

The logo for CUNY, consisting of the letters 'CU' stacked above 'NY' in a bold, blue, sans-serif font.

**CU
NY**

Office of
Institutional Research
and Assessment



The 2015 COACHE Faculty Satisfaction Survey

Presentation to Academic Council
OCTOBER 14, 2015

Overview of Today's Presentation and Discussion

1. COACHE SURVEY DESCRIPTION AND ADMINISTRATION
2. OVERVIEW OF CUNY-WIDE RESULTS
 - a. Benchmark Data: CUNY vs. Comparable Institutions
 - b. Best and Worst Aspects of Working at CUNY
3. ADDITIONAL DATA IN SELECTED AREAS
 - a. Leadership
 - b. Facilities
 - c. Teaching
 - d. Tenure Clarity
 - e. Group Differences
4. USING COACHE DATA: PRESENTATION BY DR. TODD BENSON AND DISCUSSION

What is COACHE?

COLLABORATIVE ON ACADEMIC CAREERS IN HIGHER EDUCATION
<http://sites.gse.harvard.edu/coache>

(Part of the Harvard Graduate School of Education)

COACHE provides:

- Survey administration— four-year and community college
- Reports of results (paper and Digital Report Portfolio)
- Webinars and meetings to interpret findings
- Annual Leaders Workshop (best practices)
- Connections among participants
- Research and library

Administration of the Survey at CUNY

- Population:
 - Non-tenure track, pre-tenure and tenured full-time faculty
 - All senior colleges including Law and GC (Journalism included but too few responses to report separately)
 - All community colleges except Guttman
 - CC survey administered only at CUNY this year
- Administered online in spring 2015
- Response rates at CUNY varied from 34% to 65%, with a mean of 47%
- National response rate mean 49%

Comparisons

Compare perceptions of work life with

- Faculty working elsewhere at CUNY (sector means and total CUNY means)
- Faculty working at “peer” colleges (chosen by the college)
- Faculty working nationally (comparison cohort of COACHE participants)

Measure faculty perceptions of academic work life by

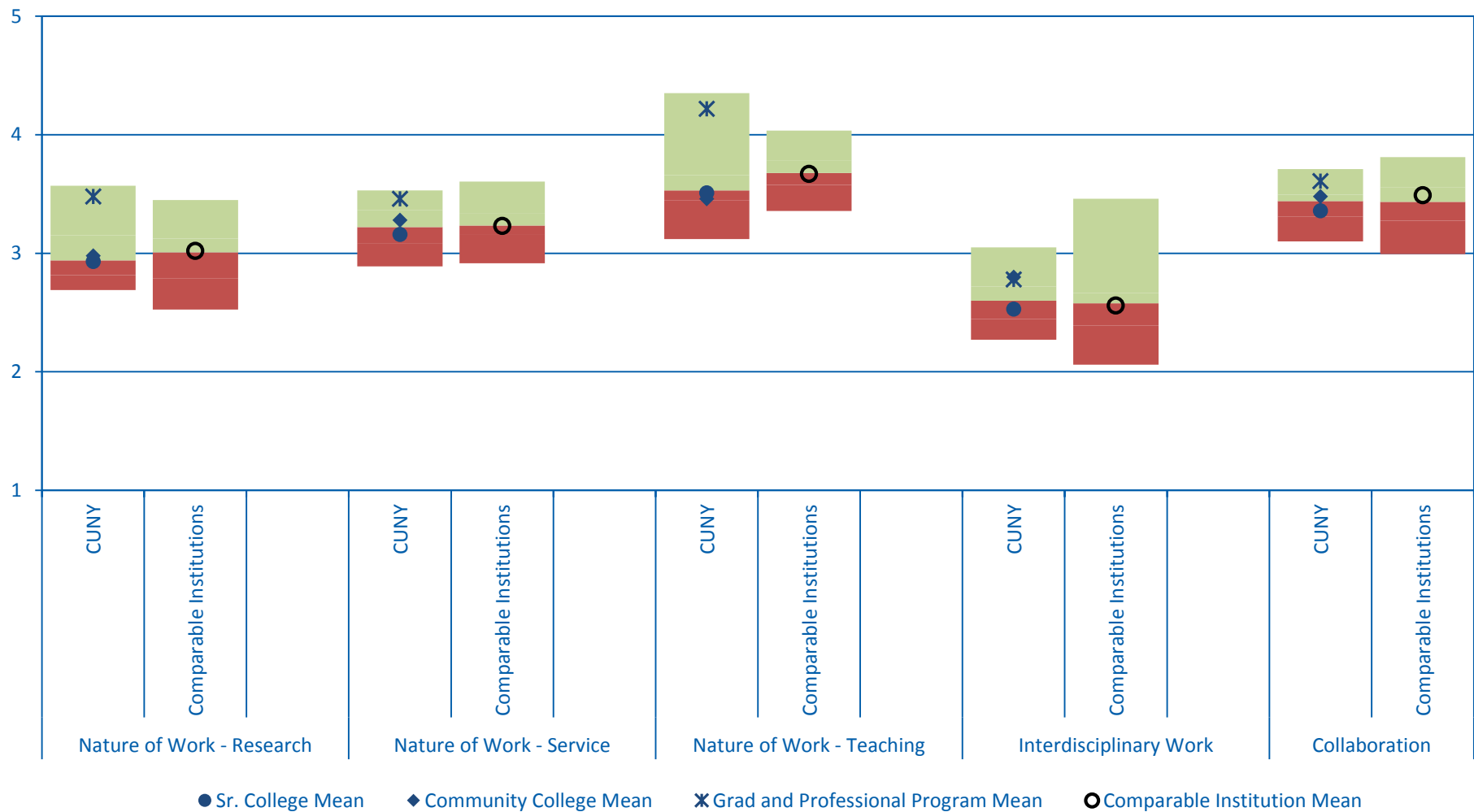
- Professorial rank (full or associate)
- Gender
- Race/ethnicity (white or faculty of color)

