

COACHE at Northern Arizona University
Fall 2014

In Academic Year 2013-14, Northern Arizona University participated in the Collaborative on Academic Careers in Higher Education (COACHE), a multi-university initiative through Harvard. This three-year collaborative involves surveying faculty regarding working conditions at their universities, analyzing the results of this survey, and then creating action plans to enhance those conditions.

The COACHE survey was administrated to NAU faculty between October 2013 and January 2014, with all faculty members who had been on continuing contracts for a year or more invited to participate. The NAU response rate was 59% (N=296), ten percentage points higher than that of our identified peers and the total COACHE sample.

The survey collected demographic information and levels of satisfaction in the following areas:

- Nature of work in research, teaching and service
- Facilities, personal/family policies, benefits and salary
- Interdisciplinary work, collaboration, and mentoring
- Tenure and promotion
- Leadership and governance
- Departmental collegiality, engagement, and quality
- Appreciation and recognition

The Provost established a COACHE Advisory team, with representatives from the following groups: Faculty Senate, Academic Chairs Council, Provost's Academic Leadership Council, Academic Associate Deans Academy, Faculty Professional Development Program, Planning and Institutional Research, Human Resources, Office of the President and Office of the Provost. The advisory team was charged with disseminating results and guiding efforts to engage the campus community in dialogue on the meaning of those results.

The full report is available to view at <https://sharepoint.nau.edu/sites/provost/>

Expect ongoing communication from the COACHE Advisory Team, as well as invitations to participate in discussions and to join action teams. The ultimate goal is for the campus community to get involved in making Northern Arizona University an even better place to work.

Ideas? Feedback? Contact COACHE@nau.edu