

2022 COACHE Faculty Job Satisfaction  
Survey Results  
College of Pharmacy

# Table of Contents

Introduction .....	3
Response Rates.....	3
Benchmark Means .....	4
Global Satisfaction .....	5
Nature of Work – Overall .....	6
Nature of Work – Teaching .....	7
Nature of Work – Research .....	9
Nature of Work – Service.....	11
Clinical Faculty Questions.....	13
Resources and Support .....	14
Interdisciplinary Work.....	15
Collaboration.....	17
Non-Tenure-Track Faculty Questions.....	18
Appreciation and Recognition .....	19
Departmental Engagement, Quality, and Collegiality .....	20
Departmental Engagement.....	21
Departmental Collegiality .....	23
Institutional Governance and Leadership .....	24
Shared Governance.....	26
Leadership: Faculty .....	29
Tenure and Promotion .....	31
Mentoring .....	32
Recruitment and Retention .....	33
Work and Personal Life Balance.....	34
Q267A - Please check the two (and only two) BEST aspects about working at your institution.....	36
Q267B - Please check the two (and only two) WORST aspects about working at your institution.....	38

# Introduction

## Response Rates

	College of Pharmacy			UTHSC
	Population	Respondents	Response Rate	Response Rate
<b>Overall</b>	<b>63</b>	<b>38</b>	<b>60%</b>	31%
<b>Tenure Status</b>				
T	23	13	57%	45%
TT	11	7	64%	44%
NTT	29	18	62%	26%
<b>Rank</b>				
Professor (or Full Professor)	19	12	63%	41%
Associate Professor	23	16	70%	34%
Assistant Professor	21	10	48%	26%
<b>Gender</b>				
Man/Trans man	43	27	63%	26%
Woman/Trans woman	20	11	55%	36%
<b>Ethnicity-Race</b>				
Asian or Asian-American	13	10	77%	25%
Black or African-American	<5	<5	---	35%
Hispanic or Latino/a	<5	<5	---	30%
Middle Eastern, Southwest Asian, or North African	<5	<5	---	75%
White (non-Hispanic)	43	23	53%	31%
Other	<5	<5	---	86%
Faculty of Color	20	15	75%	31%
Underrepresented Minorities	7	5	71%	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

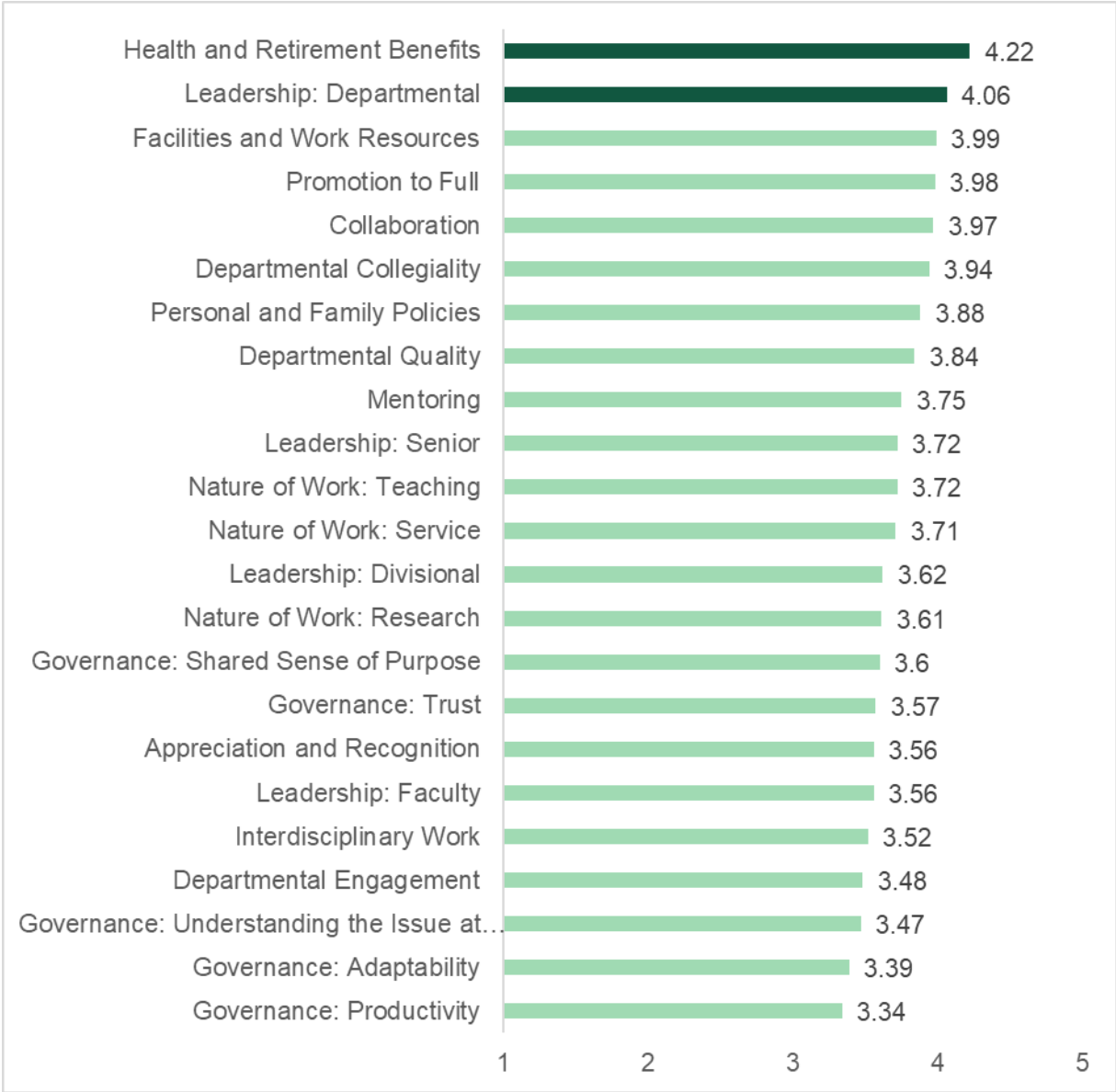
Items with mean less than 3.00



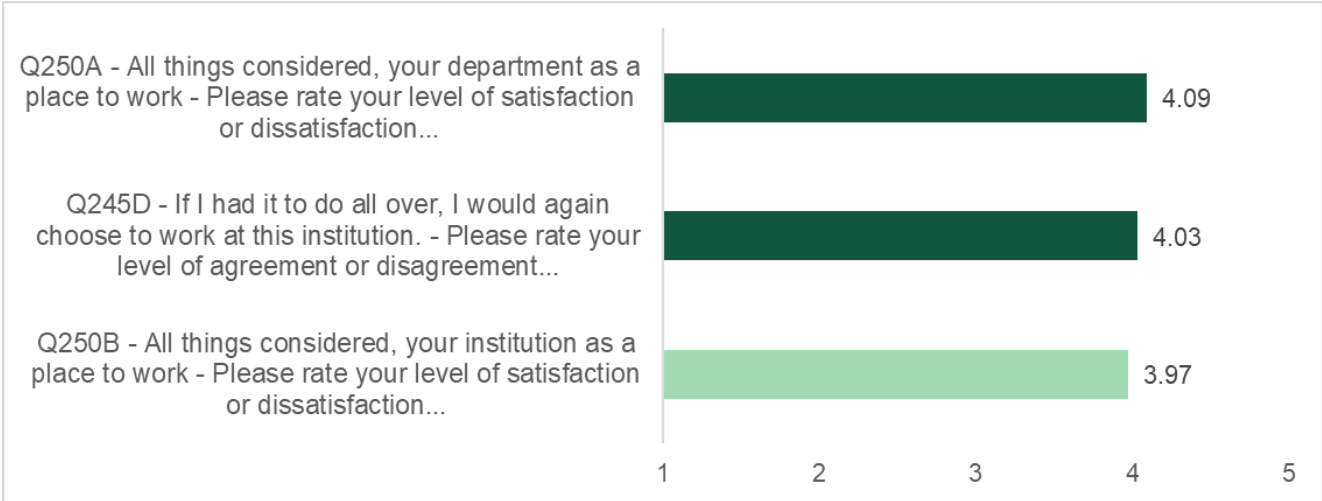
### Differences within Groups

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.

