COACHE
Faculty Job Satisfaction Survey

College of Dentistry College-Level Report

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Survey Background

- COACHE (Collaborative on Academic Careers in Higher Education) is a research-practice partnership based in Harvard Graduate School of Education

- UT Board of Trustees recommended using this regularly as a faculty survey (UTK has participated for several years)

- UT System managed the COACHE contract for all UT institutions

- Vice Chancellor AFSA, Office of Faculty Affairs, and the Office of Institutional Research coordinated the survey and analyses

- Focuses solely on faculty

- Allows for benchmarking faculty experience over time

- Permits comparison with peer institutions who use COACHE
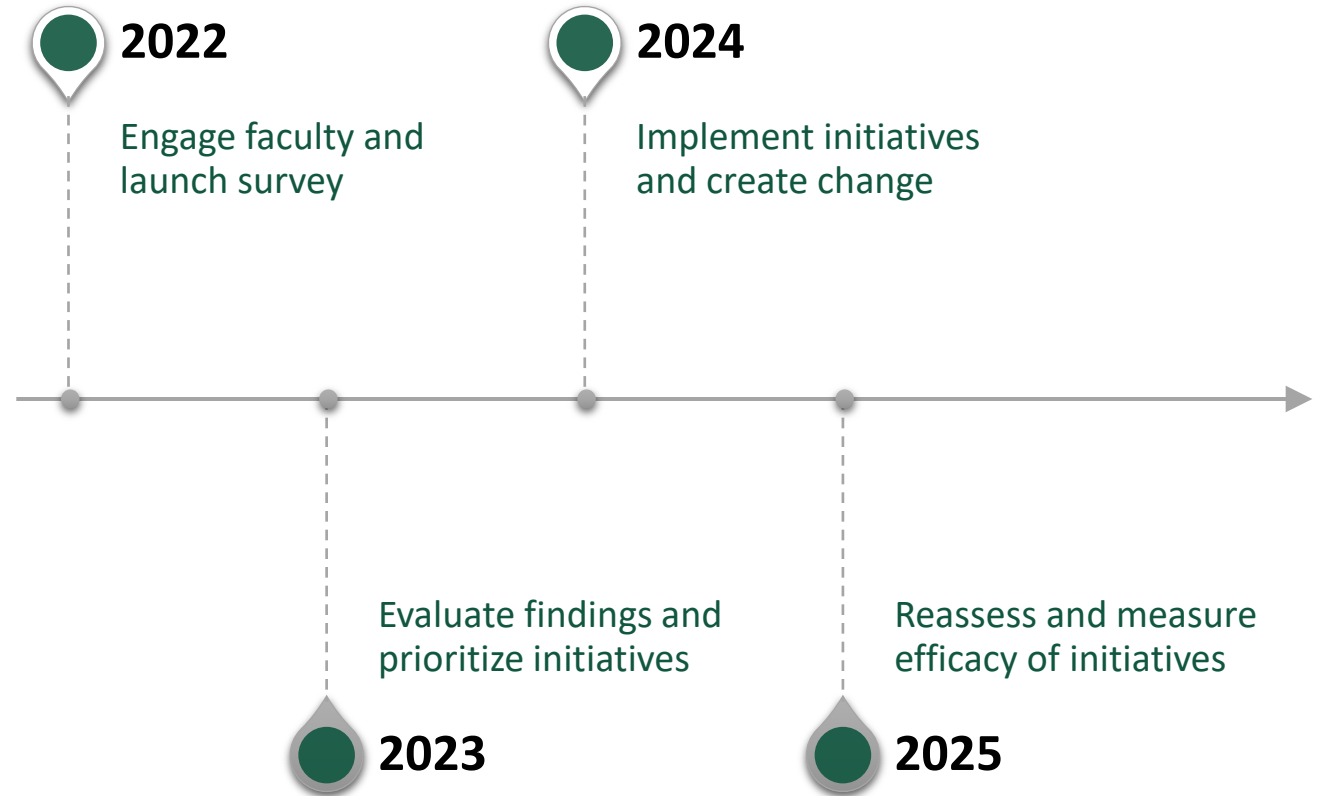
Survey Branching and Programing

