



collaborative on academic  
careers in higher education

# **Lehigh University**

## **2016-17**

Faculty Job Satisfaction Survey

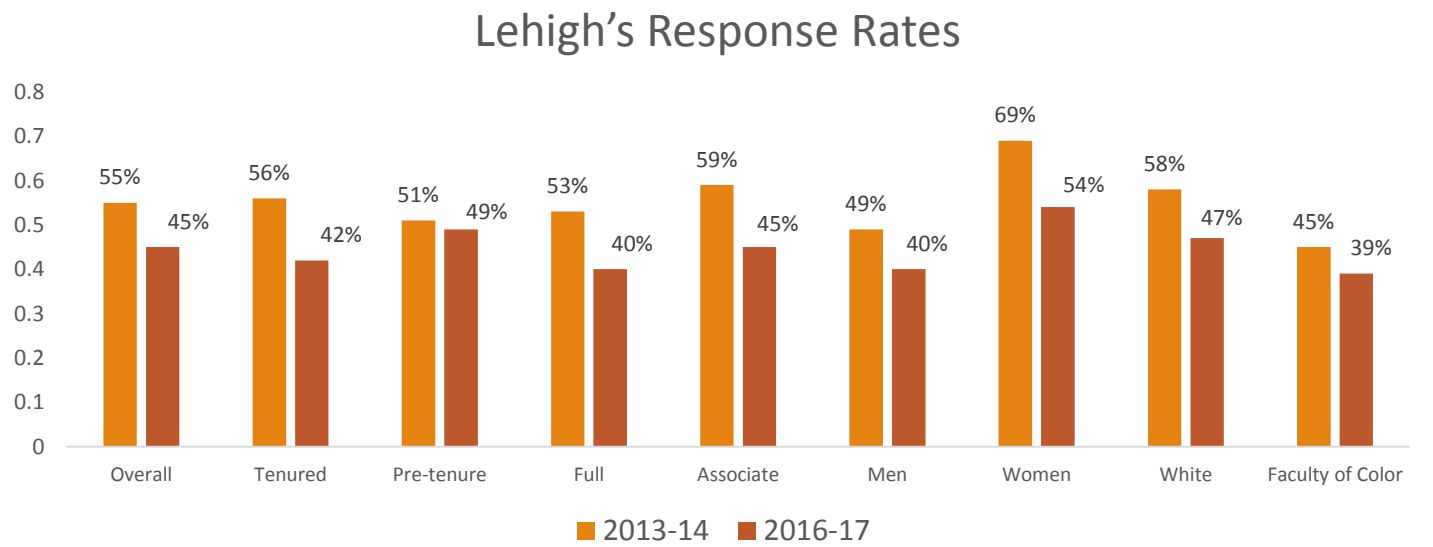
Updated March 30, 2018

# Response Rates

Faculty Job Satisfaction Survey 2013-14

Lehigh University

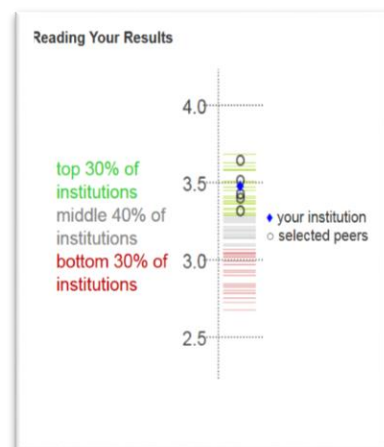
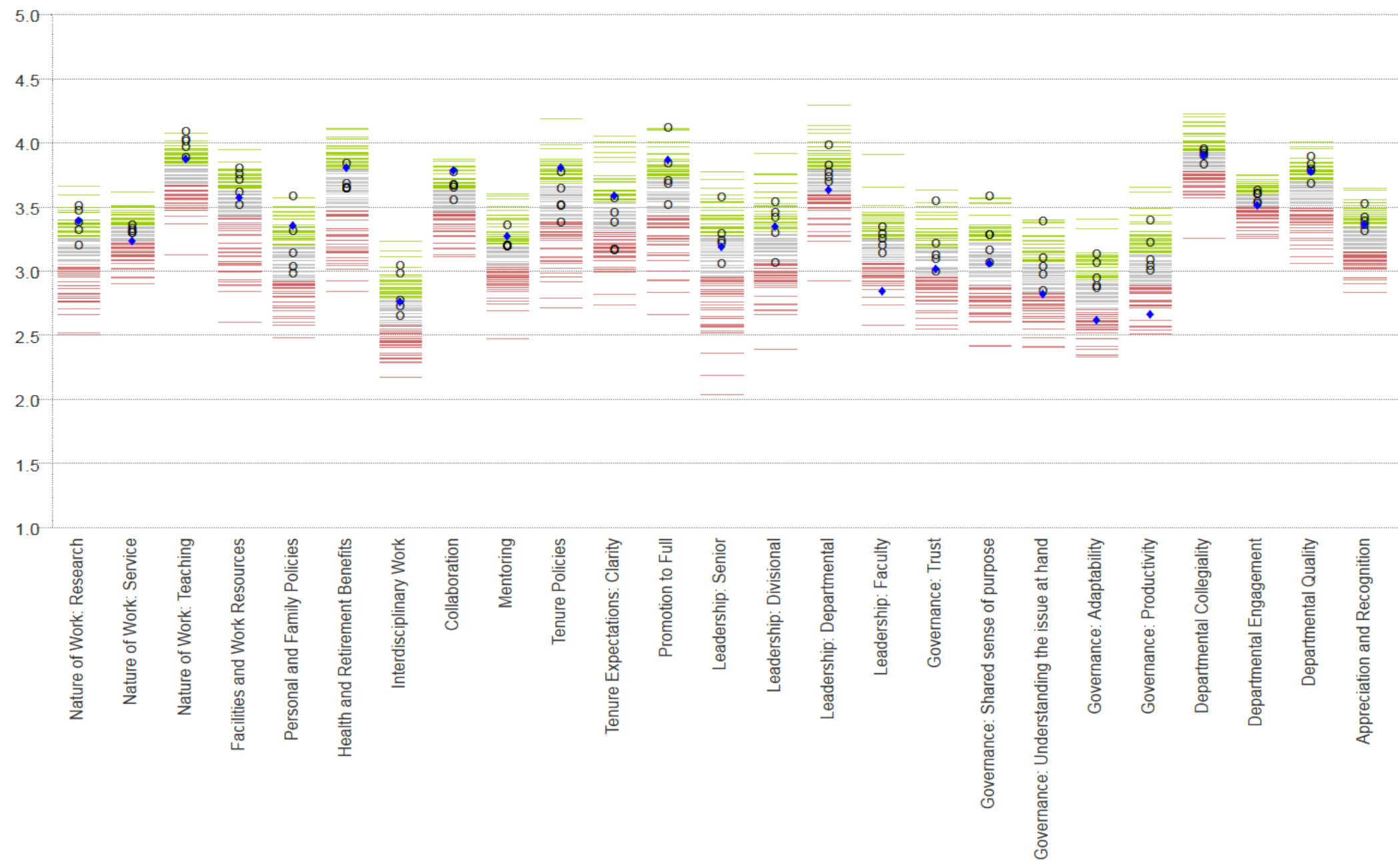
		overall	tenured	pre-tenure	full	assoc	men	women	white	faculty of color
Lehigh University	population	416	324	92	194	136	300	116	311	105
	responders	227	180	47	103	80	147	80	180	47
	response rate	55%	56%	51%	53%	59%	49%	69%	58%	45%
Selected peers	population	5233	3130	2103	2231	1455	3545	1688	4092	1141
	responders	2489	1567	922	1040	746	1588	901	1971	518
	response rate	48%	50%	44%	47%	51%	45%	53%	48%	45%
All	population	53256	40051	13205	22093	18518	34637	18619	40789	11806
	responders	26258	19441	6817	10505	9123	15854	10404	21114	5096
	response rate	49%	49%	52%	48%	49%	46%	56%	52%	43%



