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**COACHE Survey Summary  
University of Arkansas  
2013-2014**

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**Response  
Rate**

- 48% of UA T/TT faculty population
- 49% of selected peers T/TT faculty
- 49% of all Institutions T/TT faculty

**Selected  
Peers**

- Auburn University
- University of Alabama
- University of Kansas
- University of Missouri
- University of Tennessee

**All  
Comparison  
Institutions**

- 53 Universities plus the SUNY, CUNY, and UNC systems for a total of 98 campuses
- See appendix for list

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**Results:**

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**★ UA in “top 30% of institutions” participating in COACHE ★**  
***In the following areas:***

*Nature of Work: Research*  
*Nature of Work: Service*  
*Nature of Work: Teaching*  
*Facilities and Work Resources*  
*Personal and Family Policies*  
*Interdisciplinary Work*  
*Collaboration*  
*Leadership: Senior*  
*Departmental Engagement*

## Benchmark Area Means (Scale of 1 to 5)

### UA Comparison to All Institutions Participating

Top 30% Highlighted in **Green**, Bottom 30% Highlighted in **Yellow**

3.83	• Nature of Work: Teaching	Top 30%
3.81	• Tenure Reasonableness	
3.78	• Departmental Collegiality	
3.70	• Health and Retirement Benefits	
3.63	• Facilities and Work Resources	Top 30%
3.62	• Collaboration	Top 30%
3.60	• Promotion	
3.53	• Departmental Engagement	Top 30%
3.53	• Departmental Quality	
3.45	• Leadership: Departmental	Bottom 30%
3.36	• Nature of Work: Service	Top 30%
3.31	• Leadership: Senior	Top 30%
3.31	• Appreciation and Recognition	
3.30	• Nature of Work: Research	Top 30%
3.27	• Personal and Family Policies	Top 30%
3.17	• Tenure Clarity	Bottom 30%
3.17	• Leadership: Divisional	
3.07	• Tenure Policies	Bottom 30%
3.04	• Mentoring	
2.76	• Interdisciplinary Work	Top 30%

## Benchmark Area Means

### *UA Comparison to Selected Peers*

UA rank = 1	• Nature of Work: Teaching
UA rank = 1	• Facilities and Work Resources
UA rank = 1	• Personal and Family Policies
UA rank = 2	• Departmental Engagement
UA rank = 2	• Leadership: Senior
UA rank = 2	• Appreciation and Recognition
UA rank = 2	• Interdisciplinary Work
UA rank = 3	• Departmental Collegiality
UA rank = 3	• Health and Retirement Benefits
UA rank = 3	• Collaboration
UA rank = 3	• Nature of Work: Service
UA rank = 3	• Nature of Work: Research
UA rank = 4	• Departmental Quality
UA rank = 4	• Mentoring
UA rank = 5	• Tenure Reasonableness
UA rank = 5	• Promotion
UA rank = 5	• Leadership: Divisional
UA rank = 6	• Leadership: Departmental
UA rank = 6	• Tenure Clarity
UA rank = 6	• Tenure Policies

## **Individual questions with a score of 4.00 or above**

- 4.48 – Discretion over course content
- 4.37 – Influence over focus of research
- 4.19 – Being a mentor is fulfilling
- 4.19 – Importance of mentoring within department
- 4.18 – Level of courses taught
- 4.09 – Meeting times compatible with personal needs
- 4.05 – Time spent on teaching
- 4.03 – Intellectual vitality of pre-tenure faculty
- 4.01 – Number of courses taught
- 4.00 – Reasonable expectations: Teacher

## **Individual questions with a score of 2.75 or below**

- 2.74 – Interdisciplinary work is rewarded in merit
- 2.70 – Department knows how to evaluate interdisciplinary work
- 2.69 – Consistency of messages about tenure
- 2.67 – Department addresses sub-standard performance
- 2.66 – Housing benefits
- 2.62 – Dean: Support in adapting to change
- 2.57 – Priorities on promotion are acted on consistently
- 2.52 – Mentoring of associate faculty
- 2.38 – Support for faculty to be good mentors
- 2.13 – Outside offers are not necessary in negotiations

