

NC State University

COACHE AY11-12 Faculty Satisfaction Survey

Introduction: Survey Methods, Response Rates and Respondent Profile

This report provides a summary of the survey methods used in administering the Collaborative on Academic Careers in Higher Education (COACHE) 2011-2012 Faculty Satisfaction Survey, response rates, and a profile of those responding to the survey compared to that at our COACHE peer institutions. Reports on results are available online at http://www2.acs.ncsu.edu/UPA/archives/survey/reports/coache/coache.ay11_12.toc.htm

Background

The Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education developed and administers the COACHE Faculty Job Satisfaction Survey. Colleges and Universities across the nation and in Canada are invited to participate in the survey, which is designed to capture information from faculty on areas deemed critical to their success. In the past the COACHE survey was administered only to pre-tenured faculty, but in AY11-12 it was expanded to include tenured faculty as well. The AY11-12 COACHE survey also included a pilot study for non-tenure track faculty (NTT), in which NC State participated.

The principal purposes of the COACHE survey are to enlighten academic leaders about the experiences and concerns of faculty, to provide data that lead discussions and appropriate actions to improve the quality of faculty work life, and, subsequently, enhance recruitment and retention efforts. Specific topics covered in the AY11-12 COACHE survey include:

- Nature of work in research, teaching, and service
- Resources to support of faculty work
- Benefits, compensation, and work/life
- Interdisciplinary work and collaboration
- Mentoring
- Tenure and promotion practices
- Leadership and governance
- Departmental collegiality, quality, and engagement
- Appreciation and recognition

In AY11-12 the survey was administered at approximately 75 institutions, including NC State and the 14 other UNC campuses that award tenure (i.e., excluding NC School of the Arts). NC State had previously participated in the COACHE surveys of pre-tenured faculty in AY05-06 and AY08-09

Survey Methods

The online survey was administered late October 2011 through January 2012. About one week before the survey went live all NC State eligible faculty were sent a “pre-notification” letter via campus mail from Provost Arden, informing them about the survey and encouraging them to participate in it. Faculty received an email from the project’s Principal Investigators at the Harvard Graduate School of Education inviting them to participate in the survey, along with several follow-up reminders. Shortly before the survey closed Provost Arden sent an email reminder to all faculty in the study population.

Peer Institutions:

Each participating COACHE institution chose five “peers” among participating institutions with which to compare their own results. NC State’s peers were

- Clemson University
- Kansas State University
- Purdue University

- SUNY – University at Albany
- University of Tennessee

Population and Response Rates

To be eligible to participate in the survey, faculty needed to meet the following criteria:

- Full-time
- Hired prior to July 1, 2011
- Not *clinical* faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

Again, at NC State all full-time NTT faculty were also invited to participate in the survey. While their results are not included in peer-comparison reports, they are presented in separate reports focusing on NC State NTT faculty.

A total of 13,623 of the 27,660 full-time tenure/tenure track (i.e., pre-tenure and tenured) faculty members in the U.S. and Canada who received the COACHE survey responded, for an overall response rate of 49%. The overall response rate for NC State’s peers was 51% (2,631 of 5,113). Among eligible tenure/tenure-track NC State faculty, the response rate was 59% (800 of 1,362). NC State’s NTT faculty (excluding Librarians) had a response rate of 46% (229 of 493). Response rates for specific NC State tenure/tenure-track populations are presented in Table 1, and for NTT faculty in Table 2.

Table 1: NC State AY11-12 COACHE Survey Response Rates, Tenure/Tenure Track Overall and by Demographic Group

| | Population | Respondents | Response Rate |
|----------------------------|------------|-------------|---------------|
| | N | N | |
| Overall | 1,362 | 800 | 59% |
| Tenure Track Status | | | |
| Tenured | 1,115 | 655 | 59% |
| Pre-tenured | 247 | 145 | 59% |
| Rank | | | |
| Full | 702 | 416 | 59% |
| Associate | 426 | 247 | 58% |
| Assistant | 234 | 137 | 56% |
| Gender | | | |
| Male | 1,014 | 571 | 56% |
| Female | 348 | 229 | 66% |
| Race* | | | |
| White | 1,096 | 669 | 61% |
| Faculty of Color | 264 | 130 | 49% |

*Some respondents opted to not provide their race/ethnicity.

