

# Update on 2017 COACHE Faculty Job Satisfaction Survey

University Senate

April 17, 2018

# 2017 COACHE Survey Basics

NATION Over 40,000 full-time faculty at 113 universities

PEERS Over 2,600 full-time faculty members at:

- Clemson
- NCSU
- University of Alabama
- University of Arkansas
- Washington State University

AUBURN 501 full-time faculty members

# 2017 COACHE Survey: Auburn Response Rates

	Population	Responders	Response Rate
Overall	1,147	501	44%
Tenured	759	323	43%
Pre-Tenure	192	93	48%
Non-Tenure Track	196	85	48%
Full	421	187	44%
Associate	376	155	41%
Men	698	266	38%
Women	449	235	52%
Asian	115	37	32%
Underrepresented	123	49	40%

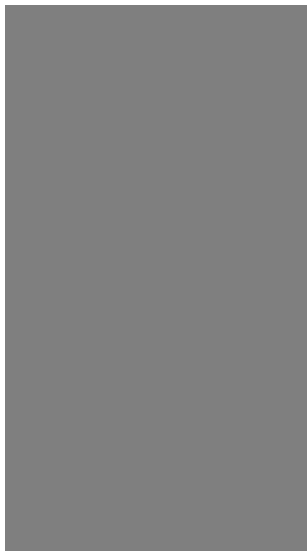
# Global Satisfaction

I would again choose this institution (% agreeing)

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AUBURN

64.8



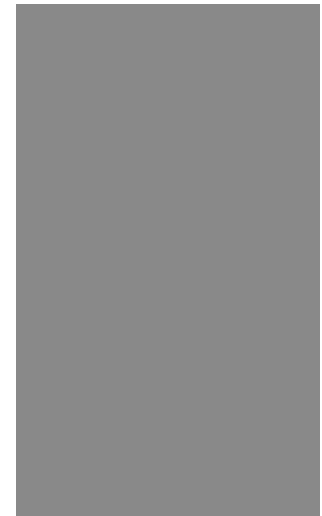
NATION

61.7



5 PEERS

60.8



# Global Satisfaction

My department as a place to work (% satisfied)

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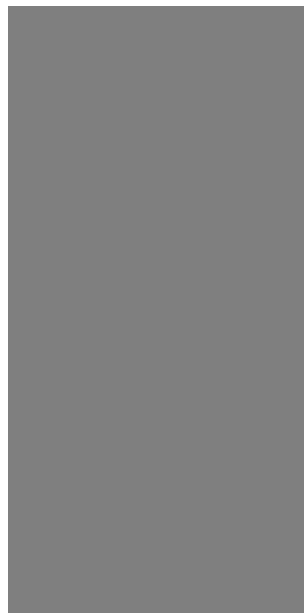
AUBURN

69.6



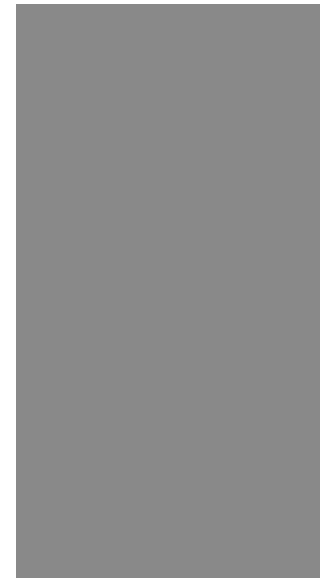
NATION

70.6



5 PEERS

66.8



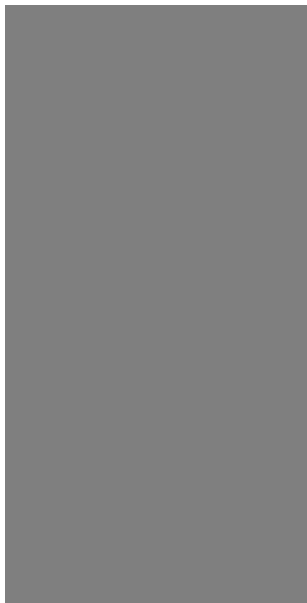
# Global Satisfaction

My institution as a place to work (% satisfied)

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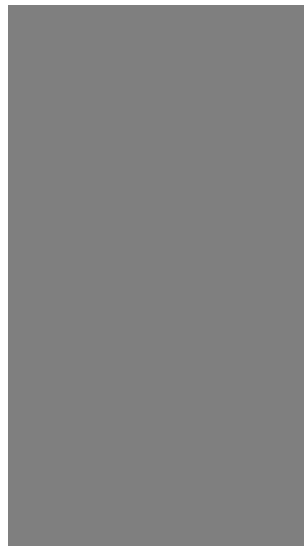
AUBURN

69.6



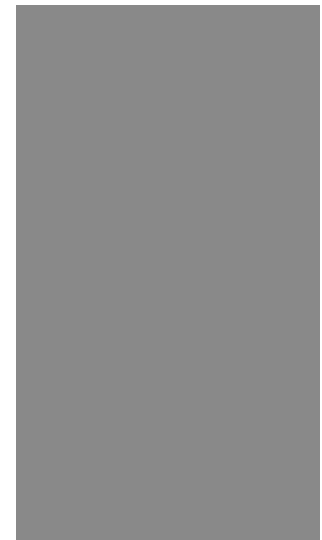
NATION

63.0



5 PEERS

62.3



# Key to Benchmark Graphs

3.5 = average response by Auburn faculty on a 5-Point Scale where 5 = very satisfied or strongly agree