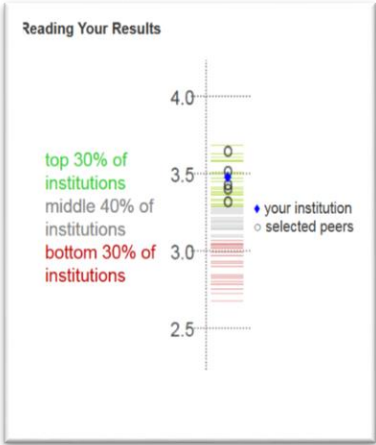
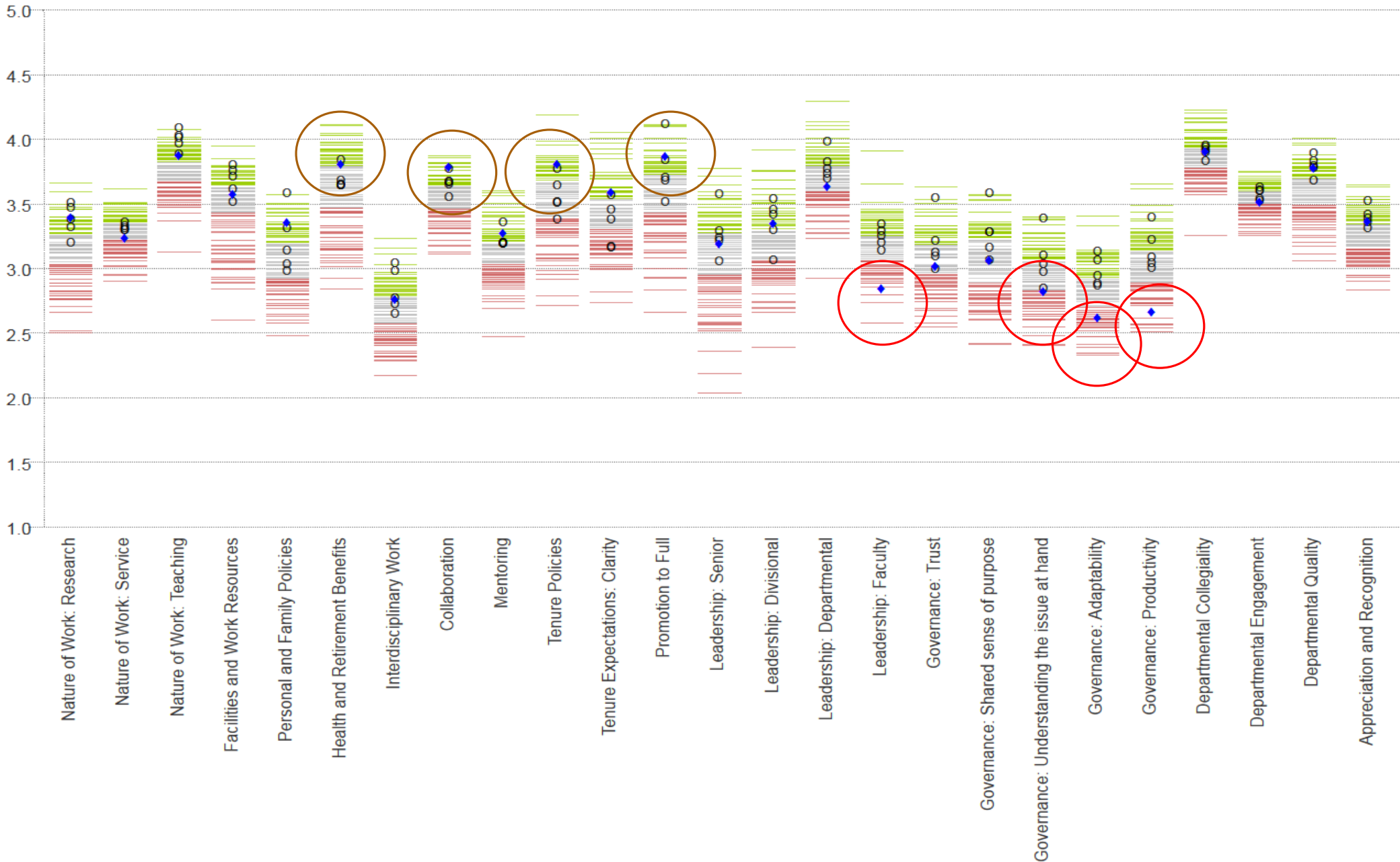
2016-17 Response Rates

	You	Peers	Cohort
Overall	45%	51%	47%
Tenured	42%	54%	48%
Pre-tenure	49%	43%	50%
Non-tenure track	53%	51%	40%
Full	40%	52%	48%
Associate	45%	54%	49%
Men	40%	47%	43%
Women	54%	56%	52%
White	47%	53%	49%
Faculty of color <sup>1</sup>	39%	43%	41%
Asian/Asian-American	43%	43%	38%
Underrepresented minorities <sup>2</sup>	33%	44%	43%

# Overall – All Faculty



# Overall – All Faculty



# Primary Benchmark Results

## Reading Your Results

## 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		

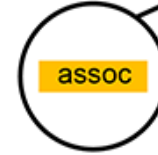


### What do these triangles mean?

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	◀▶	



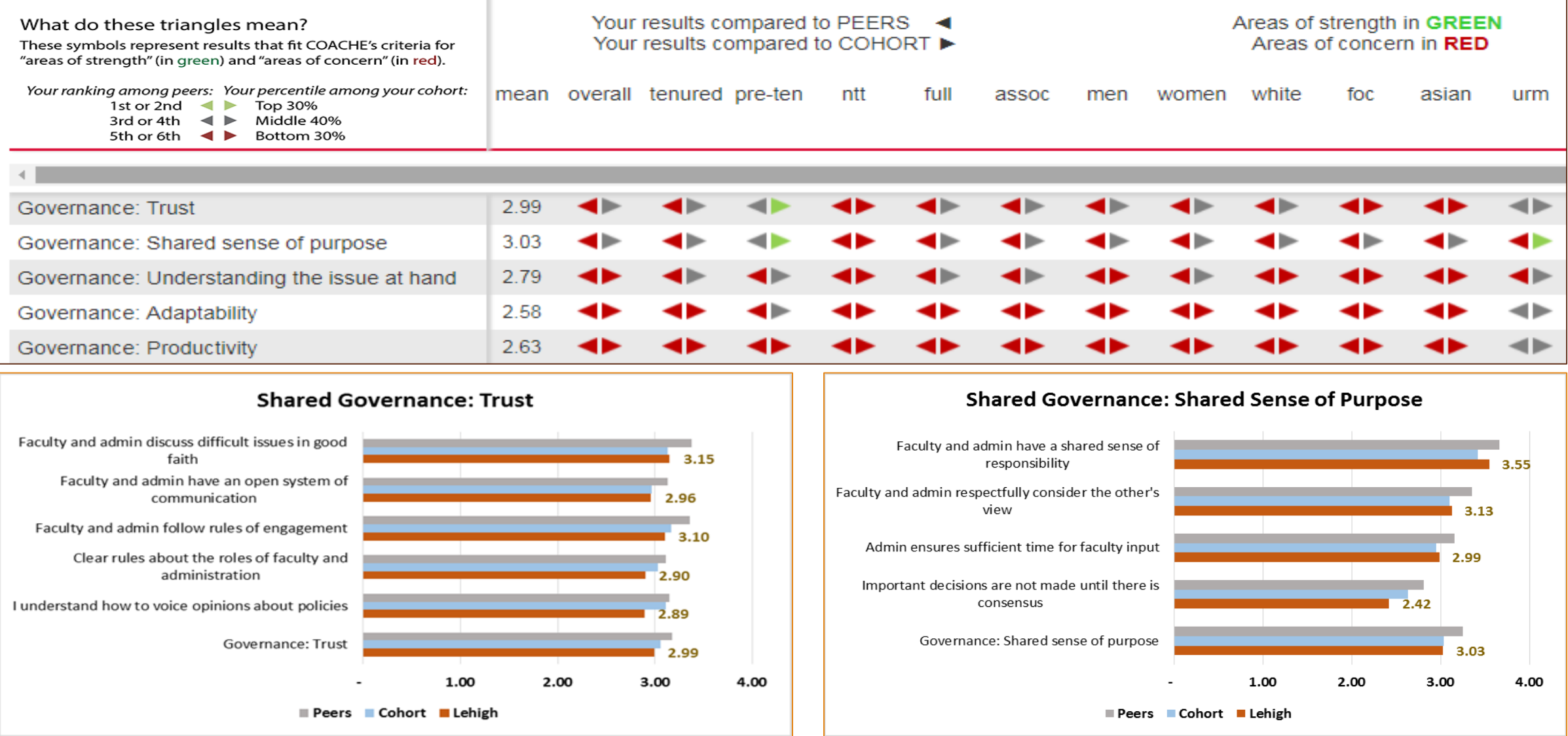
### And these results?

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 +/-.

# Primary Benchmark Results

	Your results compared to PEERS  Your results compared to COHORT 													Areas of strength in <b>GREEN</b> Areas of concern in <b>RED</b>								Within campus differences sm (.1) <b>med. (.3)</b> <b>lrg. (.5)</b>						2014
	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								
Nature of Work: Research	3.37													tenured	tenured		men	white		white								
Nature of Work: Service	3.21													tenured	tenured	assoc		white		white	-							
Nature of Work: Teaching	3.86														tenured	full			asian	white								
Facilities and Work Resources	3.55													tenured	tenured		men	foc	asian	white								
Personal and Family Policies	3.33													pre-ten	tenured		women	foc	asian	white								
Health and Retirement Benefits	3.79														tenured		men	foc	asian	white	+							
Interdisciplinary Work	2.73													tenured						white								
Collaboration	3.77																				+							
Mentoring	3.25													tenured	tenured	assoc	men	white		white								
Tenure Policies	3.79		N/A		N/A	N/A	N/A							N/A	N/A	N/A			asian	white								
Tenure Expectations: Clarity	3.57		N/A		N/A	N/A	N/A							N/A	N/A	N/A	women	white	white	white								
Promotion to Full	3.85			N/A	N/A									N/A	N/A	assoc		foc	asian									
Leadership: Senior	3.16													tenured		full	men		asian	white	+							
Leadership: Divisional	3.32													tenured	tenured		men		asian	white								
Leadership: Departmental	3.61													tenured				foc	asian	white	-							
Leadership: Faculty	2.81													tenured	tenured	full		white		white	N/A							
Governance: Trust	2.99													tenured				foc	asian		N/A							
Governance: Shared sense of purpose	3.03													tenured		full				white	N/A							
Governance: Understanding the issue at hand	2.79													tenured	ntt		men			white	N/A							
Governance: Adaptability	2.58													tenured	tenured		men		asian	white	N/A							
Governance: Productivity	2.63													tenured	tenured		men		asian	white	N/A							
Departmental Collegiality	3.89													tenured	ntt	assoc		foc	asian	white								
Departmental Engagement	3.49														ntt		men											
Departmental Quality	3.76														ntt	assoc	men		asian	white								
Appreciation and Recognition	3.34													tenured	tenured		men	white		white	+							