- Respondents were presented with only questions that directly related to their background and experience, including
  - Rank: Instructor, Assistant Professor, Associate Professor, Professor
  - Tenure status: Non-tenure track, Tenure-track, Tenured
  - Clinical appointment type: Clinical faculty

- Most items used a five-point Likert scale
  - Satisfaction | Agreement | Importance | Effectiveness | Clarity | Frequency | Seriousness
  - Example: Very satisfied, Satisfied, Neither satisfied nor dissatisfied, Dissatisfied, Very dissatisfied
  - Time frame: Frequently, Regularly, Occasionally, Seldom, Never
  - Additional options of a) decline to answer, b) not applicable, c) I don't know

Horizon Timeline

UTHSC launched the COACHE survey in 2022.

The COACHE survey process is designed to span a 3-year period, moving from

- survey launch to

- evaluating findings and prioritizing initiatives to

- implementing initiatives and creating change

- culminating in reassessment.

2022

Engage faculty and launch survey

2024

Implement initiatives and create change

Evaluate findings and prioritize initiatives

2023

Reassess and measure efficacy of initiatives

2025

Where are we now?

Timeframe	Action
February 2022	Survey opened
April 2022	Survey closed
September-November 2022	Campus-level and college-level data received
November 2022-February 2023	Campus-level and college-level reports built by Chief Data Officer
Spring 2023	Campus-level reports to President, Campus Administrators, Deans, Faculty Senate College-level reports to Deans
Summer 2023	Campus-level and college-level working groups identify focus areas based on data.
Fall 2023	Campus-level and college-level working groups identify action items and implementation plans are built.

Survey Question Themes

Nature of Work Overall	Nature of Work: Teaching	Nature of Work: Research	Nature of Work: Service
Resources & Support	Interdisciplinary Work, Collaboration, & Mentoring	Tenure & Promotion	Institutional Governance & Leadership; Shared Governance
Department Engagement, Vitality, Productivity, & Effectiveness	Work & Personal Life Balance; Climate	Appreciation & Recognition	Recruitment & Retention

Survey Scales

Alternative Answer Choices	
Decline to answer	Not Applicable
98	99

Satisfaction	Very Satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very Dissatisfied
	5	4	3	2	1
Agreement	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
	5	4	3	2	1
Importance	Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
	5	4	3	2	1
Clarity	Very clear	Clear	Neither clear nor unclear	Unclear	Very unclear
	5	4	3	2	1
Frequency	Very frequently	Frequently	Neither frequently nor infrequently	Infrequently	Very frequently
	5	4	3	2	1

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COACHE Survey Documents

- COACHE 2022 College of Dentistry Summary Report
  - Visual report of survey data
  - Survey comments

- COACHE 2022 Dean's Comparative Report
  - Spreadsheet of survey question means and frequencies
  - UTHSC and cohort institution comparative data

- COACHE Survey Instrument

- COACHE List of Participating Institutions

- COACHE 2022 College of Dentistry Presentation

Initial Results
for College of Dentistry

Response Rates by College

	Population	Respondents	Response Rate
Dentistry	**101**	**43**	**43%**
Graduate Health Sciences	N<5	N<5	N<5
Health Professions	63	43	68%
Library	11	6	55%
Medicine	975	233	24%
Nursing	106	42	40%
Pharmacy	63	38	60%
ALL FACULTY	**1323**	**409**	**31%**

Response Rates

	College of Dentistry			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	**101**	**43**	**43%**	31%
Tenure Status				
T	24	12	50%	45%
TT	10	<5		44%
NTT	67	29	43%	26%
Rank				
Professor (or Full Professor)	22	9	41%	41%
Associate Professor	32	12	38%	34%
Assistant Professor	43	20	47%	26%
Instructor/Lecturer	<5	<5		25%
Gender				
Man/Trans man	56	18	32%	26%
Woman/Trans woman	43	23	53%	36%
Not listed above (Please specify)	<5	<5		100%
Ethnicity-Race				
Asian or Asian-American	12	6	50%	25%
Black or African-American	11	5	45%	35%
Hispanic or Latino/a	5	<5		30%
Middle Eastern, Southwest Asian, or North African	<5	<5		75%
Multiracial	<5	<5		
White (non-Hispanic)	67	25	37%	31%
Other	<5	<5		86%
Faculty of Color	34	18	53%	31%
Underrepresented Minorities	22	12	55%	39%

