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

29 June 2017

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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 Expections: 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
Pitt Compared to Cohort

Nature of Work: Research
Nature of Work: Service
Nature of Work: Teaching
Facilities and Work Resources
Personal and Family Policies
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overall
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<th>Nature of Work: Research</th>
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<th>Nature of Work: Teaching</th>
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### Pitt Compared to Peers

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Benefits-Related Benchmarks

Personal and Family Policies

Health and Retirement Benefits

3.46

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<table>
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<td><strong>Tuition waivers, remission, or exchange</strong></td>
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<td><strong>Stop-the-clock policies</strong></td>
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<td><strong>Flexible workload/modified duties</strong></td>
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<td><strong>Inst supports family/career compatibility</strong></td>
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<td><strong>Parking benefits</strong></td>
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<td><strong>Spousal/partner hiring program</strong></td>
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<td><strong>Eldercare</strong></td>
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<td><strong>Housing benefits</strong></td>
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<td>□ Not available ▪ (Very) Dissatisfied ▪ Neither Satisfied nor Dissatisfied ▪ (Very) Satisfied</td>
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Health & Retirement Benefits Questions

Health benefits for yourself

Health benefits for family

Retirement benefits

Phased retirement options

☐ Not available  ☐ (Very) Dissatisfied  ☐ Neither Satisfied nor Dissatisfied  ☐ (Very) Satisfied
Health & Retirement Benefits Questions

- Health benefits for yourself: 86% (Very) Satisfied, 11% Neither Satisfied nor Dissatisfied, 9% (Very) Dissatisfied, 4% Not available
- Health benefits for family: 84% (Very) Satisfied, 13% Neither Satisfied nor Dissatisfied, 11% (Very) Dissatisfied, 6% Not available
- Retirement benefits: 83% (Very) Satisfied, 28% Neither Satisfied nor Dissatisfied, 13% (Very) Dissatisfied, 4% Not available
- Phased retirement options: 55% (Very) Satisfied, 28% Neither Satisfied nor Dissatisfied, 14% (Very) Dissatisfied, 3% Not available
Effect Size

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

\[ d = \frac{M_1 - M_2}{SD} \]

<table>
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<th>Effect Size</th>
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<td>Small</td>
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Personal and Family Policies Questions

- Right balance between professional/personal
- Inst. support family/career compatibility
- Housing benefits
- Tuition waivers, 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

Tenured more satisfied than TS
Within Pitt Variation

Personal and Family Policies Questions

Tenured more satisfied than TS
Within Pitt Variation

Personal and Family Policies Questions

- Tenured more satisfied than TS
- NTS more satisfied than Tenured
- Full more satisfied than Associate
- Women more satisfied than Men
- Asian more satisfied than White
- White more satisfied than URM
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 and Retirement Benefits - Overall
- Health benefits for yourself
- Health benefits for family
- Retirement benefits
- Phased retirement options
Health & Retirement Benefits Questions

- Ten vs TS
- Ten vs NTS
- Full vs Assoc
- Men vs Women
- White vs Asian
- White vs URM

- Health and Retirement Benefits - Overall
- Health benefits for yourself
- Health benefits for family
- Retirement benefits
- Phased retirement options
Within Pitt Variation

Health & Retirement Benefits Questions

- Ten vs TS
- Ten vs NTS
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Health and Retirement Benefits - Overall

- Health benefits for yourself
- Health benefits for family
- Retirement benefits
- Phased retirement options

NTS more satisfied than Tenured

White more satisfied than Asian
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](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
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

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
  - Reorganized and revised content related to:
    - Recruiting, Retaining, & Recognizing Faculty
    - Career Development & Resources for Faculty
    - Faculty Guidelines & Processes
    - University Policies, Procedures, & Resources
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

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

Have a specific question? Please contact:
faculty@pitt.edu

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

March 2017
Thank you!