

# Results from the 2021 COACHE Survey of UNC Faculty

October 2022



THE UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

# Summary of COACHE Findings



- **35%** of UNC faculty completed the 2021 COACHE survey, a **2%** increase in responses from 2018
- **Quality of colleagues** is the best aspect of working at Carolina, while **compensation** is the worst aspect of working at Carolina
- Hispanic faculty were the **most satisfied with UNC** as a place to work
- Less than half of all faculty, and fewer than 40 percent of female faculty, reported that leaders frequently had **open systems of communication**
- Black faculty were the least likely to agree that institutional leadership and their departmental colleagues **support diversity and inclusion**
- Black tenure-track faculty had substantially **less clarity regarding tenure evidence and achievement** relative to tenure-track faculty of other races
- Female faculty were less likely than male faculty to agree **tenure decisions are based on performance-based criteria**
- Faculty of all races selected “**to improve salary and benefits**” as a potential reason for leaving Carolina
- **74%** of faculty would choose to work at UNC again, while **71%** of faculty at peer universities would choose their institutions gain

# What is the COACHE Survey?

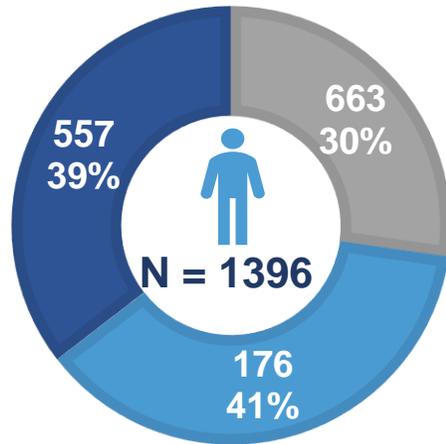


- “COACHE” is a faculty work-life survey that came out of the Collaborative On Academic Careers in Higher Education at Harvard University
  - The survey is administered to faculty of more than 300 participating universities every three years
- Carolina has been involved in Harvard’s research projects on faculty careers since the early 2000’s
  - UNC faculty participated in focus groups that led to development of the initial survey instrument
- UNC’s participation in the tenure/tenure track COACHE survey started in Spring 2009, and expanded to include fixed term faculty in Spring 2015
- The 2021 survey administration period was from February – March, 2021

# Who responded to the COACHE survey?



35% of all faculty



■ Fixed-Term ■ Tenure Track ■ Tenured

**2%**  
increase in the  
survey response  
rate from 2018

Demographic	Number of Respondents	Percent of Respondents	Percent of the UNC Population
<b>Gender</b>			
Female	755	56%	51%
Male	562	42%	49%
Other	25	2%	--
<b>Race</b>			
Asian	120	9%	12%
Black	74	6%	6%
Hispanic	76	6%	5%
Other*	51	4%	4%
White	1016	76%	74%
<b>Academic Area</b>			
Health Affairs	675	52%	63%
Academic Affairs	721	48%	37%

\*The "Other" category includes races with fewer than 20 respondents: American Indian/Native Alaskan (8), Native Hawaiian/Pacific Islander (1), Middle Eastern, Southwest Asian, or North African (16), races not specified (12), and respondents selecting more than two race categories (14).



# Overall Satisfaction with Carolina

# Overall Satisfaction with Carolina by Gender



- Female faculty were more likely to again choose UNC as a place to work compared to male faculty.

## Degree of agreement with the following statements:



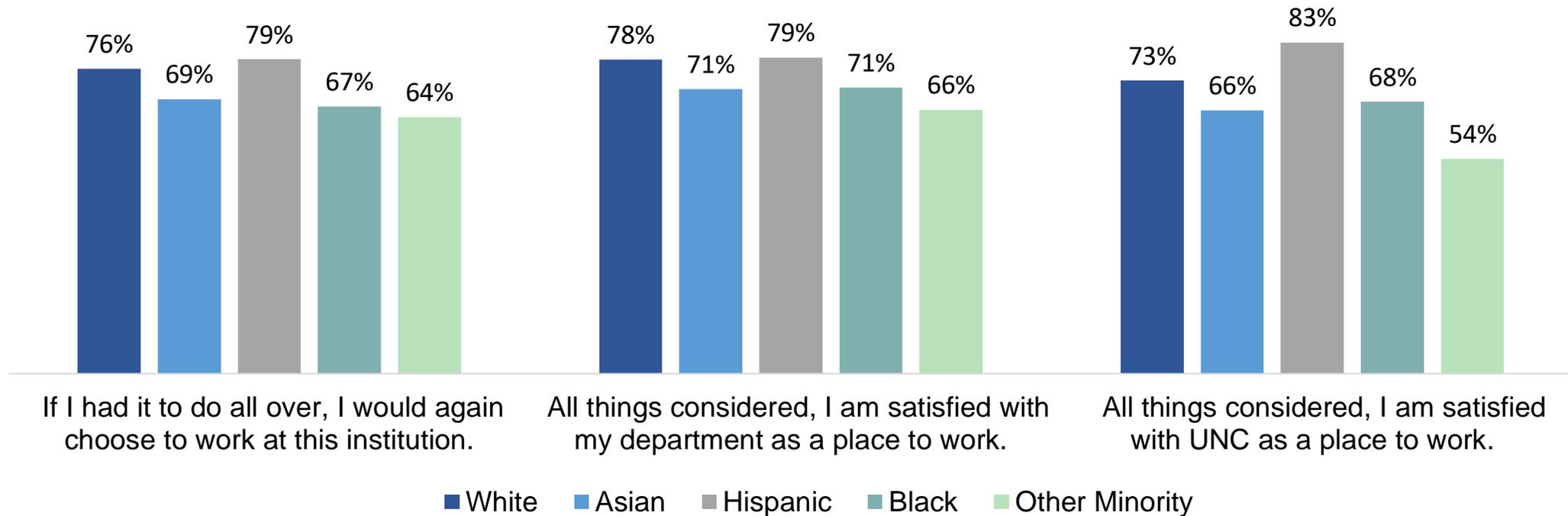
Percent responding "Satisfied/Agree" and "Very Satisfied/Strongly Agree"

# Overall Satisfaction with Carolina by Race



- Hispanic faculty were the most satisfied with UNC as a place to work, while other minorities were the least satisfied.

## Degree of agreement with the following statements:



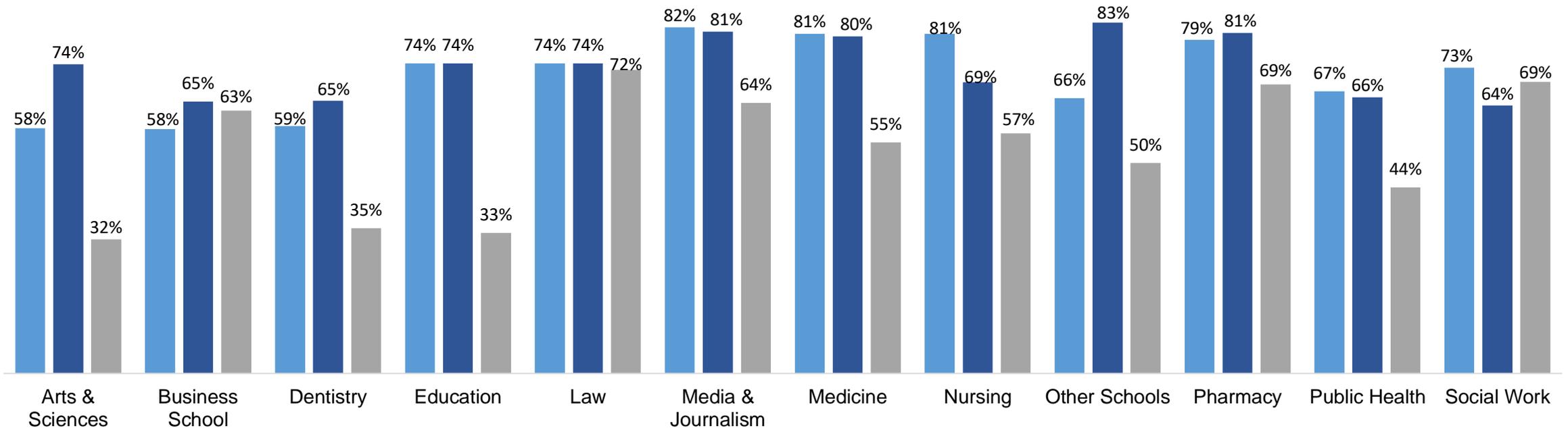
Percent responding “Satisfied/Agree” and “Very Satisfied/Strongly Agree”

# Overall Satisfaction with Carolina by School



- The schools of Arts & Sciences, Dentistry, and Education were least likely to choose to work at UNC again.

