The Myth of the Capital-F Faculty

Using Surveys to Find Where Faculty Fit

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Can a survey improve the climate for faculty?

No.
“Data are impotent… they only become potent when somebody in charge wants something to happen.”

“Data are *impotent*... they only become *potent* when a diverse team wants something to happen.”
Outline

(1) Explaining the COACHE Project
(2) Approaching climate and diversity
(3) Unpacking sense of “fit”
(4) Understanding midcareer malaise
(5) Taking action
Making meaning since 2005
Why not a climate survey?
Why not a diversity survey?

Faculty Sense of “Fit”
Unpacking “Fit”

Please rate your level of satisfaction or dissatisfaction with how well you fit in your department (i.e., your sense of belonging in your department)
Sense of fit = Intent to stay

How long do you plan to remain at this institution?

- Dissatisfied w/Fit
- Neither/Nor w/Fit
- Satisfied w/Fit

Ten years or more
More than five years but less than ten
For no more than five years

COACHE
What makes a “fit”? 

STEM Faculty:

- Amount of professional interactions w/colleagues
- Amount of personal interactions w/colleagues
- Opportunities for collaboration
- Recognition from chair
- Recognition from colleagues
- Recognition for your scholarly work
What makes a “fit”? 

Hispanic/Latino faculty in STEM: 

- Recognition for teaching, outreach, advising 
- Tenure decisions are based on merit 
- Amount of personal interactions w/pre-tenure 
- Opportunities for collaboration 
- Intellectual vitality of pre-tenure faculty (*men*) 
- Mentoring from within department (*women*) 

COACHE
What makes a “fit”? 

Other URM faculty in STEM:

- Recognition for service, outreach
- Recognition for teaching, advising (women)
- Mentoring
- Support to be a good mentor (men)
- Interactions with pre-tenure faculty
- Visible leadership for the promotion of diversity
“The Faculty”
Considered Data

Better Questions

Tailored Solutions
PTSD
Post Tenure Stress Disorder?
Average Faculty Salaries for Women Still Lag Behind Those of Men

All institutions with academic ranks, 2010-11

<table>
<thead>
<tr>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>$85,270</td>
</tr>
<tr>
<td>Associate professor</td>
<td>$76,425</td>
</tr>
<tr>
<td>Assistant professor</td>
<td>$67,675</td>
</tr>
<tr>
<td>Instructor</td>
<td>$48,298</td>
</tr>
<tr>
<td>Lecturer</td>
<td>$56,570</td>
</tr>
</tbody>
</table>

Note: The figures cover full-time members of faculty except those in medical schools, at 1.31/2 and adjusted to a standard nine-month work year.

Source: American Association of University Professors

April 11, 2011

Faculty Experience Doesn't Always Pay
As annual raises lag, professors look askance at salaries for their efforts

By Audrey Williams-June

The paychecks of professors have been squeezed by the lingering effects of the recession.

Tight finances on campus is the norm for another year in which the average rate of inflation increased, exacerbating the relative gap between the salaries of seasoned faculty members and adjuncts.

Sally Schwer Canning of Wheaton College (Ill.) earns $69,170; her former student in Sociology, $69,000.

Andrew A. Nelles for The Chronicle

March 18, 2012

Aging Professors Create a Faculty Bottleneck
At some universities, 1 in 3 academics are now 60 or older

By Audrey Williams-June

When Mary Beth Norton went to Wellesley College in 1971, she was the history department’s first female hire. But as the careful, accomplished professor has a different distinction: She is the oldest American history professor at Cornell.

“I’ve always thought of myself as the thing in the department,” Ms. Norton said last week.

Corey Wadinski for The Chronicle

June 4, 2012

Unhappy Associate Professors

If one had to guess at a sector of the tenure-track and tenured professoriate likely to have the lowest job satisfaction, assistant professors might seem logical. They face uncertainty on whether they will earn tenure, the pressure to excel in teaching and research, the need to master departmental politics -- and they must do all of this with less power and less institutional knowledge than those at the associate and full professor ranks.

But the preliminary results of a national survey of professors by the Collaborative on Academic Careers in Higher Educat at Harvard University, has found that in most measures,
COACHE Benchmark Themes, by Rank
RANK:
Assistant, Associate 0-5, Associate 6+, Full

Assistant; Assistant
Mean = 39.53
Std. Dev. = 7.062
N = 3,247

Associate 0-5; Associate 0-5
Mean = 45.13
Std. Dev. = 6.83
N = 2,859

Associate 6+; Associate 6+
Mean = 54.97
Std. Dev. = 7.615
N = 2,197

Full; Full
Mean = 58.47
Std. Dev. = 7.972
N = 6,704

Frequency

Respondent Age
Is satisfaction by age U-shaped? Yes, but...
Long-term associates are less satisfied with their institutions as places to work.
When will you submit your dossier for promotion?

40% have no plans
Is there a culture of promotion in your department?

45% disagree
How do we describe success for the associate professor?
Isolated
Marginalized
Misunderstood
Discouraged
Stymied career
Abandoned
Abandoned
Faculty surveys play a somewhat or very important role in determining my institution’s policies.

33%

n = 3,948