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 over 100 universities annually

• WSU did COACHE survey for several years, most recently 2014

• Peer comparisons: Iowa State U, NC State U, Purdue, UC Davis, UMissouri-Columbus
COACHE Survey Response

• Deployed to all TT and CT faculty in early February 2022

• Our overall response rates were 48% (n=707), vs. 46% at our peer institutions and 42% for the whole cohort.

• The respondents:
  ▪ 56% of women faculty responded, 40% of men faculty responded
  ▪ 46% of CT, 49% of tenured, 48% pre-tenure
  ▪ 50% of professors, 48% of associate professors
  ▪ 31% of faculty of color, 25% of underrepresented minority, 59% white

  • We have breakdown by college but not campus
  • College response rates ranged from 29% to 69%
COACHE Survey Domains

• Nature of work in service, research, teaching

• Facilities and work resources supporting faculty work
  ▪ Personal and family policies
  ▪ Health & retirement benefits
  ▪ Mentoring

• P&T processes

• Leadership & Governance

• Appreciation and recognition
COACHE Survey Results

• Results were better compared to WSU 2014 in all domains

• WSU has moved from bottom third 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
COACHE Survey Results

• Benchmarking: Lowest or second lowest on most comparisons with 5 peer institutions

• Areas of Concern
  • Senior Leadership
  • Tenure Policies/Clarity
  • Faculty Governance
  • Tenured faculty much less satisfied than pre-tenure
    • Especially associate professors
  • Faculty of color less satisfied in some areas than white faculty
COACHE Survey Results

Best aspects of working at WSU –

- Geographic Location: 31%
- Quality of Colleagues: 29%
- Support of Colleagues: 22%
- Academic Freedom: 16%
COACHE Survey Results

Least favorable aspects of working at WSU –

- Compensation: 37%
- Quality of Leadership: 14%
- Geographic Location: 13%
COACHE Next Steps

- Identify focus areas that most need improvement
- Identify committee sub-groups to lead those areas
- Sub-groups to identify strategies, goals, action plan and timeline to address each focus area
- Publish survey results on our COACHE website
- Communicate goals/action plans on website
- Review progress in subsequent iterations of survey
  - Next survey: Spring 2024
COACHE Committee

• Laura Hill, Doug Call, Katie Cooper co-leads
  • Obie Ford
  • Masha Gartstein
  • Lisa Guerrero
  • Fran Hermanson
  • Christine Horne
  • Kristina Peterson-Wilson
  • Anna Plemons
  • Jenny Thigpen
  • (others to be added)