Percent responding “Agree” and “Strongly Agree”



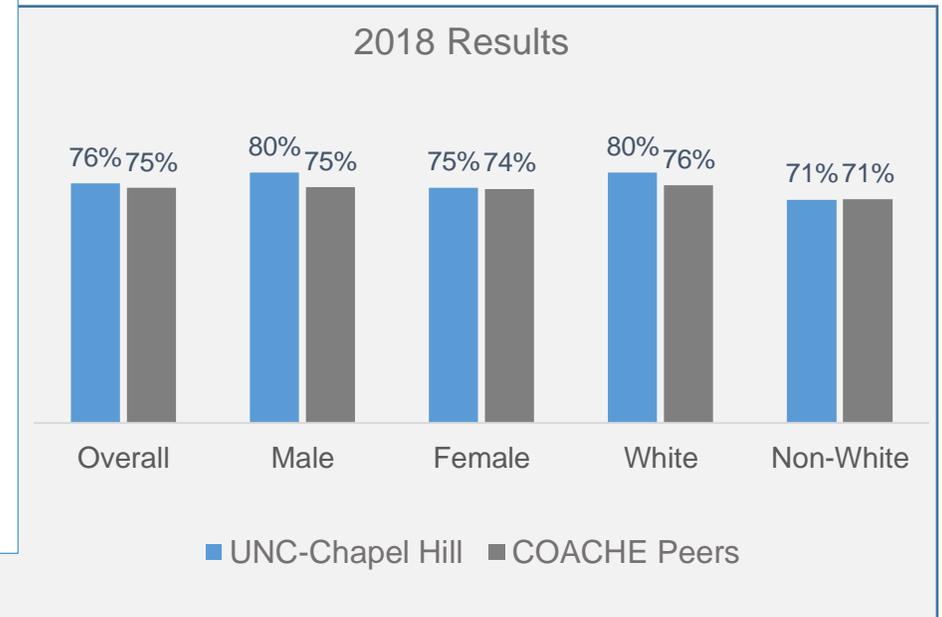
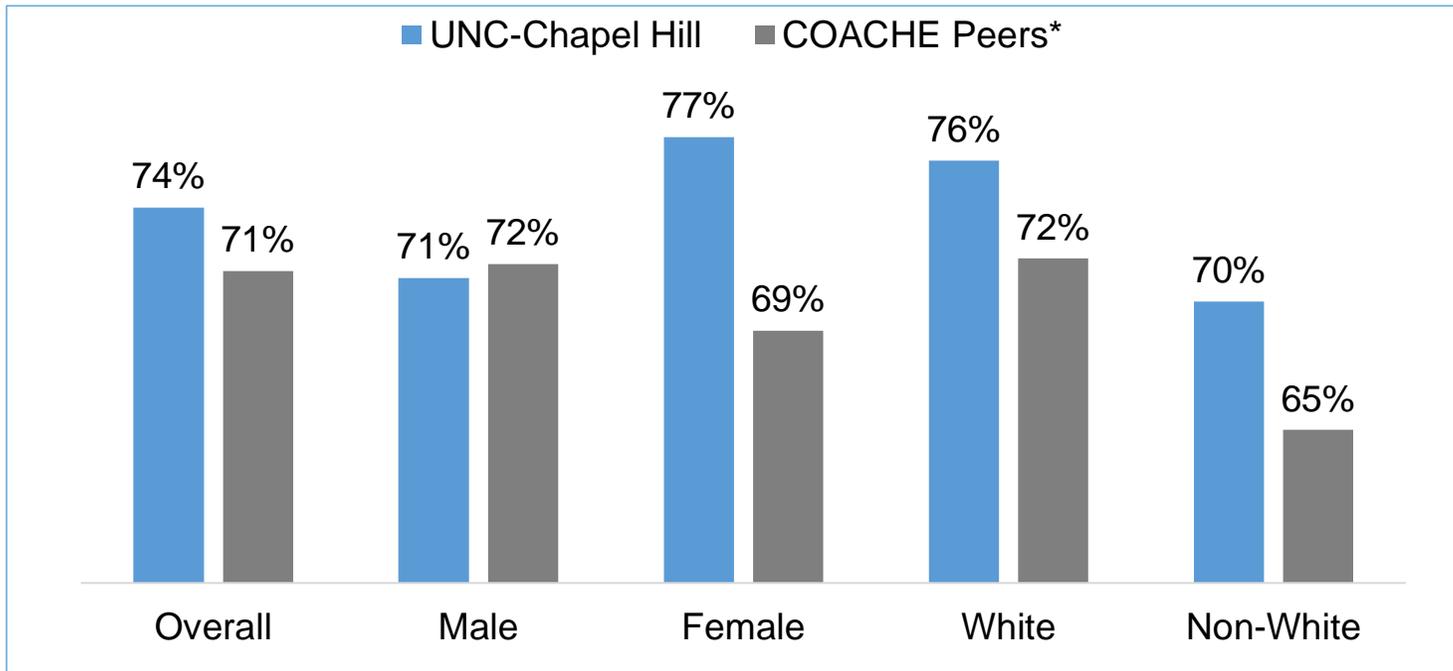
- All things considered, I am satisfied with UNC as a place to work.
- All things considered, I am satisfied with my department as a place to work.
- If I had it to do all over, I would again choose to work at this institution.

# Overall Satisfaction: Peer Comparisons



- Faculty at Carolina were more likely than faculty at COACHE peer institutions to report that they would choose this institution again.

**If I had it to do all over, I would again choose to work at this institution.**



\*Peer institutions include University of Maryland, University of Pittsburgh, University of Texas at Austin, University of Virginia, and Vanderbilt University.

Percent responding "Somewhat Agree" and "Strongly Agree"

