

2022 COACHE Faculty Job Satisfaction Survey Results

College of Medicine Report

Table of Contents

- Introduction..... 3**
- Benchmark Means..... 4**
- Global Satisfaction 5**
- Nature of Work – Overall..... 6**
- Nature of Work – Teaching 8**
- Nature of Work – Research..... 10**
- Nature of Work - Service 13**
- Clinical Faculty Questions..... 14**
- Resources and Support 15**
- Interdisciplinary Work..... 18**
- Collaboration 20**
- Non-Tenure-Track Faculty Questions..... 21**
- Appreciation and Recognition..... 22**
- Departmental Engagement, Quality, and Collegiality..... 24**
- Departmental Engagement 25**
- Departmental Collegiality..... 26**
- Institutional Governance and Leadership 28**
- Shared Governance..... 30**
- Leadership: Faculty..... 33**
- Tenure and Promotion 34**
- Mentoring 36**
- Recruitment and Retention..... 38**
- Work and Personal Life Balance 40**
- Q267A - Please check the two (and only two) BEST aspects about working at your institution. 42**
- Q267B - Please check the two (and only two) WORST aspects about working at your institution. 44**

Introduction

Response Rates

	College of Medicine			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	975	233	24%	31%
Tenure Status				
T	194	74	38%	45%
TT	45	19	42%	44%
NTT	736	140	19%	26%
Rank				
Professor (or Full Professor)	219	81	37%	41%
Associate Professor	260	65	25%	34%
Assistant Professor	465	86	18%	26%
Instructor/Lecturer	31	<5	--	25%
Gender				
Man/Trans man	626	134	21%	26%
Woman/Trans woman	347	97	28%	36%
Not listed above (Please specify)	<5	<5	--	100%
Ethnicity-Race				
American Indian or Native Alaskan	<5	<5		--
Asian or Asian-American	224	45	20%	25%
Black or African-American	59	17	29%	35%
Hispanic or Latino/a	38	10	26%	30%
Middle Eastern, Southwest Asian, or North African	6	<5	--	75%
Multiracial	5	<5	--	--
White (non-Hispanic)	638	151	24%	31%
Other	<5	<5	--	86%
Faculty of Color	337	82	30%	31%
Underrepresented Minorities	113	37	31%	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

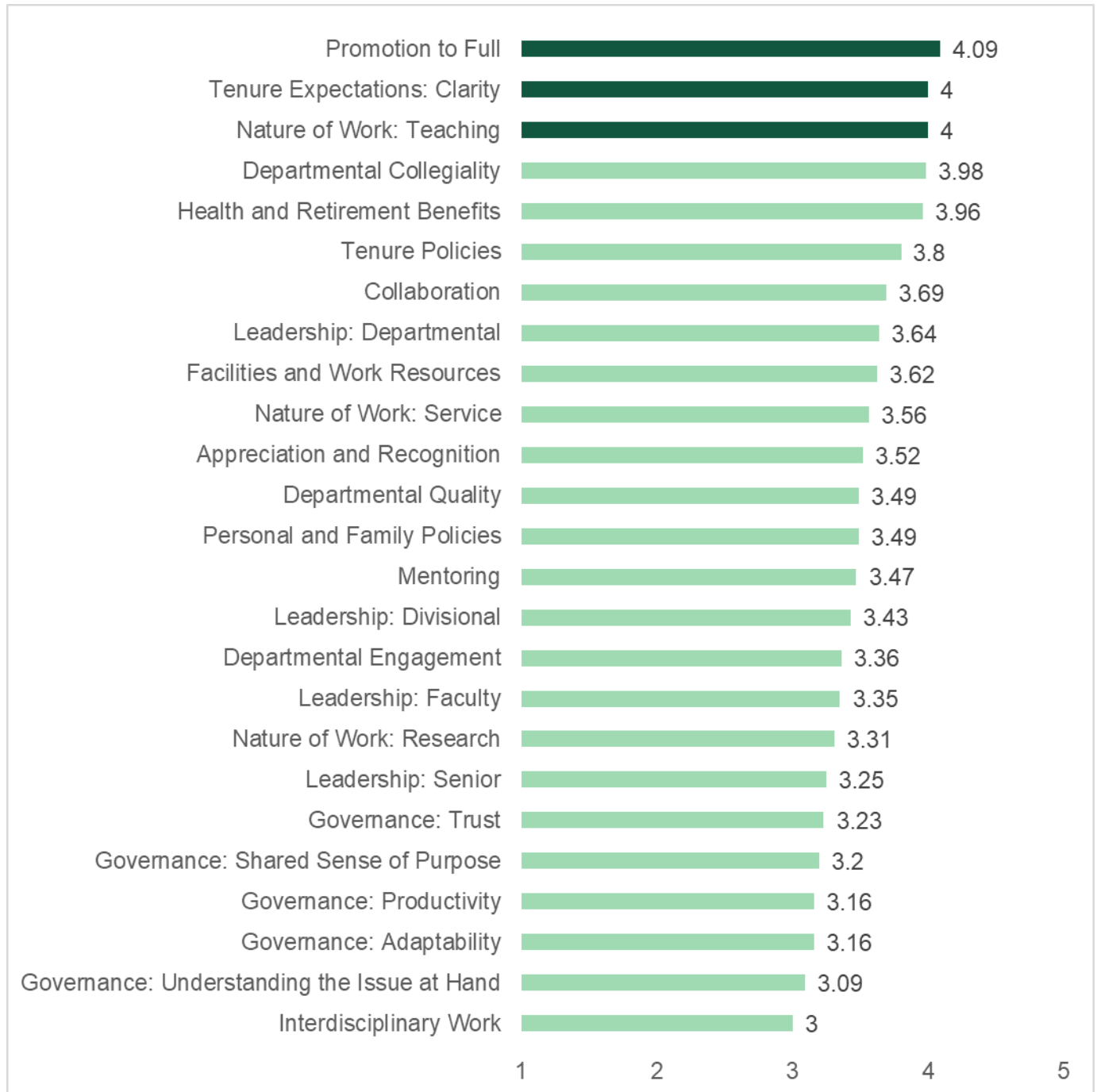
Items with mean 4.00 to 5.00
 Items with mean 3.00 to 3.99
 Items with mean less than 3.00



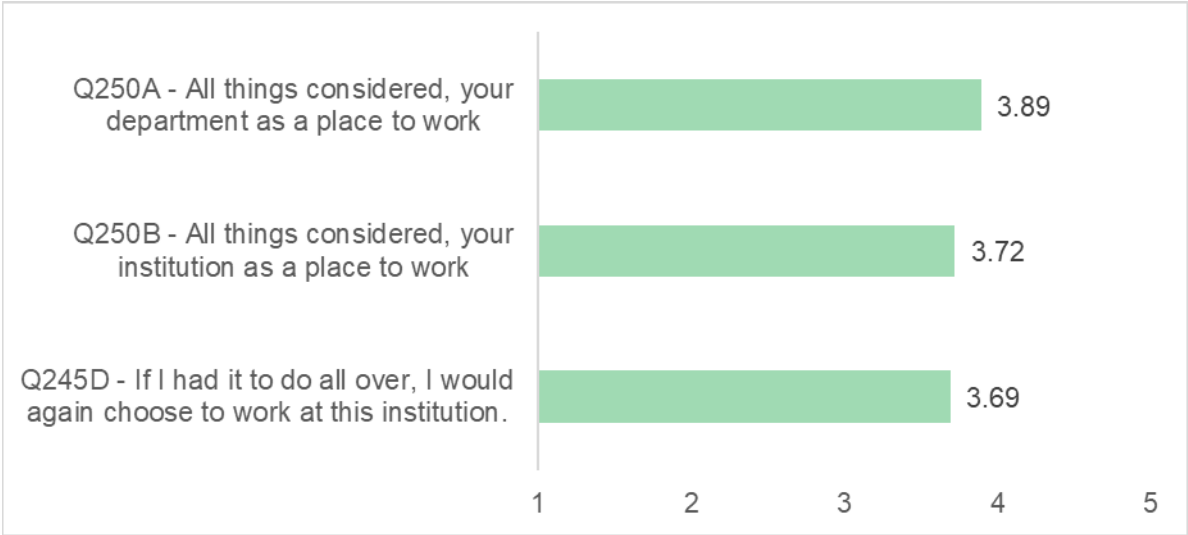
Differences within Groups

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.

