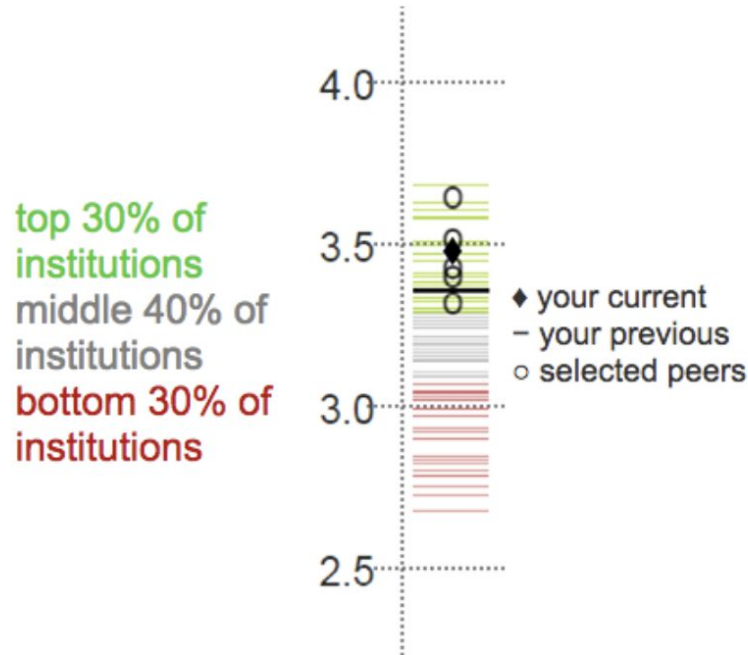


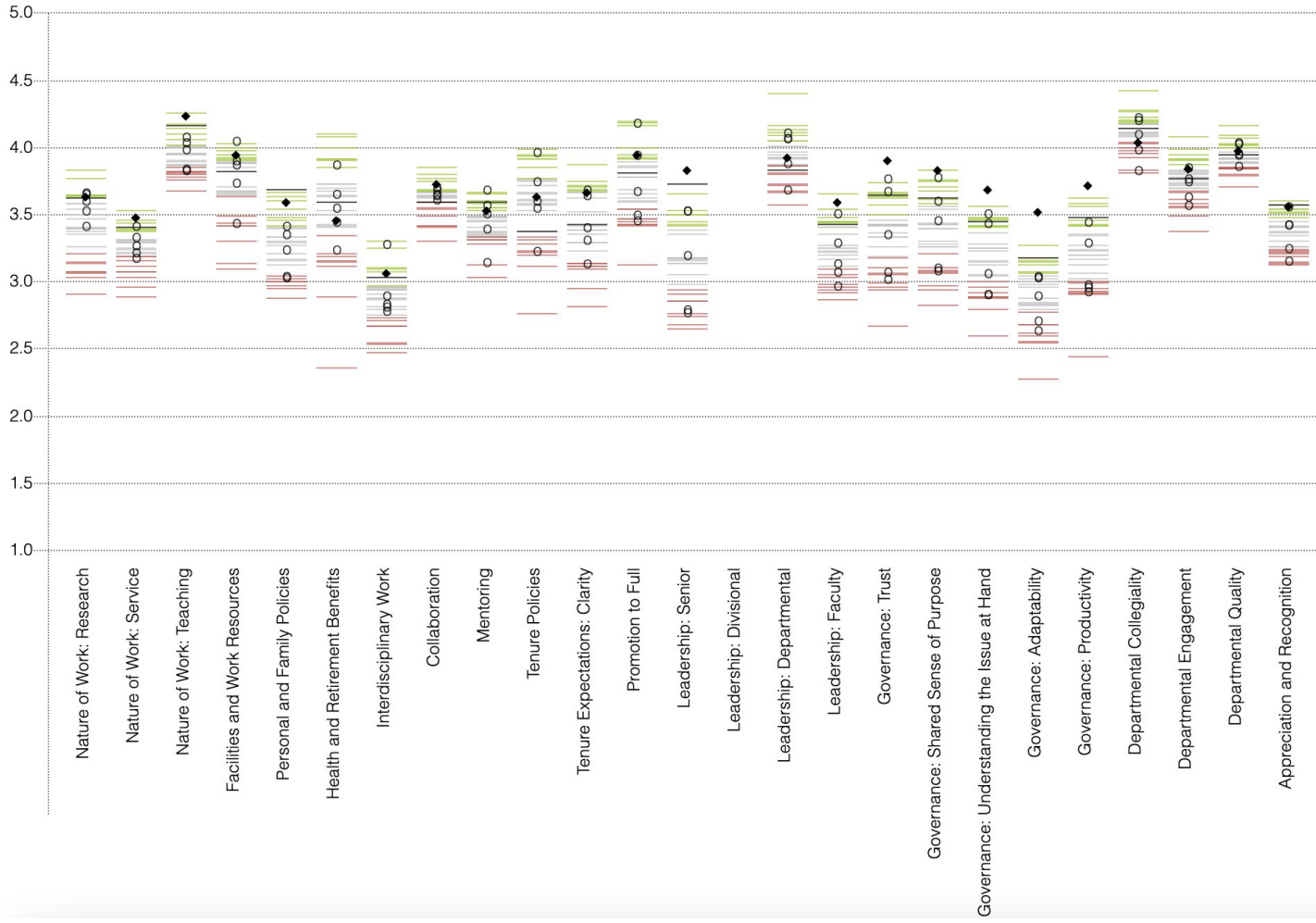
Benchmarks at a Glance

These charts summarize the benchmark results for your institution relative to your selected comparison institutions and the entire cohort of participating institutions.



Each column represents the range of institutional means (not the distribution of individual respondents) along that dimension. Within each chart, you can see your institution's mean score on the benchmark (◆), your institution's prior mean score (—), the mean scores of your five selected comparison institutions (○), and the distribution of the responses of the entire cohort as signified by the red, grey, and green lines.

You should be most concerned with the placement of your marker (◆). A score in the red section of the column indicates that your institution ranked in the bottom 30 percent of all institutions. A mark in the green section indicates your faculty rated a benchmark in the top 30 percent of all institutions. A mark in the grey area indicates a "middle-of-the-road" result.



Benchmarks Dashboard

COACHE Dashboard Guide

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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?

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insufficient data for reporting <



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Nature of Work: Research	3.63	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women	foc	asian	urm	
Nature of Work: Service	3.48	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	ntt	assoc	women	foc	white	urm	+
Nature of Work: Teaching	4.24	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		tenured	assoc	women	foc	asian	urm	
Facilities and Work Resources	3.94	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		ntt	assoc	women		asian	white	+
Personal and Family Policies	3.59	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		ntt	assoc	women		asian		
Health and Retirement Benefits	3.46	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		tenured	assoc	women		white		-
