

COACHE

JOB SATISFACTION SURVEY

CLA Faculty Senate

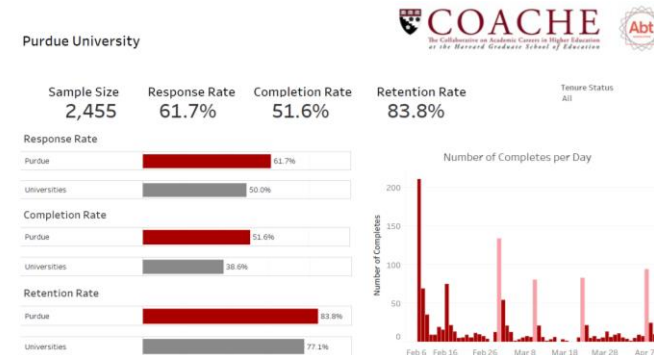
March 7, 2023

Purdue's History with the COACHE Faculty Job Satisfaction Survey

COACHE survey implemented in 2012, 2015, 2018, ... and 2022 (delayed from 2021)

Response rates:

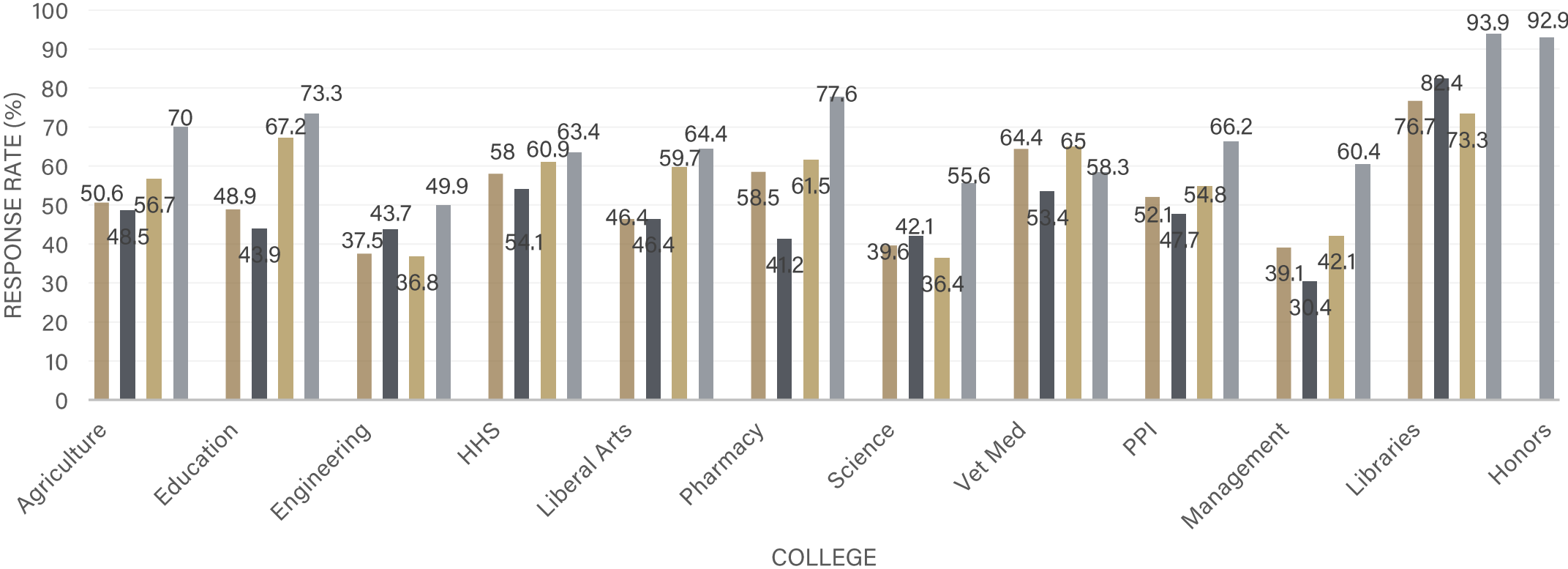
- 2012: 47% (selected peers 51%; all 49%)
- 2015: 50% (selected peers 45%; all 49%)
- 2018: 51% (selected peers 45%; cohort 46%)
- **2022: 61.7% (cohort 50.0%)**



- In 2012, Purdue received the Provost's Report. In latter cycles Purdue opted to also receive the de-identified datasets from COACHE.
- Only IDA+A staff may access the survey datasets, and all reporting must be aggregate (10 responses or more) and non-identifiable.
- IDA+A analyzed the datasets and prepared dashboards containing the aggregate results
- Tiered levels of access to different dashboards:
 - Faculty: university results and results for college in which they are primarily housed
 - Deans and Department Heads: Comparisons within Purdue for university, college, and departmental results

COACHE RESPONSE RATES ACROSS THE COLLEGES

COACHE Response Rate by Year



2012

2015

2018

2022 – as of 4/9/2022, survey closed 4/11/2022

COACHE SURVEY BENCHMARKS AND QUESTIONS

| | Benchmark | Number of questions |
|----|---|---------------------|
| 1 | Collaboration | 3 |
| 2 | Governance: Adaptability | 3 |
| 3 | Governance: Productivity | 3 |
| 4 | Governance: Purpose | 4 |
| 5 | Governance: Understanding | 4 |
| 6 | Health & Retirement Benefits | 4 |
| 7 | Leadership: Faculty | 4 |
| 8 | Leadership: Divisional | 4 |
| 9 | Governance: Trust | 5 |
| 10 | Leadership: Departmental | 5 |
| 11 | Mentoring | 5 |
| 12 | Interdisciplinary Work | 6 |
| 13 | Nature of Work: Service | 6 |
| 14 | Leadership: Senior | 6 |
| 15 | Tenure Expectations: Clarity (TT Asst Prof) | 6 |
| 16 | Departmental Engagement | 7 |
| 17 | Tenure Policies (TT Asst Prof) | 7 |
| 18 | Facilities & Work Resources | 8 |
| 19 | Personal & Family Policies | 8 |
| 20 | Promotion: (T Assoc Prof) | 8 |
| 21 | Nature of Work: Teaching | 8 |
| 22 | Departmental Collegiality | 8 |
| 23 | Departmental Quality | 10 |
| 24 | Nature of Work: Research | 11 |
| 25 | Appreciation & Recognition | 12 |

- Benchmarks
 - 25 total
- # of Questions
 - Total # of questions: 156 (5-point items)
 - # of questions per benchmark: 3-12
 - Additional custom questions, exit survey, and demographic questions

codebook at: [COACHE - Office of the Provost - Purdue University](#)

THE RESULTS



www.purdue.edu/provost/faculty/initiatives/coache.html

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Faculty > Faculty Initiatives

FACULTY AFFAIRS

- Faculty Resources
- Faculty Initiatives
- Faculty Awards and Honors
- Faculty Promotion and Tenure
- Department Head Resources

Faculty Job Satisfaction: The COACHE Survey

The Collaborative on Academic Careers in Higher Education (COACHE) developed and administers a faculty job satisfaction survey completed by faculty and a network of 200+ colleges and universities. During the spring 2012, 2016, 2018, and 2022 semesters, we solicited Purdue faculty input through this survey. Tenure-track, clinical/professional-track, and research-track faculty and lecturers/senior lecturers were invited to participate via a link from the Graduate College of Education at Harvard University. The goal of the survey is to identify both our areas of strength and of concern, and to guide our actions for improvement. The survey responses are clustered by COACHE to give us insight into how we're doing in the following areas:

- Nature of Work: Overall, Teaching, Research, and Service
- Resources & Support
- Benefits
- Interdisciplinary Work and Collaboration
- Mentoring
- Promotion, Tenure, Retention, and Negotiation
- Leadership and Governance
- Departmental Engagement, Quality, and Collegiality
- Work & Personal Life Balance
- Appreciation & Recognition
- Global Satisfaction and Improvement

COACHE Reports

COACHE provides participating institutions with benchmarks to compare themselves to peer institutions and a high-level report of the results. These reports are available for years 2012, 2016, and 2018.

- [2012 Report](#)
- [2015 Report](#)
- [2018 Report](#)
- [2022 Report](#)

Purdue Results and Dashboards

COACHE provided Purdue with de-identified datasets from 2016 and 2018, and will do so again in 2022. These datasets enable us to look deeper into benchmarks and survey items, based on academic or demographic variables. Due to our agreement with COACHE and confidentiality for faculty, only IDA+A staff may access the survey datasets of de-identified individual responses and all reporting must be aggregate (10 responses or more) and non-identifiable. IDA+A has analyzed these datasets and prepared dashboards containing the aggregate results. These dashboards can be accessed [here](#):

- All faculty may access the IDA+A dashboards containing [results for the university](#) and [results for the college](#) where they are primarily appointed.
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Use of Results in Colleges

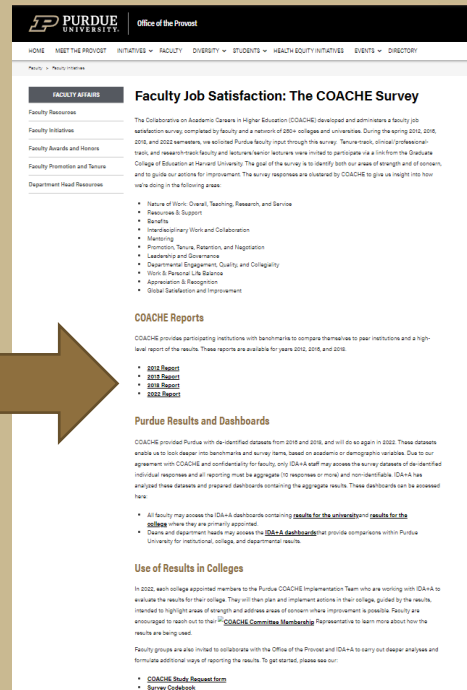
In 2022, each college appointed members to the Purdue COACHE Implementation Team who are working with IDA+A to evaluate the results for their college. They will then plan and implement actions in their college, guided by the results, intended to highlight areas of strength and address areas of concern where improvement is possible. Faculty are encouraged to reach out to their [COACHE Committee Membership](#) Representative to learn more about how the results are being used.

