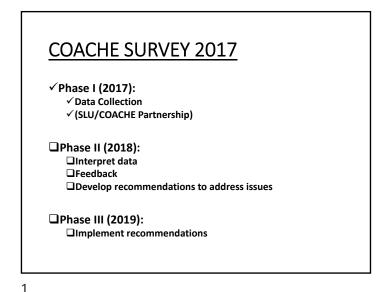
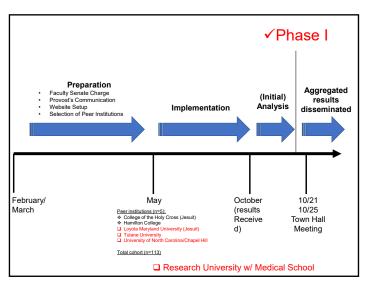
## COACH (The Collaborative on Academic Careers in Higher Education) Survey Presentation (SLU COM Faculty Affairs Committee, 2017)



L 3

4



2

What about School of Medicine?

□Data-driven
□Identify key strengths/weaknesses
□Compare to Peers
• unlike to be statistically significant due to small sample size n=3)

✓Compare to the entire cohort (n=113)

○ strengths (out of 25 categories)

5 Major weaknesses
✓Internal comparisons (SOM vs. all other academic units)

✓#2 AND #3

3.07 **4** 

3.16

3.69

3.46

3.64

3.38

3.28

3.24

3.14

Nature of Work: Service Nature of Work: Teaching Facilities and Work Resource

Personal and Family Policies

Health and Retirement Renefits

Interdisciplinary Work

Collaboration

Mentoring

Tenure Policies

Tenure Expectations: Clarity

Promotion to Full

Leadership: Divisional

Leadership: Faculty

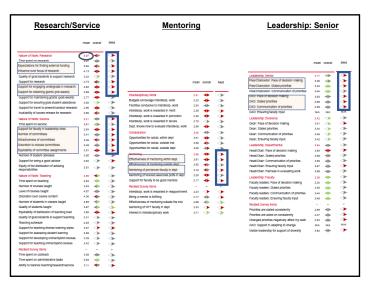
Governance: Trust

Leadership: Departmental

Governance: Shared sense of purpose

Governance: Understanding the issue at hand

	Your results compared to PEERS					Areas of strength in GREEN Areas of concern in RED									
	mean	overall											Med		Med vs other
Nature of Work: Research	3.07	•	•	<b>◆</b>	<b>◆</b> ►	<b>•</b>	•	<b>◆</b>	N<5	N<5	<>▶	<▶		<>>	Med
Nature of Work: Service	3.21	-	•	•	<b>◆</b> ►	•		<₽	N<5	N<5	⊲⊳	<⊮	•	<▶	
Nature of Work: Teaching	3.85	•	•	<₽	<b>⋖</b> ⊳	•		⊲⊳	N<5	N<5	⊸	⊲⊳	<	<≫	Med
Facilities and Work Resources	3.52	•	•	⋖⊳	⊲⊳	•	•	•	N <s< td=""><td>N+S</td><td>◆</td><td>⊲⊳</td><td>⋖⋑</td><td>&lt;≫</td><td>other</td></s<>	N+S	◆	⊲⊳	⋖⋑	<≫	other
Personal and Family Policies	3.16	•	•	<b>◆</b>	<b>◆</b>	•	•	◀▶	N<5	N<5	<∌	<▶	⋖	<▶	other
Health and Retirement Benefits	3.69	•	-	⋖⊳	⋖⊳	•	•	⋖⊳	N<5	N<5	•	<▶	⊲⊳	•	other
Interdisciplinary Work	2.51	•	•	•	<b>◆</b> ►	•	•	◀▶	N<5	N<5	◆	<▶	➾	<▶	other
Collaboration	3.46	-	-	⋖⊳	•	⊸	•	<b>◆</b>	N<5	N<5	❖	<▶	⋖	<≫	
Mentoring	2.96	•	•	<b>◆</b> ▶	4	ூ	-	∢⊳	N<5	N4S	❖	<▶		⋖⋑	
Tenure Policies	3.51	•	•	<▶	N<5	N<5	N<5	$\triangleleft$	N<5	N<5	N<5	<▶	⋖⊳	N<5	Med
Tenure Expectations: Clarity	3.36	•	•	<▶	N<5	N<5	N<5	▶</td <td>N&lt;5</td> <td>N&lt;5</td> <td>N&lt;5</td> <td>&lt;▶</td> <td>➾</td> <td>N&lt;5</td> <td>Med</td>	N<5	N<5	N<5	<▶	➾	N<5	Med
Promotion to Full	3.68	-	•	•	4	•	•	4	N<5	N<5	⊸	<▶	➾	⋖⋗	Med
