

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

The Collaborative on Academic Careers in Higher Education (COACHE)

2021 Faculty Satisfaction Survey

Departmental Collegiality

COACHE definition:

A faculty member's sense of "fit" among their colleagues, their personal interactions with colleagues, whether their colleagues "pitch in" when needed, and support work-life balance.

Dissatisfaction can occur from:

- Lack of personal interaction
- Lack of colleagues who "pitch in"
- Lack of colleague support for work-life balance
- Inability to balance teaching responsibilities and available time

Questionnaire items with the highest percentages:

89% agreed that meeting times were compatible with their personal needs.

87% agreed that their colleagues were committed to diversity and inclusion.

#1 among in our peer group!

85% were satisfied with the amount personal interaction between tenured and term faculty.

of

Questionnaire items with the lowest percentages:

83% agreed that colleagues pitch in when needed.

79% were satisfied with sense of fit.

Promising action items:

- Examine the climate and culture of collegiality and sense of belonging.
- Cultivate inclusion and raise awareness about community and intentionality.
- Improve awareness about the significance and impact of equity and sharing the load.