

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

The Collaborative on Academic Careers in Higher Education (COACHE)

2021 Faculty Satisfaction Survey

Leadership

COACHE definition:

Academic leaders—in this case defined as the **president, provost, and deans** - play critical roles in shaping the retention and success of faculty members. Faculty desire an administration with a clearly-articulated institutional mission and vision that do not change in ways that adversely affect faculty.

Dissatisfaction can occur from:

- Slow decision making.
- Inconsistent priorities.
- Poor communication.
- Failure to take input.
- Perceived unfairness.

Questionnaire items with the highest percentages:

89% were satisfied with the visibility of leadership support for diversity.

86% were satisfied with the pace of decision making by the president and provost.

83% were satisfied with the university priorities as stated by the president and provost .

#1 among in our peer group!

Questionnaire items with the lowest percentages:

72% agreed that priorities were stated consistently across levels of leadership.

65% agreed that priorities were acted on consistently across levels of leadership



Promising action items:

- Explore ways to strengthen alignment between the university's mission and practices.
- Strengthen messaging clarity and consistency among academic leaders.
- Increase communication about academic leaders, their philosophies, and their priorities.