

2022 COACHE Faculty Job Satisfaction
Survey Results
College of Nursing

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Introduction

Response Rates

	College of Nursing			UTHSC
	Population	Respondents	Response Rate	Response Rate
Overall	106	42	40%	31%
Tenure Status				
T	<5	<5		45%
TT	6	<5		44%
NTT	96	36	38%	26%
Rank				
Professor (or Full Professor)	11	7	64%	41%
Associate Professor	7	5	71%	34%
Assistant Professor	47	24	51%	26%
Instructor/Lecturer	41	6	15%	25%
Gender				
Man/Trans man	8	<5		26%
Woman/Trans woman	97	37	38%	36%
Not listed above (Please specify)	<5	<5		100%
Ethnicity-Race				
Asian or Asian-American	<5	<5		25%
Black or African-American	26	8	31%	35%
White (non-Hispanic)	79	34	43%	31%
Faculty of Color	27	8	30%	31%
Underrepresented Minorities	26	8	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



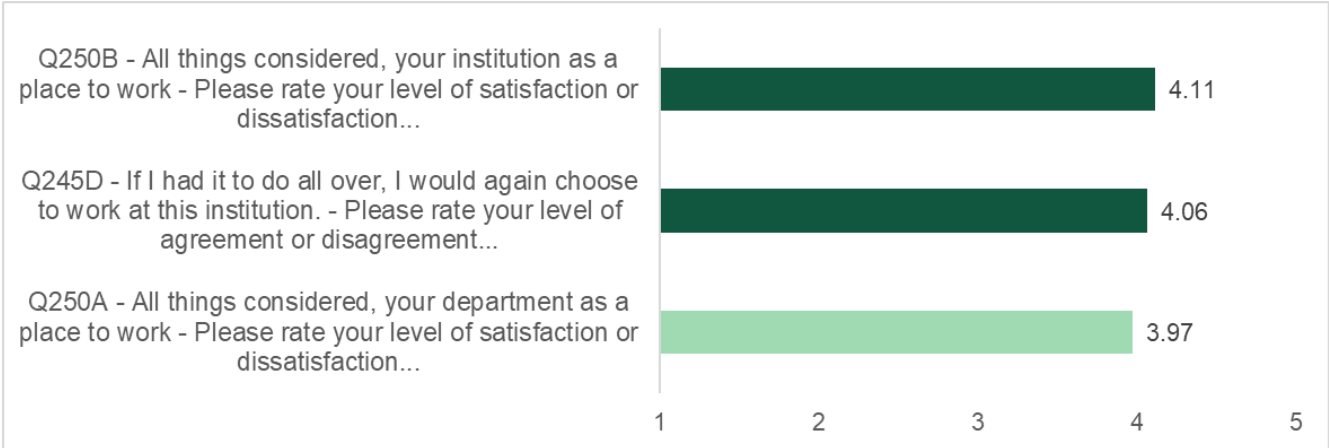
Differences within Groups

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



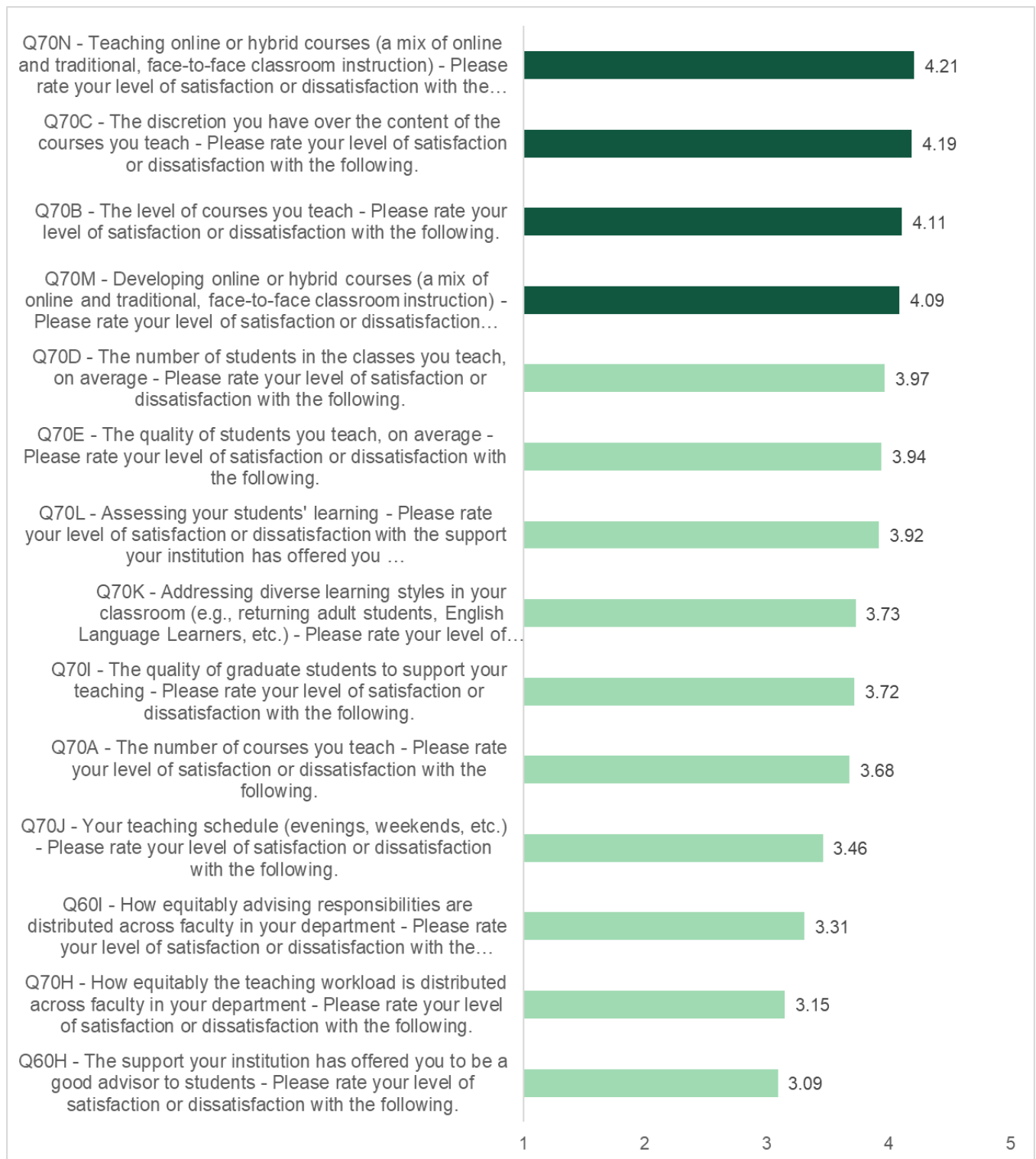
Global Satisfaction



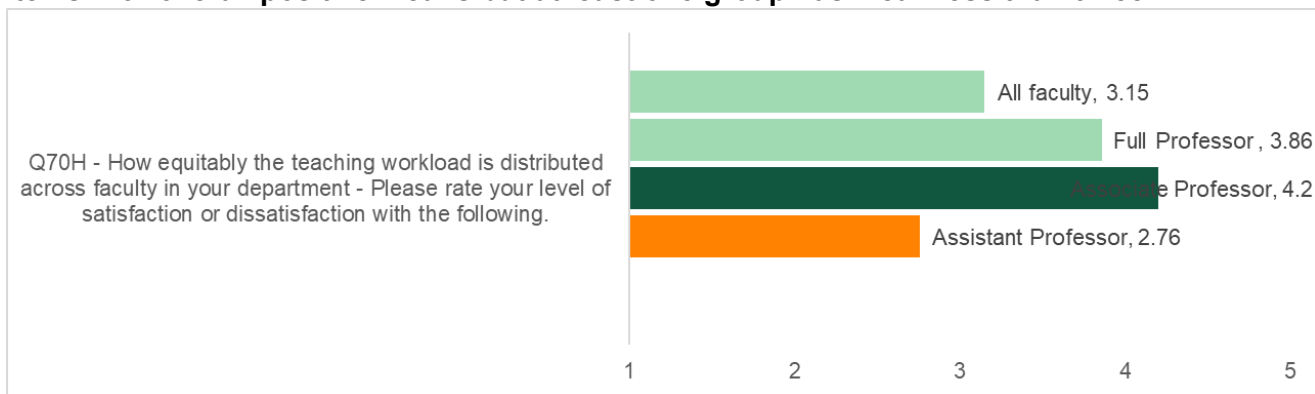
Nature of Work – Overall