Topics Covered by the Survey

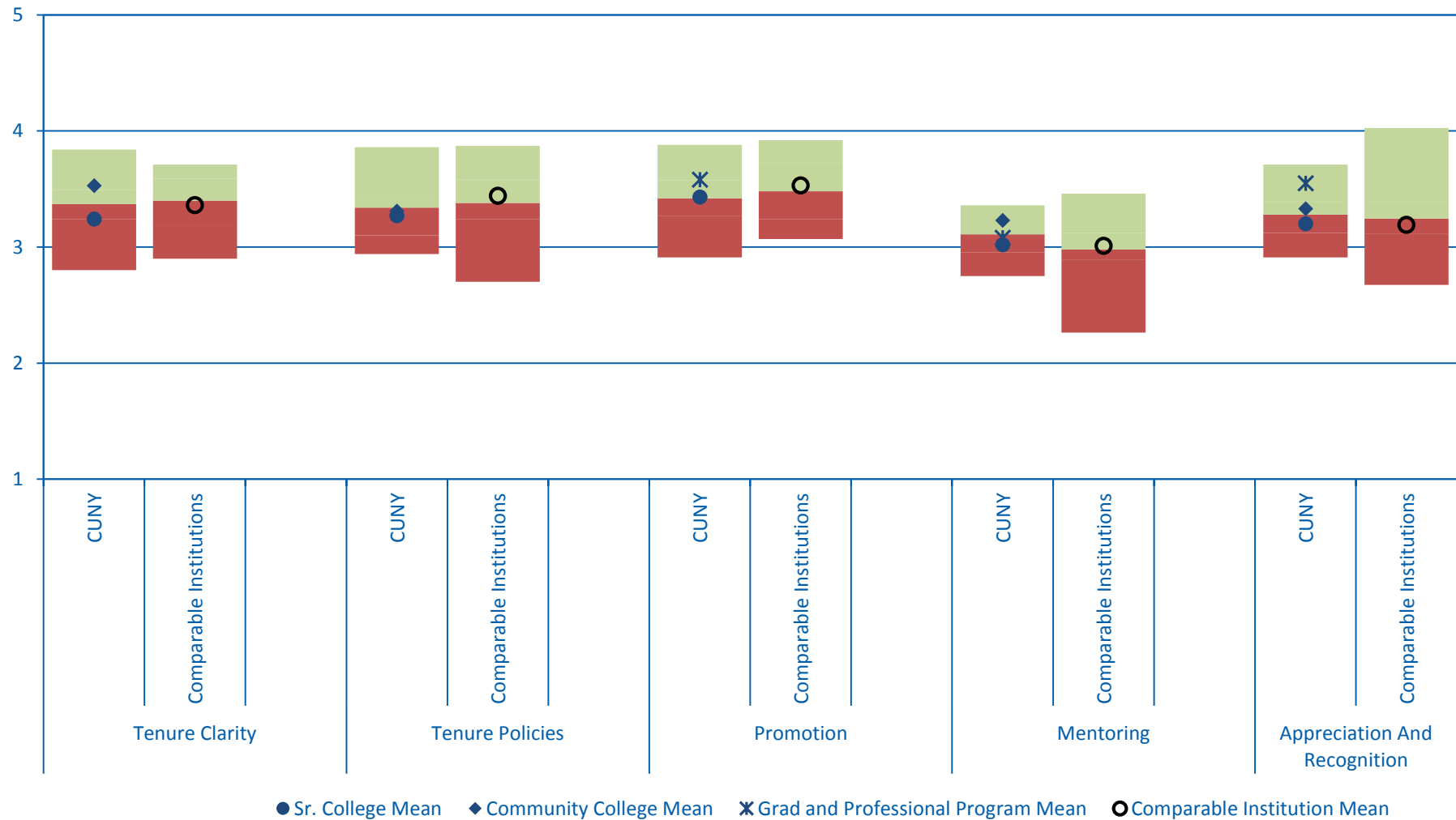
- Nature of the Work: Research, Teaching, Service
- Resources and support
- Collaboration, Mentoring
- Tenure, Promotion
- Leadership/Shared Governance
- Engagement
- Work and personal life balance
- Climate, culture, collegiality
- Appreciation and recognition
- Recruitment and retention
- Global measures of satisfaction

