



University of Pittsburgh

# COACHE Faculty Survey: A Presentation to the Senate Committee on Benefits and Welfare

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# Why Survey the Faculty?

- **Aligns with the Plan for Pitt**
- **Support efforts to recruit, develop, and retain a diverse and excellent faculty**
- **Baseline data about faculty satisfaction and faculty perceptions of Pitt as a workplace**
- **Roadmap for implementing informed changes**



# The COACHE Survey

- **Collaborative Of Academic Careers in Higher Education**
- **Harvard Graduate School of Education**
- **Consortium of over 250 institutions**
- **Survey of faculty satisfaction**
- **Resources to promote change**



# Survey Themes

- **Nature of Work (Research, Teaching, Service)**
- **Resources & Benefits**
- **Tenure & Promotion**
- **Collaboration & Mentoring**
- **Leadership & Governance**
- **Department Culture**



# Methodology

- Full-time faculty eligible to participate
- Survey open from Feb 10 to April 17, 2016
- Pitt response rate was 45% (similar to 47% response rate of other institutions)
  - 507 tenured faculty
  - 192 tenure stream faculty
  - 608 non-tenure stream faculty



# Comparisons

- **Cohort:** 88 research universities that were surveyed in the past 3 years
- **Peers:** 5 universities of our choosing from cohort

**1. Indiana University**

**2. Purdue University**

**3. University of  
Minnesota**

**4. University of North  
Carolina**

**5. University of Virginia**



# Results

- General satisfaction
- Key benchmarks
  - Each benchmark assessed with multiple Qs
  - Pitt mean relative to peers
- Deep dive on questions related to HR topics and benefits
- Faculty in their own words



# General Satisfaction

**94%**

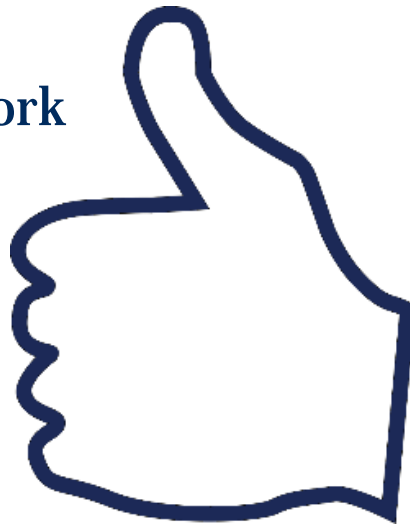
Would recommend or strongly recommend department as a place to work