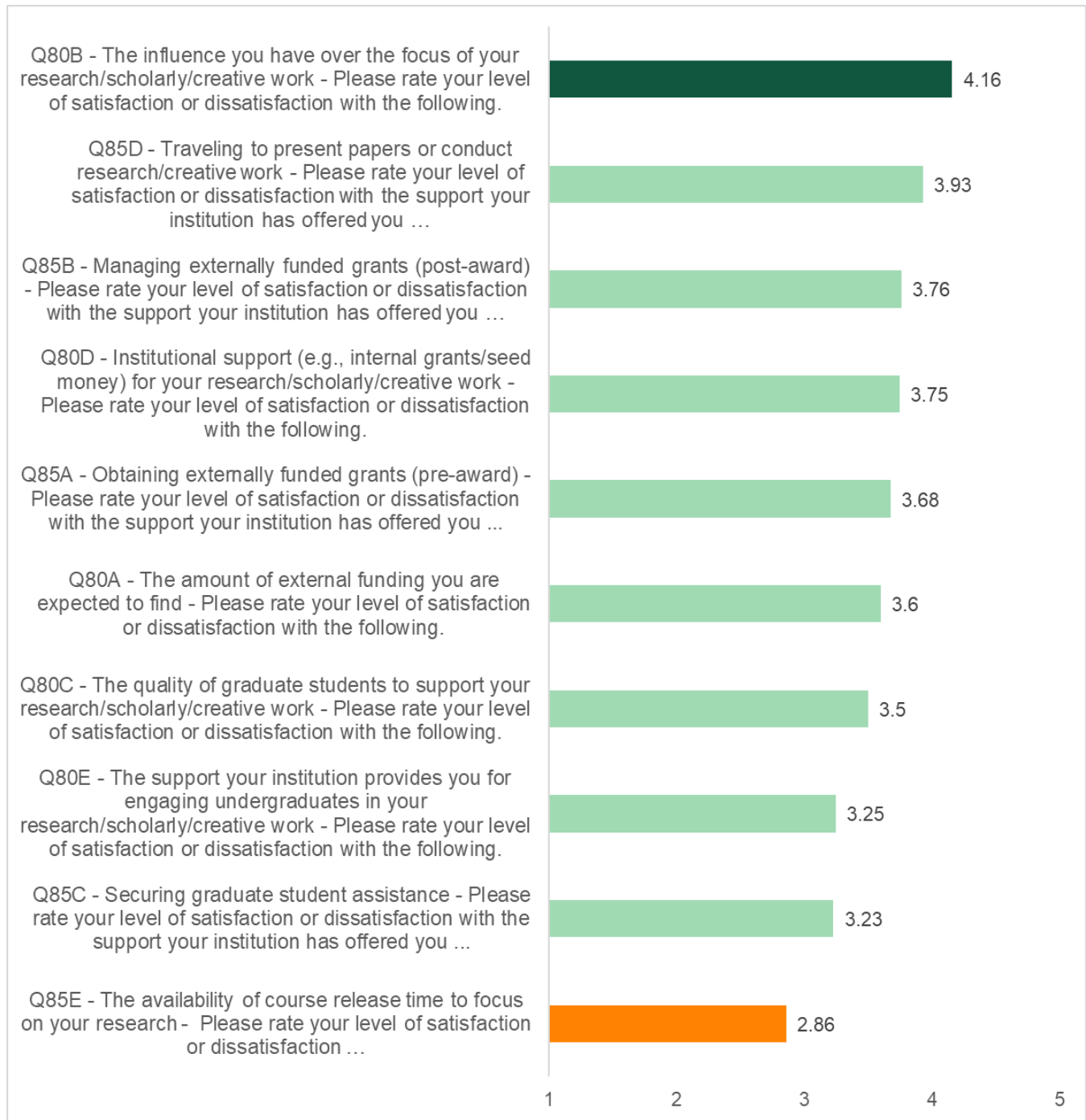
Nature of Work – Teaching



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



Nature of Work – Research



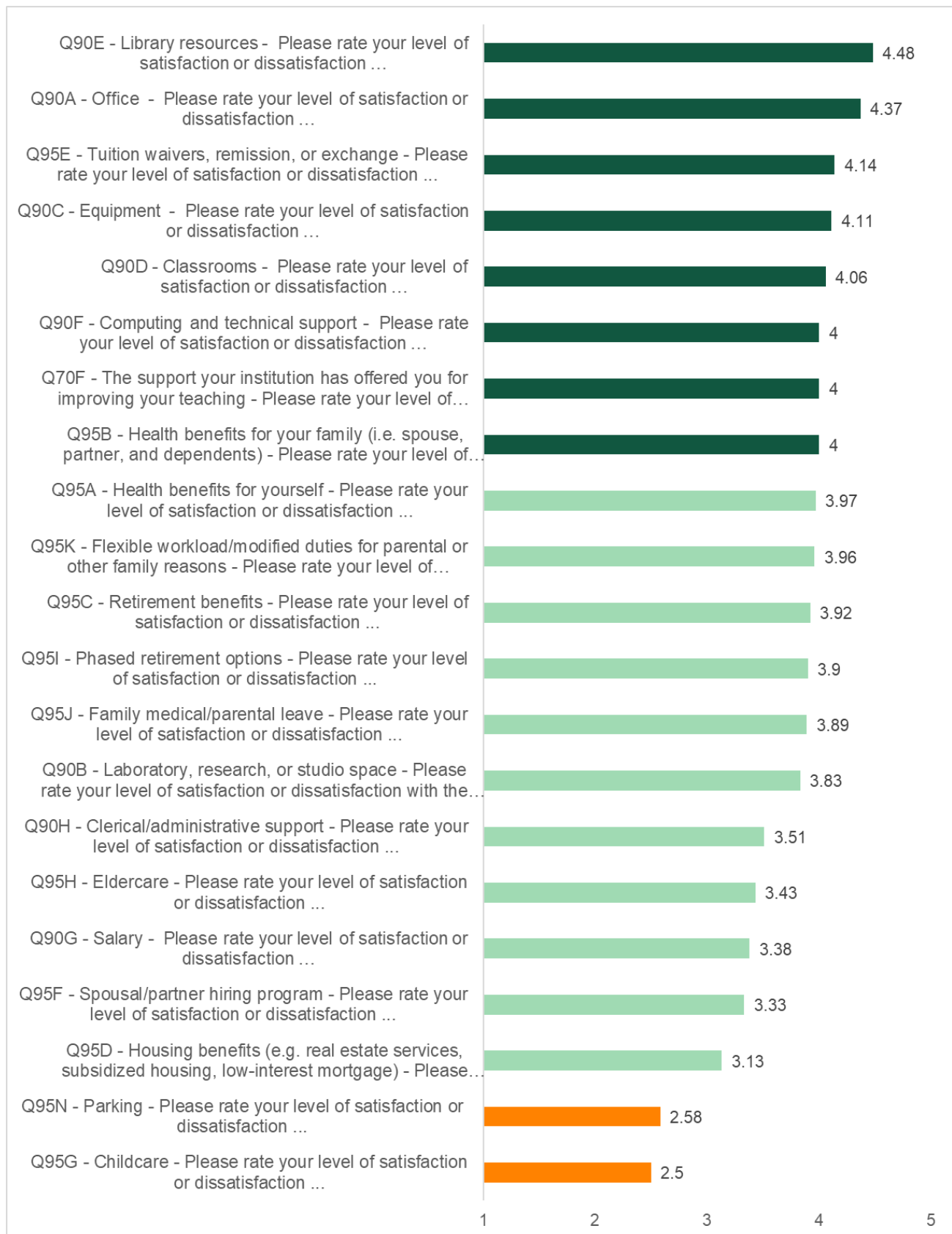
Nature of Work – Service



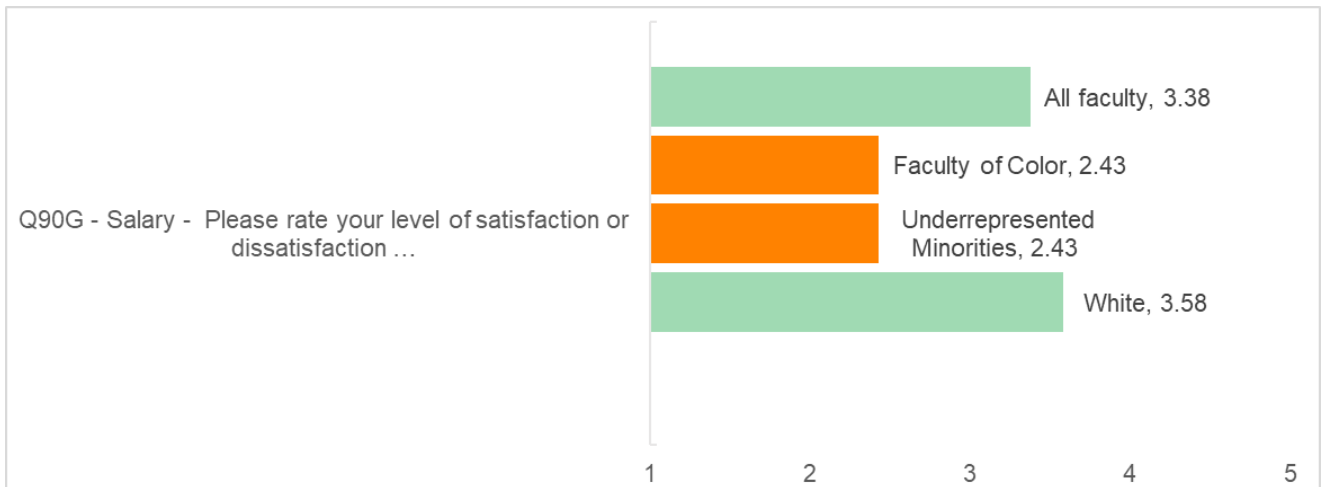
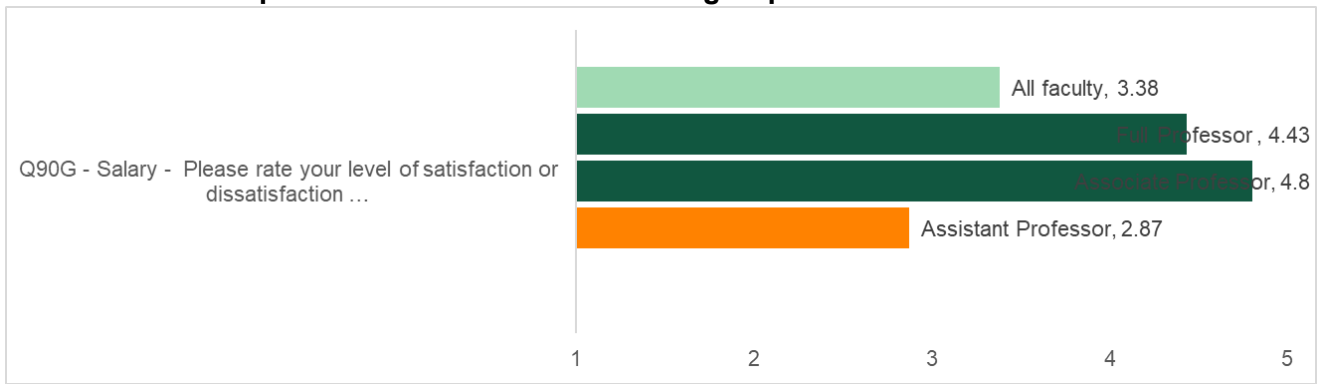
Clinical Faculty Questions



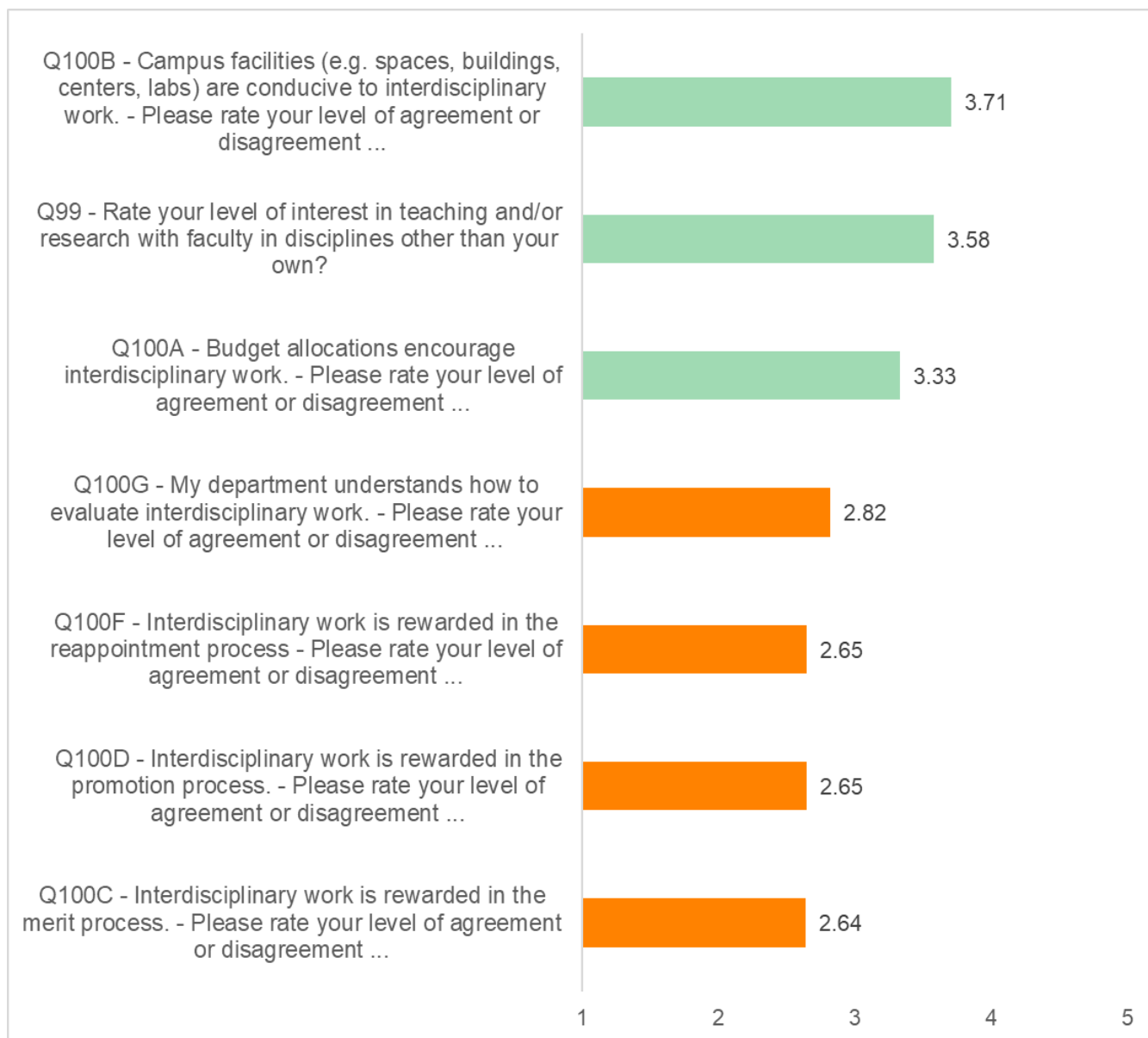
Resources and Support



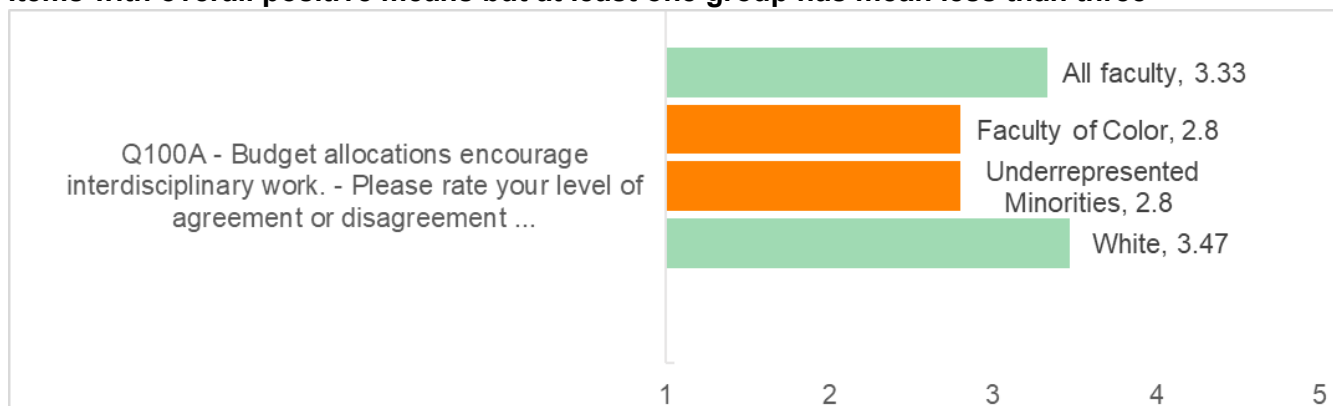
Items with overall positive means but at least one group has mean less than three



