



# **COACHE Faculty Job Satisfaction Survey**

**UHCL**

**2020**

**How to read the survey**

# Peers and Cohorts

## Peer Institutions (5)

CUNY - York College

Fayetteville State University

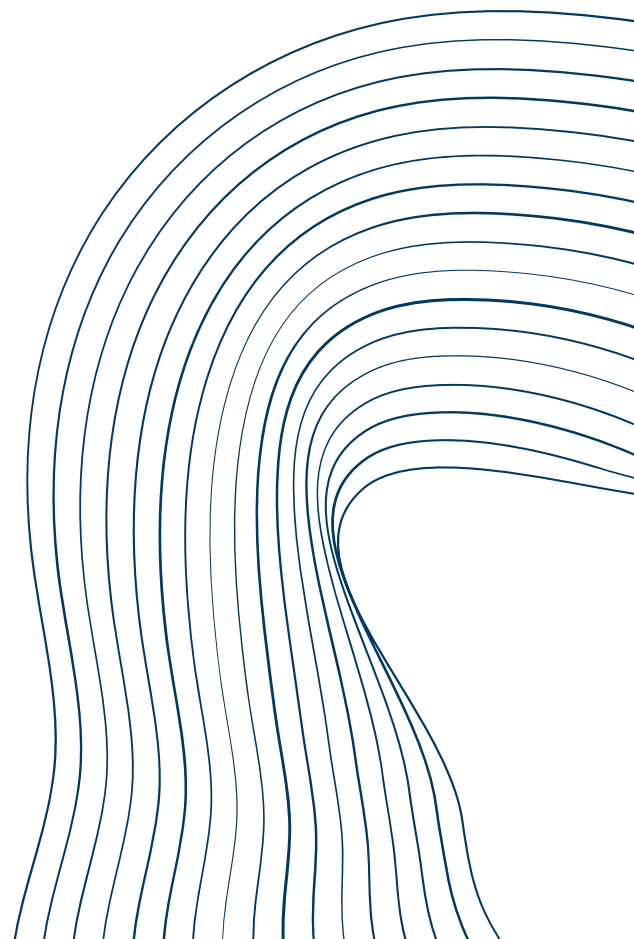
New Jersey City University

Radford University

University of North Carolina - Pembroke

## Cohort Institution (110)

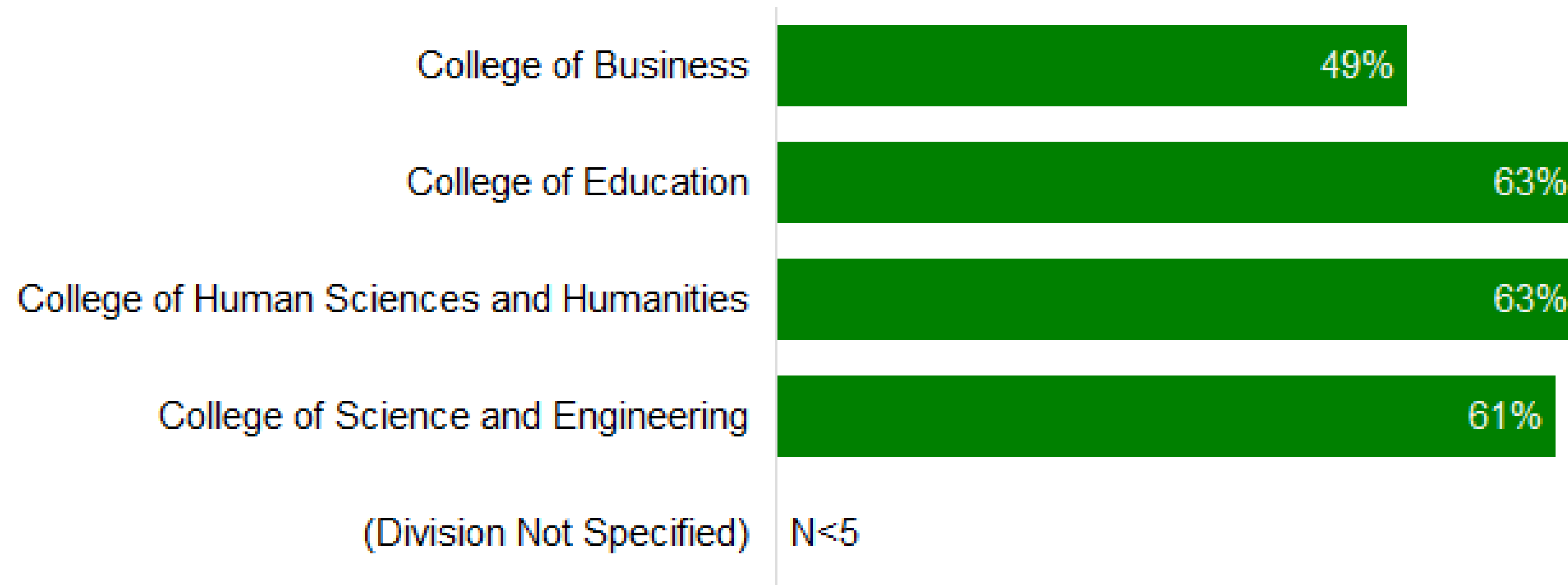
Faculty from 110 institutions listed in the "Comparison Institutions" section. This was everyone that took the survey in our year.



