

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
CONSENT			I have read and understand the instructions and my rights as an informed participant. I wish to continue.		IRB	1	1	1	1	1	1	1
Q2	[screening]		Q2 - Are you currently employed at [INSTITUTION NAME]?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1
Q3	[screening]	Q2 = 0	Q3 - You indicated that you are not currently employed at [INSTITUTION]. In the space below, please tell us where you are currently employed.	{2, OPEN-END; 1, I made a mistake, I am currently employed at [INSTITUTION]; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1
Q3_VERBATIM	[screening]	Q2 = 0	Q3_VERBATIM - [VERBATIM] - You indicated that you are not currently employed at [INSTITUTION]. In the space below, please tell us where you are currently employed.	{OPEN-END}	None	Demographic background	1	1	1	1	1	1
Q5	apptstatus		Q5 - What is your current appointment status?	{2, Full-time faculty; 1, Part-time faculty; 0, Emeritus faculty; 8, Visiting faculty; 9, Other; 96, None of the above}	96	Demographic background	1	1	1	1	1	1
Q20	tenure		Q20 - What is your tenure status?	{3, Tenured; 2, Not tenured but on the tenure track; 1, Not on tenure track}	None	Demographic background	1	1	1	1	1	1
Q21	[screening]	Q20 <> LEVEL (SAMPLE VAR)	Q21 - You indicated that you are [Q20 RESPONSE]. Please confirm this selection. It cannot be changed, and will determine the path you take through this survey.	{3, I am a tenured faculty member; 2, I am not tenured, but on the tenure track (i.e., pre-tenure); 1, I am not tenured and not on a tenure track.}	None	Demographic background	1	1	1	1	1	1
Q10	rank	PATH = 2 OR 3	Q10 - What is your rank?	{4, Professor (including titles such as Research Professor, Clinical Professor, etc.); 3, Associate Professor (including titles such as Research Associate Professor, Clinical Associate Professor, etc.); 2, Assistant Professor (including titles such as Research Assistant Professor, Clinical Assistant Professor, etc.); 1, Instructor/Lecturer; 5, Other}	None	Demographic background	0	1	1	1	1	1
Q11	[screening]	PATH = 2 OR 3	Q11 - You indicated that your rank is [Q10 RESPONSE]. Please confirm this selection. It cannot be changed and will determine the path you take through this survey.	{4, I am a Professor (including titles such as Research Professor, Clinical Professor, etc.); 3, I am an Associate Professor (including titles such as Research Associate Professor, Clinical Associate Professor, etc.); 2, I am an Assistant Professor (including titles such as Research Assistant Professor, Clinical Assistant Professor, etc.); 1, I am an Instructor or Lecturer.; 5, I hold a rank not listed here.}	None	Demographic background	0	1	1	1	1	1

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degree	What is your <i>highest</i> earned academic degree (M.D. includes foreign equivalents)?		{1 = Doctoral degree (Ph.D., Ed.D., etc.); 2 = First-professional degree (M.D., D.O., D.D.S. or D.M.D., LL.B., J.D., D.C. or D.C.M., Pharm.D., Pod.D. or D.P., D.V.M., O.D., M.Div. or H.H.L. or B.D.); 3 = Doctoral degree AND First-professional degree (M.D./Ph.D, M.D./J.D., Ph.D./J.D., etc.); 4 = Master of Fine Arts, Master of Social Work (M.F.A., M.S.W.); 5 = Other Master's degree (M.A., M.S., M.B.A, M.Ed., etc.); 6 = Bachelor's degree; 7 = Associate's degree or equivalent; 8 = Certificate or diploma for completion of undergraduate program (other than associate's or bachelor's); 0 = Not applicable (Do not hold a degree)}	98	Demographic background	1	1	1	1	1	1	1
clinical_path	Does your work as a faculty member include the clinical care of patients?	CLINICAL = ENROLLED	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	0
[screening]	You indicated that you {are or are not} engaged in clinical care of patients. Please confirm this selection it cannot be changed and will determine the path you take through this survey.	Clinical <> clinical_path	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	0
Q15	Q15 - In what year did you earn your current rank at this institution?	PATH = 2 OR 3	{1940... 2012; 98, Decline to answer}	98	Demographic background	0	1	1	1	1	1	1
Q405	Q405 - What is the length of your current contract?	PATH = 1	{1, 1 semester; 2, 2 semesters; 3, 1 to 2 years; 4, 3 to 4 years; 5, 5 or more years; 6, Other; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q410	Q410 - Is your appointment ...	PATH = 1	{1, Fixed-term renewable; 2, Fixed-term non-renewable; 3, Rolling; 4, Other; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q415	Q415 - What is your primary work responsibility (on what are you expected to focus)?	PATH = 1	{1, Mostly research; 2, Mostly teaching; 3, Mostly outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education); 4, Mostly department/program administration; 5, About an equal amount of two or more different activities; 6, Other; 7, Mostly clinical; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q420	Q420 - Not counting your current institution, at how many other college/universities have you held a non-tenure track faculty position?	PATH = 1	{0, 1; 2; 3; 4; 5 or more; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q25	Q25 - Are you currently serving in an administrative position?		{1, Yes; 0, No; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q30	Q30 - Which of the following administrative titles do you currently hold?	Q25 = 1	{1, Department Chair/Head, Associate or Assistant Chair/Head; 2, Center or Program Director; 3, Dean, Associate Dean, Assistant Dean, Vice Dean, Division Chief, etc.; 4, Provost, Associate Provost, Assistant Provost, Vice Provost, etc.; 9, Other (Please specify); 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1

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Q30_OT HER	Current administrative title (other)	Q25 = 1	Q30 - Other [VERBATIM] - Which of the following administrative titles do you currently hold?	{OPEN-END}	None	Demographic background	1	1	1	1	1	1	1
Q35_0	Race/ethnicity: American Indian or Native Alaskan		Q35_0 - American Indian or Native Alaskan - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_1	Race/ethnicity: Asian, Asian- American, or Pacific Islander		Q35_1 - Asian, Asian-American, or Pacific Islander - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_2	Race/ethnicity: White (non- Hispanic)		Q35_2 - White (non-Hispanic) - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_3	Race/ethnicity: Black or African-American		Q35_3 - Black or African-American - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_4	Race/ethnicity: Hispanic or Latino		Q35_4 - Hispanic or Latino - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_5	Race/ethnicity: Other		Q35_5 - Other - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_6	Race/ethnicity: Multiracial		Q35_6 - Multiracial - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_7	Race/ethnicity: Visible minority		Q35_7 - Visible minority- What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q35_98	Race/ethnicity: Decline to answer		Q35_98 - Decline to answer - What is your race and/or ethnicity?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q40	Sex		Q40 - What is your sex?	{0, Male; 1, Female; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q275x11	Prior appointments	PATH = 2 OR 3	Q275x11 - Not counting your current institution, at how many other colleges/universities have you held a tenured or tenure-track faculty position?	{0; 1; 2; 3; 4; 5 or more; 98, Decline to answer}	98	Demographic background	0	1	1	1	1	1	1
Q280	Year of birth		Q280 - In what year were you born?	{1910... 1999; Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q285	Marital status		Q285 - What is your marital status?	{1, Single; 2, Married or in a civil union; 3, Unmarried, living with partner; 4, Divorced, separated, or widowed; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q290	Spouse/partner employment status	Q285 = 2 OR 3	Q290 - What is your spouse/partner's employment status?	{1, Not employed and not seeking employment; 2, Not employed but seeking employment; 3, Employed at this institution; 4, Employed elsewhere; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q295_1	Family responsibilities: infants, toddlers, pre-school		Q295_1 - Infants, toddlers, or pre-school age children who live with you at least half the year - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q295_2	Family responsibilities: elementary, middle, high school		Q295_2 - Elementary, middle, or high school age children who live with you at least half the year - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q295_3	Family responsibilities: adult children at home		Q295_3 - Children 18 or over who live with you at least half the year - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1

