

2022 COACHE Faculty Job Satisfaction Survey UTHSC Report

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Introduction

Response Rates

College	Population	Respondents	Response Rate
Overall	1,323	409	31%
College			
Library	11	6	55%
College of Dentistry	101	43	43%
College Grad Health Sciences	<5	<5	
College of Health Professions	63	43	68%
College of Medicine	975	233	24%
College of Nursing	106	42	40%
College of Pharmacy	63	38	60%
Rank			
Professor (or Full Professor)	285	117	41%
Associate Professor	350	118	34%
Assistant Professor	603	158	26%
Instructor	85	16	19%
Tenure			
T	269	121	45%
TT	79	35	44%
NTT	975	253	26%
Gender			
Man/Trans man	755	198	26%
Woman/Trans woman	561	204	36%
Not listed above	7	7	100%
Ethnicity/Race			
American Indian or Native Alaskan	<5	<5	
Asian or Asian-American	255	65	25%
Black or African-American	108	38	35%
Hispanic or Latino/a	44	13	30%
Middle Eastern, Southwest Asian, or North African	8	6	75%
Multiracial	6	<5	
White (non-Hispanic)	892	276	31%
Other	7	6	86%

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

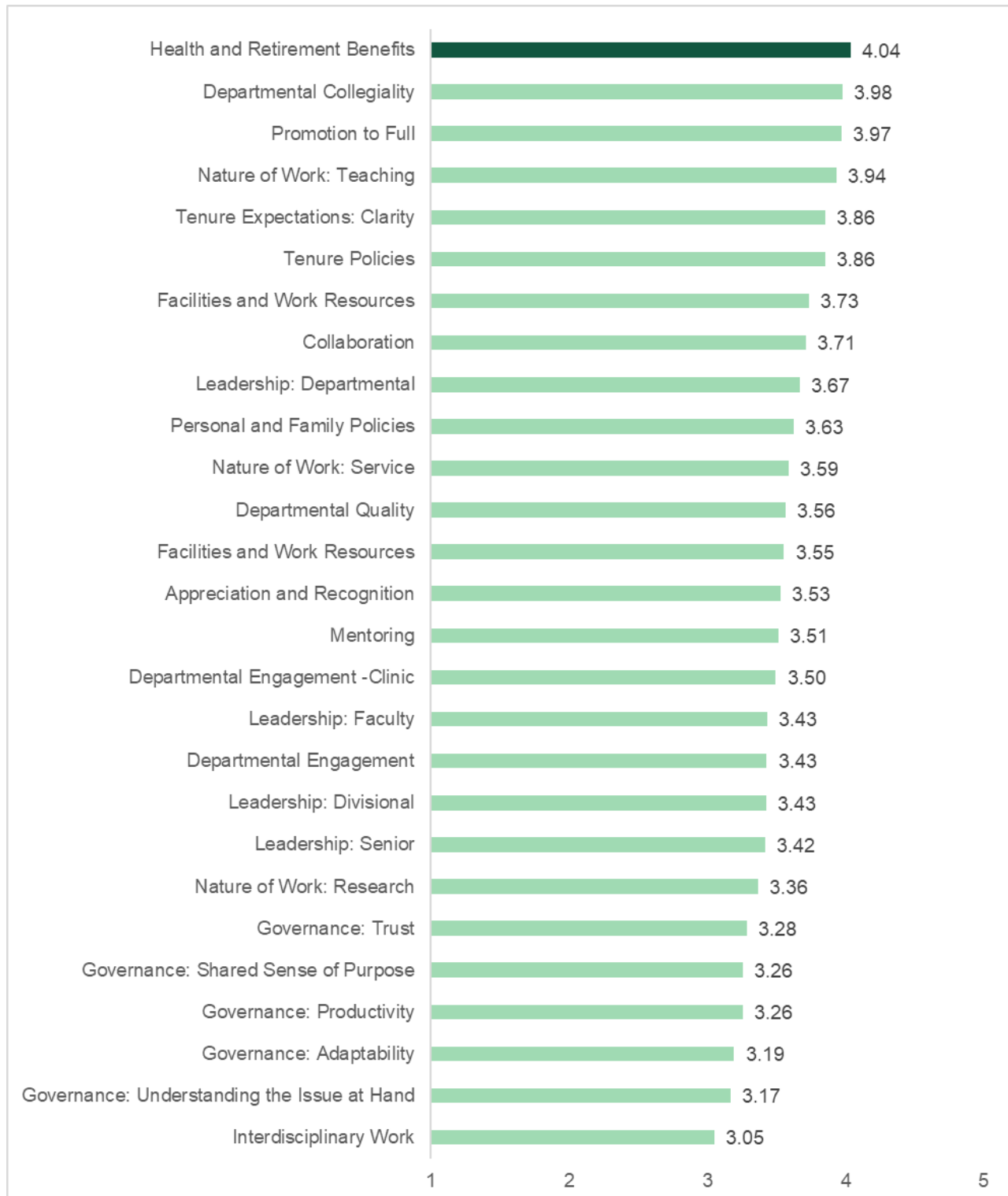
Items with mean 4.00 to 5.00
 Items with mean 3.00 to 3.99
 Items with mean less than 3.00



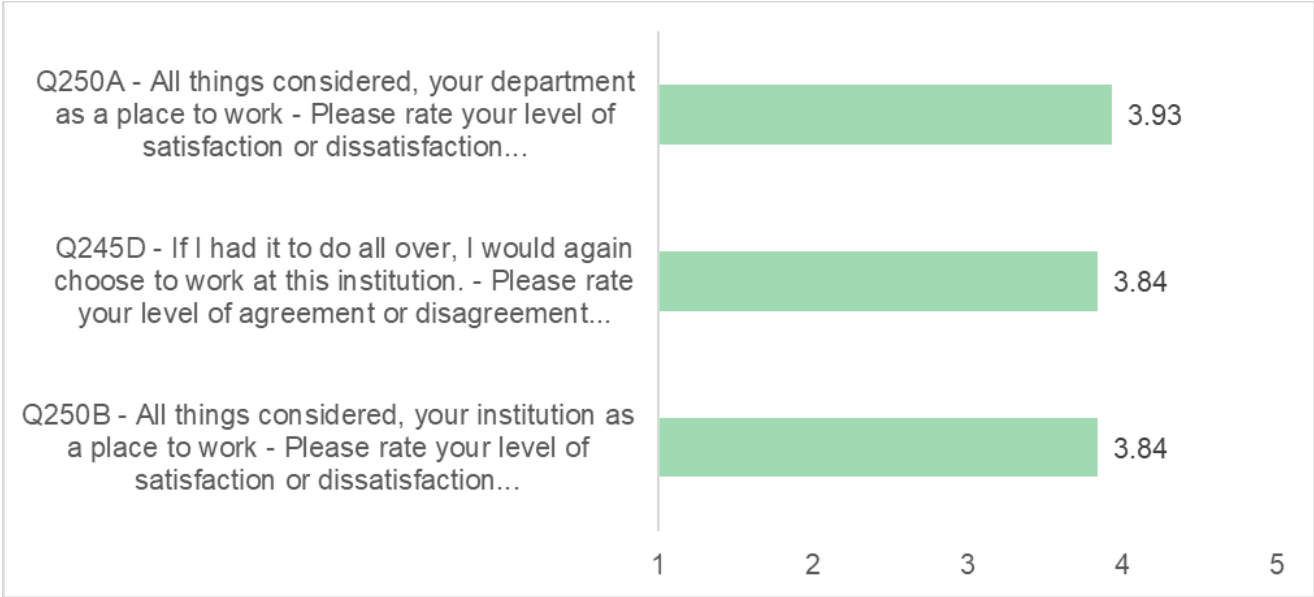
Differences within Groups

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.

