

# Virginia Tech Faculty Perceptions: The 2012 COACHE Survey

# What is COACHE?

- The Collaborative on Academic Careers in Higher Education (COACHE) Survey conducted by the Harvard Graduate School of Education
- Intensive focus on **faculty careers**
- Measures **institutional experiences** and **job satisfaction**
- Provides national and peer **benchmarks**
  - Over 40,000 respondents from 77 universities nationwide

# COACHE Survey Overview

- 1298 instructional and research faculty hired at Virginia Tech before Jan 2012 surveyed in fall 2012
- Results provide descriptive statistics and significant differences within institution by
  - Gender and race
  - Tenure status
  - Academic rank
- Previous surveys in 2006, 2009 of pre-tenure faculty only

# Selected Peer Institutions

Virginia Tech chose five peer institutions to compare survey results:

- North Carolina State University
- Purdue University
- SUNY – University at Buffalo
- University of California, Davis
- University of Missouri - Columbia

# Population Demographics

	Virginia Tech			All Universities
	Total Population	Responses	Response Rate	Response Rate
<b>Overall</b>	1298	648	<b>53%</b>	50%
<b>Men</b>	940	472	50%	47%
<b>Women</b>	358	212	59%	57%
<b>White, non-Hispanic</b>	1033	572	55%	52%
<b>Faculty of Color</b>	265	112	42%	44%

# COACHE Survey Themes

Survey questions focus on 20 major themes:

- Nature of work:
  - Research
  - Teaching
  - Service
- Facilities and work resources
- Personal and family benefits
- Health and retirement benefits
- Interdisciplinary work
- Collaboration
- Mentoring

# COACHE Survey Themes

Survey questions focus on 20 major themes:

- Tenure
  - Policies
  - Reasonableness
  - Clarity
- Promotion
- Leadership
  - Senior
  - Division
  - Department
- Department
  - Engagement
  - Quality
  - Collegiality
- Appreciation and Recognition

# Areas of Strength at Virginia Tech

(1<sup>st</sup> or 2<sup>nd</sup> among peers, top 30% of universities)

- Nature of work: Research
- Interdisciplinary work
- Collaboration
- Mentoring
- Department quality





# Areas of Concern at Virginia Tech

(below the mean of participating universities)

- Tenure clarity
- Leadership
- Departmental collegiality



# Virginia Tech Trends: 2009 vs. 2012

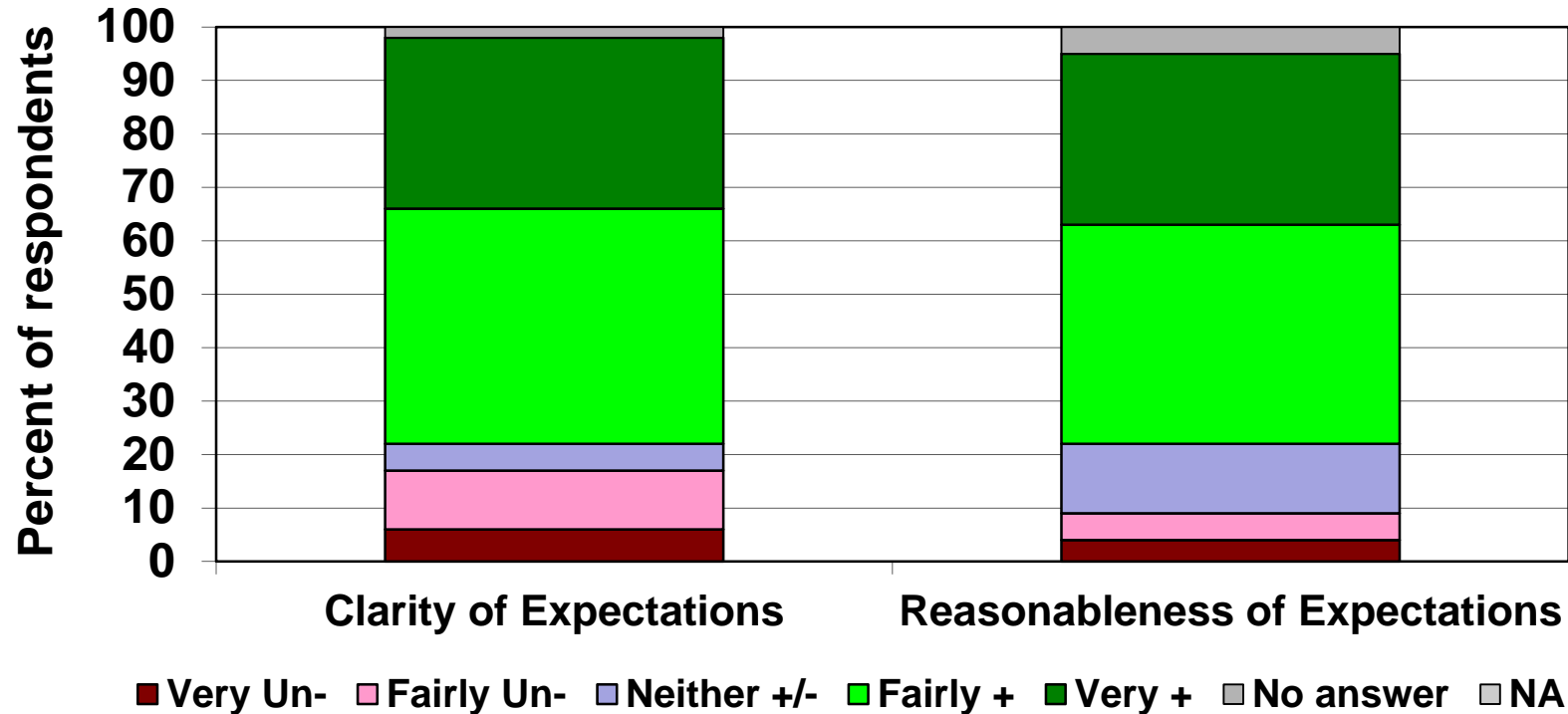
- Improving
  - Clarity and reasonableness of tenure expectations
  - *Due to changes in the survey instrument, many questions are not comparable to previous versions*



# Tenure policies and practices

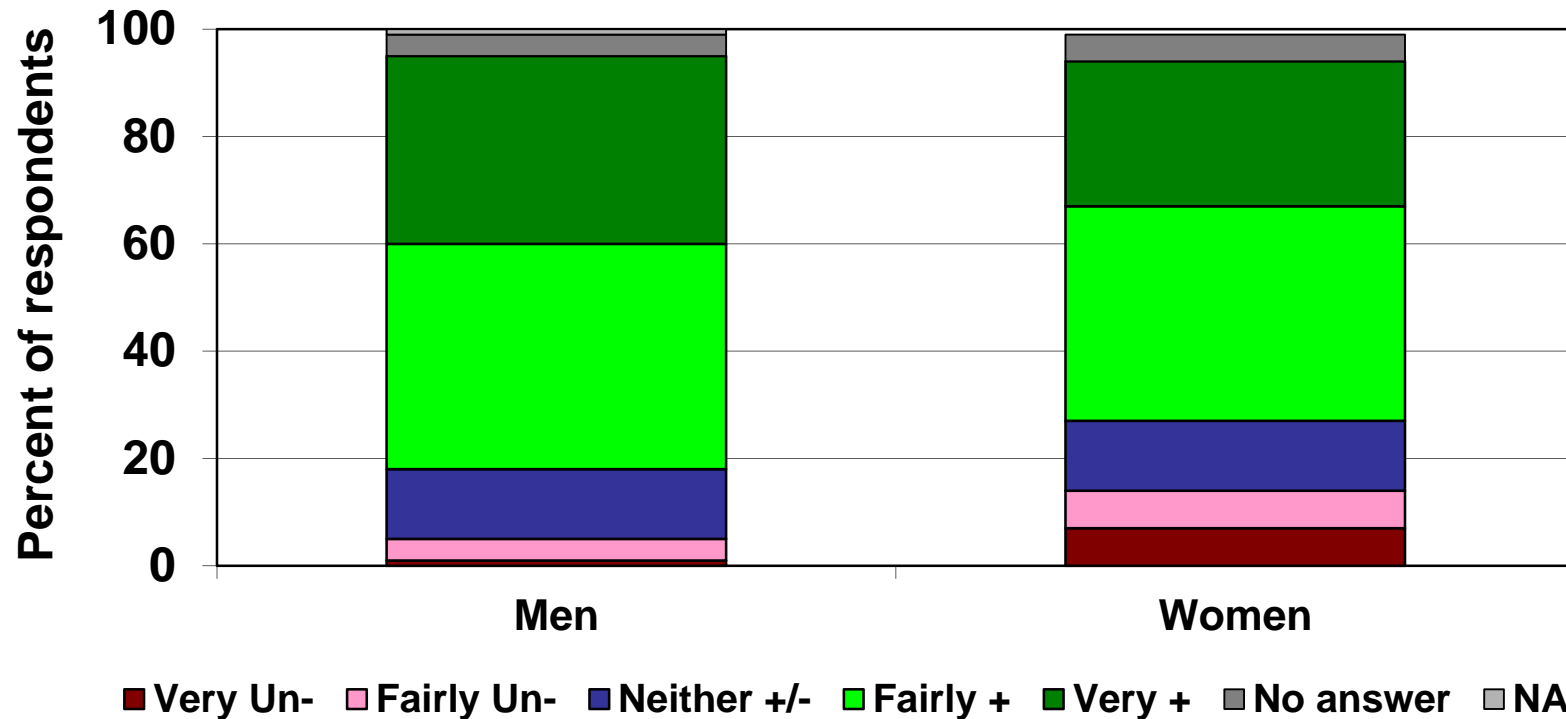
# Perceived Clarity and Reasonableness of Expectations *as a Scholar*

