



Presentation for the Bloomington Faculty Council, Spring 2021

# **Overview: Findings from the 2019 COACHE Faculty Job Satisfaction Survey**

# The COACHE Survey

- Survey developed and managed by the Collaborative on Academic Careers in Higher Education (COACHE), Harvard University  
<https://coache.gse.harvard.edu>. The COACHE team gathers data directly from IUB faculty
  - Tenure-track faculty and librarians, lecturers, research scientists, clinical faculty, professors of practice)
- Began in 2005; comparable questions in 2013, 2016, and 2019; planned for 2022
- 2019 Response rate: overall 43
- All responses are anonymous and strictly confidential.



# Advantages of the COACHE Survey

- Comparable data for IUB over time (since 2005; especially 2013-2019)
- Comparisons to peer schools
- Comparisons among groups within IU (rank, gender, race/ethnicity, discipline)
- Validity and reliability of items tested by experts in higher education/survey methods
- We have the option to add a few items



# What is COACHE used for at IU?


## Strategic plan (2013 survey)

- Prioritized support for faculty -> investment in programs that support faculty work such as:
  - faculty writing groups
  - faculty success program
- Prioritized building and retaining diverse faculty
  - Increased investment in strategic hiring, dual career funding




# EXAMPLES: IN 2016 COACHE, YOU SAID...


## 1. We need more institutional leadership in diversity and inclusion

 Increased D&I leadership at school, campus, university level

## 2. We need more support for associate professors


 IAS and VPFAA revamped and expanded programs to support associate professors

## 3. We need more clarity in promotion and tenure standards

 Expand workshops on P&T for faculty at all ranks

 VPFAA and BFC revised campus criteria

## 4. Not all faculty equally recognized for their work

 Reduce barriers to award nomination (example: Provost Professor – tripled nominations, increased diversity of nominees)



# COACHE 2019

## Peer comparison

- Purdue University (2018)
- SUNY - Binghamton University (2017)
- University of North Carolina - Chapel Hill (2018)
- University of Tennessee (2018)
- University of Virginia (2016)

**OVERALL COHORT:** 149 institutions in the cohort database; 104 are research universities

**IUB RESPONSE:** N= 968 responses; 43% overall response rate



# COACHE Benchmarks + Global Satisfaction

## Nature of Work

- Research
- Service
- Teaching

## Appreciation & Recognition

## Department

- Engagement
- Quality
- Collegiality

## Tenure & Promotion

- Tenure Policies
- Tenure Expectations: Clarity
- Promotion to Full

## Leadership

- Senior
- Divisional
- Departmental
- Faculty

## Shared Governance

- Trust
- Shared Sense of Purpose
- Understanding the Issue at Hand
- Adaptability
- Productivity

## Collaboration & Mentoring

- Interdisciplinary Work
- Collaboration
- Mentoring

## Resources & Support

- Facilities & Work Resources
- Personal & Family Policies
- Health & Retirement Benefits

