

Collaborative on Academic Careers in Higher Education Iowa State University

Your Strengths and Concerns

As shorthand, COACHE defines as an “area of strength” any benchmark where your institution scores first or second among your selected comparison group, and in the top 30 percent (the green section) of the cohort. Conversely, an “area of concern” is where your faculty rating of a benchmark falls fifth or sixth among your peers, and in the bottom 30 percent (the red section) of the cohort. The survey themes below met these criteria for Iowa State.

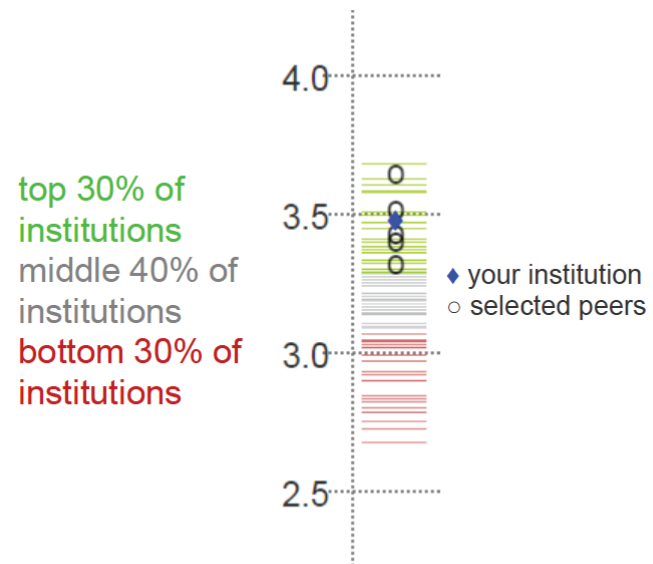
Areas of strength (all faculty combined)

- Appreciation and Recognition
- Collaboration
- Departmental Quality
- Leadership: Divisional
- Health and Retirement Benefits
- Interdisciplinary Work
- Mentoring
- Nature of Work: Service
- Personal and Family Policies
- Leadership: Senior

Areas of concern (all faculty combined)

- (no areas of concern)

Reading Your Results



This chart summarizes over a half million data points in benchmark results for your institution relative to peers and the full cohort of COACHE's participating institutions. Each column represents the range of institutional means (not the distribution of individual respondents) along that dimension. Within each chart, you can see your institution's mean score on the benchmark (◆), the mean scores of your five peers (○), and the distribution of the responses of the entire cohort of institutions as signified by the red, grey, and green boxes.

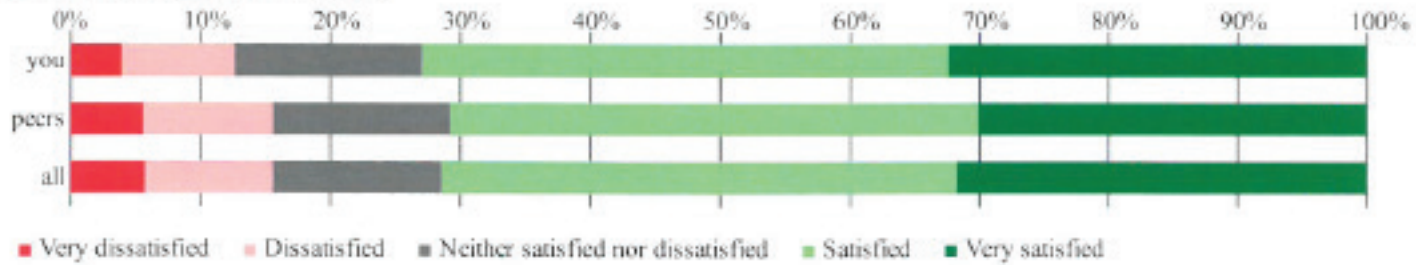
You should be most concerned with the placement of your marker (◆). A score in the red section of the column indicates that your institution ranked in the bottom 30 percent of all institutions. A mark in the green section indicates your faculty rated a benchmark in the top 30 percent of all institutions. A mark in the grey area indicates a "middle-of-the-road" result.

Iowa State University Results

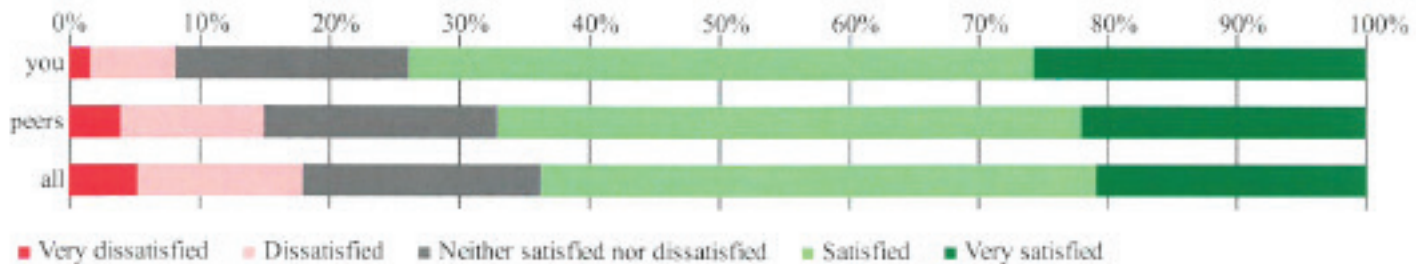


The Department and Institution as a Place to Work

Department as a place to work



Institution as a place to work



Shared Governance Results

To see the full name of column header, hover pointer over short name in external comparison column header.

	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
Governance: Trust	3.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
I understand how to voice opinions about policies	3.17	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Clear rules about the roles of faculty and administration	3.39	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin follow rules of engagement	3.55	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin have an open system of communication	3.31	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin discuss difficult issues in good faith	3.41	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Governance: Shared sense of purpose	3.32	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Important decisions are not made until there is consensus	2.90	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Admin ensures sufficient time for faculty input	3.35	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin respectfully consider the other's view	3.43	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin have a shared sense of responsibility	3.63	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Governance: Understanding the issue at hand	3.19	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty governance structures offer opportunities for input	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Admin communicate rationale for important decisions	3.09	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin have equal say in decisions	2.97	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Faculty and admin define decision criteria together	3.33	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Governance: Adaptability	3.12	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Shared governance holds up in unusual circumstances	3.10	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Institution regularly reviews effectiveness of governance	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Institution cultivates new faculty leaders	3.30	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Governance: Productivity	3.24	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Overall effectiveness of shared governance	3.28	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
My committees make measureable progress towards goals	3.46	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶
Public recognition of progress	3.00	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶	◀▶

Your results compared to PEERS ◀
Your results compared to COHORT ▶

Areas of strength in **GREEN**
Areas of concern in **RED**