## 2022 COACHE Faculty Job Satisfaction Survey Results College of Medicine Report

## Table of Contents

Introduction3
Benchmark Means 4
Global Satisfaction
Nature of Work – Overall
Nature of Work – Teaching 8
Nature of Work – Research 10
Nature of Work - Service 13
Clinical Faculty Questions 14
Resources and Support 15
Interdisciplinary Work 18
Collaboration
Non-Tenure-Track Faculty Questions 21
Appreciation and Recognition 22
Departmental Engagement, Quality, and Collegiality 24
Departmental Engagement 25
Departmental Collegiality 26
Institutional Governance and Leadership 28
Shared Governance 30
Leadership: Faculty 33
Tenure and Promotion
Mentoring
Recruitment and Retention
Work and Personal Life Balance 40
Q267A - Please check the two (and only two) BEST aspects about working at your institution
Q267B - Please check the two (and only two) WORST aspects about working at your institution

## Introduction

#### **Response Rates**

	Co	College of Medicine				
	Population	Respondents	Response Rate	Response Rate		
Overall	975	233	24%	31%		
Tenure Status						
Т	194	74	38%	45%		
TT	45	19	42%	44%		
NTT	736	140	19%	26%		
Rank						
Professor (or Full Professor)	219	81	37%	41%		
Associate Professor	260	65	25%	34%		
Assistant Professor	465	86	18%	26%		
Instructor/Lecturer	31	<5		25%		
Gender						
Man/Trans man	626	134	21%	26%		
Woman/Trans woman	347	97	28%	36%		
Not listed above (Please specify)	<5	<5		100%		
Ethnicity-Race						
American Indian or Native Alaskan	<5	<5				
Asian or Asian-American	224	45	20%	25%		
Black or African-American	59	17	29%	35%		
Hispanic or Latino/a	38	10	26%	30%		
Middle Eastern, Southwest Asian, or North African	6	<5		75%		
Multiracial	5	<5				
White (non-Hispanic)	638	151	24%	31%		
Other	<5	<5		86%		
Faculty of Color	337	82	30%	31%		
Underrepresented Minorities	113	37	31%	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.

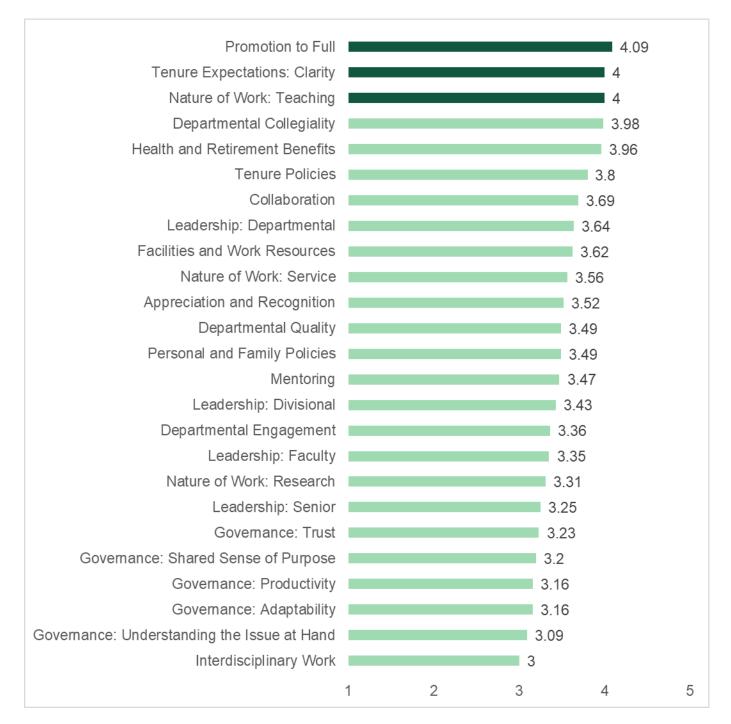
#### **Color Legend**

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



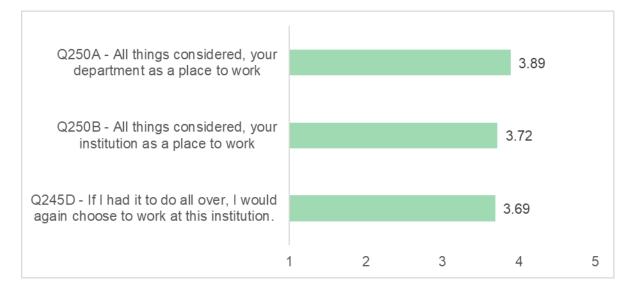
#### **Differences within Groups**

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.



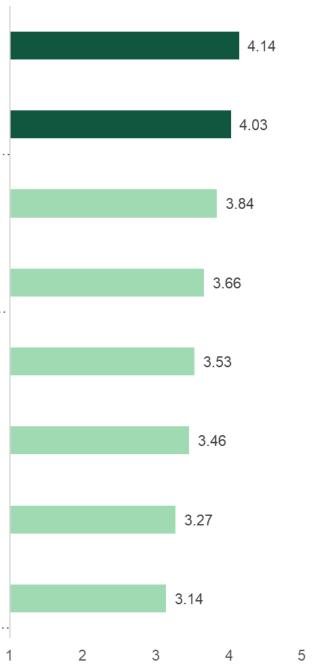
### **Benchmark Means**

## **Global Satisfaction**



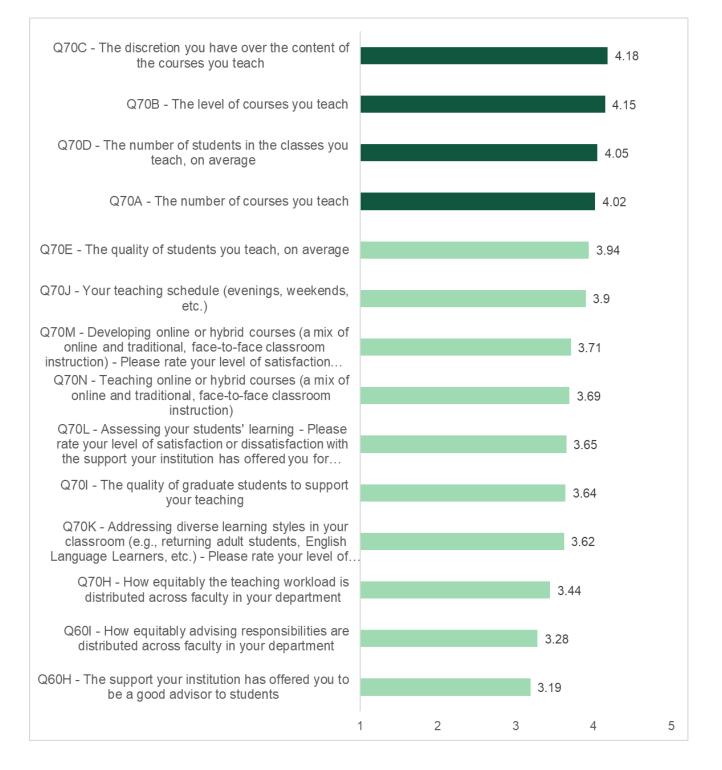
## Nature of Work - Overall

Q45A - Teaching - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following. Q45F - Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service) - Please... Q45C - Service (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or... Q45D - Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education) - Please rate your level of ... Q55A - I am able to balance the teaching, research, and service activities expected of me. Q45B - Research - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following. Q45E - Administrative tasks (e.g., creating and submitting reports, routine paperwork) -Please rate your level of satisfaction or dissatisfaction with the portion of your... Q55B - My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship)...