# Differences in Faculty Satisfaction Between 2018 and 2021

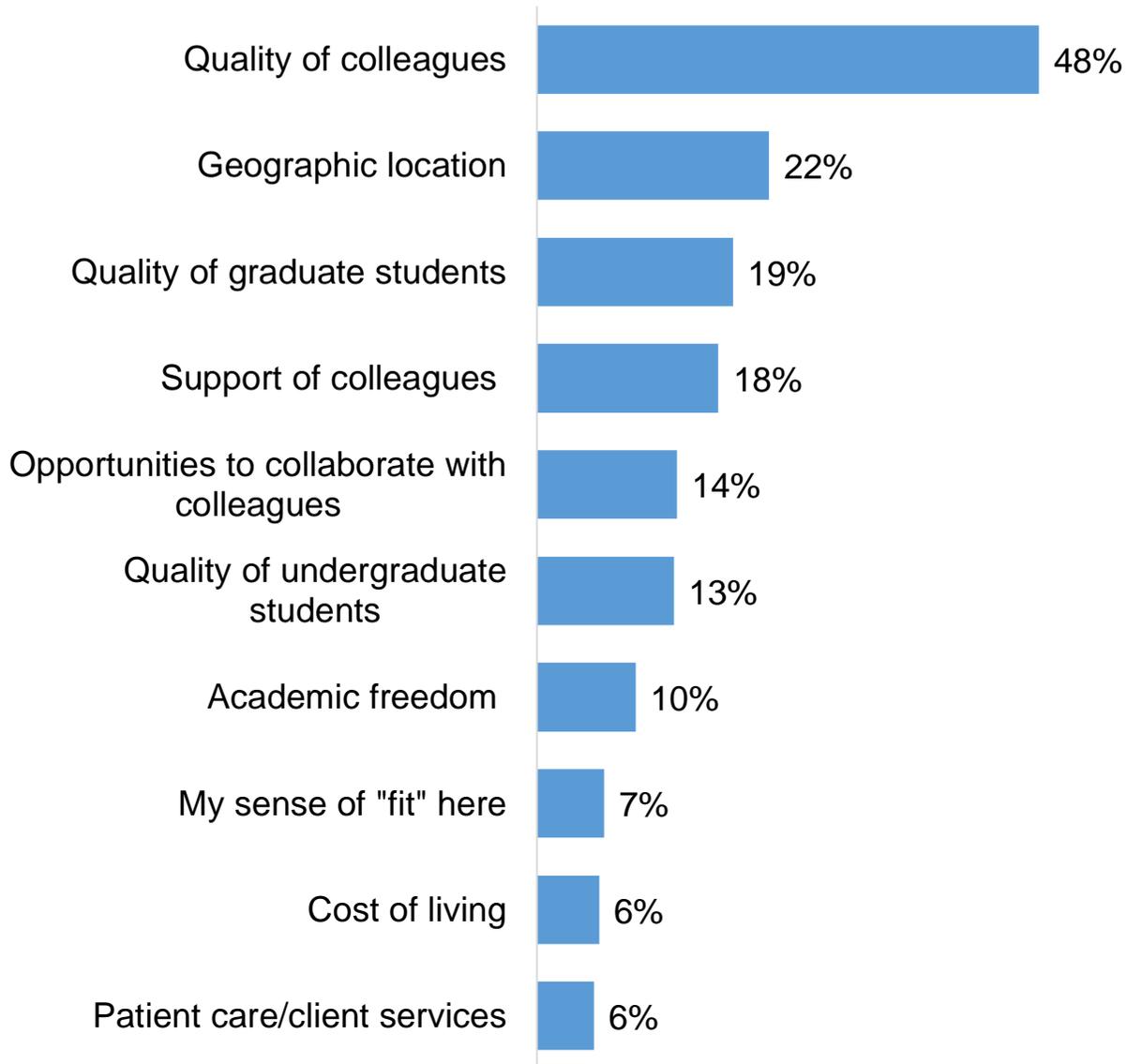


- Faculty reported higher average satisfaction levels in twelve benchmark areas in 2021 compared to 2018

Areas In Which Satisfaction Ratings Increased from 2018 to 2021	Areas In Which Satisfaction Ratings Stayed About the Same from 2018 to 2021	Areas In Which Satisfaction Ratings Decreased from 2018 to 2021
Collaboration	Appreciation and Recognition	Departmental Collegiality
Departmental Leadership**	Departmental Engagement	Governance: Productivity
Departmental Quality	Facilities and Work Resources	Nature of Work: Service
Faculty Leadership**	Governance: Adaptability	Tenure Clarity**
Divisional Leadership*	Governance: Shared Sense of Purpose	Tenure Policies
Governance: Understanding	Governance: Trust	
Health and Retirement Benefits**	Mentoring	
Interdisciplinary Work	Promotion	
Nature of Work: Research		
Nature of Work: Teaching		
Personal and Family Policies**		
Senior Leadership**		

\*Difference is significant,  $p > .05$  \*\*Difference is significant,  $p > .01$

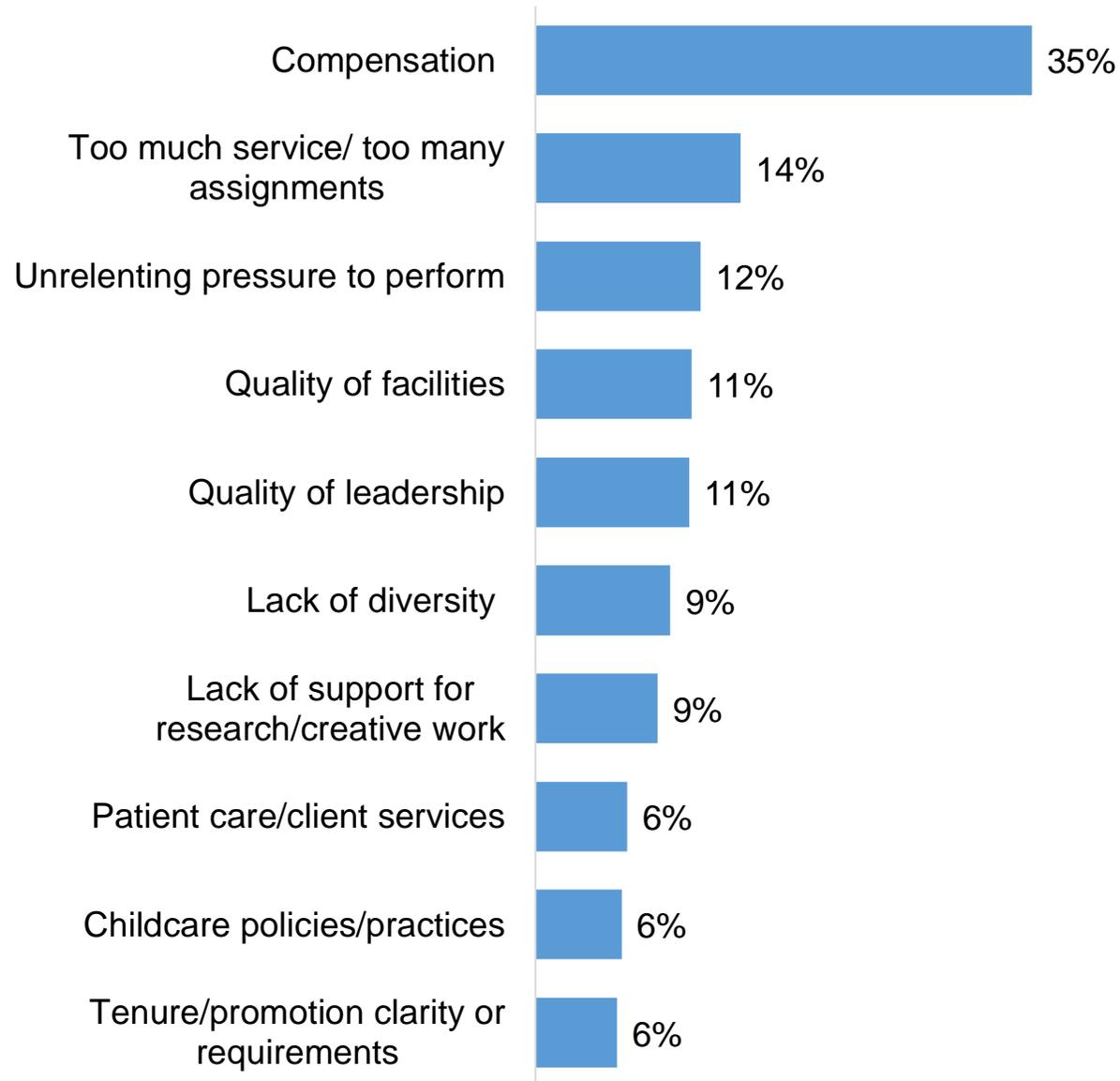
# Top Ten BEST aspects about working at Carolina



