2015 COACHE Survey Results

Areas UCF Did Well

Quality of colleagues
Tenure policies and clarity
Support for engaging undergraduates in research
Support for obtaining and maintaining grants

Areas for Improvement

Nature of work, including research, service and teaching loads
Personal and family policies
Recognition and appreciation
Departmental leadership, quality and collegiality
Promotion policies
### 2018 COACHE Survey

<table>
<thead>
<tr>
<th>Survey Administration</th>
<th>Benchmarking</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Response rate:</strong> 47%</td>
<td><strong>Five comparison peers</strong></td>
<td><strong>2015-18 comparisons</strong></td>
</tr>
<tr>
<td><strong>Mean completion time</strong></td>
<td>• Auburn</td>
<td>• UCF</td>
</tr>
<tr>
<td>• 22 minutes</td>
<td>• Florida International University</td>
<td><strong>Benchmarking</strong></td>
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<tr>
<td></td>
<td>• Florida State University</td>
<td>• Peers and Cohort</td>
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<td></td>
<td>• Georgia Tech</td>
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<td>• North Carolina State University</td>
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<td></td>
<td><strong>Cohort of 109 institutions</strong></td>
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</tbody>
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2018 COACHE Results

Areas UCF Did Well

- Leadership: Faculty
- Leadership: Senior
- Tenure Expectations: Clarity
- Tenure Policies

Areas for Improvement

- Departmental Collegiality
- Nature of Work: Teaching
The five domains in need of most improvement?

- Nature of Work: Teaching
- Promotion to Full
- Departmental Leadership
- Departmental Collegiality
- Departmental Engagement
2018 Improvements

Where UCF has improved out of 25 domain areas:

<table>
<thead>
<tr>
<th>Group</th>
<th>Count of Improvement</th>
</tr>
</thead>
<tbody>
<tr>
<td>According to All Faculty:</td>
<td>23 of 25</td>
</tr>
<tr>
<td>According to Pre-Tenure:</td>
<td>15 of 25</td>
</tr>
<tr>
<td>According to Associate Professors:</td>
<td>16 of 25</td>
</tr>
<tr>
<td>According to Women:</td>
<td>23 of 25</td>
</tr>
<tr>
<td>According to Faculty of Color:</td>
<td>20 of 25</td>
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</tbody>
</table>
What is the one thing your institution can do to improve the workplace for faculty?

• 29% Facilities and Resources
• 23% Culture
• 19% Nature of Work: General
• 17% Compensation/Benefits
• 14% Leadership: General
Working at UCF

Best Aspects

- 29% Geographic location
- 26% Quality of colleagues
- 15% Support of colleagues
- 14% Academic freedom

Worst Aspects

- 22% Compensation
- 15% Lack of support for research/creative work
- 14% Too much service
- 14% Teaching load
Priority Setting

Review results recommend 4-6 areas of focus

- Priority Setting Committee
- Faculty Excellence Advisory Committee
- FCTL Winter Conference session

Strategy Setting

Identify and develop strategies to address priorities