) of at least 0.3, i.e., differences that are conventionally considered moderate or large. Shaded bars indicate group difference effect sizes of 0.1-0.29, i.e., conventionally considered small. Outlined bars indicate that there are no group differences (effect sizes of 0-0.09).

Figure 4: Average level of satisfaction among all UC Davis faculty by gender

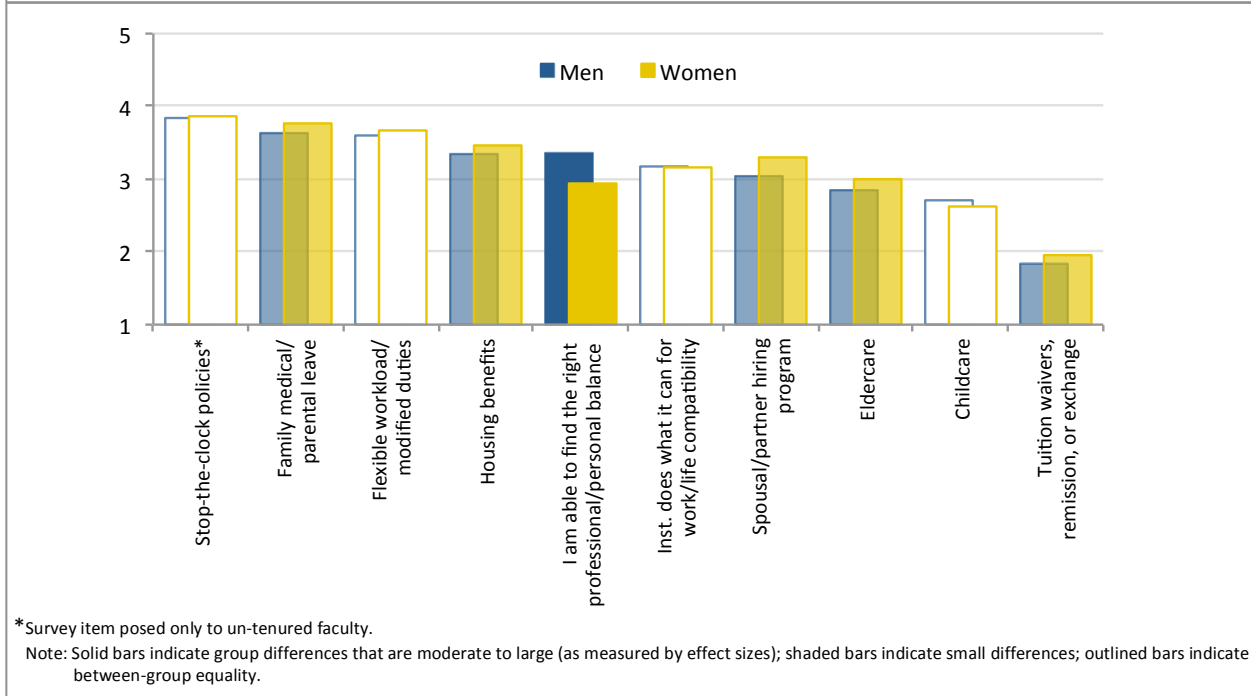


Figure 5 shows the average levels of faculty satisfaction with personal and family benefits by race/ethnicity. There are small racial/ethnic differences on most of the policies asked about in the COACHE survey. Faculty of Color report lower levels of satisfaction than do white faculty with the stop-clock policies, family medical and parental leave benefits, the flexible work and modified duties policies, housing benefits, and the partner hiring program. Faculty of Color are also less likely than White faculty to agree that UC Davis “does what it can to make personal/family obligations and an academic career compatible.” In contrast, Faculty of Color report higher average levels of satisfaction than White faculty with childcare policies and benefits, and are more likely to feel that they are able to find the right professional/personal balance for themselves.

