

Results from 2020 COACHE Faculty Satisfaction Survey

Board of Visitors Presentation

What is COACHE?

- Faculty job satisfaction survey, stands for *Collaborative on Academic Careers in Higher Education*
- Administered by the Harvard Graduate School of Education
- COACHE goals:
 - Gain valuable insights about every aspect of faculty work experience
 - Benchmark data longitudinally to measure progress
 - Compare UVA's data against a self-selected group of peer institutions, as well as a pool of national results
- UVA was one of the founding institutions, participating in 2012, 2016, and 2020

What We Did in Response to COACHE in 2016

In direct response to the survey:

- Investment in salaries: BOV commitment to 20th position in AAU

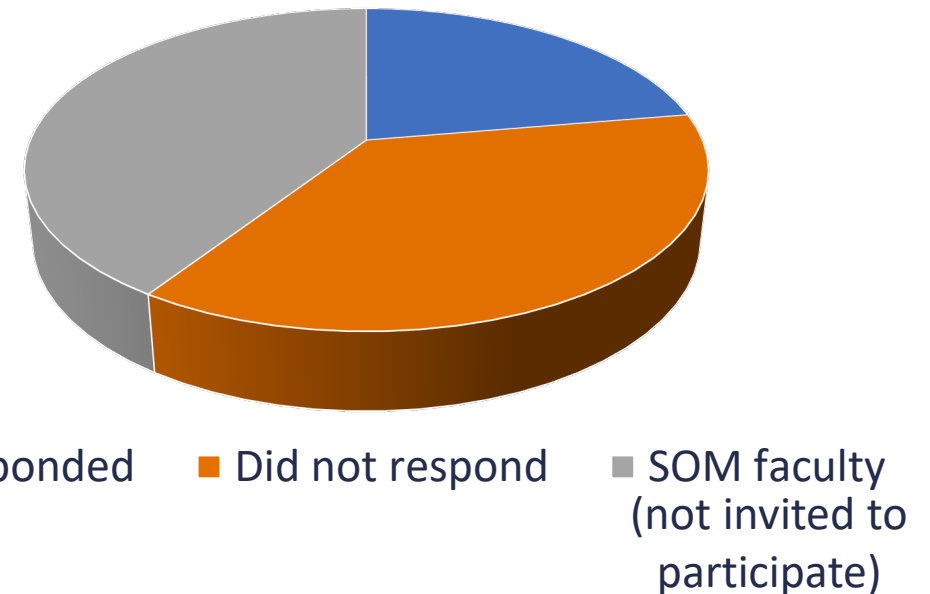
Other actions aligned with our strategic goals and informed by the results of the survey:

- Investment in faculty: Cluster hires, ToPs hires, pan-university institutes; diverse and interdisciplinary new faculty
- Investment in infrastructure: ResearchUVA, ResearchNet, \$22 million in SIF funding for various project infrastructure needs
- Investment in graduate programs: A&S and SEAS graduate programs' SIF grants; development of “PhD Plus” program

COACHE Survey in 2020

- COACHE collected data from faculty during the start of the pandemic, from February 13 to April 12, 2020
- Our peers, selected from 110 participating schools:
 - Emory University
 - University of California, Davis
 - University of North Carolina - Chapel Hill
 - University of Texas at Austin
 - Vanderbilt University
- Response rate: 38%, same as peers
- All full-time faculty except from the School of Medicine

Faculty Survey Participation



Big Picture: Overall Satisfaction

Answer to “I would again choose this institution”:



Average rating on the 180 Likert questions asked (1 = low satisfaction, 5 = high satisfaction):

- Longitudinal results:

2012	2016	2020
3.39	3.40	3.45
- The numbers are similar to our peer institutions.

