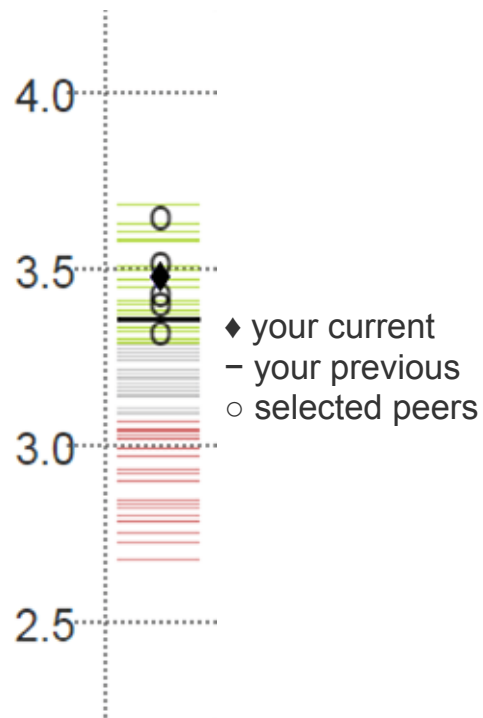


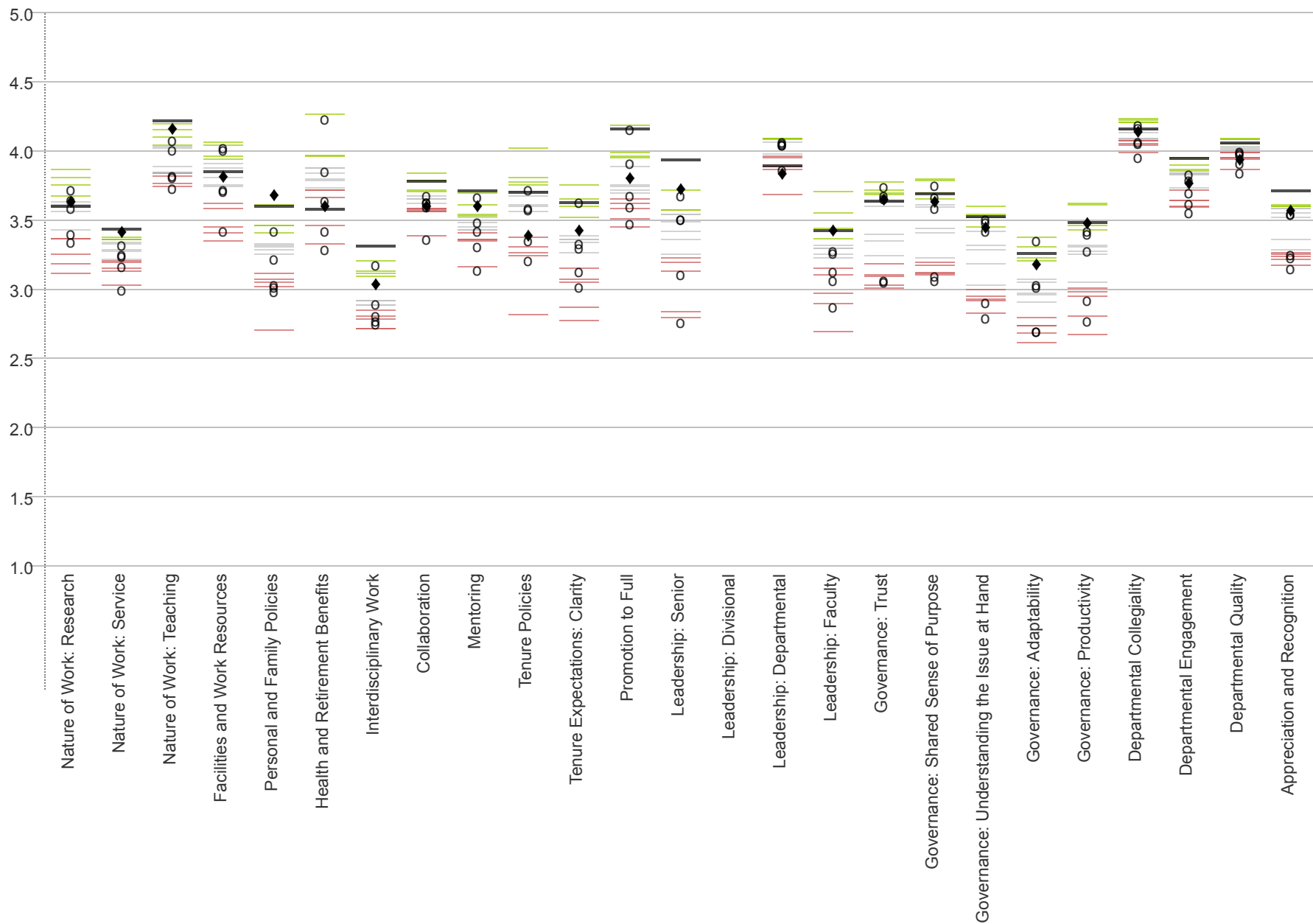
Benchmarks at a Glance › All Faculty

top 30% of institutions
 middle 40% of institutions
 bottom 30% of institutions



This chart summarizes over a half million data points in benchmark results for your institution relative to peers and the full cohort of COACHE's 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 peers (○), and the distribution of the responses of the entire cohort of institutions as signified by the red, grey, and green boxes.

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	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		



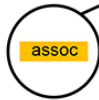
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insufficient data for reporting ◀



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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	3.63	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women	foc	white	urm	+	
Nature of Work: Service	3.41	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women	foc	white	urm		
Nature of Work: Teaching	4.17	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N/A	assoc	women	foc	white	urm		
Facilities and Work Resources	3.82	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women		white	urm		
Personal and Family Policies	3.69	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	women	foc	white	urm	+	
Health and Retirement Benefits	3.60	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women	foc	asian	urm		
Interdisciplinary Work	3.03	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women	foc	white	urm	-	
Collaboration	3.60	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women	foc	white	urm	-	
Mentoring	3.60	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	women	foc	asian	urm		
Tenure Policies	3.38	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-	
Tenure Expectations: Clarity	3.43	◀	N/A	◀	N/A	N/A	N/A	◀	◀	◀	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-	
Promotion to Full	3.81	◀	◀	N/A	N/A	◀	◀	◀	◀	◀	◀	◀	◀	N/A	N/A	assoc	women	foc	white	urm	-	
Leadership: Senior	3.73	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	men	foc	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	N/A
Leadership: Departmental	3.84	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	N<5	◀		N/A		women	foc	N<5	urm		
Leadership: Faculty	3.43	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc			white	urm		
Governance: Trust	3.65	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	men	foc	white	urm		
Governance: Shared Sense of Purpose	3.63	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	men		white			
Governance: Understanding the Issue at Hand	3.45	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	men		white	urm		
Governance: Adaptability	3.18	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	men		white	urm		
Governance: Productivity	3.48	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	men	white	white			
Departmental Collegiality	4.15	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc	women	foc		urm		
Departmental Engagement	3.77	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀		N/A	assoc		foc	asian	urm	-	
Departmental Quality	3.95	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	pre-ten	N/A	assoc	women	foc	asian	urm	-	
Appreciation and Recognition	3.57	◀	◀	◀	N/A	◀	◀	◀	◀	◀	◀	◀	◀	tenured	N/A	assoc	women	foc	white	urm	-	

Nature of Work › Demographic Analysis

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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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Nature of Work: Research	3.63	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	white	urm	+	
Time spent on research	2.98	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm		