Faculty groups are also invited to collaborate with the Office of the Provost and IDA+A to carry out deeper analyses and formulate additional ways of reporting the results. To get started, please see our:

- [COACHE Study Request form](#)
- [Survey Codebook](#)



External Comparisons



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Faculty Affairs

Faculty Job Satisfaction: The COACHE Survey

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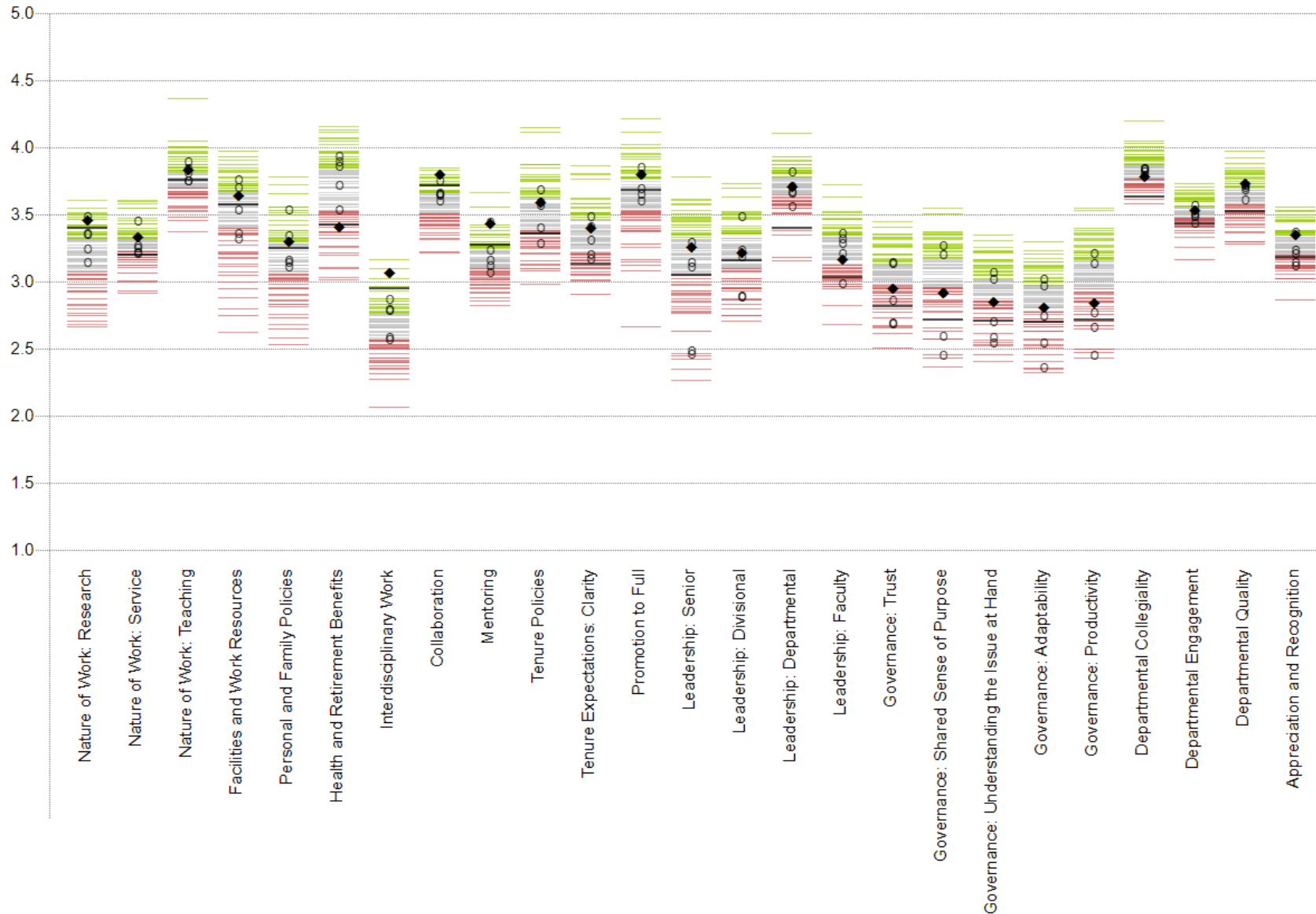
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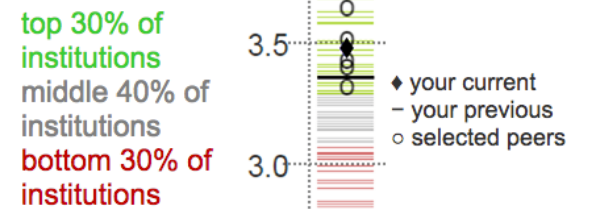
Benchmarks - All Faculty



Selected Peer Universities:

- Indiana University - Bloomington (2019)
- Rutgers University-New Brunswick (2019)
- University of Maryland, College Park (2020)
- University of Missouri - Columbia (2022)
- Virginia Polytechnic Institute and State University (2020)

82 Cohort Institutions



BENCHMARK ZONES IN 2022

PURDUE COMPARED TO COHORT OF ALL OTHER UNIVERSITIES:

Green: Top 30%

- Nature of work: research
- Nature of work: service
- Nature of work: teaching
- Personal and family policies
- Interdisciplinary work
- Collaboration
- Mentoring (but low in "being a mentor is fulfilling")
- Promotion to full
- Department quality

Red: Bottom 30%

- Health and retirement benefits
- Governance: Trust
- Governance: Shared sense of purpose
- Governance: Understanding the issue at hand
- Governance: Productivity
- Departmental collegiality

Below the five selected peer universities

Most improved areas 2018-2022

- Leadership: Departmental
- Mentoring
- Tenure policies

The only area of decline 2018-2022

- Health (and retirement benefits)

HEALTH & RETIREMENT BENEFITS (THE ONLY BENCHMARK THAT DECLINED BETWEEN 2018 AND 2022)

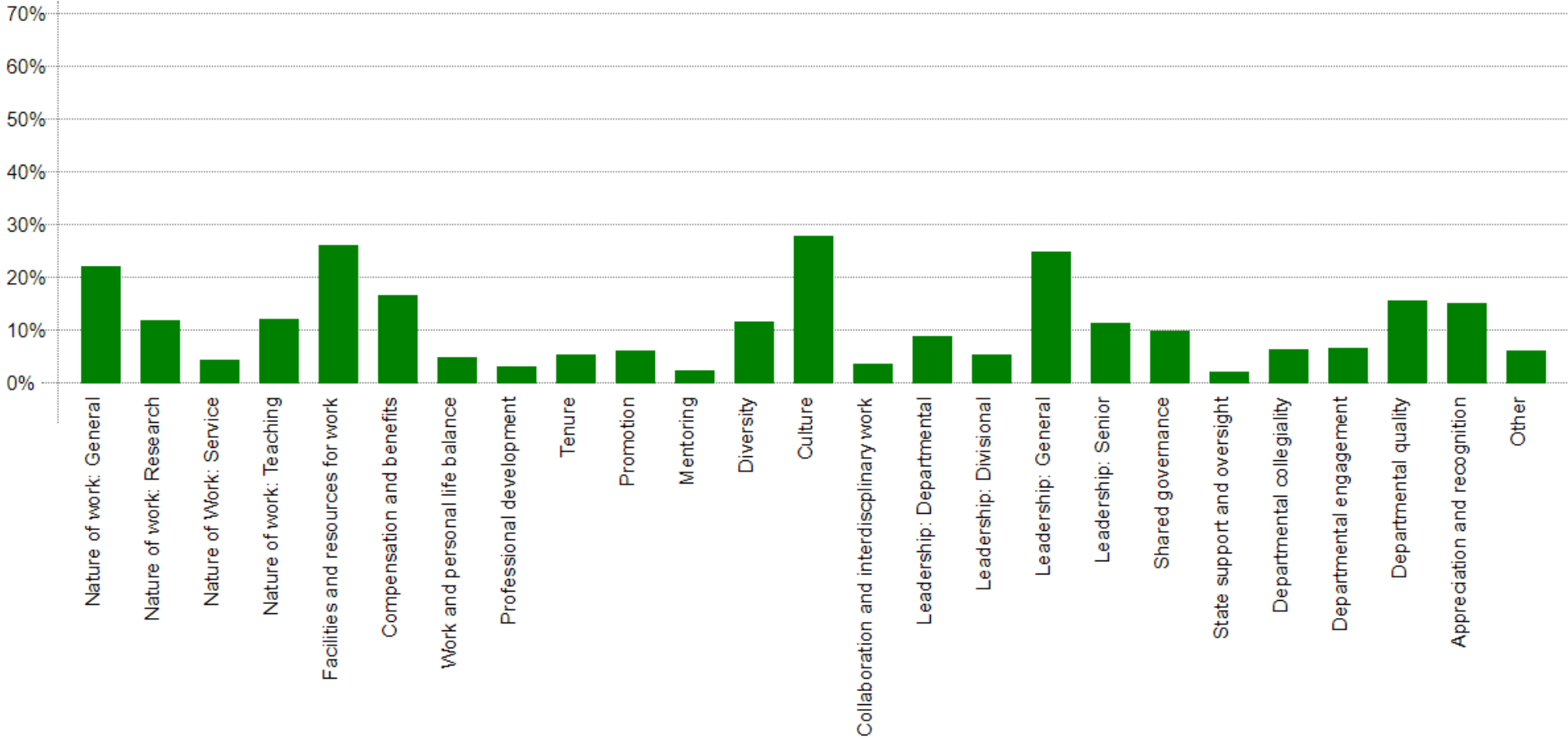
| Question | Scale | Year | Median | Mean | Low Agreement: % 1/2 | High Agreement: % 4/5 |
|-------------------------------------|--------------|------|--------|------|-------------------------|--------------------------|
| Health benefits for yourself [Q95A] | Satisfaction | 2022 | 4.0 | 3.3 | 26.2% | 54.1% |
| | | 2018 | 4.0 | 3.4 | 25.4% | 55.9% |
| Health benefits for family [Q95B] | Satisfaction | 2022 | 3.0 | 3.2 | 28.1% | 48.6% |
| | | 2018 | 4.0 | 3.3 | 26.4% | 54.4% |
| Retirement benefits [Q95C] | Satisfaction | 2022 | 4.0 | 3.7 | 11.1% | 65.2% |
| | | 2018 | 4.0 | 3.7 | 11.5% | 66.2% |
| Phased retirement options [Q95I] | Satisfaction | 2022 | 4.0 | 3.5 | 12.1% | 52.3% |
| | | 2018 | 3.0 | 3.4 | 14.0% | 46.7% |

