

2022 COACHE Faculty Job Satisfaction Survey Results College of Dentistry

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Introduction

Response Rates

	College of Dentistry			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	101	43	43%	31%
Tenure Status				
T	24	12	50%	45%
TT	10	<5		44%
NTT	67	29	43%	26%
Rank				
Professor (or Full Professor)	22	9	41%	41%
Associate Professor	32	12	38%	34%
Assistant Professor	43	20	47%	26%
Instructor/Lecturer	<5	<5		25%
Gender				
Man/Trans man	56	18	32%	26%
Woman/Trans woman	43	23	53%	36%
Not listed above (Please specify)	<5	<5		100%
Ethnicity-Race				
Asian or Asian-American	12	6	50%	25%
Black or African-American	11	5	45%	35%
Hispanic or Latino/a	5	<5		30%
Middle Eastern, Southwest Asian, or North African	<5	<5		75%
Multiracial	<5	<5		
White (non-Hispanic)	67	25	37%	31%
Other	<5	<5		86%
Faculty of Color	34	18	53%	31%
Underrepresented Minorities	22	12	55%	39%

Most items on the survey were five-point Likert scale items, capturing levels of agreement, clarity, effectiveness, frequency, importance, satisfaction, and seriousness. Means were calculated for each of these items as well as for benchmark themes. Survey items are grouped by theme.

Color Legend

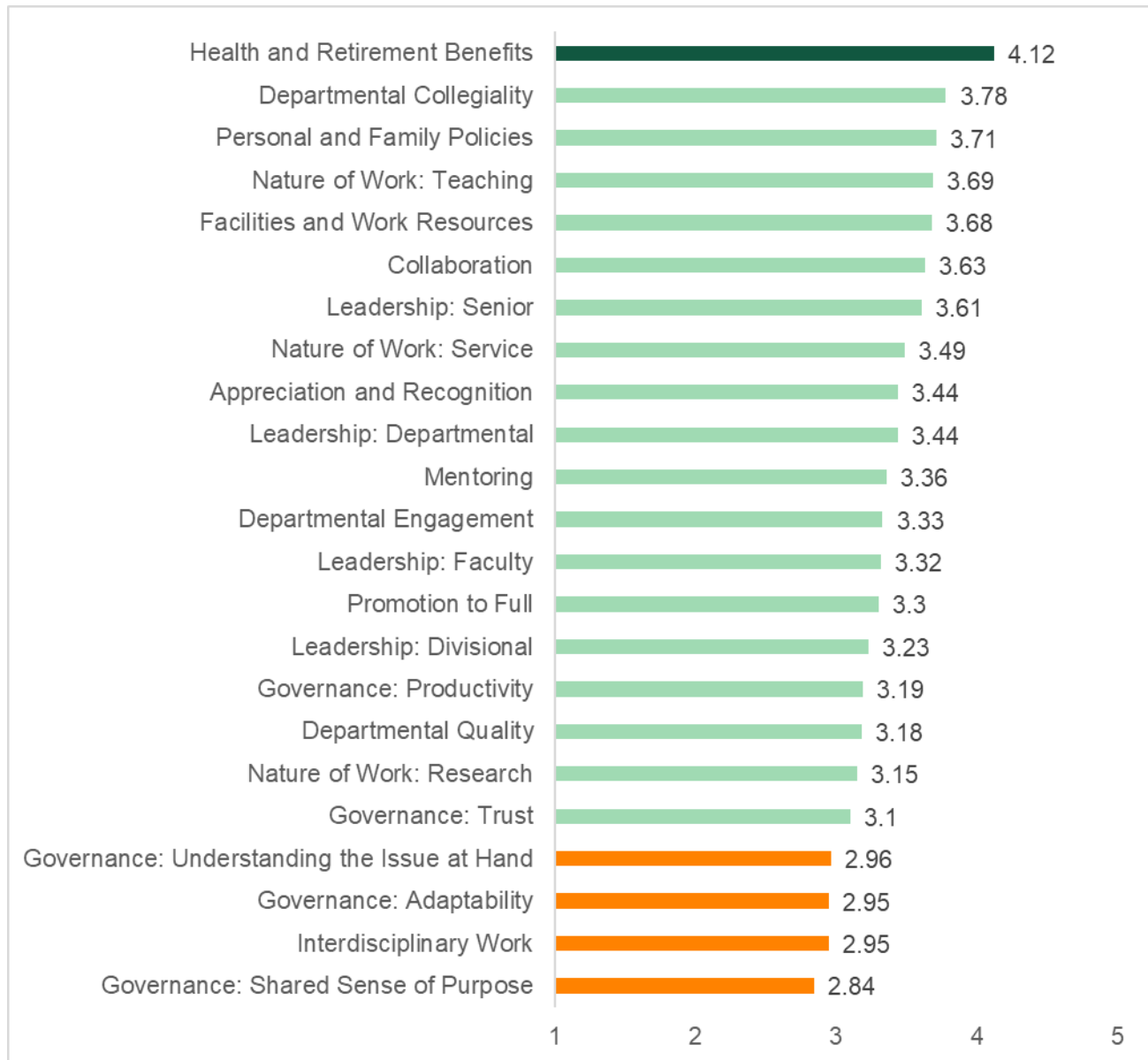
- Items with mean 4.00 to 5.00
- Items with mean 3.00 to 3.99
- Items with mean less than 3.00



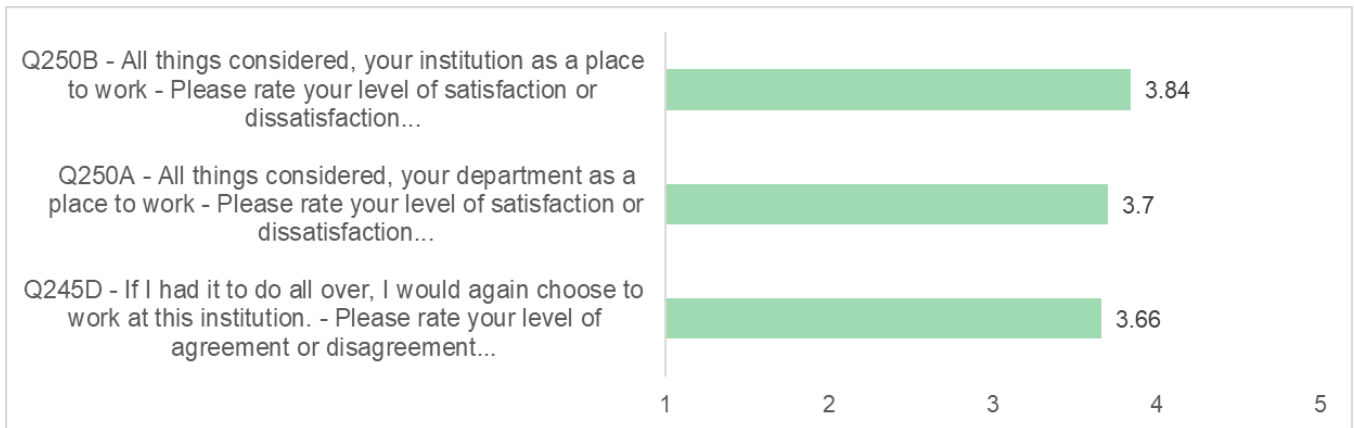
Differences within Groups

Additional information about differences within groups is provided for items with overall means greater than or equal to three but has at least one group mean less than three.

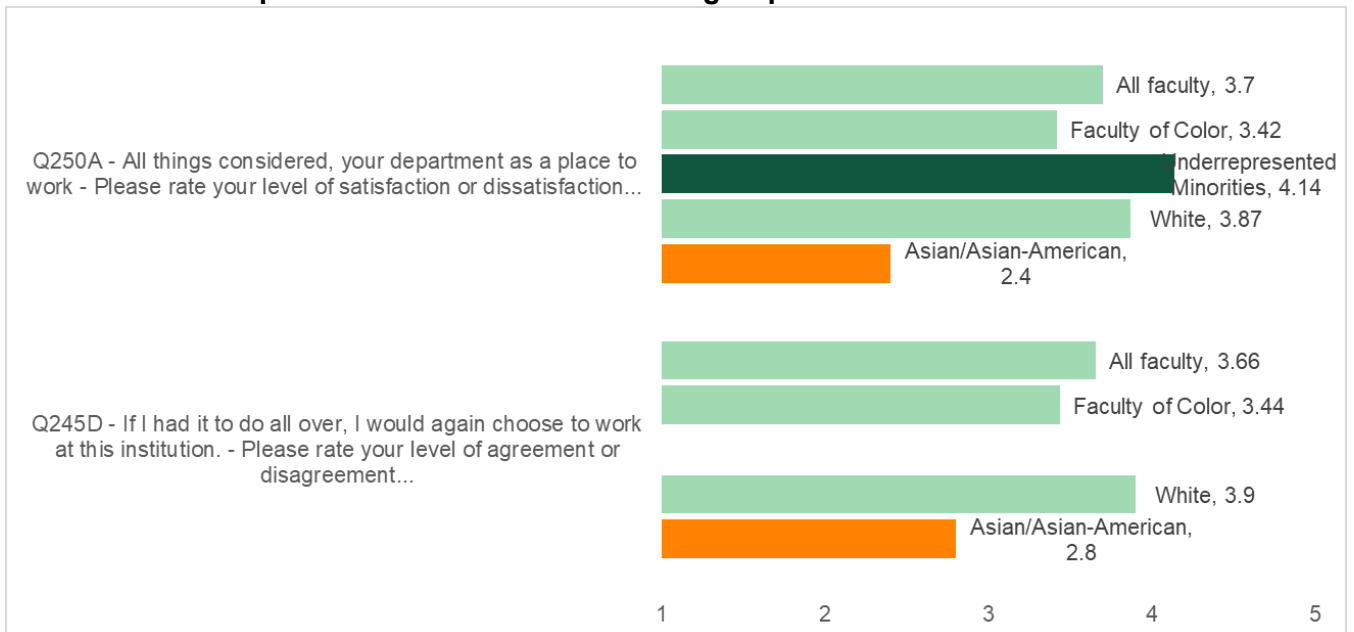
Benchmark Means



Global Satisfaction



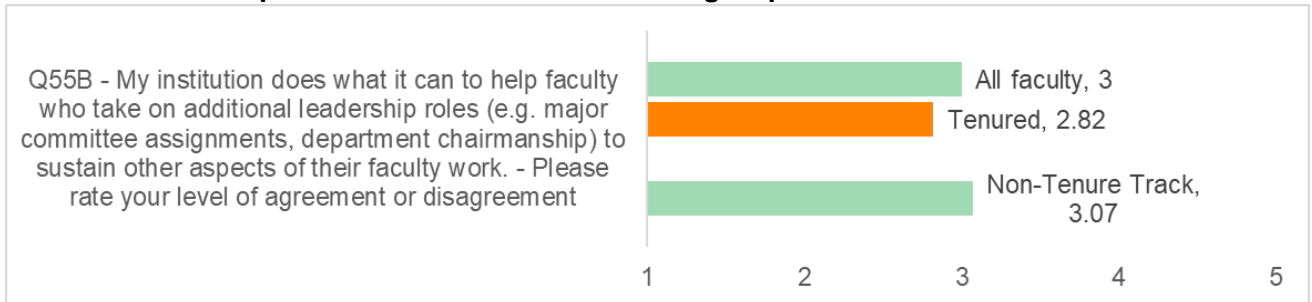
Items with overall positive means but at least one group has mean less than three

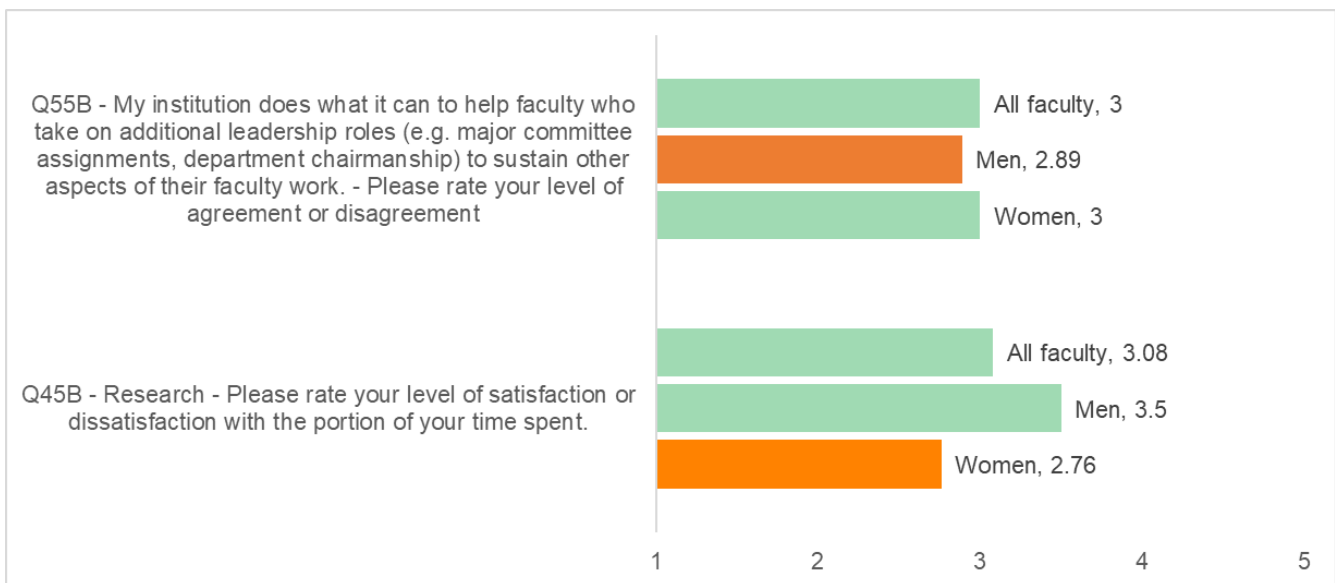


Nature of Work – Overall



Items with overall positive means but at least one group has mean less than three

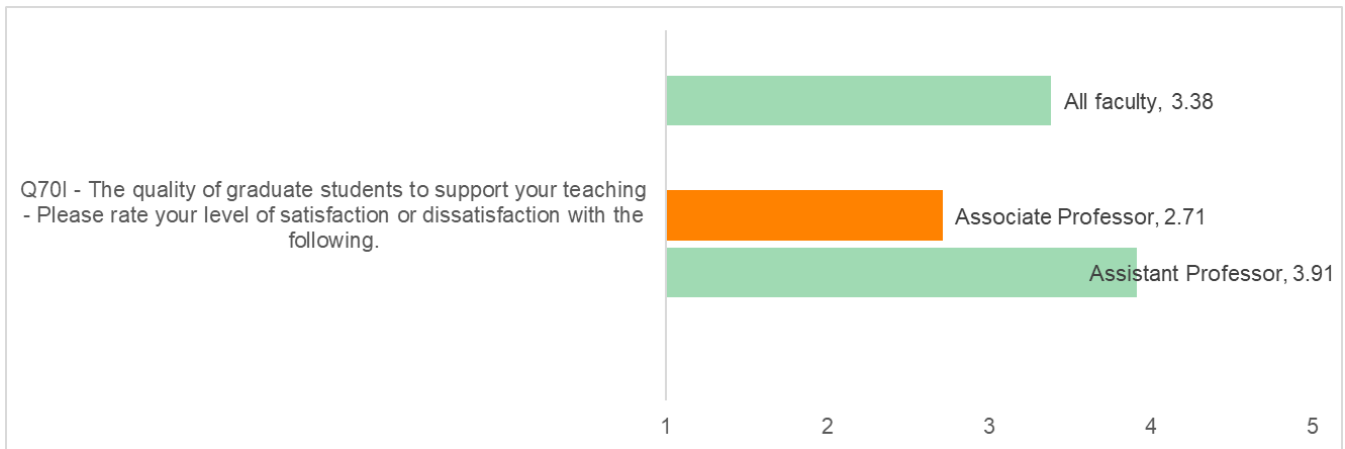
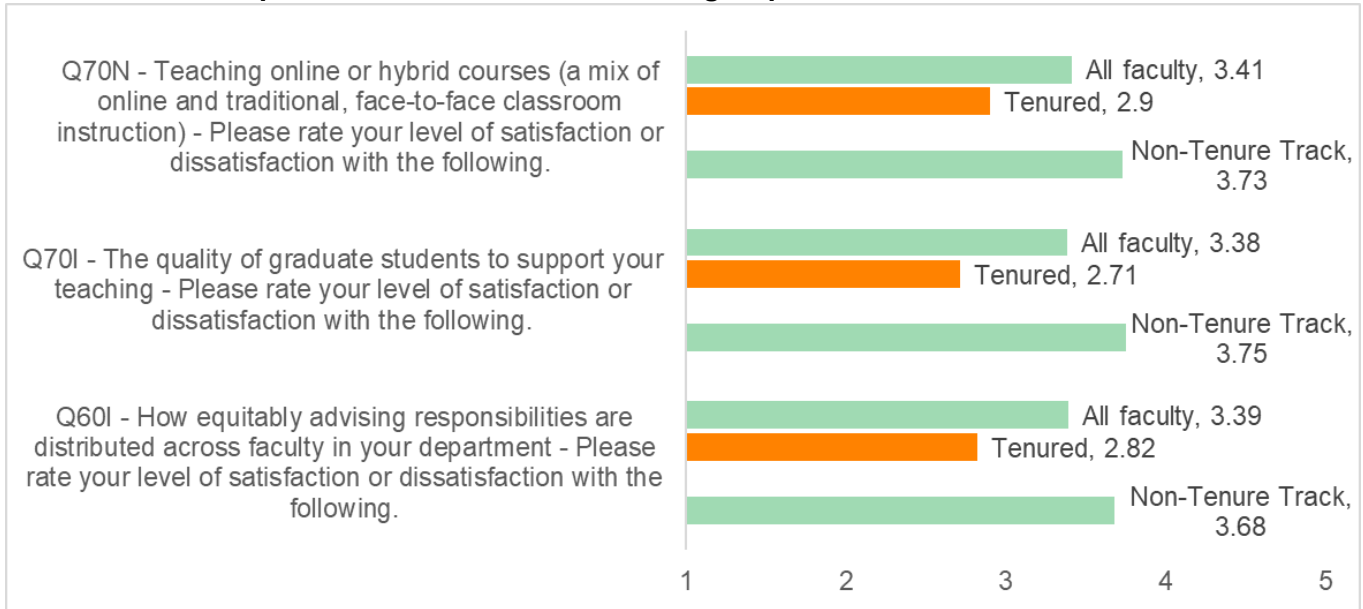