Interdisciplinary Work	3.06	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		ntt	assoc	women	foc	asian	urm	
Collaboration	3.72	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	ntt	assoc		foc	asian	urm	+
Mentoring	3.53	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		ntt	assoc	women	foc	asian	urm	
Tenure Policies	3.63	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	N<5	N<5	N/A	N/A	N/A	N/A			N<5	N<5	+
Tenure Expectations: Clarity	3.66	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	N<5	N<5	N/A	N/A	N/A	N/A	men	white	N<5	N<5	+
Promotion to Full	3.94	▶▶	▶▶	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	assoc	women	foc	asian	urm	+
Leadership: Senior	3.83	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	tenured	assoc	women		white	urm	
Leadership: Divisional	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: Departmental	3.92	▶▶	▶▶	▶▶	N<5	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	tenured	N<5		women		asian		
Leadership: Faculty	3.59	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	tenured	assoc		foc	asian	urm	+
Governance: Trust	3.90	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		tenured	assoc		foc	asian		+
Governance: Shared Sense of Purpose	3.83	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	ntt	assoc					+
Governance: Understanding the Issue at Hand	3.68	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	tenured	tenured	assoc	men	foc		urm	+
Governance: Adaptability	3.52	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		tenured	assoc	women	foc	asian	urm	+
Governance: Productivity	3.71	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶		ntt	assoc			white		+
Departmental Collegiality	4.04	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	ntt	assoc	women	foc	asian	urm	-
Departmental Engagement	3.84	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	ntt	assoc	men	foc	asian	urm	+
Departmental Quality	3.98	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten	tenured	assoc	men	foc	asian	urm	
Appreciation and Recognition	3.56	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	pre-ten		assoc	women	foc	asian	urm	