DEPARTMENT COLLEGIALITY QUESTIONS: IMPROVEMENT SINCE 2018

| Question | Scale | Year | Median | Mean | Low Agreement: % 1/2 | High Agreement: % 4/5 |
|--|--------------|------|--------|------|-------------------------|--------------------------|
| Colleagues support work/life balance [Q200C] | Agreement | 2022 | 4.0 | 3.7 | 14.7% | 67.2% |
| | | 2018 | 4.0 | 3.6 | 17.5% | 61.6% |
| Meeting times compatible with personal needs [Q200D] | Agreement | 2022 | 4.0 | 4.1 | 9.9% | 79.4% |
| | | 2018 | 4.0 | 4.0 | 12.6% | 75.6% |
| Amount of personal interaction w/pre-tenure [Q205B] | Satisfaction | 2022 | 4.0 | 3.6 | 16.6% | 57.4% |
| | | 2018 | 4.0 | 3.5 | 14.9% | 57.6% |
| How well you fit [Q205C] | Satisfaction | 2022 | 4.0 | 3.5 | 22.4% | 60.5% |
| | | 2018 | 4.0 | 3.4 | 24.8% | 57.7% |
| Amount of personal interaction w/tenured [Q205E] | Satisfaction | 2022 | 4.0 | 3.5 | 17.2% | 57.2% |
| | | 2018 | 4.0 | 3.4 | 18.6% | 52.1% |
| Colleagues pitch in when needed [Q210A] | Agreement | 2022 | 4.0 | 3.7 | 17.0% | 68.5% |
| | | 2018 | 4.0 | 3.5 | 22.7% | 61.5% |
| Dept is collegial [Q210C] | Agreement | 2022 | 4.0 | 3.9 | 14.5% | 75.9% |
| | | 2018 | 4.0 | 3.8 | 18.5% | 70.7% |
| Dept colleagues committed to diversity/inclusion [Q212A] | Agreement | 2022 | 4.0 | 4.0 | 13.1% | 74.9% |
| | | 2018 | 4.0 | 3.9 | 15.0% | 72.6% |

Departmental Collegiality

How to Improve (Themes appearing in open ended question)



Internal Comparisons

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Next > Faculty Matters

FACULTY AFFAIRS

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Change @ Purdue: 2022 vs. 2018, all faculty

COACHE Results: Institutional

[Welcome](#) |
 [Benchmark Distributions](#) |
 [Change, 2018 to 2022](#) |
 [Item Distributions](#) |
 [Item-Level Details](#) |
 [Comparisons within Survey](#) |
 [Faculty as Mer](#) |
 [>](#)

Change in Benchmarks, 2018 to 2022, for Purdue University

| | |
|---|-------|
| Leadership: Departmental | 17.4% |
| Tenure Expectations: Clarity (TT Asst Prof) | 11.8% |
| Tenure Policies (TT Asst Prof) | 11.7% |
| Departmental Quality | 10.1% |
| Leadership: Senior | 9.0% |
| Departmental Collegiality | 7.9% |
| Governance: Purpose | 7.4% |
| Mentoring | 7.3% |
| Promotion: (T Assoc Prof) | 6.5% |
| Appreciation & Recognition | 5.7% |
| Nature of Work: Service | 5.6% |
| Governance: Understanding | 5.5% |
| Leadership: Faculty | 4.9% |
| Governance: Trust | 4.7% |
| Governance: Productivity | 4.5% |
| Collaboration | 4.3% |
| Departmental Engagement | 4.1% |
| Interdisciplinary Work | 4.0% |
| Governance: Adaptability | 3.7% |
| Nature of Work: Teaching | 3.5% |
| Nature of Work: Research | 2.8% |
| Personal & Family Policies | 2.3% |
| Facilities & Work Resources | 2.2% |
| Leadership: Divisional | 1.9% |
| Health & Retirement Benefits | -1.4% |

Items with Positive Change

| | |
|---|-------|
| Clarity of body of evidence for deciding tenure [Q185J] | 20.9% |
| Head: Communication of priorities [Q185J] | 19.3% |
| Head: Pace of decision making [Q185H] | 19.3% |
| Head: Stated priorities [Q185I] | 16.5% |
| Head: Ensuring faculty input [Q185K] | 16.2% |
| Tenure decisions are performance-based [Q139B] | 15.7% |
| Head: Fairness in evaluating work [Q185L] | 15.2% |
| Scholarly productivity of pre-tenure faculty [Q195A] | 15.1% |
| Scholarly productivity of tenured faculty [Q195C] | 15.0% |
| Clarity of tenure process [Q136A] | 14.6% |

Items with Negative Change

| | |
|---|-------|
| Recognition: From Dean [Q215K] | -4.6% |
| Childcare [Q95G] | -3.8% |
| Health benefits for family [Q95B] | -3.7% |
| Support for maintaining grants (post-award) [Q85A] | -2.0% |
| Number of students in classes taught [Q70D] | -1.8% |
| Health benefits for yourself [Q95A] | -1.8% |
| Library resources [Q90E] | -1.6% |
| Stop-the-clock policies [Q95L] | -1.5% |
| Outside offers are not necessary in negotiations [Q95M] | -1.5% |
| Dean: Ensuring faculty input [Q185G] | -1.4% |
| Clerical/administrative support [Q90H] | -1.4% |

HELP ?

Filter by Gender/Sex

(All) ▼

Filter by URM

(All) ▼

Filter by Tenure Status

(All) ▼

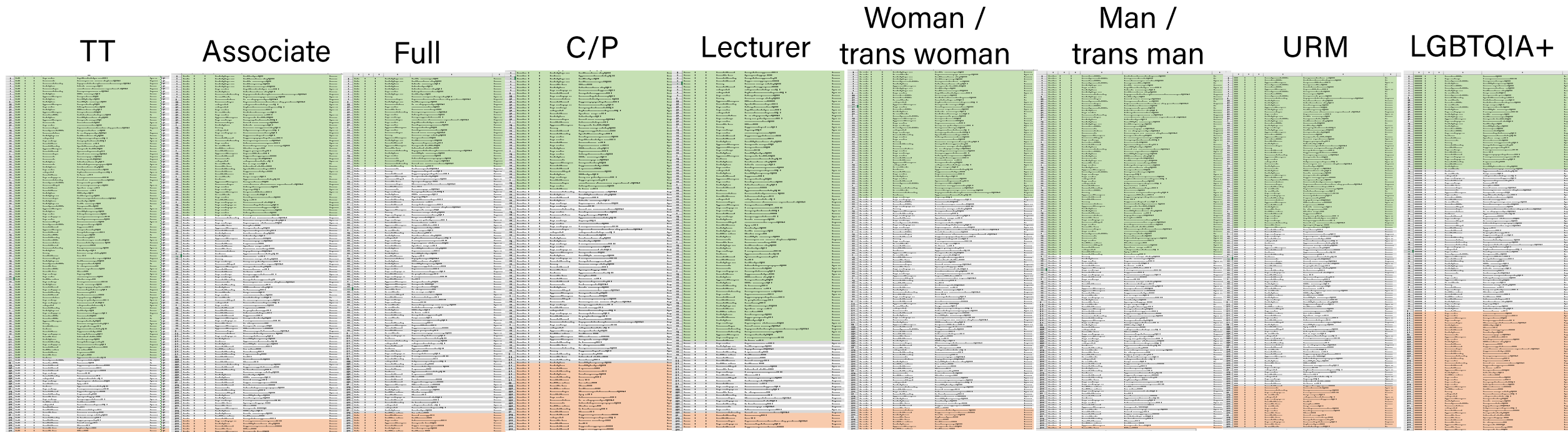


ACCESS By: maueri. VIEW RESPONSES FOR: Purdue University. FILTERED BY: Gender/Sex: All; URM: All; Tenure Status: All.

