

NC State University COACHE AY11-12 Faculty Satisfaction Survey Executive Summary

Background

The Collaborative on Academic Careers in Higher Education (COACHE) Faculty Satisfaction Survey, administered by the Harvard Graduate School of Education, is designed to collect information from faculty on areas deemed critical to their professional success, such as the nature of work in research, teaching and service; resources; compensation; departmental collegiality; leadership and governance; mentoring; and the tenure and promotion process. NC State pre-tenured, tenured, and non-tenure track (NTT) faculty participated in the 2011-2012 COACHE, which was administered online from mid-October 2011 until mid-January 2012. Pre-tenured faculty had also participated in the COACHE survey in 2008 and in 2005.

The AY11-12 COACHE survey population included all full-time faculty hired prior to July, 2011 who were not in their terminal year after being denied tenure. Clinical faculty (i.e., those in the College of Veterinary Medicine) were excluded. Almost 60 percent of the eligible pre-tenured and tenured faculty at NC State participated in the survey (800 of 1,362), as did 46 percent of the non-tenure track faculty (197 of 432).

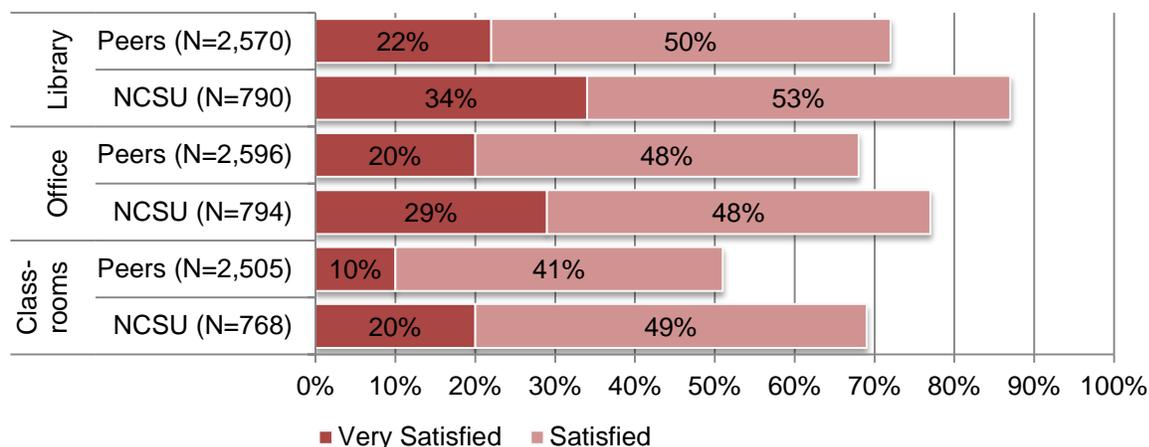
NC State vs COACHE Peer Comparisons

Institutions participating in the COACHE survey select five other participating institutions to include in their peer comparison group. NC State's COACHE peer group consisted of Clemson, Kansas State, Purdue, SUNY-Albany, and University of Tennessee. On the vast majority of areas asked about on the survey there were no notable differences in the satisfaction of NC State pre-tenured and tenured faculty and compared to those at our COACHE peer institutions (combined). (Note: NTTs were not included in peer comparisons.) There were, however, a few areas in which NC State faculty were relatively more satisfied than their COACHE peers, and others where they were less satisfied.

