

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

Office of  
Institutional Research  
and Assessment



# The 2015 COACHE Faculty Satisfaction Survey

Bronx Community College Town Hall Meeting  
JANUARY 20, 2016

# 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

# 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%
- BCC response rate is 45% (116 out of 255 faculty surveyed)

# 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

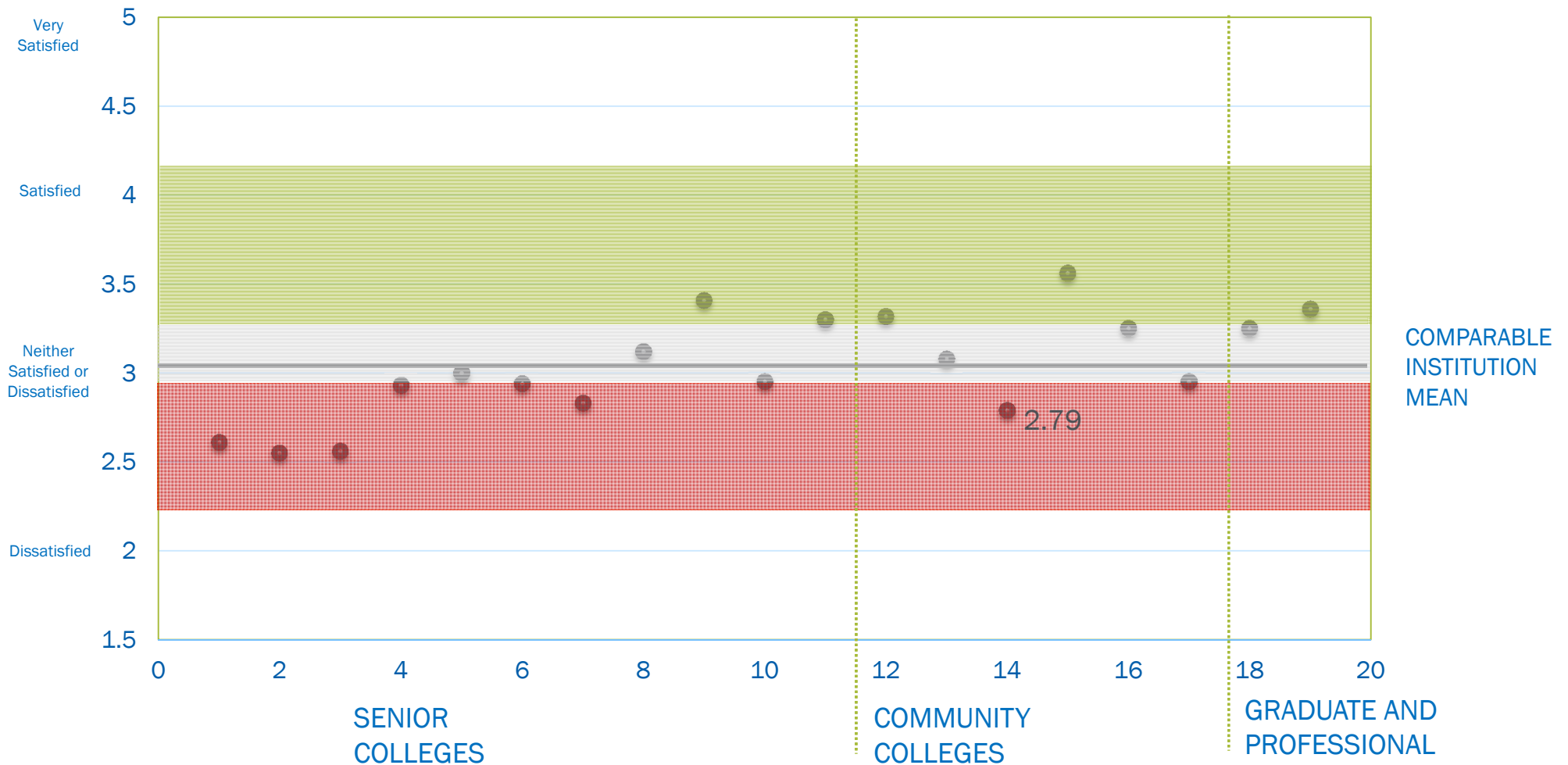
- Nature of the Work: Research, Teaching, Service
- Resources and support
- Collaboration, Mentoring
- Tenure, Promotion
- Leadership/Shared Governance
- Engagement
- Work and personal life balance
- Climate, culture, collegiality
- Appreciation and recognition
- Recruitment and retention
- Global measures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

