

# 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!