**Faculty selected “quality of their colleagues” as the best aspect of working at Carolina**



## Top Ten WORST aspects about working at Carolina



Faculty selected  
“compensation”  
as the worst  
aspect of  
working at  
Carolina



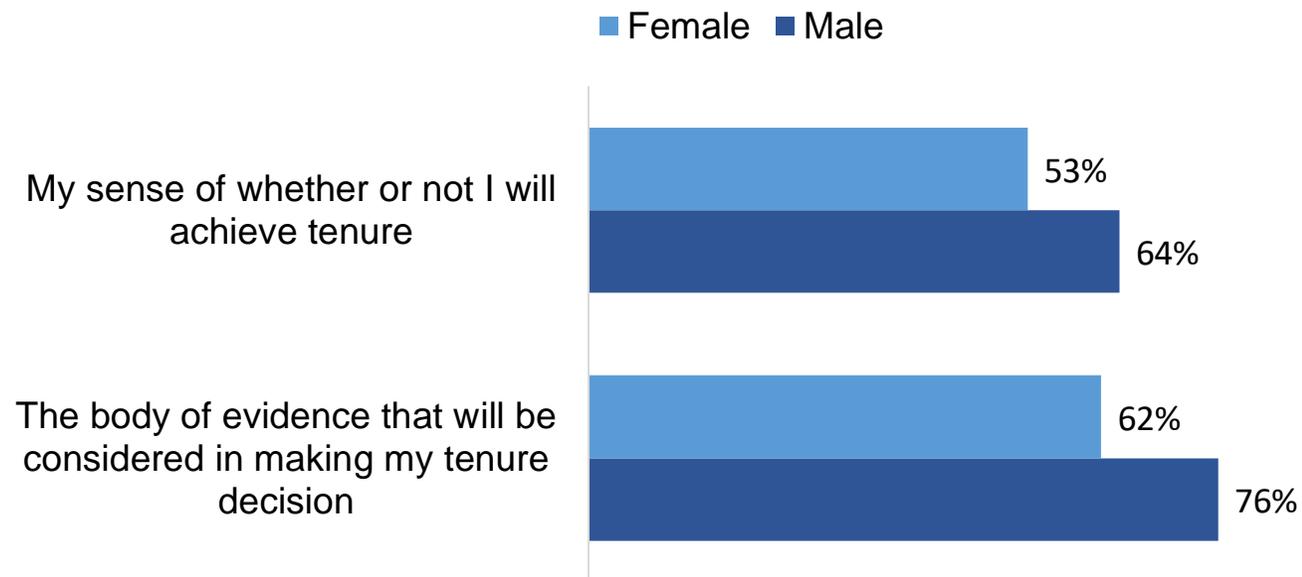
# Promotion and Tenure

# Clarity of Tenure Evidence and Achievement by Gender



- Female tenure-track faculty had less clarity regarding the evidence considered for tenure decisions and a sense of whether they will achieve tenure, relative to male faculty.

## Clarity of the following aspects of earning tenure in your department:



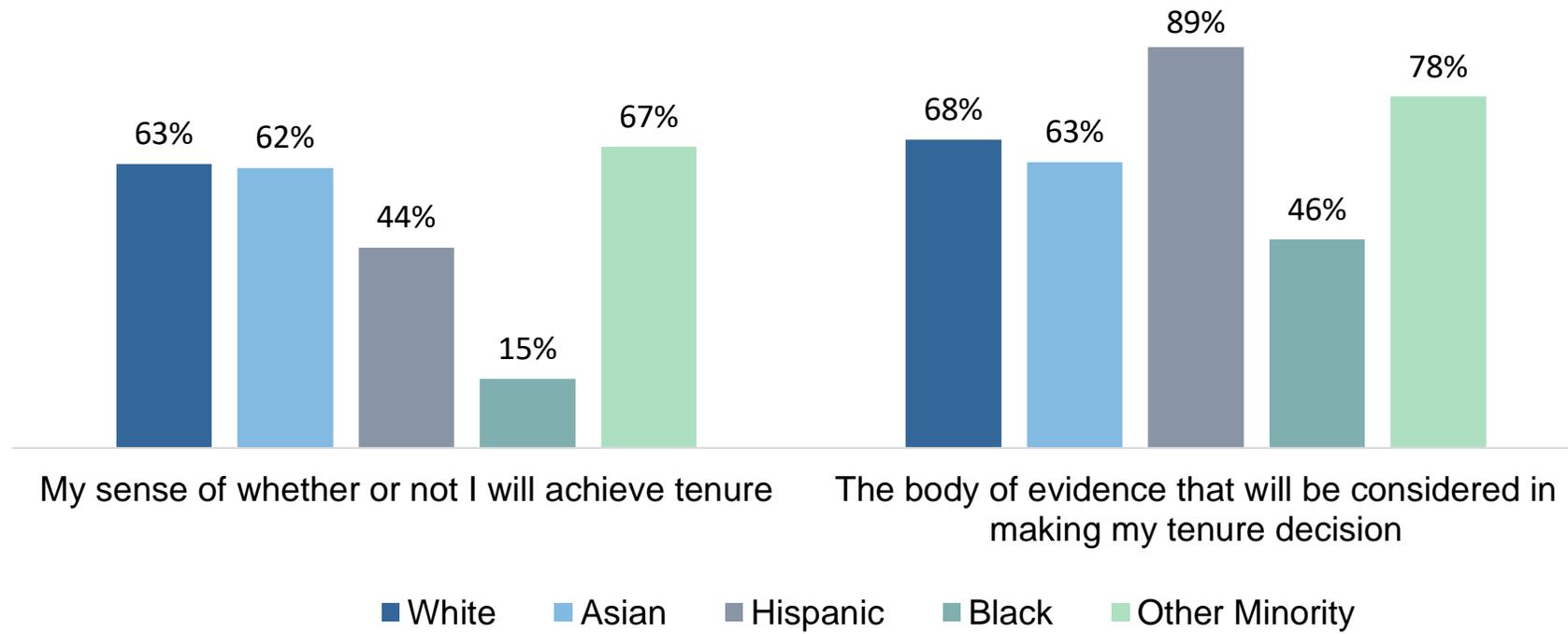
Percent responding “Somewhat Clear” and “Very Clear”

# Clarity of Tenure Evidence and Achievement by Race



- Black tenure-track faculty had substantially less clarity regarding tenure evidence and achievement relative to tenure-track faculty of other races.

Clarity of the following aspects of earning tenure in your department:



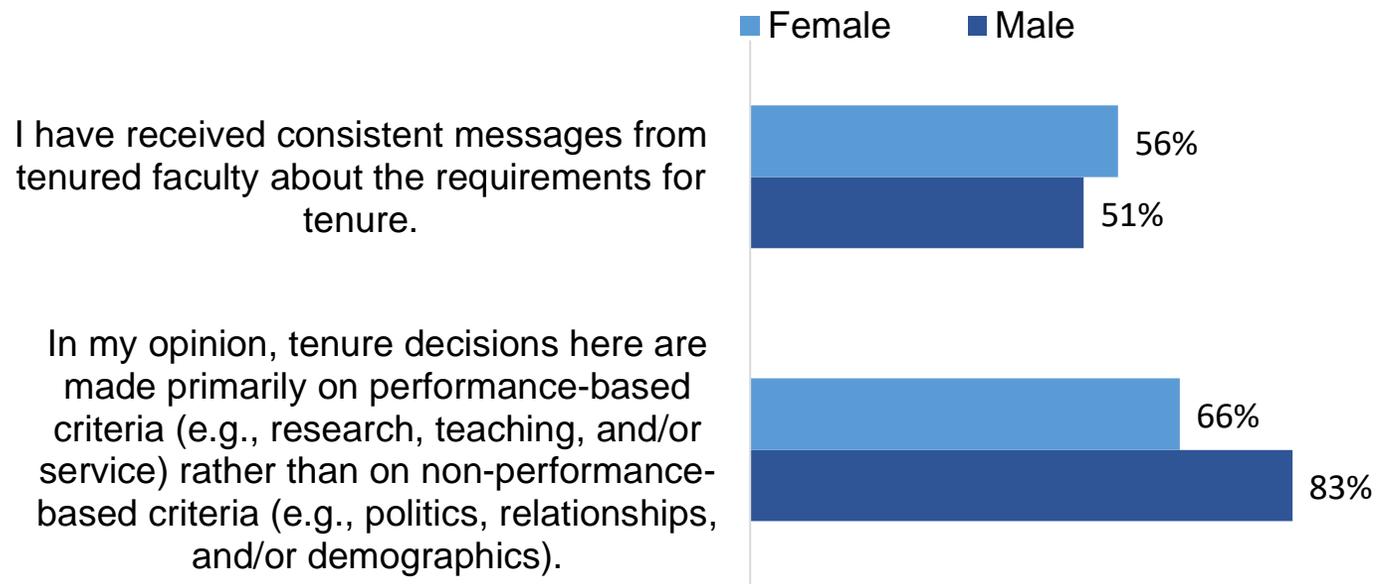
Percent responding “Somewhat Clear” and “Very Clear”

