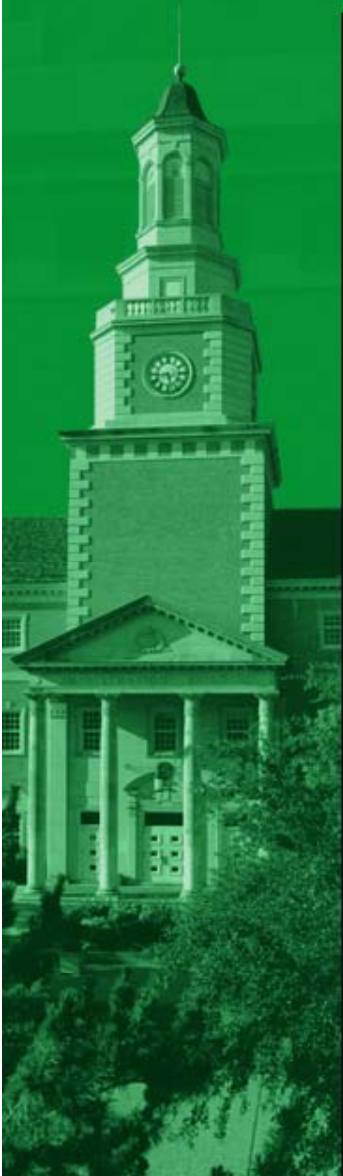


COACHE

Tenure-Track Faculty Job Satisfaction Survey Results

Wendy K. Wilkins,
Provost and Vice President for Academic Affairs



What is COACHE?

- Over 130 colleges, universities, systems
- Gathering + disseminating actionable research
- Designed for leaders/policymakers
- Targeting recruitment/retention/development
- Connecting data to interventions
- Improving the quality of faculty work/life
- Making academic careers equitable + attractive



DATA COLLECTION

- Email invitations were sent to junior faculty in October 2008, with follow-up reminders in November and January.
- UNT achieved a 77% response rate among junior faculty members.
- Preliminary analysis presented to UNT administrators in March 2009.

PEER INSTITUTIONS

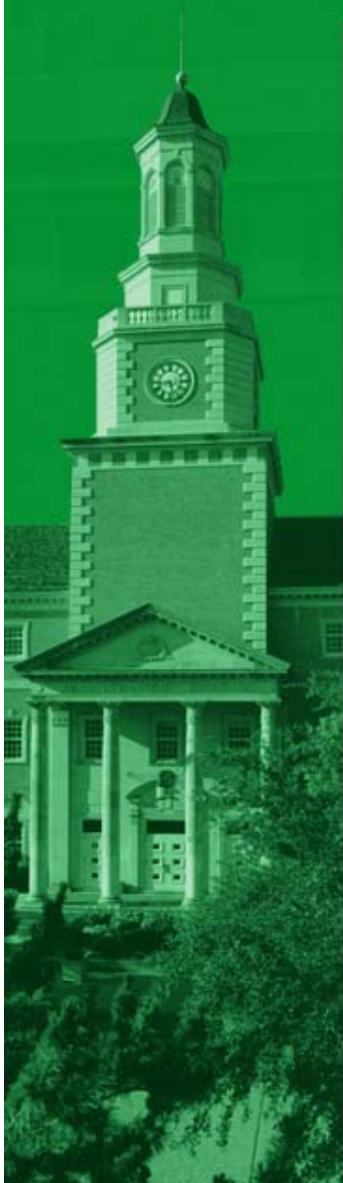
THE UNIVERSITY OF ALABAMA



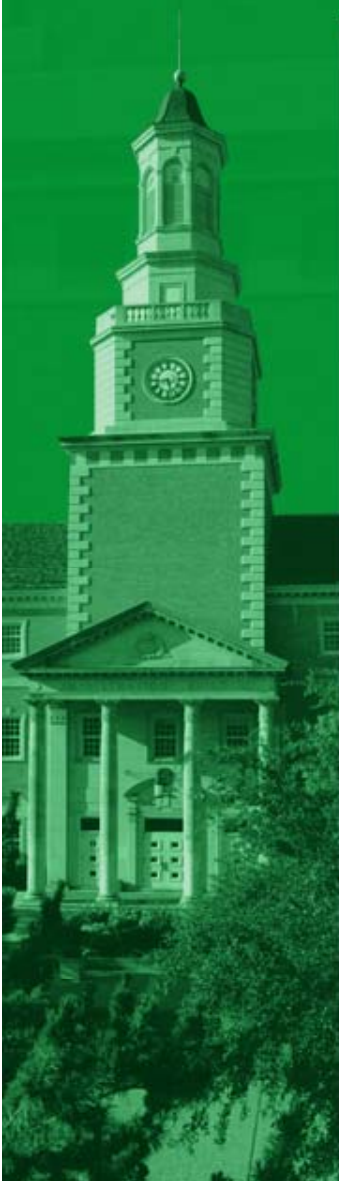
NC STATE UNIVERSITY

VCU Virginia Commonwealth University

M Mizzou
University of Missouri



STRENGTHS



Tenure Practices

- Clarity of tenure standards
- Tenure decisions based on performance
- Periodic, formal performance reviews
- Written summary of performance reviews

