

COACHE SURVEY 2018

FACULTY-DRIVEN CHANGE

The logo for the COACHE SURVEY 2018 features the text "COACHE SURVEY 2018" in a large, bold, black sans-serif font. The letter "O" in "COACHE" is replaced by a ring composed of several colored segments (yellow, orange, brown, and black). Below the text, the phrase "FACULTY-DRIVEN CHANGE" is written in a smaller, bold, black sans-serif font. To the right of the text is a graphic consisting of several overlapping rings of various colors (green, blue, orange, yellow, and grey). Below the text and graphic is a horizontal bar with a repeating diagonal line pattern in a light brown color.

Jay Akridge, Provost and Chief Diversity Officer
Peter Hollenbeck, Vice Provost for Faculty Affairs
Jessica Huber, Associate Vice Provost for Faculty Affairs

*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

- 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%**
- Research
 - Satisfaction with support for research increased **11%**
 - Satisfaction with equipment resources increased **6%**
- Promotion
 - Indications that associate profs are receiving formal feedback on promotion increased **8%**
- Teaching
 - Satisfaction with classroom space increased **5%**



Improvements Since 2015

- 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%**

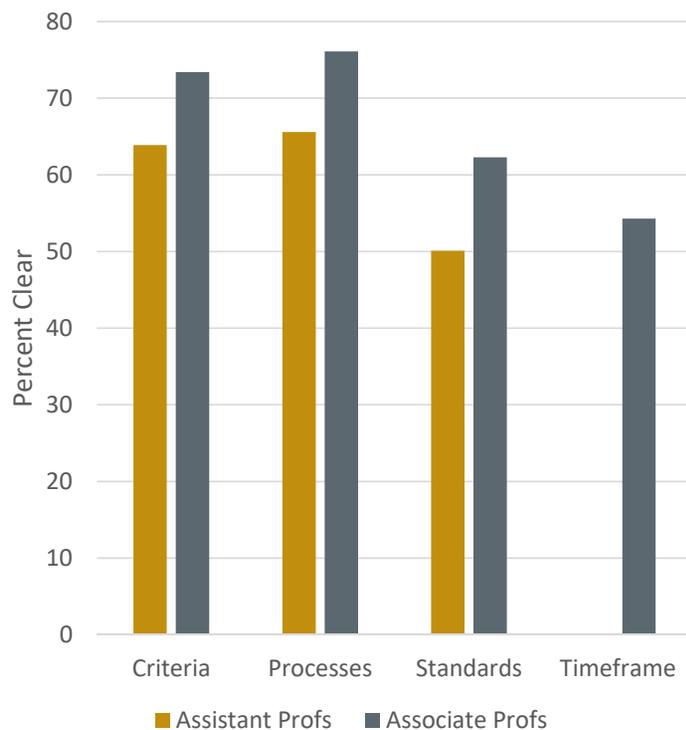


Declines Since 2015

- 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%**
- Indices of tenure fell
 - Clarity of expectations as a campus citizen **-10%**
 - Clarity of tenure process **-9%**
 - Clarity of expectations as a colleague **-9%**
 - Clarity of the body of evidence for deciding tenure **-7%**



Tenure and Promotion



Promotion criteria are clear but standards and timeframe are less so

- Lag behind peers in these areas.
- **75%** of associate profs agree that the expectations for promotion are reasonable.
- **46%** of associate profs report that whether they will be promoted is clear.
- **49%** of assistant profs agree that messages about tenure are consistent.

Comparisons to Peers: Strengths

- Nature of work: research
 - Quality of graduate students
 - Support for research
 - Support for engaging undergrads in research
 - Pre-awards management (support for grant submissions)
- Interdisciplinary work – but room to improve and lead
 - Although we are higher than our peers, less than **40%** of faculty agree that interdisciplinary work is rewarded in merit or promotion.
 - Agreement that interdisciplinary work rewarded in tenure went down **6%** since 2015.
 - This area is critical to the future of science and innovation in answering big questions.
We could be a leader in this area if we are able to improve this further.