Pre-tenure faculty find what's expected of them *as a scholar* to be relatively clear and reasonable.



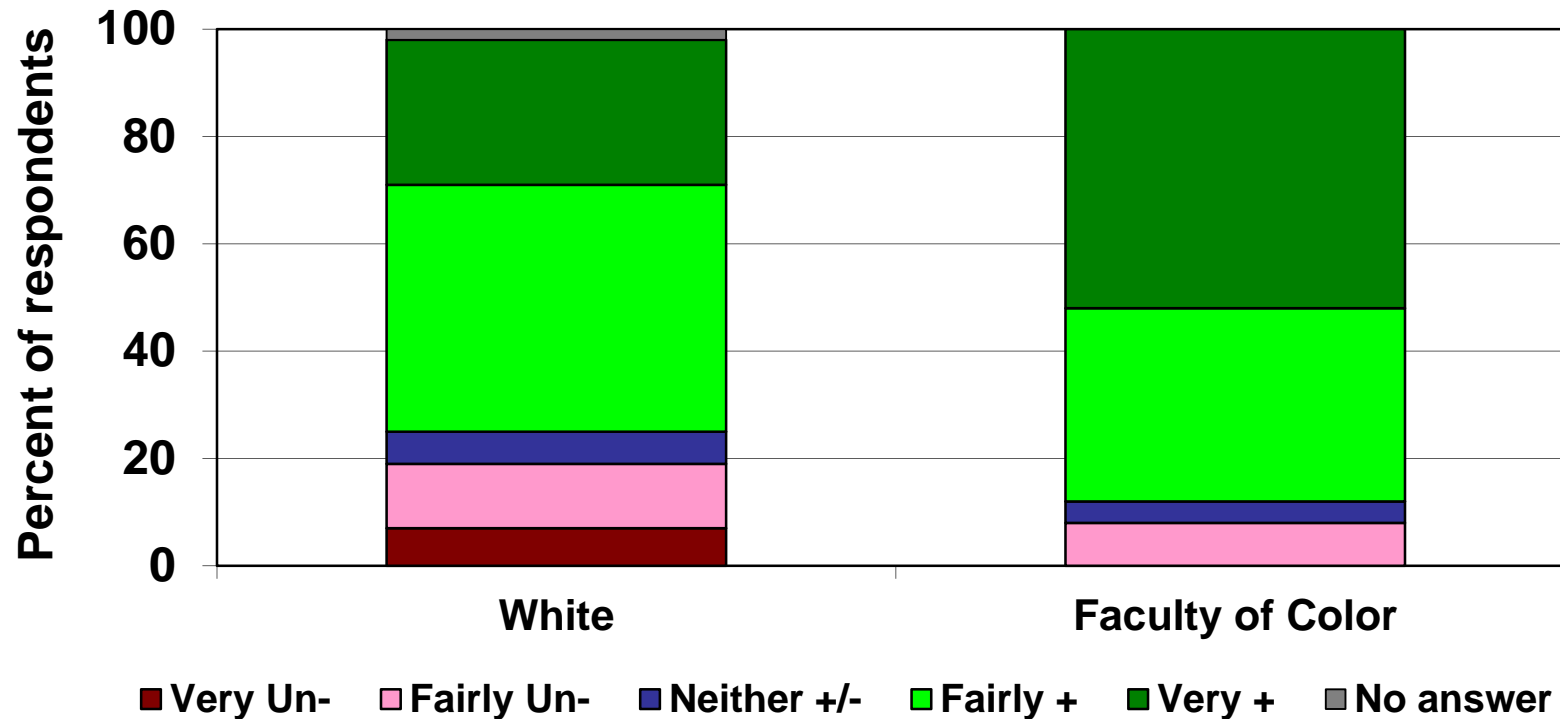
# Perceived Reasonableness of Expectations *as a Scholar* by Gender

Pre-tenure men are somewhat more likely to find what's expected of them as a scholar to be reasonable.

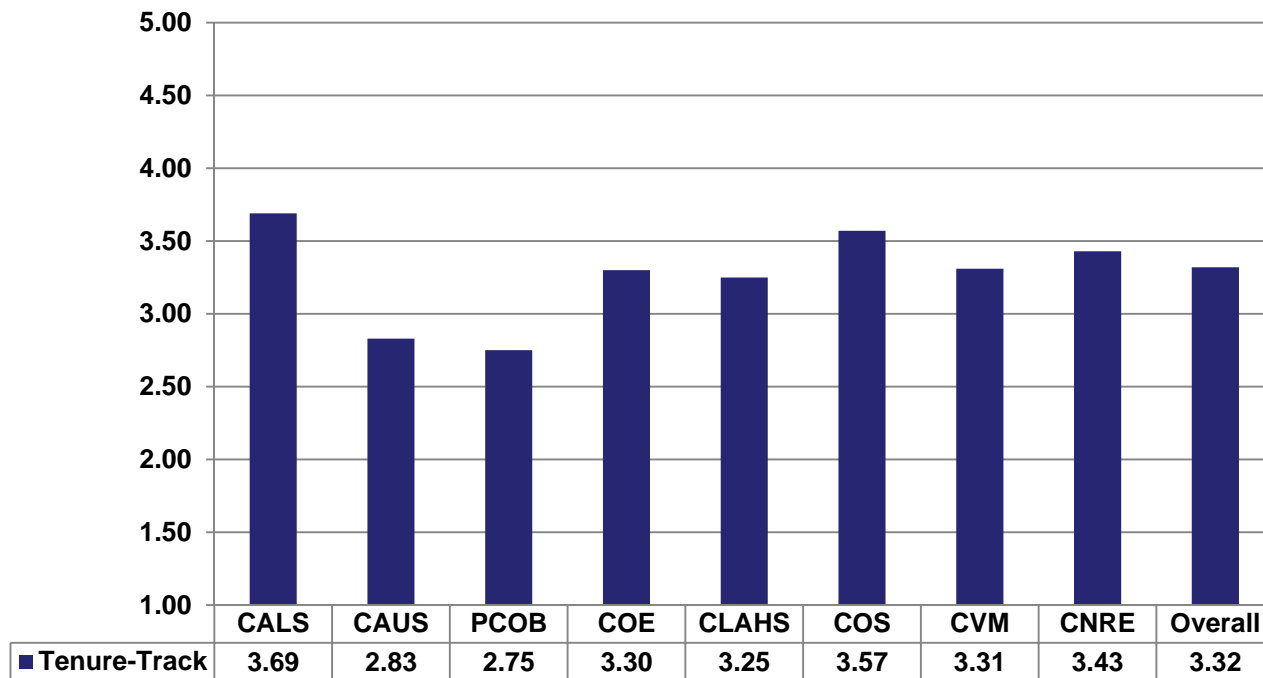


# Perceived Clarity of Expectations as a Scholar by Ethnicity

Pre-tenure faculty of color are somewhat more likely to find what's expected of them as a scholar to be clear.