Nature of Work – Teaching



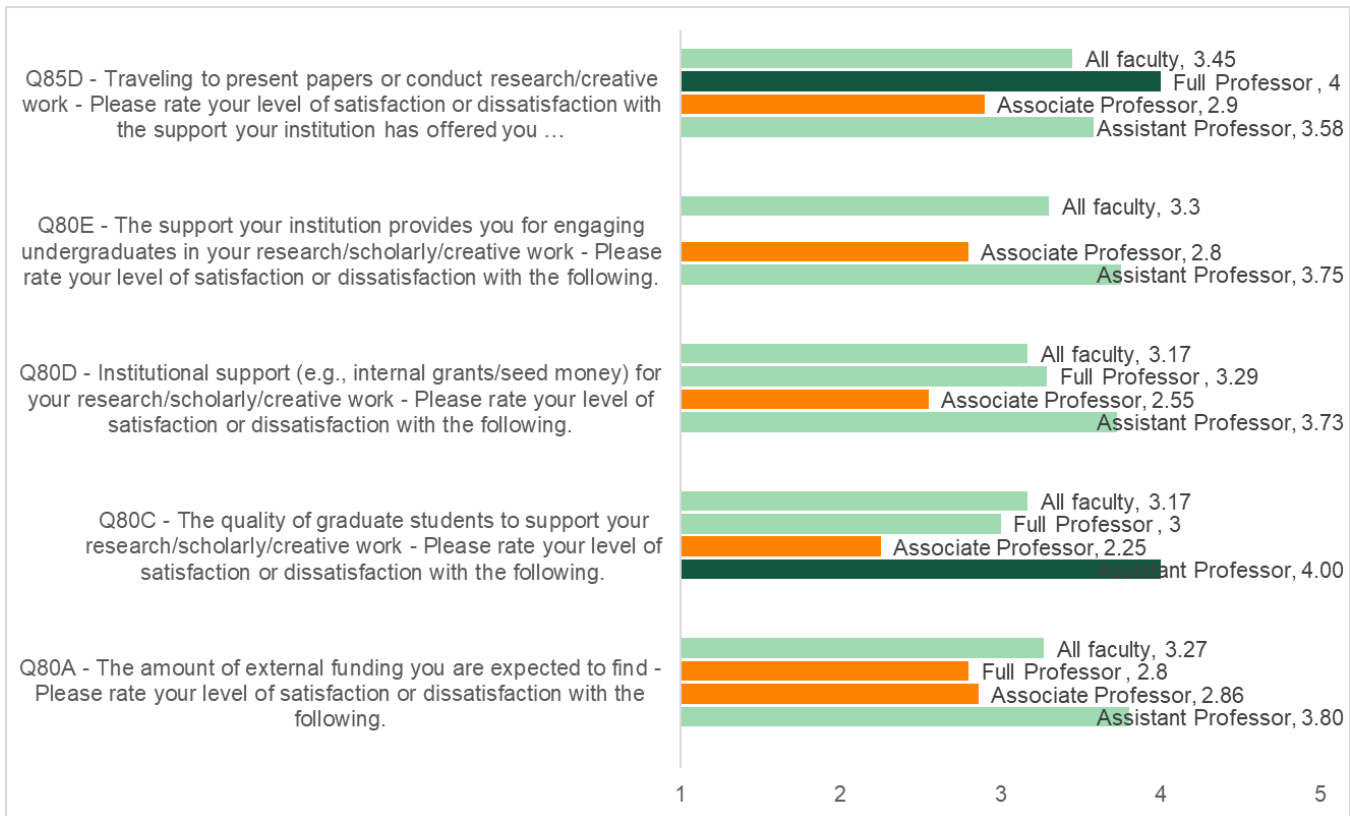
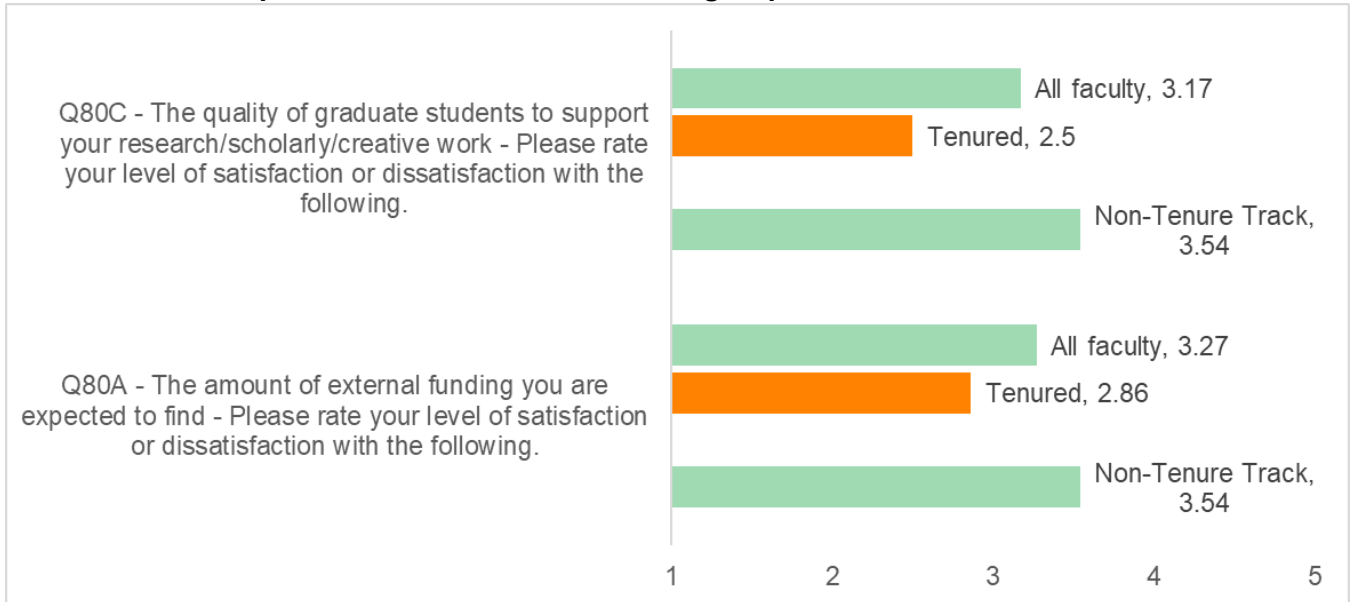
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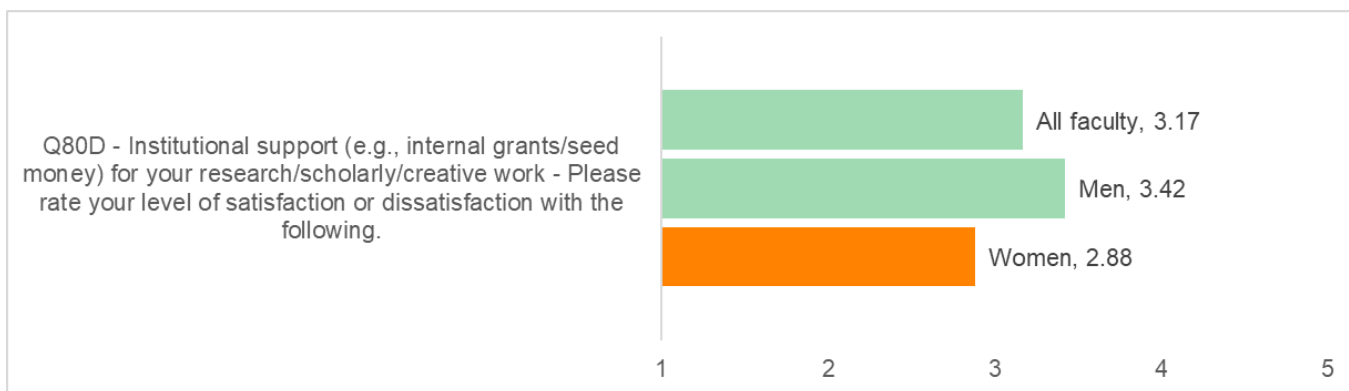


Nature of Work – Research

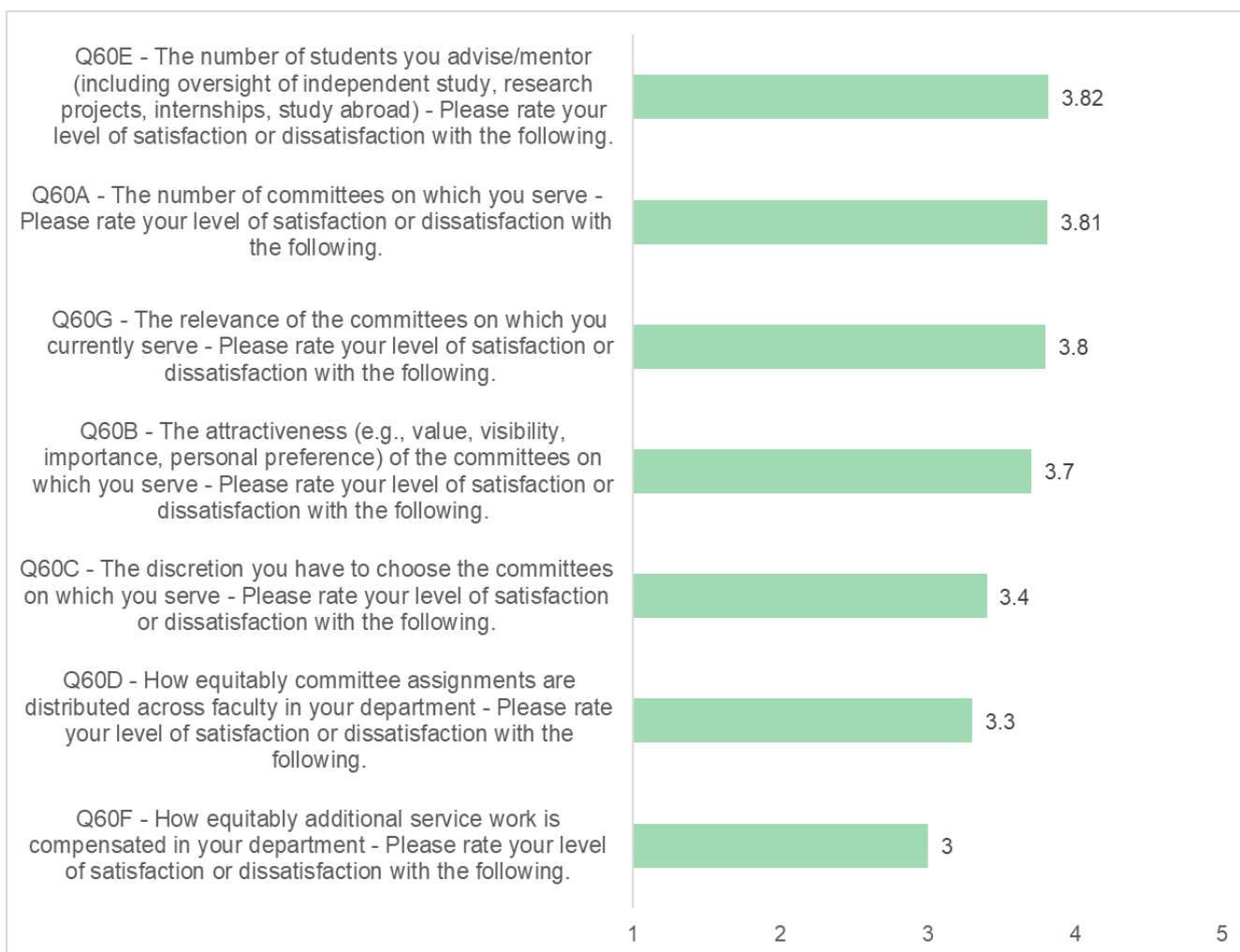


Items with overall positive means but at least one group has mean less than three

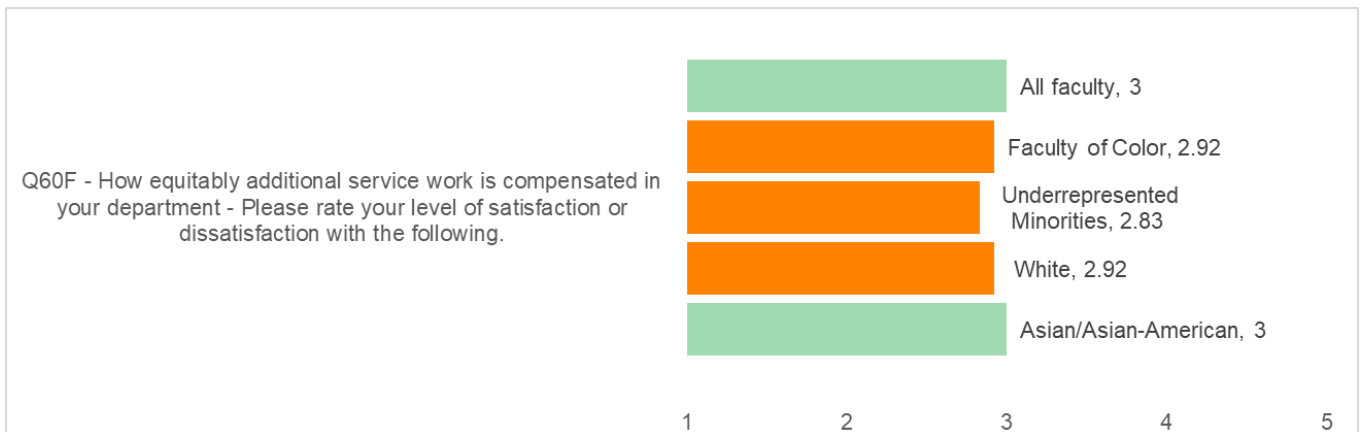
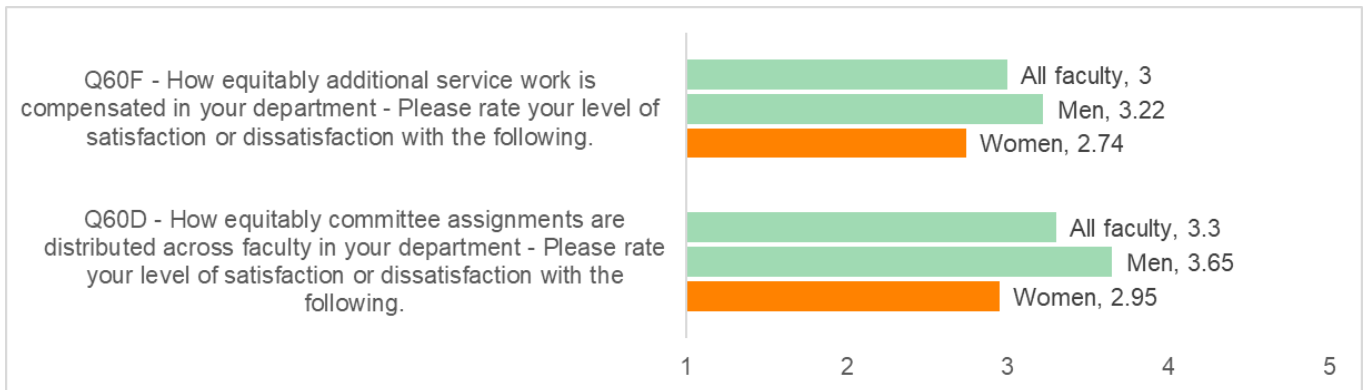
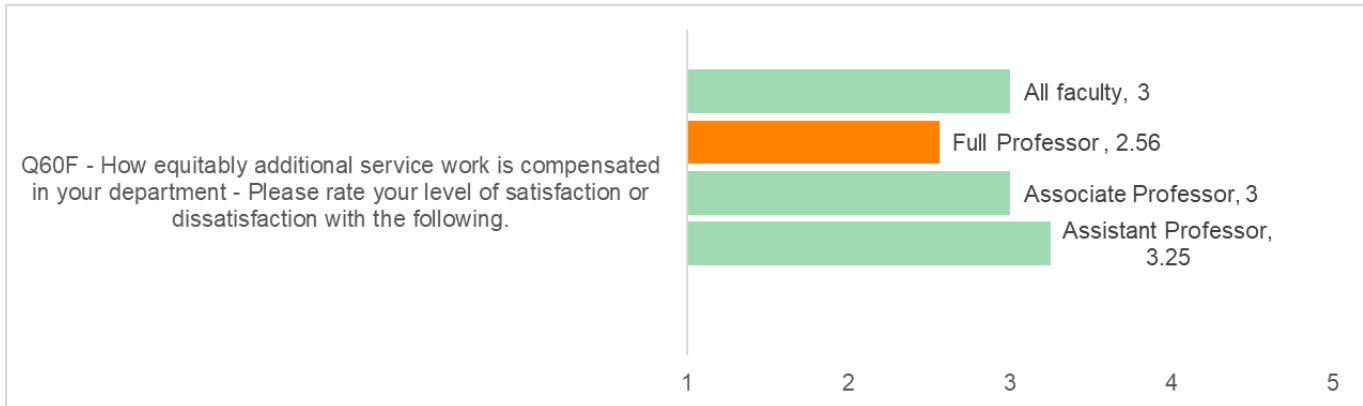
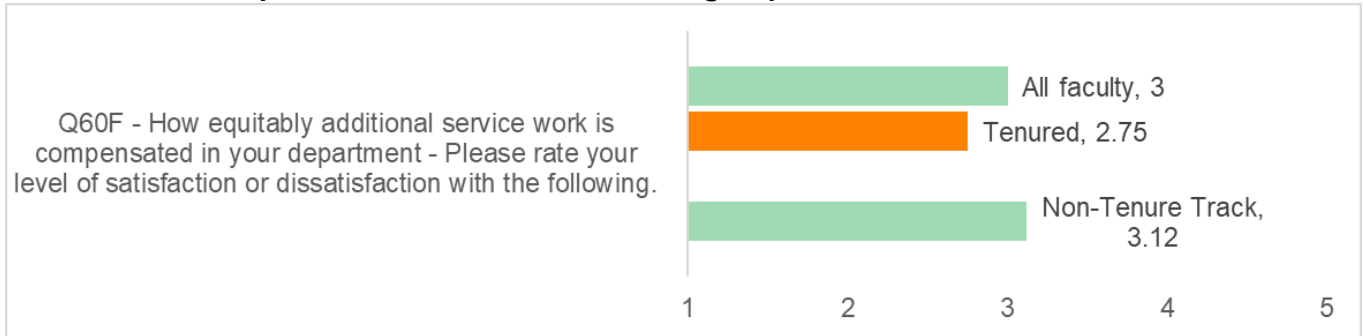




