



Office of  
Institutional Research and  
Assessment



# The COACHE Faculty Satisfaction Survey: CUNY System Data

FEBRUARY 28, 2020



## **2019 COACHE OVERVIEW**

- Response Rates
- CUNY Benchmarks vs. Comparison Institutions
- CUNY Benchmark Rankings
- CUNY Gender and Race/Ethnicity comparisons
- Custom questions

## **2015 vs. 2019 COMPARISONS**

- Benchmarks by Sector
- Best and Worst Aspects of Working at CUNY
- Group Differences



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# 2019 COACHE OVERVIEW



# CUNY's response rate among senior colleges was 55%

	Tenure Status		Senior Rank		Sex		Race	
	Tenured	Pre-tenure	Full	Associate	Male	Female	White	FOC
Baruch College	53%	49%	53%	59%	54%	53%	55%	51%
Brooklyn College	43%	44%	45%	48%	36%	52%	44%	44%
City College	44%	55%	43%	50%	41%	57%	47%	47%
College of Staten Island	44%	52%	41%	50%	37%	54%	45%	46%
Hunter College	60%	60%	60%	66%	57%	66%	61%	64%
John Jay College of Criminal Justice	57%	60%	60%	65%	55%	61%	59%	57%
Lehman College	54%	55%	56%	58%	46%	62%	56%	53%
Medgar Evers College	41%	47%	40%	59%	38%	48%	55%	40%
New York City College of Technology	72%	76%	77%	79%	69%	78%	74%	71%
Queens College	52%	50%	54%	57%	50%	57%	53%	53%
York College	69%	86%	78%	73%	67%	81%	75%	71%
Senior Colleges, Total	53%	57%	53%	60%	49%	60%	55%	54%
<b>CUNY, Overall</b>	<b>53%</b>	<b>58%</b>	<b>54%</b>	<b>60%</b>	<b>49%</b>	<b>61%</b>	<b>55%</b>	<b>55%</b>



# CUNY's response rate among community colleges was 56%

	Tenure Status		Senior Rank		Sex		Race	
	Tenured	Pre-tenure	Full	Associate	Male	Female	White	FOC
Borough of Manhattan Community	50%	54%	54%	54%	40%	61%	59%	44%
Bronx Community College	52%	70%	58%	58%	54%	64%	55%	61%
Guttman Community College	62%	84%	50%	100%	68%	87%	81%	79%
Hostos Community College	63%	64%	66%	62%	56%	70%	62%	65%
Kingsborough Community College	47%	45%	49%	55%	44%	48%	46%	48%
LaGuardia Community College	61%	76%	63%	71%	58%	73%	66%	68%
Queensborough Community College	50%	44%	56%	53%	44%	54%	47%	53%
Community Colleges, Total	53%	60%	57%	59%	48%	62%	56%	56%
<b>CUNY, Overall</b>	<b>53%</b>	<b>58%</b>	<b>54%</b>	<b>60%</b>	<b>49%</b>	<b>61%</b>	<b>55%</b>	<b>55%</b>

**Legend:**

Percentages based on less than 10 valid responses





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# CUNY's response rate among specialized programs was 54%

	Tenure Status		Senior Rank		Sex		Race	
	Tenured	Pre-tenure	Full	Associate	Male	Female	White	FOC
Graduate Center	55%	56%	69%	73%	53%	60%	54%	64%
School of Journalism	50%	75%	33%	71%	71%	50%	57%	75%
School of Law	47%	33%	52%	38%	50%	44%	39%	56%
School of Public Health & Health Policy	52%	57%	47%	62%	50%	61%	57%	55%
Specialized Programs, Total	53%	55%	62%	63%	53%	56%	53%	60%
<b>CUNY, Overall</b>	<b>53%</b>	<b>58%</b>	<b>54%</b>	<b>60%</b>	<b>49%</b>	<b>61%</b>	<b>55%</b>	<b>55%</b>

