ADVANCE at Otterbein
Update: COACHE Survey

Our first look at preliminary COACHE Survey data

ADVANCE at Otterbein: Focus

Project focuses on aspects of faculty life:

• Bias and Climate
• Service Obligations
• Work-Life Balance
• Part-Time Faculty and Dual-Career Couples
ADVANCE at Otterbein Project Goals

• Identify actionable items to improve campus climate
• Broadly communicate findings
• Assess need for NSF Institutional Transformation grant
• Provide a competitive edge in recruitment and retention of a high quality faculty

Many Data Sources

• Survey (COACHE is just one piece)
• Focus Groups
• Interviews
• Professional Learning Communities
• Service audits
• Policy audits
Record data

• Service audits, research advising data, academic advising data
• Pilot for time-use data
• Etc...

Part-Time Faculty Data Update

• Focus groups in progress
• Survey measure to be created (over the summer?)
Reading Group this Spring: a success

Survey

COACHE
The Collaborative on Academic Careers in Higher Education at the Harvard Graduate School of Education

This past fall and winter: Full-Time Otterbein Faculty who had been here at least a year completed the COACHE survey
### Respondents

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### Areas of Inquiry in COACHE

- Global satisfaction
- Appreciation, Benefits, Salary, Personal and family policies
- Departmental collegiality, engagement & quality
- Governance & leadership
- Mentoring, recruitment and retention, Tenure & Promotion
Right now...

• Excitedly waiting for the full data which is due to us in early Summer.
• Until then, we’re limited in the kinds of statistical analysis we can do
• We can’t access some data to preserve anonymity
  – e.g. race & departmental leadership
  – But we can look more globally (clustered departments)
• GOAL FOR TODAY: Begin to create questions

Selecting our COACHE comparison groups

• We will soon be able to compare our data to...
  – Entire COACHE cohort
  – Peer Group
    • 5 “near peers” according to US News rankings (Regional Universities, Regional Colleges, and National Liberal Arts Colleges) -- somewhat aspirational
    • Otterbein: #13 Regional University
      – Appalachian State U (#10 Regional U South)
      – Loyola U Maryland (#9 Regional U South)
      – Merrimack College (#10 Regional College North)
      – Stonehill College (#100 National Liberal Arts -- #1 Regional U in the past)
      – SUNY Geneseo (#10 Regional U North)
Preliminary Glimpse at just our data & the questions they suggest

Preliminary Data on global faculty satisfaction:
Note that we can not yet compare our data to other campuses or test for significance of the results, but we will be able to soon
In general, how satisfied are faculty with Otterbein?

How does Satisfaction differ by Rank?
Global Satisfaction (by gender)

Questions these data suggest:

• What does global satisfaction look like at other schools?

• What does global satisfaction mean? (item: Satisfied with institution as a place to work?)

• What correlates with global satisfaction? Why are people satisfied or not?

• What matters beyond global satisfaction?
Preliminary Data on Work-Work Balance and Work-Life Balance:

Note that we cannot yet compare our data to other campuses or test for significance of the results, but we will be able to soon.

Satisfied with “Work-Work” balance (teaching, service, research)?
Satisfied with “Work-Work” Balance
(teaching, service, research)?

Found Work/Life Balance?
Found Work-Life Balance?

Questions these data suggest:

- Are these trends similar across faculty around the country and at our peer institutions?
- In what areas are faculty particularly feeling squeezed?
- What factors correlate with work-work balance and work-life balance?
- What changes can we suggest to support all faculty in finding balance?
- Others?
What comes next?

Many more categories to explore when we get the full data

- Global satisfaction
- Appreciation, Benefits, Salary, Personal and family policies
- Departmental collegiality, engagement & quality
- Facilities & resources
- Governance & leadership
- Mentoring, recruitment and retention, Tenure & Promotion
COACHE Timeline

• More comprehensive data will be made available to us in early summer
  – Peer institutions
  – All COACHE respondents this year
  – More nuanced analysis available
• Summer 2013: DATA ANALYSIS!
• Presentation to the faculty and the Board of Trustees in the fall

Transparency

• Getting data to faculty as quickly & responsibly as possible
Concerns

• Making claims *at this point* with our limited data without appropriate context and analysis
• Protecting departments and individuals (dept chairs) from unintended scrutiny
• Keeping it constructive

www.otterbein.edu/advance

For more information check
www.otterbein.edu/advance