TO: Senate
FROM: Prof. Anthony C. Masi, Provost
SUBJECT: Presentation on the results of the Association of American Universities Data Exchange (AAUDE) and Collaborative on Academic Careers in Higher Education (COACHE) faculty satisfaction surveys
DATE: 19 October 2011
DOCUMENT #: D11-11
ACTION REQUIRED: INFORMATION

| ISSUE: | The Provost will present highlights and key insights from the results of the AAUDE and COACHE surveys which measure satisfaction among faculty members for various employment parameters at McGill. Both surveys asked about overall satisfaction, workload, promotion and tenure, mentoring, hiring and retention, and work-life balance. |
| BACKGROUND & RATIONALE: | These surveys were designed and executed with two key goals in mind. First, they assist us in assessing the levels of satisfaction among faculty members for aspects of their academic life that are key to progressing in their careers, and critical to McGill’s mission of teaching and research excellence. Second, they provide us with the data necessary to assess our performance on these parameters against comparable peer institutions. |
| MOTION OR RESOLUTION FOR APPROVAL: | N/A |
| PRIOR CONSULTATION: | Academic Planning Group, Dean’s Working Group, Senior administration |
| NEXT STEPS: | Channel key learning to the relevant groups at McGill for action. |
| APPENDICES: | Appendix A: AAUDE/COACHE Presentation to Senate |
AAUDE and COACHE
Faculty Survey Results

Presentation to Senate

Prof. Anthony C. Masi
Provost

19 October 2011
D11-11 Appendix A
Overview

1. Overview of AAUDE and COACHE Surveys
2. Survey highlights
3. Overall satisfaction—AAUDE
4. Tenure and promotion—COACHE
5. Retention—AAUDE
6. Mentoring—AAUDE and COACHE
7. Key learning
1. Overview of AAUDE and COACHE Surveys

- **AAUDE**: Association of American Universities Data Exchange
  - assists AAU universities in assessing their level of faculty satisfaction
  - framework for **benchmarking against peers** in the AAU
  - comparator universities: 6 AAU institutions in this cycle (confidential)

- **COACHE**: Collaborative on Academic Careers in Higher Education
  - comparator universities: Indiana University, SUNY at Buffalo, University of Illinois-Champaign, University of Virginia, University of Toronto
  - full pool of comparators includes 83 four-year universities
# 1. Overview of AAUDE and COACHE Surveys

<table>
<thead>
<tr>
<th>Parameter</th>
<th>AAUDE Faculty Survey 2010</th>
<th>COACHE Faculty Survey 2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population</td>
<td>1,849 all tenured and tenure-track professors, faculty lecturers and research-based clinicians (1849)</td>
<td>309 all full-time, tenure-track professors hired before 2010, but who had not yet earned tenure</td>
</tr>
<tr>
<td>Respondents</td>
<td>744, of which 672 professors response rate = 40%</td>
<td>161 response rate = 52%</td>
</tr>
<tr>
<td>Margin of Error</td>
<td>±2.8%, 19 times out of 20 (when all respondents provided answers the questions)</td>
<td>±5.4%, 19 times out of 20 (when all respondents provided answers the questions)</td>
</tr>
</tbody>
</table>

Note: Both surveys asked about overall satisfaction, workload, promotion and tenure, mentoring, hiring and retention, and work-life balance.
2. Survey Highlights—AAUDE

• **80%** are “somewhat satisfied” or “very satisfied” to be at McGill

• **78%** “somewhat agree” or “strongly agree” that their department is a good fit for them

• **71%** “somewhat agree” or “strongly agree” that their colleagues value their research and scholarship

• **65%** “somewhat agree” or “strongly agree” their department chair creates a collegial and supportive environment

• **63%** “somewhat agree” or “strongly agree” with the statement: “I am satisfied with opportunities to collaborate with faculty in my primary department/unit.”
2. Survey Highlights—COACHE

- **79%** said McGill is a “good” or “great” place for junior faculty to work
- **79%** “somewhat agree” or “strongly agree” that they would again choose McGill if they could do it over again
- only **8%** would **not** recommend their department as a place to work to another candidate
3. AAUDE: Overall Satisfaction and Satisfaction with Resources for Research and Teaching

Overall, how satisfied are you being a faculty member at McGill?

