Collaborative on Academic Careers in Higher Education (COACHE)
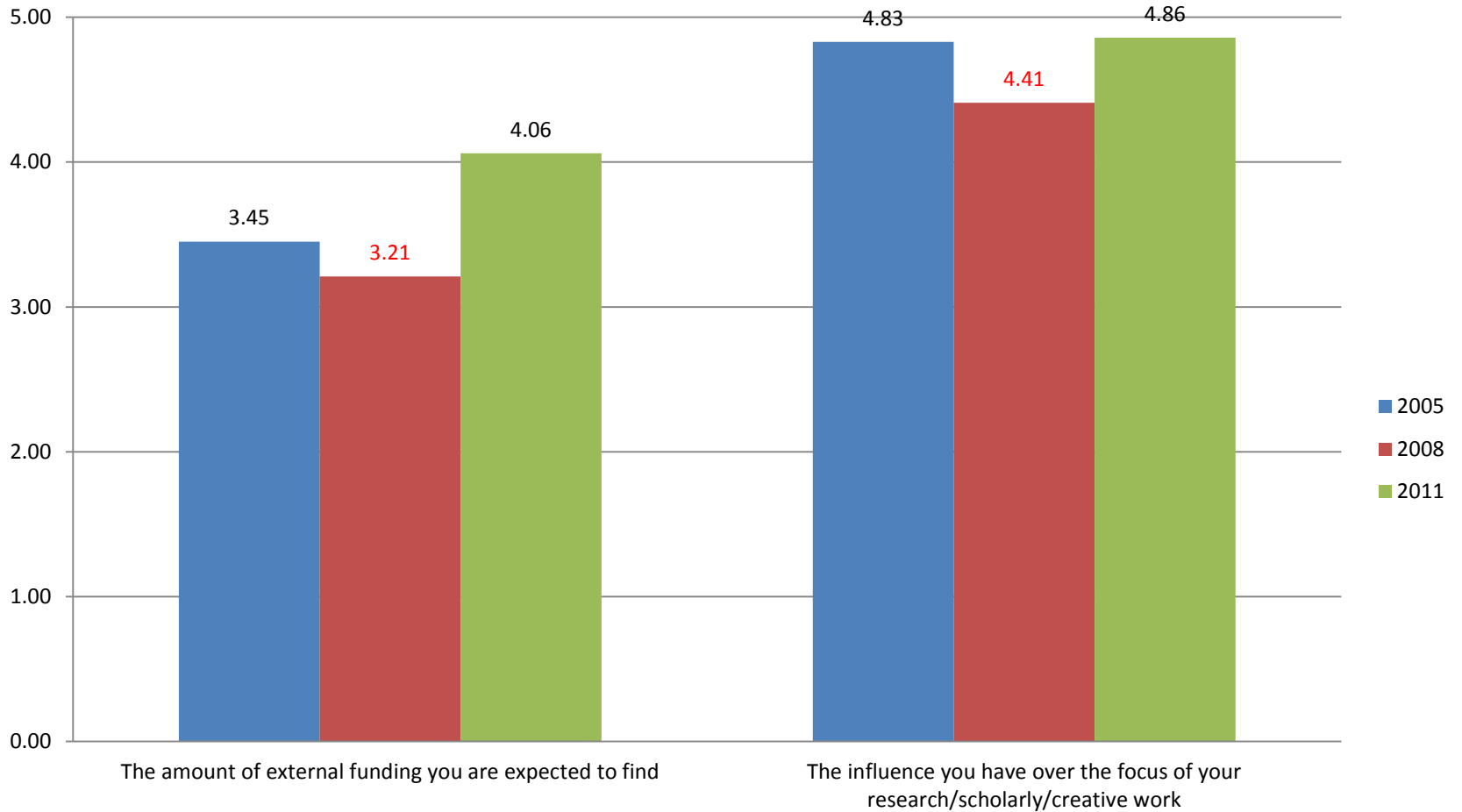
Tenure-Track Faculty Survey

2011-12

Response

- 21 respondents out of 24 eligible (88%)
- 20 assistant professors, 1 associate professor
- 12 women, 9 men
- 9 faculty of color, 12 white

Satisfaction With Nature of Work: Research

	2005	2008	2011
The amount of external funding you are expected to find	3.45	3.21	4.06
The influence you have over the focus of your research/scholarly/creative work	4.83	4.41	4.86

Scale: 1=very dissatisfied...5=very satisfied
 # - Statistically different than 2011 at p<.05 or less

