

2022 COACHE Faculty Job Satisfaction
Survey Results
College of Health Professions

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Introduction

Response Rates

	College of Health Professions			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	63	43	68%	31%
Tenure Status				
T	22	17	77%	45%
TT	7	<5		44%
NTT	34	22	65%	26%
Rank				
Professor (or Full Professor)	11	6	55%	41%
Associate Professor	21	15	71%	34%
Assistant Professor	22	15	68%	26%
Instructor/Lecturer	9	7	78%	25%
Gender				
Man/Trans man	18	12	67%	26%
Woman/Trans woman	43	29	67%	36%
Not listed above (Please specify)	<5	<5		100%
Ethnicity-Race				
Asian or Asian-American	<5	<5		25%
Black or African-American	6	<5		35%
White (non-Hispanic)	53	36	68%	31%
Faculty of Color	10	7	70%	31%
Underrepresented Minorities	6	4	67%	39%

Most items on the survey were five-point Likert scale items, capturing levels of agreement, clarity, effectiveness, frequency, importance, satisfaction, and seriousness. Means were calculated for each of these items as well as for benchmark themes. Survey items are grouped by theme.

Color Legend

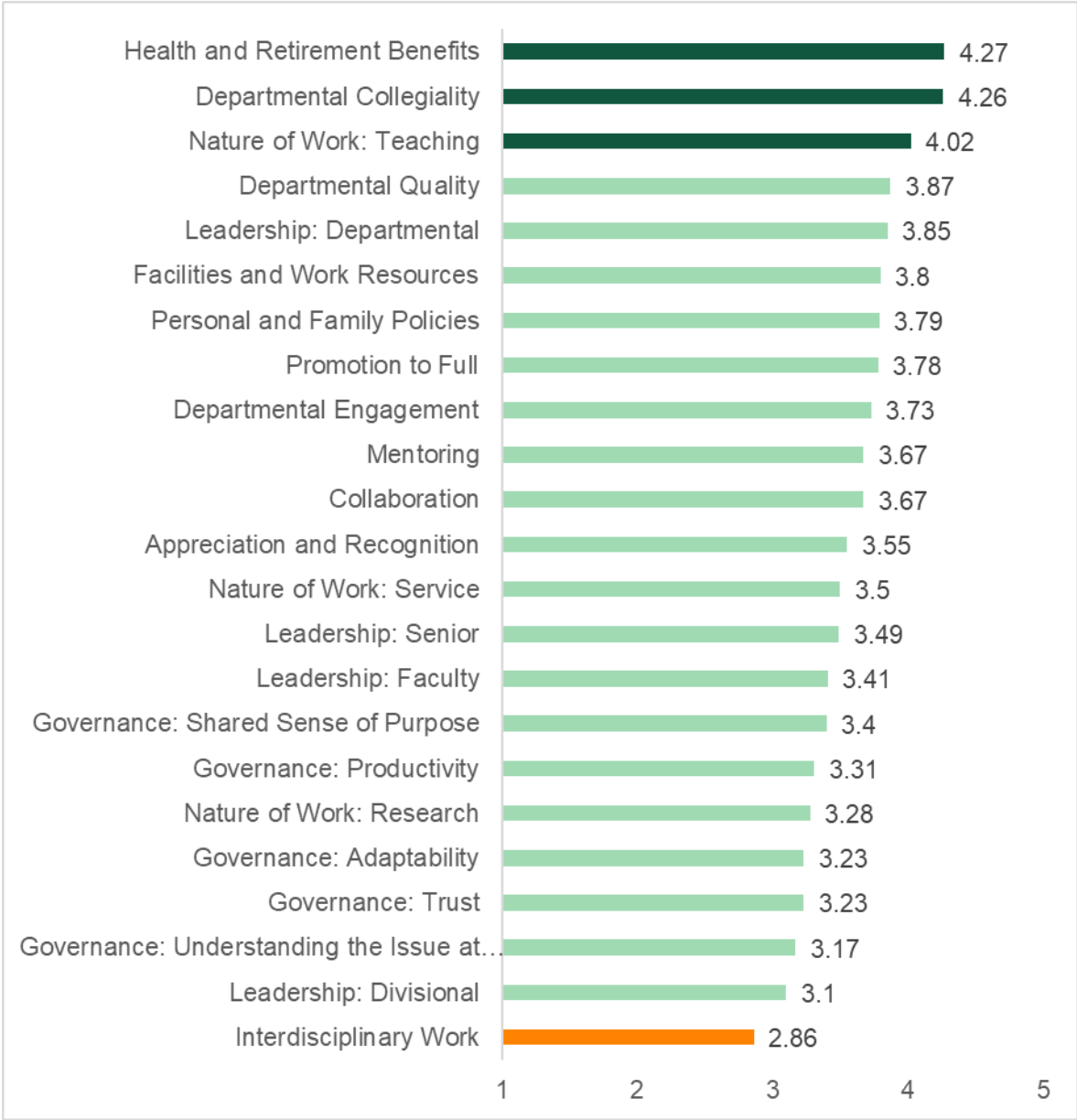
- Items with mean 4.00 to 5.00
- Items with mean 3.00 to 3.99
- Items with mean less than 3.00



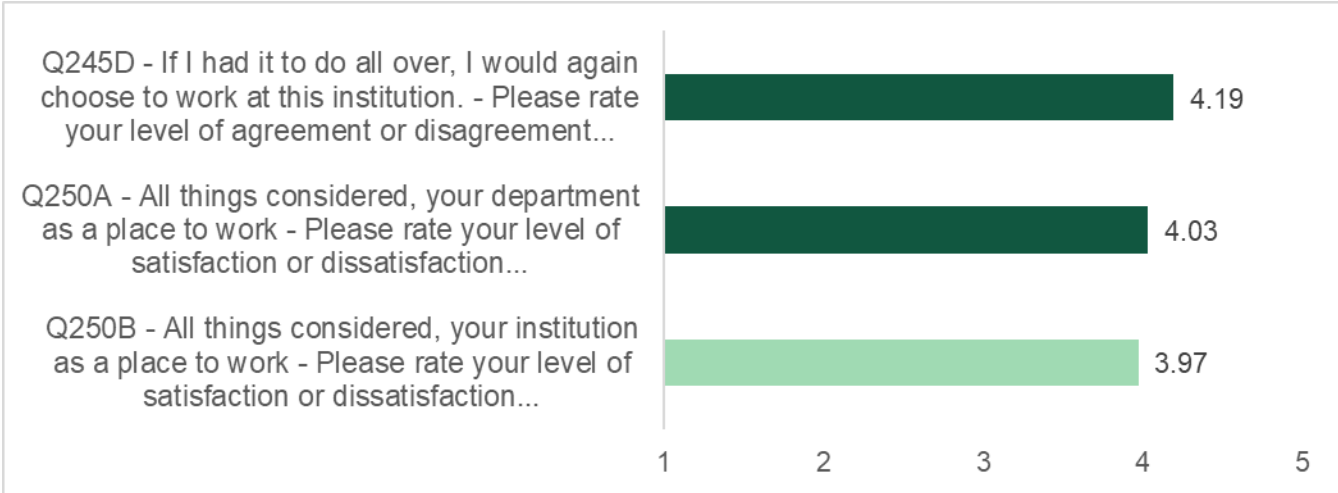
Differences within Groups

Additional information about differences within groups is provided for items with overall means greater than or equal to three but has at least one group mean less than three.

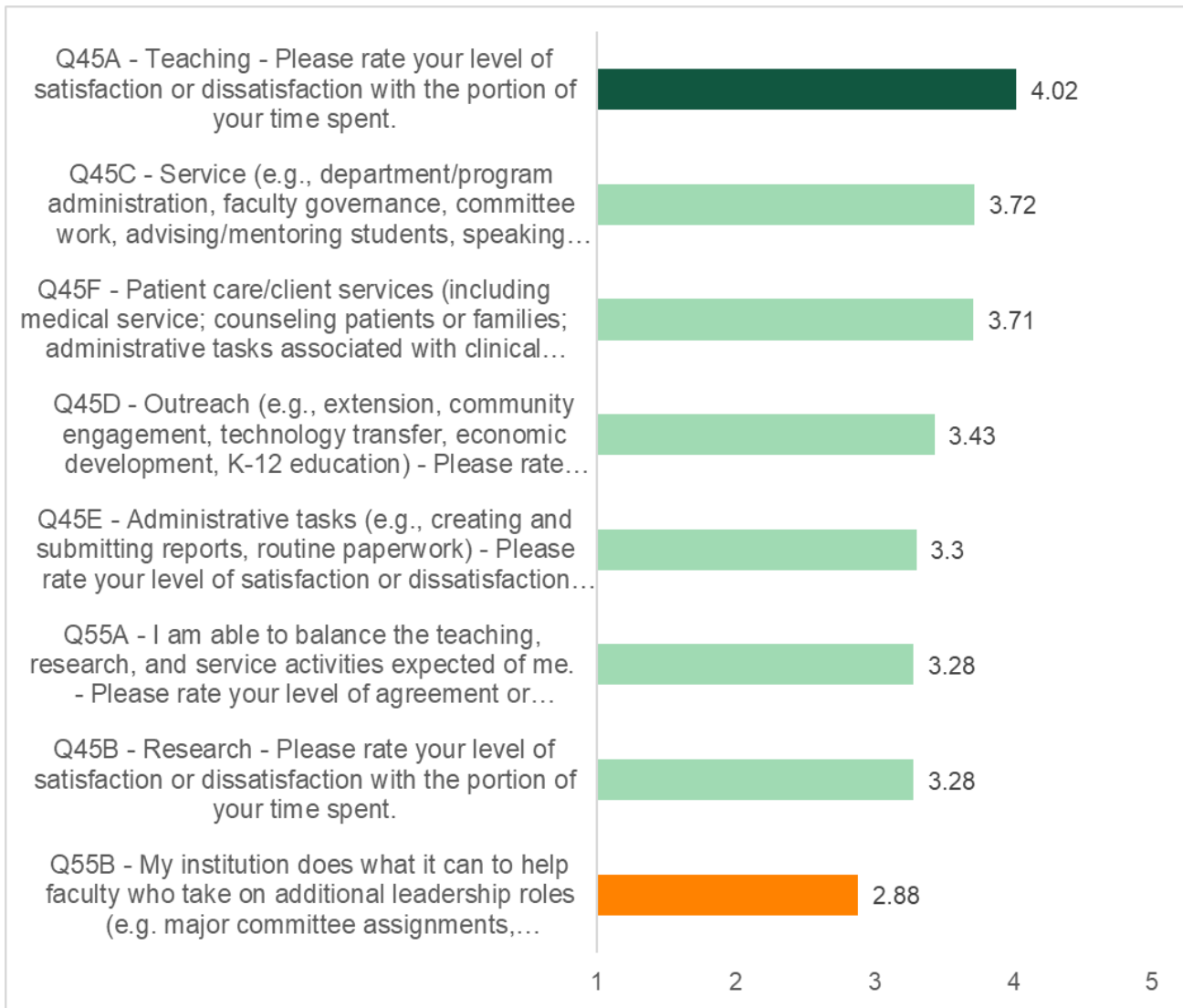
Benchmark Means



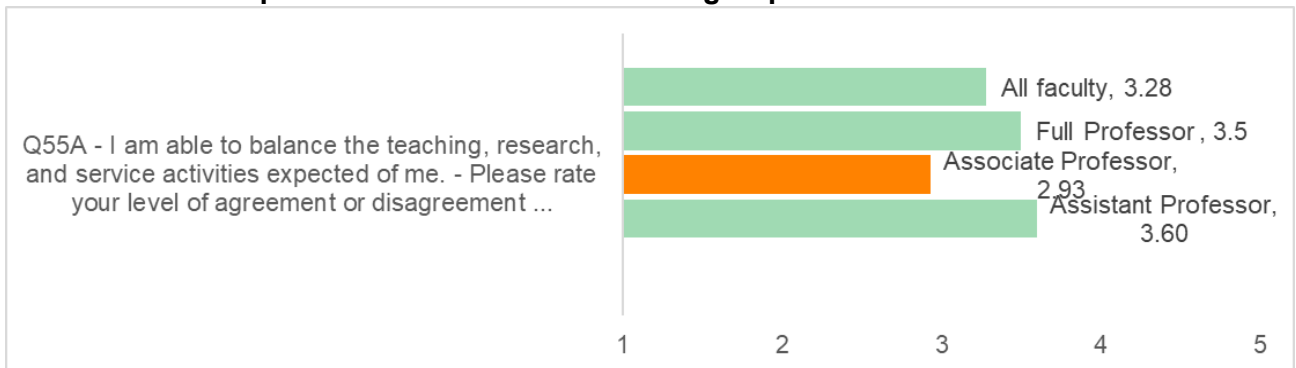
Global Satisfaction



Nature of Work – Overall



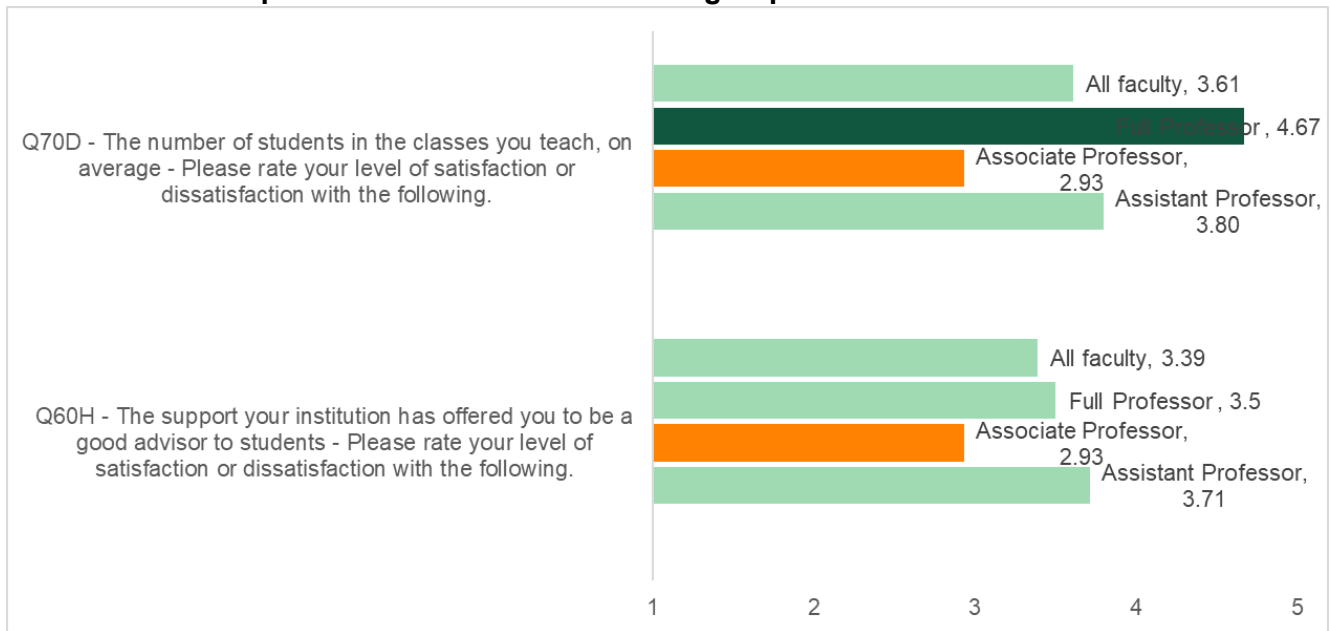
Items with overall positive means but at least one group has mean less than three