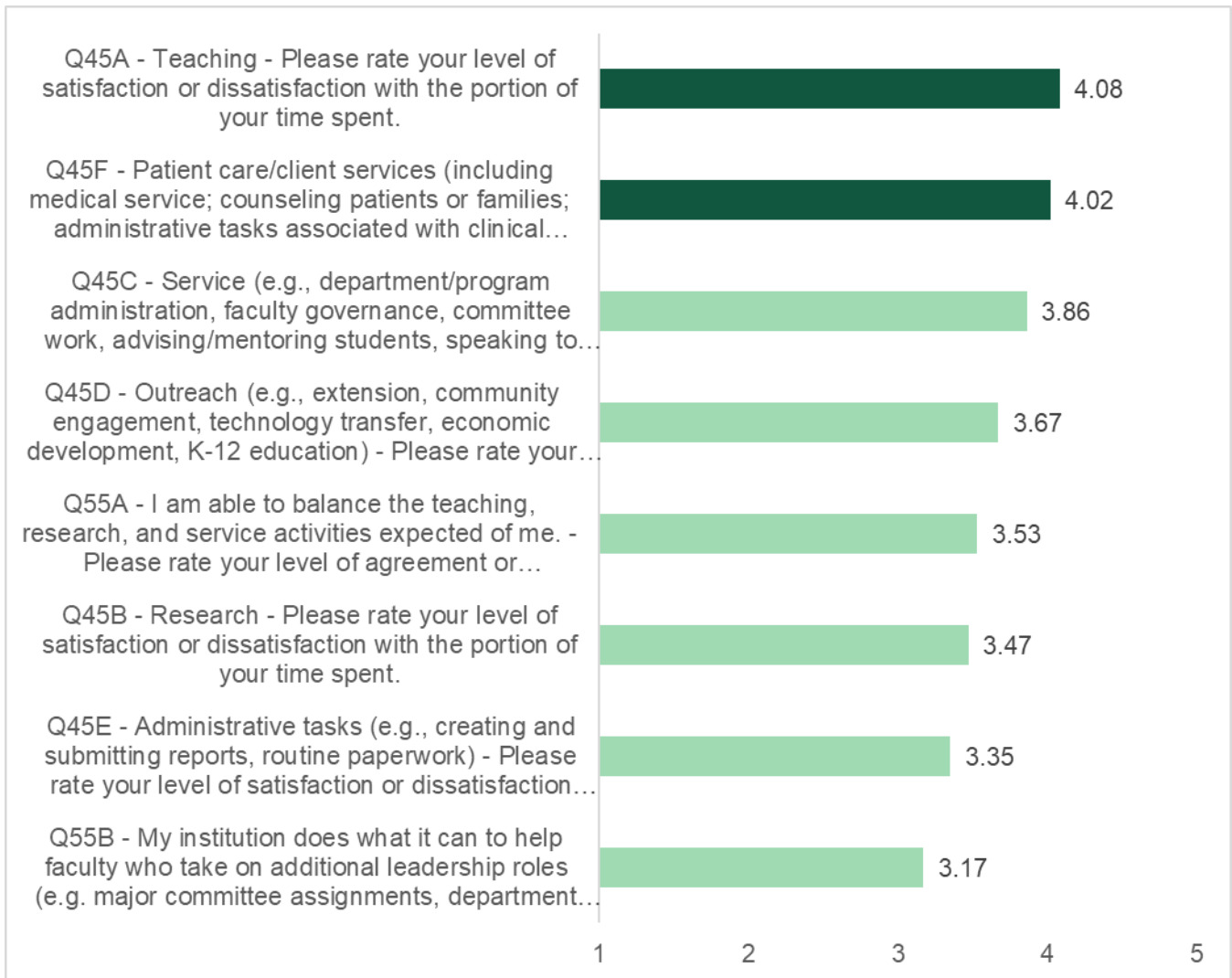
Benchmark Means



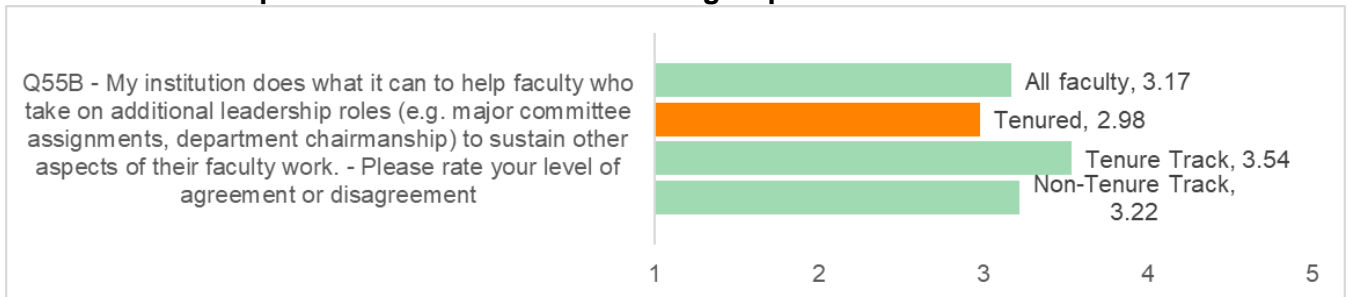
Global Satisfaction

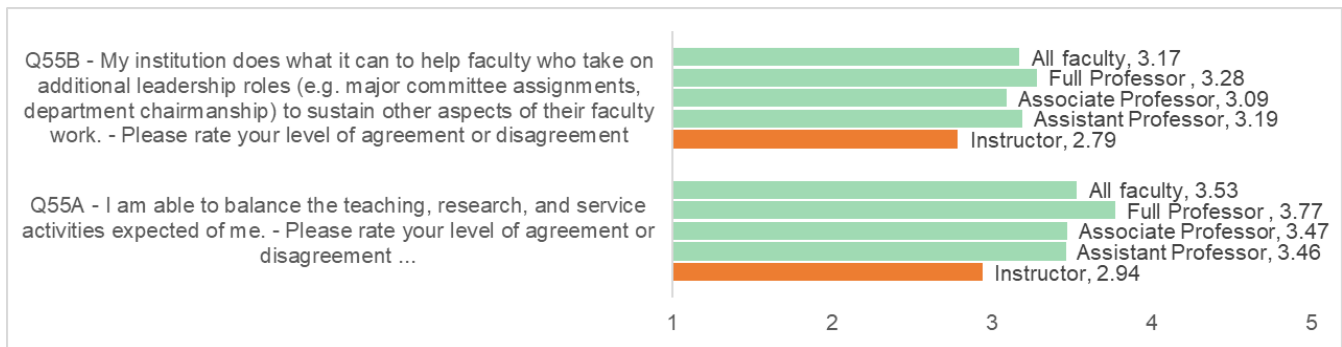


Nature of Work – Overall



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

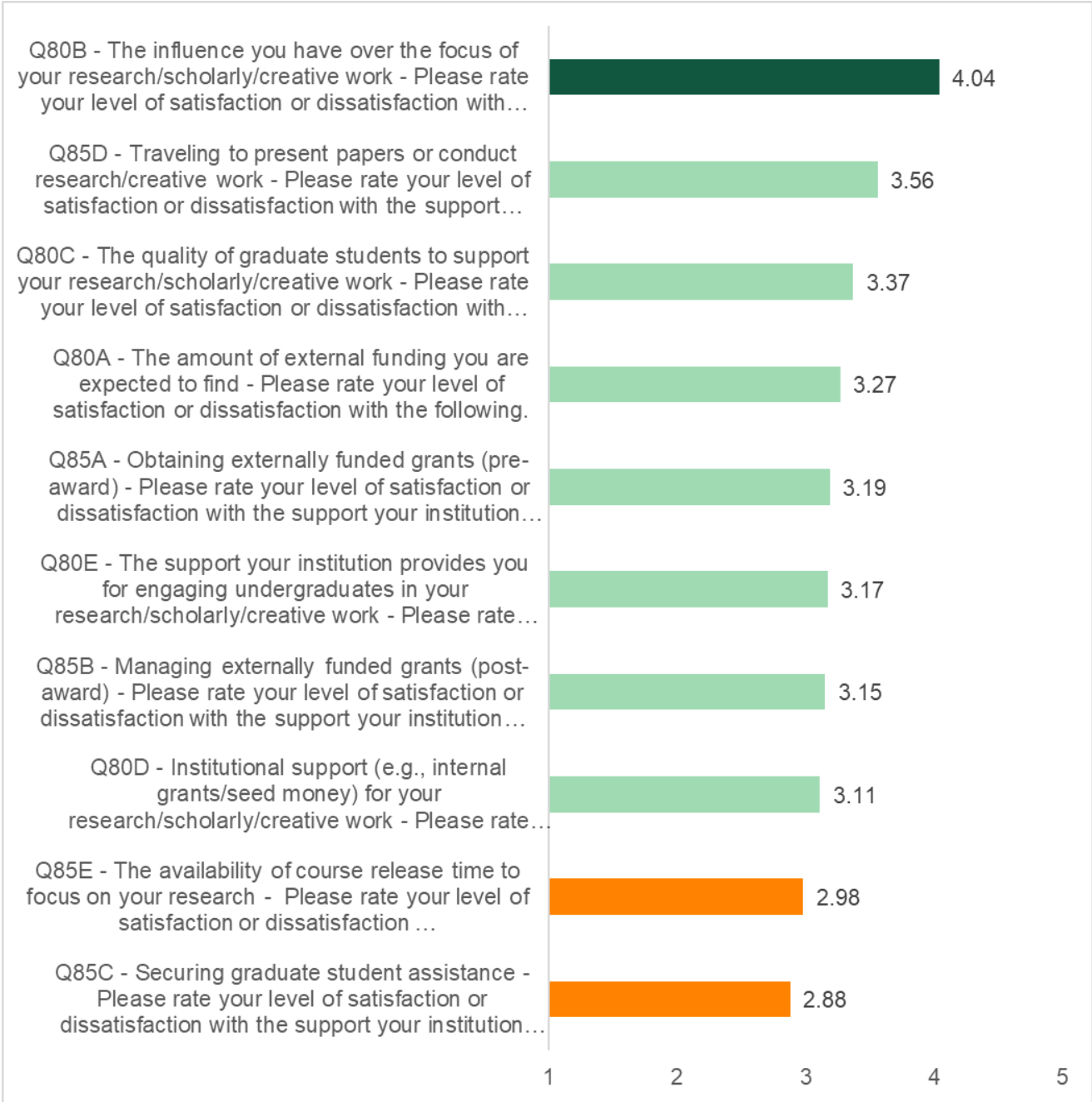




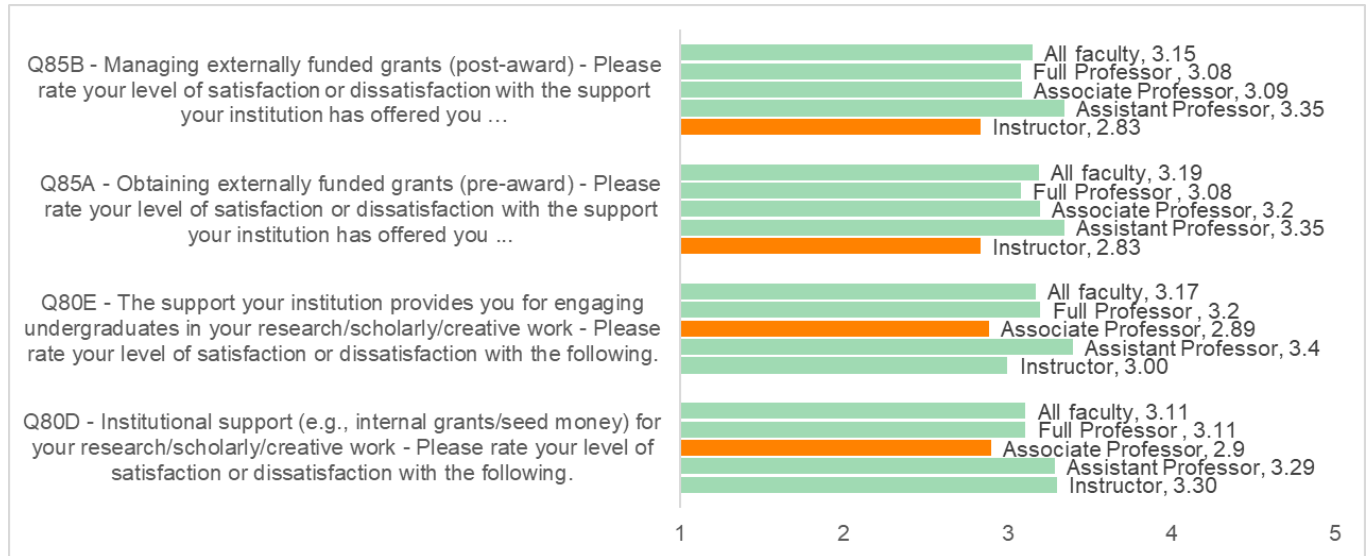
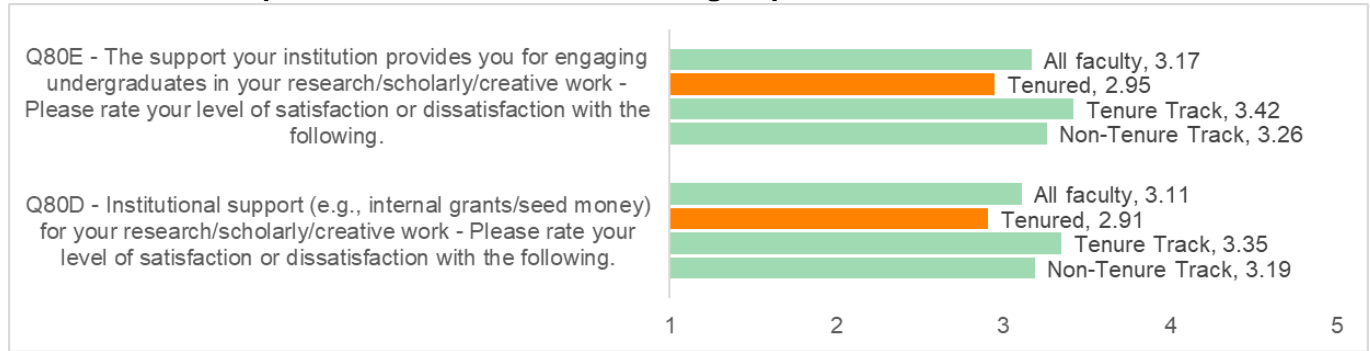
Nature of Work – Teaching



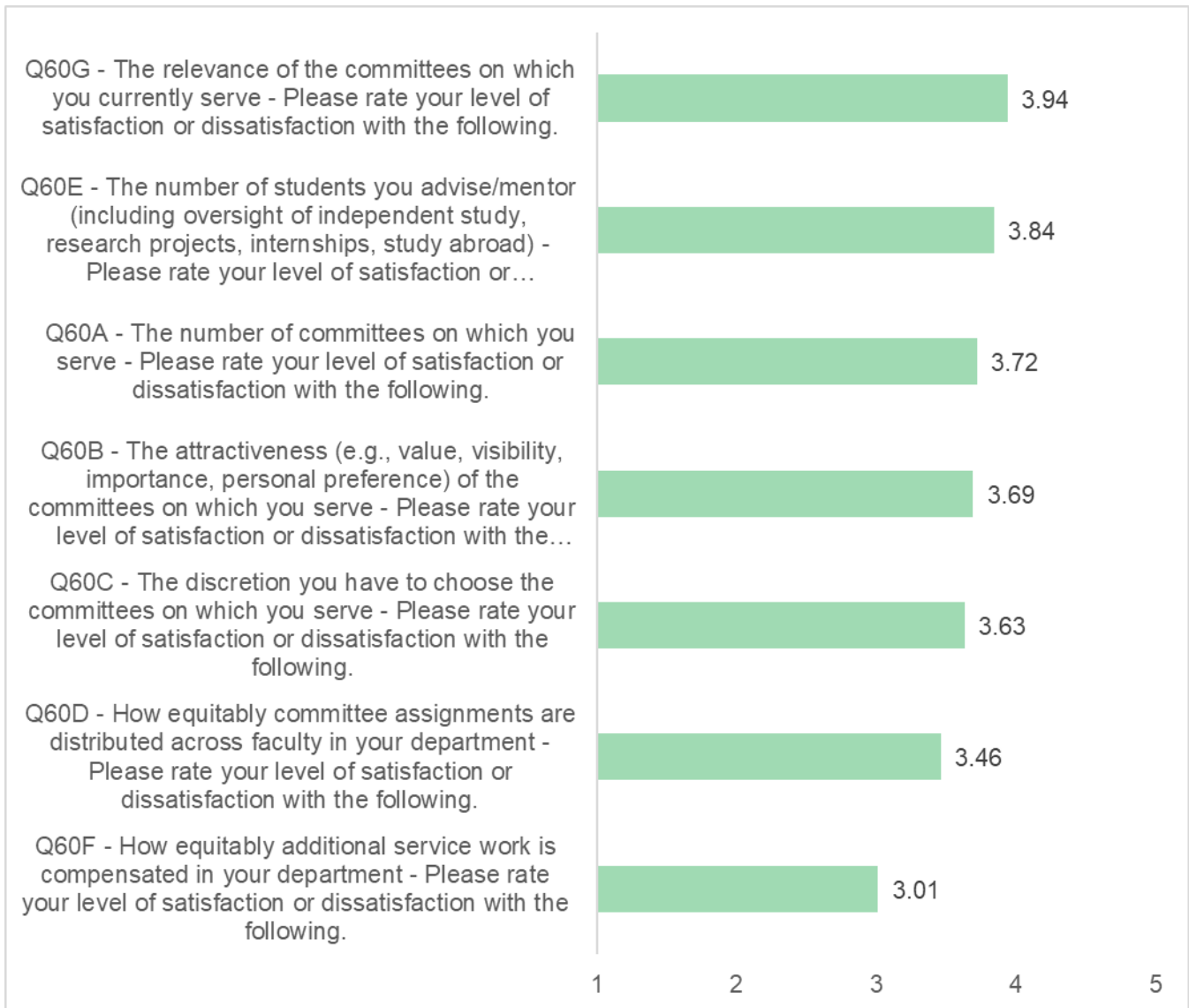
Nature of Work – Research



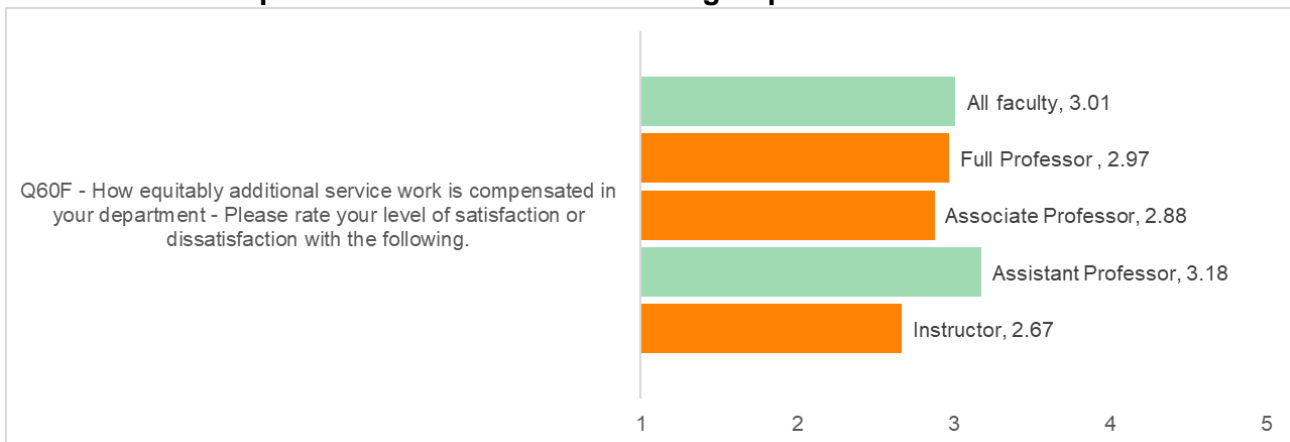
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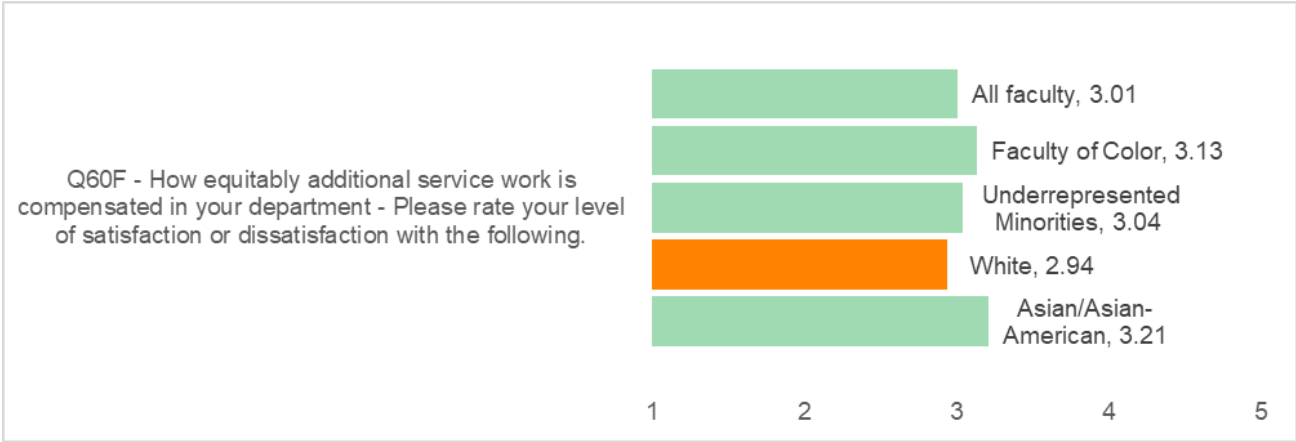


Nature of Work – Service

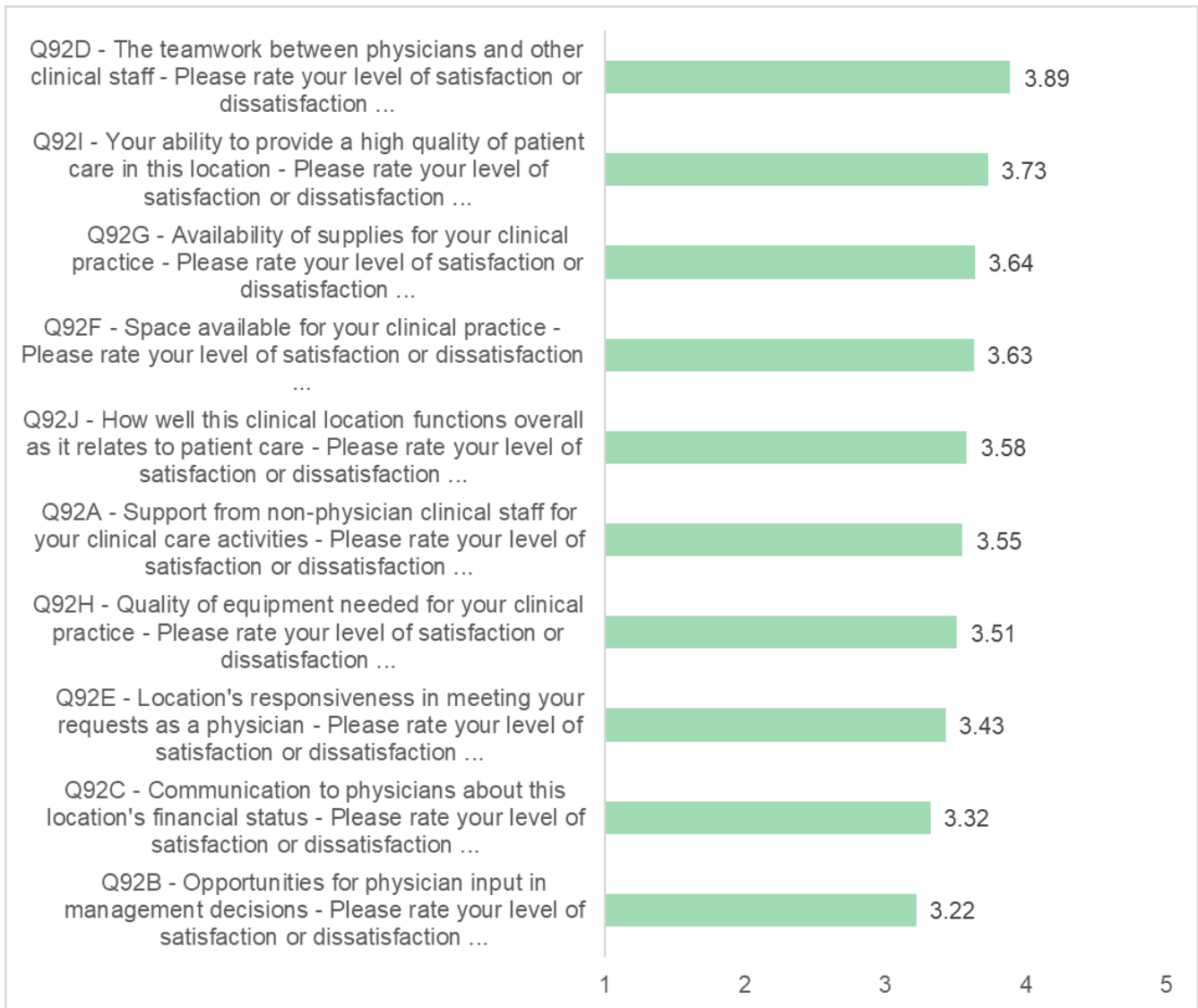


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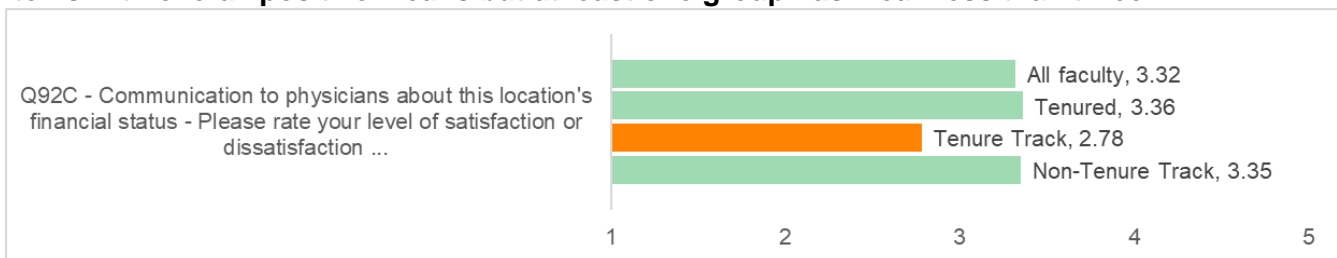




