

Benchmarks Dashboard

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc	women	white	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



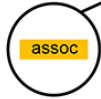
What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: small effects appear as text only, moderate effects are shaded yellow, and large effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Nature of Work: Research	3.18	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc		urm	
Nature of Work: Service	3.33	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc	women		white	urm	+
Nature of Work: Teaching	3.65	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc		foc	asian	urm	
Facilities and Work Resources	3.64	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured			foc	asian	urm	
Personal and Family Policies	3.21	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc		urm	+
Health and Retirement Benefits	3.74	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured		men				+
Interdisciplinary Work	2.74	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc			white		+
Collaboration	3.58	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀			assoc	women	foc		urm	+
Mentoring	3.10	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc		urm	
Tenure Policies	3.72	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A			white	urm	
Tenure Expectations: Clarity	3.55	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A		white	white	urm	
Promotion to Full	3.49	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc		urm	+
Leadership: Senior	3.44	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc	asian	urm	+
Leadership: Divisional	3.36	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc	asian	urm	
Leadership: Departmental	3.62	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured						
Leadership: Faculty	3.30	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured		men		white		
Governance: Trust	3.12	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc					+
Governance: Shared Sense of Purpose	3.08	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc			white		+
Governance: Understanding the Issue at Hand	3.00	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc					+
Governance: Adaptability	3.01	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc				urm	+
Governance: Productivity	3.20	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc	men		white		+
Departmental Collegiality	3.72	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured		women	foc	asian	urm	
Departmental Engagement	3.54	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured			foc		urm	
Departmental Quality	3.56	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀			assoc		foc	asian	urm	+
Appreciation and Recognition	3.28	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc	asian	urm	+

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015
Nature of Work: Research	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5		other	other	Oth	
Nature of Work: Service	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	other	N<5	N<5	other	other	other	Oth	+
Nature of Work: Teaching	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5		other	other		
Facilities and Work Resources	3.64	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA	ECM	N<5	N<5	other		other	Oth	
Personal and Family Policies	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			Bio	VPA		N<5	N<5	other	other	other		+
Health and Retirement Benefits	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Phy		VPA		N<5	N<5	other		other		+
Interdisciplinary Work	2.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA	other	N<5	N<5	Bus	other	other	other	+
Collaboration	3.58	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		N<5	N<5	other	other	other	other	+
Mentoring	3.10	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other		ECM	N<5	N<5	Bus		other	other	
Tenure Policies	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5				N<5	
Tenure Expectations: Clarity	3.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus	Edu	Med	N<5	
Promotion to Full	3.49	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5		Edu	other	N<5	+
Leadership: Senior	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA	ECM	N<5	N<5			other		+
Leadership: Divisional	3.36	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5		other	other		
Leadership: Departmental	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5	other	other	other	Oth	
Leadership: Faculty	3.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶					VPA		N<5	N<5	Bus	other	other	other	
Governance: Trust	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA		N<5	N<5	Bus		other	other	+
Governance: Shared Sense of Purpose	3.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA		N<5	N<5		other	other	other	+
Governance: Understanding the Issue at Hand	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5		other	other	Oth	+
Governance: Adaptability	3.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA		N<5	N<5	Bus	other	other	other	+
Governance: Productivity	3.20	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc			VPA		N<5	N<5	Bus		other	other	+
Departmental Collegiality	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	ECM	N<5	N<5	other	other	other	other	
Departmental Engagement	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	ECM	N<5	N<5		other	other	other	
Departmental Quality	3.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other		other	other	VPA	ECM	N<5	N<5	other	other		+	
Appreciation and Recognition	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	ECM	N<5	N<5	other		other	other	+

Nature of Work › Demographic Analysis

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	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
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insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

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Areas of concern in RED

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	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Nature of Work: Research	3.18													tenured	tenured	assoc		foc		urm	
Time spent on research	3.34														ntt	assoc	women		white	urm	
Expectations for finding external funding	3.00													tenured	tenured	assoc		foc		urm	
Influence over focus of research	4.16													tenured	ntt	assoc		foc	asian	urm	
Quality of grad students to support research	2.99														tenured	assoc	women	foc	asian	urm	
Support for research	2.88													tenured		assoc		foc		urm	+
Support for engaging undergrads in research	3.33													tenured		assoc		foc	asian	urm	
Support for obtaining grants (pre-award)	2.91													tenured	tenured	assoc			white		-
Support for maintaining grants (post-award)	2.93													tenured	tenured	assoc	women	white	white		-
Support for securing grad student assistance	2.79														tenured	assoc	women	foc	asian	urm	
Support for travel to present/conduct research	3.15													tenured	tenured	assoc		foc		urm	+
Availability of course release for research	2.59													pre-ten		assoc	women		white	urm	
Nature of Work: Service	3.33													tenured	tenured	assoc	women		white	urm	+
Time spent on service	3.49														tenured	assoc	women		white	urm	
Support for faculty in leadership roles	2.85													tenured	tenured	assoc	women		white	urm	
Number of committees	3.51													tenured	tenured	assoc	women		white	urm	+
Attractiveness of committees	3.50														tenured	assoc		foc		urm	
Discretion to choose committees	3.51														tenured	assoc	women	foc	asian	urm	+
Equitability of committee assignments	3.05													tenured	tenured	assoc	women		white		
Number of student advisees	3.64													tenured		assoc	women			urm	
Support for being a good advisor	2.89													pre-ten	tenured		women		white	urm	N/A
Equity of the distribution of advising responsibilities	3.01															assoc	women				N/A
Nature of Work: Teaching	3.65														tenured	assoc		foc	asian	urm	
Time spent on teaching	3.84													pre-ten	tenured	assoc		foc	asian	urm	
Number of courses taught	3.73													pre-ten	tenured	assoc	women		white	urm	
Level of courses taught	4.08														tenured	assoc		foc	asian	urm	
Discretion over course content	4.30													tenured				foc	asian		
Number of students in classes taught	3.36													pre-ten						urm	
Quality of students taught	3.32														tenured		men		asian		+
Equitability of distribution of teaching load	3.16															assoc	women	foc	asian	urm	
Quality of grad students to support teaching	3.19														tenured	assoc		foc	asian	urm	
Teaching schedule	3.98													pre-ten	tenured	assoc		foc	asian	urm	N/A
Support for teaching diverse learning styles	3.72														tenured			foc	asian	urm	N/A
Support for assessing student learning	3.80														tenured			foc	asian	urm	N/A
Support for developing online/hybrid courses	3.87													tenured	tenured		men				N/A
Support for teaching online/hybrid courses	3.86													tenured	tenured		men				N/A
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Time spent on outreach	3.65														tenured			foc	asian	urm	
Time spent on administrative tasks	3.09													tenured	tenured				white		