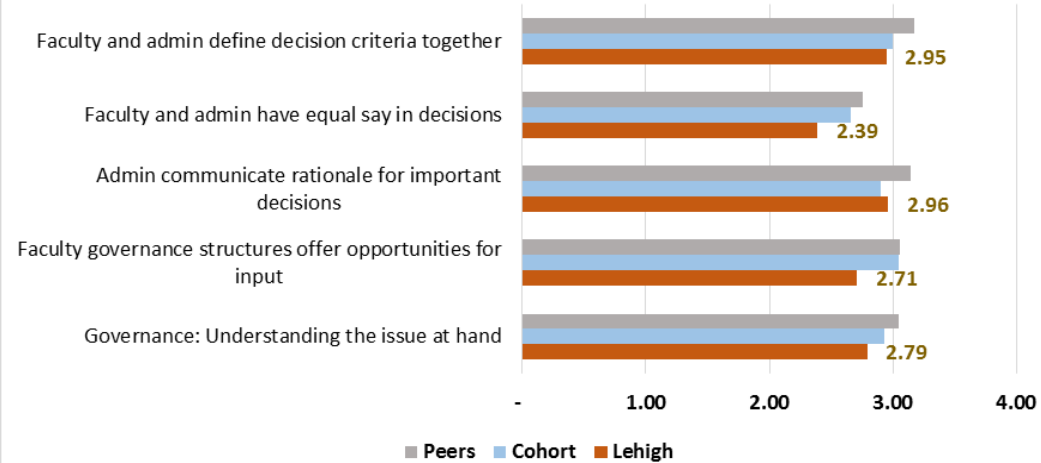
# Focus: Faculty Shared Governance



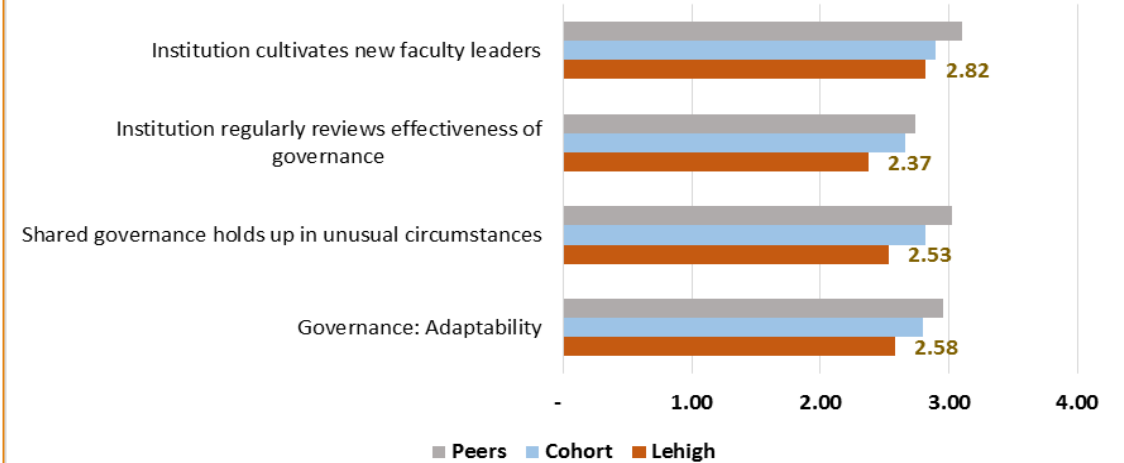


# Focus: Faculty Shared Governance

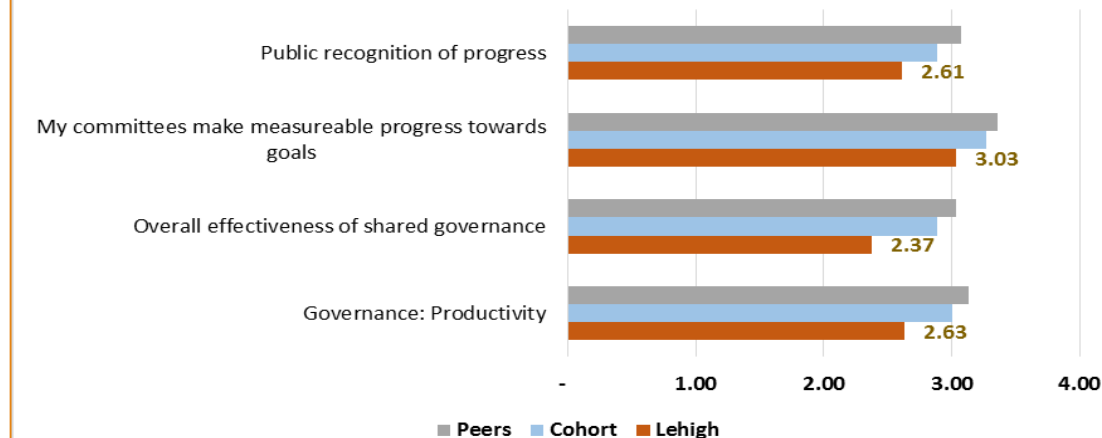
## Shared Governance: Understanding of Issues at Hand



## Shared Governance: Adaptability

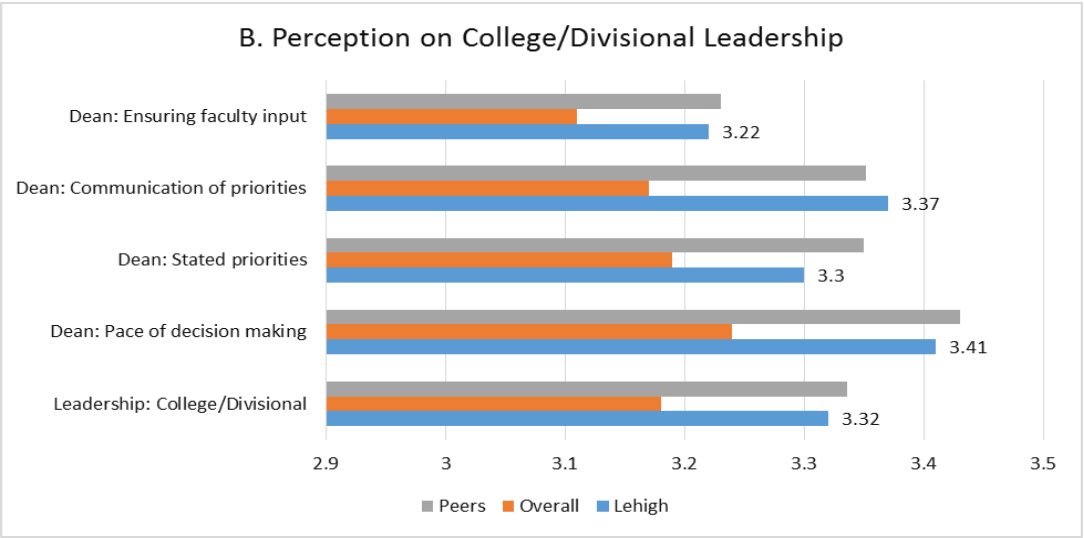
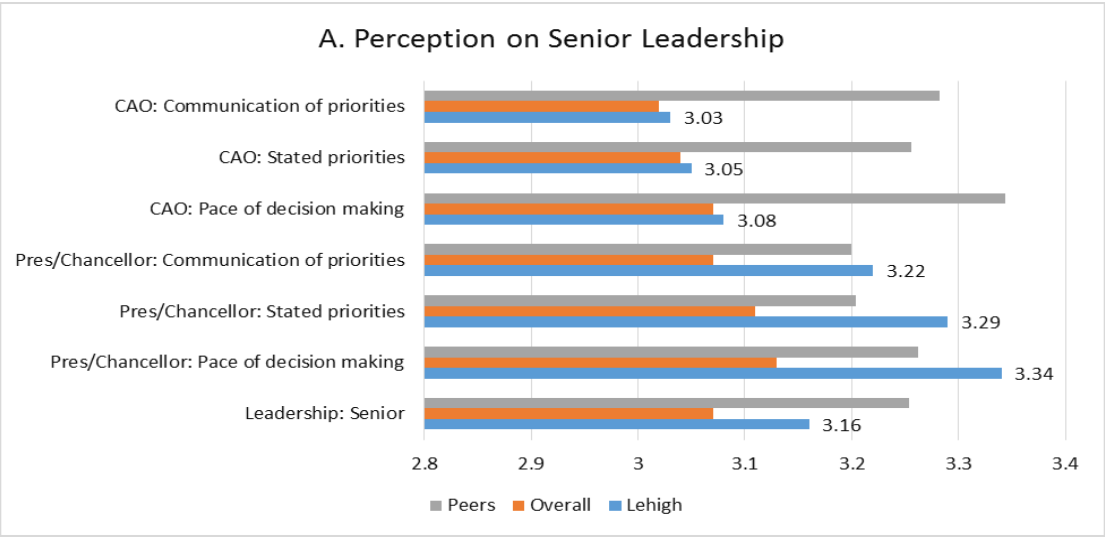
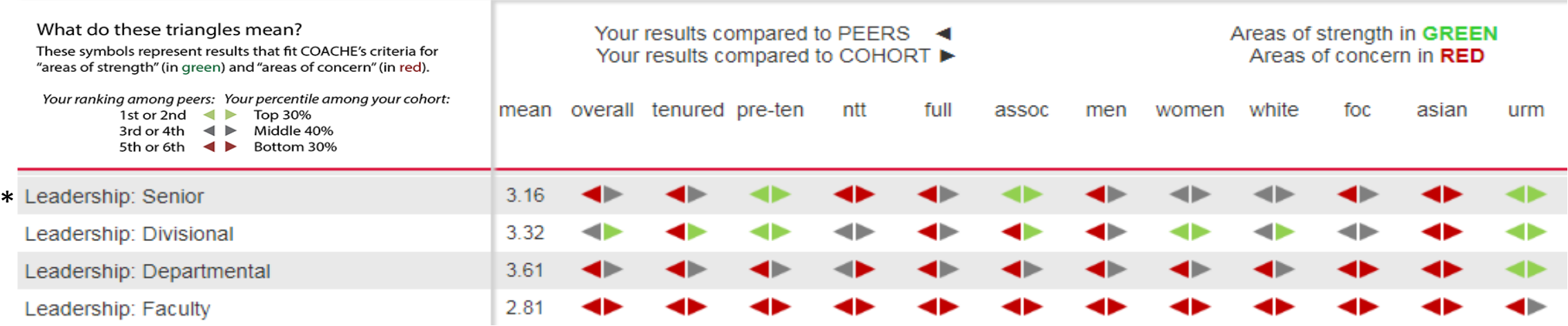


