



Memorandum

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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: 16 November 2011

DOCUMENT #: D11-11

ACTION REQUIRED: INFORMATION APPROVAL/DECISION

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

16 November 2011



McGill

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

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

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

■ Very dissatisfied
 ■ Somewhat dissatisfied
 ■ Neither satisfied nor dissatisfied
 ■ Somewhat satisfied
 ■ Very satisfied

▲ Mean HIGHER than AAUDE Peers

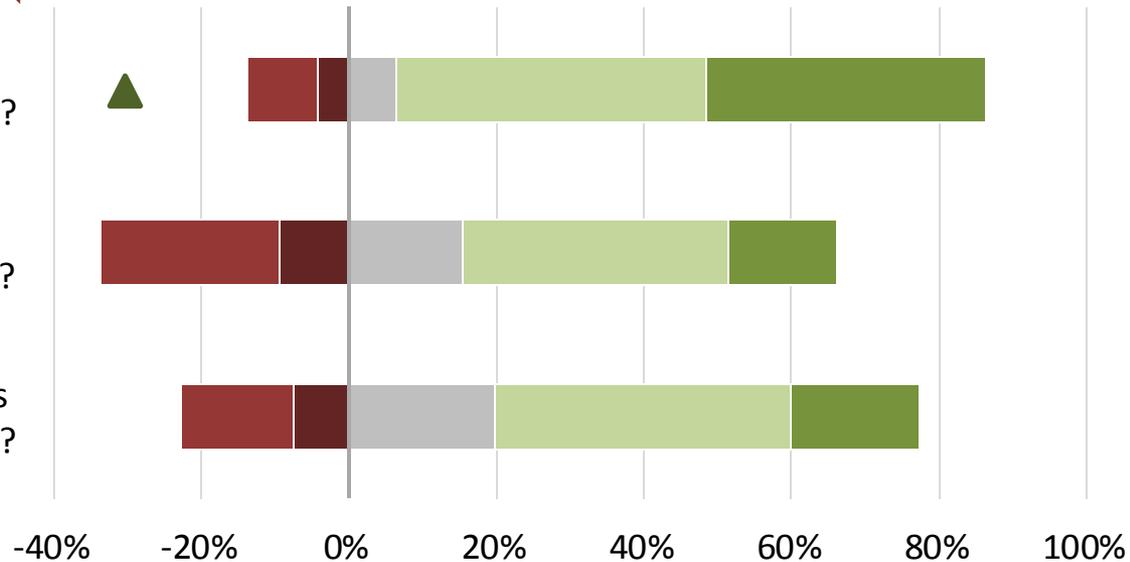
▼ Mean LOWER than AAUDE Peers



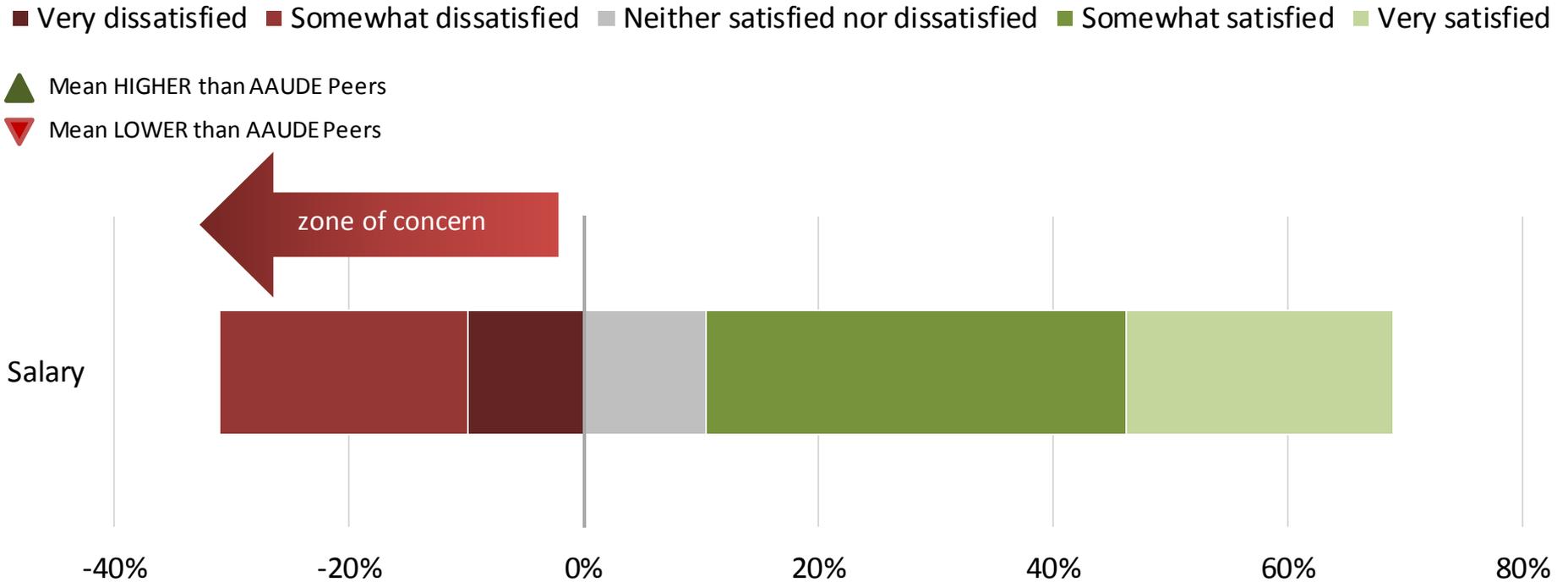
Overall, how satisfied are you being a faculty member at McGill?

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

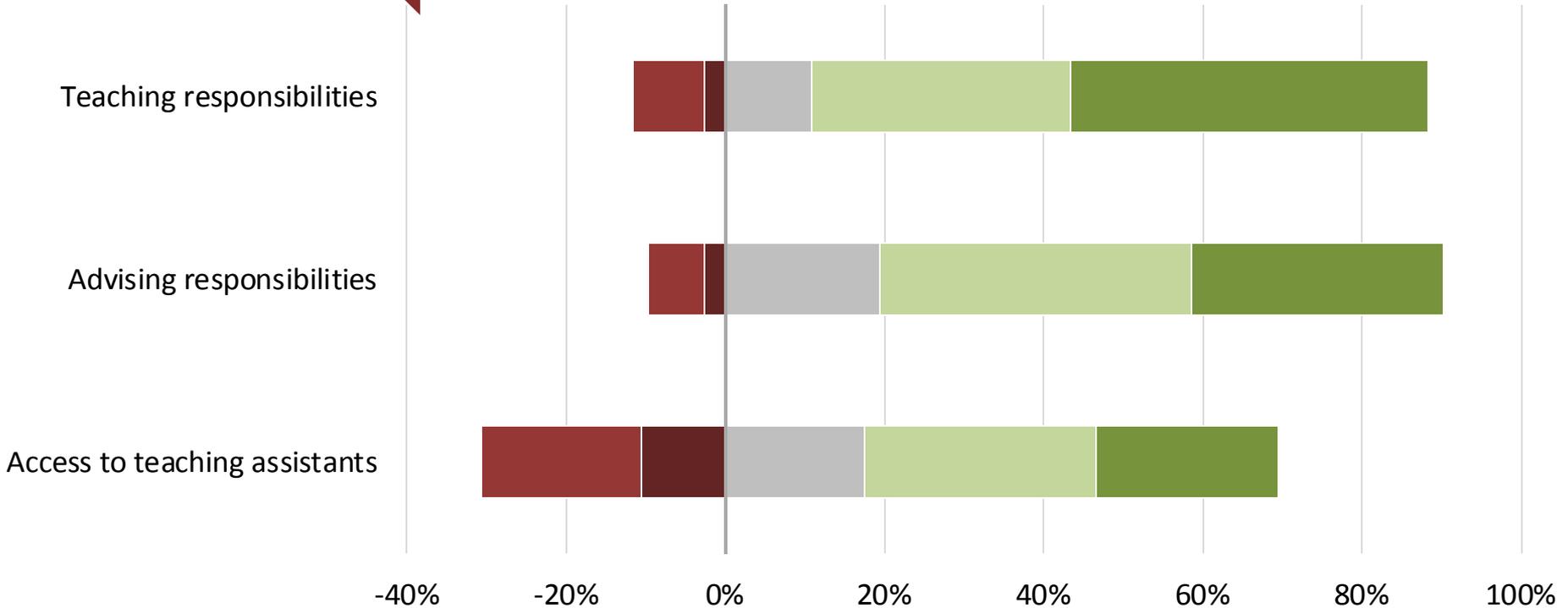
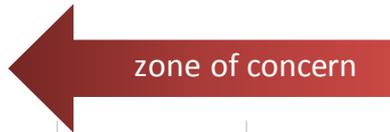