COACHE Aware

Ability to balance teaching/research/service

3.23



tenured

assoc

women

white

white

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Within campus differences
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	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015
Nature of Work: Research	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5		other	other	Oth	
Time spent on research	3.34	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other		other	VPA	other	N<5	N<5		other			
Expectations for finding external funding	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA	other	N<5	N<5		other	other	Oth	
Influence over focus of research	4.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other		other	VPA	ECM	N<5	N<5	other			other	
Quality of grad students to support research	2.99	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA		N<5	N<5		other		other	
Support for research	2.88	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	ECM	N<5	N<5		other	other		+
Support for engaging undergrads in research	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other	other	other	VPA		N<5	N<5	Bus	other	other	Oth	
Support for obtaining grants (pre-award)	2.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA		N<5	N<5		other	other	other	-
Support for maintaining grants (post-award)	2.93	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	other	N<5	N<5			other	other	-
Support for securing grad student assistance	2.79	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5		other			
Support for travel to present/conduct research	3.15	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other		other	VPA		N<5	N<5	other	Edu	other	Oth	+
Availability of course release for research	2.59	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	other	N<5	N<5	Bus	other	other	N<5	
Nature of Work: Service	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	other	N<5	N<5	other	other	other	Oth	+
Time spent on service	3.49	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	other	N<5	N<5	other	other		Oth	
Support for faculty in leadership roles	2.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		N<5	N<5	other	other	other		
Number of committees	3.51	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum				VPA	other	N<5	N<5	other	other		Oth	+
Attractiveness of committees	3.50	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA		N<5	N<5	other	other	other		+
Discretion to choose committees	3.51	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		N<5	N<5	other		other	other	+
Equitability of committee assignments	3.05	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	other	N<5	N<5	other		other	Oth	
Number of student advisees	3.64	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other			N<5	N<5	other		other		
Support for being a good advisor	2.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5	other		other		N/A
Equity of the distribution of advising responsibilities	3.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	other	other	VPA	other	N<5	N<5		Edu	other		N/A
Nature of Work: Teaching	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶				other	VPA	ECM	N<5	N<5		other	other		
Time spent on teaching	3.84	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc		other	VPA	ECM	N<5	N<5		other	other	other	
Number of courses taught	3.73	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	other	N<5	N<5	Bus	other	other	Oth	
Level of courses taught	4.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy	other	VPA	other	N<5	N<5		other	other		
Discretion over course content	4.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	Phy	other		ECM	N<5	N<5		other	Med	Oth	
Number of students in classes taught	3.36	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	Phy	other	VPA	ECM	N<5	N<5		other			
Quality of students taught	3.32	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other	Soc	Phy		other	ECM	N<5	N<5	Bus	other	other		+
Equitability of distribution of teaching load	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other		VPA		N<5	N<5		other		Oth	
Quality of grad students to support teaching	3.19	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other		Phy	other	VPA	ECM	N<5	N<5			Med	Oth	
Teaching schedule	3.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other		other		VPA		N<5	N<5			other	Oth	N/A
Support for teaching diverse learning styles	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other		Phy		VPA	ECM	N<5	N<5		other	other	other	N/A
Support for assessing student learning	3.80	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other		Phy	Bio	other	ECM	N<5	N<5	other	other	other	Oth	N/A
Support for developing online/hybrid courses	3.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Phy	other	VPA	ECM	N<5	N<5			other	Oth	N/A
Support for teaching online/hybrid courses	3.86	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Phy			ECM	N<5	N<5		other	Oth	N/A	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Time spent on outreach	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5	other	other	Med	other	
Time spent on administrative tasks	3.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Phy		VPA	ECM	N<5	N<5	other	other	other	other	
Ability to balance teaching/research/service	3.23	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	other	N<5	N<5		other		other	

Resources and Support › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015	
Facilities and Work Resources	3.64	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶		tenured			foc	asian	urm		
Support for improving teaching	3.69	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured		men	foc	asian		+	
Office	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶						white	urm		
Laboratory, research, studio space	3.17	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women	foc		urm		
Equipment	3.52	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured			foc	asian	urm	+	
Classrooms	3.51	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶			assoc	women					
Library resources	4.01	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	men	foc	asian	urm		
Computing and technical support	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	full		foc	asian	urm		
Clerical/administrative support	3.61	▶◀	◀▶	▶◀	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured			foc	asian	urm	+	
Personal and Family Policies	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc		urm	+	
Right balance between professional/personal	3.22	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women					
Inst. supports family/career compatibility	3.11	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		women	foc		urm	+	
Housing benefits	2.40	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶		tenured	assoc				urm	+	
Tuition waivers, remission, or exchange	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc	asian	urm	+	
Spousal/partner hiring program	3.00	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	pre-ten	tenured	assoc	men	foc	asian	urm	+	
Childcare	2.80	▶◀	▶◀	▶◀	◀▶	▶◀	◀▶	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured	assoc	women		asian		+	
Eldercare	2.97	▶◀	◀▶	▶◀	◀▶	▶◀	◀▶	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured	assoc	women				+	
Family medical/parental leave	3.53	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	men				+	
Flexible workload/modified duties	3.62	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	asian	urm	+	
Stop-the-clock policies	3.60	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	N<5	N<5	N<5	men		asian		+	
Commuter benefits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Parking benefits	2.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc		white	white	urm	N/A	
Health and Retirement Benefits	3.74	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured		men				+	
Health benefits for yourself	4.01	▶◀	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured		men	foc	asian	urm	+	
Health benefits for family	3.94	▶◀	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	tenured	tenured		men	foc		urm	+	
Retirement benefits	3.44	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men				+	
Phased retirement options	3.31	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	foc		urm		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Salary	3.12	▶◀	▶◀	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	◀▶	◀▶	◀▶			assoc		foc	asian	urm	+	

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med (.3) lg (.5)

	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015	
Facilities and Work Resources	3.64	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA	ECM	N<5	N<5	other		other	Oth		
Support for improving teaching	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other		other	VPA	ECM	N<5	N<5	Bus	other	other	Oth	+	
Office	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	other		N<5	N<5	other	other	other	Oth		
Laboratory, research, studio space	3.17	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	ECM	N<5	N<5	other		other	N<5		
Equipment	3.52	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other		other	VPA	ECM	N<5	N<5	other		other		+	
Classrooms	3.51	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			Bio	VPA		N<5	N<5	other		other	other		
Library resources	4.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			Bio	VPA	ECM	N<5	N<5	other	other	other			
Computing and technical support	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy	Bio	VPA		N<5	N<5	other	other	other	other		
Clerical/administrative support	3.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other	other	Phy	other			ECM	N<5	N<5	Bus	Edu	other	Oth	+
Personal and Family Policies	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			Bio	VPA		N<5	N<5	other	other	other		+	
Right balance between professional/personal	3.22	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5	other	other	other	other		
Inst. supports family/career compatibility	3.11	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum				VPA		N<5	N<5	other	other	other	Oth	+	
Housing benefits	2.40	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	Bio	VPA	other	N<5	N<5	other	other	other	N<5	+	
Tuition waivers, remission, or exchange	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	Phy	Bio	VPA		N<5	N<5	other	other	other	other	+	
Spousal/partner hiring program	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other	other	Bio			N<5	N<5	other	other	other	N<5	+	
Childcare	2.80	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy	other	other	other	N<5	N<5	other	other	Med	N<5	+	
Eldercare	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy		VPA	other	N<5	N<5	other	other	other	N<5	+	
Family medical/parental leave	3.53	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other		Bio	VPA		N<5	N<5	other	other	other	N<5	+	
Flexible workload/modified duties	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other	other	other	VPA		N<5	N<5	other	other	other	N<5	+	
Stop-the-clock policies	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other		N<5	ECM	N<5	N<5		other	N<5	N<5	+	
Commuter benefits	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Parking benefits	2.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		Bio	VPA	other	N<5	N<5	other	Edu	other	Oth	N/A	
Health and Retirement Benefits	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Phy		VPA		N<5	N<5	other	other	other		+	
Health benefits for yourself	4.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	Phy	other			ECM	N<5	N<5	other	other	other	+	
Health benefits for family	3.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶					VPA		N<5	N<5	other	Edu	other	N<5	+	
Retirement benefits	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy	Bio	VPA	other	N<5	N<5	other	other	other	Oth	+	
Phased retirement options	3.31	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	other	Soc	Phy		VPA		N<5	N<5		other	other	N<5		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Salary	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA	other	N<5	N<5	other		other	other	+	

