Review of COACHE and HERI Faculty Surveys

Faculty Affairs Committee Meeting
February 3, 2012

Ed Sullivan, Assistant Vice President for Institutional Research and Analytical Studies
The Surveys

- COACHE Tenure-Track Faculty Job Satisfaction Survey
  - The Collaborative on Academic Careers in Higher Education
    - Part of the Harvard Graduate School of Education
  - Continuing Tenure-Track Faculty
  - Prior Participation 2006-07
  - Response rate 45% (135 responders)

- HERI Faculty Survey
  - Higher Education Research Institute
    - Part of the UCLA Graduate School of Education & Information Studies
  - All Faculty
  - First Participation
  - Response rate 31% (511 responders → 335 full-time faculty)
COACHE

Benchmark Themes
- Tenure practices
- Nature of the work: Overall
- Tenure expectations: Clarity
- Nature of the work: Teaching
- Tenure expectations: Reasonableness
- Nature of the work: Research
- Work and home
- Compensation & Benefits
- Climate, Culture, Collegiality
- Global Satisfaction
COACHE

- Campus Selected Comparison Groups
  - Appalachian State University • Ball State University • California Polytechnic State University at San Luis Obispo • James Madison University • Montclair State University

- COACHE Provides Comparison with 2006-07 Results
High Scored Themes

- **Tenure practices**
  - clarity of tenure process ● clarity of tenure criteria ● clarity of tenure standards ● clarity of tenure body of evidence ● clarity of sense of achieving tenure ● consistent messages about tenure from tenured colleagues ● tenure decisions based on performance ● written summary of performance reviews

- **Tenure expectations: Clarity**
  - clarity of expectations: scholar ● clarity of expectations: teacher ● clarity of expectations: advisor ● clarity of expectations: colleague in department ● clarity of expectations: campus citizen ● clarity of expectations: member of community

- **Tenure expectations: Reasonableness**
  - reasonableness of expectations: colleague in department ● reasonableness of expectations: campus citizen ● reasonableness of expectations: member of community
Low Scored Themes

- Nature of the work: Overall
  - way you spend your time as a faculty member ● amount of access to TA's, RA's, etc.
- Nature of the work: Research
  - amount of time to conduct research ● paid/unpaid research leave
- Nature of the work: Teaching
  - number of courses you teach ● number of students you teach ● quality of undergraduate students ● quality of graduate students ● upper limit on teaching obligations
- Global satisfaction
  - institution as a place to work ● would again choose to work at this institution
COACHE

- Changes of 10% or more compared to 2006-07
  - Improving trends
    - Work and home
      - stop-the-clock ● paid/unpaid personal leave ● institution makes having children and tenure-track compatible ● institution makes raising children and tenure-track compatible
    - Global satisfaction
      - CAO cares about quality of life for pre-tenure faculty
  - Worsening trends
    - Nature of the work: Teaching
      - number of courses you teach
HERI

Constructs

- Student-Centered Pedagogy
- Undergraduate Education Goal: Personal Development
- Scholarly Productivity
- Civic Minded Practice
- Civic Minded Values
- Job Satisfaction: Workplace
- Job Satisfaction: Compensation
- Career Related Stress
- Institutional Priority: Commitment to Diversity
- Institutional Priority: Civic Engagement
- Institutional Priority: Increase Prestige
- Social Agency
HERI

Themes

◦ Professional Practice: Teaching
◦ Professional Practice: Scholarship
◦ Professional Practice: Service
◦ Institutional Support and Resources
◦ Goals for Undergraduate Education
◦ Diversity
◦ Satisfaction
◦ Institutional Priorities
◦ Interaction with Students
◦ Habits of Mind
◦ Health and Wellness
◦ Relationship with Administration
Comparison Groups Provided by HERI

- Public 4 year colleges
  - Comprehensive public colleges and universities
- Public/Private Universities and Public 4yr College
  - Research universities plus comprehensive public colleges and universities
**HERI (Full-time Undergraduate Faculty Responses)**

- **High Scored Constructs**
  - **Scholarly Productivity**
    - How many of the following have you published?
      - Articles in academic and professional journals
      - How many of your professional writings have been published or accepted for publication in the last two years
      - Chapters in edited volumes
  - **Career Related Stress**
    - Please indicate the extent to which each of the following has been a source of stress for you during the last two years:
      - Lack of personal time
      - Colleagues
      - Teaching load
      - Research or publishing demands
      - Institutional procedures/red tape
      - Students
      - Committee work
      - Self-imposed high expectations
  - **Institutional Priority: Commitment to Diversity**
    - Indicate how important you believe each priority listed below is at your college or university:
      - To create a diverse multi-cultural campus environment
      - To increase the representation of minorities in the faculty and administration
      - To develop an appreciation for multiculturalism
      - To recruit more minority students
      - To increase the representation of women in the faculty and administration

- **Low Scored Constructs**
  - None
High Scored Theme Items

- **Professional Practice Teaching Theme:**
  - In how many of the courses that you teach do you use each of the following?
    - Evaluation Methods: Grading on a curve