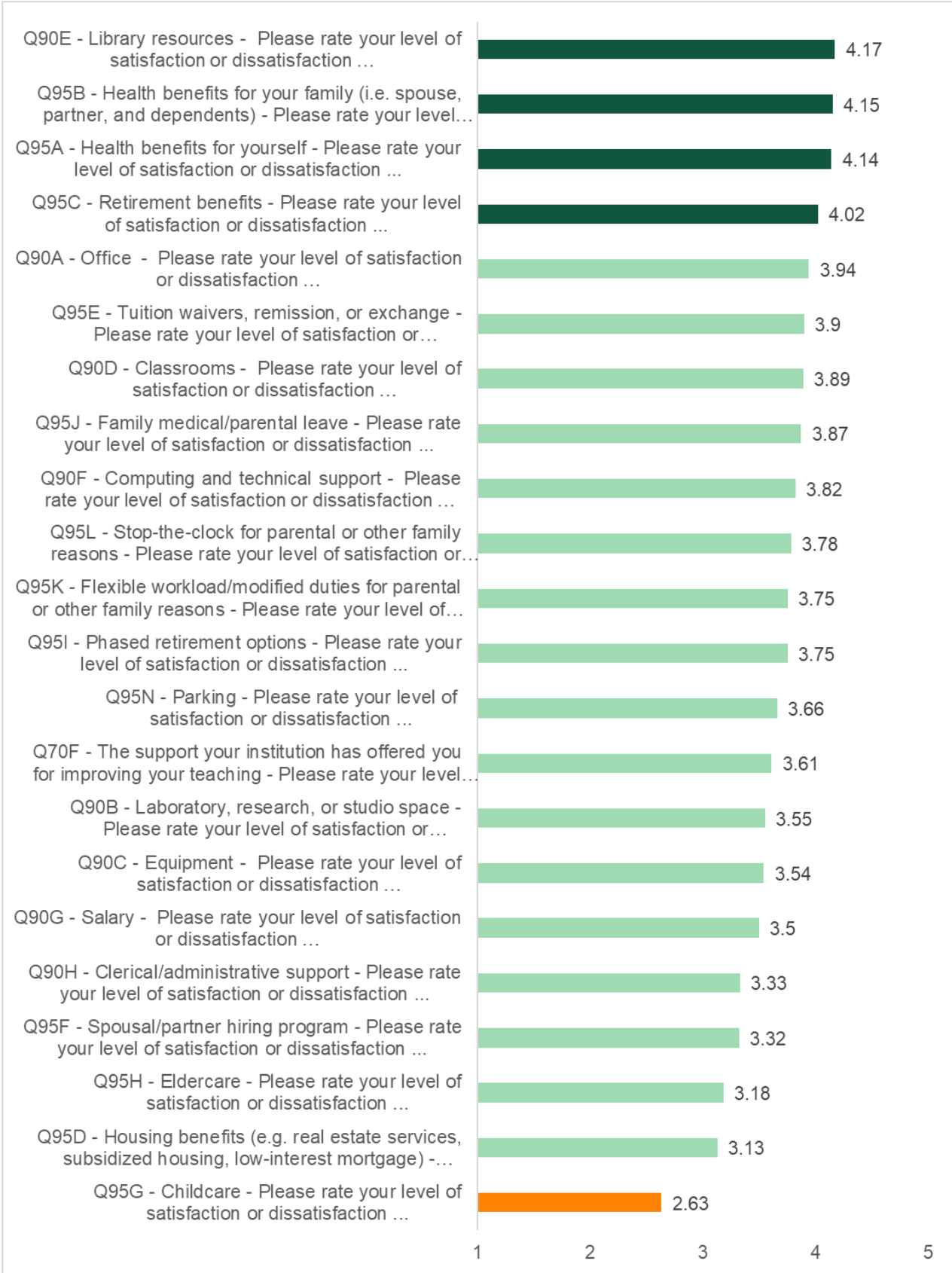
Clinical Faculty Questions



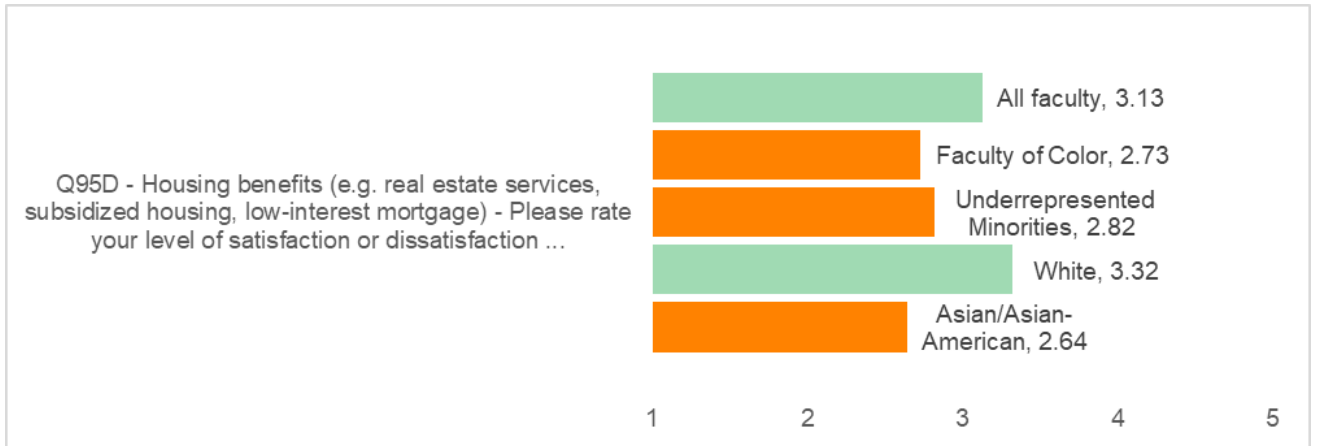
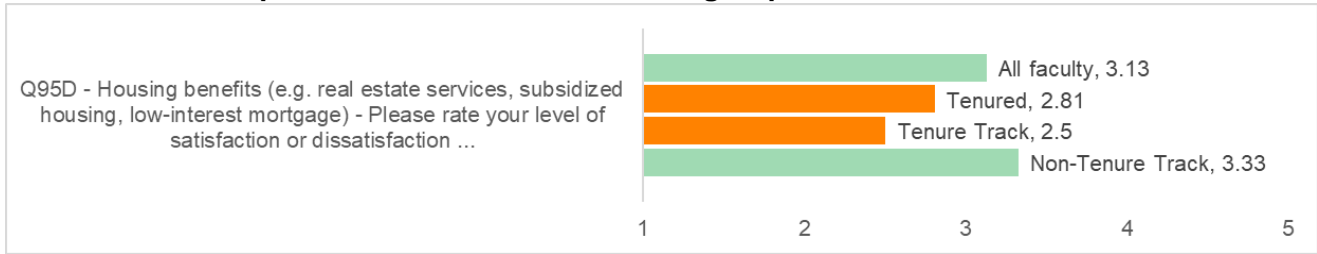
Items with overall positive means but at least one group has mean less than three



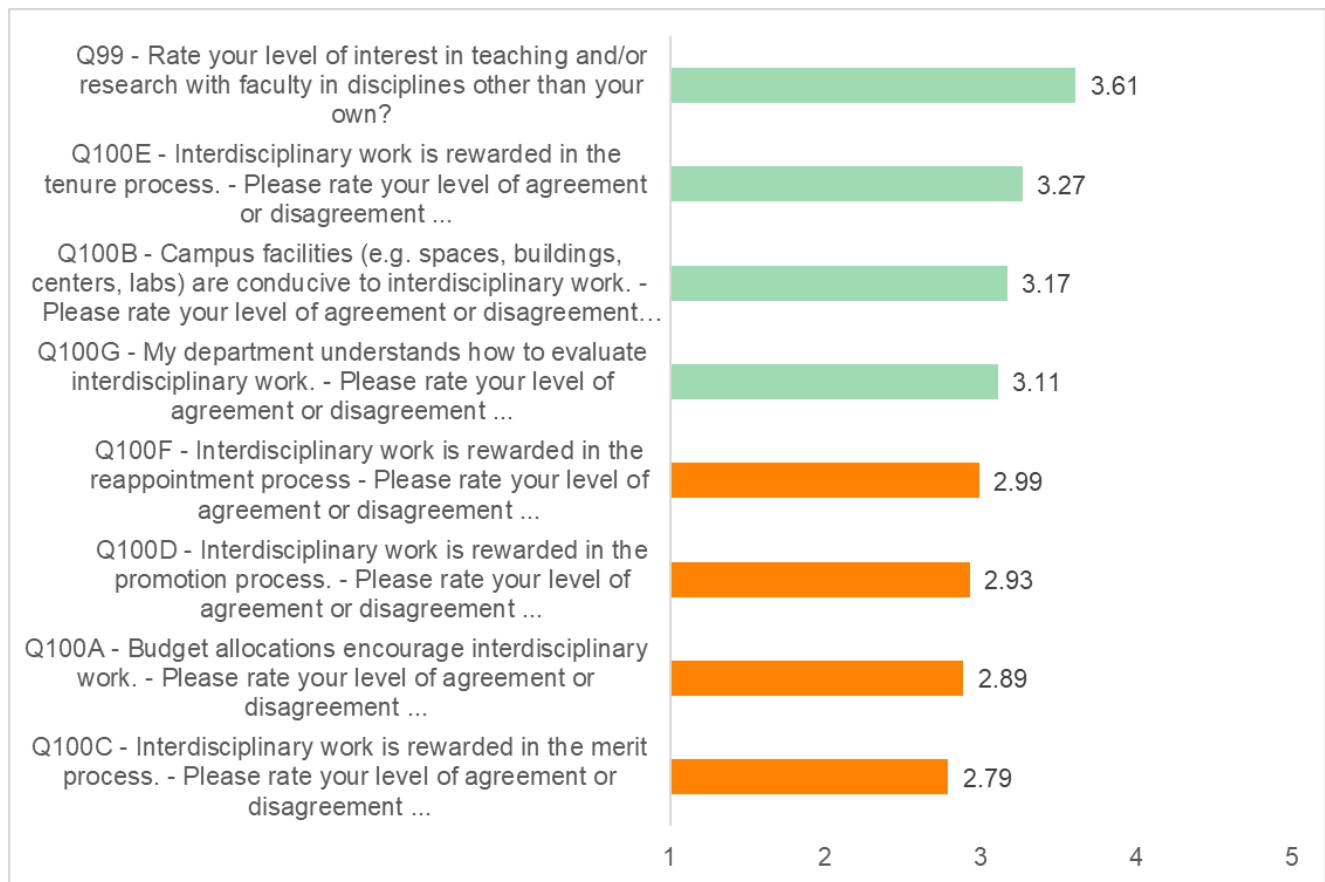
Resources and Support



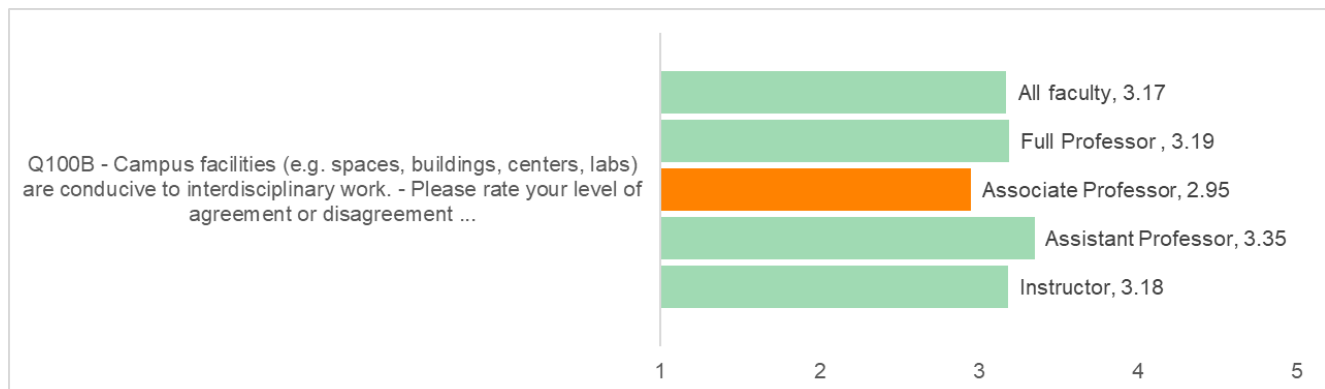
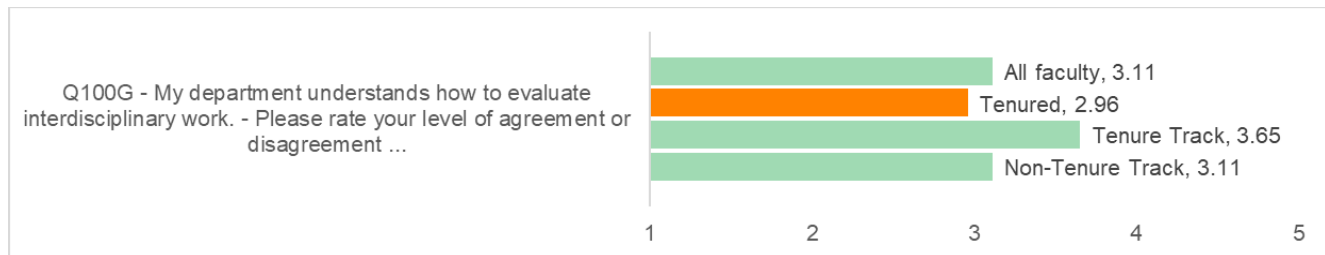
Items with overall positive means but at least one group has mean less than three

