

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

The Collaborative on Academic Careers in Higher Education (COACHE)

2021 Faculty Satisfaction Survey

Appreciation and Recognition

COACHE definition:

Faculty, at all ranks (like other employees), want colleagues to appreciate and recognize them for doing good work. This includes not only undergraduate and graduate students with whom relationships can be especially gratifying, but also fellow faculty and upper-level administrators.

Dissatisfaction can occur from:

- Showing appreciation and recognition in ways that are not meaningful.
- Gap between expectations and recognition.

Questionnaire items with the highest percentages:

85% felt their college was valued by the president and provost.

80% were satisfied with the recognition received from their department chair.

#1 among in our peer group!

80% were satisfied with the recognition received for scholarship and outreach.

Subpopulation differences varying by 25 percentage points or more in satisfaction or agreement:

- Asian Faculty were more satisfied with the **recognition for advising** than underrepresented faculty (89% vs. 63%).

Questionnaire items with the lowest percentages:

73% agreed that the president and provost value the department.

69% were satisfied with recognition from colleagues.

Promising action items:

- Strengthen communication channels between the president, provost, and departments.
- Explore opportunities to increase recognition for advising among underrepresented faculty.

Recognize the hard work of those who do not always go in front of a camera.