COACHE Faculty Job Satisfaction Survey

• Collaborative on Academic Careers in Higher Education (COACHE)
  – Survey instrument is designed specifically for tenure-stream faculty
  – Aims to measure the faculty population’s
    • levels of engagement in the teaching, research, and service
    • how supported and satisfied they are with the terms and conditions of their employment
  – Population = Faculty who are:
    • Full-time
    • Pre-tenure or tenured
    • Excludes: new hires, faculty in terminal year after being denied tenure, senior administrators (Deans, Assistant Deans, and central administrators), clinical faculty
COACHE Faculty Job Satisfaction Survey

- Collaborative on Academic Careers in Higher Education (COACHE)
  - The survey themes include:
    - Nature of the Work (Overall, Research, Teaching, Service)
    - Resources & Support
    - Interdisciplinary Work
    - Collaboration
    - Mentoring
    - Tenure and Promotion
    - Institutional Governance & Leadership
    - Engagement
    - Work & Personal Life Balance
    - Climate, Culture & Collegiality
    - Appreciation & Recognition
    - Recruitment & Retention
    - Global Satisfaction
COACHE Survey at UC Davis

• Results
  – Population = 1,358
  – Response rate = 46% = 629 faculty respondents
    • Higher among pre-tenure (59%) than tenured (45%) faculty
    • Higher among associate (52%) than full (43%) professors
    • Higher among women (56%) than men (42%)
    • Higher among white faculty (50%) than faculty of color (37%)

– Sample Sizes
  • Agriculture = 103
  • Biological Sciences = 48
  • Education = 8
  • Engineering = 65
  • Law = 12
  • Ls: Hacs = 89
  • Ls: Math/Phy Sci = 83
  • Ls: Soc Sci = 108
  • Management = 10
  • Medicine = 64
  • Veterinary Medicine = 39
  • Female = 242
  • Male = 387
  • URM = 47
  • Asian/Asian American = 71
  • White = 511
  • Assistant = 82
  • Associate = 151
  • Full = 396
COACHE Faculty Job Satisfaction Survey

• Tool for investigating faculty perceptions/experiences with equity and diversity
  – Between-group differences in level of faculty satisfaction in any of the areas investigated
  – Direct report on survey items that relate directly to diversity and the experience of inequality
Faculty experience of inequality: Interpretation of results

Hypothetical Q: Some faculty have unequal experiences by gender
Faculty experience of inequality: Interpretation of results

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Faculty experience of inequality: Interpretation of results

Hypothetical Q: Some faculty have unequal experiences by gender

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

- Male
- Female
Faculty experience of inequality: Interpretation of results

Hypothetical Q: Some faculty have unequal experiences by gender
Faculty experience of inequality: UC Davis results

Some faculty have condescending attitudes toward women

- Male
- Female

Some faculty have condescending attitudes toward members of racial/ethnic minorities

- URM
- Asian
- White
Faculty experience of inequality: UC Davis results

Some faculty have condescending attitudes toward women

- Male
- Female

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- URM
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Faculty experience of inequality: UC Davis results

Some faculty have condescending attitudes toward women

Some faculty have condescending attitudes toward members of racial/ethnic minorities
Faculty experience of inequality: UC Davis results

Some faculty have condescending attitudes toward women

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Male
Female

Some faculty have condescending attitudes toward members of racial/ethnic minorities

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

URM
Asian
White
Faculty experience of inequality: UC Davis results

Some faculty have condescending attitudes toward women

Some faculty have condescending attitudes toward members of racial/ethnic minorities
Faculty experience of inequality: UC Davis results

There is equal access to resources for research regardless of gender

- Male
- Female

There is equal access to resources for research regardless of race/ethnicity

- URM
- Asian
- White
Faculty experience of inequality: UC Davis results

Men receive preferential treatment in the areas of recruitment and promotions

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

Racial/ethnic minorities receive preferential treatment in the areas of recruitment and promotions

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree
Faculty experience of inequality: UC Davis results

Men receive preferential treatment in the areas of recruitment and promotions

Racial/ethnic minorities receive preferential treatment in the areas of recruitment and promotions
Faculty experience of inequality: UC Davis results

Men receive preferential treatment in the areas of recruitment and promotions

Racial/ethnic minorities receive preferential treatment in the areas of recruitment and promotions
Faculty experience of inequality: UC Davis results

Women are less likely than men to receive helpful career advice from colleagues

Men are more likely than women to receive helpful career advice from colleagues.

Racial/ethnic minorities are less likely than whites to receive helpful career advice from colleagues

Racial/ethnic minorities, particularly minority groups, are less likely to receive helpful career advice from colleagues compared to whites.
Faculty experience of inequality: UC Davis results

In meetings, people pay just as much attention when women speak as when men do

- Male
- Female

In meetings, people pay just as much attention when racial/ethnic minorities speak as when whites do

- URM
- Asian
- White
Faculty experience of inequality: UC Davis results

Women are appropriately represented in senior positions

Racial/ethnic minorities are appropriately represented in senior positions
Faculty experience of inequality: UC Davis results

Women are appropriately represented in senior positions

Racial/ethnic minorities are appropriately represented in senior positions
Faculty experience of inequality: UC Davis results

I have to work harder than I believe my colleagues do, in order to be perceived as a legitimate scholar.
On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.
On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.
Faculty perception of support for diversity

There is visible leadership at my institution for the support and promotion of diversity on campus.
Faculty perception of support for diversity

There is visible leadership at my institution for the support and promotion of diversity on campus.

![Graph showing faculty perception of support for diversity by gender and ethnicity.]
Conclusion: Faculty Perceptions of Equity & Diversity

- Widespread perception of commitment to diversity
- Consistent evidence that women and racial/ethnic minorities experience and/or perceive inequities
  - Perceptions tend to vary more by gender than by race/ethnicity, i.e., the disparities by gender are larger
  - Significant evidence of experience/perception of gender inequity in:
    - Interpersonal interactions (e.g., “condescending attitudes…”, “attention when speak…”)
    - Access to resources
    - Mentorship
    - Preferential treatment in hiring
    - Representation among leadership
    - Professional achievement
  - Significant evidence of experience/perception of racial/ethnic inequity in:
    - Interpersonal interactions (e.g., “condescending attitudes…”, “attention when speak…”)
    - Mentorship
    - Preferential treatment in hiring
    - Representation among leadership
    - Professional achievement