TOP 10 ITEMS WITH SIGNIFICANT IMPROVEMENT OR DECLINE BETWEEN 2018 AND 2022: ALL FACULTY

| All | | | | | | | | |
|---|-------|-----------|-------------|-----------------------------------|---------|-----------|-------------|--|
| Improvement | | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size | |
| Clarity of promotion standards for NTT [Q460C] | 0.001 | 0.44 | 0.34 | Health benefits for family [Q95B] | 0.019 | -0.124 | 0.11 | |
| Clarity of promotion process for NTT [Q460A] | 0.002 | 0.411 | 0.30 | | | | | |
| Clarity of promotion criteria for NTT [Q460B] | 0.002 | 0.411 | 0.31 | | | | | |
| Clarity of body of evidence for NTT promotion decisions [Q460D] | 0.004 | 0.374 | 0.29 | | | | | |
| Clarity of body of evidence for deciding tenure [Q136D] | 0.005 | 0.329 | 0.27 | | | | | |
| Head: Communication of priorities [Q185J] | 0.000 | 0.323 | 0.24 | | | | | |
| Clarity of expectations: Broader community [Q137F] | 0.008 | 0.321 | 0.26 | | | | | |
| Sense of promotion for NTT [Q460E] | 0.021 | 0.321 | 0.23 | | | | | |
| Head: Pace of decision making [Q185H] | 0.000 | 0.309 | 0.25 | | | | | |
| President: Pace of decision making [Q180A] | 0.000 | 0.273 | 0.24 | | | | | |

Changes in Questions between 2018 and 2022: Demographic group comparison



Questions with improvements (effect size >0.1)

Questions with no change (effect size <0.1)

Questions with declines (effect size >0.1)

TOP 10 ITEMS WITH SIGNIFICANT IMPROVEMENT OR DECLINE BETWEEN 2018 AND 2022: BY RANK

Assistant

| Asst Prof | | | | | | | |
|---|-------|-----------|-------------|-------------|---|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Have an open system of communication for making decisions [Q189B_E] | 0.002 | 0.358 | 0.33 | | | | |
| Clarity of body of evidence for deciding tenure [Q136D] | 0.005 | 0.329 | 0.27 | | | | |
| President: Communication of priorities [Q180C] | 0.002 | 0.328 | 0.27 | | | | |
| Clarity of expectations: Broader community [Q137F] | 0.008 | 0.321 | 0.26 | | | | |
| Recognition: For outreach [Q215E] | 0.001 | 0.303 | 0.31 | | | | |
| Colleagues pitch in when needed [Q210A] | 0.003 | 0.295 | 0.25 | | | | |
| Discretion to choose committees [Q60C] | 0.000 | 0.294 | 0.29 | | | | |
| President: Pace of decision making [Q180A] | 0.001 | 0.290 | 0.28 | | | | |
| Clear rules about roles/authority [Q188C] | 0.002 | 0.286 | 0.28 | | | | |
| Scholarly productivity of NTT faculty [Q195F] | 0.004 | 0.285 | 0.29 | | | | |

Associate

| Assoc Prof | | | | | | | |
|--|--------|-----------|-------------|-------------|---|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Head: Stated priorities [Q185I] | 0.0000 | 0.44 | 0.34 | | | | |
| Head: Pace of decision making [Q185H] | 0.0000 | 0.433 | 0.34 | | | | |
| Head: Communication of priorities [Q185J] | 0.0000 | 0.432 | 0.31 | | | | |
| Head: Ensuring faculty input [Q185K] | 0.0010 | 0.41 | 0.29 | | | | |
| Head: Fairness in evaluating work [Q185L] | 0.0020 | 0.358 | 0.27 | | | | |
| Priorities are stated consistently [Q170A] | 0.0050 | 0.304 | 0.24 | | | | |
| President: Pace of decision making [Q180A] | 0.0030 | 0.302 | 0.26 | | | | |
| Engage each other in defining decision criteria used to evaluate options [Q189B_B] | 0.0050 | 0.301 | 0.29 | | | | |
| Dept culture encourages promotion of assoc prof [Q135B] | 0.0140 | 0.298 | 0.23 | | | | |
| Committees make progress toward goals [Q189A_A] | 0.0070 | 0.276 | 0.29 | | | | |

Full

| Full Prof | | | | | | | |
|---|--------|-----------|-------------|---|-------|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Clarity of promotion criteria for NTT [Q460B] | 0.0390 | 0.847 | 0.77 | Right balance between professional/personal [Q200A] | 0.032 | -0.193 | 0.14 |
| Clarity of promotion standards for NTT [Q460C] | 0.0450 | 0.82 | 0.75 | Health benefits for family [Q95B] | 0.048 | -0.153 | 0.14 |
| Head: Communication of priorities [Q185J] | 0.0060 | 0.276 | 0.20 | | | | |
| Scholarly productivity of NTT faculty [Q195F] | 0.0010 | 0.254 | 0.26 | | | | |
| Head: Pace of decision making [Q185H] | 0.0090 | 0.245 | 0.19 | | | | |
| President: Communication of priorities [Q180C] | 0.0050 | 0.237 | 0.18 | | | | |
| President: Stated priorities [Q180B] | 0.0070 | 0.228 | 0.18 | | | | |
| President: Pace of decision making [Q180A] | 0.0040 | 0.222 | 0.19 | | | | |
| Scholarly productivity of tenured faculty [Q195C] | 0.0010 | 0.219 | 0.23 | | | | |
| Head: Stated priorities [Q185I] | 0.0320 | 0.21 | 0.15 | | | | |

TOP 10 ITEMS WITH SIGNIFICANT IMPROVEMENT OR DECLINE BETWEEN 2018 AND 2022: NTT

C/P Faculty

| Clinical Faculty | | | | | | | |
|---|-------|-----------|-------------|--|-------|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Head: Communication of priorities [Q185J] | 0.001 | 0.563 | 0.45 | Support for maintaining grants (post-award) [Q85B] | 0.043 | -0.383 | 0.38 |
| Head: Ensuring faculty input [Q185K] | 0.007 | 0.472 | 0.36 | Support for obtaining grants (pre-award) [Q85A] | 0.021 | -0.378 | 0.40 |
| Head: Pace of decision making [Q185H] | 0.011 | 0.416 | 0.35 | Office [Q90A] | 0.011 | -0.346 | 0.32 |
| Opportunities for collaboration within dept [Q105A] | 0.004 | 0.409 | 0.38 | Salary [Q90G] | 0.019 | -0.319 | 0.30 |
| Head: Stated priorities [Q185I] | 0.022 | 0.364 | 0.31 | Tuition waivers, remission, or exchange [Q95E] | 0.035 | -0.304 | 0.33 |
| Head: Fairness in evaluating work [Q185L] | 0.034 | 0.357 | 0.29 | Library resources [Q90E] | 0.021 | -0.228 | 0.30 |
| President: Pace of decision making [Q180A] | 0.025 | 0.320 | 0.30 | Importance of mentoring within dept [Q120A] | 0.020 | -0.210 | 0.28 |
| Discussions of effective teaching practices [Q190C] | 0.043 | 0.301 | 0.26 | | | | |
| Equitability of service work compensation [Q60F] | 0.044 | 0.264 | 0.26 | | | | |
| Equitability of committee assignments [Q60D] | 0.042 | 0.255 | 0.26 | | | | |

Lecturers

| Lecturers | | | | | | | |
|---|--------|-----------|-------------|-------------|---|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Quality of grad students to support research [Q80C] | 0.0010 | 1.24 | 1.22 | | | | |
| Spousal/partner hiring program [Q95F] | 0.0310 | 0.853 | 0.68 | | | | |
| Effectiveness of mentoring from outside the inst [Q125C] | 0.0050 | 0.807 | 0.69 | | | | |
| Quality of grad students to support teaching [Q70I] | 0.0030 | 0.727 | 0.66 | | | | |
| Effectiveness of mentoring from outside dept [Q125B] | 0.0270 | 0.64 | 0.54 | | | | |
| Clarity of body of evidence for NTT promotion decisions [Q460D] | 0.0030 | 0.637 | 0.51 | | | | |
| Clarity of promotion standards for NTT [Q460C] | 0.0030 | 0.625 | 0.49 | | | | |
| Clarity of promotion process for NTT [Q460A] | 0.0050 | 0.607 | 0.46 | | | | |
| Clarity of promotion criteria for NTT [Q460B] | 0.0040 | 0.607 | 0.48 | | | | |
| Scholarly productivity of NTT faculty [Q195F] | 0.0050 | 0.53 | 0.59 | | | | |