- *Cohort Avg.: 92%*
- *Peers Avg.: 94%*

**75%**

Satisfied with Pitt as a place to work

- *Cohort Avg.: 63%*
- *Peers Avg.: 70%*



**74%**

Said if they had to do it again, they would select Pitt

- *Cohort Avg.: 66%*
- *Peers Avg.: 70%*

**74%**

Satisfied with department as a place to work

- *Cohort Avg.: 71%*
- *Peers Avg.: 72%*





# Satisfaction with



Health  
Benefits

86% 😊

Retirement  
Benefits

83% 😊



Family Medical/  
Parental Leave

64% 😊



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

Tenure Policies

Tenure Expectations: Clarity

Promotion to Full

Leadership: Senior

Leadership: Divisional

Leadership: Departmental

Leadership: Faculty

Governance: Trust

Governance: Shared sense of purpose

Governance: Understanding the issue at hand

Governance: Adaptability

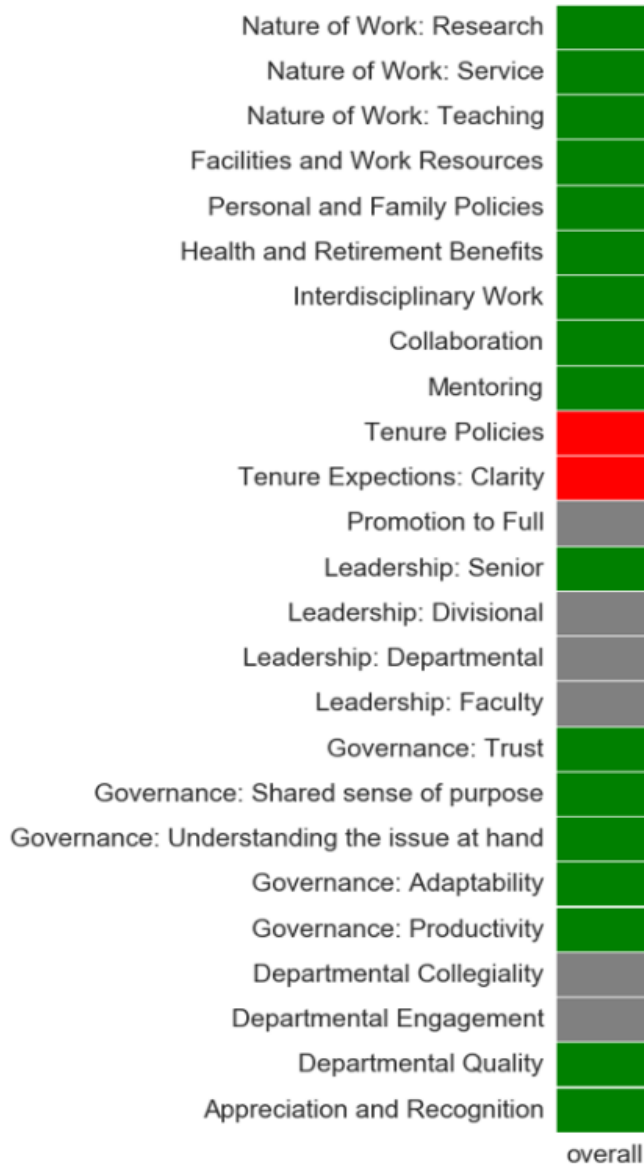
Governance: Productivity

Departmental Collegiality

Departmental Engagement

Departmental Quality

Appreciation and Recognition







Nature of Work: Research

Nature of Work: Service

Nature of Work: Teaching

Facilities and Work Resources

Personal and Family Policies

Health and Retirement Benefits

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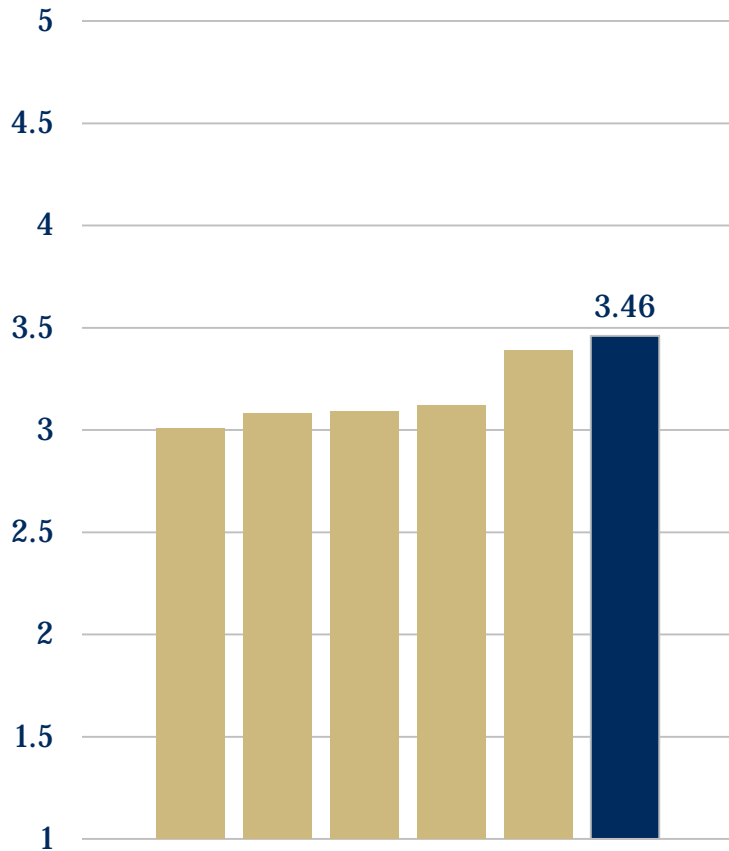




