



THE UNIVERSITY OF
TENNESSEE
HEALTH SCIENCE CENTER.

COACHE

Faculty Job Satisfaction Survey

College of Nursing College-Level Report

April 26, 2023

Dr. Cindy Russell, Vice Chancellor, AFSA

Dr. Valarie Fleming, Sr. Associate Vice Chancellor,
Academic and Faculty Affairs

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

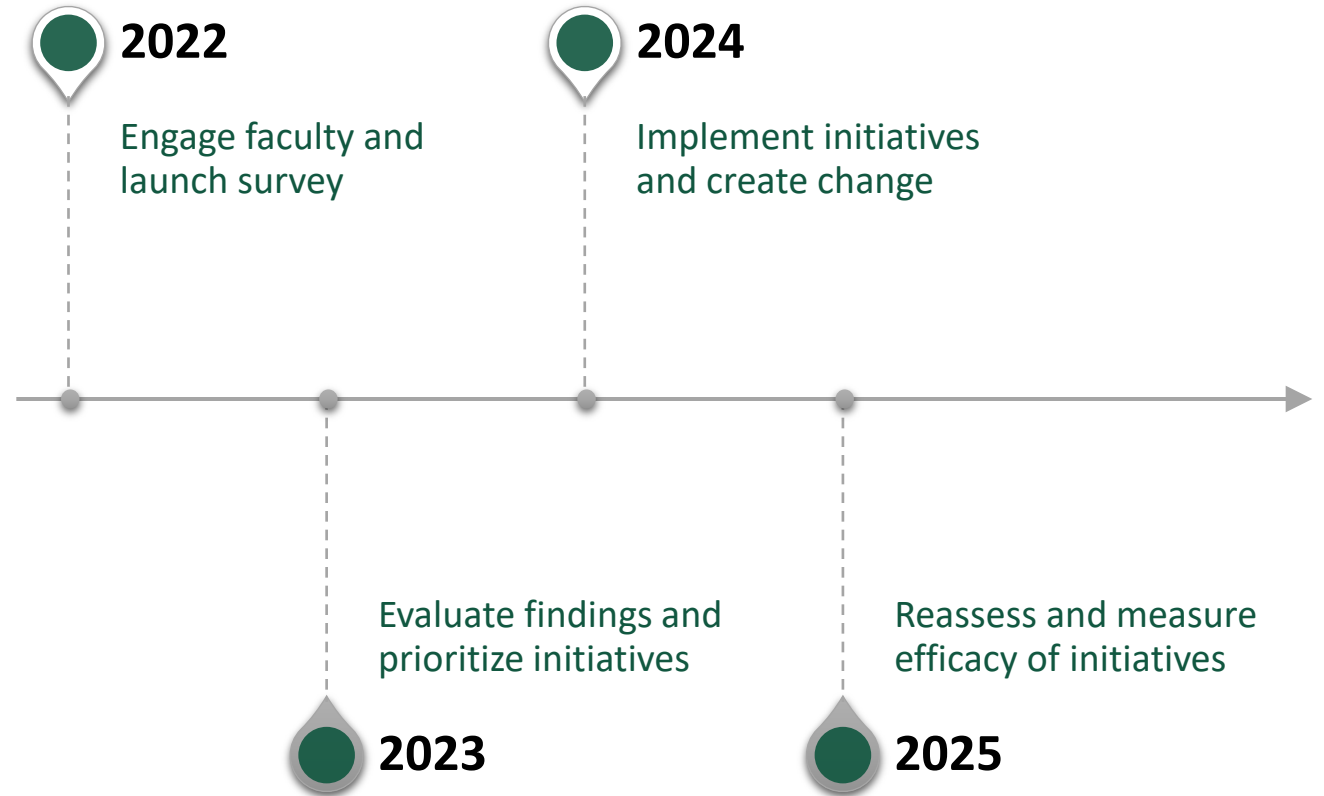
- Respondents were presented with only questions that directly related to their background and experience, including
 - Rank: Instructor, Assistant Professor, Associate Professor, Professor
 - Tenure status: Non-tenure track, Tenure-track, Tenured
 - Clinical appointment type: Clinical faculty
- Most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



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 infrequently
	5	4	3	2	1

COACHE Survey Documents

- COACHE 2022 College of Nursing 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 Nursing Presentation