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College Strengths by Theme Area

Nature of Work Overall	Nature of Work: Teaching	Nature of Work: Research	Nature of Work: Service
Resources & Support	Interdisciplinary Work, Collaboration, & Mentoring	Tenure & Promotion	Institutional Governance & Leadership; Shared Governance
Department Engagement, Vitality, Productivity, & Effectiveness	Work & Personal Life Balance; Climate	Appreciation & Recognition	Recruitment & Retention

Nature of Work: Overall

Example:

Portion of time spent on patient care

Q45F - Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service) - Please rate your... 4.04

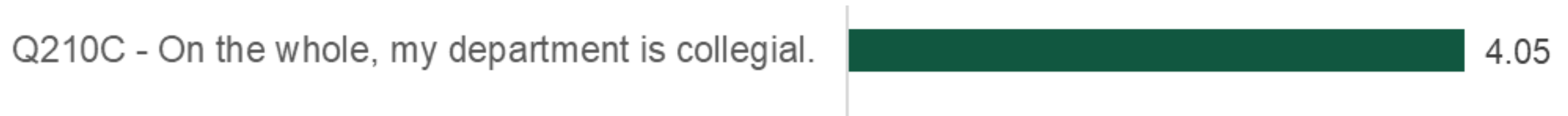# Interdisciplinary Work, Collaboration, & Mentoring

Example:

Importance of mentorship

Q120A - Having a mentor or mentors in your department - Whether or not you have received formal or informal mentoring at your current… 4.53
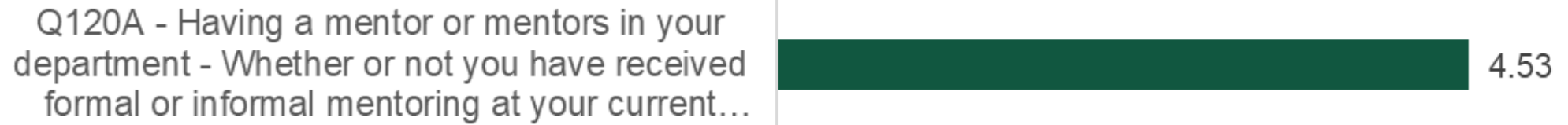
Department Engagement, Vitality, Productivity, & Effectiveness

Example:

Departmental collegiality

Q210C - On the whole, my department is collegial.   4.05

College Opportunities by Theme Area

Nature of Work Overall	Nature of Work: Teaching	Nature of Work: Research	Nature of Work: Service
Resources & Support	Interdisciplinary Work, Collaboration, & Mentoring	Tenure & Promotion	Institutional Governance & Leadership; Shared Governance
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Nature of Work: Teaching

Example:

Distribution of teaching load

Q70H - How equitably the teaching workload is distributed across faculty in your department - Please rate your… 2.89

Interdisciplinary Work, Collaboration, & Mentoring

Example:

Budget for interdisciplinary work

Q100A - Budget allocations encourage interdisciplinary work. - Please rate your level of agreement or disagreement ...   2.84
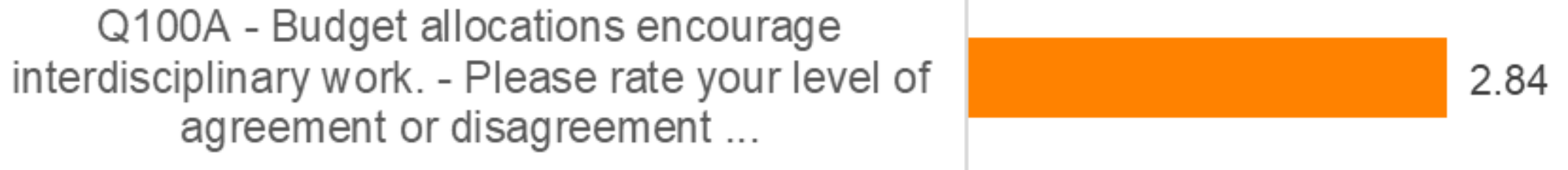
Tenure & Promotion