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Q295_4	Family responsibilities: elders		Q295_4 - Elders for whom you are providing ongoing care for more than 3 hours a week - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q295_5	Family responsibilities: disabled or ill		Q295_5 - A disabled or ill family member - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q295_6	Family responsibilities: college		Q295_6 - Children away at college for whom you are financially responsible - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q295_98			Q295_98 - Decline to answer - Do you have any of the following responsibilities?	{1, Yes; 0, No}	None	Demographic background	1	1	1	1	1	1	1
Q300x11	Citizenship status		Q300x11 - What is your citizenship status?	{1, US Citizen; 3, Resident Alien; 4, Non-Resident Alien; 6, Other; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q315	Salary		Q315 - What is your annual salary?	{1, Less than \$30,000; 2, \$30,000 to \$44,999; 3, \$45,000 to \$59,999; 4, \$60,000 to \$74,999; 5, \$75,000 to \$89,999; 6, \$90,000 or above (2005 and 2006 only); 7, \$90,000 to \$104,999; 8, \$105,000 to \$119,999; 9, \$120,000 or above; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q320	GLBT		Q320 - Do you identify as a member of the gay, lesbian, bisexual, transgender (LGBT) community?	{1, Yes; 0, No; 98, Decline to answer}	98	Demographic background	1	1	1	1	1	1	1
Q325_2012	Graduate Students at CC	VERSION=3	Describe the opportunities, if any, you have to interact with graduate students working at [INSTITUTION NAME].	{Open Text; 97, I do not interact with graduate students working at my institution; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	0	0	0	1
Q45A	Time spent on teaching		Q45A - Teaching - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Overall	1	1	1	1	1	1	1
Q45B	Time spent on research		Q45B - Research - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Overall	1	1	1	1	1	1	1
Q45C	Time spent on service		Q45C - Service (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents) - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Overall	1	1	1	1	1	1	1
Q45D	Time spent on outreach	((VERSION < 3) and (Q45D = 1 OR 2))	Q45D - Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education) - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Overall	1	1	1	1	1	1	0

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Q45E	Time spent on administrative tasks		Q45E - Administrative tasks (e.g., creating and submitting reports, routine paperwork) - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Overall	1	1	1	1	1	1
Q45F	Time spent of patient care/client services	clinical_path = 1	Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service) - Please rate your level of satisfaction or dissatisfaction with the portion of your time spent on the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Overall	1	1	1	1	1	1
Q50A	Too much/Too little time: Teaching	Q45A = 1 OR 2	Q50A - Teaching - Please indicate whether you feel you spend too much or too little time on.	{0, Too little; 1, Too much; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	1	1	1
Q50B	Too much/Too little time: Research	Q45B = 1 OR 2	Q50B - Research - Please indicate whether you feel you spend too much or too little time on.	{0, Too little; 1, Too much; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	1	1	1
Q50C	Too much/Too little time: Service	Q45C = 1 OR 2	Q50C - Service (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents) - Please indicate whether you feel you spend too much or too little time on.	{0, Too little; 1, Too much; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	1	1	1
Q50D	Too much/Too little time: Outreach	((VERSION < 3) and (Q45D = 1 OR 2))	Q50D - Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education) - Please indicate whether you feel you spend too much or too little time on.	{0, Too little; 1, Too much; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	1	0	
Q50E	Too much/Too little time: Administrative tasks	Q45E = 1 OR 2	Q50E - Administrative tasks (e.g., creating and submitting reports, routine paperwork) - Please indicate whether you feel you spend too much or too little time on.	{0, Too little; 1, Too much; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	1	1	1
Q50F	Too much/Too little time: Patient care/client services	clinical_path = 1 AND Q45F = 1 OR 2	Patient care/client services (including medical service; counseling patients or families; administrative tasks associated with clinical service) - Please indicate whether you feel you spend too much or too little time on.	{0, Too little; 1, Too much; 98, Decline to answer}	98	Nature of Work Overall	1	1	1	1	1	1
Q55A	Ability to balance teaching/research/service		Q55A - I am able to balance the teaching, research and service (and clinical, if applicable) activities expected of me. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Nature of Work Overall	1	1	1	1	1	1
Q55B	Support for faculty in leadership roles		Q55B - My institution does what it can to help faculty who take on additional leadership roles (e.g. major committee assignments, department chairmanship) to sustain other aspects of their faculty work. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Nature of Work Overall	1	1	1	1	1	1

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Q60A	Number of committees		Q60A - The number of committees on which you serve - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Service	1	1	1	1	1	1	
Q60B	Attractiveness of committees		Q60B - The attractiveness (e.g., value, visibility, importance, personal preference) of the committees on which you serve - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Service	1	1	1	1	1	1	
Q60C	Discretion to choose committees		Q60C - The discretion you have to choose the committees on which you serve - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Service	1	1	1	1	1	1	
Q60D	Equitability of committee assignments		Q60D - How equitably committee assignments are distributed across faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Service	1	1	1	1	1	1	
	Equitability of compensation for additional service	VERSION = 3	- How equitably additional service work is compensated in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Nature of Work Service	1	1	1	0	0	0	1
	Relevance of committees	VERSION=3	- The relevance of the committees on which I currently serve - Please rate your level of agreement or disagreement with the following statements.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Nature of Work Service	1	1	1	0	0	0	1
Q60E	Number of student advisees		Q60E - The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad) - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Service	1	1	1	0	1	1	1
	Support for advising	VERSION = 3	- The support your institution has offered you to be a good advisor to students - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Service	1	1	1	1	0	0	1
	Equitability of advising distribution	VERSION = 3	- How equitably advising responsibilities are distributed across faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 100	Nature of Work Service	1	1	1	1	0	0	1
Q70A	Number of courses taught		Q70A - The number of courses you teach - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Teaching	1	1	1	0	1	1	1
Q70B	Level of courses taught		Q70B - The level of courses you teach - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Teaching	1	1	1	0	1	1	1

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Q70C	Discretion over course content	Q70C - The discretion you have over the content of the courses you teach - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	0	1	1	1
Q70D	Number of students in classes taught	Q70D - The number of students in the classes you teach, on average - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	0	1	1	1
Q70E	Quality of students taught	Q70E - The quality of students you teach, on average - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	0	1	1	1
Q70F	Support for improving teaching	Q70F - The support your institution has offered you for improving your teaching - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	0	1	1	1
Q70H	Equitability of distribution of teaching load	Q70H - How equitably the teaching workload is distributed across faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	0	1	1	1
Q70I	Quality of grad students to support teaching	Q70I - The quality of graduate students to support your teaching - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	0	1	0	0
	Teaching schedule	VERSION = 3 - Your teaching schedule (evenings, weekends, etc.) - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	1	0	0	1
	Support for teaching diverse learners	VERSION = 3 - addressing diverse learning styles in your classroom (e.g., returning adult students, English Language Learners, etc.) - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	1	0	0	1
	Support for assessing student learning	VERSION = 3 - assessing your students' learning - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	1	0	0	1
	Support for developing online/hybrid courses	VERSION = 3 developing online or hybrid courses (a mix of online and traditional, face-to-face classroom instruction). - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	1	0	0	1
	Support for teaching online/hybrid courses	VERSION = 3 teaching online or hybrid courses (a mix of online and traditional, face-to-face classroom instruction). - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Nature of Work Teaching	1	1	1	1	0	0	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC	
Q80A	Expectations for finding external funding		Q80A - The amount of external funding you are expected to find - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	1	1	
Q80B	Influence over focus of research		Q80B - The influence you have over the focus of your research/scholarly/creative work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	1	1	
Q80C	Quality of grad students to support research	VERSION = 1	Q80C - The quality of graduate students to support your research/scholarly/creative work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	0	0	
Q80D	Support for research		Q80D - Institutional support (e.g., internal grants/seed money) for your research/scholarly/creative work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	1	1	
Q80E	Support for engaging undergrads in research	VERSION < 3	Q80E - The support your institution provides you for engaging undergraduates in your research/scholarly/creative work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	0	1	1	0
Q85A	Support for obtaining grants (pre-award)		Q85A - Obtaining externally funded grants (pre-award) - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	1	1	
Q85B	Support for maintaining grants (post-award)		Q85B - Managing externally funded grants (post-award) - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	1	1	
Q85C	Support for securing grad student assistance	VERSION = 1	Q85C - Securing graduate student assistance - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	0	0	
Q85D	Support for travel to present/conduct research		Q85D - Traveling to present papers or conduct research/creative work - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	1	1	1	
Q85E	Availability of course release for research		Q85E - The availability of course release time to focus on your research - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Nature of Work Research	1	1	1	0	1	1	1
Q90A	Office		Q90A - Office - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Resources and Support	1	1	1	1	1	1	
Q90B	Laboratory, research, studio space		Q90B - Laboratory, research, or studio space - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Resources and Support	1	1	1	1	1	1	

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q90C	Equipment		Q90C - Equipment - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Resources and Support	1	1	1	1	1	1	1
Q90D	Classrooms		Q90D - Classrooms - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Resources and Support	1	1	1	0	1	1	1
Q90E	Library resources		Q90E - Library resources - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Resources and Support	1	1	1	1	1	1	1
Q90F	Computing and technical support		Q90F - Computing and technical support - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Resources and Support	1	1	1	1	1	1	1
Q90G	Salary		Q90G - Salary - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Resources and Support	1	1	1	1	1	1	1
Q90H	Clerical/administrative support		Q90H - Clerical/administrative support - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Resources and Support	1	1	1	1	1	1	1
Q92A	Non-physician clinical staff	clinical_path = 1	Support from non-physician clinical staff for your clinical care activities - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Clinical Practice	1	1	1	1	1	1	0
Q92B	Input into management decisions	clinical_path = 1	Opportunities for physician input in management decisions - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Clinical Practice	1	1	1	1	1	1	0
Q92C	Communication about financial status	clinical_path = 1	Communication to physicians about this location's financial status - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Clinical Practice	1	1	1	1	1	1	0
Q92D	Teamwork	clinical_path = 1	The teamwork between physicians and other clinical staff - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Clinical Practice	1	1	1	1	1	1	0
Q92E	Responsiveness to requests	clinical_path = 1	Location's responsiveness in meeting your requests as a physician - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Clinical Practice	1	1	1	1	1	1	0
Q92F	Space for clinical practice	clinical_path = 1	Space available for your clinical practice - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	Clinical Practice	1	1	1	1	1	1	0

