

NC State University  
COACHE 2024: Faculty Satisfaction Survey  
Mean Ratings  
NC State Trend: Pre-tenure Faculty  
(1 = low, 5 = high)

| Theme                         | Measure   | 2024 Pre-Tenure | 2021 Pre-Tenure | Diff <sup>1</sup> |
|-------------------------------|---|-----------------|-----------------|-------------------|
| Nature of Work: Research      | <i>Benchmark: Nature of Work: Research</i>              | 3.33            | 3.38            |                   |
|                               | Time spent on research                                  | 3.70            | 3.68            |                   |
|                               | Expectations for finding external funding               | 3.49            | 3.16            | ↑                 |
|                               | Influence over focus of research                        | 4.39            | 4.29            |                   |
|                               | Quality of grad students to support research            | 3.26            | 3.30            |                   |
|                               | Support for research                                    | 3.15            | 3.11            |                   |
|                               | Support for engaging undergrads in research             | 3.55            | 3.39            |                   |
|                               | Support for obtaining grants (pre-award)                | 3.14            | 3.43            | ↓                 |
|                               | Support for maintaining grants (post-award)             | 2.70            | 3.03            | ↓                 |
|                               | Support for securing grad student assistance            | 2.77            | 3.00            |                   |
|                               | Support for travel to present/conduct research          | 3.35            | 3.39            |                   |
|                               | Availability of course release for research             | 2.87            | 2.86            |                   |
| Nature of Work: Service       | <i>Benchmark: Nature of Work: Service</i>               | 3.25            | 3.39            |                   |
|                               | Time spent on service                                   | 3.47            | 3.51            |                   |
|                               | Support for faculty in leadership roles                 | 2.77            | 3.12            | ↓                 |
|                               | Number of committees                                    | 3.55            | 3.58            |                   |
|                               | Attractiveness of committees                            | 3.42            | 3.37            |                   |
|                               | Discretion to choose committees                         | 3.44            | 3.38            |                   |
|                               | Equitability of committee assignments                   | 2.97            | 3.27            | ↓                 |
|                               | Number of student advisees                              | 3.70            | 3.61            |                   |
|                               | Equitability of service work compensation               | 2.49            | 2.70            |                   |
|                               | Relevance of committees                                 | 3.69            | 3.60            |                   |
|                               | Support for being a good advisor                        | 2.94            | 2.88            |                   |
|                               | Equity of the distribution of advising responsibilities | 2.99            | 3.02            |                   |
| Nature of Work: Teaching      | <i>Benchmark: Nature of Work: Teaching</i>              | 3.83            | 3.85            |                   |
|                               | Time spent on teaching                                  | 3.73            | 3.90            |                   |
|                               | Number of courses taught                                | 3.94            | 3.94            |                   |
|                               | Level of courses taught                                 | 4.20            | 4.01            |                   |
|                               | Discretion over course content                          | 4.36            | 4.31            |                   |
|                               | Number of students in classes taught                    | 4.07            | 3.93            |                   |
|                               | Quality of students taught                              | 3.55            | 3.75            |                   |
|                               | Equitability of distribution of teaching load           | 3.23            | 3.41            |                   |
|                               | Quality of grad students to support teaching            | 3.62            | 3.51            |                   |
|                               | Teaching schedule                                       | 3.95            | 3.79            |                   |
|                               | Support for teaching diverse learning styles            | 3.70            | 3.63            |                   |
|                               | Support for assessing student learning                  | 3.76            | 3.70            |                   |
