



collaborative on academic
careers in higher education

Lehigh University

2016-17

Faculty Job Satisfaction Survey

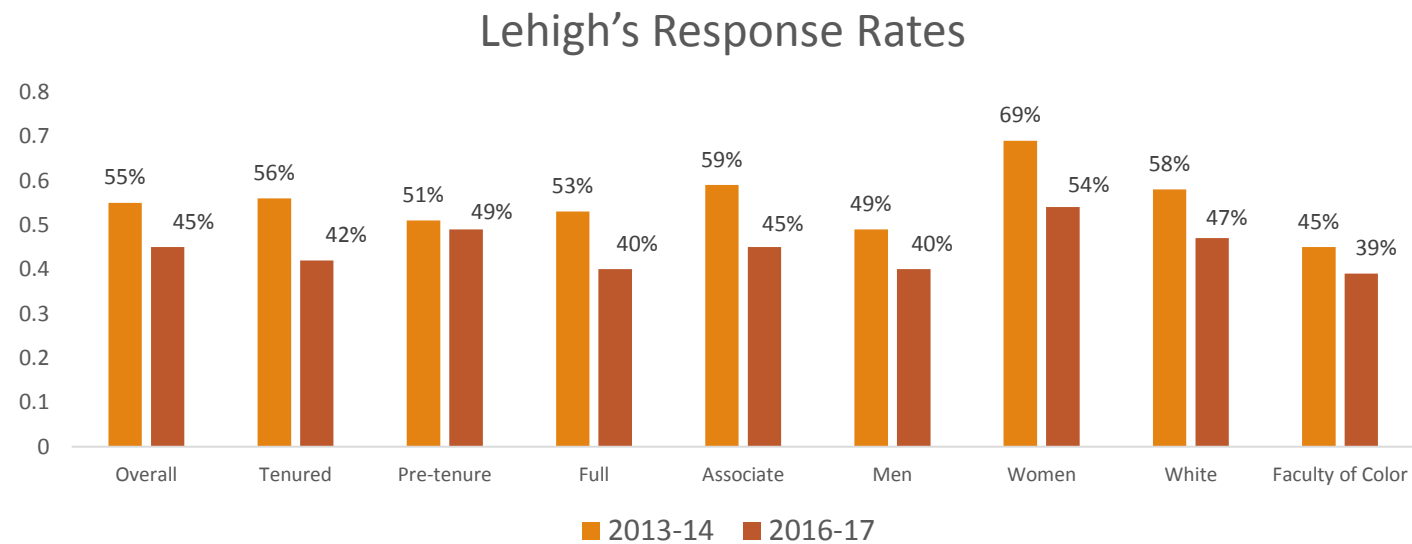
Senior Leadership Meeting, October 30, 2017

Response Rates

Faculty Job Satisfaction Survey 2013-14

Lehigh University

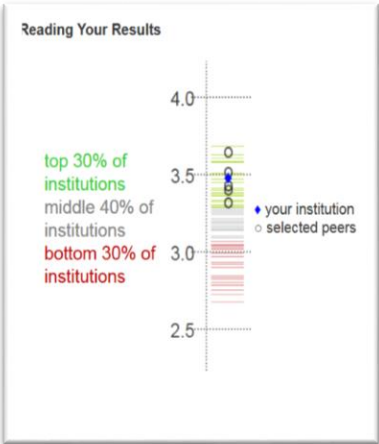
		overall	tenured	pre-tenure	full	assoc	men	women	white	faculty of color
Lehigh University	population	416	324	92	194	136	300	116	311	105
	responders	227	180	47	103	80	147	80	180	47
	response rate	55%	56%	51%	53%	59%	49%	69%	58%	45%
Selected peers	population	5233	3130	2103	2231	1455	3545	1688	4092	1141
	responders	2489	1567	922	1040	746	1588	901	1971	518
	response rate	48%	50%	44%	47%	51%	45%	53%	48%	45%
All	population	53256	40051	13205	22093	18518	34637	18619	40789	11806
	responders	26258	19441	6817	10505	9123	15854	10404	21114	5096
	response rate	49%	49%	52%	48%	49%	46%	56%	52%	43%