## Shared Governance: Productivity



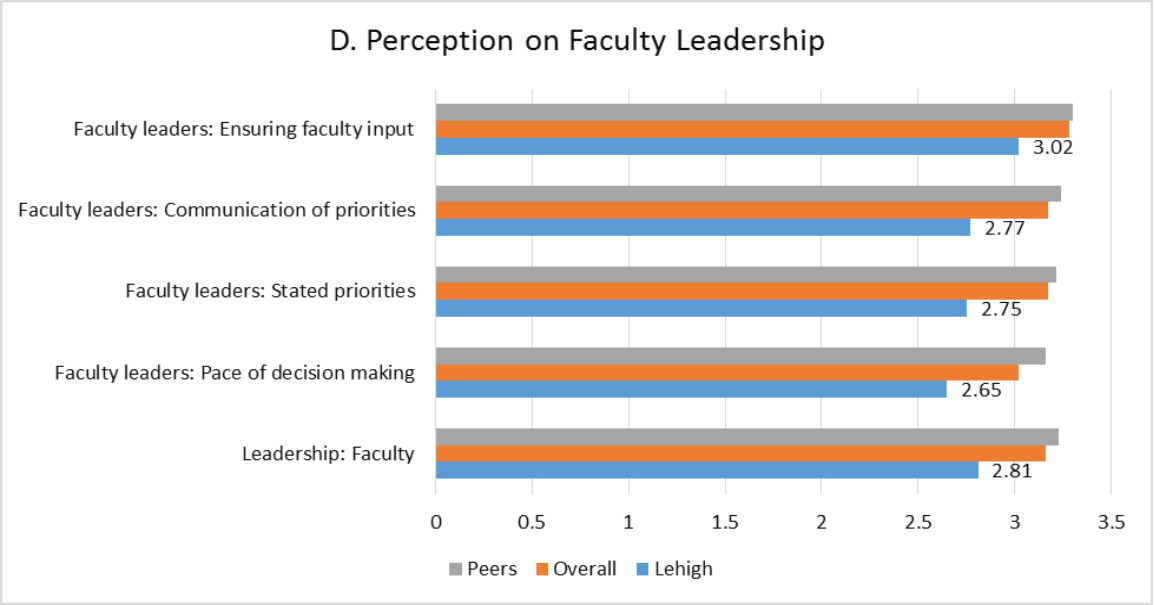
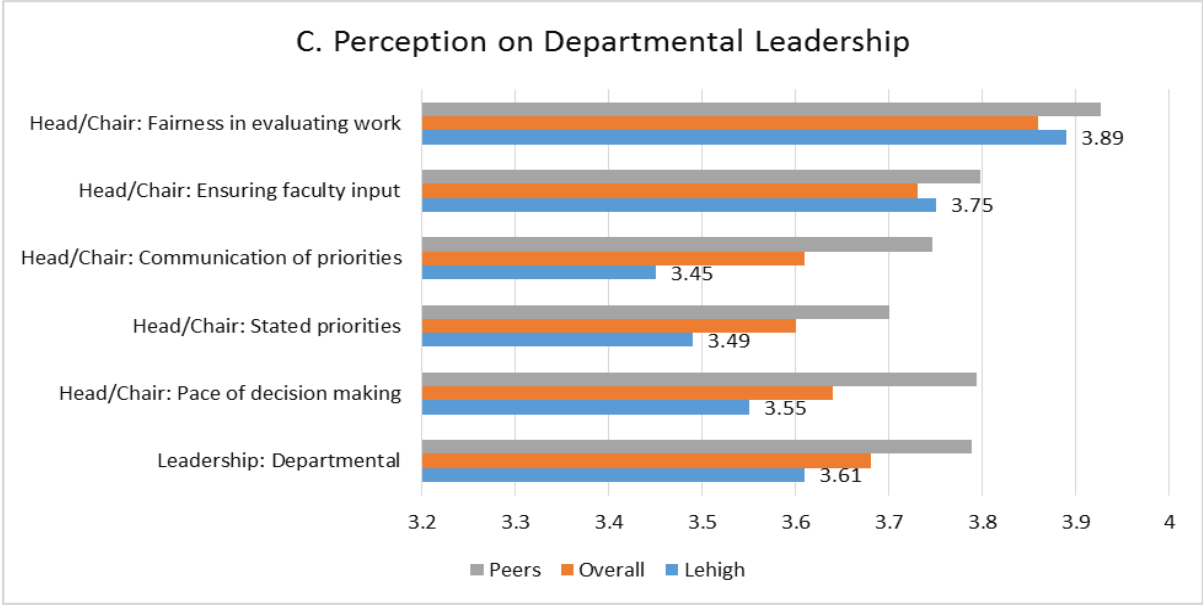


# Focus: Institutional Leadership



\* Responses were more positive than those of the 2014 survey and overall is statistically significant

# Focus: Institutional Leadership



# Focus: Tenure and Promotions

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:

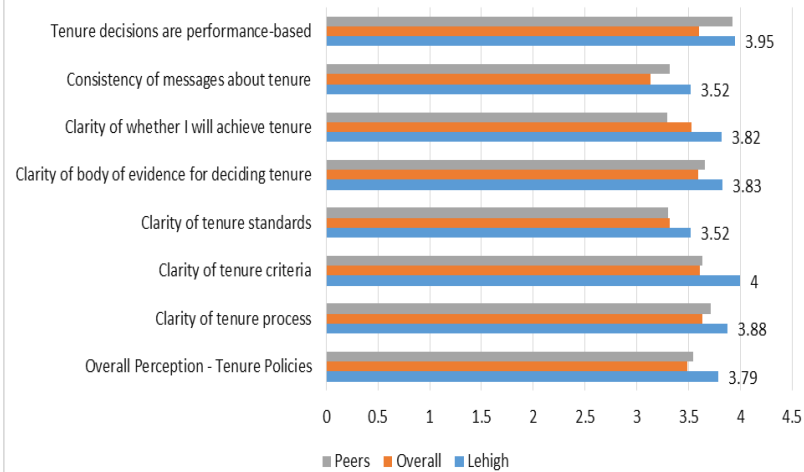
1st or 2nd	▲	▲	Top 30%
3rd or 4th	◀	▶	Middle 40%
5th or 6th	◀	▶	Bottom 30%

results compared to PEERS ◀  
results compared to COHORT ▶

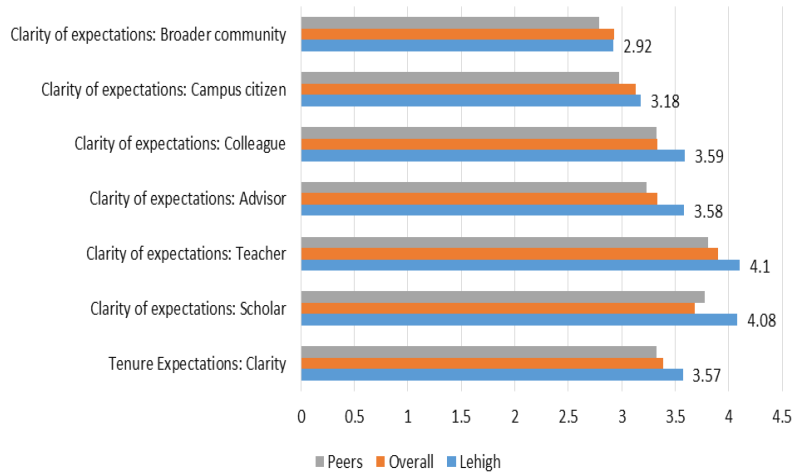
Areas of strength in GREEN  
Areas of concern in RED

	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
Tenure Policies	N/A	▲	N/A	N/A	N/A	▲	▲	▲	◀	◀	▲
Tenure Expectations: Clarity	N/A	▲	N/A	N/A	N/A	▲	◀	◀	▲	◀	▲
Promotion to Full	▲	N/A	N/A	◀	▲	◀	▲	▲	◀	◀	▲

