

2011 COACHE Survey

Nature of Work: Research, Service, Teaching

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

Sub-theme	Question	NTT
	<i>Benchmark: Nature of work: research</i>	3.38
Research	Time spent on research	3.40
	Expectations for finding external funding	3.42
	Influence over focus of research	3.99
	Quality of grad students to support research	3.45
	Support for research	3.04
	Support for engaging undergrads in research	3.31
	Support for obtaining grants (pre-award)	3.38
	Support for maintaining grants (post-award)	3.17
	Support for securing grad student assistance	3.09
	Support for travel to present/conduct research	3.45
	Availability of course release for research	2.73
		<i>Benchmark: Nature of work: service</i>
Service	Time spent on service	3.81
	Support for faculty in leadership roles	3.12
	Number of committees	3.74
	Attractiveness of committees	3.66
	Discretion to choose committees	3.64
	Equitability of committee assignments	3.34
	Number of student advisees	3.69
	<i>Benchmark: Nature of work: teaching</i>	3.83
Teaching	Time spent on teaching	4.24
	Number of courses taught	3.96
	Level of courses taught	3.90
	Discretion over course content	4.30
	Number of students in classes taught	3.74
	Quality of students taught	3.69
	Equitability of distribution of teaching load	3.01
	Quality of grad students to support teaching	3.62
Other work activities	Time spent on outreach	3.85
	Time spent on administrative tasks	3.40
	Ability to balance teaching/research/service	3.57

2011 COACHE Survey

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

<i>Sub-theme</i>	<i>Question</i>	<i>NTT</i>
	<i>Benchmark: Facilities and work resources</i>	3.81
Facilities and work resources	Support for improving teaching	3.52
	Office	3.84
	Laboratory, research, studio space	3.52
	Equipment	3.83
	Classrooms	3.85
	Library resources	4.30
	Computing and technical support	3.90
	Clerical/administrative support	3.52
	<i>Benchmark: Personal and family policies</i>	3.44
Personal and family policies	Housing benefits	2.63
	Tuition waivers, remission, or exchange	3.45
	Spousal/partner hiring program	2.63
	Childcare	2.45
	Eldercare	2.93
	Family medical/parental leave	3.56
	Flexible workload/modified duties	3.90
	Stop-the-clock policies ¹	N/A
Inst. does what it can for work/life compatibility	3.46	
Right balance between professional/personal	3.63	
	<i>Benchmark: Health and retirement benefits</i>	3.30
Health and retirement benefits	Health benefits for yourself	3.35
	Health benefits for family	2.75
	Retirement benefits	3.53
	Phased retirement options	3.21
Salary	Salary	2.65

¹ 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)

<i>Sub-theme</i>	<i>Question</i>	<i>NTT</i>
	<i>Benchmark: Interdisciplinary work</i>	2.89
Interdisciplinary work	Budgets encourage interdiscip. work	2.91
	Facilities conducive to interdiscip. work	2.93
	Interdiscip. work is rewarded in merit	2.68
	Interdiscip. work is rewarded in promotion	2.71
	Interdiscip. work is rewarded in tenure ¹	N/A
	Interdiscip. work is rewarded in reappt.	2.74
	Dept. knows how to evaluate interdiscip. work	2.84
	<i>Benchmark: Collaboration</i>	3.55
Collaboration	Opportunities for collab. within dept.	3.67
	Opportunities for collab. outside dept.	3.52
	Opportunities for collab. outside inst.	3.39
	<i>Benchmark: Mentoring</i>	3.10
Mentoring	Effectiveness of mentoring from within dept.	3.67
	Effectiveness of mentoring from outside dept.	3.39
	Effectiveness of mentoring from outside inst.	3.44
	Mentoring of non-tenure track faculty	2.56
	Mentoring of pre-tenure faculty ²	N/A
	Mentoring of associate faculty ³	N/A
	Support for faculty to be good mentors	2.64
	Being a mentor is fulfilling	4.06
	Importance of mentoring within dept.	4.33
	Importance of mentoring outside dept.	3.42
Importance of mentoring outside inst.	3.41	

¹ Asked of pre-tenure faculty only

² Asked of pre-tenure and tenured faculty only

³ Asked of tenured faculty only

2011 COACHE Survey

Tenure and Promotion

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

<i>Sub-theme</i> ¹	<i>Question</i>	<i>NTT</i>
Reappointment	Clarity of contract renewal process	3.23
	Clarity of contract renewal criteria	3.18
	Clarity of contract renewal standards	3.09
	Clarity of body of evidence for deciding contract renewal	3.22
	Clarity of whether my contract will be renewed	3.35
Promotion of NTT Faculty	Clarity of promotion process for NTT faculty	2.58
	Clarity of promotion criteria for NTT faculty	2.64
	Clarity of promotion standards for NTT faculty	2.59
	Clarity of body of evidence for promotion for NTT faculty	2.69
	Clarity of whether I will be promoted	2.69