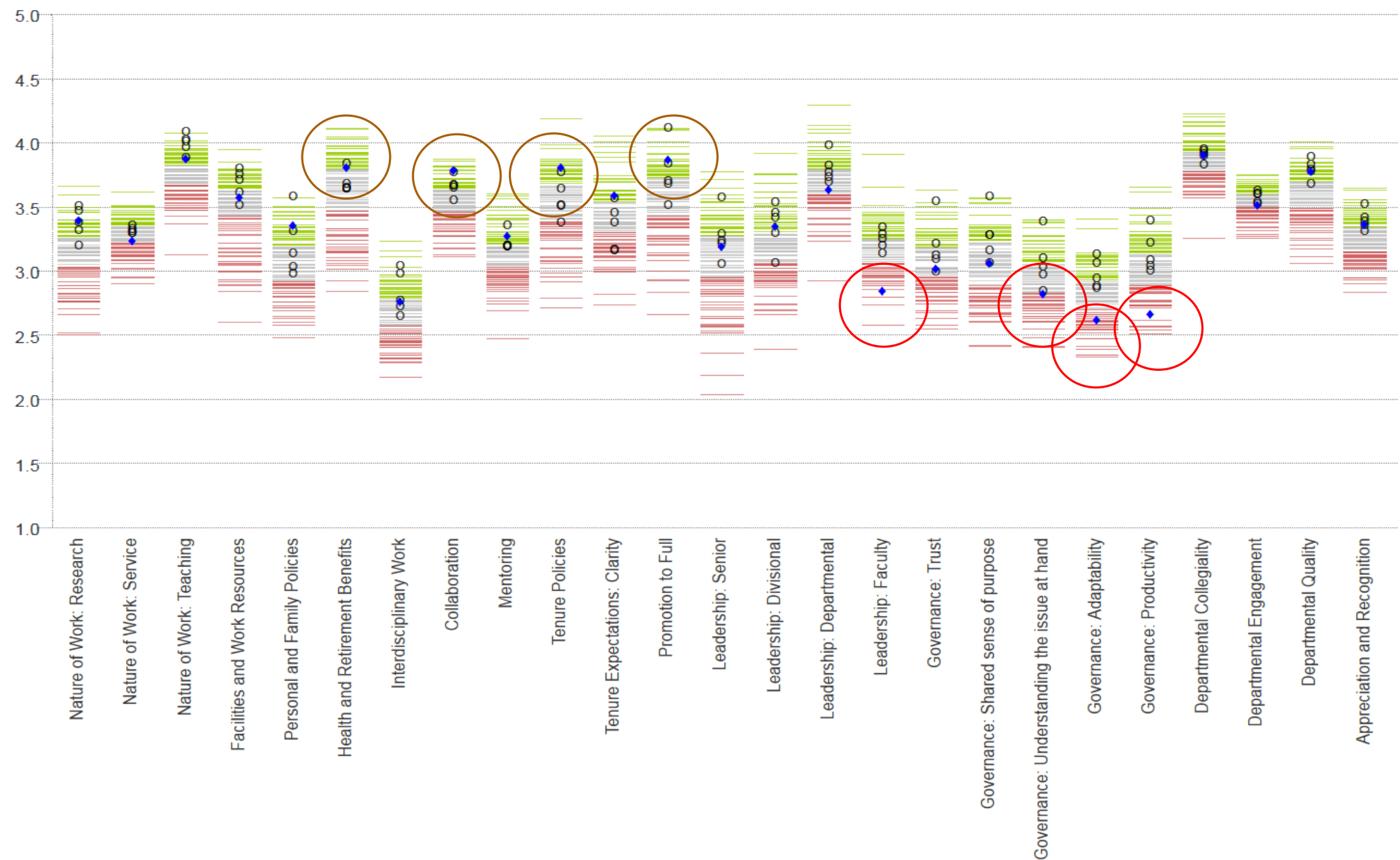
2016-17 Response Rates

	You	Peers	Cohort
Overall	45%	51%	47%
Tenured	42%	54%	48%
Pre-tenure	49%	43%	50%
Non-tenure track	53%	51%	40%
Full	40%	52%	48%
Associate	45%	54%	49%
Men	40%	47%	43%
Women	54%	56%	52%
White	47%	53%	49%
Faculty of color ¹	39%	43%	41%
Asian/Asian-American	43%	43%	38%
Underrepresented minorities ²	33%	44%	43%

Overall – All Faculty



Overall – All Faculty



Reading Your Results

top 30% of institutions
middle 40% of institutions
bottom 30% of institutions
your institution
selected peers

Primary Benchmark Results

Reading Your Results

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		

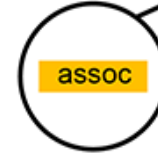


What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:



1st or 2nd	◀▶	Top 30%
3rd or 4th	◀▶	Middle 40%
5th or 6th	◀▶	Bottom 30%
insufficient data for reporting	◀▶	



