

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

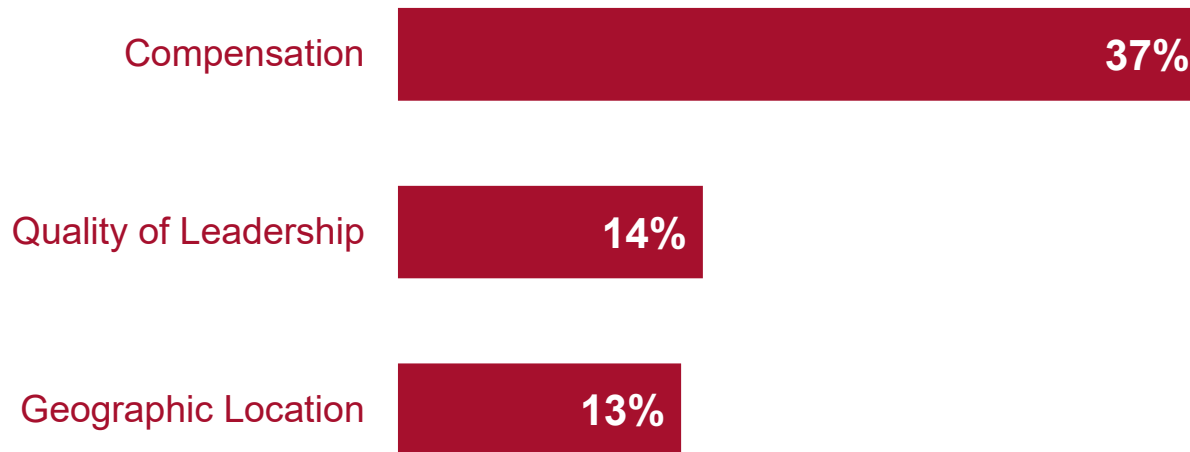
COACHE Survey Results

Best aspects of working at WSU –



COACHE Survey Results

Least favorable aspects of working at WSU –



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)