# Overall Perception of Tenure Clarity (Pre-Tenure Faculty Only)

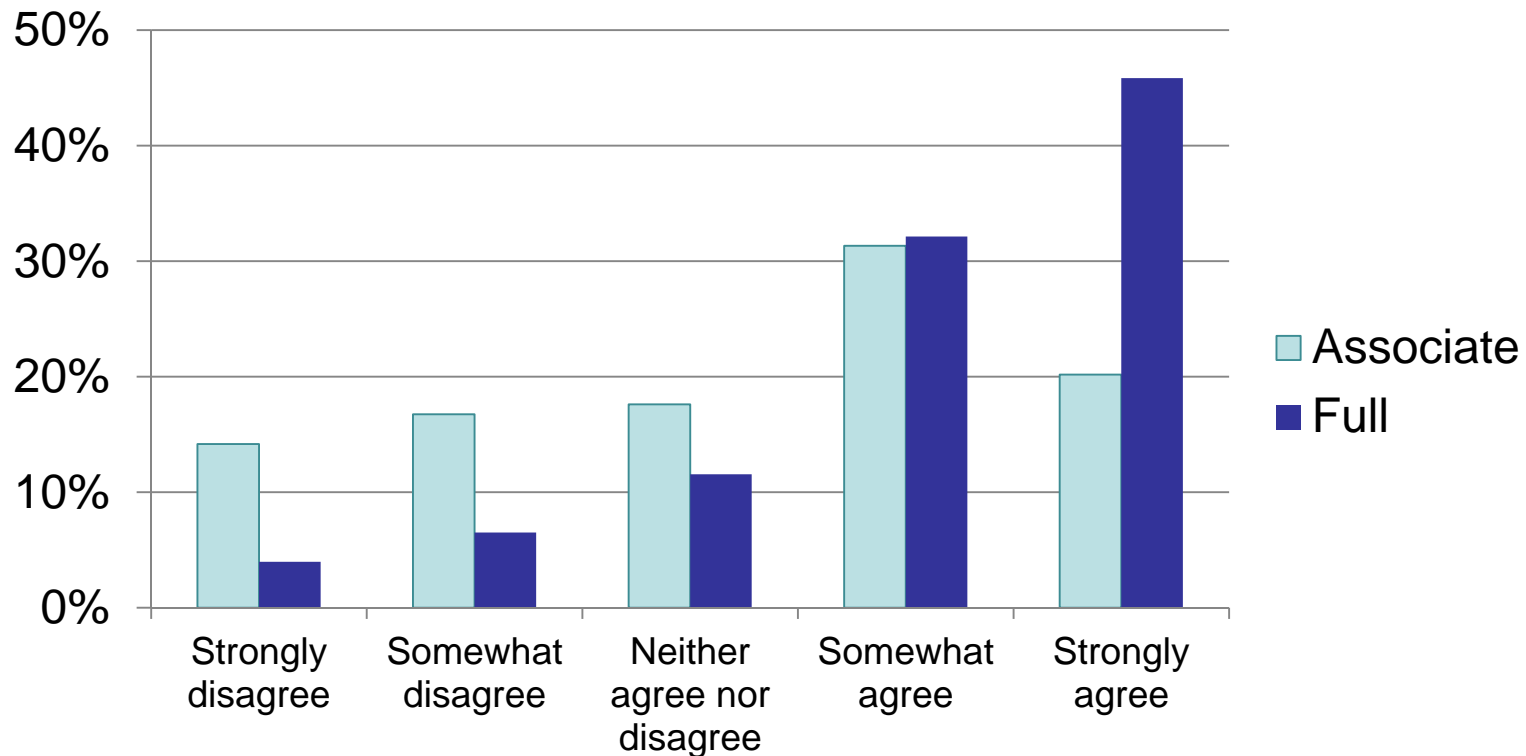


Mean response by college (5 = very clear/1 = very unclear)

