

SUNY COACHE 2012 Results - by Question

Oneonta

Comprehensive

COACHE Questions	Ratings Count	Campus Average*	System				Sector		
			Average*	Zscore	Rating**	Average*	Zscore	Rating**	
Research									
Q45B - The portion of your time spent on Research	120	2.76	3.11	-0.84	Average -	2.79	-0.14	Average	
Q80A - The amount of external funding you are expected to find	96	2.95	3.11	-0.92	Average -	3.14	-1.54	Very Low	
Q80B - The influence you have over the focus of your research/scholarly/creative work	121	4.25	4.29	-0.13	Average	4.33	-0.83	Average -	
Q80C - The quality of graduate students to support your research/scholarly/creative work	24	2.92	2.95	-0.10	Average	2.75	0.88	Average +	
Q80D - Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work	121	2.69	2.73	-0.13	Average	2.86	-0.53	Average -	
Q80E - The support your institution provides you for engaging undergraduates in your research/scholarly/creative work	108	2.87	3.06	-0.59	Average -	3.22	-1.20	Low	
Q85A - Obtaining externally funded grants (pre-award)	98	3.18	3.06	0.40	Average	3.19	-0.02	Average	
Q85B - Managing externally funded grants (post-award)	62	3.23	3.16	0.21	Average	3.29	-0.26	Average	
Q85C - Securing graduate student assistance	32	2.44	2.59	-0.42	Average	2.44	0.00	Average	
Q85D - Traveling to present papers or conduct research/creative work	119	2.85	2.92	-0.22	Average	2.99	-0.42	Average	
Q85E - The availability of course release time to focus on your research	112	2.34	2.43	-0.25	Average	2.21	0.64	Average +	
Teaching									
Q45A - The portion of your time spent on the following on Teaching	120	3.91	3.94	-0.21	Average	3.95	-0.22	Average	
Q70A - The number of courses you teach	121	3.22	3.72	-1.49	Low	3.53	-0.84	Average -	
Q70B - The level of courses you teach	121	3.98	4.04	-0.53	Average -	4.06	-0.72	Average -	
Q70C - The discretion you have over the content of the courses you teach	121	4.48	4.46	0.28	Average	4.50	-0.29	Average	
Q70D - The number of students in the classes you teach, on average	121	3.59	3.59	-0.02	Average	3.58	0.02	Average	
Q70E - The quality of students you teach, on average	121	3.50	3.30	0.77	Average +	3.37	0.55	Average +	
Q70H - How equitably the teaching workload is distributed across faculty in your department	120	3.23	3.33	-0.48	Average	3.41	-0.91	Average -	
Q70I - The quality of graduate students to support your teaching	24	2.75	3.09	-0.70	Average -	2.89	-0.49	Average	

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Service									
Q45C - Service - The portion of your time spent on the following on Service	120	3.30	3.35	-0.28	Average	3.24	0.41	Average	
Q55B - My institution does what it can to help faculty who take on additional leadership roles, to sustain other aspects of their faculty work.	117	2.68	2.77	-0.32	Average	2.63	0.19	Average	
Q60A - The number of committees on which you serve	121	3.34	3.45	-0.69	Average -	3.37	-0.26	Average	
Q60B - The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve	120	3.48	3.45	0.17	Average	3.45	0.36	Average	
Q60C - The discretion you have to choose the committees on which you serve	120	3.85	3.71	0.90	Average +	3.80	0.34	Average	
Q60D - How equitably committee assignments are distributed across faculty in your department	121	3.23	3.09	0.90	Average +	3.05	1.13	High	
Senior Leadership									
Q180A - My institution's president's/chancellor's: Pace of decision making	114	3.39	3.20	0.51	Average +	3.29	0.31	Average	
Q180B - My institution's president's/chancellor's: Stated priorities	116	3.39	3.16	0.64	Average +	3.25	0.49	Average	
Q180C - My institution's president's/chancellor's: Communication of priorities to faculty	117	3.30	3.12	0.50	Average	3.21	0.26	Average	
Q180L - My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making	111	2.73	3.14	-1.48	Low	3.16	-1.45	Low	
Q180M - My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities	110	2.66	3.11	-1.56	Very Low	3.14	-1.54	Very Low	
Q180N - My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty	113	2.61	3.05	-1.48	Low	3.09	-1.37	Low	
Q180O - My institution's chief academic officer's (provost, VPAA, dean of faculty): Ensuring opportunities for faculty to have input into the institution's priorities	0								
Division Leadership									
Q185D - My dean's or division head's: Pace of decision making	116	3.29	3.36	-0.24	Average	3.37	-0.24	Average	
Q185E - My dean's or division head's: Stated priorities	113	3.22	3.26	-0.13	Average	3.29	-0.21	Average	
Q185F - My dean's or division head's: Communication of priorities to faculty	116	3.01	3.24	-0.79	Average -	3.21	-0.64	Average -	
Q185G - My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities	113	2.89	3.15	-0.86	Average -	3.18	-0.80	Average -	

