



October 28, 2020

Dear Faculty Colleagues,

One of my overarching priorities is to foster a workplace that is valued by our faculty, students and staff. There is no doubt that the pressures of an academic career are significant – especially during periods of constraint such as those as we have experienced in recent times. Nonetheless, it is important that we continuously strive to do more to support our community and, periodically, assess how we are performing and what further might be done at the department, division, or university-wide level.

Earlier this year, the University of Louisville 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 the UofL COACHE Liaison Team consisting of the leadership from the Office of the VP for Faculty Affairs, Office of the VP of Academic Planning and Accountability, and the ATHENA NSF ADVANCE project, surveys were sent to 1712 faculty, and responses were received from 651 (38%).

Thank you to everyone who took the time to respond. I appreciate that time is a precious resource, and I am committed to making your contribution to this effort be worth every minute.

Survey responses are 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; satisfaction with personal and family supports; levels of climate and collegiality; and other aspects of your work-life.

Recently, COACHE sent us a comprehensive report of the findings, including results at peers and among a large cohort of similar institutions. Within the next few weeks, the Office of Faculty Affairs will be developing and implementing a plan to inform you in detail of the survey findings and to develop a plan to respond to them. 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 to help us realize the vision of our strategic plan that the University of Louisville will be a great place to learn, to work and in which to invest. Please send your comments to Vice Provost for Faculty Affairs, Tracy Eells (tracy.eells@louisville.edu).

Sincerely,

A handwritten signature in blue ink that reads "Beth".

Beth A. Boehm
Executive Vice President and University Provost