

## Spring 2021 COACHE Faculty Satisfaction Survey: Fast Facts

### Overall Satisfaction



¾ of faculty “strongly agree” or “agree” they are proud to work at NC State (NC State local question)



- 70% would choose to work at NC State again
- >2/3 are satisfied with their department and with NC State as a place to work (71% and 69%, respectively)
- >1/2 would “strongly recommend” their department as a place to work



Most commonly selected “best aspects” of working at NC State:

- Colleagues (quality, support, collaboration)
- Academic freedom
- Quality of students
- Geographic location

### Spring 2021 vs Spring 2018

Ratings from the Spring 2021 COACHE survey are very similar to those from the 2018 survey, with just a few exceptions



Pre-tenured faculty give **less favorable** ratings in 2021 to:

- Clarity of expectations as a scholar for tenure
- Clarity of body of evidence for deciding tenure
- Consistency of messages from tenured faculty about tenure

### Peer Comparisons



Compared to all 80 participating universities in our COACHE cohort:

- NC State faculty ratings rank in the **top 30%** on almost half of the more than 200 specific aspects of work asked about

Compared to our COACHE peer group\*, NC State faculty ratings are:

- **More favorable** for
  - Library resources
  - Classrooms
  - Interdisciplinary work is rewarded in tenure (pre-tenured only)
  - Chancellor: stated priorities and communication of priorities
  - Discussions of effective use of technology
- **Less favorable** for
  - Health and retirement benefits
  - Salary
  - Personal and family policies (e.g., childcare, family medical/parental leave, stop-the-clock)
- Iowa State, Purdue, UC-Davis, UMD-College Park, Virginia Tech

### Subgroup Comparisons

In general, members of “majority” groups (e.g., full professors, white respondents, men) give **more favorable** ratings than others to:



- Tenure
- Promotion
- Collaboration/mentoring
- Work/life balance

## Benchmarks

Of the 25 benchmarks, NC State faculty overall give:

- **Most favorable** average ratings\* to
  - Promotion to Full (mean = 3.87) (*tenured faculty only*)
  - Nature of work: teaching (3.86)
  - Department collegiality (3.79)
  - Facilities and work resources (3.78)
  - Departmental quality (3.75)
  - Collaboration (3.74)
  - Leadership: departmental (3.72)
  
- **Least favorable** average ratings to
  - Governance: productivity (mean = 2.94)
  - Governance: adaptability (2.94)
  - Interdisciplinary work (2.95)
  - Governance: understanding the issue at hand (2.97)



## Individual Measures

Of the more than 200 specific aspects of work asked about, NC State faculty overall give:

- **Most favorable** average ratings to
  - Library resources (mean = 4.35)
  - Discretion over course content (4.34)
  - Influence over focus of research (4.22)
  - Being a mentor is fulfilling (4.19; *tenured and professional track faculty only*)
  - Intellectual vitality of pre-tenured faculty (4.17)
  - Scholarly productivity of pre-tenured faculty (4.16)
  - Teaching effectiveness of professional track faculty (4.13)
  - Level of courses taught (4.12)
  - Meeting times compatible with personal needs (4.11)
  - Visible leadership for support of diversity (4.08)
  
- **Least favorable** average ratings to
  - Childcare (mean = 2.19)
  - Support for faculty to be good mentors (2.56) (*tenured and professional track faculty only*)
  - Important decisions are not made until there is consensus (2.59)
  - Department addresses sub-standard performance (2.67)
  - Mentoring of professional track faculty in department (2.67; *professional track faculty only*)
  - Availability of course release for research (2.70)
  - Faculty and senior administration have equal say in decisions (2.70)
  - Health benefits for family (2.71)
  - Clarity of department standards for promotion of professional track faculty (2.72; *professional track faculty only*)
  - Tuition waivers, remission, or exchange (2.72)

\*Average ratings are on a 5-point scale, where a "5" is the most favorable rating.

## COACHE Survey Methodology

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. NC State faculty have participated in the survey every three years since AY05-06. In spring 2021, 2,090 NC State faculty were invited to participate in the survey; 606 faculty submitted the survey for a response rate of 29%.

Reports posted to the Institutional Strategy and Analysis [website](#) include results for faculty overall, peer comparisons, trends, and comparisons between demographic groups. For more information about the COACHE Survey, contact Institutional Strategy and Analysis at [ncsusurveys@ncsu.edu](mailto:ncsusurveys@ncsu.edu).