Leadership: Senior	3.17	-	•	4	⋖⊳	•	•	4	N <s< td=""><td>N4S</td><td>&lt;&gt;&gt;&gt;</td><td>&lt;▶</td><td>•</td><td>&lt;≫</td><td></td></s<>	N4S	<>>>	<▶	•	<≫	
Leadership: Divisional	3.42	•	•	<⊯	<₽	•	•	<□	N<5	N<5	<>>	<▶	<	<∌	Med
Leadership: Departmental	3.64	-	•	4	4▶	•	•	- 4▶	N<5	N<5	<⊕	<▶	- ⊴⊩	•	Med
Leadership: Faculty	3.38	7	7	*	4	- 2	Ŧ	41-	N<5	N<5	9	<₽	9	•	other
Governance: Trust	3.28	•	•	4	4	•	•	4	N≺S	N+S	<>>>	<▶	<>>	<≫	other
Governance: Shared sense of purpose	3.24	-	*	4	4	-	•	4	N <s N<s< td=""><td>N&lt;5</td><td>&lt;∌</td><td>&lt;▶</td><td>&lt;⊕</td><td>&lt;&gt;&gt;&gt;</td><td>other</td></s<></s 	N<5	<∌	<▶	<⊕	<>>>	other
Governance: Understanding the Issue at hand		-	-	4	4	3	•	*		N<5	→	⊴⊳	→	→	-
Governance: Adaptability	2.87	_	-	4	4	- 3	_	-	N<5	N<5	-		(I)	•	other
Governance: Productivity Departmental Collegiality	3.15	_	_	4	4	~	_	4	N <s N<s< td=""><td>N&lt;5 N&lt;5</td><td>-</td><td></td><td>→</td><td><u>~</u></td><td>other</td></s<></s 	N<5 N<5	-		→	<u>~</u>	other
	3.85	_	-	44	7	~	-	7	N <s N<s< td=""><td>N<s N<s< td=""><td>7</td><td></td><td></td><td><b>*</b></td><td>other</td></s<></s </td></s<></s 	N <s N<s< td=""><td>7</td><td></td><td></td><td><b>*</b></td><td>other</td></s<></s 	7			<b>*</b>	other
Departmental Engagement Departmental Quality	3.47	_	-	4	7	- 7	_		N<5	N<5	7		1	<b>1</b>	Med
Appreciation and Recognition	3.47	_	-	4	4	- 7	_	-	N<5	N45	-			7	Med



	mean	overall	Med	Med vs other	
Nature of Work: Research	3.07	•	<▶	Med	
Nature of Work: Service	3.21	-	<▶		
Nature of Work: Teaching	3.85	•	<▶	Med	
Facilities and Work Resources	3.52	•	<▶	other	
Personal and Family Policies	3.16	•	⋖⊳	other	
Health and Retirement Benefits	3.69	•	⊲⊳	other	
Interdisciplinary Work	2.51	•	<▶	other	
Collaboration	3.46	•	⊲⊳		
Mentoring	2.96	•	<▶		
Tenure Policies	3.51	•	⊲⊳	Med	
Tenure Expectations: Clarity	3.36	-	⋖⊳	Med	
Promotion to Full	3.68	-		Med	Inh
Leadership: Senior	3.17	-	⋖▶		Cor
Leadership: Divisional	3.42	<b></b>	⋖⊳	Med	Cor
Leadership: Departmental	3.64	-	<⊩	Med	
Leadership: Faculty	3.38	•	⋖⊳	other	
Governance: Trust	3.28	•	<⊪	other	
Governance: Shared sense of purpose	3.24	•	<▶		
Governance: Understanding the Issue at hand	3.14	•	⋖⊳	other	
Governance: Adaptability	2.87	-	⊲⊳	other	
Governance: Productivity	3.15	•	⊲⊳		
Departmental Collegiality	3.85	•	<▶	other	
Departmental Engagement	3.54	•	⊲⊳	other	
Departmental Quality	3.47	•	<▶	Med	_
Appreciation and Recognition	3.18	•	▶</td <td></td> <td></td>		