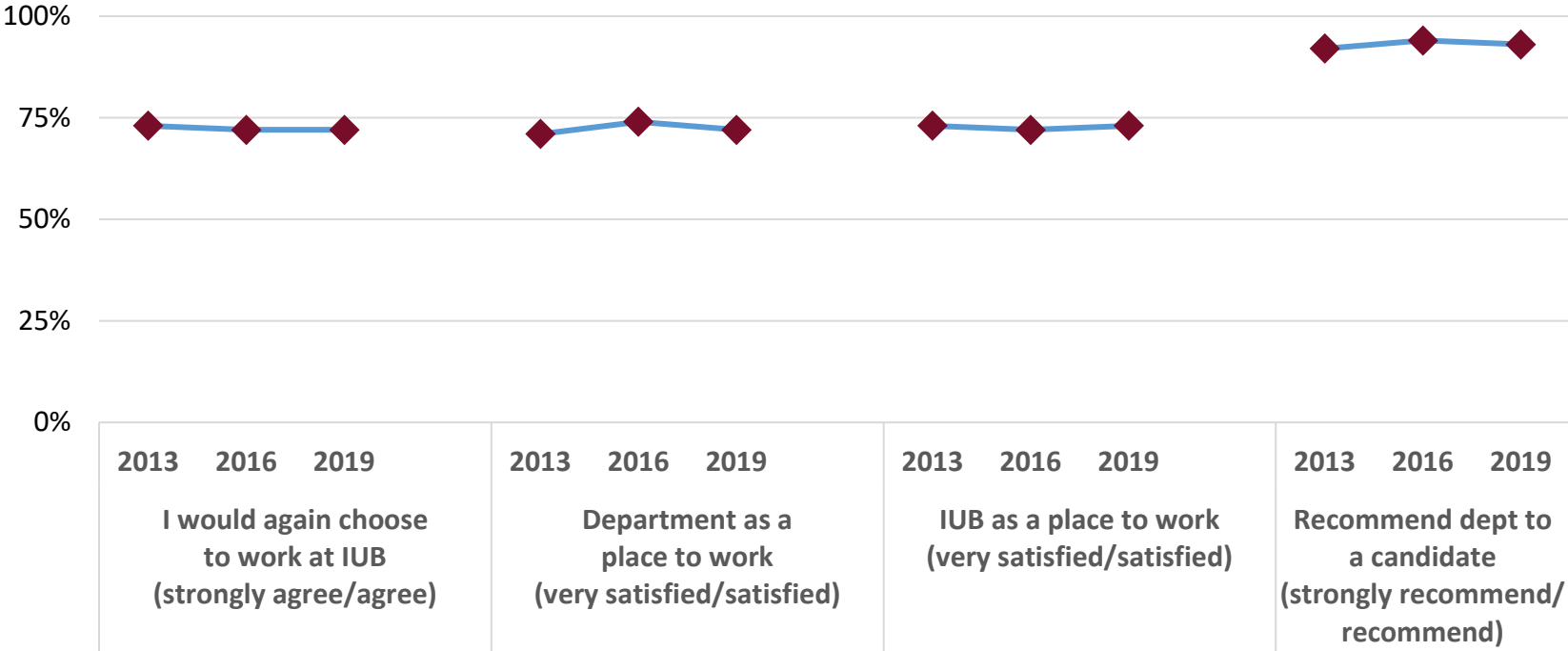
## Global Satisfaction

- Department
- Institution
- Recommend Department to Candidate



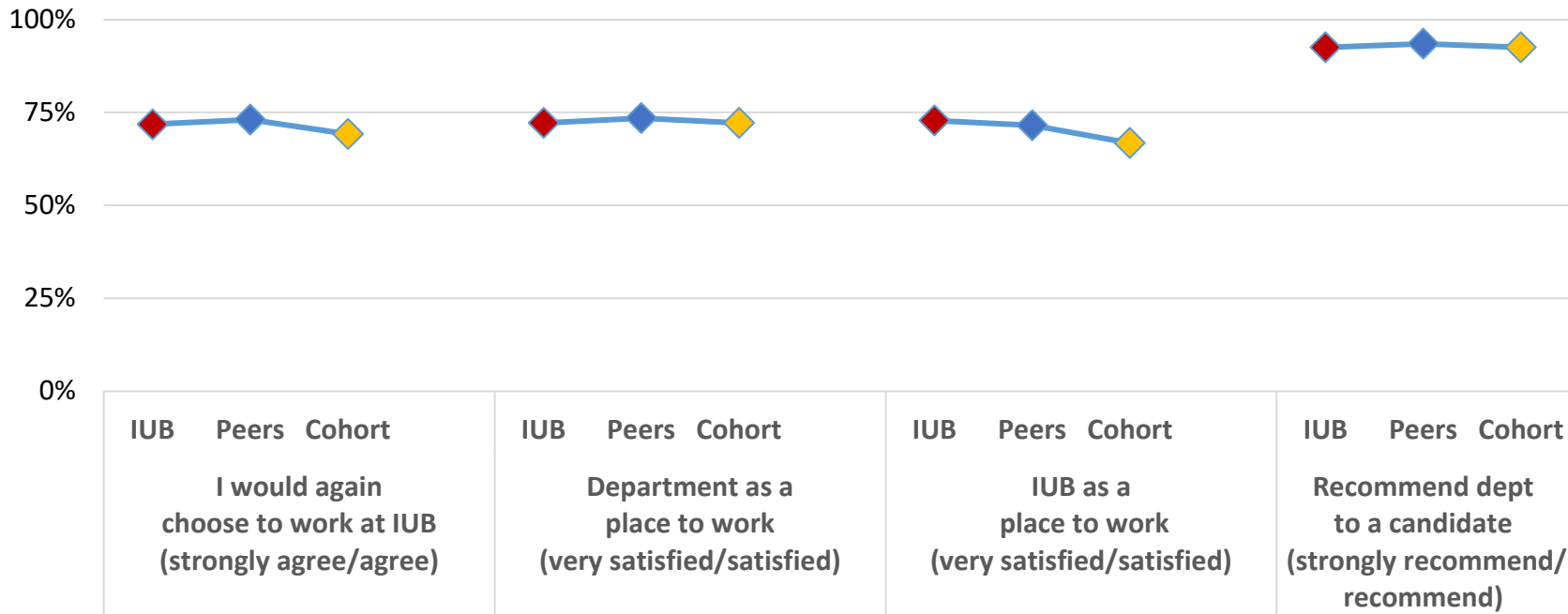


# Global Satisfaction: IUB Results 2013-2019





# Global Satisfaction: Compare with Peers 2019



# Benchmarks: Compare with Peers

## Strengths compared with peers

- **Personal & Family Policies** (#1 among peers, top 30% of all institutions)
- **Health & Retirement Benefits** (#1 among peers, top 30% of all institutions)
- Facilities & Work Resources
- Leadership: Senior
- Leadership: Faculty
- Governance: Productivity

## About the same as peer average

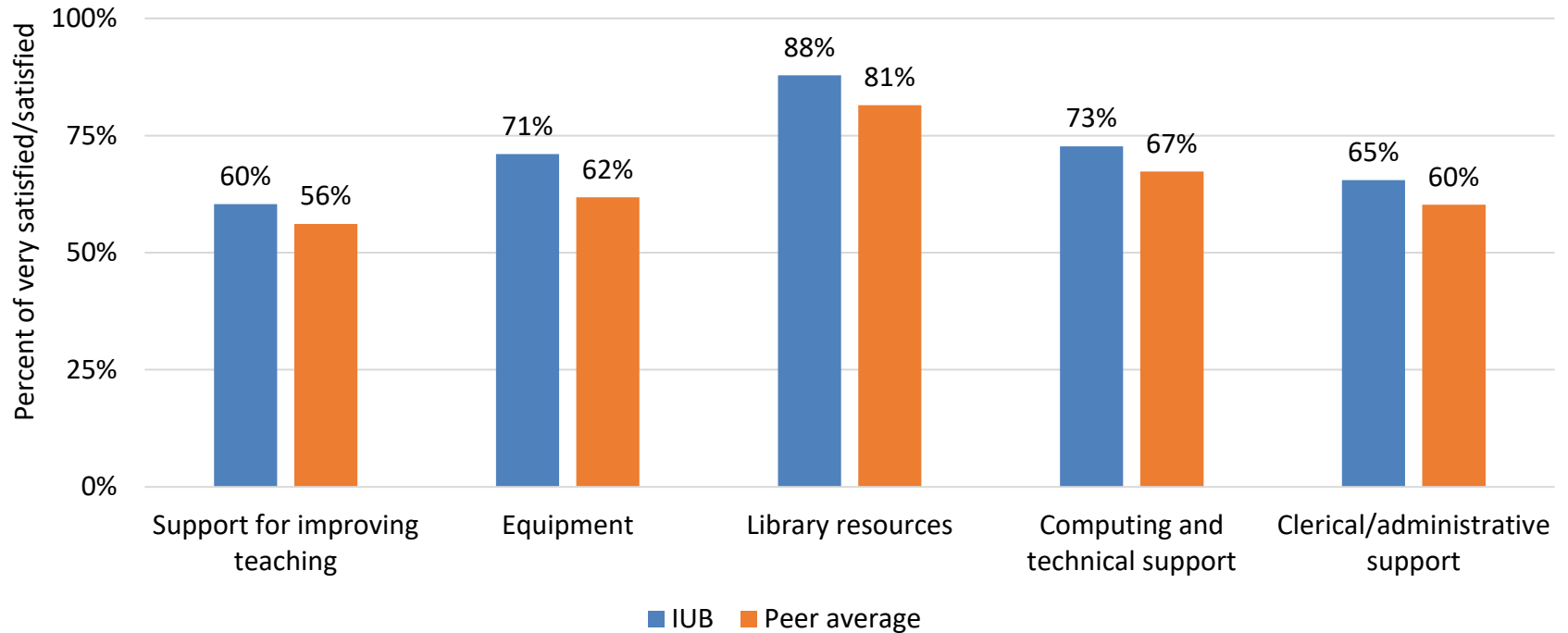
- Governance: Trust
- Governance: Shared Sense of Purpose
- Governance: Understanding the Issue at Hand
- Governance: Adaptability
- Nature of Work: Research
- Nature of Work: Teaching
- Interdisciplinary Work
- Collaboration
- Mentoring
- Tenure Policies
- Promotion to Full
- Leadership: Departmental
- Departmental Quality

