

Virginia Tech Faculty Perceptions: The 2012 COACHE Survey

Highlights for Deans
August 21, 2013

What is COACHE?

- The Collaborative on Academic Careers in Higher Education (COACHE) Survey conducted by the Harvard Graduate School of Education
- Intensive focus on **faculty careers**
- Measures **institutional experiences** and **job satisfaction**
- Provides national and peer **benchmarks**
 - Over 40,000 respondents from 77 universities nationwide

COACHE Survey Overview

- 1298 instructional and research faculty hired at Virginia Tech before Jan 2012 were surveyed in fall 2012
- Results provide descriptive statistics and significant differences within institution by
 - Gender and race
 - Tenure status
 - Academic rank

Selected Peer Institutions

Virginia Tech chose five peer institutions to compare survey results:

- North Carolina State University
- Purdue University
- SUNY – University at Buffalo
- University of California, Davis
- University of Missouri - Columbia

Population Demographics

	Virginia Tech			All Universities
	Total Population	Responses	Response Rate	Response Rate
Overall	1298	648	53%	50%
Men	940	472	50%	47%
Women	358	212	59%	57%
White, non-Hispanic	1033	572	55%	52%
Faculty of Color	265	112	42%	44%

COACHE Survey Themes

Survey questions focus on 20 major themes:

- Nature of work:
 - Research
 - Teaching
 - Service
- Facilities and work resources
- Personal and family benefits
- Health and retirement benefits
- Interdisciplinary work
- Collaboration
- Mentoring

COACHE Survey Themes

Survey questions focus on 20 major themes:

- Tenure
 - Policies
 - Reasonableness
 - Clarity
- Promotion
- Leadership
 - Senior
 - Division
 - Department
- Department
 - Engagement
 - Quality
 - Collegiality
- Appreciation and Recognition

Areas of Strength at Virginia Tech

(1st or 2nd among peers, top 30% of universities)

- Nature of work: Research
- Interdisciplinary work
- Collaboration
- Mentoring
- Department quality



Areas of Concern at Virginia Tech

(below the mean of participating universities)

- Tenure clarity
- Leadership
- Departmental collegiality

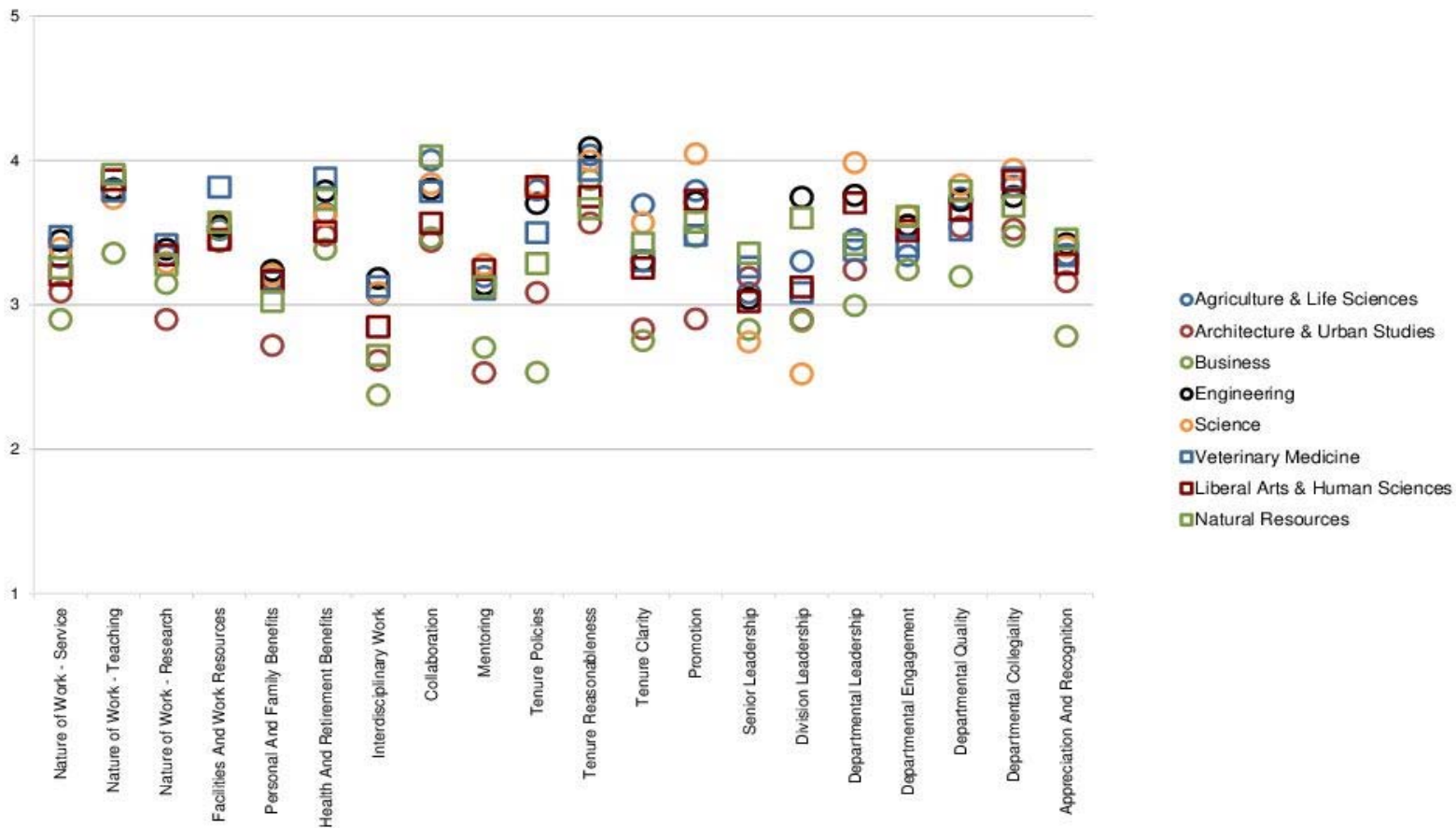


Virginia Tech Trends: 2009 vs. 2012

- Improving
 - Clarity and reasonableness of tenure expectations
 - *Due to changes in the survey instrument, many questions are not comparable to previous versions*



Virginia Polytechnic and State University



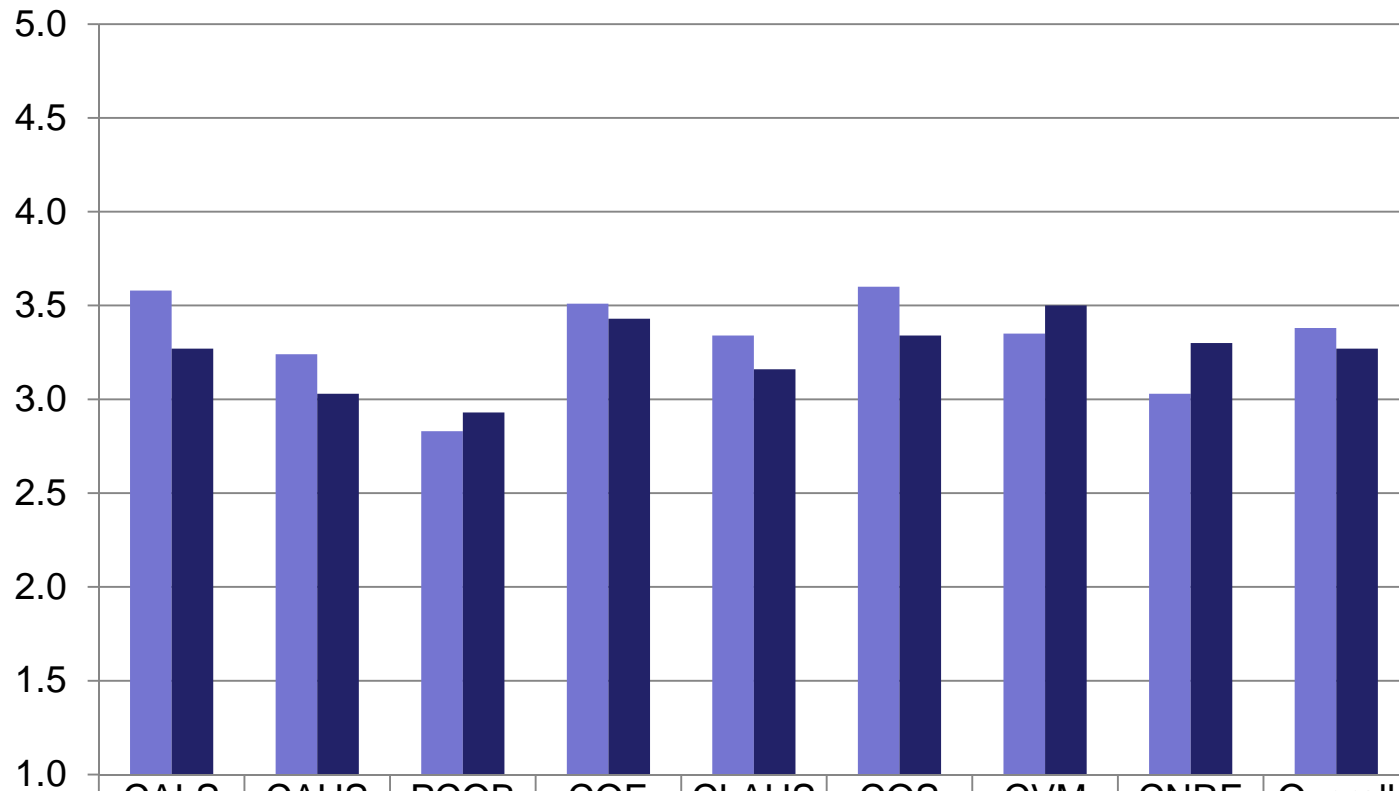
Communication Plans

- Academic Affairs Council/Deans
- AdvanceVT Leadership Lunch
- Promotion & Tenure Committee workshop
- Commission on Faculty Affairs
- Department Heads Council
- Advancing Diversity Workshop