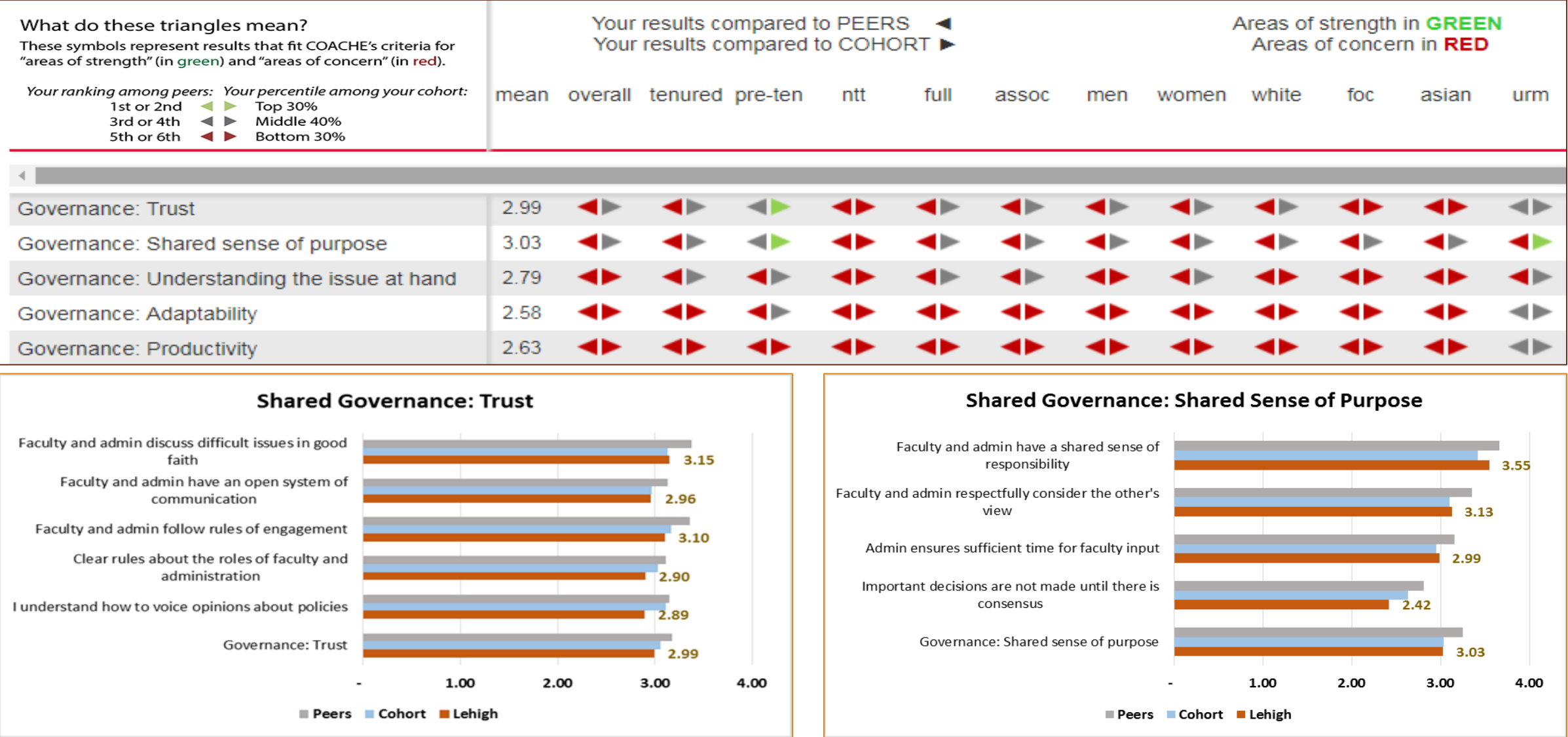
And these results?

Here, the faculty subgroup with the *lower* rating appears. Shading conveys the *magnitude* of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.

Primary Benchmark Results

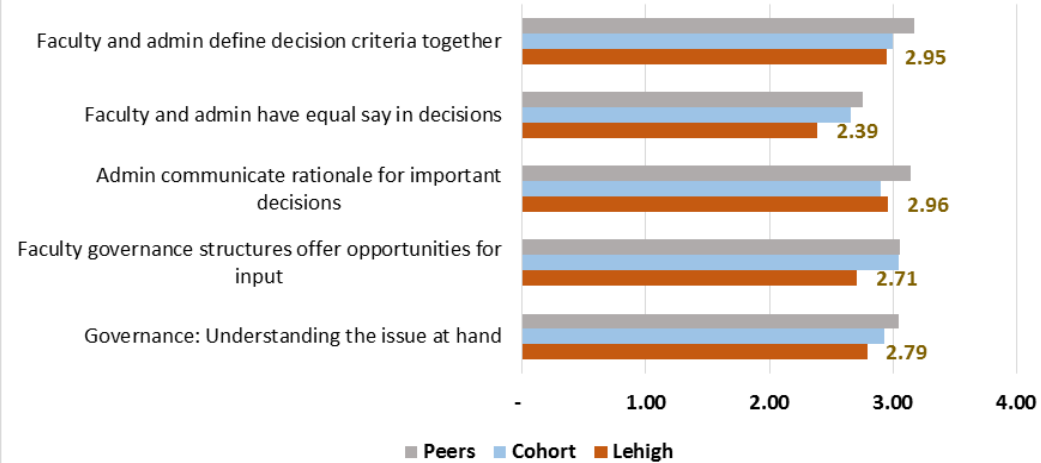
	Your results compared to PEERS  Your results compared to COHORT 													Areas of strength in GREEN Areas of concern in RED										Within campus differences sm (.1) med. (.3) lrg. (.5)							2014
	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm											
Nature of Work: Research	3.37													tenured	tenured		men	white		white											
Nature of Work: Service	3.21													tenured	tenured	assoc		white		white	-										
Nature of Work: Teaching	3.86														tenured	full			asian	white											
Facilities and Work Resources	3.55													tenured	tenured		men	foc	asian	white											
Personal and Family Policies	3.33													pre-ten	tenured		women	foc	asian	white											
Health and Retirement Benefits	3.79														tenured		men	foc	asian	white	+										
Interdisciplinary Work	2.73													tenured								white									
Collaboration	3.77																								+						
Mentoring	3.25													tenured	tenured	assoc	men	white		white											
Tenure Policies	3.79		N/A		N/A	N/A	N/A							N/A	N/A	N/A			asian	white											
Tenure Expectations: Clarity	3.57		N/A		N/A	N/A	N/A							N/A	N/A	N/A	women	white	white	white											
Promotion to Full	3.85			N/A	N/A									N/A	N/A	assoc		foc	asian												
Leadership: Senior	3.16													tenured		full	men		asian	white	+										
Leadership: Divisional	3.32													tenured	tenured		men		asian	white											
Leadership: Departmental	3.61													tenured								foc	asian	white	-						
Leadership: Faculty	2.81													tenured	tenured	full		white		white	N/A										
Governance: Trust	2.99													tenured								foc	asian		N/A						
Governance: Shared sense of purpose	3.03													tenured										white	N/A						
Governance: Understanding the issue at hand	2.79													tenured	ntt								men		white	N/A					
Governance: Adaptability	2.58													tenured	tenured								men		asian	white	N/A				
Governance: Productivity	2.63													tenured	tenured								men		asian	white	N/A				
Departmental Collegiality	3.89													tenured	ntt	assoc		foc	asian	white											
Departmental Engagement	3.49																							men							
Departmental Quality	3.76																							ntt	assoc	men		asian	white		
Appreciation and Recognition	3.34													tenured	tenured								men	white		white	+				