# Gender Differences in Perceptions of Tenure Decisions



- Female faculty were much less likely to agree that tenure decisions were based on performance-based criteria than males.

## Level of agreement with the following statements:



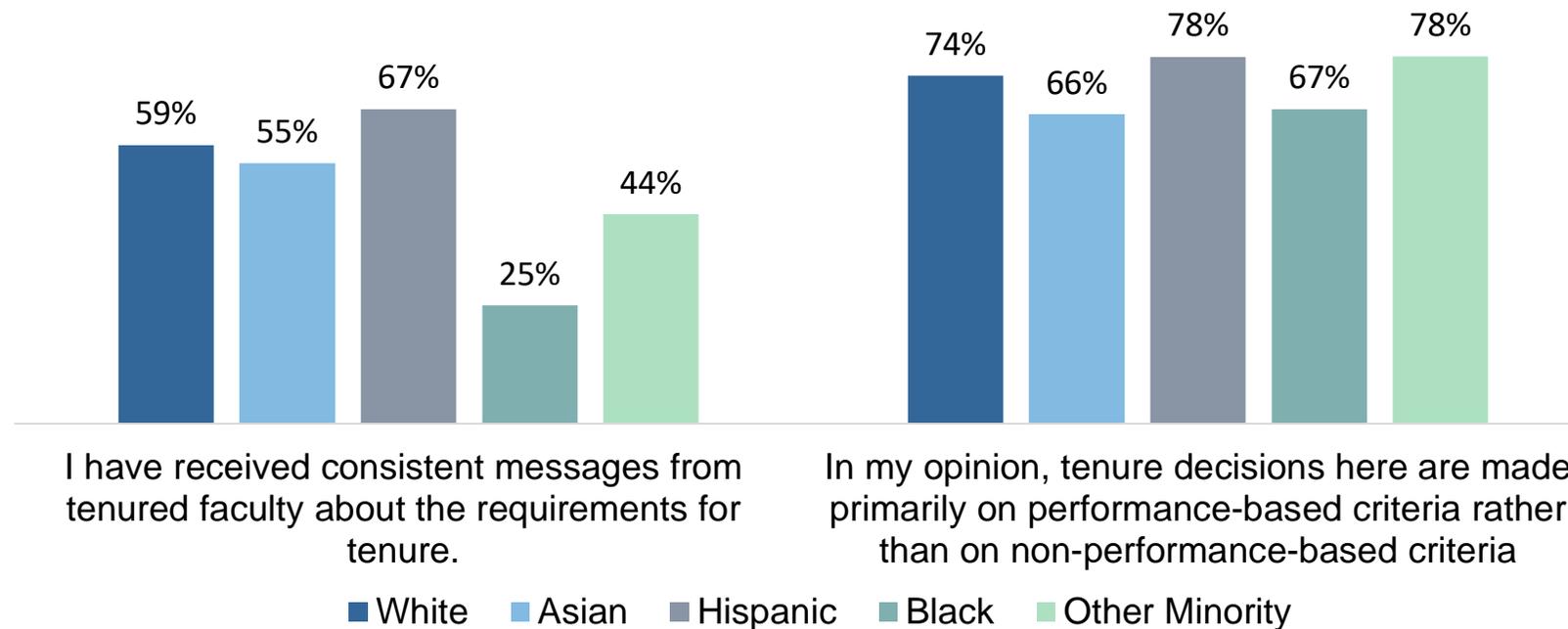
Percent responding "Somewhat Agree" and "Strongly Agree"

# Race Differences in Perceptions of Tenure Decisions



- Black faculty were much less likely to agree that tenure messages were consistent, and both black and Asian faculty were less likely to agree that tenure decisions were based on performance, compared with other races.

Level of agreement with the following statements:



Percent responding "Somewhat Agree" and "Strongly Agree"



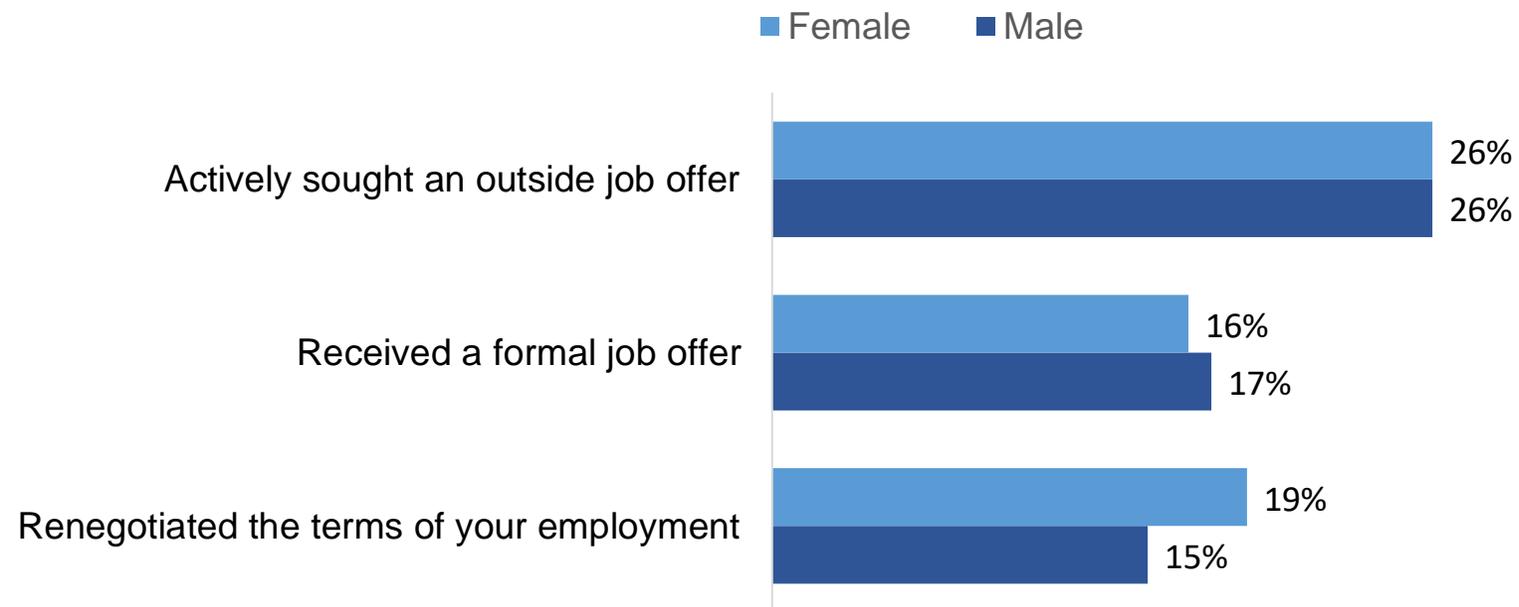
# Plans to Continue Career at Carolina

# Outside Offers and Negotiations by Gender



- Females were more likely than males to have renegotiated the terms of their employment in the past five years.