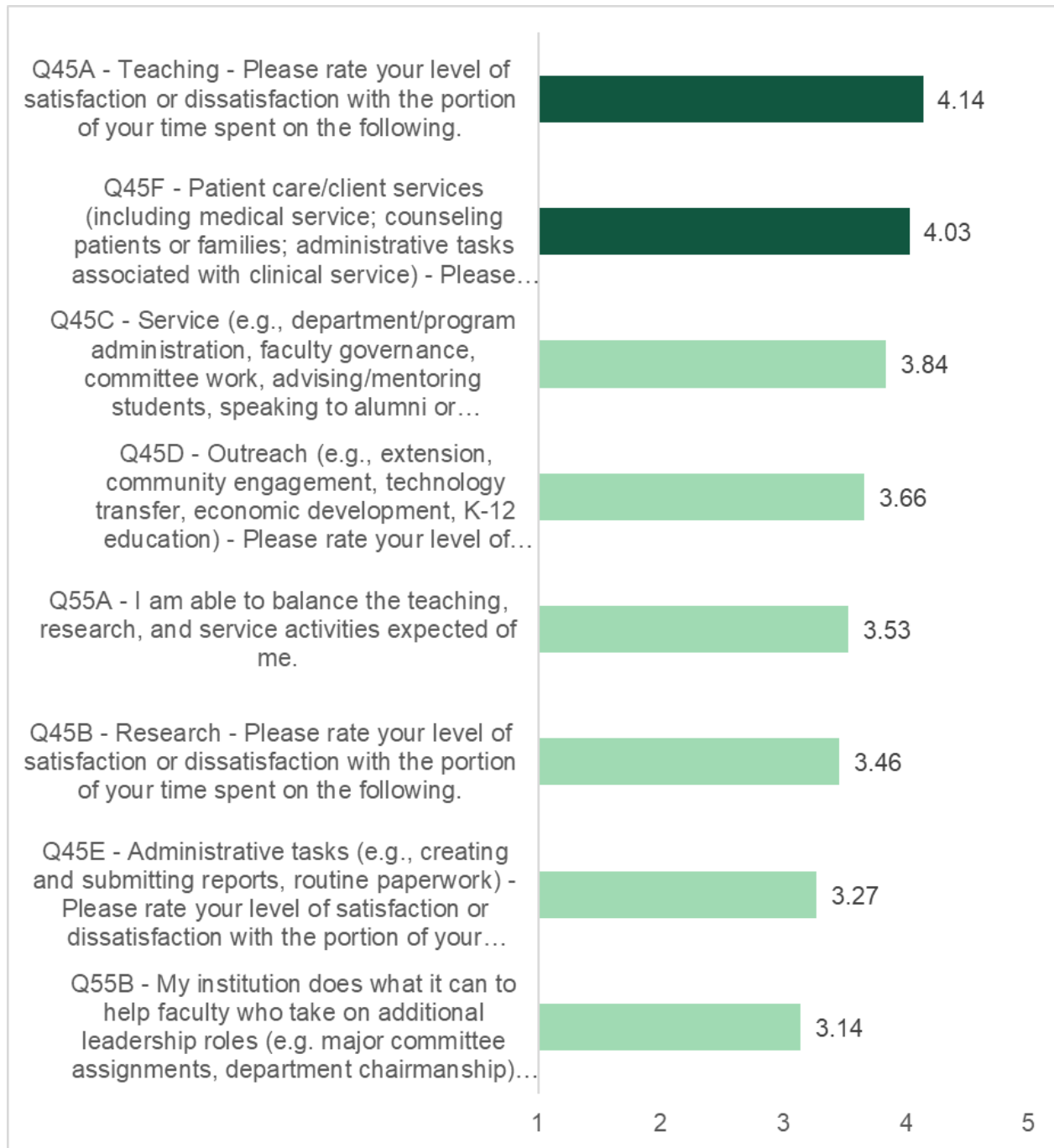
Benchmark Means



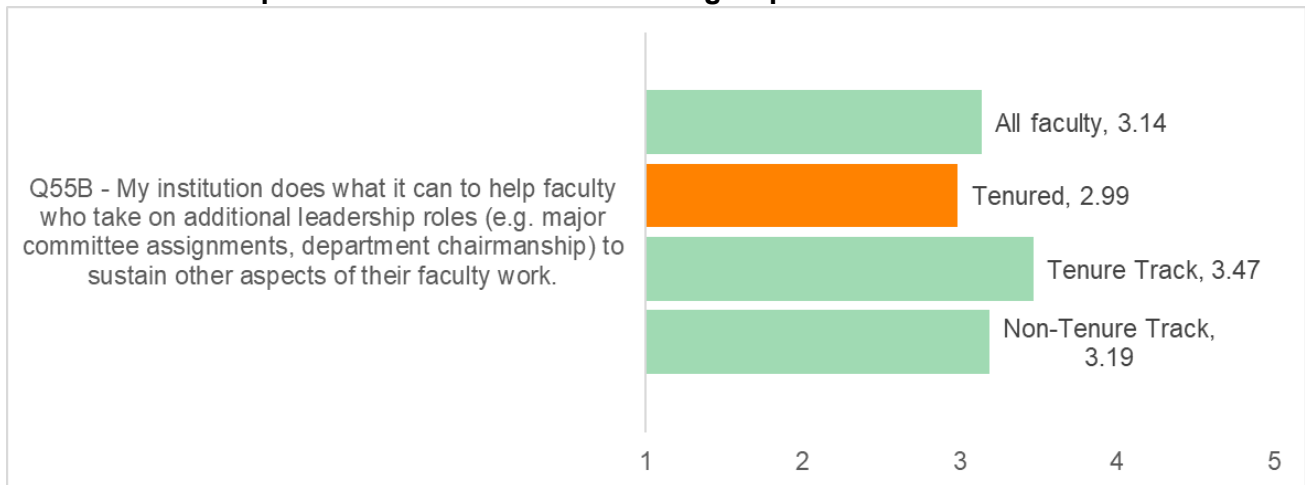
Global Satisfaction



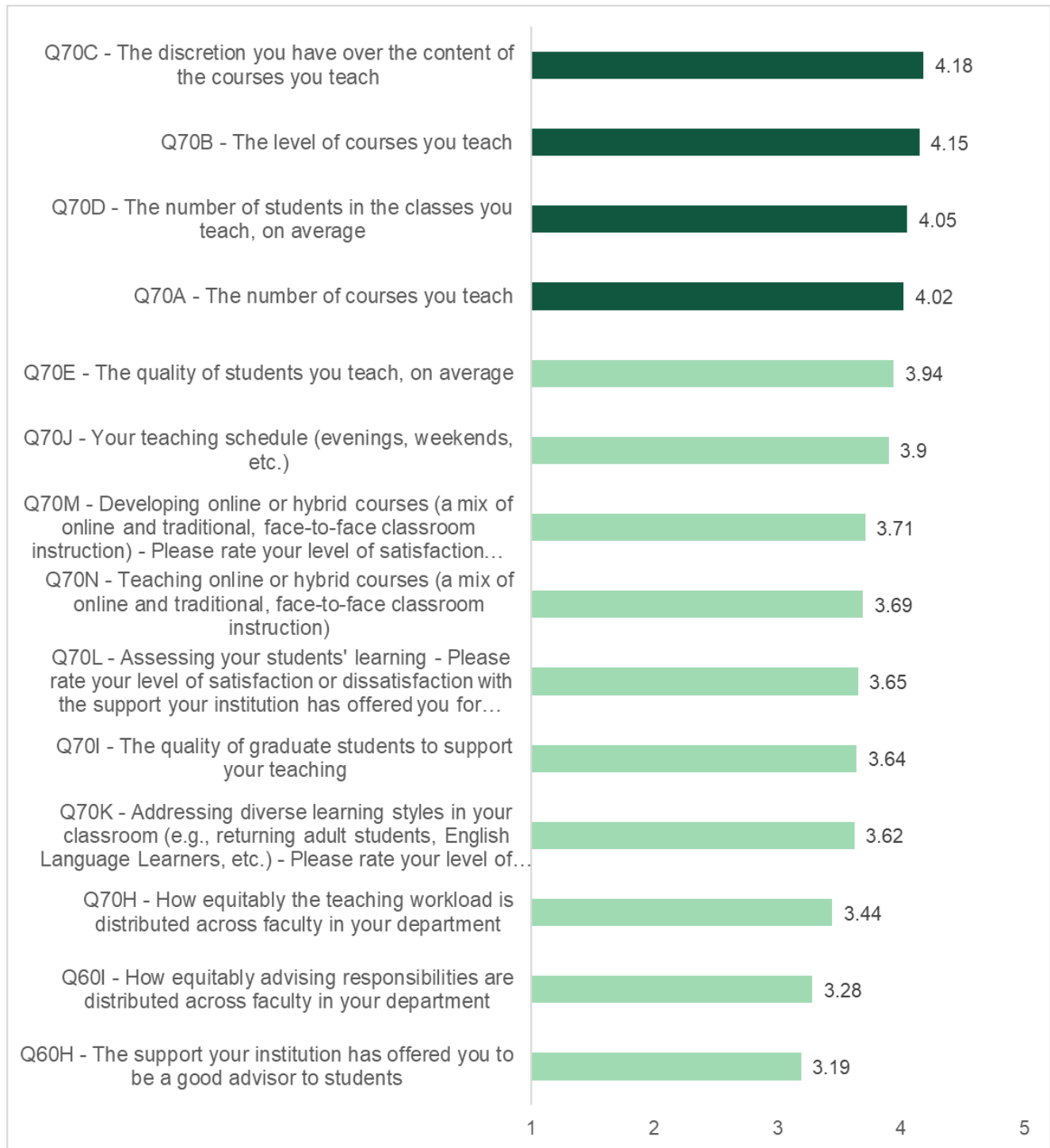
Nature of Work – Overall



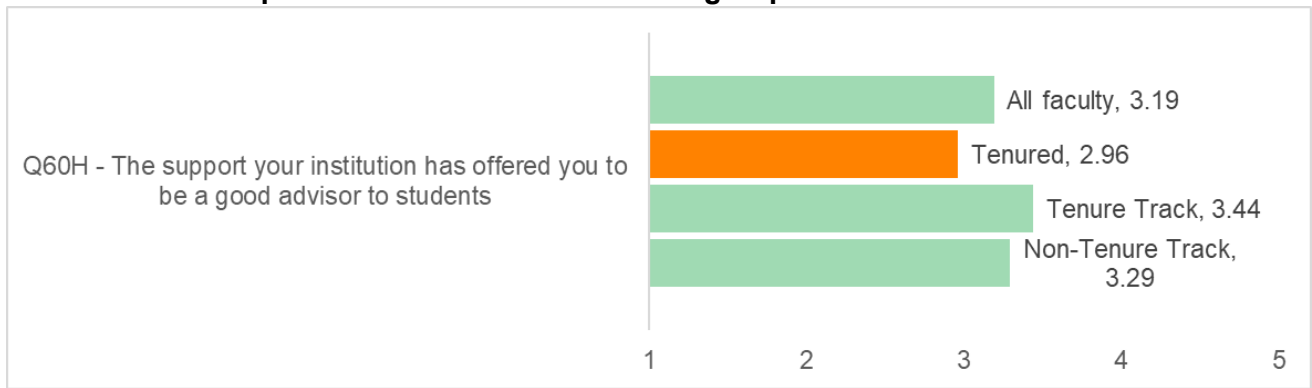
Items with overall positive means but at least one group has mean less than three



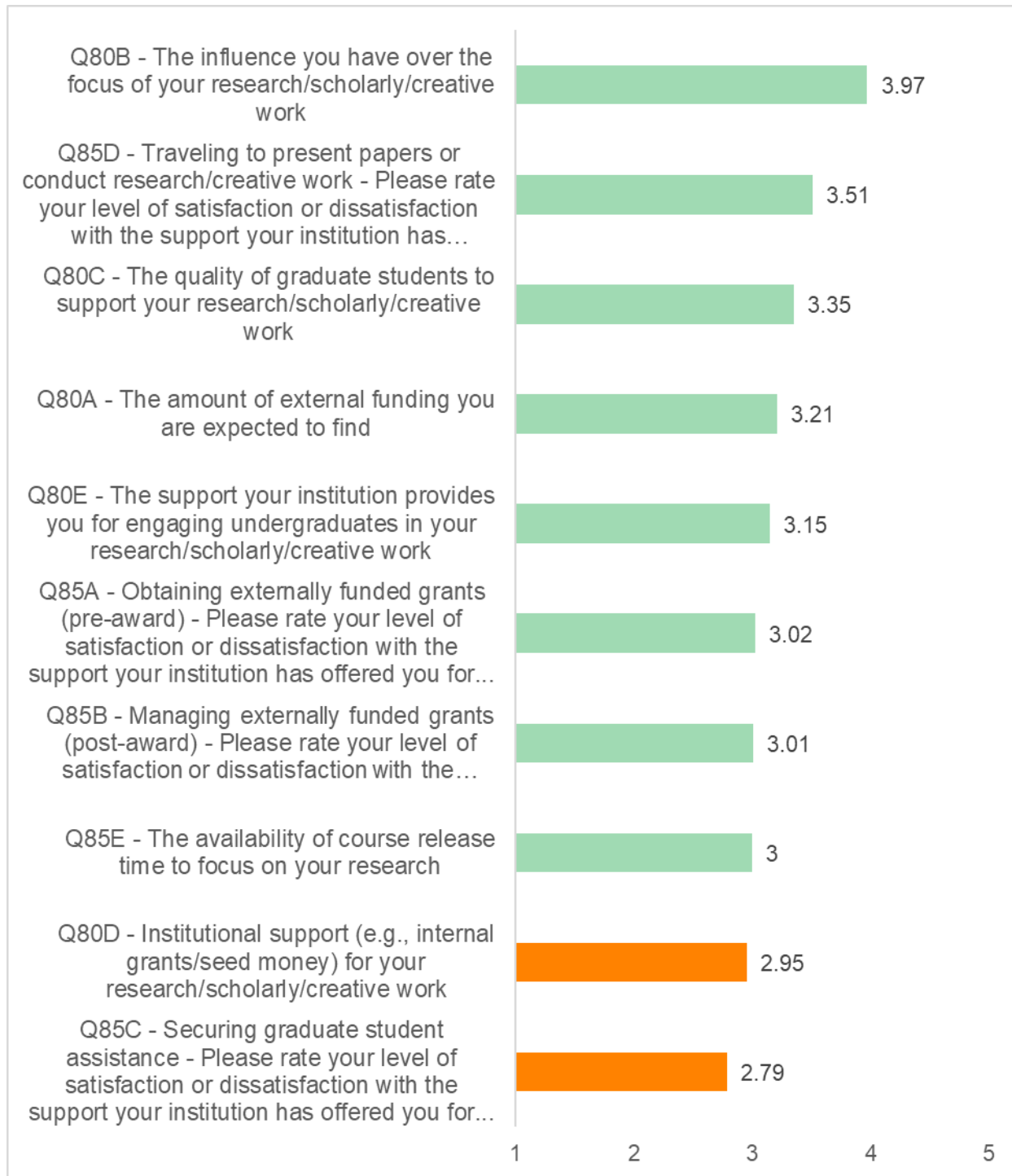
Nature of Work – Teaching



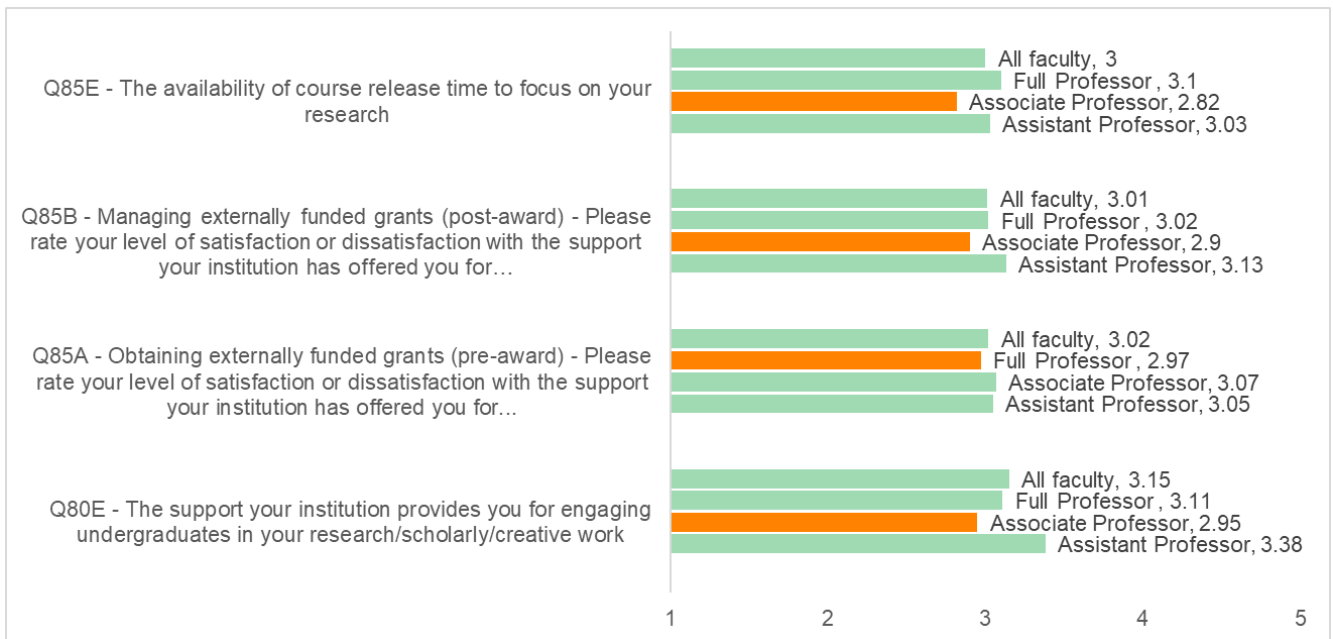
Items with overall positive means but at least one group has mean less than three

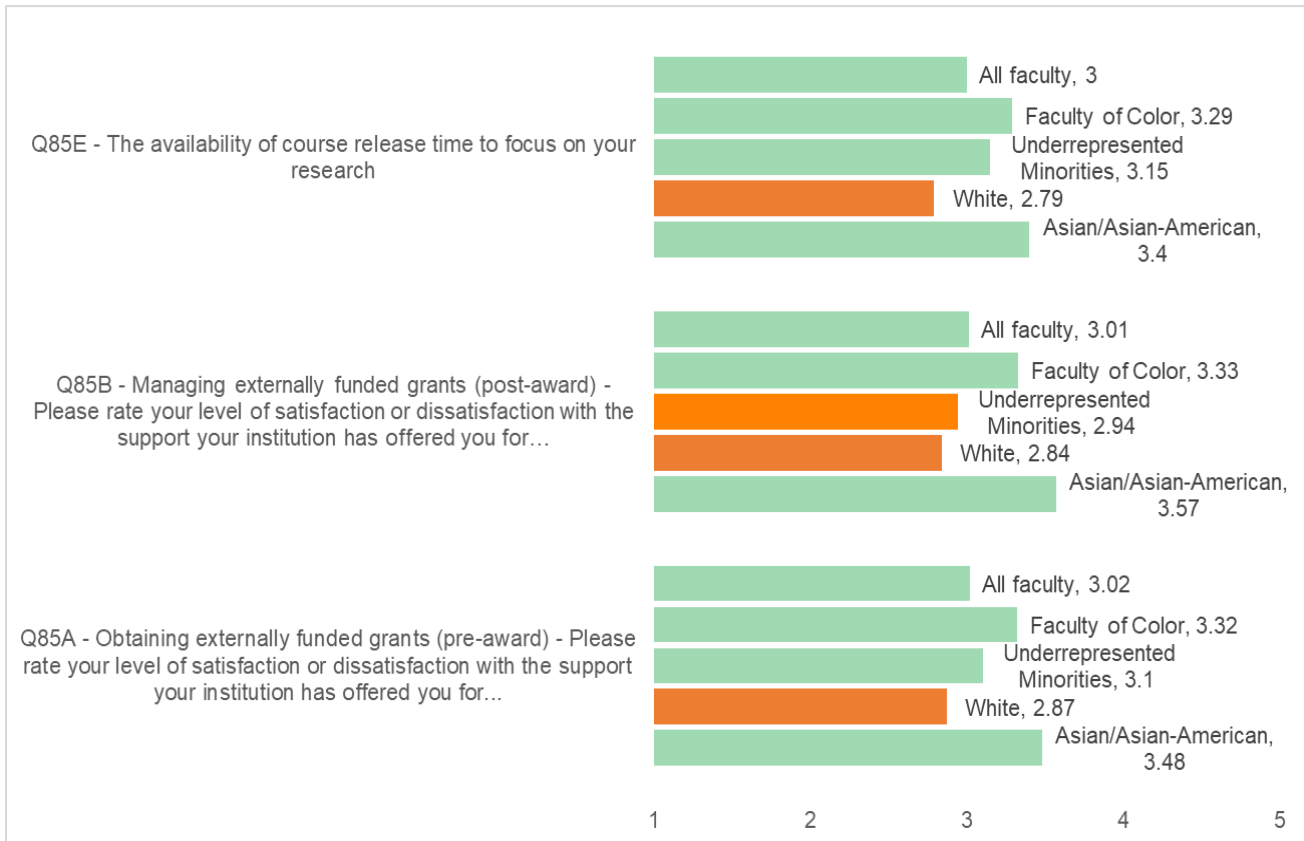
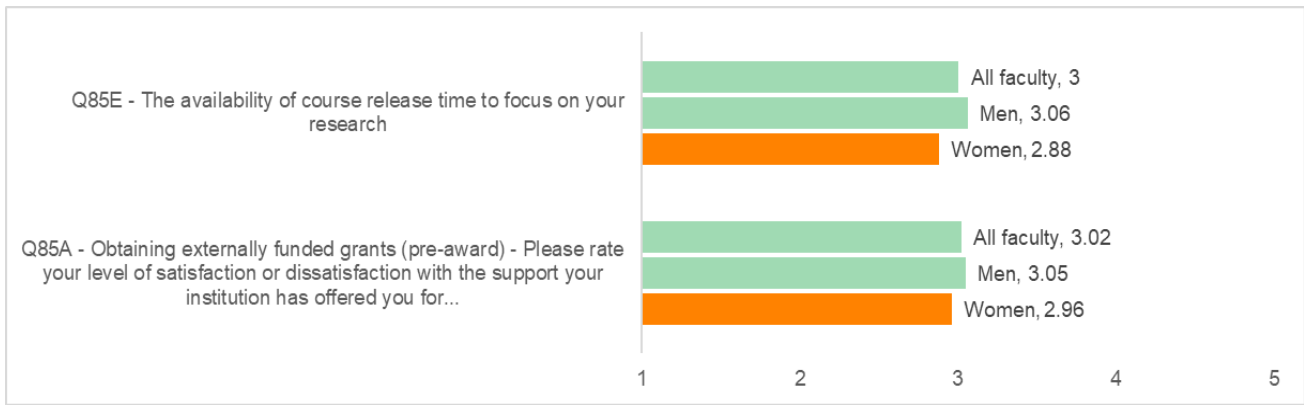


