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Dear Colleagues,

UC Davis is conducting a survey of faculty job satisfaction through a national program called the Collaborative on Academic Careers in Higher Education (COACHE), which has been operating from the Harvard Graduate School of Education since 2003. In the coming weeks, you will receive an e-mail from COACHE (coachefaculty@opinioncast.com), directing you to the online survey by providing you with your own unique link. The survey is easy to complete, and participation will entail completing a 25-minute, web-based survey. I urge you to take the time to share your opinions. Please note that this will be the third time that UC Davis has conducted this survey and it has resulted in significant improvements, as noted below. I sincerely hope that you will take the time to complete the survey and make your experiences and opinions known.

Why should you participate in this survey?

While there are many surveys that faculty are asked to complete, this one was designed entirely to determine your current job satisfaction compared to faculty at peer institutions. Your views are especially important to us as we strive to attract and retain the best and brightest scholars and teachers, increase the satisfaction of all faculty, and work with campus leaders to make UC Davis a great place to spend your career. And what also makes this unique and important is that you will have the opportunity to enter your personal opinions directly in the survey, and campus leaders will consider each one carefully and seriously.

How do we use the results?

After conducting a COACHE survey in 2017, we worked with deans to use our results to improve campus programs. More mentoring and guidance is now provided to associate professors, who had clearly expressed concern about their progress and increased university service workload after gaining tenure or security of employment while trying to balance work life needs. Our findings about Step Plus helped inform the review that this program is undergoing this year, with the goal of making our advancement processes and expectations of faculty more transparent and equitable across the colleges and schools, and placing greater recognition on outstanding teaching and service. Another consequence of earlier COACHE feedback is that leadership training at the campus level is now more widely accessible to faculty who desire it, and we continue to explore how to enhance the availability of such offerings.

We last conducted a COACHE Job Satisfaction Survey in 2017. This 2021 survey will now allow us to not only see what progress has been made to resolve earlier problems, but which ones are now on

the minds of our faculty that we need to be aware of in our process of striving for continual improvement. With the challenges that we have faced in the last year, we have added specific questions about how the pandemic has affected all of you.

Protecting your anonymity is an utmost priority, and your information will be secure and remain confidential. In a process approved by Harvard's and reviewed by UC Davis' institutional review board, COACHE will provide our campus with their summary analysis (including how we compare to peer institutions), and the confidential unit-record database, stripped of names and e-mail addresses. Steve Chatman, Manager of Institutional Academic Data, Office of Academic Affairs, will receive and store all data on a secure server. Neither I, nor any other administrator, staff or faculty member outside the Office of Academic Affairs at UC Davis will have access to the unit-record data. The Office of Academic Affairs, together with deans of our colleges and schools, will explore and analyze broad patterns in the data to assist with planning and developing improved academic policies and practices across campus. To protect confidentiality and guarantee that the results of this survey cannot influence personnel decisions about individual faculty members, the Office of Academic Affairs staff will disseminate survey results only with data aggregated in cells of five respondents or more, so that individual faculty and individual departments cannot be identified. COACHE will not use any name or email address for any purposes except for this research.

If you have any questions or concerns about this survey, please contact Steve Chatman at spchatman@ucdavis.edu or (530) 752-2072, or COACHE at coachefaculty@abtassociates.com.

Thank you in advance for helping us to continually improve faculty life at UC Davis through your participation in this important survey.

All the best,



Mary S. Croughan
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c: Vice Provost Philip Kass