## Weaknesses compared with peers

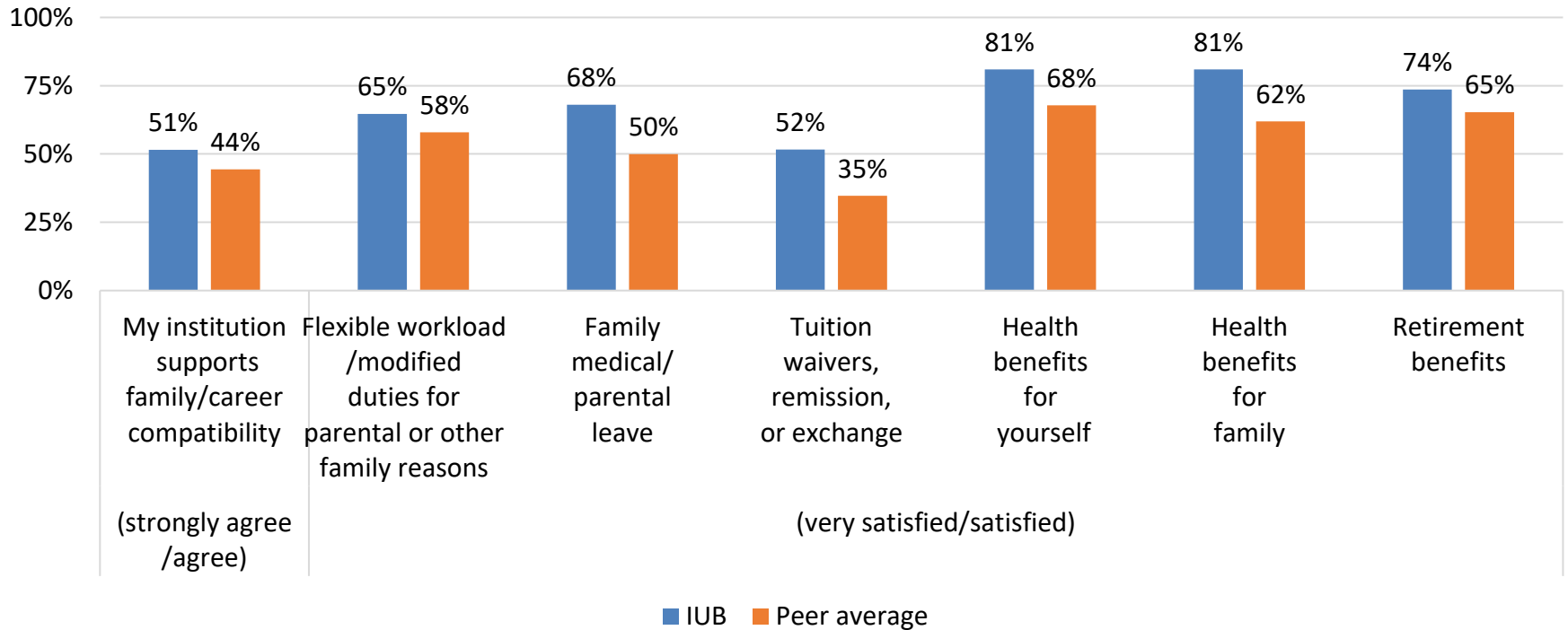
- Tenure Expectations: Clarity
- Leadership: Divisional
- Departmental Collegiality
- Departmental Engagement
- Nature of Work: Service
- **Appreciation & Recognition** (#5 among peers, bottom 30% of all institutions)



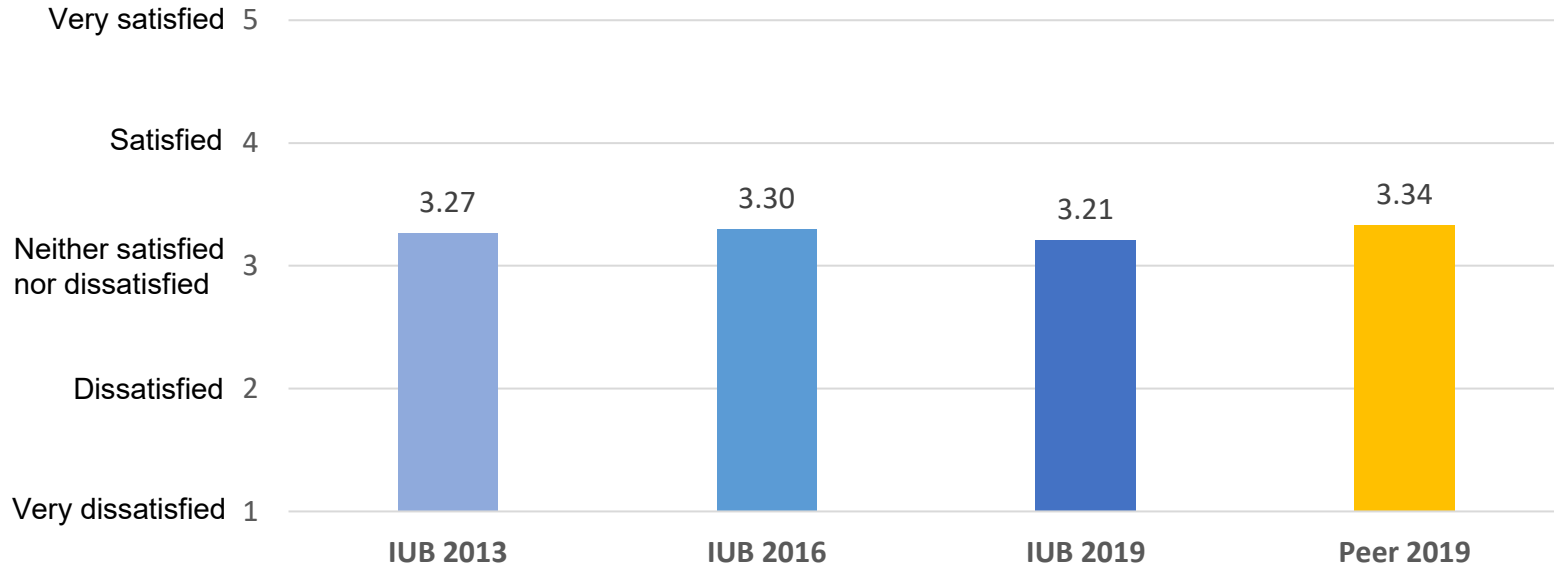
# Strength: Facilities & Resources



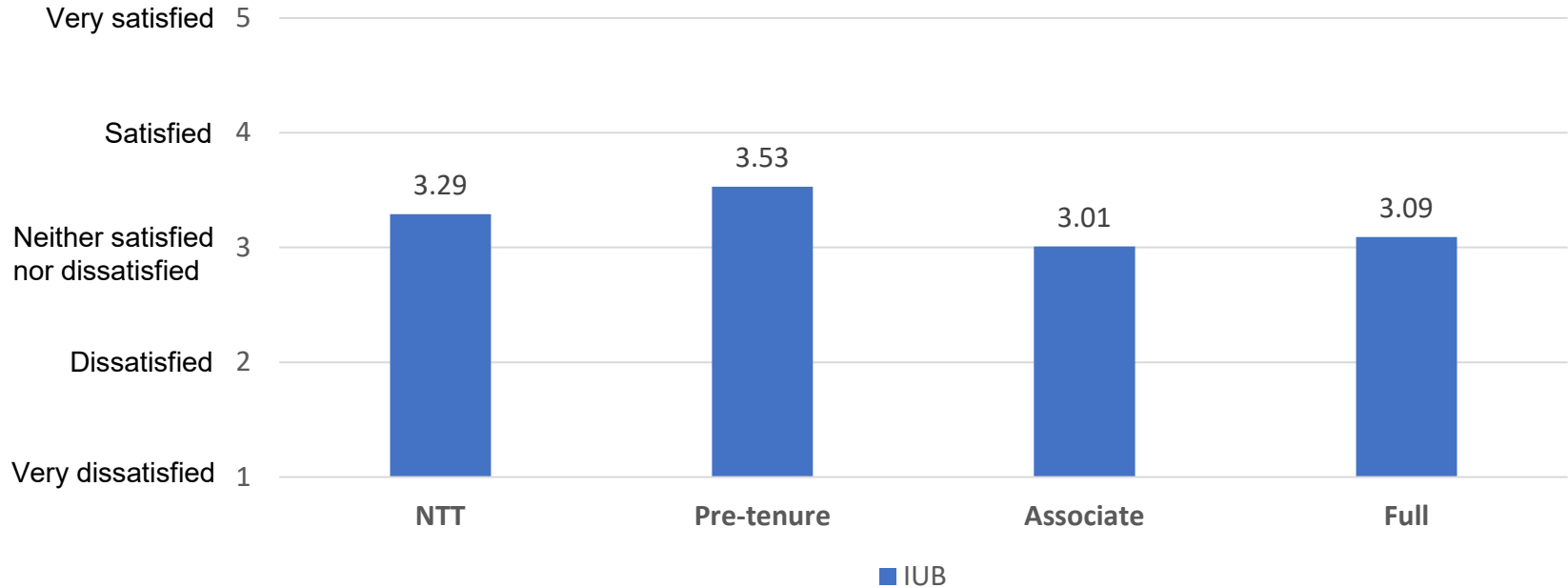
# Strength: Personal, Family & Health Benefits



