

LSU Faculty Job Satisfaction Survey

Jan. 25, 2021

LSU Faculty Senate Meeting

COACHE



collaborative on academic
careers in higher education

Why?

- A group of faculty and administrators has been working together over the last several years
 - To gain an understanding of faculty successes
 - As well as challenges that faculty face
- We need data to be able to make informed decisions going forward.

When will the survey launch?

- Eligible faculty members will receive a link from COACHE
 - Starting the week of **February 8th, 2021**
 - Closing April 12, 2021
- This work is IRB approved by Harvard and LSU.
Harvard IRB IRB00000109
LSU IRB Approval IRBAM-21-0025

Who?

- The LSU CORE committee will receive confidential and de-identified data
 - COACHE will send it in Fall of 2021
- Only reporting allowed is aggregated with a minimum of 5 individuals per demographic group in a unit to protect the identity of respondents.
- A limited number of individuals will have access to this file; and no one with personnel decision-making authority will have access to the De-identified unit record data file.

LSU Core Committee

- Support the exploration of the campus climate and culture impacting faculty experiences, innovation, and diversity
- Lead the process for institutional self-assessment
- Provide recommendations and guidance
- Discuss the project, data collection, project timeline, and findings
- Make recommendations on subsequent action planning process

What will the survey cover?

- Survey questions regarding several domains:
 - Nature of Work: Research, Teaching, and Service
 - Resources and Support
 - Interdisciplinary Work, Collaboration, and Mentoring
 - Tenure and Promotion
 - And other topics

LSU website available for review:

<https://www.lsu.edu/academicaffairs/coache/survey.php>



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COACHE: Faculty Job Satisfaction Survey

LSU will be participating in the **Collaborative on Academic Careers in Higher Education (COACHE) faculty job satisfaction survey**, operated by the Harvard Graduate School of Education, for the first time in spring 2021. The COACHE survey is a powerful instrument, facilitating data collection on faculty work and life concerns, benchmarked against peer institutions. Created and operated by faculty, the data will be used to identify needs and opportunities to improve faculty recruitment, retention, and work/life quality. Questions assess faculty views on university policies, practices, and working conditions such as tenure and promotion, climate, workload and support, compensation and benefits, and global satisfaction.

LSU's CORE Committee, made-up of faculty researchers and academic leaders, are charged with shepherding the survey on campus. As the survey is implemented by an external team of independent researchers at COACHE, data collection protocols are robust, building in additional layers of security for faculty. The data will be confidential, which means no identifiers are matched to reported response, and at no time will any personnel on LSU's campus have access to any data containing identifying information. See more about [data privacy here](#). After the results have been analyzed, the CORE Committee will convene a group of faculty to identify priorities, and then action items for supporting LSU faculty. You can read more about the [CORE Committee here](#).

Survey Available on February 8



LSU Website FAQ page

- <https://www.lsu.edu/academicaffairs/coache/faq.php>

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Frequently Asked Questions

What is COACHE?

Why is LSU participating?

Why should I participate?

Is my information secure?

How can I request the data?

What if I don't get the email from COACHE with the link to my survey?

My link to the survey doesn't work. What should I do?

How long will the survey take?

What is the deadline to participate?

Review: Putting it all together!



collaborative on academic careers in higher education

Faculty Job Satisfaction Survey

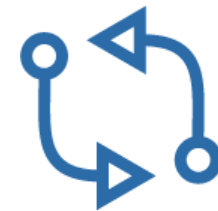
<https://coache.gse.harvard.edu/faculty-job-satisfaction-survey>



Gain valuable insights through a customized, adaptive report that includes thoughtful data segmentation out of the box.



Benchmark your faculty's experience of the academic workplace within both internal and national contexts.



Compare your data against a self-selected group of peer institutions, as well as our pool of national results.

- Nature of Work: Research, Teaching, and Service
- Resources and Support
- Interdisciplinary Work, Collaboration, and Mentoring
- Tenure and Promotion

- Institutional Leadership
- Shared Governance
- Departmental Engagement, Quality, and Collegiality
- Appreciation and Recognition
- Retention and Negotiation

Potential R1 Benchmarking Peers for 2020-21 Survey

Clemson University	2018	University of Cincinnati	2018
CUNY Graduate School and University Center	2019	University of Connecticut	2020
Emory University	2020	University of Delaware	2020
Florida International University	2020	University of Louisville	2020
Florida State University	2018	University of Maryland	2020
George Mason University	2019	University of Massachusetts Amherst	2020
Georgetown University	2020; 2018	University of Missouri - Columbia	2019
Georgia State University	2020	University of North Carolina at Chapel Hill	2018
Indiana University	2019	University of North Texas	2021; 2018
Iowa State University	2021	University of Pittsburgh	2019
Johns Hopkins University	2018	University of South Carolina	2019
North Carolina State University	2021; 2018	University of South Florida	2020
Purdue University	2021; 2018	University of Tennessee Knoxville	2021; 2018
Rutgers University	2019	University of Texas at Arlington	2021
Texas Tech University	2019	University of Texas at Austin	2020
Tulane University	2018	University of Virginia	2020
University of Arizona	2018	Vanderbilt University	2020
University of Arkansas	2018	Virginia Commonwealth University	2019
University of Central Florida	2021; 2018	Virginia Polytechnic Institute & State Univ.	2020

We Need Your Help

- Talk to your departments about COACHE
 - Familiarize yourself with COACHE
 - Encourage participation
 - Participate in follow-up discussions

- Please contact me: Emily Elliott, eelliott@lsu.edu, if you would like to discuss any questions about COACHE

Questions?



Additional Slides

LSU COACHE Process Timeline



The survey will close on April 12, and COACHE will provide reports to the LSU CORE Committee in fall 2021. Upon in-depth review by Core Committee faculty researchers, the results and plans for next steps will be shared with faculty at events including a presidential forum, Faculty Senate meeting, and college policy committee meetings. Faculty focus groups will be convened to review the results and provide additional feedback to the Office of Academic Affairs in order to prioritize action items.

Data Gathering at LSU

APLU Institutional Self Study

–Institutional Processes and Culture

–Institutional Self-Assessment Questionnaire (Part I)

- Specific activities and practices, resources and services available related to increasing diversity and inclusion in the professoriate.
- Core questions parallels the APLU Institutional Model for Increasing Faculty Diversity
 - » Institutional Context, Recruitment (Outreach, Hiring, and Yield), Transition, and Retention (Professional Development, Advancement, and Satisfaction and Support)
 - » Self-Assessment process, strengths and weaknesses, campus action planning

• *Institutional Self-Assessment Data Collection Template (Part II)*

- 5 years of faculty data: enrollment, hiring, advancement and retention data.

Collaborative on Academic Careers in Higher Education (COACHE)

–Faculty Job Satisfaction Survey: Individual Experiences

- Nature of Work: Research, Teaching, and Service
- Resources and Support
- Interdisciplinary Work, Collaboration, and Mentoring
- Tenure and Promotion
- Institutional Leadership
- Shared Governance
- Department Engagement, Quality, and Collegiality
- Appreciation and Recognition
- Retention and Negotiation

–Benchmarked with peer institutional types