

# 2020 COACHE Faculty Job Satisfaction Survey

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University Senate  
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AUBURN  

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UNIVERSITY



## ABOUT COACHE

The Collaborative on Academic Careers in Higher Education (COACHE) study is a research-practice partnership based in the Harvard University Graduate School of Education that measures various benchmarks of faculty life and job satisfaction.



OVERVIEW



RESULTS



DATA AVAILABILITY – NEXT  
STEPS

# IMPORTANCE OF COACHE

- Auburn participated in 2005, 2007, 2010, 2013, 2017 and 2020
- Provides baseline data about faculty satisfaction and faculty perceptions of Auburn as a workplace
- COACHE data used for three *KPIs* in the 2019-2024 Auburn University Strategic Plans
- Enables comparisons with full-time faculty at peer institutions



PARTICIPATING  
INSTITUTIONS

# INITIATIVES SUPPORTED BY COACHE FACULTY RESPONSE

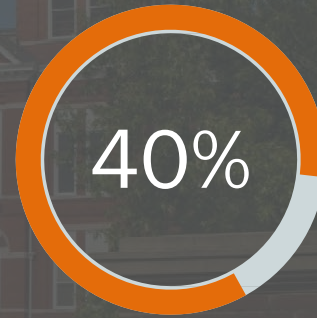
- Created on-campus childcare option in 2018
- Improved faculty salaries to be 95% of SREB Peers
- Increased rewards and recognition for faculty
- Established dual career guidelines in 2019
- Improved the tenure and promotion process
- Created opportunities for departmental leader trainings
- Revised faculty recruitment strategies



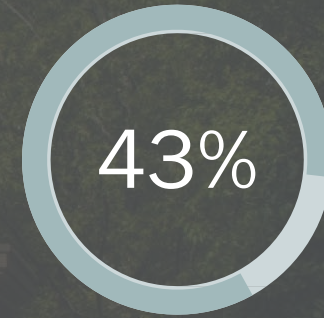


# AUBURN FACULTY PARTICIPATION

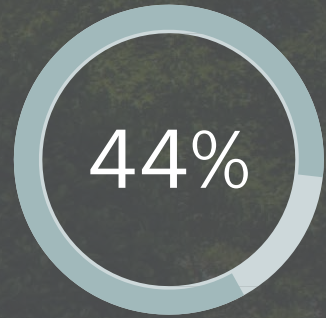
- 1,304 Auburn faculty received the invitation in Spring 2020
- 517 completed the study (40% response rate)
  - 42% of Tenured Faculty
  - 43% Pre-Tenure Faculty
  - 32% Non-Tenure-Track Faculty



