COACHE

Update 2.20.24

Collaborative on
Academic Careers
in
Higher Education

COACHE

The Collaborative on Academic Careers in Higher Education
at the Harvard Graduate School of Education

Faculty Survey on Job Satisfaction

What is COACHE?

- The Collaborative on Academic Careers in Higher Education (COACHE) is an ongoing study of faculty job satisfaction coordinated and administered by Harvard University. COACHE strives to place actionable information in the hands of participating colleges and universities to **improve work life** for faculty. COACHE administers a survey and provides each participating institution with a formal Provost's Report containing both internal and external comparative analyses highlighting each institution's strengths and opportunities for improvement.

COACHE WEBSITES
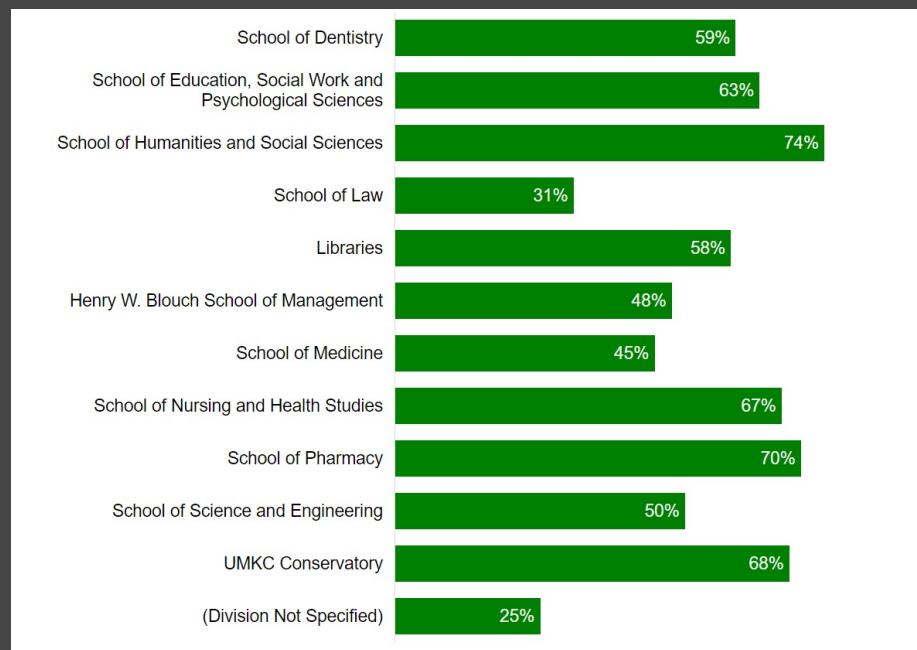
COACHE Web Page

Background

- AY 2008-2009;(TT: pre-tenure faculty only)

- AY 2013-2014 (Tenured and TT faculty)

- AY 2016-2017 (Tenured, TT, FT Ranked NTT, Clinical faculty)

- AY2023-2024 (Tenured, TT, FT Ranked NTT, and Medical faculty)

Response Rates

Response Rates	You	Peers	Cohort
All Faculty	**58%**	**43%**	**42%**
Tenured	58%	45%	45%
Pre-tenure	65%	45%	45%
Non-tenure Track	57%	39%	38%
Full Professor	57%	45%	46%
Associate Professor	57%	44%	43%
Men	50%	37%	39%
Women	66%	48%	49%
White	63%	45%	47%
Faculty of Color	49%	37%	39%
Asian/Asian-American	42%	30%	35%
Underrepresented Minorities	56%	44%	43%

Unit Response Rates

Unit	Response Rate
School of Dentistry	59%
School of Education, Social Work and Psychological Sciences	63%
School of Humanities and Social Sciences	74%
School of Law	31%
Libraries	58%
Henry W. Bloch School of Management	48%
School of Medicine	45%
School of Nursing and Health Studies	67%
School of Pharmacy	70%
School of Science and Engineering	50%
UMKC Conservatory	68%
(Division Not Specified)	25%

Benchmarks

- Nature of Work: Research, Service, Teaching

- Facilities and Work Resources

- Personal and Family Policies

- Health ad Retirement Benefits

- Interdisciplinary Work

- Collaboration

- Mentoring

- Tenure Policies, Expectations-clarity, Promotion to Full

- Leadership: Senior, Divisional, Departmental, Faculty

- Governance: Trust, Shared Sense of Purpose, Understanding the Issue at Hand, Adaptability, Productivity

- Departmental: Collegiality, Engagement, Quality

- Appreciation and Recognition

Comparison Peer Institutions

University of Cinicinnati-Main Campus(2022)

University of Louisville (2023)

University of Missouri-Columbia (2022)

Unveristy of North Carolina-Charlotte (2021)

Wichita State University (2020)

Data Breakdown

- Data is broken down and comparisons are made in multiple ways:
  - Peers & Cohorts
  - Academic Rank
  - Gender
  - Ethnicity
  - Tenure status
  - Disciplines
  - Time-administration of survey
  - Any and all combinations of the above!

