In Academic Year 2013-14, Northern Arizona University participated in the Collaborative on Academic Careers in Higher Education (COACHE), a multi-university initiative through Harvard. This three-year collaborative involves surveying faculty on working conditions, analyzing the survey results, and creating action plans to enhance those conditions. The NAU response rate was 59% (N=296), ten percentage points higher than that of our five identified peers and the total cohort of 98 institutions.

CHOOSING TOP TWO ASPECTS OF NAU

55% of faculty chose geographic location
17% of faculty chose their sense of fit
25% of faculty chose quality of colleagues

STACKING UP TO THE COHORT

SAMPLE INDICATORS - RATINGS OUT OF 5 POSSIBLE POINTS

Health & Retirement

<table>
<thead>
<tr>
<th>NAU</th>
<th>Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.26</td>
<td>3.60</td>
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</tbody>
</table>

Interdisciplinary Work

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</thead>
<tbody>
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<td>2.56</td>
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</tbody>
</table>

Promotion

<table>
<thead>
<tr>
<th>NAU</th>
<th>Cohort</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.00</td>
<td>3.68</td>
</tr>
</tbody>
</table>

NAU faculty are more satisfied with health benefits for self and family than the cohort.
Compared to the cohort, NAU faculty are slightly less satisfied with merit rewards for interdisciplinary work.
NAU faculty feel slightly more strongly than the cohort that promotion expectations are reasonable.

Non-tenure Track

24% are satisfied with time spent on research
66% are satisfied with time spent on service
86% are satisfied with time spent on teaching

Tenure/Tenure Track

56% are satisfied with time spent on research
52% are satisfied with time spent on service
76% are satisfied with time spent on teaching

The Provost established a COACHE Advisory Team, tasked with disseminating results and guiding efforts to engage the campus community in dialogue on the meaning of those results. Expect ongoing communication and invitations to participate in making Northern Arizona University an even better place to work.

Distributed by the Office of the Provost. Ideas? Feedback? Contact COACHE@nau.edu.