## Nature of Work - Teaching





## Nature of Work - Research

Q80B - The influence you have over the focus of your research/scholarly/creative work

Q85D - Traveling to present papers or conduct research/creative work - Please rate your level of satisfaction or dissatisfaction with the support your institution has...

Q80C - The quality of graduate students to support your research/scholarly/creative work

Q80A - The amount of external funding you are expected to find

Q80E - The support your institution provides you for engaging undergraduates in your research/scholarly/creative work

Q85A - Obtaining externally funded grants (pre-award) - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...

Q85B - Managing externally funded grants (post-award) - Please rate your level of satisfaction or dissatisfaction with the...

Q85E - The availability of course release time to focus on your research

Q80D - Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work

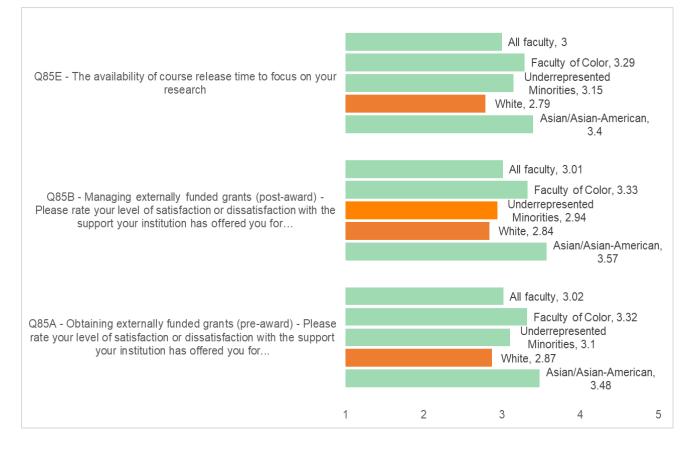
Q85C - Securing graduate student assistance - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...



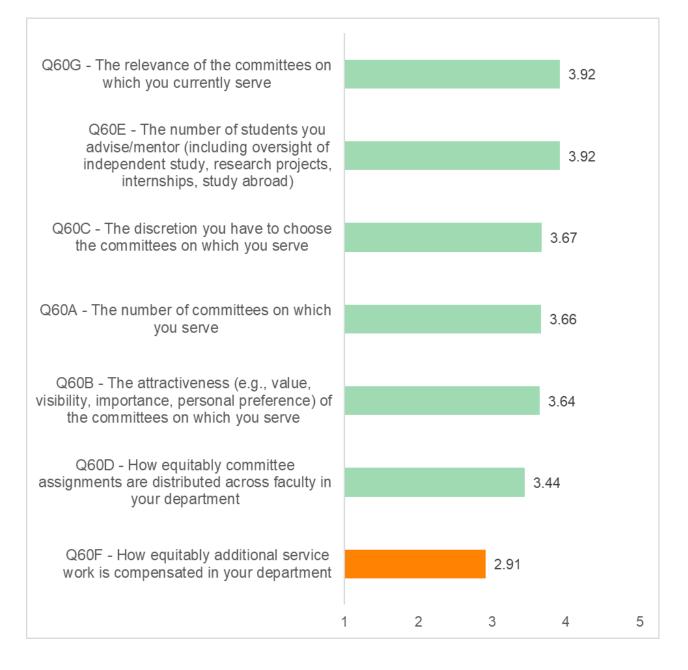


Q85E - The availability of course release time to focus on your research	All faculty, 3 Full Professor, 3.1 Associate Professor, 2.82 Assistant Professor, 3.03
Q85B - Managing externally funded grants (post-award) - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for	All faculty, 3.01 Full Professor, 3.02 Associate Professor, 2.9 Assistant Professor, 3.13
Q85A - Obtaining externally funded grants (pre-award) - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for	All faculty, 3.02 Full Professor, 2.97 Associate Professor, 3.07 Assistant Professor, 3.05
Q80E - The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	All faculty, 3.15 Full Professor, 3.11 Associate Professor, 2.95 Assistant Professor, 3.38
	2 3 4 5



