

COACHE

The Collaborative on Academic Careers in Higher Education

The initiative to improve
faculty recruitment, retention,
and work/life quality

University of Wyoming
Tenure-Track Faculty Job Satisfaction Survey
Institutional Report
2007-2008



HARVARD
GRADUATE SCHOOL OF EDUCATION

8 Story Street, 5th Floor • Cambridge, Mass. 02138 • 617.496.9348 • coache@gse.harvard.edu • www.coache.org

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Contact information:

The Collaborative on Academic Careers in Higher Education (COACHE)
Harvard Graduate School of Education
8 Story Street, 5th Floor
Cambridge, MA 02138

Email: coache@gse.harvard.edu
URL: <http://www.coache.org>
Voice: 617-496-9348
Fax: 617-496-9350

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The Collaborative on Academic Careers in Higher Education

TABLE OF CONTENTS

Guide to Your Institutional Report	i
Content	i
Method	vii
Statistical Terms in the Institutional Report	ix
Executive Summary	1
Survey Results	10
Response Rate, Weight Scales, and Peer Group	11
Theme I: Tenure	12
Theme II: Nature of the Work	70
Theme III: Policies and Practices	125
Theme IV: Climate, Culture, and Collegiality	150
Theme V: Global Satisfaction	190
Analysis by Academic Area	213
Appendix A: Frequency Tables	
Appendix B: Open-Ended Responses	
Appendix C: Survey Instrument	

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Guide to Your Institutional Report

COACHE

The Collaborative on Academic Careers in Higher Education

GUIDE TO YOUR COACHE INSTITUTIONAL REPORT

One of the great strengths of an institution of higher education is its faculty. Research literature demonstrates that the faculty are affected by their perception of the values and rewards in their work environment and that supportive environments promote faculty satisfaction, which can lead to increased productivity and retention. With this understanding, the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education developed the Tenure-Track Faculty Job Satisfaction Survey to be a diagnostic and comparative management tool for college and university policymakers. The first stage of this endeavor consisted of focus groups with pre-tenure faculty designed to elicit information on what comprises workplace and career satisfaction. This work, combined with the extant literature on faculty satisfaction, reviews of institutional satisfaction surveys, and conversations with numerous stakeholders, led to the development of the survey. We have now administered the Tenure-Track Faculty Job Satisfaction Survey at over one hundred colleges and universities, each of whom receives their custom version of this benchmarking report and comparative analysis.

Membership in the Collaborative, however, does not conclude with delivery of this report. Our mission to make the academy a more attractive place to work is advanced only when supported by institutional action. To that end, COACHE is your partner and a resource for maximizing the ability of your data to initiate dialogue, recruit talented new scholars, and further the work satisfaction of all faculty at your institution. Please contact us at any time to discuss the continuing benefits of COACHE participation.

CONTENTS

The data provided in your COACHE Institutional Report tell the unique story of your junior faculty's experiences working at your institution. The report is comprised of an executive summary, a question-by-question analysis of survey results, special analyses, and highly detailed appendices. This guide will acquaint you with the contents and organization of your report as you navigate through its various layers.

I. Executive Summary

The executive summary gives an overview of what your pre-tenure, tenure-track faculty members think about working at your institution. It shows, in a condensed fashion, your institution's strengths and weaknesses, in relation to the five peer institutions you chose for comparison, as well as in relation to all COACHE universities. The Executive Summary is composed of four parts, each of which represents a different aspect of the data or level of analysis. Together, these four components provide a comprehensive distillation of the data.

A. Institutional Profile, by Theme. The survey collects information according to five themes:

- *Tenure:* Clarity and reasonableness of tenure process and criteria
- *Nature of the Work:* Satisfaction with work-related duties and support services
- *Policies and Practices:* Policy importance, effectiveness, and satisfaction
- *Climate, Culture, Collegiality:* Satisfaction with cultural and interpersonal aspects of work environment
- *Global Satisfaction:* Overall satisfaction with the institution as workplace

The institutional profile features an "at-a-glance" bar chart showing your pre-tenure faculty's mean scores among those at your benchmark peers.¹ Each bar in the chart shows the percentage of items within a particular theme on which your institution scored in the a) top third (ranked first or second; green), b) middle third (ranked third or fourth; gray), and c) bottom third (ranked fifth or sixth; red). Mean scores are averages of responses on a five-point Likert-type scale. The names of your five peer institutions appear below the chart.

¹ The results of the survey's demographic questions (1 through 18) are in Appendix A, "Frequency Tables."

B. Results Presented by Theme. This section presents five charts showing the results of the individual survey items by theme. Each chart shows:

1. your junior faculty's mean scores for each survey item;
2. how each mean score ranks relative to your five peers – overall, by gender, and by race; and
3. gender and race differences within your institution.²

For each theme, we display the responses to each survey item ranked *highest to lowest* by mean rating on a five-point scale (5 = highest).

Column 1 mean ratings show where your pre-tenure faculty are on average most satisfied and least satisfied.

Columns 2, 3, and 4 show, for each item, how the mean ratings of your pre-tenure faculty rank in relation to the means at your five peers, for faculty overall, grouped by gender, and grouped by race (i.e., white faculty and faculty of color³). A plus sign (+) in a cell indicates that your faculty's mean score on that item ranked in the top two out of six peers (your institution plus your five peer institutions). A minus sign (-) indicates that your faculty's mean score on that item ranked in the bottom two out of six peers. A blank cell indicates a score ranking third or fourth among peer scores. For Columns 3 and 4, we used the following symbols: *F = Females*, *M = Males*, *W = White Faculty*, and *C = Faculty of Color*. As with the overall scores, a "+" or "-" symbol indicates respectively a mean score in the top or bottom third of your peer group. For example, "F+" indicates that the female faculty at your institution had a mean score on that item ranking in the top two out of six peers (your institution plus your five peer institutions).

Columns 5 and 6 highlight for each question any disparities *within your institution* based on gender and race. Because each of these columns compares means between two distinct groups on your campus (i.e., men and women; whites and faculty of color), we used a test of statistical significance. The letter designations (e.g., F, M, W, C) in a given cell indicate responses where the difference between the two means is large enough that it is very unlikely (less than 5% chance) to have occurred by chance alone. Where there are no statistically significant differences, the cells are left blank. The letter designations and "greater than" (>) and "less than" (<) symbols indicate which group has the higher score.

C. Policies and Practices Summary. For each of 16 policies, respondents rated how important the policy is or would be to their success and how effective each policy is at their institution. This section of your report consists of two charts. For each policy, the top chart shows the percentage of respondents who indicated that it was both important and effective, whereas the bottom chart shows the percentage who indicated that it was important and ineffective (or not offered). Higher percentages in the top chart indicate relatively successful policies, whereas higher percentages in the bottom chart indicate policies that your junior faculty think would lead to their success, but that are currently absent or not working well at your institution.

D. Best and Worst Aspects about Working at Your Institution. Respondents saw a list of aspects of working at an institution (e.g., support for teaching; quality of graduate students), and chose the two they perceived to be the "best" at your institution and two they perceived to be the "worst." The table in this section shows the four aspects most frequently mentioned as one of the two best aspects at your institution, and the four most frequently chosen as one of the two worst aspects, overall, by gender, and by race. The two columns to the right show how many other peers (out of 5) and how many other COACHE universities also had the item in their top four best (or worst) aspects. See *Appendix C* for the list of aspects from which respondents made their choices.

² Only statistically significant differences are shown here (see below, *Statistical Terms in the Institutional Report*).

³ To ensure the confidentiality of all responses, "faculty of color" as a category is not further disaggregated by racial and ethnic groups.

II. Survey Results

The survey results begin with the survey response rates, weight scales, and your selected peers. Then, for each survey item (excluding the demographic questions and the *special questions* outlined below), the Report presents, in three pages, the results of pre-tenure faculty respondents as a whole (Overall Results), for males and females separately (Gender Results), and for white faculty and faculty of color (Race Results).

To understand the format of your COACHE survey results, refer to the descriptions below and to the sample page at right.

A. At your institution: Statements under this heading compare the mean scores of sub-groups defined by gender or by race. A *t-test* at the standard $p < .05$ level was used to determine statistically significant differences.⁴

B. Compared to your peers: These statements indicate the rank of your faculty’s mean score relative to those at your five COACHE peers (i.e., out of six).

C. Among all universities: These statements indicate the percentile⁵ of your faculty’s mean score relative to all participating COACHE universities. In the context of this survey, higher percentile ranks indicate strengths; lower ranks indicate weaknesses.

D. Across all universities: These statements compare the mean scores of gender or racial subgroups across all survey respondents at COACHE universities, based on *t-tests* (see “*At your institution*” above).

E. Data table: This table contains the mean ratings of faculty at your institution, at your peer institutions, and across all universities. Further descriptive statistics are provided: standard deviation (SD), standard error (SE), and the 95% confidence interval (CI) of the mean. The rows labeled “Your peers” and “All Universities” indicate the mean of the five peer mean scores and of all COACHE universities, respectively. No CI is given for the mean of your five peers or of all universities, as these means are calculated directly, without the need for statistical inference. Also, means are not reported in demographic categories where there were too few respondents at your institution or at your peers.

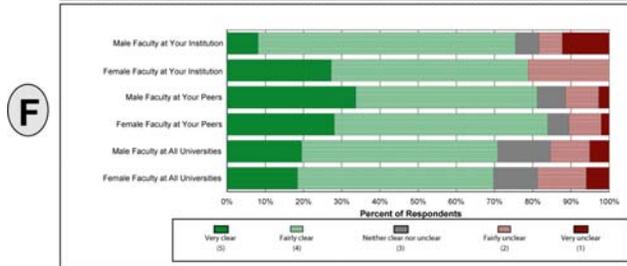
F. Frequency chart: This chart illustrates the frequency of each of the five scale points in percentages for faculty at your institution, at your peer institutions, and at all COACHE universities combined. Exact frequencies can be seen in Appendix A, “Frequency Tables.”

Question 19. I find the tenure process in my department to be...
Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

- A At your institution:**
 - Within your institution, there were no significant gender differences in clarity of the tenure process.
- B Compared to your peers:**
 - In relation to male junior faculty at your peers, your male junior faculty ranked sixth on clarity of the tenure process.
 - In relation to female junior faculty at your peers, your female junior faculty ranked fifth on clarity of the tenure process.
- C Among all universities:**
 - Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on clarity of the tenure process.
 - Among female junior faculty at all universities, your female junior faculty ranked in the 80th percentile on clarity of the tenure process.
- D Across all universities:**
 - Across all universities, there were no significant gender differences in clarity of the tenure process.

	Males				Females			
	Mean	STD.	STE	95% CI of Mean	Mean	STD.	STE	95% CI of Mean
Your institution	3.530	1.1190	0.2195	2.904 to 4.125	3.948	1.0718	0.2285	3.373 to 4.324
Faculty at Peer 1	3.707	0.9978	0.2578	3.154 to 4.259	3.953	0.7692	0.2133	3.488 to 4.418
Peer 2	4.183	0.8817	0.2204	3.713 to 4.653	4.006	0.9258	0.1750	3.647 to 4.365
Peer 3	3.707	1.0125	0.1202	3.467 to 3.947	3.645	0.7998	0.1485	3.341 to 3.949
Peer 4	4.236	0.9991	0.2039	3.814 to 4.657	4.067	0.9833	0.2096	3.631 to 4.503
Peer 5	4.199	0.9439	0.1377	3.922 to 4.476	4.298	0.8641	0.1056	4.087 to 4.509
Your Peers (n=5)	4.006	0.2451	0.1096	N/A	3.994	0.2104	0.0941	N/A
All Universities (n=54)	3.699	0.2656	0.0361	N/A	3.634	0.2706	0.0368	N/A



⁴ *Significance tests* were performed to determine whether the difference between group mean scores is *statistically* significant (i.e., there was at most 5% likelihood that the difference between groups occurred by chance alone). However, even when the difference is not statistically significant, it can be meaningful and *practically* significant. For example, differences in means between subgroups with fewer than 30 participants are difficult to detect with statistical tests. Under such circumstances, meaningful differences might exist regardless of these test results.

⁵ *Percentile* indicates the percent of scores that fall at or below your institution’s score.

Therefore, the pages of results for most COACHE survey questions present the following information:

	Your mean score's rank relative to your peers	Your percentile rank among all universities	Differences between groups within your institution	Differences between groups across all universities	Table of means: your institution, your peers, all universities	Frequency chart: your institution, your peers, all universities
<i>Overall results</i>	•	•			•	•
<i>Gender results</i>	•	•	•	•	•	•
<i>Race results</i>	•	•	•	•	•	•
<i>Academic area results</i>	•	•	•			

Interpreting Results: Means and Frequencies. While a group's mean score on an item gives valuable information about the group's central tendency, the frequency can tell you the extent to which the group is polarized in their responses. For example, consider the following two hypothetical cases:

- 1) In one case, half of a group of pre-tenure faculty chose "1" on a 5-point scale (e.g., *Very dissatisfied*), and half chose "5" (*Very satisfied*);
- 2) In the second case, every respondent in the group chose "3" (*Neither satisfied nor dissatisfied*).

In both cases, the mean score is 3.0; however, whereas in the second case the mean reflects individuals' attitudes very accurately, in the first case, the mean (*Neither satisfied nor dissatisfied*) does not actually reflect the attitude of anyone in the group. Rather, this group seems to be made up of two sub-groups with very different attitudes. It is important to take into account the polarization of scores when considering policy changes in order to gain a greater understanding of how faculty members will be affected.

For actual percentages of each response at your institution, see Appendix A, "Frequency Tables."

New Questions for 2007-08. In response to requests from member institutions, some survey dimensions were added or altered for the 2007-08 survey administration. For these few items, peer comparisons are unavailable. However, we do present your faculty's responses alongside those of faculty at institutions who were administered these new questions.

III. Special Analyses

Importance and Effectiveness of Policies and Practices. For this section (Theme III; Questions 34a and 34b) respondents saw a list of 16 policies common at academic workplaces; for each, they rated how *important* the policy is or would be to their success, and how *effective* it is at their institution. Respondents could also indicate that the policy is not offered at their institution.

The results are summarized in five tables: overall, for males, for females, for white faculty, and for faculty of color. The columns of most interest are those that show the percent of faculty who rated the policy as: *important*, but *ineffective* or *not offered* (Column 2) and the percent who rated it as both *important* and *effective* (Column 3). Policies with higher percentages in Column 2 are working well at your institution, whereas those with higher percentages in Column 3 are working less well, and can perhaps be targeted for improvement.

Best and Worst Aspects of Working at This Institution. For these questions (Theme V; Questions 44a and 44b), respondents saw a list of 28 common attributes of institutions as workplaces, and chose the two they perceived to be the “best” and the two they perceived to be the “worst.” The table presented in this section shows (overall, by gender, and by race) the four aspects most frequently mentioned as one of the two *best* aspects, and the four most frequently chosen as one of the two *worst* aspects. The two columns to the right show how many peers (out of 5) and how many other COACHE institutions also had the item in their top four best or worst aspects. See Appendix C (“Survey Instrument”) to see the list of aspects from which respondents chose.

The second page of these results lists the responses submitted by faculty who named their own best or worst aspects instead of or in addition to choosing from the list.

Survey Results by Academic Area. This analysis is the result of our efforts to categorize faculty at all COACHE universities into discrete “academic areas” to permit comparison of survey responses across institutions. These definitions arose from a review of structural designations (i.e., schools and colleges, which differ from campus to campus) and CIP codes (which are too narrowly defined for meaningful reporting).

As there is currently no uniform system of nomenclature among the schools and colleges of COACHE institutions, we hope that the following 12 academic areas strike a useful—if imperfect—compromise suitable for this analysis:

- Humanities
- Visual and Performing Arts
- Social Sciences
- Physical Sciences
- Biological Sciences
- Engineering, Computer Science, Mathematics, and Statistics
- Agriculture, Natural Resources, and Environmental Science
- Business
- Education
- Health and Human Ecology
- Medical Schools and Health Professions
- Other Professions, including (among others) Architecture, Journalism, Law, Library

- A. At your institution:** The first set of tables shows the relative performance of the academic areas within your institution. For each item, your pre-tenure faculty’s mean scores are shown for 12 academic areas, listed in order from highest to lowest mean. To protect the identity of respondents, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from an academic area within an institution) are not reported.
- B. Compared to peers and all COACHE universities:** The second set of tables shows, for each item, your pre-tenure faculty’s mean score for each academic area as expressed as a ranking among at your peers (rank 1-6) and as a percentile among all universities for that academic area. Again, to protect the identity of respondents, cells with fewer than five data points are not reported.

If your institution would like to receive custom analyses by school or college, please contact COACHE at coache@gse.harvard.edu.

IV. Appendices

Appendix A: Frequency Tables. This appendix shows, for each survey item, the percent of respondents at your institution who chose each response option.

Demographic results include the combined percentage at your five peers and at all universities.

For questions in each of the five themes, percentages of each response option chosen by your pre-tenure faculty are shown for each survey item overall, by gender, and by race. The following percentages are also shown in the frequency tables for each item:

- Percentages at each of your five peers separately
- The mean percentage for all five peers combined
- The mean percentage for all universities

Also included in the Frequency Tables are the mean scores for your institution, for your peers individually, for your peers combined, and for all universities combined. These latter two means may differ from the “mean of the means” reported in the “Survey Results” tables in that the means here are calculated by adding each individual respondent’s rating and dividing by the total number of responses at your peers (i.e., the respondent is the unit of analysis). The means in the “Survey Results” tables, on the other hand, are calculated by adding each institution’s mean, then dividing by the number of institutions (i.e., the institution is the unit of analysis).

As explained earlier in this Guide, the relative frequencies of each response for each item can provide crucial information not given by the mean score alone. While a group’s mean score on an item gives valuable information about the group’s central tendency, the frequency can tell you how polarized the group is in their responses.

Appendix B: Open-ended Responses. This section shows the comments written by your pre-tenure faculty in response to follow-up questions to three survey items and to one open-ended question:

Q27b. On what are tenure decisions in your department primarily based? Subjects were asked this follow-up question if they responded “Somewhat disagree” or “Strongly disagree” to Question 27a (“From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.”).

Q46a. Who serves as the chief academic officer at your institution? Subjects responding “other” were asked to specify.

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution? Subjects responding “For no more than 5 years after earning tenure” to this question were asked to specify their reasons.

Q51. Please use the space below to tell us the number one thing that you, personally, think your institution should do in order to be a great place to work.

Appendix C: Survey Instrument. For your reference, a “static” version of the web-based instrument is provided in the first appendix. Please note that this medium does not accurately indicate survey “skip” patterns, where some items may be skipped because of responses to previous questions. For information about survey development and validation, see the *COACHE Overview*, below.

Appendix D: Responses to Custom Questions. For institutions that appended additional, custom questions to the COACHE survey, the results are displayed in cross-tabulations and/or open-ended narrative in this section.

METHOD

Background. The principal purposes of the Collaborative on Academic Careers in Higher Education (COACHE) survey are two-fold: (1) to enlighten academic leaders about the experiences and concerns of full-time, tenure-track faculty; and (2) to provide data that lead to informed discussions and appropriate actions to improve the quality of work/life for those faculty. Over time, we hope these steps will make the academy an even more attractive and equitable place for talented scholars and teachers to work.

The core element of COACHE is a web-based survey designed and tested in focus groups and a rigorous pilot study with twelve sites (see *Survey Design* below). The survey asked full-time tenure-track faculty to rate the attractiveness of various terms and conditions of employment and to assess their own level of work satisfaction. While there are many faculty surveys, the COACHE instrument is unique in that it was designed expressly to take account of the concerns and experiences of full-time, pre-tenure, tenure-track faculty, especially with regard to the promotion and tenure process, work-family balance, and organizational climate and culture.

This COACHE Tenure-Track Job Satisfaction Survey provides academic leaders with a powerful lever to enhance the quality of work life for pre-tenure faculty. Each section of the report provides not only interesting data, but also actionable diagnoses. The data are a springboard to workplace improvements, more responsive policies and practices, and an earned reputation as a great place for pre-tenure faculty to work.

Survey Design. The chief aim in developing the COACHE Tenure-Track Faculty Job Satisfaction Survey was to assess, in a comprehensive and quantitative way, pre-tenure faculty's work-related quality of life. The survey addresses multiple facets of job satisfaction and includes specific questions that would yield unambiguous, actionable data on key policy-relevant issues. The COACHE instrument was developed and validated in stages over a period of several years.

First, six focus groups were conducted with a total of 57 tenure-track faculty to learn how they view certain work-related issues, including specific institutional policies and practices, work climate, the ability to balance professional and personal lives, issues surrounding tenure, and overall job satisfaction.

Drawing from the focus groups, prior surveys on job satisfaction among academics and other professionals, and consultation with Harvard University and advisory board experts on survey development, COACHE researchers developed a web-based survey prototype that was then tested in a pilot study of 1,188 pre-tenure faculty members at 12 institutions.

We solicited feedback about the survey by conducting follow-up interviews with a sub-sample of the respondents of the pilot study. The survey was revised in light of this feedback. The current version of the survey was revised further, taking into account feedback provided by respondents in survey administrations since the pilot study.

Survey Administration. All eligible subjects at participating institutions were invited to complete the survey. Eligibility was determined according to the following criteria:

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to 2007 (new hires are unable to respond meaningfully to many questions)
- Not *clinical*/faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

See "Survey Results" for response rates at your institution by gender and by race.

Subjects first received a letter about the survey from a senior administrator (e.g., president, provost, or dean) at their institution. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Participants accessed a secure web server through their own unique link provided by COACHE and responded to a series of multiple-choice and open-ended questions (see *Appendix C*). The average survey completion time was approximately 20 minutes.

Data Conditioning. For a participant's responses to be included in the data set, s/he had to provide at least one meaningful response for Questions 19 through 51. The responses of faculty who either terminated the survey before Question 19 or chose only *NA* or *Decline to Respond* for all questions were removed from the data set.

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by race and gender (e.g., White males, Asian females, etc.). Applying these weights to the data thus allowed the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution's actual population of pre-tenure faculty. (See "Survey Results" below for your institution's weight scale.)

In responses to open-ended questions (Appendix B), individually-identifying words or phrases that would compromise the respondent's anonymity were either excised or emended by COACHE analysts. Where this occurred, the analyst substituted that portion of the original response with brackets containing an ellipsis or alternate word or phrase (e.g., [...] or [under-represented minority]).

STATISTICAL TERMS IN THE INSTITUTIONAL REPORT

95% Confidence Interval of the Mean (C.I.). A range of numbers within which the mean score of a *population* (e.g., all pre-tenure faculty at an institution, including both respondents and non-respondents) is 95% likely to fall. For example, suppose that on a survey item the mean score of your female pre-tenure faculty respondents were 3.00, and the 95% C.I. interval were 2.00 to 4.00. The mean score of all your female pre-tenure faculty (if they were to respond to the survey) would be 95% likely to fall within that range. This range is influenced by the respondent group's mean score and the variability of scores, as well as by the number of respondents in the group. Given the same mean score, smaller intervals around the mean score reflect more certainty than do larger intervals that the respondent group's mean score is close to that of the group's population.

In the tables of means for each question in the report, C.I.'s are provided for the mean scores of respondent groups at an institution. However, the average of your peer institutions' mean scores and that of all COACHE colleges or universities can be calculated directly, so C.I.s are not necessary there.

Data Weighting (Weight Scale). The purpose of "weighting" data is to adjust for the under- or over-representation in the data set of subgroups defined by race and gender (e.g., white males, Asian females, etc.). The weight scale for a set of data is based on the difference between the proportion of each race/gender subgroup in the respondent group with the proportion of the subgroup in the institution's population of pre-tenure faculty as a whole. Applying these weights to the data thus allows the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution's actual population of pre-tenure faculty. (See "Survey Results" for your institution's weight scales.)

Response Rate. The percent of pre-tenure faculty at an institution who responded to the survey. Response rate is calculated here for each of the categories defined by the intersection of gender and race (e.g., white males, Hispanic/Latino females, Black males). These response rates determine the weight scale used to balance the sample.

Standard Deviation (s.d.). A measure of the "spread" of scores from a group of respondents. Literally, s.d. reflects the average difference between individuals' scores and the mean score of the group. A larger s.d. indicates greater variation in a group's scores, whereas a smaller s.d. indicates less variation.

Standard Error of the Mean (s.e.). A measure of the certainty with which the mean score of a respondent group (e.g., the subset of an institution's faculty of color that completed the survey) can be considered to reflect the mean score of the population (e.g., all faculty of color at an institution) from which the respondent group came.

(Statistically) Significant Difference. A difference in the mean scores of two *groups of respondents* (e.g., men versus women respondents at an institution) that is at most 5% likely to have occurred by chance alone. A statistically significant difference between groups is considered to reflect an actual difference in the groups' *populations* (e.g., mean score of all men versus that of all women at an institution, including non-respondents). Significance tests of group differences are swayed partially by the number of subjects in each group, with differences between larger groups being easier to achieve statistical significance than those between smaller groups. Therefore, when differences between small groups fail to achieve *statistical* significance, as is often the case with gender and race differences within institutions, they nevertheless can be meaningful and *practically* significant.

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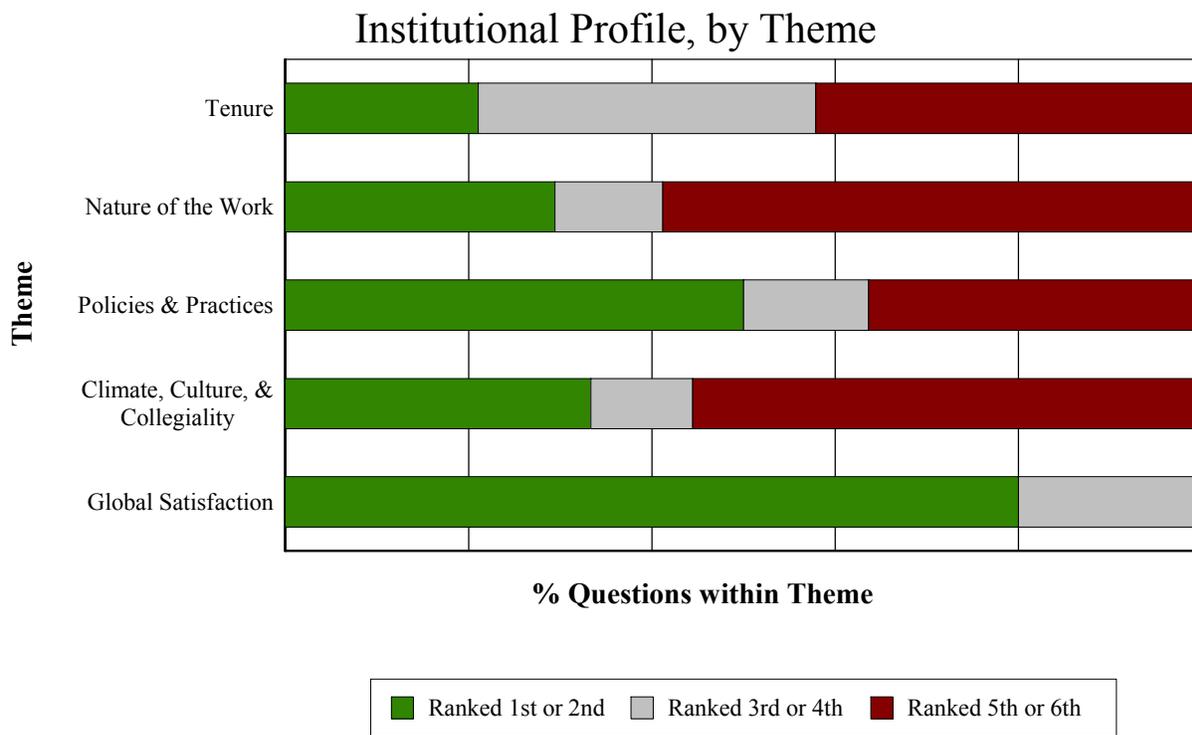
Tenure-Track Faculty Job Satisfaction Survey Executive Summary

INSTITUTIONAL PROFILE, BY THEME

The COACHE survey is organized around five themes:

- I. Tenure
- II. Nature of the work
- III. Policies and practices
- IV. Climate, culture, and collegiality
- V. Global satisfaction

This chart summarizes your institution's mean scores *relative to your peer group* (see below) for each theme taken as a whole. Green, grey, and red bars indicate the percentage of survey items within each theme whose scores at your institution rank in the top two, middle two, or bottom two of your peer group.



Who are my peers? At the conclusion of COACHE survey administration, we asked your institutional representative to select five peer COACHE institutions that would form the comparison group for this report. In alphabetical order, those peers are:

- Kansas State University
- University of Arizona
- University of Connecticut
- Virginia Polytechnic Institute and State University
- Washington State University

University of Wyoming

RESULTS PRESENTED BY THEME

Theme I. Tenure		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q19	clarity of the tenure process.	3.92	+	M+/F+	W+/C+		
Q25a	reasonableness of the expectations for performance as a scholar.	3.79		F-			
Q23	clarity of their own prospects for earning tenure.	3.70		M+	W+/C-		W > C
Q25b	reasonableness of the expectations for performance as a teacher.	3.70	-	M-/F-	W-/C-		
Q27a	perception that tenure decisions are based primarily on performance.	3.65					
Q24a	clarity of the expectations for performance as a scholar.	3.65		F-	C-		
Q24b	clarity of the expectations for performance as a teacher.	3.62		F+	C-		
Q20	clarity of the criteria for tenure.	3.58	+	F+	W+/C-		
Q22	clarity of the body of evidence that will be considered in making decisions about their own tenure.	3.56	+	M+/F-	W+		
Q25d	reasonableness of the expectations for performance as a department colleague.	3.54			W-		
Q25c	reasonableness of the expectations for performance as a student advisor.	3.35	-	M-	W-		
Q21	clarity of the standards for tenure.	3.35	+	M+			
Q25e	reasonableness of the expectations for performance as a campus citizen.	3.30	-		W-		
Q25f	reasonableness of the expectations for performance as a community member.	3.28	-	M-/F-	W-		
Q26	receiving consistent messages from senior colleagues about the requirements of tenure.	3.19					
Q24d	clarity of the expectations for performance as a department colleague.	3.11	-		W-/C+		
Q24c	clarity of the expectations for performance as a student advisor.	3.04	-	M-/F-	W-/C+		
Q24e	clarity of the expectations for performance as a campus citizen.	2.78	-	M-	W-/C-		
Q24f	clarity of the expectations for performance as a community member.	2.62	-	M-/F-	W-/C-		

RESULTS PRESENTED BY THEME (cont.)

Theme II. Nature of the Work		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q29d	satisfaction with the discretion they have over the content of the courses they teach.	4.45	-	M-/F-	W-		
Q29c	satisfaction with the influence they have over which courses they teach.	4.30			W-/C+		
Q30d	satisfaction with the influence they have over the focus of their research.	4.30	-	F-	W-		
Q29a	satisfaction with the level of the courses they teach.	4.03	-	M-/F-	W-/C-		
Q29e	satisfaction with the number of students they teach.	3.96	+	F+	W+/C-		
Q33a	satisfaction with the quality of clerical/administrative services.	3.73	+	F+	W+		
Q33c	satisfaction with the quality of teaching services.	3.70	+	M+/F+	W+/C+		
Q28a	satisfaction with the way they spend their time as faculty members.	3.69	-	M-			
Q29b	satisfaction with the number of courses they teach.	3.61	-	M-/F-	W-/C-		
Q33d	satisfaction with the quality of computing services.	3.46	-	F-	W-/C+		
Q28b	satisfaction with the number of hours they work as faculty members in an average week.	3.40	N/A	N/A	N/A		
Q29f	satisfaction with the quality of undergraduate students with whom they interact.	3.35	+	M+/F+	W+		
Q29g	satisfaction with the quality of graduate students with whom they interact.	3.34	-	M-/F-	W-		
Q31	satisfaction with the quality of facilities.	3.30			C+		
Q30c	satisfaction with the amount of research funding they are expected to find.	3.23	+	M+/F+	W+/C+	M > F	
Q33b	satisfaction with the quality of research services.	3.16	-	M-/F+	W-/C+		C > W
Q32	satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.	2.75	-	M-/F-	W-		
Q30b	satisfaction with the amount of time they have to conduct research.	2.72	-	M-/F-	W-/C-	M > F	

RESULTS PRESENTED BY THEME (cont.)

Theme III. Policies and Practices		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q35e	colleagues are respectful of their efforts to balance work and home responsibilities.	3.75	N/A	N/A	N/A		
Q35d	departmental colleagues do what they can to make raising children and the tenure-track compatible.	3.55	+	M+/F+	W+		
Q35c	departmental colleagues do what they can to make having children and the tenure-track compatible.	3.54	+	M+	W+		
Q34b-15	effectiveness of stop-the-tenure-clock for parental or other family reasons.	3.54	+	M+	W+/C+		
Q34b-06	effectiveness of professional assistance for improving teaching.	3.45	+	M+/F+	W+/C+		
Q36	satisfaction with compensation.	3.32		M+	C+		
Q34b-04	effectiveness of written summary of periodic performance reviews.	3.30	-	M-	W-/C-		
Q34b-08	effectiveness of paid or unpaid research leave during the probationary period.	3.28	+	M+	W+/C+		
Q34b-11	effectiveness of an upper limit on teaching obligations.	3.27	-	M-/F-	W-/C-		
Q34b-03	effectiveness of periodic, formal performance reviews.	3.25	-	M-/F-	W-/C-		
Q35a	institution does what it can to make having children and the tenure-track compatible.	3.20	+	M+/F-	W+/C+	M > F	
Q34b-02	effectiveness of informal mentoring.	3.18	-	M-/F-	W-/C-		
Q34b-09	effectiveness of paid or unpaid personal leave during the probationary period.	3.17		F+			
Q34b-16	effectiveness of spousal/partner hiring program.	3.07	+	M+/F-	W+	M > F	
Q34b-12	effectiveness of peer reviews of teaching and research.	3.07	-	M-			
Q34b-07	effectiveness of travel funds to present papers or conduct research.	3.05	-	F-	W-		
Q34b-10	effectiveness of an upper limit on committee assignments.	3.01	-	M-/F+	W-		
Q35b	institution does what it can to make raising children and the tenure-track compatible.	2.94	+	M+/F-	W+/C+	M > F	
Q37	satisfaction with the balance they are able to strike between professional time and personal or family time.	2.94	+	M+/F+	W+/C+	M > F	
Q34b-01	effectiveness of formal mentoring program.	2.65	-	M-/F-	W-		
Q34b-05	effectiveness of professional assistance in obtaining externally funded grants.	2.60		M-			
Q34b-13	effectiveness of childcare.	2.48	+	F+	W+		
Q34b-14	effectiveness of financial assistance with housing.	2.32	+	M+	W+		

RESULTS PRESENTED BY THEME (cont.)

Theme IV. Climate, Culture, and Collegiality		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q43c	sense that they receive fair treatment from their colleagues regardless of their own sexual orientation.	4.54	N/A	N/A	N/A		
Q43b	sense that they receive fair treatment from their colleagues regardless of their own race/ethnicity.	4.34	N/A	N/A	N/A		W > C
Q43a	sense that they receive fair treatment from their colleagues regardless of their own gender.	4.32	N/A	N/A	N/A	M > F	
Q39d	satisfaction with the amount of personal interaction they have with junior colleagues in their dept.	4.03	+	M+/F-	W+	M > F	
Q42	sense of collegiality at their institution	3.98	N/A	N/A	N/A		
Q38a	satisfaction with the fairness of their immediate supervisor's evaluation of their work.	3.98	-	M-	W-/C-		
Q39c	satisfaction with the amount of professional interaction they have with junior colleagues in their dept.	3.90	+	M+	W+		
Q40	satisfaction with how well they "fit" in their department.	3.82		F+	C-		
Q39b	satisfaction with the amount of personal interaction they have with senior colleagues in their dept.	3.67	+	M+	W+/C-		
Q38b	satisfaction with the interest senior faculty take in their professional development.	3.42	-	M-	C-		W > C
Q39a	satisfaction with the amount of professional interaction they have with senior colleagues in their dept.	3.39	-	M-/F+	W-/C-		W > C
Q38c	satisfaction with their opportunities to collaborate with senior faculty.	3.23	-	M-	W-/C-		
Q41	satisfaction with the intellectual vitality of the senior colleagues in their department.	3.05	-	M-/F-	W-/C-		

Theme V. Global Satisfaction		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q48	sense that if they had to do it over again, they would accept their current position.	3.98		M-	W-		
Q45a	satisfaction with their departments as places to work.	3.92	+	M+	W+/C-		
Q50	rating their institution as a place for junior faculty to work.	3.86	+	M+/F+	W+/C+		
Q45b	satisfaction with their institution as a place to work.	3.81	+	M+/F+	W+/C+		
Q46b	satisfaction that the CAO at their institution seems to care about the quality of life for junior faculty.	3.56	+	M+/F+	W+/C+		

POLICIES AND PRACTICES SUMMARY

Table 1. Policies rated by faculty as *important and effective*

This table shows, for each of 16 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important or very important to their success*, and *effective or very effective*. The policies and practices with the highest percent of faculty with this response pattern can be viewed as exemplars of successful policies at your institution.

Policy or practice for junior faculty	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
An upper limit on teaching obligations	103	49% (1)	57% (1)	34%* (9)	49%* (1)	48%* (3)
Periodic, formal performance reviews for junior faculty	117	47% (2)	40%* (4)	57%* (1)	49%* (1)	39%* (6)
Travel funds to present papers or conduct research	116	46%* (3)	45% (2)	47% (5)	47%* (3)	41% (5)
Written summary of periodic performance reviews for junior faculty	115	46%* (3)	39% (6)	56% (3)	47%* (3)	39%* (6)
Professional assistance for improving teaching	104	44% (5)	40%* (4)	49% (4)	41% (6)	52% (1)
Stop-the-clock for parental or other family reasons	49	40% (6)	29% (11)	57%* (1)	44% (5)	32% (10)
Informal mentoring	112	38% (7)	41% (3)	33% (11)	36% (9)	48%* (3)
Peer reviews of teaching or research/creative work	115	37%* (8)	36% (8)	40%* (6)	37% (8)	38% (8)
Spousal/partner hiring program	77	37%* (8)	38% (7)	35% (8)	40% (7)	26%* (13)
Paid or unpaid research leave during the pre-tenure period	101	36% (10)	33% (9)	40%* (6)	32% (10)	49% (2)
An upper limit on committee assignments for tenure-track faculty	109	30% (11)	32% (10)	29% (12)	29% (11)	35% (9)
Paid or unpaid personal leave during the pre-tenure period	64	21% (12)	12% (14)	34%* (9)	19% (12)	27% (12)
Professional assistance in obtaining externally funded grants	96	14%* (13)	20% (12)	6%* (14)	15% (13)	14% (15)
Formal mentoring program for junior faculty	108	14%* (13)	19% (13)	6%* (14)	10% (14)	30% (11)
Childcare	57	10% (15)	9% (15)	12% (13)	5% (15)	26%* (13)
Financial assistance with housing	69	3% (16)	3% (16)	3% (16)	2% (16)	5% (16)

Table 2. Policies rated by faculty as *important, but ineffective*

This table shows, for each of 16 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important or very important to their success*, but *ineffective or very ineffective (or not offered)* at your institution. The policies and practices with the highest percent of faculty with this response pattern should be targeted for improvement.

Policy or practice for junior faculty	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
An upper limit on committee assignments for tenure-track faculty	109	47%* (1)	44% (1)	51%* (3)	52% (1)	28% (4)
Childcare	57	47%* (1)	37%* (2)	60% (1)	49% (2)	40% (3)
Formal mentoring program for junior faculty	108	43% (3)	32% (5)	59% (2)	43% (5)	43% (1)
Professional assistance in obtaining externally funded grants	96	40%* (4)	36% (4)	48% (5)	47% (3)	15% (13)
Paid or unpaid research leave during the pre-tenure period	101	40%* (4)	37%* (2)	43% (6)	45% (4)	20%* (9)
Spousal/partner hiring program	77	33% (6)	24% (8)	51%* (3)	34% (7)	27% (5)
Travel funds to present papers or conduct research	116	32% (7)	26% (6)	41% (7)	35% (6)	20%* (9)
An upper limit on teaching obligations	103	29% (8)	25% (7)	36% (8)	30% (8)	25%* (7)
Financial assistance with housing	69	28% (9)	23% (9)	35% (9)	24%* (9)	42% (2)
Peer reviews of teaching or research/creative work	115	23% (10)	20%* (10)	28% (10)	24%* (9)	16% (12)
Informal mentoring	112	21% (11)	20%* (10)	23% (11)	20% (12)	26% (6)
Periodic, formal performance reviews for junior faculty	117	18% (12)	19% (12)	16% (14)	18% (13)	18% (11)
Stop-the-clock for parental or other family reasons	49	17% (13)	14% (13)	22% (12)	22% (11)	7% (16)
Written summary of periodic performance reviews for junior faculty	115	13%* (14)	12%* (14)	14% (15)	10% (16)	25%* (7)
Professional assistance for improving teaching	104	13%* (14)	12%* (14)	13% (16)	14% (14)	8% (15)
Paid or unpaid personal leave during the pre-tenure period	64	12% (16)	7% (16)	20% (13)	13% (15)	10% (14)

Note: The values in parenthesis indicate the vertical rank of that response. A * indicates a tie.

BEST AND WORST ASPECTS

Question 44a. Check the two *best aspects* about working at your institution.

Question 44b. Check the two *worst aspects* about working at your institution.

		# of institutions where item ranked among the top four responses				# of institutions where item ranked among the top four responses	
		YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)			YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)
Overall	1. Geographic location	2	36	1. Quality of graduate students	2	18	
	2. My sense of "fit" here	4	53	2. Teaching load	1	27	
	3. Support of colleagues	5	42	2. Lack of diversity	1	11	
	4. Commute	0	2	4. Too much service/too many assignments	3	23	
				4. Lack of support for research/creative work (e.g., leave)	3	37	
Male	1. Geographic location	4	40	1. Quality of graduate students	3	27	
	2. My sense of "fit" here	4	56	2. Geographic location	3	25	
	3. Cost of living	2	28	3. Lack of diversity	1	8	
	4. Support of colleagues	3	31	4. Teaching load	0	21	
				4. Lack of support for research/creative work (e.g., leave)	1	33	
Female	1. Geographic location	3	40	1. Teaching load	1	25	
	2. My sense of "fit" here	4	51	2. Lack of diversity	1	19	
	3. Support of colleagues	4	46	3. Too much service/too many assignments	2	27	
	4. Commute	1	5	4. Lack of support for research/creative work (e.g., leave)	4	36	
White Faculty	1. Geographic location	2	37	1. Teaching load	0	29	
	2. My sense of "fit" here	5	55	1. Lack of support for research/creative work (e.g., leave)	3	37	
	3. Support of colleagues	5	43	1. Quality of graduate students	0	12	
	4. Quality of colleagues	4	50	4. Too much service/too many assignments	4	24	
				4. Compensation	4	48	
Faculty of Color	1. Teaching load	2	20	1. Lack of diversity	3	22	
	2. Support of colleagues	3	40	2. Quality of graduate students	2	22	
	2. My sense of "fit" here	2	37	3. Geographic location	3	29	
	4. Cost of living	4	33	4. Teaching load	0	22	

* See Appendix A for percent of respondents choosing each aspect (overall, by gender, and by race).

COACHE

Tenure-Track Faculty Job Satisfaction Survey Survey Results

RESPONSE RATE and WEIGHT SCALE

Overall response rates (All Universities)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	12,454	7,363	5,076	9,053	3,280	121
N of Responders	7,364	4,115	3,249	5,510	1,845	9
Response Rate	59%	56%	64%	61%	56%	

Response rates of your peers (All Peers)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	1,164	689	475	830	314	20
N of Responders	747	432	315	546	196	5
Response Rate	64%	63%	66%	66%	62%	

Response rates of your faculty population

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	159	95	64	129	30	-
N of Responders	123	73	50	99	24	-
Response Rate	77%	77%	78%	77%	80%	

Weight scale applied to survey respondents, by gender and race

	American Indian/Native Alaskan	Asian, Asian American, or Pacific Islander	Black, African-American	Hispanic or Latino	Multiracial	White, Non-Hispanic
Male	1.1685	1.0212	0.7697	0.7913	0.7380	1.0220
Female	N/A	1.0196	0.7684	0.7900	N/A	1.0203

PEER GROUP

Each participating institution chose five “peers,” or institutions with which to compare their own results. The results of these peer institutions are included in the Results Section of this report in a randomized order. Your institution chose the following universities or colleges:

- Kansas State University
- University of Arizona
- University of Connecticut
- Virginia Polytechnic Institute and State University
- Washington State University

COACHE

Theme I
Tenure

Question 19. I find the tenure process in my department to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

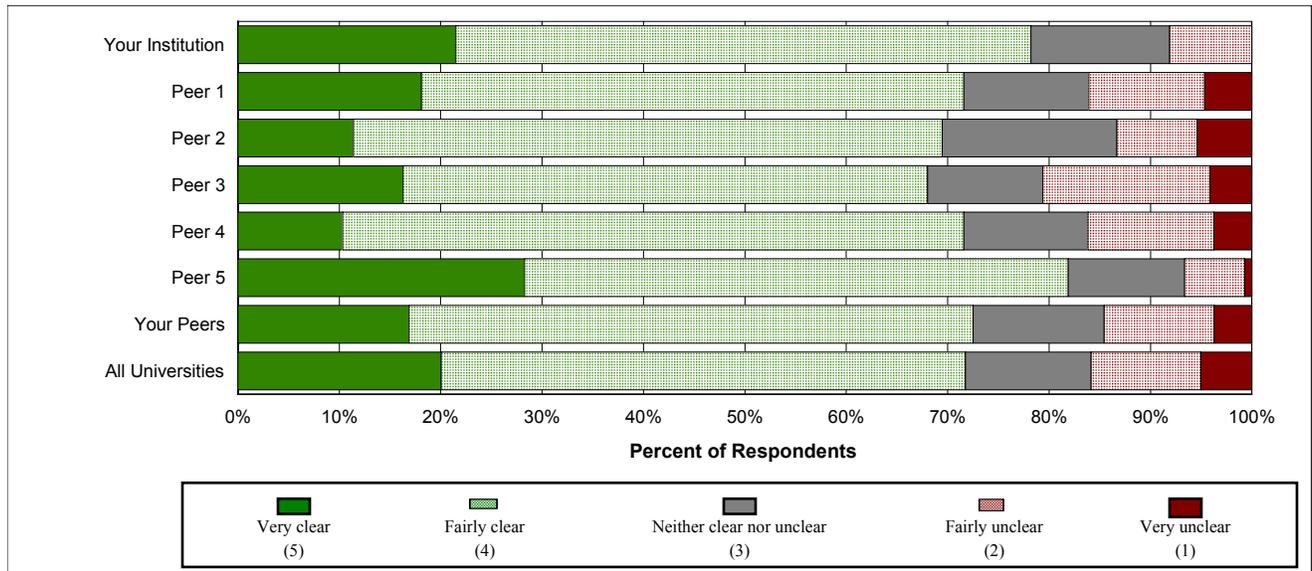
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on clarity of the tenure process.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 84th percentile on clarity of the tenure process.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.916	0.8166	0.0736	3.770 to 4.062
Faculty at Peer 1	3.690	1.0601	0.0849	3.522 to 3.857
... Peer 2	3.621	0.9661	0.0784	3.467 to 3.776
... Peer 3	3.596	1.0642	0.0740	3.450 to 3.742
... Peer 4	3.620	0.9524	0.0921	3.437 to 3.803
... Peer 5	4.028	0.8514	0.0777	3.874 to 4.182
Your Peers (n=5)	3.711	0.1615	0.0722	N/A
All Universities (n=64)	3.710	0.2267	0.0283	N/A



Question 19. I find the tenure process in my department to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the tenure process.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on clarity of the tenure process.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on clarity of the tenure process.

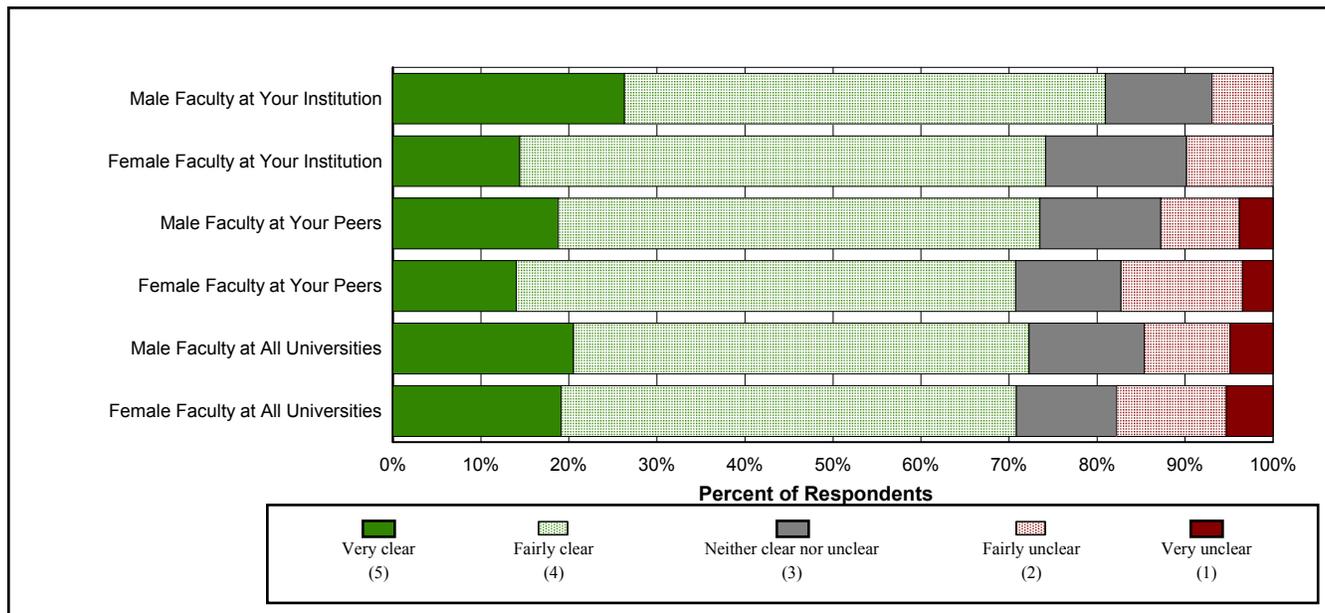
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on clarity of the tenure process.
- Among female junior faculty at all universities, your female junior faculty ranked in the 72nd percentile on clarity of the tenure process.

Across all universities:

- Across all universities, male junior faculty found the tenure process to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.003	0.8109	0.0949	3.814 to 4.192	3.787	0.8072	0.1142	3.558 to 4.017
Faculty at Peer 1	3.757	1.0414	0.1098	3.539 to 3.975	3.591	1.0757	0.1324	3.327 to 3.856
... Peer 2	3.637	0.9259	0.0976	3.443 to 3.831	3.601	1.0216	0.1297	3.341 to 3.860
... Peer 3	3.571	1.1049	0.1030	3.367 to 3.775	3.632	1.0103	0.1053	3.422 to 3.841
... Peer 4	3.691	0.9522	0.1122	3.467 to 3.915	3.484	0.9372	0.1584	3.162 to 3.806
... Peer 5	4.128	0.7990	0.1007	3.927 to 4.330	3.893	0.8873	0.1175	3.658 to 4.129
Your Peers (n =5)	3.757	0.1956	0.0875	N/A	3.640	0.1360	0.0608	N/A
All Universities (n=64)	3.733	0.2600	0.0325	N/A	3.668	0.2597	0.0325	N/A



Question 19. I find the tenure process in my department to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the tenure process.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on clarity of the tenure process.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on clarity of the tenure process.

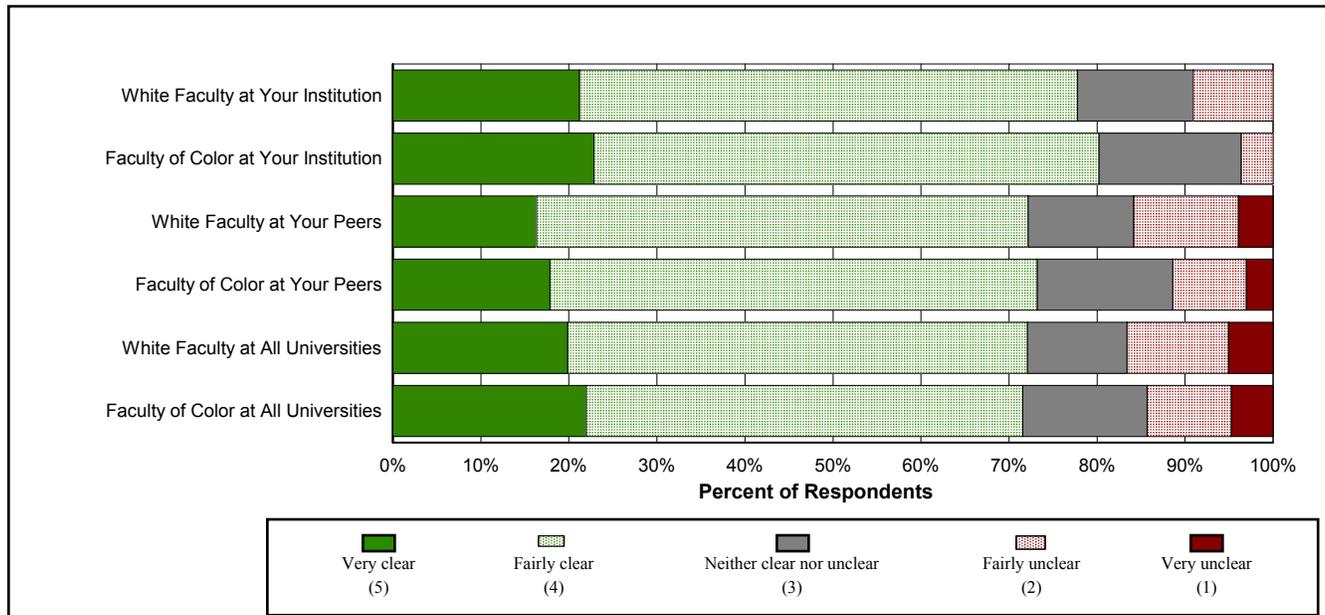
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 83rd percentile on clarity of the tenure process.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 80th percentile on clarity of the tenure process.

Across all universities:

- Across all universities, there were no significant race differences in clarity of the tenure process.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.899	0.8348	0.0839	3.733 to 4.066	3.994	0.7348	0.1500	3.684 to 4.305
Faculty at Peer 1	3.596	1.0786	0.1006	3.397 to 3.795	3.892	0.9853	0.1539	3.581 to 4.203
... Peer 2	3.592	0.9563	0.0877	3.419 to 3.766	3.709	0.9931	0.1729	3.357 to 4.061
... Peer 3	3.632	1.0671	0.0905	3.453 to 3.811	3.499	1.0748	0.1344	3.231 to 3.768
... Peer 4	3.620	1.0025	0.1100	3.401 to 3.839	3.620	0.7535	0.1538	3.302 to 3.938
... Peer 5	3.994	0.8689	0.0916	3.812 to 4.176	4.112	0.7951	0.1452	3.816 to 4.409
Your Peers (n=5)	3.687	0.1543	0.0690	N/A	3.767	0.2152	0.0962	N/A
All Universities (n=64)	3.703	0.2405	0.0301	N/A	3.745	0.3315	0.0414	N/A



Question 20. I find the tenure criteria (what things are evaluated) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

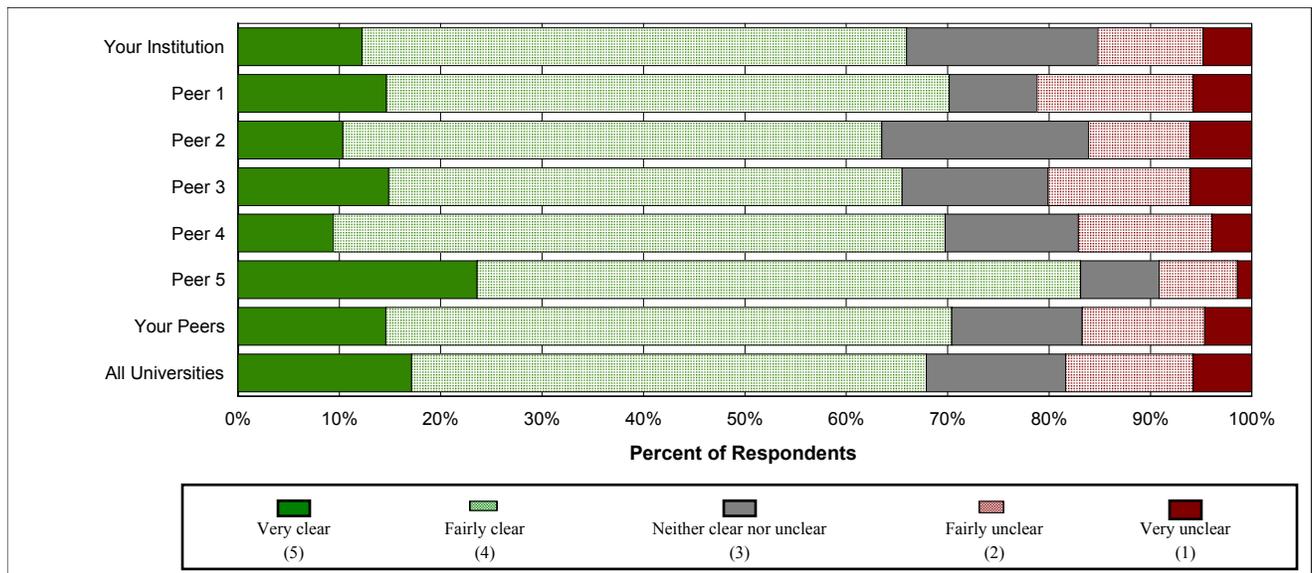
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on clarity of the criteria for tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 44th percentile on clarity of the criteria for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.582	0.9960	0.0898	3.404 to 3.760
Faculty at Peer 1	3.578	1.1231	0.0899	3.401 to 3.756
... Peer 2	3.516	1.0062	0.0816	3.355 to 3.678
... Peer 3	3.542	1.0824	0.0754	3.394 to 3.691
... Peer 4	3.582	0.9566	0.0925	3.398 to 3.765
... Peer 5	3.962	0.8866	0.0809	3.801 to 4.122
Your Peers (n=5)	3.636	0.1645	0.0736	N/A
All Universities (n=64)	3.609	0.1984	0.0248	N/A



Question 20. I find the tenure criteria (what things are evaluated) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the criteria for tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on clarity of the criteria for tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on clarity of the criteria for tenure.

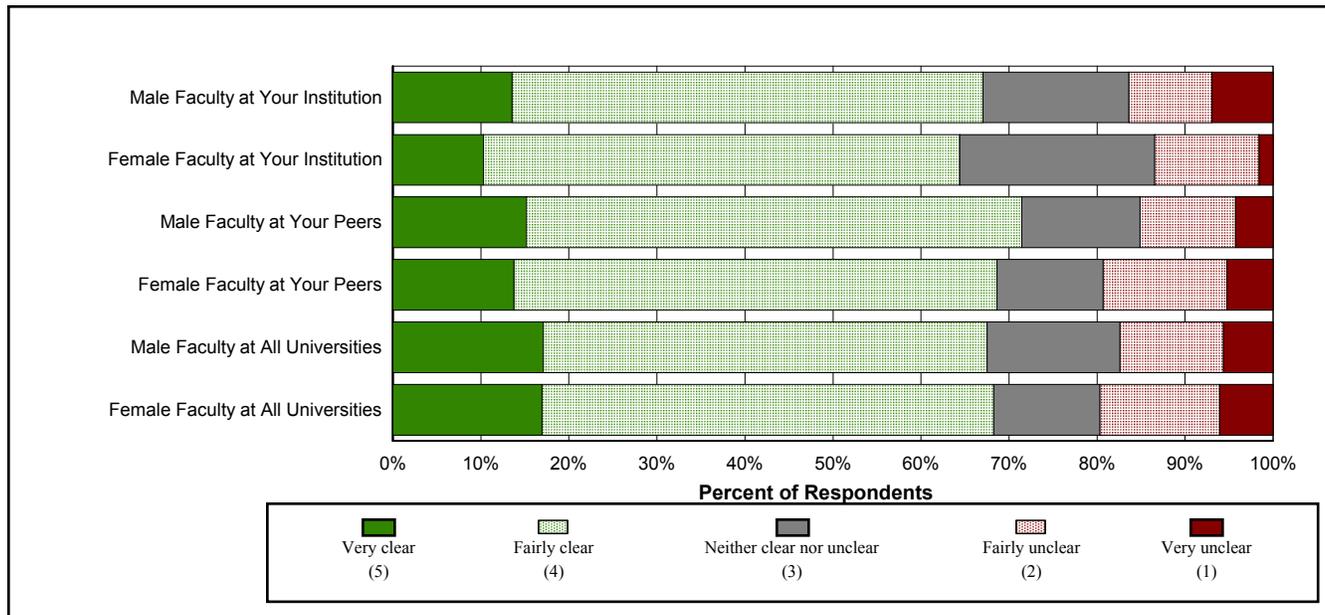
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 34th percentile on clarity of the criteria for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 47th percentile on clarity of the criteria for tenure.

Across all universities:

- Across all universities, there were no significant gender differences in clarity of the criteria for tenure.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.573	1.0588	0.1239	3.326 to 3.820	3.596	0.8964	0.1268	3.342 to 3.851
Faculty at Peer 1	3.615	1.0317	0.1087	3.399 to 3.832	3.524	1.2336	0.1518	3.221 to 3.827
... Peer 2	3.517	0.9687	0.1021	3.314 to 3.720	3.516	1.0583	0.1344	3.247 to 3.784
... Peer 3	3.524	1.1487	0.1076	3.311 to 3.737	3.568	0.9940	0.1036	3.362 to 3.774
... Peer 4	3.649	0.9000	0.1061	3.438 to 3.861	3.452	1.0513	0.1777	3.091 to 3.813
... Peer 5	4.058	0.8539	0.1076	3.842 to 4.273	3.833	0.9069	0.1201	3.592 to 4.073
Your Peers (n=5)	3.673	0.1992	0.0891	N/A	3.579	0.1323	0.0592	N/A
All Universities (n=64)	3.615	0.2205	0.0276	N/A	3.595	0.2451	0.0306	N/A



Question 20. I find the tenure criteria (what things are evaluated) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the criteria for tenure.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on clarity of the criteria for tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on clarity of the criteria for tenure.

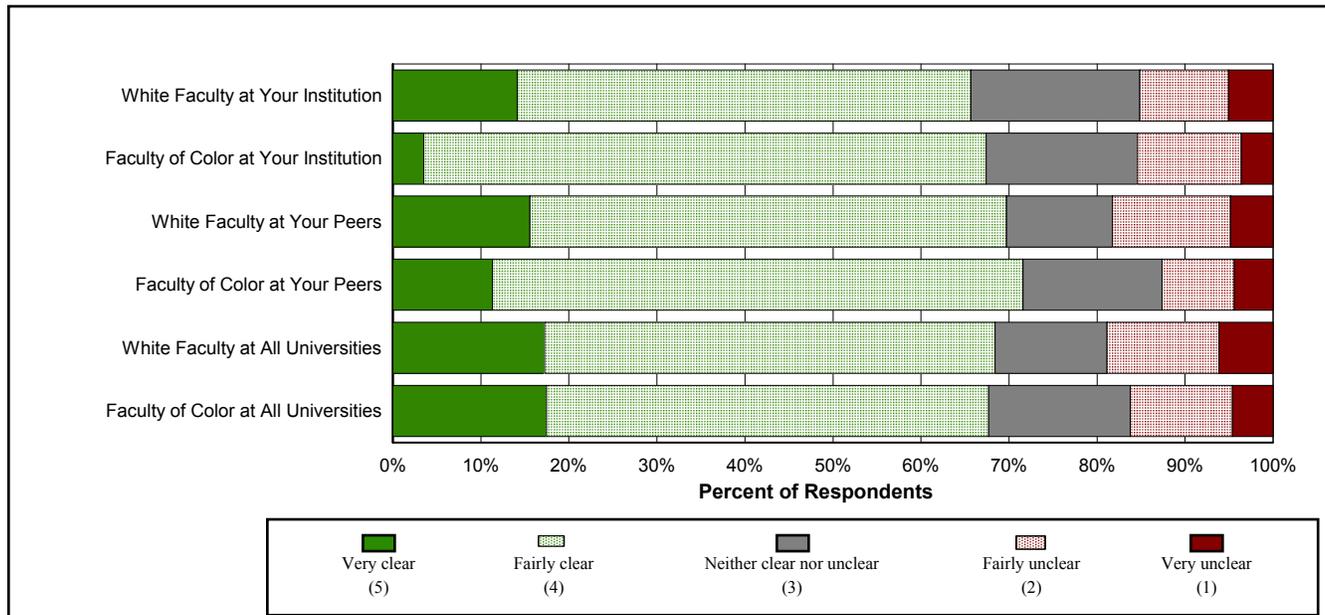
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 50th percentile on clarity of the criteria for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on clarity of the criteria for tenure.

Across all universities:

- Across all universities, there were no significant race differences in clarity of the criteria for tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.596	1.0142	0.1019	3.394 to 3.798	3.519	0.9129	0.1863	3.133 to 3.904
Faculty at Peer 1	3.491	1.1524	0.1075	3.278 to 3.704	3.768	1.0226	0.1597	3.445 to 4.091
... Peer 2	3.582	0.9915	0.0909	3.402 to 3.762	3.320	1.0347	0.1801	2.953 to 3.686
... Peer 3	3.536	1.1174	0.0951	3.348 to 3.724	3.560	1.0150	0.1269	3.306 to 3.813
... Peer 4	3.585	1.0064	0.1105	3.365 to 3.805	3.570	0.7592	0.1550	3.249 to 3.890
... Peer 5	3.916	0.9195	0.0969	3.723 to 4.108	4.076	0.7746	0.1414	3.787 to 4.365
Your Peers (n=5)	3.622	0.1510	0.0675	N/A	3.659	0.2526	0.1130	N/A
All Universities (n=64)	3.606	0.2013	0.0252	N/A	3.642	0.3050	0.0381	N/A



Question 21. I find the tenure standards (the performance threshold) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

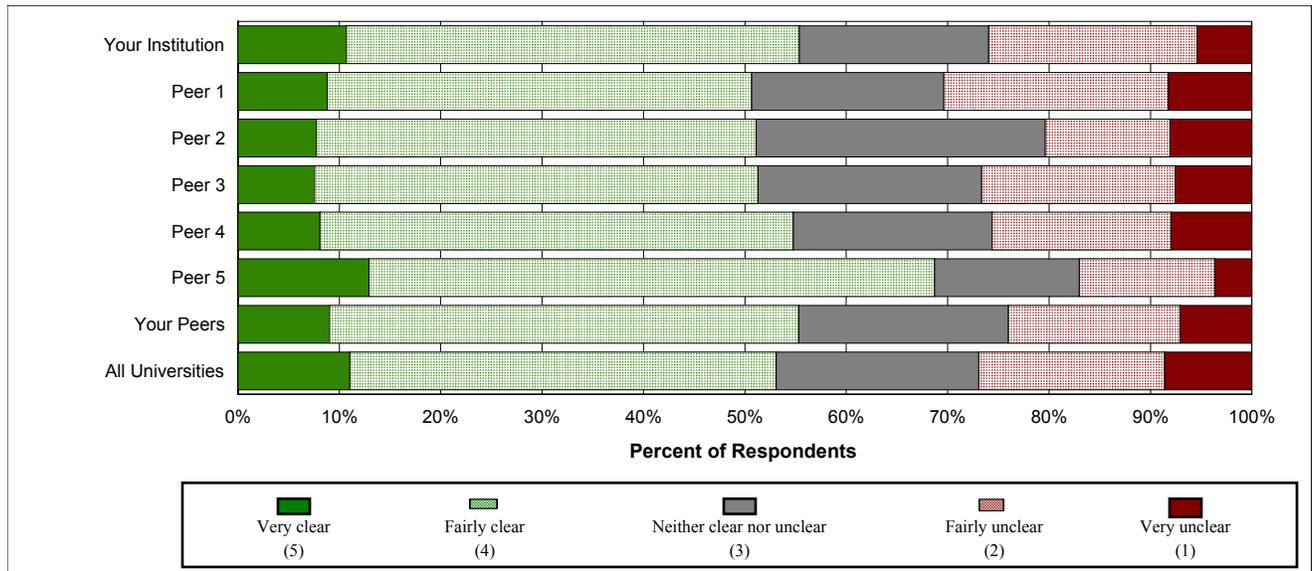
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on clarity of the standards for tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on clarity of standards for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.347	1.0882	0.0981	3.153 to 3.541
Faculty at Peer 1	3.209	1.1518	0.0925	3.026 to 3.392
... Peer 2	3.304	1.0465	0.0849	3.136 to 3.472
... Peer 3	3.246	1.0746	0.0749	3.099 to 3.394
... Peer 4	3.293	1.0887	0.1052	3.085 to 3.502
... Peer 5	3.610	1.0131	0.0925	3.427 to 3.793
Your Peers (n=5)	3.333	0.1429	0.0639	N/A
All Universities (n=64)	3.286	0.2281	0.0285	N/A



Question 21. I find the tenure standards (the performance threshold) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the standards for tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on clarity of the standards for tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on clarity of the standards for tenure.

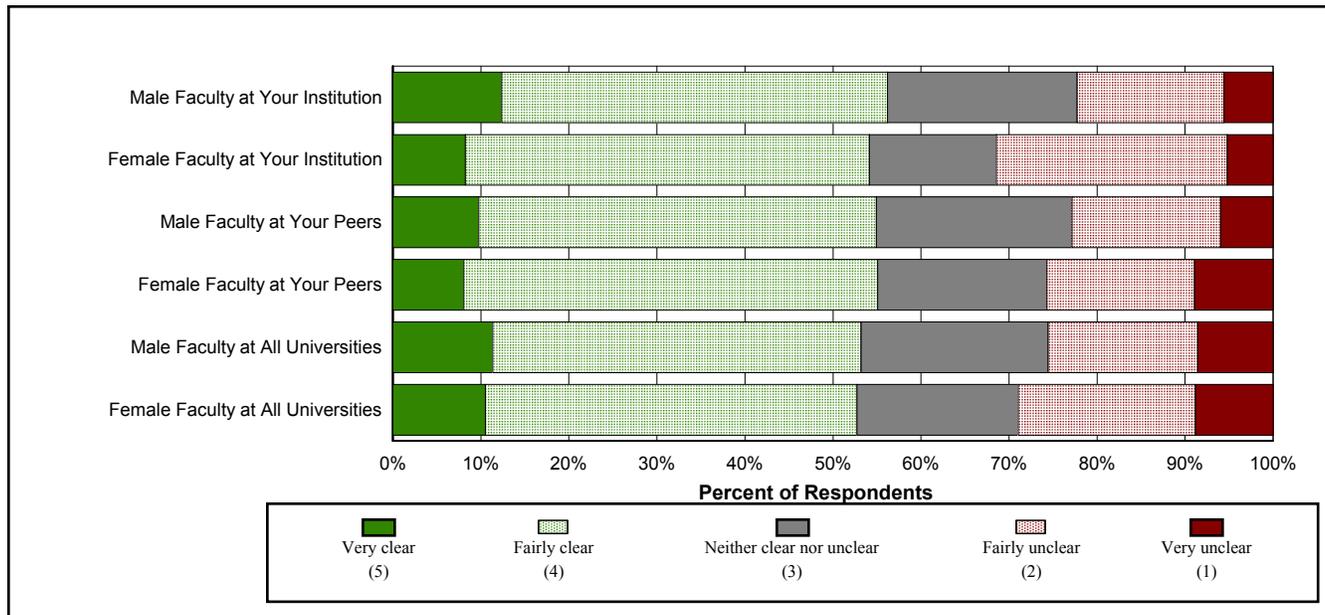
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 67th percentile on clarity of standards for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 55th percentile on clarity of standards for tenure.

Across all universities:

- Across all universities, there were no significant gender differences in clarity of the standards for tenure.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.408	1.0706	0.1253	3.158 to 3.657	3.257	1.1056	0.1564	2.943 to 3.571
Faculty at Peer 1	3.207	1.1073	0.1174	2.974 to 3.440	3.212	1.2091	0.1488	2.915 to 3.509
... Peer 2	3.283	1.0246	0.1080	3.068 to 3.497	3.332	1.0768	0.1368	3.059 to 3.606
... Peer 3	3.234	1.0704	0.1002	3.036 to 3.433	3.263	1.0797	0.1126	3.040 to 3.487
... Peer 4	3.401	1.0363	0.1221	3.158 to 3.645	3.086	1.1655	0.1970	2.686 to 3.487
... Peer 5	3.669	1.0104	0.1273	3.415 to 3.923	3.531	1.0109	0.1339	3.263 to 3.799
Your Peers (n =5)	3.359	0.1688	0.0755	N/A	3.285	0.1470	0.0657	N/A
All Universities (n=64)	3.304	0.2594	0.0324	N/A	3.255	0.2746	0.0343	N/A



Question 21. I find the tenure standards (the performance threshold) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the standards for tenure.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on clarity of the standards for tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on clarity of the standards for tenure.

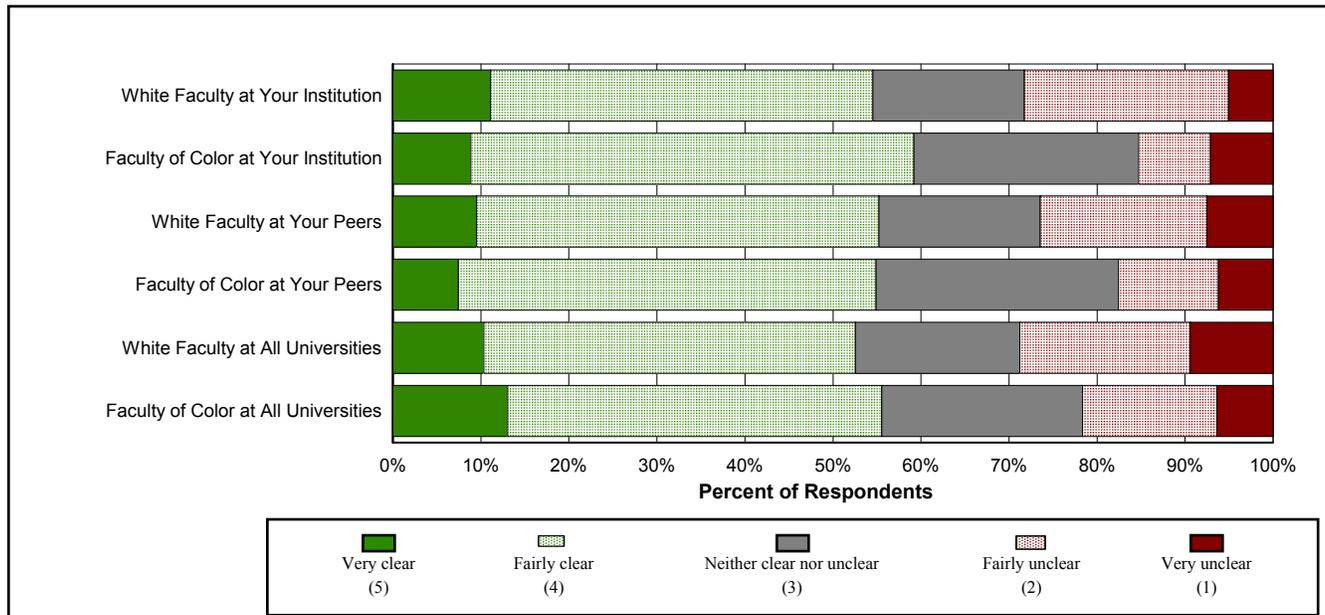
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 66th percentile on clarity of standards for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 58th percentile on clarity of standards for tenure.

Across all universities:

- Across all universities, junior faculty of color found the standards for tenure to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.323	1.0994	0.1105	3.104 to 3.543	3.456	1.0375	0.2118	3.018 to 3.895
Faculty at Peer 1	3.090	1.1614	0.1083	2.875 to 3.305	3.474	1.0909	0.1725	3.125 to 3.823
... Peer 2	3.338	1.0554	0.0967	3.146 to 3.529	3.203	1.0078	0.1754	2.846 to 3.560
... Peer 3	3.248	1.1217	0.0955	3.059 to 3.436	3.244	0.9843	0.1230	2.998 to 3.489
... Peer 4	3.294	1.1165	0.1226	3.051 to 3.538	3.289	0.9860	0.2013	2.873 to 3.706
... Peer 5	3.567	1.0340	0.1090	3.350 to 3.784	3.718	0.9428	0.1721	3.366 to 4.070
Your Peers (n=5)	3.307	0.1545	0.0691	N/A	3.386	0.1903	0.0851	N/A
All Universities (n=64)	3.247	0.2441	0.0305	N/A	3.406	0.2967	0.0371	N/A



Question 22. I find the body of evidence that will be considered in making my tenure decision to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

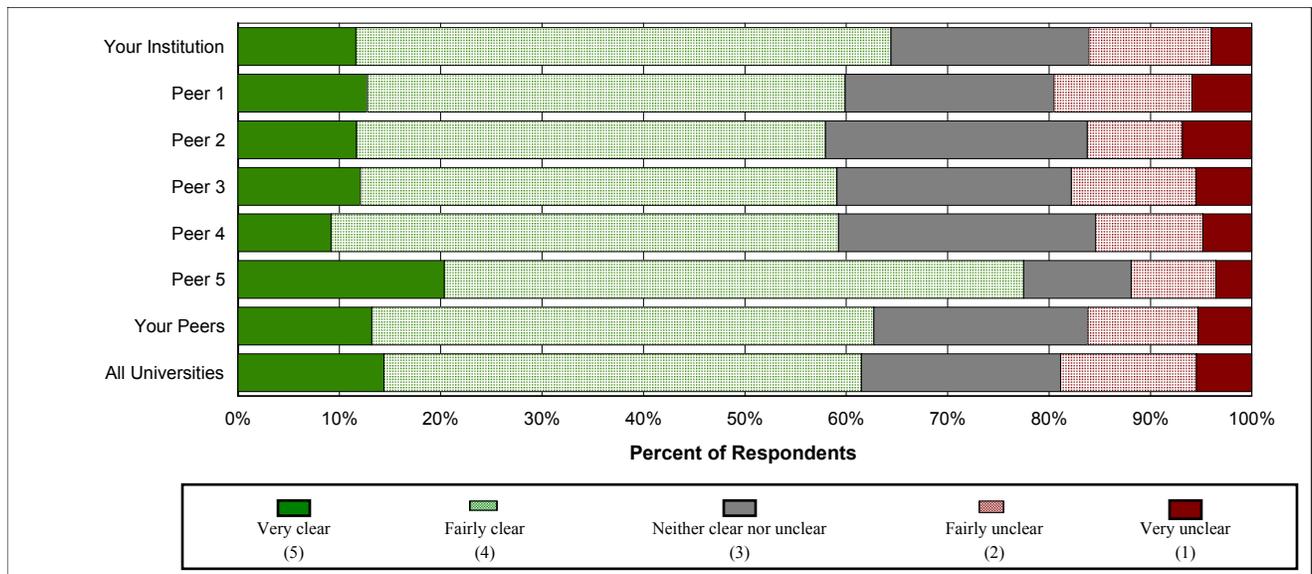
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 58th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.560	0.9843	0.0891	3.383 to 3.736
Faculty at Peer 1	3.472	1.0896	0.0887	3.297 to 3.648
... Peer 2	3.466	1.0373	0.0847	3.299 to 3.634
... Peer 3	3.479	1.0381	0.0725	3.336 to 3.622
... Peer 4	3.482	0.9607	0.0929	3.297 to 3.666
... Peer 5	3.824	1.0031	0.0920	3.642 to 4.006
Your Peers (n=5)	3.545	0.1399	0.0626	N/A
All Universities (n=64)	3.516	0.1889	0.0236	N/A



Question 22. I find the body of evidence that will be considered in making my tenure decision to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the body of evidence that will be considered in making decisions about their own tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on clarity of the body of evidence that will be considered in making decisions about their own tenure.

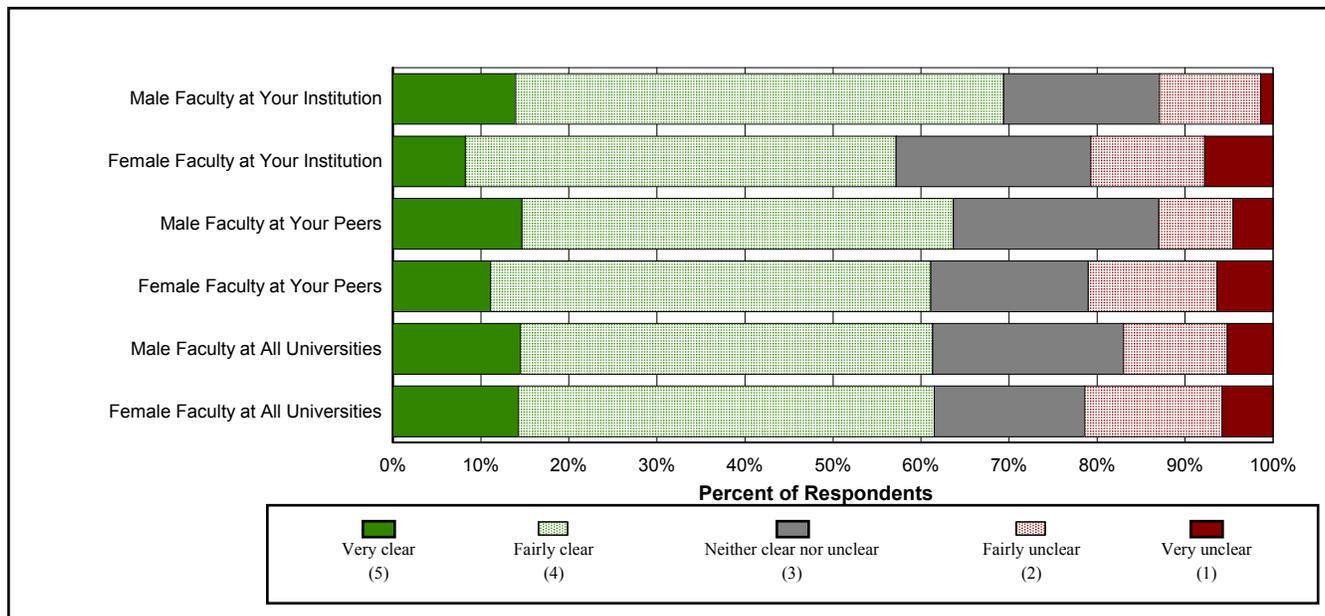
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 33rd percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Across all universities:

- Across all universities, male junior faculty found the body of evidence that will be considered in making decisions about their own tenure to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.690	0.8919	0.1051	3.481 to 3.900	3.369	1.0698	0.1513	3.065 to 3.673
Faculty at Peer 1	3.473	1.0700	0.1147	3.245 to 3.701	3.471	1.1153	0.1394	3.192 to 3.749
... Peer 2	3.539	0.9994	0.1065	3.328 to 3.751	3.372	1.0829	0.1375	3.097 to 3.647
... Peer 3	3.483	1.0699	0.1002	3.285 to 3.682	3.472	0.9952	0.1043	3.265 to 3.679
... Peer 4	3.577	0.9242	0.1089	3.360 to 3.794	3.299	1.0077	0.1703	2.952 to 3.645
... Peer 5	3.967	0.8248	0.1039	3.759 to 4.175	3.629	1.1445	0.1529	3.323 to 3.936
Your Peers (n =5)	3.608	0.1835	0.0821	N/A	3.448	0.1114	0.0498	N/A
All Universities (n=64)	3.536	0.2167	0.0271	N/A	3.486	0.2484	0.0311	N/A



Question 22. I find the body of evidence that will be considered in making my tenure decision to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the body of evidence that will be considered in making decisions about their own tenure.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on clarity of the body of evidence that will be considered in making decisions about their own tenure.

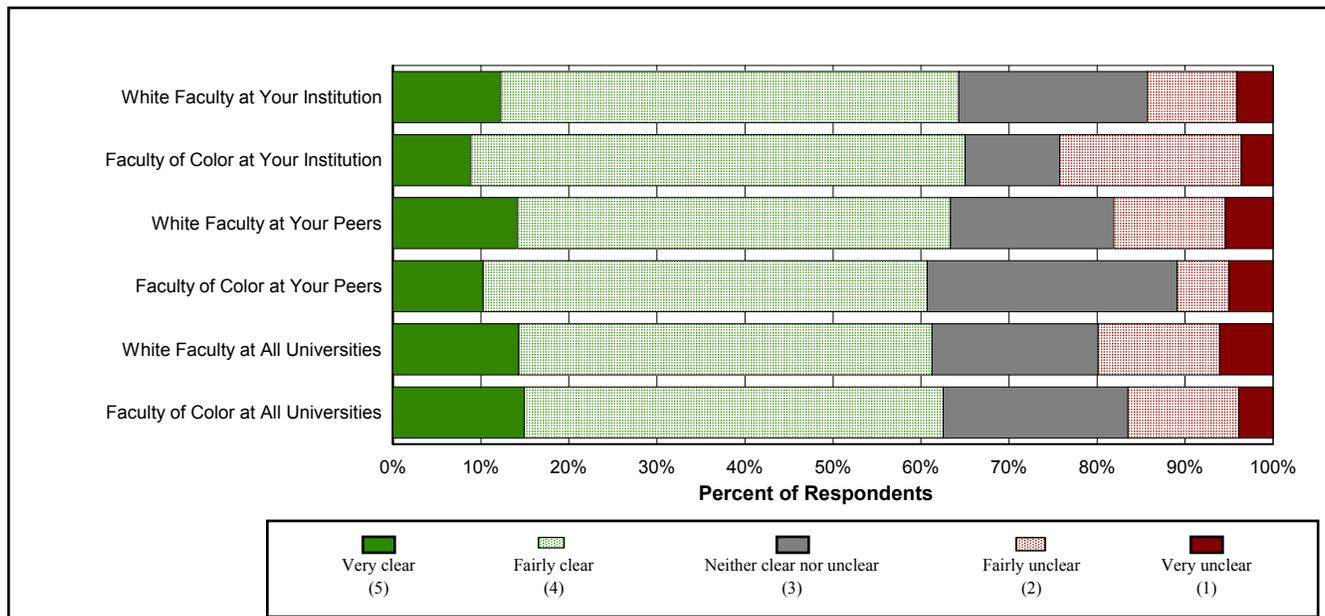
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 69th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 34th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Across all universities:

- Across all universities, there were no significant race differences in clarity of the body of evidence that will be considered in making decisions about their own tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.582	0.9681	0.0978	3.388 to 3.776	3.460	1.0375	0.2118	3.022 to 3.898
Faculty at Peer 1	3.437	1.0791	0.1024	3.234 to 3.640	3.548	1.1178	0.1767	3.191 to 3.906
... Peer 2	3.478	1.0440	0.0957	3.289 to 3.668	3.428	1.0109	0.1816	3.057 to 3.799
... Peer 3	3.518	1.0401	0.0889	3.342 to 3.694	3.376	1.0211	0.1276	3.121 to 3.631
... Peer 4	3.486	1.0105	0.1109	3.265 to 3.707	3.466	0.7638	0.1559	3.143 to 3.788
... Peer 5	3.780	1.0782	0.1137	3.554 to 4.006	3.937	0.7117	0.1322	3.666 to 4.207
Your Peers (n=5)	3.540	0.1229	0.0550	N/A	3.551	0.2010	0.0899	N/A
All Universities (n=64)	3.496	0.2189	0.0274	N/A	3.571	0.2650	0.0331	N/A



Question 23. My sense of whether or not I will achieve tenure is...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

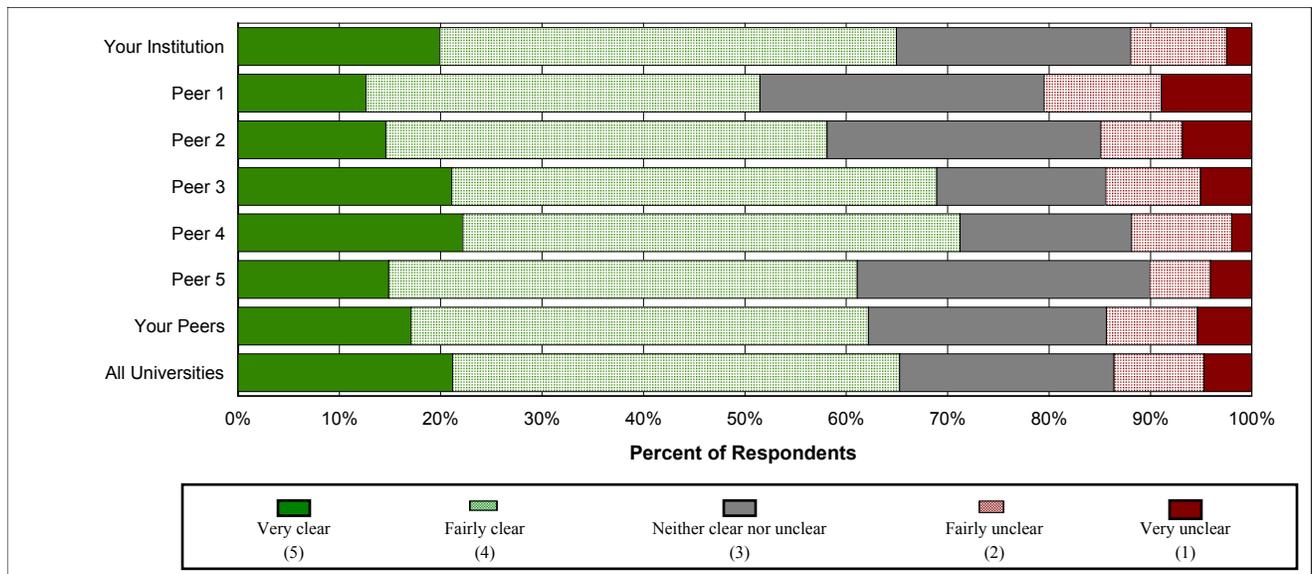
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on clarity of their own sense of whether or not they will achieve tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 55th percentile on clarity of their own sense of whether or not they will achieve tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.704	0.9722	0.0877	3.531 to 3.878
Faculty at Peer 1	3.347	1.1243	0.0906	3.168 to 3.526
... Peer 2	3.509	1.0474	0.0852	3.341 to 3.678
... Peer 3	3.706	1.0514	0.0733	3.561 to 3.850
... Peer 4	3.795	0.9590	0.0945	3.608 to 3.983
... Peer 5	3.618	0.9448	0.0866	3.447 to 3.790
Your Peers (n=5)	3.595	0.1560	0.0698	N/A
All Universities (n=64)	3.681	0.2454	0.0307	N/A



Question 23. My sense of whether or not I will achieve tenure is...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of their own sense of whether or not they would achieve tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on clarity of their own sense of whether or not they will achieve tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on clarity of their own sense of whether or not they will achieve tenure.

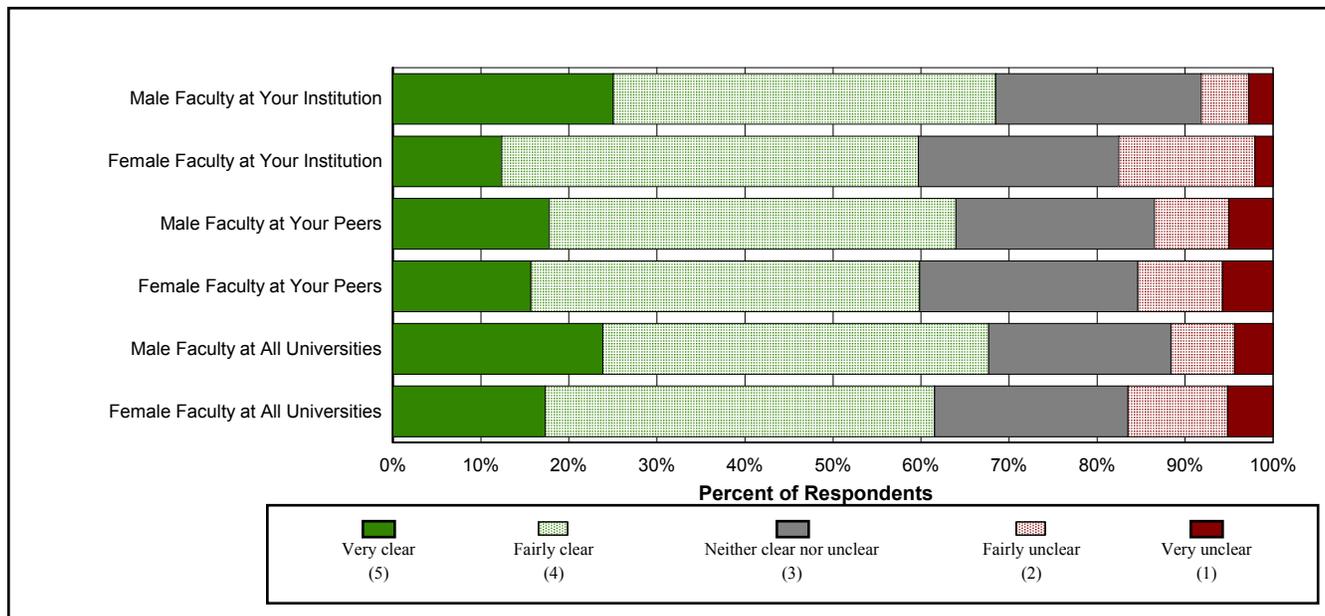
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 64th percentile on clarity of their own sense of whether or not they will achieve tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 39th percentile on clarity of their own sense of whether or not they will achieve tenure.

Across all universities:

- Across all universities, male junior faculty found their own sense of whether or not they would achieve tenure to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.826	0.9558	0.1119	3.603 to 4.049	3.524	0.9644	0.1364	3.250 to 3.798
Faculty at Peer 1	3.461	1.0531	0.1123	3.238 to 3.684	3.186	1.1920	0.1467	2.893 to 3.479
... Peer 2	3.627	0.9643	0.1022	3.424 to 3.830	3.356	1.1392	0.1447	3.066 to 3.645
... Peer 3	3.686	1.0689	0.1001	3.488 to 3.884	3.733	1.0293	0.1073	3.520 to 3.946
... Peer 4	3.802	1.0226	0.1222	3.558 to 4.045	3.783	0.8074	0.1406	3.497 to 4.069
... Peer 5	3.584	0.9927	0.1261	3.332 to 3.836	3.662	0.8884	0.1177	3.427 to 3.898
Your Peers (n =5)	3.632	0.1125	0.0503	N/A	3.544	0.2327	0.1041	N/A
All Universities (n=64)	3.756	0.2430	0.0304	N/A	3.572	0.3206	0.0401	N/A



Question 23. My sense of whether or not I will achieve tenure is...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, white junior faculty found their own sense of whether or not they would achieve tenure to be clearer than did junior faculty of color.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on clarity of their own sense of whether or not they will achieve tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on clarity of their own sense of whether or not they will achieve tenure.

