



TEXAS TECH UNIVERSITY

Office of the President

## MEMORANDUM

TO: TTU Faculty and Administrators

FROM: Lawrence Schovanec, President  
Michael Galyean, Provost and Sr. Vice President for Academic Affairs

DATE: August 14, 2017

SUBJECT: Update on Texas Tech University's COACHE Survey Results

One of our overarching priorities is to foster a workplace that is valued by our faculty, students and staff. There is no doubt that the pressures for faculty and staff, especially at a university with increasing aspirations and growth, are significant. Nonetheless, it is important that we continuously strive to do more to support our campus community and, periodically, assess how we are performing and what further might be done at the department, division, or university level.

Earlier this year, TTU was one of many institutions to join the Collaborative on Academic Careers in Higher Education (COACHE), based at the Harvard Graduate School of Education, which administered a survey of job satisfaction to our faculty. In this effort, locally coordinated by Dr. Audra Morse and Dr. Stephanie Jones, surveys were sent to **1,417** individuals, and responses were received from **593 (42%)**.

Thanks to everyone who took the time to respond. We appreciate that time is a precious resource, and we are committed to making your contribution to this effort worthwhile.

Survey questions were grouped into several themes, including the nature of the teaching, research, and service aspects of faculty work; the clarity and reasonableness of our tenure and promotion processes; governance and communication, satisfaction with personal and family support; levels of climate and collegiality; and other aspects of your work-life.

We have recently received the comprehensive report of our findings from COACHE. You will find a copy of the Report Preview at [http://www.depts.ttu.edu/provost/downloads/COACHE\\_2017.pdf](http://www.depts.ttu.edu/provost/downloads/COACHE_2017.pdf). This report includes results at peer institutions and among a large cohort of similar institutions. The Provost and I will be convening a task force in the near future to assist us in interpreting and responding to the detailed findings. We will look to the task force to provide us with recommendations for how to address areas that have been identified as needing improvement. In the meantime, we welcome all comments and suggestions on how we can organize the campus community around disseminating, discussing, and acting upon the survey results as a means toward advancing the workplace satisfaction of all faculty.