

Faculty Engagement COACHE Survey Results

Academic & Student Life Committee

June 8, 2017



Office of the Executive
Vice President and Provost

Why Measure Faculty Engagement?

- Recruit and retain excellent faculty
- Understand what makes us distinctive
- Evaluate the impact of our investments

COACHE: The Collaborative on Academic Careers in Higher Education

- Harvard Graduate School of Education
- Administered spring 2016
- Full-time salaried academic faculty at UVA for one+ years
- Response rate: 47% (41% for peers)

Comparison Institutions

Peers: 5 of 88 institutions

- Indiana University - Bloomington
- University of Minnesota - Twin Cities
- University of North Carolina - Chapel Hill
- Vanderbilt University
- Virginia Tech

“Best and Worst” Questions

Faculty chose from a list of 27 aspects:

- “What are the two best aspects of working at UVA?”
- “What are the two worst aspects of working at UVA?”

“Best Aspects” of Working at UVA

1. Quality of Colleagues (5/5 peers)
2. Quality of Undergraduates (1/5 peers)
3. Geographic Location (4/5 peers)
4. Quality of Graduate Students (2/5 peers)

“Worst Aspects” of Working at UVA

1. Compensation (5/5 peers, 18% down from 43%)
2. Protections from Service (3/5 peers)
3. Support for Research/Creative Work (2/5 peers)
4. Diversity (2/5 peers)

Rating Questions

180 specific questions about faculty experiences

Example:

“On a scale of 1-5, with 5 being the best, how satisfied are you with your laboratory, research, and/or studio space?”

Competitive Advantages (Top Third)

Category	2013	2016
Environment for teaching	4.01	4.02
Collegiality	3.82	3.89
Departmental Leadership	3.70	3.76
Divisional Leadership	2.66	3.40

Challenges (Bottom Third)

Category	2013	2016
Facilities conducive to interdisciplinary work	2.55	2.64
Support for obtaining grants (pre-award)	3.09	2.99
Support for maintaining grants (post-award)	3.16	3.11
Quality of graduate students to support research	3.34	3.39

What Are We Doing To Improve?

- **Investment in salaries:** BOV commitment to 20th position in AAU
- **Investment in faculty:** Cluster hires, ToPs hires, pan-university institutes; diverse and interdisciplinary new faculty
- **Investment in infrastructure and facilities:** ResearchUVA, ResearchNet, \$22 million in SIF funding for facilities projects
- **Investment in graduate programs:** A&S and SEAS graduate programs' SIF grants; development of “PhD Plus” program

What's Next?

- **Communicate:** COACHE steering committee shares results with UVA community
- **Implement:** Use results to shape interventions for improvement and sustaining strengths
- **Assess:** Resurvey faculty in spring of 2019 and use new results to assess impact of investments