- **Professional Practice Scholarship Theme:**
  - How many of the following have you published?
    - Articles in academic or professional journals
    - Chapters in edited volumes
    - Books, manuals, or monographs
  - How many of your professional writings have been published or accepted for publication in the last two years?
  - Indicate the importance to you personally of each of the following:
    - Making a theoretical contribution to science
  - During the present term, how many hours per week on average do you actually spend on each of the following activities?
    - Research and scholarly writing
High Scored Theme Items

- Institutional Support and Research theme:
  - Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
    - There is adequate support for faculty development

- Diversity Theme:
  - Indicate how important you believe each priority listed below is at your college or university?
    - To create a diverse multi-cultural campus environment
    - To increase the representation of minorities in the faculty and administration

- Satisfaction Theme:
  - How satisfied are you with the following aspects of your job?
    - Health benefits
    - Retirement benefits
**HERI** *(Full-time Undergraduate Faculty Responses)*

- **High Scored Theme Items**
  - **Institutional Priorities Theme:**
    - Indicate how important you believe each priority listed below is at your college or university?
    - To hire faculty 'stars'
    - To create a diverse multi-cultural campus environment
    - To pursue extramural funding
    - To increase the representation of minorities in the faculty and administration
    - To strengthen links with the for-profit, corporate sector
  - **Interactions with Students Theme:**
    - Indicate how well each of the following describes your college or university:
      - Most students are treated like “numbers in a book”
High Scored Theme Items

- Health and Wellness Theme:
  - Please indicate the extent to which each of the following has been a source of stress for you during the last two years:
    - Personal finances
    - Research or publishing demands
    - Teaching Load
    - Institutional Budget Cuts

- Relationship with Administration theme:
  - Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
    - Faculty are sufficiently involved in campus decision making
    - The criteria for advancement and promotion decisions are clear
Low Scored Theme Items

- Professional Practice Teaching Theme:
  - In how many of the courses that you teach do you use each of the following?
    - Evaluation Methods: Quizzes
  - During the present term, how many hours per week on average do you actually spend on each of the following activities?
    - Scheduled teaching (give actual, not credit hours)

- Diversity Theme:
  - Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
    - Faculty here are strongly interested in the academic problems of undergraduate
  - Indicate how important you believe each priority listed below is at your college or university?
    - To develop a sense of community among students and faculty
HERI (Full-time Undergraduate Faculty Responses)

- Low Scored Theme Items
  - Satisfaction Theme:
    - How satisfied are you with the following aspects of your job?
      - Salary
      - Opportunities for scholarly pursuits
      - Teaching load
  - Institutional Priorities Theme:
    - Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
      - Faculty here are strongly interested in the academic problems of undergraduates
    - Indicate how important you believe each priority listed below is at your college or university?
      - To develop a sense of community among students and faculty
      - To facilitate student involvement in community service
    - Please indicate your agreement with each of the following statements:
      - Colleges have a responsibility to work with their surrounding communities to address local issues
Low Scored Theme Items

- Interactions with Students Theme:
  - Indicate how well each of the following describes your college or university:
    - It is easy for students to see faculty outside of regular office hours
    - Below are some statements about your college or university. Indicate the extent to which you agree or disagree with each of the following:
      - Faculty are interested in students’ personal problems
      - Faculty here are strongly interested in the academic problems of undergraduates

- Relationship with Administration Theme:
  - Indicate how well each of the following describes your college or university:
    - The faculty are typically at odds with campus administration
http://www.fullerton.edu/analyticalstudies/surveys/index.html

<table>
<thead>
<tr>
<th>Student Surveys</th>
<th>Faculty Surveys</th>
</tr>
</thead>
<tbody>
<tr>
<td>National Survey of Student Engagement (NSSE)</td>
<td>The Collaborative on Academic Careers in Higher Education (COACHE)</td>
</tr>
<tr>
<td>2001 NSSE Benchmark Report</td>
<td>2006-07 COACHE Executive Summary</td>
</tr>
<tr>
<td>2001 NSSE Means Report</td>
<td>2006-07 COACHE Core Report</td>
</tr>
<tr>
<td>2009 NSSE Benchmark Report</td>
<td>2010-11 COACHE Executive Summary</td>
</tr>
<tr>
<td>2009 NSSE Means Report</td>
<td>2010-11 COACHE Core Report</td>
</tr>
<tr>
<td>2011 NSSE Benchmark Report</td>
<td>The Higher Education Research Institute at UCLA Faculty Survey (HERI)</td>
</tr>
<tr>
<td>2011 NSSE Means Report</td>
<td>2010-11 HERI Faculty Survey Construct Report</td>
</tr>
<tr>
<td>2011 NSSE Multi-Year Benchmark Report</td>
<td>2010-11 HERI Faculty Survey Themes Report</td>
</tr>
<tr>
<td></td>
<td>2010-11 HERI Faculty Survey Profile Report</td>
</tr>
</tbody>
</table>