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Departmental Leadership									
Q185H - My department head's or chair's: Pace of decision making	107	3.69	3.72	-0.18	Average	3.74	-0.31	Average	
Q185I - My department head's or chair's: Stated priorities	107	3.75	3.67	0.55	Average +	3.68	0.59	Average +	
Q185J - My department head's or chair's: Communication of priorities to faculty	107	3.84	3.69	0.93	Average +	3.73	0.77	Average +	
Q185K - My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions	107	3.95	3.82	0.67	Average +	3.88	0.46	Average	
Q185L - My department head's or chair's: Fairness in evaluating my work	106	4.04	3.96	0.46	Average	4.00	0.30	Average	
Departmental Engagement									
Q190A - Undergraduate student learning - How often do you engage with faculty in your department in conversations about.	119	3.99	3.74	0.67	Average +	4.01	-0.16	Average	
Q190B - Graduate student learning - How often do you engage with faculty in your department in conversations about.	112	2.04	2.84	-0.95	Average -	2.47	-0.95	Average -	
Q190C - Effective teaching practices - How often do you engage with faculty in your department in conversations about.	120	3.69	3.50	0.84	Average +	3.67	0.25	Average	
Q190D - Effective use of technology - How often do you engage with faculty in your department in conversations about.	120	3.24	3.26	-0.11	Average	3.33	-0.77	Average -	
Q190E - Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	120	2.83	3.03	-0.75	Average -	2.92	-0.72	Average -	
Q205A - The amount of professional interaction you have with pre-tenure faculty in your department	118	4.00	3.86	1.17	High	3.89	1.27	High	
Q205D - The amount of professional interaction you have with tenured faculty in your department	117	3.89	3.79	0.73	Average +	3.82	0.74	Average +	
Q205F - The amount of professional interaction you have with non-tenure-track faculty in your department	0								

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Departmental Quality									
Q195A - The intellectual vitality of tenured faculty in your department	118	3.66	3.55	0.61	Average +	3.53	0.67	Average +	
Q195B - The intellectual vitality of pre-tenure faculty in your department	118	4.08	3.97	0.55	Average +	3.93	0.94	Average +	
Q195C - The research/scholarly/creative productivity of tenured faculty in your department	118	3.32	3.34	-0.07	Average	3.31	0.08	Average	
Q195D - The research/scholarly/creative productivity of pre-tenure faculty in your department	115	3.89	3.78	0.45	Average	3.77	0.85	Average +	
Q195E - The intellectual vitality of non-tenure-track faculty in your department	0								
Q195F - The research/scholarly/creative productivity of non-tenure-track faculty in your department	0								
Q195G - The teaching effectiveness of tenured faculty in your department	116	3.66	3.65	0.07	Average	3.73	-0.55	Average -	
Q195H - The teaching effectiveness of pre-tenure faculty in your department	113	4.07	3.91	1.01	High	3.99	0.57	Average +	
Q195I - The teaching effectiveness of non-tenure-track faculty in your department	0								
Q240B - My department is successful at recruiting high-quality faculty members -	65	3.94	3.53	1.60	Very High	3.59	1.88	Very High	
Q240C - My department is successful at retaining high-quality faculty members	62	3.98	3.47	2.01	Ext. High	3.64	1.60	Very High	
Q240D - My department is successful at addressing sub-standard tenured faculty performance	99	2.77	2.56	1.18	High	2.58	1.10	High	

