



# collaborative on academic careers in higher education

## Faculty Job Satisfaction Survey

Faculty at The University of Texas at Austin will be asked to participate in a survey of faculty job satisfaction. This survey research is part of a national program called the Collaborative on Academic Careers in Higher Education (COACHE), which has been operating from the Harvard Graduate School of Education since 2003. Participation will entail completing a 25-minute, web-based survey; a unique link to the survey will be emailed from COACHE in the coming days. COACHE will not use any name or email address for any purposes except for this research. The tentative launch date is January 25<sup>th</sup>. Faculty will receive an introductory email from the Provost prior to the launch.

Based on scholarly literature, interviews with faculty, and focus groups with senior academic administrators, the COACHE *Faculty Job Satisfaction Survey* is the benchmarking instrument preferred by college and university leaders who expect action from their data. They have tested the survey's validity through cognitive testing with diverse faculty at various institutional types so that they could deliver an adaptive tool that is personalized by institution, rank, tenure status, and other important demographic factors. Following a three-year pilot, COACHE delivered its first reports in 2006, then completed a major update in 2011.

The survey themes reflecting their findings about the faculty experience include:

### **Nature of the Work:**

- Teaching
- Research
- Service

### **Tenure & Promotion**

### **Interdisciplinary Work**

### **Personal & Family Policies**

### **Health & Retirement Benefits**

### **Facilities & Work Resources**

### **Collaboration**

### **Mentoring**

### **Shared Governance:**

- Trust
- Shared Sense of Purpose
- Understanding Issues at Hand
- Adaptability
- Productivity

### **Leadership:**

- Senior
- Divisional
- Departmental
- Faculty

### **Appreciation & Recognition**

### **Retention & Negotiations**

### **The Department:**

- Engagement
- Collegiality
- Quality

### **Clinical Work (if applicable)**

### **Global Satisfaction**

### **Custom Questions (optional)**

Institutional response rates vary by Carnegie Classification; by the proportion of tenured, pre-tenure, and non-tenure-track faculty in the eligible population; and by their leaders' level of commitment to COACHE. Overall, they typically see response rates in the 50% to 80% range, not in the 30% to 50% range. Most faculty complete the survey in under 25 minutes, and of those who start, 90% go on to complete the questionnaire.

The survey gathers data along these themes to help participating academic leaders understand:

- How do faculty of different career stages experience academic work life at my institution?
- How do their experiences compare to those of faculty at peer institutions?
- Do their experiences differ by rank, tenure status, discipline, gender, or race/ethnicity?
- What policies or practices are associated with high levels of faculty satisfaction and vitality?