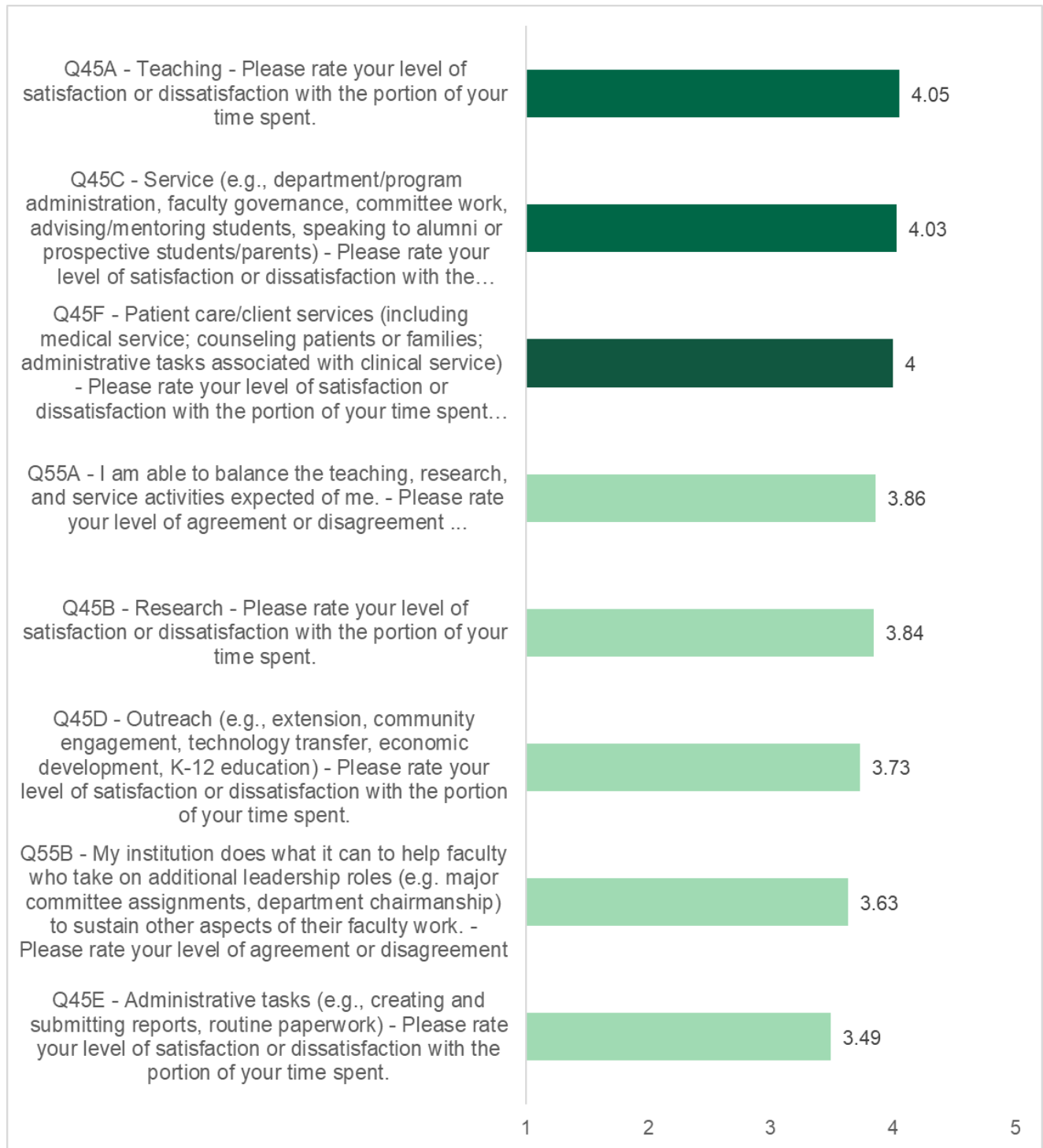
# Benchmark Means



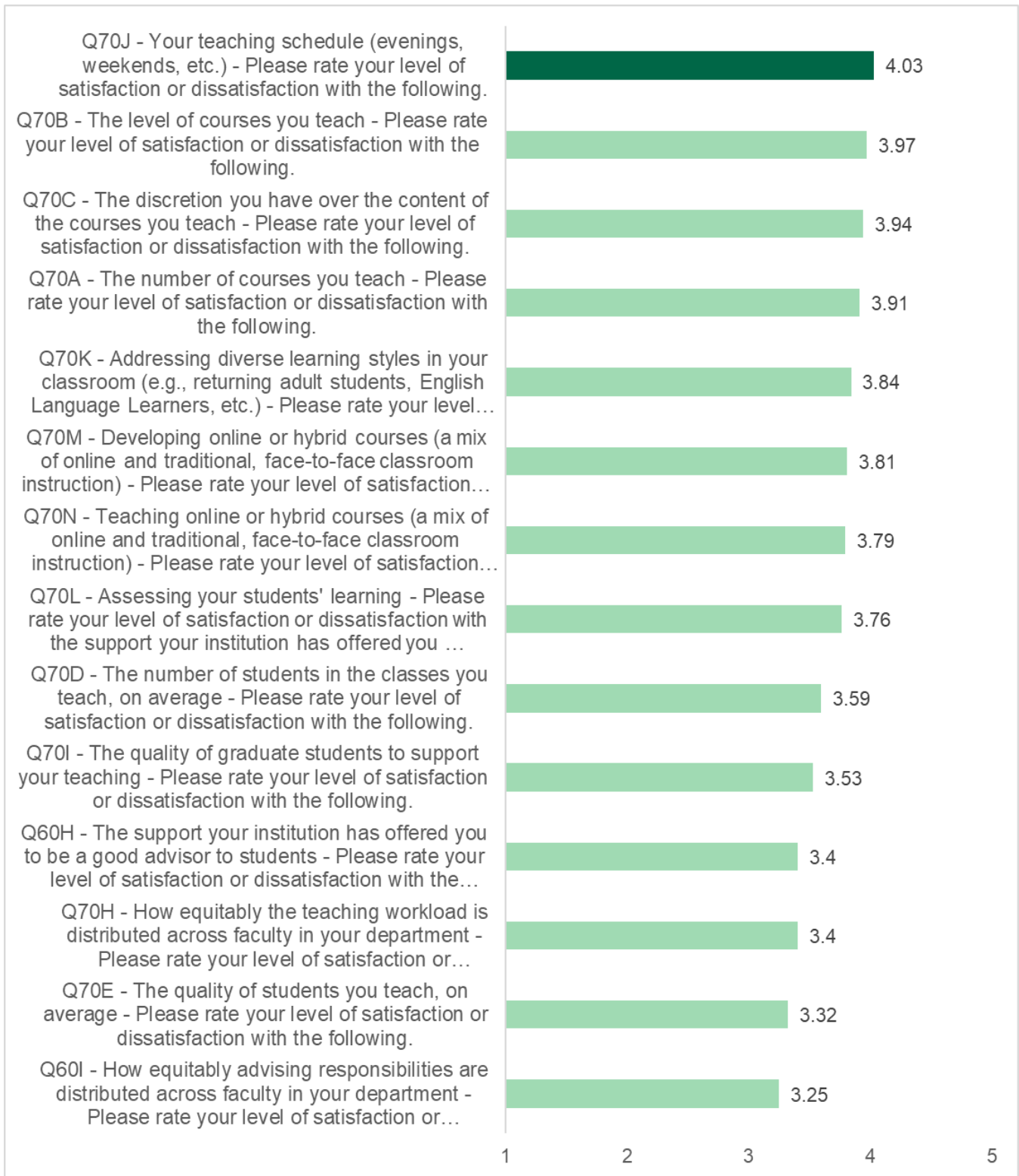
# Global Satisfaction



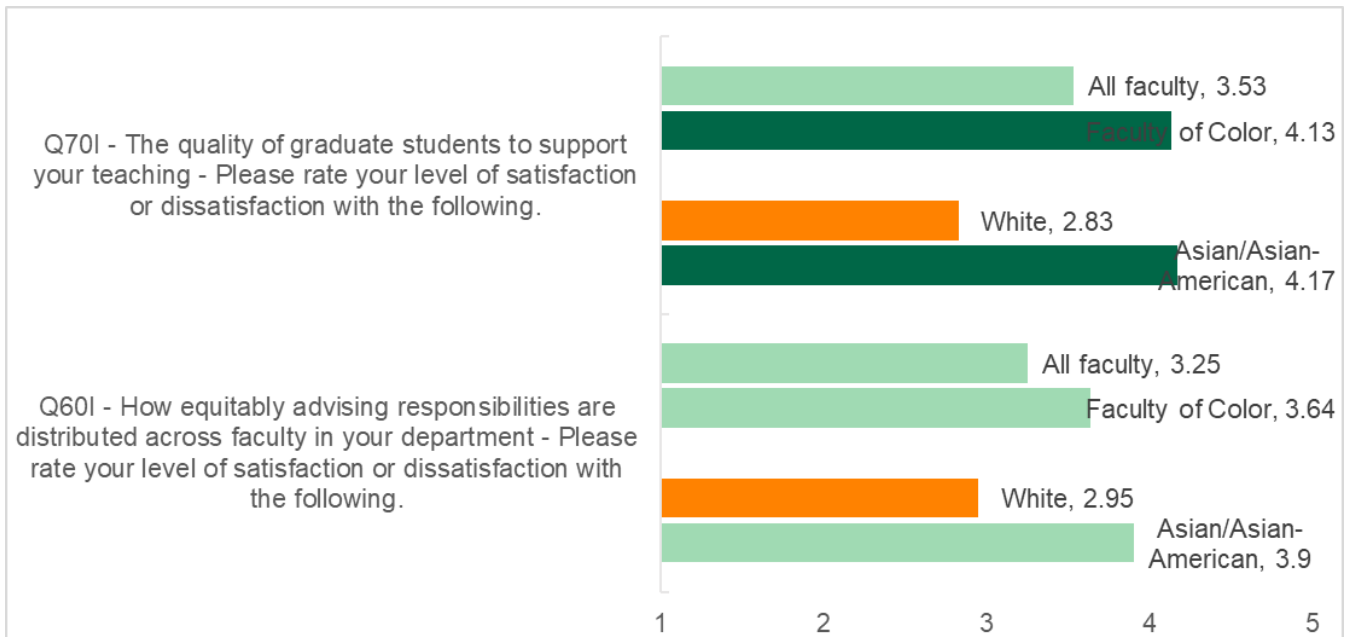
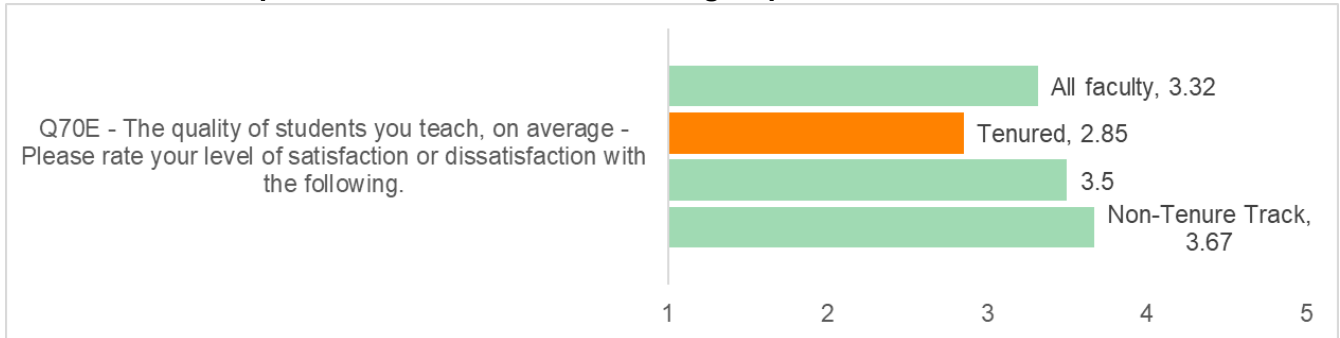
# Nature of Work – Overall



