

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

The Collaborative on Academic Careers in Higher Education (COACHE)

2021 Faculty Satisfaction Survey

Nature of Work: Teaching

COACHE definition:

The challenge for every faculty member is to strike a balance between institutional expectations for teaching and the time and ability available to invest in it.

Dissatisfaction can occur from:

- Expectations for teaching are unreasonable or contrary to what faculty were promised at the point of hire
- Institutional support is lacking or when the distribution of work is inequitable.

Questionnaire items with the highest percentages:

95% were satisfied with their level of discretion over course content, level of courses taught, and support for teaching diverse learning styles.

94% were satisfied with the teaching schedule they were given.

93% were satisfied with the support they received for assessing student learning.

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

Questionnaire items with the lowest percentages:

85% were satisfied with presenting online/hybrid courses.

87% were satisfied with support for developing courses.

69% were satisfied with equitability of distribution of teaching load.

Promising action items:

- Examine disparities in teaching.
- Promote equity in teaching loads.
- Catalyze course creation and online innovation, such as through internal mini-grants and professional development opportunities.