COACHE Faculty Satisfaction Survey 2022

Report and other information at https://provost.wsu.edu/coache/
Thank You to the COACHE Committee

• Laura Hill, Doug Call, Katie Cooper co-leads

  • Ekaterina Burduli
  • Kira Carbonneau
  • Pat Carter
  • Kim Christen
  • Chris Dickey
  • Glen Duncan
  • Obie Ford III
  • Fran Hermanson
  • Christine Horne
  • Masha Gartstein
  • Phil Gruen

  • Lisa Guerrero
  • Stephanie Kane
  • Coleen McCracken
  • Clemma Muller
  • Oladunni Oluwoye
  • Kristina Peterson-Wilson
  • Bruce Pinkleton
  • Anna Plemons
  • Paul Skilton
  • Clif Stratton
  • Jenny Thigpen
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