The COACHE survey found...
- 18.9% of faculty survey respondents expressed an intent to leave UTA.
  - This figure is statistically consistent with results from our peer institutions.

Understanding why: Correlations in the data reveal three key job characteristics that can reduce leaving behavior in faculty.
- Satisfaction with department: 32.7%
- Department chair’s recognition of work: 32.7%
- Salary: 12.4%
  - Note: Faculty salary is the subject of an ongoing UTA compensation study.

Conclusion: Improve these three correlates to increase faculty retention at UTA.

Recommended Tactics for Improving Key Variables

1. Understand what factors affect department satisfaction by:
   a. Further COACHE analysis for correlates of department satisfaction
   b. Focus groups
2. Understand what factors affect satisfaction with recognition by:
   a. Leveraging expertise of management professors for ideas on recognition
   b. Focus groups