Follow up suggestions

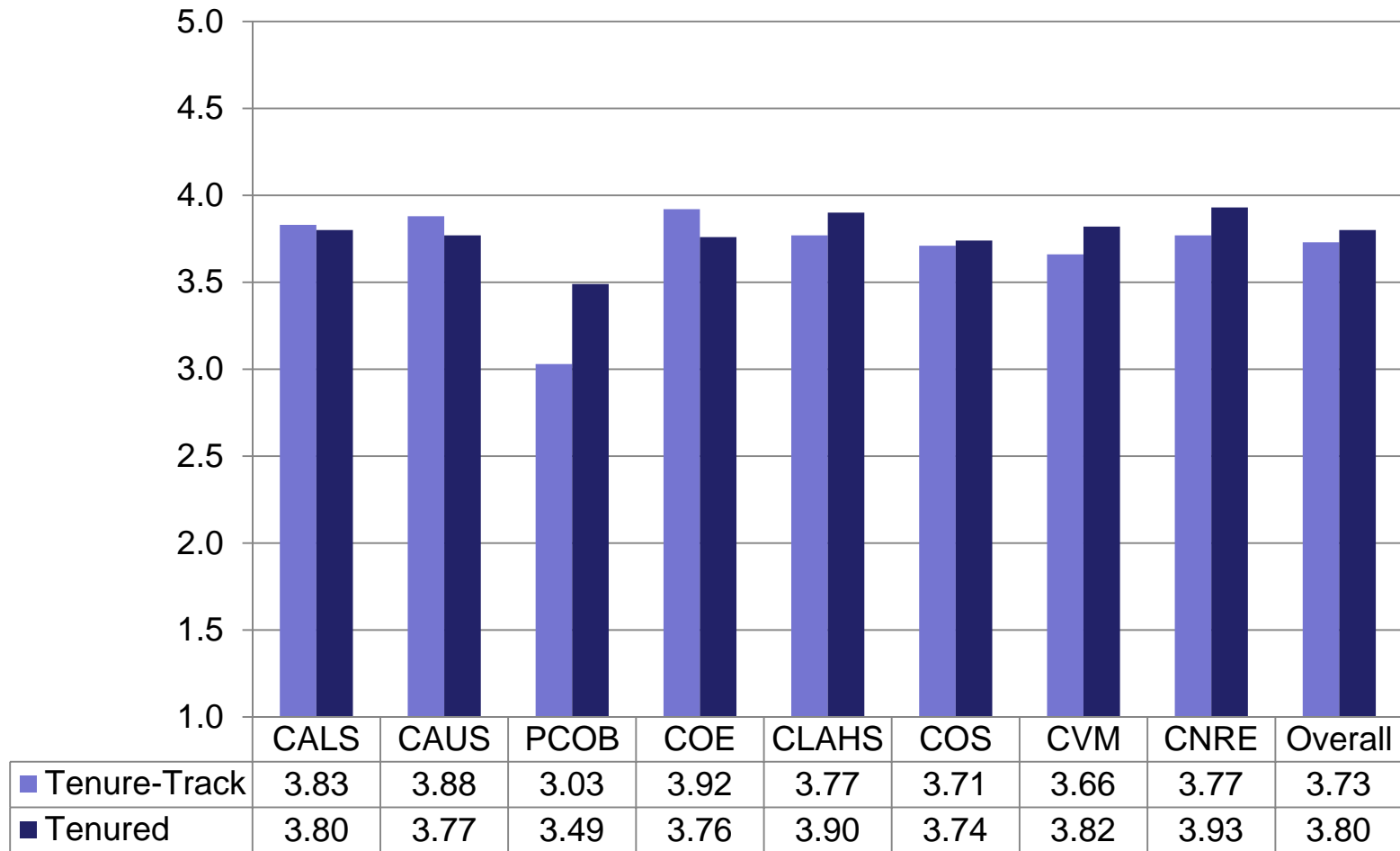
- Review responses
- Share with department heads
- Identify focus area(s)
- Develop action plan
 - Example: Workshop on promotion for associate professors
- Implement

Nature of Work - Service

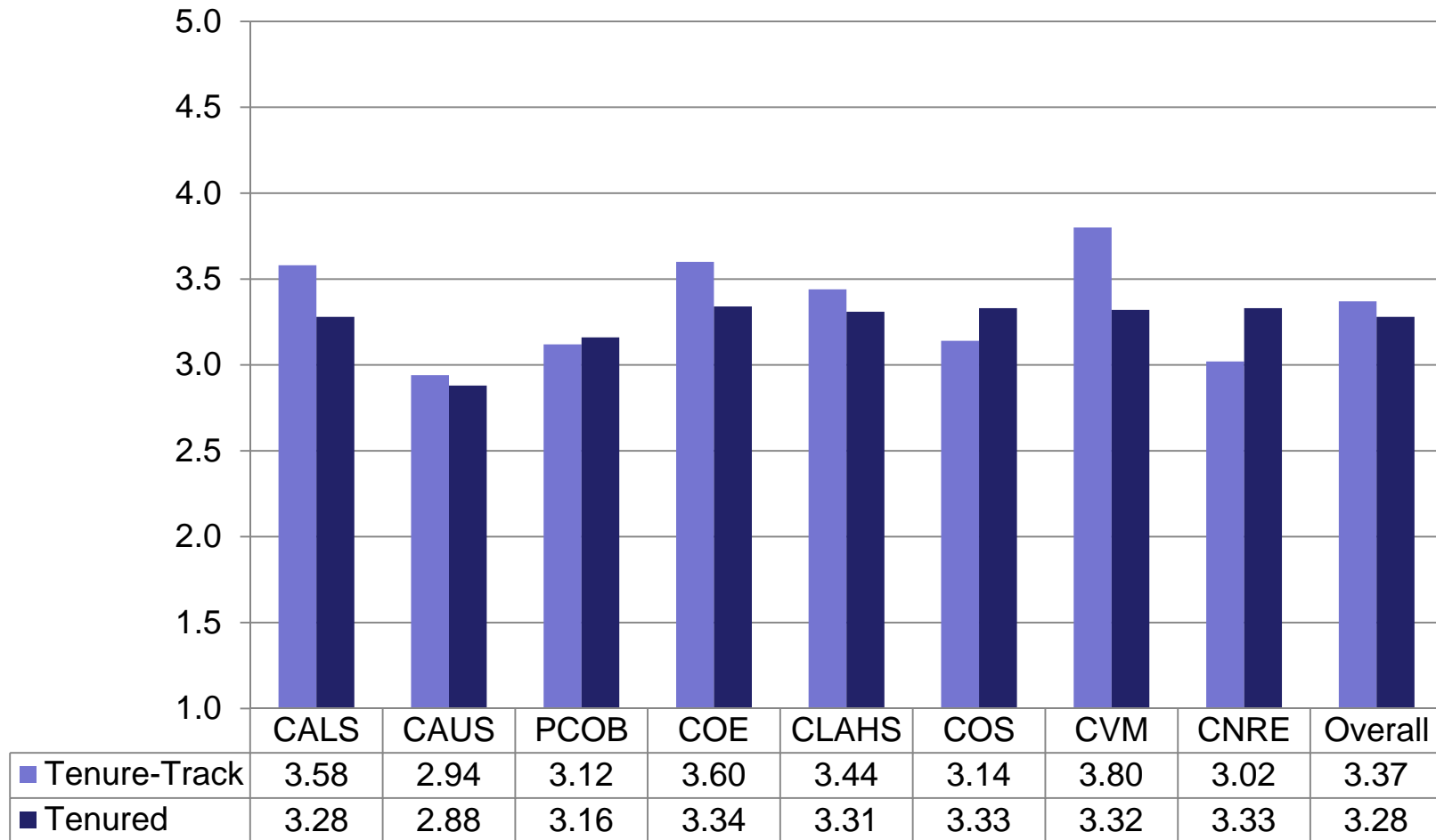


■ Tenure-Track	3.58	3.24	2.83	3.51	3.34	3.60	3.35	3.03	3.38
■ Tenured	3.27	3.03	2.93	3.43	3.16	3.34	3.50	3.30	3.27