|                               | Support for developing online/hybrid courses            | 3.65            | 3.60            |                   |
|                               | Support for teaching online/hybrid courses              | 3.53            | 3.63            |                   |
|                               | Time spent on outreach                                  | 3.60            | 3.47            |                   |
| Other Work Activities         | Time spent on administrative tasks                      | 2.42            | 2.67            | ↓                 |
|                               | Ability to balance teaching/research/service            | 3.17            | 3.25            |                   |
|                               |   |                 |                 |                   |
| Facilities and Work Resources | <i>Benchmark: Facilities and Work Resources</i>         | 3.53            | 3.79            | ↓                 |
|                               | Support for improving teaching                          | 3.45            | 3.60            |                   |
|                               | Office  | 3.73            | 3.90            |                   |
|                               | Laboratory, research, studio space                      | 3.30            | 3.35            |                   |
|                               | Equipment   | 3.61            | 3.66            |                   |
|                               | Classrooms  | 3.72            | 4.02            | ↓                 |
|                               | Library resources                                       | 4.34            | 4.34            |                   |
|                               | Computing and technical support                         | 3.41            | 3.86            | ↓                 |
|                               | Clerical/administrative support                         | 2.71            | 3.44            | ↓                 |

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| Theme                                       | Measure  | 2024 Pre-Tenure | 2021 Pre-Tenure | Diff <sup>1</sup> |
|---|--|-----------------|-----------------|-------------------|
| Personal and Family Policies                | <i>Benchmark: Personal and Family Policies</i>                       | 2.96            | 3.07            |                   |
|   | Right balance between professional/personal                          | 2.76            | 2.80            |                   |
|   | Inst. supports family/career compatibility                           | 2.82            | 2.93            |                   |
|   | Housing benefits   | 2.19            | 2.32            |                   |
|   | Tuition waivers, remission, or exchange                              | 2.65            | 2.51            |                   |
|   | Spousal/partner hiring program                                       | 2.97            | 2.91            |                   |
|   | Childcare  | 2.09            | 2.18            |                   |
|   | Eldercare  | 3.09            | 2.69            | ↑                 |
|   | Family medical/parental leave  | 3.08            | 3.24            |                   |
|   | Flexible workload/modified duties                                    | 3.38            | 3.38            |                   |
|   | Stop-the-clock policies ( <i>pre-tenured only</i> )                  | 3.54            | 3.44            |                   |
| Health and Retirement Benefits              | Parking benefits   | 3.13            | 3.16            |                   |
|   | <i>Benchmark: Health and Retirement Benefits</i>                     | 3.29            | 3.25            |                   |
|   | Health benefits for yourself   | 3.40            | 3.31            |                   |
|   | Health benefits for family   | 2.76            | 2.80            |                   |
|   | Retirement benefits  | 3.40            | 3.49            |                   |
| Salary                                      | Phased retirement options  | 3.36            | 3.19            |                   |
|   | Salary   | 2.78            | 3.08            | ↓                 |
| Interdisciplinary Work                      | <i>Benchmark: Interdisciplinary Work</i>                             | 3.12            | 3.00            |                   |
|   | Budgets encourage interdiscip. work                                  | 3.05            | 3.01            |                   |
|   | Facilities conducive to interdiscip. work                            | 3.17            | 3.09            |                   |
|   | Interdiscip. work is rewarded in merit                               | 3.15            | 3.13            |                   |
|   | Interdiscip. work is rewarded in tenure                              | 3.25            | 3.22            |                   |
| Collaboration                               | Dept. knows how to evaluate interdiscip. work                        | 2.97            | 2.84            |                   |
|   | <i>Benchmark: Collaboration</i>                                      | 3.71            | 3.79            |                   |
|   | Opportunities for collab. within dept                                | 3.58            | 3.64            |                   |
|   | Opportunities for collab. outside inst                               | 3.89            | 4.05            |                   |
