Using COACHE to Drive Institutional Change

Virginia Tech has participated in the COACHE survey four times, using the data to identify areas of inequity and implement interventions.

2006: Pre-tenure Faculty Only
- 221 pre-tenure faculty surveyed
- 71% response rate (men 69%/women 74%)
- Responses compared by gender, ethnicity, academic discipline
- 5 major themes
- Compared with 5 peers, 54 participating universities

Overall Responses by Theme

Gender Differences
Satisfaction with balance between professional time and personal time

Administration Response
Share responses with deans, department heads, promotion and tenure committees, faculty senate, junior faculty.

COACHE PI Cathy Trower spoke at Advancing Diversity conference
Junior faculty met with provost
Focus groups with pre-tenure faculty
Review of work/life policies
Promotion and tenure workshops

Outcomes
- Policy changes
  - Pre-tenure teaching release
  - Pre-tenure reviews
  - Annual evaluations
  - Revisions to tenure clock extension
  - New modified duties policy
  - Child care task force
  - Support for dual career hiring
  - Immigration support
  - College level initiatives
  - Review of faculty retention and promotion

Next Round: 2009
- 307 pre-tenure faculty hired before January 2009 surveyed in fall 2009
- 69% response rate (men 66%/women 70%)
- Some improvement in work/life perceptions

Gender Differences
Satisfaction with balance between professional time and personal time

2012: All faculty surveyed
- 1298 instructional and research faculty hired before January 2012 surveyed in fall 2012
- Tenured and pre-tenure
- 53% response rate (men 50%/women 59%)
- New themes focus on collaboration, mentoring, interdisciplinary work, promotion to professor, leadership, appreciation and recognition

Gender Differences
Faculty at all levels struggle to find balance between their personal and professional lives.

I can find the right balance between personal and professional life

Gender Differences
Women are less likely to feel encouraged to work towards promotion to professor.

Associate Professors are encouraged to work towards promotion

Gender Differences
Women see mentoring as more important than men.

2013 Follow up
- Provost directed deans to identify areas for action, submit action plans
- Most colleges focused on mentoring, collaboration, promotion and tenure, and work/life needs

Monitoring Progress: 2017
- 1669 instructional and research faculty hired before January 2016 surveyed in spring 2017
- 49% response rate (men 46%/women 57%)

Gender Differences
Faculty still struggle to find balance. There is an ongoing need for work/life support.

Current activities
- Sharing 2017 survey findings
- Tracking use of work/life policies
- Socializing use of work/life policies with department heads, promotion and tenure committees
- New campus-wide Women’s Alliance bringing awareness to gender issues
- New presidential task force on gender equity will review existing policies and their use

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