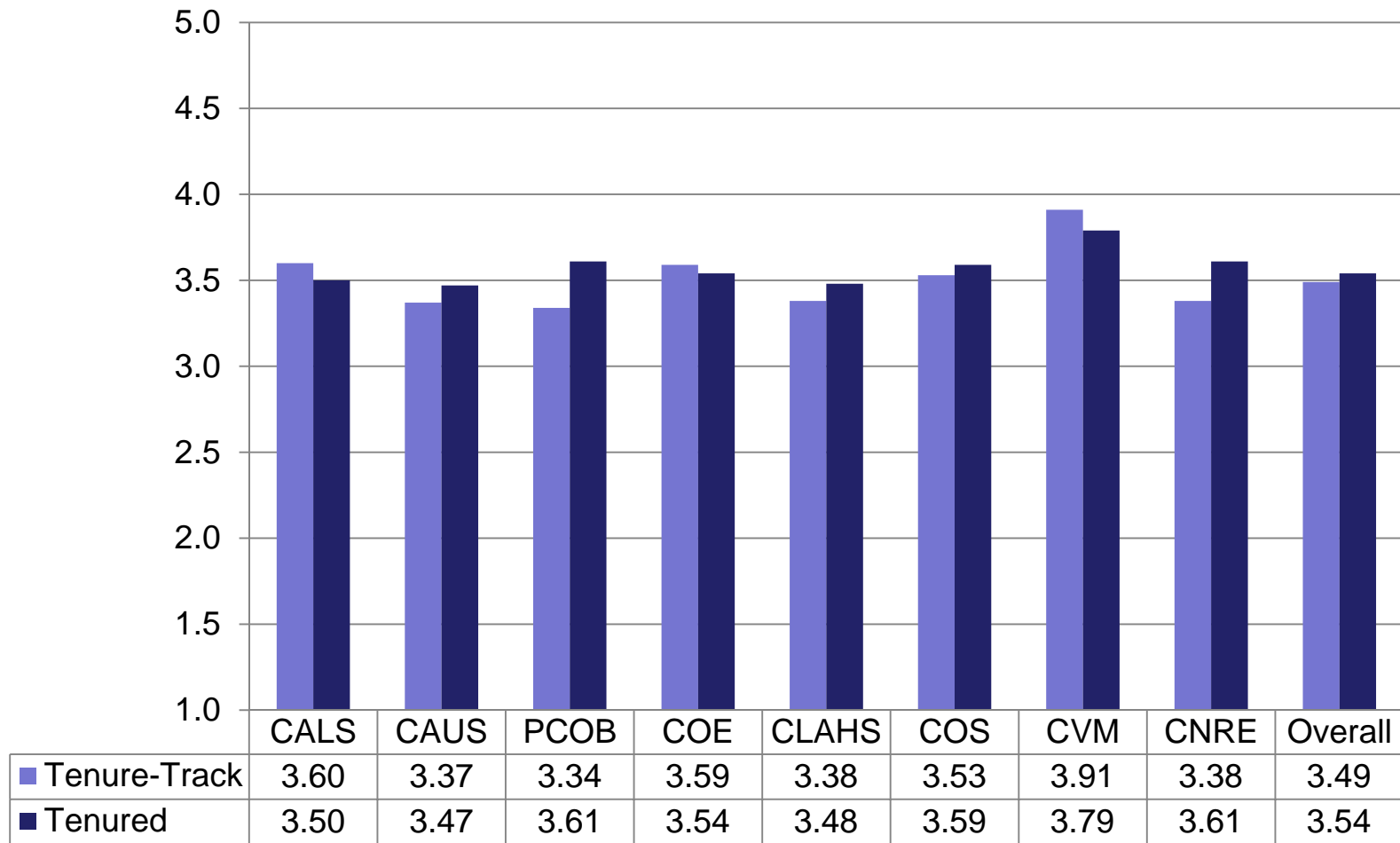
Nature of Work - Teaching



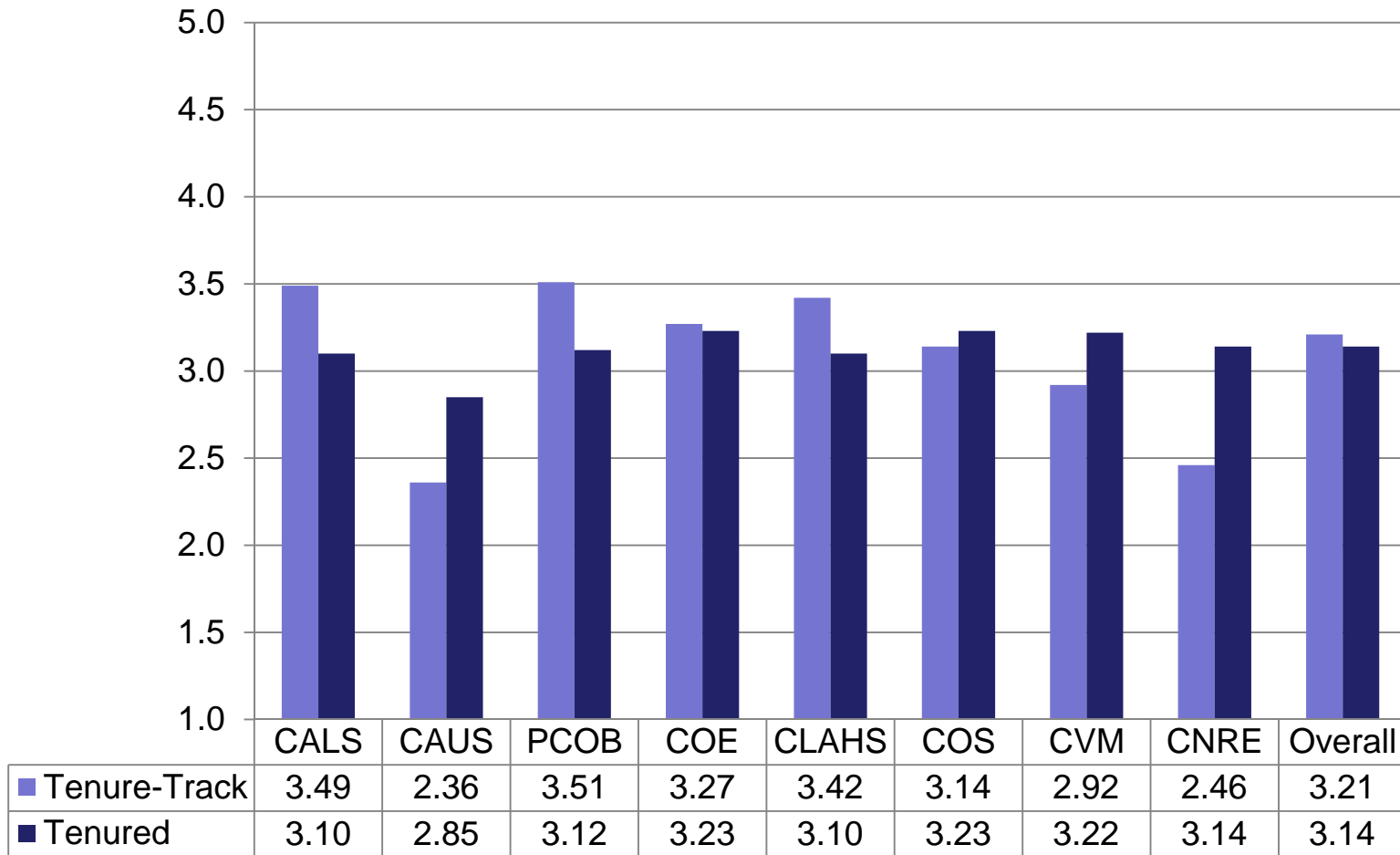
Nature of Work - Research



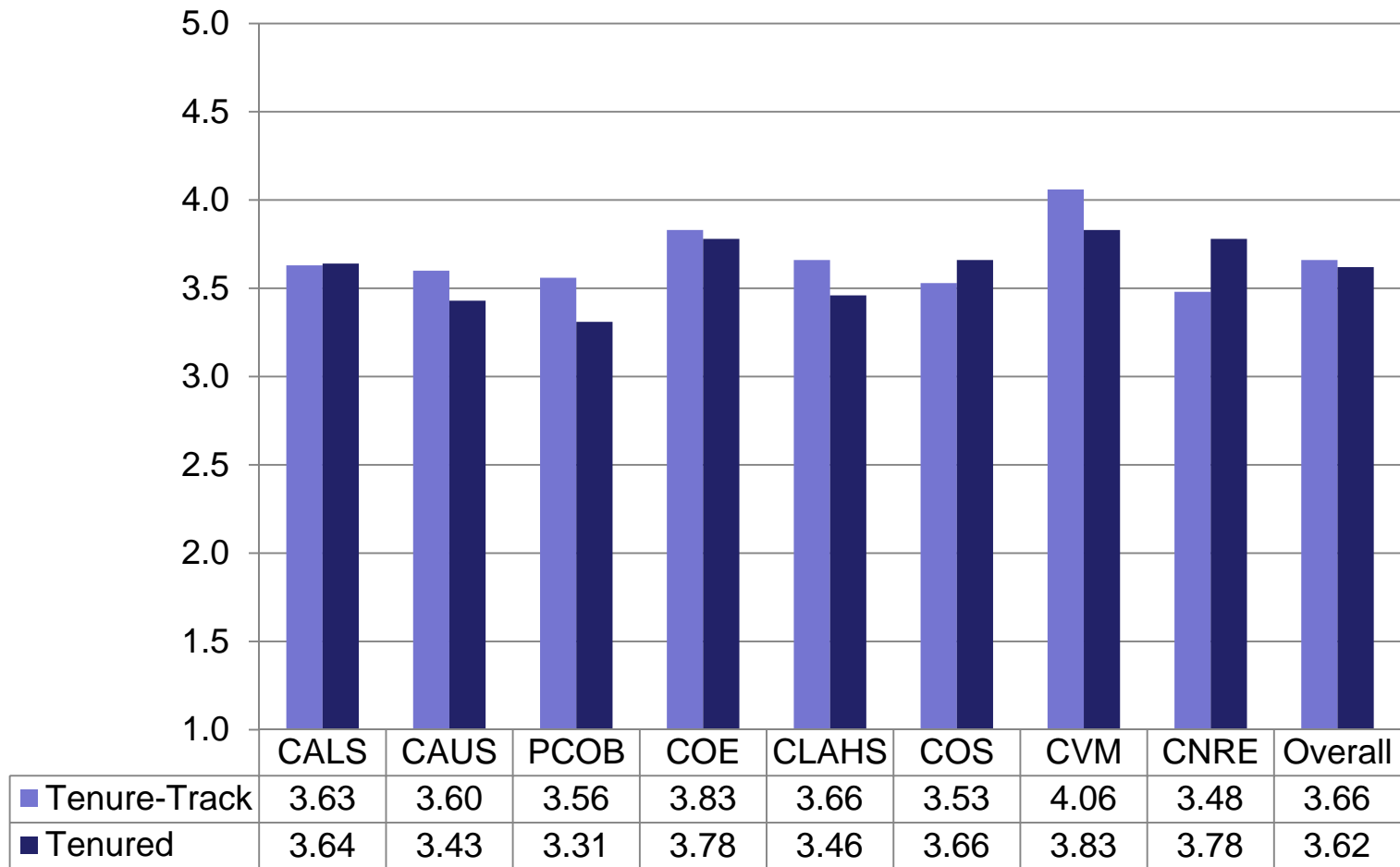
Facilities and Work Resources



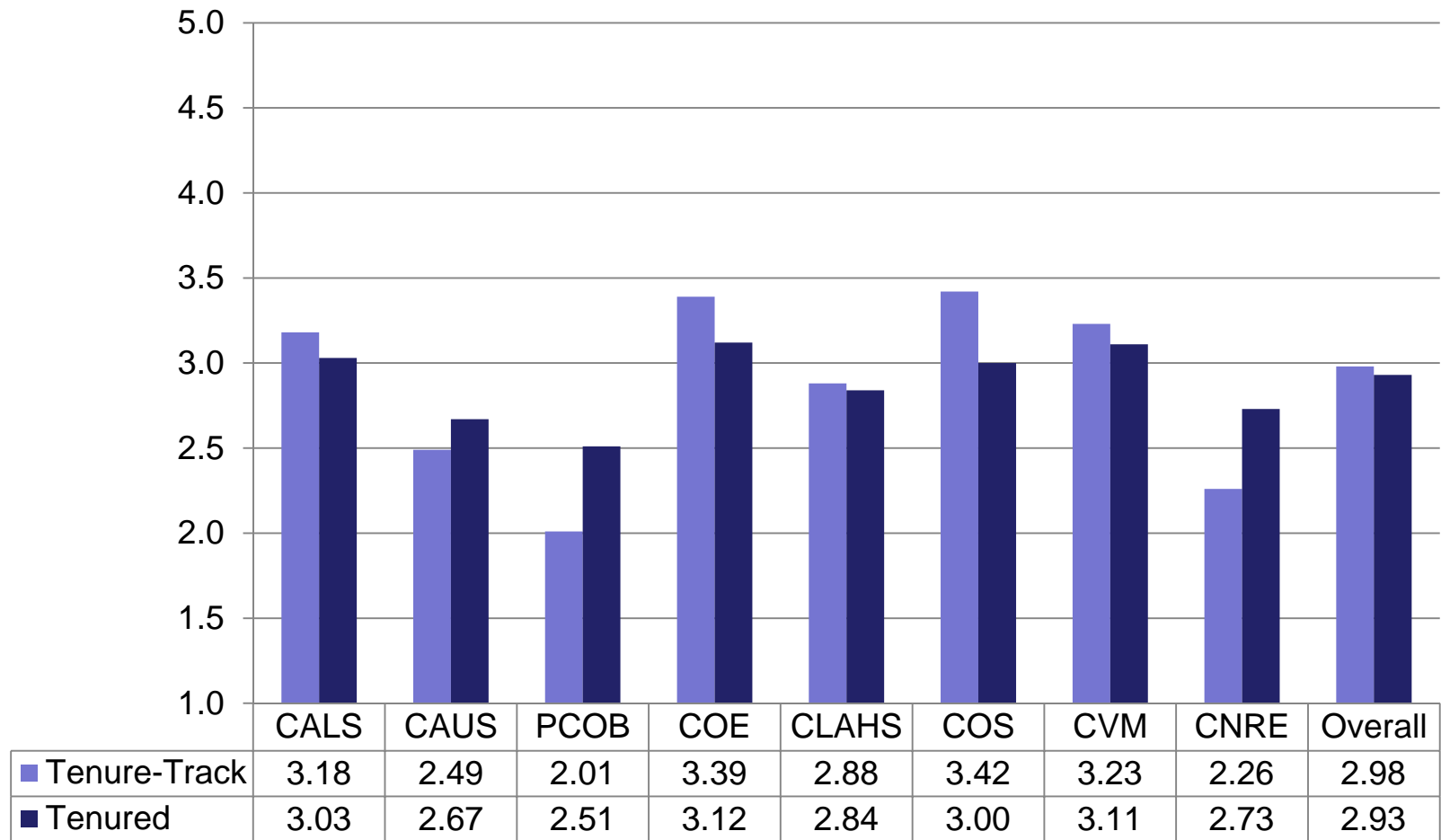
Personal and Family Benefits