High-level Faculty Perceptions About UVA

→ Most frequently chosen best and worst aspects of working at UVA chosen from a list of 25 attributes

→ Related to our competitive advantage and retention challenges

Best

- Quality of colleagues
- Quality of undergraduate students
- Support of colleagues
- Geographic location
- Academic freedom

Worst

- Compensation
- Lack of diversity
- Too much service
- Lack of support for research/creative work

Perceived Strengths and Weaknesses About Faculty Work

- Results on specific issues affecting faculty work
- Highlight areas where we scored high and low, overall and compared to other universities

Strengths

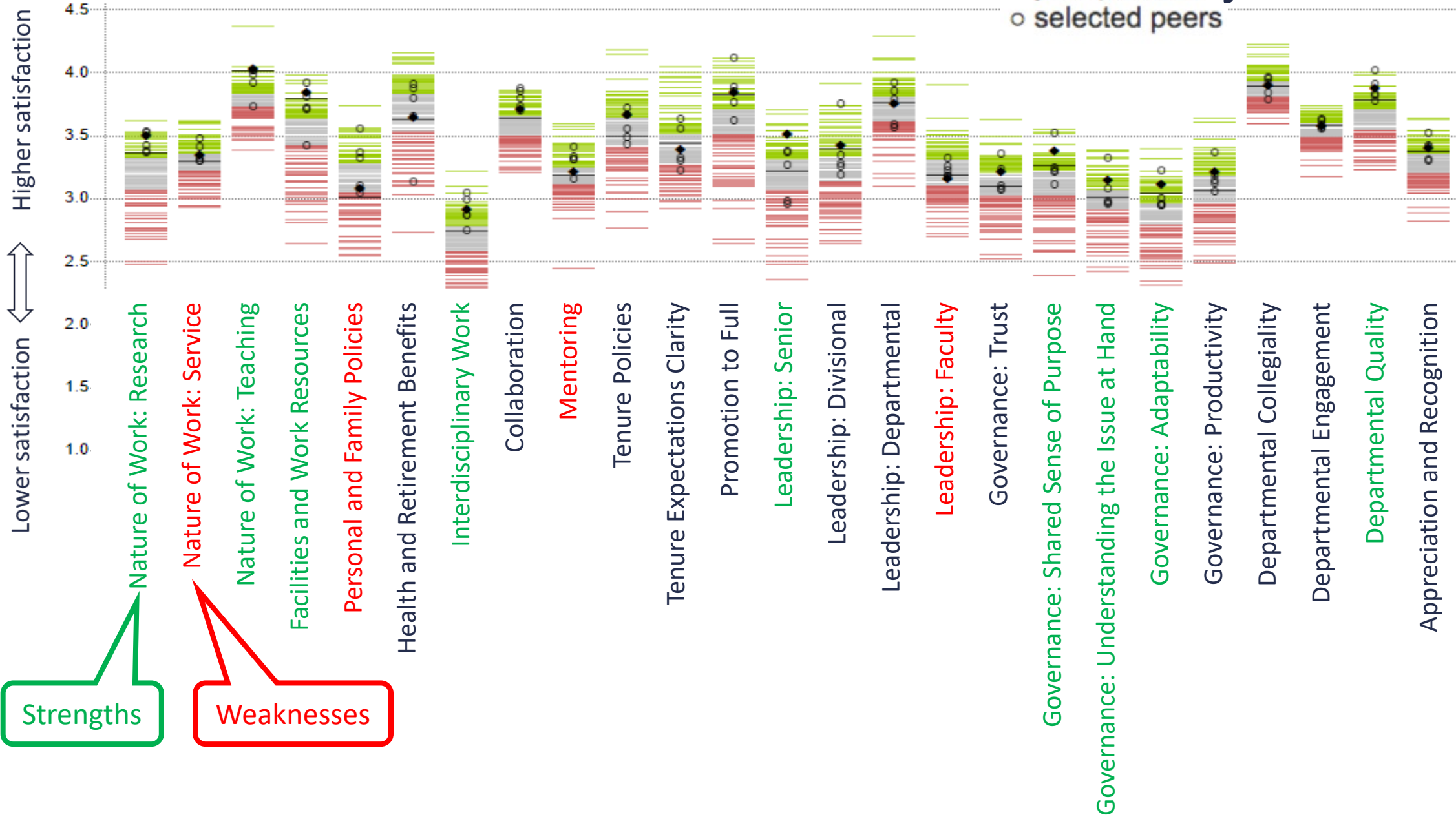
- Teaching and Research Work
- Facilities and Work Resources
- Senior Leadership
- Governance
- Departmental Quality

Weaknesses/Areas for Improvement

- Faculty Service Work
- Personal and Family Policies
- Mentoring
- Faculty leadership