COACHE _variabl e	COACHE_variable_label_brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_val ues_missing	COACHE_th eme	NTT	TT	T	Clin	UNI	LAC	CC
Q92G	Availability of supplies for clinical practice	clinical_path = 1	Availability of supplies for your clinical practice - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Clinical Practice	1	1	1	1	1	1	0
Q92H	Quality of equipment for clinical practice	clinical_path = 1	Quality of equipment needed for your clinical practice - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Clinical Practice	1	1	1	1	1	1	0
Q92I	Ability to provide high quality care	clinical_path = 1	Your ability to provide a high quality of patient care in this location - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Clinical Practice	1	1	1	1	1	1	0
Q92J	Overall functioning for patient care	clinical_path = 1	How well this clinical location functions overall as it relates to patient care - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Clinical Practice	1	1	1	1	1	1	0
Q95A	Health benefits for yourself		Q95A - Health benefits for yourself - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	1
Q95B	Health benefits for family		Q95B - Health benefits for your family (i.e. spouse, partner, and dependents) - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	1
Q95C	Retirement benefits		Q95C - Retirement benefits - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	1
Q95D	Housing benefits		Q95D - Housing benefits (e.g. real estate services, subsidized housing, low-interest mortgage) - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	1
Q95E	Tuition waivers, remission, or exchange		Q95E - Tuition waivers, remission, or exchange - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	1
Q95F	Spousal/partner hiring program		Q95F - Spousal/partner hiring program - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	1

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Q95G	Childcare		Q95G - Childcare - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	
Q95H	Eldercare		Q95H - Eldercare - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	
Q95I	Phased retirement options		Q95I - Phased retirement options - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	
Q95J	Family medical/parental leave		Q95J - Family medical/parental leave - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	
Q95K	Flexible workload/modified duties		Q95K - Flexible workload/modified duties for parental or other family reasons - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	1	1	
Q95L	Stop-the-clock policies	PATH = 2	Q95L - Stop-the-clock for parental or other family reasons - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	0	1	0	1	1	1	
	Commuter benefits	VERSION = 3	Commuter benefits - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	0	0	1
	Parking	VERSION = 3	Parking - Please rate your level of satisfaction or dissatisfaction with the following aspects of your employment.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 96, Not offered at my institution; 97, I don't know; 98, Decline to answer; 99, Not applicable}	96*, 97, 98, 99	Resources and Support	1	1	1	1	0	0	1
Q100A	Budgets encourage interdiscip. work		Q100A - Budget allocations encourage interdisciplinary work. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	1	1	1	1	1	1	
Q100B	Facilities conducive to interdiscip. work		Q100B - Campus facilities (e.g. spaces, buildings, centers, labs) are conducive to interdisciplinary work. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	1	1	1	1	1	1	

COACHE_variable_label_brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q100C	Interdiscip. work is rewarded in merit		Q100C - Interdisciplinary work is rewarded in the merit process. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	1	1	1	1	1	1
Q100D	Interdiscip. work is rewarded in promotion	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q100D - Interdisciplinary work is rewarded in the promotion process. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	1	0	1	1	1	1
Q100E	Interdiscip. work is rewarded in tenure	(SELF_RANK = 2) AND (PATH = 2)	Q100E - Interdisciplinary work is rewarded in the tenure process. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	0	1	0	1	1	1
Q100F	Interdiscip. work is rewarded in reappointment	PATH = 1	Q100F - Interdisciplinary work is rewarded in the reappointment process - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	1	0	0	1	1	1
Q100G	Dept. knows how to evaluate interdiscip. work		Q100G - My department understands how to evaluate interdisciplinary work. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Interdisciplinary Work	1	1	1	1	1	1
Q105A	Opportunities for collab. within dept		Q105A - Other members of your department - Please rate your level of satisfaction or dissatisfaction with your opportunities for collaboration with.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Collaboration	1	1	1	1	1	1
Q105D	Opportunities for collab. outside inst		Q105D - Faculty outside your institution - Please rate your level of satisfaction or dissatisfaction with your opportunities for collaboration with.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Collaboration	1	1	1	1	1	1
Q105E	Opportunities for collab. outside dept		Q105E - Within your institution, faculty outside your department - Please rate your level of satisfaction or dissatisfaction with your opportunities for collaboration with.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Collaboration	1	1	1	1	1	1
Q110_1	Mentor to pre-tenure in dept	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_1 - Pre-tenure faculty in my department - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q110_2	Mentor to tenured in dept	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_2 - Tenured faculty in my department - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q110_3	Mentor to NTT in dept	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_3 - Non-tenure-track faculty in my department - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q110_4	Mentor to pre-tenure outside dept	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_4 - Pre-tenure faculty outside my department - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1

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Q110_5	Mentor to tenured outside dept	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_5 - Tenured faculty outside my department - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q110_6	Mentor to NTToutside dept	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_6 - Non-tenure-track faculty outside my department - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q110_0	Mentor to no one	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_0 - None of the above - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q110_98		((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q110_98 - Decline to answer - At this institution and in the past five years, I have served as either a formal or informal mentor to...	{1, Yes; 0, No}	None	Mentoring	1	0	1	1	1	1
Q115	Being a mentor is fulfilling	((((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1))) AND (Q110 <-> 0, 98)	Q115 - Would you agree or disagree that being a mentor is/has been fulfilling to you in your role as a faculty member?	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Mentoring	1	0	1	1	1	1
Q120A	Importance of mentoring within dept.		Q120A - Having a mentor or mentors in your department - Whether or not you have received formal or informal mentoring at your current institution, please indicate how important or unimportant each of the following is to your success as a faculty member.	{1, Very unimportant; 2, Unimportant; 3, Neither important nor unimportant; 4, Important; 5, Very important; 98, Decline to answer; 99, Not applicable}	98, 99	Mentoring	1	1	1	1	1	1
Q120B	Importance of mentoring outside dept.		Q120B - Having a mentor or mentors outside your department at your institution - Whether or not you have received formal or informal mentoring at your current institution, please indicate how important or unimportant each of the following is to your success as a faculty member.	{1, Very unimportant; 2, Unimportant; 3, Neither important nor unimportant; 4, Important; 5, Very important; 98, Decline to answer; 99, Not applicable}	98, 99	Mentoring	1	1	1	1	1	1
Q120C	Importance of mentoring outside inst.		Q120C - Having a mentor or mentors outside your institution - Whether or not you have received formal or informal mentoring at your current institution, please indicate how important or unimportant each of the following is to your success as a faculty member.	{1, Very unimportant; 2, Unimportant; 3, Neither important nor unimportant; 4, Important; 5, Very important; 98, Decline to answer; 99, Not applicable}	98, 99	Mentoring	1	1	1	1	1	1
Q125A	Effectiveness of mentoring within dept.		Q125A - Mentoring from someone in your department - Please rate the effectiveness or ineffectiveness of the following for you.	{1, Very ineffective; 2, Ineffective; 3, Neither effective nor ineffective; 4, Somewhat effective; 5, Very ineffective; 97, Have not received; 98, Decline to answer; 99, Not applicable}	97*, 98, 99	Mentoring	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q125B	Effectiveness of mentoring outside dept.	Q125B - Mentoring from someone outside your department at your institution - Please rate the effectiveness or ineffectiveness of the following for you.	{1, Very ineffective; 2, Ineffective; 3, Neither effective nor ineffective; 4, Somewhat effective; 5, Very ineffective; 97, Have not received; 98, Decline to answer; 99, Not applicable}	97*, 98, 99	Mentoring	1	1	1	1	1	1
Q125C	Effectiveness of mentoring outside the inst.	Q125C - Mentoring from someone outside your institution - Please rate the effectiveness or ineffectiveness of the following for you.	{1, Very ineffective; 2, Ineffective; 3, Neither effective nor ineffective; 4, Somewhat effective; 5, Very ineffective; 97, Have not received; 98, Decline to answer; 99, Not applicable}	97*, 98, 99	Mentoring	1	1	1	1	1	1
Q130A	Mentoring of pre-tenure faculty in dept	PATH = 2 OR 3 Q130A - There is effective mentoring of pre-tenure faculty in my department. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Mentoring	0	1	1	1	1	1
Q130B	Mentoring of tenured associate profs in dept	(SELF_RANK = 3 OR 4) AND (PATH = 3) Q130B - There is effective mentoring of tenured associate professors in my department. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Mentoring	0	0	1	1	1	1
Q130C	Support for faculty to be good mentors	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q130C - My institution provides adequate support for faculty to be good mentors. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Mentoring	1	0	1	1	1	1
Q130D	Mentoring of NTT faculty in dept	PATH = 1 Q130D - There is effective mentoring of non-tenure-track faculty in my department. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Mentoring	1	0	0	1	1	1
Q135B	Dept. culture encourages promotion	(SELF_RANK = 3 OR 4) AND (PATH = 3) Q135B - My department has a culture where associate professors are encouraged to work towards promotion to full professorship. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Tenure and Promotion	0	0	1	1	1	1
Q135C	Reasonable expectations: Promotion	(SELF_RANK = 3 OR 4) AND (PATH = 3) Q135C - Generally, the expectations for promotion from associate to full professor are reasonable to me. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Tenure and Promotion	0	0	1	1	1	1
	Dept. culture encourages promotion to assoc	(SELF_RANK = 2) AND (PATH = 3)) - My department has a culture where assistant professors are encouraged to work towards promotion to associate professorship. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Tenure and Promotion	0	0	1	1	1	1
	Reasonable expectations: Promotion to assoc	(SELF_RANK = 2) AND (PATH = 3)) - Generally, the expectations for promotion from assistant to associate professor are reasonable to me. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Tenure and Promotion	0	0	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC		
Q136A	Clarity of tenure process	SELF_RANK = 2 AND PATH = 2	Q136A - The tenure process in my department - Please rate the clarity of the following aspects of earning tenure in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
Q136B	Clarity of tenure criteria	SELF_RANK = 2 AND PATH = 2	Q136B - The tenure criteria (what things are evaluated) in my department - Please rate the clarity of the following aspects of earning tenure in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
Q136C	Clarity of tenure standards	SELF_RANK = 2 AND PATH = 2	Q136C - The tenure standards (the performance thresholds) in my department - Please rate the clarity of the following aspects of earning tenure in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
Q136D	Clarity of body of evidence for deciding tenure	SELF_RANK = 2 AND PATH = 2	Q136D - The body of evidence (the dossier's contents) that will be considered in making my tenure decision - Please rate the clarity of the following aspects of earning tenure in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
	Clarity of grievance processes	VERSION = 3 AND SELF_RANK = 2 AND PATH = 2	- The procedures for complaints and grievances originating in my department - Please rate the clarity of the following aspects of earning tenure in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 97, I don't know; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	0	0	1
Q132	Belief in achieving tenure	SELF_RANK = 2 AND PATH = 2 AND Q136_E < 5	Q132 - At this time, do you believe you will achieve tenure?	{1, Yes; 0, No; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
Q133		SELF_RANK = 2 AND PATH = 2 AND Q32 = 0	Q133 - Why do you feel that you will not achieve tenure at this institution?	{OPEN-END; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
Q136E	Clarity of whether I will achieve tenure	SELF_RANK = 2 AND PATH = 2	Q136E - My sense of whether or not I will achieve tenure - Please rate the clarity of the following aspects of earning tenure in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1	
Q137A	Clarity of expectations: Scholar	SELF_RANK = 2 AND PATH = 2	Q137A - A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	1	
Q137B	Clarity of expectations: Teacher	Q10 = 2 AND PATH = 2	Q137B - A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	1	
Q137C	Clarity of expectations: Advisor	SELF_RANK = 2 AND PATH = 2	Q137C - An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	1	
Q137D	Clarity of expectations: Colleague	SELF_RANK = 2 AND PATH = 2	Q137D - A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	1	

