COMING SOON

FACULTY JOB SATISFACTION SURVEY
WHAT IS IT?

COACHE Faculty Satisfaction Survey

- Evidence-based, rigorously tested, and validated
- Faculty-specific and designed for faculty
  - All full-time faculty (Tenured, Tenure-track, Lecturers)
- Diagnostic reporting
- Actionable survey items
- Embedded community of practice to improve faculty experience
THREE-YEAR TIMELINE: LAUNCH FEBRUARY 2022

2021-22
Survey administration preparation

2022-23
Results delivery and dissemination

2023-24
Use data for action internally and externally with other partner institutions
**WHAT IS THE SURVEY ABOUT?**

<table>
<thead>
<tr>
<th>Nature of Work: Research</th>
<th>Institutional Leadership</th>
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</thead>
<tbody>
<tr>
<td>Nature of Work: Teaching</td>
<td>Shared Governance</td>
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<tr>
<td>Nature of Work: Service</td>
<td>Department Engagement, Quality, &amp; Collegiality</td>
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<tr>
<td>Resources &amp; Support</td>
<td>Appreciation &amp; Recognition</td>
</tr>
<tr>
<td>Interdisciplinary Work, Collaboration, &amp; Mentoring</td>
<td>Retention &amp; Negotiation</td>
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<tr>
<td>Tenure &amp; Promotion</td>
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https://coache.gse.harvard.edu/faculty-job-satisfaction-survey
WHY IS THIS IMPORTANT?

Understand experience BEFORE faculty depart CSUF

Longitudinal information is important to identify trends

Reliable data is important for policy and practice

Part of the effort to examine campus climate but specific to the faculty population

It is a university strategic goal (#3)
HOW WILL WE USE THIS DATA?

- Dissemination of results is critical to the COACHE framework
- Disaggregated data at appropriate levels if desired
- Use data for action – determine priorities, inform policy, identify areas for improvement

See how other institutions have used the report

https://coache.gse.harvard.edu/membership/resources
WILL MY INFORMATION BE CONFIDENTIAL?

- Survey responses (individual or aggregate) are not part of RTP
- Only aggregated data will be shared
- Confidentiality is key (IRB approved and confidentiality agreement signed)
THANK YOU!

Committee
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Estela Zarate, co-chair
Bobbie Porter
Shelly Arsneault
Greg Childers
Patricia Perez
Kristin Stang
FOR MORE INFORMATION

https://coache.gse.harvard.edu/faculty-job-satisfaction-survey