

2011 COACHE Survey

Peer Comparisons of Benchmark Measures (1=low to 5=high)

Overall Results

(Pre-tenure and tenured faculty, except where noted)

Question	NCSU	Peers¹	Diff²
Nature of work: research	3.23	3.25	
Nature of work: service	3.37	3.25	
Nature of work: teaching	3.75	3.74	
Facilities and work resources	3.58	3.44	
Personal and family policies	2.95	2.96	
Health and retirement benefits	2.81	3.47	↓
Interdisciplinary work	2.67	2.67	
Collaboration	3.75	3.62	
Mentoring	3.05	3.01	
Tenure policies ³	3.64	3.62	
Tenure clarity ³	3.31	3.38	
Tenure reasonableness ³	3.85	3.86	
Promotion ⁴	3.86	3.69	
Leadership: senior	3.24	3.07	
Leadership: divisional	2.95	3.16	
Leadership: departmental	3.68	3.64	
Departmental collegiality	3.80	3.77	
Departmental engagement	3.49	3.48	
Departmental quality	3.65	3.56	
Appreciation and recognition	3.26	3.26	

¹ Peers include Clemson University, Kansas State University, Purdue University, SUNY - Albany and the University of Tennessee.

² 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 NC State's mean rating is notably higher than the grand mean of our COACHE peer group, whereas down arrows indicate that NC State's mean is lower. If no arrow is present, differences in mean ratings are not considered large enough to be meaningful.

³ Asked of pre-tenure faculty only

⁴ Asked of tenured faculty only

2011 COACHE Survey

Peer Comparisons of Benchmark Measures (1=low to 5=high)

by Tenure Status

(Pre-tenure and tenured faculty, except where noted)

Question	Pre-tenure			Tenured		
	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>
Nature of work: research	3.27	3.36		3.22	3.21	
Nature of work: service	3.52	3.37		3.34	3.20	
Nature of work: teaching	3.68	3.73		3.77	3.74	
Facilities and work resources	3.61	3.46		3.57	3.44	
Personal and family policies	3.03	2.96		2.93	2.95	
Health and retirement benefits	2.93	3.52	↓	2.78	3.46	↓
Interdisciplinary work	2.78	2.80		2.64	2.62	
Collaboration	3.73	3.59		3.75	3.63	
Mentoring	3.34	3.35		2.98	2.90	
Tenure policies ³	3.64	3.62		N/A	N/A	N/A
Tenure clarity ³	3.31	3.38		N/A	N/A	N/A
Tenure reasonableness ³	3.85	3.86		N/A	N/A	N/A
Promotion ⁴	N/A	N/A	N/A	3.86	3.69	
Leadership: senior	3.30	3.23		3.22	3.02	
Leadership: divisional	3.08	3.38	↓	2.93	3.08	
Leadership: departmental	3.85	3.85		3.64	3.56	
Departmental collegiality	3.84	3.80		3.79	3.76	
Departmental engagement	3.49	3.44		3.49	3.49	
Departmental quality	3.69	3.64		3.64	3.54	
Appreciation and recognition	3.41	3.42		3.23	3.20	

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2011 COACHE Survey

Peer Comparisons of Benchmark Measures (1=low to 5=high)

by Rank

(Tenured faculty, except where noted)