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q137E	Clarity of expectations: Campus citizen	SELF_RANK = 2 AND PATH = 2	Q137E - A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	1
Q137F	Clarity of expectations: Broader community	((VERSION < 3) AND (SELF_RANK = 2 AND PATH = 2))	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:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	0
Q137G	Clarity of expectations: Patient care/Client services	SELF_RANK = 2 AND PATH = 2 AND clinical_path = 1	- A provider of patient care/client services - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer; 99, Not applicable}	98	Tenure and Promotion	0	1	0	1	1	0
Q139A	Consistency of messages about tenure	SELF_RANK = 2 AND PATH = 2	Q139A - I have received consistent messages from tenured faculty about the requirements for tenure. - Please rate your level of agreement or disagreement with the following statements	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Tenure and Promotion	0	1	0	1	1	1
Q139B	Tenure decisions are performance-based	SELF_RANK = 2 AND PATH = 2	Q139B - In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance-based criteria (e.g., politics, relationships, and/or demographics). - Please rate your level of agreement or disagreement with the following statements	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Tenure and Promotion	0	1	0	1	1	1
Q140A	Clarity of promotion process	(SELF_RANK = 3 OR 4) AND (PATH = 3)	Q140A - The promotion process in my department - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q140B	Clarity of promotion criteria	(SELF_RANK = 3 OR 4) AND (PATH = 3)	Q140B - The promotion criteria (what things are evaluated) in my department - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q140C	Clarity of promotion standards	(SELF_RANK = 3 OR 4) AND (PATH = 3)	Q140C - The promotion standards (the performance thresholds) in my department - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q140D	Clarity of body of evidence for promotion	(SELF_RANK = 3 OR 4) AND (PATH = 3)	Q140D - The body of evidence (the dossier's contents) considered in making promotion decisions - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q140E	Clarity of time frame for promotion	(SELF_RANK = 3 OR 4) AND (PATH = 3) Q140E - The time frame within which associate professors should apply for promotion - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q140F	Clarity of whether I will be promoted	SELF_RANK = 3 AND PATH = 3 Q140F - My sense of whether or not I will be promoted from associate to full professor - Please rate the clarity of the following aspects of promotion in rank from associate professor to full professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q145A	Formal feedback on promotion to full	SELF_RANK = 3 AND PATH = 3 Q145A - Have you received formal feedback on your progress toward promotion to full professor?	{0, No; 1, Yes; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q145B	Formal feedback on progress toward tenure	SELF_RANK = 2 AND PATH = 2 Q145B - Have you received formal feedback on your progress toward tenure?	{0, No; 1, Yes; 98, Decline to answer}	98	Tenure and Promotion	0	1	0	1	1	1
Q150	Timing of dossier submission for promotion to full	SELF_RANK = 3 AND PATH = 3 Q150 - When do you plan to submit your dossier for promotion to full professor?	{0, Never; 1, In five years or less; 2, In more than five years but less than ten years; 3, In ten years or more; 4, I've already submitted my dossier; 97, I don't know; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Q155_1	Why no promotion: lack of support from chair	SELF_RANK = 3 AND PATH = 3 AND Q150 = 0 OR 3 Q155_1 - Lack of support from my department chair - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_2	Why no promotion: lack of support from colleagues	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q155_2 - Lack of support from my colleagues - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_3	Why no promotion: lack of time/support for research	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q155_3 - Lack of time/support for research - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_4	Why no promotion: heavy teaching load	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q155_4 - Heavy teaching load - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_5	Why no promotion: administrative responsibilities	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q155_5 - Administrative responsibilities - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_6	Why no promotion: family/personal responsibilities	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q155_6 - Family/personal responsibilities - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_7	Why no promotion: have not been signaled	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1) Q155_7 - I have not been signaled to do so by someone in my department - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC	
Q155_8	Why no promotion: not interested	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q155_8 - Not interested in promotion - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_9	Why no promotion: planning to leave	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q155_9 - I am planning to leave the institution - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_10	Why no promotion: plan to retire	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q155_10 - I plan to retire before promotion - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q155_13	Why no promotion: heavy clinical load	(clinical_path=1 AND (((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)))	- Heavy clinical load - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	1	0	1	1	1	0
Q115_12	Why no promotion: other	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q155_12 - Other - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q115_98		((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q155_98 - Decline to answer - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Q115_OTHER	Why no promotion: other	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q155_OTHER - Other [VERBATIM] - What are your primary reasons?	{OPEN-END}	None	Tenure and Promotion	0	0	1	1	1	1
	Clarity of promotion process to assoc	(SELF_RANK = 2) AND (PATH = 3)	- The promotion process in my department - Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
	Clarity of promotion criteria to assoc	(SELF_RANK = 2) AND (PATH = 3)	- The promotion criteria (what things are evaluated) in my department - Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
	Clarity of promotion standards to assoc	(SELF_RANK = 2) AND (PATH = 3)	- The promotion standards (the performance thresholds) in my department - Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
	Clarity of body of evidence for promotion to assoc	(SELF_RANK = 2) AND (PATH = 3)	- The body of evidence (the dossier's contents) considered in making promotion decisions - Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Clarity of time frame for promotion to assoc	(SELF_RANK = 2) AND (PATH = 3)	- The time frame within which assistant professors should apply for promotion - Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Clarity of whether I will be promoted to assoc	SELF_RANK = 2 AND PATH = 3	- My sense of whether or not I will be promoted from assistant to associate professor - Please rate the clarity of the following aspects of promotion in rank from assistant professor to associate professor.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Formal feedback on promotion to assoc	SELF_RANK = 2 AND PATH = 3	- Have you received formal feedback on your progress toward promotion to associate professor?	{0, No; 1, Yes; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Timing of dossier submission for promotion to assoc	SELF_RANK = 2 AND PATH = 3	- When do you plan to submit your dossier for promotion to associate professor?	{0, Never; 1, In five years or less; 2, In more than five years but less than ten years; 3, In ten years or more; 4, I've already submitted my dossier; 97, I don't know; 98, Decline to answer}	98	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: lack of support from chair	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Lack of support from my department chair - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: lack of support from colleagues	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Lack of support from my colleagues - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: lack of time/support for research	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Lack of time/support for research - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: heavy teaching load	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Heavy teaching load - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: administrative responsibilities	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Administrative responsibilities - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: family/personal responsibilities	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Family/personal responsibilities - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: have not been signaled	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- I have not been signaled to do so by someone in my department - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1
Why no promotion to assoc: not interested	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Not interested in promotion - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Why no promotion to associate: planning to leave	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- I am planning to leave the institution - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1	1
Why no promotion to associate: plan to retire	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- I plan to retire before promotion - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1	1
Why no promotion to associate: heavy clinical load	(clinical_path=1 AND (((SELF_RANK = 2) AND (PATH = 3)) OR (PATH = 1)))	- Heavy clinical load - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1	1
Why no promotion to associate: other	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Other - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1	1
	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Decline to answer - What are your primary reasons?	{1, Checked; 0, Unchecked}	None	Tenure and Promotion	0	0	1	1	1	1	1
Why no promotion: other	SELF_RANK = 2 AND PATH = 3 AND Q152 = 0 OR 3	- Other [VERBATIM] - What are your primary reasons?	{OPEN-END}	None	Tenure and Promotion	0	0	1	1	1	1	1
Q450A	PATH = 1	Q450A - The contract renewal process in my department - Please rate the clarity of the following aspects of contract renewal in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q450B	PATH = 1	Q450B - The contract renewal criteria (what things are evaluated) in my department - Please rate the clarity of the following aspects of contract renewal in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q450C	PATH = 1	Q450C - The contract renewal standards (the performance thresholds) in my department - Please rate the clarity of the following aspects of contract renewal in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q450D	PATH = 1	Q450D - The body of evidence (the dossiers' contents) considered in making contract renewal decisions - Please rate the clarity of the following aspects of contract renewal in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q450E	PATH = 1	Q450E - My sense of whether my contract will be renewed - Please rate the clarity of the following aspects of contract renewal in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1

