

Results from 2024 COACHE Faculty Satisfaction Survey

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What is COACHE?

- Faculty job satisfaction survey, administered externally
- UVA participated in 2012, 2016, 2020, and 2024
- Goals:
 - To compare our faculty perceptions to those of other institutions
 - To track how our faculty feel over time
 - To identify actionable areas to enhance faculty experience and retention

COACHE COMMITTEE

Maité Brandt-Pearce (Provost Office)

Kimberly Acquaviva (SON, Faculty Senate)

Tracy Burpee (DCP, Provost Office)

Jennie Knight (Center FWD, Provost's Office)

Sarah Schultz Robinson (IRA, Provost's Office)

Jerilyn Teahan (Communications, Provost's office)

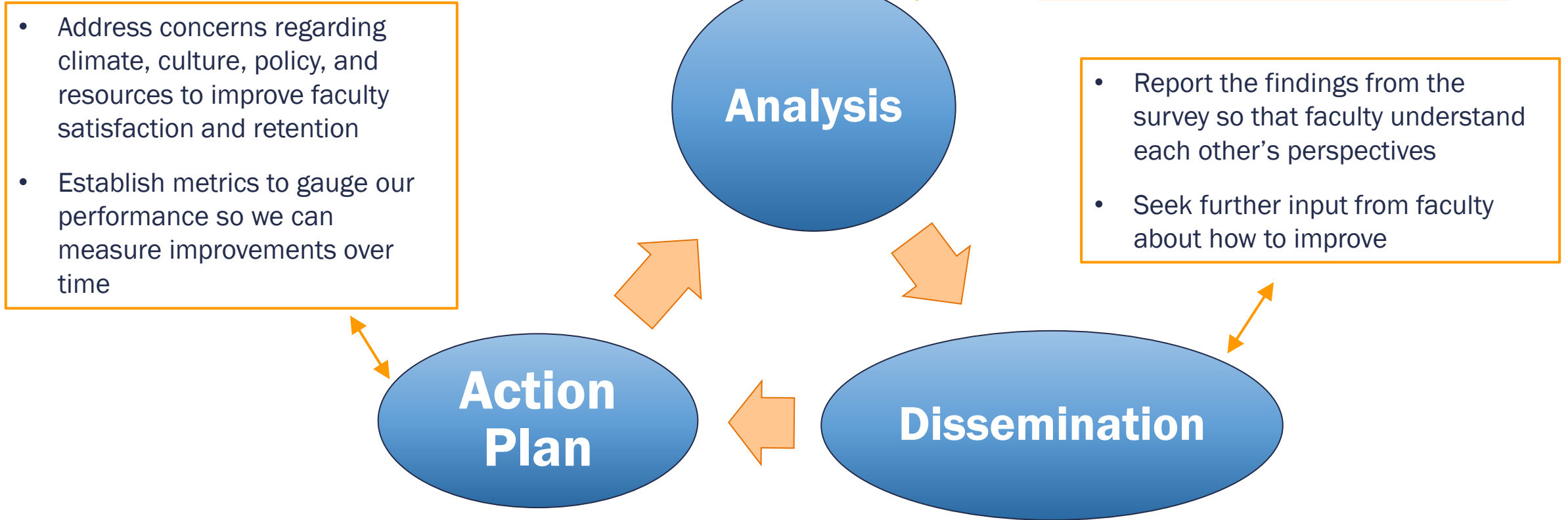
Ian Mullins (A&S, GFC)

Michael Kennedy (SEHD, Faculty Senate)

CL Bohannon (ARCH, ADDEI)

Rachel Spraker (EOCR)

Why Do We Use COACHE?



