

Spring 2021 COACHE Faculty Satisfaction Survey Comparisons of Results by Demographic Groups and Job Characteristics

Introduction

The Collaborative on Academic Careers in Higher Education (COACHE) Survey is a national survey administered by the Harvard Graduate School of Education, designed to collect information on a wide range of issues identified as critical to faculty satisfaction and engagement, and therefore, to recruitment and retention. The survey consists of about 200 questions, which are categorized into 25 different benchmark areas.¹ When appropriate, questions are tailored specifically for sub-groups of faculty (e.g., only for full professors, only for pre-tenured faculty). A copy of the questionnaire is available on the OIRP website for the project.

NC State has participated in the COACHE Survey every three years since Spring 2006, most recently in Spring 2021. Of the 2,090 tenure track and professional track faculty invited to participate in the survey in Spring 2021, 606 did so, for a response rate of 29%. More information about the survey administration is available online in the Introduction and Research Methods report.

Results for all questions on the survey(s) are available by tenure status (professional track vs tenure track [pre-tenure and tenured combined]; and pre-tenured vs tenured), rank (associate vs full), gender, and race/ethnicity. This document provides detailed comparisons of results by each group. While there were no notable differences between the groups on their average ratings on most items, when differences did emerge, professional track faculty tended to give more favorable ratings than those on the tenure track; pre-tenured faculty more favorable ratings than tenured faculty; full professors more favorable than associate professors; Asians more favorable than whites; and whites more favorable than underrepresented minorities.

Professional Track vs Pre-Tenure and Tenured Faculty (combined)

The COACHE survey included about 175 questions to which both professional track and tenure-track faculty (pre-tenure and tenured) were asked to respond. Professional track faculty (PrfTr) gave notably **more favorable ratings** than tenure-track faculty (TenTr) on over 40 of these common items, most often to those related to health and retirement benefits, personal and family policies, divisional leadership, and governance: understanding the issue at hand. Professional track faculty give notably **less favorable ratings** than pre-tenure and tenured faculty, combined) on a total of 14 items, most often those related to collaboration and departmental engagement.

¹ Responses to all questions included in the benchmarks were based on a 5 point scale, where a “1” represents the least favorable response (e.g., “strongly disagree,” “very dissatisfied,” “not at all interested,” “very unimportant”), and a “5” the most favorable response option (e.g., “strongly agree,” “very satisfied,” “extremely interested,” “very important”). Responses also included a “don’t know,” “not applicable” and/or “prefer not to answer” options, which have been excluded from the analyses.

Table 1: Items most likely to be rated more favorably by professional track faculty than by tenure track faculty