# OVERVIEW OF CUNY-WIDE RESULTS

# Senior Leadership:

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

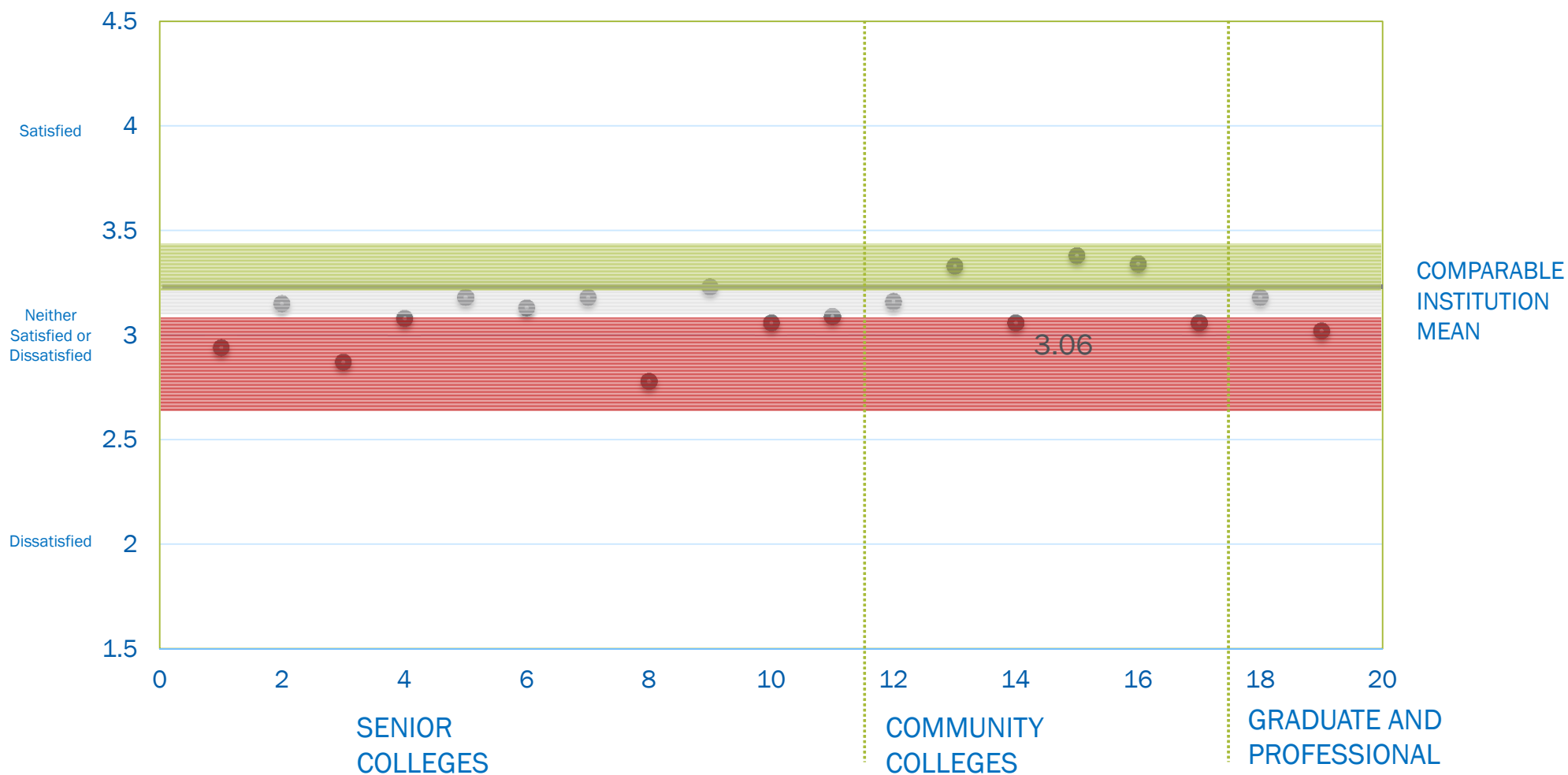
