



COACHE (Collaborative on Academic Careers in Higher Education) Update

Instructional Staff Meeting

November 6, 2019

COACHE Faculty Team- hara bastas & Reem Jaafar



College Actions from COACHE 2015

Workload, Budget and Support Issues

Reassigned time instituted for 6th-year faculty to support research/creative work for the year in which the contractual released time for scholarly work expires. 23 faculty awarded 3 hours each over last three years.

Travel funding increased (registration fee coverage from 40% to 75% for 2nd conference presentation).

Increased reassigned time (5% in total) for Program Directors (every major has a program director), plus developed formula to ensure equity in reassigned time distribution among programs.

Expanded what can be counted as contributions in annual evaluation categories; allowing for “double-counting” in some cases – in effect creating reductions in college service requirements.

Academic Budget Working Group created in Fall 2018 to improve consultation with governance regarding the Academic Affairs Budget.

Provost’s Spotlight web radio show launched in Spring 2018 to acknowledge and celebrate faculty work.

College Actions from COACHE 2015

Tenure and Promotion Issues

Primary function/teaching annual evaluation revised through Provost's Learning Space process to include stronger faculty voice.

Joint workshop offered for the first time for all department P&B committees in Spring 2018 to ensure all departments are communicating consistent information.

College Actions from COACHE 2015 Workload, Budget and Support Issues

Outside consultants
("Essential Partners")
hired to conduct faculty
workshop on gender
and racial equity issues

Workshop conducted for
academic chairs and
deans

Faculty & Staff of Color
Collective launched

Faculty & Staff of Color
Collective survey
administration

SURJ (Showing Up for
Racial Justice) campus
chapter created

Consultant hired as
Support Liaison for
faculty/staff in Fall 2018
regarding equity issues

Survey comparable to
COACHE under
development for staff

COACHE Timeline for 2019-2020



April 2019

Faculty Survey Administered



September 2019

Results sent to Full Time Faculty
and Academic Chairs



Fall 2019 and Spring 2020

Faculty Council-sponsored
information and discussion sessions



LaGuardia
COACHE team

- Paul Arcario, Interim President
- Nireata Seals, Interim Provost and Senior Vice President of Academic Affairs
- Jessica Zeichner-Saca, Executive Associate to the Provost
- Jeanine Molock, Institutional Research Manager
- hara bastas, Faculty Council President; Social Science Department
- Patricia Sokolski, Senate Chair; Humanities Department
- Reem Jaafar, Faculty Senate Committee Former Chair; Math, Engineering and Computer Science Department

Faculty Affairs » [The Collaborative on Academic Careers in Higher Education \(COACHE\)](#)

The Collaborative on Academic Careers in Higher Education (COACHE)

[Faculty Affairs Advisory Board](#)

The Collaborative on Academic Careers in Higher Education (COACHE)

[Faculty Resources](#)

[Faculty Development @ CUNY](#)

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[COACHE](#), based at the Harvard Graduate School of Education, is a consortium of institutional leaders working to improve outcomes in faculty recruitment, development, and retention. COACHE developed and administers the COACHE Faculty Job Satisfaction Survey and has published a series of [Benchmark Best Practices](#) and [Special Reports](#) that feature promising practices from member institutions, including the ways in which COACHE data informed their decisions and strategies.

[THE 2019 COACHE FACULTY SATISFACTION SURVEY AT CUNY](#)

THE 2019 COACHE SYSTEM REPORT IS NOW AVAILABLE ON BLACKBOARD

To access the report:

1. Log in to Blackboard using your CUNYfirst login credentials
2. Once in Blackboard, click on "COACHE Survey" in the blue banner at the top of the screen

COACHE TASK FORCES AT CUNY

COACHE best practices suggest that colleges should establish a task force or working group of faculty and administrators who will review and lead discussions of the data and make recommendations for changes based on survey results. In addition to task forces at all participating CUNY colleges, CUNY central and the University Faculty Senate have formed a task force to review the system-wide data.

[Click here for a list of all CUNY COACHE Task Force members](#) PDF

CUNY COACHE COMMUNICATIONS PLANS

[Click here for recommended COACHE communications plans for CUNY colleges and CUNY central.](#) PDF

[Download COACHE's advice on developing your communications plans here.](#) PDF

[Download COACHE's communication models and milestones here.](#) PDF

Questions? Contact Dr. Annemarie Nicols-Grinenko, University Associate Dean for Faculty Affairs, at Annemarie.Nicols-Grinenko@cuny.edu or 646-664-8068

Want to learn more about why we conducted the COACHE survey at CUNY and about the process and timeline? See University Associate Dean Nicols-Grinenko's [December 14, 2018 presentation to CUNY's Faculty Governance Leaders](#) PDF.

Add Module

Enough is Enough
Combating Sexual Misconduct

If you have experienced sexual misconduct, including sexual harassment or assault, or if you wish to report a sexual misconduct incident, click [here](#) for CUNY's policies, support programs, and resources.

▶ My Announcements

▼ LAGCC FACULTY MODULE

Blackboard Support

Building Courses (How To's): Learn to manage your course, manage the Grade Center, build quizzes and tests, Blackboard Collaborate Ultra, learn Wikis and Blogs etc.

Account Management: Login issues, missing courses, enrollment problems, upload course content problems, error messages, etc.

Course Availability

Course enrollments take 24-48 hours to be processed from CUNYfirst to Blackboard. If your course is listed as **currently available**, your instructor has made the course available to students. **Most instructors will make the course available until the first day of the semester.** If you are still seeing the course as unavailable **After the first day of class**, contact your instructor. If you are still seeing the course as unavailable **After the first day of class**, verify your course enrollment in CUNYfirst with your campus Registrar. If you can see the missing enrollment in CUNYfirst and it is more than 24 hours after you registered, please see your campus Blackboard representative.

The 2019 CUNY COACHE system report is now available as an Excel file.

[CUNY COACHE 2019 System Report.xlsx](#) [COACHE_InstrumentationSummary.pdf](#)

Results of the 2019 COACHE Faculty Satisfaction Survey at CUNY are now summarized in a system-wide report using visualizations (charts) and tables. The COACHE CUNY System Report provides information on Response Rates, CUNY/COACHE Cohort Comparison, Institution Benchmark Ranking, Benchmark Internal Comparison, and individual survey items (questions).