Institutional Response to 2020 COACHE Survey Results

- Engaged in a Strategic Research Infrastructure Initiative
- Developed the Shannon Center Mid-Career Fellows program
- Enhanced the Dual Career Program
- Began the Equitable Service Workload Initiative
- Launched University-wide faculty mentoring programs
- Conducted a faculty salary study
- Established numerous endowed professorships
- Expanding childcare services (ongoing)

Comparators in 2024

- Cohort:

85 institutions selected by COACHE as generally similar to UVA based on number of faculty and other institutional characteristics

- Peers (year of participation):

- Emory University (2023)
- Georgetown (2024)
- Georgia Institute of Technology (2024)
- University of North Carolina – Chapel Hill (2021)
- University of Texas at Austin (2023)

	UVA	Peers	Cohort
All Faculty	44%	35%	41%
Tenured	42%	43%	44%
Pre-tenure	40%	46%	44%
Non-tenure track	49%	29%	36%
Tenured Full Professor	44%	42%	45%
Tenured Assoc Professor	47%	40%	43%
Men	39%	36%	38%
Women	50%	49%	48%
White	45%	44%	45%
Faculty of Color	42%	39%	38%
Asian/Asian-American	33%	34%	34%
Underrepresented Minorities	51%	44%	43%

Response Rates by Faculty Type

All UVA academic faculty except for the School of Medicine were invited to participate

Number of responses:

Total = 707

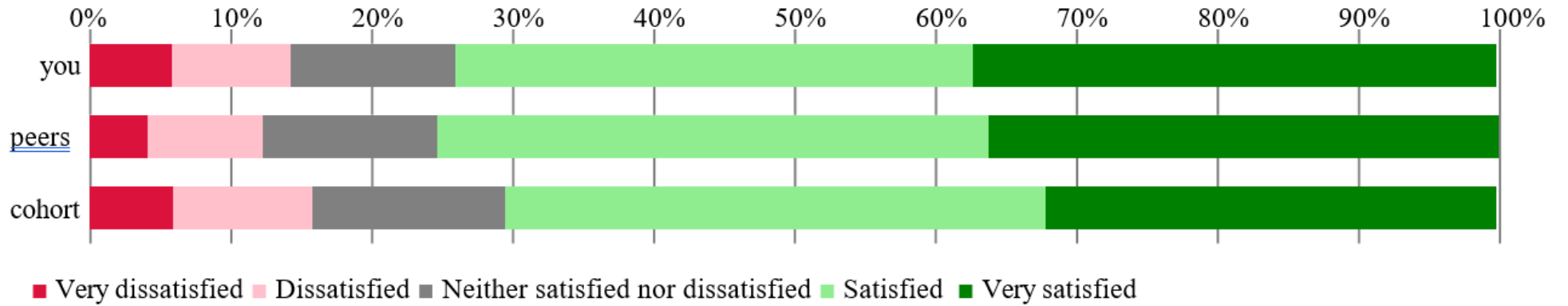
Peers total = 5,556

Cohort total = 39,353

Big Picture: Overall Satisfaction

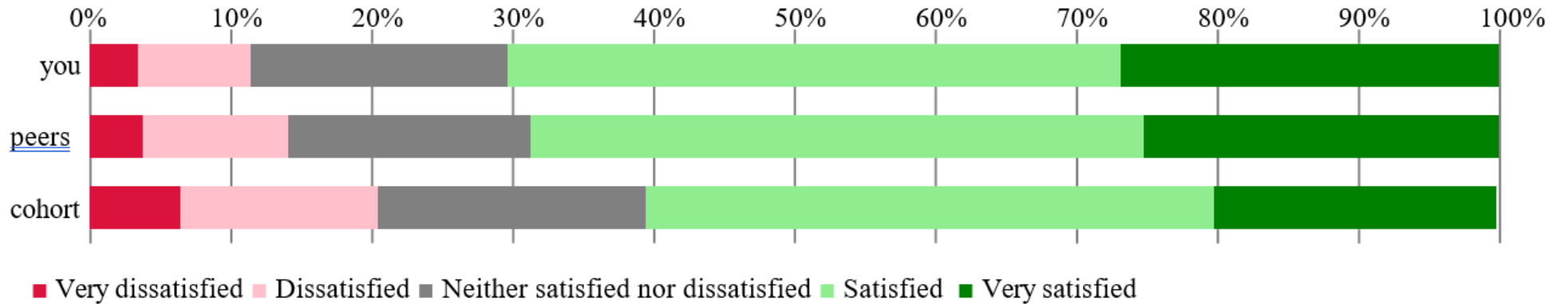
Department as a place to work

UVA →
5 univ we chose →
National cohort →



Institution as a place to work

UVA →
5 univ we chose →
National cohort →



Five Best and Worst Aspects Overall

Most frequent responses*

Best

- Quality of colleagues
- Quality of undergraduate students
- Geographic location
- Quality of graduate students
- Academic freedom / Support of colleagues (tie)