Interdisciplinary Work, Collaboration, and Mentoring › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
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insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Interdisciplinary Work	2.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured	assoc		white		+
Budgets encourage interdiscip. work	2.68	◀▶	▶	◀▶	◀▶	▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women		white		
Facilities conducive to interdiscip. work	2.80	◀▶	▶	◀▶	◀▶	▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured	assoc	women	white		+
Interdiscip. work is rewarded in merit	2.65	◀▶	◀▶	▶	◀▶	▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶			tenured	assoc		white		
Interdiscip. work is rewarded in promotion	2.72	◀▶	◀▶	N<5	◀▶	▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	tenured	assoc	men		white	urm	+
Interdiscip. work is rewarded in tenure	2.58	▶	N<5	▶	N<5	N<5	N<5	▶	◀▶	◀▶	▶	▶	▶	N<5	N<5	N<5		foc		urm	-
Dept. knows how to evaluate interdiscip. work	2.68	▶	▶	▶	◀▶	▶	▶	▶	◀▶	◀▶	▶	▶	▶			tenured	assoc		white	urm	
Collaboration	3.58	▶	▶	▶	◀▶	▶	▶	▶	▶	▶	▶	▶	▶			assoc	women	foc		urm	+
Opportunities for collab. within dept	3.71	▶	▶	▶	◀▶	▶	▶	▶	◀▶	◀▶	▶	▶	▶			assoc	women	foc		urm	
Opportunities for collab. outside inst	3.58	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		ntt	assoc	women		white	urm	+
Opportunities for collab. outside dept	3.46	◀▶	◀▶	◀▶	◀▶	▶	▶	▶	◀▶	◀▶	▶	▶	▶			assoc				urm	+
Mentoring	3.10	▶	▶	▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	▶	▶	▶	tenured	tenured	assoc		foc		urm	
Effectiveness of mentoring within dept.	3.67	▶	▶	▶	▶	▶	▶	▶	◀▶	◀▶	▶	▶	▶	pre-ten	tenured	assoc			white	urm	
Effectiveness of mentoring outside dept.	3.64	◀▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten		assoc	men				
Mentoring of pre-tenure faculty in dept	3.13	▶	▶	▶	N<5	◀▶	◀▶	▶	▶	▶	▶	▶	▶	pre-ten	N<5	assoc	women	foc	asian	urm	
Mentoring of tenured associate profs in dept	2.38	▶	▶	N<5	N<5	▶	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	assoc	women	foc		urm	
Support for faculty to be good mentors	2.53	◀▶	▶	N<5	◀▶	◀▶	◀▶	▶	◀▶	◀▶	▶	▶	▶	N<5	tenured	assoc	women	foc		urm	+
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Interdiscip. work is rewarded in reappointment	2.78	◀▶	N<5	N<5	◀▶	N<5	▶	▶	▶	▶	▶	N<5	▶	N<5	N<5	N<5	men	foc	N<5	urm	+
Being a mentor is fulfilling	4.20	▶	▶	N<5	◀▶	◀▶	◀▶	▶	◀▶	◀▶	▶	▶	▶	N<5		assoc	men				
Effectiveness of mentoring outside the inst.	3.98	▶	▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	▶	▶	tenured	ntt	full	men	foc		urm	+
Mentoring of NTT faculty in dept	2.58	◀▶	N<5	N<5	◀▶	N<5	▶	▶	◀▶	◀▶	▶	N<5	▶	N<5	N<5	N<5		foc	N<5	urm	
Interest in interdisciplinary work	3.66	◀▶	◀▶	▶	◀▶	▶	▶	▶	◀▶	◀▶	▶	▶	▶	tenured		assoc	men	white		white	N/A

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015
Interdisciplinary Work	2.74	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other		VPA	other	N<5	N<5	Bus	other	other		+
Budgets encourage interdiscip. work	2.68	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA	other	N<5	N<5			other	other	
Facilities conducive to interdiscip. work	2.80	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other	Bio	VPA	other	N<5	N<5	Bus	other	other	other	+
Interdiscip. work is rewarded in merit	2.65	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other		VPA	other	N<5	N<5	Bus	other	other	other	
Interdiscip. work is rewarded in promotion	2.72	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other	Bio	VPA		N<5	N<5		other	other	other	+
Interdiscip. work is rewarded in tenure	2.58	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	Soc	other	other	other	ECM	N<5	N<5	Bus	other	other	N<5	-
Dept. knows how to evaluate interdiscip. work	2.68	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other		VPA	other	N<5	N<5	Bus	other	other	Oth	
Collaboration	3.58	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA	other	N<5	N<5	other	other	other	other	+
Opportunities for collab. within dept	3.71	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA		N<5	N<5	other	other	other	other	
Opportunities for collab. outside inst	3.58	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA		N<5	N<5	other	other		other	+
Opportunities for collab. outside dept	3.46	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA		N<5	N<5		other	other	other	+
Mentoring	3.10	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			other	other		ECM	N<5	N<5	Bus		other	other	
Effectiveness of mentoring within dept.	3.67	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶		Soc	other	other			N<5	N<5	Bus	other	other	other	
Effectiveness of mentoring outside dept.	3.64	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	other			other		ECM	N<5	N<5	Bus	other		other	
Mentoring of pre-tenure faculty in dept	3.13	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5		other	other	other		ECM	N<5	N<5	Bus	Edu	other	N<5	
Mentoring of tenured associate profs in dept	2.38	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum				VPA		N<5	N<5		Edu	other	N<5	
Support for faculty to be good mentors	2.53	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶	other		other	other	VPA		N<5	N<5	Bus	Edu		other	+
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Interdiscip. work is rewarded in reappointment	2.78	◀▶	▶	▶	▶	N<5	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum			N<5	VPA		N<5	N<5	other	other	other	N<5	+
Being a mentor is fulfilling	4.20	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			Phy	other	VPA	other	N<5	N<5	other	other	Med	other	
Effectiveness of mentoring outside the inst.	3.98	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶		other	other		other	ECM	N<5	N<5	Bus	other	other	Oth	+
Mentoring of NTT faculty in dept	2.58	◀▶	▶	▶	▶	N<5	▶	▶	N<5	N<5	▶	▶	▶	▶		Soc	N<5	other	VPA	ECM	N<5	N<5			other	other	
Interest in interdisciplinary work	3.66	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			other				N<5	N<5	Bus		other	other	N/A

