



LOYOLA
UNIVERSITY MARYLAND

2015 COACHE Report on Faculty Job Satisfaction

VPAA Conversation with Tenure-Track Faculty
January 28, 2016

WHAT IS THE COACHE SURVEY?

Top-Flight Instrument to Gauge Faculty Satisfaction

- Administered by the Collaborative on Academic Careers in Higher Education, Harvard Graduate School of Education

Faculty experiences and perceptions on work-life areas:

- Research, teaching, service, resources, compensation, mentoring, leadership, recognition, etc.

Kinds of Information

National Context: 112 participating institutions

Peer Context: Comparisons among 5 peer institutions

Longitudinal Context: comparison to 2011 survey

Inter-Group Context: within and between institutions

- rank, tenure status, gender, race, division (limited)

Leadership Tool & Faculty Opportunity

The COACHE survey is intended to be a diagnostic and comparative management tool

Snapshot, not report card.

Opportunity for further conversation and action.

Underlying premise: When leaders and faculty themselves improve faculty life, that improves the student experience, institutional climate, and educational quality.

WHAT ARE THE HIGHLIGHTS?

(Very Brief:
Fuller Presentation at the Faculty Assembly)

Institutional Strength (potential bragging rights*)

- Personal and Family Policies
- Mentoring
- Tenure Policies
- Promotion
- Department Leadership
- Department Collegiality

* Brag with caution: some inter-group differences

Areas of Concern / Opportunities

General

- Senior Leadership
- Nature of Work: Time Spent on Teaching
- Nature of Work: Time Spent on Research
- Nature of Work: Time Spent on Service

Areas of Concern / Opportunities

Group Differences

Women Faculty

Faculty of Color

Tenure-Track Faculty – to be covered today

Associate Professors

Tenured Faculty

Full Professors

A Closer Look: Tenured vs. Tenure-Track

On Campus Groups Differences(effect size: **medium/large**)

In general, no categorical patterns. More targeted areas:

- Nature of Work/Service: Number of student advisees
- Nature of Work/Teaching: Number of courses taught
- Family policies: Spousal/partner hiring program
- Facilities: Equipment & Library resources
- Interdisciplinary work: Dept knows how to evaluate
- Dept: Discussions of technology & research
- Dept: intellectual vitality & teaching effectiveness of tenured faculty

Related results: Tenured Faculty Group Differences

- Health and Retirement Benefits
- Mentoring
- Senior Leadership

A Closer Look: Tenure-Track Faculty Peer Comparisons (liberal arts/private masters)

Loyola TT faculty report comparatively *more* satisfaction in the areas of:

- Personal and Family Policies
- Mentoring
- Tenure Policies
- Tenure Clarity
- Leadership: Departmental

Loyola TT faculty report comparatively *less* satisfaction in the areas of:

- Nature of Work: Service
- Nature of Work: Teaching
- Facilities and Work Resources
- Interdisciplinary Work
- Leadership: Senior
- Departmental Engagement
- Appreciation and Recognition

A Closer Look: Tenure-Track Faculty

Top reason: “If you were to choose to leave your institution”

- #1 TT: Increase resources to support work (21% TT v. 4% T faculty)
- #2 TT: Move to a preferred geographic location (17% TT v. 4% T)
- #1 Tenured: Retire (30% T v. 4% TT)
- Outranked “improve salary/benefits”

Best aspects (all similar to peer/national institutions)

- #1: Quality of colleagues
- #2: Support of colleagues
- #3: My sense of “fit” here
- Peer institutions tend to cite quality of ug students, but less so at Loyola

Worst aspects (all similar to peer/national institutions)

- #1: Compensation
- #2: Teaching Load
- #3: Lack of Diversity
- Peer institutions tend to cite T&P clarity or requirements, but not Loyola

SOME FOLLOW-UP INSTITUTIONAL INFORMATION

Faculty Demographics: A changing professoriate

Faculty Demographics (AY15-16)

- Faculty hired since fall 2008: 37% overall
- Ratio of Tenure-Track to Tenured Faculty
 - Fall 2008: 54 TT / 180 T (2008 Fact Book)
 - Fall 2015: 90 TT / 186 T
- Faculty of Color:
 - Overall: 18%, including all full-time (2015 Fact Book)
 - By rank: 31% Assistant, 23% Associate, 4% Full
- Women Faculty
 - Overall: 51%, including all full-time (2015 Fact Book)
 - By rank: 53% Assistant, 50% Associate, 32% Full

Faculty Development Support (selected)

- **Summer research grants**
- **Universal tenure-track research leave (since 2012)**
- **Universal TT mentoring program (since 2014)**
- **Library liaison program (since 2014)**
- **Year-round orientation / This Faculty Life monthly conversations about life in the profession (since 2014)**
 - Replaced teaching portfolio summer workshop
- **Faculty writing retreats (since 2014)**
- **Opportunities for engaging mission**
 - Collegium, Diversity Reading Groups, Ignatian Pilgrimage, Ignatian reading group, Kolvenbach grants, Service-learning fellows, etc.

Tenure and Promotion

Very few changes to university policy in recent years

- No “special strengths” requirement
- “High quality” descriptor for scholarly work (hired after July 2015)
- Clarified procedures for external letters on scholarship, when used (since fall 2015)
- Current faculty vote: explicit option to extend probationary period for alternative types of faculty leave beyond parental leave

Additional formative support in recent years

- Department guidelines for university policy
- Tenure dossier library (since fall 2015)
- Recurring annual conversations:
 - Myths and Facts about Tenure and Promotion (fall)
 - Dossier Building: Evaluative Document and Professional Practice (spring)

CONVERSATION