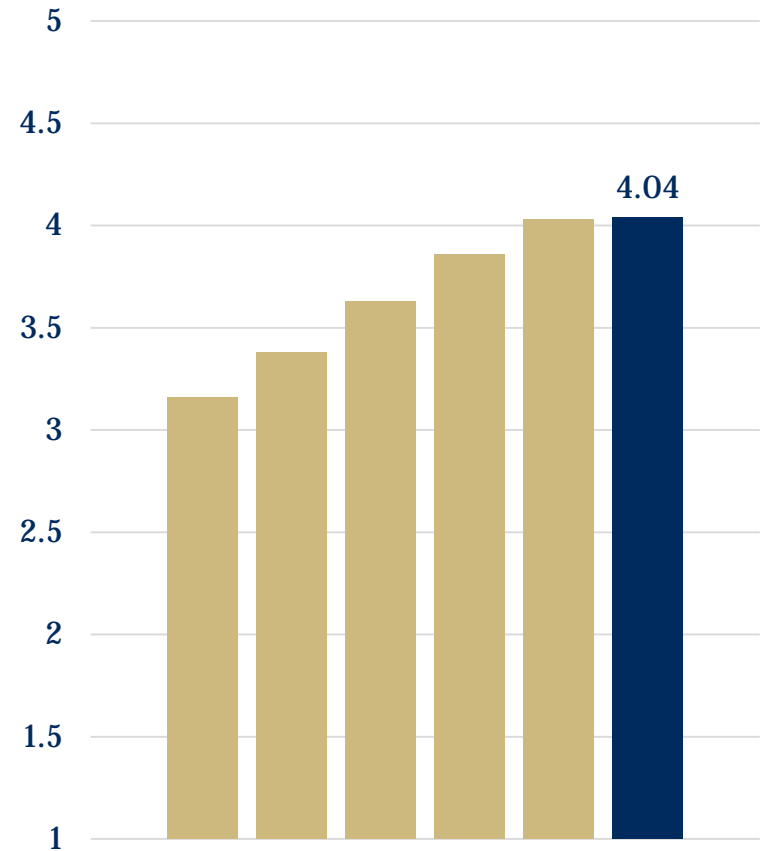


# Benefits-Related Benchmarks

## Personal and Family Policies



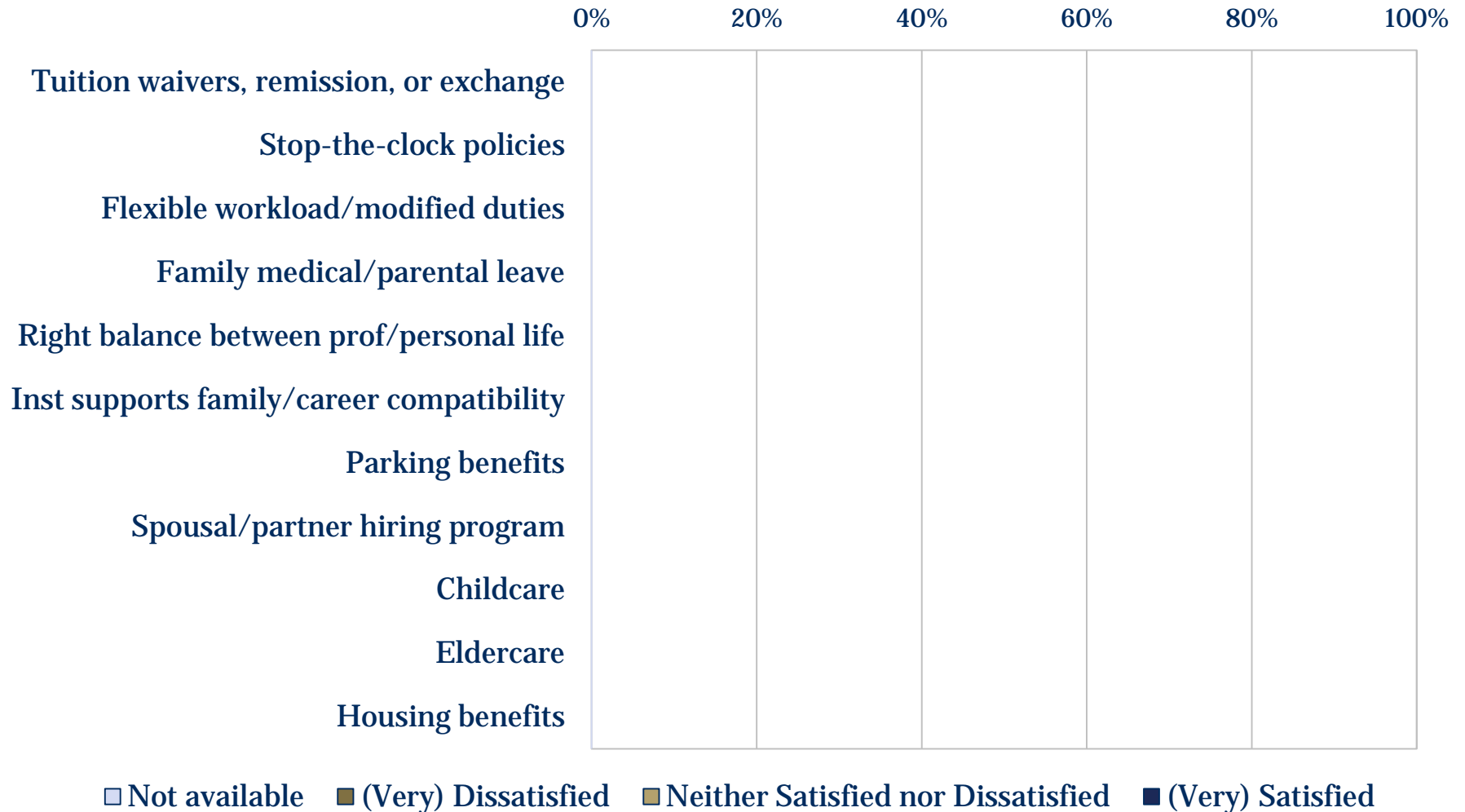
