

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 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 tagline "FACULTY-DRIVEN CHANGE" in a smaller, brown, sans-serif font. To the right of the text is a cluster of several overlapping donut charts in various colors (green, blue, orange, yellow, brown). Below the entire logo is a horizontal bar with a diagonal hatched pattern in shades of brown and tan.

Jessica Huber, Associate Vice Provost for Faculty Affairs
Timothy Delworth, Lecturer in Mathematics

**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)



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%**
- 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 Lecturer Findings

Theme	Lecturers	Tenure Track Faculty	Size of Effect
Collaboration	3.3	3.7	Moderate
Departmental Engagement	3.2	3.4	Small
Departmental Quality	3.3	3.6	Small
Governance: Purpose	3.2	2.9	Small
Leadership: Dean	3.0	3.4	Moderate
Mentoring	3.1	3.6	Moderate
Nature of Work: Research	3.0	3.5	Moderate
Nature of Work: Service	3.5	3.2	Small
Nature of Work: Teaching	3.9	3.7	Small

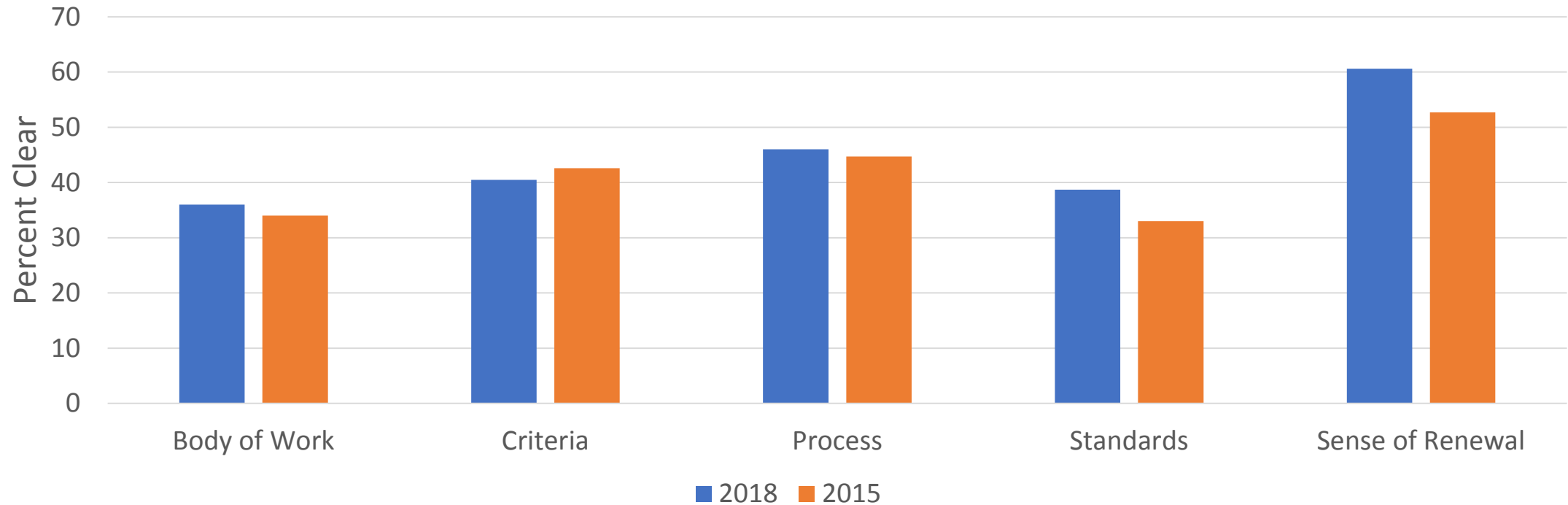
Specific Lecturer Findings: Gender

Theme	Lecturers: Women	Lecturers: Men	Size of Effect
Appreciation and Recognition	3.2	2.9	Small
Collaboration	3.5	2.7	Large
Departmental Engagement	3.3	2.9	Moderate
Departmental Quality	3.4	3.1	Small
Governance: Adaptability	3.2	2.7	Large
Governance: Productivity	3.3	2.6	Large
Governance: Purpose	3.4	2.7	Large
Governance: Trust	3.2	2.6	Large
Governance: Understanding	3.2	2.7	Large

