



GRADUATE SCHOOL
OF EDUCATION

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The Collaborative on Academic Careers in Higher Education

A Research-Practice Partnership | 2021



Recent Updates to Faculty Job Satisfaction Partnership

2020:

Introduced Comparative Data for Deans

These reports give school or college leadership insights into their own faculty with the depth of tailored, contextual data for which COACHE is known.

[Learn More →](#)

Improved Online Institutional Reporting

Our latest updates to the digital Chief Academic Officer Report include embedded guide videos to help you navigate and interpret the results, links to content created to help you take action from the data, and data disaggregation by academic area in addition to demographics.

[See an Overview →](#)

Restructured Research Participation Fees to Improve Institutional Access

Our fees had not changed in over a decade, despite improvements to our partnership model. These changes now take institutional size into greater account and allow for broader access to our work for less resourced institutions.

[Read About the Changes →](#)



Recent Updates to Faculty Job Satisfaction Partnership, cont.

2018:

Launched Annual COACHE Strategy Workshops

These workshops are designed bring together like-minded peers to strategize, share best practices, and set tactics to boost participation and aid in interpreting and sharing data. These workshops are hosted in-person (when possible) in Cambridge and are open to partners preparing to survey and those who have just received their results.

[See Samples of Past Content →](#)

*Secured Discounted Tuition for the Seminar on Leadership of the Faculty**

The Seminar on Leadership of the Faculty is a four-day professional development program designed by COACHE and the Harvard Institutes for Higher Education. This Seminar gathers chief academic officers, deans, and others with institution-wide oversight of the faculty to examine, informed by the latest research, the challenges of leading and developing college faculty. Participants from current COACHE partner institutions receive a \$300 discount on tuition for this program.

[Learn More About the Program →](#)

**note: the 2020 Seminar was cancelled due to COVID-19, and we are currently examining options for 2021*

Our Collaborative Network

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COACHE brings partnering *liberal arts colleges, universities, community colleges,* and *state systems* together to advance our mutual goals of creating the conditions in which faculty do their best work.

Virtually and in person, we gather *provosts, vice provosts, deans and associate deans, faculty leaders and other campus constituents.*

We provide our partners the opportunity to engage with their counterparts from peer institutions. Together, they respond to COACHE's findings, overcome common challenges, and explore exemplary programs and practices.



Our complete partner list is available on [our website](#).

Our Approach to Partnerships

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COACHE embraces the William T. Grant Foundation's Research Practice Partnerships model.*

Research Practice Partnerships:



Are sustainable in the long-term



Focus on practical problems



Benefit both researchers and academic leaders



Are intentional about relationships



Emphasize original analysis

*Coburn, C.E., Penuel, W.R., & Geil, K.E. (January 2013). Research-Practice Partnerships: A Strategy for Leveraging Research for Educational Improvement in School Districts. William T. Grant Foundation, New York, NY.

Faculty Job Satisfaction Survey

Based on scholarly literature, informed by interviews and focus groups with faculty, and guided by advisory groups of senior academic administrators, the COACHE Faculty Job Satisfaction Survey is the *benchmarking instrument preferred by college and university leaders who expect action from their data.*

We measured the survey's validity through cognitive testing with diverse faculty at various institutional types so that we could deliver an adaptive tool *personalized by institution, rank, tenure status, and other important demographic factors.*



Survey Themes

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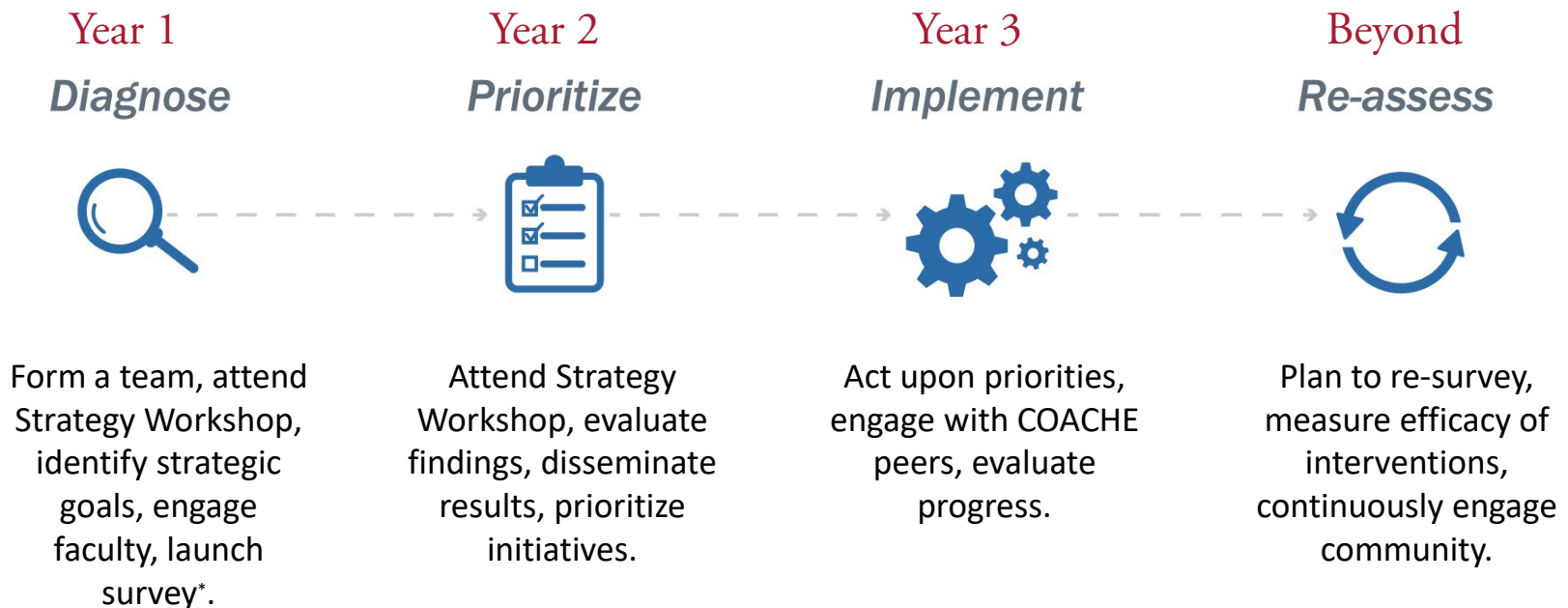
The survey themes reflect our findings about the faculty experience, including:

- Nature of Work: Research
- Nature of Work: Teaching
- Nature of Work: Service
- Tenure & Promotion
- Interdisciplinary Work, Collaboration,
& Mentoring
- Department Engagement, Quality,
& Collegiality
- Resources & Support
- Shared Governance
- Institutional Leadership
- Appreciation & Recognition
- Retention & Negotiation
- Clinical Work (if applicable)

High-Level Timeline



We are dedicated to helping our partners make meaning from their results and enact data-driven policy changes that will improve the academic workplace on their campus. For this reason, participation in the Faculty Job Satisfaction Survey is a three-year commitment.



*Survey launch occurs once per year, typically in the first week of February, and remains open for two months.

Diagnostic Reporting



After survey administration, partners receive access to their results through our digital Chief Academic Officer Report. This report is designed to provide internal and external comparisons on each of the survey themes in an easy-to-navigate format. Partners also receive a hard copy summary of our findings and can elect to receive de-identified unit-level data for deeper analysis.



Click to view report overview, or watch at
<https://coache.gse.harvard.edu/reporting>

Our reports include:

- ✓ Data disaggregated by gender, race/ethnicity, tenure status, academic area, and rank.
- ✓ Statistical comparisons to national results and self-selected peers.
- ✓ Internal comparisons between academic areas and demographic groups.
- ✓ Qualitative analysis of open-ended comments.
- ✓ Change over time indicators for repeat partners.



52%

*average institutional
response rate in 2020.*

92%

*of faculty who take
the survey finish it in
one sitting.*

25

*minute average
response time.*



How Partners Use COACHE: Vanderbilt University



VANDERBILT
UNIVERSITY

- Vanderbilt University conducted their first Faculty Job Satisfaction Survey in 2016 and have since leveraged the results to launch 70+ faculty-focused initiatives in the span of two years.
- Examples of initiatives resulting from the survey include:
 - Launch of the *Global Vanderbilt* web portal to better connect faculty to international opportunities
 - Expanded mentoring programs in six schools
 - Establishment of a Diversity and Inclusion Advisory Board at the Owen Graduate School of Management
- Of the ongoing initiatives, Interim Chancellor and Provost Susan R. Wentz said "the faculty are the lifeblood of the university, and I hope all know your voices are being heard and we will keep listening."
- Vanderbilt re-surveyed in February 2020 to gauge the success of these initiatives and re-prioritize as needed.

[Learn more about Vanderbilt's initiatives →](#)

Pricing: Base Fees

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The base fee for participation varies by Carnegie Classification

- This fee covers all three years of partnership.
- Costs may be allocated across multiple fiscal years.
- Discounts apply for longer-term commitments to multiple survey administrations.

Research Universities: \$25,000 + \$20 per record

- Per record fees are capped at \$25,000.

Masters Universities: \$20,000 + \$20 per record

- Per record fees are capped at \$30,000.

Baccalaureate Colleges & Specialized Institutions: \$15,000 + \$20 per record

Community Colleges: \$10,000 + \$20 per record

Historically Black Colleges and Universities: \$4,900 total

Pricing: Optional Fees

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<i>Description</i>	<i>Amount</i>
Medical Schools Expand survey eligibility to include full-time clinical faculty members in the school of medicine (subject to per record fees) and receive additional medical school comparative report.	\$7,500.
Custom Survey Items Append the survey with up to 15 additional survey items to be administered to your faculty.	\$250 per item.
Pass-through Variables Include additional faculty record-level variable information in your Population File and COACHE will return it in your Data File.	\$100 per variable for up to 5 variables.



To Participate

Now:

- Verbally confirm intent to participate
- Sign a Participation Agreement

Before launch:

- Form a COACHE team
- Send payment for first invoice
- Send team to our Strategy Workshop*
- Pull data on eligible faculty

Survey launch (Feb – Apr, 2022):

- Send a message of endorsement to eligible faculty
- Track response rates online and work with our team to improve if necessary

Institutional roles to consider including in your team:

- CAO
- Senior academic officers in Faculty Affairs, Development, Diversity, etc.
- Chief Diversity Officer
- Faculty governing body Chair or similar representative
- P&T committee member
- IR officer
- Director of CTL
- HR officer
- Communications/Marketing officer
- Sponsored Research Director
- Principal Investigator (e.g. NSF/ADVANCE)
- Faculty with experience in higher ed., organizational development/behavior, data analysis...

*this workshop is optional, but highly recommended for first-time partners

Learn More

For additional information on partnering with COACHE, contact:

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