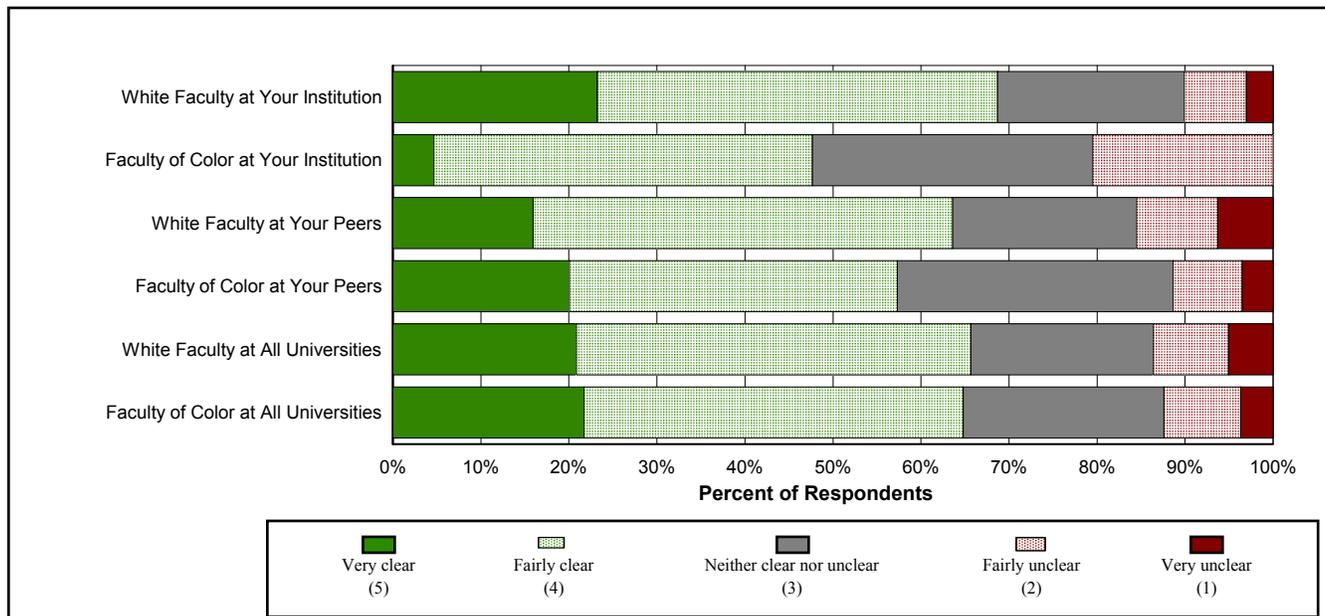
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 67th percentile on clarity of their own sense of whether or not they will achieve tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 13th percentile on clarity of their own sense of whether or not they will achieve tenure.

Across all universities:

- Across all universities, there were no significant race differences in clarity of their own sense of whether or not they would achieve tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.788	0.9772	0.0982	3.593 to 3.983	3.318	0.8406	0.1716	2.964 to 3.673
Faculty at Peer 1	3.233	1.1550	0.1082	3.018 to 3.447	3.600	0.9997	0.1581	3.280 to 3.919
... Peer 2	3.549	1.0347	0.0948	3.361 to 3.737	3.386	1.0857	0.1919	2.995 to 3.778
... Peer 3	3.682	1.1061	0.0938	3.496 to 3.867	3.770	0.9253	0.1166	3.537 to 4.003
... Peer 4	3.810	0.9367	0.1047	3.601 to 4.018	3.742	1.0307	0.2149	3.296 to 4.188
... Peer 5	3.614	0.9626	0.1015	3.412 to 3.816	3.628	0.8872	0.1648	3.291 to 3.966
Your Peers (n=5)	3.577	0.1928	0.0862	N/A	3.625	0.1359	0.0608	N/A
All Universities (n=64)	3.679	0.2559	0.0320	N/A	3.704	0.3186	0.0398	N/A



Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

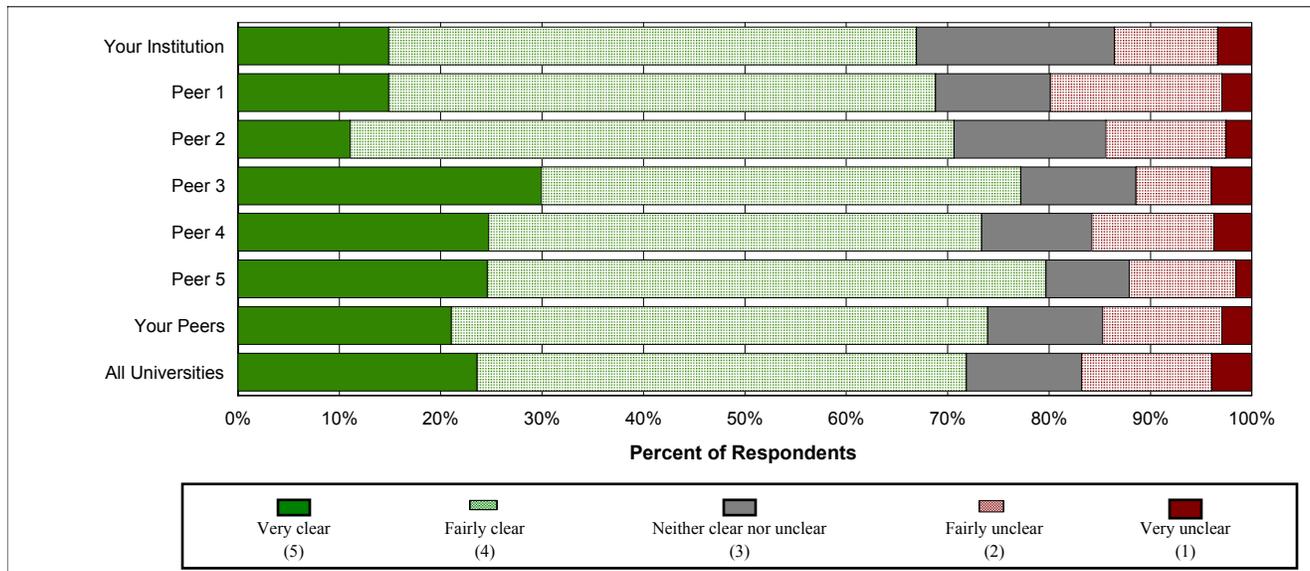
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on clarity of the expectations for performance as a scholar.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 33rd percentile on clarity of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.649	0.9672	0.0876	3.475 to 3.822
Faculty at Peer 1	3.608	1.0535	0.0846	3.441 to 3.775
... Peer 2	3.648	0.9206	0.0747	3.500 to 3.795
... Peer 3	3.917	1.0289	0.0717	3.776 to 4.059
... Peer 4	3.786	1.0617	0.1026	3.582 to 3.989
... Peer 5	3.907	0.9376	0.0852	3.738 to 4.075
Your Peers (n=5)	3.773	0.1278	0.0572	N/A
All Universities (n=64)	3.747	0.2348	0.0294	N/A



Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the expectations for performance as a scholar.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on clarity of the expectations for performance as a scholar.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on clarity of the expectations for performance as a scholar.

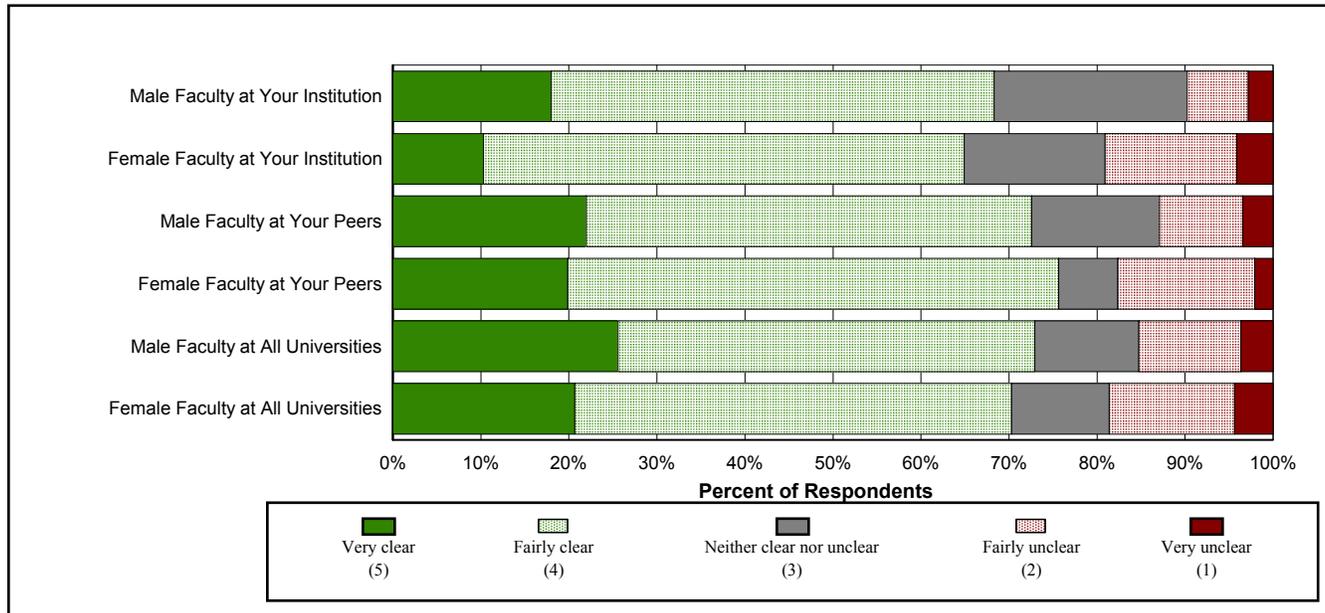
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 36th percentile on clarity of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on clarity of the expectations for performance as a scholar.

Across all universities:

- Across all universities, male junior faculty found the expectations for performance as a scholar to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.737	0.9279	0.1093	3.519 to 3.955	3.520	1.0050	0.1421	3.234 to 3.805
Faculty at Peer 1	3.637	1.0013	0.1061	3.426 to 3.848	3.568	1.1179	0.1376	3.293 to 3.842
... Peer 2	3.648	0.9106	0.0960	3.458 to 3.839	3.646	0.9349	0.1187	3.409 to 3.884
... Peer 3	3.922	0.9784	0.0916	3.741 to 4.104	3.911	1.0880	0.1134	3.685 to 4.136
... Peer 4	3.805	1.0625	0.1252	3.555 to 4.054	3.749	1.0575	0.1788	3.386 to 4.112
... Peer 5	3.899	1.0464	0.1318	3.635 to 4.162	3.917	0.8028	0.1054	3.706 to 4.128
Your Peers (n =5)	3.782	0.1206	0.0540	N/A	3.758	0.1395	0.0624	N/A
All Universities (n=64)	3.796	0.2523	0.0315	N/A	3.680	0.2455	0.0307	N/A



Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the expectations for performance as a scholar.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on clarity of the expectations for performance as a scholar.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on clarity of the expectations for performance as a scholar.

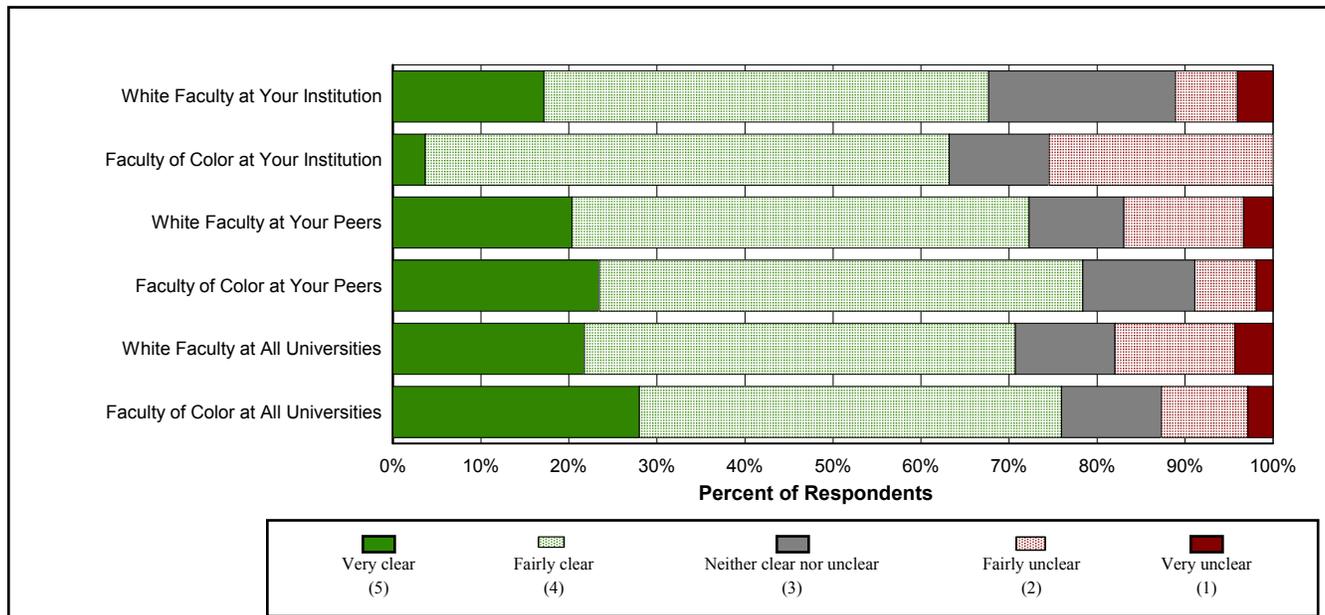
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 47th percentile on clarity of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on clarity of the expectations for performance as a scholar.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a scholar to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.697	0.9687	0.0974	3.504 to 3.890	3.415	0.9203	0.1919	3.017 to 3.813
Faculty at Peer 1	3.534	1.0820	0.1009	3.334 to 3.734	3.774	0.9588	0.1516	3.468 to 4.081
... Peer 2	3.622	0.9526	0.0873	3.450 to 3.795	3.723	0.7890	0.1374	3.443 to 4.003
... Peer 3	3.930	1.0501	0.0891	3.754 to 4.106	3.884	1.0057	0.1267	3.631 to 4.137
... Peer 4	3.721	1.0564	0.1160	3.491 to 3.952	4.018	1.0598	0.2163	3.570 to 4.465
... Peer 5	3.806	0.9988	0.1053	3.597 to 4.015	4.151	0.6888	0.1237	3.899 to 4.404
Your Peers (n=5)	3.723	0.1382	0.0618	N/A	3.910	0.1574	0.0704	N/A
All Universities (n=64)	3.702	0.2229	0.0279	N/A	3.884	0.3436	0.0430	N/A



Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

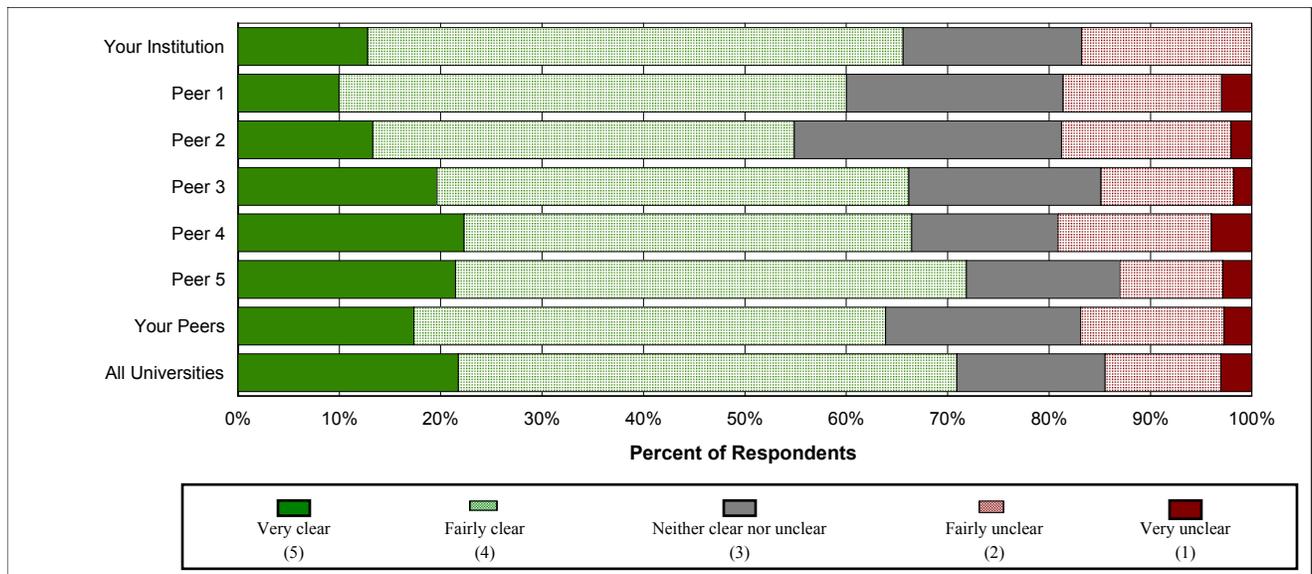
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on clarity of the expectations for performance as a teacher.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 27th percentile on clarity of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.616	0.9116	0.0839	3.450 to 3.782
Faculty at Peer 1	3.484	0.9821	0.0807	3.324 to 3.643
... Peer 2	3.474	0.9843	0.0835	3.309 to 3.639
... Peer 3	3.692	0.9940	0.0696	3.555 to 3.829
... Peer 4	3.657	1.1035	0.1087	3.441 to 3.872
... Peer 5	3.774	1.0039	0.0920	3.592 to 3.957
Your Peers (n=5)	3.616	0.1185	0.0530	N/A
All Universities (n=64)	3.752	0.2194	0.0274	N/A



Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the expectations for performance as a teacher.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on clarity of the expectations for performance as a teacher.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on clarity of the expectations for performance as a teacher.

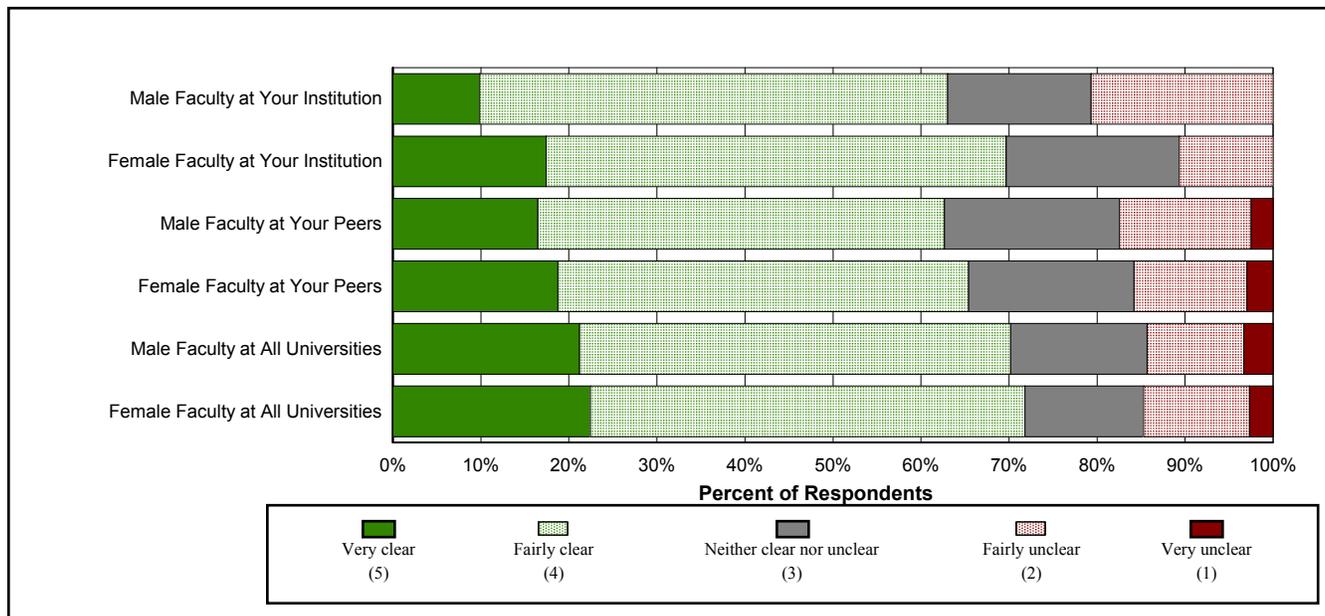
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 17th percentile on clarity of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 48th percentile on clarity of the expectations for performance as a teacher.

Across all universities:

- Across all universities, female junior faculty found the expectations for performance as a teacher to be clearer than did male junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.523	0.9279	0.1093	3.305 to 3.741	3.764	0.8644	0.1274	3.508 to 4.021
Faculty at Peer 1	3.435	0.9699	0.1065	3.223 to 3.647	3.551	0.9939	0.1233	3.304 to 3.797
... Peer 2	3.438	0.9640	0.1065	3.226 to 3.649	3.521	1.0106	0.1339	3.253 to 3.790
... Peer 3	3.535	0.9955	0.0936	3.350 to 3.721	3.909	0.9632	0.1010	3.708 to 4.109
... Peer 4	3.625	1.1192	0.1347	3.356 to 3.894	3.716	1.0657	0.1828	3.344 to 4.088
... Peer 5	3.927	0.8957	0.1138	3.699 to 4.154	3.573	1.0763	0.1426	3.288 to 3.859
Your Peers (n =5)	3.592	0.1816	0.0812	N/A	3.654	0.1439	0.0643	N/A
All Universities (n=64)	3.737	0.2436	0.0304	N/A	3.769	0.2683	0.0335	N/A



Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the expectations for performance as a teacher.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on clarity of the expectations for performance as a teacher.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on clarity of the expectations for performance as a teacher.

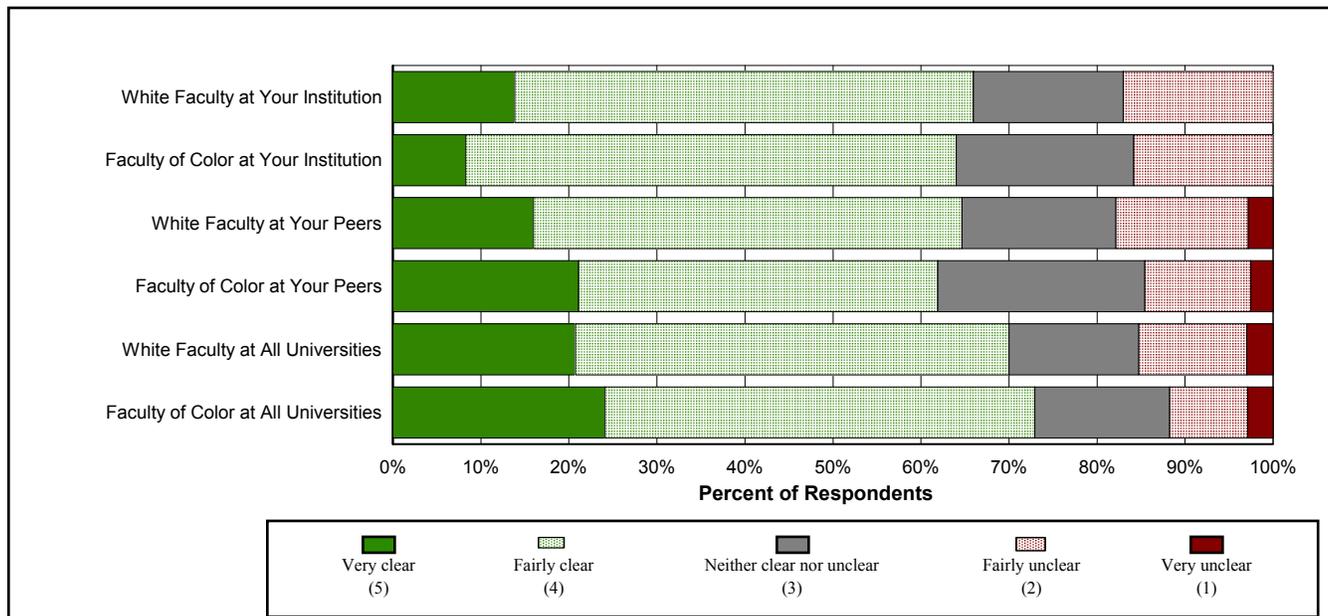
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 33rd percentile on clarity of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 19th percentile on clarity of the expectations for performance as a teacher.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a teacher to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.628	0.9223	0.0951	3.439 to 3.816	3.565	0.8650	0.1766	3.199 to 3.930
Faculty at Peer 1	3.435	0.9839	0.0947	3.247 to 3.623	3.585	0.9744	0.1541	3.274 to 3.897
... Peer 2	3.493	0.9765	0.0940	3.307 to 3.680	3.417	1.0088	0.1812	3.047 to 3.787
... Peer 3	3.715	0.9688	0.0825	3.552 to 3.879	3.628	1.0435	0.1315	3.366 to 3.891
... Peer 4	3.606	1.0956	0.1233	3.360 to 3.851	3.832	1.1173	0.2281	3.360 to 4.304
... Peer 5	3.750	1.0219	0.1089	3.533 to 3.966	3.833	0.9416	0.1691	3.488 to 4.179
Your Peers (n=5)	3.600	0.1219	0.0545	N/A	3.659	0.1583	0.0708	N/A
All Universities (n=64)	3.725	0.2302	0.0288	N/A	3.824	0.2917	0.0365	N/A



Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

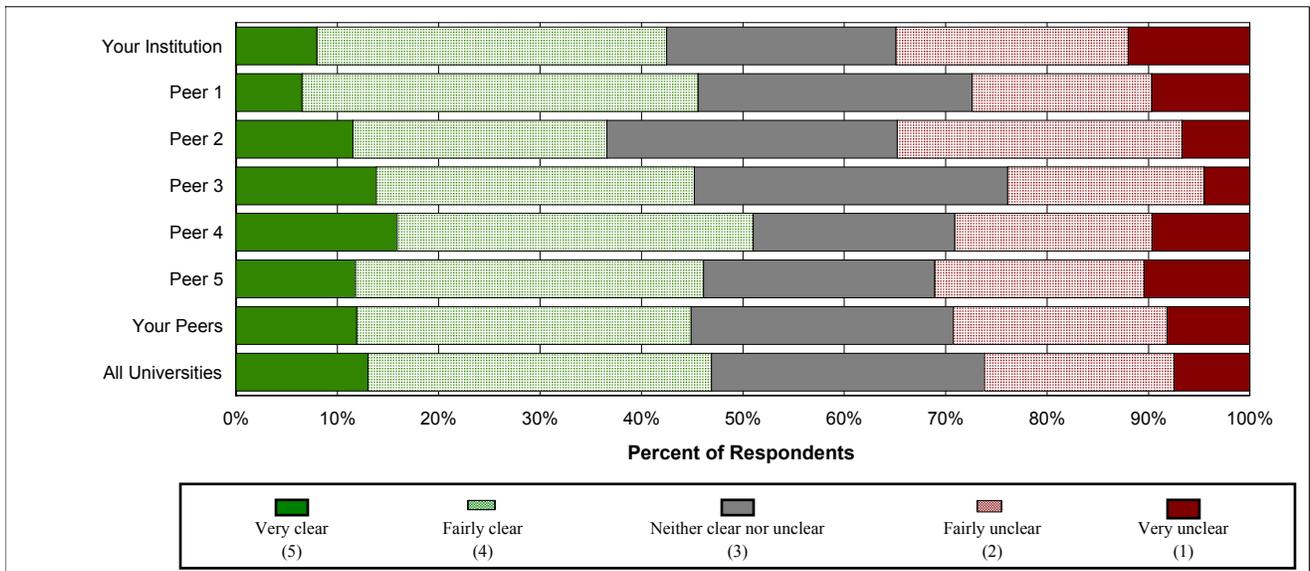
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on clarity of the expectations for performance as a student advisor.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 13th percentile on clarity of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.036	1.1725	0.1123	2.814 to 3.259
Faculty at Peer 1	3.151	1.1060	0.0900	2.973 to 3.329
... Peer 2	3.067	1.1202	0.0990	2.871 to 3.263
... Peer 3	3.307	1.0806	0.0758	3.157 to 3.456
... Peer 4	3.282	1.2294	0.1236	3.037 to 3.527
... Peer 5	3.164	1.1795	0.1090	2.948 to 3.380
Your Peers (n=5)	3.194	0.0887	0.0397	N/A
All Universities (n=64)	3.263	0.2129	0.0266	N/A



Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the expectations for performance as a student advisor.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on clarity of the expectations for performance as a student advisor.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on clarity of the expectations for performance as a student advisor.

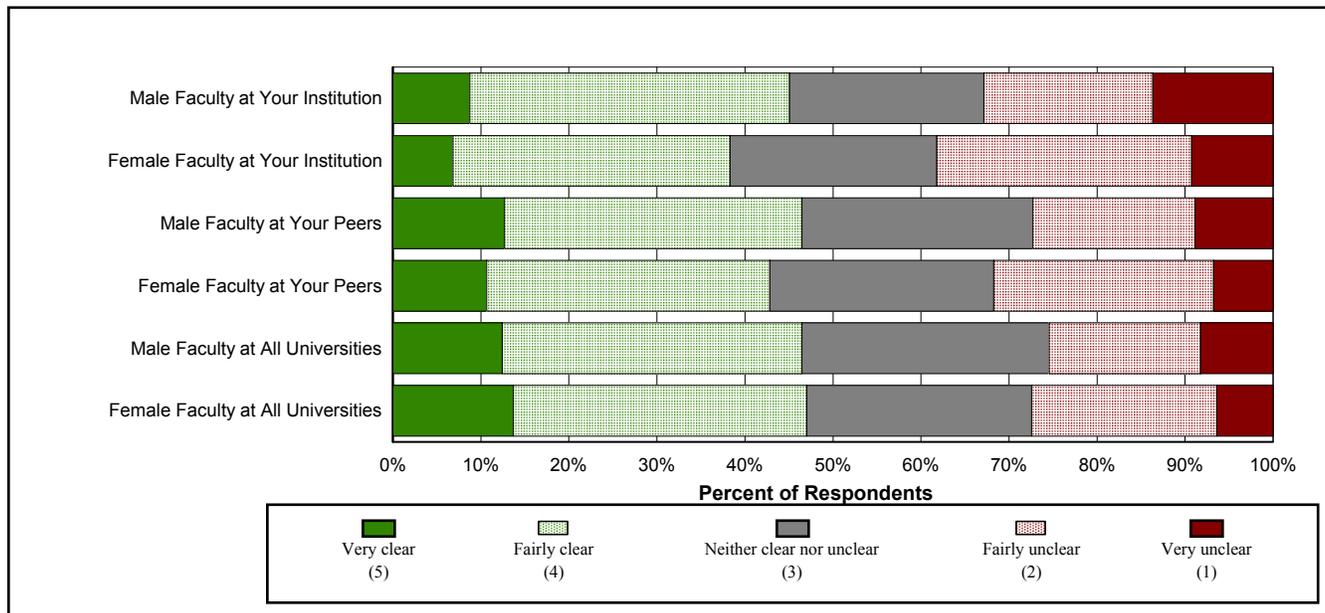
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 23rd percentile on clarity of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 16th percentile on clarity of the expectations for performance as a student advisor.

Across all universities:

- Across all universities, there were no significant gender differences in clarity of the expectations for performance as a student advisor.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.073	1.2009	0.1467	2.780 to 3.365	2.977	1.1231	0.1733	2.627 to 3.327
Faculty at Peer 1	3.199	1.1372	0.1205	2.959 to 3.438	3.077	1.0548	0.1340	2.809 to 3.345
... Peer 2	2.987	1.0879	0.1248	2.738 to 3.235	3.175	1.1556	0.1603	2.853 to 3.497
... Peer 3	3.215	1.0689	0.1010	3.015 to 3.416	3.434	1.0882	0.1141	3.207 to 3.660
... Peer 4	3.268	1.2969	0.1584	2.952 to 3.585	3.307	1.0735	0.1898	2.920 to 3.694
... Peer 5	3.482	1.1025	0.1423	3.197 to 3.766	2.758	1.1356	0.1504	2.457 to 3.059
Your Peers (n =5)	3.230	0.1582	0.0708	N/A	3.150	0.2302	0.1030	N/A
All Universities (n=64)	3.252	0.2401	0.0300	N/A	3.269	0.2687	0.0336	N/A



Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the expectations for performance as a student advisor.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on clarity of the expectations for performance as a student advisor.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on clarity of the expectations for performance as a student advisor.

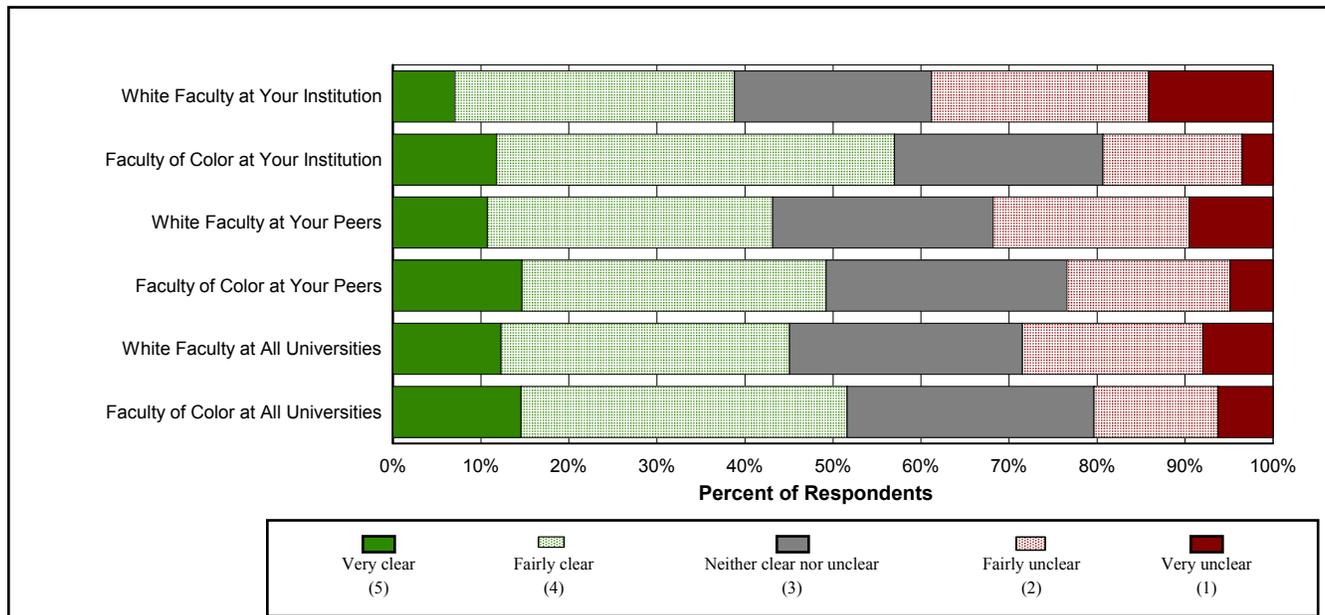
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 11th percentile on clarity of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 67th percentile on clarity of the expectations for performance as a student advisor.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a student advisor to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.929	1.1861	0.1286	2.674 to 3.185	3.459	1.0375	0.2118	3.021 to 3.897
Faculty at Peer 1	3.010	1.1241	0.1072	2.798 to 3.223	3.442	1.0226	0.1597	3.119 to 3.765
... Peer 2	3.018	1.1319	0.1155	2.789 to 3.247	3.190	1.0735	0.1898	2.803 to 3.577
... Peer 3	3.288	1.0475	0.0895	3.111 to 3.465	3.356	1.1250	0.1429	3.070 to 3.642
... Peer 4	3.261	1.2394	0.1422	2.978 to 3.544	3.352	1.1955	0.2493	2.835 to 3.868
... Peer 5	3.047	1.2104	0.1305	2.787 to 3.306	3.437	1.0373	0.1863	3.057 to 3.818
Your Peers (n=5)	3.125	0.1233	0.0551	N/A	3.355	0.0911	0.0408	N/A
All Universities (n=64)	3.209	0.2070	0.0259	N/A	3.396	0.3090	0.0386	N/A



Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

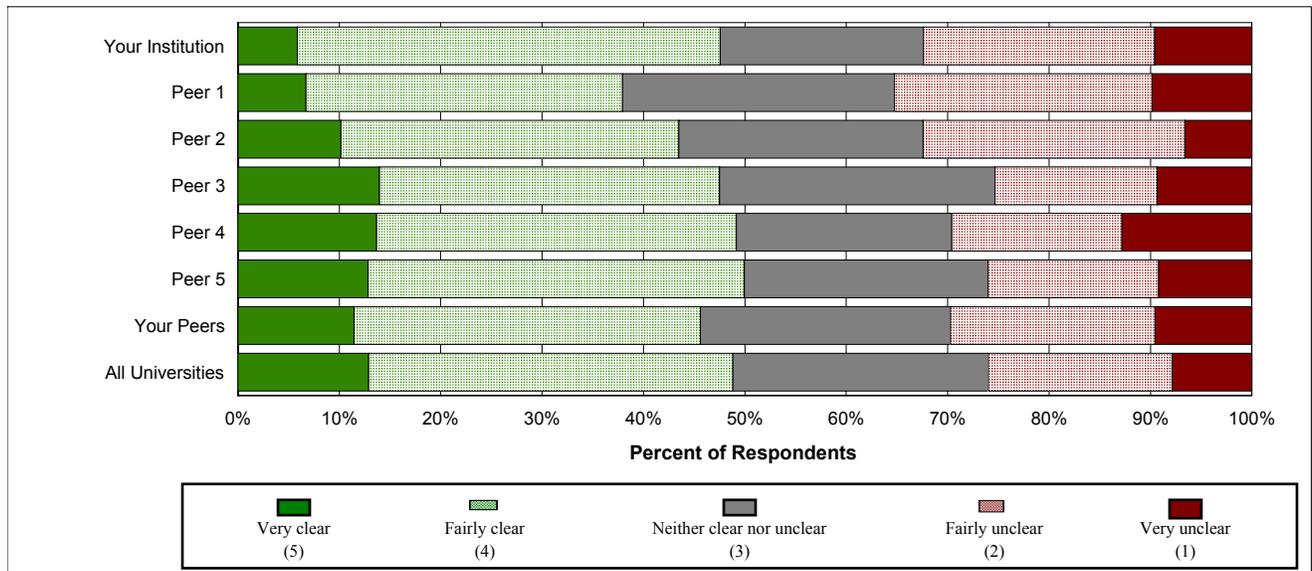
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on clarity of the expectations for performance as a department colleague.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on clarity of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.115	1.1221	0.1016	2.914 to 3.316
Faculty at Peer 1	2.996	1.1233	0.0902	2.818 to 3.174
... Peer 2	3.146	1.1122	0.0905	2.968 to 3.325
... Peer 3	3.268	1.1620	0.0812	3.108 to 3.428
... Peer 4	3.204	1.2488	0.1207	2.965 to 3.444
... Peer 5	3.275	1.1803	0.1096	3.058 to 3.492
Your Peers (n=5)	3.178	0.1024	0.0458	N/A
All Universities (n=64)	3.279	0.1951	0.0244	N/A



Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the expectations for performance as a department colleague.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on clarity of the expectations for performance as a department colleague.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on clarity of the expectations for performance as a department colleague.

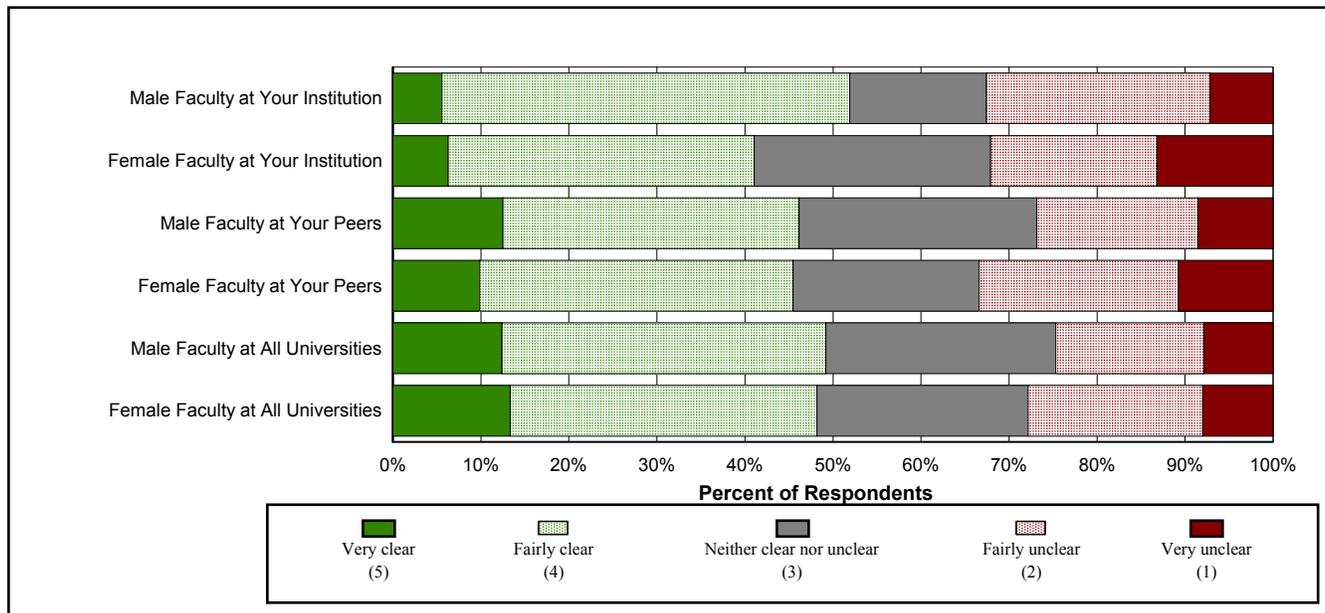
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on clarity of the expectations for performance as a department colleague.
- Among female junior faculty at all universities, your female junior faculty ranked in the 19th percentile on clarity of the expectations for performance as a department colleague.

Across all universities:

- Across all universities, there were no significant gender differences in clarity of the expectations for performance as a department colleague.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.177	1.0897	0.1275	2.923 to 3.432	3.020	1.1606	0.1658	2.687 to 3.354
Faculty at Peer 1	3.092	1.1615	0.1238	2.846 to 3.338	2.862	1.0543	0.1288	2.605 to 3.119
... Peer 2	3.072	1.0684	0.1133	2.847 to 3.297	3.244	1.1631	0.1477	2.949 to 3.539
... Peer 3	3.294	1.1632	0.1089	3.079 to 3.510	3.231	1.1570	0.1213	2.990 to 3.472
... Peer 4	3.153	1.2617	0.1487	2.856 to 3.449	3.303	1.2135	0.2051	2.887 to 3.720
... Peer 5	3.552	1.0083	0.1302	3.291 to 3.812	2.918	1.2716	0.1699	2.577 to 3.258
Your Peers (n =5)	3.233	0.1776	0.0794	N/A	3.111	0.1837	0.0821	N/A
All Universities (n=64)	3.291	0.2186	0.0273	N/A	3.257	0.2385	0.0298	N/A



Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the expectations for performance as a department colleague.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on clarity of the expectations for performance as a department colleague.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on clarity of the expectations for performance as a department colleague.

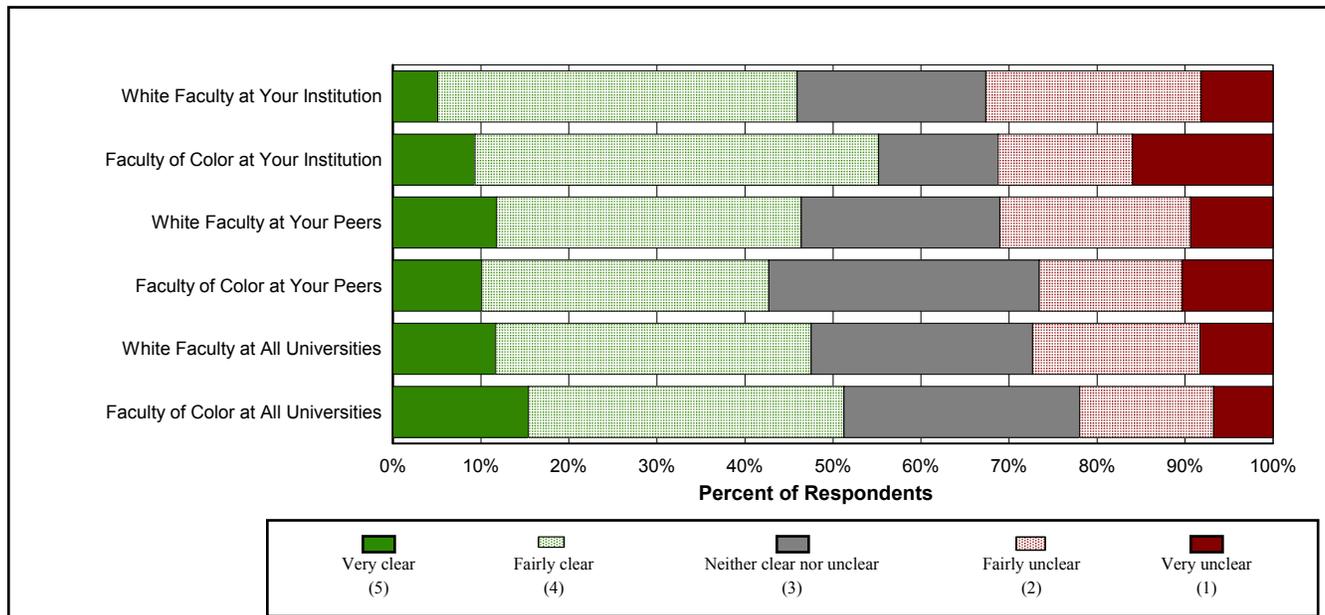
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 23rd percentile on clarity of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 31st percentile on clarity of the expectations for performance as a department colleague.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a department colleague to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.102	1.0832	0.1094	2.885 to 3.319	3.173	1.2686	0.2590	2.637 to 3.709
Faculty at Peer 1	2.926	1.1250	0.1054	2.717 to 3.135	3.146	1.1150	0.1741	2.794 to 3.498
... Peer 2	3.177	1.1222	0.1033	2.973 to 3.382	3.054	1.0714	0.1865	2.674 to 3.434
... Peer 3	3.345	1.1487	0.0974	3.152 to 3.538	3.058	1.1622	0.1476	2.763 to 3.353
... Peer 4	3.242	1.2667	0.1390	2.965 to 3.518	3.071	1.1719	0.2392	2.576 to 3.565
... Peer 5	3.199	1.1732	0.1258	2.949 to 3.449	3.468	1.1865	0.2203	3.017 to 3.919
Your Peers (n=5)	3.178	0.1385	0.0620	N/A	3.159	0.1579	0.0706	N/A
All Universities (n=64)	3.236	0.1872	0.0234	N/A	3.379	0.3140	0.0392	N/A



Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

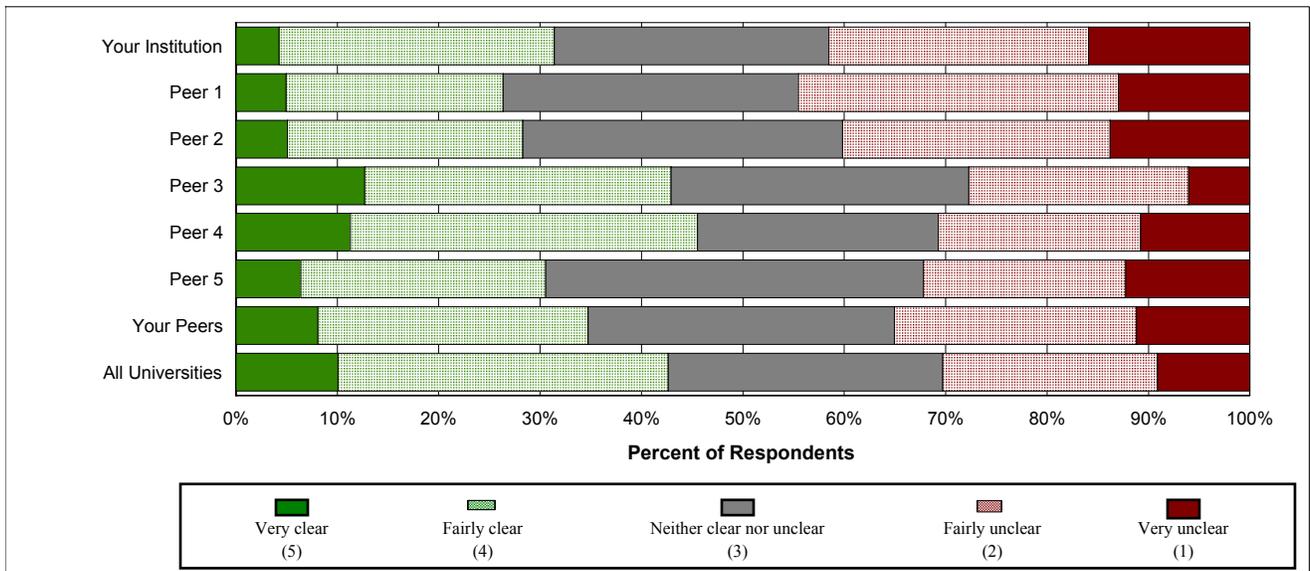
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on clarity of the expectations for performance as a campus citizen.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 13th percentile on clarity of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.782	1.1342	0.1035	2.577 to 2.987
Faculty at Peer 1	2.738	1.0918	0.0886	2.563 to 2.913
... Peer 2	2.794	1.1078	0.0933	2.610 to 2.979
... Peer 3	3.219	1.1162	0.0780	3.065 to 3.373
... Peer 4	3.153	1.1931	0.1159	2.924 to 3.383
... Peer 5	2.925	1.0717	0.1017	2.724 to 3.127
Your Peers (n=5)	2.966	0.1909	0.0854	N/A
All Universities (n=64)	3.134	0.2797	0.0350	N/A



Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the expectations for performance as a campus citizen.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on clarity of the expectations for performance as a campus citizen.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on clarity of the expectations for performance as a campus citizen.

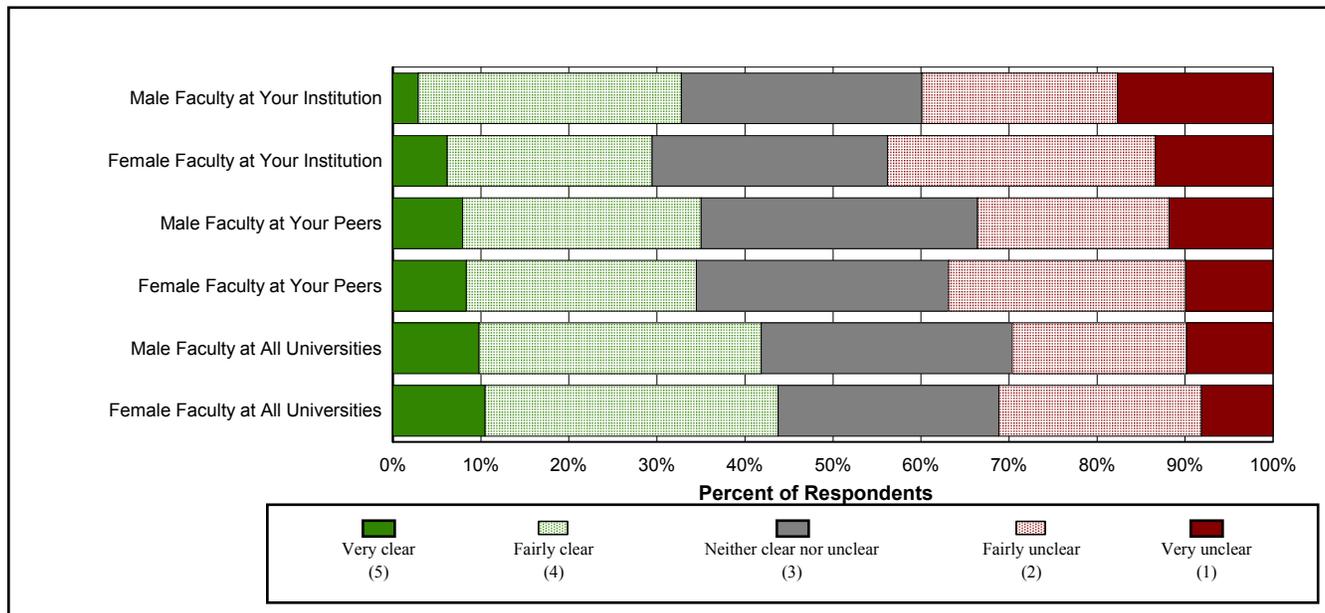
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 14th percentile on clarity of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 16th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

- Across all universities, there were no significant gender differences in clarity of the expectations for performance as a campus citizen.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.781	1.1325	0.1354	2.511 to 3.051	2.784	1.1365	0.1607	2.461 to 3.107
Faculty at Peer 1	2.823	1.1172	0.1205	2.583 to 3.062	2.621	1.0463	0.1288	2.364 to 2.878
... Peer 2	2.714	1.1097	0.1225	2.470 to 2.958	2.896	1.0937	0.1424	2.611 to 3.181
... Peer 3	3.132	1.0615	0.0994	2.935 to 3.329	3.341	1.1773	0.1234	3.096 to 3.587
... Peer 4	3.090	1.2370	0.1468	2.798 to 3.383	3.272	1.0842	0.1833	2.900 to 3.645
... Peer 5	3.117	1.0219	0.1342	2.848 to 3.386	2.669	1.0806	0.1484	2.371 to 2.967
Your Peers (n =5)	2.975	0.1730	0.0774	N/A	2.960	0.2989	0.1337	N/A
All Universities (n=64)	3.122	0.3101	0.0388	N/A	3.149	0.3210	0.0401	N/A



Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the expectations for performance as a campus citizen.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on clarity of the expectations for performance as a campus citizen.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on clarity of the expectations for performance as a campus citizen.

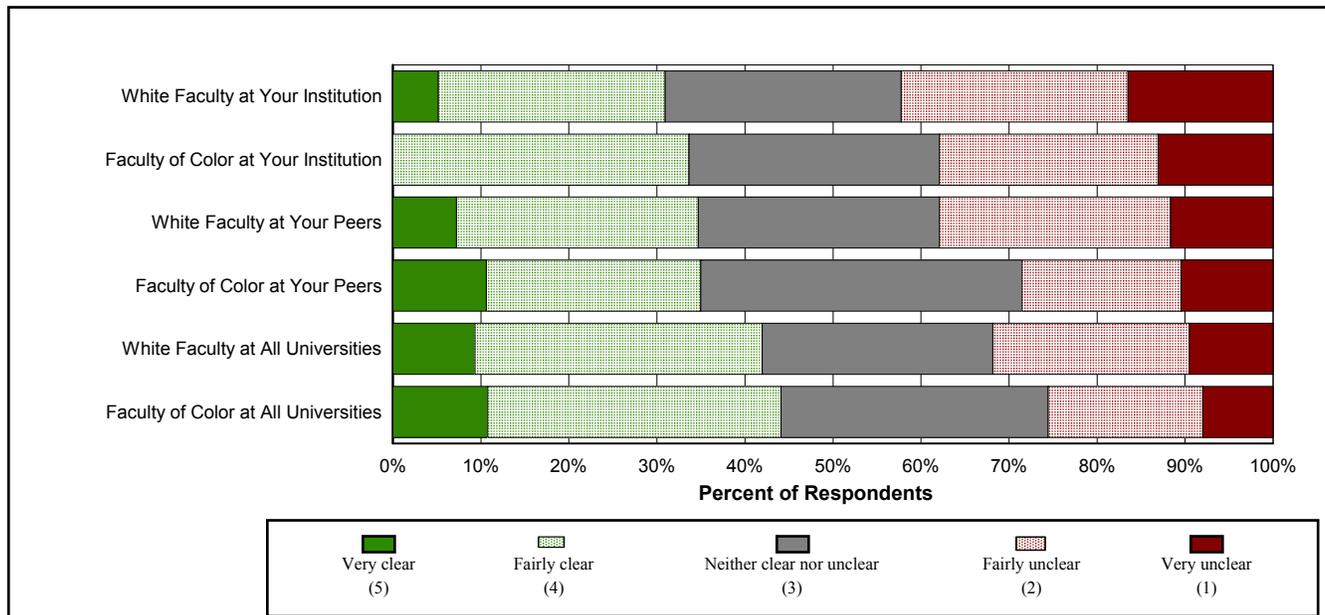
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 13th percentile on clarity of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 14th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a campus citizen to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.773	1.1533	0.1171	2.541 to 3.006	2.827	1.0489	0.2187	2.373 to 3.280
Faculty at Peer 1	2.608	1.1010	0.1045	2.401 to 2.815	3.010	1.0405	0.1625	2.682 to 3.339
... Peer 2	2.835	1.1561	0.1107	2.616 to 3.055	2.677	0.9164	0.1620	2.347 to 3.007
... Peer 3	3.218	1.1230	0.0956	3.029 to 3.407	3.222	1.0565	0.1331	2.956 to 3.488
... Peer 4	3.123	1.1304	0.1248	2.874 to 3.371	3.263	1.3838	0.2825	2.679 to 3.847
... Peer 5	2.835	1.0632	0.1160	2.604 to 3.066	3.161	1.0657	0.2051	2.739 to 3.583
Your Peers (n=5)	2.924	0.2198	0.0983	N/A	3.067	0.2128	0.0952	N/A
All Universities (n=64)	3.099	0.2800	0.0350	N/A	3.213	0.3313	0.0414	N/A



Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

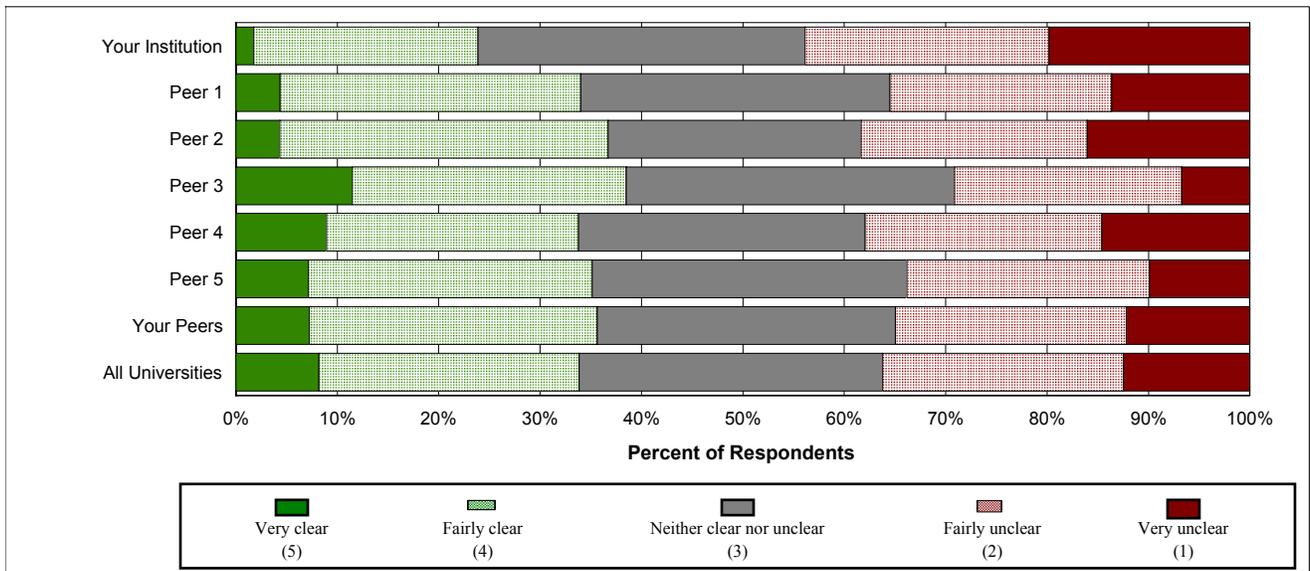
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on clarity of the expectations for performance as a community member.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 9th percentile on clarity of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.620	1.0880	0.1010	2.420 to 2.820
Faculty at Peer 1	2.892	1.1245	0.0912	2.712 to 3.072
... Peer 2	2.867	1.1604	0.0954	2.678 to 3.055
... Peer 3	3.141	1.1069	0.0775	2.989 to 3.294
... Peer 4	2.902	1.1958	0.1196	2.665 to 3.139
... Peer 5	2.986	1.1014	0.1032	2.781 to 3.190
Your Peers (n=5)	2.958	0.1002	0.0448	N/A
All Universities (n=64)	2.933	0.2243	0.0280	N/A



Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of the expectations for performance as a community member.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on clarity of the expectations for performance as a community member.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on clarity of the expectations for performance as a community member.

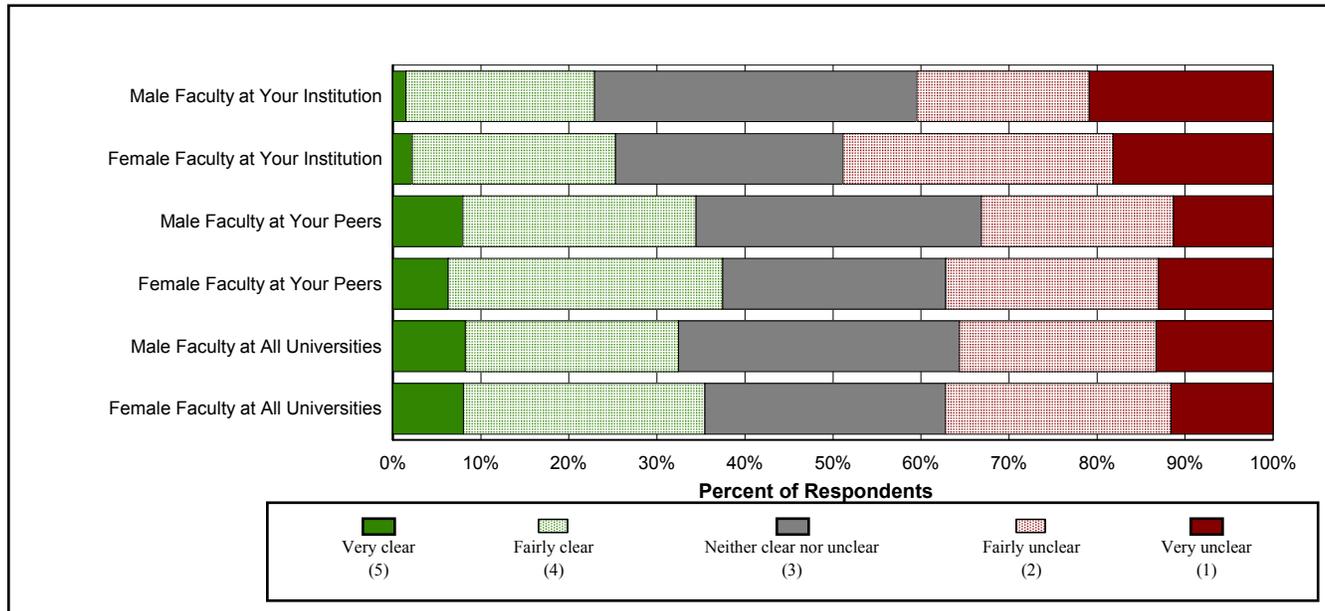
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on clarity of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 11th percentile on clarity of the expectations for performance as a community member.

Across all universities:

- Across all universities, there were no significant gender differences in clarity of the expectations for performance as a community member.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.630	1.0764	0.1296	2.372 to 2.889	2.604	1.1043	0.1611	2.280 to 2.929
Faculty at Peer 1	2.922	1.0740	0.1151	2.693 to 3.151	2.849	1.1883	0.1474	2.555 to 3.144
... Peer 2	2.803	1.1336	0.1202	2.565 to 3.042	2.953	1.1927	0.1553	2.643 to 3.264
... Peer 3	3.071	1.0689	0.1006	2.872 to 3.270	3.241	1.1509	0.1206	3.001 to 3.480
... Peer 4	2.846	1.2290	0.1501	2.547 to 3.146	3.007	1.1142	0.1940	2.612 to 3.403
... Peer 5	3.252	1.0225	0.1320	2.988 to 3.516	2.626	1.0819	0.1472	2.331 to 2.922
Your Peers (n =5)	2.979	0.1641	0.0734	N/A	2.935	0.2008	0.0898	N/A
All Universities (n=64)	2.918	0.2743	0.0343	N/A	2.946	0.2494	0.0312	N/A



Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)?

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of the expectations for performance as a community member.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on clarity of the expectations for performance as a community member.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on clarity of the expectations for performance as a community member.

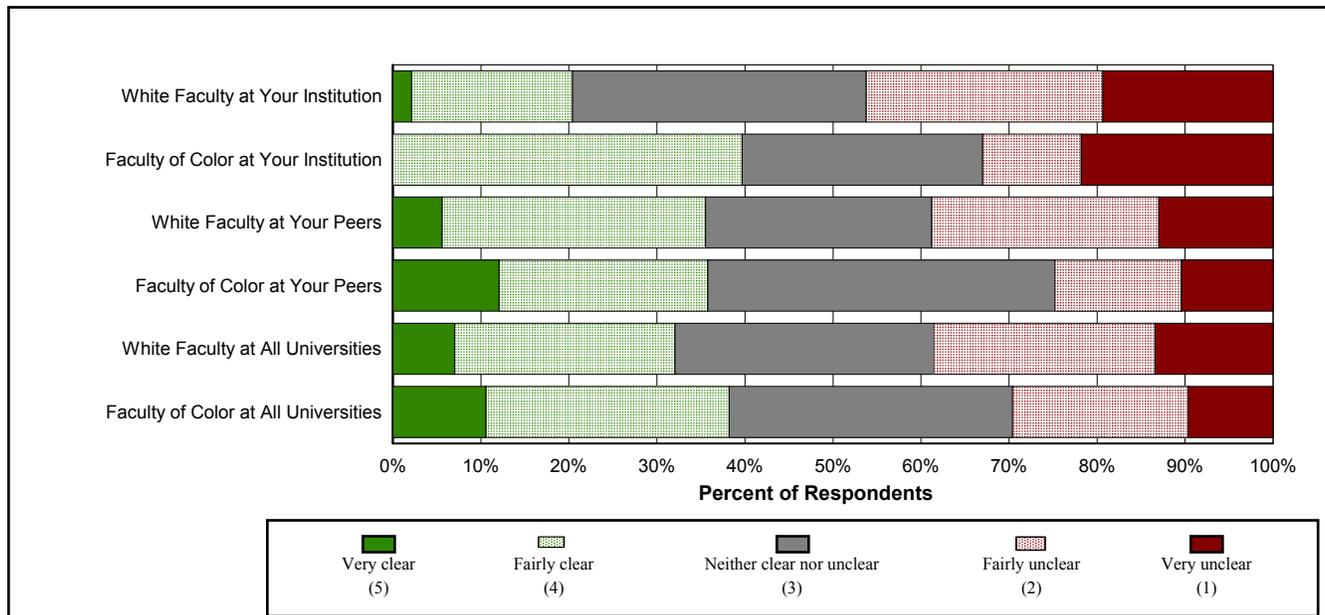
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 8th percentile on clarity of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 28th percentile on clarity of the expectations for performance as a community member.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a community member to be clearer than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.570	1.0615	0.1101	2.351 to 2.788	2.849	1.1666	0.2433	2.344 to 3.353
Faculty at Peer 1	2.790	1.1246	0.1058	2.580 to 2.999	3.123	1.1094	0.1776	2.763 to 3.483
... Peer 2	2.888	1.1779	0.1089	2.672 to 3.104	2.799	1.0901	0.1958	2.399 to 3.199
... Peer 3	3.147	1.0895	0.0927	2.964 to 3.330	3.126	1.1029	0.1401	2.846 to 3.406
... Peer 4	2.809	1.1442	0.1296	2.551 to 3.067	3.247	1.3119	0.2797	2.665 to 3.829
... Peer 5	2.835	1.1103	0.1211	2.594 to 3.076	3.338	0.9978	0.1822	2.965 to 3.710
Your Peers (n=5)	2.894	0.1310	0.0586	N/A	3.126	0.1826	0.0816	N/A
All Universities (n=64)	2.871	0.2269	0.0284	N/A	3.096	0.3400	0.0425	N/A



Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

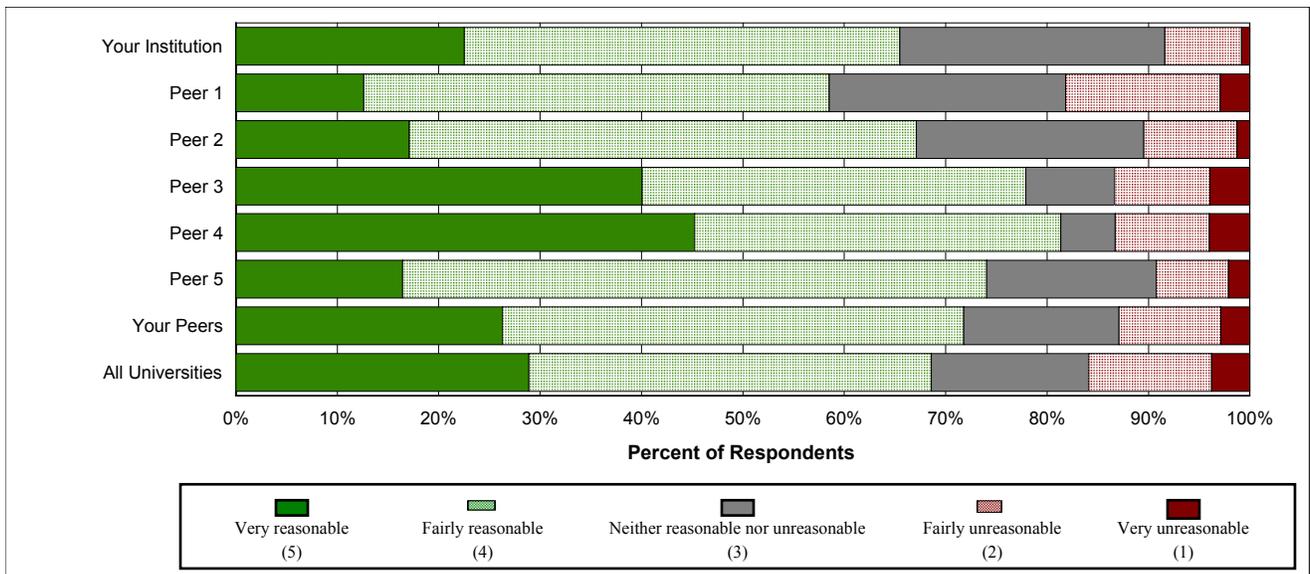
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reasonableness of the expectations for performance as a scholar.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 47th percentile on reasonableness of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.788	0.8984	0.0813	3.627 to 3.949
Faculty at Peer 1	3.500	1.0118	0.0813	3.340 to 3.661
... Peer 2	3.725	0.8973	0.0728	3.581 to 3.869
... Peer 3	4.007	1.1077	0.0787	3.852 to 4.162
... Peer 4	4.093	1.0999	0.1094	3.876 to 4.311
... Peer 5	3.792	0.8910	0.0810	3.631 to 3.952
Your Peers (n=5)	3.824	0.2105	0.0942	N/A
All Universities (n=64)	3.778	0.2371	0.0296	N/A



Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reasonableness of the expectations for performance as a scholar.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on reasonableness of the expectations for performance as a scholar.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reasonableness of the expectations for performance as a scholar.

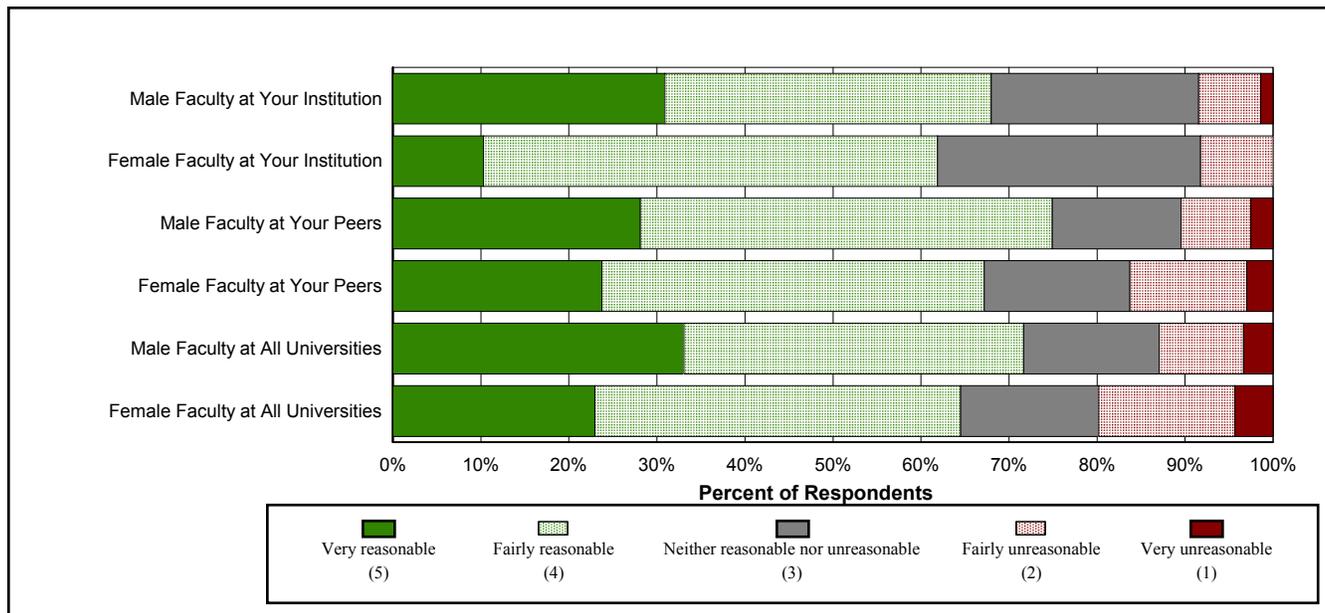
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 56th percentile on reasonableness of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 47th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

- Across all universities, male junior faculty found the expectations for performance as a scholar to be more reasonable than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.890	0.9655	0.1138	3.663 to 4.117	3.639	0.7684	0.1087	3.421 to 3.858
Faculty at Peer 1	3.657	0.9628	0.1021	3.455 to 3.860	3.275	1.0344	0.1273	3.020 to 3.529
... Peer 2	3.740	0.8537	0.0900	3.561 to 3.919	3.705	0.9569	0.1215	3.462 to 3.948
... Peer 3	4.131	1.0380	0.0994	3.934 to 4.328	3.838	1.1666	0.1237	3.592 to 4.083
... Peer 4	4.102	1.1394	0.1382	3.826 to 4.378	4.077	1.0132	0.1764	3.718 to 4.437
... Peer 5	3.871	0.8137	0.1025	3.666 to 4.076	3.687	0.9569	0.1256	3.435 to 3.938
Your Peers (n =5)	3.900	0.1895	0.0847	N/A	3.716	0.2611	0.1168	N/A
All Universities (n=64)	3.884	0.2481	0.0310	N/A	3.633	0.2874	0.0359	N/A



Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reasonableness of the expectations for performance as a scholar.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on reasonableness of the expectations for performance as a scholar.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reasonableness of the expectations for performance as a scholar.

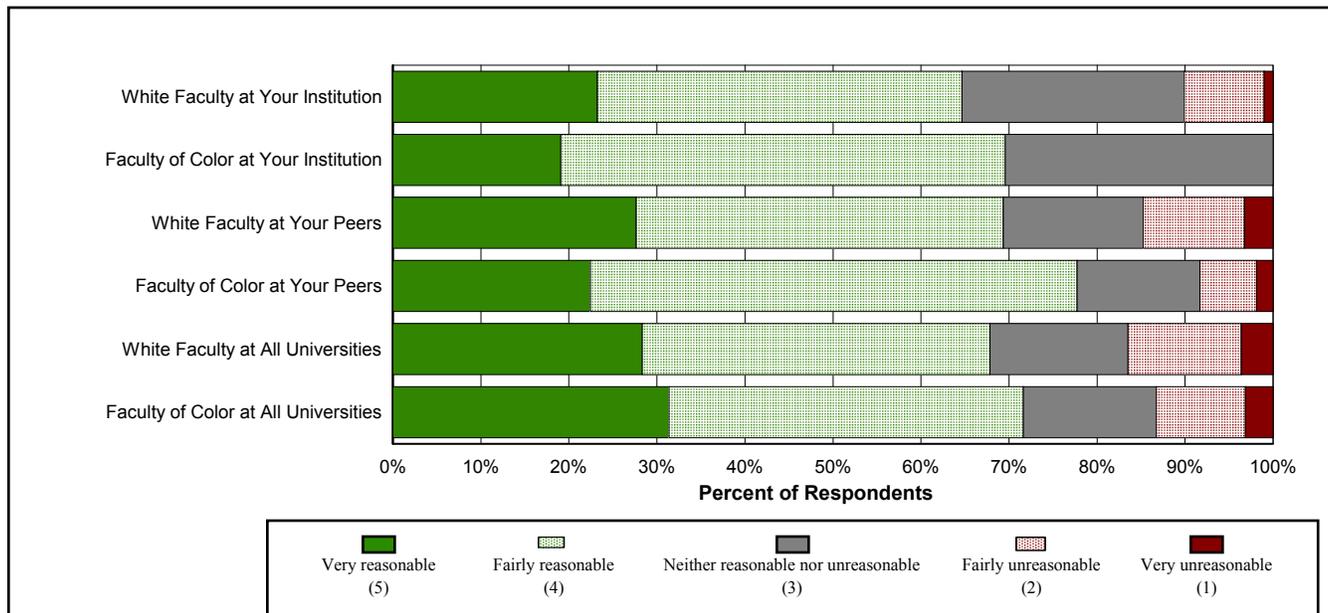
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 48th percentile on reasonableness of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 55th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

- Across all universities, junior faculty of color found the expectations for performance as a scholar to be more reasonable than did white junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.768	0.9410	0.0946	3.580 to 3.955	3.886	0.6792	0.1416	3.593 to 4.180
Faculty at Peer 1	3.466	1.0491	0.0978	3.273 to 3.660	3.576	0.8941	0.1414	3.290 to 3.862
... Peer 2	3.707	0.9290	0.0852	3.538 to 3.876	3.780	0.7690	0.1339	3.507 to 4.052
... Peer 3	3.979	1.1650	0.1006	3.780 to 4.178	4.082	0.9576	0.1226	3.837 to 4.327
... Peer 4	4.127	1.1020	0.1248	3.878 to 4.375	3.975	1.0826	0.2257	3.507 to 4.443
... Peer 5	3.670	0.9679	0.1020	3.467 to 3.873	4.088	0.5039	0.0905	3.903 to 4.273
Your Peers (n=5)	3.790	0.2345	0.1049	N/A	3.900	0.1967	0.0880	N/A
All Universities (n=64)	3.760	0.2282	0.0285	N/A	3.866	0.3458	0.0432	N/A



Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?
Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

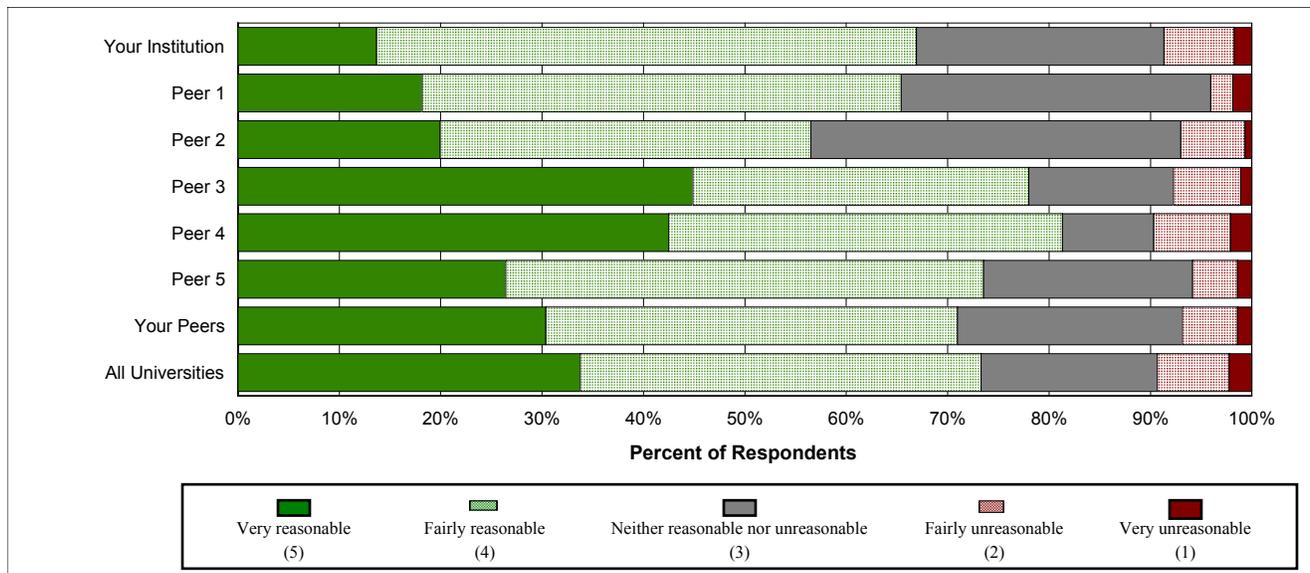
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on reasonableness of the expectations for performance as a teacher.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 16th percentile on reasonableness of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.702	0.8468	0.0780	3.548 to 3.856
Faculty at Peer 1	3.776	0.8368	0.0688	3.641 to 3.912
... Peer 2	3.688	0.8884	0.0754	3.539 to 3.837
... Peer 3	4.140	0.9666	0.0694	4.003 to 4.277
... Peer 4	4.120	0.9821	0.0992	3.923 to 4.317
... Peer 5	3.927	0.9019	0.0827	3.763 to 4.091
Your Peers (n=5)	3.930	0.1803	0.0806	N/A
All Universities (n=64)	3.955	0.2323	0.0290	N/A



Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?
Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reasonableness of the expectations for performance as a teacher.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on reasonableness of the expectations for performance as a teacher.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reasonableness of the expectations for performance as a teacher.

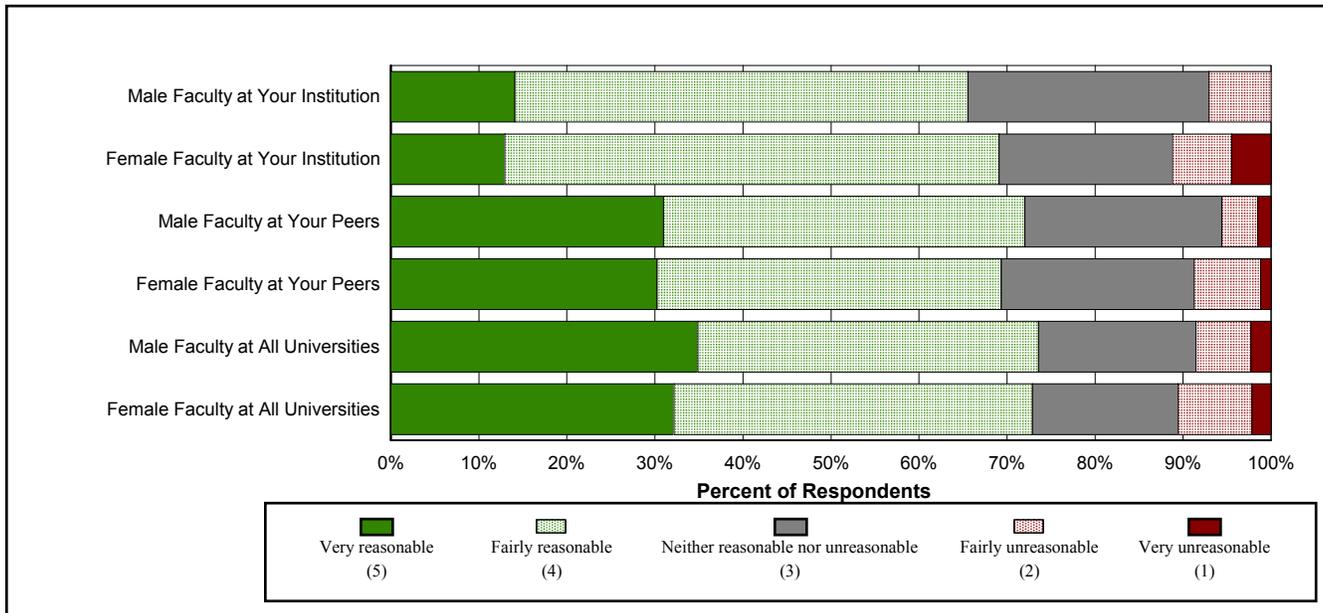
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 19th percentile on reasonableness of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 17th percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

- Across all universities, male junior faculty found the expectations for performance as a teacher to be more reasonable than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.726	0.7857	0.0926	3.541 to 3.911	3.664	0.9338	0.1377	3.386 to 3.941
Faculty at Peer 1	3.793	0.8366	0.0918	3.610 to 3.975	3.754	0.8370	0.1038	3.547 to 3.962
... Peer 2	3.708	0.8902	0.0983	3.513 to 3.904	3.661	0.8852	0.1173	3.426 to 3.896
... Peer 3	4.134	0.9560	0.0929	3.950 to 4.318	4.149	0.9791	0.1044	3.941 to 4.356
... Peer 4	4.091	0.9491	0.1168	3.857 to 4.324	4.177	1.0440	0.1845	3.801 to 4.553
... Peer 5	4.068	0.8506	0.1080	3.852 to 4.284	3.741	0.9277	0.1229	3.495 to 3.987
Your Peers (n =5)	3.959	0.1733	0.0775	N/A	3.897	0.2200	0.0984	N/A
All Universities (n=64)	3.976	0.2474	0.0309	N/A	3.924	0.2624	0.0328	N/A



Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?
Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reasonableness of the expectations for performance as a teacher.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reasonableness of the expectations for performance as a teacher.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on reasonableness of the expectations for performance as a teacher.

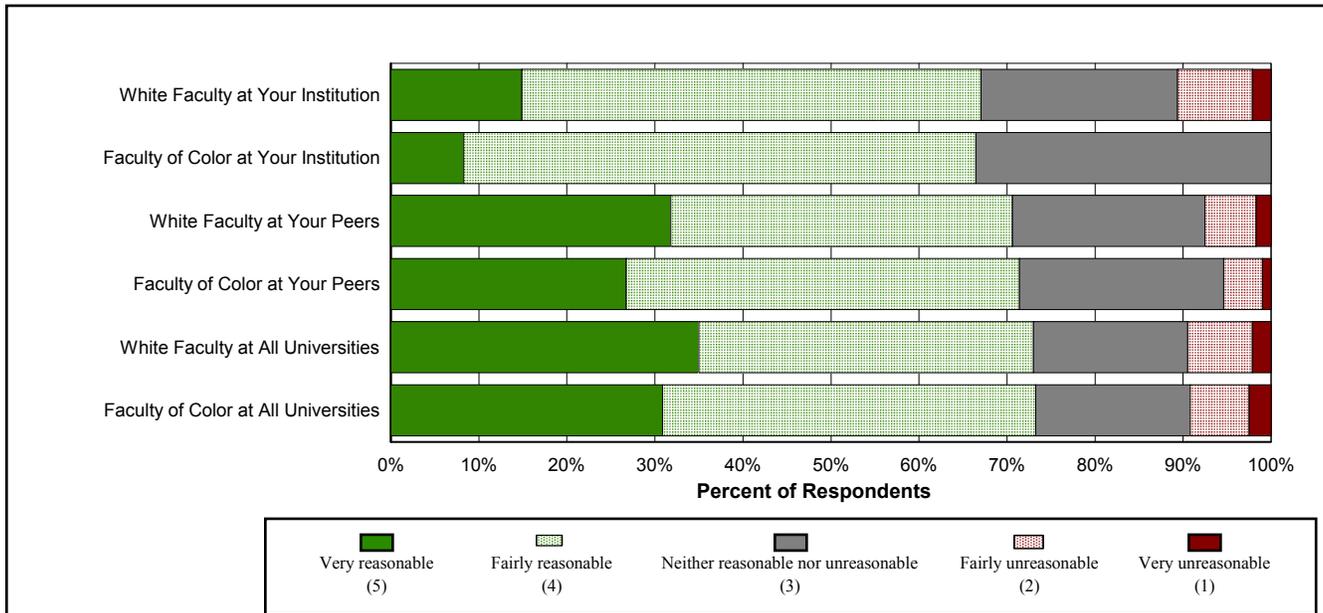
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 14th percentile on reasonableness of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 31st percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

- Across all universities, there were no significant race differences in reasonableness of the expectations for performance as a teacher.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.692	0.8995	0.0928	3.507 to 3.876	3.747	0.5951	0.1215	3.496 to 3.999
Faculty at Peer 1	3.787	0.8825	0.0849	3.618 to 3.955	3.755	0.6982	0.1104	3.532 to 3.978
... Peer 2	3.694	0.9175	0.0883	3.519 to 3.869	3.670	0.7782	0.1398	3.385 to 3.956
... Peer 3	4.152	1.0037	0.0874	3.979 to 4.325	4.108	0.8771	0.1142	3.879 to 4.336
... Peer 4	4.159	0.9387	0.1084	3.943 to 4.375	3.988	1.1034	0.2301	3.511 to 4.465
... Peer 5	3.868	0.9521	0.1015	3.666 to 4.070	4.068	0.7155	0.1285	3.805 to 4.330
Your Peers (n=5)	3.932	0.1907	0.0853	N/A	3.918	0.1740	0.0778	N/A
All Universities (n=64)	3.963	0.2275	0.0284	N/A	3.924	0.3271	0.0409	N/A



Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

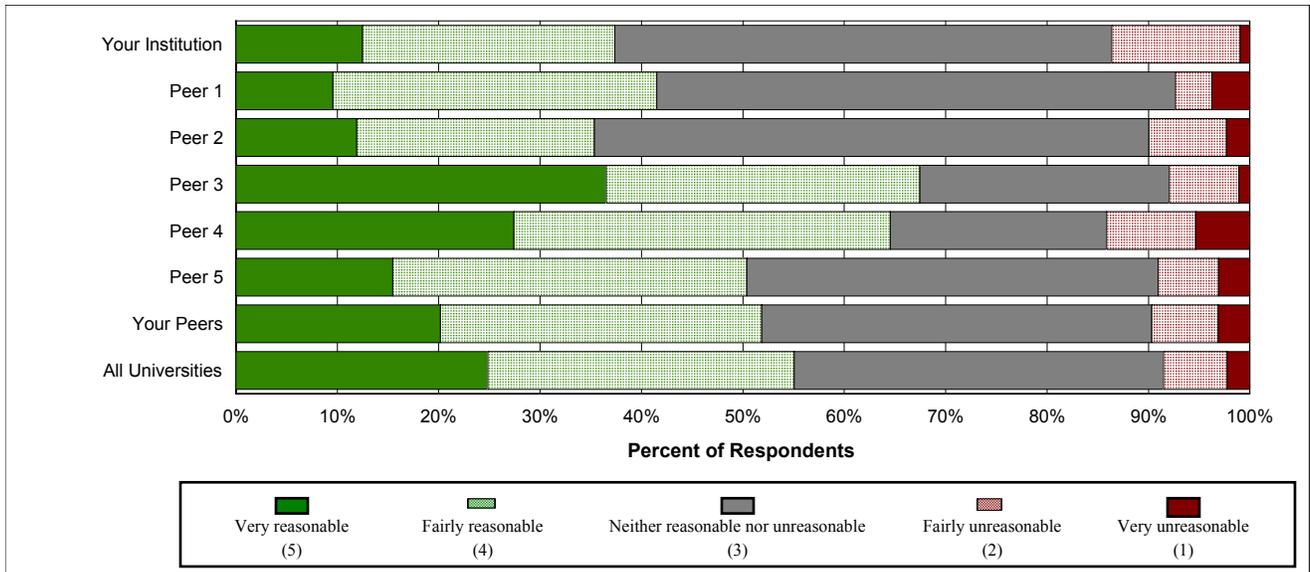
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on reasonableness of the expectations for performance as a student advisor.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 14th percentile on reasonableness of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.353	0.8936	0.0856	3.183 to 3.523
Faculty at Peer 1	3.400	0.8376	0.0682	3.265 to 3.535
... Peer 2	3.350	0.8700	0.0769	3.198 to 3.503
... Peer 3	3.949	0.9906	0.0721	3.807 to 4.092
... Peer 4	3.725	1.1182	0.1159	3.494 to 3.955
... Peer 5	3.537	0.9303	0.0860	3.367 to 3.708
Your Peers (n=5)	3.592	0.2207	0.0987	N/A
All Universities (n=64)	3.692	0.2584	0.0323	N/A



Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reasonableness of the expectations for performance as a student advisor.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on reasonableness of the expectations for performance as a student advisor.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reasonableness of the expectations for performance as a student advisor.