Tenure and Promotion › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

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	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
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insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



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sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Tenure Policies	3.72	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A			white	urm	
Clarity of tenure process	3.98	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A			white		+
Clarity of tenure criteria	3.94	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A			white	urm	+
Clarity of tenure standards	3.54	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A			white	urm	
Clarity of body of evidence for deciding tenure	3.75	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	men		white	urm	-
Clarity of whether I will achieve tenure	3.74	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A		foc		urm	
Clarity of tenure process in department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Consistency of messages about tenure	3.34	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	men	white	white		
Tenure decisions are performance-based	3.80	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A		foc	asian	urm	
Tenure Expectations: Clarity	3.55	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A		white	white	urm	
Clarity of expectations: Scholar	4.03	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A			white	urm	
Clarity of expectations: Teacher	4.11	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	men		white	urm	
Clarity of expectations: Advisor	3.58	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	women	white	white		
Clarity of expectations: Colleague	3.31	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A		white	white		
Clarity of expectations: Campus citizen	3.09	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	men		white	urm	-
Clarity of expectations: Broader community	3.08	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	men	white	white		-
Promotion to Full	3.49	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc		urm	+
Dept. culture encourages promotion	3.30	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc	white	urm	+
Reasonable expectations: Promotion	3.33	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc		foc		urm	+
Clarity of promotion process	3.71	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc		urm	
Clarity of promotion criteria	3.72	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc	asian	urm	
Clarity of promotion standards	3.55	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc		urm	
Clarity of body of evidence for promotion	3.72	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc	white	urm	
Clarity of time frame for promotion	3.25	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women		white	urm	
Clarity of whether I will be promoted	2.87	◀	◀	N/A	N/A	N<5	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	N<5	women	foc	asian	urm	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

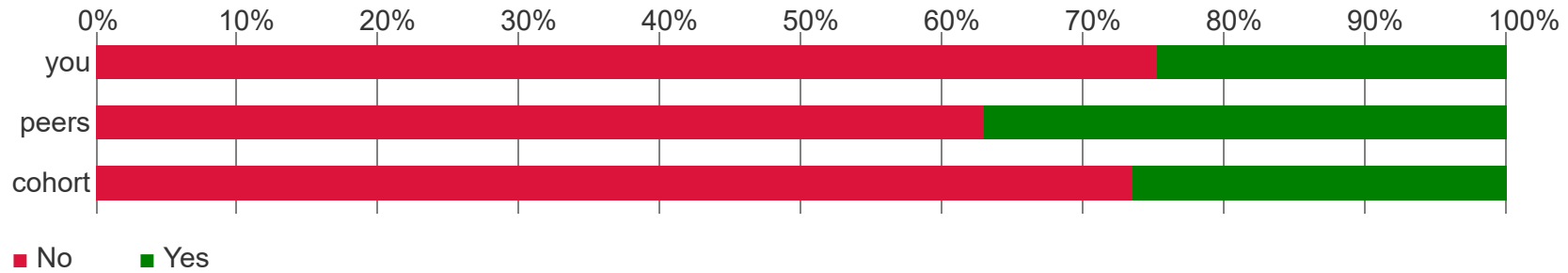
Within campus differences
sm (.1) med. (.3) lg. (.5)

	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015	
Tenure Policies	3.72	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5					N<5	
Clarity of tenure process	3.98	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5		Edu			N<5	+
Clarity of tenure criteria	3.94	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA		N<5	N<5		Edu	other		N<5	+
Clarity of tenure standards	3.54	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5		Edu	other		N<5	
Clarity of body of evidence for deciding tenure	3.75	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5				Med	N<5	-
Clarity of whether I will achieve tenure	3.74	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5		other	Med		N<5	
Clarity of tenure process in department	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Consistency of messages about tenure	3.34	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	ECM	N<5	N<5	other	Edu			N<5	
Tenure decisions are performance-based	3.80	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus		other		N<5	
Tenure Expectations: Clarity	3.55	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus	Edu	Med		N<5	
Clarity of expectations: Scholar	4.03	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA		N<5	N<5		Edu	Med		N<5	
Clarity of expectations: Teacher	4.11	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus		Med		N<5	
Clarity of expectations: Advisor	3.58	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus	Edu	Med		N<5	
Clarity of expectations: Colleague	3.31	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5		Edu			N<5	
Clarity of expectations: Campus citizen	3.09	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other			N<5	N<5		Edu	Med		N<5	-
Clarity of expectations: Broader community	3.08	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	other	ECM	N<5	N<5	Bus		Med		N<5	-
Promotion to Full	3.49	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5		Edu	other		N<5	+
Dept. culture encourages promotion	3.30	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus		other		N<5	+
Reasonable expectations: Promotion	3.33	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	other				VPA		N<5	N<5	Bus	other	other		N<5	+
Clarity of promotion process	3.71	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other		VPA	other	N<5	N<5	other	Edu	other		N<5	
Clarity of promotion criteria	3.72	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other		VPA	other	N<5	N<5	other	Edu	other		N<5	
Clarity of promotion standards	3.55	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	Phy		VPA	other	N<5	N<5		Edu	other		N<5	
Clarity of body of evidence for promotion	3.72	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	other	other	other		VPA	other	N<5	N<5		Edu	other		N<5	
Clarity of time frame for promotion	3.25	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5	Hum	other	other	other	VPA	other	N<5	N<5	Bus	Edu	other		N<5	
Clarity of whether I will be promoted	2.87	◀▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	N<5		other		other	VPA	other	N<5	N<5	other	other	other		N<5	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Tenure and Promotion › Additional Analysis

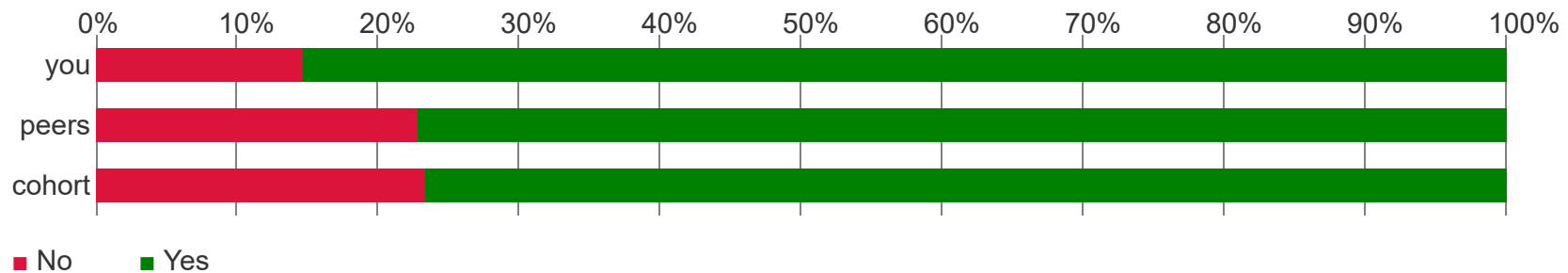
Formal feedback on promotion to full

Have you received formal feedback on your progress toward promotion to full professor?