3. AAUDE: Satisfaction with Teaching Responsibilities

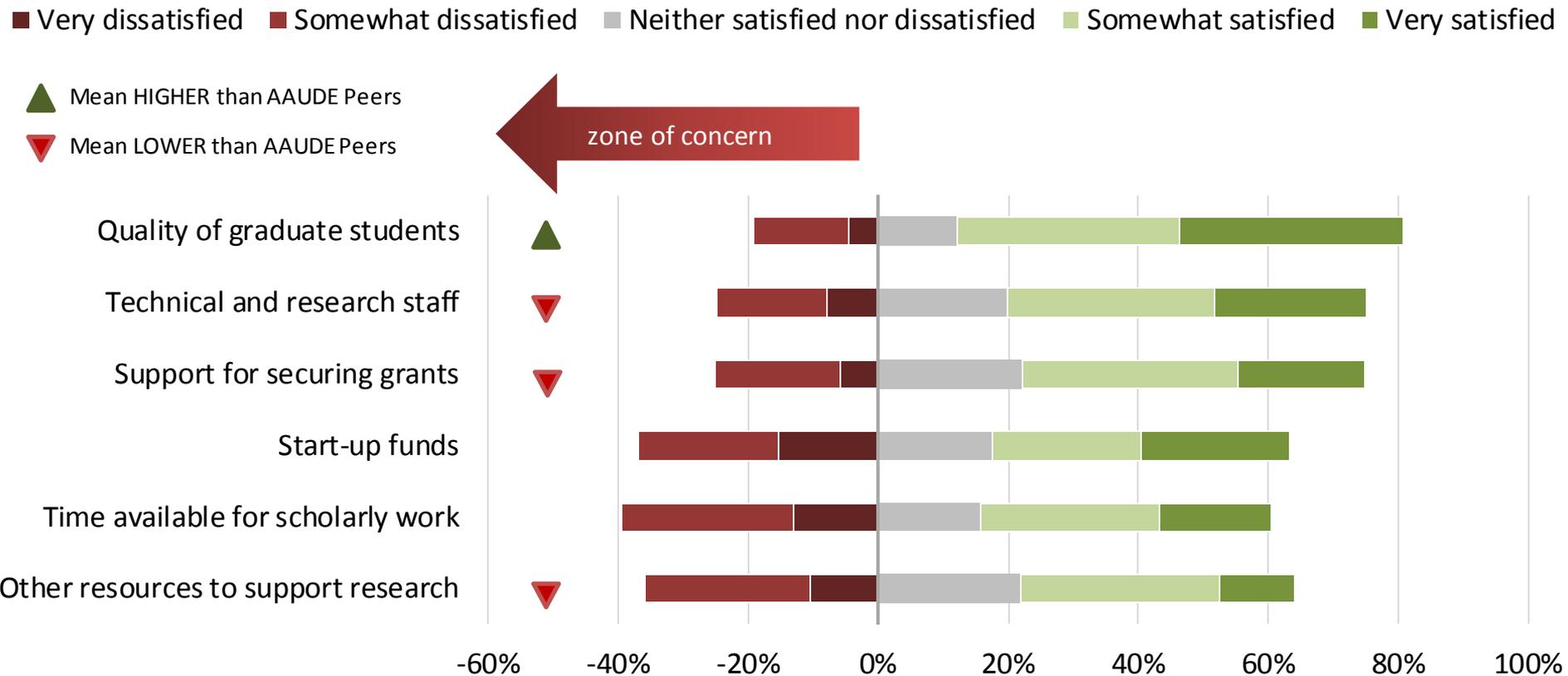
Very dissatisfied Somewhat dissatisfied Neither satisfied nor dissatisfied Somewhat satisfied Very satisfied

