# COACHE

**The Collaborative on Academic Careers in Higher Education**
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

| | | | | Overall | | Gender Male | | Female | | Race / Ethnicity White Faculty | | Faculty of Color | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| item | theme | question | response scale | Count | Valid % | Count | Valid % | Count | Valid % | Count | Valid % | Count | Valid % |
| 1 | UNC Custom | There is good communication between my department administration and junior faculty. | Strongly agree | 64 | 47% | 38 | 47% | 26 | 48% | 48 | 49% | 16 | 42% |
| | | | Somewhat agree | 41 | 30% | 24 | 30% | 17 | 31% | 30 | 31% | 11 | 29% |
| | | | Neither agree nor disagree | 10 | 7% | 8 | 10% | 2 | 4% | 6 | 6% | 4 | 11% |
| | | | Somewhat disagree | 17 | 13% | 10 | 12% | 7 | 13% | 11 | 11% | 6 | 16% |
| | | | Strongly disagree | 3 | 2% | 1 | 1% | 2 | 4% | 2 | 2% | 1 | 3% |
| | | | *Valid responses* | 135 | 100% | 81 | 100% | 54 | 100% | 97 | 100% | 38 | 100% |
| | | | *Invalid or missing responses* | 14 | | 6 | | 8 | | 10 | | 4 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 2 | UNC Custom | My department does a good job resolving internal conflicts. | Strongly agree | 41 | 33% | 23 | 32% | 18 | 34% | 29 | 32% | 12 | 35% |
| | | | Somewhat agree | 36 | 29% | 21 | 29% | 15 | 28% | 26 | 28% | 10 | 29% |
| | | | Neither agree nor disagree | 24 | 19% | 14 | 19% | 10 | 19% | 16 | 17% | 8 | 24% |
| | | | Somewhat disagree | 18 | 14% | 12 | 16% | 6 | 11% | 15 | 16% | 3 | 9% |
| | | | Strongly disagree | 7 | 6% | 3 | 4% | 4 | 8% | 6 | 7% | 1 | 3% |
| | | | *Valid responses* | 126 | 100% | 73 | 100% | 53 | 100% | 92 | 100% | 34 | 100% |
| | | | *Invalid or missing responses* | 23 | | 14 | | 9 | | 15 | | 8 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 3 | UNC Custom | My department values the contributions of faculty from historically underrepresented groups in the department (e.g., women or men, ethnic minority faculty). | Strongly agree | 60 | 48% | 35 | 47% | 25 | 48% | 46 | 50% | 14 | 41% |
| | | | Somewhat agree | 39 | 31% | 25 | 34% | 14 | 27% | 29 | 32% | 10 | 29% |
| | | | Neither agree nor disagree | 13 | 10% | 8 | 11% | 5 | 10% | 7 | 8% | 6 | 18% |
| | | | Somewhat disagree | 10 | 8% | 4 | 5% | 6 | 12% | 7 | 8% | 3 | 9% |
| | | | Strongly disagree | 4 | 3% | 2 | 3% | 2 | 4% | 3 | 3% | 1 | 3% |
| | | | *Valid responses* | 126 | 100% | 74 | 100% | 52 | 100% | 92 | 100% | 34 | 100% |
| | | | *Invalid or missing responses* | 23 | | 13 | | 10 | | 15 | | 8 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 4 | UNC Custom | My department is supportive of family leave for faculty members in the department. | Strongly agree | 38 | 39% | 24 | 41% | 14 | 36% | 26 | 39% | 12 | 39% |
| | | | Somewhat agree | 34 | 35% | 21 | 36% | 13 | 33% | 23 | 35% | 11 | 35% |
| | | | Neither agree nor disagree | 17 | 18% | 10 | 17% | 7 | 18% | 11 | 17% | 6 | 19% |
| | | | Somewhat disagree | 6 | 6% | 2 | 3% | 4 | 10% | 5 | 8% | 1 | 3% |
| | | | Strongly disagree | 2 | 2% | 1 | 2% | 1 | 3% | 1 | 2% | 1 | 3% |
| | | | *Valid responses* | 97 | 100% | 58 | 100% | 39 | 100% | 66 | 100% | 31 | 100% |
| | | | *Invalid or missing responses* | 52 | | 29 | | 23 | | 41 | | 11 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |

# COACHE

**The Collaborative on Academic Careers in Higher Education**
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

| | | | | Overall | | Gender | | | | Race / Ethnicity | | | |
| | | | | | | Male | | Female | | White Faculty | | Faculty of Color | |
| item | theme | question | response scale | Count | Valid % | Count | Valid % | Count | Valid % | Count | Valid % | Count | Valid % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 5 | UNC Custom | My department mentoring program is effective. | Strongly agree | 19 | 25% | 16 | 33% | 3 | 12% | 17 | 31% | 2 | 10% |
| | | | Somewhat agree | 36 | 48% | 20 | 41% | 16 | 62% | 24 | 44% | 12 | 60% |
| | | | Neither agree nor disagree | 20 | 27% | 13 | 27% | 7 | 27% | 14 | 25% | 6 | 30% |
| | | | Somewhat disagree | 22 | 29% | 9 | 18% | 13 | 50% | 19 | 35% | 3 | 15% |
| | | | Strongly disagree | 21 | 28% | 14 | 29% | 7 | 27% | 13 | 24% | 8 | 40% |
| | | | *Valid responses* | 75 | | 49 | | 26 | | 55 | | 20 | |
| | | | *Invalid or missing responses* | 74 | | 38 | | 36 | | 52 | | 22 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 6 | UNC Custom | The annual review process in my department is effective at providing information important to me for continual professional development. | Strongly agree | 44 | 33% | 28 | 35% | 16 | 30% | 29 | 30% | 15 | 41% |
| | | | Somewhat agree | 52 | 39% | 31 | 39% | 21 | 39% | 40 | 42% | 12 | 32% |
| | | | Neither agree nor disagree | 11 | 8% | 5 | 6% | 6 | 11% | 6 | 6% | 5 | 14% |
| | | | Somewhat disagree | 16 | 12% | 7 | 9% | 9 | 17% | 14 | 15% | 2 | 5% |
| | | | Strongly disagree | 10 | 8% | 8 | 10% | 2 | 4% | 7 | 7% | 3 | 8% |
| | | | *Valid responses* | 133 | 100% | 79 | 100% | 54 | 100% | 96 | 100% | 37 | 100% |
| | | | *Invalid or missing responses* | 16 | | 8 | | 8 | | 11 | | 5 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 7 | UNC Custom | The standards by which I am evaluated are consistent with the demands placed by my department on my professional time. | Strongly agree | 42 | 32% | 31 | 38% | 11 | 22% | 29 | 31% | 13 | 35% |
| | | | Somewhat agree | 49 | 37% | 28 | 35% | 21 | 41% | 35 | 37% | 14 | 38% |
| | | | Neither agree nor disagree | 17 | 13% | 7 | 9% | 10 | 20% | 14 | 15% | 3 | 8% |
| | | | Somewhat disagree | 17 | 13% | 11 | 14% | 6 | 12% | 12 | 13% | 5 | 14% |
| | | | Strongly disagree | 7 | 5% | 4 | 5% | 3 | 6% | 5 | 5% | 2 | 5% |
| | | | *Valid responses* | 132 | 100% | 81 | 100% | 51 | 100% | 95 | 100% | 37 | 100% |
| | | | *Invalid or missing responses* | 17 | | 6 | | 11 | | 12 | | 5 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 8 | UNC Custom | The course-level student teaching evaluations at my institution provide a meaningful evaluation of my teaching performance. | Strongly agree | 19 | 15% | 14 | 19% | 5 | 10% | 10 | 11% | 9 | 25% |
| | | | Somewhat agree | 49 | 39% | 31 | 42% | 18 | 35% | 41 | 46% | 8 | 22% |
| | | | Neither agree nor disagree | 27 | 21% | 13 | 18% | 14 | 27% | 15 | 17% | 12 | 33% |
| | | | Somewhat disagree | 18 | 14% | 9 | 12% | 9 | 17% | 14 | 16% | 4 | 11% |
| | | | Strongly disagree | 13 | 10% | 7 | 9% | 6 | 12% | 10 | 11% | 3 | 8% |
| | | | *Valid responses* | 126 | 100% | 74 | 100% | 52 | 100% | 90 | 100% | 36 | 100% |
| | | | *Invalid or missing responses* | 23 | | 13 | | 10 | | 17 | | 6 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |

# COACHE

**The Collaborative on Academic Careers in Higher Education**
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

| | | | | Overall | | Gender | | | | Race / Ethnicity | | | |
| | | | | | | Male | | Female | | White Faculty | | Faculty of Color | |
| item | theme | question | response scale | Count | Valid % | Count | Valid % | Count | Valid % | Count | Valid % | Count | Valid % |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| 9 | UNC Custom | On a scale of 1 to 5, where **1 equals "people who take leave (medical, disability or family) are resented by their colleagues"** and **5 equals "colleagues recognize and support the need for leave,"** where would you say your department colleagues fall? | 5 | 54 | 51% | 31 | 51% | 23 | 51% | 37 | 48% | 17 | 59% |
| | | | 4 | 28 | 26% | 21 | 34% | 7 | 16% | 24 | 31% | 4 | 14% |
| | | | 3 | 19 | 18% | 7 | 11% | 12 | 27% | 13 | 17% | 6 | 21% |
| | | | 2 | 2 | 2% | 0 | 0% | 2 | 4% | 1 | 1% | 1 | 3% |
| | | | 1 | 3 | 3% | 2 | 3% | 1 | 2% | 2 | 3% | 1 | 3% |
| | | | *Valid responses* | 106 | 100% | 61 | 100% | 45 | 100% | 77 | 100% | 29 | 100% |
| | | | *Invalid or missing responses* | 43 | | 26 | | 17 | | 30 | | 13 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |
| 10 | UNC Custom | On a scale of 1 to 5, where **1 equals "straightforward research with 'guaranteed' results"** and **5 equals "complex research with risk of failure,"** what type of scholarship do you think is most likely to be recognized and rewarded in your department? | 5 | 3 | 2% | 3 | 4% | 0 | 0% | 1 | 1% | 2 | 6% |
| | | | 4 | 22 | 17% | 14 | 19% | 8 | 15% | 16 | 18% | 6 | 17% |
| | | | 3 | 38 | 30% | 20 | 27% | 18 | 34% | 27 | 30% | 11 | 31% |
| | | | 2 | 38 | 30% | 27 | 37% | 11 | 21% | 30 | 33% | 8 | 22% |
| | | | 1 | 25 | 20% | 9 | 12% | 16 | 30% | 16 | 18% | 9 | 25% |
| | | | *Valid responses* | 126 | 100% | 73 | 100% | 53 | 100% | 90 | 100% | 36 | 100% |
| | | | *Invalid or missing responses* | 23 | | 14 | | 9 | | 17 | | 6 | |
| | | | *Total* | 149 | | 87 | | 62 | | 107 | | 42 | |

# COACHE

■ Strongly agree   ■ Somewhat agree   ■ Neither agree nor disagree   ▨ Somewhat disagree   ■ Strongly disagree
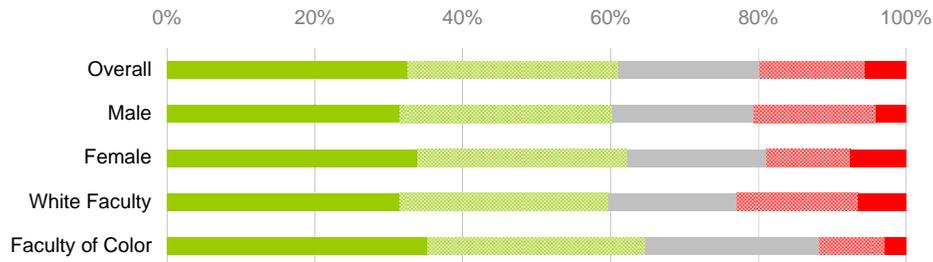
### 1. There is good communication between my department administration and junior faculty.
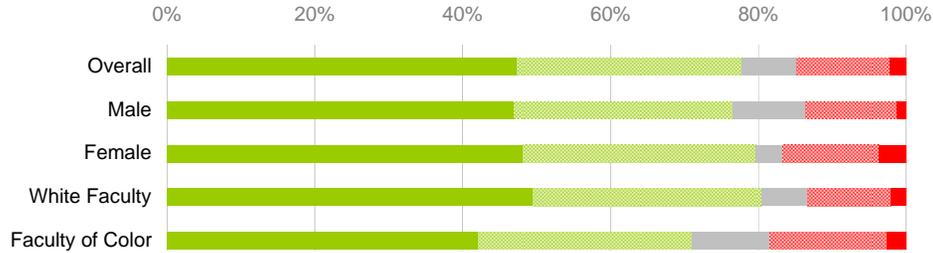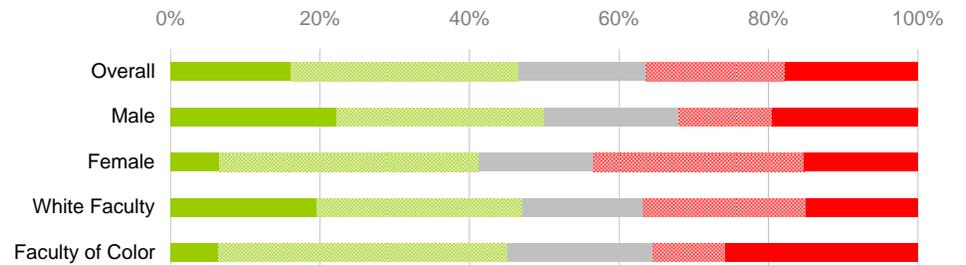