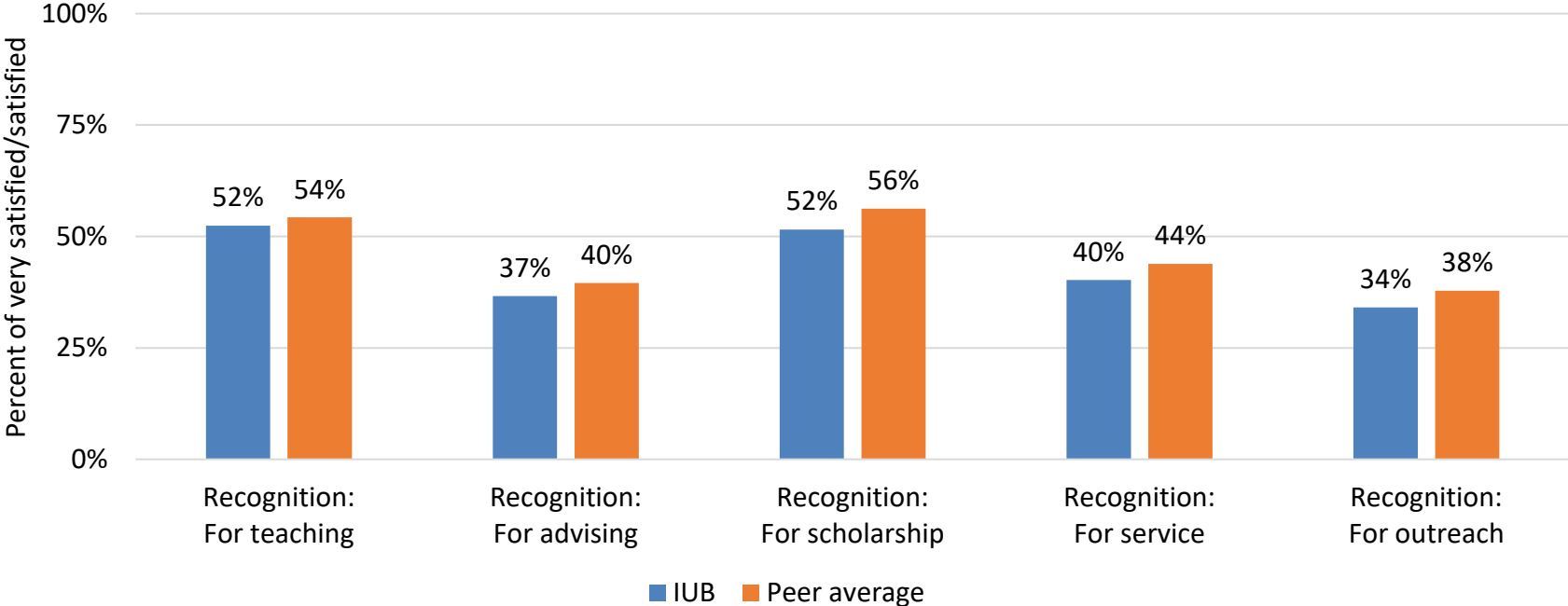
# Weakness: Appreciation & Recognition



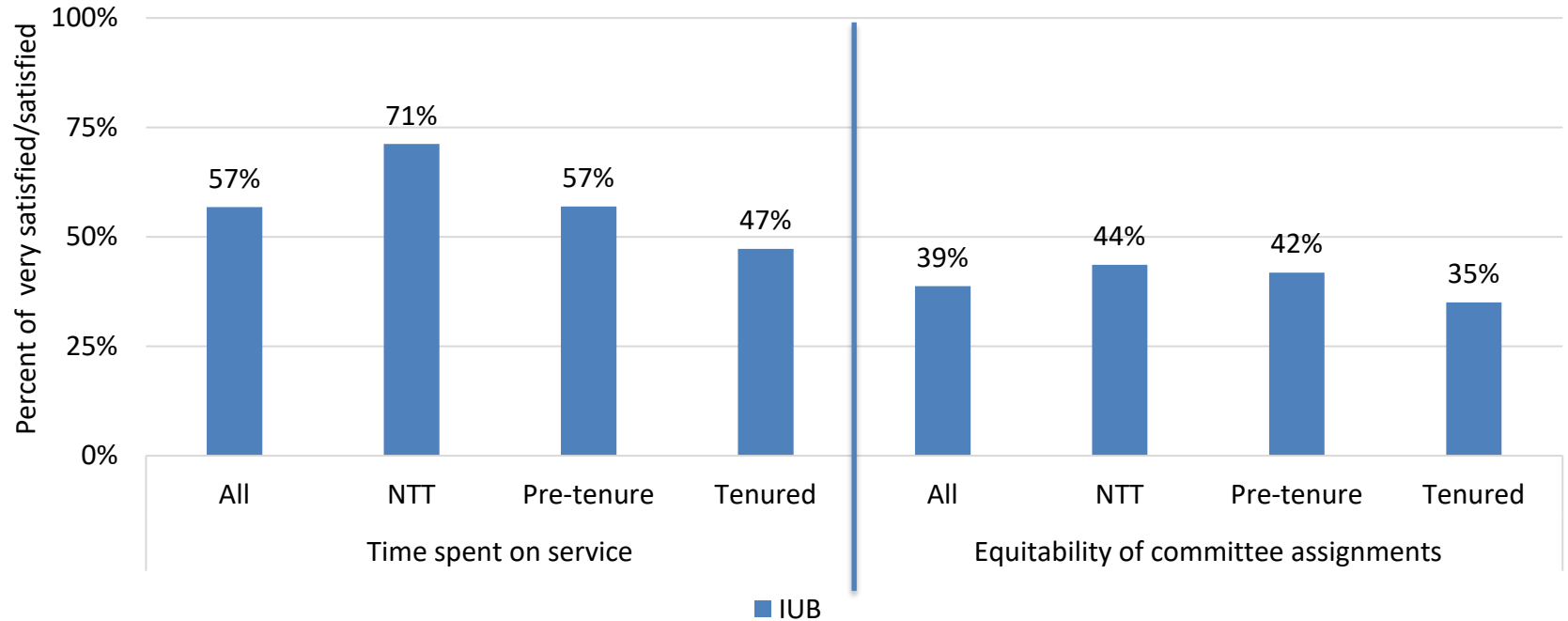
# Appreciation & Recognition Benchmark by Rank