Figure 5: Average level of satisfaction among all UC Davis faculty by race/ethnicity

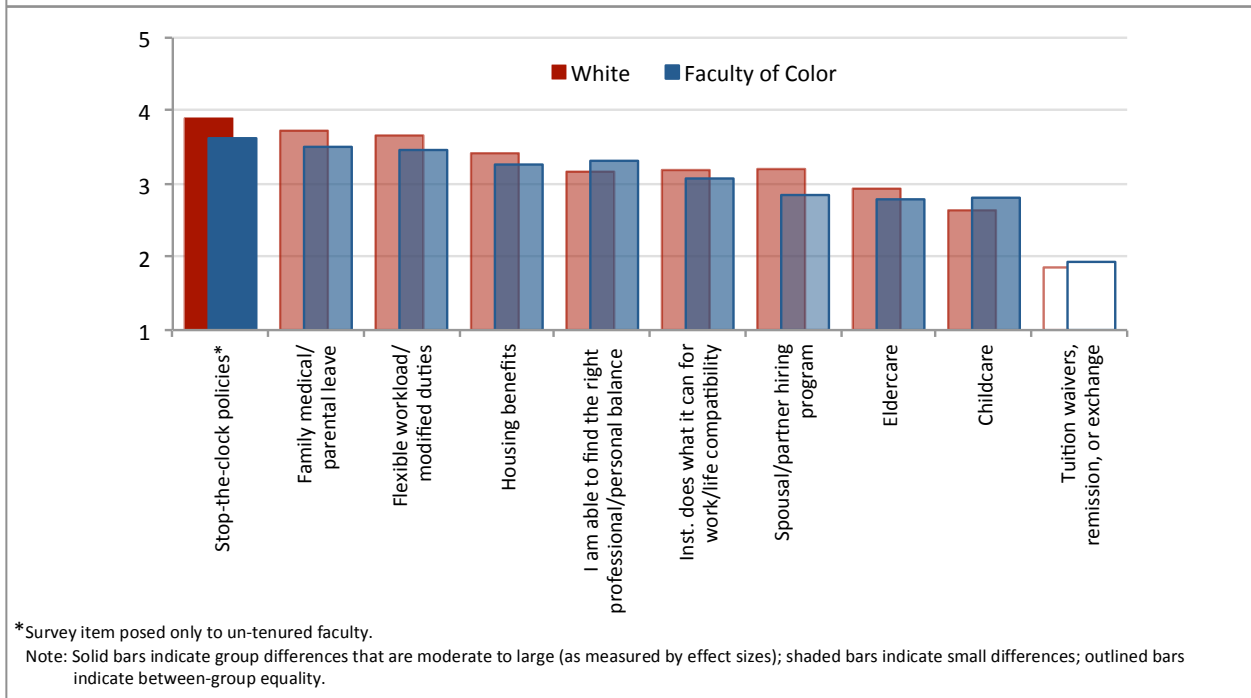
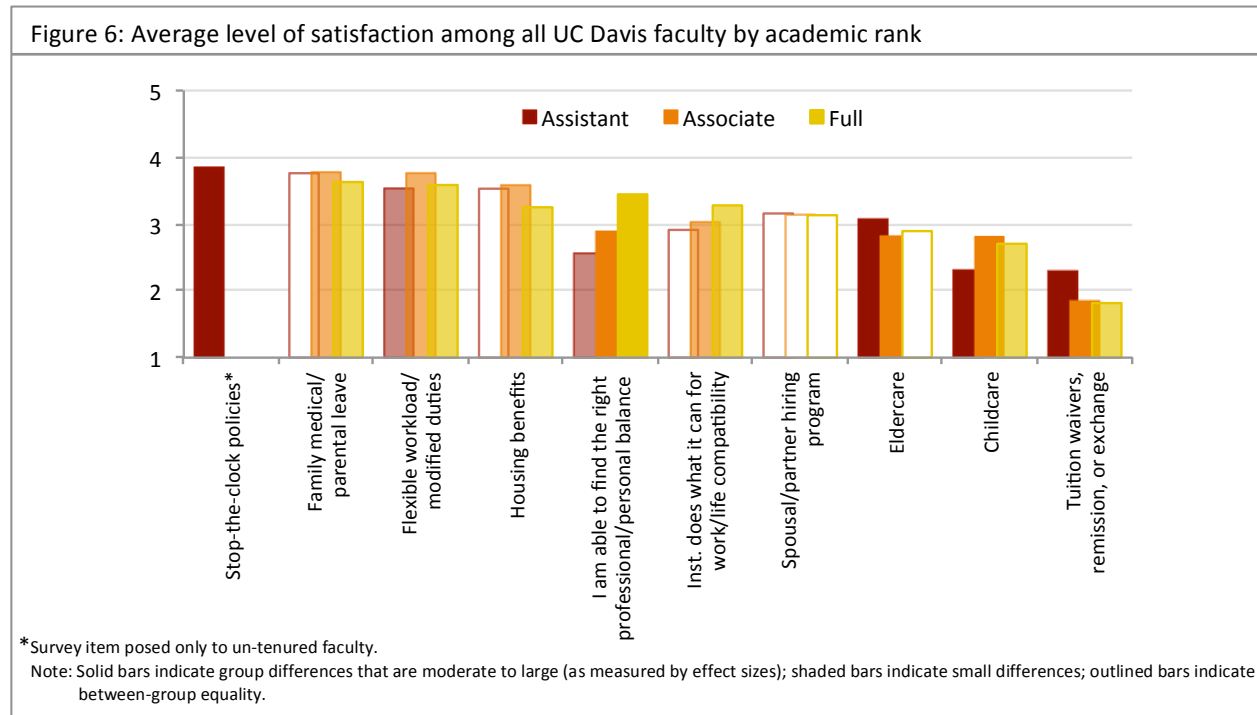