## Health and Retirement Benefits





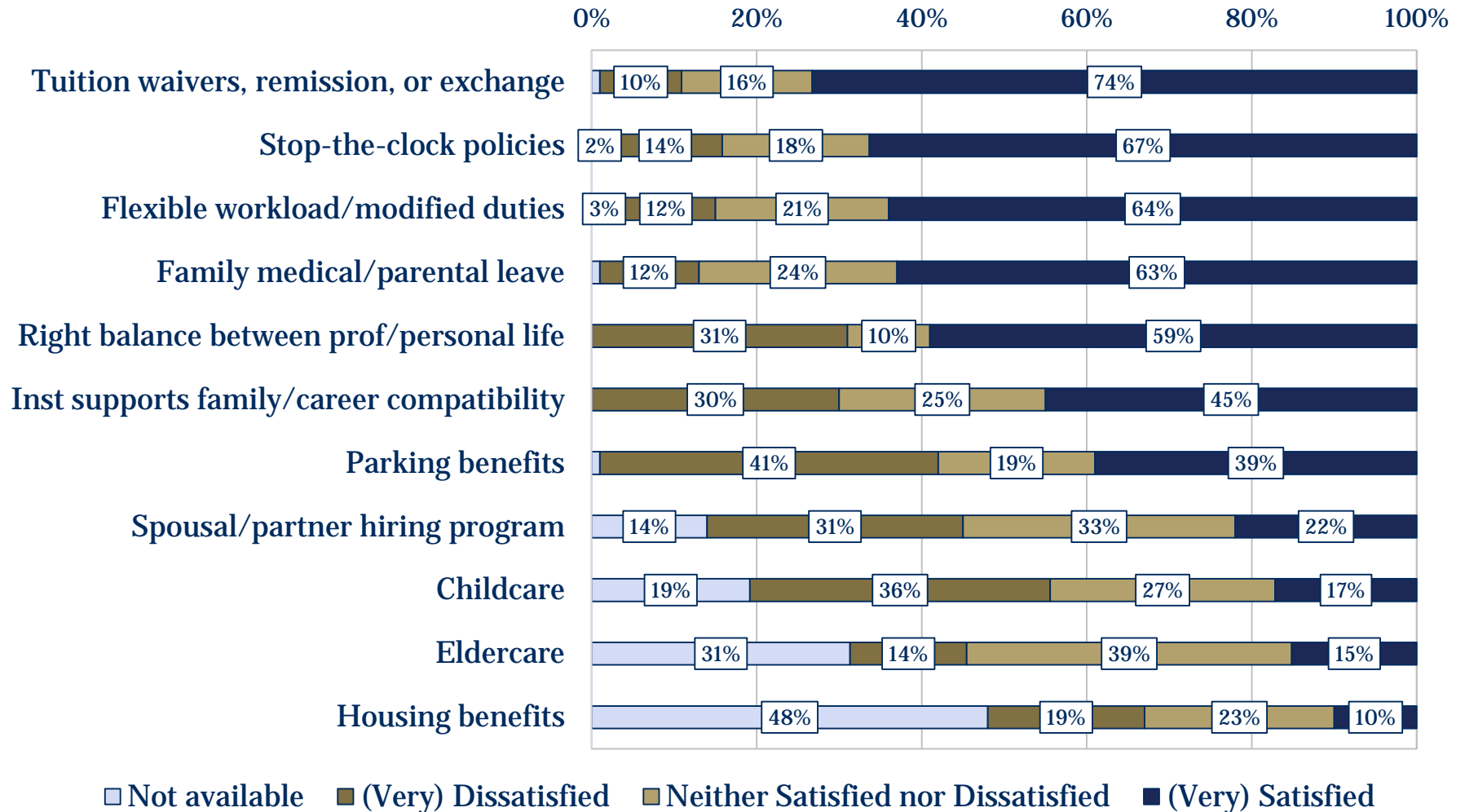


# Personal and Family Policies Questions