Which of the following have you done at UNC in the past five years?



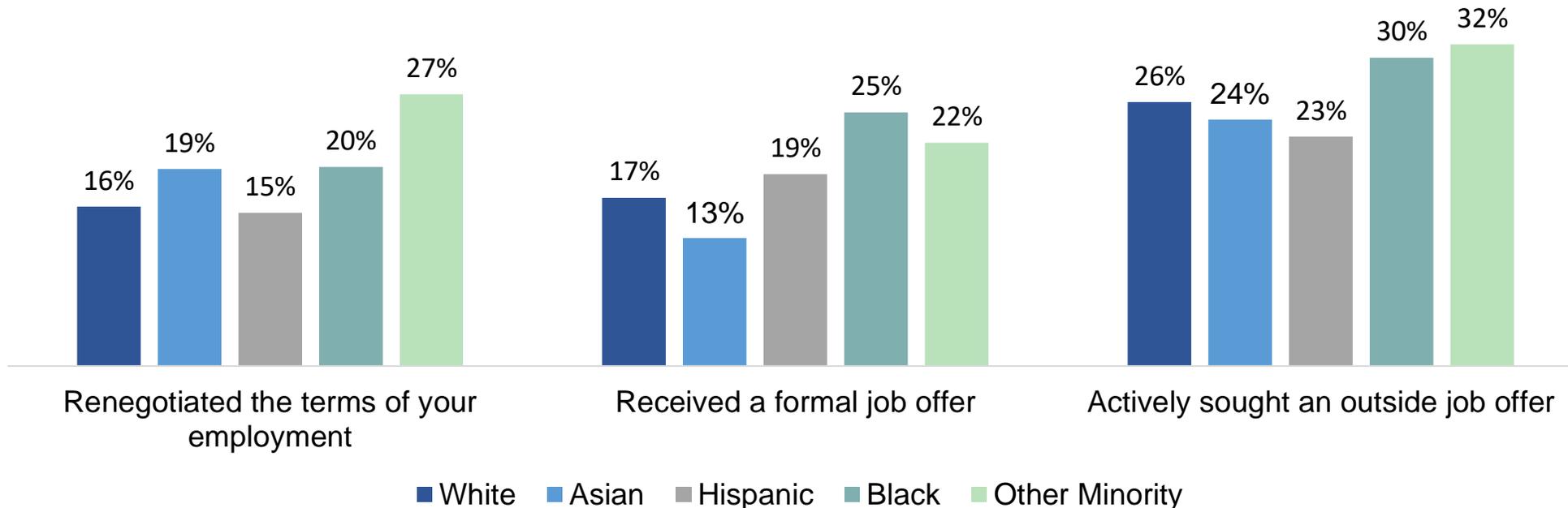
Percent responding "Yes"

# Outside Offers and Negotiations by Race



- Black and Other minority faculty were most likely to have renegotiated the terms of their employment, actively sought job offers, and to have received job offers.

Which of the following have you done at UNC in the past five years?

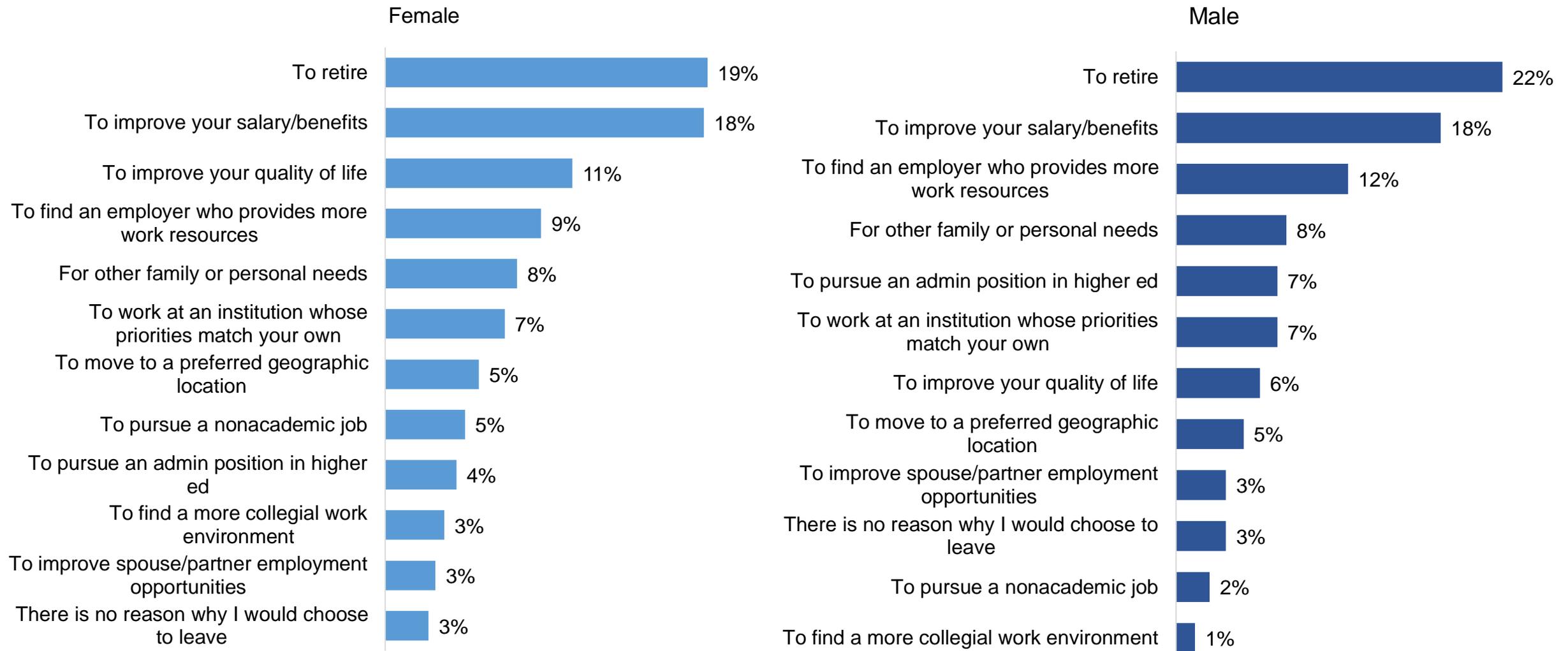


Percent responding "Yes"