Expectations for finding external funding	3.77	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc		foc	N<5	urm		
Influence over focus of research	4.63	▶	▶	▶	N/A	◀▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	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	3.74	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm		
Support for engaging undergrads in research	3.62	▶	▶	◀▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm	+	
Support for obtaining grants (pre-award)	3.12	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		foc	white	urm	-	
Support for maintaining grants (post-award)	3.48	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	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	4.09	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A			foc	white	urm	+	
Availability of course release for research	2.90	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶		N/A	assoc	women	foc	white	urm	+	
Nature of Work: Service	3.41	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶		N/A	assoc	women	foc	white	urm		
Time spent on service	3.35	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	tenured	N/A	assoc		foc	white	urm		
Support for faculty in leadership roles	3.15	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	+	
Number of committees	3.60	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc		urm		
Attractiveness of committees	3.43	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		foc	white	urm	-	
Discretion to choose committees	3.86	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	pre-ten	N/A	assoc	women		white	urm	-	
Equitability of committee assignments	3.08	▶	▶	◀▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶		N/A	assoc	women	foc	white	urm		
Number of student advisees	3.69	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Support for being a good advisor	3.41	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶		N/A	assoc		foc	white	urm	N/A	
Equity of the distribution of advising responsibilities	3.27	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	N/A	
Nature of Work: Teaching	4.17	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Time spent on teaching	4.23	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women		white			
Number of courses taught	3.87	◀▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Level of courses taught	4.24	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Discretion over course content	4.63	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	men	foc	white	urm		
Number of students in classes taught	4.16	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc			white	urm	-	
Quality of students taught	4.42	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶		N/A	full			white	urm		
Equitability of distribution of teaching load	3.65	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	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	4.11	◀▶	▶	◀▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm	N/A	
Support for teaching diverse learning styles	3.59	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A			foc	N<5	urm	N/A	
Support for assessing student learning	3.80	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc		foc	white	urm	N/A	
Support for developing online/hybrid courses	3.43	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A	full	men	white	N<5		N/A	
Support for teaching online/hybrid courses	3.24	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A	full	men	white	N<5	white		N/A
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Time spent on outreach	3.54	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	▶	◀▶	N<5	◀▶		N/A	assoc	women	foc	N<5	urm		
Time spent on administrative tasks	3.09	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	assoc		white	white		+	

