

COACHE 4.0 Task Force

Spring 2024 Report

Membership

- **Chairs:** Gilpatrick Hornsby, Center for Faculty Innovation 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 is beginning its work 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 Current Semester Activity:

- The first meeting of COACHE 4.0 Task Force was convened on April 10, 2024. Provost Heather Coltman, Vice Provost of Strategic Initiatives and Global Affairs, Narketta Sparkman-Key, as well as Vice Provost for Faculty Affairs and Curriculum, Elizabeth Oldmixon, met with the COACHE 4.0 Task Force to start the work about the JMU participation in the COACHE survey in the spring of 2025.
- With the membership of diverse representations of JMU faculty, the committee reviewed the task force charge and project timeline in the context of the JMU climate study. Narketta Sparkman-Key, as the liaison of COACHE 4.0 Task Force to the Provost Office, shared insights on marketing, communication, recruiting for participation, and resources from other universities such as ODU.
- The committee, led by the co-chairs, also discussed the initial questions about the COACHE survey and plans for distribution of commitments for a future successful fulfillment of the task force charge.

- The committee also discussed the 10-month vs. 12-month employment, in planning for the work that can occur during the summer of 2024 and 2025.

Future Work Planned:

- The committee will take a look at 2020 JMU COACHE report and university responses, as a preparation for the August resumed activity.
- The committee will send 4 members, 2 co-chairs and 2 faculty representatives, to a Harvard COACHE workshop in early August 2024.

Appendices:

Table of Appendices

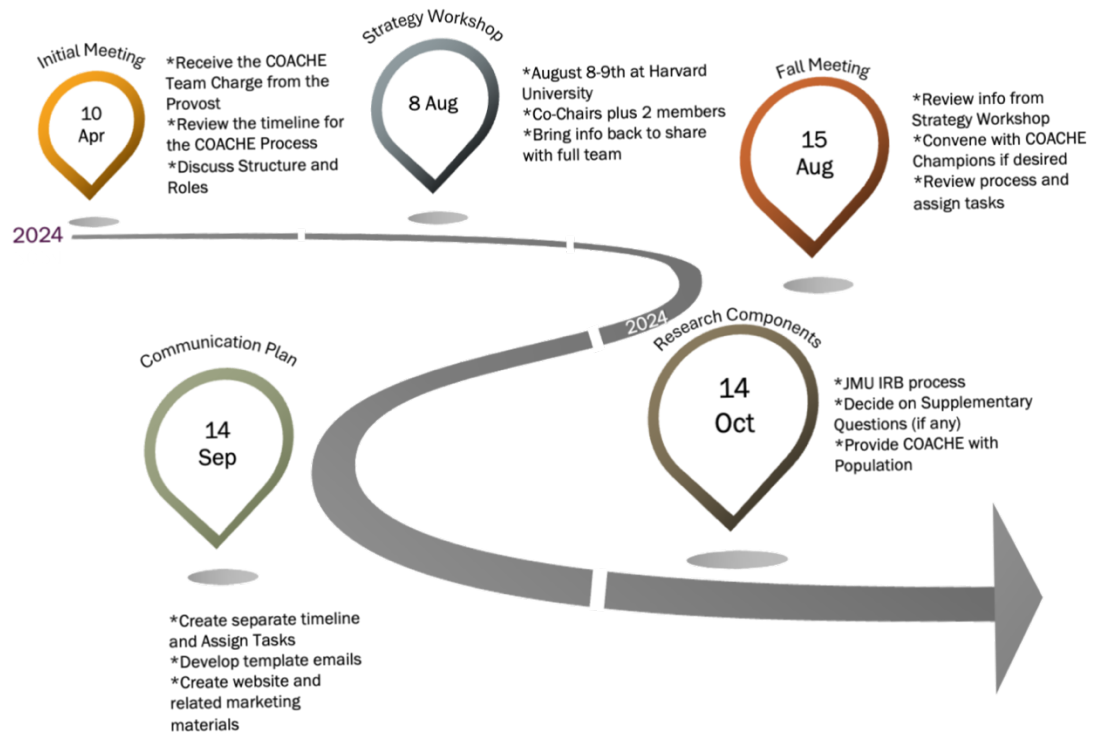
Number or Title	Brief Description
Appendix A	Proposed Timeline with Visuals

Appendix A

Proposed Timeline

- August 2024
 - Review info from Strategy Workshop
 - Convene with COACHE Champions if desired
 - Review process and assign tasks
- September 2024
 - Create separate timeline and Assign Tasks
 - Develop template emails
 - Create website and related marketing materials
- October 2024
 - JMU IRB process
 - Decide on Supplementary Questions (if any)
 - Provide COACHE with Population
- February 2025
 - Survey will be open from early Feb through early Apr
 - Execute communication plan
- April 2025
 - Utilize remainder of April and May for data analysis
 - Evaluate what analysis will be conducted in the summer if needed
- July 2025
 - Co-chairs will begin to draft report for the provost.
 - Early August send 3-4 members to the sense making session
 - Early August will convene with Team and work on finalizing the report
- October 2025
 - Submit report to the Provost's office
 - Plan to address feedback from Provost
 - Posted finalized report to the website by the end of the Fall semester
- January 2026
 - Execute remainder of the communication plan

2024 Timeline Visual



2025 Timeline Visual