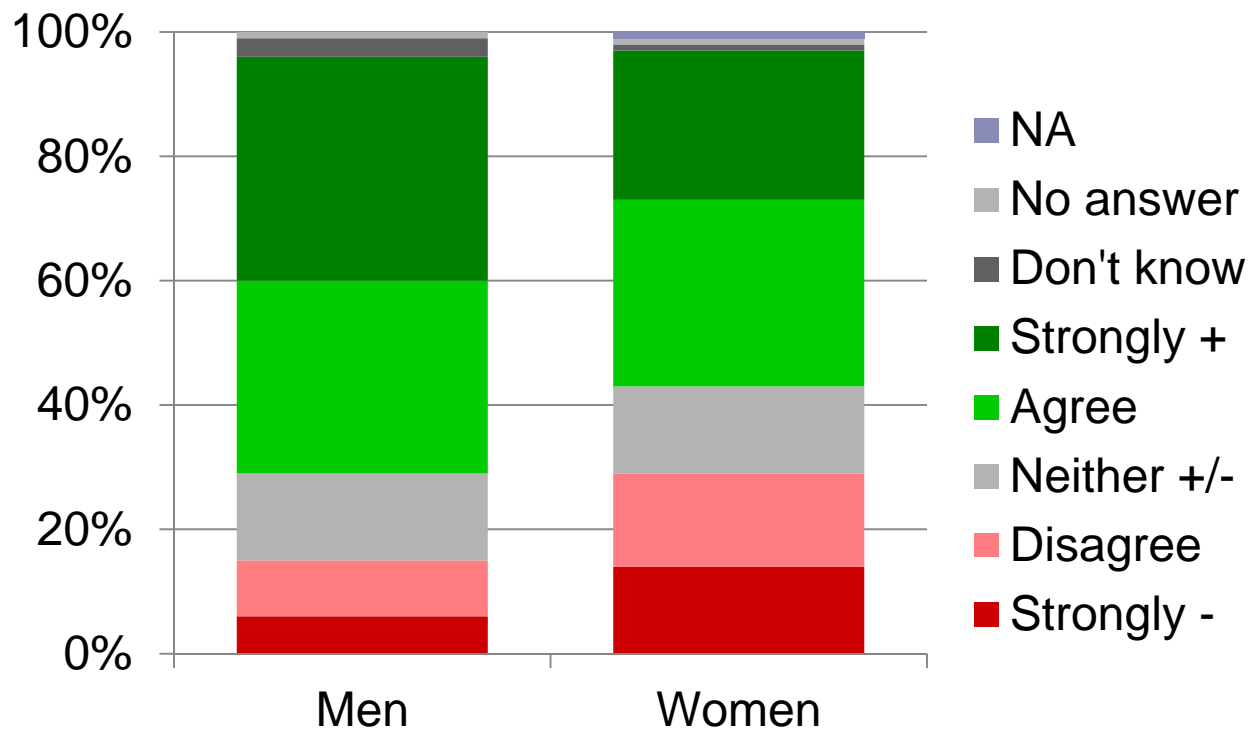
# Promotion



# Associate professors are encouraged to work towards promotion

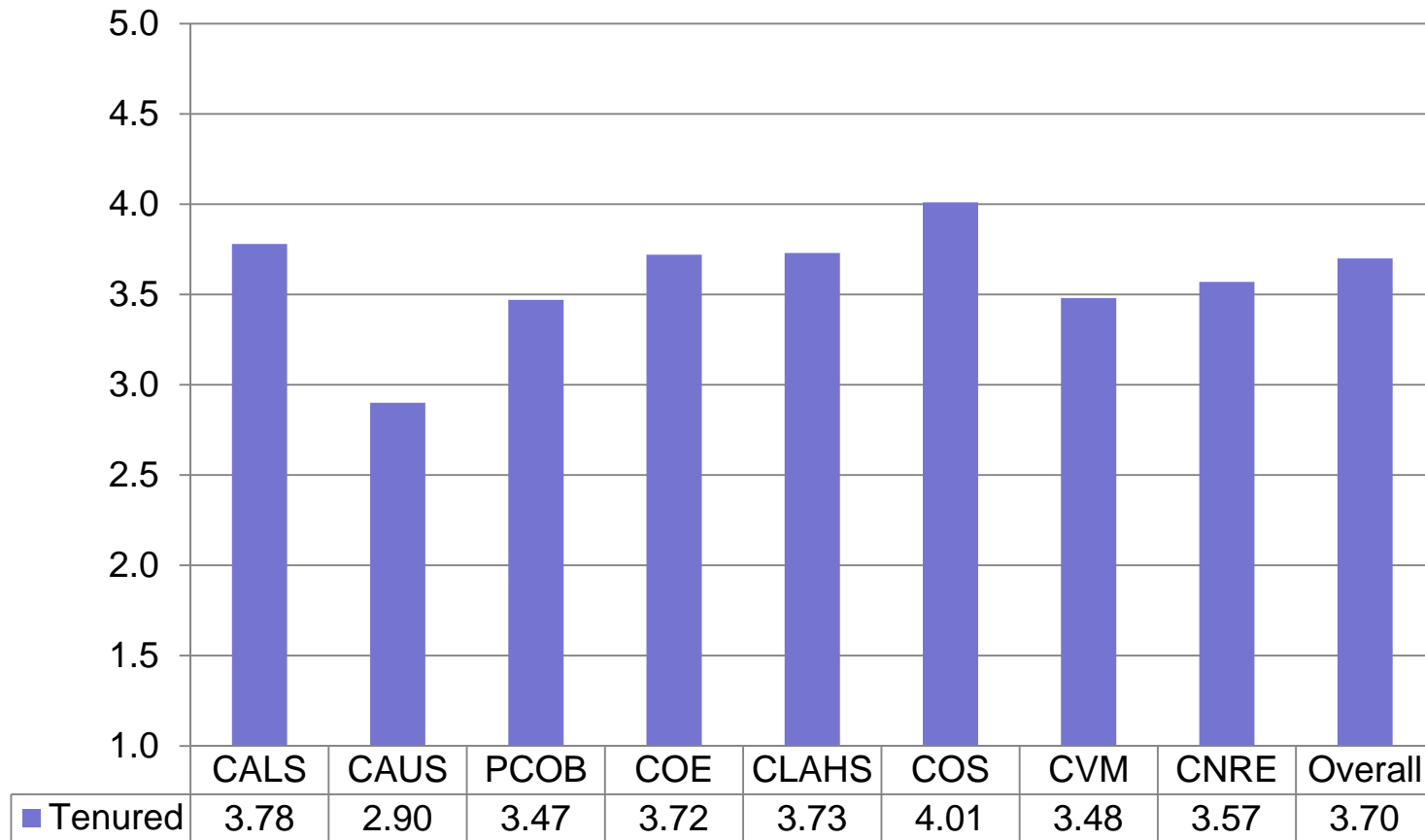


# Associate professors are encouraged to work towards promotion



N= 379 men, 148 women

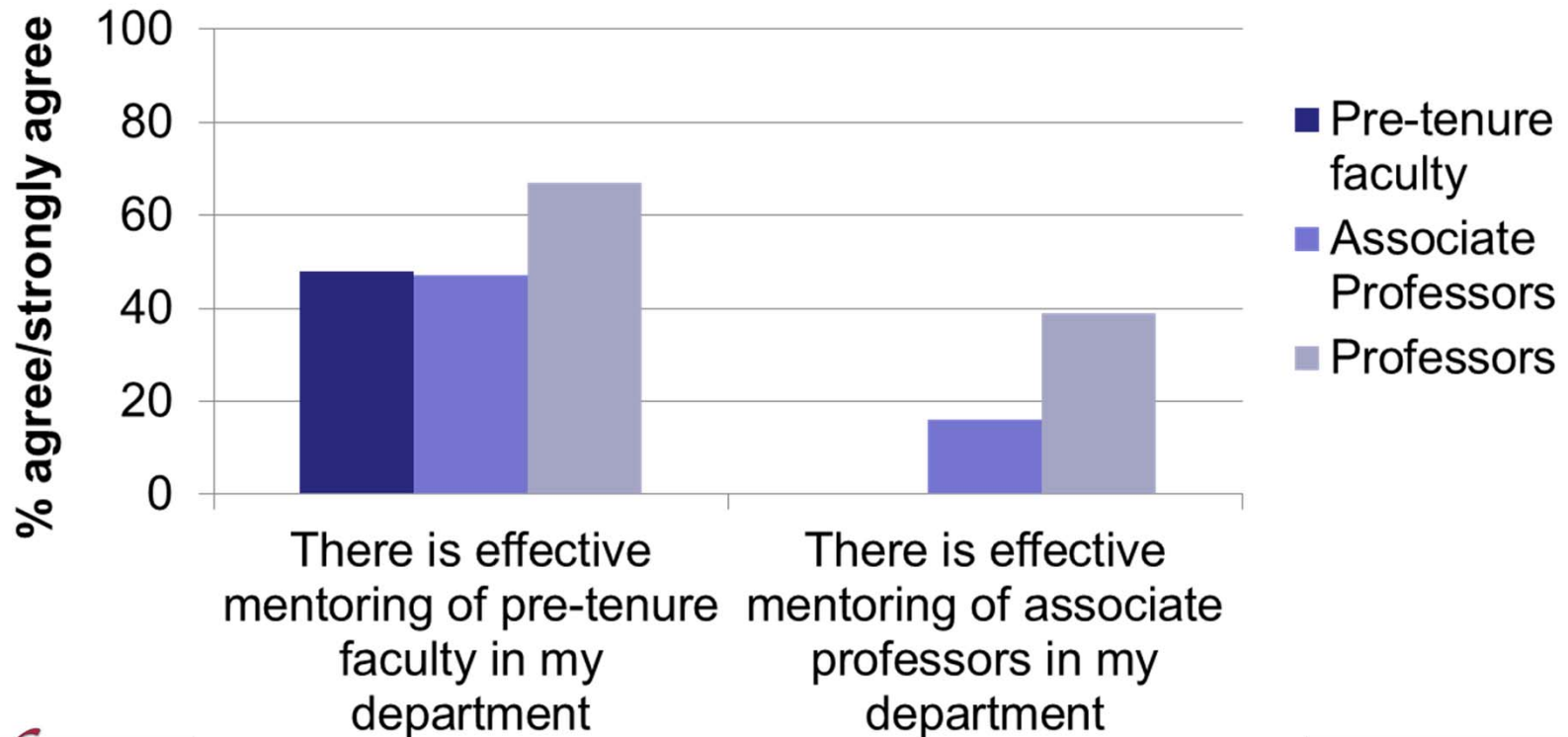
# Overall Perception of Promotion Clarity (Tenured Faculty Only)