Satisfaction With Nature of Work: Teaching
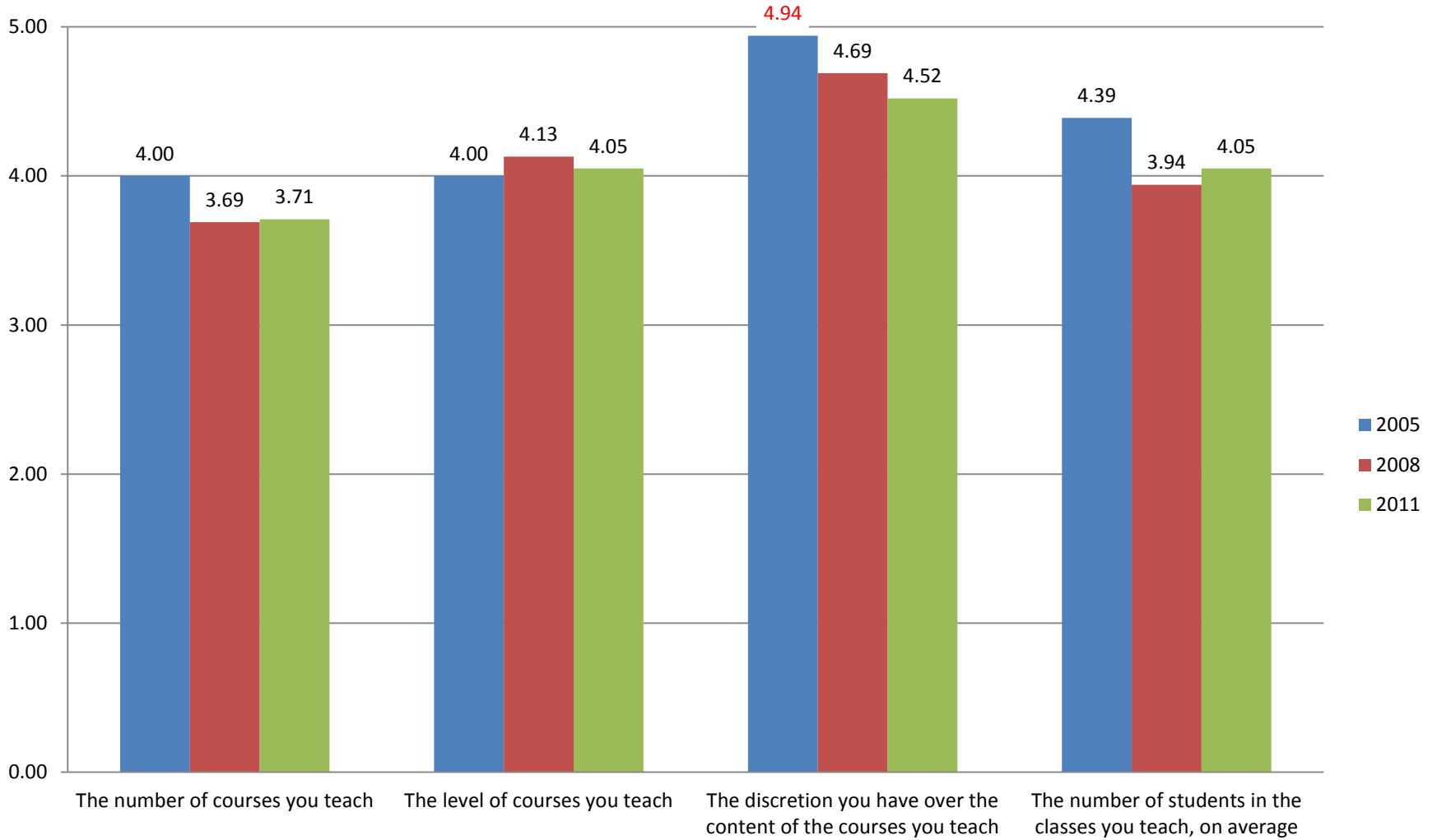
Scale: 1=very dissatisfied...5=very satisfied
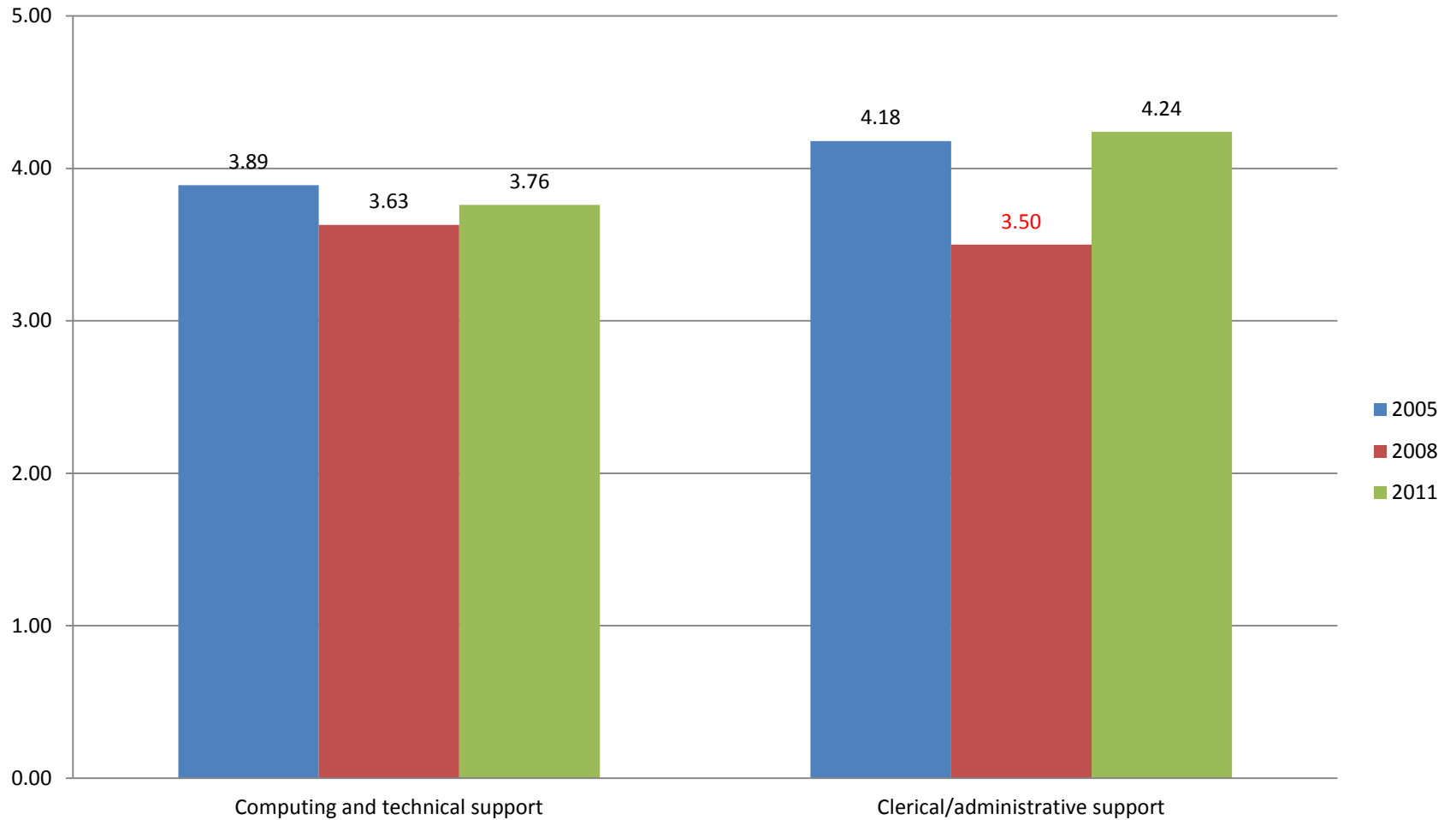# - Statistically different than 2011 at p<.05 or less
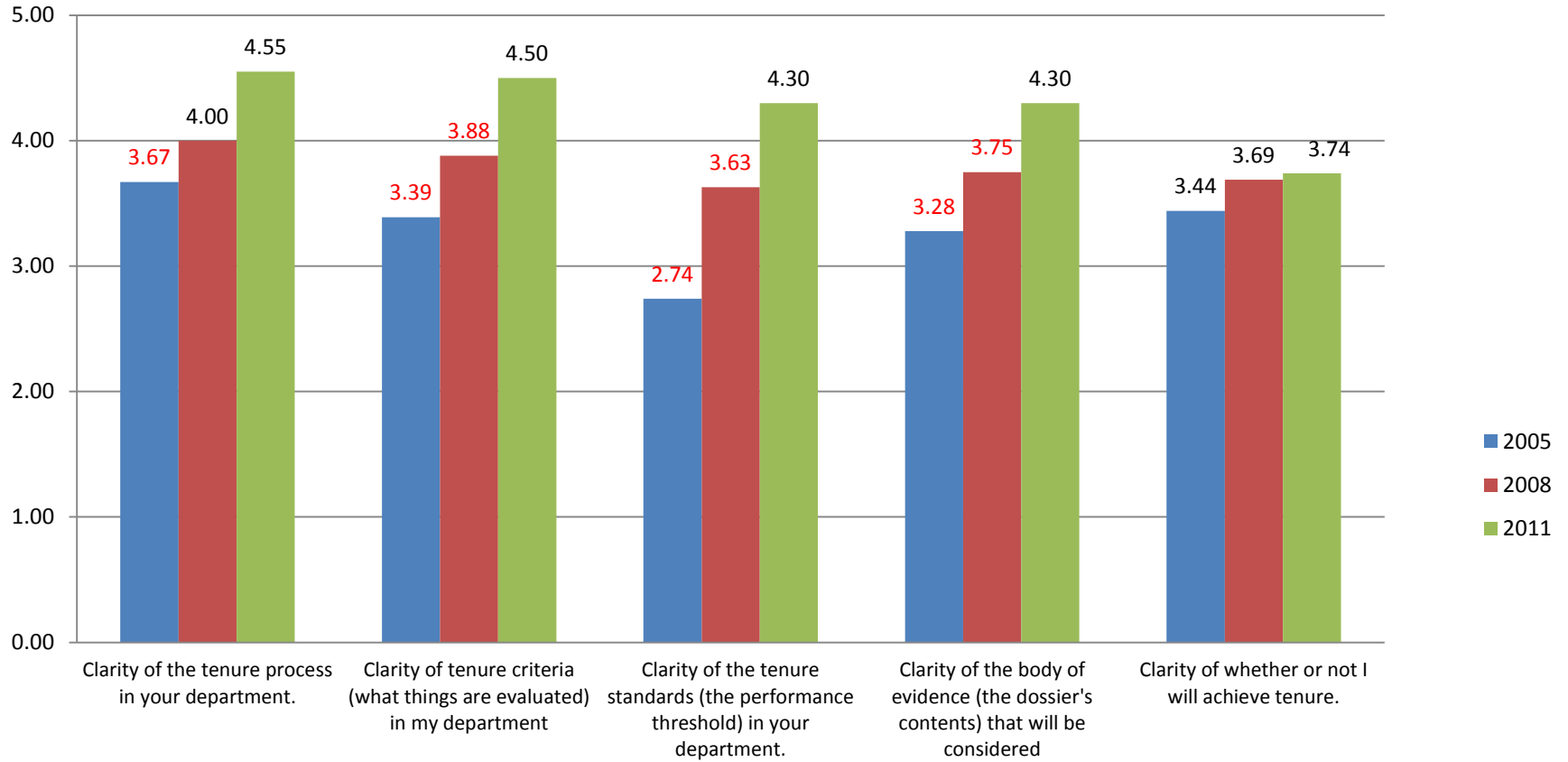
Satisfaction With Facilities and Work Resources

