

Response Rates

* For help understanding this visualization, see [video tutorial on Response Rates](#).

		overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
University of Arizona	<i>population</i>	2100	953	361	786	667	449	1225	873	1476	489	211	278
	<i>responders</i>	886	456	192	238	299	212	476	408	651	217	84	133
	<i>response rate</i>	42%	48%	53%	30%	45%	47%	39%	47%	44%	44%	40%	48%
Selected Comparison Institutions	<i>population</i>	12227	6490	1737	4000	4568	2996	5924	3969	7285	2582	1350	1232
	<i>responders</i>	5130	2798	736	1596	1988	1324	2762	2324	3861	1203	557	646
	<i>response rate</i>	42%	43%	42%	40%	44%	44%	47%	59%	53%	47%	41%	52%
All	<i>population</i>	88084	47667	17492	22925	27224	25085	49920	35793	63444	22198	11409	10789
	<i>responders</i>	40753	22838	8381	9534	12793	12097	21628	19054	31285	9390	4344	5046
	<i>response rate</i>	46%	48%	48%	42%	47%	48%	43%	53%	49%	42%	38%	47%

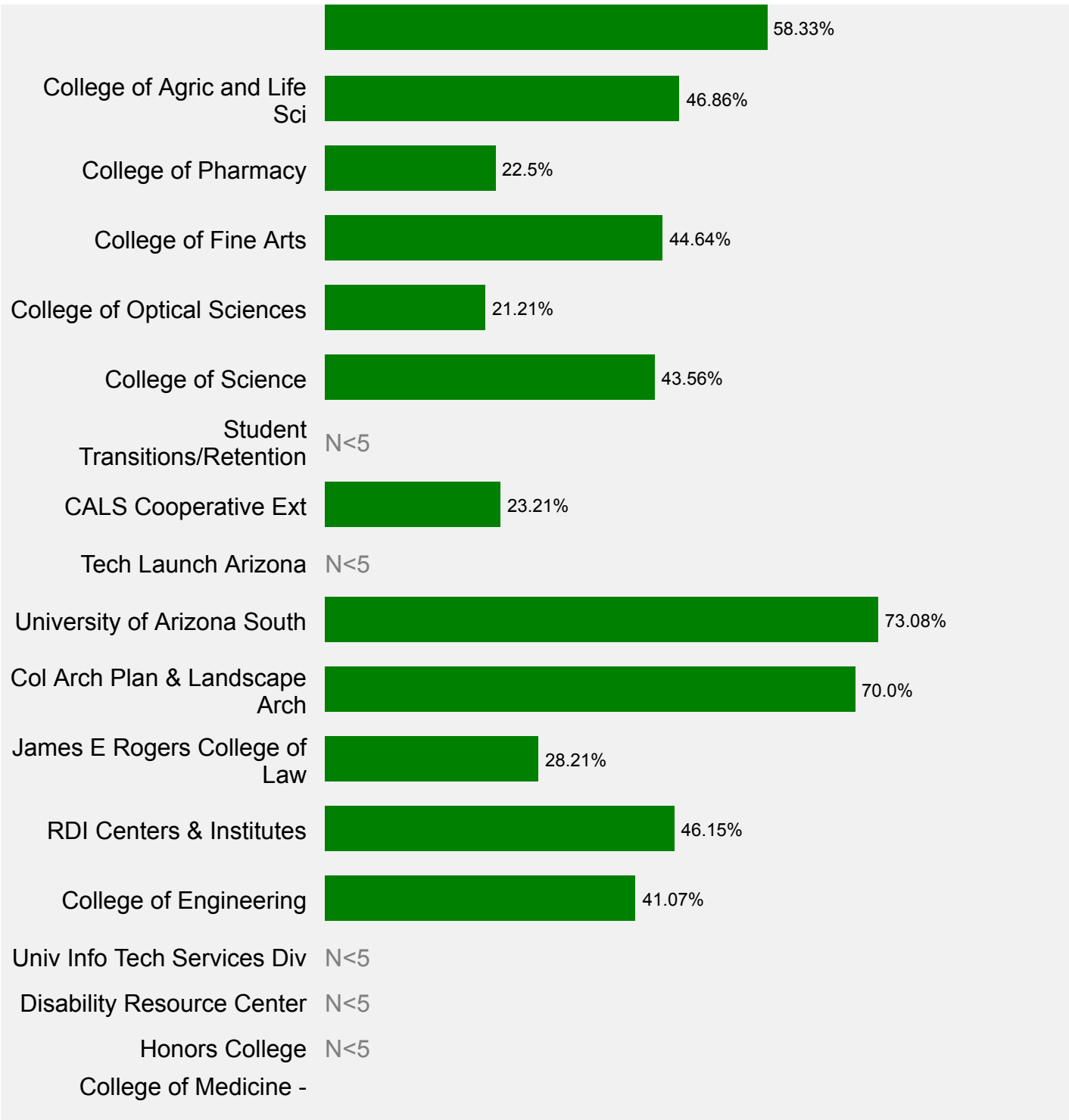
Selected Comparison Institutions

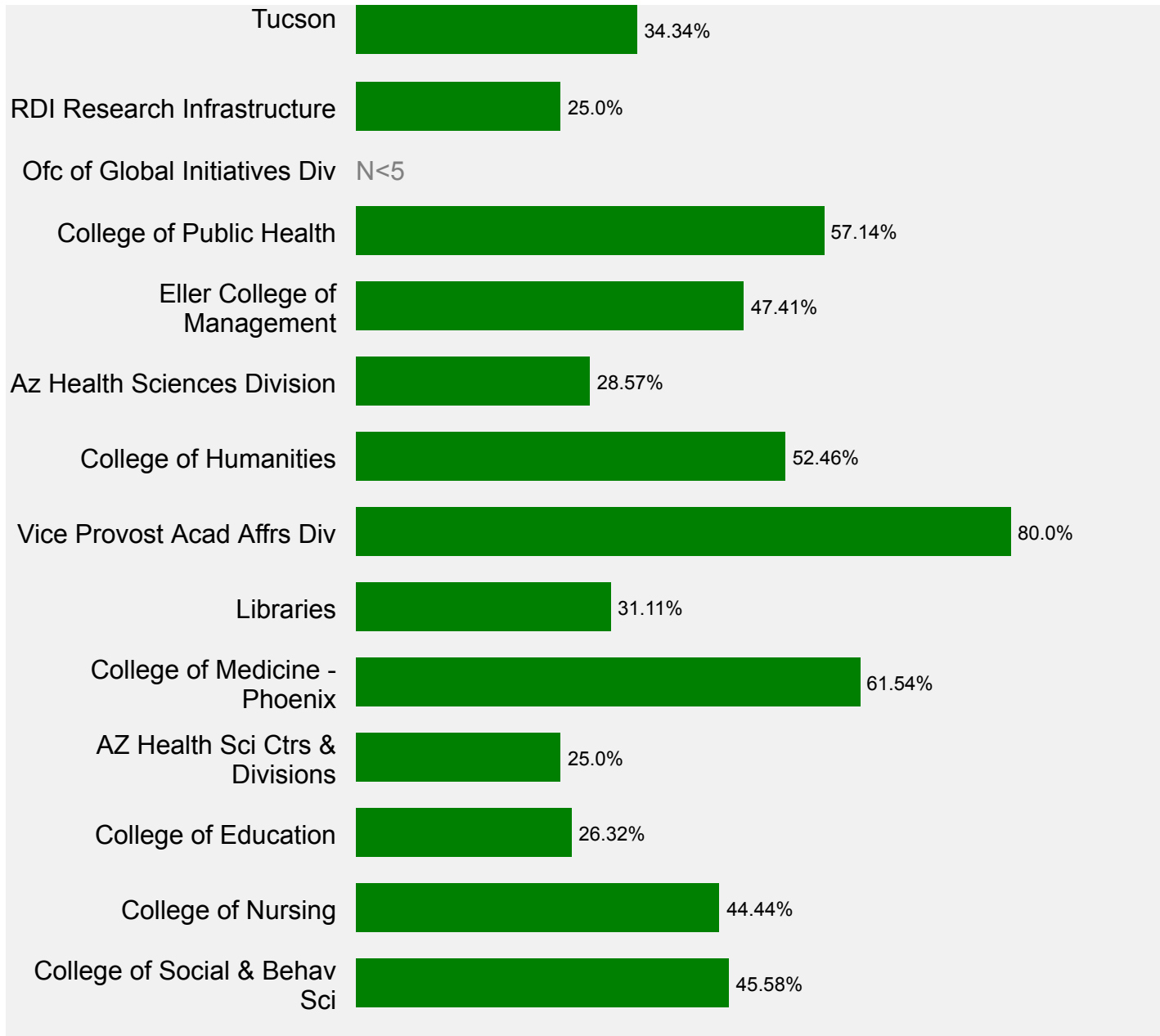
You selected five institutions as peers against whom to assess your COACHE Survey results. The results at these institutions are included throughout this report in the aggregate or, when cited individually, in random order. Your peer institutions are:

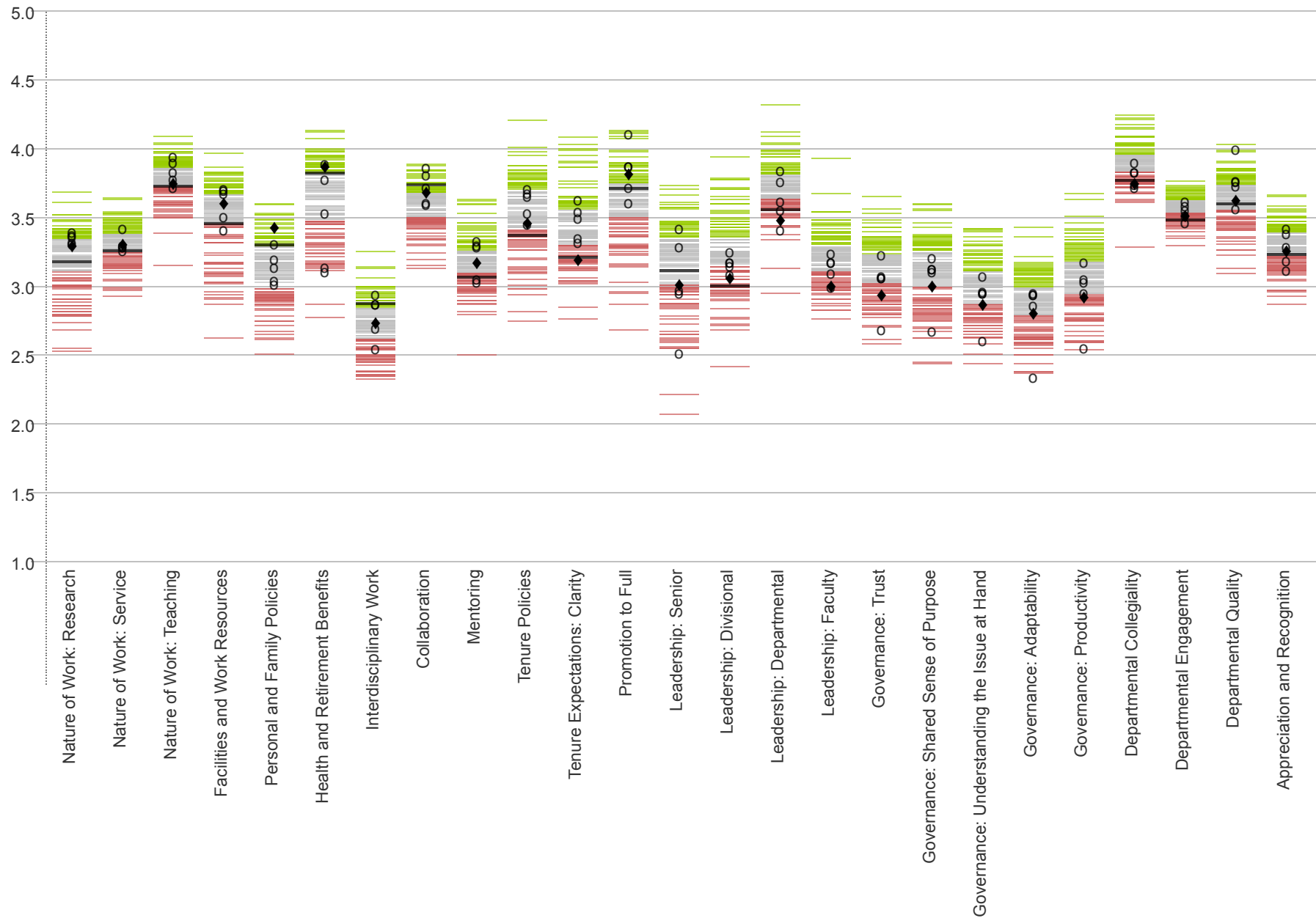
- North Carolina State University (2018)
- University of California, Davis (2017)
- University of Missouri - Columbia (2016)
- University of North Carolina - Chapel Hill (2018)
- University of Texas at Austin (2017)

Divisional Response Rates

RDI Museums Division







- 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)

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 ◀ Your results compared to COHORT ▶														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	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	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)

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	+
Time spent on research	3.55														ntt	assoc	women	white	white		+
Expectations for finding external funding	3.12														ntt	assoc	women		white	urm	
Influence over focus of research	4.27														ntt	assoc		foc	asian	urm	
Quality of grad students to support research	3.35													pre-ten					white	urm	
Support for research	2.93													tenured	tenured		women		white	urm	+
Support for engaging undergrads in research	3.05													tenured		assoc	women	foc	white	urm	+
Support for obtaining grants (pre-award)	3.21														ntt	assoc	women		white	urm	+
Support for maintaining grants (post-award)	3.23													pre-ten	ntt	assoc	women	white	white	urm	+
Support for securing grad student assistance	2.88																women		white	urm	+
Support for travel to present/conduct research	3.19													tenured	tenured	assoc	women	white	white	urm	+
Availability of course release for research	2.81														ntt	assoc	women		white	urm	
Nature of Work: Service	3.30															tenured	assoc	women	foc	white	urm
Time spent on service	3.54													pre-ten	tenured	assoc	women	foc		urm	
Support for faculty in leadership roles	2.92														tenured	assoc	women	foc	white	urm	+
Number of committees	3.44													tenured	tenured		women	foc	white	urm	
Attractiveness of committees	3.46														tenured	assoc	women	foc	white	urm	
Discretion to choose committees	3.46													pre-ten		assoc	women		white	urm	
Equitability of committee assignments	3.00														tenured	assoc	women	foc	white	urm	
Number of student advisees	3.63													pre-ten		assoc	women		white	urm	
Support for being a good advisor	2.81														tenured	assoc	women	foc	white	urm	N/A
Equity of the distribution of advising responsibilities	2.91													tenured	tenured	assoc	women		white	urm	N/A
Nature of Work: Teaching	3.75													pre-ten		assoc		foc		urm	
Time spent on teaching	3.94													pre-ten	tenured	assoc	women		white	urm	
Number of courses taught	3.92													pre-ten	ntt	assoc	women			urm	
Level of courses taught	4.05													pre-ten	ntt	assoc	women	foc		urm	
Discretion over course content	4.34														ntt	assoc		foc	asian	urm	
Number of students in classes taught	3.78													pre-ten		assoc		foc		urm	
Quality of students taught	3.33													pre-ten	tenured	assoc	men	foc	asian	urm	
Equitability of distribution of teaching load	3.14															assoc	women		white	urm	+
Quality of grad students to support teaching	3.45													pre-ten	tenured	assoc				urm	
Teaching schedule	4.07													pre-ten		assoc					N/A
Support for teaching diverse learning styles	3.62													pre-ten	tenured						N/A
Support for assessing student learning	3.68														tenured						N/A
Support for developing online/hybrid courses	3.65													pre-ten	tenured		men		white	urm	N/A
Support for teaching online/hybrid courses	3.66													pre-ten	tenured			foc	white	urm	N/A
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Time spent on outreach	3.71													pre-ten			women		white	urm	
Time spent on administrative tasks	3.02														tenured				white		

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	
Nature of Work: Research	3.29	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc		Bio	VPA	other	other		other	Edu	Med		+	
Time spent on research	3.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum			Bio	VPA	other	other	other	other	Edu	Med	Oth	+	
Expectations for finding external funding	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	other	other	VPA	other	HHE	Agr	other		Med	other		
Influence over focus of research	4.27	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other	other	other	VPA	ECM	other			Edu	Med	Oth		
Quality of grad students to support research	3.35	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	other	other	other	VPA	ECM	other		other	Edu	Med			
Support for research	2.93	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other			Bio	VPA	other			other		Med		+	
Support for engaging undergrads in research	3.05	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA	other	other	Agr	other			Oth	+	
Support for obtaining grants (pre-award)	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc	Phy	Bio	VPA	other	other	other	other		Med		+	
Support for maintaining grants (post-award)	3.23	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other		VPA	other	other	other		Edu	Med	Oth	+	
Support for securing grad student assistance	2.88	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other		other					Agr	other		Med	Oth	+	
Support for travel to present/conduct research	3.19	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc	Phy	Bio	VPA		other	Agr	other	other		other	+	
Availability of course release for research	2.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			other	Bio	VPA	other	other		other	Edu	Med			
Nature of Work: Service	3.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA	other	other		other			Oth		
Time spent on service	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA	other	other	other	other		Edu		Oth	
Support for faculty in leadership roles	2.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc			VPA	other			other	Edu		Oth	+	
Number of committees	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	other		other					other	Oth		
Attractiveness of committees	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum			Bio		other	other	other		Edu		Oth		
Discretion to choose committees	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum			other	VPA			other				Oth		
Equitability of committee assignments	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc				other	HHE		other	other		Oth		
Number of student advisees	3.63	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum		other			other	other	other		Edu	Med			
Support for being a good advisor	2.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc		other		other		Agr	other	Edu			N/A	
Equity of the distribution of advising responsibilities	2.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum		Phy	other		other		Agr	other	other	Med	Oth	N/A	
Nature of Work: Teaching	3.75	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc		other	other		other		other		Med	Oth		
Time spent on teaching	3.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc	Phy	other				other						
Number of courses taught	3.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc		other	other			other		Edu		Oth		
Level of courses taught	4.05	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc				other	other	other	other		other	Oth		
Discretion over course content	4.34	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other			other	other	ECM	other	other	other		Med	Oth		
Number of students in classes taught	3.78	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	other	ECM	other	other	other	Edu	Med	Oth		
Quality of students taught	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	Phy	other	other		other		other	other		other		
Equitability of distribution of teaching load	3.14	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum					other	HHE	Agr	other		Med	Oth	+	
Quality of grad students to support teaching	3.45	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	other		other	other	ECM	other		other	Edu	Med			
Teaching schedule	4.07	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other	Phy		VPA		other		other	Edu	Med		N/A	
Support for teaching diverse learning styles	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			Phy	Bio			HHE		other			Oth	N/A	
Support for assessing student learning	3.68	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			Phy		other	ECM	other	other	other	other	other		N/A	
Support for developing online/hybrid courses	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other			other	VPA		HHE	Agr	other	other	other	Oth	N/A	
Support for teaching online/hybrid courses	3.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other		Phy	other	VPA		HHE	Agr	other	other	other	Oth	N/A	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Time spent on outreach	3.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc			VPA	other	other	other		Edu	Med	other		
Time spent on administrative tasks	3.02	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc		Bio		other			other			Oth		
Ability to balance teaching/research/service	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	other		VPA	other	HHE		other		Med			