Initial Results for College of Nursing

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 Nursing			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	106	42	40%	31%
Tenure Status				
T	<5	<5		45%
TT	6	<5		44%
NTT	96	36	38%	26%
Rank				
Professor (or Full Professor)	11	7	64%	41%
Associate Professor	7	5	71%	34%
Assistant Professor	47	24	51%	26%
Instructor/Lecturer	41	6	15%	25%
Gender				
Man/Trans man	8	<5		26%
Woman/Trans woman	97	37	38%	36%
Not listed above (Please specify)	<5	<5		100%
Ethnicity-Race				
Asian or Asian-American	<5	<5		25%
Black or African-American	26	8	31%	35%
White (non-Hispanic)	79	34	43%	31%
Faculty of Color	27	8	30%	31%
Underrepresented Minorities	26	8	31%	39%

College Strengths by Theme Area

Nature of Work
Overall

Nature of Work:
Teaching

Nature of Work:
Research

Nature of Work:
Service

Resources &
Support

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Work, Collaboration,
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Retention

Nature of Work: Overall

Example:

Patient Care and Client Services

Q45F - Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service) - Please rate your level of satisfaction or dissatisfaction with the portion of...



Nature of Work: Teaching

Example:

Teaching online/hybrid courses

Q70N - Teaching online or hybrid courses (a mix of online and traditional, face-to-face classroom instruction) - Please rate your level of satisfaction or dissatisfaction with the...



Nature of Work: Research

Example:

Influence over focus of research/scholarly work

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



Resources and Support

Example:

Support for teaching improvement

Q70F - The support your institution has offered you for improving your teaching - Please rate your level of...



Department Engagement, Vitality, Productivity, & Effectiveness

Example:

Departmental colleagues “pitch in”

Q210A - My departmental colleagues "pitch in" when needed.



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

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Nature of Work: Research

Example:

Availability of course release for research

Q85E - The availability of course release time to focus on your research - Please rate your level of satisfaction or dissatisfaction ...



Interdisciplinary Work, Collaboration, & Mentoring

Example:

Evaluation of interdisciplinary work

Q100G - My department understands how to evaluate interdisciplinary work. - Please rate your level of agreement or disagreement ...



Institutional Governance & Leadership; Shared Governance

Example:

Dean or division head provides sufficient support in adapting to the changing mission

Q175B - My department head or chair - In adapting to the changing mission, I have received sufficient support from.



Department Engagement, Vitality, Productivity, & Effectiveness

Example:

Support for faculty to be good mentors

Q130C - My institution provides adequate support for faculty to be good mentors.



Incongruences

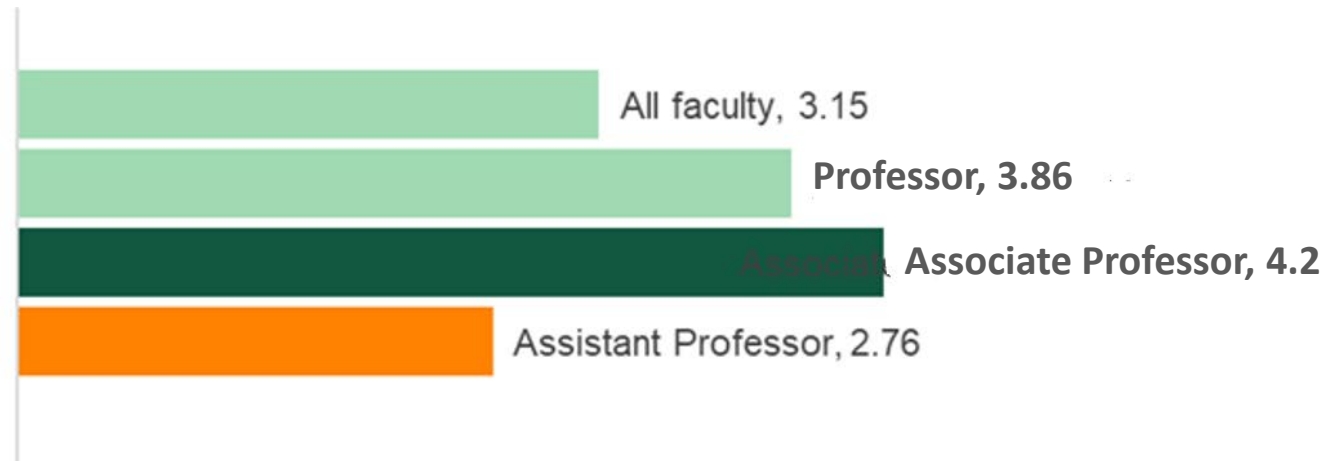
Items with overall positive means but
at least one group has mean less than 3.0

Incongruences

Example:

Distribution of teaching Workload

Q70H - How equitably the teaching workload is distributed across faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.