# Nature of Work – Teaching

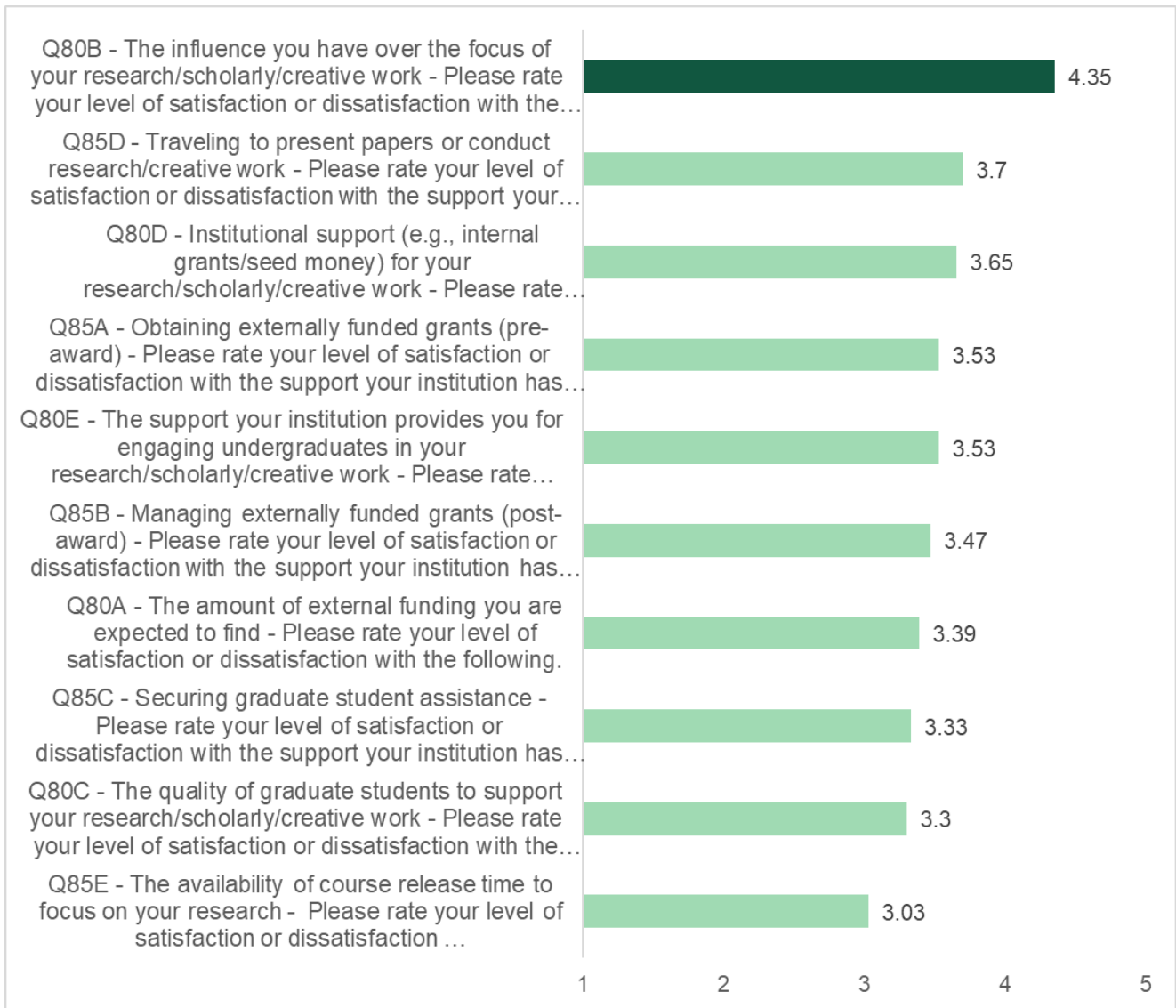


**Items with overall positive means but at least one group has mean less than three**

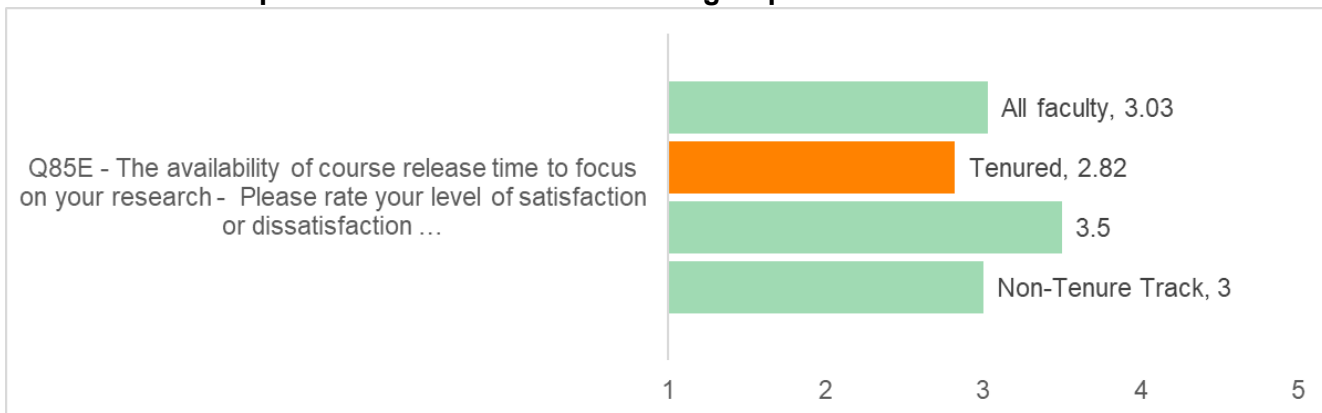


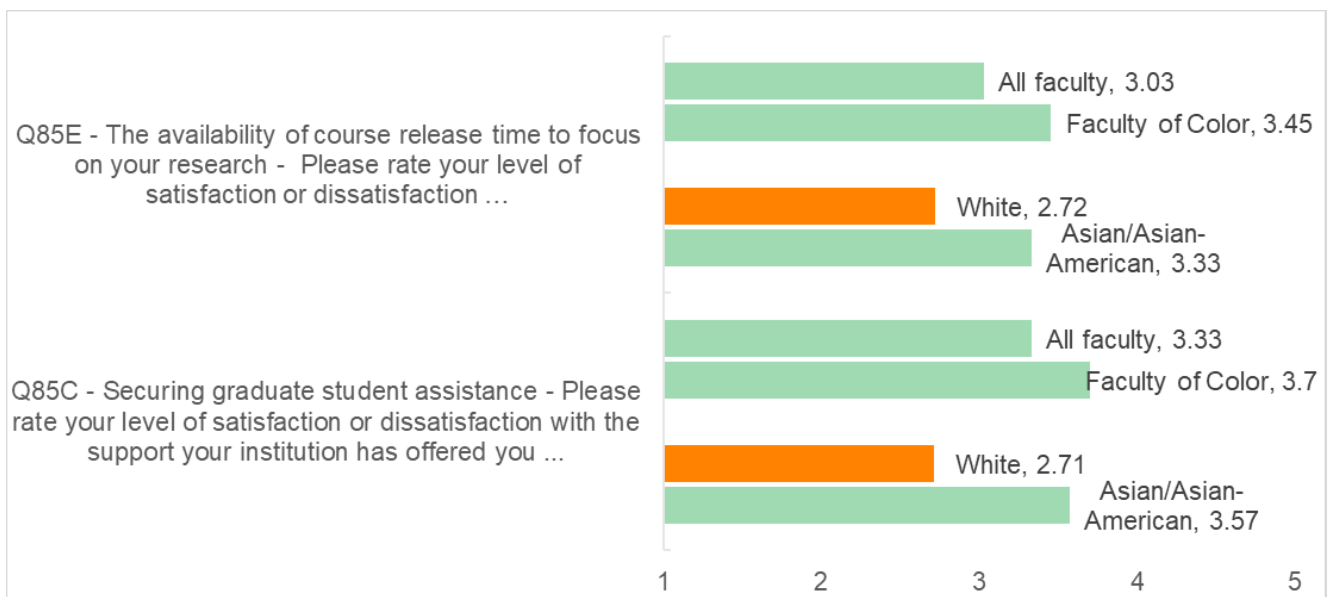


# Nature of Work – Research



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

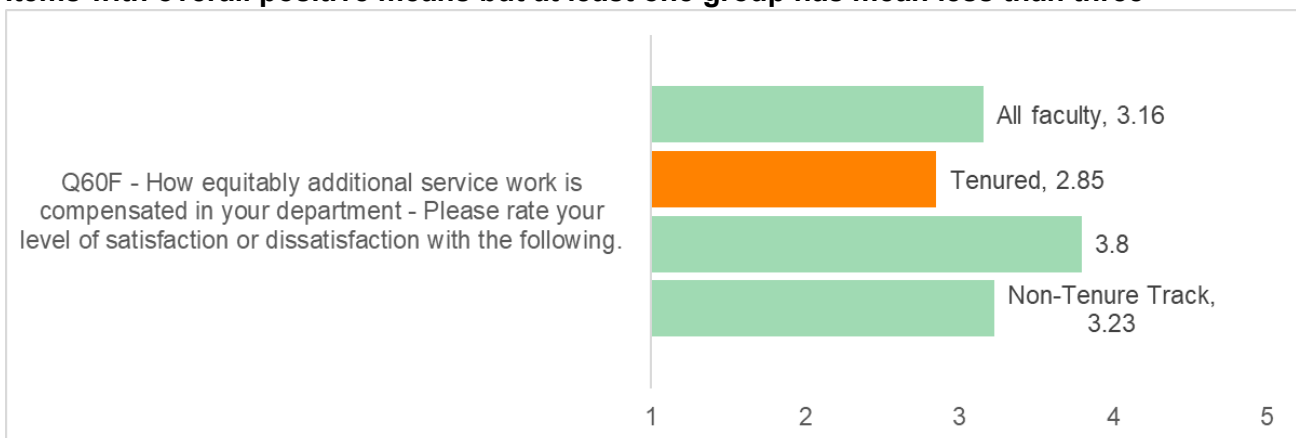


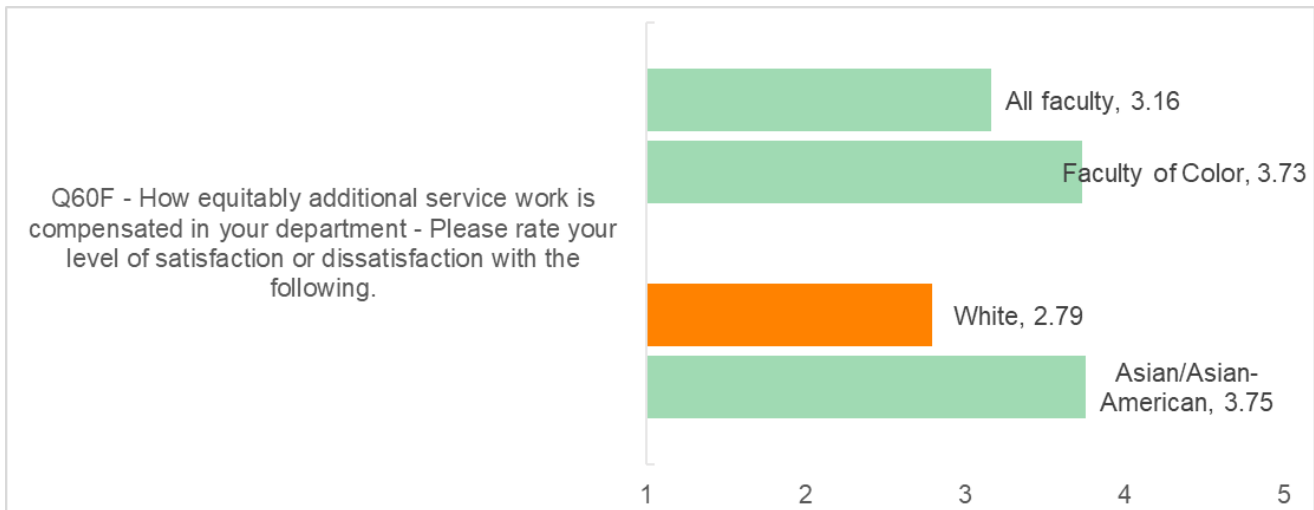


