

#### PRE-LAUNCH ENDORSEMENT LETTER

Date: February 3, 2023

Memo to: University of Louisville Faculty

From: Lori Gonzalez, Executive Vice President and University Provost

 Eugene Mueller, Chair, Faculty Senate

Re: Helping Our Faculty Succeed through Participation in COACHE’s Job Satisfaction Survey

Dear Colleagues,

I am pleased to inform you of an important opportunity you will be offered in the coming days 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.

Participation in the survey will satisfy a requirement of the Advancement through Healthy Empowerment, Networking and Awareness (ATHENA) grant to enhance UofL’s institutional capacity in STEM equity research.

Participation will entail completing a 25-minute, web- based survey; your unique link to the survey will be emailed to you from COACHE in the coming days. COACHE will not use any name or email address for any purposes except for this research.

While there are many surveys that faculty are asked to complete, this one was designed entirely to determine their 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 University of Louisville a great place to work.

In a process approved by Harvard’s and deemed exempt by University of Louisville’s institutional review boards, COACHE will provide our campus with their summary analysis, as well as the confidential unit-record database, stripped of names and email addresses. The data provided to University of Louisville will be maintained on a secure server maintained by the Institutional Research & Planning, a reporting unit within the Office of Academic Planning & Accountability. **Neither I, nor any other administrator, staff or faculty member outside of t**he Office of Academic Planning & Accountability will have access to the unit-record data. The Office of Academic Planning & Accountability 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, Office of Academic Planning & Accountability 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. We welcome this opportunity to learn from an independent, research-driven, comparative study. We believe that University of Louisville has the potential to be one of the best places for faculty to work, and with your help we can learn how best to support that goal. However, data from the Faculty Job Satisfaction Survey will be meaningful only if we have broad participation.

Within a week, you will receive an email from COACHE (coachefaculty@opinioncast.com), directing you to the online survey. The survey is easy to complete. If you have any questions about this survey, please contact Bob Goldstein, Vice Provost of Assessment and University Decision Support/Analytics, at robert.goldstein@louisville.edu or 502-852-6169 or COACHE at coachefaculty@abtassociates.com.

Thank you in advance by helping us through participation in this study.