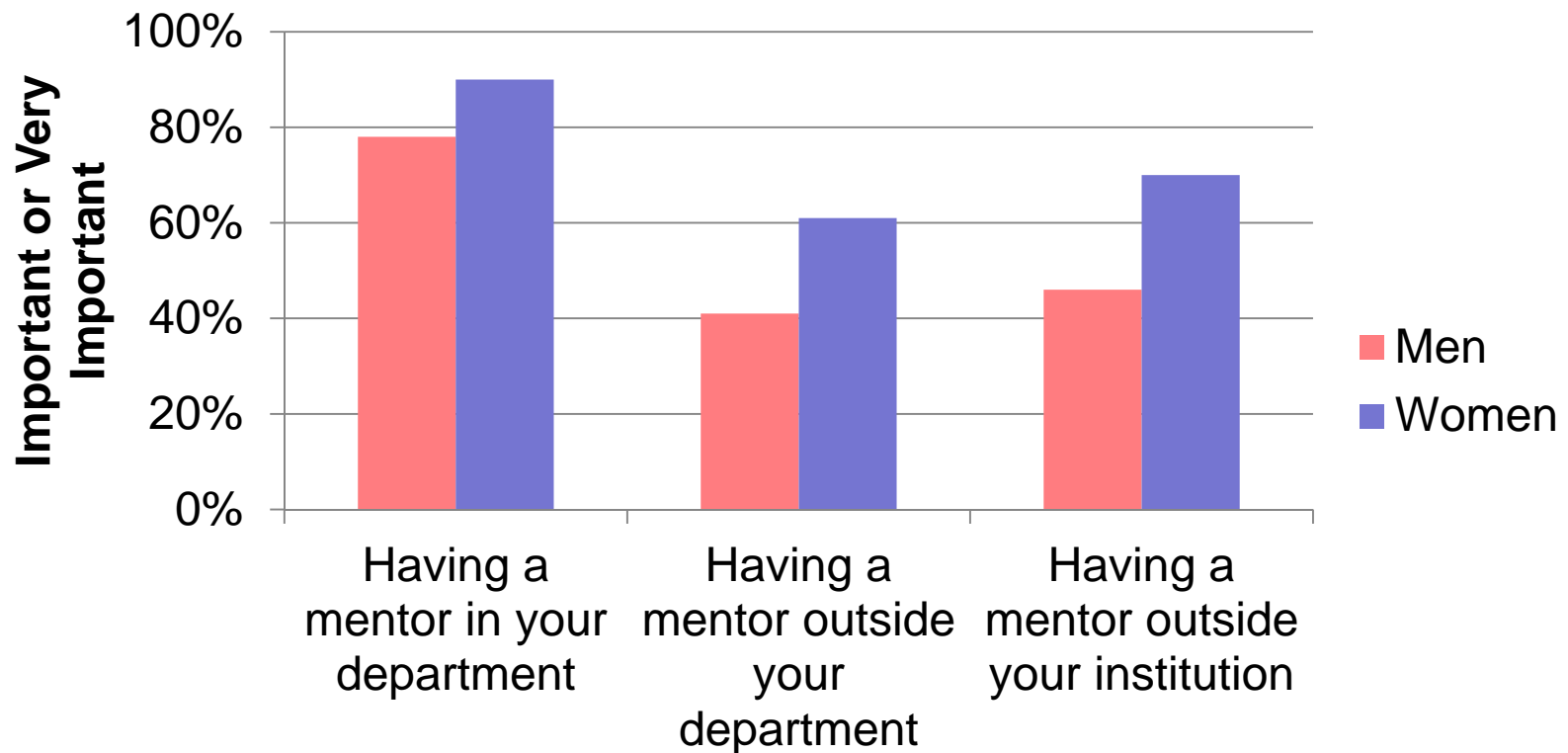
# Mentoring

# Mentoring

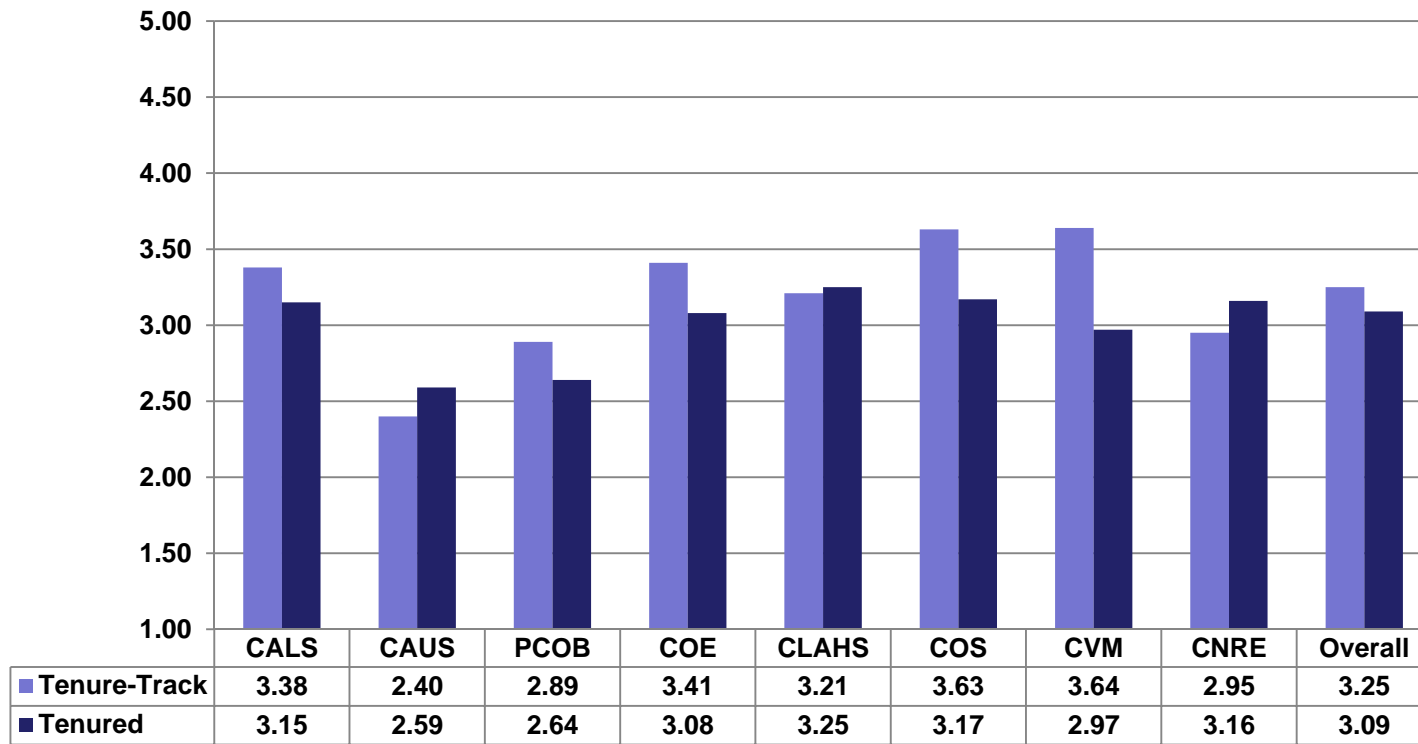
Senior faculty may not be doing as good a job as they think they are...