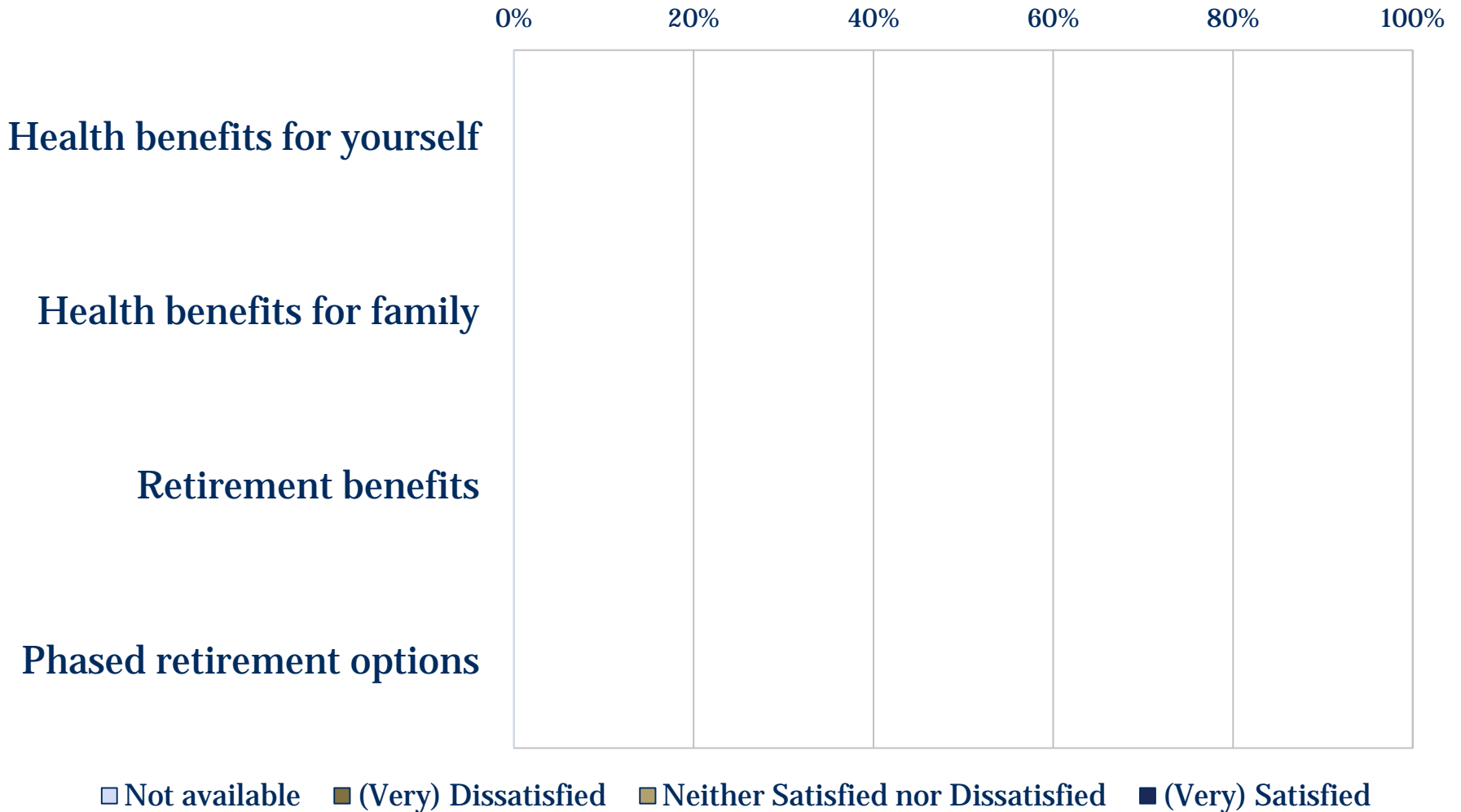


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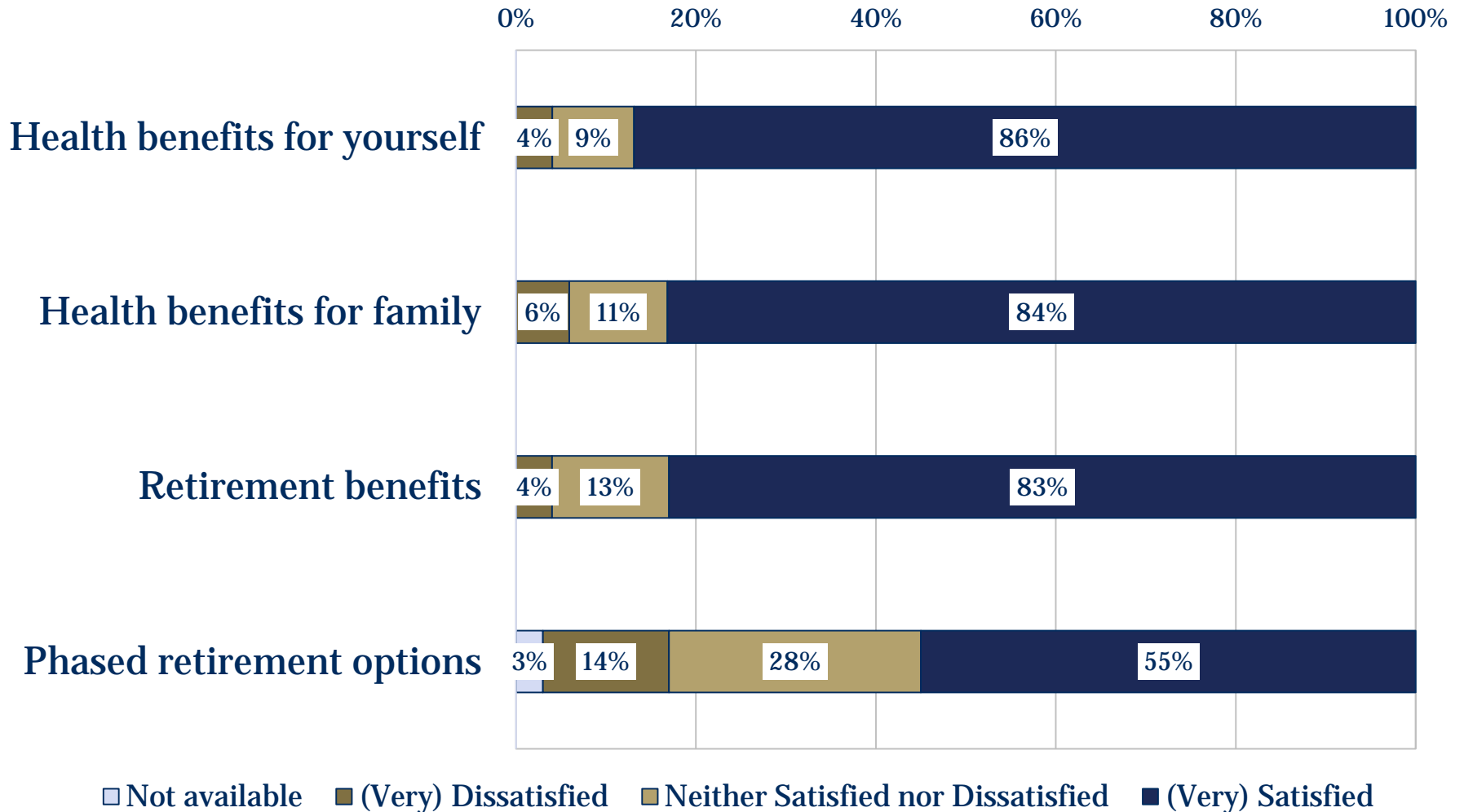


