COACHE Survey

- Collaborative on Academic Careers in Higher Education
  - Annual survey on faculty satisfaction
  - Run as a research-practice partnership through Harvard GSE
  - Delivered to over 100 universities annually
  - WSU did COACHE survey for several years, most recently 2014
COACHE Survey

• Survey originated in 2003 to examine why fewer women and faculty of color were obtaining tenure

• By 2011, expanded scope to understand experiences of tenure-track and career-track faculty

• More than 250 colleges and universities in US and Canada have joined partnership
COACHE Survey Domains

• Nature of work in service, research, teaching

• Facilities and work resources supporting faculty work
  ▪ Personal and family policies
  ▪ Health & retirement benefits
  ▪ Mentoring

• P&T processes

• Leadership & Governance

• Appreciation and recognition
COACHE Results

• Results broken down by rank, track, gender, FOC/white
  ▪ Breakdowns help identify equity gaps and opportunities for improvement

• WSU results compared to all other universities participating this year as well as 5 peer institutions we select

• Results will be reported out to faculty and leadership
COACHE Implementation

• Supported by funding for WA SB #5277, which requires annual faculty climate survey

• Deployed to all TT and CT faculty in early February

• Dedicated web page for information and updates will be up soon on Provost’s website

• Please help encourage participation. This is important opportunity to provide input that will affect policy and practice
  ▪ Not just another survey!