Nature of Work – Service



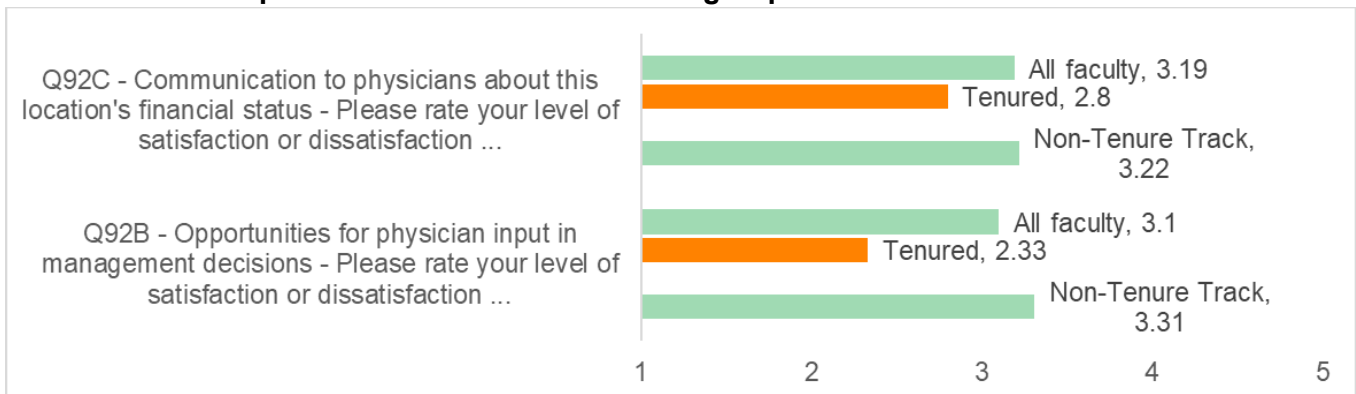
Items with overall positive means but at least one group has mean less than three



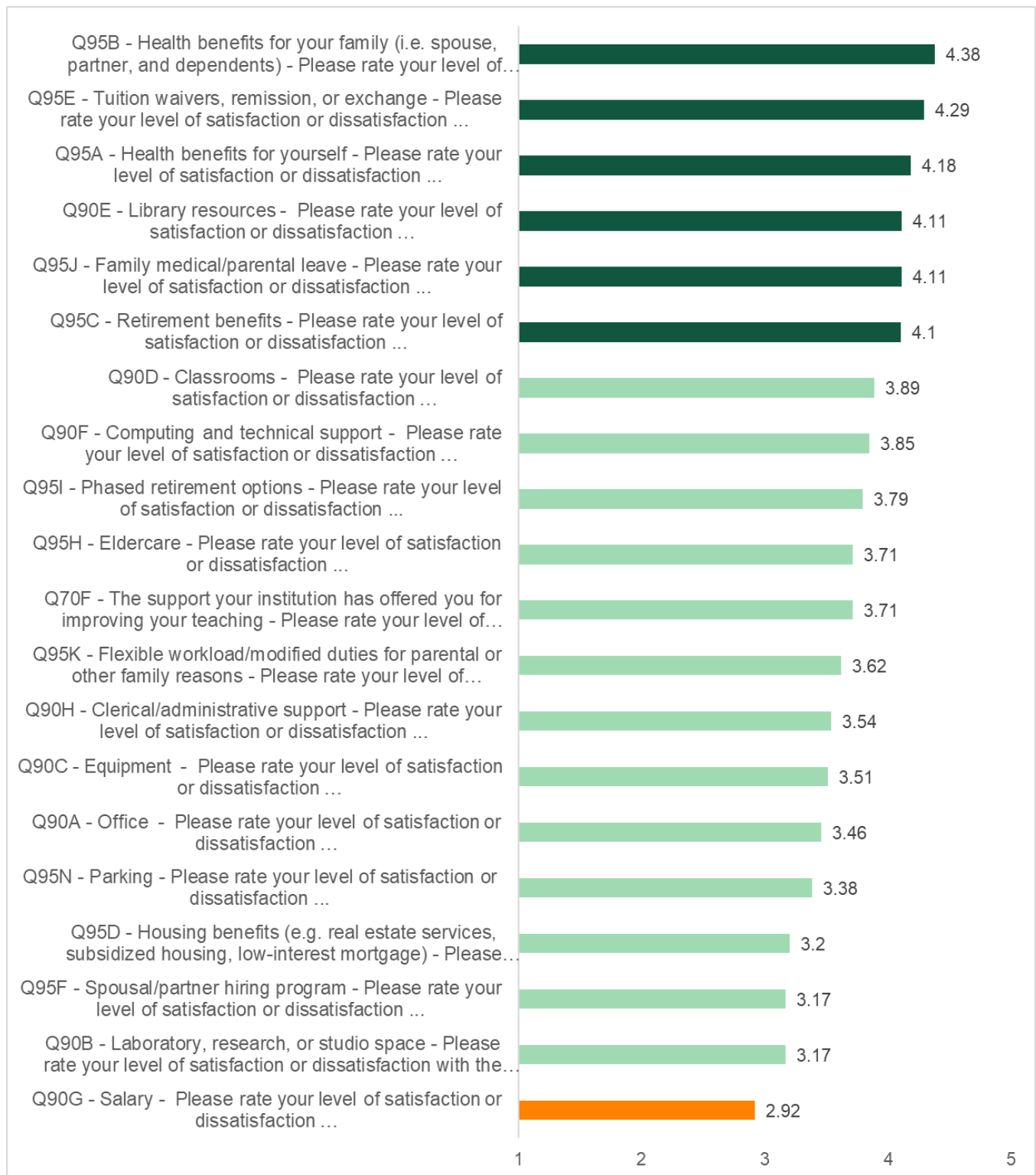
Clinical Faculty Questions



Items with overall positive means but at least one group has mean less than three



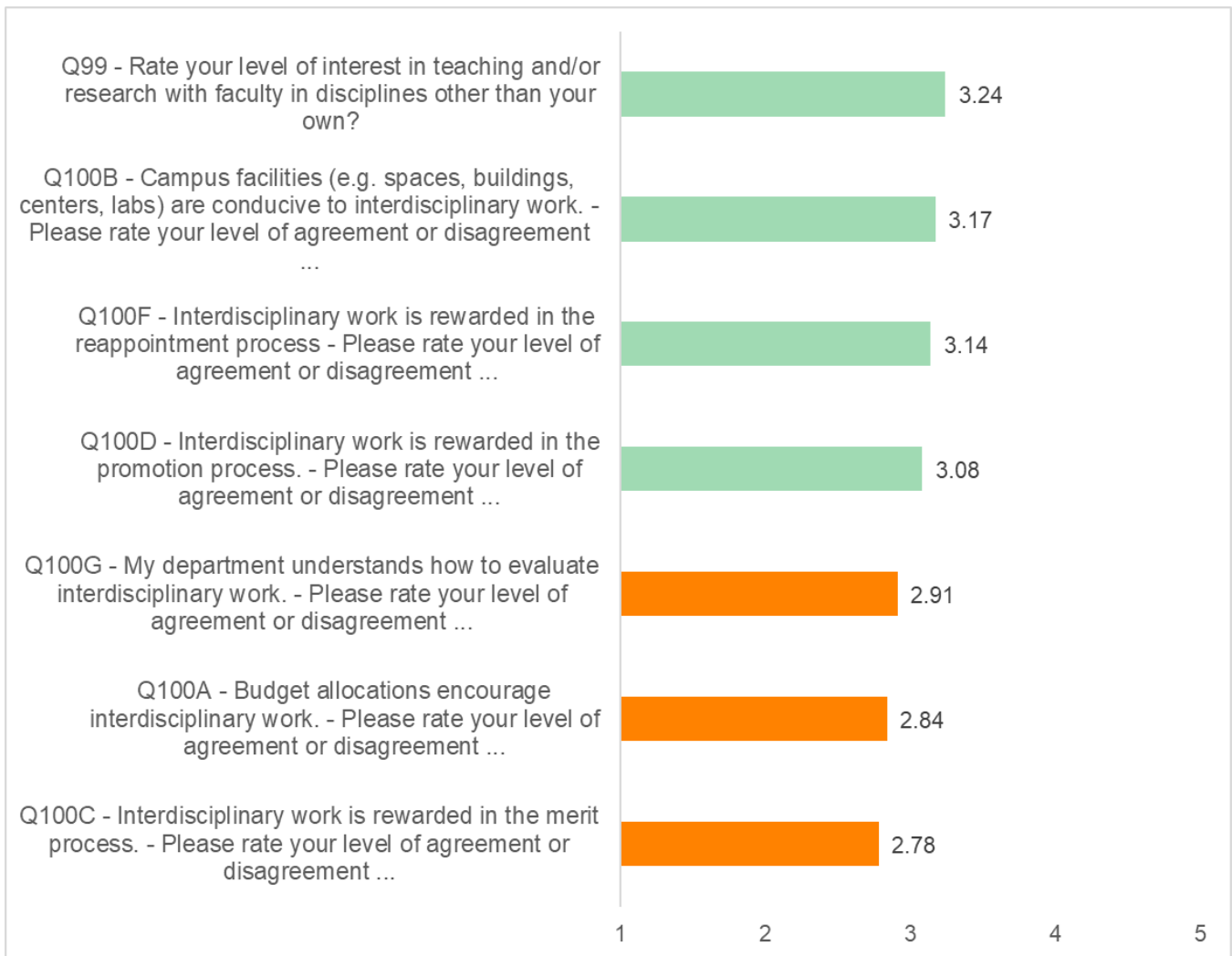
Resources and Support



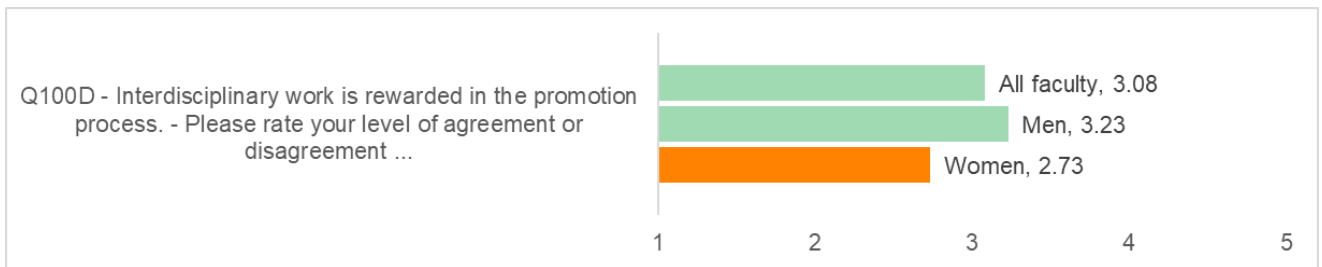
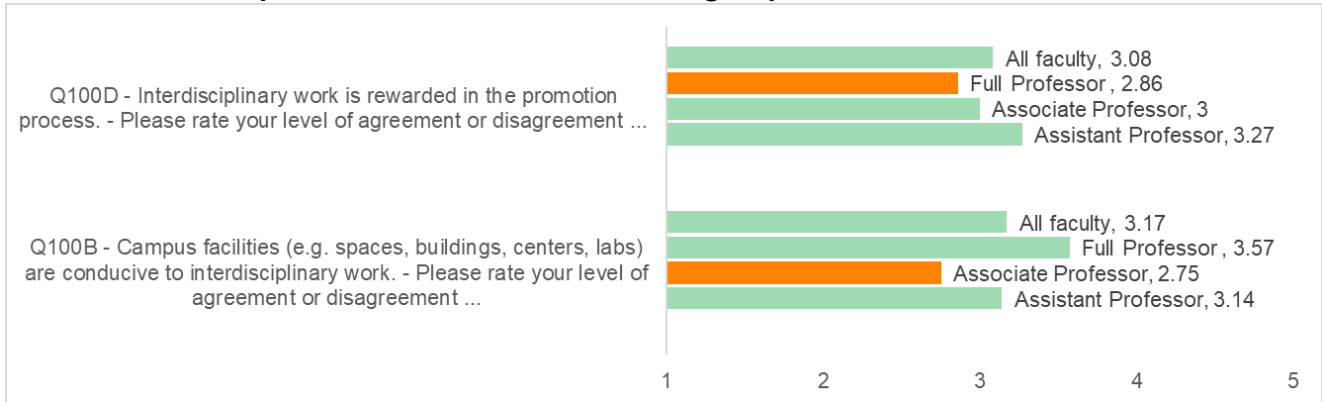
Items with overall positive means but at least one group has mean less than three



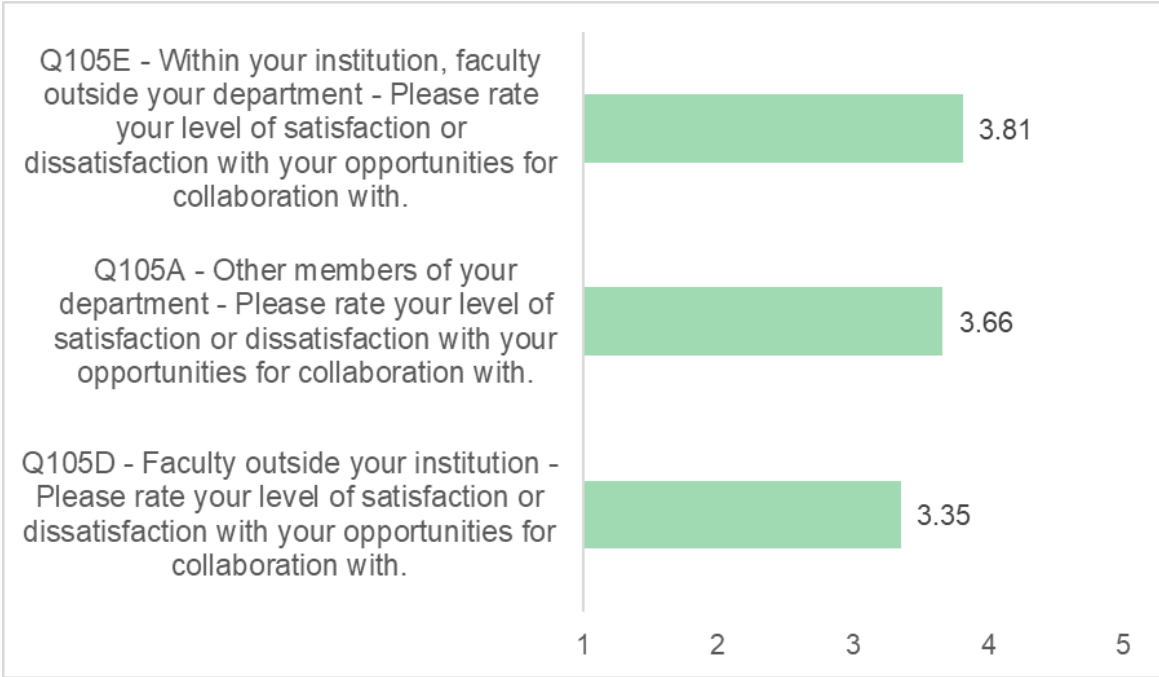
Interdisciplinary Work



Items with overall positive means but at least one group has mean less than three



