COACHE Survey Results - Teaching

Overview

The Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education has surveyed more than 15,000 pre-tenure faculty members at over 200 colleges and universities in the last eight years. COACHE reports that the strongest predictors of faculty satisfaction and success are promotion and tenure processes, work-life integration, support for research and teaching, a positive and supportive culture and climate, and engaged leaders at every level. COACHE researchers concluded that “tenured faculty shape nearly every facet of campus life” from governance and mentoring to tenure and promotion, departmental quality, collegiality and engagement. Thus they expanded their focus, and in 2011-12, Purdue was among the first group of universities to gauge satisfaction levels of faculty at all ranks. Purdue also piloted the first survey to include non-tenure-track faculty.

Administered in the spring of 2012, almost half (n=778) of Purdue’s tenure and tenure-track faculty members completed the on-line COACHE survey. Even though response rates tend to be lower on campuses with larger numbers of STEM faculty, Purdue’s 47% response rate, which included 163 pre-tenure and 615 tenured faculty members, approached the overall 49% response rate for faculty from all 76 participating institutions in AY 2011-2012. More than 52% of Purdue’s pre-tenure faculty responded.

Peer Comparisons* of Faculty Satisfaction

All of the items below form the benchmark for Nature of Work: Teaching. Purdue’s peers are more satisfied in this area than Purdue faculty with means scores of 3.79 and 3.70 respectively. Regarding teaching, Purdue’s peers rated all items higher than Purdue with the exception of quality of grad students to support teaching.

*For purposes of this report, peers were considered to be: the University of North Carolina – Chapel Hill, North Carolina State University, the University of Kansas, Kansas State University, and the University of Tennessee.

Regarding appreciation and recognition, faculty at Purdue’s peer institutions rate recognition for advising higher (3.11) than faculty at Purdue (2.94). (Scale: 1 = Very dissatisfied; 5 = Very satisfied)
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Tenured Faculty Gender Differences (N = 615)

Benchmark for Nature of Work: Teaching

- Value teaching more, REALLY value it, and reward it with appropriate salary increases the same as for research.
- Giving more credit to teaching and quality of teaching instead of all 95% research or creative endeavors.
- Truly recognize the importance of teaching and engagement in the tenure process.
- Hold all faculty accountable to be top quality teachers across campus.
- Invest in/upgrade learning environments.
- Lower teaching loads.

Pre-Tenured Faculty Gender Differences (N = 163)

Benchmark for Nature of Work: Teaching

For more information, click here to view the COACHE presentation to the Board of Trustees.