Ability to balance teaching/research/service

3.21



N/A



N/A

assoc

women

foc

white

urm

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Collaboration	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		women	white	
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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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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	3.63	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	white	urm	+	
Time spent on research	2.98	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm		
Expectations for finding external funding	3.77	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc		foc	N<5	urm		
Influence over focus of research	4.63	▶	▶	▶	N/A	◀▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	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	3.74	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm		
Support for engaging undergrads in research	3.62	▶	▶	◀▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm	+	
Support for obtaining grants (pre-award)	3.12	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		foc	white	urm	-	
Support for maintaining grants (post-award)	3.48	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	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	4.09	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A			foc	white	urm	+	
Availability of course release for research	2.90	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶		N/A	assoc	women	foc	white	urm	+	
Nature of Work: Service	3.41	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶		N/A	assoc	women	foc	white	urm		
Time spent on service	3.35	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	tenured	N/A	assoc		foc	white	urm		
Support for faculty in leadership roles	3.15	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	+	
Number of committees	3.60	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc		urm		
Attractiveness of committees	3.43	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		foc	white	urm	-	
Discretion to choose committees	3.86	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	pre-ten	N/A	assoc	women		white	urm	-	
Equitability of committee assignments	3.08	▶	▶	◀▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶		N/A	assoc	women	foc	white	urm		
Number of student advisees	3.69	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Support for being a good advisor	3.41	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶		N/A	assoc		foc	white	urm	N/A	
Equity of the distribution of advising responsibilities	3.27	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	N/A	
Nature of Work: Teaching	4.17	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Time spent on teaching	4.23	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women		white			
Number of courses taught	3.87	◀▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Level of courses taught	4.24	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm		
Discretion over course content	4.63	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	men	foc	white	urm		
Number of students in classes taught	4.16	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	N/A	assoc			white	urm	-	
Quality of students taught	4.42	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶		N/A	full			white	urm		
Equitability of distribution of teaching load	3.65	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	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	4.11	◀▶	▶	◀▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	▶	▶	▶	pre-ten	N/A	assoc	women	foc	white	urm	N/A	
Support for teaching diverse learning styles	3.59	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A			foc	N<5	urm	N/A	
Support for assessing student learning	3.80	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc		foc	white	urm	N/A	
Support for developing online/hybrid courses	3.43	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A	full	men	white	N<5		N/A	
Support for teaching online/hybrid courses	3.24	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A	full	men	white	N<5	white		N/A
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Time spent on outreach	3.54	▶	▶	▶	N/A	▶	◀▶	◀▶	◀▶	▶	▶	N<5	◀▶		N/A	assoc	women	foc	N<5	urm		
Time spent on administrative tasks	3.09	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	assoc		white	white		+	

Ability to balance teaching/research/service

3.21



N/A



N/A

assoc

women

foc

white

urm

Resources and Support › 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?