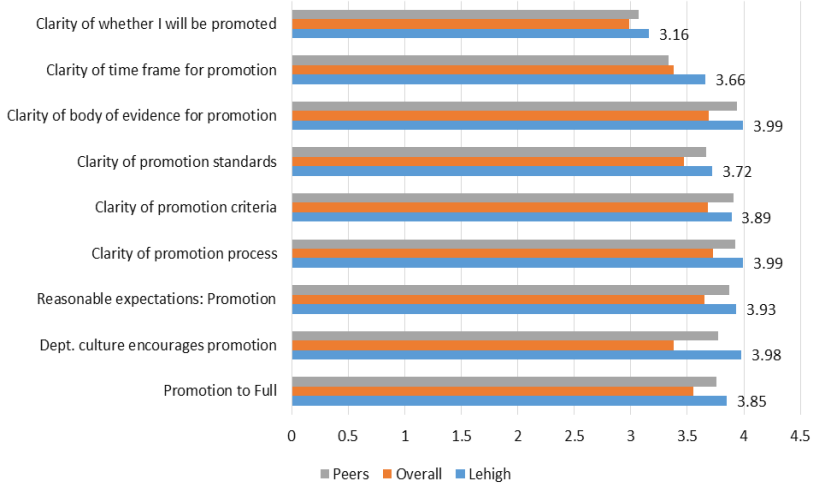
A. Perception on Tenure Policies



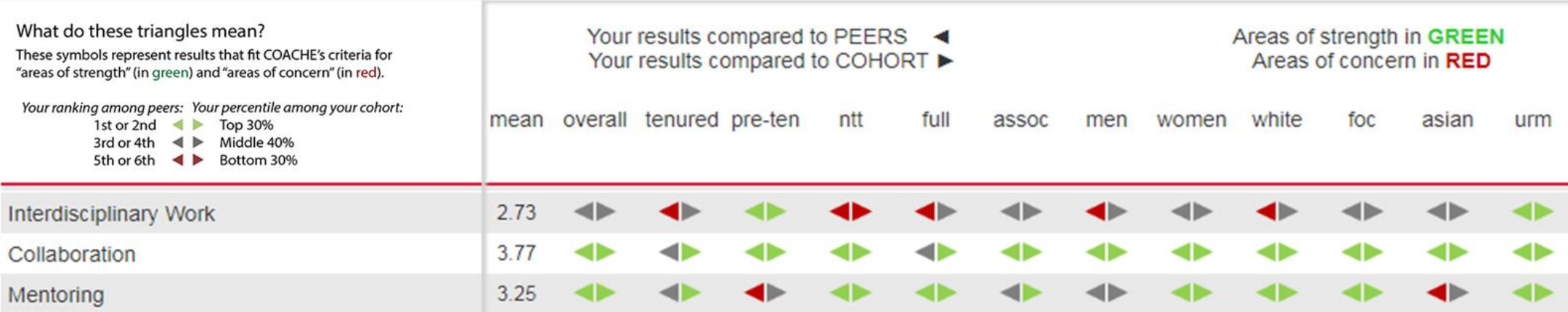
B. Perception on Clarity of Tenure Expectations



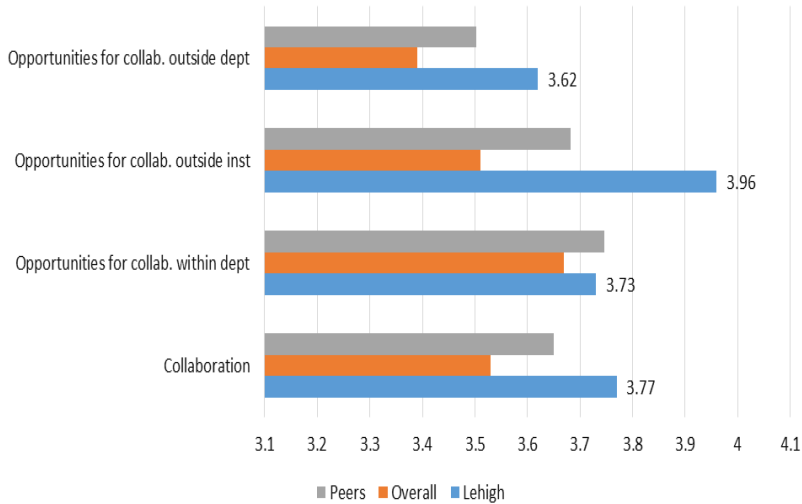
C. Perception on Promotion to Full



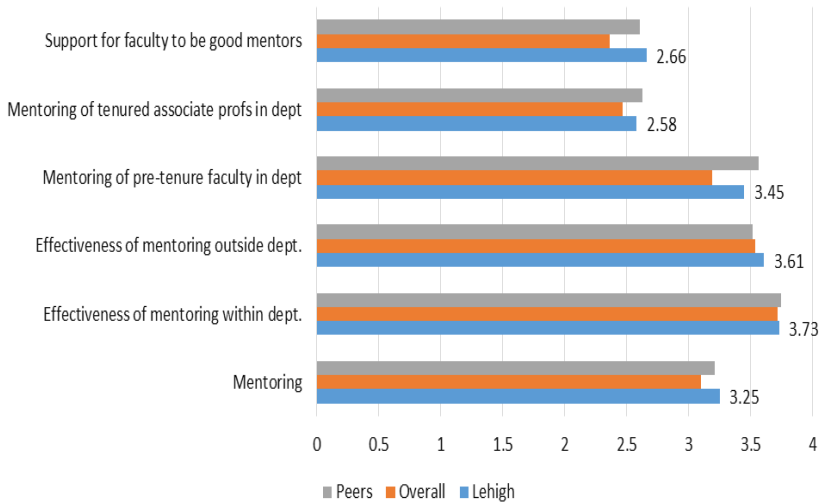
# Focus: Collaboration and Interdisciplinary Work



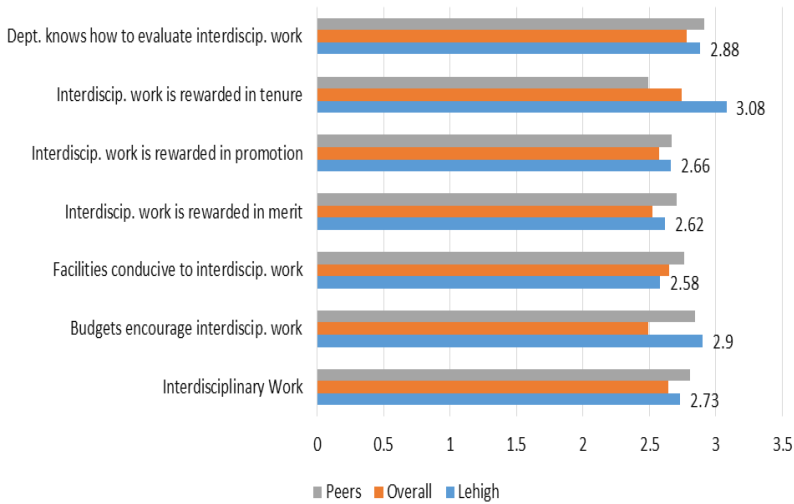
A. Perception on Colloration



B. Perception on Mentoring



C. Perception on Interdisciplinary Work



# Survey Results by Academic Areas

# Primary Benchmark Results – by Academic Areas

	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	3.37	◀	▶	◀	▶	◀	▶	◀	N<5	◀	▶	▶	N<5	▶	other	Soc	other		other	ECM	N<5	Agr	other	other	N<5	other														
Nature of Work: Service	3.21	◀	◀	◀	▶	◀	◀	◀	N<5	◀	◀	◀	N<5	▶		Soc	other	other		ECM	N<5	Agr	Bus	other	N<5	other	-													
Nature of Work: Teaching	3.86	◀	◀	◀	▶	◀	◀	◀	N<5	▶	◀	▶	N<5	▶			other	Bio	other	ECM	N<5	other		other	N<5	other														
Facilities and Work Resources	3.55	◀	◀	◀	▶	◀	◀	◀	N<5	▶	◀	▶	N<5	◀			other	other	other	ECM	N<5	other	Bus	other	N<5															
Personal and Family Policies	3.33	▶	▶	◀	▶	▶	▶	▶	N<5	◀	▶	◀	N<5	▶	Hum	Soc		Bio	other	other	N<5	Agr	other	Edu	N<5	other														
Health and Retirement Benefits	3.79	▶	▶	◀	◀	▶	◀	▶	N<5	▶	◀	◀	N<5	◀		Soc	Phy	other	VPA	other	N<5	other	Bus		N<5		+													
Interdisciplinary Work	2.73	◀	▶	▶	◀	◀	◀	◀	N<5	◀	▶	◀	N<5	▶	other		other	Bio	other	ECM	N<5	Agr			N<5	other														
Collaboration	3.77	▶	▶	◀	▶	▶	◀	▶	N<5	◀	▶	▶	N<5	◀	Hum	Soc	other	other	VPA	other	N<5	Agr	other	other	N<5	Oth	+													
Mentoring	3.25	▶	▶	◀	▶	◀	◀	◀	N<5	◀	▶	▶	N<5	◀		Soc	other		other		N<5	Agr	other		N<5															
Tenure Policies	3.79	▶	N<5	◀	N<5	N<5	N<5	▶	N<5	N<5	▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5														
Tenure Expectations: Clarity	3.57	▶	N<5	◀	N<5	N<5	N<5	▶	N<5	N<5	▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5														
Promotion to Full	3.85	▶	▶	◀	▶	▶	◀	◀	N<5	◀	▶	▶	N<5	◀	other	Soc	other	other	VPA	ECM	N<5	Agr	other	other	N<5	Oth														
Leadership: Senior	3.16	◀	◀	◀	▶	◀	◀	◀	N<5	◀	▶	▶	N<5	◀	Hum	Soc	other		VPA	ECM	N<5		other	other	N<5	Oth	+													
Leadership: Divisional	3.32	▶	▶	◀	▶	▶	◀	◀	N<5	◀	◀	▶	N<5	▶			other	other	VPA	ECM	N<5	Agr		other	N<5	other														
Leadership: Departmental	3.61	◀	▶	◀	▶	▶	◀	◀	N<5	◀	◀	◀	N<5	◀	other	Soc	other	other	VPA		N<5	Agr	other		N<5		-													
Leadership: Faculty	2.81	◀	◀	◀	▶	◀	◀	◀	N<5	▶	◀	◀	N<5	◀	Hum	Soc	other	Bio			N<5	other	other	other	N<5		N/A													
Governance: Trust	2.99	◀	◀	◀	◀	◀	◀	◀	N<5	◀	▶	◀	N<5	◀	Hum	Soc		Bio	VPA	ECM	N<5		other	other	N<5	other	N/A													
Governance: Shared sense of purpose	3.03	◀	◀	◀	◀	◀	◀	◀	N<5	◀	◀	▶	N<5	◀	Hum	Soc			VPA		N<5	Agr	other	other	N<5		N/A													
Governance: Understanding the issue at hand	2.79	◀	◀	◀	◀	◀	◀	◀	N<5	◀	▶	▶	N<5	◀	Hum	Soc	Phy		VPA	ECM	N<5	other	other	other	N<5		N/A													
Governance: Adaptability	2.58	◀	◀	◀	◀	◀	◀	◀	N<5	◀	◀	◀	N<5	◀	Hum		Phy		VPA		N<5		other	other	N<5	other	N/A													
Governance: Productivity	2.63	◀	◀	◀	◀	◀	◀	◀	N<5	◀	◀	◀	N<5	◀	Hum	Soc		Bio	VPA	ECM	N<5	Agr	other	other	N<5	other	N/A													
Departmental Collegiality	3.89	◀	▶	◀	▶	▶	◀	◀	N<5	◀	◀	▶	N<5	◀	other	Soc	other	other	VPA		N<5	Agr		other	N<5															
Departmental Engagement	3.49	◀	◀	◀	◀	◀	◀	◀	N<5	◀	◀	◀	N<5	◀		Soc	other			other	N<5		Bus	other	N<5	Oth														
Departmental Quality	3.76	◀	▶	◀	◀	◀	◀	◀	N<5	◀	▶	▶	N<5	◀	other		Phy		VPA	ECM	N<5	Agr		other	N<5	Oth														
Appreciation and Recognition	3.34	◀	▶	◀	▶	▶	◀	◀	N<5	◀	◀	▶	N<5	◀		Soc	other	other	VPA		N<5	Agr	other	other	N<5	other	+													