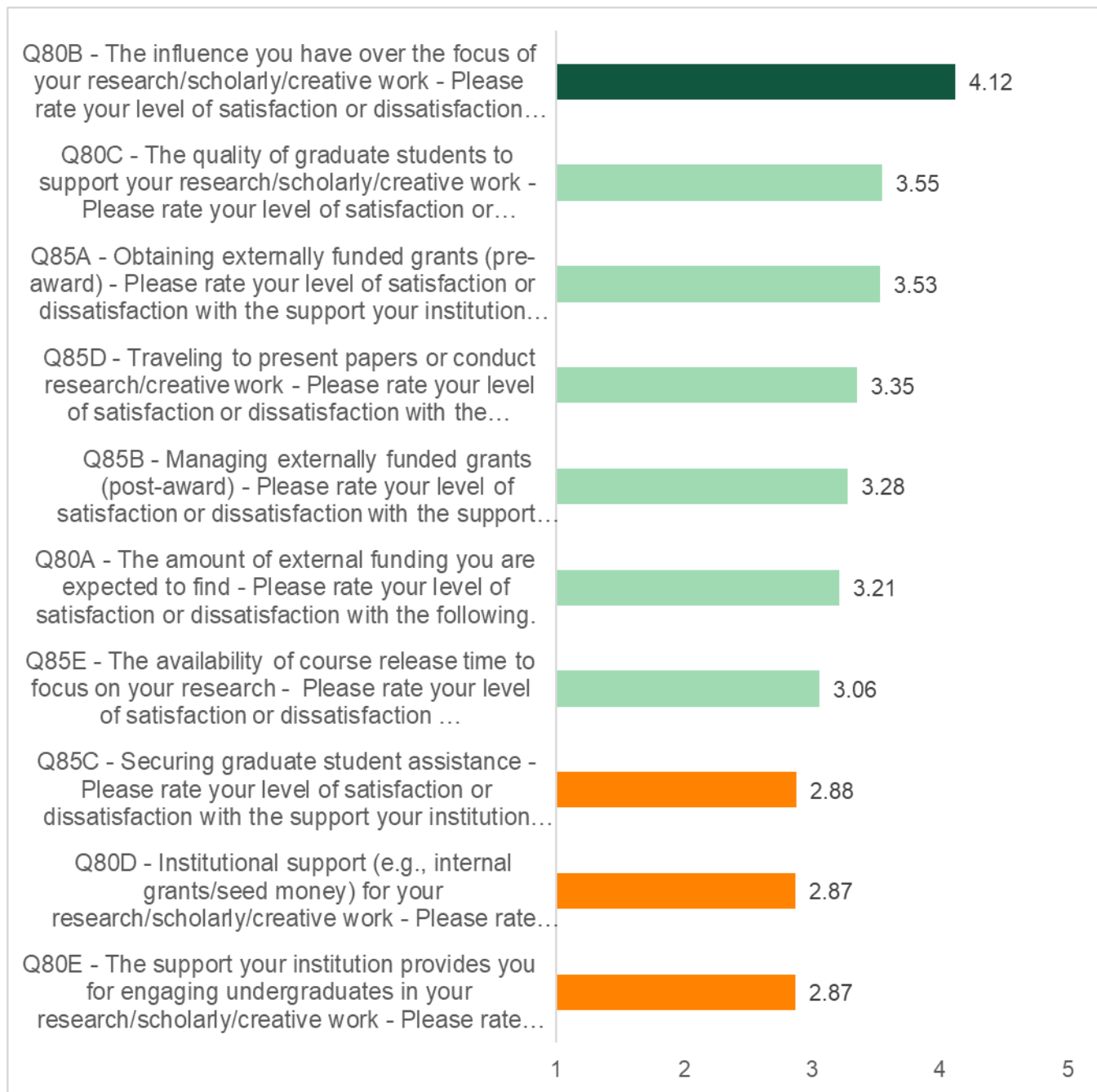
Nature of Work – Teaching



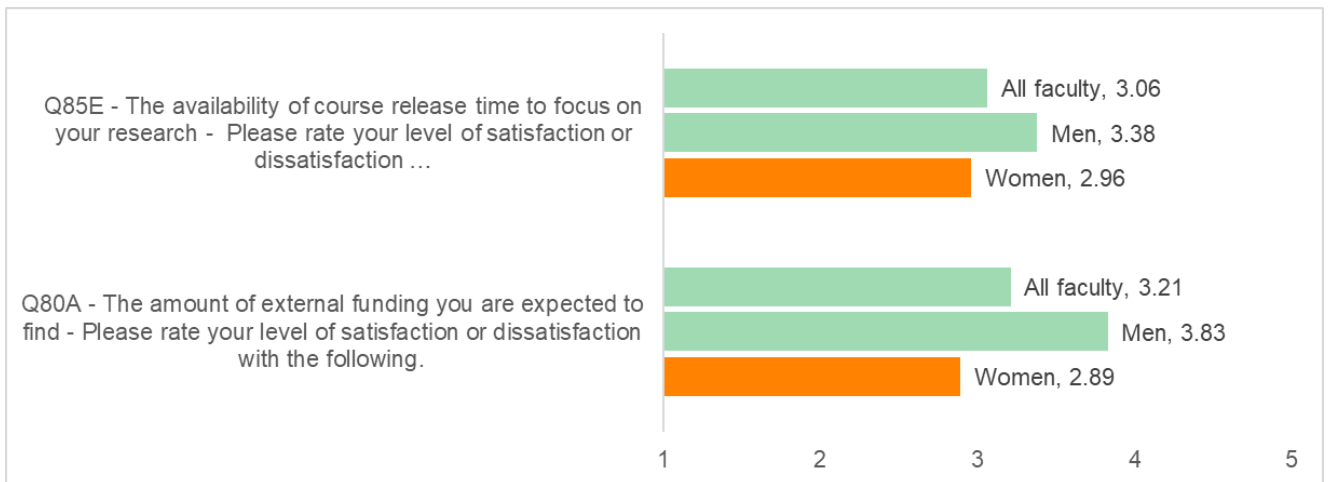
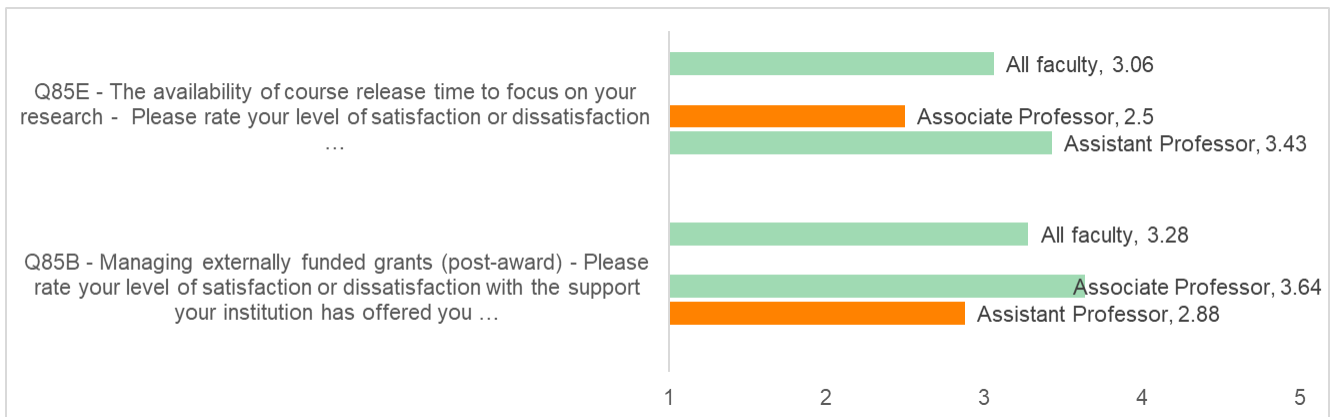
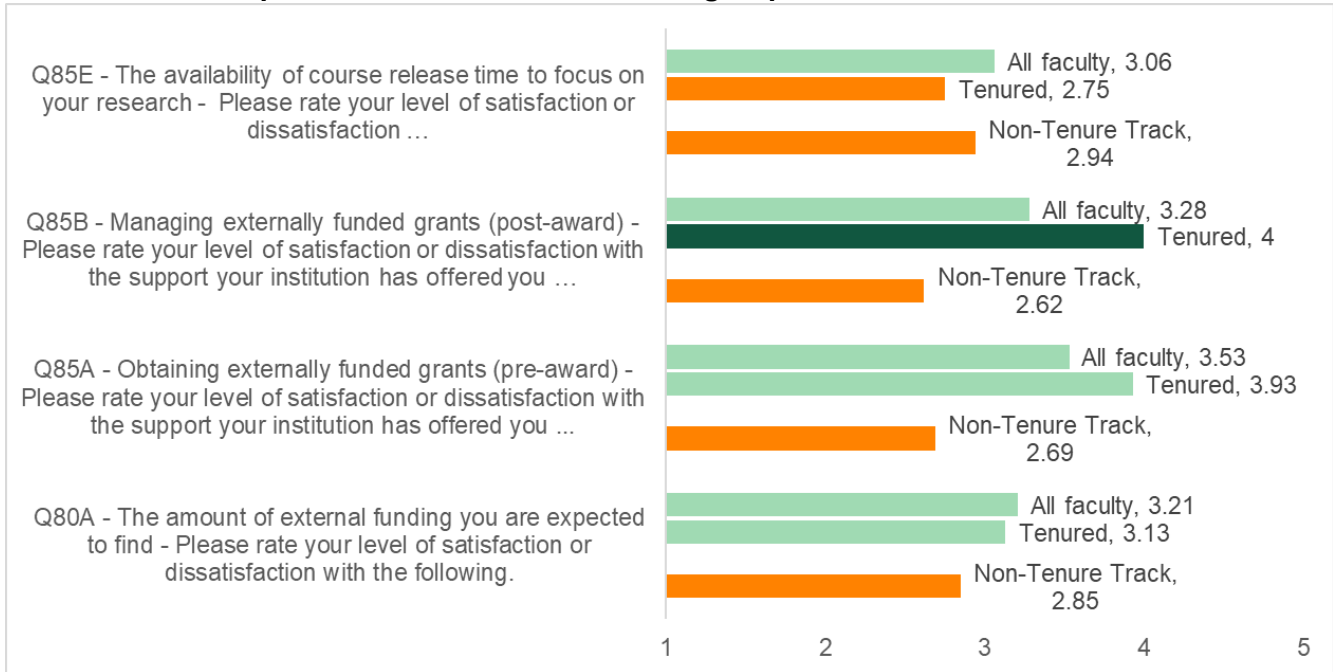
Items with overall positive means but at least one group has mean less than three



Nature of Work – Research

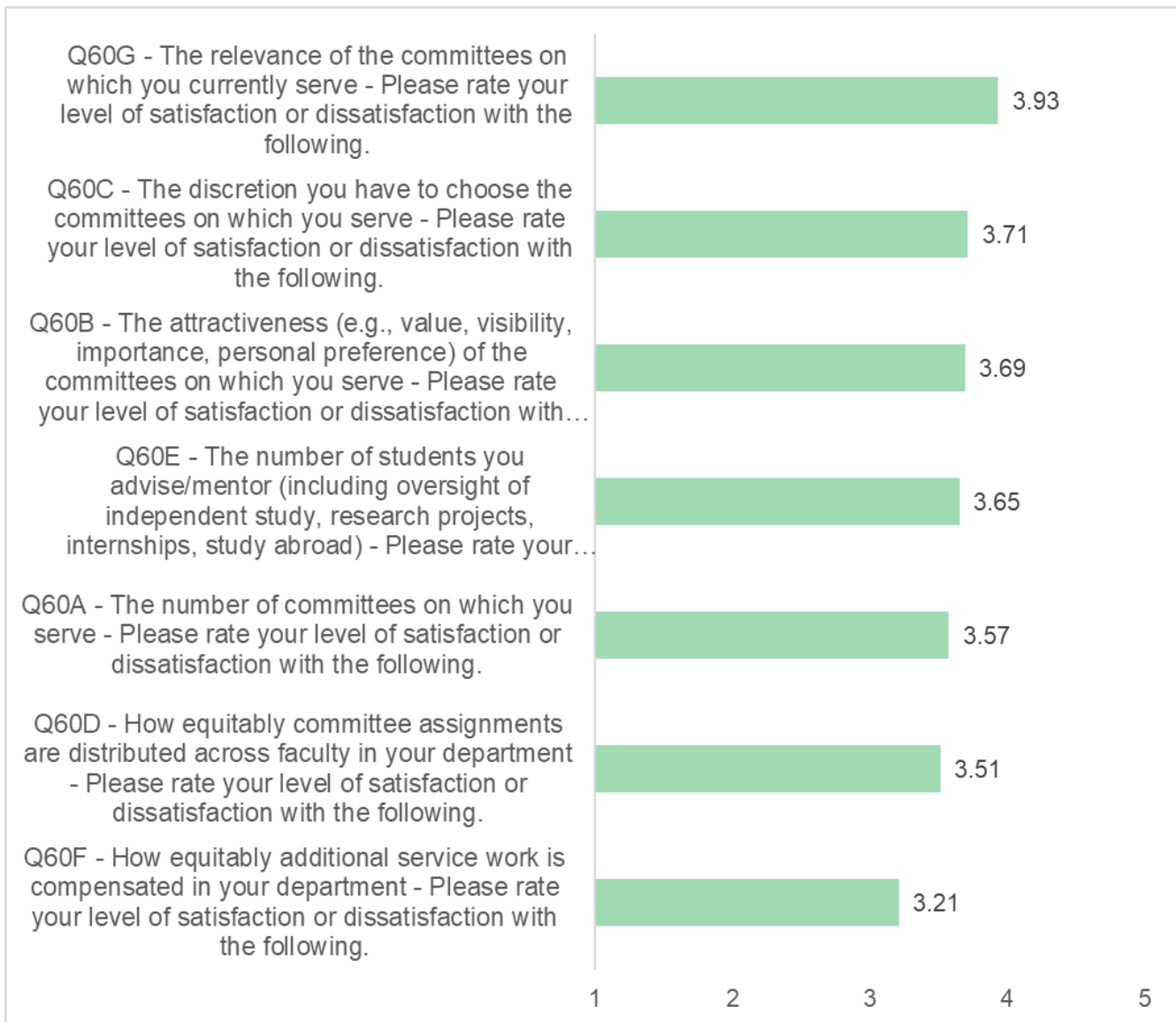


Items with overall positive means but at least one group has mean less than three