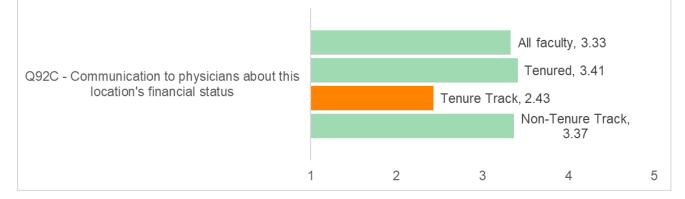


## Nature of Work - Service

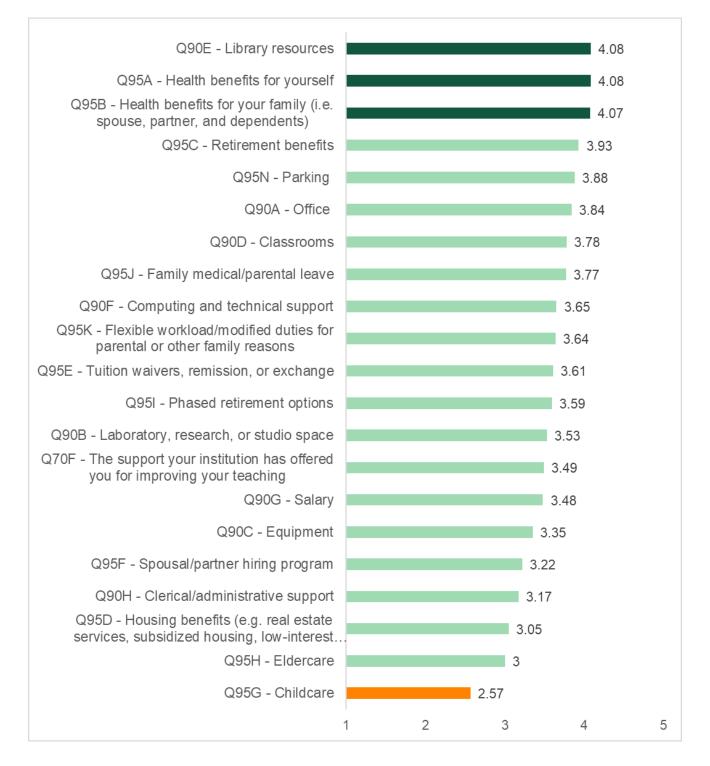


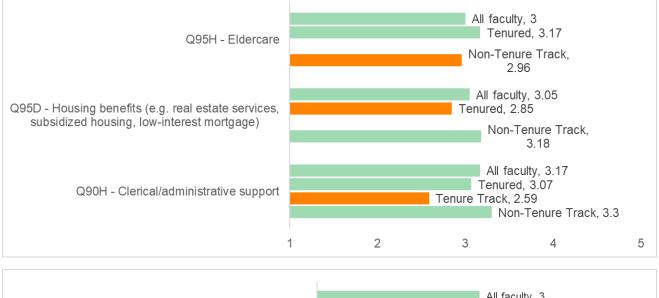
## **Clinical Faculty Questions**



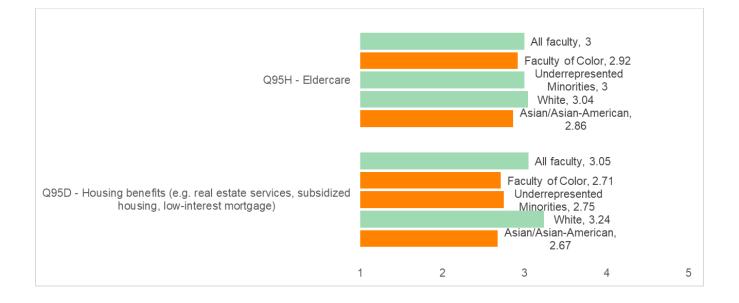


## **Resources and Support**

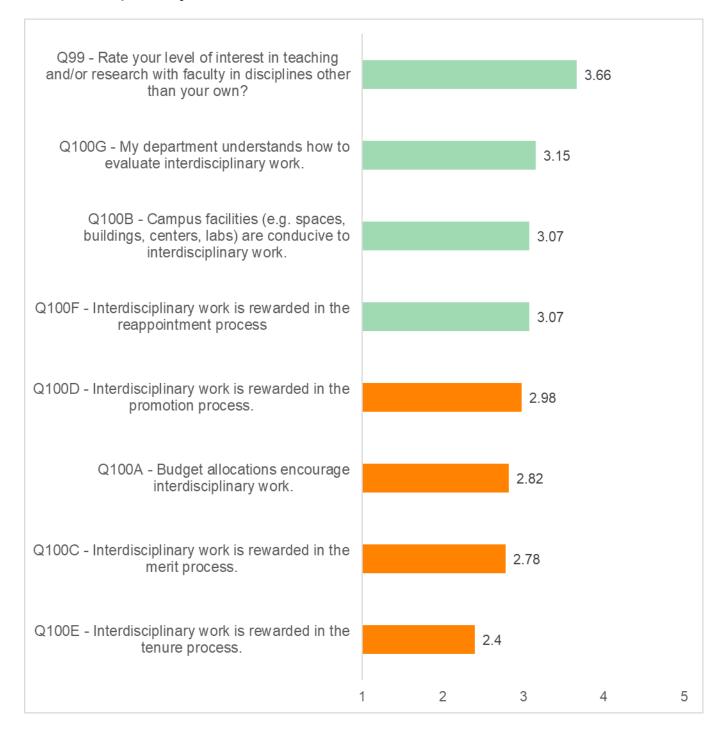


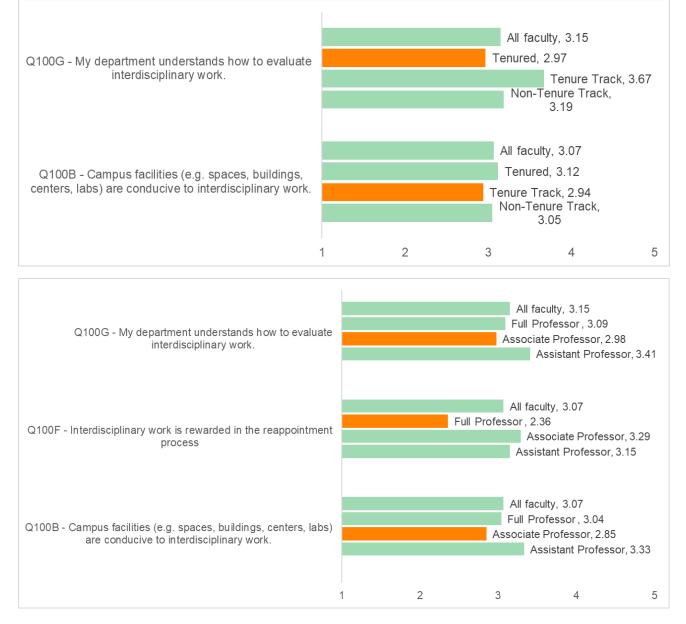


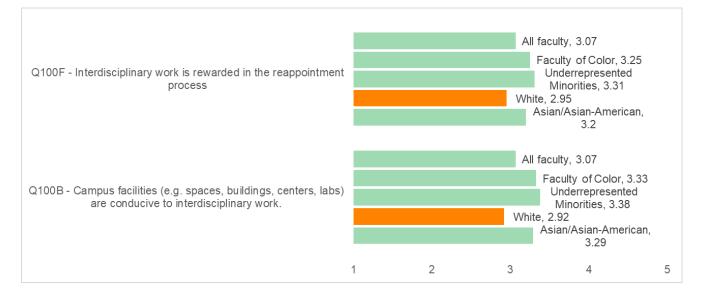




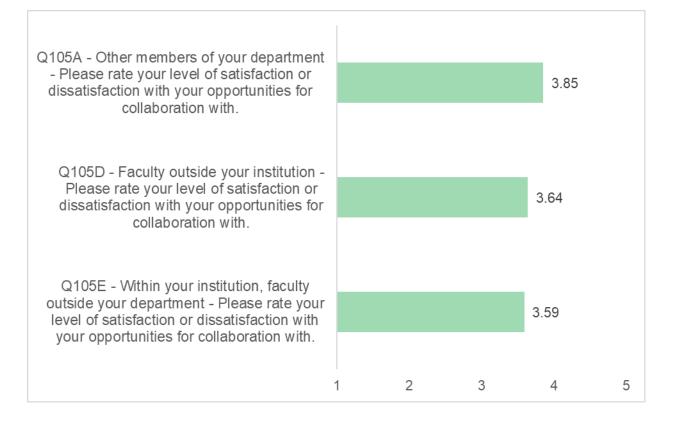
## Interdisciplinary Work







## Collaboration



## Non-Tenure-Track Faculty Questions

Q450E - My sense of whether my contract will be renewed - Please rate the clarity of the following aspects of contract renewal in your department.

