

Spring 2015 COACHE Faculty Satisfaction Survey

Introduction and Research Methods

Introduction

The Collaborative on Academic Careers in Higher Education (COACHE) Survey is a national survey administered by the Harvard Graduate School of Education, designed to collect information on a wide range of issues identified as critical to faculty satisfaction and engagement, and therefore, to recruitment and retention. The COACHE Survey was most recently administered at NC State during Spring 2015. NC State faculty also participated in the survey in Spring 2012, while pre-tenured faculty only participated in AY08-09 and in AY05-06.

Questionnaires

The COACHE Survey includes about 150 questions, designed to get in depth feedback from faculty on a breadth of issues related to their job satisfaction. When appropriate, questions are tailored specifically for sub-groups of faculty (e.g., only for NTT faculty, only for pre-tenured faculty). A copy of the questionnaire is available online at https://oirp.ncsu.edu/wordpress/wp-content/uploads/2016/01/COACHE-2015_FacultySurvey.pdf

The following topics (or “benchmarks”) are included in the “main” survey

- Nature of work (research, service teaching)
- Facilities and work resources
- Personal and family policies
- Health and retirement benefits
- Interdisciplinary work
- Collaboration
- Mentoring
- Tenure policies, clarity
- Promotion
- Leadership (senior, divisional, departmental)
- Department (collegiality, engagement, quality)
- Appreciation and recognition

In AY14-15 COACHE piloted a new series of approximately 30 questions related to governance. NC State was one of a relatively small number of institutions participating in the pilot, so while “peer” comparisons on results to these questions are available, they are not very relevant to us (i.e., the institutional are not comparable to NC State). However, a number of questions related to governance have been asked on the “main” version of the survey (e.g., “leadership,” as described above), so peer comparisons are available for those. The new questions included in the pilot include those related to the following aspects of governance:

- Productivity
- Trust
- Shared purpose
- Understanding
- Adaptability
- Faculty leadership

Finally, COACHE provides the option for institutions to include up to 15 locally developed questions to be administered to their faculty. NC State's local questions focused on diversity/inclusion, and a few other specific areas. See [Appendix A](#) for exact wording of the local questions.

Population

The COACHE Survey population criteria is designed to be as inclusive as possible; no sampling is done. In addition, NC State takes advantage of the option to include NTT faculty. Based on the criteria below, a total of 1,396 pre-tenured and tenured faculty (combined), and 442 NTT faculty were invited to participate in the survey.

- Non-tenure track, pre-tenured, tenured faculty
- Full-time
- Not hired in current year (i.e., hired prior to July 1, 2014)
- Not in terminal year after being denied tenure
- Not in a senior administrative position
- Excludes librarians and faculty with extension appointments

Peers

A key benefit of participating in the COACHE survey is the ability to compare our results (specifically, results from the "main" survey for pre-tenured and tenured faculty) to the aggregated results of a select peer group of other participating institutions. NC State's peer group for AY14-15 consists of

- Iowa State University
- Purdue University
- University of Arizona
- UC-Davis
- Virginia Tech

COACHE also provides aggregate-level results for the entire "cohort" of similar institutions participating in the survey during the current or past two years. However, while NC State can compare our results to those of the approximately 100 institutions in our cohort, given the variety of the institutions (e.g., size, research focus) it is necessarily that informative to do so. In addition, the national comparison groups for NTT faculty, and for the governance questions, are unknown, and so not used in these reports.

Response Rates

NC State had a higher overall response rate than our peers, with 53% of the faculty invited to participate in the survey doing so. However, there were some variations in participation by groups, with NTTs, associate professors, and faculty of color being less likely than their respective counterparts to complete the survey.

Table 1: Response rates for pre-tenured and tenured faculty, overall and by group

		overall	tenured	pre-tenure	full	assoc	men	women	white	faculty of color
North Carolina State University	<i>population</i>	1396	1138	258	711	452	997	399	1082	314
	<i>responders</i>	733	596	137	389	214	513	220	597	136
	<i>response rate</i>	53%	52%	53%	55%	47%	51%	55%	55%	43%
Selected peers	<i>population</i>	7096	5875	1221	3672	2244	4914	2182	5391	1705
	<i>responders</i>	3582	2917	665	1769	1156	2266	1316	2893	689
	<i>response rate</i>	50%	50%	54%	48%	52%	46%	60%	54%	40%
All	<i>population</i>	62403	46927	15476	25262	21911	39838	22565	47033	14743
	<i>responders</i>	30405	22644	7761	11946	10812	17955	12450	24118	6249
	<i>response rate</i>	49%	48%	50%	47%	49%	45%	55%	51%	42%

