



collaborative on academic
careers in higher education

Florida State University

2017-18

Faculty Job Satisfaction Survey
Report

Your Cohort and Peers

Based on the number of Florida State faculty and other organizational characteristics, your comparison "cohort" includes 109 COACHE partners who identify as generally similar. The complete list is available in the CAO Report's appendices. You selected five comparison institutions – "peers" in the report – to represent those most similar to you in the faculty labor market. They are listed at the right.

- Indiana University - Bloomington (2016)
- North Carolina State University (2018)
- Purdue University (2018)
- University of North Carolina - Chapel Hill (2018)
- University of Texas at Austin (2017)

Response Rates

Your report summarizes the findings from 41% of your eligible faculty. Given an average survey completion time of 22 minutes, this report constitutes approximately 275 hours of your faculty's time and, more importantly, their candor. Your response rate is nearly identical to the average of your five selected comparison institutions.

Differences in rates of response between demographic groups matter, as well. The table below summarizes response rates by tenure status, rank, gender, and race. As you read this preview and the complete CAO Report, keep in mind how large or small these subgroups' representation is among your survey responses.

Response Rates

	You	Peers	Cohort
Overall	41%	41%	46%
Tenured	43%	42%	48%
Pre-tenure	39%	44%	48%
Non-tenure track	39%	37%	41%
Full	44%	41%	47%
Associate	38%	42%	48%
Men	36%	44%	43%
Women	47%	58%	53%
White	43%	51%	49%
Faculty of color ¹	34%	45%	42%
Asian/Asian-American	27%	39%	38%
Underrepresented minorities ²	42%	51%	46%

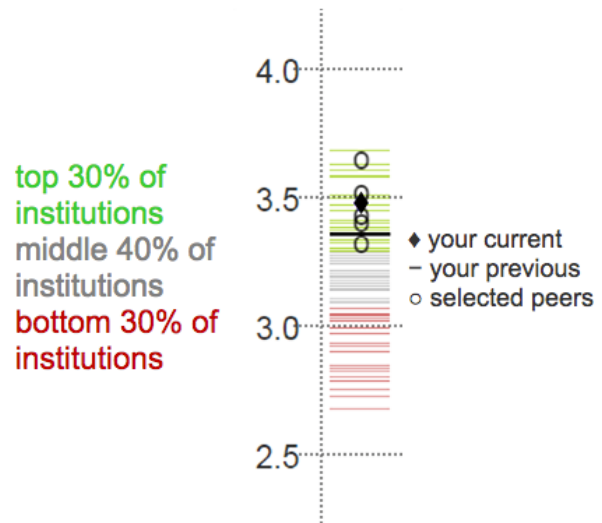
¹ "Faculty of color" are, for the purposes of this report, those individuals not categorized as White, non-Hispanic.

² "Underrepresented minorities" are individuals who identify as neither White, non-Hispanic nor Asian/Asian-American.

Understanding the COACHE Benchmarks

The following five pages offer a view of your faculty from 10,000 feet. Each survey theme is summarized by a “Benchmark,” the mean of several five-point Likert-scale survey questions that share a common theme. A Benchmark score provides a general sense of how faculty feel about a particular aspect of their work/life at your institution; your CAO Report delivers results for Benchmarks and for specific survey items.

In this preview, we compare your Benchmark scores, shown as diamonds, to the scores of other COACHE partners, represented as horizontal lines. Green lines represent the top 30 percent of institutional means, red lines represent the bottom 30 percent, and grey lines represent institutions in the middle 40 percent. The circles locate the five institutions your team selected as most nearly competing with yours (or resembling yours) in the market for faculty. The black line represents your prior results from 2014.



Your Strengths and Concerns

As shorthand, COACHE defines as an "area of strength" any Benchmark where your institution scores first or second among your selected comparison group and in the top 30 percent (the green section) of the cohort. Conversely, an "area of concern" is where your faculty rating of a Benchmark falls fifth or sixth among your peers and in the bottom 30 percent (the red section) of the cohort. The survey themes at the right met these criteria for Florida State.

