

VANDERBILT COACHE SURVEY ACTION HIGHLIGHTS



Equity, Diversity, and Inclusion

Culturally Aware Mentor Training is provided to all faculty.
-School of Medicine Basic Sciences



Institutional Leadership and Shared Governance

Convened a Faculty Advisory Committee which is elected and consists of tenure-track, non-tenure track, and part-time faculty.
-Blair School of Music

Resources and Support

Added a five-floor building, bringing faculty and staff together from multiple locations, that includes advanced classrooms, faculty offices, and a simulation teaching lab.
-School of Nursing



Nature of Work-Research

Developed a new leave policy that is more equitable and supportive of faculty research.
-College of Arts and Science



Appreciation and Recognition

Consistently recognizes faculty and staff achievements and has embarked on a more intentional and purposeful nomination process for university and external awards.
-Peabody College of Education and Human Development



Nature of Work-Teaching

Faculty feel a stronger connection to undergraduate students through increased engagement with the UG business minor.
-Owen Graduate School of Management

Equity, Diversity, and Inclusion

The school's Faculty Development and Diversity Committee expanded its portfolio of faculty mentoring activities to include content designed for mid-career and non-tenure-track faculty.
-School of Engineering



Resources and Support

Completed an \$11.5 million renovation and 13,641 sq ft expansion to include enhanced teaching and gathering spaces for increased collaboration.
-Divinity School



Resources and Support

Launched Global and Arts & Humanities micro-grant funds to reach more faculty and be responsive to needs in a timely way.
-Office of the Provost



Institutional Leadership and Shared Governance

The dean gives twice-yearly State of the Law School presentations to all faculty.
-Law School

Next Steps

In the Spring of 2020, faculty will again be given the opportunity to complete the COACHE faculty survey. If you have any questions, please contact the Office of the Vice Provost for Faculty Affairs and the Office of Planning and Institutional Effectiveness at: COACHE@vanderbilt.edu



VANDERBILT COACHE SURVEY ACTION HIGHLIGHTS



Interdisciplinary Work, Collaboration, and Mentoring

Every department and program developed a mentoring plan to ensure that faculty members receive strategic advice about faculty advancement.
-College of Arts and Science



Department Engagement, Quality, and Collegiality

Initiated several activities for faculty to gather and address wellness issues.
-Peabody College of Education and Human Development

Institutional Leadership and Shared Governance

The School Life Committee was revised to include broader membership of faculty, students, and staff to provide a forum for addressing issues and enhance faculty engagement in governance.
-School of Nursing



Tenure, Promotion, and Renewal

Held meetings and workshops with educator track and research track faculty to discuss issues related to career development. A development plan for research faculty will be rolled out in 2019.
-School of Medicine Basic Sciences



Department Engagement, Quality, and Collegiality

Held conversations about how faculty can work together to strengthen relationships, ensure a meaningful role in governance, and provide more support for mentoring.
-Divinity School

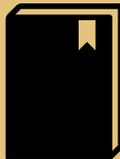


Interdisciplinary Work, Collaboration, and Mentoring

The school encourages collaboration and interdisciplinary work by continuing to build areas, such as healthcare business, that are naturally interdisciplinary.
-Owen Graduate School of Management

Tenure, Promotion, and Renewal

To ensure optimal faculty performance, the Faculty Review Committee implemented changes to improve post-tenure reviews.
-Blair School of Music



Department Engagement, Quality, and Collegiality

Focus groups and an online survey were conducted by the Faculty Development and Diversity Committee.
-School of Engineering



Interdisciplinary Work, Collaboration, and Mentoring

Mentoring program includes a one-on-one match of each assistant and associate professor (tenure and non-tenure-track) with a full professor, annual mentoring plans and reports, and a mentoring committee.
-Law School



Equity, Diversity, and Inclusion

Launched Faculty and Post-Doctoral Fellow Sexual Harassment Survey.
-Office of the Provost



More information about COACHE can be found at:

<https://www.vanderbilt.edu/faculty-affairs/coache/>