Formal feedback on progress toward tenure

Have you received formal feedback on your progress toward tenure?



Institutional Leadership › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Leadership: Senior	3.44	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc		foc	asian	urm	+
Pres/Chancellor: Pace of decision making	3.46	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc					+
Pres/Chancellor: Stated priorities	3.49	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc	men	foc	asian	urm	+
Pres/Chancellor: Communication of priorities	3.47	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc	men	foc	asian	urm	+
CAO: Pace of decision making	3.42	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc	women			urm	+
CAO: Stated priorities	3.44	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc					+
CAO: Communication of priorities	3.43	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc				urm	+
CAO: Ensuring faculty input	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leadership: Divisional	3.36	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc		foc	asian	urm	
Dean: Pace of decision making	3.43	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc		foc	asian	urm	
Dean: Stated priorities	3.43	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc					+
Dean: Communication of priorities	3.42	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc					
Dean: Ensuring faculty input	3.19	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc		foc	asian	urm	
Leadership: Departmental	3.62	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured						
Head/Chair: Pace of decision making	3.63	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured						
Head/Chair: Stated priorities	3.54	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured						
Head/Chair: Communication of priorities	3.58	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	full					
Head/Chair: Ensuring faculty input	3.54	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured						
Head/Chair: Fairness in evaluating work	3.81	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured			foc	asian	urm	
Leadership: Faculty	3.30	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured		men		white		
Faculty leaders: Pace of decision making	3.21	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured				white		
Faculty leaders: Stated priorities	3.30	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured				white		
Faculty leaders: Communication of priorities	3.33	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured		men		white		
Faculty leaders: Ensuring faculty input	3.36	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured		men				
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Priorities are stated consistently	3.43	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲		tenured	assoc		foc		urm	+
Priorities are acted on consistently	3.08	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc			white	urm	+
Changed priorities negatively affect my work	3.02	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	tenured	tenured	assoc		white		white	+
CAO: Support in adapting to change	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Visible leadership for support of diversity	3.88	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲	▲		tenured	assoc		foc	asian	urm	+

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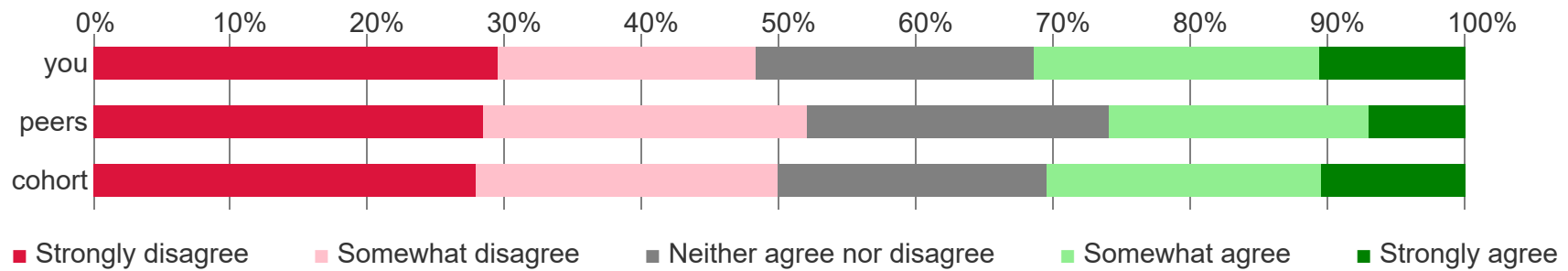
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015	
Leadership: Senior	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA	ECM	N<5	N<5			other		+	
Pres/Chancellor: Pace of decision making	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other		VPA	ECM	N<5	N<5			other		+	
Pres/Chancellor: Stated priorities	3.49	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other		VPA	ECM	N<5	N<5		other	other		+	
Pres/Chancellor: Communication of priorities	3.47	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA	ECM	N<5	N<5			other		+	
CAO: Pace of decision making	3.42	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5			other		+	
CAO: Stated priorities	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other			N<5	N<5			other		+	
CAO: Communication of priorities	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA	other	N<5	N<5			other		+	
CAO: Ensuring faculty input	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Leadership: Divisional	3.36	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5			other	other		
Dean: Pace of decision making	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5			other	other		
Dean: Stated priorities	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA		N<5	N<5			other	other	other	
Dean: Communication of priorities	3.42	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5	other		other		Oth	
Dean: Ensuring faculty input	3.19	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA		N<5	N<5			other	other	Oth	
Leadership: Departmental	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5	other	other	other	Oth		
Head/Chair: Pace of decision making	3.63	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	ECM	N<5	N<5	other	other	other	Oth		
Head/Chair: Stated priorities	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	ECM	N<5	N<5		other	other	Oth		
Head/Chair: Communication of priorities	3.58	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other		VPA	ECM	N<5	N<5	other	other		Oth		
Head/Chair: Ensuring faculty input	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5	other	other	other	Oth		
Head/Chair: Fairness in evaluating work	3.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5	other	other	other	Oth		
Leadership: Faculty	3.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶					VPA		N<5	N<5	Bus	other	other	other		
Faculty leaders: Pace of decision making	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	Phy		VPA		N<5	N<5	Bus	other	other	other		
Faculty leaders: Stated priorities	3.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶					VPA		N<5	N<5	Bus	other	other	other		
Faculty leaders: Communication of priorities	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶				other	VPA		N<5	N<5	Bus	other	other	other		
Faculty leaders: Ensuring faculty input	3.36	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶					VPA		N<5	N<5	Bus	other	other	other		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Priorities are stated consistently	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5	Bus	other	other	Oth	+	
Priorities are acted on consistently	3.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	other	other	VPA		N<5	N<5			other	other	Oth	+
Changed priorities negatively affect my work	3.02	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	other	other	VPA	ECM	N<5	N<5	other		other	other	+	
CAO: Support in adapting to change	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Visible leadership for support of diversity	3.88	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		N<5	N<5			other	other	+	

Institutional Leadership › Additional Analysis

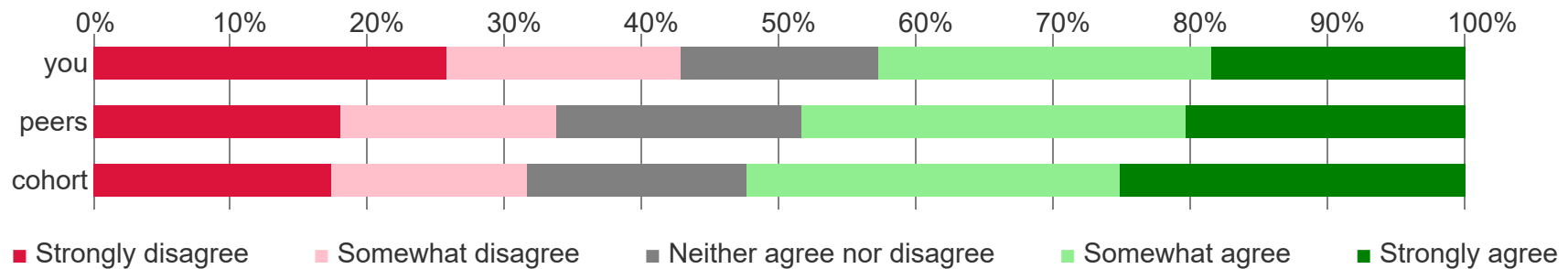
Support for faculty affected negatively by changed priorities

Faculty were asked if, in the past five years, changes in institutional priorities had a negative impact on their work. **34.2% of faculty at your institution** agreed with this statement. In comparison, **32.7% of faculty at your selected comparison institutions** and **41.8% of faculty in the cohort** agreed with that statement. As a follow up, faculty were asked to rate their level of satisfaction or dissatisfaction with the support they received from their deans as well as their department head/chair, in adjusting to those changing priorities. The bar charts below summarize the responses to those items in the survey.

