

The 2019 COACHE Survey – LaGuardia’s Custom Questions

Historical context

LaGuardia participated in the Collaborative on Academic Careers in Higher Education (COACHE) survey which was administered to full-time faculty at every college in the City University of New York (CUNY) in 2015 and in 2019. The survey developed and administered by staff affiliated with the Harvard Graduate School of Education was designed to provide college leadership with an insight into the experiences of faculty at their colleges. According to CUNY, “The COACHE survey is an important part of CUNY’s commitment to its faculty, to a healthy campus climate and to ongoing assessment and improvement of the university. Participating in the COACHE survey is an opportunity for CUNY faculty to have a voice in making their colleges and the university better places to work.”

The 2019 Survey which afforded colleges the opportunity to measure progress made since the 2015 survey, also allowed colleges to add five custom questions. The 2015 results at LaGuardia showed that the responses of minority and women faculty were less positive than those of other racial and gender groups. Consequently, LaGuardia added five custom questions that focused on the experiences of faculty of color and women to the standard 2019 COACHE questionnaire that was administered in spring 2019:

1. At LaGuardia Community College, faculty of color are mentored to assume roles with increasing leadership responsibilities.
2. At LaGuardia Community College, the input of faculty of color is solicited on a regular basis.
3. At LaGuardia Community College, I have been discounted or ignored after expressing my ideas or sharing my comments because of my race/ethnicity.
4. At LaGuardia Community College, I have been discounted or ignored after expressing my ideas or sharing my comments because of my gender.
5. My department has been instrumental in assisting me with maintaining a balance between career and personal/family obligations.

Results for the COACHE 2019 LaGuardia Custom Questions

Response rate and respondents characteristics

The number of full-time faculty that responded to 2019 COACHE survey was 241, a 67% response rate.

The response rate was considerably higher for women compared to men (+15%). pre-tenured faculty compared to tenured faculty (+15%), and Associate Professors compared to Full professors (+8%). In contrast, the response rates of White faculty and faculty of color (FOC) were similar (66% and 68% respectively).

	Respondent	Population	Response rate
Gender			
Men	88	152	58%
Women	148	204	73%
Race/ethnicity			
White	122	185	66%
FOC	119	176	68%
Tenure Status			
Tenured	132	218	61%
Pre-tenured	105	139	76%
Senior ranks			
Full	68	98	63%
Associate	98	138	71%
TOTAL	241	361	67%

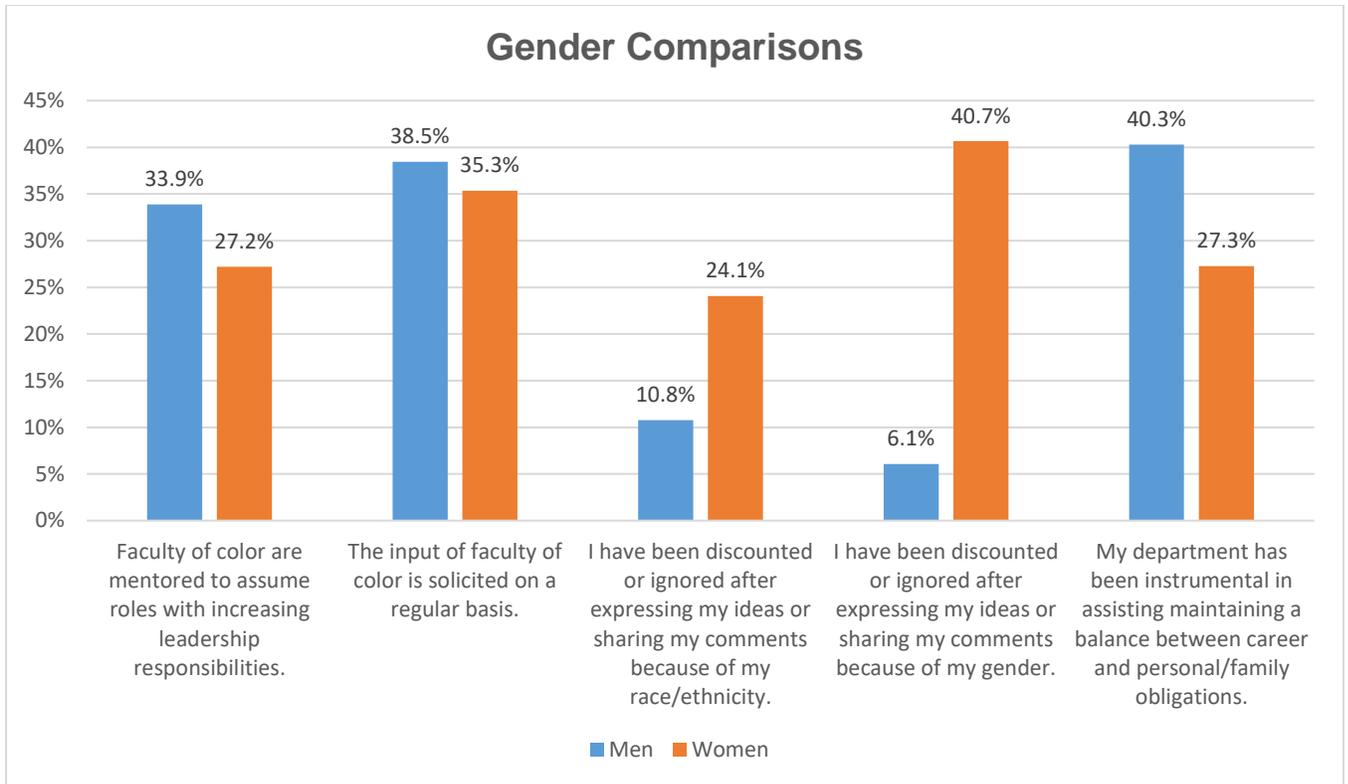
Overall results for LaGuardia’s custom questions

