

The COACHE Faculty Satisfaction Survey has 25 benchmarks distributed across 7 Themes. **86 institutions** comprise the comparison cohort of universities for DU. The table below lists DU's percentile score, where 100% is highest, in each of the benchmarks compared to the other members of the cohort.

Theme	Benchmark	Percentile
Nature of work	Research	49
	Service	6
	Teaching	37
Resources and Support	Facilities and Work Resources	51
	Personal and Family Policies	36
	Health and Retirement Benefits	2
	Salary	13
Cross-Silo Work and Mentorship	Interdisciplinary Work	16
	Collaboration	9
	Mentoring	5
Tenure and Promotion	Tenure Policies	30
	Tenure Expectations: Clarity	4
	Promotion to Full	17
Institutional Leadership	Senior	34
	Divisional	12
	Departmental	47
	Faculty	36
Shared Governance	Trust	15
	Shared Sense of Purpose	30
	Understanding the Issue at Hand	26
	Adaptability	23
	Productivity	26
The Department	Collegiality	26
	Engagement	26
	Quality	40

Faculty Ranking of Best and Worst Aspects of Working at DU

BEST

- Quality of Colleagues
- Support of Colleagues
- Geographic Location
- Academic Freedom

WORST

- Compensation
- Cost of Living
- Too Much Service/Too Many Assignments
- Teaching Load



Definitions:

Nature of Work: Research Faculty satisfaction with the time faculty members have to commit to research, institutional expectations for research productivity, and the resources provided to faculty to meet them. **Service** refers to quantity, quality, and equitable distribution of faculty service work as well as institutional efforts to help faculty be service leaders and sustain their other commitments. **Teaching** is defined as the supports institutions provide faculty to teach well, the time faculty are given to invest in it, and faculty satisfaction with teaching load.

Resources and Support: Facilities and Work Resources is defined as the physical workplace available for faculty to do their work and additional resources like, technology and administrative assistance. **Personal and Family Policies** measures faculty beliefs about the effectiveness of various policies--many of them related to work-family balance and support for families. **Health and retirement benefits** is defined as faculty attitudes about their health and retirement benefits. Similarly, **Salary** is defined as faculty attitudes about their salary.

Cross-Silo Work and Mentorship: Interdisciplinary Work is defined as the research collaboration within and between institutions and with off-campus partners. **Collaboration** is defined as faculty work that requires collaboration with students, peers, administrators, and/or other colleagues inside and outside of the institution and with the broader community. **Mentoring** is defined as the variety of institutional options, models, and strategic collaborations in which faculty members build networks beyond their departments and colleges.

Tenure and Promotion: This includes faculty attitudes about **Tenure Policies**, including their **Clarity**. This also include policies and processes for **Promotion to Full**. Only faculty who are on the tenure track answer these questions.

Institutional Leadership: Academic leaders is defined as faculty satisfaction with multiple aspects of institutional leadership: pace of decision making, stated priorities, communication of priorities, ensuring faculty input, and fairness in evaluating work. **Senior** leadership includes president/chancellor and chief academic officer/provost. **Divisional** leadership includes deans and division heads. **Departmental leadership** includes the department head or chair.

Faculty leadership includes the institutional governing body. Those who serve in this capacity were instructed to select "not applicable".

Shared Governance is defined as governance in which faculty, administrators, and other stakeholders listen respectfully to different perspectives and then work together to make decisions aligned with their shared understanding of their institution's best interests. This includes **Trust, Shared Sense of Purpose, Understanding of the Issue at Hand, Adaptability, and Productivity**. COACHE does not provide the subscales for each of these benchmarks. Please see the instrumentation document for a list of specific questions under this theme.

The Department: Collegiality is defined as faculty satisfaction with their sense of "fit" among their colleagues, their personal interactions with colleagues, and colleague support for work/life balance. **Engagement** is defined as faculty engagement as measured by their professional interactions and their departmental discussions about undergraduate and graduate learning, pedagogy, the use of technology, and research methodologies. **Quality** is defined as the intellectual vitality of faculty, the scholarship that is produced, the effectiveness of teaching, how well the department recruits and retains excellent faculty, and whether and how poor faculty performance is handled.