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)

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	
Facilities and Work Resources	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶									
Support for improving teaching	3.36	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc		urm	+	
Office	3.83	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc		foc		urm		
Laboratory, research, studio space	3.40	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women	foc		urm		
Equipment	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	women		white			
Classrooms	3.37	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc			white	urm		
Library resources	4.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured		men	foc		urm	+	
Computing and technical support	3.78	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc					+	
Clerical/administrative support	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		women				+	
Personal and Family Policies	3.42	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc		urm	+	
Right balance between professional/personal	3.20	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women	foc		urm		
Inst. supports family/career compatibility	3.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women		white	urm		
Housing benefits	2.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc	women	foc	white	urm	+	
Tuition waivers, remission, or exchange	3.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	full		foc	asian	urm		
Spousal/partner hiring program	3.10	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			full			white	urm		
Childcare	2.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc	women	white	white			
Eldercare	2.99	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc			white	urm		
Family medical/parental leave	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women	foc		urm		
Flexible workload/modified duties	3.73	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	women			urm	+	
Stop-the-clock policies	3.70	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	N<5	women			white		
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	2.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc			white	urm	N/A	
Health and Retirement Benefits	3.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured			foc	asian	urm		
Health benefits for yourself	4.03	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten				foc	asian	urm		
Health benefits for family	4.03	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten				foc	asian	urm		
Retirement benefits	3.75	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶					foc	asian	urm	+	
Phased retirement options	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		men	foc	asian	urm	+	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Salary	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc		foc		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)

	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	
Facilities and Work Resources	3.60	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other		Phy		VPA		other		other	other	Med		+	
Support for improving teaching	3.36	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other	Soc	Phy	other			other		other				+	
Office	3.83	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other				VPA		other			Edu	Med	Oth		
Laboratory, research, studio space	3.40	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other		other	other	VPA	ECM	other		other	Edu	Med			
Equipment	3.43	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other			Bio	VPA	ECM			other	other	Med	other		
Classrooms	3.37	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other	Soc	Phy	Bio	VPA		other	other		other	other	Oth		
Library resources	4.09	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum			other	VPA	ECM	other	other	Bus	other	other	other	+	
Computing and technical support	3.78	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other		Phy		other	ECM	other	Agr	Bus	other	other	Oth	+	
Clerical/administrative support	3.46	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other	other	Phy	Bio	VPA	other	HHE		other	Edu	Med		+	
Personal and Family Policies	3.42	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		Soc	Phy	Bio	VPA	ECM	other		other	other	other		+	
Right balance between professional/personal	3.20	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		Soc	other	other					other	other	Med	Oth		
Inst. supports family/career compatibility	3.09	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		Soc	Phy		VPA	other	other		other					
Housing benefits	2.43	◀	◀	◀	◀	N<5	◀	◀	◀	◀	◀	◀	◀	◀	Hum	Soc		N<5	other	other	other		other	Edu		other	+	
Tuition waivers, remission, or exchange	3.94	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum	Soc	Phy	Bio	VPA		other		other	other	other	Oth		
Spousal/partner hiring program	3.10	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		other	other	Bio	VPA	ECM	other	Agr	other	other	Med	Oth		
Childcare	2.55	◀	◀	◀	◀	N<5	◀	◀	◀	◀	◀	◀	◀	◀		Soc	Phy	N<5	other	other	other		other	Edu	Med			
Eldercare	2.99	◀	◀	◀	◀	N<5	◀	◀	◀	◀	◀	◀	◀	◀	Hum	Soc		N<5	other	other	HHE	Agr	other	Edu	other			
Family medical/parental leave	3.65	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum		Phy	Bio	other	ECM		other	other	other	Edu	other		
Flexible workload/modified duties	3.73	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum		Phy		VPA	other	other	other	other			Oth	+	
Stop-the-clock policies	3.70	◀	◀	◀	◀	N<5	◀	N<5	◀	◀	◀	N<5	N<5	◀	other	other	Phy	N<5	other	N<5	other		other	N<5	N<5	Oth		
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	N/A	N/A	N/A	N/A	N/A	N/A
Parking benefits	2.61	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum	Soc		Bio	VPA		other	Agr	other	Edu	other	other	N/A	
Health and Retirement Benefits	3.87	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum		Phy	other		ECM	other		other		other			
Health benefits for yourself	4.03	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum		Phy	other	other	ECM	other	other	other		other	other		
Health benefits for family	4.03	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀			Phy		VPA	ECM	other		other	other	other	Oth		
Retirement benefits	3.75	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum		Phy	other		ECM	other		other				+	
Phased retirement options	3.44	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum	Soc	Phy	Bio	other		other		other	other	other	Oth	+	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Salary	2.98	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum	other	Phy		VPA		other	Agr	other	other	other		+	

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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
Interdisciplinary Work	2.72	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶			assoc	women		white	urm	-
Budgets encourage interdiscip. work	2.50	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶		ntt	assoc	women	white	white		
Facilities conducive to interdiscip. work	2.89	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	▶	tenured	tenured				white		
Interdiscip. work is rewarded in merit	2.65	◀▶	▶	◀▶	◀▶	▶	▶	▶	◀▶	◀▶	◀▶	▶	◀▶	pre-ten	ntt	assoc	women		white	urm	-
Interdiscip. work is rewarded in promotion	2.77	▶	▶	N<5	◀▶	▶	▶	▶	▶	▶	▶	▶	▶	N<5	ntt	assoc		foc		urm	
Interdiscip. work is rewarded in tenure	2.59	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	N<5	women	foc	white	urm	-
Dept. knows how to evaluate interdiscip. work	2.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc	women	foc		urm	-
Collaboration	3.69	▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	◀▶	▶	◀▶	pre-ten	ntt	assoc	women	foc		urm	
Opportunities for collab. within dept	3.78	▶	▶	▶	◀▶	▶	▶	▶	▶	▶	◀▶	▶	◀▶				women	foc		urm	
Opportunities for collab. outside inst	3.73	▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	◀▶	▶	◀▶	pre-ten	ntt	assoc	women	foc	white	urm	
Opportunities for collab. outside dept	3.54	▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	◀▶	▶	◀▶		ntt	assoc		foc		urm	
Mentoring	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		foc	white	urm	+
Effectiveness of mentoring within dept.	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc		foc		urm	
Effectiveness of mentoring outside dept.	3.71	▶	▶	▶	◀▶	◀▶	◀▶	▶	▶	▶	◀▶	▶	◀▶	tenured			men				+
Mentoring of pre-tenure faculty in dept	3.23	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	N<5	assoc	women	foc	white	urm	
Mentoring of tenured associate profs in dept	2.48	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	women	foc	asian	urm	
Support for faculty to be good mentors	2.54	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	N<5		assoc	women	foc		urm	+
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Interdiscip. work is rewarded in reappointment	2.54	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	assoc	men		asian	white	N/A
Being a mentor is fulfilling	4.27	▶	▶	N<5	▶	▶	▶	▶	▶	▶	◀▶	▶	◀▶	N<5		assoc		foc	asian	urm	
Effectiveness of mentoring outside the inst.	4.02	◀▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	◀▶	▶	◀▶		ntt		men				+
Mentoring of NTT faculty in dept	2.65	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	N<5	N<5	assoc		foc	asian	urm	N/A
Interest in interdisciplinary work	3.87	▶	▶	◀▶	◀▶	▶	▶	▶	▶	▶	▶	▶	▶		ntt		men		white		N/A

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Areas of strength in GREEN
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Within campus differences
sm (.1) med. (.3) lg. (.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			
Interdisciplinary Work	2.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶																
Budgets encourage interdiscip. work	2.50	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	other	Bio	VPA	other	other	other	other	Edu	Med			-		
Facilities conducive to interdiscip. work	2.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	other	VPA	other	other	other		other	other					
Interdiscip. work is rewarded in merit	2.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other			other	other			Med	other			-	
Interdiscip. work is rewarded in promotion	2.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc		other			other	other		other	Med					
Interdiscip. work is rewarded in tenure	2.59	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	Hum	Soc	other	N<5	other	other	other		Bus	N<5	N<5	other			-	
Dept. knows how to evaluate interdiscip. work	2.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			other	other	VPA	other	other			Edu	Med	Oth			-	
Collaboration	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	other	other	VPA		other		other	other	Med	Oth				
Opportunities for collab. within dept	3.78	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum		other			ECM	other	other	other	other	other	Oth				
Opportunities for collab. outside inst	3.73	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum		other		VPA		other		other	Edu	Med	Oth				
Opportunities for collab. outside dept	3.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		other	VPA		other	other		other						
Mentoring	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			Phy			ECM	other		other	Edu	Med	other			+	
Effectiveness of mentoring within dept.	3.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum			Bio		other	other		other	Edu	other	Oth				
Effectiveness of mentoring outside dept.	3.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other		Phy	other		ECM	other	other	Bus		Med				+	
Mentoring of pre-tenure faculty in dept	3.23	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	other	Phy	other		ECM	other		other	Edu	Med					
Mentoring of tenured associate profs in dept	2.48	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	other		other	other	ECM	other		other	Edu	Med	Oth				
Support for faculty to be good mentors	2.54	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc		other		ECM	other		other	Edu	Med	other			+	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Interdiscip. work is rewarded in reappointment	2.54	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		N<5	N<5	other	N<5		other	Med	other	other			N/A	
Being a mentor is fulfilling	4.27	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other		Phy	other			other	Agr	other	other		Oth				
Effectiveness of mentoring outside the inst.	4.02	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other	Phy	Bio			HHE				Med				+	
Mentoring of NTT faculty in dept	2.65	◀▶	◀▶	◀▶	◀▶	N<5	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			Phy	N<5	N<5	ECM	HHE		other		Med	other			N/A	
Interest in interdisciplinary work	3.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶				Bio	VPA				Bus	other	other	other			N/A	