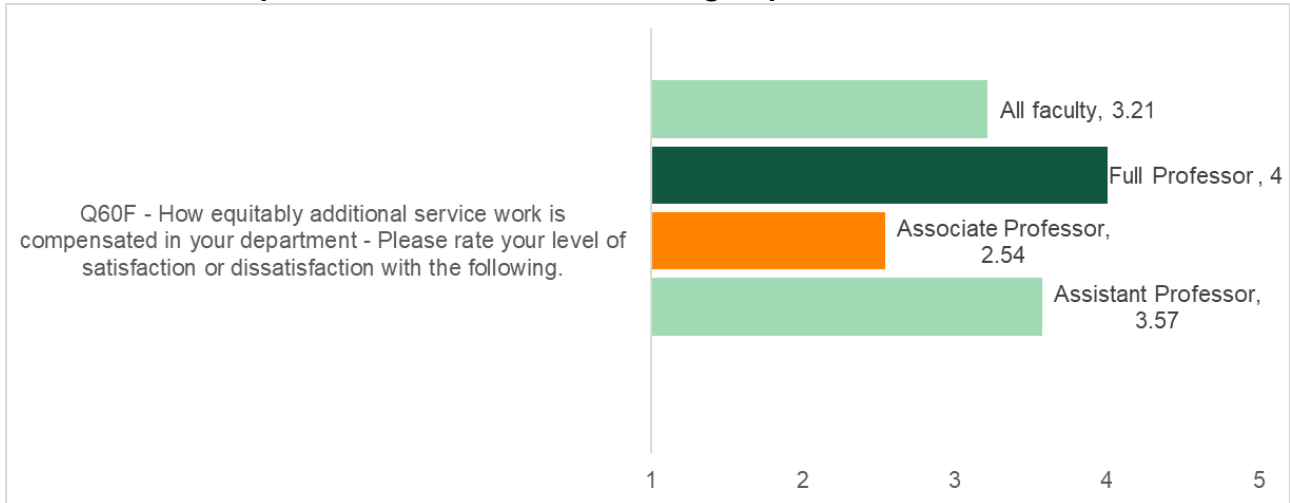




Nature of Work – Service



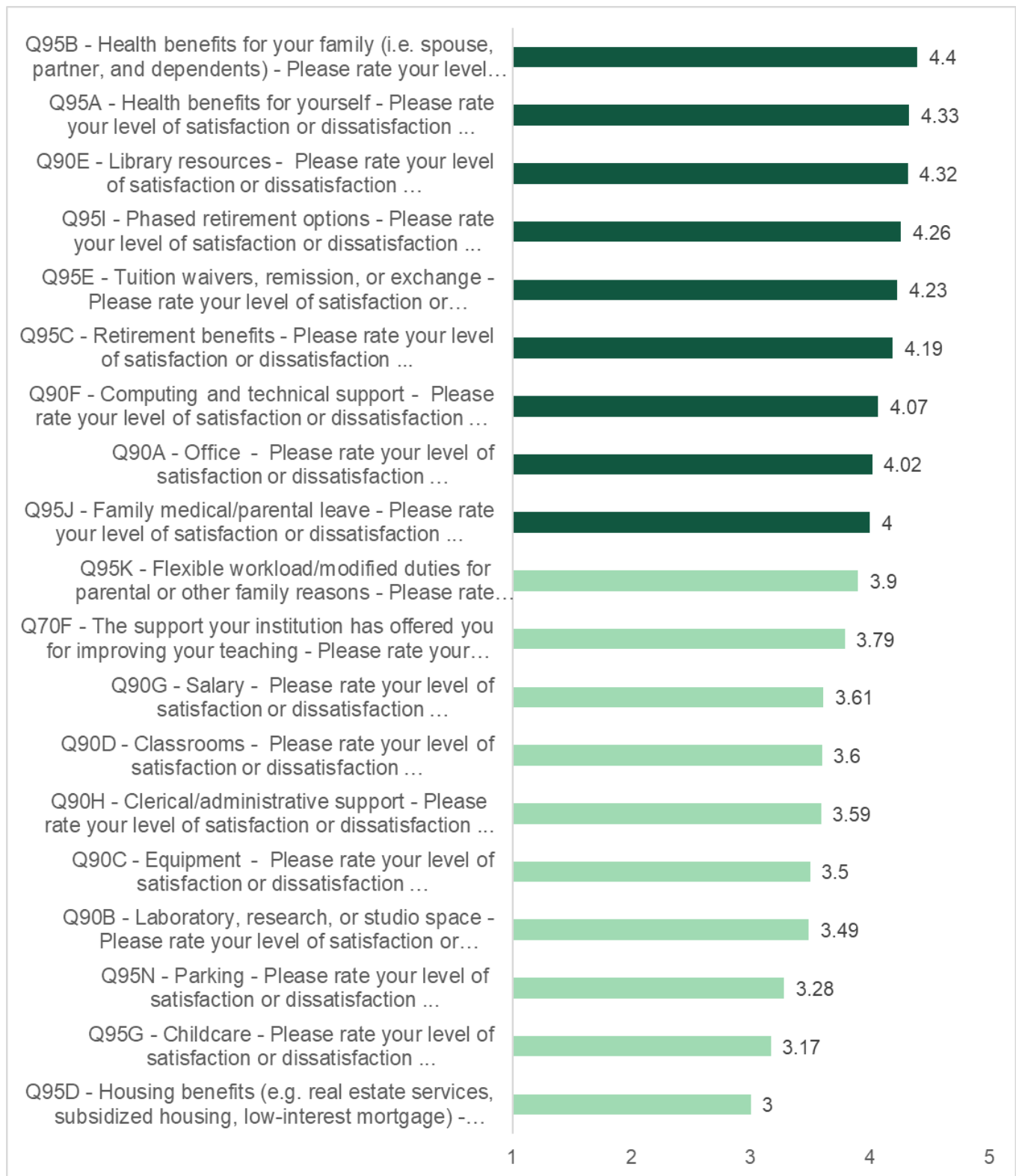
Items with overall positive means but at least one group has mean less than three



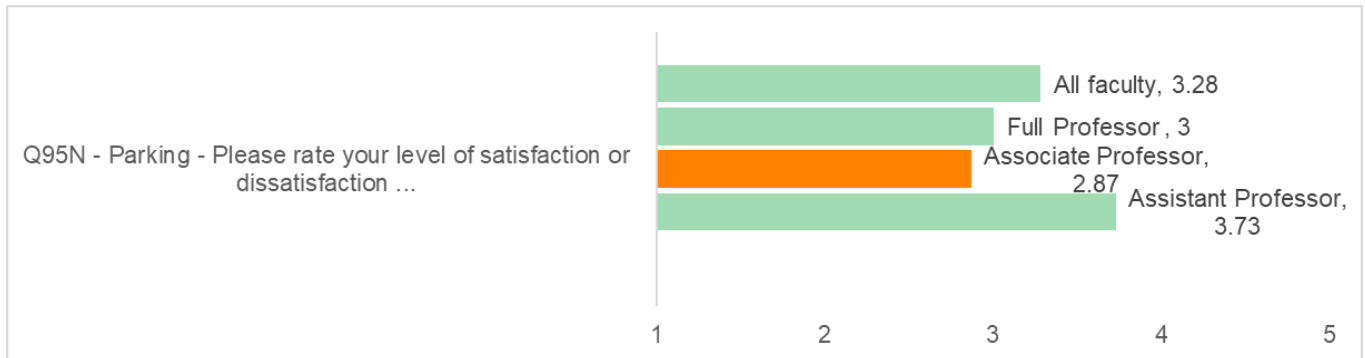
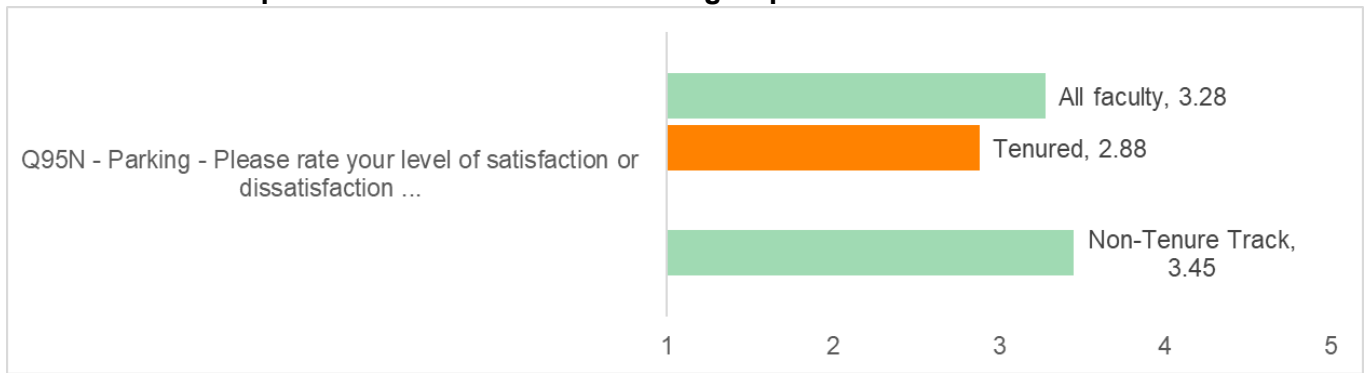
Clinical Faculty Questions