Nature of Work – Research

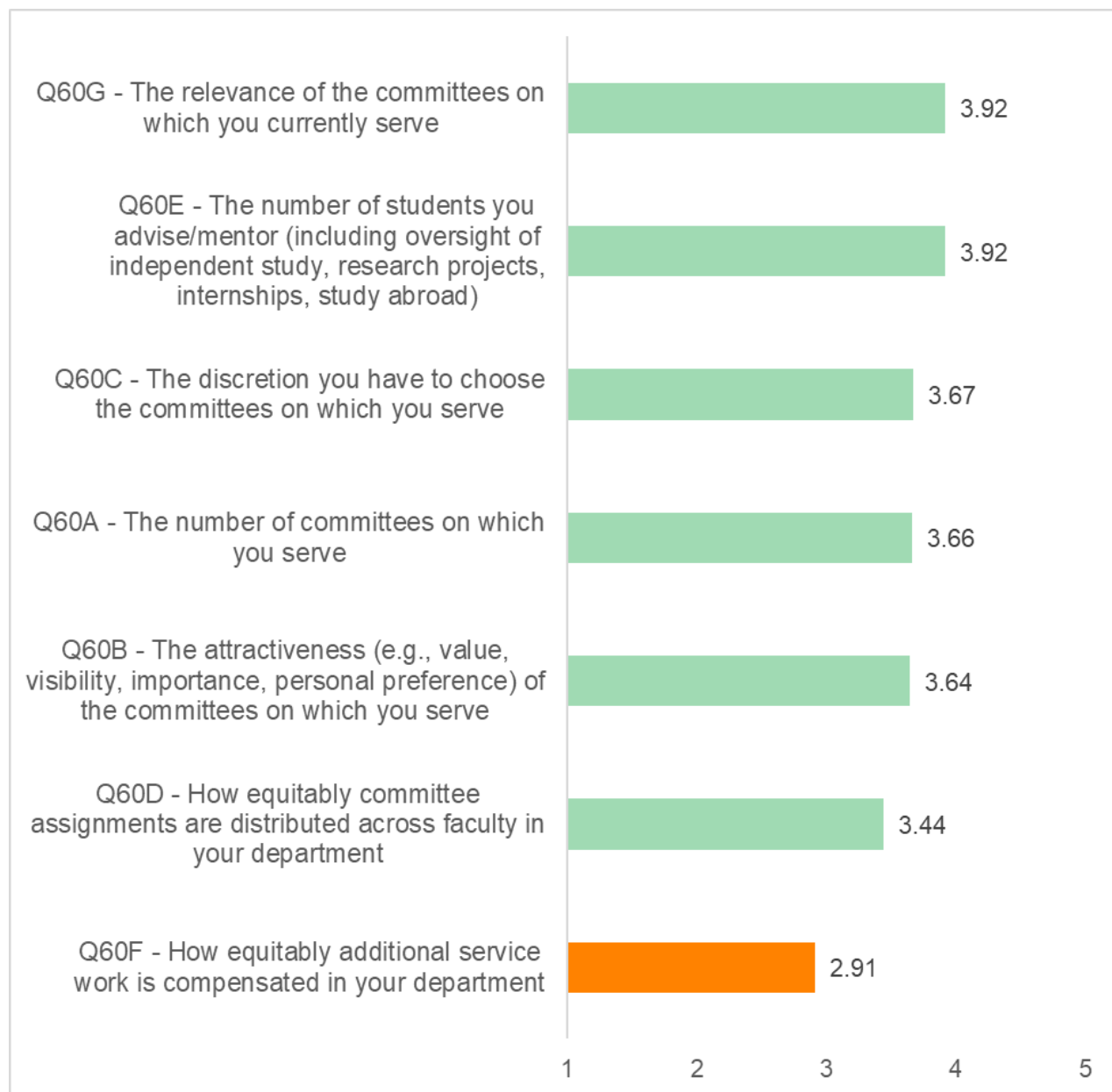


Items with overall positive means but at least one group has mean less than three

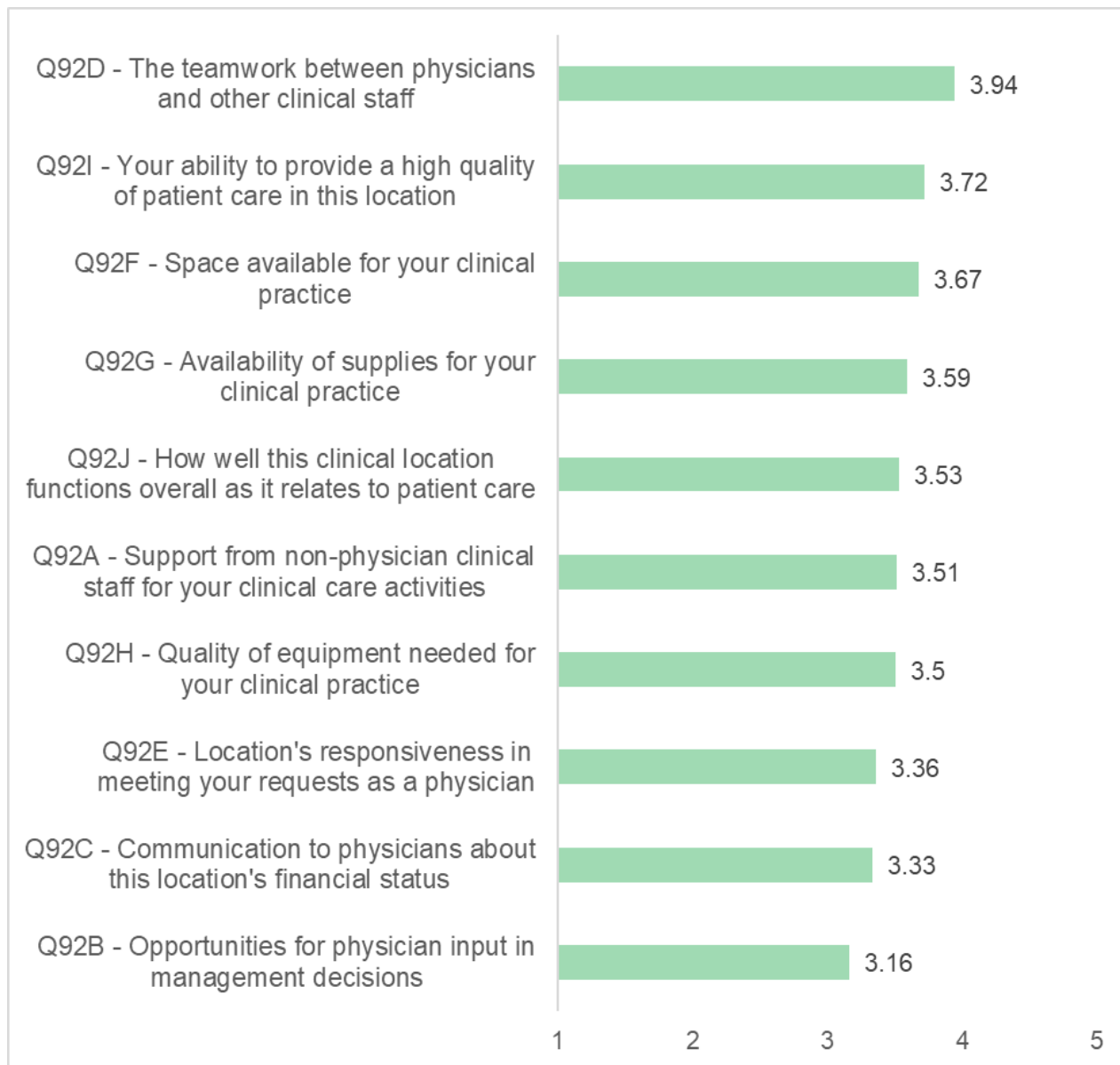




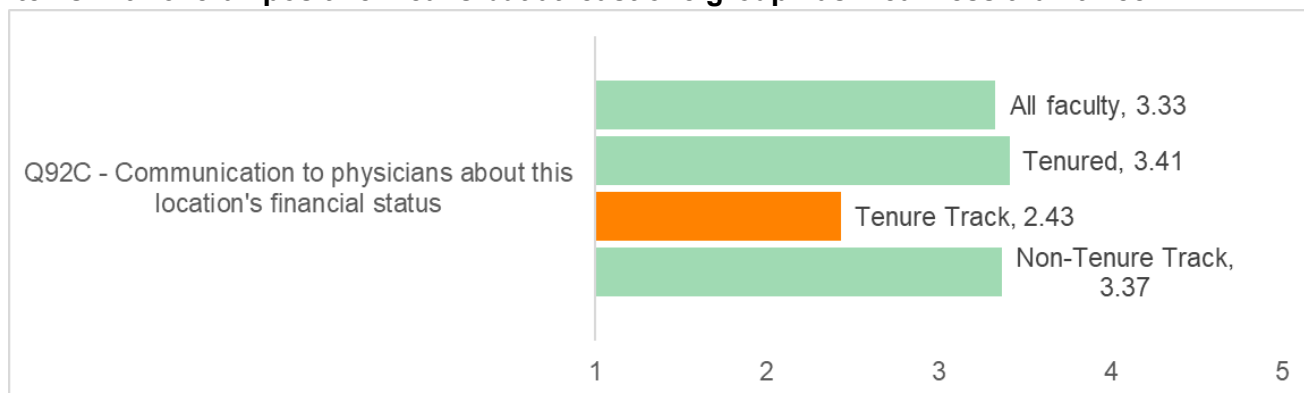
Nature of Work - Service



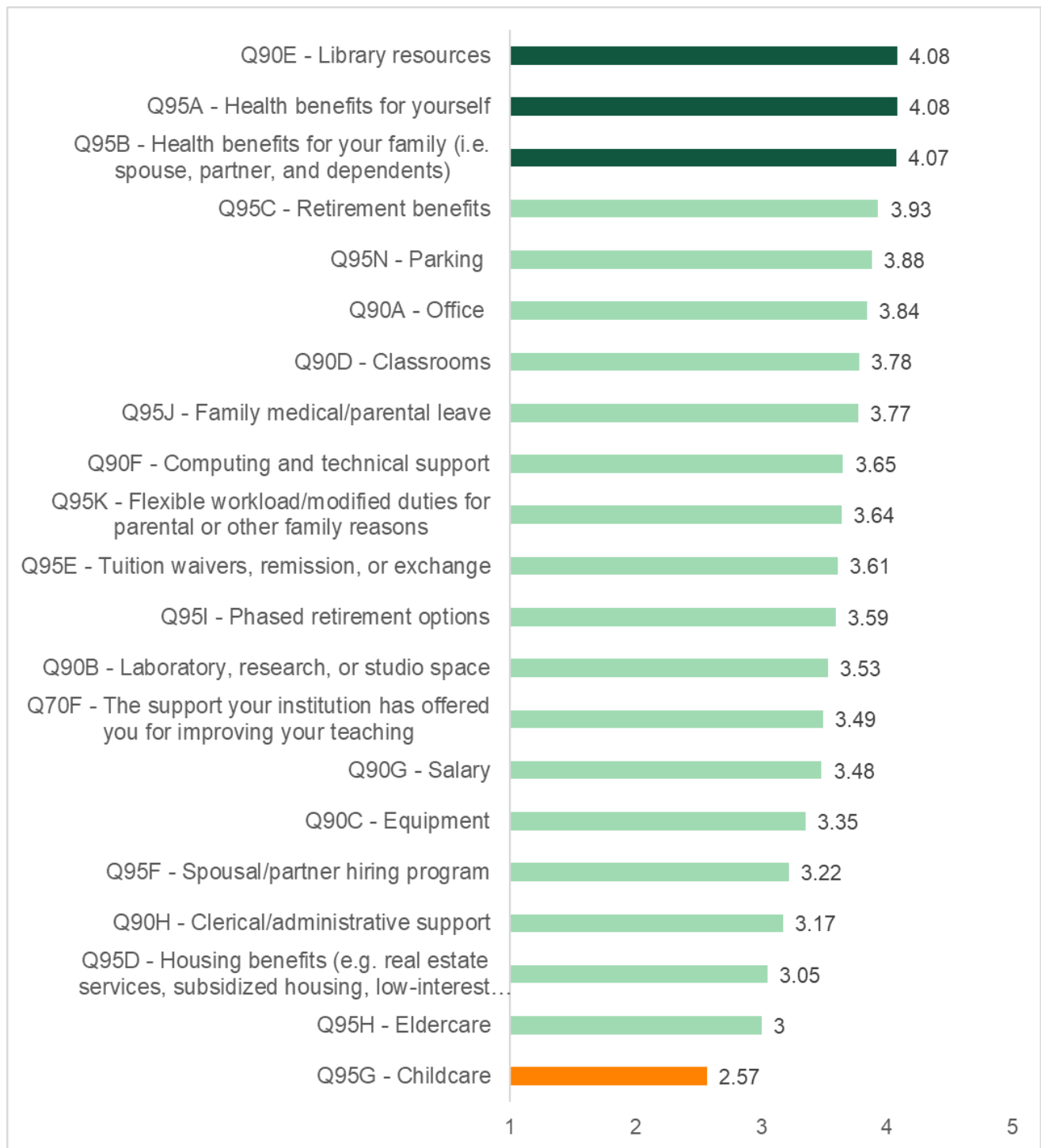
Clinical Faculty Questions



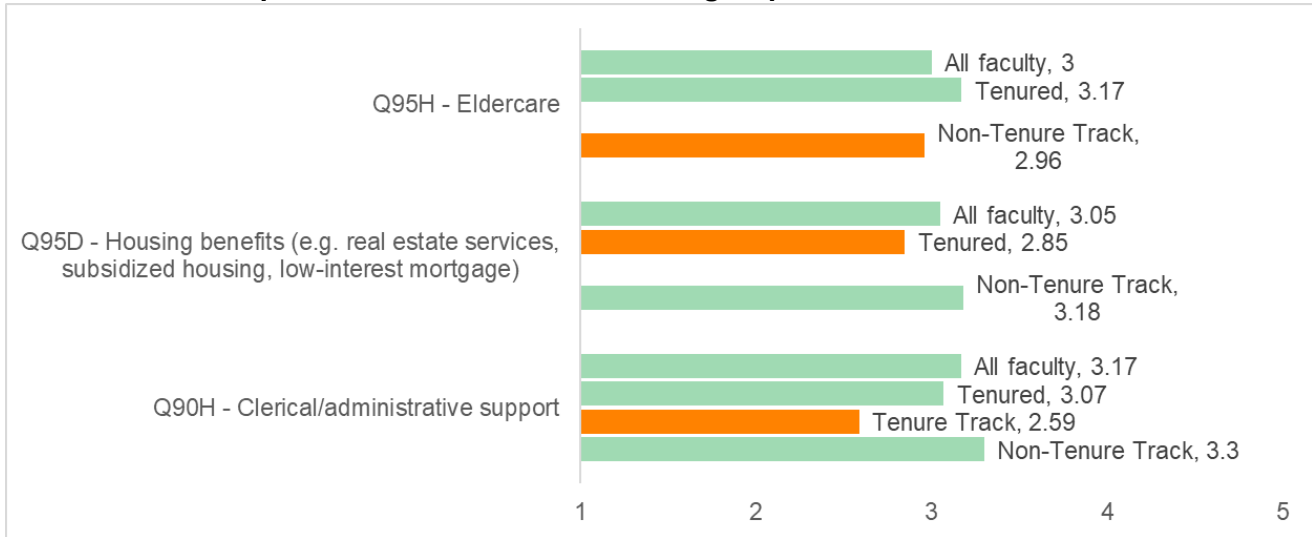
Items with overall positive means but at least one group has mean less than three

