

## 2023 COACHE Faculty Job Satisfaction Survey

As part of our ongoing effort to improve outcomes in faculty recruitment, development, and retention, the College is once again participating in the Collaborative on Academic Careers in Higher Education (COACHE) Faculty Job Satisfaction Survey.

### What is COACHE?

[COACHE](#), the Collaborative on Academic Careers in Higher Education, is operated out of the Harvard Graduate School of Education. Each year COACHE administers the Faculty Job Satisfaction Survey to full-time tenure-track faculty at participating institutions across the country. The survey measures faculty perceptions of teaching, service, research, tenure and promotion, departmental engagement and collegiality, and other aspects of the academic workplace.

### When was the last survey administered?

All City University of New York (CUNY) colleges participate in the COACHE survey every two years. The last administration was in Spring 2019.

### Who oversees the survey administration?

CUNY's Office of Academic Affairs oversees the COACHE administration across the CUNY colleges. Each college is asked to identify a COACHE liaison and establish a COACHE committee to facilitate the process at each campus.

The CSI COACHE committee is comprised of faculty from each Division/School and administrative staff:

- Ellen-ge Denton, Associate Professor, Psychology
- Sharon Loverde, Associate Professor, Chemistry
- Tara Mastrorilli, Director of Institutional Research, CSI COACHE liaison
- Bethany Rogers, Professor, Educational Studies
- Amy Stempler, Chief Librarian, Library
- Danté Tawfeeq, Associate Provost, Accreditation and Assessment
- Tom Volscho, Associate Professor, Sociology and Anthropology
- Bryan Weber, Assistant Professor, Economics
- An-Yun (Emily) Yeh, Assistant Professor, Nursing

### Who is eligible to take the survey?

All *full-time tenured and tenure-track* permanent faculty who have worked at CSI for *at least one year* are eligible to participate.

### When will the survey be administered?

The COACHE survey will launch the week of February 12, 2023 and close on April 7, 2023.

### How will the survey be administered?

The survey will be administered via email. Eligible faculty will receive an email to their *CSI email account* with a link to the survey. The email will come from [coachefaculty@abtsurvey.com](mailto:coachefaculty@abtsurvey.com).

### Why participate in the COACHE survey?

The COACHE survey is a valid and reliable tool that will help the College assess its Mission and Strategic Plan around areas of excellence in scholarship, research, and creative activities amongst faculty as well as campus climate. It also provides benchmarks in relation to the other CUNY colleges and colleges across the country. Without your participation the College is unable to identify areas for growth.

### How will the results be used?

In Fall 2023, the CSI COACHE committee will review the results of the survey and prepare a report to present to the President and Provost. The report will identify areas of concern and innovation as well as specify recommendations for growth.

### What changes were made as a result of the 2019 survey results?

The 2019 CSI COACHE committee prepared a report for the President and Provost, which included a list of suggested recommendations based on the survey results. A summary of the action steps taken based on these recommendations are presented on page 2.

## 2019 CSI COACHE Action Steps

In light of the 2019 COACHE survey, the CSI COACHE Committee presented five recommendations to foster improvements in the faculty experience and address concerns. The following summary identifies CSI's ongoing efforts over the past two years to address the recommendations presented.

Recommendations	Actions
1) <b>Provide additional supports and resources to support faculty research.</b>	<ul style="list-style-type: none"> <li>• Appointed a Presidential Fellow for Research in Fall 2022</li> <li>• Filled key vacancies of staff within the OSPR</li> <li>• Allocated travel monies via campus deans' offices</li> <li>• Life Cycle Replacement of primary computers for faculty</li> <li>• Reorganization of the budget process for the Library</li> <li>• Allocated funding to restore the Provost's Summer Research Fellowships</li> </ul>
2) <b>Support faculty of color and underrepresented minorities on campus and conduct targeted recruitment to increase the diversity of faculty.</b>	<ul style="list-style-type: none"> <li>• Hired a cabinet-level Executive Chief Diversity Officer (CDO) and Special Assistant to the President for Diversity, Equity, and Inclusion (DEI). Restructured the reporting units for this division</li> <li>• Promoted participation in CUNY's BRESI RFP, which led to a number of successful initiatives that will be highlighted at CSI as their work takes shape</li> <li>• Prioritized hiring of doctoral lecturer lines in departments with underutilized demographic groups</li> <li>• Diversity Council was created in Spring 2022</li> <li>• "21 Day Equity Habit Building Challenge" was issued in 2021</li> </ul>
3) <b>Provide additional supports and resources to improve the workplace environment for pre-tenure faculty.</b>	<ul style="list-style-type: none"> <li>• Appointed a new Director of the Faculty Center for Professional Development (FCPD)</li> <li>• The FCPD offerings have expanded and includes additional developmental programming for new faculty and increased opportunities to showcase and share faculty excellence in teaching</li> <li>• A new faculty orientation was held in Fall 2022 that will be expanded in coming academic years</li> </ul>
4) <b>Support interdisciplinary work amongst faculty.</b>	<ul style="list-style-type: none"> <li>• The details of these policies are under deliberation at the relevant campus committees</li> </ul>
5) <b>Improve communication through increased transparency of shared governance.</b>	<ul style="list-style-type: none"> <li>• Under new presidential leadership, the CSI administration has increased the frequency and volume of campus communications regarding all aspects of campus life— including weekly communications from the President's Office and the Office of Student Affairs—and reaffirmed the importance of shared governance</li> </ul>