

# IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

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

### 2021 Faculty Satisfaction Survey

---

#### Personal and Family Policies

##### COACHE definition:

Faculty beliefs about the effectiveness of various policies related to work-family balance and support for families.

##### Dissatisfaction can occur from:

- Perceptions that the various policies are not effective for supporting work-family balance and support for families.
- Policies which do not adequately support faculty goals related to work-family balance.

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

**92%** were satisfied with stop-the-clock policies.

**88%** were satisfied with family medical or parental leave policies.

**88%** were satisfied with flexible workload/modified duty policies.

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

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

**66%** were satisfied with professional/personal balance.

**58%** were satisfied with childcare.

##### Promising action items:

- Strengthen work-life integration policies, programs, and practices.
- Enhance child care support on and options.