

# COACHE 2023:

DU Comparison to Cohort Mean,  
Range, and Percentile Scores

	DU Mean	Cohort Mean	Cohort Minimum	Cohort Maximum	Cohort 30th Percentile	Cohort 70th Percentile
Nature of Work: Service	3.09	3.26	2.83	3.61	3.20	3.31
Nature of Work: Teaching	3.72	3.76	3.44	4.21	3.69	3.81
Nature of Work: Research	3.19	3.18	2.61	3.56	3.10	3.32
Facilities and Work Resources	3.54	3.48	2.76	3.99	3.40	3.65
Personal and Family Policies	3.05	3.13	2.57	3.74	3.03	3.24
Health and Retirement Benefits	3.10	3.63	3.03	4.13	3.50	3.79
Salary	2.45	2.91	1.58	3.80	2.66	3.08
Interdisciplinary Work	2.50	2.67	2.08	3.18	2.58	2.77
Collaboration	3.42	3.58	3.08	3.86	3.52	3.66
Mentoring	2.94	3.16	2.73	3.68	3.09	3.26
Tenure Policies	3.40	3.51	2.00	4.16	3.39	3.66
Tenure Clarity	3.05	3.36	2.38	3.88	3.26	3.47
Promotion to Full	3.42	3.64	2.68	4.23	3.55	3.75
Leadership: Senior	2.94	3.07	1.94	3.80	2.92	3.27
Leadership: Divisional	2.95	3.22	2.76	3.74	3.12	3.34
Leadership: Departmental	3.72	3.70	3.21	4.00	3.65	3.76
Leadership: Faculty	3.14	3.21	2.60	3.74	3.11	3.35
Departmental Engagement	3.75	3.51	3.15	3.75	3.47	3.57
Departmental Quality	3.60	3.62	3.05	3.94	3.57	3.71
Departmental Collegiality	3.45	3.81	3.40	4.20	3.75	3.87
Appreciation and Recognition	3.12	3.23	2.87	3.57	3.14	3.31
Governance: Trust	2.78	3.00	2.52	3.46	2.89	3.13
Governance: Shared Sense of Purpose	2.87	2.98	2.38	3.56	2.87	3.13
Governance: Understanding the Issue at Hand	2.75	2.88	2.36	3.36	2.77	2.99
Governance: Adaptability	2.63	2.80	2.03	3.31	2.69	2.96
Governance: Productivity	2.83	2.98	2.43	3.56	2.87	3.12

*\*Information forthcoming*