| Mentoring                                   | Opportunities for collab. outside dept                               | 3.66            | 3.69            |                   |
|   | <i>Benchmark: Mentoring</i>  | 3.67            | 3.54            |                   |
|   | Effectiveness of mentoring within dept.                              | 3.85            | 3.78            |                   |
|   | Effectiveness of mentoring outside dept.                             | 3.87            | 3.70            |                   |
|   | Mentoring of pre-tenure faculty in dept ( <i>tenure track only</i> ) | 3.40            | 3.31            |                   |
|   | <i>Related items (not included in benchmark)</i>                     |                 |                 |                   |
|   | Importance of mentoring within dept.                                 | 4.52            | 4.66            |                   |
|   | Importance of mentoring outside dept.                                | 3.93            | 4.00            |                   |
|   | Importance of mentoring outside inst.                                | 4.25            | 4.24            |                   |
| Tenure Policies ( <i>pre-tenured only</i> ) | Effectiveness of mentoring outside the inst.                         | 4.36            | 4.39            |                   |
|   | Interest in interdisciplinary work                                   | 3.84            | 3.86            |                   |
|   | <i>Benchmark: Tenure Policies</i>                                    | 3.44            | 3.47            |                   |
|   | Clarity of tenure process  | 3.66            | 3.65            |                   |
|   | Clarity of tenure criteria   | 3.45            | 3.52            |                   |
|   | Clarity of tenure standards  | 3.03            | 3.22            |                   |
|   | Clarity of body of evidence for deciding tenure                      | 3.68            | 3.57            |                   |
|   | Clarity of whether I will achieve tenure                             | 3.55            | 3.59            |                   |
| Tenure Clarity ( <i>pre-tenured only</i> )  | Consistency of messages about tenure                                 | 2.97            | 3.02            |                   |
|   | Tenure decisions are performance-based                               | 3.79            | 3.74            |                   |
|   | <i>Benchmark: Tenure Expectations: Clarity</i>                       | 3.26            | 3.39            |                   |
|   | Clarity of expectations: Scholar                                     | 3.72            | 3.66            |                   |
|   | Clarity of expectations: Teacher                                     | 3.68            | 3.86            |                   |
|   | Clarity of expectations: Advisor                                     | 3.49            | 3.51            |                   |
|   | Clarity of expectations: Colleague                                   | 3.02            | 3.27            | ↓                 |
|   | Clarity of expectations: Campus citizen                              | 2.68            | 3.01            | ↓                 |
|   | Clarity of expectations: Broader community                           | 2.93            | 3.06            |                   |

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|------------------------------|---|-----------------|-----------------|-------------------|
| Leadership: Senior           | <i>Benchmark: Leadership: Senior</i>            | 2.94            | 3.46            | ↓                 |
|                              | Pres/Chancellor: Pace of decision making        | 2.87            | 3.41            | ↓                 |
|                              | Pres/Chancellor: Stated priorities              | 3.08            | 3.55            | ↓                 |
|                              | Pres/Chancellor: Communication of priorities    | 2.78            | 3.42            | ↓                 |
|                              | CAO: Pace of decision making                    | 3.03            | 3.45            | ↓                 |
|                              | CAO: Stated priorities                          | 3.05            | 3.52            | ↓                 |
|                              | CAO: Communication of priorities                | 2.86            | 3.40            | ↓                 |
| Leadership: Divisional       | <i>Benchmark: Leadership: Divisional</i>        | 3.48            | 3.58            |                   |
|                              | Dean: Pace of decision making                   | 3.40            | 3.72            | ↓                 |
|                              | Dean: Stated priorities                         | 3.47            | 3.66            |                   |
|                              | Dean: Communication of priorities               | 3.50            | 3.59            |                   |
|                              | Dean: Ensuring faculty input                    | 3.52            | 3.33            |                   |
| Leadership: Departmental     | <i>Benchmark: Leadership: Departmental</i>      | 3.75            | 3.93            |                   |
|                              | Head/Chair: Pace of decision making             | 3.67            | 3.87            |                   |