# Response Rate

- UHCL 59%
- Peers 56%
- Cohort Institutions 44%

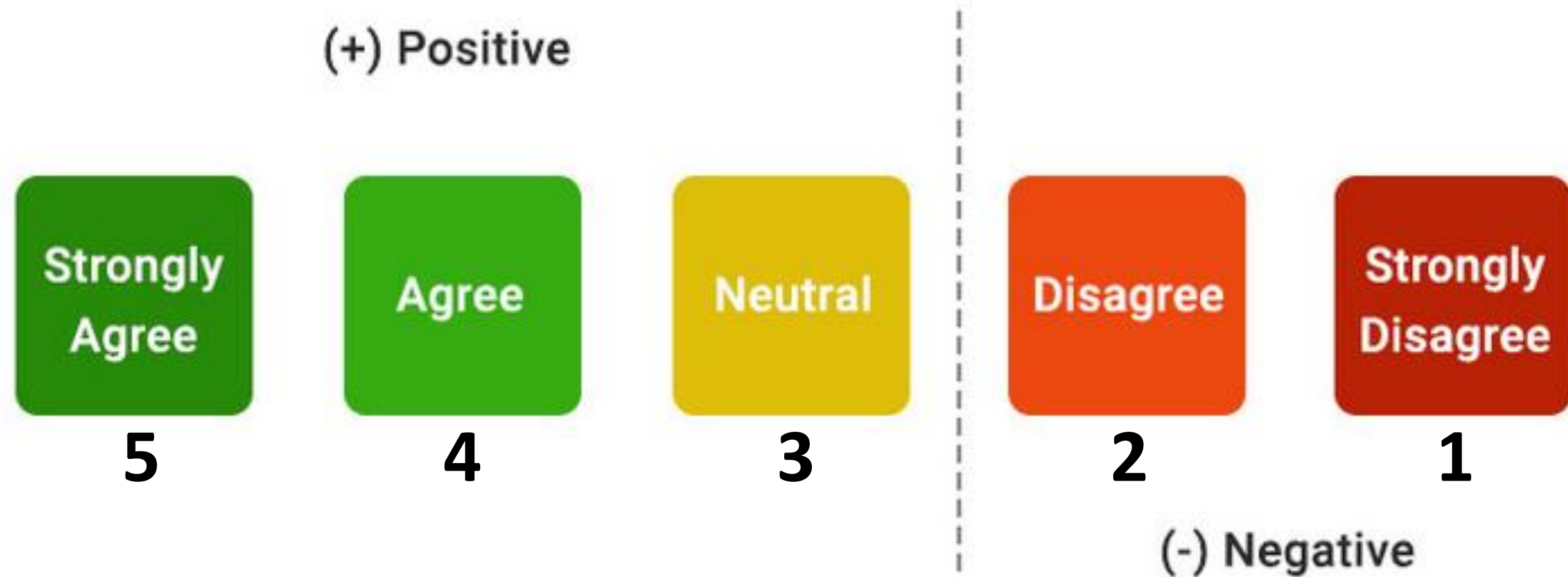
## Divisional Response Rates



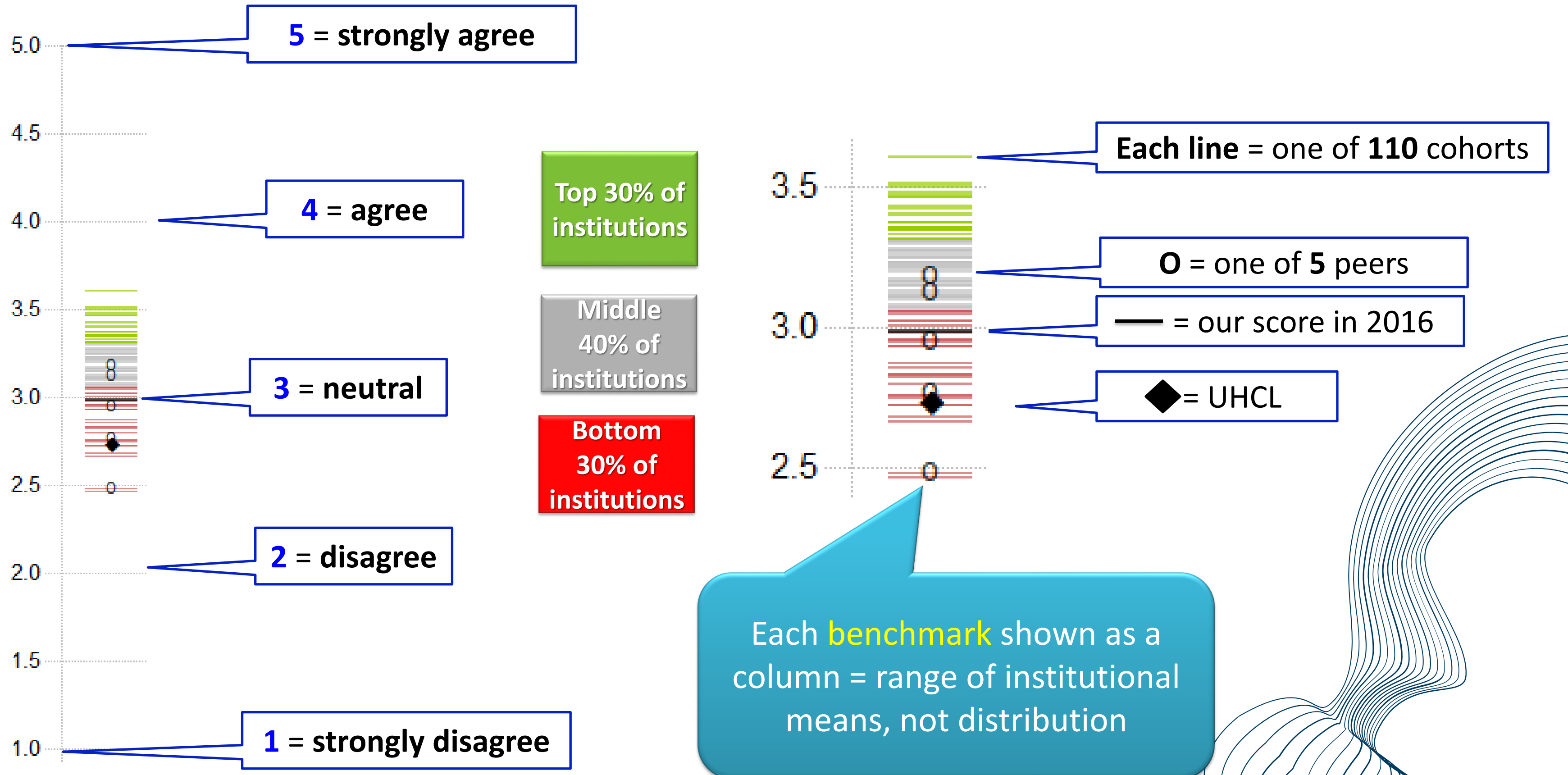
# COACHE Survey Benchmarks

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1. Nature of Work: Research
  2. Nature of Work: Service
  3. Nature of Work: Teaching
  4. Facilities and Work Resources
  5. Personal and Facility Policies
  6. Health and Retirement Benefits
  7. Interdisciplinary Work
  8. Collaboration
  9. Mentoring
  10. Tenure Policies
  11. Tenure Expectations: Clarity
  12. Promotion to Full
  13. Leadership: Senior
  14. Leadership: Divisional
  15. Leadership: Departmental
  16. Leadership: Faculty
  17. Governance: Trust
  18. Governance: Shared Sense of Purpose
  19. Governance: Understanding Issues at Hand
  20. Governance: Adaptability
  21. Governance: Productivity
  22. Departmental Collegiality
  23. Departmental Engagement
  24. Departmental Quality
  25. Appreciation and Recognition

