



# 2014 COACHE Survey Results: Facilities, Policies, Benefits and Salary

## Overview

The focus of this area is on three topics: **facilities and work resources, personal and family policies, health and retirement benefits and Salary**. FSU faculty who participated in the 2014 COACHE survey rated FSU facilities and work resources more satisfactory than the average of the participating institutions in the 2014 COACHE cohort and were on par with them concerning policies and benefits.<sup>1</sup>

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.

## Facilities and Resources

FSU faculty appear as a group to be satisfied with FSU’s physical facilities and more satisfied on average than the comparison cohorts. Even though Library resources at FSU have the highest rating on this measure, the average is less than the average of our peers.

FSU satisfaction with support for teaching and clerical support was generally average or lower than average compared to both cohorts. There was little systematic variability among the various faculty sub-groups.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	fac
<b>Benchmark: Facilities and work resources</b>	<b>3.58</b>	◀	◀	▶	▶	▶	▶	▶	▶	▶
Library resources	3.88	▶	▶	▶	▶	▶	▶	▶	▶	▶
Office	3.82	▶	▶	▶	▶	▶	▶	▶	▶	▶
Equipment	3.64	▶	▶	▶	▶	▶	▶	▶	▶	▶
Classrooms	3.63	▶	▶	▶	▶	▶	▶	▶	▶	▶
Laboratory, research, studio space	3.52	▶	▶	▶	▶	▶	▶	▶	▶	▶
Computing and technical support	3.52	▶	▶	▶	▶	▶	▶	▶	▶	▶
Clerical/administrative support	3.31	▶	▶	▶	▶	▶	▶	▶	▶	▶
Support for improving teaching	3.25	▶	▶	▶	▶	▶	▶	▶	▶	▶

<sup>1</sup> **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.

## Personal and Family Policies

Responses to Personal and Family Policies did not generate extremely strong responses in either direction. FSU exceeded both cohorts in satisfaction with leave time, work/personal balance, and university support for that balance. FSU satisfaction was generally lower than our peers' average on several measures including Stop-the-Clock, workload, eldercare and partner hiring.

FSU women and pre-tenure faculty had response patterns that differed from the rest of the FSU cohort and their satisfaction was lower than that of our peers in many cases.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
<b>Benchmark: Personal and family policies</b>	<b>3.13</b>	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀
Family medical/parental leave	3.58	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀
Stop-the-clock policies	3.58	◀▶	N/A	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶
Flexible workload/modified duties	3.53	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀
Right balance between professional/personal	3.41	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀
Inst. does what it can for work/life compatibility	3.09	◀▶	◀▶	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶	◀▶
Eldercare	2.91	▶◀	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶
Spousal/partner hiring program	2.78	▶◀	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶
Tuition waivers, remission, or exchange	2.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Childcare	2.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀
Housing benefits	2.42	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶

## Health and Retirement Benefits

Attitudes about personal and family health benefits were generally satisfactory and better on average than that of our peers.

Attitudes about retirement benefits were lower than that of our peers with little systematic variability across the various subgroups as you can see below.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc
<b>Benchmark: Health and retirement benefits</b>	<b>3.52</b>	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Health benefits for yourself	3.89	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀
Health benefits for family	3.82	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀
Phased retirement options	3.17	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀
Retirement benefits	3.05	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶

## Salary

Salary and salary equity are well-known concerns of FSU faculty. The data bear this out as the only group with higher than peer averages is the pre-tenure population who have benefitted from higher initial salaries

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

### Related survey items

Salary	2.74	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀
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## Summary

- ✓ FSU faculty rated facilities fairly high and higher than our peer average
- ✓ Faculty rated FSU as more family-friendly on several measures.
- ✓ Faculty are satisfied with family health benefits
- ✓ Pre-tenure faculty (most likely newer hires) were more satisfied with salary than either comparison cohort.
- ✗ FSU responses for library resources and support for teaching were generally lower than that for our peers.
- ✗ Faculty satisfaction with work flexibility and Stop-the-Clock policies were lower than our peers.
- ✗ Salary and Retirement are areas of concern.