Comparisons to Peers: Strengths

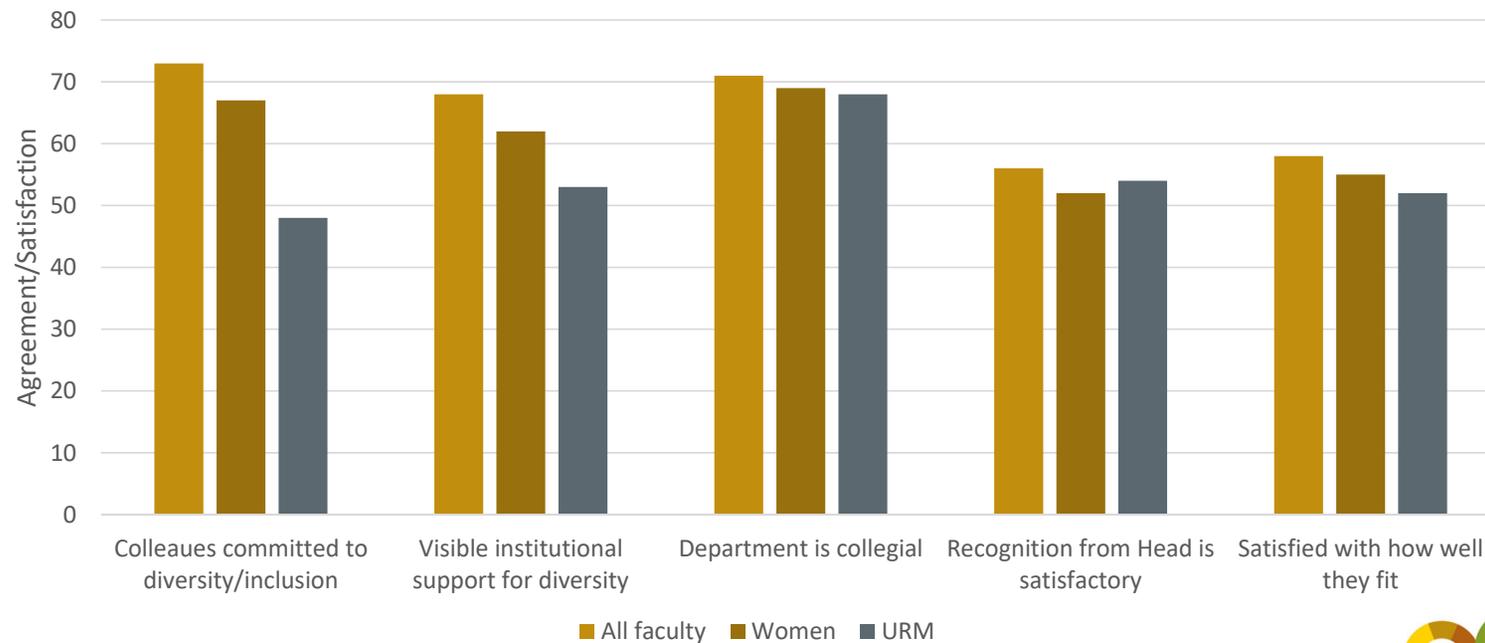
- Mentoring – but room to improve and lead
 - Although we are higher than peers, less than **40%** of faculty report that mentoring of tenured associate professors is effective — up **5%** from 2015, but an area to work on.
 - Only 25% of faculty agree there is support for faculty to be good mentors. We need to develop this support.
 - We are already ahead of peers — this is an area we could lead if we further improve.
 - Agreement that mentoring of non-tenure track faculty is effective in departments increased **15%** since 2015, but still below peers.
- Classroom space
- Childcare – but room to improve and lead
 - While we rate better than our peers on childcare, only **25%** of faculty are satisfied with childcare resources. This is an area where we could impact faculty work-life satisfaction and lead as a University.
- Stop-the-clock policies

Comparisons to Peers: Weaknesses

- Ability to balance teaching/research/service.
- Nature of work: service — time spent on service, number/attractiveness of committees, equity in assignments.
- Department engagement, quality, and collegiality.
- Appreciation and recognition.
- Facilities and resources: office and laboratory (research/studio) space, library resources, computing/technical support.
- Eldercare, family medical/parental leave, flexible workload/modified duties increased from 2015 but still low relative to peers.
- Health and retirement benefits – increased from 2015 but still low relative to peers.
- Post-awards support (management of grants/contracts once awarded) — a weakness relative to peers. Satisfaction fell by **5%** since 2015.

Diversity, Inclusion, and Collegiality

Lower than our peers and the COACHE cohort in these areas



Possible Areas to Work On



- Clarifying the tenure and promotion message.
- Better support for mentoring.
- Workload equity, especially with service work.
- Improve shared governance and communication.
- 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.)
 - By topic (mentoring, P&T, 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 consisting of several overlapping circles in various colors (green, blue, orange, yellow) and a horizontal bar with a diagonal hatched pattern in a light brown color.

THANK YOU!