Table 2: Response rates for NTT faculty, overall and by group

	overall	men	women	white	faculty of color
<i>population</i>	442	201	241	364	78
<i>responders</i>	192	87	105	166	26
<i>response rate</i>	43%	43%	44%	46%	33%

Reports

COACHE provides NC State with summary reports on results and with the raw data. As such, results can be presented for numerous groups, both overall and in comparison to each other. The following briefly outlines the types of reports we have, or can, provide.

- Main Survey
 - Pre-tenured & Tenured
 - Vs Peers
 - Overall
 - Gender
 - Race/ethnicity (white, faculty of color)
 - Tenure status (pre-tenured, tenured)
 - Rank (associate, full)
 - Within NC State
 - Overall
 - Gender
 - Race/ethnicity (white, faculty of color)
 - Tenure status (pre-tenured, tenured)
 - Rank (associate, full)
 - College
 - Trend (AY11-12 survey)

- NTT
 - Within NC State
 - Overall
 - NTT Gender
 - NTT Race/ethnicity (white, faculty of color)
 - Tenure status (pre-tenured, tenured)
 - College
 - Trend (AY11-12 survey)
- Pilot Governance Questions
 - Within NC State
 - Overall
 - Gender
 - Race/ethnicity (white, faculty of color)
 - Tenure status (NTT, pre-tenured+tenured)
 - Rank (associate, full)
 - College
- NC State “Local” Questions
 - Overall
 - Gender
 - Race/ethnicity (white, faculty of color)
 - Tenure status (NTT, pre-tenured+tenured)
 - Rank (associate, full)
 - College

APPENDIX A: NC State Local Questions

COACHE Faculty Survey – 2015 Institution-Specific Q
North Carolina State University

CQ451. Please rate your level of agreement or disagreement with the following statements:

<i>Strongly agree</i>	5
<i>Somewhat agree</i>	4
<i>Neither agree nor disagree</i>	3
<i>Somewhat disagree</i>	2
<i>Strongly disagree</i>	1
<i>I don't know</i>	97
<i>Decline to answer</i>	98

- My department actively works to recruit faculty members from historically underrepresented groups.
- My department actively works to retain faculty members from historically underrepresented groups.
- The diversity/multiculturalism of faculty in my department has enhanced intellectual diversity in the department.
- The diversity/multiculturalism of faculty in my department has enhanced the quality of teaching/research/extension programs in the department.
- The climate in my department is accepting and respectful of all faculty (i.e.; regardless of their age; disability status; nationality/ethnic origin; race and color; religion; gender; sexual orientation; marital status; parental status; etc.).
- All faculty in my department and their spouses/partners are made to feel welcome at departmental social events (i.e.; regardless of their age; disability status; nationality/ethnic origin; race and color; religion; gender; sexual orientation; marital status; parental status; etc.).
- I feel included in the informal network in my department.
- I am treated with respect by other faculty in my department.
- Faculty in my department value the substantive area of my research/creative work.
- My department head/chair effectively handles internal conflicts within the department.
- My department head/chair is transparent in his/her decision-making.
- My department head/chair distributes resources in an equitable and justifiable manner.

QC452. Over the past couple of years; on average how much time per week during the academic year have you spent on work related to serving on department; college; and/or university committees (excluding thesis committees)?

- None 1
- Less than 1 hour per week 2
- 1-2 hours 3
- 3-4 hours 4
- 5-6 hours 5
- 7-8 hours 6
- 9-10 hours 7
- More than 10 hours 8
- Decline to answer 98

QC453. Do you have a qualifying disability (one which "substantially limits major life activities") covered by the Americans with Disabilities Act (ADA)?

- Yes 1
- No 2
- I have an impairment but not one severe enough to be covered by the ADA 3
- I don't know 97
- Decline to answer 98

QC454. Do you and your spouse/partner have a commuting relationship, that is, where one or both of you commute more than an hour for work in order to live in the same community, or where you live in different communities from one another for significant periods of time due to your work location?

- Yes – one or both of us commutes more than an hour for work in order to live in the same community 1
- Yes – for significant periods of time we live apart from one another 2
- No 3
- Not applicable – I do not have a spouse/partner 99
- Decline to answer 98