Table 2: NC State AY11-12 COACHE Survey Response Rates, NTT Faculty Overall and by Demographic Group

| | Population | Respondents | Response Rate |
|------------------|------------|-------------|---------------|
| | N | N | |
| Overall | 432 | 197 | 46% |
| Gender | | | |
| Male | 231 | 94 | 44% |
| Female | 219 | 103 | 47% |
| Race* | | | |
| White | 370 | 175 | 47% |
| Faculty of Color | 53 | 22 | 42% |

*Some respondents opted to not provide their race/ethnicity.

Profile of NC State Tenure/Tenure Track Respondents Compared to Peers

A table with information on various personal characteristics of NC State COACHE tenure/tenure-track respondents compared to that of our peers and of all participating institutions is available in the Appendix A of this report. That table includes information on tenure/tenure-track respondents' work characteristics (e.g., rank, year hired, administrative title), demographics (e.g., age, race/ethnicity, gender, marital status), and other areas, such as responsibility for family members of varying ages and spouse/partner employment status.

Overall, the profile of NC State tenure/tenure-track faculty respondents is somewhat different from that of our peers. NC State respondents are more likely than our peers to be full professors (52% vs 43%), and less likely to be assistant professors (17% vs 24%). NC State respondents are also more likely to have been in their current position for a longer period of time, with 30% saying they were appointed to their current rank prior to 2000, compared to 24% at our peer institutions. There are no differences, however, between NC State and our peers in the proportion of respondents indicating they currently hold an administrative position (18%).

NC State respondents, (perhaps not surprisingly given the difference in rank), are somewhat older than those at our peer institutions, with 54% over the age of 50, compared to 49% of our peer respondents. They are also less likely than peers to have responsibility for children under the age of 18 (45% vs 41%).

Almost three-fourths of NC State tenure/tenure track respondents are male (72%), compared to 65% of the respondents at our COACHE peer institutions.

The race/ethnicity of NC State respondents, however, is similar to that of our peers, with 19% and 17%, respectively, reporting that they are a person of color. In addition, similar proportions report being a U.S. citizen (90% vs 89%).

Finally, NC State respondents are slightly more likely than peers to be married or living with a partner (87% vs 84%). Among these respondents, a similar proportion of spouse/partners are currently employed (71% vs 70%). However, spouses/partners of NC State respondents are much less likely than those of our peers to be employed at their same institution. Just 18% of NC State respondents report that their spouse/partner works at NC State, compared to 30% of our peers saying their spouse/partner works at their same institution.

Profile of NC State NTT Respondents

A complete academic and demographic profile of NTT respondents is provided in Appendix B in this report. When asked to indicate their type of appointment, a plurality of the NTT respondents selected “lecturer” (41%). The next most common type of appointment was “teaching” (29%), followed by “research” (11%), “clinical” (7%), and “extension” (7%). Almost 60% of the NTT respondents indicated that their primary work responsibility was “mostly teaching” (59%). Nine percent said they did “mostly research,” 6% “mostly outreach,” and 3% “mostly department/program administration.” About 20% said their work responsibilities included an equal amount of two or more of the different activities.

NTT respondents have contracts of varying lengths, primarily either one to two years (39%) or three to four years (26%). Fourteen percent currently have a contract for five or more years, and 17% have a contract for just two semesters. The large majority of their contract are fix-term renewable (92%).

Almost 90% of the NTTs are white (89%), and they are slightly more likely to be female (52%). The majority are married (74%) or living with a partner (4%). Among these NTTs, 19% of their spouse/partners work at NC State, and 60% are employed elsewhere. While 45% of the NTTs indicate that they do not have any responsibilities related to child or elder care, 16% have an infant, toddler, or pre-school aged child/children, and 24% have a school-aged child/children.