3.5

Top 30% of national cohort and #1 or #2 of 6 peers

3.5

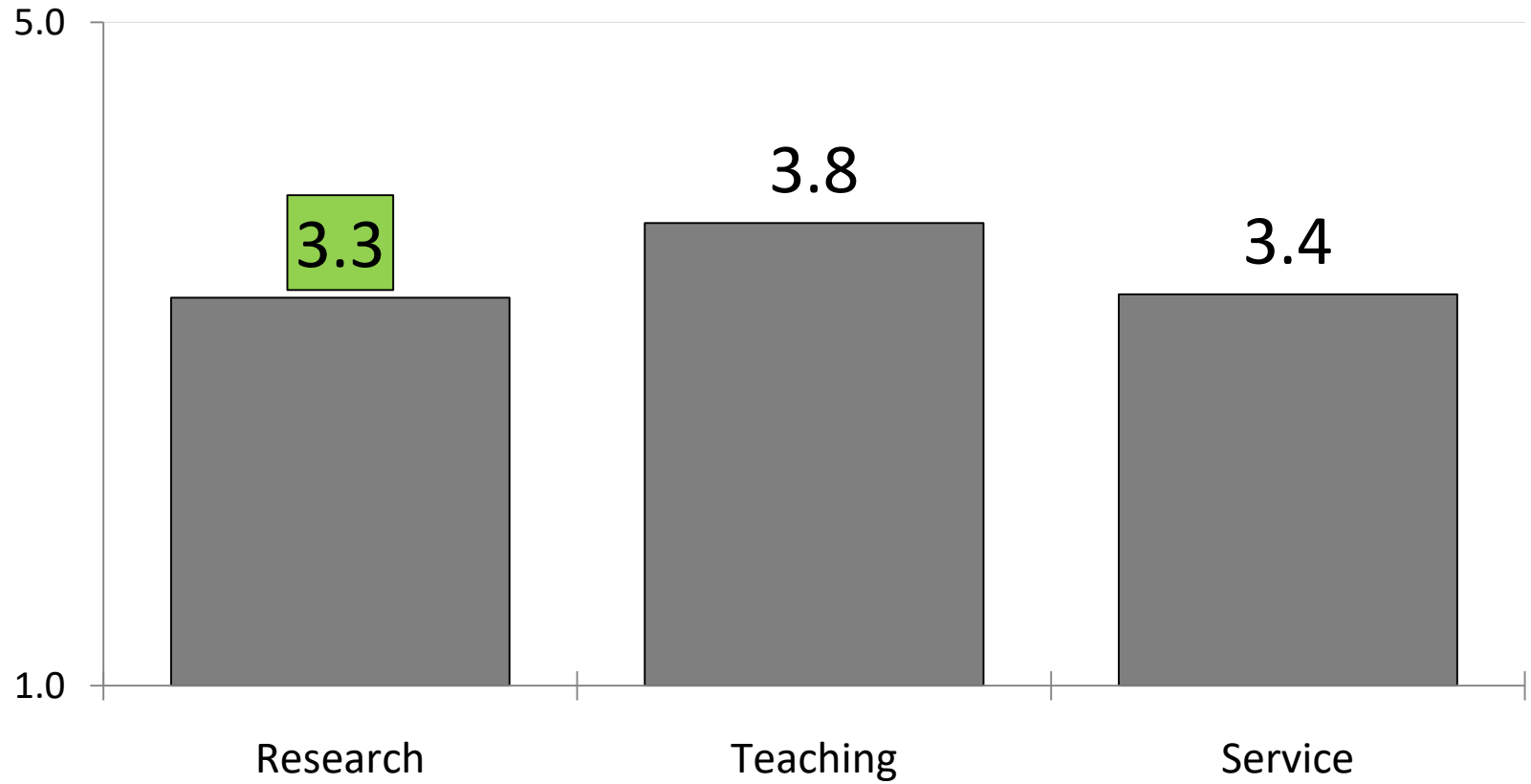
Middle 60% of national cohort or #3 or #4 of 6 peers

3.5

Bottom 30% of national cohort and #5 or #6 of 6 peers

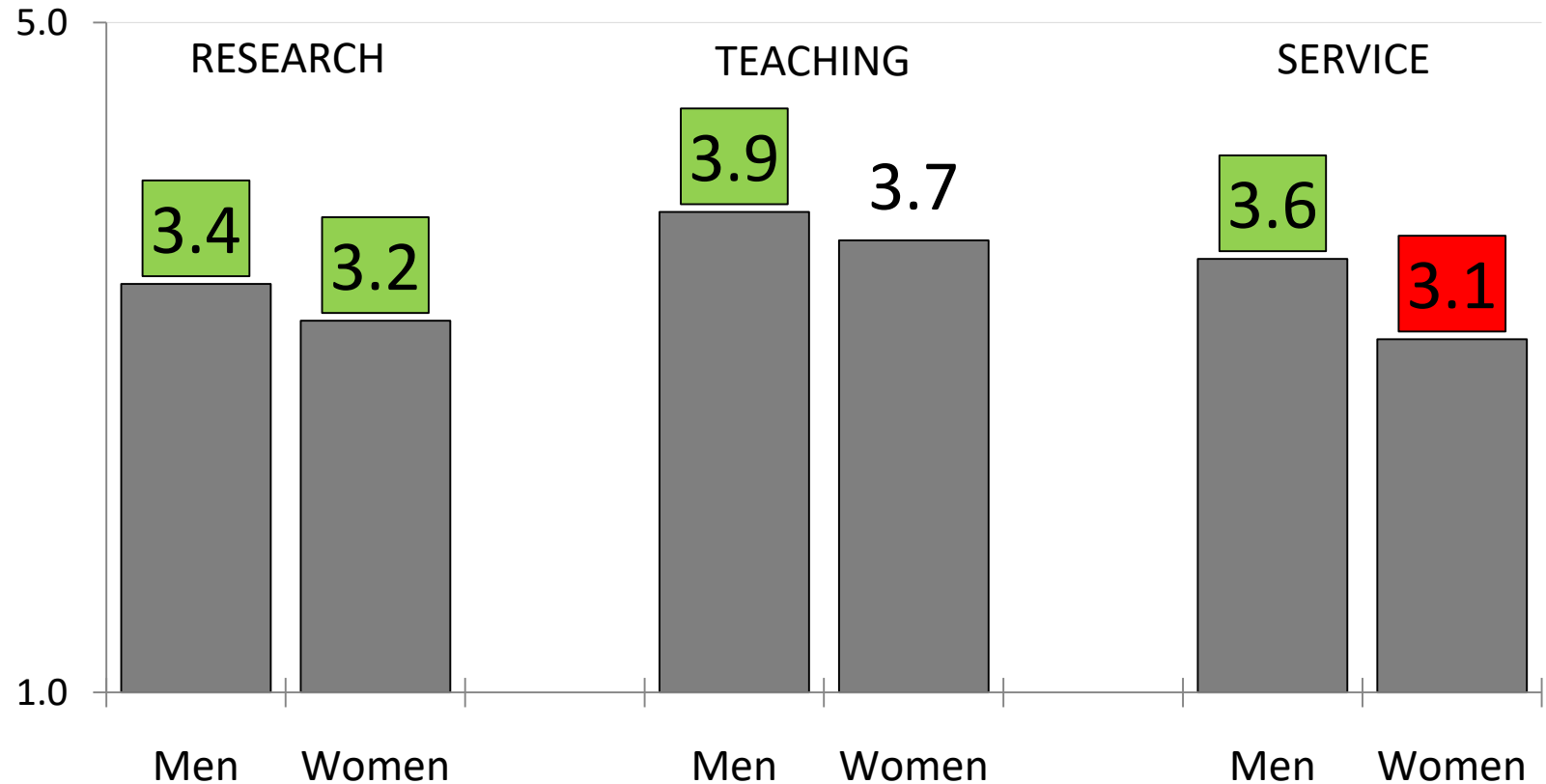
# Nature of Work

5 = Very Satisfied  
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1 = Very Dissatisfied

