IOWA STATE UNIVERSITY
OF SCIENCE AND TECHNOLOGY

The Collaborative on Academic Careers in Higher Education (COACHE)

2021 Faculty Satisfaction Survey

Take Home Points, Next Steps, and Additional Resources

In summary, the 2021 COACHE Faculty Satisfaction Survey confirmed that Iowa State is an institution with many strengths including the following: governance; leadership; nature of work (research and service); collaboration, interdisciplinary work, and mentoring; facilities and resources, personal and family policies, and health and retirement benefits; and tenure policies. Though Iowa State ranked in the middle of our peer group, there is an opportunity to strengthen departmental engagement, nature of work: teaching, tenure expectation: clarity, departmental quality, and promotion to professor. Department collegiality was one area of concern. Across many areas, notable subgroup differences emerged. This constitutes an opportunity to focus on equity in the Iowa State community. COACHE provided a resource titled, COACHE Data as a Voice for Underrepresented Faculty, to further this goal.

As Iowa State faculty work toward fulfilling the land-grant mission and meeting institutional strategic goals, COACHE data affords administrators and faculty an opportunity to examine data and explore within-campus differences for the overall faculty and across faculty subgroups. It is important to work together to enhance areas of strength and collaboratively address opportunities for growth. Results will be used to guide and inform initiatives for improvement.

The COACHE Action Team will be leading these efforts. They will review COACHE data and implement action plans and solutions across the institution and within academic colleges. Iowa State faculty and other key stakeholders are welcomed to share their recommendations and observations with their COACHE Action Team representative.

COACHE Action Team

College/Unit	Name, Rank, and Department
Agriculture and Life Sciences	Aileen Keating, Professor, Animal Science & Equity Advisor
Design	Vladimir Kulić, Associate Professor, Architecture Kimberly Moss, Associate Professor, Art and Visual Culture
Engineering	Carmen Gomes, Associate Professor, Mechanical Engineering & College of Engineering Faculty Senator Joseph Zambreno, Professor & Associate Chair, Electrical and Computer Engineering
Graduate College	Ann Gansemer-Topf, Associate Professor, School of Education Clark Coffman, Associate Professor, Genetics, Development, and Cell Biology, CELT Faculty Fellow
Human Sciences	Katherine Bruna, Professor, School of Education
Institutional Research	Susan Ray, Data Analyst II, Institutional Research Karen Zunkel, Executive Director, Institutional Research
Ivy College of Business	Toyin Clottey, Associate Professor, Supply Chain Management
Liberal Arts and Sciences	Elizabeth Swanner, Geological and Atmospheric Sciences
Library	Susan Vega Garcia, Assistant Dean, Library & Equity Advisor
Veterinary Medicine	Rodney Bagley, Professor, Veterinary Clinical Sciences
Special Populations	Chunhui Chen, Professor, Physics & Astronomy