COACHE _variabl e	COACHE_variable_label_brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_val ues_missing	COACHE_th eme	NTT	TT	T	Clin	UNI	LAC	CC
Q460A	Clarity of promotion process for NTT	PATH = 1	Q460A - The promotion process for non-tenure-track faculty in my department - Please rate the clarity of the following aspects of promotion in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q460B	Clarity of promotion criteria for NTT	PATH = 1	Q460B - The criteria (what things are evaluated) for promotion of non-tenure-track faculty in my department - Please rate the clarity of the following aspects of promotion in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q460C	Clarity of promotion standards for NTT	PATH = 1	Q460C - The standards (the performance thresholds) for promotion of non-tenure-track faculty in my department - Please rate the clarity of the following aspects of promotion in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q460D	Clarity of body of evidence for NTT promotion decisions	PATH = 1	Q460D - The body of evidence (the dossiers' contents) considered in making promotion decisions for non-tenure-track faculty in my department - Please rate the clarity of the following aspects of promotion in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q460E	Sense of promotion (NTT)	PATH = 1	Q460E - My sense of whether I will be promoted - Please rate the clarity of the following aspects of promotion in your department.	{1, Very unclear; 2, Somewhat unclear; 3, Neither clear nor unclear; 4, Somewhat clear; 5, Very clear; 98, Decline to answer}	98	Non-Tenure-Track Faculty	1	0	0	1	1	1	1
Q170A	Priorities are stated consistently		Q170A - My institution's priorities are stated consistently across all levels of leadership (i.e. president, provost, deans/division heads, and department chairs/heads). - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q170C	Priorities are acted on consistently		Q170C - My institution's priorities are acted upon consistently across all levels of leadership. - Please rate your level of agreement or disagreement with the following statements (i.e. president, provost, deans/division heads, and department chairs/heads).	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q170D	Changed priorities negatively affect my work		Q170D - In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q175A	Dean: Support in adapting to change	(Q170D = 4 OR 5) AND (Q30 ≠ 3)	Q175A - My dean or division head - In adapting to the changing mission, I have received sufficient support from.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q175B	Head/Chair: Support in adapting to change	(Q170B = 4 OR 5) AND (Q30 ≠ 1)	Q175B - My department head or chair - In adapting to the changing mission, I have received sufficient support from.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1

COACHE _variabl e	COACHE _variable_label _brief	COACHE _base	COACHE _variable_label_full	COACHE _values	COACHE_val ues_missing	COACHE_th eme	NTT	TT	T	Clin	UNI	LAC	CC
Q175C	CAO: Support in adapting to change	(Q170B = 4 OR 5) AND VERSION = 2	Q175C - My chief academic officer (provost, VPAA, dean of faculty) - In adapting to the changing mission, I have received sufficient support from.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	0	1	1
Q180A	Pres/Chancellor: Pace of decision making		Q180A - My institution's president's/chancellor's: Pace of decision making - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q180B	Pres/Chancellor: Stated priorities		Q180B - My institution's president's/chancellor's: Stated priorities - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q180C	Pres/Chancellor: Communication of priorities		Q180C - My institution's president's/chancellor's: Communication of priorities to faculty - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q180L	CAO: Pace of decision making		Q180L - My institution's chief academic officer's (provost, VPAA, dean of faculty): Pace of decision making - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q180M	CAO: Stated priorities		Q180M - My institution's chief academic officer's (provost, VPAA, dean of faculty): Stated priorities - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q180N	CAO: Communication of priorities		Q180N - My institution's chief academic officer's (provost, VPAA, dean of faculty): Communication of priorities to faculty - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q180O	CAO: Ensuring faculty input	VERSION = 2	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 - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	0	1	1
Q185D	Dean: Pace of decision making	Q30 ≠ 3 AND VERSION = 1	Q185D - My dean's or division head's: Pace of decision making - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	0	1
Q185E	Dean: Stated priorities	Q30 ≠ 3 AND VERSION = 1	Q185E - My dean's or division head's: Stated priorities - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	0	1
Q185F	Dean: Communication of priorities	Q30 ≠ 3 AND VERSION = 1	Q185F - My dean's or division head's: Communication of priorities to faculty - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	0	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC	
Q185G	Dean: Ensuring faculty input	Q30 # 3 AND VERSION = 1	Q185G - My dean's or division head's: Ensuring opportunities for faculty to have input into school/college priorities - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	0	1
Q185H	Head/Chair: Pace of decision making	Q30 # 1	Q185H - My department head's or chair's: Pace of decision making - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q185I	Head/Chair: Stated priorities	Q30 # 1	Q185I - My department head's or chair's: Stated priorities - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q185J	Head/Chair: Communication of priorities	Q30 # 1	Q185J - My department head's or chair's: Communication of priorities to faculty - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q185K	Head/Chair: Ensuring faculty input	Q30 # 1	Q185K - My department head's or chair's: Ensuring opportunities for faculty to have input into departmental policy decisions - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
Q185L	Head/Chair: Fairness in evaluating work	Q30 # 1	Q185L - My department head's or chair's: Fairness in evaluating my work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
	Representative faculty body		The questions on this page refer to institution-wide decision making by faculty and administrators. To which representative body of faculty will your responses apply?	{1, Faculty of the whole; 2, Faculty assembly; 3, Faculty senate; 4, Faculty union/Collective bargaining unit; 5, Other (Please describe); 98, Decline to answer}	98	Shared governance	1	1	1	1	1	1	1
	Representative faculty body: Other	If the question above = 11	Q OTHER - Other [VERBATIM] - Please tell us the name of the faculty body responsible	{OPEN-END}	None	Shared governance	1	1	1	1	1	1	1
	Faculty Leadership: Pace of decision making		- The pace of decision making by my institution-wide faculty governing body - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
	Faculty Leadership: Stated priorities		- The stated priorities of my institution-wide faculty governing body - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
	Faculty Leadership: Communication of priorities		- The communication of priorities by my institution-wide faculty governing body - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1
	Faculty Leadership: Ensuring faculty input		- The steps taken by my institution-wide faculty governing body to ensure faculty are included in that body's decision making - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Institutional Governance and Leadership	1	1	1	1	1	1	1