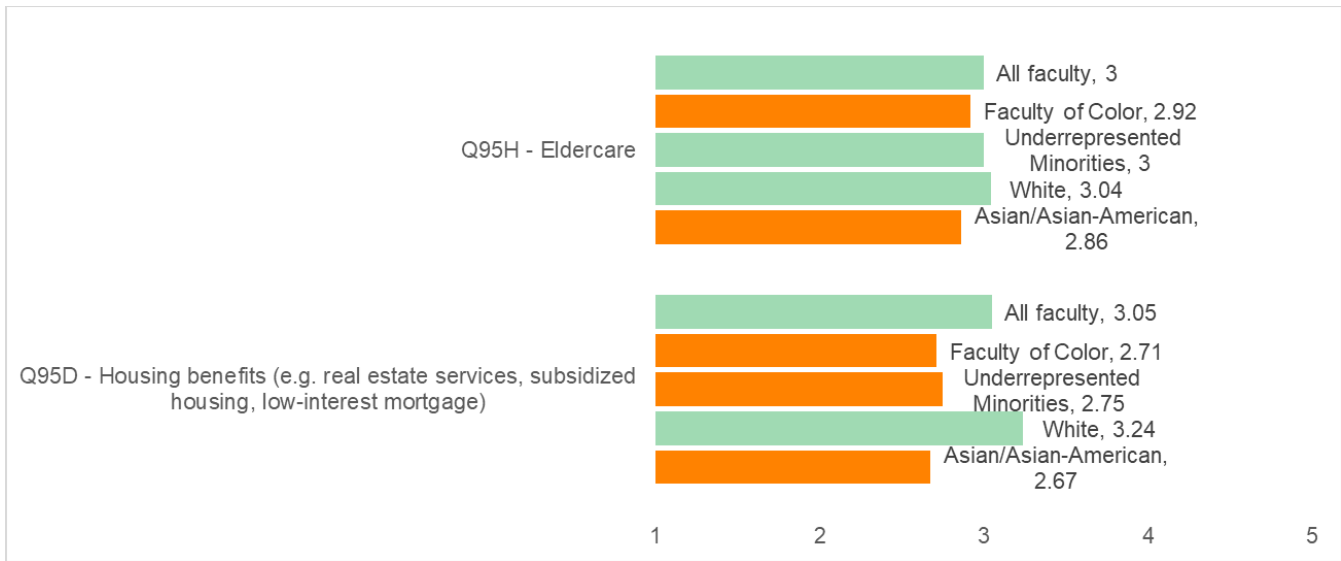


Resources and Support

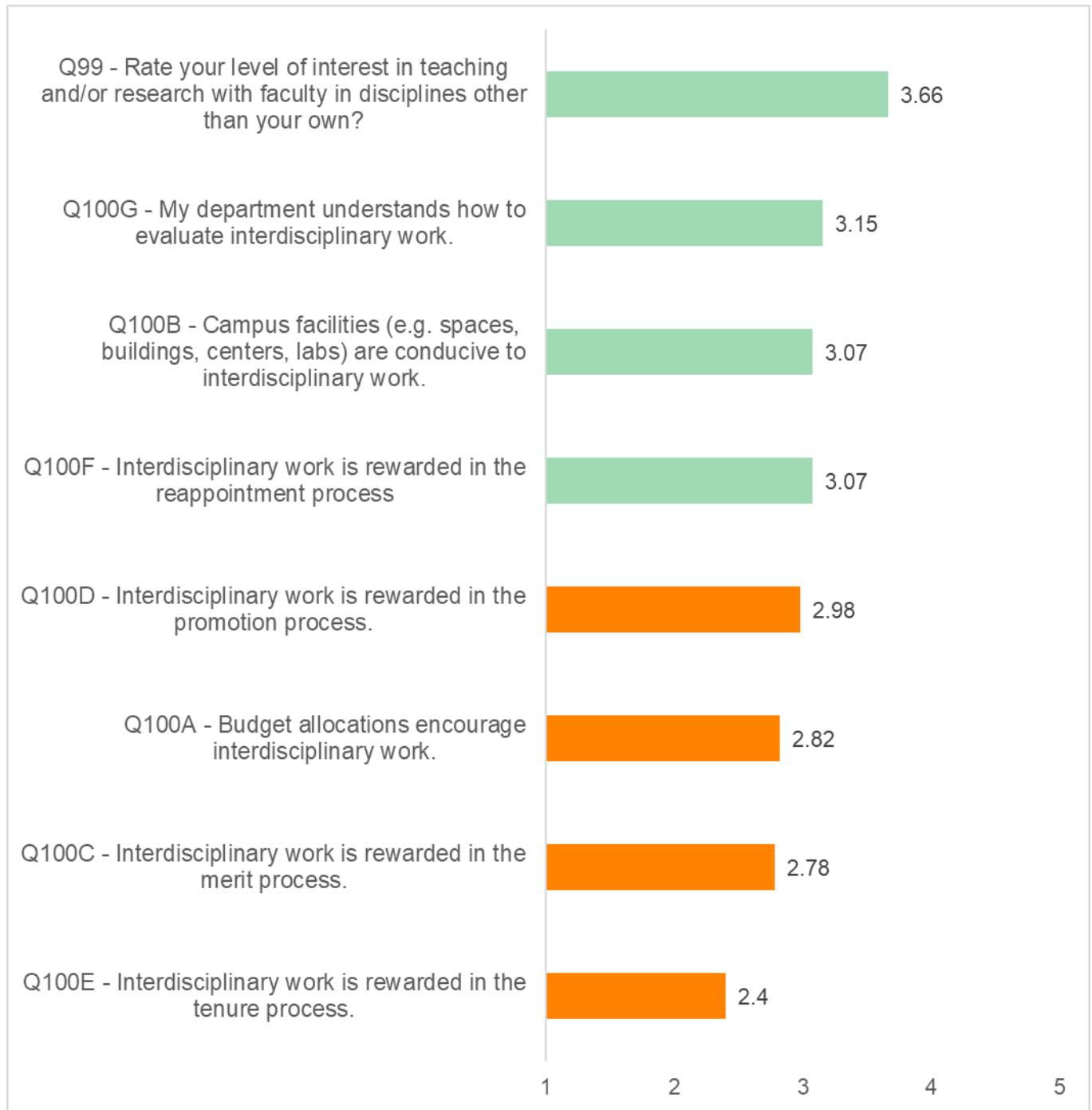


Items with overall positive means but at least one group has mean less than three

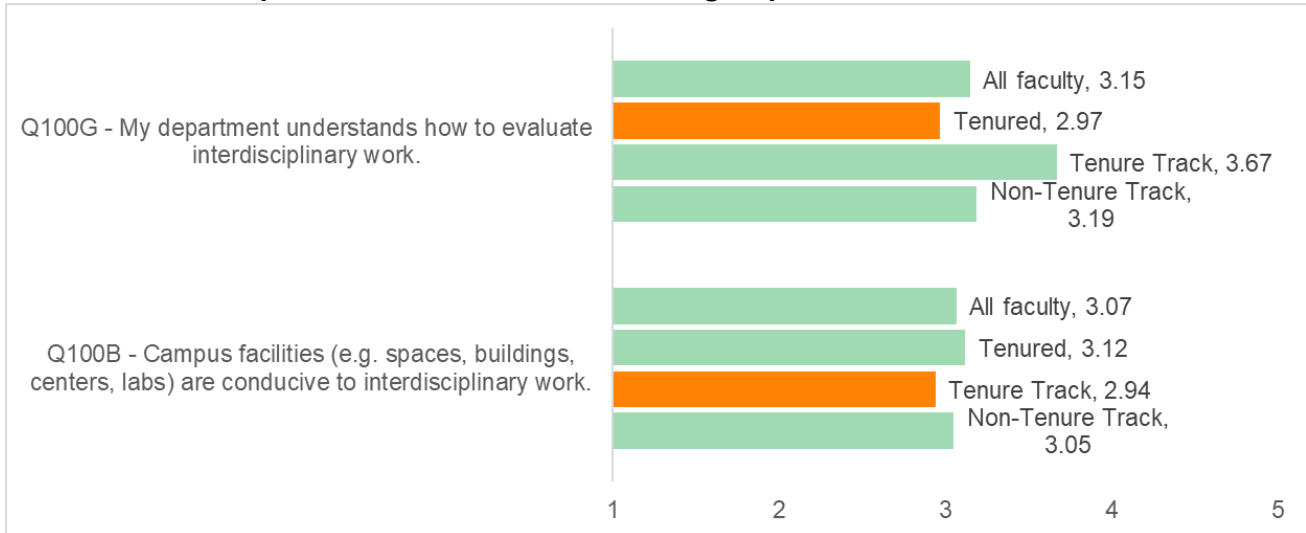


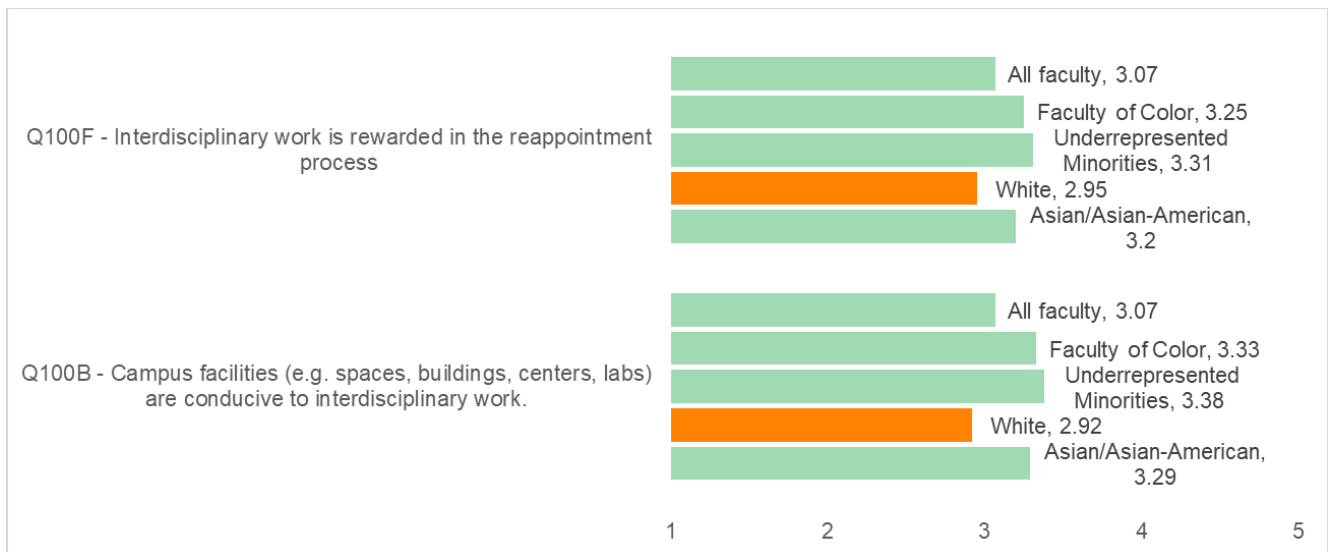


Interdisciplinary Work

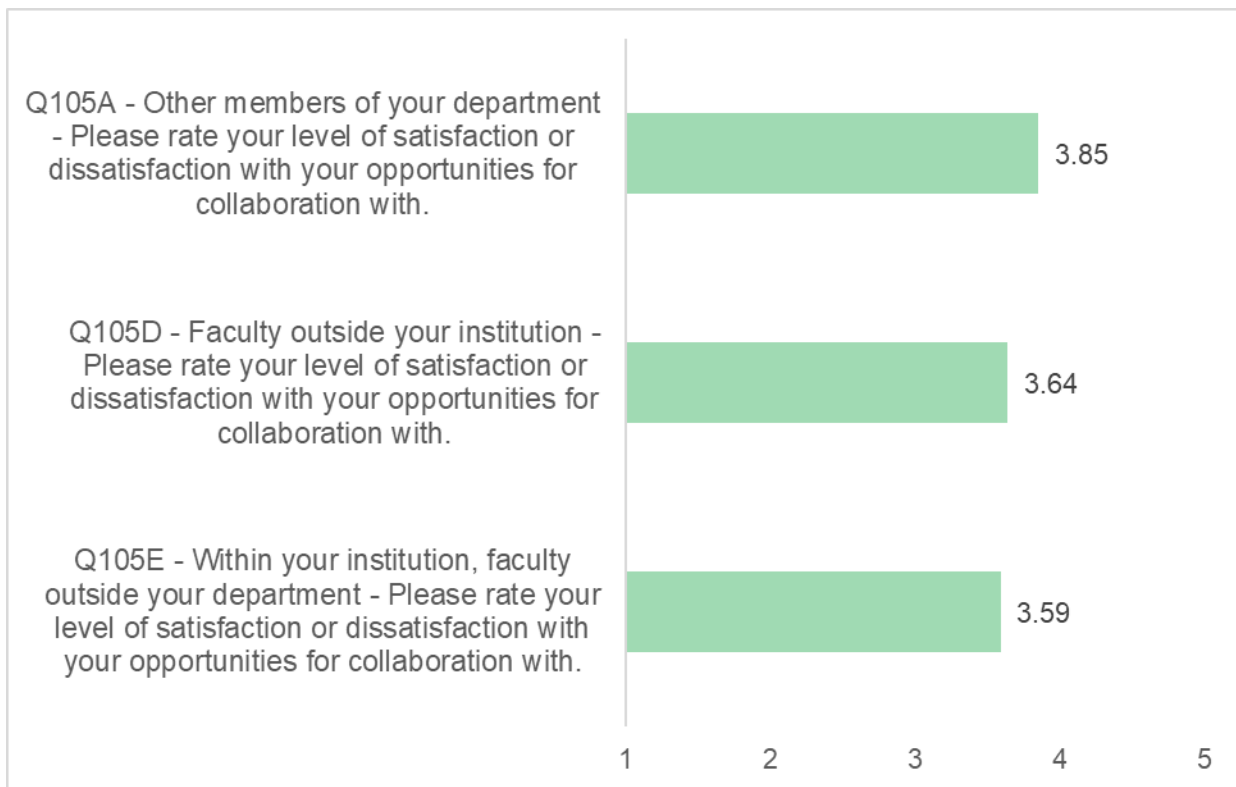


Items with overall positive means but at least one group has mean less than three