OVERVIEW OF CUNY-WIDE RESULTS

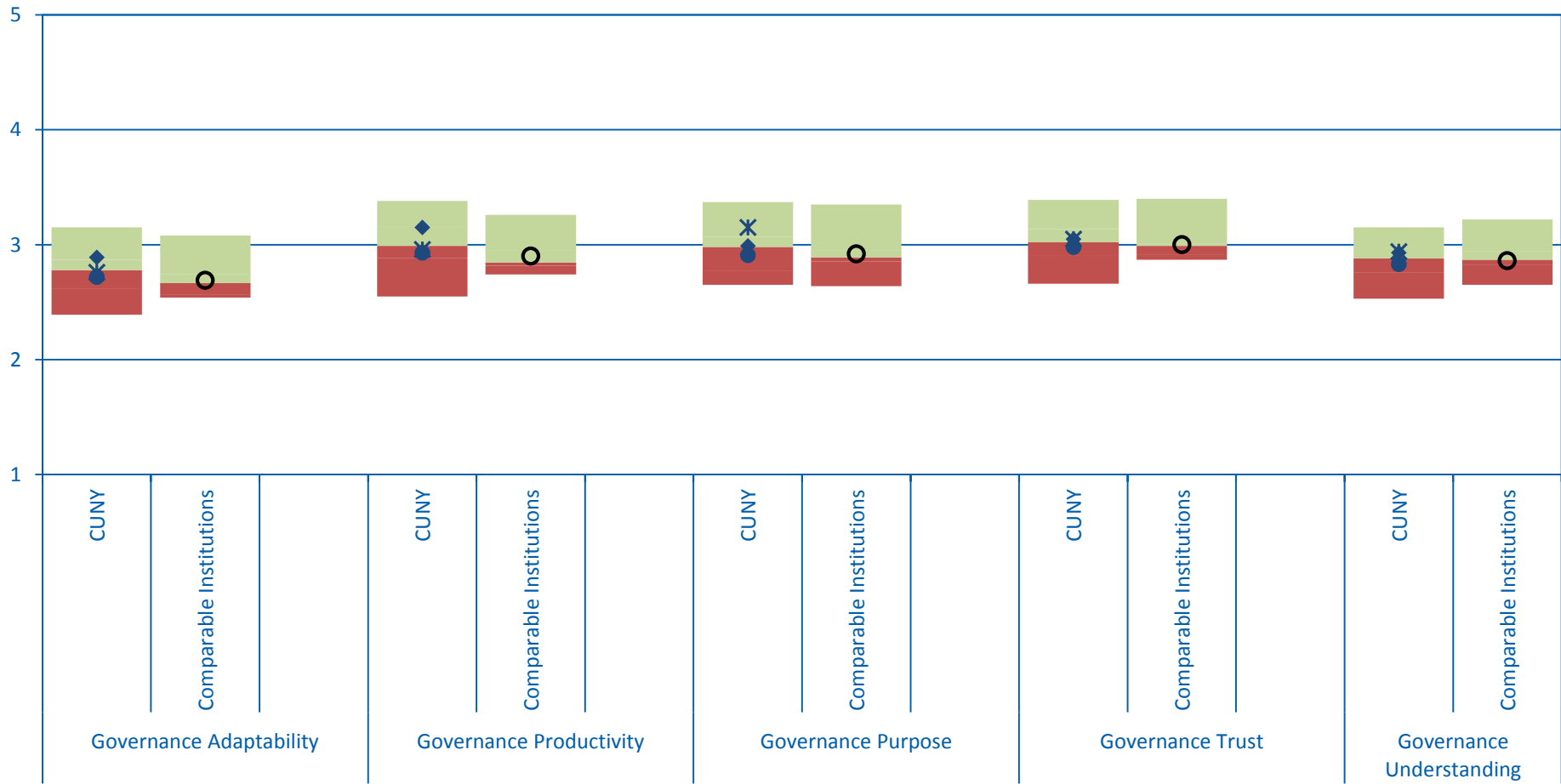
Nature of Work, Collaboration and Interdisciplinary Work