|                              | Head/Chair: Stated priorities                   | 3.71            | 3.86            |                   |
|                              | Head/Chair: Communication of priorities         | 3.55            | 3.83            | ↓                 |
|                              | Head/Chair: Ensuring faculty input              | 3.89            | 3.99            |                   |
|                              | Head/Chair: Fairness in evaluating work         | 3.99            | 4.08            |                   |
| Leadership: Faculty          | <i>Benchmark: Leadership: Faculty</i>           | 3.38            | 3.15            |                   |
|                              | Faculty leaders: Pace of decision making        | 3.22            | 3.09            |                   |
|                              | Faculty leaders: Stated priorities              | 3.38            | 3.21            |                   |
|                              | Faculty leaders: Communication of priorities    | 3.37            | 3.18            |                   |
|                              | Faculty leaders: Ensuring faculty input         | 3.52            | 3.10            | ↑                 |
| Leadership: Institution-wide | Priorities are stated consistently              | 3.05            | 3.39            | ↓                 |
|                              | Priorities are acted on consistently            | 2.88            | 3.22            | ↓                 |
|                              | Changed priorities negatively affect my work    | 2.84            | 3.31            | ↓                 |
|                              | Dean: Support in adapting to change             | 2.76            | 2.88            |                   |
|                              | Head/Chair: Support in adapting to change       | 3.48            | 3.41            |                   |
|                              | Visible leadership for support of diversity     | 3.81            | 4.12            | ↓                 |
|                              | <i>Benchmark: Departmental Collegiality</i>     | 3.64            | 3.80            |                   |
| Departmental Collegiality    | Colleagues support work/life balance            | 3.59            | 3.61            |                   |
|                              | Meeting times compatible with personal needs    | 3.90            | 4.13            |                   |
|                              | Amount of personal interaction w/Pre-tenure     | 3.72            | 3.57            |                   |
|                              | How well you fit                                | 3.35            | 3.53            |                   |
|                              | Amount of personal interaction w/Tenured        | 3.51            | 3.43            |                   |
|                              | Amount of personal interaction w/PrfTr          | 3.54            | 3.47            |                   |
|                              | Colleagues pitch in when needed                 | 3.59            | 3.82            |                   |
|                              | Department is collegial                         | 3.90            | 4.10            |                   |
|                              | Colleagues committed to diversity/inclusion     | 3.73            | 4.10            | ↓                 |
| Departmental Engagement      | <i>Benchmark: Departmental Engagement</i>       | 3.56            | 3.52            |                   |
|                              | Discussions of undergrad student learning       | 3.40            | 3.38            |                   |
|                              | Discussions of grad student learning            | 3.73            | 3.75            |                   |
|                              | Discussions of effective teaching practices     | 3.26            | 3.44            |                   |
|                              | Discussions of effective use of technology      | 3.32            | 3.41            |                   |
|                              | Discussions of current research methods         | 3.48            | 3.36            |                   |
|                              | Amount of professional interaction w/Pre-tenure | 3.89            | 3.81            |                   |
|                              | Amount of professional interaction w/Tenured    | 3.61            | 3.50            |                   |
|                              | Amount of professional interaction w/PrfTr      | 3.63            | 3.57            |                   |

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| Theme                                       | Measure   | 2024 Pre-Tenure | 2021 Pre-Tenure | Diff <sup>1</sup> |
|---|---|-----------------|-----------------|-------------------|
| Departmental Quality                        | <i>Benchmark: Departmental Quality</i>                        | 3.83            | 3.79            |                   |
|   | Intellectual vitality of tenured faculty                      | 3.69            | 3.66            |                   |
|   | Intellectual vitality of pre-tenure faculty                   | 4.25            | 4.22            |                   |
|   | Scholarly productivity of tenured faculty                     | 3.61            | 3.67            |                   |
|   | Scholarly productivity of pre-tenure faculty                  | 4.22            | 4.16            |                   |
