



# Memorandum

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**TO:** Senate

**FROM:** Prof. Anthony C. Masi, Provost

**SUBJECT:** Presentation on the results of the Association of American Universities Data Exchange (AAUDE) and Collaborative on Academic Careers in Higher Education (COACHE) faculty satisfaction surveys

**DATE:** 19 October 2011

**DOCUMENT #:** D11-11

**ACTION REQUIRED:**  INFORMATION     APPROVAL/DECISION

**ISSUE:** The Provost will present highlights and key insights from the results of the AAUDE and COACHE surveys which measure satisfaction among faculty members for various employment parameters at McGill. Both surveys asked about overall satisfaction, workload, promotion and tenure, mentoring, hiring and retention, and work-life balance.

**BACKGROUND & RATIONALE:** These surveys were designed and executed with two key goals in mind. First, they assist us in assessing the levels of satisfaction among faculty members for aspects of their academic life that are key to progressing in their careers, and critical to McGill’s mission of teaching and research excellence. Second, they provide us with the data necessary to assess our performance on these parameters against comparable peer institutions.

**MOTION OR RESOLUTION FOR APPROVAL:** N/A

**PRIOR CONSULTATION:** Academic Planning Group, Dean’s Working Group, Senior administration

**NEXT STEPS:** Channel key learning to the relevant groups at McGill for action.

**APPENDICES:** Appendix A: AAUDE/COACHE Presentation to Senate