

# FAQs About the COACHE Survey of Faculty Satisfaction

## **What is the COACHE survey?**

The Collaborative on Academic Careers in Higher Education (COACHE) is a survey of faculty satisfaction designed and managed by Harvard University.

## **When will COACHE be open on our campus?**

From approximately February 12 – April 12.

## **Why are these surveys important?**

The provost is fully committed to using the results to improve the workplace for faculty. These surveys are the first steps of a multi-year process intended to identify actionable policies and practices.

## **What are the advantages to COACHE?**

- Since UNT participated in COACHE surveys in 2008-09 and again in 2010-11, this year's results will allow us to gauge our progress over the recent past.
- More than 250 colleges, universities, and systems have participated in COACHE; our responses will allow us to benchmark ourselves to peer and aspirational institutions.

## **Who will be asked to participate in the COACHE process?**

All full-time faculty (tenure-system, lecturers, clinical faculty, and librarians).

## **How long will this survey take to complete?**

COACHE takes an in-depth look into the faculty experience in all areas. It takes an average of 22 to 25 minutes to complete.

## **Didn't we just finish a different faculty survey?**

Yes, we just finished the very brief Gallup survey of faculty engagement. COACHE measures faculty satisfaction. The two surveys complement each other.

## **How will the confidentiality of COACHE respondents be protected?**

COACHE will provide our campus with summary analyses. It will also provide confidential unit-level data stripped of names and email addresses to Mary Barton of UNT's Office of Institutional Research. No one outside of IR will ever have access to unit-level data. Institutional Research will disseminate survey results only with data aggregated in cells of at least five respondents so that faculty and individual departments cannot be identified.

### **How will faculty be involved in the COACHE process?**

UNT has created a steering committee. It includes 10 faculty members, half of whom are affiliated with the Faculty Senate (see attached). This committee is guiding the process, and it will be asked to consider the results and recommend actions for the institution to take. The Faculty Senate, its committees, and other groups of faculty will also be involved in this discussion.

### **Who will see the COACHE results?**

The results will be made available to the Faculty Senate and to the faculty at large.

### **UNT has done surveys of this sort in the past. Is there any evidence that positive changes have resulted from past participation in climate surveys?**

In fact, a number of important changes on our campus resulted from the last round of climate surveys along with important work by quite a few faculty committees. A more complete list is attached, but here are a few examples:

- The creation or revision of a number of policies, including P&T, promotion for non-tenure system faculty, academic workload, annual review, and others.
- An increase in the minimum base salary for assistant professors and lecturers.
- An allotment of \$600,000 to begin to address salary inequities for women and faculty from underrepresented groups.
- The development of counteroffer guidelines and an approval process.
- The creation of an online chair guidebook.
- The development of a faculty exit survey process.
- The establishment of an outstanding lecturer award.
- The creation of a number of programs aimed at facilitating and supporting leadership, including Leadership Fellows, Academic Affairs Fellows, and Chair Academy.

### **How can I help?**

The value of these surveys depends on robust participation by faculty. Please participate in both surveys, and encourage your colleagues to do the same. Your voice matters!

## **COACHE 2018 Steering Committee**

### **Sheri Broyles**

Professor, *Mayborn School of Journalism*  
Vice-Chair, Faculty Senate

### **Dalia Chowdhury**

Assistant Professor, *Rehabilitation & Health Services*  
Co-chair, Faculty Senate Committee on the Status of Women

### **Tracy Everbach**

Associate Professor, *Mayborn School of Journalism*  
Chair, Women's Faculty Network

### **Lorenzo Garcia**

Professor and Chair, *Dance & Theatre*

### **Veronica Jones**

Assistant Professor, *Counseling & Higher Education*

### **Eugene Martin**

Associate Professor and Chair, *Media Arts*

### **Michael McPherson**

Associate Vice-Provost for Faculty

### **Sanjukta Pookulangara**

Associate Professor, *Merchandising & Digital Retailing*

### **Mark Vosvick**

Associate Professor, *Psychology*  
Chair, Faculty Senate Committee on the Status of LGBT Faculty

### **Jennifer Way**

Professor, *Art History & Art Education*  
Co-chair, Faculty Senate Committee on the Status of Women

### **Melody White**

Lecturer, *Information Technology & Decision Sciences*  
Chair, Faculty Senate Committee on the Status of Persons of Color



**UNT**  
**Responses to Previous Benchmarking Data**  
**(COACHE survey, Climate Survey, and Opportunity Analysis Committee) and**  
**Faculty Committees**

- Revised following policies:  
Academic Appointments and Titles  
Annual Review  
Faculty Reappointment, Tenure and Promotion  
Review of Tenured Faculty  
Non-tenure Track Reappointment and Promotion  
Academic Workload
- Increased salary base for assistant professors (\$60,000 minimum) and lecturers (\$42,500 minimum)
- Allotted \$600,000 to address salary inequities for women and minority faculty
- Developed counteroffer guidelines and approval process
- Launched new student evaluation of teaching initiative (Student Perceptions of Teaching) to address concerns of fairness in the evaluation process and improve overall climate.
- Developed networking/mentoring award for tenure-track faculty for Professional Conference Support and mini-sabbaticals to support research productivity (CREATE awards).
- Created multiple mentoring networks for faculty (mandatory one-on-one; cross-disciplinary teams; FacultyCONNECT, and mentoring grants program)
- Hosted CRLT Players to Academic Administrator Retreat to address faculty hiring/search process
- Developed faculty search guidebook
- Created Outstanding Lecturer Award (\$5,000), sponsored by the UNT Foundation
- Initiated Lecturer Promotion workshops
- Initiated Lecturer Steering Committee to address lecturer concerns
- Provided programming and leadership opportunities through Leadership Fellows, Academic Affairs Fellows, TWHE, and Chair Academy
- Secured institutional membership for the National Center for Faculty Development and Diversity
- Received NSF Foreword for Advocates & Allies program (3 year program supporting male faculty)

as allies for women faculty, STEM and SBS disciplines)

- Secured permanent funding for faculty affinity groups (Faculty Writing Group, Women's Faculty Network, La Colectiva, LGBT Faculty Network, Black Faculty Network, and International Faculty Network).
- Developed online chair guidebook delineating roles and responsibilities
- Initiated an exit survey process for faculty
- Created online monthly faculty newsletter to provide opportunities and updates to faculty
- Submitted proposal for NSF-ADVANCE, promoting women in STEM disciplines
- Provided recognition of diverse faculty via 'recognition clearinghouse' on the Faculty Success website.



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