Two "At-a-Glance" visualizations, one for each sector, show how CUNY senior and community colleges perform as compared to the corresponding COACHE cohort (senior or community). CUNY means are indicated as black rhombi (◆) set against color-coded COACHE cohort data – green indicates top 30%, grey middle 40%, red bottom 30%.

Within-CUNY benchmarking is reported as Ranking and Internal Comparison. The Institution Benchmark Ranking report illustrates between-college differences. College means are color-coded for college standing as compared to all CUNY institutions: green indicates top 30%, no color middle 40%, red bottom 30%. The Benchmark Internal Comparison report examines differences between various faculty groups within each CUNY college, e.g., tenured vs tenure-track, men vs women. Both reports include System- and Sector-level summary metrics.

Finally, for individual survey questions, their means and standard deviations are reported by faculty group for each sector and college (see "_Cohort_Means" and "CollegeName_Means").

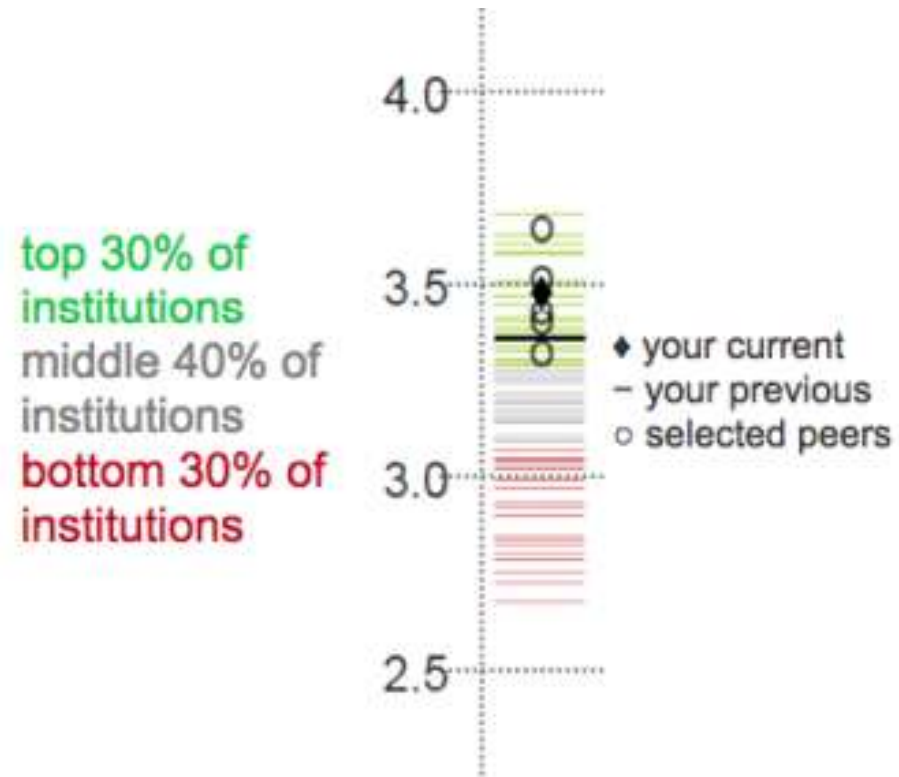
Questions about the COACHE survey? Contact Dr. Annemarie Nicols-Grinenko, University Associate Dean for Faculty Affairs at Annemarie.Nicols-Grinenko@cuny.edu or 646-664-8068

The COACHE Instrumentation Summary is also available to help in interpreting the system data. This Instrumentation Summary indicates the questions that are included in each of COACHE's 25 Benchmarks.

COACHE 2019 Response Rates

	Tenure Status			Senior Ranks			Gender		Race	
	Overall	Tenured	Pre-tenure	NTT	Full	Associate	Men	Women	White	FOC
Community Colleges	56%	53%	60%	97%	57%	59%	48%	62%	56%	56%
LaGuardia	67%	61%	76%	100%	63%	71%	58%	73%	66%	68%

Understanding COACHE Results



Peer Institutions

Amarillo College (2019)

SUNY - Dutchess Community College (2017)

SUNY - Fashion Institute of Technology (2017)

SUNY - Nassau Community College (2017)

SUNY - Rockland Community College (2017)

Areas of Strength and Concern

(All Faculty Combined)

LaGuardia

Areas of Strength

- Interdisciplinary Work

Areas of Concern

- Appreciation and Recognition
- Departmental Collegiality
- Facilities and Work Resources
- Governance: Trust
- Leadership: Departmental
- Nature of Work: Research
- Nature of Work: Service
- Nature of Work: Teaching
- Personal and Family Policies
- Promotion to Full

