

## JMU COACHE 4.0 Task Force

### End-of-Year Report

AY2024-25

#### **Membership**

- **Chair(s):** Gilpatrick Hornsby, Faculty Success co-chair; Juhong Christie Liu, Libraries, co-chair

#### **Members:**

- Sojib Bin Zaman, College of Health and Behavioral Studies
- Lihua Chen, College of Science and Mathematics
- Chris Hass, College of Education
- Samuel Hernández, College of Arts and Letters
- Jennifer Mangan, University Studies
- Ron Rubin, College of Business
- Amanda Sanson, College of Integrated Science and Engineering
- Karin Tollefson-Hall, College of Visual and Performing Arts

**Charge:** The COACHE survey serves as a crucial instrument in providing insightful perspectives into the faculty experience, covering various dimensions such as teaching, research and service, promotion and tenure, departmental engagement and collegiality, leadership, governance, and more. The task force began its work in Spring 2024 and will continue its efforts through Fall 2025. The work of the task force will play a pivotal role in ensuring the success of our participation in the COACHE survey as we collectively strive to enhance the faculty experience and further strengthen our academic community.

#### **Summary of Annual Activity:**

- In August 2024, the JMU COACHE 4.0 Task Force co-chairs and two committee faculty members participated in the COACHE 2024-2025 Strategy Workshop hosted by Harvard COACHE. The small team developed a college-level presentation for COACHE promotion after the strategic workshop.
- In the early fall semester of 2024, the committee asynchronously collaborated on a JMU COACHE communication plan to promote the COACHE survey at JMU.
- During the fall semester of 2024, JMU office of Planning, Analytics, and Institutional Research (PAIR) provided JMU samples according to the Harvard COACHE criteria.
- In the late fall semester of 2024, the co-chairs also discussed setting up three sub-committees with task force members. These three sub-committees were Data Analysis, Recommendations, and Reporting.

- In February 2025, the committee met and reviewed the COACHE 2024-25 timeline, JMU promotion plan, and brainstormed promotion strategies together. The committee also reviewed the sub committee assignments, in preparation for making sense of JMU COACHE survey results.
- Between February and April of 2025, Co-chair Gilpatrick connected with college deans regularly about the college-level response rate updates. Co-chair Juhong Christie connected with committee members to promote college-level participation. Both co-chairs also applauded the Provost Office communications as well as Faculty Senate for encouraging participation.
- In Spring 2025, co-chairs also assisted the Provost Office in the selection of peer institutions for the coming steps of data sense-making.
- Between February 7 and April 7, 2025, the COACHE survey was active for JMU faculty samples. As the appreciation in Provost Office Academic Affairs Highlights 4/18/2025 stated, "Congratulations (and thank you!) to the instructional faculty who received and responded to the [COACHE](#) survey. JMU had a response rate of 54.1%, bettering the overall response rate for participating universities by more than 5%. We also outperformed our cohort and our 2020 rates. Thanks for contributing to this valuable assessment of faculty satisfaction. You'll be hearing much more about this as we receive results from Harvard this fall."

#### **Future Work Planned:**

- In early August 2025, the JMU COACHE Task Force co-chairs and committee representatives will attend Harvard COACHE data sense-making workshop. At that time, the Harvard COACHE, as planned, will connect the institutional results to committee members and peer comparison institutions.
- In the fall, the committee will hold focus groups around the data to allow faculty to help co-create the recommendations based on the findings of the data. Only quantitative data will be shared. The provost's office will hold qualitative data for review. This will also allow faculty not in the sample population (first-year, AP, and adjunct faculty) to participate. At the end of the fall semester, the committee will pull together the recommendations and submit a report to the provost for review. The provost's office will then review recommendations, and traditionally, the provost has provided a response to these recommendations (See Appendix A - the Proposed Timeline with Tentative Activities).
- At the end of the spring 2026 semester, recommendations will be added to the COACHE Dashboard, and the committee will be discharged from their duties. The Office of Faculty Success will monitor progress on these recommendations and update the dashboard as needed. The current dashboard can be found here: [COACHE Recommendation Dashboard](#).

#### **Appendix**

##### Appendix A

##### Proposed Timeline

- August 2025
  - Early August - Up to 6 faculty members of COACHE Task Force attend the sense making session at Harvard COACHE Strategy Workshop.
  - Early August – Committee convene to review preliminary results, from Harvard to JMU PAIR.

- Fall 2025

August 20 1st-Week of Fall2025 Class

**Review of Results**

- August 25-29 – Committee plan Fall2025 Semester activities
- August 25 week - Provost Office message to all faculty about the review of COACHE 2025 survey JMU results
- September 1-5 - Faculty review COACHE 2025 survey JMU results
- September 8-9 - Faculty review COACHE 2025 survey JMU results

**Faculty Focus Groups for Feedback**

- September 15-19 – Committee coordinate faculty focus groups at 2 Academic Affairs colleges
- September 22-26 -Committee coordinate faculty focus groups at 2 more Academic Affairs colleges
- September 20-October 3 - Committee coordinate faculty focus groups at 2 Academic Affairs colleges
- October 6-10 - Committee coordinate faculty focus groups at college & unit levels

**Recommendation Development**

- October 13-17 - Committee develop recommendations
- October 20-24 - Fall Break
- October 27-31 -Committee develop recommendations

**Reporting**

- November 3-7 - Committee develop report
- November 10-14 -Committee develop report
- November 17-21 - Committee send the report draft for Provost Approval
- End of Fall2025/Beginning of Spring 2026 - Provost Approval

- Spring 2026
  - Finalize report to the website by the end of the Spring semester