Collaboration



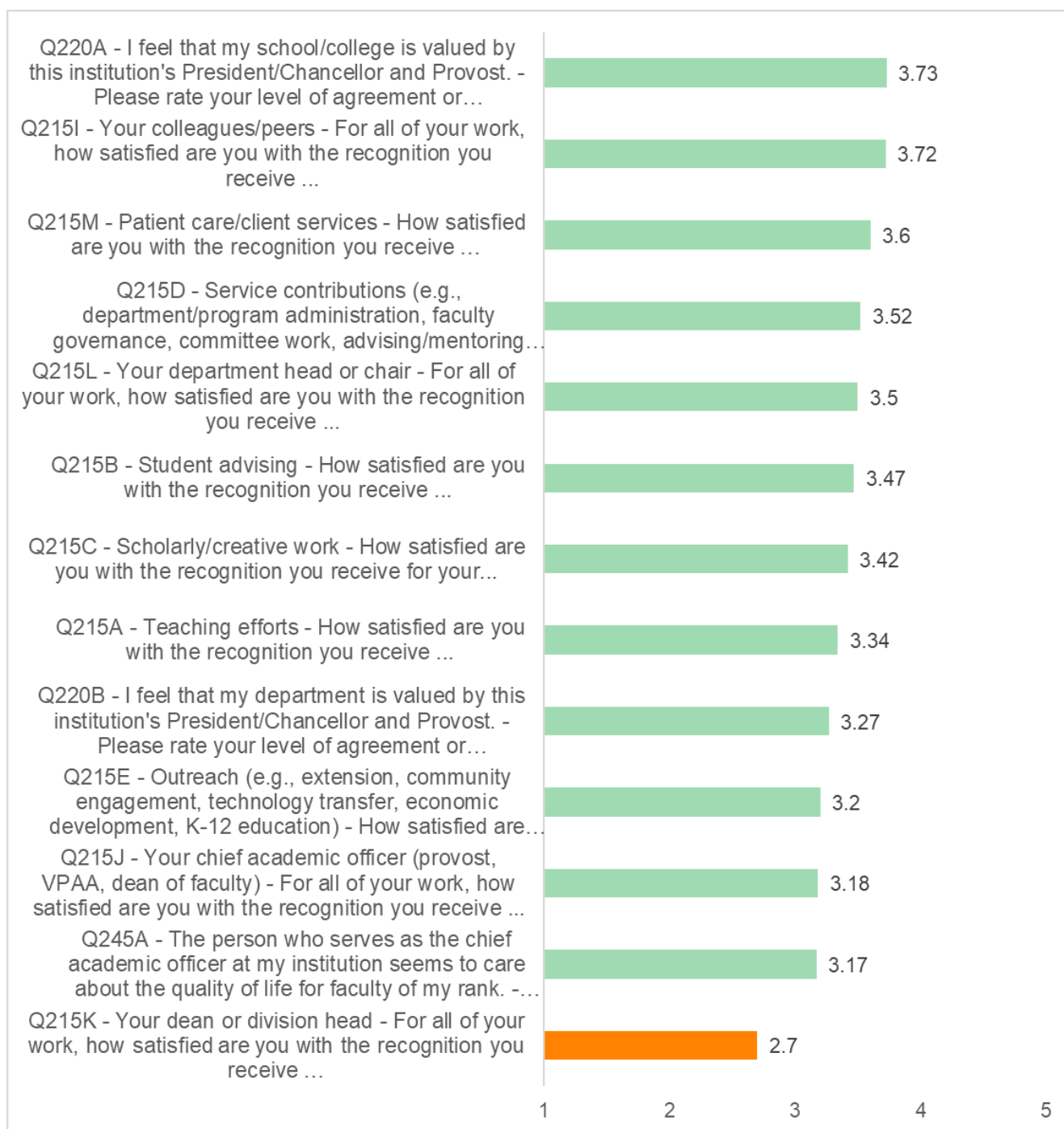
Non-Tenure-Track Faculty Questions



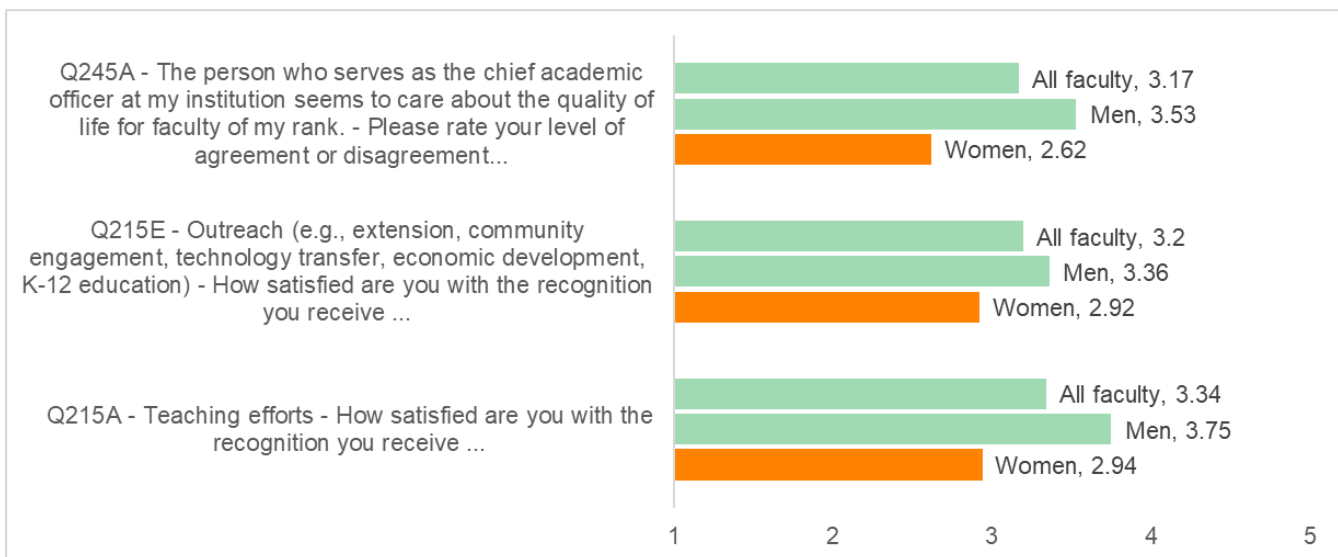
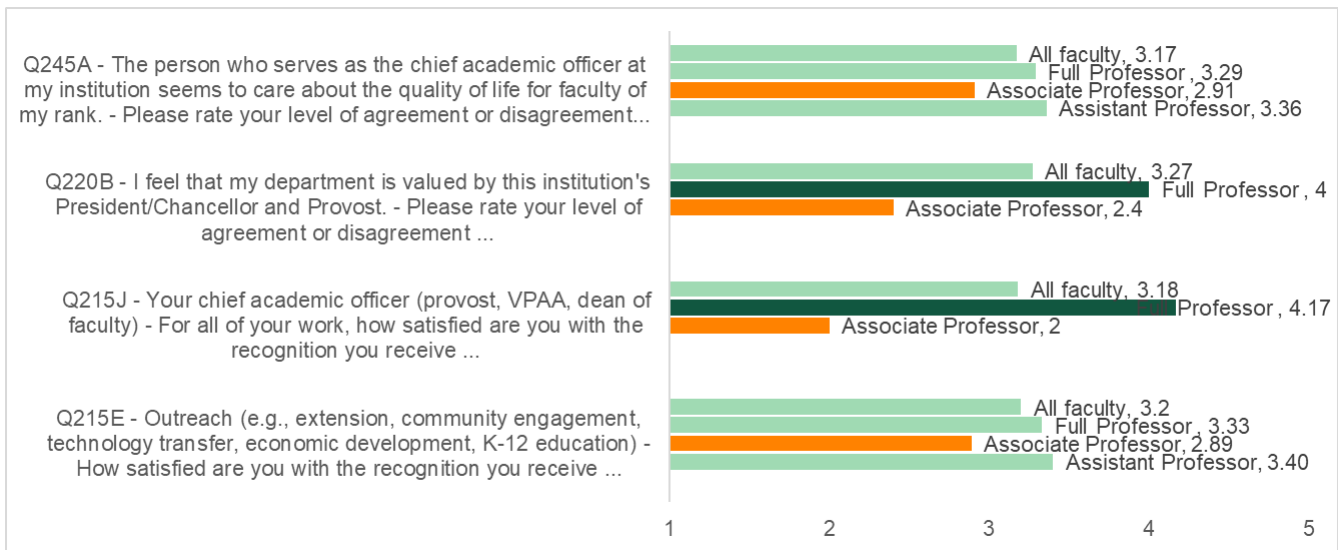
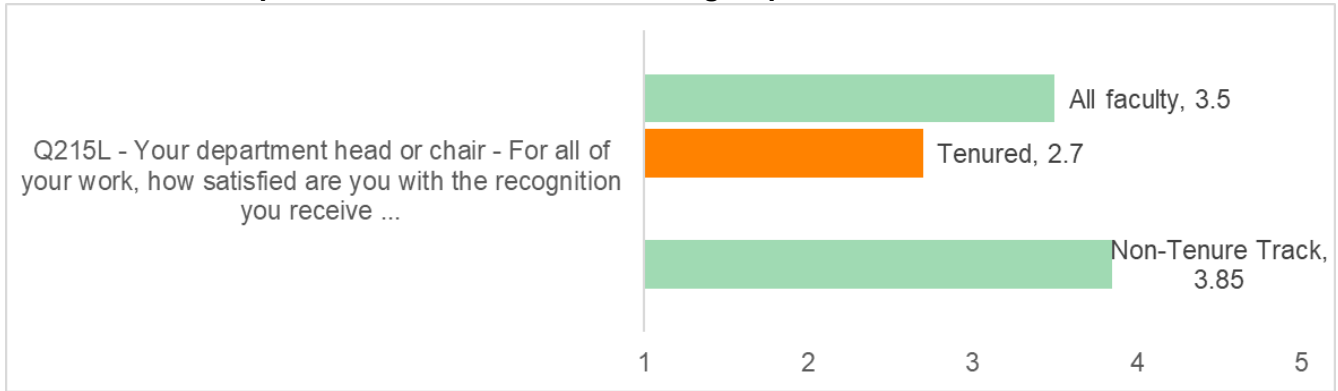
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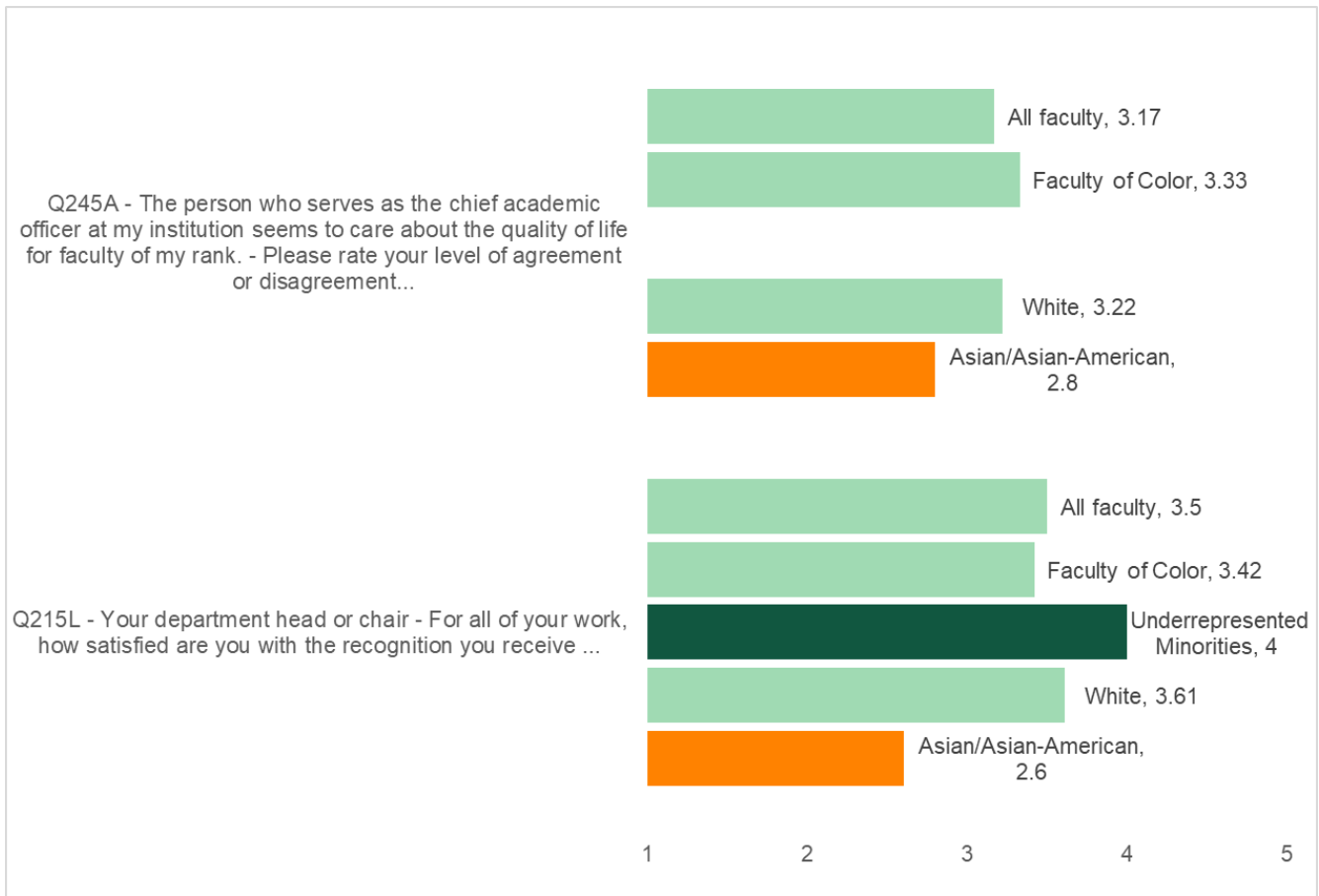


Appreciation and Recognition

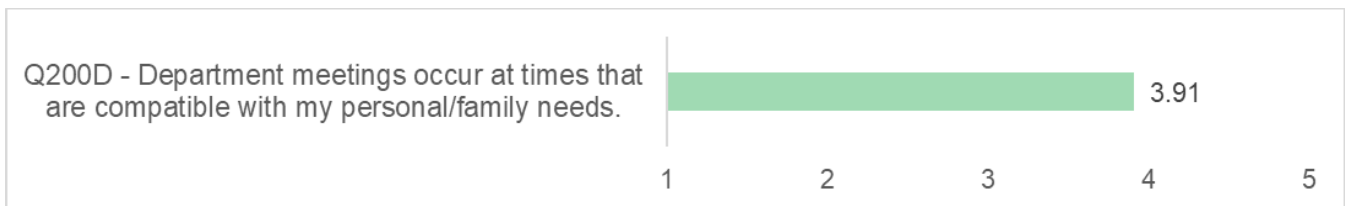


Items with overall positive means but at least one group has mean less than three





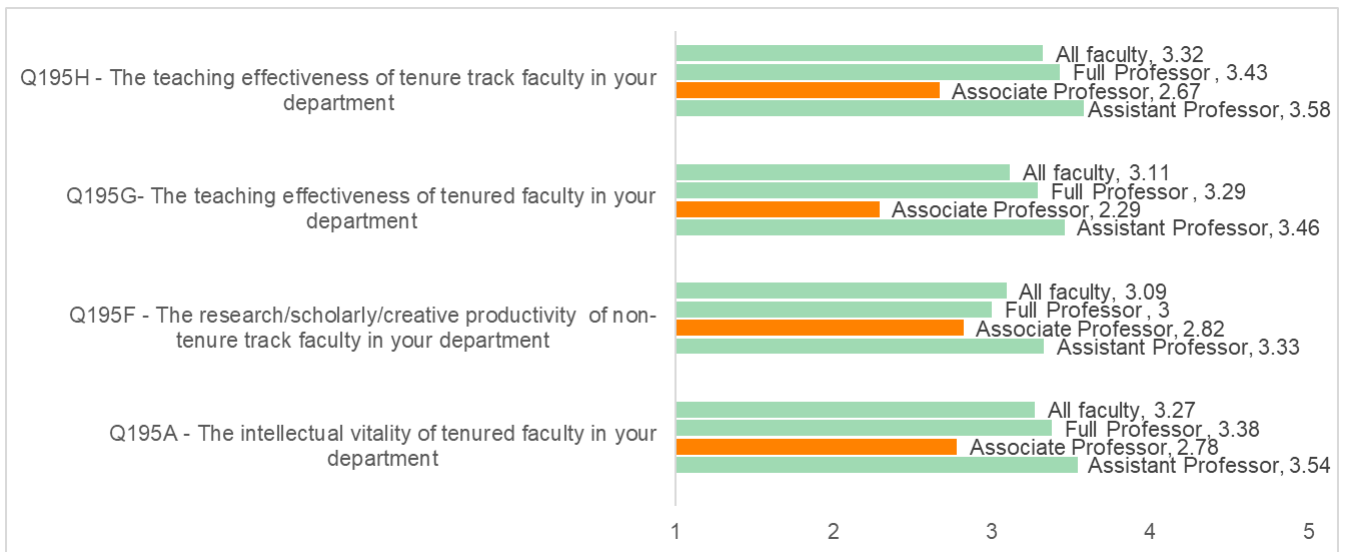
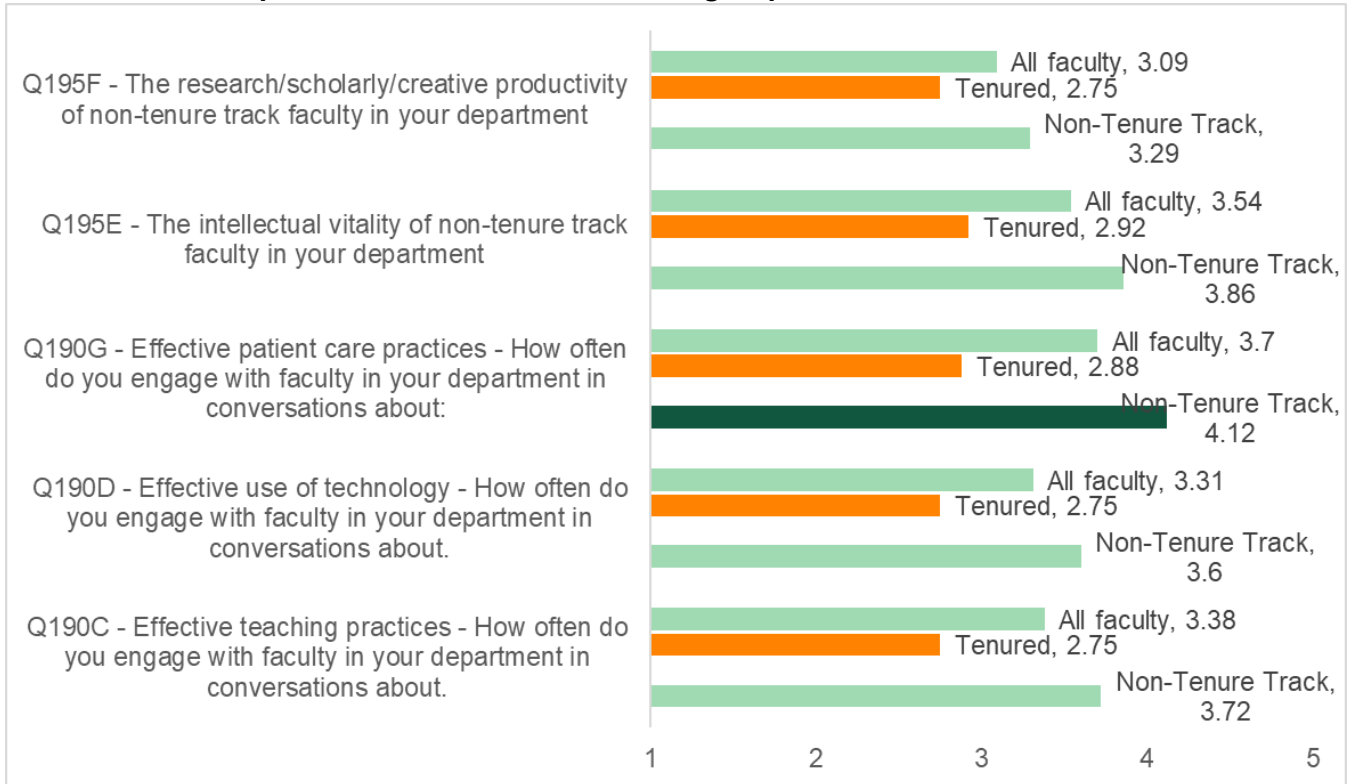
Departmental Engagement, Quality, and Collegiality

