

# KEY FINDINGS FROM THE 2013-2014 COACHE FACULTY JOB SATISFACTION SURVEY

University Senate  
August 26, 2014



OFFICE OF THE PROVOST

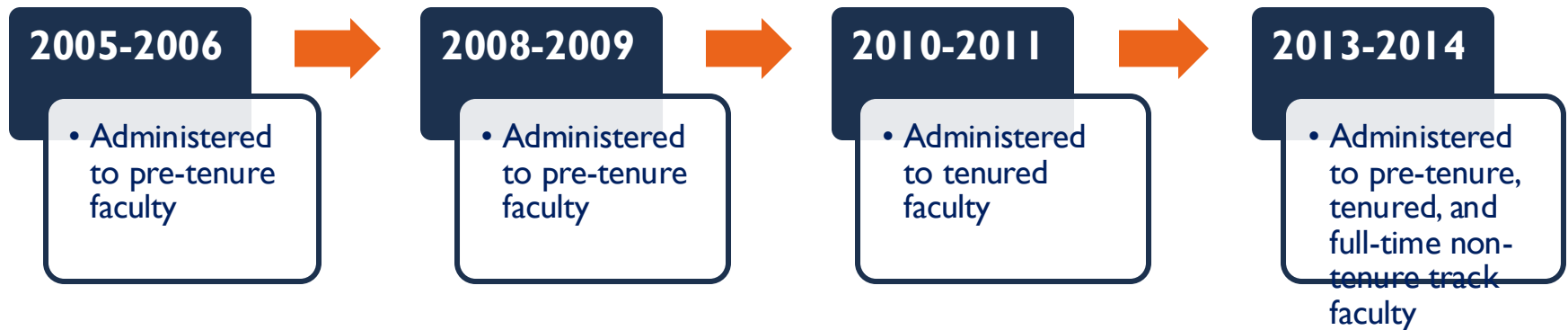
# COACHE ALIGNMENT WITH THE STRATEGIC PLAN

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**Strategic Goal #4:** The University will increase productivity by supporting faculty vitality and ongoing faculty development.

➤ **Utilized the Collaborative on Academic Careers in Higher Education administered by the Harvard Graduate School of Education**

- Designed to better understand the academic working lives of faculty and improve their job satisfaction and performance where possible.



➤ **Survey utilizes 20 benchmarks**

- COACHE aggregates responses to questions that are related to develop a benchmark score;
- Benchmarks provide an overall sense of how faculty feel about a particular aspect of their work/life.