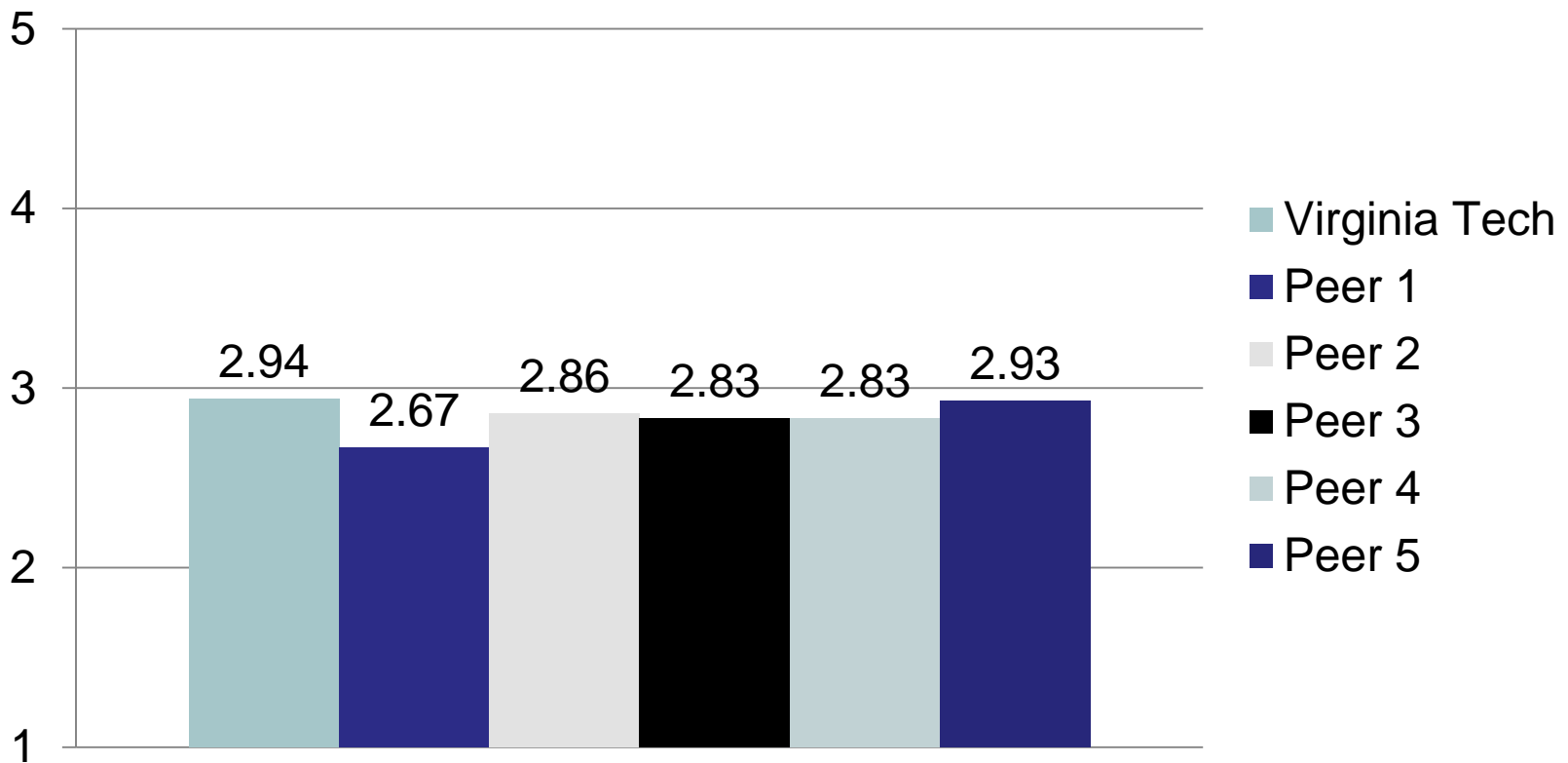
Health and Retirement Benefits



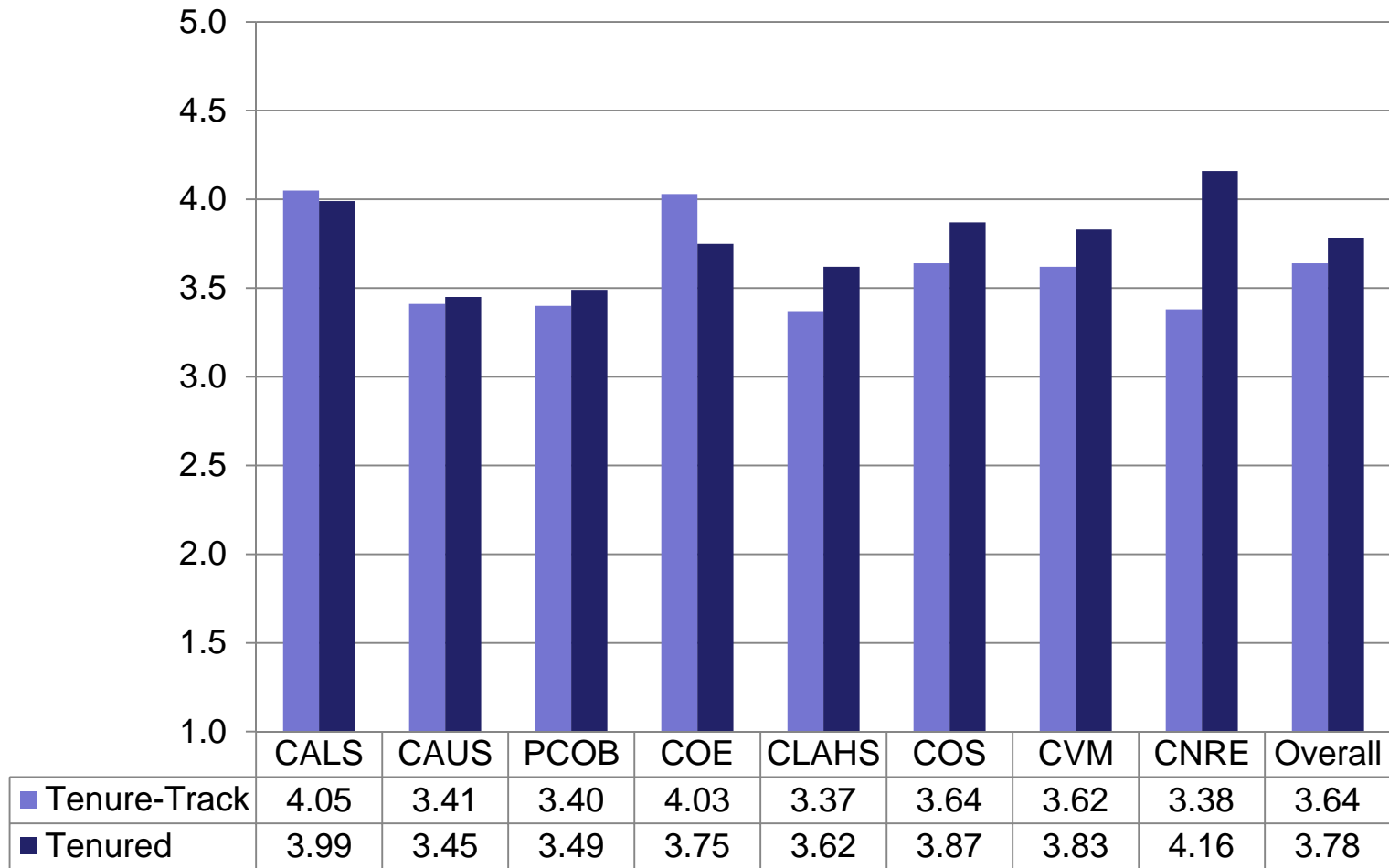
Interdisciplinary Work



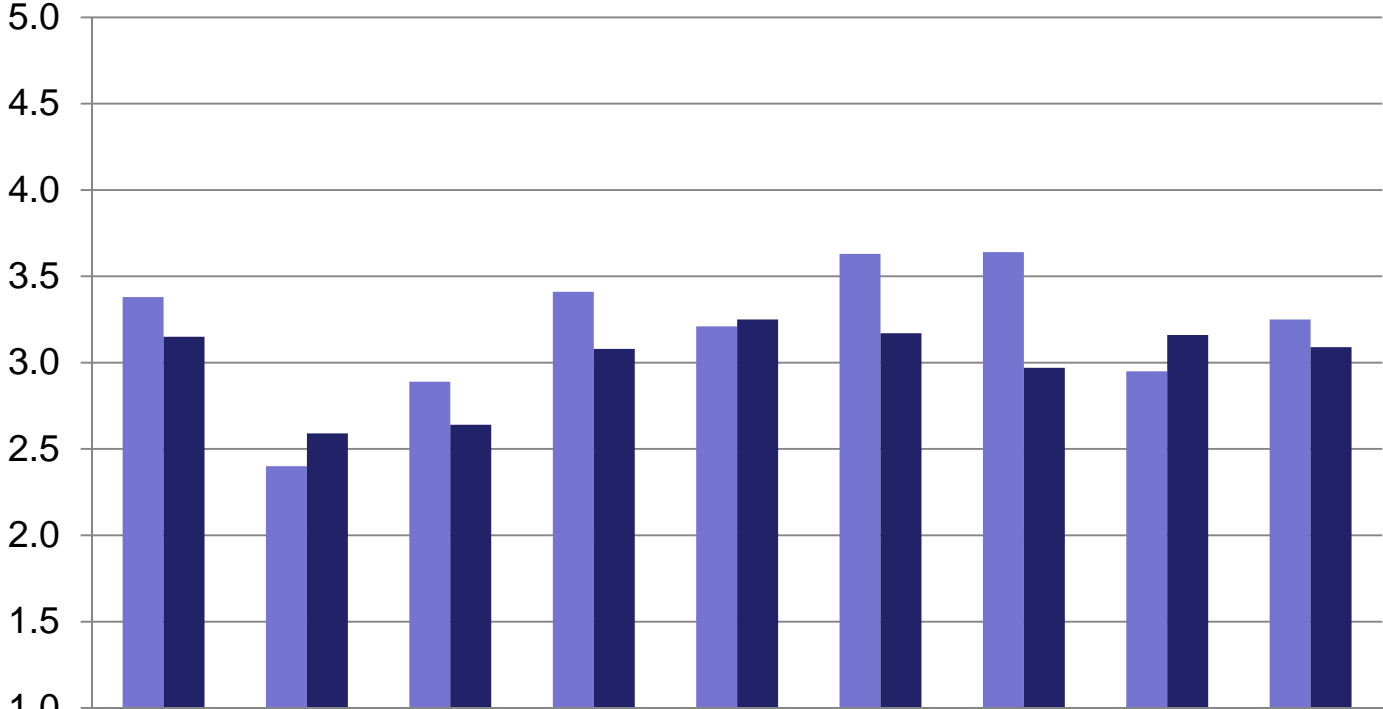
Overall Perception of Interdisciplinary Work (Virginia Tech vs. Peers)