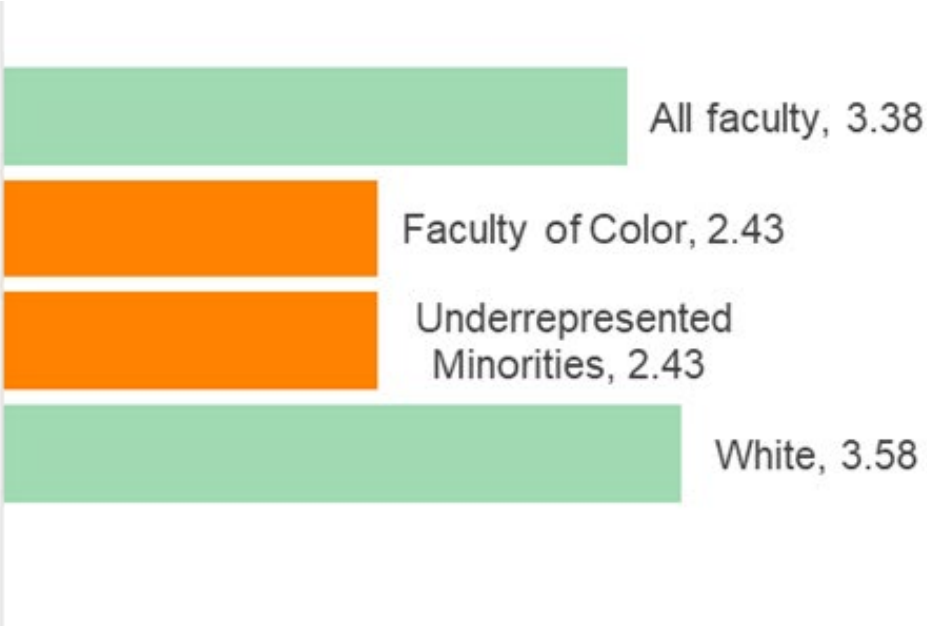


Incongruence

Example:

Salary

Q90G - Salary - Please rate your level of satisfaction or dissatisfaction ...

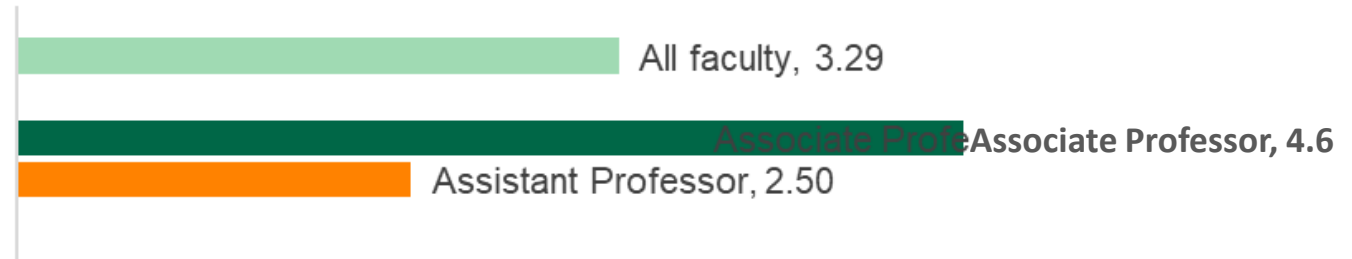


Incongruence

Example:

Non-Tenure Track Promotion

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





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Cohort Comparison

How does the College of Nursing
compare to its COACHE peer institutions?