# Likert Scale Used for Scoring Responses



# Benchmarks at a Glance Results



# COACHE Definition: Areas of Strength and Areas of Concern

## Where our Institution Stands

### Areas of strength (all faculty combined)

- *(No areas of strength)*

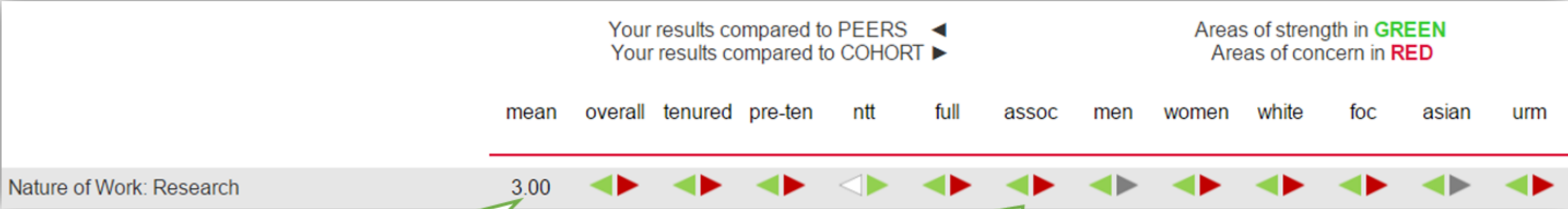
### Areas of concern (all faculty combined)

- *Appreciation and Recognition*
- *Departmental Engagement*
- *Governance: Adaptability*
- *Governance: Shared Sense of Purpose*
- *Governance: Understanding the Issue at Hand*
- *Leadership: Divisional*
- *Leadership: Senior*
- *Nature of Work: Research*
- *Nature of Work: Service*
- *Nature of Work: Teaching*
- *Personal and Family Policies*
- *Promotion to Full*
- *Tenure Expectations: Clarity*
- *Tenure Policies*

As shorthand, COACHE defines as an "area of strength" any Benchmark where your institution scores first or second among your selected comparison group and in the top 30 percent (the green section) of the cohort.

Conversely, an "area of concern" is where your faculty rating of a Benchmark falls fifth or sixth among your peers and in the bottom 30 percent (the red section) of the cohort. The survey themes at the left met these criteria for UHCL.

# Benchmarks: Triangles



Overall UHCL score

Faculty responses compared to similar faculty at other institutions

UHCL vs. **peers** (5)



UHCL vs. **cohorts** (110)

Ranking among peers		Percentile among all	
1 <sup>st</sup> or 2 <sup>nd</sup>	▶	▶	Top 30%
3 <sup>rd</sup> or 4 <sup>th</sup>	▶	▶	Middle 40%
5 <sup>th</sup> or 6 <sup>th</sup>	▶	▶	Bottom 30%
Insufficient data	▶		

# Benchmarks: Group Comparisons

Within campus differences							change over time
ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs f	white vs asian	white vs urm	
tenured	tenured		women		white	urm	N/A
tenured	tenured		women	white	ite		N/A
tenured	tenured	assoc	men				N/A
tenured	tenured					white	N/A

Faculty group with lowest rating will appear

Shading: magnitude of difference

# Benchmarks at a glance

For help understanding this visualization, see [guide video](#) or [guide note](#) on Benchmarks at a Glance.

