

COACHE SURVEY 2018

FACULTY-DRIVEN CHANGE



COACHE FEEDBACK IMPROVES FACULTY CAREER SATISFACTION AND ABILITY TO SUCCEED

The COACHE survey, conducted in 2018, asked Purdue faculty to provide feedback about job satisfaction and perceptions about University leadership, promotion and tenure, teaching, research, diversity and inclusion, compensation, work-life balance and other important areas. Highlights of the survey results are shown here. The results will be used to develop and improve policies, practices and programs that enhance career satisfaction at Purdue.

RESPONSE RATE



51%

OVERALL



64%

WOMEN



44%

MEN

49% Tenured faculty, 54% Pre-tenure faculty, 52% Non-tenure track

IMPROVEMENTS FROM 2015: FACULTY SPOKE — HOW WE RESPONDED



UNIVERSITY LEADERSHIP

- Changed foci of Heads Forums to share best practices across units
- Created a new leadership development program, Purdue Insights Forum, to prepare faculty for roles as heads, associate deans and center directors



13% INCREASE

AGREEMENT THAT THE **PROVOST CARES** ABOUT FACULTY OF MY RANK



11% INCREASE

SATISFACTION WITH **RECOGNITION** FROM THE PROVOST



6-7% INCREASE

AGREEMENT THAT THEIR COLLEGE AND DEPARTMENT ARE **VALUED** BY THE PRESIDENT AND PROVOST



RESEARCH SUPPORT



11% INCREASE

SATISFACTION WITH SUPPORT FOR **RESEARCH**



6% INCREASE

SATISFACTION WITH **EQUIPMENT RESOURCES**



FEEDBACK ABOUT PROMOTION

- A new review standard was put into place, requiring departments to provide written feedback to assistant and associate professors yearly and to full professors every three years
- Units were also tasked with developing unit-specific criteria for promotion and tenure



8% INCREASE

INDICATIONS THAT ASSOCIATE PROFESSORS ARE RECEIVING **FORMAL FEEDBACK** ON PROMOTION



“The survey results will help us understand barriers to faculty success so that we can develop new programs and build on initiatives that have proven successful over the past three years.”

— **Jay Akridge**

Provost and Executive Vice President for Academic Affairs and Diversity



COMPENSATION



14% INCREASE
SATISFACTION WITH
SALARY



12-14% INCREASE
SATISFACTION WITH
HEALTH BENEFITS
(BUT STILL LOW
RELATIVE TO PEERS)



9% INCREASE
SATISFACTION WITH
RETIREMENT BENEFITS



9% INCREASE
SATISFACTION WITH
PURDUE'S EFFORTS TO
PROMOTE **WORK-LIFE
COMPATIBILITY**



STRENGTHS COMPARED TO PEERS (PURDUE MEAN VS. PEERS' MEAN, ON A SCALE 1-5)



3.40 vs. 2.99
QUALITY OF
GRADUATE STUDENTS



3.68 vs. 3.00
SUPPORT FOR
GRANT SUBMISSIONS



3.99 vs. 3.45
STOP-THE-CLOCK
POLICIES



2.96 vs. 2.66
SUPPORT FOR
**INTERDISCIPLINARY
WORK**

WEAKNESSES COMPARED TO PEERS



3.65 vs. 3.84
DEPARTMENTAL
COLLEGIALITY



3.75 vs. 3.97
VISIBLE SUPPORT
FOR **DIVERSITY**



3.15 vs. 3.42
**TENURE
EXPECTATIONS**

AREAS FOR IMPROVEMENT



1
CLARIFYING THE **TENURE
AND PROMOTION** MESSAGE



2
BETTER SUPPORT
FOR **MENTORING**



3
WORKLOAD EQUITY,
ESPECIALLY WITH
SERVICE WORK



4
IMPROVE SHARED
**GOVERNANCE AND
COMMUNICATION**



5
STRONGER FOCUS ON
DIVERSITY AND INCLUSION



6
STRENGTHEN COMMITMENT
TO **COLLEGIALITY**



FUTURE PLANS

This spring, small group discussions will take place to develop ideas to address the findings. We will announce these meeting dates via **Purdue Today**.

We plan to discuss potential programs/initiatives with faculty by **fall 2019**.

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PURDUE
UNIVERSITY

Office of the Provost