COACHE Cohort Institutions

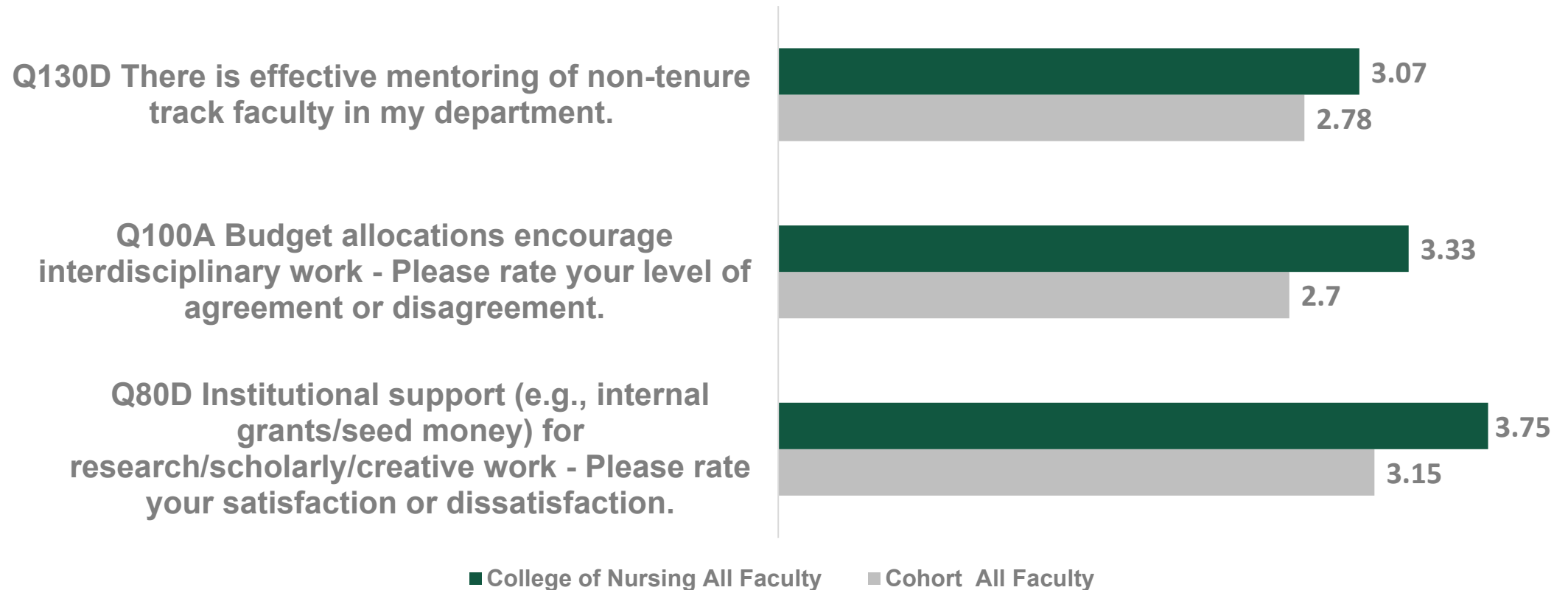
- Auburn University – School of Nursing
- Baylor University – Louise Herrington School of Nursing
- Emory University – Nell Hodgson Woodruff School of Nursing
- Florida International University – Nicole Wertheim College of Nursing & Health Sciences
- Florida State University – College of Nursing
- Georgetown University – School of Nursing & Health Studies
- Georgia State University – Byrdine F. Lewis College of Nursing and Health Professions
- Illinois State University – Mennonite College of Nursing
- Kent State University – College of Nursing
- Manhattanville College – School of Nursing and Health Sciences
- Radford University – School of Nursing
- SUNY - Stony Brook University – School of Nursing
- SUNY - University at Buffalo – School of Nursing
- University of California, Davis – The Betty Irene School of Nursing
- University of Central Florida – College of Nursing
- University of Cincinnati - Main Campus – College of Nursing
- University of Connecticut – School of Nursing
- University of Louisville – School of Nursing
- University of Massachusetts - Amherst – College of Nursing
- University of Missouri - Columbia – Sinclair School of Nursing
- University of North Carolina - Chapel Hill – School of Nursing
- University of Pittsburgh – School of Nursing
- University of South Carolina - Columbia – College of Nursing
- University of South Florida – College of Nursing
- University of Tennessee – College of Nursing
- University of Tennessee Health Science Center – College of Nursing
- University of Tennessee Southern – Travis School of Nursing & Health Sciences
- University of Texas at Arlington – College of Nursing and Health Innovation
- University of Texas at Austin – School of Nursing
- University of Texas at El Paso – School of Nursing
- University of Virginia – School of Nursing
- Vanderbilt University – School of Nursing
- Virginia Commonwealth University – School of Nursing
- Washington State University – College of Nursing

