

# NC STATE UNIVERSITY

## Spring 2024 COACHE Faculty Satisfaction Survey: Fast Facts

### Overview and Response Rates

The Collaborative on Academic Careers in Higher Education (COACHE) Faculty Satisfaction Survey is a national survey developed and administered by the Harvard University Graduate School of Education. The survey collects information on a wide range of attitudes and experiences identified as crucial to faculty satisfaction, engagement, recruitment, and retention. NC State faculty have participated every three years since AY 2005-2006.

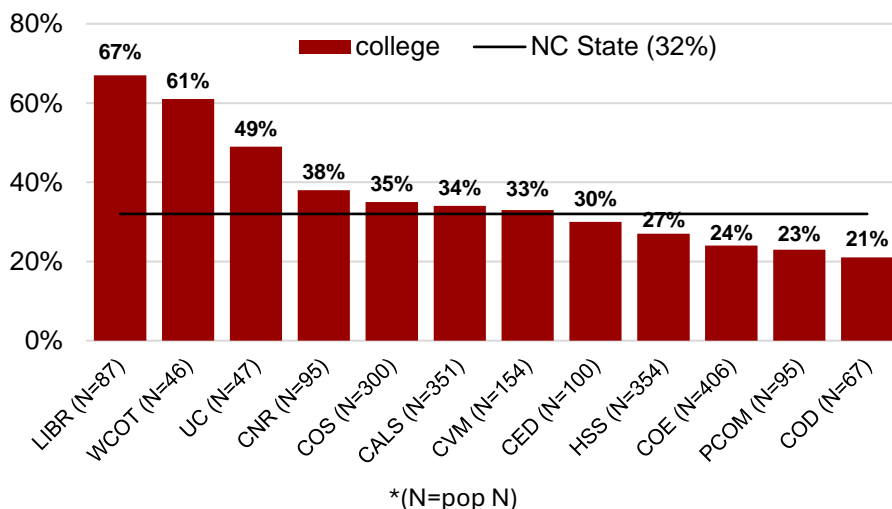


The COACHE survey consists of about 200 questions, organized by COACHE into 25 thematic areas ("benchmarks"), as well as additional survey questions about recruitment, retention, and global satisfaction. Mean ratings of these benchmarks range from a low of 2.8 to a high of 3.8 on a 5-point scale.

#### Response rates:

- 682 out of 2,102 eligible faculty (32%) submitted the survey
- The 2024 participation rate was slightly higher than in the 2021 administration of the survey (29%)

### COACHE Faculty Satisfaction Survey Response Rates, Overall and by College



### Highest- and Lowest-Rated Benchmarks, All NC State Faculty



\*Question asked only of tenured faculty at the rank of full or associate

### Trend Comparisons: 2024 vs. 2021

#### Benchmarks

Ratings for two benchmarks changed notably between 2021 and 2024:

- *Faculty leadership* **increased** from 3.09 to 3.34
- *Senior leadership* **decreased** from 3.44 to 3.14

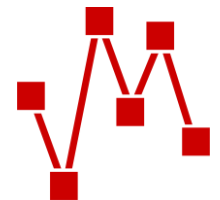
#### Individual Items

Items with greatest **increase** in ratings

- Faculty leaders ensure faculty input (3.13 → 3.45)
- Faculty leaders communicate priorities (3.09 → 3.38)
- Sense of promotion (professional track faculty only) (3.09 → 3.34)

Items with greatest **decrease** in ratings

- CAO (provost) communication of priorities (3.40 → 2.97)
- Support for maintaining grants post-award (3.14 → 2.72)
- Chancellor communication of priorities (3.43 → 3.09)



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### Highest- and Lowest-Rated Individual Measures

#### Most favorably rated items:

- Library resources (4.35)
- Discretion over course content (4.32)
- Importance of mentoring within department (4.32)
- Being a mentor is fulfilling (4.25)
- Influence over focus of research (4.24)
- Teaching effectiveness of Professional Track faculty (4.17)
- Intellectual vitality of pre-tenure faculty (4.14)
- Effectiveness of mentoring outside institution (4.13)
- Level of courses taught (4.10)
- Colleagues committed to diversity and inclusion (4.06)
- Scholarly productivity of pre-tenure faculty (4.06)
- Teaching schedule (4.03)

#### Least favorably rated items:

- Support for faculty to be good mentors (tenured and professional track only) (2.69)
- Clarity of expectations: Campus citizen (2.68)
- Availability of course release for research (2.65)
- Institution regularly reviews effectiveness of governance (2.64)
- Dean: Support in adapting to change (2.61)
- Department addresses sub-standard performance (2.60)
- Equitability of service work compensation (2.55)
- Faculty and admin have equal say in decisions (2.54)
- Eldercare (2.50)
- Important decisions are not made until there is consensus (2.42)
- Housing benefits (2.28)
- Childcare (2.17)

### Subgroup Comparisons

#### Tenure Track Status

- Professional-track faculty generally give more favorable ratings than tenure-track faculty, especially for:
  - *Facilities and work resources*
  - *Work/life balance*
  - *Personal/family policies*
- Tenure-track faculty rate items related to *mentoring and nature of work: research* more favorably than professional-track faculty



#### Tenure Status

- Pre-tenure faculty rate *mentoring and divisional / departmental leadership* **more favorably** but *senior leadership* **less favorably** than tenured faculty



#### Rank

- Tenured full professors rate *mentoring, collaboration, and the clarity of the promotion process to full* more favorably than tenured associate professors

### NC State and COACHE Peers\*

#### Compared to our COACHE peers, NC State faculty give:

- **More favorable** ratings to senior leadership, library resources, interdisciplinary work, and classrooms
- **Less favorable** ratings to personal and family policies and health and retirement benefits



\*COACHE Peers consist of: Georgia Institute of Technology, Rutgers University – New Brunswick, University of Arizona, University of Massachusetts – Amherst, and Virginia Polytechnic Institute and State University