



COACHE 2016 SURVEY AT IU BLOOMINGTON

We want to hear from you!

The COACHE Survey is your opportunity to tell us what you think about working at Indiana University Bloomington.

The Collaborative on Academic Careers in Higher Education (COACHE) survey of faculty, based in the Harvard Graduate School of Education, returns to IUB in 2016. We need your participation to improve the quality of work-life at our university.

First implemented in 2005 at IUB, and conducted again in 2009 and 2012, this survey focuses on gathering data directly from tenure and non-tenure track faculty to improve climate, recruitment and success. All survey responses are anonymous and strictly confidential.

For more information about the survey, please visit: go.iu.edu/coache.

2016 SURVEY GOALS

The 2016 survey will gather data along multiple themes to help Indiana University Bloomington answer three sets of questions:

- How do faculty at different career stages experience academic work-life at IUB? How do these experiences compare with those of faculty at peer institutions?
- Do experiences differ by rank, gender, or race/ethnicity?
- What policies or practices are associated with high levels of faculty satisfaction and vitality?



Faculty participation in previous surveys has been instrumental in guiding campus support for initiatives such as faculty writing groups, fellowships for 160 faculty to enroll in the NCFDD Faculty Success Program, and the reorganization of the Institute for Advanced Studies. Your views are especially important to us as we strive to attract and retain the best and brightest scholars and teachers and increase the satisfaction of all faculty.

- Cassidy Sugimoto, BFC President

HOW COACHE BENEFITS FACULTY

Forty-seven percent of faculty responded to the last survey, conducted during the 2012-2013 academic year. Your responses identified several areas of need and helped shape new initiatives to address those needs. For example, some of the things you told us were:

•••▶ **All of you, but particularly women faculty, wanted to devote more time to their research.** The Faculty Writing Program is one initiative designed to help faculty do just that. Participants devote a structured block of time each week for their research. Building on the success of this program for women faculty in the College of Arts and Sciences and the School of Education, the Faculty Writing Program has been expanded campus-wide to all interested faculty.

•••▶ **Associate Professors were particularly in need of more institutional support for their research and creative activity.** The Institute for Advanced Study has been reorganized to target a range of resources for mid-level faculty. Examples include IAS Individual Research Awards, Collaborative Fellowships, Research Consultation Fellowships, funds to host conferences, and the Residential Fellows Program.

•••▶ **You struggle to balance the many teaching, research and service activities expected of you.** The Faculty Success Program from the National Center for Faculty Development & Diversity has been very effective in helping faculty improve balance between their teaching, research and service responsibilities and their work and non-work time. All IUB faculty have access to these resources. In addition, 160 faculty have been granted fellowships to participate in the NCFDD Faculty Success Program.



SURVEY DETAILS

- The survey will open in February 2016, when faculty will receive a link by email directly from COACHE.
 - Responses from the survey are completely confidential. The data are held by COACHE under an IRB-approved protocol and cannot be accessed by IUB faculty and administration.
 - An ad hoc faculty committee, including BFC representatives, will lead the analysis and dissemination of results.
 - The Office of the Provost will use the results to determine areas of faculty satisfaction and identify the most important targets for improvement.
-