

## Recommendation on behalf of the Faculty Senate Campus Environment Committee

### **Motion:**

The Faculty Senate recommends piloting the COACHE Faculty Job Satisfaction Survey in October 2011. The Faculty Senate further recommends administering the Radford University Faculty Morale Survey in the spring of 2012.

### **Rationale:**

Potential benefits of administering the COACHE Faculty Job Satisfaction Survey include:

- COACHE is a nationally administered, valid survey that emerged based on reviews of literature, focus groups with faculty, and a pilot study.
- Comparisons are available for up to five peer institutions, from among those who participate. Such comparisons can highlight Radford's relative strengths and areas of concerns relative to peer institutions.
- The survey provides much more extensive information on the following themes:
  - Nature of the Work (Overall, Research, Teaching, Service)
  - Resources & Support
  - Interdisciplinary Work
  - Collaboration
  - Mentoring
  - Tenure and Promotion
  - Institutional Governance & Leadership
  - Engagement
  - Work & Personal Life Balance
  - Climate, Culture & Collegiality
  - Appreciation & Recognition
  - Recruitment & Retention
  - Global Satisfaction
- Up to 15 additional questions may be added to the COACHE instrument to tailor it to Radford University's needs.
- Survey results are disaggregated by gender, race, and tenure status.
- If COACHE is administered for multiple years, the report provides summaries of positive and negative trends at the institution.

By continuing to administer the Radford University Faculty Morale Survey, we will not lose any data and will have a baseline for comparing the two instruments in 2011-2012.