

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

## The Collaborative on Academic Careers in Higher Education (COACHE)

### 2021 Faculty Satisfaction Survey

#### Departmental Quality

##### **COACHE definition:**

Departmental quality is a function of the intellectual vitality of faculty, the scholarship that is produced, the effectiveness of teaching, how well the department recruits and retains excellent faculty, and whether and how poor faculty performance is handled.

##### **Dissatisfaction can occur from:**

- Perceived ineffectiveness.
- Response to poor performance by department leadership.

##### **Questionnaire items with the highest percentages:**

**96%** were satisfied with the teaching effectiveness of term faculty.

**95%** were satisfied with the teaching effectiveness of tenure-eligible faculty.

**93%** were satisfied with the intellectual vitality of tenure-eligible faculty.

##### **Subpopulation differences varying by 25 percentage points or more in satisfaction or agreement:**

- Tenure-eligible faculty were more satisfied with the **department's success at faculty retention** than tenured faculty (100% vs. 60%).

##### **Questionnaire items with the lowest percentages:**

**67%** agreed that the department is successful at faculty retention.

**53%** were satisfied with department addressing sub-standard performance.

##### **Promising action items:**

- Develop supports for faculty.
- Launch university and college initiative to raise awareness about faculty retention.
- Pro-actively cultivate faculty retention tools and strategies with academic leaders.