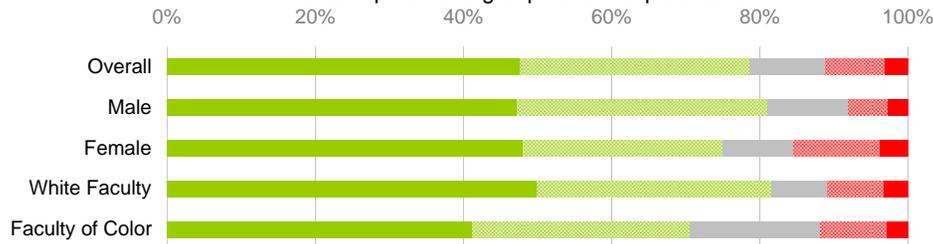### 4. My department is supportive of family leave for faculty members in the department.
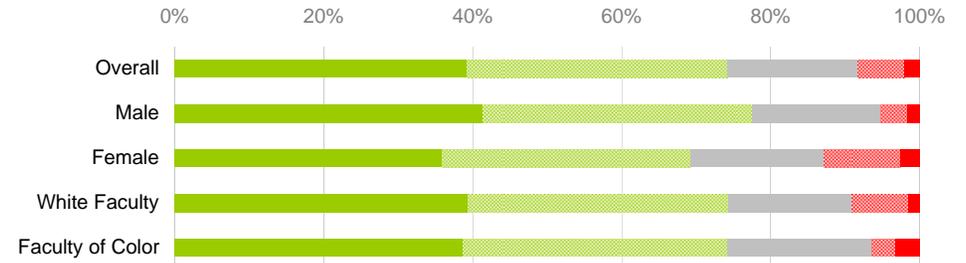


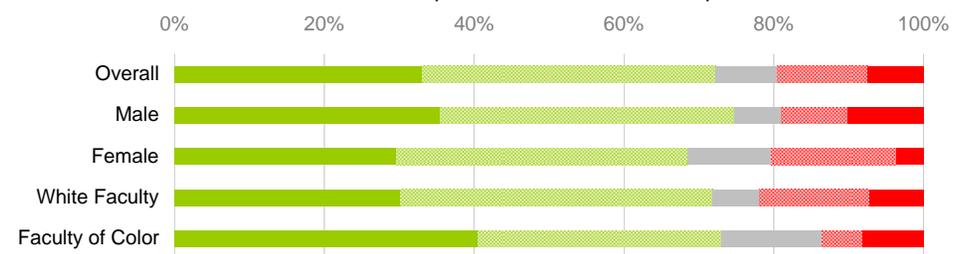### 2. My department does a good job resolving internal conflicts.



### 5. My department mentoring program is effective.



### 3. My department values the contributions of faculty from historically underrepresented groups in the department.



### 6. The annual review process in my department is effective at providing information important to me for continual prof. dev.