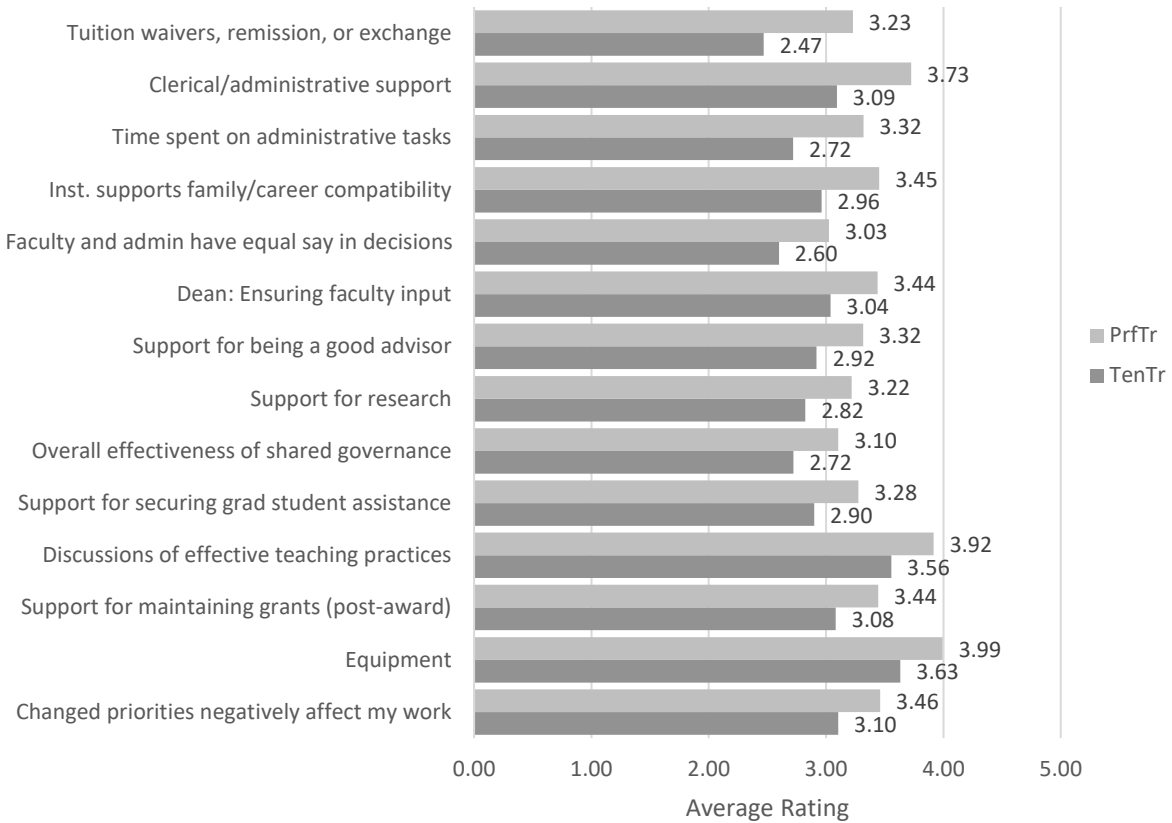
