

Benchmarks Dashboard

COACHE Dashboard Guide

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

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

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

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



What do these triangles mean?

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

Your ranking among peers: Your percentile among your cohort:

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

insufficient data for reporting ◀



And these results?

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



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

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

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	2014
Leadership: Senior	3.00	◀▶	◀▶	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc			white	urm	-
Pres/Chancellor: Pace of decision making	3.10	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	tenured	tenured						urm
Pres/Chancellor: Stated priorities	3.10	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	tenured	tenured	assoc	men		white	urm	
Pres/Chancellor: Communication of priorities	3.10	◀▶	◀▶	▶◀	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀		tenured	assoc			white	urm	-
CAO: Pace of decision making	2.94	▶◀	▶◀	▶◀	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	-
CAO: Stated priorities	2.89	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc			white	urm	-
CAO: Communication of priorities	2.86	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	-
CAO: Ensuring faculty input	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leadership: Divisional	3.05	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	
Dean: Pace of decision making	3.13	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	
Dean: Stated priorities	3.11	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	
Dean: Communication of priorities	3.01	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white		
Dean: Ensuring faculty input	2.96	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	
Leadership: Departmental	3.48	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured		women		white	urm	
Head/Chair: Pace of decision making	3.43	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured		women		white	urm	
Head/Chair: Stated priorities	3.44	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	
Head/Chair: Communication of priorities	3.38	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured		women		white		-
Head/Chair: Ensuring faculty input	3.45	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured		women		white	urm	-
Head/Chair: Fairness in evaluating work	3.70	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc		foc		urm	
Leadership: Faculty	2.99	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured			foc	white	urm	N/A
Faculty leaders: Pace of decision making	2.96	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	N/A
Faculty leaders: Stated priorities	2.97	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured		men	foc	white	urm	N/A
Faculty leaders: Communication of priorities	2.95	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured				white	urm	N/A
Faculty leaders: Ensuring faculty input	3.09	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured			foc	white	urm	N/A
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Priorities are stated consistently	2.70	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured		women		white	urm	-
Priorities are acted on consistently	2.54	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc			white	urm	
Changed priorities negatively affect my work	2.67	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	assoc	women		white	urm	+
CAO: Support in adapting to change	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Visible leadership for support of diversity	3.84	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	pre-ten		assoc	women	foc	asian	urm	+

	Your results compared to PEERS ◀ Your results compared to COHORT ▶														Areas of strength in GREEN Areas of concern in RED														Within campus differences sm (.1) med. (.3) lrg. (.5)													
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2014															
Leadership: Senior	3.00	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀		Soc		Bio					other	other		other	-															
Pres/Chancellor: Pace of decision making	3.10	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc			other	other	other		Agr		Med																	
Pres/Chancellor: Stated priorities	3.10	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Soc								other	other	other																
Pres/Chancellor: Communication of priorities	3.10	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Soc	Phy		other				Agr	other	other	other	-															
CAO: Pace of decision making	2.94	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			other	Bio					Agr	other	other		-															
CAO: Stated priorities	2.89	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	other	Bio		ECM				other	other	other	-															
CAO: Communication of priorities	2.86	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	other	Bio						other	other		-															
CAO: Ensuring faculty input	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A																
Leadership: Divisional	3.05	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Soc		Bio	other				Agr	other	other	Med	Oth															
Dean: Pace of decision making	3.13	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other			Bio			other		Agr	other	other	Med	Oth															
Dean: Stated priorities	3.11	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Soc		Bio					Agr	other	other	Med	Oth															
Dean: Communication of priorities	3.01	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Soc		Bio	other		HHE		Agr	other	other	Med	Oth															
Dean: Ensuring faculty input	2.96	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Soc		Bio	other	other			Agr	other	other	Med	Oth															
Leadership: Departmental	3.48	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy	other	VPA			HHE		other	Edu	other	Oth															
Head/Chair: Pace of decision making	3.43	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy		VPA	other	HHE		other	Edu	other	Oth																
Head/Chair: Stated priorities	3.44	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		other	Phy	other	VPA	other	HHE		other	Edu	other	Oth																
Head/Chair: Communication of priorities	3.38	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy	other	VPA	other	HHE		other	Edu	other	Oth																
Head/Chair: Ensuring faculty input	3.45	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	VPA		HHE		other			Oth																
Head/Chair: Fairness in evaluating work	3.70	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	Phy	other			ECM			other			Oth																
Leadership: Faculty	2.99	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	Phy		other			other		other	Edu	other	N/A															
Faculty leaders: Pace of decision making	2.96	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc		Bio			other		other	other	Edu	other	N/A															
Faculty leaders: Stated priorities	2.97	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc	Phy	Bio	other		other		other	other	other	other	N/A															
Faculty leaders: Communication of priorities	2.95	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	Phy		other		other	other		other	Edu	other	N/A															
Faculty leaders: Ensuring faculty input	3.09	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	Phy	other	other					other	Edu	other	N/A															
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--																	
Priorities are stated consistently	2.70	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc		other	other		other		Agr	other	Edu		-															
Priorities are acted on consistently	2.54	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc		Bio	other		other		other	other	other																	
Changed priorities negatively affect my work	2.67	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc		other	other		other		Agr	other	other	other	+															
CAO: Support in adapting to change	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A																	
Visible leadership for support of diversity	3.84	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	other	ECM	other		other			Oth	+															