# Women see mentoring as more important than men



# Overall Perception of Mentoring (Pre-tenure vs. Tenured Faculty)

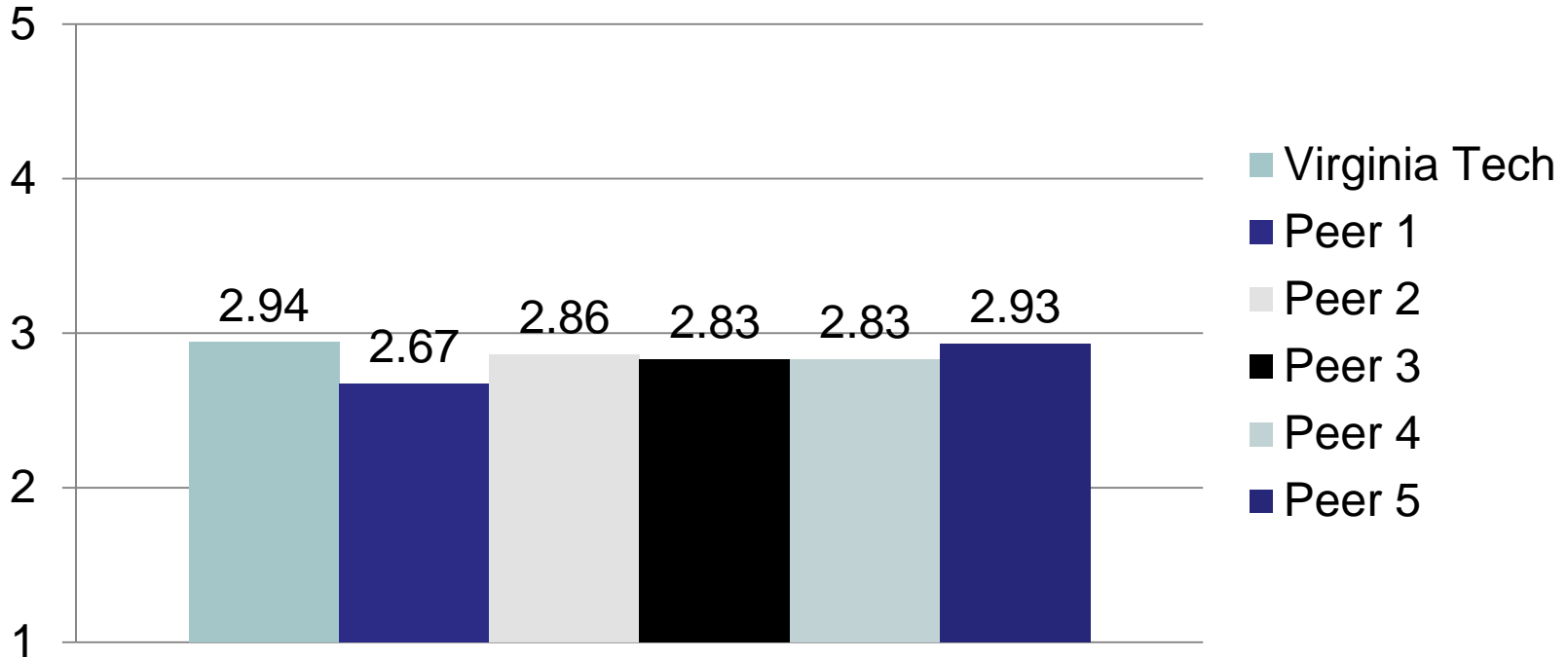


Mean response by college

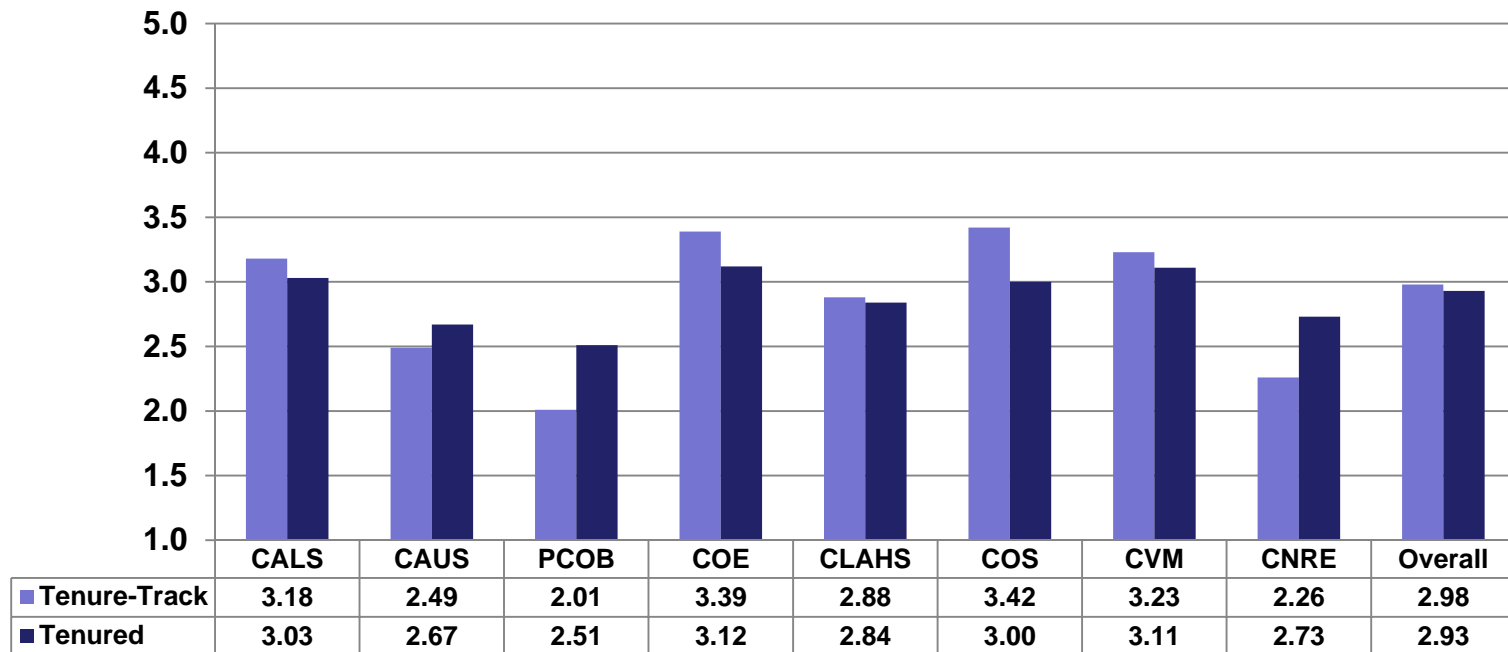
# Support for Interdisciplinary Work



# Overall Perception of Support for Interdisciplinary Work (Virginia Tech vs. Peers)



# Overall Perception of Support for Interdisciplinary Work (Pre-tenure vs. Tenured Faculty)



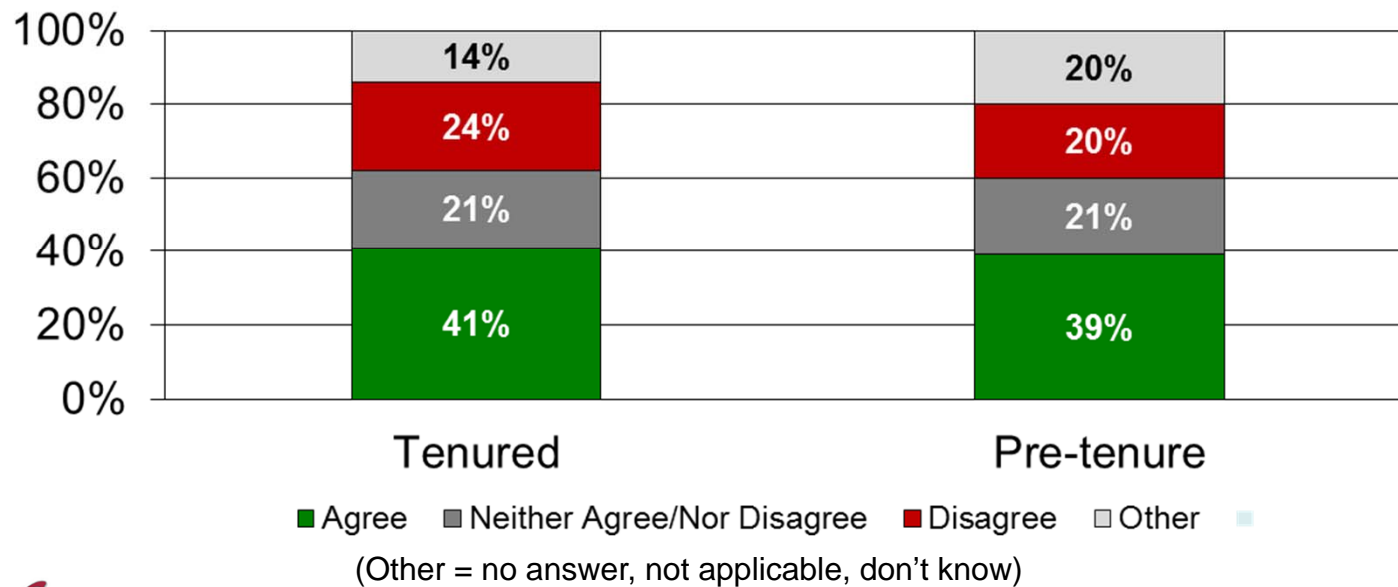
Mean response by college

# Work/Life Policies

# Satisfaction with Work-Life Policies

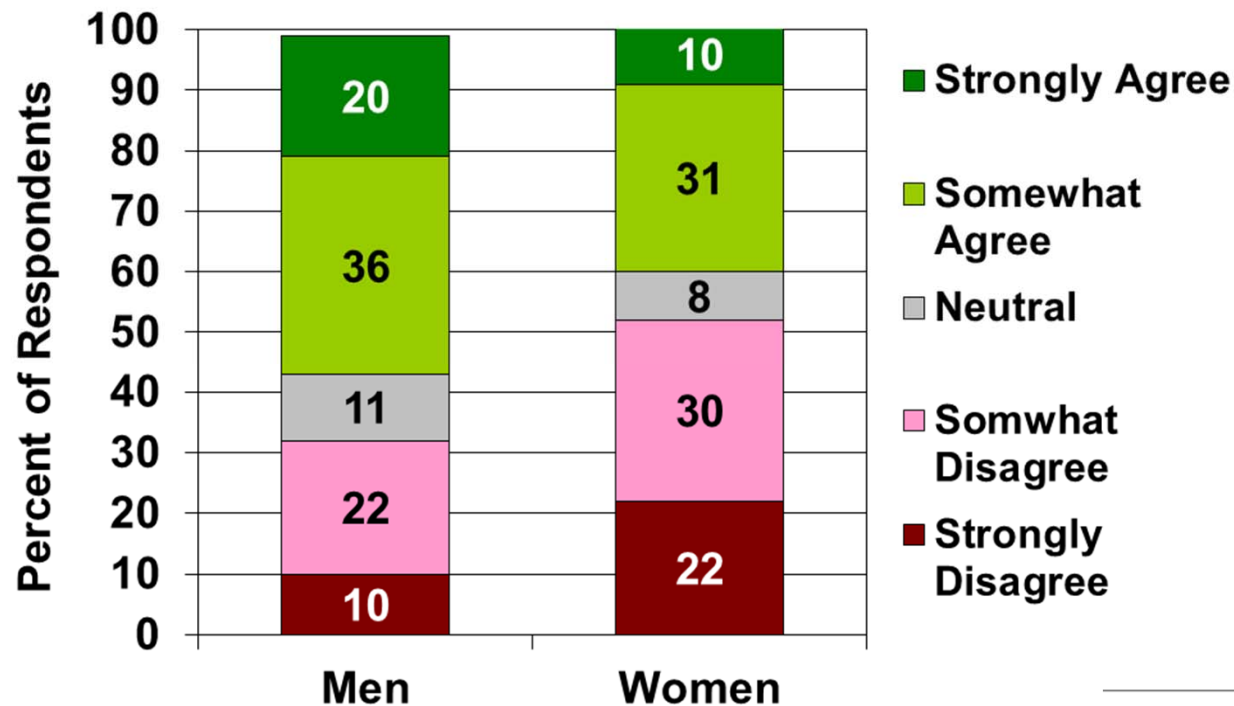
Virginia Tech ranks favorably compared to peers and all participating universities on *institutional* support for balancing personal obligations and academic careers.