Tenure, Promotion, Mentoring and Appreciation & Recognition

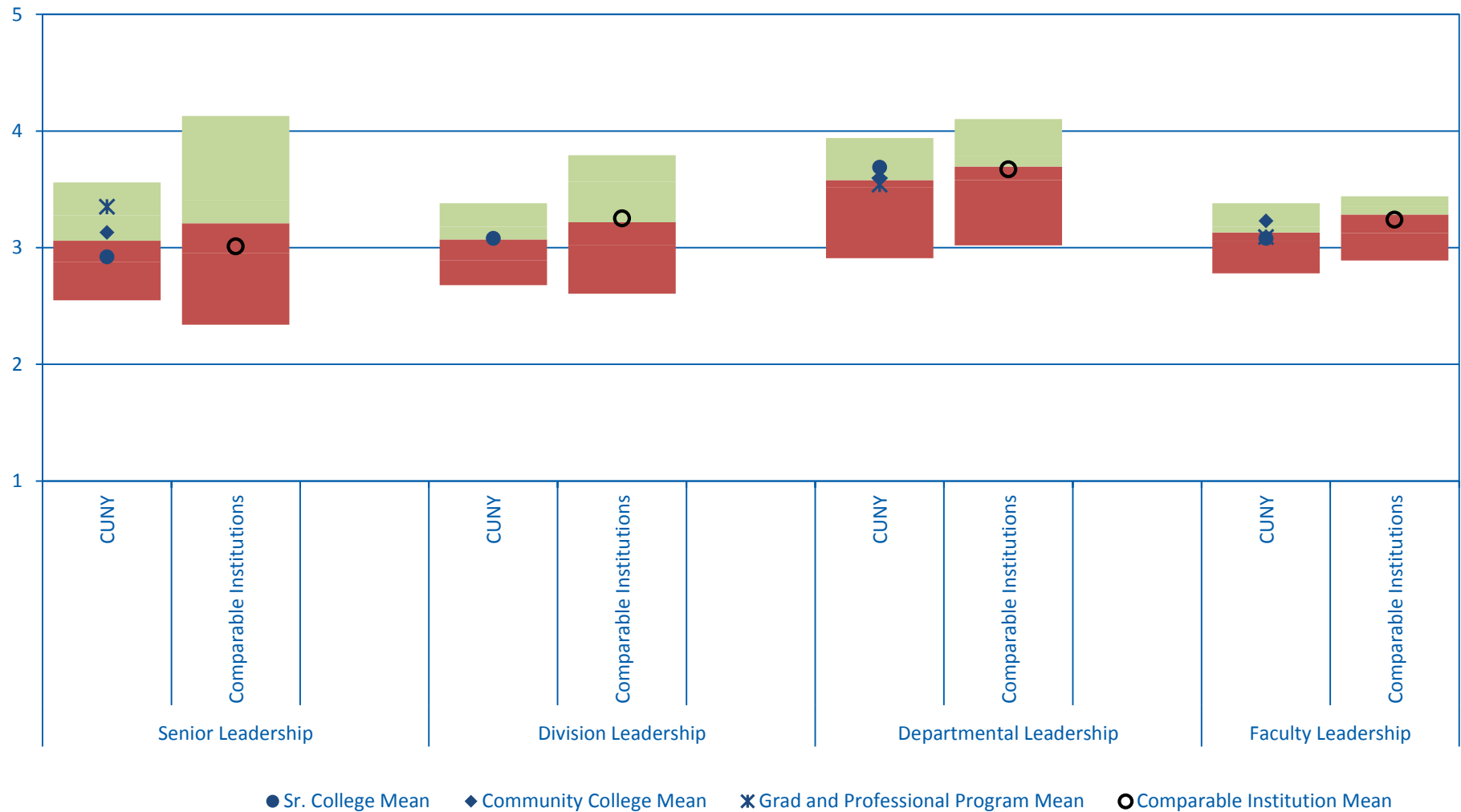


Shared Governance

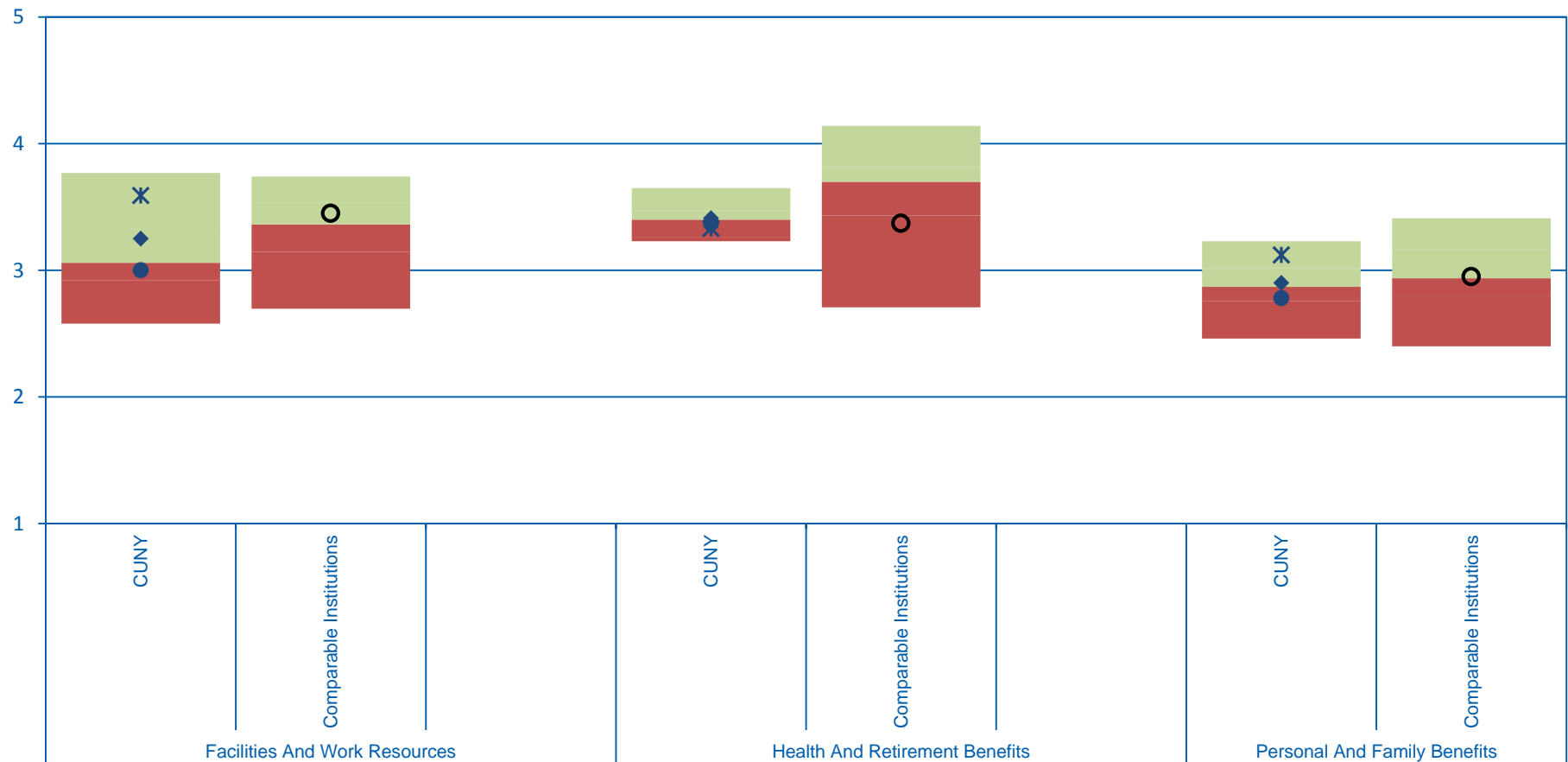


■ Sr. College Mean
 ◆ Community College Mean
 ✕ Grad and Professional Program Mean
 ○ Comparable Institution Mean