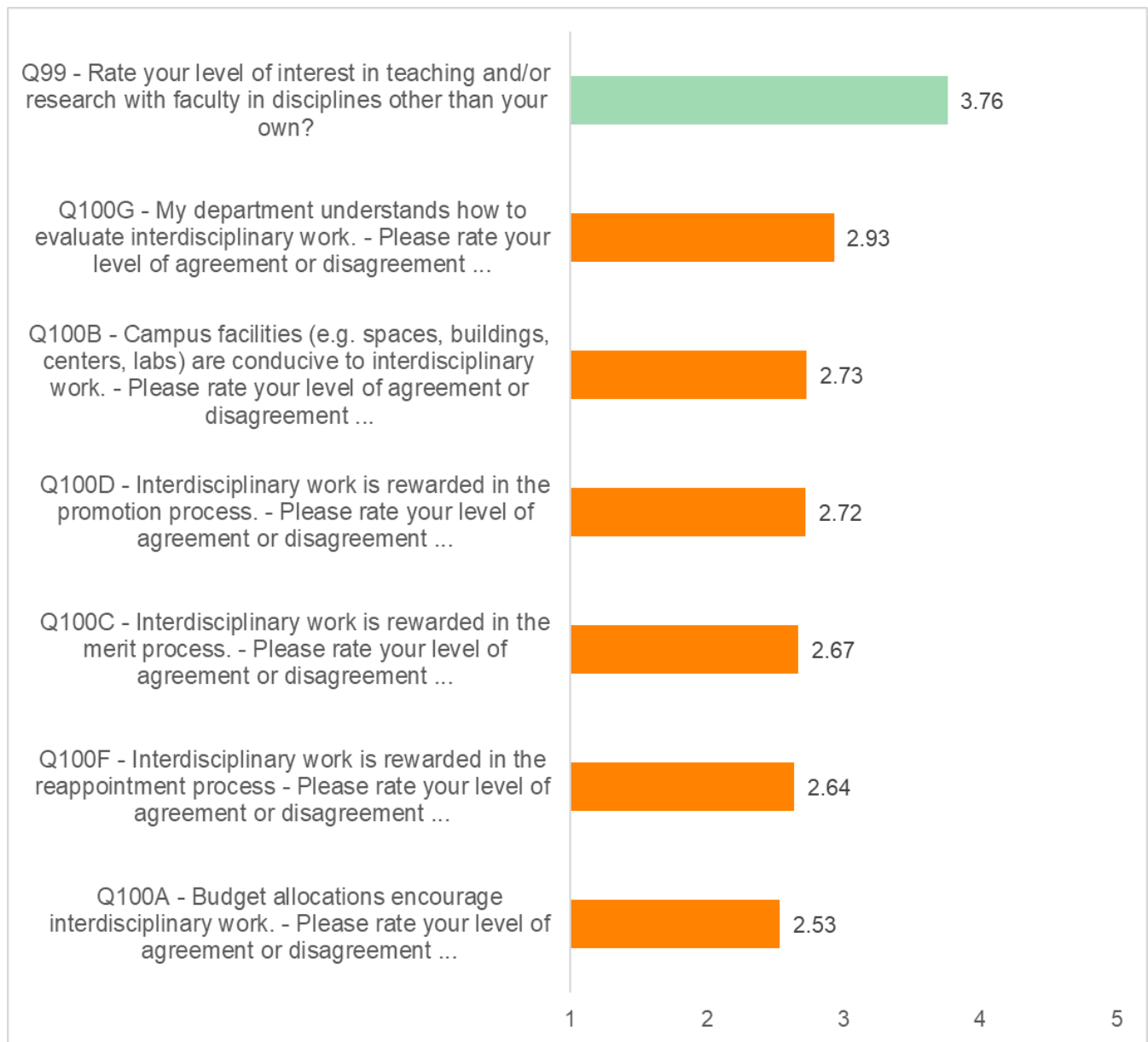
Resources and Support



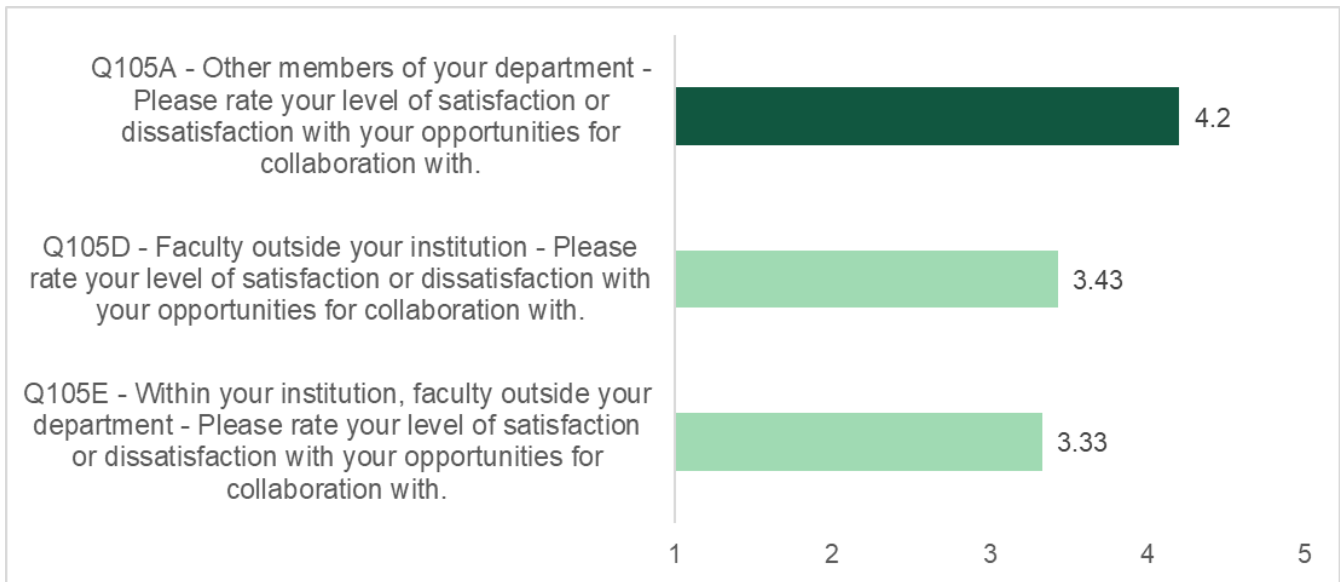
Items with overall positive means but at least one group has mean less than three



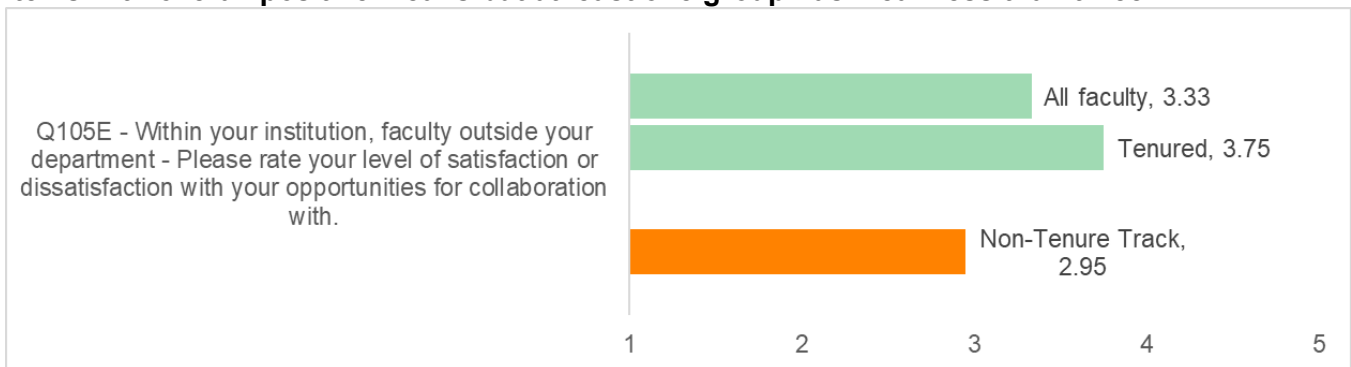
Interdisciplinary Work



Collaboration



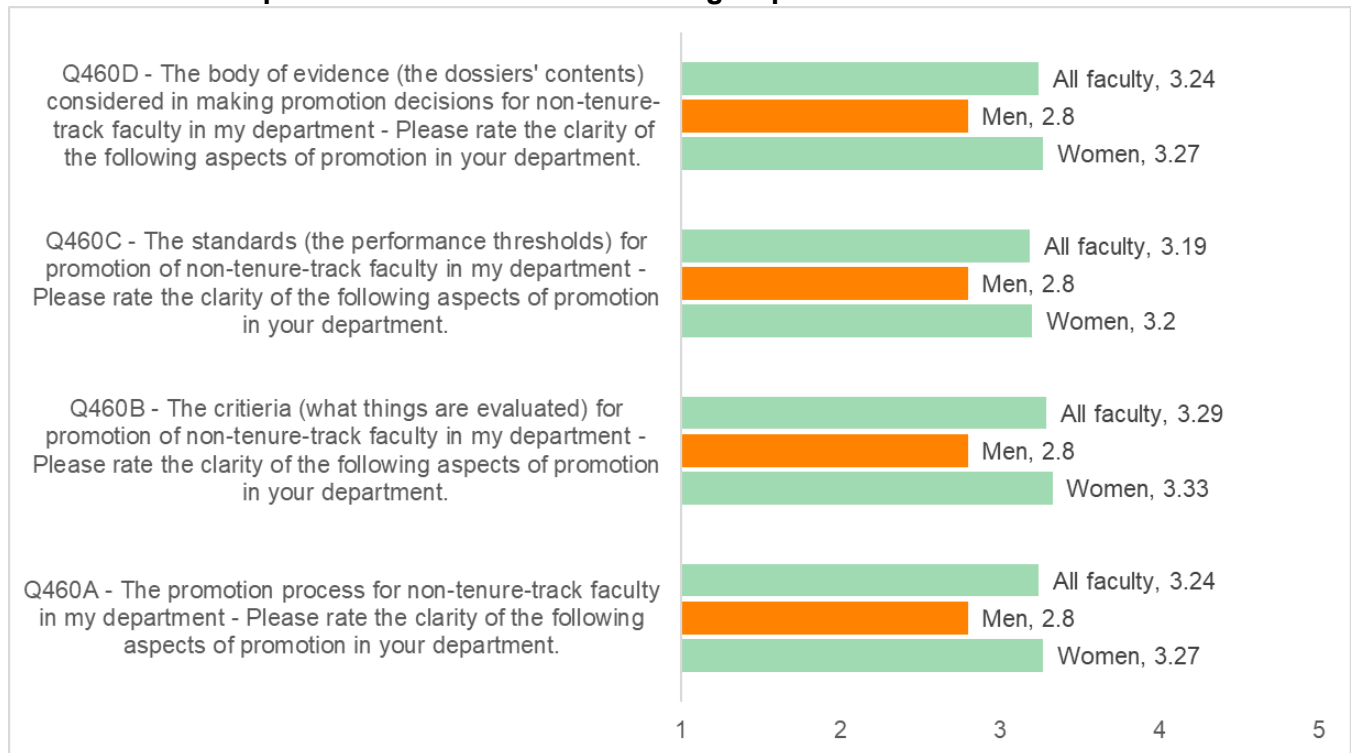
Items with overall positive means but at least one group has mean less than three



