

The 2016 COACHE Survey of Faculty Satisfaction

Presented to the Bloomington Faculty Council
October 3, 2016



INDIANA UNIVERSITY

**OFFICE OF THE VICE PROVOST FOR
FACULTY AND ACADEMIC AFFAIRS**

Bloomington

The COACHE Review Committee

In alphabetical order

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Shared Governance

	Your results compared to PEERS ◀ Your results compared to COHORT ▶													Areas of strength in GREEN Areas of concern in RED													Within campus differences sm (.1) med. (.3) lrg. (.5)						
	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm													
Governance: Trust	3.00													tenured	tenured	full	women																
I understand how to voice opinions about policies	2.96															full	women				urm												
Clear rules about the roles of faculty and administration	3.02													tenured	tenured	full																	
Faculty and admin follow rules of engagement	3.25													tenured	tenured		women				urm												
Faculty and admin have an open system of communication	2.89													tenured	tenured	full	women	white	white														
Faculty and admin discuss difficult issues in good faith	3.16													tenured	tenured		women																
Governance: Shared sense of purpose	3.04													tenured	tenured		women																
Important decisions are not made until there is consensus	2.56													tenured	tenured		women	white	white														
Admin ensures sufficient time for faculty input	2.95													tenured	tenured		women	white	white														
Faculty and admin respectfully consider the other's view	3.09													tenured	tenured		women																
Faculty and admin have a shared sense of responsibility	3.48													tenured	tenured		women	foc	asian														
Governance: Understanding the issue at hand	2.89													tenured	tenured	full	women		white														
Faculty governance structures offer opportunities for input	2.93													tenured	tenured	full																	
Admin communicate rationale for important decisions	2.95													tenured	tenured	full	women	foc			urm												
Faculty and admin have equal say in decisions	2.60													tenured	tenured	full	women	white	white	white													
Faculty and admin define decision criteria together	2.99													tenured	tenured		women	white	white														
Governance: Adaptability	2.84													tenured	tenured	full																	
Shared governance holds up in unusual circumstances	2.78													tenured	tenured	full		white			white												
Institution regularly reviews effectiveness of governance	2.70													tenured	tenured	full					white												
Institution cultivates new faculty leaders	3.05													tenured		full	women	foc	asian	urm													
Governance: Productivity	2.97													tenured	tenured	full																	
Overall effectiveness of shared governance	2.87													tenured	tenured	full				asian	white												
My committees make measureable progress towards goals	3.22													tenured	tenured	full																	
Public recognition of progress	2.84													tenured	tenured	full	women			white													

What's Next?

Three Areas for Immediate Action

- Improving campus climate for faculty of color
- Improving the environment for associate professors
- Improving conditions for NTT faculty

What's Next (continued)?

Areas for Further Study

- Small but consistent differences in many areas of faculty life between men and women
- A closer look at how faculty view shared governance