COACHE
Spring 2021 Faculty Satisfaction Survey

Overview of Results

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Topics:
Breadth & Depth

- Overall Satisfaction / Climate

- Leadership

- Department life

- Nature of work

- Tenure & promotion

- Interdisciplinary work & collaboration

- Mentoring

- Facilities & work resources / support

- Personal & family policies

- Health & retirement benefits

- Appreciation & recognition

- Governance

Population, Peers, & Response Rates

- Population
  - FT Pre-tenured, tenured, Professional track (including librarians)
  - Excludes:
    - hired in current year
    - in terminal year
    - Senior administrators
- COACHE Peers
  - Iowa State University (2021)
  - Purdue University (2018)
  - UC-Davis (2021)
  - UMD-College Park (2020)
  - Virginia Tech (2020)

- Response Rates
  - NC State 29%
    - **30%** Tenured / Tenure-track faculty (422 of 1,417)
    - **27%** Professional faculty (184 of 673)
  - COACHE Peers 41%
    - **45%** Tenured / Tenure-track faculty
    - **32%** Professional faculty (704 of 1,344)

Reports on Results
([ISA website](#))

- Fast Facts infographic

- Introduction, methods & response rates

- Narrative reports
    - Executive summary
    - Subgroup comparisons
        - Gender (men vs women*)
        - Race (white vs Asian / white vs URM)
        - Tenure track status (tenure track vs professional track)
        - Tenure status (tenured vs pre-tenured)
        - Rank (full vs associate)
    - Results by benchmark
        - Trends
        - Peer Comparisons
        - Subgroup comparisons

- Questionnaire

COACHE does not provide results broken out for other gender identities

Data Tables

- Frequencies
  - All questions, overall & by tenure track status

- Means
  - Overall
  - Subgroup comparisons

- COACHE Peer Comparisons
  - Means, overall & for subgroups

- Trends
  - AY20-21 vs AY17-18 COACHE, overall & for subgroups

- Campus-specific questions
  - Frequencies
    - Overall & by tenure track status
  - Means
    - Overall
    - Subgroup comparisons

- COACHE COVID questions
  - NC State overall frequencies

Trend Dashboard
In Progress…

NC State Overall Results

- Frequencies
  - Tables
  - Bar charts

- Means

- Filter by
  - Year (2021 – 2018 – 2015 - 2012)
  - Tenure track or professional track
  - Tenure status (pre- or tenured)
  - Rank (full, assoc, asst [tenure track only])
  - Gender
  - Race (Asian, URM, white)

- ***Individual dashboards with college overall results***

College Reports

- Unit-specific reports emailed directly to deans
  - Response rates for all colleges
    - Overall, tenure-track only, professional track only
  - Means for all colleges
    - Overall, tenure-track only, professional track only
    - All other colleges de-identified
    - Must have at least 10 respondents in college to be included
  - Frequencies
    - Overall, tenure-track only, professional track only
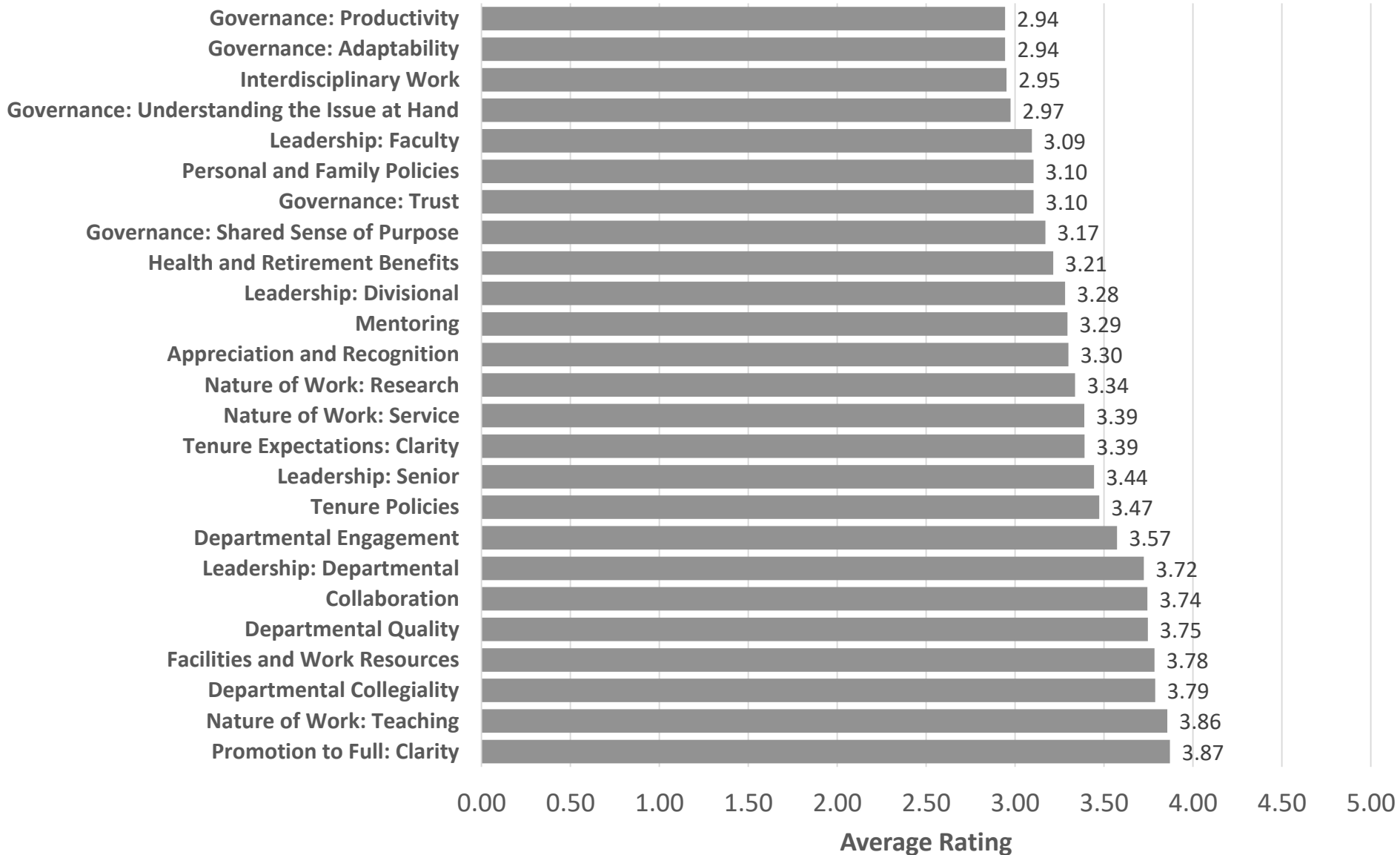
What's Going Well & Opportunities for Improvement