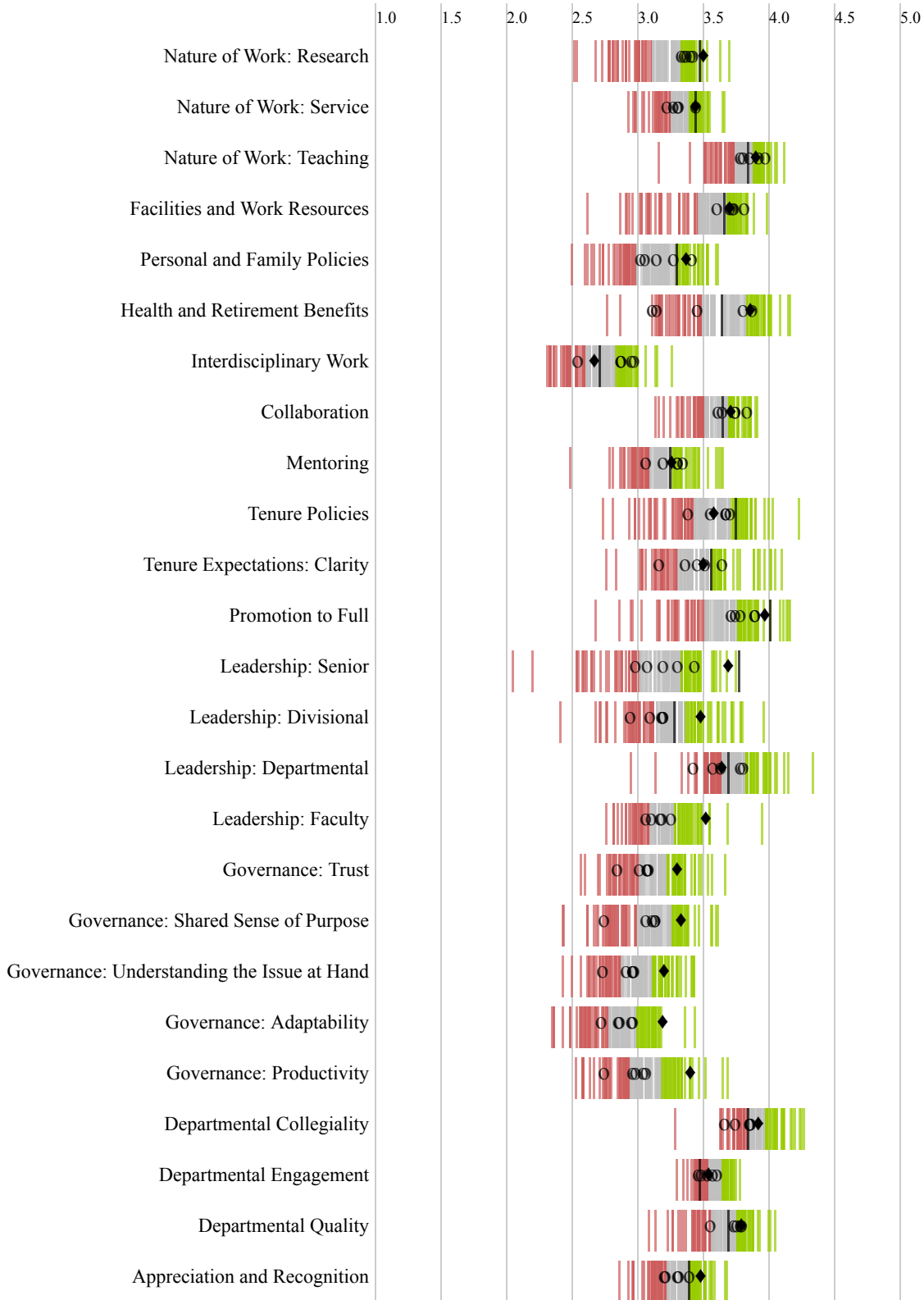
Note that between-group differences could alter your conclusions about these aspects of academic life on your campus—and suggest tailored approaches to improving them. Keep this in mind as you consider, after the overall results, the subsequent charts for pre-tenure faculty, for associate professors, for women, and for faculty of color. Look to your CAO Report for other subgroups and more detailed displays.

