

# **College Senate Meeting**

**SUNY  
ONEONTA**

## **COACHE Survey Results**

*Monday, February 5, 2018*

# **The Collaborative on Academic Careers in Higher Education (COACHE) Faculty Job Satisfaction Survey**

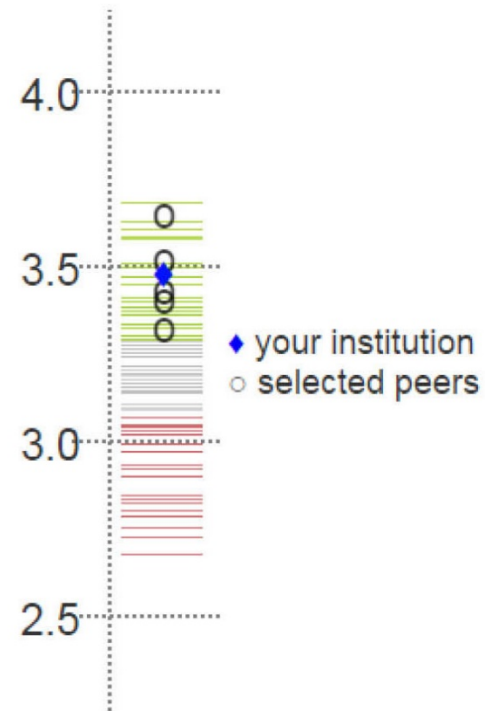
**COACHE is located at Harvard University and conducts a multi-institutional survey annually to assess issues and trends in work satisfaction among college and university faculty. The survey carries approval from Harvard's Institutional Review Board.**

**The goal of the survey is to obtain objective and balanced information on satisfaction of full-time tenured, tenure-track, and non-tenured faculty at each participating institution so that the institution can use the information to address areas of concern.**

# COACHE Benchmark Scores

In the following graphical representation of the survey results, SUNY Oneonta's Benchmark scores, shown as diamonds, are compared to the scores of other COACHE partners, represented as horizontal lines. Green lines represent the top 30 percent of institutional means, red lines represent the bottom 30 percent, and grey lines represent institutions in the middle 40 percent. The circles locate the five institutions selected as peer institutions.

top 30% of institutions  
middle 40% of institutions  
bottom 30% of institutions



**SUNY Oneonta Peer Institutions: Stockton University, SUNY Brockport, SUNY Fredonia, SUNY Geneseo, Western Carolina University.**

# COACHE Response Rates

	You	Peers	Cohort
<b>Overall</b>	53%	54%	47%
<b>Tenured</b>	51%	56%	48%
<b>Pre-tenure</b>	57%	56%	50%
<b>Non-tenure track</b>	57%	44%	40%
<b>Full</b>	60%	52%	48%
<b>Associate</b>	41%	58%	49%
<b>Men</b>	53%	50%	43%
<b>Women</b>	54%	58%	52%
<b>White</b>	52%	57%	49%
<b>Faculty of color<sup>1</sup></b>	58%	42%	41%
<b>Asian/Asian-American</b>	50%	44%	38%
<b>Underrepresented minorities<sup>2</sup></b>	67%	41%	43%

