

2011 COACHE Survey

Nature of Work: Research, Service, Teaching

Non-tenure Track Faculty Mean Ratings (1=low to 5=high)

by Gender

| <i>Sub-theme</i> | <i>Question</i> | <i>NTT</i> | | <i>Diff¹</i> |
|-----------------------|--|--------------|------------|-------------------------|
| | | <i>Women</i> | <i>Men</i> | |
| Research | <i>Benchmark: Nature of work: research</i> | 3.39 | 3.38 | |
| | Time spent on research | 3.43 | 3.37 | |
| | Expectations for finding external funding | 3.25 | 3.58 | ↓ |
| | Influence over focus of research | 3.89 | 4.09 | |
| | Quality of grad students to support research | 3.41 | 3.49 | |
| | Support for research | 3.04 | 3.03 | |
| | Support for engaging undergrads in research | 3.35 | 3.28 | |
| | Support for obtaining grants (pre-award) | 3.40 | 3.36 | |
| | Support for maintaining grants (post-award) | 3.14 | 3.19 | |
| | Support for securing grad student assistance | 3.15 | 3.05 | |
| | Support for travel to present/conduct research | 3.44 | 3.46 | |
| | Availability of course release for research | 2.63 | 2.82 | |
| Service | <i>Benchmark: Nature of work: service</i> | 3.64 | 3.51 | |
| | Time spent on service | 3.88 | 3.74 | |
| | Support for faculty in leadership roles | 3.17 | 3.06 | |
| | Number of committees | 3.76 | 3.71 | |
| | Attractiveness of committees | 3.70 | 3.63 | |
| | Discretion to choose committees | 3.68 | 3.59 | |
| | Equitability of committee assignments | 3.33 | 3.36 | |
| | Number of student advisees | 3.76 | 3.62 | |
| Teaching | <i>Benchmark: Nature of work: teaching</i> | 3.88 | 3.78 | |
| | Time spent on teaching | 4.27 | 4.21 | |
| | Number of courses taught | 4.06 | 3.85 | |
| | Level of courses taught | 4.00 | 3.79 | |
| | Discretion over course content | 4.32 | 4.28 | |
| | Number of students in classes taught | 3.71 | 3.78 | |
| | Quality of students taught | 3.75 | 3.61 | |
| | Equitability of distribution of teaching load | 3.02 | 2.99 | |
| Other work activities | Quality of grad students to support teaching | 3.67 | 3.56 | |
| | Time spent on outreach | 3.69 | 4.02 | ↓ |
| | Time spent on administrative tasks | 3.51 | 3.27 | |
| | Ability to balance teaching/research/service | 3.61 | 3.54 | |

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2011 COACHE Survey
Facilities, Personal/Family Policies, Benefits, and Salary
Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
by Gender

| <i>Sub-theme</i> | <i>Question</i> | <i>NTT</i> | | <i>Diff</i> ¹ |
|---|--|--------------|------------|--------------------------|
| | | <i>Women</i> | <i>Men</i> | |
| Facilities and work resources | <i>Benchmark: Facilities and work resources</i> | 3.91 | 3.69 | |
| | Support for improving teaching | 3.60 | 3.43 | |
| | Office | 3.98 | 3.69 | ↑ |
| | Laboratory, research, studio space | 3.71 | 3.36 | ↑ |
| | Equipment | 3.98 | 3.68 | ↑ |
| | Classrooms | 3.96 | 3.72 | |
| | Library resources | 4.41 | 4.18 | |
| | Computing and technical support | 3.95 | 3.85 | |
| | Clerical/administrative support | 3.56 | 3.47 | |
| Personal and family policies | <i>Benchmark: Personal and family policies</i> | 3.59 | 3.27 | ↑ |
| | Housing benefits | 2.53 | 2.70 | |
| | Tuition waivers, remission, or exchange | 3.68 | 3.20 | ↑ |
| | Spousal/partner hiring program | 2.53 | 2.71 | |
| | Childcare | 2.14 | 2.69 | ↓ |
| | Eldercare | 2.90 | 2.94 | |
| | Family medical/parental leave | 3.48 | 3.63 | |
| | Flexible workload/modified duties | 3.90 | 3.89 | |
| | Stop-the-clock policies ² | N/A | N/A | N/A |
| | Inst. does what it can for work/life compatibility | 3.51 | 3.39 | |
| Right balance between professional/personal | 3.66 | 3.59 | | |
| Health and retirement benefits | <i>Benchmark: Health and retirement benefits</i> | 3.41 | 3.18 | |
| | Health benefits for yourself | 3.38 | 3.32 | |
| | Health benefits for family | 2.78 | 2.73 | |
| | Retirement benefits | 3.66 | 3.38 | ↑ |
| Salary | Phased retirement options | 3.38 | 3.05 | ↑ |
| | Salary | 2.70 | 2.60 | |