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Departmental Collegiality									
Q200C - My departmental colleagues do what they can to make personal/family obligations and an academic career compatible.	110	3.76	3.73	0.24	Average	3.78	-0.11	Average	
Q200D - Department meetings occur at times that are compatible with my personal/family needs.	119	4.08	4.13	-0.50	Average -	4.13	-0.75	Average -	
Q205B - The amount of personal interaction you have with pre-tenure faculty in your department	117	3.87	3.74	1.22	High	3.75	1.45	High	
Q205C - How well you fit in your department (e.g. your sense of belonging in your department)	119	3.88	3.81	0.44	Average	3.86	0.22	Average	
Q205E - The amount of personal interaction you have with tenured faculty in your department	117	3.71	3.71	0.03	Average	3.74	-0.40	Average	
Q205G - The amount of personal interaction you have with non-tenure-track faculty in your department	0								
Q210A - My departmental colleagues "pitch in" when needed.	119	4.08	3.82	1.63	Very High	3.87	1.35	High	
Q210C - On the whole, my department is collegial.	119	4.17	3.98	1.08	High	4.00	1.27	High	
Q212A - On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	117	4.21	4.02	1.11	High	4.11	0.76	Average +	
Interdisciplinary Work									
Q100A - Budget allocations encourage interdisciplinary work	107	1.89	2.41	-1.78	Very Low	2.30	-1.71	Very Low	
Q100B - Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work	107	2.28	2.49	-1.04	Low	2.46	-0.74	Average -	
Q100C - Interdisciplinary work is rewarded in the merit process.	100	2.10	2.55	-1.75	Very Low	2.56	-1.70	Very Low	
Q100D - Interdisciplinary work is rewarded in the promotion process	53	2.32	2.59	-1.04	Low	2.57	-1.01	Low	
Q100E - Interdisciplinary work is rewarded in the tenure process	28	2.11	2.72	-1.17	Low	2.76	-1.24	Low	
Q100G - My department understands how to evaluate interdisciplinary work.	100	2.80	2.86	-0.22	Average	2.83	-0.16	Average	
Collaboration									
Q105A - Other members of your department - collaboration with	118	3.64	3.60	0.30	Average	3.56	0.69	Average +	
Q105D - Faculty outside your institution - collaboration with	113	3.21	3.49	-0.73	Average -	3.36	-0.64	Average -	
Q105E - Within your institution, faculty outside your department - collaboration with.	117	3.25	3.34	-0.51	Average -	3.31	-0.40	Average	

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Mentoring									
Q125A - Mentoring from someone in your department - The effectiveness or ineffectiveness	104	3.68	3.53	0.83	Average +	3.58	0.97	Average +	
Q125B - Mentoring from someone outside your department at your institution - The effectiveness or ineffectiveness	75	3.52	3.38	0.89	Average +	3.43	0.61	Average +	
Q130A - There is effective mentoring of pre-tenure faculty in my department.	119	3.41	3.21	0.84	Average +	3.26	0.87	Average +	
Q130B - There is effective mentoring of tenured associate professors in my department.	62	2.63	2.40	1.24	High	2.38	1.24	High	
Q130C - My institution provides adequate support for faculty to be good mentors.	61	2.61	2.30	1.37	High	2.33	1.25	High	
Appreciation & Recognition									
Q215A - Teaching efforts - How satisfied are you with the recognition you receive for your...	117	3.35	3.32	0.16	Average	3.39	-0.25	Average	
Q215B - Student advising - How satisfied are you with the recognition you receive for your...	118	2.94	3.00	-0.34	Average	2.98	-0.23	Average	
Q215C - Scholarly/creative work - How satisfied are you with the recognition you receive for your...	118	3.25	3.31	-0.27	Average	3.30	-0.32	Average	
Q215D - Service contributions - the recognition you receive for your...	118	2.97	3.14	-0.82	Average -	3.13	-0.88	Average -	
Q215E - Outreach - the recognition you receive for your...	90	2.94	3.08	-0.67	Average -	3.13	-1.21	Low	
Q215I - Your colleagues/peers - Recognition you receive from...	119	3.73	3.68	0.30	Average	3.68	0.42	Average	
Q215J - Your chief academic officer (provost, VPAA, dean of faculty) - For all of your work, recognition you receive from...	60	2.98	3.04	-0.23	Average	3.06	-0.30	Average	
Q215K - Your dean or division head - For all of your work, how satisfied are you with the recognition you receive from...	64	3.38	3.19	0.92	Average +	3.22	0.76	Average +	
Q215L - Your department head or chair - the recognition you receive from...	106	3.78	3.69	0.52	Average +	3.73	0.36	Average	
Q220A - I feel that my school/college is valued by this institution's President/Chancellor and Provost.	61	3.52	3.55	-0.08	Average	3.65	-0.56	Average -	
Q220B - I feel that my department is valued by this institution's President/Chancellor and Provost.	64	3.45	3.33	0.36	Average	3.46	-0.04	Average	
Q245A - The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank.	90	2.77	3.17	-1.36	Low	3.26	-1.55	Very Low	