# Appreciation & Recognition Specific Items

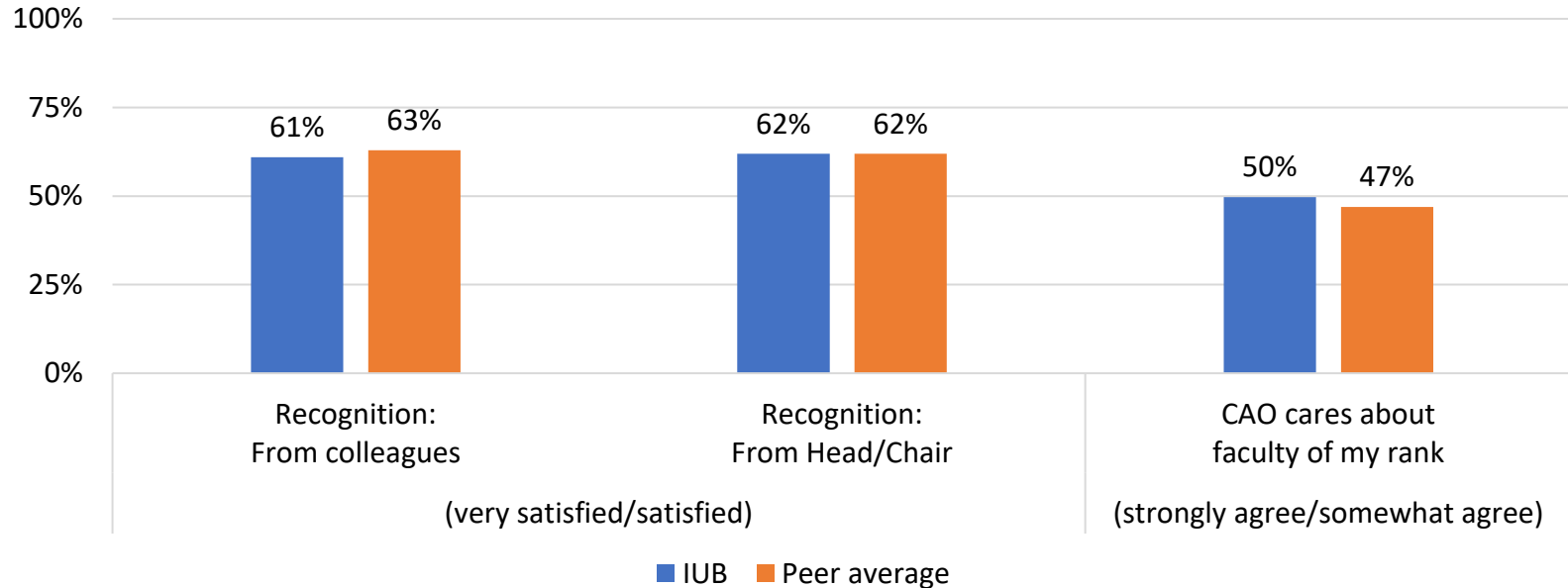


# Satisfaction with Service Assignments by Rank





# Appreciation & Recognition Items (Cont)



# What does this tell us about appreciation and recognition?

- Attention to appreciation and recognition is important at all levels – from colleague interactions to senior leadership
- Our colleagues feel least recognized and appreciated for advising, outreach, and service work
- Associate and full professors are the ranks least satisfied with appreciation and recognition
- Given centrality of service to shared governance, need broad thought about how we acknowledge that work



# Continuing work...

- Closer assessment of faculty climate and faculty retention (VPDI and VPFAA)
- Highlighting importance of appreciation and recognition to chairs and deans
- **Tackling the intersection of service and recognition** (Kimberly Geeslin, Initiative for the Advancement of Women Faculty)



# Intersection of Recognition & Service: Initiative for the Advancement of Women Faculty

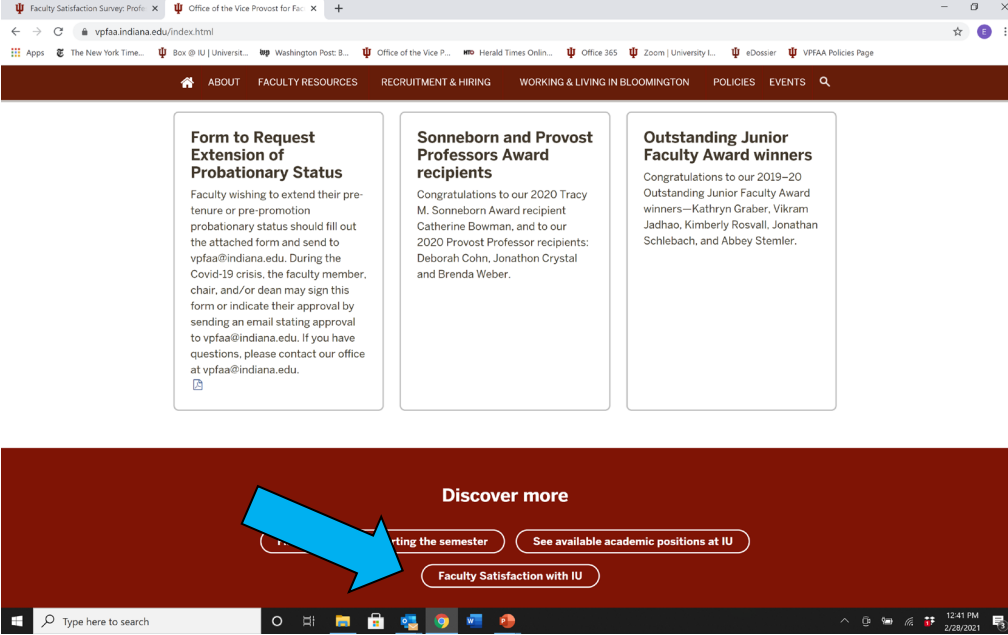
Our current context:

- Faculty sometimes feel that their work goes unrecognized and this is more pronounced for women and underrepresented faculty
- There may be barriers to nomination for some groups
- Service burdens may be inequitable (and/or invisible)
- Service requests for many have increased in the pandemic and/or been matched with increased challenges in other areas (access to research support, travel, caregiving)

**Response: Campus-wide award audit:**

- Do all required documents contribute meaningfully to decision-making?
- Can demands on nominators/recommenders be reduced?
- Is there a bottleneck in the nomination path (e.g., nominations from chairs only)?
- Is the pool of nominees as representative as it should be?

# You can find more information on COACHE at <https://vpfaa.indiana.edu/index.html>



The screenshot shows a web browser window displaying the VPFAA website. The browser's address bar shows the URL <https://vpfaa.indiana.edu/index.html>. The website has a dark red header with navigation links: ABOUT, FACULTY RESOURCES, RECRUITMENT & HIRING, WORKING & LIVING IN BLOOMINGTON, POLICIES, and EVENTS. Below the header, there are three main content boxes:

- Form to Request Extension of Probationary Status**

Faculty wishing to extend their pre-tenure or pre-promotion probationary status should fill out the attached form and send to [vpfaa@indiana.edu](mailto:vpfaa@indiana.edu). During the Covid-19 crisis, the faculty member, chair, and/or dean may sign this form or indicate their approval by sending an email stating approval to [vpfaa@indiana.edu](mailto:vpfaa@indiana.edu). If you have questions, please contact our office at [vpfaa@indiana.edu](mailto:vpfaa@indiana.edu).
- Sonneborn and Provost Professors Award recipients**

Congratulations to our 2020 Tracy M. Sonneborn Award recipient Catherine Bowman, and to our 2020 Provost Professor recipients: Deborah Cohn, Jonathon Crystal and Brenda Weber.
- Outstanding Junior Faculty Award winners**