# COACHE

**The Collaborative on Academic Careers in Higher Education**
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

■ Strongly agree  ■ Somewhat agree  ■ Neither agree nor disagree  ■ Somewhat disagree  ■ Strongly disagree
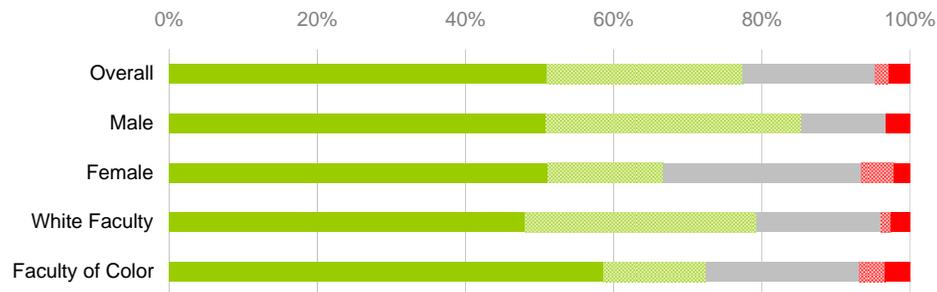
### 7. The standards by which I am evaluated are consistent with the demands placed by my department on my professional time.
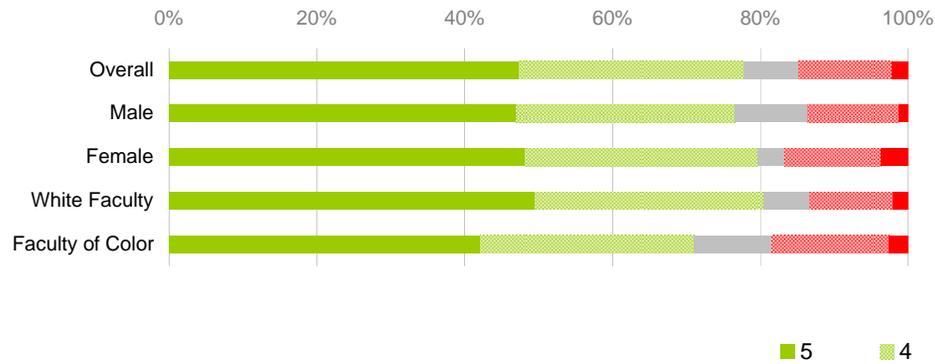


### 8. The course-level student teaching evaluations at my institution provide a meaningful evaluation of my teaching performance.



■ 5  ■ 4  ■ 3  ■ 2  ■ 1
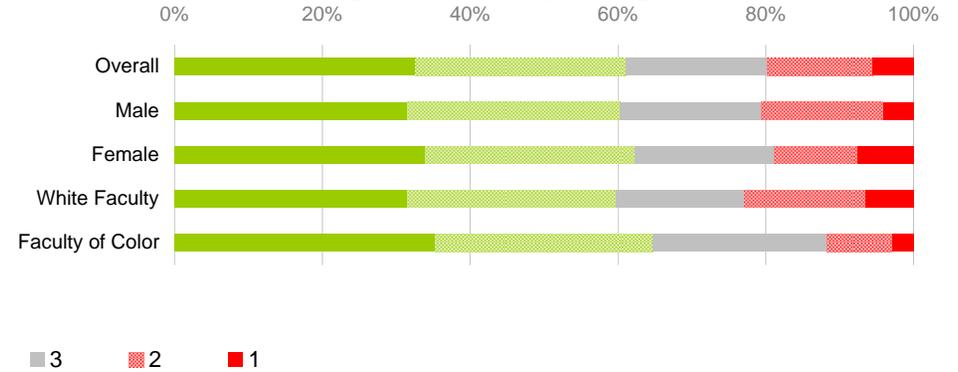
### 9. On a scale of 1 to 5, where 1 equals "people who take leave (medical, disability or family) are resented by their colleagues" and 5 equals "colleagues recognize and support the need for leave," where would you say your department colleagues fall?



### 10. On a scale of 1 to 5, where 1 equals "straightforward research with 'guaranteed' results" and 5 equals "complex research with risk of failure," what type of scholarship do you think is most likely to be recognized and rewarded in your department?