COACHE
Faculty Job Satisfaction Survey

College of Pharmacy College-Level Report

April 17, 2023

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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
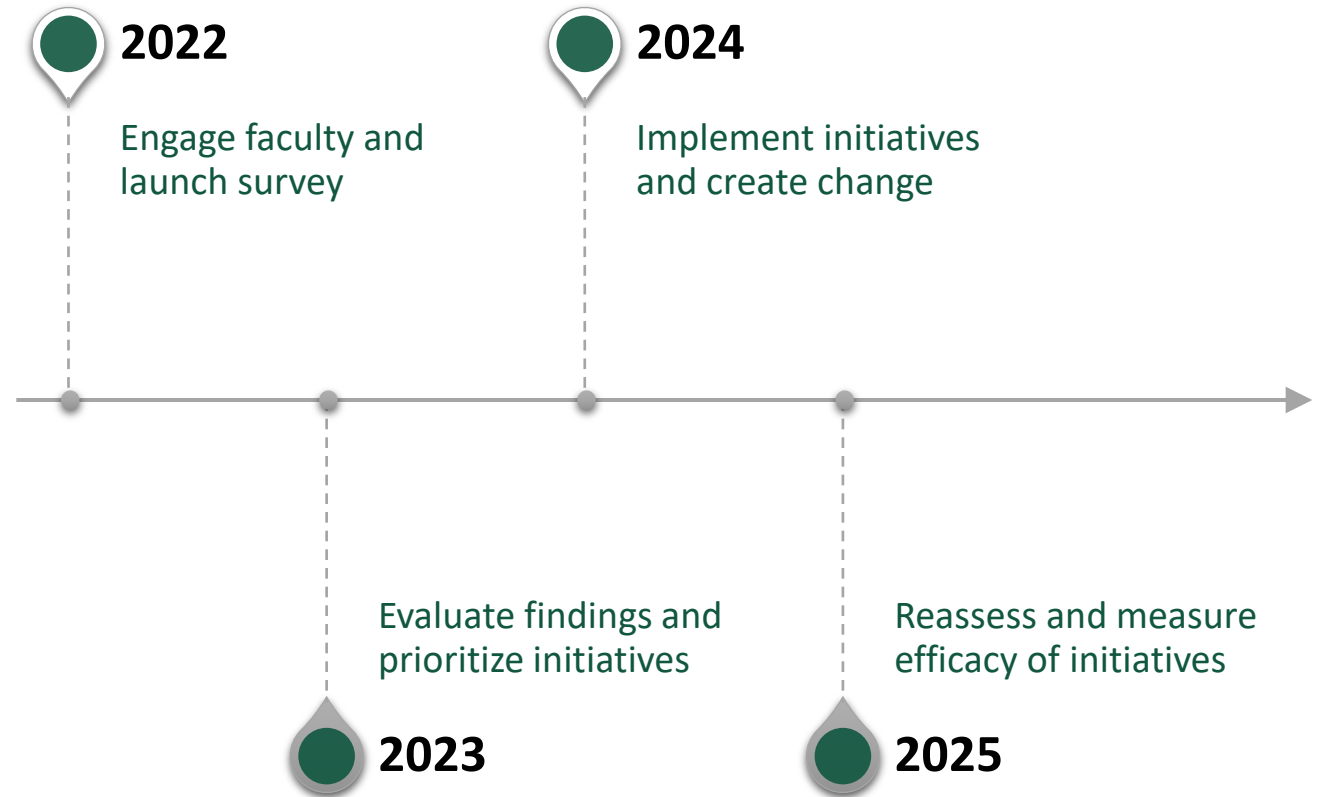
Survey Branching and Programming

- 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

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Survey Scales

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 Pharmacy Summary Report
  - Visual report of survey data
  - Survey comments

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

- COACHE Survey Instrument

- COACHE List of Participating Institutions

- COACHE 2022 College of Pharmacy Presentation

Initial Results
for College of Pharmacy

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 Pharmacy			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	**63**	**38**	**60%**	31%
Tenure Status				
T	23	13	57%	45%
TT	11	7	64%	44%
NTT	29	18	62%	26%
Rank				
Professor (or Full Professor)	19	12	63%	41%
Associate Professor	23	16	70%	34%
Assistant Professor	21	10	48%	26%
Gender				
Man/Trans man	43	27	63%	26%
Woman/Trans woman	20	11	55%	36%
Ethnicity-Race				
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%

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

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Nature of Work: Teaching

Example:

Teaching schedule

Q70J - Your teaching schedule (evenings, weekends, etc.) - Please rate your level of satisfaction or dissatisfaction with the following. ████████████████ 4.03

Nature of Work: Research

Example:

Influence over focus of research

Q80B - The influence you have over the focus of your research/scholarly/creative work - Please rate your level of satisfaction or dissatisfaction with the… — 4.35

Nature of Work: Service

Example:

Relevance of committees

Q60G - The relevance of the committees on which you currently serve - Please rate your level of satisfaction or dissatisfaction with the following.   4.18

Tenure & Promotion

Example:

Clarity of promotion process

Q140D - The body of evidence (the dossier's contents) considered in making promotion decisions - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.

