What is COACHE?

COACHE = Collaborative on Academic Careers in Higher Education

• Faculty Job Satisfaction Survey, administered by Harvard Graduate School of Education
UD COACHE Team
Matt Kinservik, Vice Provost for Faculty Affairs
Heather Kelly, Director, Institutional Research
Robin Andreasen, Professor of Linguistics & Cognitive Science, UD-ADVANCE
Shawna Vican, Assistant Professor of Sociology & Criminal Justice, UD-ADVANCE

COACHE Representatives
Todd Benson, Executive Director and Principal Investigator, COACHE
Amal Kumar, Doctoral Fellow, COACHE
COACHE Survey Overview

Cohort
• 110 institutions

Peer Institutions
• Indiana University
• Rutgers University
• University of Maryland
• University of Pittsburgh
• University of Virginia

Survey Administration
• February 13 – April 10, 2020
• All full-time faculty

Response Rates
• 40% overall
• Higher: women & CT faculty
• Lower: men & faculty of color

COVID Pandemic
• 75% completion by March 9
Areas of Strength

Nature of Work. Research
• Time spent on research
• Expectations, external funding
• Support for research

Collaboration
• Opportunities for collaboration, internal and external to UD

Shared Governance, Productivity
• Overall effectiveness and progress toward goals

Benefits & Family Policies
• Health & retirement benefits
• Parental leave
• Tuition benefits
Areas of Concern

Tenure Policies
• Clarity and communication of processes, standards, and expectations

Senior Leadership
• Pace of decision making
• Stated priorities
• Communication of priorities
• Faculty input

Department Collegiality
• Commitment to diversity & inclusion
• Collegiality and opportunities for interaction with colleagues
• Sense of fit

Nature of Work. Service
• Time spent on service
• Equitability of service assignments
• Advising responsibilities
Variation in Faculty Experience

Results for subgroups of faculty
• Tenured & Pre-Tenure
• Non-tenure Track
• Rank
• Gender
• Race/Ethnicity
• Broad disciplinary groups

COA Preview Report
• Compare mean scores

Dashboards
• Peers & cohort comparison
• Within campus: magnitude of subgroup difference

Example – P&T Policies
• Women and faculty of color perceive tenure process and criteria as less clear