TOP 10 ITEMS WITH SIGNIFICANT IMPROVEMENT OR DECLINE BETWEEN 2018 AND 2022: BY GENDER

Woman/trans woman

| Woman/Trans Woman | | | | | | | |
|---|--------|-----------|-------------|-------------------------------------|-------|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Clarity of promotion standards for NTT [Q460C] | 0.0030 | 0.502 | 0.38 | Health benefits for family [Q95B] | 0.006 | -0.237 | 0.20 |
| Clarity of promotion criteria for NTT [Q460B] | 0.0090 | 0.462 | 0.34 | Health benefits for yourself [Q95A] | 0.024 | -0.169 | 0.15 |
| Clarity of promotion process for NTT [Q460A] | 0.0250 | 0.406 | 0.29 | | | | |
| Head: Communication of priorities [Q185J] | 0.0000 | 0.381 | 0.28 | | | | |
| Dept culture encourages promotion of assoc prof [Q135B] | 0.0030 | 0.361 | 0.29 | | | | |
| Clarity of contract renewal criteria [Q450B] | 0.0370 | 0.355 | 0.28 | | | | |
| Head: Pace of decision making [Q185H] | 0.0000 | 0.343 | 0.27 | | | | |
| Head: Ensuring faculty input [Q185K] | 0.0000 | 0.339 | 0.25 | | | | |
| Scholarly productivity of NTT faculty [Q195F] | 0.0000 | 0.338 | 0.36 | | | | |
| Intellectual vitality of NTT faculty [Q195E] | 0.0000 | 0.301 | 0.33 | | | | |

Man/trans man

| Man/Trans man | | | | | | | |
|--|--------|-----------|-------------|-------------|---|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Clarity of body of evidence for NTT promotion decisions [Q460D] | 0.0300 | 0.438 | 0.34 | | | | |
| Clarity of promotion process for NTT [Q460A] | 0.0330 | 0.436 | 0.32 | | | | |
| Clarity of body of evidence for deciding tenure [Q136D] | 0.0080 | 0.429 | 0.37 | | | | |
| Clarity of expectations: Teacher [Q137B] | 0.0300 | 0.342 | 0.29 | | | | |
| Tenure decisions are performance-based [Q139B] | 0.0280 | 0.312 | 0.29 | | | | |
| Head: Communication of priorities [Q185J] | 0.0000 | 0.289 | 0.22 | | | | |
| President: Communication of priorities [Q180C] | 0.0000 | 0.28 | 0.22 | | | | |
| Head: Pace of decision making [Q185H] | 0.0000 | 0.274 | 0.22 | | | | |
| Engage each other in defining decision criteria used to evaluate options [Q189B_B] | 0.0000 | 0.264 | 0.25 | | | | |
| Head: Stated priorities [Q185I] | 0.0010 | 0.263 | 0.20 | | | | |

TOP 10 ITEMS WITH SIGNIFICANT IMPROVEMENT OR DECLINE BETWEEN 2018 AND 2022: BY URM STATUS

URM

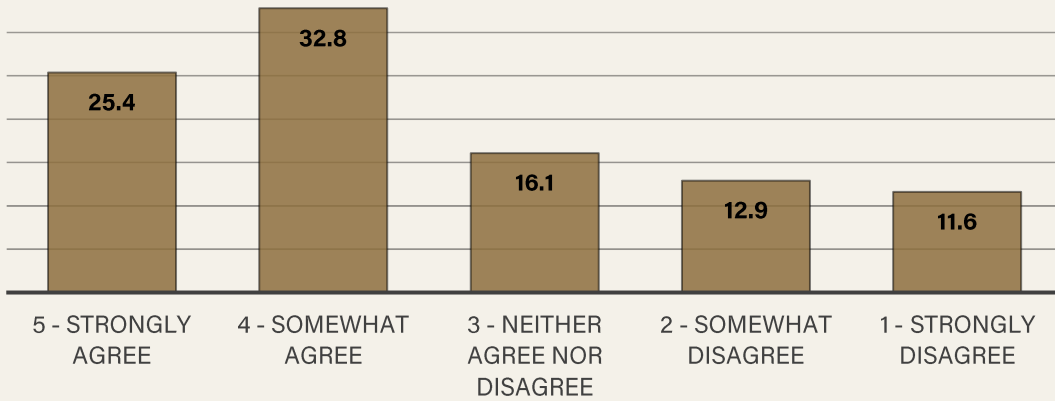
NON-URM

| URM | | | | | | | |
|--|-------|-----------|-------------|---|-------|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Visible Inst leadership for support of diversity [Q212B] | 0.035 | 0.429 | 0.31 | Discussions of undergrad student learning [Q190A] | 0.046 | -0.332 | 0.29 |
| Engage each other in defining decision criteria used to evaluate options [Q189B_B] | 0.045 | 0.397 | 0.37 | | | | |
| Support for developing online/hybrid courses [Q70M] | 0.014 | 0.388 | 0.40 | | | | |
| Dean: Pace of decision making [Q185D] | 0.034 | 0.387 | 0.31 | | | | |
| President: Pace of decision making [Q180A] | 0.029 | 0.379 | 0.33 | | | | |
| Recognition: For service [Q215D] | 0.029 | 0.351 | 0.33 | | | | |
| | | | | | | | |
| | | | | | | | |
| | | | | | | | |

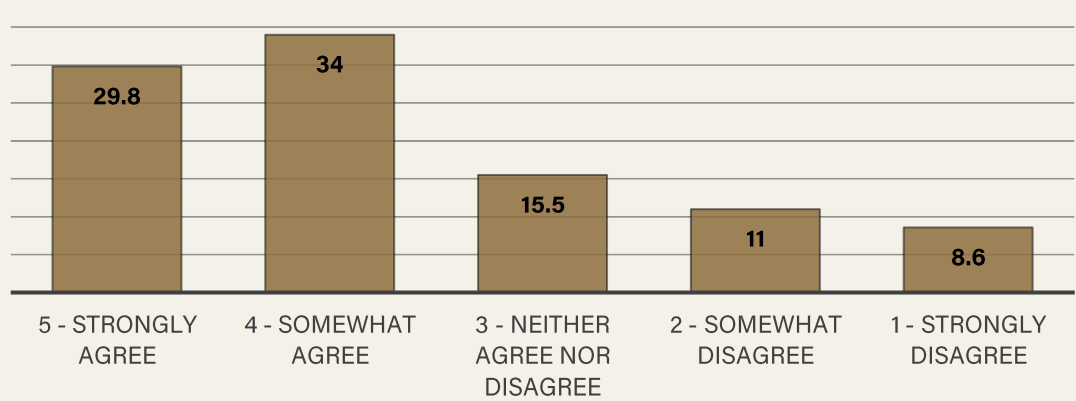
| non-URM | | | | | | | |
|---|--------|-----------|-------------|-----------------------------------|-------|-----------|-------------|
| Improvement | | | | Decline | | | |
| COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| Clarity of promotion standards for NTT [Q460C] | 0.0000 | 0.477 | 0.37 | Recognition: From Dean [Q215K] | 0.033 | -0.165 | 0.13 |
| Clarity of promotion process for NTT [Q460A] | 0.0010 | 0.454 | 0.33 | Health benefits for family [Q95B] | 0.017 | -0.128 | 0.11 |
| Clarity of promotion criteria for NTT [Q460B] | 0.0010 | 0.454 | 0.34 | | | | |
| Clarity of body of evidence for NTT promotion decisions [Q460D] | 0.0030 | 0.413 | 0.32 | | | | |
| Sense of promotion for NTT [Q460E] | 0.0140 | 0.364 | 0.26 | | | | |
| Head: Communication of priorities [Q185J] | 0.0000 | 0.306 | 0.23 | | | | |
| Head: Pace of decision making [Q185H] | 0.0000 | 0.29 | 0.23 | | | | |
| President: Communication of priorities [Q180C] | 0.0000 | 0.282 | 0.22 | | | | |
| Clarity of body of evidence for deciding tenure [Q136D] | 0.0220 | 0.281 | 0.24 | | | | |
| Scholarly productivity of NTT faculty [Q195F] | 0.0000 | 0.268 | 0.28 | | | | |

Custom Questions: Belongingness

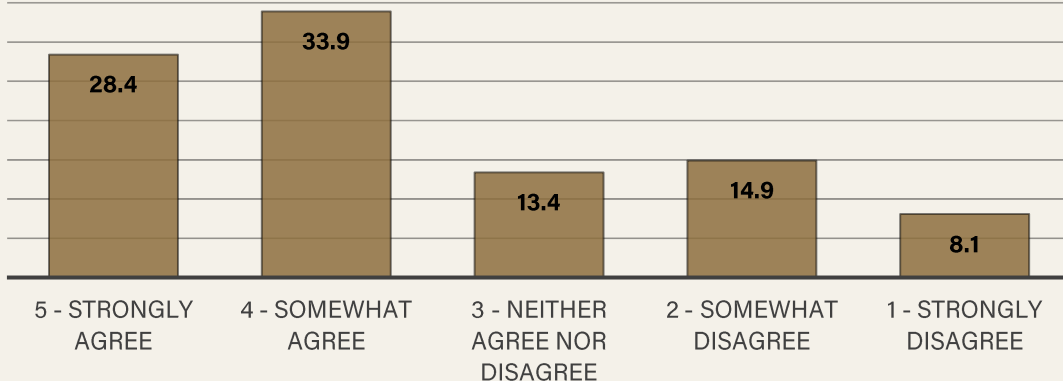
I feel valued as an individual at Purdue