4.33

Institutional Governance & Leadership; Shared Governance

Example:

Evaluation of work

Q185L - My department head's or chair's: Fairness in evaluating my work — 4.26

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
Department Engagement, Vitality, Productivity, & Effectiveness	Work & Personal Life Balance; Climate	Appreciation & Recognition	Recruitment & Retention

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Recruitment & Retention

Example:

Compensation negotiations

Q240A - Outside offers are not necessary as leverage in compensation negotiations - Please rate your level of agreement or disagreement ...   2.55

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Appreciation & Recognition

Example:

Recognition for patient care

Q215M - Patient care/client services - How
satisfied are you with the recognition you receive | 2.89

Incongruences

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

Incongruence

Example:

Quality of Students

Q70E - The quality of students you teach, on average - Please rate your level of satisfaction or dissatisfaction with the following.
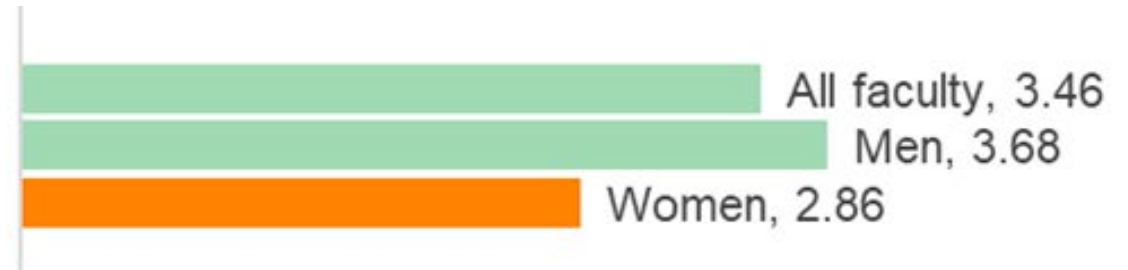
All faculty, 3.32
Full Professor, 2.92
Associate Professor, 3.6
Assistant Professor, 3.43
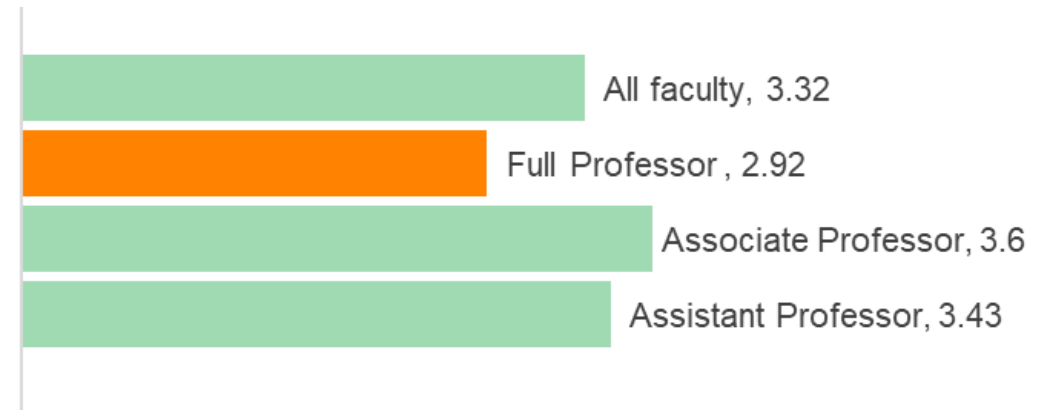
Incongruence

Example:

Budget for Interdisciplinary Work

Q100A - Budget allocations encourage interdisciplinary work. - Please rate your level of agreement or disagreement ...
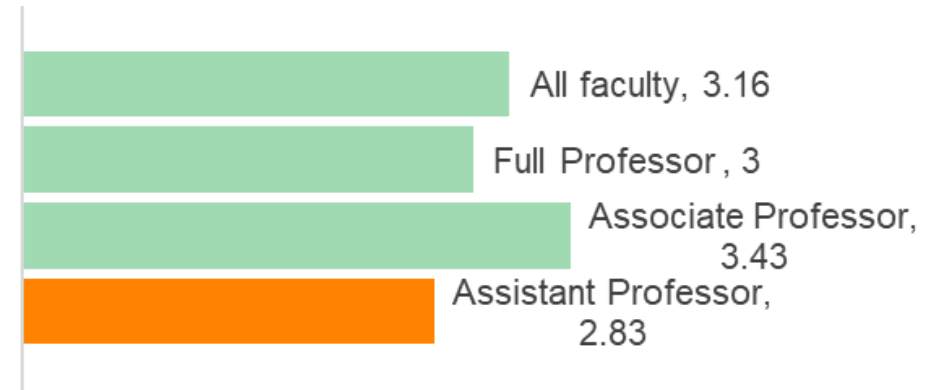
All faculty, 3.46
Men, 3.68
Women, 2.86