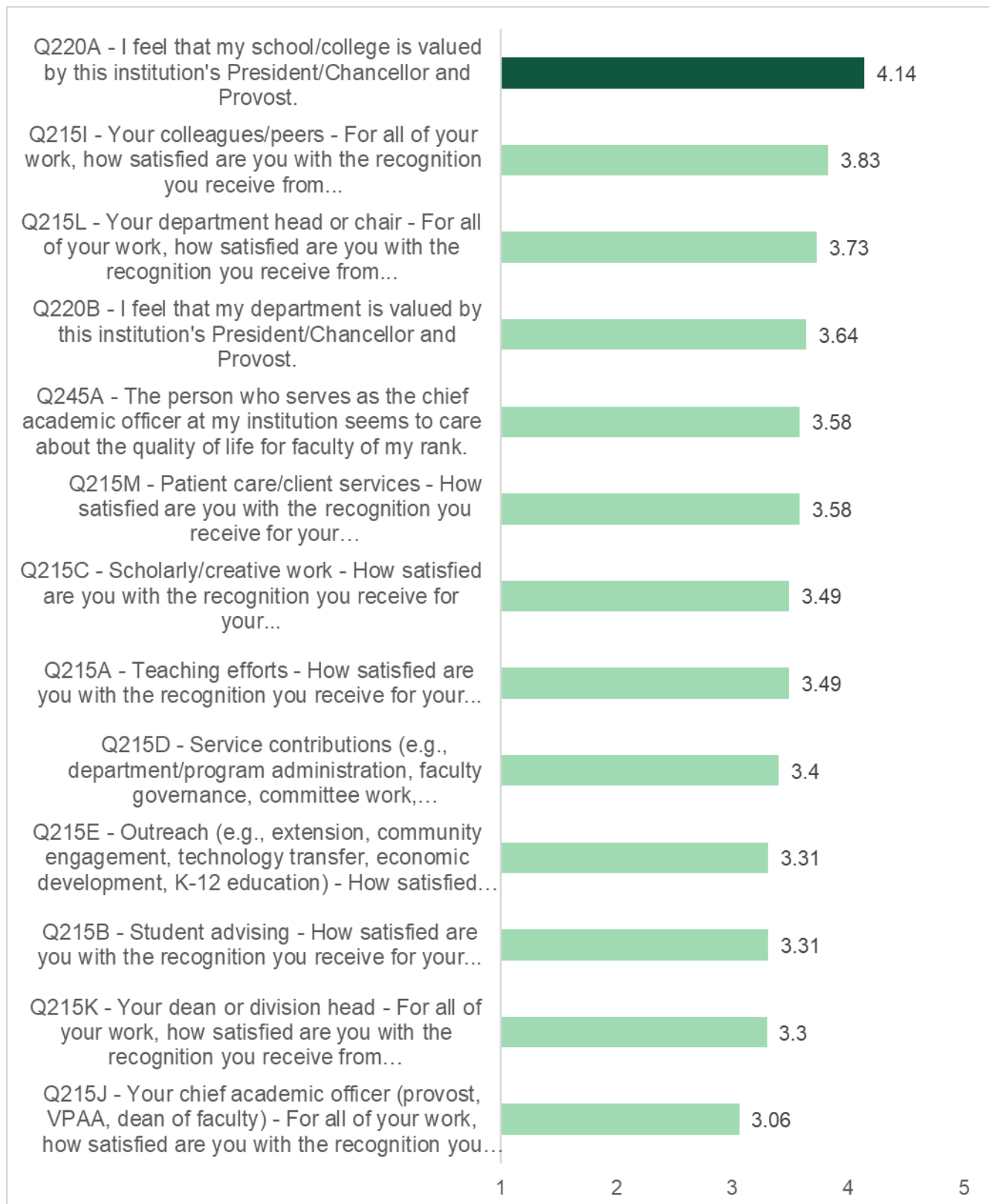
Collaboration



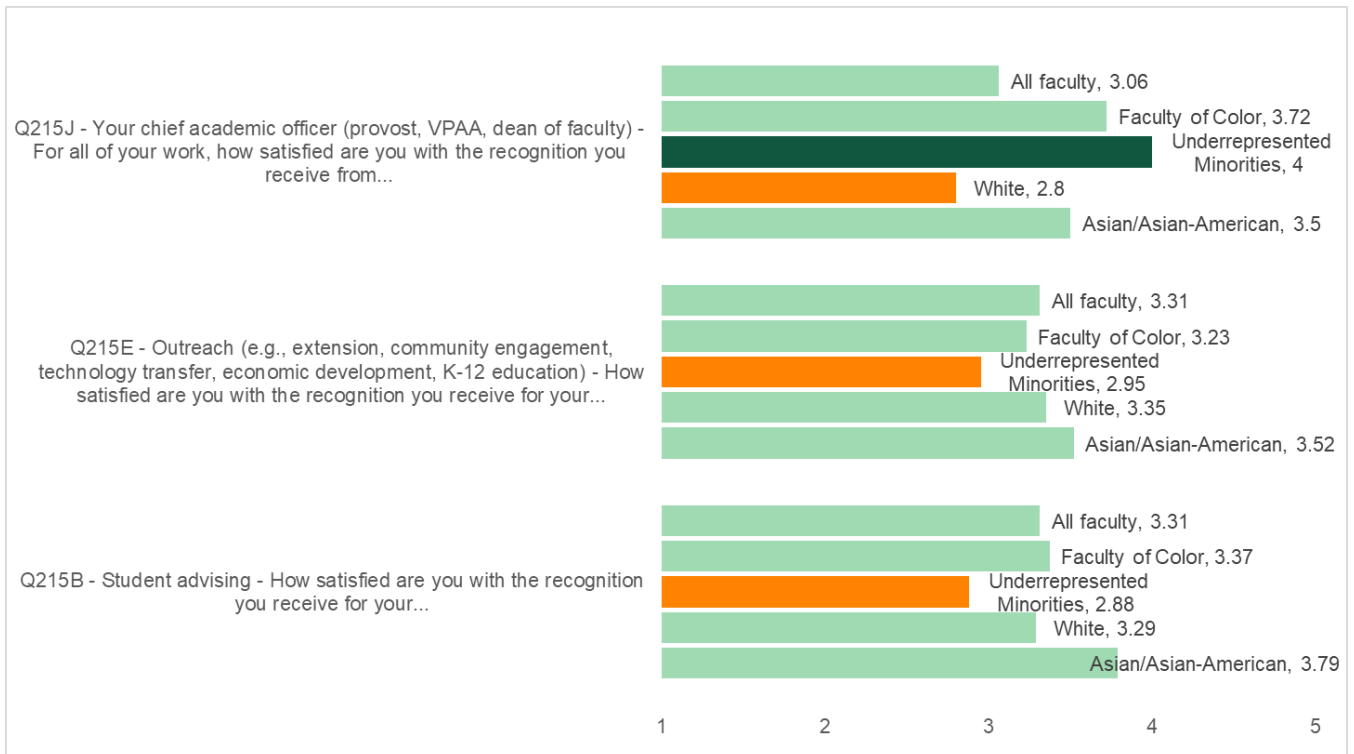
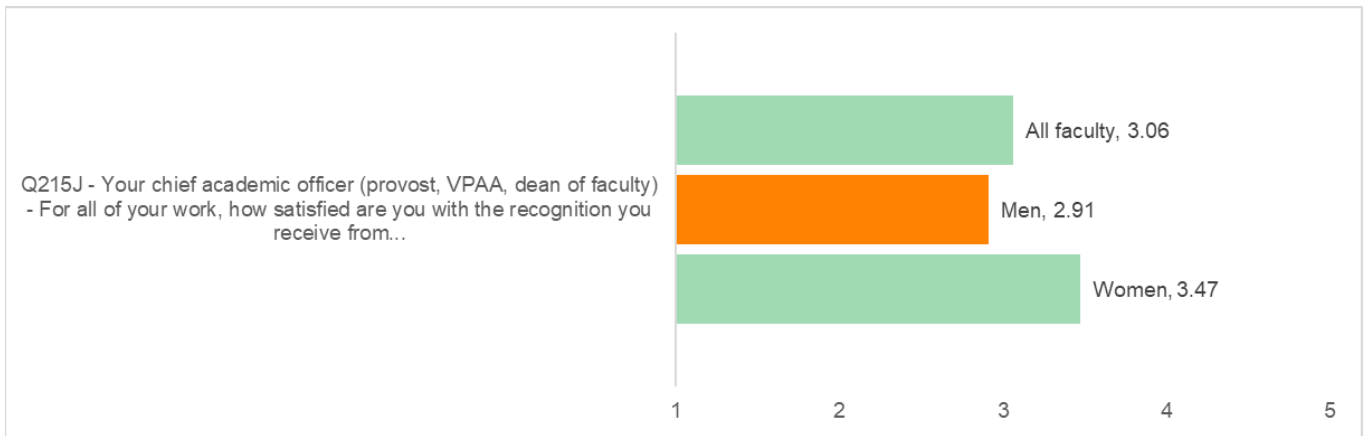
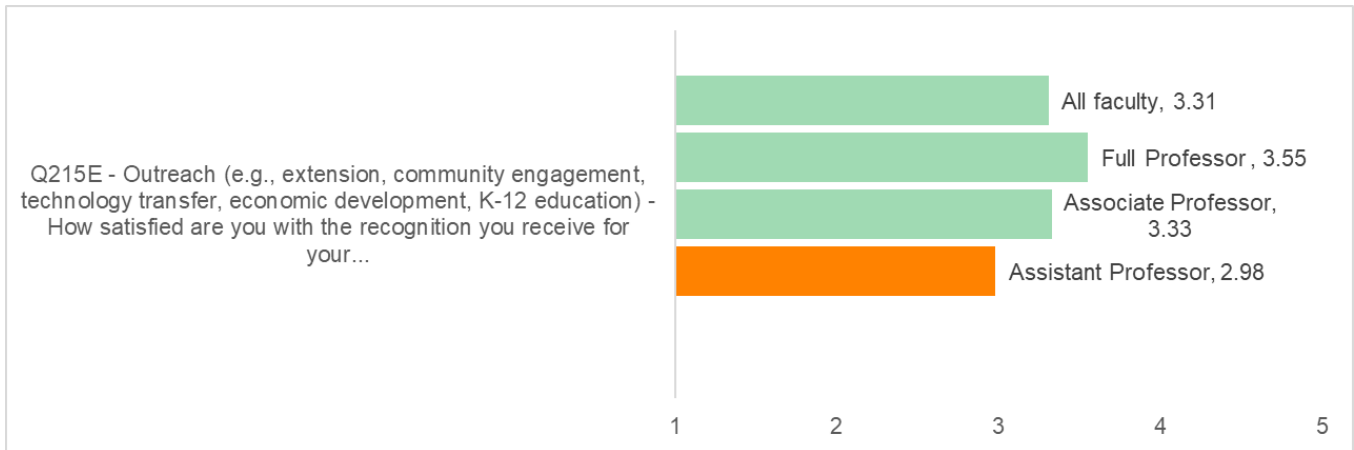
Non-Tenure-Track Faculty Questions



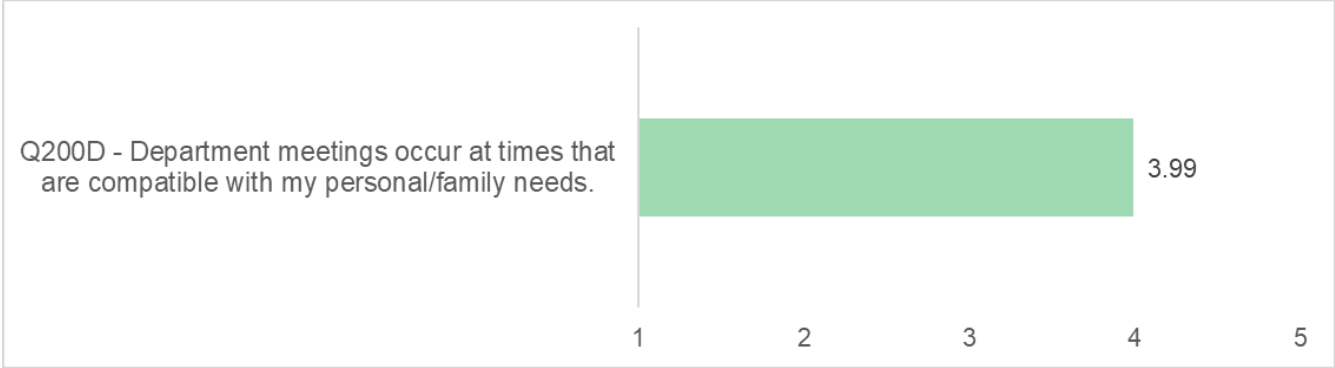
Appreciation and Recognition



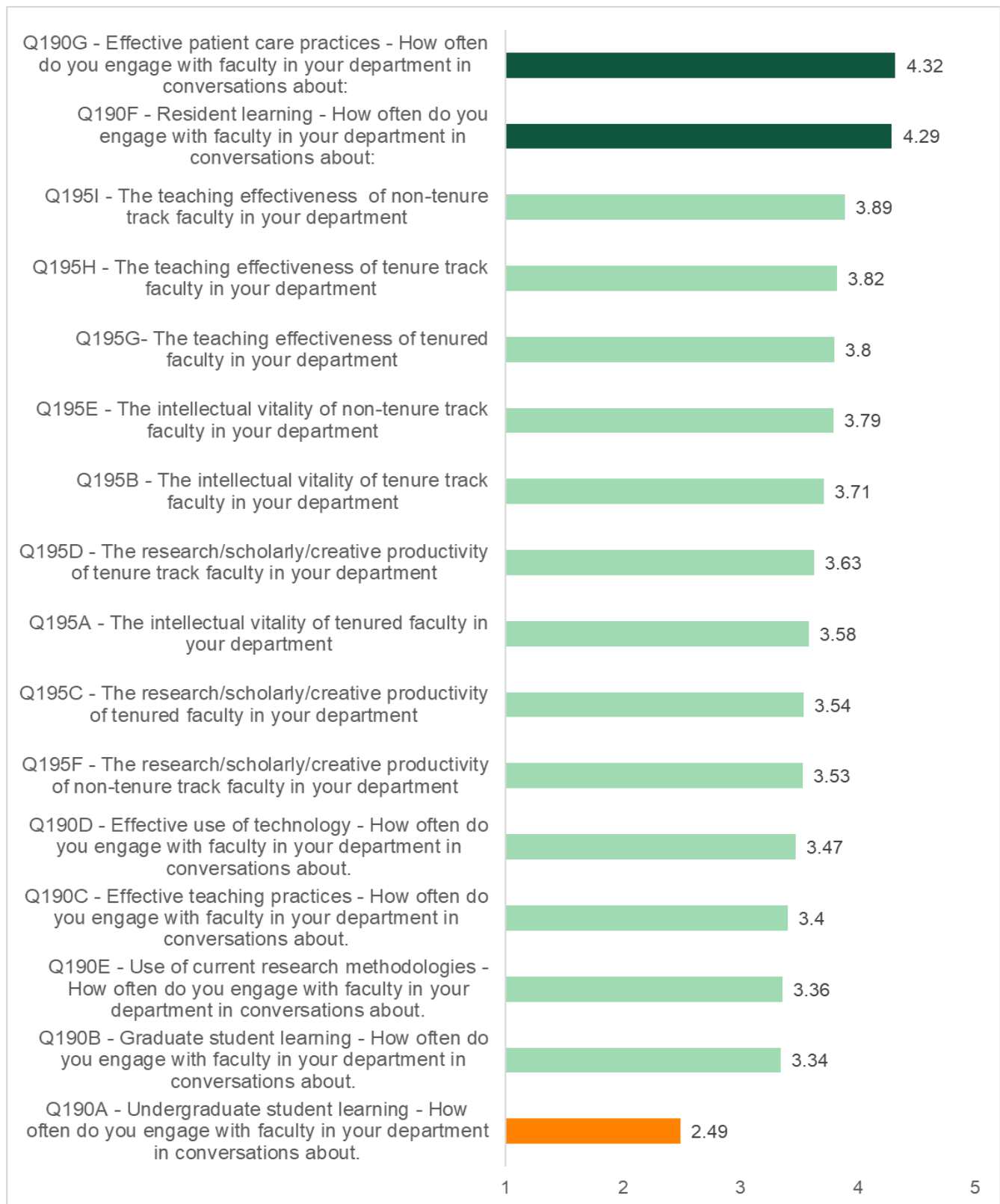
Items with overall positive means but at least one group has mean less than three



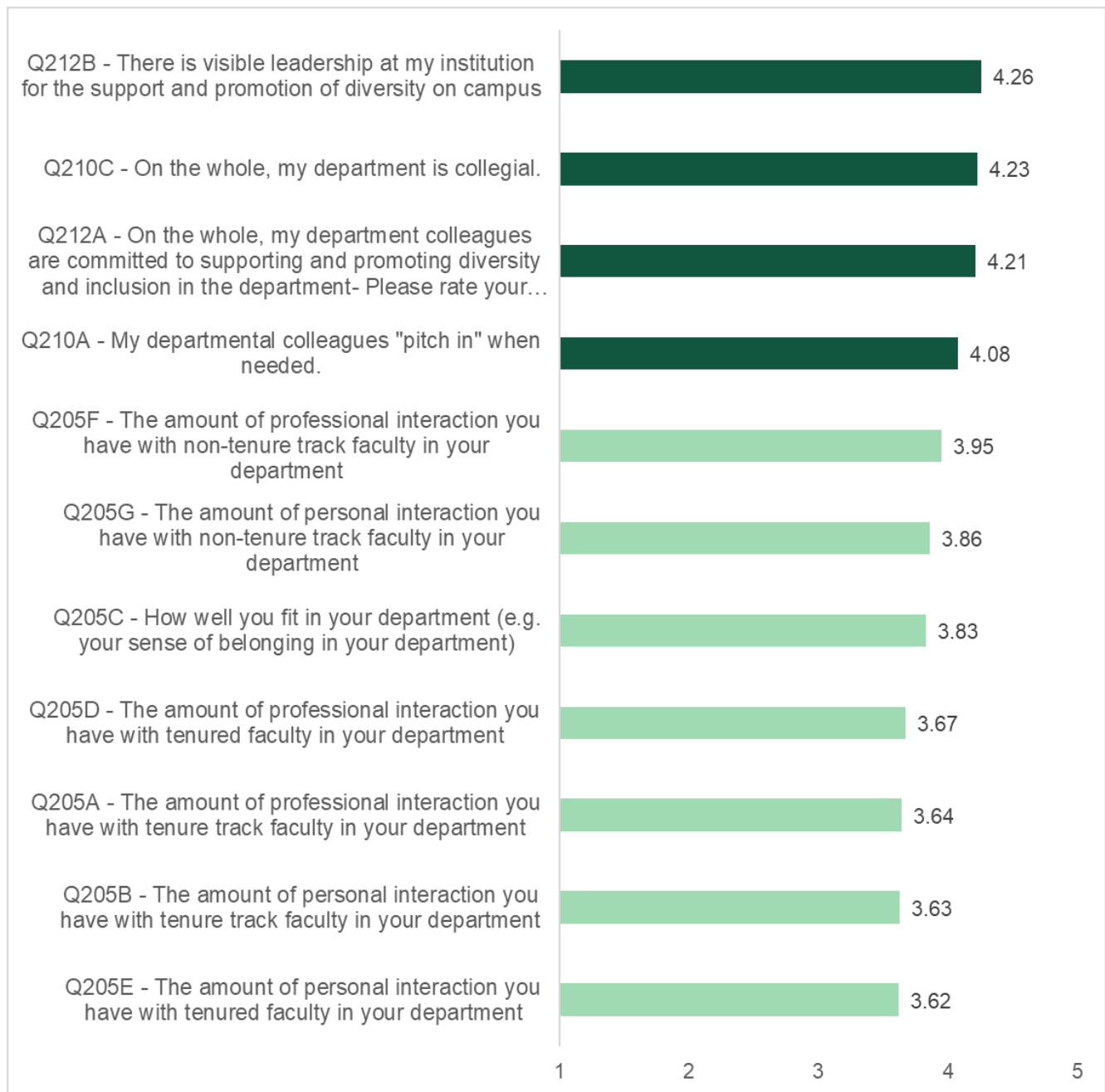
Departmental Engagement, Quality, and Collegiality