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Promotion									
Q135B - My department has a culture where associate professors are encouraged to work towards promotion to full professorship.	64	3.38	3.31	0.19	Average	3.11	1.00	Average +	
Q135C - Generally, the expectations for promotion from associate to full professor are reasonable to me.	57	3.54	3.74	-0.87	Average -	3.72	-0.87	Average -	
Q140A - The promotion process in my department - The clarity of promotion in rank from associate professor to full professor.	65	3.68	3.78	-0.32	Average	3.73	-0.14	Average	
Q140B - The promotion criteria (what things are evaluated) in my department -clarity of promotion in rank from associate professor to full professor.	65	3.71	3.75	-0.17	Average	3.73	-0.08	Average	
Q140C - The promotion standards (the performance thresholds) in my department -Clarity of the following aspects of promotion in rank from associate professor to full professor.	65	3.46	3.55	-0.28	Average	3.51	-0.12	Average	
Q140D - The body of evidence (the dossier's contents) considered in making promotion decisions -Clarity of promotion in rank from associate professor to full professor.	64	3.70	3.77	-0.27	Average	3.73	-0.08	Average	
Q140E - The time frame within which associate professors should apply for promotion - Clarity of promotion in rank from associate professor to full professor.	65	3.20	3.30	-0.33	Average	3.21	-0.05	Average	
Q140F - My sense of whether I will be promoted from associate to full professor - Clarity of promotion in rank from associate professor to full professor.	51	2.84	3.16	-1.02	Low	3.05	-0.58	Average -	
Tenure Policies									
Q136A - The tenure process in my department - the clarity of earning tenure in your department.	44	3.77	3.64	0.30	Average	3.84	-0.29	Average	
Q136B - The tenure criteria (what things are evaluated) in my department - the clarity of earning tenure	44	3.70	3.64	0.16	Average	3.76	-0.20	Average	
Q136C - The tenure standards (the performance thresholds) in my department - the clarity of earning tenure	44	3.16	3.34	-0.50	Average	3.46	-1.06	Low	
Q136D - The body of evidence (the dossier's contents) that will be considered in making my tenure decision -the clarity of earning tenure	44	3.84	3.67	0.40	Average	3.75	0.32	Average	
Q136E - My sense of whether or not I will achieve tenure - the clarity of earning tenure	43	3.65	3.55	0.32	Average	3.68	-0.10	Average	
Q139A - I have received consistent messages from tenured faculty about the requirements for tenure.	44	3.05	3.08	-0.07	Average	3.19	-0.37	Average	
Q139B - In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria	44	3.48	3.59	-0.23	Average	3.56	-0.21	Average	

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Tenure Clarity									
Q137A - A scholar - Is what's expected in order to earn tenure clear to you regarding your performance as.	44	3.02	3.65	-1.30	Low	3.53	-1.70	Very Low	
Q137B - A teacher - Is what's expected in order to earn tenure clear to you regarding your performance as.	44	3.89	3.94	-0.12	Average	4.11	-0.99	Average -	
Q137C - An advisor to students - Is what's expected in order to earn tenure clear to you regarding your performance as.	44	3.27	3.42	-0.36	Average	3.50	-0.85	Average -	
Q137D - A colleague in your department - Is what's expected in order to earn tenure clear to you regarding your performance as.	44	3.39	3.33	0.16	Average	3.40	-0.06	Average	
Q137E - A campus citizen - Is what's expected in order to earn tenure clear to you regarding your performance as.	44	3.30	3.25	0.13	Average	3.36	-0.22	Average	
Q137F - A member of the broader community (e.g., outreach) - Is what's expected in order to earn tenure clear to you regarding your performance as.	44	2.93	2.97	-0.12	Average	2.98	-0.19	Average	
Tenure Reasonableness									
Q138A - A scholar - Is what's expected in order to earn tenure reasonable to you regarding your performance as.	42	3.76	3.88	-0.32	Average	3.85	-0.27	Average	
Q138B - A teacher - Is what's expected in order to earn tenure reasonable to you regarding your performance as.	42	4.19	4.17	0.08	Average	4.17	0.07	Average	
Q138C - An advisor to students - Is what's expected in order to earn tenure reasonable to you regarding your performance as.	42	3.76	3.90	-0.41	Average	3.89	-0.59	Average -	
Q138D - A colleague in your department - Is what's expected in order to earn tenure reasonable to you regarding your performance as.	42	3.81	3.89	-0.36	Average	3.94	-0.66	Average -	
Q138E - A campus citizen - Is what's expected in order to earn tenure reasonable to you regarding your performance as.	41	3.59	3.77	-0.79	Average -	3.79	-0.90	Average -	
Q138F - A member of the broader community (e.g., outreach) - Is what's expected in order to earn tenure reasonable to you regarding your performance as.	41	3.39	3.65	-0.85	Average -	3.63	-1.28	Low	

