

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	
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	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	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	

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)

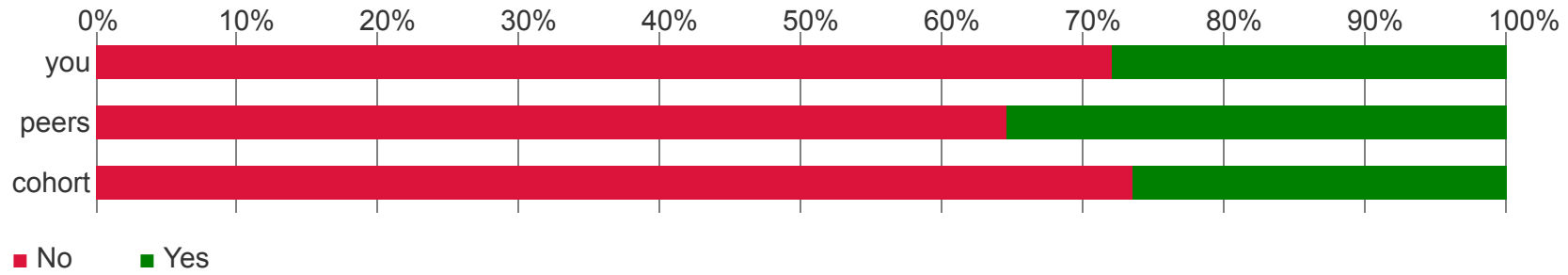
	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2014
Tenure Policies	3.46	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶				N<5	other	other			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	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?