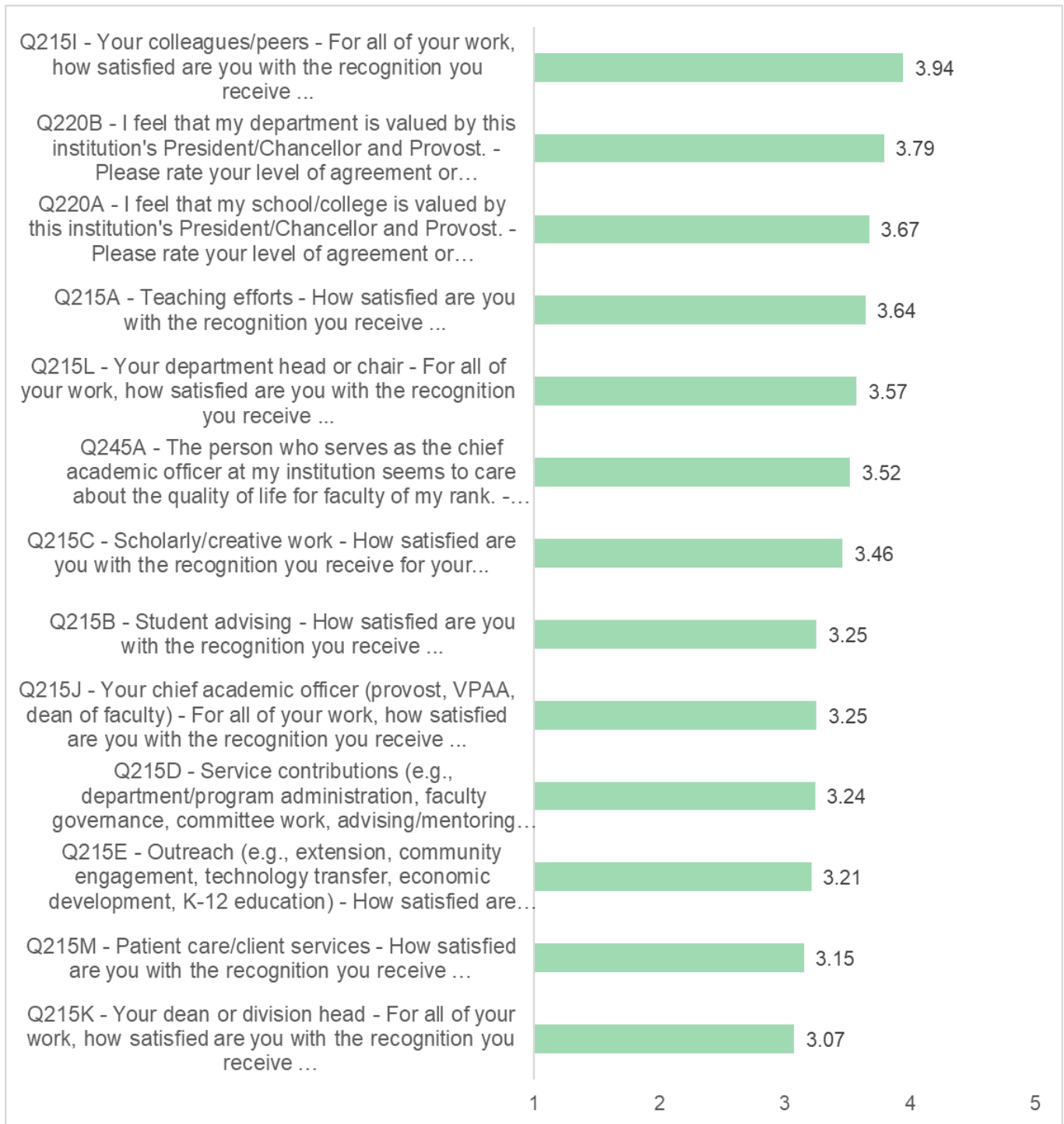
Non-Tenure-Track Faculty Questions



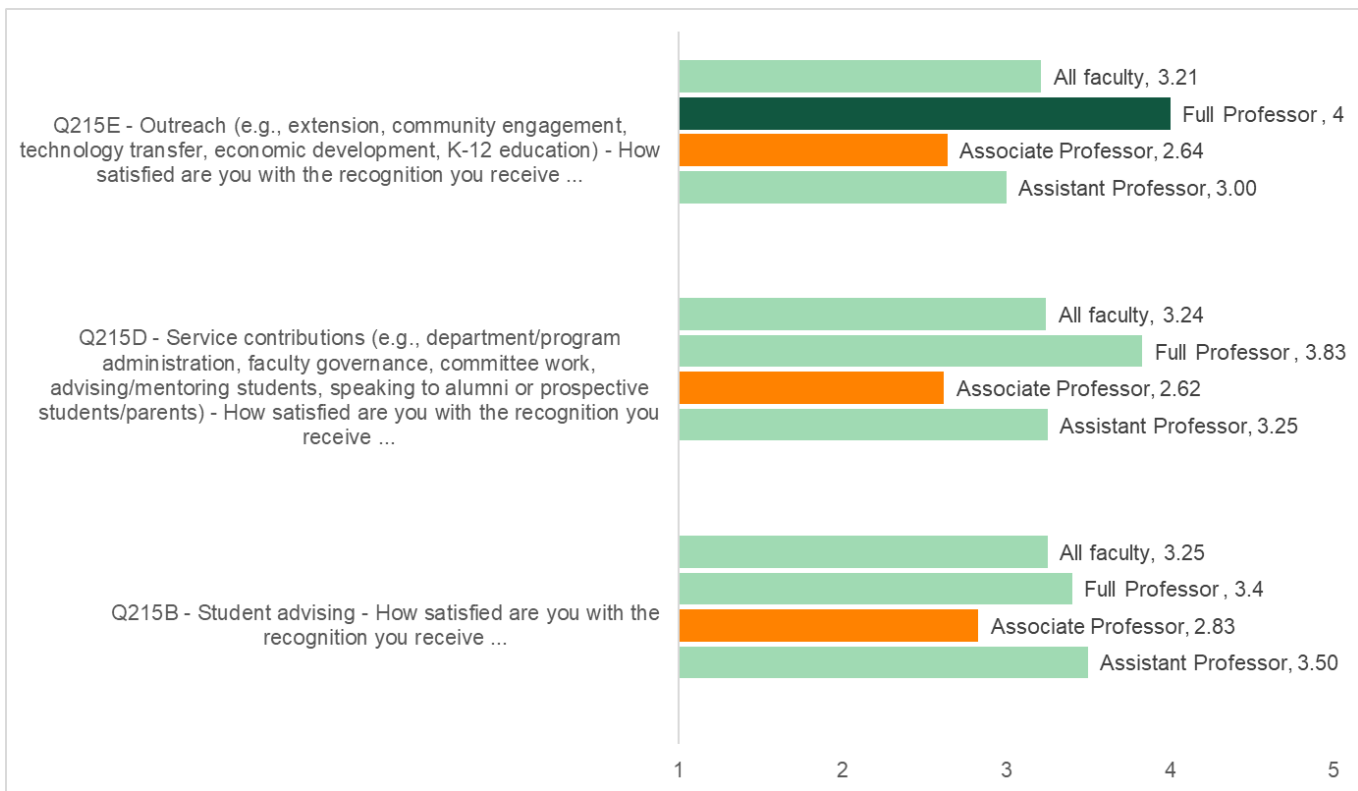
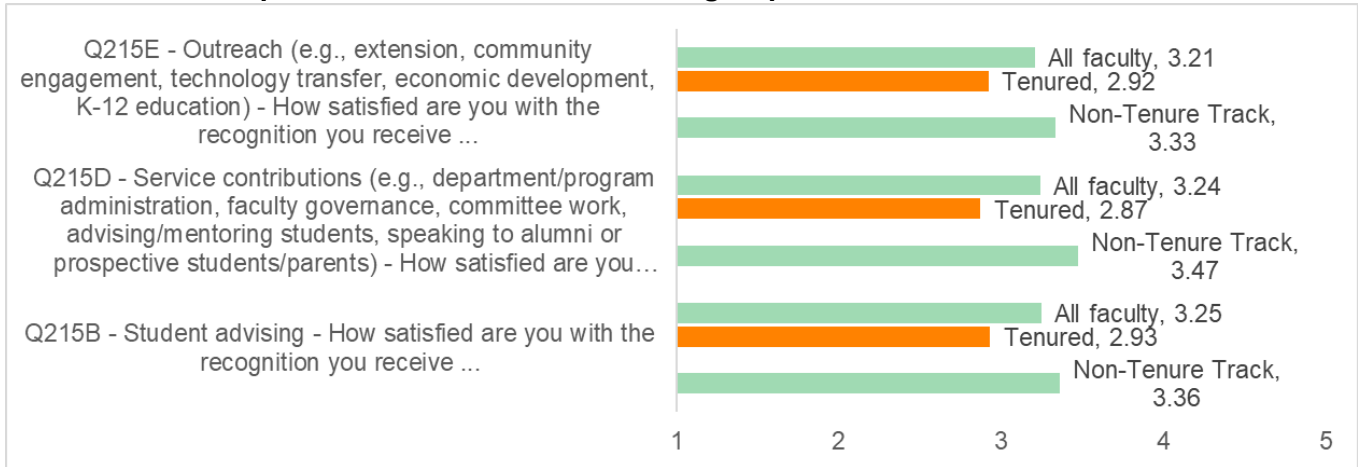
Items with overall positive means but at least one group has mean less than three



Appreciation and Recognition



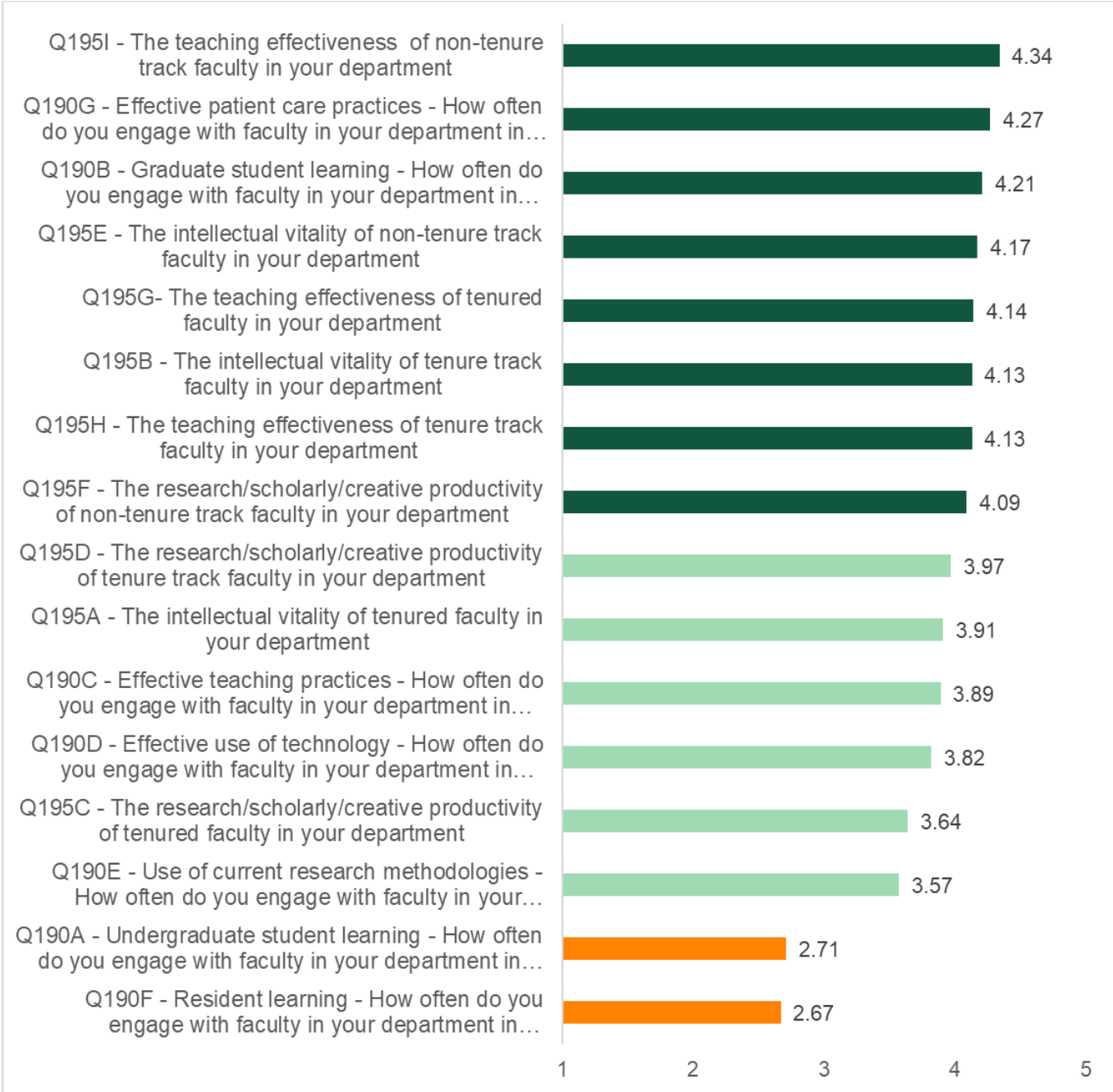
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Departmental Engagement, Quality, and Collegiality