## Nature of Work – Service

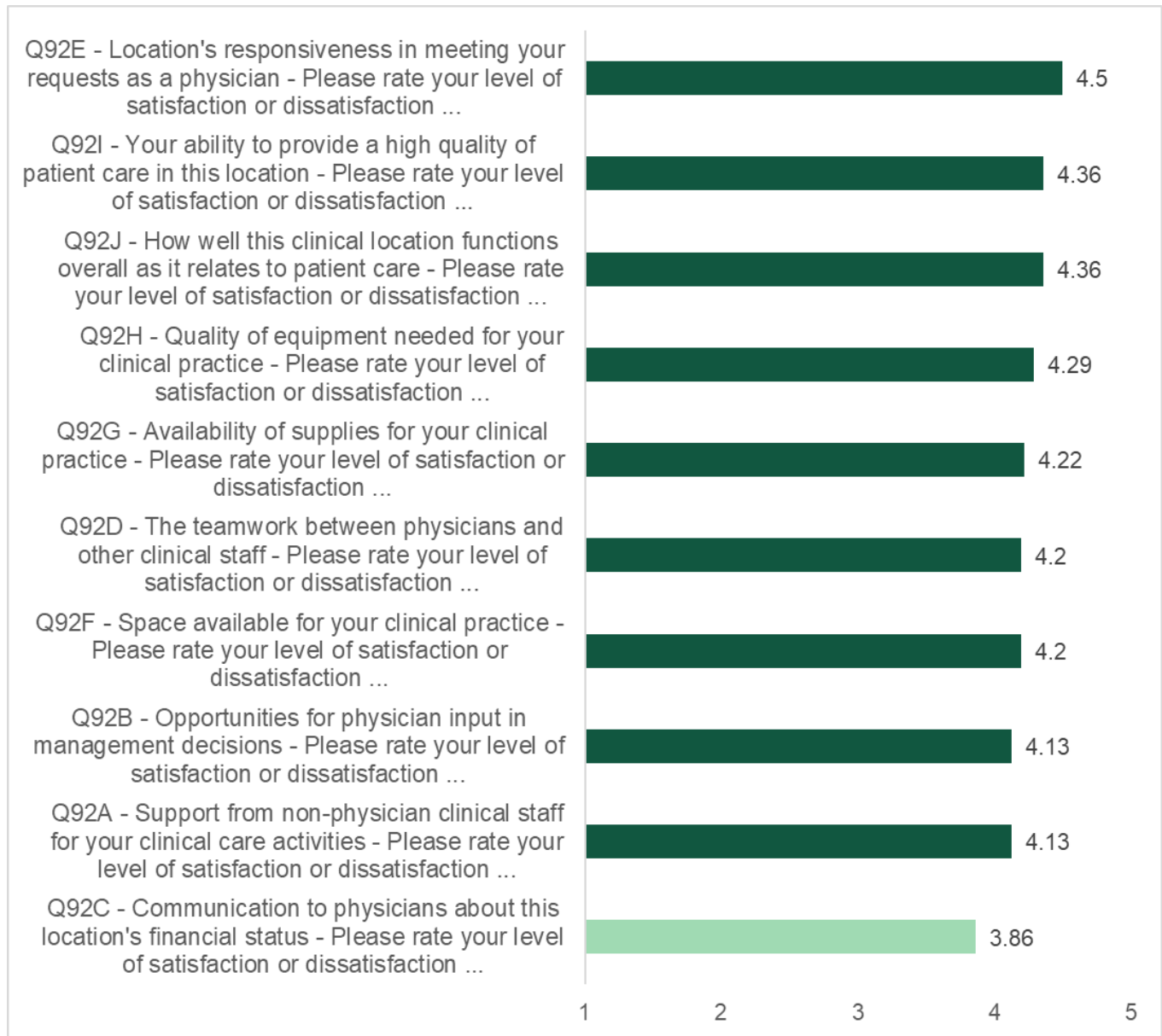


### Items with overall positive means but at least one group has mean less than three

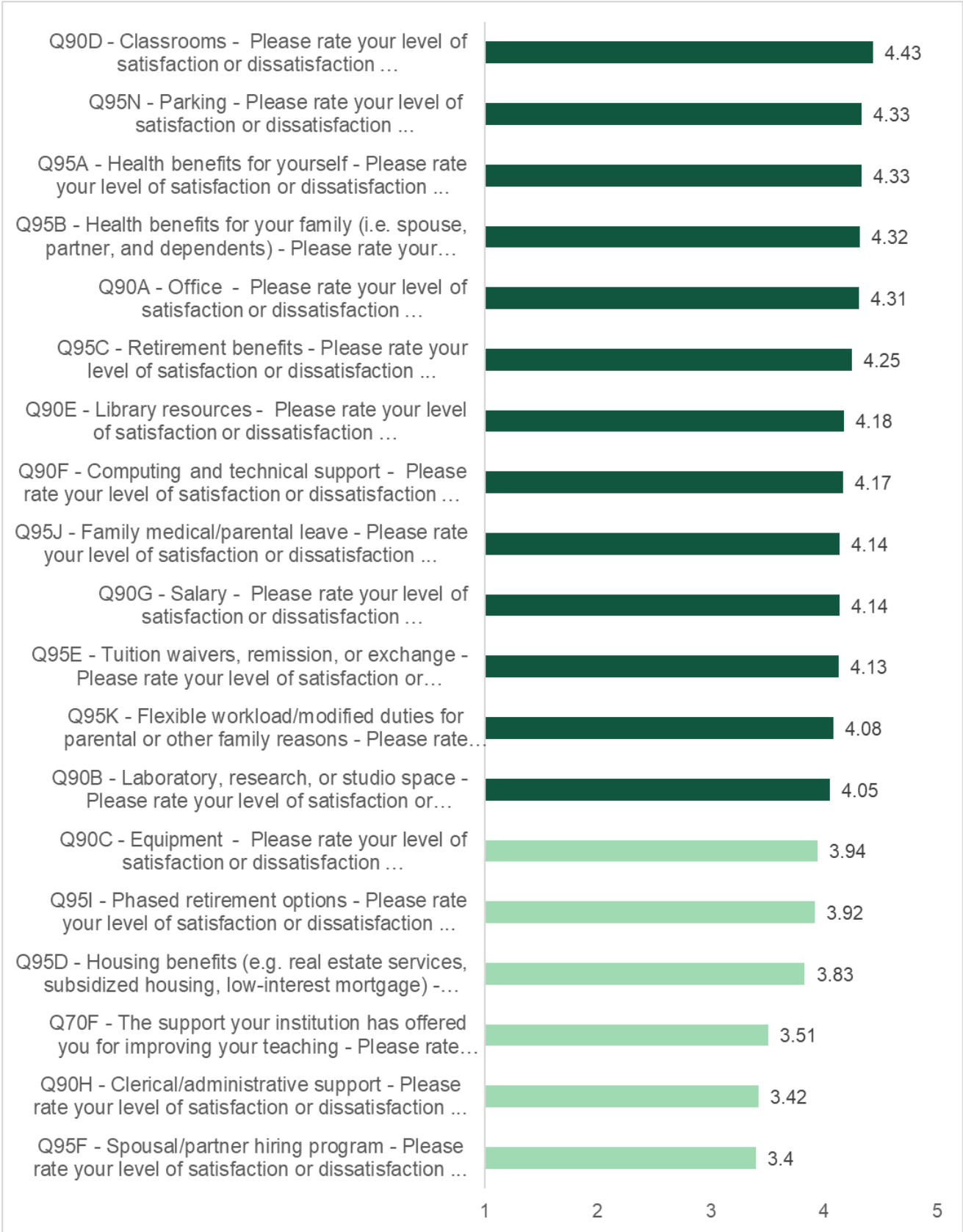




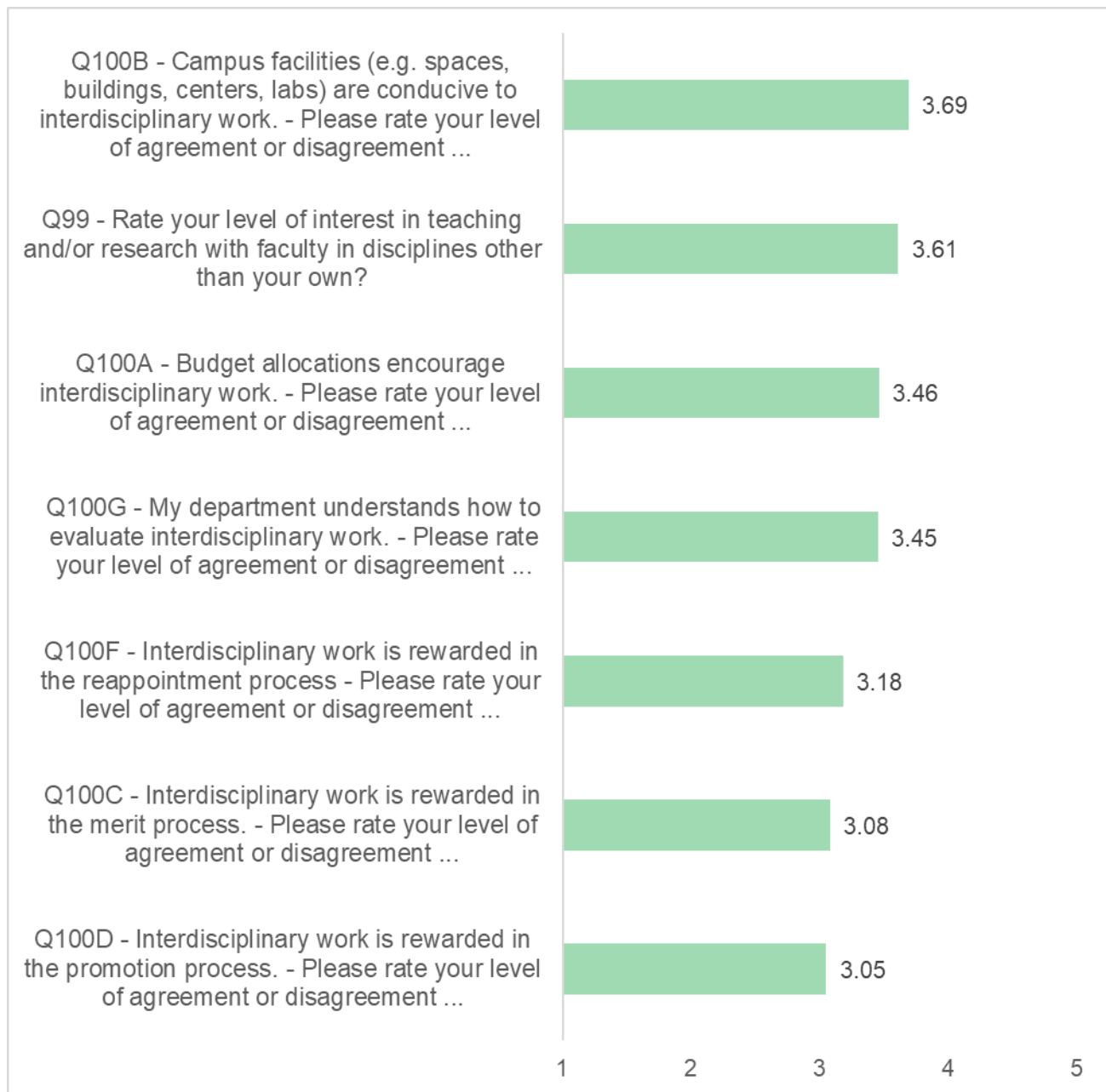
# Clinical Faculty Questions



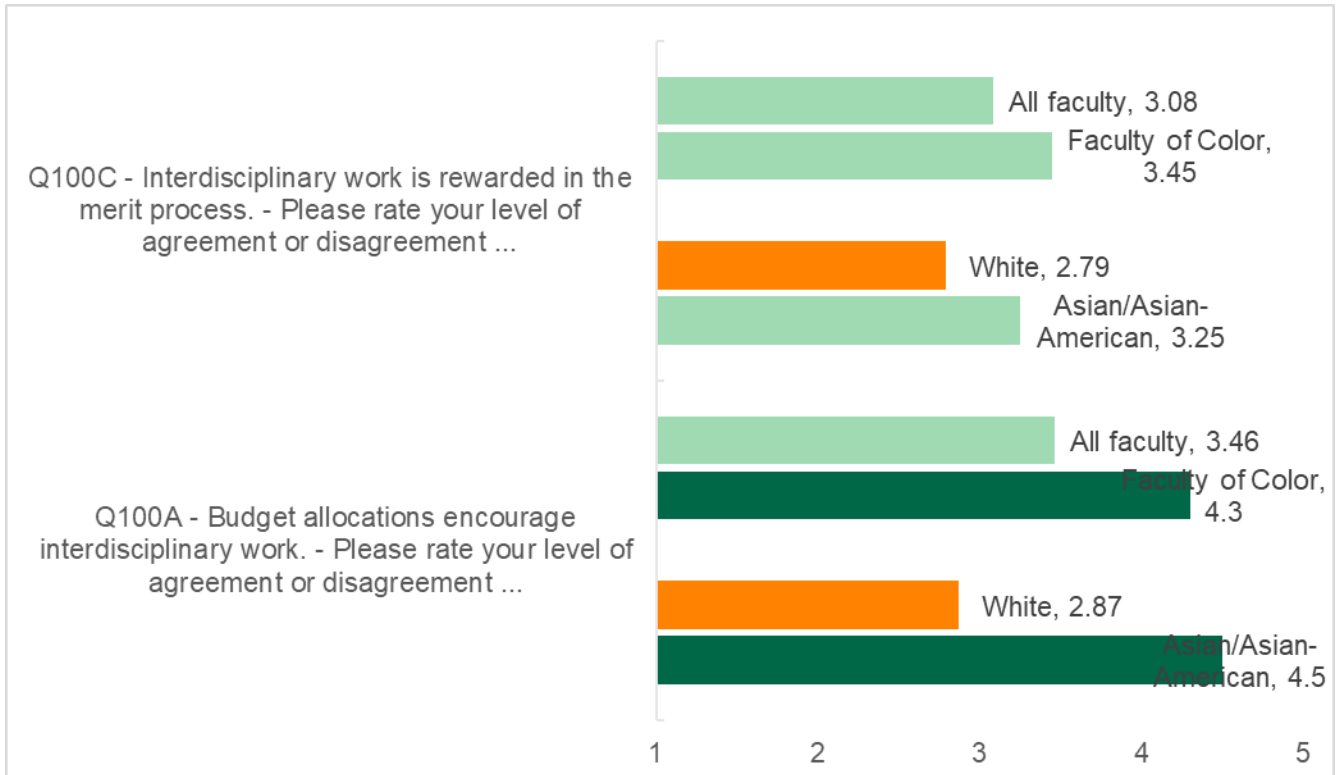
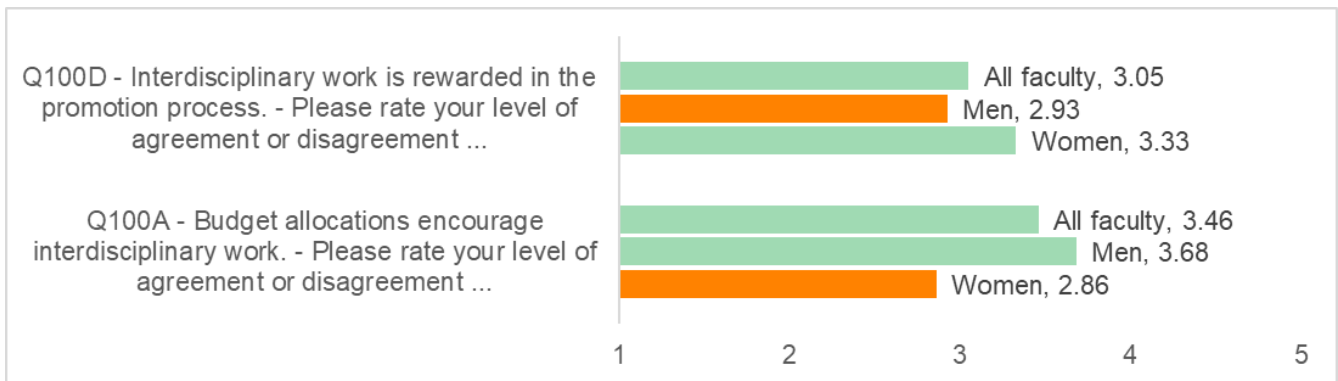
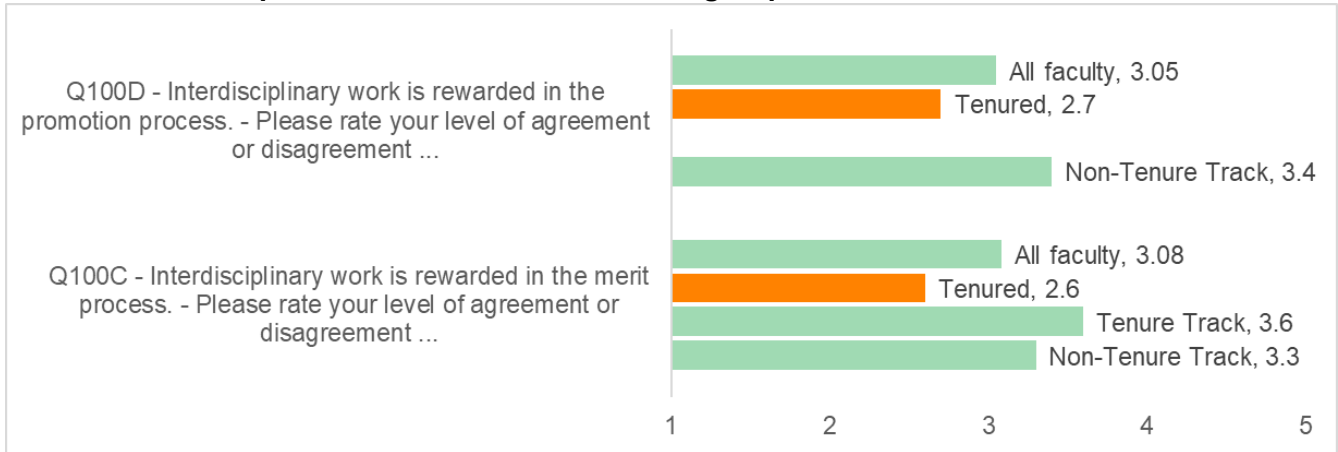
# Resources and Support