AUBURN  
RESPONSE  
RATE



PEERS  
RESPONSE  
RATE



NATIONAL  
RESPONSE  
RATE

AUBURN  
UNIVERSITY  
ESTABLISHED 1856

# 2020 SELECTED PEER INSTITUTIONS



1,195 FULL-TIME FACULTY MEMBERS

46% TENURED / 22% TENURE-TRACK / 32% NTTF

SREB/SEC PEER



1,365 FULL-TIME FACULTY MEMBERS

45% TENURED / 22% TENURE-TRACK / 28% NTTF

SREB PEER



1,201 FULL-TIME FACULTY MEMBERS

56% TENURED / 21% TENURE-TRACK / 22% NTTF

SREB/SEC PEER



1,401 FULL-TIME FACULTY MEMBERS

44% TENURED / 22% TENURE-TRACK / 24% NTTF

SREB Peer



1,806 FULL-TIME FACULTY MEMBERS

57% TENURED / 23% TENURE-TRACK / 20% NTTF

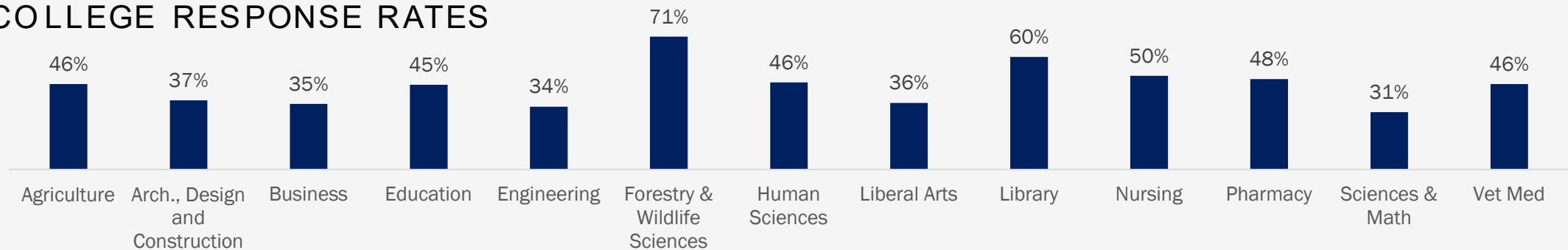
SREB Peer

# SURVEY POPULATION DEMOGRAPHICS

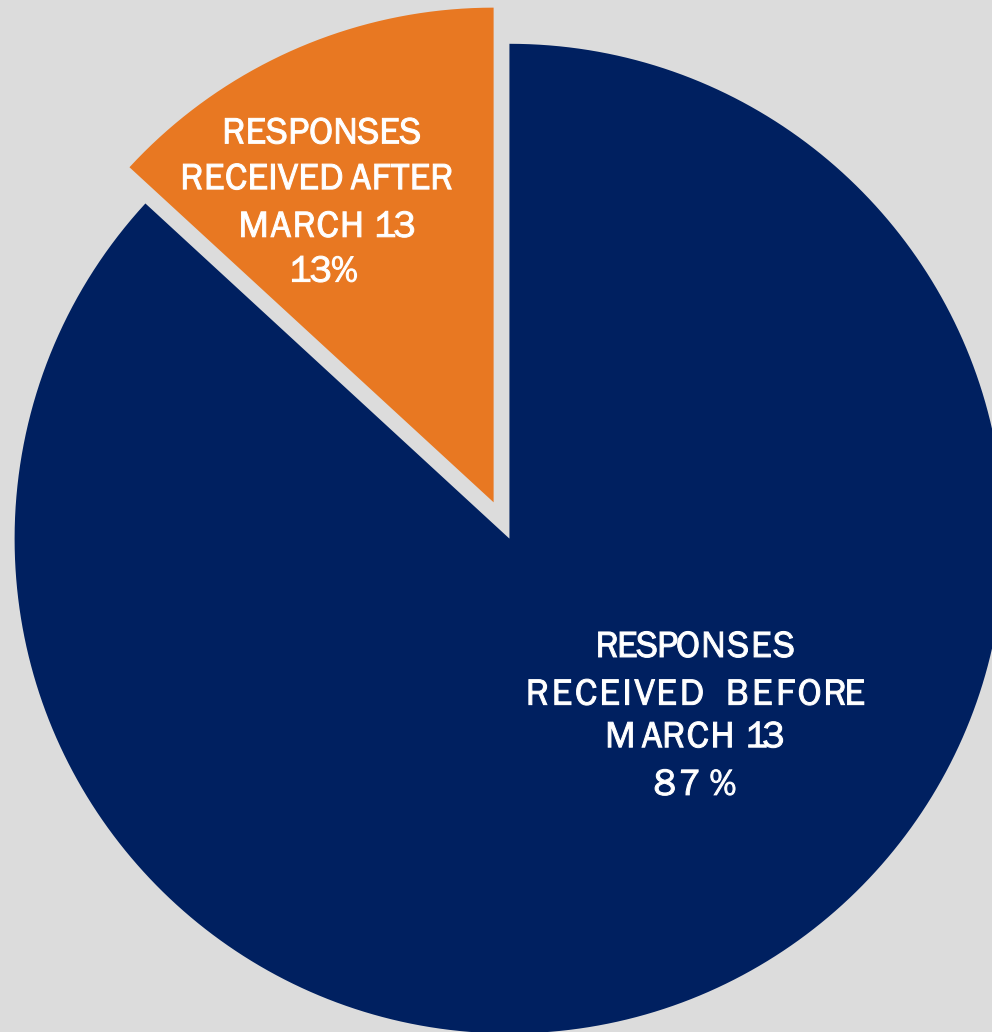
TENURE-TRACK, TENURED, NON-TENURE-TRACK, RESEARCH, AND CLINICAL FACULTY

	AUBURN UNIVERSITY			5 PEER INSTITUTIONS
	TOTAL	TOTAL	RESPONSE	RESPONSE
	POPULATION	RESPONSES	RATE	RATE
<b>Overall</b>	<b>1304</b>	<b>517</b>	<b>40%</b>	<b>43%</b>
Men	756	272	36%	39%
Women	532	229	43%	50%
White, non-Hispanic	967	398	41%	45%
Faculty of Color	337	119	35%	37%
Tenured	732	304	42%	44%
Pre-tenured (TT)	287	122	43%	44%
Non-Tenure Track (NTT)	285	91	32%	40%

## COLLEGE RESPONSE RATES



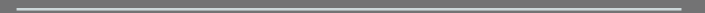
## COVID-19 EFFECT ON COACHE RESPONSES



- COACHE survey open Feb. 12 – Apr. 19, 2020.
- 87% of AU responses received before Mar. 13, prior to transition to remote instruction.
- COACHE analysts rigorously examined responses received after initial transition and no substantive differences were observed.