Most frequent responses*

Worst

- Too much service/too many assignments
- Compensation
- Lack of support for research/creative work
- Cost of living

*Selected by 10% or more respondents

Two Best and Worst Aspects Over Time

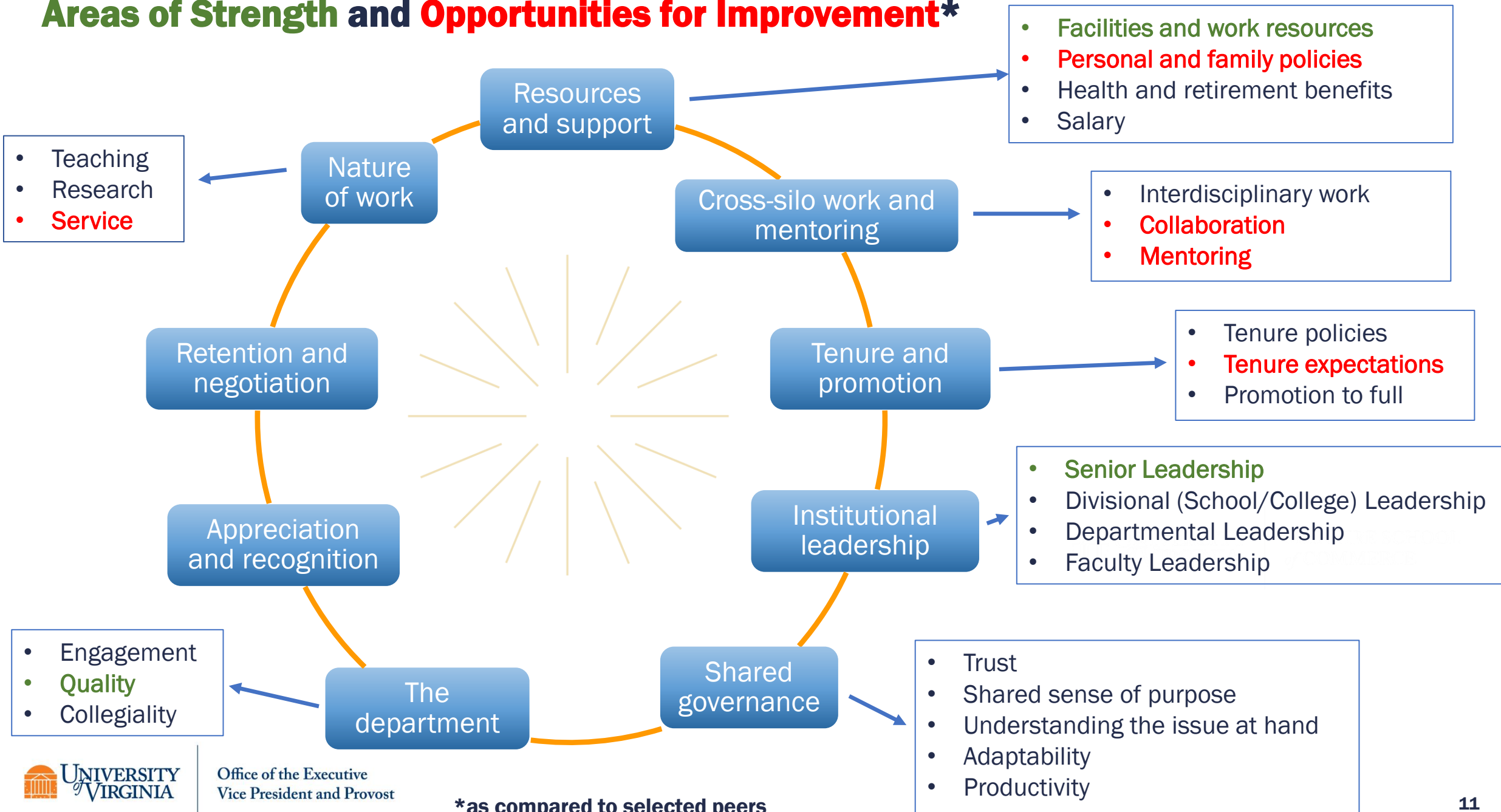
BEST ASPECTS

2012	2016	2020	2024
Quality of colleagues	Quality of colleagues	Quality of colleagues	Quality of colleagues
Quality of undergraduate students	Quality of undergraduate students	Quality of undergraduate students	Quality of undergraduate students

