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

Nature of Work: Service

**COACHE definition:**
Service is infused in the ethos of faculty life: service to the discipline and university.

**Dissatisfaction can occur from:**
- Committee work is unproductive or unfulfilling.
- Colleagues evade service commitments.
- Service is not recognized in evaluations or advancement and promotion cases.

**Questionnaire items with the highest percentages:**
- 91% were satisfied with the number of student advisees.
- 88% found the committees they were offered attractive.
- 86% were satisfied with the number of committees they were part of.
- #1 within our peer group in all three categories!

**Questionnaire items with the lowest percentages:**
- 70% were able to balance teaching/research/service.
- 68% were satisfied with the support for being a good advisor.
- 62% were satisfied with the support for faculty in leadership roles.
- #1 among in our peer group!

**Promising action items:**
- Enhance department awareness about the flexibility of the Position Responsibility Statement.
- Cultivate strategies for balancing position responsibilities.
- Provide professional development on best practices in advising.
- Elevate recognition of leadership successes.