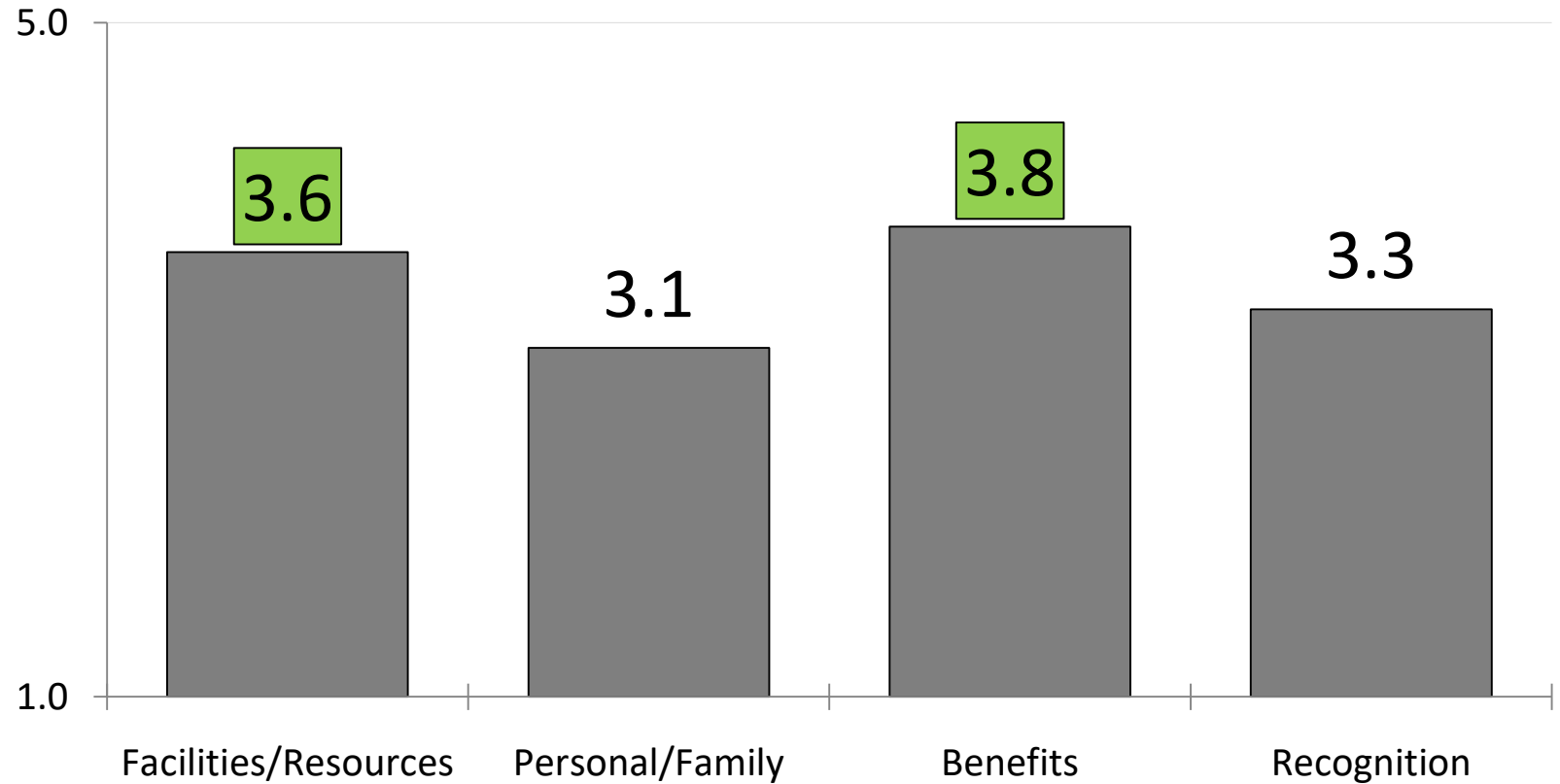




# Nature of Work, by Gender



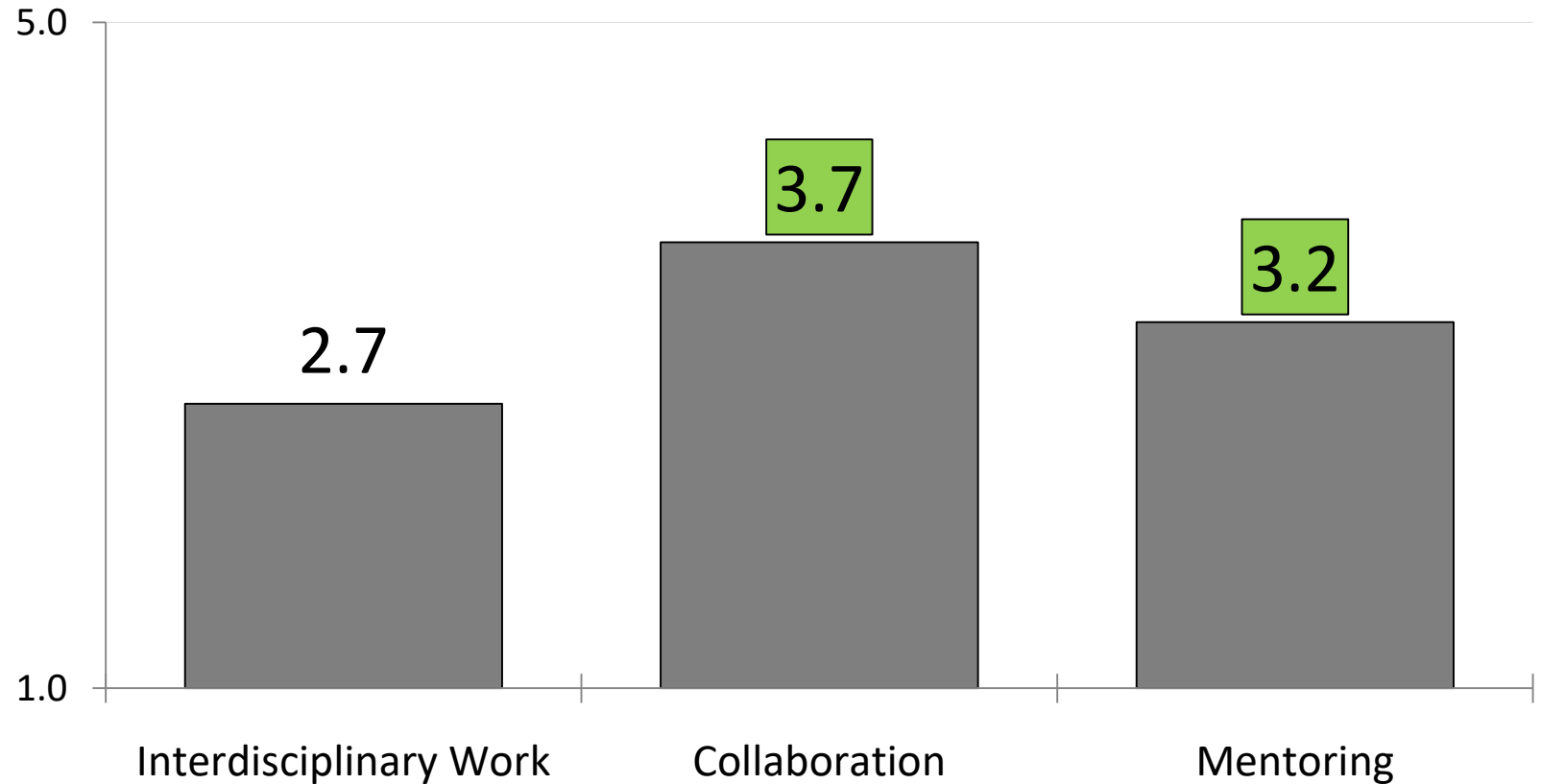
# Resources, Support, and Recognition



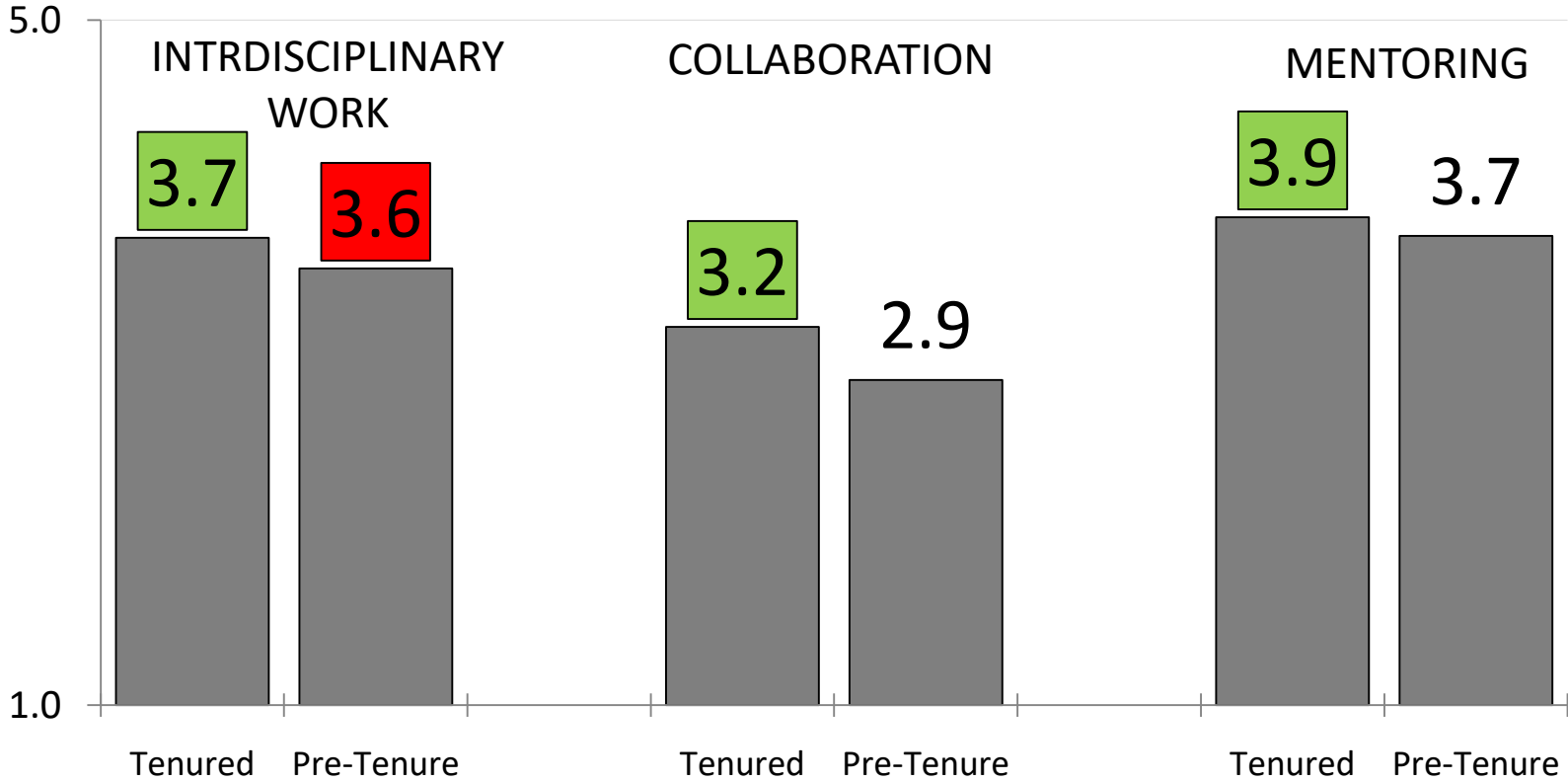