Focus: Faculty Shared Governance

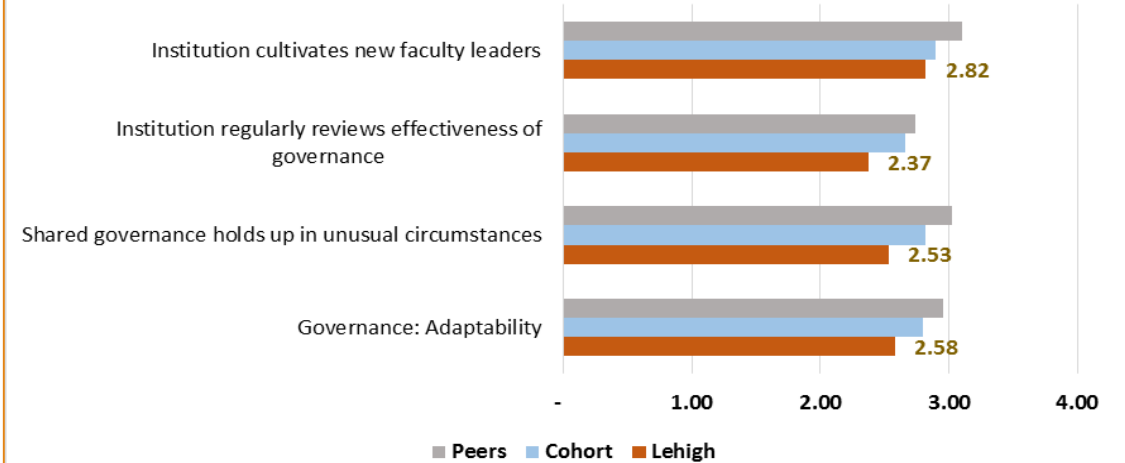


Focus: Faculty Shared Governance

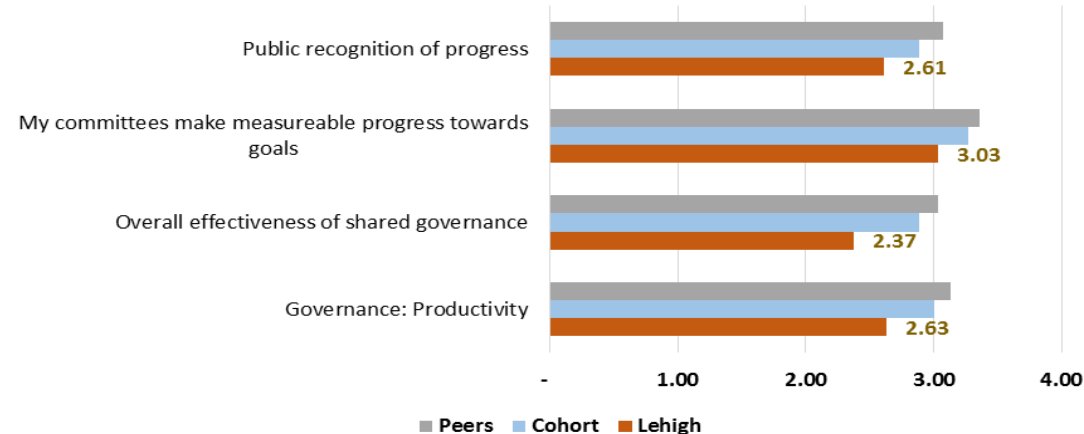
Shared Governance: Understanding of Issues at Hand