# Interdisciplinary Work

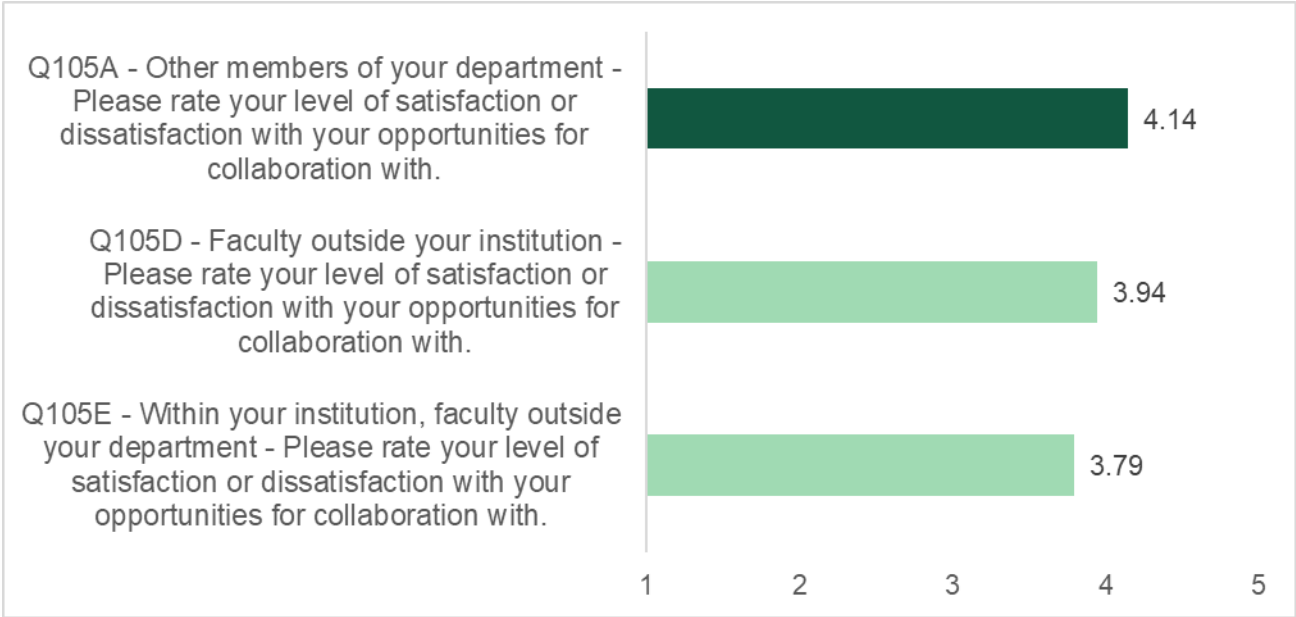


**Items with overall positive means but at least one group has mean less than three**

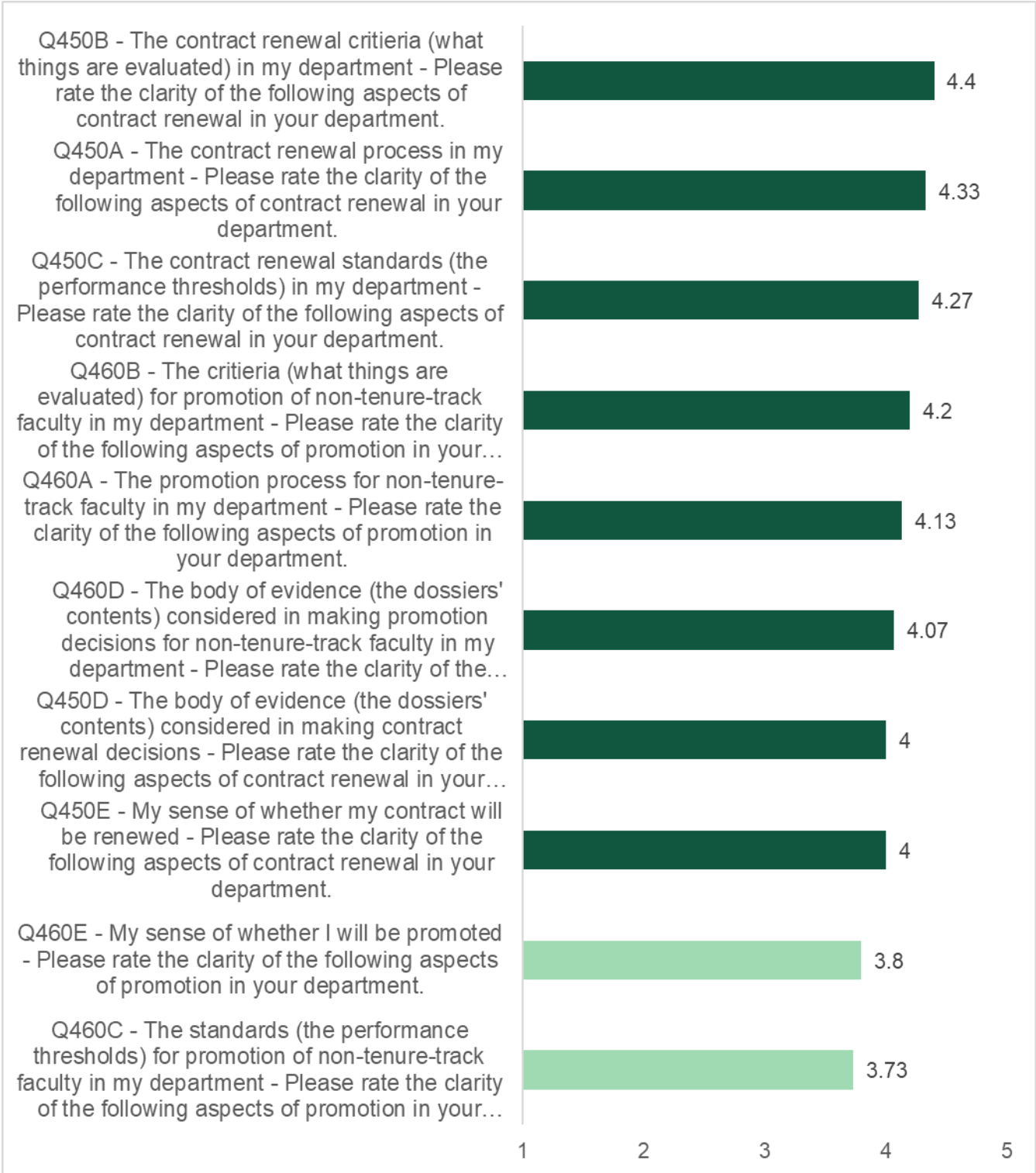




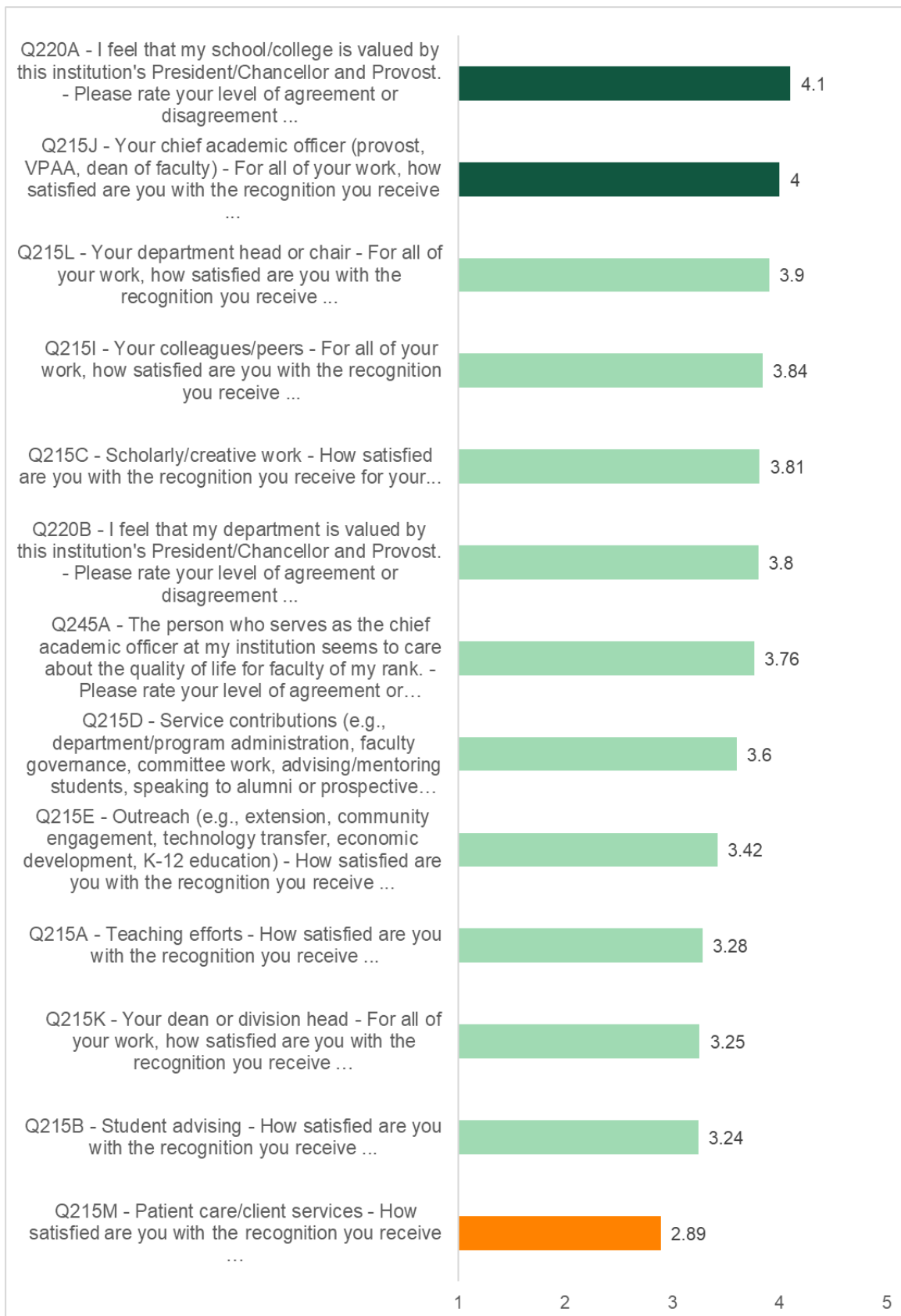
# Collaboration



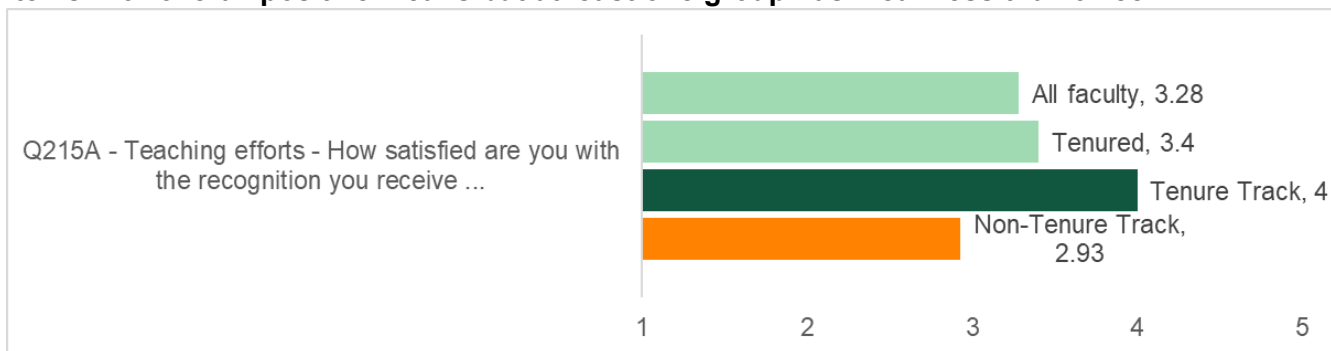
# Non-Tenure-Track Faculty Questions



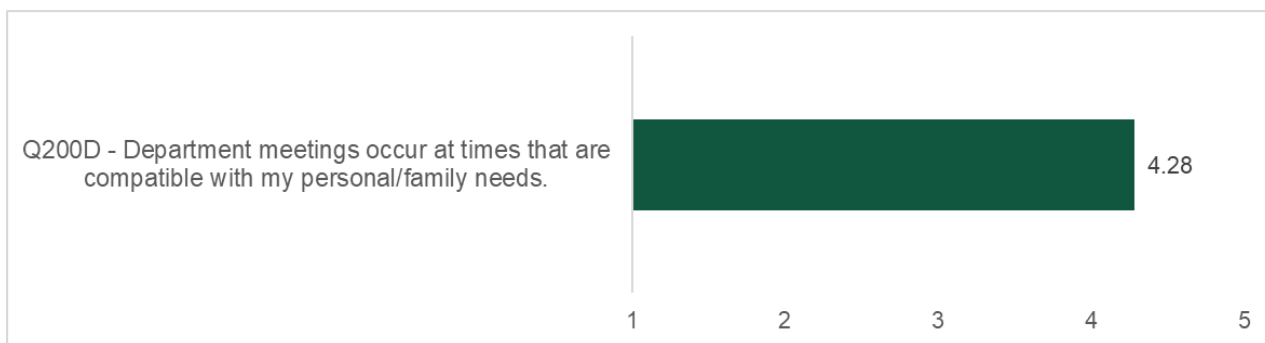
# Appreciation and Recognition



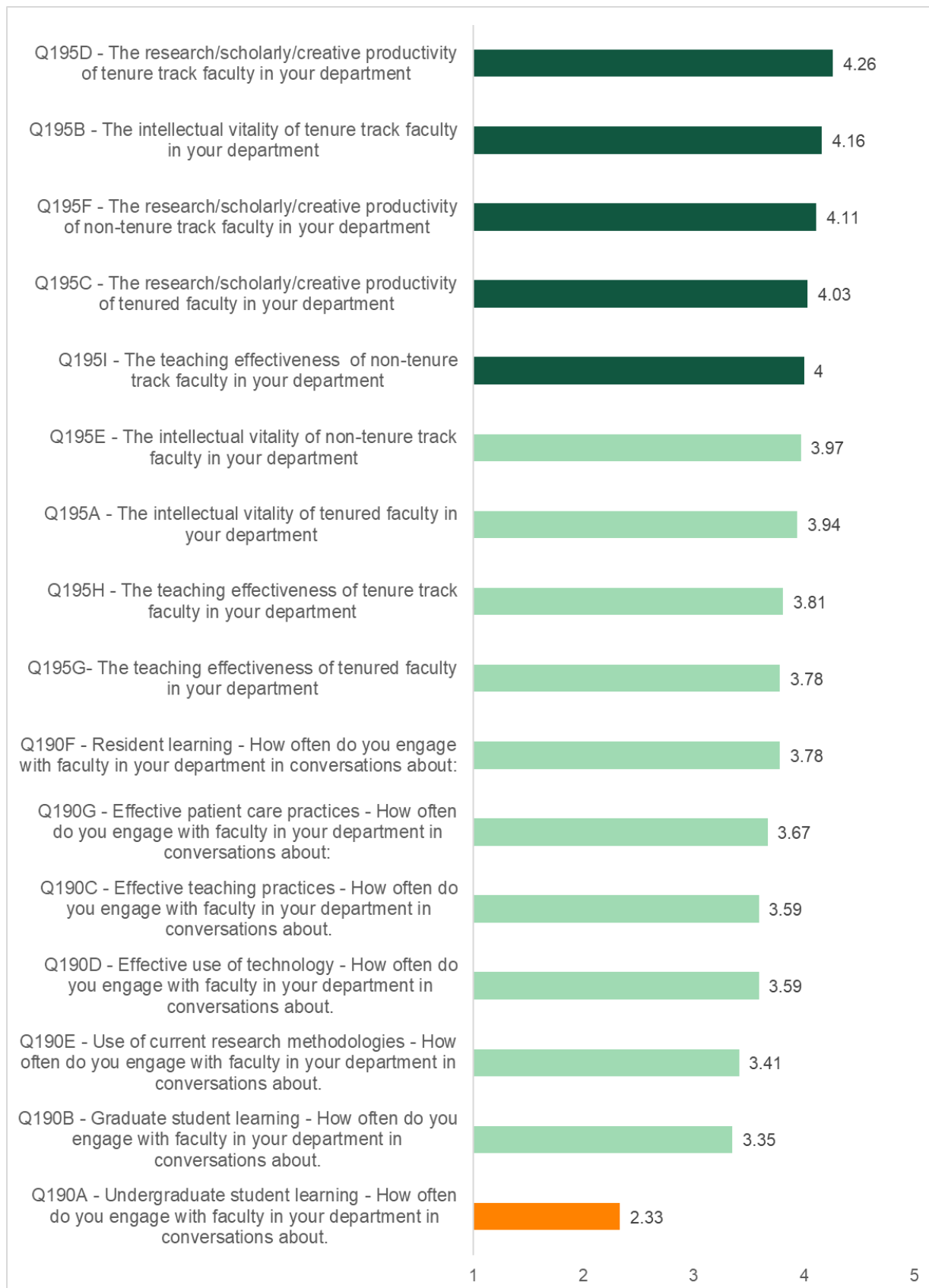
**Items with overall positive means but at least one group has mean less than three**



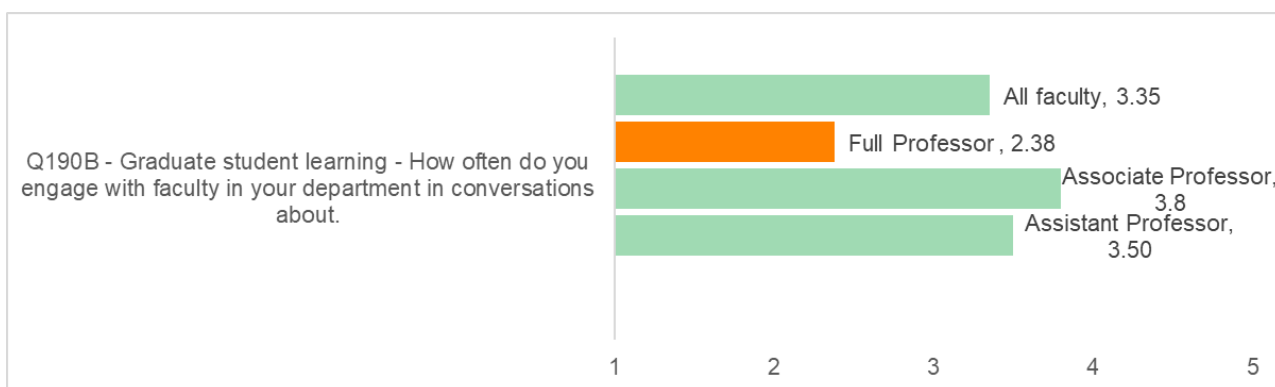
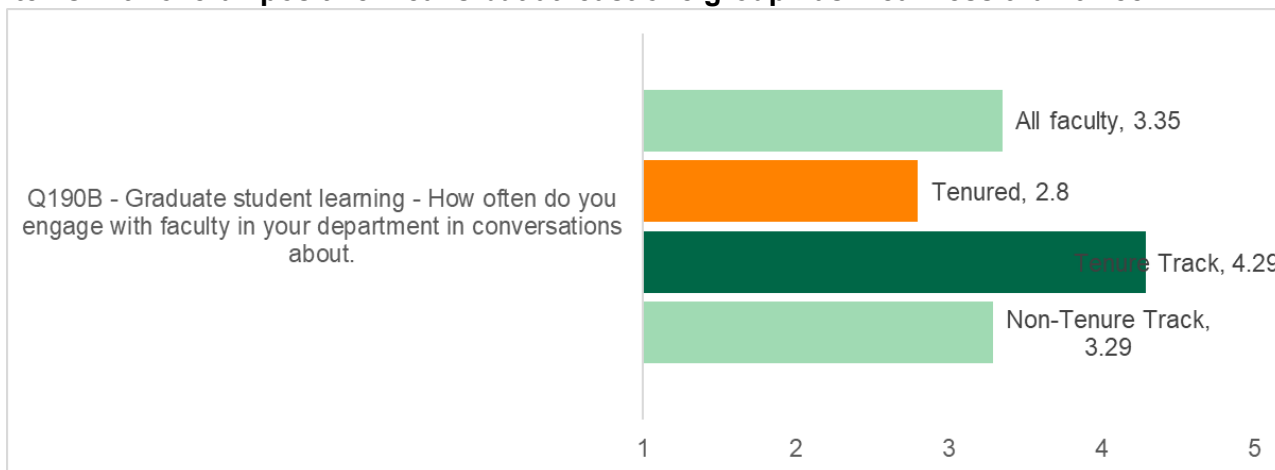
**Departmental Engagement, Quality, and Collegiality**