Question	Associate			Full		
	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>
Nature of work: research	3.16	3.11		3.26	3.31	
Nature of work: service	3.23	3.10		3.42	3.30	
Nature of work: teaching	3.72	3.64		3.80	3.82	
Facilities and work resources	3.57	3.39		3.57	3.47	
Personal and family policies	2.93	2.85		2.94	3.04	
Health and retirement benefits	2.79	3.40	↓	2.79	3.50	↓
Interdisciplinary work	2.59	2.54		2.69	2.70	
Collaboration	3.60	3.49		3.85	3.75	
Mentoring	2.79	2.70		3.11	3.08	
Tenure policies ³	N/A	N/A	N/A	N/A	N/A	N/A
Tenure clarity ³	N/A	N/A	N/A	N/A	N/A	N/A
Tenure reasonableness ³	N/A	N/A	N/A	N/A	N/A	N/A
Promotion	3.38	3.22		4.13	4.04	
Leadership: senior	3.21	2.99		3.24	3.06	
Leadership: divisional	2.98	3.02		2.92	3.14	
Leadership: departmental	3.59	3.53		3.67	3.59	
Departmental collegiality	3.68	3.68		3.86	3.82	
Departmental engagement	3.38	3.42		3.56	3.54	
Departmental quality	3.56	3.44		3.70	3.62	
Appreciation and recognition	3.11	3.08		3.31	3.32	

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2011 COACHE Survey

Peer Comparisons of Benchmark Measures (1=low to 5=high)

by Gender

(Pre-tenure and tenured faculty, except where noted)

Question	Women			Men		
	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>
Nature of work: research	3.16	3.18		3.26	3.29	
Nature of work: service	3.26	3.18		3.42	3.28	
Nature of work: teaching	3.69	3.70		3.78	3.76	
Facilities and work resources	3.55	3.39		3.59	3.47	
Personal and family policies	3.02	2.86		2.92	3.01	
Health and retirement benefits	2.91	3.50	↓	2.77	3.46	↓
Interdisciplinary work	2.49	2.58		2.73	2.72	
Collaboration	3.68	3.55		3.78	3.66	
Mentoring	2.95	3.02		3.09	3.02	
Tenure policies ³	3.56	3.55		3.71	3.70	
Tenure clarity ³	3.14	3.34		3.46	3.43	
Tenure reasonableness ³	3.74	3.83		3.95	3.88	
Promotion ⁴	3.54	3.44		3.97	3.80	
Leadership: senior	3.18	3.14		3.26	3.03	
Leadership: divisional	2.82	3.16	↓	3.01	3.16	
Leadership: departmental	3.51	3.58		3.75	3.67	
Departmental collegiality	3.70	3.72		3.83	3.80	
Departmental engagement	3.47	3.45		3.49	3.50	
Departmental quality	3.59	3.57		3.68	3.56	
Appreciation and recognition	3.11	3.24		3.32	3.27	

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2011 COACHE Survey

Peer Comparisons of Benchmark Measures (1=low to 5=high)

by Race/Ethnicity

(Pre-tenure and tenured faculty, except where noted)

Question	Faculty of Color			White		
	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>	<i>NCSU</i>	<i>Peers</i>	<i>Diff²</i>
Nature of work: research	3.29	3.23		3.22	3.26	
Nature of work: service	3.47	3.28		3.35	3.24	
Nature of work: teaching	3.67	3.65		3.76	3.76	
Facilities and work resources	3.57	3.40		3.58	3.45	
Personal and family policies	2.86	2.95		2.96	2.96	
Health and retirement benefits	2.67	3.38	↓	2.84	3.49	↓
Interdisciplinary work	2.72	2.65		2.66	2.67	
Collaboration	3.59	3.46		3.78	3.65	
Mentoring	3.09	3.10		3.04	2.99	
Tenure policies ³	3.76	3.69		3.61	3.59	
Tenure clarity ³	3.40	3.49		3.29	3.33	
Tenure reasonableness ³	3.81	3.89		3.86	3.84	
Promotion ⁴	3.63	3.45		3.90	3.72	
Leadership: senior	3.19	3.16		3.24	3.05	
Leadership: divisional	3.03	3.27		2.94	3.13	
Leadership: departmental	3.64	3.60		3.69	3.64	
Departmental collegiality	3.71	3.58		3.81	3.81	
Departmental engagement	3.40	3.37		3.51	3.50	
Departmental quality	3.58	3.41		3.66	3.59	
Appreciation and recognition	3.25	3.19		3.26	3.28	

¹ Peers include Clemson University, Kansas State University, Purdue University, SUNY - Albany and the University of Tennessee.

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