

COMING SOON

# FACULTY JOB SATISFACTION SURVEY





# WHAT IS IT?



collaborative on academic  
careers in higher education

## COACHE Faculty Satisfaction Survey

- Evidence-based, rigorously tested, and validated
- Faculty-specific and designed for faculty
  - All full-time faculty (Tenured, Tenure-track, Lecturers)
- Diagnostic reporting
- Actionable survey items
- Embedded community of practice to improve faculty experience

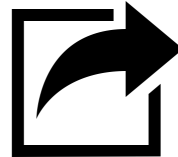


# THREE-YEAR TIMELINE: LAUNCH FEBRUARY 2022



**2021-22**

Survey  
administration  
preparation



**2022-23**

Results delivery  
and dissemination



**2023-24**

Use data for action internally  
and externally with other  
partner institutions

# WHAT IS THE SURVEY ABOUT?

▶ **Nature of Work: Research**

▶ **Nature of Work: Teaching**

▶ **Nature of Work: Service**

▶ **Resources & Support**

▶ **Interdisciplinary Work, Collaboration, & Mentoring**

▶ **Tenure & Promotion**

▶ **Institutional Leadership**

▶ **Shared Governance**

▶ **Department Engagement, Quality, & Collegiality**

▶ **Appreciation & Recognition**

▶ **Retention & Negotiation**

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



# WHY IS THIS IMPORTANT?



Understand experience  
BEFORE faculty depart  
CSUF



Longitudinal information  
is important to identify  
trends



Reliable data is important  
for policy and practice



Part of the effort to  
examine campus climate  
but specific to the faculty  
population



It is a university strategic  
goal (#3)



# HOW WILL WE USE THIS DATA?

- Dissemination of results is critical to the COACHE framework
- Disaggregated data at appropriate levels if desired
- Use data for action – determine priorities, inform policy, identify areas for improvement

See how other institutions  
have used the report



# WILL MY INFORMATION BE CONFIDENTIAL?

- Survey responses (individual or aggregate) are not part of RTP
- Only aggregated data will be shared
- Confidentiality is key (IRB approved and confidentiality agreement signed)



THANK YOU!

## Committee

Su Swarat, co-chair

Estela Zarate, co-chair

Shelly Arsneault, Professor, Political Science & Public Administration

Michele Barr, Full-Time Lecturer, Kinesiology

Greg Childers, Associate Professor, Physics

Patricia Perez, Associate Dean, College of Humanities and Social Sciences

Bobbie Porter, Assistant Vice President, Diversity, Equity, & Inclusion

Kristin Stang, Associate Vice President, Faculty Support Services





# LAUNCH FIRST WEEK IN FEBRUARY 2022

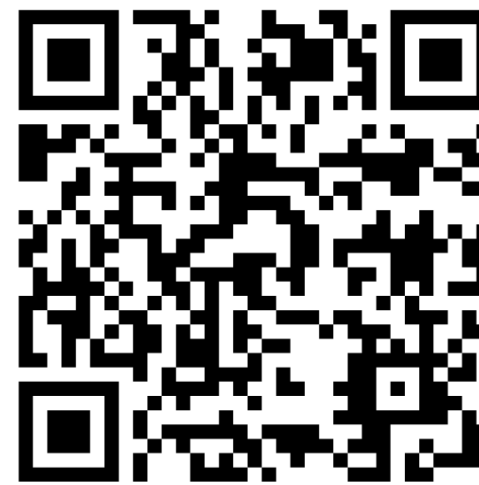
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<https://www.fullerton.edu/acadaffairs/faculty-resources/satisfaction-survey.php>

COACHE



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