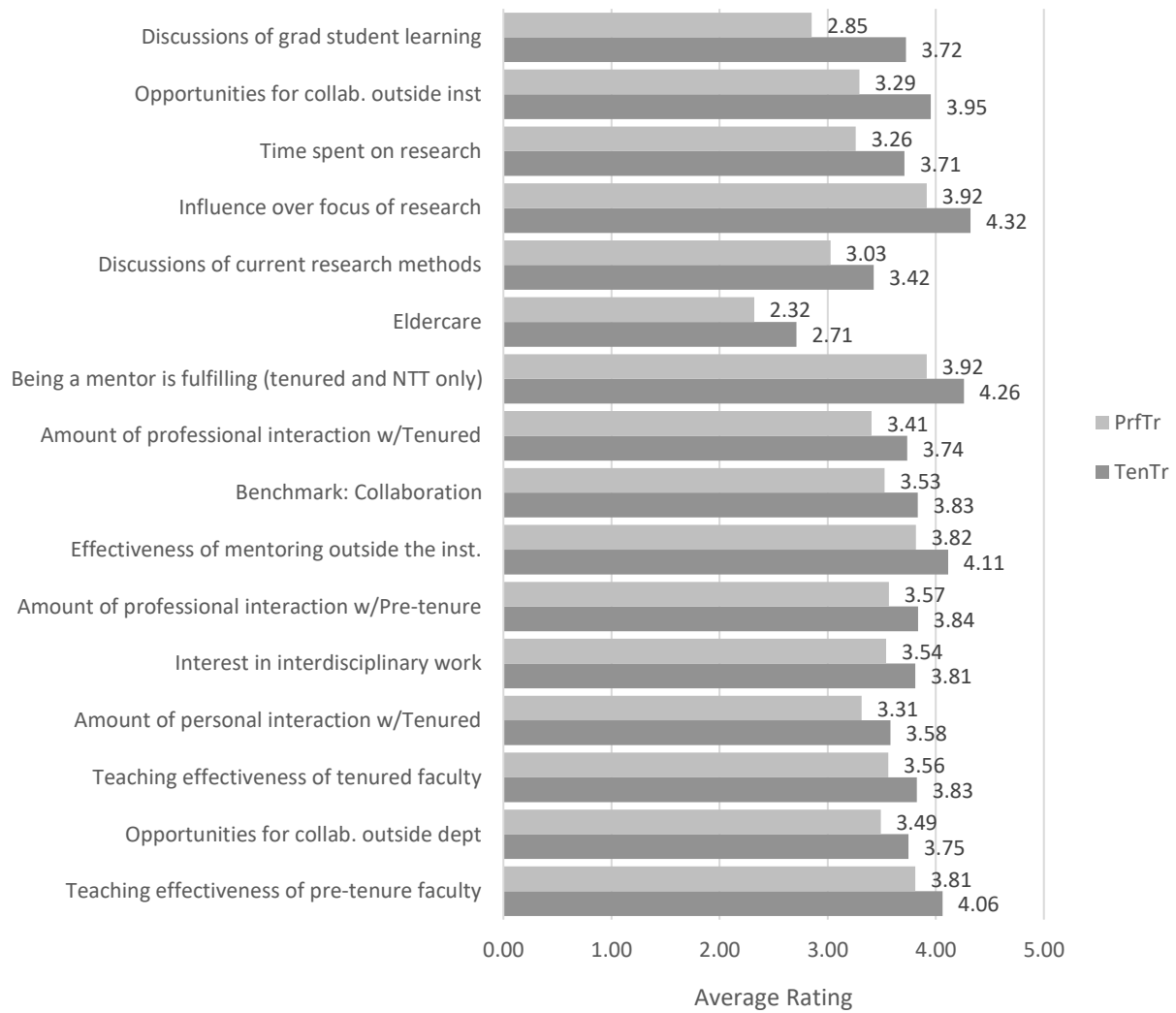