Collaboration

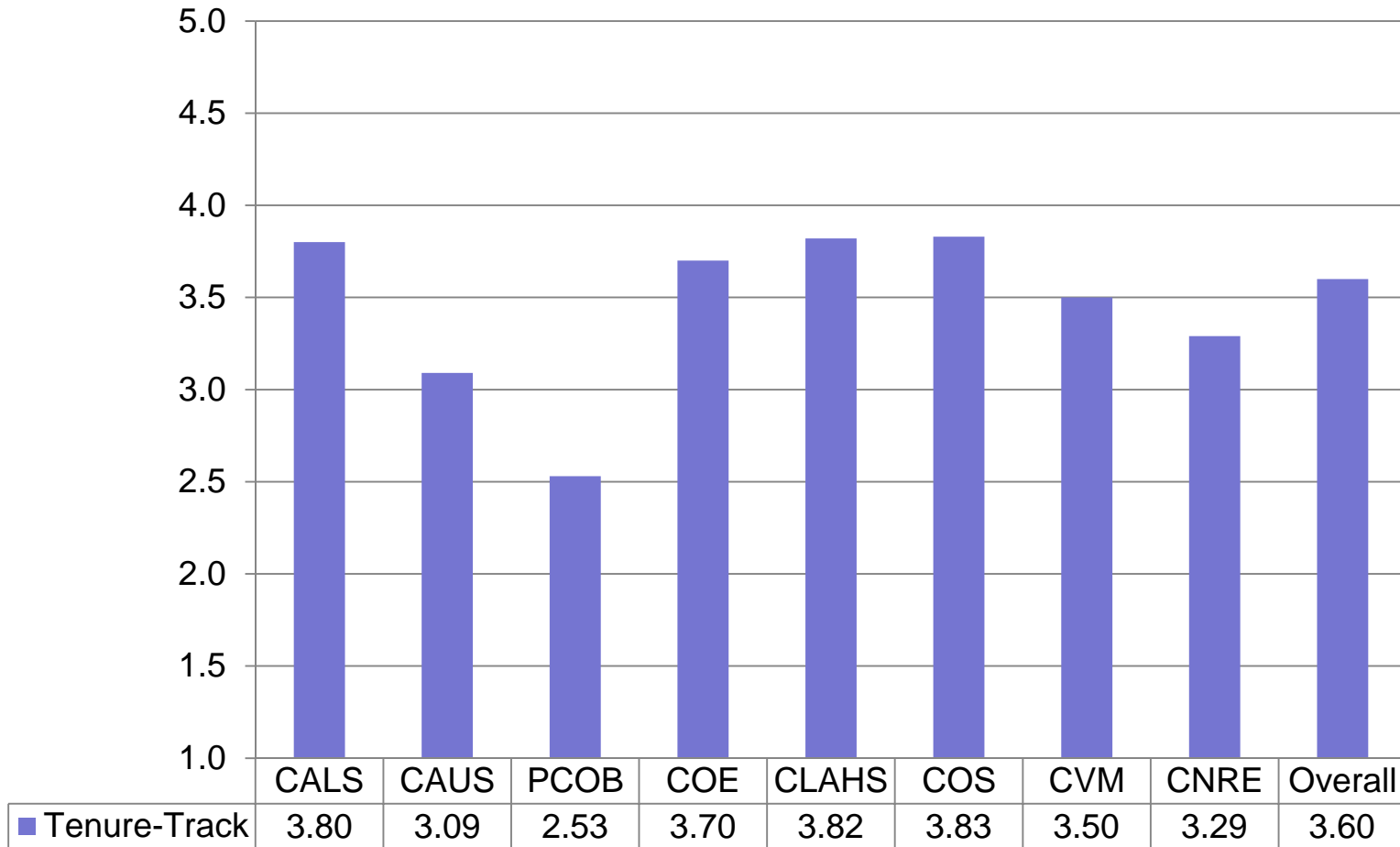


Mentoring

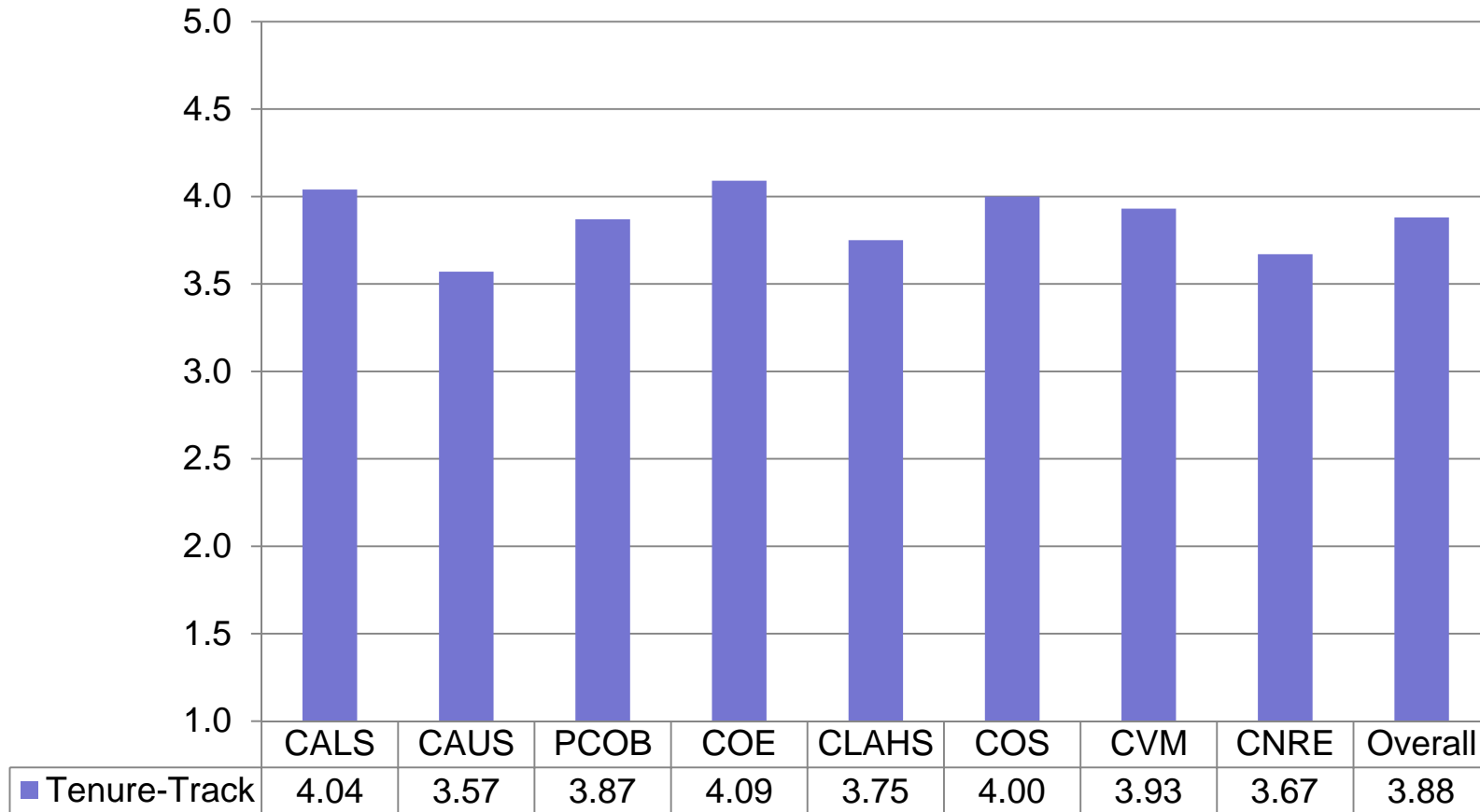


	CALS	CAUS	PCOB	COE	CLAHS	COS	CVM	CNRE	Overall
■ Tenure-Track	3.38	2.40	2.89	3.41	3.21	3.63	3.64	2.95	3.25
■ Tenured	3.15	2.59	2.64	3.08	3.25	3.17	2.97	3.16	3.09