## Benchmark Score: Senior Leadership





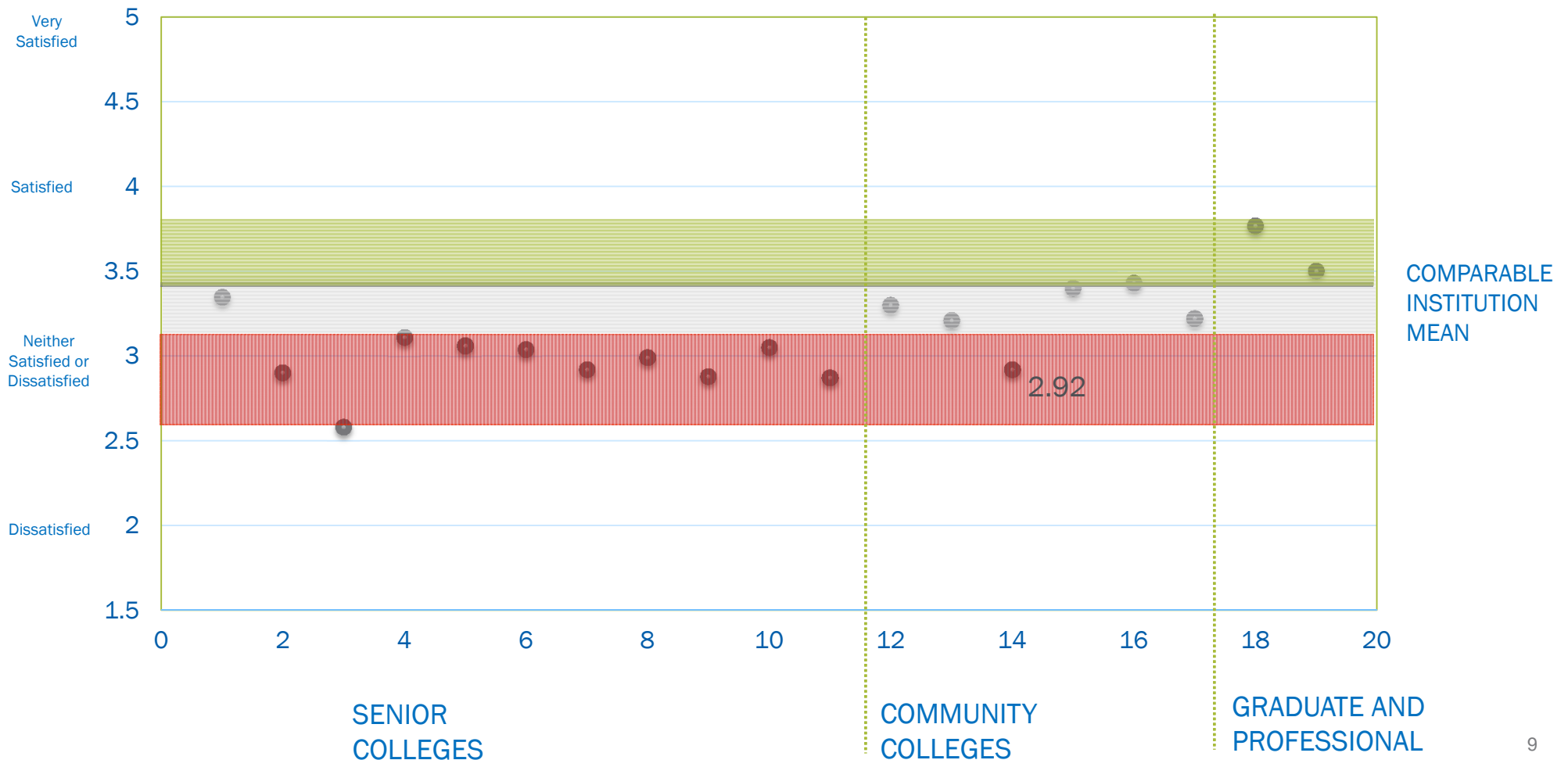
Across CUNY colleges, mean responses were in the average or below average range.