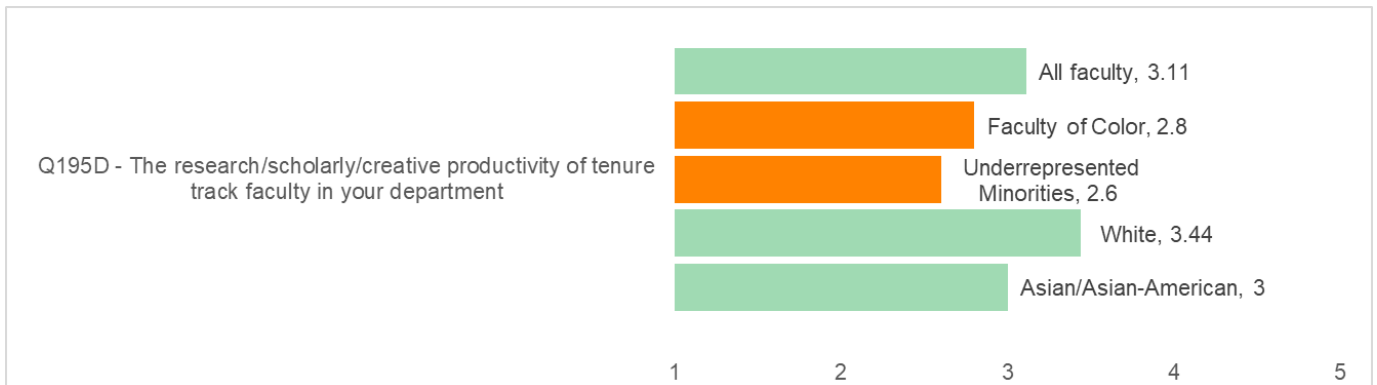
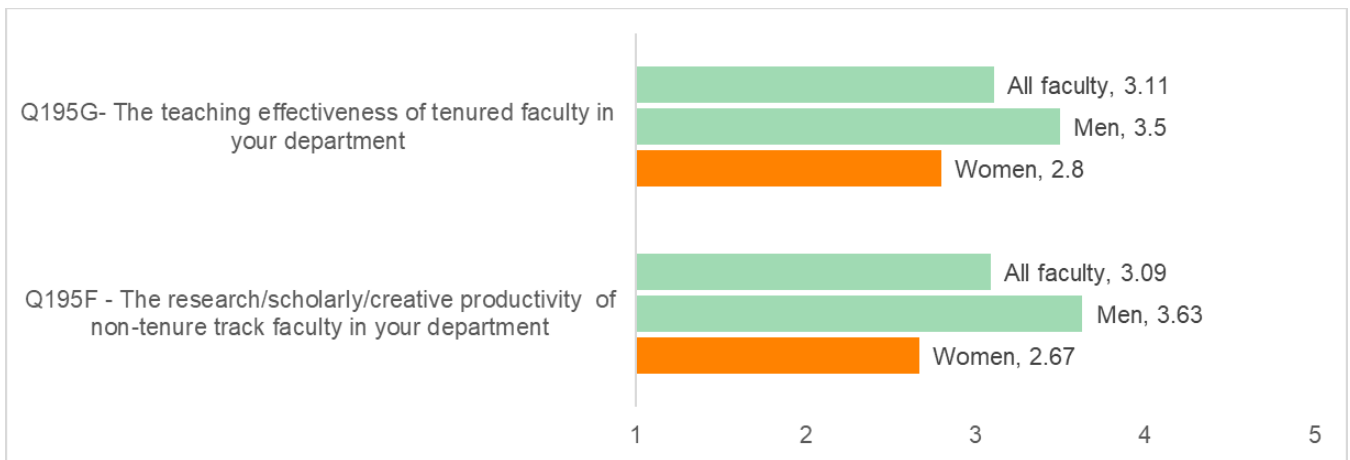


Departmental Engagement

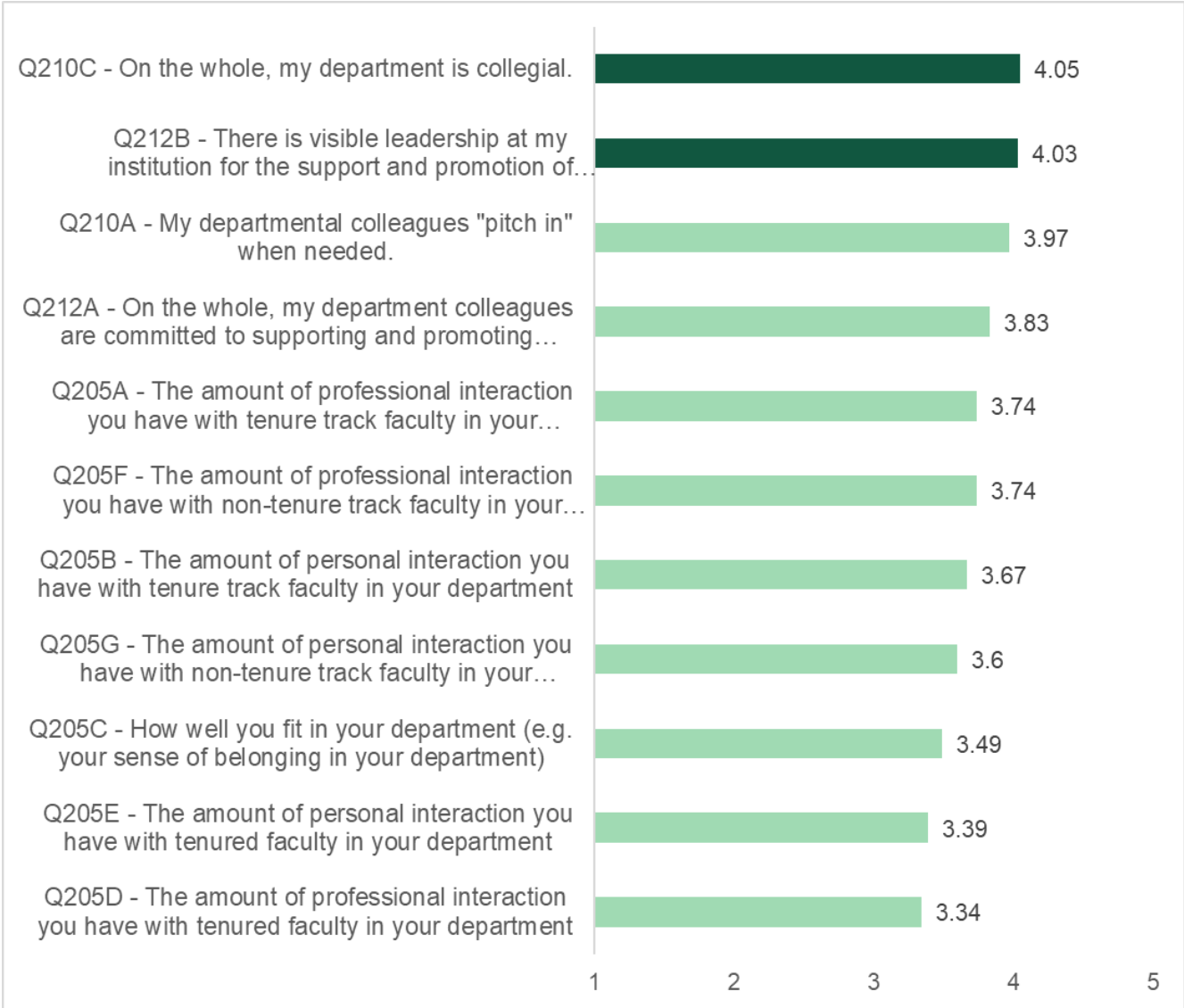


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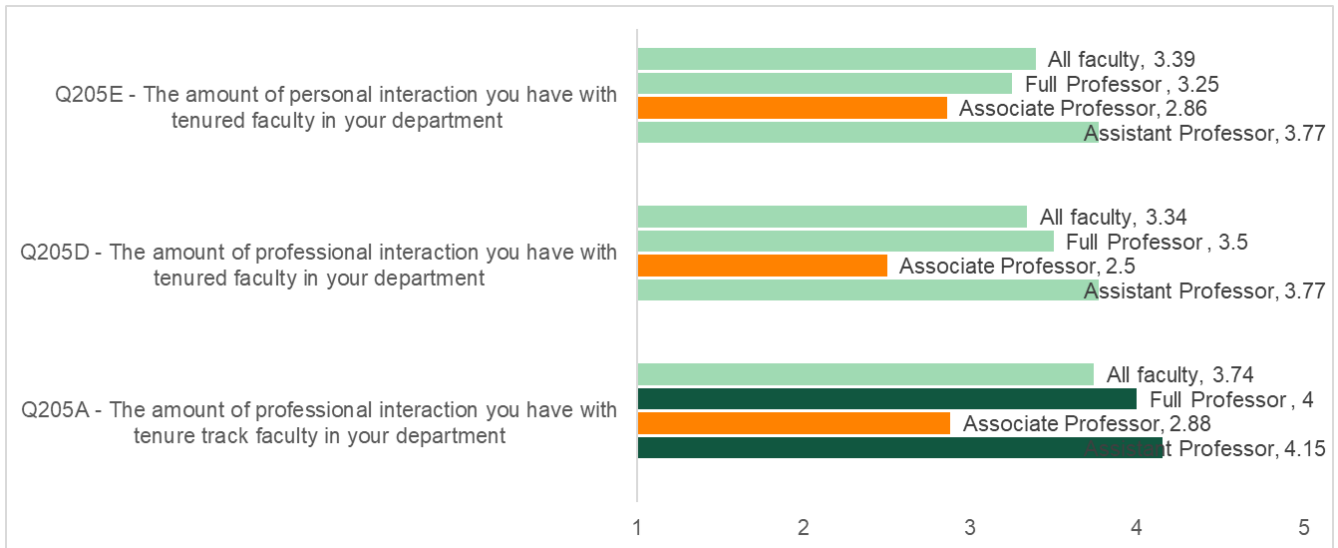
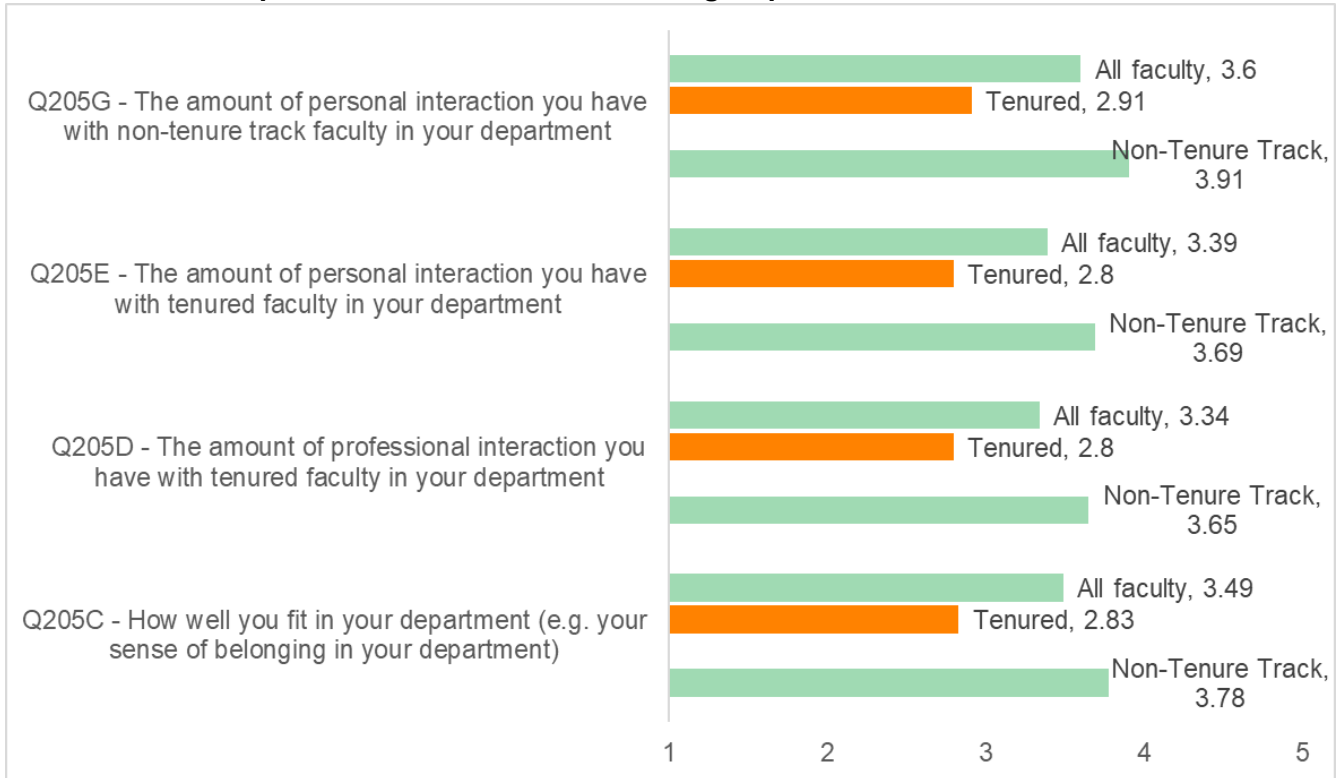


