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

Jessica Huber, Associate Vice Provost for Faculty Affairs
Jennifer Dobbs-Oates, Associate Clinical Professor

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

• Compairisons
  • 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

<table>
<thead>
<tr>
<th>Theme</th>
<th>Clinical and Professional Faculty</th>
<th>Tenure Track Faculty</th>
<th>Size of Effect</th>
</tr>
</thead>
<tbody>
<tr>
<td>Departmental Engagement</td>
<td>3.1</td>
<td>3.5</td>
<td>Moderate</td>
</tr>
<tr>
<td>Facilities and Resources</td>
<td>3.9</td>
<td>3.5</td>
<td>Moderate</td>
</tr>
<tr>
<td>Governance: Adaptability</td>
<td>3.1</td>
<td>2.7</td>
<td>Moderate</td>
</tr>
<tr>
<td>Governance: Trust</td>
<td>3.4</td>
<td>2.8</td>
<td>Moderate</td>
</tr>
<tr>
<td>Governance: Understanding</td>
<td>3.3</td>
<td>2.6</td>
<td>Large</td>
</tr>
<tr>
<td>Health and Retirement Benefits</td>
<td>3.7</td>
<td>3.4</td>
<td>Moderate</td>
</tr>
<tr>
<td>Leadership: Dean</td>
<td>3.5</td>
<td>3.2</td>
<td>Moderate</td>
</tr>
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<tr>
<td>Leadership: Senior</td>
<td>3.9</td>
<td>3.0</td>
<td>Large</td>
</tr>
<tr>
<td>Mentoring</td>
<td>2.9</td>
<td>3.3</td>
<td>Moderate</td>
</tr>
<tr>
<td>Personal and Family Policies</td>
<td>4.0</td>
<td>3.2</td>
<td>Large</td>
</tr>
</tbody>
</table>
Promotion Process: Clinical/Prof Faculty

Percent Clear

Body of Work | Criteria | Process | Standards | Sense of Promotion
2018 | 2015

COACHE SURVEY 2018
FACULTY-DRIVEN CHANGE
Contract Renewal: Clinical/Prof Faculty

Body of Work Criteria Process Standards Sense of Renewal

Percent Clear

- **Body of Work**: 30% (2018) vs. 30% (2015)
- **Criteria**: 40% (2018) vs. 40% (2015)
- **Process**: 50% (2018) vs. 40% (2015)
- **Standards**: 40% (2018) vs. 30% (2015)
- **Sense of Renewal**: 60% (2018) vs. 50% (2015)

*2018 vs. 2015*
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.
THANK YOU!