WORST ASPECTS

2012	2016	2020	2024
Compensation	Compensation	Compensation	Too much service/too many assignments
Lack of support for research/creative work	Protection from service/assignments	Lack of diversity	Compensation

Areas of Strength and Opportunities for Improvement*



Comparisons to National Cohort

Bottom 30% of National Cohort

- Mentoring ↓
- Nature of Work – Service ↓
- Tenure Expectations – Clarity ↓
- Personal & Family Policies ↓

↓ UVA low compared to selected peers

Middle 40% of National Cohort

- Health & Retirement Benefits
- Collaboration ↓
- Tenure Policies
- Leadership
 - Divisional
 - Departmental
 - Faculty
- Governance
 - Trust
 - Productivity
- Departmental Collegiality
- Appreciation & Recognition

Top 30% of National Cohort

- Nature of Work – Teaching
- Nature of Work – Research
- Facilities & Work Resources ↑
- Interdisciplinary Work
- Promotion to Full
- Leadership – Senior ↑
- Governance
 - Shared Sense of Purpose
 - Understanding the Issue
 - Adaptability
- Departmental Engagement
- Departmental Quality ↑

↑ UVA high compared to selected peers

Experiences of Underrepresented Minority Faculty

Bottom 30% of National Cohort

- Mentoring ↓
- Nature of Work – Service ↓
- Personal & Family Policies ↓
- Health & Retirement Benefits ↓
- Tenure policies ↓
- Tenure Expectations – Clarity ↓

↓ UVA low compared to selected peers

Middle 40% of National Cohort

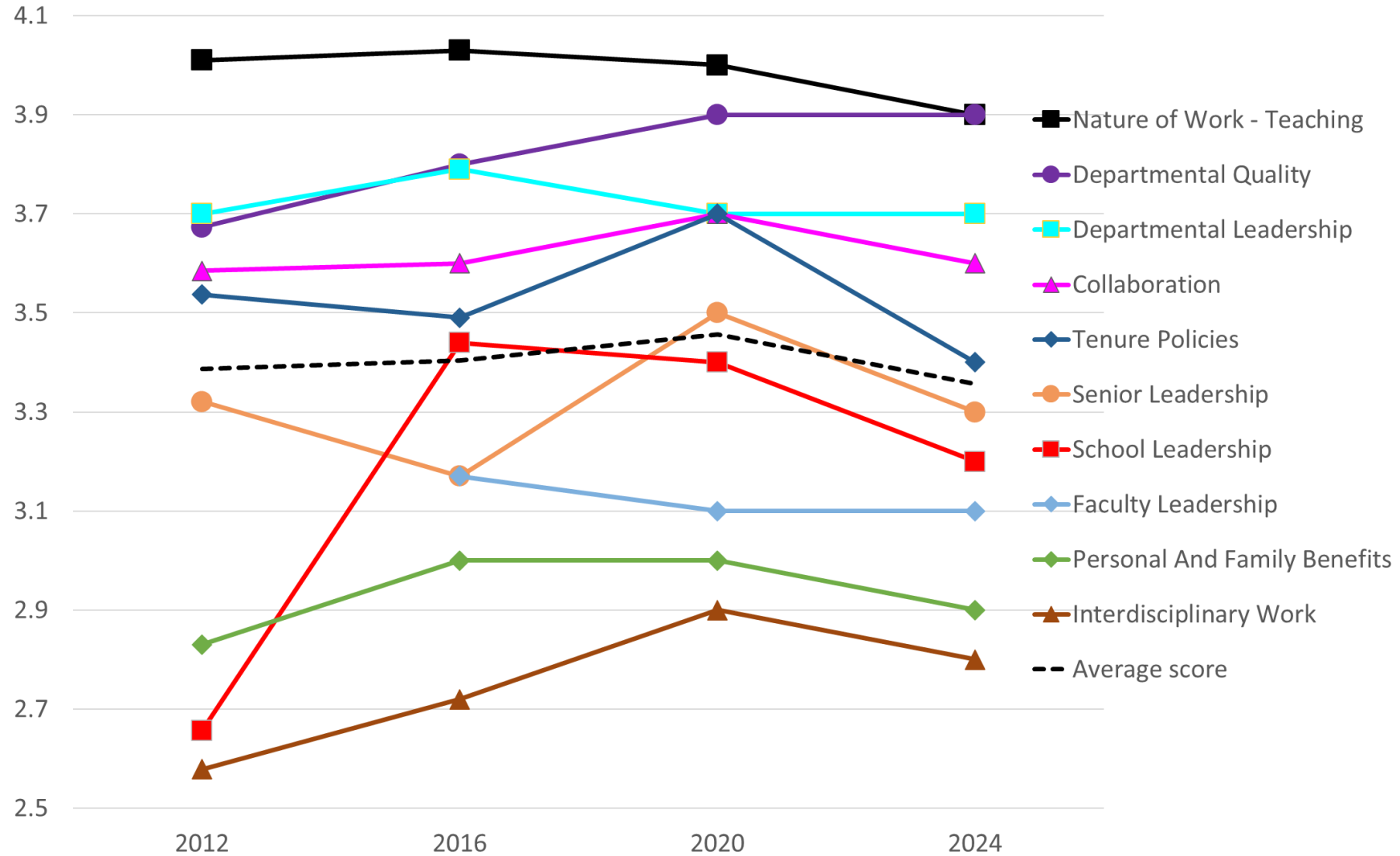
- Collaboration
- Promotion to Full ↓
- Leadership
 - Departmental
 - Faculty ↓
- Governance
 - Understanding the Issue
 - Productivity
- Departmental Collegiality
- Departmental Engagement ↑
- Appreciation & Recognition