**Legend:**

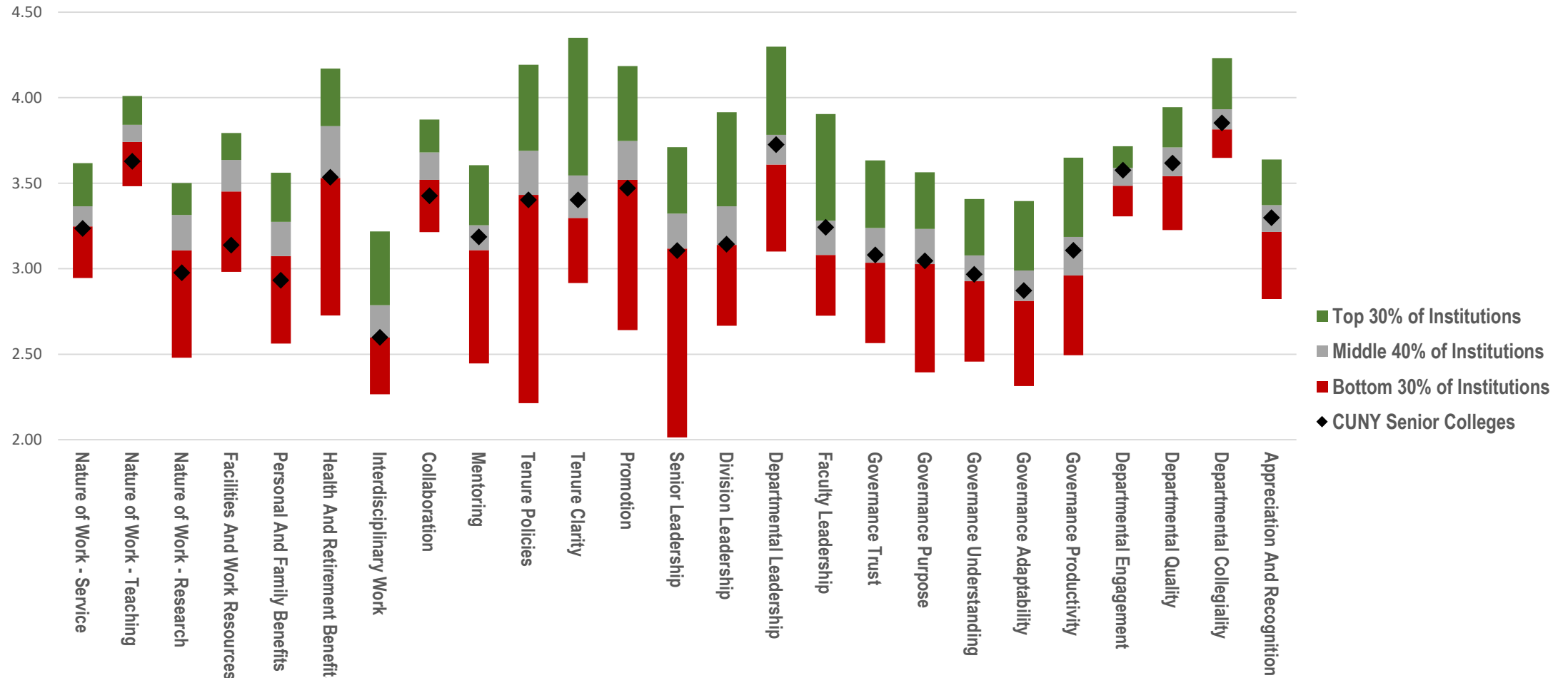
Percentages based on less than 10 valid responses