CUNY

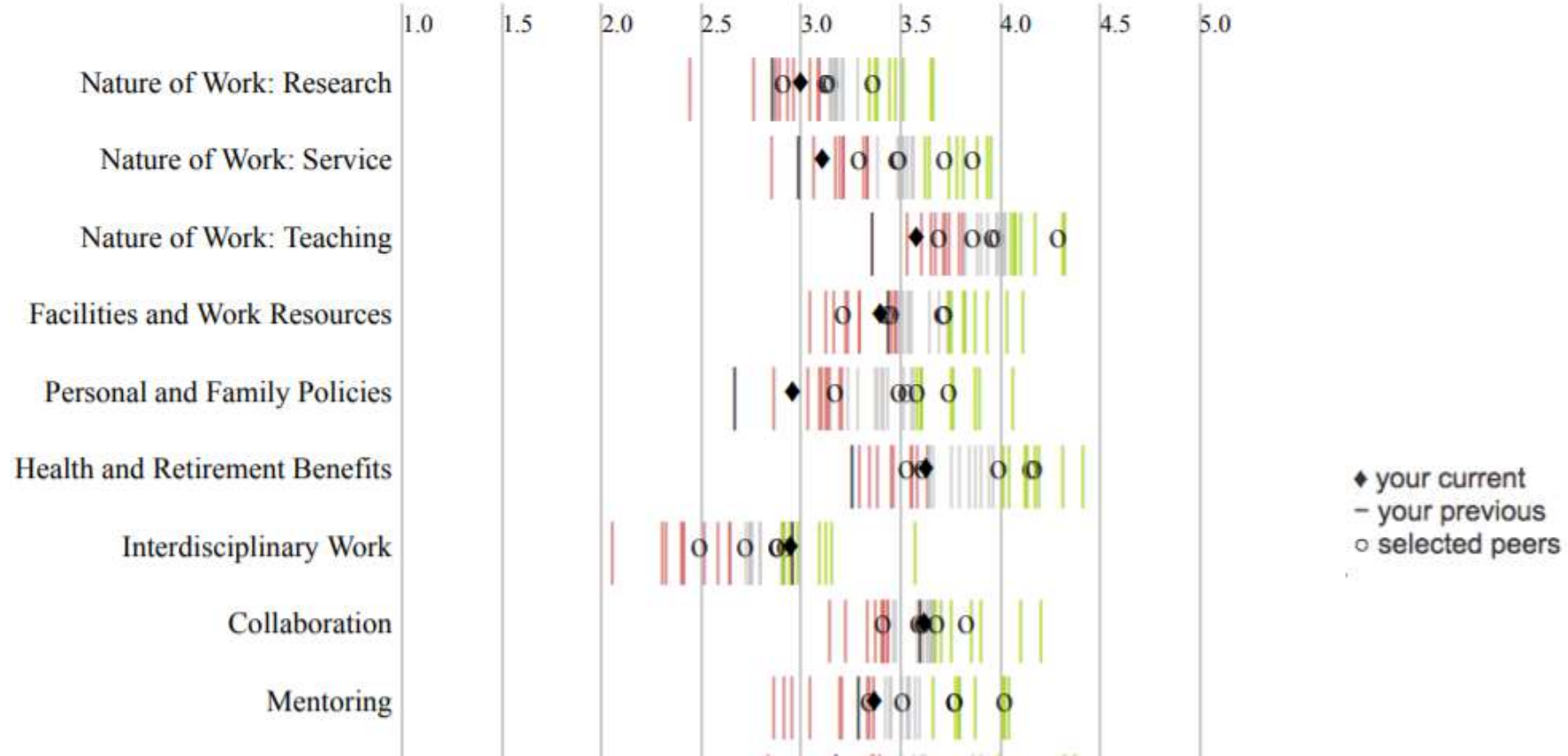
Areas of Strength

- Facilities and Work Resources
- Interdisciplinary Work
- Collaboration
- Mentoring
- Faculty Leadership
- Departmental Engagement
- Departmental Quality

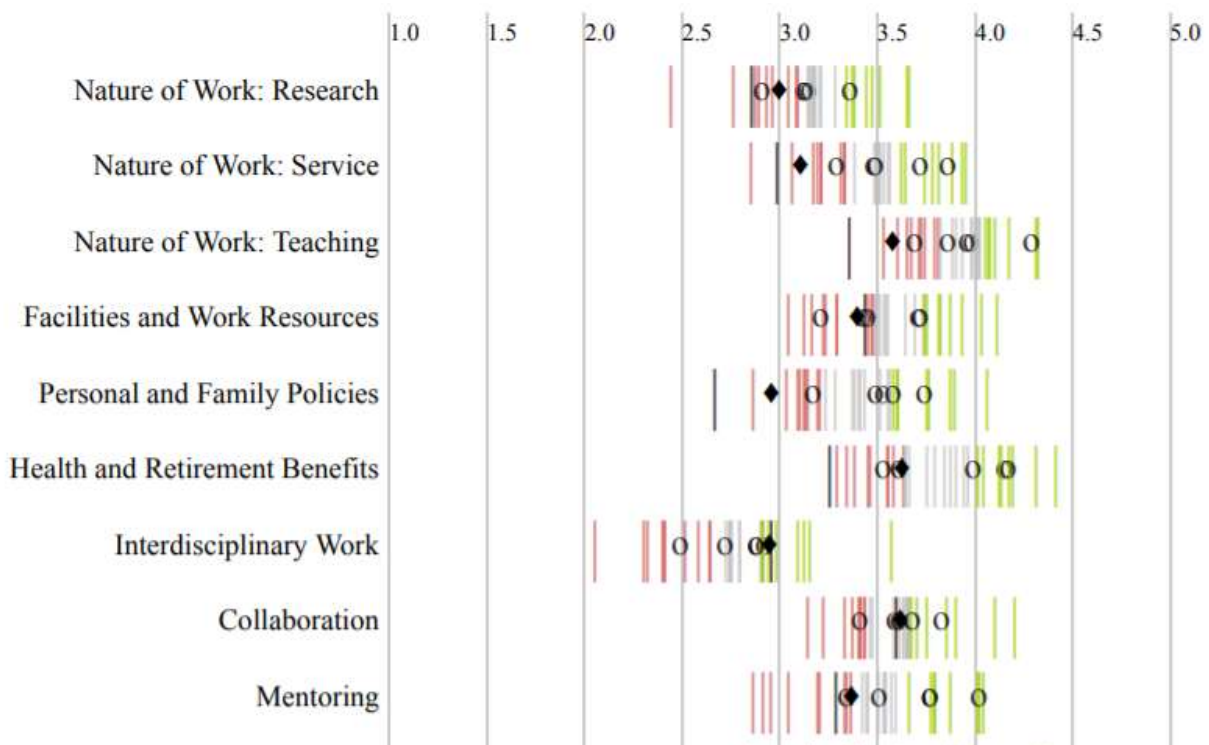
Areas of Concern

- Nature of Work: Service
- Nature of Work: Teaching
- Tenure Policies
- Departmental Leadership
- Governance Purpose