▲ Mean HIGHER than AAUDE Peers

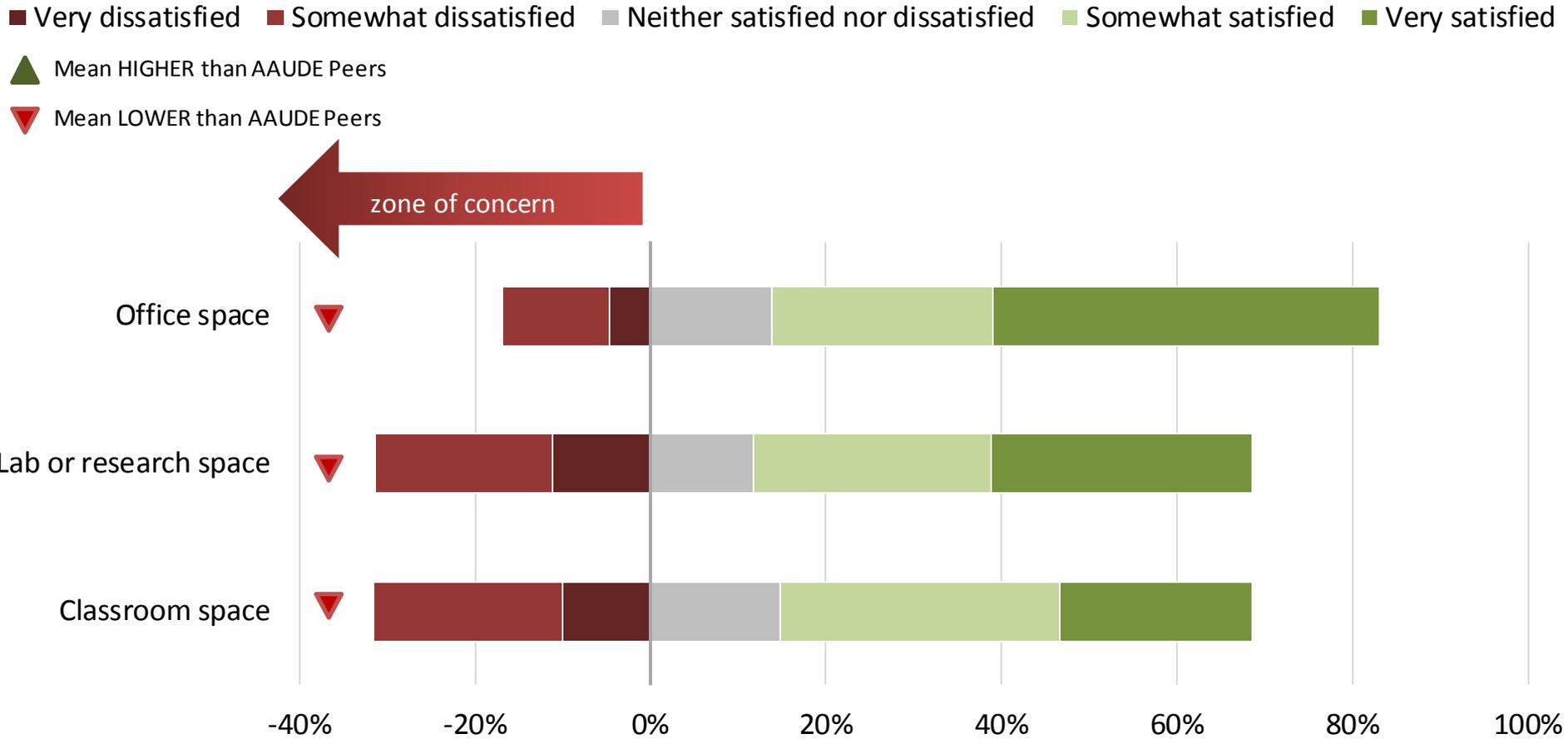
▼ Mean LOWER than AAUDE Peers