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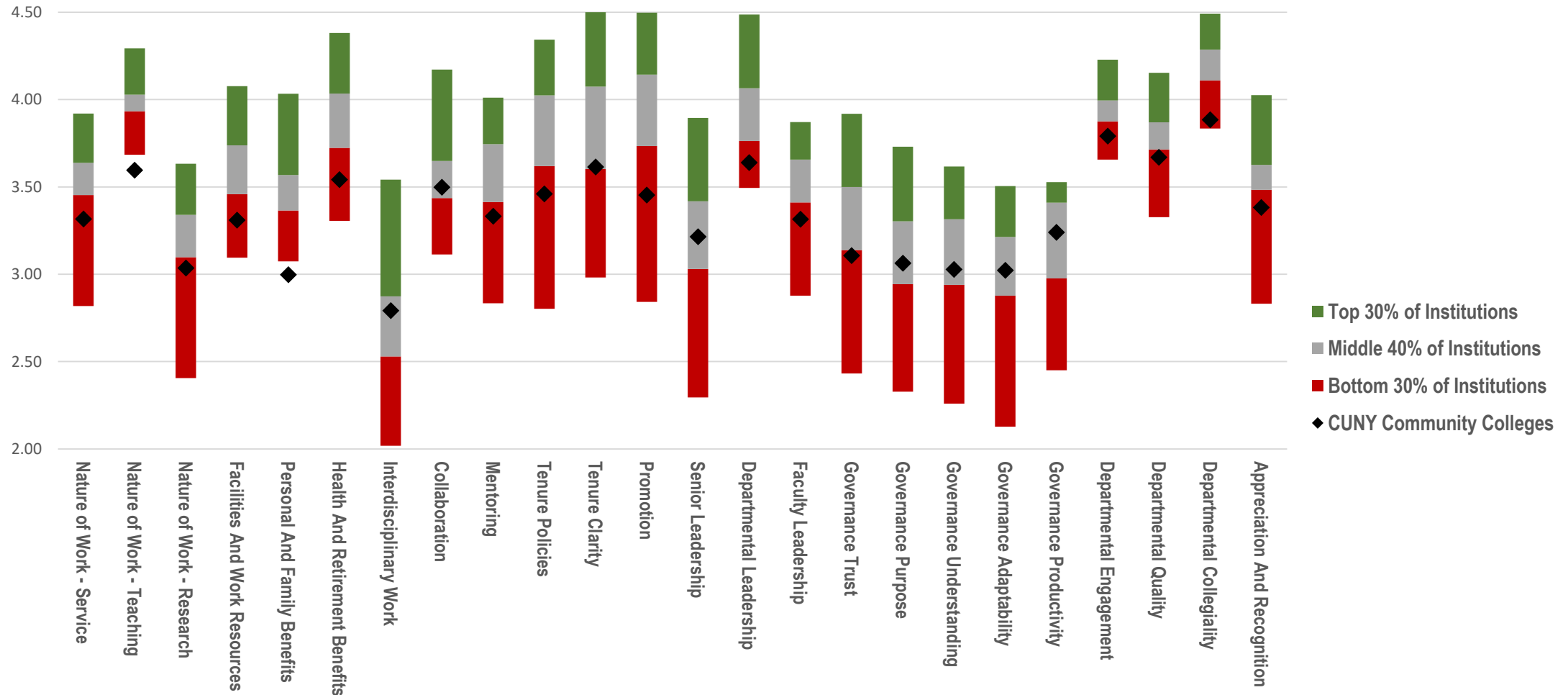
# 2019 Overall Benchmark Performance: Senior Colleges vs. All COACHE Institutions





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# 2019 Overall Benchmark Performance: Community Colleges vs. All COACHE Institutions







# CUNY colleges can learn from each other, Senior Colleges

	CUNY Overall	Senior Colleges	Baruch	Brooklyn	City	CSI	Hunter	John Jay	Lehman	Medgar Evers	NYCCT
Nature of Work - Service	3.24	3.18									
Nature of Work - Teaching	3.63	3.61		+				+			
Nature of Work - Research	2.98	2.92	-			-		+			
Facilities And Work Resources	3.14	3.04				-		+			
Personal And Family Benefits	2.93	2.89									
Health And Retirement Benefits	3.53	3.53		+							
Interdisciplinary Work	2.60	2.50									
Collaboration	3.43	3.38								+	
Mentoring	3.19	3.12					+				
Tenure Policies	3.40	3.38									+
Tenure Clarity	3.40	3.26									
Promotion	3.47	3.46			+						
Senior Leadership	3.11	3.05		+	+	-			+		
Division Leadership	3.14	3.13			-			+	+	+	
Departmental Leadership	3.73	3.76									
Faculty Leadership	3.24	3.20		+			+				
Governance Trust	3.08	3.06			+		+		+		
Governance Purpose	3.05	3.02		+					+		
Governance Understanding	2.97	2.93		+					+		
Governance Adaptability	2.87	2.80								+	
Governance Productivity	3.11	3.03		+	+		+		+	+	
Departmental Engagement	3.58	3.49									
Departmental Quality	3.62	3.58									
Departmental Collegiality	3.85	3.83				-				+	
Appreciation And Recognition	3.30	3.25								+	

### Legend:

Green Top 30% of CUNY Senior Colleges

No fill Middle 40% of CUNY Senior Colleges

Pink Bottom 30% of CUNY Senior Colleges

“+” Within-college positive change vs. 2015 ( $p < .05$ )

“-” Within-college negative change vs. 2015 ( $p < .05$ )



