

## WSU COACHE Faculty Engagement Initiative

January 2022

### Why this Initiative

- WSU's success depends squarely on our ability to attract, retain, and support talented faculty.
- Our goal is to collect data about key areas of faculty work-life, to create a WSU-specific strategic framework that is informed by data and *intentionally* strengthens faculty well-being and success.
- Part of our work will include benchmarking and collaborating with peer institutions to design programs, policies, and practices to facilitate organizational change and improve faculty outcomes. Other institutions that have participated have developed a range of programs such as department chair workshops, faculty mentoring programs, more robust guidelines for tenure and promotion dossiers, and new internal awards.
- This strategic framework will be primarily informed by the results of the COACHE Faculty Survey, which we hope to repeat every other year.

### What is Harvard COACHE?

- The Collaborative on Academic Careers in Higher Education (COACHE) is a national, research-based initiative that is designed to help us better understand and actively put into place plans for improving the quality of work-life for faculty at WSU.
- Faculty Engagement Survey Themes:

<ul style="list-style-type: none"><li>• Nature of work</li><li>• Tenure and Promotion</li><li>• Interdisciplinary Work</li><li>• Collaboration and Mentoring</li><li>• Resources and Support</li><li>• Shared Governance</li></ul>	<ul style="list-style-type: none"><li>• Department Engagement, Quality, and Collegiality</li><li>• Institutional Leadership</li><li>• Appreciation and Recognition</li><li>• Retention and Negotiations</li></ul>
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### Who will be encouraged to participate?

All WSU full-time career-track and tenure-track faculty will be asked to participate.

### Who are your resources for this project?

A WSU COACHE Leadership Team has been created that represents many colleges and faculty ranks on campus, co-chaired by Professor Doug Call (Faculty Senate Chair) and Laura Hill (Associate Provost for Faculty Affairs and Development).

### What is the timeline for the project?

**Faculty Satisfaction Survey:** This survey will launch the week of **February 7, 2022** and close on **April 7, 2022**. The WSU COACHE Leadership Team will receive the institutional summary report with aggregate findings in the summer or fall of 2022. Results will be shared in fall 2022 with reports to the campus community in fall 2022. Beginning in the AY2022-2023, the leadership team will engage the campus community in the interpretation of the findings and identify actions to address COACHE findings.

The Faculty Satisfaction Survey will be administered again in the spring of 2024 to assess the effectiveness and impact of the actions we have taken to address issues and concerns identified in the spring 2022 results.

**Want to learn more?** General questions can be sent to Laura Hill (laurahill@wsu.edu).