COACHE definition:
A faculty member’s sense of “fit” among their colleagues, their personal interactions with colleagues, whether their colleagues “pitch in” when needed, and support work-life balance.

Dissatisfaction can occur from:
• Lack of personal interaction.
• Lack of colleagues who “pitch in.”
• Lack of colleague support for work-life balance.
• Inability to balance teaching responsibilities and available time.

Questionnaire items with the highest percentages:

- 89% agreed that meeting times were compatible with their personal needs.
- 87% agreed that their colleagues were committed to diversity and inclusion.
- 85% were satisfied with the amount of personal interaction with between tenured and term faculty.

Questionnaire items with the lowest percentages:

- 83% agreed that colleagues pitch in when needed.
- 79% were satisfied with sense of fit.

Promising action items:
• Examine the climate and culture of collegiality and sense of belonging.
• Cultivate inclusion and raise awareness about community and intentionality.
• Improve awareness about the significance and impact of equity and sharing the load.