This material is based upon work supported by the National Science Foundation under Grant No. NSF #xxxxxxx, ADVANCE Institutional Transformation Program
COACHE

- Research center and consortium of universities
- Committed to making the academic workplace more attractive and equitable
- Measures faculty satisfaction
- Reports results in the context of peers
- Provides data-driven policy and practice advice for improving the faculty environment in order to help institutions recruit and retain top faculty talent
COACHE Membership is a 3 year cycle and RIT is a member of the 2012-2013 Cohort...

- Administer survey
- Engage faculty
- Analyze & report
- Deploy results
- Convene stakeholders
- Implement recommendations
- Share successes, challenges with peers
What will we learn?

- How does RIT compare to its peers?
- What are we doing relatively well? Relatively poorly?
- Are there meaningful differences by gender, ethnicity, rank, or other demographics?
- What changes could potentially yield the greatest improvements in faculty satisfaction?
Details

- Implementation Team: Bailey (KGCOE), Valentine (CAST), Martin (HR), Clayton (ODI)
- IRB approved
- Participants – approx. 950 T, TT, and F/T non-TT faculty
- 25 minute, web-based survey
- Provost to describe survey via email in early OCT
- Individual survey invites sent from COACHE
- Survey open from mid-OCT through mid-JAN
- Survey is completely confidential
  - Respondent identity protected in all published and reported data
  - No survey response sets reported to any member of the University

Sponsored by the Provost
Aligned with NSF ADVANCE funded efforts at RIT
NSF ADVANCE Funded Efforts at RIT

EFFORT@RIT (2008 – 2012)
NSF Advance IT-Catalyst ($200K)
Objective Data Review, 2009
Faculty Work-Life Climate Survey (67% Response), Benchmarking
Final Report: http://nsfadvance.rit.edu/

Connect@RIT (2012 – 2017)
NSF Advance Institutional Transformation
Awarded 15 SEP 2012
$3.2M plus significant support from RIT
**Connect@RIT Leadership Team**

- **Margaret Bailey** (KGCOE), PI
- **Stefi Baum** (COS), Sr. Personnel
- **Kijana Crawford** (COLA), Sr. Personnel
- **Sue Foster** (NTID), Sr. Personnel
- **John-Paul Hatala** (CAST), Co-PI
- **Carol Marchetti** (COS), Co-PI
- **Sharon Mason** (GCCIS), Co-PI
- **Maureen Valentine** (CAST), Co-PI
- **Other Sr. Personnel:**
  
  William W. Destler, Jeremy Haefner, Kevin McDonald, Kit Mayberry, Hector Flores, Lynn Wild, M. Renee Baker, Connect Program Manager
Connect@RIT Activities

- **Structural Strategic Approaches (Valentine):**
  - Campus-Wide Faculty Survey
  - Faculty & Dept Head Annual Review Template
  - Academic Policy/Procedure Revisions
  - Faculty Exit Interviews
  - Dual Career Hire Initiatives

- **Human Resources Strategic Approaches (Marchetti):**
  - Refine RIT Faculty Mentoring Network
  - Leadership & Career Development Program and Grants Program
  - Connectivity Series
  - Faculty Salary Studies
  - Childcare & Personal Needs Committee
Connect@RIT Activities

- **Political Strategic Approaches (Bailey):**
  - Align RIT Office for Diversity & Inclusion with Connect
  - Analyze and Disseminate NSF ADVANCE Indicators
  - Formalize President’s Commission on Women
  - Advisory Team for Unique Circumstances
  - Launch Dept Head Education Program
  - Launch Dept Head Grants Program
  - Launch Faculty Life-Cycle Advisor Program

- **Symbolic Strategic Approaches (Mason):**
  - World-Wide Exposure to IT Project
  - Eminent Scholars Program
  - Local Dissemination at RIT
  - External Advisory Board Input to RIT Upper Administration