Q460B - The critieria (what things are evaluated) for promotion of non-tenure-track faculty in my department - Please rate the clarity of the following aspects of promotion in...

Q460A - The promotion process for non-tenuretrack faculty in my department - Please rate the clarity of the following aspects of promotion in your department.

> Q460E - My sense of whether I will be promoted - Please rate the clarity of the following aspects of promotion in your department.

Q460C - The standards (the performance thresholds) for promotion of non-tenure-track faculty in my department - Please rate the clarity of the following aspects of promotion in...

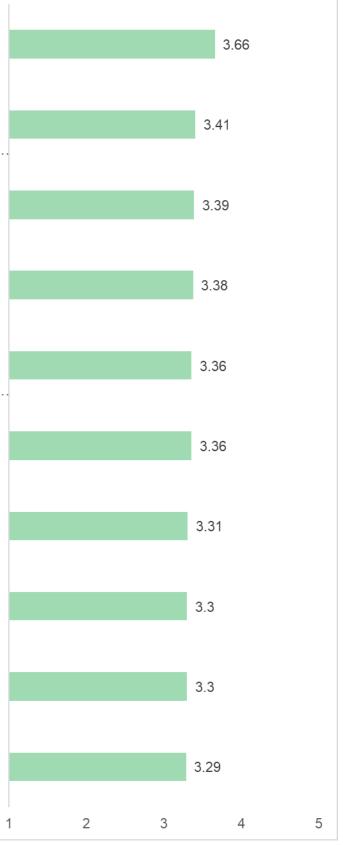
Q450B - The contract renewal critieria (what things are evaluated) in my department - Please rate the clarity of the following aspects of contract renewal in your department.

Q450C - The contract renewal standards (the performance thresholds) in my department -Please rate the clarity of the following aspects of contract renewal in your department.

Q460D - The body of evidence (the dossiers' contents) considered in making promotion decisions for non-tenure-track faculty in my department - Please rate the clarity of the...

Q450A - The contract renewal process in my department - Please rate the clarity of the following aspects of contract renewal in your department.

Q450D - The body of evidence (the dossiers' contents) considered in making contract renewal decisions - Please rate the clarity of the following aspects of contract renewal in your...



## Appreciation and Recognition

Q220A - I feel that my school/college is valued by this institution's President/Chancellor and Provost.

Q215I - Your colleagues/peers - For all of your work, how satisfied are you with the recognition you receive from...

- Q215L Your department head or chair For all of your work, how satisfied are you with the recognition you receive from...
- Q220B I feel that my department is valued by this institution's President/Chancellor and Provost.

Q245A - The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.

Q215M - Patient care/client services - How satisfied are you with the recognition you receive for your...

Q215C - Scholarly/creative work - How satisfied are you with the recognition you receive for your...

Q215A - Teaching efforts - How satisfied are you with the recognition you receive for your...

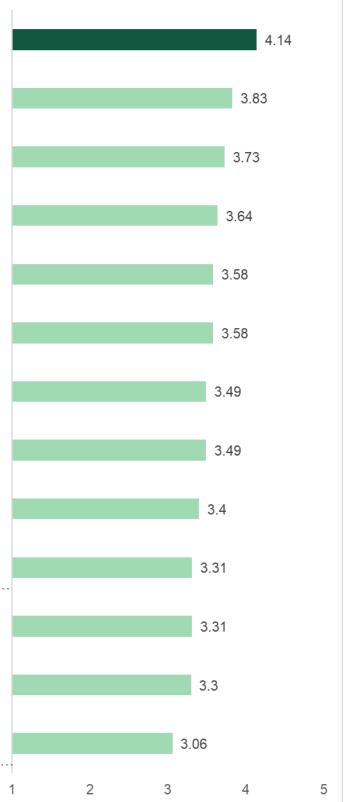
Q215D - Service contributions (e.g., department/program administration, faculty governance, committee work,...

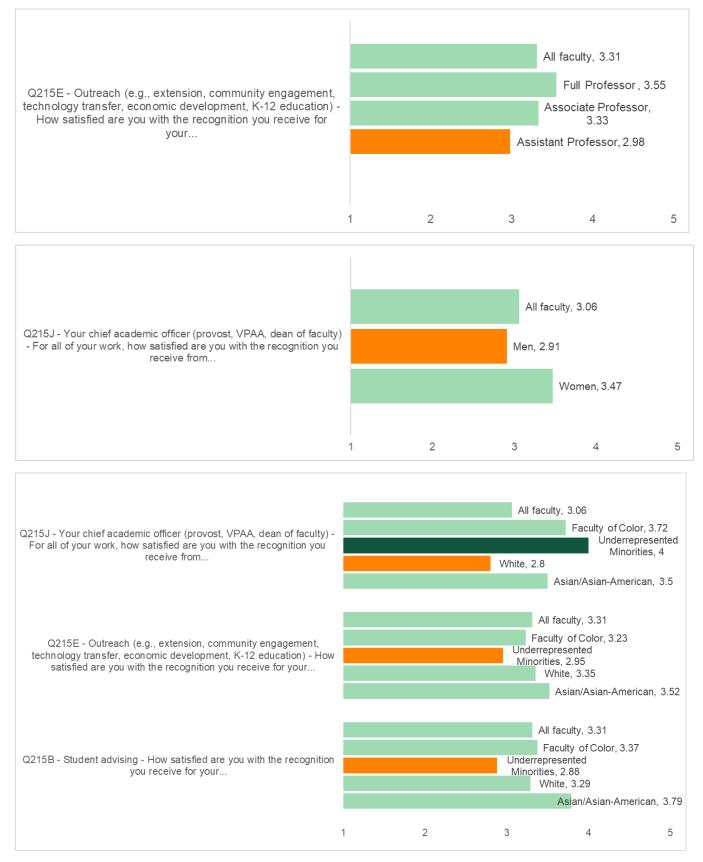
Q215E - Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education) - How satisfied...

Q215B - Student advising - How satisfied are you with the recognition you receive for your...

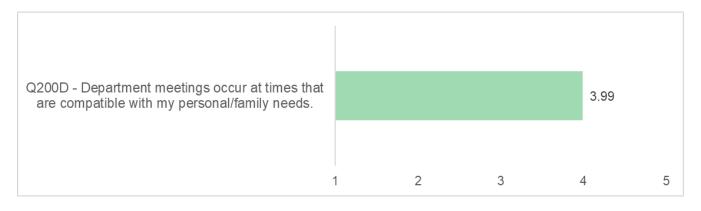
Q215K - Your dean or division head - For all of your work, how satisfied are you with the recognition you receive from...

Q215J - Your chief academic officer (provost, VPAA, dean of faculty) - For all of your work, how satisfied are you with the recognition you...