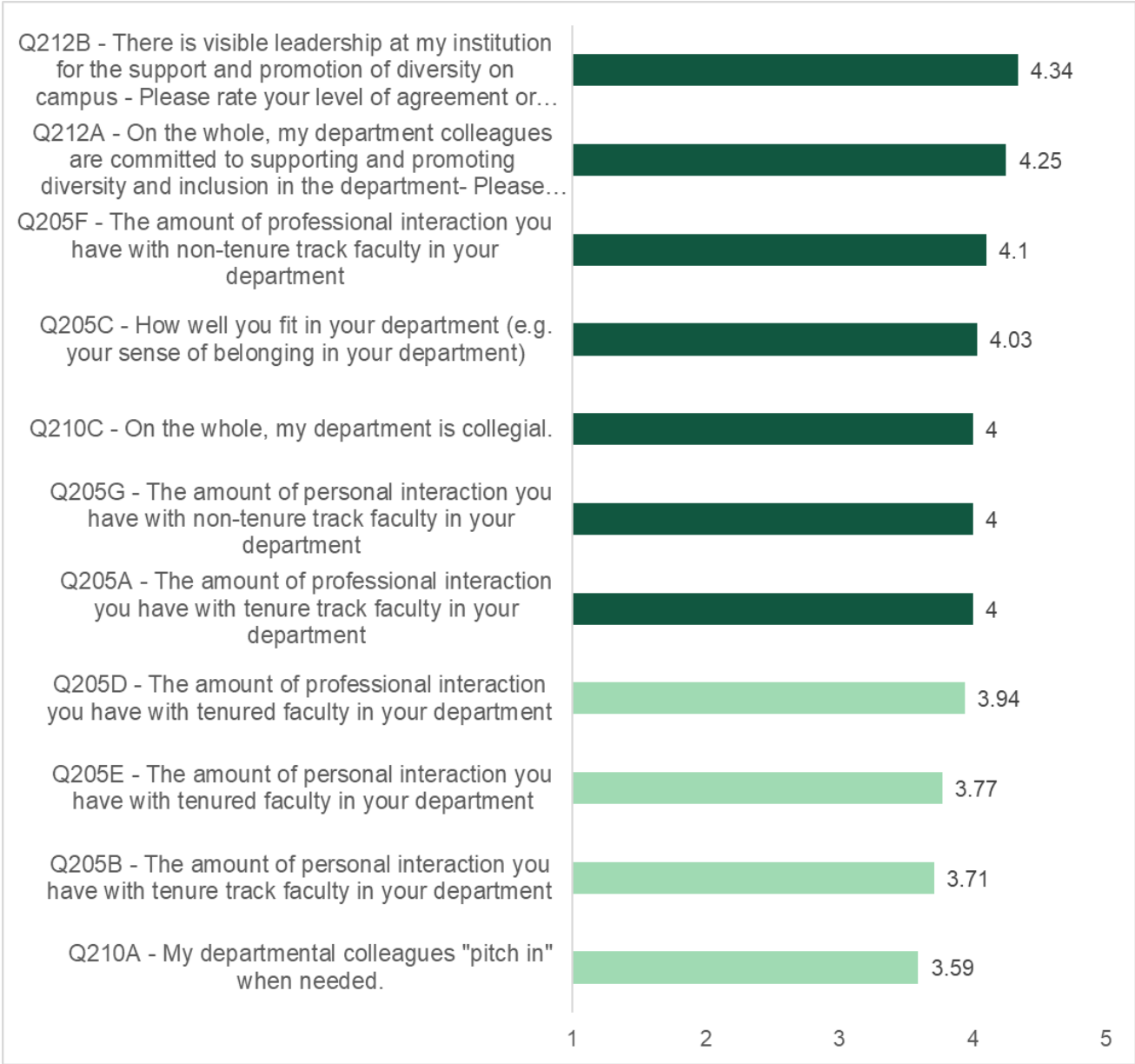
# Departmental Engagement



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



# Departmental Collegiality

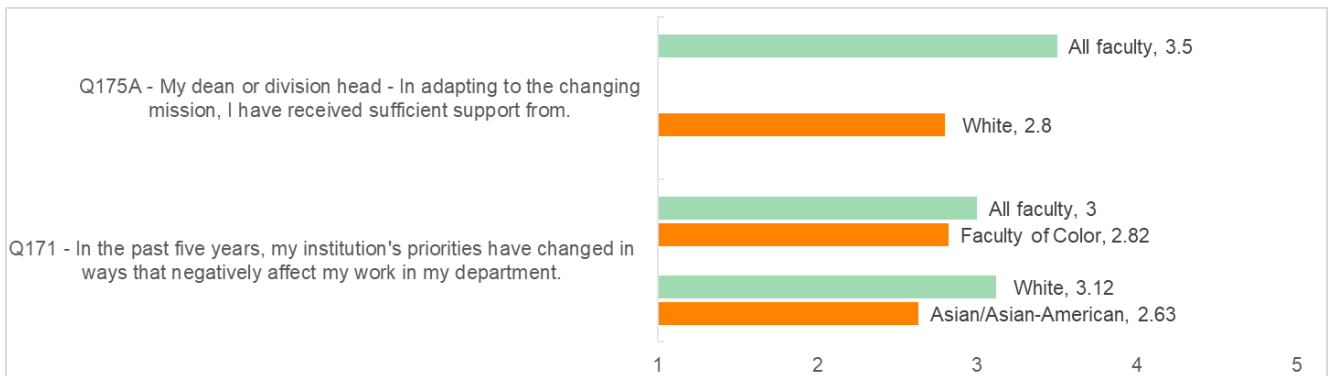
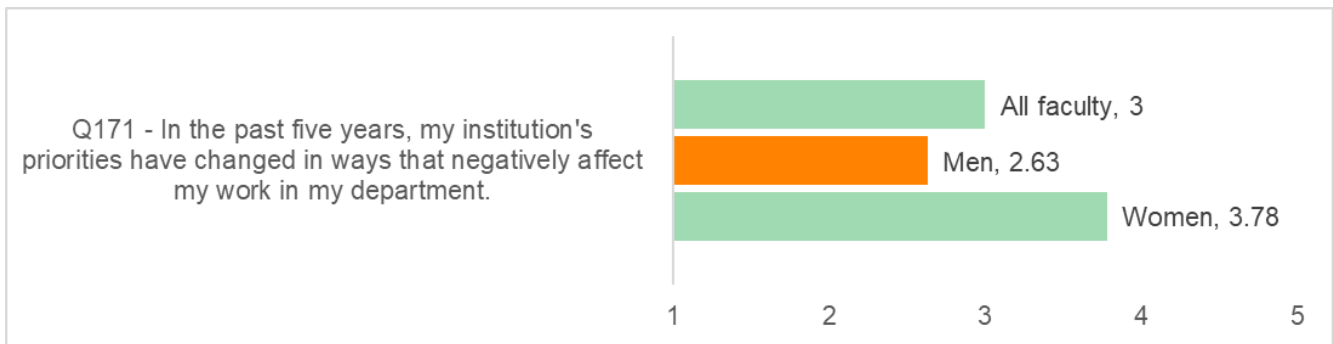
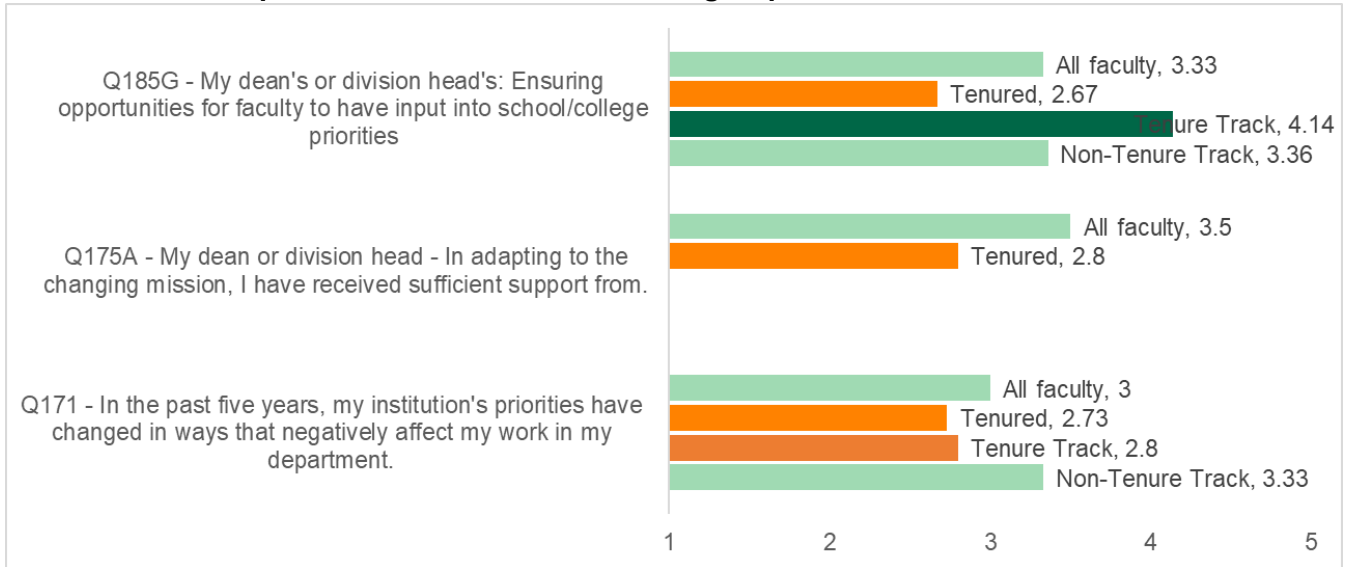


# Institutional Governance and Leadership





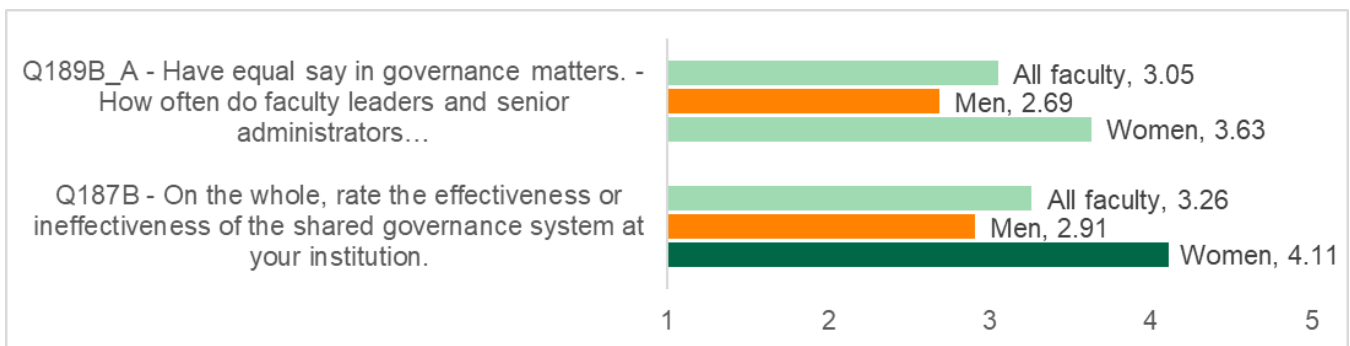
**Items with overall positive means but at least one group has mean less than three**



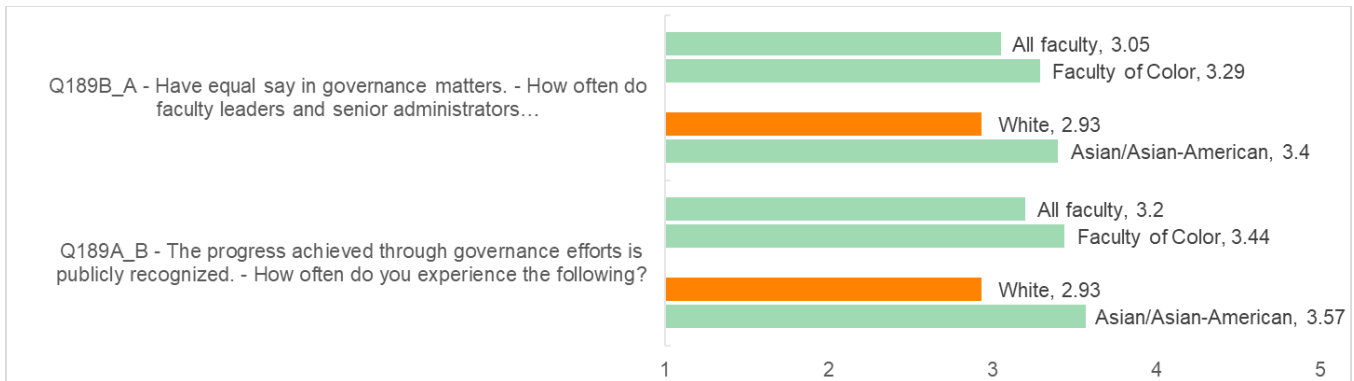
# Shared Governance



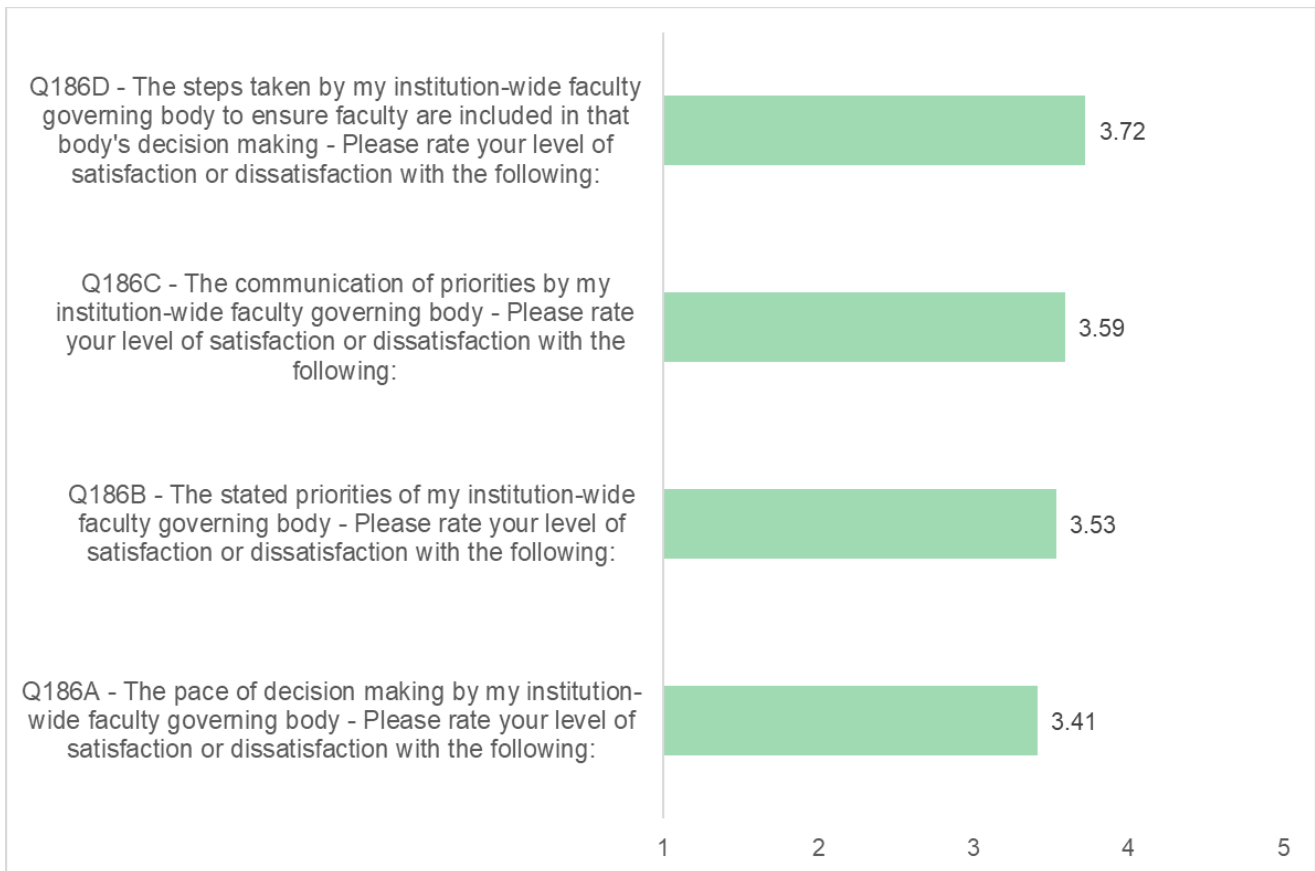
**Items with overall positive means but at least one group has mean less than three**



