

COACHE Result on 25 Key Benchmarks

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	change over time
Nature of Work: Research	3.38	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women		white		N/A
Nature of Work: Service	3.38	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc				urm	N/A
Nature of Work: Teaching	3.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc		foc	asian		N/A
Facilities and Work Resources	3.67	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc	women				N/A
Personal and Family Policies	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc					N/A
Health and Retirement Benefits	4.04	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc		foc	asian	urm	N/A
Interdisciplinary Work	2.88	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured			white	white	white	N/A
Collaboration	3.74	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		ntt	assoc	women				N/A
Mentoring	3.24	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		white	white	white	N/A
Tenure Policies	3.33	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	N/A	women		white	urm	N/A
Tenure Expectations: Clarity	3.22	◀▶	N/A	◀▶	N/A	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	N/A	women	white	white	white	N/A
Promotion to Full	3.58	◀▶	◀▶	N/A	N/A	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	N/A	N/A	assoc	women				N/A
Leadership: Senior	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	tenured	assoc				white	N/A
Leadership: Divisional	3.20	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured	assoc		white	white	white	N/A
Leadership: Departmental	3.62	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured		assoc	women				N/A
Leadership: Faculty	3.20	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	full	men			white	N/A
Governance: Trust	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten				white	white		N/A
Governance: Shared sense of purpose	3.23	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured	assoc	men				N/A
Governance: Understanding the issue at hand	3.05	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶		tenured		men		white		N/A
Governance: Adaptability	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men				N/A
Governance: Productivity	3.16	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	tenured	tenured		men				N/A
Departmental Collegiality	3.85	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten		assoc				urm	N/A
Departmental Engagement	3.53	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc			asian		N/A
Departmental Quality	3.69	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	pre-ten	ntt	assoc					N/A
Appreciation and Recognition	3.41	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶			assoc	women	white	white		N/A

The first column (mean) is the overall score (between 1 to 5) for all faculty respondents at Pitt. The next few columns until the vertical red line describe how faculty responses at Pitt compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, etc.

The triangle symbols represent the results that fit COACHE criteria for “areas of strength” (in green) and “areas of concern” (in red).

 The results are represented as two triangle symbols. The triangle symbol on the left is the comparison of Pitt with its five peers¹. If the triangle is green, it means that Pitt ranks 1st or 2nd amongst its peers; if the triangle is black, Pitt ranks 3rd or 4th; if the triangle is red, Pitt ranks 5th or 6th. If the triangle is white, there is insufficient data for comparison. The triangle symbol on the right is the comparison of Pitt with all members of the cohort. The green triangle means that Pitt is in the top 30%, the black triangle means that Pitt is in the middle 40%, and the red triangle means that Pitt is in the bottom 30%.

 This result, for example, shows that Pitt female faculty are less satisfied than are women at our peer institutions (left red triangle), but more satisfied than are women at 70% of other institutions in the cohort. (Right green triangle)

The columns after the red vertical line compare groups within Pitt: associate vs. full, men vs. women etc. The faculty subgroup with lower rating appears in the column and the shading conveys the magnitude of sub-group differences. Small effects appear as text only, moderate effects are shaded yellow, and large effects are shaded orange. Trivial differences remain blank.

¹ For purposes of this report, peers were considered the Indiana University – Bloomington, University of North Carolina – Chapel Hill, Purdue University, University of Minnesota – Twin Cities, and University of Virginia.