Scale: 1=very dissatisfied...5=very satisfied
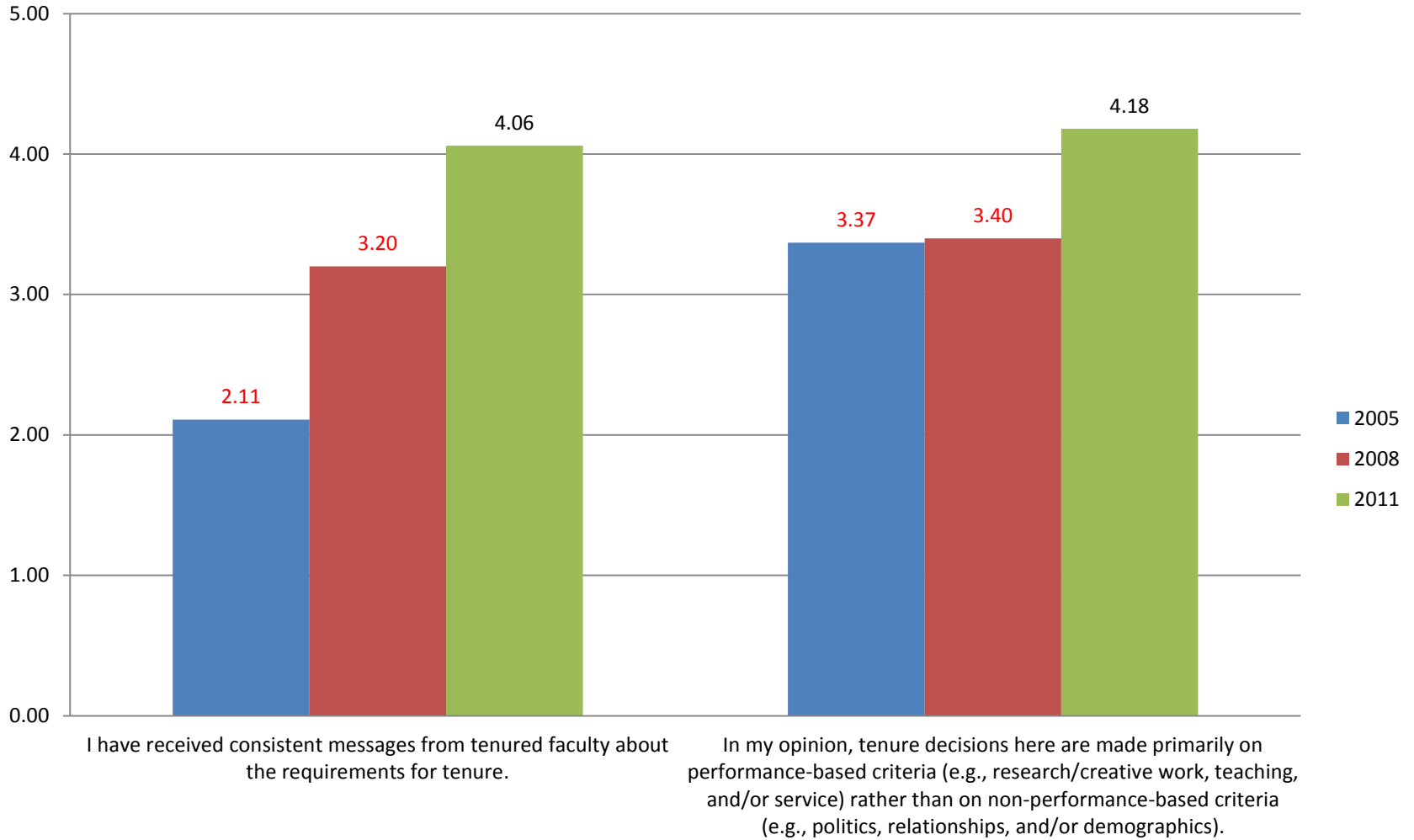# - Statistically different than 2011 at p<.05 or less

