QUEST Highlight Series

This series is designed to share information about data, evaluation, and assessment across the College, and help us answer the questions:

- What data do we collect or have access to that can help us make decisions about how to guide our work?
- How can/do we use that data to guide our work?

Using Assessment to Support New Faculty: The New Faculty Orientation Survey

Our previous installment of the QUEST Highlight series focused on Student Affairs and supporting student success. This month, we want to focus on how Faculty Affairs is using data to better provide new full-time faculty with information to support their career development and teaching needs so they can be successful.

In Spring 2023, the Office of Institutional Effectiveness collaborated with the Office of Faculty Affairs to assess the effectiveness of new faculty orientation sessions using a post-orientation survey. The survey had a response rate of 55.5% and was completed by 15 out of 27 attendees.

Here's what we learned…

1. Overall, the orientation sessions were a hit!

New faculty members had positive experiences with the new orientation sessions, which focused on general orientation, using Access-Ability, development opportunities through KCel, and a session on engaging and supporting students.

2. New faculty members have unmet needs and interests

Overwhelmingly, respondents reported being very likely to recommend the orientation sessions to future faculty members and even suggested having "second-year refresher" sessions on topics such as: supporting and encouraging students with mental health struggles, faculty self-care, and workload balance.

3. New faculty members seek community

Another key takeaway is that new faculty members are looking for a sense of community, particularly in the desire to learn more about programming from the Historically Underrepresented Faculty & Staff Resource Center (HURFS-RC) and other opportunities for faculty to seek community with likeminded identity groups.

How this data will be used…

Address faculty schedules and availability

Survey results demonstrated a mixed modality preference for orientation sessions (46.7% prefer online, 33.3% in-person, and 13.3% hybrid). To create a more equitable orientation schedule, the Office of Faculty Affairs will conduct an additional in-person session during the 2023-2024 academic year.

Moreover, the New Faculty Orientation team will work to create a single-page fact sheet of information and resources, a contact list so attendees can stay in touch, as well as an in-depth snapshot of support services, as per respondents' requests.

Support faculty needs and interests

Results revealed that faculty members are interested in a general refresher, as well as sessions on mental health struggles, faculty self-care, and workload overview. To address faculty interest, the Office of Faculty Affairs will:

1. Invite all faculty from last year to attend Fall 2023 orientation sessions, especially ones focused on new topics not covered for last year's cohort

2. Plan a session that combines a focus on both student mental health and faculty self-care. (This is tentatively scheduled in person for November 30, as the end of the semester is typically a high-stress time)

3. Plan a session where new faculty can learn about how to learn HURFS-RC and how to get involved with HURFS-RC initiatives during Spring 2024

What's coming next:

Once they make these changes, the next step is to know how well their new strategies and services worked. To evaluate this, the Office of Faculty Affairs will convene a meeting between the New Faculty Orientation Team and five members of the 2022-2023 New Faculty Orientation sessions to provide feedback on the faculty resources mentioned above.

The Office of Faculty Affairs will also offer the New Faculty Orientation Survey in Spring 2024 to assess any changes and collect more information to better support faculty needs and interests.

What do you think?

Do you want help collecting data, or figuring out what to do with data you're already collecting? Let us know!

Connect with us!
Email us at: Institutional.Research@kbcc.cuny.edu