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.

# Nature of Work: Research, Service, Teaching – by Academic Areas (1)

	Your results compared to PEERS ◀ Your results compared to COHORT ▶														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	3.37	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other		other	ECM	N<5	Agr	other	other	N<5	other	
Time spent on research	3.26	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other		other	ECM	N<5	Agr	other	other	N<5	Oth	-
Expectations for finding external funding	3.38	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	other			VPA	ECM	N<5	Agr	other	other	N<5	other	+
Influence over focus of research	4.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶				other		ECM	N<5	other	other	other	N<5	other	
Quality of grad students to support research	3.14	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	N<5	Hum	Soc	other		N<5		N<5	other	Bus	other	N<5	N<5	
Support for research	3.39	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	other	Phy		other	ECM	N<5		other	other	N<5	other	+
Support for engaging undergrads in research	3.35	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		other	other	other	other	ECM	N<5	other		Edu	N<5	other	
Support for obtaining grants (pre-award)	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other		other	other	N<5	ECM	N<5	Agr	Bus	other	N<5	Oth	-
Support for maintaining grants (post-award)	3.14	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum		other	other	N<5	ECM	N<5	Agr		other	N<5	Oth	-
Support for securing grad student assistance	2.80	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	N<5	Hum	Soc	other		N<5	ECM	N<5	Agr	other	other	N<5	N<5	-
Support for travel to present/conduct research	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	Phy	Bio		ECM	N<5		other	other	N<5	other	+
Availability of course release for research	2.60	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶			other	Bio	N<5	ECM	N<5	Agr	other	other	N<5		
Nature of Work: Service	3.21	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		Soc	other	other		ECM	N<5	Agr	Bus	other	N<5	other	-
Time spent on service	3.22	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	other		N<5	Agr		other	N<5	other	-
Support for faculty in leadership roles	2.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶			other	Bio	VPA		N<5	Agr	Bus	Edu	N<5	other	
Number of committees	3.37	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	other	ECM	N<5	other			N<5	other	
Attractiveness of committees	3.37	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶			other	Bio	N<5	ECM	N<5	other		other	N<5		
Discretion to choose committees	3.60	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other		other	other	other	ECM	N<5	Agr	Bus		N<5	other	
Equitability of committee assignments	2.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum		other	other	VPA	ECM	N<5		Bus	other	N<5		
Number of student advisees	3.61	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum		other	Bio	VPA	ECM	N<5	Agr		other	N<5	other	
Support for being a good advisor	2.92	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	Bio	other	ECM	N<5		other		N<5	other	N/A
Equity of the distribution of advising responsibilities	3.07	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		Soc	other	other	other	ECM	N<5	other		other	N<5	other	N/A

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.



## Nature of Work: Research, Service, Teaching – by Academic Areas (2)

	Your results compared to PEERS ◀ Your results compared to COHORT ▶														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: Teaching	3.86								N<5				N<5				other	Bio	other	ECM	N<5	other		other	N<5	other	
Time spent on teaching	3.94								N<5				N<5		Hum		other	Bio	other	ECM	N<5	Agr	other	other	N<5		
Number of courses taught	3.81								N<5				N<5		other	other	other	Bio		ECM	N<5	Agr	Bus	other	N<5	other	-
Level of courses taught	4.07								N<5				N<5		Hum		other	Bio			N<5	other		other	N<5		
Discretion over course content	4.47								N<5				N<5			other	other	Bio	VPA	ECM	N<5	other		other	N<5	other	-
Number of students in classes taught	3.86								N<5				N<5				other	Bio	VPA	ECM	N<5	other	Bus	other	N<5	other	-
Quality of students taught	3.96								N<5				N<5		Hum	Soc	Phy	other	other	ECM	N<5		other	other	N<5	Oth	
Equitability of distribution of teaching load	3.32								N<5				N<5		other		other		VPA	ECM	N<5	Agr		other	N<5		
Quality of grad students to support teaching	3.35						N<5		N<5				N<5	N<5	Hum	Soc	other	other	N<5	ECM	N<5	other	Bus	other	N<5	N<5	
Teaching schedule	4.12								N<5				N<5			Soc	other	Bio	VPA		N<5	Agr			N<5	other	N/A
Support for teaching diverse learning styles	3.65								N<5				N<5			Soc	Phy	Bio	other	ECM	N<5		other	other	N<5	other	N/A
Support for assessing student learning	3.71								N<5				N<5		other		other		VPA	ECM	N<5			other	N<5	other	N/A
Support for developing online/hybrid courses	3.57						N<5		N<5	N<5			N<5	N<5	other	other			N<5	ECM	N<5	N<5		other	N<5	N<5	N/A
Support for teaching online/hybrid courses	3.58						N<5		N<5	N<5			N<5	N<5	other		other		N<5	ECM	N<5	N<5		other	N<5	N<5	N/A
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Time spent on outreach	3.43								N<5	N<5			N<5		Hum	other	Phy		other	ECM	N<5	N<5		other	N<5	other	
Time spent on administrative tasks	2.81								N<5				N<5			Soc	other	other	VPA	ECM	N<5	Agr	other	other	N<5	other	
Ability to balance teaching/research/service	3.27								N<5				N<5		Hum	Soc	other	other	other	ECM	N<5				N<5	other	

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# Interdisciplinary Work, Collaboration, and Mentoring– by Academic Areas

