

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

## COACHE Throughout The Years 2005-Present

The Collaborative on Academic Careers in Higher Education, or COACHE, based at the Harvard Graduate School of Education, is a consortium of over 250 colleges and universities committed to making the academic workplace more attractive and equitable for all faculty. The core component of COACHE is a faculty satisfaction survey specially designed to provide information about faculty experience at their institution.

At Iowa State University, the Office of the Senior Vice President and Provost works with the Faculty Senate as well as Institutional Research and other work groups that comprise faculty and administrators to plan the COACHE survey. Since 2006, Iowa State has partnered with COACHE to conduct this survey approximately every four years. Iowa State uses faculty responses to assess needs, develop action plans, and implement best practices to strengthen hiring, promotion, retention, campus climate, and diversity. In addition, the COACHE reports provide Iowa State leaders with a powerful tool to increase the quality of faculty work-life; advance a reputation as a great place for faculty to work; and generate ideas and initiatives from faculty that enrich and expand the range of possible improvements.

Continued participation in COACHE for more than 15 years has provided Iowa State leaders with a way to track institutional progress in key areas related to faculty satisfaction.

### What has always been strong at Iowa State?



Iowa State faculty have been satisfied with academic freedom, a Faculty Core Value.



Faculty have rated senior leadership as well as their health and retirement benefits and commute as strengths.



Iowa State faculty have noted few areas of concern.



Iowa States response rate has been stronger than their peers.



Iowa State faculty have been satisfied with the quality of their colleagues and the opportunity to collaborate, noting this as one of the best aspects of working at Iowa State.

## What opportunities for growth remain?



Faculty have consistently rated geographic location and compensation among the least favorable aspects of working at Iowa State.



Faculty cited a lack of research support as a concern.



The demands of teaching responsibilities are a challenge for faculty.



Faculty noted their dissatisfaction with service.



Department collegiality and engagement are a salient concern.

## Which key actions were implemented?



Improved clarity in guidelines and criteria for faculty advancement and review.



Established flexible faculty policies, programs, and practices and improved relevant resources.



Strengthened faculty mentoring.



Enhanced faculty leadership programming.



Enriched honors, awards, and recognition.