More Favorable Ratings

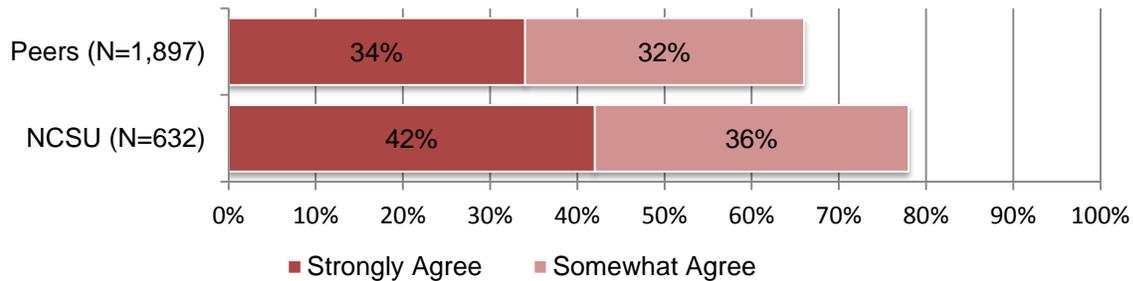
NC State faculty were more satisfied than their COACHE peers with the **library resources** available to their, their **offices**, and **classrooms**. Over one-third of NC State faculty were "very satisfied" with library resources, compared to 22% of peers, and almost 30% of the faculty at NC State were "very satisfied" with their offices compared to just 20% of their peers. Finally, over two-thirds of the NC State faculty were either "very satisfied" (20%) or "satisfied" (49%) with classrooms, compared to about 50% of peers (1% "very satisfied" and 41% "satisfied").

Figure 1: NC State Pre-Tenured/Tenured Faculty vs COACHE Peers' Satisfaction with Library, Office, and Classrooms



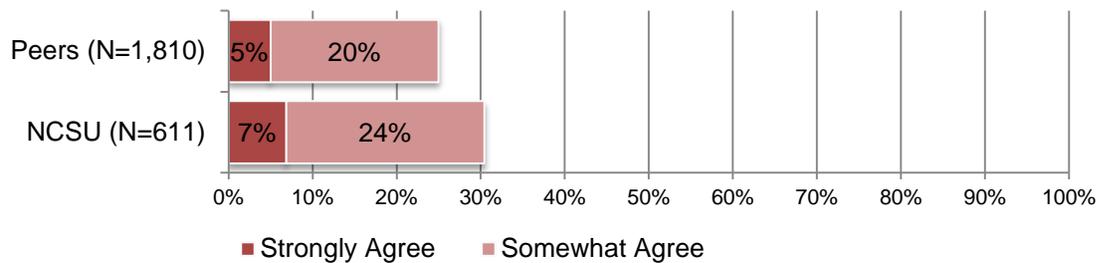
Tenured faculty at NC State were more likely than their COACHE peers to agree that their **department culture encourages associate professors to work towards promotion to full professor** (78% vs 66%).

Figure 2: NC State Tenured Faculty vs COACHE Peers' Agreement that Department Encourages Promotion to Full Professor



While faculty were generally dissatisfied with the **mentoring of associate professors**, NC State tenured faculty were slightly more likely than their COACHE peers to agree that such mentoring is effective (31% vs 25%).

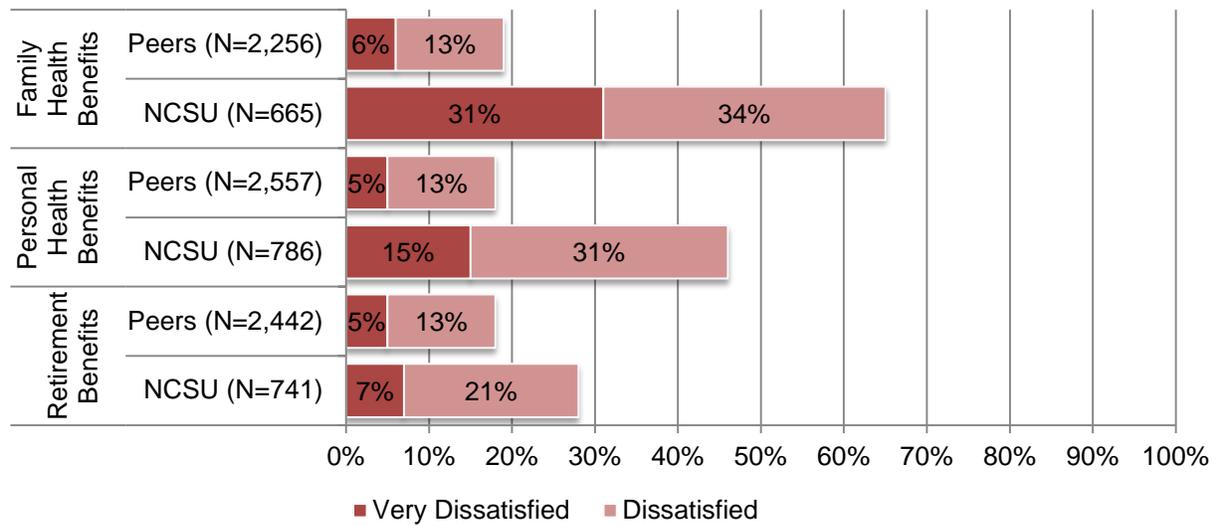
Figure 3: NC State Tenured Faculty vs COACHE Peers' Agreement that Mentoring of Associate Professors is Effective



