

# 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 ▶

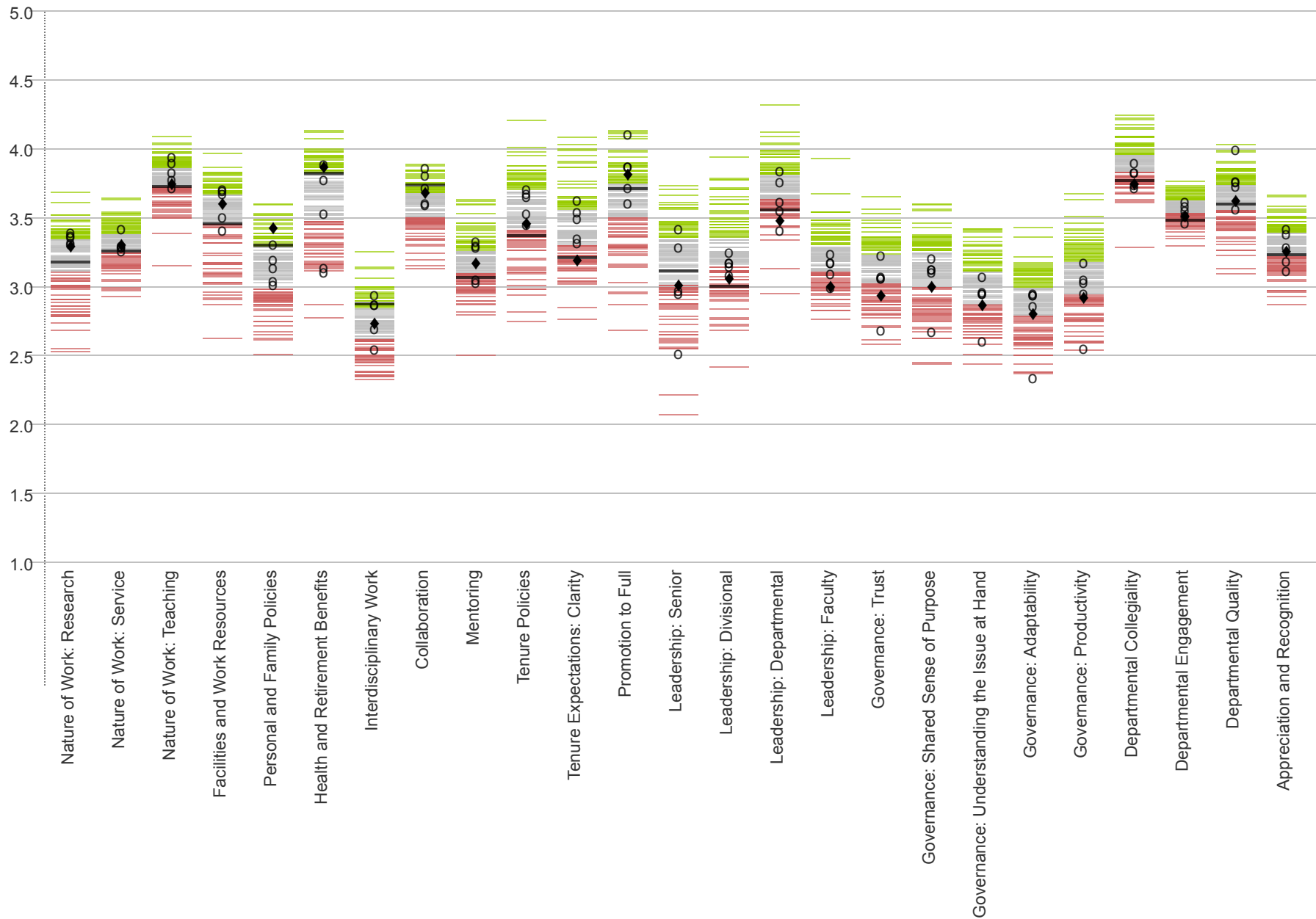
Areas of strength in **GREEN**  
Areas of concern in **RED**