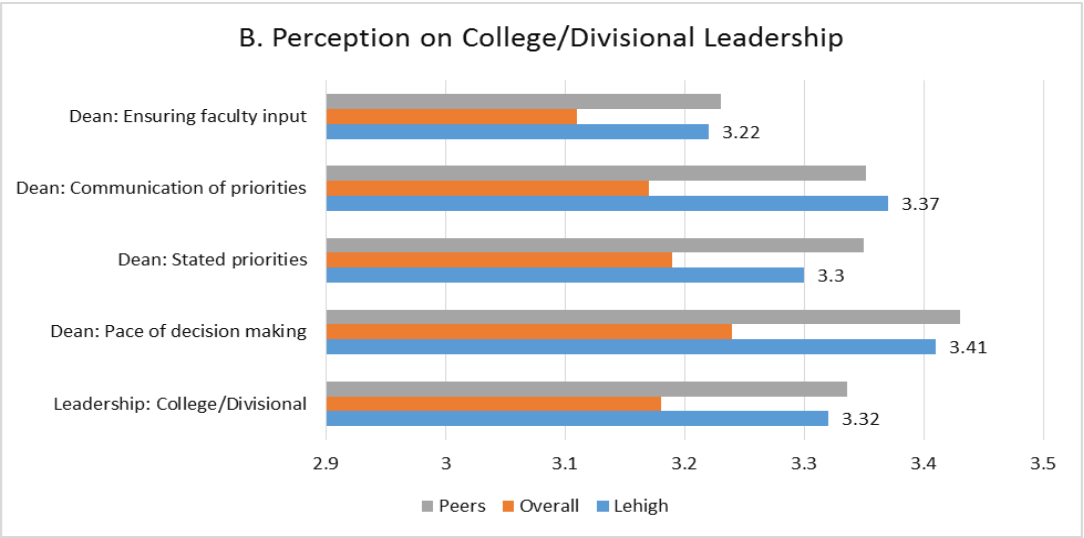
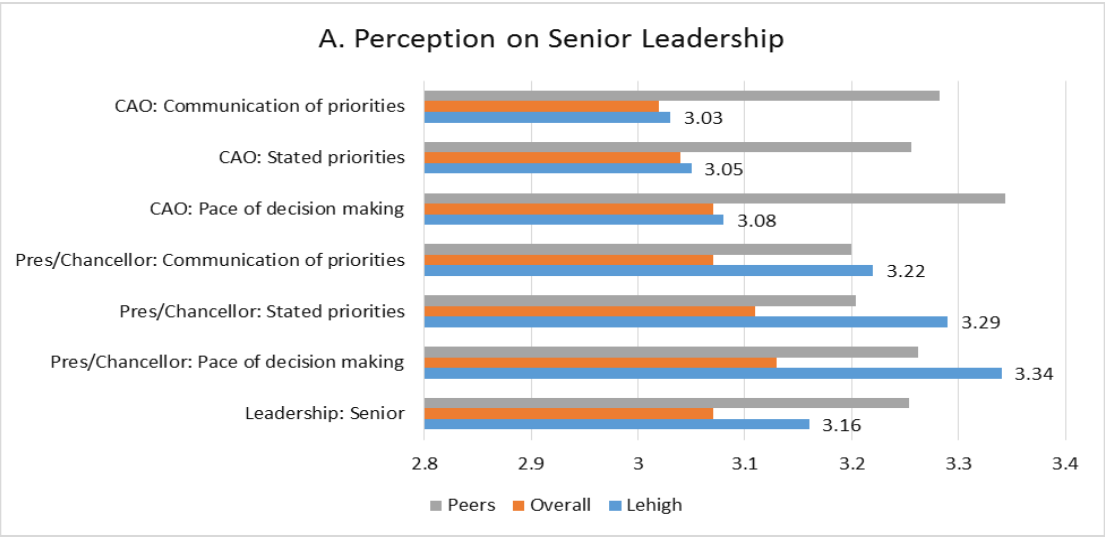
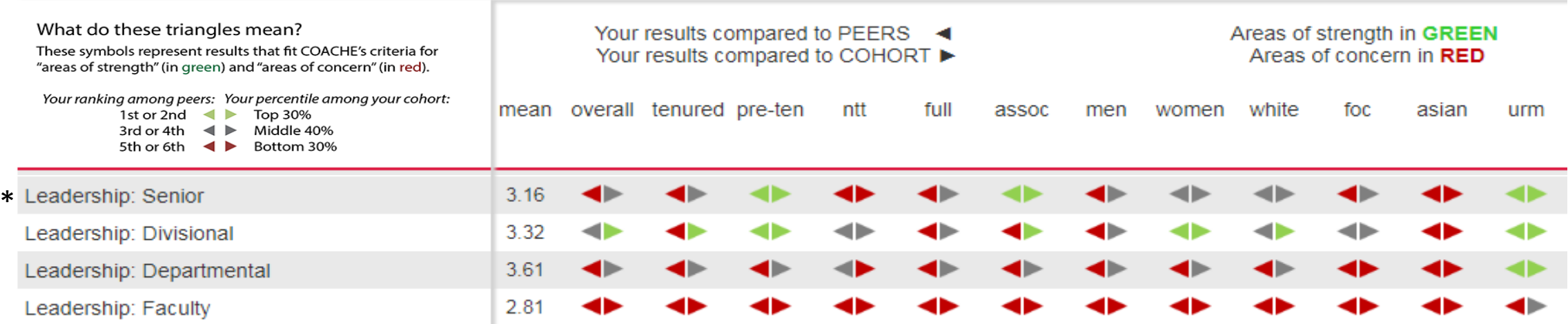
Shared Governance: Adaptability