Less Favorable Ratings

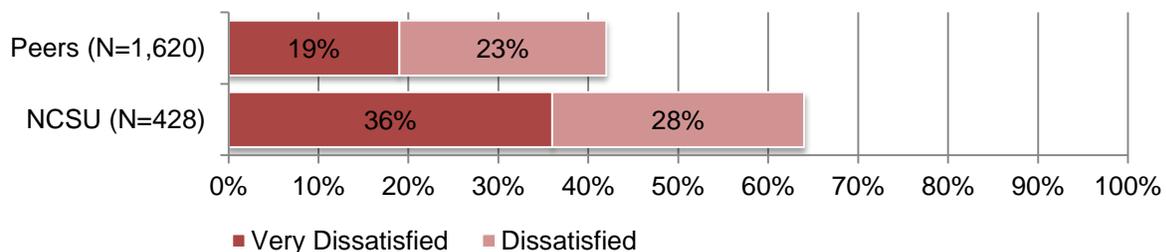
Of all the various aspects of their employment asked about in the survey, NC State faculty gave some of the lowest ratings to benefits. Not only were the ratings low, they were notably lower than those from our COACHE peer institutions. The largest difference in ratings was for **family health benefits**, with 65 percent of NC State faculty saying they are “dissatisfied” (34%) or “very dissatisfied” (31%) - - a figure more than three times higher than that at our peer institutions. NC State faculty were almost three times more likely than our peers to say they are “very dissatisfied” or “dissatisfied” with their **personal health benefits** (46% vs 17%). While overall satisfaction with **retirement benefits** was higher, NC State faculty were still more likely than their peers to say they are “very dissatisfied” or “dissatisfied” with their retirement benefits (29% vs 18%).

Figure 4: NC State Faculty versus COACHE Peers' (Dis)Satisfaction with Health and Retirement Benefits



The COACHE survey asked faculty about various other employee benefits that the university may or may not offer, including **tuition waivers, remission or exchange** - - something not currently available at NC State. Almost half of the NC State faculty responded that such a benefit is “not offered at my institution” (11%), or said “not applicable” (21%) or “don’t know” (13%). Faculty at our COACHE peer institutions were less likely to say their institution did not offer such benefits (4%), but responded “not applicable” (20%) or “don’t know” (13%) in similar proportions to that at NC State. However, among those NC State faculty expressing an opinion, dissatisfaction was high, and higher than found among our peers. Almost two-thirds of those offering a substantive response said they were either “very dissatisfied” (36%) or “dissatisfied (28%) with tuition waivers, remission or exchange compared to 42 percent of our peers.

Figure 5: NC State Faculty versus COACHE Peers' (Dis)Satisfaction with Tuition Waivers, Remission or Exchange



The only other notable difference between NC State faculty overall and faculty at our COACHE peer institutions was with respect to **clerical/administrative support**, with 40 percent of NC State faculty compared to 27% of their COACHE peers expressing dissatisfaction with such support.

Figure 5: NC State Faculty versus COACHE Peers' (Dis)Satisfaction with Tuition Waivers, Remission or Exchange