Overall, over one third of the respondents strongly agreed or agreed that at LaGuardia the input of faculty of color is solicited on a regular bases (37%) and 30% agreed that faculty of color are mentored to assume leadership positions. Finally, close to one third of all respondents strongly agreed or agreed that their department has been instrumental in maintaining a career personal/family balance (32%).

Gender differences

The most significant differences are between men and women:

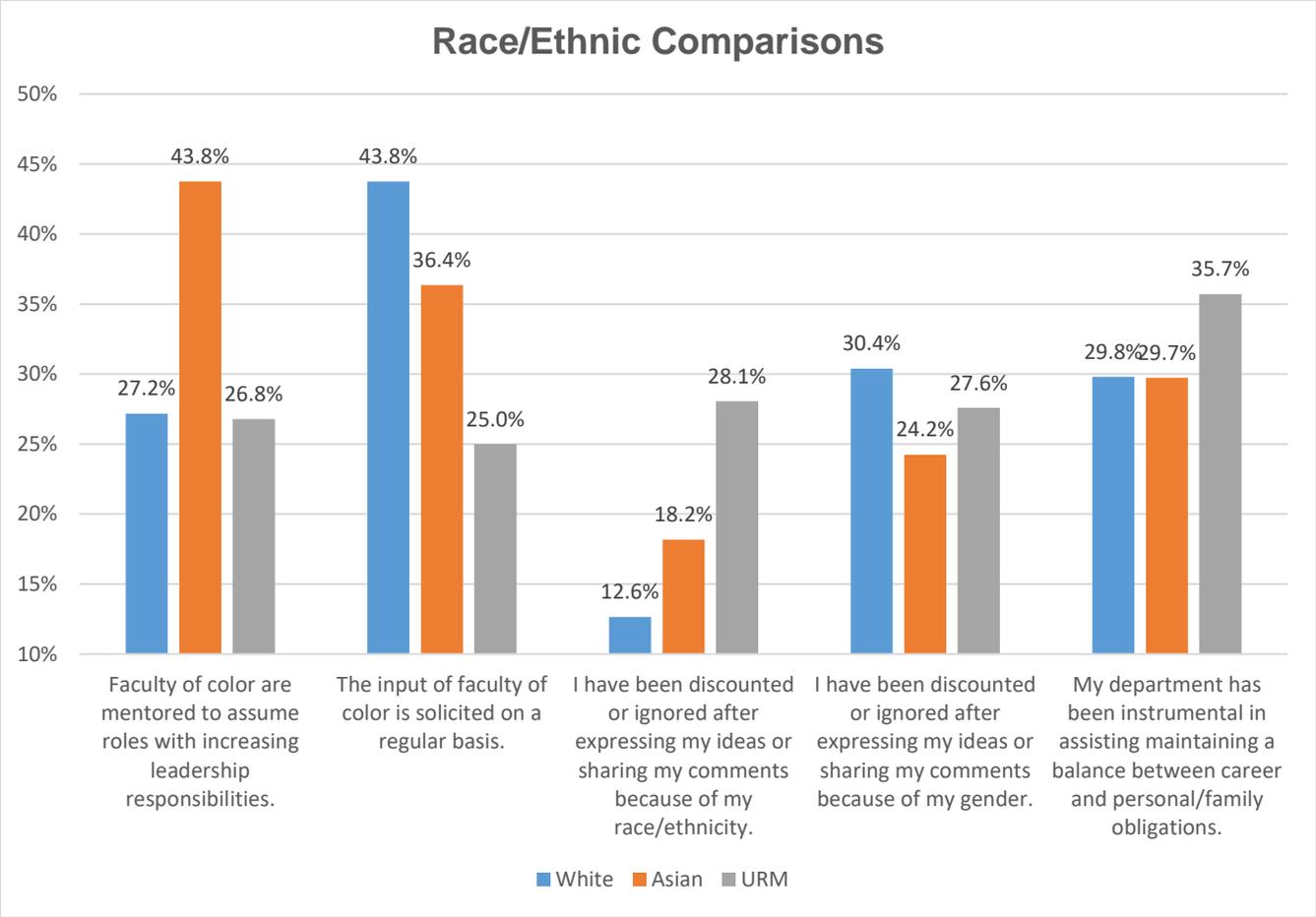
- There is a 35% gap between women who agreed or strongly agreed that they have been discounted or ignored because of their gender (41%), compare to men (6%).
- More women also indicated that they were ignored after expressing their ideas because of their race/ethnicity, but the difference compared to men is much smaller (24% of the women and 11% of the men).
- Fewer women than men agreed that their departments were instrumental in assisting maintaining career/personal balance (13% gap).
- Finally, as can be seen in the following section, responses of faculty who are White, Asian or from underrepresented minority who indicated they ideas were discounted because of their gender were very similar (a range of 24%-30%). Additionally, more respondents indicated that they were discounted or ignored after expressing their ideas because of their gender (29%) than their race/ethnicity (19%).