Areas of strength (all faculty combined)

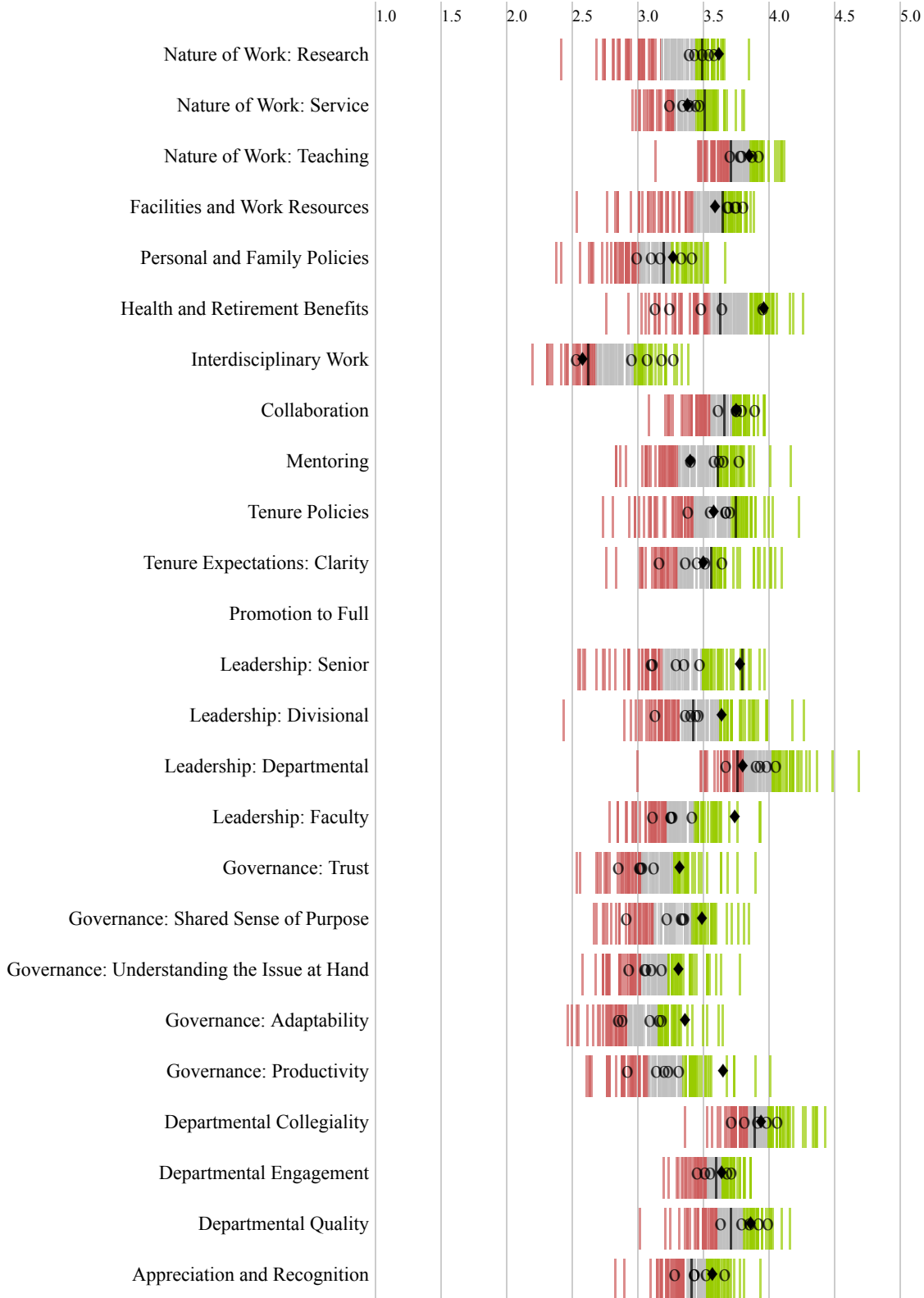
- *Appreciation and Recognition*
- *Departmental Quality*
- *Governance: Adaptability*
- *Governance: Productivity*
- *Governance: Shared Sense of Purpose*
- *Governance: Trust*
- *Governance: Understanding the Issue at Hand*
- *Health and Retirement Benefits*
- *Leadership: Divisional*
- *Leadership: Faculty*
- *Leadership: Senior*
- *Nature of Work: Research*
- *Nature of Work: Service*
- *Personal and Family Policies*
- *Promotion to Full*