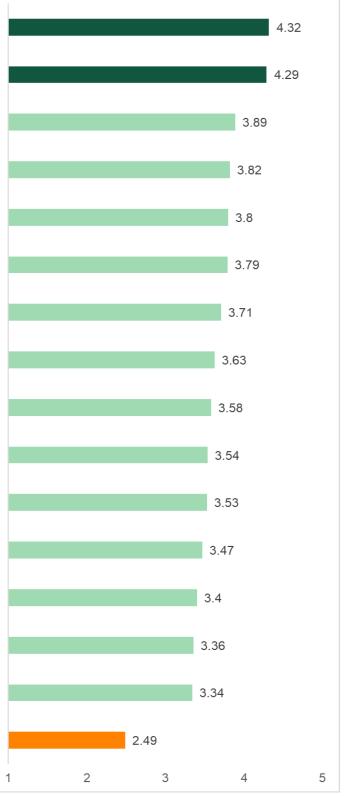


## Departmental Engagement, Quality, and Collegiality

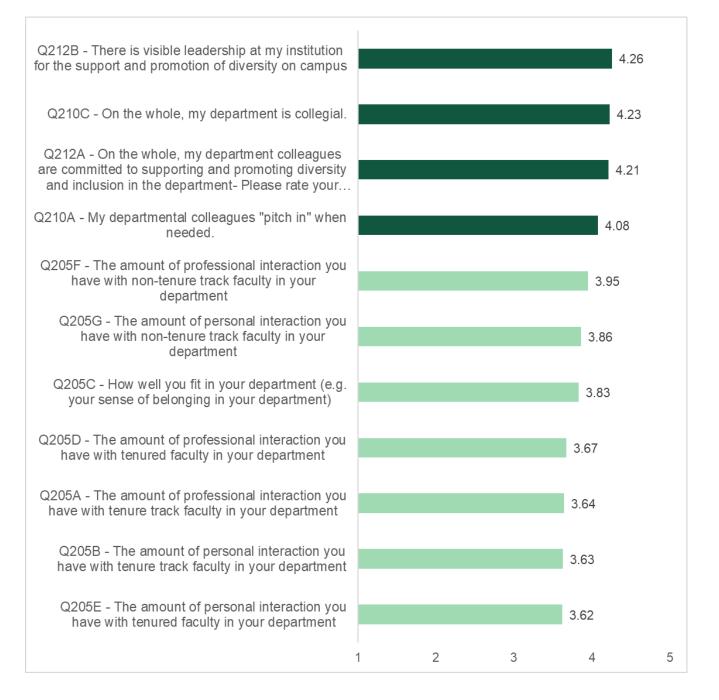


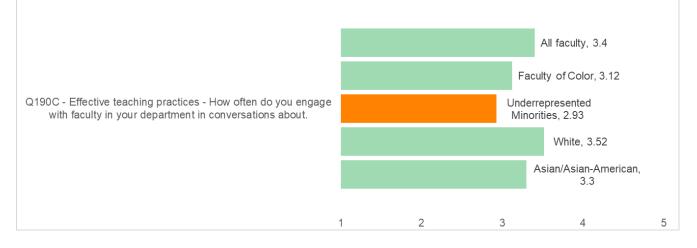
## Departmental Engagement





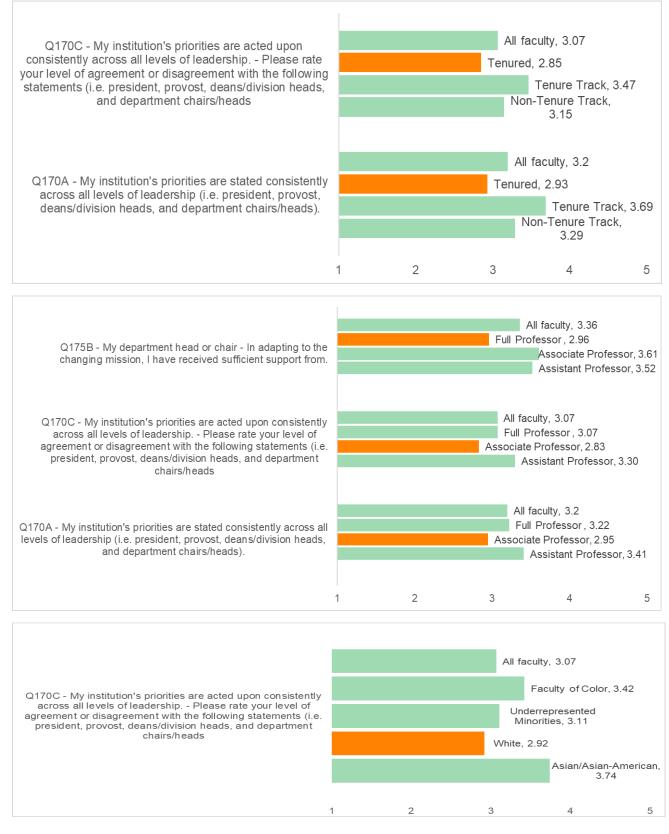
## **Departmental Collegiality**





## Institutional Governance and Leadership

Q185L - My department head's or chair's: Fairness in evaluating my work	3.87
Q185J - My department head's or chair's: Communication of priorities to faculty	3.61
Q185I - My department head's or chair's: Stated priorities	3.59
Q185H - My department head's or chair's: Pace of decision making	3.58
Q185K - My department head's or chair's: Ensuring opportunities for faculty to have input into	3.52
Q185D - My dean's or division head's: Pace of decision making	3.49
Q185E - My dean's or division head's: Stated priorities	3.49
Q185F - My dean's or division head's: Communication of priorities to faculty	3.46
Q175B - My department head or chair - In adapting to the changing mission, I have received sufficient	3.36
Q180M - My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	3.31
Q185G - My dean's or division head's: Ensuring opportunities for faculty to have input into	3.29
Q180L - My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision	3.29
Q180B - My institution's president's/chancellor's: Stated priorities	3.26
Q180N - My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of	3.25
Q180C - My institution's president's/chancellor's: Communication of priorities to faculty	3.21
Q170A - My institution's priorities are stated consistently across all levels of leadership (i.e	3.2
Q180A - My institution's president's/chancellor's: Pace of decision making	3.17
Q170C - My institution's priorities are acted upon consistently across all levels of leadership Please	3.07
Q171 - In the past five years, my institution's priorities have changed in ways that negatively affect my work	2.99
Q175A - My dean or division head - In adapting to the changing mission, I have received sufficient support	2.75
	1 2 3 4 5



### Shared Governance

Q189B\_F - Share a sense of responsibility for the welfare of the institution. - How often do faculty leaders and senior administrators...

Q189A\_A - The governance committees on which I currently serve make observable progress toward goals. -How often do you experience the following?

Q189B\_D - Follow agreed-upon rules of engagement when there are disagreements. - How often do faculty leaders and senior administrators...