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 ◀



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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	
Facilities and Work Resources	3.82	◀▶	◀▶	▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	▶	▶	◀▶		N/A	assoc	women		white	urm		
Support for improving teaching	3.99	▶	◀▶	▶	N/A	▶	◀▶	▶	▶	▶	▶	▶	▶	tenured	N/A	assoc	women	foc	white	urm	-	
Office	4.12	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	▶	▶	▶	pre-ten	N/A	assoc	women		asian			
Laboratory, research, studio space	3.64	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A	assoc	women	white	N<5		-	
Equipment	3.85	◀▶	◀▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	N/A	assoc	women		white			
Classrooms	3.51	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	pre-ten	N/A	assoc	women	white	white	white		
Library resources	3.77	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	pre-ten	N/A	assoc	women		white	urm		
Computing and technical support	3.73	◀▶	◀▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶		N/A	assoc	women	foc	white	urm	+	
Clerical/administrative support	3.85	▶	▶	▶	N/A	▶	◀▶	◀▶	▶	▶	▶	◀▶	◀▶	tenured	N/A	assoc			white		+	
Personal and Family Policies	3.69	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	▶	▶	tenured	N/A	assoc	women	foc	white	urm	+	
Right balance between professional/personal	3.26	▶	▶	▶	N/A	▶	◀▶	▶	▶	▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc		urm		
Inst. supports family/career compatibility	3.61	▶	▶	▶	N/A	▶	◀▶	▶	▶	▶	▶	◀▶	▶	tenured	N/A	assoc	women	foc	white	urm		
Housing benefits	3.57	▶	▶	◀▶	N/A	▶	◀▶	▶	▶	▶	◀▶	N<5	▶	tenured	N/A	assoc	women	foc	N<5	urm	-	
Tuition waivers, remission, or exchange	4.07	▶	▶	▶	N/A	▶	◀▶	▶	▶	▶	▶	N<5	▶	pre-ten	N/A	assoc	women		N<5	urm		
Spousal/partner hiring program	2.83	▶	▶	◀▶	N/A	▶	▶	▶	▶	▶	▶	N<5	◀▶	pre-ten	N/A	assoc			N<5	urm		
Childcare	3.50	▶	◀▶	▶	N/A	▶	◀▶	▶	▶	▶	◀▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	urm		
Eldercare	2.78	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	N/A	assoc	men	foc	N<5	urm	+	
Family medical/parental leave	3.96	▶	◀▶	▶	N/A	◀▶	◀▶	▶	▶	▶	▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	urm	-	
Flexible workload/modified duties	3.83	▶	▶	▶	N/A	▶	▶	▶	▶	▶	▶	N<5	◀▶		N/A	assoc	women	foc	N<5	urm		
Stop-the-clock policies	4.67	▶	N<5	▶	N/A	N<5	N<5	N<5	N<5	▶	N<5	N<5	N<5	N<5	N/A	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	N/A
Parking benefits	3.73	◀▶	▶	◀▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶		N/A	assoc	women	white	white	white	N/A	
Health and Retirement Benefits	3.60	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	asian	urm		
Health benefits for yourself	3.46	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	asian			
Health benefits for family	3.54	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	asian			
Retirement benefits	3.77	◀▶	◀▶	▶	N/A	▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	urm	+	
Phased retirement options	3.90	▶	▶	◀▶	N/A	▶	◀▶	▶	▶	▶	▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	urm	+	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Salary	3.33	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc						

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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		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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insufficient data for reporting ◀



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Interdisciplinary Work	3.03	◀▶	◀▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	▶	◀▶	▶		N/A	assoc	women	foc	white	urm	-
Budgets encourage interdiscip. work	2.77	◀▶	▶	◀▶	N/A	◀▶	▶	◀▶	▶	◀▶	▶	N<5	▶	tenured	N/A	assoc	women	foc	N<5	urm	-
Facilities conducive to interdiscip. work	2.86	◀▶	◀▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women		white	urm	
Interdiscip. work is rewarded in merit	3.21	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm	-
Interdiscip. work is rewarded in promotion	3.24	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc	women	foc	white	urm	-
Interdiscip. work is rewarded in tenure	3.25	◀▶	N<5	◀▶	N/A	N<5	N<5	◀▶	N<5	◀▶	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	+
Dept. knows how to evaluate interdiscip. work	3.24	◀▶	◀▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	▶	◀▶	▶	tenured	N/A	assoc	women	foc	white	urm	-
Collaboration	3.60	▶	▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	▶	◀▶	▶		N/A	assoc	women	foc	white	urm	-
Opportunities for collab. within dept	3.68	◀▶	◀▶	◀▶	N/A	◀▶	▶	◀▶	▶	◀▶	▶	◀▶	▶	pre-ten	N/A	assoc	women	foc	white	urm	
Opportunities for collab. outside inst	3.63	◀▶	▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	◀▶	N<5	▶		N/A	assoc	women	foc	N<5	urm	-
Opportunities for collab. outside dept	3.53	◀▶	◀▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm	-
Mentoring	3.60	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	asian	urm	
Effectiveness of mentoring within dept.	4.15	◀▶	◀▶	◀▶	N/A	◀▶	▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	tenured	N/A	assoc		foc	asian	urm	
Effectiveness of mentoring outside dept.	3.75	◀▶	▶	◀▶	N/A	▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A		men		asian		-
Mentoring of pre-tenure faculty in dept	3.87	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	
Mentoring of tenured associate profs in dept	2.62	▶	▶	N<5	N/A	◀▶	▶	◀▶	▶	◀▶	▶	◀▶	◀▶	N<5	N/A	assoc	women	foc	asian	urm	-
Support for faculty to be good mentors	3.00	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc	women	foc	white	urm	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Interdiscip. work is rewarded in reappointment	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
Being a mentor is fulfilling	4.16	▶	▶	N<5	N/A	▶	◀▶	▶	▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc			white	urm	
Effectiveness of mentoring outside the inst.	3.95	▶	▶	◀▶	N/A	▶	▶	◀▶	▶	◀▶	▶	N<5	▶	tenured	N/A			foc	N<5	urm	
Mentoring of NTT faculty in dept	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
Interest in interdisciplinary work	3.48	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	full	men	white	white	white	N/A

