



Division of Academic Affairs

December 7, 2015

Greetings Faculty,

During the spring 2015 semester faculty received an email from Provost Mangino to participate in a faculty job satisfaction survey. The **Collaborative on Academic Careers in Higher Education** (COACHE) is a national program which operates from Harvard Graduate School of Education. The survey was distributed across all of the CUNY colleges; at Hostos an impressive 50% of the full-time faculty responded. We are very pleased to share the full report as given to the Provost. This allows you to be fully informed and provides an opportunity for you to share comments, ideas, and suggestions.

Understanding the Results

The report compares Hostos to other CUNY community colleges, as well as to all institutions in the CUNY system. The report shows where we perform well, face challenges, and how institutional type provides a context for the results.

An Overview of the Results

Hostos rated twelve benchmarks higher than faculty did, on average, across the CUNY system: *Nature of Work: Service, Facilities and Work Resources, Interdisciplinary Work, Personal and Family Policies, Collaboration, Mentoring, Tenure Policies, Tenure Clarity, Senior Leadership, Departmental Engagement, and Appreciation and Recognition*. The faculty at Hostos in comparison with the five CUNY community colleges rated *Nature of Work: Research, Nature of Work: Teaching, Personal and Family Policies, Collaboration, Tenure Policies, Tenure Clarity, and Senior Leadership* higher.

Hostos faculty acknowledged their concerns at the institution in several benchmark themes that were lower than faculty across the CUNY System. The areas of concern include *Departmental Leadership, Departmental Collegiality, and Departmental Quality*. In comparison with the other CUNY community colleges, faculty provided the lowest ratings benchmarks for *Departmental Collegiality and Departmental Quality*.

Each benchmark includes “Your Findings in Context” designed to help faculty explore areas of concern.

Looking at Hostos Comparisons

External comparisons are often helpful in identifying overall satisfaction or dissatisfaction among subgroups. These help in identifying areas to model or to target. Having the opportunity

to discover between group differences are helpful in creating approaches for improvement in the workplace.

Consider these as you review the survey:

Pre-tenure faculty rated the personal and family polices benchmark lower than did tenured faculty. Tenured faculty provided lower ratings than pre-tenure faculty on thirteen benchmarks: *Nature of Work: Teaching, Health and Retirement Benefits, Collaboration, Mentoring, Departmental Collegiality, Departmental Quality, Nature of Work: Service, Facilities and Work Resources, Interdisciplinary Work, and Senior Leadership*. Large effect sizes were noted for *Nature of Work: Research, Departmental Leadership and Appreciation and Recognition*.

Associate professors gave lower marks than did full professors on seven benchmarks, including large differences for *Nature of Work: Research, Nature of Work: Teaching and Departmental Quality*. Full professors offered lower ratings than associate on *Interdisciplinary Work, Senior Leadership and Departmental Leadership*.

Women rated thirteen benchmarks lower than their male colleagues. Large effect sizes were noted for *Departmental Collegiality and Appreciation and Recognition*. The effect sizes were small on differences between men and women for *Health and Retirement Benefits and Senior Leadership*.

Faculty of color rated eleven benchmarks lower than did white faculty. Moderate differences appeared for *Health and Retirement Benefits, Promotion, and Departmental Quality*. Large effect sizes were noted for *Departmental Collegiality and Departmental Engagement*.

Included with the survey results are your responses to the final question, “What is the one thing your institution can do to improve the workplace for faculty?”

In addition to the *Report of Faculty Job Satisfaction* is the *Report on Shared Governance and Leadership*. The report includes an introduction explaining the process for gathering the data and understanding the report results.

Initially we are sharing the results to allow you time for review and reflection. Prior to the start of the spring semester several questions will be posted on the blog that will give you an opportunity to share your ideas and thoughts. We will use this information to further address the survey.

Sincerely,

The COACHE Taskforce

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