

Ep. 072: COACHE Survey for Faculty

Podcast: <https://ProDev.illinoisstate.edu/podcast/2022/ep072.shtml>

It's survey season... but if there's one survey you do take this spring, be sure to check out COACHEE. Illinois State has partnered with the Collaborative on Academic Careers in Higher Education, based in the Harvard Graduate School of Education, to implement a comprehensive assessment of faculty work-lives. In this brief episode, Dr. Yojanna Cuenca-Carlino joins us to discuss how the survey works and what Illinois State plans to do with this important data.

Faculty members should keep an eye on their campus email for an announcement and an invitation to participate in the survey starting in February of 2022.

Transcript

JIM: Hi there. I'm Jim.

YOJANNA: Hi there. I'm Yojanna,

JIM: Let's Talk Teaching Welcome to Let's Talk Teaching a podcast from the Center for Teaching Learning and Technology here at Illinois State University. I'm Jim Gee, joining me today once again. Well, I say once again, but I'm not sure if your first if this is going to be a big your first appearance tonight. Joining us today is Yojanna Cuenca-Carlino. She's our Assistant Vice President for faculty development, diversity, and learning Welcome back, or welcome for the first time to the show, depending on how this all works out.

YOJANNA: Hi, Jim. Good morning, I'm happy to be here.

JIM: I'm sorry, we just went down the rabbit hole of what it's like to edit a podcast and you know, full disclosure for everyone. It's just before the winter break, we're recording a couple of episodes, because we have a lot of exciting things to talk about in the New Year. And one of them is something called COACHE. And when I first heard this, I had visions of like Friday Night Lights. This is a little bit different. Tell us a little bit about this, this initiative, this this partnership, which is you is a part of

YOJANNA: Yes, absolutely. We are very excited we we sign up is a three year partnership with the collaborative on academic careers in higher education, also known as COACHE, which is actually based out of Harvard education, the Graduate School of Education and what they do, they have been around for, I think, close to 20 years. And what they do is that they help institutions assess the workplace. So, they conduct this faculty job satisfaction survey, to help institutions learn about what is working well, to support their faculty, and what are some of the things that they also need to pay attention to, to better support the faculty experience in the institutions? We're very excited. There's we're joining over 300 institutions that have been doing this, some of them have done this every three years. So, COACHE also helps us not only with the data that we collect, they will send us our report. But also we get comparatives, how do we how are we doing compared to our peer institutions? So, you know, it's a good opportunity for us

to learn in a more systematic way, the good things that we're doing and again, the things that we need to do better. The survey old, so assess is not only the workplace, so it's not a climate survey, right, right. It's it's one of the components, but this survey has like seven different areas that we that they assess, they assess teaching, research, service, their perceptions about tenure and promotion, collegiality, their perceptions, and leadership. So, all those components are part of what we're going to be assessing with COACHE.

JIM: So,, it sounds to me like this is something much more comprehensive that we've had, at least in recent years on campus, certainly some of the pieces that you've talked about. And we've talked about in the past that we have surveyed in terms of teaching and learning and supporting faculty and that, but this seems to be much more can I use the word holistic?

YOJANNA: Absolutely. Absolutely. And that's exactly that you're you're you're right. It's it's a holistic view on like the faculty experience, right? In academic environments. So, how can we support that, and that is tied to recruitment and retention, right. Because if you are happy in your job, that is going to have implications for your students for your own development. And, you know, we want you to stay here, we want you to make sure that that you are in an environment where you are succeeding. And again, happy right? So, that's part of that. Our intention is to be again, more intentional, perhaps right on, on how to how do we assess the experiences of faculty?

JIM: And so, speaking of intention, then what? How do you envision this data being used?

YOJANNA: Sure. So, the survey will be administered by COACHE and one of the things that we could ask the audience is actually to to link on the there was another news article that was that came out was kind of cool finger on the pulse. And we could just put that there with more information. But the survey, COACHE will administer the survey in February. So, the server will continue at the beginning of February, the faculty are going to receive an email to please participate in the code survey. And again, we're going to get good data as long as we get good participation. Right? Right. So, that's what we are really asking faculty to really give us you know, their opinion and tell us how can we do better. So, that survey is going to be open until April and then COACHE actually gives us the summary data by the summer, and then that is when a lot of workgroups probably are going to be formed and then go over the data and then start, you know, making action items based on what we learn, right? Mm hmm.

JIM: That sounds good. And, you know, we've we've talked a lot behind the scenes here at CTLT. About, I don't want to say it's a shift, we've always been very data driven, you know, evidence informed when we're helping instructors do teaching, but I think, I think it will be very interesting to see, like you said, it's not a climate piece, but it is looking at this larger picture. It'd be very interested to see how the teaching and learning pieces fit into the larger thing. Maybe not, you know, when we're talking about improving student outcomes. Maybe there are other avenues that need to be addressed, not just your pedagogical practice, or scholarship into your pedagogical practice, it may be like you said, you know, I've often said, a happy teacher is a better

teacher. And you said the same thing. I've often felt that I should say. And I think that anything that we can do to address this ultimately also has benefit for our students.

YOJANNA: Oh, absolutely. Right. And, and in general, the institution, we want to make sure that again, we are supporting faculty, right, the best that we can. To do that we also have on the provost website, and we'll make sure to share the link, we have a page specifically about COACHE with frequently asked questions, kind of the timeline if people are interested in getting more information. But basically, my call is to please, you know, take this and really participate in the survey because again, the more data that we can gather, the more meaningful that the results are going to be.

JIM: That sounds great. Yojanna, thank you so much.

YOJANNA: Thank you very much.

JIM: And that's all the time we have for this short episode of Let's Talk Teaching. You can find out much more about the COACHE survey, go to our website, CTLT dot Illinois state.edu. Click on the podcast link on the homepage that will get you to this show page and we will link to all of those things that Yojanna was talking about in this episode. So,, for Yojanna Cuenca-Carlino for all of my colleagues here at the Center for Teaching, Learning and Technology until we talk again, happy teaching