Tenure and Promotion › 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		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
Tenure Policies	3.38	◀▶	N/A	◀▶	N/A	N/A	N/A	▶	◀▶	◀▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of tenure process	3.30	▶	N/A	▶	N/A	N/A	N/A	▶	◀▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of tenure criteria	3.44	▶	N/A	▶	N/A	N/A	N/A	▶	◀▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of tenure standards	2.91	▶	N/A	▶	N/A	N/A	N/A	▶	◀▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of body of evidence for deciding tenure	3.61	▶	N/A	▶	N/A	N/A	N/A	▶	◀▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of whether I will achieve tenure	3.65	▶	N/A	▶	N/A	N/A	N/A	◀▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	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
Consistency of messages about tenure	3.00	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	N<5	N<5	N<5	N/A	N/A	N/A	women	N<5	N<5	N<5	-
Tenure decisions are performance-based	3.82	▶	N/A	▶	N/A	N/A	N/A	◀▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Tenure Expectations: Clarity	3.43	▶	N/A	▶	N/A	N/A	N/A	▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of expectations: Scholar	3.26	▶	N/A	▶	N/A	N/A	N/A	◀▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A		N<5	N<5	N<5	-
Clarity of expectations: Teacher	4.00	◀▶	N/A	◀▶	N/A	N/A	N/A	▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of expectations: Advisor	3.22	◀▶	N/A	◀▶	N/A	N/A	N/A	▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of expectations: Colleague	3.52	▶	N/A	▶	N/A	N/A	N/A	▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of expectations: Campus citizen	3.61	▶	N/A	▶	N/A	N/A	N/A	▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	-
Clarity of expectations: Broader community	2.96	▶	N/A	▶	N/A	N/A	N/A	◀▶	▶	▶	N<5	N<5	N<5	N/A	N/A	N/A	men	N<5	N<5	N<5	+
Promotion to Full	3.81	◀▶	◀▶	N/A	N/A	▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	white	urm	-
Dept. culture encourages promotion	3.63	▶	▶	N/A	N/A	▶	▶	▶	▶	▶	▶	▶	▶	N/A	N/A	assoc	women	foc	white	urm	-
Reasonable expectations: Promotion	3.99	◀▶	◀▶	N/A	N/A	▶	▶	▶	▶	▶	▶	▶	▶	N/A	N/A	assoc		foc	white	urm	-
Clarity of promotion process	3.99	▶	▶	N/A	N/A	▶	◀▶	▶	▶	▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	white	urm	-
Clarity of promotion criteria	3.83	◀▶	◀▶	N/A	N/A	◀▶	◀▶	▶	▶	▶	▶	▶	▶	N/A	N/A	assoc	women	foc	white	urm	-
Clarity of promotion standards	3.52	◀▶	◀▶	N/A	N/A	◀▶	◀▶	▶	▶	▶	▶	▶	▶	N/A	N/A	assoc	women	foc	white	urm	-
Clarity of body of evidence for promotion	4.03	◀▶	◀▶	N/A	N/A	▶	◀▶	▶	▶	▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	white	urm	-
Clarity of time frame for promotion	3.65	▶	▶	N/A	N/A	▶	▶	▶	▶	▶	▶	▶	▶	N/A	N/A	assoc	women	foc	white	urm	-
Clarity of whether I will be promoted	3.42	▶	▶	N/A	N/A	N<5	▶	▶	▶	▶	▶	N<5	▶	N/A	N/A	N<5	women		N<5	urm	+
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

