

# COACHE 2025 Survey Summary

The Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education is a national, research-based initiative specifically designed to understand the job satisfaction of instructional and research faculty.

- The purpose of the COACHE Faculty Engagement Initiative at George Mason is to deepen our understanding of faculty satisfaction.
- George Mason's survey scores are benchmarked across the cohort of 85 institutions as well as 5 selected peers.
- Previous administrations of the COACHE survey have taken place in 2019 and 2022.

## ✓ Highlights

### 54% Response Rate



- 14.6 percentage points higher than our selected peers
- 14% higher than the institutions in our cohort.

### Both the Best and Worst Aspects of Working remain stable.



- Geographic Location
- Quality of Colleagues
- Support of Colleagues
- Academic Freedom



- Compensation
- Cost of Living
- Teaching Load
- Too Much Service/ Too Many Assignments

### Improvement in RRPT, an area for growth in '19 and concern in '22



This was an Area of Concern in 2022. George Mason moved up well over 30 percentile points this survey administration.

### Strength of Faculty Leadership

- Ranked #3 among our peers and 80th percentile within the cohort.
- Faculty leadership includes pace of decision-making, stated priorities, communication of priorities, and ensuring faculty input.



## + Strengths

Harvard COACHE defines Areas of Strengths as those in which the institution scores first or second among our selected peers AND is in the top 30% of the survey cohort.

### Departmental/LAU Collegiality & Engagement

- Ranked #1 among peers and 80th percentile in the cohort for Collegiality
- Ranked #2 among peers and 75th percentile in the cohort for Engagement

### Shared Governance

In all 3 survey administrations

- In 4 of the 5 categories within the theme of Shared Governance, faculty registered higher levels of satisfaction compared to faculty at our peer and cohort institutions.
  - Includes Trust, Shared Sense of Purpose, Understanding the Issue at Hand, and Productivity
  - In all 4 of the above, ranked #2 among peers and at 75th percentile or higher in the cohort

### Departmental/LAU Leadership

In all 3 survey administrations

- Ranked #1 among our selected peers and in the 91st percentile in the cohort
- Third consecutive time this has been noted as a strength

## ↗ Growth Opportunities

Harvard COACHE did not identify any Areas of Concern. The COACHE Leadership Team (LT) identified Growth Opportunities based on a deeper review of the data.

### Mentoring & Mentoring Support

In all 3 survey administrations

- Faculty report that the mentoring they receive is effective
- There are low levels of satisfaction with mentoring of tenured associate professors, support to become good mentors, and mentoring instructional term faculty

### Salary & Compensation

In all 3 survey administrations

- Salary is among the top things the university could do to improve the workplace
- **However**, the percentage reporting this has declined 11% since 2019, marking substantive progress in this area

### Promotion to Full

- Tenure-line faculty satisfaction has improved slightly, yet George Mason is still ranked #5 among peers and at the 39th percentile in the cohort
- 79% report no formal feedback about their promotion to full

### Divisional (Dean) Leadership

- Scores on this theme have declined in each survey cycle—from 3.36 in 2019 to 3.26 in 2022 to 3.13 in 2025
- Ranked #6 among peers and in the 33rd percentile within the cohort

### Instructional Term Faculty Satisfaction

- Satisfaction with contract renewal and promotion improved and ranked between 75th-90th percentile within the cohort
- Satisfaction with Nature of Work: Teaching and Mentoring are in or near the bottom 30th percentile of the cohort

### Interdisciplinary Work

- Given average scores under 3.0 on a 5-point scale, the LT has defined this as a growth opportunity
- Despite low numbers, George Mason ranked #2 among peers and at the 74th percentile within the cohort