# Health & Retirement Benefits Questions





# Health & Retirement Benefits Questions





## Effect Size

- Emphasizes size of an effect
- Not a test of statistical significance
- Not affected by sample size

$$d = \frac{M_1 - M_2}{SD}$$

Effect Size	d
Small	0.10
Medium	0.30
Large	0.50



## Personal and Family Policies Questions

Ten vs TS

Personal and Family Policies - Overall

Right balance between professional/personal

Inst. support family/career compatability

Housing benefits

Tuition waviers, remission, or exchange

Spousal/partner hiring program

Childcare

Eldercare

Family medical/parental leave

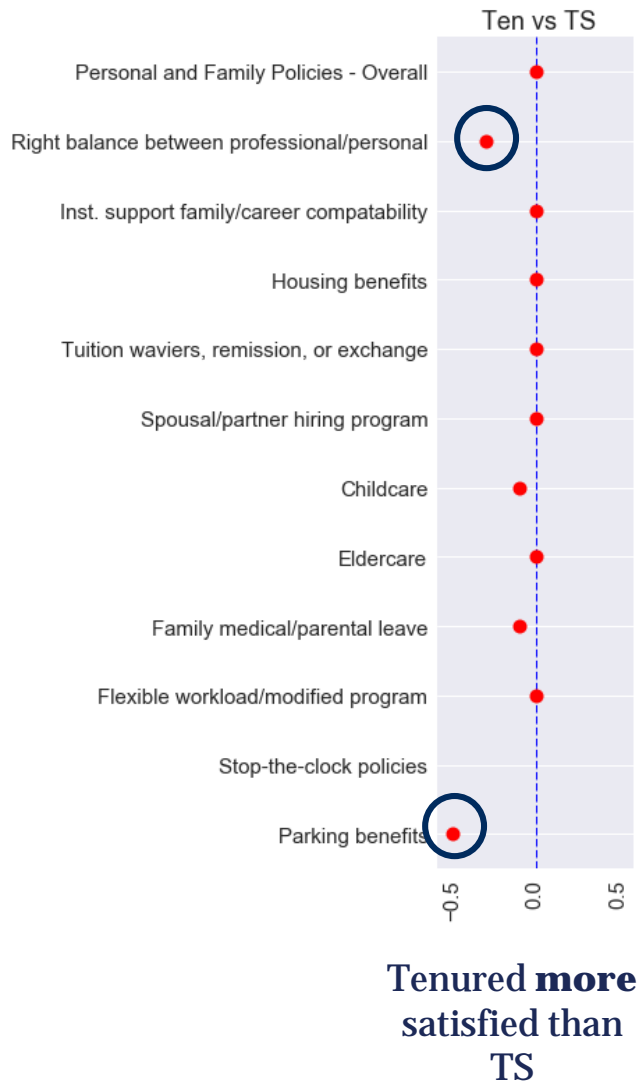
Flexible workload/modified program

Stop-the-clock policies

Parking benefits

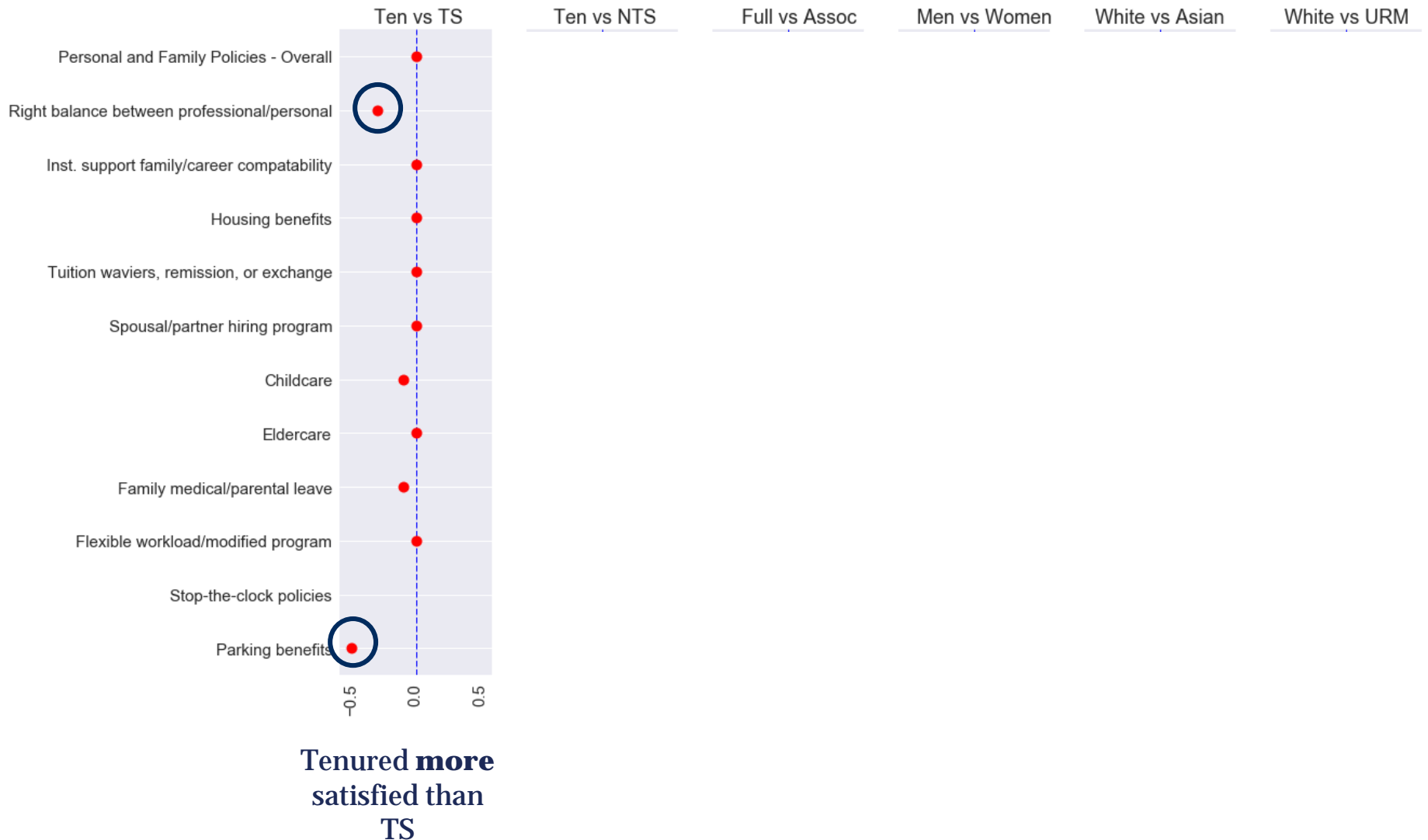


## Personal and Family Policies Questions





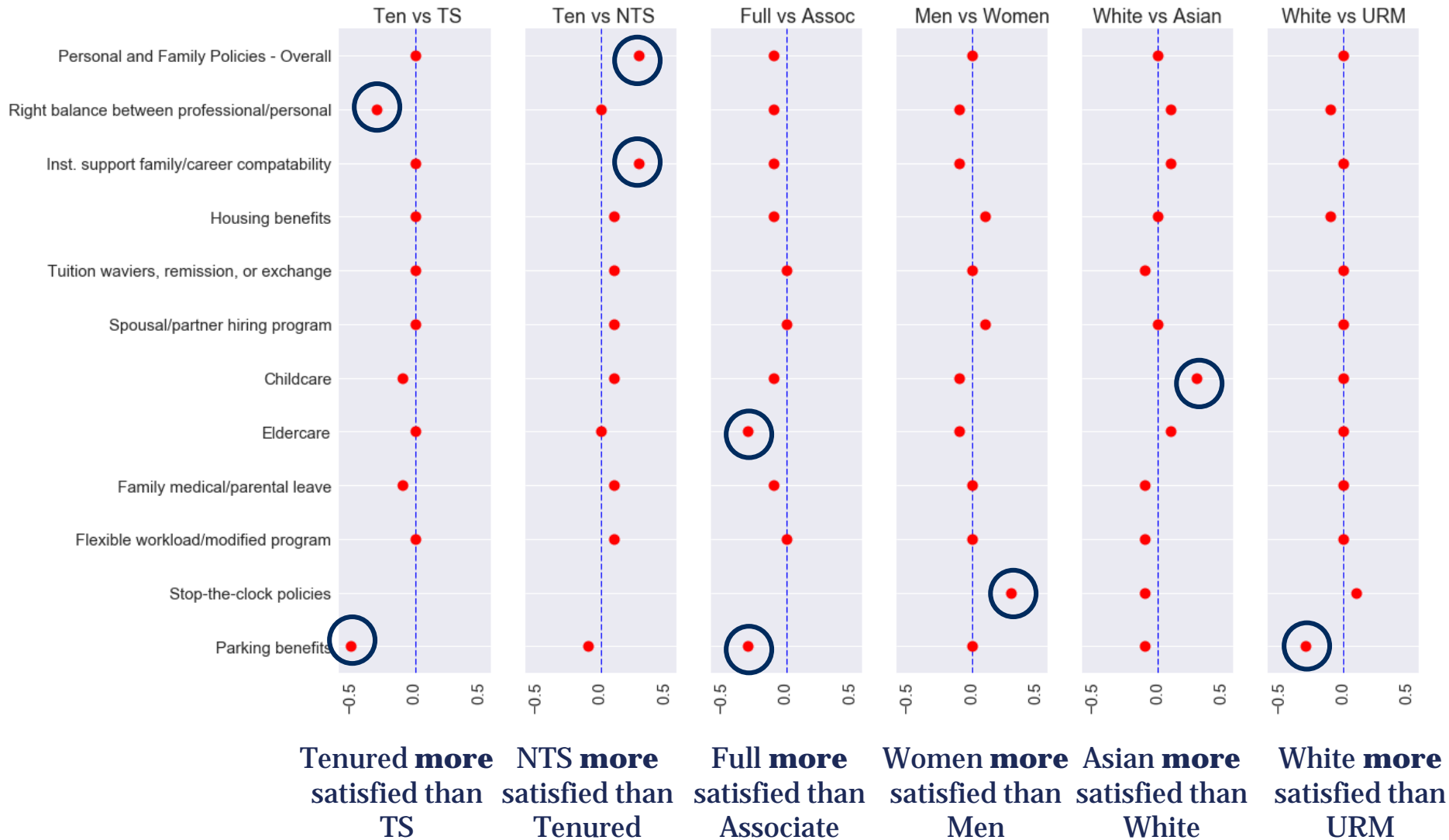
## Personal and Family Policies Questions