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² Asked of pre-tenure faculty only

2011 COACHE Survey
Interdisciplinary Work, Collaboration, and Mentoring
Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
by Gender

| <i>Sub-theme</i> | <i>Question</i> | <i>NTT</i> | | <i>Diff¹</i> |
|---------------------------------------|--|--------------|------------|-------------------------|
| | | <i>Women</i> | <i>Men</i> | |
| Interdisciplinary work | <i>Benchmark: Interdisciplinary work</i> | 2.86 | 2.91 | |
| | Budgets encourage interdiscip. work | 2.87 | 2.96 | |
| | Facilities conducive to interdiscip. work | 2.96 | 2.91 | |
| | Interdiscip. work is rewarded in merit | 2.71 | 2.64 | |
| | Interdiscip. work is rewarded in promotion | 2.69 | 2.74 | |
| | Interdiscip. work is rewarded in reappt. | 2.67 | 2.81 | |
| | Interdiscip. work is rewarded in tenure ² | N/A | N/A | N/A |
| | Dept. knows how to evaluate interdiscip. work | 2.75 | 2.94 | |
| Collaboration | <i>Benchmark: Collaboration</i> | 3.52 | 3.58 | |
| | Opportunities for collab. within dept. | 3.64 | 3.70 | |
| | Opportunities for collab. outside dept. | 3.49 | 3.55 | |
| | Opportunities for collab. outside inst. | 3.32 | 3.45 | |
| Mentoring | <i>Benchmark: Mentoring</i> | 3.00 | 3.22 | |
| | Effectiveness of mentoring from within dept. | 3.60 | 3.75 | |
| | Effectiveness of mentoring from outside dept. | 3.46 | 3.32 | |
| | Effectiveness of mentoring from outside inst. | 3.51 | 3.38 | |
| | Mentoring of non-tenure track faculty | 2.41 | 2.73 | ↓ |
| | Mentoring of pre-tenure faculty ³ | N/A | N/A | N/A |
| | Mentoring of associate faculty ⁴ | N/A | N/A | N/A |
| | Support for faculty to be good mentors | 2.43 | 2.86 | ↓ |
| | Being a mentor is fulfilling | 4.10 | 4.00 | |
| | Importance of mentoring within dept. | 4.48 | 4.17 | ↑ |
| Importance of mentoring outside dept. | 3.54 | 3.29 | ↑ | |
| Importance of mentoring outside inst. | 3.48 | 3.34 | | |

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² Asked of pre-tenure faculty only

³ Asked of pre-tenure and tenured faculty only

⁴ Asked of tenured faculty only

**2011 COACHE Survey
 Tenure and Promotion
 Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
 by Gender**

| <i>Sub-theme</i> ¹ | <i>Question</i> | <i>NTT</i> | | <i>Diff</i> ² |
|-------------------------------|---|--------------|------------|--------------------------|
| | | <i>Women</i> | <i>Men</i> | |
| Reappointment | Clarity of contract renewal process | 3.16 | 3.30 | |
| | Clarity of contract renewal criteria | 3.12 | 3.24 | |
| | Clarity of contract renewal standards | 2.99 | 3.19 | |
| | Clarity of body of evidence for deciding contract renewal | 3.18 | 3.27 | |
| | Clarity of whether my contract will be renewed | 3.31 | 3.40 | |
| Promotion of NTT Faculty | Clarity of promotion process for NTT faculty | 2.42 | 2.76 | ↓ |
| | Clarity of promotion criteria for NTT faculty | 2.49 | 2.81 | ↓ |
| | Clarity of promotion standards for NTT faculty | 2.40 | 2.80 | ↓ |
| | Clarity of body of evidence for promotion for NTT faculty | 2.60 | 2.80 | |
| | Clarity of whether I will be promoted | 2.61 | 2.78 | |

