

# COACHE TOWN HALL

March 5  
2020

12:30PM - 2PM  
Ingersoll 148

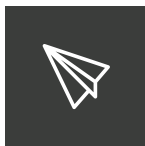
# THE DATA TELL THE STORY

**In spring 2019, 44% of faculty at Brooklyn College completed the COACHE Faculty Job Satisfaction Survey.**



**The data gathered tell a compelling story.**

It is the story of a faculty who value and appreciate their students, their colleagues, and the academic freedoms the institution provides. (And that our location isn't bad.) But it also tells the story of a faculty who, when compared with both our peers and our cohort, in nearly every rank and demographic identifier, express dissatisfaction with



institutional support for research/creative work and concern about inadequate facilities, find the teaching load too onerous to pursue research effectively, and feel burdened by service and administrative responsibilities for which they don't feel recognized or supported. In fact, of the 18 benchmark areas assessed, COACHE data reveals that 17 are "areas of concern."

To be candid, although marginal improvements have been made since the 2015 survey, the results indicate that improvement is still needed in most areas that the survey addresses. Urgent actions are required in some areas.

The COACHE Task Force has been charged to drill into this data in order to recommend a course of action.

The data are complex, and the story shifts when applying different lenses. We want to



recommend evidence-driven initiatives that reflect diverse faculty voices and will be effective and transformative.

## That is why we need you.

We need to gather more data, to collectively make sense of the data, and to collaborate to find viable solutions.

This spring, we will be holding a series of Town Halls, School-Based Meetings, and Focus Groups as opportunities for you to offer your input. We ask you to please join us.

## Why bother, you may ask?

Well. It's an opportunity to reset. To change the conversation. To have a voice.

We don't need a COACHE Survey to tell us that we have been navigating rough

waters in recent years. A number of campus and CUNY-wide initiatives are already underway to address some of the major problem areas the survey addresses. BC Fix-it and the Summer Writing Boot-camp, for example, are direct results of the action plan that came out of the 2015 survey. But we are steering a big ship, and big ships take time to turn.

To find the appropriate course forward, we need more oars in the water.

We invite you to review the COACHE results yourselves, and to join us this spring as we embark on a process of defining priorities and designing collaborative solutions.



# Brooklyn College COACHE Task Force Membership

**Michael Ayers**, Senior Director, Institutional Research and Data Analysis

**April Bedford**, Dean of the School of Education

**Zhongqi (Joshua) Cheng**, School of Natural and Behavioral Sciences, Professor, Earth and Environmental Studies

**Tammie Lea Cumming**, Associate Provost for Institutional Effectiveness

**James Davis**, School of Humanities and Social Sciences, Professor, English

**Sharona Levy**, Professor, Communication Arts, Sciences and Disorders

**Tammy Lewis**, Interim Associate Provost for Faculty and Administration (COACHE chair)

**Mary Mallery**, Chief Librarian

**Karen McFadden**, School of Education, Assistant Professor, Early Childhood Education/Art Education

**Eleanor Miele**, Chair, Secondary Education

**Viju Raghupathi**, Koppelman School of Business, Associate Professor, Business Management

**Laura Tesman**, School of Visual, Media and Performing Arts, Professor, Theater

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## GET INVOLVED



Examine the results of the COACHE 2019 survey at:

<http://brooklyn.cuny.edu/coache>

Participate in the creation of the COACHE Action Plan.  
Make a suggestion or volunteer to be part of a working group by sending an e-mail to:

[COACHETaskForce@brooklyn.cuny.edu](mailto:COACHETaskForce@brooklyn.cuny.edu)