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Tenure Policies	3.46	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	▶▶	◀▶	◀▶	▶▶	◀▶	N/A	N/A	N/A	women	white	white		+
Clarity of tenure process	3.50	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	▶▶	▶▶	◀▶	▶▶	N/A	N/A	N/A	women		white	urm	+
Clarity of tenure criteria	3.50	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	▶▶	◀▶	▶▶	◀▶	N/A	N/A	N/A	women	white	white		
Clarity of tenure standards	3.18	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	N/A	women		white		+
Clarity of body of evidence for deciding tenure	3.58	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	▶▶	◀▶	N/A	N/A	N/A		white	white		
Clarity of whether I will achieve tenure	3.54	◀▶	N/A	◀▶	N/A	N/A	N/A	▶▶	◀▶	◀▶	◀▶	▶▶	◀▶	N/A	N/A	N/A	women	white	white		
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	2.99	▶▶	N/A	▶▶	N/A	N/A	N/A	◀▶	▶▶	▶▶	▶▶	◀▶	▶▶	N/A	N/A	N/A	women	white	white		
Tenure decisions are performance-based	3.89	◀▶	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		
Clarity of expectations: Scholar	3.65	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	N/A		white	white		-
Clarity of expectations: Teacher	3.55	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	▶▶	◀▶	▶▶	N/A	N/A	N/A		white	white		
Clarity of expectations: Advisor	3.12	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	◀▶	◀▶	◀▶	N/A	N/A	N/A		white	white		
Clarity of expectations: Colleague	3.25	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	▶▶	◀▶	N/A	N/A	N/A	women	white	white	white	+
Clarity of expectations: Campus citizen	2.82	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	N/A	women	white	white		
Clarity of expectations: Broader community	2.76	▶▶	N/A	▶▶	N/A	N/A	N/A	▶▶	▶▶	▶▶	◀▶	▶▶	▶▶	N/A	N/A	N/A	women	white	white	white	
Promotion to Full	3.82	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc		urm	+
Dept. culture encourages promotion	3.78	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc	asian	urm	+
Reasonable expectations: Promotion	4.06	▶▶	▶▶	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	assoc		foc		urm	+
Clarity of promotion process	3.96	▶▶	▶▶	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	assoc	women	foc		urm	+
Clarity of promotion criteria	3.90	▶▶	▶▶	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	assoc	women	foc	asian	urm	+
Clarity of promotion standards	3.67	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women	foc		urm	
Clarity of body of evidence for promotion	3.92	▶▶	▶▶	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	assoc	women	foc		urm	+
Clarity of time frame for promotion	3.64	▶▶	▶▶	N/A	N/A	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	assoc	women	foc		urm	+
Clarity of whether I will be promoted	3.16	▶▶	▶▶	N/A	N/A	N<5	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	▶▶	N/A	N/A	N<5	women	foc		urm	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

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sm (.1) med (.3) lg (.5)

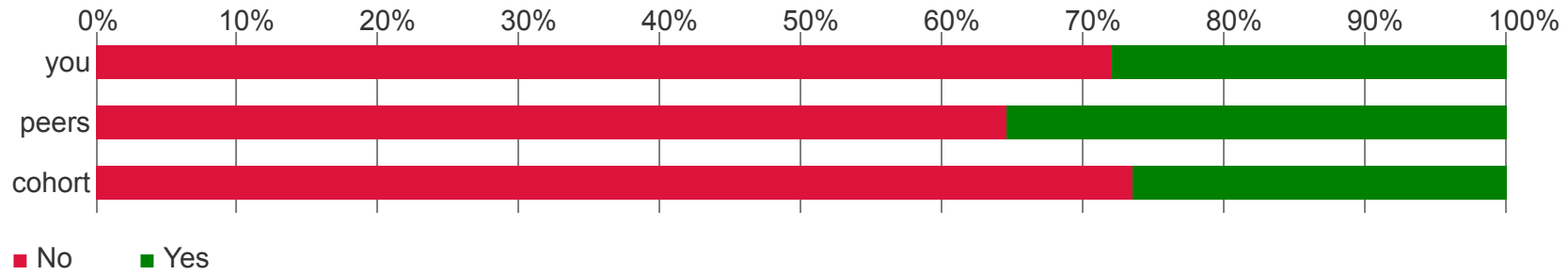
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2014
Tenure Policies	3.46	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶				N<5	other	other			other	Edu	N<5		+
Clarity of tenure process	3.50	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum	other		N<5	other			other	other	Edu	N<5	other	+
Clarity of tenure criteria	3.50	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	other	Phy		N<5		other		other	other	Edu	N<5		
Clarity of tenure standards	3.18	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	other			N<5		ECM		other	other	Edu	N<5		+
Clarity of body of evidence for deciding tenure	3.58	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	other			N<5	other	ECM		other	other	Edu	N<5		
Clarity of whether I will achieve tenure	3.54	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum	other	other	N<5	other	other		other	other	Edu	N<5	Oth	
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	N/A	N/A	N/A	N/A	N/A	N/A
Consistency of messages about tenure	2.99	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶			Phy		other	other	other	other	other	Edu	N<5		
Tenure decisions are performance-based	3.89	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum			N<5		other	HHE	other	other	other	N<5		+
Tenure Expectations: Clarity	3.19	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum	other		N<5				other	other	Edu	N<5		
Clarity of expectations: Scholar	3.65	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	other	other		N<5	VPA		other		other	Edu	N<5	Oth	-
Clarity of expectations: Teacher	3.55	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum		other	N<5		ECM	other	other	other		N<5	Oth	
Clarity of expectations: Advisor	3.12	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶		other		N<5					other		N<5		
Clarity of expectations: Colleague	3.25	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum	other		N<5	other	ECM	HHE	other	other	Edu	N<5	other	+
Clarity of expectations: Campus citizen	2.82	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum		Phy	N<5	other		HHE	other	other	Edu	N<5	other	
Clarity of expectations: Broader community	2.76	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	Hum	other	Phy	N<5	other	other				Edu	N<5	other	
Promotion to Full	3.82	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other		other		other	ECM	other	other	other	Edu	Med	Oth	+
Dept. culture encourages promotion	3.78	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		other	other		VPA	ECM	other		other	Edu	Med	Oth	+
Reasonable expectations: Promotion	4.06	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other	Phy	Bio		ECM	other		other	Edu	Med	Oth	+
Clarity of promotion process	3.96	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other				other		other	other	other	Edu	Med	Oth	+
Clarity of promotion criteria	3.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other			other		other	other	other	Edu	Med	Oth	+
Clarity of promotion standards	3.67	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other		other	other	ECM	other	other	other	Edu	Med	Oth	
Clarity of body of evidence for promotion	3.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	other	other		other	ECM	other	other	other	Edu	Med	Oth	+
Clarity of time frame for promotion	3.64	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc	other	Bio			other	other	other	other	other	Oth	+
Clarity of whether I will be promoted	3.16	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum		other	N<5	other	ECM	N<5		other	other	Med	Oth	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--

- 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)**

Tenure and Promotion › Additional Analysis

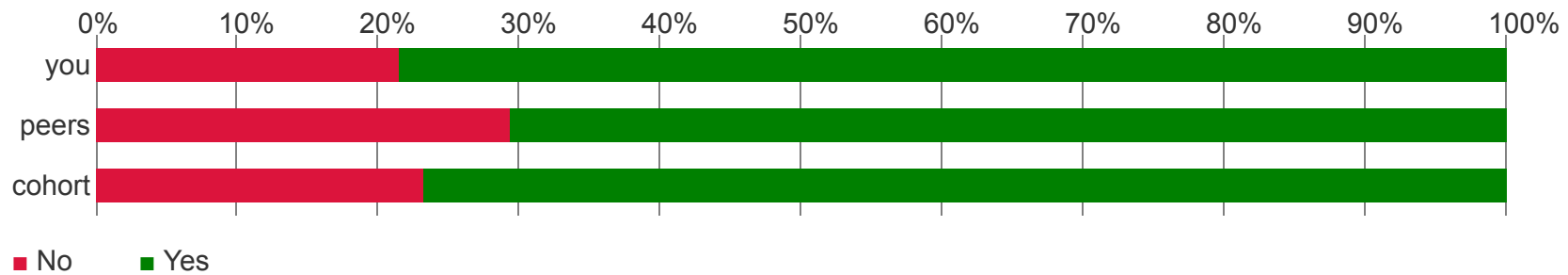
Formal feedback on promotion to full

Have you received formal feedback on your progress toward promotion to full professor?



Formal feedback on progress toward tenure

Have you received formal feedback on your progress toward tenure?