COACHE Peer Institutions*

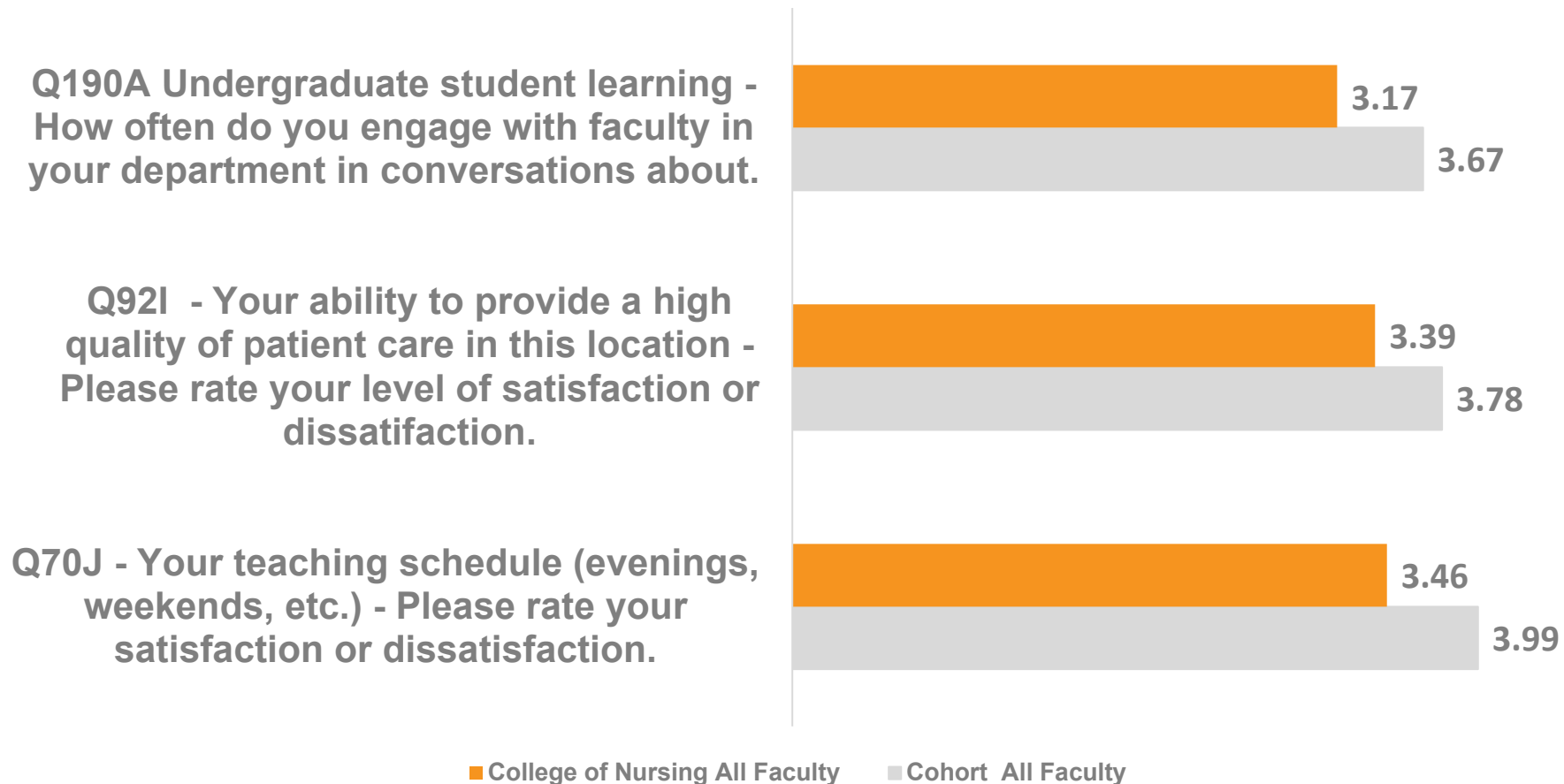
- Illinois State University – Mennonite College of Nursing
- Radford University – School of Nursing
- SUNY - University at Buffalo – School of Nursing
- University of Missouri - Columbia – Sinclair School of Nursing
- University of Texas at Austin – School of Nursing

*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.

Examples Higher than Cohort



Examples Lower than Cohort





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Best and Worst Aspects of Working at UTHSC

College: Best and Worst Aspects of Working at UTHSC

5 Best

- Support of colleagues (12%)
- Support for professional development (10%)
- Quality of colleagues (10%)
- Geographic location (9%)
- Support for teaching (7%)

5 Worst (last 4 tied)

- Compensation (13%)
- Teaching load (11%)
- Tenure/promotion clarity or requirements (9%)
- Geographic location (9%)
- Commute (9%)
- Unrelenting pressure to perform (9%)

Question prompts:

- Please check the two (and only two) best aspects about working at your institution.
- Please check the two (and only two) worst 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?