Institutional Leadership › Demographic Analysis

COACHE Dashboard Guide

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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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insufficient data for reporting ◀



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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	3.73	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	foc	white	urm	-
Pres/Chancellor: Pace of decision making	3.74	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc					-
Pres/Chancellor: Stated priorities	3.95	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white		-
Pres/Chancellor: Communication of priorities	3.85	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white		-
CAO: Pace of decision making	3.68	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A			foc		urm	-
CAO: Stated priorities	3.67	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white	urm	-
CAO: Communication of priorities	3.70	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	foc	white	urm	-
CAO: Ensuring faculty input	3.55	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	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
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	3.84	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶		N/A		women	foc	N<5	urm	
Head/Chair: Pace of decision making	3.54	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A		women	foc	N<5	urm	-
Head/Chair: Stated priorities	3.77	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc	women	foc	N<5	urm	
Head/Chair: Communication of priorities	3.73	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	full	women	foc	N<5	urm	
Head/Chair: Ensuring faculty input	4.07	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶		N/A	full	women		N<5	urm	-
Head/Chair: Fairness in evaluating work	4.10	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A		women	foc	N<5	urm	
Leadership: Faculty	3.43	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc			white	urm	
Faculty leaders: Pace of decision making	3.24	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A			white	white		
Faculty leaders: Stated priorities	3.42	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc			white	urm	
Faculty leaders: Communication of priorities	3.37	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		foc	white	urm	
Faculty leaders: Ensuring faculty input	3.68	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc			white	urm	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Priorities are stated consistently	3.56	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	+
Priorities are acted on consistently	3.37	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc			white	urm	+
Changed priorities negatively affect my work	3.64	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A				asian	white	
CAO: Support in adapting to change	3.45	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	N<5	N/A	assoc	women	N<5	N<5	N<5	+
Visible leadership for support of diversity	4.42	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	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		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).

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insufficient data for reporting ◀



And these results?

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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)

	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	3.65	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	foc	white	urm	
I understand how to voice opinions about policies	3.69	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	pre-ten	N/A	assoc			N<5	urm	
Clear rules about the roles of faculty and administration	3.51	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	tenured	N/A	assoc	men	foc	N<5	urm	+
Faculty and admin follow rules of engagement	3.78	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	foc	white	urm	-
Faculty and admin have an open system of communication	3.56	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc			white	urm	
Faculty and admin discuss difficult issues in good faith	3.76	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		asian		-
Governance: Shared Sense of Purpose	3.63	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white		
Important decisions are not made until there is consensus	3.13	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A		men	white	white	urm	
Admin ensures sufficient time for faculty input	3.46	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	white	white	white	
Faculty and admin respectfully consider the other's view	3.66	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white		-
Faculty and admin have a shared sense of responsibility	4.14	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc			white	urm	-
Governance: Understanding the Issue at Hand	3.45	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white	urm	
Faculty governance structures offer opportunities for input	3.50	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		N<5	urm	-
Admin communicate rationale for important decisions	3.50	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	white	white		
Faculty and admin have equal say in decisions	3.30	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		white	white		+
Faculty and admin define decision criteria together	3.50	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white	urm	
Governance: Adaptability	3.18	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white	urm	
Shared governance holds up in unusual circumstances	3.21	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	men		N<5	urm	-
Institution regularly reviews effectiveness of governance	2.94	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white	urm	+
Institution cultivates new faculty leaders	3.41	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men		white		-
Governance: Productivity	3.48	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	white	white		
Overall effectiveness of shared governance	3.40	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc					
My committees make measureable progress towards goals	3.69	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	men		N<5		+
Public recognition of progress	3.34	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	white	white		