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

2011 COACHE Survey

Leadership and Governance

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

Sub-theme	Question	NTT
Institutional	Priorities are stated consistently	3.04
Governance and Leadership	Priorities are acted on consistently	2.89
	Changed priorities negatively affect my work	3.28
	<i>Benchmark: Leadership: senior</i>	3.32
Leadership: Senior	Pres/Chancellor: Pace of decision making	3.36
	Pres/Chancellor: Stated priorities	3.35
	Pres/Chancellor: Communication of priorities	3.42
	CAO: Pace of decision making	3.28
	CAO: Stated priorities	3.26
	CAO: Communication of priorities	3.35
	<i>Benchmark: Leadership: divisional</i>	3.26
Leadership: Divisional	Dean: Pace of decision making	3.28
	Dean: Stated priorities	3.21
	Dean: Communication of priorities	3.33
	Dean: Ensuring faculty input	3.22
	Dean: Support in adapting to change	2.55
	<i>Benchmark: Leadership: departmental</i>	3.71
Leadership: Departmental	Head/Chair: Pace of decision making	3.72
	Head/Chair: Stated priorities	3.71
	Head/Chair: Communication of priorities	3.69
	Head/Chair: Ensuring faculty input	3.63
	Head/Chair: Fairness in evaluating work	3.84
	Head/Chair: Support in adapting to change	3.36

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

Sub-theme	Question	NTT	
	<i>Benchmark: Departmental collegiality</i>	3.61	
	Colleagues support work/life balance	3.74	
	Meeting times compatible with personal needs	3.91	
	Amount of personal interaction w/ NTT faculty	3.80	
Departmental collegiality	Amount of personal interaction w/ pre-tenure	3.34	
	How well you fit	3.28	
	Amount of personal interaction w/ tenured	3.27	
	Colleagues pitch in when needed	3.70	
	Dept. is collegial	3.80	
	Colleagues committed to diversity/inclusion	3.91	
	<i>Benchmark: Departmental engagement</i>		3.29
		Discussions of undergrad student learning	3.65
Departmental engagement	Discussions of grad student learning	2.56	
	Discussions of effective teaching practices	3.62	
	Discussions of effective use of technology	3.48	
	Discussions of current research methods	2.93	
	Amount of professional interaction w/ NTT faculty	3.85	
	Amount of professional interaction w/ pre-tenure	3.43	
	Amount of professional interaction w/ tenured	3.36	
	<i>Benchmark: Departmental quality</i>		3.49
	Intellectual vitality of tenured faculty	3.56	
	Intellectual vitality of pre-tenure faculty	3.89	
	Intellectual vitality of NTT faculty	3.98	
Departmental quality	Scholarly productivity of tenured faculty	3.52	
	Scholarly productivity of pre-tenure faculty	3.80	
	Scholarly productivity of NTT faculty	3.70	
	Teaching effectiveness of tenured faculty	3.37	
	Teaching effectiveness of pre-tenure faculty	3.67	
	Teaching effectiveness of NTT faculty	4.12	
	Dept. is successful at faculty recruitment	3.66	
	Dept. is successful at faculty retention	3.47	
	Dept. addresses sub-standard performance	2.42	

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

Question	NTT
<i>Benchmark: Appreciation and recognition</i>	3.22
Recognition: For teaching	3.23
Recognition: For advising	3.16
Recognition: For scholarship	3.16
Recognition: For service	3.07
Recognition: For outreach	2.98
Recognition: From colleagues	3.42
Recognition: From CAO ¹	N/A
Recognition: From Dean ¹	N/A
Recognition: From Head/Chair	3.45
School/college is valued by Pres/Provost	3.48
Dept. is valued by Pres/Provost	3.23
CAO cares about faculty of my rank	2.81

¹ Asked of tenured faculty only

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

<i>Question</i>	<i>NTT</i>
Outside offers are necessary in negotiations	2.63

2011 COACHE Survey**Global Satisfaction****Non-tenure Track Faculty Mean Ratings (1=low to 5=high)**

<i>Question</i>	<i>NTT</i>
Visible leadership for support of diversity	3.99
I would again choose this institution	3.97
Department as a place to work	3.95
Institution as a place to work	3.84