How satisfied are you with the resources McGill provides to support your research and scholarship?

How satisfied are you with the resources McGill provides to support your teaching?
3. AAUDE: Satisfaction with Salary

- Very dissatisfied
- Somewhat dissatisfied
- Neither satisfied nor dissatisfied
- Somewhat satisfied
- Very satisfied

**Zone of concern**
3. AAUDE: Satisfaction with Teaching Responsibilities

- Teaching responsibilities: Zone of concern
- Advising responsibilities
- Access to teaching assistants
3. AAUDE: Satisfaction with Research Resources

- Quality of graduate students
- Technical and research staff
- Support for securing grants
- Start-up funds
- Time available for scholarly work
- Other resources to support research

![Bar chart showing satisfaction levels for various research resources. The chart indicates areas of concern with polarized satisfaction levels.]
3. AAUDE: Satisfaction with Space

![Chart showing satisfaction levels for different types of space: Office space, Lab or research space, Classroom space. The chart indicates that Classroom space is the most satisfied, followed by Office space, while Lab or research space has a notable zone of concern.]
3. AAUDE: Top Five Drivers of Overall Satisfaction

- These factors explain 55% of variation in satisfaction:
  - overall McGill University is a good fit
  - satisfaction with resources for research
  - satisfaction with resources for teaching
  - salary
  - dean helps obtain the resources needed

- Not statistically significant: gender, visible minority, citizenship, having young children, support for securing grants, adequate mentoring
4. COACHE: Satisfaction with Tenure Practices

<table>
<thead>
<tr>
<th>Clarity of process</th>
<th>Clarity of criteria</th>
<th>Clarity of standards</th>
<th>Clarity of body of evidence</th>
<th>Clarity of sense of achieving tenure</th>
</tr>
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</table>
4. COACHE: Satisfaction with Tenure Practices

- Consistent message about tenure from colleagues
- Decisions based on performance
- Upper limit on committee assignments
- Periodic, formal performance reviews
- Written summary of performance reviews
5. AAUDE: Retention Benchmarks

In the next three years, how likely are you to leave your institution?

<table>
<thead>
<tr>
<th>Category</th>
<th>AAUDE</th>
<th>McGill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very likely</td>
<td>9.4</td>
<td>8.6</td>
</tr>
<tr>
<td>Somewhat likely*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neither likely nor unlikely</td>
<td>17.5</td>
<td>22.3</td>
</tr>
<tr>
<td>Somewhat unlikely</td>
<td>19.7</td>
<td>19.3</td>
</tr>
<tr>
<td>Very unlikely*</td>
<td></td>
<td>31.1</td>
</tr>
</tbody>
</table>

* Percentages statistically different at p<0.05

Percent of tenured or tenure-track professors
6. AAUDE and COACHE: Mentoring

• From COACHE
  – 68% think formal mentoring is “important” or “very important”, but only 22% say it is effective at McGill
  – 89% think informal mentoring is important, 49% think it is “effective” or “very effective” at McGill

• From AAUDE
  – 51% of tenure-track and tenured faculty consider they have received adequate mentoring while at McGill
  – 82% of full professors and 69% of associate professors indicate that they served as mentors, either formally or informally
7. Key Learning from AAUDE and COACHE Surveys

- overall satisfaction at McGill is high
- satisfaction could be improved with resources focused on supporting research
  - input into SRP, SRI, and ASAP 2012
- added clarity for tenure practices would be valuable for junior faculty
  - input into tenure process
- retention is not a particularly acute issue at McGill quantitatively
  - we need qualitative assessments
- more mentoring is desired by all faculty
  - input into SRI, ASAP 2012, and Academic Leadership Forums
Comments?
Questions?
Concerns?
Suggestions?