Departmental Engagement



Departmental Collegiality



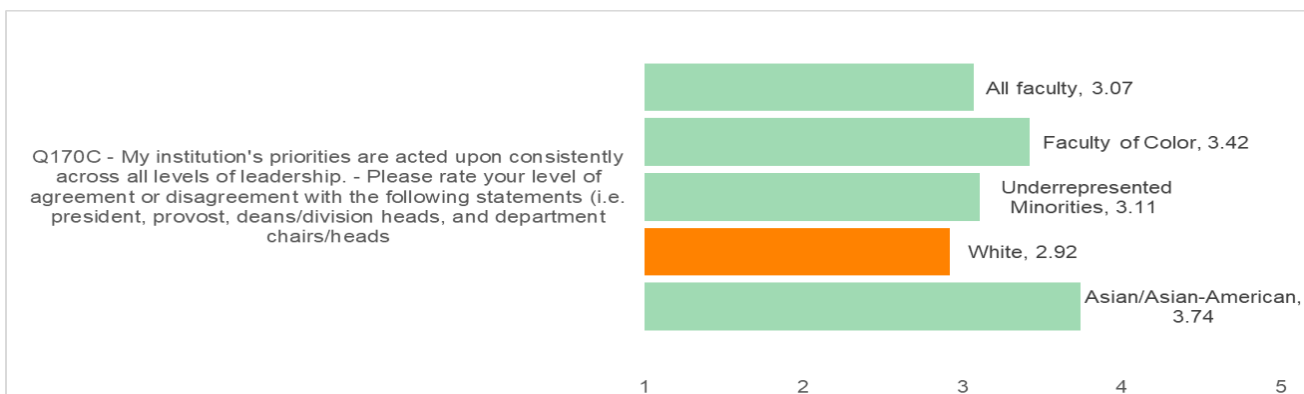
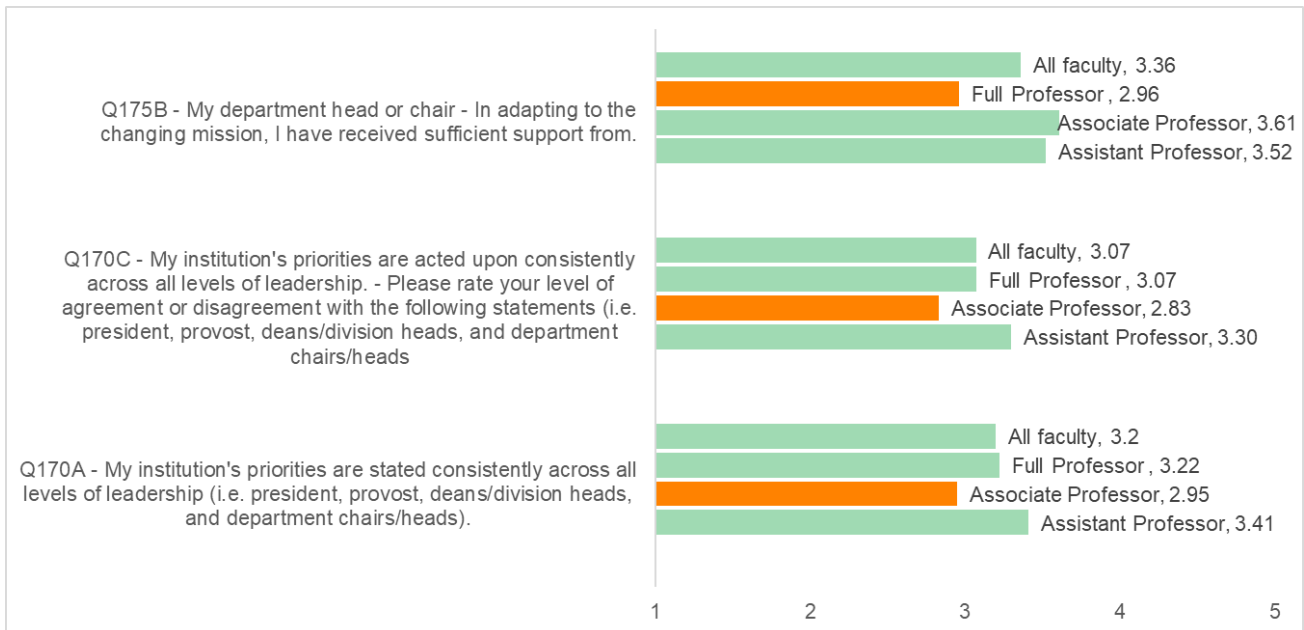
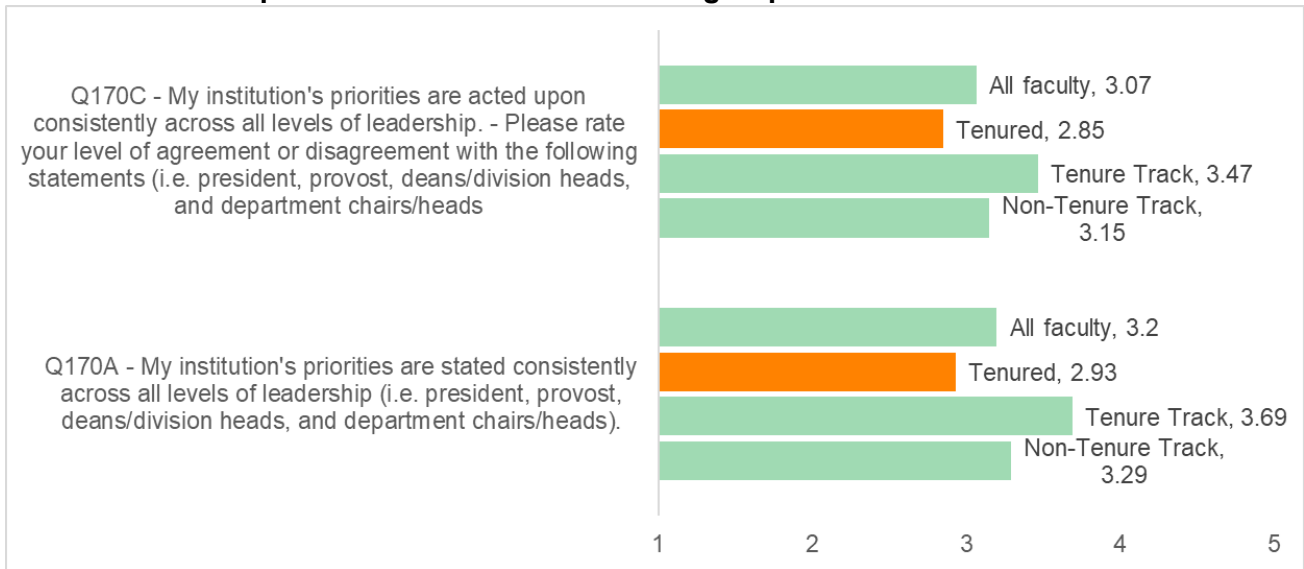
Items with overall positive means but at least one group has mean less than three



Institutional Governance and Leadership



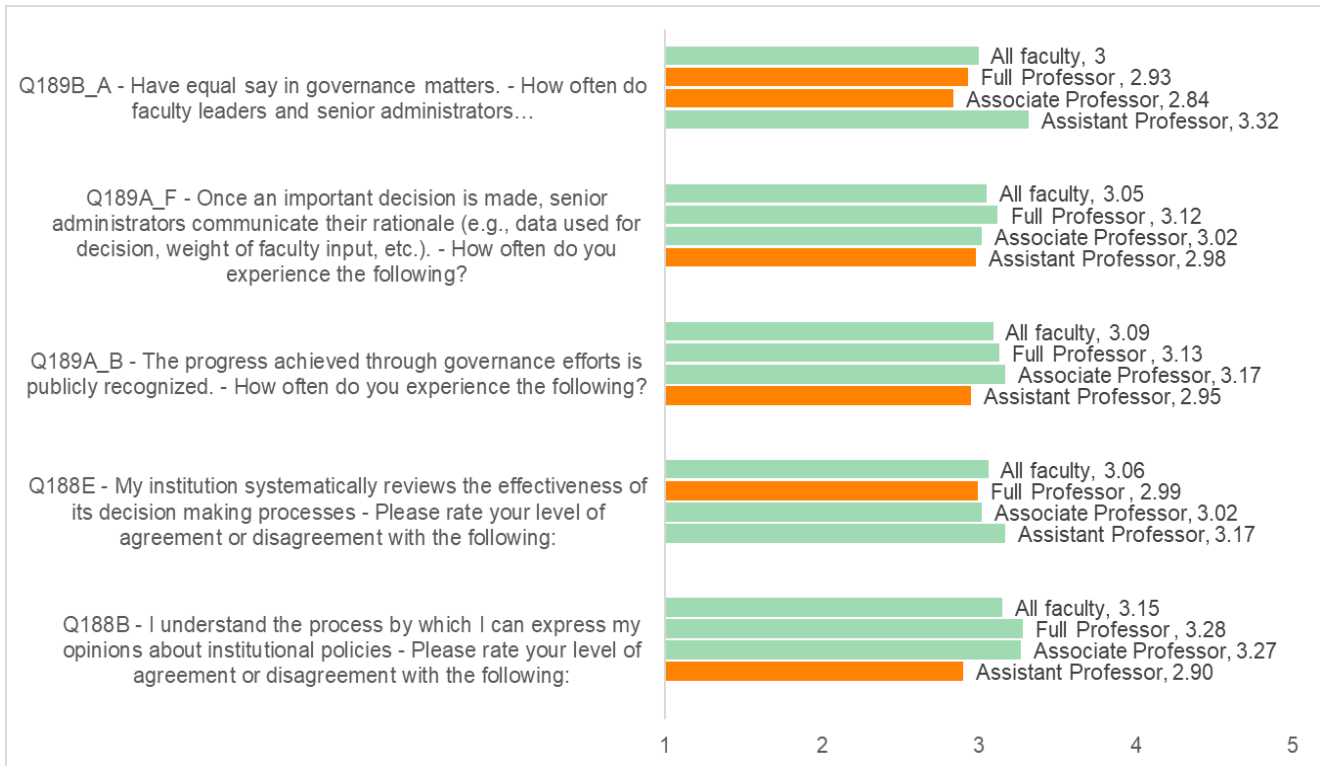
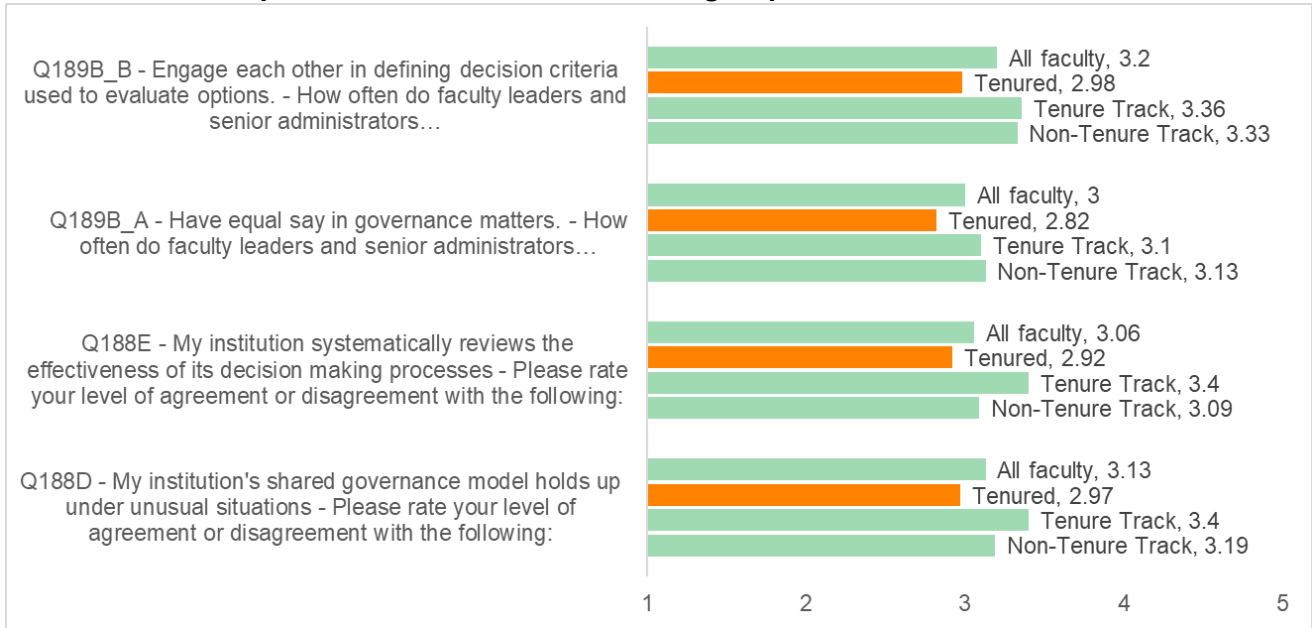
Items with overall positive means but at least one group has mean less than three