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**Appendix A: Demographic Profile of Respondents
NC State, COACHE Peers, and All Participating Institutions
(Pre-tenured and tenured faculty only)**

| Demographic Characteristic | Response | NCSU | | COACHE PEERS | | ALL PARTICIPATING INSTITUTIONS | |
|---|---|-------|------|--------------|------|--------------------------------|------|
| | | Count | % | Count | % | Count | % |
| Current employment status | Full-time | 799 | 100% | 2631 | 100% | 13633 | 100% |
| | Part-time | 0 | 0% | 0 | 0% | 0 | 0% |
| | Emeritus | 0 | 0% | 0 | 0% | 0 | 0% |
| | Other | 1 | 0% | 0 | 0% | 1 | 0% |
| | None of the above | 0 | 0% | 0 | 0% | 0 | 0% |
| Tenure status | Tenured | 658 | 82% | 1982 | 75% | 9681 | 71% |
| | Not tenured but on the tenure track | 142 | 18% | 649 | 25% | 3933 | 29% |
| | Not on the tenure track | 0 | 0% | 0 | 0% | 20 | 0% |
| Rank | Professor (or "Full Professor") | 416 | 52% | 1138 | 43% | 5115 | 38% |
| | Associate Professor | 247 | 31% | 855 | 32% | 4687 | 34% |
| | Assistant Professor | 137 | 17% | 632 | 24% | 3704 | 27% |
| | Instructor/Lecturer | 0 | 0% | 1 | 0% | 91 | 1% |
| | Other | 0 | 0% | 5 | 0% | 37 | 0% |
| Number of other colleges/universities where held a tenured faculty position | 0 | 543 | 68% | 1699 | 66% | 9131 | 68% |
| | 1 | 177 | 22% | 669 | 26% | 3092 | 23% |
| | 2 | 50 | 6% | 155 | 6% | 828 | 6% |
| | 3 | 17 | 2% | 42 | 2% | 216 | 2% |
| | 4 | 5 | 1% | 13 | 1% | 51 | 0% |
| | 5 or more | 2 | 0% | 8 | 0% | 38 | 0% |
| Current Administrator Position | Yes | 144 | 18% | 469 | 18% | 2917 | 22% |
| | No | 649 | 82% | 2127 | 82% | 10439 | 78% |
| Administrative Position | Department Chair or Department Head | 61 | 44% | 219 | 48% | 1329 | 47% |
| | Center or Program Director | 63 | 45% | 164 | 36% | 1094 | 39% |
| | Dean, Assoc. Dean, or Div. Chief | 1 | 1% | 35 | 8% | 186 | 7% |
| | Provost, Assoc. Provost, Vice Provost, etc. | 0 | 0% | 2 | 0% | 7 | 0% |
| | Other | 15 | 11% | 36 | 8% | 209 | 7% |
| Year Hired | 2000 to present | 539 | 70% | 1912 | 76% | 10035 | 78% |
| | 1990 to 1999 | 148 | 19% | 419 | 17% | 1937 | 15% |
| | 1980 to 1989 | 73 | 10% | 154 | 6% | 752 | 6% |
| | Before 1980 | 8 | 1% | 30 | 1% | 159 | 1% |

Appendix A: Demographic Profile of Respondents *continued*
NC State, COACHE Peers, and All Participating Institutions
(Pre-tenured and tenured faculty only)