# CUNY colleges can learn from each other, Community Colleges

	CUNY Overall	Community Colleges	BMCC	Bronx	Guttman	Hostos	KCC	LAGCC	QCC
Nature of Work - Service	3.24	3.32					-		+
Nature of Work - Teaching	3.63	3.60	+					+	+
Nature of Work - Research	2.98	3.04		+					
Facilities And Work Resources	3.14	3.31		+					+
Personal And Family Benefits	2.93	3.00		+				+	
Health And Retirement Benefits	3.53	3.54		+			-	+	+
Interdisciplinary Work	2.60	2.79					-		
Collaboration	3.43	3.50					-		
Mentoring	3.19	3.33							
Tenure Policies	3.40	3.46							+
Tenure Clarity	3.40	3.61							+
Promotion	3.47	3.45							
Senior Leadership	3.11	3.21							
Division Leadership	3.14	N/A							
Departmental Leadership	3.73	3.64	+						
Faculty Leadership	3.24	3.31					-		
Governance Trust	3.08	3.11					-		
Governance Purpose	3.05	3.06		+			-		
Governance Understanding	2.97	3.03					-		
Governance Adaptability	2.87	3.02	+	+			-		+
Governance Productivity	3.11	3.24		+			-		
Departmental Engagement	3.58	3.79							
Departmental Quality	3.62	3.67						+	
Departmental Collegiality	3.85	3.88							
Appreciation And Recognition	3.30	3.38							

### Legend:

Green Top 30% of CUNY Community Colleges

No fill Middle 40% of CUNY Community Colleges

Pink Bottom 30% of CUNY Community Colleges

“+” Within-college positive change vs. 2015 ( $p < .05$ )

“-” Within-college negative change vs. 2015 ( $p < .05$ )



# Benchmark Internal Comparisons, Senior Colleges: Sex

	CUNY System	Senior Colleges	Baruch	Brooklyn	City	Staten Island	Hunter	John Jay	Lehman	Medgar Evers	City Tech	Queens	York
Nature of Work - Service	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women
Nature of Work - Teaching			Women			Men	Women			Women			Women
Nature of Work - Research	Women	Women	Women	Women	Women	Women	Women		Women	Women	Women	Women	Women
Facilities And Work Resources	Women	Women	Women		Women		Women	Women	Women	Women		Women	Women
Personal And Family Benefits	Women	Women			Women	Women	Women	Women		Women	Women	Women	Women
Health And Retirement Benefits				Women		Men	Women		Men	Women			Women
Interdisciplinary Work	Women	Women	Women		Women	Women	Women	Women	Women	Women			Women
Collaboration	Women	Women	Women		Women	Women	Women	Women		Women	Women	Women	Women
Mentoring			Women		Women			Women	Women				Women
Tenure Policies	Women	Women	Men	Women	Women	Men	Men	Women	Women	N/A	Women	Women	Men
Tenure Clarity			Men	Women	Men	Men		Women	Women	N/A			Men
Promotion	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women		Women	
Senior Leadership			Women	Men				Women	Women	Women		Women	Women
Division Leadership	Women	Women	Women	Men	Women	Women	Women			Women		Women	Women
Departmental Leadership	Women	Women	Women	Women	Women	Women	Women		Women	Women	Women	Women	
Faculty Leadership						Men		Women		Women	Women		
Governance Trust	Women	Women	Women					Women	Women	Women	Women	Women	Women
Governance Purpose			Women					Women	Men	Women			Women
Governance Understanding			Women	Men				Women		Women	Women	Women	Women
Governance Adaptability			Women			Men		Women	Women	Women	Women		
Governance Productivity			Women			Men			Men	Women	Women	Men	Women
Departmental Engagement					Women						Women		
Departmental Quality				Women		Women	Women			Women		Women	Men
Departmental Collegiality	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women	
Appreciation And Recognition	Women	Women	Women	Women	Women	Women	Women	Women	Women	Women		Women	Women

**Legend:**

Group named refers to the least satisfied group  
 Color indicates between-group difference (eff size)

Blank cell No difference

Text/No fill Small difference (eff size .1 -.3)

Text/Yellow Moderate difference (eff size .3 - .5)

Text/Orange Large difference (eff size >.5)

Grey Insufficient data or NA



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# Benchmark Internal Comparisons, Community Colleges: Sex