Nature of Work - Demographic Analysis

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Tenure policies	3.64	<	N/A	<	N/A	N/A	<	<	<	N<5	N/A	N/A			+
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Nature of Work: Research	3.63	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	tenured	assoc	women	foc	asian	urm	
Time spent on research	2.91	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	women	foc	white	urm	
Expectations for finding external funding	3.73	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	men	foc	asian	urm	
Influence over focus of research	4.48	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women	foc	asian	urm	-
Quality of grad students to support research	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
Support for research	3.79	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc		foc	asian	urm	
Support for engaging undergrads in research	3.90	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	tenured	assoc	men	foc	asian	urm	+
Support for obtaining grants (pre-award)	3.16	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	women	foc	asian	urm	
Support for maintaining grants (post-award)	3.41	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	men	foc	asian	urm	
Support for securing grad student assistance	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
Support for travel to present/conduct research	4.07	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	tenured	assoc		foc	white	urm	
Availability of course release for research	2.70	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	women	foc	N-5	urm	-
Nature of Work: Service	3.48	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women	foc	white	urm	+
Time spent on service	3.27	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women	foc	white	urm	
Support for faculty in leadership roles	3.14	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women		white		
Number of committees	3.66	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt		women	white	white		
Attractiveness of committees	3.64	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	men	foc		urm	+
Discretion to choose committees	4.03	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		ntt	assoc		foc		urm	+
Equitability of committee assignments	3.07	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	women	foc	asian	urm	
Number of student advisees	3.73	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women		white		
Support for being a good advisor	3.54	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	ntt	assoc	women	foc	asian		+
Equity of the distribution of advising responsibilities	3.18	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten		assoc	women				
Nature of Work: Teaching	4.24	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc	women	foc	asian	urm	
Time spent on teaching	4.06	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc	women	foc	asian	urm	-
Number of courses taught	3.99	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc	women		urm		
Level of courses taught	4.28	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	tenured			foc	asian	urm	
Discretion over course content	4.74	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured			foc	asian	urm	+
Number of students in classes taught	4.27	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		tenured	assoc			white		
Quality of students taught	4.57	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured			foc	asian	urm	+
Equitability of distribution of teaching load	3.73	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	tenured	assoc	women	foc	white	urm	
Quality of grad students to support teaching	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
Teaching schedule	4.19	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	tenured	assoc	women	foc	asian	urm	
Support for teaching diverse learning styles	3.78	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc		foc	asian	urm	+
Support for assessing student learning	3.87	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc		foc		urm	
Support for developing online/hybrid courses	3.31	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N-5	assoc			asian		-
Support for teaching online/hybrid courses	3.18	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N-5	assoc	men	white	asian	white	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Time spent on outreach	3.55	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	women	foc	N-5	urm	
Time spent on administrative tasks	2.98	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	tenured	tenured	assoc	women	foc	asian	urm	-
Ability to balance teaching/research/service	2.95	◀	◀	◀	N-5	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N-5	assoc	women	foc	white	urm	-

Resources and Support - Demographic Analysis

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Facilities and Work Resources	3.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc		women		asian	white	+
Support for improving teaching	4.13	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc			foc	asian	urm	+
Office	4.24	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc			white		white	+
Laboratory, research, studio space	3.75	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N<5	assoc	women			N<5		+
Equipment	3.93	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶		ntt	assoc	women	white	N<5	white		+
Classrooms	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	white	white			+
Library resources	3.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc	women	foc	asian			+
Computing and technical support	3.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women		white			+
Clerical/administrative support	3.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women	white	white	white		
Personal and Family Policies	3.59	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women			asian		
Right balance between professional/personal	2.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	foc	asian	urm		-
Inst. supports family/career compatibility	3.35	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc	women	foc			urm	-
Housing benefits	3.61	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N<5	assoc				N<5		
Tuition waivers, remission, or exchange	4.14	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc				asian	white	+
Spousal/partner hiring program	2.92	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N<5		women			N<5		+
Childcare	2.84	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N<5	assoc	women	white	N<5			-
Eldercare	2.71	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	N<5	assoc	women			N<5		
Family medical/parental leave	3.83	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N<5	assoc	women	foc		N<5		
Flexible workload/modified duties	3.50	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc	asian	urm		-
Stop-the-clock policies	3.83	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	◀▶	◀▶	N<5	◀▶	N<5	N<5	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
Parking benefits	3.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women	foc			urm	+
Health and Retirement Benefits	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women			white		-
Health benefits for yourself	3.45	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women					
Health benefits for family	3.36	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	white	white			-
Retirement benefits	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women		white			-
Phased retirement options	3.55	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N<5	assoc	men			N<5		-
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Salary	3.42	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women					+