| Demographic Characteristic | Response | NCSU | | COACHE PEERS | | ALL PARTICIPATING INSTITUTIONS | |
|------------------------------------|--|-------|-----|--------------|-----|--------------------------------|-----|
| | | Count | % | Count | % | Count | % |
| Gender | Male | 553 | 72% | 1647 | 65% | 7768 | 60% |
| | Female | 219 | 28% | 36876 | 35% | 5261 | 740 |
| Race/ethnicity | American Indian or Native American | 8 | 1% | 13 | 1% | 102 | 1% |
| | Asian, Asian-American, or Pacific Islander | 61 | 8% | 240 | 10% | 1152 | 8% |
| | White (non-Hispanic) | 648 | 81% | 2062 | 83% | 10413 | 76% |
| | Black or African-American | 20 | 3% | 68 | 3% | 598 | 4% |
| | Hispanic or Latino | 24 | 3% | 70 | 3% | 432 | 3% |
| | Other | 2 | 0% | 15 | 1% | 114 | 1% |
| | Multiracial | 7 | 1% | 26 | 1% | 142 | 1% |
| Citizenship status | U.S. citizen | 714 | 90% | 2290 | 89% | 12041 | 90% |
| | Canadian citizen | 7 | 1% | 19 | 1% | 86 | 1% |
| | Resident Alien | 67 | 8% | 243 | 9% | 1033 | 8% |
| | Non-resident alien | 5 | 1% | 22 | 1% | 143 | 1% |
| | Other | 0 | 0% | 1 | 0% | 18 | 0% |
| Age | 30 or younger | 5 | 1% | 39 | 2% | 137 | 1% |
| | 31 to 40 | 125 | 16% | 521 | 22% | 2519 | 18% |
| | 41 to 50 | 179 | 22% | 651 | 27% | 3506 | 26% |
| | 51 to 60 | 242 | 30% | 699 | 29% | 3518 | 26% |
| | 61 to 70 | 174 | 22% | 424 | 18% | 2227 | 16% |
| | 71 or above | 13 | 2% | 45 | 2% | 275 | 2% |
| Marital status | Single | 42 | 6% | 235 | 9% | 1314 | 10% |
| | Married or in a civil union | 651 | 85% | 2026 | 81% | 10074 | 79% |
| | Unmarried, living with partner | 18 | 2% | 70 | 3% | 452 | 4% |
| | Divorced, separated, or widowed | 52 | 7% | 162 | 6% | 950 | 7% |
| Spouse/partner's employment status | Not employed and not seeking employment | 146 | 23% | 462 | 23% | 1891 | 19% |
| | Not employed but seeking employment | 35 | 5% | 133 | 7% | 619 | 6% |
| | Employed at this institution | 117 | 18% | 608 | 30% | 2276 | 23% |
| | Employed elsewhere | 341 | 53% | 808 | 40% | 5314 | 53% |

Appendix A: Demographic Profile of Respondents *continued*
NC State, COACHE Peers, and All Participating Institutions
(Pre-tenured and tenured faculty only)

| Demographic Characteristic | Response | NCSU | | COACHE PEERS | | ALL PARTICIPATING INSTITUTIONS | |
|----------------------------|---|-------|-----|--------------|-----|--------------------------------|-----|
| | | Count | % | Count | % | Count | % |
| Family responsibilities | Infants, toddlers, or pre-school age children | 111 | 14% | 408 | 13% | 2139 | 16% |
| | Elementary, middle or high school aged children | 246 | 31% | 854 | 28% | 4174 | 31% |
| | Children 18 or over who live with you | 56 | 7% | 164 | 5% | 814 | 6% |
| | Children away at college for whom you are financially responsible | 132 | 17% | 400 | 13% | 1908 | 14% |
| | Elders for whom you are providing ongoing care | 25 | 3% | 122 | 4% | 699 | 5% |
| | A disabled or ill family member | 47 | 6% | 151 | 5% | 937 | 7% |
| | None of these | 306 | 38% | 973 | 32% | 5118 | 38% |

**Appendix B: Demographic Profile of Respondents
NC State Non-Tenure Track Faculty**

| Demographic Characteristic | Response | NCSU NTT | |
|---|-------------------------------------|----------|--------|
| | | Count | % |
| Current Employment Status | Full-time | 197 | 100.0% |
| | Part-time | 0 | 0.0% |
| | Emeritus | 0 | 0.0% |
| | Other | 0 | 0.0% |
| | None of the above | 0 | 0.0% |
| Tenure Status | Tenured | 0 | 0.0% |
| | Not tenured but on the tenure track | 0 | 0.0% |
| | Not on the tenure track | 197 | 100.0% |
| Rank | Professor (or "Full Professor") | 7 | 3.6% |
| | Associate Professor | 34 | 17.3% |
| | Assistant Professor | 61 | 31.0% |
| | Instructor/Lecturer | 95 | 48.2% |
| | Other | 0 | 0.0% |
| Number of other institutions where held an NTT position | 0 | 115 | 58.7% |
| | 1 | 53 | 27.0% |
| | 2 | 18 | 9.2% |
| | 3 | 7 | 3.6% |
| | 4 | 2 | 1.0% |
| | 5 or more | 1 | 0.5% |
| Type of Appointment | Teaching | 57 | 28.9% |
| | Research | 22 | 11.2% |
| | Clinical | 14 | 7.1% |
| | Extension | 13 | 6.6% |
| | Lecturer | 81 | 41.1% |
| | Instructor | 2 | 1.0% |
| | ...of the Practice | 2 | 1.0% |
| | Other | 6 | 3.0% |

