The Collaborative on Academic Careers in Higher Education (COACHE)

Faculty Council Presentation
June 5, 2014
What is COACHE?

• Collaborative of universities to study and improve work life for faculty

• Administered through Harvard University

• Emphasis on actionable results
MU’s COACHE Participation

• 2012-13
  – Included full–time tenure stream and non-tenure track faculty
  – 81 participating institutions/ 5 peers selected
# Response Rates

<table>
<thead>
<tr>
<th>University of Missouri Columbia</th>
<th>population</th>
<th>responders</th>
<th>response rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>tenured</td>
<td>925</td>
<td>456</td>
<td>49%</td>
</tr>
<tr>
<td>pre-tenure</td>
<td>270</td>
<td>152</td>
<td>56%</td>
</tr>
<tr>
<td>non-tenure track</td>
<td>647</td>
<td>286</td>
<td>44%</td>
</tr>
</tbody>
</table>
General Satisfaction

• 68% of faculty satisfied/very satisfied with MU as a place to work

• 72% of faculty satisfied/very satisfied with their departments as places to work

• 69% agree/strongly agree that they would choose MU again
Benchmarks I

- Nature of work: Research
- Nature of work: Service
- Nature of work: Teaching
- Facilities and work resources
- Personal and family policies
- Health and retirement benefits
- Interdisciplinary work
- Collaboration
- Mentoring
External Comparisons for Tenure Stream Faculty: Strengths

• Time spent on research
• Support for engaging undergrads in research
• Time spent on teaching
• Quality of students taught
• Ability to balance teaching/research/service
• Interdisciplinary work (budget and inclusion in tenure)
• Tenure reasonableness
External Comparisons for Tenure Stream Faculty by Rank: Weaknesses

- Quality of graduate students to support teaching and research
- Support for improving teaching
- Laboratory, research, studio space
- Childcare
- Mentoring of associate and pre-tenure faculty
- Clarity of tenure/promotion in general
- Collegiality/engagement/quality in departments
Within Campus Differences for Tenure Stream Faculty

- Mentoring
- Promotion
- Senior leadership
- Collegiality/Engagement/Quality
NTT Faculty

- Express similar or higher levels of satisfaction with tenure stream faculty on shared benchmarks
  - 3.3 average score on contract renewal items
  - 3.1 average score on items related to promotion
## School and College Response Rates
(All surveyed faculty)

<table>
<thead>
<tr>
<th>School</th>
<th>Population</th>
<th>Responders</th>
<th>Response Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ag, Food &amp; Nat Resources</td>
<td>192</td>
<td>108</td>
<td>56%</td>
</tr>
<tr>
<td>Arts &amp; Science</td>
<td>537</td>
<td>263</td>
<td>49%</td>
</tr>
<tr>
<td>Business</td>
<td>59</td>
<td>28</td>
<td>47%</td>
</tr>
<tr>
<td>Education</td>
<td>93</td>
<td>58</td>
<td>62%</td>
</tr>
<tr>
<td>Engineering</td>
<td>115</td>
<td>46</td>
<td>40%</td>
</tr>
<tr>
<td>Human Environmental Sciences</td>
<td>52</td>
<td>32</td>
<td>62%</td>
</tr>
<tr>
<td>Journalism</td>
<td>71</td>
<td>40</td>
<td>56%</td>
</tr>
<tr>
<td>Law</td>
<td>33</td>
<td>13</td>
<td>39%</td>
</tr>
<tr>
<td>Medicine</td>
<td>479</td>
<td>194</td>
<td>41%</td>
</tr>
<tr>
<td>Nursing</td>
<td>22</td>
<td>18</td>
<td>82%</td>
</tr>
<tr>
<td>School of Health Professions</td>
<td>59</td>
<td>34</td>
<td>58%</td>
</tr>
<tr>
<td>Truman School of Public Affairs</td>
<td>11</td>
<td>5</td>
<td>45%</td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>106</td>
<td>47</td>
<td>44%</td>
</tr>
</tbody>
</table>
Teaching  
Research  
Service  
Tenure policies  
Tenure clarity  
Tenure reasonableness  
Tenure Stream Promotion  
NTT Contract Renewal  
NTT Promotion  
Interdisciplinary work  
Collaboration  
Mentoring  
Departmental collegiality  
Departmental engagement  
Departmental quality  
Senior Leadership  
Divisional Leadership  
Departmental Leadership  
Facilities and work resources  
Personal and family policies  
Health and retirement benefits  
Appreciation and recognition

School and College Internal Comparisons
All faculty responding to survey

Minimum to Median  
Median to Maximum
Other General Findings

• Considerable variation among schools and colleges

• Differences across demographic groups more prominent at school and college level

• Differences appear at item level as well
Contact Information

• Pat Okker: okkerp@missouri.edu
• Mardy Eimers: eimersm@missouri.edu
• Bill Lamberson: lambersonw@missouri.edu
• Deborah Huelsbergen: huelsbergend@missouri.edu
• Tara Warne: warnetr@missouri.edu