Areas of concern (all faculty combined)

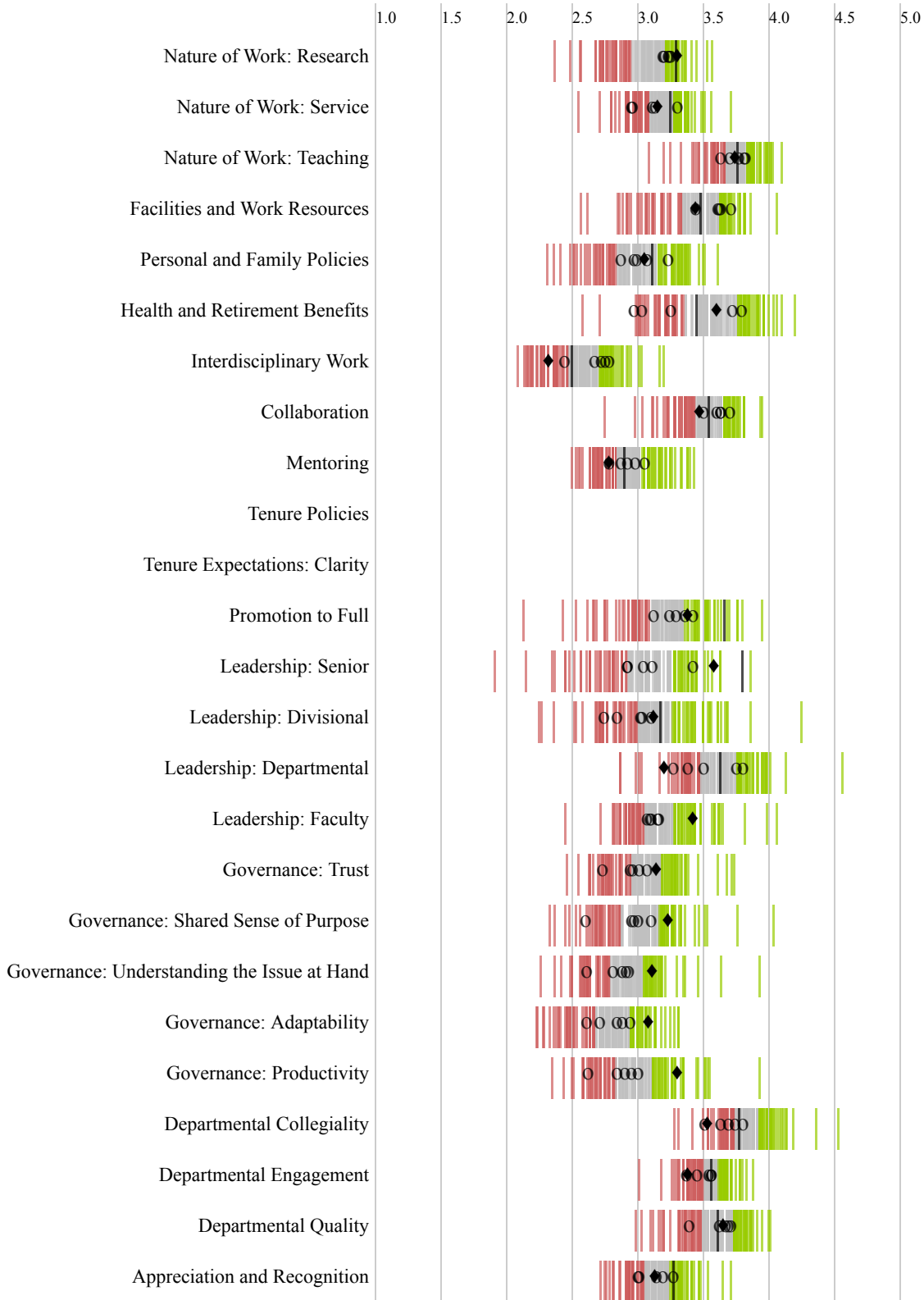
- *(No areas of concern)*



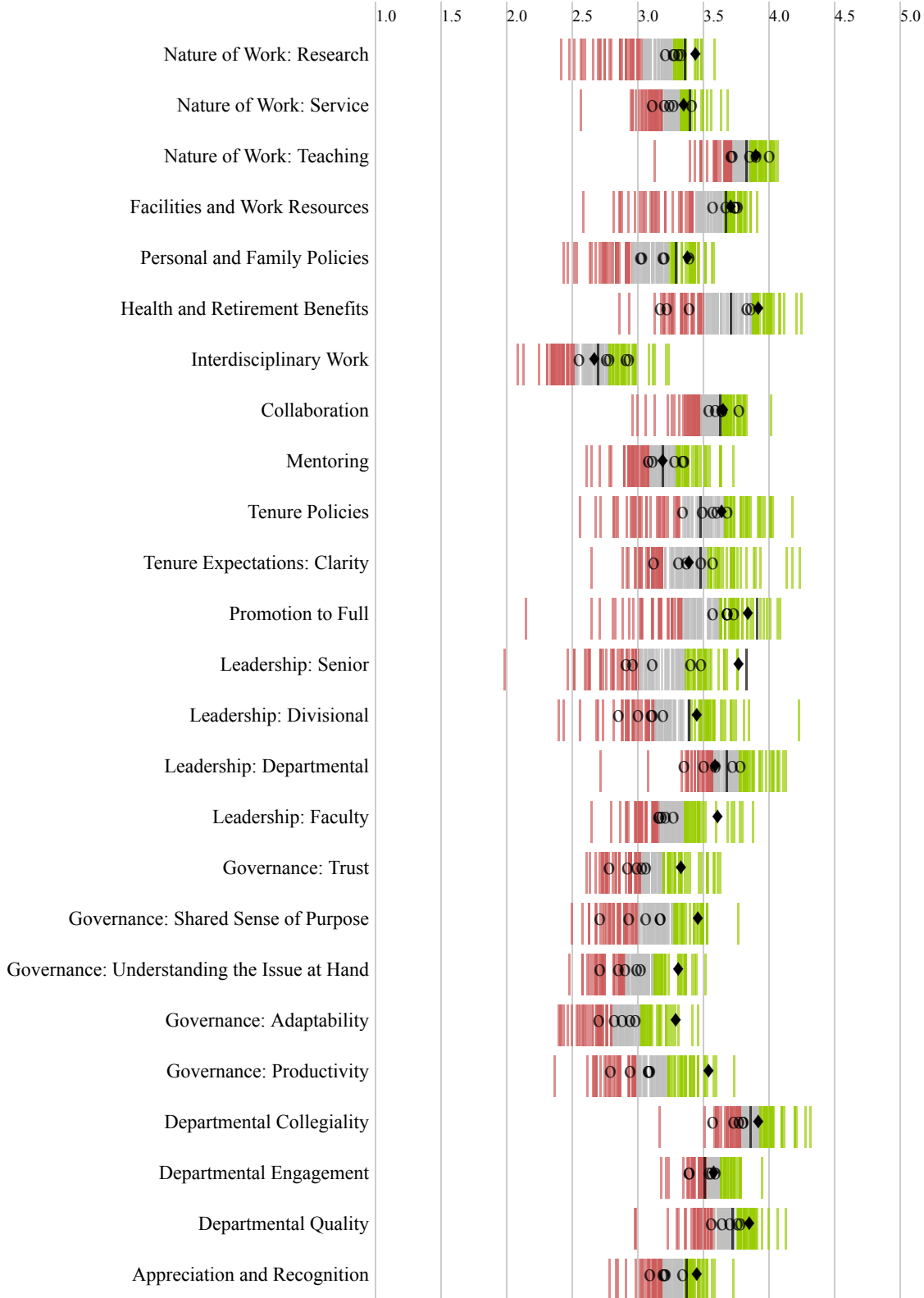
Data are masked in instances where your institution or a peer institution has insufficient data for reporting.