Departmental Engagement, Quality, and Collegiality › Demographic Analysis

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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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Departmental Collegiality	4.15	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc		urm	
Colleagues support work/life balance	4.11	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶		N/A	assoc	women	foc	N<5	urm	
Meeting times compatible with personal needs	4.37	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	white		white	+
Amount of personal interaction w/Pre-tenure	3.95	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm	
How well you fit	3.96	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	asian	urm	
Amount of personal interaction w/Tenured	3.89	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	asian	urm	-
Colleagues pitch in when needed	4.22	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	
Department is collegial	4.23	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	men	foc	asian	urm	-
Colleagues committed to diversity/inclusion	4.40	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc		urm	+
Departmental Engagement	3.77	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc		foc	asian	urm	-
Discussions of undergrad student learning	4.30	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	foc	asian	urm	-
Discussions of grad student learning	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
Discussions of effective teaching practices	4.12	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	men	foc	asian	urm	-
Discussions of effective use of technology	3.26	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc		foc		urm	-
Discussions of current research methods	3.04	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc		foc		urm	-
Amount of professional interaction w/Pre-tenure	4.05	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	white	urm	
Amount of professional interaction w/Tenured	3.89	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	asian	urm	-
Departmental Quality	3.95	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	asian	urm	-
Intellectual vitality of tenured faculty	4.02	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	asian	urm	
Intellectual vitality of pre-tenure faculty	4.25	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc		foc	asian	urm	
Scholarly productivity of tenured faculty	3.62	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc		urm	-
Scholarly productivity of pre-tenure faculty	3.94	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc		foc	asian	urm	-
Teaching effectiveness of tenured faculty	4.34	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	asian	urm	
Teaching effectiveness of pre-tenure faculty	4.19	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women	foc	asian	urm	-
Dept. is successful at faculty recruitment	4.22	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc	women	foc		urm	
Dept. is successful at faculty retention	4.16	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A		women	foc		urm	-
Dept. addresses sub-standard performance	2.57	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N/A	assoc	women		white	urm	-
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Intellectual vitality of NTT faculty	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
Scholarly productivity of NTT faculty	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
Teaching effectiveness of NTT faculty	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
Amount of professional interaction w/NTT	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
Amount of personal interaction w/NTT	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N/A
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
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

Appreciation and Recognition › Demographic Analysis

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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
Appreciation and Recognition	3.57	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	-
Recognition: For teaching	3.61	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc		foc	white	urm	-
Recognition: For advising	3.25	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc		foc	white	urm	-
Recognition: For scholarship	3.45	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	asian	urm	-
Recognition: For service	3.22	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women		white	urm	-
Recognition: For outreach	3.08	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	N<5	urm	-
Recognition: From colleagues	3.72	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	N/A	assoc	women	foc	white	urm	-
Recognition: From CAO	3.43	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc			white	urm	-
Recognition: From Dean	3.30	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc		foc	N<5	urm	-
Recognition: From Head/Chair	3.83	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc	women	foc	N<5	urm	-
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	3.73	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N/A	assoc	women		white		-
CAO cares about faculty of my rank	4.14	◀▶	◀▶	◀▶	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		N/A	assoc			white		-

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 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?	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N/A	N<5	N<5	N<5	N<5	N<5	N<5	N/A
Counteroffer satisfaction	3.46	◀▶	◀▶	N<5	N/A	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	N/A	N<5	women	foc	N<5	urm	N/A	N/A
Outside offers are NOT necessary in negotiations	2.42	◀▶	◀▶	N<5	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	N/A	assoc	women	foc	N<5	urm		+

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.

	Overall			Pre-Tenure			Women			Asian			URM		
	you	peers	all (14)	you	peers	all (14)	you	peers	all (14)	you	peers	all (14)	you	peers	all (14)
Quality of colleagues	32%	5	14	24%	4	13	23%	5	14	0%	4	12	0%	5	12
Support of colleagues	17%	3	8	29%	4	10	28%	3	7	20%	3	5	11%	1	6
Opportunities to collaborate with colleagues	0%	0	0	0%	0	0	0%	0	0	0%	0	2	0%	0	1
Quality of graduate students	4%	0	1	0%	0	0	9%	0	1	0%	0	0	5%	0	1
Quality of undergraduate students	78%	5	13	71%	4	11	68%	5	13	80%	5	13	63%	5	13
Quality of facilities	3%	0	0	0%	1	1	2%	0	0	0%	1	2	11%	2	3
Compensation	0%	1	2	0%	2	2	0%	0	1	0%	0	1	0%	2	4
Support for research/creative work	3%	0	1	0%	0	3	6%	0	2	0%	0	2	0%	0	4
Support for teaching	9%	0	0	5%	1	2	11%	0	1	20%	1	2	16%	0	2
Support for professional development	1%	0	0	5%	0	0	0%	0	0	0%	1	2	5%	0	0
Assistance for grant proposals	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0
Childcare policies	4%	0	0	10%	0	0	6%	0	0	0%	0	0	5%	0	0
Spousal/partner hiring program	1%	0	0	0%	0	0	0%	0	0	0%	0	0	5%	0	0
Diversity	0%	0	0	0%	0	0	0%	0	0	0%	0	3	0%	0	1
Presence of others like me	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0
My sense of "fit" here	7%	1	3	5%	3	7	9%	2	5	20%	3	4	5%	2	4
Geographic location	1%	2	6	0%	1	5	2%	4	9	0%	0	4	0%	1	7
Commute	2%	0	0	0%	0	0	2%	0	0	0%	1	1	5%	0	1
Cost of living	6%	0	0	10%	0	0	9%	0	0	0%	3	3	11%	1	1
Protections from service/assignments	1%	0	0	5%	0	0	0%	0	0	0%	0	0	5%	1	1
Teaching load	3%	0	1	0%	0	1	2%	1	2	0%	1	3	5%	2	5
Manageable pressure to perform	8%	0	0	24%	0	1	4%	0	1	20%	2	3	5%	2	2
Academic freedom	11%	4	9	10%	3	6	11%	3	6	20%	3	8	11%	4	6
Tenure/promotion clarity or requirements	4%	0	0	0%	0	0	4%	0	0	20%	0	0	16%	1	1
Quality of leadership	2%	0	0	0%	0	0	2%	0	0	0%	1	1	11%	0	0
There are no positive aspects	0%	0	0	0%	0	0	0%	0	0	0%	0	0	0%	0	0
Decline to answer	1%	0	0	0%	0	0	0%	0	0	0%	1	2	0%	1	1