	CUNY System	Community Colleges	BMCC	Bronx	Gutman	Hostos	Kingsborough	LaGuardia	Queensborough
Nature of Work - Service	Women	Women	Women		Women	Women	Women	Women	
Nature of Work - Teaching		Women	Women		Men	Women	Women	Women	Women
Nature of Work - Research	Women	Women	Women	Women		Women		Women	Women
Facilities And Work Resources	Women	Women	Women	Women	Women	Women	Women	Women	Women
Personal And Family Benefits	Women	Women	Women		Women	Women	Women	Women	
Health And Retirement Benefits					Women	Men			Women
Interdisciplinary Work	Women	Women	Women	Women	Women	Women	Women		Women
Collaboration	Women	Women	Women			Women	Women		
Mentoring		Women	Women		Women	Women	Women	Women	
Tenure Policies	Women	Women		Women	Men	Women	Women	Women	Women
Tenure Clarity			Men	Men	Men	Women		Women	Women
Promotion	Women	Women	Women		N/A	Women	Women	Women	Men
Senior Leadership					Women	Women		Women	Women
Division Leadership	Women	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Departmental Leadership	Women	Women			Women	Women	Women	Women	
Faculty Leadership				Women	Men	Women			
Governance Trust	Women	Women		Women	Women	Women	Women	Women	Women
Governance Purpose		Women	Men	Women	Women	Women		Women	Women
Governance Understanding							Women	Women	
Governance Adaptability						Women		Women	
Governance Productivity				Men	Men	Women		Women	Men
Departmental Engagement				Men	Men	Women		Women	
Departmental Quality					Men	Women	Women		Men
Departmental Collegiality	Women	Women	Women		Men	Women	Women	Women	
Appreciation And Recognition	Women	Women	Women		Men	Women	Women	Women	

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Text/Orange Large difference (eff size >.5)

Grey Insufficient data or NA



# Benchmark Internal Comparisons, Senior Colleges: Race/Ethnicity

	CUNY System	Senior Colleges	Baruch	Brooklyn	City	Staten Island	Hunter	John Jay	Lehman	Medgar Evers	City Tech	Queens	York
Nature of Work - Service				FOC		FOC	FOC	FOC	FOC	FOC	White		
Nature of Work - Teaching		FOC		FOC		FOC	FOC		FOC	FOC		FOC	
Nature of Work - Research				FOC	White	FOC	FOC	FOC	FOC	FOC			White
Facilities And Work Resources			FOC	FOC		FOC	FOC	FOC	FOC	FOC	White		White
Personal And Family Benefits			White			FOC	FOC		FOC	FOC	White	White	White
Health And Retirement Benefits					FOC	FOC	FOC	FOC	FOC	FOC		White	FOC
Interdisciplinary Work			FOC	White			FOC		FOC	FOC	White	White	White
Collaboration	FOC	FOC	FOC	FOC	FOC	FOC	FOC	FOC	FOC	FOC	White	FOC	
Mentoring	White							White		FOC	White		White
Tenure Policies		FOC	White		FOC	FOC	FOC	White		NA		White	White
Tenure Clarity			FOC	White	FOC	FOC	FOC	White		NA	White		White
Promotion		FOC	FOC	FOC		FOC		FOC			White	FOC	
Senior Leadership	White		White			FOC	FOC		FOC	FOC	White	White	White
Division Leadership			White	White			FOC		FOC	FOC	White	White	White
Departmental Leadership		FOC			FOC	FOC			FOC	FOC			
Faculty Leadership			White	FOC	White	FOC	FOC	White	White	FOC	White		White
Governance Trust			White	FOC	FOC	FOC			FOC	FOC			White
Governance Purpose			White		FOC	FOC		FOC	FOC	FOC	White	White	White
Governance Understanding			White			FOC	FOC		FOC	FOC	White	White	White
Governance Adaptability	White		White	FOC		FOC			FOC	FOC		White	White
Governance Productivity	White		White	FOC	White	FOC				FOC	White	White	White
Departmental Engagement		FOC			FOC	FOC	FOC		FOC	FOC		FOC	
Departmental Quality	FOC	FOC				FOC	FOC		FOC	FOC		FOC	
Departmental Collegiality	FOC	FOC	FOC	FOC	FOC	FOC	FOC		FOC	FOC		FOC	FOC
Appreciation And Recognition		FOC		FOC		FOC	FOC		FOC	FOC		White	

**Legend:**

Group named refers to the least satisfied group  
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Text/Yellow Moderate difference (eff size .3 - .5)

Text/Orange Large difference (eff size >.5)

