

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  
Bowling Green State University  
2013

# COACHE

The Collaborative on Academic Careers in Higher Education

## RESPONSES TO OPEN-ENDED QUESTIONS

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

### **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. Subjects responding "Other" were asked to specify.*

### **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.*

Flexibility to complete my online teaching and other work off site

Focus of the University and administrators back to academics and the importance of faculty and paying them a decent wage

governance in the department

I would like to be a teacher/scholar rather than customer satisfaction worker

retirement clock that just changed to my detriment

We lack tenure/t-track faculty!!!!

### **Q260. If you were to choose to leave your institution, what would be your primary reason?**

*Survey participants responding "Other" were asked to specify.*

academic recognition

lower teaching load; doctoral program in my academic area

Too few faculty!!!! We have half as many as when I arrived!

### **Q267A. Please check the two (and only two) best aspects about working at your institution.**

*Survey participants responding "Other" were asked to specify.*

Balance work and life

become poorer every year

Flexibility in scheduling of work

good balance between teaching and research

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great secretaries

life/work balance

Love the program I teach in

provides employment

Reputation of Program

Years toward retirement in STRS

**Q267B. Please check the two (and only two) worst aspects about working at your institution.**

*Survey participants responding "Other" were asked to specify.*

Antiquated procedures and policies that stunt abilities to innovate

Change in pay/summer pay

faculty input sought for governance but not acted upon

lack of funding for grad students

lack of governance documents in my department

lack of respect for local/community based impact. too much emphasis on global impact.

lack of shared governance

Lack of strong institutional leadership

limited resources

Low morale of many colleagues

Newly formed union

politics

provost rogers & president

Lack of a contract with the faculty association