# Potential Reasons for Leaving Carolina by Gender



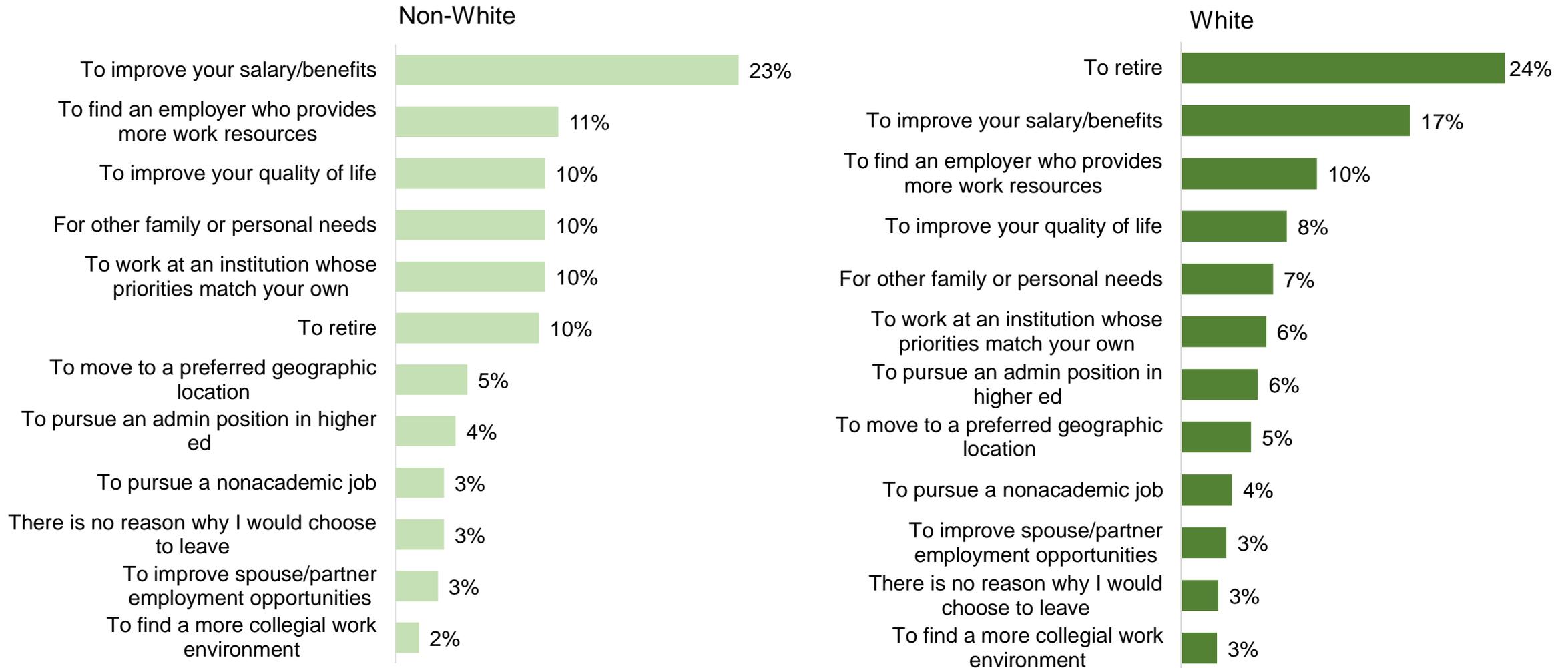
If you were to choose to leave your institution, what would be your primary reason?



# Potential Reasons for Leaving Carolina by White and Non-White Faculty



If you were to choose to leave your institution, what would be your primary reason?





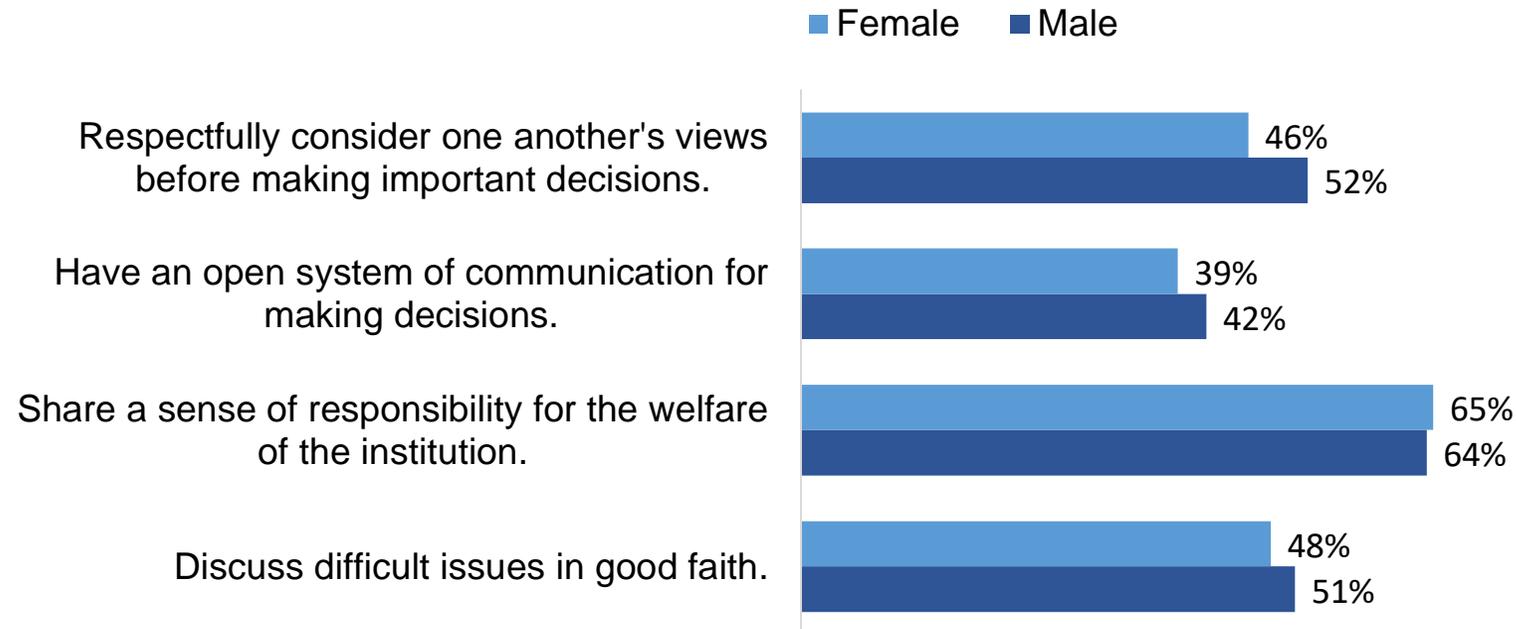
# UNC Climate

# Perceptions of Faculty Shared Governance by Gender



- Less than half of all faculty, and fewer than 40 percent of female faculty, reported that leaders regularly or frequently had open systems of communication.

## How often do faculty leaders and senior administrators:



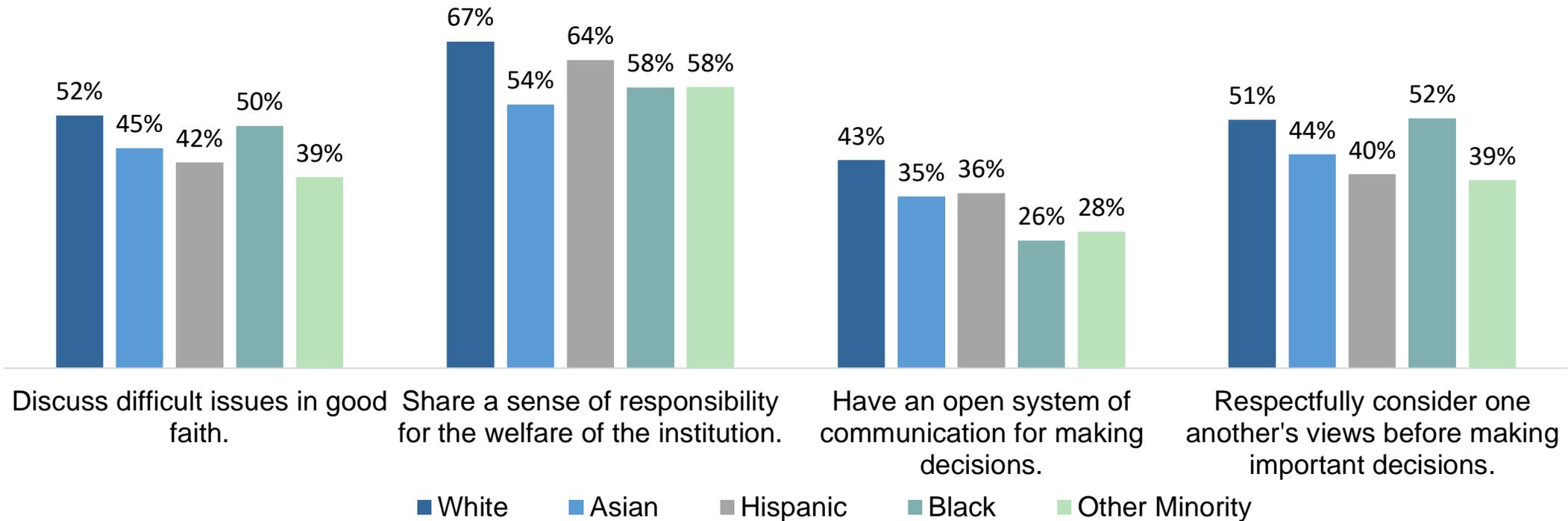
Percent responding “Regularly” and “Frequently”