Sample Results All Faculty



All Faculty

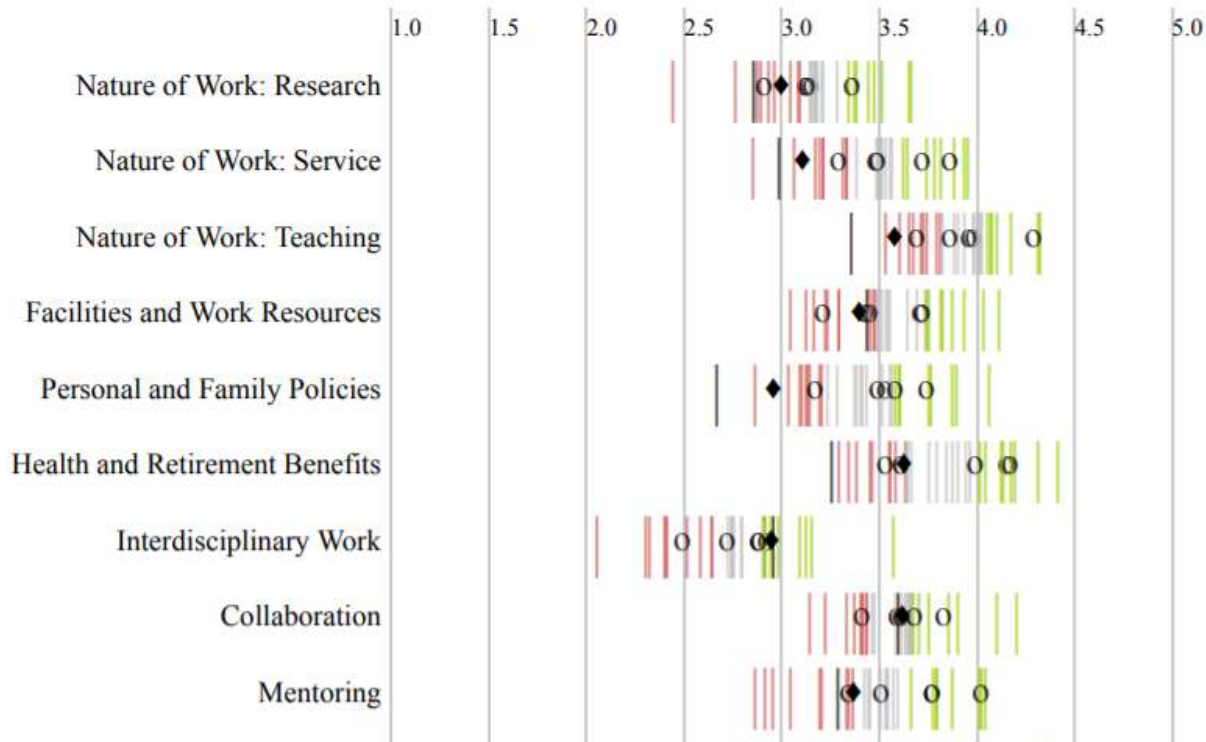


Pre-tenure Faculty



◆ your current
 — your previous
 ○ selected peers

All Faculty

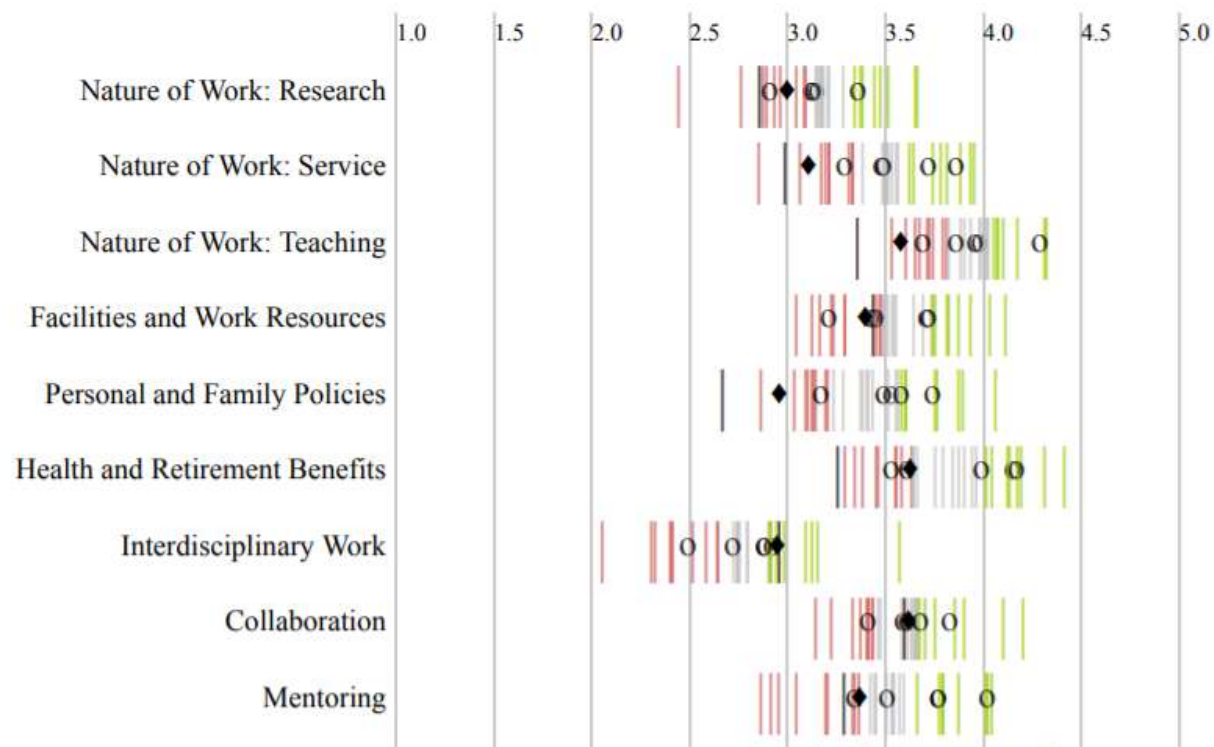


Associate Professors

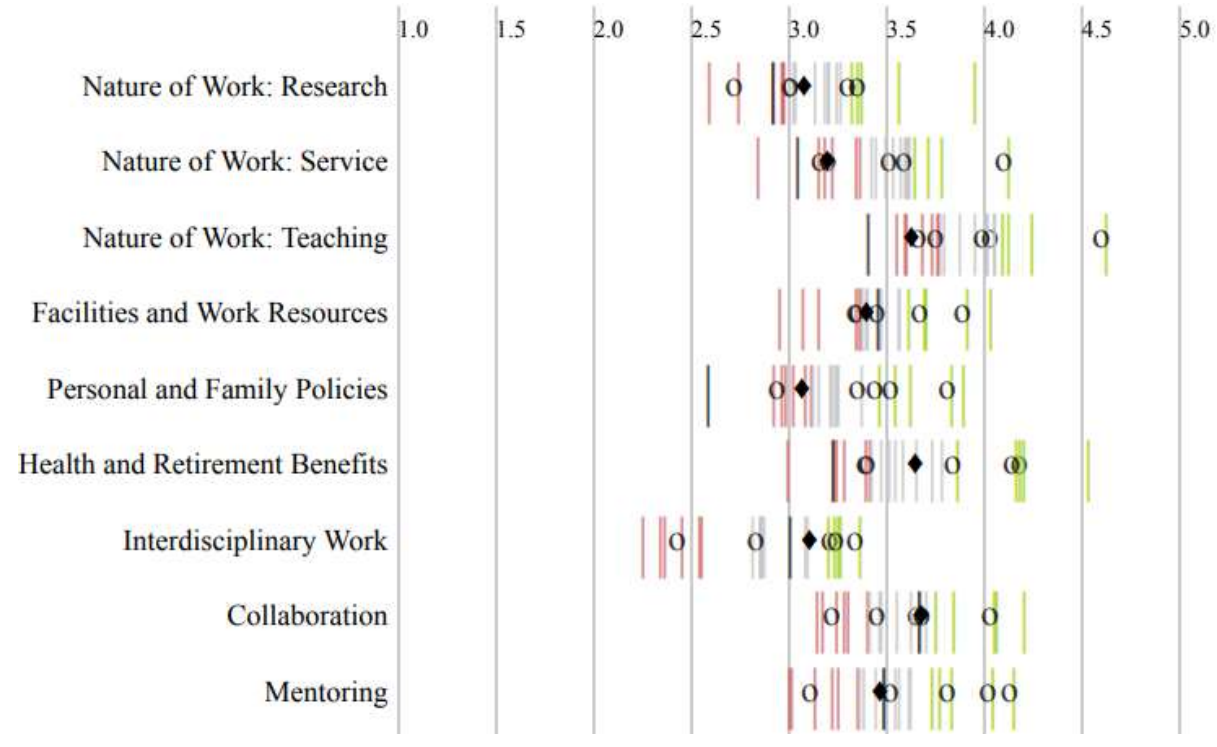


◆ your current
 — your previous
 ○ selected peers

All faculty

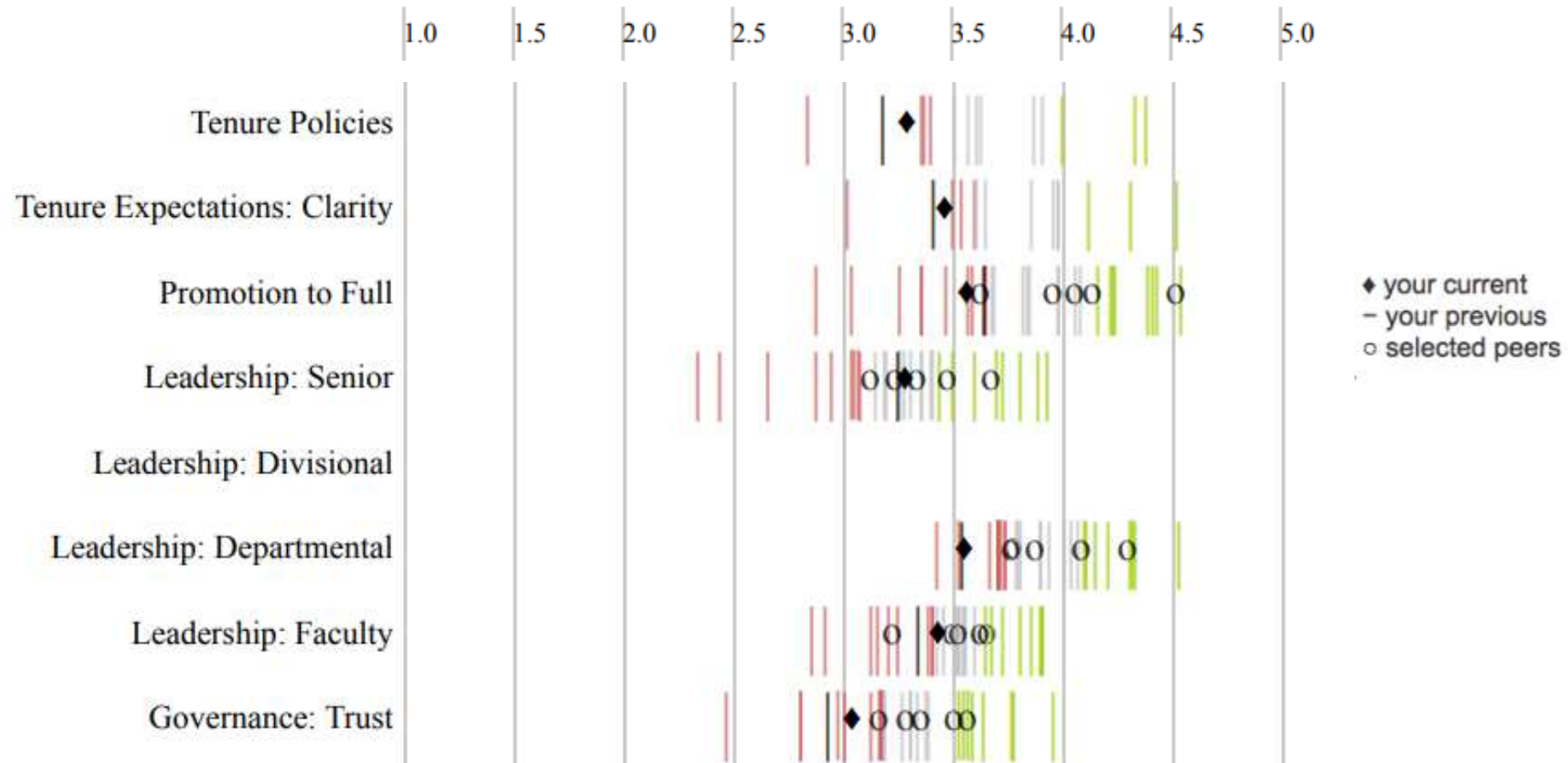


Faculty of Color



◆ your current
 - your previous
 ○ selected peers

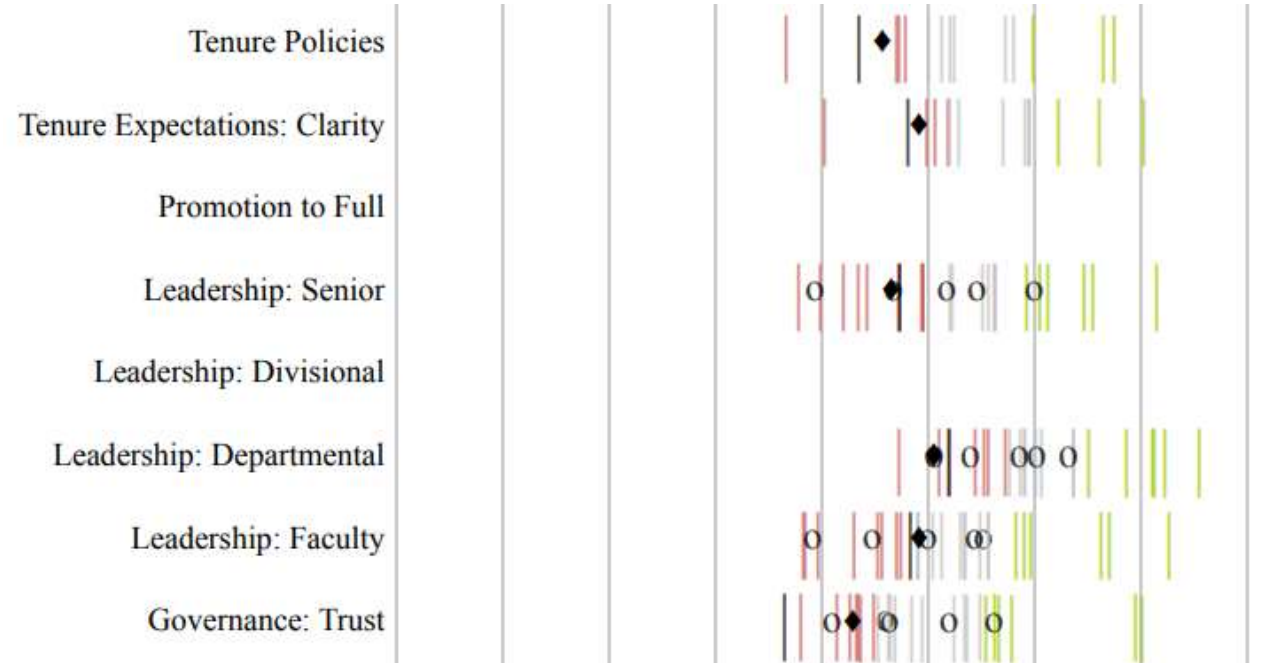
Sample Results All Faculty



All Faculty

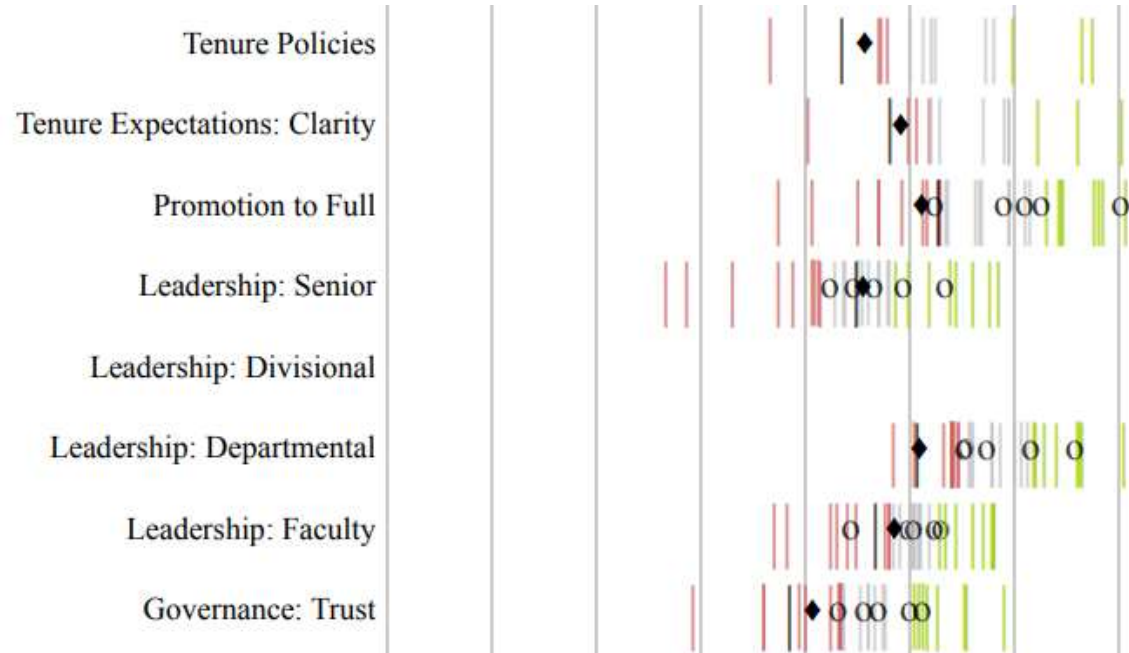


Pre-tenure Faculty

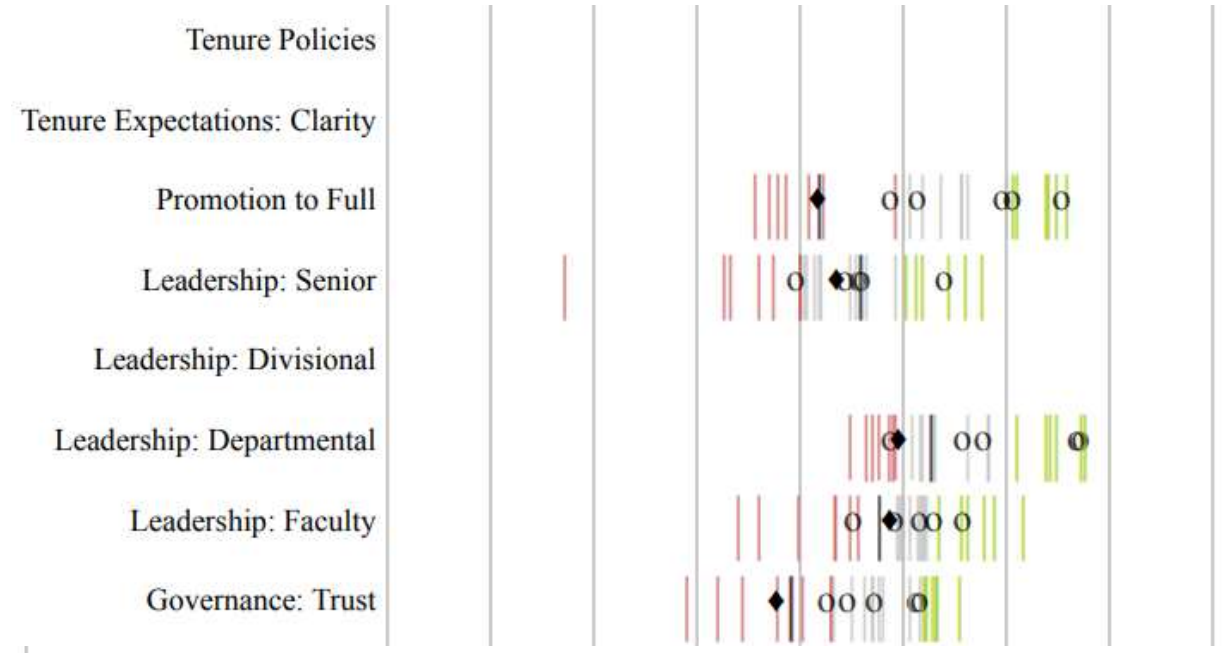


