

Collaborative on Academic Careers in Higher Education (COACHE)

University of Minnesota



COACHE

- Developed at Harvard University Graduate School of Education
- Co-Investigators - Richard Chait & Cathy Trower
- 51 colleges & universities participating



COACHE Electronic Survey

- I. Demographics
- II. Tenure
- III. Nature of Work
- IV. Policies & Practices
- V. Climate, Culture, & Collegiality
- VI. Global Satisfaction



COACHE Electronic Survey

- Given to all UMTC probationary faculty in December 2005
 - Full-time
 - Hired before summer 2005
 - Did not include clinical-track faculty
 - Did not include those in a terminal year after being denied tenure



COACHE Electronic Survey

- Sent to 433 tenure-track faculty
 - 264 males & 169 females
 - 319 white faculty & 106 faculty of color
- 249 responded
 - 143 males & 106 females
 - 201 white faculty & 47 faculty of color




COACHE Electronic Survey

- 58% response rate overall
 - 54% of males
 - 63% of females
 - 63% of white faculty
 - 44% of faculty of color

Demographics of UM Respondents

- White non-Hispanic 75%
- Faculty of Color 25%
 - Asian/Pacific Islander 18%
 - Black 3%
 - Hispanic 2%
 - American Indian 1%
 - Other 1%




Demographics of UM Respondents: Citizenship

- U.S. Citizen 73%
- Non-Citizen 27%

Demographics of UM Respondents: Age

■ </= 30	6%
■ 31-35	21%
■ 36-40	39%
■ 41-45	25%
■ 46+	10%
■ Mean Age	39 years



Demographics of UM Respondents: Experience

- First tenure-track position 89%
- Post-doctoral experience 50%

Demographics of UM Respondents: Family

- Have a spouse/partner 83%
- Have children
 - None 44%
 - 1+ 56%



Peer Institutions

- Ohio State University
- University of Arizona
- University of Illinois at Urbana-Champaign
- University of North Carolina – Chapel Hill
- University of Virginia