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)										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									
Leadership: Senior	3.00	◀	◀	▶	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		Soc		Bio					other	other		other	-								
Pres/Chancellor: Pace of decision making	3.10	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀		Soc				other	other	other			Med										
Pres/Chancellor: Stated priorities	3.10	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other	Soc								other	other	other	other								
Pres/Chancellor: Communication of priorities	3.10	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	other	Soc	Phy			other			Agr	other	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	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	Edu	other		N/A								
Faculty leaders: Stated priorities	2.97	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum	Soc	Phy	Bio	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		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			-								
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	N/A									
Visible leadership for support of diversity	3.84	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	◀	Hum			other	other	ECM	other		other			Oth	+								

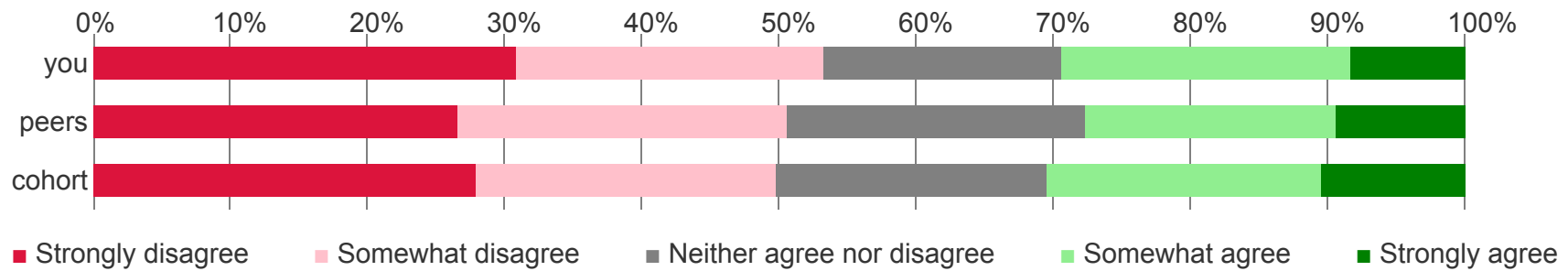
- Hum: Humanities**
- Soc: Social Sciences**
- Phy: Physical Sciences**
- Bio: Biological Sciences**
- VPA: Visual and Performing Arts**
- ECM: Engineering, Computer Science, Math and Statistics**
- HHE: Health and Human Ecology**
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- Bus: Business**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

Institutional Leadership › Additional Analysis

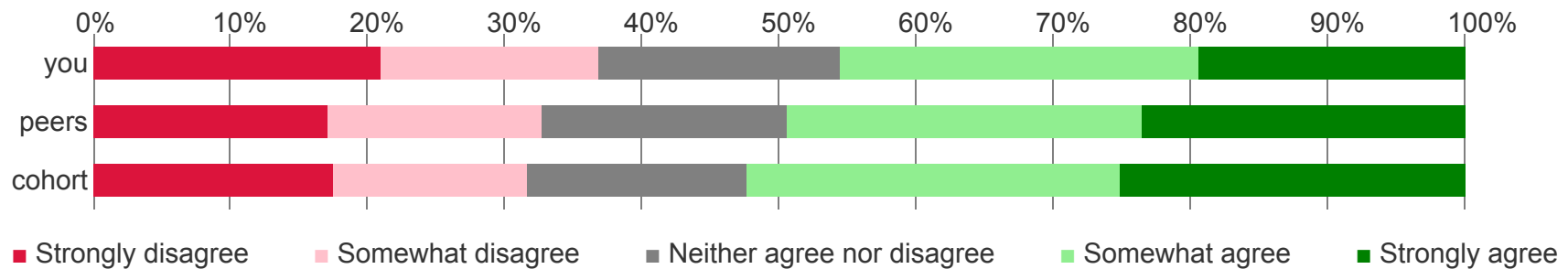
Support for faculty affected negatively by changed priorities

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



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
Governance: Trust	2.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	white	urm	N/A
I understand how to voice opinions about policies	2.88	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc			white	urm	N/A
Clear rules about the roles of faculty and administration	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc			white	urm	N/A
Faculty and admin follow rules of engagement	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men	foc		urm	N/A
Faculty and admin have an open system of communication	2.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc			white	urm	N/A
Faculty and admin discuss difficult issues in good faith	3.10	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured			foc	white	urm	N/A
Governance: Shared Sense of Purpose	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Important decisions are not made until there is consensus	2.57	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured			white	white		N/A
Admin ensures sufficient time for faculty input	2.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Faculty and admin respectfully consider the other's view	3.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured				white	urm	N/A
Faculty and admin have a shared sense of responsibility	3.38	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶		tenured		men	foc		urm	N/A
Governance: Understanding the Issue at Hand	2.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured				white	urm	N/A
Faculty governance structures offer opportunities for input	2.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶						white	urm	N/A
Admin communicate rationale for important decisions	2.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured				white	urm	N/A
Faculty and admin have equal say in decisions	2.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured			white	white	white	N/A
Faculty and admin define decision criteria together	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Governance: Adaptability	2.79	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Shared governance holds up in unusual circumstances	2.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Institution regularly reviews effectiveness of governance	2.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white	urm	N/A
Institution cultivates new faculty leaders	3.03	◀▶	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc		urm	N/A
Governance: Productivity	2.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men		white	urm	N/A
Overall effectiveness of shared governance	2.84	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc	men		white	urm	N/A
My committees make measureable progress towards goals	3.24	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	▶	◀▶	tenured	tenured			foc	white	urm	N/A
Public recognition of progress	2.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured				white		N/A

	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							
Governance: Trust	2.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	Bio			other		other		other	other	N/A							
I understand how to voice opinions about policies	2.88	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum			Bio			other		other		other	other	N/A							
Clear rules about the roles of faculty and administration	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	Phy				other		other			N/A								
Faculty and admin follow rules of engagement	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	other	other		other		other	Edu	other	N/A								
Faculty and admin have an open system of communication	2.87	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy		other		other	other	other	Edu	other	N/A								
Faculty and admin discuss difficult issues in good faith	3.10	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc		Bio	other		other		other	Edu		N/A								
Governance: Shared Sense of Purpose	2.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc		Bio	other		other		other	Edu	other	N/A								
Important decisions are not made until there is consensus	2.57	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	other	other	other		Agr	other	Edu	other	N/A								
Admin ensures sufficient time for faculty input	2.94	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	Phy	Bio	other	other			other		other	N/A								
Faculty and admin respectfully consider the other's view	3.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc			other		other		other	Edu		N/A								
Faculty and admin have a shared sense of responsibility	3.38	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	other	other		other		other		other	N/A								
Governance: Understanding the Issue at Hand	2.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc			other		other		other	Edu	other	N/A								
Faculty governance structures offer opportunities for input	2.91	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc					other	other	other	Edu		N/A								
Admin communicate rationale for important decisions	2.81	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc	Phy	Bio	other	ECM	other	Agr	other	Edu	other	N/A								
Faculty and admin have equal say in decisions	2.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc	Phy	Bio					other	Edu	other	N/A								
Faculty and admin define decision criteria together	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc			other	other		other	other	Edu	other	N/A								
Governance: Adaptability	2.79	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc					other		other			N/A								
Shared governance holds up in unusual circumstances	2.72	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc		other	VPA				other		other	N/A								
Institution regularly reviews effectiveness of governance	2.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	Phy	other	other		other		other			N/A								
Institution cultivates new faculty leaders	3.03	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc				ECM	other		other			N/A								
Governance: Productivity	2.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc	Phy	other	other				other	other	other	N/A								
Overall effectiveness of shared governance	2.84	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	Hum	Soc			other	ECM	other		other	other	Oth	N/A								
My committees make measureable progress towards goals	3.24	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	other	Soc				ECM	HHE		other		other	N/A								
Public recognition of progress	2.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		Soc					HHE		other		other	N/A								

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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	2014	
Departmental Collegiality	3.75																					
Colleagues support work/life balance	3.67														tenured	assoc		foc	asian	urm		+
Meeting times compatible with personal needs	4.04															assoc		foc	asian	urm		
Amount of personal interaction w/Pre-tenure	3.65													tenured				foc	white	urm		
How well you fit	3.56														ntt	assoc		foc	white	urm		
Amount of personal interaction w/Tenured	3.56														ntt			foc	white	urm		
Colleagues pitch in when needed	3.78														tenured			foc		urm		
Department is collegial	3.92																	foc		urm		
Colleagues committed to diversity/inclusion	3.87													pre-ten		assoc	women	foc	asian	urm		
Departmental Engagement	3.51													pre-ten	ntt	assoc		foc	white	urm		+
Discussions of undergrad student learning	3.61														tenured			foc	asian	urm		+
Discussions of grad student learning	3.55													pre-ten	ntt	assoc		foc		urm		
Discussions of effective teaching practices	3.48														tenured			foc		urm		+
Discussions of effective use of technology	3.35													pre-ten	tenured			foc	white	urm		
Discussions of current research methods	3.24													pre-ten	ntt	assoc	women	foc	white	urm		
Amount of professional interaction w/Pre-tenure	3.79														ntt	assoc		foc	white	urm		
Amount of professional interaction w/Tenured	3.64														ntt	assoc		foc	white	urm		
Departmental Quality	3.62													tenured	ntt	assoc		foc		urm		+
Intellectual vitality of tenured faculty	3.74													pre-ten	ntt	assoc		foc		urm		+
Intellectual vitality of pre-tenure faculty	4.14													tenured		assoc		foc		urm		+
Scholarly productivity of tenured faculty	3.72													pre-ten	ntt	assoc	men	foc		urm		+
Scholarly productivity of pre-tenure faculty	4.00													tenured			men	foc		urm		
Teaching effectiveness of tenured faculty	3.63														ntt			foc	white	urm		
Teaching effectiveness of pre-tenure faculty	3.93													tenured	ntt					urm		
Dept. is successful at faculty recruitment	3.62			N<5										N<5		assoc	men	foc	asian	urm		
Dept. is successful at faculty retention	3.21			N<5										N<5	tenured	assoc		foc	asian	urm		
Dept. addresses sub-standard performance	2.54																women		white	urm		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Intellectual vitality of NTT faculty	3.77													tenured	tenured		men	foc	asian	urm		N/A
Scholarly productivity of NTT faculty	3.60													tenured	tenured		men	foc		urm		N/A
Teaching effectiveness of NTT faculty	3.98													tenured	tenured	full	men	foc		urm		N/A
Amount of professional interaction w/NTT	3.77														tenured		men	foc		urm		N/A
Amount of personal interaction w/NTT	3.67														tenured	full		foc	white	urm		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	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	N/A