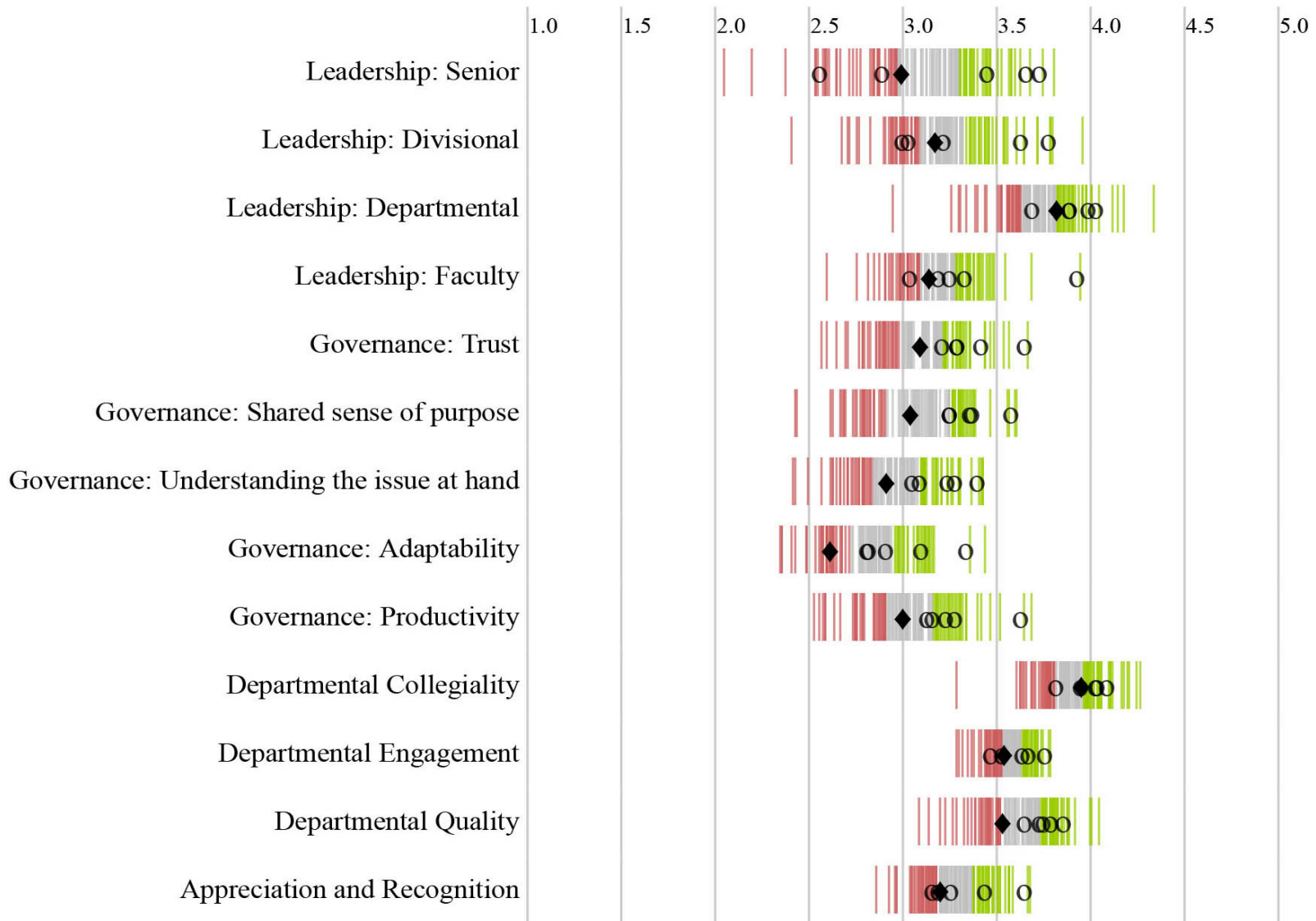
<sup>1</sup> "Faculty of color" are, for the purposes of this report, those individuals not categorized as White, non-Hispanic.

<sup>2</sup> "Underrepresented minorities" are individuals who identify as neither White, non-Hispanic nor Asian/Asian-American.

# COACHE Benchmark Scores



# COACHE Benchmark Scores



# Best Aspects

	All Faculty	Pre-tenure	Associate Professor	Women	Faculty of Color
Quality of colleagues	29%	34%	20%	27%	24%
Support of colleagues	26%	31%	26%	30%	32%
Opportunities to collaborate with colleagues	3%	6%	3%	3%	6%
Quality of graduate students	2%	6%	0%	2%	3%
Quality of undergraduate students	30%	31%	31%	29%	26%
Quality of facilities	6%	3%	9%	6%	0%
Support for research/creative work	1%	0%	0%	0%	0%
Support for teaching	2%	3%	0%	3%	3%
Support for professional development	8%	9%	3%	10%	12%
Assistance for grant proposals	3%	3%	3%	2%	6%
Childcare policies	0%	0%	0%	0%	0%
Spousal/partner hiring program	0%	0%	0%	0%	0%
Compensation	0%	0%	0%	0%	0%
Geographic location	2%	3%	3%	3%	6%
Diversity	0%	0%	0%	0%	0%
Presence of others like me	5%	9%	0%	3%	6%
My sense of "fit" here	15%	9%	23%	16%	0%
Protections from service/assignments	3%	6%	0%	3%	6%
Commute	6%	0%	11%	3%	6%
Cost of living	2%	0%	3%	3%	0%
Teaching load	9%	6%	9%	10%	6%
Manageable pressure to perform	7%	9%	9%	8%	6%
Academic freedom	23%	29%	31%	21%	29%
Tenure/promotion clarity or requirements	1%	3%	0%	0%	3%
Quality of leadership	0%	0%	0%	0%	0%
Decline to answer	1%	0%	0%	0%	0%
There are no positive aspects	3%	0%	3%	5%	3%

# Worst Aspects

	All Faculty	Pre-tenure	Associate Professor	Women	Faculty of Color
Quality of colleagues	3%	0%	6%	0%	6%
Support of colleagues	2%	6%	0%	5%	0%
Opportunities to collaborate with colleagues	2%	3%	0%	3%	3%
Quality of graduate students	0%	0%	0%	0%	0%
Quality of undergraduate students	3%	3%	3%	3%	9%
Quality of facilities	2%	3%	3%	3%	0%
Compensation	41%	43%	46%	41%	29%
Lack of support for research/creative work	18%	34%	14%	19%	26%
Lack of support for teaching	2%	0%	6%	2%	0%
Lack of support for development	6%	6%	9%	6%	3%
Lack of assistance for grant proposals	0%	0%	0%	0%	0%
Childcare policies	1%	0%	0%	0%	0%
Spousal/partner hiring program	3%	3%	3%	3%	6%
Lack of Diversity	9%	9%	11%	8%	3%
My sense of fit here	2%	0%	0%	0%	3%
Absence of others like me	2%	3%	0%	3%	3%
Geographic location	11%	14%	3%	8%	24%
Commute	7%	11%	6%	8%	9%
Cost of Living	2%	0%	0%	3%	3%
Too much service/too many assignments	20%	17%	23%	22%	12%
Teaching load	18%	14%	29%	16%	21%
Unrelenting pressure to perform	2%	6%	0%	5%	3%
Academic freedom	0%	0%	0%	0%	0%
Tenure/promotion clarity or requirements	6%	9%	3%	6%	3%
Quality of leadership	11%	6%	14%	10%	3%
Decline to answer	1%	0%	0%	0%	3%
There are no positive aspects	3%	0%	3%	5%	0%