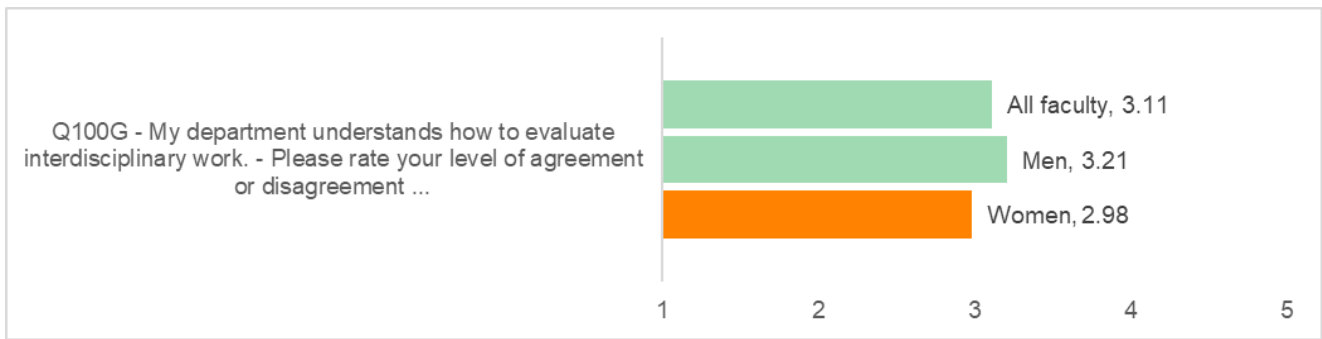


Interdisciplinary Work

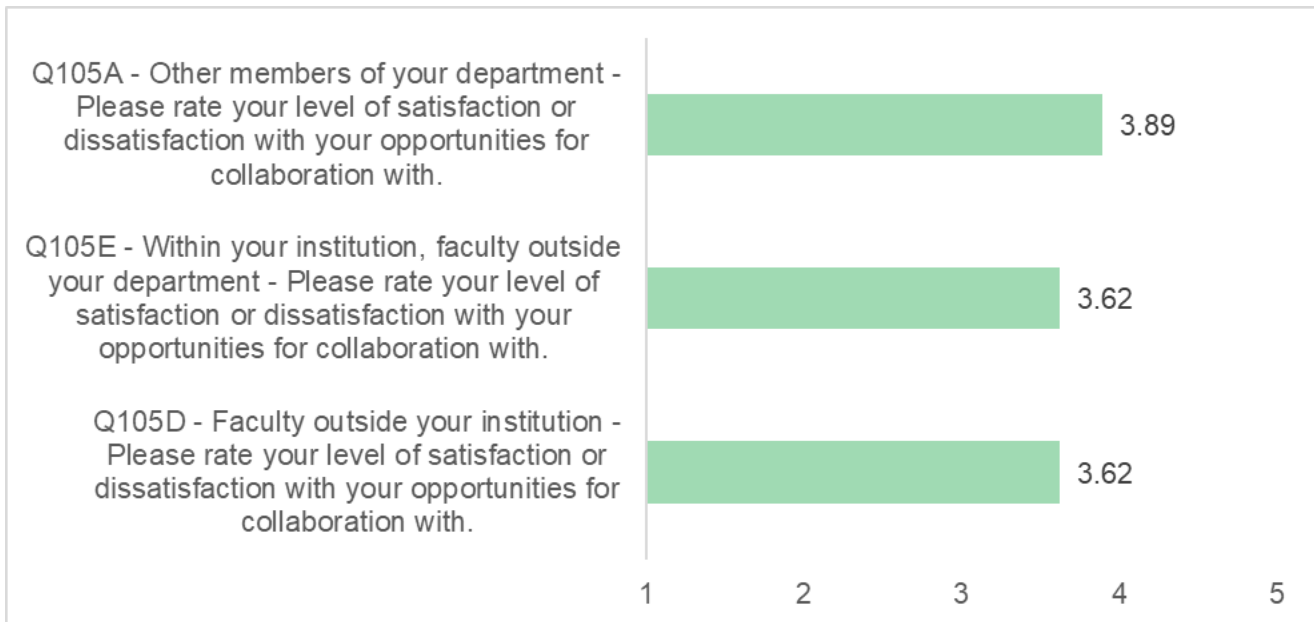


Items with overall positive means but at least one group has mean less than three





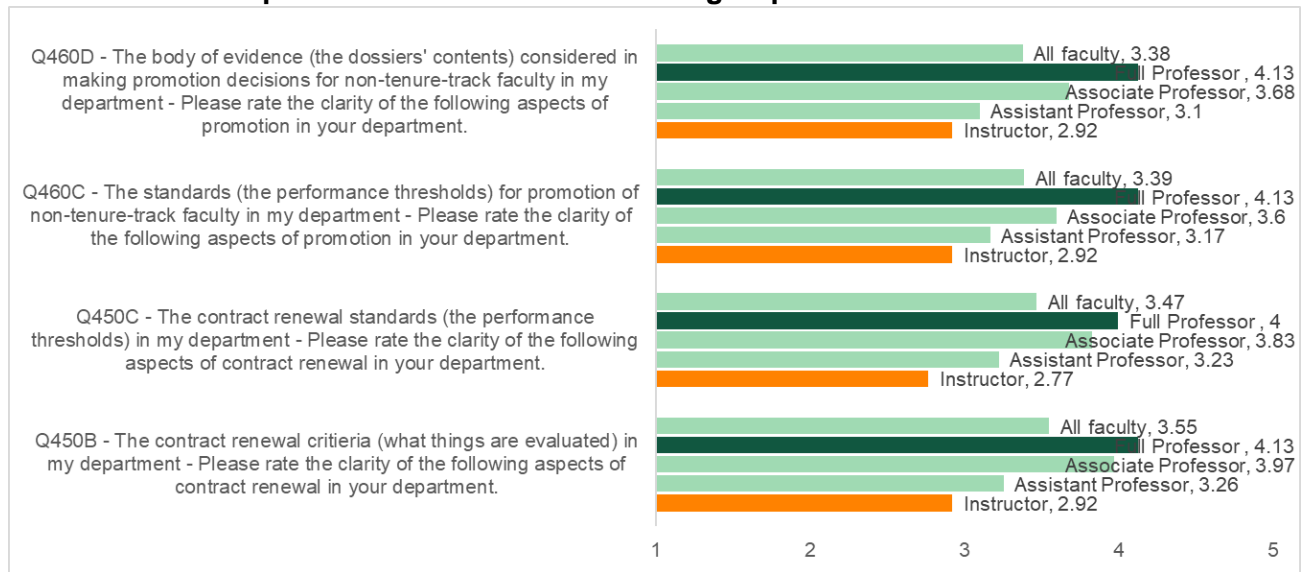
Collaboration



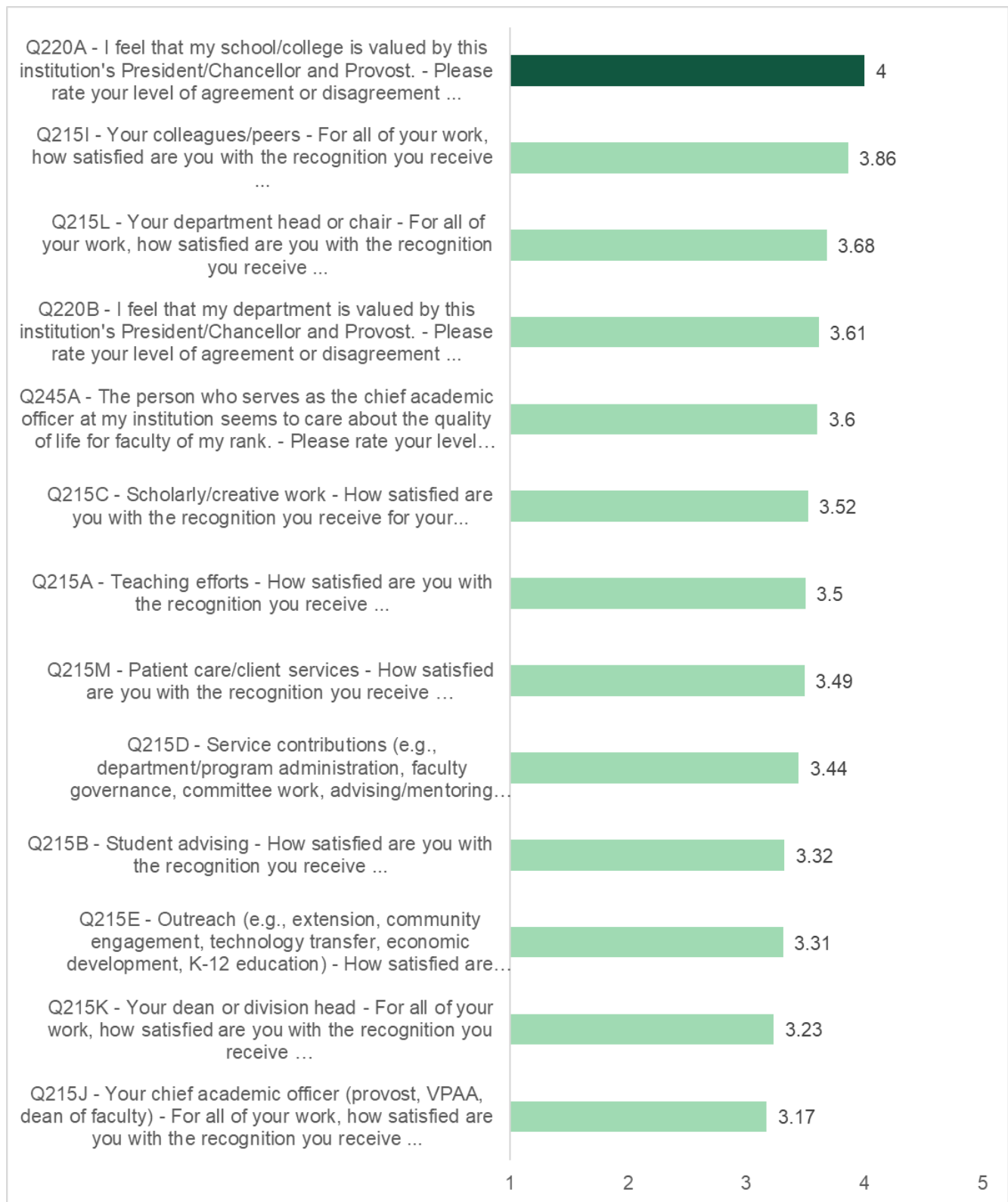
Non-Tenure-Track Faculty Questions



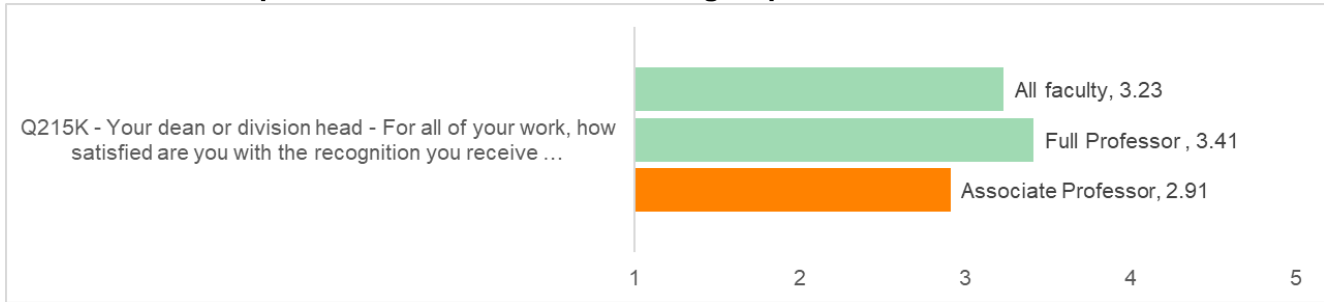
Items with overall positive means but at least one group has mean less than three



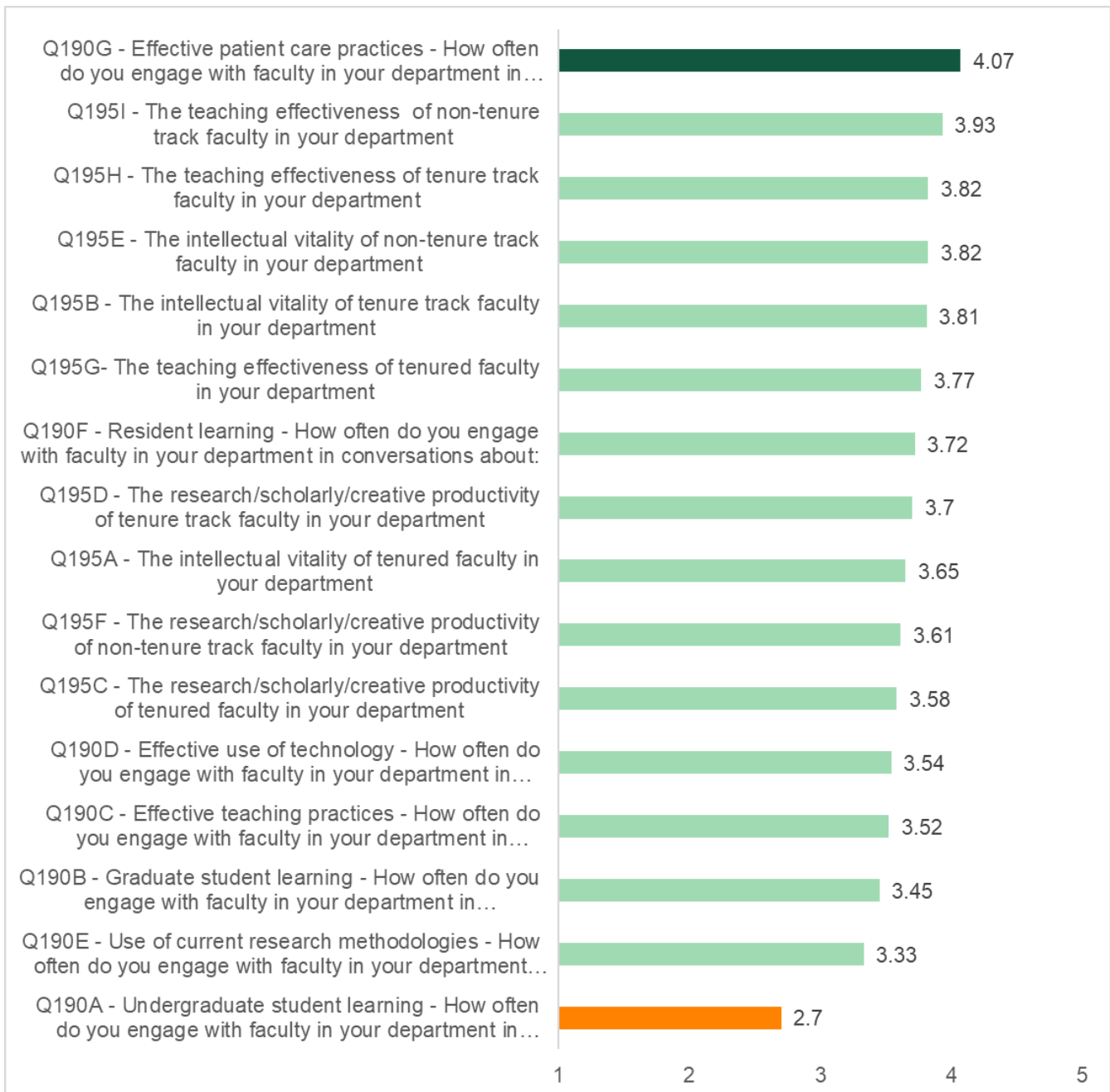
Appreciation and Recognition



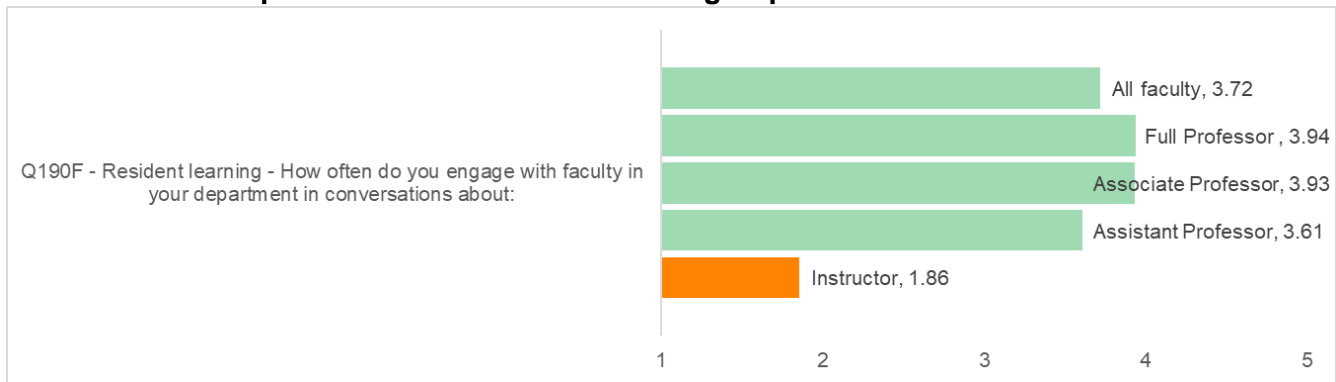
Items with overall positive means but at least one group has mean less than three