### Benchmark Score: Faculty Leadership



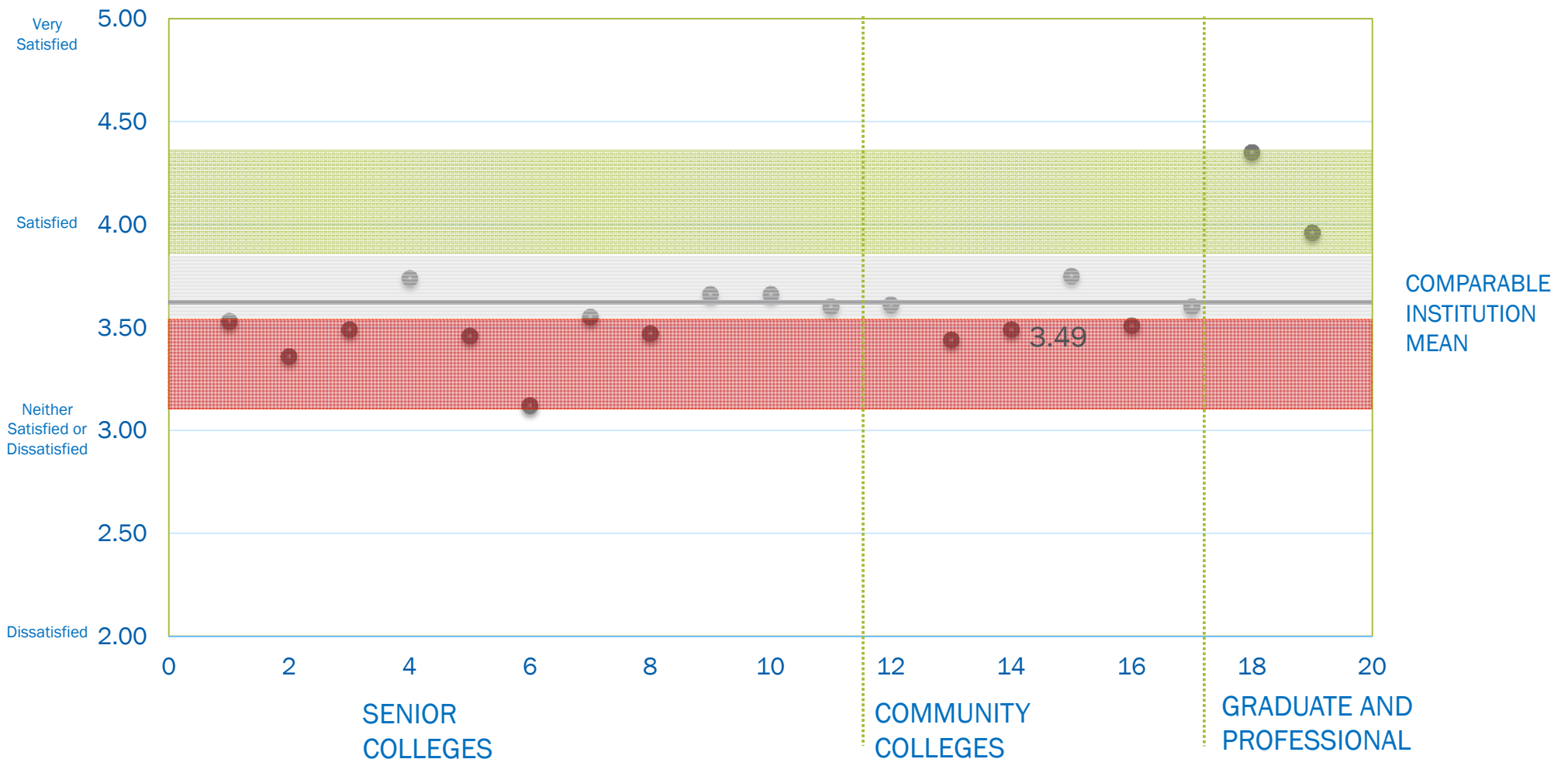
## Facilities and Work Resources: Across CUNY colleges, mean responses were mostly in the below average range.

