COACHE FACULTY SURVEY

KEY FINDINGS FROM THE FACULTY WORKING GROUP FINAL REPORT
WHAT IS COACHE?

- The Collaborative on Academic Careers in Higher Education, or COACHE, was founded in 2002 at Harvard University Graduate School of Education.
- COACHE administers a faculty satisfaction survey to its member institutions.
- COACHE designs and administers the survey, collects the response, and shares only summary results with the surveyed school.
- Vanderbilt's survey was administered between February and April 2016.
- Vanderbilt's response rate was higher than 23 other institutions that completed the 2016 survey.

COACHE Survey Response Rate

<table>
<thead>
<tr>
<th></th>
<th>Vanderbilt</th>
<th>Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Overall</strong></td>
<td>56%</td>
<td>43%</td>
</tr>
<tr>
<td><strong>Tenure Status</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tenured</td>
<td>63%</td>
<td>47%</td>
</tr>
<tr>
<td>Pre-Tenure</td>
<td>65%</td>
<td>47%</td>
</tr>
<tr>
<td>NTT</td>
<td>47%</td>
<td>37%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Vanderbilt</th>
<th>Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Men</td>
<td>54%</td>
<td>40%</td>
</tr>
<tr>
<td>Women</td>
<td>59%</td>
<td>48%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Vanderbilt</th>
<th>Peers</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Race</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fac. of Color</td>
<td>50%</td>
<td>38%</td>
</tr>
<tr>
<td>White</td>
<td>58%</td>
<td>45%</td>
</tr>
</tbody>
</table>
## COACHE Survey Results

### NATURE OF WORK: RESEARCH

<table>
<thead>
<tr>
<th>Satisfaction with...</th>
<th>Percent Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percent satisfied with the influence they have over the focus of their research/creative work</td>
<td>86%</td>
</tr>
<tr>
<td>Portion of time spent on research</td>
<td>63%</td>
</tr>
<tr>
<td>The amount of funding one is expected to find</td>
<td>43%</td>
</tr>
<tr>
<td>Quality of graduate students to support research/creative work</td>
<td>55%</td>
</tr>
<tr>
<td>Institutional support for research/creative work</td>
<td>51%</td>
</tr>
<tr>
<td>Support institution provides to engage undergraduates in research</td>
<td>46%</td>
</tr>
<tr>
<td>Support institution offers for obtaining externally funded grants</td>
<td>49%</td>
</tr>
<tr>
<td>Support institution offers for managing externally funded grants</td>
<td>46%</td>
</tr>
<tr>
<td>Support institution offers for securing graduate student assistance</td>
<td>49%</td>
</tr>
</tbody>
</table>
## NATURE OF WORK: TEACHING

### Satisfaction with...

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>78%</td>
<td>Portion of time spent on teaching</td>
</tr>
<tr>
<td>80%</td>
<td>Number of students taught, on average</td>
</tr>
<tr>
<td>87%</td>
<td>Discretion over content of courses taught</td>
</tr>
<tr>
<td>82%</td>
<td>Quality of the students taught, on average</td>
</tr>
<tr>
<td>61%</td>
<td>Quality of graduate students to support teaching</td>
</tr>
<tr>
<td>49%</td>
<td>Equality of teaching workload distribution in department</td>
</tr>
</tbody>
</table>

Tenure-track faculty and URM faculty report relatively lower levels of satisfaction with time spent on teaching among all (78%) compared to those of TT and URM faculty (63%).
COACHE Survey Results

NATURE OF WORK: SERVICE

- **57%** Satisfied with time spent on service
- **49%** Satisfied with the attractiveness of committees on which they serve
- **41%** Agree institution helps faculty who take on additional leadership roles
- **44%** Satisfied with the discretion to choose the committees on which they serve

**Key Demographic Differences**

Satisfaction with...

**Time spent on service**
- Men: 62%
- Women: 53%
- White: 58%
- URM: 43%

**Distribution of committees**
- Men: 44%
- Women: 31%
- White: 44%
- URM: 31%

**# of committees**
- Men: 56%
- Women: 43%
COACHE Survey Results

RESOURCES AND SUPPORT

Level of Satisfaction

- Office: 77%
- Equipment: 72%
- Library Resources: 80%
- Tuition Waivers: 79%
- Health Benefits: 74%
- Tech Support: 62%

Vanderbilt faculty satisfaction with resources was as high or higher than our peers in nearly all categories.
COACHE Survey Results

INTERDISCIPLINARY WORK, COLLABORATION, AND MENTORING

Satisfied with opportunities to collaborate within department
68%

Satisfied with opportunities to collaborate beyond department
61%

Strongly agree or somewhat agree that...

- 43% Budget allocations encourage interdisciplinary work
- 52% Campus facilities facilitate interdisciplinary work
- 53% Department understands how to evaluate interdisciplinary work

Faculty value mentoring. Faculty want more support of mentoring

- 63% agree there is effective mentoring of pre-tenure faculty
- 29% agree there is effective mentoring of tenured associate professors
- 23% agree that there is adequate support for faculty to be a good mentor
- 82% agree that mentoring is fulfilling
- 87% agree that having a department mentor is important
PRE-TENURE FACULTY VIEWS OF TENURE PROCESS

**68%** Believe tenure decisions are based on performance criteria

**40%** Believe it is very clear or somewhat clear whether or not they will achieve tenure

Clarity of expectations for tenure performance in various areas are somewhat or very clear

**Perceived clarity**

Very clear or somewhat clear

- **72%** Tenure Process
- **66%** Body of Evidence
- **73%** Tenure Criteria
- **56%** Tenure Standards

Percent who agree that they receive consistent messages about tenure requirements
COACHE Survey Results

TENURED ASSOCIATE FACULTY VIEWS OF PROMOTION TO FULL PROCESS

45% Agree that they are encouraged to work towards promotion

43% Agree that promotion expectations are reasonable

The time frame for promotion to full is somewhat clear or very clear

23%

Perceived clarity
Very clear or somewhat clear

48% Promotion Process
52% Body of Evidence

52% Promotion Criteria
42% Tenure Standards

Percent who believe it is very clear or somewhat clear whether or not they will be promoted

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COACHE
Survey Results

DIVERSITY AND INCLUSION

75%
Agree that departmental-colleagues are committed
to supporting and promoting diversity and
inclusion in the department

80%
Agree that there is visible leadership
at the institution for the
support and promotion of
diversity on campus

Overall, do you feel the university is an inclusive environment
for community members from all backgrounds?

Overall, do you feel the university is an equitable environment
for community members from all backgrounds?