Top 30% of National Cohort

- Nature of Work – Research
- Nature of Work – Teaching
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- Interdisciplinary Work
- Leadership – Senior ↑
- Leadership – Divisional ↑
- Governance
 - Trust
 - Shared sense of purpose
 - Adaptability ↑
- Departmental Quality ↑

↑ UVA high compared to selected peers

Comparison Over Time for Select Benchmarks (12 Years)



* Only tenured/tenure-track faculty responses collected in 2012

School Reports Shared with Deans*

- Highlighting perceived strengths and weaknesses
 - Areas of gain or loss compared with the COACHE Survey conducted in 2020
 - Differences between how tenure-line faculty responded vs academic general faculty
- Plot showing the school performance compared with the other schools at UVA
- Suggesting list of actions to address the issues identified by the survey
- Meeting with Provost Office to discuss the data, interpretation of the results, and plans of action

* No reports for the SCPS due to insufficient data. The SOM did not participate in the survey.

Institutional Dissemination

- A website has been developed containing the highlighted perceived strengths and weaknesses and preliminary University-wide action plan
- All data is made available except for the qualitative answers
- Presentations to the Deans, Faculty Senate, and University Leadership
- Engagement with faculty to develop an action plan

Current Initiatives Related to Issues Identified in 2024 Survey

- **Strategic Research Infrastructure Initiative:** Ongoing investments are being made in faculty hiring, strengthening the Office of Sponsored Programs, and research computing and data analytics through the research cores.
- **Equitable Service Workload:** Continue to support Schools in implementing evidence-based best practices for equitable service loads. Develop methods of tracking and measuring improvements.
- **Expanded Mentoring Programs:** Hire a Director of Faculty Mentoring to lead existing mentoring programs and develop new programs, especially for mid-career faculty across the University.
- **Tenure and promotion policies:** Finalize the revision of the institutional promotion and tenure policy for tenure-line faculty. Review AGF policies. Guide the Schools in updating their policies.

Current Initiatives Related to Issues Identified in 2024 Survey – cont.

- **Community building and social support for faculty:** In 2024, we launched the Center for Faculty Wellbeing and Development (Center FWD) to support faculty belonging and provide resources for faculty success. Continue to develop these programs.
- **Enhance appreciation and recognition:** Hire a Director of Faculty Awards and Recognition to support faculty competing for prestigious honorific awards.

**For more information, please contact Maité Brandt-Pearce,
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