



2014 COACHE Survey Results:

Department Collegiality, Engagement & Quality

Overview

The focus of this area is on the characteristics of the academic department aside from leadership, which was presented in the Leadership Report. The results show that FSU faculty attitudes about department collegiality, engagement and quality are generally at or slightly above the ratings of our identified peers and the full cohort of universities who participated in the 2014 COACHE survey.¹

In the following, the survey items and results for each topic will be presented separately, followed by a brief summary highlighting strengths and opportunities for improvement in this focus area of the survey. For parsimony, this report will use “faculty” to refer to responses of participating faculty, “peers” to denote the average responses from the five selected peers in the footnote, “all universities” to identify response averages from the participating universities and “rated or ratings” to represent average ratings.

Departmental Collegiality

FSU faculty are satisfied with their department’s collegiality and on average they mirror our peers and all universities. However, there is some variability in the responses that are worth reviewing. Faculty of color, full professors and men report lower collegiality compared to other institutions on some questions and associate professors, pre-tenure faculty, women and white faculty generally report higher collegiality. Questions on how well you fit in and the degree to which colleagues support your work/life balance received the lowest rankings from FSU faculty and had the greatest variability among the FSU sub-groups relative to their peers.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Departmental collegiality	3.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Meeting times compatible with personal needs	4.08	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀
Dept. is collegial	4.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Colleagues pitch in when needed	3.78	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀
Amount of personal interaction w/Pre-tenure	3.73	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶
Amount of personal interaction w/Tenured	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀
How well you fit	3.68	▶◀	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶	◀▶	◀▶
Colleagues support work/life balance	3.62	◀▶	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶	◀▶	▶◀

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.

Departmental Engagement

Discussions of Graduate Student Learning were rated higher at FSU than by either comparison group. Although FSU faculty responded more favorably on average to these question than either group, the results showed differences on specific questions and for different subpopulations. The questions about satisfaction with discussions of undergraduate student learning and effective use of technology are interesting in that FSU faculty responded more favorably than the peer research universities but less favorably than the entire populations (mostly non-research universities). FSU faculty have a lower satisfaction with discussions of effective teaching practices than either comparison group.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Departmental engagement	3.53									
Discussions of grad student learning	3.85									
Amount of professional interaction w/Pre-tenure	3.84									
Amount of professional interaction w/Tenured	3.80									
Discussions of undergrad student learning	3.43									
Discussions of current research methods	3.36									
Discussions of effective teaching practices	3.27									
Discussions of effective use of technology	3.20									

Departmental Quality

While FSU faculty have a marginally satisfied view of their department's quality, it nonetheless is higher than the average of both our peers and all universities. FSU faculty had higher rated views of various characteristics of pre-tenure faculty than tenured faculty, but the scores for tenured faculty were the ones that were higher than either comparison group. Ratings of pre-tenure faculty were often lower than our peers but higher than the entire sample of universities – perhaps an indication of differences between research universities and non-research universities. One rating that reflects the financial climate at FSU for the past few years is our low ratings on faculty recruitment and retention.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
Benchmark: Departmental quality	3.69									
Intellectual vitality of pre-tenure faculty	4.13									
Scholarly productivity of pre-tenure faculty	3.99									
Teaching effectiveness of pre-tenure faculty	3.92									
Intellectual vitality of tenured faculty	3.81									
Teaching effectiveness of tenured faculty	3.81									
Scholarly productivity of tenured faculty	3.77									
Dept. is successful at faculty recruitment	3.66			N/A						
Dept. is successful at faculty retention	3.03			N/A						
Dept. addresses sub-standard performance	2.82									

Other Items

FSU faculty ratings suggest a general satisfaction with colleague commitment to diversity/inclusion, but the sub group score suggest that their level of satisfaction is not as high as that of the comparison groups in most cases.

mean overall tenured pre-ten full assoc men women white foc

Related survey items

Colleagues committed to diversity/inclusion	3.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
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Summary

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| <ul style="list-style-type: none"> ✓ The rating of departmental characteristics was among the highest FSU ratings of satisfaction on COACHE Benchmarks ✓ FSU faculty ratings of Departmental Collegiality, Quality and Engagement were among the top two of the peer group. ✓ Attitudes about tenured faculty were higher across all measures and subgroups at FSU than both our peers and all participating universities. | <ul style="list-style-type: none"> ✗ FSU had low scores and low relative scores on measures of satisfaction with faculty retention, recruitment and collaboration on teaching practices. ✗ The response patterns of full professors, faculty of color and men were lower in many cases than either comparison group and in contrast to ratings by associate professors, women and non-minorities. |
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