

The Collaborative on Academic Careers in Higher Education
at the Harvard Graduate School of Education



COACHE Faculty Job Satisfaction Survey
RESPONSES TO OPEN-ENDED QUESTIONS
Central Washington University
2014

COACHE

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RESPONSES TO OPEN-ENDED QUESTIONS

Some COACHE survey questions offered an opportunity for faculty to reply in their own words. The following are the comments provided by respondents at your institution to those questions.

Answers to Question 270 “*What is the one thing your institution can do to improve the workplace for faculty?*” are in the Excel version of your report with thematic coding.

Q30. Which of the following administrative titles do you currently hold?

Survey participants responding “Other” were asked to specify.

Assessment Coordinator

Q230. Which of the following items were adjusted as a result of those negotiations?

Survey participants responding “Used an outside job offer as leverage in negotiations (e.g., with a department chair or dean)” to Q225 (Which of the following have you done at this institution in the past five years?) were asked this follow-up question. Survey participants responding “Other” were asked to specify.

classes taught

two year contract

moved to a department

Ntt annual contracts

Q235. If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?

Survey participants responding “Other” were asked to specify.

opportunities for promotion (nonexistent now)

joint appointment

Upper management decision-making skills

Less travel for teaching

amount of work for the position and salary

support for work-life balance/ elimination of bullying administrative practices

support for work

flexible work schedule

Implementing the Boyer Model for evaluating faculty

Firing the current administration

Q260. If you were to choose to leave your institution, what would be your primary reason?*Survey participants responding "Other" were asked to specify.*

Merit - Workload & pay is ridiculously unfair between Tenure & NTT.

less travel for teaching, more stability in programs offered, fewer absurd meetings that achieve little

too many reasons

Q267A. Please check the two (and only two) best aspects about working at your institution.*Survey participants responding "Other" were asked to specify.*

Adaptation

flexible teaching schedule

Making a difference in the lives of students

resources are commensurate with expectations

a good place to start the career

relative autonomy

Flexibility (generally) for research, personal life, etc.

Spouse hired, but no formal spousal/partner hiring program exists

WAY TOO LONG OF A LIST

teaching/research balance

Flexibility in determining workload and activities

Opportunities to make a difference in student lives

course flexibility

Q267B. Please check the two (and only two) worst aspects about working at your institution.*Survey participants responding "Other" were asked to specify.*

lack of opportunity for r

The Caste system that exists among Tenure & TT & NTT The system should be based on Merit & quality of teaching

Need more graduate student support

Access to campus facilities to expensive

lack of intellectual discourse, all conversations are about administration and/or money

Excessive importance of SEOIs

embarrassingly low budget

no respect and no accommodations for persons with disabilities

WAY TOO LONG OF A LIST

Lack of departmental support (financial)

everything is wrong here

lack of resources

experiences here are not why I entered academia