

Spring 2015 COACHE Faculty Satisfaction Survey Executive Summary

Administration: The COACHE survey was administered during Spring semester 2015 to all full-time faculty hired prior to July 1, 2014 and not in their terminal year after being denied tenure (excluding administrators, librarians, and extension faculty). Our response rate of 53% was higher than that of our peers. NC State NTTs, associate professors, and faculty of color were slightly less likely than their respective counterparts to participate.

Peer Comparisons:¹ There are relatively few differences in average ratings between NC State pre-tenured and tenured faculty and those of our aggregated select peer group. NC State faculty gave notably more favorable ratings than our peers to classrooms and library resources, various traits of the Chancellor (e.g., communication), and, for pre-tenured faculty only, the clarity of advising expectations for tenure and for interdisciplinary work being rewarded in tenure. The only items for which NC State faculty on average gave notably less favorable ratings than our peers were all related to health and retirement benefits and to personal and family policies.

Trends: A small number of items received notably more favorable ratings in the AY14-15 COACHE survey compared to AY11-12 survey, including those related to salary, health and retirement benefits, stop-the-clock policies, rewards for interdisciplinary work, and clarity for expectations for tenure. There were no notable declines in ratings for any items between the AY14-15 and AY11-12.

Sub-Group Differences: While there were no notable differences between sub-groups on their average ratings on most items, when differences did emerge in general faculty on the tenure track tended to give less favorable ratings than NTT faculty; tenured faculty less favorable than pre-tenured; associate professors less favorable than full professors; and women less favorable ratings than men. Differences by race were less consistent, with faculty of color sometimes giving more favorable and sometimes less favorable ratings than white faculty.

Governance: Faculty give very favorable ratings to their departmental leadership and, to a slightly lesser degree, to senior leadership at NC State. In addition, while NC State ratings are notably more positive than those of our COACHE peers on only a very few items, those items for which we do have more favorable ratings include several related specifically to the leadership of the Chancellor. NC State faculty are notably less satisfied with divisional leadership. Tenured faculty are generally somewhat less satisfied with issues related to governance than are pre-tenured, men less satisfied than women, and white faculty less satisfied than faculty of color.

Interdisciplinary Work: Rating have improved since the AY11-12 COACHE survey for “interdisciplinary work is rewarded in tenure” (pre-tenured faculty only) and “Interdisciplinary work is rewarded in merit” (although pre-tenured faculty were much more likely than tenured faculty to agree). However, despite improvements in these specific areas faculty overall give among the least favorable ratings in the survey to budgets and facilities encouraging/supporting interdisciplinary work.

¹ Our COACHE peer comparison group consists of Iowa State University, Purdue University, University of Arizona, UC-Davis, and Virginia Tech.

Tenure (pre-tenured faculty only): NC State pre-tenured faculty give notably more favorable ratings than our COACHE peers to the “clarity of tenure expectations as an advisor” and to “interdisciplinary work is rewarded in tenure.” In addition, ratings for clarity of expectations as an advisor, along with as a teacher, and interdisciplinary work being rewarded in tenure are all more favorably in the recent survey than they were in the AY11-12. Women, however, give notably less favorable rating than men to the “clarity of the tenure process,” the “clarity of whether I will achieve tenure,” and to the “clarity of the body of evidence for deciding tenure.” Similarly, faculty of color give less favorable ratings than white faculty to the “clarity of the tenure process.”

Promotion (tenured faculty only): NC State tenured faculty ratings for various aspects of promotion have remained generally stable over time, and are similar to those of our COACHE peers. Overall, faculty give positive ratings to various aspects of promotion, with “clarity of the promotion process” being among the highest rated items on the survey. However, there are consistent differences by rank, gender and race in evaluations of promotion, with associate professors, women, and faculty of color giving much lower ratings than their respective counterparts to every aspect of promotion asked about.

Promotion (non-tenure track faculty only): NC State NTT faculty ratings of various aspects of promotion have not changed since the AY11-12 COACHE survey, and remain among the least favorable of all items on the survey. This includes clarity of the promotion process, standards, criteria, and body of evidence for promotion, as well as “clarity about whether I will be promoted.”