# Resources, Support, and Recognition, by Gender



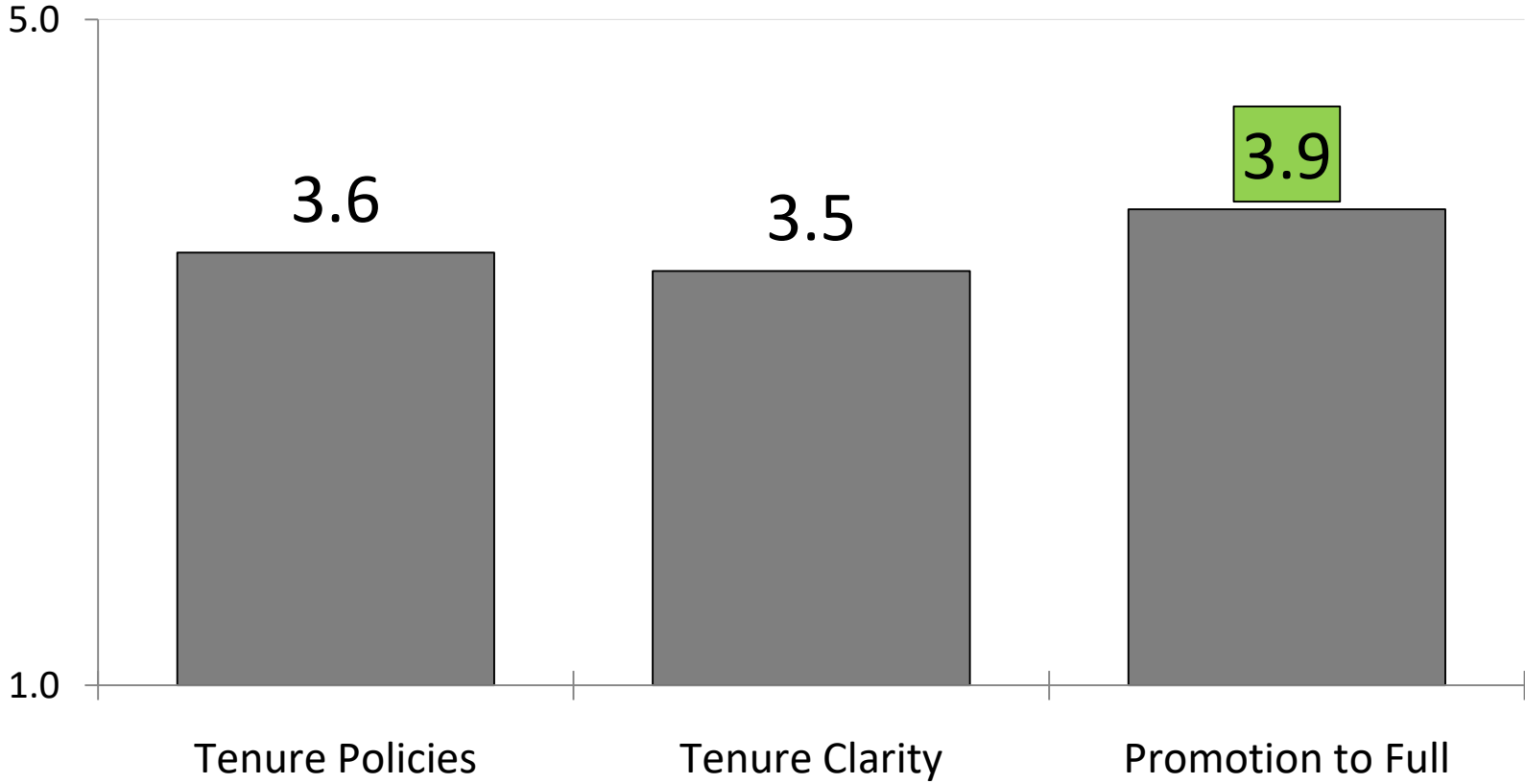
# Interdisciplinary Work, Collaboration, and Mentoring



