

*Faculty Affairs Committee Recommendations
For follow-up to COACHE Faculty Satisfaction Survey*

Recognizing that we're all busy and that additional meetings are never wholly welcome, we do feel that it would be both constructive and instructive if the senior leadership (Father Linnane and Susan Donovan) would meet with **senior faculty** (i.e., those here 20+ years) in order to explore the causes and possible solutions for the relative dissatisfaction among that cohort regarding senior leadership. Providing lunch might make it more convivial. If this semester is not possible, early fall semester 2016 would suffice.

Provide annual training for department chairs to update them on some of the perennial issues regarding the perceived unfair distribution of department service, teaching loads, and administrative responsibilities to **women faculty**. This should begin this fall 2106 semester.

Charge the Faculty Evaluation Committee with the single priority of revising the existing student course evaluations that are perceived to be biased against **women faculty, faculty of color, and anyone interested in innovative pedagogy**. This has been attempted off and on over the past few years without any success. A revision should be completed by spring 2018.

Supporting **mid-career advancement**, based in best practices, should remain a priority for Chairs and Academic Affairs. If necessary, begin to address demographic imbalances at the Full level.