COACHE definition: Faculty beliefs about the effectiveness of various policies related to work-family balance and support for families.

Dissatisfaction can occur from:
• Perceptions that the various policies are not effective for supporting work-family balance and support for families.
• Policies which do not adequately support faculty goals related to work-family balance.

Questionnaire items with the highest percentages:

92% were satisfied with stop-the-clock policies.

88% were satisfied with family medical or parental leave policies.

88% were satisfied with flexible workload/modified duty policies.

#1 among in our peer group!

Questionnaire items with the lowest percentages:

66% were satisfied with professional/personal balance.

58% were satisfied with childcare.

Promising action items:
• Strengthen work-life integration policies, programs, and practices.
• Enhance child care support on and options.