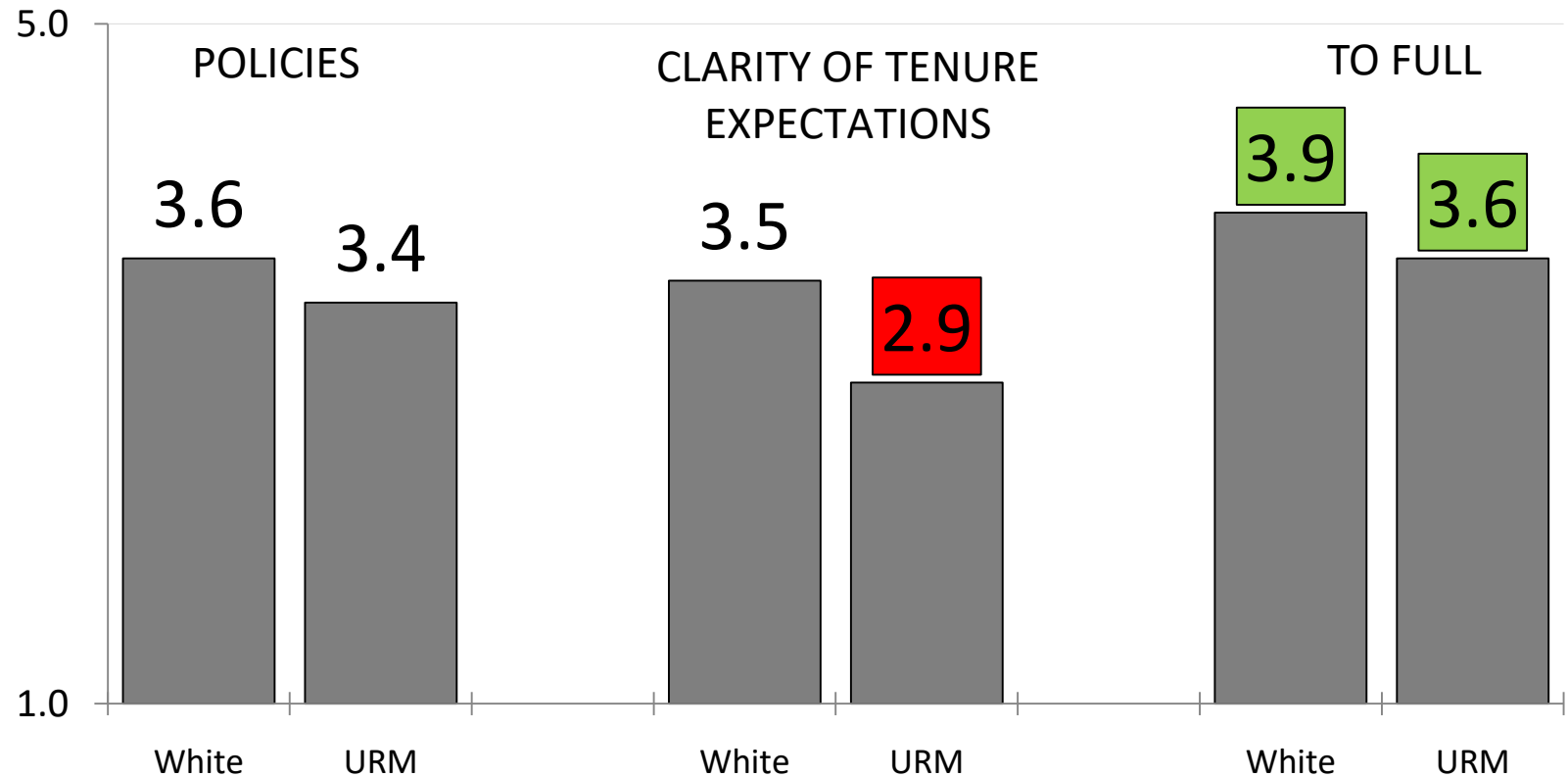
# Interdisciplinary Work, Collaboration, and Mentoring, by Tenure Status