Tenure Policies: Clarity

Scale: 1=very unclear...5=very clear
- Statistically different than 2011 at p<.05 or less

Legend:
- 2005
- 2008
- 2011

Question	2005	2008	2011
Clarity of the tenure process in your department.	3.67	4.00	4.55
Clarity of tenure criteria (what things are evaluated) in my department	3.39	3.88	4.50
Clarity of the tenure standards (the performance threshold) in your department.	2.74	3.63	4.30
Clarity of the body of evidence (the dossier's contents) that will be considered	3.28	3.75	4.30
Clarity of whether or not I will achieve tenure.	3.44	3.69	3.74

Tenure Policies

	2005	2008	2011
I have received consistent messages from tenured faculty about the requirements for tenure.	2.11	3.20	4.06
In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance-based criteria (e.g., politics, relationships, and/or demographics).	3.37	3.40	4.18

Scale: 1=strongly disagree...5=strongly agree
 # - Statistically different than 2011 at p<.05 or less
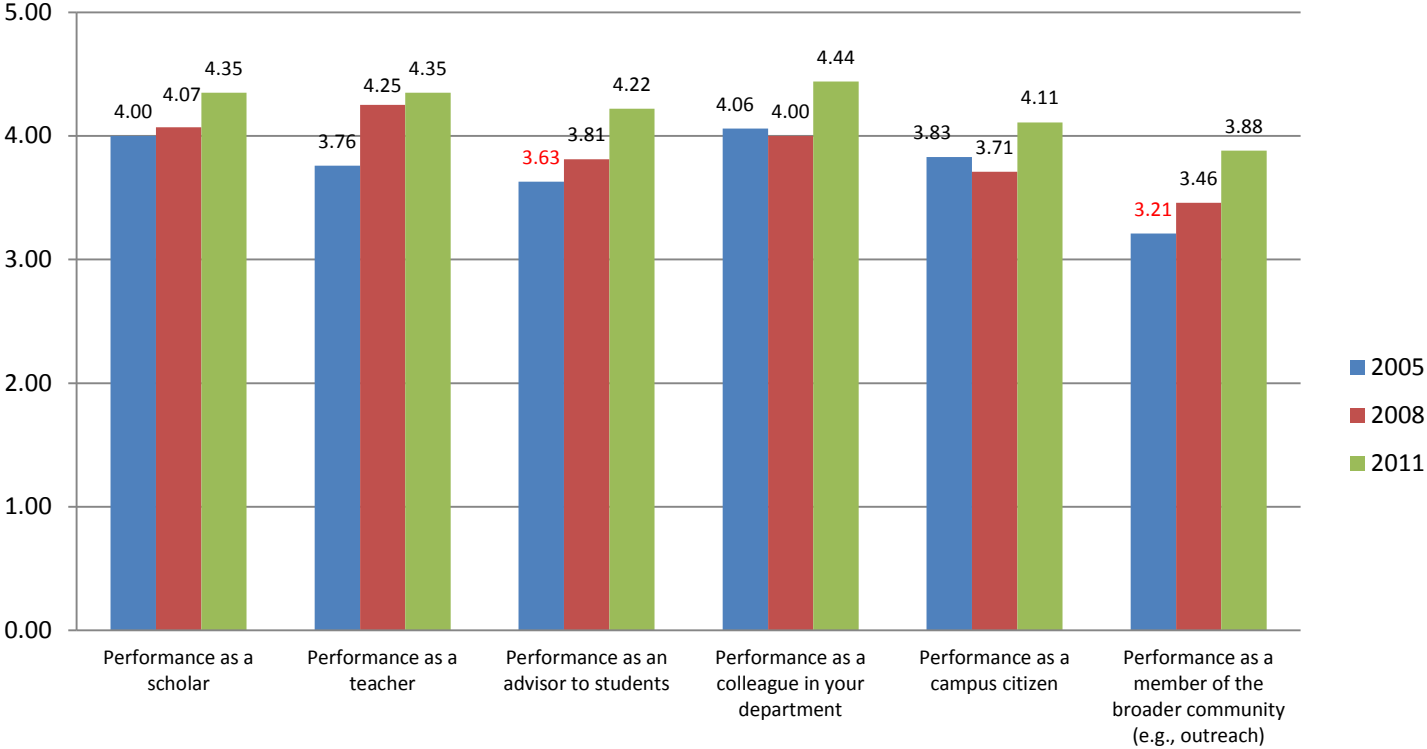
Tenure Expectations: Clarity
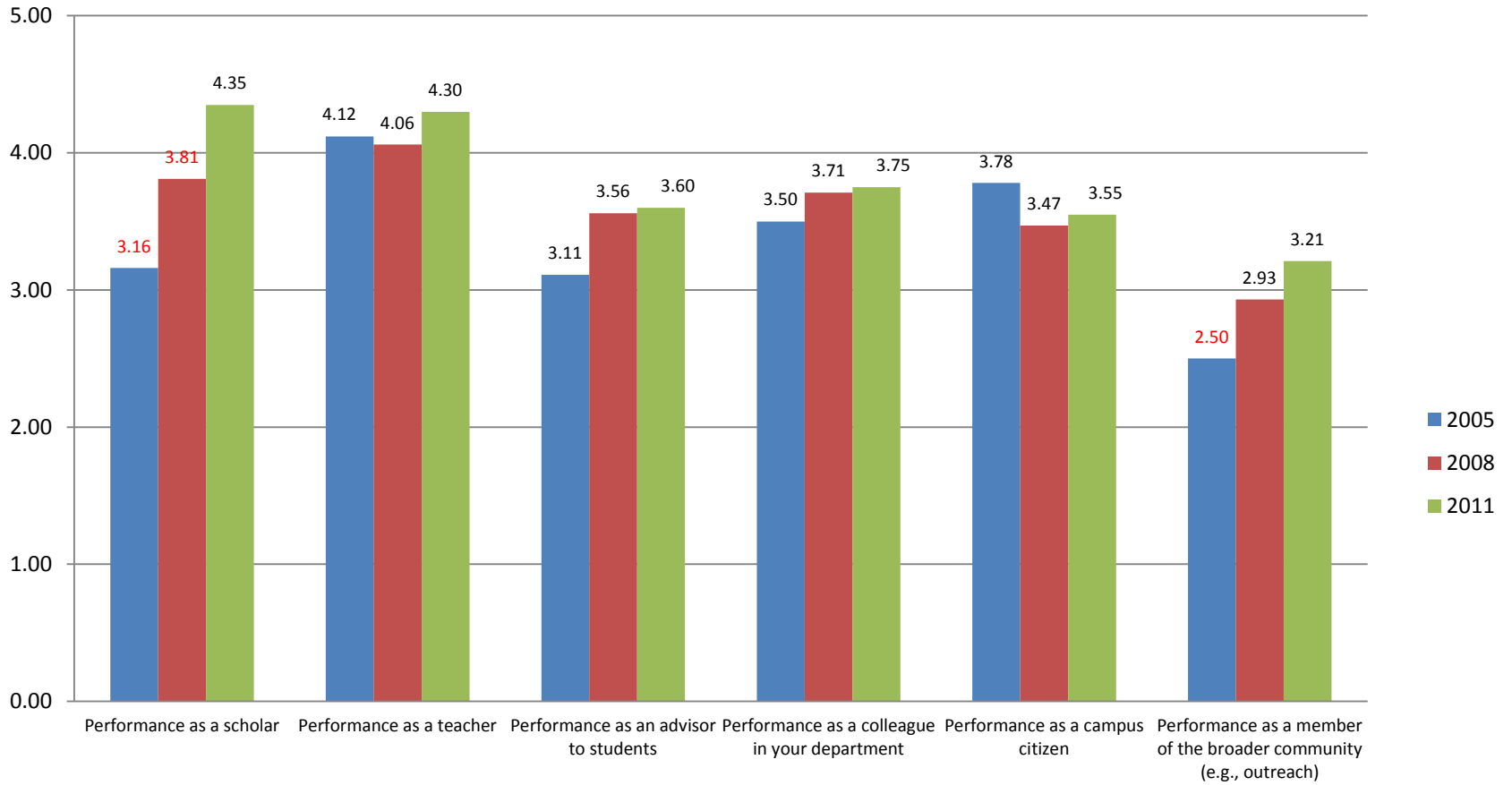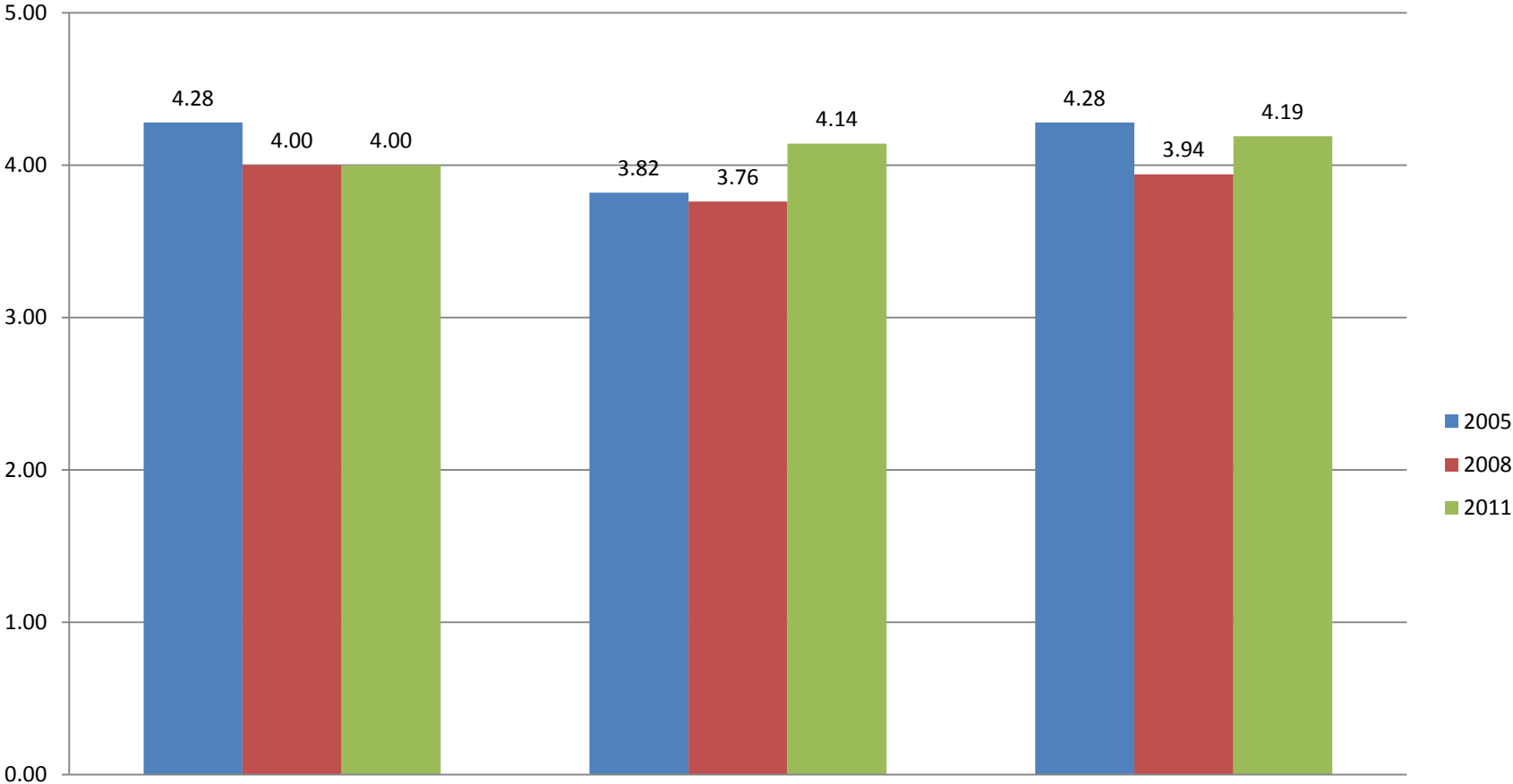

