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

Nature of Work: Teaching

COACHE definition:
The challenge for every faculty member is to strike a balance between institutional expectations for teaching and the time and ability available to invest in it.

Dissatisfaction can occur from:
• Expectations for teaching are unreasonable or contrary to what faculty were promised at the point of hire
• Institutional support is lacking or when the distribution of work is inequitable.

Questionnaire items with the highest percentages:
95% were satisfied with their level of discretion over course content, level of courses taught, and support for teaching diverse learning styles.
94% were satisfied with the teaching schedule they were given.
93% were satisfied with the support they received for assessing student learning.

Questionnaire items with the lowest percentages:
87% were satisfied with presenting online/hybrid courses.
85% were satisfied with support for developing courses.
69% were satisfied with equitability of distribution of teaching load.

Promising action items:
• Examine disparities in teaching.
• Promote equity in teaching loads.
• Catalyze course creation and online innovation, such as through internal mini-grants and professional development opportunities.