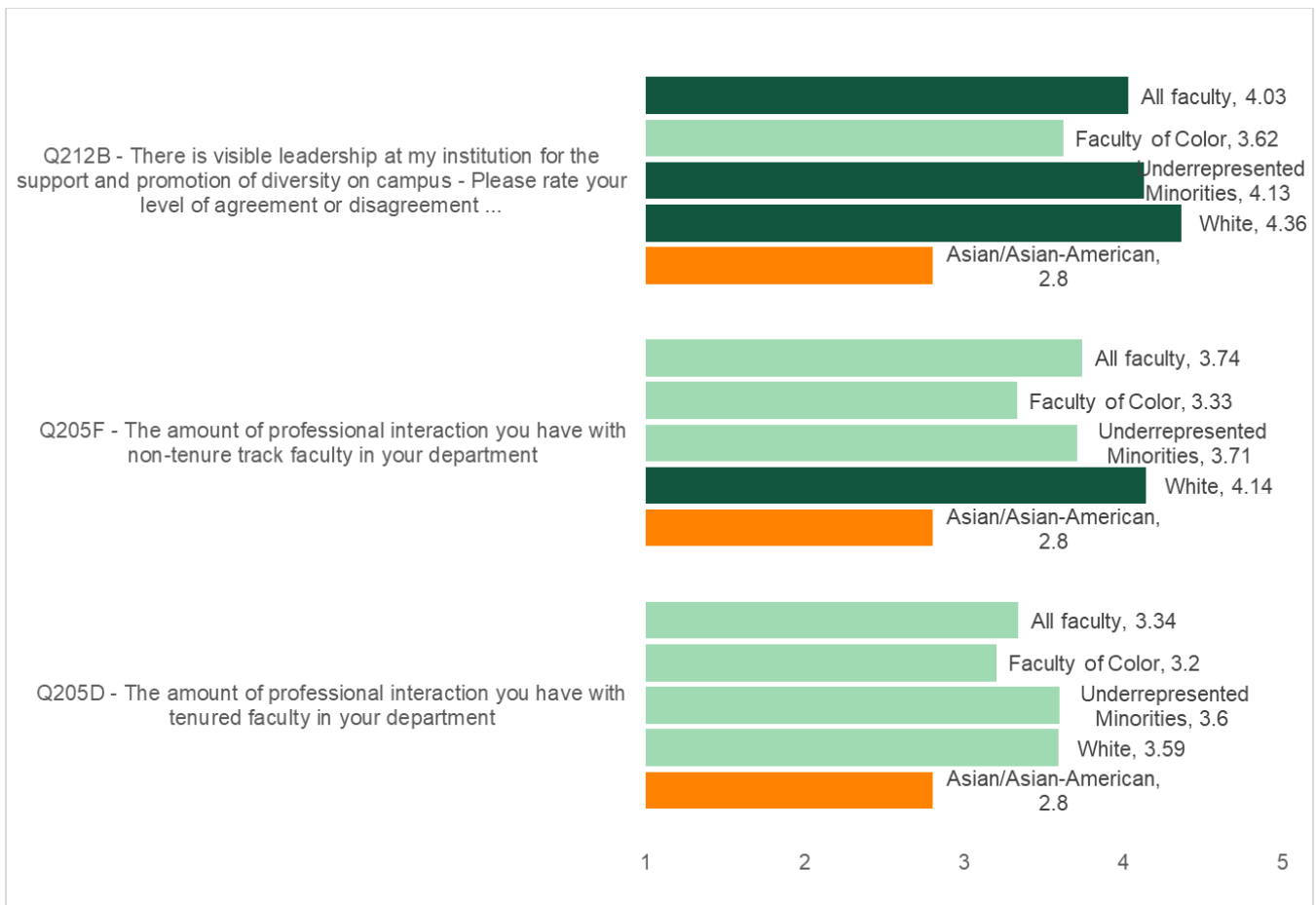


Departmental Collegiality

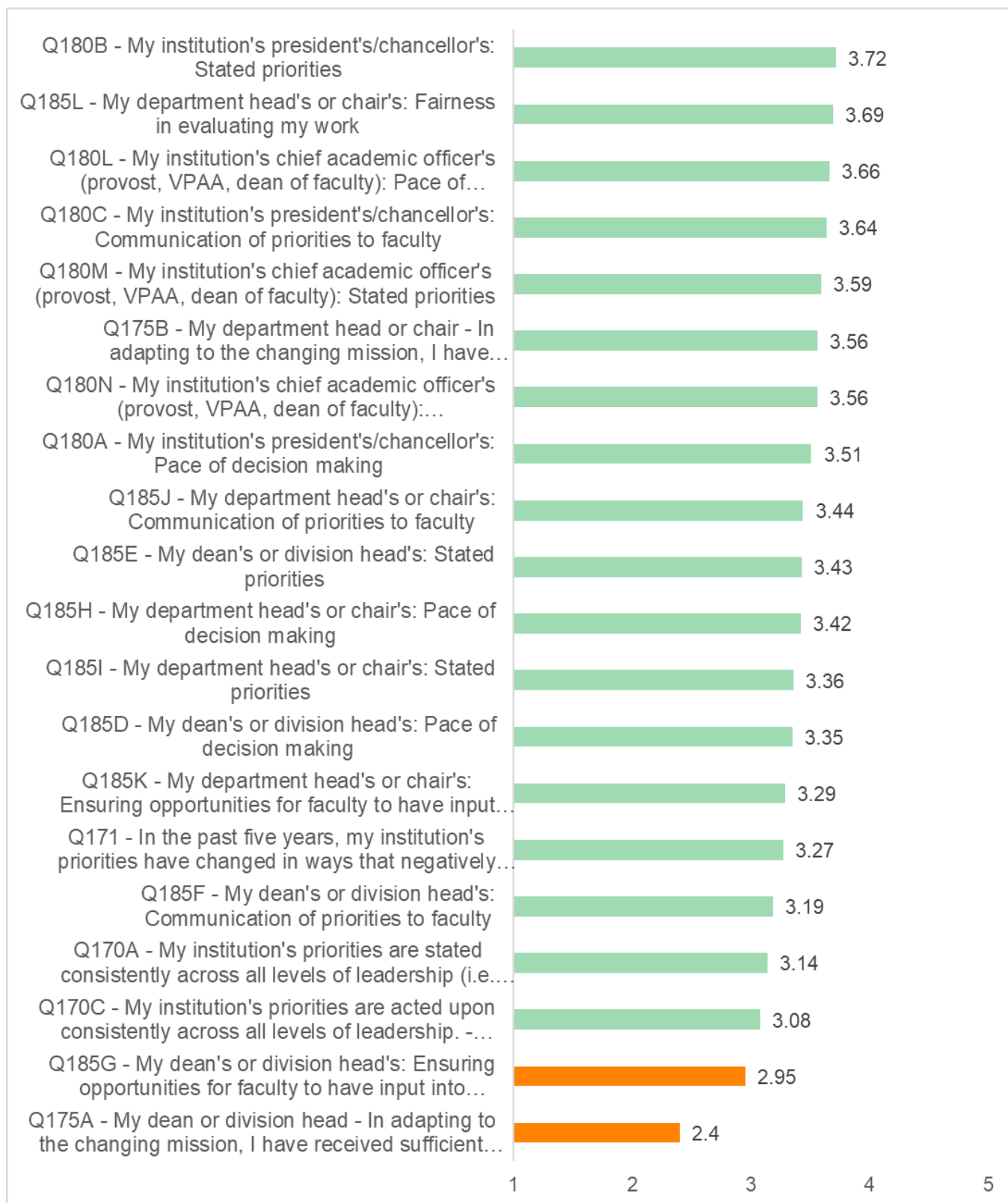


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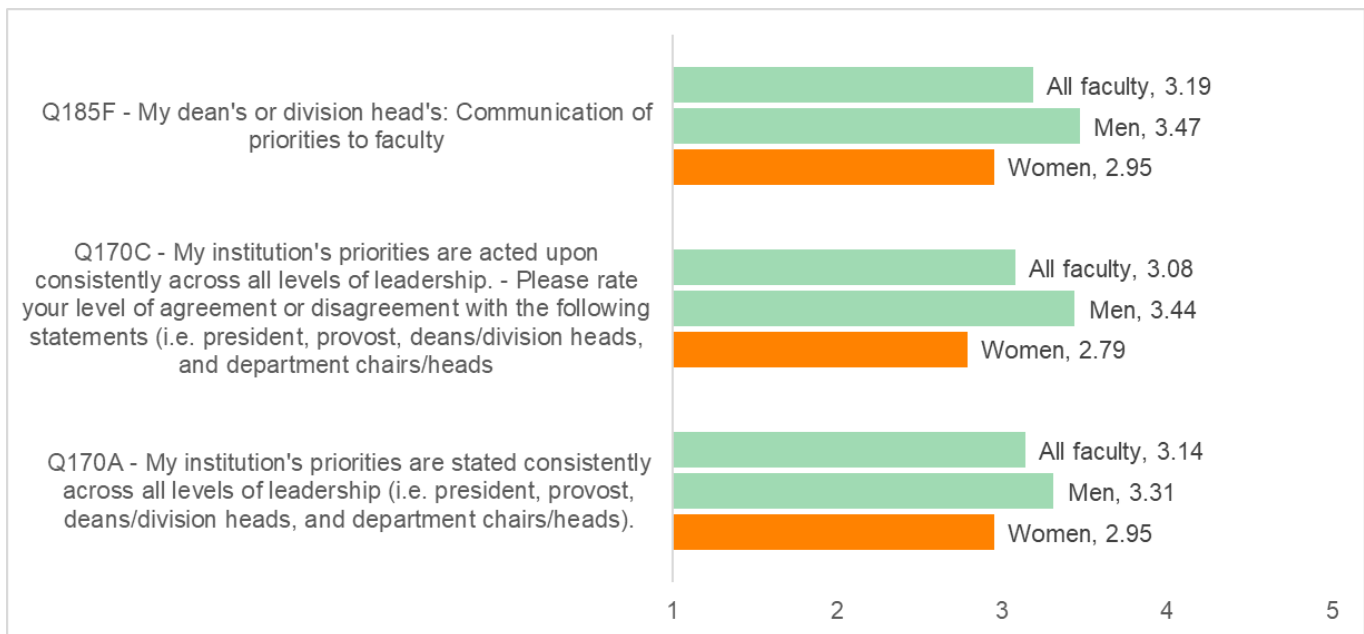


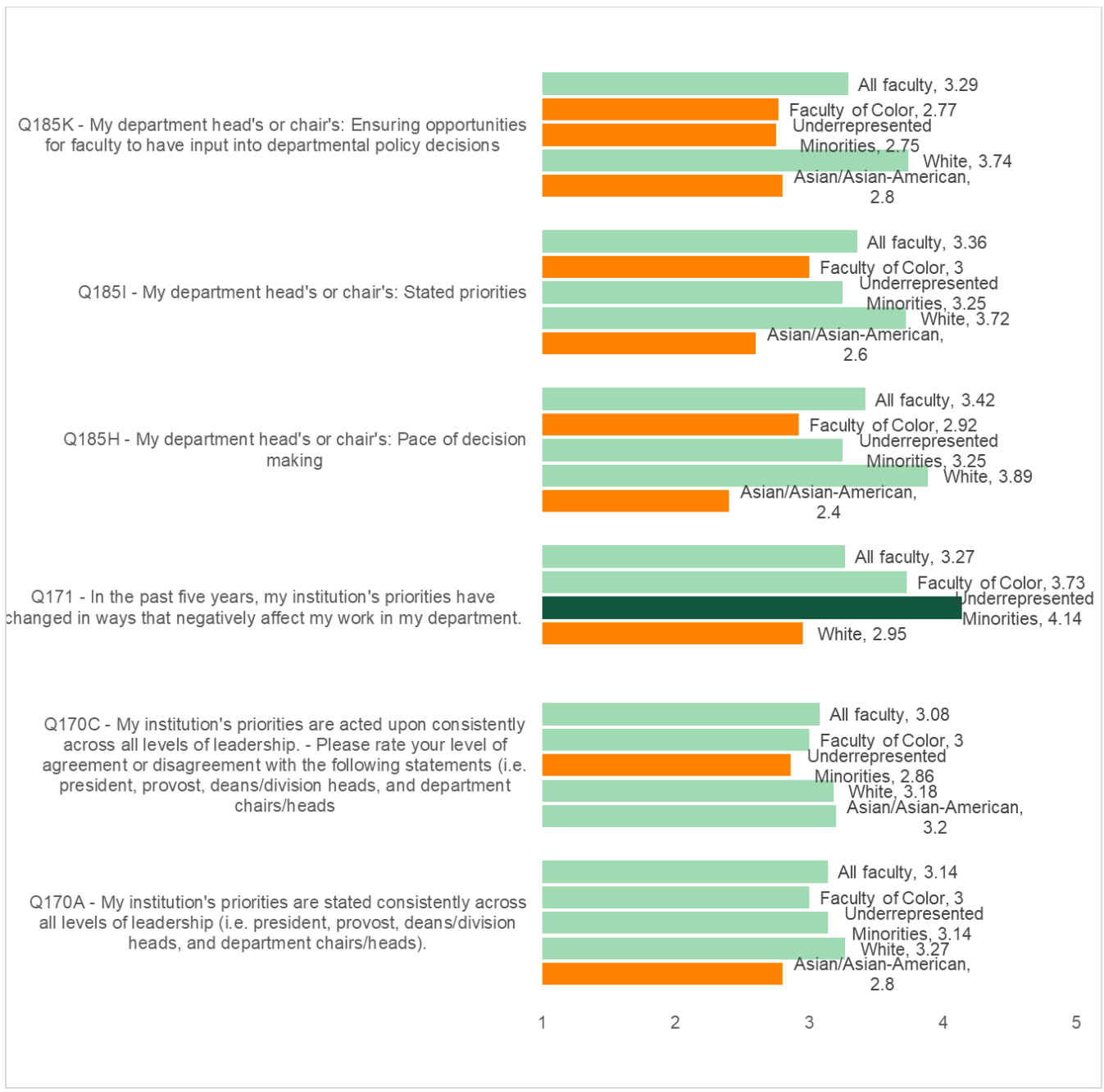
Institutional Governance and Leadership



Items with overall positive means but at least one group has mean less than three



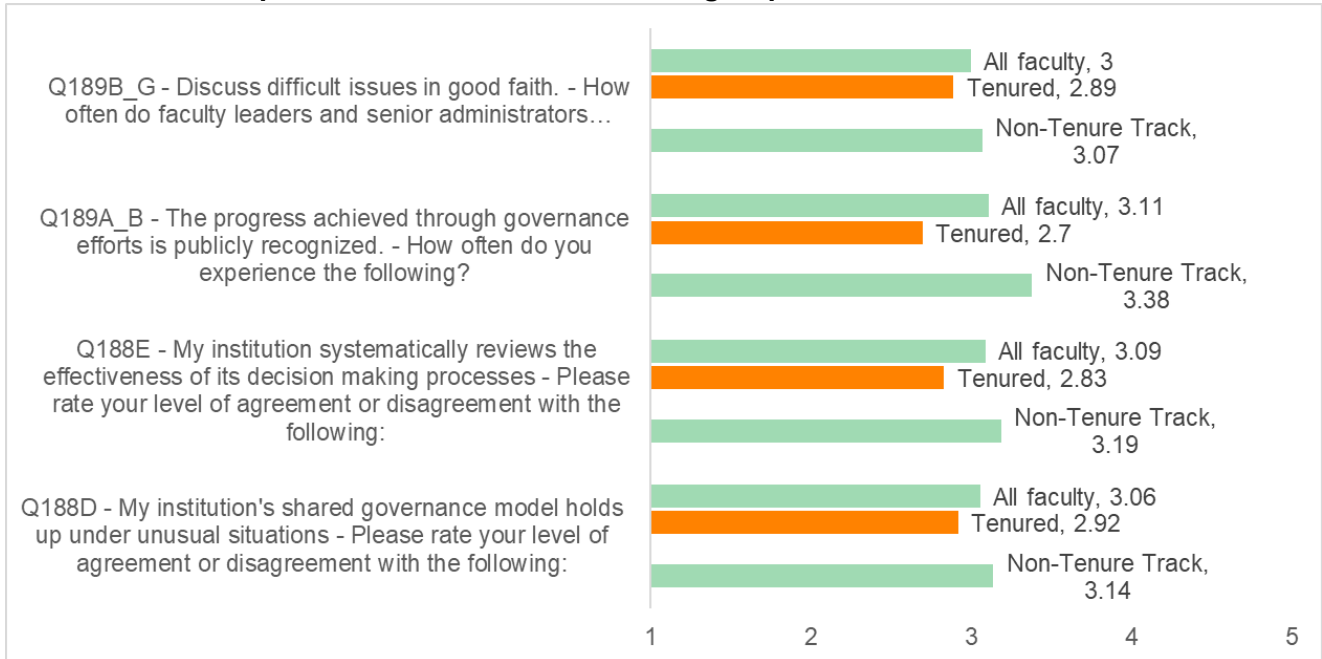




Shared Governance



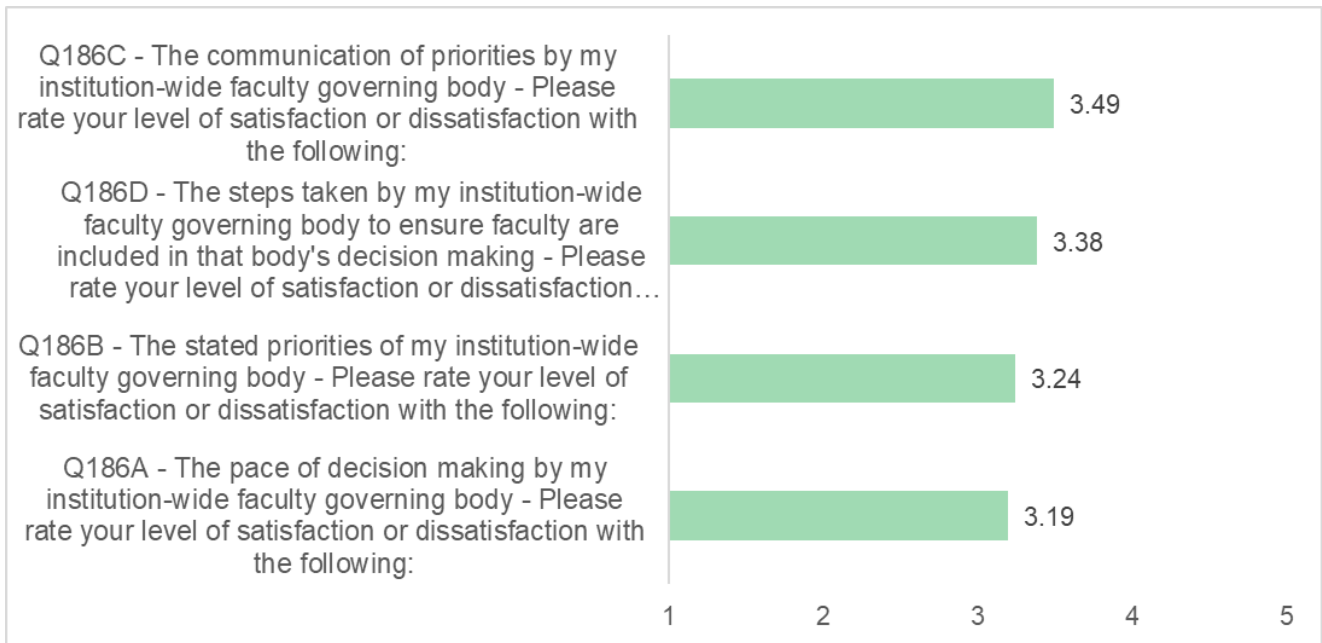
Items with overall positive means but at least one group has mean less than three



