

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

## The Collaborative on Academic Careers in Higher Education (COACHE) 2021 Faculty Satisfaction Survey

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### Health and Retirement Benefits

#### COACHE definition:

Health benefits, once a given, are now less certain for faculty. Also, some faculty across the country have put their retirements on hold in the wake of the recent economic recession.

Many institutions have adopted phased programs to encourage timely retirements. Some allow individuals to enjoy institutional affiliation, intellectual engagement, and contact with students and colleagues, while the institutions realize salary savings and more reliable staffing projections.

#### Dissatisfaction can occur from:

- Lack of desirable health benefits and retirement options.
- Benefits viewed as not being competitive with the market.

#### Questionnaire items with the highest percentages:

**97%** were satisfied with the health benefits provided for themselves and their families.

**93%** were satisfied with the retirement benefits offered by Iowa State.

 **#1 among in our peer group!**

#### Questionnaire items with the lowest percentages:

**85%** were satisfied with phased retirement options.



#### Promising action items:

- Raise awareness about Emeritus status.
- Enhance communication about phased retirement.
- Explore ways to strengthen phased retirement.