### Benchmark Score: Facilities and Work Resources



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

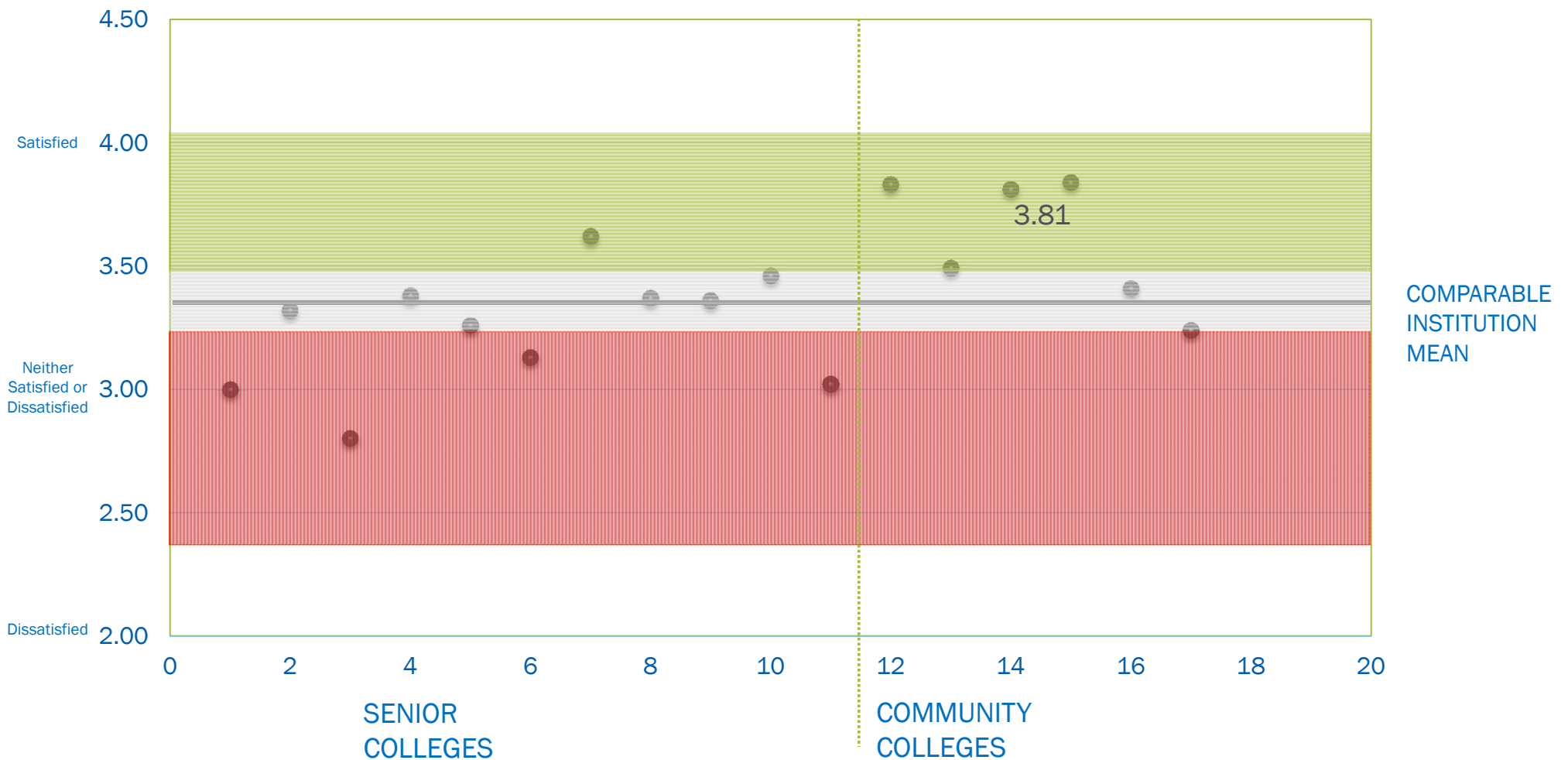
### Benchmark Score: Teaching



# 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

# 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

# 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 Items of Strong Concern based on CUNY CC Comparisons

Area	Item	Lower benchmark Ratings (Moderate or Large Difference)
Nature of work: Research	Support for Research	Tenured
Facilities and Work Resources	Classrooms	Full, Women
	Computing and technical support	
	Clerical/administrative support	
Leadership	Priorities are stated consistently	Tenured, Men, White
	Priorities are acted consistently	Tenured, Men
	Changed priorities negatively affect my work	White
Leadership: Senior	CAO: Pace of decision making	Tenured, White
	CAO: Stated priorities	Tenured, Full, White
	CAO: Communication of priorities	Tenured, Full, Men, White
Appreciation and Recognition	Recognition: from CAO	
	CAO cares about faculty of my rank	Tenured, 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