Interdisciplinary Work



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



Collaboration



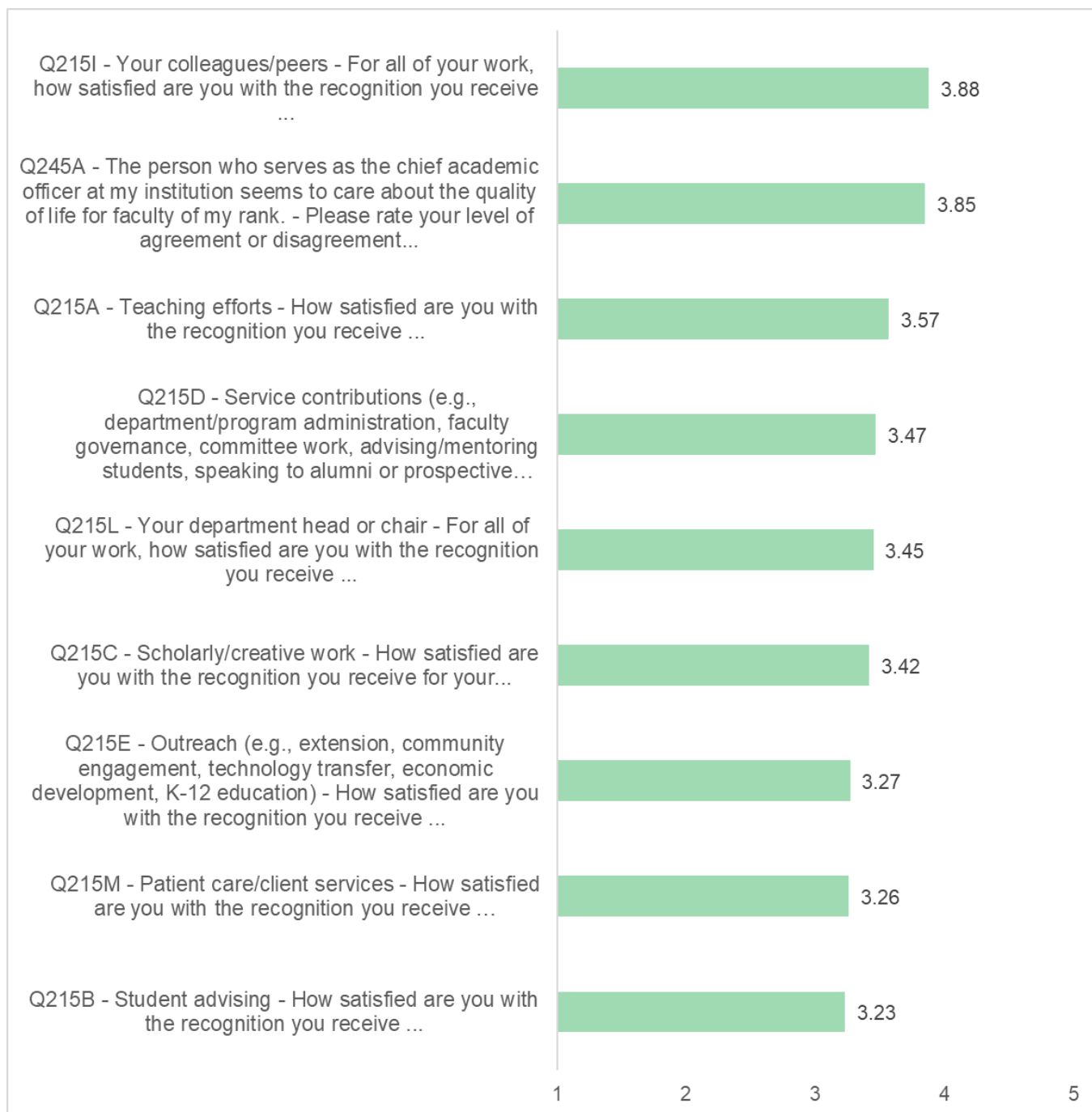
Non-Tenure-Track Faculty Questions



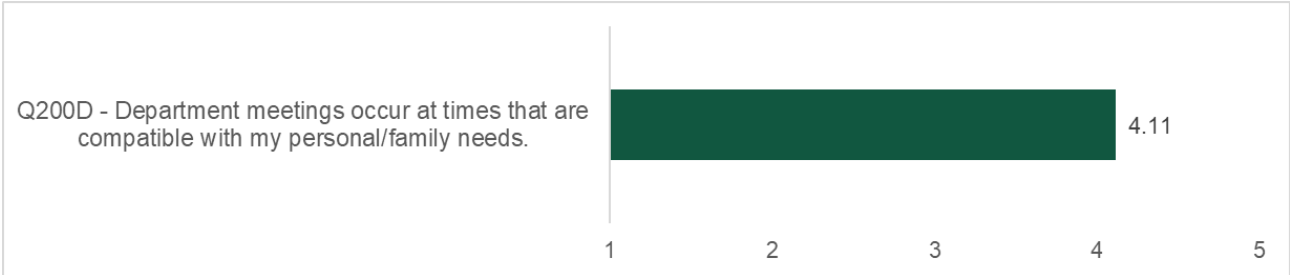
Items with overall positive means but at least one group has mean less than three



