

COACHE SURVEY 2018

FACULTY-DRIVEN CHANGE

The logo for the COACHE SURVEY 2018 features the word "COACHE" in large, bold, black letters. The letter "O" is replaced by a colorful donut chart with segments in shades of orange, yellow, and brown. To the right of "COACHE" is the word "SURVEY" in a smaller, black, sans-serif font, followed by "2018" in a larger, bold, black, sans-serif font. Below "SURVEY 2018" is the phrase "FACULTY-DRIVEN CHANGE" in a smaller, bold, black, sans-serif font. To the right of the text is a cluster of several colorful donut charts in various colors (green, blue, orange, yellow, brown). Below the text and charts is a horizontal bar with a repeating diagonal striped pattern in shades of brown and tan.

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**Many thanks to Office of Institutional Research, Assessment, and Effectiveness, and
Craig Zywicki in particular, for hard work on quantitative analyses of the data**

*Survey developed and managed by the Collaborative
on Academic Careers in Higher Education (COACHE),
Harvard University <https://coache.gse.harvard.edu/>*

COACHE Overview

- Implemented at Purdue in 2012, 2015, and 2018
- Gathers data directly from faculty – improve climate, recruitment, and success.
- All responses are anonymous and strictly confidential.
- Comparisons
 - Within Purdue – across faculty cohorts
 - Within Purdue – across years
 - Purdue to peers and cohort. Cohort size (2016-2018): 109 institutions who identified as generally similar to Purdue:
 - Iowa State University (2017)
 - University of California, Davis (2017)
 - Indiana University, Bloomington (2016)
 - University of Virginia (2016)
 - University of Arizona (2018)
- Response rate: **51%** (higher than peers or cohort)



What did we do in response to COACHE 2015?

- University leadership:
 - Changed foci of the Heads Forums to disseminate best practices
 - Created new leadership development program to prepare faculty for roles as Associate Heads, Heads, and Associate Deans
- Promotion and Tenure:
 - New review standard
 - Asked for unit-specific criteria for tenure and promotion
- Monthly professional development seminar for clinical and professional track faculty
- Increased support for mid-career faculty: Newly Tenured Faculty Workshop, Research Refresh Award, Trailblazer Award



Improvements Since 2015: All faculty

- Leadership
 - Agreement that Provost cares about faculty of my rank increased **13%**
 - Satisfaction with recognition from Provost increased **11%**
 - Agreement that College and Department are valued by President and Provost increased **6-7%**
 - Statement that we regularly or frequently cultivate new leaders among faculty increased **4%**
- Promotion
 - Indications that associate profs are receiving formal feedback on promotion increased **8%**
- Teaching
 - Satisfaction with classroom space increased **5%**

Improvements Since 2015: All faculty

- Compensation
 - Satisfaction with salary increased **14%**
 - Satisfaction with health benefits increased **12-14%**
 - (Still low relative to peers)
 - Satisfaction with retirement benefits increased **9%**
 - Satisfaction with tuition benefits increased **6%**
 - Satisfaction with family medical/parental leave increased **5%**
- Agreement that institution does what it can for work/life compatibility increased **9%**

Declines Since 2015: All faculty

- Satisfaction with faculty leadership (University Senate) fell in two areas:
 - Communication of priorities **-8%**
 - Stated priorities **-5%**
- Ratings of shared governance as effective decreased **-6%**