Scale: 1=very unclear...5=very clear
- Statistically different than 2011 at p<.05 or less

Tenure Expectations: Reasonableness

Scale: 1=very unreasonable...5=very reasonable
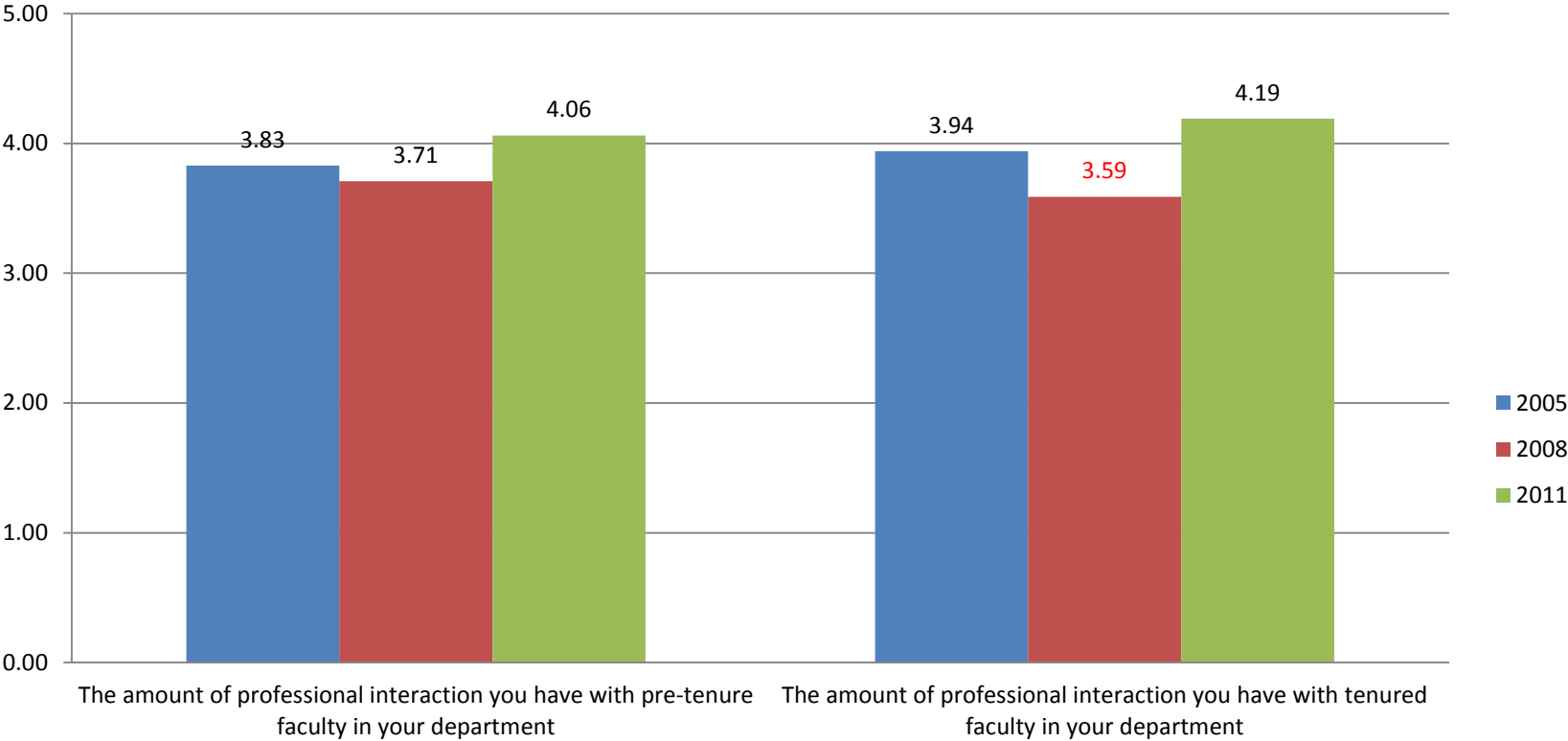# - Statistically different than 2011 at p<.05 or less

Departmental Collegiality

Scale: 1=very unsatisfied...5=very satisfied
- Statistically different than 2011 at p<.05 or less

Departmental Engagement

Scale: 1=very unsatisfied...5=very satisfied
 # - Statistically different than 2011 at p<.05 or less