Interdisciplinary Work, Collaboration, and Mentoring - Demographic Analysis

COACHE Dashboard Guide

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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	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)					2018
	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			
Interdisciplinary Work	3.06	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women	foc	asian	urm			
Budgets encourage interdiscip. work	2.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	ntt	assoc	women	foc	asian	urm			
Facilities conducive to interdiscip. work	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	foc	asian	urm	+			
Interdiscip. work is rewarded in merit	3.28	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N<5	assoc		foc			urm	+		
Interdiscip. work is rewarded in promotion	3.26	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	N<5	N<5	assoc	women	foc	N<5	N<5			
Interdiscip. work is rewarded in tenure	3.50	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	◀▶	◀▶	◀▶	N<5	N<5	N<5	N<5	N<5	men	white	N<5	N<5	+		
Dept. knows how to evaluate interdiscip. work	3.35	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N<5	assoc	women	foc	asian	urm	+			
Collaboration	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc		foc	asian	urm	+			
Opportunities for collab. within dept	3.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	men	foc	asian	urm	+			
Opportunities for collab. outside inst	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc		foc	asian	urm	+			
Opportunities for collab. outside dept	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc		foc	asian	urm				
Mentoring	3.53	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women	foc	asian	urm				
Effectiveness of mentoring within dept.	3.92	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N<5	full		foc	asian	urm	-			
Effectiveness of mentoring outside dept.	3.82	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N<5			foc	asian					
Mentoring of pre-tenure faculty in dept	3.72	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N<5	assoc	women	foc			urm	-		
Mentoring of tenured associate profs in dept	2.65	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc	N<5		urm			
Support for faculty to be good mentors	3.17	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc	asian	urm	+			
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--		
Interdiscip. work is rewarded in reappointment	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A		
Being a mentor is fulfilling	4.03	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc	asian	urm	-		
Effectiveness of mentoring outside the inst.	4.21	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N<5	full	men		white	urm	+			
Mentoring of NTT faculty in dept	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A		
Interest in interdisciplinary work	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	white	white					

Tenure and Promotion - Demographic Analysis

COACHE Dashboard Guide

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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?

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Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd ◀▶▶ Top 30%
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- 5th or 6th ▶▶◀ Bottom 30%

insufficient data for reporting ◀▶



And these results?

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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.

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Institutional Leadership - Demographic Analysis

COACHE Dashboard Guide

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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	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:

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insufficient data for reporting <



And these results?

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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)				2018
	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		
Leadership: Senior	3.83	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women		white	urm		
Pres/Chancellor: Pace of decision making	3.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women	white	white	+		
Pres/Chancellor: Stated priorities	4.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc			white	+		
Pres/Chancellor: Communication of priorities	4.08	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc			white	+		
CAO: Pace of decision making	3.72	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc	men		white	urm		
CAO: Stated priorities	3.84	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc		foc	white	urm	+	
CAO: Communication of priorities	3.72	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc		foc	white	urm		
CAO: Ensuring faculty input	3.48	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women	foc		urm		
Leadership: Divisional	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	
Dean: Pace of decision making	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	
Dean: Stated priorities	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	
Dean: Communication of priorities	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	
Dean: 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: Departmental	3.92	◀▶	◀▶	▶◀	N<5	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	tenured	N<5		women		asian			
Head/Chair: Pace of decision making	3.82	◀▶	◀▶	▶◀	N<5	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶		N<5	full	women			+		
Head/Chair: Stated priorities	3.85	◀▶	◀▶	◀▶	N<5	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N<5		women		asian			
Head/Chair: Communication of priorities	3.81	◀▶	◀▶	◀▶	N<5	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N<5		women			white		
Head/Chair: Ensuring faculty input	4.10	◀▶	◀▶	◀▶	N<5	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	tenured	N<5	assoc	women	foc	asian			
Head/Chair: Fairness in evaluating work	4.07	▶◀	◀▶	▶◀	N<5	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	pre-ten	N<5		women	foc	asian	urm		
Leadership: Faculty	3.59	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc		foc	asian	urm	+	
Faculty leaders: Pace of decision making	3.41	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten				foc	asian	urm	+	
Faculty leaders: Stated priorities	3.57	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm	+	
Faculty leaders: Communication of priorities	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc		foc	asian	urm	+	
Faculty leaders: Ensuring faculty input	3.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	men	foc	asian	urm		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--		
Priorities are stated consistently	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women	foc	asian	urm	+	
Priorities are acted on consistently	3.52	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	foc	asian	urm	+	
Changed priorities negatively affect my work	3.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian		+	
CAO: Support in adapting to change	2.64	▶◀	▶◀	N<5	N<5	N<5	N<5	▶◀	▶◀	N<5	N<5	N<5	N<5	N<5	N<5	N<5	women	N<5	N<5	N<5	-	
Visible leadership for support of diversity	4.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		men	foc	asian	urm	+	

Shared Governance - Demographic Analysis

COACHE Dashboard Guide

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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	women	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?