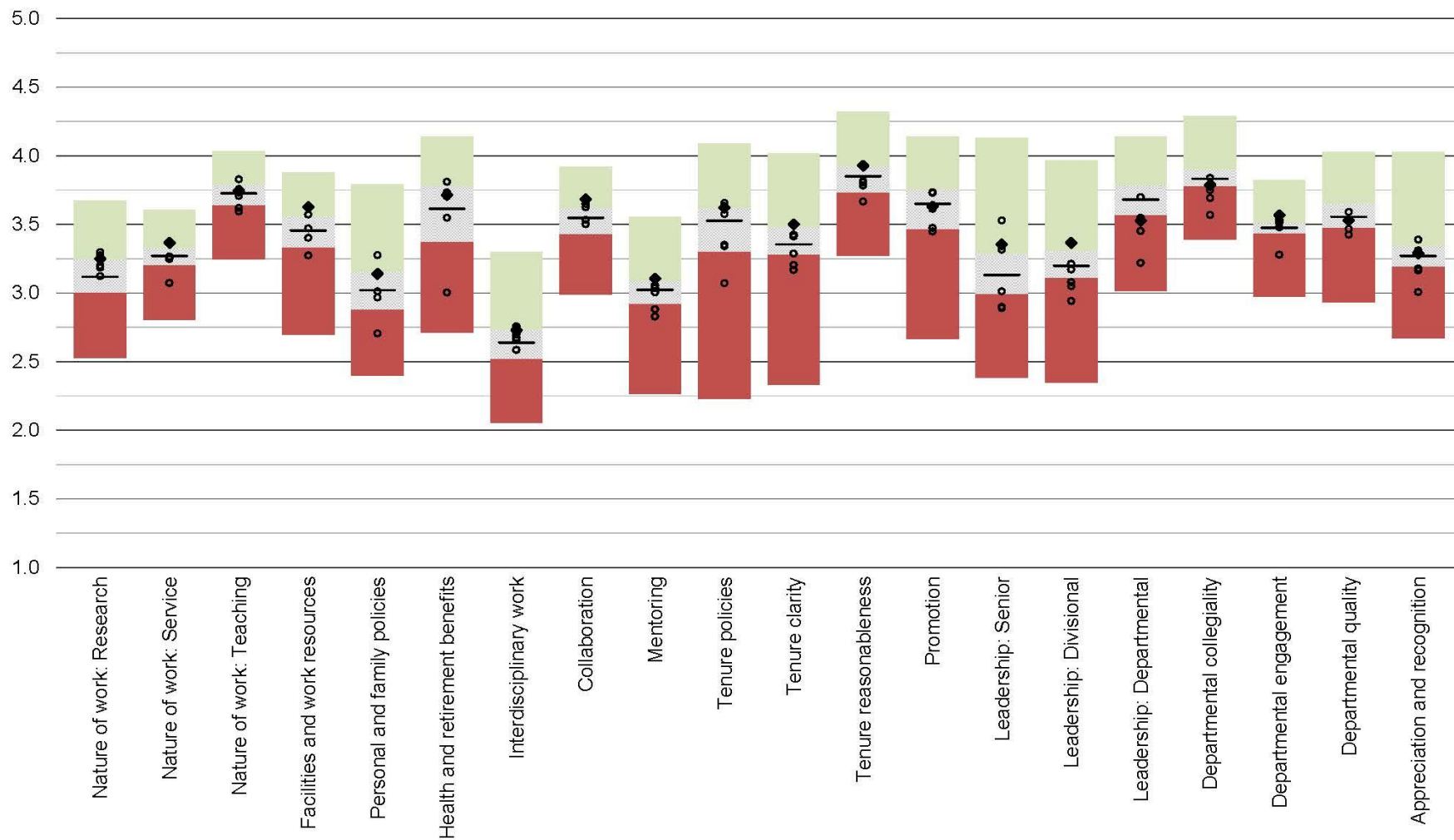
# COACHE RESULTS: RESPONDENTS

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	Population	Responders	Response Rate
Overall	1,015	526	52%
Tenured	818	401	49%
Pre-Tenure	197	125	63%
Full	430	201	47%
Associate	391	205	52%
Men	680	312	46%
Women	335	214	64%
Faculty of Color	223	108	48%

- Compared results of Auburn faculty against faculty at 5 peer institutions similar in size and scope as well as all 98 participating institutions.

## Auburn University



## COACHE RESULTS: SELECTED RESEARCH ITEMS

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Satisfied with ...	Professor	Associate	Assistant
Time spent on research	69%	48%	54%
Expectations for external funding	32%	33%	36%
Influence on focus of research	87%	86%	91%
Support for obtaining grants	24%	26%	33%
Course release for research	27%	27%	37%

## COACHE RESULTS: SELECTED PERSONAL & FAMILY POLICIES

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Satisfied with ...	Professor	Associate	Assistant
Tuition waiver/remission	36%	37%	26%
Family medical/parental leave	35%	32%	30%
Flexible workload/modified duties	35%	36%	33%
Spousal/partner hiring program	6%	3%	6%
Childcare	3%	2%	6%

## COACHE RESULTS: SELECTED DEPARTMENTAL QUALITY ITEMS

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Satisfied with ...	Professor	Associate	Assistant
Intellectual vitality, tenured	62%	59%	57%
Intellectual vitality, pre-tenure	73%	74%	80%
Teaching effectiveness, tenured	64%	66%	62%
Teaching effectiveness, pre-tenure	67%	67%	74%
Scholarly productivity, tenured	53%	49%	50%
Scholarly productivity, pre-tenure	67%	68%	73%

## COACHE RESULTS: GLOBAL SATISFACTION ITEMS

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As a place to work ...	Professor	Associate	Assistant
My department	64%	63%	70%
My institution	68%	65%	69%



# COACHE RESULTS: AREAS OF RELATIVE CONCERN

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- **Bottom 30% of the 98-member cohort and ranked #5 or #6 among the selected peer group:**

- Support for obtaining grants (pre-award)

**Benchmark:  
Research**



- Spousal/partner hiring program

**Benchmark:  
Personal and family policies**



- Head/Chair: Fairness in evaluating work

**Benchmark:  
Leadership**



- Department addresses sub-standard tenured faculty performance

**Benchmark:  
Departmental Quality**



- School/college is valued by President/Provost

**Benchmark:  
Appreciation and recognition**



# COACHE RESULTS: NEXT STEPS

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## ➤ **COACHE Recommendations:**

- 1. Evaluate the need for policies related to Spousal/Partner Hiring and Flexible Workload/Modified Duties**
- 2. Assess the need for campus childcare**
- 3. Address the need for increased faculty appreciation and recognition**
- 4. Assess the need for enhanced training for department heads and chairs**
- 5. Develop enhanced support to sustain increased research productivity**
- 6. Create a Commission on the Academic Careers of Women at Auburn University**

## ➤ **Expanded COACHE committee to become Strategic Priority #2 Implementation Committee:**

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|----------------------------------------------------------|----------------------------------------------------------------|
| – <b>Jared Russell, Department of Kinesiology, Chair</b> | – Jennifer Johnson, School of Communication and Journalism/NTT |
| – Drew Clark, OIRA                                       | Faculty                                                        |
| – Bob Holm, Office of Sponsored Programs                 | – Iryna Johnson, OIRA                                          |
| – Julie Huff, Office of the Provost                      | – Hulya Kirkici, College of Engineering                        |
| – Calvin Johnson, College of Veterinary Medicine         | – Margaret Marshall, Office of University Writing              |
|                                                          | – Chippewa Thomas, Office of University Outreach               |