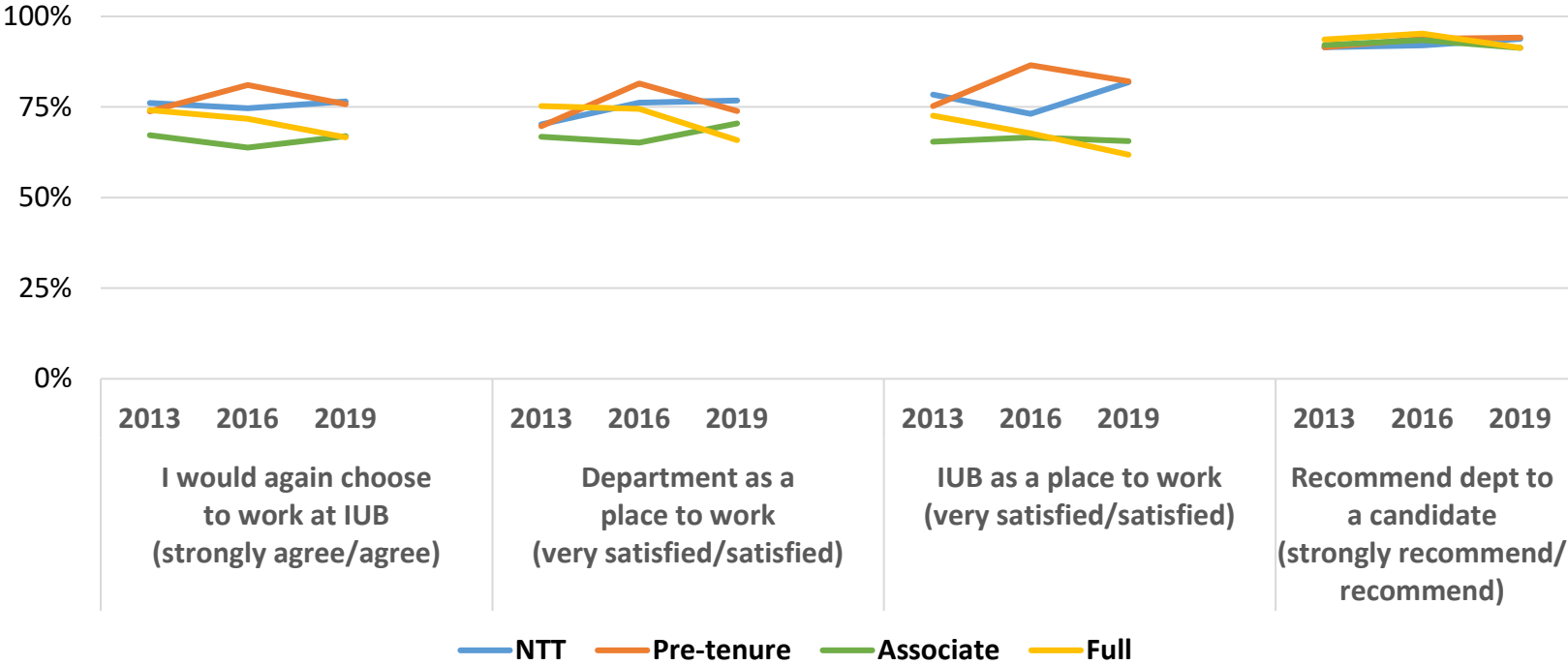
Congratulations to our 2019–20 Outstanding Junior Faculty Award winners—Kathryn Graber, Vikram Jadhao, Kimberley Rosvall, Jonathan Schleich, and Abbey Stemler.

At the bottom of the page, there is a dark red banner with the text "Discover more" and three buttons: "Starting the semester", "See available academic positions at IU", and "Faculty Satisfaction with IU". A large blue arrow points to the "Starting the semester" button.