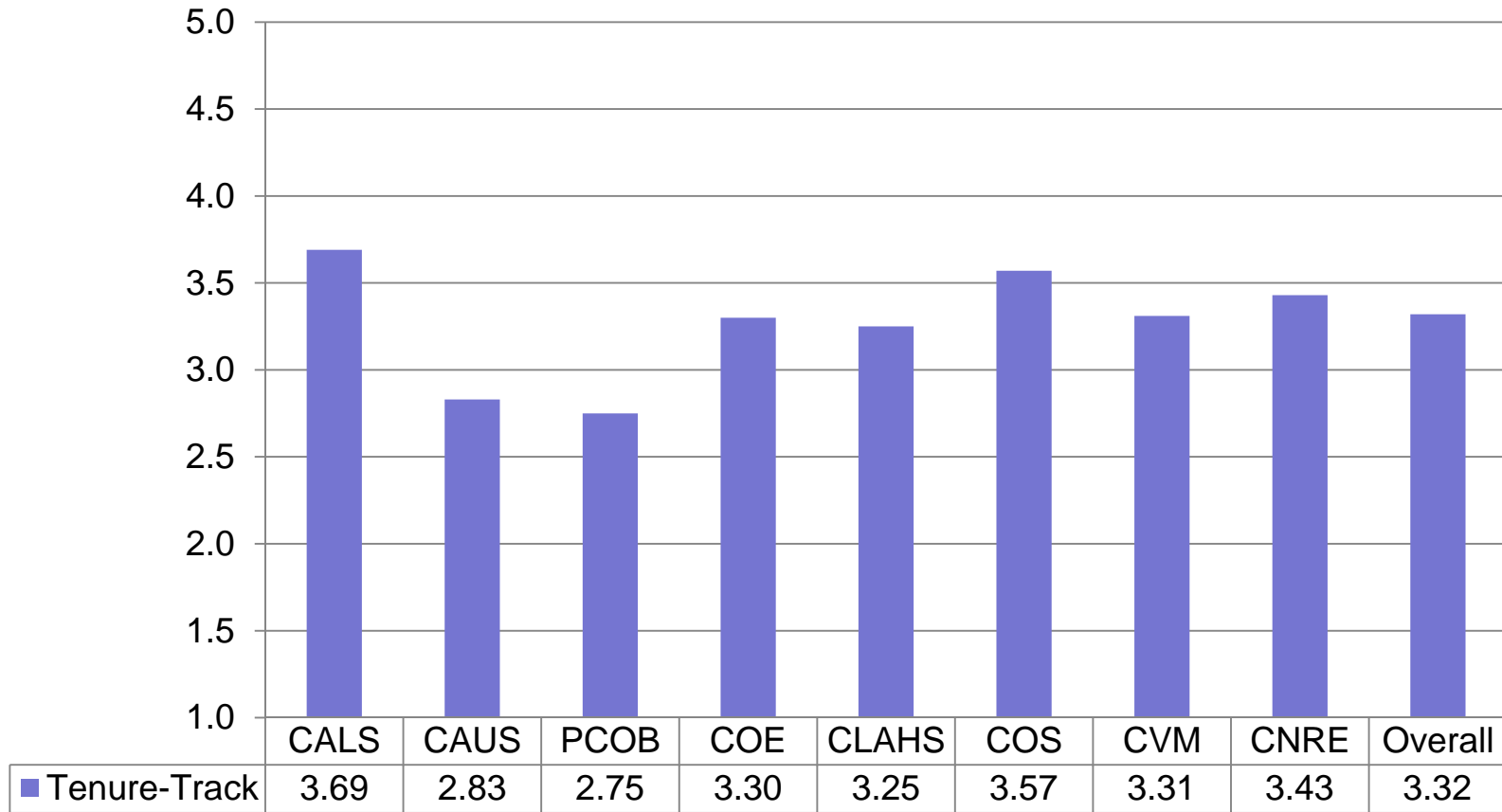
Tenure Policies (Tenure-Track ONLY)



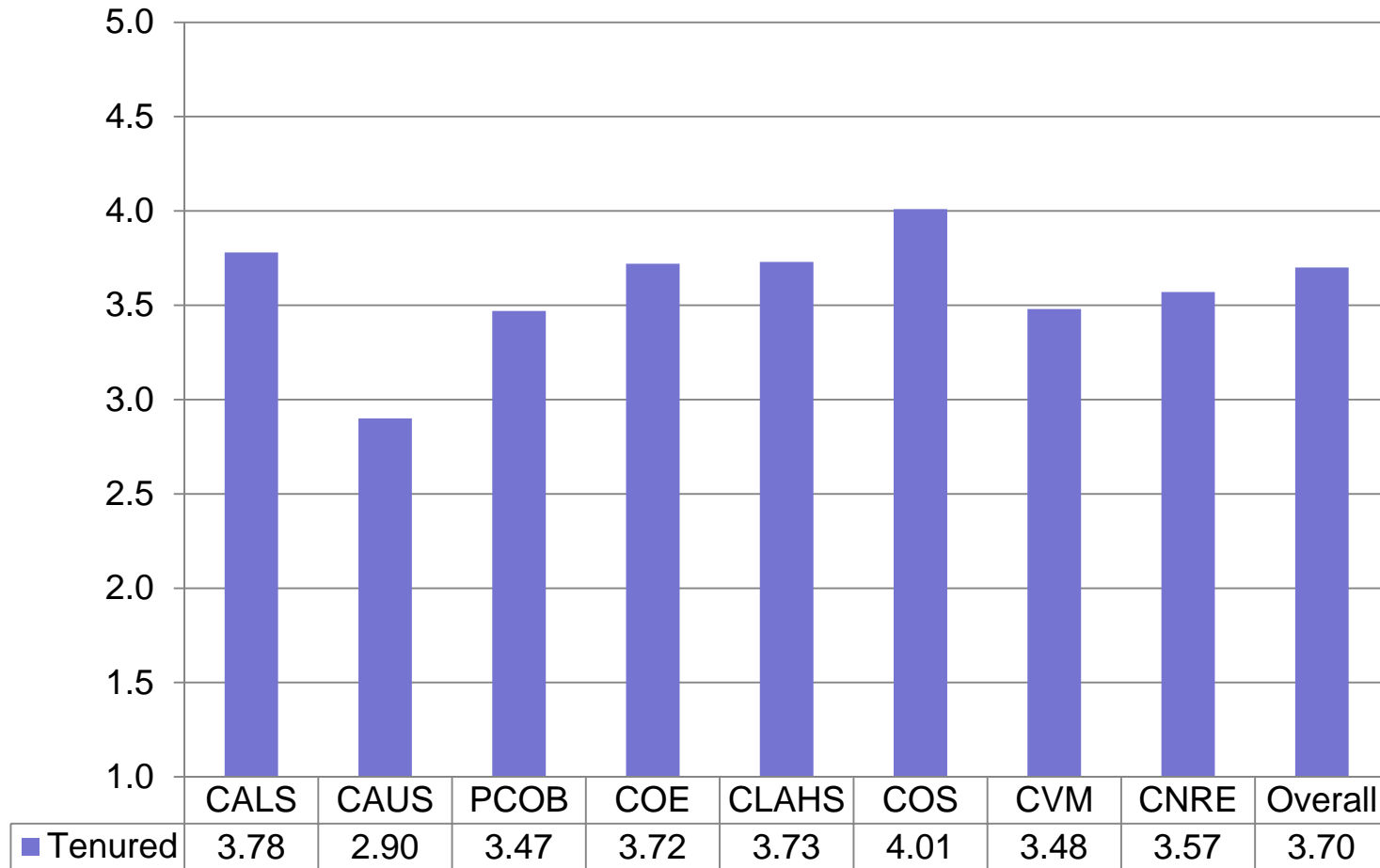
Tenure Reasonableness (Tenure-Track ONLY)



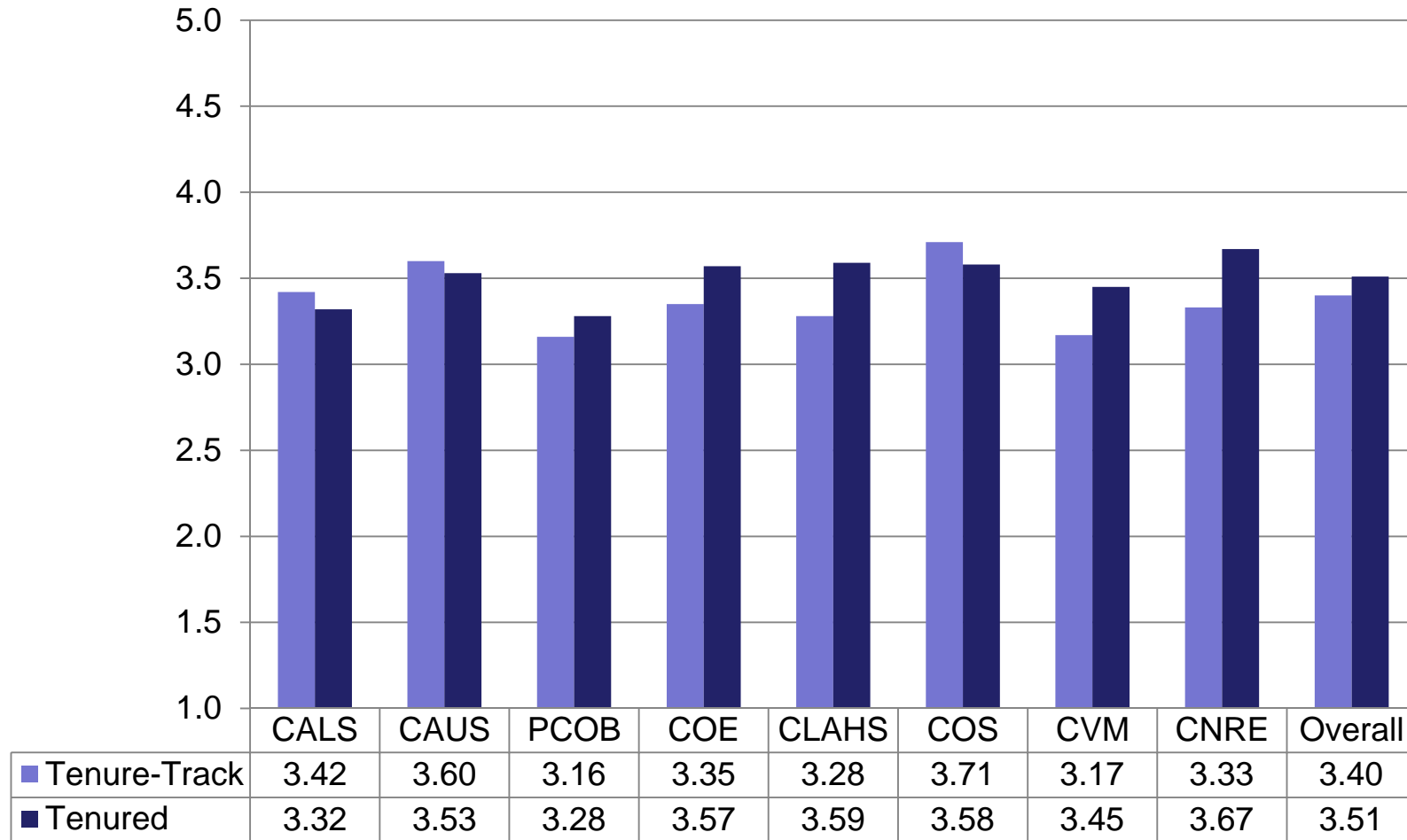
Tenure Clarity



Promotion (Tenured ONLY)