Collaborative Leadership

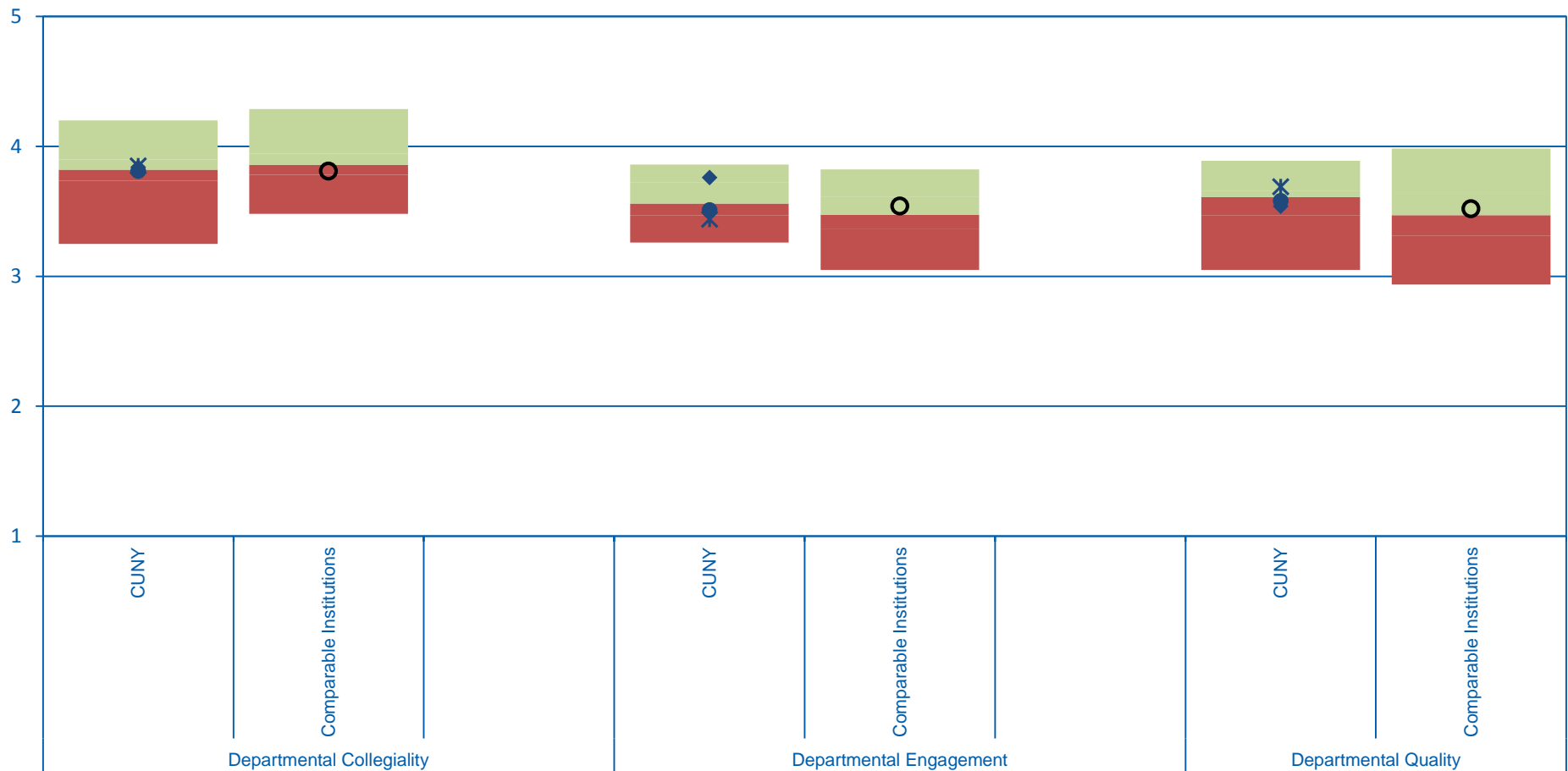


Facilities and Benefits



● Sr. College Mean ◆ Community College Mean ✕ Grad and Professional Program Mean ○ Comparable Institution Mean

The Department



● Sr. College Mean ◆ Community College Mean ✕ Grad and Professional Program Mean ○ Comparable Institution Mean

Best and Worst Aspects of Work at CUNY

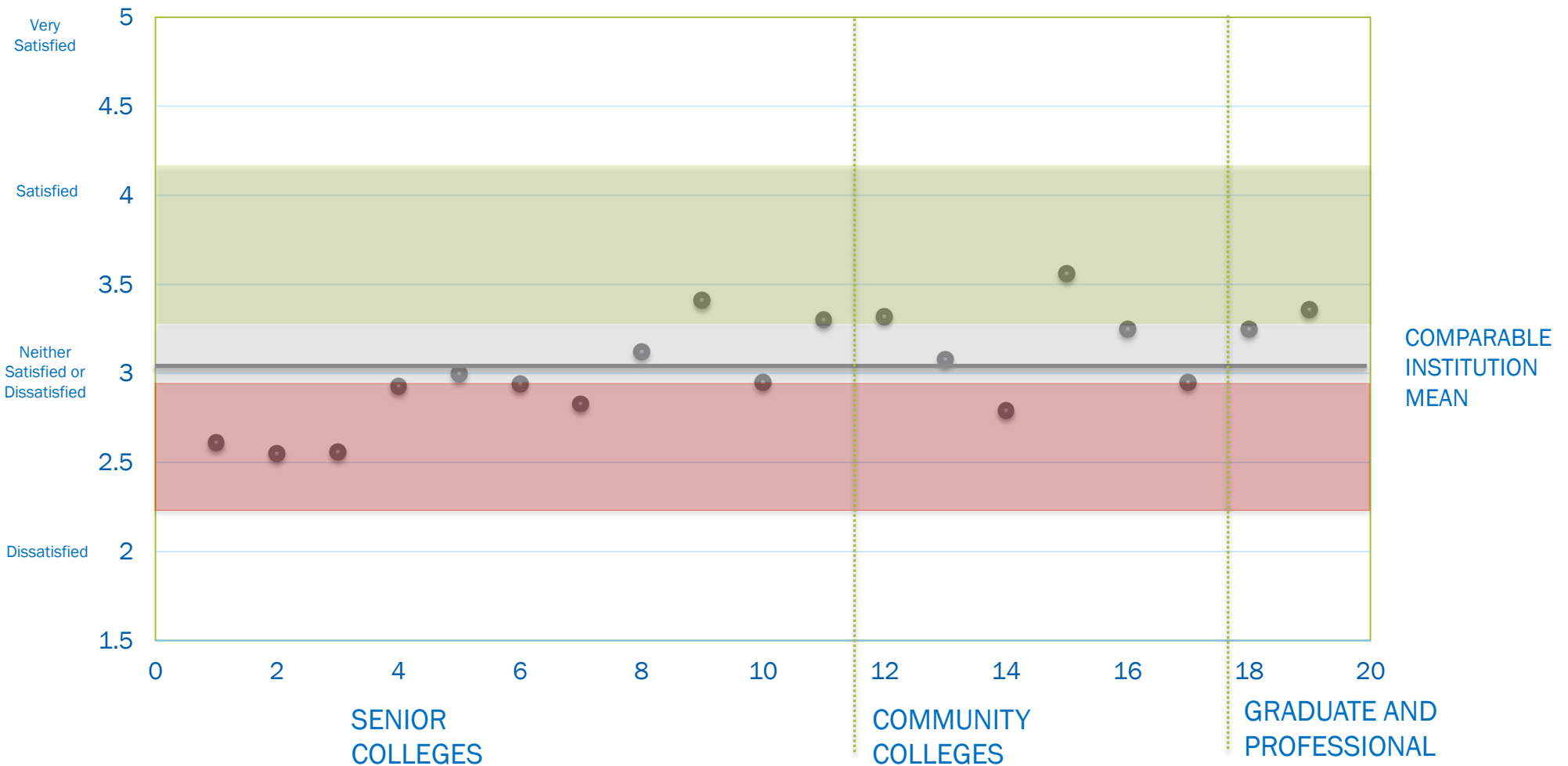
	Senior Colleges	Community Colleges	Bronx Community College	Graduate and Professional
Best	Geographic Location	Quality of Colleagues	Quality of Colleagues	Quality of Graduate Students
	Quality of Colleagues	Geographic Location	Support of Colleagues	Quality of Colleagues
	Diversity	Diversity	Geographic Location	Geographic Location
Worst	Compensation	Teaching Load	Teaching Load	Compensation
	Teaching Load	Compensation	Quality of Facilities	Cost of Living
	Quality of Facilities	Lack of Support for Research/Creative Work	Compensation	Quality of Facilities/Commute