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Shared Governance: Overall effectiveness	- On the whole, rate the effectiveness or ineffectiveness of the shared governance system at your institution.	{1, Very ineffective; 2, Somewhat ineffective; 3, Neither effective nor ineffective; 4, Somewhat effective; 5, Very effective; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Shared Governance	1	1	1	1	1	1	1
Faculty governance structures allow input	- The existing faculty governance structures offer sufficient opportunities for me to provide input on institution wide policies. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Shared Governance	1	1	1	1	1	1	1
Understandable processes for expressing opinions	- I understand the process by which I can express my opinions about institutional policies. - Please rate your level of agreement or disagreement with the following	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Shared Governance	1	1	1	1	1	1	1
Clear rules about roles/authority	- My institution has clear rules about the various roles and authority of the faculty and administration. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Shared Governance	1	1	1	1	1	1	1
Governance in unusual situations	- My institution's shared governance model holds up under unusual situations. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Shared Governance	1	1	1	1	1	1	1
Systematic review of governance process	- My institution systematically reviews the effectiveness of its decision making processes. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Shared Governance	1	1	1	1	1	1	1
Committee progress	The governance committees on which I currently serve make observable progress toward goals.	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 997, I don't know; 8, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Recognition of governance	The progress achieved through governance efforts is publicly recognized.	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Cultivation of new leaders	My institution cultivates new leaders among faculty.	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Decisions made with consensus	- Important institutional decisions are not made until consensus among faculty leaders and senior administrators is achieved.	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Sufficient time for faculty involvement	- Senior administrators ensure that there is sufficient time for faculty to provide input on important decisions.	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Rationale communicated for decisions made	- Once an important decision is made, senior administrators communicate their rationale (e.g., data used for decision, weight of faculty input, etc.).	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Equal say in governance	- have equal say in governance matters. - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Define decision criteria together	- engage each other in defining decision criteria used to evaluate options. - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Respectful consideration of others' views	- respectfully consider one another's views before making important decisions. - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Rules of engagement followed	- follow agreed-upon rules of engagement when there are disagreements. - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Open system of communication	- have an open system of communication for making decisions. - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Shared sense of responsibility for instit. welfare	- share a sense of responsibility for the welfare of the institution. - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Difficult issues discussed in good faith / with trust	- discuss difficult issues in good faith - Faculty leaders and senior administrators...	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 97, I don't know; 98, Decline to answer}	97, 98	Shared Governance	1	1	1	1	1	1	1
Q190A Discussions of undergrad student learning	Q190A - Undergraduate student learning - How often do you engage with faculty in your department in conversations about	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	0	1	1	1
Q190B Discussions of grad student learning	VERSION = 1 Q190B - Graduate student learning - How often do you engage with faculty in your department in conversations about	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	0	1	0	0
Q190C Discussions of effective teaching practices	Q190C - Effective teaching practices - How often do you engage with faculty in your department in conversations about	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	0	1	1	1
Q190D Discussions of effective use of technology	Q190D - Effective use of technology - How often do you engage with faculty in your department in conversations about.	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	1	1	1	1
Q190E Discussions of current research methods	Q190E - Use of current research methodologies - How often do you engage with faculty in your department in conversations about	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	1	1	1	1
Discussions of resident learning	clinical_path = 1 - Resident learning - How often do you engage with faculty in your department in conversations about	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	1	1	1	0
Discussions of effective patient care practices	clinical_path = 1 - Effective patient care practices - How often do you engage with faculty in your department in conversations about	{1, Never; 2, Seldom; 3, Occasionally; 4, Regularly; 5, Frequently; 98, Decline to answer}	98	Engagement	1	1	1	1	1	1	0
Q195A Intellectual vitality of tenured faculty	Q195A - The intellectual vitality of tenured faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195B Intellectual vitality of pre-tenure faculty	Q195B - The intellectual vitality of pre-tenure faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1

COACHE _variabl e	COACHE_variable_label _brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_val ues_missing	COACHE_th eme	NTT	TT	T	Clin	UNI	LAC	CC
Q195C	Scholarly productivity of tenured faculty		Q195C - The research/scholarly/creative productivity of tenured faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195D	Scholarly productivity of pre-tenure faculty		Q195D - The research/scholarly/creative productivity of pre-tenure faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195E	Intellectual vitality of NTT faculty	MODULE = 1, 12, 13, OR 123	Q195E - The intellectual vitality of non-tenure track faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195F	Scholarly productivity of NTT faculty	MODULE = 1, 12, 13, OR 123	Q195F - The research/scholarly/creative productivity of non-tenure track faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195G	Teaching effectiveness of tenured faculty		Q195G- The teaching effectiveness of tenured faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195H	Teaching effectiveness of pre-tenure faculty		Q195H - The teaching effectiveness of pre-tenure faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q195I	Teaching effectiveness of NTT faculty	MODULE = 1, 12, 13, OR 123	Q195I - The teaching effectiveness of non-tenure track faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Engagement	1	1	1	1	1	1	1
Q200A	Right balance between professional/personal		Q200A - I have been able to find the right balance, for me, between my professional life and my personal/family life. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Work and Personal Life Balance	1	1	1	1	1	1	1
Q200B	Inst. does what it can for work/life compatibility		Q200B - My institution does what it can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Work and Personal Life Balance	1	1	1	1	1	1	1
Q200C	Colleagues support work/life balance		Q200C - My departmental colleagues do what they can to make personal/family obligations (e.g. childcare or eldercare) and an academic career compatible. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Work and Personal Life Balance	1	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q200D Meeting times compatible with personal needs	Q200D - Department meetings occur at times that are compatible with my personal/family needs. - Please rate your level of agreement or disagreement with the following		{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Work and Personal Life Balance	1	1	1	1	1	1	1
Q205A Amount of professional interaction w/Pre-tenure	Q205A - The amount of professional interaction you have with pre-tenure faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.		{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Q205B Amount of personal interaction w/Pre-tenure	Q205B - The amount of personal interaction you have with pre-tenure faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.		{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Q205C How well you fit	Q205C - How well you fit in your department (e.g. your sense of belonging in your department) - Please rate your level of satisfaction or dissatisfaction with the following.		{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Q205D Amount of professional interaction w/Tenured	Q205D - The amount of professional interaction you have with tenured faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.		{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Q205E Amount of personal interaction w/Tenured	Q205E - The amount of personal interaction you have with tenured faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.		{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Q205F Amount of professional interaction w/NTT	Q205F - The amount of professional interaction you have with non-tenure track faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	MODULE = 1, 12, 13, OR 123	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Q205G Amount of personal interaction w/NTT	Q205G - The amount of personal interaction you have with non-tenure track faculty in your department - Please rate your level of satisfaction or dissatisfaction with the following.	MODULE = 1, 12, 13, OR 123	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1	1
Recruitment of PT faculty	recruiting part-time faculty. - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	VERSION = 3 AND PATH > 1	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99		0	1	1	1	0	0	1
Management of PT faculty	managing part-time faculty. - Please rate your level of satisfaction or dissatisfaction with the support your institution has offered you for...	VERSION = 3 AND PATH > 1	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99		0	1	1	1	0	0	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q210A	Colleagues pitch in when needed		Q210A - My departmental colleagues "pitch in" when needed. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1
Q210C	Department is collegial		Q210C - On the whole, my department is collegial. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1
Q212A	Colleagues committed to diversity/inclusion		Q212A - On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department- Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1
Q212B	Visible leadership for support of diversity		Q212B - There is visible leadership at my institution for the support and promotion of diversity on campus - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Climate	1	1	1	1	1	1
Q215A	Recognition: For teaching		Q215A - Teaching efforts - How satisfied are you with the recognition you receive for your...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	1
Q215B	Recognition: For advising		Q215B - Student advising - How satisfied are you with the recognition you receive for your...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	1
Q215C	Recognition: For scholarship		Q215C - Scholarly/creative work - How satisfied are you with the recognition you receive for your...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	1
Q215D	Recognition: For service		Q215D - Service contributions (e.g., department/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents) - How satisfied are you with the recognition you receive for your...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	1
Q215E	Recognition: For outreach	(VERSION < 3)	Q215E - Outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education) - How satisfied are you with the recognition you receive for your...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	0
	Recognition: For patient care/client services	clinical_path = 1	- Patient care/client services - How satisfied are you with the recognition you receive for your...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	0