Table 2: Items rated notably **less** favorably by professional track faculty than by tenure track faculty



Pre-Tenured vs Tenured Faculty

The COACHE survey included 170 questions asked of both pre-tenured and tenured faculty. Pre-tenured faculty give notably **more favorable ratings** than tenured faculty on 30 items, most often those in the leadership at the divisional and departmental levels, and the governance: productivity benchmarks. Pre-tenured faculty gave notably **less favorable ratings** than tenured faculty on only five items.

Table 3: Items most likely to be rated more favorably by pre-tenured faculty than by tenured faculty

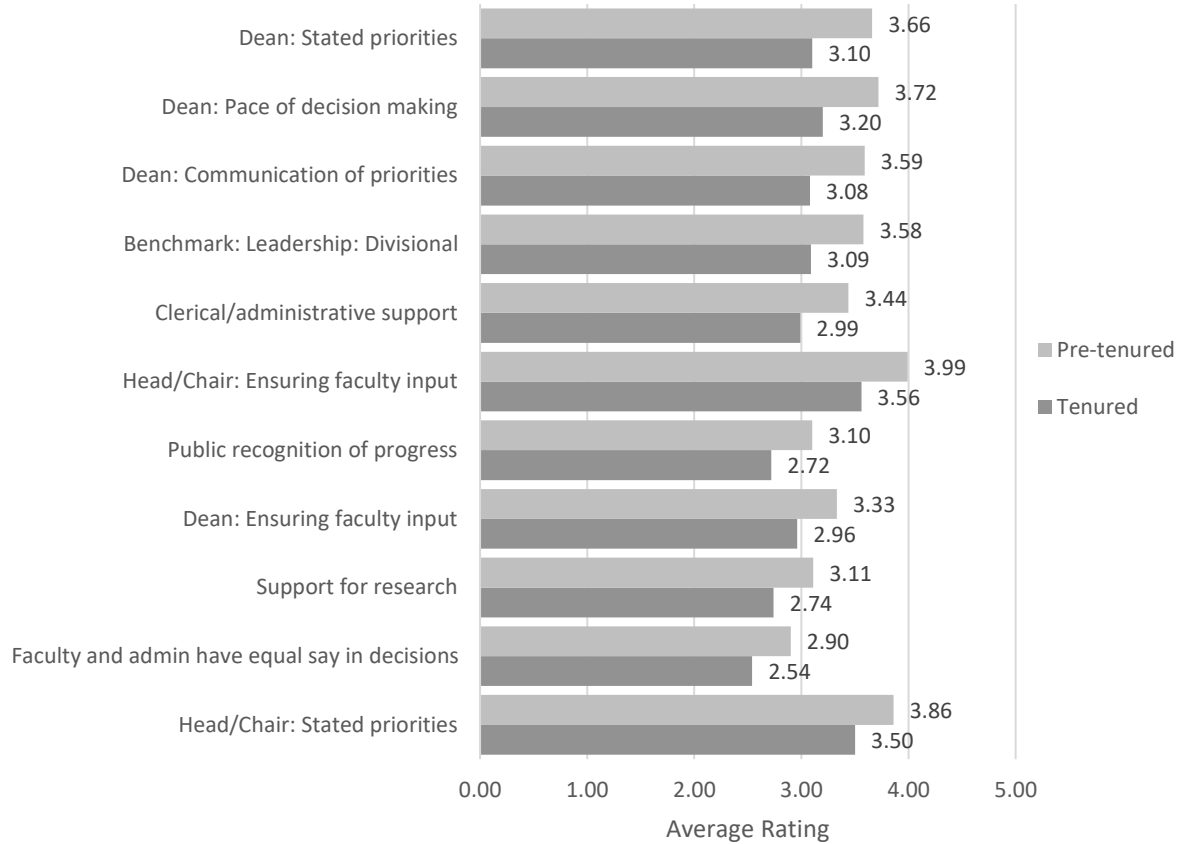
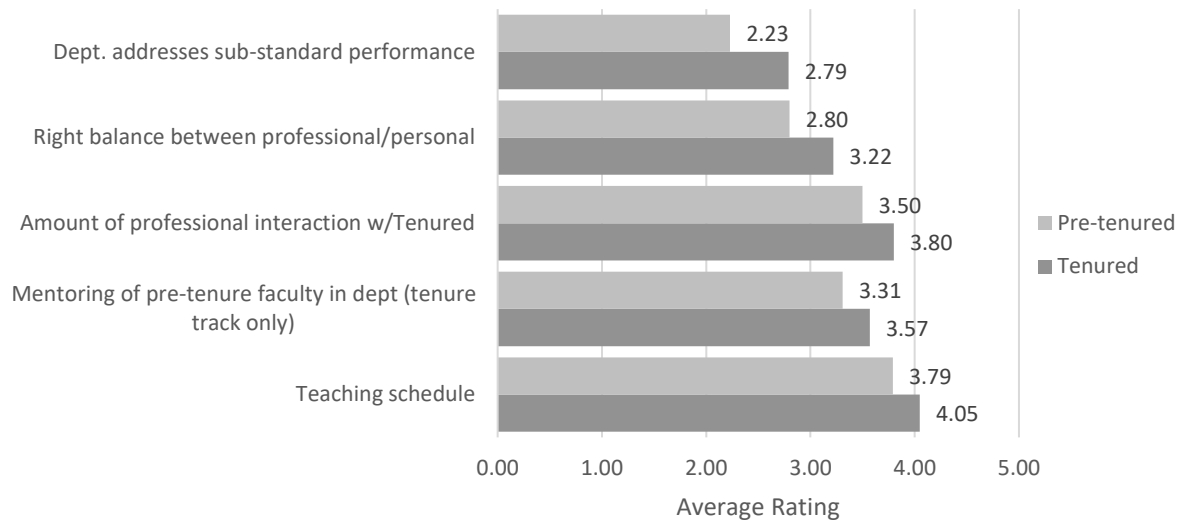