Race/ethnic differences

COACHE provided the results for faculty who are White, Asian and underrepresented minority (URM), instead of White and faculty of color. There were differences between faculty from URM and those who were identified as White or Asian.

- Smaller proportions of faculty from URM agreed that at LaGuardia the input of faculty of color is regularly solicited (19% gap with White and 11% gap with Asian faculty), and larger proportions agreed they were discounted or ignored after expressing their ideas because of their race/ethnicity (15% gap with White and 10% gap with Asian).
- Similar proportions of faculty in the various groups (tenure status, rank, gender) indicated that faculty of color are mentored to assume roles on increasing leadership positions (7% more tenured faculty and men agreed). However, while the responses of White and underrepresented minority were similar, Asian respondents had a considerably more positive responses (17% gap with URM).
- Interestingly, as was indicated in the previous bullet, a similar proportion of the race/ethnic groups indicated their ideas were discounted because of their gender.
- Positively, slightly higher proportions of URM faculty agreed that their departments were instrumental in assisting them in maintaining career/personal balance (6% gaps for both groups).

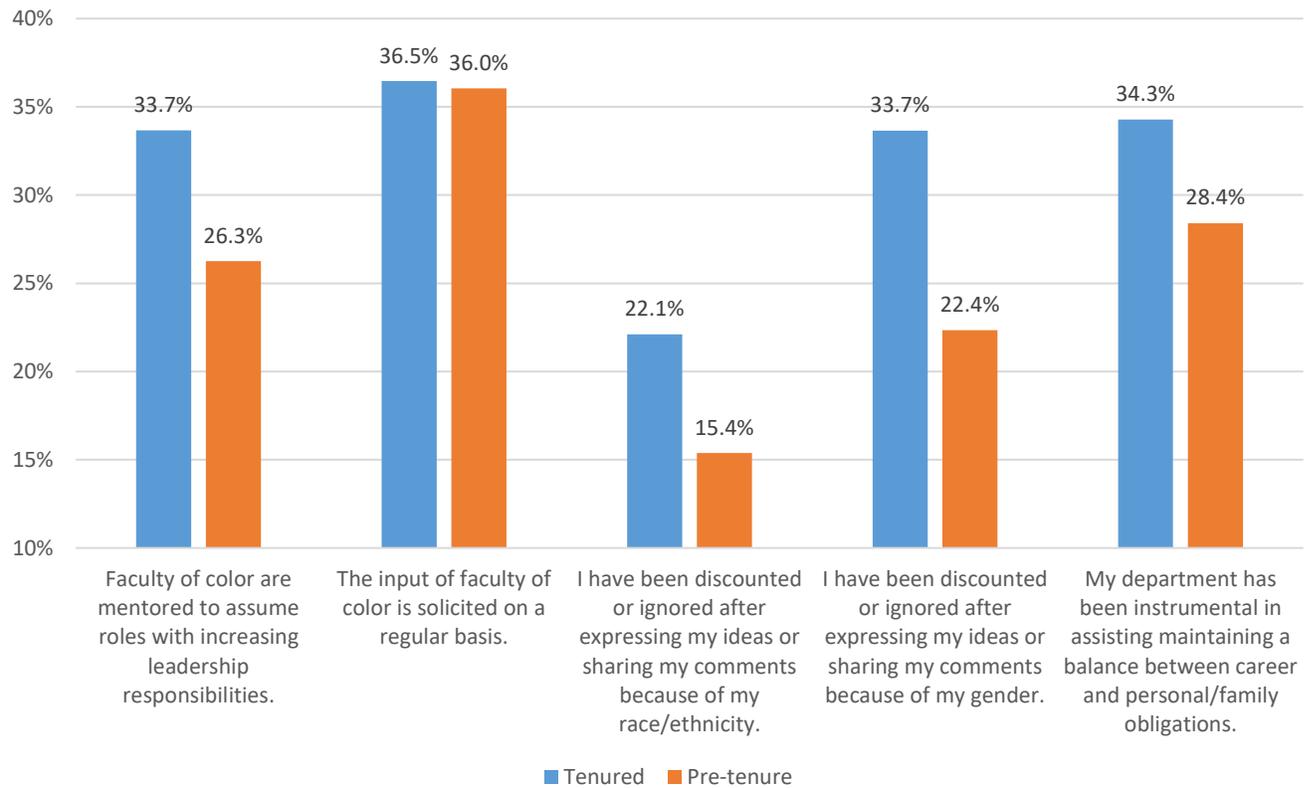


Tenure and rank differences

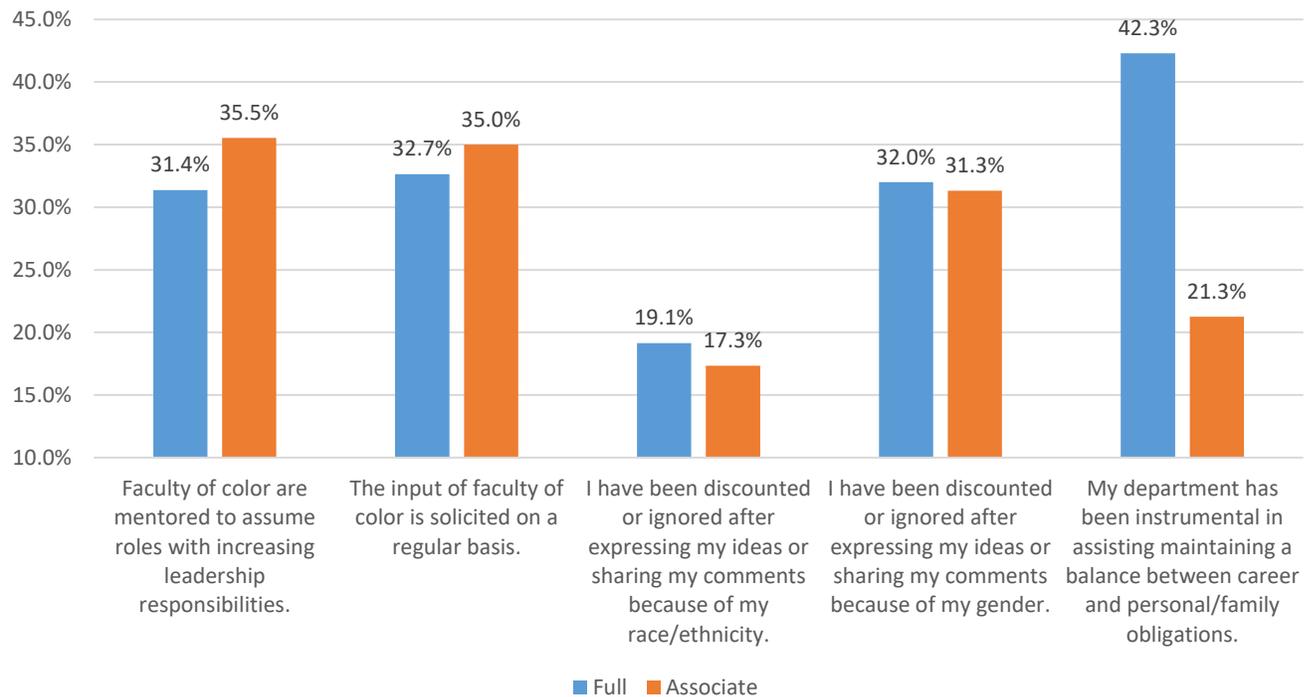
Tenured faculty were compared with pre-tenured faculty. Additionally, the responses of senior rank faculty (Full Professors and Associate Professors) were compared separately. When it comes to tenure and faculty rank, interesting differences emerge:

- More tenured compared to pre-tenured faculty agreed that faculty of color are mentored to assume leadership roles (7% gap), but a slightly smaller proportion of Full Professors agreed compared to Associate Professors (4% gap).
- Higher proportion of tenured faculty agreed that their opinions were discounted because of their gender (11% gap) and race/ethnicity (7% gap), but there were hardly any differences between Full and Associate Professors.
- Considerably more Full Professors agreed that their departments were instrumental in assisting them is maintaining career/personal balance (21% gap with Associate Professors) while the gap was much smaller for tenured and pre-tenured faculty (6%).

Tenured Compared to Pre-tenured Faculty



Tenured Faculty Comparison: Full Vs. Associate Professors



Conclusion

The most preannounced differences in faculty's personal experiences at LaGuardia is between men and women. A considerably higher proportion of women indicated that they have been discounted or ignored because of their gender (35% gap). Moreover, similar proportions of the race/ethnic groups indicated their opinions were discounted after expressing their ideas because of their gender (24% to 30%). Encouragingly, however, it appears that these discrepancies decrease among more recent hires, with 11% fewer of the pre-tenured faculty agreeing with this statement. Finally, a lower proportion of women agreed that their department is instrumental in assisting them maintain career personal/family balance (13% gap) and, in addition, considerably fewer Associate Professors - compared to Full Professors - agreed with this statement (21% gap).

There are also notable difference between Black or Hispanic faculty and those who are White or Asian, with a largest gaps in agreeing that the input of faculty of color are solicited on a regular bases (19% gap with White and 11% gap with Asian faculty). Additionally, more URM faculty and women indicated that their ideas were discounted or ignored because of their race/ethnicity (15% gap with White and 10% gap with Asian, and 13% between women and men).

A Summary of LaGuardia's Five Custom Questions

	Overall	Faculty status				Gender		Race/ethnicity		
Strongly agree/ agree responses		Tenured	Pre-tenure	Full	Associate	Men	Women	White	Asian	URM
faculty of color are mentored to assume roles with increasing leadership responsibilities.	30.0%	33.7%	26.3%	31.4%	35.5%	33.9%	27.2%	27.2%	43.8%	26.8%
At LaGuardia Community College, the input of faculty of color is solicited on a regular basis.	36.8%	36.5%	36.0%	32.7%	35.0%	38.5%	35.3%	43.8%	36.4%	25.0%
been discounted or ignored after expressing my ideas or sharing my comments because of my	18.6%	22.1%	15.4%	19.1%	17.3%	10.8%	24.1%	12.6%	18.2%	28.1%
been discounted or ignored after expressing my ideas or sharing my comments because of my gender.	28.5%	33.7%	22.4%	32.0%	31.3%	6.1%	40.7%	30.4%	24.2%	27.6%
assisting me with maintaining a balance between career and personal/family obligations.	31.5%	34.3%	28.4%	42.3%	21.3%	40.3%	27.3%	29.8%	29.7%	35.7%
Declined to answer and not applicable are excluded from the base										