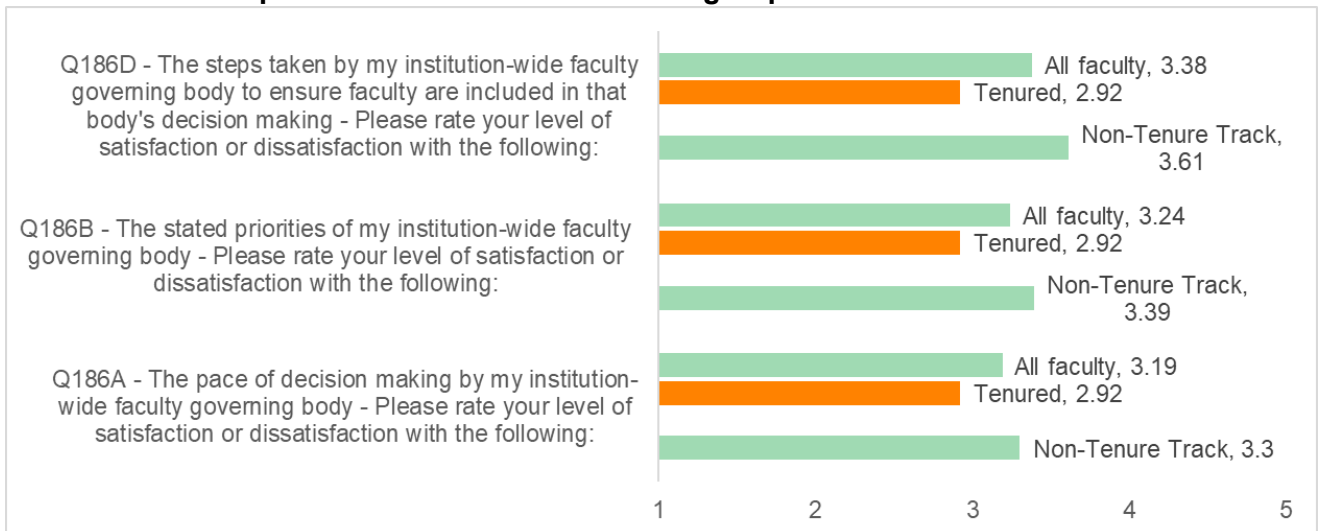




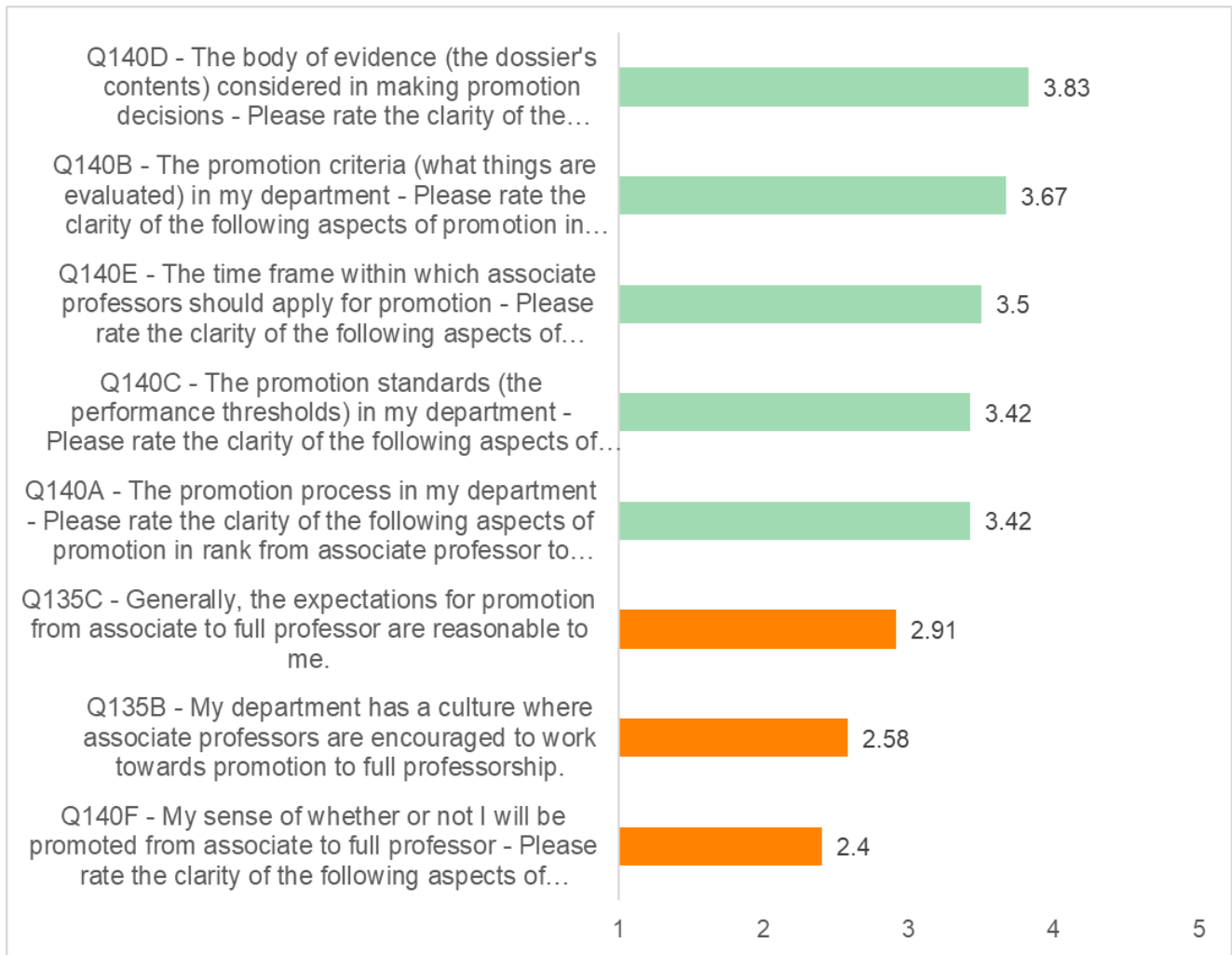
Leadership: Faculty



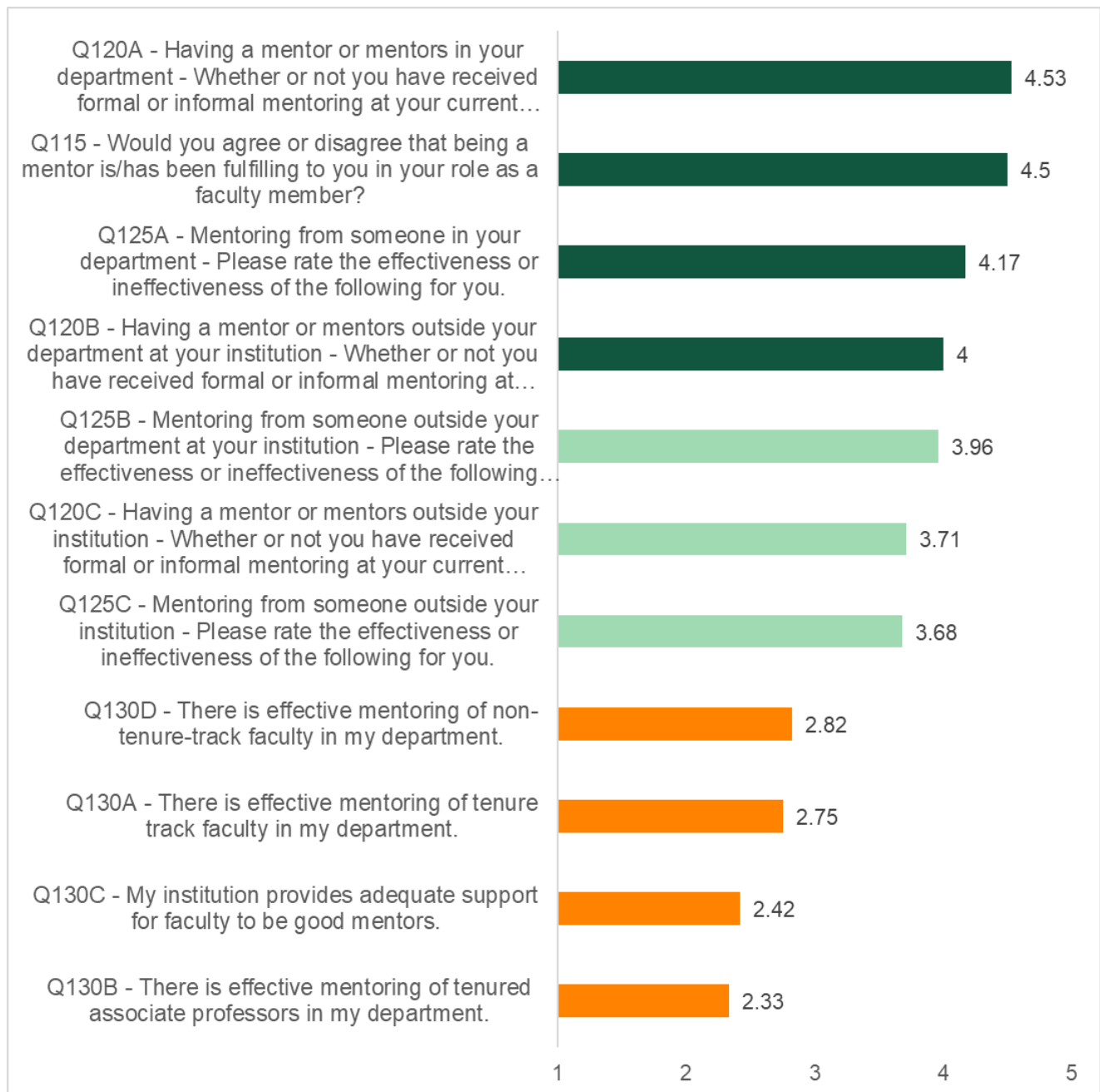
Items with overall positive means but at least one group has mean less than three



Tenure and Promotion



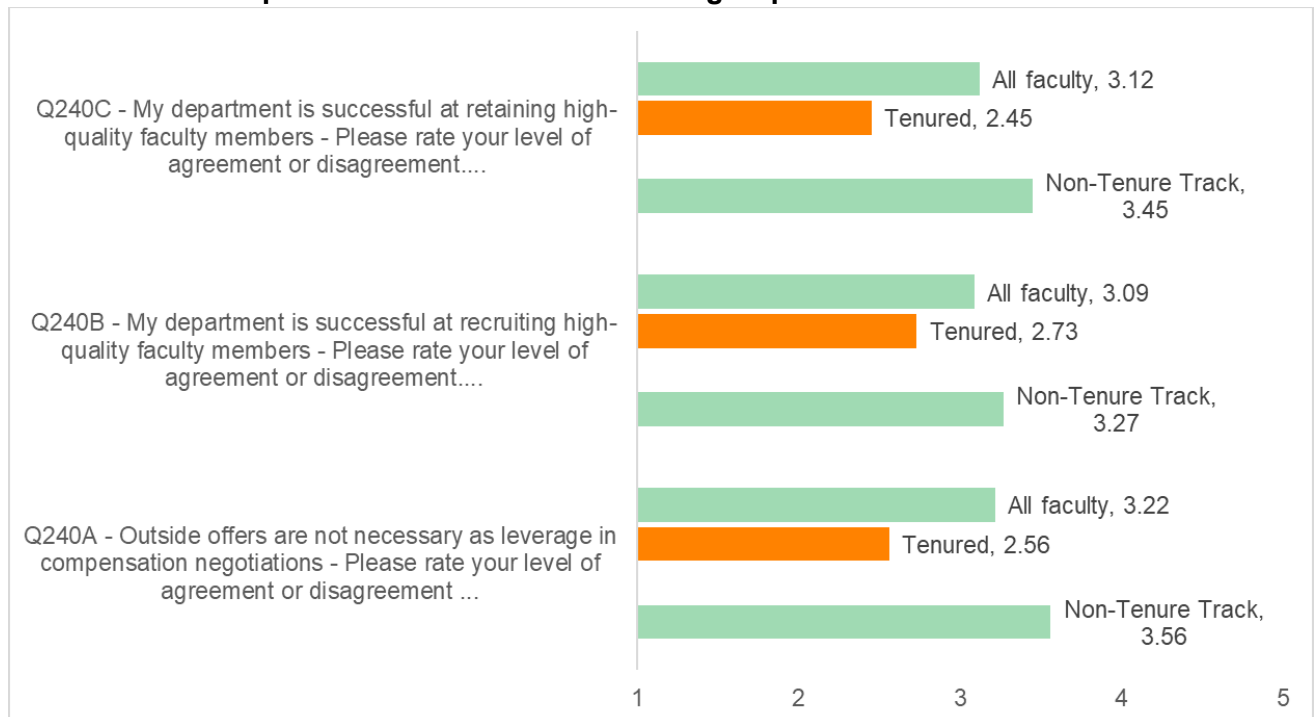
Mentoring

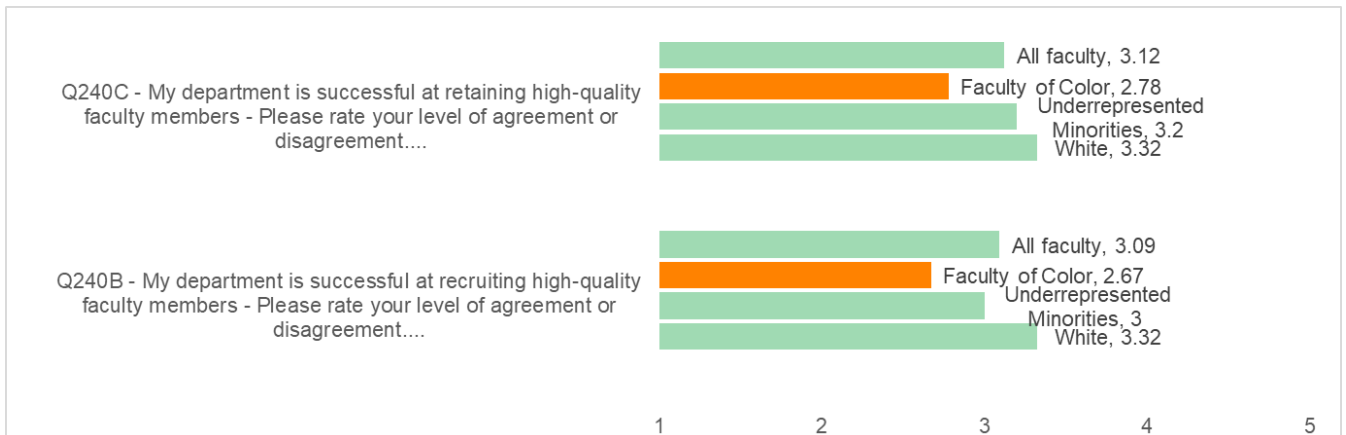
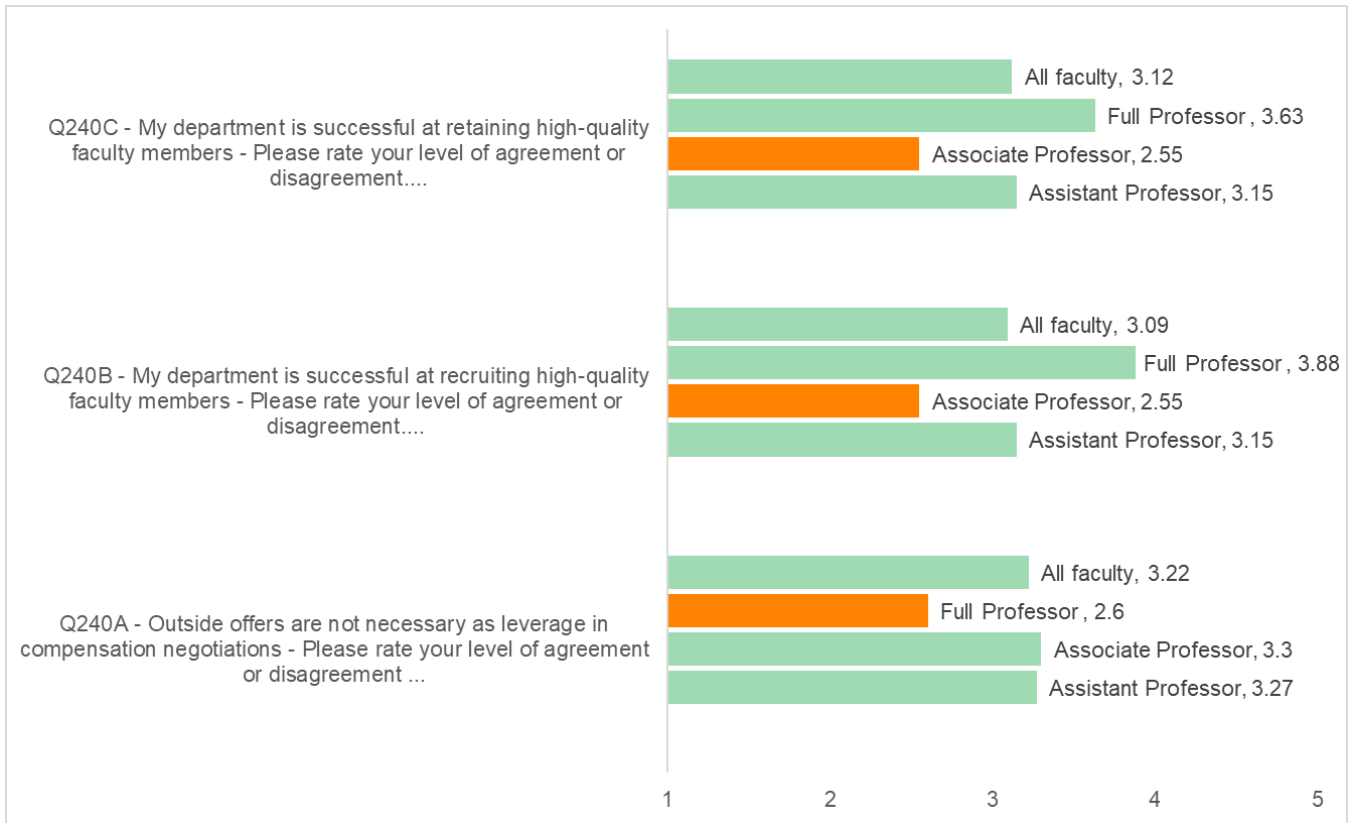