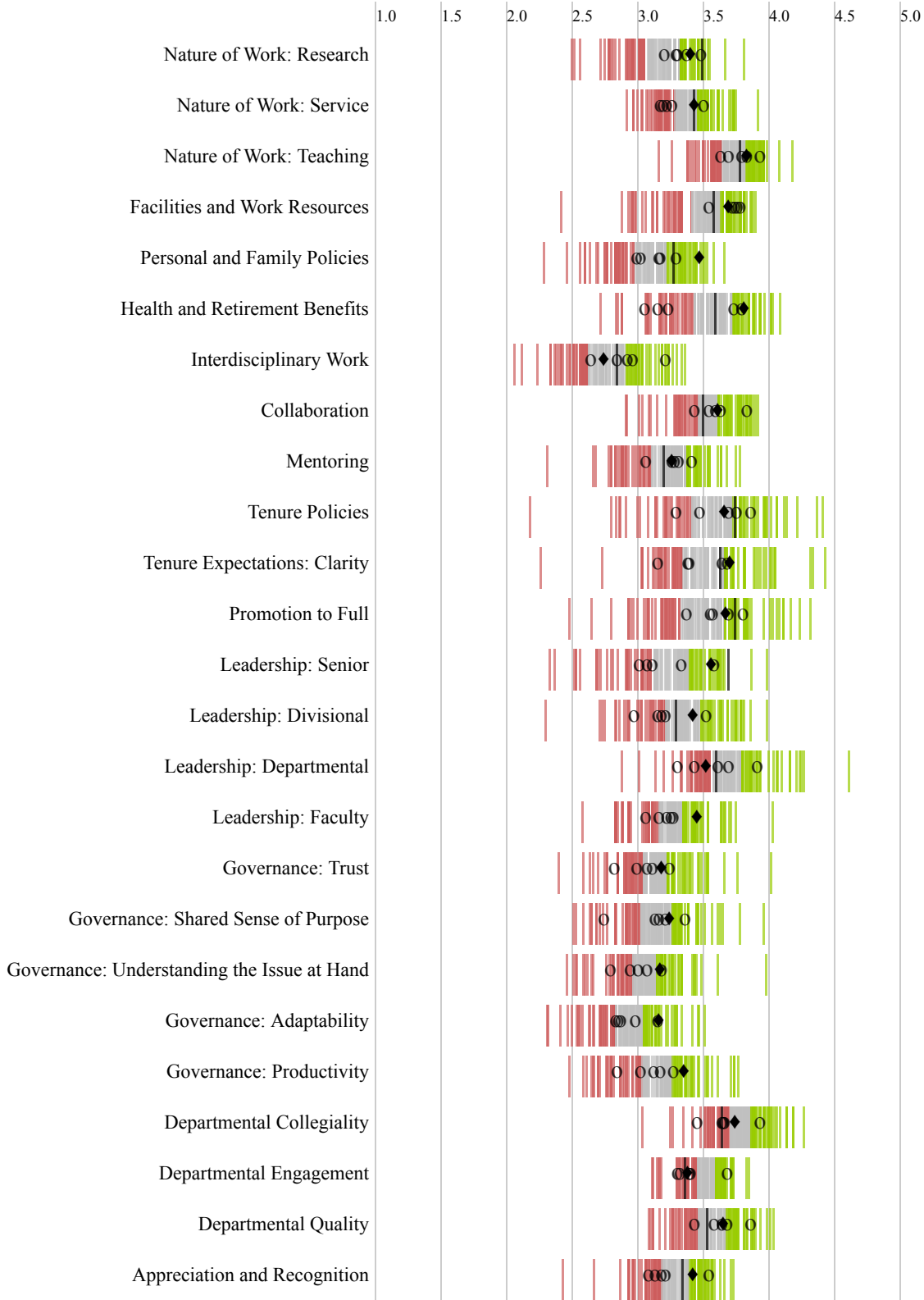
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COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