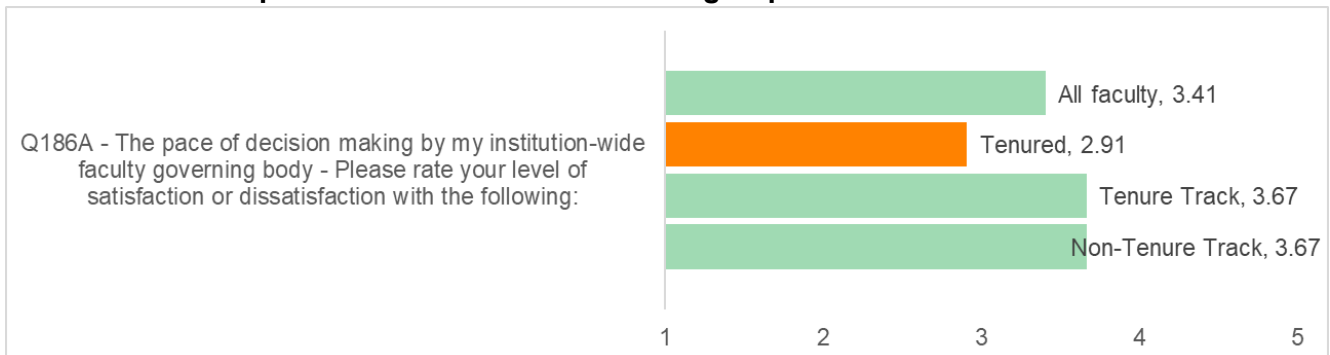


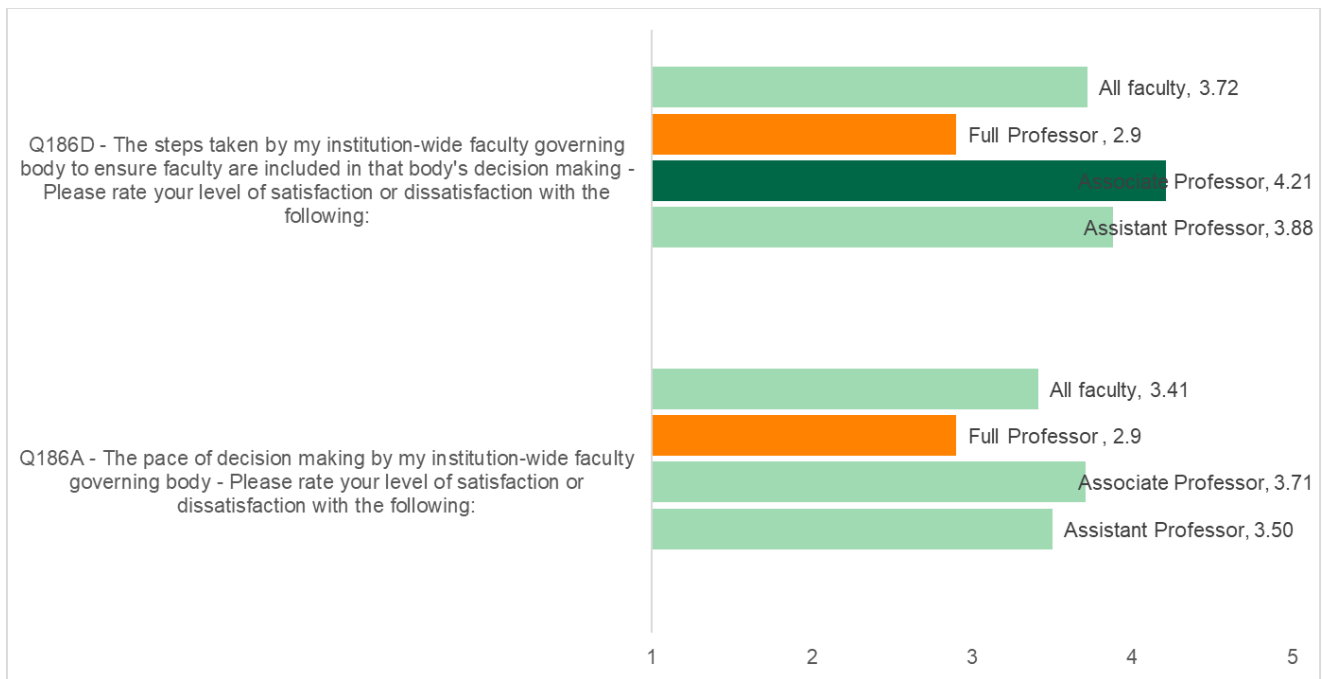


## Leadership: Faculty

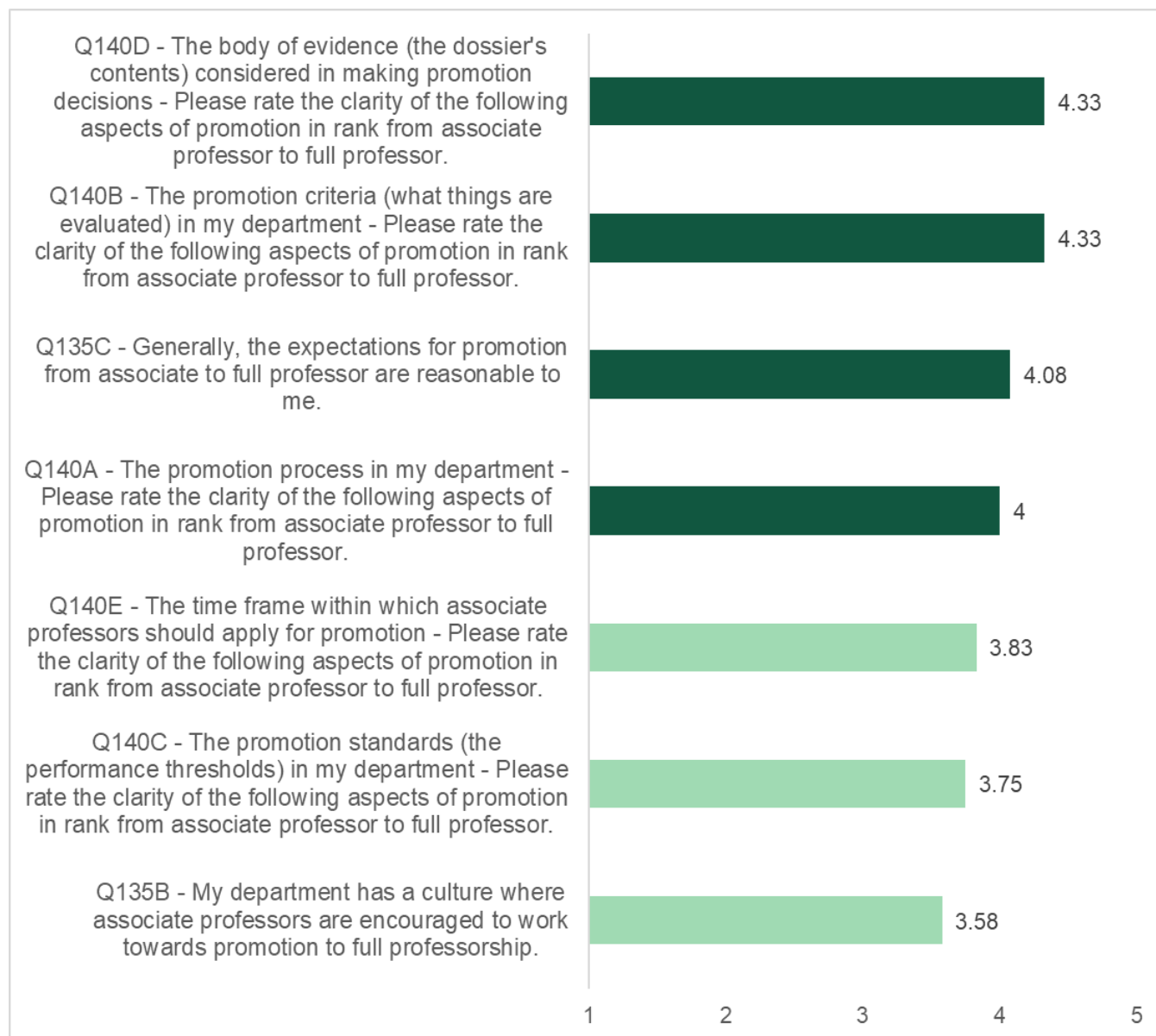


### Items with overall positive means but at least one group has mean less than three

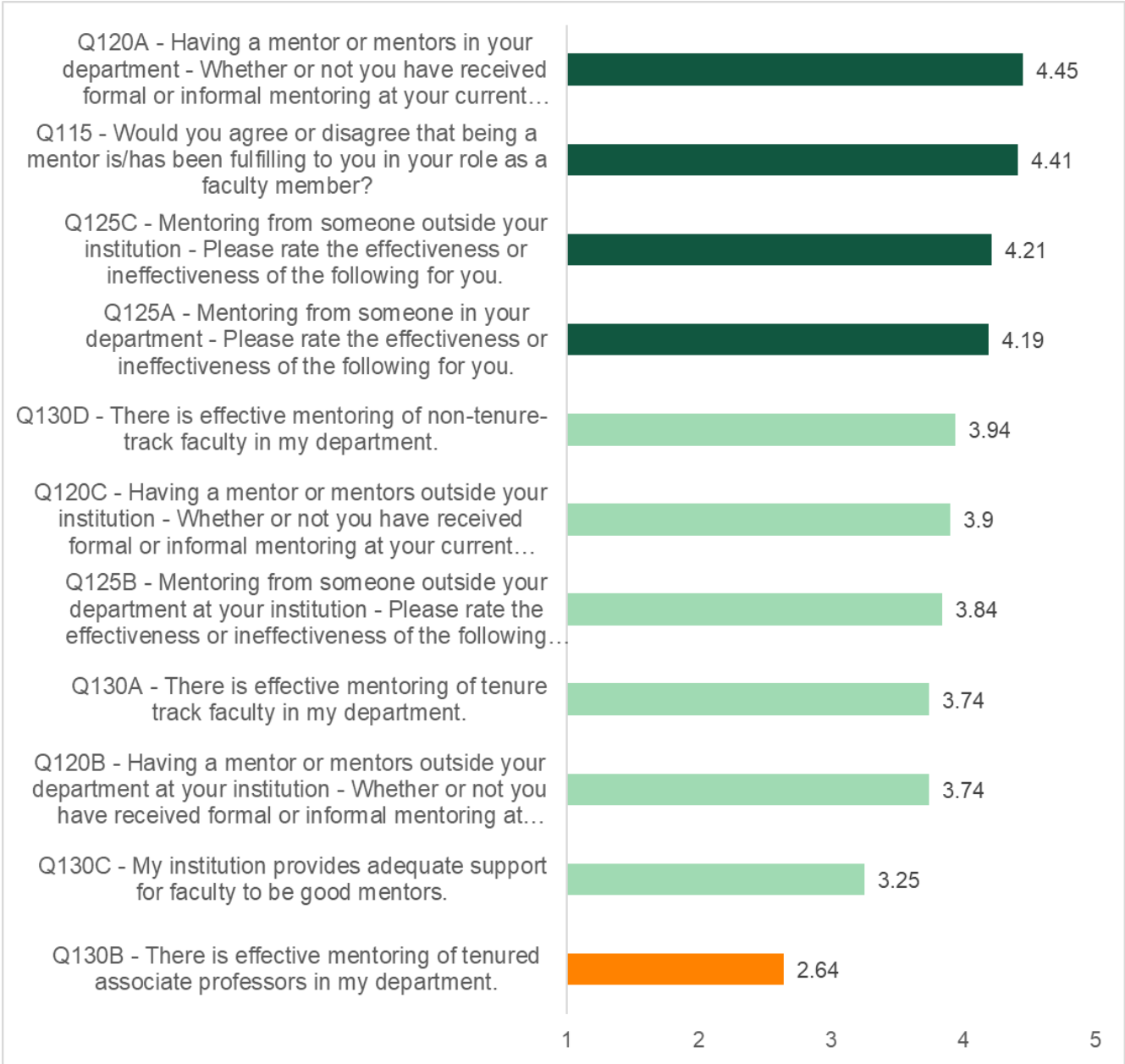




# Tenure and Promotion

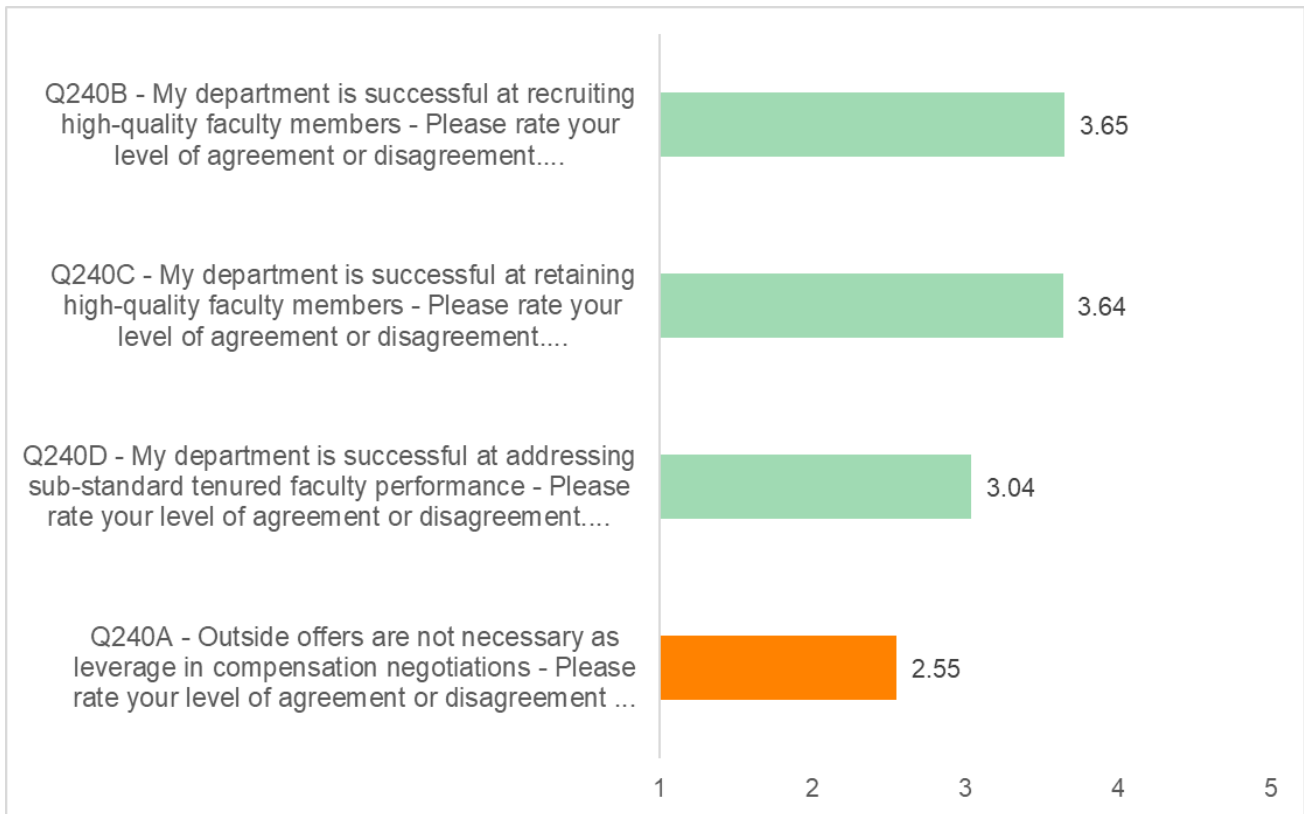


# Mentoring

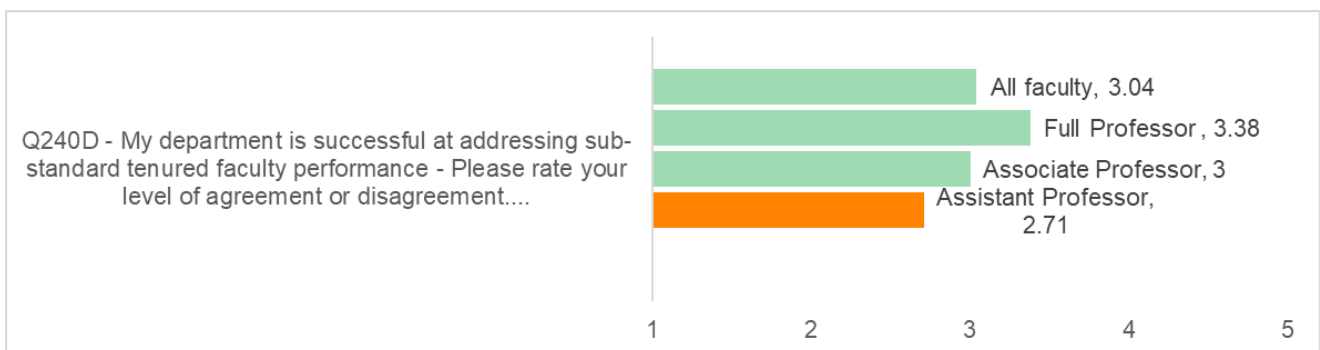
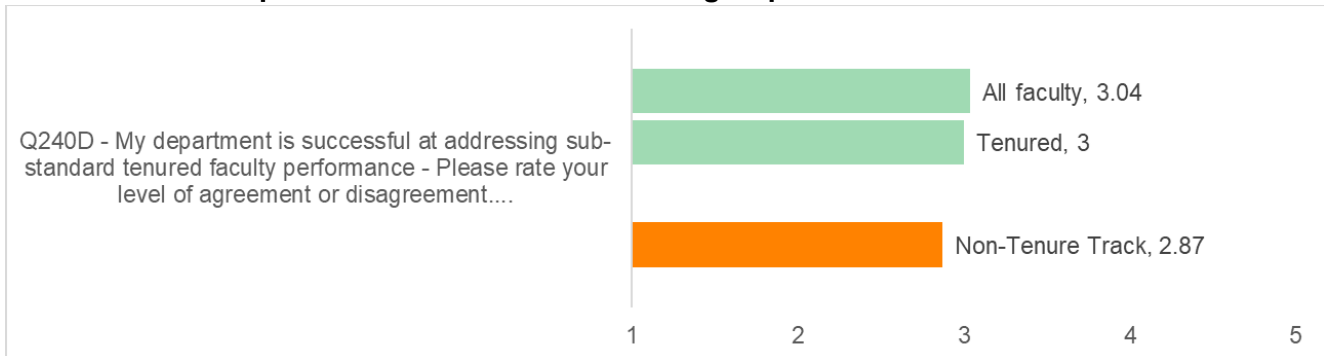