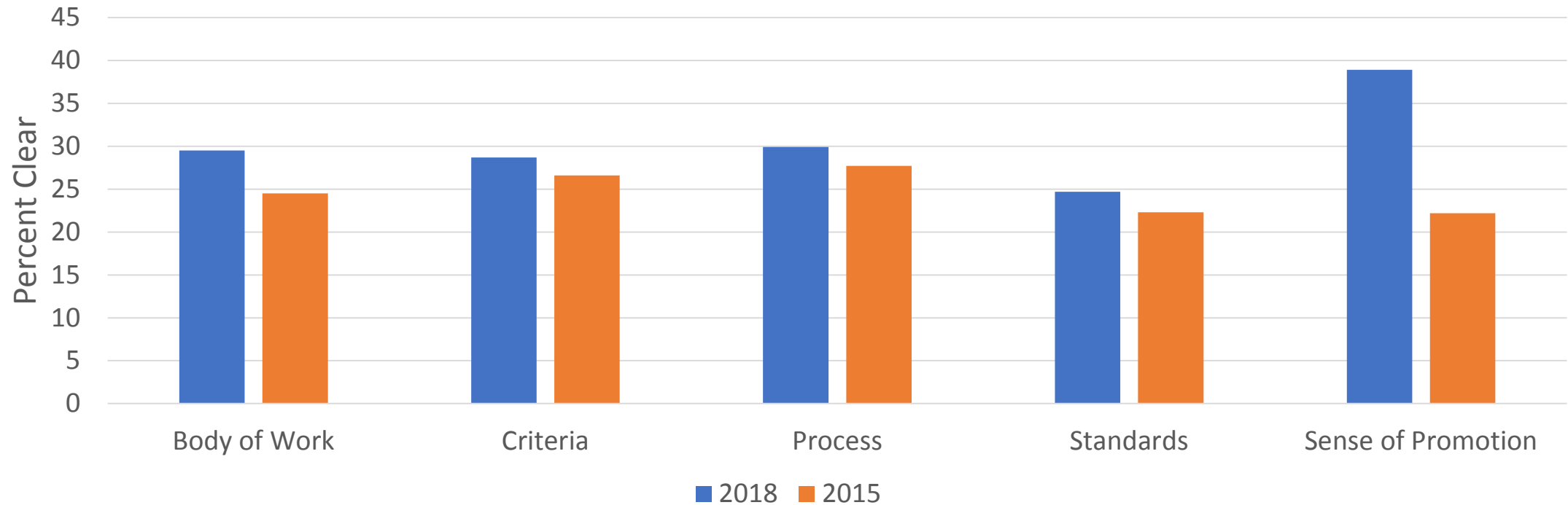
Specific Clinical Faculty Findings

Theme	Clinical and Professional Faculty	Tenure Track Faculty	Size of Effect
Departmental Engagement	3.1	3.5	Moderate
Facilities and Resources	3.9	3.5	Moderate
Governance: Adaptability	3.1	2.7	Moderate
Governance: Trust	3.4	2.8	Moderate
Governance: Understanding	3.3	2.6	Large
Health and Retirement Benefits	3.7	3.4	Moderate
Leadership: Dean	3.5	3.2	Moderate

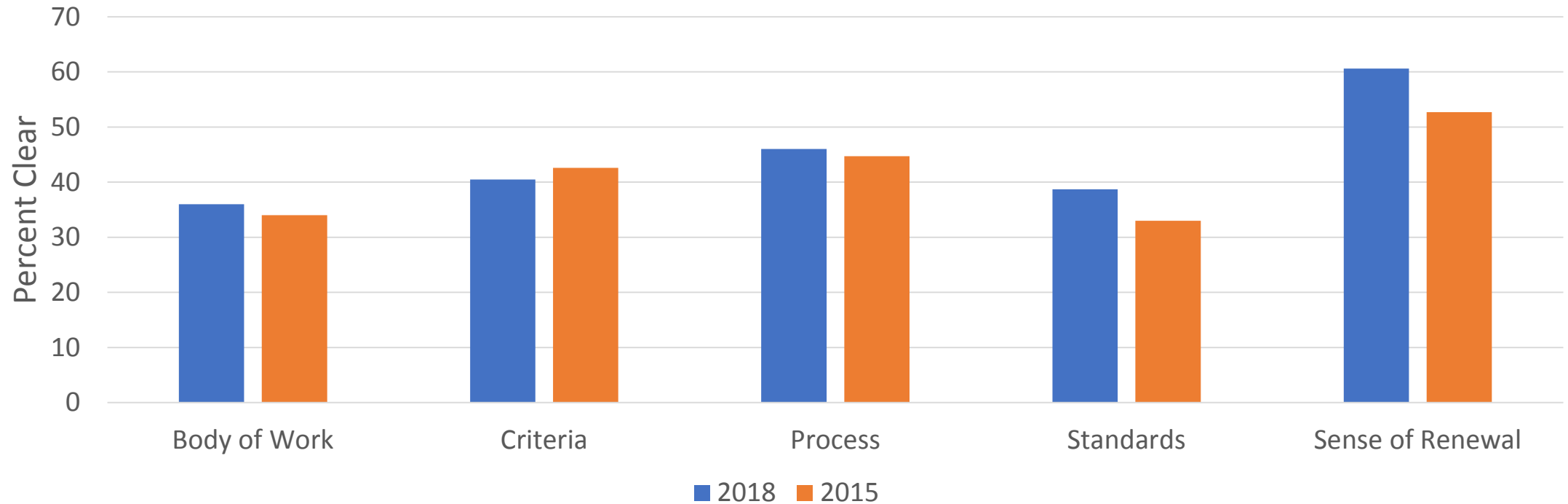
Specific Clinical Faculty Findings

Theme	Clinical and Professional Faculty	Tenure Track Faculty	Size of Effect
Leadership: Senior	3.9	3.0	Large
Mentoring	2.9	3.3	Moderate
Personal and Family Policies	4.0	3.2	Large

Promotion Process: Clinical/Prof Faculty



Contract Renewal : Clinical/Prof Faculty



Possible Areas to Work On



- Clarifying the promotion and renewal criteria, standards, and messages.
- Better support for mentoring.
- Workload equity, especially with service work.
- Stronger focus on diversity and inclusion.
- Strengthen commitment to collegiality.

Plans for FY 2019

- Continued analysis of data by demographic and unit.
- Present to other constituents: University Senate, EVPRP, HR, Colleges, and Departments.
- Town Halls in spring for clinical-track and continuing lecturers (separate meetings).
- Small group discussions with groups of faculty.
 - By peer group (rank, gender, URM status, etc.)
- Develop University-level and College-level policies, procedures, and programs/initiatives to address COACHE-identified areas of need.



How to Access the Data

- More information available on our website, including the Provost's reports for 2012, 2015, and 2018:
<https://www.purdue.edu/provost/faculty/facultyInitiatives/coache.html>
- Faculty access to University-wide data and data for College available at the same website.
- Data agreement on COACHE website for additional analyses from the Office of Institutional Research, Assessment, and Effectiveness.



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A decorative graphic on the right side of the header. It features several overlapping circles in various colors (green, blue, orange, yellow) arranged in a cluster. Below this cluster is a horizontal bar with a diagonal hatched pattern in a light brown color.

THANK YOU!