# Perceptions of Faculty Shared Governance by Race



- Black faculty and other racial minorities were the least likely to report that faculty leaders and senior administrators had open systems of communication

How often do faculty leaders and senior administrators:



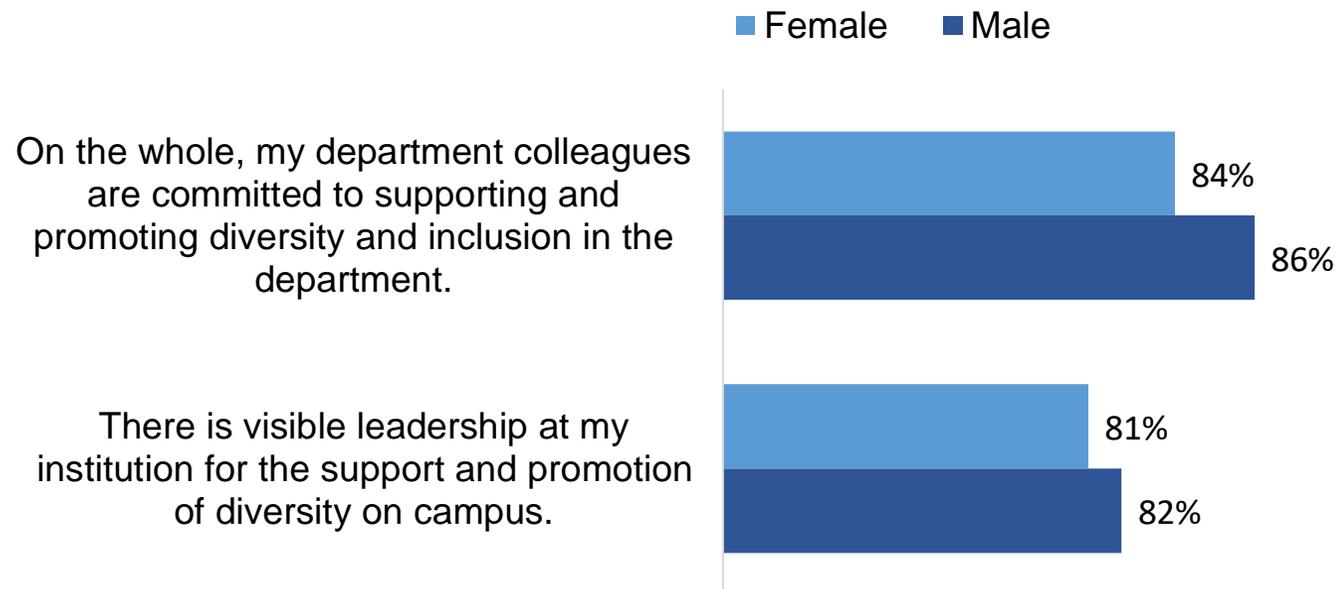
Percent responding “Regularly” and “Frequently”

# Gender Differences in UNC's Climate for Diversity



- There were small gender differences in the perception that institutional leadership and departmental colleagues support diversity and inclusion.

**Level of agreement with the following statements:**



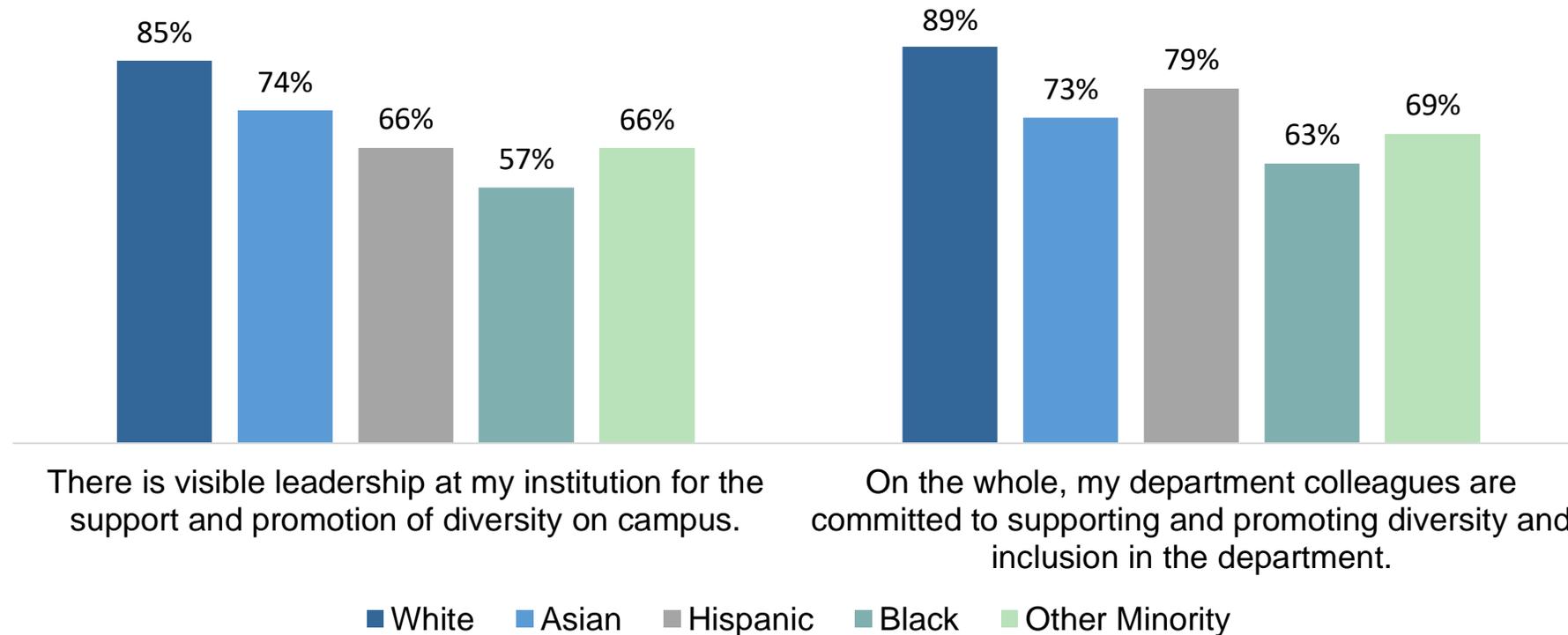
Percent responding "Somewhat Agree" and "Strongly Agree"

# Race Differences in UNC's Climate for Diversity



- Black faculty were the least likely to agree that institutional leadership and their departmental colleagues support diversity and inclusion.

## Level of agreement with the following statements:



Percent responding "Somewhat Agree" and "Strongly Agree"



## Questions

If you have questions about the data presented in this report, please contact one of the following people for additional information:

- Dr. Lynn Williford  
Assistant Provost for Institutional Research and Assessment  
Lynn\_Williford@unc.edu
- Dr. Bryant Hutson  
Director, Institutional Research and Assessment  
bhutson@email.unc.edu
- Dr. Laurie Buchanan  
Senior Research Associate  
lauriebb@email.unc.edu



QUESTIONS?



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*of* NORTH CAROLINA  
*at* CHAPEL HILL