Departmental Engagement



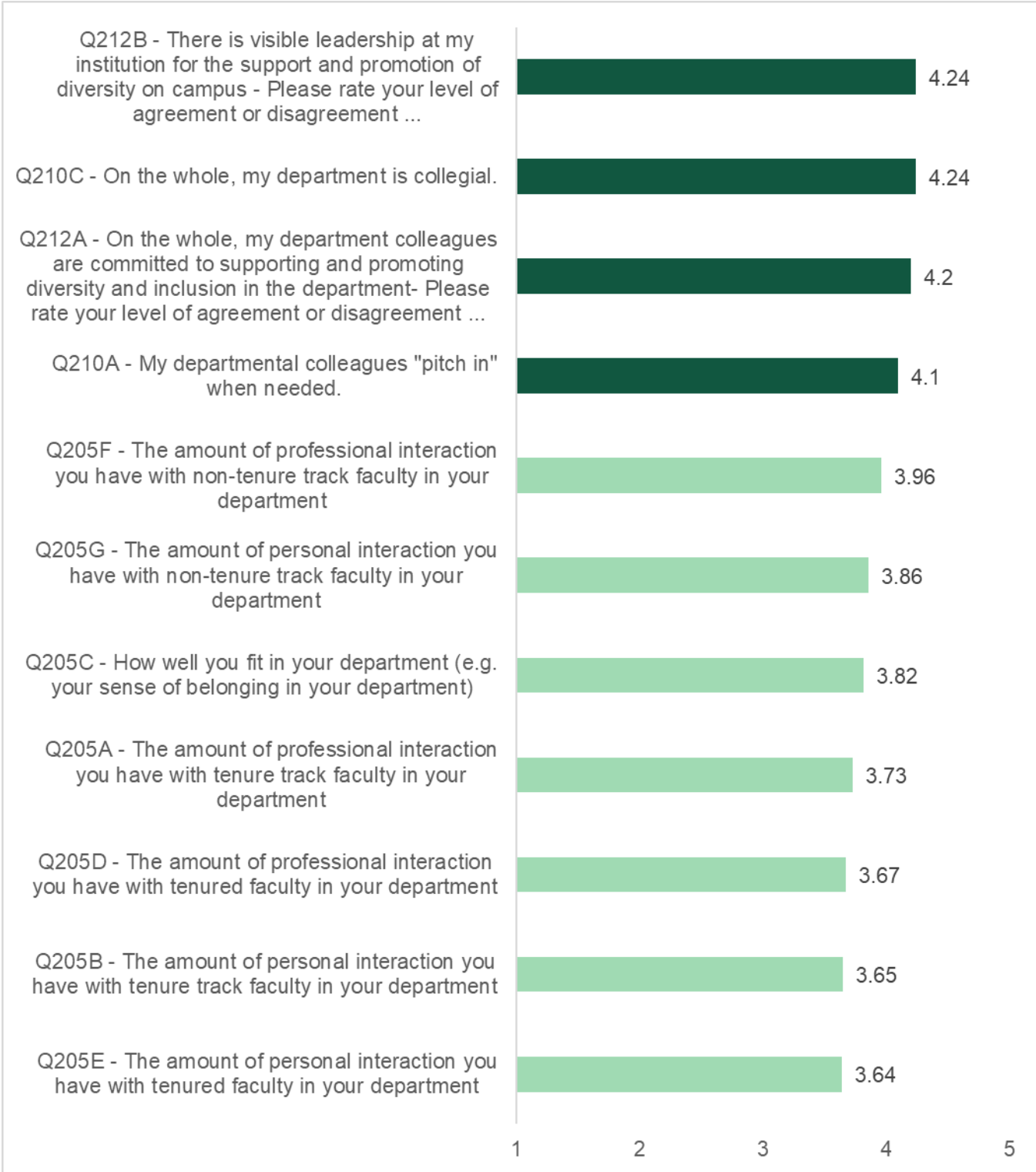
Items with overall positive means but at least one group has mean less than three



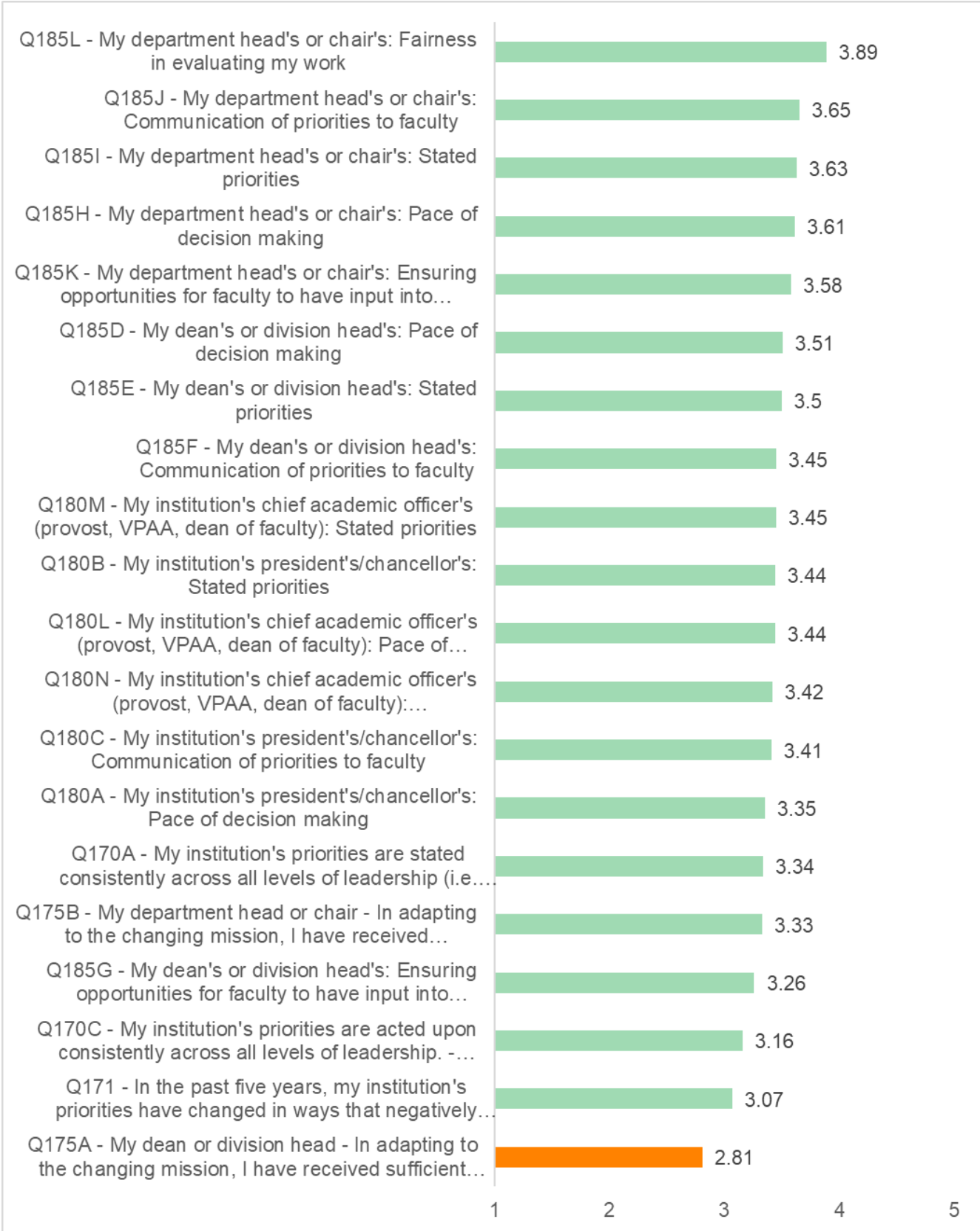
Departmental Engagement, Quality, and Collegiality



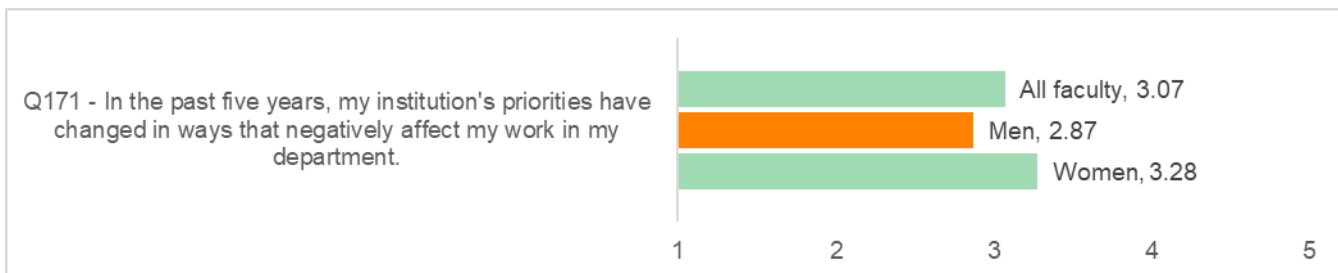
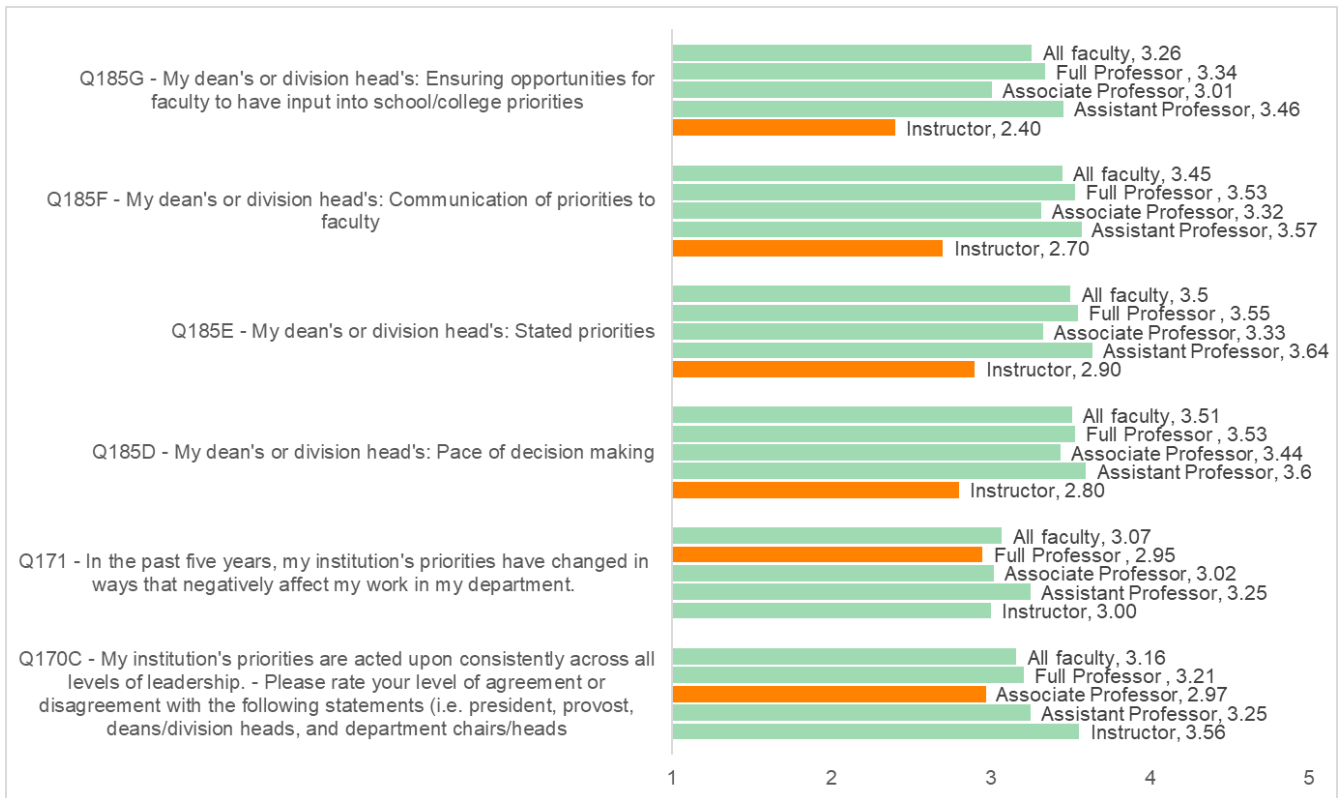
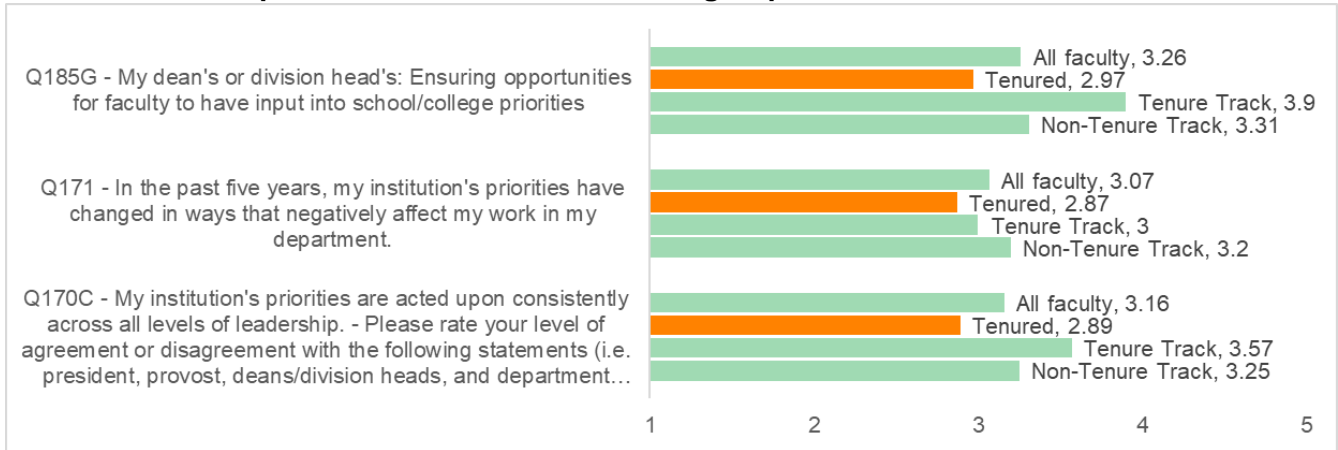
Departmental Collegiality