# **COACHE Open-ended Question:**

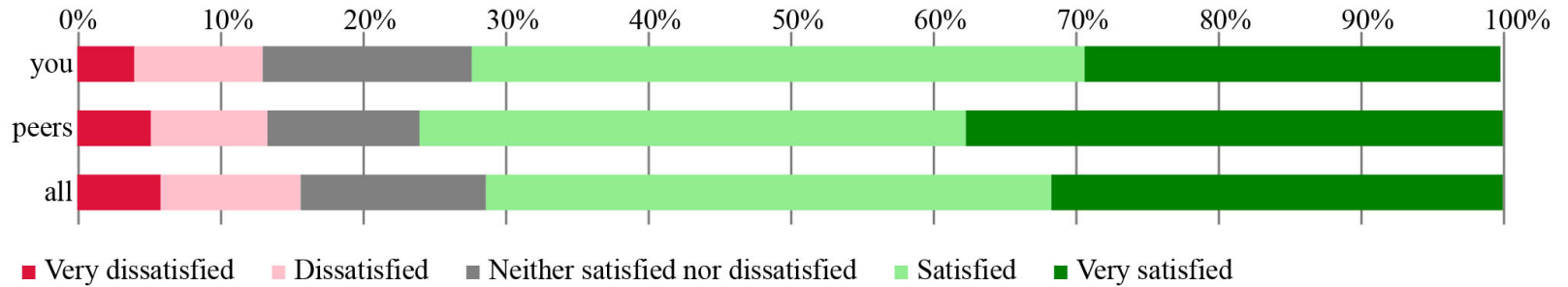
**What is the number one thing your institution can do to improve the workplace for faculty?**

## **Themes:**

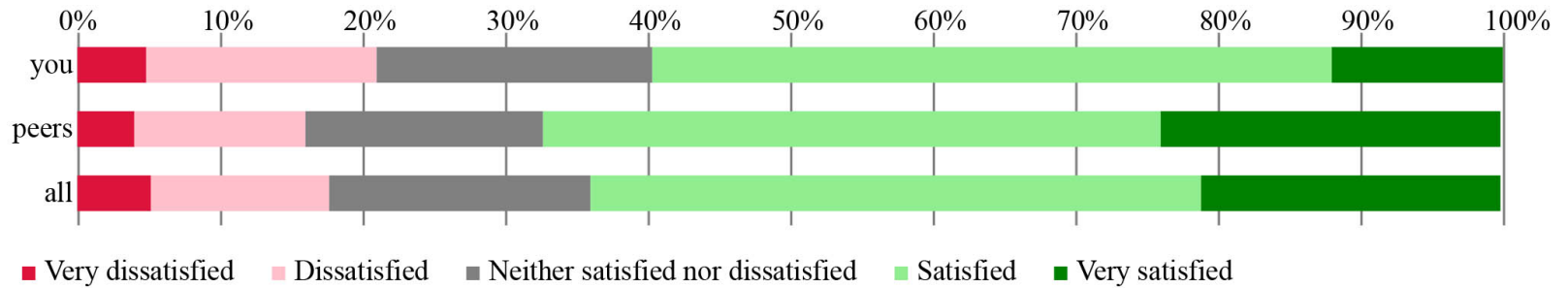
- 1. Compensation and Benefits: 33%**  
Example: Address salary compression; move back to a 3-3 load for all faculty.
- 2. Facilities and Resources for Work: 21%**  
Example: Invest in faculty development.
- 3. Leadership – General: 19%**  
Example: Effective administrative leadership--truly connected to the academic mission of the college and the highest standards--fairly applied--of intellectual activity.
- 4. Culture: 16%**  
Example: The institution needs to address issues of bullying by more senior faculty members toward less senior faculty members.
- 5. Appreciation and Recognition: 15%**  
Example: More respect for faculty's expertise and intelligence.

# Overall Satisfaction

## Department as a place to work



## Institution as a place to work



# Moving Forward

- **Continue to support and expand the work of the Faculty Center.**
- **Complete the revisions of the renewal, promotion and tenure processes.**
- **Seek better avenues for:**
  - **Support of faculty research;**
  - **Collaboration among faculty;**
  - **Facilitation of interdisciplinary work and thinking.**
- **Work with the Senate to enhance the effectiveness of shared governance.**
- **Examine faculty workloads and compensation.**
- **Examine our personal and family policies.**