Your ranking among peers: 1st or 2nd (green), 3rd or 4th (grey), 5th or 6th (red).
 Your percentile among your cohort: Top 30% (green), Middle 40% (grey), Bottom 30% (red).

insufficient data for reporting <

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Health and retirement benefits	3.43	<	<	<	<	<	<	<	<	<
Interdisciplinary work	3.00	<	<	<	<	<	<	<	<	<
Collaboration	3.46	<	<	<	<	<	<	<	<	<
Mentoring	3.18	<	<	<	<	<	<	<	<	<
Tenure policies	3.64	<	N/A	<	N/A	N/A	<	<	<	N<5
Tenure clarity	3.33	<	N/A	<	N/A	N/A	<	<	<	N<5



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

This result, for example, shows that your female faculty are less satisfied than are women at your peers (<), but more satisfied than are women at 70% of other institutions (>). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Your results compared to PEERS < (green)
 Your results compared to COHORT > (red)
 Areas of strength in GREEN
 Areas of concern in RED

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
Nature of Work: Research	3.49	>	>	>	>	>	>	>	>	>	>	>	>
Nature of Work: Service	3.43	>	>	>	>	>	>	>	>	>	>	>	>
Nature of Work: Teaching	3.89	>	>	>	>	>	>	>	>	>	>	>	>
Facilities and Work Resources	3.69	>	<	<	>	>	<	>	>	>	<	>	>
Personal and Family Policies	3.36	>	>	>	>	>	>	>	>	>	>	>	>
Health and Retirement Benefits	3.85	>	>	>	>	>	>	>	>	>	>	>	>
Interdisciplinary Work	2.67	<	<	<	>	<	<	<	<	<	<	<	<
Collaboration	3.70	>	>	>	>	>	<	>	>	>	>	>	>
Mentoring	3.25	>	>	<	>	>	<	>	>	>	>	<	>
Tenure Policies	3.57	>	N/A	>	N/A	N/A	N/A	<	>	<	>	>	>
Tenure Expectations: Clarity	3.49	>	N/A	>	N/A	N/A	N/A	>	>	>	>	>	>
Promotion to Full	3.96	>	>	N/A	N/A	>	>	>	>	>	>	>	>
Leadership: Senior	3.68	>	>	>	>	>	>	>	>	>	>	>	>
Leadership: Divisional	3.47	>	>	>	>	>	>	>	>	>	>	>	>
Leadership: Departmental	3.63	>	<	<	>	>	<	>	>	>	<	>	<
Leadership: Faculty	3.51	>	>	>	>	>	>	>	>	>	>	>	>
Governance: Trust	3.29	>	>	>	>	>	>	>	>	>	>	>	>
Governance: Shared Sense of Purpose	3.32	>	>	>	>	>	>	>	>	>	>	<	>
Governance: Understanding the Issue at Hand	3.19	>	>	>	>	>	>	>	>	>	>	>	>
Governance: Adaptability	3.18	>	>	>	>	>	>	>	>	>	>	>	>
Governance: Productivity	3.39	>	>	>	>	>	>	>	>	>	>	>	>
Departmental Collegiality	3.91	>	>	>	>	>	<	>	>	>	>	>	>
Departmental Engagement	3.53	>	<	>	>	>	<	<	>	>	<	<	>
Departmental Quality	3.78	>	>	>	>	>	>	>	>	>	>	<	>
Appreciation and Recognition	3.47	>	>	>	>	>	>	>	>	>	>	>	>