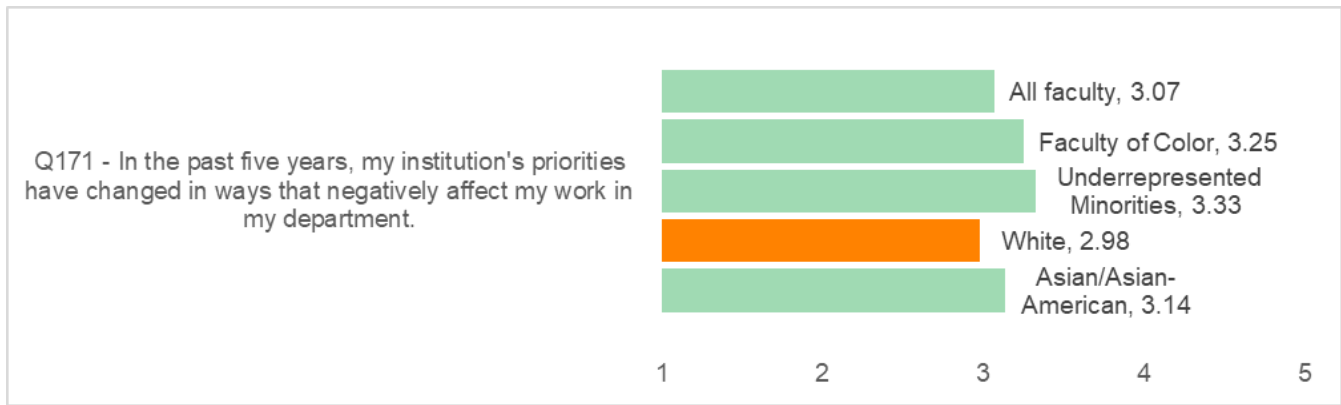


Institutional Governance and Leadership

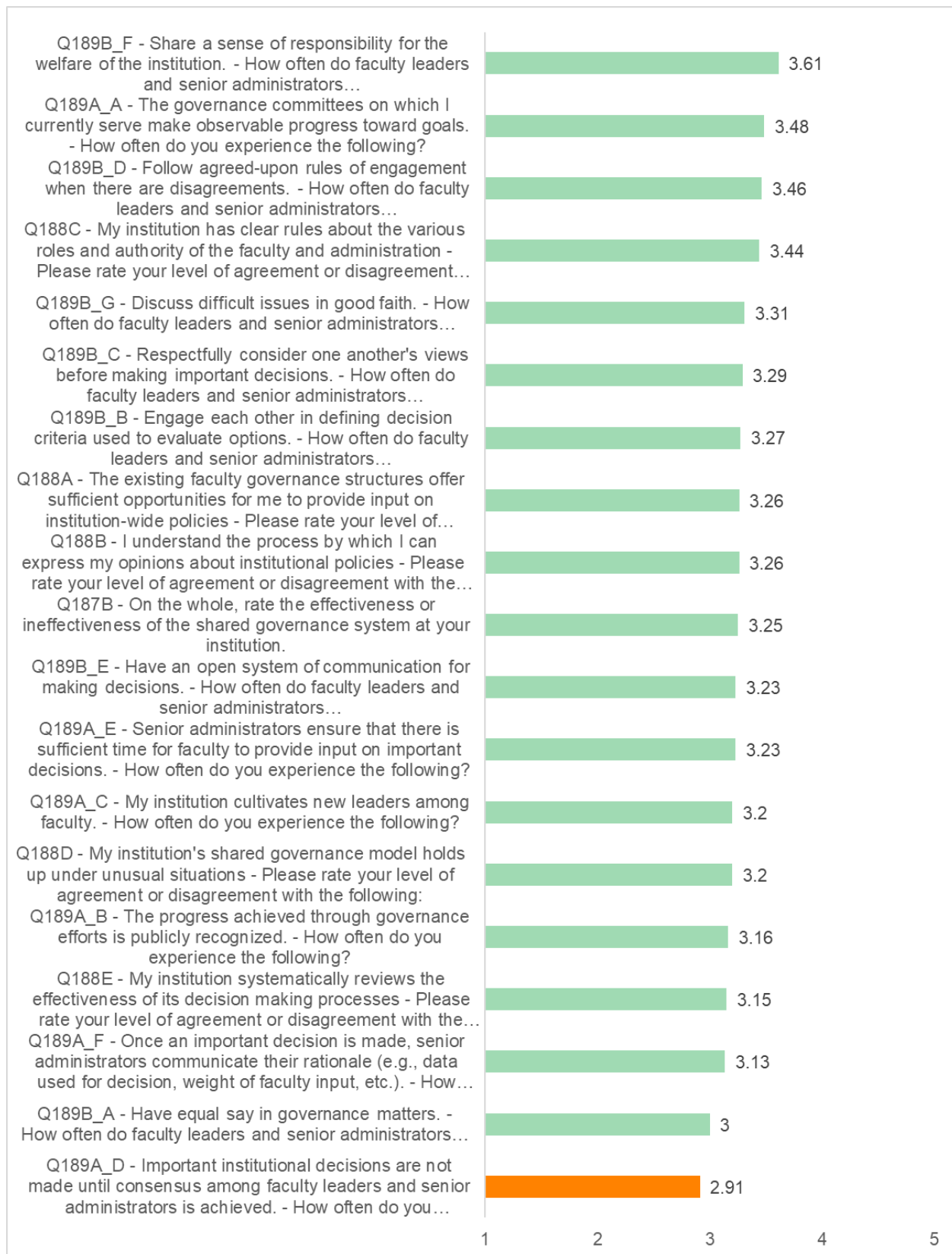


Items with overall positive means but at least one group has mean less than three

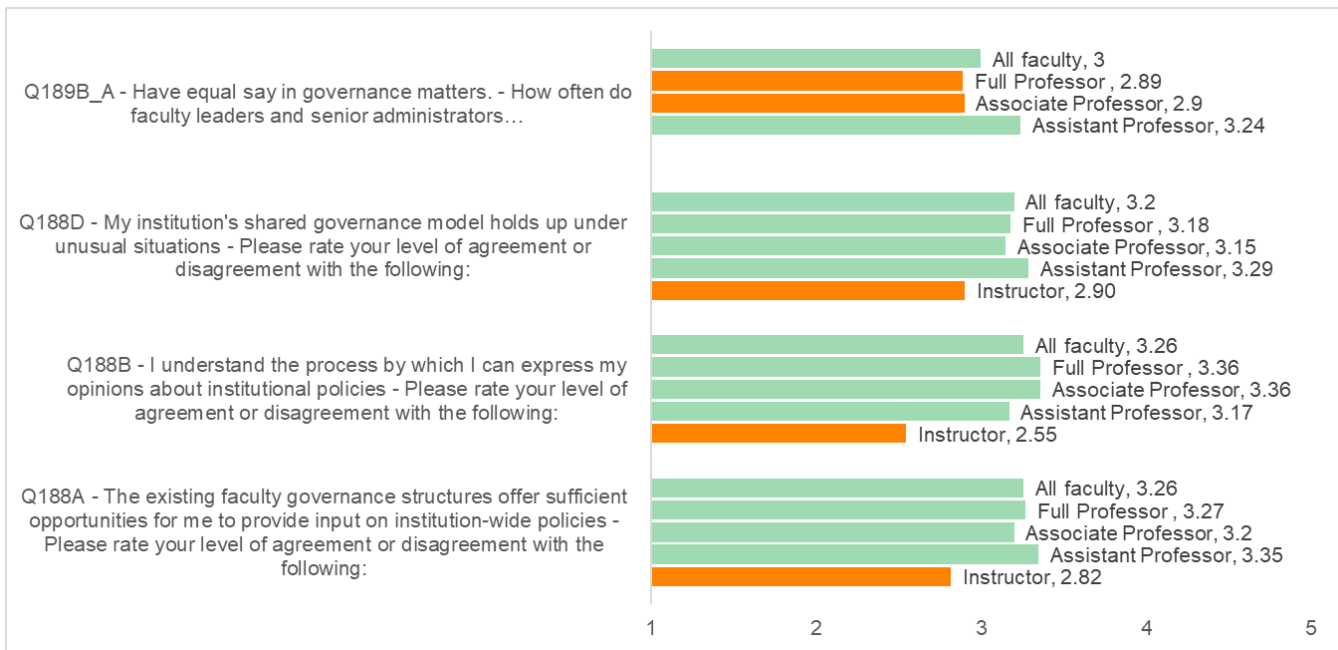
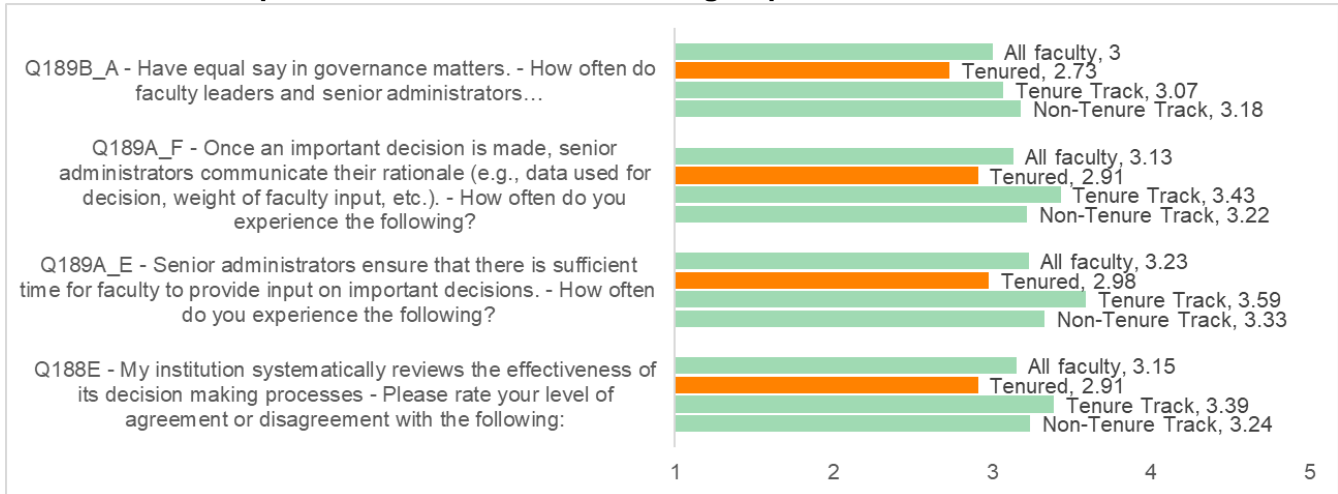


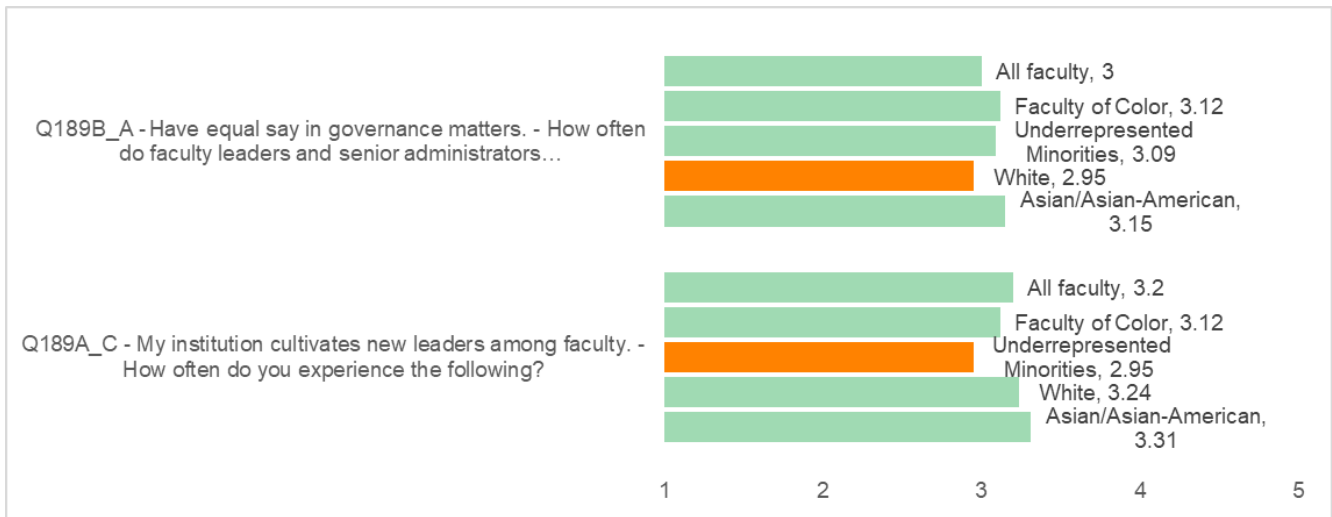


Shared Governance

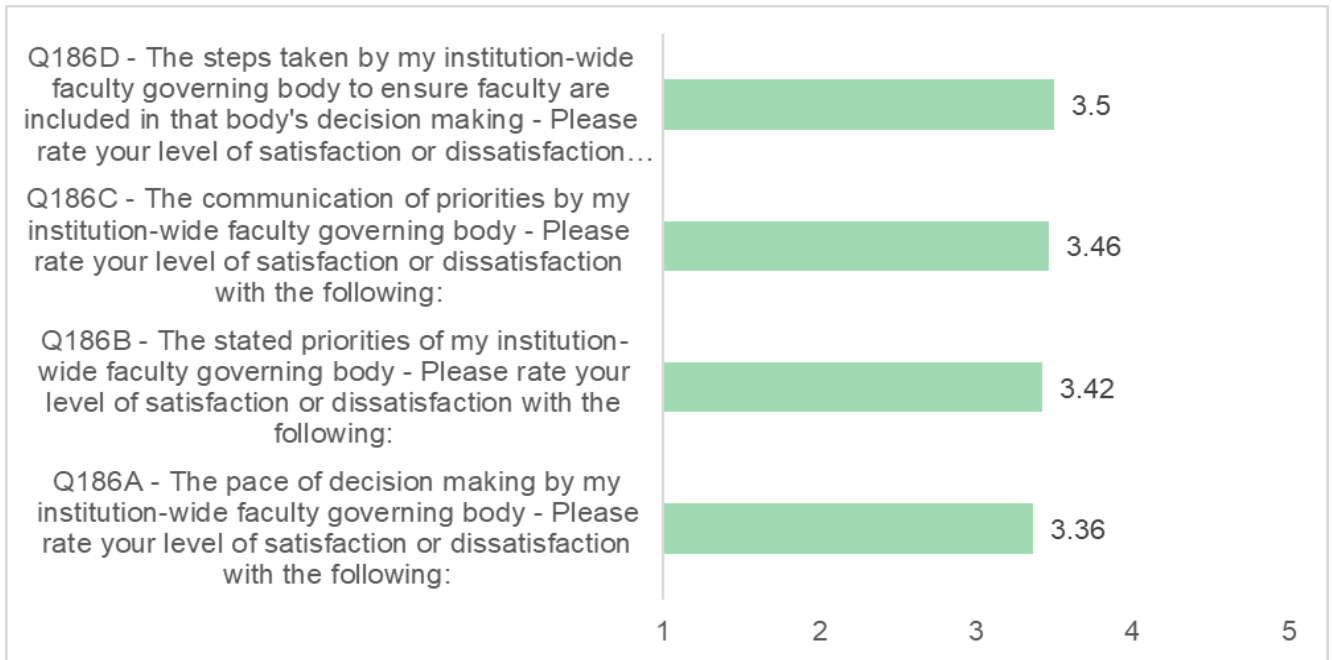


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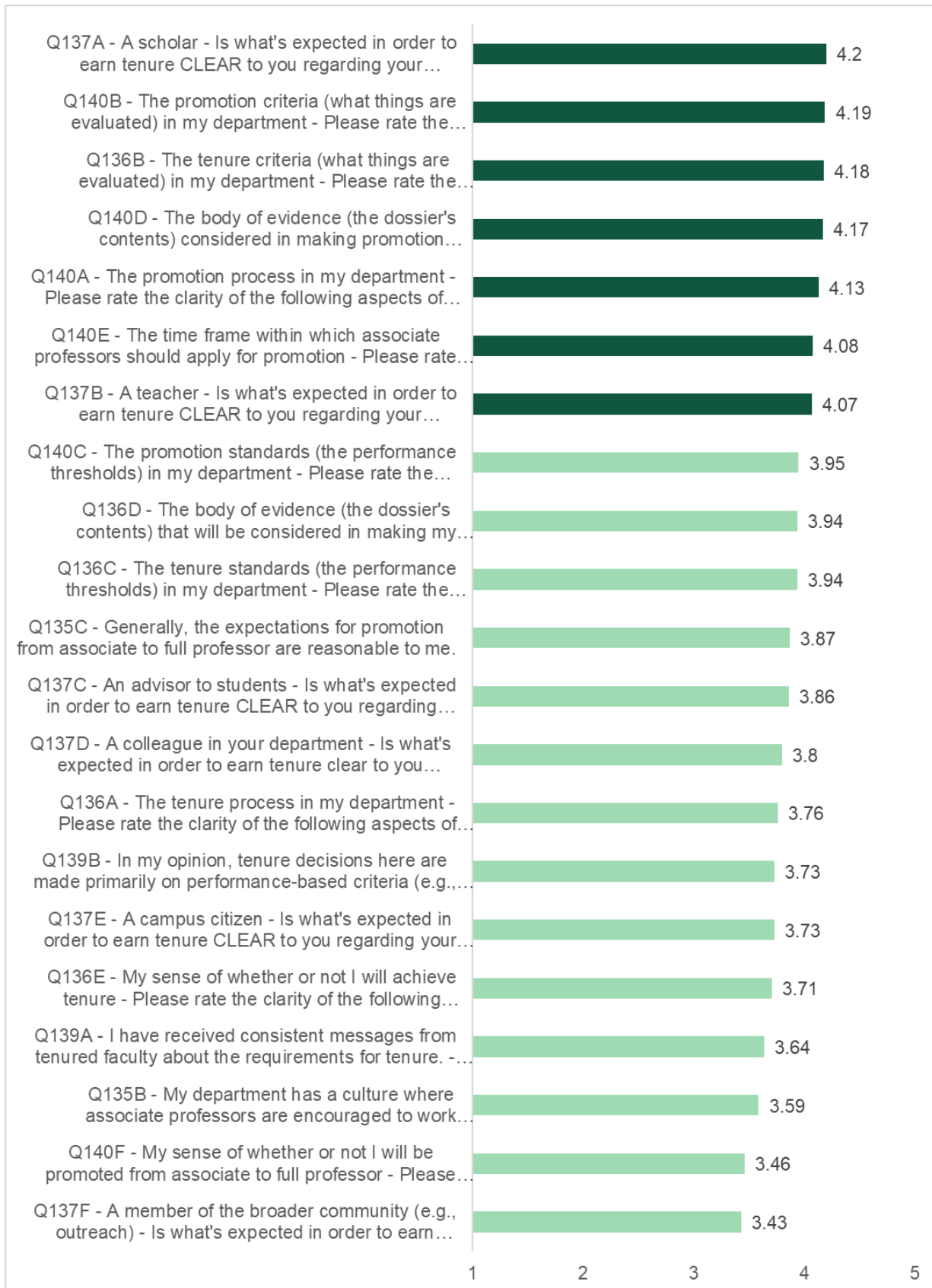