3. AAUDE: Satisfaction with Research Resources



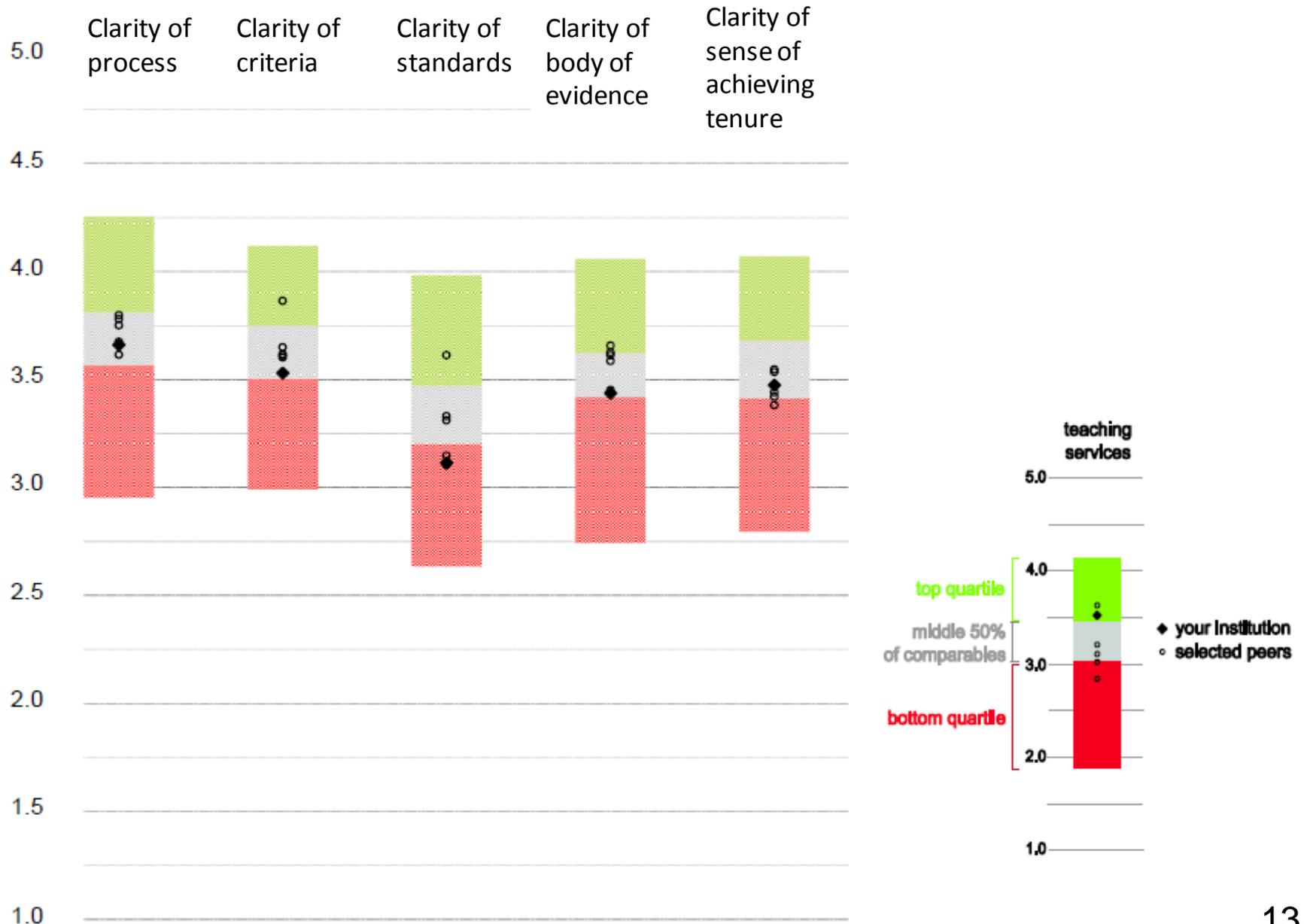
3. AAUDE: Satisfaction with Space