Example:

Culture encouraging promotion

Q135B - My department has a culture where associate professors are encouraged to work towards promotion to full professorship.   2.58

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Institutional Governance & Leadership; Shared Governance

Example:

College-level shared governance

Q185G - My dean's or division head's: Ensuring opportunities for faculty to have input into… **college priorities.** — 2.95

Appreciation & Recognition

Example:

Recognition received from dean

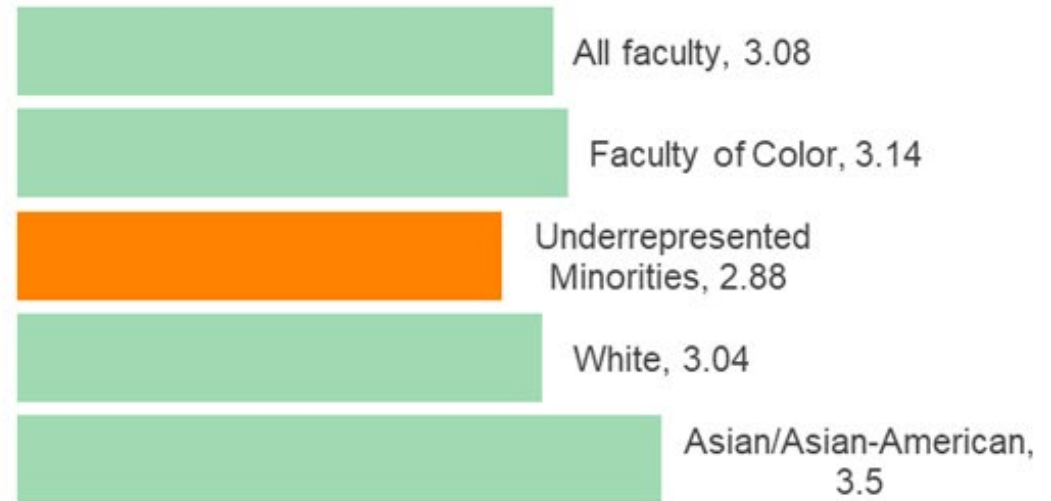Q215K - Your dean or division head - For all of your work, how satisfied are you with the recognition you receive … — 2.7

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Incongruences

Items with overall positive means but
at least one group has mean less than 3.0

Incongruence

Example:

Time spent on research

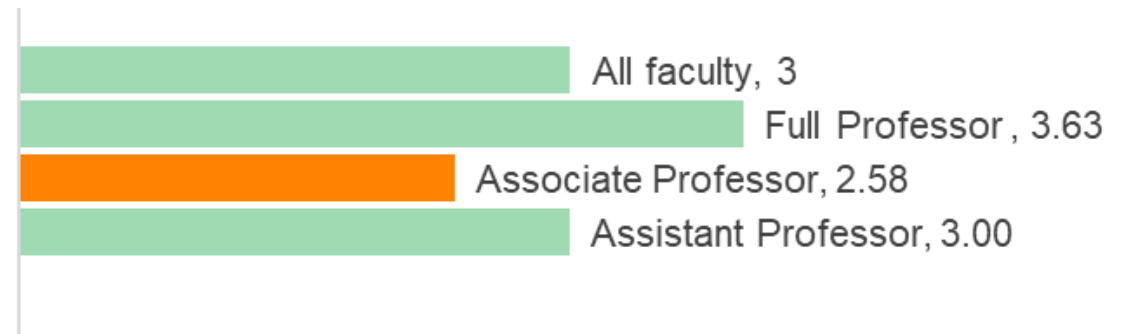Q45B - Research - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent.

All faculty, 3.08
Faculty of Color, 3.14
Underrepresented Minorities, 2.88
White, 3.04
Asian/Asian-American, 3.5

Incongruence

Example:

Balancing academic and administrative work

Q55B - My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship) to sustain other aspects of their faculty work. - Please rate your level of agreement or disagreement

- All faculty, 3
- Full Professor, 3.63
- Associate Professor, 2.58
- Assistant Professor, 3.00

Incongruence

Example:

Additional duties compensation

Q60F - How equitably additional service work is compensated in your department - Please rate your level of satisfaction or dissatisfaction with the following.