Table 4: Items rated notably less favorably by pre-tenured faculty than by tenured faculty



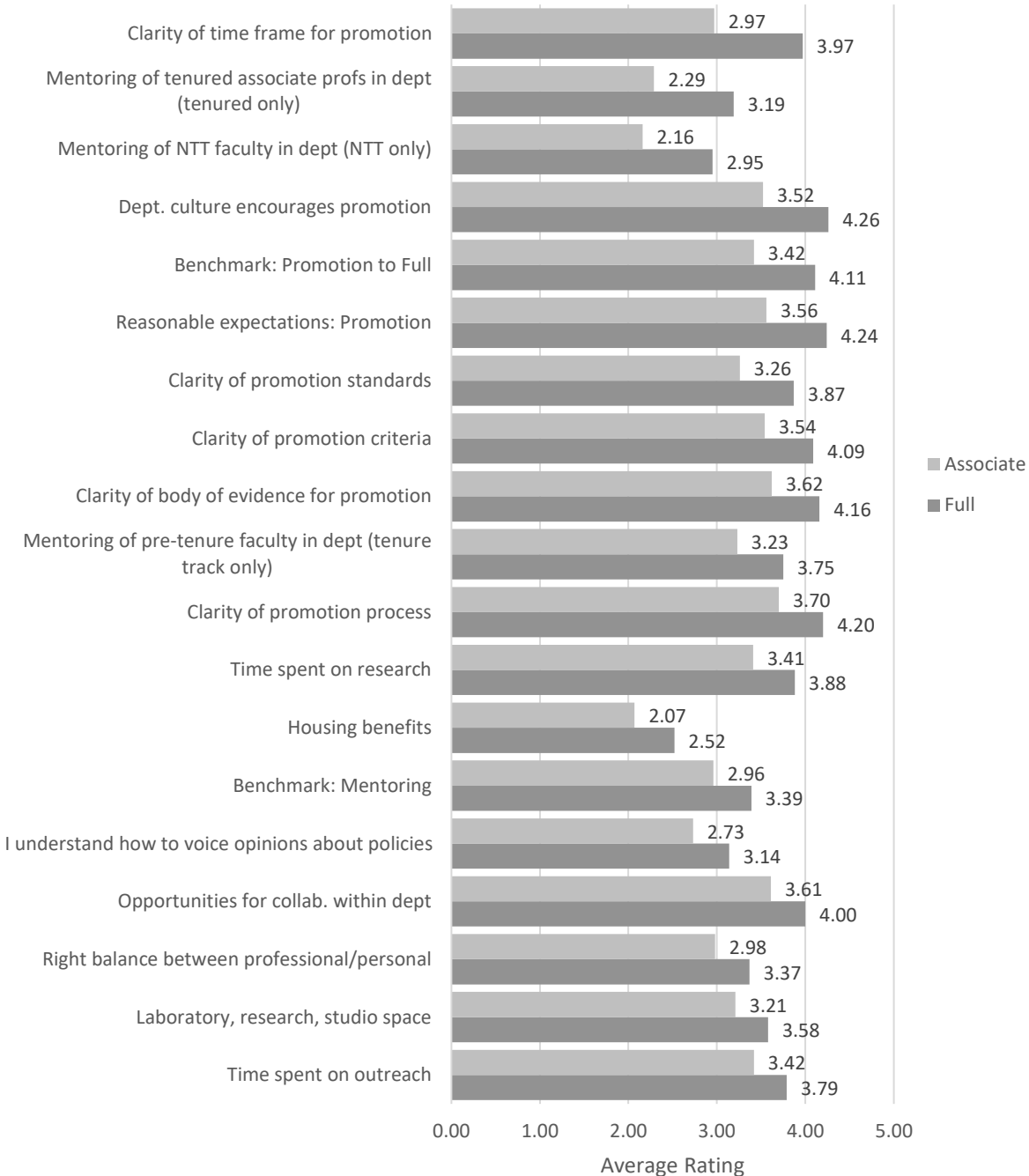
Associate vs Full Professors

Associate and full professors both answered 190 questions on the COACHE survey. For only one item did associate professors give a notably more favorable average rating than full professors:

- Discussions of undergrad student learning (3.75 associate vs 3.49 full)

Associate professors gave notably **less favorable ratings** than full professors to 38 items, especially those related to collaboration, mentoring, promotion, and university senior leadership.

Table 5: Items most likely to be rated less favorably by associate professors than by full professors