**My institution does what it can to make personal/family obligations and an academic career compatible.**



# Work-Life Balance

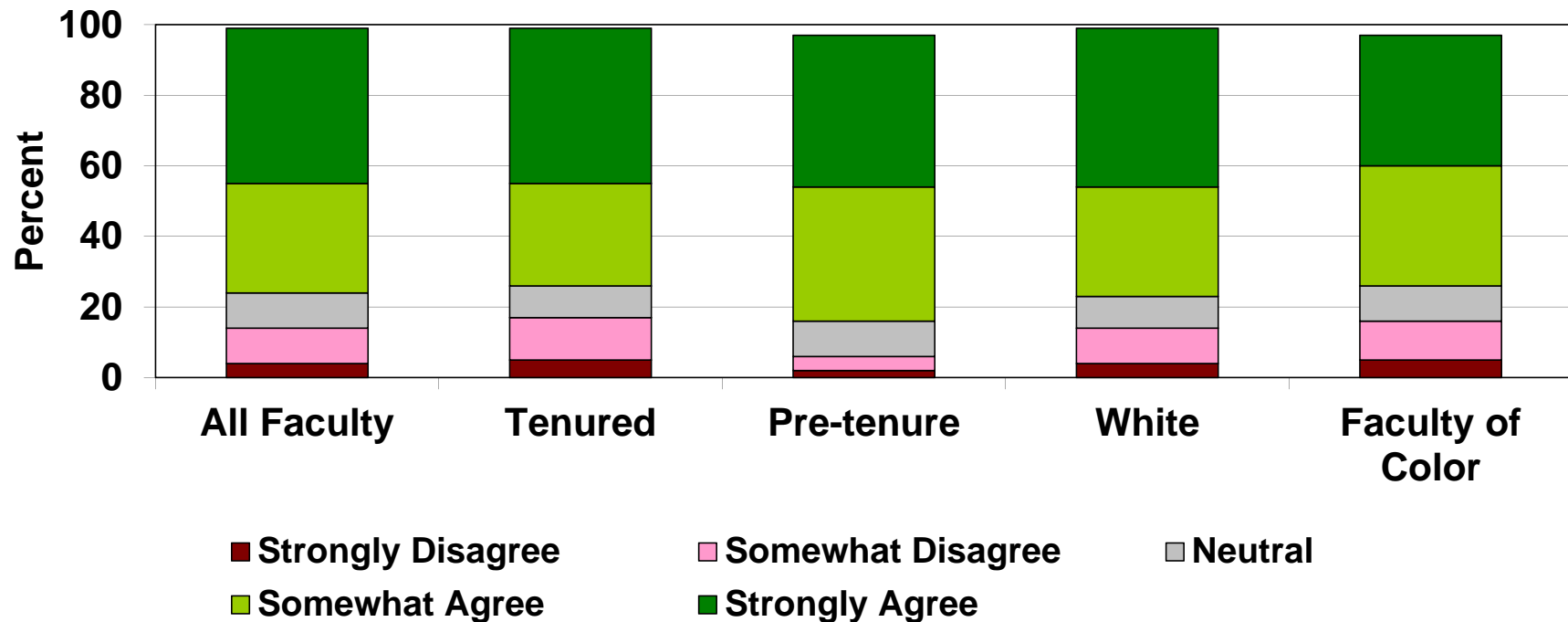
- Women faculty are less likely to agree that they can find the right balance between their personal and professional life.



# Climate, Culture, Collegiality

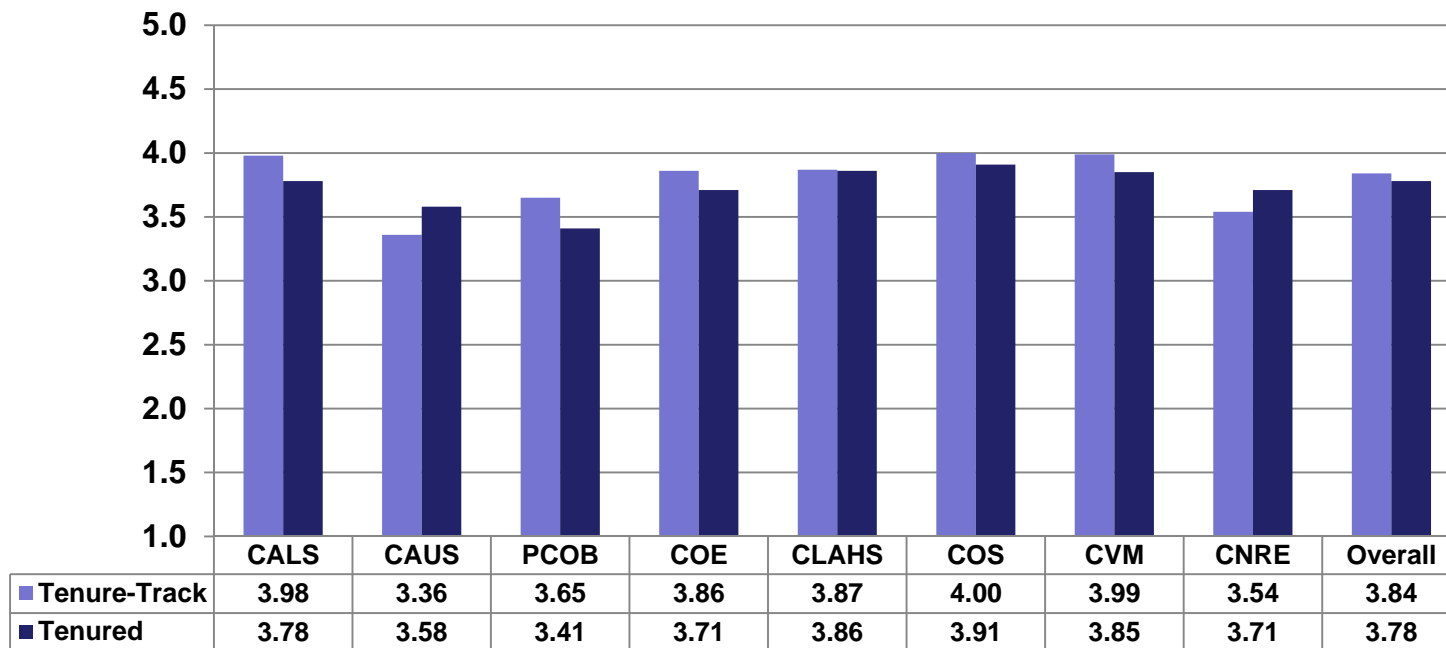
# Climate, Culture, and Collegiality

On the whole, my department is collegial.