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	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	
Departmental Collegiality	3.75	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	Hum		Phy	other	other	ECM	other		other	other	Med	Oth		
Colleagues support work/life balance	3.67	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	◀▶	▶◀	▶◀	◀▶	◀▶	Hum	other	Phy	other		ECM			other	other		Oth	+	
Meeting times compatible with personal needs	4.04	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	◀▶	◀▶	Hum			other		other	other	Agr	other	other	Med			
Amount of personal interaction w/Pre-tenure	3.65	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other				other	ECM	other			Edu		Oth		
How well you fit	3.56	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	Phy	other	other			Agr	other			Oth		
Amount of personal interaction w/Tenured	3.56	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		Phy		other	ECM	other			Edu	Med	Oth		
Colleagues pitch in when needed	3.78	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc	Phy		other	ECM			other	other	Med	other		
Department is collegial	3.92	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum			other	other				other	other	Med	Oth		
Colleagues committed to diversity/inclusion	3.87	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy	other		ECM	other		other	other		Oth		
Departmental Engagement	3.51	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀				other	other	ECM	other	Agr	other	Edu	other	Oth	+	
Discussions of undergrad student learning	3.61	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	other		other	other			Agr	other	Edu	Med	Oth	+	
Discussions of grad student learning	3.55	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other	other	Bio	other	ECM	other	Agr		Edu				
Discussions of effective teaching practices	3.48	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀				other	other			Agr	other	other	other	Oth	+	
Discussions of effective use of technology	3.35	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	Soc	Phy		other		HHE	Agr	other	other	other	other		
Discussions of current research methods	3.24	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other	other	other	VPA	ECM	other	Agr		Edu	other	Oth		
Amount of professional interaction w/Pre-tenure	3.79	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other				other		other	Agr		Edu	Med			
Amount of professional interaction w/Tenured	3.64	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum				other		other			Edu	Med			
Departmental Quality	3.62	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other				ECM	other		other	Med	Oth	+		
Intellectual vitality of tenured faculty	3.74	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other			VPA	ECM	other	Agr	other	Edu	Med	VPA	+	
Intellectual vitality of pre-tenure faculty	4.14	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	other	Phy	other	VPA	ECM		Agr	other	Edu	Med	Oth	+	
Scholarly productivity of tenured faculty	3.72	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other	other	Bio	VPA	ECM	other		other	Edu	Med		+	
Scholarly productivity of pre-tenure faculty	4.00	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	other		Bio		ECM	other		other	Edu	Med	Oth		
Teaching effectiveness of tenured faculty	3.63	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		Phy	other	other	ECM	other		other		Med			
Teaching effectiveness of pre-tenure faculty	3.93	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	other	other	Phy	Bio	other	ECM	other	Agr	other		Med	Oth		
Dept. is successful at faculty recruitment	3.62	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		other	other	other	VPA	ECM	other		other		Med	Oth		
Dept. is successful at faculty retention	3.21	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀		Soc	other			ECM			other			Oth		
Dept. addresses sub-standard performance	2.54	◀▶	◀▶	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy		VPA	other		other	other	Edu	Med	Oth		
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	
Intellectual vitality of NTT faculty	3.77	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other	other	other		ECM	HHE		other	other		Oth	N/A	
Scholarly productivity of NTT faculty	3.60	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other				ECM		other	other		Med	Oth	N/A	
Teaching effectiveness of NTT faculty	3.98	◀▶	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum	other		other	VPA		HHE		other	other	Med	Oth	N/A	
Amount of professional interaction w/NTT	3.77	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	Hum		Phy	Bio	other	ECM	other	Agr	other		other		N/A	
Amount of personal interaction w/NTT	3.67	◀▶	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀	▶◀			Phy	Bio	other		other		Agr	other	other	Oth	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	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	N/A	N/A	N/A	N/A	N/A	N/A	N/A

- 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)**

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

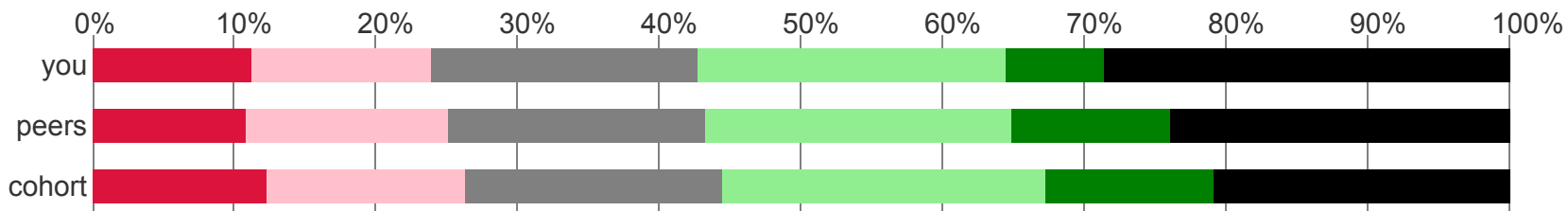
- Hum: Humanities**
- Soc: Social Sciences**
- Phy: Physical Sciences**
- Bio: Biological Sciences**
- VPA: Visual and Performing Arts**
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- Oth: Other Professions (Law & Journalism)**

CAO cares about faculty of my rank

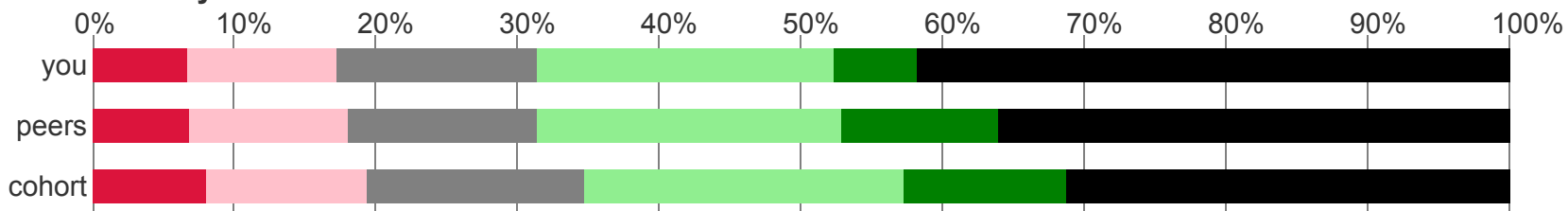
The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree
- I don't know

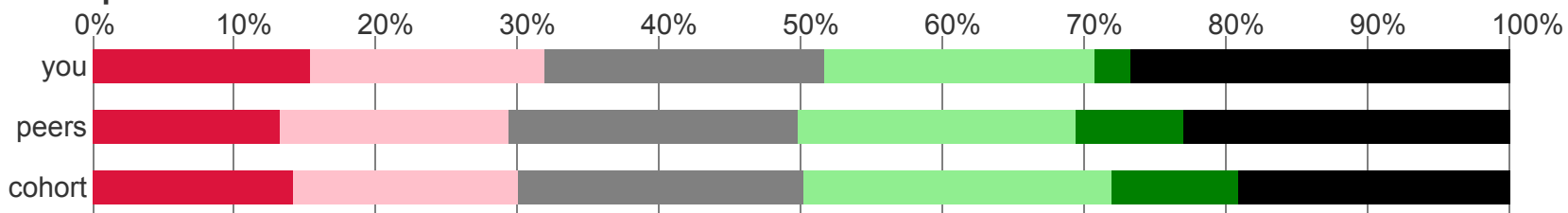
overall



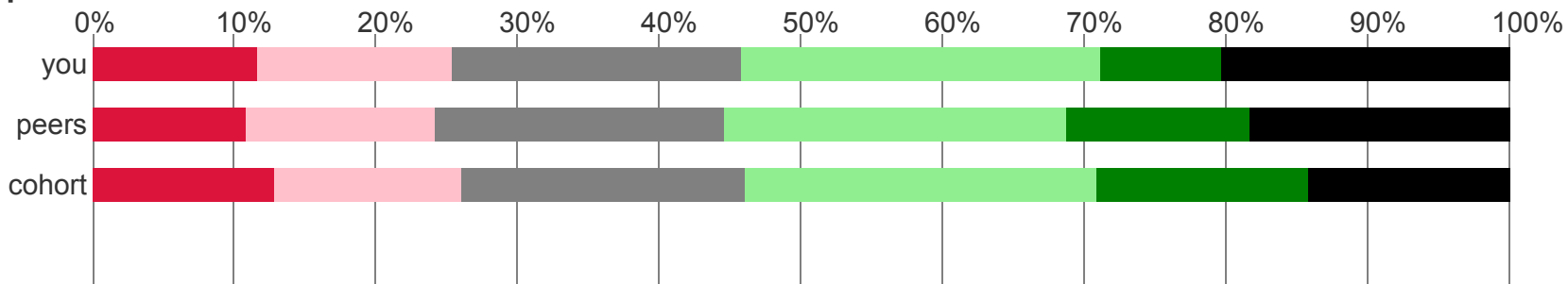
pre-tenure faculty



associate professors



full professors



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 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
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
How serious was consideration of outside offer?	3.79	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	full			white	urm	N/A
Counteroffer satisfaction	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc		foc	asian	urm	N/A
Outside offers are NOT necessary in negotiations	2.15	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	tenured	assoc			white	urm	

