

RIT 2012 COACHE Survey:

Key Results by Hearing Status and by Gender/Ethnicity

OVERVIEW

The recruitment and management of talented faculty, as well as of their leadership and career development, are vital to a university's success. What are the best strategies to improve the effectiveness of each? Senior academic officers who lead the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education believe that sound data provide the foundation for a search for best practices. Since 2005, COACHE has surveyed faculty at over 200 colleges and universities. In the fall of 2012, RIT administered the COACHE *Faculty Job Satisfaction Survey* to its entire full-time faculty. This report highlights key differences in the satisfaction levels among RIT tenure-track faculty, when grouped by hearing status and by gender/ethnicity. Below is a list of key findings based on the faculty groupings with more detailed information following.

Significant differences by gender, hearing status, and ethnicity

Female faculty were less satisfied than male faculty in: *Tenure Reasonableness*. **Male faculty were less satisfied than female faculty in:** *Mentoring (effectiveness of mentoring outside the department and institute, and importance of mentoring)*

Hearing faculty were more satisfied than Deaf/HH faculty in: *Nature of Work - Research, Health and Retirement Benefits, and Division Leadership*. **Deaf/HH faculty were more satisfied than hearing faculty in:** *Tenure Clarity and Promotion*.

White faculty were less satisfied than all other ethnic groups in: *Tenure Policy (clarity of process, criteria and standards) and Tenure Clarity (clarity of expectations – scholar)*

Delving deeper into each faculty grouping, the following results emerged

Asian male faculty were more satisfied than white and AALANA male faculty in: *Tenure Policies, Tenure Clarity, and Tenure Reasonableness*.

AALANA male faculty were more satisfied than white male faculty in: *Interdisciplinary Work and Division Leadership*.

White and Asian male faculty were more satisfied than their female counterparts in: *Tenure Reasonableness*.

AALANA male faculty were more satisfied than their female counterparts in: *Facilities and Work Resources*.

Female AALANA faculty were more satisfied than their male counterparts in: *Mentoring*.

White and Asian male faculty were more satisfied than their female counterparts in: *Tenure Reasonableness*.

AALANA male faculty were more satisfied than their female counterparts in: *Facilities and Work Resources*.

Female AALANA faculty were more satisfied than their male counterparts in: *Mentoring*.

SAMPLE SIZES

A total of 438 tenure-track faculty at RIT completed the online COACHE survey, for an overall response rate of 59%. The tables below show the number of survey respondents in each subgroup. Faculty who did not report their hearing status or their gender/ethnicity were not included in the respective subgroups.

Breakdown by Hearing Status:

Hearing Status	N
Hearing	358
Deaf/Hard of Hearing (HH)	25

Breakdown by Gender/Ethnicity:

Gender/Ethnicity	N	Gender/Ethnicity	N
White Male	216	White Female	115
Asian Male	26	Asian Female	11
AALANA Male	37	AALANA Female	18

DATA MEASURES AND KEY RESULTS

Survey respondents rated their satisfaction on 20 benchmarks, on a Likert scale of 1 to 5 (with “1” being “Very dissatisfied” and “5” being “Very satisfied”). Effect sizes were computed as standardized differences in mean ratings between groups, using the following equation:

$$\text{Effect size} = (\bar{X}_1 - \bar{X}_2)/S, \text{ where } S = \sqrt{\frac{(n_1-1)s_1^2 + (n_2-1)s_2^2}{n_1 + n_2 - 2}}$$

The thresholds for “small,” “medium,” and “large” effect sizes were 0.10, 0.30, and 0.50, respectively. Thresholds were set based upon commonly defined values for social science research. Effect sizes were not calculated in cases where $n < 5$.

Largest Effect Sizes by Hearing Status – Medium Size (M), and Large Size (L)

Comparison	Benchmark	Effect Size	Satisfaction
Hearing – D/HH	Nature of Work – Research	0.34 M	H > D/HH
	Health and Retirement Benefits	0.37 M	H > D/HH
	Tenure Clarity	-0.70 L	D/HH > H
	Promotion	-0.30 M	D/HH > H
	Division Leadership	0.45 M	H > D/HH

Hearing faculty were more satisfied than Deaf/HH faculty in:
Nature of Work - Research, Health and Retirement Benefits, and Division Leadership.

