

# COACHE

The Collaborative on Academic Careers in Higher Education

HARVARD



GRADUATE SCHOOL  
OF EDUCATION

## OUR COLLABORATIVE

Based at the Harvard Graduate School of Education, COACHE is a research-practice partnership of peer institutions dedicated to improving equity in faculty recruitment, development, and retention. Under COACHE, more than 300 universities, colleges, community colleges and state systems have strengthened their capacity to identify the levers of faculty success and implement changes informed by data and scholarship.

## OUR PROCESS



### DIAGNOSE

Form a team, identify strategic goals, engage faculty, launch survey.



### PRIORITIZE

Evaluate findings, disseminate results, engage faculty, prioritize initiatives.



### IMPLEMENT

Act upon priorities, network with COACHE peers, engage faculty, evaluate progress.

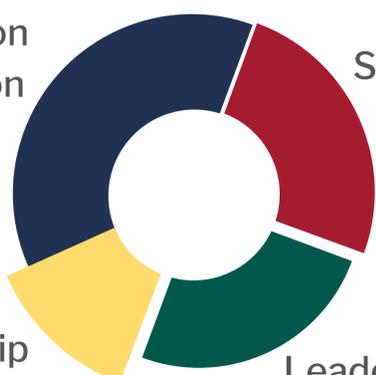


### RE-ASSESS

Continuously engage faculty to reflect on progress, challenges, efficacy of interventions.

## OUR MODES OF IMPACT

Data Collection  
& Visualization



Strategy Support  
& Consultation

Scholarship

Leadership  
Development

## JOB SATISFACTION

Derived from scholarship on the professoriate, informed by interviews and focus groups with faculty, and guided by advisory groups of senior academic administrators, the **COACHE Faculty Job Satisfaction Survey** is the benchmarking instrument on the faculty experience. It is designed for college and university leaders who expect to take action from their data. Topics covered include:

- Nature of Work: Research, Teaching & Service
- Resources & Support
- Interdisciplinary Work
- Collaboration & Mentoring
- Tenure & Promotion
- Leadership: President, Provost, Deans & Chairs
- Academic Governance
- Department Engagement, Quality & Collegiality
- Appreciation & Recognition
- Retention & Negotiation

## RETENTION & EXIT

The **COACHE Faculty Retention & Exit Study** is a long-term, coordinated effort for research universities to collaborate with scholars toward a common understanding of the **causes, costs, and conduct** of faculty mobility. With data that is systematically collected, COACHE partners are making a sustained commitment to improve the management of faculty departures and the equity of retention actions. Topics covered include:

- search for a new position
- nature of the outside offer
- compelling factors in decision to depart/stay
- influence of spouses'/partners' careers
- negotiation/counteroffer process
- treatment during transition out of institution
- demographic characteristics of the population

Request an invitation at <http://coache.gse.harvard.edu>