

# 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
<b>Appreciation and Recognition</b>	3.25	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	◀▶	▶◀	tenured	tenured	assoc	women	<b>foc</b>	white	<b>urm</b>	
Recognition: For teaching	3.28	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	◀▶	▶◀		tenured	assoc	women	foc		<b>urm</b>	
Recognition: For advising	3.13	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	pre-ten		assoc	women	foc	white	<b>urm</b>	
Recognition: For scholarship	3.35	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀		ntt	assoc	women	foc		<b>urm</b>	
Recognition: For service	3.16	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀			assoc	women	<b>foc</b>		<b>urm</b>	
Recognition: For outreach	3.17	◀▶	◀▶	▶◀	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀			assoc		foc	white	<b>urm</b>	
Recognition: From colleagues	3.61	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		tenured	assoc	women	foc	white	<b>urm</b>	
Recognition: From CAO	2.67	▶◀	▶◀	N<5	N<5	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	N<5	N<5	assoc	women	foc	white	<b>urm</b>	
Recognition: From Dean	2.97	◀▶	◀▶	N<5	N<5	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	N<5	N<5	assoc		foc	<b>white</b>	<b>urm</b>	
Recognition: From Head/Chair	3.47	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			assoc	women	foc	white	<b>urm</b>	
School/college is valued by Pres/Provost	3.37	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	▶◀	◀▶	▶◀	N<5	N<5	assoc	women	<b>foc</b>		<b>urm</b>	
Dept. is valued by Pres/Provost	2.95	▶◀	▶◀	N<5	N<5	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	N<5	N<5	assoc	women	foc	white	<b>urm</b>	
CAO cares about faculty of my rank	3.01	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	tenured	tenured	<b>assoc</b>			white	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) lg (.5)										2014
	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									
<b>Appreciation and Recognition</b>	3.25	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	other		other		other		Med	Oth									
Recognition: For teaching	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	other		other		other	other	Med	Oth									
Recognition: For advising	3.13	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other		other	other		other		other	Med	Oth									
Recognition: For scholarship	3.35	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other		other			other		other		Med	Oth									
Recognition: For service	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				other	other		other	Agr	other		Med	Oth									
Recognition: For outreach	3.17	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other			other	other	other	other	Agr	other		Med	Oth									
Recognition: From colleagues	3.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	other		other	other	ECM			other			Yell									
Recognition: From CAO	2.67	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	other	ECM			other		Bus	other									
Recognition: From Dean	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		Bio	other	ECM			other		other	other	Med	Oth							
Recognition: From Head/Chair	3.47	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				other		ECM			other		Med	Oth									
School/college is valued by Pres/Provost	3.37	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		other		other		Edu	Med	other								
Dept. is valued by Pres/Provost	2.95	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	Bio	VPA		other		other		Edu	Med	other								
CAO cares about faculty of my rank	3.01	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA	other		Agr	other	other		other									

- 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)**