Faculty Satisfaction at St. Thomas

Collaborative on Academic Careers in Higher Education (COACHE)

Academic Affairs Committee
October 17, 2012
Introduction

- The Collaborative on Academic Careers in Higher Education (COACHE)

- Harvard Graduate School of Education (HGSE)

- Directed IE to administer and disseminate results

- Celebrate strengths and identify opportunities for improvement
Purpose

• Diagnostic and Comparative

• Began as a pre-tenure faculty survey in 2003

• Added tenured faculty in 2011

• Non-tenure/tenure track faculty added in 2012

• Three year commitment
COACHE Addresses Eight General Areas

• Nature of work (NOW) - scholarship
• Resources in support of faculty work
• Benefits, compensation, and work/life balance
• Interdisciplinary work and collaboration
• Mentoring
• Tenure and promotion practices
• Leadership and governance
• Departmental collegiality, quality, and engagement
• Appreciation and recognition
Diagnostic

- Pinpoints strengths and weaknesses in:
  - Policy
  - Practice
  - Demographic

- Enables faculty and administrators to:
  - Celebrate achievements
  - Address concerns
Benchmarks

• Overall performance of UST faculty compared to other institutions

• UST faculty subgroups compared to other institution subgroups (race, gender, rank, tenure status)

• Describes differences within UST faculty subgroups
## Response Rates (%)

<table>
<thead>
<tr>
<th>Group</th>
<th>UST</th>
<th>COACHE</th>
<th>+/-</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>57</td>
<td>49</td>
<td>8</td>
</tr>
<tr>
<td>Tenured</td>
<td>56</td>
<td>49</td>
<td>7</td>
</tr>
<tr>
<td>Pre-tenure</td>
<td>60</td>
<td>51</td>
<td>9</td>
</tr>
<tr>
<td>Professor</td>
<td>51</td>
<td>48</td>
<td>3</td>
</tr>
<tr>
<td>Assoc. Professor</td>
<td>59</td>
<td>48</td>
<td>11</td>
</tr>
<tr>
<td>Men</td>
<td>56</td>
<td>46</td>
<td>10</td>
</tr>
<tr>
<td>Women</td>
<td>59</td>
<td>55</td>
<td>4</td>
</tr>
<tr>
<td>White</td>
<td>59</td>
<td>51</td>
<td>8</td>
</tr>
<tr>
<td>Faculty of color</td>
<td>48</td>
<td>43</td>
<td>5</td>
</tr>
</tbody>
</table>

*N=228*
COACHE Dashboard

• UST Ranked on 20 measures (N=204)
  – Top 30% (17)
  – Middle 40% (3)
  – Bottom 30% (0)
Top 30%

- NOW – Research
- NOW – Service
- NOW – Teaching
- Facilities and work resources
- Personal and family policies
- Interdisciplinary work
- Collaboration
- Mentoring

- Tenure policies
- Tenure clarity
- Tenure reasonableness
- Leadership-Senior
- Leadership-Divisional
- Leadership-Departmental
- Departmental collegiality
- Departmental quality
- Appreciation and recognition
Middle 40%

- Health and retirement benefits
- Promotion
- Departmental engagement
Bottom 30%
COACHE – Facilities and Benefits

Facilities and Resources
- Bottom 30%
- Middle-of-the-Road
- Top 30%

Policies
- Bottom 30%
- Middle-of-the-Road
- Top 30%

Health and Retirement
- Bottom 30%
- Middle-of-the-Road
- Top 30%
COACHE – Tenure and Promotion

Bottom 30%  Middle-of-the-Road  Top 30%

<table>
<thead>
<tr>
<th>Category</th>
<th>Bottom 30%</th>
<th>Middle-of-the-Road</th>
<th>Top 30%</th>
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</thead>
<tbody>
<tr>
<td>Policies</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>Clarity</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>Reasonableness</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
<tr>
<td>Promotion</td>
<td>30%</td>
<td>40%</td>
<td>30%</td>
</tr>
</tbody>
</table>
Working at UST

• Respondents asked to select two aspects of working at UST they determine as:
  – Best
  – Worst

• 31 potential responses

• Overall and differences within subgroups noted
Best Aspects of Working at UST

• Quality of colleagues

• Support of colleagues

• Geographic location

• *My sense of ‘fit’ here

* Faculty of color valued academic freedom above sense of fit
Worst Aspects of Working at UST

• Compensation

• Too much service / too many assignments

• Teaching load

• Tie
  – Lack of diversity
  – Lack of support for research/creative work
Next Steps

• Disseminate results

• Solicit feedback

• Collaborate with university departments (e.g., faculty development)

• Continue working with Harvard GSE
Discussion