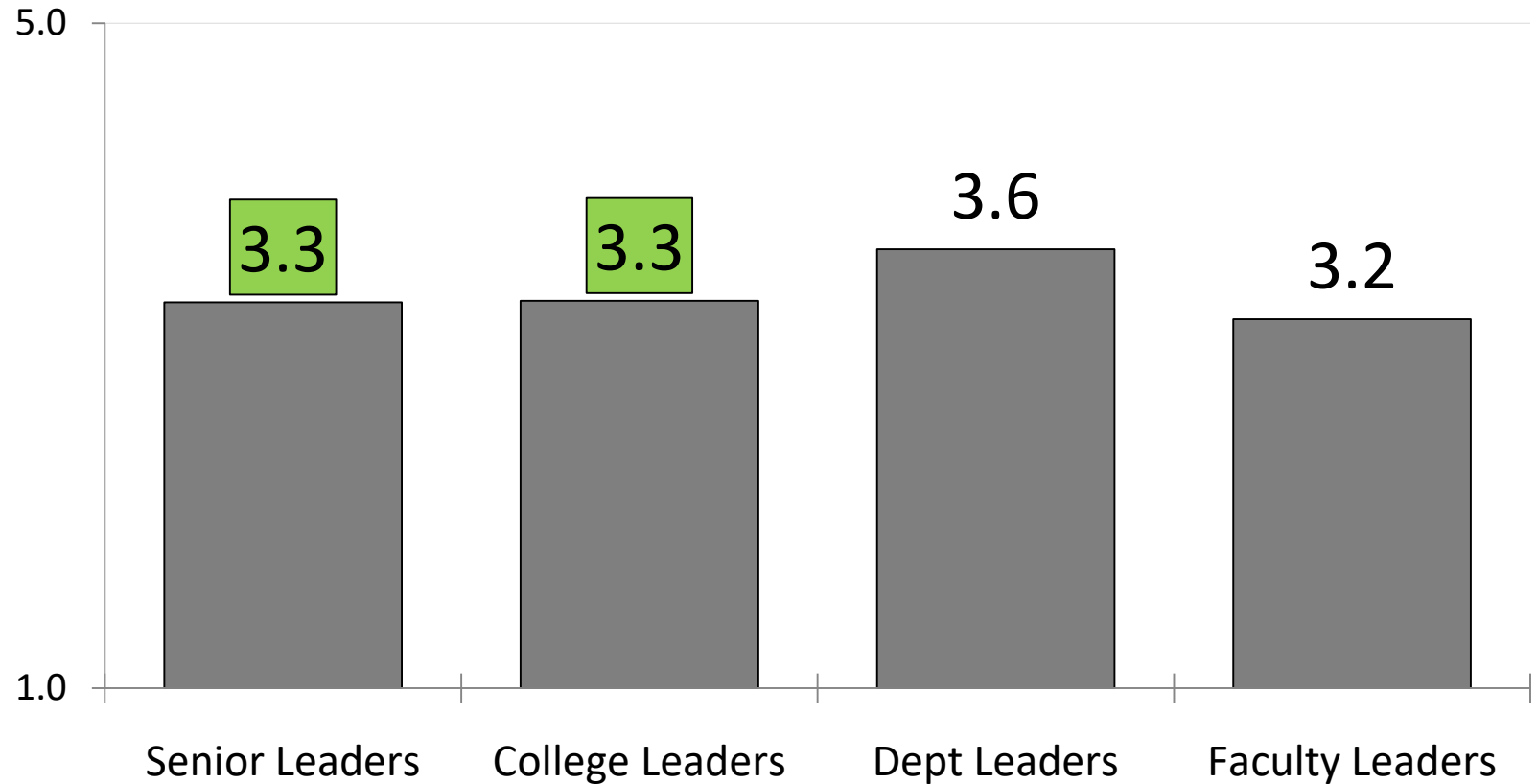
# Tenure and Promotion



# Tenure and Promotion, by Ethnicity

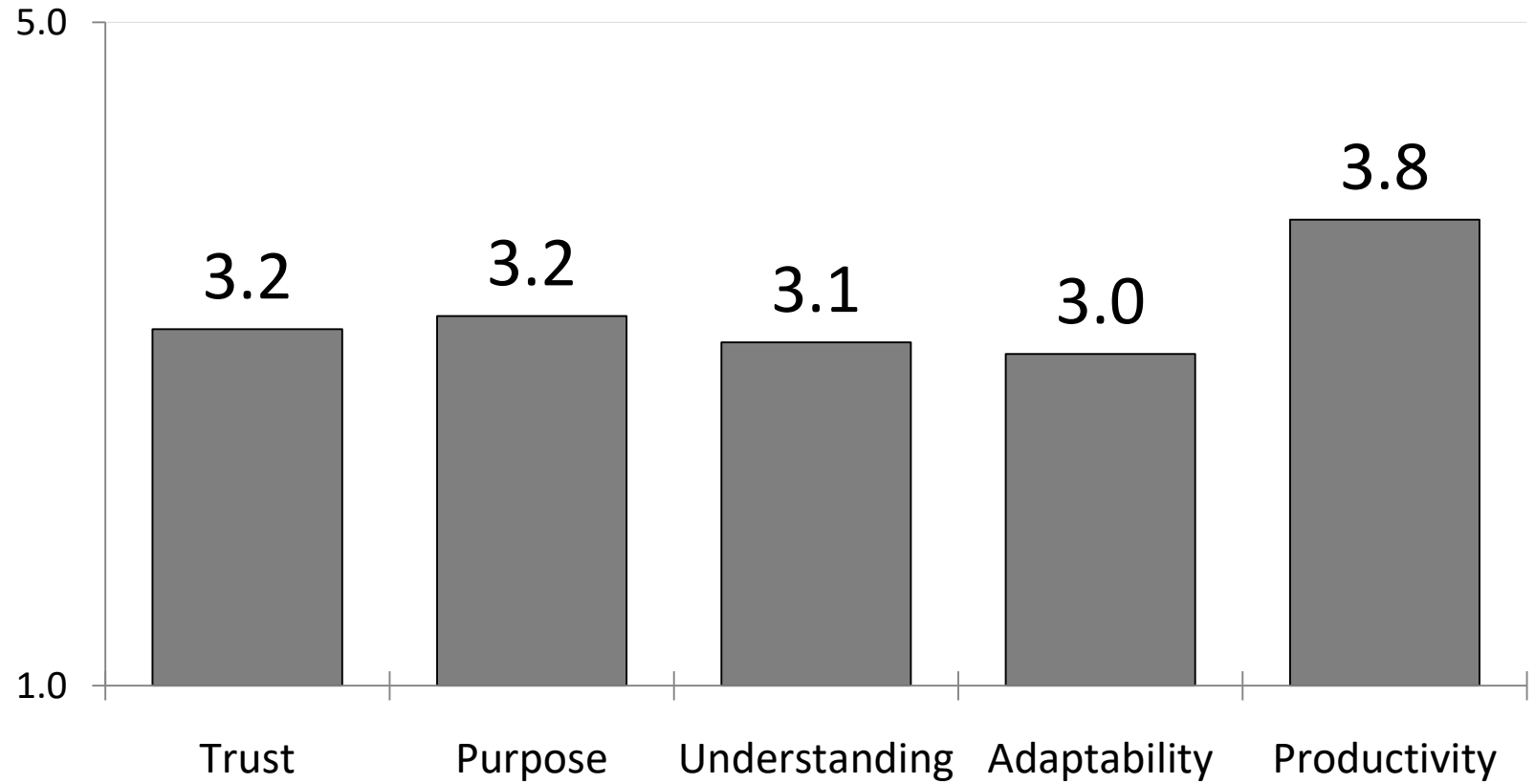


# Institutional Leadership