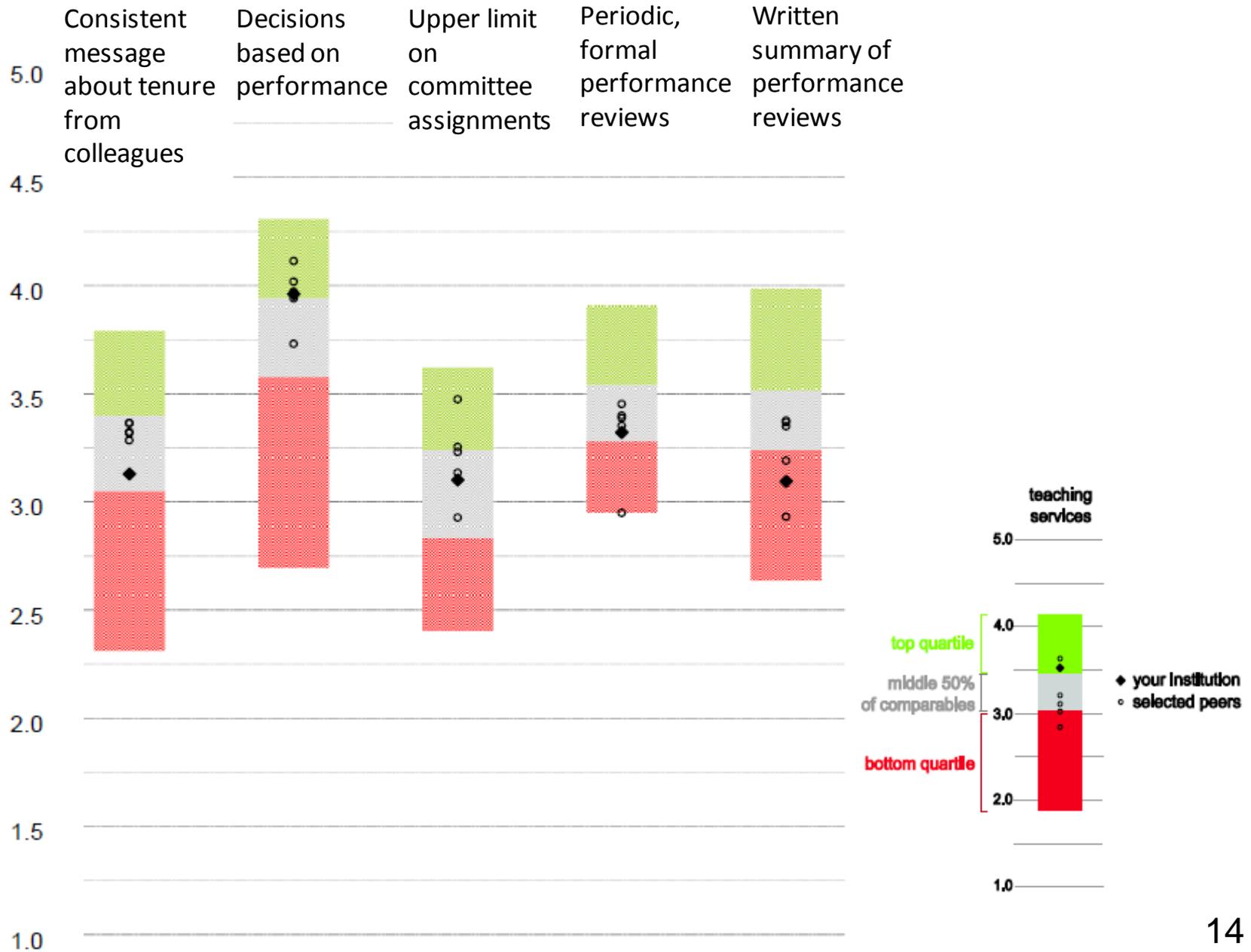
3. AAUDE: Top Five Drivers of Overall Satisfaction