Incongruence

Example:

Service Work 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, 3.16
- Full Professor, 3
- Associate Professor, 3.43
- Assistant Professor, 2.83
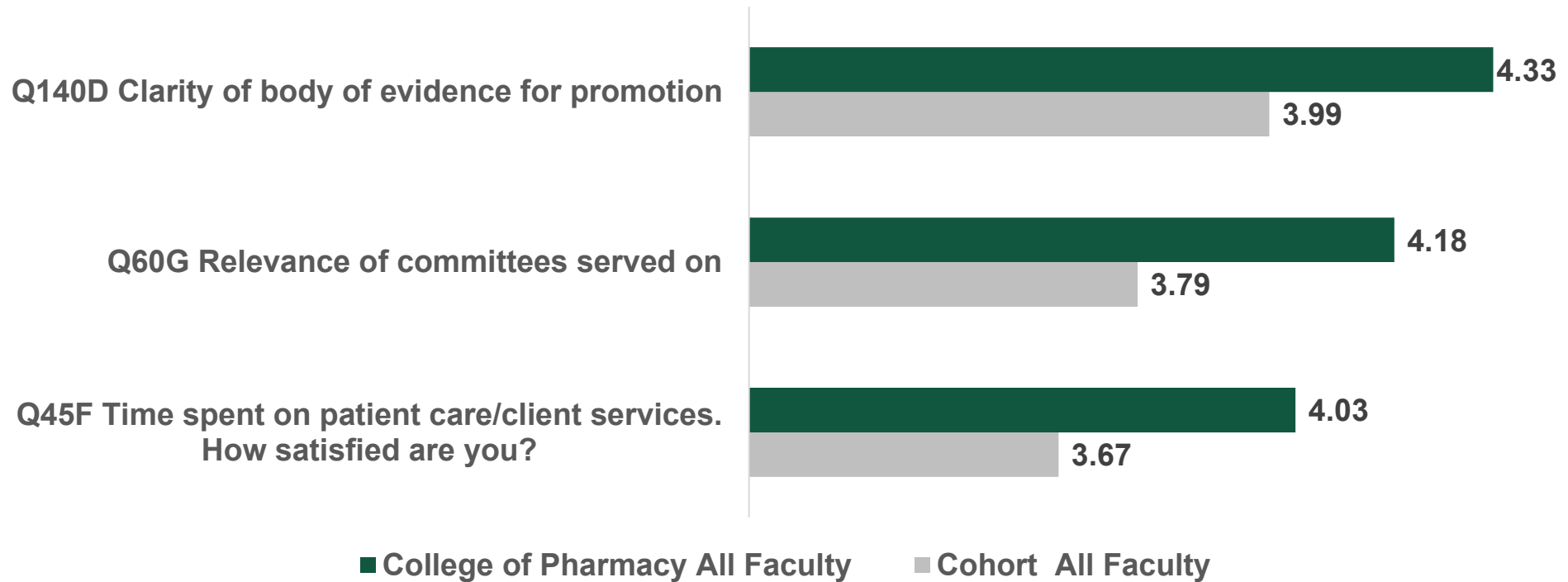
COACHE Cohort Institutions

- Auburn University – Harrison School of Pharmacy

- Florida A&M University – College of Pharmacy & Pharmaceutical Sciences, Institute of Public Health

- Purdue University – College of Pharmacy

- St. John's University-NY – College of Pharmacy and Health Sciences

- SUNY - University at Buffalo – School of Pharmacy and Pharmaceutical Sciences

- University of Cincinnati - Main Campus – James L. Winkle College of Pharmacy

- University of Connecticut – School of Pharmacy

- University of Kansas – School of Pharmacy

- University of South Carolina - Columbia – College of Pharmacy

- University of North Carolina - Chapel Hill – Eshelman School of Pharmacy

- University of the Pacific – Thomas J. Long School of Pharmacy and Health Sciences