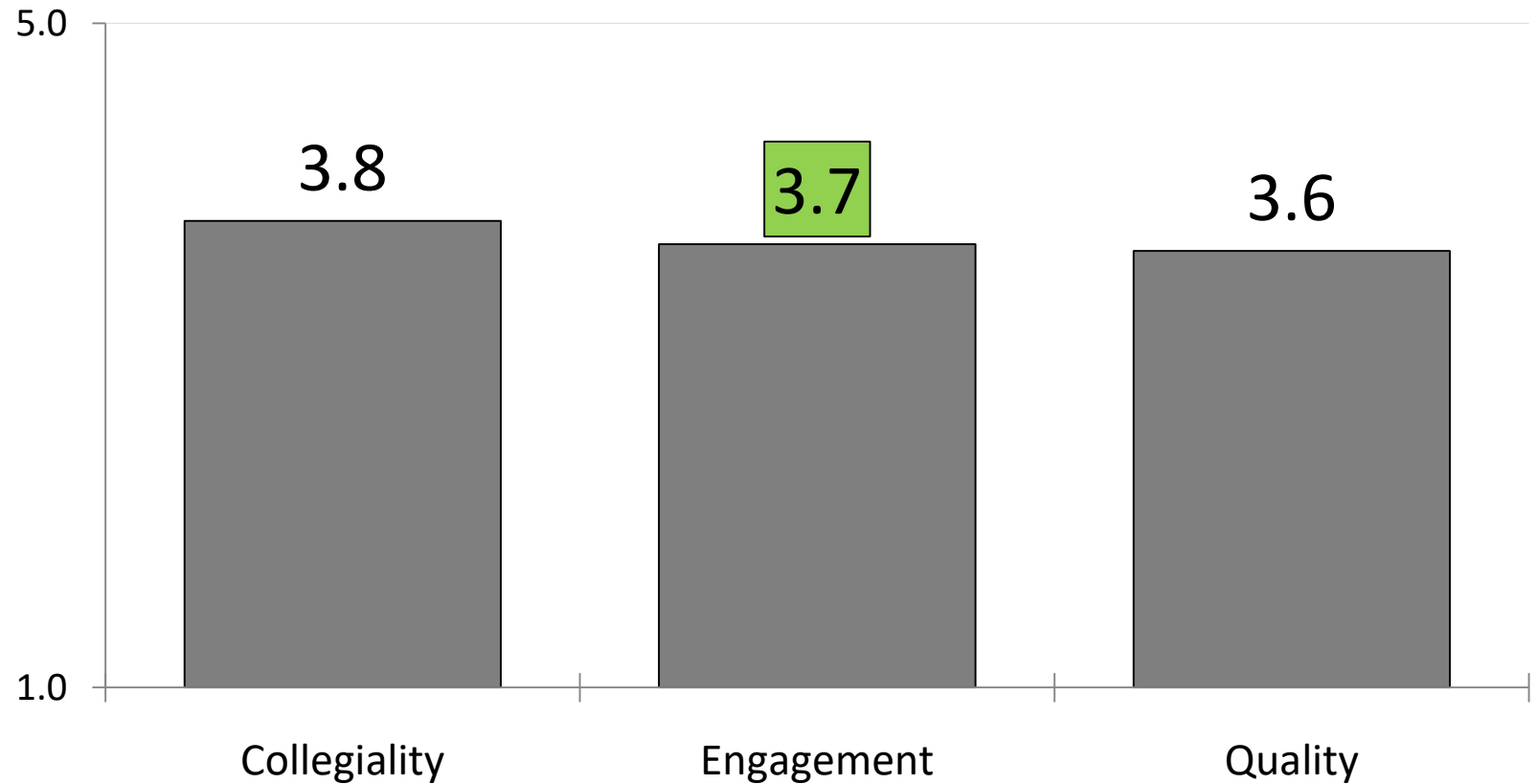




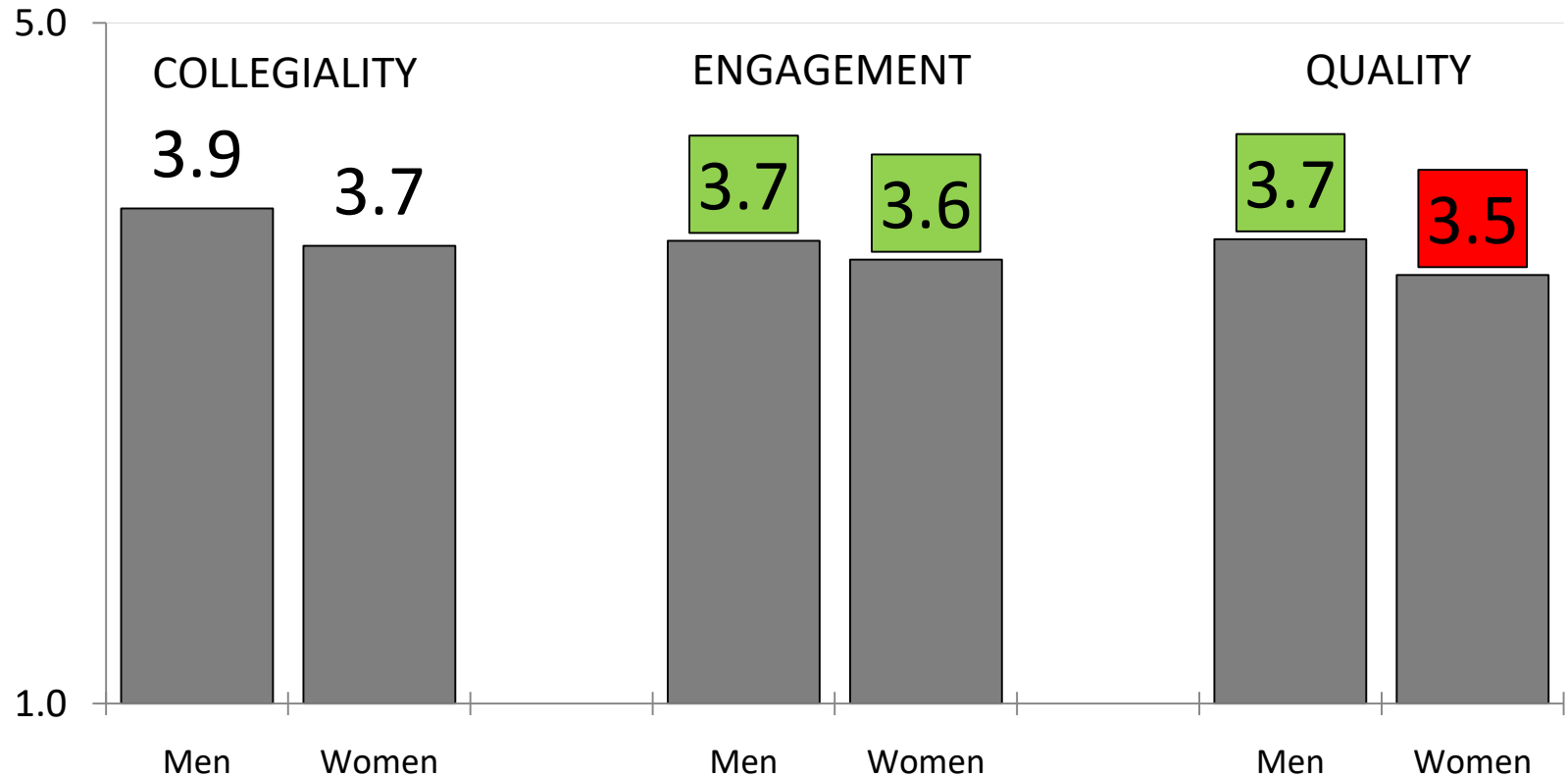
# Shared Governance



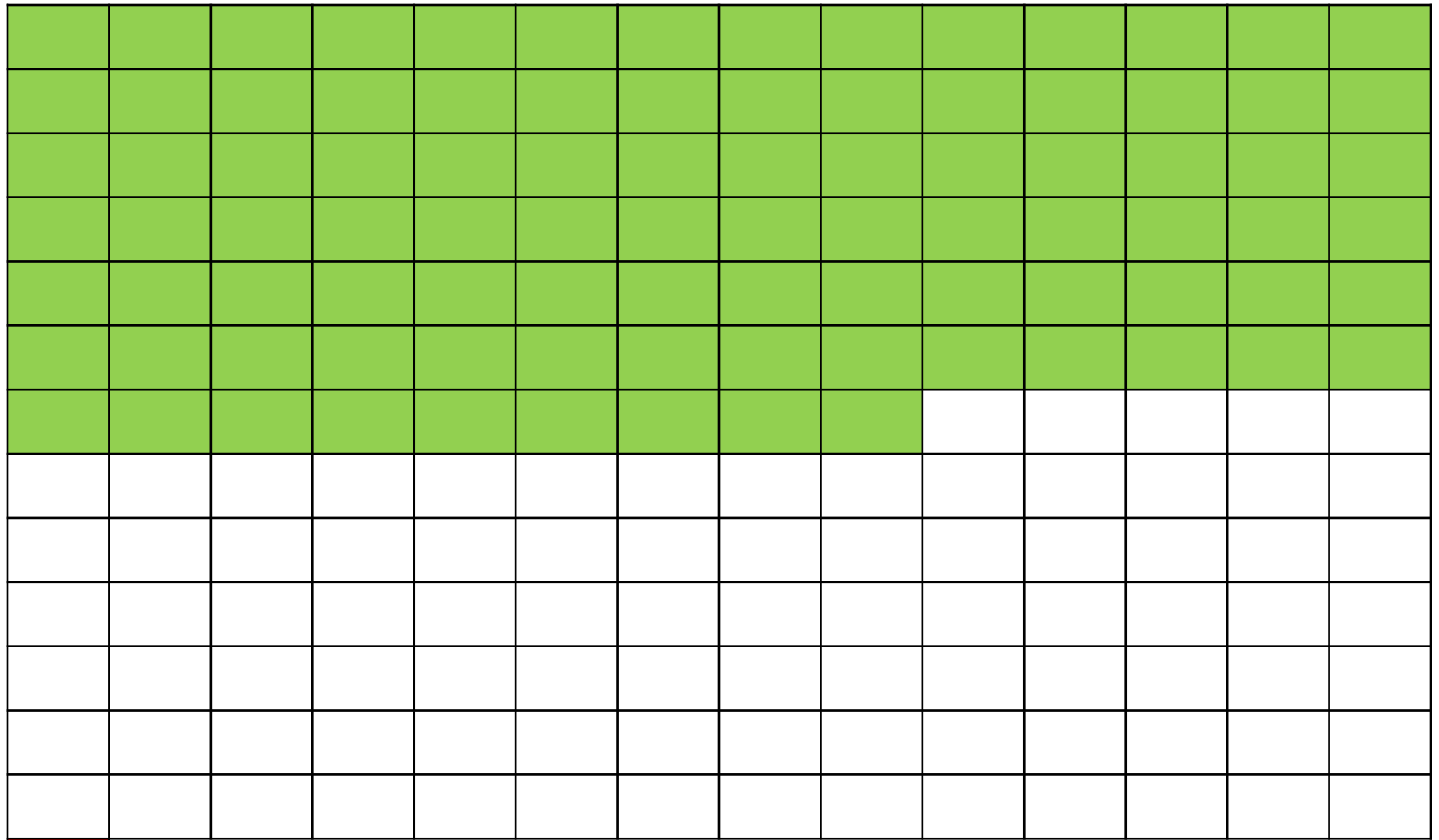
# Departmental Collegiality, Engagement, and Quality