Shared Governance: Productivity

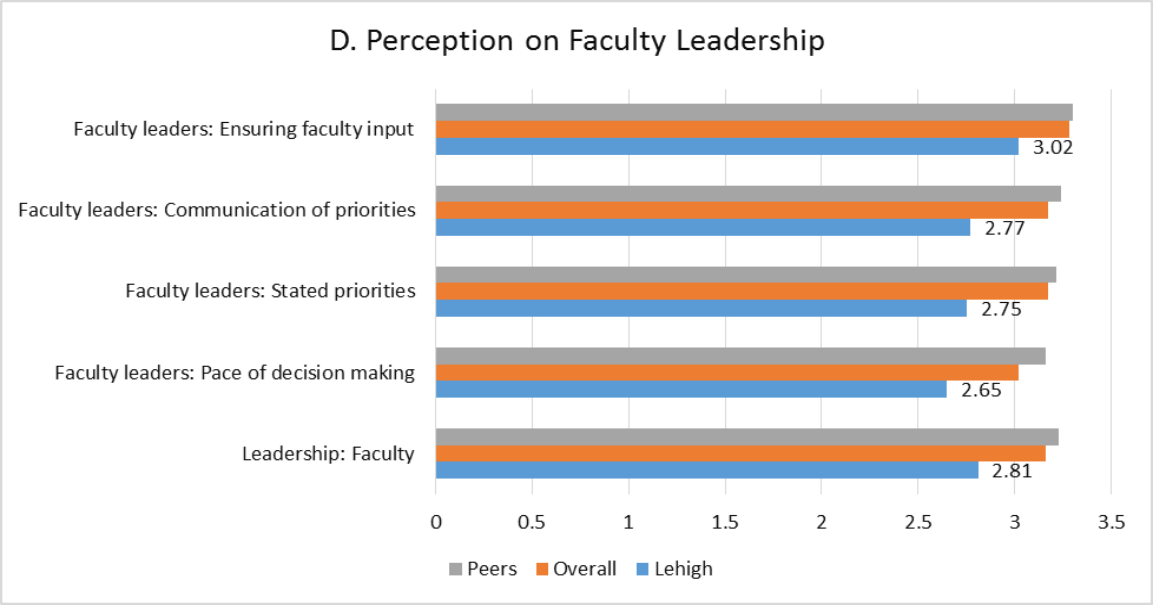
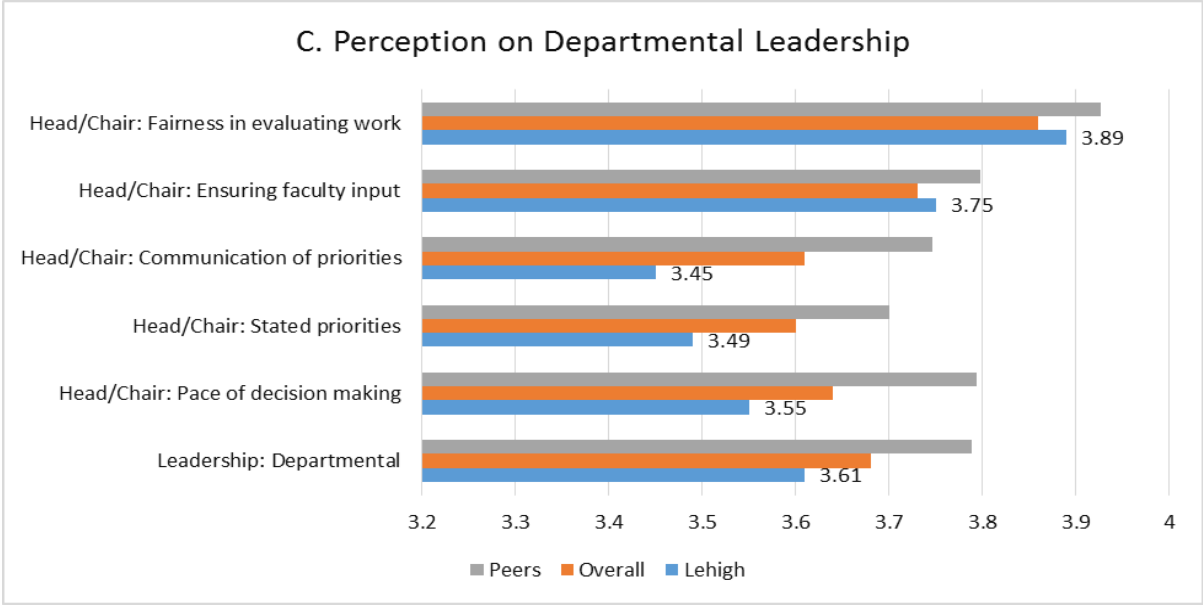


