

Spring 2021 COACHE Faculty Satisfaction Survey

Introduction and Research Methods

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 COACHE Survey was most recently administered at NC State during Spring 2021. NC State faculty also participated in the survey in Spring 2018, 2015 and 2012, while only pre-tenured faculty participated in AY08-09 and in AY05-06.

For the spring 2021 survey, it is important to remember that NC State, like all other institutions around the globe, was still dealing with the COVID-19 pandemic. The vast majority of classes switched to remote in March, 2020. Classes started in-person for the fall 2020 semester, but within just a few weeks were again switched to remote. While students and faculty returned for the spring 2021 semester, and the majority of classes were in-person, extensive safety precautions were in place throughout the semester, creating a challenging environment for faculty (and others) who were attempting to work in the ongoing pandemic.

Questionnaires

The COACHE Survey includes about 200 questions, designed to get in depth feedback from faculty on a breadth of issues related to their job satisfaction. When appropriate, questions are tailored specifically for sub-groups of faculty (e.g., only for full professors, only for pre-tenured faculty). The following topics (or “benchmarks”) are included in the survey:

- Nature of work (research, service teaching)
- Facilities and work resources
- Personal and family policies
- Health and retirement benefits
- Interdisciplinary work
- Collaboration
- Mentoring
- Tenure policies, clarity
- Promotion
- Institutional leadership (senior, divisional, departmental, faculty)
- Shared governance
- Departmental engagement, quality, and collegiality
- Appreciation and recognition
- Retention and negotiations
- Global satisfaction

COACHE also provides the option for institutions to include up to 15 locally developed questions to be administered to their faculty. See Appendix A for a copy of the campus-specific questions administered to NC State faculty.

Population

The COACHE Survey population criteria are designed to be as inclusive as possible; no sampling is done. In addition, NC State takes advantage of the option to include professional track faculty (PrfTr) in the

survey. A total of 1,417 pre-tenured and tenured faculty (combined; TenTr), and 673 professional track faculty (including extension faculty and librarians) meeting the eligibility criteria below were invited to participate in the survey:

- Full-time
- Not hired in current year (i.e., hired prior to July 1, 2020)
- Not in terminal year after being denied tenure
- Not in a senior administrative position

Peers

A key benefit of participating in the COACHE survey is the ability to compare our results to the aggregated results of a select peer group of other participating institutions. To clarify, however, COACHE will create a peer group pulled from a number of years of administration of the survey, so not all selected peers actually participated in the survey in spring 2021. This is especially important to keep in mind when surveys were administered before, during, and after the peak of the COVID pandemic. The institutions included in NC State's peer group for AY20-21, (all except one being an official peer at that time [Iowa State University]), and the year in which they participated in the survey, are:

- Iowa State University (2021)
- Purdue University (2018)
- University of California, Davis (2021)
- University of Maryland (2020)
- Virginia Polytechnic Institute and State University (2020)

Response Rates

NC State's response rate is notable lower than in past years, dropping from 49 percent in the spring 2018 survey, to 29 percent in the spring 2021 survey, and is notably lower than that of our COACHE peers. While overall response rates of our COACHE peers also declined from those found in the 2018 survey, from 48 percent to 41 percent, the drop was not as severe.

The decline in participation varied slightly between groups. At both NC State and our COACHE peer institutions, drops were most significant for pre-tenured faculty, men, and faculty of color. Whereas in past years pre-tenured faculty were notably more likely than tenured faculty to participate, in the spring 2021 survey the response rate for both groups at NC State was 30 percent. And, while response rates for faculty of color have always lagged behind that of white faculty, and the response rates for men lower than that for women, the difference in participation rates between these groups is even larger in the 2021 survey.

It is important to note that despite the decline in participation, responses from faculty overall in the 2021 survey generally align with those from the 2018 survey. As is shown in the "trend" reports, while ratings on most of the approximately 200 items in the survey tend to be slightly less favorable in 2021 than in 2018, for only three of those items are ratings notably lower.

Table 1: Spring 2021 COACHE Survey Response Rates; overall, by tenure status and rank (NC State compared to COACHE peer group and all participating universities)

		Overall	Tenure Track Status		Tenure Status (tenured faculty)		Rank	
			Tenure Track	Prof. Track	Tenured	Pre-Tenured	Full Prof	Assoc Prof
NC State	population	2090	1417	673	1103	314	803	509
	responders	606	422	184	328	94	237	156
	response rate	29%	30%	27%	30%	30%	30%	31%
Peers	population	12009	7639	4370	5848	1791	3374	2854
	responders	4872	3470	1402	2630	840	1698	1111
	response rate	41%	45%	32%	45%	47%	50%	39%
All Participating Universities	population	96934	63017	33917	46247	16770	27149	25496
	responders	41631	28758	12873	21068	7690	12582	11090
	response rate	43%	46%	38%	46%	46%	46%	44%

Table 2: Spring 2021 COACHE Survey Response Rates; by gender and race/ethnicity (NC State compared to COACHE peers and all participating universities)

		Gender		Race/Ethnicity			
		Men	Women	White	Faculty of Color	Asian	Under-rep Minority
NC State	population	1260	821	1525	565	257	308
	responders	329	269	480	126	54	72
	response rate	26%	33%	31%	22%	21%	23%
Peers	population	7163	4599	7829	3828	2380	1448
	responders	2589	2203	3523	1329	712	617
	response rate	36%	48%	45%	35%	30%	43%
All Participating Universities	population	52144	40560	64817	27959	13862	14097
	responders	20830	20237	30236	11244	4941	6303
	response rate	40%	50%	47%	40%	36%	45%

*"Faculty of color" includes all those who identify as Asian, Black/African American, Hispanic, Native American, or Pacific Islander. "Underrepresented minority" consists of this same group of faculty, minus those who identify as Asian.