### **2009-2013 Changes:**

**Significant increases in satisfaction for pre-tenured faculty since 2009 in areas of:**

- ✓ Salary
- ✓ Reasonable tenure expectations in performance as a colleague
- ✓ Reasonable tenure expectations in performance as a campus citizen
- ✓ Reasonable tenure expectations in performance as a community member

## Questions related to enrollment growth/teaching load

Please rate your level of satisfaction or dissatisfaction with. . .

. . .the portion of your time spent on teaching.

- 27% Very satisfied
- 54% Satisfied
- 11% Neither satisfied nor dissatisfied
- 4% Dissatisfied
- 1% Very dissatisfied
- 3% No answer

. . .the number of courses you teach.

- 26% Very satisfied
- 53% Satisfied
- 9% Neither satisfied nor dissatisfied
- 6% Dissatisfied
- 1% Very dissatisfied
- 4% No answer

. . .the number of students in the classes you teach, on average.

- 27% Very satisfied
- 42% Satisfied
- 12% Neither satisfied nor dissatisfied
- 11% Dissatisfied
- 3% Very dissatisfied
- 4% No answer

## **Appendix**

### **Faculty from the following institutions comprise the COACHE database of Universities for this 2013-14 Provost's Report.**

(\*Pre-tenured faculty only; \*\*Tenured faculty only)

Auburn University	University of Rochester
Bowling Green State University	University of Saint Thomas (MN)
Central Washington University	University of Tennessee
Christopher Newport University*	University of Toronto
Clemson University	University of Tulsa
Duke University*	University of Virginia
Florida International University	University of Washington Tacoma
Florida State University	University of Wisconsin – Parkside
Georgetown University	University of Wisconsin – Platteville
Gonzaga University	Virginia Polytechnic Institute and State University
Indiana State University	Washington State University
Indiana University – Bloomington	West Virginia University**
Iowa State University	Worcester Polytechnic Institute
James Madison University*	The State University of New York System
Johns Hopkins University	Alfred State College
Kansas State University	Binghamton University
Lehigh University	Buffalo State College
Lincoln University (MO)	Farmingdale State College
Loyola University Maryland	Maritime College
Merrimack College	Morrisville State College
Montclair State University	Purchase College
New Jersey City University	Stony Brook University
New School University	SUNY at Brockport
North Dakota State University	SUNY at Canton
Northern Arizona University	SUNY at Cobleskill
Old Dominion University*	SUNY at Cortland
Otterbein University	SUNY at Delhi
Purdue University	SUNY at Fredonia
Radford University	SUNY at Geneseo
Rochester Institute of Technology	SUNY at New Paltz
Tulane University*	SUNY at Old Westbury
University of Alabama	SUNY at Oneonta
University of Arizona	SUNY at Oswego
University of Arkansas	SUNY at Plattsburgh
University of Baltimore	SUNY at Potsdam
University of California, Davis	SUNY College of Environ. Science & Forestry
University of Houston	SUNY Institute of Technology at Utica/Rome
University of Kansas	University at Albany
University of Minnesota – Twin Cities	University at Buffalo
University of Massachusetts – Lowell	

The University of North Carolina System

Appalachian State University  
East Carolina University  
Fayetteville State University  
North Carolina Ag & Tech State University  
North Carolina Central University  
North Carolina State University  
University of North Carolina – Charlotte  
University of North Carolina – Greensboro  
University of North Carolina – Pembroke  
Western Carolina University  
Winston-Salem State University

The City University of New York System

College of Staten Island\*\*  
Hunter College\*\*  
John Jay College of Criminal Justice\*\*  
Lehman College\*\*  
New York City College of Technology\*\*  
Queens College\*\*

\*Pre-tenured faculty only; \*\*Tenured faculty only