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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)				2018
	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		
Governance: Trust	3.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc			foc	asian		+	
I understand how to voice opinions about policies	3.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	ntt	assoc	women	foc	asian	urm		+	
Clear rules about the roles of faculty and administration	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc			white	white	white	+	
Faculty and admin follow rules of engagement	4.17	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	assoc	men	white		white		+	
Faculty and admin have an open system of communication	3.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc			asian			+	
Faculty and admin discuss difficult issues in good faith	4.04	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	asian	urm	+	
Governance: Shared Sense of Purpose	3.83	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc					+	
Important decisions are not made until there is consensus	3.32	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	white	white	white	+	
Admin ensures sufficient time for faculty input	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc			white			
Faculty and admin respectfully consider the other's view	4.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc	women	white		white	+	
Faculty and admin have a shared sense of responsibility	4.38	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	ntt	assoc		foc	asian		+	
Governance: Understanding the Issue at Hand	3.68	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men	foc		urm	+	
Faculty governance structures offer opportunities for input	3.80	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	ntt	assoc	men	foc	asian	urm	+	
Admin communicate rationale for important decisions	3.73	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	men	foc		urm	+	
Faculty and admin have equal say in decisions	3.32	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	white	white	white		
Faculty and admin define decision criteria together	3.85	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N<5	assoc	women	white		white	+	
Governance: Adaptability	3.52	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	assoc	women	foc	asian	urm		+	
Shared governance holds up in unusual circumstances	3.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm	+	
Institution regularly reviews effectiveness of governance	3.02	◀▶	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	ntt	assoc	women					
Institution cultivates new faculty leaders	3.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women	foc		urm	+	
Governance: Productivity	3.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc			white		+	
Overall effectiveness of shared governance	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt			white	white	white	+	
My committees make measureable progress towards goals	3.86	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N<5	assoc					+	
Public recognition of progress	3.59	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N<5	assoc				urm	+	

Departmental Engagement, Quality, and Collegiality - Demographic Analysis

COACHE Dashboard Guide

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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	women	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?

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Appreciation and Recognition - Demographic Analysis

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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	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?

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	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)				2018
	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		
Appreciation and Recognition	3.56	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	pre-ten		assoc	women	foc	asian	urm		
Recognition: For teaching	3.79	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	pre-ten	tenured	assoc	men	foc	asian	urm	+	
Recognition: For advising	3.31	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	pre-ten	ntt	assoc		foc		urm		
Recognition: For scholarship	3.42	◀▶	◀▶	▶◀	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	pre-ten	N<5	assoc		foc	asian	urm		
Recognition: For service	3.19	▶◀	◀▶	▶◀	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	▶◀	▶◀	pre-ten	ntt	assoc	women	foc	asian	urm		
Recognition: For outreach	3.29	◀▶	◀▶	▶◀	N<5	◀▶	▶◀	▶◀	◀▶	◀▶	▶◀	N<5	▶◀	pre-ten	N<5	assoc	men	foc	N<5	urm	+	
Recognition: From colleagues	3.65	▶◀	▶◀	▶◀	N<5	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	pre-ten	N<5	assoc		foc	asian	urm		
Recognition: From CAO	3.41	◀▶	◀▶	N<5	N<5	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	N<5	▶◀	N<5	N<5	assoc	women	foc	N<5	urm		
Recognition: From Dean	3.17	▶◀	▶◀	N<5	N<5	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	N<5	▶◀	N<5	N<5	assoc	women	foc	N<5	urm	-	
Recognition: From Head/Chair	3.68	▶◀	▶◀	▶◀	N<5	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		N<5	assoc	women	foc	asian		-	
School/college is valued by Pres/Provost	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	
Dept. is valued by Pres/Provost	3.82	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	N<5	N<5	assoc	men	foc	asian	urm		
CAO cares about faculty of my rank	3.93	◀▶	◀▶	▶◀	▶◀	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women	foc	asian		-	

