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

**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 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.