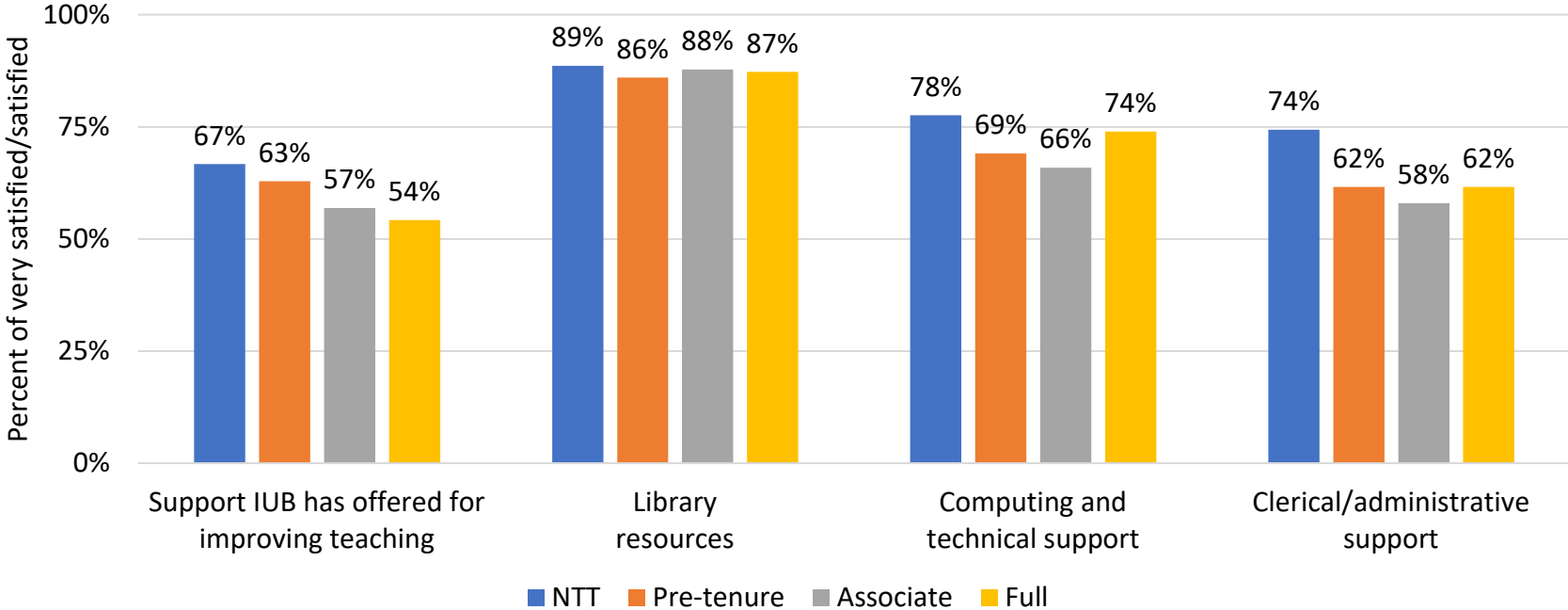


**Additional Slides**

# Global Satisfaction by Rank: 2013-2019

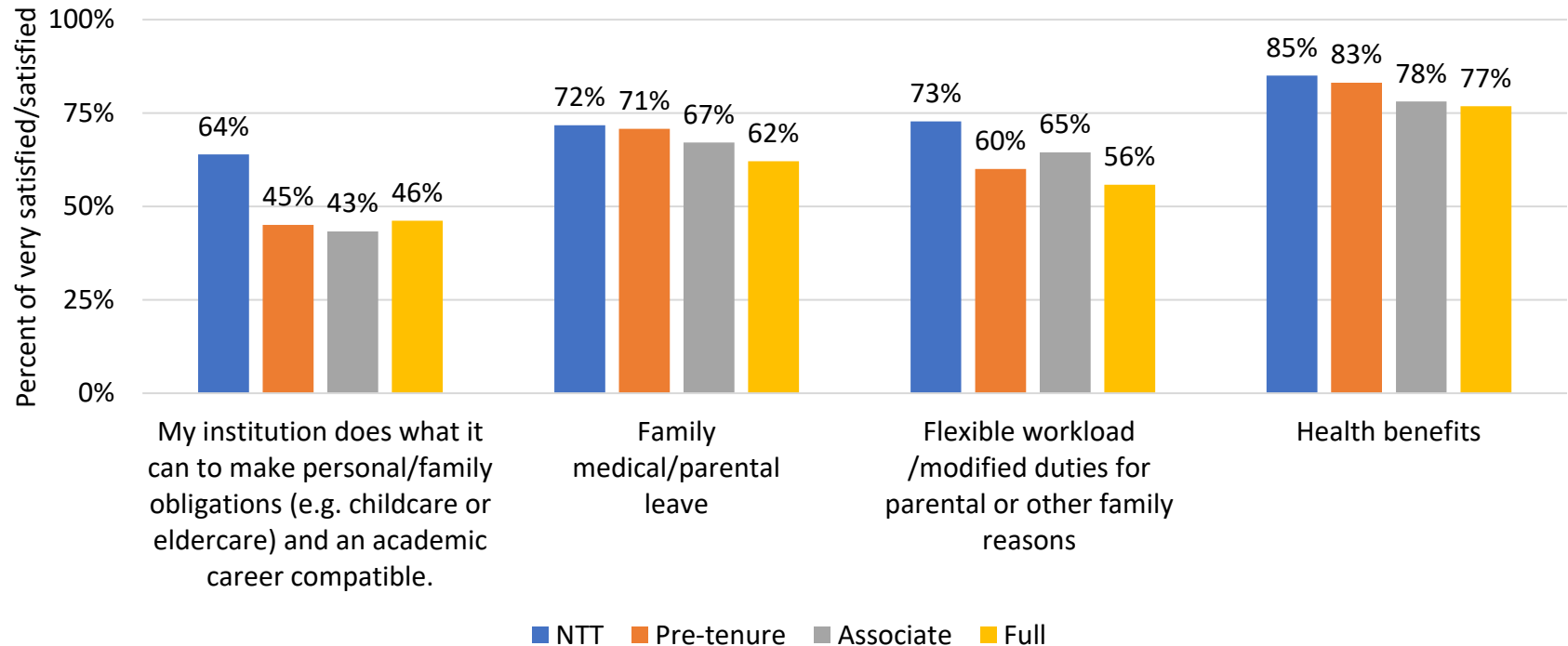


# Satisfaction with Facilities & Resources

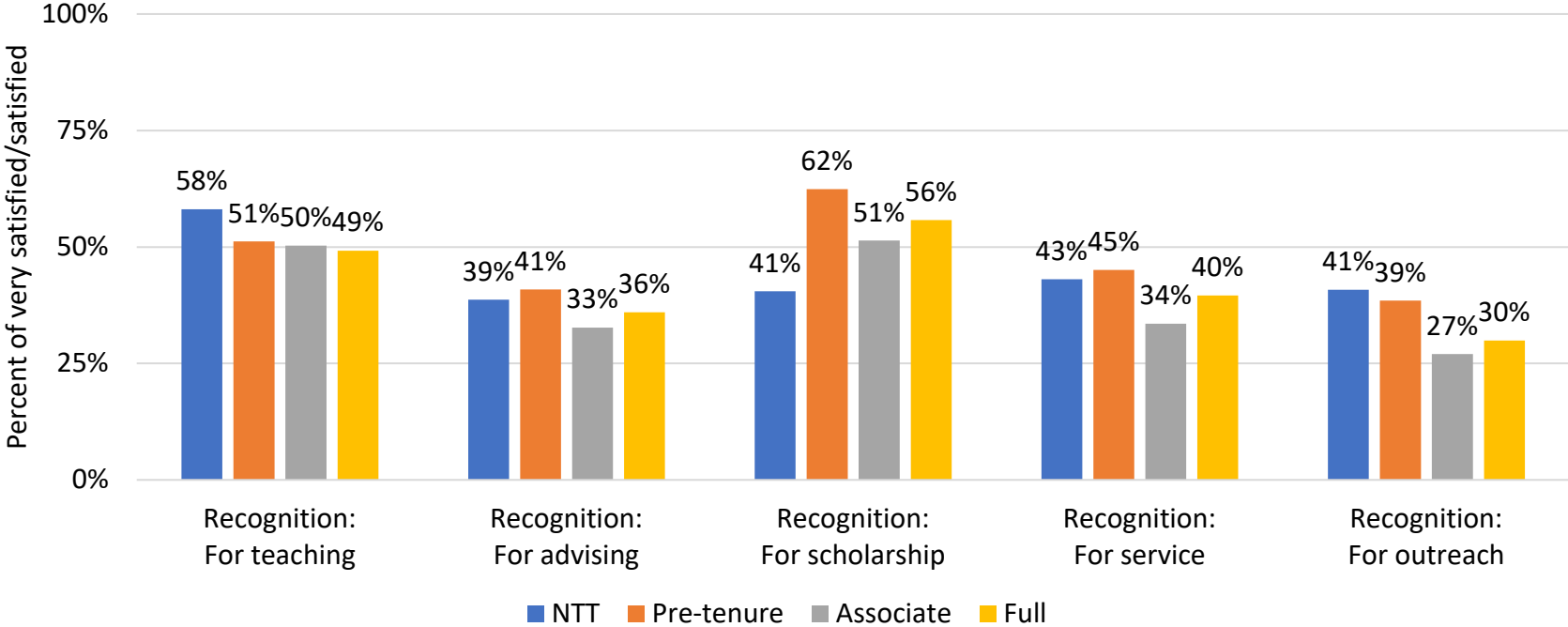




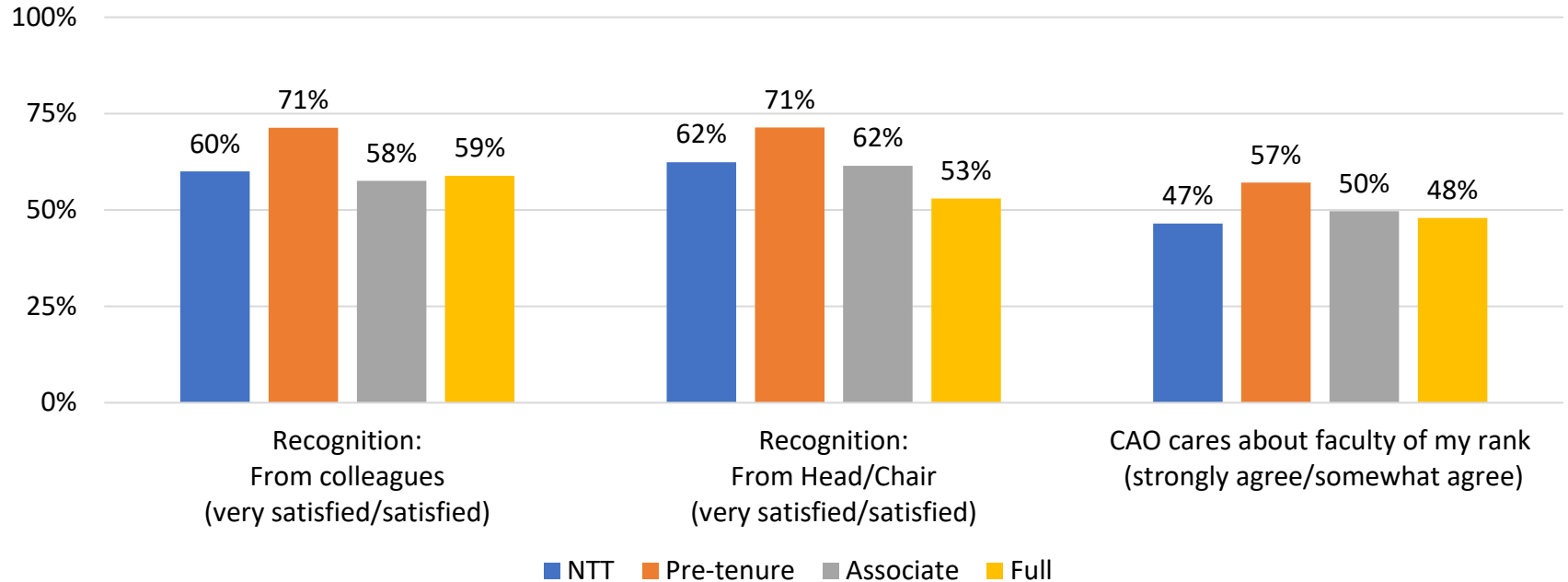
# Satisfaction with Personal, Family & Health Benefits