- All faculty, 3
- Men, 3.22
- Women, 2.74

Cohort Comparison

How does the College of Dentistry
compare to its COACHE cohort institutions?

COACHE Cohort Institutions*

- SUNY - Stony Brook University – School of Dental Medicine

- SUNY - University at Buffalo – School of Dental Medicine

- University of Louisville – School of Dentistry

- University of North Carolina - Chapel Hill – School of Dentistry

- University of Pittsburgh – School of Dental Medicine

- University of the Pacific – Arthur A. Dugoni School of Dentistry

- Virginia Commonwealth University – School of Dentistry

*Due to the limited number of participating schools of dentistry, COACHE only provided cohort comparisons.
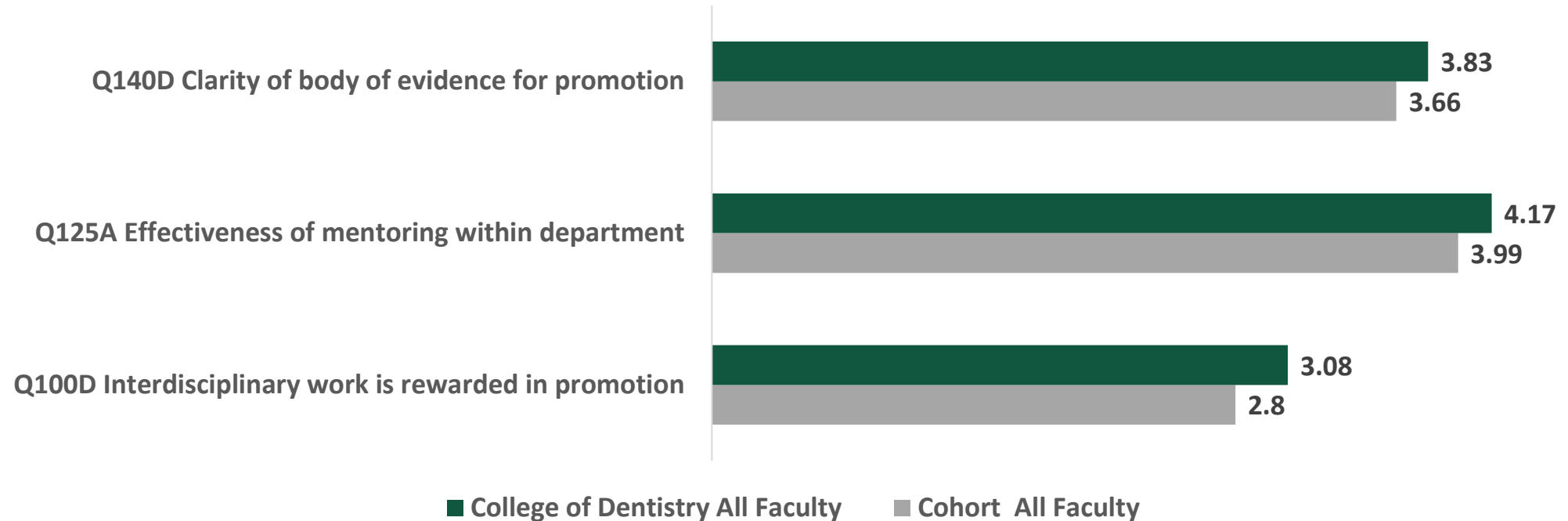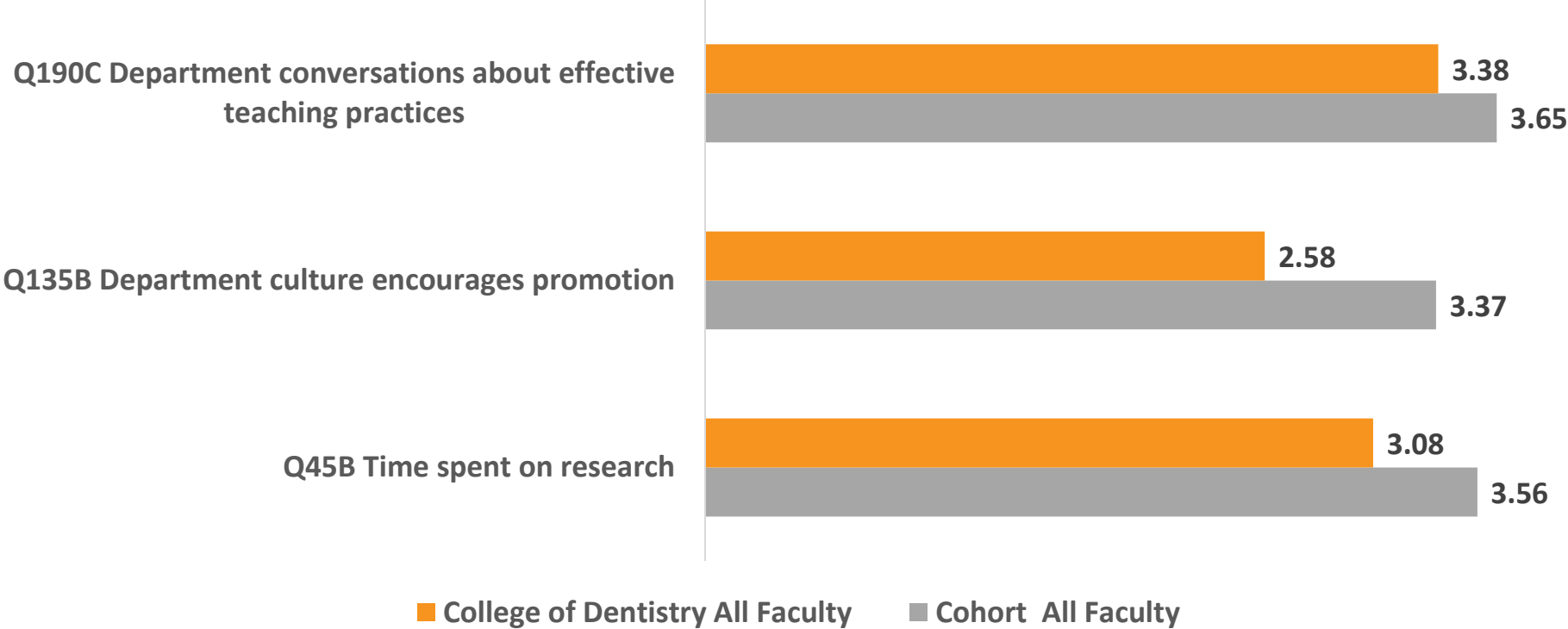
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Best and Worst Aspects of Working at UTHSC