Retention and Negotiation › Disciplinary 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 your campus 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 (green triangles) Top 30%
 - 3rd or 4th (grey triangles) Middle 40%
 - 5th or 6th (red triangles) Bottom 30%

insufficient data for reporting (triangle with slash)



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 (red triangle), but more satisfied than are women at 70% of other institutions (green triangle). 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 (left arrow)
Your results compared to COHORT (right arrow)

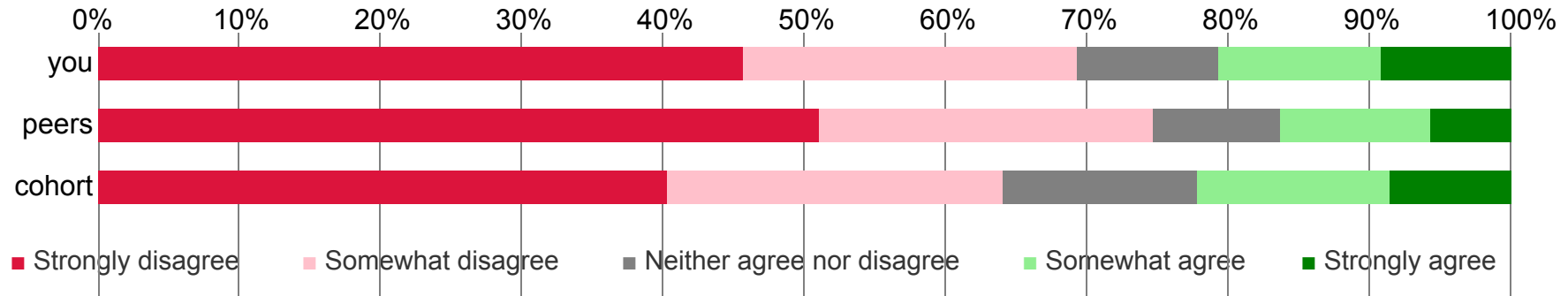
Areas of strength in GREEN
Areas of concern in RED

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
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
How serious was consideration of outside offer?	3.79					N<5	N<5								Hum	other		N<5	N<5	other	N<5	Agr				Oth	N/A
Counteroffer satisfaction	3.33						N<5								other	other	other	other	N<5	ECM	HHE		other	other	Med	Oth	N/A
Outside offers are NOT necessary in negotiations	2.15														Hum	Soc	Phy			other	HHE	Agr	other		other	other	

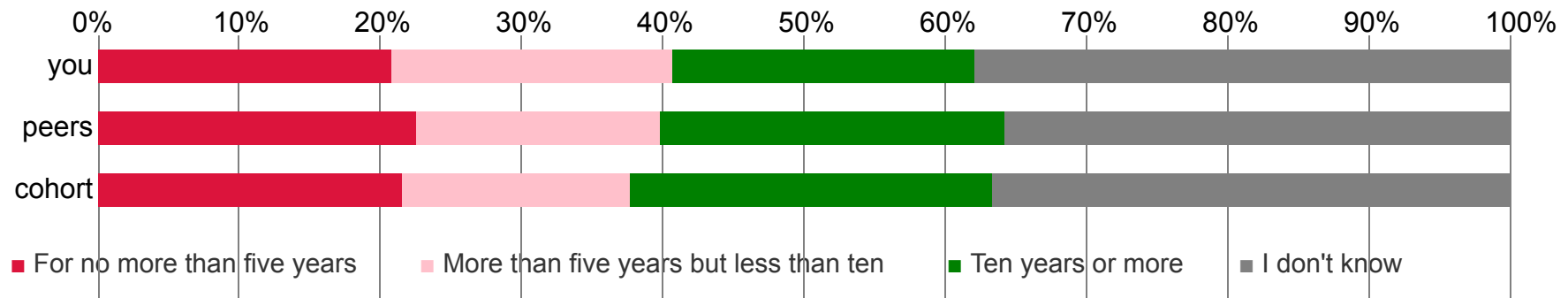
Outside offers are NOT necessary in negotiations

Outside offers are not necessary as leverage in compensation negotiations



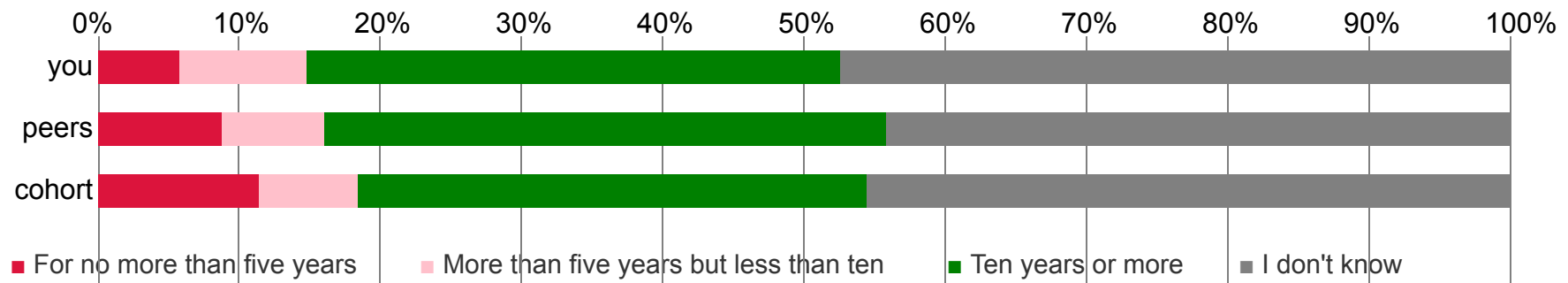
Intent to leave: Tenured

How long do you plan to remain at this institution?



Intent to leave: Pre-tenure

Assuming you achieve tenure, how long do you plan to remain at this institution?



Re-negotiations

If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?

[Download Table](#)

	Overall		
	you	peers	all
Base salary	45%	44%	44%
Supplemental salary	4%	3%	4%
Tenure clock	2%	1%	2%
Teaching load	12%	10%	13%
Administrative responsibilities	5%	4%	4%
Equipment	1%	2%	2%
Lab/research support	10%	10%	8%
Employment for spouse/partner	4%	4%	4%
Sabbatical or other leave time	5%	7%	6%
There is nothing about my employment that I wish to adjust	7%	7%	6%

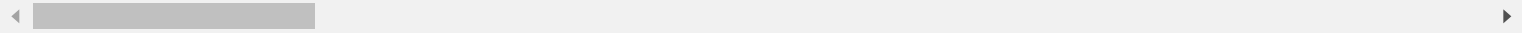
Reasons to consider leaving

If you were to choose to leave your institution, what would be your primary reason?

[Download Table](#)

	Overall		
	you	peers	all
To improve your salary/benefits	17%	17%	17%
To find a more collegial work environment	4%	4%	5%
To find an employer who provides more resources in support of your work	11%	10%	9%
To work at an institution whose priorities match your own	9%	10%	9%
To pursue an administrative position in higher education	3%	4%	4%
To pursue a nonacademic job	2%	2%	2%
To improve the employment opportunities for your spouse/partner	4%	3%	4%
For other family or personal needs	7%	6%	6%
To improve your quality of life	8%	8%	8%
To retire	20%	22%	21%

To move to a preferred geographic location	7%	5%	7%
There is no reason why I would choose to leave this institution	4%	3%	3%



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 (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)
Quality of colleagues	36%	5	104	39%	5	97	35%	5	105	42%	4	80	13%	5	90
Support of colleagues	17%	2	78	20%	4	91	21%	2	90	13%	4	66	13%	1	61
Opportunities to collaborate with colleagues	13%	1	4	15%	2	11	13%	0	2	15%	2	18	14%	0	11
Quality of graduate students	12%	3	10	10%	2	6	18%	3	8	4%	2	11	9%	4	14
Quality of undergraduate students	5%	2	40	1%	1	32	6%	2	45	4%	1	23	6%	2	43
Quality of facilities	3%	0	1	3%	0	2	1%	0	1	0%	0	0	1%	0	3
Compensation	3%	0	0	1%	0	2	3%	0	1	4%	0	2	2%	0	5
Support for research/creative work	6%	0	2	8%	0	2	6%	0	2	6%	0	7	5%	0	6
Support for teaching	5%	0	1	1%	0	5	6%	0	2	0%	0	9	4%	0	5
Support for professional development	3%	0	0	2%	0	0	4%	0	0	2%	0	4	1%	0	5
Assistance for grant proposals	1%	0	0	3%	0	0	1%	0	0	4%	0	3	1%	0	1
Childcare policies	0%	0	0	1%	0	0	1%	0	0	0%	0	0	0%	0	0
Spousal/partner hiring program	2%	0	0	4%	0	0	2%	0	0	6%	0	1	4%	0	0
Diversity	2%	0	11	1%	0	15	1%	0	13	0%	0	18	8%	0	16
Presence of others like me	1%	0	0	0%	0	0	1%	0	0	2%	0	2	0%	0	1
My sense of "fit" here	8%	0	26	9%	0	24	8%	0	32	6%	1	21	10%	0	23
Geographic location	32%	4	72	28%	4	67	31%	5	69	21%	3	55	37%	4	62
Commute	1%	0	1	1%	0	0	1%	0	4	0%	0	7	3%	0	7
Cost of living	12%	1	25	18%	1	30	11%	1	22	13%	1	38	21%	1	35
Protections from service/assignments	1%	0	0	1%	0	0	0%	0	0	0%	0	1	2%	0	0
Teaching load	8%	0	1	8%	0	5	8%	0	3	6%	0	14	10%	1	15
Manageable pressure to perform	5%	0	1	4%	0	12	3%	0	4	6%	0	22	4%	0	16
Academic freedom	14%	2	72	12%	2	62	10%	2	55	13%	4	67	15%	2	72
Tenure/promotion clarity or requirements	1%	0	0	1%	0	1	1%	0	0	6%	0	4	2%	0	1
Quality of leadership	1%	0	0	2%	0	0	1%	0	0	2%	0	1	2%	0	2
There are no positive aspects	1%	0	0	1%	0	0	0%	0	0	0%	0	1	3%	0	1
Decline to answer	2%	0	0	1%	0	0	2%	0	0	10%	0	13	2%	0	6