R E S U L T S



# COACHE SURVEY THEMES

SURVEY QUESTIONS ARE GROUPED INTO 8 MAJOR THEMES AND 25 BENCHMARKS

## NATURE OF WORK

- Research
- Service
- Teaching

## TENURE AND PROMOTION

- Tenure policies
- Tenure expectations
- Promotion to full

## THE DEPARTMENT

- Engagement
- Quality
- Collegiality

## RESOURCES AND SUPPORT

- Facilities and work resource
- Personal and family policies
- Health and retirement benefits
- Salary

## INSTITUTIONAL LEADERSHIP

- Senior Leadership
- Divisional (School/College) Leadership
- Departmental Leadership
- Faculty Leadership

## APPRECIATION AND RECOGNITION

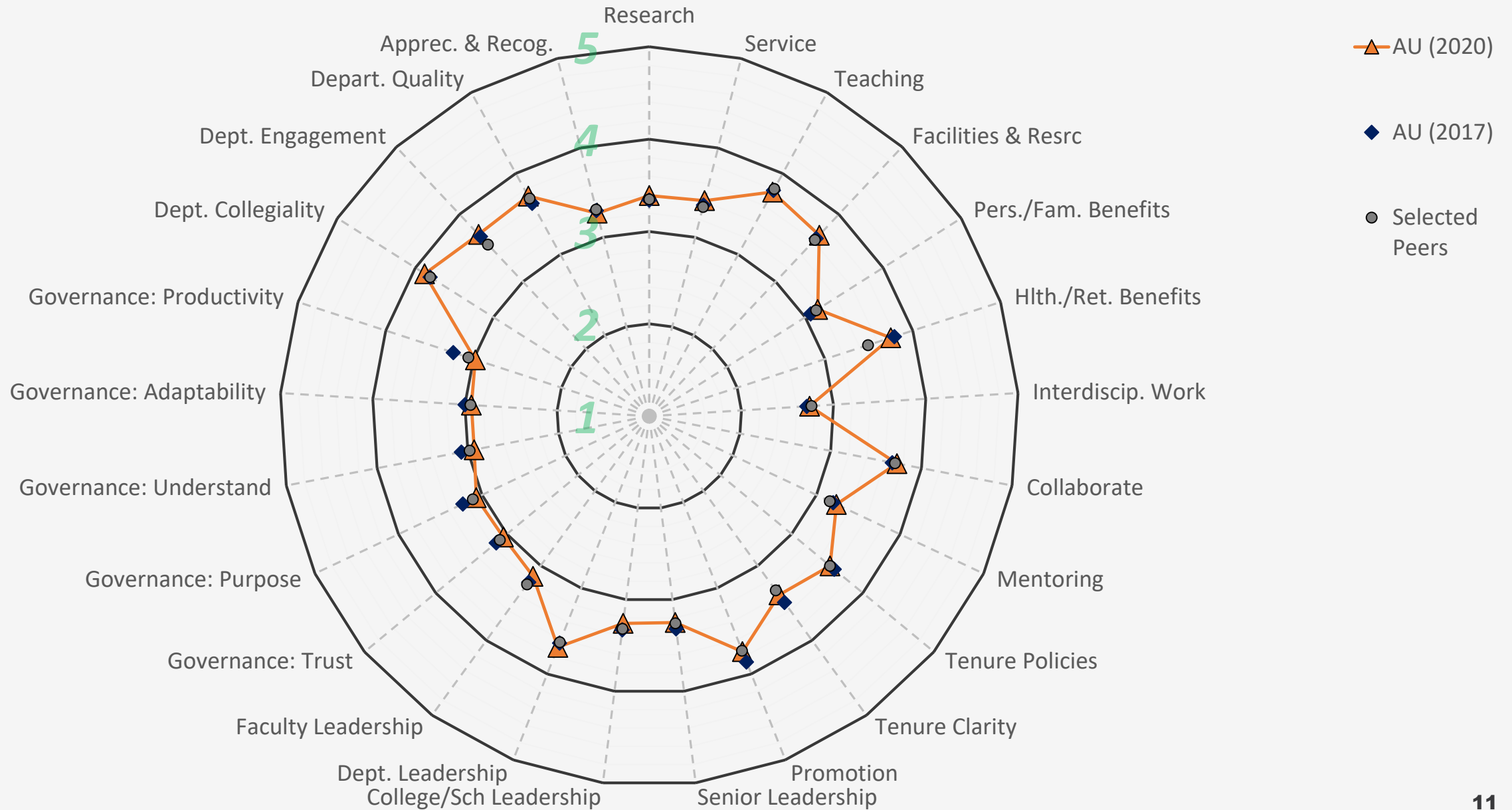
## CROSS-SILO WORK AND MENTORSHIP

- Interdisciplinary work
- Collaboration
- Mentoring

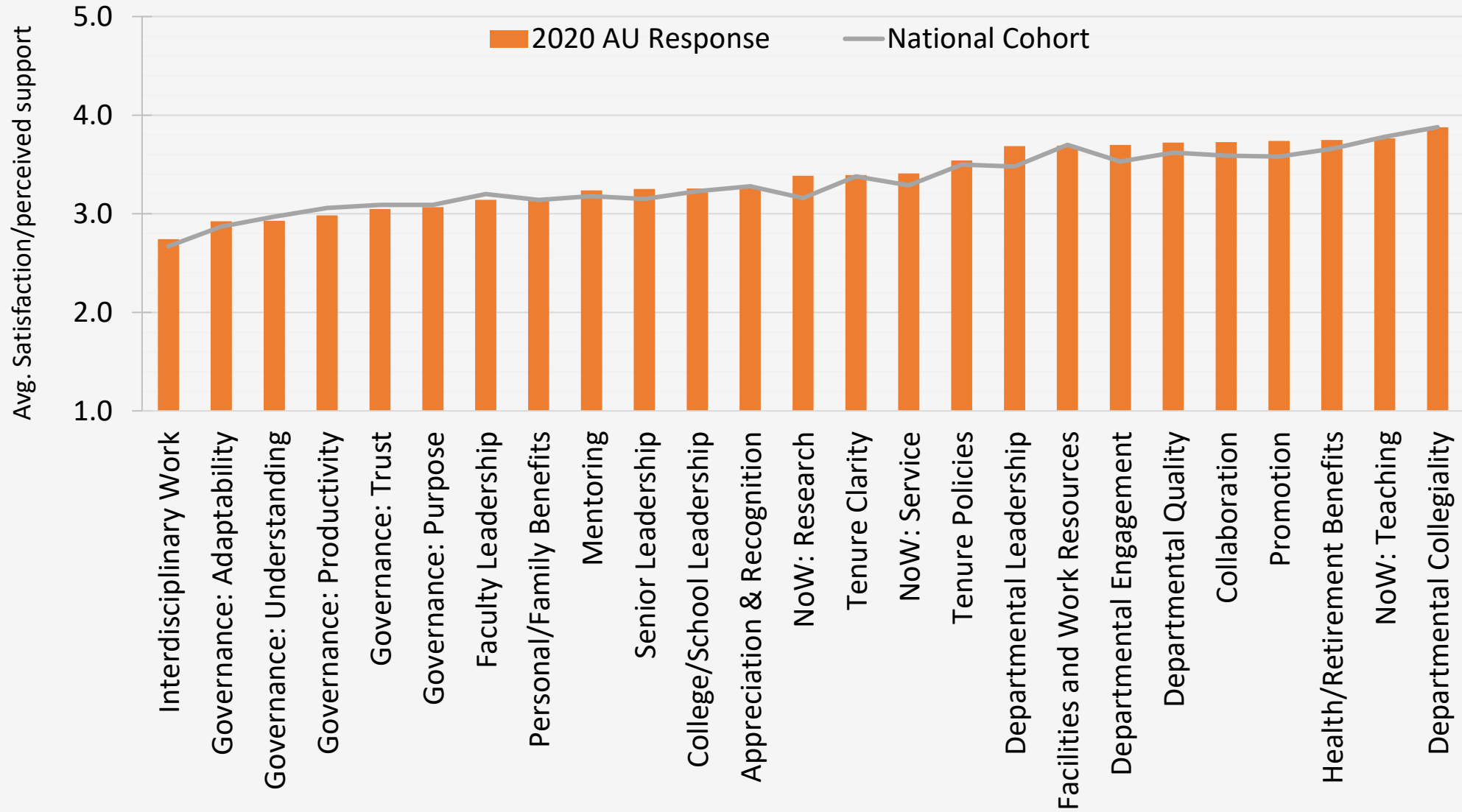
## SHARED GOVERNANCE

- Trust
- Shared sense of purpose
- Understanding the issue at hand
- Adaptability
- Productivity

# COACHE 2020 BENCHMARK COMPARISONS: SELECTED PEERS AND PREVIOUS RESULTS



# COACHE 2020 BENCHMARK COMPARISONS: NATIONAL COHORT





collaborative on academic  
careers in higher education

## COACHE PROVIDED SUMMARY OF RESULTS

### **Your Strengths and Concerns**

As shorthand, COACHE defines as an "area of strength" any Benchmark where your institution scores first or second among your selected comparison group and in the top 30 percent (the green section) of the cohort. Conversely, an "area of concern" is where your faculty rating of a Benchmark falls fifth or sixth among your peers and in the bottom 30 percent (the red section) of the cohort. The survey themes at the right met these criteria for Auburn University.