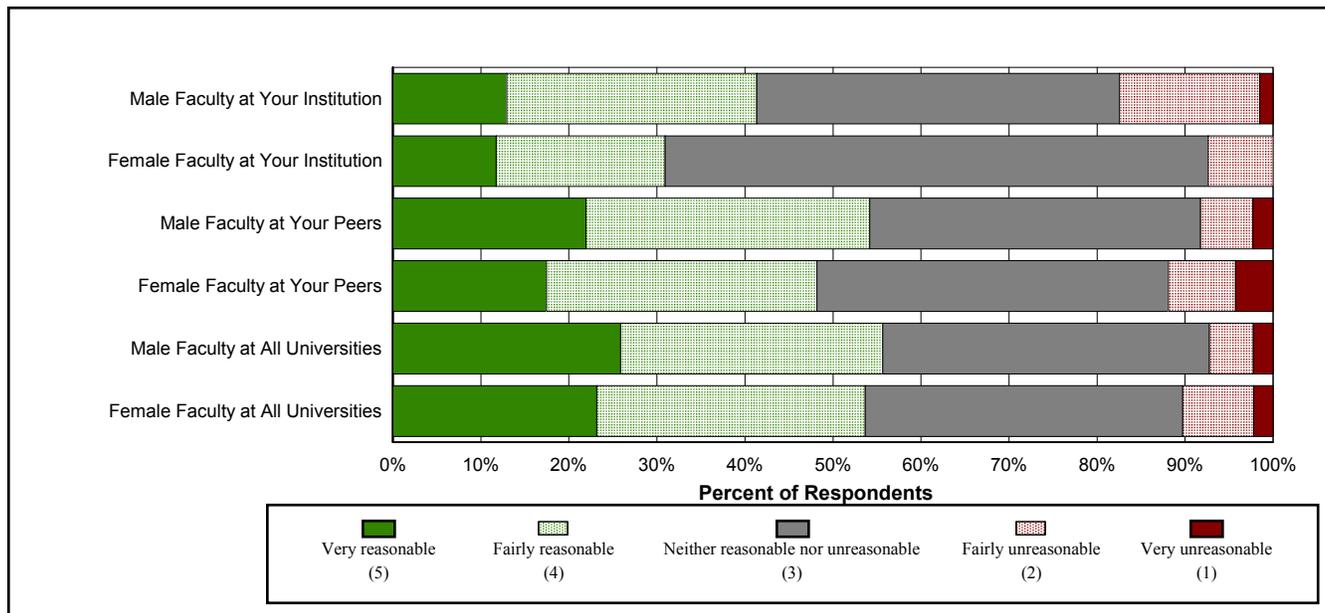
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 14th percentile on reasonableness of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

- Across all universities, male junior faculty found the expectations for performance as a student advisor to be more reasonable than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.353	0.9573	0.1170	3.119 to 3.586	3.353	0.7814	0.1206	3.109 to 3.596
Faculty at Peer 1	3.446	0.8066	0.0855	3.276 to 3.616	3.329	0.8757	0.1112	3.107 to 3.552
... Peer 2	3.351	0.7873	0.0903	3.171 to 3.530	3.350	0.9783	0.1357	3.078 to 3.623
... Peer 3	4.041	0.9500	0.0927	3.857 to 4.225	3.820	1.0254	0.1119	3.597 to 4.042
... Peer 4	3.812	1.0963	0.1381	3.536 to 4.088	3.556	1.1455	0.2091	3.128 to 3.983
... Peer 5	3.629	0.9538	0.1231	3.383 to 3.876	3.419	0.8956	0.1186	3.182 to 3.657
Your Peers (n =5)	3.656	0.2491	0.1114	N/A	3.495	0.1807	0.0808	N/A
All Universities (n=64)	3.720	0.2803	0.0350	N/A	3.643	0.2724	0.0341	N/A



Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reasonableness of the expectations for performance as a student advisor.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reasonableness of the expectations for performance as a student advisor.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reasonableness of the expectations for performance as a student advisor.

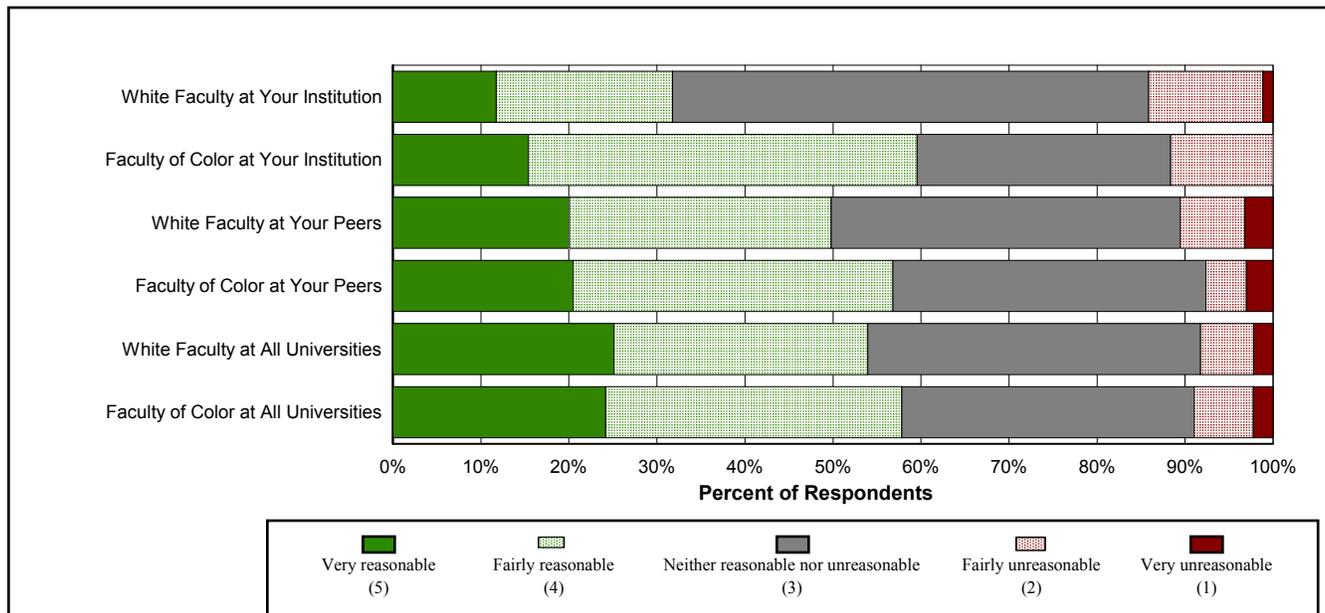
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 3rd percentile on reasonableness of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 44th percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

- Across all universities, there were no significant race differences in reasonableness of the expectations for performance as a student advisor.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.282	0.8760	0.0950	3.093 to 3.471	3.633	0.9043	0.1846	3.251 to 4.015
Faculty at Peer 1	3.383	0.8419	0.0803	3.224 to 3.542	3.435	0.8257	0.1289	3.174 to 3.695
... Peer 2	3.303	0.9028	0.0921	3.120 to 3.486	3.469	0.7493	0.1325	3.199 to 3.739
... Peer 3	3.929	1.0164	0.0902	3.750 to 4.107	4.005	0.9285	0.1219	3.761 to 4.249
... Peer 4	3.730	1.0928	0.1288	3.473 to 3.987	3.707	1.2009	0.2621	3.160 to 4.253
... Peer 5	3.461	0.9482	0.1022	3.258 to 3.664	3.715	0.8680	0.1559	3.396 to 4.033
Your Peers (n=5)	3.561	0.2331	0.1043	N/A	3.666	0.2054	0.0919	N/A
All Universities (n=64)	3.686	0.2545	0.0318	N/A	3.708	0.3344	0.0418	N/A



Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

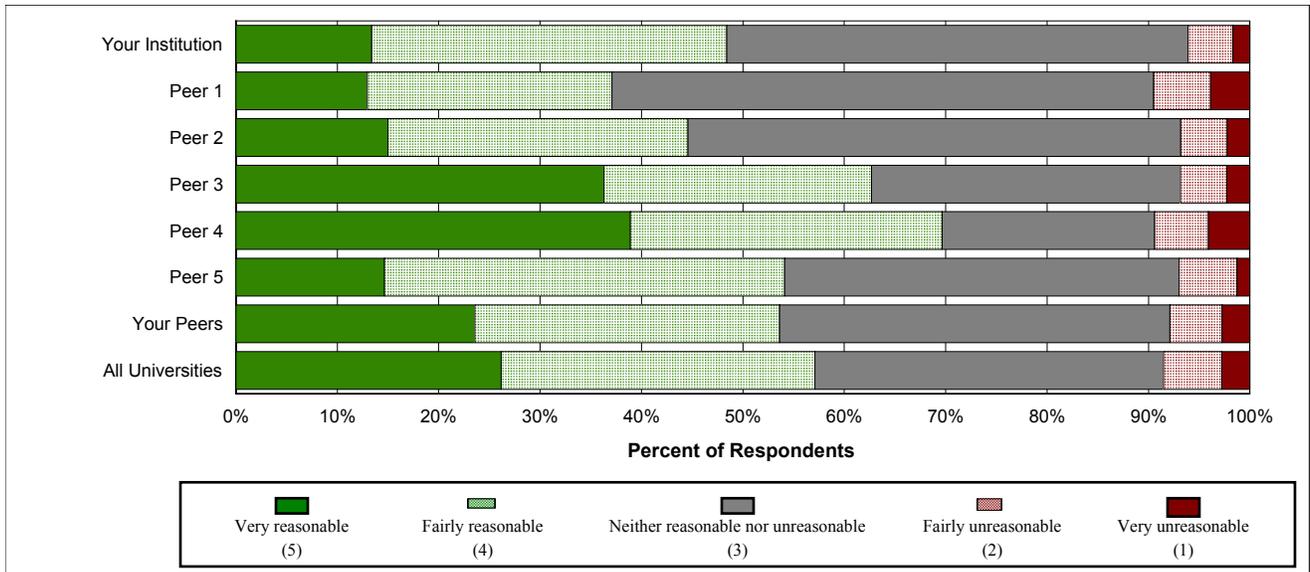
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reasonableness of the expectations for performance as a department colleague.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 30th percentile on reasonableness of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.541	0.8414	0.0762	3.390 to 3.691
Faculty at Peer 1	3.367	0.9140	0.0734	3.222 to 3.512
... Peer 2	3.506	0.8754	0.0712	3.365 to 3.646
... Peer 3	3.899	1.0263	0.0741	3.753 to 4.045
... Peer 4	3.951	1.0821	0.1093	3.734 to 4.168
... Peer 5	3.605	0.8633	0.0802	3.447 to 3.764
Your Peers (n=5)	3.666	0.2255	0.1008	N/A
All Universities (n=64)	3.720	0.2414	0.0302	N/A



Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reasonableness of the expectations for performance as a department colleague.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on reasonableness of the expectations for performance as a department colleague.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reasonableness of the expectations for performance as a department colleague.

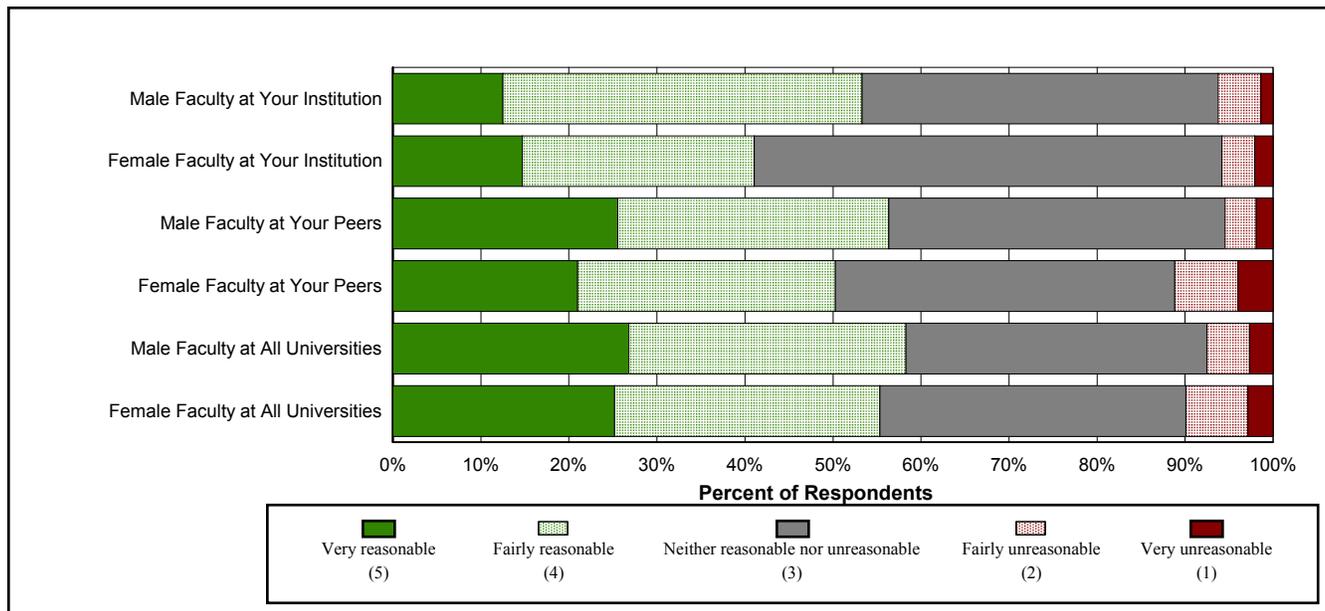
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 33rd percentile on reasonableness of the expectations for performance as a department colleague.
- Among female junior faculty at all universities, your female junior faculty ranked in the 33rd percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

- Across all universities, male junior faculty found the expectations for performance as a department colleague to be more reasonable than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.582	0.8262	0.0967	3.389 to 3.775	3.478	0.8596	0.1228	3.231 to 3.725
Faculty at Peer 1	3.513	0.8660	0.0923	3.330 to 3.697	3.164	0.9399	0.1148	2.934 to 3.393
... Peer 2	3.483	0.8363	0.0886	3.307 to 3.660	3.535	0.9277	0.1178	3.299 to 3.770
... Peer 3	4.032	0.9849	0.0961	3.842 to 4.223	3.717	1.0429	0.1118	3.494 to 3.939
... Peer 4	3.924	1.0633	0.1309	3.663 to 4.186	4.002	1.1180	0.1976	3.599 to 4.405
... Peer 5	3.773	0.8138	0.1051	3.563 to 3.983	3.389	0.8799	0.1176	3.153 to 3.625
Your Peers (n =5)	3.745	0.2180	0.0975	N/A	3.561	0.2854	0.1276	N/A
All Universities (n=64)	3.749	0.2492	0.0312	N/A	3.678	0.2725	0.0341	N/A



Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reasonableness of the expectations for performance as a department colleague.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reasonableness of the expectations for performance as a department colleague.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reasonableness of the expectations for performance as a department colleague.

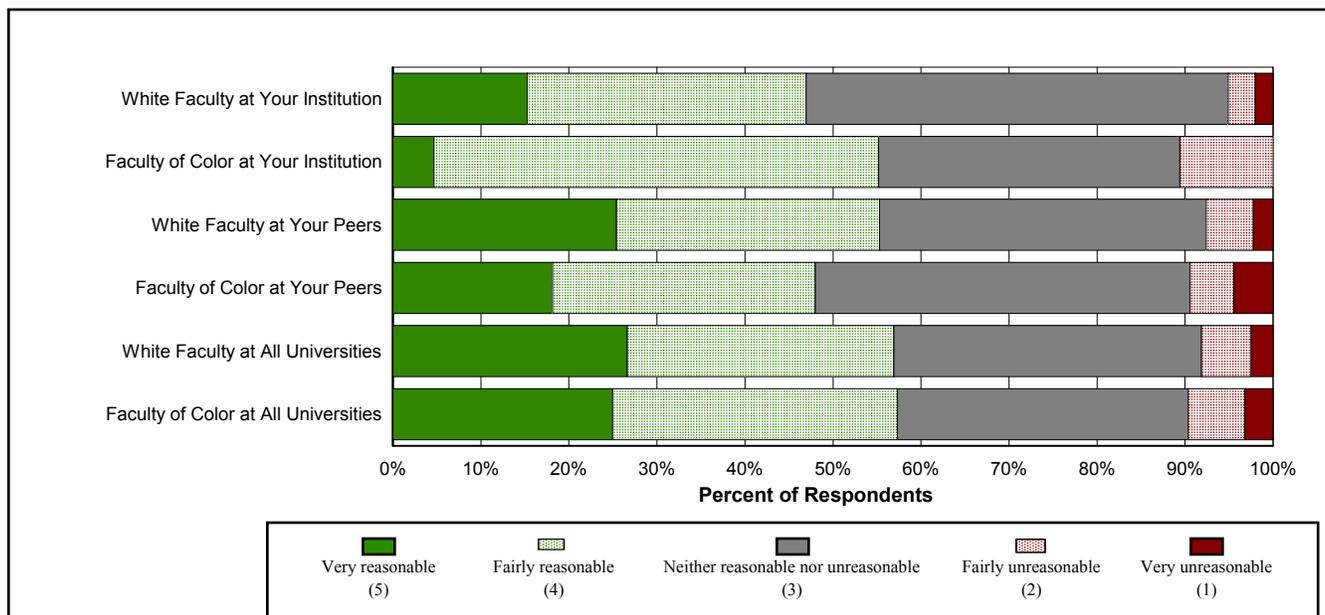
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 25th percentile on reasonableness of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 31st percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

- Across all universities, white junior faculty found the expectations for performance as a department colleague to be more reasonable than did junior faculty of color.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.551	0.8586	0.0867	3.379 to 3.723	3.492	0.7626	0.1557	3.170 to 3.814
Faculty at Peer 1	3.347	0.9627	0.0902	3.168 to 3.525	3.410	0.7612	0.1189	3.170 to 3.651
... Peer 2	3.594	0.8561	0.0788	3.438 to 3.750	3.241	0.8887	0.1547	2.926 to 3.556
... Peer 3	3.948	1.0399	0.0916	3.767 to 4.130	3.767	0.9627	0.1253	3.517 to 4.018
... Peer 4	4.066	1.0044	0.1152	3.837 to 4.296	3.540	1.2332	0.2629	2.994 to 4.087
... Peer 5	3.587	0.8401	0.0901	3.408 to 3.766	3.653	0.9291	0.1725	3.300 to 4.007
Your Peers (n=5)	3.708	0.2625	0.1174	N/A	3.522	0.1840	0.0823	N/A
All Universities (n=64)	3.729	0.2388	0.0298	N/A	3.695	0.3087	0.0386	N/A



Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

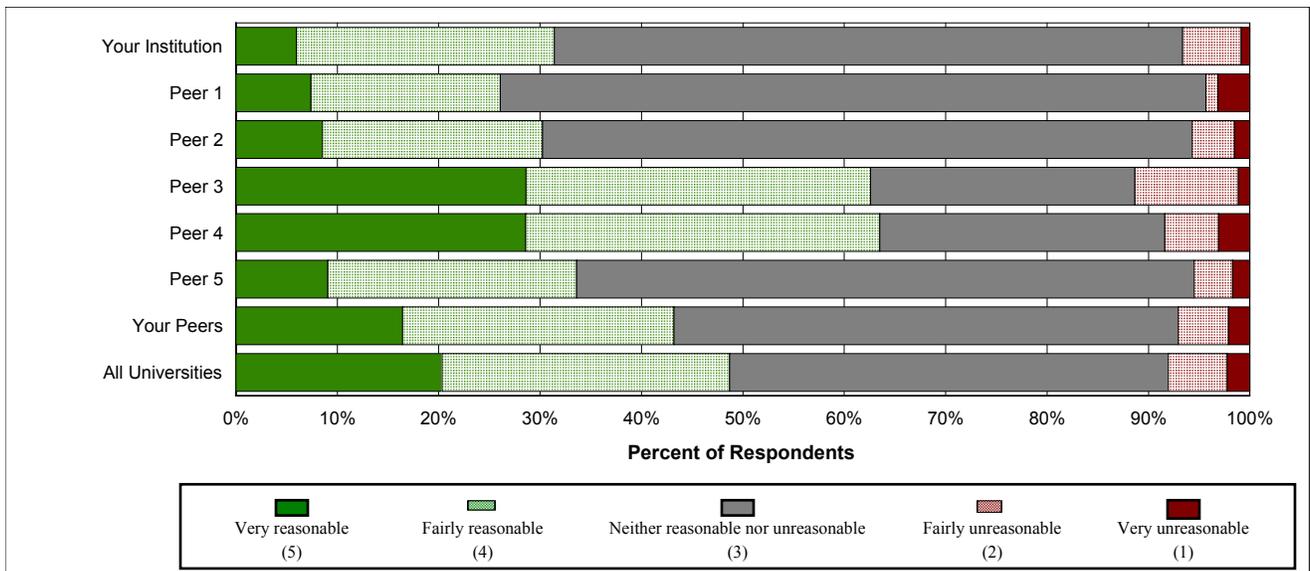
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on reasonableness of the expectations for performance as a campus citizen.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 20th percentile on reasonableness of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.299	0.7024	0.0641	3.172 to 3.426
Faculty at Peer 1	3.260	0.7209	0.0585	3.145 to 3.376
... Peer 2	3.316	0.7485	0.0630	3.191 to 3.441
... Peer 3	3.787	0.9988	0.0730	3.643 to 3.931
... Peer 4	3.806	1.0136	0.1034	3.601 to 4.012
... Peer 5	3.354	0.7493	0.0711	3.213 to 3.495
Your Peers (n=5)	3.505	0.2404	0.1075	N/A
All Universities (n=64)	3.588	0.2551	0.0319	N/A



Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reasonableness of the expectations for performance as a campus citizen.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on reasonableness of the expectations for performance as a campus citizen.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reasonableness of the expectations for performance as a campus citizen.

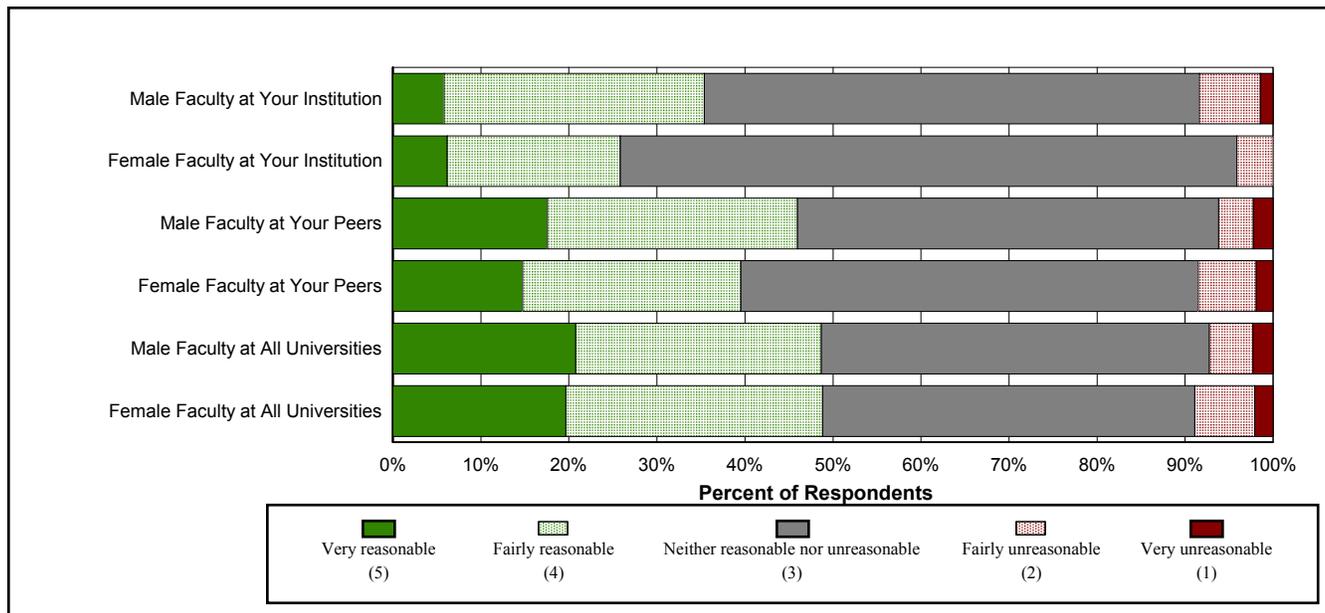
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 23rd percentile on reasonableness of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 17th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

- Across all universities, there were no significant gender differences in reasonableness of the expectations for performance as a campus citizen.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.313	0.7472	0.0893	3.135 to 3.491	3.279	0.6337	0.0896	3.099 to 3.459
Faculty at Peer 1	3.312	0.7934	0.0856	3.142 to 3.482	3.189	0.6085	0.0749	3.039 to 3.338
... Peer 2	3.281	0.7069	0.0781	3.126 to 3.437	3.360	0.8004	0.1042	3.151 to 3.568
... Peer 3	3.848	0.9730	0.0959	3.658 to 4.038	3.703	1.0233	0.1116	3.481 to 3.925
... Peer 4	3.830	0.9930	0.1241	3.582 to 4.078	3.763	1.0528	0.1861	3.383 to 4.142
... Peer 5	3.486	0.7916	0.1039	3.278 to 3.694	3.180	0.6745	0.0927	2.994 to 3.366
Your Peers (n =5)	3.551	0.2450	0.1096	N/A	3.439	0.2492	0.1115	N/A
All Universities (n=64)	3.600	0.2663	0.0333	N/A	3.575	0.2858	0.0357	N/A



Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reasonableness of the expectations for performance as a campus citizen.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reasonableness of the expectations for performance as a campus citizen.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reasonableness of the expectations for performance as a campus citizen.

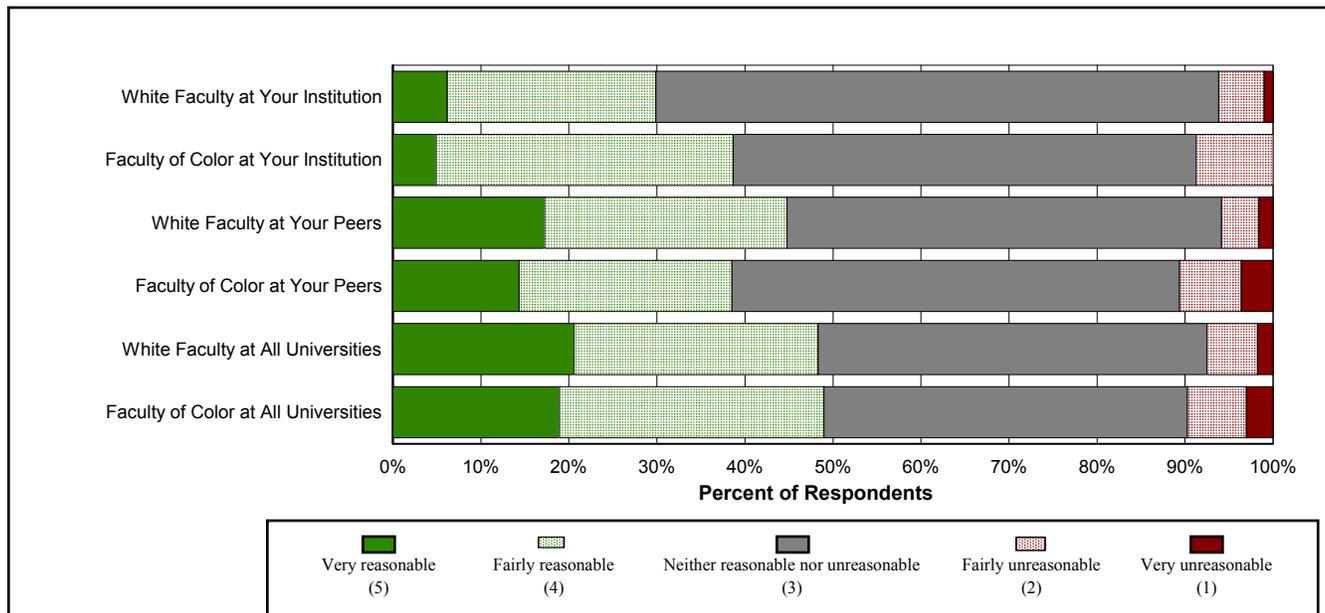
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 17th percentile on reasonableness of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

- Across all universities, white junior faculty found the expectations for performance as a campus citizen to be more reasonable than did junior faculty of color.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.289	0.7028	0.0714	3.147 to 3.430	3.349	0.6984	0.1456	3.047 to 3.651
Faculty at Peer 1	3.289	0.7152	0.0679	3.155 to 3.424	3.199	0.7293	0.1139	2.968 to 3.429
... Peer 2	3.406	0.7556	0.0724	3.262 to 3.549	3.059	0.6585	0.1164	2.822 to 3.297
... Peer 3	3.818	1.0346	0.0929	3.634 to 4.002	3.709	0.9252	0.1205	3.468 to 3.950
... Peer 4	3.876	0.9293	0.1080	3.661 to 4.091	3.566	1.2306	0.2624	3.020 to 4.111
... Peer 5	3.337	0.7264	0.0793	3.179 to 3.495	3.400	0.8165	0.1571	3.077 to 3.723
Your Peers (n=5)	3.545	0.2498	0.1117	N/A	3.386	0.2360	0.1055	N/A
All Universities (n=64)	3.596	0.2590	0.0324	N/A	3.552	0.3162	0.0395	N/A



Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

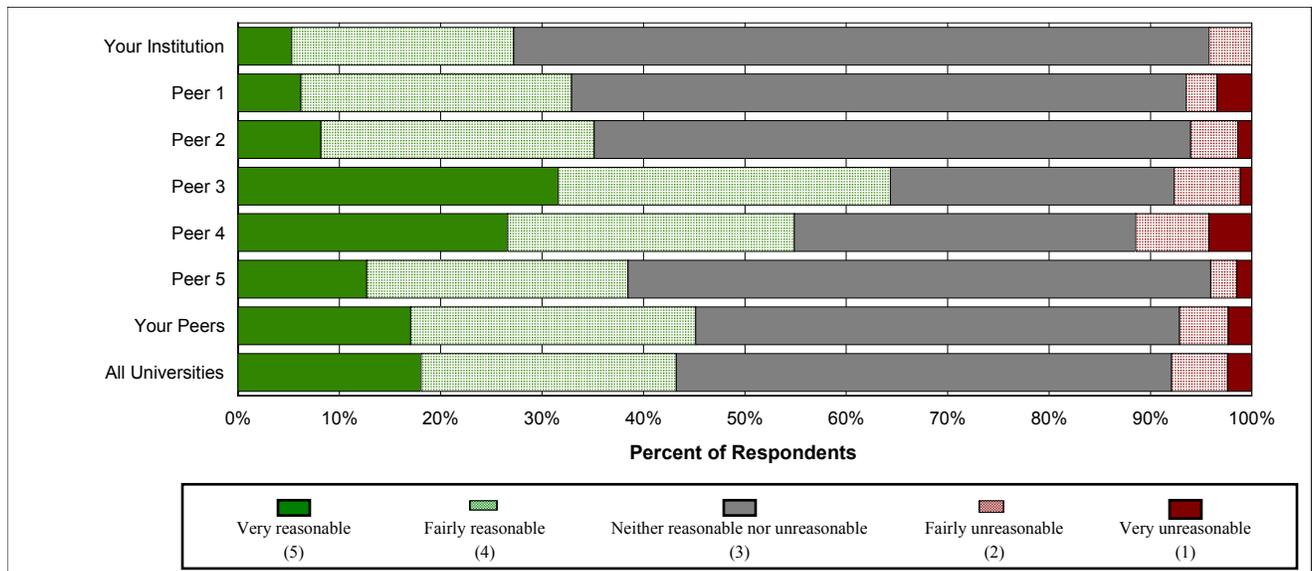
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on reasonableness of the expectations for performance as a community member.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 23rd percentile on reasonableness of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.283	0.6271	0.0582	3.168 to 3.398
Faculty at Peer 1	3.292	0.7645	0.0620	3.170 to 3.415
... Peer 2	3.359	0.7547	0.0620	3.237 to 3.482
... Peer 3	3.871	0.9690	0.0707	3.732 to 4.011
... Peer 4	3.658	1.0804	0.1145	3.430 to 3.885
... Peer 5	3.456	0.7926	0.0742	3.309 to 3.603
Your Peers (n=5)	3.527	0.2116	0.0946	N/A
All Universities (n=64)	3.510	0.2282	0.0285	N/A



Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reasonableness of the expectations for performance as a community member.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on reasonableness of the expectations for performance as a community member.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on reasonableness of the expectations for performance as a community member.

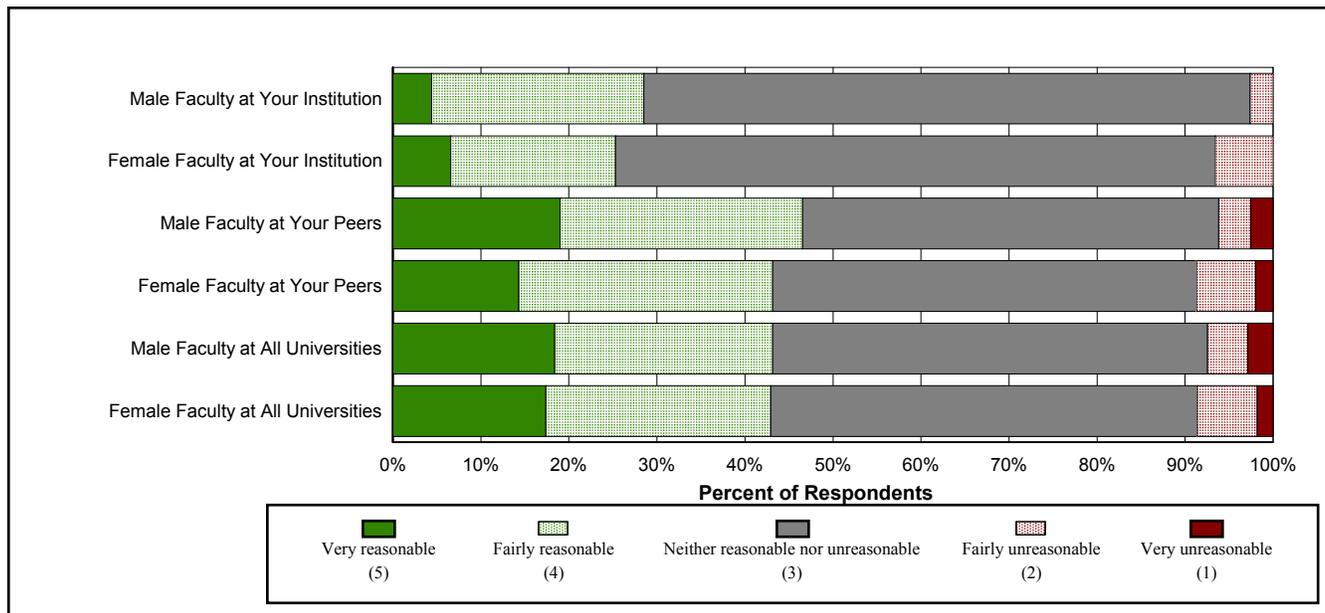
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on reasonableness of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 20th percentile on reasonableness of the expectations for performance as a community member.

Across all universities:

- Across all universities, there were no significant gender differences in reasonableness of the expectations for performance as a community member.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.303	0.5972	0.0719	3.160 to 3.447	3.253	0.6674	0.0974	3.057 to 3.449
Faculty at Peer 1	3.292	0.8089	0.0867	3.120 to 3.464	3.292	0.7000	0.0868	3.119 to 3.466
... Peer 2	3.321	0.7757	0.0822	3.158 to 3.484	3.412	0.7179	0.0935	3.225 to 3.599
... Peer 3	3.925	0.9521	0.0938	3.738 to 4.111	3.798	0.9811	0.1064	3.586 to 4.010
... Peer 4	3.701	1.0617	0.1382	3.424 to 3.977	3.579	1.1136	0.2033	3.163 to 3.995
... Peer 5	3.603	0.8019	0.1035	3.396 to 3.810	3.258	0.7370	0.1003	3.057 to 3.459
Your Peers (n =5)	3.568	0.2380	0.1064	N/A	3.468	0.1997	0.0893	N/A
All Universities (n=64)	3.512	0.2597	0.0325	N/A	3.499	0.2431	0.0304	N/A



Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)?

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reasonableness of the expectations for performance as a community member.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reasonableness of the expectations for performance as a community member.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reasonableness of the expectations for performance as a community member.

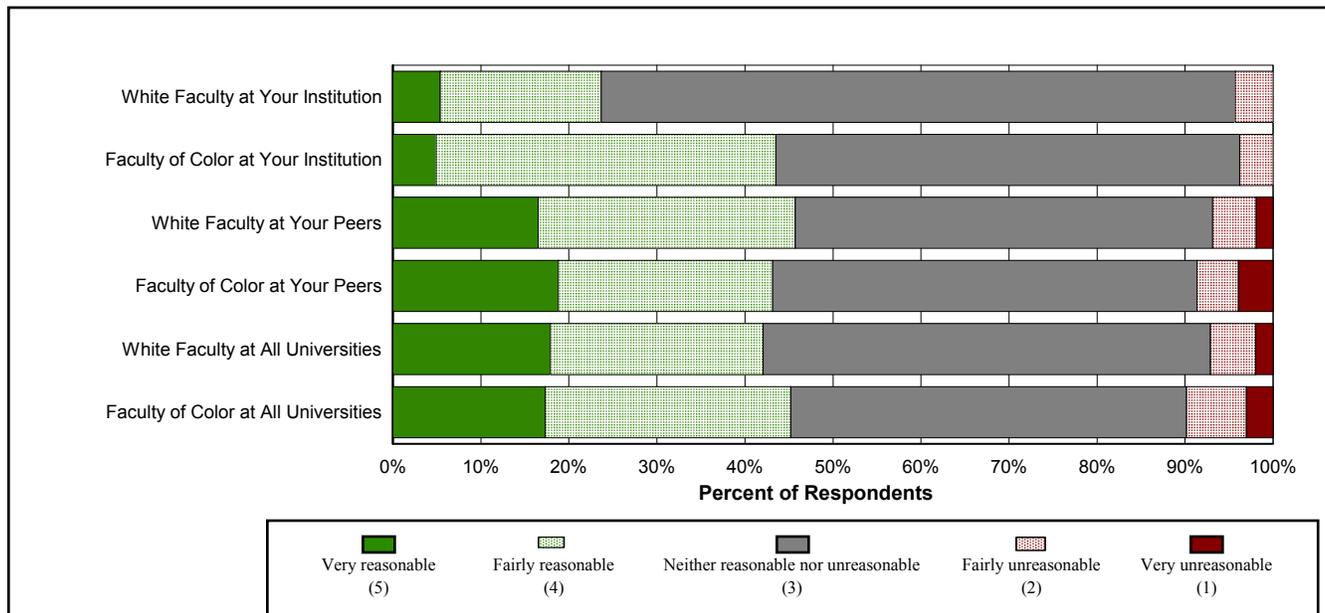
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th percentile on reasonableness of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 45th percentile on reasonableness of the expectations for performance as a community member.

Across all universities:

- Across all universities, there were no significant race differences in reasonableness of the expectations for performance as a community member.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.247	0.6162	0.0639	3.120 to 3.374	3.446	0.6478	0.1351	3.166 to 3.726
Faculty at Peer 1	3.264	0.7873	0.0741	3.117 to 3.411	3.356	0.6918	0.1108	3.131 to 3.580
... Peer 2	3.423	0.7424	0.0686	3.287 to 3.559	3.159	0.7661	0.1376	2.878 to 3.440
... Peer 3	3.922	0.9889	0.0881	3.747 to 4.096	3.737	0.8907	0.1170	3.503 to 3.971
... Peer 4	3.671	0.9462	0.1147	3.442 to 3.900	3.612	1.4302	0.3121	2.961 to 4.263
... Peer 5	3.394	0.7985	0.0871	3.220 to 3.567	3.603	0.7630	0.1393	3.318 to 3.888
Your Peers (n=5)	3.535	0.2343	0.1048	N/A	3.493	0.2081	0.0931	N/A
All Universities (n=64)	3.508	0.2364	0.0296	N/A	3.496	0.2783	0.0348	N/A



Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

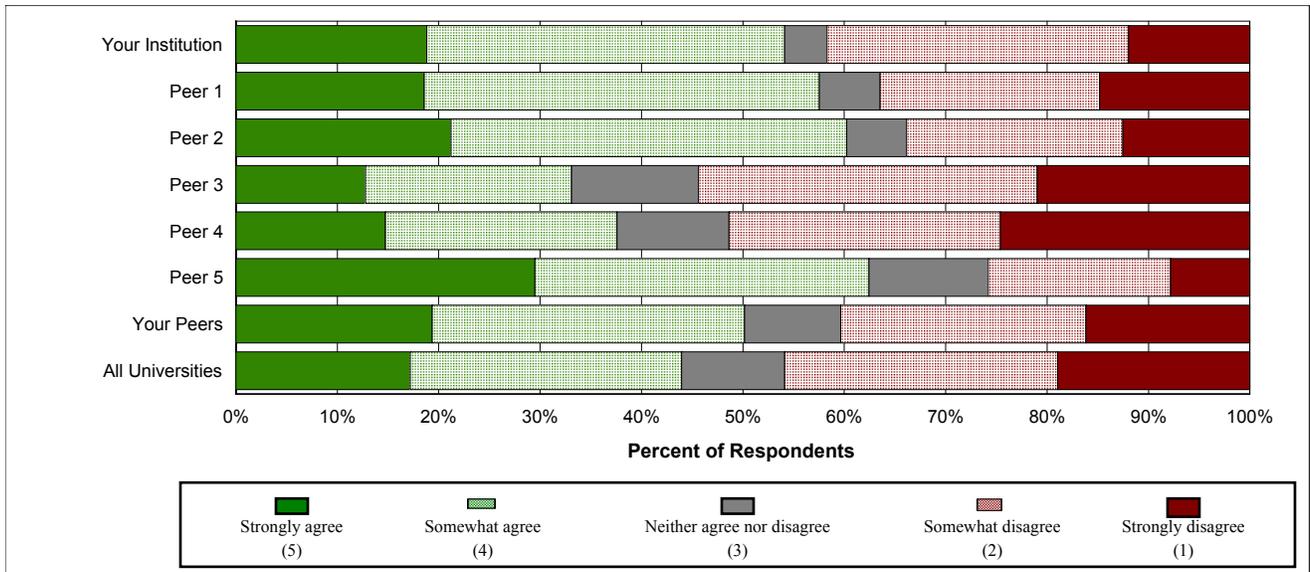
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reporting having received consistent messages from senior colleagues about the requirements for tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 69th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.193	1.3630	0.1234	2.949 to 3.437
Faculty at Peer 1	3.248	1.3788	0.1115	3.028 to 3.469
... Peer 2	3.351	1.3563	0.1104	3.133 to 3.569
... Peer 3	2.705	1.3364	0.0947	2.518 to 2.892
... Peer 4	2.764	1.4342	0.1406	2.485 to 3.042
... Peer 5	3.583	1.3093	0.1216	3.343 to 3.824
Your Peers (n=5)	3.130	0.3415	0.1527	N/A
All Universities (n=64)	2.963	0.4283	0.0535	N/A



Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reporting having received consistent messages from senior colleagues about the requirements for tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on reporting having received consistent messages from senior colleagues about the requirements for tenure.

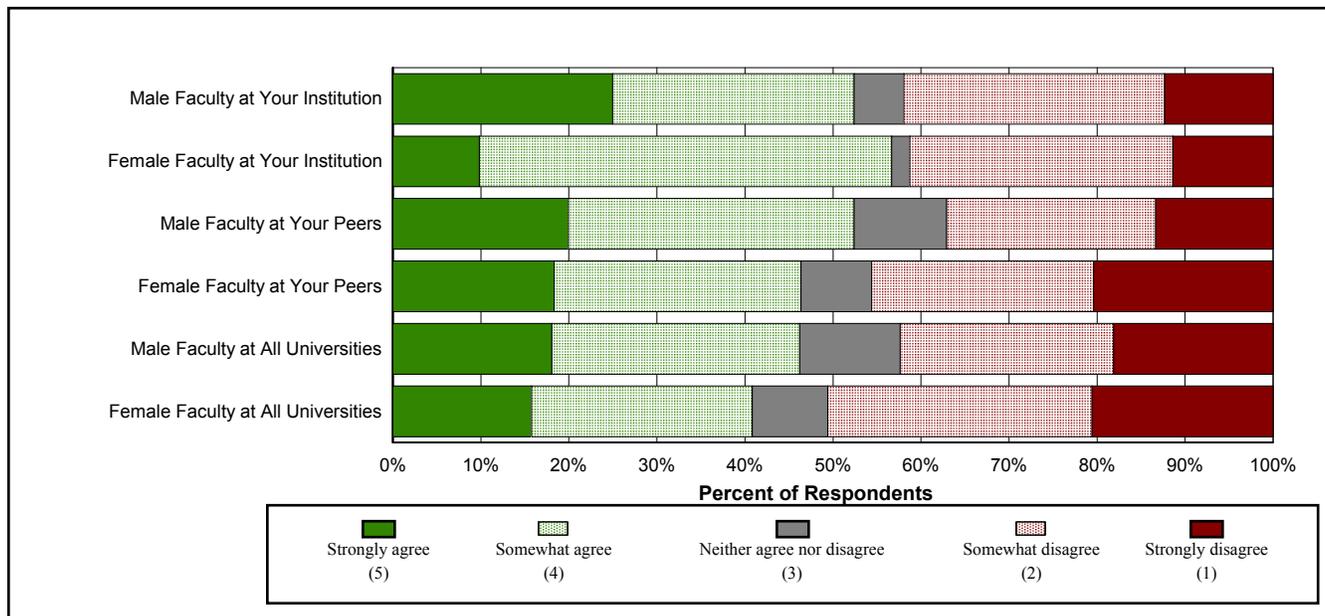
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 66th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that they had received consistent messages from senior colleagues about the requirements for tenure.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.231	1.4190	0.1672	2.897 to 3.564	3.138	1.2750	0.1803	2.776 to 3.501
Faculty at Peer 1	3.348	1.3035	0.1397	3.070 to 3.626	3.109	1.4609	0.1798	2.750 to 3.468
... Peer 2	3.314	1.3465	0.1412	3.034 to 3.595	3.401	1.3687	0.1767	3.047 to 3.755
... Peer 3	2.936	1.3260	0.1264	2.685 to 3.186	2.382	1.2841	0.1361	2.112 to 2.653
... Peer 4	2.959	1.4389	0.1732	2.614 to 3.305	2.402	1.3583	0.2296	1.936 to 2.869
... Peer 5	3.539	1.3228	0.1708	3.197 to 3.880	3.641	1.2925	0.1727	3.295 to 3.987
Your Peers (n =5)	3.219	0.2347	0.1049	N/A	2.987	0.5141	0.2299	N/A
All Universities (n=64)	3.038	0.4192	0.0524	N/A	2.854	0.4718	0.0590	N/A



Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reporting having received consistent messages from senior colleagues about the requirements for tenure.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reporting having received consistent messages from senior colleagues about the requirements for tenure.

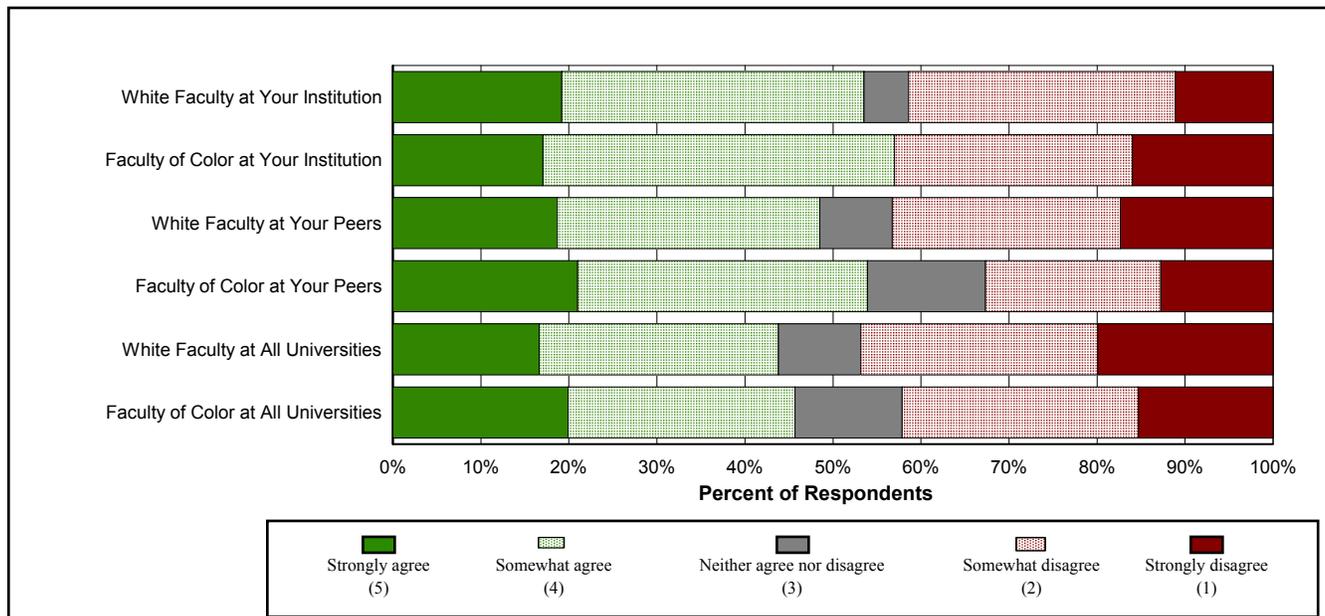
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 56th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that they had received consistent messages from senior colleagues about the requirements for tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.202	1.3482	0.1355	2.933 to 3.471	3.151	1.4235	0.2968	2.535 to 3.766
Faculty at Peer 1	3.111	1.3661	0.1279	2.858 to 3.365	3.560	1.3908	0.2227	3.109 to 4.011
... Peer 2	3.270	1.3799	0.1276	3.018 to 3.523	3.581	1.2395	0.2126	3.149 to 4.014
... Peer 3	2.748	1.3732	0.1178	2.515 to 2.981	2.583	1.2395	0.1614	2.260 to 2.906
... Peer 4	2.741	1.4361	0.1586	2.426 to 3.057	2.849	1.4237	0.3035	2.218 to 3.480
... Peer 5	3.458	1.3629	0.1461	3.168 to 3.749	3.901	1.1034	0.2049	3.481 to 4.321
Your Peers (n=5)	3.066	0.2842	0.1271	N/A	3.295	0.4952	0.2214	N/A
All Universities (n=64)	2.936	0.4238	0.0530	N/A	3.081	0.4765	0.0596	N/A



Question 27a. 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 (politics, relationships, and/or demographics).

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

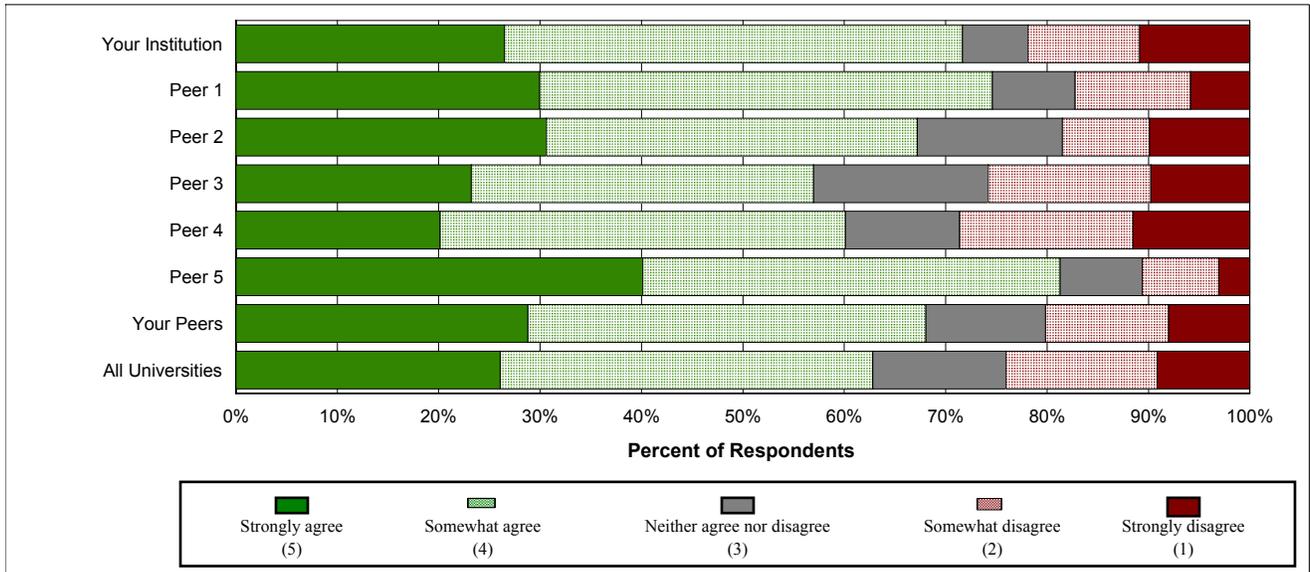
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reporting the perception that tenure decisions are made primarily on performance-based criteria.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 58th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.654	1.2834	0.1192	3.418 to 3.890
Faculty at Peer 1	3.815	1.1860	0.1006	3.616 to 4.014
... Peer 2	3.694	1.2528	0.1037	3.489 to 3.899
... Peer 3	3.446	1.2824	0.0905	3.268 to 3.625
... Peer 4	3.401	1.3023	0.1283	3.147 to 3.656
... Peer 5	4.077	1.0571	0.1008	3.877 to 4.277
Your Peers (n=5)	3.687	0.2483	0.1111	N/A
All Universities (n=64)	3.557	0.3542	0.0443	N/A



Question 27a. 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 (politics, relationships, and/or demographics).

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reporting the perception that tenure decisions are made primarily on performance-based criteria.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reporting the perception that tenure decisions are made primarily on performance-based criteria.

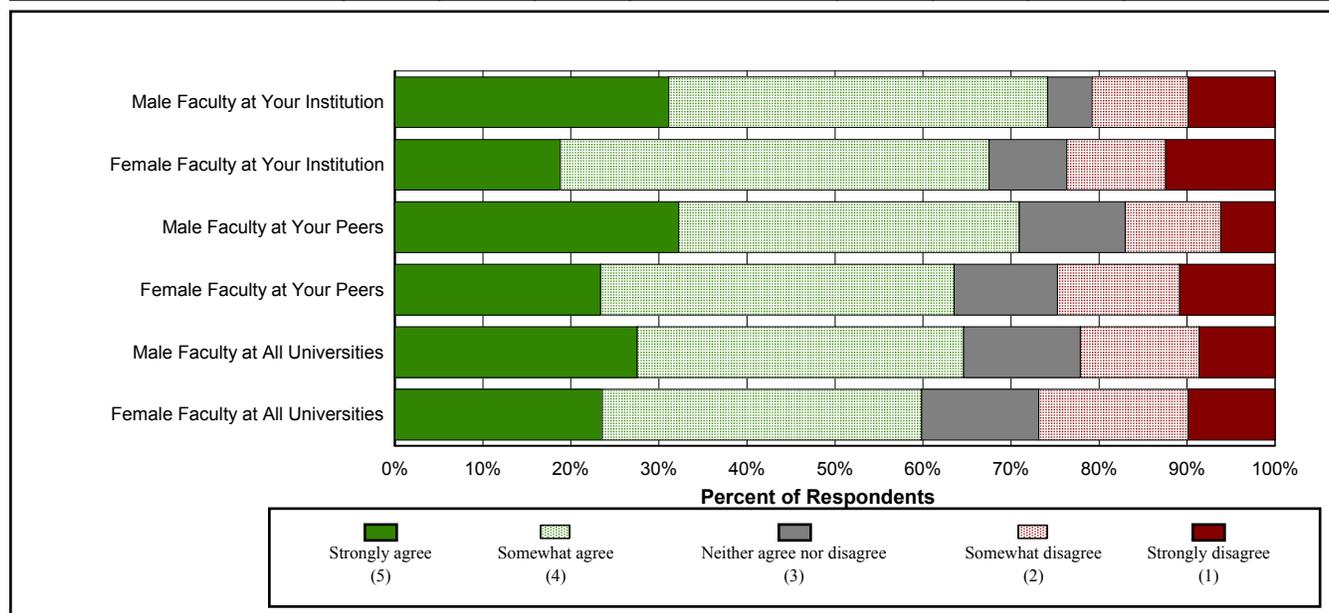
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 63rd percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- Among female junior faculty at all universities, your female junior faculty ranked in the 52nd percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that tenure decisions at their institutions are made primarily on performance-based criteria.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.746	1.2692	0.1496	3.447 to 4.044	3.502	1.2873	0.1941	3.111 to 3.893
Faculty at Peer 1	3.942	1.1225	0.1263	3.690 to 4.193	3.639	1.2410	0.1602	3.318 to 3.959
... Peer 2	3.686	1.1540	0.1244	3.438 to 3.933	3.706	1.3820	0.1784	3.349 to 4.063
... Peer 3	3.663	1.2432	0.1175	3.431 to 3.896	3.142	1.2599	0.1336	2.877 to 3.407
... Peer 4	3.548	1.2838	0.1534	3.241 to 3.854	3.110	1.2878	0.2242	2.654 to 3.567
... Peer 5	4.159	1.0376	0.1374	3.884 to 4.435	3.971	1.0713	0.1472	3.676 to 4.266
Your Peers (n =5)	3.800	0.2212	0.0989	N/A	3.513	0.3354	0.1500	N/A
All Universities (n=64)	3.614	0.3833	0.0479	N/A	3.466	0.3825	0.0478	N/A



Question 27a. 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 (politics, relationships, and/or demographics).

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reporting the perception that tenure decisions are made primarily on performance-based criteria.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reporting the perception that tenure decisions are made primarily on performance-based criteria.

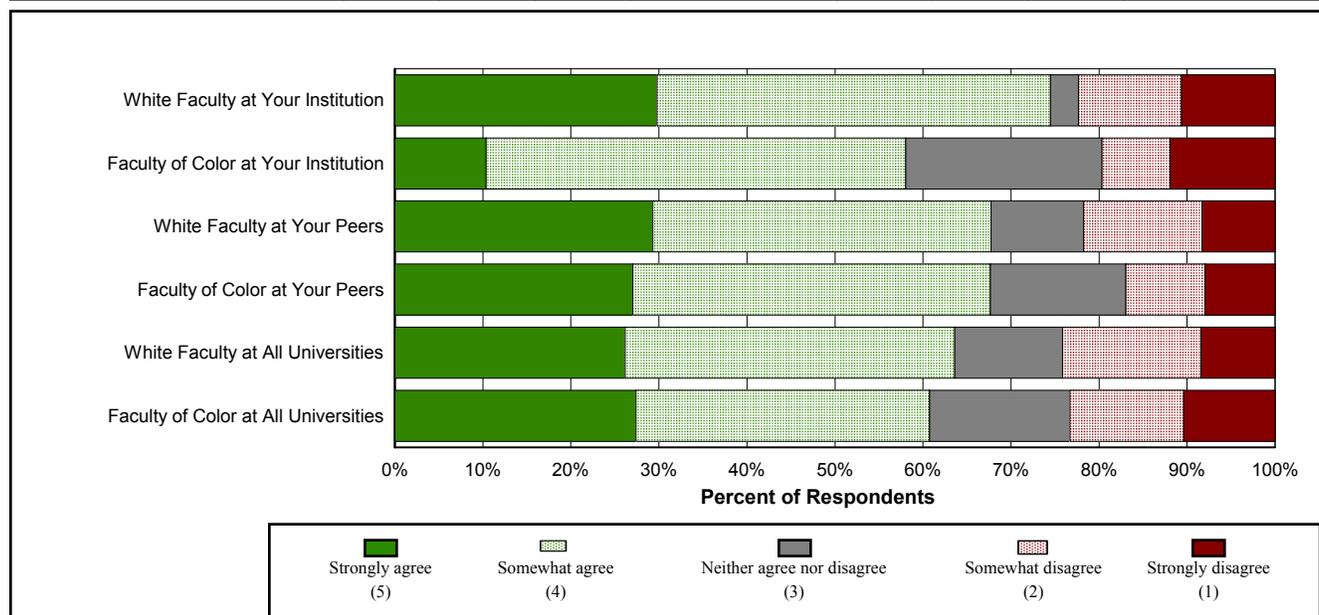
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 66th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 36th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

Across all universities:

- Across all universities, there were no significant race differences in reporting the perception that tenure decisions are made primarily on performance-based criteria.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.713	1.2934	0.1334	3.448 to 3.978	3.368	1.1748	0.2505	2.847 to 3.889
Faculty at Peer 1	3.734	1.2778	0.1284	3.480 to 3.989	3.968	0.9052	0.1431	3.678 to 4.257
... Peer 2	3.678	1.2480	0.1179	3.444 to 3.911	3.740	1.2674	0.2174	3.298 to 4.182
... Peer 3	3.501	1.2931	0.1113	3.281 to 3.722	3.302	1.2178	0.1534	2.995 to 3.609
... Peer 4	3.474	1.2968	0.1441	3.187 to 3.760	3.127	1.2760	0.2720	2.561 to 3.692
... Peer 5	3.961	1.0875	0.1208	3.721 to 4.202	4.351	0.9342	0.1735	3.996 to 4.706
Your Peers (n=5)	3.670	0.1766	0.0790	N/A	3.698	0.4436	0.1984	N/A
All Universities (n=64)	3.572	0.3267	0.0408	N/A	3.545	0.4527	0.0566	N/A



COACHE

Theme II
Nature of the Work

Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

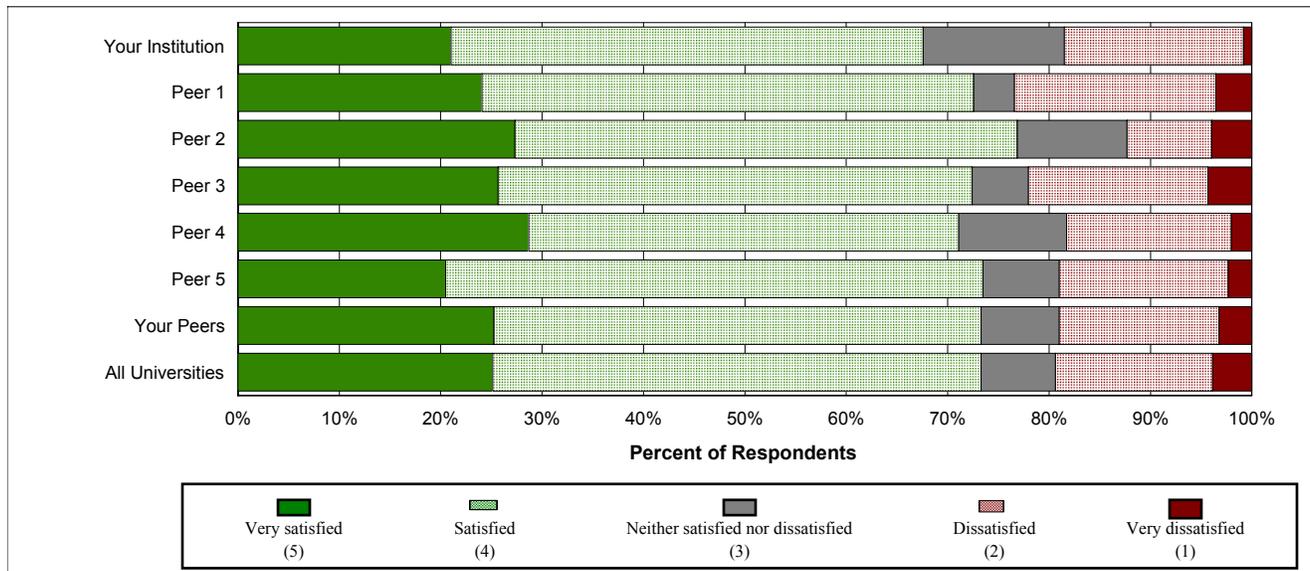
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the way they spend their time as faculty members.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 28th percentile on satisfaction with the way they spend their time as faculty members.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.693	1.0212	0.0921	3.511 to 3.875
Faculty at Peer 1	3.697	1.1510	0.0922	3.515 to 3.879
... Peer 2	3.879	1.0280	0.0834	3.715 to 4.044
... Peer 3	3.717	1.1744	0.0818	3.556 to 3.879
... Peer 4	3.795	1.0765	0.1046	3.588 to 4.002
... Peer 5	3.726	1.0537	0.0970	3.534 to 3.919
Your Peers (n=5)	3.763	0.0669	0.0299	N/A
All Universities (n=64)	3.752	0.1794	0.0224	N/A



Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the way they spend their time as faculty members.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the way they spend their time as faculty members.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the way they spend their time as faculty members.

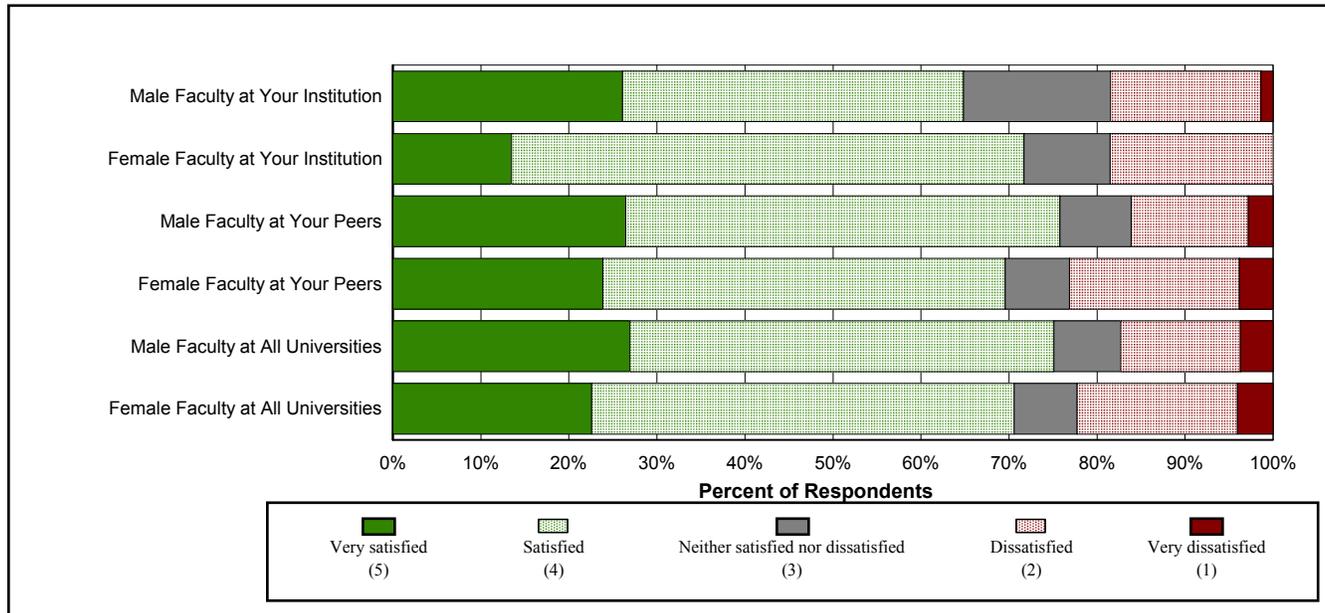
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 23rd percentile on satisfaction with the way they spend their time as faculty members.
- Among female junior faculty at all universities, your female junior faculty ranked in the 48th percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the way they spend their time as faculty members.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.711	1.0814	0.1266	3.458 to 3.963	3.666	0.9261	0.1310	3.403 to 3.930
Faculty at Peer 1	3.856	1.1208	0.1188	3.620 to 4.093	3.472	1.1490	0.1404	3.191 to 3.752
... Peer 2	3.777	1.0567	0.1108	3.557 to 3.997	4.019	0.9665	0.1237	3.771 to 4.266
... Peer 3	3.751	1.1047	0.1035	3.546 to 3.956	3.670	1.2535	0.1307	3.410 to 3.929
... Peer 4	3.835	1.0160	0.1206	3.594 to 4.075	3.720	1.1849	0.2003	3.313 to 4.127
... Peer 5	3.945	0.9386	0.1202	3.704 to 4.185	3.443	1.1085	0.1468	3.149 to 3.737
Your Peers (n =5)	3.833	0.0676	0.0302	N/A	3.665	0.2074	0.0928	N/A
All Universities (n=64)	3.810	0.2299	0.0287	N/A	3.669	0.2120	0.0265	N/A



Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the way they spend their time as faculty members.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the way they spend their time as faculty members.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the way they spend their time as faculty members.

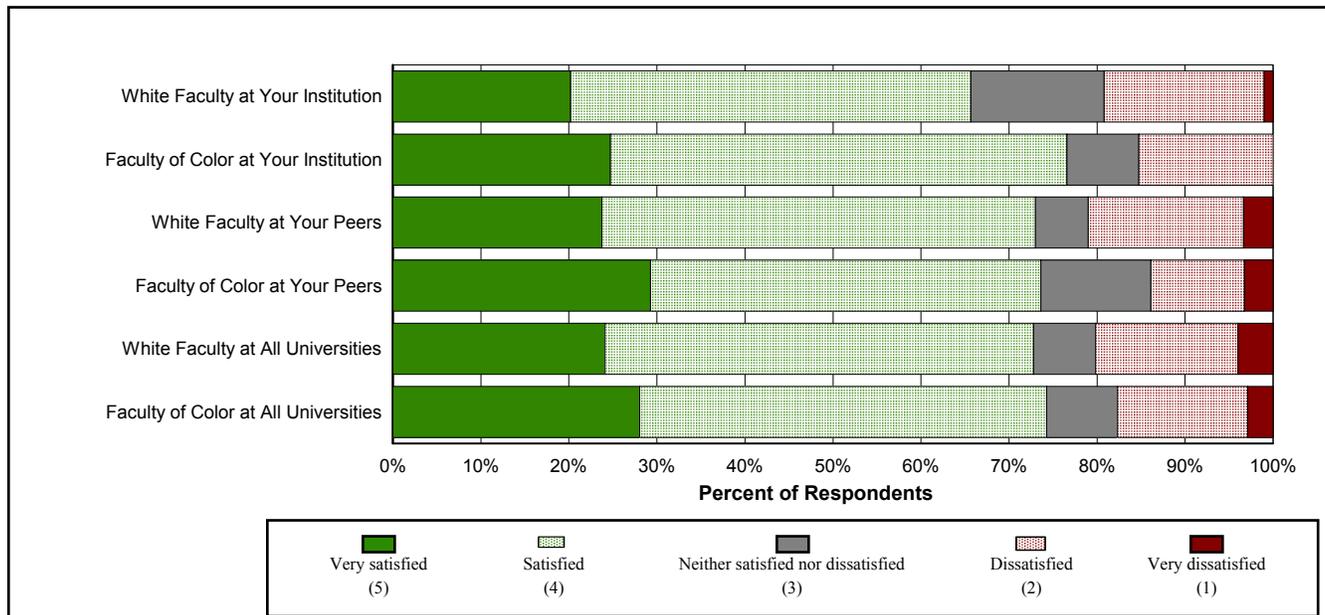
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 33rd percentile on satisfaction with the way they spend their time as faculty members.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 56th percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the way they spend their time as faculty members.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.657	1.0265	0.1032	3.452 to 3.861	3.860	0.9860	0.2013	3.444 to 4.277
Faculty at Peer 1	3.620	1.1885	0.1113	3.399 to 3.841	3.857	1.0291	0.1588	3.537 to 4.178
... Peer 2	3.903	1.0033	0.0924	3.720 to 4.086	3.810	1.1056	0.1896	3.424 to 4.196
... Peer 3	3.661	1.1578	0.0986	3.466 to 3.856	3.865	1.1931	0.1491	3.567 to 4.163
... Peer 4	3.777	1.0710	0.1183	3.542 to 4.012	3.860	1.0921	0.2229	3.398 to 4.321
... Peer 5	3.655	1.0946	0.1173	3.422 to 3.889	3.894	0.9067	0.1628	3.561 to 4.226
Your Peers (n=5)	3.723	0.1043	0.0467	N/A	3.857	0.0269	0.0120	N/A
All Universities (n=64)	3.727	0.2076	0.0260	N/A	3.817	0.2817	0.0352	N/A



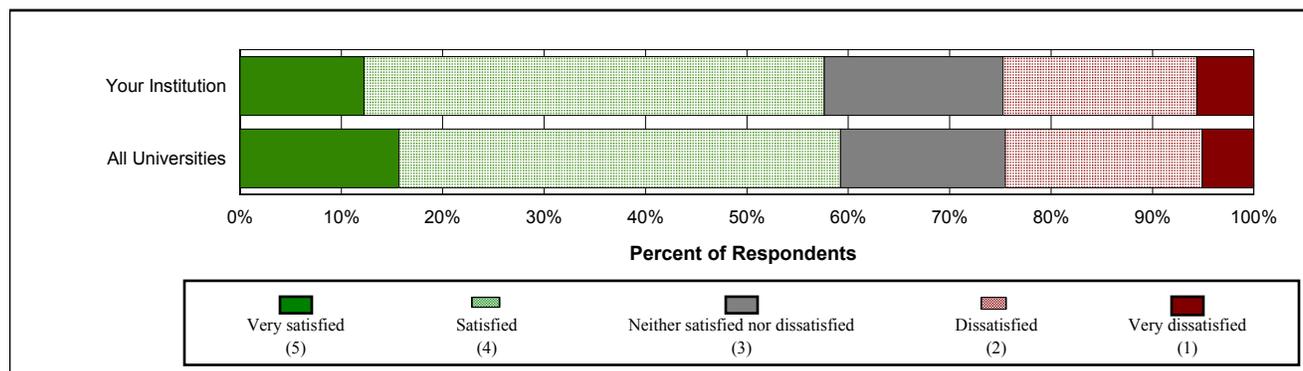
Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.395	1.0950	0.0987	3.200 to 3.591
All Universities (n=9)	3.454	0.1668	0.0556	N/A



Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

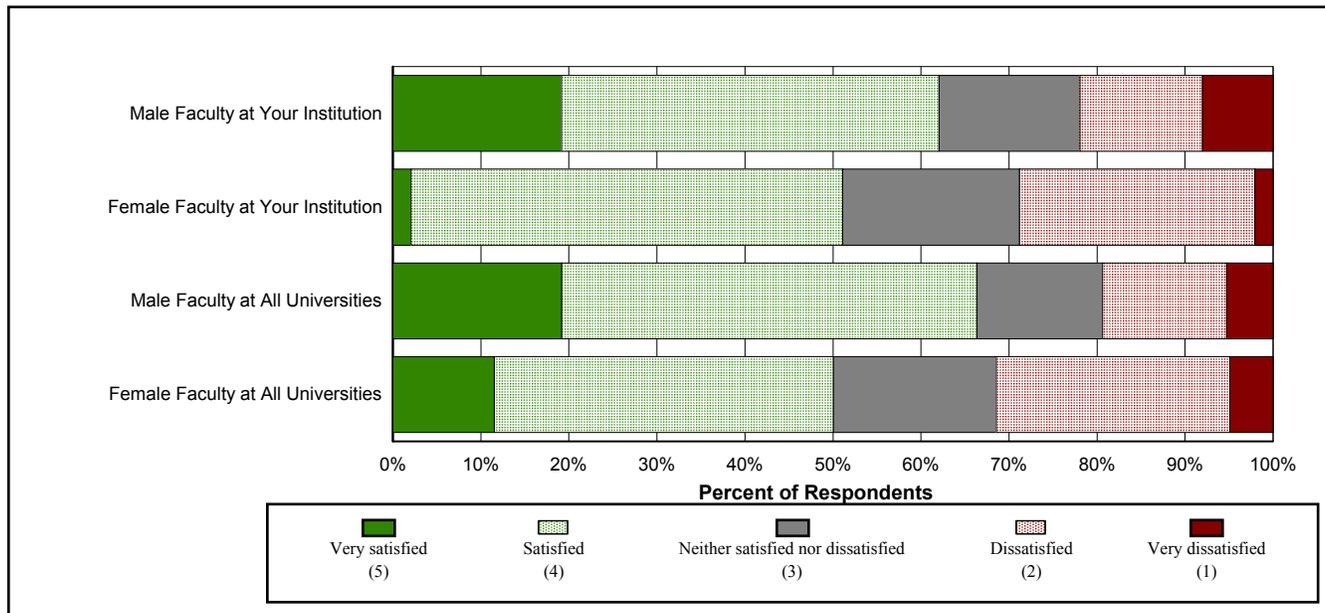
- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the number of hours their work as faculty members in an average week.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the number of hours their work as faculty members in an average week.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.512	1.1835	0.1385	3.236 to 3.788	3.223	0.9287	0.1313	2.959 to 3.487
All Universities (n=9)	3.609	0.2226	0.0742	N/A	3.252	0.1672	0.0557	N/A



Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

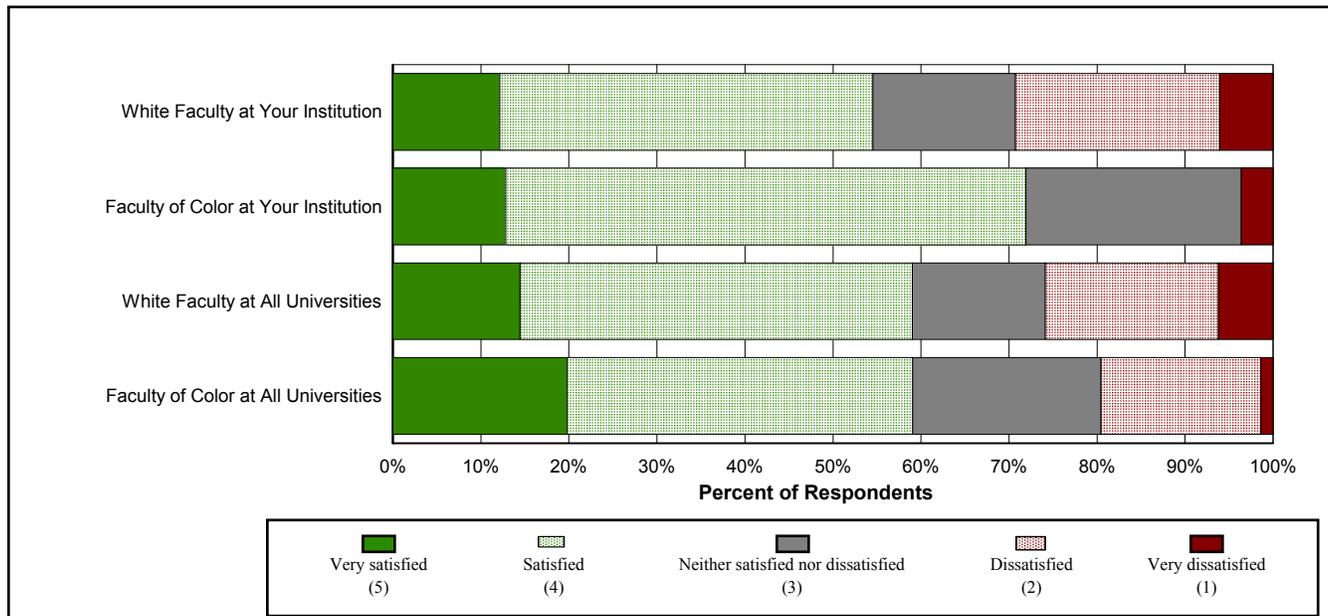
- Within your institution, there were no significant race differences in junior faculty's satisfaction with the number of hours their work as faculty members in an average week.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the number of hours their work as faculty members in an average week.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.313	1.1339	0.1140	3.087 to 3.539	3.775	0.8292	0.1693	3.425 to 4.125
All Universities (n=9)	3.414	0.1935	0.0645	N/A	3.579	0.2031	0.0677	N/A



Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

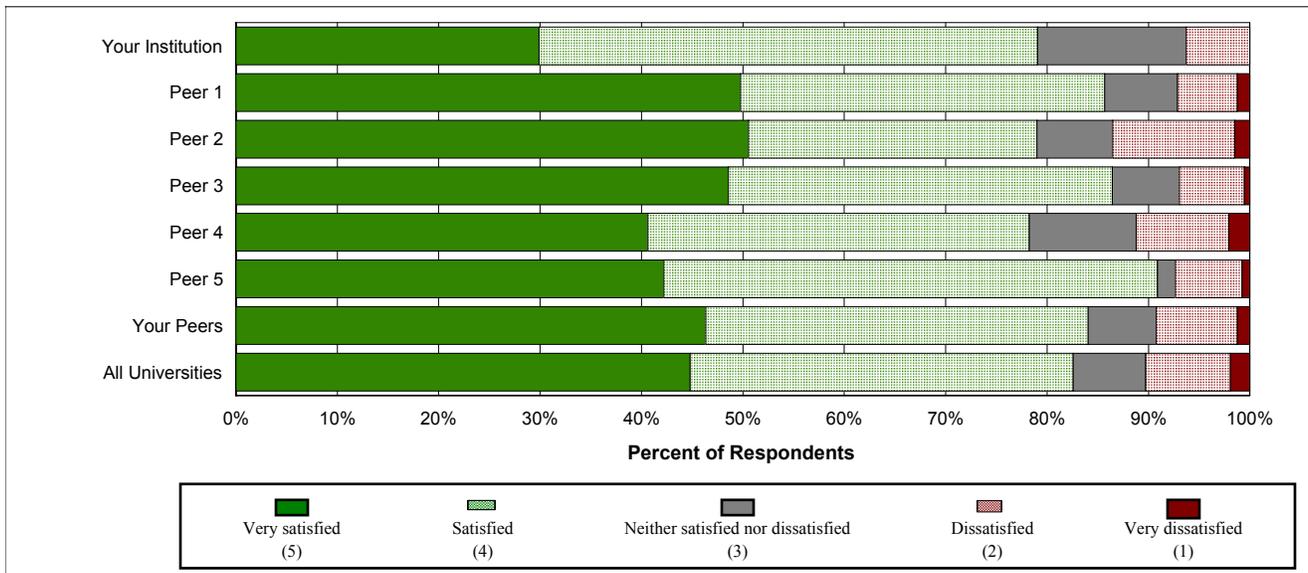
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the level of the courses they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 20th percentile on satisfaction with the level of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.027	0.8320	0.0779	3.872 to 4.181
Faculty at Peer 1	4.271	0.9270	0.0762	4.120 to 4.421
... Peer 2	4.145	1.0770	0.0924	3.963 to 4.328
... Peer 3	4.275	0.8998	0.0633	4.150 to 4.400
... Peer 4	4.056	1.0370	0.1022	3.853 to 4.259
... Peer 5	4.250	0.8523	0.0781	4.095 to 4.405
Your Peers (n=5)	4.199	0.0858	0.0384	N/A
All Universities (n=64)	4.152	0.1533	0.0192	N/A



Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the level of the courses they teach.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the level of the courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the level of the courses they teach.

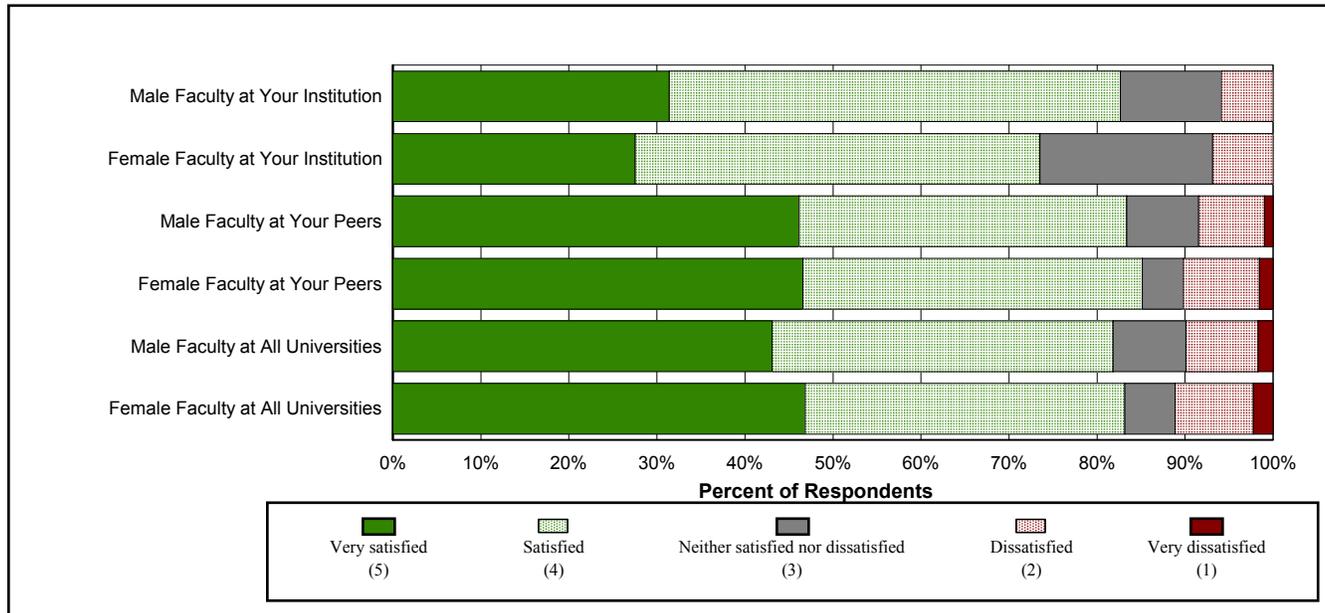
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 41st percentile on satisfaction with the level of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 13th percentile on satisfaction with the level of the courses they teach.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the level of the courses they teach.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.082	0.8119	0.0977	3.886 to 4.277	3.942	0.8537	0.1273	3.685 to 4.198
Faculty at Peer 1	4.289	0.9279	0.1019	4.087 to 4.492	4.245	0.9244	0.1147	4.016 to 4.474
... Peer 2	4.169	1.0219	0.1143	3.942 to 4.396	4.114	1.1505	0.1537	3.806 to 4.422
... Peer 3	4.230	0.8862	0.0837	4.064 to 4.396	4.339	0.9146	0.0964	4.147 to 4.530
... Peer 4	4.053	1.0340	0.1245	3.805 to 4.301	4.062	1.0428	0.1788	3.698 to 4.426
... Peer 5	4.260	0.8554	0.1086	4.043 to 4.477	4.236	0.8487	0.1124	4.011 to 4.462
Your Peers (n =5)	4.200	0.0838	0.0375	N/A	4.199	0.0990	0.0443	N/A
All Universities (n=64)	4.133	0.1858	0.0232	N/A	4.166	0.1905	0.0238	N/A



Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the level of the courses they teach.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the level of the courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the level of the courses they teach.

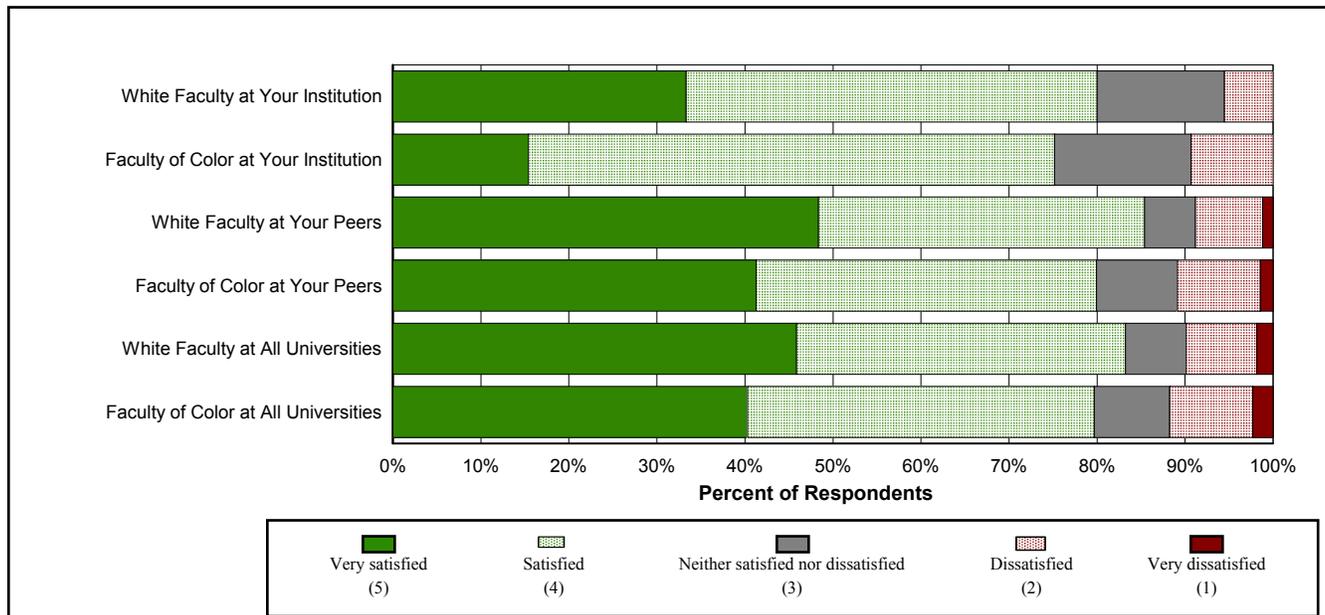
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 19th percentile on satisfaction with the level of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 17th percentile on satisfaction with the level of the courses they teach.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the level of the courses they teach.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.078	0.8330	0.0878	3.903 to 4.252	3.812	0.7993	0.1632	3.475 to 4.150
Faculty at Peer 1	4.300	0.9688	0.0937	4.114 to 4.486	4.212	0.8030	0.1254	3.958 to 4.465
... Peer 2	4.199	1.0547	0.1029	3.994 to 4.403	3.994	1.1359	0.2040	3.578 to 4.411
... Peer 3	4.297	0.8812	0.0761	4.146 to 4.447	4.220	0.9014	0.1127	3.995 to 4.445
... Peer 4	4.139	0.9644	0.1085	3.923 to 4.355	3.772	1.1990	0.2447	3.266 to 4.279
... Peer 5	4.251	0.8427	0.0898	4.073 to 4.430	4.247	0.8787	0.1578	3.924 to 4.569
Your Peers (n=5)	4.237	0.0615	0.0275	N/A	4.089	0.1823	0.0815	N/A
All Universities (n=64)	4.173	0.2058	0.0257	N/A	4.060	0.2479	0.0310	N/A



Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

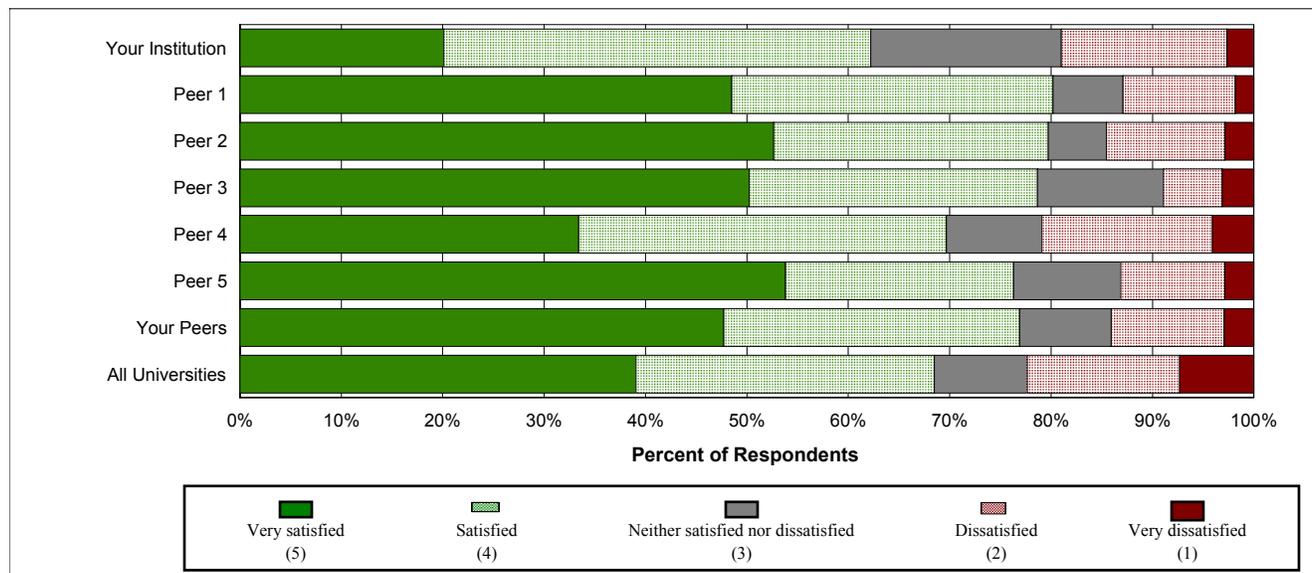
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the number of courses they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 30th percentile on satisfaction with the number of courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.607	1.0576	0.0982	3.412 to 3.801
Faculty at Peer 1	4.140	1.0821	0.0889	3.964 to 4.316
... Peer 2	4.150	1.1387	0.0976	3.957 to 4.343
... Peer 3	4.169	1.0623	0.0749	4.021 to 4.316
... Peer 4	3.781	1.1922	0.1175	3.548 to 4.014
... Peer 5	4.142	1.1397	0.1045	3.935 to 4.348
Your Peers (n=5)	4.076	0.1479	0.0661	N/A
All Universities (n=64)	3.779	0.4764	0.0596	N/A



Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the number of courses they teach.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the number of courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the number of courses they teach.

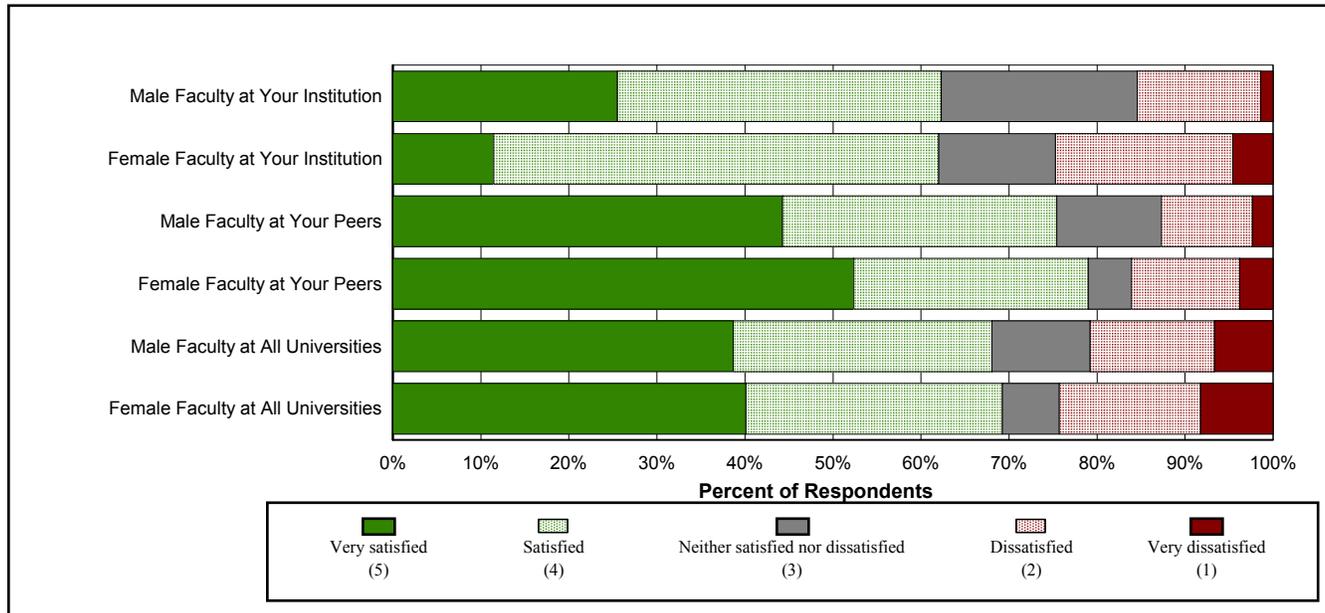
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 34th percentile on satisfaction with the number of courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 23rd percentile on satisfaction with the number of courses they teach.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the number of courses they teach.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.710	1.0400	0.1234	3.464 to 3.956	3.442	1.0657	0.1589	3.122 to 3.762
Faculty at Peer 1	4.137	0.9834	0.1079	3.922 to 4.352	4.144	1.1962	0.1484	3.847 to 4.440
... Peer 2	4.029	1.2093	0.1352	3.760 to 4.298	4.308	1.0019	0.1339	4.040 to 4.577
... Peer 3	4.083	1.0701	0.1011	3.883 to 4.283	4.291	1.0468	0.1110	4.070 to 4.511
... Peer 4	3.807	1.1456	0.1379	3.531 to 4.082	3.733	1.2770	0.2190	3.288 to 4.179
... Peer 5	4.175	0.9478	0.1204	3.934 to 4.415	4.098	1.3171	0.1745	3.748 to 4.447
Your Peers (n =5)	4.046	0.1295	0.0579	N/A	4.115	0.2073	0.0927	N/A
All Universities (n=64)	3.792	0.4907	0.0613	N/A	3.768	0.5170	0.0646	N/A



Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the number of courses they teach.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the number of courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the number of courses they teach.