In adapting to the changing mission, I have received sufficient support from: My dean or division head



In adapting to the changing mission, I have received sufficient support from: My department head or chair



Shared Governance › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Governance: Trust	3.12	◀▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
I understand how to voice opinions about policies	3.07	◀▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	pre-ten		assoc					+
Clear rules about the roles of faculty and administration	3.24	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Faculty and admin follow rules of engagement	3.31	◀▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured				asian		+
Faculty and admin have an open system of communication	3.05	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Faculty and admin discuss difficult issues in good faith	3.14	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Governance: Shared Sense of Purpose	3.08	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc				white	+
Important decisions are not made until there is consensus	2.74	◀▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc				white	+
Admin ensures sufficient time for faculty input	2.98	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc				white	+
Faculty and admin respectfully consider the other's view	3.13	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Faculty and admin have a shared sense of responsibility	3.42	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc		foc	asian	urm	+
Governance: Understanding the Issue at Hand	3.00	◀▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Faculty governance structures offer opportunities for input	2.99	◀▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc				urm	+
Admin communicate rationale for important decisions	3.07	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Faculty and admin have equal say in decisions	2.78	◀▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc				white	+
Faculty and admin define decision criteria together	3.16	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Governance: Adaptability	3.01	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc				urm	+
Shared governance holds up in unusual circumstances	2.95	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc	men		white		+
Institution regularly reviews effectiveness of governance	2.91	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc					+
Institution cultivates new faculty leaders	3.18	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶			assoc		foc		urm	+
Governance: Productivity	3.20	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc	men		white		+
Overall effectiveness of shared governance	3.17	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured		men	white	white		+
My committees make measureable progress towards goals	3.40	▶	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc	men				+
Public recognition of progress	3.09	▶	▶	▶	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc	men				+

COACHE Aware

	Your results compared to PEERS ◀ Your results compared to COHORT ▶														Areas of strength in GREEN Areas of concern in RED														Within campus differences sm (.1) med. (.3) lrg. (.5)										
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015												
Governance: Trust	3.12	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		other		VPA		N<5	N<5	Bus		other	Oth	+												
I understand how to voice opinions about policies	3.07	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			other	Bio	VPA	ECM	N<5	N<5			other	other	+												
Clear rules about the roles of faculty and administration	3.24	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	VPA		N<5	N<5	Bus	Edu	other	Oth	+												
Faculty and admin follow rules of engagement	3.31	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy	other			N<5	N<5	Bus	other	other	Oth	+												
Faculty and admin have an open system of communication	3.05	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	VPA	other	N<5	N<5	Bus	other	other	Oth	+												
Faculty and admin discuss difficult issues in good faith	3.14	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	VPA		N<5	N<5	Bus	other	other	Oth	+												
Governance: Shared Sense of Purpose	3.08	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc		other	VPA		N<5	N<5		other	other	Oth	+												
Important decisions are not made until there is consensus	2.74	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc	Phy		VPA	other	N<5	N<5	other	other	other	Oth	+												
Admin ensures sufficient time for faculty input	2.98	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	VPA		N<5	N<5			other	Oth	+												
Faculty and admin respectfully consider the other's view	3.13	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc	Phy	other	VPA		N<5	N<5	Bus	other	other	Oth	+												
Faculty and admin have a shared sense of responsibility	3.42	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc		other	VPA		N<5	N<5		other	other	Oth	+												
Governance: Understanding the Issue at Hand	3.00	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	VPA		N<5	N<5		other	other	Oth	+												
Faculty governance structures offer opportunities for input	2.99	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀					VPA	ECM	N<5	N<5			other	other	+												
Admin communicate rationale for important decisions	3.07	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy		VPA		N<5	N<5			other	Oth	+												
Faculty and admin have equal say in decisions	2.78	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		Phy	other	VPA	other	N<5	N<5		other	other	Oth	+												
Faculty and admin define decision criteria together	3.16	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		Phy	other			N<5	N<5	Bus	other	other	Oth	+												
Governance: Adaptability	3.01	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		other		VPA		N<5	N<5	Bus	other	other	other	+												
Shared governance holds up in unusual circumstances	2.95	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy		VPA		N<5	N<5	Bus		other	other	+												
Institution regularly reviews effectiveness of governance	2.91	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		Phy		VPA		N<5	N<5		other	other	other	+												
Institution cultivates new faculty leaders	3.18	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		other		VPA	ECM	N<5	N<5	Bus	other	other	Oth	+												
Governance: Productivity	3.20	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc			VPA		N<5	N<5	Bus		other	other	+												
Overall effectiveness of shared governance	3.17	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	Phy	other	VPA	ECM	N<5	N<5	Bus	other	other	other	+												
My committees make measureable progress towards goals	3.40	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		other	other		VPA		N<5	N<5	Bus	Edu	other	Oth	+												
Public recognition of progress	3.09	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀					VPA	other	N<5	N<5			other		+												

Departmental Engagement, Quality, and Collegiality › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015	
Departmental Collegiality	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		women	foc	asian	urm		
Colleagues support work/life balance	3.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		women	foc	asian	urm		
Meeting times compatible with personal needs	3.96	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	full		foc	asian	urm		
Amount of personal interaction w/Pre-tenure	3.68	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		women	foc	asian	urm		
How well you fit	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm		
Amount of personal interaction w/Tenured	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc		foc	asian	urm		
Colleagues pitch in when needed	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured			foc	asian	urm		
Department is collegial	3.78	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		women	foc	asian	urm		
Colleagues committed to diversity/inclusion	3.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶		tenured	assoc	women	foc	asian	urm		
Departmental Engagement	3.54	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured			foc	asian	urm		
Discussions of undergrad student learning	3.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶		tenured		men	foc	asian	urm		
Discussions of grad student learning	3.45	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶	pre-ten	ntt	assoc		foc	white	urm		
Discussions of effective teaching practices	3.62	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶		tenured		men	foc	asian	urm		
Discussions of effective use of technology	3.39	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured			foc	asian	urm		
Discussions of current research methods	3.30	▶◀	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶		ntt	assoc			white	urm		
Amount of professional interaction w/Pre-tenure	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured			women	foc	asian	urm		
Amount of professional interaction w/Tenured	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc		foc	asian	urm		
Departmental Quality	3.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc		foc	asian	urm	+	
Intellectual vitality of tenured faculty	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm	+	
Intellectual vitality of pre-tenure faculty	4.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured				foc	asian	urm		
Scholarly productivity of tenured faculty	3.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	pre-ten		assoc		foc	asian	urm		
Scholarly productivity of pre-tenure faculty	3.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	tenured		full		foc	asian	urm	+	
Teaching effectiveness of tenured faculty	3.53	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	men	foc	asian	urm		
Teaching effectiveness of pre-tenure faculty	3.83	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt		men	foc	asian	urm		
Dept. is successful at faculty recruitment	3.62	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5		assoc		foc	asian	urm	+	
Dept. is successful at faculty retention	3.37	◀▶	◀▶	N<5	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	N<5		assoc		foc	asian	urm	+	
Dept. addresses sub-standard performance	2.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶						white	urm		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Intellectual vitality of NTT faculty	3.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	foc	asian	urm	+	
Scholarly productivity of NTT faculty	3.57	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		men	foc	asian	urm	+	
Teaching effectiveness of NTT faculty	3.92	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured			foc	asian	urm		
Amount of professional interaction w/NTT	3.78	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm	+	
Amount of personal interaction w/NTT	3.73	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	tenured	tenured			foc	asian	urm	+	
Recruiting part-time faculty	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managing part-time faculty	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med (.3) lrg (.5)