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Facilities & Work Resources									
Q70F - The support your institution has offered you for improving your teaching	119	2.86	3.19	-1.07	Low	3.26	-1.21	Low	
Q90A - Office	121	3.85	3.74	0.68	Average +	3.77	0.38	Average	
Q90B - Laboratory, research, or studio space	100	3.24	3.27	-0.11	Average	3.18	0.22	Average	
Q90C - Equipment	118	3.58	3.23	1.35	High	3.29	1.03	High	
Q90D - Classrooms	121	3.71	3.21	1.79	Very High	3.28	1.22	High	
Q90E - Library resources	121	3.83	3.54	0.88	Average +	3.61	0.74	Average +	
Q90F - Computing and technical support	121	3.82	3.42	1.40	High	3.51	1.21	High	
Q90H - Clerical/administrative support	120	3.76	3.38	1.38	High	3.56	0.75	Average +	
Health & Retirement Benefits									
Q95A - Health benefits for yourself	121	4.11	4.03	0.59	Average +	3.97	0.99	Average +	
Q95B - Health benefits for your family (i.e. spouse, partner, and dependents)	99	3.98	3.94	0.27	Average	3.87	0.76	Average +	
Q95C - Retirement benefits	110	3.64	3.67	-0.26	Average	3.60	0.41	Average	
Q95I - Phased retirement options	42	3.33	3.25	0.42	Average	3.19	0.60	Average +	
Personal & Family Benefits									
Q200B - My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible.	100	2.76	3.01	-0.93	Average -	2.98	-0.72	Average -	
Q95D - Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage) .	31	2.00	2.24	-0.75	Average -	2.17	-0.62	Average -	
Q95E - Tuition waivers, remission, or exchange	64	2.38	2.40	-0.07	Average	2.24	0.53	Average +	
Q95F - Spousal/partner hiring program	43	2.02	2.60	-1.80	Very Low	2.48	-1.61	Very Low	
Q95G - Childcare	37	2.86	2.97	-0.28	Average	3.04	-0.42	Average	
Q95H - Eldercare	17	2.88	2.79	0.58	Average +	2.79	0.63	Average +	
Q95J - Family medical/parental leave	61	3.20	3.25	-0.21	Average	3.22	-0.06	Average	
Q95K - Flexible workload/modified duties for parental or other family reasons	62	2.97	3.32	-1.36	Low	3.24	-0.87	Average -	
Q95L - Stop-the-clock for parental or other family reasons	10	2.50	3.07	-0.96	Average -	3.08	-1.05	Low	

* Averages were computed from responses on a five point scale, where 1 indicated a sentiment of strong dissatisfaction and 5 indicated a sentiment of strong satisfaction.

** Ratings were derived from zscores: Ext. High $Z > 2$; Very High: $1.5 \leq Z \leq 2$; High: $1 \leq Z < 1.5$; Average +: $0.5 \leq Z < 1$; Average: $-0.5 \leq Z < 0.5$; Average-: $-0.5 \leq Z < 0.5$; Low: $-1.5 \leq Z < -1$; Very Low: $-2 \leq Z < -1.5$; Ext. Low: $Z < -2$.