- 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

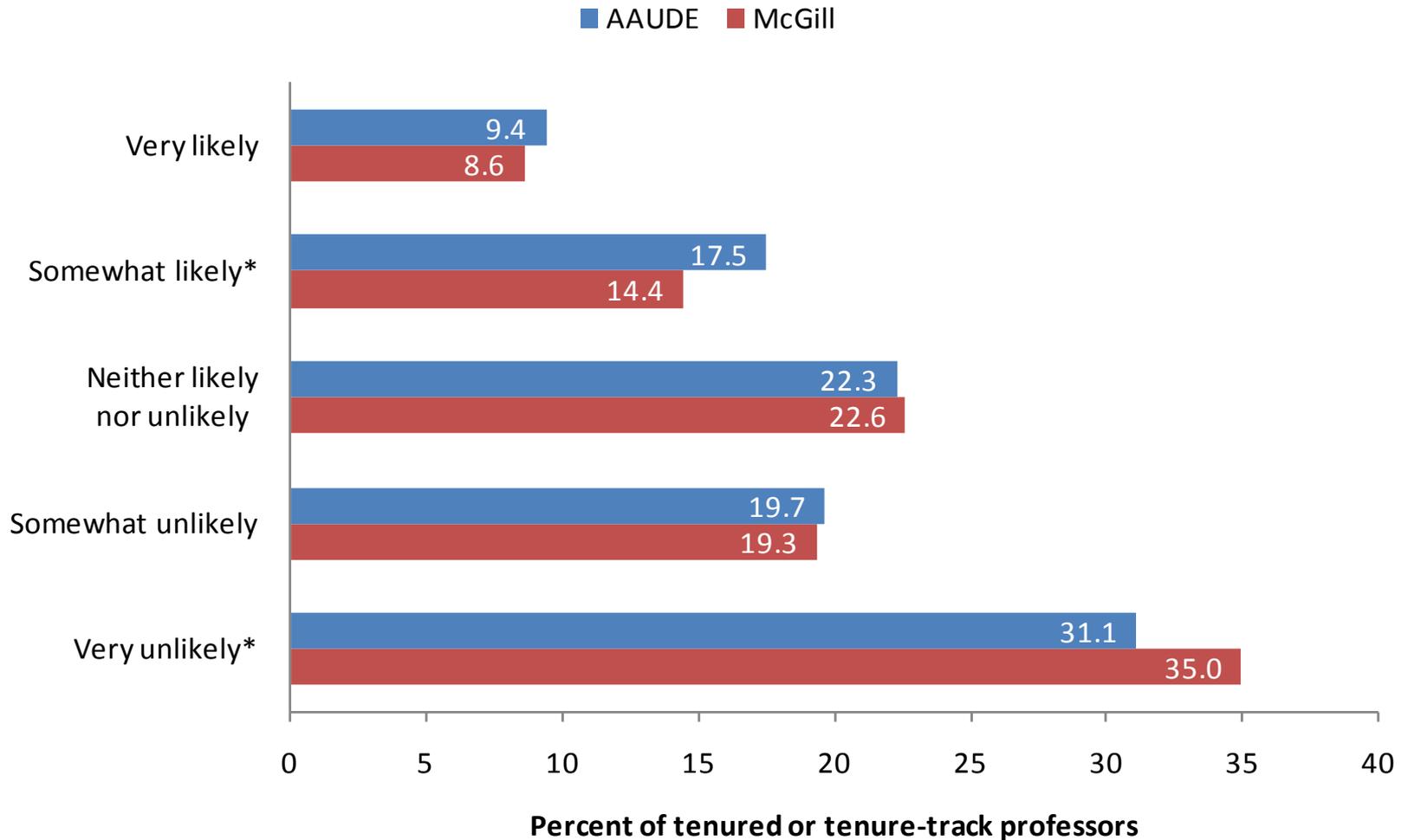


4. COACHE: Satisfaction with Tenure Practices



5. AAUDE: Retention Benchmarks

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