Q188C - My institution has clear rules about the various roles and authority of the faculty and administration - Please rate your level of agreement or disagreement...

Q189B\_G - Discuss difficult issues in good faith. - How often do faculty leaders and senior administrators...

Q189B\_C - Respectfully consider one another's views before making important decisions. - How often do faculty leaders and senior administrators...

Q189A\_C - My institution cultivates new leaders among faculty. - How often do you experience the following?

Q189B\_B - Engage each other in defining decision criteria used to evaluate options. - How often do faculty leaders and senior administrators...

Q189B\_E - Have an open system of communication for making decisions. - How often do faculty leaders and senior administrators...

Q189A\_E - Senior administrators ensure that there is sufficient time for faculty to provide input on important decisions. - How often do you experience the following?

Q188B - I understand the process by which I can express my opinions about institutional policies - Please rate your level of agreement or disagreement with the following:

Q188A - The existing faculty governance structures offer sufficient opportunities for me to provide input on institution-wide policies - Please rate your level of...

Q188D - My institution's shared governance model holds up under unusual situations - Please rate your level of agreement or disagreement with the following:

Q187B - On the whole, rate the effectiveness or ineffectiveness of the shared governance system at your institution.

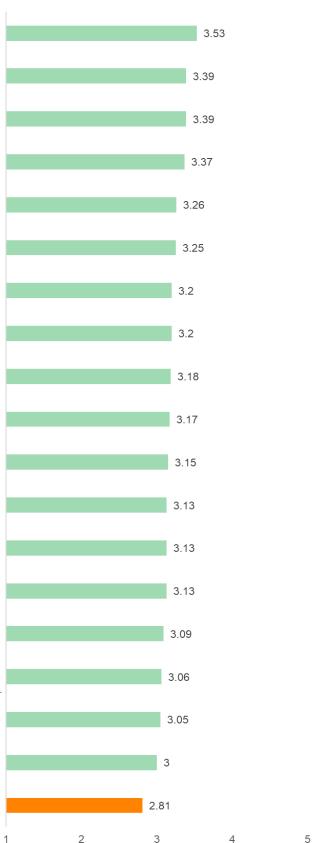
Q189A\_B - The progress achieved through governance efforts is publicly recognized. - How often do you experience the following?

Q188E - My institution systematically reviews the effectiveness of its decision making processes - Please rate your level of agreement or disagreement with the...

Q189A\_F - Once an important decision is made, senior administrators communicate their rationale (e.g., data used for decision, weight of faculty input, etc.). - How...

Q189B\_A - Have equal say in governance matters. - How often do faculty leaders and senior administrators...

Q189A\_D - Important institutional decisions are not made until consensus among faculty leaders and senior administrators is achieved. - How often do you...



Q189B_B - Engage each other in defining decision criteria used to evaluate options How often do faculty leaders and senior administrators	All faculty, 3.2 Tenured, 2.98 Tenure Track, 3.36 Non-Tenure Track, 3.33
Q189B_A - Have equal say in governance matters How often do faculty leaders and senior administrators	All faculty, 3 Tenured, 2.82 Tenure Track, 3.1 Non-Tenure Track, 3.13
Q188E - My institution systematically reviews the effectiveness of its decision making processes - Please rate your level of agreement or disagreement with the following:	All faculty, 3.06 Tenured, 2.92 Tenure Track, 3.4 Non-Tenure Track, 3.09
Q188D - My institution's shared governance model holds up under unusual situations - Please rate your level of agreement or disagreement with the following:	All faculty, 3.13 Tenured, 2.97 Tenure Track, 3.4 Non-Tenure Track, 3.19
	1 2 3 4 5
Q189B_A - Have equal say in governance matters How often do faculty leaders and senior administrators…	All faculty, 3 Full Professor, 2.93 Associate Professor, 2.84 Assistant Professor, 3.32
Q189A_F - Once an important decision is made, senior administrators communicate their rationale (e.g., data used for decision, weight of faculty input, etc.) How often do you experience the following?	All faculty, 3.05 Full Professor, 3.12 Associate Professor, 3.02 Assistant Professor, 2.98
Q189A_B - The progress achieved through governance efforts is publicly recognized How often do you experience the following?	
Q188E - My institution systematically reviews the effectiveness of its decision making processes - Please rate your level of agreement or disagreement with the following:	All faculty, 3.06 Full Professor, 2.99 Associate Professor, 3.02 Assistant Professor, 3.17
Q188B - I understand the process by which I can express my opinions about institutional policies - Please rate your level of agreement or disagreement with the following:	All faculty, 3.15 Full Professor, 3.28 Associate Professor, 3.27 Assistant Professor, 2.90
	1 2 3 4 5

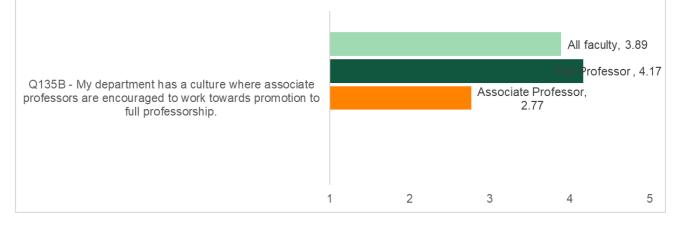


## Leadership: Faculty

Q186D - The steps taken by my institution-wide faculty governing body to ensure faculty are included in that body's decision making - Please rate your level of satisfaction or dissatisfaction with the following:	3.41
Q186C - The communication of priorities by my institution- wide faculty governing body - Please rate your level of satisfaction or dissatisfaction with the following:	3.36
Q186B - The stated priorities of my institution-wide faculty governing body - Please rate your level of satisfaction or dissatisfaction with the following:	3.35
Q186A - The pace of decision making by my institution- wide faculty governing body - Please rate your level of satisfaction or dissatisfaction with the following:	3.31
	1 2 3 4 5