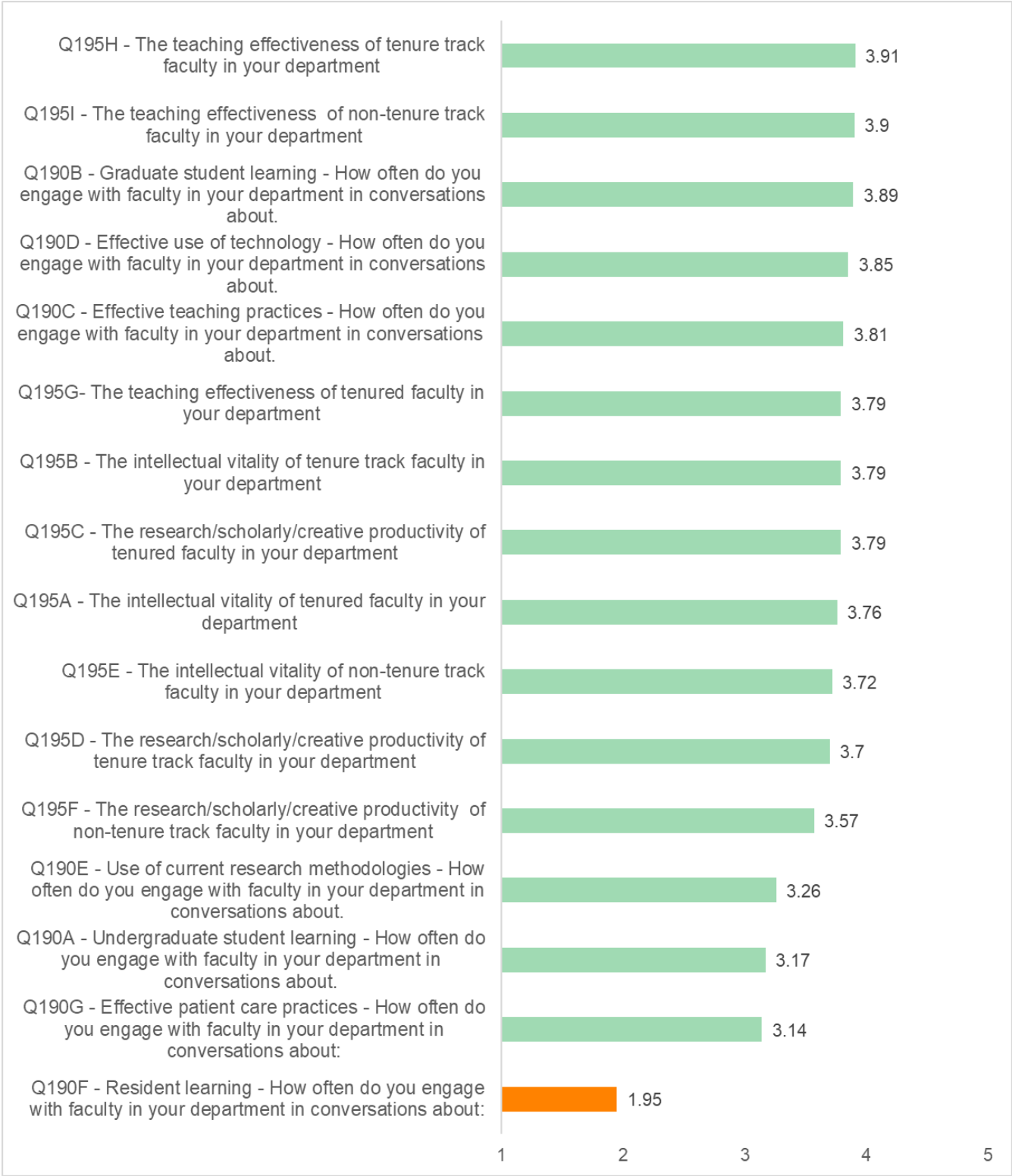
Appreciation and Recognition



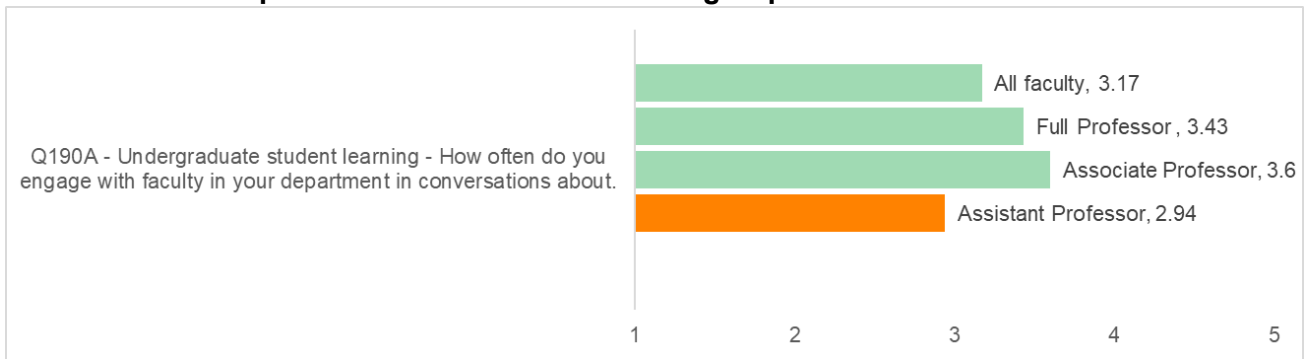
Departmental Engagement, Quality, and Collegiality



Departmental Engagement



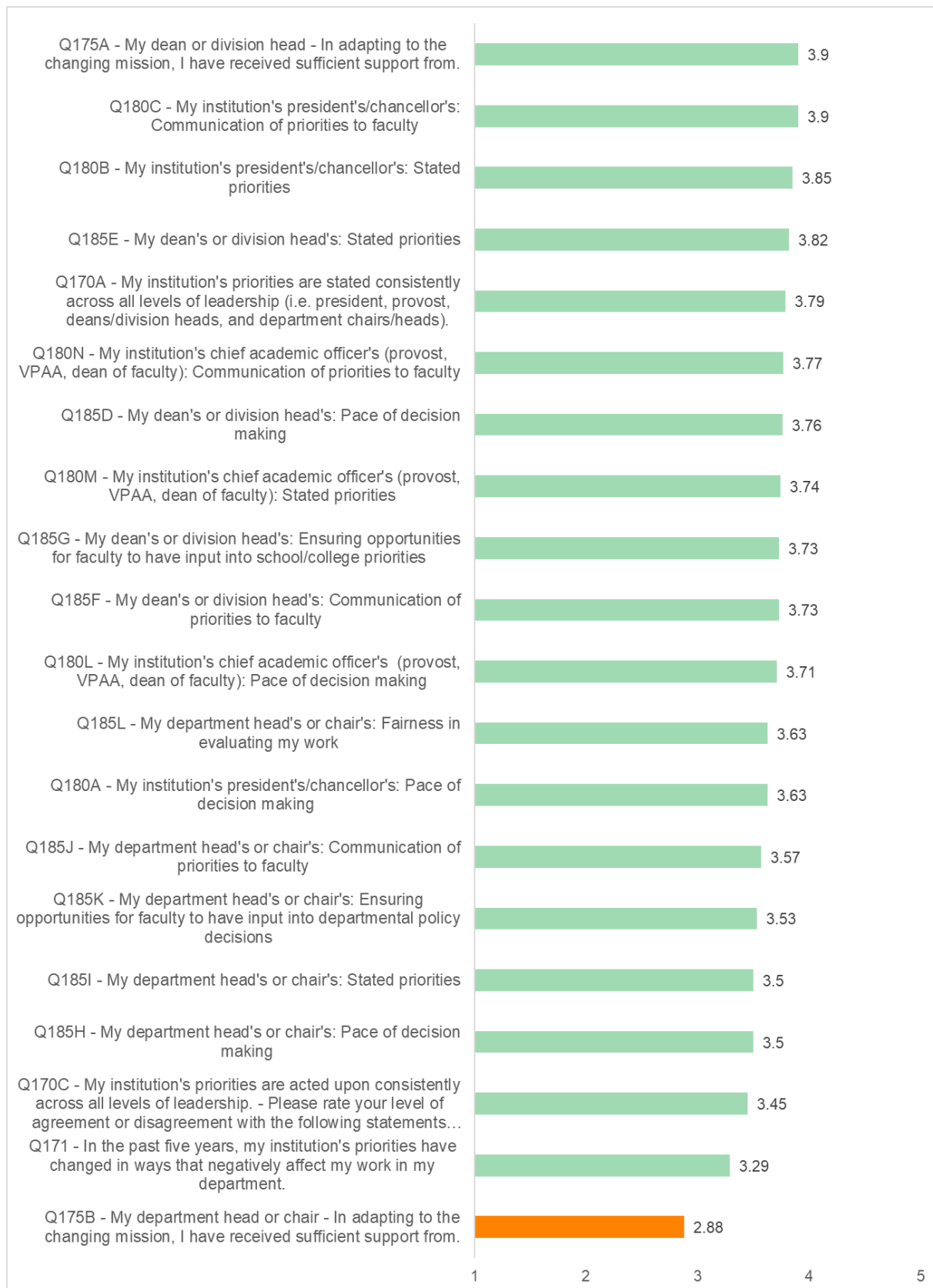
Items with overall positive means but at least one group has mean less than three



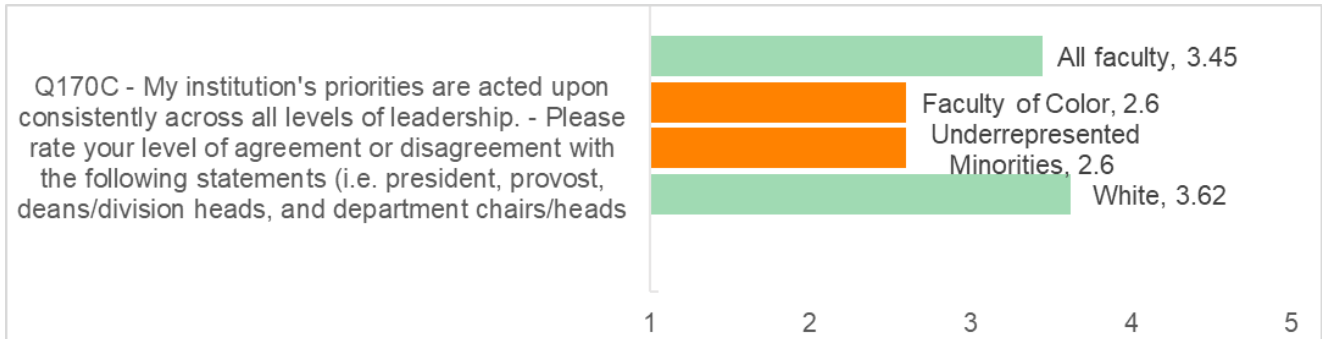
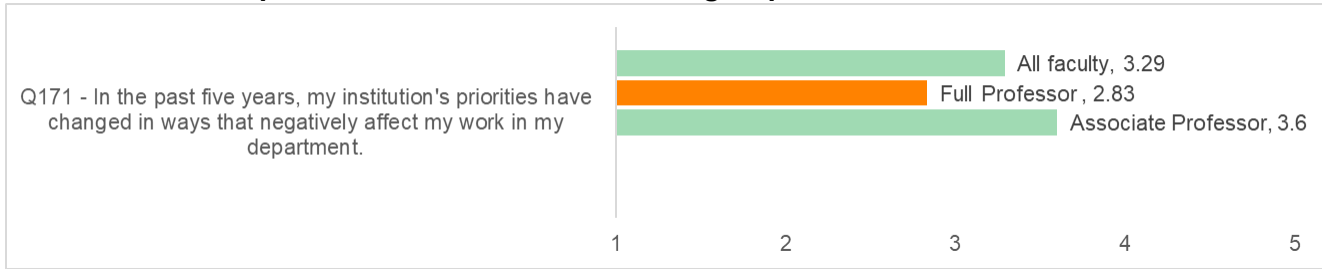
Departmental Collegiality



