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

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Overall</td>
<td>51%</td>
</tr>
<tr>
<td>Women</td>
<td>64%</td>
</tr>
<tr>
<td>Men</td>
<td>44%</td>
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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

RESEARCH SUPPORT

- 11% increase in satisfaction with support for research
- 6% increase in 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 in respondents indicating that associate professors are receiving formal feedback on promotion

13% increase in respondents agreeing that the provost cares about faculty of my rank

11% increase in respondents agreeing that they receive recognition from the provost

6-7% increase in respondents agreeing that their college and department are valued by the president and provost

“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
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.