## Personal and Family Policies Questions





## Health & Retirement Benefits Questions

Ten vs TS

Health and Retirement Benefits - Overall

Health benefits for yourself

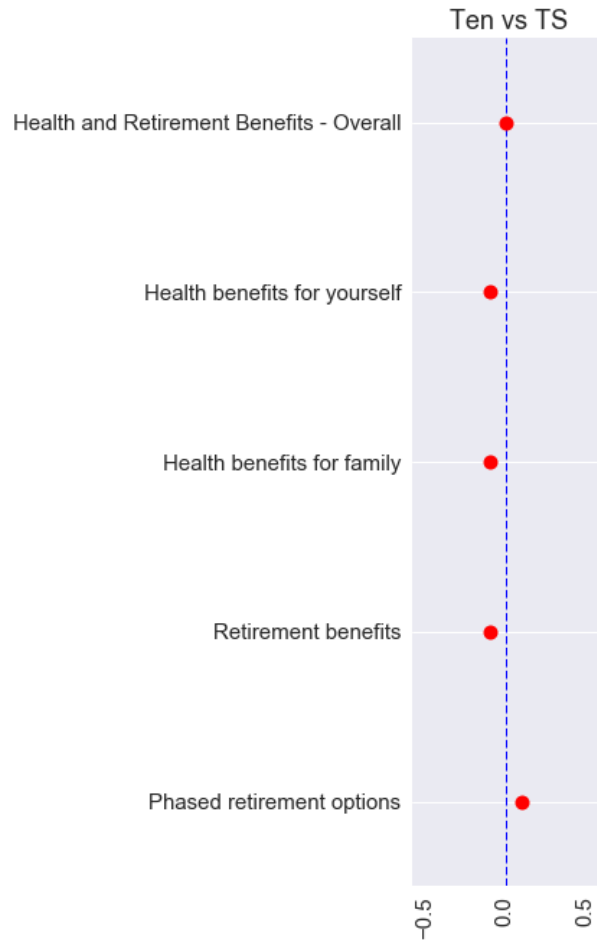
Health benefits for family

Retirement benefits

Phased retirement options

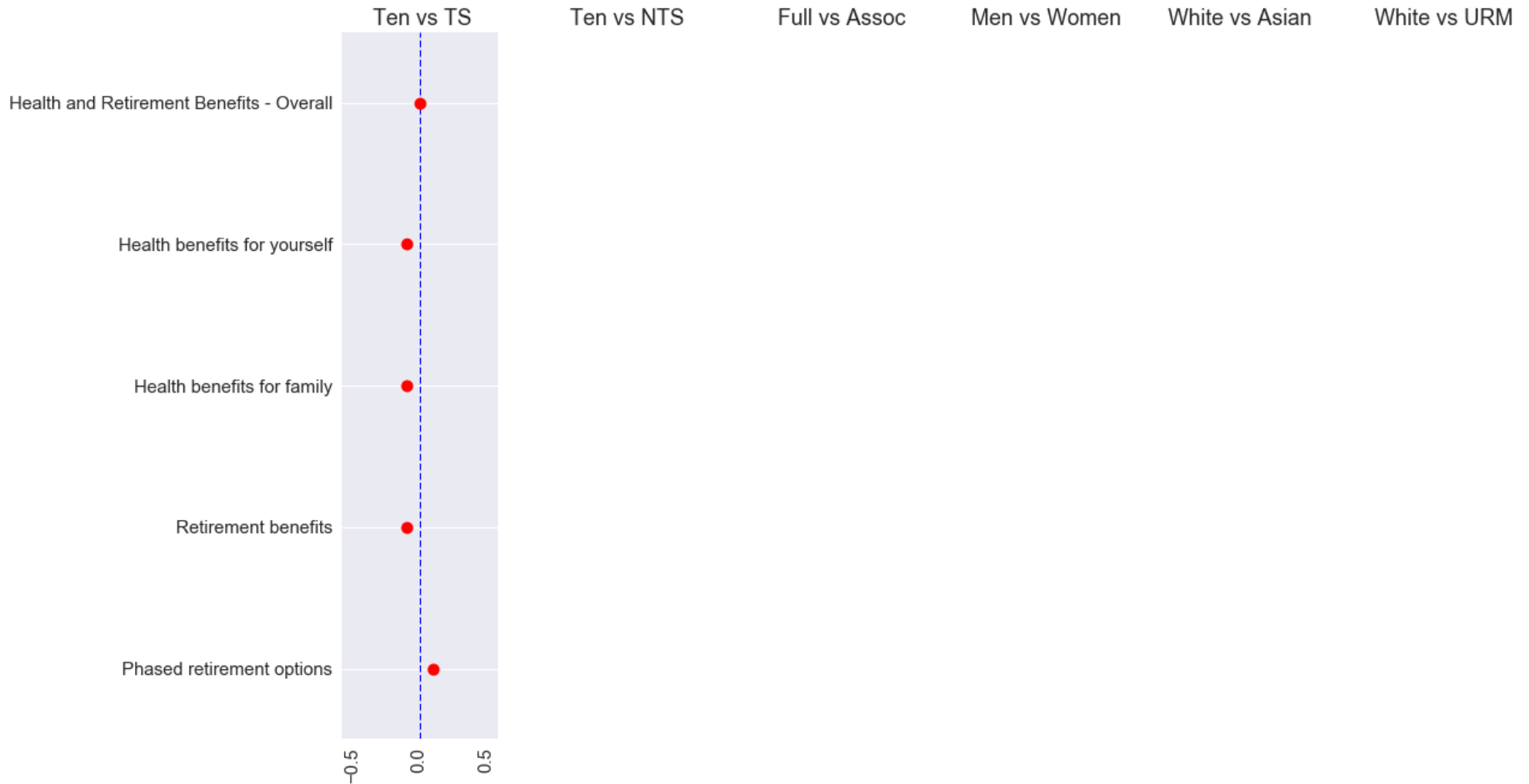


## Health & Retirement Benefits Questions



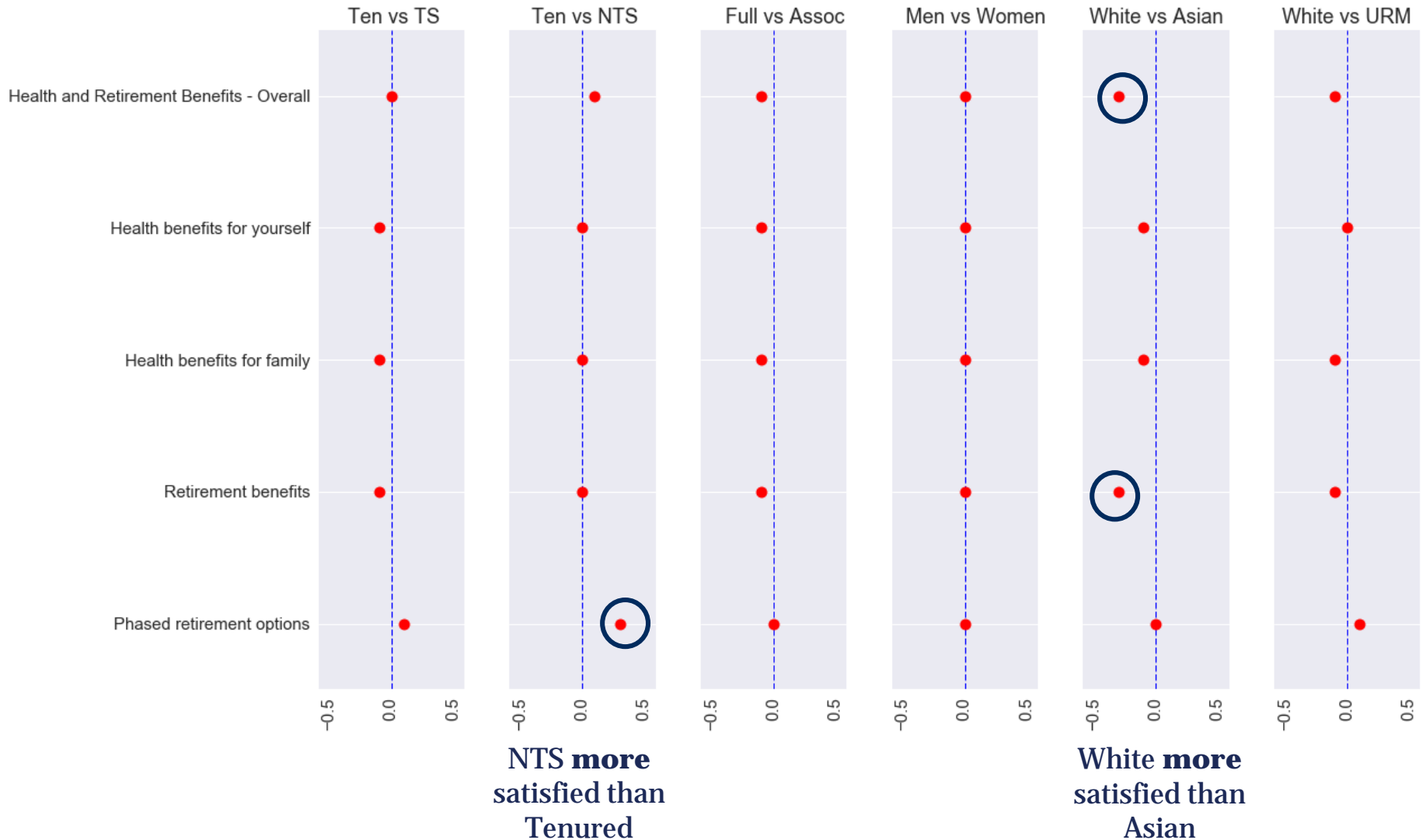


## Health & Retirement Benefits Questions





## Health & Retirement Benefits Questions





# Personal/Family Policies & Benefits: Suggestions for Improvement

“Free, high-quality childcare for all employees. And meaningful paid parental leave”

“Better accommodations for spousal hires”

“More clarity on maternity leave and better childcare for young women”

“Parking for all”



# Summary of Results

- Pitt faculty are quite satisfied with Pitt compared to peers
- Pitt faculty are especially satisfied with benefits and personal/family policies compared to peers
- Some Pitt variation by tenure status, rank, gender, and race/ethnicity



# Dissemination of COACHE Results

- **Communication to all faculty announcing results**
- **Presentations to senior leadership**
- **Presentations to standing committees and ad hoc groups**
- **Meetings with all deans and campus presidents**





# Dissemination of COACHE Results

- Developed website
  - <http://pitt.edu/coache>
  - Results, infographics and “good practices”
  - Updated content
- Resources to inform discussions and to strengthen work environment for faculty across the University of Pittsburgh



Spring 2016



## University of Pittsburgh

### COACHE Survey Results

#### Mentoring



Received Effective Mentoring

69% 😊  
Within Department

66% 😊  
Outside Department

70% 😊  
Outside Institution

Believe there is Effective Mentoring in Department

46% 😊  
Tenure Stream Faculty

29% 😊  
Tenured Associate Professors

40% 😊  
Non-Tenure Track Faculty



95%  
Believe having a mentor is important

85%  
Believe being a mentor is fulfilling

84%  
Tenured faculty served as mentor

**BUT...** 24% Satisfied with support to be good mentor

😊 = Pitt ranks in top third of cohort 😊 = Pitt ranks in middle third of cohort 😊 = Pitt ranks in bottom third of cohort



University of Pittsburgh

### COACHE Survey Results

#### Good Practices: Faculty Mentoring

- Provide mentors for both pre-tenure and tenured faculty. Just because a faculty member gets tenure and is promoted to the associate rank does not mean that s/he no longer wants or needs a mentor
- Don't make assumptions about what type of mentoring faculty will want (or if they will want mentoring at all). Mentoring should be tailored to individual needs
- Develop written guidelines for both mentors and mentees
- Consider alternative types of mentoring - for example, peer mentoring, group mentoring, and collaborative support models