Specific Lecturer Findings: Gender

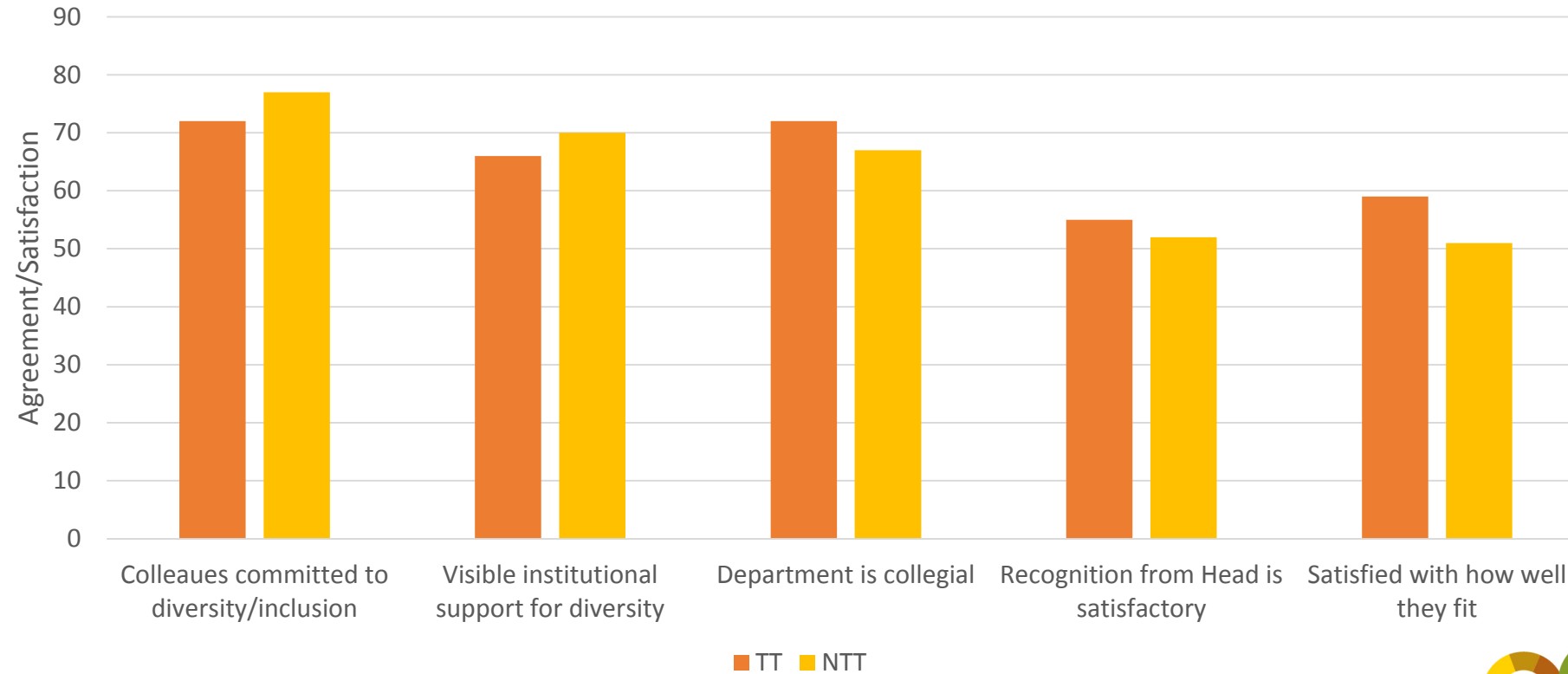
Theme	Lecturers: Women	Lecturers: Men	Size of Effect
Interdisciplinary Work	3.0	2.4	Large
Leadership: Faculty	3.2	2.7	Large
Mentoring	3.3	2.6	Moderate
Nature of Work: Research	3.1	2.8	Moderate
Personal and Family Policies	3.6	2.9	Large

Contract Renewal: Lecturers



Diversity, Inclusion, and Collegiality

Lower than our peers and the COACHE cohort in these areas



Possible Areas to Work On



- Developing the career ladder.
- Developing career support.
- Support for mentoring.
- 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!