

2023 COACHE Survey Results Summary

Response Rates

BCC response rates were higher than peers overall for sub-populations. Full-time faculty only (n=134).

	Overall	Tenured	Pre-tenure	Full	Associate	Men	URM
BCC	54%	52%	62%	53%	59%	51%	57%
Peers¹	44%	42%	50%	50%	44%	38%	43%

Overall interpretation

- Since 2019, there has been a marked improvement in:
 - i. *Tenure Expectations*: Clarity, Tenure Policies,
 - ii. *Leadership*: Departmental, Faculty
- Compared to peers, BCC faculty rated the following areas higher:
 - i. Mentoring,
 - ii. Promotion to Full
 - iii. Departmental Leadership
- Compared to peers, the faculty rated the following as areas of concern:

i. Senior Leadership	ii. Departmental Engagement
iii. Appreciation and Recognition	iv. Departmental Quality
v. Collaboration	vi. Interdisciplinary Work
vii. Governance	

Global Considerations: Best Aspects (faculty identified two best aspects of working at BCC)

Most Frequently Cited by All Categories of Faculty	Most Frequently Cited by Selected Categories
<ul style="list-style-type: none"> • Quality of colleagues • Support of colleagues • Geographic location • Quality of undergraduate students • Academic Freedom 	<ul style="list-style-type: none"> • Academic freedom (Pre-tenure) • Quality of colleagues (Associate, Women, FOC) • Support of colleagues (Pre-tenure, Women, FOC) • Quality of undergraduate students (FOC)

Global Considerations: Worst Aspects (faculty identified two worst aspects of working at BCC)

Most Frequently Cited by All Categories of Faculty	Most Frequently Cited by Selected Categories
<ul style="list-style-type: none"> • Quality of facilities • Quality of undergraduate students • Quality of leadership • Compensation 	<ul style="list-style-type: none"> • Quality of facilities (Pre-tenure, Women, Associate, FOC) • Quality of leadership (Pre-tenure) • Lack of support for research/creative work (Pre-tenure, Associate, Women, FOC) • Quality of undergraduate students (Associate)

Adjunct Survey

Administered to all part-time instructors in spring 2023 at the same time as the COACHE survey. Respondents: n=45 (15%)

Areas of greatest satisfaction	Major challenges		
<ul style="list-style-type: none"> • Administrative support in department • Class size • Department leadership • Feeling comfortable in my department • Formative feedback from chairpersons / FT faculty 	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%;"> <ul style="list-style-type: none"> • Condition of buildings • Benefits • Access to parking </td> <td style="width: 50%;"> <ul style="list-style-type: none"> • Salary • College-wide leadership • Treatment by administration • Formal or informal mentoring </td> </tr> </table>	<ul style="list-style-type: none"> • Condition of buildings • Benefits • Access to parking 	<ul style="list-style-type: none"> • Salary • College-wide leadership • Treatment by administration • Formal or informal mentoring
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¹ Peers: BMCC, HCC, KCC, LAG, QCC