



## COACHE Faculty Satisfaction Survey 2022

Report and other information at <https://provost.wsu.edu/coache/>



# Thank You to the COACHE Committee

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# COACHE Faculty Satisfaction Survey, 2022

- Harvard Collaborative on Academic Careers in Higher Education
- Annual survey on faculty satisfaction
- Run as a research-practice partnership through Harvard GSE
- Delivered to 82 universities in 2021-2022
- WSU did COACHE survey for several years, most recently 2014
- Peer comparisons: Iowa State U, NC State U, Purdue, UC Davis, UMissouri-Columbia

# COACHE Survey Response

- Deployed to all tenure track (TT) and career track (CT) faculty in early February 2022
- Our overall response rate from eligible faculty was high
  - 48% (n=707 out of 1480), vs. 46% at our peer institutions and 42% for the whole COACHE cohort
- The respondents:
  - 56% of women faculty responded, 40% of men faculty responded
  - 46% of career track, 49% of tenured, 48% pre-tenure
  - 49% of professors, 48% of associate professors
  - 47% of faculty of color, 25% of faculty from minoritized communities, 59% white
  - We have breakdown for response rates by college but not campus
    - College response rates ranged from 29% to 69%

## COACHE Survey Domains

- Nature of Work (in service, research, teaching)
- Resources and Support
- Cross-Silo Work and Mentoring
- Promotion and Tenure
- Appreciation and recognition
- Institutional Leadership
- Shared Governance
- Departmental Engagement/Quality/Collegiality

# COACHE Survey Results Compared to Peers

- WSU has moved from bottom third of all university participants to middle third in 11 of 19 domains
  - Largest improvement: Departmental Leadership
  - Second largest: Mentoring
- Moved from middle third to top third in Health and Retirement Benefits/Personal and Family Policies
  - Higher than 4 of our 5 peer universities
- Benchmarking: Lowest or second lowest on most comparisons with 5 peer institutions
  - Peer institutions we selected have been using COACHE for many years to identify and address areas for improvement

# COACHE Survey Results Compared to 2014 Survey

- Improved in 10 subdomains
- Stayed the same in 5 subdomains
- Decreased in 6 subdomains

# COACHE Survey Results: Strengths

- Departmental leadership and collegiality
- Promotion and Tenure
- Mentoring

# COACHE Survey Results: Areas for Improvement

- Compensation
- Equity, inclusion, belonging
- Faculty recognition and appreciation
- Mentoring
  - particularly for career track
- Nature of workload
- Promotion and tenure clarity, particularly
  - For career-track faculty
  - More clarity on expectations around advising, campus citizen
- Shared governance

# Highlights from recent efforts to address faculty concerns

- Compensation
- Equity, inclusion, belonging
- Faculty recognition and appreciation
- Mentoring
- Nature of workload
- Promotion and tenure clarity
- Shared governance

## COACHE Next Steps for Committee

- ✓ Identify committee sub-groups to review results
- ✓ Publish survey results on our COACHE website
- ✓ Conduct listening sessions
  - Develop strategies, goals, action plan and timeline to address each focus area (based on sub-group recommendations and listening sessions)
  - Communicate goals/action plans on website
  - Review progress in subsequent iterations of survey
    - Next survey: Spring 2024