Recruitment and Retention

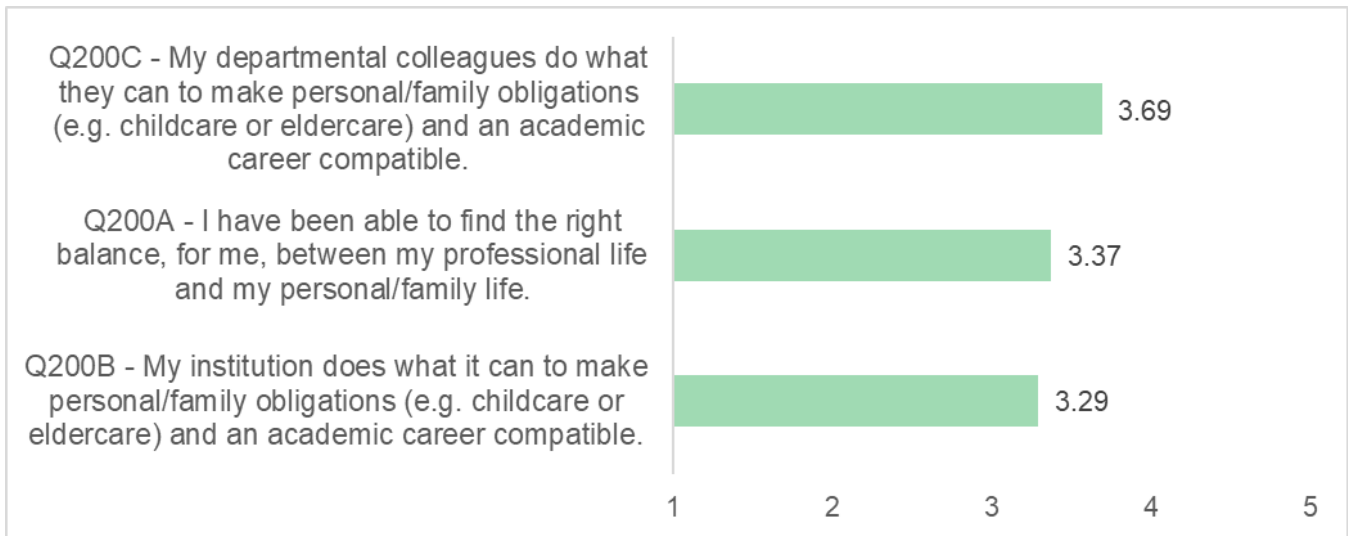


Items with overall positive means but at least one group has mean less than three

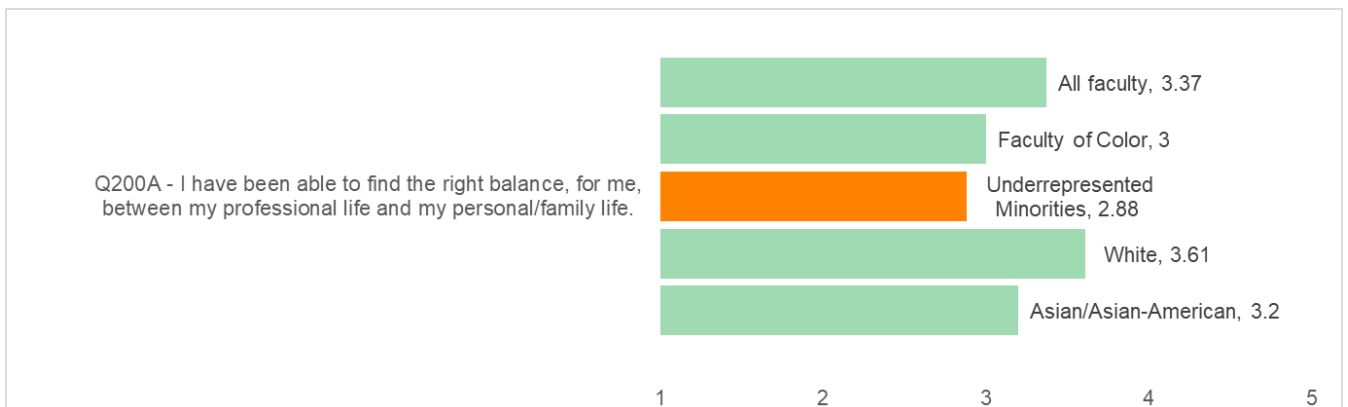
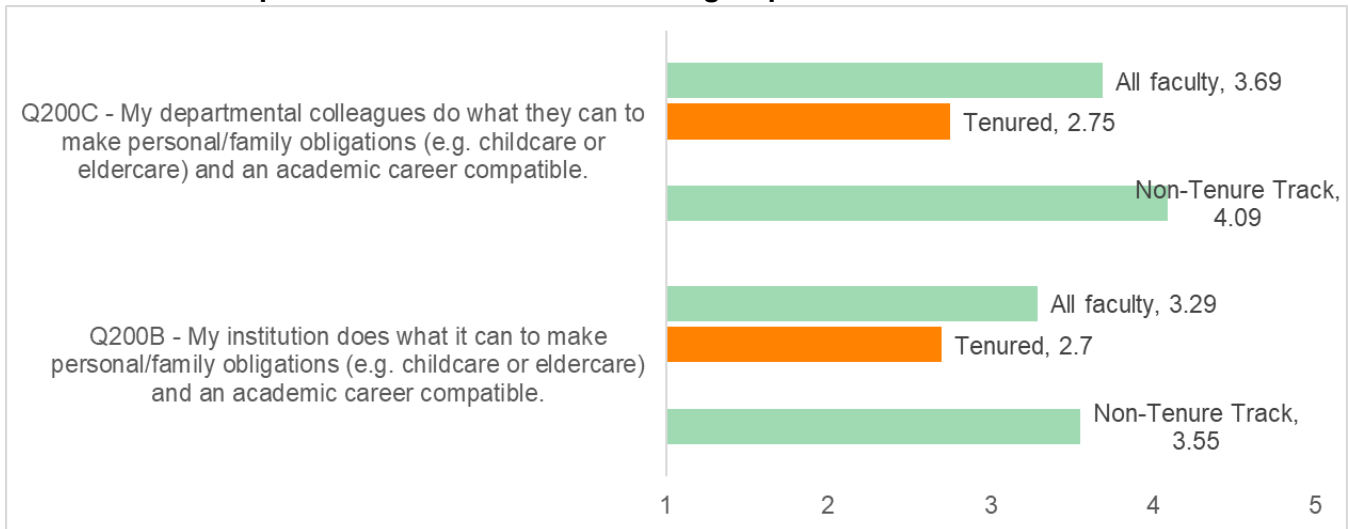




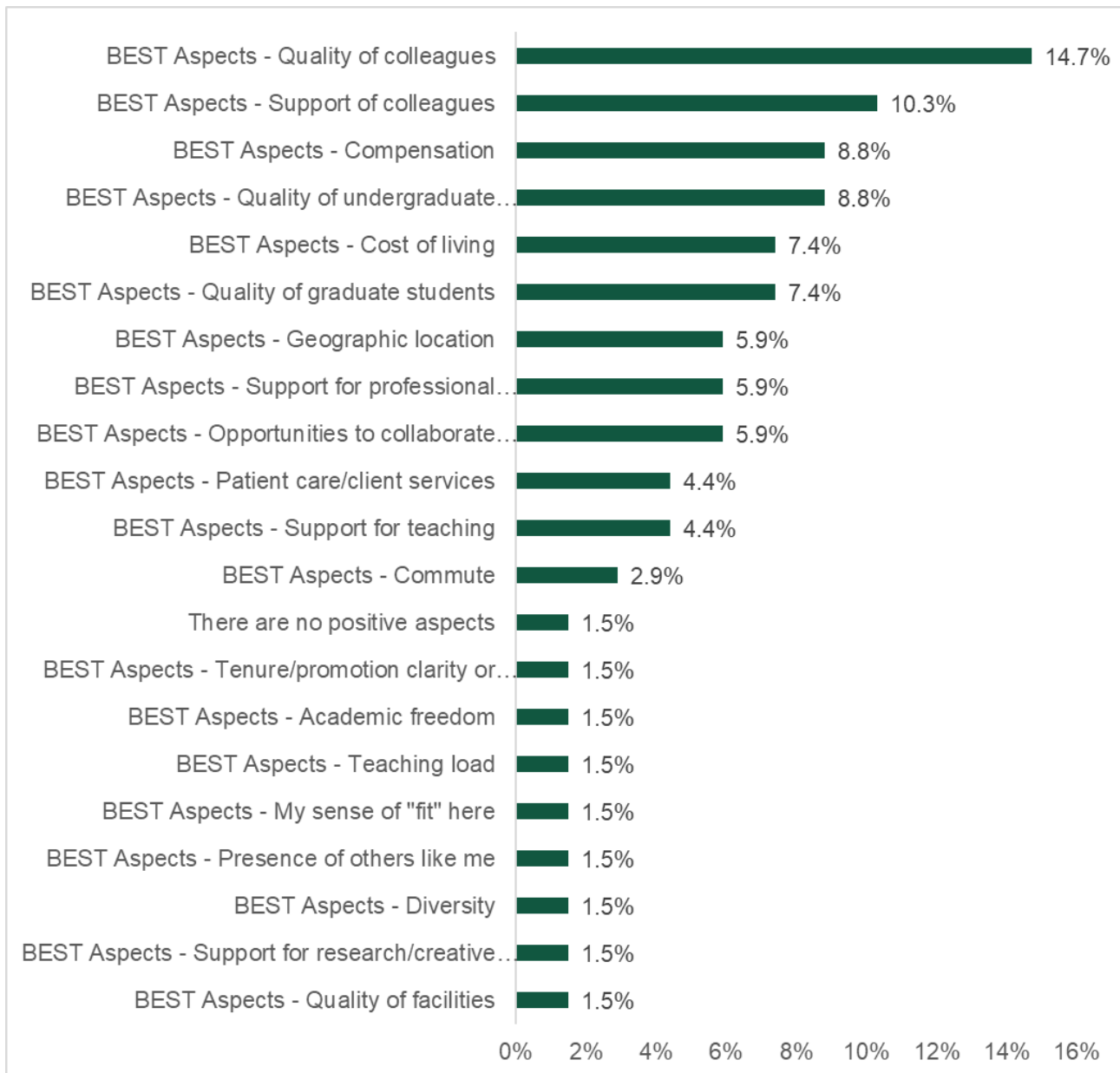
Work and Personal Life Balance



Items with overall positive means but at least one group has mean less than three



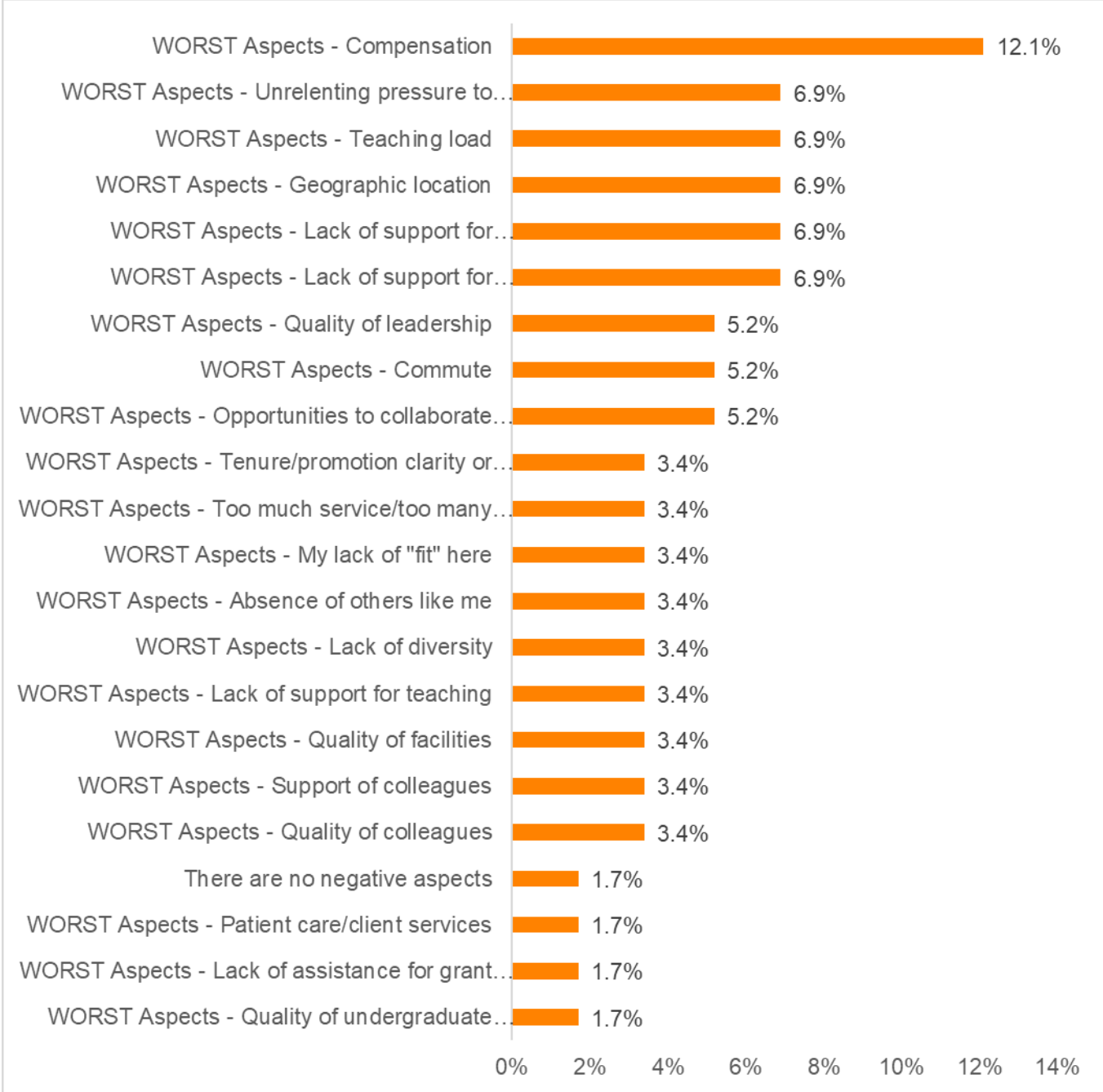
Q267A - Please check the two (and only two) BEST aspects about working at your institution.



Best Aspects Frequencies			
	Responses		Percent of Cases
	N	Percent	
BEST Aspects - Quality of colleagues	10	14.7%	28.6%
BEST Aspects - Support of colleagues	7	10.3%	20.0%
BEST Aspects - Quality of undergraduate students	6	8.8%	17.1%
BEST Aspects - Compensation	6	8.8%	17.1%
BEST Aspects - Quality of graduate students	5	7.4%	14.3%
BEST Aspects - Cost of living	5	7.4%	14.3%

BEST Aspects - Opportunities to collaborate with colleagues	<5		
BEST Aspects - Support for professional development	<5		
BEST Aspects - Geographic location	<5		
BEST Aspects - Support for teaching	<5		
BEST Aspects - Patient care/client services	<5		
BEST Aspects - Commute	<5		
BEST Aspects - Quality of facilities	<5		
BEST Aspects - Support for research/creative work (e.g., leave)	<5		
BEST Aspects - Diversity	<5		
BEST Aspects - Presence of others like me	<5		
BEST Aspects - My sense of "fit" here	<5		
BEST Aspects - Teaching load	<5		
BEST Aspects - Academic freedom	<5		
BEST Aspects - Tenure/promotion clarity or requirements	<5		
There are no positive aspects	<5		

Q267B - Please check the two (and only two) WORST aspects about working at your institution.



Worst Aspects Frequencies			
	Responses		Percent of Cases
	N	Percent	
WORST Aspects - Compensation	7	12.1%	21.9%
WORST Aspects - Lack of support for research/creative work (e.g., leave)	<5		
WORST Aspects - Lack of support for professional development	<5		

WORST Aspects - Geographic location	<5		
WORST Aspects - Teaching load	<5		
WORST Aspects - Unrelenting pressure to perform	<5		
WORST Aspects - Opportunities to collaborate with colleagues	<5		
WORST Aspects - Commute	<5		
WORST Aspects - Quality of leadership	<5		
WORST Aspects - Quality of colleagues	<5		
WORST Aspects - Support of colleagues	<5		
WORST Aspects - Quality of facilities	<5		
WORST Aspects - Lack of support for teaching	<5		
WORST Aspects - Lack of diversity	<5		
WORST Aspects - Absence of others like me	<5		
WORST Aspects - My lack of "fit" here	<5		
WORST Aspects - Too much service/too many assignments	<5		
WORST Aspects - Tenure/promotion clarity or requirements	<5		
WORST Aspects - Quality of undergraduate students	<5		
WORST Aspects - Lack of assistance for grant proposals	<5		
WORST Aspects - Patient care/client services	<5		
There are no negative aspects	<5		