Focus: Institutional Leadership



* Responses were more positive than those of the 2014 survey and overall is statistically significant

Focus: Institutional Leadership



Focus: Tenure and Promotions

What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- | | | | |
|------------|---|---|------------|
| 1st or 2nd | ◀ | ▶ | Top 30% |
| 3rd or 4th | ◀ | ▶ | Middle 40% |
| 5th or 6th | ◀ | ▶ | Bottom 30% |

results compared to PEERS ◀
results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

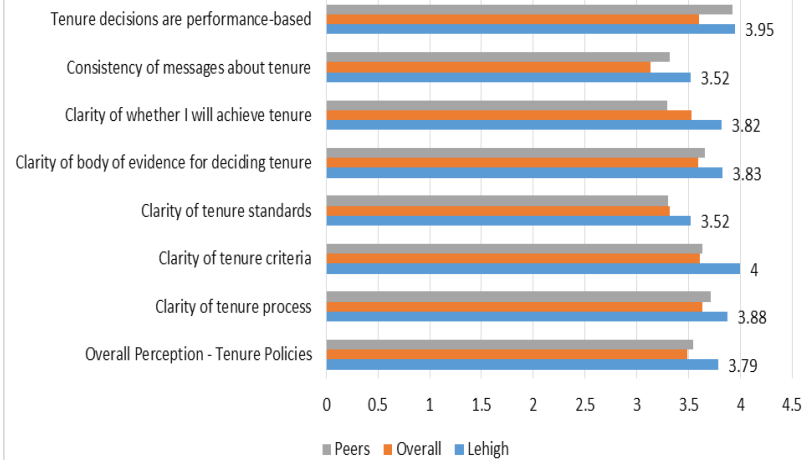
Tenure Policies

Tenure Expectations: Clarity

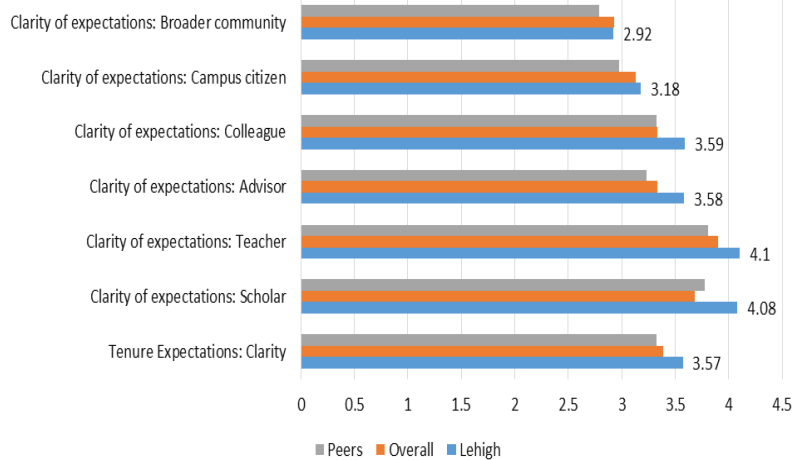
Promotion to Full

	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
Tenure Policies	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Tenure Expectations: Clarity	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Promotion to Full	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶

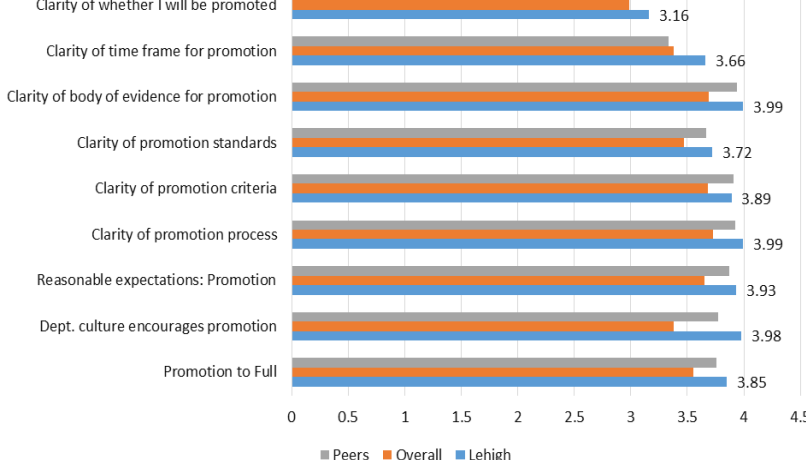
A. Perception on Tenure Policies



B. Perception on Clarity of Tenure Expectations



C. Perception on Promotion to Full



Focus: Collaboration and Interdisciplinary Work

What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

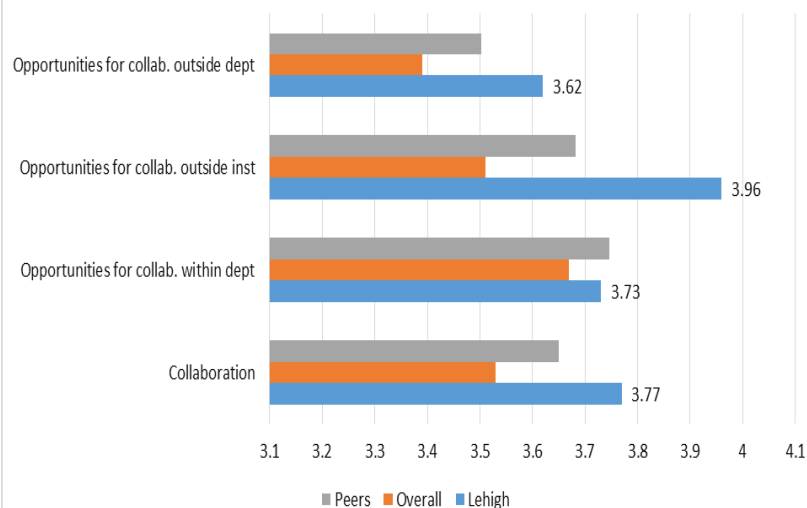
1st or 2nd ▲ Top 30%
3rd or 4th ◀ Middle 40%
5th or 6th ▶ Bottom 30%

Your results compared to PEERS ◀
Your results compared to COHORT ▶

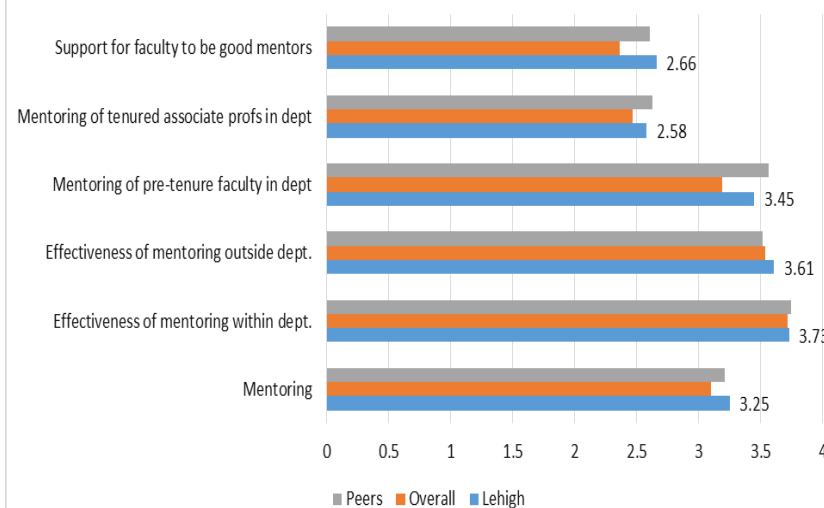
Areas of strength in GREEN
Areas of concern in RED

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
Interdisciplinary Work	2.73	◀▶	▶◀	◀▶	▶◀	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶	◀▶	◀▶
Collaboration	3.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Mentoring	3.25	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶

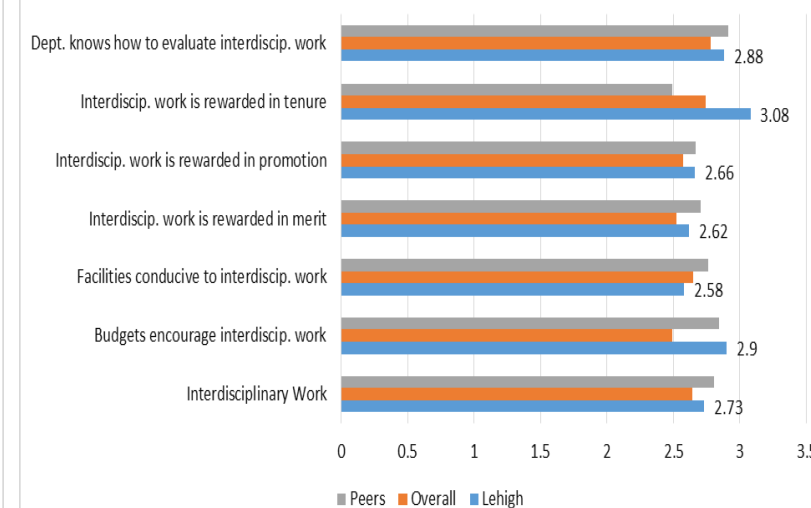
A. Perception on Colloration



B. Perception on Mentoring



C. Perception on Interdisciplinary Work



Global Views: How to Improve the Workplace for Faculty

Your Results

The final question in the COACHE survey asks faculty to describe the one thing your institution can do to improve the workplace for faculty. COACHE analysts assigned all responses to one or more common themes. Click on the "Comments" tab for the (redacted) responses and more detailed coding.