Retention and Negotiation - Demographic Analysis

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	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure pre-ten	rank full	gender women	race white	2008
Health and retirement benefits	3.43														
Interdisciplinary work	3.00	<	<	<	<	<	<	<	<	<					
Collaboration	3.46	<	<	<	<	<	<	<	<	<					
Mentoring	3.18	<	<	<	<	<	<	<	<	<					
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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insufficient data for reporting <



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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						
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--					
How serious was consideration of outside offer?	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5					
Counteroffer satisfaction	3.87	◀▶	▶▶	▶▶	N<5	▶▶	N<5	▶▶	▶▶	▶▶	▶▶	N<5	N<5	tenured	N<5	N<5	women	foc	N<5	N<5	+					
Outside offers are NOT necessary in negotiations	2.49	▶▶	▶▶	N<5	N<5	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N<5	▶▶	N<5	N<5	assoc	women	white	N<5	white						

Best Aspects

Faculty were asked to identify the two (and only two) **best aspects** of working at your institution. The top four responses for your institution are shown in red and disaggregated by tenure status, rank, gender, and race. The columns labeled Peer show the total number of times an item appeared as a top four item amongst any of your five peer institutions. The All column reflects the number of times an item appeared in the top four at any of the institutions in your comparable cohort. When a **best aspect** at your institution is also shown as a best aspect for your peers and/or the cohort, the issue may be seen as common in the faculty labor market. Best aspects that are unique to your campus are market differentiators, which can be highlighted in your institution's recruitment and retention efforts.

	All Faculty			Tenured			Pre-tenure			Non-tenure Track			Full Professor			Associate Professor			Men			Women			White			Faculty of Color			Asian/Asian-American			Underrepresented Minorities		
	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)
Quality of colleagues	41%	5	26	44%	5	26	25%	4	24	80%	4	18	57%	5	26	29%	5	24	43%	5	26	39%	5	26	47%	5	26	23%	4	23	43%	4	18	13%	4	21
Support of colleagues	17%	4	20	16%	3	14	21%	5	25	0%	4	16	14%	2	11	18%	4	20	12%	4	17	22%	3	21	15%	4	18	23%	4	20	14%	4	14	27%	2	17
Opportunities to collaborate with colleagues	1%	0	0	2%	0	0	0%	0	1	0%	0	1	0%	1	2	4%	0	2	0%	0	0	2%	0	1	1%	0	1	0%	0	0	0%	0	0	0%	0	2