Most favorably rated

– Location / area

– Colleagues

– Academic freedom

– Quality of pre-tenured faculty

– Promotion to full *(tenured faculty)*

– Departmental leadership

– Library resources

– Tenure process *(pre-tenured)*

Least favorably rated

– Governance

– Support for interdisciplinary work

– Faculty leadership

– Salary

– Health & retirement benefits

– Family/personal policies

– Clarity of promotion process *(professional track)*

Benchmarks: Overall Average Ratings

Category	Average Rating
Governance: Productivity	2.94
Governance: Adaptability	2.94
Interdisciplinary Work	2.95
Governance: Understanding the Issue at Hand	2.97
Leadership: Faculty	3.09
Personal and Family Policies	3.10
Governance: Trust	3.10
Governance: Shared Sense of Purpose	3.17
Health and Retirement Benefits	3.21
Leadership: Divisional	3.28
Mentoring	3.29
Appreciation and Recognition	3.30
Nature of Work: Research	3.34
Nature of Work: Service	3.39
Tenure Expectations: Clarity	3.39
Leadership: Senior	3.44
Tenure Policies	3.47
Departmental Engagement	3.57
Leadership: Departmental	3.72
Collaboration	3.74
Departmental Quality	3.75
Facilities and Work Resources	3.78
Departmental Collegiality	3.79
Nature of Work: Teaching	3.86
Promotion to Full: Clarity	3.87

Average Rating

Trends
Spring 2021 vs Spring 2018 Survey
Tenure Track Faculty (Pre-tenure + Tenured)

- Overall ratings **improved** for
  - No items

- Overall ratings **declined** for
  - Clarity of body of evidence for deciding tenure (pre-tenured only)
  - Consistency of messages from tenured faculty about tenure (pre-tenured only)
  - Clarity of expectations as a scholar for tenure (pre-tenured only)
  - Stop-the-clock policies (*Pre-tenured faculty only)*

Trends
Spring 2021 vs Spring 2018 Survey
Professional Track Faculty

- Overall ratings **improved** for
  - Expectations for finding external funding
  - Support for travel to present/conduct research
  - Equitability of distribution of teaching load
  - Scholarly productivity of tenured faculty
- Overall ratings **declined** for
  - Housing benefits
  - Eldercare
  - Being a mentor is fulfilling

Sub-Group Comparisons
Professional vs Tenure Track Faculty

- Professional track **more positive** than TT faculty *~40 items*
  - Health and retirement benefits
  - Divisional leadership
  - Governance
  - Time spend on administrative tasks
  - Support (e.g., clerical/administrative, for being a good advisor, for research)
  - Personal and family policies
- Professional track **less positive** than TT faculty *~15 items*
  - Collaboration
  - Engagement
  - Research (e.g., time spent on, influence over focus of)
  - Mentoring
  - Interest in interdisciplinary work

Sub-Group Comparisons
Pre-tenured vs Tenured

- Pre-tenured **more positive** than tenured *~30 items*
  - Divisional leadership
  - Departmental leadership
  - Governance: Shared sense of purpose & Productivity
  - Clerical/administrative support
  - Support for research
- Pre-tenured **less positive** than tenured *5 items*
  - Department addresses substandard performance
  - Right balance between professional/personal life
  - Amount of professional interaction with tenured faculty
  - Mentoring of pre-tenured faculty in the department
  - Teaching schedule