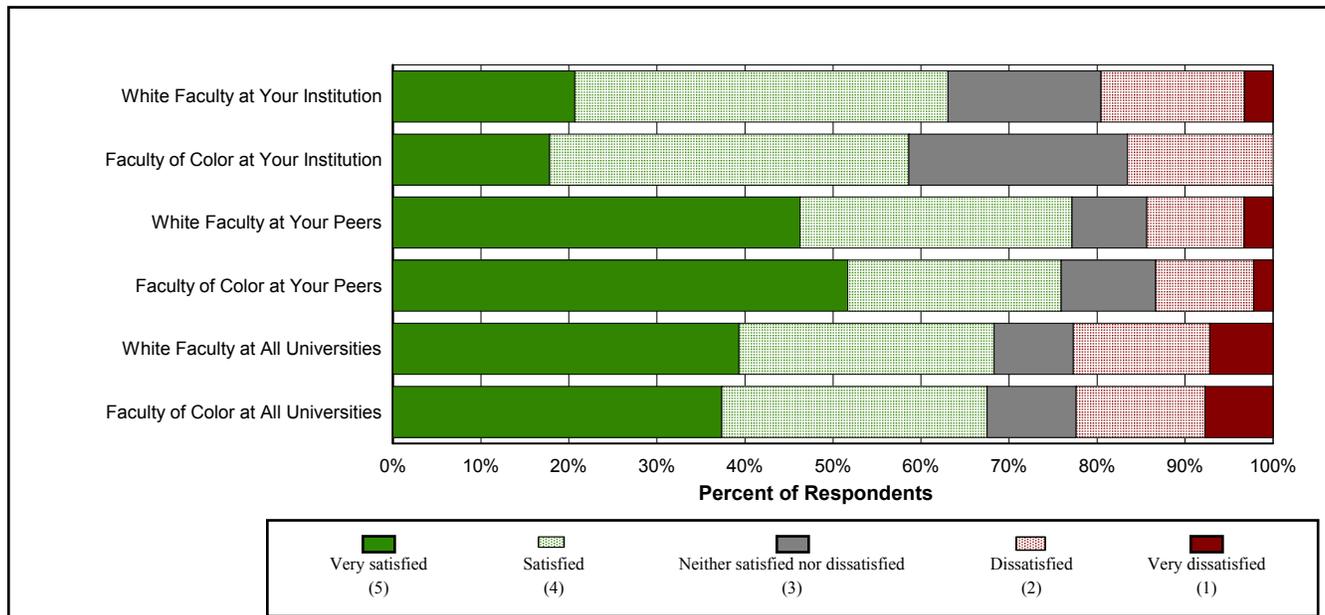
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th percentile on satisfaction with the number of courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 31st percentile on satisfaction with the number of courses they teach.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the number of courses they teach.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.609	1.0830	0.1129	3.385 to 3.833	3.599	0.9538	0.1947	3.196 to 4.002
Faculty at Peer 1	4.113	1.1134	0.1076	3.900 to 4.327	4.193	0.9931	0.1551	3.880 to 4.507
... Peer 2	4.137	1.1439	0.1116	3.915 to 4.358	4.188	1.1193	0.2010	3.777 to 4.598
... Peer 3	4.160	1.0418	0.0903	3.982 to 4.339	4.190	1.0494	0.1312	3.928 to 4.452
... Peer 4	3.780	1.1765	0.1324	3.516 to 4.043	3.786	1.2409	0.2533	3.262 to 4.310
... Peer 5	4.098	1.1681	0.1245	3.851 to 4.346	4.245	1.0463	0.1879	3.861 to 4.629
Your Peers (n=5)	4.058	0.1406	0.0629	N/A	4.120	0.1683	0.0753	N/A
All Universities (n=64)	3.777	0.5230	0.0654	N/A	3.748	0.5145	0.0643	N/A



Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

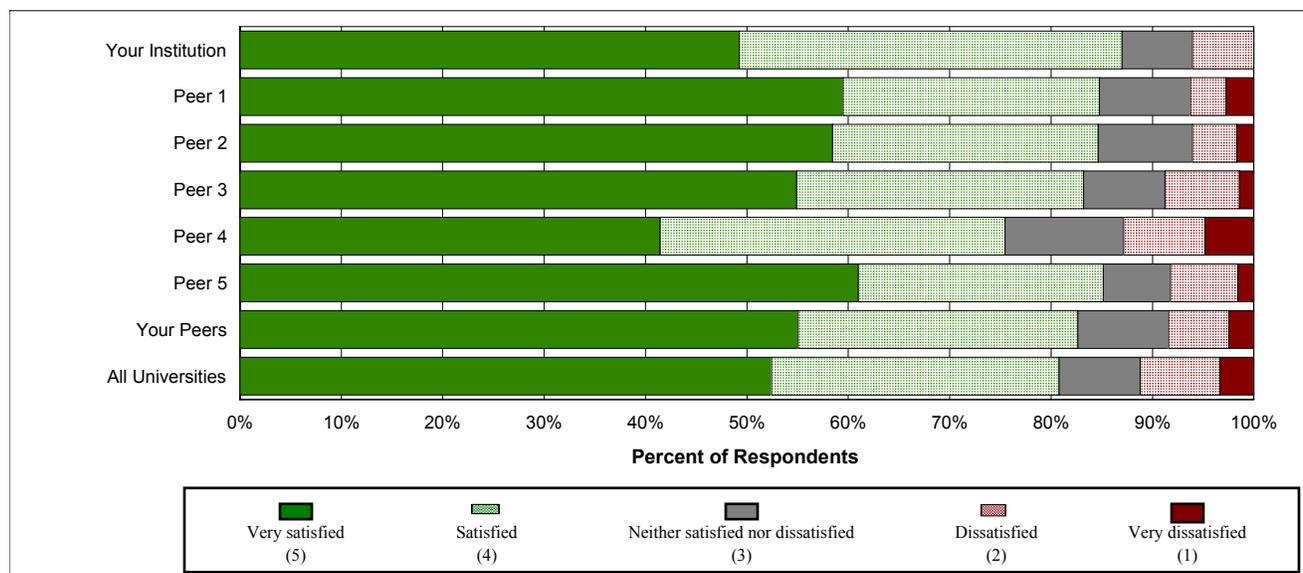
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on satisfaction with the influence they have over which courses they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 72nd percentile on satisfaction with the influence they have over which courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.302	0.8474	0.0794	4.144 to 4.459
Faculty at Peer 1	4.353	0.9796	0.0805	4.194 to 4.512
... Peer 2	4.354	0.9289	0.0797	4.196 to 4.511
... Peer 3	4.279	1.0271	0.0724	4.136 to 4.422
... Peer 4	3.993	1.1332	0.1122	3.770 to 4.215
... Peer 5	4.363	0.9838	0.0902	4.185 to 4.542
Your Peers (n=5)	4.268	0.1411	0.0631	N/A
All Universities (n=64)	4.187	0.1972	0.0247	N/A



Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the influence they have over which courses they teach.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the influence they have over which courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the influence they have over which courses they teach.

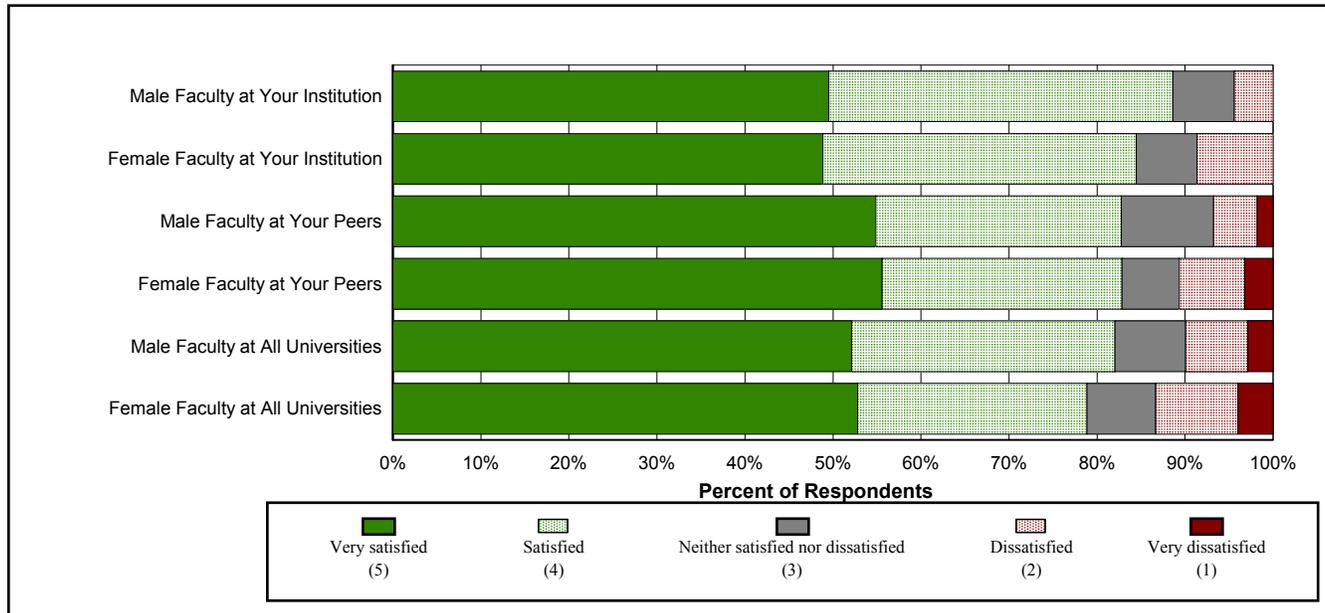
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 63rd percentile on satisfaction with the influence they have over which courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the influence they have over which courses they teach.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.337	0.7925	0.0954	4.147 to 4.527	4.247	0.9227	0.1375	3.970 to 4.524
Faculty at Peer 1	4.499	0.7817	0.0858	4.329 to 4.670	4.153	1.1533	0.1431	3.868 to 4.439
... Peer 2	4.316	0.8628	0.0965	4.124 to 4.508	4.402	1.0138	0.1355	4.131 to 4.674
... Peer 3	4.285	0.9583	0.0906	4.105 to 4.464	4.271	1.1064	0.1173	4.038 to 4.504
... Peer 4	3.931	1.1587	0.1395	3.652 to 4.209	4.112	1.0662	0.1856	3.734 to 4.490
... Peer 5	4.420	0.9564	0.1215	4.177 to 4.663	4.288	1.0115	0.1340	4.020 to 4.557
Your Peers (n =5)	4.290	0.1952	0.0873	N/A	4.245	0.1034	0.0463	N/A
All Universities (n=64)	4.214	0.2215	0.0277	N/A	4.143	0.2521	0.0315	N/A



Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the influence they have over which courses they teach.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the influence they have over which courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with the influence they have over which courses they teach.

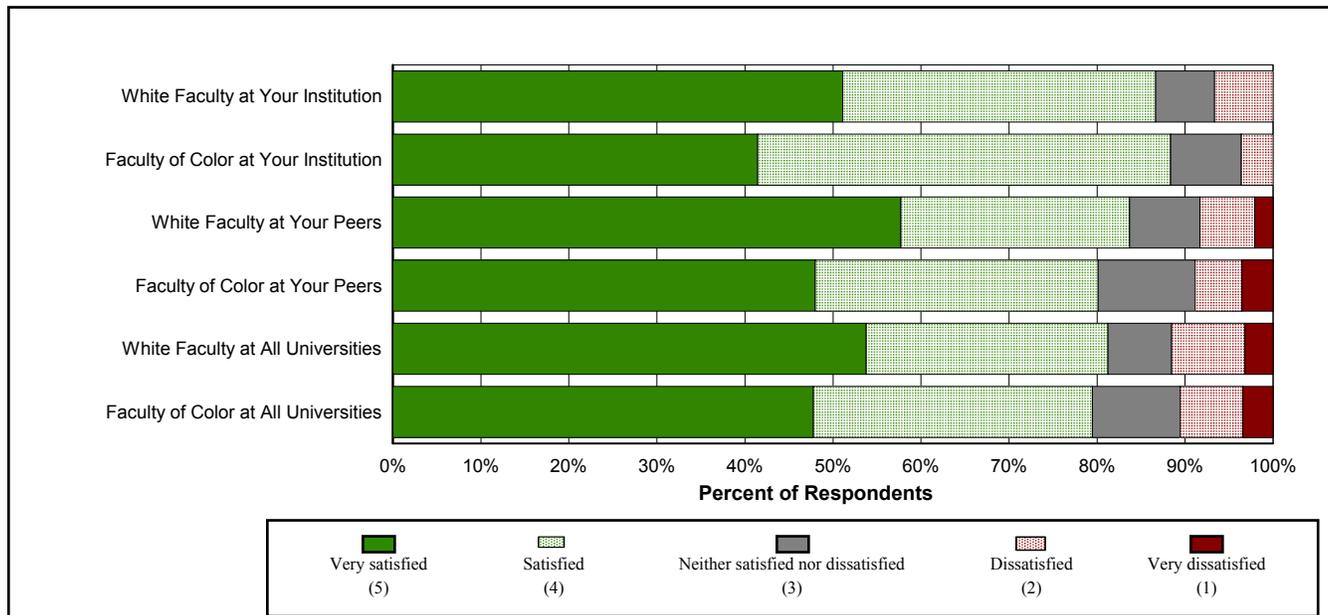
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 66th percentile on satisfaction with the influence they have over which courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 72nd percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the influence they have over which courses they teach.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.311	0.8647	0.0911	4.130 to 4.492	4.262	0.7773	0.1587	3.934 to 4.590
Faculty at Peer 1	4.420	0.9602	0.0933	4.236 to 4.605	4.222	1.0127	0.1563	3.906 to 4.537
... Peer 2	4.420	0.9027	0.0881	4.246 to 4.595	4.164	0.9869	0.1773	3.802 to 4.526
... Peer 3	4.323	0.9383	0.0814	4.162 to 4.484	4.168	1.1301	0.1413	3.885 to 4.450
... Peer 4	4.043	1.1188	0.1259	3.792 to 4.293	3.816	1.1666	0.2433	3.311 to 4.320
... Peer 5	4.342	1.0212	0.1089	4.125 to 4.558	4.415	0.8680	0.1559	4.096 to 4.733
Your Peers (n=5)	4.310	0.1393	0.0623	N/A	4.157	0.1934	0.0865	N/A
All Universities (n=64)	4.203	0.2433	0.0304	N/A	4.133	0.2569	0.0321	N/A



Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

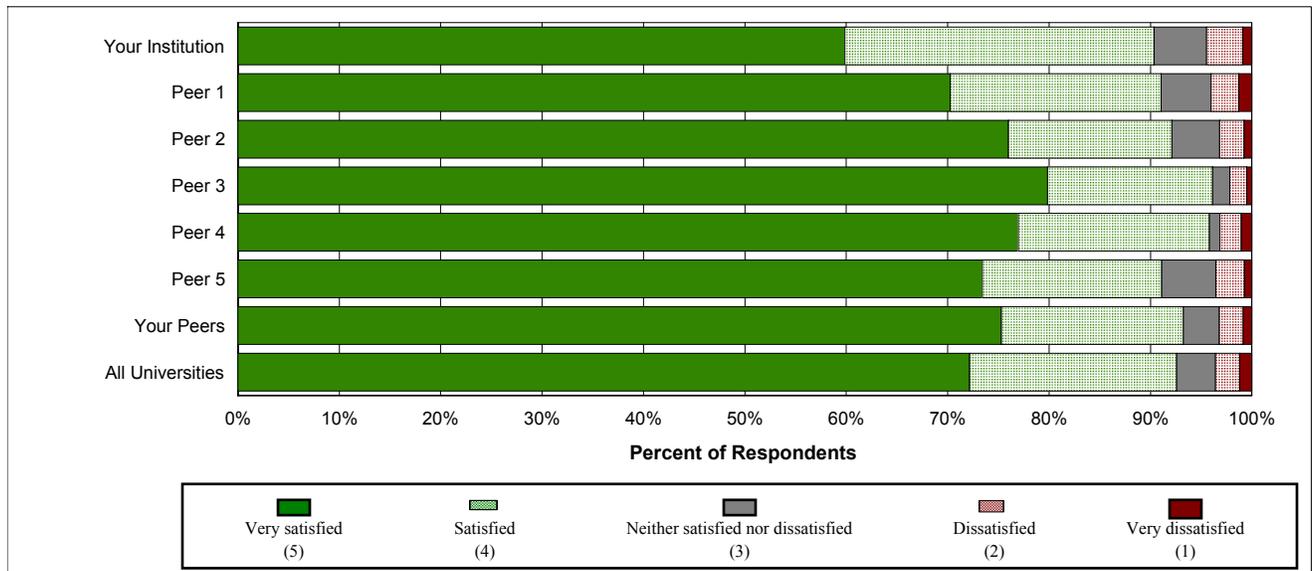
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the discretion they have over the content of the courses they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 17th percentile on satisfaction with the discretion they have over the content of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.448	0.8175	0.0766	4.297 to 4.600
Faculty at Peer 1	4.560	0.8171	0.0674	4.427 to 4.693
... Peer 2	4.642	0.7335	0.0631	4.517 to 4.767
... Peer 3	4.733	0.6986	0.0494	4.636 to 4.830
... Peer 4	4.686	0.6803	0.0670	4.553 to 4.819
... Peer 5	4.602	0.7743	0.0719	4.460 to 4.745
Your Peers (n=5)	4.645	0.0608	0.0272	N/A
All Universities (n=64)	4.600	0.1291	0.0161	N/A



Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the discretion they have over the content of the courses they teach.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the discretion they have over the content of the courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the discretion they have over the content of the courses they teach.

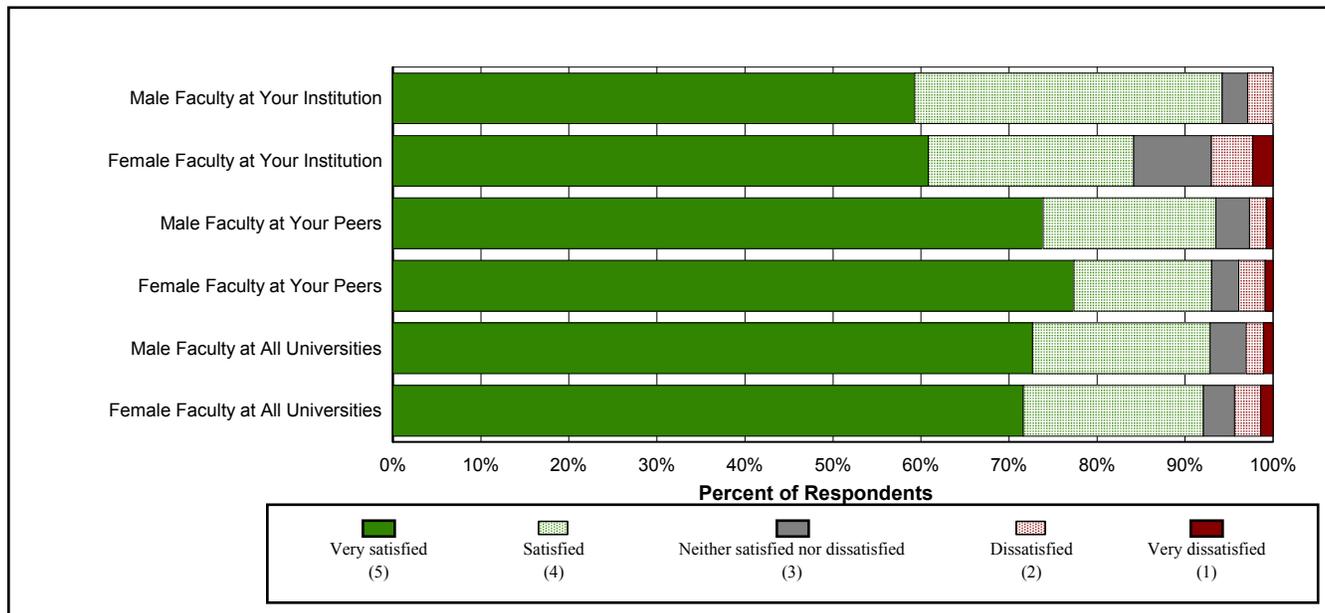
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 19th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 13th percentile on satisfaction with the discretion they have over the content of the courses they teach.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the discretion they have over the content of the courses they teach.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.506	0.6918	0.0827	4.341 to 4.671	4.356	0.9791	0.1476	4.059 to 4.654
Faculty at Peer 1	4.547	0.8568	0.0946	4.358 to 4.735	4.578	0.7640	0.0948	4.389 to 4.767
... Peer 2	4.660	0.5894	0.0663	4.528 to 4.792	4.618	0.8977	0.1200	4.377 to 4.858
... Peer 3	4.677	0.6621	0.0631	4.552 to 4.803	4.809	0.7388	0.0779	4.655 to 4.964
... Peer 4	4.668	0.7121	0.0857	4.497 to 4.839	4.721	0.6092	0.1045	4.508 to 4.933
... Peer 5	4.642	0.7295	0.0942	4.454 to 4.831	4.551	0.8189	0.1094	4.332 to 4.770
Your Peers (n =5)	4.639	0.0475	0.0212	N/A	4.655	0.0963	0.0431	N/A
All Universities (n=64)	4.613	0.1272	0.0159	N/A	4.579	0.1915	0.0239	N/A



Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the discretion they have over the content of the courses they teach.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the discretion they have over the content of the courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the discretion they have over the content of the courses they teach.

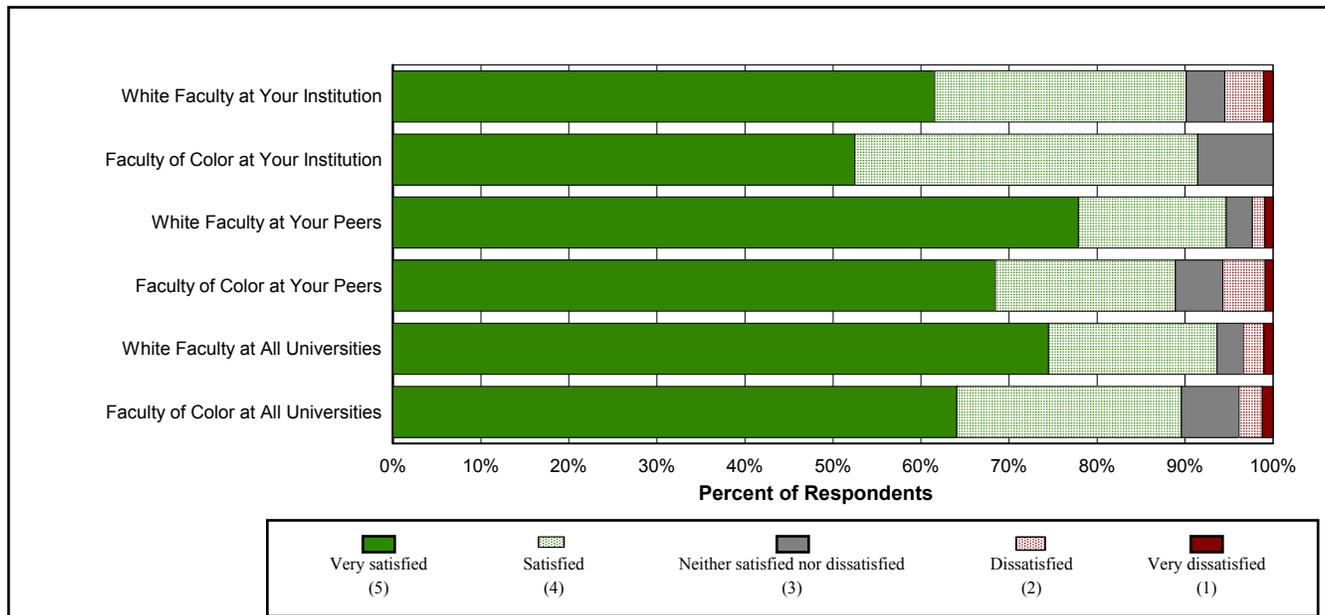
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 13th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 34th percentile on satisfaction with the discretion they have over the content of the courses they teach.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the discretion they have over the content of the courses they teach.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.451	0.8550	0.0896	4.273 to 4.629	4.439	0.6478	0.1351	4.159 to 4.719
Faculty at Peer 1	4.585	0.8227	0.0799	4.427 to 4.744	4.510	0.8001	0.1249	4.258 to 4.763
... Peer 2	4.703	0.6890	0.0672	4.569 to 4.836	4.463	0.8459	0.1544	4.148 to 4.779
... Peer 3	4.743	0.6089	0.0528	4.638 to 4.847	4.708	0.7045	0.0888	4.531 to 4.886
... Peer 4	4.760	0.5085	0.0572	4.646 to 4.874	4.433	1.0408	0.2125	3.994 to 4.873
... Peer 5	4.672	0.7376	0.0791	4.515 to 4.830	4.420	0.8544	0.1587	4.095 to 4.745
Your Peers (n=5)	4.692	0.0617	0.0276	N/A	4.507	0.1053	0.0471	N/A
All Universities (n=64)	4.636	0.1429	0.0179	N/A	4.485	0.2010	0.0251	N/A



Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

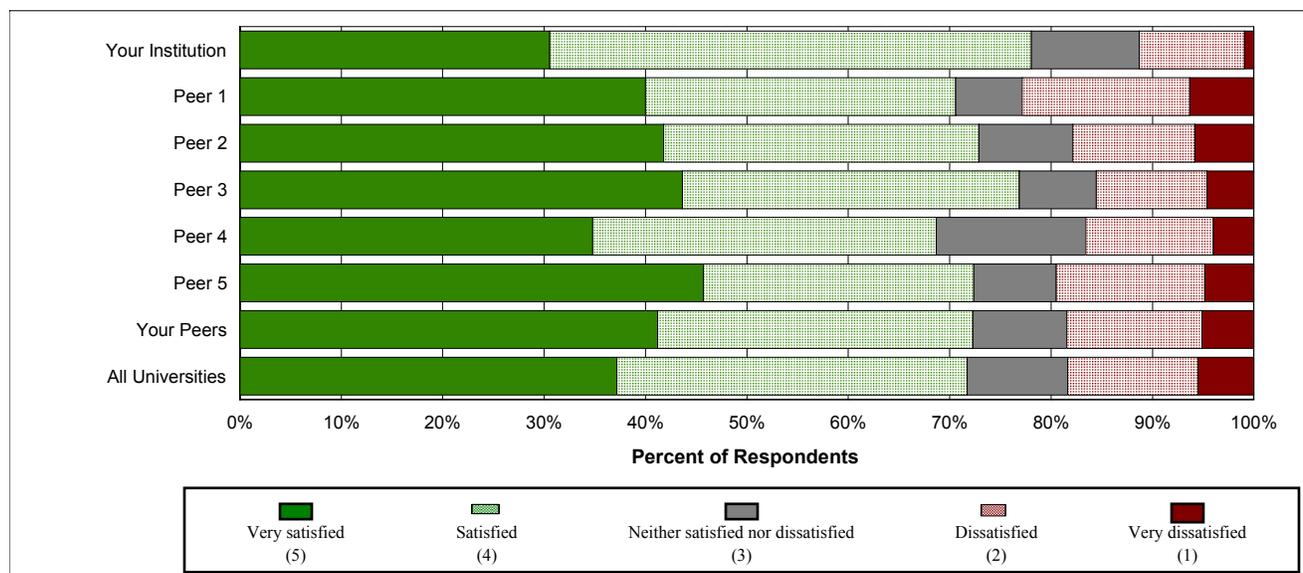
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the number of students they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 66th percentile on satisfaction with the number of students they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.964	0.9537	0.0897	3.787 to 4.142
Faculty at Peer 1	3.815	1.2743	0.1051	3.607 to 4.022
... Peer 2	3.910	1.2306	0.1063	3.700 to 4.120
... Peer 3	4.004	1.1760	0.0829	3.840 to 4.167
... Peer 4	3.829	1.1499	0.1133	3.605 to 4.054
... Peer 5	3.938	1.2513	0.1147	3.711 to 4.165
Your Peers (n=5)	3.899	0.0702	0.0314	N/A
All Universities (n=64)	3.851	0.2942	0.0368	N/A



Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the number of students they teach.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the number of students they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the number of students they teach.

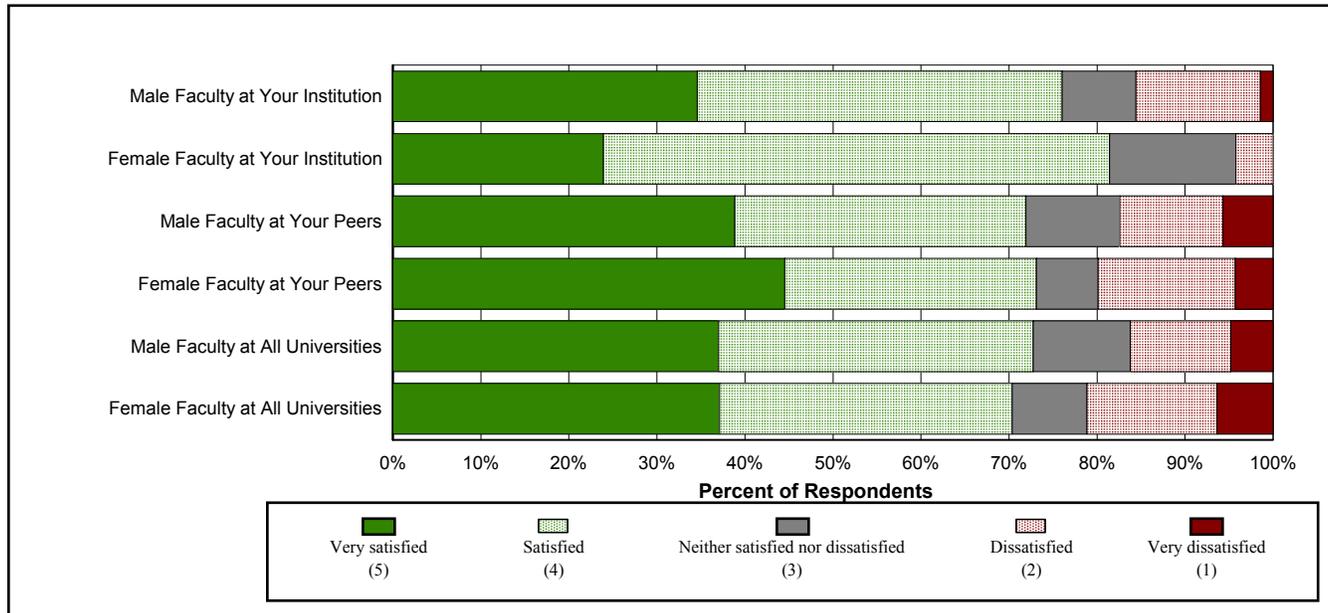
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 56th percentile on satisfaction with the number of students they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 75th percentile on satisfaction with the number of students they teach.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the number of students they teach.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.936	1.0599	0.1267	3.683 to 4.189	4.011	0.7471	0.1139	3.781 to 4.241
Faculty at Peer 1	3.765	1.2937	0.1420	3.483 to 4.048	3.882	1.2465	0.1558	3.571 to 4.193
... Peer 2	3.945	1.1972	0.1356	3.675 to 4.215	3.866	1.2738	0.1702	3.525 to 4.207
... Peer 3	3.977	1.0696	0.1015	3.776 to 4.179	4.041	1.2952	0.1365	3.769 to 4.312
... Peer 4	3.792	1.1494	0.1384	3.516 to 4.068	3.900	1.1471	0.1967	3.499 to 4.300
... Peer 5	3.903	1.2681	0.1610	3.581 to 4.226	3.984	1.2283	0.1627	3.658 to 4.309
Your Peers (n =5)	3.877	0.0837	0.0374	N/A	3.934	0.0669	0.0299	N/A
All Universities (n=64)	3.887	0.3063	0.0383	N/A	3.800	0.3485	0.0436	N/A



Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the number of students they teach.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the number of students they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the number of students they teach.

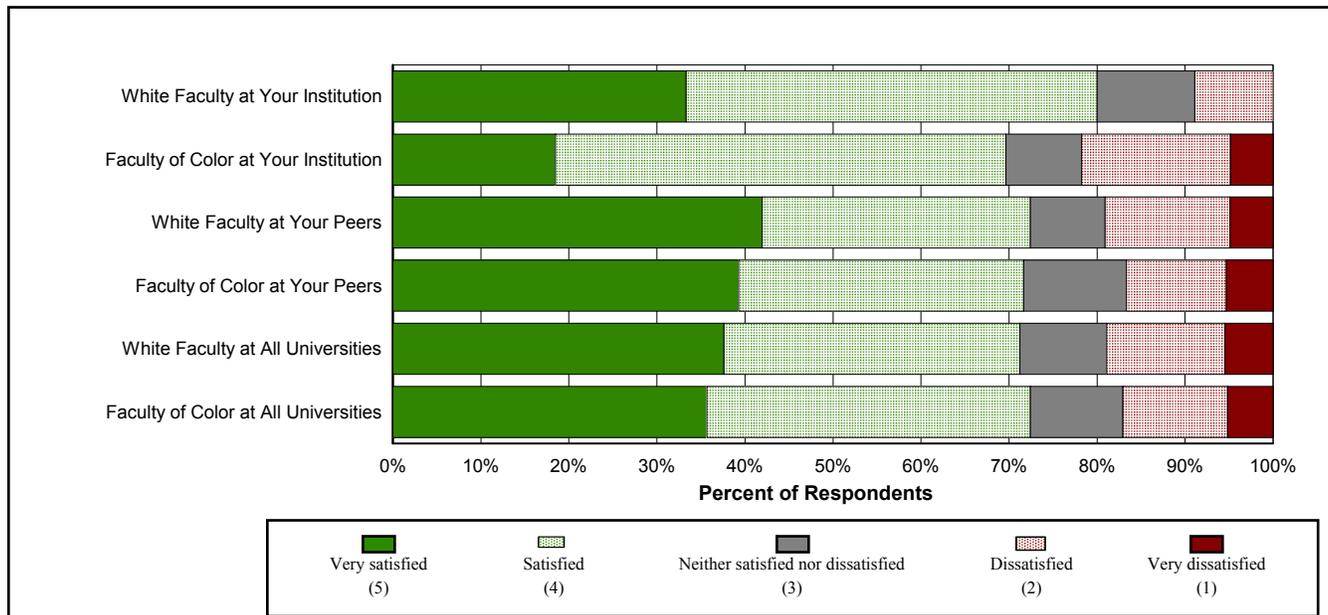
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on satisfaction with the number of students they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 20th percentile on satisfaction with the number of students they teach.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the number of students they teach.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.044	0.8933	0.0942	3.857 to 4.232	3.615	1.0930	0.2279	3.143 to 4.088
Faculty at Peer 1	3.933	1.2383	0.1203	3.695 to 4.172	3.577	1.3390	0.2091	3.155 to 4.000
... Peer 2	3.899	1.2597	0.1235	3.654 to 4.144	3.942	1.1235	0.2051	3.522 to 4.361
... Peer 3	3.954	1.2131	0.1052	3.746 to 4.162	4.131	1.0392	0.1299	3.871 to 4.390
... Peer 4	3.875	1.1514	0.1295	3.617 to 4.133	3.672	1.1358	0.2318	3.193 to 4.152
... Peer 5	3.860	1.2596	0.1343	3.593 to 4.127	4.124	1.2164	0.2185	3.677 to 4.570
Your Peers (n=5)	3.904	0.0351	0.0157	N/A	3.889	0.2281	0.1020	N/A
All Universities (n=64)	3.845	0.3110	0.0389	N/A	3.858	0.4145	0.0518	N/A



Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

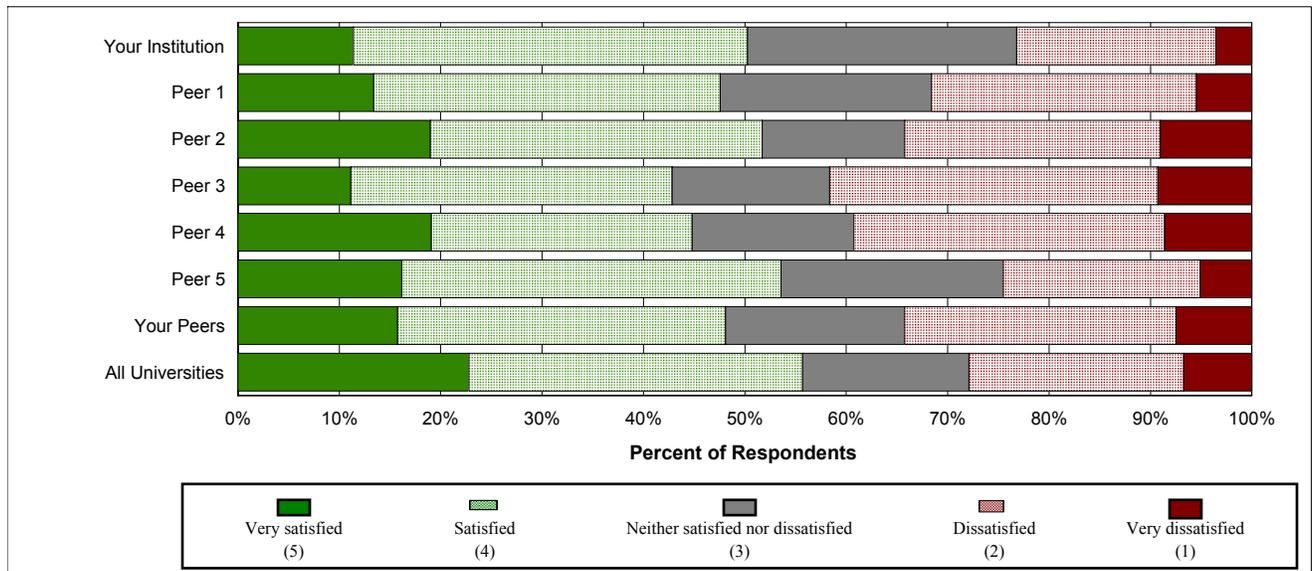
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the quality of undergraduate students with whom they interact.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 55th percentile on satisfaction with the quality of undergraduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.349	1.0331	0.0999	3.151 to 3.547
Faculty at Peer 1	3.239	1.1627	0.1008	3.040 to 3.439
... Peer 2	3.275	1.2658	0.1132	3.050 to 3.499
... Peer 3	3.031	1.2236	0.0938	2.845 to 3.216
... Peer 4	3.160	1.2774	0.1304	2.901 to 3.419
... Peer 5	3.401	1.1307	0.1088	3.186 to 3.617
Your Peers (n=5)	3.221	0.1231	0.0550	N/A
All Universities (n=64)	3.438	0.4833	0.0604	N/A



Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the quality of undergraduate students with whom they interact.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with the quality of undergraduate students with whom they interact.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the quality of undergraduate students with whom they interact.

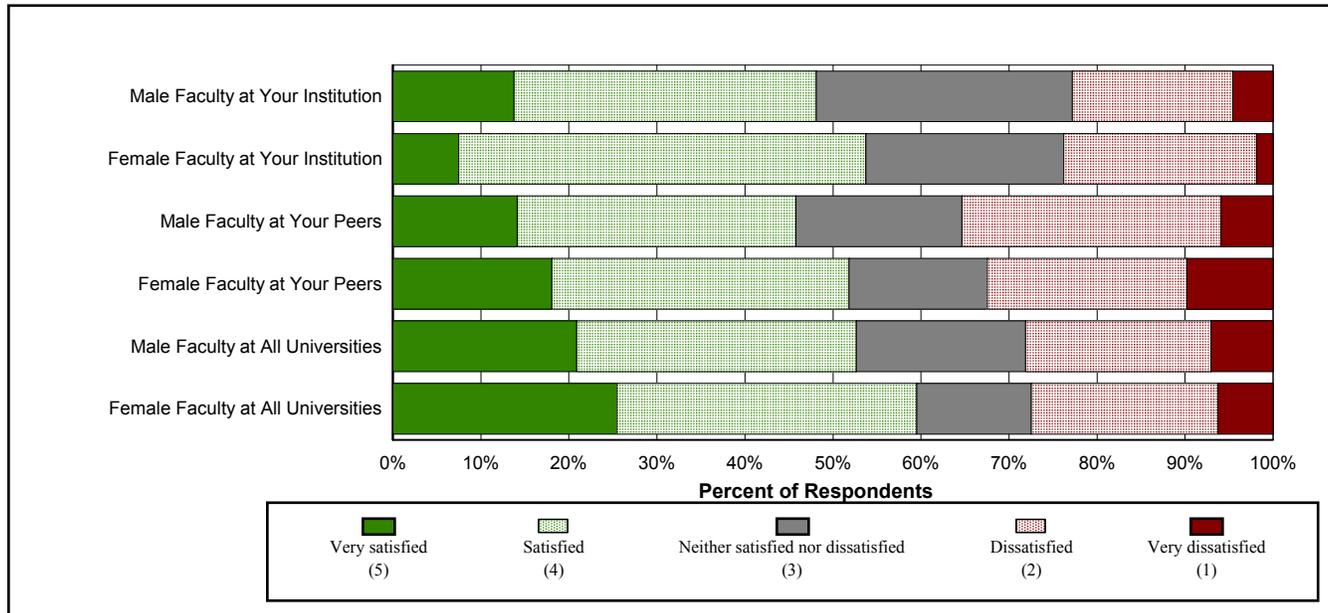
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 55th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 47th percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

- Across all universities, female junior faculty were more satisfied than were male junior faculty with the quality of undergraduate students with whom they interact.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.345	1.0659	0.1312	3.083 to 3.607	3.356	0.9780	0.1527	3.047 to 3.664
Faculty at Peer 1	3.245	1.1355	0.1294	2.987 to 3.503	3.231	1.1990	0.1602	2.910 to 3.552
... Peer 2	3.167	1.1893	0.1373	2.893 to 3.441	3.422	1.3578	0.1920	3.036 to 3.808
... Peer 3	2.907	1.1227	0.1158	2.677 to 3.137	3.205	1.3210	0.1515	2.903 to 3.507
... Peer 4	3.095	1.2568	0.1547	2.786 to 3.404	3.294	1.3149	0.2401	2.803 to 3.785
... Peer 5	3.521	1.1024	0.1447	3.231 to 3.811	3.231	1.1496	0.1626	2.905 to 3.558
Your Peers (n =5)	3.187	0.2012	0.0900	N/A	3.277	0.0782	0.0350	N/A
All Universities (n=64)	3.384	0.5427	0.0678	N/A	3.513	0.4613	0.0577	N/A



Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the quality of undergraduate students with whom they interact.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the quality of undergraduate students with whom they interact.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the quality of undergraduate students with whom they interact.

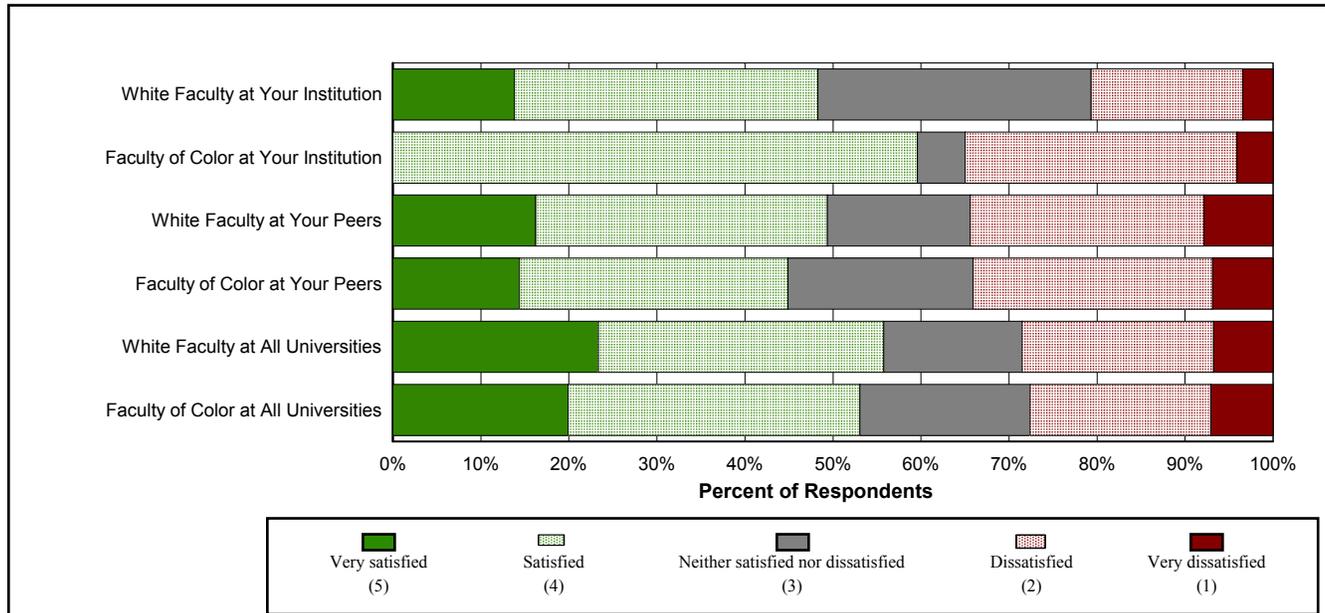
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 55th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the quality of undergraduate students with whom they interact.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.379	1.0310	0.1105	3.160 to 3.599	3.205	1.0296	0.2302	2.723 to 3.687
Faculty at Peer 1	3.291	1.2069	0.1232	3.047 to 3.536	3.133	1.0355	0.1702	2.788 to 3.479
... Peer 2	3.258	1.2416	0.1267	3.006 to 3.509	3.321	1.3417	0.2492	2.810 to 3.831
... Peer 3	2.986	1.2063	0.1140	2.760 to 3.212	3.141	1.2229	0.1664	2.808 to 3.475
... Peer 4	3.214	1.2992	0.1500	2.915 to 3.513	2.960	1.1742	0.2562	2.426 to 3.495
... Peer 5	3.417	1.1411	0.1253	3.168 to 3.666	3.360	1.0954	0.2191	2.908 to 3.812
Your Peers (n=5)	3.233	0.1409	0.0630	N/A	3.183	0.1442	0.0645	N/A
All Universities (n=64)	3.438	0.5357	0.0670	N/A	3.383	0.4980	0.0623	N/A



Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

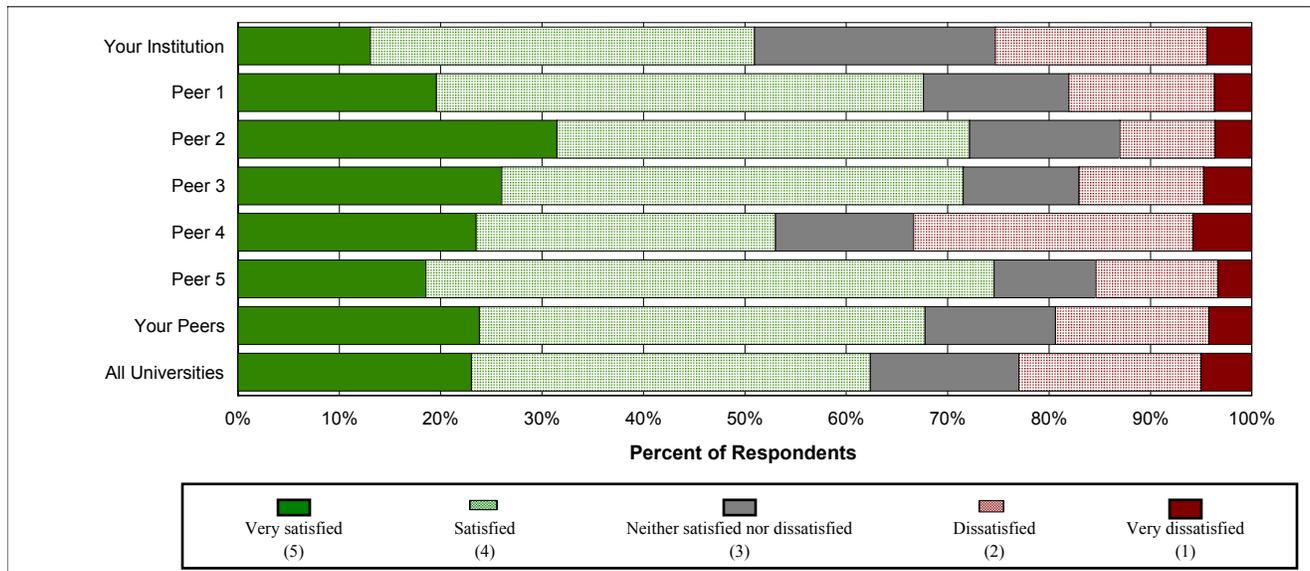
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the quality of graduate students with whom they interact.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 16th percentile on satisfaction with the quality of graduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.343	1.0811	0.1031	3.139 to 3.548
Faculty at Peer 1	3.655	1.0492	0.0862	3.484 to 3.825
... Peer 2	3.870	1.0756	0.0929	3.686 to 4.054
... Peer 3	3.758	1.1186	0.0799	3.600 to 3.915
... Peer 4	3.374	1.2652	0.1349	3.106 to 3.642
... Peer 5	3.744	0.9961	0.0933	3.559 to 3.929
Your Peers (n=5)	3.680	0.1676	0.0750	N/A
All Universities (n=64)	3.575	0.2673	0.0334	N/A



Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the quality of graduate students with whom they interact.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the quality of graduate students with whom they interact.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the quality of graduate students with whom they interact.

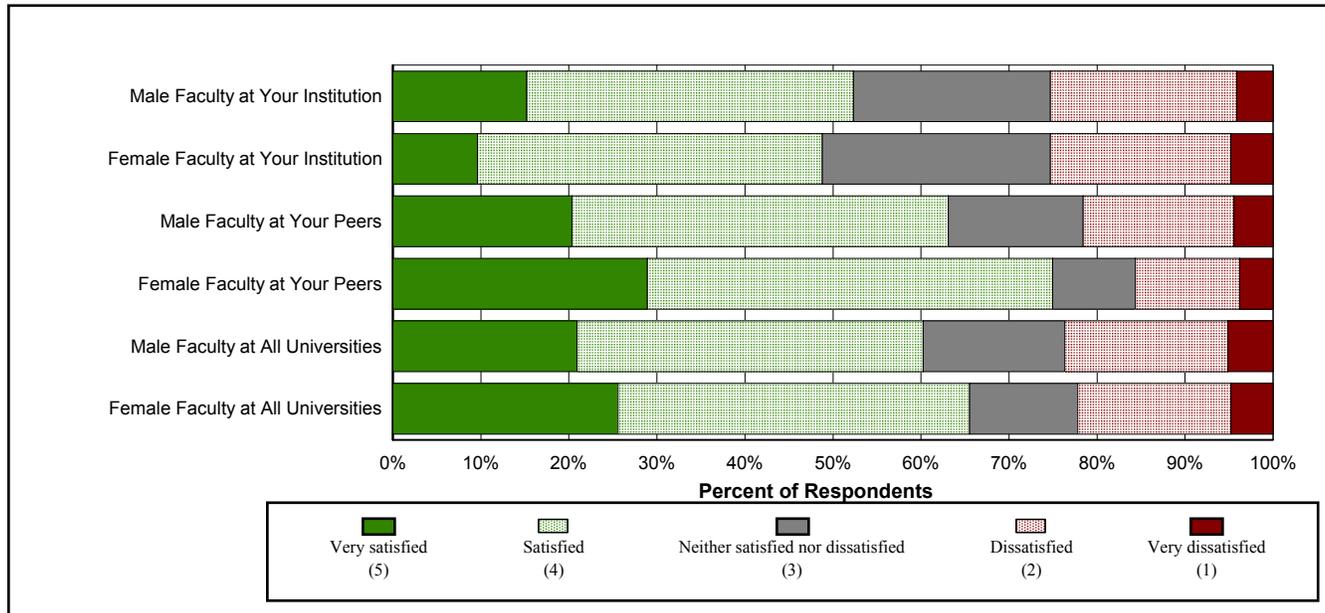
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 36th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 8th percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

- Across all universities, female junior faculty were more satisfied than were male junior faculty with the quality of graduate students with whom they interact.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.381	1.1041	0.1349	3.112 to 3.651	3.283	1.0416	0.1588	2.962 to 3.603
Faculty at Peer 1	3.585	1.0774	0.1162	3.354 to 3.816	3.758	1.0022	0.1273	3.503 to 4.013
... Peer 2	3.682	1.0992	0.1237	3.435 to 3.928	4.116	0.9848	0.1328	3.850 to 4.383
... Peer 3	3.626	1.0581	0.1018	3.424 to 3.828	3.939	1.1756	0.1253	3.690 to 4.188
... Peer 4	3.186	1.2727	0.1657	2.854 to 3.517	3.730	1.1643	0.2162	3.287 to 4.173
... Peer 5	3.791	0.9592	0.1218	3.547 to 4.034	3.676	1.0326	0.1432	3.388 to 3.963
Your Peers (n =5)	3.574	0.2061	0.0922	N/A	3.844	0.1625	0.0727	N/A
All Universities (n=64)	3.523	0.3115	0.0389	N/A	3.641	0.2985	0.0373	N/A



Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the quality of graduate students with whom they interact.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the quality of graduate students with whom they interact.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the quality of graduate students with whom they interact.

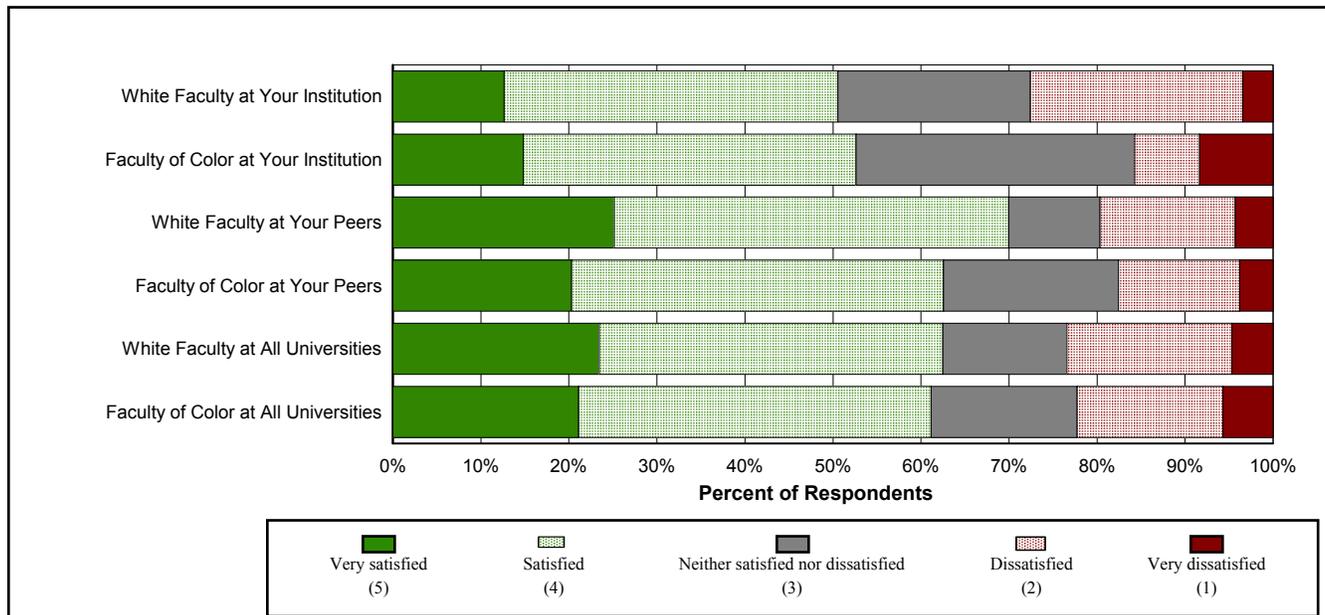
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 17th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the quality of graduate students with whom they interact.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.322	1.0774	0.1155	3.092 to 3.551	3.434	1.0930	0.2279	2.961 to 3.906
Faculty at Peer 1	3.813	0.9637	0.0927	3.630 to 3.997	3.327	1.2000	0.1897	2.944 to 3.711
... Peer 2	3.819	1.0889	0.1073	3.606 to 4.031	4.012	1.0160	0.1825	3.639 to 4.385
... Peer 3	3.772	1.1568	0.1007	3.573 to 3.971	3.719	0.9883	0.1276	3.464 to 3.975
... Peer 4	3.391	1.3345	0.1643	3.063 to 3.719	3.321	1.0295	0.2195	2.865 to 3.778
... Peer 5	3.763	1.0196	0.1093	3.546 to 3.980	3.693	0.9162	0.1763	3.331 to 4.056
Your Peers (n=5)	3.712	0.1619	0.0724	N/A	3.615	0.2622	0.1172	N/A
All Universities (n=64)	3.578	0.3295	0.0412	N/A	3.543	0.3330	0.0419	N/A



Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

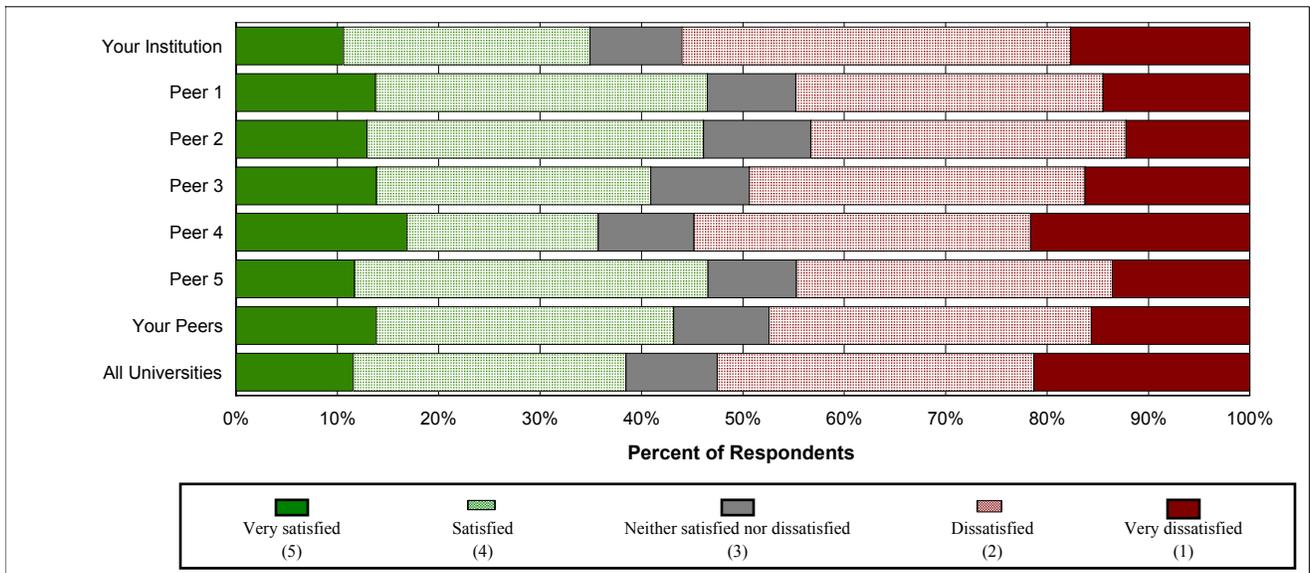
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the amount of time they have to conduct research/produce creative work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 39th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.718	1.2974	0.1170	2.487 to 2.950
Faculty at Peer 1	3.010	1.3369	0.1070	2.799 to 3.221
... Peer 2	3.035	1.2743	0.1034	2.831 to 3.239
... Peer 3	2.892	1.3454	0.0937	2.707 to 3.077
... Peer 4	2.762	1.4103	0.1396	2.485 to 3.039
... Peer 5	3.000	1.2925	0.1185	2.765 to 3.234
Your Peers (n=5)	2.940	0.1016	0.0454	N/A
All Universities (n=64)	2.762	0.4430	0.0554	N/A



Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty were more satisfied than were female junior faculty with the amount of time they have to conduct research/produce creative work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the amount of time they have to conduct research/produce creative work.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the amount of time they have to conduct research/produce creative work.

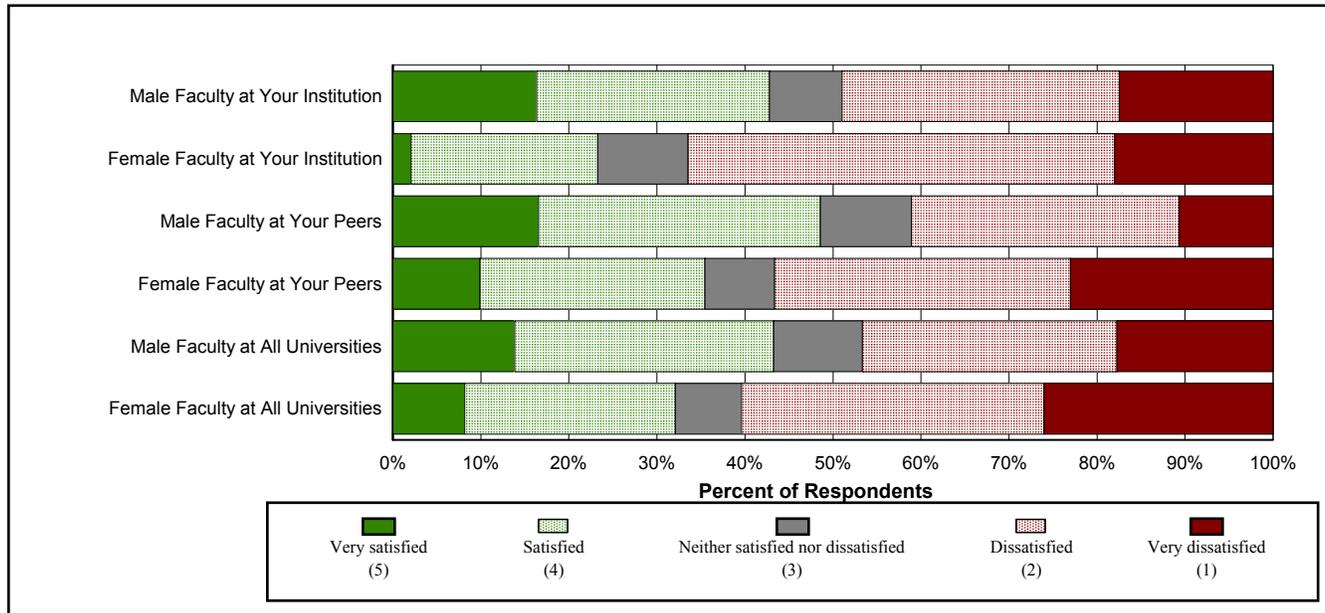
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 42nd percentile on satisfaction with the amount of time they have to conduct research/produce creative work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 31st percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the amount of time they have to conduct research/produce creative work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.927	1.3923	0.1630	2.602 to 3.252	2.409	1.0787	0.1526	2.102 to 2.715
Faculty at Peer 1	3.399	1.2676	0.1344	3.132 to 3.666	2.461	1.2235	0.1495	2.163 to 2.760
... Peer 2	3.128	1.2265	0.1286	2.872 to 3.383	2.909	1.3342	0.1708	2.568 to 3.251
... Peer 3	2.984	1.2773	0.1196	2.747 to 3.221	2.763	1.4150	0.1475	2.470 to 3.056
... Peer 4	2.952	1.3761	0.1681	2.616 to 3.288	2.423	1.3956	0.2359	1.944 to 2.903
... Peer 5	3.205	1.3262	0.1684	2.868 to 3.542	2.729	1.2104	0.1603	2.408 to 3.050
Your Peers (n =5)	3.133	0.1617	0.0723	N/A	2.657	0.1860	0.0832	N/A
All Universities (n=64)	2.927	0.4930	0.0616	N/A	2.539	0.4243	0.0530	N/A



Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the amount of time they have to conduct research/produce creative work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the amount of time they have to conduct research/produce creative work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the amount of time they have to conduct research/produce creative work.

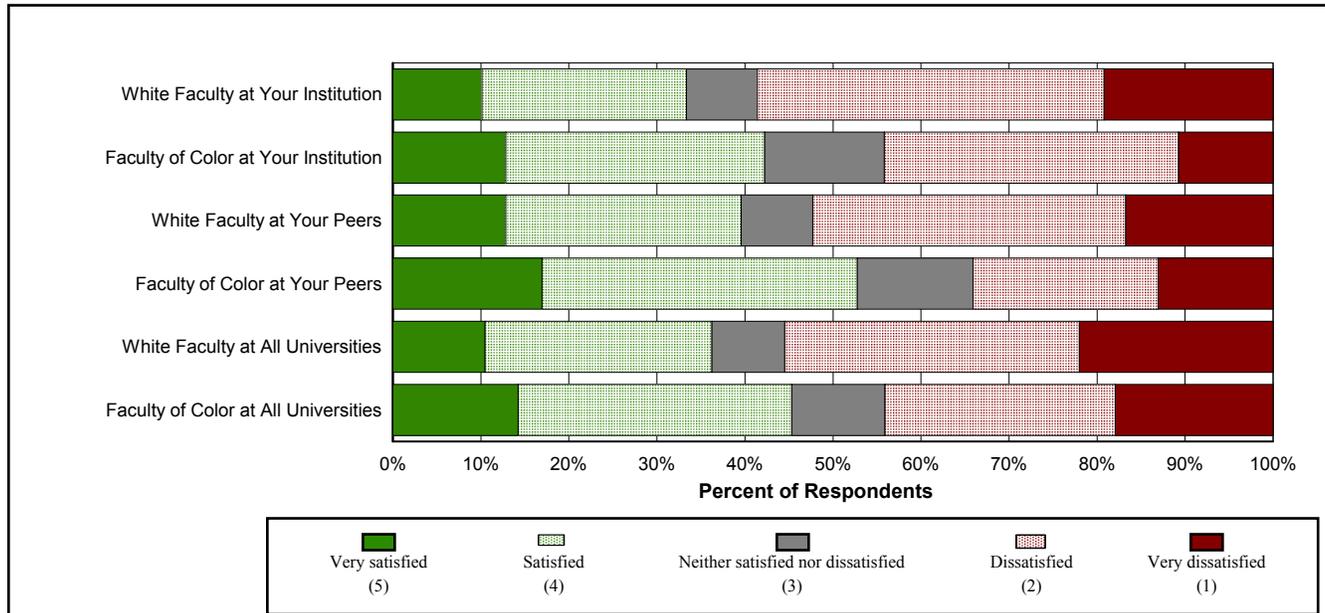
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 45th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the amount of time they have to conduct research/produce creative work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.657	1.2962	0.1303	2.398 to 2.915	3.002	1.2741	0.2601	2.464 to 3.540
Faculty at Peer 1	2.927	1.3609	0.1275	2.675 to 3.180	3.183	1.2574	0.1940	2.791 to 3.575
... Peer 2	2.999	1.2282	0.1131	2.775 to 3.223	3.140	1.4170	0.2430	2.646 to 3.635
... Peer 3	2.745	1.3259	0.1129	2.522 to 2.968	3.277	1.3367	0.1671	2.943 to 3.611
... Peer 4	2.627	1.3865	0.1570	2.314 to 2.939	3.221	1.4234	0.2905	2.620 to 3.822
... Peer 5	2.871	1.3189	0.1406	2.591 to 3.150	3.306	1.1631	0.2089	2.880 to 3.733
Your Peers (n=5)	2.834	0.1328	0.0594	N/A	3.226	0.0606	0.0271	N/A
All Universities (n=64)	2.693	0.4441	0.0555	N/A	2.976	0.5667	0.0708	N/A



Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

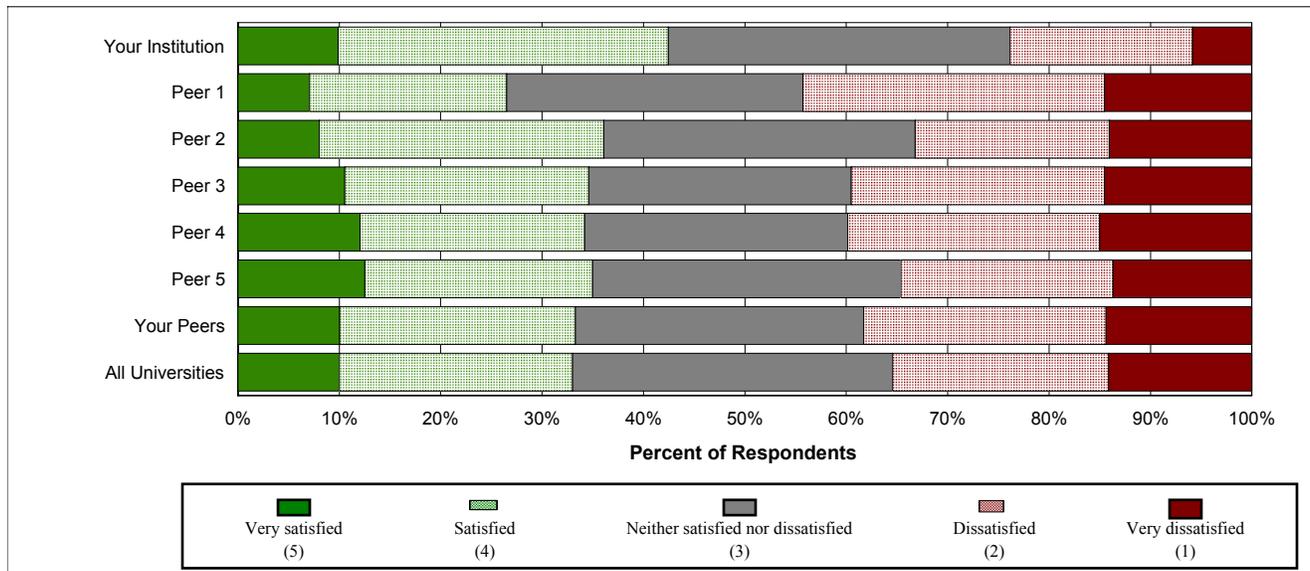
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with the amount of external funding they are expected to find.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 91st percentile on satisfaction with the amount of external funding they are expected to find.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.226	1.0425	0.1037	3.021 to 3.432
Faculty at Peer 1	2.747	1.1530	0.0954	2.559 to 2.936
... Peer 2	2.969	1.1555	0.0977	2.776 to 3.162
... Peer 3	2.911	1.2159	0.0864	2.741 to 3.082
... Peer 4	2.914	1.2429	0.1296	2.656 to 3.171
... Peer 5	2.992	1.2220	0.1170	2.760 to 3.224
Your Peers (n=5)	2.907	0.0855	0.0382	N/A
All Universities (n=64)	2.935	0.2726	0.0341	N/A



Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty were more satisfied than were female junior faculty with the amount of external funding they are expected to find.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on satisfaction with the amount of external funding they are expected to find.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the amount of external funding they are expected to find.

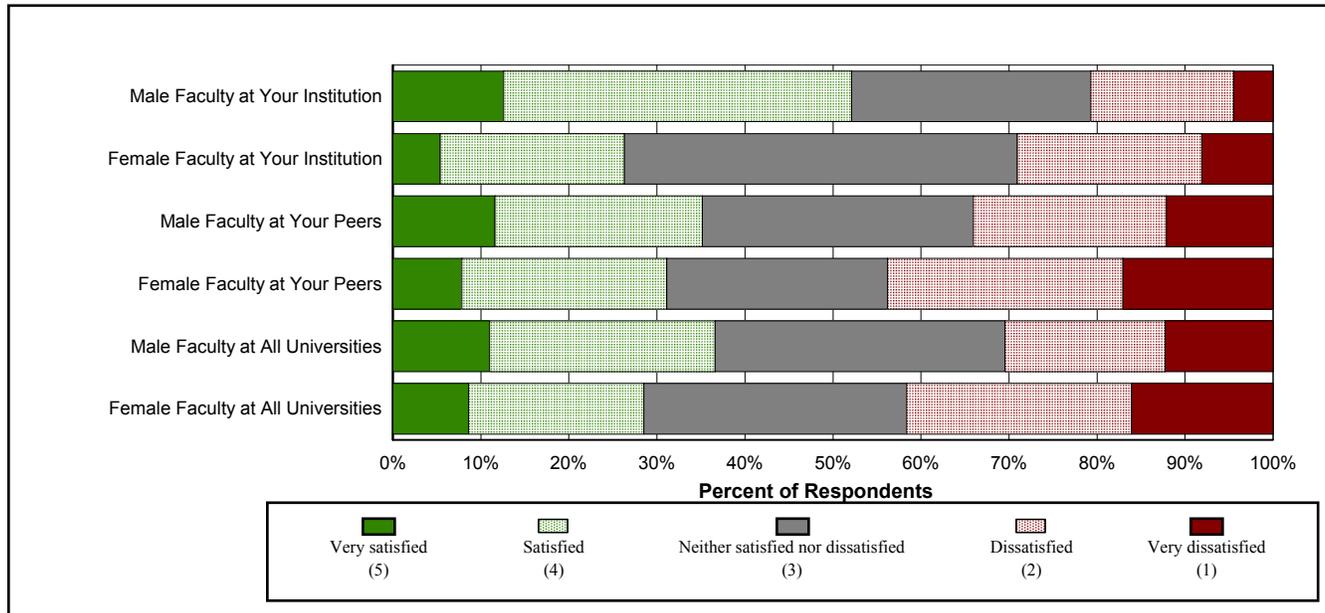
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on satisfaction with the amount of external funding they are expected to find.
- Among female junior faculty at all universities, your female junior faculty ranked in the 69th percentile on satisfaction with the amount of external funding they are expected to find.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the amount of external funding they are expected to find.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.395	1.0471	0.1319	3.131 to 3.659	2.945	0.9719	0.1577	2.626 to 3.265
Faculty at Peer 1	2.897	1.1612	0.1290	2.641 to 3.154	2.549	1.1105	0.1377	2.274 to 2.824
... Peer 2	3.080	1.1211	0.1223	2.837 to 3.323	2.816	1.1919	0.1593	2.497 to 3.135
... Peer 3	3.008	1.2471	0.1200	2.770 to 3.246	2.780	1.1662	0.1229	2.536 to 3.024
... Peer 4	2.842	1.2725	0.1616	2.518 to 3.165	3.051	1.1686	0.2134	2.615 to 3.488
... Peer 5	3.203	1.1151	0.1477	2.907 to 3.499	2.709	1.2791	0.1774	2.353 to 3.066
Your Peers (n =5)	3.006	0.1289	0.0576	N/A	2.781	0.1633	0.0730	N/A
All Universities (n=64)	3.049	0.3062	0.0383	N/A	2.794	0.3250	0.0406	N/A



Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the amount of external funding they are expected to find.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the amount of external funding they are expected to find.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on satisfaction with the amount of external funding they are expected to find.

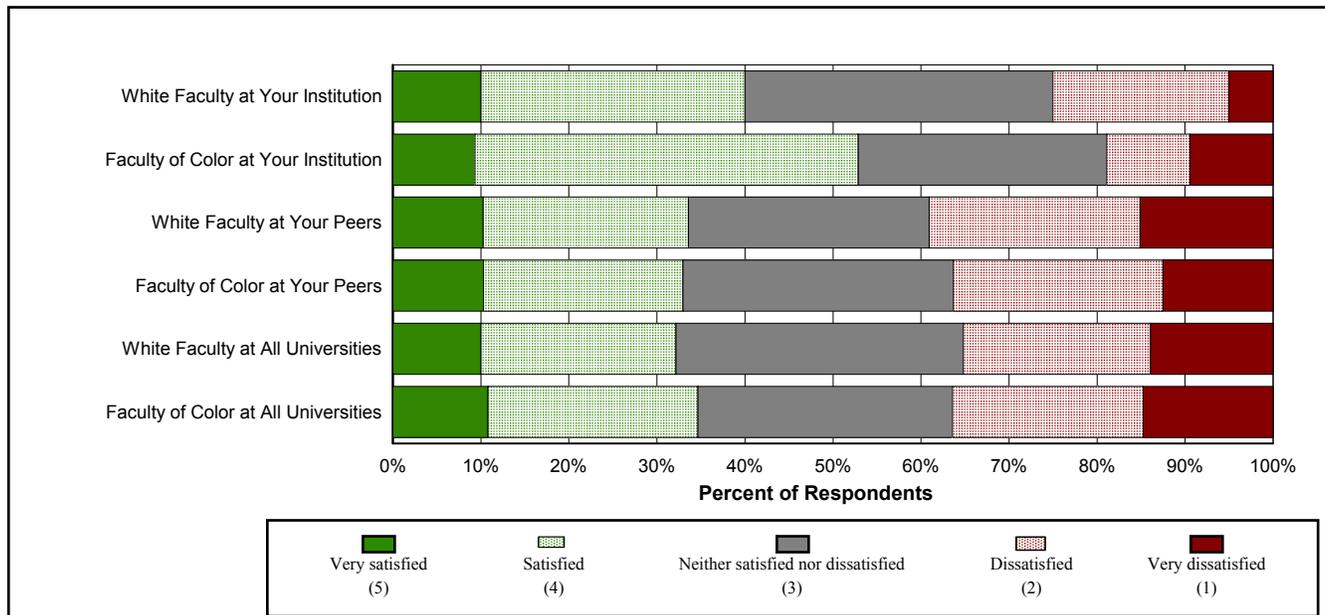
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th percentile on satisfaction with the amount of external funding they are expected to find.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on satisfaction with the amount of external funding they are expected to find.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the amount of external funding they are expected to find.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.200	1.0296	0.1151	2.971 to 3.429	3.339	1.0838	0.2365	2.845 to 3.832
Faculty at Peer 1	2.793	1.2230	0.1182	2.559 to 3.027	2.653	0.9231	0.1478	2.353 to 2.952
... Peer 2	2.999	1.1170	0.1070	2.787 to 3.211	2.879	1.2790	0.2297	2.410 to 3.348
... Peer 3	2.903	1.2263	0.1067	2.692 to 3.114	2.932	1.1818	0.1501	2.632 to 3.232
... Peer 4	2.847	1.2293	0.1459	2.556 to 3.138	3.140	1.2688	0.2769	2.562 to 3.718
... Peer 5	2.941	1.2688	0.1410	2.661 to 3.222	3.115	1.0667	0.2016	2.702 to 3.529
Your Peers (n=5)	2.897	0.0717	0.0321	N/A	2.944	0.1771	0.0792	N/A
All Universities (n=64)	2.930	0.3034	0.0379	N/A	2.942	0.3632	0.0454	N/A



Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

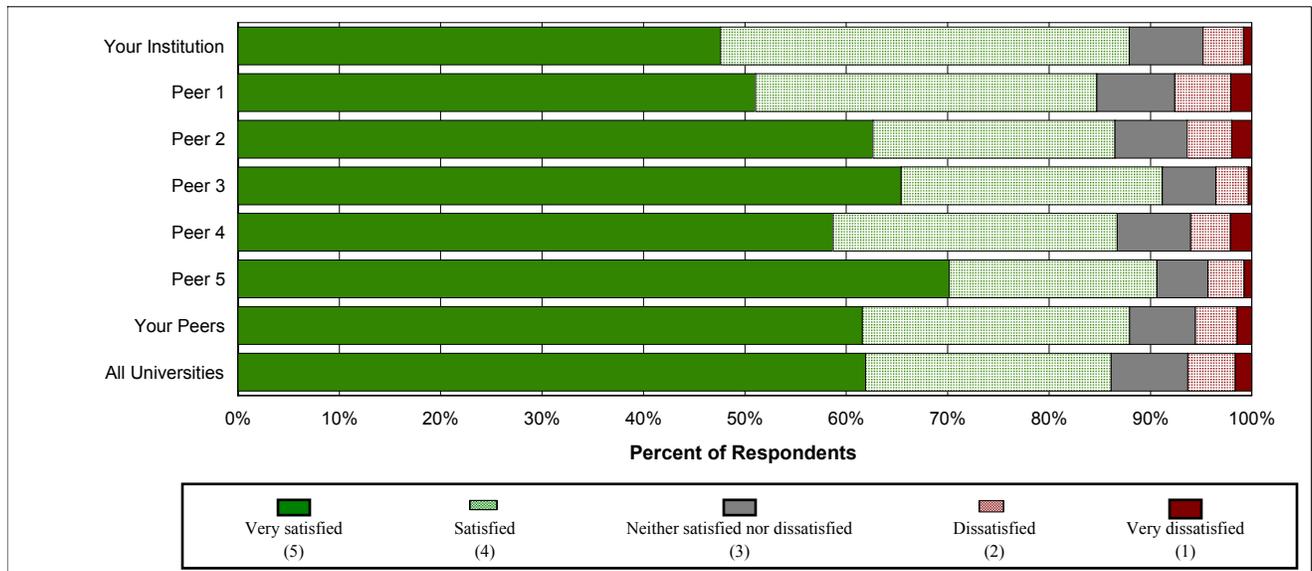
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the influence they have over the focus of their research/creative work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 20th percentile on satisfaction with the influence they have over the focus of their research/creative work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.299	0.8336	0.0752	4.150 to 4.448
Faculty at Peer 1	4.261	0.9406	0.0753	4.112 to 4.410
... Peer 2	4.408	0.9439	0.0768	4.256 to 4.560
... Peer 3	4.527	0.8074	0.0565	4.416 to 4.639
... Peer 4	4.373	0.9187	0.0910	4.192 to 4.553
... Peer 5	4.557	0.8058	0.0739	4.411 to 4.703
Your Peers (n=5)	4.425	0.1075	0.0481	N/A
All Universities (n=64)	4.401	0.1822	0.0228	N/A



Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the influence they have over the focus of their research/creative work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the influence they have over the focus of their research/creative work.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with the influence they have over the focus of their research/creative work.

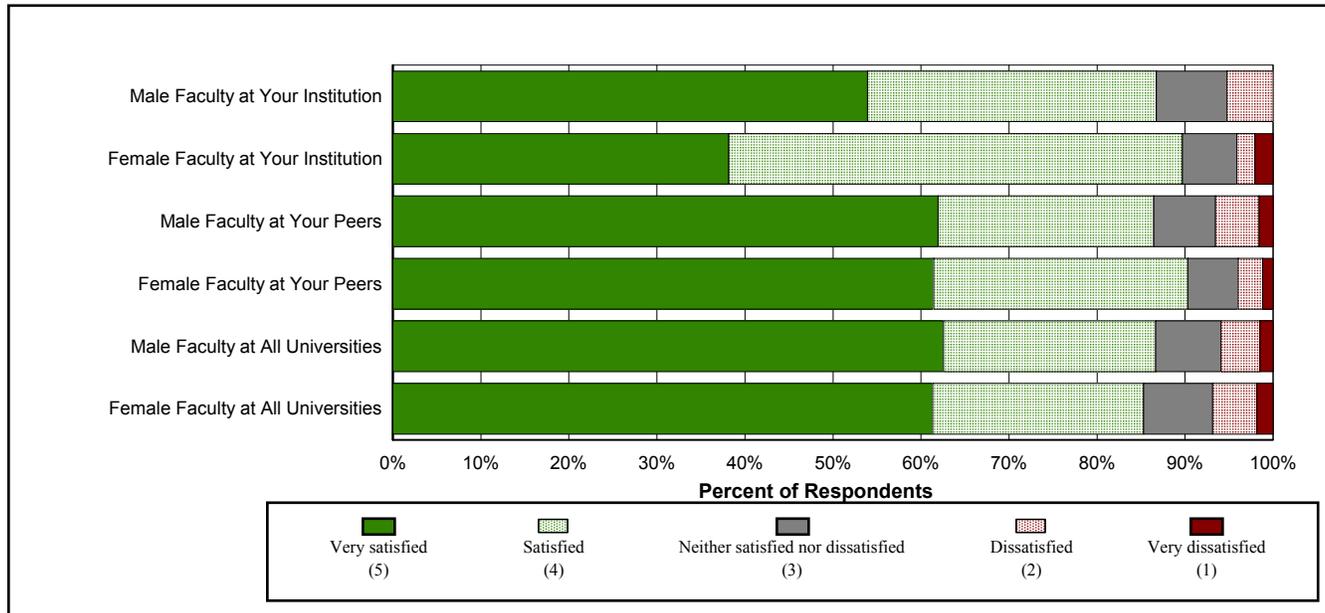
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th percentile on satisfaction with the influence they have over the focus of their research/creative work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 19th percentile on satisfaction with the influence they have over the focus of their research/creative work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the influence they have over the focus of their research/creative work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.354	0.8475	0.0992	4.156 to 4.552	4.217	0.8072	0.1142	3.988 to 4.447
Faculty at Peer 1	4.306	0.9253	0.0981	4.111 to 4.501	4.198	0.9548	0.1166	3.965 to 4.430
... Peer 2	4.321	0.9951	0.1043	4.114 to 4.528	4.528	0.8459	0.1092	4.309 to 4.746
... Peer 3	4.466	0.8086	0.0761	4.316 to 4.617	4.612	0.8012	0.0840	4.445 to 4.779
... Peer 4	4.274	1.0224	0.1249	4.025 to 4.523	4.549	0.6478	0.1095	4.327 to 4.772
... Peer 5	4.645	0.8276	0.1051	4.435 to 4.855	4.441	0.7751	0.1027	4.235 to 4.647
Your Peers (n =5)	4.402	0.1381	0.0617	N/A	4.466	0.1448	0.0648	N/A
All Universities (n=64)	4.418	0.1888	0.0236	N/A	4.379	0.2277	0.0285	N/A



Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the influence they have over the focus of their research/creative work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the influence they have over the focus of their research/creative work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the influence they have over the focus of their research/creative work.

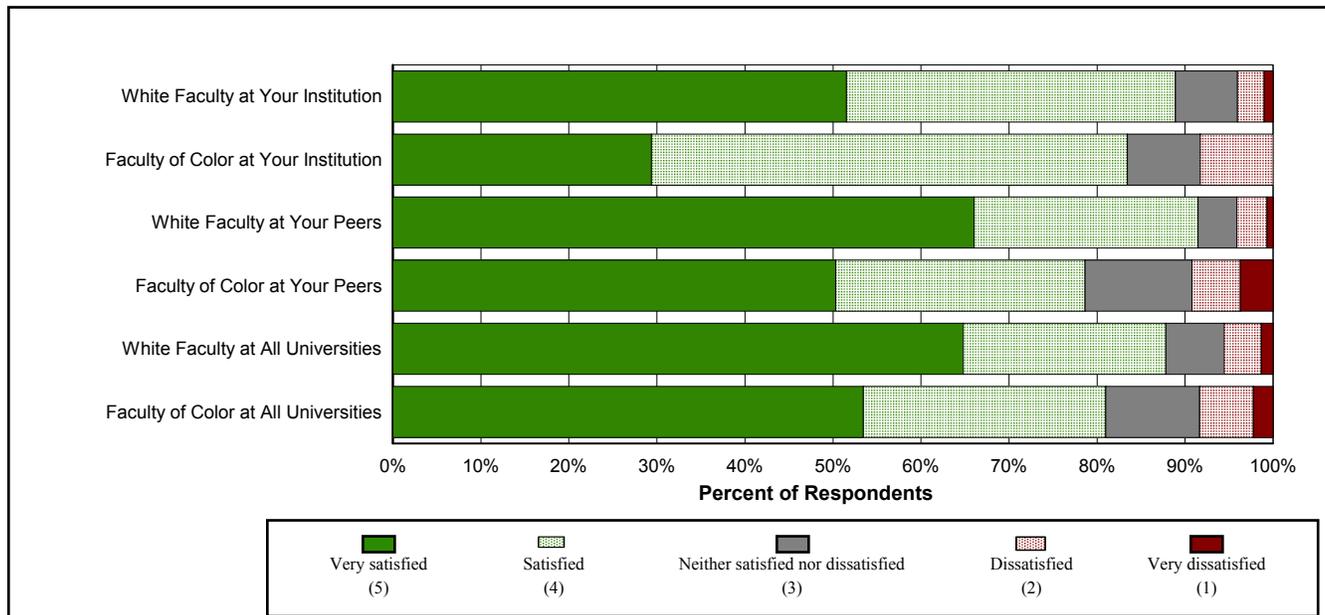
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 20th percentile on satisfaction with the influence they have over the focus of their research/creative work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 23rd percentile on satisfaction with the influence they have over the focus of their research/creative work.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the influence they have over the focus of their research/creative work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.354	0.8204	0.0824	4.190 to 4.517	4.045	0.8406	0.1716	3.691 to 4.400
Faculty at Peer 1	4.399	0.8442	0.0791	4.242 to 4.555	3.974	1.1127	0.1717	3.627 to 4.321
... Peer 2	4.466	0.9295	0.0859	4.296 to 4.636	4.240	0.9719	0.1667	3.901 to 4.579
... Peer 3	4.609	0.6437	0.0552	4.500 to 4.718	4.315	0.9950	0.1244	4.066 to 4.563
... Peer 4	4.487	0.7637	0.0865	4.315 to 4.659	3.985	1.2409	0.2533	3.461 to 4.509
... Peer 5	4.671	0.7186	0.0766	4.519 to 4.823	4.286	0.9493	0.1705	3.938 to 4.634
Your Peers (n=5)	4.526	0.0992	0.0443	N/A	4.160	0.1492	0.0667	N/A
All Universities (n=64)	4.457	0.1894	0.0237	N/A	4.239	0.2595	0.0324	N/A



Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

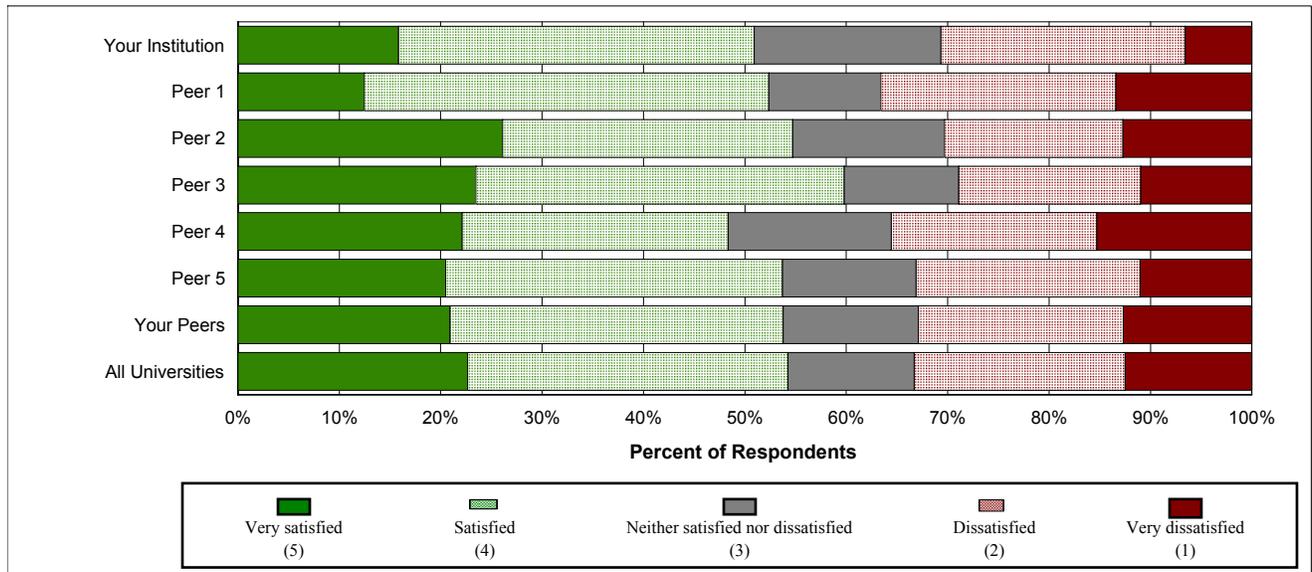
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on satisfaction with the quality of facilities.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 50th percentile on satisfaction with the quality of facilities.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.295	1.1814	0.1074	3.083 to 3.508
Faculty at Peer 1	3.148	1.2976	0.1039	2.943 to 3.353
... Peer 2	3.378	1.3575	0.1120	3.157 to 3.599
... Peer 3	3.434	1.3197	0.0926	3.251 to 3.616
... Peer 4	3.196	1.3983	0.1371	2.925 to 3.468
... Peer 5	3.301	1.3225	0.1217	3.060 to 3.542
Your Peers (n=5)	3.291	0.1072	0.0479	N/A
All Universities (n=64)	3.311	0.4062	0.0508	N/A



Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the quality of facilities.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the quality of facilities.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the quality of facilities.