I feel that I belong at Purdue

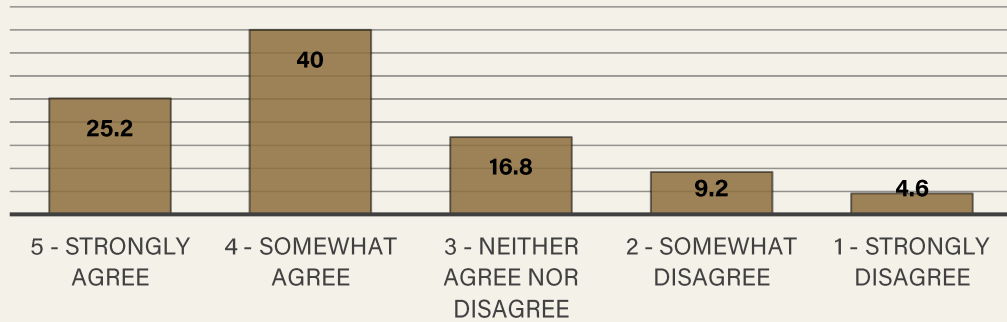


Purdue is a place where I am able to perform up to my full potential

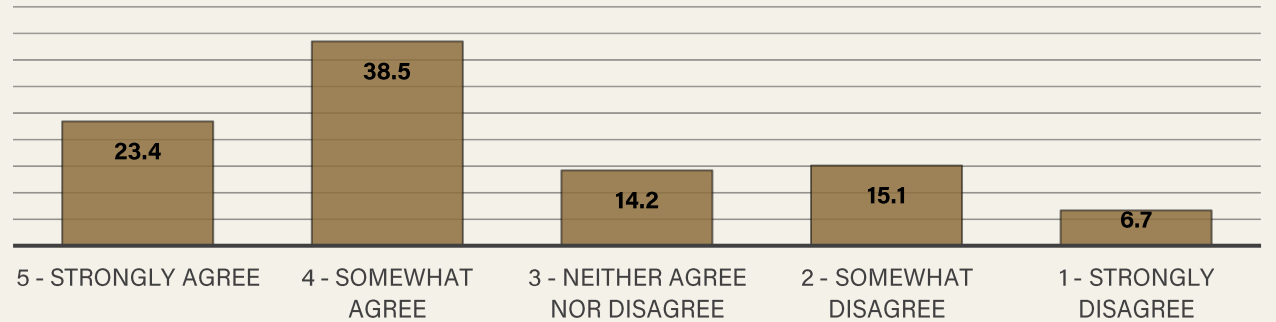


Custom Questions: Uniqueness

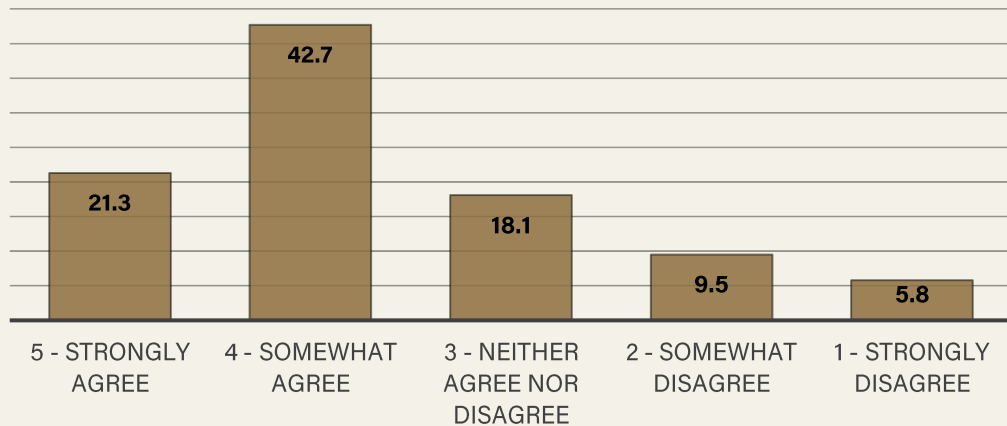
I can bring aspects of myself to my department that others in the group don't have in common with me



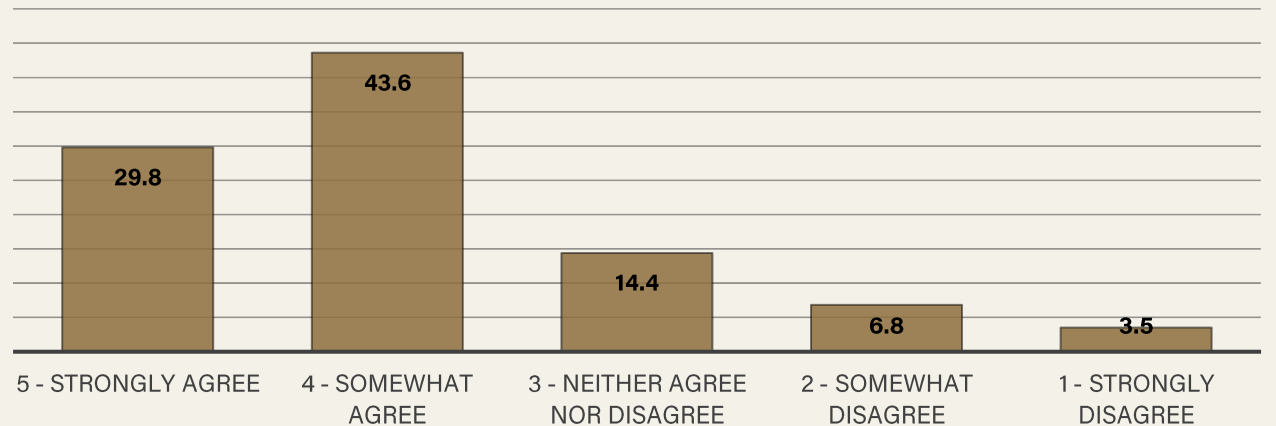
While at work, I am comfortable expressing opinions that diverge from those of other members of my department