STRENGTHS



Nature of the Work: Teaching

- Degree of influence over which courses you teach

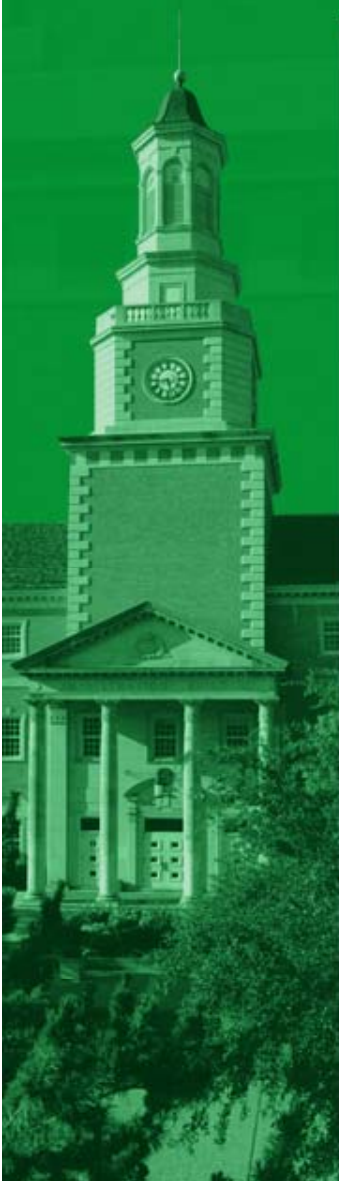
STRENGTHS

Work and Home

- Colleagues make having children and tenure-track compatible
- Colleagues make raising children and tenure-track compatible



STRENGTHS



Climate, Culture, Collegiality

- **Formal mentoring**
- **Peer reviews of teaching or research**
- **Fairness of immediate supervisor's evaluations**
- **How well you "fit" in**
- **Intellectual vitality of tenured colleagues**

STRENGTHS

Compensation and Benefits

- Financial assistance with housing

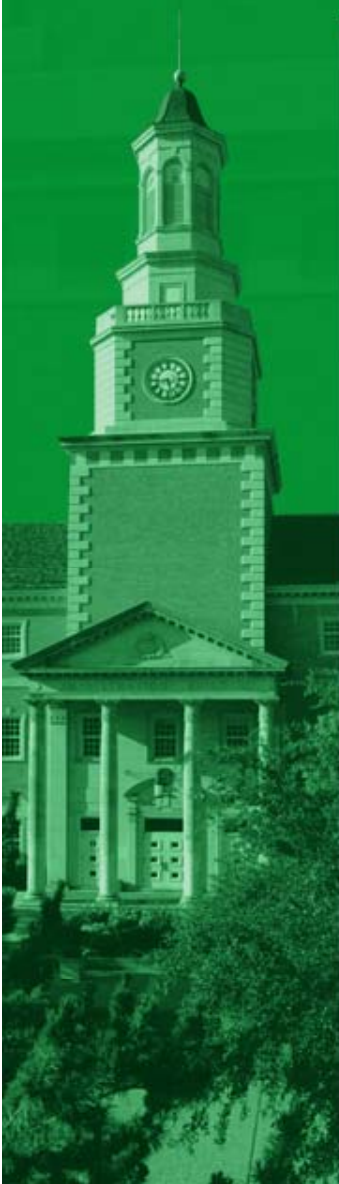


STRENGTHS

Global Satisfaction

- **Department as a place to work**
- **Chief Academic Officer cares about quality of life for pre-tenure faculty**

AREAS OF CONCERN



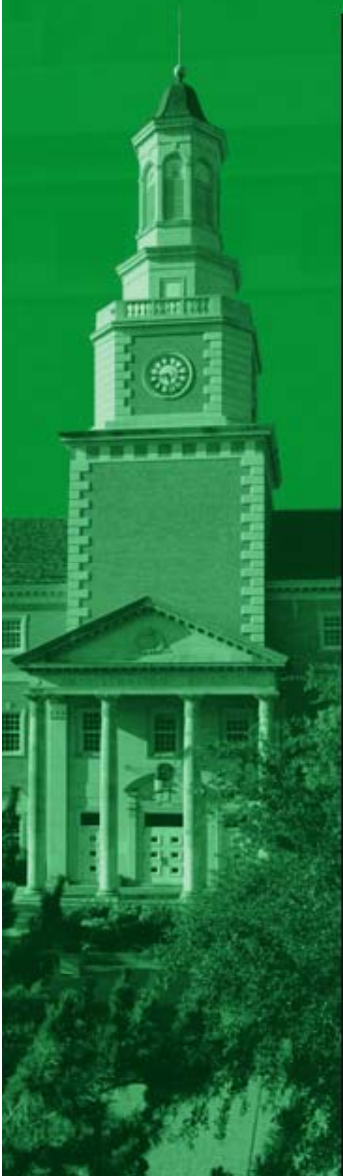
Nature of the Work: Research

- **Paid/unpaid research leave**

Nature of the Work: Teaching

- **Number of students you teach**
- **Quality of graduate students**
- **Teaching services**
- **Professional assistance for improving teaching**

AREAS OF CONCERN



Work and Home

- **Paid/unpaid personal leave**
- **Institution makes having children and tenure-track compatible**
- **Institution makes raising children and tenure-track compatible**

Climate, Culture, Collegiality

- Amount of professional interaction with pre-tenure colleagues
- Amount of personal interaction with pre-tenure colleagues



What next?

- Disseminate results
- Provide workshops for pre-tenure faculty
- Engage leadership
- Be explicit
- Conduct performance reviews



What next?

- Provide orientation and workshops
- Foster supportive culture for excellence in teaching & research
- Provide monetary support
- Be transparent
- Build a culture of support