#### **Areas of strength (all faculty combined)**

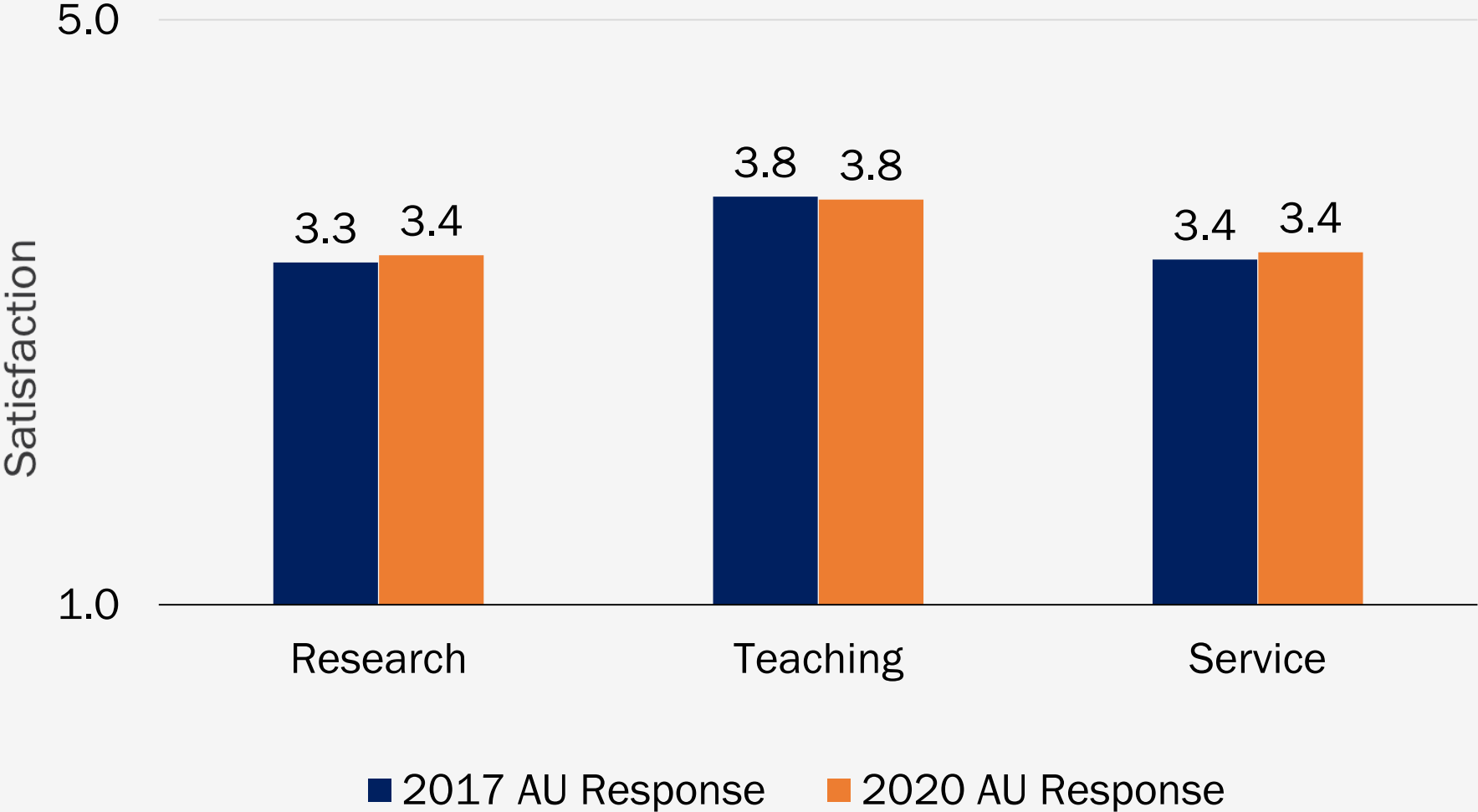
- *Departmental Engagement*
- *Nature of Work: Research*

