Results:

★ 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**

<table>
<thead>
<tr>
<th>Score</th>
<th>Area</th>
<th>Top/Bottom</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.83</td>
<td>Nature of Work: Teaching</td>
<td>Top 30%</td>
</tr>
<tr>
<td>3.81</td>
<td>Tenure Reasonableness</td>
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<tr>
<td>3.78</td>
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<td>3.70</td>
<td>Health and Retirement Benefits</td>
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<tr>
<td>3.63</td>
<td>Facilities and Work Resources</td>
<td>Top 30%</td>
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<tr>
<td>3.62</td>
<td>Collaboration</td>
<td>Top 30%</td>
</tr>
<tr>
<td>3.60</td>
<td>Promotion</td>
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<tr>
<td>3.53</td>
<td>Departmental Engagement</td>
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<tr>
<td>3.53</td>
<td>Departmental Quality</td>
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<td>3.45</td>
<td>Leadership: Departmental</td>
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<tr>
<td>3.36</td>
<td>Nature of Work: Service</td>
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<tr>
<td>3.31</td>
<td>Leadership: Senior</td>
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</tr>
<tr>
<td>3.31</td>
<td>Appreciation and Recognition</td>
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<tr>
<td>3.30</td>
<td>Nature of Work: Research</td>
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<tr>
<td>3.27</td>
<td>Personal and Family Policies</td>
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<tr>
<td>3.17</td>
<td>Tenure Clarity</td>
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<td>3.17</td>
<td>Leadership: Divisional</td>
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<td>3.07</td>
<td>Tenure Policies</td>
<td>Bottom 30%</td>
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<tr>
<td>3.04</td>
<td>Mentoring</td>
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<tr>
<td>2.76</td>
<td>Interdisciplinary Work</td>
<td>Top 30%</td>
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<tr>
<td>UA rank</td>
<td>Area</td>
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<tr>
<td>---------</td>
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<tr>
<td>1</td>
<td>Nature of Work: Teaching</td>
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<tr>
<td>1</td>
<td>Facilities and Work Resources</td>
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<td>1</td>
<td>Personal and Family Policies</td>
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<tr>
<td>2</td>
<td>Departmental Engagement</td>
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<tr>
<td>2</td>
<td>Leadership: Senior</td>
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<tr>
<td>2</td>
<td>Appreciation and Recognition</td>
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<td>2</td>
<td>Interdisciplinary Work</td>
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<td>3</td>
<td>Health and Retirement Benefits</td>
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<td>3</td>
<td>Collaboration</td>
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<td>3</td>
<td>Nature of Work: Service</td>
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<td>4</td>
<td>Mentoring</td>
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<tr>
<td>5</td>
<td>Tenure Reasonableness</td>
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<td>5</td>
<td>Promotion</td>
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<td>5</td>
<td>Leadership: Divisional</td>
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<tr>
<td>6</td>
<td>Leadership: Departmental</td>
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<tr>
<td>6</td>
<td>Tenure Clarity</td>
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<tr>
<td>6</td>
<td>Tenure Policies</td>
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</tbody>
</table>
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
Bowling Green State University
Central Washington University
Christopher Newport University*
Clemson University
Duke University*
Florida International University
Florida State University
Georgetown University
Gonzaga University
Indiana State University
Indiana University
Indiana University – Bloomington
Iowa State University
James Madison University*
Johns Hopkins University
Kansas State University
Lehigh University
Lincoln University (MO)
Loyola University Maryland
Merrimack College
Montclair State University
New Jersey City University
New School University
North Dakota State University
Northern Arizona University
Old Dominion University*
Otterbein University
Purdue University
Radford University
Rochester Institute of Technology
Tulane University*
University of Alabama
University of Arizona
University of Arkansas
University of Baltimore
University of California, Davis
University of Houston
University of Kansas
University of Minnesota – Twin Cities
University of Massachusetts – Lowell
University of Rochester
University of Saint Thomas (MN)
University of Tennessee
University of Toronto
University of Tulsa
University of Virginia
University of Washington Tacoma
University of Wisconsin – Parkside
University of Wisconsin – Platteville
Virginia Polytechnic Institute and State University
Washington State University
West Virginia University**
Worcester Polytechnic Institute
The State University of New York System
  Alfred State College
  Binghamton University
  Buffalo State College
  Farmingdale State College
  Maritime College
  Morrisville State College
  Purchase College
  Stony Brook University
  SUNY at Brockport
  SUNY at Canton
  SUNY at Cobleskill
  SUNY at Cortland
  SUNY at Delhi
  SUNY at Fredonia
  SUNY at Geneseo
  SUNY at New Paltz
  SUNY at Old Westbury
  SUNY at Oneonta
  SUNY at Oswego
  SUNY at Plattsburgh
  SUNY at Potsdam
  SUNY College of Environ. Science & Forestry
  SUNY Institute of Technology at Utica/Rome
  University at Albany
  University at Buffalo
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