

# COACHE

## The Collaborative on Academic Careers in Higher Education

### *Exemplary Institutions, by Theme (2005-07)*

This table lists alphabetically the two liberal arts colleges, among 22, and the four universities, among 56, with the highest mean ratings for each of the dimensions of faculty work/life we measure. Institutions with ratings within .05 of the second college (or fourth university) are also included in the lists.

THEME	LIBERAL ARTS COLLEGES	UNIVERSITIES
<b>Tenure Practices Overall</b> 19-23; 24a-f; 25a-f; 26; 27a	Davidson College Kenyon College Trinity College	Auburn University Brown University California State University, Fullerton Fayetteville State University North Carolina State University Ohio State University University of Kansas University of North Carolina, Pembroke
<b>Tenure Clarity</b> 19-23; 26	Davidson College Kenyon College Trinity College	Brown University Cal Poly Pomona California State University, Fullerton California State University, San Marcos Fayetteville State University North Dakota State University University of Connecticut
<b>Tenure Reasonableness</b> 25a-f	Goucher College Wabash College	Auburn University Brown University Fayetteville State University North Carolina State University Ohio State University University of Kansas University of North Carolina, Wilmington University of North Carolina, Pembroke University of Virginia
<b>Policy Effectiveness Overall</b> 34b 1-16	Denison University Goucher College Hamilton College Kenyon College	Auburn University Duke University North Dakota State University Ohio State University Stanford University University of Illinois at Urbana-Champaign University of Kansas University of Minnesota University of Notre Dame

<b>THEME</b>	<b>LIBERAL ARTS COLLEGES</b>	<b>UNIVERSITIES</b>
<b>Nature of Work: Overall</b>  28; 29a-f; 30b-d; 31; 32; 33a-d	Amherst College Bowdoin College Carleton College College of Holy Cross Davidson College Goucher College	Brown University Dartmouth College Duke University Stanford University University of Notre Dame
<b>Nature of Work: Teaching</b>  29a-g; 33c	Bowdoin College Carleton College College of Holy Cross Davidson College	Brown University Dartmouth College Duke University Harvard University Stanford University
<b>Nature of Work: Research</b>  30b-d; 33b	Bowdoin College Denison University	Brown University Dartmouth College Duke University Stanford University University of Illinois at Urbana-Champaign University of Notre Dame
<b>Nature of Work: Support Services</b>  33a-d	Bowdoin College Davidson College	Brown University Dartmouth College Indiana University, Bloomington Stanford University University of Notre Dame
<b>Work and Family</b>  35a-d; 37; 34b 13-16	Barnard College Carleton College Hamilton College	Duke University Stanford University University of Illinois at Urbana-Champaign University of North Carolina, Pembroke
<b>Compensation (Satisfaction)</b>  36	Bowdoin College Carleton College Macalester College	Dartmouth College Duke University Stanford University University of Connecticut
<b>Climate/Collegiality</b>  38a-c; 39a-d; 40; 41; 43; 34b 1-2	Goucher College Kenyon College Trinity College Wabash College	Appalachian State University California State University, Fullerton California State University, San Marcos University of North Carolina, Chapel Hill Western Carolina University
<b>Global Satisfaction</b>  45a-b; 46b; 48; 50	Kenyon College Trinity College	Appalachian State University Brown University California State University, San Marcos Dartmouth College Duke University Stanford University University of Illinois Urbana-Champaign University of Minnesota University of Virginia

### **Note**

Only institutions that consented to be identified are included. Where an institution demurred, no additional institution was included to take its place on this list.

### **Composition of theme scores**

All themes on this list are composed of survey responses along a 5-point scale, as follows:

#### **Tenure Practices Overall**

The tenure practices overall score was calculated by averaging: 1) the average of questions 19 through 23 (clarity of the tenure process, criteria, standards, body of evidence, and one's prospects for earning tenure); 2) the average of questions 24a through 24f (clarity of tenure expectations for scholarship, teaching, advising, collegueship, campus citizenship, and community membership); 3) the average of questions 25a through 25f (the reasonableness of those expectations); question 26 (receipt of consistent messages from senior colleagues regarding tenure requirements); and 4) question 27a (how tenure decisions are made).

#### **Tenure Clarity**

The tenure clarity score was calculated by averaging: 1) the average of questions 19 through 23 (clarity of the tenure process, criteria, standards, body of evidence, and one's prospects for earning tenure); and 2) question 26 (receipt of consistent messages from senior colleagues regarding tenure requirements).

#### **Tenure Reasonableness**

The tenure reasonableness was calculated by averaging questions 25a through 25f (reasonableness of the tenure expectations for scholarship, teaching, advising, collegueship, campus citizenship, and community membership).

#### **Policy Effectiveness Overall**

The policy effectiveness score is an overall average of the effectiveness ratings for 16 common faculty affairs policies (questions 34b1 through 34b16).

#### **Nature of Work: Overall**

The nature of work overall score was calculated by averaging: 1) question 28 (satisfaction with the way faculty spend their time); 2) the average of questions 29a through 29f (satisfaction with various aspects of teaching and quality of students); 3) the average of questions 30b through 30d (satisfaction with various aspects of research); 4) question 31 (quality of facilities); 5) question 32 (amount of access to Teaching Fellows; Graduate Assistants, et al.); and 6) the average of questions 33a through 33d (satisfaction with various support services).

#### **Nature of Work: Teaching**

The nature of work teaching score was calculated by averaging: 1) questions 29a through 29g (satisfaction with various aspects of teaching and quality of students), and 2) question 33c (quality of teaching support services).

#### **Nature of Work: Research**

The nature of work research score was calculated by averaging: 1) questions 30b through 30d (satisfaction with various aspects of research); and 2) question 33b (quality of research support services).

#### **Nature of Work: Support Services**

The nature of work support services score was calculated by averaging questions 33a through 33d (quality of various support services).

**Work and Family**

The work and family score was calculated by averaging: 1) questions 35a through 35d (agreement with various statements about whether colleagues and the institution do/does all they/it can to make having and raising children compatible with the tenure-track); 2) question 37 (satisfaction with being able to balance work and home); and 3) the average of questions 34b13 through 34b16 (effectiveness of childcare, financial assistance with housing, stop-the-clock and spousal hiring policies).

**Compensation (Satisfaction)**

The compensation variable consists of a single question (36) on satisfaction with compensation (salary and benefits).

**Climate/Collegiality**

The climate/collegiality score was calculated by averaging: 1) questions 38a through 38c (satisfaction about fairness of evaluation of work, interest senior faculty take in professional development, and opportunities to collaborate with senior faculty); 2) questions 39a through 39d (satisfaction with amount of personal and professional interaction with senior and junior colleagues); 3) question 40 (how well you “fit”); 4) question 41 (intellectual vitality of senior colleagues); 5) question 43 (how well department treats junior faculty); and questions 34b1 and 34b2 (effectiveness of formal and informal mentoring programs).

**Global satisfaction**

The global satisfaction score was calculated by averaging: 1) questions 45a and 45b (best and worst aspects about working at the institution); 2) question 46b (how much the institution’s chief academic officer cares about quality of life for junior faculty); 3) question 48 (would the faculty member accept this position if they had it to do over); and 4) question 50 (a rating of the institution as a place to work on a “great” to “awful” scale).

**Questions and comments**

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