Grey Insufficient data or NA



# Benchmark Internal Comparisons, Community Colleges: Race/Ethnicity

	CUNY System	Community Colleges	BMCC	Bronx	Guttman	Hostos	Kingsborough	LaGuardia	Queensborough
Nature of Work - Service		White	White		White	White	White	White	
Nature of Work - Teaching		White			White	White	White	White	
Nature of Work - Research			White	FOC				White	White
Facilities And Work Resources		White	White		White	White	White		White
Personal And Family Benefits		White	White	White	FOC			White	White
Health And Retirement Benefits			White	FOC			FOC		
Interdisciplinary Work		White	White	FOC	FOC	White	White	White	White
Collaboration	FOC			FOC		FOC		White	White
Mentoring	White	White	White	FOC	White	White	White	White	
Tenure Policies				FOC	White	White		FOC	FOC
Tenure Clarity			FOC	FOC		White			FOC
Promotion		White		FOC	N/A	White	White	White	White
Senior Leadership	White	White	White	White	FOC		White		White
Division Leadership		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Departmental Leadership				FOC	White	White			White
Faculty Leadership		White	White		White		FOC	White	White
Governance Trust		White	White		White		White	White	White
Governance Purpose		White	White	White	White	FOC		White	White
Governance Understanding		White	White		White		White	White	White
Governance Adaptability	White	White	White		FOC		White	White	White
Governance Productivity	White	White	White		White	White		White	White
Departmental Engagement			FOC	FOC	FOC				
Departmental Quality	FOC			FOC	White	White		FOC	White
Departmental Collegiality	FOC			FOC	White	White	FOC		
Appreciation And Recognition		White			White	White	White		White

### Legend:

Group named refers to the least satisfied group

Color indicates between-group difference (eff size)

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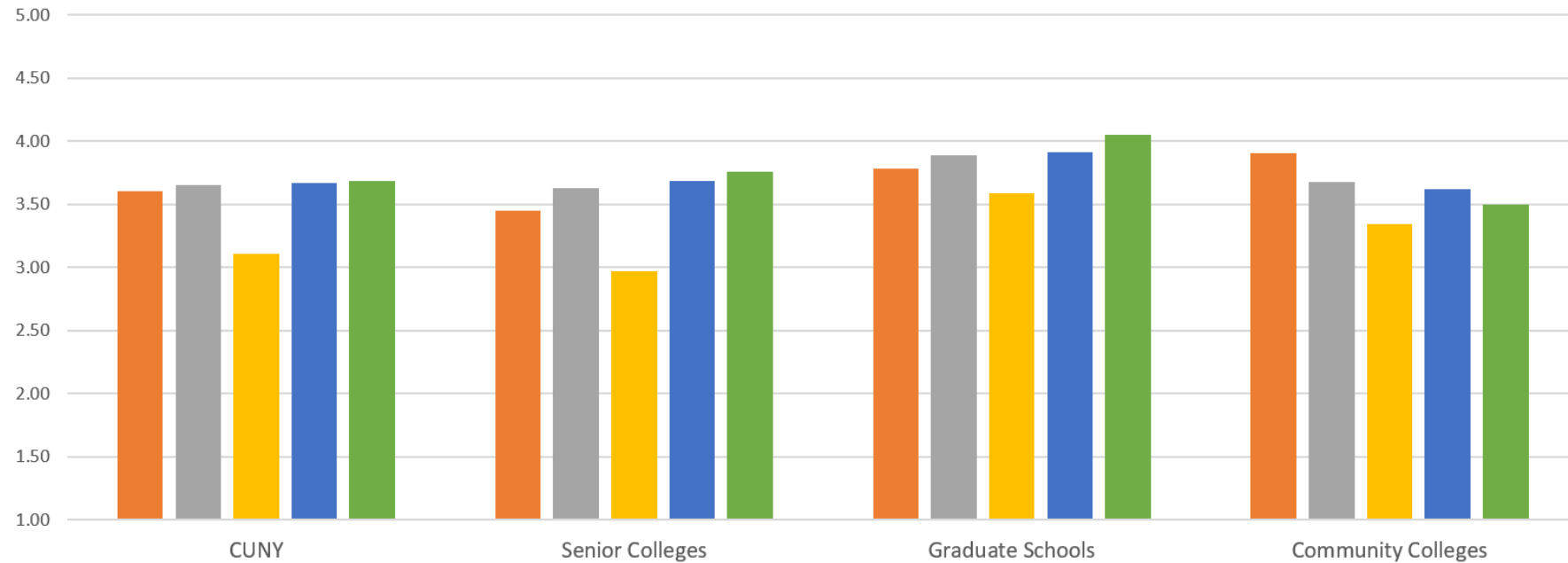
Text/Yellow Moderate difference (eff size .3 -.5)

Text/Orange Large difference (eff size >.5)

Grey Insufficient data or NA



# 2019 Custom Questions by CUNY Sector



- I have opportunities for professional development at my college.
- I have opportunities for leadership at my college.
- I have access to resources at my college to support my research, scholarship, and/or creative work.
- My department values my research, scholarship, and/or creative work.
- I have a voice in the decision-making that affects the direction of my department.