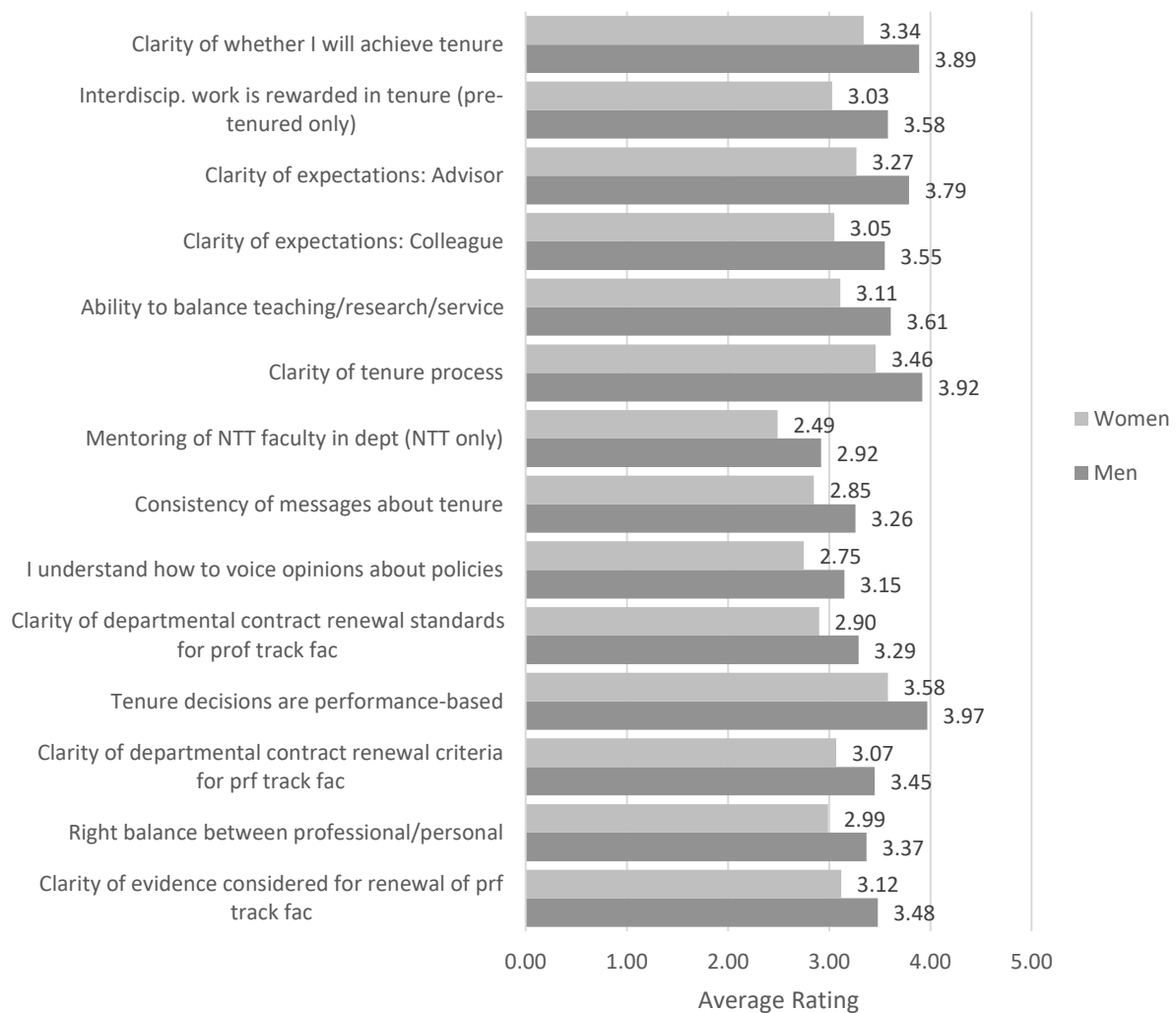
Female vs Male Faculty

Female faculty members gave notably more favorable average ratings than male faculty members to just one item:

- Stop-the-clock policies (pre-tenured only) (3.67 vs 3.33)

Women gave notably lower average rating than men to 36 items, primarily those related to mentoring, tenure policies and clarity of the tenure process, clarity of the contract renewal process (professional track only), and balancing work expectations:

Table 7: Items most likely to be rated less favorably by women than by men



Asian vs White Faculty

Asian faculty members consistently give more favorable ratings than white faculty to various aspects of working at NC State. Asians had notably higher ratings than whites on over 100 of the specific items asked about on the survey, particularly those in the benchmark areas of:

- Nature of work: research
- Interdisciplinary work
- Mentoring
- Tenure policies and clarity (pre-tenured only)
- Leadership (university, divisional, departmental, faculty)
- Faculty leadership
- Appreciation and recognition
- Governance

Asian faculty members gave notably less favorable ratings than white faculty to seven of the specific items on the survey, mostly related to the promotion process.

Table 8: Items most likely to be rated more favorably by Asians than by white faculty

