

2011 COACHE Survey

Trend Comparisons of Mean Ratings (1=low to 5=high)

Overall Results

(Pre-tenure faculty only)

Sub-theme	Question	2011	2008	Diff¹
Nature of Work	Expectations for finding external funding	3.29	3.04	↑
	Influence over focus of research	4.30	4.34	
	Number of courses taught	3.89	4.10	
	Level of courses taught	4.01	4.17	
	Discretion over course content	4.27	4.48	
	Number of students in classes taught	3.59	3.82	
Facilities, Personal/Family Policies, Benefits, and Salary	Computing and technical support	3.43	3.67	
	Clerical/administrative support	3.21	3.63	↓
Tenure and Promotion	Clarity of tenure process	3.87	3.93	
	Clarity of tenure criteria	3.73	3.80	
	Clarity of tenure standards	3.49	3.45	
	Clarity of body of evidence for deciding tenure	3.76	3.76	
	Clarity of whether I will achieve tenure	3.70	3.75	
	Consistency of messages about tenure	3.25	3.44	
	Tenure decisions are performance-based	3.69	3.91	
	Clarity of expectations: Scholar	3.84	3.88	
	Clarity of expectations: Teacher	3.65	3.71	
	Clarity of expectations: Advisor	3.30	3.34	
	Clarity of expectations: Colleague	3.24	3.27	
	Clarity of expectations: Campus citizen	2.92	2.94	
	Clarity of expectations: Broader community	2.90	3.07	
	Reasonable expectations: Scholar	4.01	3.88	
	Reasonable expectations: Teacher	4.15	3.84	↑
	Reasonable expectations: Advisor	3.84	3.67	
	Reasonable expectations: Colleague	3.92	3.50	↑
Reasonable expectations: Campus citizen	3.68	3.42	↑	
Reasonable expectations: Community member	3.63	3.48		
Departmental Collegiality, Engagement, and Quality	Amount of personal interaction w/ pre-tenure	3.78	3.83	
	How well you fit	3.87	3.76	
	Amount of personal interaction w/ tenured	3.59	3.50	
	Amount of professional interaction w/ pre-tenure	4.02	3.89	
	Amount of professional interaction w/ tenured	3.79	3.66	
	Intellectual vitality of tenured faculty	3.47	3.53	
Appreciation and Recognition	Intellectual vitality of pre-tenure faculty	4.27	4.08	
	CAO cares about faculty of my rank	3.05	3.34	↓
Global Satisfaction	I would again choose this institution	3.82	4.16	↓
	Department as a place to work	3.98	3.96	
	Institution as a place to work	3.65	3.72	

¹ Arrows indicate when mean ratings differ by 5 percent or more of the response scale (i.e., a difference of at least 0.25). Up arrows indicate that NC State's 2011 mean rating is notably higher than NC State's 2008 mean, whereas down arrows indicate that NC State's 2011 mean is lower. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.

2011 COACHE Survey
Trend Comparisons of Mean Ratings (1=low to 5=high)
by Gender
(Pre-tenure faculty only)

Sub-theme	Question	Women			Men		
		2011	2008	Diff¹	2011	2008	Diff¹
Nature of Work	Expectations for finding external funding	3.11	2.93		3.32	3.12	
	Influence over focus of research	4.18	4.28		4.33	4.37	
	Number of courses taught	3.88	4.13	↓	3.91	4.08	
	Level of courses taught	3.99	4.16		4.09	4.18	
	Discretion over course content	4.35	4.51		4.40	4.45	
	Number of students in classes taught	3.72	3.78		3.74	3.85	
Facilities, Personal/Family Policies, Benefits, and Salary	Computing and technical support	3.67	3.80		3.52	3.58	
	Clerical/administrative support	3.10	3.61	↓	3.08	3.65	↓
Tenure and Promotion	Clarity of tenure process	3.85	3.86		3.89	3.98	
	Clarity of tenure criteria	3.80	3.62		3.68	3.92	
	Clarity of tenure standards	3.41	3.33		3.56	3.52	
	Clarity of body of evidence for deciding tenure	3.63	3.71		3.86	3.80	
	Clarity of whether I will achieve tenure	3.66	3.55		3.73	3.89	
	Consistency of messages about tenure	3.19	3.25		3.31	3.56	↓
	Tenure decisions are performance-based	3.44	3.75	↓	3.89	4.01	
	Clarity of expectations: Scholar	3.69	3.77		3.96	3.95	
	Clarity of expectations: Teacher	3.52	3.68		3.76	3.73	
	Clarity of expectations: Advisor	3.07	3.27		3.47	3.39	
	Clarity of expectations: Colleague	3.05	3.34	↓	3.39	3.23	
	Clarity of expectations: Campus citizen	2.78	2.82		3.04	3.02	
	Clarity of expectations: Broader community	2.69	3.04	↓	3.07	3.09	
	Reasonable expectations: Scholar	3.83	3.79		4.16	3.94	
	Reasonable expectations: Teacher	4.05	3.65	↑	4.24	3.97	↑
	Reasonable expectations: Advisor	3.71	3.54		3.94	3.75	
	Reasonable expectations: Colleague	3.76	3.40	↑	4.04	3.57	↑
	Reasonable expectations: Campus citizen	3.58	3.30	↑	3.76	3.50	↑
Reasonable expectations: Community member	3.45	3.38		3.77	3.54		
Departmental Collegiality, Engagement, and Quality	Amount of personal interaction w/ pre-tenure	3.60	3.99	↓	3.57	3.72	
	How well you fit	3.48	3.64		3.65	3.84	
	Amount of personal interaction w/ tenured	3.46	3.34		3.60	3.61	
	Amount of professional interaction w/ pre-tenure	3.74	3.90		3.76	3.89	
	Amount of professional interaction w/ tenured	3.57	3.37		3.74	3.86	
	Intellectual vitality of tenured faculty	3.56	3.43		3.64	3.60	
Appreciation and Recognition	Intellectual vitality of pre-tenure faculty	4.01	4.15		4.08	4.04	
	CAO cares about faculty of my rank	2.96	3.08		3.00	3.52	↓
Global Satisfaction	I would again choose this institution	3.76	4.02	↓	3.78	4.25	↓
	Department as a place to work	3.77	3.90		3.88	3.99	
	Institution as a place to work	3.64	3.57		3.65	3.82	