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# 2019 Custom Questions: CUNY Faculty of Color and Women vs. CUNY Overall

Custom Question	Faculty of Color	Women
A - I have opportunities for professional development at my college.	Similar to CUNY Overall	Similar to CUNY Overall
B - I have opportunities for leadership at my college.	Lower than CUNY Overall	Similar to CUNY Overall
C - I have access to resources at my college to support my research, scholarship, and/or creative work.	Similar to CUNY Overall	Lower than CUNY Overall
D - My department values my research, scholarship, and/or creative work.	Similar to CUNY Overall	Lower than CUNY Overall
E - I have a voice in the decision-making that affects the direction of my department.	Lower than CUNY Overall	Lower than CUNY Overall





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# 2019 Custom Questions: Senior College Faculty of Color and Women vs. CUNY Senior Colleges

Custom Question	Faculty of Color	Women
A - I have opportunities for professional development at my college.	Similar to CUNY Senior Colleges	Similar to CUNY Senior Colleges
B - I have opportunities for leadership at my college.	Lower than CUNY Senior Colleges	Similar to CUNY Senior Colleges
C - I have access to resources at my college to support my research, scholarship, and/or creative work.	Similar to CUNY Senior Colleges	Lower than CUNY Senior Colleges
D - My department values my research, scholarship, and/or creative work.	Lower than CUNY Senior Colleges	Lower than CUNY Senior Colleges
E - I have a voice in the decision-making that affects the direction of my department.	Lower than CUNY Senior Colleges	Lower than CUNY Senior Colleges

Legend:  
Similar to CUNY Senior Colleges (Grey)  
Lower than CUNY Senior Colleges (Red)



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# 2019 Custom Questions: Community College Faculty of Color and Women vs. CUNY Community Colleges

Custom Question	Faculty of Color	Women
A - I have opportunities for professional development at my college.	Higher than CUNY Community Colleges	Similar to CUNY Community Colleges
B - I have opportunities for leadership at my college.	Similar to CUNY Community Colleges	Similar to CUNY Community Colleges
C - I have access to resources at my college to support my research, scholarship, and/or creative work.	Higher than CUNY Community Colleges	Lower than CUNY Community Colleges
D - My department values my research, scholarship, and/or creative work.	Similar to CUNY Community Colleges	Lower than CUNY Community Colleges
E - I have a voice in the decision-making that affects the direction of my department.	Similar to CUNY Community Colleges	Lower than CUNY Community Colleges

Legend:  
Higher than CUNY Community Colleges (Green)  
Similar to CUNY Community Colleges (Grey)  
Lower than CUNY Community Colleges (Red)



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# 2019 Custom Questions: Faculty of Color and Women, Specialized Programs

Custom Question	Faculty of Color	Women
A - I have opportunities for professional development at my college.	Lower than CUNY Specialized Programs	Lower than CUNY Specialized Programs
B - I have opportunities for leadership at my college.	Lower than CUNY Specialized Programs	Similar to CUNY Specialized Programs
C - I have access to resources at my college to support my research, scholarship, and/or creative work.	Similar to CUNY Specialized Programs	Lower than CUNY Specialized Programs
D - My department values my research, scholarship, and/or creative work.	Lower than CUNY Specialized Programs	Lower than CUNY Specialized Programs
E - I have a voice in the decision-making that affects the direction of my department.	Similar to CUNY Specialized Programs	Lower than CUNY Specialized Programs

Legend:  
■ Similar to CUNY Specialized Programs  
■ Lower than CUNY Specialized Programs





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# 2015 vs. 2019 COMPARISONS



# In general CUNY faculty are more satisfied in 2019 than they were in 2015

Benchmark	CUNY Overall	Senior Colleges	Community Colleges	Specialized Programs
Nature of Work – Service	Higher	Higher	Higher	Higher
Nature of Work – Teaching	Higher	Higher	Higher	Similar
Personal And Family Benefits	Higher	Higher	Higher	Higher
Health And Retirement Benefits	Higher	Higher	Higher	Higher
Collaboration	Similar	Similar	Similar	Higher
Mentoring	Higher	Higher	Higher	Similar
Tenure Policies	Higher	Higher	Higher	Similar
Promotion	Similar	Similar	Similar	Higher
Senior Leadership	Higher	Higher	Higher	Similar
Division Leadership	Similar	Similar	Similar	Higher
Departmental Leadership	Similar	Similar	Similar	Higher
Faculty Leadership	Higher	Higher	Higher	Higher
Departmental Quality	Similar	Similar	Higher	Higher
Departmental Collegiality	Similar	Similar	Similar	Higher
Governance Trust	Similar	Similar	Similar	Higher
Governance Purpose	Higher	Higher	Higher	Higher
Governance Understanding	Higher	Higher	Higher	Higher
Governance Adaptability	Higher	Similar	Higher	Higher
Governance Productivity	Higher	Higher	Similar	Higher

