

What is COACHE?

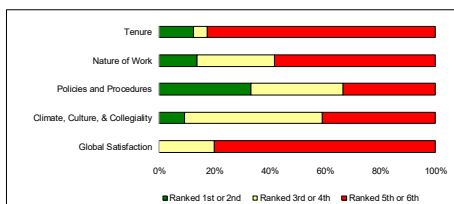
- ❖ The Collaborative on Academic Careers in Higher Education (COACHE)
- ❖ National project focused on improving faculty recruitment, development, and retention
- ❖ Run out of the Harvard Graduate School of Education
- ❖ Surveys faculty at participating institutions about tenure and promotion, collegiality, recognition, mentoring, work/life balance, and other aspects of faculty work
- ❖ Provides benchmark data from comparable institutions

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

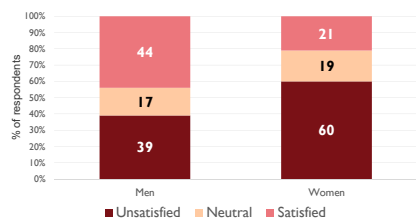
- ❖ 221 pre-tenure faculty surveyed
- ❖ 71% response rate (men 69%/women 74%)
- ❖ Responses compared by gender, ethnicity, academic discipline
- ❖ 5 major themes
- ❖ Compared with 5 peers, 54 participating universities

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

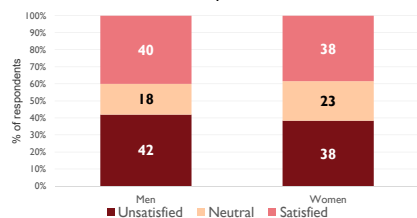
- ❖ Policy changes
 - ❖ Pre-tenure teaching release
 - ❖ Pre-tenure reviews
 - ❖ Annual evaluations
 - ❖ Revisions to tenure clock extension
 - ❖ New modified duties policy
- ❖ Child care task force
- ❖ Support for dual career hiring
- ❖ Immigration support
- ❖ College level initiatives
- ❖ Review of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

Next Round: 2009

- ❖ 307 pre-tenure faculty hired before January 2009 surveyed in fall 2009
- ❖ 69% response rate (men 68%/women 70%)
- ❖ Some improvement in work/life perceptions

Gender Differences

Satisfaction with balance between professional time and personal time

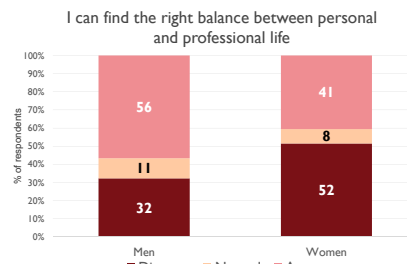


2012: All faculty surveyed

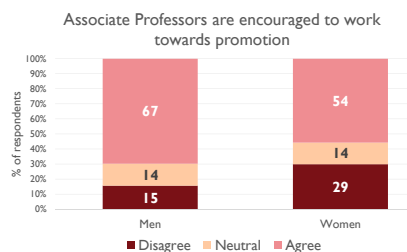
- ❖ 1298 instructional and research faculty hired before January 2012 surveyed in fall 2012
- ❖ Tenured and pre-tenure
- ❖ 53% response rate (men 50%/women 59%)
- ❖ New themes focus on collaboration, mentoring, interdisciplinary work, promotion to professor, leadership, appreciation and recognition

Gender Differences

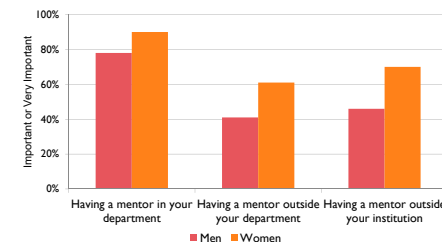
Faculty at all levels struggle to find balance between their personal and professional lives.



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



Women see mentoring as more important than men.



2013 Follow up

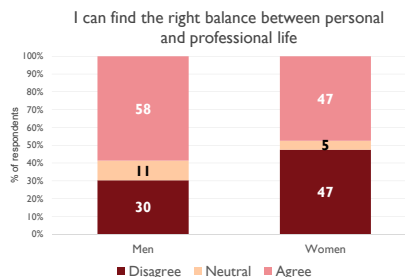
- ❖ Provost directed deans to identify areas for action, submit action plans
- ❖ Most colleges focused on mentoring, collaboration, promotion and tenure, and work/life needs

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 attention to gender issues
- ❖ New presidential task force on gender equity will review existing policies and their use

Acknowledgments

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