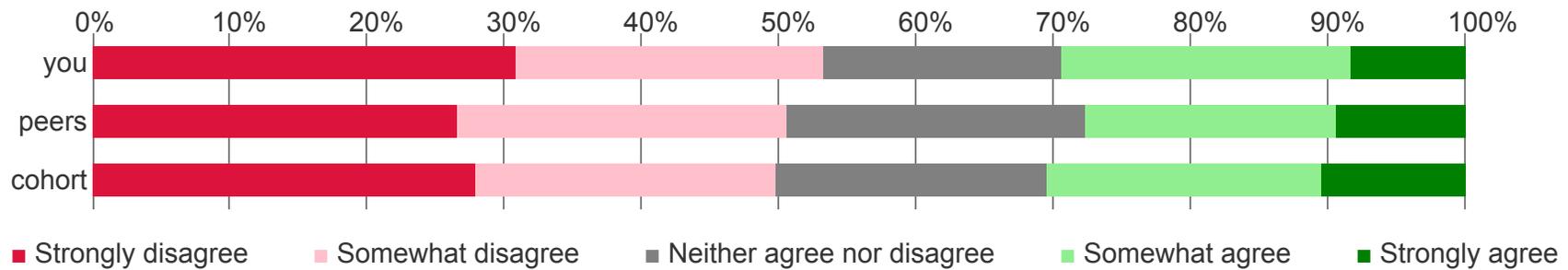
- Hum: Humanities**
- Soc: Social Sciences**
- Phy: Physical Sciences**
- Bio: Biological Sciences**
- VPA: Visual and Performing Arts**
- ECM: Engineering, Computer Science, Math and Statistics**
- HHE: Health and Human Ecology**
- Agr: Agriculture, Natural Resources, & Environmental Sciences**
- Bus: Business**
- Edu: Education**
- Med: Medicine**
- Oth: Other Professions (Law & Journalism)**

Institutional Leadership › Additional Analysis

Support for faculty affected negatively by changed priorities

Faculty were asked if, in the past five years, changes in institutional priorities had a negative impact on their work. **43.3% of faculty at your institution** agreed with this statement. In comparison, **45.8% of faculty at your selected comparison institutions** and **41.6% of faculty in the cohort** agreed with that statement. As a follow up, faculty were asked to rate their level of satisfaction or dissatisfaction with the support they received from their deans as well as their department head/chair, in adjusting to those changing priorities. The bar charts below summarize the responses to those items in the survey.

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



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