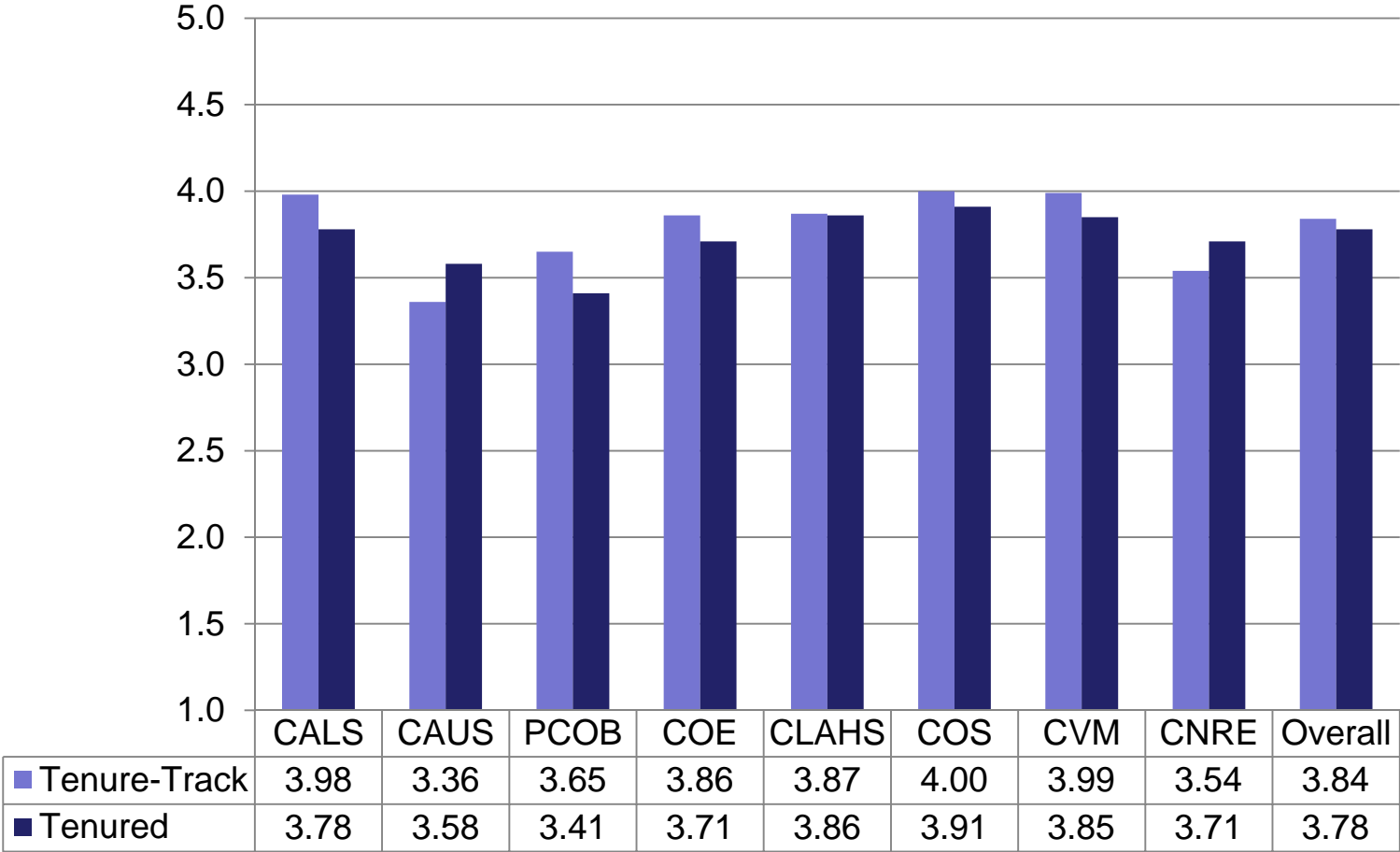
Departmental Engagement



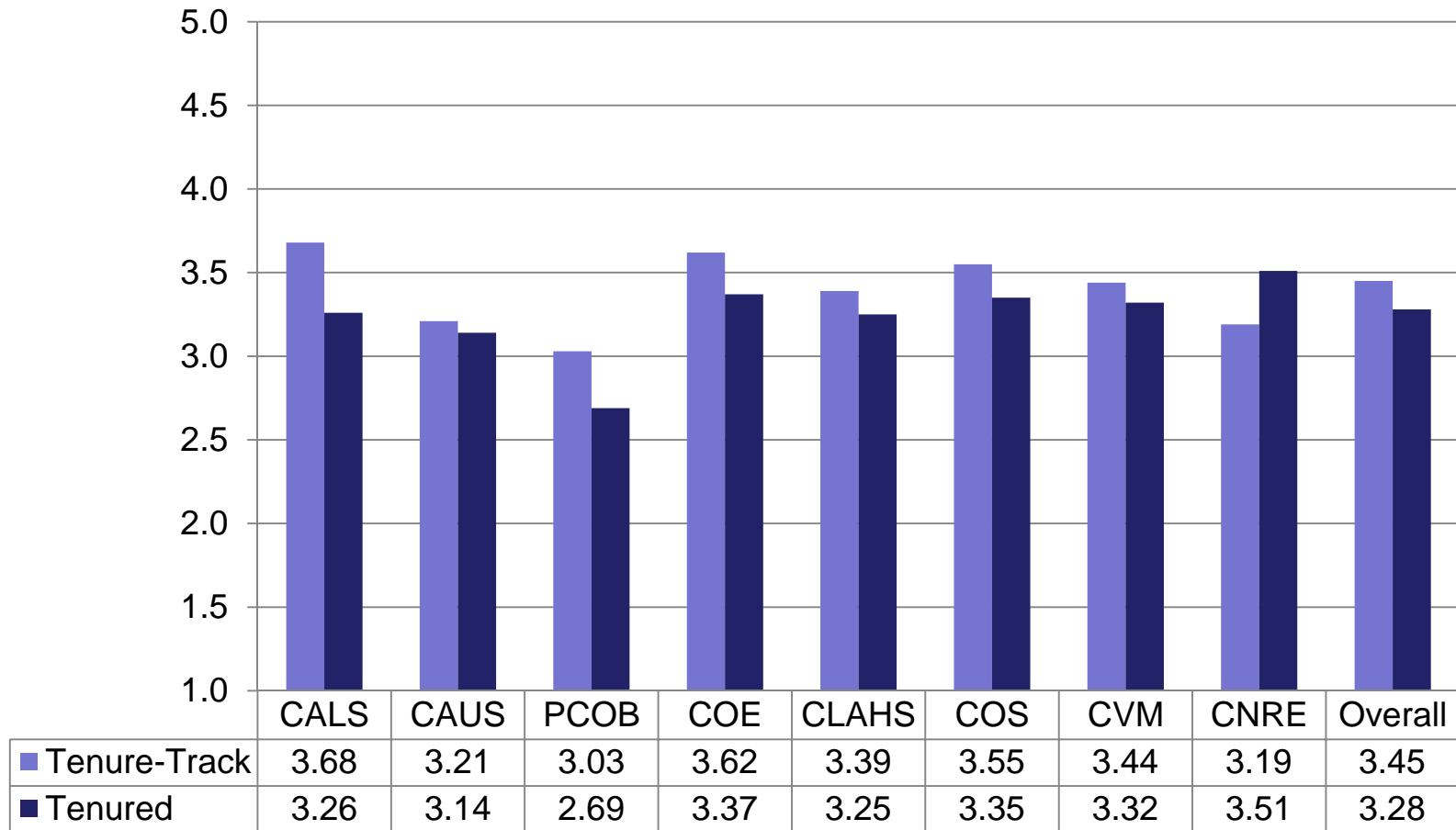
Departmental Quality



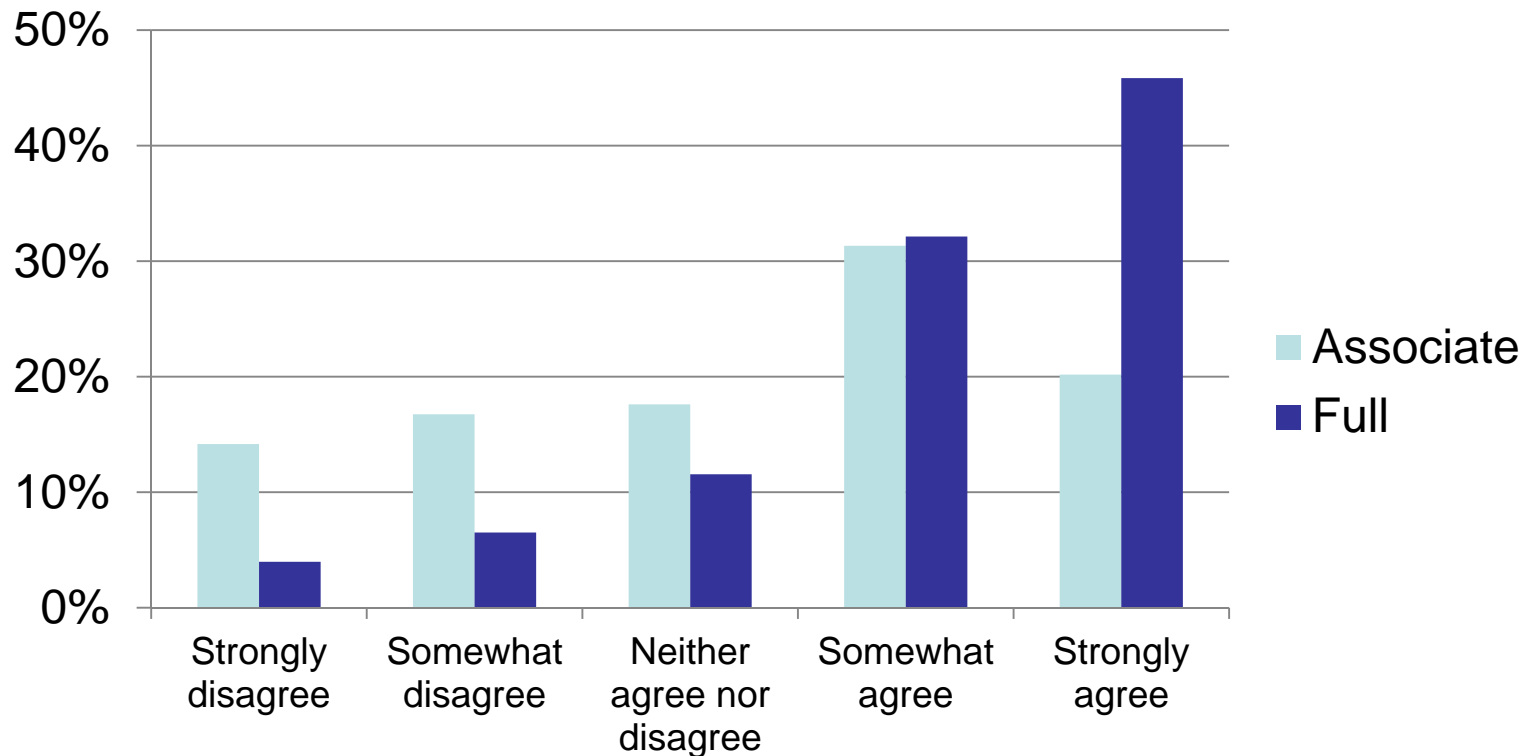
Department Collegiality



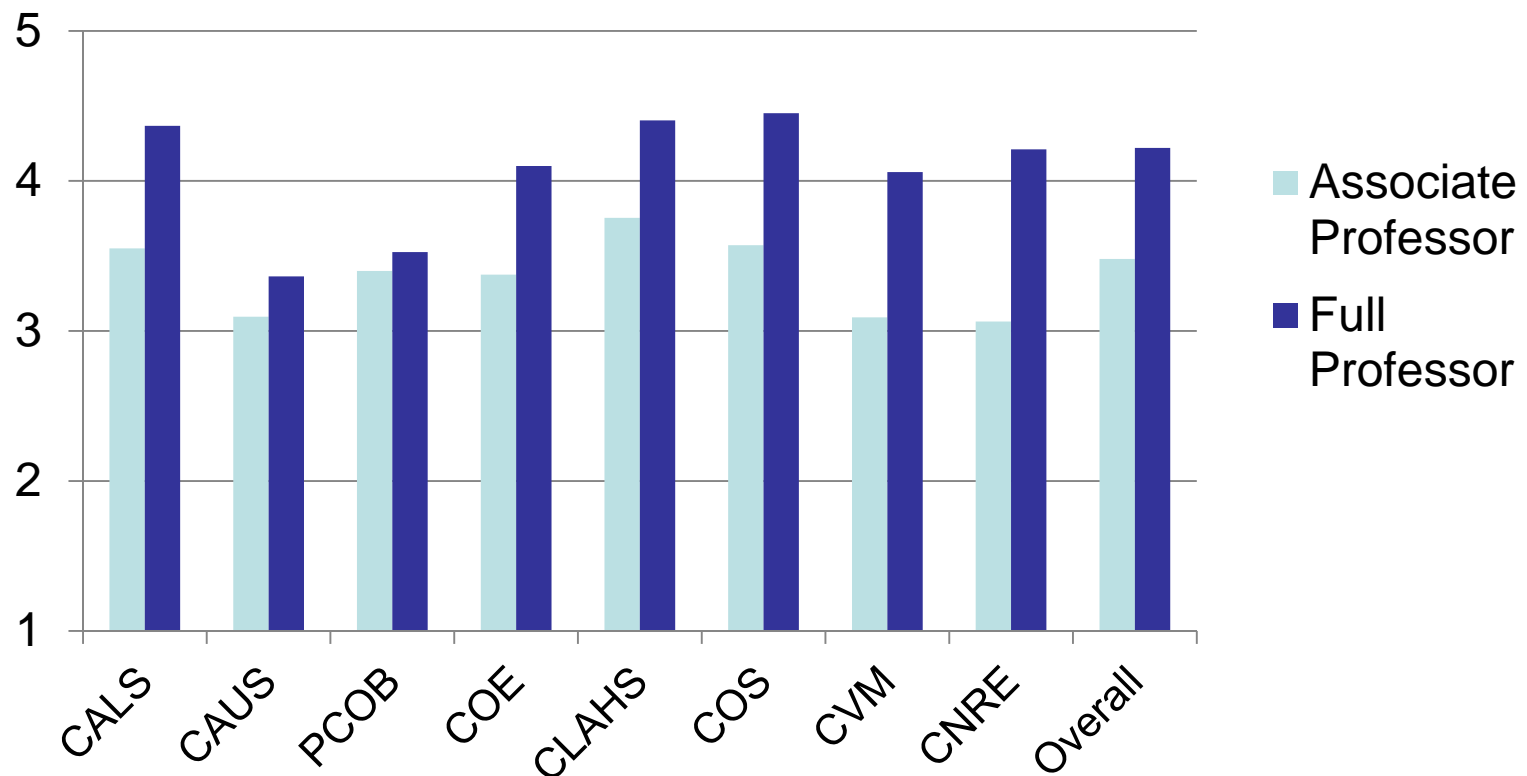
Appreciation and Recognition



Associate professors are encouraged to work towards promotion

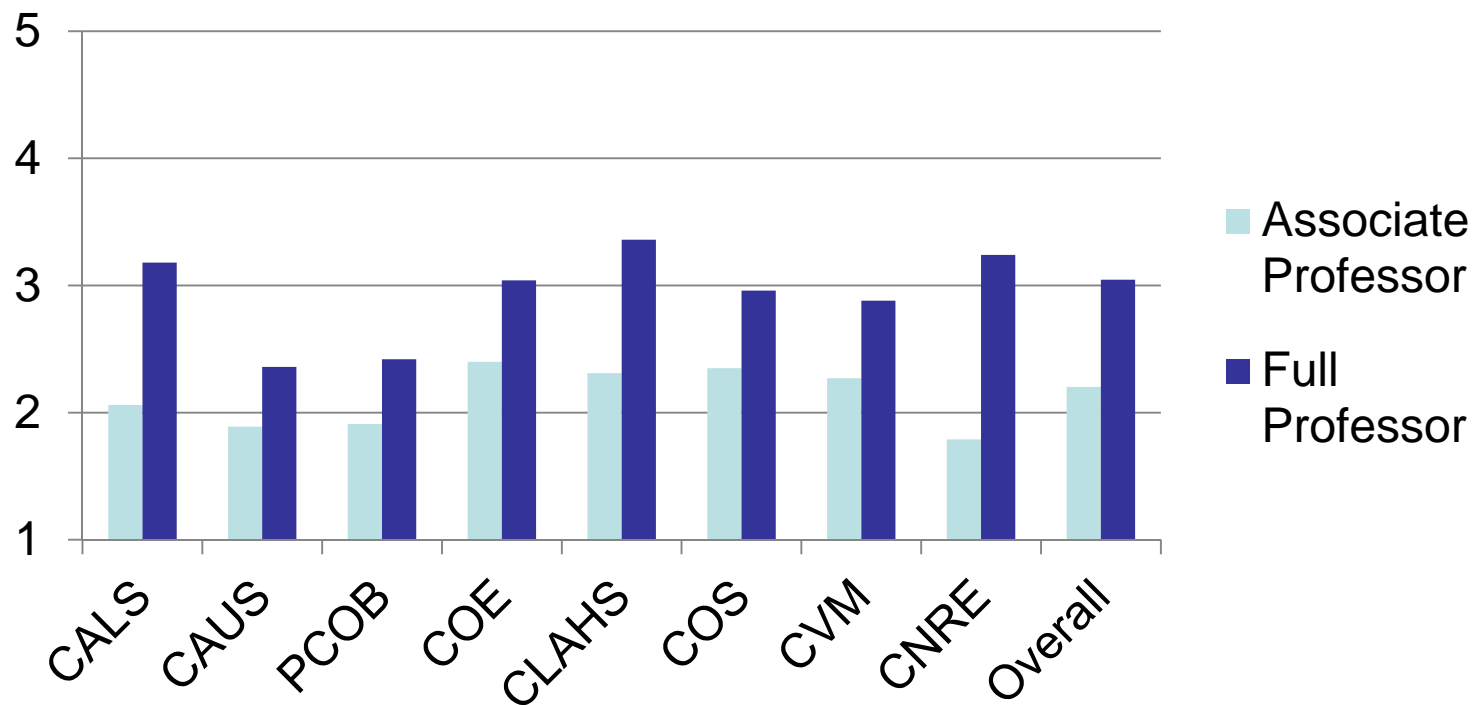


The *promotion process* from associate to professor in my department is *clear*



1 = very unclear; 5 = very clear

There is effective mentoring of tenured *associate professors* in my department



1 = strongly disagree; 5 = strongly agree

Best and Worst

Best aspects about working at Virginia Tech:

	Overall	Women	Men	White Faculty	Faculty of Color
Geographic location	1	2	1	1	1
Quality of colleagues	2	1	2	2	2
Academic freedom	3	4	3	3	3
My sense of 'fit' here	4	5	4	4	
Support of colleagues	5	3	5	4	6
Cost of living	6		4	5	5
Commute					4

Best and Worst

Worst aspects about working at Virginia Tech:

	Overall	Women	Men	White Faculty	Faculty of Color
Compensation	1	1	1	1	1
Quality of leadership	3		2	2	
Lack of support for research	3	4	4	3	
Geographic location	2	4	3	4	2
Too much service	4	2		4	
Unrelenting pressure		3		4	
Lack of diversity		5			3
Quality of grad students			4		4
Spouse/partner hiring					5

Future Plans

How long do you plan to remain at Virginia Tech?

(Tenured faculty only)