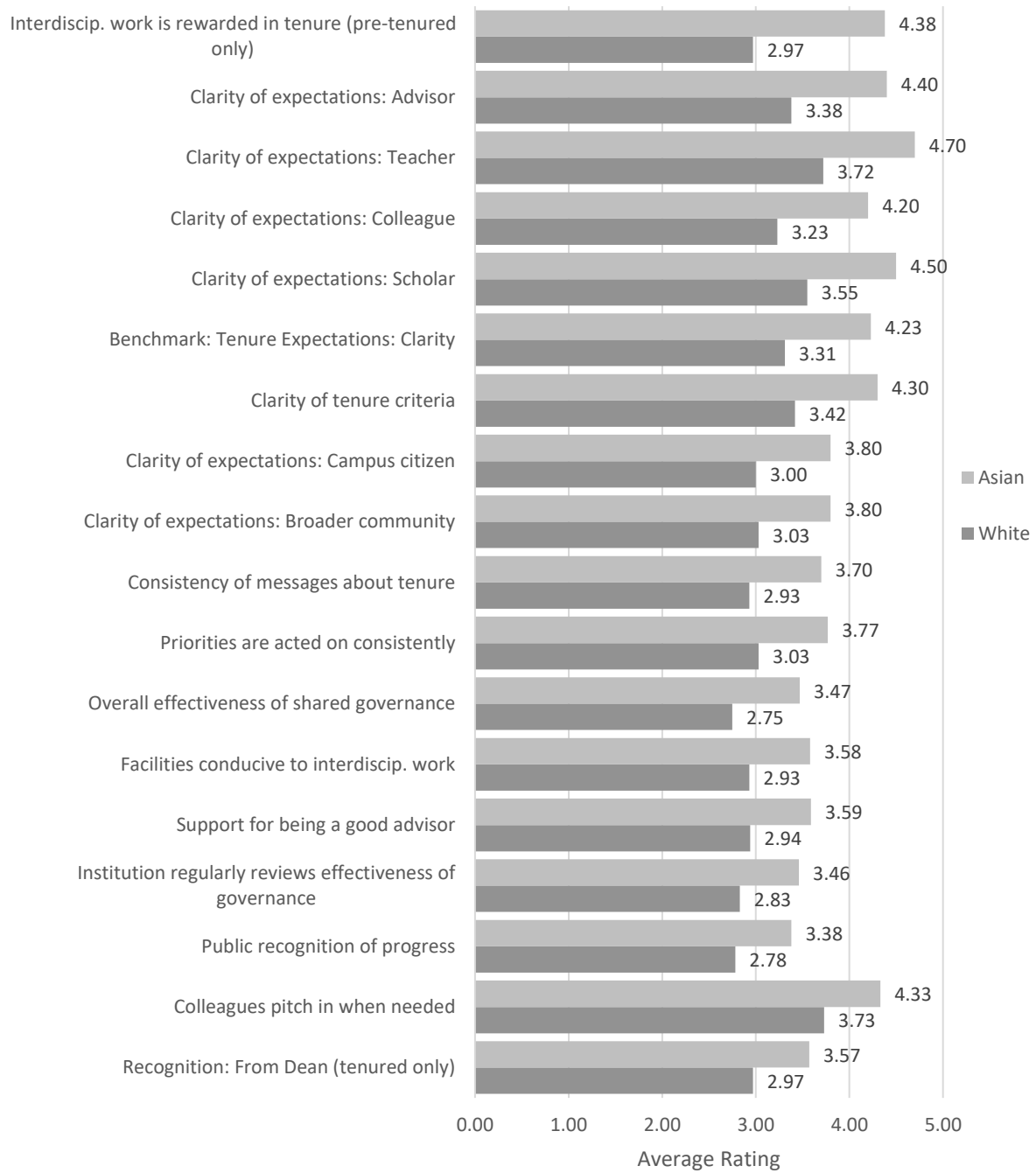
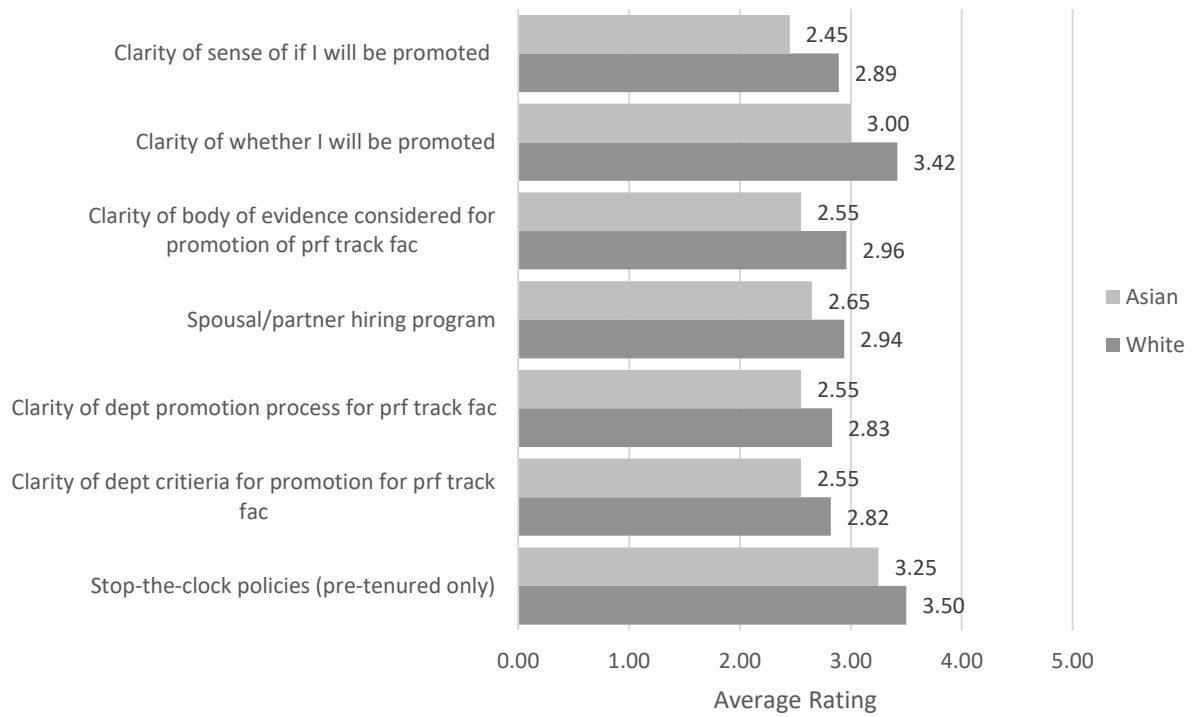