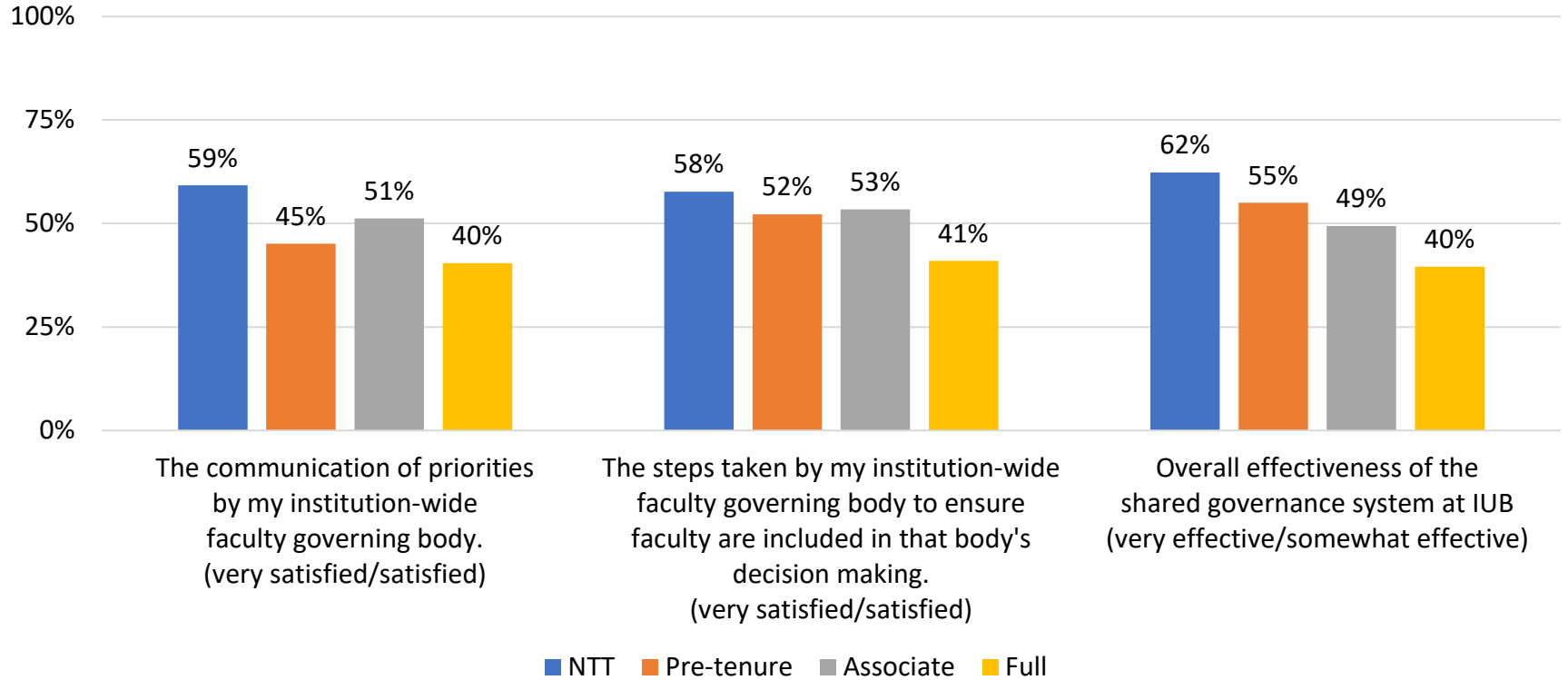
# Appreciation & Recognition Items by Rank



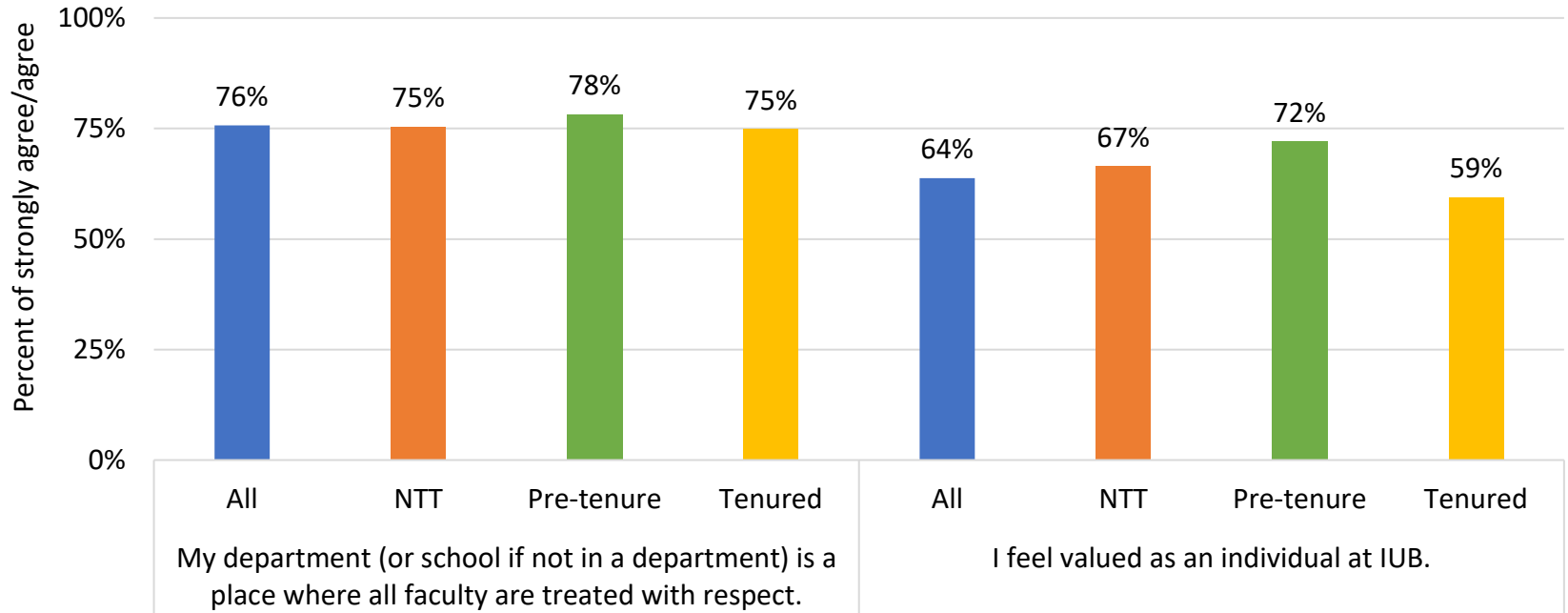
# Appreciation & Recognition Items by Rank (Cont)



# Satisfaction with Shared Governance



# Campus Climate



# Department Collegiality