ADDITIONAL DATA IN SELECTED AREAS

Senior Leadership:

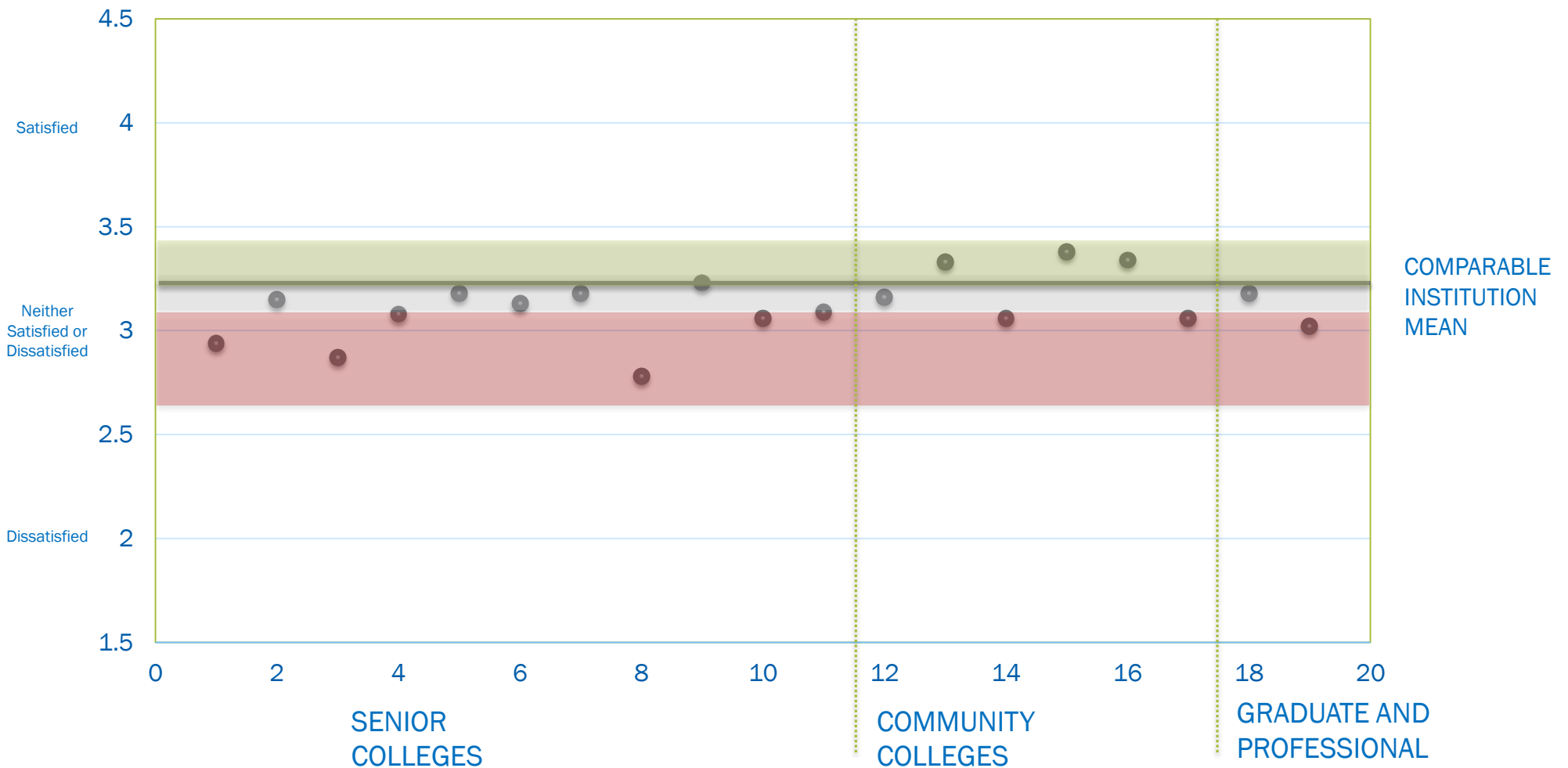
Across CUNY colleges, mean responses exhibited a fair amount of variability.