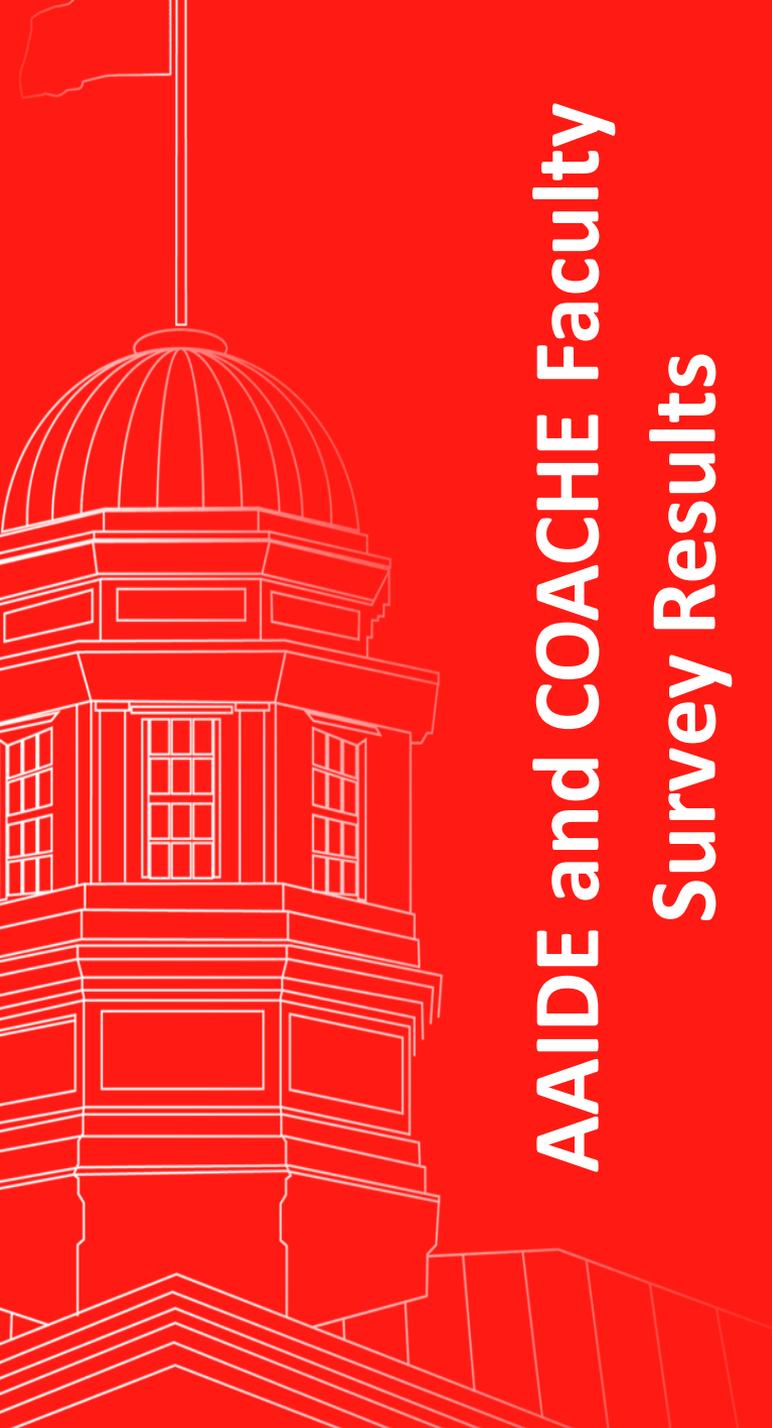
* Percentages statistically different at $p < 0.05$

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



AAIDE and COACHE Faculty Survey Results

Comments?

Questions?

Concerns?

Suggestions?