Sub-Group Comparisons
Associate vs Full Professors

- Associate **more positive** than full professors *1 item*
  - Discussions of undergraduate student learning
- Associate **less positive** than full professors *~40 items*
  - Collaboration
  - Mentoring
  - Promotion to full
  - Research
  - Senior leadership
  - Right balance between professional/personal life
  - Laboratory, research, studio space
  - Time spend on outreach
  - Recognition for teaching, scholarship

Sub-Group Comparisons
URM vs White faculty

- URM **more positive** than white faculty *10 items*
  - Clarity of contract renewal process (professional track only)
  - Mentoring of professional track faculty (professional track only)
  - Provost cares about faculty of my rank
  - College is valued by provost (tenured only)
  - Interdisciplinary work
  - Right balance between professional and personal life

Sub-Group Comparisons
URM vs White faculty (cont.)

- URM **less positive** than white faculty *~25 items*
  - Promotion to full (tenured faculty only)
  - Clarity of policies and expectations for tenure (pre-tenured faculty only)
  - Mentoring of assistant and associate professors
  - Stop-the-clock policies (pre-tenured only)
  - Spousal hiring program
  - Salary
  - Visible support from leadership for diversity
  - Colleagues are committed to diversity/inclusion

Sub-Group Comparisons
Asian vs White faculty

- Asian **more positive** than white faculty *~100 items*
  - Nature of work: research
  - Interdisciplinary work
  - Mentoring
  - Tenure policies and clarity (pre-tenured faculty only)
  - Leadership: university, divisional, departmental, & faculty
  - Appreciation and recognition
  - Governance

Sub-Group Comparisons
Asian vs White faculty (cont.)

- Asian **less positive** than white faculty *7 items*
  - Stop-the-clock policies (pre-tenured faculty only)
  - Spousal/partner hiring program
  - Clarity of whether will be promoted (tenured faculty only)
  - Clarity of promotion process for professional track faculty (professional track faculty only)

Sub-Group Comparisons
Women vs Men

- Women faculty **more positive** than men *1 item*
  - Stop-the-clock policies (pre-tenured only)

Sub-Group Comparisons
Women vs Men (cont.)

- Women faculty **less positive** than men *~35 items*
  - Clarity of tenure policies and expectations (pre-tenured faculty only)
  - Clarity of contract renewal for professional track faculty (professional track only)
  - Ability to balance teaching/research/service
  - Work/life balance
  - Childcare
  - Mentoring
  - Recognition for advising
  - Colleagues are committed to diversity and inclusion
  - Interdisciplinary work
  - Nature of work: Service
  - Availability of course release for research

NC State vs All Universities Participating in COACHE *(n=80*)*
(all faculty)

- NC State's average ratings in **top 30%** on about half the items, including benchmarks of:
  – Nature of work: service
  – Nature of work: teaching
  – Facilities and work resources
  – Interdisciplinary work
  – Collaboration
  – Mentoring
  – Promotion to full
  – Senior leadership
  – Departmental quality

*Note: 14 univ. participated in spring 2021, 22 in 2020, and the remaining 44 in either 2019 or 2018.

NC State vs All Universities Participating in COACHE *(cont.)*
(all faculty)

- NC State's average ratings in **bottom 30%** on about 25 items, including benchmarks of:
  - Health and retirement benefits
  - Faculty leadership
  - Governance: Productivity

and (among other specific items)
  - Colleagues support work/life balance
  - How well you fit
  - Right balance between professional and personal life
  - Time spent on administrative tasks

COACHE Peer Group Comparisons*
(all faculty)

- NC State faculty give **more favorable** ratings than peers *6 items*
  - Library resources
  - Classrooms
  - Interdisciplinary work is rewarded in tenure (pre-tenured only)
  - Chancellor: Stated priorities
  - Chancellor: Communication of priorities
  - Discussions of effective use of technology

*Note: Iowa State Univ and UC-Davis participated in spring 2021, Univ MD and Virginia Tech in 2020, and Purdue in 2018

COACHE Peer Group Comparisons
(all faculty)

- NC State faculty give **less favorable** ratings than peers *10 items*
  - Health benefits for family
  - Health benefits for yourself
  - Stop-the-clock policies (pre-tenured only)
  - Childcare
  - Retirement benefits
  - Salary
  - Housing benefits
  - Eldercare
  - Family medical/parental leave

Implications

Internal Areas for Improvement

- Clarity of Promotion process (Professional Track)
- Support for Interdisciplinary Work
- Tenure Expectations: Clarity
    - Consistency of messages from tenured faculty about tenure
    - Clarity of expectations as a scholar
    - Stop-the-clock policies
- Spousal hiring process

Governance - Overall average ratings

Less Favorable than Peers

- Benefits (health, childcare, housing, medical/parental leave)

For more information

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