Benchmark Score: Senior Leadership



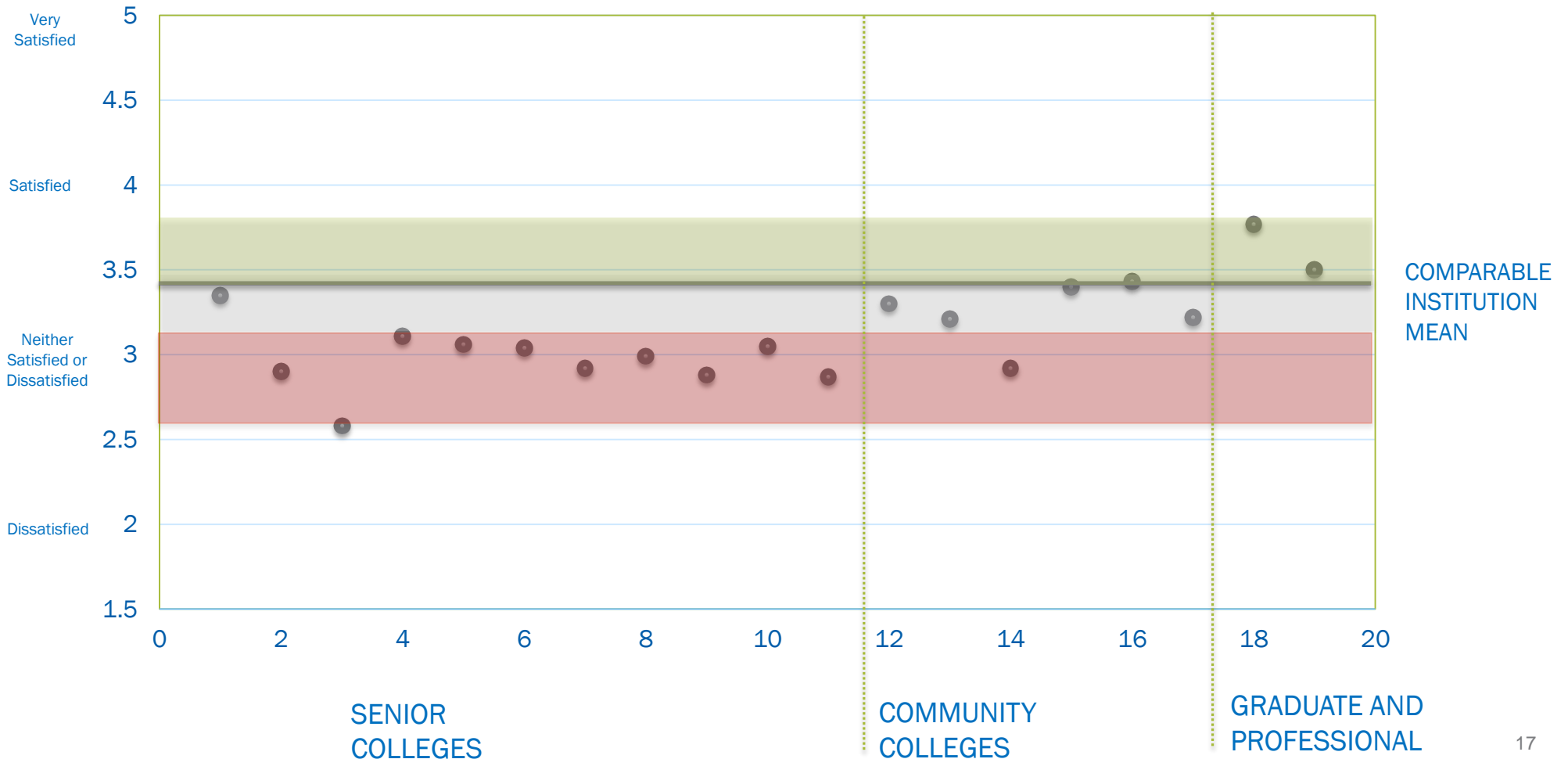
Across CUNY colleges, mean responses were in the average or below average range.

Benchmark Score: Faculty Leadership



Facilities and Work Resources: Across CUNY colleges, mean responses were mostly in the below average range.

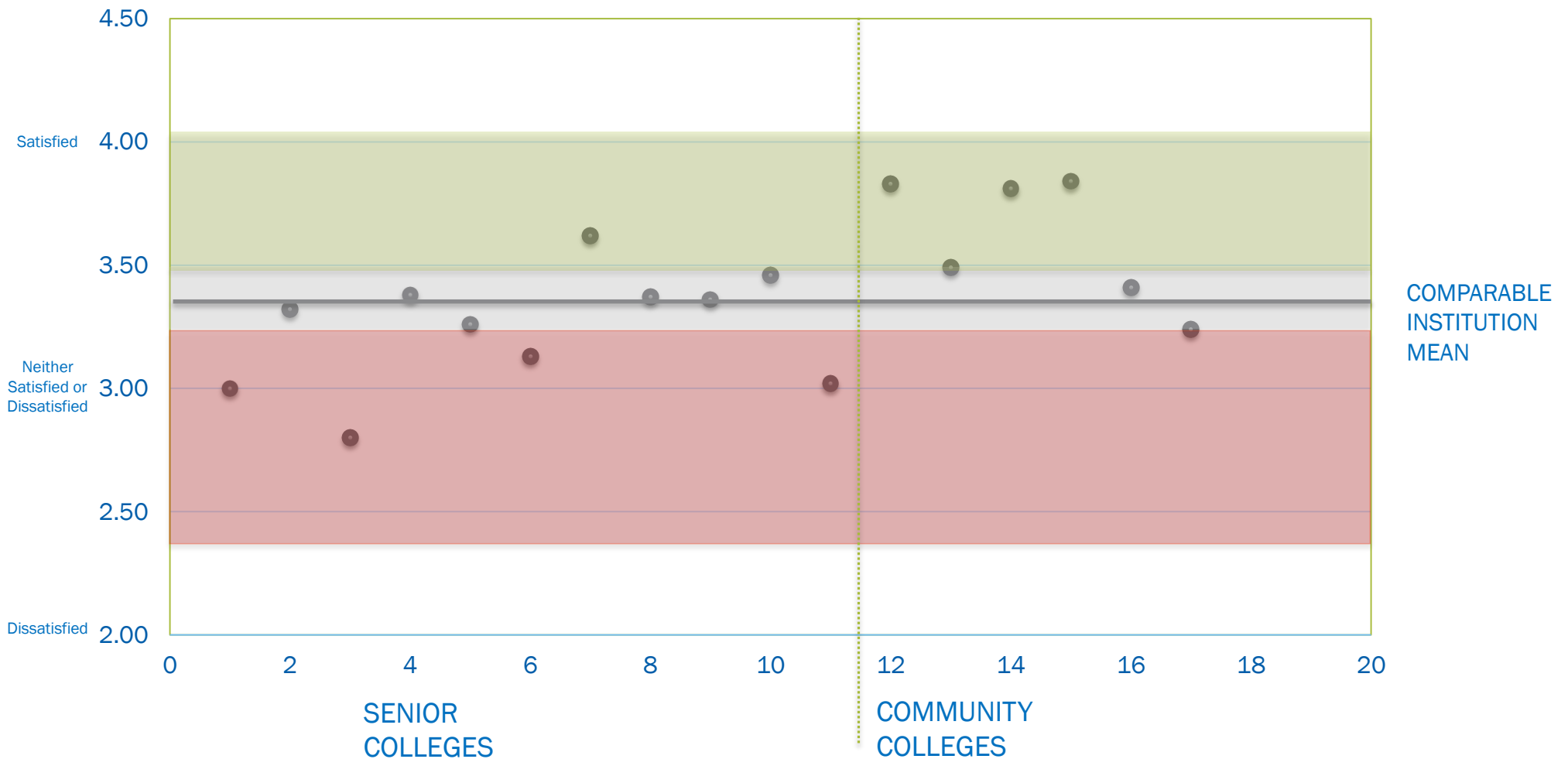
Benchmark Score: Facilities and Work Resources