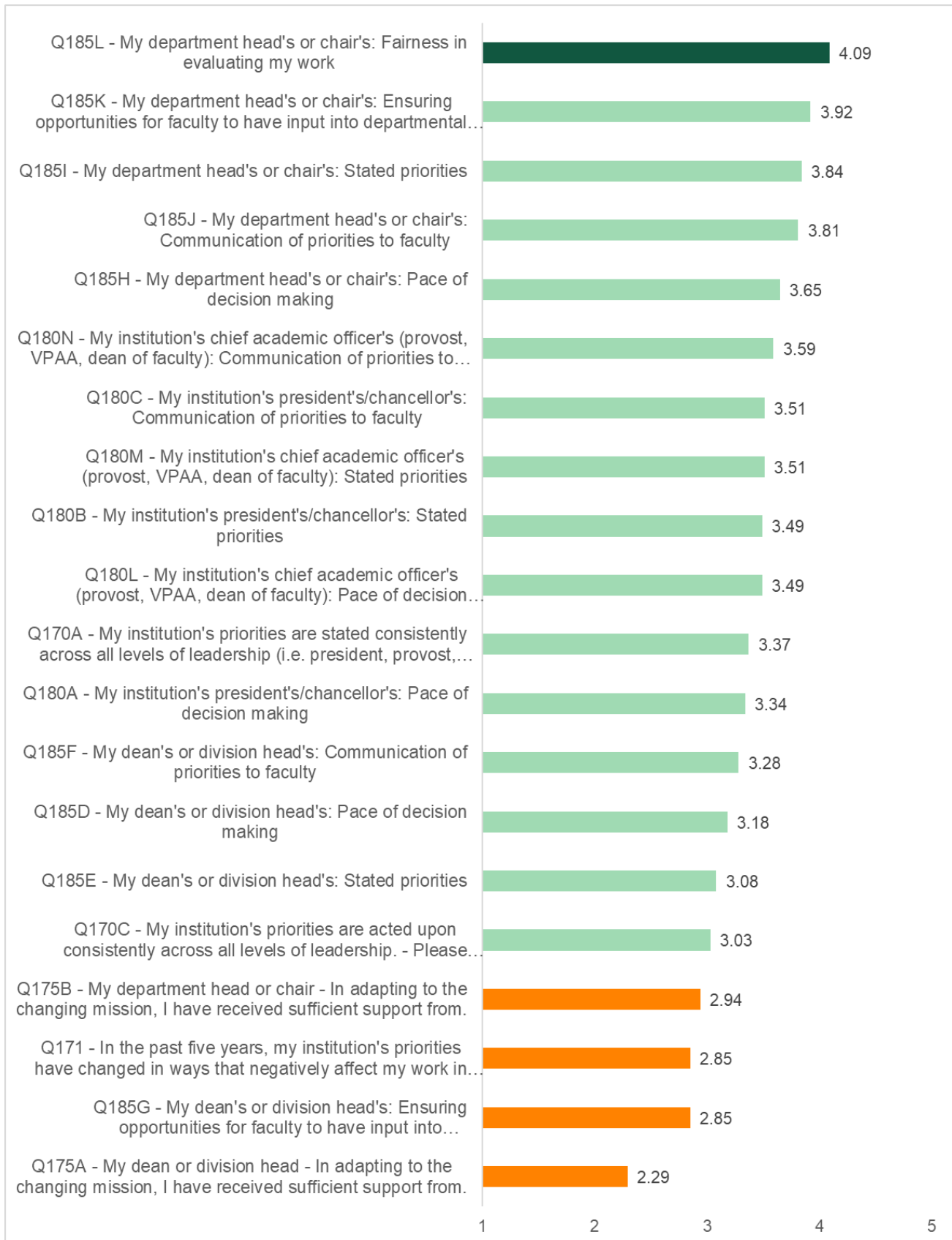
Departmental Engagement



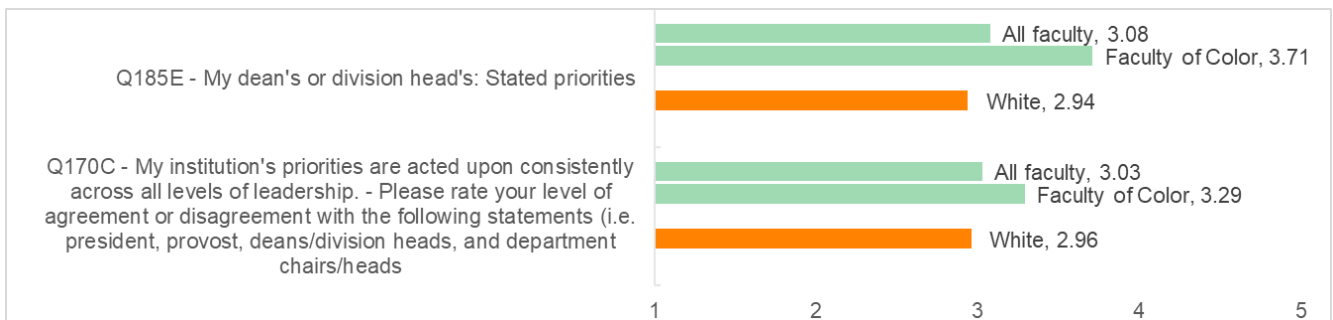
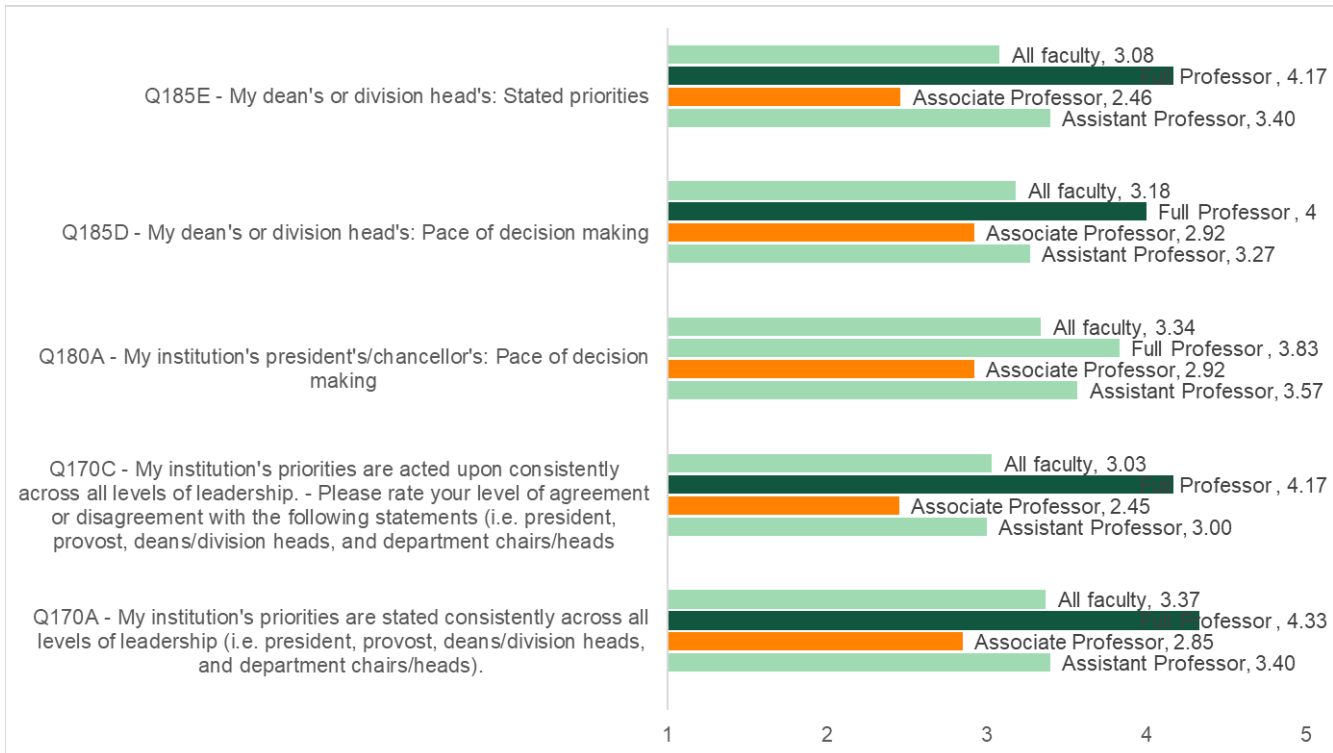
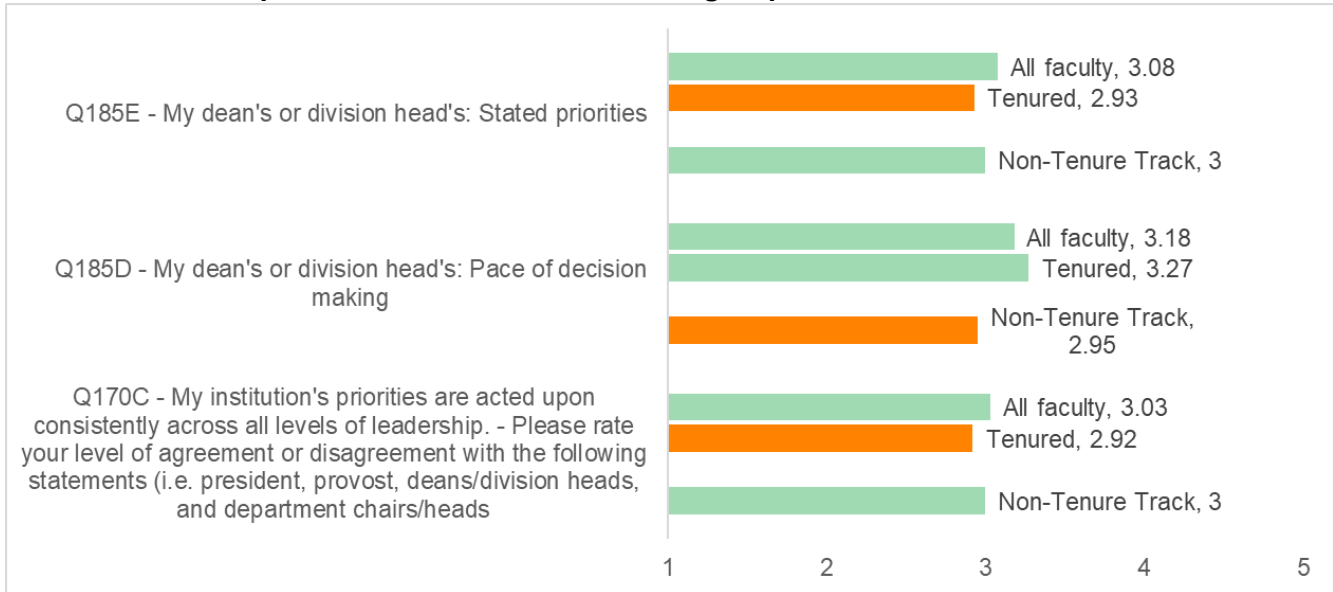
Departmental Collegiality



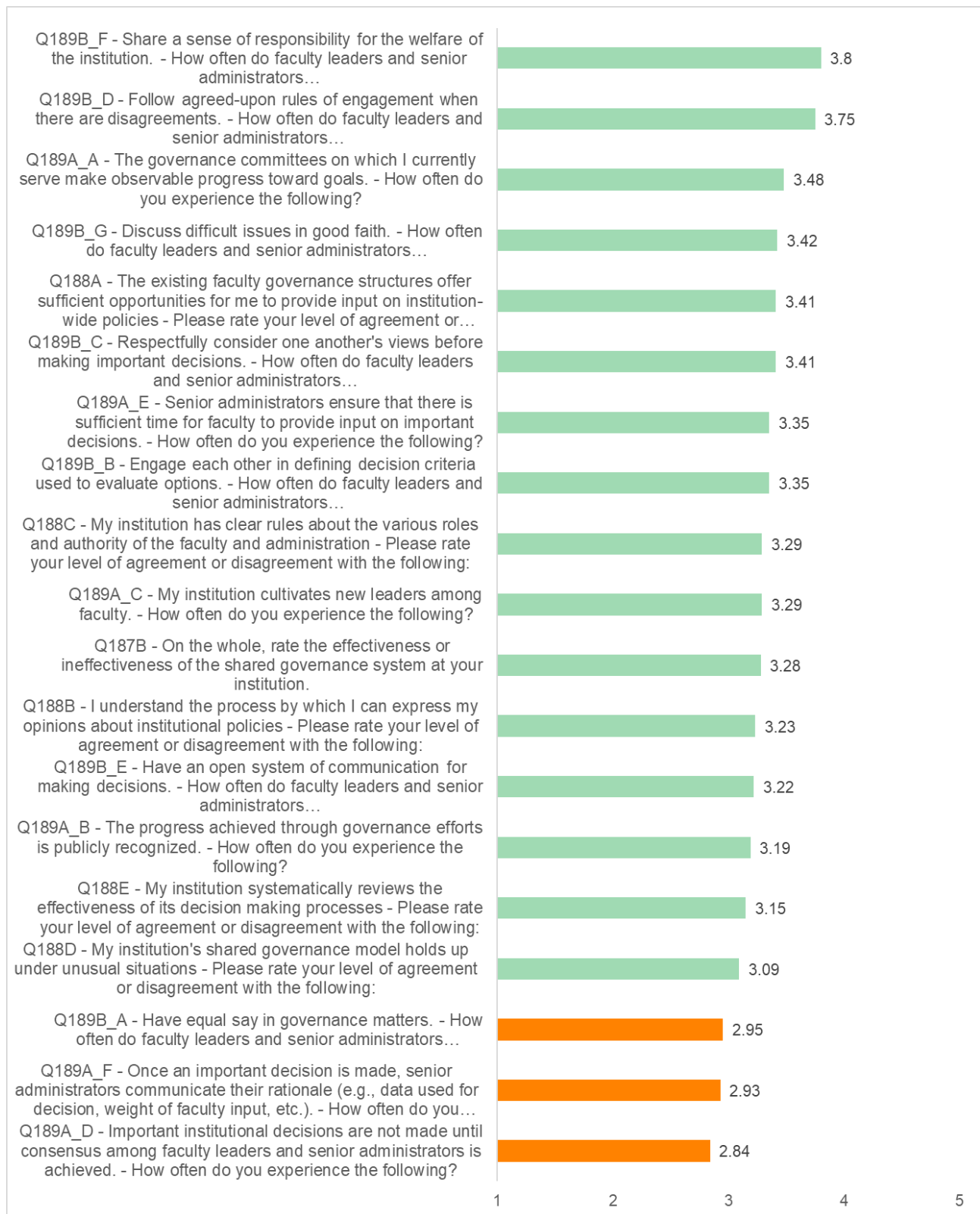
Institutional Governance and Leadership



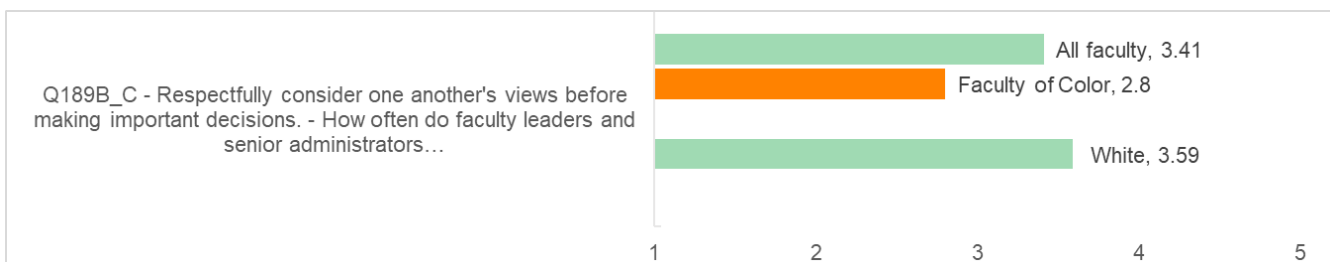
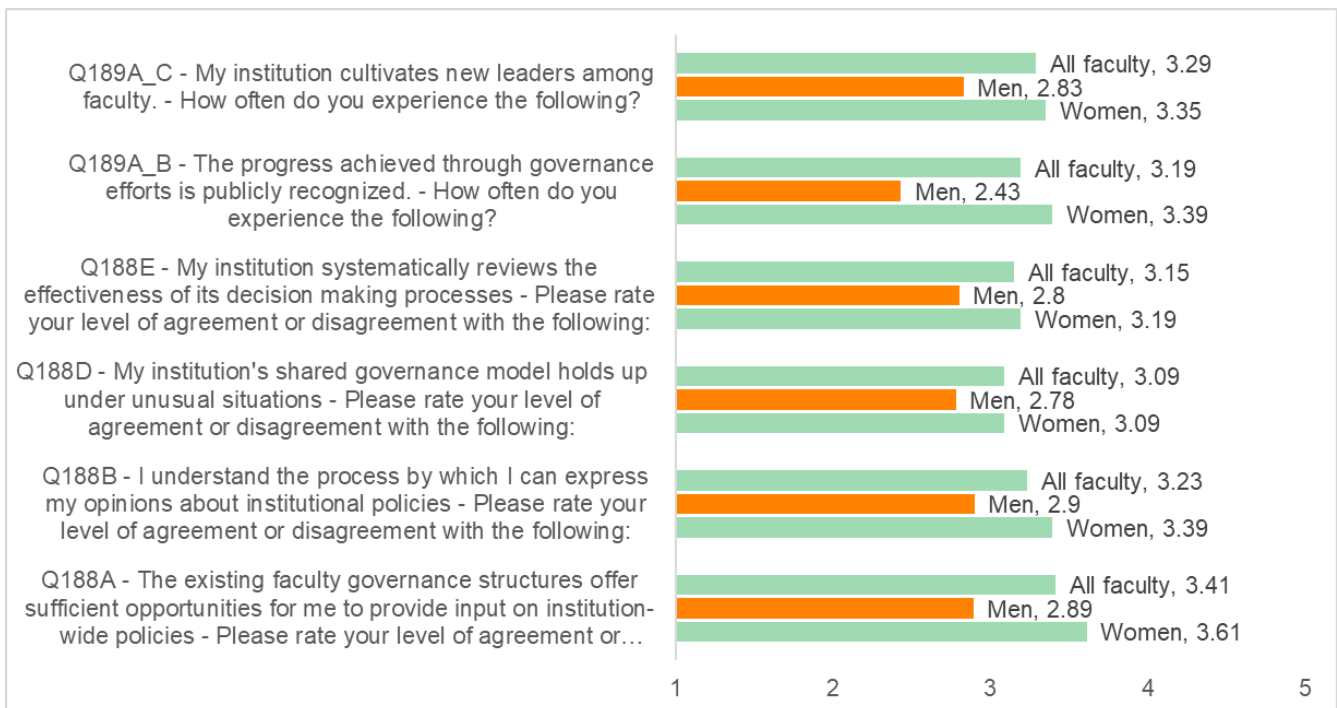
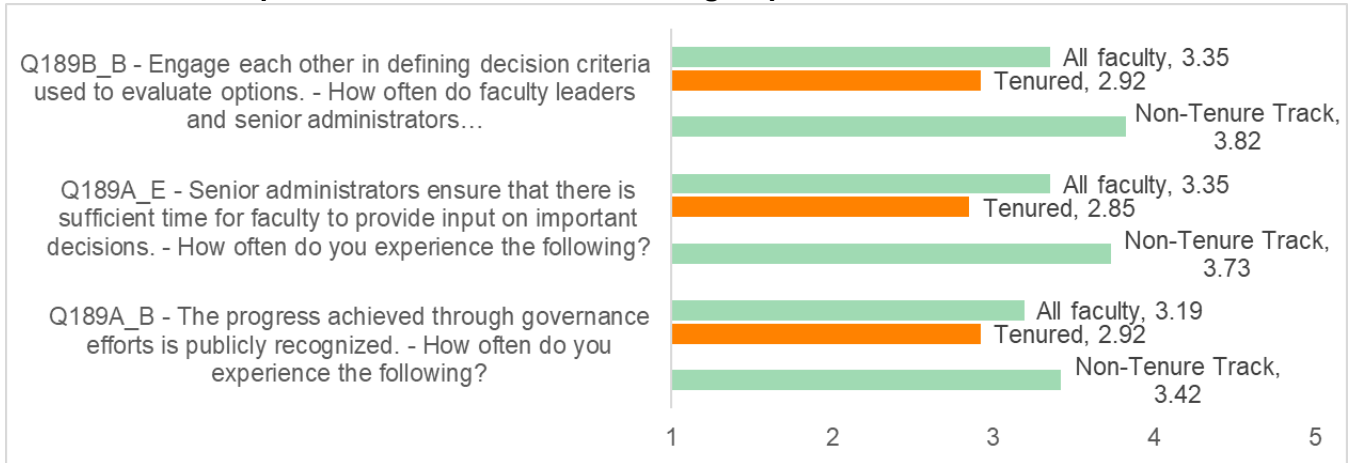
Items with overall positive means but at least one group has mean less than three