Institutional Governance and Leadership



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



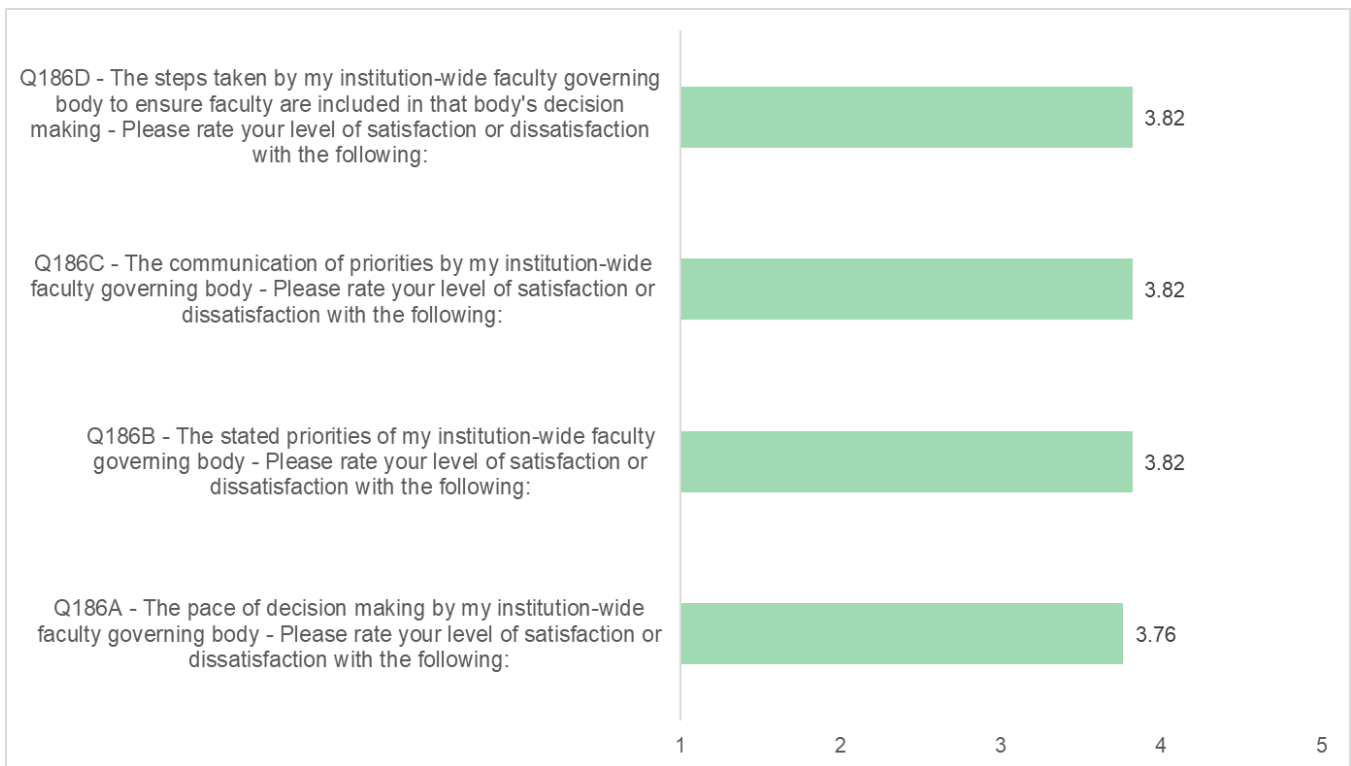
Shared Governance



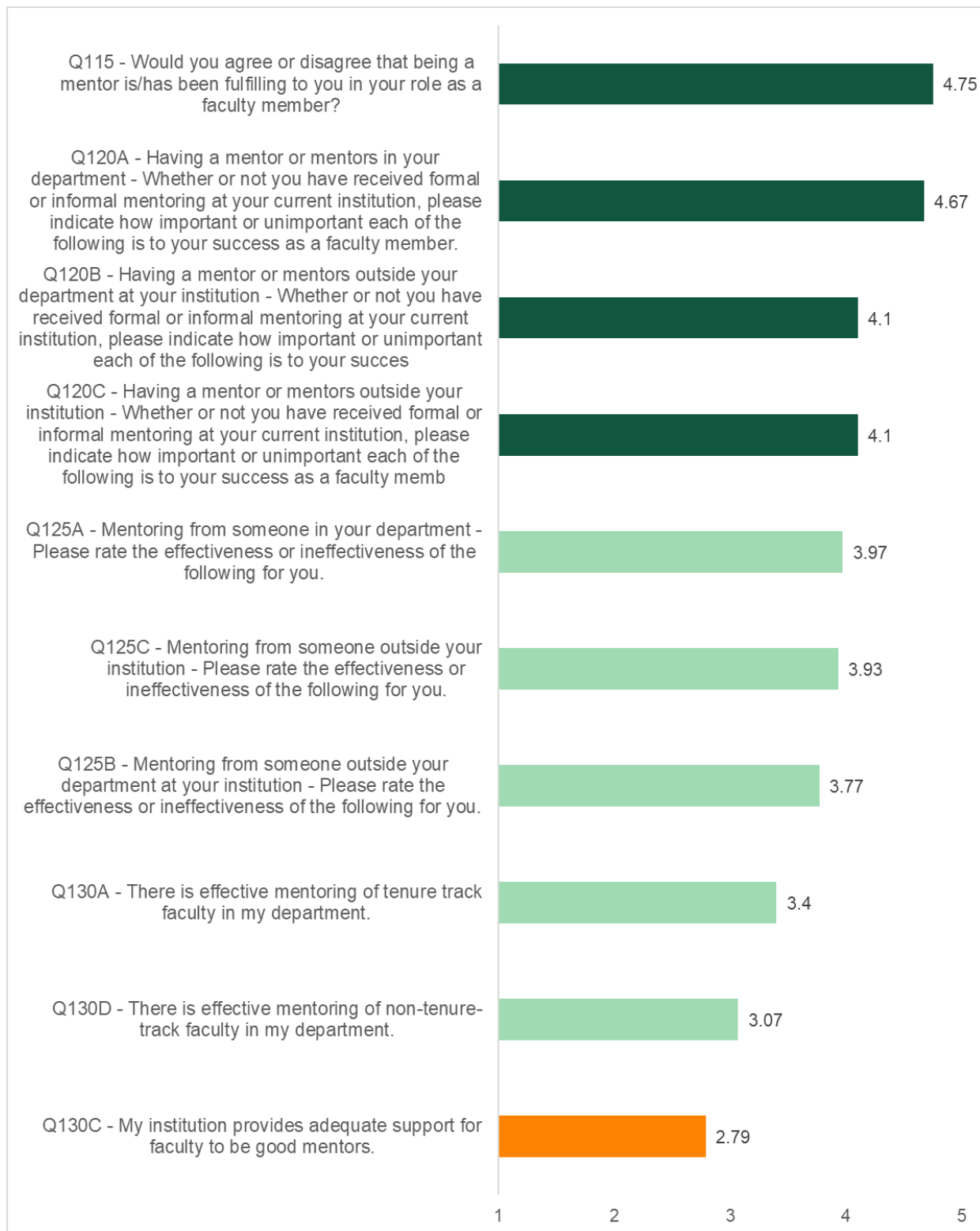
Items with overall positive means but at least one group has mean less than three



