

## COACHE Survey Topline Results

# Benchmarks Dashboard

### Reading Your Results

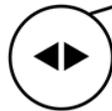
## COACHE Dashboard Guide

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



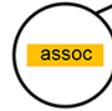
### What do these triangles mean?

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.

# Primary Analyses

	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	change over time												
Nature of Work: Research	3.07	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		ntt	assoc	women		white		N/A												
Nature of Work: Service	3.21	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured		assoc	women	white	white	urm	N/A												
Nature of Work: Teaching	3.85	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	ntt	assoc	women				N/A												
Facilities and Work Resources	3.52	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc	women	white	white		N/A												
Personal and Family Policies	3.16	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc	women		white	urm	N/A												
Health and Retirement Benefits	3.69	◀	▶	◀	◀	▶	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc	men	foc	asian		N/A												
Interdisciplinary Work	2.51	▶	▶	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc	women		white		N/A												
Collaboration	3.46	◀	◀	▶	◀	◀	◀	◀	◀	◀	◀	◀	◀			assoc	women	foc	asian		N/A												
Mentoring	2.96	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc	asian		N/A												
Tenure Policies	3.51	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A	women	white	white	white	N/A												
Tenure Expectations: Clarity	3.36	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	◀	◀	◀	N/A	N/A	N/A		white		white	N/A												
Promotion to Full	3.68	◀	◀	N/A	N/A	▶	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women		white	urm	N/A												
Leadership: Senior	3.17	▶	▶	▶	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured				white	white		N/A												
Leadership: Divisional	3.42	▶	▶	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt		women	white		white	N/A												
Leadership: Departmental	3.64	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		ntt		women	white		white	N/A												
Leadership: Faculty	3.38	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		tenured		men			white	N/A												
Governance: Trust	3.28	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶									N/A											
Governance: Shared sense of purpose	3.24	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured	assoc			white	urm	N/A												
Governance: Understanding the issue at hand	3.14	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	▶		tenured			white	white		N/A												
Governance: Adaptability	2.87	◀	▶	◀	◀	◀	▶	▶	▶	▶	▶	▶	▶		tenured	full				urm	N/A												
Governance: Productivity	3.15	▶	▶	◀	◀	▶	▶	▶	▶	▶	▶	▶	▶						white		N/A												
Departmental Collegiality	3.85	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀			assoc	women	foc	asian	urm	N/A												
Departmental Engagement	3.54	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀								N/A												
Departmental Quality	3.47	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women		asian	white	N/A												
Appreciation and Recognition	3.18	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured		assoc	women		white		N/A												

pre-ten = pre-tenured; ntt = non-tenure track; assoc = associate professors; foc = faculty of color; urm = underrepresented minorities

# Academic Areas Analyses

	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	change over time											
Nature of Work: Research	3.07	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Soc	other	Bio	other	other	N<5	N<5	other	Edu	Med	other	N/A											
Nature of Work: Service	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Hum	Soc	other	Bio	VPA	other	N<5	N<5	other	other		N/A											
Nature of Work: Teaching	3.85	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶		other	other	Phy	other	ECM	N<5	N<5		Med		N/A												
Facilities and Work Resources	3.52	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			Soc		Bio	VPA	other	N<5	N<5	Bus	other	other	N/A											
Personal and Family Policies	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Hum		other	Bio	other	other	N<5	N<5	other	other	Oth	N/A											
Health and Retirement Benefits	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Hum	Soc	Phy	Bio	other	N<5	N<5	other	Edu	other	other	N/A											
Interdisciplinary Work	2.51	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			Soc	other	Bio	VPA	other	N<5	N<5	Bus	Edu	other	Oth	N/A										
Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Hum			other	VPA		N<5	N<5	Bus			N/A											
Mentoring	2.96	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	other	other		N<5	N<5	Bus	Edu		N/A											
Tenure Policies	3.51	◀▶	◀▶	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5		other	other	N<5	N<5	N<5	other	N<5	N<5	N<5	Edu	Med	N<5	N/A										
Tenure Expectations: Clarity	3.36	◀▶	◀▶	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	◀▶	◀▶	N<5		Hum	other	N<5	N<5	N<5	other	N<5	N<5	N<5	Edu	Med	N<5	N/A										
Promotion to Full	3.68	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶			other	other	Bio	other	other	N<5	N<5	Bus	Edu	Med	Oth	N/A										
Leadership: Senior	3.17	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			other		other	VPA	other	N<5	N<5		Edu	other	Oth	N/A										
Leadership: Divisional	3.42	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	Soc		other	other	other	N<5	N<5	Bus	Edu	Med	Oth	N/A										
Leadership: Departmental	3.64	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	other	other	Bio	other	N<5	N<5	other	Edu	Med	Oth	N/A											
Leadership: Faculty	3.38	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			other	Phy		VPA	ECM	N<5	N<5	Bus	other	other	N/A											
Governance: Trust	3.28	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶		Hum	other		Bio	VPA	other	N<5	N<5	Bus	Edu	other	N/A											
Governance: Shared sense of purpose	3.24	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶					VPA	other	N<5	N<5		Edu			N/A											
Governance: Understanding the issue at hand	3.14	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶			Soc			VPA	other	N<5	N<5	Bus	Edu	other	N/A											
Governance: Adaptability	2.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	Soc			VPA	other	N<5	N<5		Edu	other	Oth	N/A										
Governance: Productivity	3.15	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶				Phy		VPA	other	N<5	N<5		Edu	other	Oth	N/A										
Departmental Collegiality	3.85	▶	▶	▶	▶	▶	▶	▶	N<5	N<5	▶	▶	▶	▶		Hum	other		other		N<5	N<5	Bus	Edu	other	Oth	N/A											
Departmental Engagement	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	other	Phy		VPA	other	N<5	N<5	Bus	Edu	other	Oth	N/A										
Departmental Quality	3.47	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		other	other		other	other	N<5	N<5		Edu	Med	Oth	N/A											
Appreciation and Recognition	3.18	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶		Hum			Bio	other	other	N<5	N<5		Edu		N/A											

Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu = education; Med = medical schools and health professions; Oth = other professions (e.g., law and journalism)