|   | Intellectual vitality of PrfTr faculty                        | 3.95            | 4.00            |                   |
|   | Scholarly productivity of PrfTr faculty                       | 3.79            | 4.05            | ↓                 |
|   | Teaching effectiveness of tenured faculty                     | 3.71            | 3.80            |                   |
|   | Teaching effectiveness of pre-tenure faculty                  | 3.96            | 4.14            |                   |
|   | Teaching effectiveness of PrfTr faculty                       | 3.97            | 4.05            |                   |
| Appreciation and Recognition                | Dept. addresses sub-standard performance                      | 2.57            | 2.23            | ↑                 |
|   | <i>Benchmark: Appreciation and Recognition</i>                | 3.30            | 3.39            |                   |
|   | Recognition: For teaching                                     | 3.28            | 3.43            |                   |
|   | Recognition: For advising                                     | 2.93            | 3.14            |                   |
|   | Recognition: For scholarship                                  | 3.32            | 3.42            |                   |
|   | Recognition: For service                                      | 3.15            | 3.12            |                   |
|   | Recognition: For outreach                                     | 3.25            | 3.16            |                   |
|   | Recognition: From colleagues                                  | 3.49            | 3.59            |                   |
|   | Recognition: From Head/Chair                                  | 3.71            | 3.72            |                   |
|   | CAO cares about faculty of my rank                            | 2.98            | 3.40            | ↓                 |
| Governance: Trust                           | <i>Benchmark: Governance: Trust</i>                           | 2.98            | 3.13            |                   |
|   | I understand how to voice opinions about policies             | 2.67            | 2.81            |                   |
|   | Clear rules about the roles of faculty and administration     | 2.94            | 3.17            |                   |
|   | Faculty and admin follow rules of engagement                  | 3.57            | 3.58            |                   |
|   | Faculty and admin have an open system of communication        | 3.08            | 3.14            |                   |
| Governance: Shared Sense of Purpose         | Faculty and admin discuss difficult issues in good faith      | 3.29            | 3.38            |                   |
|   | <i>Benchmark: Governance: Shared Sense of Purpose</i>         | 3.15            | 3.34            |                   |
|   | Important decisions are not made until there is consensus     | 2.46            | 2.81            | ↓                 |
|   | Admin ensures sufficient time for faculty input               | 3.07            | 3.12            |                   |
|   | Faculty and admin respectfully consider the other's view      | 3.30            | 3.37            |                   |
| Governance: Understanding the Issue at Hand | Faculty and admin have a shared sense of responsibility       | 3.56            | 3.64            |                   |
|   | <i>Benchmark: Governance: Understanding the Issue at Hand</i> | 2.89            | 3.04            |                   |
|   | Faculty governance structures offer opportunities for input   | 2.90            | 2.93            |                   |
|   | Admin communicate rationale for important decisions           | 2.94            | 3.11            |                   |
|   | Faculty and admin have equal say in decisions                 | 2.71            | 2.90            |                   |
| Governance: Adaptability                    | Faculty and admin define decision criteria together           | 3.00            | 3.21            |                   |
|   | <i>Benchmark: Governance: Adaptability</i>                    | 2.89            | 3.07            |                   |
|   | Shared governance holds up in unusual circumstances           | 2.72            | 2.97            | ↓                 |
|   | Institution regularly reviews effectiveness of governance     | 2.63            | 2.98            | ↓                 |
| Governance: Productivity                    | Institution cultivates new faculty leaders                    | 3.31            | 3.20            |                   |
|   | <i>Benchmark: Governance: Productivity</i>                    | 2.92            | 3.10            |                   |
|   | Overall effectiveness of shared governance                    | 3.01            | 3.02            |                   |
|   | My committees make measureable progress towards goals         | 3.14            | 3.30            |                   |
|   | Public recognition of progress                                | 2.74            | 3.10            | ↓                 |

<sup>1</sup> Arrows indicate mean ratings that differ by 5 percent or more of the response scale (i.e., a difference of at least 0.25). Up arrows indicate that the mean rating of the group in the first column is notably higher than that of the group in the second column, whereas down arrows indicate that the mean of the group in the first column is lower than that of the group in the second column. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.