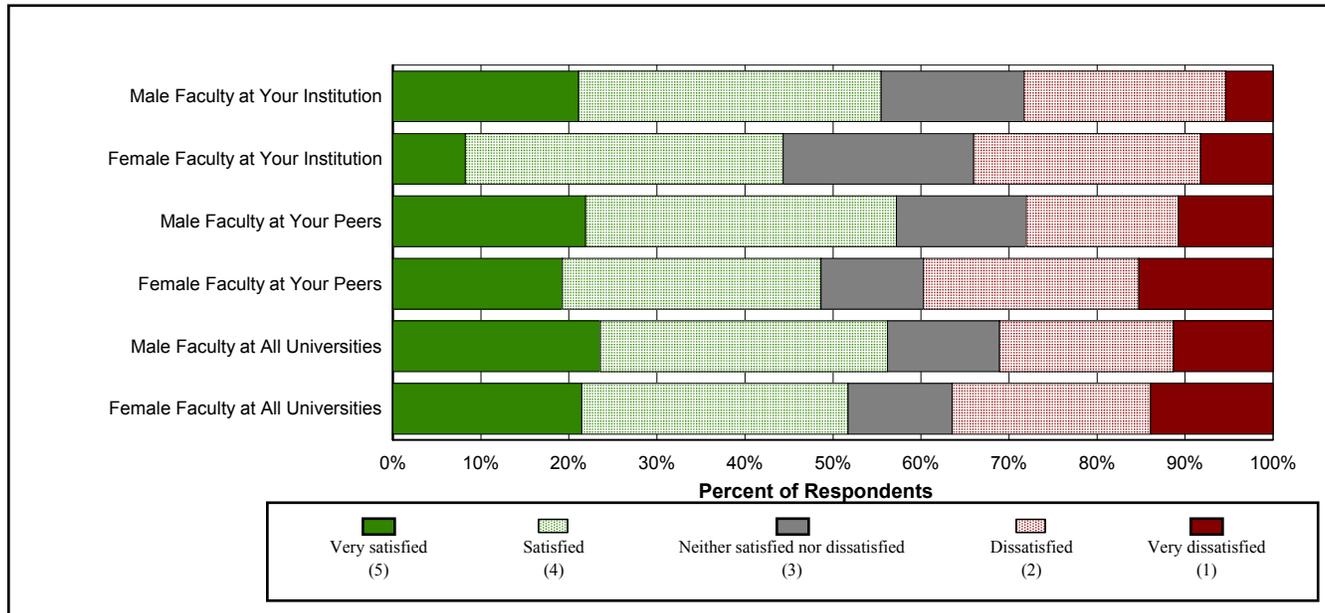
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 59th percentile on satisfaction with the quality of facilities.
- Among female junior faculty at all universities, your female junior faculty ranked in the 42nd percentile on satisfaction with the quality of facilities.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the quality of facilities.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.429	1.2063	0.1432	3.143 to 3.714	3.103	1.1180	0.1581	2.786 to 3.421
Faculty at Peer 1	3.369	1.2461	0.1321	3.107 to 3.631	2.836	1.3036	0.1593	2.518 to 3.154
... Peer 2	3.350	1.2706	0.1355	3.081 to 3.619	3.416	1.4760	0.1922	3.032 to 3.801
... Peer 3	3.497	1.2654	0.1201	3.259 to 3.735	3.348	1.3774	0.1436	3.063 to 3.634
... Peer 4	3.291	1.4275	0.1719	2.948 to 3.634	3.023	1.3199	0.2231	2.570 to 3.476
... Peer 5	3.508	1.2539	0.1592	3.190 to 3.827	3.022	1.3496	0.1803	2.660 to 3.383
Your Peers (n =5)	3.403	0.0852	0.0381	N/A	3.129	0.2187	0.0978	N/A
All Universities (n=64)	3.373	0.3774	0.0472	N/A	3.228	0.4903	0.0613	N/A



Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the quality of facilities.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the quality of facilities.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with the quality of facilities.

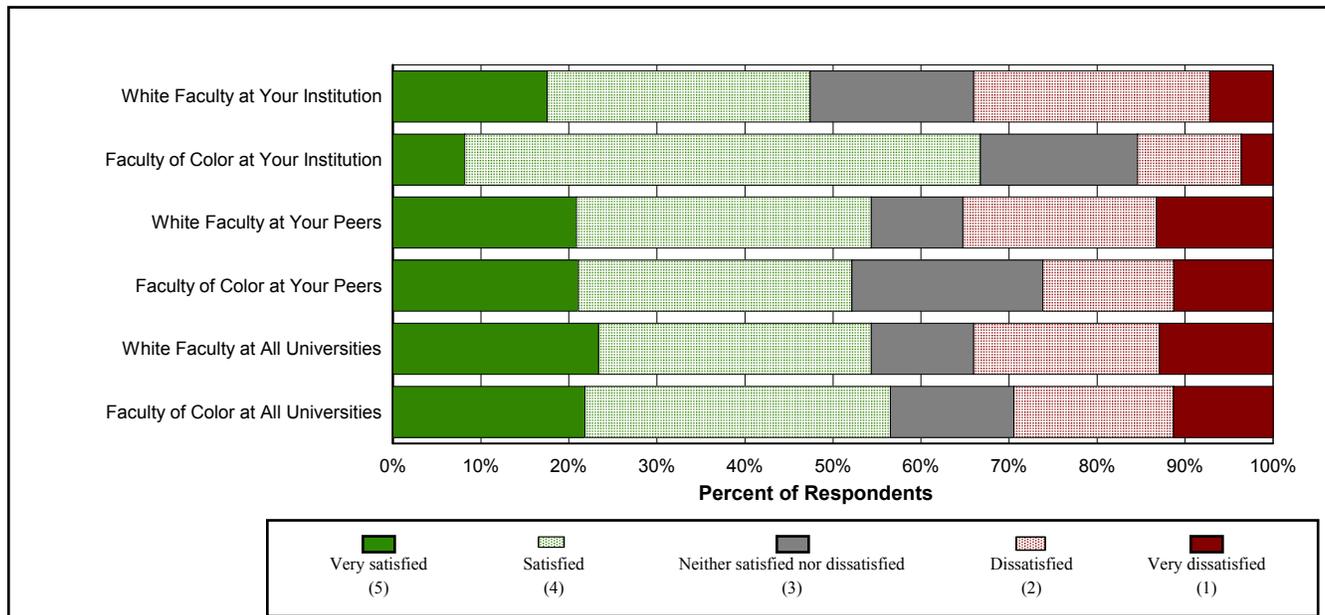
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 45th percentile on satisfaction with the quality of facilities.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 64th percentile on satisfaction with the quality of facilities.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the quality of facilities.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.237	1.2249	0.1244	2.990 to 3.484	3.559	0.9574	0.1954	3.155 to 3.963
Faculty at Peer 1	3.158	1.3458	0.1260	2.908 to 3.407	3.128	1.1537	0.1780	2.769 to 3.488
... Peer 2	3.449	1.3300	0.1251	3.201 to 3.697	3.182	1.4303	0.2453	2.683 to 3.681
... Peer 3	3.335	1.3615	0.1167	3.104 to 3.566	3.694	1.1523	0.1452	3.404 to 3.985
... Peer 4	3.165	1.4298	0.1589	2.849 to 3.482	3.311	1.2721	0.2652	2.761 to 3.861
... Peer 5	3.230	1.3070	0.1393	2.953 to 3.507	3.474	1.3565	0.2477	2.967 to 3.980
Your Peers (n=5)	3.267	0.1108	0.0495	N/A	3.358	0.2063	0.0922	N/A
All Universities (n=64)	3.308	0.4143	0.0518	N/A	3.376	0.4521	0.0565	N/A



Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

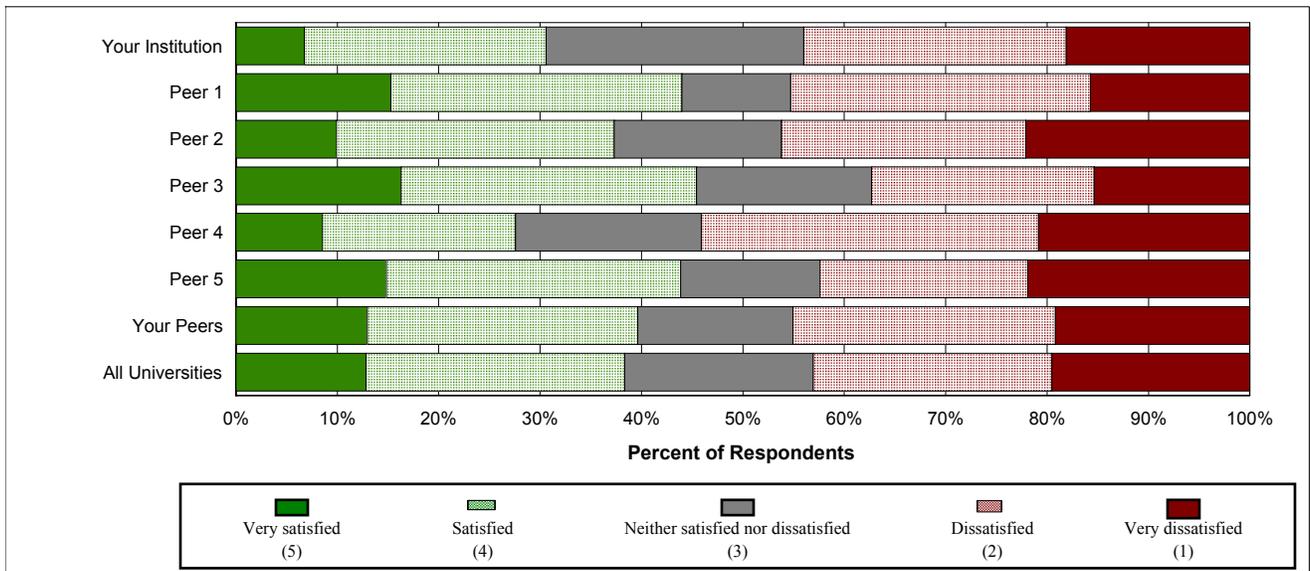
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 34th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.753	1.1901	0.1156	2.523 to 2.982
Faculty at Peer 1	2.983	1.3554	0.1114	2.762 to 3.203
... Peer 2	2.789	1.3205	0.1120	2.568 to 3.011
... Peer 3	3.091	1.3389	0.0949	2.904 to 3.278
... Peer 4	2.612	1.2481	0.1287	2.356 to 2.867
... Peer 5	2.944	1.4004	0.1295	2.688 to 3.200
Your Peers (n=5)	2.884	0.1669	0.0746	N/A
All Universities (n=64)	2.886	0.4001	0.0500	N/A



Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

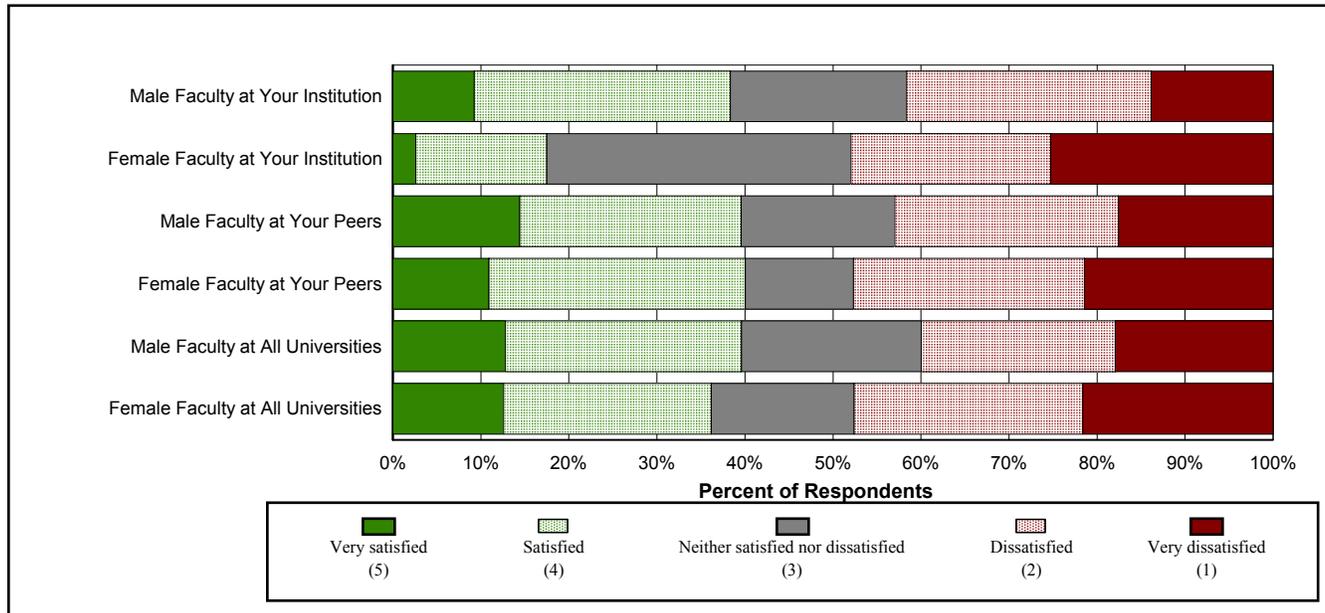
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 45th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among female junior faculty at all universities, your female junior faculty ranked in the 19th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.921	1.2151	0.1496	2.622 to 3.220	2.469	1.0952	0.1732	2.118 to 2.819
Faculty at Peer 1	2.981	1.3503	0.1465	2.690 to 3.272	2.985	1.3619	0.1716	2.642 to 3.328
... Peer 2	3.018	1.3217	0.1451	2.729 to 3.306	2.480	1.2534	0.1675	2.144 to 2.815
... Peer 3	3.089	1.3103	0.1238	2.843 to 3.334	3.094	1.3748	0.1474	2.801 to 3.387
... Peer 4	2.576	1.2394	0.1574	2.262 to 2.891	2.675	1.2609	0.2229	2.220 to 3.129
... Peer 5	3.011	1.4024	0.1810	2.648 to 3.373	2.859	1.3947	0.1847	2.489 to 3.229
Your Peers (n =5)	2.935	0.1827	0.0817	N/A	2.818	0.2194	0.0981	N/A
All Universities (n=64)	2.945	0.4338	0.0542	N/A	2.795	0.4172	0.0521	N/A



Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

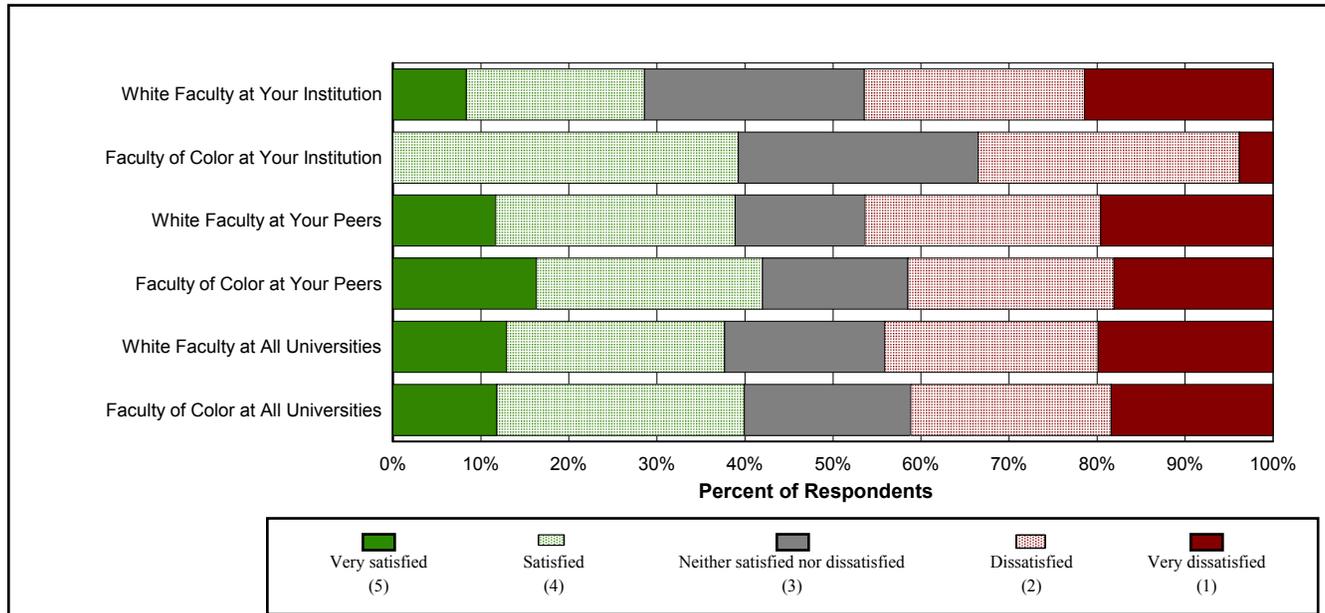
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 55th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.691	1.2438	0.1357	2.421 to 2.961	3.019	0.9282	0.1979	2.607 to 3.430
Faculty at Peer 1	2.975	1.3571	0.1306	2.716 to 3.233	2.999	1.3507	0.2136	2.567 to 3.431
... Peer 2	2.751	1.2999	0.1263	2.501 to 3.002	2.891	1.3787	0.2400	2.402 to 3.380
... Peer 3	3.095	1.3234	0.1147	2.868 to 3.322	3.080	1.3525	0.1718	2.737 to 3.424
... Peer 4	2.533	1.2199	0.1448	2.245 to 2.822	2.863	1.3072	0.2726	2.298 to 3.428
... Peer 5	2.876	1.3708	0.1478	2.582 to 3.170	3.102	1.4669	0.2635	2.564 to 3.640
Your Peers (n=5)	2.846	0.1929	0.0863	N/A	2.987	0.0966	0.0432	N/A
All Universities (n=64)	2.866	0.4332	0.0542	N/A	2.922	0.4598	0.0575	N/A



**Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service:
Clerical/administrative services.**

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

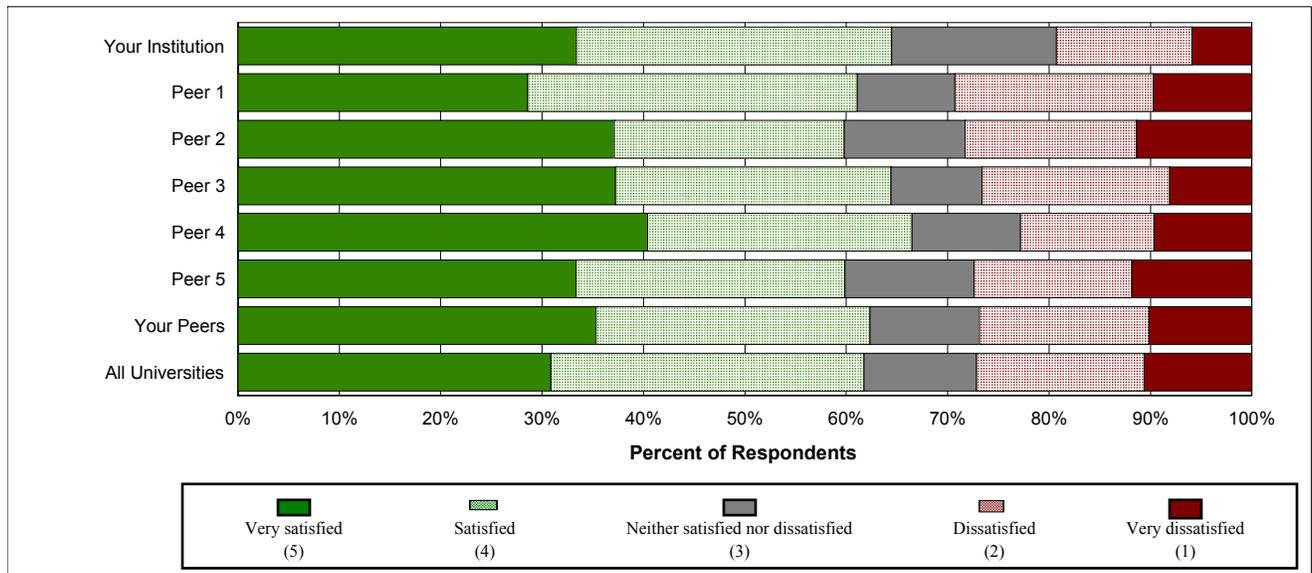
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the quality of clerical/administrative services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 75th percentile on satisfaction with the quality of clerical/administrative services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.727	1.2226	0.1111	3.507 to 3.947
Faculty at Peer 1	3.506	1.3553	0.1089	3.291 to 3.721
... Peer 2	3.573	1.4112	0.1148	3.346 to 3.800
... Peer 3	3.670	1.3529	0.0952	3.482 to 3.857
... Peer 4	3.744	1.3627	0.1330	3.481 to 4.008
... Peer 5	3.540	1.4075	0.1290	3.284 to 3.795
Your Peers (n=5)	3.607	0.0879	0.0393	N/A
All Universities (n=64)	3.548	0.2842	0.0355	N/A



**Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service:
Clerical/administrative services.**

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in satisfaction with the quality of clerical/administrative services.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the quality of clerical/administrative services.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with the quality of clerical/administrative services.

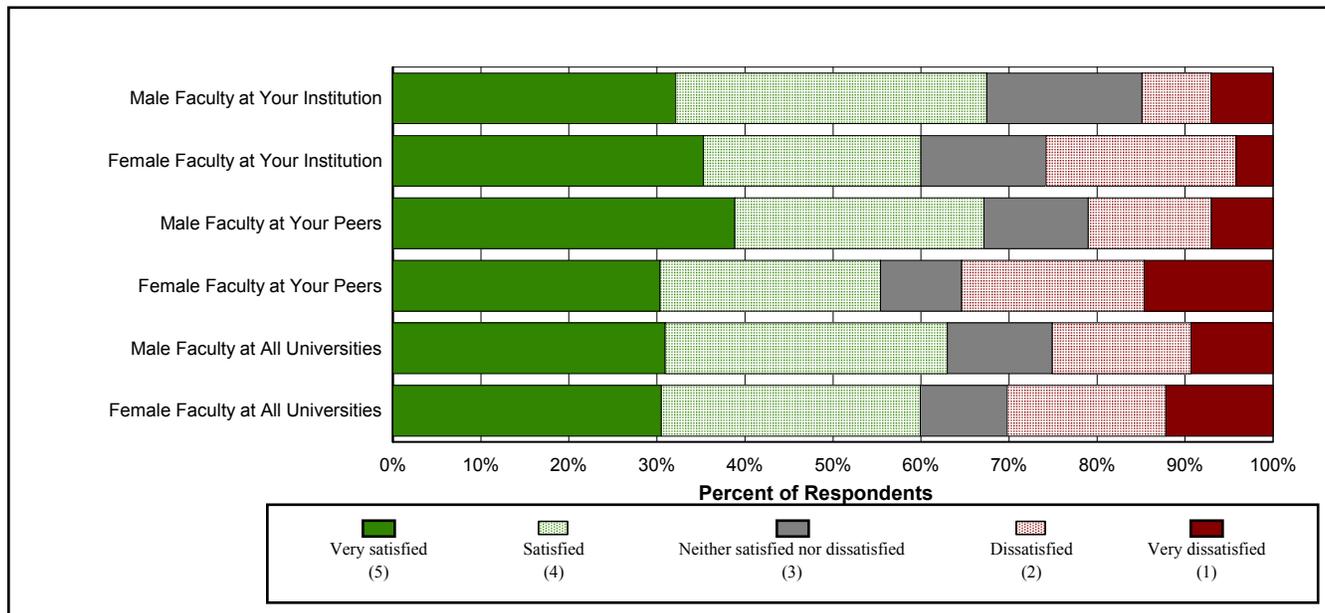
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 77th percentile on satisfaction with the quality of clerical/administrative services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 66th percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the quality of clerical/administrative services.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.777	1.1843	0.1396	3.498 to 4.055	3.652	1.2729	0.1818	3.287 to 4.018
Faculty at Peer 1	3.698	1.3205	0.1400	3.420 to 3.976	3.232	1.3542	0.1667	2.899 to 3.565
... Peer 2	3.708	1.2691	0.1330	3.443 to 3.972	3.386	1.5821	0.2042	2.977 to 3.794
... Peer 3	3.717	1.3285	0.1255	3.468 to 3.965	3.605	1.3808	0.1456	3.315 to 3.894
... Peer 4	3.859	1.2853	0.1525	3.554 to 4.163	3.522	1.4800	0.2538	3.006 to 4.039
... Peer 5	3.915	1.2457	0.1582	3.598 to 4.231	3.044	1.4439	0.1913	2.661 to 3.427
Your Peers (n =5)	3.779	0.0898	0.0401	N/A	3.358	0.2015	0.0901	N/A
All Universities (n=64)	3.595	0.3040	0.0380	N/A	3.480	0.3660	0.0457	N/A



**Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service:
Clerical/administrative services.**

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the quality of clerical/administrative services.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the quality of clerical/administrative services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the quality of clerical/administrative services.

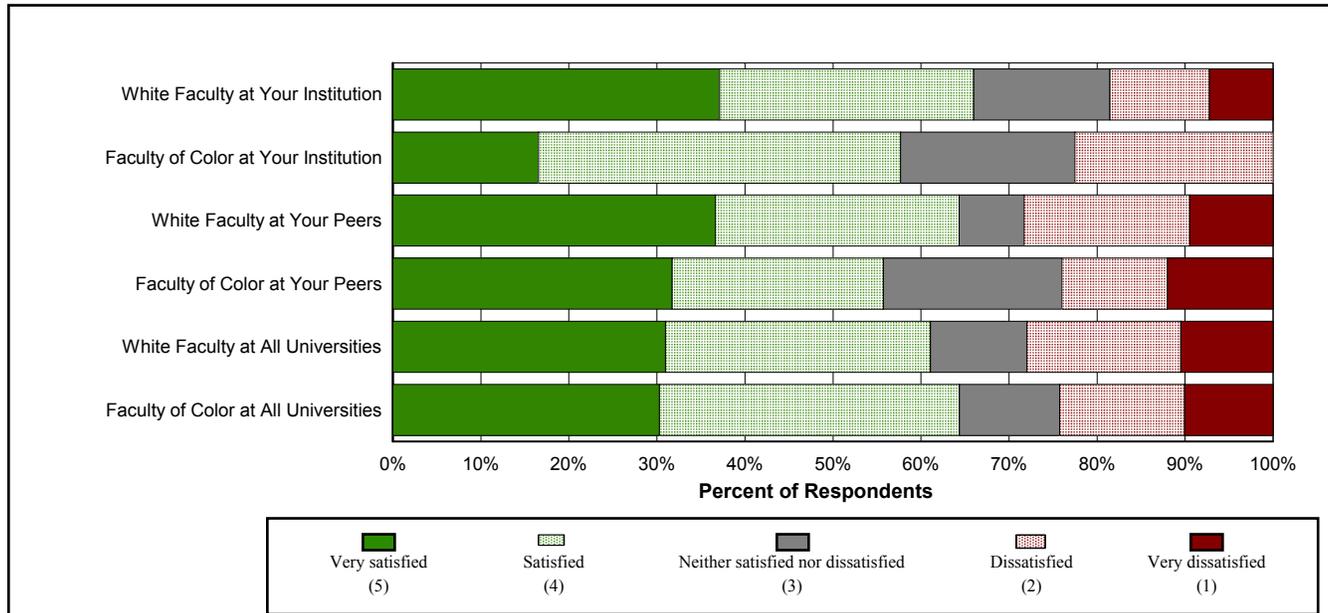
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 77th percentile on satisfaction with the quality of clerical/administrative services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 38th percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the quality of clerical/administrative services.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.773	1.2560	0.1275	3.520 to 4.026	3.517	1.0400	0.2123	3.078 to 3.956
Faculty at Peer 1	3.501	1.3844	0.1297	3.245 to 3.758	3.517	1.2706	0.1984	3.116 to 3.918
... Peer 2	3.584	1.4323	0.1330	3.321 to 3.848	3.541	1.3383	0.2262	3.081 to 4.000
... Peer 3	3.655	1.3807	0.1180	3.421 to 3.888	3.711	1.2745	0.1632	3.385 to 4.037
... Peer 4	3.885	1.2958	0.1440	3.599 to 4.172	3.248	1.4337	0.2927	2.643 to 3.854
... Peer 5	3.534	1.3817	0.1473	3.241 to 3.826	3.555	1.4775	0.2654	3.013 to 4.097
Your Peers (n=5)	3.632	0.1369	0.0612	N/A	3.514	0.1495	0.0669	N/A
All Universities (n=64)	3.536	0.3049	0.0381	N/A	3.603	0.3679	0.0460	N/A



Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

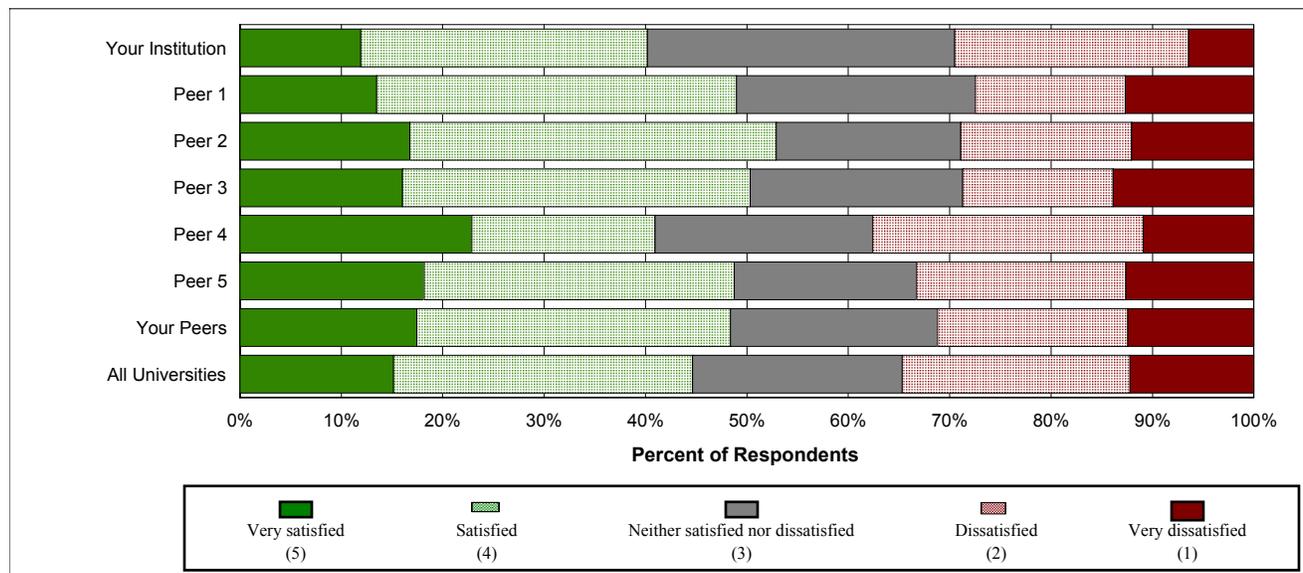
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the quality of research services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 53rd percentile on satisfaction with the quality of research services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.161	1.1004	0.1044	2.954 to 3.368
Faculty at Peer 1	3.223	1.2451	0.1027	3.020 to 3.426
... Peer 2	3.287	1.2545	0.1056	3.078 to 3.496
... Peer 3	3.238	1.2919	0.0932	3.054 to 3.422
... Peer 4	3.153	1.3409	0.1413	2.872 to 3.434
... Peer 5	3.210	1.3189	0.1252	2.962 to 3.459
Your Peers (n=5)	3.222	0.0433	0.0194	N/A
All Universities (n=64)	3.129	0.3558	0.0445	N/A



Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in satisfaction with the quality of research services.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the quality of research services.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the quality of research services.

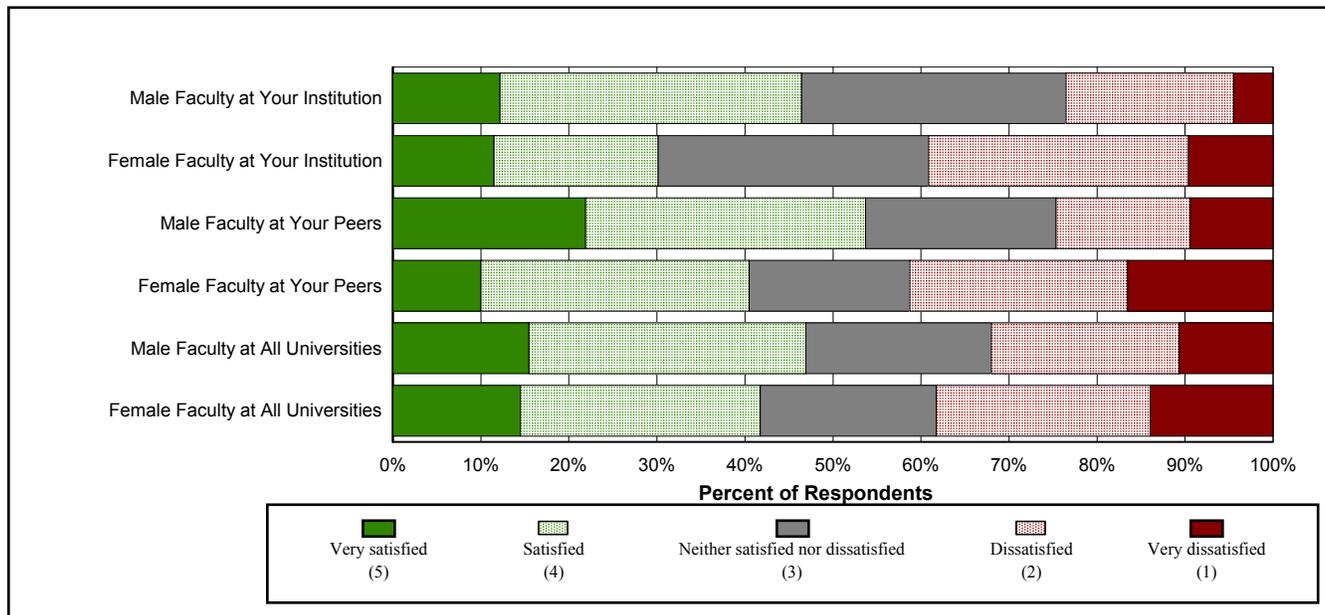
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 61st percentile on satisfaction with the quality of research services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 39th percentile on satisfaction with the quality of research services.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the quality of research services.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.306	1.0440	0.1266	3.053 to 3.559	2.928	1.1492	0.1753	2.575 to 3.282
Faculty at Peer 1	3.451	1.2357	0.1332	3.186 to 3.716	2.882	1.1712	0.1500	2.582 to 3.182
... Peer 2	3.560	1.0998	0.1207	3.320 to 3.800	2.928	1.3628	0.1789	2.570 to 3.286
... Peer 3	3.246	1.2348	0.1199	3.009 to 3.484	3.226	1.3589	0.1465	2.934 to 3.517
... Peer 4	3.325	1.3781	0.1736	2.977 to 3.672	2.772	1.1653	0.2243	2.311 to 3.233
... Peer 5	3.496	1.2894	0.1693	3.157 to 3.835	2.828	1.2699	0.1744	2.478 to 3.178
Your Peers (n =5)	3.416	0.1144	0.0512	N/A	2.927	0.1581	0.0707	N/A
All Universities (n=64)	3.197	0.3729	0.0466	N/A	3.040	0.3912	0.0489	N/A



Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, junior faculty of color were more satisfied than were white junior faculty with the quality of research services.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the quality of research services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on satisfaction with the quality of research services.

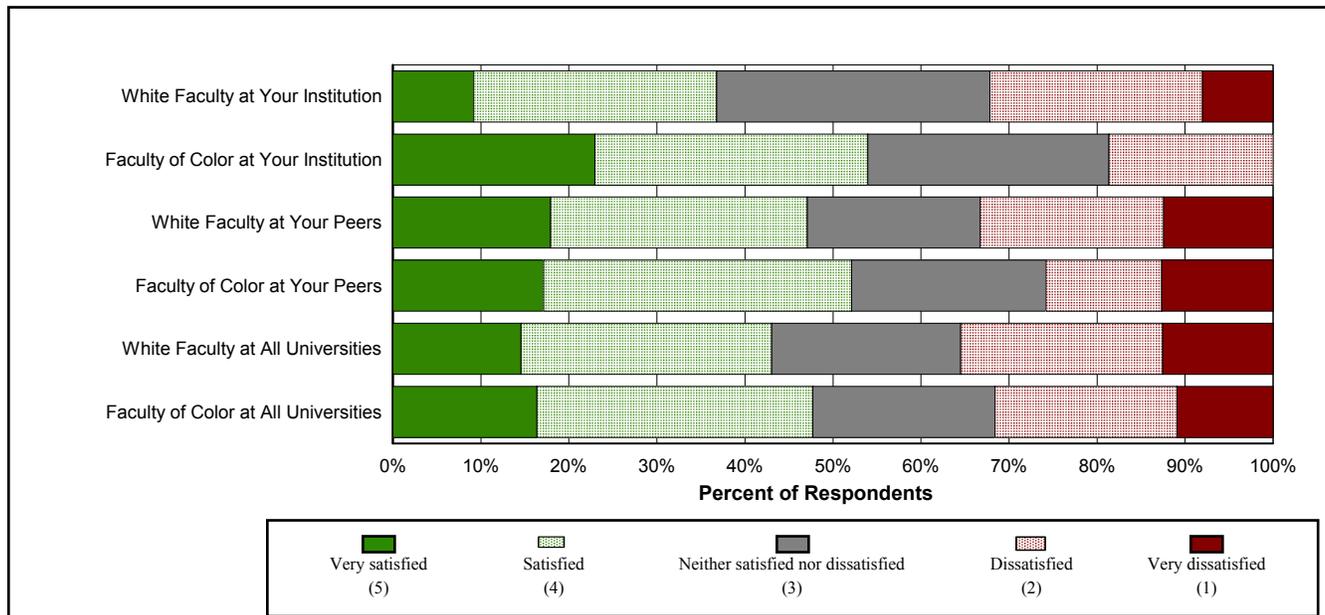
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on satisfaction with the quality of research services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 83rd percentile on satisfaction with the quality of research services.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the quality of research services.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.058	1.0971	0.1176	2.824 to 3.291	3.582	1.0408	0.2125	3.143 to 4.022
Faculty at Peer 1	3.326	1.2956	0.1247	3.079 to 3.574	3.003	1.0327	0.1654	2.668 to 3.337
... Peer 2	3.290	1.2413	0.1184	3.056 to 3.525	3.277	1.3000	0.2335	2.800 to 3.754
... Peer 3	3.190	1.3095	0.1157	2.961 to 3.419	3.362	1.2224	0.1578	3.047 to 3.678
... Peer 4	3.087	1.2982	0.1563	2.775 to 3.399	3.373	1.4584	0.3183	2.709 to 4.037
... Peer 5	3.073	1.3043	0.1449	2.784 to 3.361	3.524	1.3098	0.2391	3.035 to 4.013
Your Peers (n=5)	3.193	0.1030	0.0461	N/A	3.308	0.1721	0.0770	N/A
All Universities (n=64)	3.096	0.3698	0.0462	N/A	3.216	0.4360	0.0545	N/A



Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

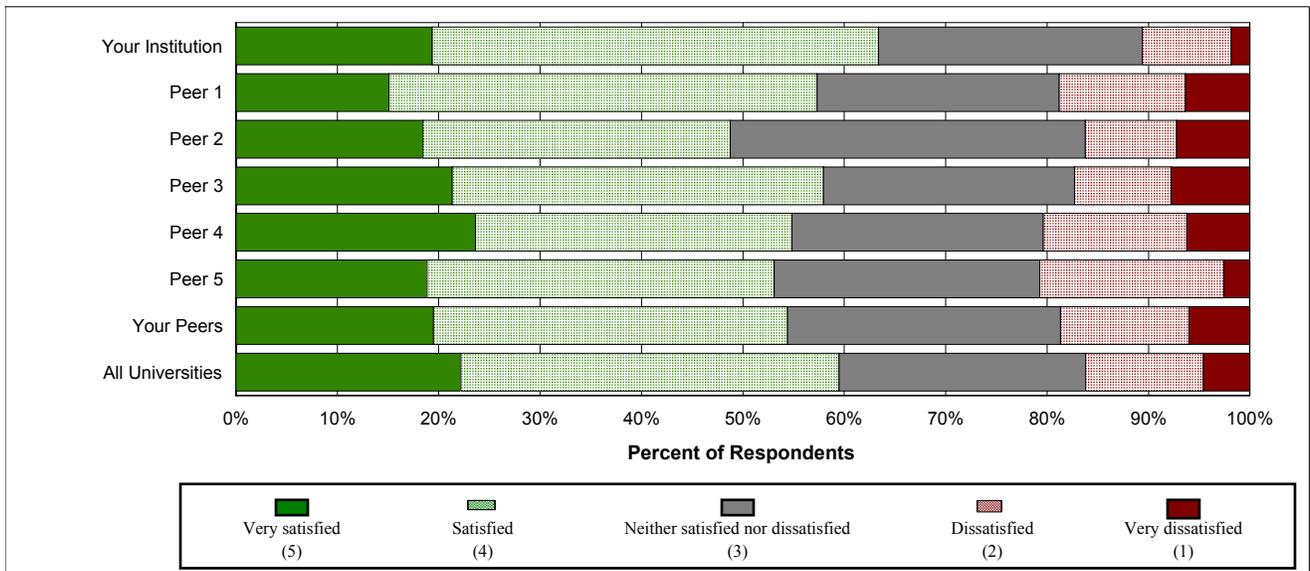
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with the quality of teaching services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 67th percentile on satisfaction with the quality of teaching services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.703	0.9376	0.0890	3.527 to 3.879
Faculty at Peer 1	3.473	1.1112	0.0953	3.284 to 3.661
... Peer 2	3.438	1.0958	0.0954	3.249 to 3.626
... Peer 3	3.542	1.1637	0.0844	3.376 to 3.709
... Peer 4	3.519	1.1735	0.1210	3.278 to 3.759
... Peer 5	3.487	1.0765	0.1026	3.283 to 3.690
Your Peers (n=5)	3.492	0.0364	0.0163	N/A
All Universities (n=64)	3.609	0.2412	0.0302	N/A



Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in satisfaction with the quality of teaching services.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on satisfaction with the quality of teaching services.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the quality of teaching services.

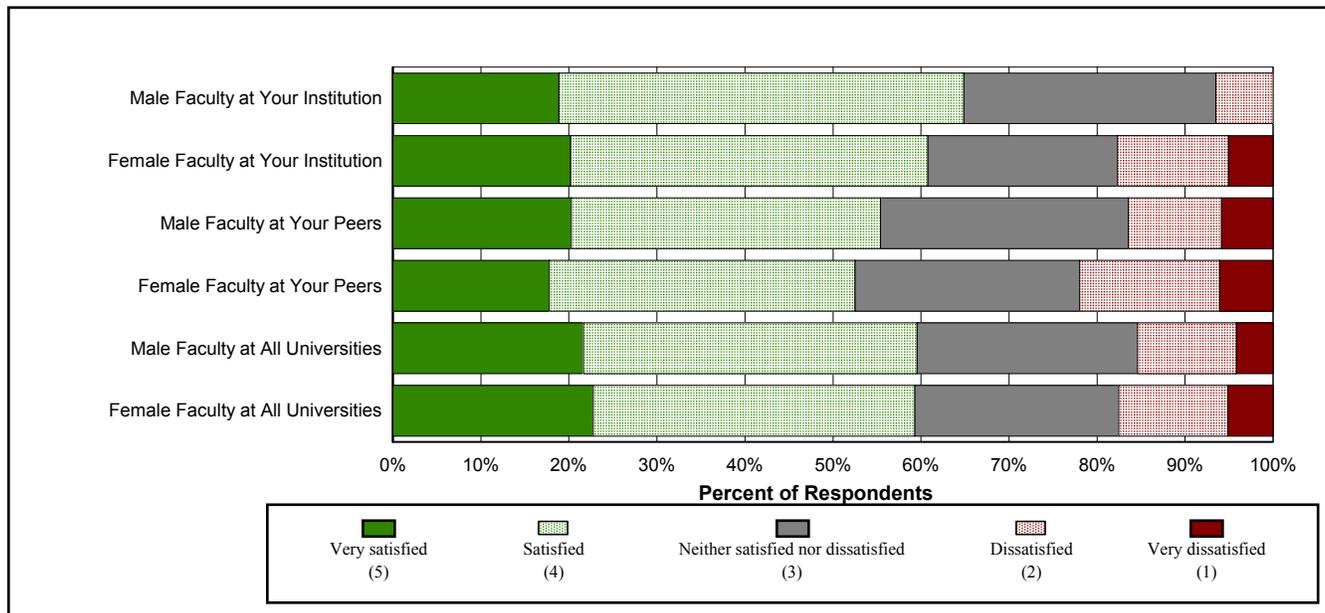
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 77th percentile on satisfaction with the quality of teaching services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 50th percentile on satisfaction with the quality of teaching services.

Across all universities:

- Across all universities, there were no significant gender differences in satisfaction with the quality of teaching services.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.772	0.8356	0.0999	3.573 to 3.971	3.582	1.0815	0.1689	3.241 to 3.924
Faculty at Peer 1	3.530	1.0753	0.1242	3.282 to 3.777	3.398	1.1517	0.1475	3.103 to 3.693
... Peer 2	3.477	0.9835	0.1114	3.255 to 3.699	3.386	1.2385	0.1685	3.048 to 3.724
... Peer 3	3.399	1.2193	0.1213	3.159 to 3.640	3.726	1.0768	0.1141	3.499 to 3.953
... Peer 4	3.630	1.2212	0.1551	3.320 to 3.941	3.314	1.0440	0.1845	2.938 to 3.691
... Peer 5	3.633	1.0310	0.1354	3.362 to 3.904	3.289	1.1046	0.1532	2.982 to 3.597
Your Peers (n =5)	3.534	0.0901	0.0403	N/A	3.423	0.1571	0.0703	N/A
All Universities (n=64)	3.616	0.2424	0.0303	N/A	3.594	0.3066	0.0383	N/A



Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the quality of teaching services.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the quality of teaching services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on satisfaction with the quality of teaching services.

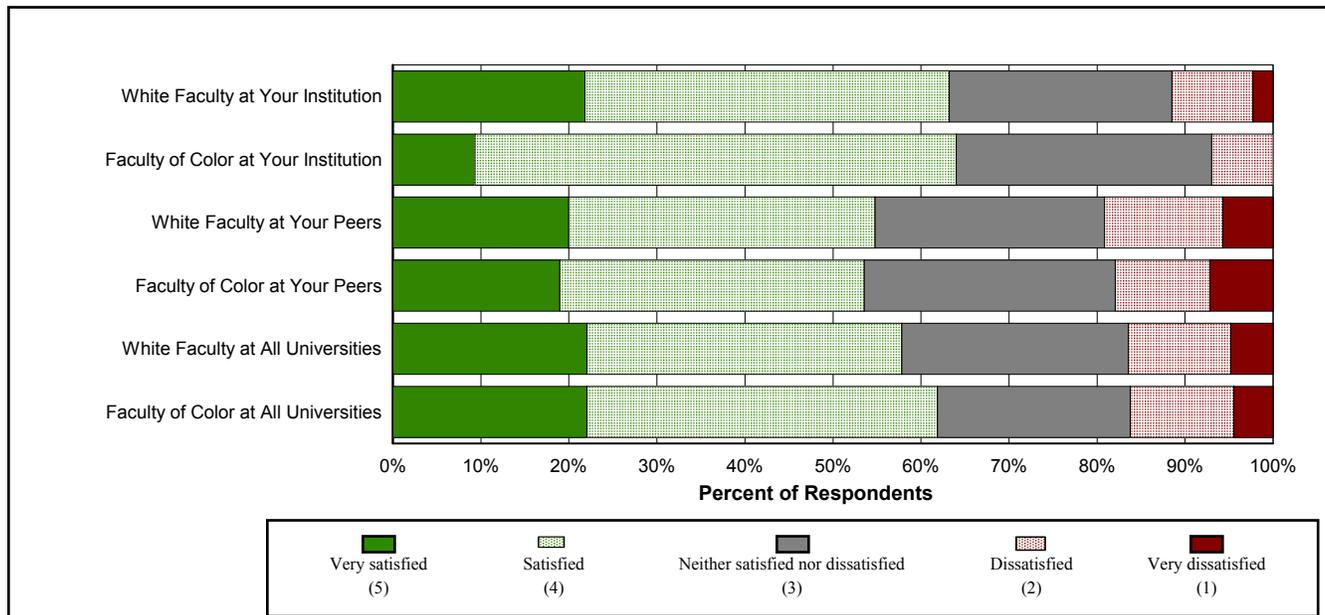
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 77th percentile on satisfaction with the quality of teaching services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 53rd percentile on satisfaction with the quality of teaching services.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the quality of teaching services.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.713	0.9815	0.1052	3.504 to 3.922	3.664	0.7535	0.1538	3.345 to 3.982
Faculty at Peer 1	3.534	1.1810	0.1205	3.295 to 3.774	3.361	0.9097	0.1438	3.070 to 3.652
... Peer 2	3.425	1.0667	0.1051	3.217 to 3.634	3.474	1.1925	0.2214	3.021 to 3.928
... Peer 3	3.531	1.1562	0.1034	3.326 to 3.735	3.572	1.1217	0.1436	3.284 to 3.859
... Peer 4	3.557	1.1526	0.1358	3.286 to 3.828	3.392	1.2264	0.2615	2.848 to 3.935
... Peer 5	3.447	1.0403	0.1170	3.214 to 3.680	3.573	1.1577	0.2079	3.148 to 3.998
Your Peers (n=5)	3.499	0.0525	0.0235	N/A	3.474	0.0881	0.0394	N/A
All Universities (n=64)	3.586	0.2563	0.0320	N/A	3.632	0.3319	0.0415	N/A



**Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service:
Computing services.**

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

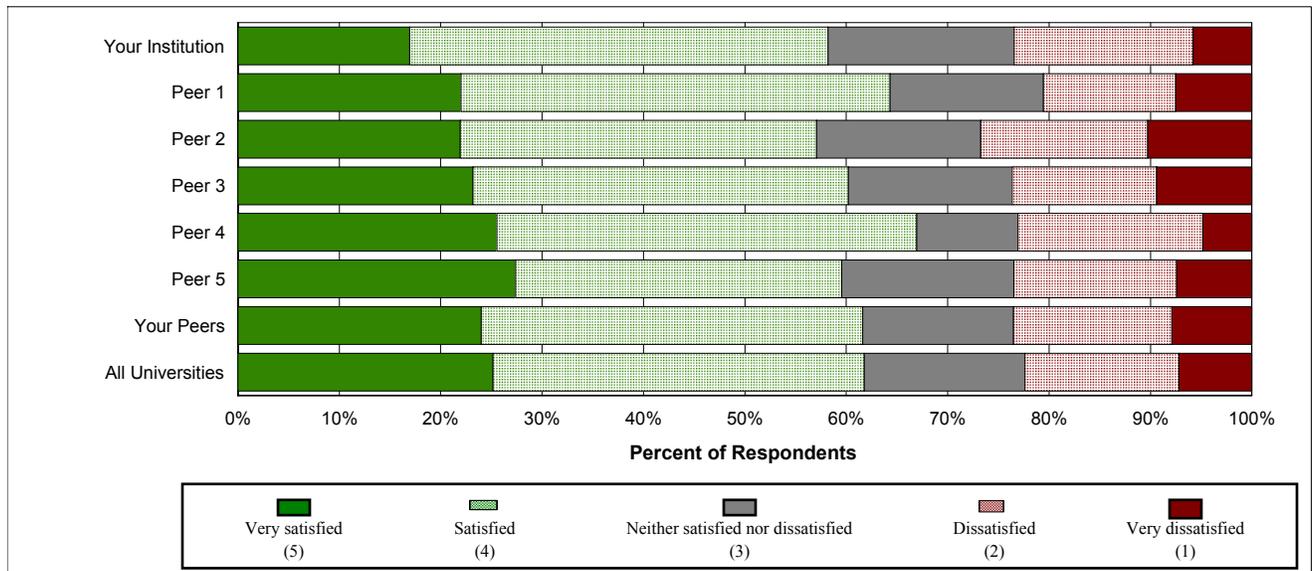
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the quality of computing services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 30th percentile on satisfaction with the quality of computing services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.459	1.1321	0.1033	3.255 to 3.664
Faculty at Peer 1	3.583	1.1995	0.0973	3.390 to 3.775
... Peer 2	3.420	1.2659	0.1034	3.216 to 3.624
... Peer 3	3.503	1.2421	0.0876	3.331 to 3.676
... Peer 4	3.646	1.1812	0.1164	3.415 to 3.876
... Peer 5	3.561	1.2580	0.1178	3.327 to 3.794
Your Peers (n=5)	3.542	0.0763	0.0341	N/A
All Universities (n=64)	3.574	0.2690	0.0336	N/A



**Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service:
Computing services.**

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in satisfaction with the quality of computing services.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the quality of computing services.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with the quality of computing services.

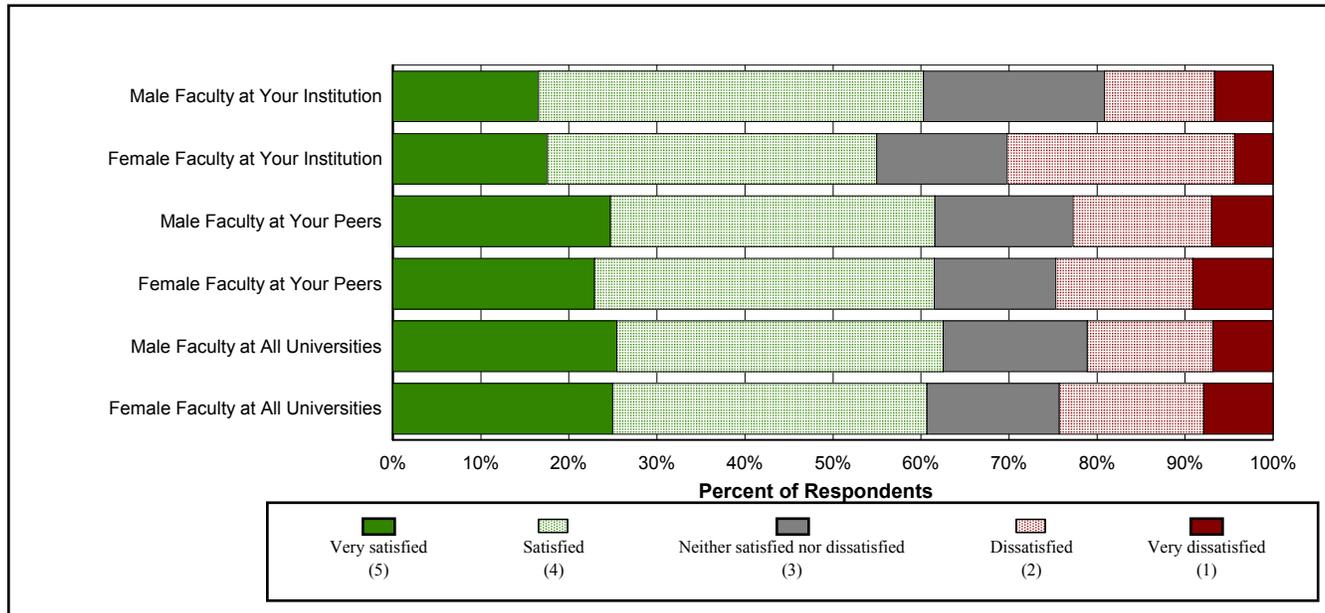
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 36th percentile on satisfaction with the quality of computing services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 31st percentile on satisfaction with the quality of computing services.

Across all universities:

- Across all universities, there were no significant gender differences in satisfaction with the quality of computing services.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.510	1.1119	0.1301	3.251 to 3.770	3.379	1.1587	0.1690	3.039 to 3.719
Faculty at Peer 1	3.554	1.2212	0.1325	3.290 to 3.817	3.621	1.1712	0.1431	3.335 to 3.907
... Peer 2	3.407	1.2265	0.1293	3.150 to 3.664	3.438	1.3219	0.1707	3.097 to 3.780
... Peer 3	3.447	1.2360	0.1173	3.215 to 3.680	3.582	1.2445	0.1312	3.321 to 3.843
... Peer 4	3.708	1.1684	0.1407	3.428 to 3.989	3.525	1.1943	0.2048	3.109 to 3.942
... Peer 5	3.712	1.2109	0.1576	3.396 to 4.028	3.365	1.2823	0.1729	3.019 to 3.712
Your Peers (n =5)	3.566	0.1275	0.0570	N/A	3.506	0.0936	0.0419	N/A
All Universities (n=64)	3.600	0.2643	0.0330	N/A	3.535	0.3390	0.0424	N/A



**Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service:
Computing services.**

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the quality of computing services.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the quality of computing services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with the quality of computing services.

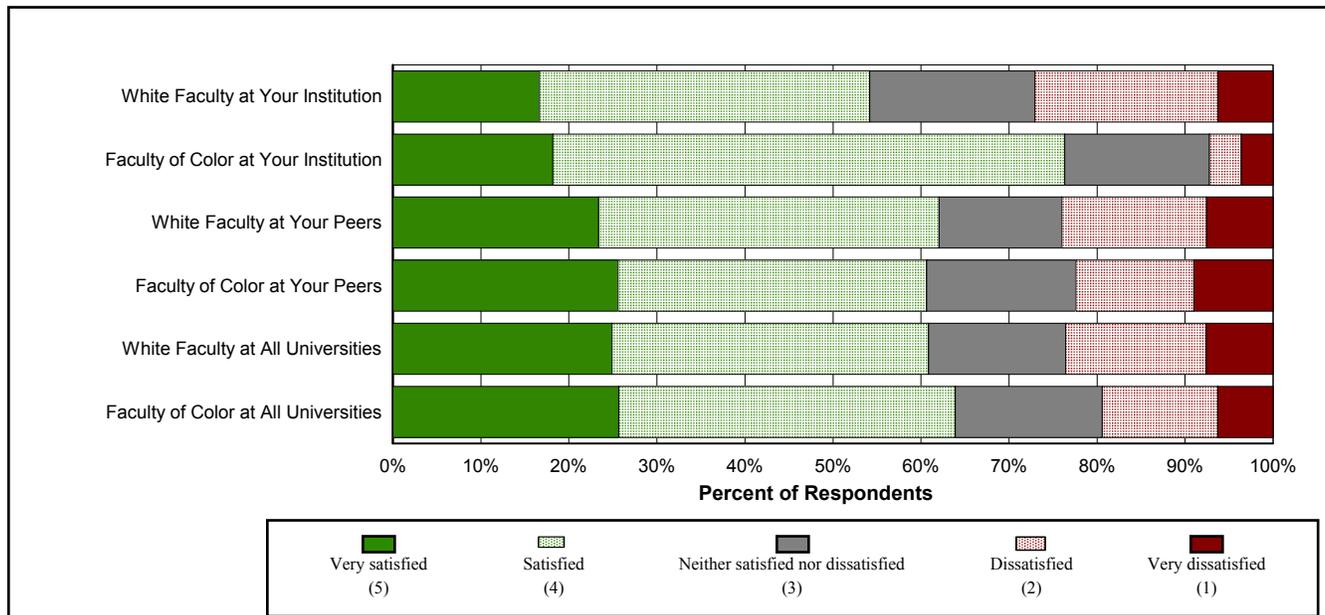
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 23rd percentile on satisfaction with the quality of computing services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 72nd percentile on satisfaction with the quality of computing services.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the quality of computing services.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.375	1.1659	0.1190	3.139 to 3.611	3.837	0.9119	0.1861	3.452 to 4.222
Faculty at Peer 1	3.744	1.1933	0.1128	3.521 to 3.968	3.231	1.1155	0.1764	2.875 to 3.588
... Peer 2	3.372	1.2253	0.1143	3.145 to 3.598	3.553	1.3791	0.2331	3.079 to 4.026
... Peer 3	3.441	1.2901	0.1114	3.220 to 3.661	3.667	1.1156	0.1406	3.386 to 3.948
... Peer 4	3.709	1.1465	0.1274	3.455 to 3.962	3.412	1.2629	0.2693	2.852 to 3.972
... Peer 5	3.428	1.2072	0.1317	3.166 to 3.690	3.876	1.3437	0.2453	3.374 to 4.378
Your Peers (n=5)	3.539	0.1555	0.0695	N/A	3.548	0.2194	0.0981	N/A
All Universities (n=64)	3.545	0.2746	0.0343	N/A	3.638	0.4060	0.0507	N/A



COACHE

Theme III
Policies & Practices

III. POLICIES AND PRACTICES

Question 34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

Question 34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 16 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

For detailed distributions of responses, please see Appendix A.

Policy/Practice	ALL FACULTY				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
An upper limit on committee assignments for tenure-track faculty	109	47% (1)	30%	23%	28%
Childcare	57	47% (1)	10%	43%	23%
Formal mentoring program for junior faculty	108	43% (3)	14%	43%	27%
Professional assistance in obtaining externally funded grants	96	40% (4)	14%	45%	13%
Paid or unpaid research leave during the pre-tenure period	101	40% (4)	36%	25%	35%
Spousal/partner hiring program	77	33% (6)	37%	30%	7%
Travel funds to present papers or conduct research	116	32% (7)	46%	22%	4%
An upper limit on teaching obligations	103	29% (8)	49%	22%	10%
Financial assistance with housing	69	28% (9)	3%	70%	70%
Peer reviews of teaching or research/creative work	115	23% (10)	37%	40%	3%
Informal mentoring	112	21% (11)	38%	41%	5%
Periodic, formal performance reviews for junior faculty	117	18% (12)	47%	35%	1%
Stop-the-clock for parental or other family reasons	49	17% (13)	40%	43%	4%
Written summary of periodic performance reviews for junior faculty	115	13% (14)	46%	42%	1%
Professional assistance for improving teaching	104	13% (14)	44%	44%	1%
Paid or unpaid personal leave during the pre-tenure period	64	12% (16)	21%	67%	16%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

III. POLICIES AND PRACTICES, by GENDER

	MALES				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
An upper limit on committee assignments for tenure-track faculty	64	44% (1)	32%	24%	22%
Childcare	34	37% (2)	9%	54%	24%
Paid or unpaid research leave during the pre-tenure period	61	37% (2)	33%	30%	33%
Professional assistance in obtaining externally funded grants	60	36% (4)	20%	45%	13%
Formal mentoring program for junior faculty	62	32% (5)	19%	49%	19%
Travel funds to present papers or conduct research	69	26% (6)	45%	29%	3%
An upper limit on teaching obligations	65	25% (7)	57%	18%	5%
Spousal/partner hiring program	51	24% (8)	38%	39%	8%
Financial assistance with housing	40	23% (9)	3%	75%	65%
Peer reviews of teaching or research/creative work	70	20% (10)	36%	44%	1%
Informal mentoring	66	20% (10)	41%	39%	8%
Periodic, formal performance reviews for junior faculty	69	19% (12)	40%	40%	1%
Stop-the-clock for parental or other family reasons	30	14% (13)	29%	57%	7%
Professional assistance for improving teaching	64	12% (14)	40%	47%	2%
Written summary of periodic performance reviews for junior faculty	69	12% (14)	39%	49%	1%
Paid or unpaid personal leave during the pre-tenure period	38	7% (16)	12%	81%	16%

	FEMALES				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	23	60% (1)	12%	27%	22%
Formal mentoring program for junior faculty	46	59% (2)	6%	35%	39%
Spousal/partner hiring program	26	51% (3)	35%	14%	4%
An upper limit on committee assignments for tenure-track faculty	45	51% (3)	29%	21%	37%
Professional assistance in obtaining externally funded grants	36	48% (5)	6%	46%	14%
Paid or unpaid research leave during the pre-tenure period	40	43% (6)	40%	17%	39%
Travel funds to present papers or conduct research	47	41% (7)	47%	13%	4%
An upper limit on teaching obligations	38	36% (8)	34%	29%	18%
Financial assistance with housing	29	35% (9)	3%	62%	76%
Peer reviews of teaching or research/creative work	45	28% (10)	40%	33%	5%
Informal mentoring	46	23% (11)	33%	44%	2%
Stop-the-clock for parental or other family reasons	19	22% (12)	57%	21%	0%
Paid or unpaid personal leave during the pre-tenure period	26	20% (13)	34%	46%	15%
Periodic, formal performance reviews for junior faculty	48	16% (14)	57%	27%	0%
Written summary of periodic performance reviews for junior faculty	46	14% (15)	56%	30%	0%
Professional assistance for improving teaching	40	13% (16)	49%	38%	0%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

III. POLICIES AND PRACTICES, by RACE/ETHNICITY

	WHITE FACULTY				E
	A	B	C	D	
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
An upper limit on committee assignments for tenure-track faculty	85	52% (1)	29%	19%	31%
Childcare	41	49% (2)	5%	46%	27%
Professional assistance in obtaining externally funded grants	75	47% (3)	15%	39%	12%
Paid or unpaid research leave during the pre-tenure period	78	45% (4)	32%	23%	41%
Formal mentoring program for junior faculty	88	43% (5)	10%	47%	28%
Travel funds to present papers or conduct research	92	35% (6)	47%	18%	3%
Spousal/partner hiring program	58	34% (7)	40%	26%	5%
An upper limit on teaching obligations	80	30% (8)	49%	21%	9%
Peer reviews of teaching or research/creative work	91	24% (9)	37%	38%	2%
Financial assistance with housing	51	24% (9)	2%	75%	75%
Stop-the-clock for parental or other family reasons	32	22% (11)	44%	34%	3%
Informal mentoring	90	20% (12)	36%	44%	6%
Periodic, formal performance reviews for junior faculty	94	18% (13)	49%	33%	0%
Professional assistance for improving teaching	80	14% (14)	41%	45%	0%
Paid or unpaid personal leave during the pre-tenure period	47	13% (15)	19%	68%	17%
Written summary of periodic performance reviews for junior faculty	91	10% (16)	47%	43%	0%

	FACULTY OF COLOR				E
	A	B	C	D	
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Formal mentoring program for junior faculty	20	43% (1)	30%	27%	23%
Financial assistance with housing	18	42% (2)	5%	54%	54%
Childcare	16	40% (3)	26%	34%	12%
An upper limit on committee assignments for tenure-track faculty	24	28% (4)	35%	38%	20%
Spousal/partner hiring program	19	27% (5)	26%	46%	12%
Informal mentoring	22	26% (6)	48%	26%	5%
Written summary of periodic performance reviews for junior faculty	24	25% (7)	39%	36%	5%
An upper limit on teaching obligations	23	25% (7)	48%	27%	12%
Travel funds to present papers or conduct research	24	20% (9)	41%	39%	5%
Paid or unpaid research leave during the pre-tenure period	23	20% (9)	49%	31%	13%
Periodic, formal performance reviews for junior faculty	23	18% (11)	39%	43%	5%
Peer reviews of teaching or research/creative work	24	16% (12)	38%	46%	5%
Professional assistance in obtaining externally funded grants	21	15% (13)	14%	72%	17%
Paid or unpaid personal leave during the pre-tenure period	17	10% (14)	27%	62%	12%
Professional assistance for improving teaching	24	8% (15)	52%	39%	5%
Stop-the-clock for parental or other family reasons	17	7% (16)	32%	62%	7%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

Question 35a. My institution does what it can to make having children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

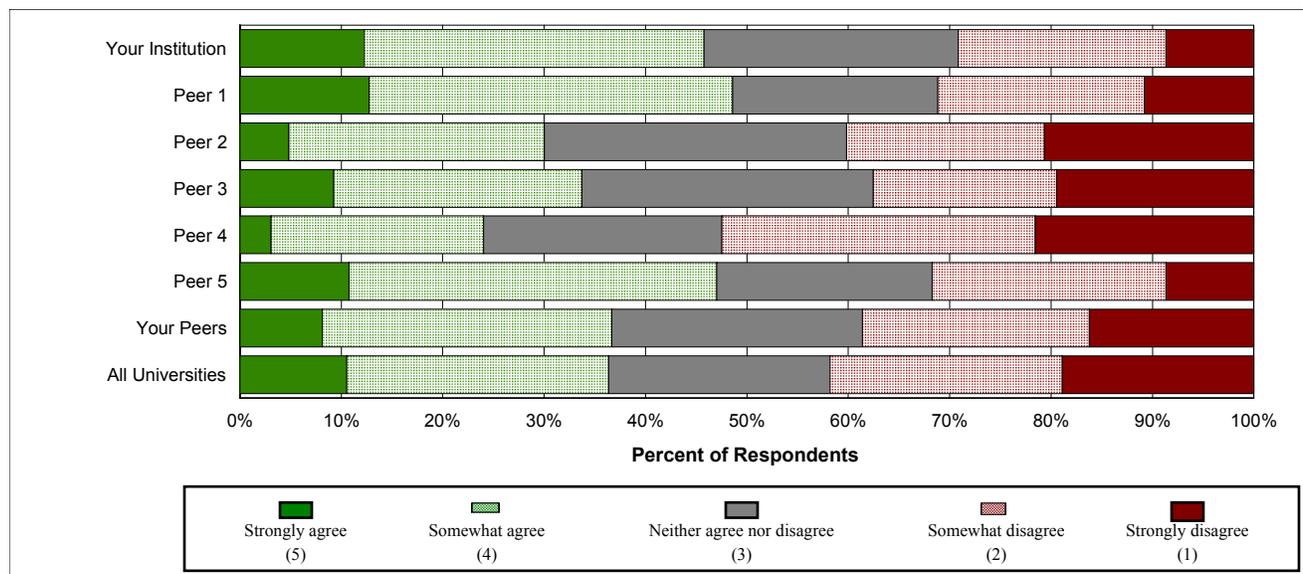
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on reporting that their institution does what it can to make having children and the tenure-track compatible.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 84th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.202	1.1662	0.1446	2.913 to 3.491
Faculty at Peer 1	3.194	1.2189	0.1178	2.960 to 3.428
... Peer 2	2.741	1.1618	0.1168	2.509 to 2.972
... Peer 3	2.860	1.2603	0.1097	2.643 to 3.077
... Peer 4	2.531	1.1389	0.1435	2.244 to 2.818
... Peer 5	3.174	1.1813	0.1364	2.903 to 3.446
Your Peers (n=5)	2.900	0.2549	0.1140	N/A
All Universities (n=64)	2.862	0.3888	0.0486	N/A



Question 35a. My institution does what it can to make having children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty agreed to a greater extent than did female junior faculty that their institution does what it can to make having children and the tenure-track compatible.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on reporting that their institution does what it can to make having children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reporting that their institution does what it can to make having children and the tenure-track compatible.

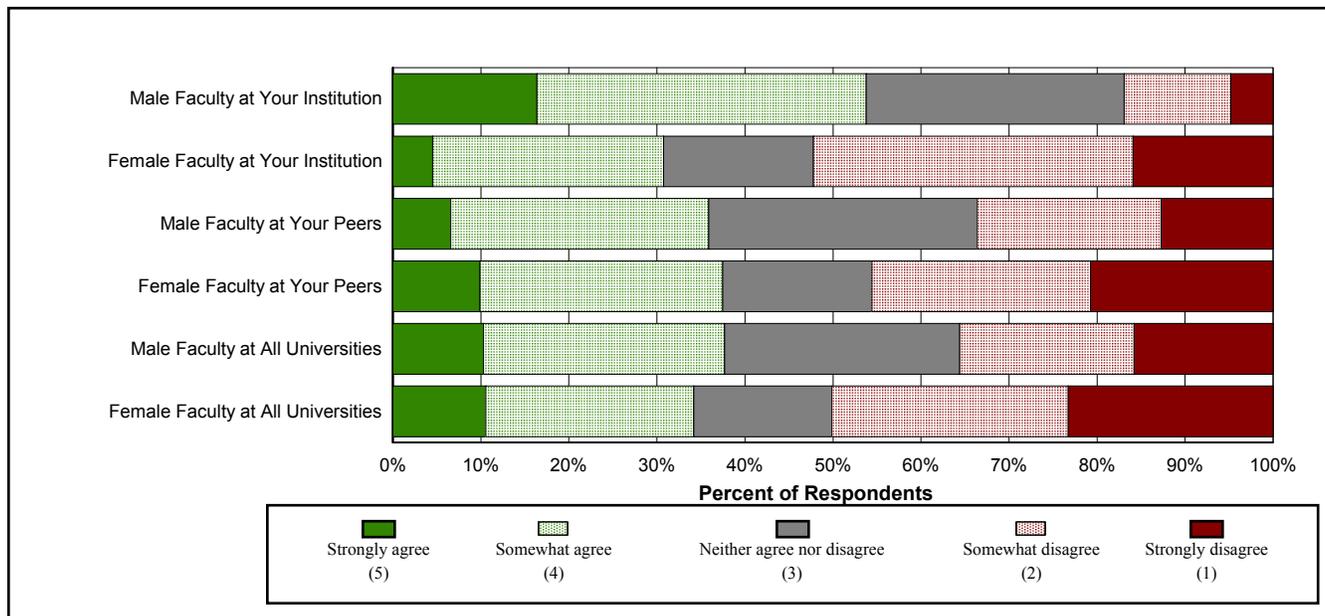
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 47th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their institution does what it can to make having children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.484	1.0522	0.1624	3.156 to 3.812	2.671	1.1650	0.2429	2.168 to 3.175
Faculty at Peer 1	3.194	1.1461	0.1531	2.887 to 3.501	3.194	1.2941	0.1812	2.830 to 3.558
... Peer 2	2.741	0.9495	0.1236	2.494 to 2.989	2.740	1.4177	0.2242	2.286 to 3.193
... Peer 3	2.860	1.1276	0.1378	2.585 to 3.136	2.859	1.3838	0.1716	2.516 to 3.202
... Peer 4	2.668	1.1715	0.1808	2.303 to 3.033	2.281	1.0302	0.2248	1.812 to 2.750
... Peer 5	3.342	1.1163	0.1835	2.970 to 3.714	2.979	1.2128	0.1967	2.580 to 3.378
Your Peers (n =5)	2.961	0.2622	0.1172	N/A	2.810	0.3043	0.1361	N/A
All Universities (n=64)	2.967	0.3906	0.0488	N/A	2.713	0.4593	0.0574	N/A



Question 35a. My institution does what it can to make having children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that their institution does what it can to make having children and the tenure-track compatible.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on reporting that their institution does what it can to make having children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on reporting that their institution does what it can to make having children and the tenure-track compatible.

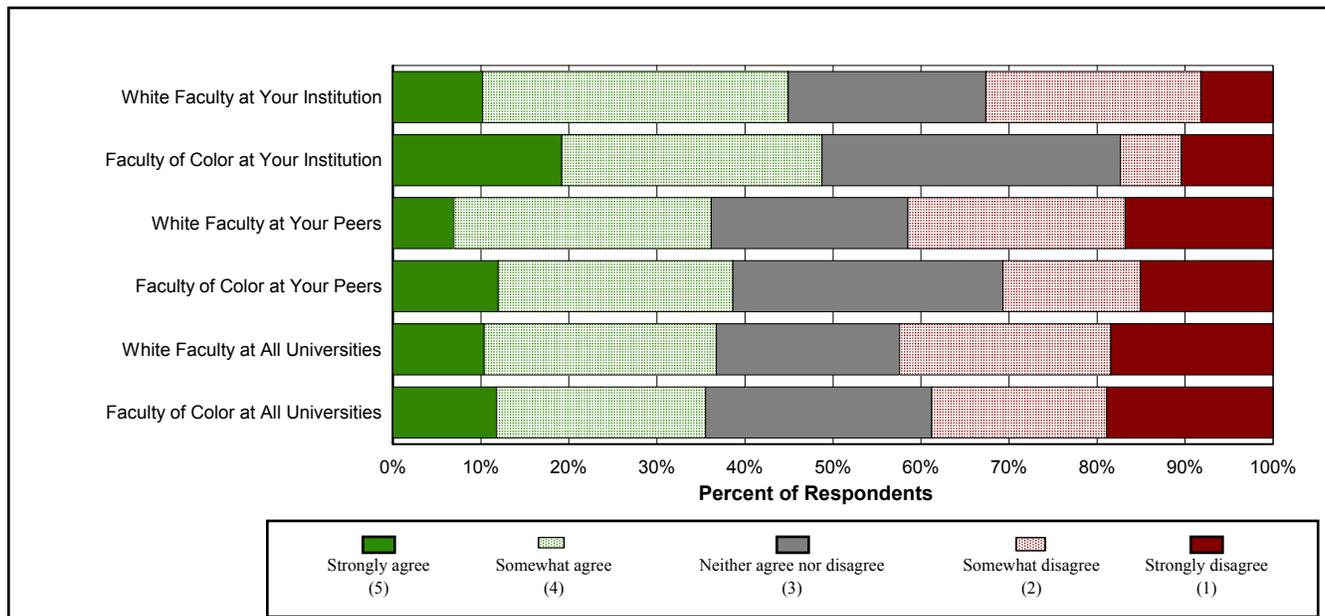
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 77th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 88th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that their institution does what it can to make having children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.143	1.1429	0.1633	2.815 to 3.471	3.402	1.2183	0.3046	2.753 to 4.051
Faculty at Peer 1	3.196	1.2341	0.1363	2.924 to 3.467	3.190	1.1634	0.2327	2.710 to 3.670
... Peer 2	2.634	1.1145	0.1238	2.388 to 2.881	3.142	1.2862	0.3032	2.503 to 3.782
... Peer 3	2.719	1.2269	0.1301	2.461 to 2.978	3.236	1.2669	0.1979	2.836 to 3.636
... Peer 4	2.613	1.1110	0.1604	2.290 to 2.935	2.271	1.1662	0.3011	1.625 to 2.917
... Peer 5	3.078	1.2453	0.1664	2.745 to 3.412	3.404	0.9297	0.2133	2.956 to 3.852
Your Peers (n=5)	2.848	0.2414	0.1080	N/A	3.048	0.3988	0.1783	N/A
All Universities (n=64)	2.863	0.3918	0.0490	N/A	2.896	0.4906	0.0623	N/A



Question 35b. My institution does what it can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

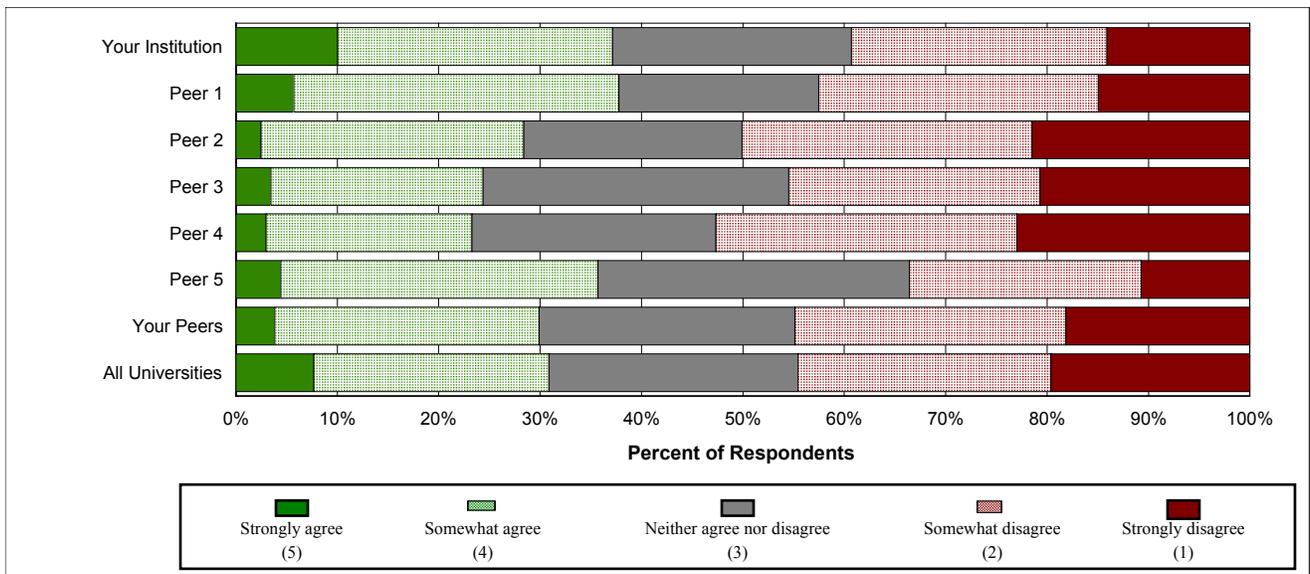
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 75th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.938	1.2263	0.1476	2.644 to 3.233
Faculty at Peer 1	2.860	1.1928	0.1148	2.633 to 3.088
... Peer 2	2.594	1.1410	0.1141	2.367 to 2.820
... Peer 3	2.617	1.1455	0.0975	2.424 to 2.810
... Peer 4	2.507	1.1385	0.1412	2.224 to 2.789
... Peer 5	2.958	1.0833	0.1235	2.712 to 3.204
Your Peers (n=5)	2.707	0.1719	0.0769	N/A
All Universities (n=64)	2.744	0.3220	0.0403	N/A



Question 35b. My institution does what it can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty agreed to a greater extent than did female junior faculty that their institution does what it can to make raising children and the tenure-track compatible.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reporting that their institution does what it can to make raising children and the tenure-track compatible.

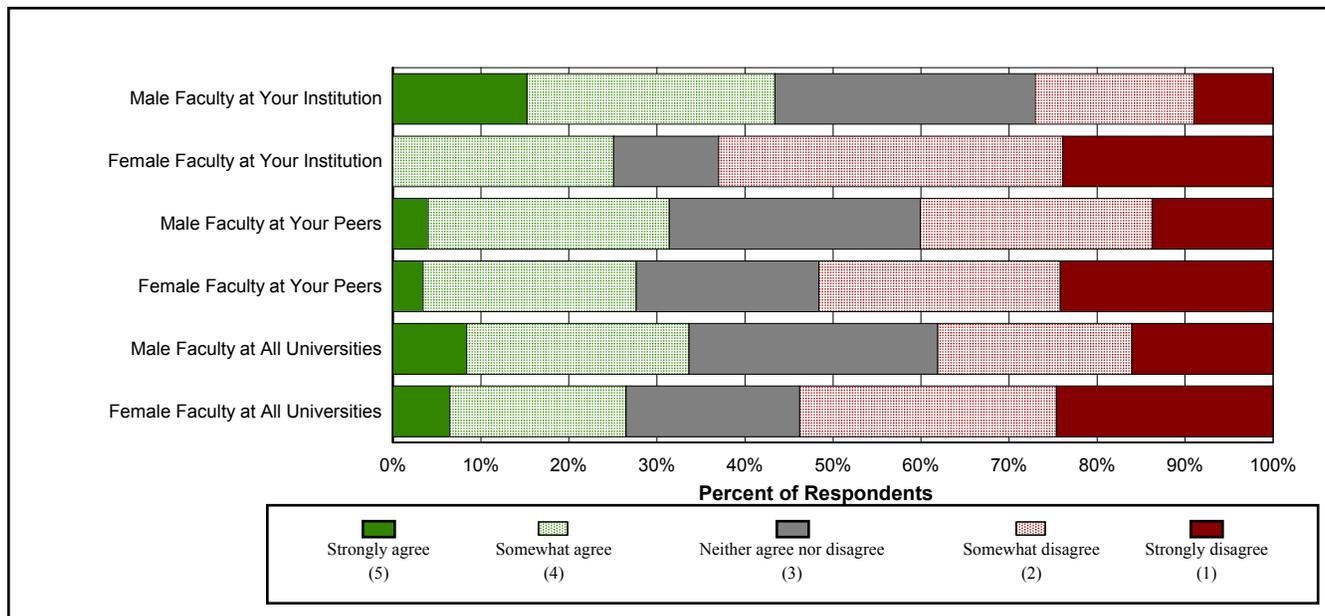
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 39th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their institution does what it can to make raising children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.226	1.1767	0.1754	2.873 to 3.580	2.382	1.1110	0.2268	1.913 to 2.851
Faculty at Peer 1	2.952	1.1650	0.1543	2.643 to 3.261	2.754	1.2182	0.1706	2.411 to 3.097
... Peer 2	2.619	1.0160	0.1312	2.357 to 2.882	2.558	1.3036	0.2061	2.142 to 2.975
... Peer 3	2.703	1.0426	0.1237	2.456 to 2.950	2.514	1.2384	0.1513	2.212 to 2.816
... Peer 4	2.650	1.1577	0.1726	2.303 to 2.998	2.210	1.0296	0.2302	1.728 to 2.692
... Peer 5	3.157	1.0304	0.1671	2.818 to 3.495	2.729	1.0897	0.1745	2.376 to 3.082
Your Peers (n =5)	2.816	0.2066	0.0924	N/A	2.553	0.1954	0.0874	N/A
All Universities (n=64)	2.879	0.3494	0.0437	N/A	2.545	0.3889	0.0486	N/A



Question 35b. My institution does what it can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that their institution does what it can to make raising children and the tenure-track compatible.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on reporting that their institution does what it can to make raising children and the tenure-track compatible.

