COACHE Faculty Job Satisfaction Survey

UC Davis Faculty Town Hall
Presentation of Summary Results
Collaborative on Academic Careers in Higher Education (COACHE)

- **Organization**
  - A research initiative and membership organization
  - Based at the Harvard Graduate School of Education
  - Organizing principal: best practices in higher education begins with sound data
  - Membership = 3 years

- **Research**
  - Data from faculty at over 200 postsecondary institutions, some for multiple years
COACHE Faculty Job Satisfaction Survey

Survey instrument is designed specifically for tenure-stream faculty

Measures the faculty population’s
- levels of engagement in teaching, research, and service
- satisfaction with the terms and conditions of their employment
- satisfaction with work experiences and work environment

Differs from the UC Climate survey in scope and purpose

COACHE:
- faculty-specific and comprehensive of multiple dimensions of faculty worklife
- focused on career/work satisfaction
- questions covered many specific issues shown in nationwide studies to influence career satisfaction for postsecondary faculty

Overlaps with the UC Climate survey in one area

UC Davis custom questions added to COACHE:
- focus on faculty perceptions of equity and discrimination
COACHE Survey at UC Davis

• UC Davis ADVANCE + Provost’s support
  – Tool for development and evaluation of programs
  – In the field November 2012 – February 2013
  – Plan to participate in COACHE survey in the future as a follow-up

• Population = Faculty who are:
  – Full-time
  – Pre-tenure or tenured
  – Not hired in current year (new hires are unable to answer many survey questions)
  – Not in terminal year after being denied tenure
  – Not in a senior administrative position, e.g., Dean, Assistant Dean, Associate Provost
    (but chairs were included)
  – Not clinical faculty, e.g., in Medicine, Dentistry, Nursing, Pharmacy
COACHE Survey at UC Davis

• Data Overview
  – Descriptive results – Allow comparison of UC Davis faculty to:
    1. The full cohort = all faculty who participated in the 2012-13 survey
       o 41,634 faculty respondents
       o 95 universities and colleges
    2. A set of 5 peer institutions that we identified from among the participants
       o Indiana University - Bloomington
       o Johns Hopkins University
       o Purdue University
       o University of North Carolina – Chapel Hill
       o University of Virginia
    3. Among UC Davis faculty respondents by gender, race/ethnicity and rank
  – Full dataset of faculty responses
    • Allows for on-going and customized analysis of the survey data
    • Subject to restrictions on access and best-practices
    • Descriptive reports have been distributed to the Dean of each college/school
COACHE Survey at UC Davis

• Results
  – Population = 1,358
  – Response rate = 46% = 629 faculty respondents
    • Higher among pre-tenure (59%) than tenured (45%) faculty
    • Higher among associate (52%) than full (43%) professors
    • Higher among women (56%) than men (42%)
    • Higher among white faculty (50%) than faculty of color (37%)

• Sample Sizes
  • Agriculture = 103
  • Biological Sciences = 48
  • Education = 8
  • Engineering = 65
  • Law = 12
  • Ls: HArCS = 89
  • Ls: Math/Phy Sci = 83
  • Ls: Soc Sci = 108
  • Management = 10
  • Medicine = 64
  • Veterinary Medicine = 39
  • Female = 242
  • Male = 387
  • URM = 47
  • Asian/Asian American = 71
  • White = 511
  • Assistant = 82
  • Associate = 151
  • Full = 396
COACHE demographic variables: Characteristics of UC Davis faculty

Proportionate representation among the survey respondents:

- Men: 0.64
- Women: 0.36
- URM: 0.07
- Asian, Asian-American, Pacific Islander: 0.10
- White or Other: 0.83
- Assistant: 0.13
- Associate: 0.21
- Full: 0.66
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion married/partnered:

<table>
<thead>
<tr>
<th>Group</th>
<th>All</th>
<th>Men</th>
<th>Women</th>
<th>URM</th>
<th>Asian, Asian-American, Pacific Islander</th>
<th>White or Other</th>
<th>Assistant</th>
<th>Associate</th>
<th>Full</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proportion</td>
<td>0.84</td>
<td>0.87</td>
<td>0.78</td>
<td>0.83</td>
<td>0.84</td>
<td>0.91</td>
<td>0.84</td>
<td>0.84</td>
<td>0.83</td>
</tr>
</tbody>
</table>
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion in **dual-earner couples** (among the married/partnered):

- **All**: 0.78
- **Men**: 0.74
- **Women**: 0.87
- **URM**: 0.79
- **Asian, Asian-American, Pacific Islander**: 0.81
- **White or Other**: 0.78
- **Assistant**: 0.90
- **Associate**: 0.80
- **Full**: 0.75
### Proportion who have dependent children:

<table>
<thead>
<tr>
<th>Group</th>
<th>Proportion</th>
</tr>
</thead>
<tbody>
<tr>
<td>All</td>
<td>0.58</td>
</tr>
<tr>
<td>Men</td>
<td>0.59</td>
</tr>
<tr>
<td>Women</td>
<td>0.56</td>
</tr>
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<td>URM</td>
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<td>Asian, Asian-American, Pacific Islander</td>
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</table>
Proportion who have preschool-aged children:
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion who have **school-aged children**:
COACHE demographic variables: Characteristics of UC Davis faculty

Proportion who have adult dependents:
COACHE Benchmark Indicators of faculty satisfaction

• Multi-item scales of faculty satisfaction
  – Combination of individual survey items measured on a 5-point scale
    1. Strongly disagree / Very dissatisfied
    2. Somewhat disagree / Dissatisfied
    3. Neither agree nor disagree / Neither satisfied nor dissatisfied
    4. Somewhat agree / Satisfied
    5. Strongly agree / Very satisfied

Example: Interdisciplinary Work benchmark
  o Budget allocations encourage interdisciplinary work.
  o Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work.
  o Interdisciplinary work is rewarded in the merit process. [Tenured only]
  o Interdisciplinary work is rewarded in the promotion process. [Tenured only]
  o Interdisciplinary work is rewarded in the tenure process. [Pre-tenure only]
  o My department understands how to evaluate interdisciplinary work.
COACHE Benchmark Indicators of faculty satisfaction

• 20 Benchmark, i.e., multi-item scales, of faculty satisfaction

  • Nature of the Work - Research
  • Nature of the Work - Teaching
  • Nature of the Work - Service
  • Facilities and Work Resources
  • Personal and Family Policies
  • Health and Retirement Benefits
  • Interdisciplinary Work
  • Collaboration
  • Mentoring
  • Tenure Policies
  • Tenure Clarity
  • Tenure Reasonableness
  • Promotion
  • Leadership: Senior
  • Leadership: Divisional
  • Leadership: Departmental
  • Department Collegiality
  • Departmental Engagement
  • Departmental quality
  • Appreciation & Recognition
COACHE Benchmark Indicators: High to Low
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Satisfaction among UC Davis faculty is **high** relative to peers on the following dimensions:
Satisfaction among UC Davis faculty is high relative to peers on the following dimensions:

- Departmental Quality
- Departmental Collegiality
- Departmental Leadership
- Collaboration
- Departmental Engagement

COACHE Benchmark Indicators: Comparison to Peers
Satisfaction among UC Davis faculty is **low** relative to peers on the following dimensions:

- Nature of Work: Teaching
- Facilities & Work Resources
- Nature of Work: Research
- Nature of Work: Service
Satisfaction among UC Davis faculty is **low** relative to peers on the following dimensions:
Unpacking the COACHE Benchmark Indicators

What appears to be driving the relative dissatisfaction with these aspects of faculty work?
Unpacking the COACHE Benchmark Indicators

The “Mentoring” Benchmark includes the following components:

- Effectiveness of mentoring within dept.
- Effectiveness of mentoring outside dept.
- Mentoring of pre-tenure faculty
- Mentoring of associate faculty
- Support for faculty to be good mentors

The graph shows a comparison of the components with values ranging from 1 to 5.
Unpacking the COACHE Benchmark Indicators

Other survey questions about mentoring not included in the Benchmark:

- Effectiveness of mentoring within dept.
- Mentoring of pre-tenure faculty
- Support for faculty to be good mentors
- Being a mentor is fulfilling
- Importance of mentoring within dept.
- Importance of mentoring outside dept.
- Effectiveness of mentoring outside the inst.
The “Senior Leadership” Benchmark includes the following components:

- Pres/Chancellor: Pace of decision making
- Pres/Chancellor: Stated priorities
- CAO: Communication of priorities
- CAO: Pace of decision making
- CAO: Stated priorities
The “Divisional Leadership” Benchmark includes the following components:

- Dean: Pace of decision making
- Dean: Stated priorities
- Dean: Communication of priorities
- Dean: Ensuring faculty input
- Dean: Support in adapting to change
Unpacking the COACHE Benchmark Indicators

The “Interdisciplinary Work” Benchmark includes the following components:

- Budgets encourage interdisciplinary work
- Facilities conducive to interdisciplinary work
- Interdisciplinary work is rewarded in merit
- Interdisciplinary work is rewarded in promotion
- Interdisciplinary work is rewarded in tenure
- Department knows how to evaluate interdisciplinary work
COACHE Benchmark Indicators: Group differences

Differences by **gender** among all UC Davis faculty
Unpacking the gender differences

Differences by gender on the “Nature of Work – Research” Benchmark components:

- Time spent on research
- Expectations for finding external funding
- Influence over focus of research
- Quality of grad students to support research
- Support for engaging undergrads in research
- Support for obtaining grants (pre-award)
- Support for maintaining grants (post-award)
- Support for securing grad student assistance
- Support for travel to present/conduct research
- Availability of course release for research
Unpacking the gender differences

Differences by gender on the “Nature of Work – Teaching” Benchmark components:

- Time spent on teaching
- Number of courses taught
- Level of courses taught
- Discretion over course content
- Number of students in classes taught
- Quality of students taught
- Equitability of distribution of teaching load
- Quality of grad students to support teaching
- Time spent on outreach
- Time spent on administrative tasks
- Ability to balance teaching/research/service

Men

Women

![Bar chart showing differences by gender on the “Nature of Work – Teaching” Benchmark components.](chart.png)
Unpacking the gender differences

Differences by gender on the “Nature of Work – Service” Benchmark components:

- **Time spent on service**
- **Support for faculty in leadership roles**
- **Number of committees**
- **Attractiveness of committees**
- **Discretion to choose committees**
- **Equitability of committee assignments**
- **Number of student advisees**

The graph compares men (blue bars) and women (red bars) across these dimensions.
COACHE Benchmark Indicators: Group differences

Differences by race/ethnicity among all UC Davis faculty

- URM
- Asian, Asian-American, Pacific Islander
- White or other
COACHE Benchmark Indicators: Group differences

Differences by rank among all UC Davis faculty

- Promotion
- Departmental Quality
- Collaboration
- Nature of Work: Teaching
- Departmental Engagement
- Appreciation & Recognition
- Nature of Work: Service
- Mentoring
- Interdisciplinary Work

Legend:
- Assistant
- Associate
- Full
COACHE is a tool to inform decisions, policies and practices

• Descriptive results can direct further inquiry and investigation
  – Appropriate level of analysis will vary
    • full faculty, division, departmental means within college
  – Interpretation of the results = Best when it involves the stakeholders

• Supplemental analyses to address specific questions and to inform decision-making
  – Sound analytical design
  – Adhering to best practices

• Dissemination of results
  – Descriptive college-specific reports distributed to Deans
  – Summary reports of results for the full set of respondents by thematic area to be posted on VPAA website