Quality of graduate students	3%	0	1	0%	0	1	12%	0	0	0%	1	2	0%	0	1	0%	0	1	2%	0	1	5%	0	1	4%	0	1	0%	0	0	0%	0	1	0%	0	1
Quality of undergraduate students	77%	5	25	80%	5	24	62%	4	20	100%	4	18	80%	5	25	79%	5	24	73%	5	23	80%	5	23	78%	5	25	73%	5	22	86%	5	16	67%	5	18
Quality of facilities	4%	0	0	5%	0	0	4%	1	1	0%	0	2	0%	0	0	11%	1	1	4%	0	1	5%	0	0	3%	0	0	9%	0	0	14%	1	2	7%	1	2
Compensation	0%	0	3	0%	0	2	0%	1	2	0%	1	6	0%	0	2	0%	1	4	0%	1	4	0%	0	2	0%	0	2	0%	0	2	0%	0	2	0%	2	7
Support for research/creative work	3%	0	2	2%	0	2	8%	0	4	0%	0	0	3%	1	4	0%	0	1	2%	1	2	5%	0	2	4%	0	2	0%	1	3	0%	0	2	0%	1	6
Support for teaching	4%	0	0	5%	0	1	4%	1	6	0%	1	7	9%	0	3	0%	0	2	4%	1	1	5%	0	4	3%	0	1	9%	0	2	0%	1	2	13%	0	2
Support for professional development	1%	0	0	0%	0	0	4%	0	0	0%	1	2	0%	0	0	0%	0	0	0%	0	0	2%	0	0	1%	0	0	0%	0	2	0%	1	1	0%	0	3
Assistance for grant proposals	0%	0	0	0%	0	0	0%	0	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	1	0%	0	0	0%	0	1
Childcare policies	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0
Spousal/partner hiring program	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0
Diversity	0%	0	0	0%	0	1	0%	0	1	0%	0	0	0%	0	1	0%	0	2	0%	0	1	0%	0	1	0%	0	1	0%	0	2	0%	0	2	0%	0	1
Presence of others like me	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0	0	0	0%	0	0
My sense of 'fit' here	6%	0	4	7%	1	6	4%	1	6	0%	1	6	3%	1	5	11%	1	8	6%	0	3	5%	1	5	7%	0	5	0%	1	6	0%	1	6	0%	1	6
Geographic location	1%	1	7	2%	1	10	0%	1	11	0%	2	6	3%	1	10	0%	3	14	0%	2	9	2%	3	10	0%	1	9	5%	1	10	0%	1	7	7%	3	14
Commute	1%	0	0	2%	0	0	0%	0	0	0%	0	1	0%	0	0	4%	0	1	2%	0	0	0%	0	0	1%	0	0	0%	0	1	0%	1	2	0%	0	0
Cost of living	3%	0	1	5%	0	0	0%	0	2	0%	0	2	3%	0	1	7%	0	1	4%	0	1	2%	0	1	3%	0	1	5%	0	1	0%	1	2	7%	0	2
Protections from service/assignments	2%	0	0	3%	0	0	0%	0	0	0%	0	0	0%	0	0	7%	0	0	4%	0	0	0%	0	0	1%	0	0	5%	0	0	14%	0	0	0%	1	1
Teaching load	6%	0	2	5%	1	4	8%	0	3	0%	1	4	6%	0	2	7%	1	4	8%	0	2	2%	1	2	6%	0	1	5%	1	3	0%	1	5	7%	2	3
Manageable pressure to perform	4%	0	0	0%	0	0	17%	1	3	0%	0	1	0%	0	0	0%	2	2	6%	0	0	2%	0	0	3%	0	0	9%	1	2	0%	1	1	13%	2	3
Academic freedom	14%	5	16	15%	5	18	17%	3	9	0%	1	2	11%	4	20	18%	3	17	20%	4	19	7%	4	12	12%	5	16	23%	4	15	14%	4	9	27%	4	15
Tenure/promotion clarity or requirements	0%	0	0	0%	0	0	0%	0	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	1	1
Quality of leadership	4%	0	0	3%	0	0	8%	0	0	0%	0	0	3%	0	0	7%	0	0	4%	0	0	5%	0	0	3%	0	0	9%	0	0	14%	1	1	7%	0	0
There are no positive aspects	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	1	0%	0	0
Decline to answer	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	1	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	2	3	0%	1	2