- University of Pittsburgh – School of Pharmacy

- University of South Florida – Taneja College of Pharmacy

- University of Texas at Austin – College of Pharmacy

- University of Texas at El Paso – School of Pharmacy

- Virginia Commonwealth University – School of Pharmacy

- Washington State University – College of Pharmacy and Pharmaceutical Sciences

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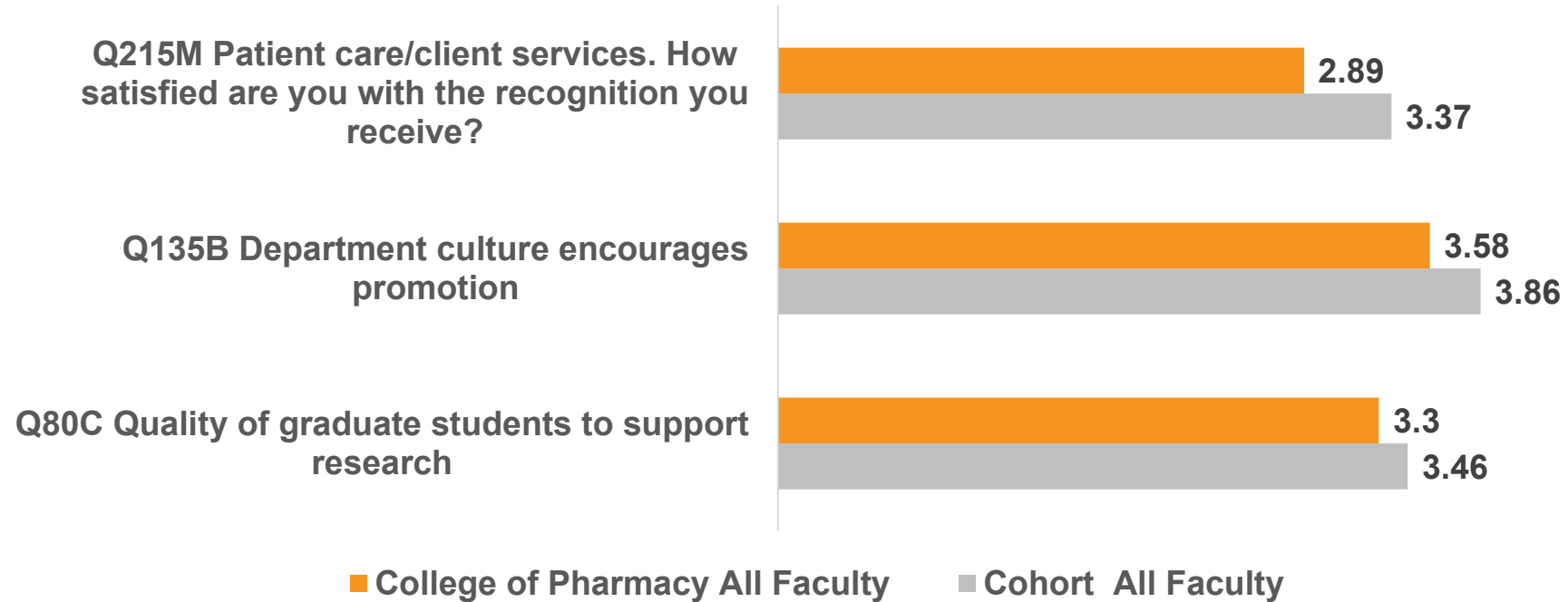
COACHE Peer Institutions*

- Purdue University – College of Pharmacy

- University of North Carolina - Chapel Hill – Eshelman School of Pharmacy

- University of Pittsburgh – School of Pharmacy

- University of Texas at Austin – College of Pharmacy

- Virginia Commonwealth University – School of Pharmacy

*Deans were asked to select five institutions that were most similar to their college from the list of institutions that participated in the COACHE survey in the last three years.

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Example Lower than Cohort

Q215M Patient care/client services. How satisfied are you with the recognition you receive?
- College of Pharmacy All Faculty: 2.89
- Cohort All Faculty: 3.37

Q135B Department culture encourages promotion
- College of Pharmacy All Faculty: 3.58
- Cohort All Faculty: 3.86

Q80C Quality of graduate students to support research
- College of Pharmacy All Faculty: 3.3
- Cohort All Faculty: 3.46

■ College of Pharmacy All Faculty   ■ Cohort All Faculty

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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 (23%)
- Compensation (14%)
- Support of colleagues (9%)
- Cost of living (9%)
- Opportunities to collaborate with colleagues (8%)
- Geographic location (8%)

Top 5 Worst

- Unrelenting pressure to perform (20%)
- Too much service/assignments (14%)
- Geographic location (8%)
- Lack of support for teaching (8%)
- Lack of support for research/creative work (8%)

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.

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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?

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