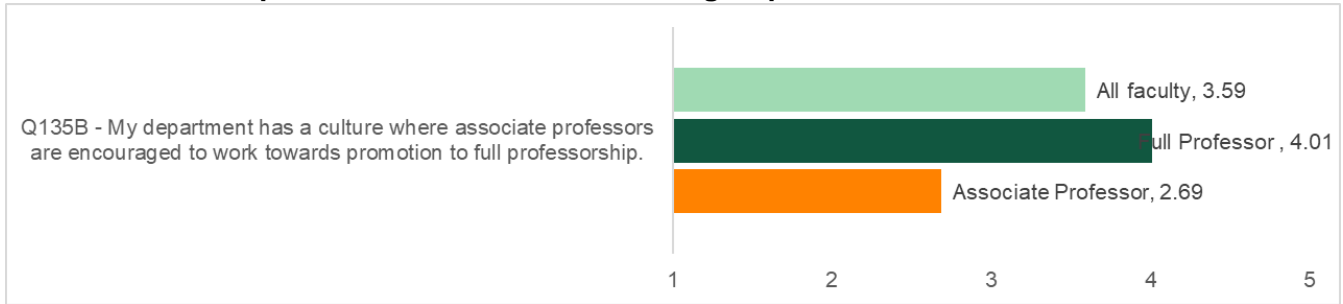
Leadership: Faculty



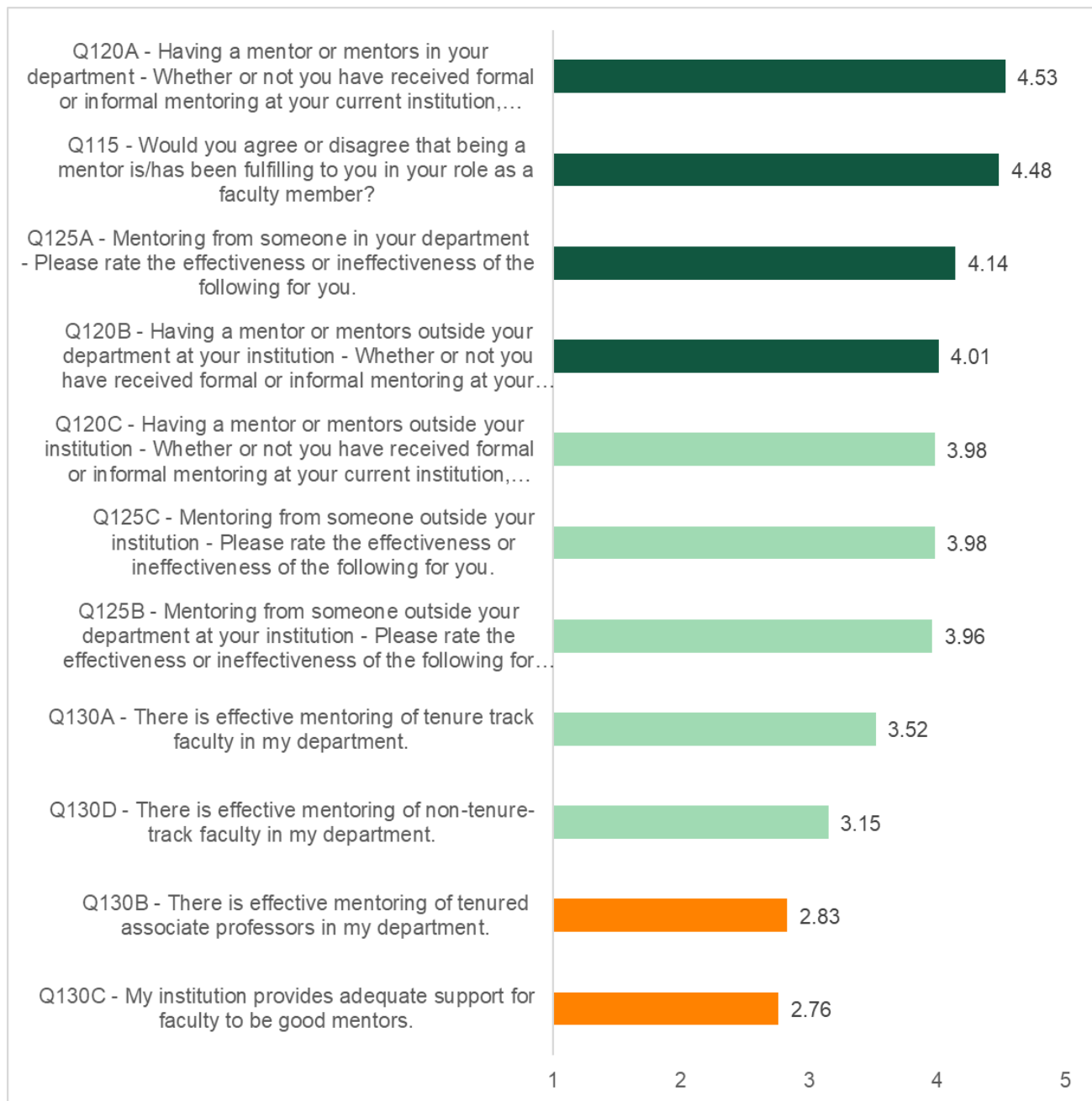
Tenure and Promotion



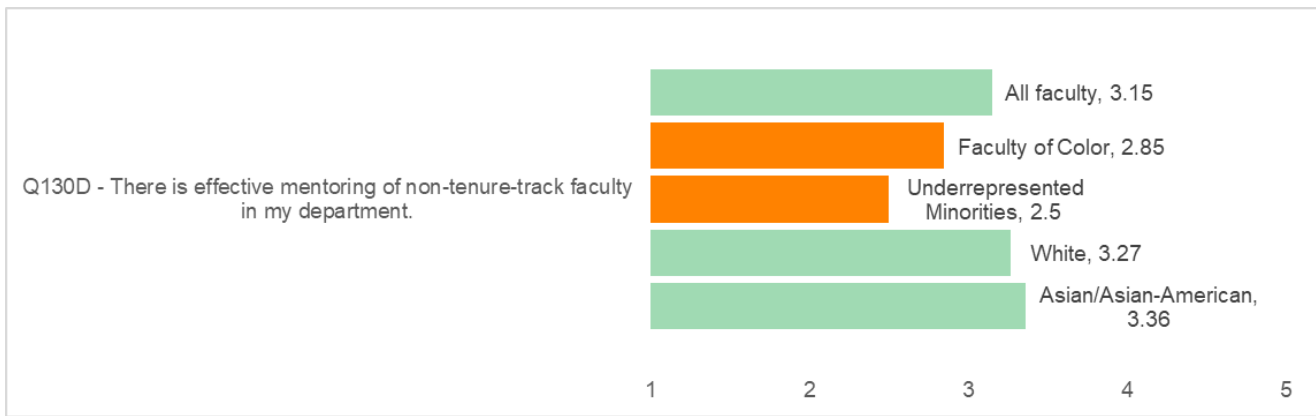
Items with overall positive means but at least one group has mean less than three



