

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

The Collaborative on Academic Careers in Higher Education (COACHE)

2021 Faculty Satisfaction Survey

Governance

COACHE definition:

Governance is working when faculty, administrators, and other stakeholders listen respectfully to different perspectives and then work together to make decisions aligned with their shared understanding of their institution's best interests. Specifically, to what degree does the culture and climate surrounding governance, which create the conditions that foster—or undermine— collaborative relationships between faculty and administrators?

Adaptability: Do stakeholders reflect on the effectiveness of their governance practices and pursue improvements in the status quo?

Productivity: Does governance produce meaningful results?

Dissatisfaction can occur from:

- Lack of effective governance.
- Perceived lack of value for good governance.

Questionnaire items with the highest percentages:

84% agreed that the committees to which they belonged made measurable progress toward goals.

81% agreed that Iowa State effectively cultivates new faculty leaders.

#1 among in our peer group!

Questionnaire items with the lowest percentages:

70% agreed the institution regularly reviews effectiveness of governance.

68% were satisfied with the overall effectiveness of shared governance.

Promising action items:

- Raise awareness about shared governance, Faculty Core Value 1.
- Communicate regular assessments of governance.
- Develop institutional standards and best practices for self-governance.
- Cultivate leaders.

Shared sense of purpose: Are stakeholders with diverse interests and perspectives united by a shared sense of purpose?

Trust: Do the stakeholders involved in governance trust each other and the decision-making processes at their institution?

Understanding the issues at hand: Is decision-making informed by inclusive dialogue that promotes fuller understanding of the complex issues facing the institution?

Dissatisfaction can occur from:

- Lack of clear communication.
- Lack of a clear structure for governance.
- Lack of a shared goal.

Questionnaire items with the highest percentages:

88% agreed that faculty and administrators have a shared sense of responsibility.

86% agreed that faculty and administrators respectfully consider other's view.

82% agreed that faculty and administrators defined decision criteria together.

#1 among in our peer group!

#1 among in our peer group!

Questionnaire items with the lowest percentages:

70% agreed that faculty and administrators had an equal say in decisions.

66% agreed important decisions were not made until there was a consensus.

#1 among in our peer group!



Promising action items:

- Raise awareness about shared governance, a faculty core value.
- Offer professional development for academic leaders on collaborative decision-making practices.