CONTEXT
MATTERS

Areas of Strength (all faculty)

- Departmental collegiality
- Departmental Engagement
- Leadership: Divisional
- Nature of Work: Service
- Nature of Work: Teaching
- Personal and Family Practices

Areas of Concern (all faculty)

- Tenure Expectations*
- Tenure Policies*
- Governance

Areas of Improvement since last report (all faculty)

- Interdisciplinary Work
- Collaboration
- Promotion to Full
- Leadership Divisional
- Department Collegiality

Areas of less satisfaction than in past (all faculty)

- Facilities and Work Resources

- Health and Retirement Benefits

- Tenure Policies

- Tenure Expectations: Clarity

- Leadership: Senior (President/Chancellor and CAO's)

- Governance: multiple areas of concern

Best aspects of working at UMKC?

- Faculty Overall
  - Quality of Colleagues
  - Support of Colleagues
  - Geographic location
  - Cost of living
  - Academic Freedom

Worst aspects of working at UMKC?

- Faculty Overall
  - Compensation
  - Quality of Facilities
  - Lack of support for research/creative work
  - Too much service/too many assignments
  - Quality of Leadership

What is the one thing your institution could do to improve the workpalce for faculty?

Compensation and benefits 24%

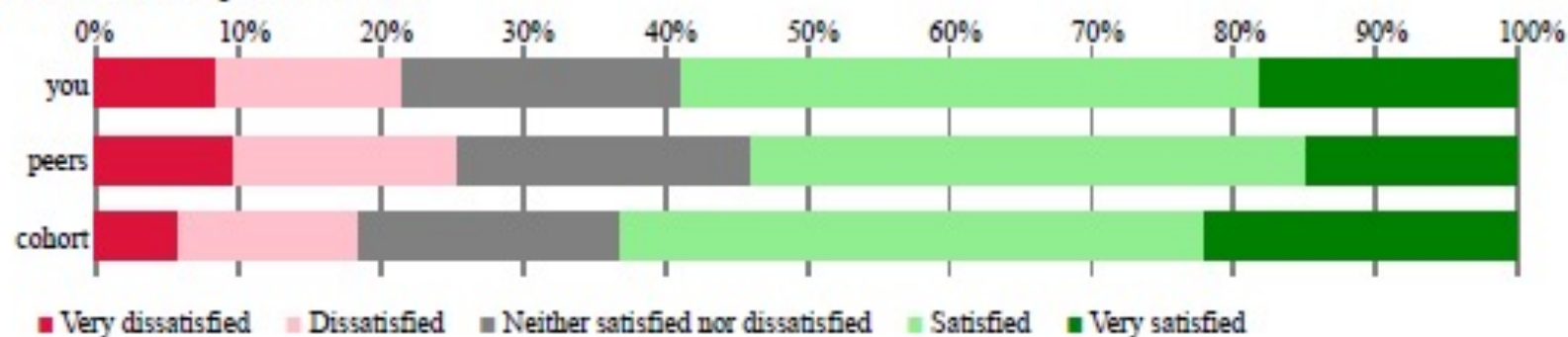Facilities and resources for work 24%

Leadership: General 20%

Nature of Work: General 17%

Culture 16%

Department as a place to work

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied

Institution as a place to work

	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied

UMKC COACHE Steering Committee

- Jenifer Allsworth, SoM
- Bryan Boots, Bloch
- Diane Filion, Provosts Office
- Todor Gounev, SSE
- Viviana Greico, SHSS, DEI and Faculty Senate
- Amanda Grimes, SoNHS, Faculty Senate
- Kendall Guthrie, SoP
- Thiagarajan Ganesh, SSE, Faculty Senate
- Brenda Linares, Library
- Alexis Petrie, OOR
- Tanya Mitchell, SoD
- Brandon McWilliams, Conservatory
- Amy Prettejohn, IR
- Tiffani Riggers-Piehl, SESWPS, Faculty Senate
- Keerthana Satheesh, SoD
- Carol Sholy, IR
- Mikah, Thompson, SoL

What's Next

- Working groups will continue to explore the data

- Consider additional data sources

- Make plans to gather additional information if needed

- Identify any possible recommendations or action items to present to the Steering committee at the end of the SP24 semester.

- Meet with each of the Deans and their administrative team to present unit specific outcomes

Questions?