	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															
Interdisciplinary Work	2.73	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	other		other	Bio	other	ECM	N<5	Agr			N<5	other															
Budgets encourage interdiscip. work	2.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	Hum		other	Bio	other	ECM	N<5	Agr	other	other	N<5	other															
Facilities conducive to interdiscip. work	2.58	◀▶	◀▶	◀▶	◀▶	◀▶	▶	▶	N<5	◀▶	◀▶	▶	N<5	◀▶	other	other	other	Bio	other	ECM	N<5			Edu	N<5																
Interdiscip. work is rewarded in merit	2.62	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶		other	other		N<5	other	N<5	Agr		Edu	N<5	Oth	-														
Interdiscip. work is rewarded in promotion	2.66	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	other	other	other	Bio	N<5		N<5	Agr	Bus		N<5																
Interdiscip. work is rewarded in tenure	3.08	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5		N<5	N<5	N<5	N<5	N<5	N<5	+														
Dept. knows how to evaluate interdiscip. work	2.88	◀▶	◀▶	◀▶	▶	◀▶	N<5	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	other	Soc	Phy		N<5		N<5	Agr	Bus		N<5	Oth															
Collaboration	3.77	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	VPA	other	N<5	Agr	other	other	N<5	Oth	+														
Opportunities for collab. within dept	3.73	◀▶	◀▶	▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	▶	Hum	Soc	other	other	VPA	other	N<5	Agr	other	other	N<5	Oth															
Opportunities for collab. outside inst	3.96	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	VPA		N<5	other	other	Edu	N<5	Oth	+														
Opportunities for collab. outside dept	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	Hum			other	VPA	other	N<5	Agr			N<5		+														
Mentoring	3.25	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶		Soc	other		other		N<5	Agr	other		N<5																
Effectiveness of mentoring within dept.	3.73	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	▶	Hum	Soc	other	other	VPA		N<5	Agr		other	N<5	Oth	+														
Effectiveness of mentoring outside dept.	3.61	◀▶	◀▶	◀▶	◀▶	▶	N<5	◀▶	N<5	N<5	◀▶	◀▶	N<5	◀▶	other	Soc		Bio	N<5	ECM	N<5	N<5	other	other	N<5	other	+														
Mentoring of pre-tenure faculty in dept	3.45	▶	◀▶	▶	◀▶	◀▶	N<5	◀▶	N<5	▶	◀▶	◀▶	N<5	▶	other	Soc	other		N<5	ECM	N<5	Agr	other	other	N<5	Oth															
Mentoring of tenured associate profs in dept	2.58	▶	◀▶	▶	◀▶	◀▶	N<5	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶		Soc	other	other	N<5	ECM	N<5	Agr	other	Edu	N<5	Oth	-														
Support for faculty to be good mentors	2.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	▶	◀▶	◀▶	N<5	◀▶	other	Soc	other		other		N<5	Agr	other	Edu	N<5	other															
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--														
Interdiscip. work is rewarded in reappointment	3.00	◀▶	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	Bus	N<5	N<5	N<5															
Being a mentor is fulfilling	4.24	◀▶	▶	◀▶	◀▶	▶	N<5	◀▶	N<5	N<5	◀▶	◀▶	N<5	N<5	Hum			Bio	N<5	ECM	N<5	N<5	other		N<5	N<5	+														
Effectiveness of mentoring outside the inst.	4.10	◀▶	◀▶	▶	◀▶	N<5	N<5	◀▶	N<5	N<5	◀▶	◀▶	N<5	◀▶	other	Soc	Phy	N<5	N<5		N<5	N<5		other	N<5	Oth	+														
Mentoring of NTT faculty in dept	2.48	◀▶	N<5	N<5	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	N<5	N<5	N<5		other	N<5	N<5	other	N<5	N<5	N<5															
Interest in interdisciplinary work	3.46	◀▶	▶	◀▶	◀▶	◀▶	▶	◀▶	N<5	◀▶	▶	◀▶	N<5	◀▶	Hum	other				other	N<5	other	Bus		N<5	other	N/A														

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.

# Tenure and Promotion – by Academic Areas

	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													
Tenure Policies	3.79	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5													
Clarity of tenure process	3.88	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	other	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5	-												
Clarity of tenure criteria	4.00	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5		N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5	+												
Clarity of tenure standards	3.52	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5		N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5													
Clarity of body of evidence for deciding tenure	3.83	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5		N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5													
Clarity of whether I will achieve tenure	3.82	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	Bus	N<5	N<5	N<5	+												
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	3.52	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5	+												
Tenure decisions are performance-based	3.95	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5		N<5	N<5	N<5	+												
Tenure Expectations: Clarity	3.57	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5													
Clarity of expectations: Scholar	4.08	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5		N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5	+												
Clarity of expectations: Teacher	4.10	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5	-												
Clarity of expectations: Advisor	3.58	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5		N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5													
Clarity of expectations: Colleague	3.59	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	other	N<5	N<5	other	N<5	N<5	N<5	-												
Clarity of expectations: Campus citizen	3.18	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5		N<5	N<5	other	N<5	N<5	N<5													
Clarity of expectations: Broader community	2.92	◀▶	N<5	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	N<5	N<5	N<5	N<5	Soc	N<5	N<5	N<5	ECM	N<5	N<5	other	N<5	N<5	N<5													
Promotion to Full	3.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA	ECM	N<5	Agr	other	other	N<5	Oth													
Dept. culture encourages promotion	3.98	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	N<5	ECM	N<5	Agr	other	other	N<5														
Reasonable expectations: Promotion	3.93	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		Soc	Phy	other	VPA	ECM	N<5	Agr	other	other	N<5	other	+												
Clarity of promotion process	3.99	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA	ECM	N<5	Agr	other	other	N<5	Oth													
Clarity of promotion criteria	3.89	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA	ECM	N<5	Agr		other	N<5	Oth													
Clarity of promotion standards	3.71	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA	ECM	N<5	Agr		other	N<5	Oth													
Clarity of body of evidence for promotion	3.98	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA	ECM	N<5	Agr		other	N<5	Oth													
Clarity of time frame for promotion	3.66	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		Soc	other	other	other	ECM	N<5	Agr	other	other	N<5	Oth													
Clarity of whether I will be promoted	3.16	◀▶	◀▶	◀▶	N<5	N<5	N<5	◀▶	N<5	N<5	◀▶	◀▶	N<5	N<5	other	Soc	N<5	N<5	N<5	ECM	N<5	N<5	other	other	N<5	N<5	+												

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.

# Institutional Leadership – by Academic Areas

	Your results compared to PEERS Your results compared to COHORT														Areas of strength in <b>GREEN</b> Areas of concern in <b>RED</b>													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	3.16								N<5				N<5		Hum	Soc	other		VPA	ECM	N<5		other	other	N<5	Oth	+													
Pres/Chancellor: Pace of decision making	3.34								N<5				N<5				other		VPA	ECM	N<5			other	N<5		+													
Pres/Chancellor: Stated priorities	3.29								N<5				N<5				other	other	VPA	ECM	N<5		other	other	N<5	Oth	+													
Pres/Chancellor: Communication of priorities	3.22								N<5				N<5		Hum	other		other	VPA	ECM	N<5	other		other	N<5	Oth	+													
CAO: Pace of decision making	3.08								N<5				N<5		Hum	Soc		Bio	VPA	ECM	N<5		other	other	N<5	Oth	+													
CAO: Stated priorities	3.05								N<5				N<5		Hum	Soc		Bio	VPA	ECM	N<5		other	other	N<5	Oth	+													
CAO: Communication of priorities	3.04								N<5				N<5		Hum	Soc		Bio	VPA	ECM	N<5	other	other	other	N<5	Oth	+													
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	3.32								N<5				N<5				other	other	VPA	ECM	N<5	Agr		other	N<5	other														
Dean: Pace of decision making	3.41								N<5				N<5		other	other		other	VPA		N<5	Agr		other	N<5	other														
Dean: Stated priorities	3.30								N<5				N<5				other	other	VPA	ECM	N<5	Agr	other	other	N<5	other														
Dean: Communication of priorities	3.37								N<5				N<5				other	other	VPA	ECM	N<5	Agr	other	other	N<5	other														
Dean: Ensuring faculty input	3.22								N<5				N<5			Soc		other	VPA	other	N<5	Agr	Bus	other	N<5	other														
Leadership: Departmental	3.61								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr	other		N<5		-													
Head/Chair: Pace of decision making	3.55								N<5				N<5		other	Soc	other	other	VPA	ECM	N<5	Agr	other	other	N<5	Oth	-													
Head/Chair: Stated priorities	3.49								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr	other		N<5	Oth	-													
Head/Chair: Communication of priorities	3.45								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr	other		N<5	Oth	-													
Head/Chair: Ensuring faculty input	3.75								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr			N<5	other	-													
Head/Chair: Fairness in evaluating work	3.89								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr			N<5															
Leadership: Faculty	2.81								N<5				N<5		Hum	Soc	other	Bio			N<5	other	other	other	N<5		N/A													
Faculty leaders: Pace of decision making	2.65								N<5				N<5		Hum	Soc	other	Bio			N<5	other	other	other	N<5	Oth	N/A													
Faculty leaders: Stated priorities	2.75								N<5				N<5		Hum	Soc	other	Bio			N<5	other	other	other	N<5	other	N/A													
Faculty leaders: Communication of priorities	2.77								N<5				N<5		Hum	Soc	other	other		ECM	N<5	other	other	other	N<5		N/A													
Faculty leaders: Ensuring faculty input	3.02								N<5				N<5		Hum	Soc	other	other	VPA	ECM	N<5	other	other	other	N<5	Oth	N/A													
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--													
Priorities are stated consistently	2.80								N<5				N<5		Hum	Soc	other				N<5	Agr	other	other	N<5	Oth	+													
Priorities are acted on consistently	2.74								N<5				N<5			Soc	other	Bio			N<5	Agr	other	other	N<5	Oth	+													

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.