Leadership: Faculty



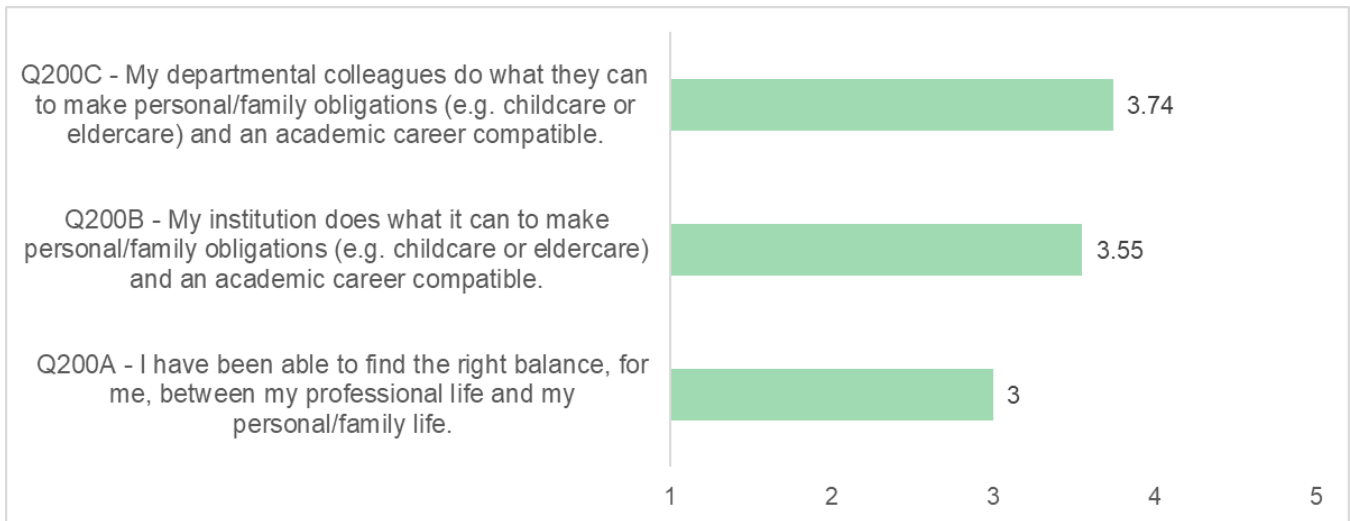
Mentoring



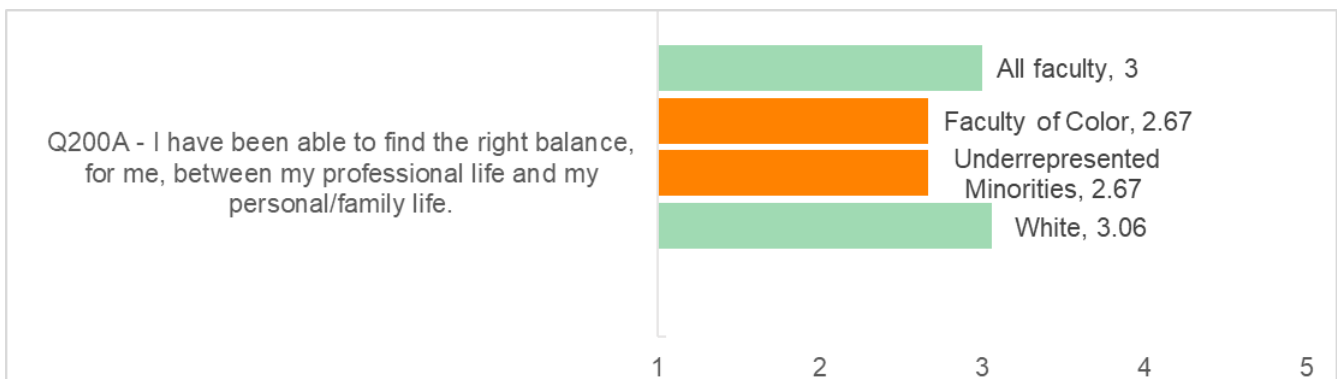
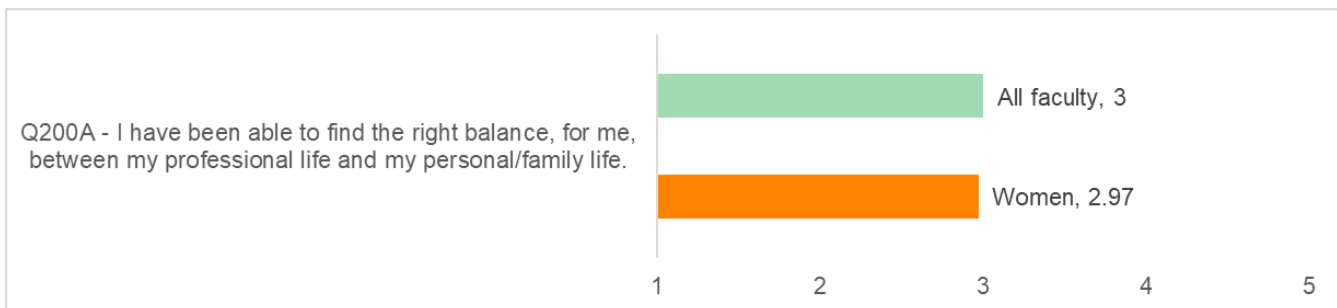
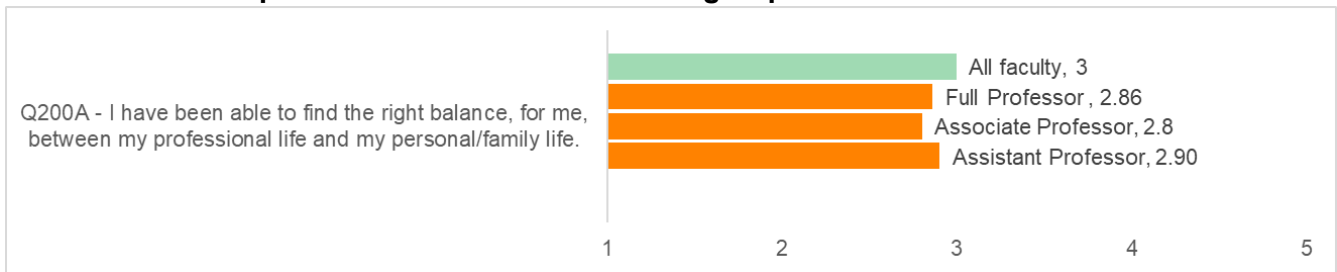
Recruitment and Retention



