

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 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

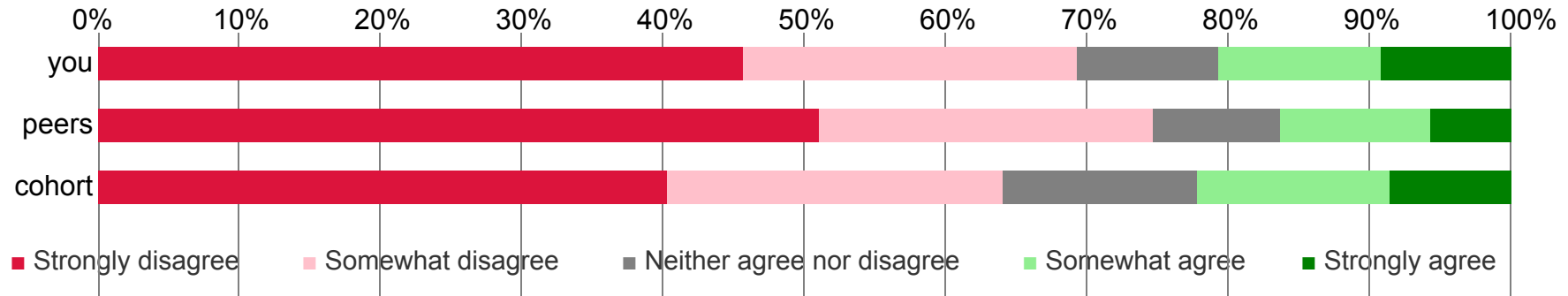
Areas of strength in GREEN
Areas of concern in RED

Within campus differences
sm (.1) med (.3) lrg (.5)

| | mean | overall | 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 | |

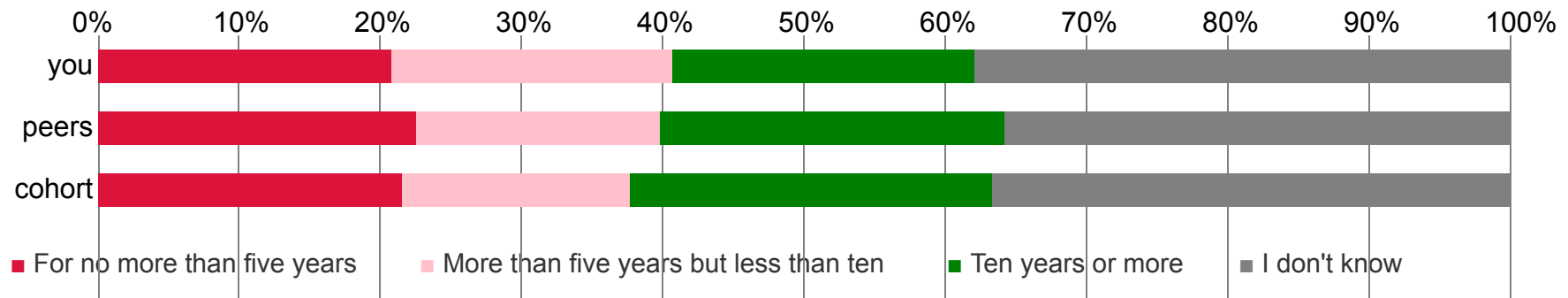
Outside offers are NOT necessary in negotiations

Outside offers are not necessary as leverage in compensation negotiations



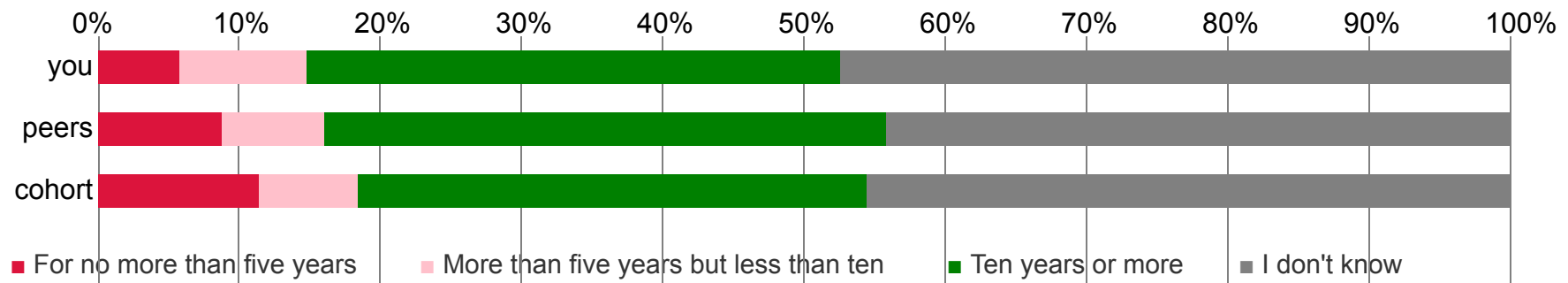
Intent to leave: Tenured

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% |