Shared Governance

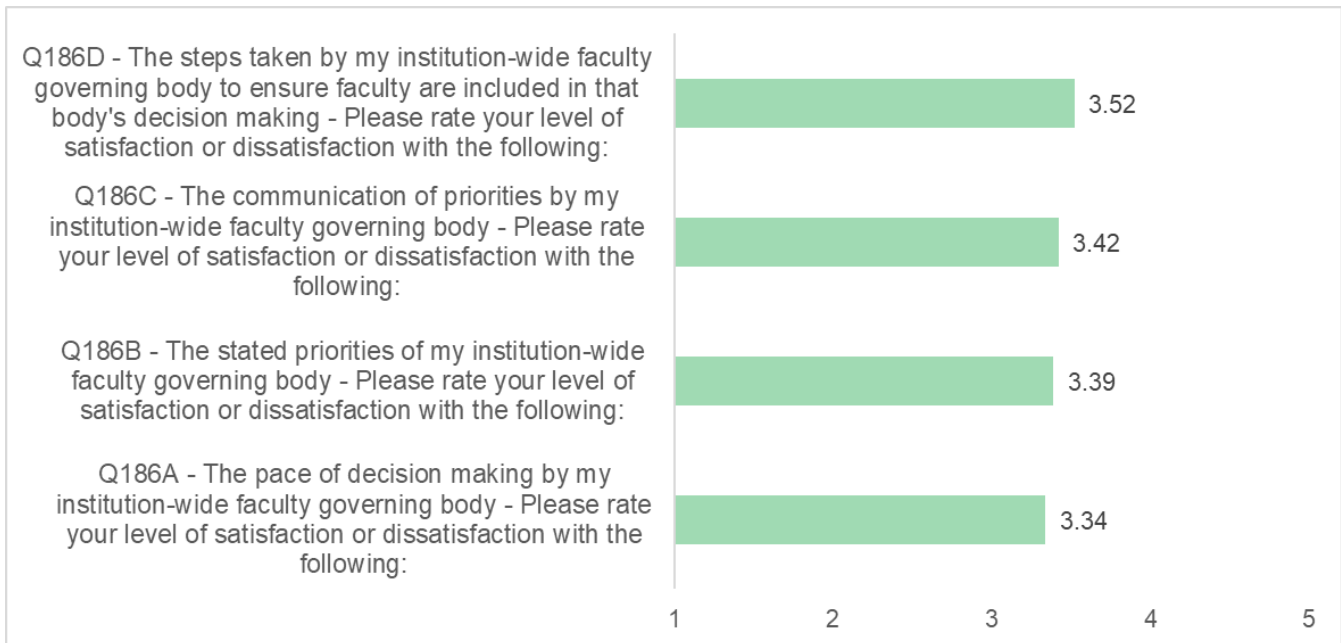


Items with overall positive means but at least one group has mean less than three

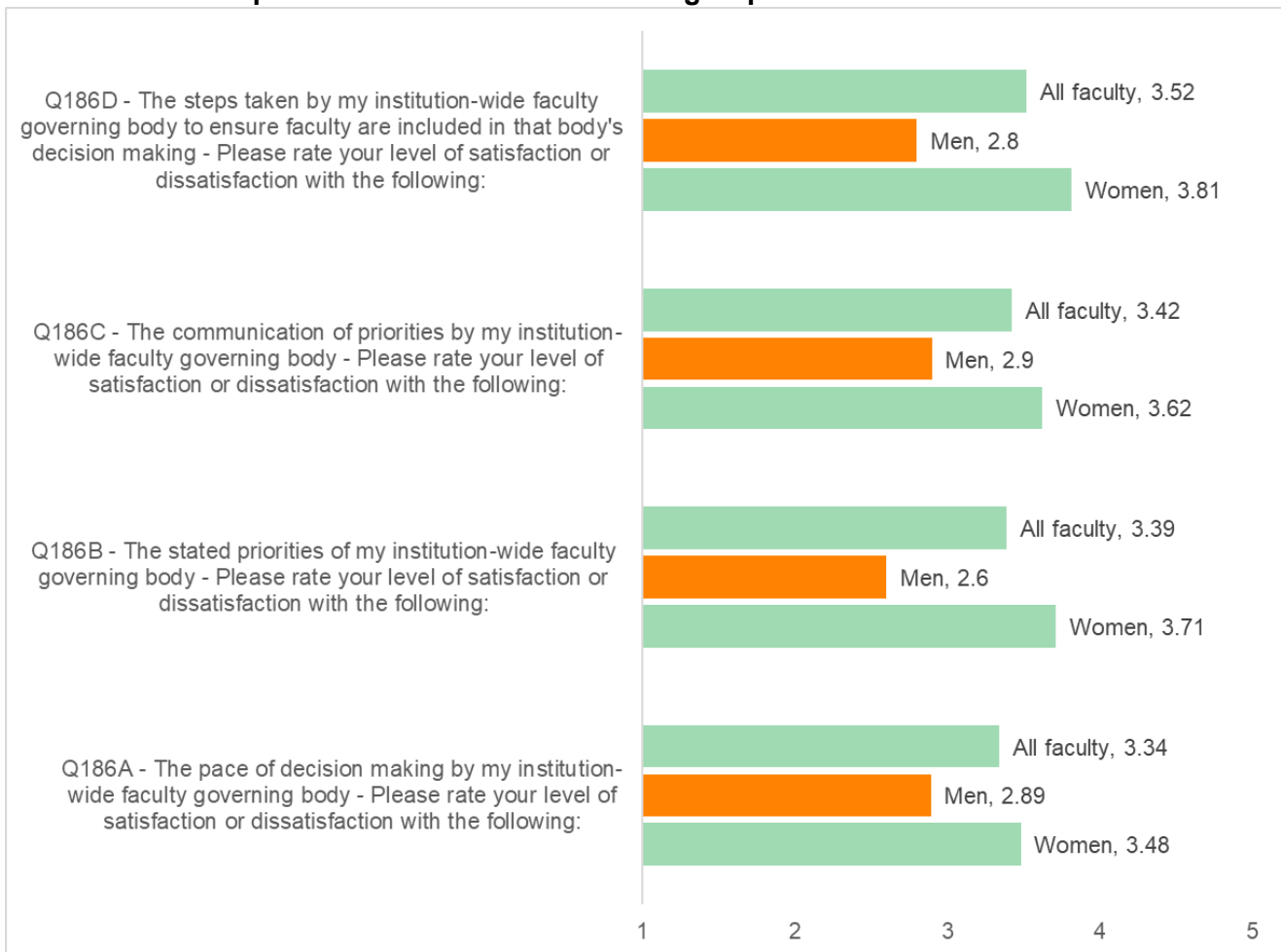




Leadership: Faculty



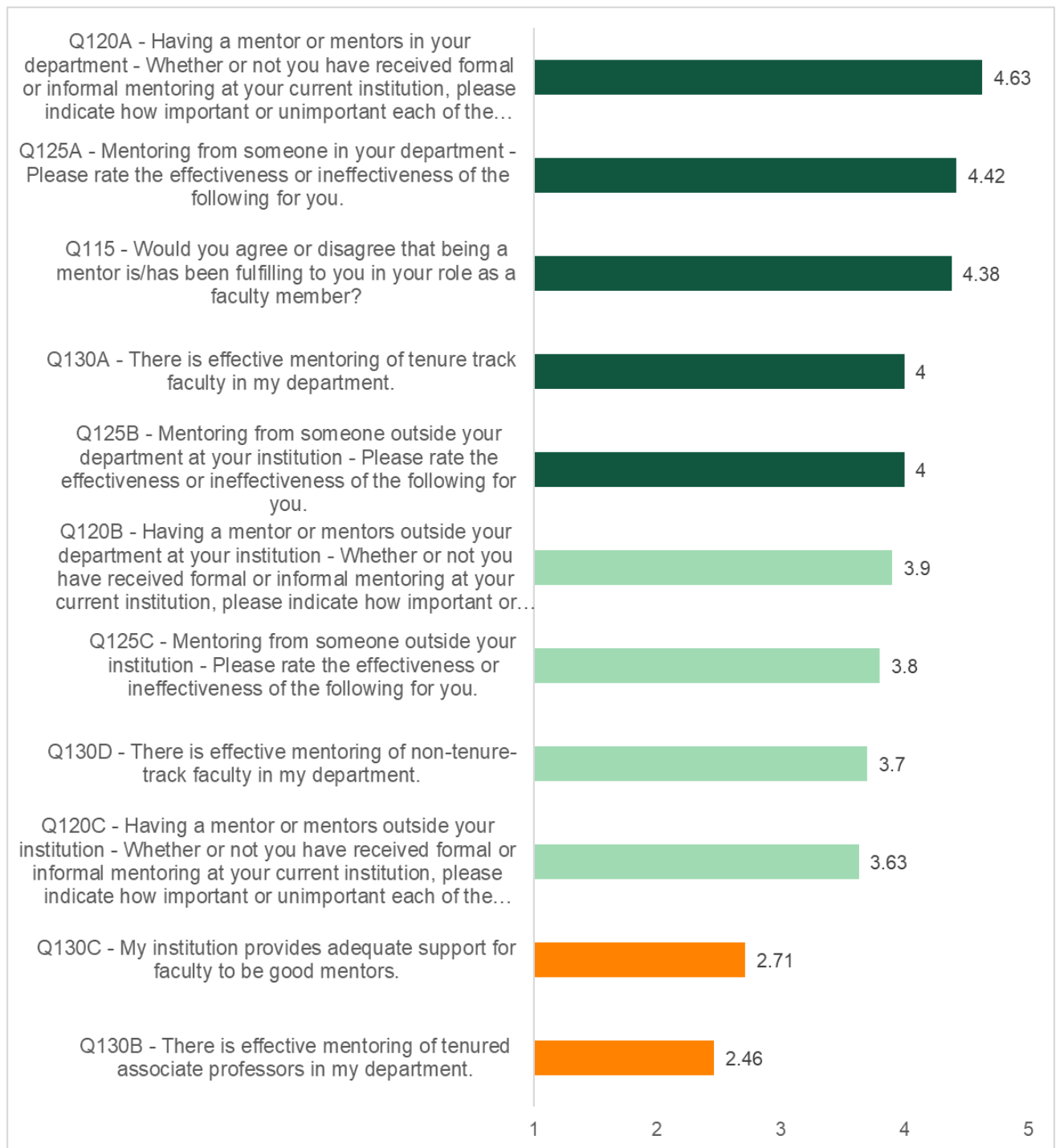
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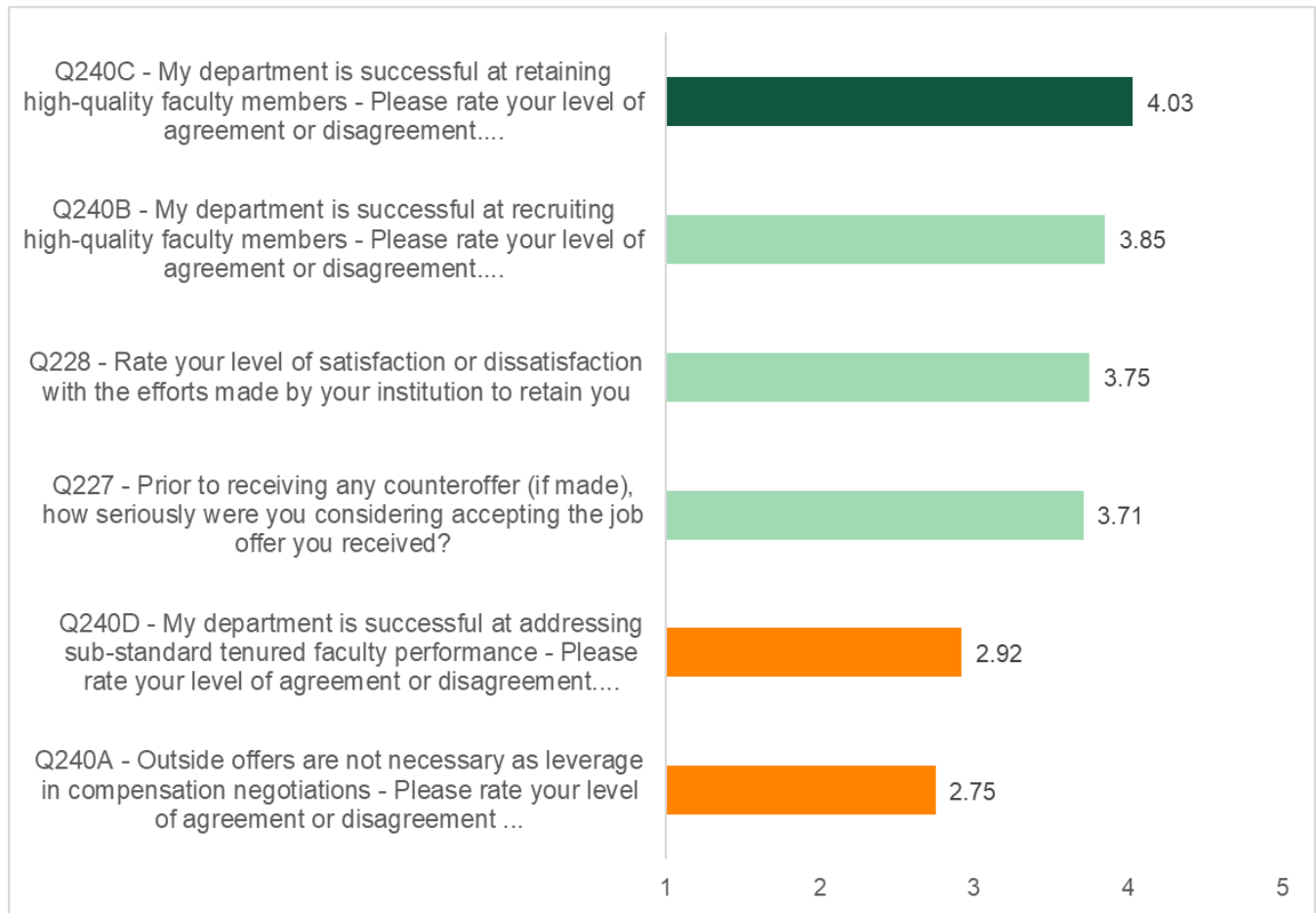
Tenure and Promotion