All COACHE Institutions

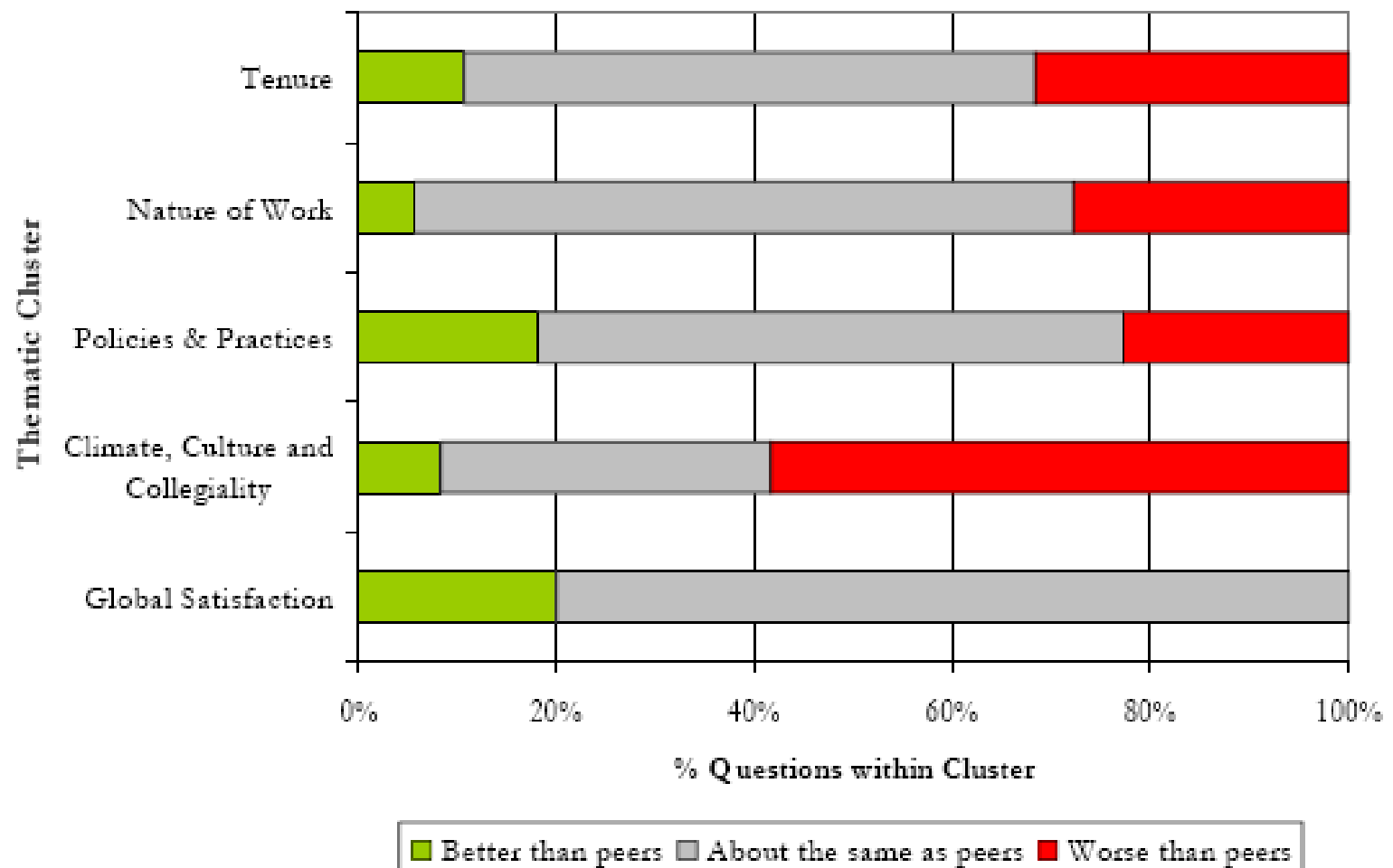
- 51 colleges and universities
- Small liberal arts colleges
- Large public universities
- Small and large private universities



Data Displays

- Relative to 5 selected peers
- Relative to all 51 COACHE institutions
- Show gender differences
- Show differences between white faculty and faculty of color
- All 5-point scales

Institutional Profile, by Thematic Cluster





Tenure Questions - Clarity

- Process
- Criteria – what things are evaluated
- Standards – performance threshold
- Body of evidence – the portfolio



Tenure Questions - Clarity

- All COACHE probationary faculty
 - Most clear about tenure process, least clear about standards
(didn't reach level of "fairly clear" for any)
- UMTC faculty
 - Slightly higher scores overall, some peers higher
 - UMTC faculty less clear about standards than peers
 - Close to "fairly clear" on prospects of achieving tenure

Tenure Questions - Clarity

- All COACHE probationary faculty
 - Females find less clarity than males for process, criteria, standards, & evidence
 - White faculty find less clarity for standards than faculty of color
- UMTC faculty
 - No significant gender differences
 - Same result for white faculty and faculty of color



Clarity of Tenure Expectations

- Scholar
- Teacher
- Advisor
- Colleague
- Campus citizen (service, committees)
- Member of community (outreach)

Clarity of Tenure Expectations

- All COACHE probationary faculty
 - Clearest as scholar (3.8) & teacher (3.76)
 - Others neither clear nor unclear
 - Significant gender & race differences
- UMTC faculty
 - Clearest as scholar (3.97)
 - Much lower for clarity as teacher (3.5 & in the 11th percentile of all schools)
 - No significant gender or race differences

Reasonableness of Tenure Expectations

- All COACHE probationary faculty
 - Fairly reasonable as a dept. colleague & teacher (3.9), least as a scholar
- UMTC faculty
 - Fairly reasonable as a scholar & teacher (4.0), least as a dept. colleague (> 1 S.D. from peers)
 - Females saw tenure expectations as less reasonable

Perception that Tenure Based on Performance

- UMTC faculty in 97th percentile in their belief that tenure is based on performance (3.8 – somewhat agree)
- Even greater for UMTC faculty of color.
- Peers' mean was 3.6.
- All COACHE mean was 3.3.