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.

	Overall			Pre-Tenure			Women			Asian			URM		
	you	peers	all (14)	you	peers	all (14)	you	peers	all (14)	you	peers	all (14)	you	peers	all (14)
Quality of colleagues	2%	0	0	0%	0	0	2%	0	0	20%	0	1	0%	0	0
Support of colleagues	4%	0	0	5%	0	0	6%	0	0	20%	0	0	0%	0	0
Opportunities to collaborate with colleagues	2%	0	0	0%	0	0	2%	0	0	0%	0	0	5%	0	0
Quality of graduate students	0%	0	0	0%	0	0	0%	0	0	0%	1	1	0%	0	0
Quality of undergraduate students	0%	0	1	0%	0	2	0%	0	0	0%	1	2	0%	0	0
Quality of facilities	6%	0	3	19%	0	1	6%	0	3	0%	1	3	5%	0	0
Compensation	28%	1	6	19%	0	6	17%	0	3	0%	2	8	11%	1	7
Lack of support for research/creative work	9%	0	2	0%	0	3	13%	1	4	20%	2	4	21%	0	3
Lack of support for teaching	0%	0	0	0%	0	0	0%	0	0	0%	0	2	0%	0	0
Lack of support for professional development	1%	0	0	0%	0	0	2%	0	0	0%	2	2	5%	0	1
Lack of assistance for grant proposals	4%	0	1	5%	0	1	2%	0	0	0%	0	1	0%	0	0
Childcare policies	1%	1	4	0%	4	8	2%	2	5	20%	0	2	0%	0	0
Spousal/partner hiring program	8%	3	5	14%	3	4	9%	3	5	20%	2	4	5%	2	4
Lack of diversity	23%	3	5	10%	3	7	30%	4	7	20%	4	7	53%	5	8
Absence of others like me	3%	0	0	5%	1	1	2%	0	0	0%	2	3	5%	0	1
My sense of "fit" here	7%	0	0	5%	0	1	4%	0	0	20%	2	3	16%	0	0
Geographic location	40%	3	4	48%	4	7	38%	2	3	20%	4	7	37%	4	7
Commute	3%	0	0	5%	0	0	2%	0	0	20%	0	2	0%	0	2
Cost of living	0%	0	2	0%	0	2	0%	0	2	0%	0	3	0%	1	5
Too much service/too many assignments	16%	4	12	10%	1	5	17%	4	13	0%	2	7	5%	3	9
Teaching load	5%	4	9	14%	3	7	2%	4	9	0%	3	10	5%	2	7
Unrelenting pressure to perform	10%	0	2	14%	3	7	17%	0	2	0%	1	3	0%	1	1
Academic freedom	2%	0	0	0%	0	0	2%	0	0	0%	0	1	0%	0	0
Tenure/promotion clarity or requirements	3%	0	0	5%	0	2	2%	0	0	0%	0	0	5%	0	2
Quality of leadership	4%	1	2	0%	1	1	2%	1	4	0%	2	7	0%	2	4
There are no positive aspects	3%	0	0	5%	0	0	2%	0	0	0%	0	3	5%	1	2
Decline to answer	1%	0	0	0%	0	0	0%	0	0	0%	1	1	0%	0	0

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.

