



TEXAS TECH UNIVERSITY

Office of the President™

MEMORANDUM

Date: February 11, 2019
To: Texas Tech University Faculty
From: Lawrence Schovanec, President
Re: Helping Our Faculty Succeed through Participation in the COACHE Survey

I have been fortunate throughout my career at Texas Tech University to work alongside many wonderful and talented faculty. You are the driving force behind the quality education of our students and in producing the research and creative activity that is essential to the mission of our university. In my role as president, it is my responsibility to ensure that our faculty have a supportive and productive climate in which to be successful.

I write to inform you of an upcoming opportunity to participate in a survey of faculty job satisfaction. This survey research is part of 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.

While there are many surveys that faculty are asked to complete, this one is 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 to make Texas Tech a great place to work.

After the previous administration of the COACHE survey in February 2017, a Task Force was established to explore and analyze broad patterns in the data to assist with identifying areas in need of improvement and developing plans to address them. That information was shared with faculty in January of this year. The COACHE Task Force will undertake the same process of exploring and analyzing data patterns after the forthcoming administration of the COACHE survey later this month. Details about the survey follow.

In a process approved by Harvard's and Texas Tech's institutional review boards, COACHE will provide our campus with its summary analysis, as well as the confidential unit-record database, stripped of names and email addresses. The data provided to the university will be received and kept on a secure server by Vicki West, Managing Director, Institutional Research. **Neither I, nor any other administrator, staff or faculty member outside Institutional Research and the COACHE Task Force at Texas Tech will have access to the unit-record data at any time during or at the conclusion of the survey. The participants' identities will remain confidential.**

Within two weeks, you will receive an email from COACHE (coachefaculty@opinioncast.com), directing you to the online survey. The survey is 25 minutes in length and is easy to complete. If

you have any questions about this survey, please contact the Office of the Provost at provost.communications@ttu.edu using the subject “COACHE” or contact COACHE directly at coachefaculty@srbi.com.

We believe Texas Tech has the potential to be one of the best places for faculty members to work and with your help we can learn how best to support that goal. However, data from the COACHE study will be meaningful only if we have broad participation.

Thank you in advance for your participation in this study.