Tenure Clarity:

Across CUNY colleges, mean responses exhibited a fair amount of variability.


Benchmark Score: Tenure Clarity



Group Differences: CUNY Faculty vs. Faculty at Comparable Institutions

Benchmark	Pre-Tenure	Associate	Women	Faculty of Color
Appreciation And Recognition				
Collaboration				
Departmental Collegiality				
Departmental Engagement				
Departmental Leadership				
Departmental Quality				
Division Leadership				
Facilities And Work Resources				
Faculty Leadership				
Governance Adaptability				
Governance Productivity				
Governance Purpose				
Governance Trust				
Governance Understanding				

 Higher than its comparison group

 Lower than its comparison group

Group Differences: CUNY Faculty vs. Faculty at Comparable Institutions - continued

Benchmark	Pre-Tenure	Associate	Women	Faculty of Color
Health And Retirement Benefits	Higher	Higher	Higher	Lower
Interdisciplinary Work	Higher	Higher	Higher	Higher
Mentoring	Higher	Higher	Higher	Higher
Nature of Work - Research	Higher	Lower	Lower	Lower
Nature of Work - Service	Higher	Lower	Lower	Lower
Nature of Work - Teaching	Lower	Lower	Lower	Lower
Personal And Family Benefits	Higher	Lower	Lower	Lower
Promotion	Higher	Lower	Lower	Lower
Promotion Assoc	Higher	Higher	Higher	Higher
Senior Leadership	Lower	Lower	Lower	Lower
Tenure Clarity	Higher	Higher	Higher	Lower
Tenure Policies	Lower	Higher	Higher	Lower

Higher than its comparison group

Lower than its comparison group

BCC Moderate Strength based on CUNY CC Comparisons

Area	Lower benchmark Ratings (Moderate or Large Difference)
Nature of work: Service	Women
Tenure policies	
Tenure policies (CC)	Women
Tenure clarity	FOC

BCC Moderate Concern based on CUNY CC Comparisons

Area	Lower benchmark Ratings (Moderate or Large Difference)
Nature of work: Research	Tenured
Personal and Family Policies (CC)	Tenured
Health and retirement benefits	Tenured, Full
Interdisciplinary work	Tenured
Collaboration	FOC
Appreciation and recognition	Tenured, Women, FOC

BCC Strong Concern based on CUNY CC Comparisons

Area	Lower benchmark Ratings (Moderate or Large Difference)
Facilities and work resources	Women
Leadership: Senior	Tenured, Full, Men, White

BCC Trivial or No Difference based on CUNY CC Comparisons

Area	Lower benchmark Ratings (Moderate or Large Difference)
Nature of work: Service (CC)	Tenured, Women
Nature of work: Teaching	Tenured
Nature of work: Teaching (CC)	Tenured
Personal and family policies	Tenured
Mentoring	Tenured

BCC Trivial or No Difference based on CUNY CC Comparisons (Continued)

Area	Lower benchmark Ratings (Moderate or Large Difference)
Promotion	Associate, Women, FOC
Leadership: Departmental	Tenured, FOC
Departmental collegiality	Women, FOC
Departmental Engagement	FOC
Departmental Quality	FOC
Departmental Quality (CC)	FOC

QUESTIONS?

APPENDIX

Key to Indexes in Slides 7-12

Benchmark	Code
Nature of Work	1 - Very Dissatisfied
Collaboration	2 - Dissatisfied
Leadership	3 - Neither Satisfied nor Dissatisfied
Departmental Quality	4 - Satisfied
Departmental Collegiality	5 - Very Satisfied
Personal & Family Benefits	
Health & Retirement Benefits	
Appreciation & Recognition	
Facilities & Work Resources	

Key to Slides 7-12, Continued

Benchmark	Code
Interdisciplinary Work	1 – Strongly Disagree
Mentoring	2 – Disagree
Governance	3 – Neither Agree or Disagree
	4 – Agree
	5 – Strongly Agree
Tenure Policies	1 – Very Unclear
Tenure Clarity	2 – Somewhat Unclear
Promotion	3 – Neither Clear nor Unclear
	4 – Somewhat Clear
	5 – Very Clear
Departmental Engagement	1 – Never
	2 – Seldom
	3 – Occasionally
	4 – Regularly
	5 – Frequently