Departmental Quality
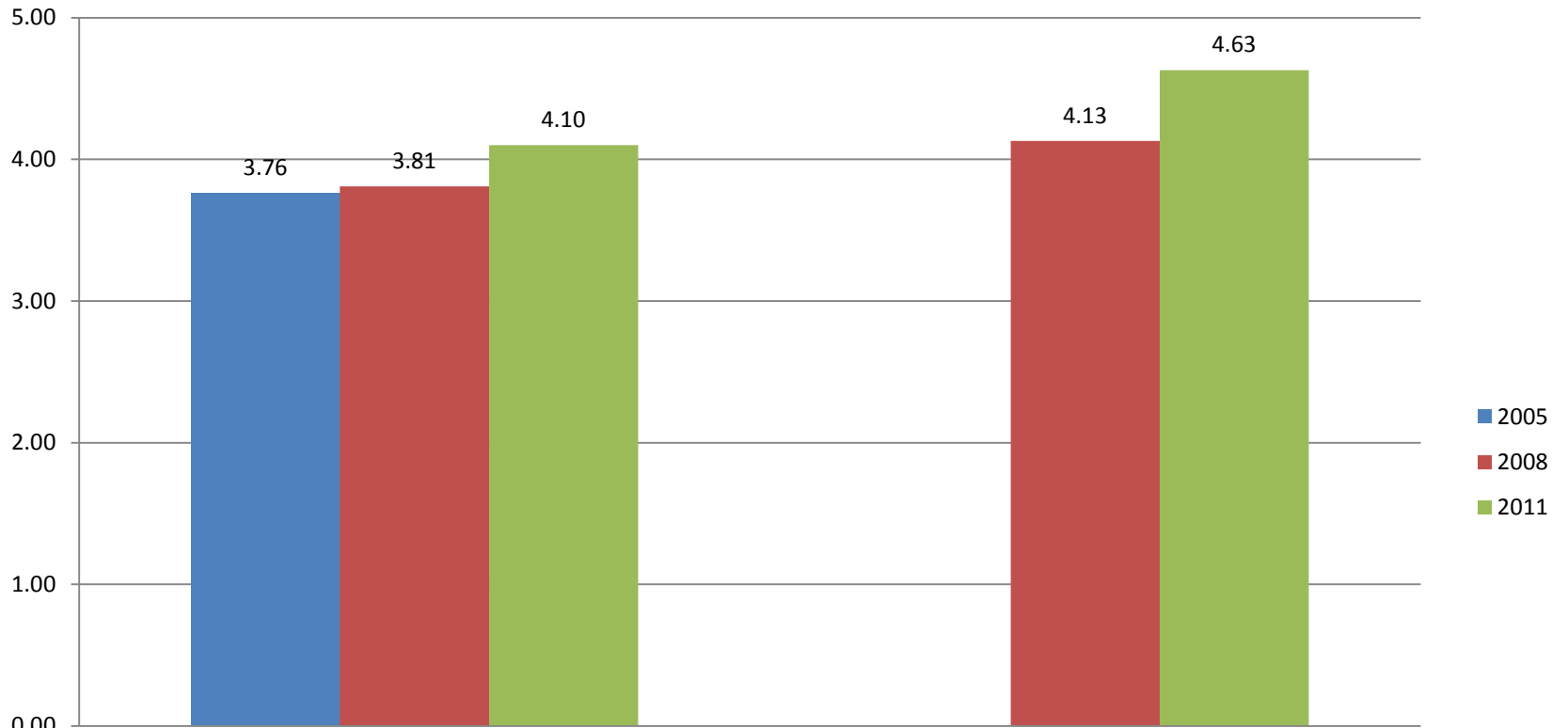
The intellectual vitality of tenured faculty in your department
- 2005: 3.76
- 2008: 3.81
- 2011: 4.10

The intellectual vitality of pre-tenure faculty in your department
- 2008: 4.13
- 2011: 4.63

Legend:
- 2005
- 2008
- 2011

Scale: 1=very unsatisfied...5=very satisfied
 # - Statistically different than 2011 at p<.05 or less

Appreciation and Recognition and Salary
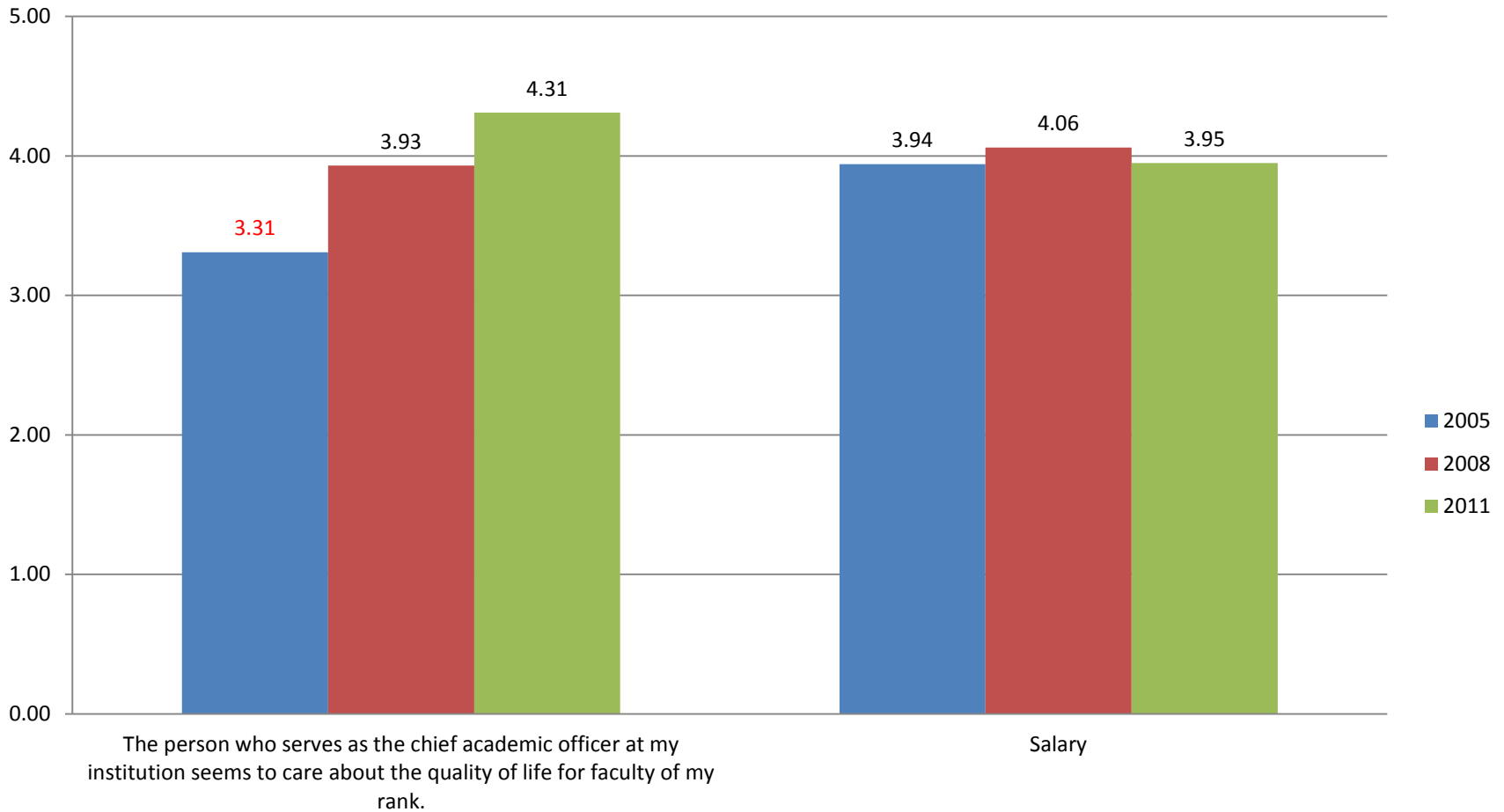
Scale 1: 1=strongly disagree...5=strongly agree
Scale 2: 1=very dissatisfied...5=very satisfied
- Statistically different than 2011 at p<.05 or less