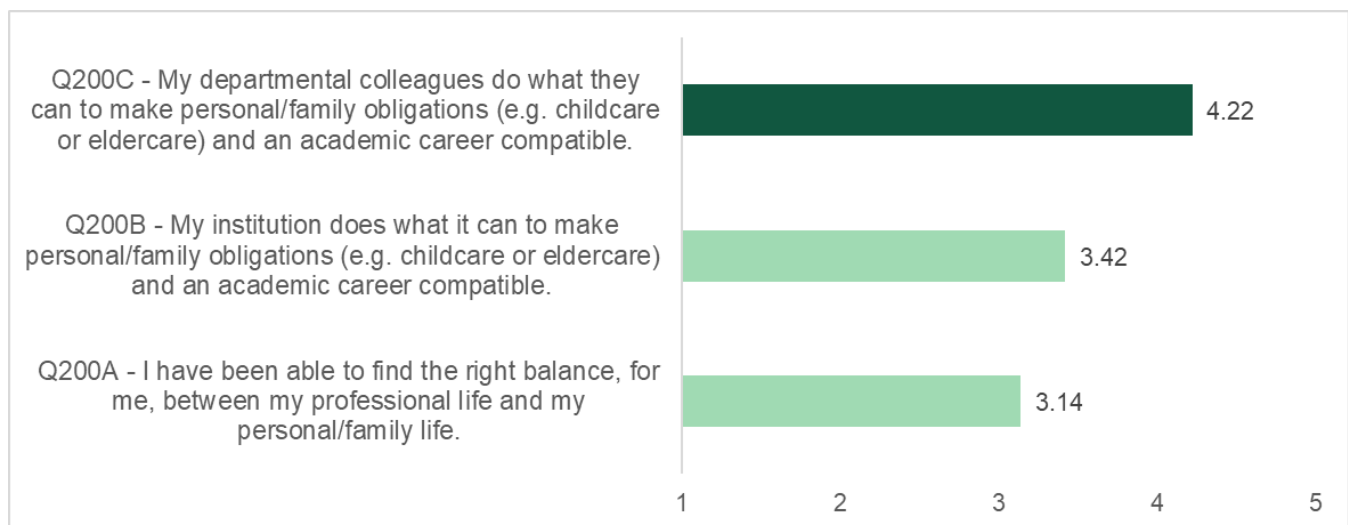
Mentoring



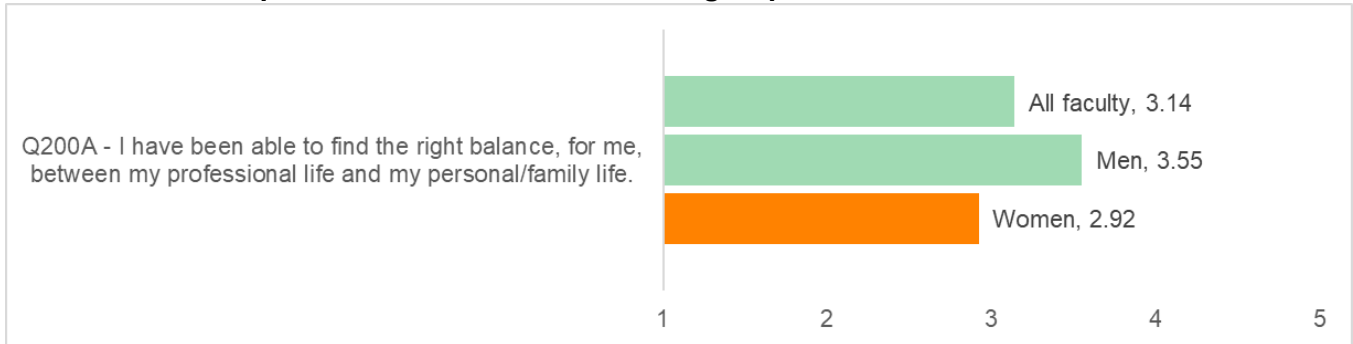
Recruitment and Retention



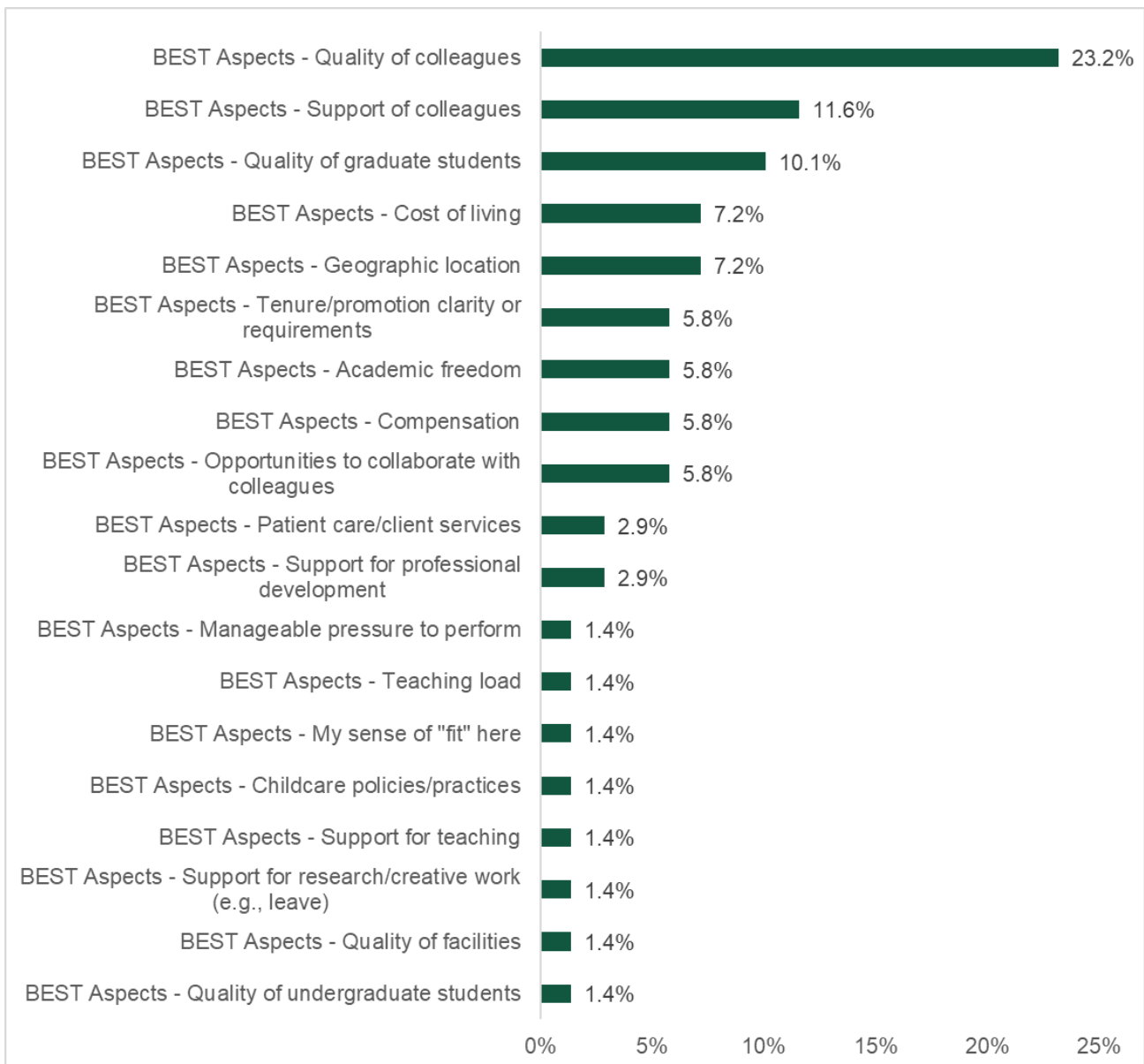
Work and Personal Life Balance



Items with overall positive means but at least one group has mean less than three

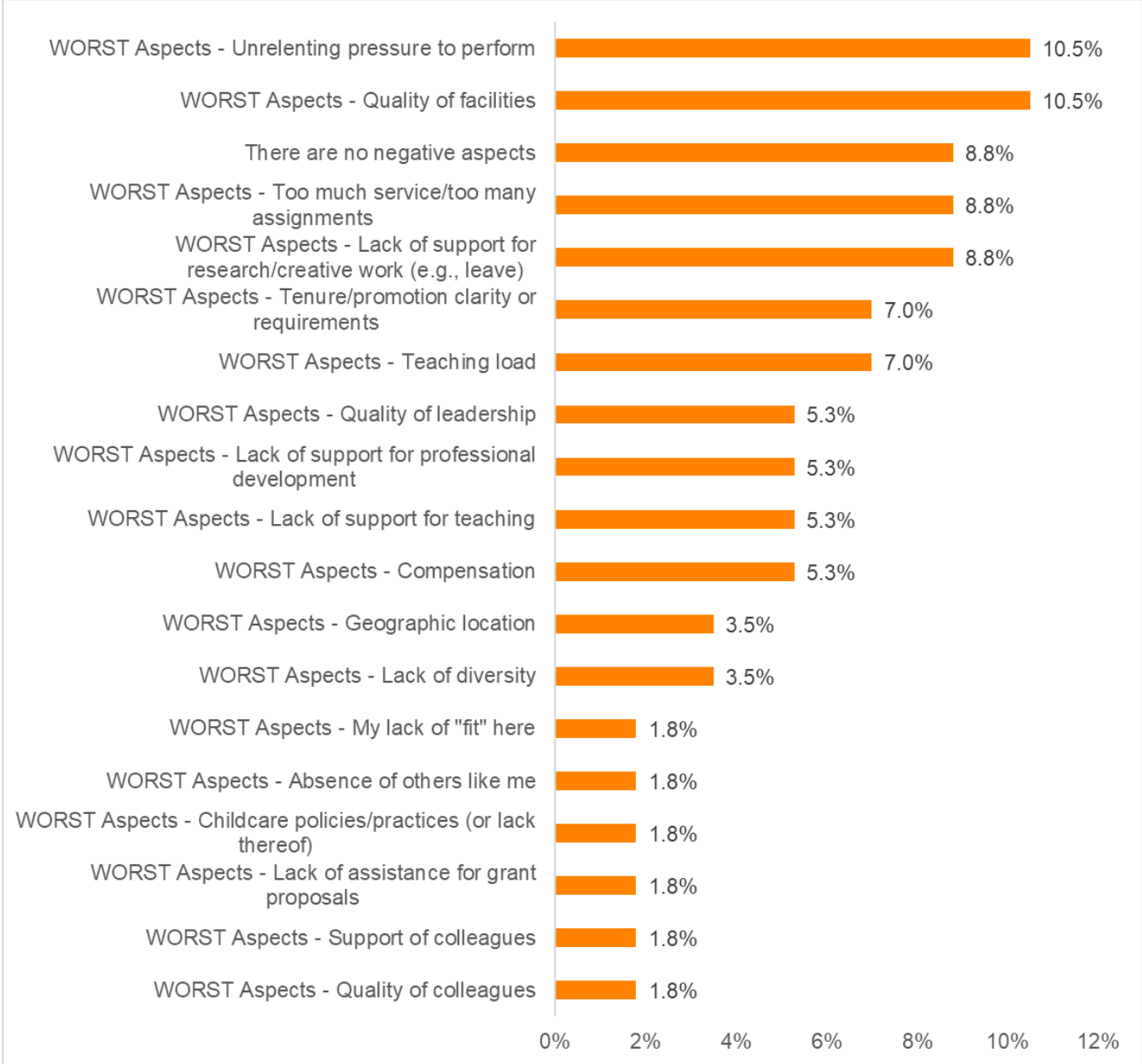


Q267A - Please check the two (and only two) BEST aspects about working at your institution.



Best Aspects Frequencies			
	Responses		Percent of Cases
	N	Percent	
BEST Aspects - Quality of colleagues	16	23.2%	44.4%
BEST Aspects - Support of colleagues	8	11.6%	22.2%
BEST Aspects - Quality of graduate students	7	10.1%	19.4%
BEST Aspects - Geographic location	5	7.2%	13.9%
BEST Aspects - Cost of living	5	7.2%	13.9%
BEST Aspects - Opportunities to collaborate with colleagues	<5		
BEST Aspects - Compensation	<5		
BEST Aspects - Academic freedom	<5		
BEST Aspects - Tenure/promotion clarity or requirements	<5		
BEST Aspects - Support for professional development	<5		
BEST Aspects - Patient care/client services	<5		
BEST Aspects - Quality of undergraduate students	<5		
BEST Aspects - Quality of facilities	<5		
BEST Aspects - Support for research/creative work (e.g., leave)	<5		
BEST Aspects - Support for teaching	<5		
BEST Aspects - Childcare policies/practices	<5		
BEST Aspects - My sense of "fit" here	<5		
BEST Aspects - Teaching load	<5		
BEST Aspects - Manageable pressure to perform	<5		

Q267B - Please check the two (and only two) WORST aspects about working at your institution.



	Responses		Percent of Cases
	N	Percent	
WORST Aspects - Quality of facilities	6	10.5%	17.6%
WORST Aspects - Unrelenting pressure to perform	6	10.5%	17.6%
WORST Aspects - Lack of support for research/creative work (e.g., leave)	5	8.8%	14.7%
WORST Aspects - Too much service/too many assignments	5	8.8%	14.7%
There are no negative aspects	5	8.8%	14.7%

WORST Aspects - Teaching load	<5		
WORST Aspects - Tenure/promotion clarity or requirements	<5		
WORST Aspects - Compensation	<5		
WORST Aspects - Lack of support for teaching	<5		
WORST Aspects - Lack of support for professional development	<5		
WORST Aspects - Quality of leadership	<5		
WORST Aspects - Lack of diversity	<5		
WORST Aspects - Geographic location	<5		
WORST Aspects - Quality of colleagues	<5		
WORST Aspects - Support of colleagues	<5		
WORST Aspects - Lack of assistance for grant proposals	<5		
WORST Aspects - Childcare policies/practices (or lack thereof)	<5		
WORST Aspects - Absence of others like me	<5		
WORST Aspects - My lack of "fit" here	<5		