

## COACHE Faculty satisfaction survey

### Teams, Roles, Communication Philosophy, and First Steps

#### **Goal**

Our goal is to ensure a data-informed institutional response to enhancing faculty job satisfaction. We are engaging in this effort in keeping with COACHE best practices and in keeping with principles of shared governance.

#### **COACHE Team Members**

Provost Bichelmeyer – Team Lead

Co-directors for COACHE administration:

Nate Brunsell, Faculty Senate President

Ani Kokobobo, University Senate President

Data Team:

- Corinne Bannon, Acting Chief Data Officer and Vice Provost of AIRE
- Donna Ginther, Roy A. Roberts & Regents Distinguished Professor of Economics and Director of the Institute for Policy & Social Research
- Jennifer Ng, Professor and Associate Vice Provost of Faculty Affairs
- Lisa Wolf-Wendel, Roy A. Roberts Distinguished Professor in Higher Education Administration and analyst of KU's last COACHE administration in 2012

Advisory Team:

- Nate Brunsell, Professor and 2022-2023 Faculty Senate President
- Ani Kokobobo, Associate Professor and 2022-2023 University Senate President
- Kris Pedersen, Clinical Professor, Speech, Language and Hearing
- Kristen Helling, Director of Professional Selling Program and Marketing Lecturer, Marketing and Business Law
- Nicole Hodges Persley, Associate Professor and Vice Provost for Diversity, Equity, Inclusion, and Belonging
- Lou Mulligan, Professor and Interim Vice Provost for Faculty Affairs
- Jeff Chasen, Assistant Vice Provost, Human Resource Management
- Victor Gonzalez, Assistant Teaching Professor and Faculty Senate President Elect
- Kristin Villa, Clinical Assistant Professor, and University Senate President Elect
- John Colombo, Interim Dean, CLAS
- Prajna Dhar, Professor, Chemical and Petroleum Engineering
- Megan Greene, Professor, History
- Lee Stuart, Assistant Professor of Practice, Edwards Campus

Staff support:

- Cara Nossaman, Project manager
- Mark Sheaves, Communications / Website

## **Roles**

### **Provost/Team Lead**

- 1) Initiate, convene, and lead faculty satisfaction surveying. This includes the budget allocation for the cost of COACHE and the costs of using these data within the university.
- 2) Assembles teams with input from Faculty Governance
- 3) Reviews COACHE chief academic officer report and qualitative and quantitative data.
- 4) Initiates and leads institutional response to COACHE results.
- 5) Makes data requests of the data team.
- 6) Works in conjunction with governance to communicate to campus faculty about the effort, disseminate results, and actions to be taken in response to survey results.

### **Co-Directors**

- 1) To coordinate with the data team and convene advisory group meetings in consultation with teams. Construct meeting agendas and ensure minutes are kept.
- 2) Ensure communication across groups.
- 3) Supervise staff support and assign tasks and establish timelines.
- 4) Provide update to governance and other campus partners about the initiative on a regular basis.

### **Data Team**

- 1) Conduct analysis and author an in-depth university report using appropriately deidentified qualitative and quantitative data across COACHE thematic categories.
- 2) Conduct analysis and author other reports on an ongoing basis in response to advisory team, provost data requests.
- 3) Can review and have input on communications/recommendations based on reports they produce
- 4) Join advisory group in recommendation phases

### **Advisory Team**

- 1) Reviews data team reports.
- 2) Devises communication plans to campus in conjunction with Provost/Team Lead and co-directors
- 3) Requests data from the data team
- 4) Makes recommendations to the Provost/Team Lead for institutional response to improve faculty satisfaction, including prioritization and timelines for efforts.
- 5) Make strategic recommendations, in conjunction with data team regarding future COACHE survey cycles, partnering with other offices (e.g., Research, CTE), access to data issues, communication, dissemination norms, etc. That is, this is not an ad hoc process, but a long-term one. We will build those structures. This may include creating structure in governance, AIRE, etc.
- 6) Engage with the above in line with COACHE contractual terms, best practices and guidelines.