



2014 COACHE Survey Results: *Appreciation and Recognition*

Overview

The focus of this area is on appreciation and recognition. The results show that, overall, FSU faculty who participated in the 2014 COACHE survey rated their levels of appreciation and recognition at a higher level, on average than did the FSU peer sub-population and all participating institutions.¹

In the following, the survey items and results for each measure are presented separately, preceded by a narrative summary of the findings.

Appreciation and Recognition

FSU Faculty had more positive ratings than either peer group of how their college, department and faculty were valued by the president and provost at the time this survey was administered (winter 2013-14).

For the various measures of satisfaction with recognition of faculty and aspects of their work, FSU trailed most of their peers but their attitudes were consistent with the full complement of participating institutions. Overall, the rated values (means) for FSU were fairly low, indicating neither satisfaction nor dissatisfaction.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Appreciation and recognition	3.34	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
School/college is valued by Pres/Provost	3.83	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Recognition: From colleagues	3.58	▶◀	▶◀	◀▶	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀
Recognition: From Head/Chair	3.57	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶
Dept. is valued by Pres/Provost	3.49	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
CAO cares about faculty of my rank	3.48	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Recognition: For scholarship	3.36	▶◀	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀
Recognition: For teaching	3.27	▶◀	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀
Recognition: For outreach	3.11	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Recognition: For service	3.10	▶◀	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀
Recognition: From Dean	3.07	◀▶	◀▶	N/A	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶
Recognition: For advising	3.06	▶◀	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀
Recognition: From CAO	3.01	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶

¹ **Rating Key:** 1 – Very Dissatisfied 2 – Dissatisfied 3 – Neither Satisfied or Dissatisfied 4 – Satisfied 5 – Very Satisfied
 Left-facing triangles ◀ represent relative ratings as compared to five designated peer institutions (Indiana University – Bloomington; North Carolina State University; University of California, Davis; University of Kansas; University of Missouri – Columbia); right-facing triangles ▶ represent all institutions that participated in the 2014 COACHE cohort. Green triangles ◀▶ indicate areas of strength; red triangles ▶◀ indicate areas of concern; grey triangles ◀▶ mean no difference. Group comparisons: tenured/pre-tenure, full/associate professor, men/women, and white/faculty of color.