People in my department listen to me even when my views are dissimilar

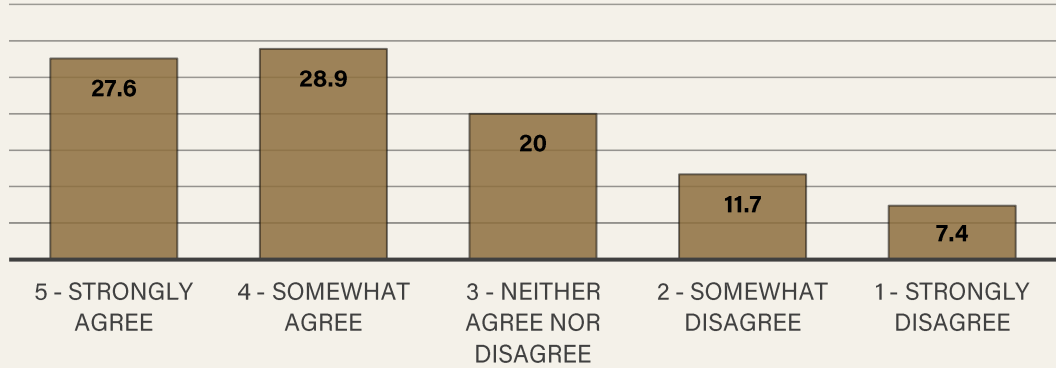


I am respected by the other faculty in my department

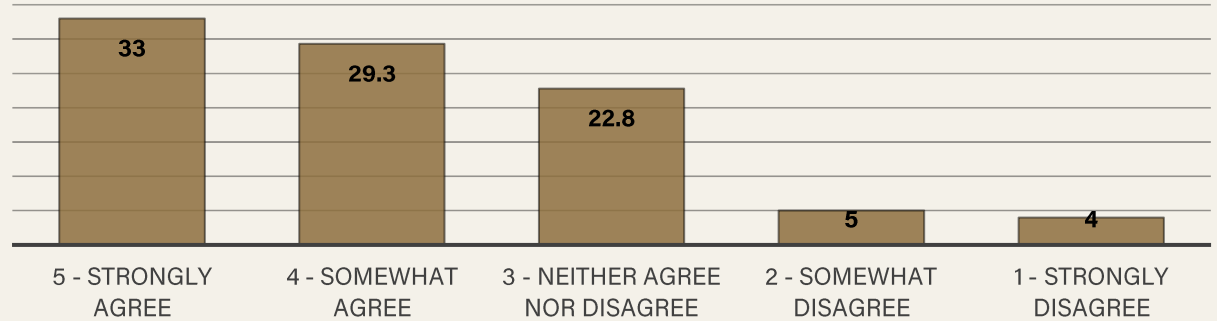


Custom Questions: Dept Leadership

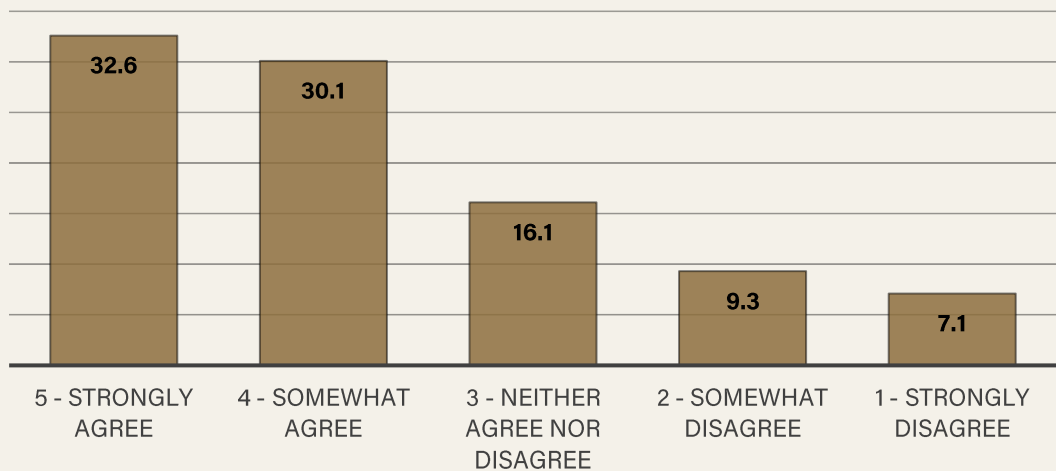
My department head protects me from excessive service demands



My department head accommodates my nonwork needs when scheduling classes and meetings