Appendix B: Demographic Profile of Respondents *continued*
NC State Non-Tenure Track Faculty

| Demographic Characteristic | Response | NCSU NTT | |
|--------------------------------|---|----------|---------|
| | | Count | Percent |
| Primary Work Responsibility | Mostly research | 17 | 8.6% |
| | Mostly teaching | 116 | 58.9% |
| | Mostly outreach | 11 | 5.6% |
| | Mostly dept/program administration | 6 | 3.0% |
| | About an equal amount of two or more different activities | 41 | 20.8% |
| | Other | 6 | 3.0% |
| Type of Contract | Fixed-term renewable | 177 | 91.7% |
| | Fixed-term nonrenewable | 1 | 0.5% |
| | Rolling | 9 | 4.7% |
| | Other | 6 | 3.1% |
| Length of Contract | 2 semesters | 33 | 16.8% |
| | 1 to 2 years | 76 | 38.8% |
| | 3 to 4 years | 50 | 25.5% |
| | 5 or more years | 28 | 14.3% |
| | Other | 9 | 4.6% |
| Current Administrator Position | Yes | 54 | 27.6% |
| | No | 142 | 72.4% |
| Administrative Position | Department Chair or Department Head | 5 | 9.8% |
| | Center or Program Director | 25 | 49.0% |
| | Dean, Assoc. Dean, or Div. Chief | 0 | 0.0% |
| | Provost, Assoc. Provost, Vice Provost, etc. | 0 | 0.0% |
| | Other | 26 | 51.2% |

Appendix B: Demographic Profile of Respondents *continued*
NC State Non-Tenure Track Faculty

| Demographic Characteristic | Response | NCSU NTT | |
|----------------------------|--|----------|-------|
| | | Count | % |
| Gender | Male | 94 | 47.7% |
| | Female | 103 | 52.3% |
| Race/Ethnicity | American Indian or Native American | 0 | 0.0% |
| | Asian, Asian-American, or Pacific Islander | 10 | 5.1% |
| | White (non-Hispanic) | 175 | 88.8% |
| | Black or African-American | 2 | 1.0% |
| | Hispanic or Latino | 7 | 3.6% |
| | Other | 1 | 0.5% |
| | Multiracial | 2 | 1.0% |
| Citizenship status | U.S. citizen | 177 | 91.2% |
| | Canadian citizen | 15 | 7.7% |
| | Resident Alien | 1 | 0.5% |
| | Non-resident alien | 1 | 0.5% |
| | Other | 0 | 0.0% |
| Age | 30 or younger | 9 | 4.8% |
| | 31 to 40 | 43 | 23.0% |
| | 41 to 50 | 50 | 26.7% |
| | 51 to 60 | 60 | 32.1% |
| | 61 to 70 | 23 | 12.3% |
| | 71 or above | 2 | 1.1% |
| Marital Status | Single | 24 | 12.6% |
| | Married or in a civil union | 141 | 73.8% |
| | Unmarried, living with partner | 7 | 3.7% |
| | Divorced, separated, or widowed | 19 | 9.9% |

Appendix B: Demographic Profile of Respondents *continued*
NC State Non-Tenure Track Faculty

| Demographic Characteristic | Response | NCSU NTT | |
|--|---|----------|-------|
| | | Count | % |
| Spouse/partner employment status employment status? | Not employed and not seeking employment | 17 | 11.6% |
| | Not employed but seeking employment | 13 | 8.9% |
| | Employed at this institution | 28 | 19.2% |
| | Employed elsewhere | 88 | 60.3% |
| Family responsibilities | Infants, toddlers, or pre-school age children | 31 | 16.2% |
| | Elementary, middle or high school aged children | 45 | 23.6% |
| | Children 18 or over who live with you | 14 | 7.3% |
| | Children away at college for whom you are financially responsible | 26 | 13.6% |
| | Elders for whom you are providing ongoing care | 11 | 5.8% |
| | A disabled or ill family member | 9 | 4.7% |
| | None of these | 86 | 45.0% |