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2011 COACHE Survey
Trend Comparisons of Mean Ratings (1=low to 5=high)
by Race/Ethnicity
(Pre-tenure faculty only)

Sub-theme	Question	Faculty of Color			White		
		2011	2008	Diff¹	2011	2008	Diff¹
Nature of Work	Expectations for finding external funding	3.23	3.04		3.27	3.04	
	Influence over focus of research	4.23	4.25		4.29	4.37	
	Number of courses taught	3.84	3.98		3.91	4.14	
	Level of courses taught	4.11	4.10		4.05	4.20	
	Discretion over course content	4.24	4.41		4.41	4.50	
	Number of students in classes taught	3.61	3.71		3.76	3.87	
Facilities, Personal/Family Policies, Benefits, and Salary	Computing and technical support	3.66	3.77		3.55	3.63	
	Clerical/administrative support	3.09	3.71	↓	3.09	3.61	↓
Tenure and Promotion	Clarity of tenure process	4.00	4.00		3.84	3.91	
	Clarity of tenure criteria	3.92	3.85		3.69	3.79	
	Clarity of tenure standards	3.54	3.39		3.48	3.47	
	Clarity of body of evidence for deciding tenure	4.00	4.04		3.70	3.66	
	Clarity of whether I will achieve tenure	3.73	3.84		3.69	3.72	
	Consistency of messages about tenure	3.40	3.35		3.22	3.48	↓
	Tenure decisions are performance-based	3.68	3.79		3.69	3.96	↓
	Clarity of expectations: Scholar	3.96	3.92		3.81	3.86	
	Clarity of expectations: Teacher	3.58	3.65		3.67	3.73	
	Clarity of expectations: Advisor	3.56	3.39		3.23	3.32	
	Clarity of expectations: Colleague	3.27	3.28		3.23	3.27	
	Clarity of expectations: Campus citizen	3.04	2.96		2.89	2.93	
	Clarity of expectations: Broader community	2.92	3.12		2.89	3.05	
	Reasonable expectations: Scholar	4.00	3.83		4.01	3.90	
	Reasonable expectations: Teacher	4.09	3.62	↑	4.17	3.93	
	Reasonable expectations: Advisor	3.86	3.75		3.83	3.64	
	Reasonable expectations: Colleague	3.86	3.44	↑	3.93	3.52	↑
	Reasonable expectations: Campus citizen	3.57	3.41		3.71	3.42	↑
Reasonable expectations: Community member	3.48	3.47		3.66	3.48		
Departmental Collegiality, Engagement, and Quality	Amount of personal interaction w/ pre-tenure	3.60	3.91	↓	3.58	3.88	↓
	How well you fit	3.56	3.68		3.60	3.79	
	Amount of personal interaction w/ tenured	3.58	3.56		3.55	3.48	
	Amount of professional interaction w/ pre-tenure	3.66	3.91	↓	3.77	3.88	
	Amount of professional interaction w/ tenured	3.62	3.46		3.69	3.74	
	Intellectual vitality of tenured faculty	3.56	3.46		3.62	3.56	
Appreciation and Recognition	Intellectual vitality of pre-tenure faculty	4.01	4.03		4.07	4.11	
	CAO cares about faculty of my rank	2.99	3.08		2.99	3.45	↓
Global Satisfaction	I would again choose this institution	3.53	3.93	↓	3.81	4.25	↓
	Department as a place to work	3.77	3.91		3.85	3.97	
	Institution as a place to work	3.55	3.74		3.67	3.71	

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