Global Satisfaction

Category	2005	2008	2011
If I had it to do all over, I would again choose to work at this institution.	4.44	4.38	4.26
All things considered, your department as a place to work		4.27	4.57
All things considered, your institution as a place to work	4.11	4.06	4.29
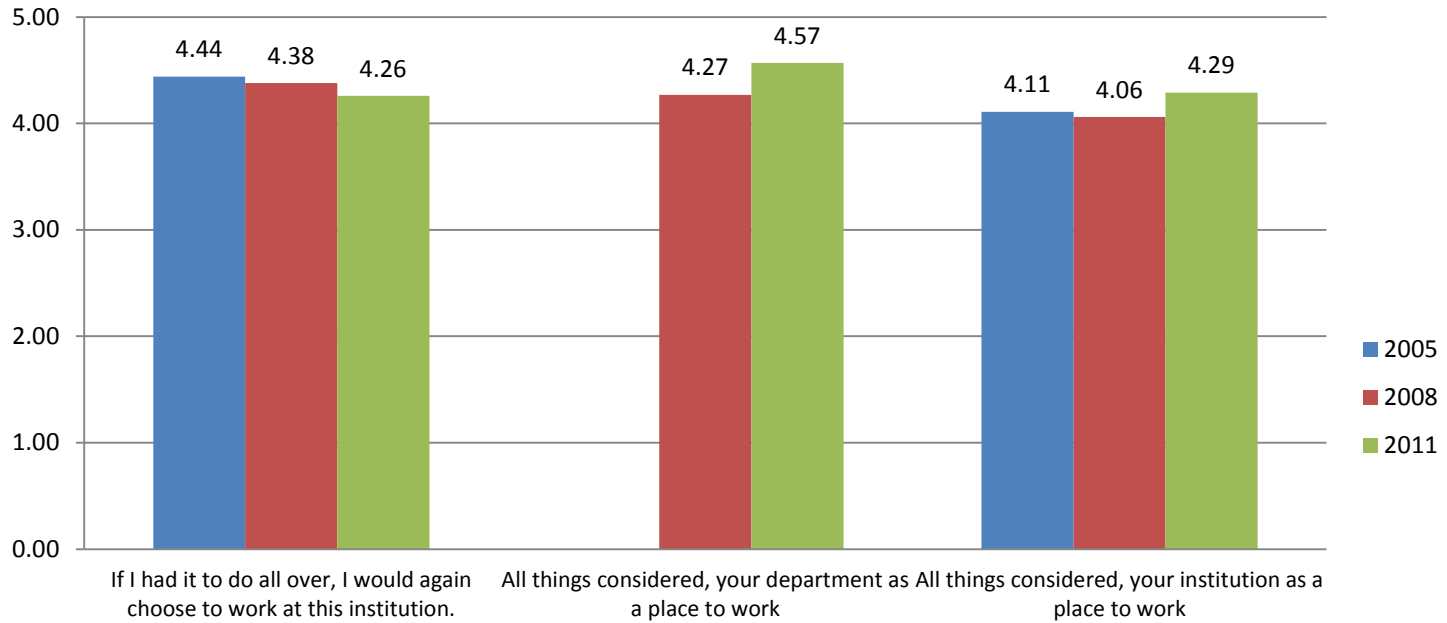
Scale 1: 1=strongly disagree...5=strongly agree
Scales 2 and 3: 1=very dissatisfied...5=very satisfied
 # - Statistically different than 2011 at p<.05 or less

Two Best Aspects of Working at Hamilton:	2005	2008	2011
quality of undergraduate students	25%	54%	57%
quality of colleagues	26%	11%	33%
quality of the facilities	5%	5%	29%
support of colleagues	34%	14%	19%
support for professional development	17%	6%	19%
academic freedom	0%	17%	14%
compensation	6%	6%	10%
cost of living	11%	7%	10%
opportunities to collaborate with colleagues	0%	0%	5%
manageable pressure to perform	0%	9%	5%
quality of graduate students	0%	0%	0%
support for research/creative work (e.g., leave)	15%	20%	0%
support for teaching	11%	0%	0%
assistance for grant proposals	0%	0%	0%
childcare policies/practices	0%	0%	0%
availability/quality of childcare facilities	0%	0%	0%
spousal/partner hiring program	0%	0%	0%
geographic location	5%	9%	0%
diversity	0%	0%	0%
presence of others like me	0%	0%	0%
my sense of "fit" here	25%	18%	0%
protections from service/assignments	0%	5%	0%
commute	0%	0%	0%
research requirements for t and p	5%	0%	0%
teaching load	16%	0%	0%
tenure/promotion requirements in general	0%	0%	0%
tenure/promotion criteria clarity	0%	0%	0%
tenure/promotion process clarity	0%	0%	0%
other (please specify)	5%	18%	0%
decline to answer	0%	0%	0%
there are no positive aspects	0%	0%	0%

Two Worst Aspects of Working at Hamilton:	2005	2008	2011
spousal/partner hiring program (or lack thereof)	30%	36%	43%
geographic location	40%	32%	43%
teaching load	8%	17%	24%
compensation	0%	0%	14%
lack of diversity	20%	25%	14%
childcare policies/practices (or lack thereof)	11%	0%	10%
availability/quality of childcare facilities	0%	6%	10%
other (please specify)	22%	11%	10%
lack of support for research/creative work (e.g., leave)	9%	0%	5%
my lack of "fit" here	8%	6%	5%
too much service/too many assignments	0%	6%	5%
unrelenting pressure to perform	0%	0%	5%
there are no negative aspects	0%	0%	5%
quality of colleagues	0%	0%	0%
support of colleagues	0%	0%	0%
opportunities to collaborate with colleagues	0%	0%	0%
quality of graduate students	0%	8%	0%
quality of undergraduate students	0%	0%	0%
quality of the facilities	0%	0%	0%
lack of support for teaching	0%	0%	0%
lack of support for professional development	0%	6%	0%
lack of assistance for grant proposals	0%	0%	0%
absence of others like me	8%	11%	0%
commute	0%	0%	0%
cost of living	0%	8%	0%
research requirements for t and p	11%	6%	0%
tenure/promotion requirements in general	0%	0%	0%
tenure/promotion criteria clarity	27%	0%	0%
tenure/promotion process clarity	6%	0%	0%
academic freedom	0%	0%	0%
decline to answer	0%	9%	0%