COACHE Report
Ad-Hoc Committee of the York College Faculty Caucus

The COACHE Faculty Job Satisfaction Survey was administered by Harvard University in Spring 2015. The Faculty Caucus voted overwhelmingly to form an ad-hoc committee of faculty to conduct an analysis, make recommendations, and request a response from the administration.

Areas of concern are measured by combining responses to “very dissatisfied” and “dissatisfied.” “High Dissatisfaction” is defined as more than 50% dissatisfied and “Dissatisfaction” more than 30%. Only questions with a 70% response rate are included in this report (n=80/114). Of the 264 questions included in the survey, 137 are included (82 questions had response rates < 70% and 45 questions had 0 responses).

Areas of High Faculty Dissatisfaction
“High Dissatisfaction” includes 6 items: Classrooms (67.3%); Support for Travel (64.4%); Support Provided for Securing Externally Funded Grants (57.3%); Availability of Release Time to Focus on Research (56.9%); Salary (56.8%); and Institutional Support for Scholarly/Research/Creative Work (53.9%). These areas are supported by answers to the question asking the two worst aspects” of teaching at York: Thirty-three percent ranked facilities the worst aspect of teaching at York, consistent with dissatisfaction with classrooms; 20.4% compensation, consistent with dissatisfaction with salary; 19.4% teaching load, consistent with dissatisfaction with course release for research, though overall faculty are satisfied with their courses and students; and 16.5% institutional support for research/scholarly/creative work, consistent with overall dissatisfaction in this area, travel money, and course release for research.

Areas of Faculty Dissatisfaction
“Dissatisfaction” includes 16 items: Equipment (47.7%); Lab/Research/Studio Space (46.4%); Equitable Distribution of Committee Assignments (42.7%); Computing /Technical Support (40.5%); Clerical/Administrative Support (37.6%); Time Spent on Research (36.4%); Dean/Division Head Ensuring Faculty Input on College Priorities (35.0%); Pace of Decisions by Institution-wide Governing Body (33.7%); Time Spent on Administrative Tasks (33.3%); Amount of External Funding Expected to Find (32.3%); Research/Scholarly/Creative Productivity of Tenured Faculty in your Department (32.3%); Library Resources (32.1%); Support Provided for Engaging Undergrads in Research/Scholarly/Create Work (32.3%); Office (32.1%); Number of Students per Class (30.6%); Number of Courses Taught (30.0%).

Feedback on Analyses
The Ad-Hoc Committee requests input on these and possible future analyses. Though faculty do not have access to demographic data, the COACHE Report indicates if there are significant differences by gender, race, and rank. A quick examination shows associate level faculty and

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1 We found a natural break around 30.0% and items between 30.0% and 33.3% were related to areas of high dissatisfaction, so we included an additional 6 items in “Dissatisfaction.”
women are the most dissatisfied, while results are mixed for faculty of color. There are also areas of high dissatisfaction on items with low response rates; for instance, untenured faculty are highly dissatisfied with mentoring and several aspects of the tenure and promotion process. We can also examine areas of high satisfaction: Less than 25% are dissatisfied with teaching, colleagues, academic freedom in scholarly work, pace of decision making by President/Chancellor and Provost, and departments and chairs. Although faculty are not satisfied with the amount of assignments or committees on which they serve, they are satisfied with their ability choosing the committees.

As far as we know, there are no plans by the administration to examine or address the COACHE data other than the presentation of a report by the Office of Institutional Research (OIR) at the Spring 2016 Symposium. The Diversity Committee at York may be also analyzing the COACHE data. The Ad-Hoc Committee has several concerns about relying on the OIR Report, including characterizing "satisfaction" as questions with means over 3.3 and not indicating when question had low response rates. We also have concerns with the Report created by COACHE, specifically that items with inconsistent results and low Ns were grouped into categories such as dissatisfaction with opportunities for interdisciplinary work and childcare, the use of double-barreled questions combining attitudes towards the President and Chancellor, and the comparison of York with technical and agricultural colleges.

Specific Recommendations to the Administration
The Faculty Caucus offers these recommendations to the York College administration.

**Teaching.** The COACHE report found that York faculty were generally satisfied with teaching. This benchmark area received the highest mean score and the scores of the individual items (e.g. time spent on teaching, discretion over content, level of courses taught) were among the items most highly rated. We recommend that the administration should take actions to ensure that these positives ratings continue.

**Classrooms.** The state of the classrooms was the highest area of faculty dissatisfaction. This data should only reinforce the need for the administration to improve the physical state of the classrooms, and to support the need for the administration to take serious the classroom items on the Faculty Caucus’s 2/23/16 resolution, *The York College physical campus is declared a “non-functional teaching environment.”*

**Support for Research.** Several areas of high faculty dissatisfaction involved support for research. Recommendations to improve these areas are:

1. Transparency and shared governance in the distribution of funding for faculty travel.
2. Transparency and shared governance in the distribution of release time granted to faculty for research. We are referring to research release time which given at the discretion of the administration. We also recommend that:
   a. York should follow the best practices of other CUNY colleges and offer research release time routinely to faculty.
   b. York should grant research release time as recognition for college service.
c. York College should increase its fund raising efforts to fund these programs.

3. Increased support for faculty to write, submit and receive external research grants.

**Tenure and promotion process.** We recommend that the administration make the tenure policies clearer, more publicized, and more uniform. This includes expectations for tenure, and the stability of expectations over time. We recommend that the administration work with the P&B Committee, the Governance Committee, the Faculty Caucus, and reach out to other faculty in this process.

**Rank, Gender and ethnicity.** We recommend that the faculty and administration work together to conduct further analysis of the COACHE data regarding specific areas of concern for faculty by rank, gender and ethnicity.