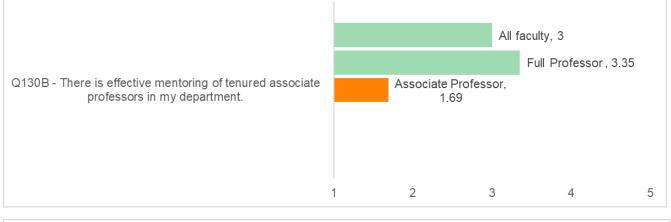
## **Tenure and Promotion**

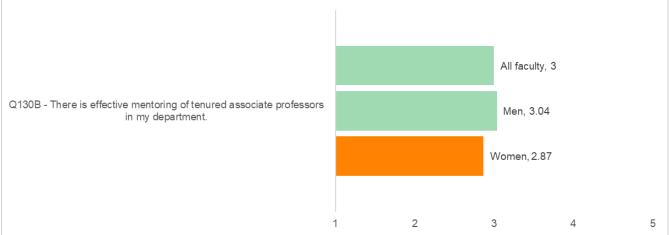
Q136D - The body of evidence (the dossier's contents) that will be considered in making my tenure decision					4.33	
Q140E - The time frame within which associate professors should apply for promotion - Please rate the.					4.28	
Q140B - The promotion criteria (what things are evaluated) in my department - Please rate the clarity of.					4.24	
Q140A - The promotion process in my department - Please rate the clarity of the following aspects of					4.22	
Q137A - A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:					4.2	
Q140D - The body of evidence (the dossier's contents) considered in making promotion decisions - Please rate.					4.18	
Q140C - The promotion standards (the performance thresholds) in my department - Please rate the clarity of.					4.04	
Q137E - A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance					4	
Q140F - My sense of whether or not I will be promoted from associate to full professor - Please rate the clarity.					4	
Q136B - The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the following					4	
Q137D - A colleague in your department - Is what's expected in order to earn tenure clear to you regarding.					4	
Q135C - Generally, the expectations for promotion from associate to full professor are reasonable to me.					3.96	
Q135B - My department has a culture where associate professors are encouraged to work towards promotion					3.89	
Q136E - My sense of whether or not I will achieve tenure - Please rate the clarity of the following aspects of					3.83	
Q136C - The tenure standards (the performance thresholds) in my department - Please rate the clarity of.					3.83	
Q139B - In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g.,				3.	6	
Q139A - I have received consistent messages from tenured faculty about the requirements for tenure				3.	6	
Q136A - The tenure process in my department - Please rate the clarity of the following aspects of earning tenure.				3.17		
	1	2	3		4	5