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
Nature of Work: Research	3.29	◀▶	▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	▶	◀▶	▶	◀▶	tenured		assoc	women		white	urm	+
Nature of Work: Service	3.30	▶	▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	▶	◀▶	◀▶	◀▶		tenured	assoc	women	foc	white	urm	
Nature of Work: Teaching	3.75	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	pre-ten		assoc		foc		urm	
Facilities and Work Resources	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶		tenured	assoc		foc		urm	+
Personal and Family Policies	3.42	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		tenured	assoc		foc		urm	+
Health and Retirement Benefits	3.87	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	tenured			foc	asian	urm	
Interdisciplinary Work	2.72	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶			assoc	women		white	urm	-
Collaboration	3.69	▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	pre-ten	ntt	assoc	women	foc		urm	
Mentoring	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	▶	◀▶	tenured	tenured	assoc		foc	white	urm	+
Tenure Policies	3.46	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	▶	◀▶	N/A	N/A	N/A	women	white	white		+
Tenure Expectations: Clarity	3.19	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	▶	◀▶	N/A	N/A	N/A	women	white	white		
Promotion to Full	3.82	▶	▶	N/A	N/A	▶	▶	▶	▶	▶	▶	▶	▶	N/A	N/A	assoc	women	foc		urm	+
Leadership: Senior	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc			white	urm	-
Leadership: Divisional	3.05	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured				white	urm	
Leadership: Departmental	3.48	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured		women		white	urm	
Leadership: Faculty	2.99	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured			foc	white	urm	N/A
Governance: Trust	2.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	white	urm	N/A
Governance: Shared Sense of Purpose	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Governance: Understanding the Issue at Hand	2.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured				white	urm	N/A
Governance: Adaptability	2.79	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Governance: Productivity	2.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men		white	urm	N/A
Departmental Collegiality	3.75	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶					foc		urm	
Departmental Engagement	3.51	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	pre-ten	ntt	assoc		foc	white	urm	+
Departmental Quality	3.62	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	ntt	assoc		foc		urm	+
Appreciation and Recognition	3.25	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured	assoc	women	foc	white	urm	

	Your results compared to PEERS ◀		Areas of strength in GREEN Areas of concern in RED													Within campus differences sm (.1) med. (.3) lrg. (.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
Nature of Work: Research	3.29	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	other	Soc		Bio	VPA	other	other		other	Edu	Med		+
Nature of Work: Service	3.30	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	Soc		other	VPA	other	other	other	other			Oth	
Nature of Work: Teaching	3.75	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	other	Soc		other			other		other		Med	Oth	
Facilities and Work Resources	3.60	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	other		Phy		VPA		other		other	other	Med		+
Personal and Family Policies	3.42	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		Soc	Phy	Bio	VPA	ECM	other		other	other	other		+
Health and Retirement Benefits	3.87	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum		Phy	other		ECM	other		other		other		
Interdisciplinary Work	2.72	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		Soc		other	VPA	other	other	other	Bus	Edu	Med		-
Collaboration	3.69	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	Soc	other	other	VPA		other		other	other	Med	Oth	
Mentoring	3.16	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶			Phy			ECM	other		other	Edu	Med	other	+
Tenure Policies	3.46	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		other		N<5	other	other		Agr	other	Edu	N<5		+
Tenure Expectations: Clarity	3.19	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	other		N<5				Agr	other	Edu	N<5		
Promotion to Full	3.82	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	other		other		other	ECM	other	Agr	other	other	Med	Oth	+
Leadership: Senior	3.00	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		Soc		Bio					other	other	other		-
Leadership: Divisional	3.05	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	other	Soc		Bio	other			Agr	other	other	Med	Oth	
Leadership: Departmental	3.48	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶			Phy	other	VPA		HHE		other	Edu	other	Oth	
Leadership: Faculty	2.99	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		Soc	Phy	other	other		other		other	Edu	other		N/A
Governance: Trust	2.92	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	Soc	Phy	Bio			other		other	other	other	other	N/A
Governance: Shared Sense of Purpose	2.98	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	Soc		Bio	other		other		other	Edu	other	other	N/A
Governance: Understanding the Issue at Hand	2.85	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	Soc			other		other		other	Edu	other	other	N/A
Governance: Adaptability	2.79	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		Soc					other		other	other	other	other	N/A
Governance: Productivity	2.90	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶		Soc	Phy	other	other				other	other	other	other	N/A
Departmental Collegiality	3.75	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum		Phy	other	other	ECM	other		other	other	Med	Oth	
Departmental Engagement	3.51	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶				other	other	ECM	other	Agr	other	Edu	other	Oth	+
Departmental Quality	3.62	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	other				ECM	other		other		Med	Oth	+
Appreciation and Recognition	3.25	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	Hum	Soc	other	other	other		other		other		Med	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)



- Black Diamond: 2018 Responses
- Black Line: 2013 Responses
- Circles: Peer Institution Responses (North Carolina State U, U of California Davis, U of Missouri, U of North Carolina, and U of Texas at Austin)
- Green, Grey and Red Bands: top 30%, mid 40%, and bottom 30% of Cohort Institutions (109 other universities who did the COACHE Survey)