NC State University
AY14-15 COACHE Survey: Governance Pilot Questions
Mean Ratings
Tenured, Pre-tenured, and Non-Tenure Track combined: White vs Faculty of Color (FOC) (1=low to 5-high)

Theme	Measure	White	Race FOC	Diff[1]
Governance: Productivity	*Governance: Productivity*	2.76	3.09	↓
	Overall effectiveness of shared governance	2.63	3.10	↓
	My committees make measureable progress towards goals	3.09	3.29	
	Public recognition of progress	2.64	2.98	↓
Governance: Trust	*Governance: Trust*	2.96	3.16	
	I understand how to voice opinions about policies	2.88	3.06	
	Cear rules about the roles of faculty and administration	3.08	3.35	↓
	Faculty and admin follow rules of engagement	3.08	3.16	
	Faculty and admin have an open system of communication	2.82	2.98	
	Faculty and admin discuss difficult issues in good faith	3.11	3.16	
Governance: Shared Purpose	*Governance: Shared Purpose*	2.95	3.07	
	Imporant decisions are not made until there is consensus	2.37	2.64	↓
	Admin ensures sufficient time for faculty input	2.89	3.06	
	Faculty and admin respectfully consider the other's view	3.07	3.07	
	Faculty and admin have a shared sense of responsibility	3.37	3.53	
Governance: Understanding	*Governance: Understanding*	2.82	2.98	
	Faculty governance structures offer opportunities for input	2.87	3.13	↓
	Admin communicate rationale for important decisions	2.85	3.04	
	Faculty and admin have equal say in decisions	2.42	2.71	↓
	Faculty and admin define decision criteria together	2.83	3.05	
Governance: Adaptability	*Governance: Adaptability*	2.82	2.91	
	Shared governance holds up in unusual circumstances	2.79	3.00	
	Institution regularly reviews effectiveness of governance	2.69	2.90	
	Institution cultivates new faculty leaders	2.92	2.84	

Theme	Measure	White	Race FOC	Diff[1]
Leadership: Senior	*Leadership: Senior*	3.23	3.37	
	Pres/Chancellor: Pace of decision making	3.42	3.39	
	Pres/Chancellor: Stated priorities	3.26	3.39	
	Pres/Chancellor: Communication of priorities	3.37	3.47	
	CAO: Pace of decision making	3.22	3.26	
	CAO: Stated priorities	3.07	3.29	
	CAO: Communication of priorities	3.10	3.32	
	CAO: Ensuring faculty input	N<5	N<5	
	CAO: Support in adapting to change	N<5	N<5	
Leadership: Divisional	*Leadership: Divisional*	2.96	3.13	
	Dean: Pace of decision making	3.11	3.20	
	Dean: Stated priorities	2.92	3.14	
	Dean: Communication of priorities	2.96	3.22	↓
	Dean: Ensuring faculty input	2.87	2.97	
	Dean: Support in adapting to change	2.34	2.41	
Leadership: Departmental	*Leadership: Departmental*	3.70	3.59	
	Head/Chair: Pace of decision making	3.66	3.57	
	Head/Chair: Stated priorities	3.58	3.53	
	Head/Chair: Communication of priorities	3.65	3.65	
	Head/Chair: Ensuring faculty input	3.72	3.52	
	Head/Chair: Fairness in evaluating work	3.91	3.72	
	Head/Chair: Support in adapting to change	3.43	2.96	↑
Leadership: Faculty	*Leadership: Faculty*	3.01	3.25	
	Faculty leadership pace of decision making	2.97	3.20	
	Faculty leadership stated priorities	3.01	3.23	
	Faculty leadership communication of priorities	3.00	3.29	↓
	Faculty leadership ensuring faculty voices in decision making	3.10	3.33	

[1]Arrows indicate when mean ratings differ by 5 percent or more of the response scale (i.e., a difference of at least 0.25). Up arrows indicate that the individual college mean rating is notably higher than the mean of combined respondents from the other colleges, whereas down arrows indicate that the college mean is lower. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.