Figure 6 presents the average levels of satisfaction among faculty by academic rank. The most significant differences by rank are found on the survey item that asks about the faculty members' ability to find balance between the professional and personal aspects of their lives: compared to full professors, assistant and associate professors express much lower levels of agreement with the statement, "I have been able to find the right balance, for me, between my professional life and my personal/family life." Assistant professors are also significantly less satisfied with institutional supports for childcare, but they are more satisfied than are associate professors with support for elder care.



MOVING FORWARD

To make the best use of these findings as we continue transforming UC Davis, our colleges and schools are beginning to discuss the survey results for their units, and deans and Academic Senate leaders will be recommending responses that build on our strengths and address areas in need of improvement. To determine whether our ongoing efforts have had impacts on faculty job satisfaction measures, UC Davis will field the COACHE survey again in 2017.

Appendix A: Nature of Work: Research Survey Questions

| | | |
|-------|----------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|
| Q95 | Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment: | Housing Benefits (e.g. real estate services, subsidized housing, low-interest mortgage) |
| | | Tuition waivers, remission, or exchange |
| | | Spousal/partner hiring program |
| | | Childcare |
| | | Eldercare |
| | | Family medical/parental leave |
| | | Flexible workload/modified duties for parental or other family reasons |
| | | (Tenure-Track Only) Stop-the-clock for parental or other family reasons |
| | | My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible. |
| | | I have been able to find the right balance, for me, between my professional life and my personal/family life. |
| Q200B | Please rate your level of agreement or disagreement with the following statement | |
| Q200A | Please rate your level of agreement or disagreement with the following statement | |

