

2011 COACHE Survey

Nature of Work: Research, Service, Teaching

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

by Race/Ethnicity

<i>Sub-theme</i>	<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
			<i>White</i>	<i>Diff¹</i>
Research	<i>Benchmark: Nature of work: research</i>	3.60	3.35	↑
	Time spent on research	3.75	3.33	↑
	Expectations for finding external funding	3.12	3.48	↓
	Influence over focus of research	4.24	3.94	↑
	Quality of grad students to support research	3.79	3.36	↑
	Support for research	3.20	3.01	
	Support for engaging undergrads in research	3.59	3.26	↑
	Support for obtaining grants (pre-award)	3.43	3.37	
	Support for maintaining grants (post-award)	3.09	3.18	
	Support for securing grad student assistance	3.00	3.11	
	Support for travel to present/conduct research	3.76	3.41	↑
	Availability of course release for research	3.75	2.60	↑
Service	<i>Benchmark: Nature of work: service</i>	3.74	3.56	
	Time spent on service	4.05	3.78	↑
	Support for faculty in leadership roles	3.31	3.10	
	Number of committees	4.00	3.71	↑
	Attractiveness of committees	4.00	3.63	↑
	Discretion to choose committees	4.00	3.60	↑
	Equitability of committee assignments	3.82	3.28	↑
Teaching	<i>Benchmark: Nature of work: teaching</i>	4.08	3.80	↑
	Time spent on teaching	4.22	4.25	
	Number of courses taught	4.18	3.94	
	Level of courses taught	4.35	3.85	↑
	Discretion over course content	4.41	4.29	
	Number of students in classes taught	4.12	3.70	↑
	Quality of students taught	3.82	3.67	
	Equitability of distribution of teaching load	3.65	2.94	↑
	Quality of grad students to support teaching	4.10	3.56	↑
Other work activities	Time spent on outreach	4.00	3.84	
	Time spent on administrative tasks	3.38	3.40	
	Ability to balance teaching/research/service	3.89	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 Race/Ethnicity

<i>Sub-theme</i>	<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
			<i>White</i>	<i>Diff</i> ¹
Facilities and work resources	<i>Benchmark: Facilities and work resources</i>	3.81	3.75	
	Support for improving teaching	3.88	3.48	↓
	Office	3.82	3.84	
	Laboratory, research, studio space	3.36	3.54	
	Equipment	3.59	3.87	↑
	Classrooms	4.00	3.83	
	Library resources	4.45	4.28	
	Computing and technical support	3.86	3.91	
	Clerical/administrative support	3.27	3.55	↑
Personal and family policies	<i>Benchmark: Personal and family policies</i>	3.41	3.68	↑
	Housing benefits	3.20	2.53	↓
	Tuition waivers, remission, or exchange	3.79	3.41	↓
	Spousal/partner hiring program	n<5	2.68	N/A
	Childcare	2.00	2.51	↑
	Eldercare	n<5	3.04	N/A
	Family medical/parental leave	3.58	3.56	
	Flexible workload/modified duties	4.00	3.88	
	Stop-the-clock policies ²	N/A	N/A	N/A
Inst. does what it can for work/life compatibility	3.76	3.42	↓	
Right balance between professional/personal	3.95	3.59	↓	
Health and retirement benefits	<i>Benchmark: Health and retirement benefits</i>	3.32	3.15	
	Health benefits for yourself	3.24	3.36	
	Health benefits for family	2.59	2.77	
	Retirement benefits	3.38	3.55	
Salary	Phased retirement options	3.56	3.16	↓
	Salary	2.59	2.66	

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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 Race/Ethnicity

<i>Sub-theme</i>	<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
			<i>White</i>	<i>Diff¹</i>
Interdisciplinary work	<i>Benchmark: Interdisciplinary work</i>	3.20	2.84	↑
	Budgets encourage interdiscip. work	3.27	2.86	↑
	Facilities conducive to interdiscip. work	3.47	2.84	↑
	Interdiscip. work is rewarded in merit	3.17	2.61	↑
	Interdiscip. work is rewarded in promotion	2.90	2.69	
	Interdiscip. work is rewarded in reappt.	3.00	2.71	↑
	Interdiscip. work is rewarded in tenure ²	N/A	N/A	N/A
	Dept. knows how to evaluate interdiscip. work	2.94	2.82	
Collaboration	<i>Benchmark: Collaboration</i>	3.98	3.49	↑
	Opportunities for collab. within dept.	4.09	3.61	↑
	Opportunities for collab. outside dept.	4.09	3.44	↑
	Opportunities for collab. outside inst.	3.76	3.33	↑
Mentoring	<i>Benchmark: Mentoring</i>	3.42	3.06	↑
	Effectiveness of mentoring from within dept.	4.00	3.63	↑
	Effectiveness of mentoring from outside dept.	3.90	3.31	↑
	Effectiveness of mentoring from outside inst.	4.00	3.36	↑
	Mentoring of non-tenure track faculty	2.35	2.58	
	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	2.57	2.64	
	Being a mentor is fulfilling	3.57	4.13	↓
	Importance of mentoring within dept.	4.59	4.30	↑
	Importance of mentoring outside dept.	3.91	3.35	↑
Importance of mentoring outside inst.	3.67	3.38	↑	

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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 Race/Ethnicity

<i>Sub-theme</i> ¹	<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
			<i>White</i>	<i>Diff</i> ²
Reappointment	Clarity of contract renewal process	3.40	3.21	
	Clarity of contract renewal criteria	3.65	3.12	↑
	Clarity of contract renewal standards	3.47	3.04	↑
	Clarity of body of evidence for deciding contract renewal	3.40	3.20	
	Clarity of whether my contract will be renewed	3.52	3.33	
Promotion of NTT Faculty	Clarity of promotion process for NTT faculty	2.57	2.58	
	Clarity of promotion criteria for NTT faculty	2.86	2.62	
	Clarity of promotion standards for NTT faculty	2.75	2.57	
	Clarity of body of evidence for promotion for NTT faculty	2.65	2.70	
	Clarity of whether I will be promoted	2.76	2.68	