Deaf/HH faculty were more satisfied than hearing faculty in: *Tenure Clarity and Promotion.*

Largest Effect Sizes by Gender – Small Size (S), Medium Size (M), and Large Size (L)

Comparison	Benchmark	Effect Size	Satisfaction
White M – White F	Tenure Reasonableness	0.33 M	M > F
	Facilities and Work Resources	0.29 S	M > F
	Tenure Policies	0.29 S	M > F
	Nature of Work - Research	0.26 S	M > F
Asian M – Asian F	Tenure Reasonableness	0.93 L	M > F
	Tenure Policies	0.88 L	M > F
	Health and Retirement Benefits	-0.84 L	F > M
	Interdisciplinary Work	-0.77 L	F > M
AALANA M – AALANA F	Facilities and Work Resources	0.39 M	M > F
	Mentoring	-0.35 M	F > M
	Nature of Work - Research	0.28 S	M > F
	Departmental Leadership	-0.28 S	F > M

White and Asian male faculty were more satisfied than their female counterparts in:
Tenure Reasonableness.

AALANA male faculty were more satisfied than their female counterparts in:
Facilities and Work Resources.

Female AALANA faculty were more satisfied than their male counterparts in:
Mentoring.

Males: Largest Effect Sizes by Ethnicity – Small Size (S), Medium Size (M), and Large Size (L)

Comparison	Benchmark	Effect Size	Satisfaction
White – Asian	Tenure Policies	-1.05 L	Asian > White
	Tenure Clarity	-1.01 L	Asian > White
	Tenure Reasonableness	-0.69 L	Asian > White
	Division Leadership	-0.55 L	Asian > White
White – AALANA	Interdisciplinary Work	-0.34 M	AALANA > White
	Division Leadership	-0.34 M	AALANA > White
	Senior Leadership	-0.26 M	AALANA > White
	Departmental Collegiality	0.19 S	White > AALANA
Asian – AALANA	Tenure Policies	1.22 L	Asian > AALANA
	Tenure Clarity	0.82 L	Asian > AALANA
	Tenure Reasonableness	0.79 L	Asian > AALANA
	Nature of Work - Research	0.37 M	Asian > AALANA

Asian male faculty were more satisfied than white and AALANA male faculty in: *Tenure Policies, Tenure Clarity, and Tenure Reasonableness.*

AALANA male faculty were more satisfied than white male faculty in: *Interdisciplinary Work and Division Leadership.*

Females: Largest Effect Sizes by Ethnicity – Small Size (S), Medium Size (M), and Large Size (L)

Comparison	Benchmark	Effect Size	Satisfaction
White – Asian	Interdisciplinary Work	-1.18 L	Asian > White
	Nature of Work - Research	-1.15 L	Asian > White
	Facilities and Work Resources	-0.95 L	Asian > White
	Appreciation and Recognition	-0.84 L	Asian > White
	Tenure Policies	-0.84 L	Asian > White
White – AALANA	Division Leadership	-0.38 M	AALANA > White
	Departmental Quality	-0.35 M	AALANA > White
	Nature of Work - Service	-0.32 M	AALANA > White
	Mentoring	-0.30 M	AALANA > White
Asian – AALANA	Nature of Work - Research	1.21 L	Asian > AALANA
	Promotion	0.98 L	Asian > AALANA
	Facilities and Work Resources	0.91 L	Asian > AALANA
	Interdisciplinary Work	0.84 L	Asian > AALANA

Asian female faculty were more satisfied than white and AALANA female faculty in: *Interdisciplinary Work, Nature of Work - Research, and Facilities and Work Resources.*

AALANA female faculty were more satisfied than white female faculty in: *Division Leadership, Departmental Quality, and Mentoring.*