Appendix B: Summary Statistics

| | UCD Mean | Peer Mean | Cohen's <i>d</i> |
|----------------------------------------------------|----------|-----------|------------------|
| Stop-the-clock policies* | 3.851 | 3.634 | 0.323 |
| Tuition waivers, remission, or exchange | 3.685 | 3.460 | 0.367 |
| Spousal/partner hiring program | 3.627 | 3.489 | 0.218 |
| Childcare | 3.390 | 2.484 | 1.094 |
| Eldercare | 3.196 | 3.277 | 0.086 |
| Family medical/parental leave | 3.169 | 2.937 | 0.277 |
| Flexible workload/modified duties | 3.138 | 2.764 | 0.415 |
| Stop-the-clock policies | 2.897 | 2.868 | 0.054 |
| Inst. does what it can for work/life compatibility | 2.676 | 2.568 | 0.163 |
| Right balance between professional/personal | 1.872 | 2.973 | 1.250 |

| | Faculty of | | |
|----------------------------------------------------|------------|-------|------------------|
| | White | Color | Cohen's <i>d</i> |
| Stop-the-clock policies* | 3.897 | 3.625 | 0.025 |
| Tuition waivers, remission, or exchange | 3.728 | 3.507 | 0.154 |
| Spousal/partner hiring program | 3.663 | 3.464 | 0.077 |
| Childcare | 3.420 | 3.265 | 0.104 |
| Eldercare | 3.167 | 3.316 | 0.321 |
| Family medical/parental leave | 3.190 | 3.074 | 0.011 |
| Flexible workload/modified duties | 3.204 | 2.848 | 0.203 |
| Stop-the-clock policies | 2.935 | 2.789 | 0.203 |
| Inst. does what it can for work/life compatibility | 2.639 | 2.811 | 0.094 |
| Right balance between professional/personal | 1.857 | 1.933 | 0.127 |

| | UC Davis Faculty by Gender | | |
|----------------------------------------------------|----------------------------|-------|------------------|
| | Men | Women | Cohen's <i>d</i> |
| Stop-the-clock policies* | 3.840 | 3.864 | 0.025 |
| Tuition waivers, remission, or exchange | 3.633 | 3.766 | 0.154 |
| Spousal/partner hiring program | 3.600 | 3.669 | 0.077 |
| Childcare | 3.345 | 3.463 | 0.104 |
| Eldercare | 3.359 | 2.940 | 0.321 |
| Family medical/parental leave | 3.174 | 3.161 | 0.011 |
| Flexible workload/modified duties | 3.041 | 3.299 | 0.203 |
| Stop-the-clock policies | 2.848 | 3.000 | 0.203 |
| Inst. does what it can for work/life compatibility | 2.709 | 2.624 | 0.094 |
| Right balance between professional/personal | 1.838 | 1.955 | 0.127 |

| | UC Davis Faculty by Rank | | | | | |
|----------------------------------------------------|--------------------------|----------------|----------------|---------------------------------|----------------------------------|--|
| | Full Prof | Associate Prof | Assistant Prof | Full vs Assoc. Cohen's <i>d</i> | Assoc. vs Asst. Cohen's <i>d</i> | |
| Stop-the-clock policies* | na | na | 3.851 | na | na | |
| Tuition waivers, remission, or exchange | 3.630 | 3.778 | 3.762 | 0.172 | 0.020 | |
| Spousal/partner hiring program | 3.585 | 3.765 | 3.535 | 0.202 | 0.269 | |
| Childcare | 3.252 | 3.585 | 3.530 | 0.299 | 0.047 | |
| Eldercare | 3.445 | 2.890 | 2.563 | 0.432 | 0.259 | |
| Family medical/parental leave | 3.280 | 3.032 | 2.913 | 0.214 | 0.099 | |
| Flexible workload/modified duties | 3.133 | 3.141 | 3.159 | 0.006 | 0.014 | |
| Stop-the-clock policies | 2.895 | 2.821 | 3.077 | 0.098 | 0.413 | |
| Inst. does what it can for work/life compatibility | 2.705 | 2.794 | 2.313 | 0.102 | 0.515 | |
| Right balance between professional/personal | 1.817 | 1.852 | 2.3 | 0.040 | 0.476 | |

Note: The absolute value of Cohen's *d* is reported.