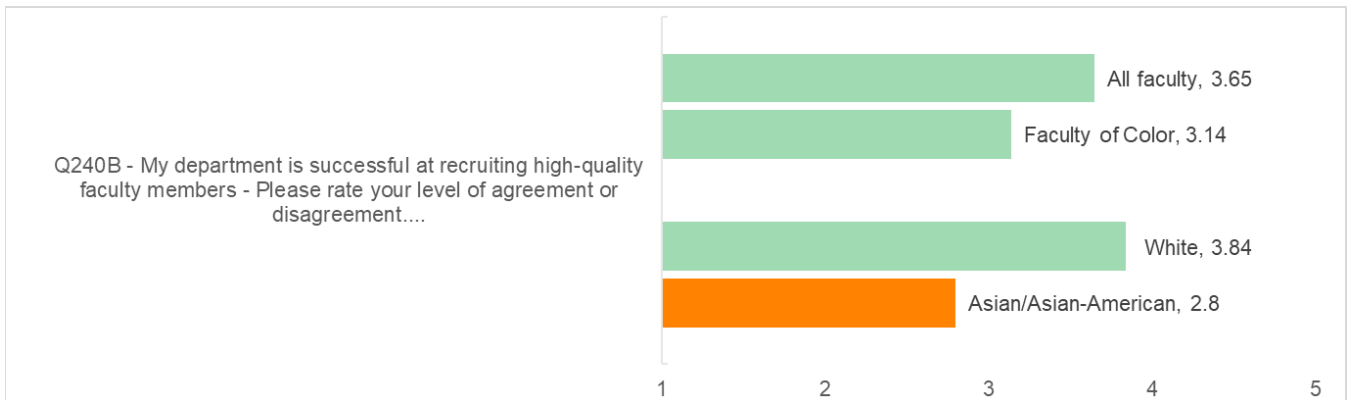


# Recruitment and Retention

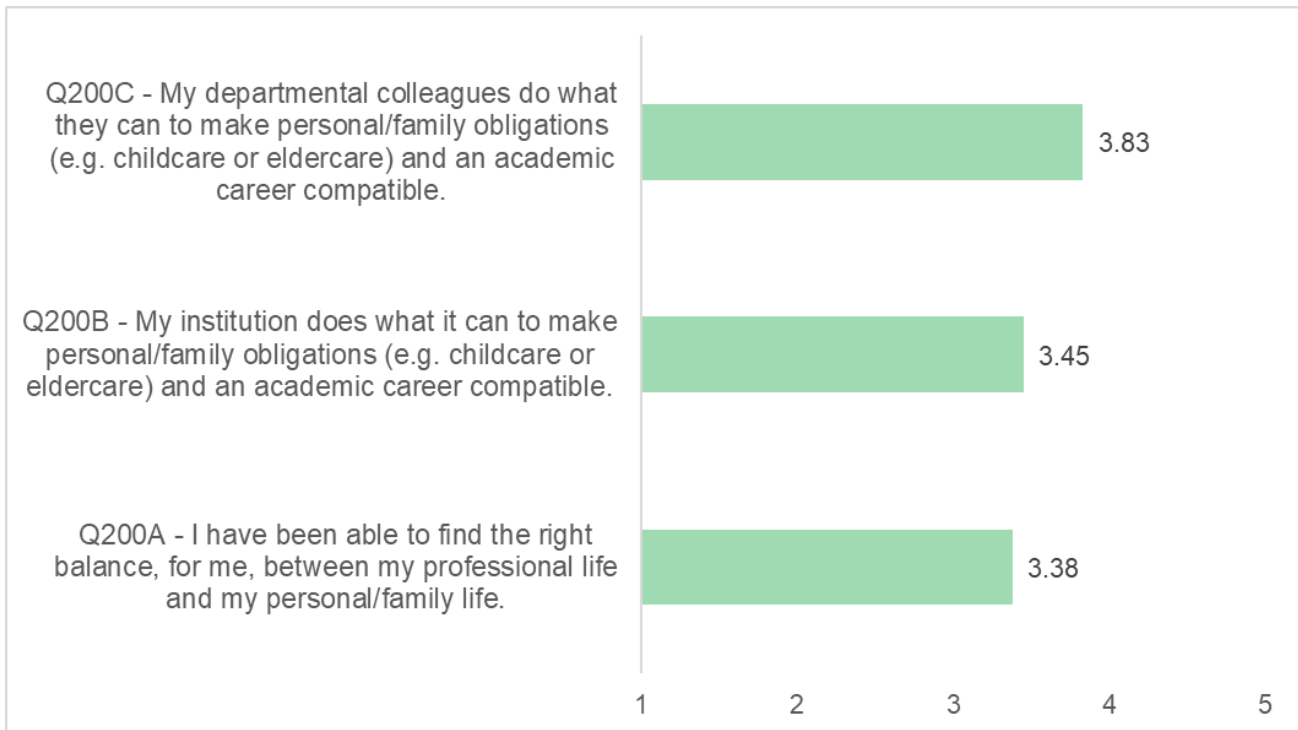


## Items with overall positive means but at least one group has mean less than three

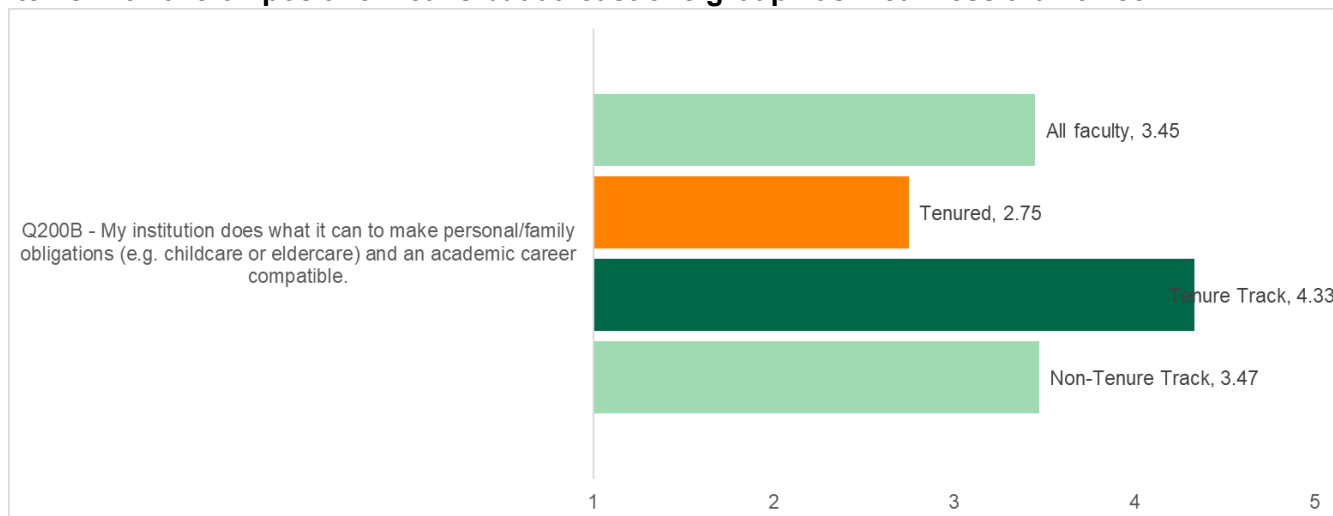




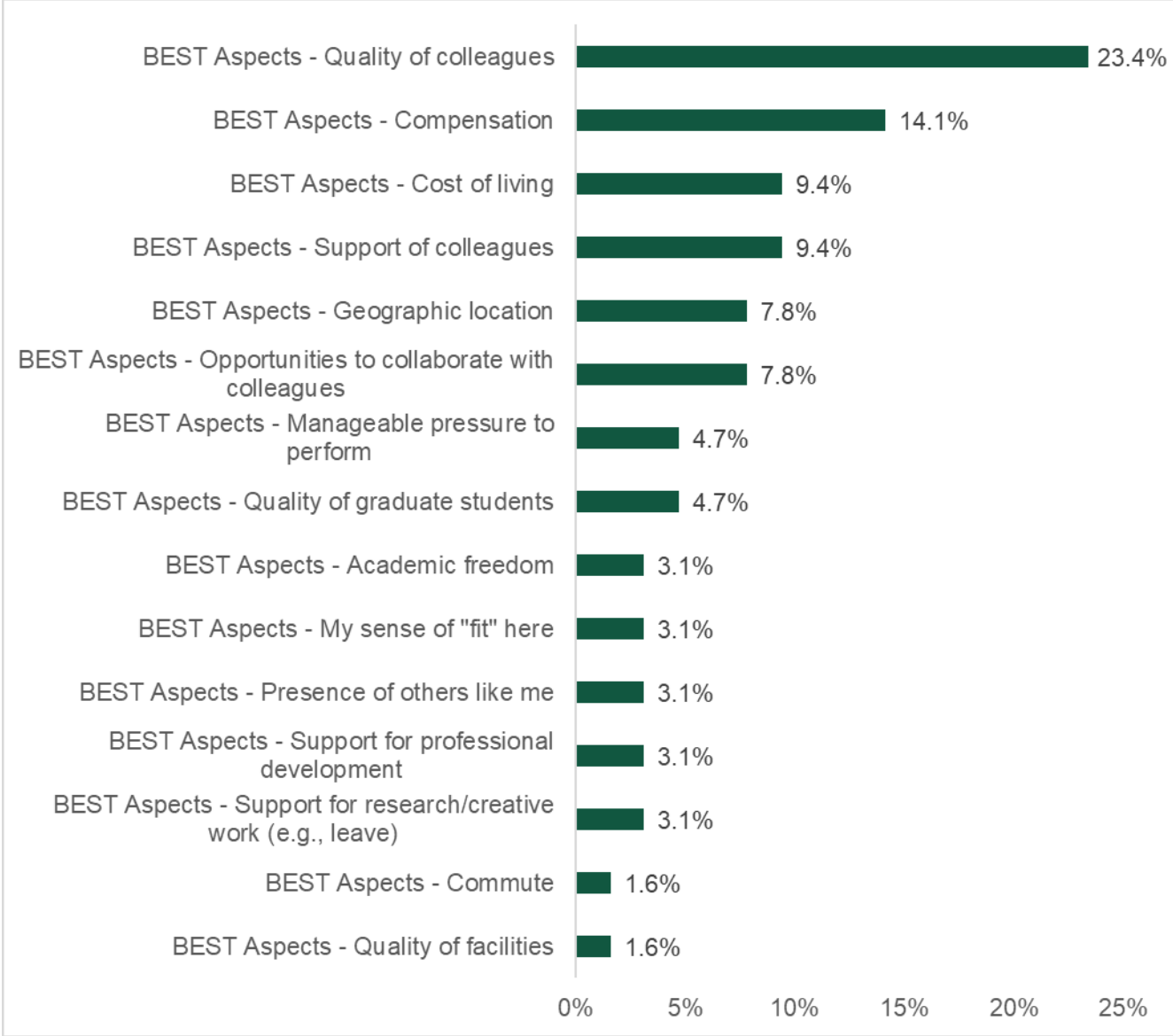
## Work and Personal Life Balance



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



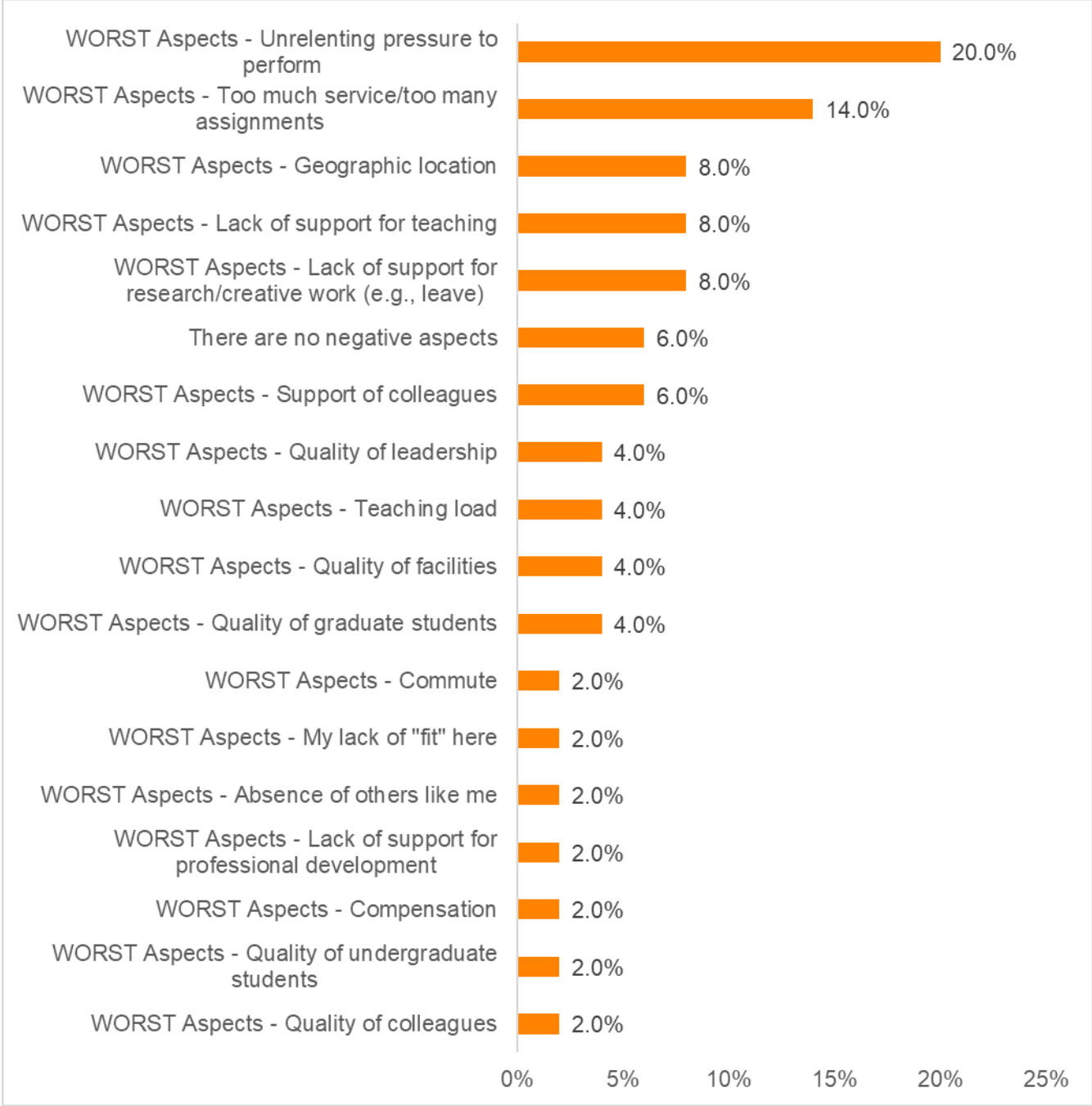
**Q267A - Please check the two (and only two) BEST aspects about working at your institution.**



Best Aspects Frequencies			
	Responses		Percent of Cases
	N	Percent	
BEST Aspects - Quality of colleagues	15	23.4%	46.9%
BEST Aspects - Compensation	9	14.1%	28.1%
BEST Aspects - Support of colleagues	6	9.4%	18.8%
BEST Aspects - Cost of living	6	9.4%	18.8%
BEST Aspects - Opportunities to collaborate with colleagues	5	7.8%	15.6%
BEST Aspects - Geographic location	5	7.8%	15.6%
BEST Aspects - Quality of graduate students	<5		
BEST Aspects - Manageable pressure to perform	<5		

BEST Aspects - Support for research/creative work (e.g., leave)	<5		
BEST Aspects - Support for professional development	<5		
BEST Aspects - Presence of others like me	<5		
BEST Aspects - My sense of "fit" here	<5		
BEST Aspects - Academic freedom	<5		
BEST Aspects - Quality of facilities	<5		
BEST Aspects - Commute	<5		

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



Worst Aspects Frequencies			
	Responses		Percent of Cases
	N	Percent	
WORST Aspects - Unrelenting pressure to perform	10	20.0%	33.3%
WORST Aspects - Too much service/too many assignments	7	14.0%	23.3%

WORST Aspects - Lack of support for research/creative work (e.g., leave)	<5		
WORST Aspects - Lack of support for teaching	<5		
WORST Aspects - Geographic location	<5		
WORST Aspects - Support of colleagues	<5		
There are no negative aspects	<5		
WORST Aspects - Quality of graduate students	<5		
WORST Aspects - Quality of facilities	<5		
WORST Aspects - Teaching load	<5		
WORST Aspects - Quality of leadership	<5		
WORST Aspects - Quality of colleagues	<5		
WORST Aspects - Quality of undergraduate students	<5		
WORST Aspects - Compensation	<5		
WORST Aspects - Lack of support for professional development	<5		
WORST Aspects - Absence of others like me	<5		
WORST Aspects - My lack of "fit" here	<5		
WORST Aspects - Commute	<5		