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q215I	Recognition: From colleagues		Q215I - Your colleagues/peers - For all of your work, how satisfied are you with the recognition you receive from...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	1
Q215J	Recognition: From CAO	(SELF_RANK = 3 OR 4) AND (PATH = 3)	Q215J - Your chief academic officer (provost, VPAA, dean of faculty) - For all of your work, how satisfied are you with the recognition you receive from...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	0	0	1	1	1	1
Q215K	Recognition: From Dean	(SELF_RANK = 3 OR 4) AND (PATH = 3) AND (Q30 ≠ 3)	Q215K - Your dean or division head - For all of your work, how satisfied are you with the recognition you receive from...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	0	0	1	1	0	1
Q215L	Recognition: From Head/Chair	Q30 ≠ 1	Q215L - Your department head or chair - For all of your work, how satisfied are you with the recognition you receive from...	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	1	1	1	1	1	1
Q220A	School/college is valued by Pres/Provost	((PATH = 3) AND (SELF_RANK = 3 OR 4)) AND VERSION = 1	Q220A - I feel that my school/college is valued by this institution's President/Chancellor and Provost. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	0	0	1	1	0	1
Q220B	Dept. is valued by Pres/Provost	((PATH = 3) AND (SELF_RANK = 3 OR 4)) AND VERSION = 1	Q220B - I feel that my department is valued by this institution's President/Chancellor and Provost. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 98, Decline to answer; 99, Not applicable}	98, 99	Appreciation and Recognition	0	0	1	1	1	1
Q225x11_1	Have sought an outside job offer		Q225x11_1 - Actively sought an outside job offer - Which of the following have you done at this institution in the past five years?	{1, Yes; 0, No}	None	Recruitment and Retention	1	1	1	1	1	1
Q225x11_2	Have received a formal job offer		Q225x11_2 - Received a formal job offer - Which of the following have you done at this institution in the past five years?	{1, Yes; 0, No}	None	Recruitment and Retention	1	1	1	1	1	1
Q225x11_3	Renegotiated contract terms		Q225x11_3 - Renegotiated the terms of your employment (with, for example, a department chair or dean) - Which of the following have you done at this institution in the past five years?	{1, Yes; 0, No}	None	Recruitment and Retention	1	1	1	1	1	1
Q225x11_0	Have not sought/received offers or renegotiated		Q225x11_0 - None of the above - Which of the following have you done at this institution in the past five years?	{1, Yes; 0, No}	None	Recruitment and Retention	1	1	1	1	1	1
Q225x11_98			Q225x11_98 - Decline to answer - Which of the following have you done at this institution in the past five years?	{1, Yes; 0, No}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_1	Renegotiated: Base salary	Q225x11_3 = 1	Q230_1 - Base salary - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q230_2	Renegotiated: Supplemental salary	Q225x11_3 = 1	Q230_2 - Supplemental salary (e.g., summer, intersession, overload) - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_3	Renegotiated: Tenure clock	Q225x11_3 = 1	Q230_3 - Tenure clock - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_4	Renegotiated: Teaching load	Q225x11_3 = 1	Q230_4 - Teaching load (e.g., course release) - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_5	Renegotiated: Administrative responsibilities	Q225x11_3 = 1	Q230_5 - Administrative responsibilities - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_7	Renegotiated: Equipment	Q225x11_3 = 1	Q230_7 - Equipment - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_8	Renegotiated: Lab/research support	Q225x11_3 = 1	Q230_8 - Lab/research support - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_9	Renegotiated: Employment for spouse/partner	Q225x11_3 = 1	Q230_9 - Employment for spouse/partner - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_10	Renegotiated: Sabbatical	Q225x11_3 = 1	Q230_10 - Sabbatical or other leave time - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_11	Renegotiated: Other	Q225x11_3 = 1	Q230_11 - Other - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_0	Renegotiated: No adjustments	Q225x11_3 = 1	Q230_0 - No adjustments resulted from those negotiations - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_98		Q225x11_3 = 1	Q230_98 - Decline to answer - Which of the following items were adjusted as a result of those negotiations?	{1, Checked; 0, Unchecked}	None	Recruitment and Retention	1	1	1	1	1	1
Q230_OTHER		Q225x11_3 = 1	Q230_OTHER - Other [VERBATIM] - Which of the following items were adjusted as a result of those negotiations?	{OPEN-END}	None	Recruitment and Retention	1	1	1	1	1	1
Q235	Most wish to renegotiate	Q225 <> 3	Q235 - If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	{1, Base salary; 2, Supplemental salary (e.g., summer, intersession, overload); 3, Tenure clock; 4, Teaching load (e.g., course release); 5, Administrative responsibilities; 7, Equipment; 8, Lab/research support; 9, Employment for spouse/partner; 10, Sabbatical or other leave time; 11, Other (Please specify); 0, There is nothing about my employment that I wish to adjust; 98, Decline to answer}	98	Recruitment and Retention	1	1	1	1	1	1

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Q235_OTHER		Q225 <> 3	Q235_OTHER - Other [VERBATIM] - If you could negotiate adjustments to your employment, which one of the following items would you most like to adjust?	{(OPEN-END)}	None	Recruitment and Retention	1	1	1	1	1	1
Q240A	Outside offers are necessary in negotiations	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q240A - Outside offers are not necessary as leverage in compensation negotiations - Please rate your level of agreement or disagreement with the following statement(s).	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Recruitment and Retention	1	0	1	1	1	1
Q240B	Dept. is successful at faculty recruitment	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q240B - My department is successful at recruiting high-quality faculty members - Please rate your level of agreement or disagreement with the following statement(s).	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Recruitment and Retention	1	0	1	1	1	1
Q240C	Dept. is successful at faculty retention	((SELF_RANK = 3 OR 4) AND (PATH = 3)) OR (PATH = 1)	Q240C - My department is successful at retaining high-quality faculty members - Please rate your level of agreement or disagreement with the following statement(s).	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Recruitment and Retention	1	0	1	1	1	1
Q240D	Dept. addresses sub-standard performance		Q240D - My department is successful at addressing sub-standard tenured faculty performance - Please rate your level of agreement or disagreement with the following statement(s).	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Recruitment and Retention	1	1	1	1	1	1
Q245A	CAO cares about faculty of my rank		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. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Global Satisfaction	1	1	1	1	1	1
Q245D	I would again choose this institution		Q245D - If I had it to do all over, I would again choose to work at this institution. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Global Satisfaction	1	1	1	1	1	1
	I would again choose a CC	VERSION = 3	- If I had it to do all over, I would again choose to work at a community college. - Please rate your level of agreement or disagreement with the following statements.	{1, Strongly disagree; 2, Somewhat disagree; 3, Neither agree nor disagree; 4, Somewhat agree; 5, Strongly agree; 97, I don't know; 98, Decline to answer; 99, Not applicable}	97, 98, 99	Global Satisfaction	1	1	1	0	0	0
Q250A	Department as a place to work		Q250A - All things considered, your department as a place to work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Global Satisfaction	1	1	1	1	1	1
Q250B	Institution as a place to work		Q250B - All things considered, your institution as a place to work - Please rate your level of satisfaction or dissatisfaction with the following.	{1, Very dissatisfied; 2, Dissatisfied; 3, Neither satisfied nor dissatisfied; 4, Satisfied; 5, Very satisfied; 98, Decline to answer; 99, Not applicable}	98, 99	Global Satisfaction	1	1	1	1	1	1
Q255A	Intent to leave: Tenured	(SELF_RANK > 1) AND (PATH = 3)	Q255A - How long do you plan to remain at this institution?	{1, For no more than five years; 2, More than five years but less than ten; 3, Ten years or more; 97, I don't know; 98, Decline to answer}	97, 98	Global Satisfaction	0	0	1	1	1	1
Q255B	Intent to leave: Pre-tenure	SELF_RANK = 2 AND PATH = 2	Q255B - Assuming you achieve tenure, how long do you plan to remain at this institution?	{1, For no more than five years after earning tenure; 2, More than five years but less than ten; 3, Ten years or more; 97, I don't know; 98, Decline to answer}	97, 98	Global Satisfaction	0	1	0	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q255C	Intent to leave: NTT	PATH = 1	Q255C - How long do you plan to remain at this institution?	{1, Less than 1 year; 2, 1 to 2 years; 3, 3 to 4 years; 4, 5 to 9 years; 5, 10 or more years; 9, I don't know; 97, My contract will not be renewed; 98, Decline to answer}	98	Global Satisfaction	1	0	0	1	1	1
Q260	Reason for leaving		Q260 - If you were to choose to leave your institution, what would be your primary reason?	{1, To improve your salary/benefits; 3, To find a more collegial work environment; 4, To find an employer who provides more resources in support of your work; 5, To work at an institution whose priorities match your own; 6, To pursue an administrative position in higher education (e.g. chair, dean, or provost); 7, To pursue a nonacademic job; 8, To improve the employment opportunities for your spouse/partner; 9, For other family or personal needs; 10, To improve your quality of life; 11, To retire; 13, To move to a preferred geographic location; 14, Other (Please specify); 0, There is no reason why I would choose to leave this Institution; 98, Decline to answer}	98	Global Satisfaction	1	1	1	1	1	1
Q260_OTHER	Reason for leaving: Other [open-ended]		Q260_OTHER - Other [VERBATIM] - If you were to choose to leave your institution, what would be your primary reason?	{OPEN-END}	None	Global Satisfaction	1	1	1	1	1	1
Q265	Recommend department		Q265 - If a candidate for a faculty position at your rank asked you about your department as a place to work, would you...	{0, Not recommend your department as a place to work; 1, Recommend your department with reservations; 2, Strongly recommend your department as a place to work; 98, Decline to answer}	98	Global Satisfaction	1	1	1	1	1	1
Q267A_1			Q267A_1 - Quality of colleagues - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1
Q267A_2			Q267A_2 - Support of colleagues - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1
Q267A_3			Q267A_3 - Opportunities to collaborate with colleagues - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1
Q267A_4		VERSION < 3	Q267A_4 - Quality of graduate students - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	0
Q267A_5			Q267A_5 - Quality of undergraduate students - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1
Q267A_6			Q267A_6 - Quality of facilities - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q267A_7	Q267A_7 - Support for research/creative work - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_8	Q267A_8 - Support for teaching - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_9	Q267A_9 - Support for professional development - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_10	Q267A_10 - Assistance for grant proposals - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_11	Q267A_11 - Childcare policies/practices - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_12	Q267A_12 - Availability/quality of childcare facilities - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_13	Q267A_13 - Spousal/partner hiring program - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_14	Q267A_14 - Compensation - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_15	Q267A_15 - Geographic location - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_16	Q267A_16 - Diversity - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_17	Q267A_17 - Presence of others like me - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_18	Q267A_18 - My sense of "fit" here - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_19	Q267A_19 - Protections from service/assignments - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_20	Q267A_20 - Commute - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_21	Q267A_21 - Cost of living - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q267A_23	Q267A_23 - Teaching load - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_27	Q267A_27 - Manageable pressure to perform - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_28	Q267A_28 - Academic freedom - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_29	Q267A_29 - Tenure/promotion clarity or requirements - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_30	Q267A_30 - Quality of leadership - Please check the two (and only two) BEST aspects about working at your institution	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
	clinical_path = 1 - Patient care/client services - Please check the two (and only two) BEST aspects about working at your institution	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	0
Q267A_94	Q267A_94 - Other 1 - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_95	Q267A_95 - Other 2 - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_99	Q267A_99 - There are no positive aspects - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_98	Q267A_98 - Decline to answer - Please check the two (and only two) BEST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_OTHER1	Q267A_OTHER1 - Other1 [VERBATIM] - Please check the two (and only two) BEST aspects about working at your institution.	{OPEN-END}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267A_OTHER2	Q267A_OTHER2 - Other2 [VERBATIM] - Please check the two (and only two) BEST aspects about working at your institution.	{OPEN-END}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_1	Q267B_1 - Quality of colleagues - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_2	Q267B_2 - Support of colleagues - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_3	Q267B_3 - Opportunities to collaborate with colleagues - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q267B_4	VERSION < 3	Q267B_4 - Quality of graduate students - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	0
Q267B_5		Q267B_5 - Quality of undergraduate students - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_6		Q267B_6 - Quality of facilities - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_7		Q267B_7 - Lack of support for research/creative work - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_8		Q267B_8 - Lack of support for teaching - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_9		Q267B_9 - Lack of support for professional development - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_10		Q267B_10 - Lack of assistance for grant proposals - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_11		Q267B_11 - Childcare policies/practices (or lack thereof) - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_12		Q267B_12 - Availability/quality of childcare facilities - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_13		Q267B_13 - Spousal/partner hiring program (or lack thereof) - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_14		Q267B_14 - Compensation - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_15		Q267B_15 - Geographic location - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_16		Q267B_16 - Lack of diversity - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_17		Q267B_17 - Absence of others like me - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q267B_18		Q267B_18 - My lack of "fit" here - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_19		Q267B_19 - Too much service/too many assignments - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_20		Q267B_20 - Commute - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_21		Q267B_21 - Cost of living - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_23		Q267B_23 - Teaching load - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_27		Q267B_27 - Unrelenting pressure to perform - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_28		Q267B_28 - Academic freedom - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_29		Q267B_29 - Tenure/promotion clarity or requirements - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_30		Q267B_30 - Quality of leadership - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
	clinical_path = 1	- Patient care/client services - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	0
Q267B_94		Q267B_94 - Other 1 - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_95		Q267B_95 - Other 2 - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_99		Q267B_99 - There are no positive aspects - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_98		Q267B_98 - Decline to answer - Please check the two (and only two) WORST aspects about working at your institution.	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q267B_OTHER1		Q267B_OTHER1 - Other1 [VERBATIM] - Please check the two (and only two) BEST aspects about working at your institution.	{OPEN-END}	None	Global Satisfaction	1	1	1	1	1	1	1

