The 2016 COACHE Survey of Faculty Satisfaction

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The COACHE Review Committee

In alphabetical order

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## Shared Governance

### Areas of strength in GREEN
- Governance: Trust
- Governance: Shared sense of purpose
- Governance: Understanding the issue at hand
- Governance: Adaptable
- Governance: Productivity

### Areas of concern in RED
- Governance: Productivity
- Overall effectiveness of shared governance
- My committees make measurable progress towards goals
- Public recognition of progress

### Within campus differences
- Tenure status (tenured vs. pre-tenure)
- Gender (men vs. women, white vs. non-white)
- Race (Asian vs. non-Asian, URM vs. non-URM)

### Your results compared to PEERS
- Mean scores for overall, tenured, pre-tenured, full-time, and non-tenured faculty members.

### Your results compared to COHORT
- Mean scores for men, women, white, and non-white faculty members.

### Metrics
- Faculty governance structures offer opportunities for input
- Admin communicate rationale for important decisions
- Faculty and admin have equal say in decisions
- Faculty and admin define decision criteria together
- Governance: Adaptable
- Shared governance holds up in unusual circumstances
- Institution regularly reviews effectiveness of governance
- Institution cultivates new faculty leaders
- Governance: Productivity
- Overall effectiveness of shared governance

### Analysis
- These metrics help evaluate the effectiveness and inclusivity of governance within the institution.
What’s Next?

Three Areas for Immediate Action

• Improving campus climate for faculty of color
• Improving the environment for associate professors
• Improving conditions for NTT faculty
What’s Next (continued)?

Areas for Further Study

• Small but consistent differences in many areas of faculty life between men and women
• A closer look at how faculty view shared governance