#### **Areas of concern (all faculty combined)**

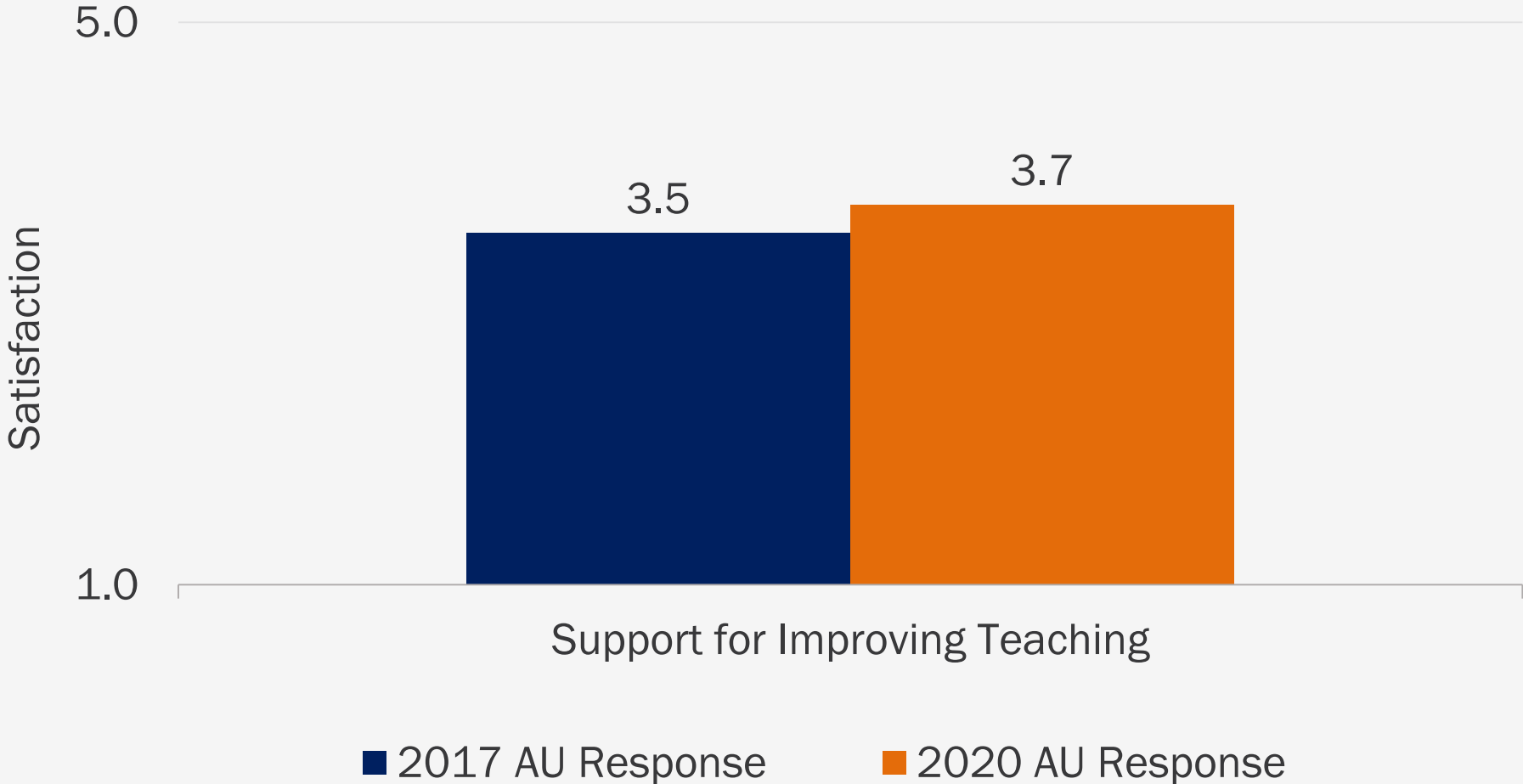
- *(No areas of concern)*



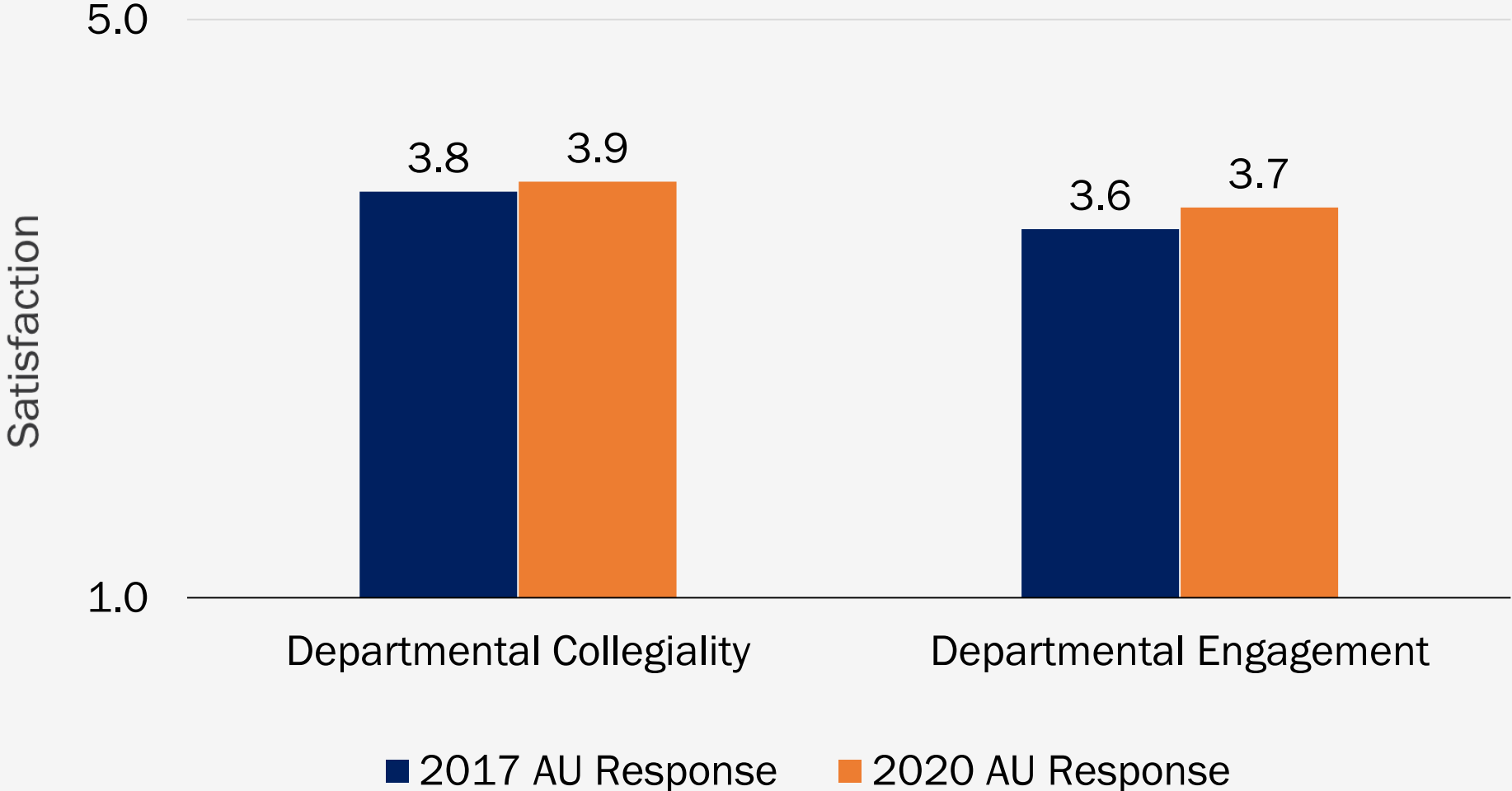
# RESEARCH, TEACHING, & SERVICE:



# TEACHING SUPPORT:



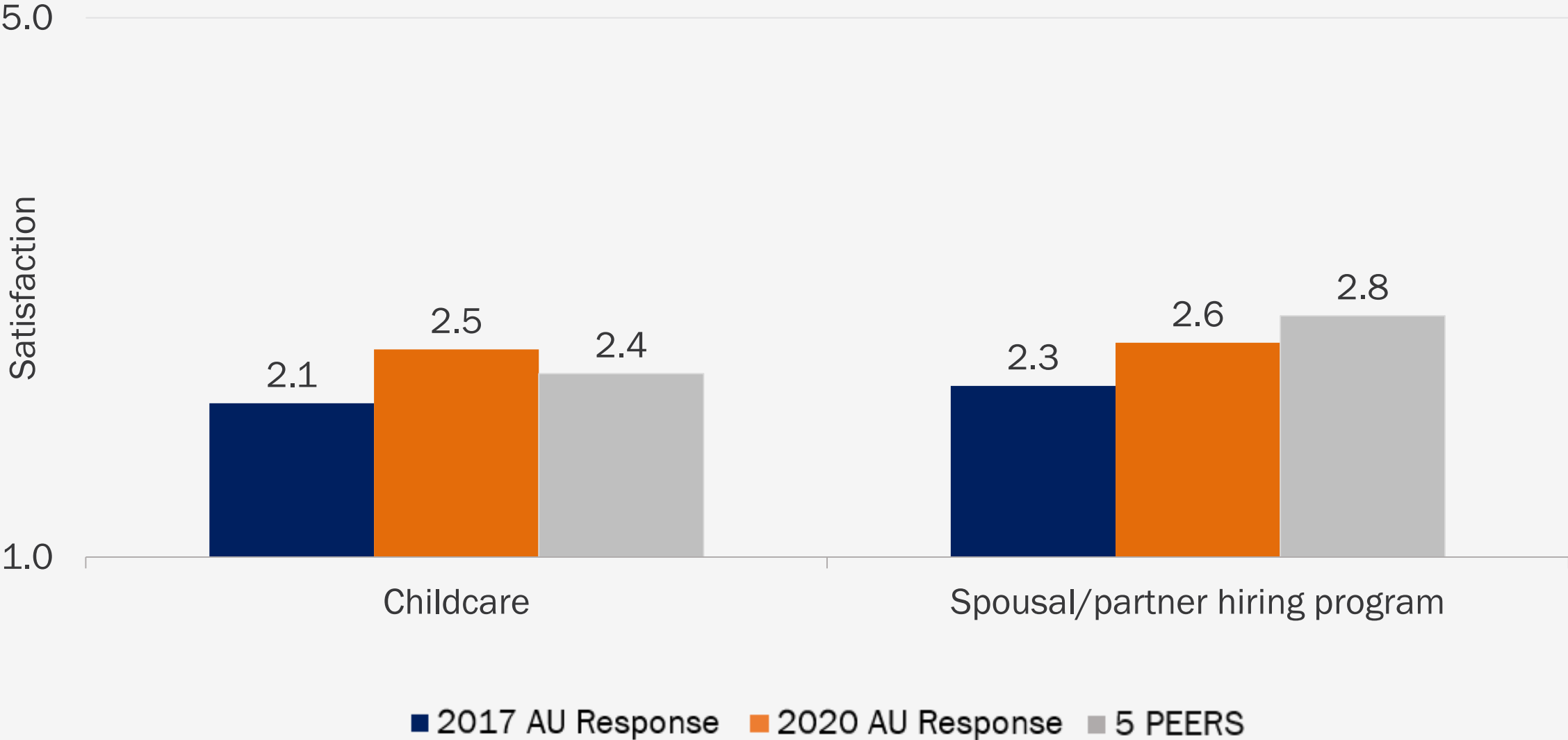
# COLLEGIALITY:



A R E A S F O R I M P R O V E M E N T

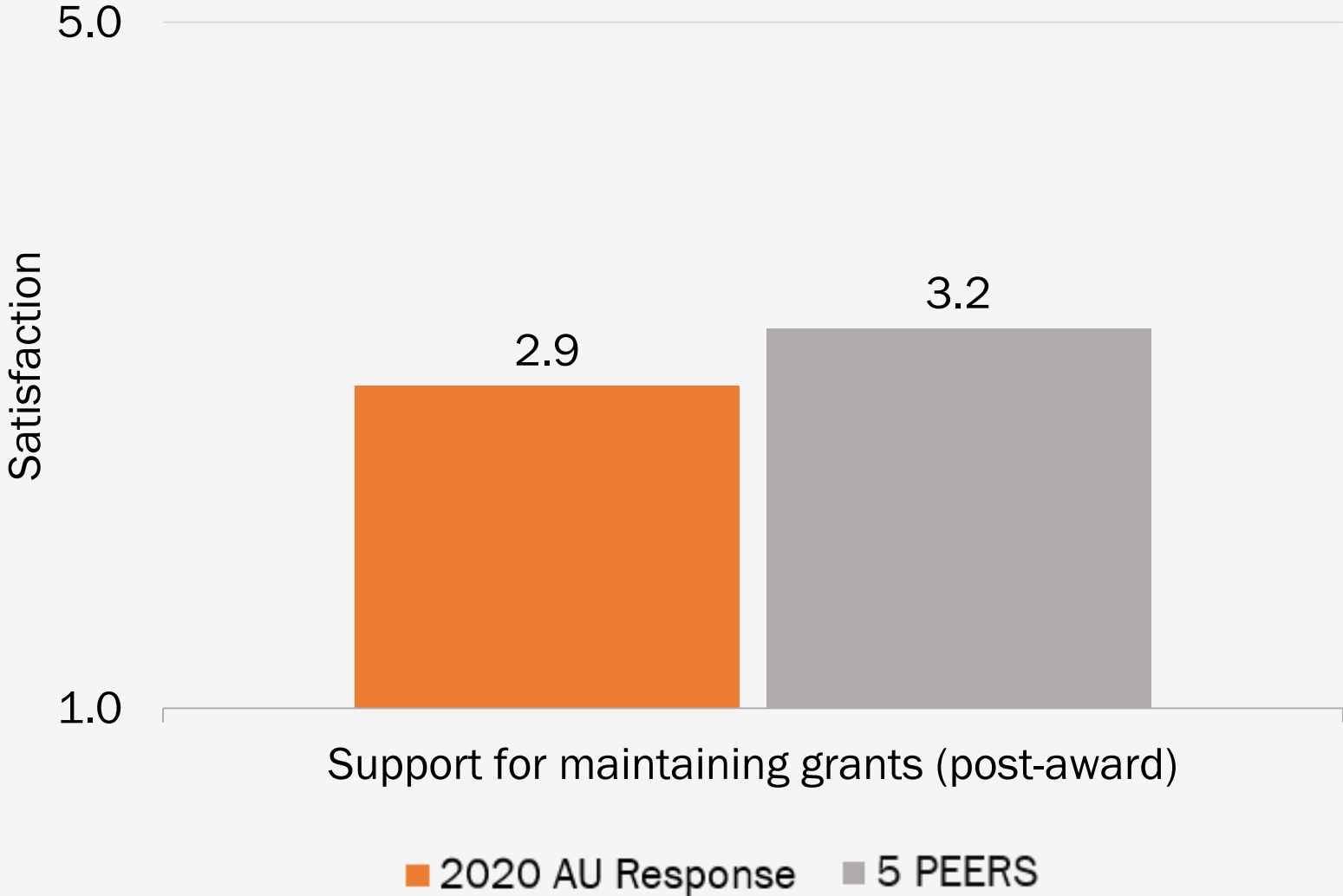


# FAMILIAL SUPPORT:







# NATURE OF WORK: RESEARCH



## N E X T S T E P S:

- COACHE Committee Meeting 
- Send College/School Reports 
- Reengage Stakeholders – Continued Conversations 
- Communicate Major Findings 
- Collaborate with stakeholders to identify areas of improvement and support centrally and locally

## NEXT STEPS

- Continued disaggregation of data to identify priorities (e.g., by race, gender, tenure-status)
  - Locally: College reports shared with Deans
  - Centrally: Committees work to identify opportunities, collaborate with HR on Mercer Study to present shared findings

Q U E S T I O N S ?