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
Q267B_OTHER2	Q267B_OTHER2 - Other2 [VERBATIM] - Please check the two (and only two) BEST aspects about working at your institution.	{OPEN-END}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_1	Q270_1 - Appreciation and recognition - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_2	Q270_2 - Collaboration and interdisciplinary work - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_3	Q270_3 - Compensation and benefits - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_4	Q270_4 - Culture - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_5	Q270_5 - Departmental collegiality - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_6	Q270_6 - Departmental engagement - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_7	Q270_7 - Departmental quality - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_8	Q270_8 - Diversity - [Theme] Number one thing institution could do to improve the	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_9	Q270_9 - Facilities and resources for work - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_10	Q270_10 - Leadership (Departmental) - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_11	Q270_11 - Leadership (Divisional) - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_12	Q270_12 - Leadership (General) - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_13	Q270_13 - Leadership (Senior) - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_14	Q270_14 - Mentoring - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_15	Q270_15 - Nature of work: General - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_16	Q270_16 - Nature of work: Resarch - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1

COACHE _variabl e	COACHE_variable_label_brief	COACHE_base	COACHE_variable_label_full	COACHE_values	COACHE_val ues_missing	COACHE_th eme	NTT	TT	T	Clin	UNI	LAC	CC
Q270_17			Q270_17 - Nature of work: Service - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_18			Q270_18 - Nature of work: Teaching - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_19			Q270_19 - Professional development - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_20			Q270_20 - Promotion- [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_21			Q270_21 - Tenure - [Theme] Number one thing institution could do to improve the	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_22			Q270_22 - Work and personal life balance - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_23			Q270_23 - Other - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q270_98			Q270_98 - Decline to answer - [Theme] Number one thing institution could do to improve the workplace	{1, Checked; 0, Unchecked}	None	Global Satisfaction	1	1	1	1	1	1	1
Q325_20 12	Surveys: Number from inst.		Q325 - In the past year, how many surveys do you recall being asked by someone at your institution to complete?	{0, 0; 1, 1; 2, 2; 3, 3; 4, 4; 5, 5; 6, 6; 7, 7; 8, 8; 9, 9; 10, 10; 11, More than 10; 97, I don't recall; 98, Decline to answer}	98	Survey Attitudes	1	1	1	1	1	1	1
Q330_20 12	Surveys: Declined		Q330 - In the past year, have you declined to participate in what appeared to you to be a legitimate survey for faculty?	{1, Yes; 0, No; 97, I don't recall; 98, Decline to answer}	98	Survey Attitudes	1	1	1	1	1	1	1
Q335_20 12	Surveys: Reasons for declining		Q335 - Why did you decline to participate?	{OPEN-END; 98, Decline to answer}	98	Survey Attitudes	1	1	1	1	1	1	1
Q340_20 12	Surveys: Why COACHE?		Q340 - Why did you choose to participate in this COACHE survey?	{OPEN-END; 98, Decline to answer}	98	Survey Attitudes	1	1	1	1	1	1	1
Q345_20 12	Surveys: Institutional actions		Q345 - Please describe at least one action or activity that resulted from an employee survey administered at [INSTITUTION] in the past three years?	{OPEN-END; 98, Decline to answer}	98	Survey Attitudes	1	1	1	1	1	1	1
Q350_20 12	Surveys: Importance to policy decisions		Q350 - How important a role do you think faculty surveys currently play in determining the policies of this institution?	{1, Very unimportant; 2, Unimportant; 3, Neither important nor unimportant; 4, Important; 5, Very important; 97, I don't know; 98, Decline to answer; 99, Not applicable}	98	Survey Attitudes	1	1	1	1	1	1	1
INSTITUTION			Institution name [COACHE]			Institutional Data File							
SCHOOL			School/College/Division [INSTITUTION]			Institutional Data File							
DEPT			Department [INSTITUTION]			Institutional Data File							
CIP			Classification of Instructional Programs (CIP) [INSTITUTION]			Institutional Data File							

COACHE_variable_label_brief	COACHE_variable_label_full	COACHE_base	COACHE_values	COACHE_values_missing	COACHE_theme	NTT	TT	T	Clin	UNI	LAC	CC
UNITID			IPEDS UnitID		Institutional Data File							
CONTROL			Control (Public/Private) [COACHE]		Institutional Data File							
ACAREA			Academic area code, defined by COACHE [INSTITUTION]		Institutional Data File							
YEARHIRE			Year hired to a tenure track position at this institution [INSTITUTION]		Institutional Data File							
YEAR	Year survey administered				Institutional Data File							

* =
Although coded as a missing value in the determination of mean value, this response will count as valid in reports of frequencies.