◆ your current
 - your previous
 ○ selected peers

All Faculty



Associate Faculty

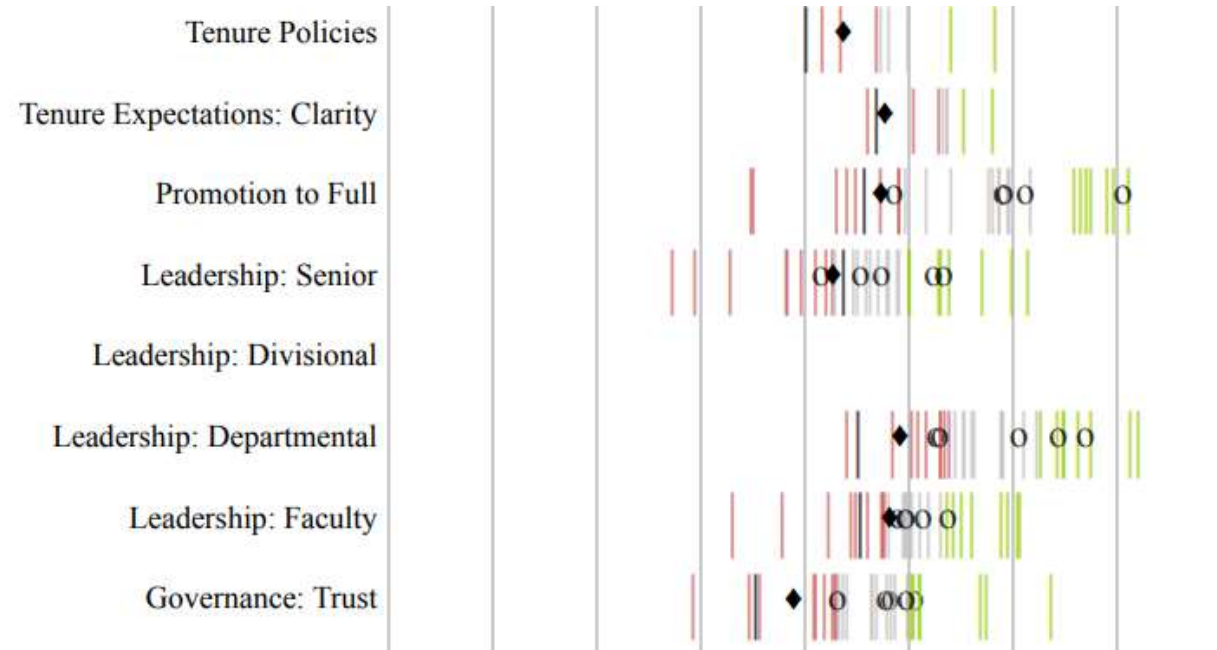


◆ your current
— your previous
○ selected peers

All Faculty



Women Faculty

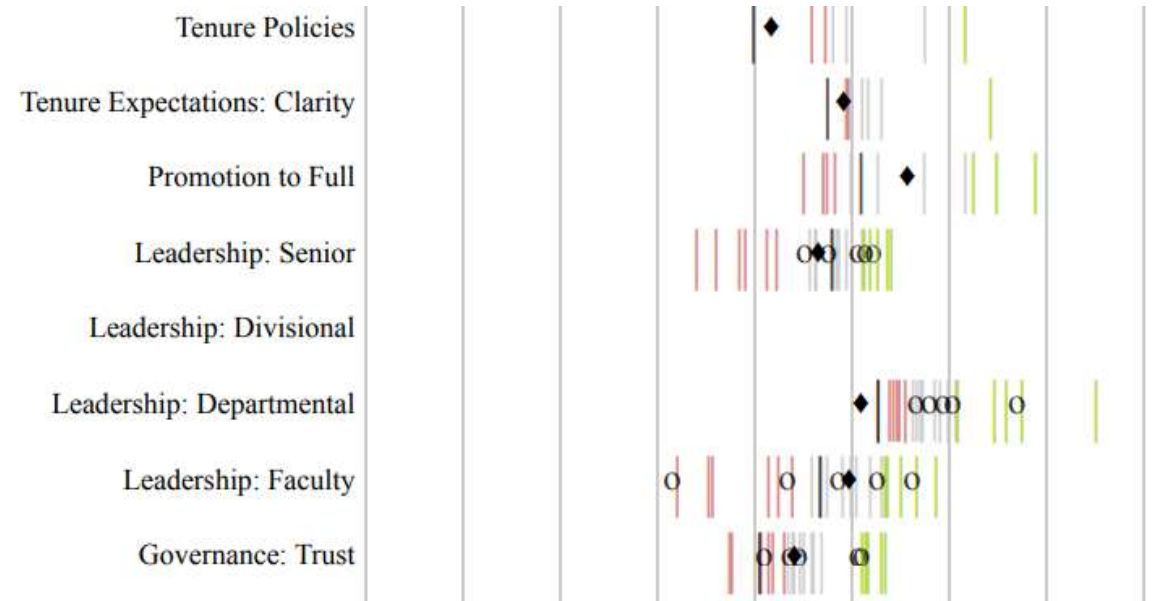


◆ your current
 — your previous
 ○ selected peers

All Faculty



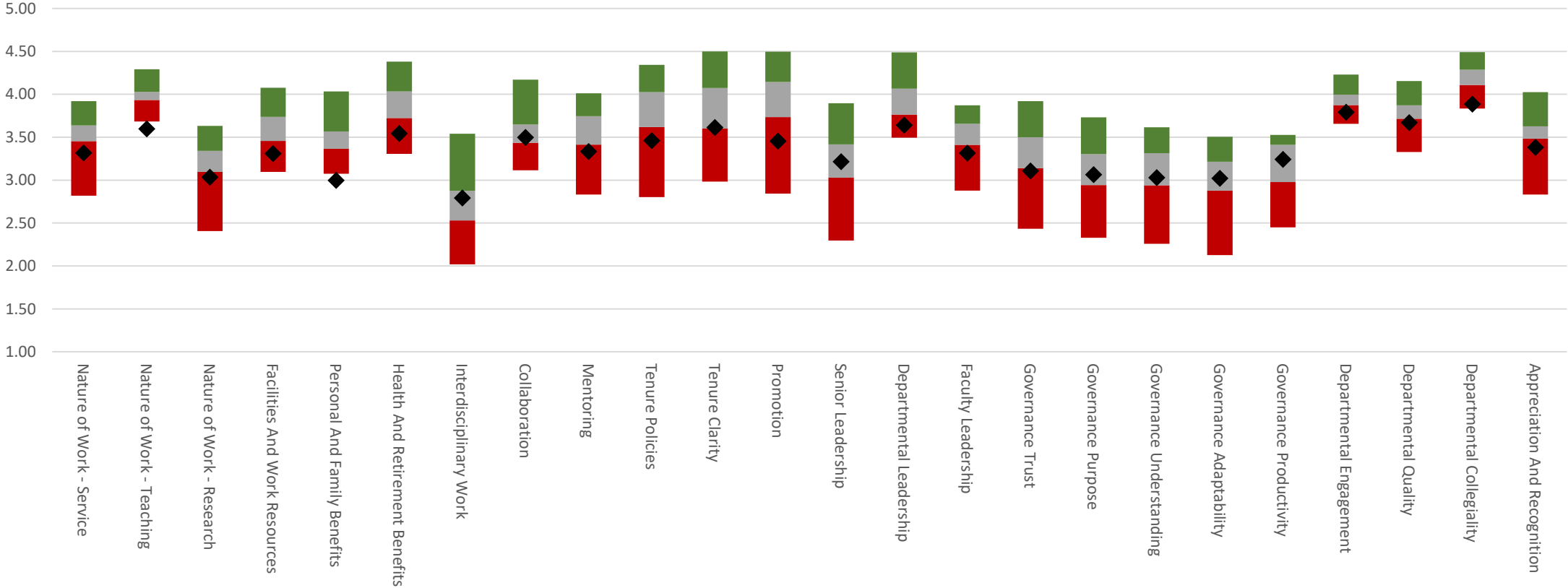
Faculty of Color



◆ your current
 — your previous
 ○ selected peers

CUNY Comparison

Overall Benchmark Performance Community Colleges



"What is the one thing your institution could do to improve the workplace for faculty?"

Nature of work: Teaching - 33%

Nature of work: General - 25%