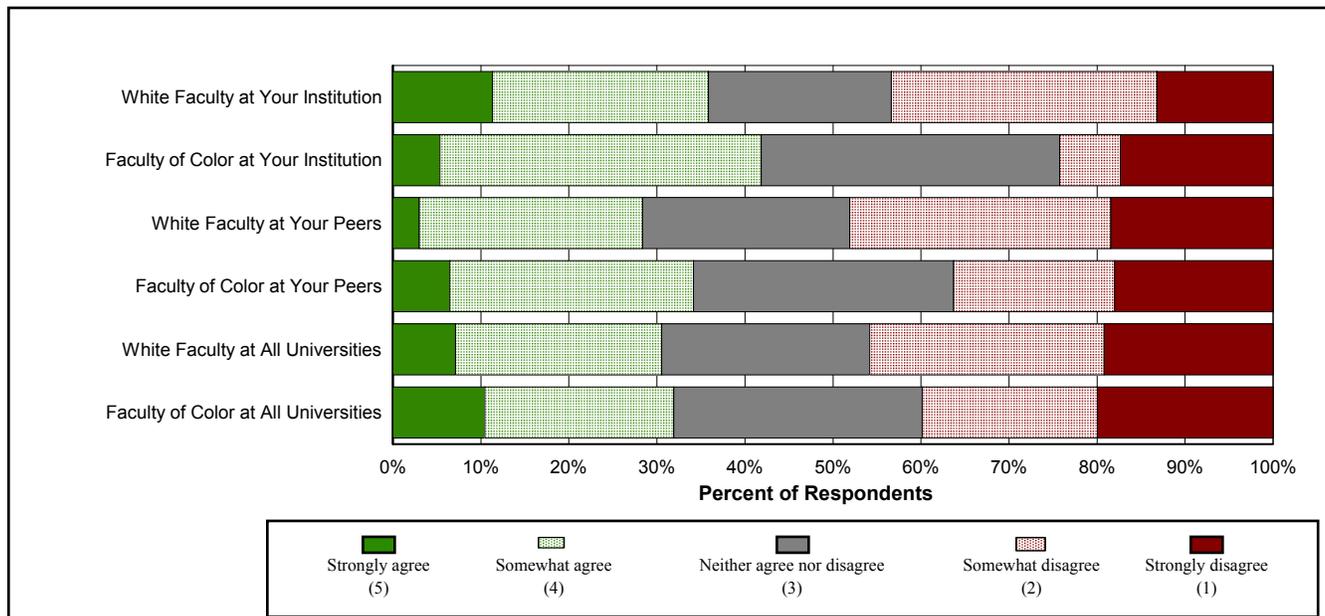
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 80th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that their institution does what it can to make raising children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.906	1.2326	0.1693	2.566 to 3.246	3.056	1.1973	0.2993	2.418 to 3.694
Faculty at Peer 1	2.821	1.2039	0.1321	2.558 to 3.084	2.963	1.1552	0.2310	2.487 to 3.440
... Peer 2	2.539	1.0949	0.1209	2.298 to 2.780	2.802	1.3147	0.3099	2.148 to 3.456
... Peer 3	2.501	1.0581	0.1103	2.282 to 2.721	2.918	1.2719	0.1917	2.531 to 3.304
... Peer 4	2.559	1.1249	0.1607	2.236 to 2.882	2.345	1.1575	0.2894	1.728 to 2.962
... Peer 5	2.819	1.1353	0.1504	2.518 to 3.120	3.287	0.8292	0.1854	2.899 to 3.675
Your Peers (n=5)	2.648	0.1417	0.0634	N/A	2.863	0.3048	0.1363	N/A
All Universities (n=64)	2.727	0.3277	0.0410	N/A	2.826	0.5073	0.0639	N/A



Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

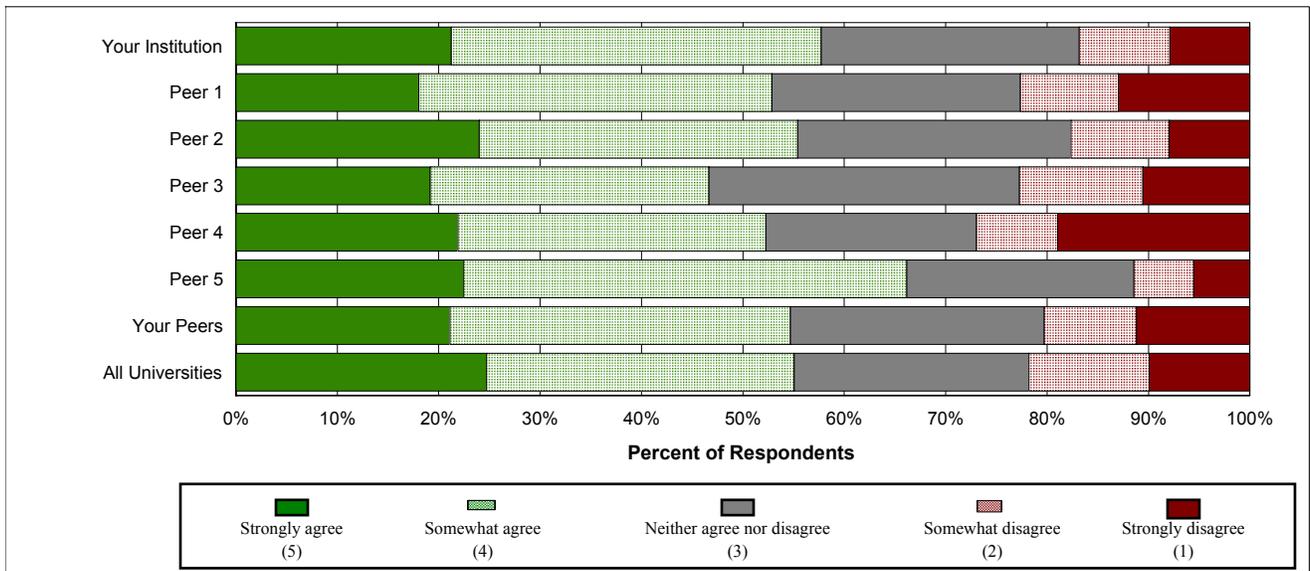
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.543	1.1585	0.1338	3.276 to 3.809
Faculty at Peer 1	3.353	1.2637	0.1277	3.100 to 3.607
... Peer 2	3.539	1.1775	0.1166	3.307 to 3.770
... Peer 3	3.325	1.2267	0.1026	3.123 to 3.528
... Peer 4	3.283	1.3965	0.1759	2.931 to 3.635
... Peer 5	3.717	1.0770	0.1204	3.477 to 3.957
Your Peers (n=5)	3.443	0.1623	0.0726	N/A
All Universities (n=64)	3.481	0.3012	0.0376	N/A



Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

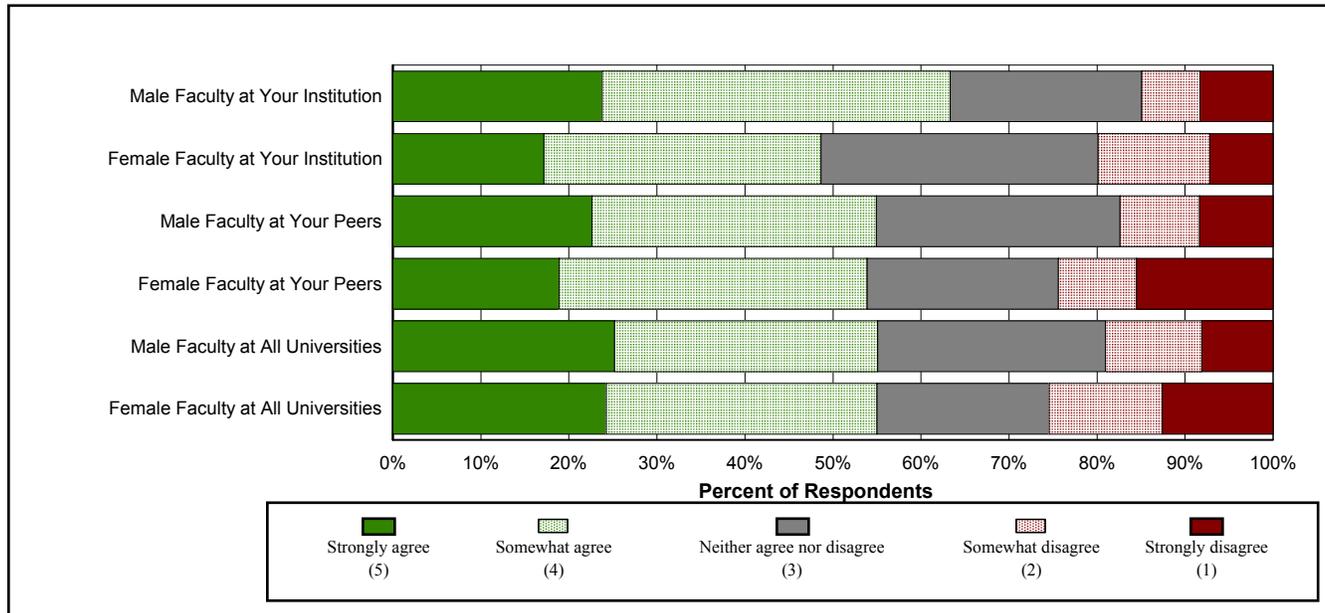
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 64th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 52nd percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.638	1.1677	0.1722	3.291 to 3.985	3.387	1.1269	0.2093	2.959 to 3.816
Faculty at Peer 1	3.442	1.2080	0.1614	3.119 to 3.766	3.230	1.3284	0.2050	2.816 to 3.644
... Peer 2	3.355	1.1686	0.1509	3.053 to 3.657	3.777	1.1508	0.1776	3.418 to 4.135
... Peer 3	3.368	1.1703	0.1379	3.093 to 3.643	3.277	1.2802	0.1519	2.974 to 3.580
... Peer 4	3.456	1.3347	0.2035	3.045 to 3.867	2.946	1.4654	0.3277	2.260 to 3.631
... Peer 5	3.969	0.9080	0.1436	3.678 to 4.259	3.415	1.1595	0.1833	3.044 to 3.786
Your Peers (n =5)	3.518	0.2288	0.1023	N/A	3.329	0.2710	0.1212	N/A
All Universities (n=64)	3.531	0.3833	0.0479	N/A	3.412	0.3974	0.0497	N/A



Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

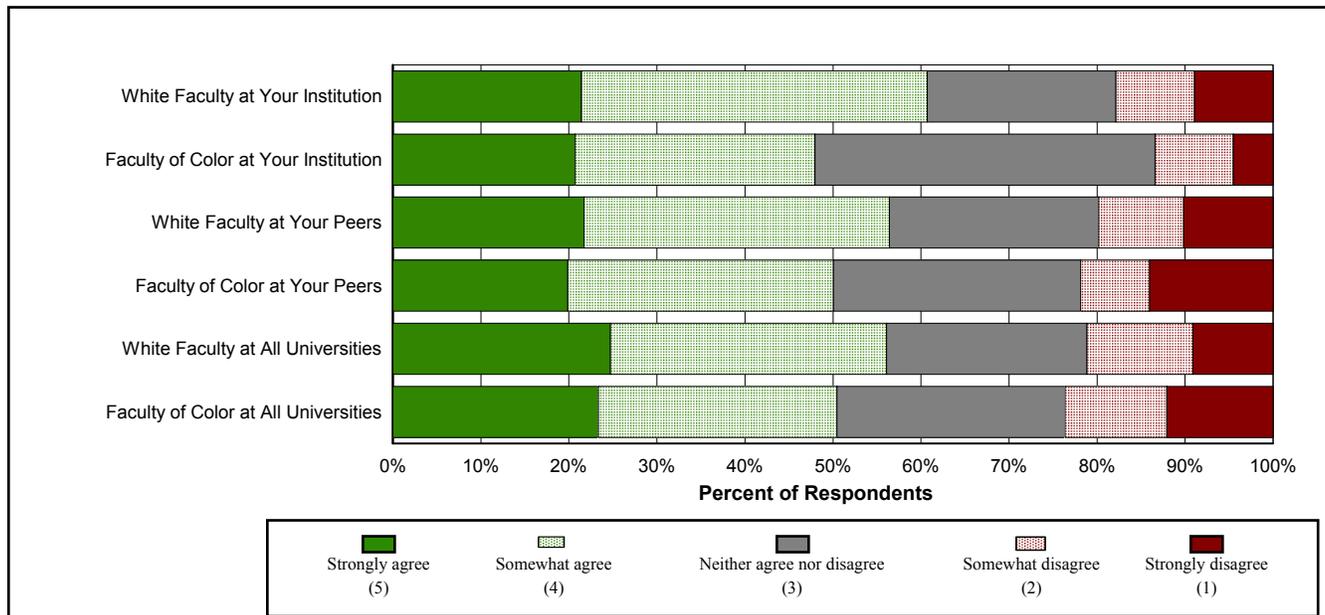
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 56th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 63rd percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Across all universities:

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.554	1.1790	0.1575	3.238 to 3.869	3.507	1.0939	0.2510	2.980 to 4.034
Faculty at Peer 1	3.440	1.2162	0.1423	3.156 to 3.723	3.148	1.3659	0.2732	2.584 to 3.712
... Peer 2	3.537	1.1443	0.1256	3.287 to 3.787	3.545	1.3126	0.3011	2.913 to 4.178
... Peer 3	3.258	1.2064	0.1219	3.016 to 3.499	3.522	1.2271	0.1871	3.144 to 3.900
... Peer 4	3.433	1.3497	0.1969	3.037 to 3.829	2.838	1.4238	0.3560	2.080 to 3.597
... Peer 5	3.741	1.1272	0.1432	3.455 to 4.028	3.649	0.8819	0.2079	3.211 to 4.088
Your Peers (n=5)	3.482	0.1580	0.0707	N/A	3.341	0.3031	0.1356	N/A
All Universities (n=64)	3.506	0.3262	0.0408	N/A	3.381	0.4578	0.0577	N/A



Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

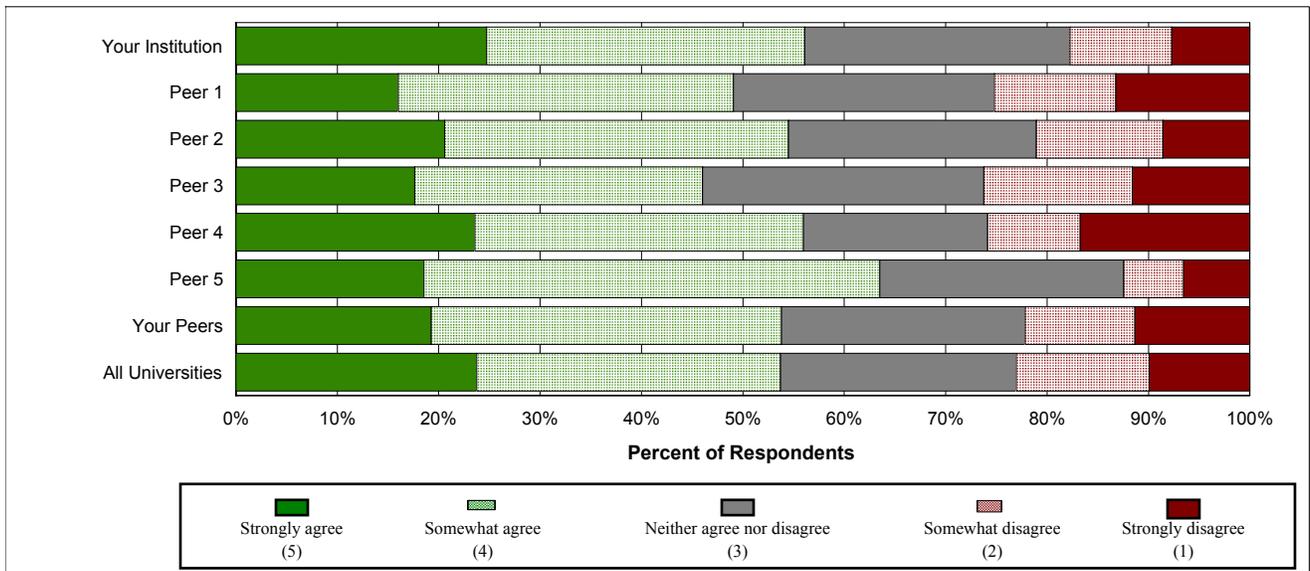
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 66th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.554	1.1903	0.1356	3.284 to 3.824
Faculty at Peer 1	3.267	1.2674	0.1255	3.018 to 3.515
... Peer 2	3.455	1.1871	0.1158	3.225 to 3.684
... Peer 3	3.259	1.2500	0.1042	3.053 to 3.465
... Peer 4	3.369	1.3709	0.1675	3.035 to 3.704
... Peer 5	3.631	1.0850	0.1206	3.391 to 3.871
Your Peers (n=5)	3.396	0.1378	0.0616	N/A
All Universities (n=64)	3.445	0.2936	0.0367	N/A



Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

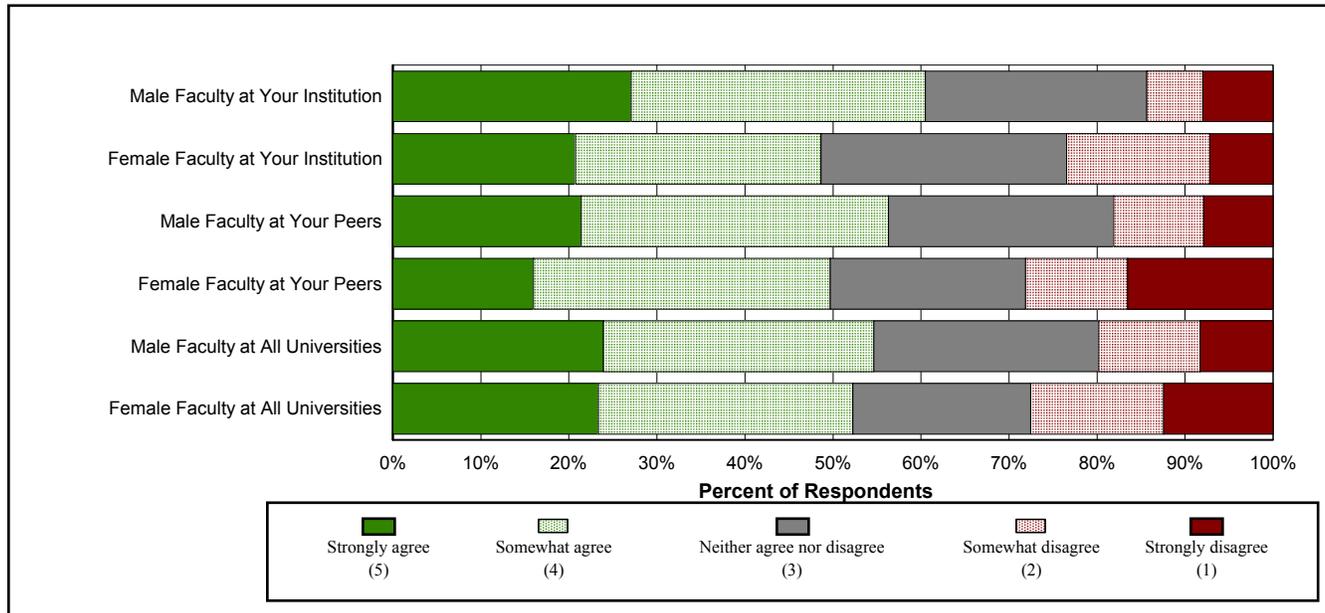
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 64th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 58th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.652	1.1813	0.1705	3.309 to 3.995	3.387	1.1865	0.2203	2.936 to 3.839
Faculty at Peer 1	3.423	1.2090	0.1574	3.108 to 3.738	3.048	1.3188	0.2011	2.642 to 3.454
... Peer 2	3.287	1.1783	0.1509	2.985 to 3.588	3.666	1.1666	0.1759	3.311 to 4.021
... Peer 3	3.394	1.1790	0.1380	3.119 to 3.669	3.102	1.3017	0.1545	2.793 to 3.410
... Peer 4	3.596	1.2765	0.1882	3.217 to 3.975	2.915	1.4444	0.3152	2.258 to 3.573
... Peer 5	3.886	0.8609	0.1345	3.614 to 4.157	3.322	1.2122	0.1917	2.934 to 3.710
Your Peers (n =5)	3.517	0.2094	0.0937	N/A	3.211	0.2628	0.1175	N/A
All Universities (n=64)	3.505	0.3666	0.0458	N/A	3.356	0.4124	0.0515	N/A



Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

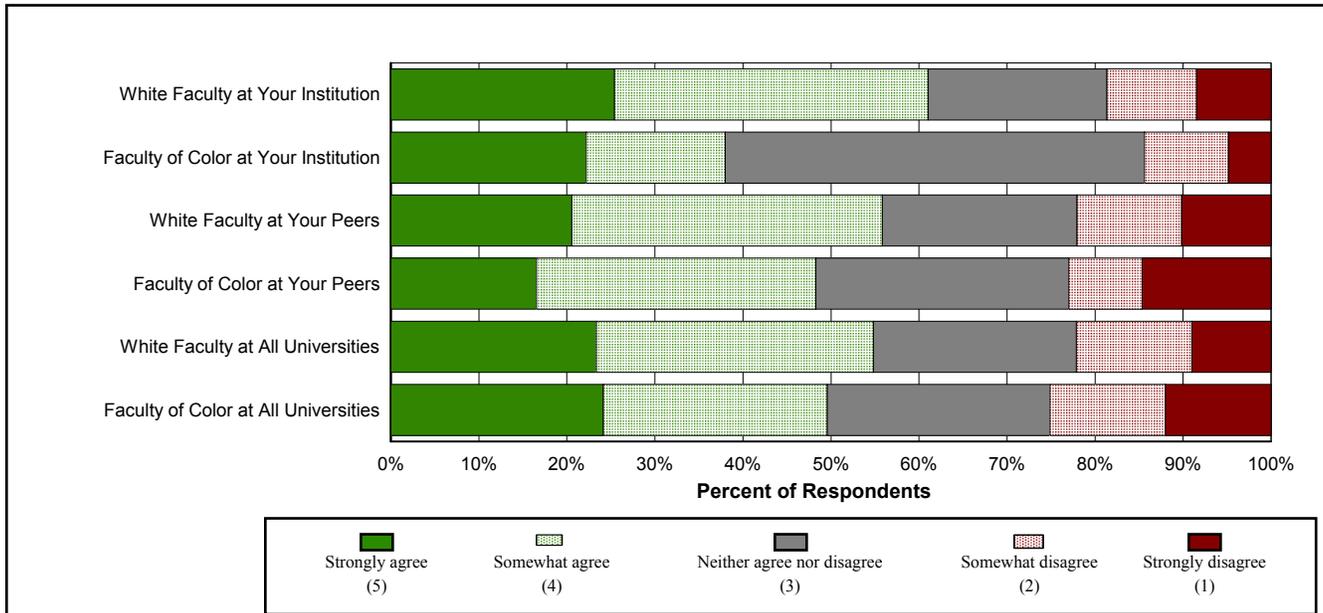
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 66th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 53rd percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Across all universities:

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.593	1.2090	0.1574	3.278 to 3.908	3.409	1.1125	0.2622	2.856 to 3.962
Faculty at Peer 1	3.384	1.2244	0.1404	3.105 to 3.664	2.988	1.3279	0.2604	2.452 to 3.525
... Peer 2	3.461	1.1479	0.1238	3.215 to 3.707	3.430	1.3501	0.3097	2.779 to 4.081
... Peer 3	3.158	1.2235	0.1236	2.913 to 3.404	3.540	1.2523	0.1888	3.159 to 3.921
... Peer 4	3.546	1.3139	0.1858	3.172 to 3.919	2.845	1.4093	0.3418	2.120 to 3.569
... Peer 5	3.660	1.1758	0.1505	3.359 to 3.961	3.557	0.7399	0.1655	3.211 to 3.903
Your Peers (n=5)	3.442	0.1687	0.0755	N/A	3.272	0.2971	0.1329	N/A
All Universities (n=64)	3.471	0.3139	0.0392	N/A	3.366	0.4646	0.0581	N/A



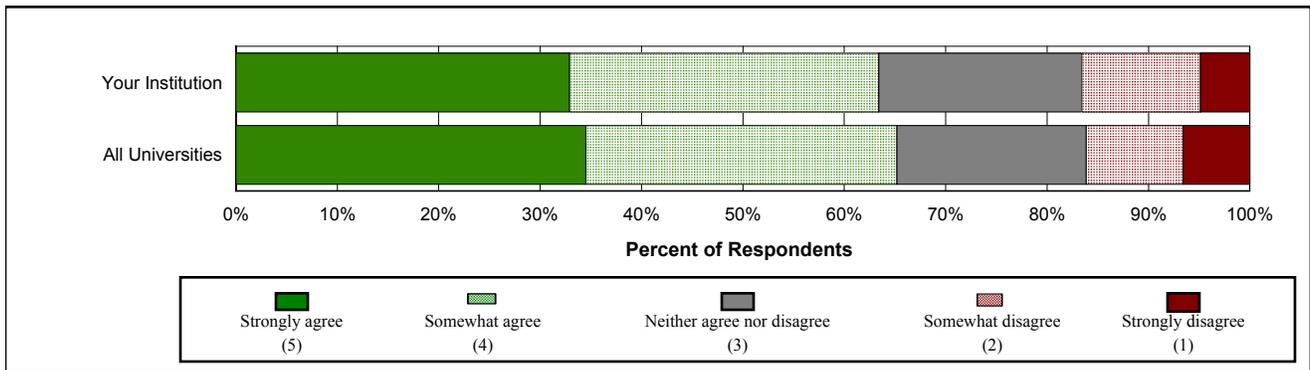
Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.749	1.1800	0.1180	3.515 to 3.983
All Universities (n=9)	3.770	0.1232	0.0411	N/A



Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

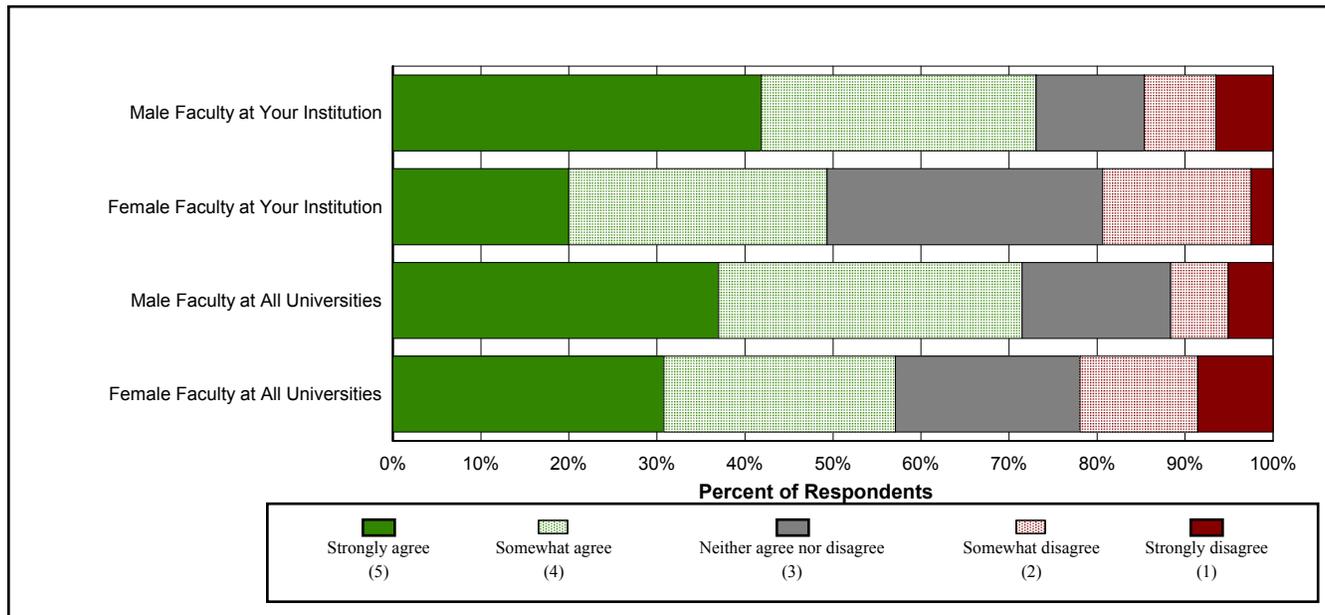
- Within your institution, there were no significant gender differences in junior faculty's reporting that their colleagues are respectful of their efforts to balance work and home responsibilities.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their colleagues are respectful of their efforts to balance work and home responsibilities.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.938	1.2194	0.1588	3.620 to 4.256	3.475	1.0615	0.1658	3.140 to 3.810
All Universities (n=9)	3.917	0.1424	0.0475	N/A	3.574	0.1616	0.0539	N/A



Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

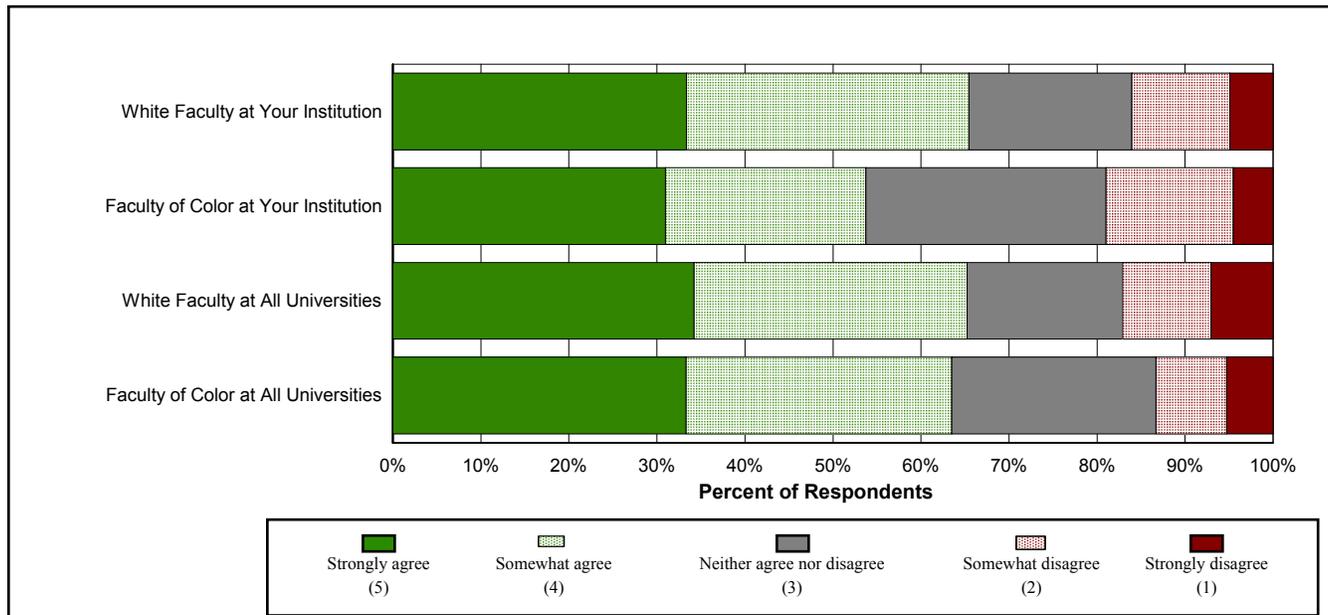
- Within your institution, there were no significant race differences in junior faculty's reporting that their colleagues are respectful of their efforts to balance work and home responsibilities.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that their colleagues are respectful of their efforts to balance work and home responsibilities.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.778	1.1653	0.1295	3.520 to 4.036	3.612	1.2276	0.2816	3.020 to 4.204
All Universities (n=9)	3.753	0.1570	0.0523	N/A	3.782	0.3561	0.1187	N/A



Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

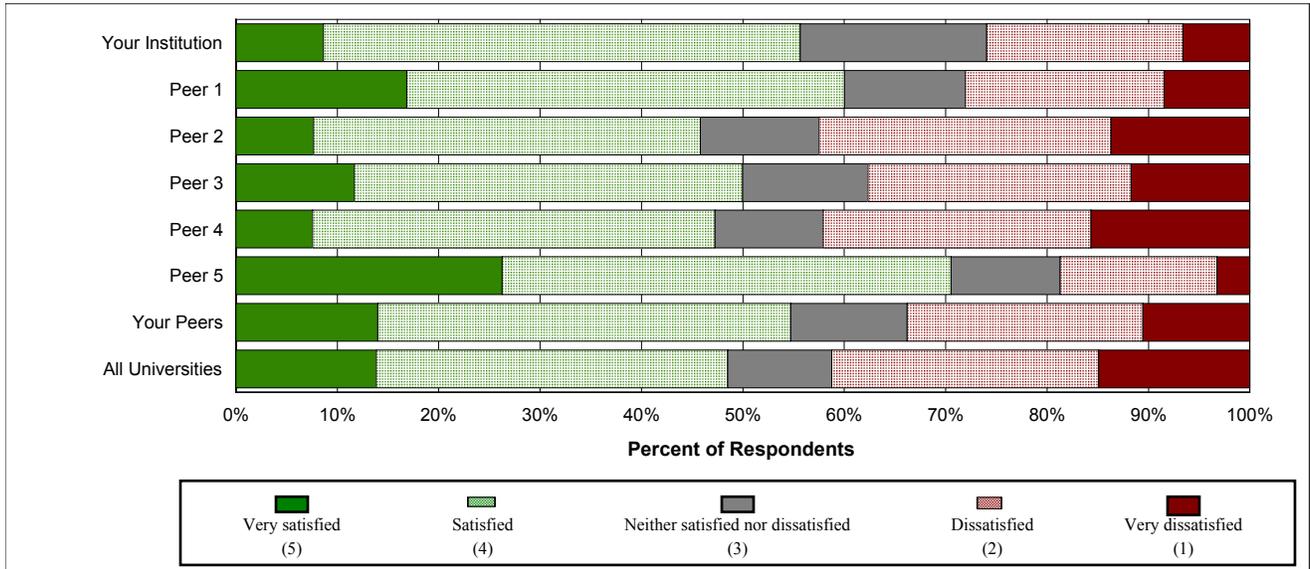
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on satisfaction with their compensation.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 69th percentile on satisfaction with their compensation.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.318	1.0785	0.0985	3.123 to 3.513
Faculty at Peer 1	3.404	1.2304	0.0998	3.206 to 3.601
... Peer 2	2.973	1.2434	0.1015	2.772 to 3.174
... Peer 3	3.123	1.2578	0.0883	2.949 to 3.297
... Peer 4	2.971	1.2617	0.1243	2.724 to 3.217
... Peer 5	3.748	1.1142	0.1030	3.544 to 3.952
Your Peers (n=5)	3.244	0.2975	0.1330	N/A
All Universities (n=64)	3.062	0.4652	0.0582	N/A



Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their compensation.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with their compensation.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with their compensation.

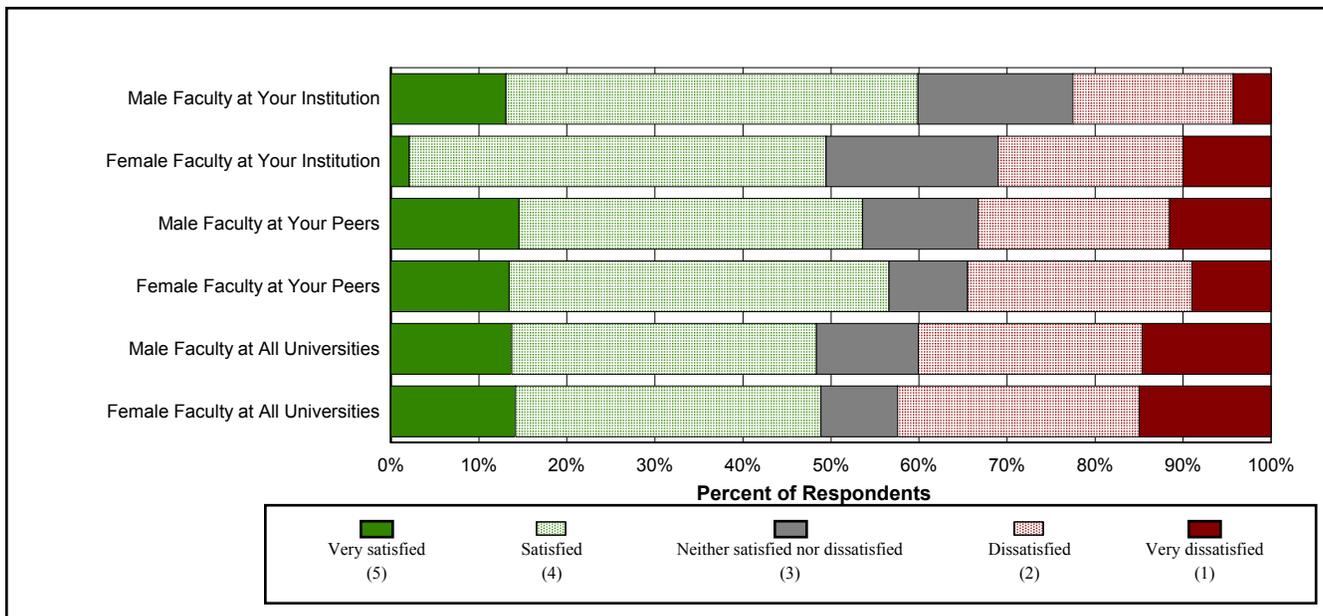
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 78th percentile on satisfaction with their compensation.
- Among female junior faculty at all universities, your female junior faculty ranked in the 53rd percentile on satisfaction with their compensation.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their compensation.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.462	1.0587	0.1256	3.211 to 3.712	3.106	1.0737	0.1534	2.797 to 3.414
Faculty at Peer 1	3.403	1.2854	0.1386	3.128 to 3.679	3.404	1.1544	0.1421	3.120 to 3.688
... Peer 2	2.927	1.2927	0.1370	2.655 to 3.199	3.034	1.1664	0.1493	2.735 to 3.333
... Peer 3	3.187	1.2142	0.1147	2.959 to 3.414	3.035	1.3076	0.1371	2.762 to 3.307
... Peer 4	2.900	1.2438	0.1487	2.603 to 3.196	3.111	1.2821	0.2232	2.656 to 3.566
... Peer 5	3.751	1.1471	0.1469	3.457 to 4.045	3.744	1.0772	0.1439	3.456 to 4.033
Your Peers (n =5)	3.234	0.3176	0.1420	N/A	3.266	0.2753	0.1231	N/A
All Universities (n=64)	3.074	0.4797	0.0600	N/A	3.056	0.4924	0.0616	N/A



Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their compensation.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with their compensation.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with their compensation.

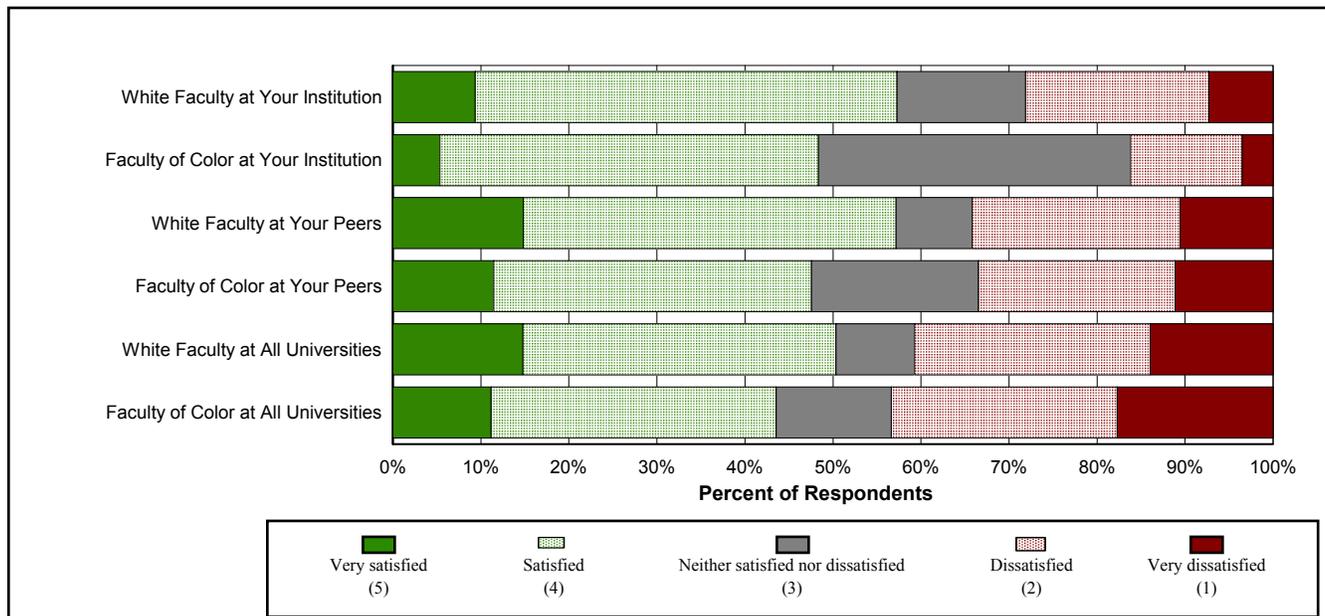
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 69th percentile on satisfaction with their compensation.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 72nd percentile on satisfaction with their compensation.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with their compensation.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.313	1.1209	0.1144	3.085 to 3.540	3.340	0.8888	0.1814	2.964 to 3.715
Faculty at Peer 1	3.433	1.2400	0.1167	3.202 to 3.664	3.338	1.1922	0.1909	2.952 to 3.724
... Peer 2	2.996	1.2810	0.1184	2.762 to 3.231	2.904	1.0943	0.1905	2.516 to 3.292
... Peer 3	3.169	1.2904	0.1106	2.950 to 3.388	3.001	1.1750	0.1480	2.705 to 3.297
... Peer 4	3.106	1.2386	0.1393	2.829 to 3.384	2.505	1.2555	0.2563	1.975 to 3.035
... Peer 5	3.657	1.1629	0.1247	3.409 to 3.905	3.973	0.9286	0.1695	3.626 to 4.319
Your Peers (n=5)	3.272	0.2401	0.1074	N/A	3.144	0.4921	0.2201	N/A
All Universities (n=64)	3.104	0.4688	0.0586	N/A	2.936	0.5601	0.0700	N/A



Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

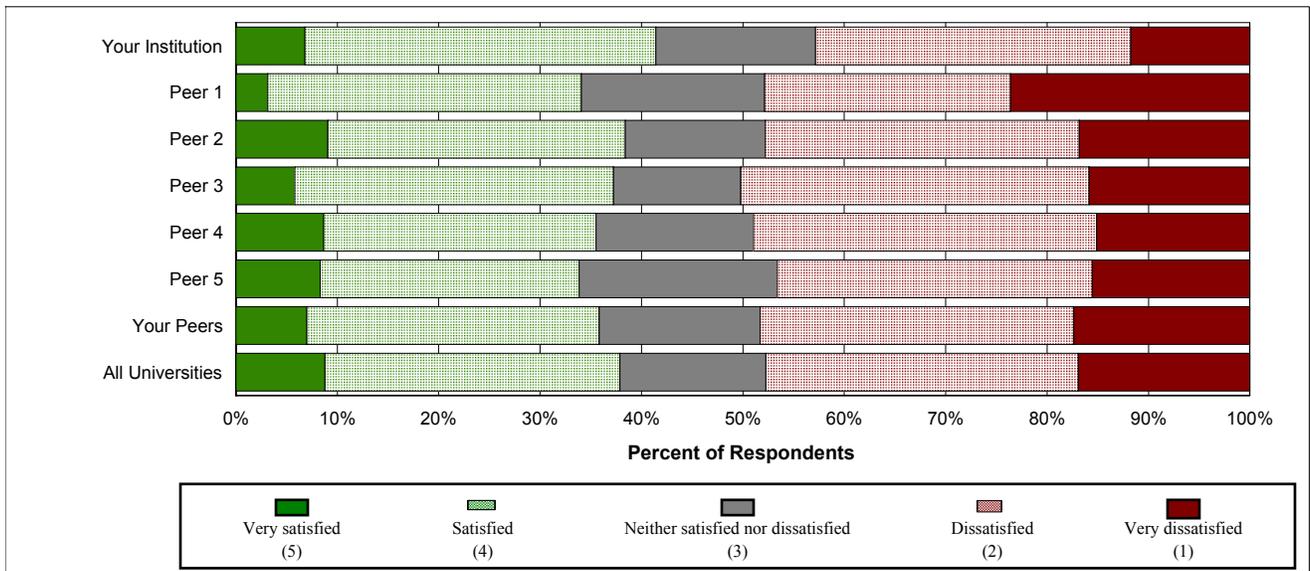
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with the balance they are able to strike between professional time and personal or family time.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 77th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.937	1.1782	0.1076	2.724 to 3.150
Faculty at Peer 1	2.658	1.2328	0.1003	2.459 to 2.856
... Peer 2	2.829	1.2717	0.1035	2.624 to 3.033
... Peer 3	2.770	1.2258	0.0860	2.601 to 2.940
... Peer 4	2.801	1.2360	0.1236	2.556 to 3.047
... Peer 5	2.801	1.2033	0.1108	2.581 to 3.020
Your Peers (n=5)	2.772	0.0599	0.0268	N/A
All Universities (n=64)	2.820	0.2051	0.0256	N/A



Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty were more satisfied than were female junior faculty with the balance they are able to strike between professional time and personal or family time.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on satisfaction with the balance they are able to strike between professional time and personal or family time.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the balance they are able to strike between professional time and personal or family time.

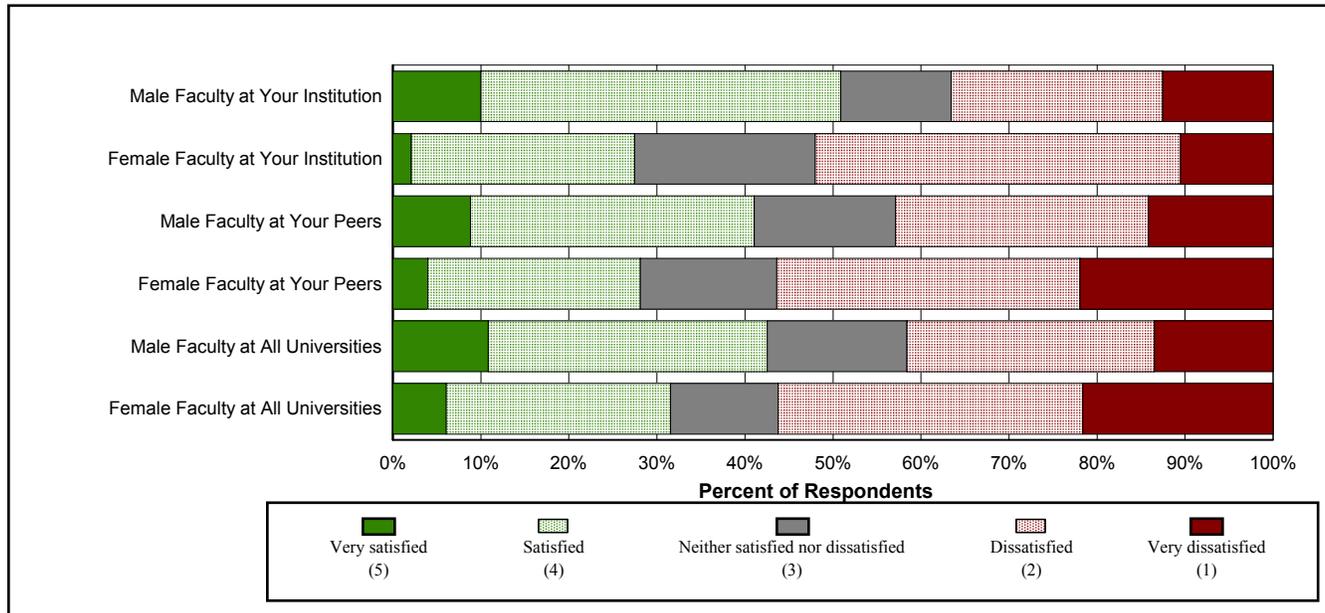
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 75th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among female junior faculty at all universities, your female junior faculty ranked in the 66th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the balance they are able to strike between professional time and personal or family time.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.118	1.2396	0.1471	2.824 to 3.411	2.671	1.0342	0.1477	2.373 to 2.968
Faculty at Peer 1	2.926	1.2537	0.1368	2.654 to 3.199	2.302	1.1171	0.1365	2.029 to 2.574
... Peer 2	2.974	1.2994	0.1370	2.702 to 3.246	2.632	1.2015	0.1538	2.325 to 2.940
... Peer 3	2.824	1.1117	0.1050	2.616 to 3.033	2.695	1.3512	0.1416	2.414 to 2.976
... Peer 4	2.980	1.2683	0.1527	2.676 to 3.285	2.435	1.0728	0.1927	2.041 to 2.828
... Peer 5	2.934	1.2124	0.1552	2.624 to 3.245	2.627	1.1811	0.1564	2.313 to 2.940
Your Peers (n =5)	2.928	0.0559	0.0250	N/A	2.538	0.1469	0.0657	N/A
All Universities (n=64)	2.983	0.2566	0.0321	N/A	2.598	0.2396	0.0299	N/A



Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the balance they are able to strike between professional time and personal or family time.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the balance they are able to strike between professional time and personal or family time.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on satisfaction with the balance they are able to strike between professional time and personal or family time.

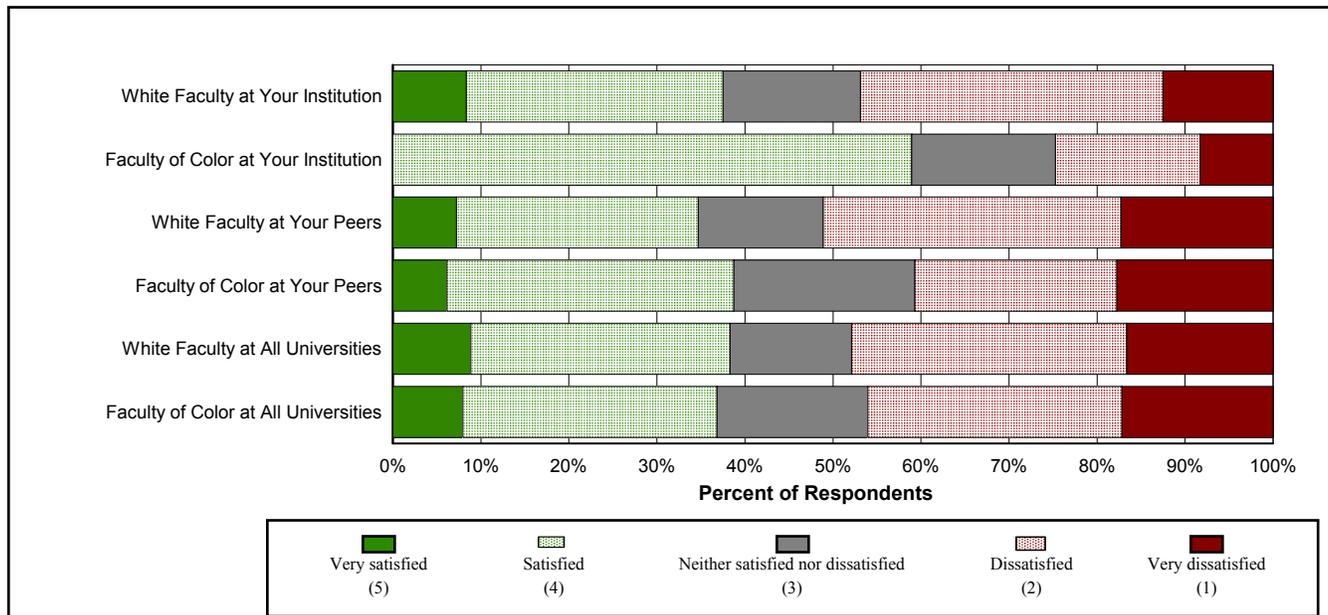
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 58th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 94th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the balance they are able to strike between professional time and personal or family time.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.865	1.2043	0.1229	2.621 to 3.109	3.259	1.0104	0.2062	2.833 to 3.686
Faculty at Peer 1	2.703	1.2360	0.1173	2.471 to 2.936	2.559	1.2018	0.1900	2.175 to 2.944
... Peer 2	2.863	1.2712	0.1175	2.630 to 3.096	2.730	1.2674	0.2174	2.288 to 3.173
... Peer 3	2.710	1.2194	0.1046	2.503 to 2.916	2.931	1.2229	0.1541	2.623 to 3.239
... Peer 4	2.782	1.2441	0.1409	2.501 to 3.062	2.872	1.2026	0.2564	2.339 to 3.405
... Peer 5	2.618	1.1962	0.1282	2.363 to 2.873	3.229	1.1622	0.2087	2.803 to 3.655
Your Peers (n=5)	2.735	0.0822	0.0368	N/A	2.864	0.2229	0.0997	N/A
All Universities (n=64)	2.827	0.2199	0.0275	N/A	2.816	0.3064	0.0383	N/A



COACHE

Theme IV
Climate, Culture & Collegiality

Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

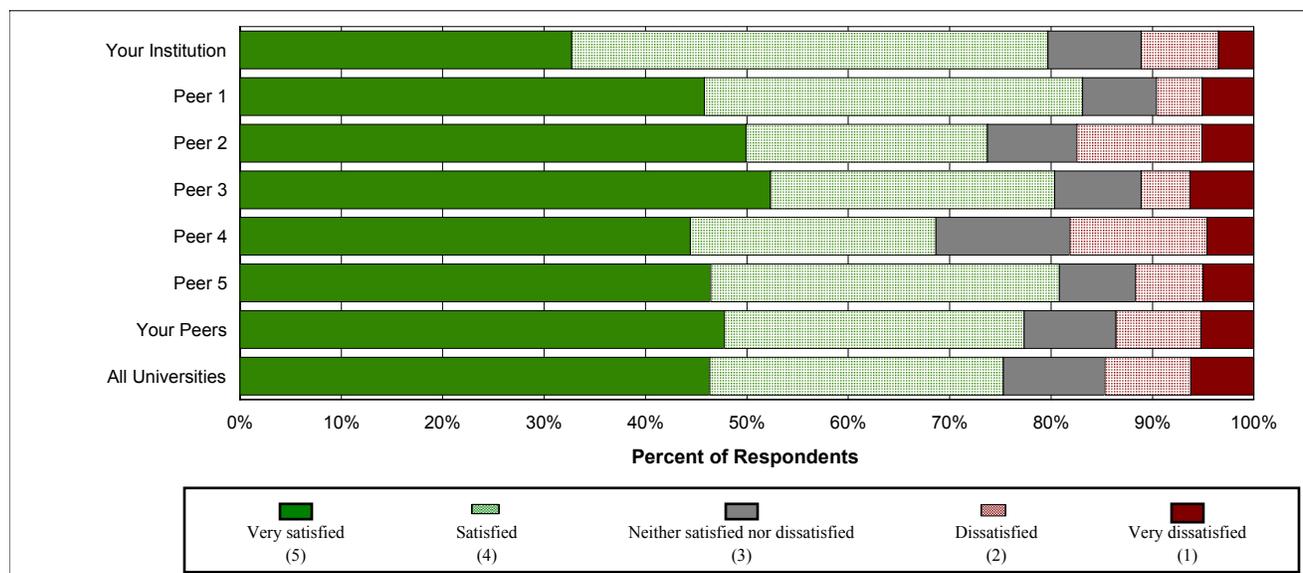
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 48th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.978	1.0166	0.0940	3.792 to 4.164
Faculty at Peer 1	4.142	1.1005	0.0920	3.961 to 4.324
... Peer 2	4.011	1.2344	0.1025	3.808 to 4.213
... Peer 3	4.153	1.1695	0.0853	3.985 to 4.322
... Peer 4	3.903	1.2431	0.1249	3.655 to 4.151
... Peer 5	4.106	1.1523	0.1109	3.886 to 4.325
Your Peers (n=5)	4.063	0.0945	0.0423	N/A
All Universities (n=64)	4.007	0.1657	0.0207	N/A



Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the fairness with which their immediate supervisor evaluates their work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the fairness with which their immediate supervisors evaluate their work.

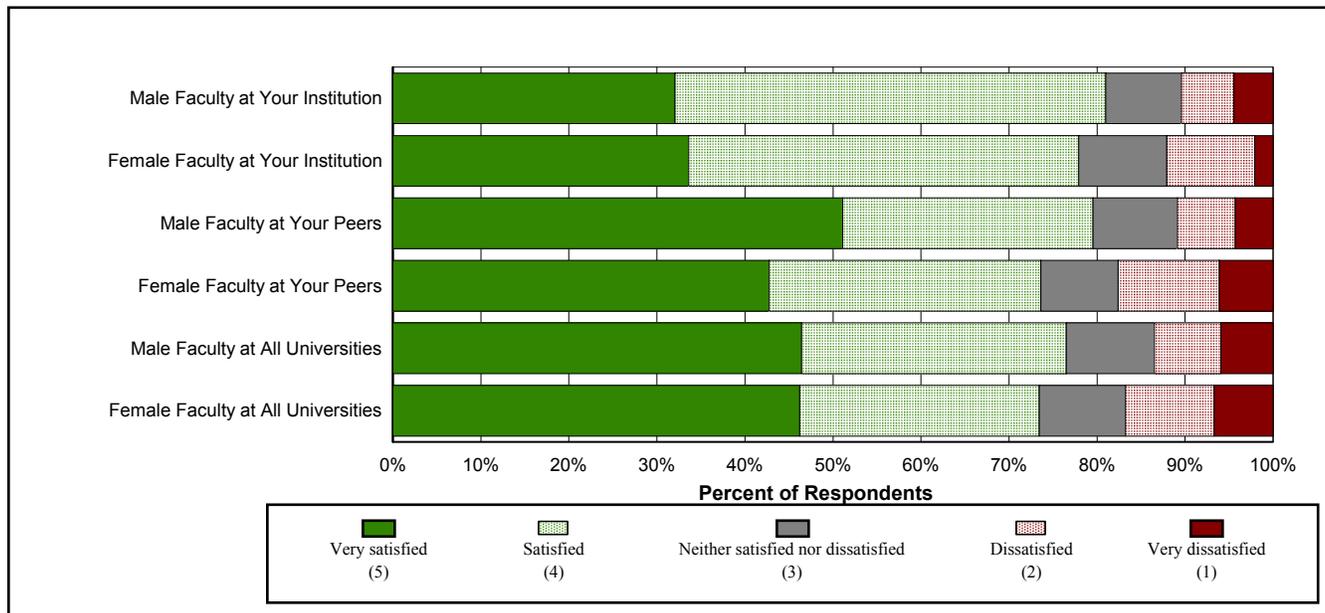
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 39th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 52nd percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the fairness with which their immediate supervisors evaluate their work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.981	1.0217	0.1239	3.734 to 4.229	3.974	1.0093	0.1442	3.684 to 4.263
Faculty at Peer 1	4.216	0.9614	0.1075	4.002 to 4.430	4.044	1.2468	0.1571	3.730 to 4.358
... Peer 2	4.103	1.1313	0.1220	3.861 to 4.346	3.888	1.3616	0.1773	3.533 to 4.243
... Peer 3	4.234	1.0688	0.1069	4.022 to 4.447	4.050	1.2653	0.1349	3.782 to 4.318
... Peer 4	4.022	1.2518	0.1529	3.717 to 4.328	3.673	1.1887	0.2101	3.245 to 4.102
... Peer 5	4.198	1.1862	0.1557	3.886 to 4.510	3.976	1.1044	0.1562	3.662 to 4.290
Your Peers (n =5)	4.155	0.0803	0.0359	N/A	3.926	0.1392	0.0623	N/A
All Universities (n=64)	4.036	0.2407	0.0301	N/A	3.962	0.2578	0.0322	N/A



Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the fairness with which their immediate supervisor evaluates their work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the fairness with which their immediate supervisors evaluate their work.

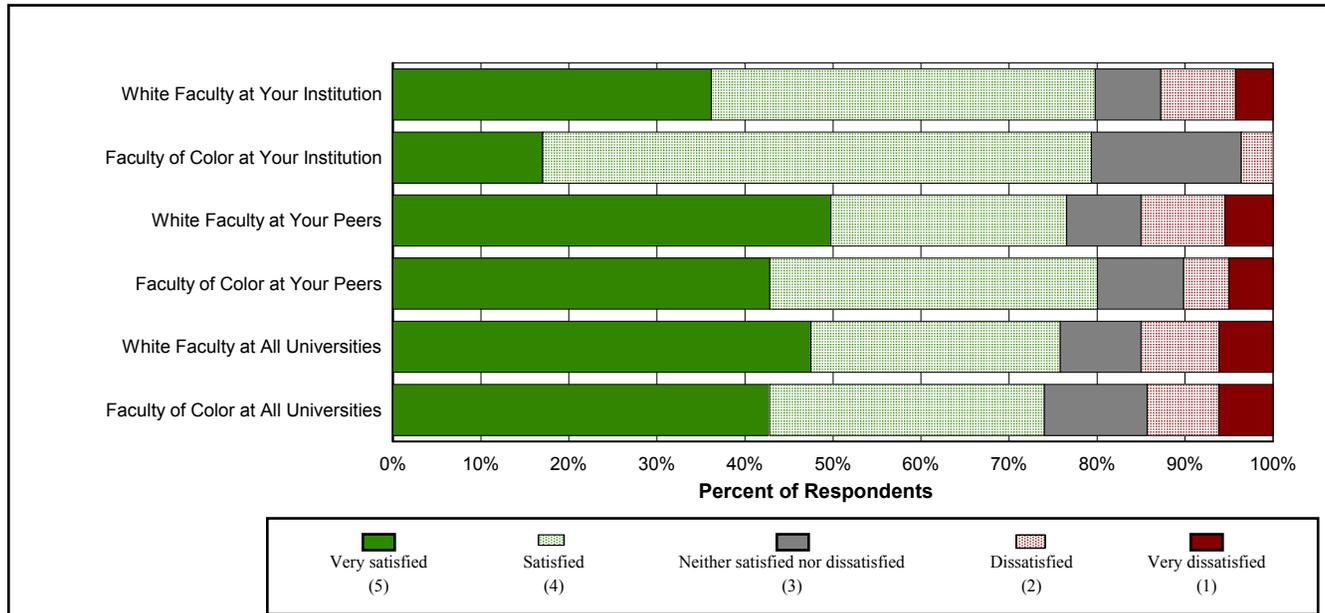
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 47th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the fairness with which their immediate supervisors evaluate their work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.989	1.0768	0.1111	3.769 to 4.210	3.927	0.7171	0.1495	3.617 to 4.237
Faculty at Peer 1	4.153	1.1585	0.1120	3.931 to 4.375	4.117	0.9061	0.1510	3.810 to 4.424
... Peer 2	4.030	1.2366	0.1153	3.802 to 4.259	3.948	1.2243	0.2235	3.491 to 4.405
... Peer 3	4.168	1.1804	0.1060	3.959 to 4.378	4.115	1.1415	0.1474	3.820 to 4.410
... Peer 4	3.875	1.2271	0.1398	3.596 to 4.153	4.005	1.2961	0.2763	3.431 to 4.580
... Peer 5	4.064	1.2002	0.1350	3.795 to 4.332	4.200	1.0077	0.1871	3.817 to 4.583
Your Peers (n=5)	4.058	0.1055	0.0472	N/A	4.077	0.0894	0.0400	N/A
All Universities (n=64)	4.022	0.1837	0.0230	N/A	3.963	0.2689	0.0336	N/A



Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

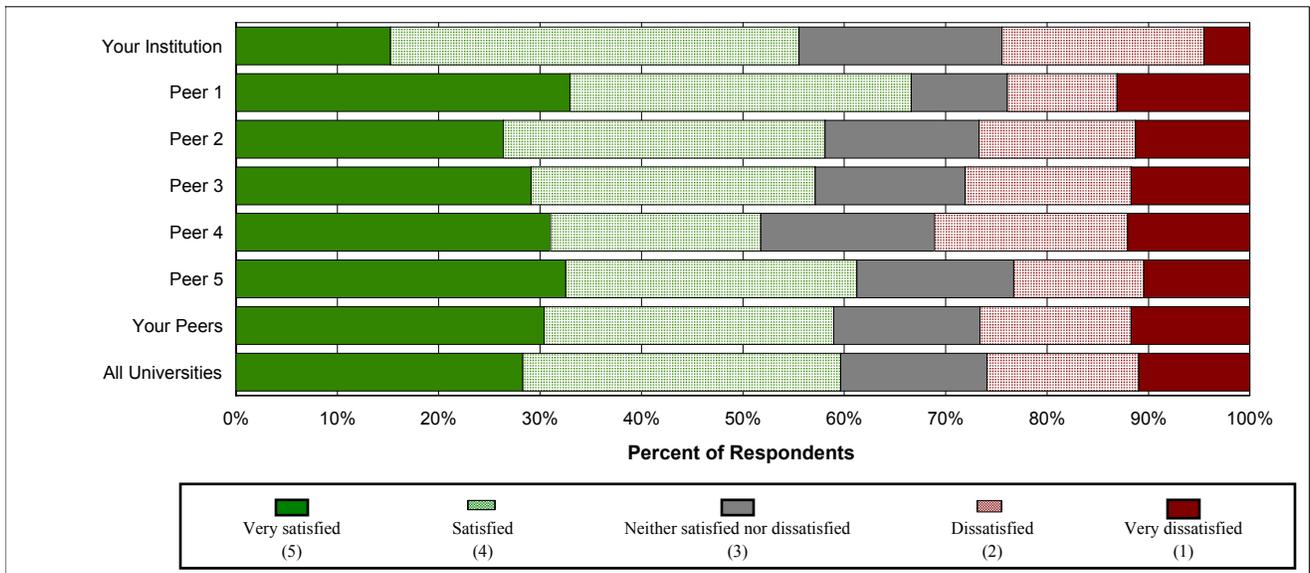
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the interest senior faculty take in their professional development.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 28th percentile on satisfaction with the interest senior faculty take in their professional development.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.418	1.1169	0.1024	3.215 to 3.621
Faculty at Peer 1	3.626	1.3937	0.1138	3.401 to 3.850
... Peer 2	3.465	1.3285	0.1088	3.250 to 3.680
... Peer 3	3.465	1.3742	0.0972	3.273 to 3.656
... Peer 4	3.396	1.4020	0.1395	3.120 to 3.673
... Peer 5	3.600	1.3643	0.1251	3.353 to 3.848
Your Peers (n=5)	3.510	0.0878	0.0393	N/A
All Universities (n=64)	3.511	0.2042	0.0255	N/A



Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the interest senior faculty take in their professional development.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the interest senior faculty take in their professional development.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the interest senior faculty take in their professional development.

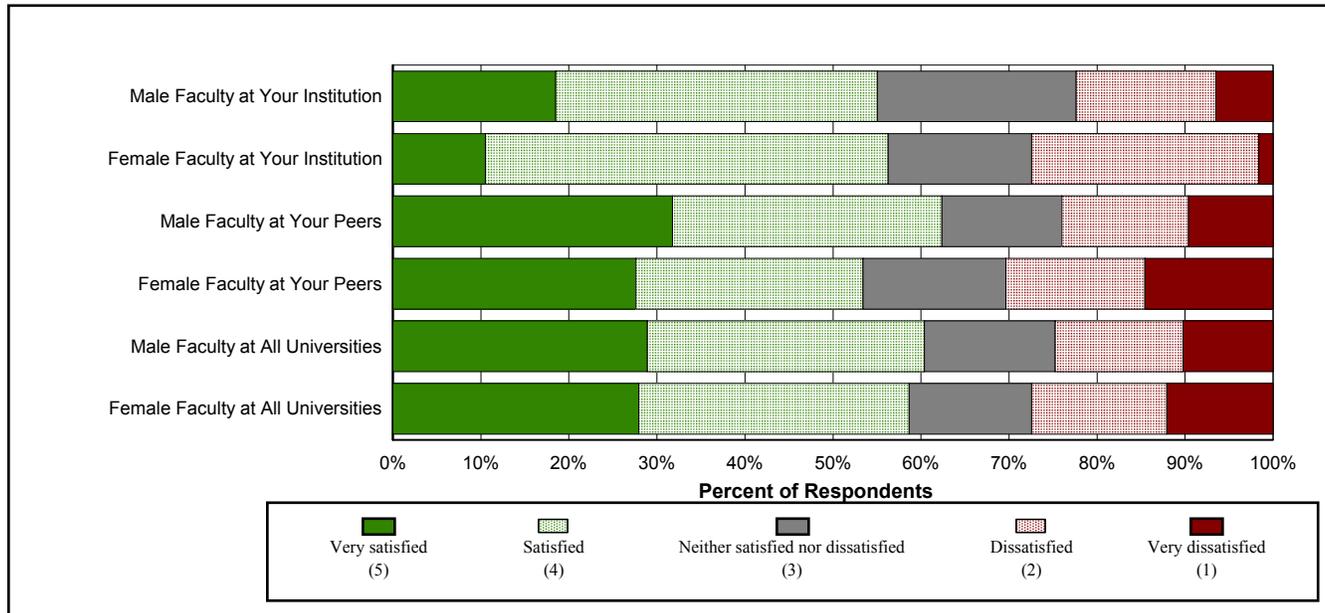
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 33rd percentile on satisfaction with the interest senior faculty take in their professional development.
- Among female junior faculty at all universities, your female junior faculty ranked in the 33rd percentile on satisfaction with the interest senior faculty take in their professional development.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the interest senior faculty take in their professional development.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.446	1.1658	0.1393	3.168 to 3.724	3.377	1.0410	0.1487	3.078 to 3.676
Faculty at Peer 1	3.685	1.2704	0.1386	3.410 to 3.961	3.545	1.5299	0.1883	3.169 to 3.921
... Peer 2	3.397	1.2498	0.1325	3.133 to 3.660	3.558	1.4302	0.1846	3.188 to 3.927
... Peer 3	3.456	1.3719	0.1314	3.195 to 3.716	3.477	1.3769	0.1443	3.190 to 3.764
... Peer 4	3.578	1.4387	0.1732	3.232 to 3.924	3.036	1.2484	0.2207	2.586 to 3.486
... Peer 5	3.912	1.2327	0.1566	3.599 to 4.225	3.189	1.4033	0.1859	2.817 to 3.561
Your Peers (n =5)	3.605	0.1828	0.0817	N/A	3.361	0.2104	0.0941	N/A
All Universities (n=64)	3.543	0.2556	0.0319	N/A	3.471	0.2823	0.0353	N/A



Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, white junior faculty were more satisfied than were junior faculty of color with the interest senior faculty take in their professional development.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the interest senior faculty take in their professional development.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the interest senior faculty take in their professional development.

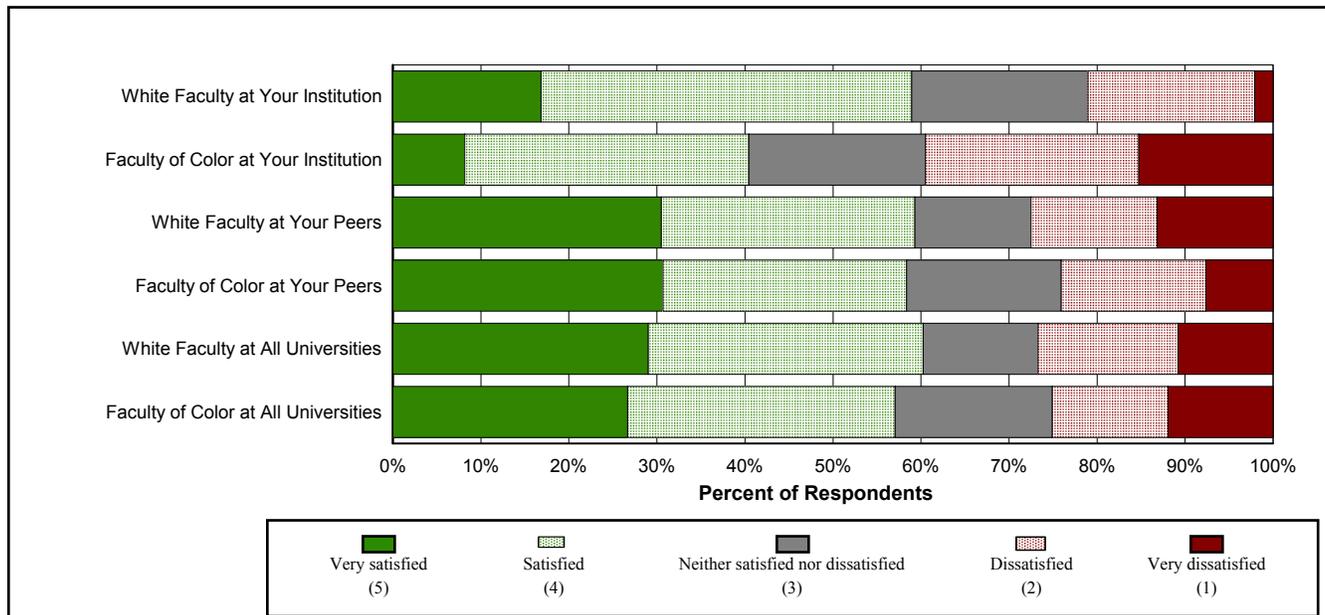
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 47th percentile on satisfaction with the interest senior faculty take in their professional development.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 8th percentile on satisfaction with the interest senior faculty take in their professional development.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the interest senior faculty take in their professional development.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.526	1.0447	0.1072	3.314 to 3.739	2.939	1.2353	0.2522	2.417 to 3.460
Faculty at Peer 1	3.639	1.4205	0.1342	3.373 to 3.905	3.596	1.3105	0.2126	3.165 to 4.026
... Peer 2	3.423	1.3650	0.1267	3.172 to 3.674	3.589	1.1791	0.2053	3.171 to 4.007
... Peer 3	3.504	1.3799	0.1197	3.267 to 3.741	3.361	1.3348	0.1695	3.022 to 3.700
... Peer 4	3.342	1.4146	0.1591	3.025 to 3.659	3.598	1.3330	0.2842	3.007 to 4.189
... Peer 5	3.548	1.3651	0.1455	3.259 to 3.838	3.724	1.3571	0.2437	3.227 to 4.222
Your Peers (n=5)	3.491	0.1021	0.0457	N/A	3.574	0.1177	0.0526	N/A
All Universities (n=64)	3.517	0.2335	0.0292	N/A	3.467	0.3530	0.0441	N/A



Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

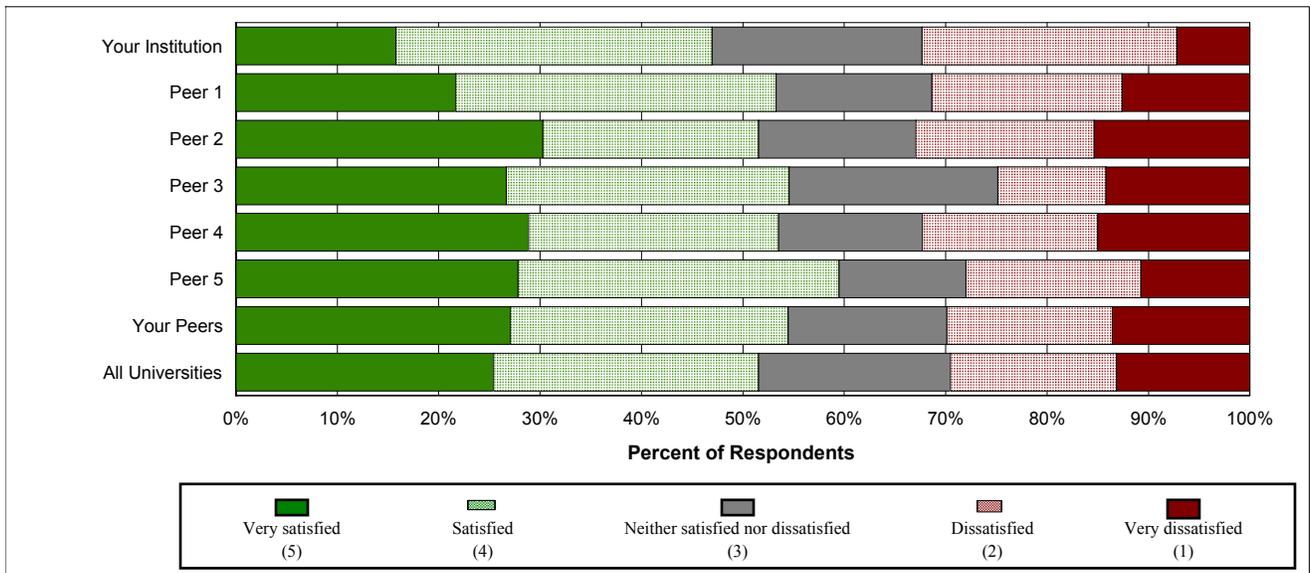
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with their opportunities to collaborate with senior faculty.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 33rd percentile on satisfaction with their opportunities to collaborate with senior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.233	1.2050	0.1124	3.010 to 3.455
Faculty at Peer 1	3.310	1.3425	0.1111	3.090 to 3.530
... Peer 2	3.335	1.4450	0.1200	3.098 to 3.572
... Peer 3	3.422	1.3768	0.0983	3.228 to 3.616
... Peer 4	3.351	1.4319	0.1432	3.067 to 3.635
... Peer 5	3.486	1.3650	0.1273	3.234 to 3.738
Your Peers (n=5)	3.381	0.0644	0.0288	N/A
All Universities (n=64)	3.343	0.2175	0.0272	N/A



Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their opportunities to collaborate with senior faculty.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with their opportunities to collaborate with senior faculty.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with their opportunities to collaborate with senior faculty.

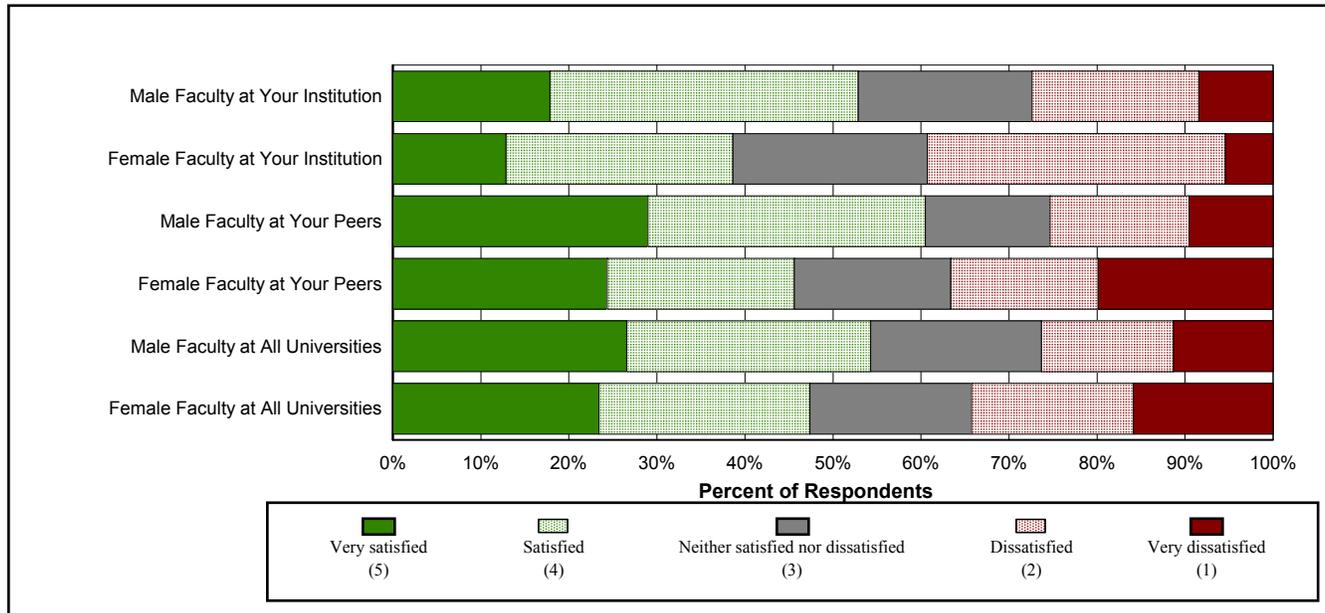
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 41st percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on satisfaction with their opportunities to collaborate with senior faculty.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their opportunities to collaborate with senior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.349	1.2264	0.1498	3.050 to 3.648	3.068	1.1539	0.1666	2.733 to 3.403
Faculty at Peer 1	3.496	1.2357	0.1356	3.226 to 3.766	3.053	1.4302	0.1802	2.693 to 3.413
... Peer 2	3.398	1.3240	0.1428	3.114 to 3.682	3.252	1.6008	0.2084	2.835 to 3.669
... Peer 3	3.545	1.3217	0.1272	3.293 to 3.797	3.249	1.4222	0.1516	2.948 to 3.551
... Peer 4	3.528	1.3228	0.1604	3.208 to 3.849	3.000	1.5907	0.2812	2.426 to 3.573
... Peer 5	3.762	1.3646	0.1762	3.410 to 4.115	3.119	1.2887	0.1738	2.771 to 3.468
Your Peers (n =5)	3.546	0.1196	0.0535	N/A	3.135	0.1020	0.0456	N/A
All Universities (n=64)	3.432	0.2431	0.0304	N/A	3.207	0.3122	0.0390	N/A



Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their opportunities to collaborate with senior faculty.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with their opportunities to collaborate with senior faculty.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with their opportunities to collaborate with senior faculty.

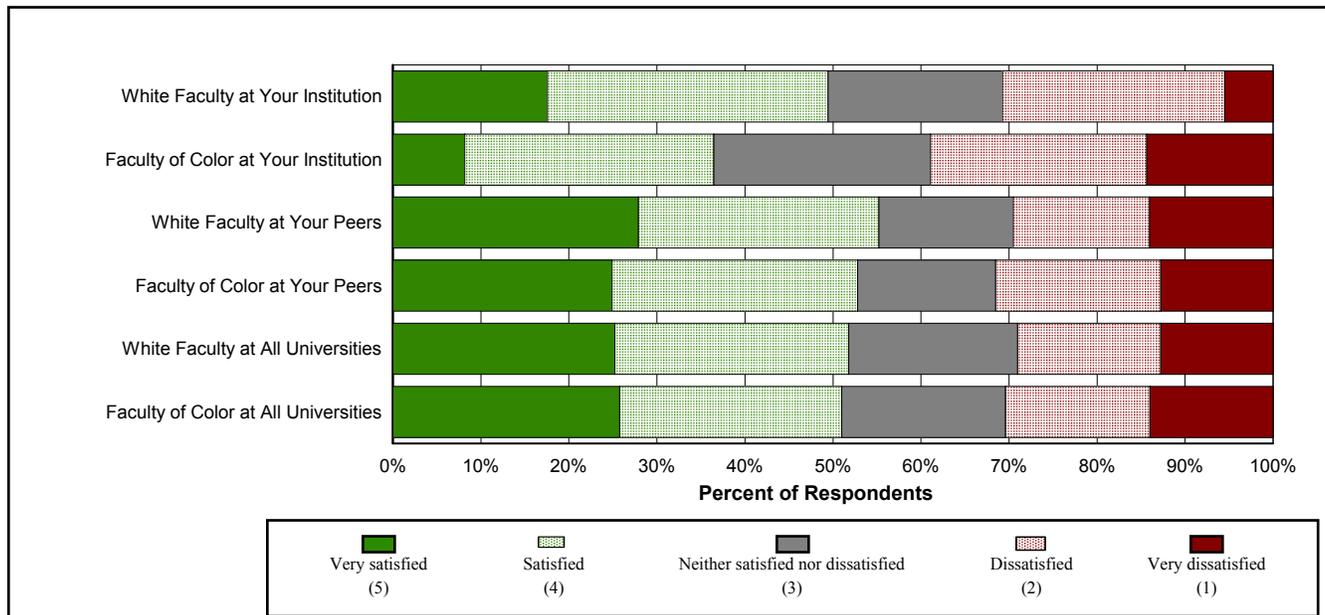
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on satisfaction with their opportunities to collaborate with senior faculty.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their opportunities to collaborate with senior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.308	1.1831	0.1240	3.061 to 3.554	2.914	1.2134	0.2477	2.401 to 3.426
Faculty at Peer 1	3.327	1.3872	0.1329	3.064 to 3.590	3.271	1.2002	0.1973	2.871 to 3.671
... Peer 2	3.366	1.4585	0.1372	3.094 to 3.637	3.246	1.3919	0.2461	2.744 to 3.748
... Peer 3	3.474	1.3355	0.1176	3.241 to 3.706	3.289	1.3980	0.1775	2.934 to 3.644
... Peer 4	3.385	1.3868	0.1591	3.068 to 3.702	3.241	1.5612	0.3187	2.581 to 3.900
... Peer 5	3.427	1.3907	0.1508	3.127 to 3.727	3.625	1.2841	0.2344	3.145 to 4.104
Your Peers (n=5)	3.396	0.0507	0.0227	N/A	3.334	0.1464	0.0655	N/A
All Universities (n=64)	3.352	0.2534	0.0317	N/A	3.324	0.3719	0.0465	N/A



Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

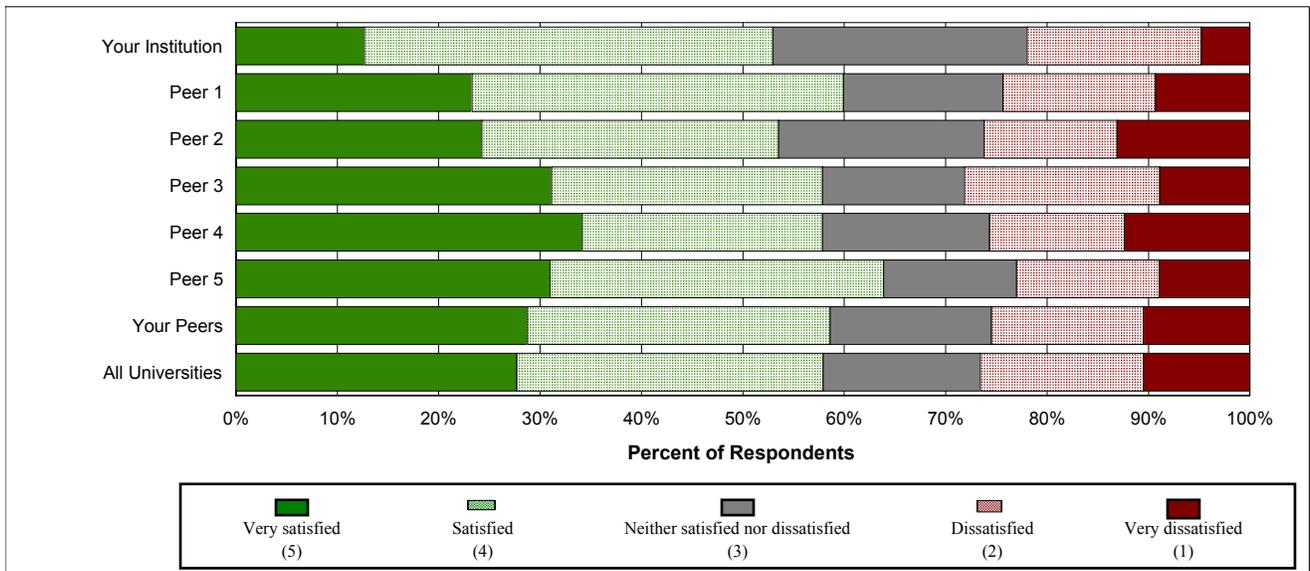
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 30th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.389	1.0680	0.0979	3.195 to 3.583
Faculty at Peer 1	3.496	1.2635	0.1021	3.294 to 3.698
... Peer 2	3.385	1.3246	0.1085	3.171 to 3.600
... Peer 3	3.519	1.3644	0.0962	3.330 to 3.709
... Peer 4	3.540	1.3832	0.1370	3.268 to 3.812
... Peer 5	3.630	1.3072	0.1208	3.390 to 3.869
Your Peers (n=5)	3.514	0.0788	0.0352	N/A
All Universities (n=64)	3.485	0.2102	0.0263	N/A



Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

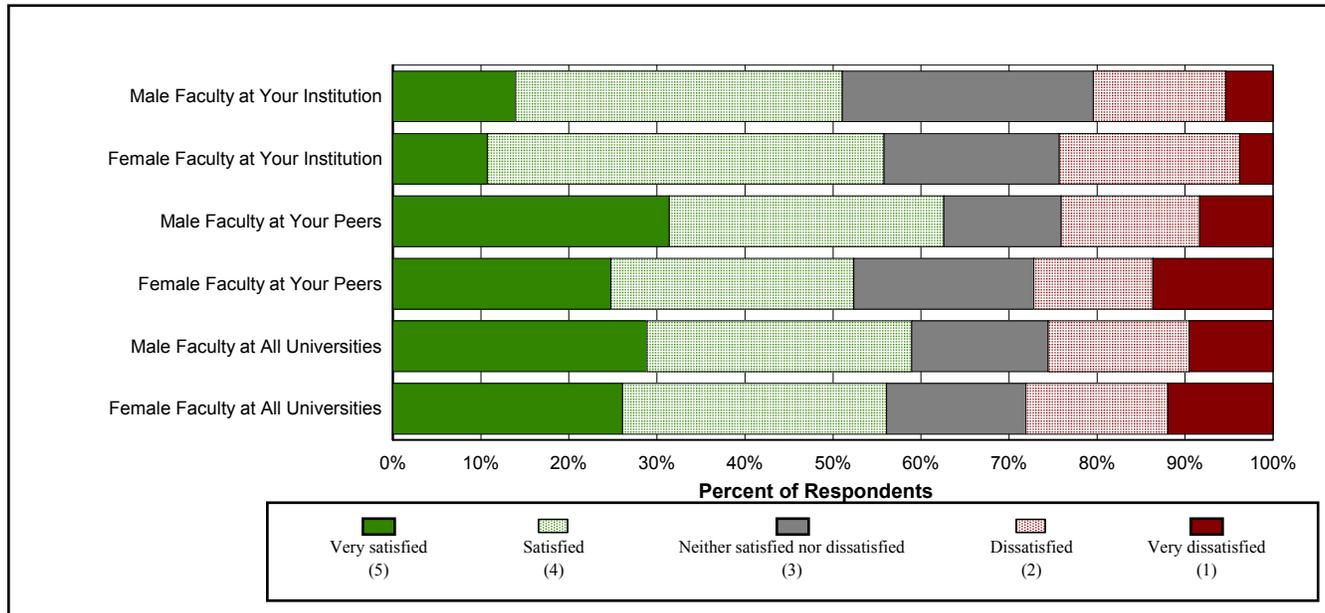
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 45th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the amount of professional interaction they have with senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.392	1.0795	0.1281	3.136 to 3.647	3.384	1.0506	0.1516	3.079 to 3.689
Faculty at Peer 1	3.485	1.2491	0.1339	3.219 to 3.751	3.511	1.2822	0.1578	3.196 to 3.826
... Peer 2	3.432	1.2710	0.1347	3.164 to 3.700	3.322	1.3984	0.1805	2.961 to 3.683
... Peer 3	3.636	1.2806	0.1227	3.393 to 3.880	3.362	1.4415	0.1503	3.063 to 3.660
... Peer 4	3.651	1.3839	0.1654	3.321 to 3.981	3.313	1.3636	0.2411	2.822 to 3.805
... Peer 5	3.875	1.2688	0.1624	3.550 to 4.199	3.305	1.2806	0.1711	2.962 to 3.648
Your Peers (n =5)	3.616	0.1546	0.0691	N/A	3.363	0.0766	0.0343	N/A
All Universities (n=64)	3.527	0.2679	0.0335	N/A	3.421	0.2696	0.0337	N/A



Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, white junior faculty were more satisfied than were junior faculty of color with the amount of professional interaction they have with senior colleagues in their department.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

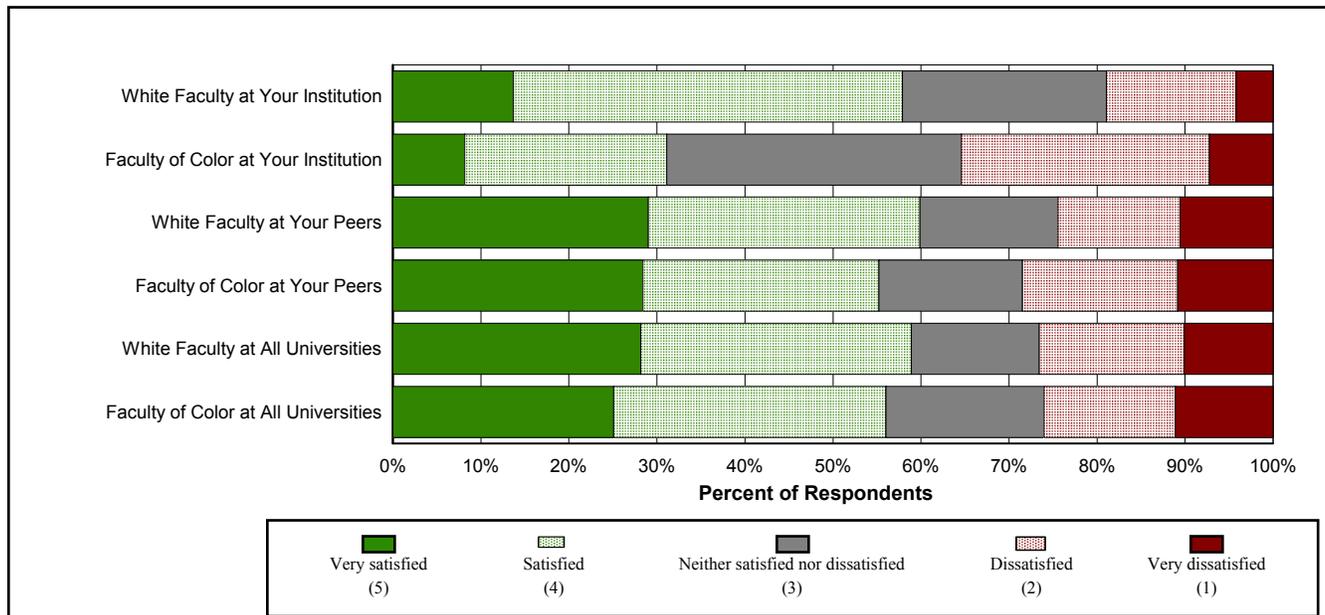
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 47th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 6th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the amount of professional interaction they have with senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.484	1.0348	0.1062	3.273 to 3.695	2.967	1.0769	0.2198	2.512 to 3.421
Faculty at Peer 1	3.544	1.2714	0.1191	3.308 to 3.780	3.385	1.2297	0.1969	2.987 to 3.784
... Peer 2	3.388	1.3116	0.1218	3.146 to 3.629	3.378	1.3693	0.2384	2.892 to 3.864
... Peer 3	3.531	1.3199	0.1140	3.306 to 3.757	3.488	1.3998	0.1778	3.132 to 3.843
... Peer 4	3.596	1.3430	0.1521	3.293 to 3.899	3.349	1.4977	0.3057	2.717 to 3.981
... Peer 5	3.636	1.3335	0.1430	3.352 to 3.920	3.615	1.2275	0.2241	3.157 to 4.073
Your Peers (n=5)	3.539	0.0844	0.0378	N/A	3.443	0.0979	0.0438	N/A
All Universities (n=64)	3.504	0.2272	0.0284	N/A	3.440	0.3113	0.0389	N/A



Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

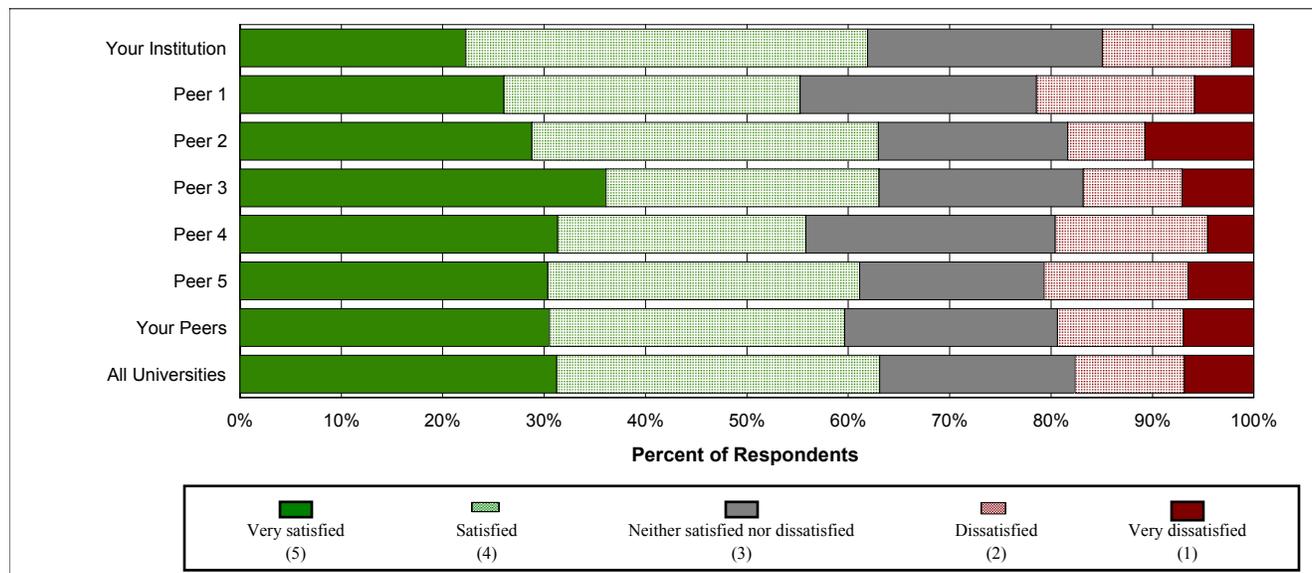
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.670	1.0364	0.0954	3.481 to 3.859
Faculty at Peer 1	3.541	1.2071	0.0989	3.345 to 3.736
... Peer 2	3.627	1.2642	0.1061	3.417 to 3.837
... Peer 3	3.753	1.2330	0.0868	3.582 to 3.924
... Peer 4	3.630	1.2056	0.1188	3.394 to 3.866
... Peer 5	3.643	1.2541	0.1155	3.415 to 3.872
Your Peers (n=5)	3.639	0.0676	0.0302	N/A
All Universities (n=64)	3.699	0.1908	0.0238	N/A



Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

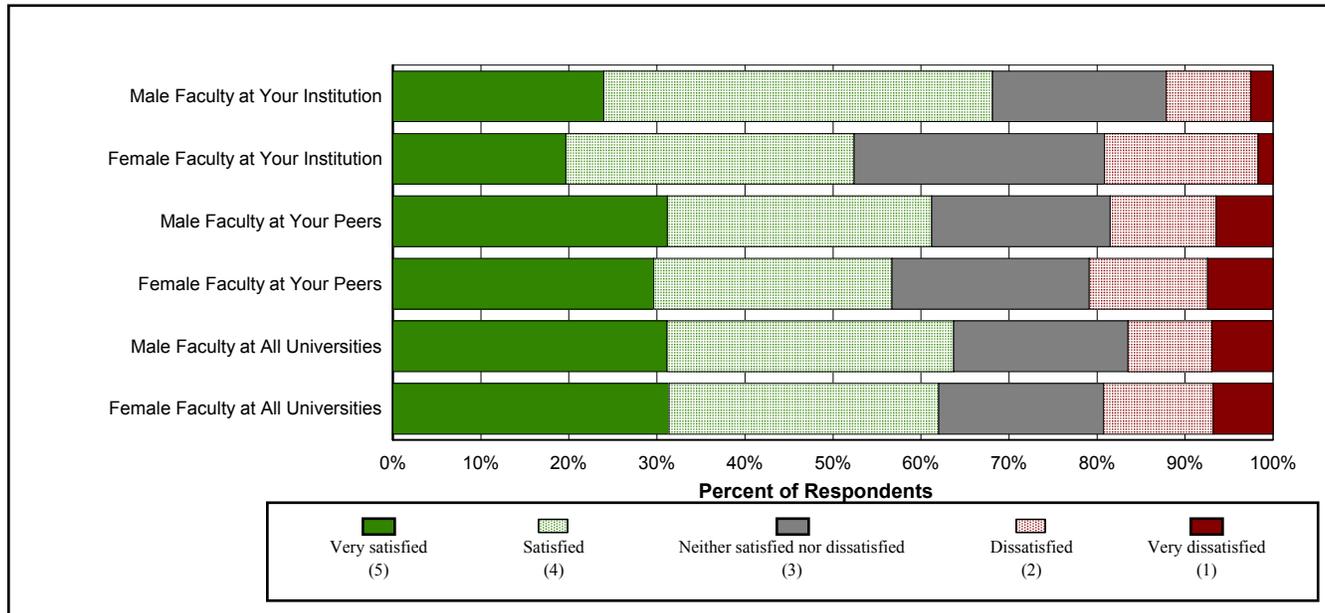
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 66th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 25th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the amount of personal interaction they have with senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.774	1.0135	0.1203	3.534 to 4.014	3.512	1.0493	0.1531	3.204 to 3.820
Faculty at Peer 1	3.490	1.1860	0.1302	3.231 to 3.749	3.607	1.2317	0.1516	3.305 to 3.910
... Peer 2	3.576	1.2292	0.1357	3.306 to 3.846	3.691	1.3077	0.1688	3.353 to 4.028
... Peer 3	3.753	1.2498	0.1192	3.517 to 3.990	3.752	1.2125	0.1264	3.501 to 4.003
... Peer 4	3.720	1.1874	0.1419	3.437 to 4.003	3.452	1.2339	0.2148	3.014 to 3.889
... Peer 5	3.832	1.2124	0.1552	3.521 to 4.142	3.398	1.2531	0.1660	3.065 to 3.730
Your Peers (n =5)	3.674	0.1238	0.0554	N/A	3.580	0.1358	0.0607	N/A
All Universities (n=64)	3.714	0.2684	0.0335	N/A	3.673	0.2327	0.0291	N/A



Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

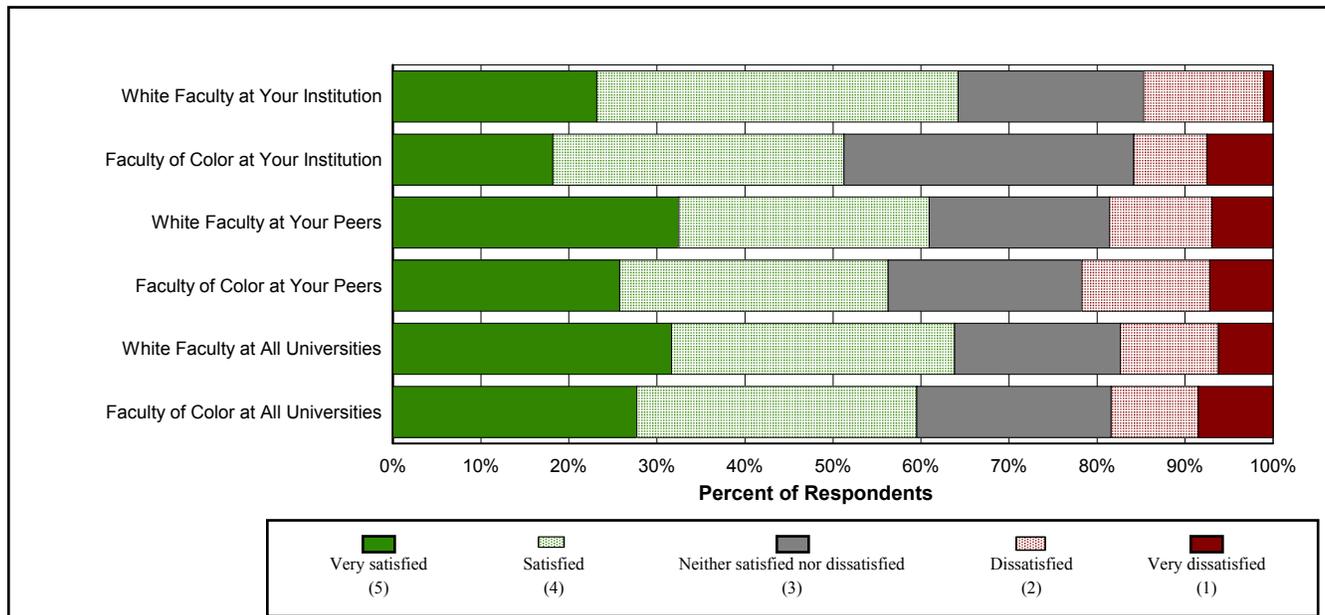
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 47th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of personal interaction they have with senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.716	1.0017	0.1028	3.512 to 3.920	3.461	1.1321	0.2361	2.971 to 3.950
Faculty at Peer 1	3.560	1.2373	0.1185	3.325 to 3.795	3.501	1.1169	0.1766	3.143 to 3.858
... Peer 2	3.685	1.2572	0.1199	3.447 to 3.922	3.461	1.2744	0.2253	3.002 to 3.920
... Peer 3	3.793	1.2222	0.1056	3.584 to 4.002	3.648	1.2619	0.1590	3.330 to 3.966
... Peer 4	3.652	1.1680	0.1314	3.390 to 3.914	3.555	1.3202	0.2695	2.997 to 4.112
... Peer 5	3.705	1.2572	0.1340	3.439 to 3.971	3.493	1.2311	0.2248	3.033 to 3.953
Your Peers (n=5)	3.679	0.0757	0.0338	N/A	3.531	0.0657	0.0294	N/A
All Universities (n=64)	3.719	0.2230	0.0279	N/A	3.603	0.3116	0.0390	N/A



Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

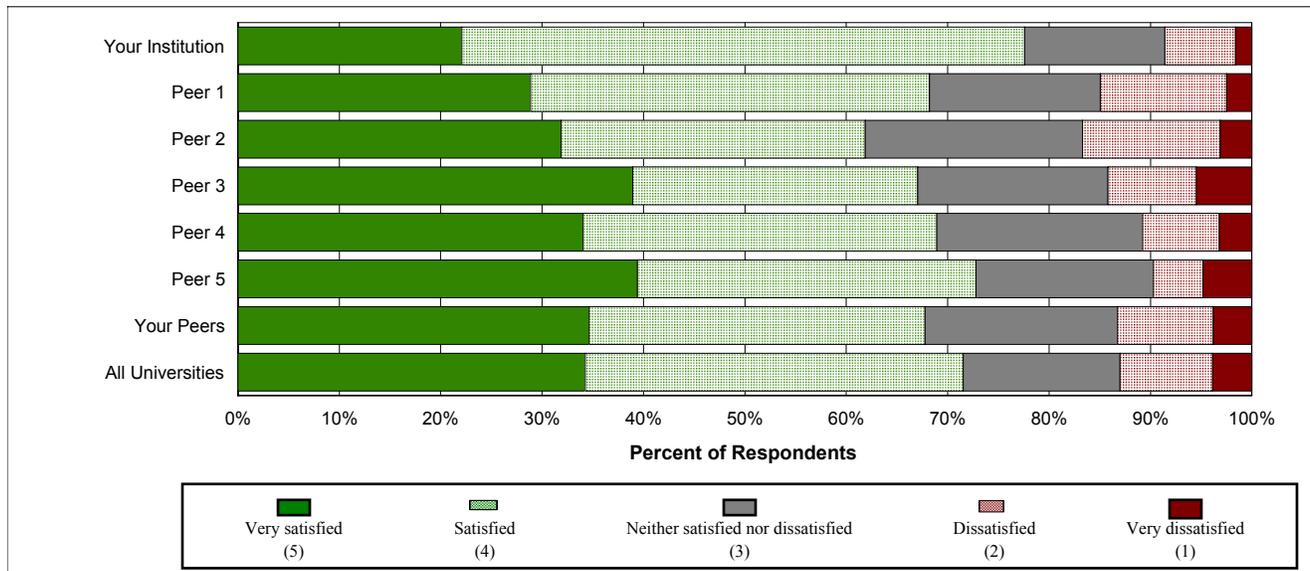
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 50th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.895	0.8900	0.0837	3.729 to 4.061
Faculty at Peer 1	3.797	1.0794	0.0890	3.621 to 3.973
... Peer 2	3.739	1.1251	0.0934	3.555 to 3.924
... Peer 3	3.864	1.1773	0.0847	3.696 to 4.031
... Peer 4	3.890	1.0501	0.1066	3.678 to 4.101
... Peer 5	3.977	1.1130	0.1033	3.772 to 4.182
Your Peers (n=5)	3.853	0.0812	0.0363	N/A
All Universities (n=64)	3.889	0.1338	0.0167	N/A



Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

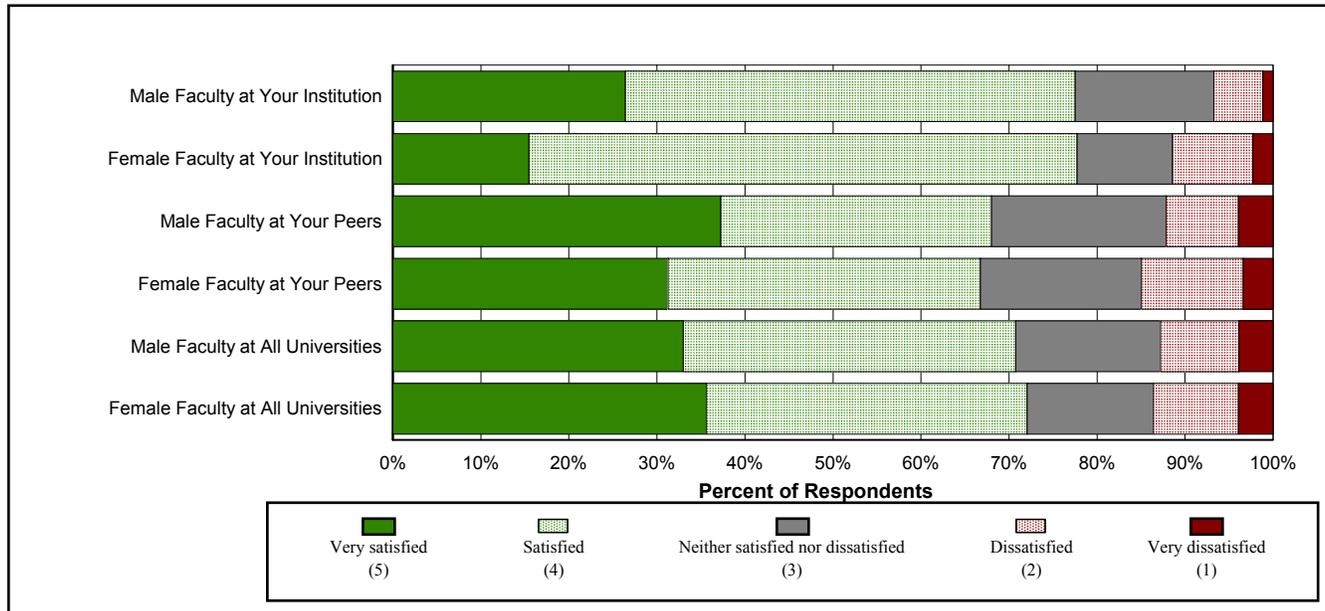
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 69th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 31st percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.960	0.8892	0.1078	3.745 to 4.176	3.795	0.8844	0.1318	3.529 to 4.061
Faculty at Peer 1	3.907	1.0265	0.1134	3.682 to 4.133	3.650	1.1270	0.1398	3.371 to 3.929
... Peer 2	3.609	1.0904	0.1162	3.378 to 3.840	3.923	1.1526	0.1527	3.617 to 4.229
... Peer 3	3.869	1.1956	0.1184	3.634 to 4.104	3.857	1.1563	0.1212	3.616 to 4.097
... Peer 4	3.951	1.0429	0.1274	3.696 to 4.205	3.765	1.0546	0.1925	3.371 to 4.159
... Peer 5	4.122	1.1415	0.1474	3.827 to 4.417	3.788	1.0521	0.1406	3.506 to 4.070
Your Peers (n =5)	3.892	0.1656	0.0741	N/A	3.796	0.0918	0.0411	N/A
All Universities (n=64)	3.871	0.1821	0.0228	N/A	3.901	0.2197	0.0275	N/A



Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

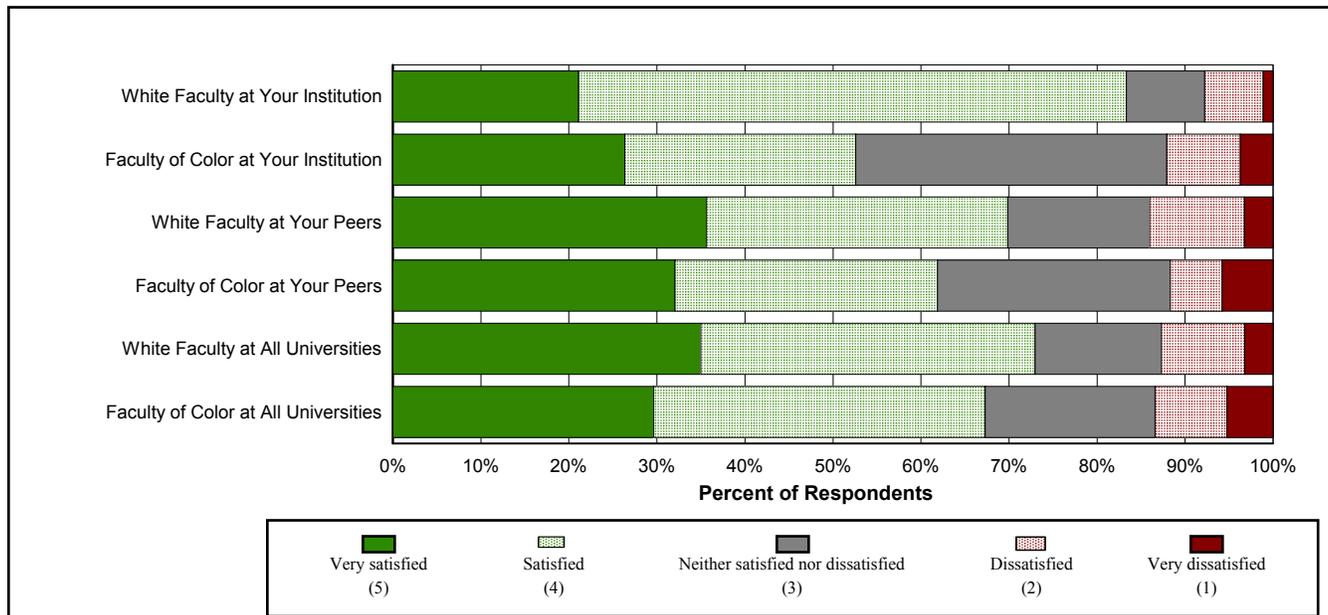
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 58th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 25th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of professional interaction they have with junior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.956	0.8153	0.0859	3.785 to 4.126	3.631	1.0930	0.2279	3.158 to 4.104
Faculty at Peer 1	3.867	1.0911	0.1040	3.661 to 4.073	3.631	1.0228	0.1681	3.290 to 3.972
... Peer 2	3.828	1.0708	0.1012	3.627 to 4.028	3.489	1.2582	0.2190	3.043 to 3.935
... Peer 3	3.802	1.1793	0.1034	3.598 to 4.007	4.035	1.1510	0.1511	3.732 to 4.337
... Peer 4	3.972	0.9930	0.1147	3.743 to 4.200	3.602	1.1888	0.2535	3.075 to 4.129
... Peer 5	3.940	1.1693	0.1261	3.690 to 4.191	4.065	0.9309	0.1700	3.717 to 4.413
Your Peers (n=5)	3.882	0.0647	0.0289	N/A	3.764	0.2380	0.1064	N/A
All Universities (n=64)	3.920	0.1561	0.0195	N/A	3.782	0.2707	0.0338	N/A



Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

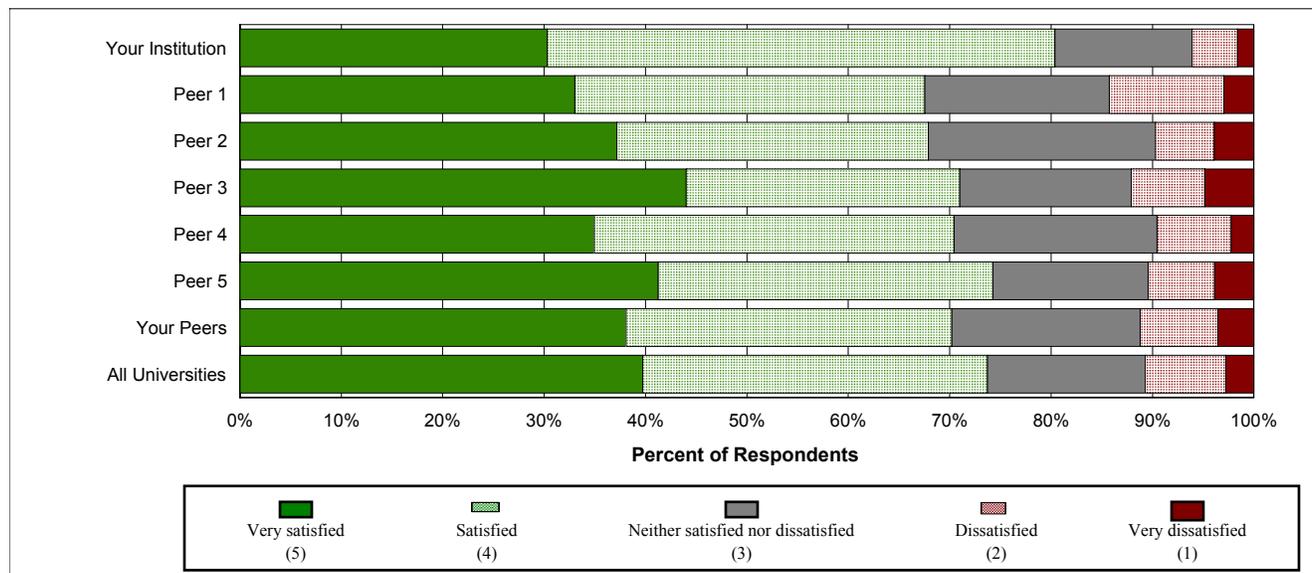
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.030	0.8823	0.0830	3.865 to 4.194
Faculty at Peer 1	3.834	1.0960	0.0907	3.655 to 4.013
... Peer 2	3.915	1.0658	0.0894	3.738 to 4.092
... Peer 3	3.981	1.1655	0.0835	3.816 to 4.146
... Peer 4	3.936	1.0142	0.1035	3.730 to 4.141
... Peer 5	4.012	1.1055	0.1022	3.810 to 4.215
Your Peers (n=5)	3.936	0.0612	0.0274	N/A
All Universities (n=64)	4.000	0.1355	0.0169	N/A



Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty were more satisfied than were female junior faculty with the amount of personal interaction they have with junior colleagues in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

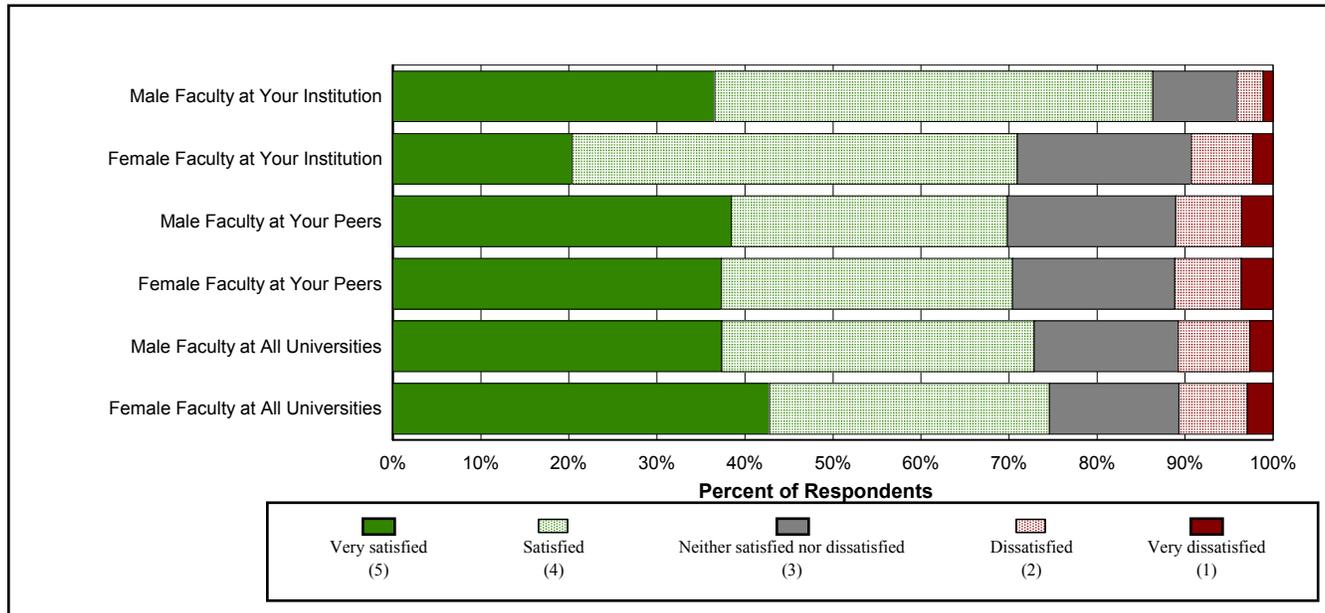
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 88th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 6th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

- Across all universities, female junior faculty were more satisfied than were male junior faculty with the amount of personal interaction they have with junior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.177	0.8275	0.0996	3.978 to 4.376	3.797	0.9190	0.1385	3.518 to 4.076
Faculty at Peer 1	3.842	1.1374	0.1272	3.589 to 4.096	3.823	1.0431	0.1284	3.567 to 4.080
... Peer 2	3.822	1.0348	0.1122	3.599 to 4.045	4.041	1.0990	0.1456	3.749 to 4.333
... Peer 3	3.955	1.1329	0.1106	3.735 to 4.174	4.016	1.2019	0.1267	3.764 to 4.268
... Peer 4	3.986	1.0150	0.1249	3.736 to 4.235	3.835	1.0028	0.1831	3.461 to 4.210
... Peer 5	4.076	1.0846	0.1400	3.796 to 4.356	3.931	1.1190	0.1482	3.634 to 4.228
Your Peers (n =5)	3.936	0.0938	0.0420	N/A	3.929	0.0896	0.0401	N/A
All Universities (n=64)	3.968	0.1860	0.0233	N/A	4.038	0.2170	0.0271	N/A



Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

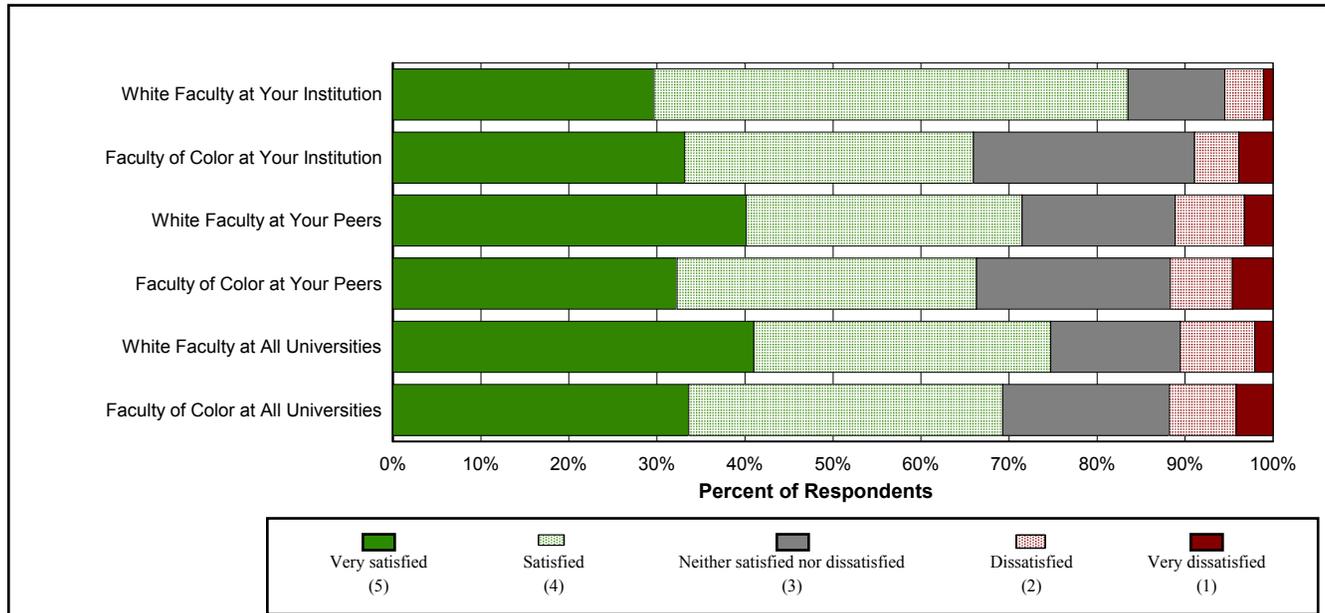
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 66th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of personal interaction they have with junior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.066	0.8228	0.0863	3.895 to 4.237	3.863	1.0718	0.2285	3.387 to 4.338
Faculty at Peer 1	3.889	1.1167	0.1074	3.676 to 4.102	3.711	1.0236	0.1661	3.375 to 4.048
... Peer 2	4.048	0.9666	0.0922	3.866 to 4.231	3.533	1.2744	0.2253	3.073 to 3.992
... Peer 3	3.929	1.1825	0.1041	3.723 to 4.135	4.116	1.0727	0.1373	3.842 to 4.391
... Peer 4	4.012	1.0066	0.1170	3.779 to 4.245	3.673	1.0082	0.2150	3.225 to 4.120
... Peer 5	3.984	1.1344	0.1216	3.743 to 4.226	4.080	1.0160	0.1855	3.701 to 4.460
Your Peers (n=5)	3.973	0.0571	0.0255	N/A	3.823	0.2331	0.1042	N/A
All Universities (n=64)	4.031	0.1708	0.0214	N/A	3.869	0.2580	0.0322	N/A



Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

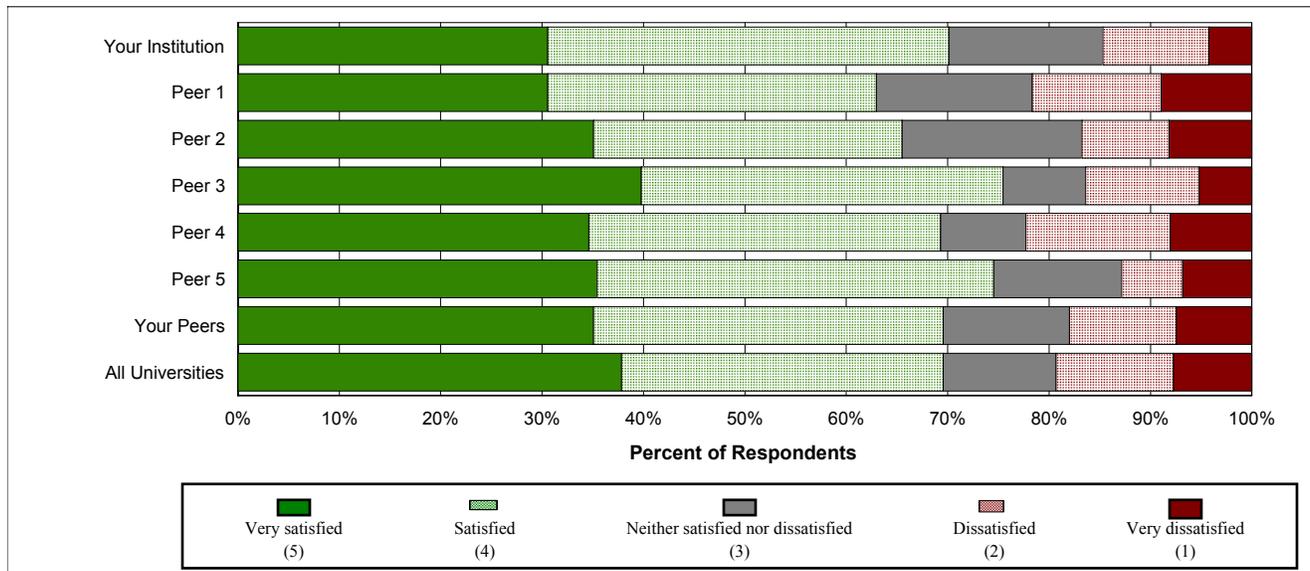
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on satisfaction with how well they "fit" in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 59th percentile on satisfaction with how well they "fit" in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.817	1.1075	0.1011	3.617 to 4.018
Faculty at Peer 1	3.629	1.2884	0.1038	3.424 to 3.834
... Peer 2	3.756	1.2366	0.1010	3.557 to 3.956
... Peer 3	3.937	1.2021	0.0846	3.770 to 4.104
... Peer 4	3.736	1.2886	0.1276	3.483 to 3.989
... Peer 5	3.903	1.1806	0.1091	3.687 to 4.119
Your Peers (n=5)	3.792	0.1133	0.0507	N/A
All Universities (n=64)	3.804	0.1699	0.0212	N/A



Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with how well they "fit" in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with how well they "fit" in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with how well they "fit" in their department.

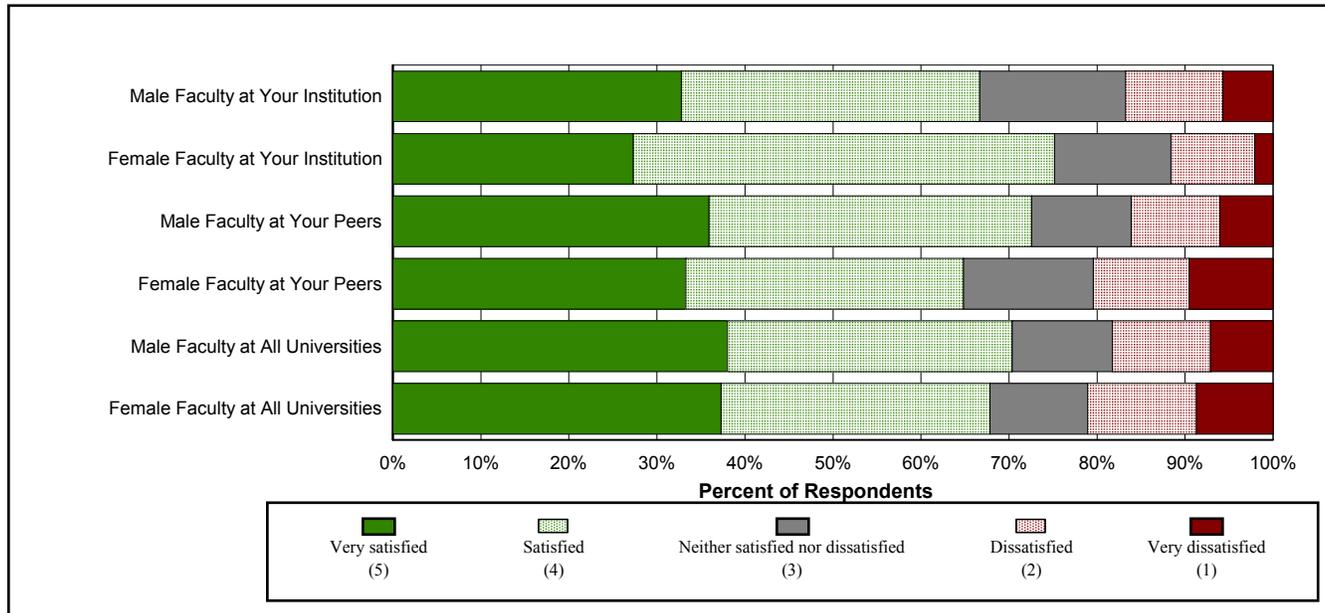
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 39th percentile on satisfaction with how well they "fit" in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 75th percentile on satisfaction with how well they "fit" in their department.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with how well they "fit" in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.770	1.1804	0.1401	3.490 to 4.049	3.888	0.9897	0.1414	3.604 to 4.172
Faculty at Peer 1	3.697	1.2005	0.1287	3.441 to 3.953	3.536	1.3861	0.1693	3.198 to 3.874
... Peer 2	3.723	1.1194	0.1187	3.487 to 3.959	3.800	1.3887	0.1778	3.445 to 4.156
... Peer 3	3.928	1.1888	0.1123	3.705 to 4.150	3.950	1.2184	0.1284	3.695 to 4.205
... Peer 4	3.857	1.2681	0.1516	3.555 to 4.160	3.491	1.2990	0.2296	3.023 to 3.959
... Peer 5	4.110	1.1410	0.1461	3.818 to 4.402	3.628	1.1736	0.1568	3.314 to 3.943
Your Peers (n =5)	3.863	0.1498	0.0670	N/A	3.681	0.1711	0.0765	N/A
All Universities (n=64)	3.830	0.2356	0.0295	N/A	3.753	0.2583	0.0323	N/A



Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with how well they "fit" in their department.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with how well they "fit" in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with how well they "fit" in their department.

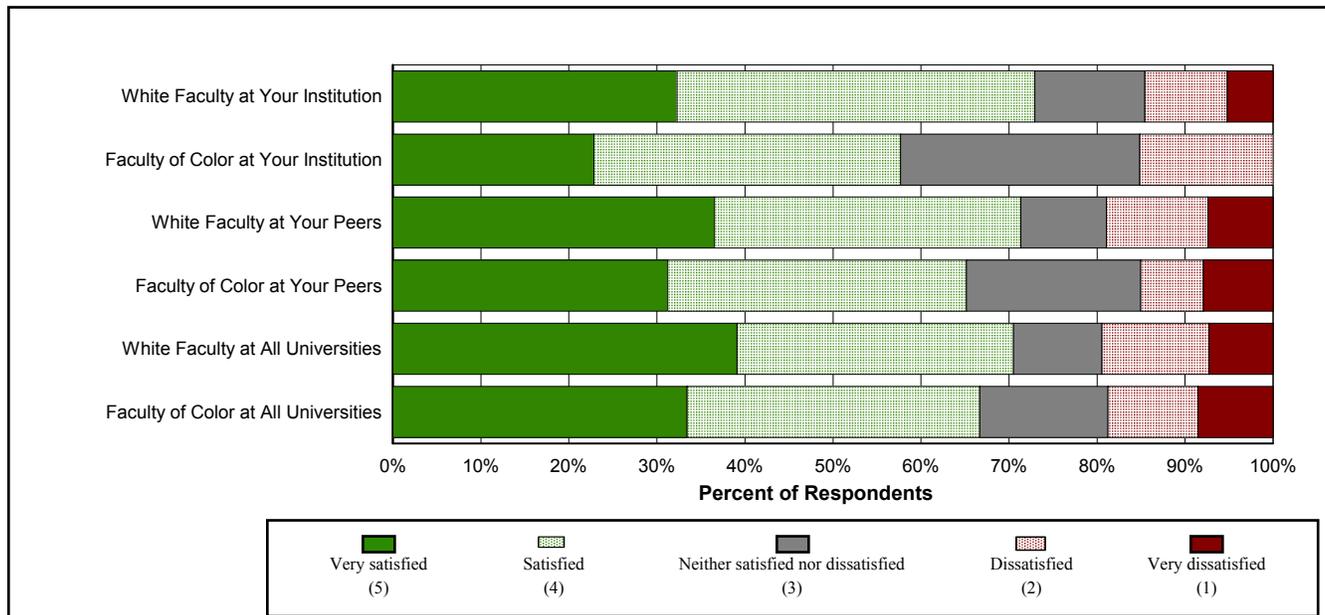
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 64th percentile on satisfaction with how well they "fit" in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on satisfaction with how well they "fit" in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with how well they "fit" in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.854	1.1271	0.1150	3.626 to 4.082	3.654	0.9965	0.2034	3.233 to 4.074
Faculty at Peer 1	3.707	1.3040	0.1221	3.465 to 3.949	3.458	1.2237	0.1935	3.066 to 3.849
... Peer 2	3.787	1.2392	0.1146	3.560 to 4.014	3.665	1.2227	0.2128	3.231 to 4.098
... Peer 3	3.955	1.1666	0.1004	3.757 to 4.154	3.888	1.2506	0.1588	3.571 to 4.206
... Peer 4	3.740	1.2874	0.1448	3.452 to 4.029	3.720	1.2927	0.2695	3.161 to 4.279
... Peer 5	3.888	1.2171	0.1297	3.630 to 4.146	3.940	1.0617	0.1972	3.536 to 4.344
Your Peers (n=5)	3.816	0.0928	0.0415	N/A	3.734	0.1719	0.0769	N/A
All Universities (n=64)	3.829	0.1786	0.0223	N/A	3.728	0.3073	0.0384	N/A



Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

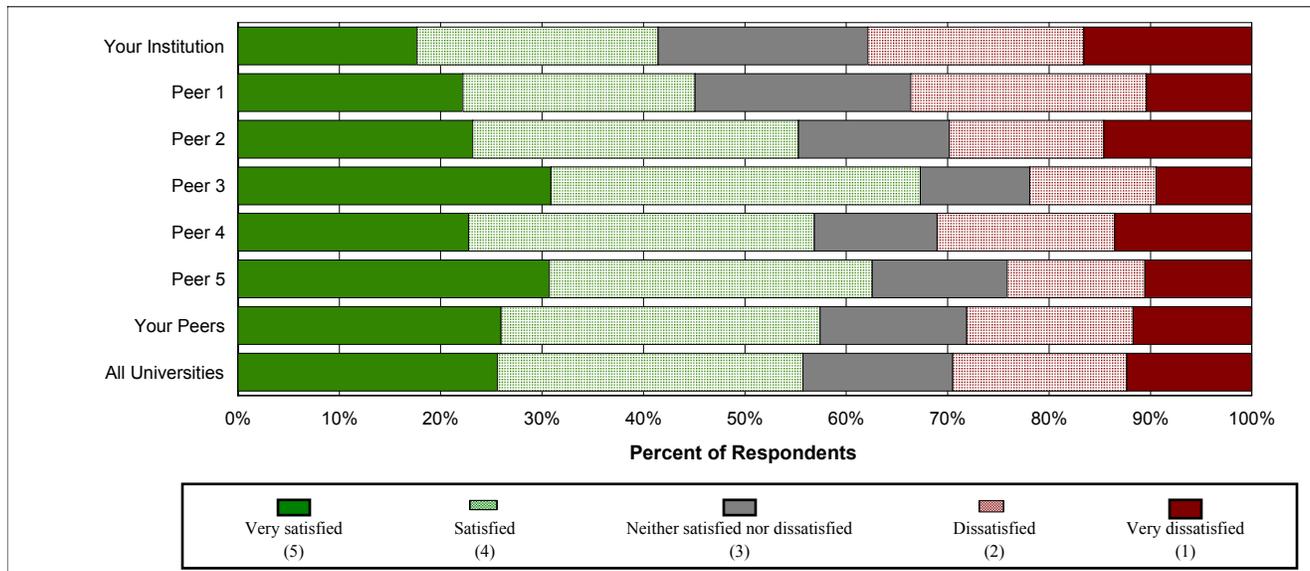
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the intellectual vitality of the senior colleagues in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 11th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.047	1.3474	0.1230	2.803 to 3.290
Faculty at Peer 1	3.232	1.3195	0.1074	3.020 to 3.445
... Peer 2	3.340	1.3629	0.1128	3.117 to 3.563
... Peer 3	3.668	1.3045	0.0918	3.487 to 3.849
... Peer 4	3.350	1.3643	0.1344	3.084 to 3.617
... Peer 5	3.586	1.3426	0.1241	3.340 to 3.832
Your Peers (n=5)	3.436	0.1640	0.0733	N/A
All Universities (n=64)	3.395	0.2773	0.0347	N/A



Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the intellectual vitality of the senior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with the intellectual vitality of the senior colleagues in their department.

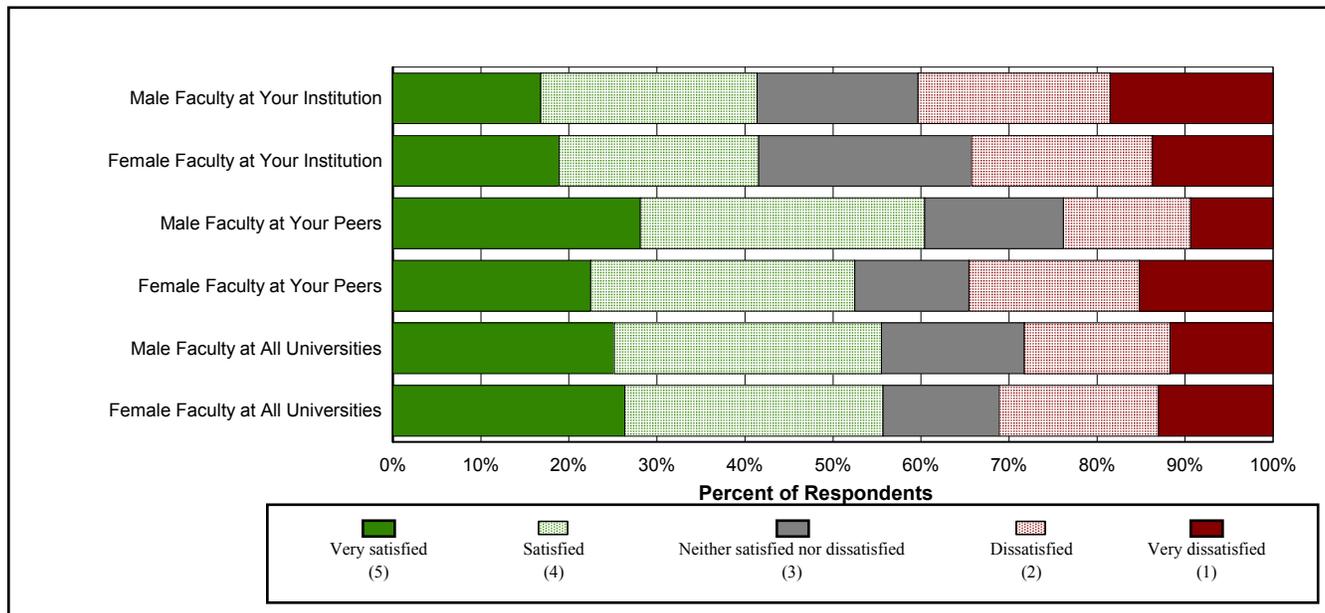
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 13th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 17th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.993	1.3686	0.1624	2.669 to 3.317	3.125	1.3131	0.1876	2.748 to 3.502
Faculty at Peer 1	3.215	1.2911	0.1392	2.938 to 3.492	3.257	1.3561	0.1682	2.921 to 3.593
... Peer 2	3.393	1.3143	0.1417	3.111 to 3.674	3.271	1.4270	0.1842	2.903 to 3.640
... Peer 3	3.717	1.2035	0.1142	3.491 to 3.944	3.601	1.4147	0.1483	3.306 to 3.896
... Peer 4	3.559	1.3276	0.1587	3.242 to 3.875	2.939	1.3593	0.2366	2.457 to 3.421
... Peer 5	3.883	1.2427	0.1591	3.565 to 4.202	3.191	1.3551	0.1811	2.828 to 3.554
Your Peers (n =5)	3.553	0.2350	0.1051	N/A	3.252	0.2116	0.0946	N/A
All Universities (n=64)	3.407	0.3278	0.0410	N/A	3.379	0.3045	0.0381	N/A



Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the intellectual vitality of the senior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the intellectual vitality of the senior colleagues in their department.

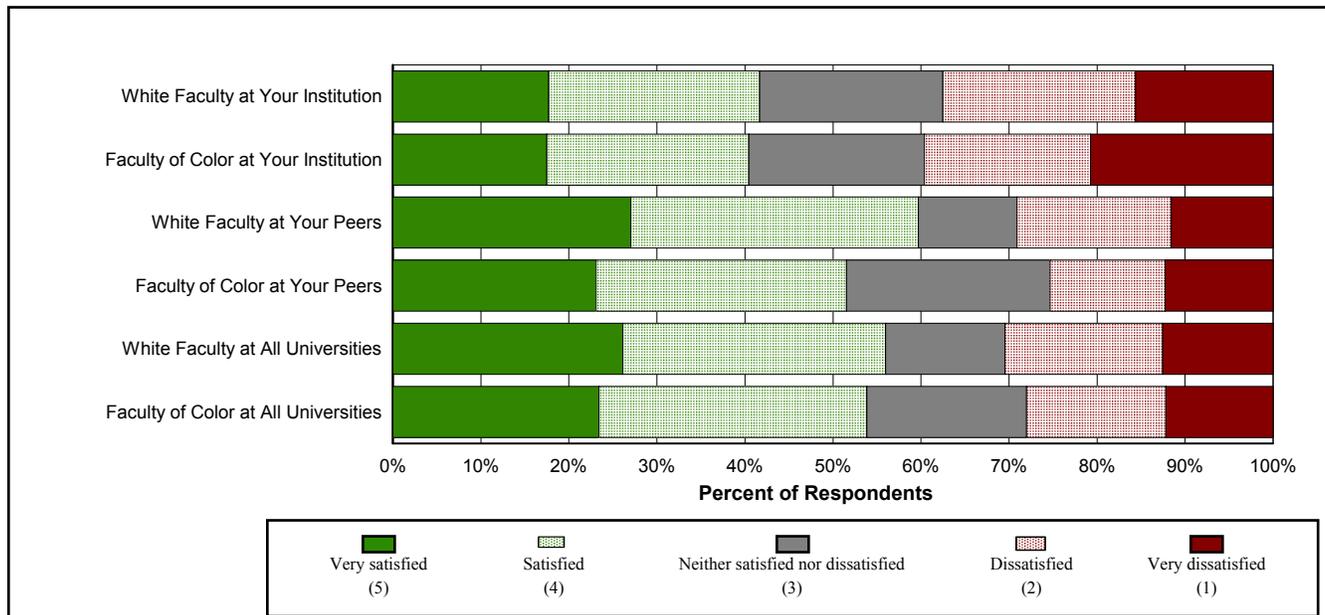
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 9th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.062	1.3371	0.1365	2.792 to 3.333	2.976	1.3819	0.2821	2.392 to 3.560
Faculty at Peer 1	3.286	1.3663	0.1285	3.032 to 3.541	3.107	1.1558	0.1875	2.727 to 3.487
... Peer 2	3.372	1.3543	0.1263	3.122 to 3.622	3.241	1.3905	0.2497	2.731 to 3.751
... Peer 3	3.659	1.3014	0.1120	3.438 to 3.881	3.693	1.2775	0.1622	3.369 to 4.017
... Peer 4	3.352	1.3704	0.1542	3.045 to 3.659	3.345	1.3437	0.2743	2.778 to 3.913
... Peer 5	3.634	1.3360	0.1424	3.351 to 3.917	3.465	1.3523	0.2511	2.951 to 3.979
Your Peers (n=5)	3.461	0.1547	0.0692	N/A	3.370	0.1998	0.0893	N/A
All Universities (n=64)	3.391	0.3197	0.0400	N/A	3.371	0.3959	0.0495	N/A



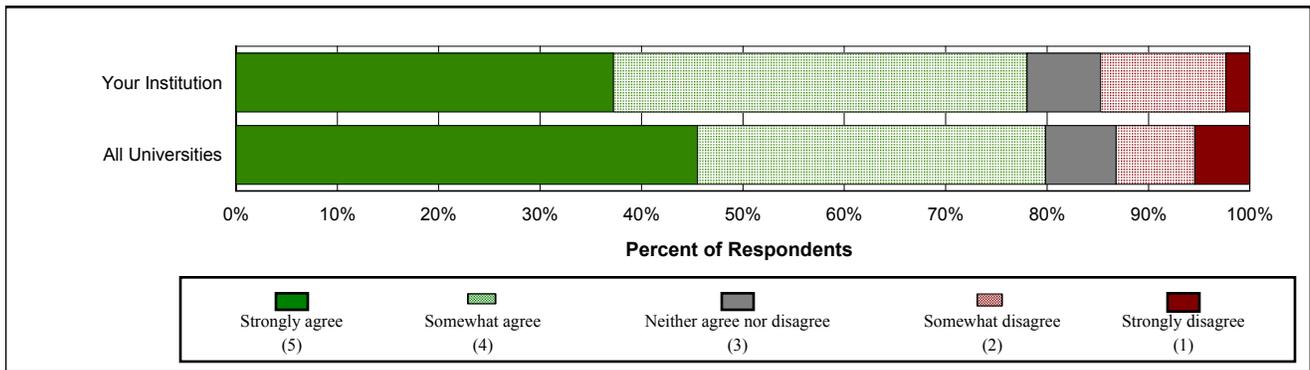
Question 42. On the whole, my institution is collegial.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.982	1.0796	0.0986	3.787 to 4.177
All Universities (n=9)	4.068	0.1852	0.0617	N/A



Question 42. On the whole, my institution is collegial.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

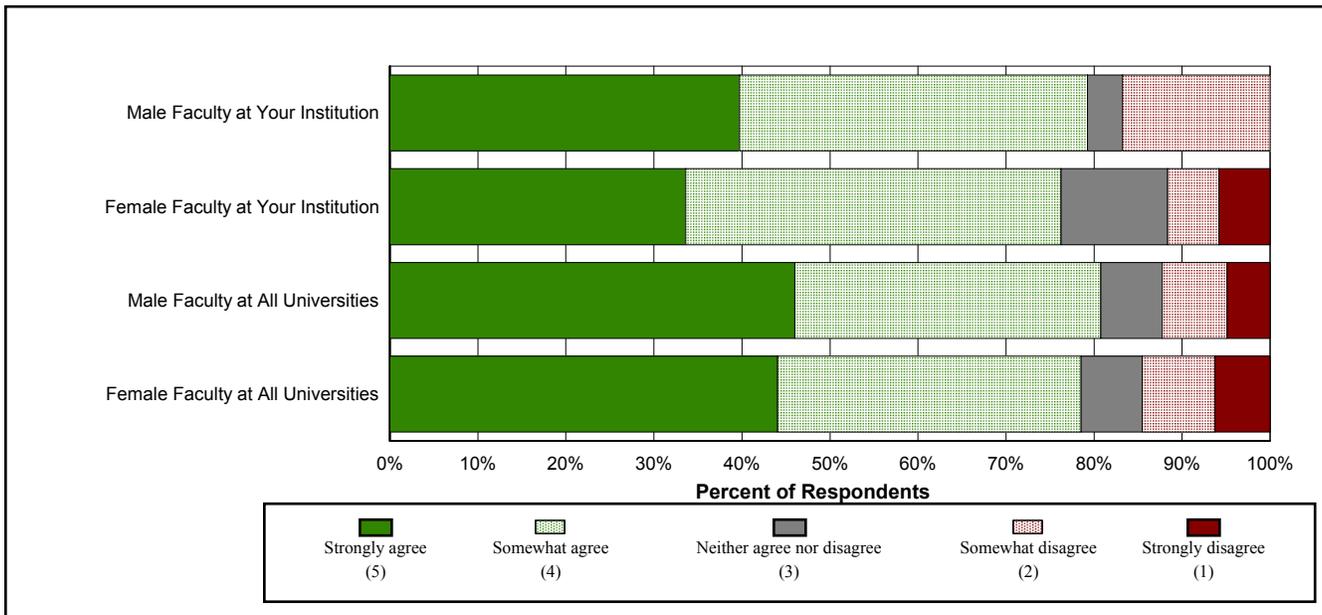
- Within your institution, there were no significant gender differences in junior faculty's reporting that, on the whole, their institution is collegial.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that, on the whole, their institution is collegial.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.022	1.0547	0.1252	3.772 to 4.272	3.924	1.1111	0.1587	3.605 to 4.243
All Universities (n=9)	4.096	0.2477	0.0826	N/A	4.018	0.1387	0.0462	N/A



Question 42. On the whole, my institution is collegial.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

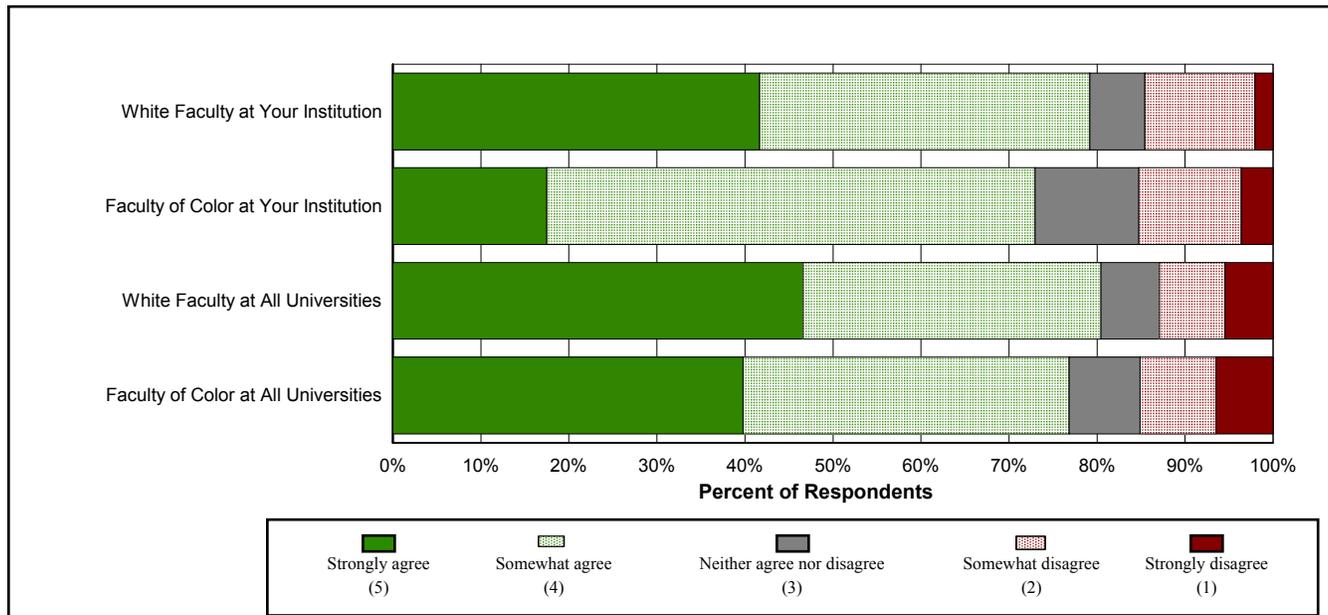
- Within your institution, there were no significant race differences in junior faculty's reporting that, on the whole, their institution is collegial.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that, on the whole, their institution is collegial.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.042	1.0793	0.1102	3.823 to 4.260	3.716	1.0274	0.2097	3.282 to 4.150
All Universities (n=9)	4.087	0.1757	0.0586	N/A	3.950	0.3503	0.1168	N/A



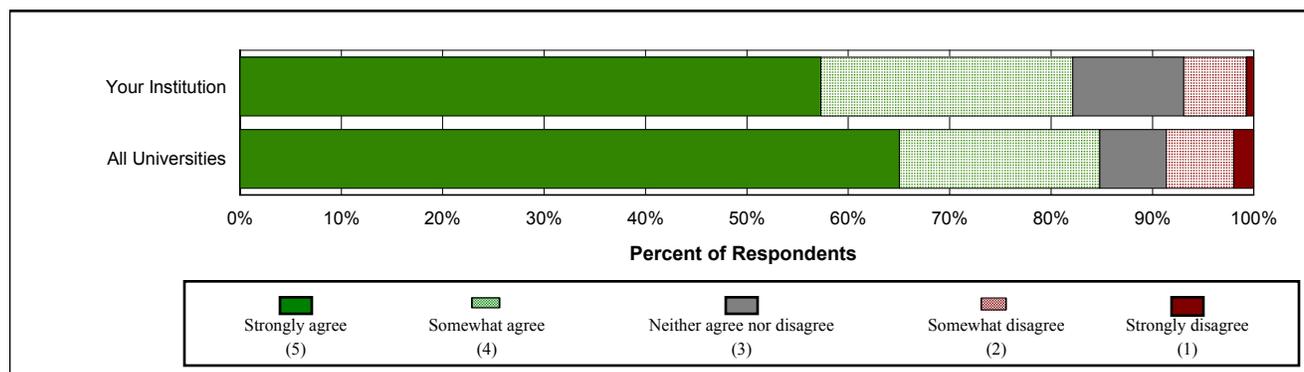
Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.318	0.9647	0.0928	4.134 to 4.502
All Universities (n=9)	4.393	0.1230	0.0410	N/A



Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

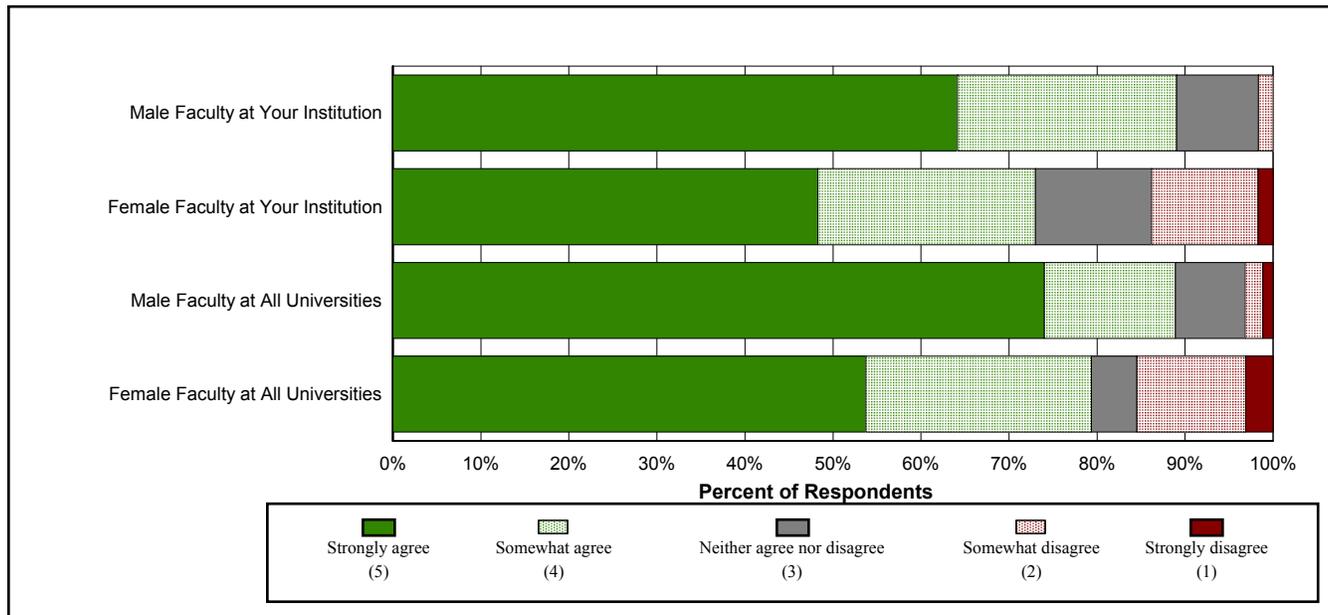
- Within your institution, male junior faculty agreed to a greater extent than did female junior faculty that they receive fair treatment from their colleagues regardless of their own gender.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that they receive fair treatment from their colleagues regardless of their own gender.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.515	0.7383	0.0945	4.326 to 4.704	4.058	1.1390	0.1661	3.723 to 4.392
All Universities (n=9)	4.586	0.0930	0.0310	N/A	4.145	0.2360	0.0787	N/A



Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

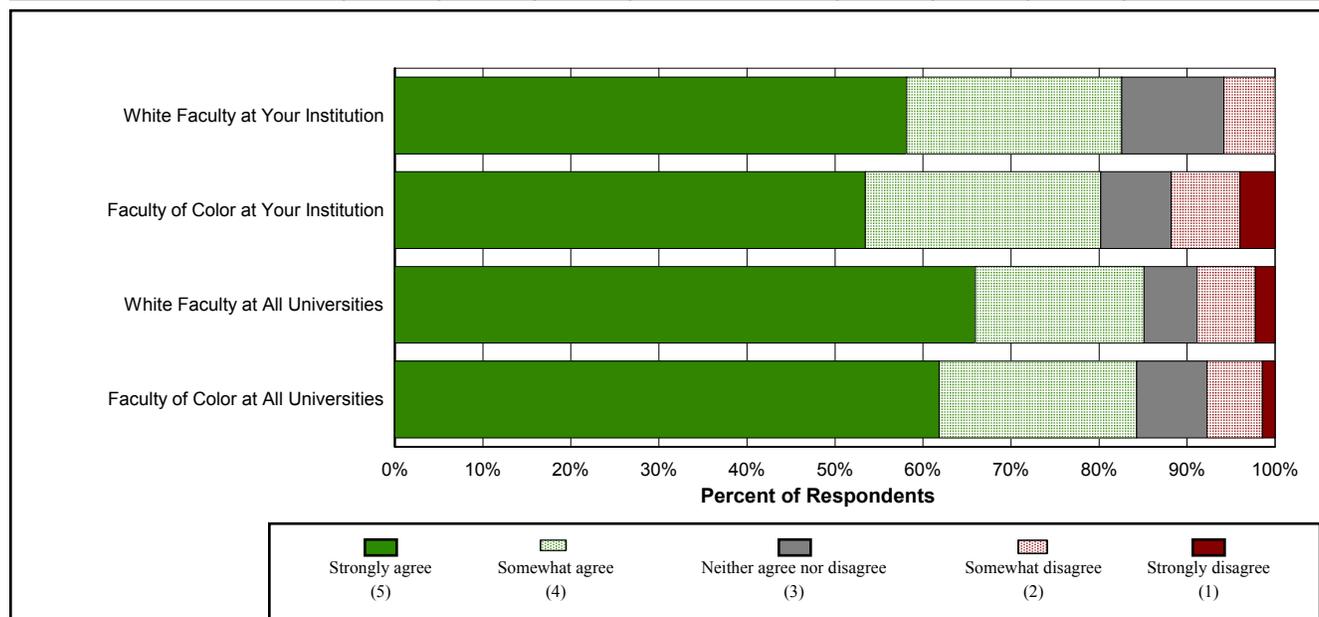
- Within your institution, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own gender.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own gender.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.349	0.8992	0.0970	4.156 to 4.542	4.178	1.1642	0.2482	3.662 to 4.695
All Universities (n=9)	4.399	0.1465	0.0488	N/A	4.369	0.1587	0.0529	N/A



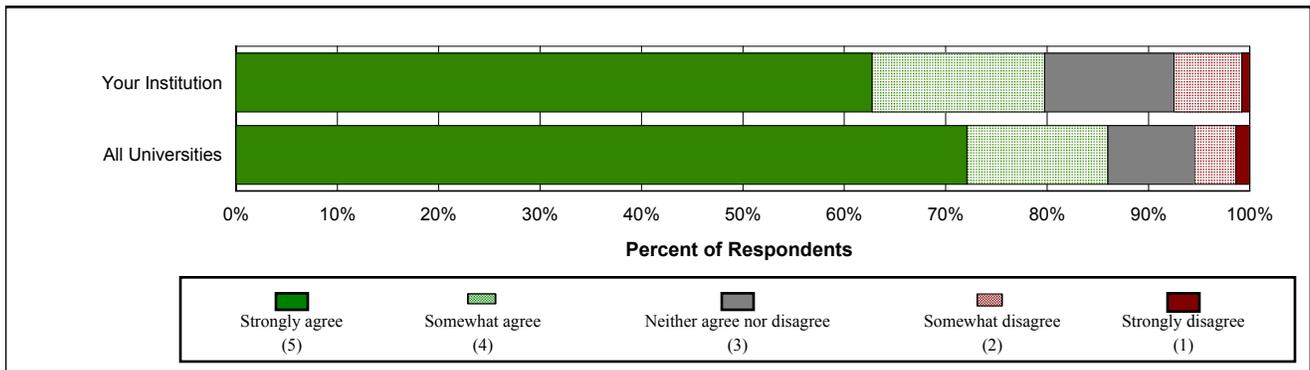
Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.343	1.0115	0.1017	4.141 to 4.545
All Universities (n=9)	4.512	0.1040	0.0347	N/A



Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

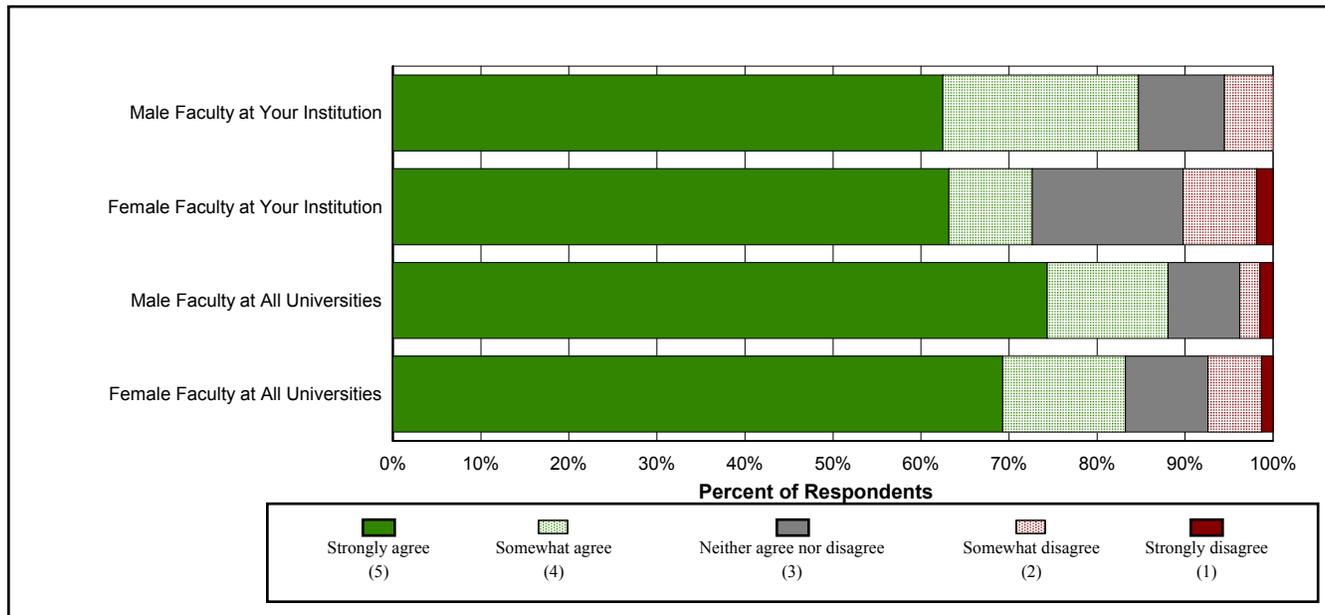
- Within your institution, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.417	0.8717	0.1145	4.187 to 4.646	4.237	1.1667	0.1822	3.868 to 4.605
All Universities (n=9)	4.571	0.1176	0.0392	N/A	4.438	0.1857	0.0619	N/A



Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

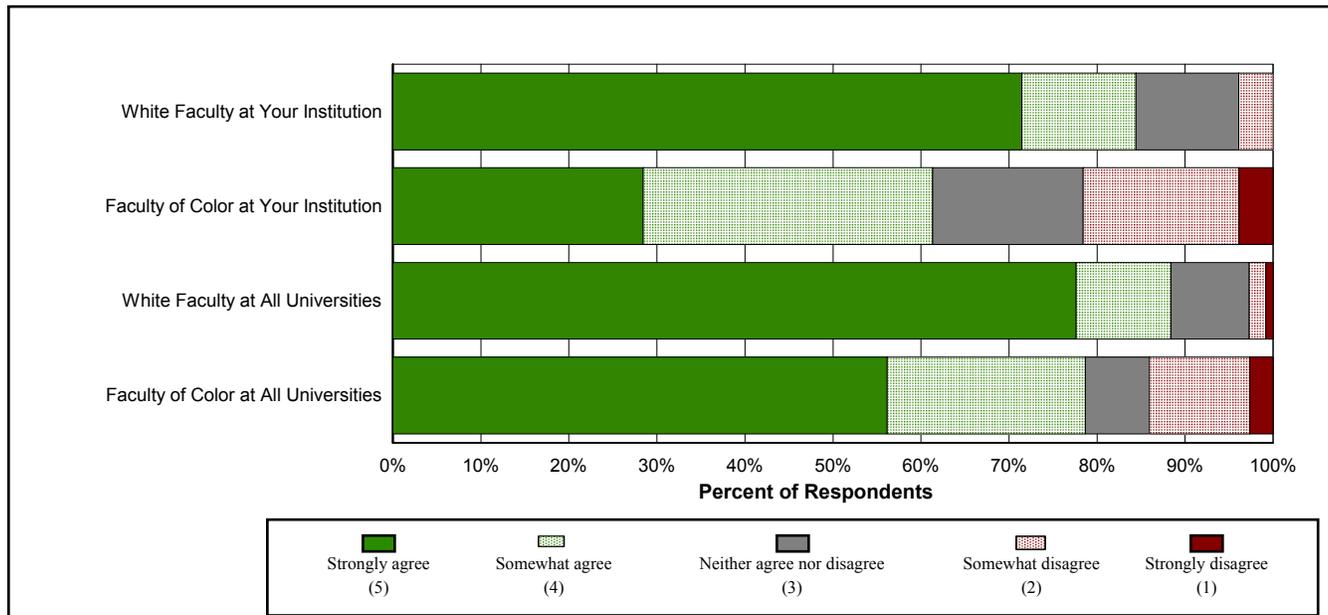
- Within your institution, white junior faculty agreed to a greater extent than did junior faculty of color that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.520	0.8468	0.0965	4.327 to 4.712	3.643	1.1931	0.2544	3.114 to 4.172
All Universities (n=9)	4.624	0.0832	0.0277	N/A	4.181	0.3237	0.1079	N/A



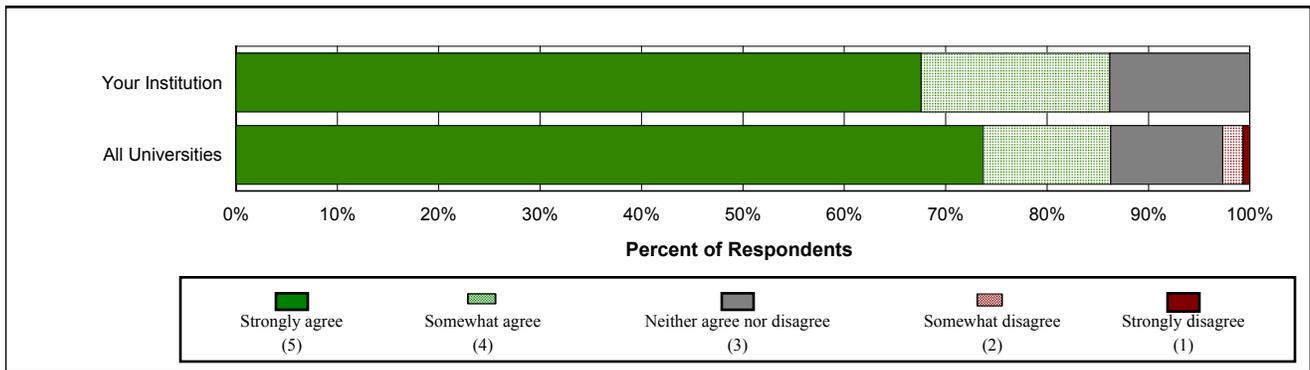
Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.538	0.7290	0.0791	4.381 to 4.695
All Universities (n=9)	4.567	0.0830	0.0277	N/A



Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

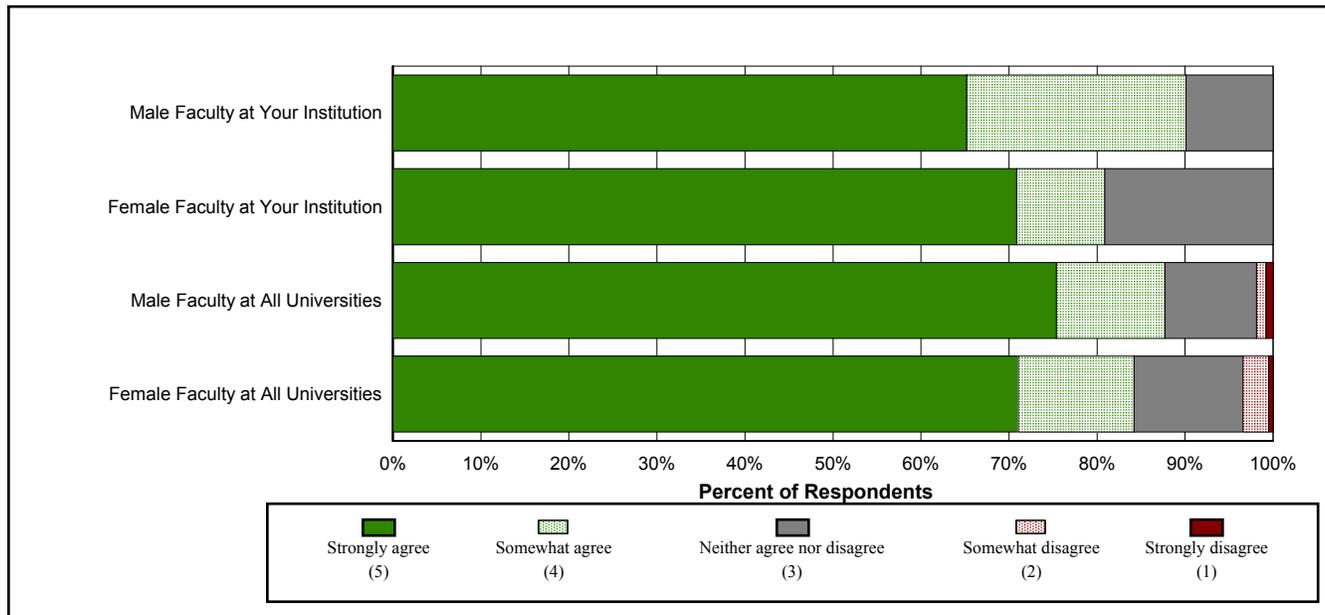
- Within your institution, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.553	0.6719	0.0960	4.360 to 4.746	4.517	0.7993	0.1332	4.247 to 4.788
All Universities (n=9)	4.604	0.1014	0.0338	N/A	4.513	0.1403	0.0468	N/A



Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

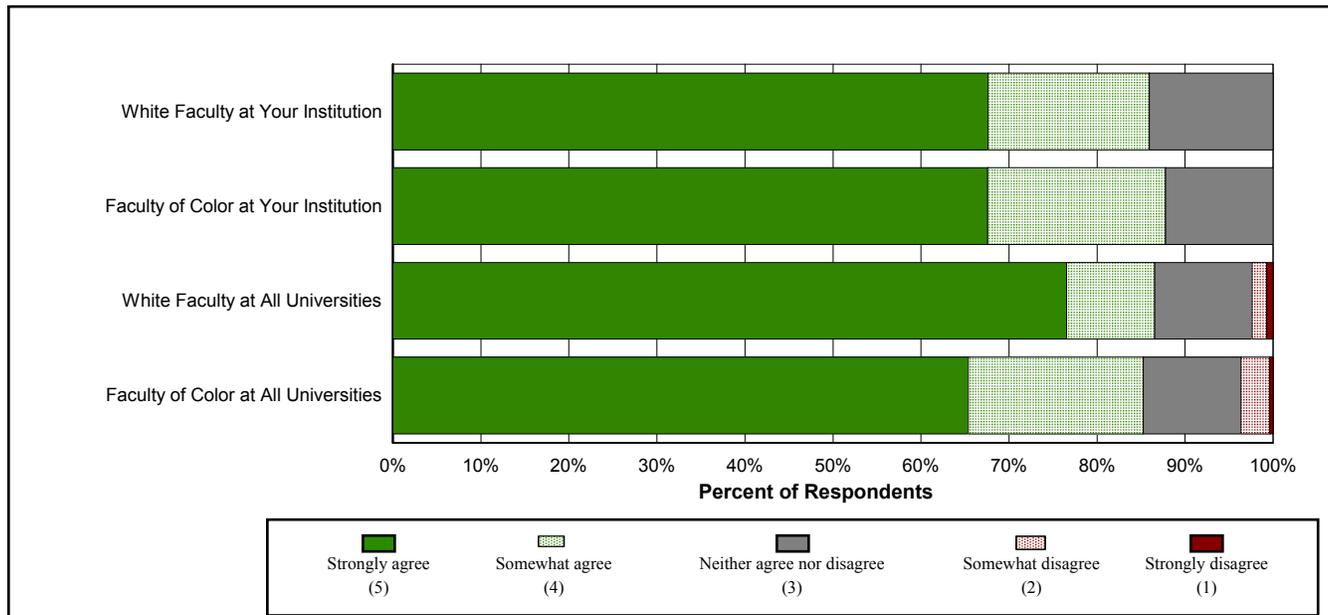
- Within your institution, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.535	0.7283	0.0864	4.363 to 4.708	4.554	0.7319	0.1956	4.131 to 4.976
All Universities (n=9)	4.599	0.1073	0.0358	N/A	4.466	0.1520	0.0507	N/A



COACHE

Theme V
Global Satisfaction

BEST AND WORST ASPECTS

Question 44a. Check the two *best aspects* about working at your institution.

Question 44b. Check the two *worst aspects* about working at your institution.

		# of institutions where item ranked among the top four responses			# of institutions where item ranked among the top four responses	
		YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)		YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)
Overall	1. Geographic location	2	36	1. Quality of graduate students	2	18
	2. My sense of "fit" here	4	53	2. Teaching load	1	27
	3. Support of colleagues	5	42	2. Lack of diversity	1	11
	4. Commute	0	2	4. Too much service/too many assignments	3	23
				4. Lack of support for research/creative work (e.g., leave)	3	37
Male	1. Geographic location	4	40	1. Quality of graduate students	3	27
	2. My sense of "fit" here	4	56	2. Geographic location	3	25
	3. Cost of living	2	28	3. Lack of diversity	1	8
	4. Support of colleagues	3	31	4. Teaching load	0	21
				4. Lack of support for research/creative work (e.g., leave)	1	33
Female	1. Geographic location	3	40	1. Teaching load	1	25
	2. My sense of "fit" here	4	51	2. Lack of diversity	1	19
	3. Support of colleagues	4	46	3. Too much service/too many assignments	2	27
	4. Commute	1	5	4. Lack of support for research/creative work (e.g., leave)	4	36
White Faculty	1. Geographic location	2	37	1. Teaching load	0	29
	2. My sense of "fit" here	5	55	1. Lack of support for research/creative work (e.g., leave)	3	37
	3. Support of colleagues	5	43	1. Quality of graduate students	0	12
	4. Quality of colleagues	4	50	4. Too much service/too many assignments	4	24
				4. Compensation	4	48
Faculty of Color	1. Teaching load	2	20	1. Lack of diversity	3	22
	2. Support of colleagues	3	40	2. Quality of graduate students	2	22
	2. My sense of "fit" here	2	37	3. Geographic location	3	29
	4. Cost of living	4	33	4. Teaching load	0	22

* See Appendix A for percent of respondents choosing each aspect (overall, by gender, and by race).

Question 44a. Please check the two best aspects about working at your institution.

Question 44b. Please check the two worst aspects about working at your institution.

In addition to or instead of checking the two best/worst aspects about working at their institution, some junior faculty provided the following comments:

BEST ASPECTS

- Small town
- My Lab Facilities
- Support from Dean
- Flexibility and opportunities for achievement
- Recent and expected future budget increases
- Nature of my job
- Strong opportunities to connect with the teaching profession in my content area
- amount of library funding
- Overall quality of life at institution and in the area
- Good place to raise children

WORST ASPECTS

- Unfairness with respect to differential tenure standards within the same department and across the University
- This town sucks.
- lack of sufficient staff support for dealing with grants and employees
- Politicization of the business school
- Lack of interruption-free time for research/creative activities
- Lack of funding support for graduate students
- Way too family focused
- lack of clarity about informal/unspoken expectations
- lack of money for administrative support in general
- Lack of intellectual drive
- Post-tenure teaching requirements
- Internal politics/personal differences with colleagues in my area
- No same sex partner benefits
- insufficient travel funds
- Not counting all aspects (teaching, service, scholarship) for tenure and promotion although we claim we look at everything.
- Associate dean without the management skills for the job
- Vestiges of 'small school' mentality

Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

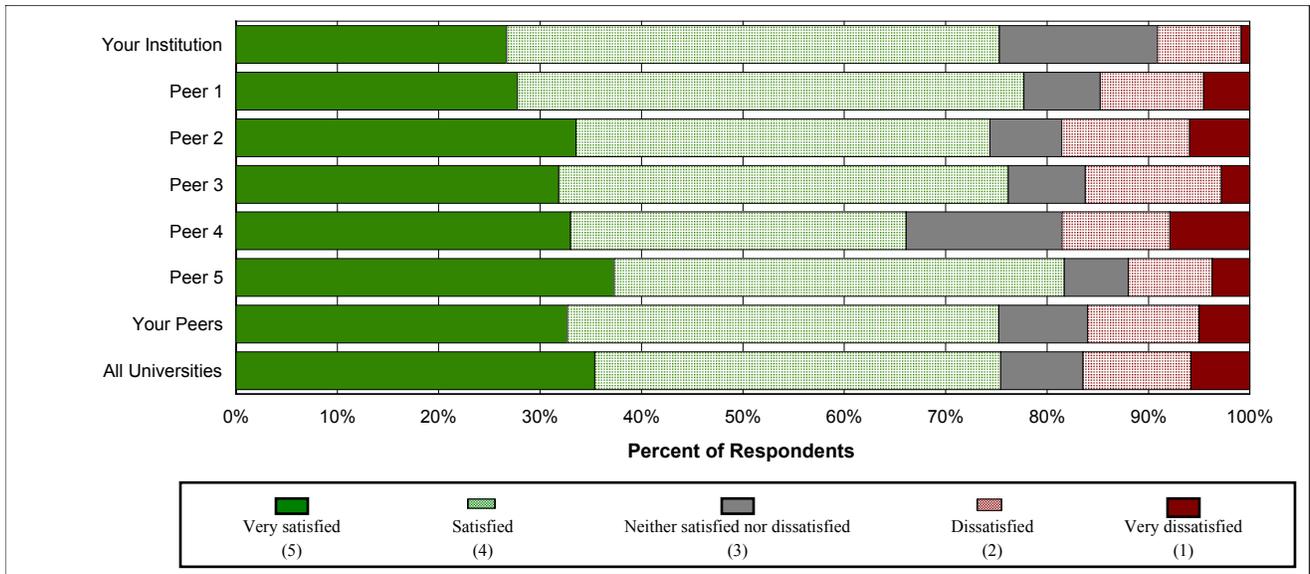
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with their departments as places to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 61st percentile on satisfaction with their departments as places to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.921	0.9112	0.0839	3.755 to 4.087
Faculty at Peer 1	3.862	1.0825	0.0878	3.688 to 4.035
... Peer 2	3.834	1.1951	0.0979	3.641 to 4.028
... Peer 3	3.890	1.0891	0.0766	3.739 to 4.041
... Peer 4	3.727	1.2382	0.1220	3.485 to 3.969
... Peer 5	4.033	1.0696	0.0985	3.838 to 4.228
Your Peers (n=5)	3.869	0.0987	0.0441	N/A
All Universities (n=64)	3.886	0.1824	0.0228	N/A



Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their departments as places to work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with their departments as places to work.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with their departments as places to work.

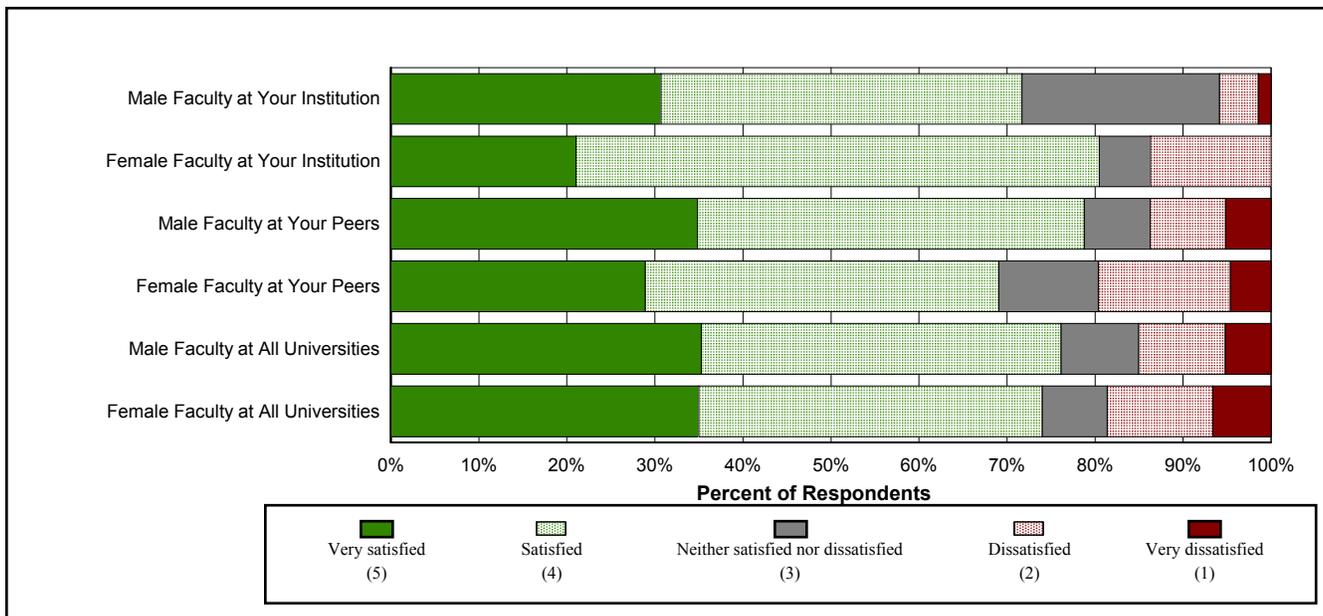
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 59th percentile on satisfaction with their departments as places to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 61st percentile on satisfaction with their departments as places to work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their departments as places to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.950	0.9150	0.1102	3.731 to 4.170	3.878	0.9035	0.1291	3.618 to 4.137
Faculty at Peer 1	3.934	0.9872	0.1065	3.722 to 4.146	3.762	1.1846	0.1458	3.471 to 4.053
... Peer 2	3.766	1.2154	0.1296	3.508 to 4.023	3.924	1.1576	0.1482	3.627 to 4.220
... Peer 3	3.857	1.0726	0.1018	3.655 to 4.059	3.936	1.1074	0.1161	3.705 to 4.167
... Peer 4	3.946	1.2176	0.1455	3.656 to 4.237	3.294	1.1674	0.2032	2.880 to 3.708
... Peer 5	4.229	1.0022	0.1273	3.975 to 4.484	3.769	1.0897	0.1456	3.477 to 4.061
Your Peers (n =5)	3.947	0.1555	0.0695	N/A	3.737	0.2335	0.1044	N/A
All Universities (n=64)	3.911	0.2499	0.0312	N/A	3.838	0.2318	0.0290	N/A



Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their departments as places to work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with their departments as places to work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with their departments as places to work.

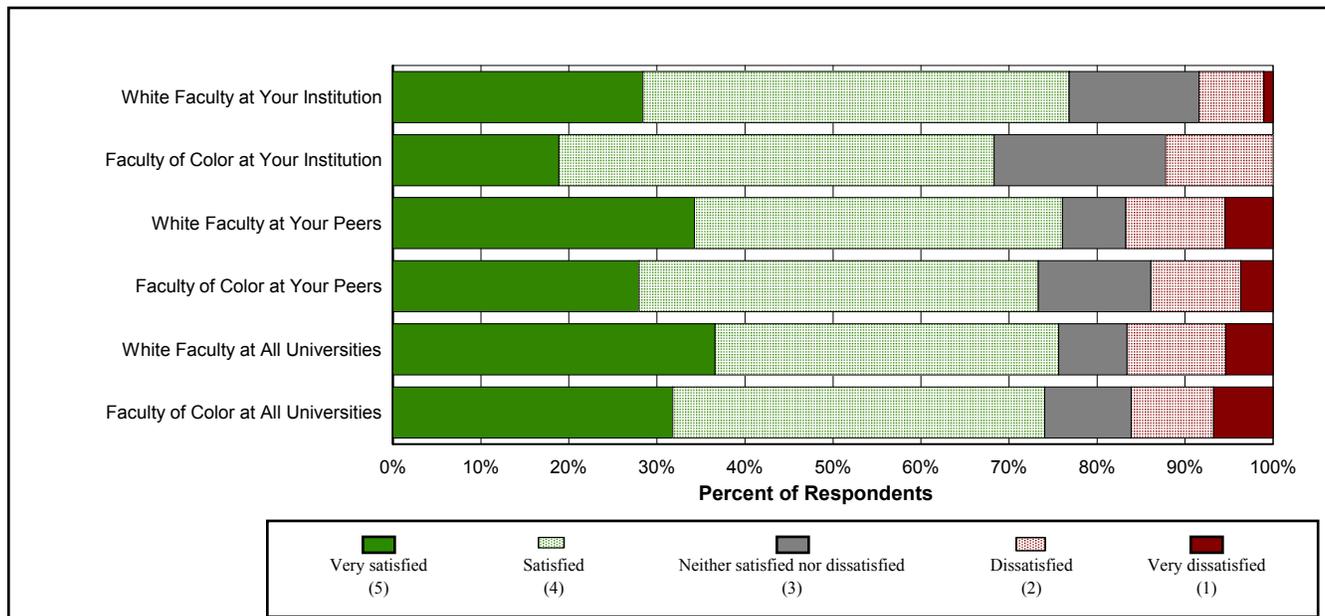
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 63rd percentile on satisfaction with their departments as places to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 41st percentile on satisfaction with their departments as places to work.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with their departments as places to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.958	0.9051	0.0929	3.774 to 4.142	3.749	0.9058	0.1889	3.358 to 4.141
Faculty at Peer 1	3.908	1.1207	0.1054	3.699 to 4.116	3.759	0.9532	0.1526	3.450 to 4.068
... Peer 2	3.845	1.2192	0.1127	3.621 to 4.068	3.802	1.1022	0.1948	3.405 to 4.199
... Peer 3	3.883	1.0822	0.0931	3.699 to 4.067	3.910	1.1027	0.1389	3.633 to 4.188
... Peer 4	3.743	1.2947	0.1457	3.453 to 4.033	3.672	1.0274	0.2097	3.238 to 4.106
... Peer 5	4.029	1.0553	0.1125	3.805 to 4.252	4.044	1.1101	0.2027	3.629 to 4.458
Your Peers (n=5)	3.881	0.0925	0.0414	N/A	3.837	0.1286	0.0575	N/A
All Universities (n=64)	3.902	0.2027	0.0253	N/A	3.830	0.2777	0.0347	N/A



Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

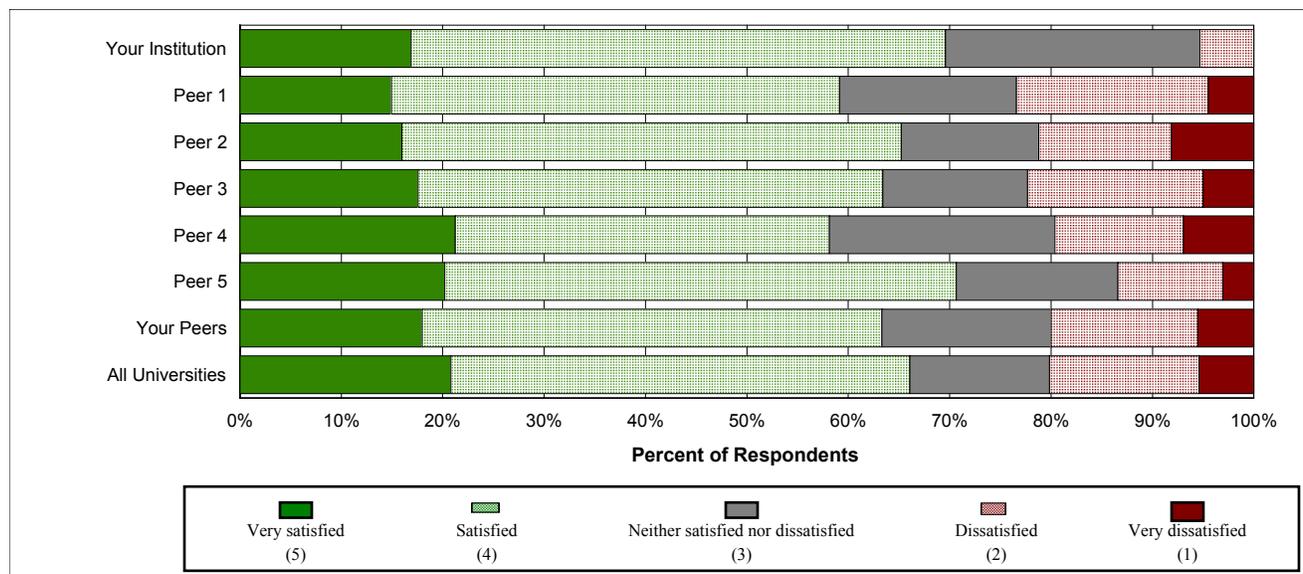
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with their institution as a place to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 80th percentile on satisfaction with their institution as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.812	0.7696	0.0709	3.671 to 3.952
Faculty at Peer 1	3.461	1.0968	0.0887	3.286 to 3.637
... Peer 2	3.518	1.1505	0.0942	3.332 to 3.705
... Peer 3	3.537	1.1165	0.0786	3.382 to 3.692
... Peer 4	3.528	1.1560	0.1139	3.302 to 3.754
... Peer 5	3.744	1.0093	0.0929	3.560 to 3.928
Your Peers (n=5)	3.558	0.0969	0.0433	N/A
All Universities (n=64)	3.613	0.2562	0.0320	N/A



Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with their institution as a place to work.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with their institution as a place to work.

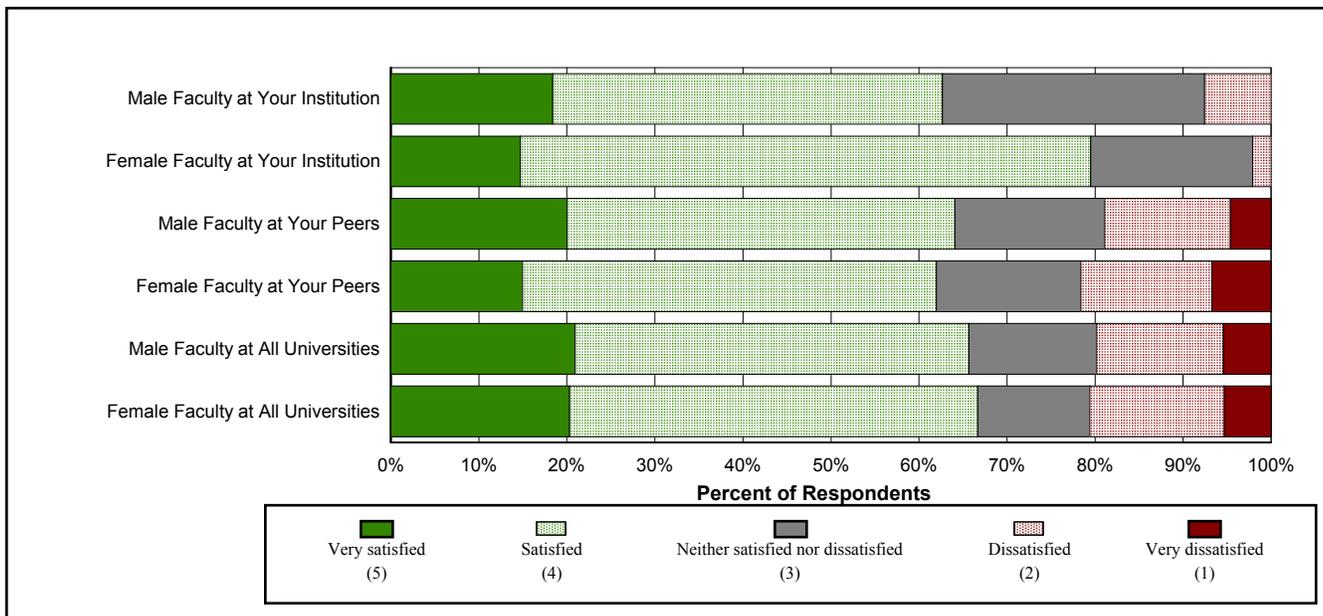
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 67th percentile on satisfaction with their institution as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 88th percentile on satisfaction with their institution as a place to work.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.735	0.8453	0.1018	3.532 to 3.938	3.921	0.6336	0.0905	3.739 to 4.103
Faculty at Peer 1	3.554	1.0149	0.1088	3.337 to 3.770	3.333	1.1888	0.1463	3.040 to 3.625
... Peer 2	3.492	1.1677	0.1245	3.245 to 3.739	3.553	1.1239	0.1439	3.265 to 3.841
... Peer 3	3.556	1.1439	0.1086	3.341 to 3.771	3.511	1.0820	0.1134	3.285 to 3.736
... Peer 4	3.575	1.1658	0.1393	3.297 to 3.853	3.436	1.1306	0.1968	3.035 to 3.836
... Peer 5	3.853	0.9537	0.1211	3.610 to 4.095	3.599	1.0498	0.1403	3.318 to 3.880
Your Peers (n =5)	3.606	0.1265	0.0566	N/A	3.486	0.0937	0.0419	N/A
All Universities (n=64)	3.613	0.2871	0.0359	N/A	3.610	0.2779	0.0347	N/A



Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with their institution as a place to work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with their institution as a place to work.

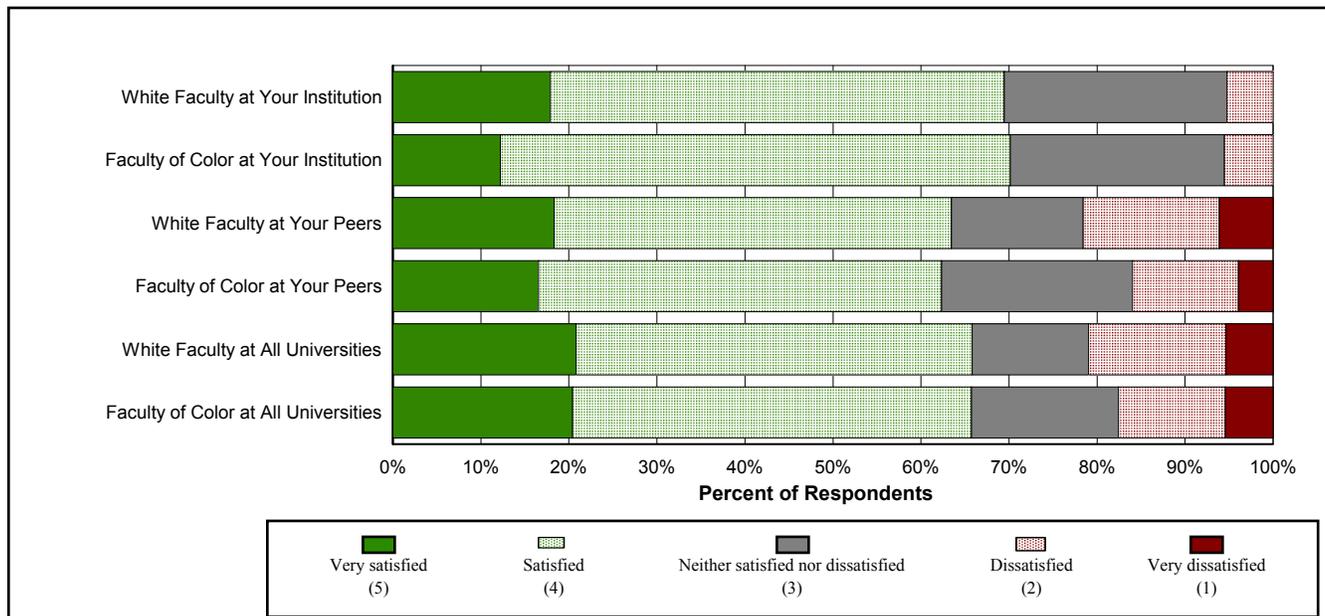
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 75th percentile on satisfaction with their institution as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 66th percentile on satisfaction with their institution as a place to work.