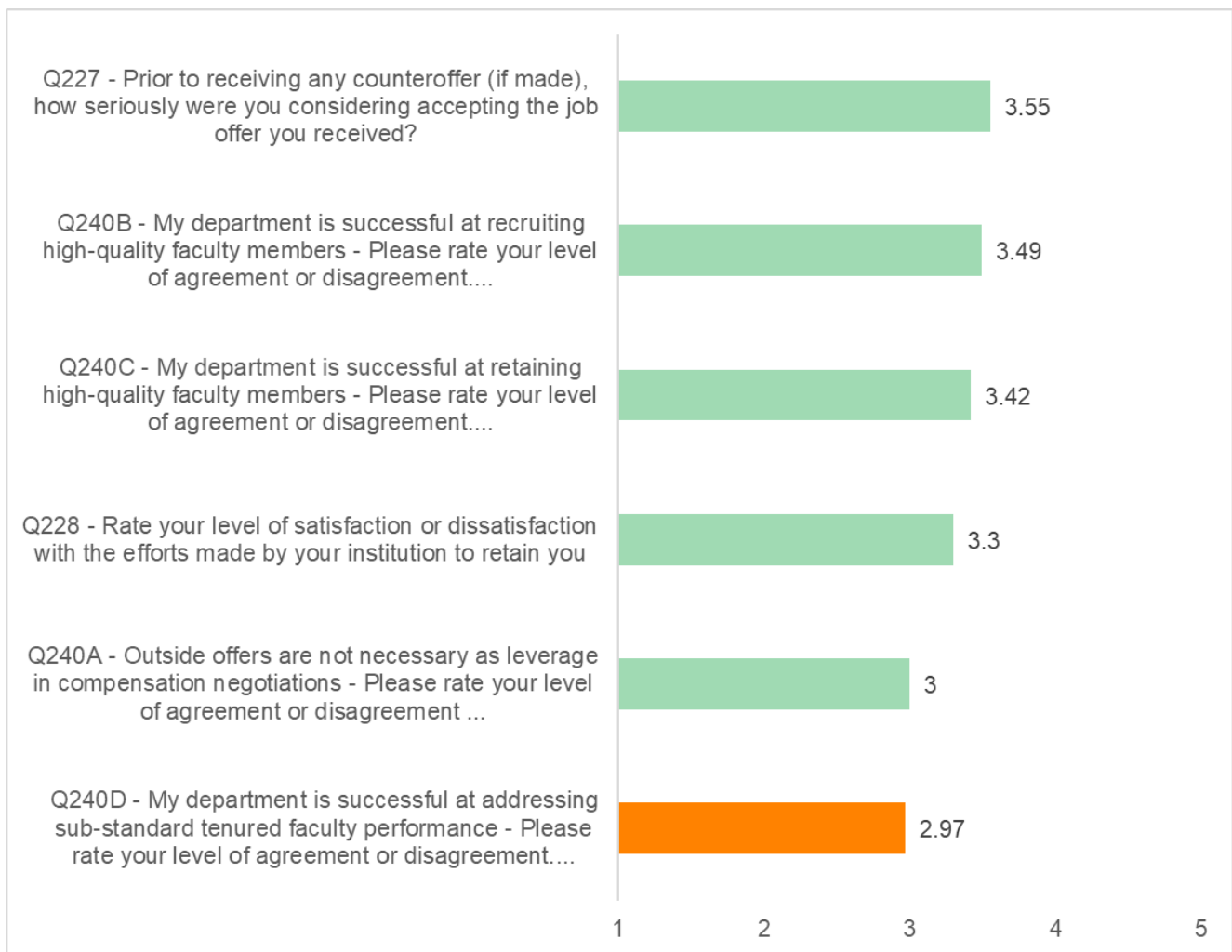
Mentoring



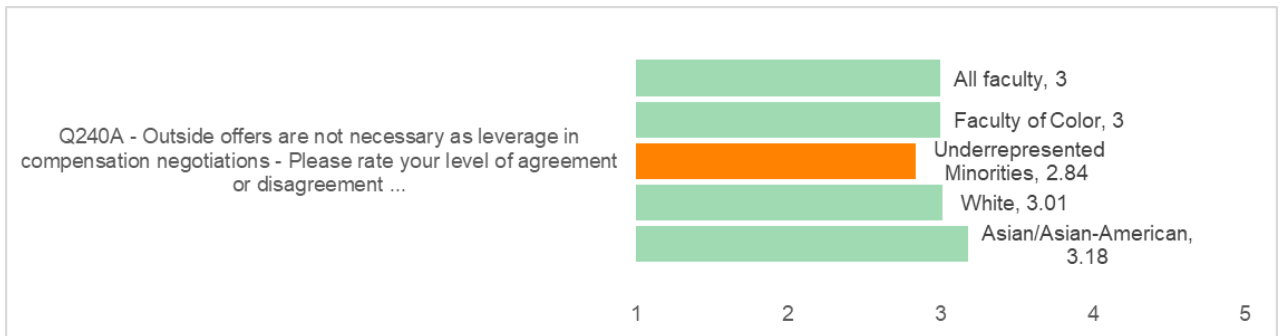
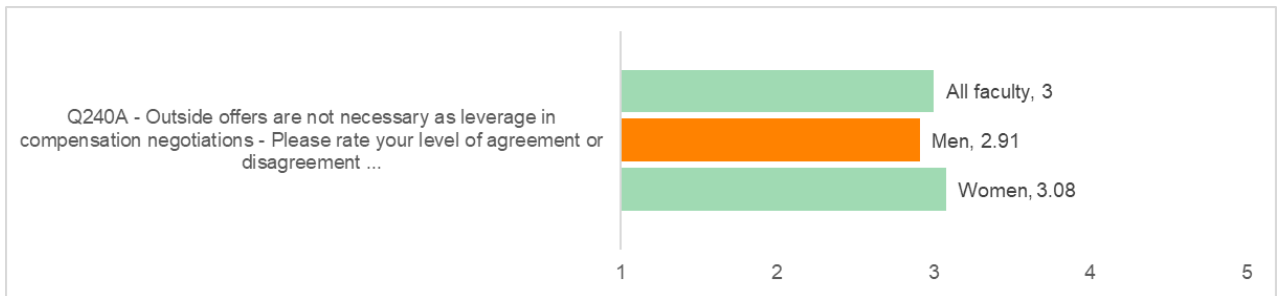
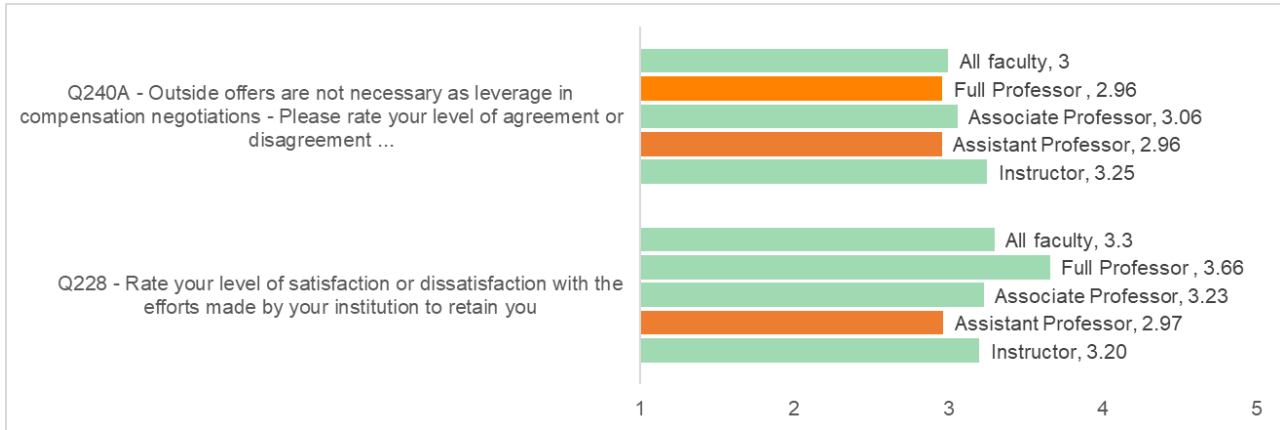
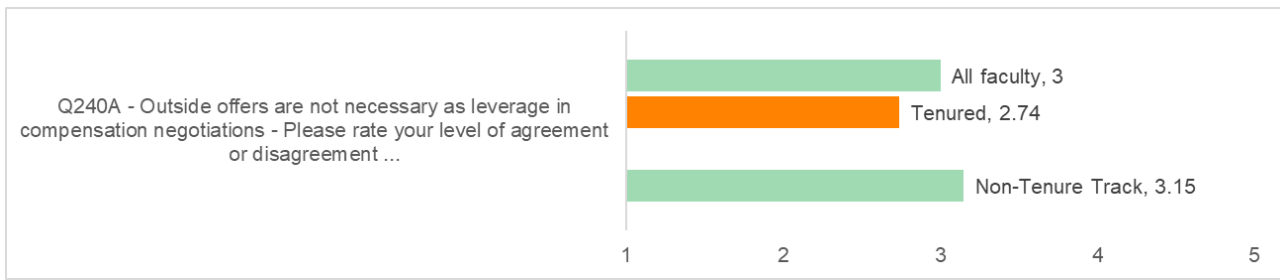
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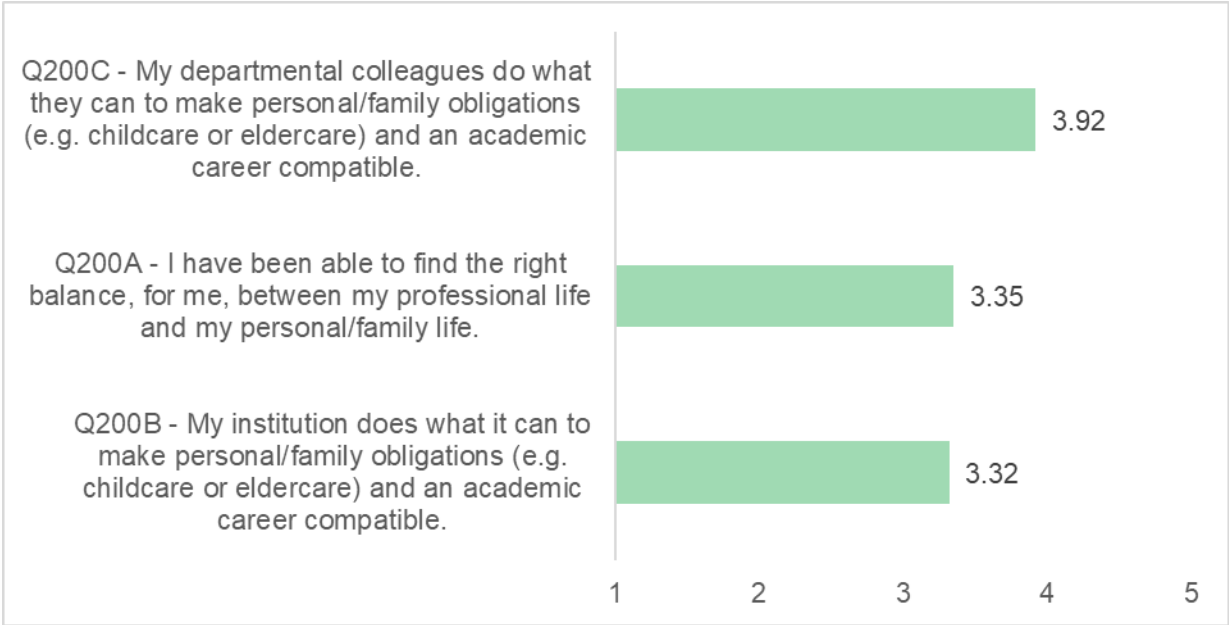
Recruitment and Retention



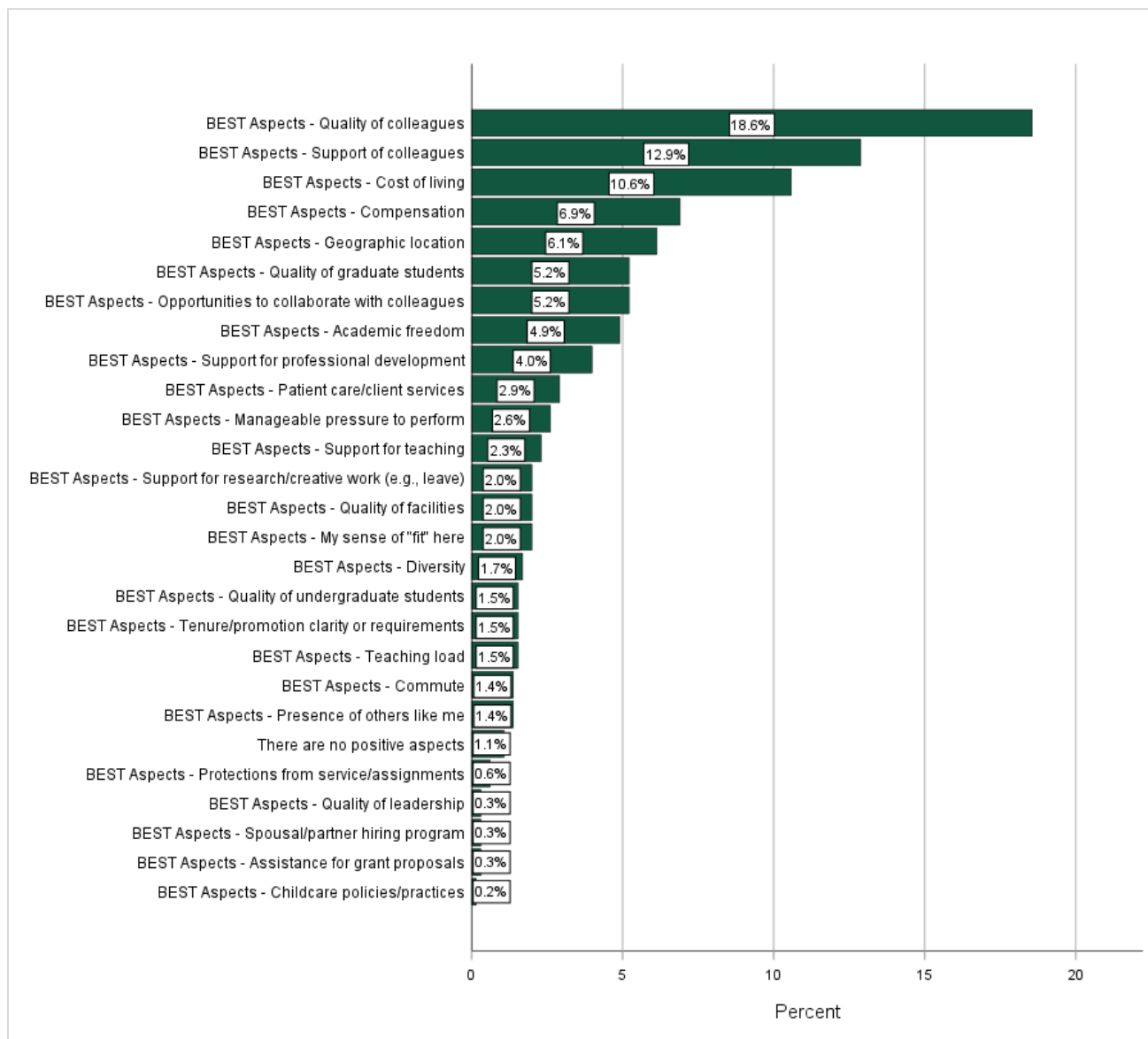
Items with overall positive means but at least one group has mean less than three



Work and Personal Life Balance



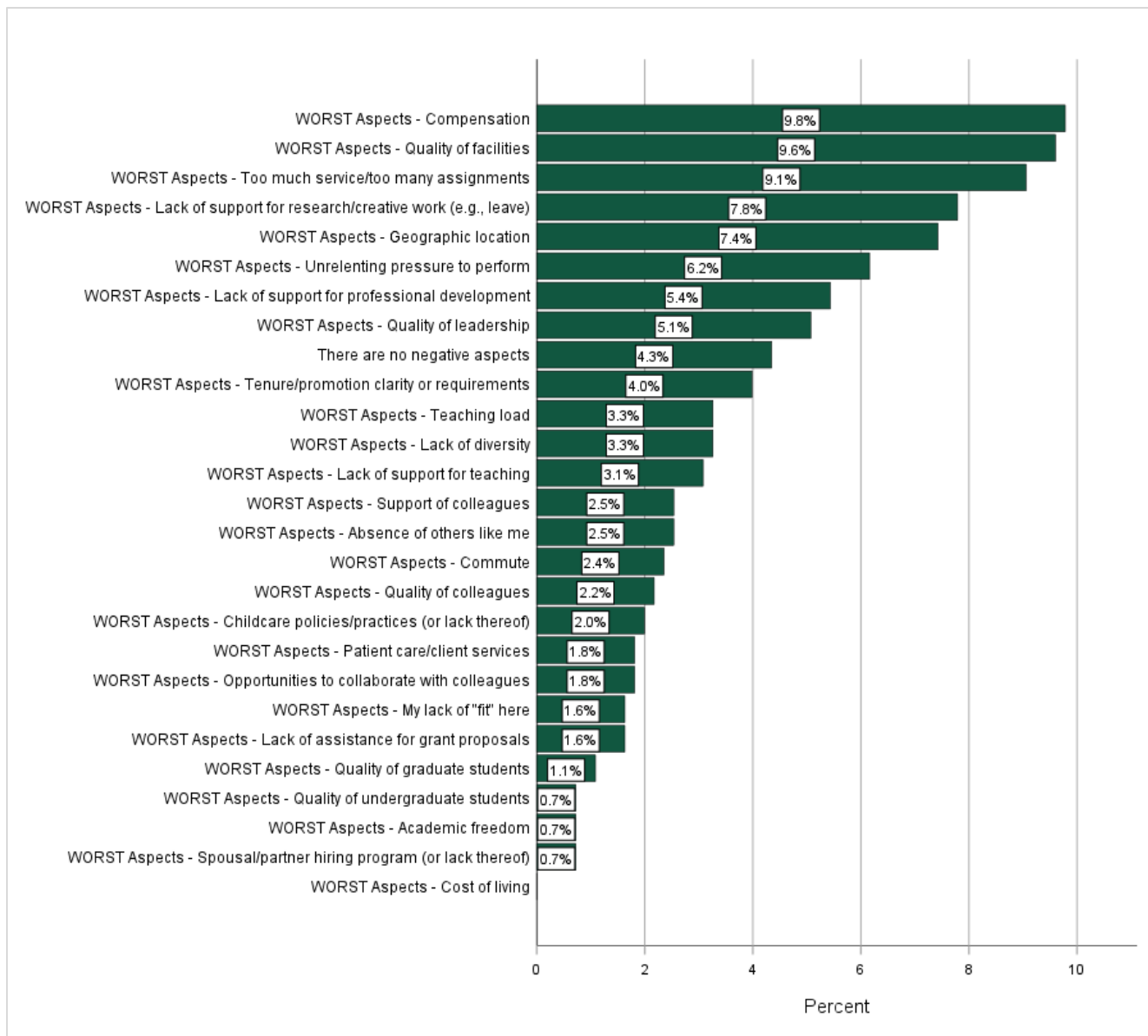
Q267A - Please check the two (and only two) BEST aspects about working at your institution.



	Responses		Percent of Cases
	N	Percent	
BEST Aspects - Quality of colleagues	121	18.6%	35.8%
BEST Aspects - Support of colleagues	84	12.9%	24.9%
BEST Aspects - Cost of living	69	10.6%	20.4%
BEST Aspects - Compensation	45	6.9%	13.3%
BEST Aspects - Geographic location	40	6.1%	11.8%
BEST Aspects - Opportunities to collaborate with colleagues	34	5.2%	10.1%

BEST Aspects - Quality of graduate students	34	5.2%	10.1%
BEST Aspects - Academic freedom	32	4.9%	9.5%
BEST Aspects - Support for professional development	26	4.0%	7.7%
BEST Aspects - Patient care/client services	19	2.9%	5.6%
BEST Aspects - Manageable pressure to perform	17	2.6%	5.0%
BEST Aspects - Support for teaching	15	2.3%	4.4%
BEST Aspects - Quality of facilities	13	2.0%	3.8%
BEST Aspects - Support for research/creative work (e.g., leave)	13	2.0%	3.8%
BEST Aspects - My sense of "fit" here	13	2.0%	3.8%
BEST Aspects - Diversity	11	1.7%	3.3%
BEST Aspects - Quality of undergraduate students	10	1.5%	3.0%
BEST Aspects - Teaching load	10	1.5%	3.0%
BEST Aspects - Tenure/promotion clarity or requirements	10	1.5%	3.0%
BEST Aspects - Presence of others like me	9	1.4%	2.7%
BEST Aspects - Commute	9	1.4%	2.7%
There are no positive aspects	7	1.1%	2.1%
BEST Aspects - Protections from service/assignments	<5		
BEST Aspects - Assistance for grant proposals	<5		
BEST Aspects - Spousal/partner hiring program	<5		
BEST Aspects - Quality of leadership	<5		
BEST Aspects - Childcare policies/practices	<5		
Total	652	100.0%	192.9%

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 - Compensation	54	9.8%	17.1%
WORST Aspects - Quality of facilities	53	9.6%	16.8%
WORST Aspects - Too much service/too many assignments	50	9.1%	15.8%
WORST Aspects - Lack of support for research/creative work (e.g., leave)	43	7.8%	13.6%
WORST Aspects - Geographic location	41	7.4%	13.0%
WORST Aspects - Unrelenting pressure to perform	34	6.2%	10.8%
WORST Aspects - Lack of support for professional development	30	5.4%	9.5%
WORST Aspects - Quality of leadership	28	5.1%	8.9%

There are no negative aspects	24	4.3%	7.6%
WORST Aspects - Tenure/promotion clarity or requirements	22	4.0%	7.0%
WORST Aspects - Lack of diversity	18	3.3%	5.7%
WORST Aspects - Teaching load	18	3.3%	5.7%
WORST Aspects - Lack of support for teaching	17	3.1%	5.4%
WORST Aspects - Support of colleagues	14	2.5%	4.4%
WORST Aspects - Absence of others like me	14	2.5%	4.4%
WORST Aspects - Commute	13	2.4%	4.1%
WORST Aspects - Quality of colleagues	12	2.2%	3.8%
WORST Aspects - Childcare policies/practices (or lack thereof)	11	2.0%	3.5%
WORST Aspects - Opportunities to collaborate with colleagues	10	1.8%	3.2%
WORST Aspects - Patient care/client services	10	1.8%	3.2%
WORST Aspects - Lack of assistance for grant proposals	9	1.6%	2.8%
WORST Aspects - My lack of "fit" here	9	1.6%	2.8%
WORST Aspects - Quality of graduate students	6	1.1%	1.9%
WORST Aspects - Quality of undergraduate students	<5		
WORST Aspects - Spousal/partner hiring program (or lack thereof)	<5		
WORST Aspects - Academic freedom	<5		
Total	552	100.0%	174.7%