College: Best and Worst Aspects of Working at UTHSC

Top 5 Best (last 2 tied)

- Quality of colleagues (15%)
- Support of colleagues (10%)
- Compensation (9%)
- Quality of undergraduate students (9%)
- Cost of living (7%)
- Quality of graduate students (7%)

Top 5 Worst (last 4 tied)

- Compensation(12%)
- Unrelenting pressure to perform (7%)
- Teaching load (7%)
- Geographic location (7%)
- Lack of support for research (7%)
- Lack of support for professional development (7%)

Question prompts:
- Please check the two (and only two) <u>best</u> aspects about working at your institution.
- Please check the two (and only two) <u>worst</u> aspects about working at your institution.

Next Steps

Campus-level Next Steps

- Work with UT System and other UT Campuses to harmonize the roll-out of system-wide comparative analyses and initiatives

- Present college-specific reports to the Dean of each college

- Assemble campus-level task force to review data
  - Members of Faculty Senate Committees
  - Faculty representatives from each college
  - Demographic cross-section of faculty
  - Administrators

- Campus-level task force works with the college-level working groups to identify proposed action items that cross colleges and support individual colleges

College-level Next Steps

- Identify college faculty representative to serve on campus-level task force

- Assemble college-level working group to review data
  - Conduct high level review of the responses to COACHE and McLean surveys to determine if there is alignment around a single area across both the faculty and staff surveys
  - Identify COACHE data trends within and across groups (rank, tenure status, race/ethnicity, gender); obtain further comparative analysis, where warranted, that will guide initiatives

- College-level working groups prepare college-specific actions plans to share with campus-level task force to help identify proposed action items that cross colleges and support individual colleges

Questions?