# Overall Perception of Department Collegiality

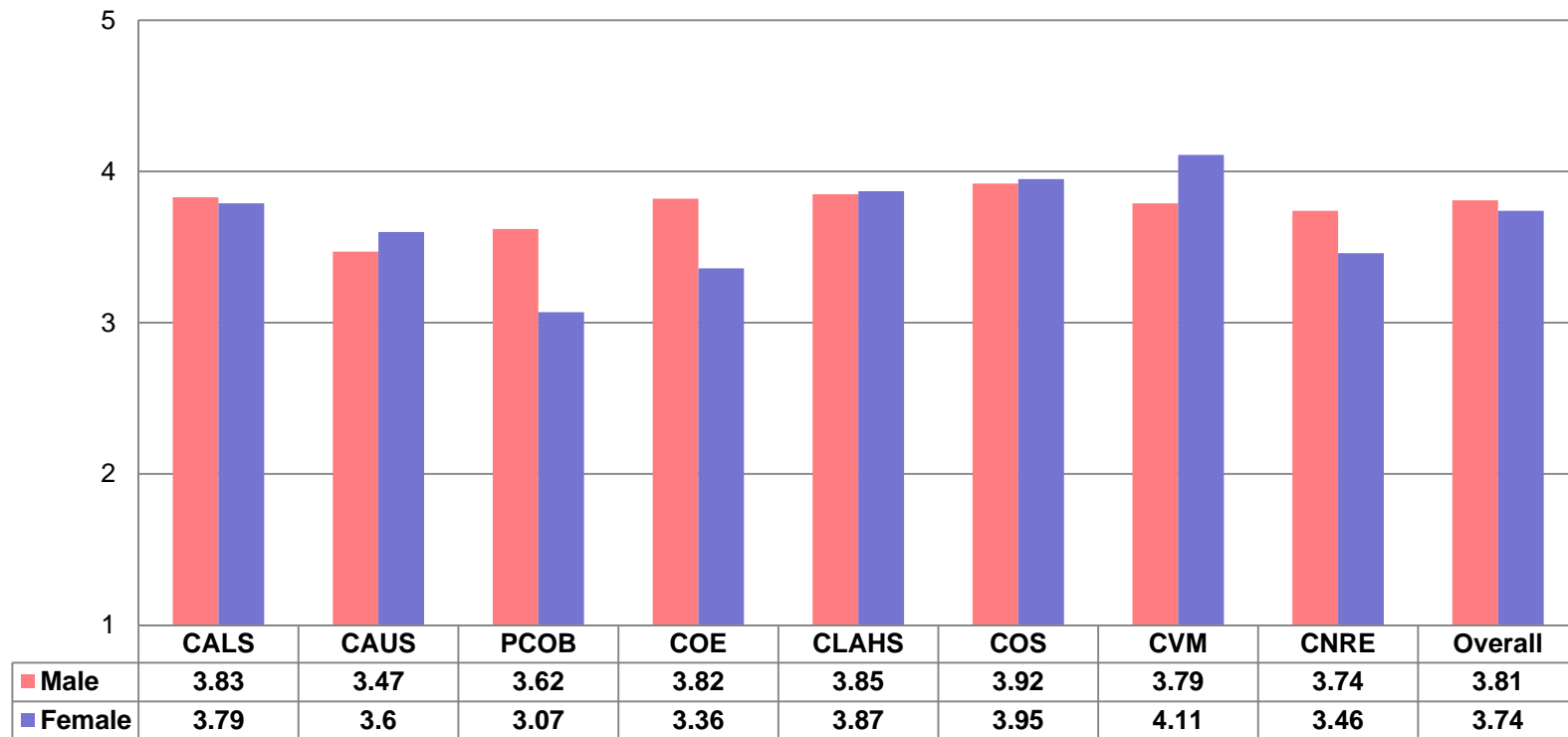
## (Pre-tenure vs. Tenured Faculty)



Mean response by college



# Overall Perception of Department Collegiality (Male vs. Female)



Mean response by college

# Overall Satisfaction

# Global Satisfaction

Majority of Virginia Tech faculty are satisfied, similar to faculty at other universities.

	% Satisfied/% Dissatisfied		
	Virginia Tech	Peers	All
How satisfied are you with your <i>department</i> as a place to work	71	70	71
How satisfied are you with the <i>institution</i> as a place to work	65	64	64
	% Agree/% Disagree		
If I had to do it all over, I would again choose to work at Virginia Tech	62	62	62

# Best and Worst

Best aspects about working at Virginia Tech:

	Overall	Women	Men	White Faculty	Faculty of Color
Geographic location	1	2	1	1	1
Quality of colleagues	2	1	2	2	2
Academic freedom	3	4	3	3	3
My sense of 'fit' here	4	5	4	4	
Support of colleagues	5	3	5	4	6
Cost of living	6		4	5	5
Commute					4

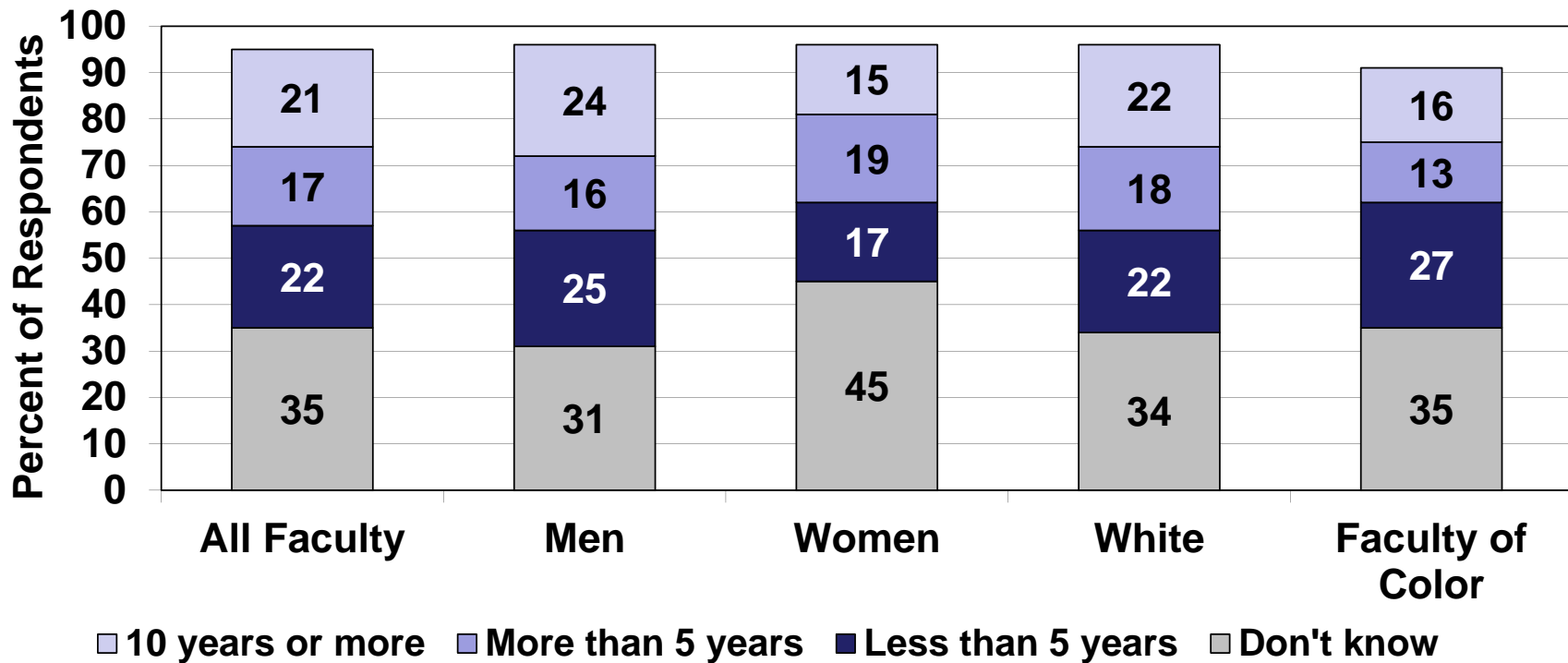
# Best and Worst

Worst aspects about working at Virginia Tech:

	Overall	Women	Men	White Faculty	Faculty of Color
Compensation	1	1	1	1	1
Quality of leadership	3		2	2	
Lack of support for research	3	4	4	3	
Geographic location	2	4	3	4	2
Too much service	4	2		4	
Unrelenting pressure		3		4	
Lack of diversity		5			3
Quality of grad students			4		4
Spouse/partner hiring					5

# Future Plans

How long do you plan to remain at Virginia Tech?



(Note: Tenured faculty only)

# How do we use the data?

- Deans' retreat in August
  - Provost asked deans to identify 3 issues for action and submit action plans
- Department head meetings in each college
- Promotion & tenure committee workshop
- Advancing Diversity workshop

# For more information:

- [AdvanceVT website > Measuring Progress](#)
- [COACHE website](#)
- [Scholar > COACHE Surveys](#)