- Request and assess information about faculty contributions as faculty mentors. Include this information as part of annual faculty evaluations of performance in the area of service
- Consider building networks beyond the department or division, particularly in order to support underrepresented faculty to find a mentor with a similar background
- Find additional information and resources about mentoring on the Office of the Provost's website:

<http://www.provost.pitt.edu/pacwc/mentoring.html>



# Office of the Provost Website

- Ongoing effort to improve communications
- Visit [www.provost.pitt.edu/faculty](http://www.provost.pitt.edu/faculty)
  - Reorganized and revised content related to:
    - Recruiting, Retaining, & Recognizing Faculty
    - Career Development & Resources for Faculty
    - Faculty Guidelines & Processes
    - University Policies, Procedures, & Resources



# Office of the Provost Website

- **Sample content on programs & resources:**
  - Dual-Career Hiring Program
  - Educational Benefits
  - Faculty Medical and Family Leave
  - Transition to Retirement
  - FAQs

... and more!



# Office of the Provost Website

- Information on committees & initiatives
  - Revised content from PACWC, including:
    - Caregiving Across the Lifespan
    - Health and Wellness
  - New IDEAL-N content (NSF Advance grant)
    - *Recruiting & Retaining a Diverse and Excellent Faculty*
    - Writing Groups for Faculty (pilot program in 2017-18)
    - *Family Friendly Programs for Pitt Faculty*



The University of Pittsburgh is only as strong as the people who carry out its mission. Pitt is fully committed to assisting faculty members to lead rewarding family lives while achieving their academic goals and aspirations. The University of Pittsburgh is proud to promote an atmosphere where our faculty can maintain a successful and healthy balance between their academic careers and their personal lives. To accomplish this, Pitt works diligently to provide benefits and programs such as family and medical leave, education benefits, a dual-career hiring program, and more.

- Provost Patricia E. Beeson



### Family Friendly Programs for Pitt Faculty

Have a specific question?  
Please contact:  
[faculty@pitt.edu](mailto:faculty@pitt.edu)

Additional Information for Faculty:  
<http://pitt.edu/faculty>



### Family Friendly Programs for Pitt Faculty

Did you know that a recent COACHE survey of full-time faculty found that...?

- 86% of Pitt faculty are satisfied with health benefits offered for themselves
- 84% of Pitt faculty are satisfied with health benefits offered for their families
- 74% of Pitt faculty are satisfied with tuition waivers, remission, or exchange
- Nearly 2/3 of Pitt faculty are satisfied with:
  - Flexible workload/modified duties
  - Faculty medical/parental leave
  - Stop-the-clock policies



University of Pittsburgh

*Thank you!*

