



RALPH J. HEXTER
Provost and Executive Vice Chancellor

OFFICE OF THE PROVOST AND EXECUTIVE VICE CHANCELLOR
ONE SHIELDS AVENUE
DAVIS, CA 95616
TEL: (530) 752-4964
FAX: (530) 752-2400
INTERNET: <http://provost.ucdavis.edu>

June 26, 2018

Dear Colleagues:

Last year, UC Davis faculty participated in the 2017 *Survey of Faculty Job Satisfaction*, a research instrument fielded each year by COACHE, the Collaborative on Academic Careers in Higher Education based at Harvard University. This was the second time our campus joined in this survey, having first participated in 2012/13. The campus' COACHE Advisory Committee has spent the past few months analyzing the COACHE survey results, and I am pleased to say that they paint an overall favorable picture of the views and perceptions of our faculty as they relate to work experiences at UC Davis. The results clearly signal that we are successfully creating and maintaining the kind of academic community we aspire to have, one that reflects our institutional mission. Additionally, these results can help inform the University's current strategic planning process to "boldly go" forward. At the same time, we would be remiss if we did not learn from and confront some of the challenges we identified that our faculty continue to face in an ever-evolving university and public environment.

I therefore write to you today to inform you of our intent to leverage the COACHE report to improve the overall faculty experience at UC Davis. Our aim is a mindful process through which our campus, in a collaborative fashion, will fully embrace the messages the survey data contain, and develop appropriate responses in the areas of policy and practice. Even in aspects of the faculty experience in which satisfaction remains relatively high, the report can guide us to areas that we nevertheless want to improve. Here are the steps currently envisioned:

1. As an introduction to the survey results, I have attached to this message a brief general overview of the COACHE report and its findings. I think you'll find this piece both very interesting and relevant to your own ideas and concerns about the faculty experience at UC Davis. The document is also accessible on the Academic Affairs website [here](#).
2. The deans of each of our schools and colleges have received a detailed report of the survey results for their unit. Vice Provost Kass has asked each dean to review and discuss with their faculty the survey findings that are of special interest to them, and to propose changes in policies or practices that these findings might suggest. When their discussions are completed, each dean and her/his committee will submit a report to me and to VP Kass.
3. The COACHE Advisory Committee, which includes both faculty and administration representatives, met in the Spring Quarter to further discuss the results and identify those they consider most important to our efforts to determine how we can strategically move forward as a campus to improve faculty job satisfaction. We plan to share more about the overall results with the campus in the fall and to provide an opportunity for campus dialogue.
4. Over the next several months, Academic Affairs will post on its website reports of the findings from many of the thematic areas addressed by the COACHE survey. These analyses will be accessible, along with the general overview attached to this message, [here](#).

June 26, 2018

Page 2

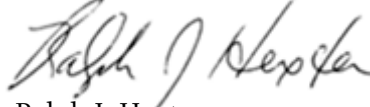
As COACHE states in its report:

“The core strength of an institution of higher education is its faculty. A preponderance of evidence supports the notion that college faculty are affected by their perception of the values and rewards in their workplace, and that supportive environments promote faculty satisfaction, which can lead to a greater commitment to and relationship with their home institution.”

This is a succinct and powerful argument for UC Davis making faculty job satisfaction a top campus priority. I would add, however, that a just, rewarding, and humane academic environment is also: 1) something that all faculty deserve, and 2) a foundation likely to foster the type of teaching, research, and public service of which we can be truly proud.

Please join Chancellor May, VP Kass, your faculty colleagues, and me in remaining engaged in this invaluable effort.

Sincerely,

A handwritten signature in black ink, appearing to read "Ralph J. Hexter". The signature is fluid and cursive, written over a light blue horizontal line.

Ralph J. Hexter

Provost and Executive Vice Chancellor

Attachment

c: Chancellor May
Vice Provost Kass
Deans