Important but Ineffective at UMTC: Overall

- Professional assistance in obtaining externally funded grants
- Formal mentoring program for junior faculty
- Childcare

Important but Ineffective at UMTC: Gender

■ Males

- Formal mentoring
- Grant assistance
- Spousal/partner hire
- childcare

■ Females

- Grant assistance
- Formal mentoring
- Financial assistance with housing

Important but Ineffective at UMTC: Race

■ White faculty

- Grant assistance
- Childcare
- Formal mentoring

■ Faculty of color

- Formal mentoring
- Financial assistance with housing
- Grant assistance



Family Friendliness

- All COACHE & UMTC
 - Responses are between 2.7 and 3.0 (neither agree nor disagree) for institutions, departments, & colleagues making having a family & succeeding on a tenure track compatible.

Work-Life Balance

- UMTC faculty > 1 S.D. below COACHE & peer institutions
- Female faculty see much less balance than male faculty (11th percentile for all institutions, much lower than peers).

Relationships with Faculty

- UMTC faculty less satisfied with:
 - Interest senior faculty take in them
 - Collaboration, professional, & personal interaction with senior faculty
- UMTC faculty were more satisfied with:
 - Professional & personal interaction with junior colleagues

Other Climate Issues

- UMTC faculty rated > 1 S.D. below peers:
 - their “sense of fit” in their dept.
 - intellectual vitality of senior faculty
 - unity & cohesion among faculty
 - fair treatment of junior faculty in comparison to one another
 - Gender but not race difference



Best aspects of UMTC

- Quality of colleagues
- Geographic location
- Support of colleagues
- My sense of “fit” here



Worst aspects of UMTC

- Compensation
- Geographic location
- Quality of graduate students
- Too much service/too many assignments

Satisfaction with UMTC

- Our faculty in 70th percentile of satisfaction with their departments and in the 89th percentile with the institution.
- No difference from peers



Will you stay at UMTC post tenure?

- 17% rest of career
- 53% foreseeable future
- 10% for 5 years
- 21% haven't thought that far ahead
- Biggest difference for faculty of color

Had to do it over again?

- UMTC faculty in 73rd percentile – yes
- No different from peers

ACADEMIC AREA RESULTS

University of Minnesota	Strongly recommend	Recommend w/reservations	Not recommend
Humanities	55%	45%	0%
Visual and Performing Arts	0%	89%	11%
Social Sciences	79%	21%	0%
Physical Sciences	81%	9%	9%
Biological Sciences	60%	40%	0%
Engineering/CompSci/Math/Stats	84%	16%	0%
Health & Human Ecology	57%	22%	21%
Agri/Nat Resources/Env Sciences	30%	58%	12%
Business	66%	34%	0%
Education	60%	40%	0%
Medical / Health Professions	54%	40%	7%
Other Professions	48%	43%	9%

Question 24a. Is what's expected in order to earn tenure *clear* to you regarding your performance as a scholar? *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

OVERALL RESULTS

Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a scholar less than one standard deviation from the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 76th percentile on clarity of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.972	1.0270	0.0653	3.843 to 4.101
Faculty at Peer 1	3.917	1.0289	0.0717	3.776 to 4.059
... Peer 2	3.930	1.0805	0.0732	3.786 to 4.074
... Peer 3	4.001	1.0958	0.0819	3.839 to 4.162
... Peer 4	3.936	1.0459	0.0875	3.763 to 4.109
... Peer 5	4.033	1.0351	0.0801	3.875 to 4.191
Your Peers (n=5)	3.963	0.0453	0.0203	3.907 to 4.020
All Universities (n=37)	3.805	0.2509	0.0412	3.721 to 3.888