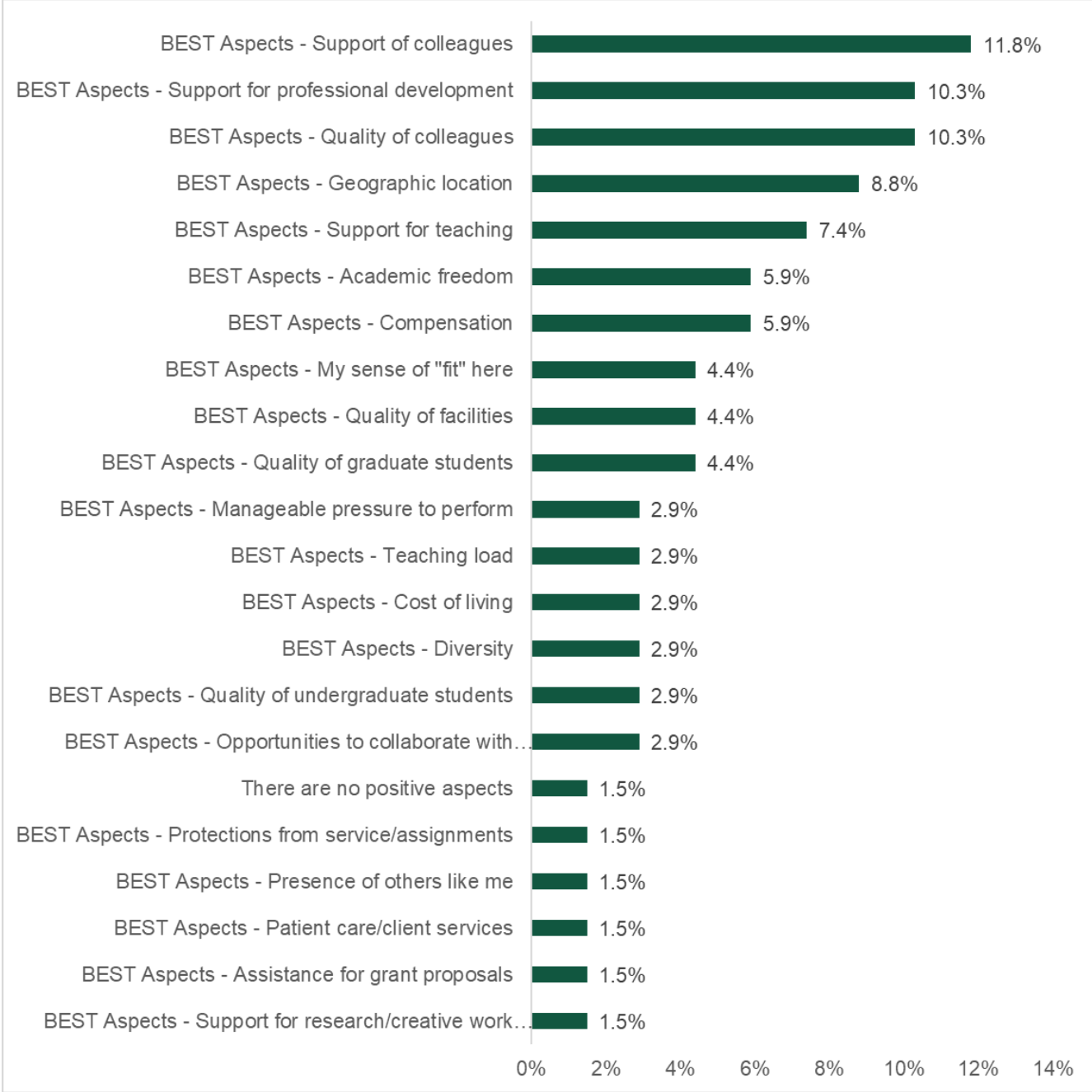
Work and Personal Life Balance



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



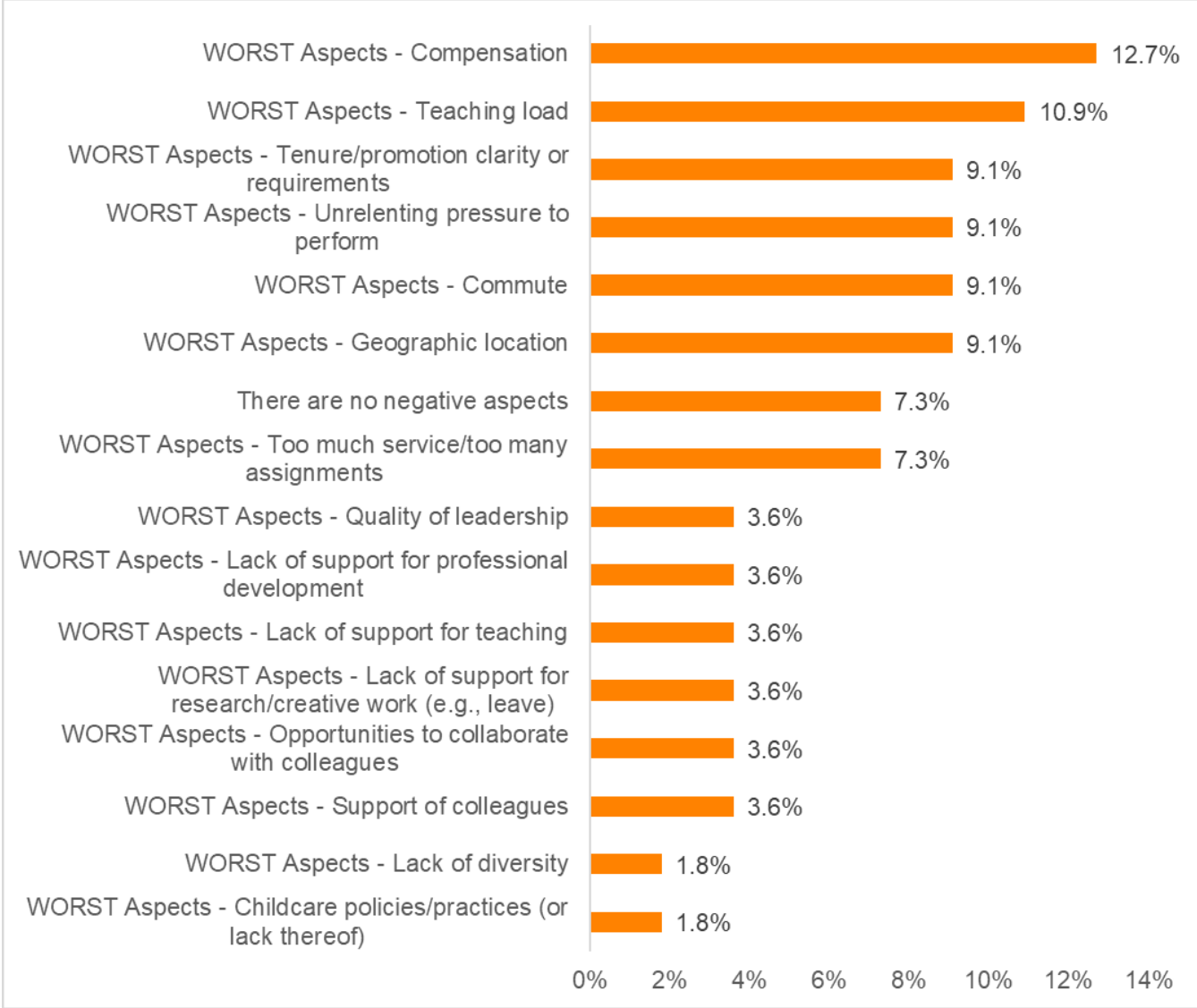
Q267A - Please check the two (and only two) BEST aspects about working at your institution.



	Responses		Percent of Cases
	N	Percent	
BEST Aspects - Support of colleagues	8	11.8%	22.2%
BEST Aspects - Quality of colleagues	7	10.3%	19.4%
BEST Aspects - Support for professional development	7	10.3%	19.4%
BEST Aspects - Geographic location	6	8.8%	16.7%
BEST Aspects - Support for teaching	5	7.4%	13.9%

BEST Aspects - Compensation	<5		
BEST Aspects - Academic freedom	<5		
BEST Aspects - Quality of graduate students	<5		
BEST Aspects - Quality of facilities	<5		
BEST Aspects - My sense of "fit" here	<5		
BEST Aspects - Opportunities to collaborate with colleagues	<5		
BEST Aspects - Quality of undergraduate students	<5		
BEST Aspects - Diversity	<5		
BEST Aspects - Cost of living	<5		
BEST Aspects - Teaching load	<5		
BEST Aspects - Manageable pressure to perform	<5		
BEST Aspects - Support for research/creative work (e.g., leave)	<5		
BEST Aspects - Assistance for grant proposals	<5		
BEST Aspects - Patient care/client services	<5		
BEST Aspects - Presence of others like me	<5		
BEST Aspects - Protections from service/assignments	<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	12.7%	21.2%
WORST Aspects - Teaching load	6	10.9%	18.2%
WORST Aspects - Geographic location	5	9.1%	15.2%
WORST Aspects - Commute	5	9.1%	15.2%
WORST Aspects - Unrelenting pressure to perform	5	9.1%	15.2%
WORST Aspects - Tenure/promotion clarity or requirements	5	9.1%	15.2%
WORST Aspects - Too much service/too many assignments	<5		
There are no negative aspects	<5		
WORST Aspects - Support of colleagues	<5		

WORST Aspects - Opportunities to collaborate with colleagues	<5		
WORST Aspects - Lack of support for research/creative work (e.g., leave)	<5		
WORST Aspects - Lack of support for teaching	<5		
WORST Aspects - Lack of support for professional development	<5		
WORST Aspects - Quality of leadership	<5		
WORST Aspects - Childcare policies/practices (or lack thereof)	<5		
WORST Aspects - Lack of diversity	<5		