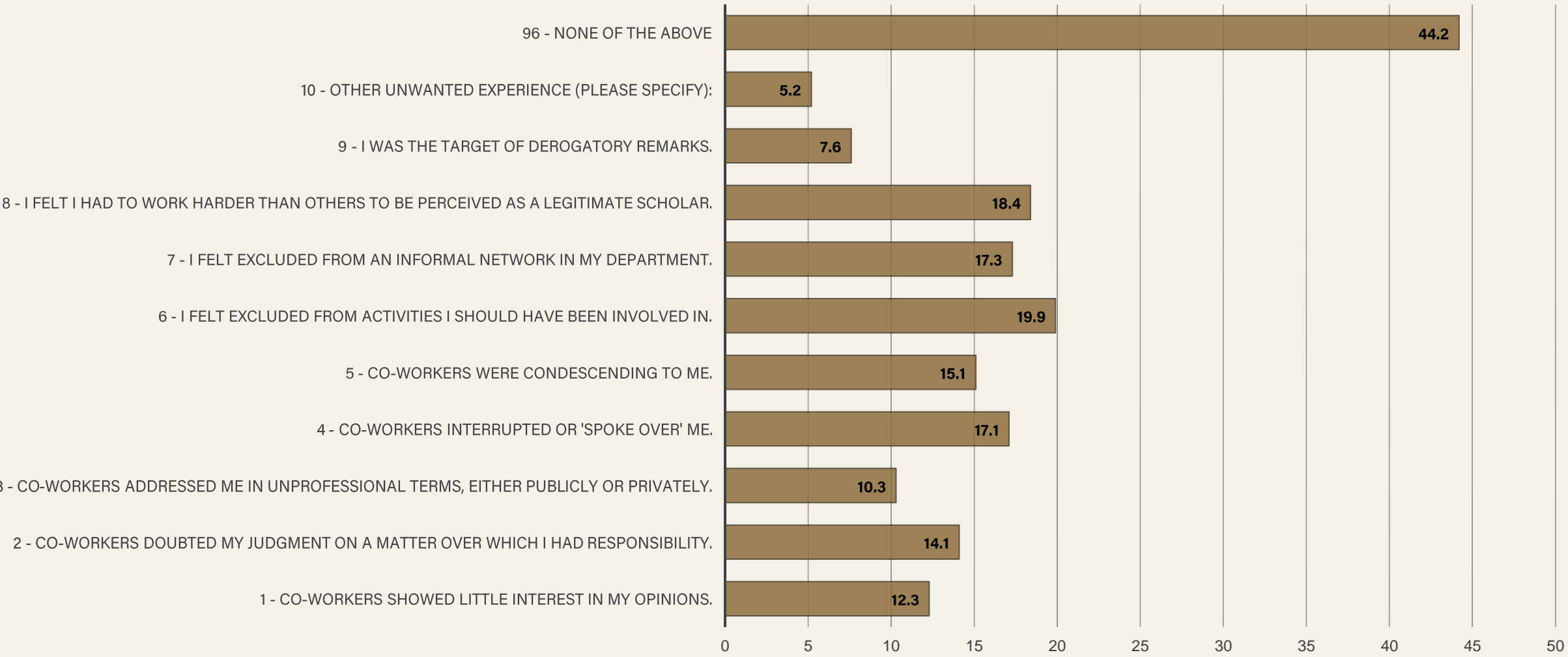


My department head prevents incivility among faculty members



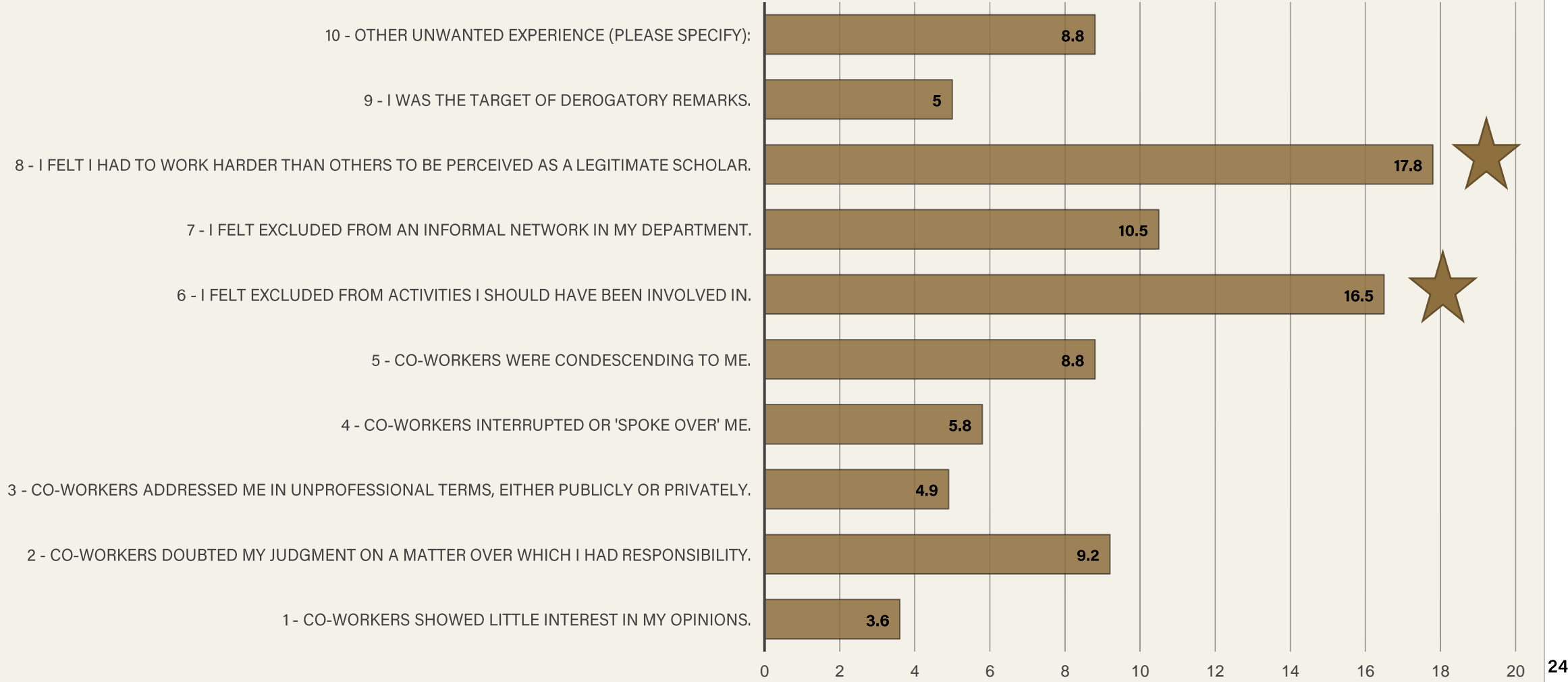
Custom Questions: Unwanted experiences

Unwanted Experiences

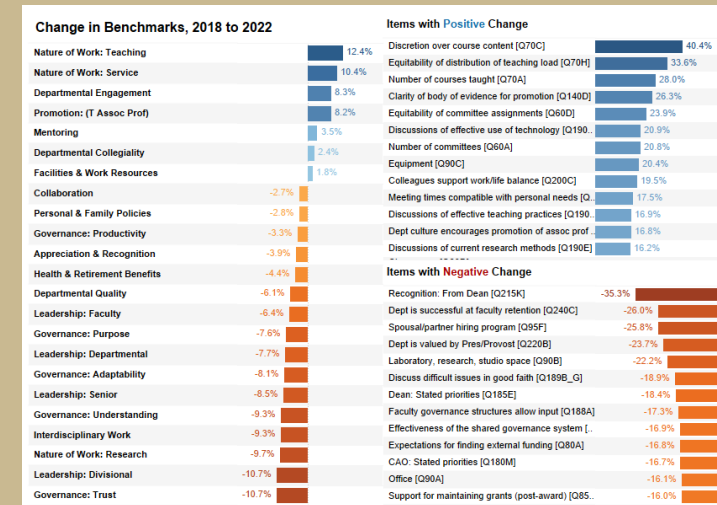
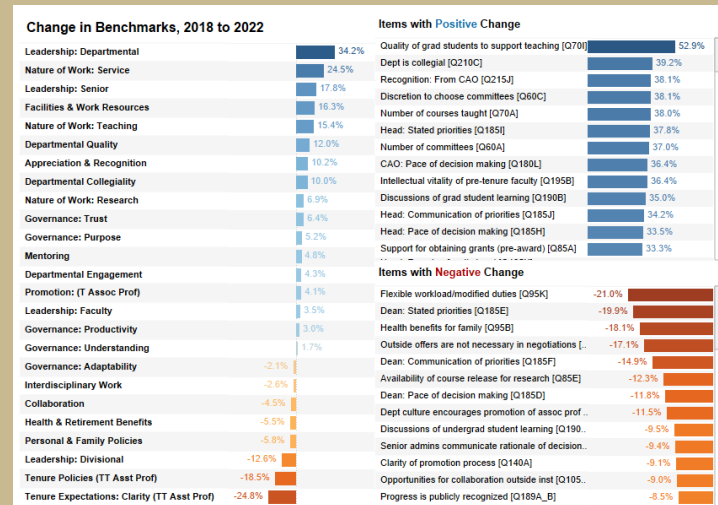
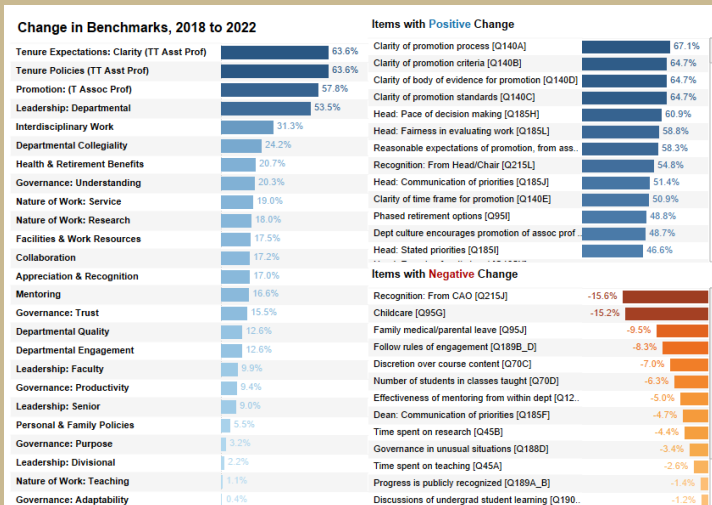


Custom Questions: Unwanted experience with greatest adverse effect

Unwanted experience of greatest adverse effect



CONTINUING THE CONVERSATION... AT THE COLLEGE LEVEL



Change @ CLA: 2022 vs. 2018, all faculty

Change in Benchmarks, 2018 to 2022

| | |
|---|--------|
| Promotion: (T Assoc Prof) | 15.7% |
| Tenure Expectations: Clarity (TT Asst Prof) | 7.7% |
| Nature of Work: Service | 7.1% |
| Departmental Quality | 5.9% |
| Mentoring | 5.2% |
| Departmental Engagement | 5.0% |
| Leadership: Faculty | 4.5% |
| Departmental Collegiality | 4.2% |
| Governance: Understanding | 3.2% |
| Governance: Productivity | 3.2% |
| Governance: Trust | 2.4% |
| Facilities & Work Resources | 1.8% |
| Leadership: Senior | 1.7% |
| Governance: Purpose | 1.3% |
| Interdisciplinary Work | -0.1% |
| Leadership: Departmental | -0.5% |
| Appreciation & Recognition | -0.5% |
| Governance: Adaptability | -1.2% |
| Nature of Work: Teaching | -1.3% |
| Tenure Policies (TT Asst Prof) | -2.4% |
| Collaboration | -2.6% |
| Nature of Work: Research | -3.1% |
| Personal & Family Policies | -4.4% |
| Health & Retirement Benefits | -4.9% |
| Leadership: Divisional | -14.9% |

Items with Positive Change

| | |
|---|-------|
| Clarity of body of evidence for promotion [Q140D] | 27.3% |
| Clarity of promotion process [Q140A] | 20.6% |
| Teaching effectiveness of tenured faculty [Q195G] | 18.9% |
| Reasonable expectations of promotion, from ass.. | 18.7% |
| Clarity of promotion standards [Q140C] | 18.2% |
| Teaching effectiveness of pre-tenure faculty [Q19.. | 18.2% |
| Tenure decisions are performance-based [Q139B] | 17.0% |
| Clarity of expectations: Broader community [Q13.. | 16.7% |
| Colleagues pitch in when needed [Q210A] | 15.1% |
| Colleagues support work/life balance [Q200C] | 13.6% |
| Clarity of promotion criteria [Q140B] | 13.5% |
| Committees make progress toward goals [Q189A.. | 12.8% |
| Dept addresses sub-standard performance [Q24.. | 12.5% |

Items with Negative Change

| | |
|---|--------|
| Recognition: From Dean [Q215K] | -21.8% |
| Dean: Communication of priorities [Q185F] | -18.3% |
| Dean: Stated priorities [Q185E] | -18.1% |
| Dean: Ensuring faculty input [Q185G] | -14.6% |
| Health benefits for family [Q95B] | -11.5% |
| Spousal/partner hiring program [Q95F] | -10.9% |
| Interdisciplinary work is rewarded in tenure [Q10.. | -10.0% |
| Clarity of whether I will achieve tenure [Q136E] | -9.5% |
| Dean: Pace of decision making [Q185D] | -8.7% |
| Childcare [Q95G] | -8.3% |
| Budgets encourage Interdisciplinary work [Q100A] | -7.8% |
| Health benefits for yourself [Q95A] | -7.7% |
| Number of students in classes taught [Q70D] | -7.6% |

HELP ?

View Responses for My University

Filter Responses by College
College of Liberal Arts

Filter Responses by Depart.
All

Filter by Gender/Sex
All

Filter by URM
All

Filter by Tenure Status
All

NTT Detailed & T/TT Group
All

TOP 10 ITEMS WITH SIGNIFICANT IMPROVEMENT OR DECLINE BETWEEN 2018 AND 2022: CLA ALL FACULTY

| All | | | | | | | | |
|-------------|---|------|-----------|-------------|--|------|-----------|-------------|
| Improvement | | | | | Decline | | | |
| Rank | COACHE Item | p | Mean Diff | Effect Size | COACHE Item | p | Mean Diff | Effect Size |
| 1 | Clarity of promotion standards for NTT [Q460C] | 0.02 | 0.77 | 0.61 | Recognition: From Dean [Q215K] | 0.00 | -0.65 | 0.47 |
| 2 | Clarity of promotion process for NTT [Q460A] | 0.03 | 0.74 | 0.55 | Dean: Support in adapting to change [Q175A] | 0.00 | -0.59 | 0.48 |
| 3 | Clarity of promotion criteria for NTT [Q460B] | 0.03 | 0.73 | 0.57 | Dean: Stated priorities [Q185E] | 0.00 | -0.50 | 0.36 |
| 4 | Clarity of body of evidence for NTT promotion decisions [Q460D] | 0.03 | 0.70 | 0.54 | Dean: Communication of priorities [Q185F] | 0.00 | -0.49 | 0.37 |
| 5 | Clarity of body of evidence for promotion [Q140D] | 0.03 | 0.36 | 0.29 | Health benefits for family [Q95B] | 0.01 | -0.38 | 0.32 |
| 6 | Committees make progress toward goals [Q189A_A] | 0.04 | 0.27 | 0.30 | Dean: Ensuring faculty input [Q185G] | 0.01 | -0.37 | 0.28 |
| 7 | Equitability of committee assignments [Q60D] | 0.04 | 0.27 | 0.22 | Visible Inst leadership for support of diversity [Q212E] | 0.04 | -0.33 | 0.23 |
| 8 | Understandable processes for expressing opinions [Q188B] | 0.04 | 0.27 | 0.22 | Number of students in classes taught [Q70D] | 0.00 | -0.32 | 0.35 |
| 9 | Teaching effectiveness of tenured faculty [Q195G] | 0.03 | 0.25 | 0.27 | Discretion over course content [Q70C] | 0.00 | -0.25 | 0.30 |
| 10 | Teaching effectiveness of NTT faculty [Q195I] | 0.03 | 0.25 | 0.28 | Support for addressing diverse learning styles [Q70H] | 0.03 | -0.20 | 0.24 |

***CONTINUING THE CONVERSATION...
AT THE COLLEGE LEVEL
HOW WILL COACHE RESULTS BE USED:***

- To celebrate improvements and maintain upward momentum?
- To work on areas of decline?

Thank You!

COACHE

JOB SATISFACTION SURVEY