Shared Governance



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





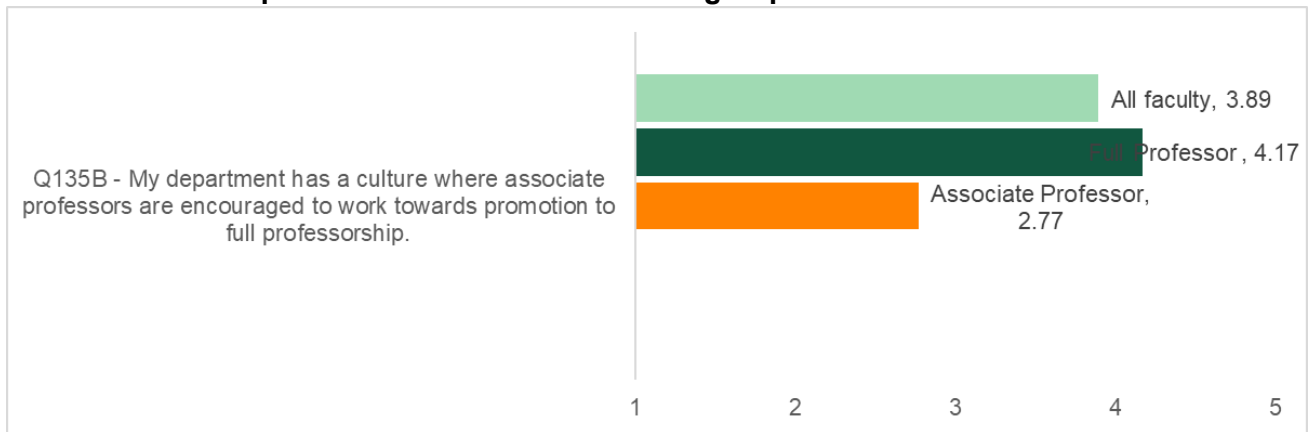
Leadership: Faculty



Tenure and Promotion



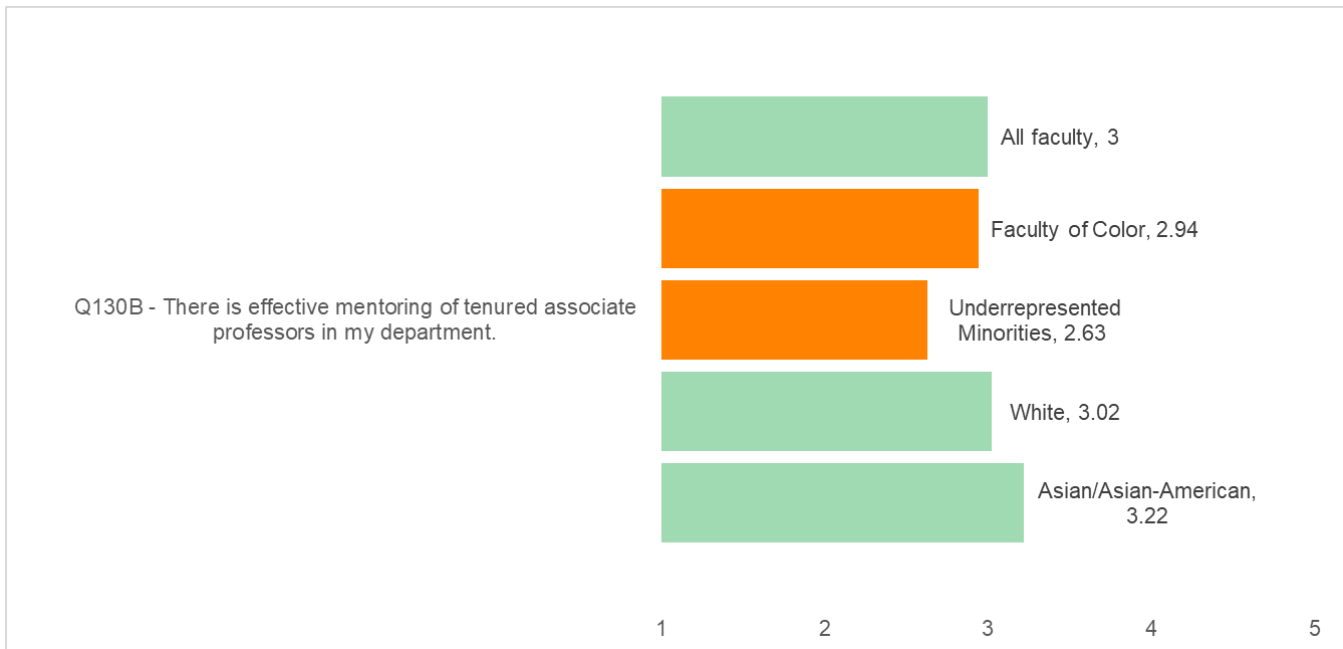
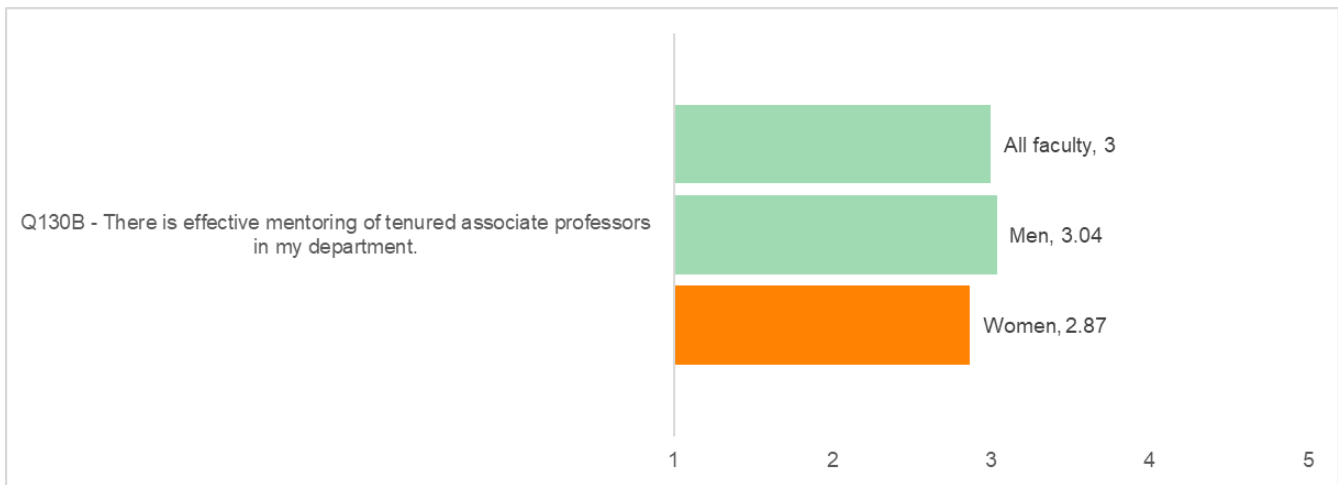
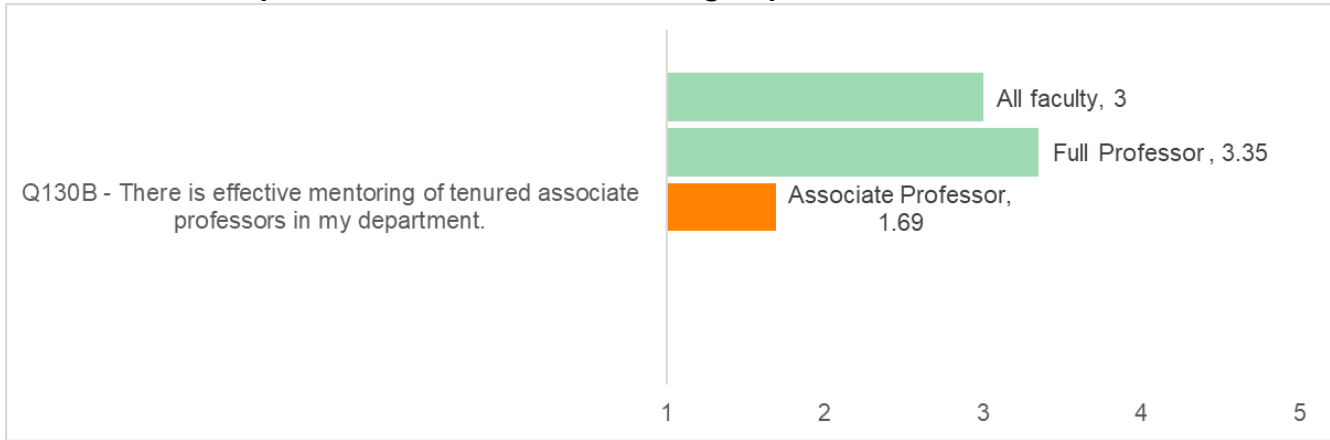
Items with overall positive means but at least one group has mean less than three



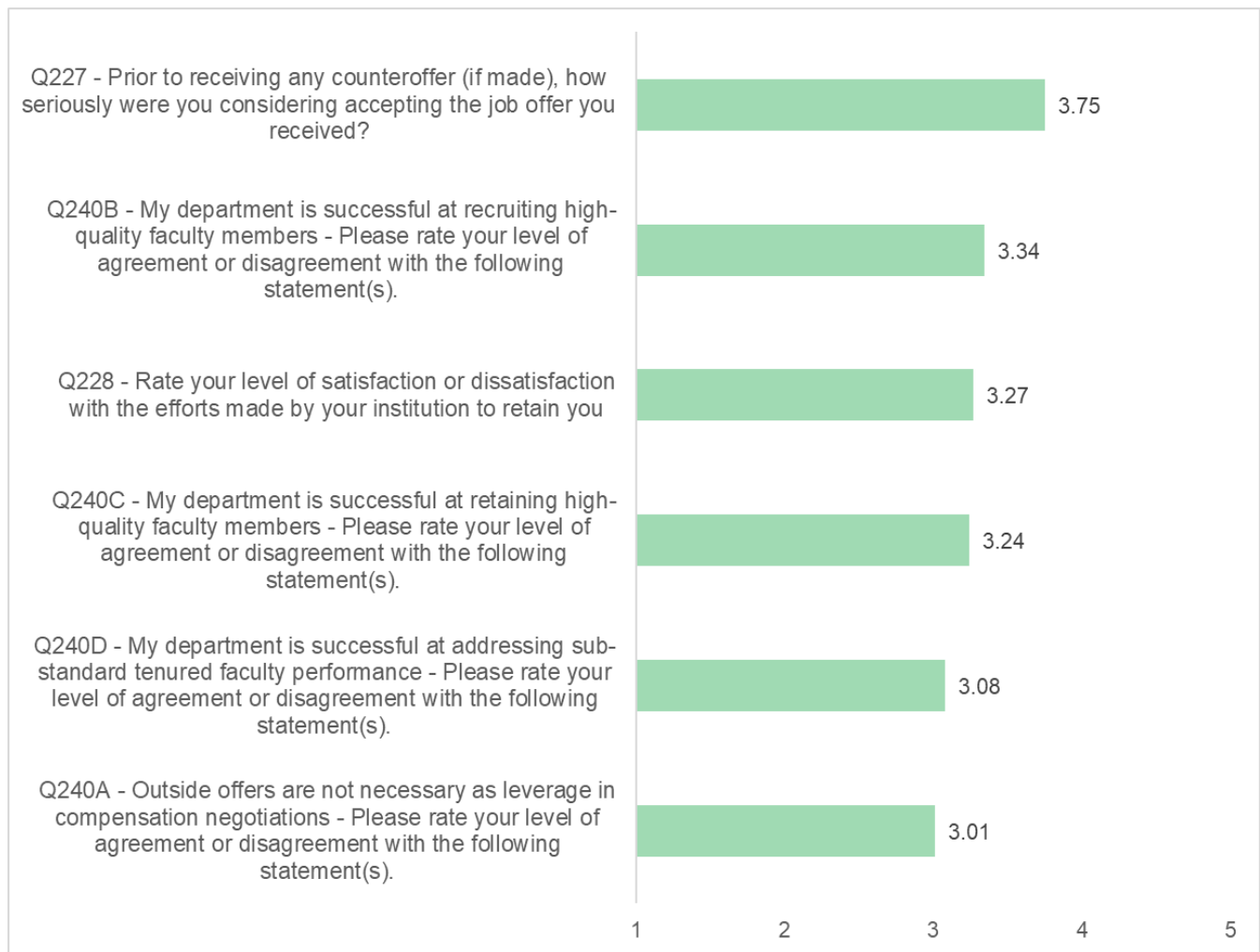
Mentoring



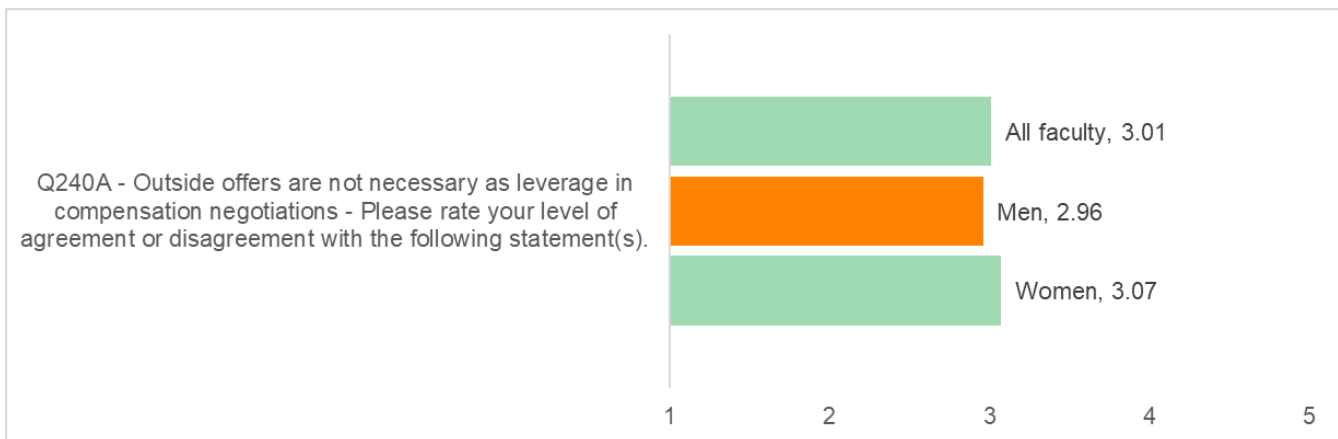
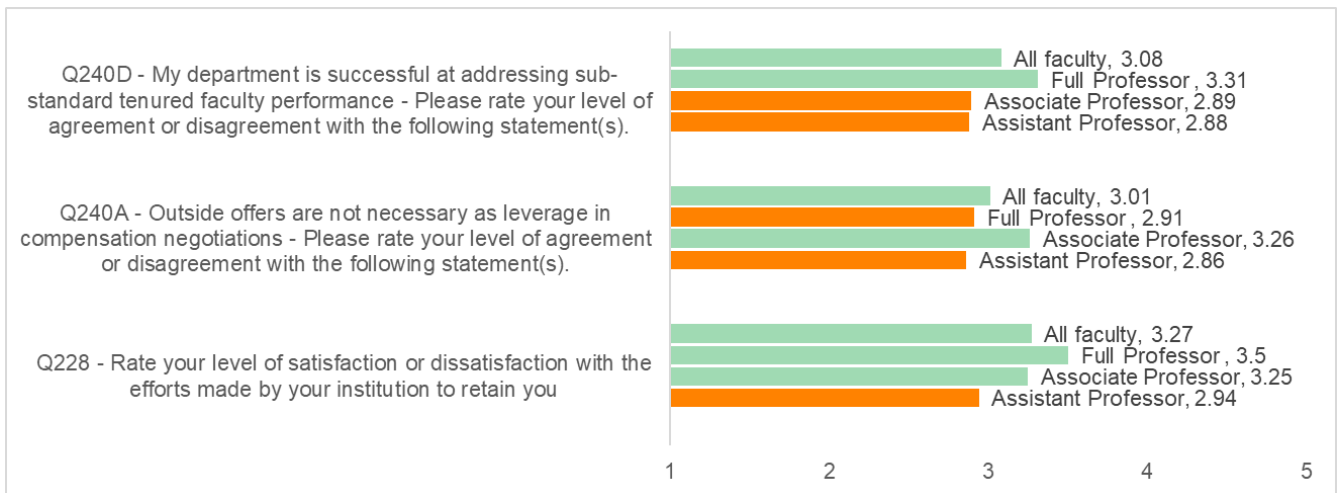
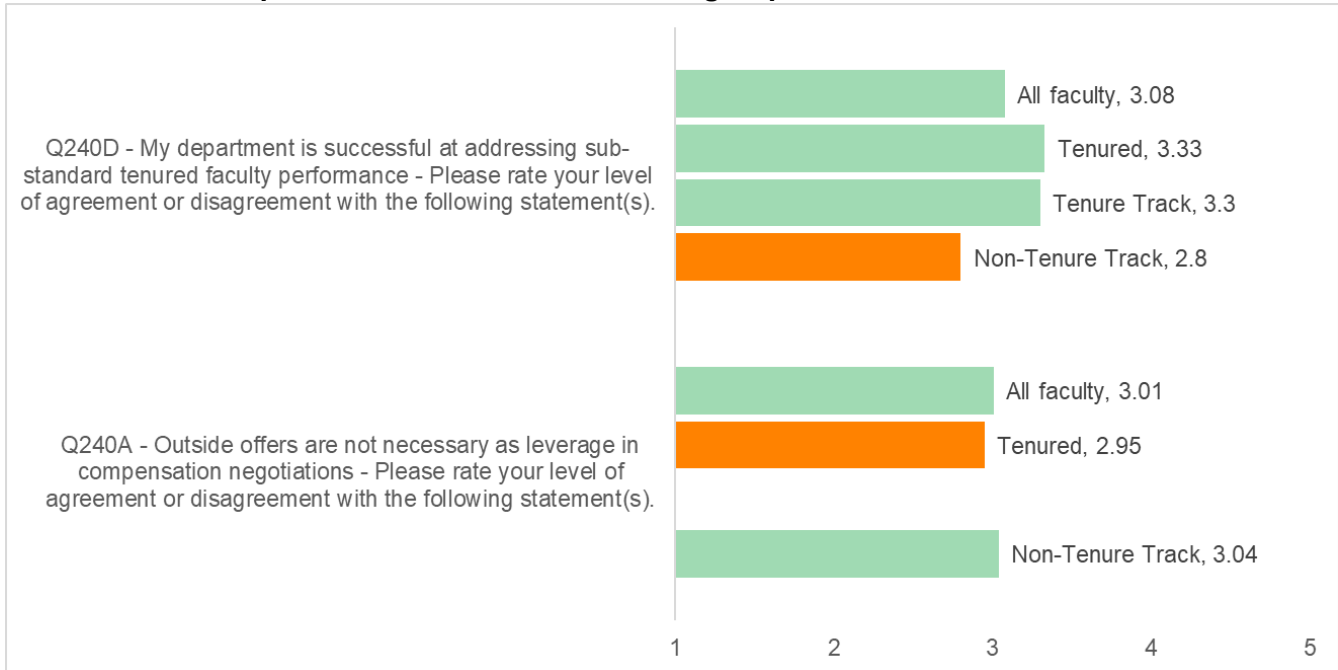
Items with overall positive means but at least one group has mean less than three