Worst Aspects

Faculty were asked to identify the two (and only two) **worst aspects** of working at your institution. The top four responses for your institution are shown in red and disaggregated by tenure status, rank, gender, and race. The columns labeled Peer show the total number of times an item appeared as a top four item amongst any of your five peer institutions. The All column reflects the number of times an item appeared in the top four at any of the institutions in your comparable cohort. When a **worst aspect** at your institution is also shown as a worst aspect for your peers and/or the cohort, the issue may be seen as common in the faculty labor market. More attention should be paid to the worst aspects that are unique to your institution. These distinctions cast the institution in a negative light.

	All Faculty			Tenured			Pre-tenure			Non-tenure Track			Full Professor			Associate Professor			Men			Women			White			Faculty of Color			Asian/Asian-American			Underrepresented Minorities		
	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)	you	peers	all (26)
Quality of colleagues	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	2	0%	0	1	0%	0	2
Support of colleagues	2%	0	0	2%	0	0	4%	1	1	0%	0	1	0%	0	0	4%	0	0	4%	0	0	0%	0	0	0%	0	0	9%	1	2	14%	1	1	7%	0	3
Opportunities to collaborate with colleagues	1%	0	0	2%	0	0	0%	0	0	0%	1	1	0%	0	0	4%	0	0	2%	0	0	0%	0	0	1%	0	0	0%	0	0	0%	0	0	0%	1	1
Quality of graduate students	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0
Quality of undergraduate students	0%	0	2	0%	0	2	0%	0	2	0%	1	2	0%	0	2	0%	0	1	0%	0	3	0%	0	2	0%	0	2	0%	0	3	0%	0	1	0%	0	3
Quality of facilities	11%	0	2	11%	0	4	12%	0	2	0%	1	3	20%	0	4	4%	0	5	14%	1	2	7%	0	3	12%	0	4	9%	0	1	0%	1	2	13%	0	3
Compensation	20%	2	18	25%	2	15	8%	1	15	20%	2	15	20%	2	13	29%	2	16	22%	1	15	17%	1	14	24%	2	16	9%	1	12	0%	3	8	13%	2	14
Lack of support for research/creative work	6%	1	11	7%	2	8	4%	1	11	0%	1	8	6%	2	7	7%	1	10	4%	1	9	7%	2	14	4%	0	9	9%	1	12	0%	2	10	13%	1	11
Lack of support for teaching	1%	0	0	0%	0	0	4%	0	0	0%	1	1	0%	0	0	0%	0	0	0%	0	0	2%	0	0	1%	0	0	0%	0	0	0%	0	0	0%	0	0
Lack of support for professional development	2%	0	0	3%	0	0	0%	0	0	0%	1	3	3%	0	0	4%	0	0	2%	0	0	2%	0	0	3%	0	0	0%	0	1	0%	0	1	0%	0	2
Lack of assistance for grant proposals	1%	0	0	2%	0	0	0%	0	3	0%	0	0	3%	0	0	0%	0	0	0%	0	0	0%	0	1	1%	0	0	0%	0	1	0%	0	0	0%	0	2
Childcare policies	10%	0	2	7%	0	2	17%	2	5	20%	1	3	3%	0	1	11%	1	3	2%	0	1	20%	1	3	12%	1	3	5%	0	1	0%	0	1	7%	1	2
Spousal/partner hiring program	4%	1	1	5%	1	2	4%	1	4	0%	1	3	9%	1	2	0%	1	3	6%	3	3	2%	1	2	3%	1	1	9%	2	6	14%	1	1	7%	2	7
Lack of diversity	18%	3	9	16%	3	9	12%	3	11	60%	3	10	20%	2	7	14%	4	10	20%	3	7	15%	3	12	12%	3	7	36%	5	18	43%	4	13	33%	5	17
Absence of others like me	6%	0	0	3%	0	0	8%	0	0	20%	3	3	6%	0	0	0%	1	2	4%	1	1	7%	0	0	4%	0	0	9%	2	6	14%	2	3	7%	0	6
My sense of 'fit' here	8%	0	0	10%	0	0	4%	0	0	0%	2	4	11%	1	3	7%	0	0	12%	1	1	2%	0	0	6%	0	0	14%	0	0	14%	1	1	13%	0	0
Geographic location	36%	3	7	36%	3	6	38%	3	8	20%	1	5	37%	2	6	39%	3	5	41%	4	9	29%	2	5	35%	2	5	36%	3	8	43%	3	6	33%	3	9
Commute	9%	0	0	8%	0	0	12%	0	1	0%	0	3	3%	0	2	14%	0	0	12%	0	0	5%	0	0	12%	0	0	0%	0	1	0%	0	1	0%	0	3
Cost of living	0%	0	7	0%	0	4	0%	0	8	0%	0	5	0%	0	3	0%	0	5	0%	0	7	0%	0	5	0%	0	7	0%	0	6	0%	0	3	0%	2	8
Too much service/too many assignments	16%	3	21	18%	4	22	12%	2	14	0%	0	2	9%	4	21	29%	4	22	18%	3	18	12%	3	22	15%	4	22	18%	2	15	14%	2	11	20%	2	17
Teaching load	10%	4	13	10%	3	12	12%	3	13	0%	0	6	9%	4	14	11%	4	12	4%	3	13	17%	4	15	9%	4	14	14%	2	14	14%	2	10	13%	2	13
Unrelenting pressure to perform	11%	0	3	10%	0	2	17%	2	7	0%	0	3	11%	0	1	7%	1	5	6%	0	2	17%	0	3	12%	0	4	9%	0	1	14%	1	5	7%	0	4
Academic freedom	0%	0	0	0%	0	0	0%	0	0	0%	0	1	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	1
Tenure/promotion clarity or requirements	0%	0	0	0%	0	0	0%	0	5	0%	2	7	0%	0	0	0%	0	1	0%	0	1	0%	0	0	0%	0	0	0%	0	1	0%	0	0	0%	0	4
Quality of leadership	1%	1	6	2%	2	12	0%	1	4	0%	0	2	3%	3	15	0%	2	7	0%	1	8	2%	1	8	0%	2	7	5%	1	6	0%	1	6	7%	1	5
There are no positive aspects	2%	0	0	3%	0	0	0%	0	0	0%	1	7	6%	1	1	0%	0	0	2%	0	0	2%	0	0	3%	0	0	0%	0	0	0%	0	1	0%	1	1
Decline to answer	0%	0	0	0%	0	0	0%	0	1	0%	1	6	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	2	0%	1	3	0%	0	4

How to improve the workplace for faculty

The final question in the COACHE survey asks faculty to describe the one thing your institution can do to improve the workplace for faculty. COACHE analysts assigned all responses to one or more common themes.