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 Race/Ethnicity

<i>Sub-theme</i>	<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
			<i>White</i>	<i>Diff¹</i>
Institutional	Priorities are stated consistently	3.37	2.99	↑
Governance and Leadership	Priorities are acted on consistently	3.19	2.86	↑
	Changed priorities negatively affect my work	3.05	3.31	↓
Leadership: Senior	<i>Benchmark: Leadership: senior</i>	3.50	3.30	
	Pres/Chancellor: Pace of decision making	3.58	3.33	↑
	Pres/Chancellor: Stated priorities	3.63	3.31	↑
	Pres/Chancellor: Communication of priorities	3.70	3.39	↑
	CAO: Pace of decision making	3.35	3.27	
	CAO: Stated priorities	3.35	3.25	
	CAO: Communication of priorities	3.55	3.32	
	<i>Benchmark: Leadership: divisional</i>	3.22	3.26	
Leadership: Divisional	Dean: Pace of decision making	3.22	3.29	
	Dean: Stated priorities	3.17	3.22	
	Dean: Communication of priorities	3.33	3.33	
	Dean: Ensuring faculty input	3.17	3.23	
	Dean: Support in adapting to change	2.00	2.59	↓
Leadership: Departmental	<i>Benchmark: Leadership: departmental</i>	3.83	3.69	
	Head/Chair: Pace of decision making	3.81	3.71	
	Head/Chair: Stated priorities	3.81	3.69	
	Head/Chair: Communication of priorities	3.95	3.65	↑
	Head/Chair: Ensuring faculty input	3.76	3.61	
	Head/Chair: Fairness in evaluating work	3.81	3.84	
	Head/Chair: Support in adapting to change	3.00	3.39	↓

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

<i>Sub-theme</i>	<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
			<i>White</i>	<i>Diff¹</i>
Departmental collegiality	<i>Benchmark: Departmental collegiality</i>	3.78	3.59	
	Colleagues support work/life balance	4.21	3.68	↑
	Meeting times compatible with personal needs	4.21	3.87	↑
	Amount of personal interaction w/ NTT faculty	3.63	3.82	
	Amount of personal interaction w/ pre-tenure	3.40	3.33	
	How well you fit	3.38	3.27	
	Amount of personal interaction w/ tenured	3.53	3.23	↑
	Colleagues pitch in when needed	4.05	3.65	↑
	Dept. is collegial	4.00	3.78	
	Colleagues committed to diversity/inclusion	3.67	3.94	↓
Departmental engagement	<i>Benchmark: Departmental engagement</i>	3.24	3.29	
	Discussions of undergrad student learning	3.15	3.71	↓
	Discussions of grad student learning	2.63	2.55	
	Discussions of effective teaching practices	3.20	3.67	↓
	Discussions of effective use of technology	3.24	3.51	↓
	Discussions of current research methods	3.33	2.88	↑
	Amount of professional interaction w/ NTT faculty	3.85	3.85	
	Amount of professional interaction w/ pre-tenure	3.50	3.41	
Amount of professional interaction w/ tenured	3.71	3.32	↑	
Departmental quality	<i>Benchmark: Departmental quality</i>	3.41	3.50	
	Intellectual vitality of tenured faculty	3.52	3.57	
	Intellectual vitality of pre-tenure faculty	3.68	3.92	
	Intellectual vitality of NTT faculty	3.76	4.01	↓
	Scholarly productivity of tenured faculty	3.63	3.50	
	Scholarly productivity of pre-tenure faculty	3.61	3.82	
	Scholarly productivity of NTT faculty	3.72	3.70	
	Teaching effectiveness of tenured faculty	3.80	3.32	↑
	Teaching effectiveness of pre-tenure faculty	3.92	3.64	↑
	Teaching effectiveness of NTT faculty	4.06	4.13	
	Dept. is successful at faculty recruitment	3.71	3.65	
	Dept. is successful at faculty retention	3.19	3.51	↓
Dept. addresses sub-standard performance	2.56	2.41		

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

Question	FOC	NTT	
		White	Diff¹
<i>Benchmark: Appreciation and recognition</i>	3.46	3.18	↑
Recognition: For teaching	3.82	3.17	↑
Recognition: For advising	3.77	3.09	↑
Recognition: For scholarship	3.45	3.11	↑
Recognition: For service	3.72	2.99	↑
Recognition: For outreach	3.42	2.94	↑
Recognition: From colleagues	3.57	3.40	
Recognition: From CAO ²	N/A	N/A	N/A
Recognition: From Dean ²	N/A	N/A	N/A
Recognition: From Head/Chair	3.43	3.45	
School/college is valued by Pres/Provost	3.76	3.45	↑
Dept. is valued by Pres/Provost	3.48	3.19	↑
CAO cares about faculty of my rank	3.16	2.75	↑

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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 Race/Ethnicity**

<i>Question</i>	<i>FOC</i>	<i>NTT White</i>	<i>Diff¹</i>
Outside offers are necessary in negotiations	2.53	2.65	

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2011 COACHE Survey

Global Satisfaction

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

by Race/Ethnicity

<i>Question</i>	<i>FOC</i>	<i>NTT</i>	
		<i>White</i>	<i>Diff¹</i>
Visible leadership for support of diversity	4.02	3.81	
I would again choose this institution	3.65	4.01	↓
Department as a place to work	4.24	3.91	↑
Institution as a place to work	3.81	3.84	

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