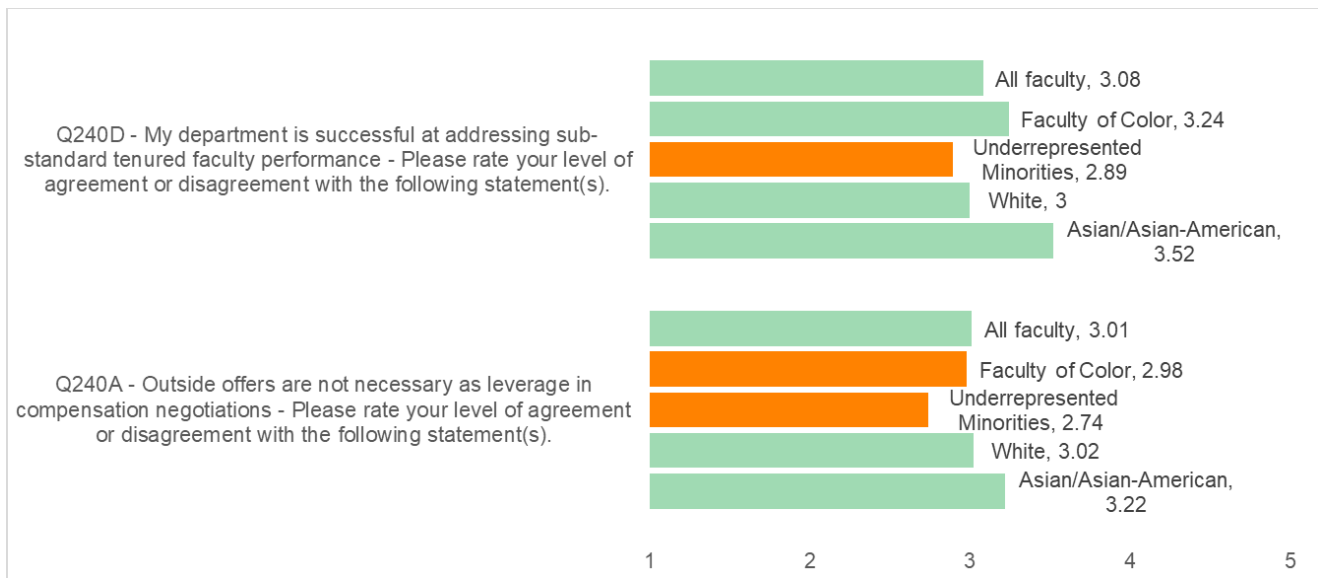


Recruitment and Retention

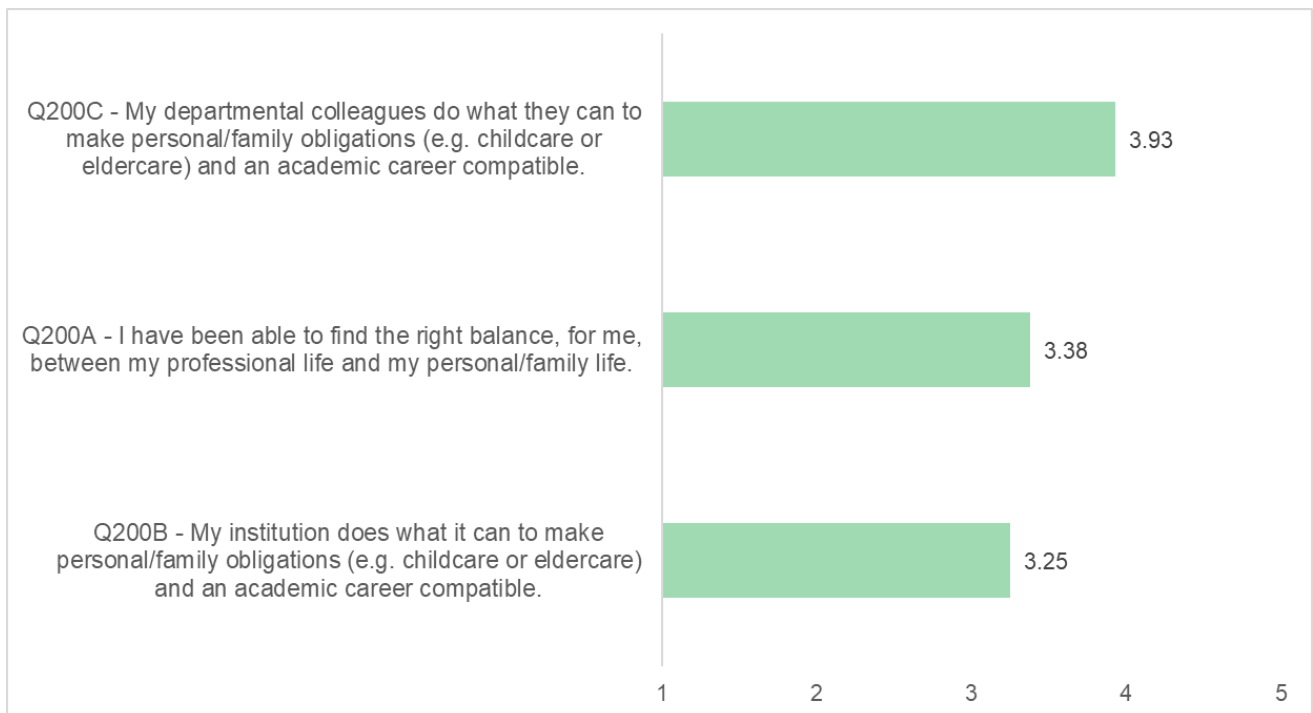


Items with overall positive means but at least one group has mean less than three

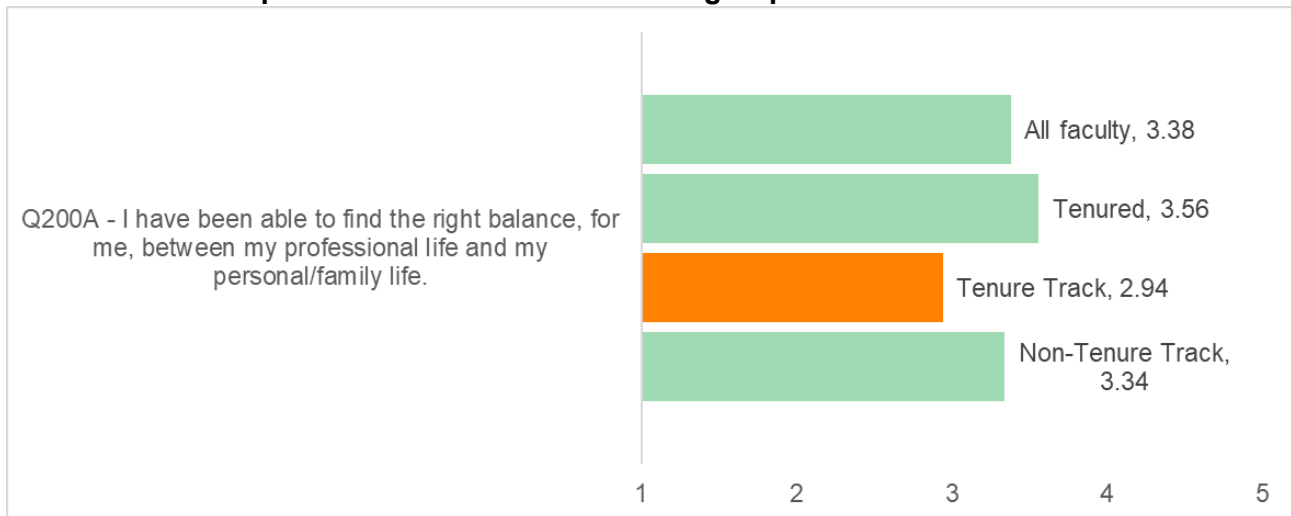




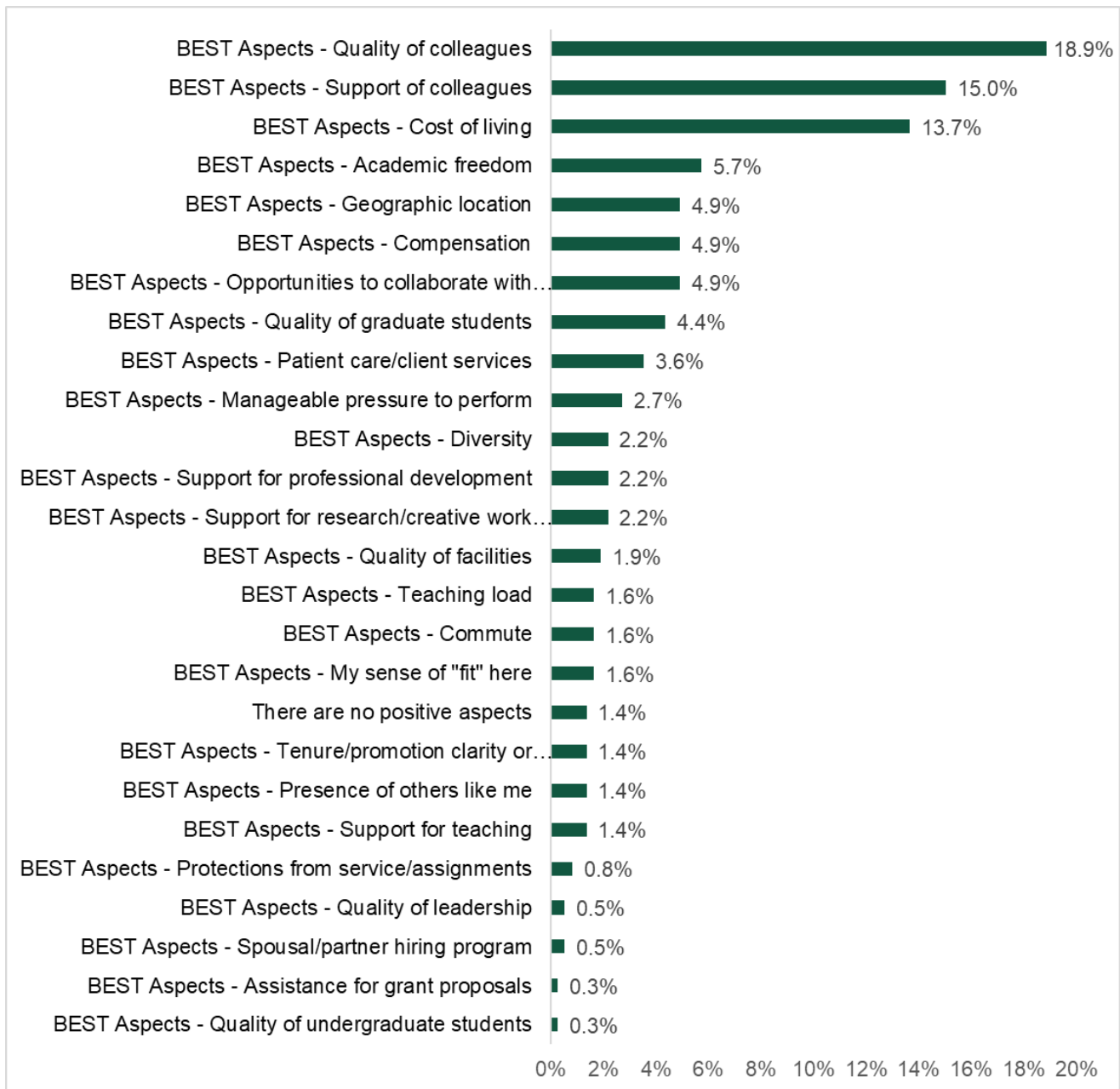
Work and Personal Life Balance



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



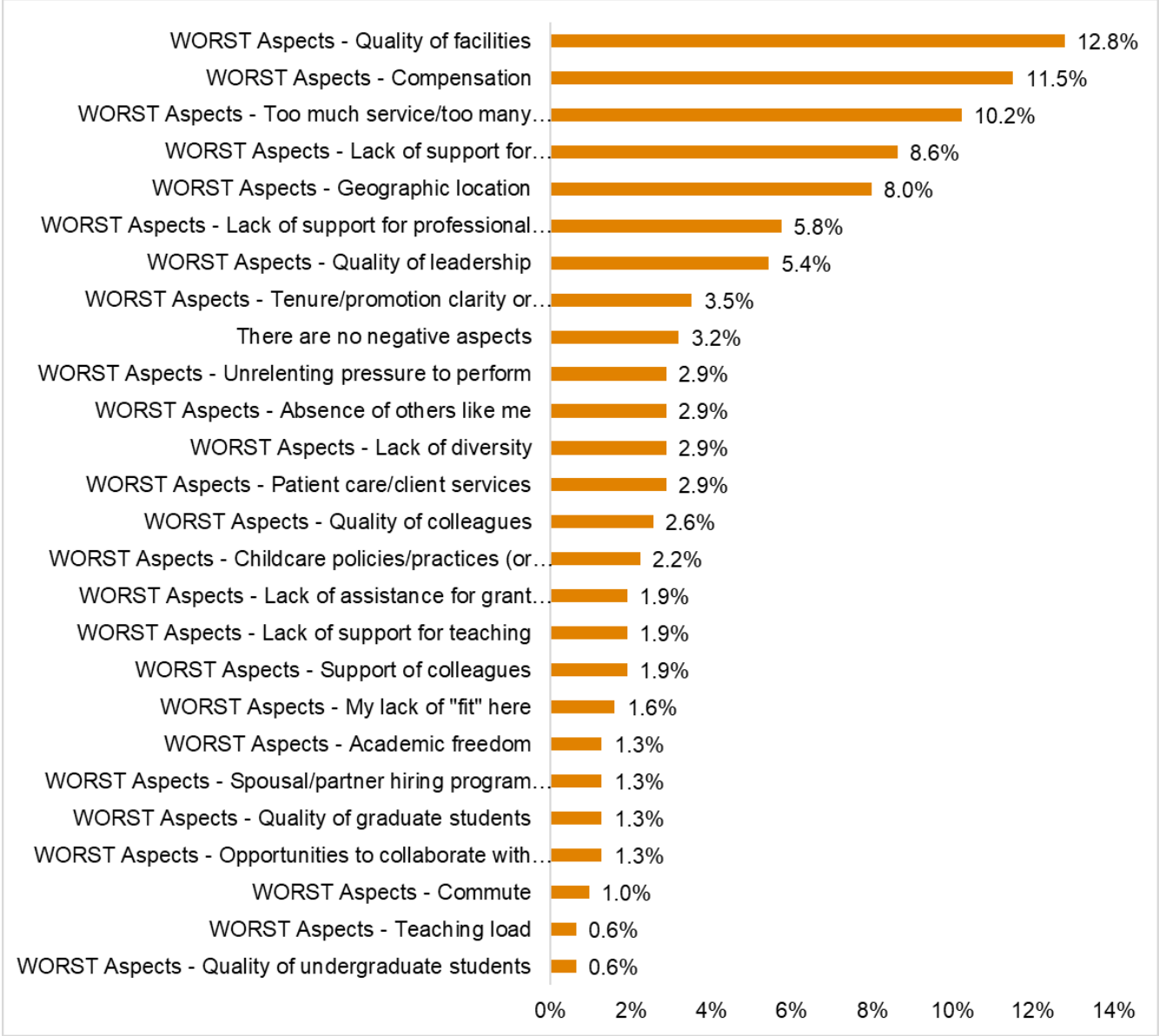
Q267A - Please check the two (and only two) BEST aspects about working at your institution.



Q267A - Best Aspects Frequencies			
	Responses		Percent of Cases
	N	Percent	
BEST Aspects - Quality of colleagues	69	18.9%	36.3%
BEST Aspects - Support of colleagues	55	15.0%	28.9%
BEST Aspects - Cost of living	50	13.7%	26.3%

BEST Aspects - Academic freedom	21	5.7%	11.1%
BEST Aspects - Opportunities to collaborate with colleagues	18	4.9%	9.5%
BEST Aspects - Compensation	18	4.9%	9.5%
BEST Aspects - Geographic location	18	4.9%	9.5%
BEST Aspects - Quality of graduate students	16	4.4%	8.4%
BEST Aspects - Patient care/client services	13	3.6%	6.8%
BEST Aspects - Manageable pressure to perform	10	2.7%	5.3%
BEST Aspects - Support for research/creative work (e.g., leave)	8	2.2%	4.2%
BEST Aspects - Support for professional development	8	2.2%	4.2%
BEST Aspects - Diversity	8	2.2%	4.2%
BEST Aspects - Quality of facilities	7	1.9%	3.7%
BEST Aspects - My sense of "fit" here	6	1.6%	3.2%
BEST Aspects - Commute	6	1.6%	3.2%
BEST Aspects - Teaching load	6	1.6%	3.2%
BEST Aspects - Support for teaching	5	1.4%	2.6%
BEST Aspects - Presence of others like me	5	1.4%	2.6%
BEST Aspects - Tenure/promotion clarity or requirements	5	1.4%	2.6%
There are no positive aspects	5	1.4%	2.6%
BEST Aspects - Protections from service/assignments	<5		
BEST Aspects - Spousal/partner hiring program	<5		
BEST Aspects - Quality of leadership	<5		
BEST Aspects - Quality of undergraduate students	<5		
BEST Aspects - Assistance for grant proposals	<5		

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



Q267B – Worst Aspects Frequencies

	Responses		Percent of Cases
	N	Percent	
WORST Aspects - Quality of facilities	40	12.8%	22.6%
WORST Aspects - Compensation	36	11.5%	20.3%
WORST Aspects - Too much service/too many assignments	32	10.2%	18.1%
WORST Aspects - Lack of support for research/creative work (e.g., leave)	27	8.6%	15.3%

WORST Aspects - Geographic location	25	8.0%	14.1%
WORST Aspects - Lack of support for professional development	18	5.8%	10.2%
WORST Aspects - Quality of leadership	17	5.4%	9.6%
WORST Aspects - Tenure/promotion clarity or requirements	11	3.5%	6.2%
There are no negative aspects	10	3.2%	5.6%
WORST Aspects - Patient care/client services	9	2.9%	5.1%
WORST Aspects - Lack of diversity	9	2.9%	5.1%
WORST Aspects - Absence of others like me	9	2.9%	5.1%
WORST Aspects - Unrelenting pressure to perform	9	2.9%	5.1%
WORST Aspects - Quality of colleagues	8	2.6%	4.5%
WORST Aspects - Childcare policies/practices (or lack thereof)	7	2.2%	4.0%
WORST Aspects - Support of colleagues	6	1.9%	3.4%
WORST Aspects - Lack of support for teaching	6	1.9%	3.4%
WORST Aspects - Lack of assistance for grant proposals	6	1.9%	3.4%
WORST Aspects - My lack of "fit" here	5	1.6%	2.8%
WORST Aspects - Opportunities to collaborate with colleagues	<5		
WORST Aspects - Quality of graduate students	<5		
WORST Aspects - Spousal/partner hiring program (or lack thereof)	<5		
WORST Aspects - Academic freedom	<5		
WORST Aspects - Commute	<5		
WORST Aspects - Quality of undergraduate students	<5		
WORST Aspects - Teaching load	<5		