

COACHE survey found...




18.9% of faculty survey respondents expressed an intent to leave UTA
Statistically consistent with our peer institutions

Understanding Why

Correlations in the data reveal three key job characteristics that can reduce leaving behavior...

 **32.7%**
Satisfaction with department

 **32.7%**
Department chair's recognition of work

 **12.4%**
Salary (*subject of ongoing UTA compensation study*)



Conclusion: Improve these three things to increase faculty retention at UTA



Recommended Tactics for Improving Key Variables

Understand what factors affect department satisfaction

&

Understand what factors affect satisfaction with recognition



Further COACHE analysis for correlates of department satisfaction



Focus Groups

Leverage expertise of management professors for ideas on recognition