Table 3: COACHE Survey Response Rates, 2021, 2018 and 2015; overall, by tenure status, and rank (NC State compared to our COACHE peer group)

		Overall	Tenure Track Status		Tenure Status (tenure track faculty)		Rank	
			Tenure Track	Prof. Track	Tenured	Pre-Tenured	Full Prof	Assoc Prof
NC State	2021	29%	30%	27%	30%	30%	30%	31%
	2018	49%	50%	46%	48%	55%	48%	50%
	2015	50%	53%	43%	52%	53%	55%	47%
COACHE Peers	2021	41%	45%	32%	45%	47%	50%	39%
	2018	48%	47%	52%	47%	47%	48%	48%
	2015	50%	50%	na	50%	54%	48%	52%

Table 4: COACHE Survey Response Rates, 2021, 2018 and 2015; by gender and race/ethnicity (NC State compared to our COACHE peer group)

		Gender		Race/Ethnicity			
		Men	Women	White	Faculty of Color	Asian	Under-rep Minority
NC State	2021	26%	33%	31%	22%	21%	23%
	2018	46%	53%	51%	42%	41%	42%
	2015	50%	51%	51%	41%	na	na
COACHE Peers	2021	36%	48%	45%	35%	30%	43%
	2018	43%	56%	50%	43%	37%	54%
	2015	46%	60%	54%	40%	na	na

NC State’s participation rates also varied widely by college, ranging from 42 percent of those faculty in University College submitting the survey, to just 18 percent of those in the College of Design. Despite the differences in response rates, the makeup of survey respondents, with respect to the proportion represented by each college, generally reflects that of the full population of faculty at NC State.

Table 5: 2021 COACHE Survey Response Rates, by college

College	Population		Respondents		Response Rate
	N	% of Pop	N	% of Resps	
Agriculture and Life Sciences	357	17%	99	16%	28%
Design	61	3%	11	2%	18%
Education	104	5%	36	6%	35%
Engineering	362	17%	82	14%	23%
Humanities and Social Sciences	383	18%	114	19%	30%
Libraries	84	4%	31	5%	37%
Management	98	5%	20	3%	20%
Natural Resources	99	5%	34	6%	34%
Sciences	293	14%	93	15%	32%
Textiles	48	2%	16	3%	33%
University College	45	2%	19	3%	42%
Veterinary Medicine	156	8%	51	8%	33%
Total	2,090	100%	606	100%	29%

Reports on Results

COACHE provides NC State with summary reports on results, as well as a unit record data file with all responses. A summary of key findings is found in the Highlights report. A narrative report on overall results, trends, peer comparisons, and variations in results by sub-groups is provided in the Overall Results report. In addition, from the website for the survey readers can link to tables of results, including overall peer comparisons and peer comparisons by subgroup (e.g., for women, for tenured faculty); means and frequencies for all questions; comparison of average ratings by subgroup (e.g., women vs men, full vs associate); and trend comparisons (i.e., AY20-21 COACHE vs AY17-18 COACHE). Finally, results from the 15 campus-specific questions asked of NC State faculty are provided.

APPENDIX A: NC State Local Questions

CQ1191

How important to you is it that you have opportunities to collaborate with faculty in other departments?

(Very important, Important, Neither important nor unimportant, Unimportant, Very unimportant, I don't know, Decline to answer)

CQ1192

How satisfied are you with the extent to which you are actually able to collaborate with faculty in other departments?

(Very satisfied, Somewhat satisfied, Neither satisfied nor dissatisfied, Somewhat dissatisfied, Very dissatisfied, I don't know, Decline to answer)

CQ1193

To what extent do each of the following either support or hinder the efforts of faculty in your department to collaborate with faculty in other departments?

(Support a great deal, Support somewhat, Neither support nor hinder, Hinder somewhat, Hinder a great deal, I don't know, Decline to answer)

- a) Processes for crediting or sharing funds across departments
- b) Processes for developing and teaching crosslisted courses
- c) Recognition for collaborative activities in evaluation (e.g., annual review, promotion, PTR)
- d) Access to core research facilities and other resources
- e) Other faculty in my department
- f) Departmental leadership

CQ960

Please rate your level of agreement with the following statements:

(Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree, Decline to answer)

- a) I am proud to say that I work at this institution.
- b) Faculty in my department value the substantive area of my research/creative work.
- c) Senior administration at this institution values Interdisciplinary work.

CQ961

Please rate the clarity with which NC State institutional policies related to reappointment, promotion and tenure address the evaluation of interdisciplinary work.

(Very clear, Somewhat clear, Neither clear nor unclear, Very unclear, I don't know, Decline to answer)

CQ964

Please rate your level of agreement with the following statements:

(Strongly agree, Agree, Neither agree nor disagree, Disagree, Strongly disagree, Decline to answer)

- a) My department actively works to recruit faculty members from historically underrepresented groups.
- b) My department actively works to retain faculty members from historically underrepresented groups.

- c) My department actively works to create an inclusive environment, where all faculty feel welcome and respected