Items Comprising COACHE 25 Key Benchmarks
Administered in Spring 2016
Office of the Provost

The table below includes the abbreviated names for the items making up the COACHE 25 key benchmarks. Some items are rated on an agreement scale, others on a satisfaction scale, still others on a frequency scale.

Nature of Work: Research	**Nature of Work: Service**
- Time spent on research - Expectations for finding external funding - Influence over focus of research - Quality of grad students to support research - Support for research - Support for engaging undergraduates in research - Support for obtaining grants (pre-award) - Support for maintaining grants (post-award) - Support for securing graduate student assistance - Support for travel to present/conduct research - Availability of course release for research	- Time spent on service - Support for faculty in leadership roles - Number of committees - Attractiveness of committees - Discretion to choose committees - Equitability of committee assignments - Number of student advisees - Support for being a good advisor - Equity of the distribution of advising responsibilities
Nature of Work: Teaching	**Facilities and Work Resources**
- Time spent on teaching - Number of courses taught - Level of courses taught - Discretion over course content - Number of students in classes taught - Quality of students taught - Equitability of distribution of teaching load - Quality of graduate students to support teaching - Teaching schedule - Support for teaching diverse learning styles - Support for assessing student learning - Support for developing online/hybrid courses - Support for teaching online/hybrid courses	- Support for improving teaching - Office - Laboratory, research, studio space - Equipment - Classrooms - Library resources - Computing and technical support - Clerical/administrative support
Personal and Family Policies	**Health and Retirement Benefits**
- Right balance between professional/personal - Institute supports family/career compatibility - Housing benefits - Tuition waivers, remission, or exchange - Spousal/partner hiring program - Childcare - Eldercare - Family medical/parental leave - Flexible workload/modified duties - Stop-the-clock policies - Commuter benefits - Parking benefits	- Health benefits for yourself - Health benefits for family - Retirement benefits - Phased retirement options

Interdisciplinary Work
- Budgets encourage interdisciplinary work
- Facilities conducive to interdisciplinary work
- Interdisciplinary work is rewarded in merit
- Interdisciplinary work is rewarded in promotion
- Interdisciplinary work is rewarded in tenure
- Department knows how to evaluate interdisciplinary work

Collaboration
- Opportunities for collaboration within department
- Opportunities for collaboration outside institution
- Opportunities for collaboration outside department

Mentoring
- Effectiveness of mentoring within department
- Effectiveness of mentoring outside department
- Mentoring of pre-tenured faculty in department
- Mentoring of tenured associate professors in department
- Support for faculty to be good mentors

Leadership: Senior
- President/Chancellor: Pace of decision making
- President/Chancellor: Stated priorities
- President/Chancellor: Communication of priorities
- Chief Academic Officer: Pace of decision making
- Chief Academic Officer: Stated priorities
- Chief Academic Officer: Communication of priorities
- Chief Academic Officer: Ensuring faculty input

Leadership: Divisional
- Dean: Pace of decision making
- Dean: Stated priorities
- Dean: Communication of priorities
- Dean: Ensuring faculty input

Leadership: Departmental
- Head/Chair: Pace of decision making
- Head/Chair: Stated priorities
- Head/Chair: Communication of priorities
- Head/Chair: Ensuring faculty input
- Head/Chair: Fairness in evaluating work

Leadership: Faculty
- Faculty leaders: Pace of decision making
- Faculty leaders: Stated priorities
- Faculty leaders: Communication of priorities
- Faculty leaders: Ensuring faculty input

Governance: Trust
- I understand how to voice opinions about policies
- Clear rules about the roles of faculty and administration
- Faculty and administration follow rules of engagement
- Faculty and administration have an open system of communication
- Faculty and administration discuss difficult issues in good faith

Governance: Shared sense of purpose
- Important decisions are not made until there is consensus
- Administration ensures sufficient time for faculty input
- Faculty and administration respectfully consider the other's view
- Faculty and administration have a shared sense of responsibility

Governance: Understanding the issue at hand
- Faculty governance structures offer opportunities for input
- Administration communicates rationale for important decisions
- Faculty and administration have equal say in decisions
- Faculty and administration define decision criteria together

Governance: Adaptability	**Governance: Productivity**
- Shared governance holds up in unusual circumstances - Institution regularly reviews effectiveness of governance - Institution cultivates new faculty leaders	- Overall effectiveness of shared governance - My committees make measureable progress towards goals - Public recognition of progress
Tenure Policies	**Tenure Expectations: Clarity**
- Clarity of tenure process - Clarity of tenure criteria - Clarity of tenure standards - Clarity of body of evidence for deciding tenure - Clarity of whether I will achieve tenure - Clarity of tenure process in department - Consistency of messages about tenure - Tenure decisions are performance-based	- Clarity of expectations: Scholar - Clarity of expectations: Teacher - Clarity of expectations: Advisor - Clarity of expectations: Colleague - Clarity of expectations: Campus citizen - Clarity of expectations: Broader community
Promotion to Full	**Departmental Collegiality**
- Department culture encourages promotion - Reasonable expectations: Promotion - Clarity of promotion process - Clarity of promotion criteria - Clarity of promotion standards - Clarity of body of evidence for promotion - Clarity of time frame for promotion - Clarity of whether I will be promoted	- Colleagues support work/life balance - Meeting times compatible with personal needs - Amount of personal interaction - How well you fit - Amount of personal interaction with tenured faculty - Colleagues pitch in when needed - Department is collegial - Colleagues committed to diversity/inclusion
Departmental Engagement	**Departmental Quality**
- Discussions of undergraduate student learning - Discussions of graduate student learning - Discussions of effective teaching practices - Discussions of effective use of technology - Discussions of current research methods - Amount of professional interaction with pre-tenured faculty - Amount of professional interaction with tenured faculty	- Intellectual vitality of tenured faculty - Intellectual vitality of pre-tenured faculty - Scholarly productivity of tenured faculty - Scholarly productivity of pre-tenured faculty - Teaching effectiveness of tenured faculty - Teaching effectiveness of pre-tenured faculty - Department is successful at faculty recruitment - Department is successful at faculty retention - Department addresses substandard performance
Appreciation and Recognition	
- Recognition: For teaching - Recognition: For advising - Recognition: For scholarship - Recognition: For service - Recognition: For outreach - Recognition: From colleagues - Recognition: From Chief Academic Officer - Recognition: From Dean - Recognition: From Head/Chair - School/college is valued by President/Provost - Department is valued by President/Provost - Chief Academic Officer cares about faculty of my rank	