SUNY COACHE 2012 Results - by Question

Oneonta

Comprehensive

COACHE Questions	Ratings Count	Campus Average*	System			Sector		
			Average*	Zscore	Rating**	Average*	Zscore	Rating**
Other Rating Questions								
Q100F - Interdisciplinary work is rewarded in the reappointment process		0						
Q115 - Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	49	4.35	4.10	1.58	Very High	4.09	1.71	Very High
Q120A - Having a mentor or mentors in your department - indicate how important or unimportant to your success as a faculty member.	120	4.35	4.17	1.40	High	4.21	1.05	High
Q120B - Having a mentor or mentors outside your department at your institution - indicate how important to your success as a faculty member.	120	3.82	3.53	1.65	Very High	3.59	1.22	High
Q120C - Having a mentor or mentors outside your institution - indicate how important to your success as a faculty member.	117	3.51	3.58	-0.26	Average	3.53	-0.12	Average
Q125C - Mentoring from someone outside your institution - Rate the effectiveness or ineffectiveness	81	3.73	3.72	0.05	Average	3.72	0.04	Average
Q130D - There is effective mentoring of non-tenure-track faculty in my department.		0						
Q160 - Would you agree or disagree that, on the whole, your decision to remain at this institution for the rest of your career depends on whether or not you are promoted to full professor?	47	3.11	2.88	0.54	Average +	2.69	1.37	High
Q170A - My institution's priorities are stated consistently across all levels of leadership.	116	2.72	2.86	-0.45	Average	2.96	-0.94	Average -
Q170C - My institution's priorities are acted upon consistently across all levels of leadership.	113	2.55	2.70	-0.52	Average -	2.77	-0.85	Average -
Q170D - In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department.	108	3.06	3.18	-0.35	Average	3.15	-0.26	Average
Q175A - My dean or division head - In adapting to the changing mission, I have received sufficient support from.	41	2.93	2.76	0.52	Average +	2.79	0.43	Average
Q175B - My department head or chair - In adapting to the changing mission, I have received sufficient support from.	39	3.46	3.33	0.45	Average	3.40	0.22	Average
Q175C - My chief academic officer (provost, VPAA, dean of faculty) - In adapting to the changing mission, I have received sufficient support from.		0						
Q200A - I have been able to find the right balance, for me, between my professional life and my personal/family life.	120	3.04	3.33	-1.27	Low	3.20	-0.71	Average -
Q212B - There is visible leadership at my institution for the support and promotion of diversity on campus.	116	3.90	3.75	0.66	Average +	3.87	0.19	Average
Q240A - Outside offers are not necessary as leverage in compensation negotiations - Please rate your level of agreement or disagreement	46	3.28	2.49	1.48	High	2.61	1.94	Very High
Q245D - If I had it to do all over, I would again choose to work at this institution.	114	3.75	3.68	0.27	Average	3.74	0.06	Average

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SUNY COACHE 2012 Results - by Question

Oneonta

Comprehensive

COACHE Questions	Ratings Count	Campus Average*	System			Sector		
			Average*	Zscore	Rating**	Average*	Zscore	Rating**
Q250A - All things considered, your department as a place to work	120	3.96	3.85	0.68	Average +	3.89	0.72	Average +
Q250B - All things considered, your institution as a place to work	120	3.67	3.60	0.27	Average	3.65	0.08	Average
Q45D - Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education)	94	3.45	3.47	-0.12	Average	3.38	0.48	Average
Q45E - Administrative tasks (e.g., creating and submitting reports, routine paperwork)	113	2.84	2.90	-0.30	Average	2.81	0.17	Average
Q55A - I am able to balance the teaching, research, and service activities expected of me.	121	2.97	3.21	-0.83	Average -	2.97	-0.03	Average
Q60E - The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad)	121	3.37	3.39	-0.09	Average	3.23	0.90	Average +
Q90G - Salary - Please rate your level of satisfaction or dissatisfaction	120	2.46	3.08	-1.57	Very Low	2.84	-0.97	Average -

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** Ratings were derived from zscores: Ext. High $Z > 2$; Very High: $1.5 \leq Z \leq 2$; High: $1 \leq Z < 1.5$; Average +: $0.5 \leq Z < 1$; Average: $-0.5 \leq Z < 0.5$; Average-: $-0.5 \leq Z < 0.5$; Low: $-1.5 \leq Z < -1$; Very Low: $-2 \leq Z < -1.5$; Ext. Low: $Z < -2$.