¹ NTT faculty were not asked questions in the tenure and promotion sub-themes reported elsewhere

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2011 COACHE Survey
Leadership and Governance
Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
by Gender

| <i>Sub-theme</i> | <i>Question</i> | <i>NTT</i> | | <i>Diff</i> ¹ |
|---------------------------|--|--------------|------------|--------------------------|
| | | <i>Women</i> | <i>Men</i> | |
| Institutional | Priorities are stated consistently | 3.04 | 3.04 | |
| Governance and Leadership | Priorities are acted on consistently | 2.79 | 3.00 | |
| | Changed priorities negatively affect my work | 3.30 | 3.26 | |
| Leadership: Senior | <i>Benchmark: Leadership: senior</i> | 3.29 | 3.37 | |
| | Pres/Chancellor: Pace of decision making | 3.30 | 3.43 | |
| | Pres/Chancellor: Stated priorities | 3.32 | 3.37 | |
| | Pres/Chancellor: Communication of priorities | 3.45 | 3.40 | |
| | CAO: Pace of decision making | 3.22 | 3.33 | |
| | CAO: Stated priorities | 3.22 | 3.30 | |
| | CAO: Communication of priorities | 3.30 | 3.40 | |
| | <i>Benchmark: Leadership: divisional</i> | 3.22 | 3.30 | |
| Leadership: Divisional | Dean: Pace of decision making | 3.22 | 3.35 | |
| | Dean: Stated priorities | 3.19 | 3.24 | |
| | Dean: Communication of priorities | 3.26 | 3.41 | |
| | Dean: Ensuring faculty input | 3.25 | 3.20 | |
| | Dean: Support in adapting to change | 2.50 | 2.61 | |
| Leadership: Departmental | <i>Benchmark: Leadership: departmental</i> | 3.70 | 3.71 | |
| | Head/Chair: Pace of decision making | 3.71 | 3.74 | |
| | Head/Chair: Stated priorities | 3.69 | 3.73 | |
| | Head/Chair: Communication of priorities | 3.71 | 3.66 | |
| | Head/Chair: Ensuring faculty input | 3.58 | 3.68 | |
| | Head/Chair: Fairness in evaluating work | 3.90 | 3.77 | |
| | Head/Chair: Support in adapting to change | 3.13 | 3.62 | ↓ |

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2011 COACHE Survey
Departmental Collegiality, Engagement, and Quality
Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
by Gender