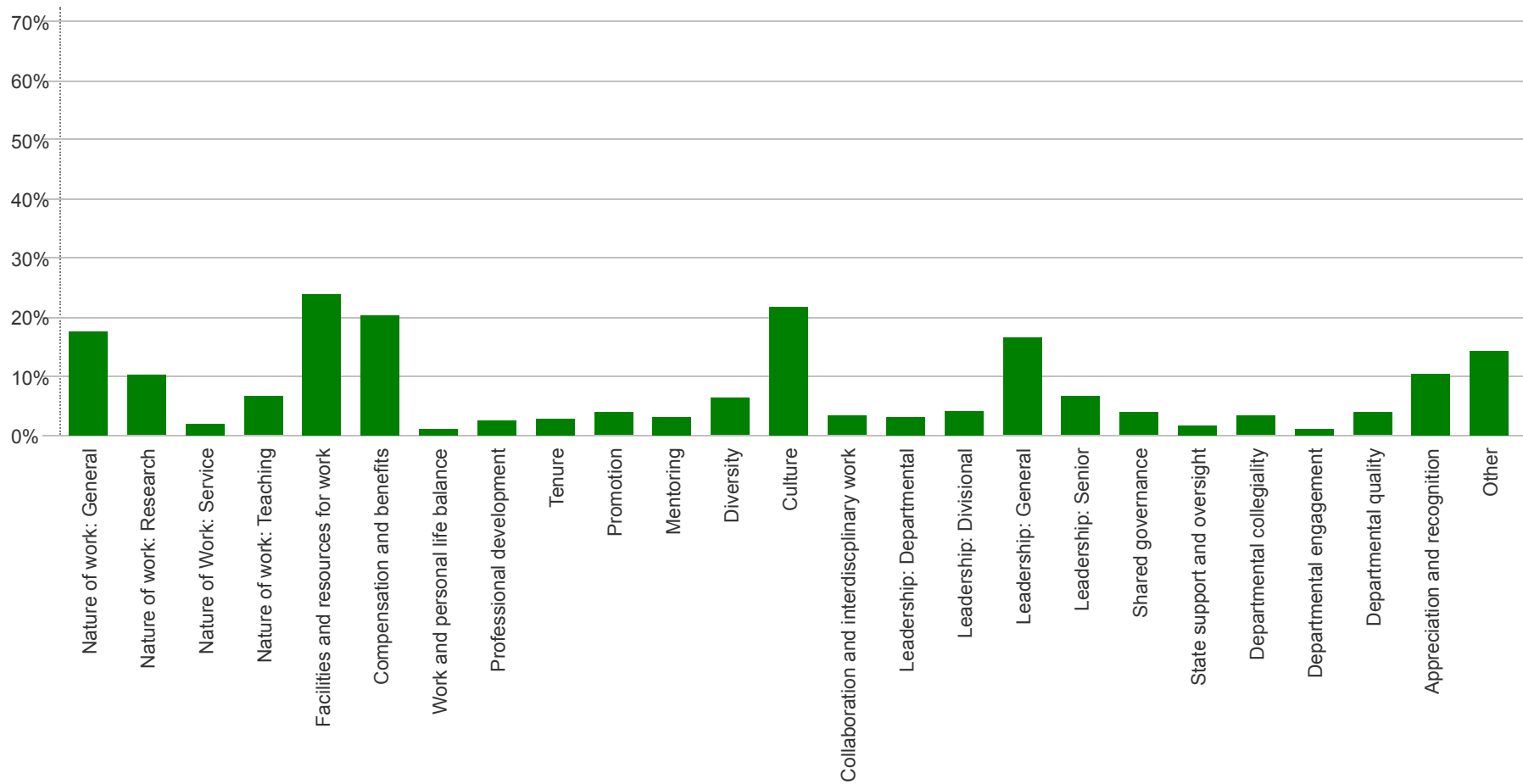
Worst Aspects

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 (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)	you	peers	all (109)
Quality of colleagues	4%	0	2	3%	0	6	3%	0	1	4%	0	13	3%	0	9
Support of colleagues	5%	0	0	5%	0	0	5%	0	1	4%	0	5	7%	0	4
Opportunities to collaborate with colleagues	2%	0	0	3%	0	0	2%	0	0	0%	0	1	2%	0	1
Quality of graduate students	8%	0	4	12%	3	27	5%	0	1	8%	2	31	6%	0	4
Quality of undergraduate students	10%	0	15	12%	0	17	9%	0	6	15%	0	26	11%	0	14
Quality of facilities	11%	3	29	9%	4	34	9%	2	30	12%	1	19	7%	1	22
Compensation	31%	5	104	23%	4	83	29%	4	98	31%	5	80	29%	5	92
Lack of support for research/creative work	10%	3	78	12%	2	77	10%	3	75	10%	3	59	10%	5	68
Lack of support for teaching	5%	0	0	5%	0	2	6%	0	0	6%	0	0	7%	0	2
Lack of support for professional development	4%	0	1	7%	0	5	5%	0	3	6%	0	12	8%	0	7
Lack of assistance for grant proposals	3%	0	0	4%	0	3	5%	0	0	4%	0	6	1%	0	5
Childcare policies	4%	0	2	4%	0	12	5%	0	7	2%	0	5	2%	0	5
Spousal/partner hiring program	3%	0	1	7%	0	22	3%	0	2	2%	0	28	2%	0	7
Lack of diversity	5%	1	14	9%	2	26	8%	1	22	4%	0	14	15%	4	58
Absence of others like me	4%	0	0	4%	0	3	3%	0	0	6%	0	6	6%	1	12
My sense of "fit" here	6%	0	0	3%	0	3	5%	0	1	2%	0	4	8%	0	8
Geographic location	5%	0	16	6%	1	37	5%	1	16	8%	0	28	2%	1	26
Commute	1%	0	3	1%	1	12	2%	0	6	0%	0	6	1%	0	5
Cost of living	0%	1	19	1%	1	19	1%	1	13	0%	0	22	1%	1	16
Too much service/too many assignments	12%	4	67	12%	2	38	17%	4	82	12%	2	22	10%	3	42
Teaching load	5%	0	36	8%	2	36	6%	0	39	4%	2	43	5%	0	34
Unrelenting pressure to perform	7%	0	4	8%	3	14	9%	2	9	2%	1	6	9%	1	7
Academic freedom	1%	0	0	1%	0	0	1%	0	0	0%	0	1	0%	0	0
Tenure/promotion clarity or requirements	4%	0	3	4%	1	16	4%	0	5	2%	1	12	2%	0	10
Quality of leadership	17%	3	47	11%	2	16	17%	2	31	10%	3	31	18%	1	30
There are no positive aspects	5%	0	0	4%	0	1	3%	0	1	8%	0	13	5%	0	4
Decline to answer	5%	0	1	4%	0	5	5%	0	1	13%	1	28	6%	0	11

How to improve the workplace for faculty

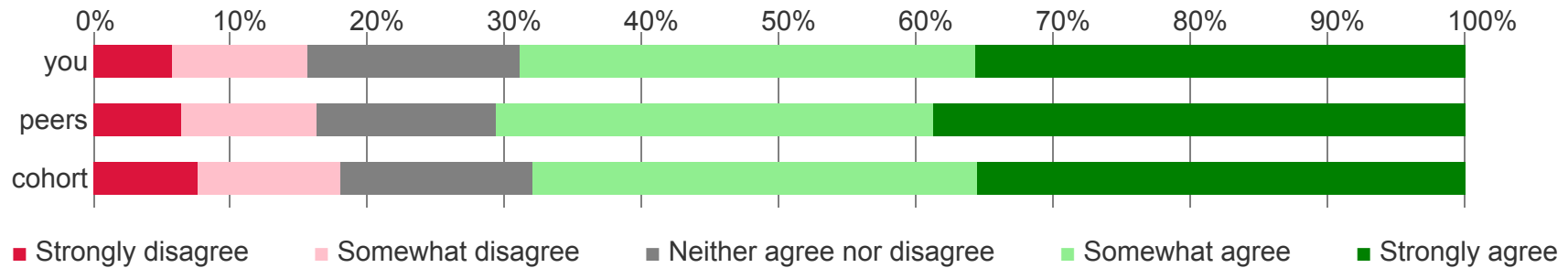
The final question in the COACHE survey asks faculty to describe the one thing your institution can do to improve the workplace for faculty. COACHE analysts assigned all responses to one or more common themes.



Other Global Views

I would again choose this institution

If I had it to do all over, I would again choose to work at this institution.



Recommend department

If a candidate for a faculty position asked you about your department as a place to work, would you...