Research, Service and Teaching: Faculty ratings of the research, service and teaching aspect of their work have remained consistent over time, and are generally similar to that of our COACHE peers. Several specific aspects of teaching and research, however, receive the most favorable ratings of all areas asked about on the survey, including “discretion over course content,” “level of courses taught,” and “influence of focus of research.” Among NTT faculty “time spent on teaching” was the second most favorably rated item on the survey. Less favorably rated are various specific aspects of research, most notably “availability of course release for research,” “support in securing graduate student assistance,” “support for research,” and “support for maintaining grants (post-award).” Also receiving relatively low ratings were a couple of aspects of service: “time spent on administrative tasks” and “support for faculty in leadership roles.”

There are some noteworthy subgroup difference in ratings of various aspects of the nature of work. Tenured faculty give less favorable ratings than pre-tenured faculty to “support for faculty in leadership roles” and to “support for travel to present/conduct research.” Associate professors give less favorable ratings than full professors to many of the specific aspects of work as related to research, service and teaching, most notably for “time spent on research.” Finally, NTT faculty are much *more* satisfied than pre-tenured and tenured faculty (combined) on time spend on “administrative tasks,” on “service” and on “teaching.”

Department Collegiality, Engagement, and Quality: NC State faculty, similar to their COACHE peers, give generally positive ratings to a wide range of areas related to their academic department, with no notable change in ratings over time. Of all aspects of their department asked about faculty overall give the most favorable ratings to the “intellectual vitality” and “scholarly productivity” of the pre-tenured faculty in their department. The only area of department life getting notably less favorable ratings is “department addresses sub-standard performance.” While associate professors, women, and faculty of color are consistently slightly less satisfied than their respective counterparts with a wide range of

aspect of department life, the most notable difference are with respect to their colleagues being committed to diversity/inclusion.

Mentoring: Among faculty overall, the “importance of mentoring within the department” and “being a mentor is fulfilling” were among the highest rated items in the survey. However, there were strong and consistent patterns in ratings related to mentoring, with women and associate professors being much more likely than men and full professors to see mentoring activities as important and fulfilling, but then being more likely to be dissatisfied with the actual training of faculty to be mentors and with the mentoring of faculty. While there were no differences in their assessment of training for mentors and the mentoring of faculty, NTT faculty and faculty of color are notably more likely than tenure-track faculty and white faculty to see mentoring as important.

Personal and Family Policies: Pre-tenured ratings of stop-the-clock policies are notably more favorable in the AY14-15 survey than they were in the AY11-12 survey. In addition, ratings for stop-the-clock policies now rank among the highest of all aspects of working at NC State asked about in the survey. However, as in the AY12-13 survey, ratings for other personal and family policies not only get the lowest average ratings of all specific areas asked about, but are also notably less favorable than our peers (i.e., “housing benefits,” “tuition waivers,” “childcare,” and “eldercare”). That said, given that NC State does not offer some of the benefits asked about (e.g., housing benefit, tuition waivers) it is difficult to interpret responses to these questions. Pre-tenured faculty, associate professors, and women give notably less favorable ratings than others to childcare and to “right balance between professional and personal lives.”

Health and Retirement Benefits: While faculty ratings for “health benefits for yourself” and for “salary” are notably more favorable in the AY14-15 survey than in the AY11-12 survey, NC State continues to have significantly lower ratings than our COACHE peers on the overall benchmark measure of “Health and retirement benefits,” and for the specific items “health benefits for yourself,” “health benefits for your family,” and “retirement benefits” that are included in it. “Compensation” (including salary and benefits) is selected by more than one-fourth of faculty from a long list of aspects of work as the worst thing about working at NC State. In addition, more than half of faculty mention something about compensation/benefits as one thing NC State could do to improve the workplace. “Health benefits for family” is one of the least favorably rating aspects of work asked about on the survey. Ratings on health and retirement benefits are generally fairly consistent between subgroups, with the exception that tenured faculty are less satisfied than pre-tenured faculty with retirement benefits.

Facilities and Work Resources: NC State faculty give notably more favorably ratings than our COACHE peers to “library resources” and “classrooms,” with “library resources” getting among the highest ratings of all items on the survey. Other facilities and resources asked about (e.g., office, labs, equipment, clerical support) get generally favorable ratings, with no real subgroup differences.

Appreciation and Recognition: Faculty give generally positive ratings to the appreciation and recognition they get for a range of different work responsibilities and from a range of different people/positions on campus. While associate professors, women, and faculty of color are consistently less satisfied with the appreciation and recognition they receive, the differences are relatively small.