# Collegiality, Engagement, and Quality, by Gender

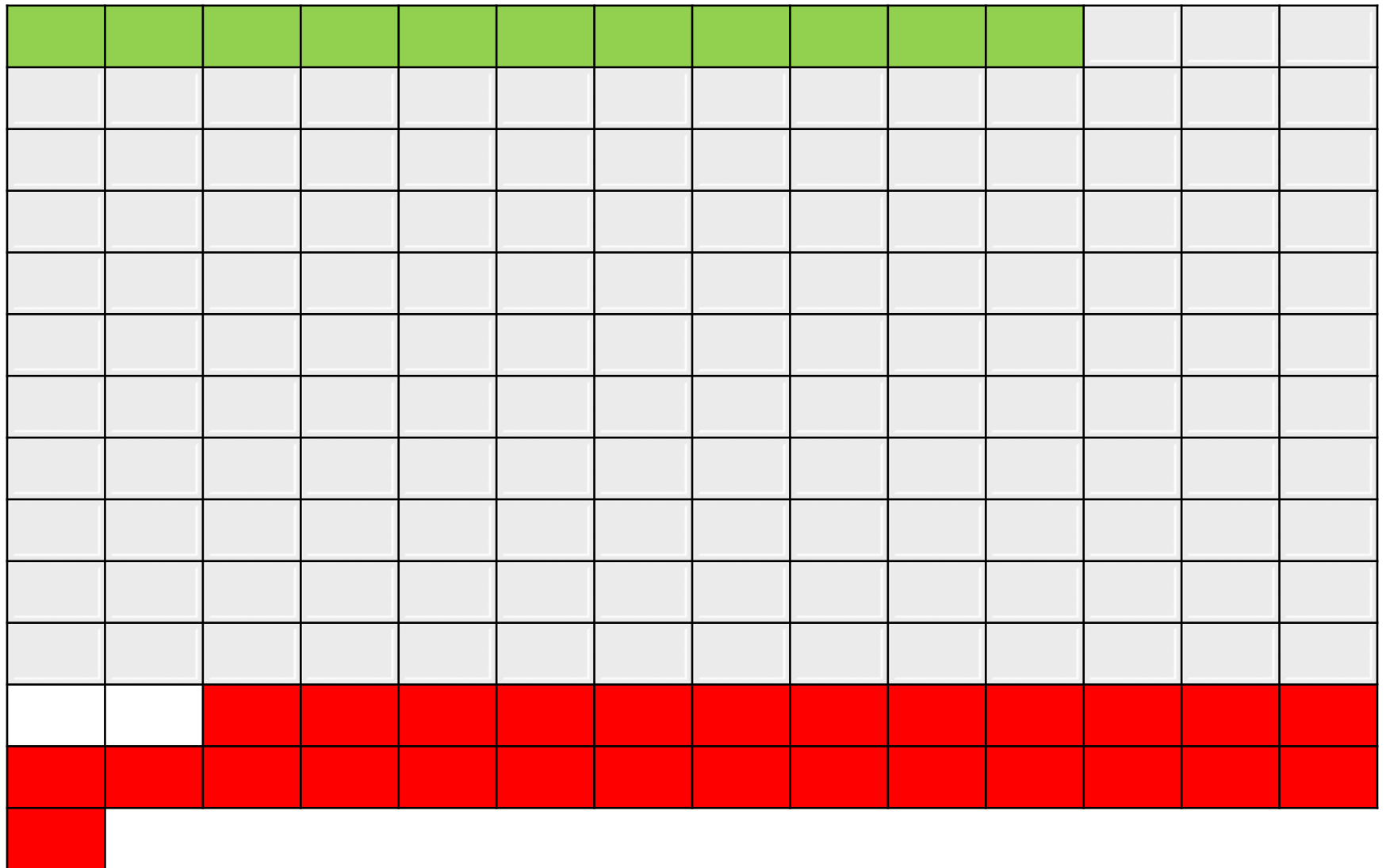


# Item-Level Responses, Auburn Men Relative to Men in Full COACHE Cohort




← CHILDCARE

# Item-Level Responses, Auburn Women Relative to Women in Full COACHE Cohort



# Item Level Results Summary

Satisfaction Relative to Own Gender	Number of Items	
	Men	Women
Among Most Satisfied	93	11
In the Middle	89	145
Among Least Satisfied	1	27

# Best Aspects of Working at Auburn

Aspect	Percent selecting
Quality of colleagues	30%
Support of colleagues	19%
Academic freedom	16%
My sense of “fit” here	14%

# Best Aspects of Working at Auburn Pre-Tenure Faculty

Aspect	Percent selecting
Support of colleagues	30%
Quality of colleagues	24%
Academic Freedom	17%
Support for teaching	17%



# Best Aspects of Working at Auburn Faculty of Color

Aspect	Percent selecting
Academic freedom	25%
Quality of colleagues	18%
My sense of “fit” here	17%
Presence of others like me / Commute	14%

# Worst Aspects of Working at Auburn

Aspect	Percent selecting
Lack of support for research/creative work	21%
Lack of support for teaching	14%
Cost of living	13%
Geographic location	14%

# Worst Aspects of Working at Auburn Pre-Tenure Faculty

Aspect	Percent selecting
Geographic location	18%
Lack of support for research/creative work	17%
Compensation	14%
My sense of “fit” here	14%

# Worst Aspects of Working at Auburn Faculty of Color

Aspect	Percent selecting
Geographic location	18%
Quality of facilities	17%
Quality of graduate students	14%
Lack of support for research/creative work	13%