

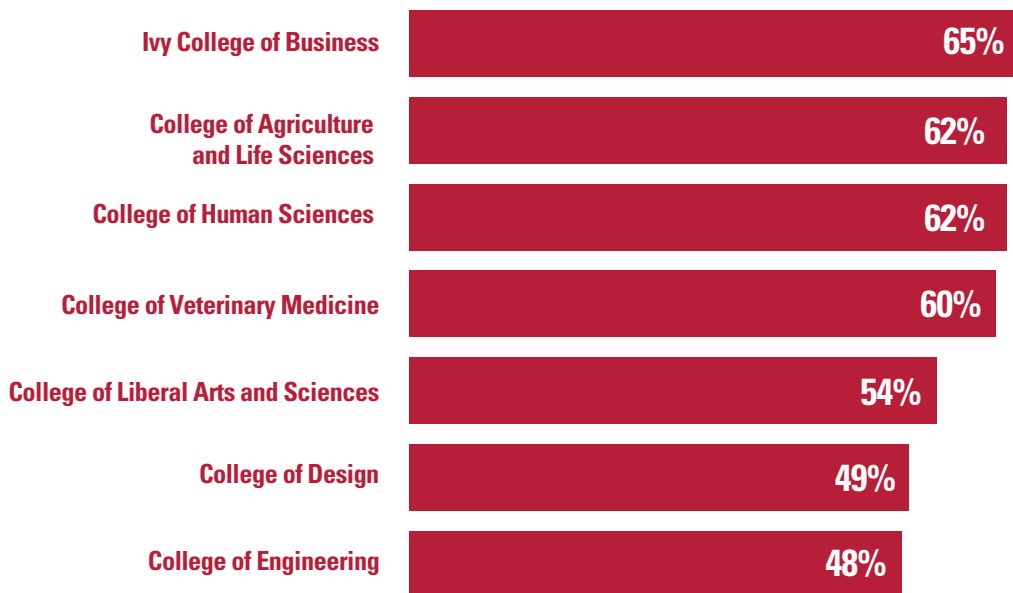
# The Collaborative on Academic Careers in Higher Education (COACHE) 2021 Faculty Satisfaction Survey

## Overview

In 2021, COACHE emailed a unique survey link to 1527 faculty. The sample comprised full-time, tenure-eligible and term faculty as of November 2020. Administrators (at assistant dean level or above), faculty who were in final year after tenure denial, and faculty who submitted resignations/retirements for 2020 were excluded.

In total, 904 of 1527 eligible faculty responded to the survey, comprising a 56% response rate. The average survey completion time was 22 minutes. As Iowa State faculty work toward fulfilling the land-grant mission and meeting institutional strategic goals, the COACHE data affords administrators and faculty an opportunity to examine data and explore within-campus differences for the overall faculty and across faculty subgroups.

### Faculty Response Rates by College\*



Given the low number of faculty in the Library ( $n < 5$ ), COACHE did not compute a response rate to protect their confidentiality.

### Which institutions were used for comparison?

A hallmark of the COACHE data is the opportunity to compare and contrast Iowa State's with selected peer institutions as well as approximately 80 institutions who took part in COACHE over the past three years (i.e., the COACHE cohort).

A primary advantage of the 2021 COACHE survey data administration is that Iowa State leaders selected five peer institutions for comparison. Iowa State remained consistent and again selected five peer institutions. We refer to this group of institutions as the Peer Five. It is noteworthy that Iowa State's response rate (56%) was considerably higher than the Peer Five (40%) and COACHE cohort (42%).

## Peer Five

- North Carolina State University
- Purdue University
- Texas Tech University
- University of California, Davis
- Virginia Polytechnic Institute and State University

## What are the COACHE benchmarks?

COACHE summarizes each survey theme using a “benchmark,” which comprises the mean of several five-point Likert-scale survey questions that share a common theme. The COACHE benchmarks reflect themes that are curated based on research and ability to effect change.

### These themes include:

- Nature of Work
  - Research
  - Service
  - Teaching
- Resources & Support
  - Facilities and Work Resources
  - Health and Retirement Benefits
  - Personal and Family Policies
- Collaboration, Interdisciplinary Work, and Mentoring
- Tenure and Promotion
- Leadership
- Governance
- Faculty Senate
- The Department: Collegiality, Engagement, Quality, and Leadership
- Appreciation and Recognition

For additional information about COACHE’s benchmarks, review Survey Themes on the COACHE Faculty Job Satisfaction Survey website.

## What are areas of strength for Iowa State?

Iowa State is in the top two of their peer group for 19 benchmarks, including:

- Governance (five benchmarks: trust, shared purpose, understanding issues, adaptability, and productivity)
- Leadership (four benchmarks: senior, divisional, department, and faculty)
- Nature of Work: Research and Service
- Collaboration, Interdisciplinary Work, and Mentoring as well as Appreciation and Recognition
- Facilities and Resources, Personal and Family Policies, and Health and Retirement Benefits
- Tenure Policies

Iowa State ranks in the middle of the peer group for five benchmarks, including departmental engagement, Nature of Work: Teaching, Tenure Expectation: Clarity, Departmental Quality, and Promotion to Professor.

Iowa State had one area of concern: department collegiality. This represents an opportunity for growth as Iowa State is ranked in the bottom of the peer group.

## What will each benchmark report include?

1. COACHE's definition of the benchmark
2. Sources of dissatisfaction, derived from the COACHE benchmark definition and questionnaire items
3. Questionnaire items with the highest percentages of satisfaction or agreement
4. Subpopulation differences. COACHE considers the following groups—

- **appointment type:** tenured, tenure-eligible, and term.

Response rates: Tenured 57% (peers: 43%, cohort: 45%); Tenure-eligible 57% (peers: 43%, cohort: 45%); Term 52% (peers: 32%, cohort: 38%).

- **rank:** professors and associate professors.

Response rates: Professor 59% (peers: 42%, cohort: 46%); associate professor 54% (peers: 43%, cohort: 43%).

- **gender:** women and men.

Response rates: Women 61% (peers: 47%, cohort: 49%); men 53% (peers: 36%, cohort: 39%).

- **race:** White, Asian, faculty of color (which includes Asians) and underrepresented (which excludes Whites and Asians).

Response rates: White 60% (peers: 43%, cohort: 46%); Asian/Asian American 42% (peers: 30%, cohort: 35%); faculty of color 49% (peers: 34%, cohort: 40%); underrepresented (excludes White or Asian) 64% (peers: 38%, cohort: 44%).

*We choose to highlight subpopulation differences varying by 25 percentage points or more in satisfaction or agreement. We will explore sources of variability in subgroups and faculty characteristics and share important insights in the 2022-2023 academic year via Special Population Reports.*

5. Questionnaire items with the lowest percentages of satisfaction or agreement
6. Promising action items, developed based on the aforementioned items and institutional priorities, resources, and assets.

## How did the COVID-19 pandemic influence the COACHE data?

COACHE carefully attended to the ways in which the COVID-19 pandemic may have influenced campus operations and faculty perceptions of the campus environment. All participating COACHE institutions experienced this disruption. COACHE only noted negligible impacts to benchmark items related to leadership, governance, and decision-making. Read more in the COVID-19 Impact Study: Technical Report online.