	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015	
Departmental Collegiality	3.72	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA	ECM	N<5	N<5	other	other	other	other		
Colleagues support work/life balance	3.55	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA	ECM	N<5	N<5	other	other	other	other		
Meeting times compatible with personal needs	3.96	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	other	other	other	VPA	ECM	N<5	N<5	other	other	other	other		
Amount of personal interaction w/Pre-tenure	3.68	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA	ECM	N<5	N<5	other	other	other	N<5		
How well you fit	3.60	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA		N<5	N<5	other		other	other		
Amount of personal interaction w/Tenured	3.60	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA		N<5	N<5	other		other	other		
Colleagues pitch in when needed	3.62	◀	▶	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶		Soc		other	VPA	ECM	N<5	N<5	other	other	other	other		
Department is collegial	3.78	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶		Soc	other	other	VPA	ECM	N<5	N<5	other	other	other	other		
Colleagues committed to diversity/inclusion	3.92	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶		Soc	other	other	VPA	ECM	N<5	N<5	other	other	other	other		
Departmental Engagement	3.54	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA	ECM	N<5	N<5		other	other	other		
Discussions of undergrad student learning	3.61	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		other	other	other	ECM	N<5	N<5	other	Edu	Med	other		
Discussions of grad student learning	3.45	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	other	other	other		ECM	N<5	N<5	Bus	other	other	Oth		
Discussions of effective teaching practices	3.62	▶	▶	▶	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other	Soc	other	other	VPA	ECM	N<5	N<5	other	other	other	other		
Discussions of effective use of technology	3.39	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶		Soc	other	other		ECM	N<5	N<5	Bus		other	other		
Discussions of current research methods	3.30	▶	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA		N<5	N<5	other	other	other	other		
Amount of professional interaction w/Pre-tenure	3.74	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA	ECM	N<5	N<5	other	other	other	N<5		
Amount of professional interaction w/Tenured	3.62	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	Soc	other	other	VPA		N<5	N<5	other	other	other	other		
Departmental Quality	3.56	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		other	other	VPA	ECM	N<5	N<5	other	other			+	
Intellectual vitality of tenured faculty	3.54	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other	Soc	other	other	VPA		N<5	N<5	other	other		N<5	+	
Intellectual vitality of pre-tenure faculty	4.01	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other	Soc	other	other	VPA		N<5	N<5				N<5		
Scholarly productivity of tenured faculty	3.56	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		other	other	VPA		N<5	N<5		other		N<5		
Scholarly productivity of pre-tenure faculty	3.98	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶			other	other	VPA	ECM	N<5	N<5				N<5	+	
Teaching effectiveness of tenured faculty	3.53	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		Phy	other	VPA	ECM	N<5	N<5	other	other		N<5		
Teaching effectiveness of pre-tenure faculty	3.83	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		Phy	other	VPA	ECM	N<5	N<5		other	other	N<5		
Dept. is successful at faculty recruitment	3.62	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		other	other	VPA		N<5	N<5	other	other	Med	other	+	
Dept. is successful at faculty retention	3.37	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum	other	other	other	VPA	ECM	N<5	N<5	other	other		Oth	+	
Dept. addresses sub-standard performance	2.55	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other	Soc	other	other	VPA		N<5	N<5	other	other	other			
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Intellectual vitality of NTT faculty	3.71	◀	▶	▶	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		Phy	other	VPA	ECM	N<5	N<5	Bus		other	other	+	
Scholarly productivity of NTT faculty	3.57	◀	▶	▶	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other		Phy	other	VPA		N<5	N<5	Bus	other	other	other	+	
Teaching effectiveness of NTT faculty	3.92	◀	◀	◀	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	other	other	Phy	other	VPA	ECM	N<5	N<5		other	other	other		
Amount of professional interaction w/NTT	3.78	◀	▶	▶	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA	ECM	N<5	N<5		other	other	other	+	
Amount of personal interaction w/NTT	3.73	◀	▶	▶	▶	▶	◀	◀	N<5	N<5	▶	▶	▶	▶	Hum		other	other	VPA	ECM	N<5	N<5	other		other	other	+	
Recruiting part-time faculty	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Managing part-time faculty	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Appreciation and Recognition › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: **small** effects appear as text only, **moderate** effects are shaded yellow, and **large** effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Appreciation and Recognition	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	asian	urm	+
Recognition: For teaching	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm	
Recognition: For advising	3.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc		urm	
Recognition: For scholarship	3.31	◀▶	◀▶	◀▶	◀▶	▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc		foc	asian	urm	+
Recognition: For service	3.11	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc		urm	
Recognition: For outreach	3.13	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	asian	urm	+
Recognition: From colleagues	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured			foc		urm	
Recognition: From CAO	2.90	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	N<5	N<5	assoc	women		white	urm	+
Recognition: From Dean	3.06	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women			urm	
Recognition: From Head/Chair	3.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				asian		
School/college is valued by Pres/Provost	3.34	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc		urm	+
Dept. is valued by Pres/Provost	3.06	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc		urm	+
CAO cares about faculty of my rank	3.07	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	women			urm	+

COACHE Aware

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lg. (.5)