Table 9: Items rated notably less favorably by Asians than by white faculty



Underrepresented Minority vs White Faculty

URM faculty gave notably more favorable ratings than whites to 10 items on the survey, with no real patterns of consistently giving higher ratings to items within a specific benchmark. Faculty who are members of a URM group gave notably less favorable ratings than white faculty to 25 items, mostly often those related to the clarity of expectations for tenure (pre-tenured faculty only), and the clarity of expectations for promotion (tenured faculty only).

Table 10: Items rated notably more favorably by URM than by white faculty

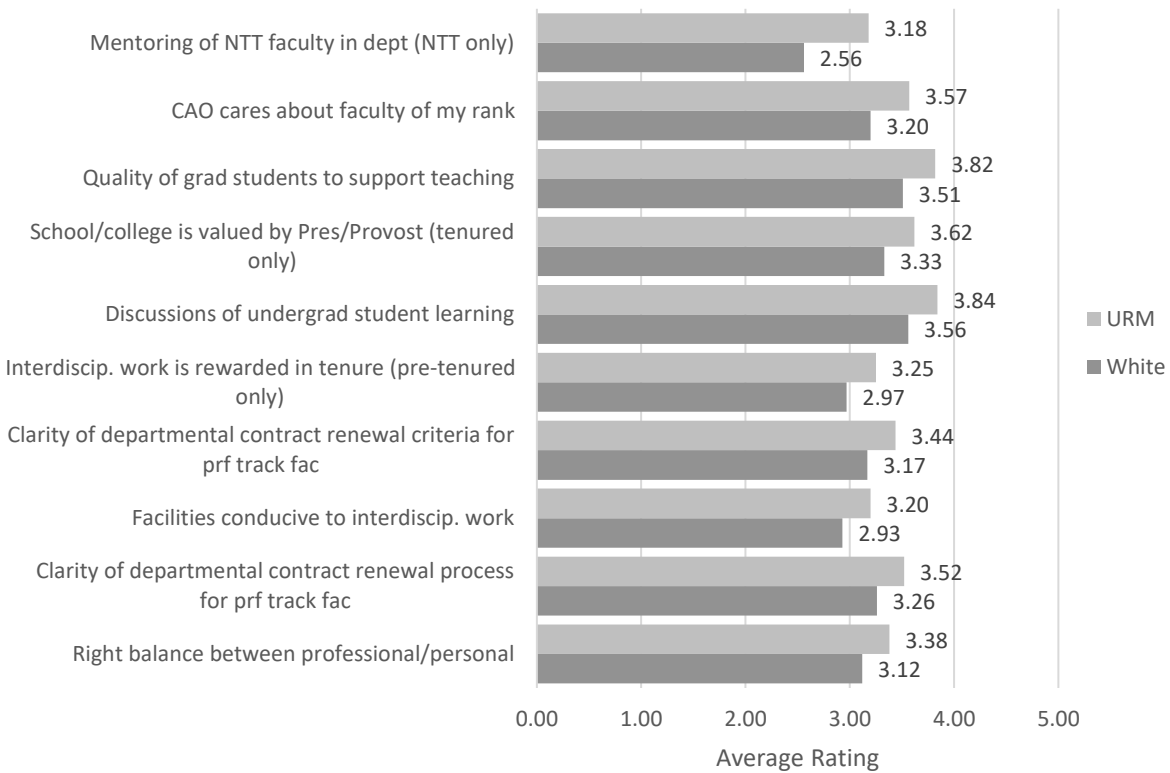


Table 11: Items most likely to be rated less favorably by URMs than by white faculty