| <i>Sub-theme</i> | <i>Question</i> | <i>NTT</i> | | <i>Diff¹</i> |
|---|---|--------------|------------|-------------------------|
| | | <i>Women</i> | <i>Men</i> | |
| Departmental collegiality | <i>Benchmark: Departmental collegiality</i> | 3.58 | 3.64 | |
| | Colleagues support work/life balance | 3.80 | 3.67 | |
| | Meeting times compatible with personal needs | 3.97 | 3.85 | |
| | Amount of personal interaction w/ NTT faculty | 3.90 | 3.69 | |
| | Amount of personal interaction w/ pre-tenure | 3.36 | 3.32 | |
| | How well you fit | 3.27 | 3.30 | |
| | Amount of personal interaction w/ tenured | 3.11 | 3.44 | ↓ |
| | Colleagues pitch in when needed | 3.72 | 3.66 | |
| | Dept. is collegial | 3.73 | 3.88 | |
| | Colleagues committed to diversity/inclusion | 3.85 | 3.98 | |
| Departmental engagement | <i>Benchmark: Departmental engagement</i> | 3.30 | 3.28 | |
| | Discussions of undergrad student learning | 3.76 | 3.52 | |
| | Discussions of grad student learning | 2.49 | 2.64 | |
| | Discussions of effective teaching practices | 3.77 | 3.46 | ↑ |
| | Discussions of effective use of technology | 3.56 | 3.39 | |
| | Discussions of current research methods | 2.92 | 2.94 | |
| | Amount of professional interaction w/ NTT faculty | 3.90 | 3.79 | |
| | Amount of professional interaction w/ pre-tenure | 3.44 | 3.41 | |
| Amount of professional interaction w/ tenured | 3.23 | 3.51 | ↓ | |
| Departmental quality | <i>Benchmark: Departmental quality</i> | 3.52 | 3.46 | |
| | Intellectual vitality of tenured faculty | 3.52 | 3.61 | |
| | Intellectual vitality of pre-tenure faculty | 3.89 | 3.90 | |
| | Intellectual vitality of NTT faculty | 4.01 | 3.94 | |
| | Scholarly productivity of tenured faculty | 3.58 | 3.45 | |
| | Scholarly productivity of pre-tenure faculty | 3.83 | 3.76 | |
| | Scholarly productivity of NTT faculty | 3.72 | 3.68 | |
| | Teaching effectiveness of tenured faculty | 3.33 | 3.40 | |
| | Teaching effectiveness of pre-tenure faculty | 3.76 | 3.57 | |
| | Teaching effectiveness of NTT faculty | 4.20 | 4.03 | |
| | Dept. is successful at faculty recruitment | 3.76 | 3.55 | |
| | Dept. is successful at faculty retention | 3.56 | 3.38 | |
| | Dept. addresses sub-standard performance | 2.17 | 2.67 | ↓ |

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2011 COACHE Survey
Appreciation and Recognition
Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
by Gender

| <i>Question</i> | <i>NTT</i> | | <i>Diff</i> ¹ |
|--|--------------|------------|--------------------------|
| | <i>Women</i> | <i>Men</i> | |
| <i>Benchmark: Appreciation and recognition</i> | 3.24 | 3.19 | |
| Recognition: For teaching | 3.23 | 3.23 | |
| Recognition: For advising | 3.15 | 3.17 | |
| Recognition: For scholarship | 3.21 | 3.11 | |
| Recognition: For service | 3.13 | 3.00 | |
| Recognition: For outreach | 2.93 | 3.03 | |
| Recognition: From colleagues | 3.53 | 3.30 | |
| Recognition: From CAO ² | N/A | N/A | N/A |
| Recognition: From Dean ² | N/A | N/A | N/A |
| Recognition: From Head/Chair | 3.39 | 3.51 | |
| School/college is valued by Pres/Provost | 3.50 | 3.46 | |
| Dept. is valued by Pres/Provost | 3.22 | 3.24 | |
| CAO cares about faculty of my rank | 2.83 | 2.78 | |

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² Asked of tenured faculty only

**2011 COACHE Survey
Retention and Negotiations
Non-tenure Track Faculty Mean Ratings (1=low to 5=high)
by Gender**

| <i>Question</i> | <i>Women</i> | <i>NTT</i> | |
|--|--------------|------------|--------------------------|
| | | <i>Men</i> | <i>Diff</i> ¹ |
| Outside offers are necessary in negotiations | 2.88 | 2.39 | ↑ |

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2011 COACHE Survey

Global Satisfaction

Non-tenure Track Faculty Mean Ratings (1=low to 5=high)

by Gender

| <i>Question</i> | <i>NTT</i> | | <i>Diff¹</i> |
|---|--------------|------------|-------------------------|
| | <i>Women</i> | <i>Men</i> | |
| Visible leadership for support of diversity | 4.00 | 3.99 | |
| I would again choose this institution | 4.13 | 3.79 | ↑ |
| Department as a place to work | 3.98 | 3.91 | |
| Institution as a place to work | 3.91 | 3.75 | |

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