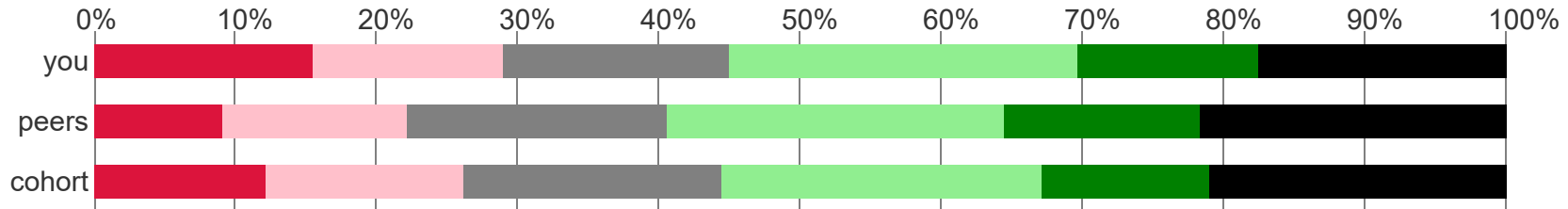
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2015
Appreciation and Recognition	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	ECM	N<5	N<5	other		other	other	+
Recognition: For teaching	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Phy	other	VPA	ECM	N<5	N<5	other		other	other	
Recognition: For advising	3.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA	ECM	N<5	N<5	other		other	Oth	
Recognition: For scholarship	3.31	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5	other	other		other	+
Recognition: For service	3.11	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other	other	VPA		N<5	N<5	other				
Recognition: For outreach	3.13	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA	ECM	N<5	N<5	other	other	other	N<5	+
Recognition: From colleagues	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	other	other	VPA		N<5	N<5	other	other	other	other	
Recognition: From CAO	2.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy	other	VPA	other	N<5	N<5		other	other	N<5	+
Recognition: From Dean	3.06	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum		Phy	other	VPA	other	N<5	N<5		other	other	N<5	
Recognition: From Head/Chair	3.56	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	VPA	ECM	N<5	N<5	other	other	Med		
School/college is valued by Pres/Provost	3.34	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other	other	other	VPA	other	N<5	N<5		Edu	other	N<5	+
Dept. is valued by Pres/Provost	3.06	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	other	other	other	VPA	other	N<5	N<5	Bus	Edu	other	N<5	+
CAO cares about faculty of my rank	3.07	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		N<5	N<5		other	other	Oth	+

CAO cares about faculty of my rank

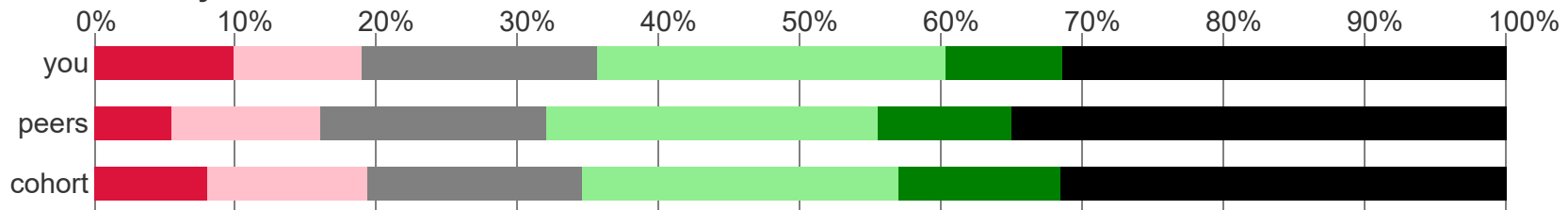
The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- I don't know

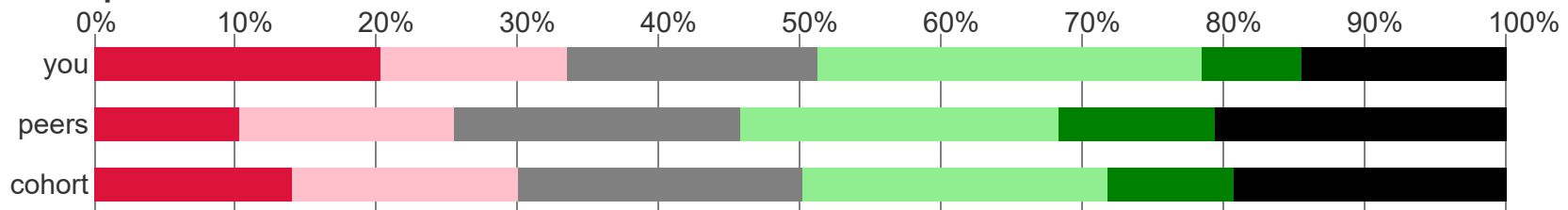
overall



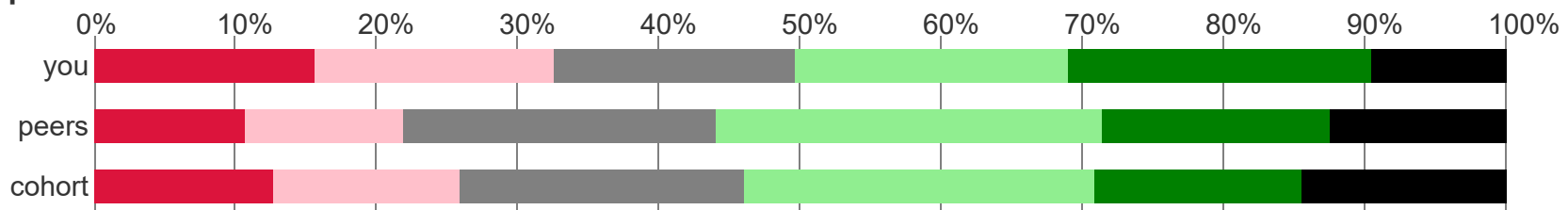
pre-tenure faculty



associate professors



full professors



Retention and Negotiation › Demographic Analysis

COACHE Dashboard Guide

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	full	women		
Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A			+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	N<5	N/A	N/A	men		



What do these triangles mean?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶ Top 30%
- 3rd or 4th ◀▶ Middle 40%
- 5th or 6th ◀▶ Bottom 30%

insufficient data for reporting ◀



And these results?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: small effects appear as text only, moderate effects are shaded yellow, and large effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2015
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
How serious was consideration of outside offer?	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc		white	white		N/A
Counteroffer satisfaction	3.29	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc			asian	white	N/A
Outside offers are NOT necessary in negotiations	2.47	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	tenured	assoc	men	white	white		

Retention and Negotiation › Disciplinary Analysis

COACHE Dashboard Guide

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These columns compare your campus groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

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Interdisciplinary work	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	assoc	women	white	
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
Mentoring	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc		foc	
Tenure policies	3.64	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	N<5	N/A	N/A		+
Tenure clarity	3.33	◀▶	N/A	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	N<5	N/A	N/A	men	



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 These symbols represent results that fit COACHE's criteria for "areas of strength" (in green) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:
 1st or 2nd ◀▶▶ Top 30%
 3rd or 4th ◀▶ Middle 40%
 5th or 6th ◀▶ Bottom 30%
 insufficient data for reporting ◀



And these results?
 Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: small effects appear as text only, moderate effects are shaded yellow, and large effects are shaded orange. Trivial differences remain blank. Change over time appears as +/-.

women
 This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

	Your results compared to PEERS ◀		Your results compared to COHORT ▶													Within campus differences										2015		
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other		Oth vs other	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
How serious was consideration of outside offer?	3.65	◀▶	◀▶	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5	other		N<5	N<5	N<5	other	N<5	N<5	Bus		Med	N<5	N/A	
Counteroffer satisfaction	3.29	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5	other	other	N<5		VPA	ECM	N<5	N<5	Bus	Edu	Med	N<5	N/A	
Outside offers are NOT necessary in negotiations	2.47	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5	Hum		Phy		VPA	other	N<5	N<5		Edu	other	N<5		