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:**
- 85% were satisfied with presenting online/hybrid courses.
- 87% 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.