Nature of Work: Service - 18%

Facilities and resources for work - 17%

Nature of work: Research - 15%

In LAGCC Faculty's Own Words

The institution could scale back workload, especially service commitments, to better help faculty achieve a healthy work/life balance. right now, faculty are pushed to the limit to achieve tenure and promotion, and the requirements for promotion and tenure are ever-increasing and nebulous, which leads faculty to work tirelessly.

Less busy work and finding ways to transfer admin duties to faculty, who already have too high of a teaching load to adequately focus on scholarship and work-life balance. understand that the disproportionate impact this has on women and poc makes these issues about gender and racial justice, not just productivity and workload.

Worst aspects of working at LaGuardia



Cost of living



Too much service/too many
assignments



Teaching load

Best aspects of working at LaGuardia



Quality of colleagues



Quality of undergraduate
Students



Diversity

Break-Out Sessions: Purpose

Collaboration to develop action steps necessary to address priority items and recommendations to implement change.

We look forward to your involvement throughout the remainder of the school year as we work together to ensure faculty concerns are being addressed.

Break-Out Sessions: Prompts

1. From the COACHE results, which two 'areas of concern' need to be given priority? Why?
2. Based upon your own concerns as a LaGuardia faculty member, which other areas from the COACHE survey need improvement? What issues remain that you feel were not showcased in the COACHE results?
3. Which 'areas of strength' are the most important to continue your work at LaGuardia? Why?
4. What further information or data would be helpful to explore the results of the COACHE survey to support institutional change?

Break-Out Sessions: Rooms

- E-113
- E-144
- E-145
- E-146
- E-147
- E-150
- M-107
- M-110
- M-137
- M-138