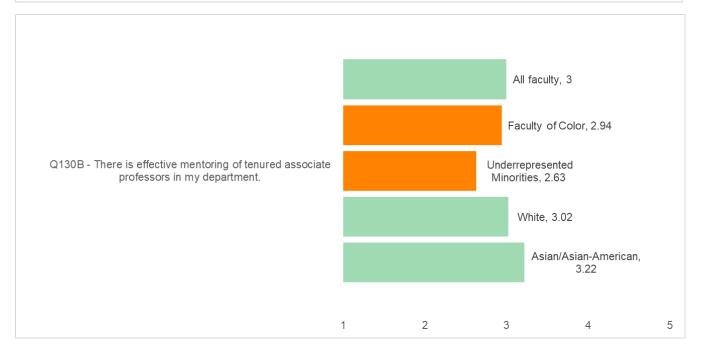


## Mentoring



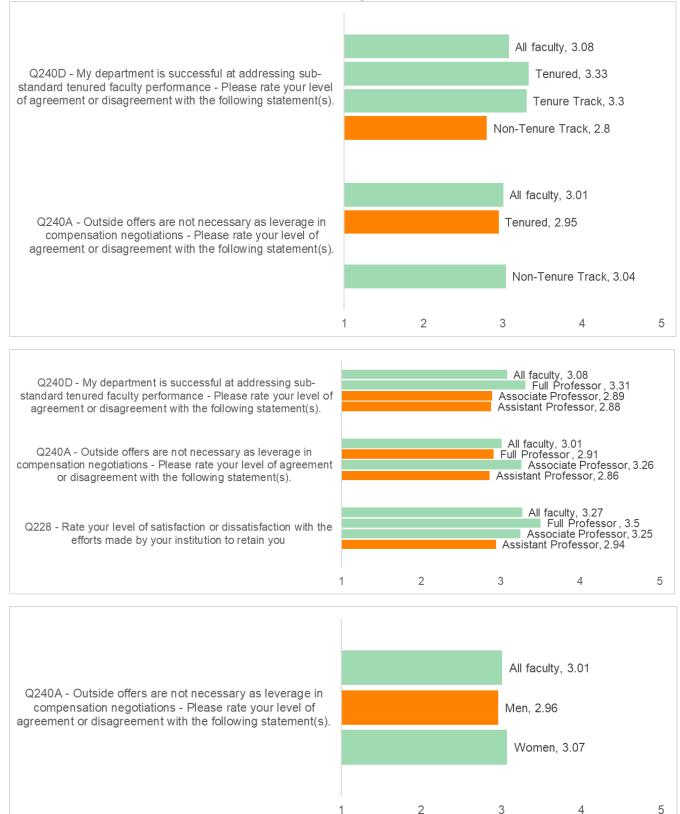


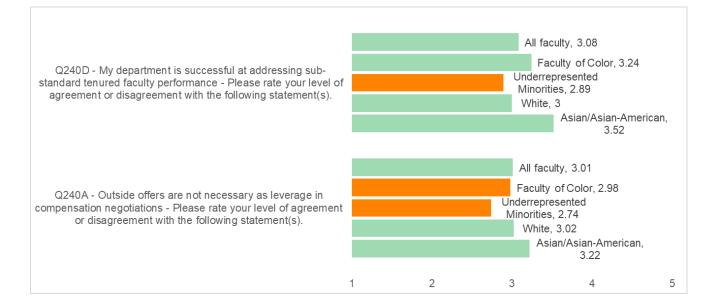




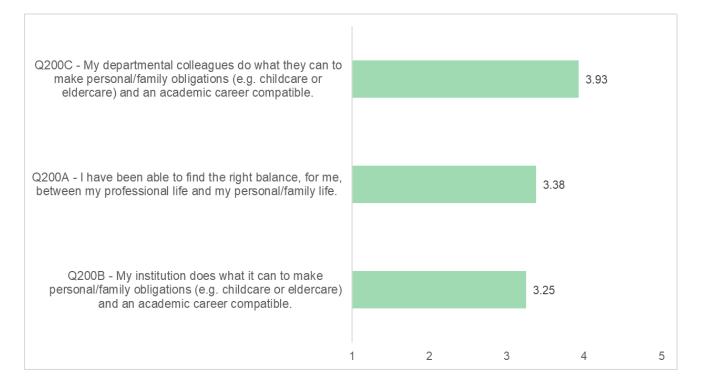
## **Recruitment and Retention**

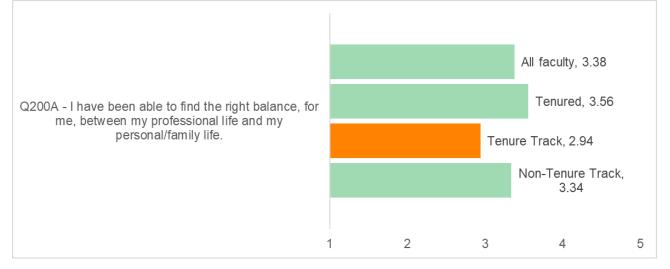




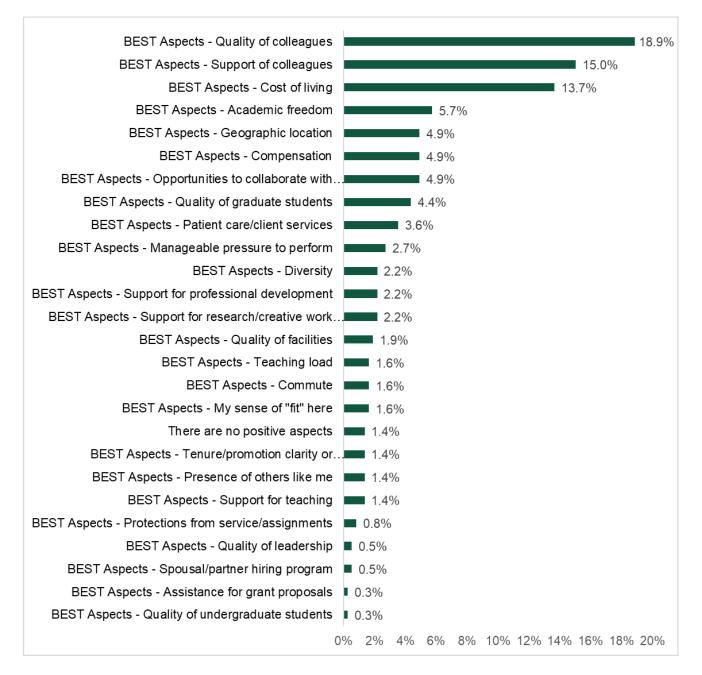


## Work and Personal Life Balance





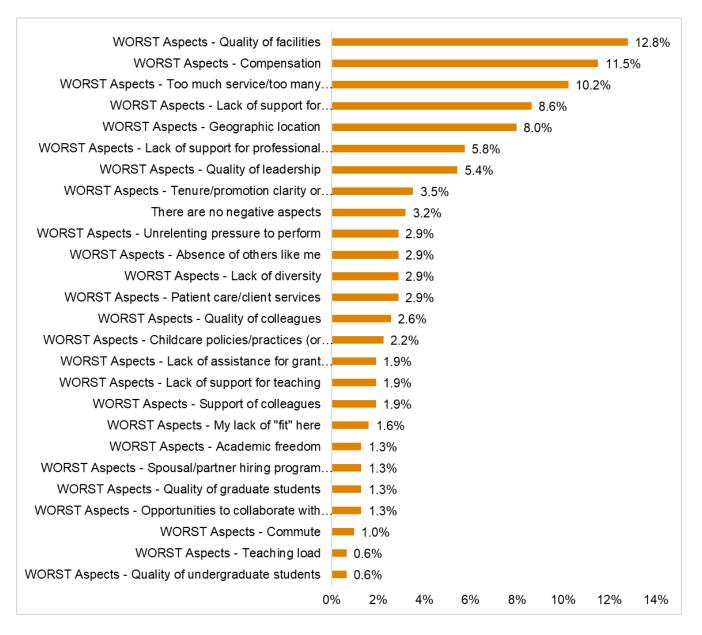
# Q267A - Please check the two (and only two) BEST aspects about working at your institution.



Q267A - Best Aspects Frequencie	es		
	Res	ponses	Percent of Cases
	N	Percent	
BEST Aspects - Quality of colleagues	69	18.9%	36.3%
BEST Aspects - Support of colleagues	55	15.0%	28.9%
BEST Aspects - Cost of living	50	13.7%	26.3%

BEST Aspects - Academic freedom	21	5.7%	11.1%
BEST Aspects - Opportunities to collaborate with colleagues	18	4.9%	9.5%
BEST Aspects - Compensation	18	4.9%	9.5%
BEST Aspects - Geographic location	18	4.9%	9.5%
BEST Aspects - Quality of graduate students	16	4.4%	8.4%
BEST Aspects - Patient care/client services	13	3.6%	6.8%
BEST Aspects - Manageable pressure to perform	10	2.7%	5.3%
BEST Aspects - Support for research/creative work (e.g., leave)	8	2.2%	4.2%
BEST Aspects - Support for professional development	8	2.2%	4.2%
BEST Aspects - Diversity	8	2.2%	4.2%
BEST Aspects - Quality of facilities	7	1.9%	3.7%
BEST Aspects - My sense of "fit" here	6	1.6%	3.2%
BEST Aspects - Commute	6	1.6%	3.2%
BEST Aspects - Teaching load	6	1.6%	3.2%
BEST Aspects - Support for teaching	5	1.4%	2.6%
BEST Aspects - Presence of others like me	5	1.4%	2.6%
BEST Aspects - Tenure/promotion clarity or requirements	5	1.4%	2.6%
There are no positive aspects	5	1.4%	2.6%
BEST Aspects - Protections from service/assignments	<5		
BEST Aspects - Spousal/partner hiring program	<5		
BEST Aspects - Quality of leadership	<5		
BEST Aspects - Quality of undergraduate students	<5		
BEST Aspects - Assistance for grant proposals	<5		

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



Q267B – Worst Aspects Frequencies				
	Re	sponses	Percent	
	N	Percent	of Cases	
WORST Aspects - Quality of facilities	40	12.8%	22.6%	
WORST Aspects - Compensation	36	11.5%	20.3%	
WORST Aspects - Too much service/too many assignments	32	10.2%	18.1%	
WORST Aspects - Lack of support for research/creative work (e.g., leave)	27	8.6%	15.3%	

WORST Aspects - Geographic location	25	8.0%	14.1%
WORST Aspects - Lack of support for professional development	18	5.8%	10.2%
WORST Aspects - Quality of leadership	17	5.4%	9.6%
WORST Aspects - Tenure/promotion clarity or requirements	11	3.5%	6.2%
There are no negative aspects	10	3.2%	5.6%
WORST Aspects - Patient care/client services	9	2.9%	5.1%
WORST Aspects - Lack of diversity	9	2.9%	5.1%
WORST Aspects - Absence of others like me	9	2.9%	5.1%
WORST Aspects - Unrelenting pressure to perform	9	2.9%	5.1%
WORST Aspects - Quality of colleagues	8	2.6%	4.5%
WORST Aspects - Childcare policies/practices (or lack thereof)	7	2.2%	4.0%
WORST Aspects - Support of colleagues	6	1.9%	3.4%
WORST Aspects - Lack of support for teaching	6	1.9%	3.4%
WORST Aspects - Lack of assistance for grant proposals	6	1.9%	3.4%
WORST Aspects - My lack of "fit" here	5	1.6%	2.8%
WORST Aspects - Opportunities to collaborate with colleagues	<5		
WORST Aspects - Quality of graduate students	<5		
WORST Aspects - Spousal/partner hiring program (or lack thereof)	<5		
WORST Aspects - Academic freedom	<5		
WORST Aspects - Commute	<5		
WORST Aspects - Quality of undergraduate students	<5		
WORST Aspects - Teaching load	<5		