Comparisons to Peers and Cohort

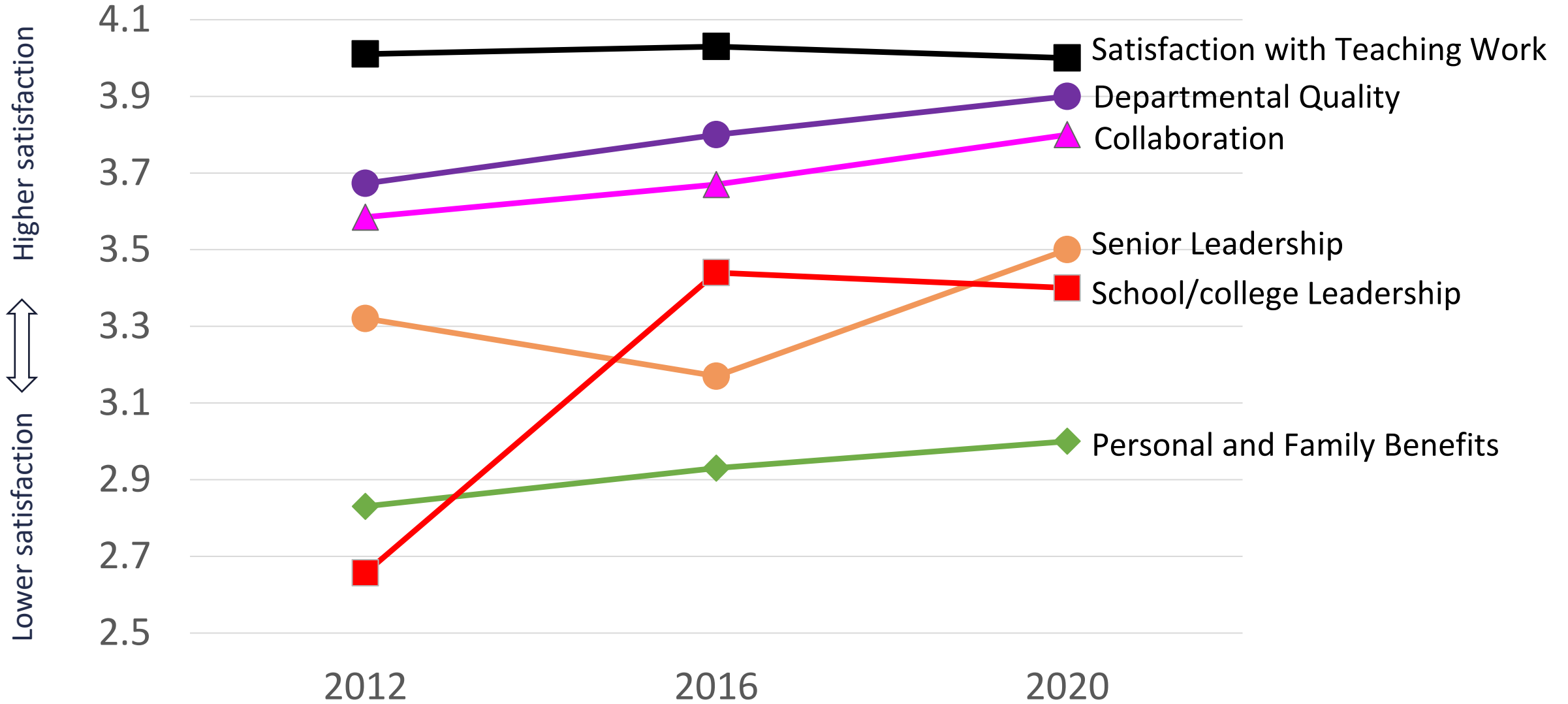
◆ your current
 - your previous } → UVA
 ○ selected peers



Strengths

Weaknesses

Comparison Over Time (8 Years)



Preliminary Institutional Action Plan

- Better align faculty compensation to peers
- Continue to support and enhance resources for research and collaboration (3-Cavaliers Program, President and Provost Fund for Institutionally Related Research, etc.)
- Build on our plans to increase faculty diversity and review our faculty policies to ensure fairness and clarity
- Provide leadership training to faculty and department chairs
- Review family benefits to better align with faculty needs