 Higher than its comparison group (2015 Cohort)  
 Similar to its comparison group (2015 Cohort)



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# Best and Worst Aspects of Working at CUNY: 2015 vs. 2019

2015

	Senior Colleges	Community Colleges	Graduate and Professional
Best	Geographic Location	Quality of Colleagues	Quality of Graduate Students
	Quality of Colleagues	Geographic Location	Quality of Colleagues
	Diversity	Diversity	Geographic Location
Worst	Compensation	Teaching Load	Compensation
	Teaching Load	Compensation	Cost of Living
	Quality of Facilities	Lack of Support for Research/Creative Work	Quality of Facilities/Commute

2019

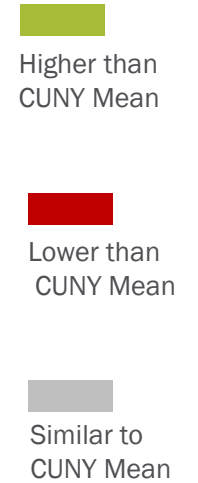
	Senior Colleges	Community Colleges	Graduate and Professional
	Geographic Location	Quality of Colleagues	Quality of Graduate Students
	Quality of Colleagues	Quality of Undergraduate Students	Quality of Colleagues
	Quality of Undergraduate Students	Geographic Location	Geographic Location
	Quality of Facilities	Teaching Load	Cost of Living
	Lack of Support for Research/Teaching Load	Quality of Facilities	Compensation
	Compensation	Too Much Service/Too Many Assignments	Too Much Service/Too Many Assignments



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# 2015 Group Differences: Specified CUNY Group vs. CUNY Mean

Benchmark	Pre-Tenure	Associate	Women	Faculty of Color
Nature of Work – Service	Similar to CUNY Mean	Lower than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Nature of Work – Research	Similar to CUNY Mean	Lower than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Personal And Family Benefits	Similar to CUNY Mean	Lower than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Health And Retirement Benefits	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Interdisciplinary Work	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Mentoring	Higher than CUNY Mean	Lower than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Promotion	Similar to CUNY Mean	Lower than CUNY Mean	Lower than CUNY Mean	Lower than CUNY Mean
Senior Leadership	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Division Leadership	Higher than CUNY Mean	Lower than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Departmental Leadership	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Lower than CUNY Mean
Faculty Leadership	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Appreciation And Recognition	Higher than CUNY Mean	Lower than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Governance Purpose	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Governance Understanding	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Governance Adaptability	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Governance Productivity	Higher than CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean
Departmental Quality	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Lower than CUNY Mean
Departmental Collegiality	Similar to CUNY Mean	Similar to CUNY Mean	Similar to CUNY Mean	Lower than CUNY Mean








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# 2019 Group Differences: Specified CUNY Group vs. CUNY Mean

Benchmark	Pre-Tenure	Associate	Women	Faculty of Color
Nature of Work – Service				
Nature of Work – Teaching				
Nature of Work – Research				
Facilities And Work Resources				
Personal And Family Benefits				
Health And Retirement Benefits				
Collaboration				
Mentoring				
Promotion				
Senior Leadership				
Division Leadership				
Departmental Leadership				
Faculty Leadership				
Departmental Collegiality				
Appreciation And Recognition				
Governance Trust				
Governance Purpose				
Governance Understanding				
Governance Adaptability				
Governance Productivity				

 Higher than  
CUNY Mean

 Lower than  
CUNY Mean

 Similar to  
CUNY Mean





# Exploring COACHE Data vs. CUNY Administrative Data

## CORRELATION TESTS PERFORMED

COACHE Benchmarks		PMP metrics
Time spent on research	Support for research	2016-18 ave. # pieces of scholarship/ creative activity (wgted. 3-yr roll. ave.)
Expectations for finding external funding	Support for obtaining/ maintaining grants	2016-18 research awards – dollar amount (wgted. 3-yr roll. ave.)
Support for travel to present/conduct research	Availability of course release for research	

- No meaningful statistically significant results found

## RECOMMENDATIONS: PURSUE ADDITIONAL ANALYSIS AT CAMPUS LEVEL

- Leverage local data and institutional knowledge of policy, practices, concerns
- Establish theoretical or policy framework to guide inquiry
- Utilize OIRA's technical and methodological expertise