# Shared Governance – by Academic Areas

	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
Governance: Trust	2.99								N<5				N<5		Hum	Soc		Bio	VPA	ECM	N<5		other	other	N<5	other	N/A
I understand how to voice opinions about policies	2.89								N<5				N<5		Hum		other		VPA	ECM	N<5		other	other	N<5	other	N/A
Clear rules about the roles of faculty and administration	2.90								N<5				N<5		Hum	Soc	other		VPA	ECM	N<5		other	other	N<5	other	N/A
Faculty and admin follow rules of engagement	3.10						N<5		N<5	N<5			N<5		Hum	Soc	Phy		N<5		N<5	N<5	other	other	N<5		N/A
Faculty and admin have an open system of communication	2.96								N<5	N<5			N<5			Soc	Phy		VPA		N<5	N<5	other	other	N<5		N/A
Faculty and admin discuss difficult issues in good faith	3.15								N<5	N<5			N<5		Hum	Soc		other	VPA		N<5	N<5	other		N<5	other	N/A
Governance: Shared sense of purpose	3.03								N<5				N<5		Hum	Soc			VPA		N<5	Agr	other	other	N<5		N/A
Important decisions are not made until there is consensus	2.42						N<5		N<5				N<5		Hum	Soc	other	other	N<5	ECM	N<5	Agr	other	other	N<5	other	N/A
Admin ensures sufficient time for faculty input	2.99								N<5				N<5		Hum	Soc	Phy	other	VPA		N<5	Agr	other	other	N<5		N/A
Faculty and admin respectfully consider the other's view	3.13								N<5	N<5			N<5			Soc	Phy	other	VPA	ECM	N<5	N<5	other	other	N<5	other	N/A
Faculty and admin have a shared sense of responsibility	3.55								N<5	N<5			N<5			Soc		other	VPA	ECM	N<5	N<5	other	other	N<5		N/A
Governance: Understanding the issue at hand	2.79								N<5				N<5		Hum	Soc	Phy		VPA	ECM	N<5	other	other	other	N<5		N/A
Faculty governance structures offer opportunities for input	2.71								N<5				N<5		Hum	Soc			VPA	ECM	N<5	other	other	other	N<5	other	N/A
Admin communicate rationale for important decisions	2.96								N<5				N<5			Soc	Phy	Bio		ECM	N<5	Agr	other	other	N<5	Oth	N/A
Faculty and admin have equal say in decisions	2.39						N<5		N<5	N<5			N<5		Hum	Soc	Phy	other	N<5		N<5	N<5	other	other	N<5	other	N/A
Faculty and admin define decision criteria together	2.95						N<5		N<5	N<5			N<5		Hum	Soc			N<5	ECM	N<5	N<5	other	other	N<5		N/A
Governance: Adaptability	2.58								N<5				N<5		Hum		Phy		VPA		N<5		other	other	N<5	other	N/A
Shared governance holds up in unusual circumstances	2.54								N<5				N<5		Hum	Soc	other	other	VPA		N<5	Agr	other	other	N<5		N/A
Institution regularly reviews effectiveness of governance	2.37								N<5				N<5		Hum		Phy	Bio	VPA		N<5	Agr	other	other	N<5	other	N/A
Institution cultivates new faculty leaders	2.82						N<5		N<5				N<5					other	N<5	ECM	N<5	other	other	Edu	N<5	other	N/A
Governance: Productivity	2.63								N<5				N<5		Hum	Soc		Bio	VPA	ECM	N<5	Agr	other	other	N<5	other	N/A
Overall effectiveness of shared governance	2.37						N<5		N<5				N<5		Hum	Soc			N<5		N<5	other	other	other	N<5	other	N/A
My committees make measureable progress towards goals	3.03						N<5		N<5				N<5			Soc			N<5	ECM	N<5	Agr	other	other	N<5	other	N/A
Public recognition of progress	2.61						N<5		N<5	N<5			N<5		Hum	Soc	other		N<5	ECM	N<5	N<5	other	other	N<5	other	N/A

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.

# Departmental Engagement, Quality, and Collegiality– by Academic Areas

	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	
Departmental Collegiality	3.89								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr		other	N<5		
Colleagues support work/life balance	3.92						N<5		N<5				N<5		other	Soc			N<5	other	N<5			Edu	N<5	other	+
Meeting times compatible with personal needs	4.01								N<5				N<5		other		Phy			other	N<5	Agr	Bus	other	N<5		
Amount of personal interaction w/Pre-tenure	3.83						N<5		N<5				N<5			Soc	other	other	N<5	other	N<5	Agr	Bus	other	N<5	Oth	
How well you fit	3.76								N<5				N<5			Soc		other	VPA	other	N<5	Agr	other	other	N<5		
Amount of personal interaction w/Tenured	3.78								N<5				N<5		other	Soc	other	other	ECM	N<5	Agr		other	N<5		+	
Colleagues pitch in when needed	3.76								N<5				N<5		other	Soc	other	other	VPA		N<5	Agr	Bus	other	N<5		
Department is collegial	3.96								N<5				N<5		other	Soc	other	other	VPA	other	N<5	Agr		other	N<5	Oth	
Colleagues committed to diversity/inclusion	4.17								N<5				N<5		other	Soc		other	VPA	ECM	N<5	Agr		other	N<5		
Departmental Engagement	3.49								N<5				N<5			Soc	other			other	N<5		Bus	other	N<5	Oth	
Discussions of undergrad student learning	3.59								N<5				N<5		other	Soc			other	other	N<5			Edu	N<5	other	
Discussions of grad student learning	3.34						N<5		N<5				N<5		Hum	Soc	other		N<5	other	N<5	other	Bus	other	N<5	Oth	
Discussions of effective teaching practices	3.35								N<5				N<5		other	Soc		Bio	other		N<5	Agr		other	N<5	Oth	
Discussions of effective use of technology	2.96								N<5				N<5			Soc		Bio	other	other	N<5	other	Bus	other	N<5	other	
Discussions of current research methods	3.26								N<5				N<5		Hum	Soc	Phy	other		other	N<5	other		other	N<5	Oth	
Amount of professional interaction w/Pre-tenure	4.06						N<5		N<5				N<5			Soc	other		N<5	other	N<5	Agr	Bus	other	N<5	other	+
Amount of professional interaction w/Tenured	3.91								N<5				N<5			Soc		other	VPA		N<5	Agr		other	N<5	other	+
Departmental Quality	3.76								N<5				N<5		other		Phy		VPA	ECM	N<5	Agr		other	N<5	Oth	
Intellectual vitality of tenured faculty	3.67								N<5				N<5		other	Soc	Phy	other			N<5	Agr		other	N<5	Oth	+
Intellectual vitality of pre-tenure faculty	4.33						N<5		N<5				N<5		other	Soc	other	other	N<5		N<5		Bus	other	N<5	Oth	+
Scholarly productivity of tenured faculty	3.56								N<5				N<5		other	Soc	Phy		VPA		N<5	Agr	other	other	N<5	Oth	+
Scholarly productivity of pre-tenure faculty	4.20						N<5		N<5				N<5		other			Bio	N<5		N<5		Bus	other	N<5	Oth	+
Teaching effectiveness of tenured faculty	3.83								N<5				N<5		other	Soc	Phy	other	VPA	ECM	N<5	Agr	other	other	N<5	Oth	
Teaching effectiveness of pre-tenure faculty	4.08						N<5		N<5	N<5			N<5		other	other	other	Bio	N<5	ECM	N<5	N<5	Bus	other	N<5		+
Dept. is successful at faculty recruitment	3.94								N<5				N<5		other	Soc		Bio	VPA	ECM	N<5	other		Edu	N<5	Oth	
Dept. is successful at faculty retention	3.71								N<5				N<5		other	other	Phy	Bio	VPA	other	N<5		Bus		N<5	other	
Dept. addresses sub-standard performance	2.68								N<5				N<5			Soc		other	other	ECM	N<5	Agr	other	other	N<5	Oth	
Related Survey Items	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--
Intellectual vitality of NTT faculty	3.94								N<5				N<5		other	Soc	Phy	other	VPA	other	N<5	Agr		other	N<5		+
Scholarly productivity of NTT faculty	3.60								N<5				N<5		other	other	other	other	other		N<5	Agr	Bus	other	N<5		+
Teaching effectiveness of NTT faculty	4.17								N<5				N<5		other	Soc	other	other		ECM	N<5		Bus	other	N<5	Oth	+
Amount of professional interaction w/NTT	3.80								N<5				N<5		other	Soc	other			other	N<5	Agr		other	N<5	other	+
Amount of personal interaction w/NTT	3.73								N<5				N<5		other	Soc	other	other	VPA		N<5			other	N<5	other	+

Notations: Hum = humanities; Soc = social sciences; Phy = physical sciences; Bio = biological sciences; VPA = visual and performing arts; ECM = engineering/computer science/math/statistics; HHE = health and human ecology; AGR = agriculture/natural resources/environmental sciences; Bus = business; Edu=education; Med=medical sciences; Oth=all others.

# Appreciation and Recognition – by Academic Areas

	Your results compared to PEERS ◀ Your results compared to COHORT ▶														Within campus differences sm (.1) med. (.3) lrg. (.5)													2014
	Areas of strength in GREEN Areas of concern in RED																											
	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	3.34	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		Soc	other	other	VPA		N<5	Agr	other	other	N<5	other	+	
Recognition: For teaching	3.47	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	other		N<5	Agr	other	other	N<5	other		
Recognition: For advising	3.17	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	other		N<5	Agr		other	N<5	other	+	
Recognition: For scholarship	3.44	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	VPA		N<5	other	other	other	N<5			
Recognition: For service	3.15	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other		VPA		N<5	Agr			N<5	other		
Recognition: For outreach	3.00	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	N<5	N<5	◀▶	◀▶	N<5	◀▶	other	Soc	other	N<5	VPA	ECM	N<5	N<5	Bus	other	N<5	other	+	
Recognition: From colleagues	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA		N<5	Agr	other	other	N<5	other		
Recognition: From CAO	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	VPA	ECM	N<5	other	other	other	N<5	Oth	+	
Recognition: From Dean	3.04	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other		other	other	VPA	ECM	N<5	Agr	Bus	other	N<5		-	
Recognition: From Head/Chair	3.65	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	other	Soc	other	other	VPA		N<5	Agr	other	Edu	N<5			
School/college is valued by Pres/Provost	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	other	VPA		N<5	Agr	other	other	N<5	Oth	+	
Dept. is valued by Pres/Provost	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶		Soc	other	other	VPA	ECM	N<5		other	other	N<5	Oth	+	
CAO cares about faculty of my rank	3.20	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N<5	◀▶	◀▶	◀▶	N<5	◀▶	Hum	Soc	other	Bio	VPA	other	N<5	Agr			N<5		+	

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