Across all universities:

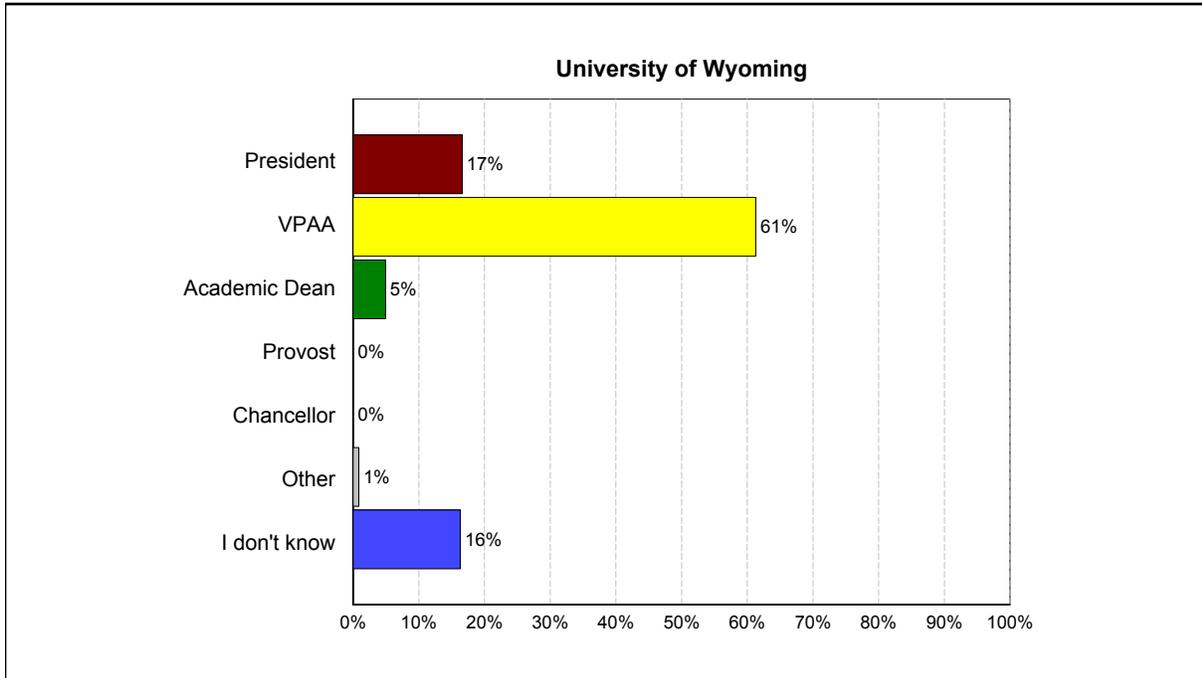
- Across all universities, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.821	0.7811	0.0801	3.662 to 3.980	3.768	0.7197	0.1501	3.457 to 4.080
Faculty at Peer 1	3.530	1.1255	0.1054	3.321 to 3.738	3.306	0.9858	0.1578	2.987 to 3.626
... Peer 2	3.516	1.1592	0.1072	3.304 to 3.729	3.524	1.1176	0.1976	3.121 to 3.927
... Peer 3	3.479	1.1472	0.0987	3.283 to 3.674	3.690	1.0486	0.1321	3.426 to 3.954
... Peer 4	3.604	1.1845	0.1333	3.339 to 3.869	3.269	1.0198	0.2082	2.838 to 3.700
... Peer 5	3.575	1.0645	0.1135	3.349 to 3.800	4.160	0.6368	0.1163	3.922 to 4.397
Your Peers (n=5)	3.541	0.0441	0.0197	N/A	3.590	0.3232	0.1445	N/A
All Universities (n=64)	3.603	0.2728	0.0341	N/A	3.632	0.3169	0.0396	N/A



Question 46a. Who serves as the chief academic officer at your institution? (An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)

OVERALL RESULTS



No peer data on this dimension is included in your report.

Question 46b. Please indicate your level of agreement or disagreement with the following statement: The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.
Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

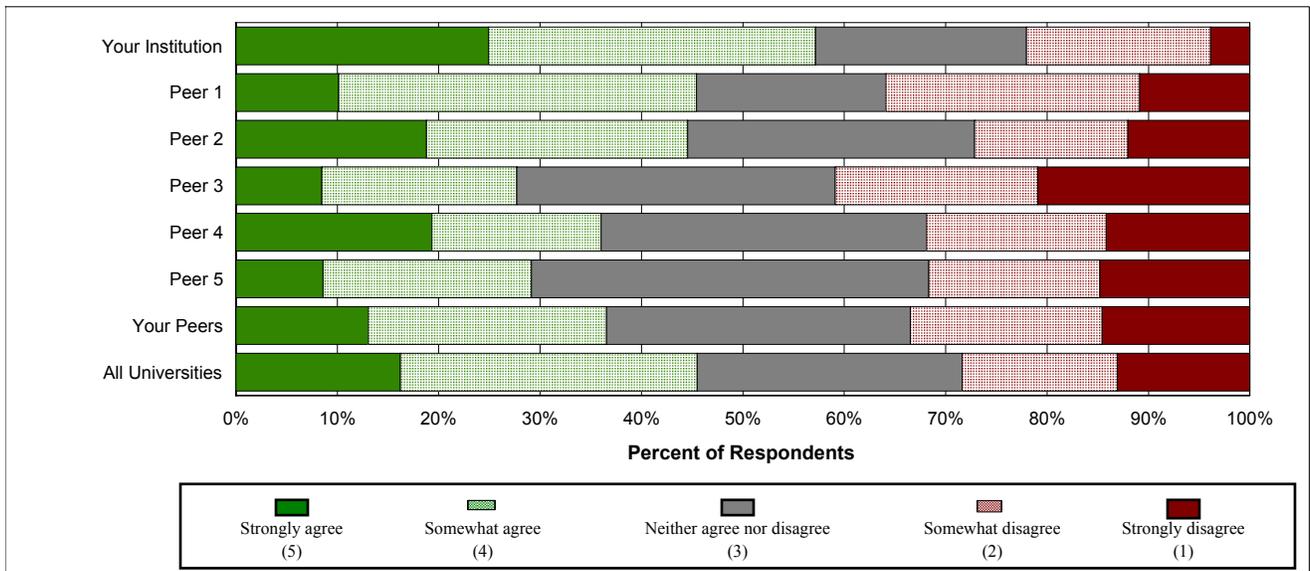
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 91st percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.562	1.1702	0.1308	3.301 to 3.822
Faculty at Peer 1	3.088	1.2125	0.1373	2.815 to 3.361
... Peer 2	3.242	1.2547	0.1361	2.971 to 3.513
... Peer 3	2.744	1.2173	0.1121	2.522 to 2.966
... Peer 4	3.093	1.2935	0.1713	2.750 to 3.436
... Peer 5	2.913	1.1648	0.1504	2.612 to 3.214
Your Peers (n=5)	3.016	0.1715	0.0767	N/A
All Universities (n=64)	3.203	0.3261	0.0408	N/A



Question 46b. Please indicate your level of agreement or disagreement with the following statement: The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

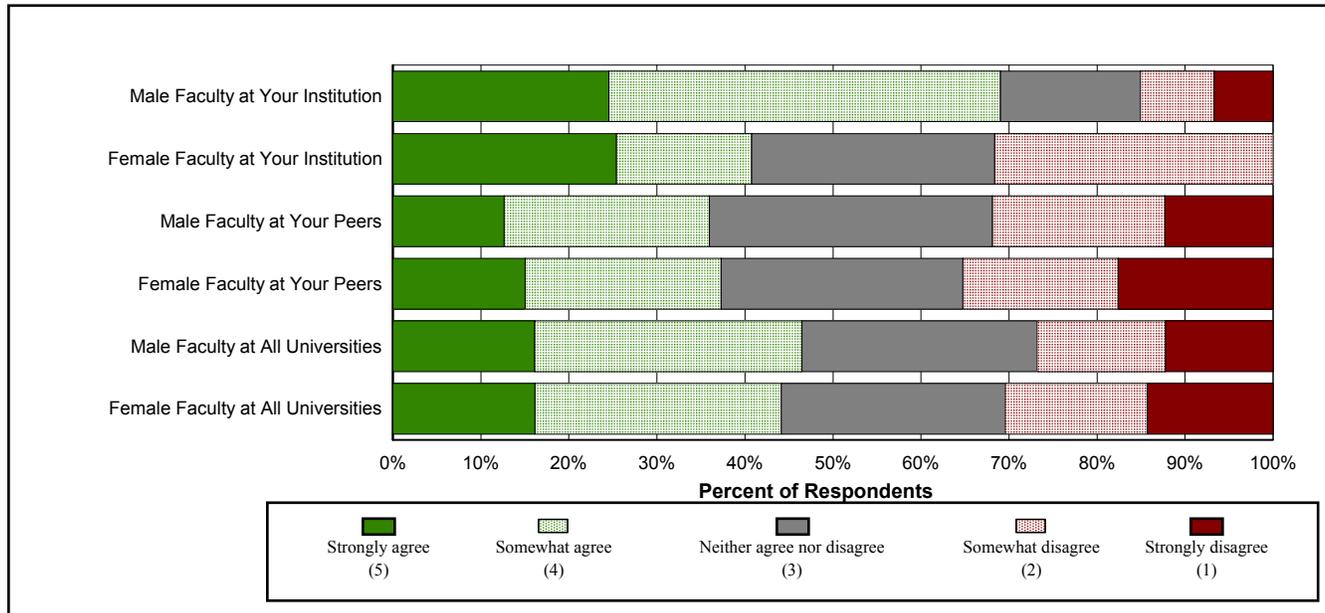
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 67th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.718	1.1313	0.1668	3.382 to 4.054	3.346	1.1853	0.2033	2.932 to 3.759
Faculty at Peer 1	3.118	1.1776	0.1796	2.756 to 3.481	3.049	1.2532	0.2118	2.618 to 3.479
... Peer 2	3.407	1.1911	0.1668	3.072 to 3.742	3.013	1.3061	0.2240	2.558 to 3.469
... Peer 3	2.771	1.2024	0.1437	2.484 to 3.057	2.699	1.2330	0.1780	2.341 to 3.057
... Peer 4	2.998	1.2297	0.1920	2.610 to 3.386	3.319	1.4087	0.3522	2.568 to 4.069
... Peer 5	2.927	1.0882	0.1954	2.528 to 3.326	2.893	1.2414	0.2305	2.420 to 3.365
Your Peers (n =5)	3.044	0.2135	0.0955	N/A	2.995	0.2030	0.0908	N/A
All Universities (n=64)	3.236	0.3307	0.0413	N/A	3.156	0.3959	0.0495	N/A



Question 46b. Please indicate your level of agreement or disagreement with the following statement: The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

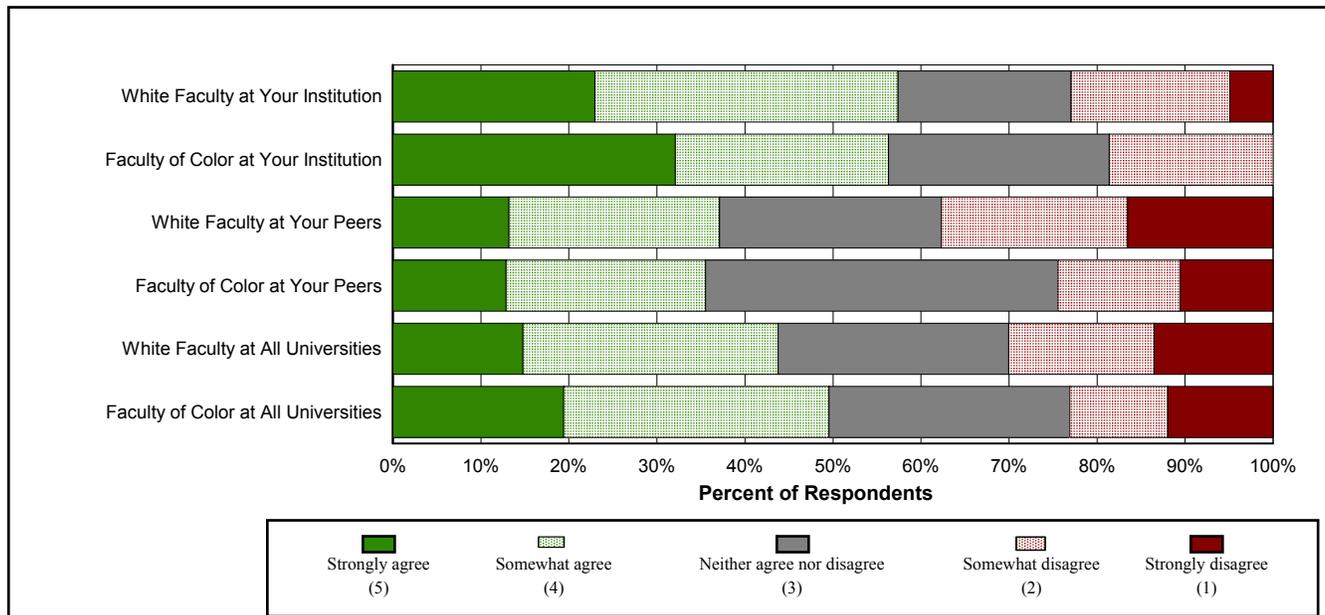
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 88th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 80th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

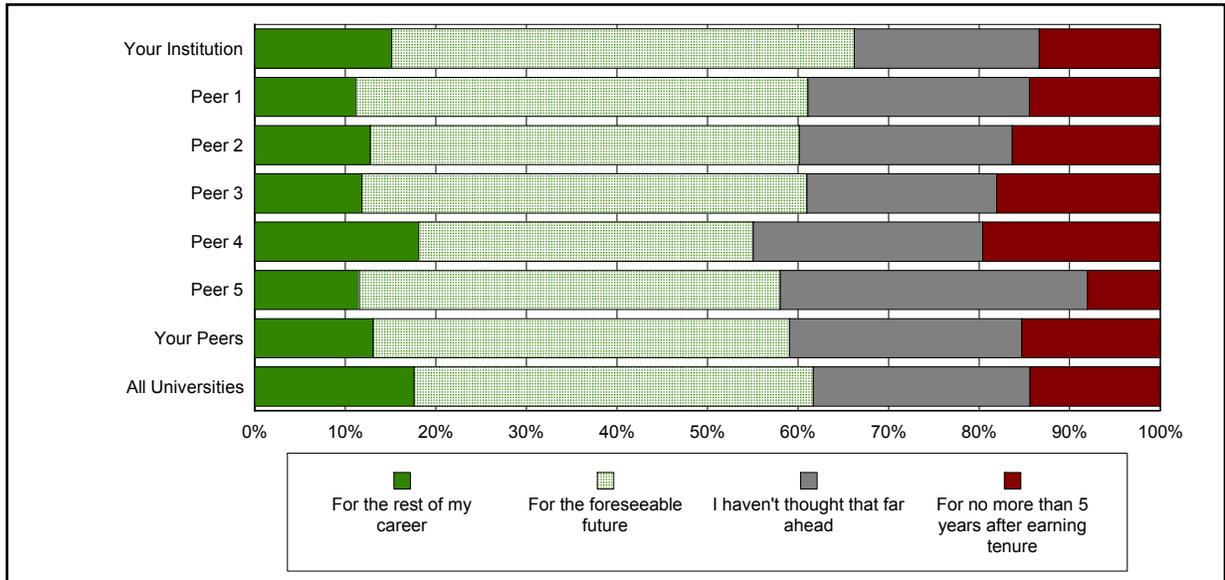
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.525	1.1680	0.1495	3.226 to 3.824	3.698	1.1627	0.2667	3.138 to 4.259
Faculty at Peer 1	3.150	1.2533	0.1705	2.808 to 3.492	2.979	1.0921	0.2229	2.518 to 3.440
... Peer 2	3.195	1.2590	0.1599	2.876 to 3.515	3.348	1.2374	0.2580	2.813 to 3.883
... Peer 3	2.543	1.1762	0.1367	2.270 to 2.815	3.196	1.2018	0.1900	2.812 to 3.581
... Peer 4	3.184	1.3395	0.2118	2.756 to 3.613	2.873	1.1617	0.2817	2.276 to 3.470
... Peer 5	2.731	1.2262	0.1870	2.354 to 3.109	3.275	0.8360	0.2028	2.845 to 3.705
Your Peers (n=5)	2.961	0.2714	0.1214	N/A	3.134	0.1798	0.0804	N/A
All Universities (n=64)	3.150	0.3243	0.0405	N/A	3.339	0.4406	0.0551	N/A



Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

OVERALL RESULTS

	RC	FF	DK	5Y
Your Institution	15%	51%	20%	13%
Faculty at Peer 1	11%	50%	24%	14%
... Peer 2	13%	47%	24%	16%
... Peer 3	12%	49%	21%	18%
... Peer 4	18%	37%	25%	20%
... Peer 5	12%	46%	34%	8%
Your Peers (n=5)	13%	46%	26%	15%
All Universities (n=64)	18%	44%	24%	14%

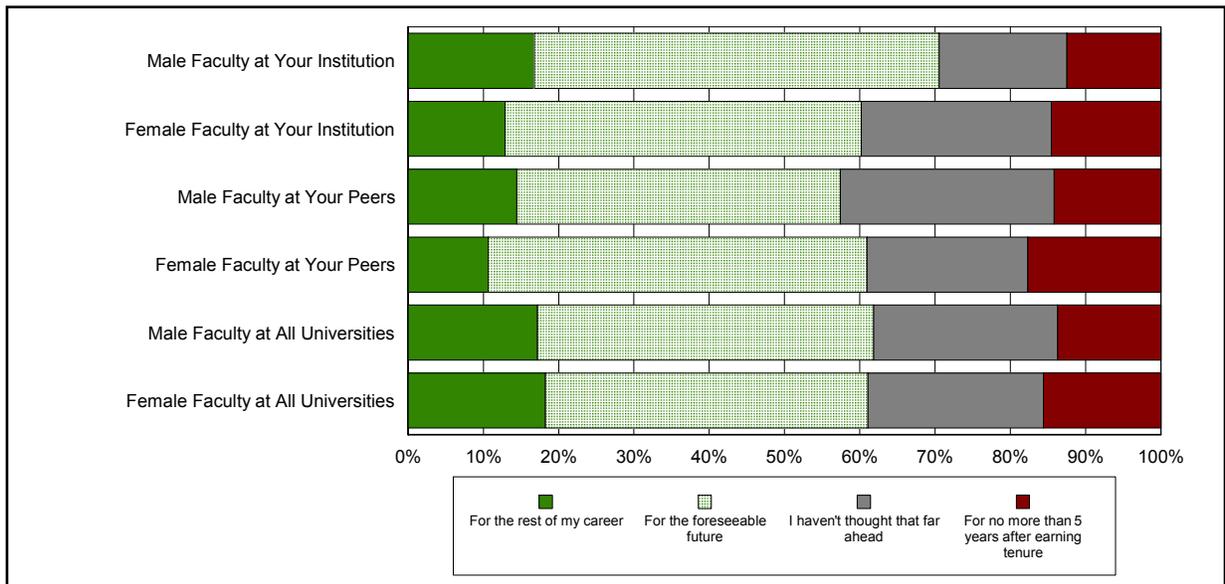


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

GENDER RESULTS

	Males				Females			
	RC	FF	DK	5Y	RC	FF	DK	5Y
Your Institution	17%	54%	17%	12%	13%	47%	25%	15%
Faculty at Peer 1	11%	50%	26%	13%	12%	50%	22%	17%
... Peer 2	15%	41%	29%	15%	10%	55%	16%	18%
... Peer 3	12%	46%	26%	16%	11%	53%	15%	21%
... Peer 4	22%	35%	28%	15%	10%	41%	20%	29%
... Peer 5	13%	42%	33%	12%	10%	52%	35%	3%
Your Peers (n=5)	14%	43%	28%	14%	11%	50%	21%	18%
All Universities (n=64)	17%	45%	24%	14%	18%	43%	23%	16%

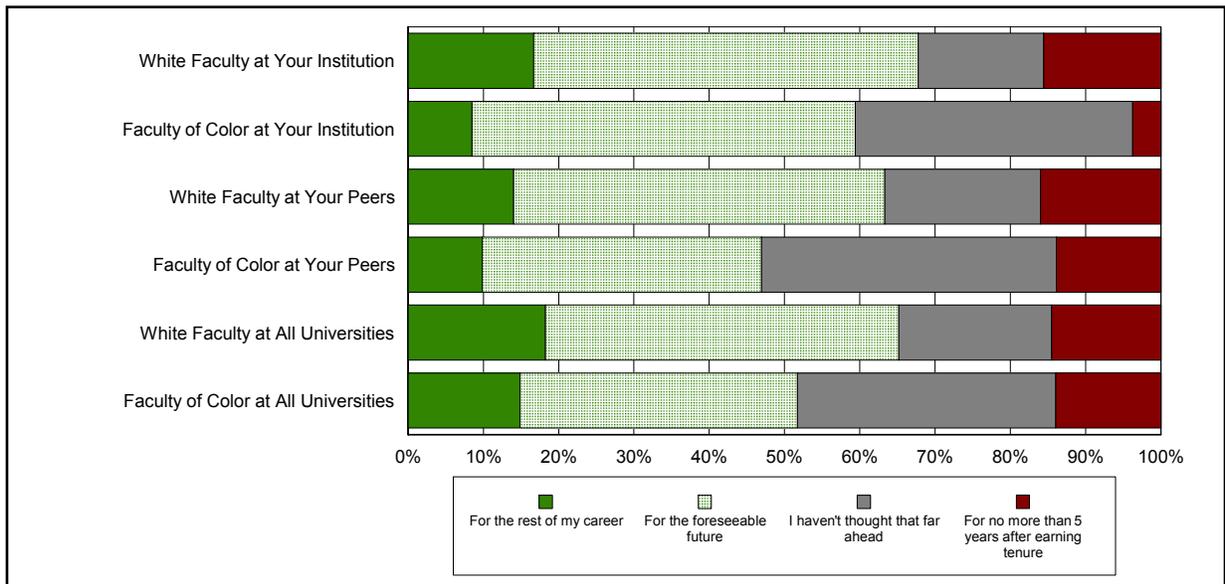


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

RACE RESULTS

	White Faculty				Faculty of Color			
	RC	FF	DK	5Y	RC	FF	DK	5Y
Your Institution	17%	51%	17%	16%	8%	51%	37%	4%
Faculty at Peer 1	12%	51%	21%	16%	8%	47%	33%	12%
... Peer 2	15%	51%	20%	15%	7%	37%	35%	22%
... Peer 3	13%	51%	17%	18%	9%	43%	31%	17%
... Peer 4	21%	40%	18%	20%	8%	27%	48%	17%
... Peer 5	9%	53%	27%	11%	17%	32%	49%	2%
Your Peers (n=5)	14%	49%	21%	16%	10%	37%	39%	14%
All Universities (n=64)	18%	47%	20%	15%	15%	37%	34%	14%



Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

Question 48. Please indicate your level of agreement or disagreement with the following statement: If I could do it over, I would again choose to work at this institution.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

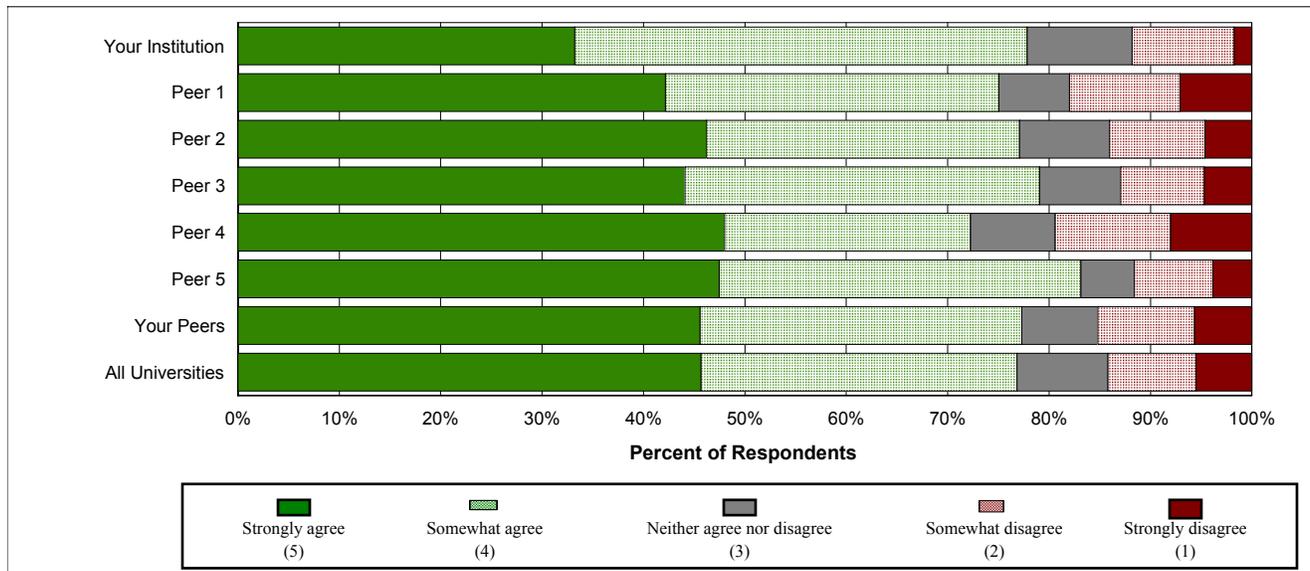
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reporting that if they could do it over, they would again choose to work at this institution.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 34th percentile on reporting that if they could do it over, they would again choose to work at this institution.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.975	0.9954	0.0916	3.794 to 4.157
Faculty at Peer 1	3.922	1.2520	0.1047	3.715 to 4.129
... Peer 2	4.046	1.1652	0.0961	3.856 to 4.236
... Peer 3	4.055	1.1384	0.0809	3.896 to 4.215
... Peer 4	3.929	1.3220	0.1315	3.668 to 4.190
... Peer 5	4.152	1.1006	0.1022	3.949 to 4.354
Your Peers (n=5)	4.021	0.0864	0.0386	N/A
All Universities (n=64)	4.028	0.1984	0.0248	N/A



Question 48. Please indicate your level of agreement or disagreement with the following statement: If I could do it over, I would again choose to work at this institution.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that if they could do it over, they would again choose to work at this institution.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reporting that if they could do it over, they would again choose to work at this institution.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reporting that if they could do it over, they would again choose to work at this institution.

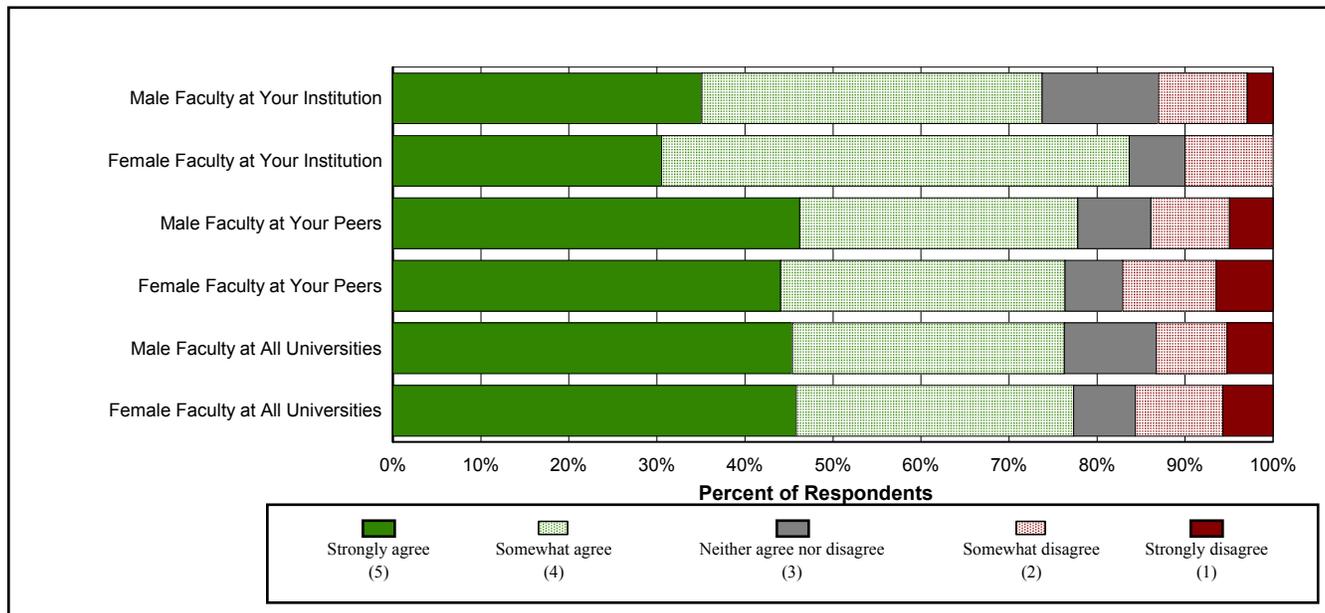
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on reporting that if they could do it over, they would again choose to work at this institution.
- Among female junior faculty at all universities, your female junior faculty ranked in the 52nd percentile on reporting that if they could do it over, they would again choose to work at this institution.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that if they could do it over, they would again choose to work at this institution.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.929	1.0676	0.1285	3.673 to 4.185	4.042	0.8797	0.1257	3.789 to 4.294
Faculty at Peer 1	4.061	1.1584	0.1287	3.805 to 4.317	3.728	1.3433	0.1706	3.387 to 4.070
... Peer 2	3.972	1.2200	0.1301	3.714 to 4.231	4.147	1.0706	0.1394	3.868 to 4.426
... Peer 3	4.008	1.1069	0.1051	3.800 to 4.216	4.123	1.1748	0.1259	3.873 to 4.373
... Peer 4	4.002	1.3310	0.1591	3.685 to 4.320	3.773	1.2879	0.2313	3.300 to 4.245
... Peer 5	4.214	0.9677	0.1249	3.964 to 4.464	4.072	1.2227	0.1634	3.744 to 4.399
Your Peers (n =5)	4.052	0.0860	0.0385	N/A	3.969	0.1801	0.0805	N/A
All Universities (n=64)	4.032	0.2289	0.0286	N/A	4.018	0.2436	0.0305	N/A



Question 48. Please indicate your level of agreement or disagreement with the following statement: If I could do it over, I would again choose to work at this institution.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that if they could do it over, they would again choose to work at this institution.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reporting that if they could do it over, they would again choose to work at this institution.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on reporting that if they could do it over, they would again choose to work at this institution.

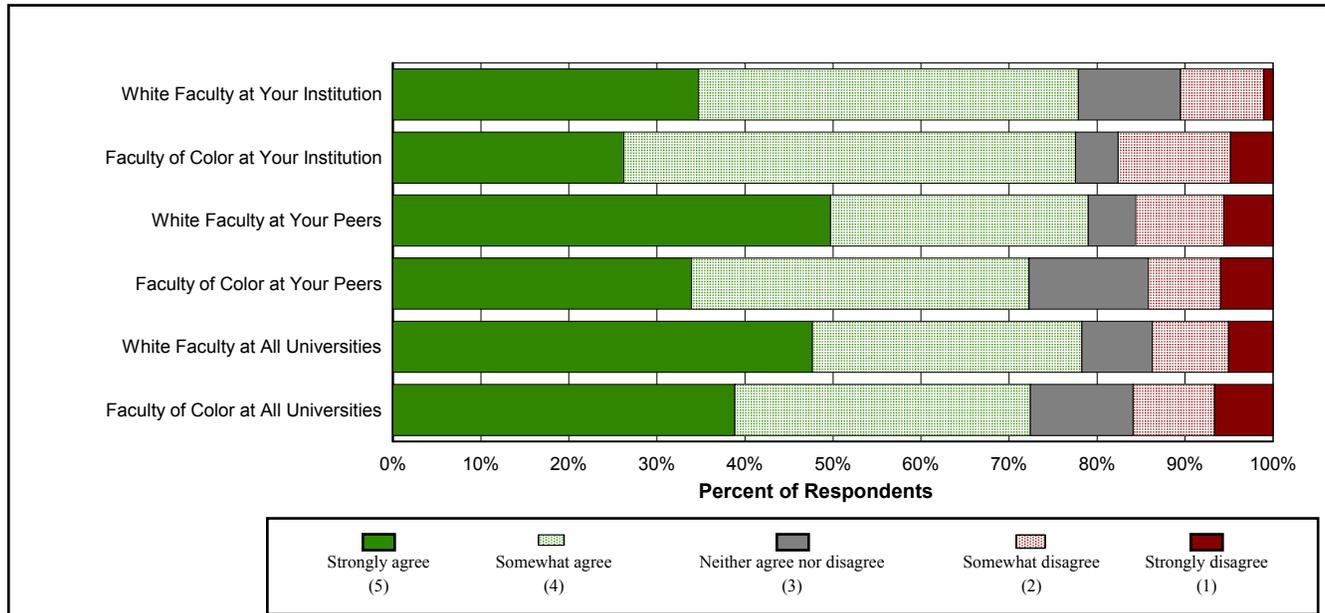
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 34th percentile on reporting that if they could do it over, they would again choose to work at this institution.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 36th percentile on reporting that if they could do it over, they would again choose to work at this institution.

Across all universities:

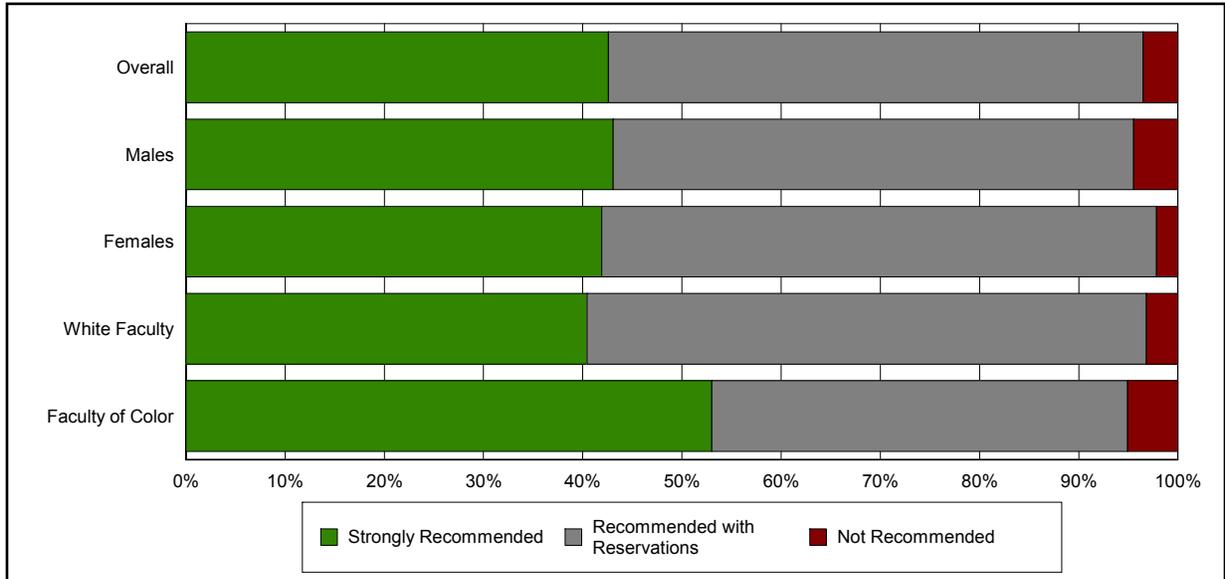
- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that if they could do it over, they would again choose to work at this institution.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.011	0.9678	0.0993	3.813 to 4.208	3.813	1.0896	0.2272	3.342 to 4.285
Faculty at Peer 1	4.025	1.2529	0.1211	3.785 to 4.265	3.683	1.2054	0.2009	3.276 to 4.091
... Peer 2	4.134	1.1885	0.1113	3.914 to 4.355	3.793	1.0374	0.1806	3.425 to 4.161
... Peer 3	4.051	1.1524	0.0999	3.854 to 4.249	4.065	1.1303	0.1447	3.776 to 4.355
... Peer 4	4.030	1.2754	0.1444	3.743 to 4.318	3.565	1.4089	0.2938	2.956 to 4.175
... Peer 5	4.135	1.1561	0.1232	3.890 to 4.380	4.196	0.9007	0.1702	3.847 to 4.545
Your Peers (n=5)	4.075	0.0494	0.0221	N/A	3.861	0.2356	0.1054	N/A
All Universities (n=64)	4.071	0.2125	0.0266	N/A	3.887	0.2639	0.0330	N/A



Question 49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you: *Strongly recommend your department as a place to work; Recommend your department with reservations; Not recommend your department as a place to work.*

- Within your institution, there were no significant gender differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.
- Within your institution, there were no significant race differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.



ACADEMIC AREA RESULTS

	Strongly recommended	Recommended w/reservations	Not recommended
Humanities	21%	69%	10%
Social Sciences	29%	71%	0%
Physical Sciences	23%	77%	0%
Biological Sciences	86%	14%	0%
Visual & Performing Arts	42%	58%	0%
Engineering/Comp Sci/Math/Stats	19%	68%	13%
Health & Human Ecology	-	-	-
Agri/Nat Resources/Env Sciences	25%	75%	0%
Business	67%	17%	17%
Education	87%	13%	0%
Medical/Health Professions	40%	60%	0%
Other Professions	49%	51%	0%

Note:

- * indicates less than 5 faculty responded from an academic area
- indicates no faculty responded from an academic area

Question 50. How do you rate your institution as a place for junior faculty to work?

Great (5); Good (4); So-so (3); Bad (2); Awful (1)

OVERALL RESULTS

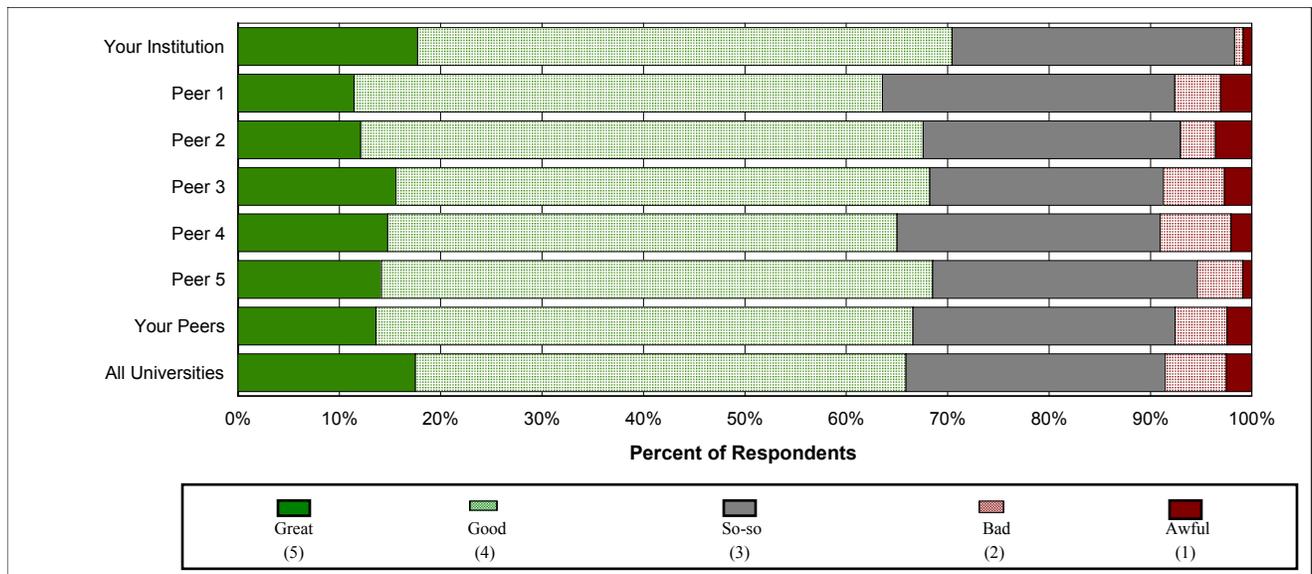
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on rating their institution as a place for junior faculty to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 75th percentile on rating their institution as a place for junior faculty to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.856	0.7366	0.0675	3.722 to 3.990
Faculty at Peer 1	3.644	0.8570	0.0695	3.506 to 3.781
... Peer 2	3.691	0.8576	0.0712	3.550 to 3.832
... Peer 3	3.724	0.8961	0.0635	3.599 to 3.849
... Peer 4	3.687	0.8797	0.0880	3.513 to 3.862
... Peer 5	3.764	0.7832	0.0721	3.621 to 3.907
Your Peers (n=5)	3.702	0.0402	0.0180	N/A
All Universities (n=64)	3.723	0.2202	0.0275	N/A



Question 50. How do you rate your institution as a place for junior faculty to work?

Great (5); Good (4); So-so (3); Bad (2); Awful (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's ratings of their institution as a place for junior faculty to work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on rating their institution as a place for junior faculty to work.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on rating their institution as a place for junior faculty to work.

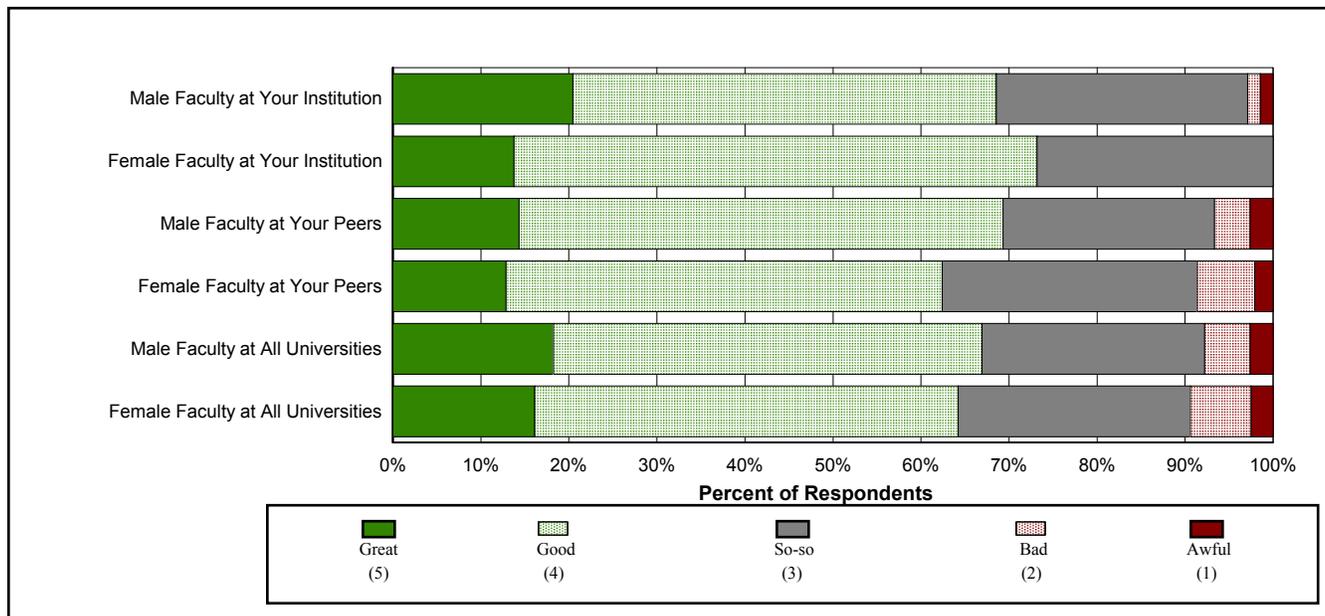
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 72nd percentile on rating their institution as a place for junior faculty to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on rating their institution as a place for junior faculty to work.

Across all universities:

- Across all universities, male junior faculty rated their institution as a place for junior faculty to work more highly than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.847	0.8042	0.0961	3.655 to 4.039	3.870	0.6270	0.0896	3.689 to 4.050
Faculty at Peer 1	3.758	0.8379	0.0903	3.578 to 3.938	3.485	0.8567	0.1055	3.275 to 3.696
... Peer 2	3.667	0.8730	0.0947	3.479 to 3.856	3.721	0.8340	0.1077	3.506 to 3.937
... Peer 3	3.769	0.8731	0.0832	3.604 to 3.934	3.661	0.9213	0.0977	3.467 to 3.855
... Peer 4	3.679	0.8927	0.1075	3.464 to 3.893	3.705	0.8498	0.1526	3.393 to 4.016
... Peer 5	3.845	0.7447	0.0946	3.656 to 4.034	3.656	0.8113	0.1084	3.438 to 3.873
Your Peers (n =5)	3.744	0.0651	0.0291	N/A	3.646	0.0839	0.0375	N/A
All Universities (n=64)	3.748	0.2433	0.0304	N/A	3.684	0.2334	0.0292	N/A



Question 50. How do you rate your institution as a place for junior faculty to work?

Great (5); Good (4); So-so (3); Bad (2); Awful (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's ratings of their institution as a place for junior faculty to work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on rating their institution as a place for junior faculty to work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on rating their institution as a place for junior faculty to work.

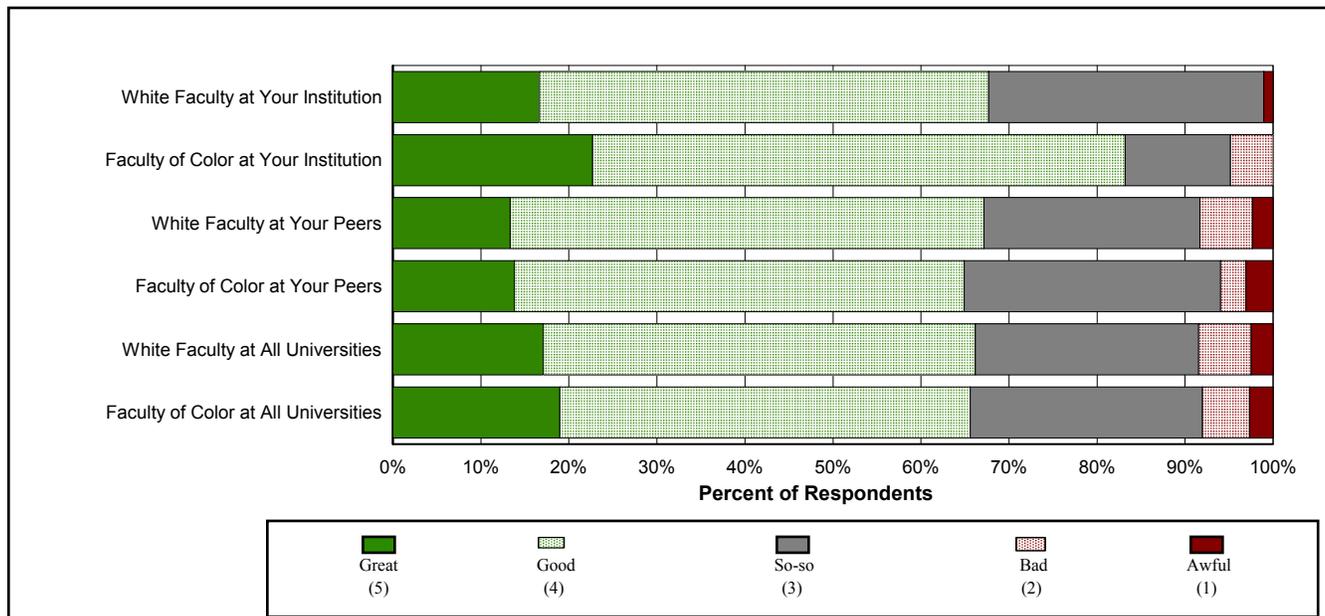
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 72nd percentile on rating their institution as a place for junior faculty to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 88th percentile on rating their institution as a place for junior faculty to work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's ratings of their institution as a place for junior faculty to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.823	0.7359	0.0751	3.674 to 3.972	4.010	0.7223	0.1506	3.698 to 4.323
Faculty at Peer 1	3.616	0.8967	0.0844	3.448 to 3.783	3.707	0.7280	0.1166	3.471 to 3.943
... Peer 2	3.740	0.8383	0.0785	3.584 to 3.895	3.540	0.9101	0.1635	3.206 to 3.874
... Peer 3	3.714	0.9098	0.0783	3.559 to 3.869	3.752	0.8731	0.1127	3.526 to 3.977
... Peer 4	3.736	0.8487	0.0973	3.542 to 3.930	3.527	0.9565	0.1952	3.123 to 3.931
... Peer 5	3.685	0.7937	0.0846	3.517 to 3.853	3.957	0.7063	0.1290	3.694 to 4.221
Your Peers (n=5)	3.698	0.0456	0.0204	N/A	3.697	0.1578	0.0706	N/A
All Universities (n=64)	3.723	0.2324	0.0291	N/A	3.738	0.2799	0.0350	N/A



COACHE

Special Analysis
by Academic Area

COACHE

The Collaborative on Academic Careers in Higher Education

ANALYSIS BY ACADEMIC AREA

The following pages present survey results by academic discipline. This analysis is the result of our efforts to categorize faculty at all COACHE universities into discrete “academic areas” to permit comparison of survey responses across institutions. These definitions arose from a review of structural designations (i.e., schools and colleges, which differ from campus to campus) and CIP codes (which are too narrowly defined for meaningful reporting).

As there is currently no uniform system of nomenclature among the schools and colleges of COACHE institutions, we hope that the following 12 academic areas strike a useful—if imperfect—compromise suitable for this analysis:

- Humanities
- Visual and Performing Arts
- Social Sciences
- Physical Sciences
- Biological Sciences
- Engineering, Computer Science, Mathematics, and Statistics
- Agriculture, Natural Resources, and Environmental Science
- Business
- Education
- Health and Human Ecology
- Medical Schools and Health Professions
- Other Professions, including (among others) Architecture, Journalism, Law, Library

At your institution

The first set of tables shows the relative performance of the academic areas *within your institution*. For each item, your pre-tenure faculty’s mean scores are shown for 12 academic areas, listed in order from highest to lowest mean. To protect the identity of respondents, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from an academic area within an institution) are not reported.

Compared to peers and all COACHE universities

The second set of tables show, for each item, your pre-tenure faculty’s mean score for each academic area as expressed as a ranking among your peers (rank 1 through 6) and as a percentile among all universities for that academic area. Again, to protect the identity of respondents, cells with fewer than five data points are not reported.

If your institution would like to receive custom analyses by school or college, please contact COACHE at coache@gse.harvard.edu.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 19. I find the tenure process in my department to be... <i>Very clear (5)...Very unclear (1)</i>			Question 20. I find the tenure criteria (what things are evaluated) to be... <i>Very clear (5)...Very unclear (1)</i>			Question 21. I find the tenure standards (the performance threshold) to be... <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	4.333	1	Biological Sciences	4.429	1	Biological Sciences	4.286
2	Biological Sciences	4.286	2	Social Sciences	4.015	2	Social Sciences	3.865
3	Social Sciences	4.219	3	Business	4.000	3	Visual & Performing Arts	3.729
4	Humanities	4.089	4	Physical Sciences	3.964	4	Business	3.666
5	Education	3.927	5	Education	3.730	5	Physical Sciences	3.394
6	Engineering/Comp Sci/Math/Stats	3.881	6	Humanities	3.456	6	Education	3.393
7	Physical Sciences	3.824	7	Agri/Nat Resources/Env Sciences	3.375	7	Medical/Health Professions	3.300
8	Visual & Performing Arts	3.729	8	Medical/Health Professions	3.300	8	Humanities	3.114
9	Medical/Health Professions	3.700	9	Other Professions	3.292	9	Other Professions	2.999
10	Other Professions	3.692	10	Visual & Performing Arts	3.271	10	Engineering/Comp Sci/Math/Stats	2.940
11	Agri/Nat Resources/Env Sciences	3.375	11	Engineering/Comp Sci/Math/Stats	3.106	11	Agri/Nat Resources/Env Sciences	2.875
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 22. I find the body of evidence that will be considered in making my tenure decision to be... <i>Very clear (5)...Very unclear (1)</i>			Question 23. My sense of whether or not I will achieve tenure is... <i>Very clear (5)...Very unclear (1)</i>			Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.143	1	Business	4.333	1	Biological Sciences	4.429
2	Education	3.766	2	Humanities	4.152	2	Social Sciences	4.015
3	Physical Sciences	3.736	3	Biological Sciences	4.143	3	Business	3.833
4	Business	3.666	4	Agri/Nat Resources/Env Sciences	4.000	4	Physical Sciences	3.824
5	Humanities	3.633	5	Medical/Health Professions	3.800	5	Visual & Performing Arts	3.729
6	Visual & Performing Arts	3.542	6	Engineering/Comp Sci/Math/Stats	3.702	6	Humanities	3.709
7	Social Sciences	3.525	7	Physical Sciences	3.596	7	Agri/Nat Resources/Env Sciences	3.500
8	Other Professions	3.429	8	Social Sciences	3.542	8	Engineering/Comp Sci/Math/Stats	3.444
9	Medical/Health Professions	3.400	9	Other Professions	3.510	9	Education	3.409
10	Agri/Nat Resources/Env Sciences	3.375	10	Education	3.341	10	Medical/Health Professions	3.400
11	Engineering/Comp Sci/Math/Stats	3.344	11	Visual & Performing Arts	3.271	11	Other Professions	3.353
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher? <i>Very clear (5)...Very unclear (1)</i>			Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor? <i>Very clear (5)...Very unclear (1)</i>			Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	4.187	1	Physical Sciences	3.746	1	Biological Sciences	3.714
2	Physical Sciences	3.974	2	Medical/Health Professions	3.400	2	Physical Sciences	3.508
3	Education	3.874	3	Engineering/Comp Sci/Math/Stats	3.225	3	Business	3.500
4	Engineering/Comp Sci/Math/Stats	3.761	4	Visual & Performing Arts	3.118	4	Other Professions	3.307
5	Biological Sciences	3.714	5	Biological Sciences	3.000	5	Visual & Performing Arts	3.279
6	Business	3.666	6	Social Sciences	2.928	6	Medical/Health Professions	3.200
7	Social Sciences	3.609	7	Education	2.840	7	Social Sciences	3.136
8	Medical/Health Professions	3.600	8	Other Professions	2.680	8	Engineering/Comp Sci/Math/Stats	3.106
9	Other Professions	3.283	9	Agri/Nat Resources/Env Sciences	2.571	9	Education	2.802
10	Humanities	3.177	10	Humanities	2.114	10	Agri/Nat Resources/Env Sciences	2.749
11	Agri/Nat Resources/Env Sciences	2.833	-	Business	*	11	Humanities	2.355
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen? <i>Very clear (5)...Very unclear (1)</i>			Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)? <i>Very clear (5)...Very unclear (1)</i>			Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)? <i>Very reasonable (5)...Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	3.576	1	Visual & Performing Arts	3.423	1	Physical Sciences	4.456
2	Biological Sciences	3.143	2	Biological Sciences	3.000	2	Biological Sciences	4.286
3	Physical Sciences	3.140	3	Business	3.000	3	Agri/Nat Resources/Env Sciences	4.000
4	Business	3.000	4	Engineering/Comp Sci/Math/Stats	2.748	4	Business	4.000
5	Other Professions	3.000	5	Education	2.731	5	Social Sciences	3.948
6	Engineering/Comp Sci/Math/Stats	2.867	6	Physical Sciences	2.710	6	Visual & Performing Arts	3.847
7	Education	2.803	7	Agri/Nat Resources/Env Sciences	2.625	7	Education	3.731
8	Social Sciences	2.693	8	Medical/Health Professions	2.600	8	Humanities	3.646
9	Medical/Health Professions	2.600	9	Social Sciences	2.536	9	Engineering/Comp Sci/Math/Stats	3.570
10	Agri/Nat Resources/Env Sciences	2.374	10	Other Professions	2.410	10	Other Professions	3.508
11	Humanities	1.690	11	Humanities	1.690	11	Medical/Health Professions	3.500
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague? <i>Very reasonable (5)...Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Physical Sciences	4.088	1	Physical Sciences	3.860	1	Business	4.000
2	Education	4.000	2	Visual & Performing Arts	3.813	2	Physical Sciences	3.798
3	Biological Sciences	3.857	3	Medical/Health Professions	3.600	3	Biological Sciences	3.714
4	Engineering/Comp Sci/Math/Stats	3.821	4	Other Professions	3.488	4	Other Professions	3.680
5	Visual & Performing Arts	3.729	5	Biological Sciences	3.429	5	Medical/Health Professions	3.600
6	Business	3.667	6	Social Sciences	3.363	6	Social Sciences	3.557
7	Other Professions	3.585	7	Engineering/Comp Sci/Math/Stats	3.344	7	Education	3.535
8	Humanities	3.544	8	Agri/Nat Resources/Env Sciences	3.000	8	Engineering/Comp Sci/Math/Stats	3.523
9	Social Sciences	3.542	9	Education	2.981	9	Visual & Performing Arts	3.360
10	Medical/Health Professions	3.400	10	Humanities	2.835	10	Humanities	3.177
11	Agri/Nat Resources/Env Sciences	3.333	-	Business	*	11	Agri/Nat Resources/Env Sciences	3.000
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 26. I have received consistent messages from senior colleagues about the requirements for tenure. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	3.800	1	Visual & Performing Arts	3.729	1	Biological Sciences	4.286
2	Physical Sciences	3.570	2	Social Sciences	3.464	2	Business	4.166
3	Engineering/Comp Sci/Math/Stats	3.523	3	Physical Sciences	3.456	3	Social Sciences	3.896
4	Other Professions	3.478	4	Biological Sciences	3.429	4	Education	3.491
5	Biological Sciences	3.429	5	Engineering/Comp Sci/Math/Stats	3.344	5	Physical Sciences	3.394
6	Education	3.284	6	Medical/Health Professions	3.300	6	Humanities	3.151
7	Visual & Performing Arts	3.271	7	Education	3.266	7	Medical/Health Professions	3.000
8	Social Sciences	3.201	8	Agri/Nat Resources/Env Sciences	3.125	8	Agri/Nat Resources/Env Sciences	3.000
9	Medical/Health Professions	3.000	9	Other Professions	3.116	9	Visual & Performing Arts	2.695
10	Humanities	2.901	10	Business	3.000	10	Engineering/Comp Sci/Math/Stats	2.656
11	Agri/Nat Resources/Env Sciences	2.875	10	Humanities	3.000	11	Other Professions	2.445
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 27a. In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.571	1	Business	4.667	1	Business	4.500
2	Agri/Nat Resources/Env Sciences	4.250	2	Education	4.014	2	Education	3.888
3	Social Sciences	4.046	3	Visual & Performing Arts	3.966	3	Agri/Nat Resources/Env Sciences	3.875
4	Physical Sciences	3.964	4	Agri/Nat Resources/Env Sciences	3.875	4	Physical Sciences	3.544
5	Education	3.956	5	Medical/Health Professions	3.700	5	Other Professions	3.540
6	Humanities	3.891	6	Physical Sciences	3.658	6	Humanities	3.380
7	Business	3.667	7	Social Sciences	3.647	7	Engineering/Comp Sci/Math/Stats	3.285
8	Medical/Health Professions	3.333	8	Biological Sciences	3.572	8	Social Sciences	3.120
9	Visual & Performing Arts	3.187	9	Other Professions	3.557	9	Medical/Health Professions	2.900
10	Engineering/Comp Sci/Math/Stats	3.165	10	Humanities	3.380	10	Visual & Performing Arts	2.813
11	Other Professions	3.038	11	Engineering/Comp Sci/Math/Stats	3.311	11	Biological Sciences	2.714
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Education	4.426	1	Business	4.666	1	Biological Sciences	4.571
2	Business	4.334	2	Physical Sciences	3.938	2	Business	4.500
3	Medical/Health Professions	4.300	3	Humanities	3.937	3	Medical/Health Professions	4.400
4	Social Sciences	4.083	4	Education	3.928	4	Education	4.392
5	Engineering/Comp Sci/Math/Stats	4.052	5	Biological Sciences	3.857	5	Humanities	4.380
6	Physical Sciences	4.000	6	Agri/Nat Resources/Env Sciences	3.667	6	Physical Sciences	4.316
7	Visual & Performing Arts	3.882	7	Other Professions	3.506	7	Visual & Performing Arts	4.271
8	Biological Sciences	3.857	8	Medical/Health Professions	3.500	8	Engineering/Comp Sci/Math/Stats	4.255
9	Agri/Nat Resources/Env Sciences	3.833	9	Social Sciences	3.324	9	Agri/Nat Resources/Env Sciences	4.167
10	Humanities	3.735	10	Visual & Performing Arts	3.306	10	Social Sciences	4.166
11	Other Professions	3.624	11	Engineering/Comp Sci/Math/Stats	2.914	11	Other Professions	4.005
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	4.833	1	Social Sciences	4.203	1	Education	3.933
2	Biological Sciences	4.714	2	Business	4.166	2	Visual & Performing Arts	3.581
3	Medical/Health Professions	4.700	3	Humanities	4.114	3	Biological Sciences	3.500
4	Humanities	4.646	4	Medical/Health Professions	4.100	4	Medical/Health Professions	3.444
5	Social Sciences	4.557	5	Education	4.070	5	Humanities	3.355
6	Physical Sciences	4.544	6	Biological Sciences	4.000	6	Social Sciences	3.286
7	Education	4.517	7	Physical Sciences	3.938	7	Physical Sciences	3.202
8	Agri/Nat Resources/Env Sciences	4.334	8	Other Professions	3.859	8	Other Professions	3.200
9	Visual & Performing Arts	4.173	9	Visual & Performing Arts	3.827	9	Engineering/Comp Sci/Math/Stats	3.165
10	Engineering/Comp Sci/Math/Stats	4.127	10	Engineering/Comp Sci/Math/Stats	3.605	10	Business	3.000
11	Other Professions	3.958	11	Agri/Nat Resources/Env Sciences	3.500	11	Agri/Nat Resources/Env Sciences	2.833
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Education	3.811	1	Business	4.500	1	Engineering/Comp Sci/Math/Stats	3.493
2	Medical/Health Professions	3.777	2	Agri/Nat Resources/Env Sciences	3.375	2	Biological Sciences	3.429
3	Other Professions	3.515	3	Social Sciences	2.918	3	Humanities	3.300
4	Agri/Nat Resources/Env Sciences	3.375	4	Humanities	2.810	4	Medical/Health Professions	3.223
5	Humanities	3.317	5	Biological Sciences	2.715	5	Education	3.131
6	Social Sciences	3.307	6	Education	2.641	6	Agri/Nat Resources/Env Sciences	3.125
7	Biological Sciences	3.286	7	Engineering/Comp Sci/Math/Stats	2.550	7	Physical Sciences	3.114
8	Engineering/Comp Sci/Math/Stats	3.098	8	Visual & Performing Arts	2.507	8	Social Sciences	3.077
9	Physical Sciences	2.860	9	Physical Sciences	2.456	9	Other Professions	3.077
-	Business	*	10	Medical/Health Professions	2.400	10	Visual & Performing Arts	2.882
-	Health & Human Ecology	*	11	Other Professions	2.200	-	Business	*
-	Visual & Performing Arts	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Humanities	4.797	1	Physical Sciences	3.772	1	Physical Sciences	3.515
2	Social Sciences	4.662	2	Medical/Health Professions	3.700	2	Other Professions	2.979
3	Biological Sciences	4.429	3	Humanities	3.557	3	Social Sciences	2.928
4	Medical/Health Professions	4.400	4	Social Sciences	3.527	4	Humanities	2.895
5	Business	4.333	5	Education	3.481	5	Business	2.834
6	Agri/Nat Resources/Env Sciences	4.250	6	Other Professions	3.375	6	Medical/Health Professions	2.778
7	Education	4.157	7	Engineering/Comp Sci/Math/Stats	3.190	7	Agri/Nat Resources/Env Sciences	2.750
8	Other Professions	4.123	8	Business	3.166	8	Engineering/Comp Sci/Math/Stats	2.417
9	Engineering/Comp Sci/Math/Stats	4.119	9	Biological Sciences	3.000	9	Education	2.395
10	Physical Sciences	4.000	10	Agri/Nat Resources/Env Sciences	2.625	10	Biological Sciences	2.143
11	Visual & Performing Arts	3.847	11	Visual & Performing Arts	1.729	-	Health & Human Ecology	*
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Visual & Performing Arts	*

Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service: Clerical/administrative services. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	4.833	1	Physical Sciences	3.632	1	Visual & Performing Arts	4.187
2	Visual & Performing Arts	4.305	2	Engineering/Comp Sci/Math/Stats	3.444	2	Physical Sciences	4.114
3	Humanities	4.266	3	Business	3.400	3	Business	4.000
4	Education	4.197	4	Other Professions	3.296	4	Engineering/Comp Sci/Math/Stats	3.937
5	Physical Sciences	3.871	5	Biological Sciences	3.286	5	Biological Sciences	3.833
6	Social Sciences	3.670	6	Visual & Performing Arts	3.050	6	Education	3.802
7	Medical/Health Professions	3.500	7	Agri/Nat Resources/Env Sciences	3.000	7	Agri/Nat Resources/Env Sciences	3.600
8	Other Professions	3.445	8	Humanities	2.945	8	Social Sciences	3.508
9	Agri/Nat Resources/Env Sciences	3.374	9	Education	2.912	9	Other Professions	3.342
10	Biological Sciences	3.286	10	Medical/Health Professions	2.889	10	Medical/Health Professions	3.300
11	Engineering/Comp Sci/Math/Stats	3.013	11	Social Sciences	2.722	11	Humanities	3.279
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service: Computing services. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 35a. My institution does what it can to make having children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 35b. My institution does what it can to make raising children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Agri/Nat Resources/Env Sciences	3.857	1	Engineering/Comp Sci/Math/Stats	3.667	1	Engineering/Comp Sci/Math/Stats	3.445
2	Other Professions	3.831	2	Humanities	3.420	2	Humanities	3.420
3	Engineering/Comp Sci/Math/Stats	3.746	3	Visual & Performing Arts	3.291	3	Visual & Performing Arts	3.291
4	Medical/Health Professions	3.600	4	Physical Sciences	3.200	4	Other Professions	2.999
5	Visual & Performing Arts	3.576	5	Social Sciences	3.144	5	Biological Sciences	2.800
6	Humanities	3.570	6	Other Professions	2.999	6	Social Sciences	2.751
7	Education	3.532	7	Biological Sciences	2.800	7	Medical/Health Professions	2.667
8	Physical Sciences	3.202	8	Medical/Health Professions	2.667	8	Education	2.363
9	Social Sciences	3.017	-	Agri/Nat Resources/Env Sciences	*	9	Agri/Nat Resources/Env Sciences	2.000
10	Business	3.000	-	Business	*	-	Business	*
11	Biological Sciences	2.286	-	Education	*	-	Health & Human Ecology	*
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Physical Sciences	*

Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Humanities	4.103	1	Humanities	4.120	1	Biological Sciences	4.286
2	Engineering/Comp Sci/Math/Stats	3.795	2	Engineering/Comp Sci/Math/Stats	3.796	2	Physical Sciences	4.033
3	Physical Sciences	3.559	3	Physical Sciences	3.732	3	Medical/Health Professions	3.900
4	Social Sciences	3.556	4	Agri/Nat Resources/Env Sciences	3.667	4	Social Sciences	3.846
5	Medical/Health Professions	3.445	5	Social Sciences	3.625	5	Education	3.838
6	Biological Sciences	3.333	6	Education	3.589	6	Engineering/Comp Sci/Math/Stats	3.811
7	Other Professions	3.141	7	Medical/Health Professions	3.556	7	Humanities	3.792
8	Visual & Performing Arts	2.999	8	Biological Sciences	3.333	8	Agri/Nat Resources/Env Sciences	3.667
-	Agri/Nat Resources/Env Sciences	*	9	Other Professions	3.141	9	Other Professions	3.392
-	Business	*	10	Visual & Performing Arts	2.559	10	Visual & Performing Arts	2.385
-	Education	*	-	Business	*	-	Business	*
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Physical Sciences	3.886	1	Business	4.000	1	Social Sciences	4.548
2	Social Sciences	3.799	2	Agri/Nat Resources/Env Sciences	3.250	2	Business	4.400
3	Engineering/Comp Sci/Math/Stats	3.583	3	Engineering/Comp Sci/Math/Stats	2.986	3	Physical Sciences	4.342
4	Agri/Nat Resources/Env Sciences	3.500	4	Social Sciences	2.984	4	Medical/Health Professions	4.200
5	Visual & Performing Arts	3.458	5	Other Professions	2.954	5	Other Professions	4.129
6	Humanities	3.431	6	Education	2.907	6	Engineering/Comp Sci/Math/Stats	4.106
7	Biological Sciences	3.285	7	Physical Sciences	2.860	7	Education	4.052
8	Other Professions	3.002	8	Biological Sciences	2.857	8	Humanities	3.806
9	Business	2.999	9	Medical/Health Professions	2.800	9	Biological Sciences	3.714
10	Education	2.806	10	Humanities	2.737	10	Visual & Performing Arts	3.236
11	Medical/Health Professions	2.800	11	Visual & Performing Arts	2.083	11	Agri/Nat Resources/Env Sciences	2.500
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.286	1	Business	4.166	1	Business	4.000
2	Business	3.999	2	Biological Sciences	3.857	2	Biological Sciences	3.857
3	Humanities	3.681	3	Social Sciences	3.705	3	Education	3.710
4	Education	3.656	4	Visual & Performing Arts	3.360	4	Social Sciences	3.598
5	Social Sciences	3.525	5	Agri/Nat Resources/Env Sciences	3.250	5	Medical/Health Professions	3.500
6	Visual & Performing Arts	3.423	6	Humanities	3.247	6	Agri/Nat Resources/Env Sciences	3.375
7	Engineering/Comp Sci/Math/Stats	3.311	7	Education	3.246	7	Visual & Performing Arts	3.360
8	Physical Sciences	3.187	8	Medical/Health Professions	3.200	8	Humanities	3.209
9	Other Professions	3.172	9	Physical Sciences	3.058	9	Other Professions	3.140
10	Medical/Health Professions	3.000	10	Other Professions	2.785	10	Physical Sciences	3.052
11	Agri/Nat Resources/Env Sciences	2.750	11	Engineering/Comp Sci/Math/Stats	2.712	11	Engineering/Comp Sci/Math/Stats	3.014
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	4.235	1	Medical/Health Professions	4.500	1	Medical/Health Professions	4.500
2	Biological Sciences	4.000	2	Physical Sciences	4.088	2	Social Sciences	4.385
3	Business	4.000	3	Social Sciences	4.083	3	Physical Sciences	4.316
4	Humanities	3.709	4	Business	4.000	4	Biological Sciences	4.286
5	Medical/Health Professions	3.700	5	Biological Sciences	4.000	5	Humanities	4.156
6	Education	3.678	6	Humanities	3.897	6	Other Professions	4.084
7	Physical Sciences	3.622	7	Agri/Nat Resources/Env Sciences	3.857	7	Engineering/Comp Sci/Math/Stats	4.046
8	Other Professions	3.557	8	Other Professions	3.789	8	Business	4.000
9	Engineering/Comp Sci/Math/Stats	3.523	9	Education	3.731	9	Education	3.535
10	Agri/Nat Resources/Env Sciences	3.125	10	Visual & Performing Arts	3.645	10	Agri/Nat Resources/Env Sciences	3.428
11	Visual & Performing Arts	2.884	11	Engineering/Comp Sci/Math/Stats	3.569	11	Visual & Performing Arts	3.251
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 42. On the whole, my institution is collegial. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	4.452	1	Business	4.000	1	Education	4.570
2	Medical/Health Professions	4.200	2	Education	3.979	2	Social Sciences	4.541
3	Biological Sciences	4.143	3	Biological Sciences	3.857	3	Biological Sciences	4.429
4	Education	4.123	4	Social Sciences	3.453	4	Business	4.333
5	Other Professions	3.926	5	Visual & Performing Arts	3.034	5	Other Professions	3.973
6	Agri/Nat Resources/Env Sciences	3.750	6	Physical Sciences	2.938	6	Humanities	3.806
7	Business	3.666	7	Other Professions	2.924	7	Physical Sciences	3.736
8	Engineering/Comp Sci/Math/Stats	3.463	8	Medical/Health Professions	2.700	8	Medical/Health Professions	3.700
9	Humanities	3.334	9	Agri/Nat Resources/Env Sciences	2.499	9	Agri/Nat Resources/Env Sciences	3.625
10	Visual & Performing Arts	3.271	10	Engineering/Comp Sci/Math/Stats	2.417	10	Engineering/Comp Sci/Math/Stats	3.523
11	Physical Sciences	3.254	11	Humanities	2.209	11	Visual & Performing Arts	3.423
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	4.800	1	Medical/Health Professions	4.889	1	Medical/Health Professions	4.875
2	Biological Sciences	4.714	2	Business	4.800	2	Engineering/Comp Sci/Math/Stats	4.852
3	Medical/Health Professions	4.700	3	Engineering/Comp Sci/Math/Stats	4.722	3	Social Sciences	4.700
4	Engineering/Comp Sci/Math/Stats	4.576	4	Biological Sciences	4.714	4	Biological Sciences	4.667
5	Social Sciences	4.505	5	Social Sciences	4.548	5	Physical Sciences	4.667
6	Visual & Performing Arts	4.340	6	Physical Sciences	4.544	6	Education	4.523
7	Education	4.152	7	Other Professions	4.056	7	Other Professions	4.499
8	Other Professions	4.145	8	Humanities	3.969	8	Business	4.400
9	Physical Sciences	4.088	9	Education	3.956	9	Humanities	4.344
10	Agri/Nat Resources/Env Sciences	3.833	10	Visual & Performing Arts	3.942	10	Visual & Performing Arts	4.340
11	Humanities	3.820	11	Agri/Nat Resources/Env Sciences	3.600	11	Agri/Nat Resources/Env Sciences	3.800
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.429	1	Visual & Performing Arts	4.271	1	Visual & Performing Arts	4.121
2	Education	4.396	2	Medical/Health Professions	4.100	2	Engineering/Comp Sci/Math/Stats	3.811
3	Business	4.333	3	Education	4.057	3	Education	3.790
4	Social Sciences	4.146	4	Other Professions	3.923	4	Other Professions	3.728
5	Medical/Health Professions	4.000	5	Biological Sciences	3.857	5	Business	3.600
6	Other Professions	3.909	6	Business	3.833	6	Medical/Health Professions	3.500
7	Physical Sciences	3.710	7	Social Sciences	3.782	7	Physical Sciences	3.476
8	Agri/Nat Resources/Env Sciences	3.625	8	Engineering/Comp Sci/Math/Stats	3.697	8	Humanities	3.420
9	Visual & Performing Arts	3.576	9	Physical Sciences	3.658	9	Agri/Nat Resources/Env Sciences	3.000
10	Engineering/Comp Sci/Math/Stats	3.570	10	Agri/Nat Resources/Env Sciences	3.500	10	Social Sciences	2.838
11	Humanities	3.528	11	Humanities	3.292	-	Biological Sciences	*
-	Health & Human Ecology	*	-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 48. If I could do it over, I would again choose to work at this institution. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 50. How do you rate your institution as a place for junior faculty to work? <i>Great (5)... Awful (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Education	4.415	1	Biological Sciences	4.286
2	Social Sciences	4.145	2	Visual & Performing Arts	4.271
3	Biological Sciences	4.143	3	Humanities	4.014
4	Medical/Health Professions	4.100	4	Education	4.000
5	Business	4.000	5	Business	4.000
6	Humanities	3.986	6	Social Sciences	3.855
7	Other Professions	3.911	7	Other Professions	3.786
8	Agri/Nat Resources/Env Sciences	3.875	8	Agri/Nat Resources/Env Sciences	3.750
9	Physical Sciences	3.842	9	Physical Sciences	3.746
10	Visual & Performing Arts	3.763	10	Medical/Health Professions	3.600
11	Engineering/Comp Sci/Math/Stats	3.583	11	Engineering/Comp Sci/Math/Stats	3.583
-	Health & Human Ecology	*	-	Health & Human Ecology	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 19. I find the tenure process in my department to be...	Peers (n = 6)	1	3	1	5	1	3	-	6	1	4	2	3
	Institutions (n = 64)	73rd	59th	89th	39th	81st	61st	-	64th	95th	72nd	75th	61st
Question 20. I find the tenure criteria (what things are evaluated) to be...	Peers (n = 6)	6	4	3	2	1	6	-	5	1	5	3	3
	Institutions (n = 64)	27th	38th	83rd	56th	88th	11th	-	69th	80th	64th	56th	47th
Question 21. I find the tenure standards (the performance threshold) to be...	Peers (n = 6)	5	1	1	5	1	5	-	6	2	6	2	4
	Institutions (n = 64)	31st	80th	89th	39th	92nd	28th	-	59th	81st	66th	73rd	45th
Question 22. I find the body of evidence that will be considered in making my tenure decision to be...	Peers (n = 6)	3	1	5	4	1	5	-	4	2	4	1	2
	Institutions (n = 64)	50th	58th	34th	59th	86th	31st	-	67th	78th	81st	67th	66th
Question 23. My sense of whether or not I will achieve tenure is...	Peers (n = 6)	1	6	3	4	1	4	-	1	1	6	2	5
	Institutions (n = 64)	88th	14th	31st	39th	80th	50th	-	86th	94th	27th	81st	42nd
Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)?	Peers (n = 6)	5	4	4	3	1	6	-	4	3	6	4	4
	Institutions (n = 64)	39th	58th	58th	38th	75th	22nd	-	67th	59th	36th	48th	42nd
Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?	Peers (n = 6)	6	3	4	1	4	2	-	6	2	5	2	5
	Institutions (n = 64)	9th	77th	41st	55th	59th	45th	-	59th	47th	48th	66th	19th
Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?	Peers (n = 6)	6	4	5	2	4	6	-	6	-	5	1	5
	Institutions (n = 64)	5th	42nd	20th	81st	42nd	33rd	-	58th	-	22nd	77th	31st
Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?	Peers (n = 6)	6	3	5	3	3	5	-	5	1	6	2	3
	Institutions (n = 64)	5th	47th	30th	63rd	83rd	38th	-	67th	70th	23rd	69th	69th
Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?	Peers (n = 6)	6	1	6	4	3	4	-	6	2	6	4	3
	Institutions (n = 64)	3rd	75th	16th	48th	63rd	34th	-	56th	48th	25th	44th	50th
Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)?	Peers (n = 6)	6	1	5	6	3	6	-	6	2	5	4	6
	Institutions (n = 64)	5th	83rd	22nd	36th	67th	23rd	-	67th	58th	34th	50th	28th
Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)?	Peers (n = 6)	4	3	4	3	3	5	-	3	3	4	3	4
	Institutions (n = 64)	31st	63rd	48th	77th	69th	30th	-	84th	70th	61st	55th	55th
Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?	Peers (n = 6)	5	5	5	4	4	5	-	5	4	4	4	5
	Institutions (n = 64)	16th	31st	11th	56th	42nd	33rd	-	64th	27th	47th	44th	30th
Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?	Peers (n = 6)	5	4	4	3	4	6	-	5	-	6	2	2
	Institutions (n = 64)	5th	63rd	23rd	45th	47th	16th	-	58th	-	13th	69th	41st
Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?	Peers (n = 6)	5	4	5	5	4	4	-	6	2	3	1	3
	Institutions (n = 64)	11th	30th	28th	45th	52nd	33rd	-	58th	70th	39th	69th	59th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?	Peers (n = 6)	6	4	6	3	4	3	-	6	1	5	4	4
	Institutions (n = 64)	9th	31st	13th	50th	41st	47th	-	56th	67th	36th	42nd	41st
Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)?	Peers (n = 6)	4	1	5	5	5	5	-	6	4	5	3	6
	Institutions (n = 64)	27th	70th	38th	47th	47th	31st	-	72nd	16th	33rd	55th	25th
Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.	Peers (n = 6)	4	3	1	3	1	6	-	3	1	1	2	6
	Institutions (n = 64)	55th	52nd	89th	61st	89th	34th	-	78th	98th	83rd	80th	45th
Question 27a. In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	Peers (n = 6)	3	3	2	5	1	5	-	1	2	1	2	5
	Institutions (n = 64)	64th	36th	84th	64th	89th	17th	-	92nd	69th	83rd	63rd	39th
Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.	Peers (n = 6)	5	2	3	4	5	6	-	2	1	4	3	4
	Institutions (n = 64)	17th	73rd	30th	44th	44th	20th	-	84th	92nd	75th	58th	33rd
Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.	Peers (n = 1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.	Peers (n = 6)	6	4	3	5	5	6	-	6	3	3	3	5
	Institutions (n = 64)	19th	33rd	39th	44th	34th	30th	-	61st	58th	72nd	78th	20th
Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.	Peers (n = 6)	5	4	6	5	4	6	-	6	2	6	5	4
	Institutions (n = 64)	44th	41st	22nd	44th	67th	14th	-	67th	88th	45th	50th	39th
Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach.	Peers (n = 6)	5	3	4	4	3	3	-	5	1	1	2	5
	Institutions (n = 64)	64th	58th	25th	58th	72nd	63rd	-	73rd	84th	77th	89th	36th
Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach.	Peers (n = 6)	6	6	6	3	2	6	-	6	4	5	1	5
	Institutions (n = 64)	33rd	9th	8th	48th	56th	17th	-	59th	72nd	44th	92nd	14th
Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.	Peers (n = 6)	2	3	1	4	3	6	-	6	3	6	2	3
	Institutions (n = 64)	75th	52nd	80th	48th	67th	22nd	-	58th	75th	59th	70th	47th
Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.	Peers (n = 6)	2	2	1	3	2	5	-	6	3	4	4	5
	Institutions (n = 64)	48th	64th	55th	48th	63rd	50th	-	61st	38th	72nd	55th	44th
Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.	Peers (n = 6)	6	-	5	5	5	6	-	5	-	6	4	4
	Institutions (n = 64)	33rd	-	39th	34th	47th	34th	-	69th	-	45th	56th	38th
Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work.	Peers (n = 6)	2	3	3	6	4	6	-	2	1	4	5	4
	Institutions (n = 64)	55th	66th	56th	23rd	59th	33rd	-	88th	95th	50th	45th	45th
Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find.	Peers (n = 6)	1	2	4	5	2	1	-	2	-	3	2	1
	Institutions (n = 64)	78th	72nd	56th	44th	72nd	91st	-	86th	-	73rd	83rd	72nd

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work.	Peers (n = 6)	2	6	5	6	2	4	-	5	2	6	1	5
	Institutions (n = 64)	88th	22nd	44th	17th	39th	33rd	-	77th	33rd	36th	73rd	34th
Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).	Peers (n = 6)	4	6	4	3	6	4	-	6	5	5	1	1
	Institutions (n = 64)	64th	20th	66th	66th	34th	34th	-	64th	30th	59th	77th	64th
Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	Peers (n = 6)	3	-	4	3	6	6	-	5	2	4	2	3
	Institutions (n = 64)	59th	-	53rd	72nd	22nd	19th	-	70th	47th	34th	67th	58th
Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service: Clerical/administrative services.	Peers (n = 6)	2	3	4	4	5	6	-	6	1	1	1	2
	Institutions (n = 64)	81st	89th	45th	63rd	58th	11th	-	70th	97th	84th	77th	61st
Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.	Peers (n = 6)	3	2	5	3	4	4	-	6	2	5	1	3
	Institutions (n = 64)	44th	56th	30th	66th	55th	64th	-	67th	70th	47th	63rd	70th
Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.	Peers (n = 6)	3	1	4	2	2	1	-	4	1	4	4	4
	Institutions (n = 64)	28th	89th	42nd	81st	67th	84th	-	75th	89th	53rd	58th	39th
Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service: Computing services.	Peers (n = 6)	4	3	6	5	6	3	-	2	5	6	3	1
	Institutions (n = 64)	41st	56th	14th	25th	28th	73rd	-	83rd	20th	36th	67th	61st
Question 35a. My institution does what it can to make having children and the tenure-track compatible.	Peers (n = 6)	1	4	2	4	4	2	-	-	-	-	4	4
	Institutions (n = 64)	89th	81st	67th	58th	53rd	89th	-	-	-	-	59th	72nd
Question 35b. My institution does what it can to make raising children and the tenure-track compatible.	Peers (n = 6)	1	2	3	-	2	2	-	6	-	6	4	2
	Institutions (n = 64)	92nd	91st	50th	-	63rd	91st	-	64th	-	38th	56th	78th
Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	Peers (n = 6)	1	5	4	6	5	2	-	-	-	-	2	6
	Institutions (n = 64)	91st	31st	55th	47th	44th	80th	-	-	-	-	70th	52nd
Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	Peers (n = 6)	1	6	2	5	5	2	-	1	-	3	2	6
	Institutions (n = 64)	89th	23rd	67th	61st	48th	80th	-	89th	-	66th	75th	50th
Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.	Peers (n = 1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Peers (n = 6)	2	1	1	2	3	3	-	4	5	5	4	3
	Institutions (n = 64)	83rd	86th	97th	78th	64th	66th	-	78th	25th	50th	53rd	66th
Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?	Peers (n = 6)	4	4	1	3	4	3	-	1	1	3	4	1
	Institutions (n = 64)	53rd	33rd	70th	58th	56th	63rd	-	97th	89th	61st	64th	67th
Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work.	Peers (n = 6)	4	6	2	3	4	3	-	6	2	4	1	4
	Institutions (n = 64)	27th	13th	81st	66th	31st	66th	-	61st	80th	61st	81st	66th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development.	Peers (n = 6)	4	4	4	5	2	5	-	6	1	4	3	4
	Institutions (n = 64)	53rd	44th	42nd	28th	81st	39th	-	59th	81st	59th	48th	39th
Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty.	Peers (n = 6)	4	4	3	6	3	6	-	4	1	4	2	5
	Institutions (n = 64)	44th	39th	88th	19th	61st	8th	-	73rd	95th	61st	55th	34th
Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.	Peers (n = 6)	5	4	4	6	2	6	-	5	1	5	1	3
	Institutions (n = 64)	30th	33rd	66th	19th	61st	20th	-	73rd	84th	58th	61st	44th
Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.	Peers (n = 6)	5	5	1	5	2	4	-	6	1	4	2	4
	Institutions (n = 64)	39th	14th	88th	31st	78th	39th	-	66th	63rd	50th	67th	52nd
Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.	Peers (n = 6)	3	5	2	4	2	5	-	3	1	6	1	4
	Institutions (n = 64)	52nd	36th	67th	66th	41st	36th	-	84th	59th	33rd	95th	53rd
Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.	Peers (n = 6)	3	6	1	2	2	2	-	6	2	6	1	4
	Institutions (n = 64)	47th	17th	77th	75th	67th	70th	-	67th	52nd	16th	94th	63rd
Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.	Peers (n = 6)	5	5	1	6	2	5	-	3	3	2	1	4
	Institutions (n = 64)	11th	22nd	91st	22nd	72nd	20th	-	78th	44th	77th	89th	58th
Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.	Peers (n = 6)	6	5	5	6	4	6	-	6	1	2	3	4
	Institutions (n = 64)	9th	31st	50th	19th	70th	8th	-	58th	86th	89th	48th	38th
Question 42. On the whole, my institution is collegial.	Peers (n = 1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.	Peers (n = 1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.	Peers (n = 1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.	Peers (n = 1)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Peers (n = 6)	5	4	2	4	1	5	-	6	1	2	1	5
	Institutions (n = 64)	20th	41st	73rd	27th	81st	25th	-	61st	77th	84th	73rd	53rd
Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Peers (n = 6)	3	1	2	5	2	3	-	6	1	3	1	1
	Institutions (n = 64)	34th	89th	73rd	55th	69th	59th	-	66th	66th	81st	81st	75th
Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Peers (n = 6)	1	1	5	3	-	1	-	4	3	3	1	1
	Institutions (n = 64)	84th	86th	27th	64th	-	86th	-	73rd	66th	78th	75th	84th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 48. If I could do it over, I would again choose to work at this institution.	Peers (n = 6)	4	5	3	6	3	5	-	5	2	2	2	5
	Institutions (n = 64)	27th	19th	44th	38th	69th	23rd	-	66th	59th	83rd	72nd	41st
Question 50. How do you rate your institution as a place for junior faculty to work?	Peers (n = 6)	1	1	3	5	1	5	-	5	1	2	2	4
	Institutions (n = 64)	81st	95th	64th	38th	91st	38th	-	75th	81st	88th	64th	53rd

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Appendix A Frequency Tables

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The Collaborative on Academic Careers in Higher Education

APPENDIX A: FREQUENCY TABLES

This appendix consists of frequency distributions for all the closed-ended (i.e., multiple choice) questions in the survey. Whereas the core report presents the average ratings for each question, as well as a bar chart illustrating (but not specifying) frequencies of each response, these tables show the percentage of respondents who gave each response for each question.

The tables are numbered to match the numbers of the survey question:

- Survey questions 1 through 18 are demographic questions. These results are provided for your faculty overall, and are not further broken down into results by sex or race/ethnicity.
- Survey questions 19 through 50 ask about various aspects of the workplace. These results are provided as frequencies overall (indicated as *Table/Question number/-1*), by gender (*-2*), and by race/ethnicity (*-3*).

The components of the tables are described as follows:

Questions 1-18 (Demographic Questions)

- Each table shows a given question's frequencies for respondents at your institution, for respondents at your five peer institutions pooled, and for respondents at all COACHE universities pooled.
- "(%) base" indicates the number of respondents who answered the question, not including those who chose NA (Not Applicable) or Decline to Answer.
- The response choices are listed in the left-most column, and the percent of valid responders who chose each response is listed to the right of each response.
- Below these percentages is listed the number who chose NA or Decline to Answer.

Questions 19-50 (Workplace Questions)

- Each table shows a given question's frequencies for respondents at your institution, for respondents at each of your five peer institutions individually, for your five peer institutions pooled, and for respondents at all COACHE universities pooled.
- The rest of the table for each of these questions is similar to that for each demographic question, but means are also given. The means for "all peers" and for "all universities" are pooled; these means differ from the "mean of the means" reported in the core report in that the means here are calculated by adding each individual's rating and dividing by the total number of responses (i.e., the respondent is the unit of analysis). The means in the core report, on the other hand, are calculated by adding the institutions' means, then dividing by the number of institutions (i.e., the institution is the unit of analysis).

Please note that the percentages for each response sometimes do not add up to exactly 100% due to data weighting and rounding. The data are *weighted* to match the proportion of each race/gender combination (e.g., Hispanic/Latino females) in the survey sample to the population of each institution. (See the *Guide to Your Institutional Report* for an explanation of sample balancing/data weighting and the first page of your *Survey Results* for weight values at your institution.) The number of respondents choosing each response is then rounded to the nearest percentage.

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 1-1

I. Demographics

Q1. Are you employed full-time in a pre-tenure position on the tenure-track?

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	123	742	7355
	100%	100%	100%
Yes	100%	100%	100%
No	0%	0%	0%
Not included in (%) base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 3-1

I. Demographics

Q3. What is the highest degree you have earned?

	Overall		
	Univ Wyom	All Peers	All Univ
	-----	-----	-----
(%) base:	123 100%	741 100%	7335 100%
Doctorate (Ph.D., J.D., M.D., etc.)	89%	93%	93%
Master's	11%	7%	7%
Bachelor's	0%	<1%	<1%
Associate's	0%	0%	0%
Not included in (%) base:			
Decline to Answer	-	1	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 5-1

I. Demographics

Q5. Did you hold a postdoctoral appointment?

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	121	738	7257
	100%	100%	100%
Yes	31%	42%	38%
No	69%	58%	62%
Not included in (%) base:			
Decline to Answer	2	4	98

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6a-1

I. Demographics

Q6a. Is this your first tenure-track appointment?

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	123	740	7317
	100%	100%	100%
Yes	77%	84%	81%
No	23%	16%	19%
Not included in (%) base:			
Decline to Answer	-	2	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6b-1

I. Demographics

Q6b. How many years on the tenure track did you complete elsewhere?

BASE: Not first tenure-track appointment

	Overall		
	Univ Wyom	All Peers	All Univ
	-----	-----	-----
(%) base:	27	115	1376
	100%	100%	100%
1 year or less	11%	15%	11%
2 years	26%	24%	21%
3 years	10%	13%	19%
4 years	19%	16%	14%
5 or more years	19%	19%	22%
Full tenure	15%	13%	13%
Not included in (%) base:			
Decline to Answer	1	2	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6d-1

I. Demographics

Q6d. Did your current faculty appointment begin with credit for prior service elsewhere?

BASE: Not first tenure-track appointment

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	28	114	1353
	100%	100%	100%
Yes	28%	31%	37%
No	72%	69%	63%
Not included in (%) base:			
Decline to Answer	-	3	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6e-1

I. Demographics

Q6e. How many years of credit for prior service elsewhere did you receive?

BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	6	34	460
	100%	100%	100%
1 year or less	48%	28%	19%
2 years	17%	29%	34%
3 years	17%	24%	26%
4 years	17%	9%	9%
5 or more years	0%	9%	13%
Not included in (%) base:			
Decline to Answer	2	2	47

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 7-1

I. Demographics

Q7. Please indicate the year in which your current faculty appointment began.

	Overall		
	Univ Wyom	All Peers	All Univ
	-----	-----	-----
(%) base:	123 100%	740 100%	7299 100%
Before 1999	0%	1%	2%
1999	0%	1%	3%
2000	0%	7%	8%
2001	2%	15%	13%
2002	16%	17%	17%
2003	18%	13%	20%
2004	17%	28%	21%
2005	26%	15%	10%
2006	20%	1%	4%
2007	2%	0%	<1%
Not included in (%) base:			
Decline to Answer	-	2	56

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 8-1

I. Demographics

Q8. What is your rank?

	Overall		
	Univ Wyom	All Peers	All Univ
	-----	-----	-----
(%) base:	122 100%	741 100%	7335 100%
Professor	0%	<1%	1%
Associate Professor	7%	5%	9%
Assistant Professor or Assistant Professor (Conditional)	88%	94%	90%
Instructor/Lecturer	0%	0%	<1%
Other	5%	1%	<1%
Not included in (%) base:			
Decline to Answer	1	1	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 9-1

I. Demographics

Q9. Do you hold a joint appointment or budgetary cross-appointment (formal responsibilities in more than one department)?

	Overall		
	-----	-----	-----
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	123	739	7323
	100%	100%	100%
Yes	6%	11%	10%
No	94%	89%	90%
Not included in (%) base:			
Decline to Answer	-	3	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 11-1

I. Demographics

Q11. What is your race?

	Overall		
	Univ Wyom	All Peers	All Univ
(%) base:	123 100%	742 100%	7355 100%
- White	82%	72%	74%
- NET: Color	18%	28%	26%
Asian, Asian American or Pacific Islander	8%	17%	14%
Hispanic or Latino	4%	6%	4%
Black or African American	2%	4%	6%
American Indian/ Native Alaskan	2%	1%	1%
Multi racial	1%	<1%	<1%
Other	0%	<1%	1%
Visible Minority (Canada)	0%	0%	<1%
Not included in (%) base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 12-1

I. Demographics

Q12. What is your citizenship status?

	Overall		
	Univ Wyom	All Peers	All Univ
	-----	-----	-----
(%) base:	120	725	7188
	100%	100%	100%
- United States	100%	100%	98%
U.S. Citizen	81%	74%	76%
Non-U.S. Citizen	19%	26%	22%
- Canada	0%	0%	2%
Canadian Citizen	0%	0%	1%
Non-Canadian Citizen	0%	0%	1%
Not included in (%) base:			
Decline to Answer	3	17	330

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 13-1

I. Demographics

Q13. What is your gender?

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	123	742	7355
	100%	100%	100%
Male	60%	59%	59%
Female	40%	41%	41%
Not included in (%) base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 14-1

I. Demographics

Q14. Age (In what year were you born?)

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	121	718	7110
	100%	100%	100%
30 or less	3%	4%	4%
31-35	26%	29%	27%
36-40	28%	33%	32%
41-45	19%	18%	17%
46+	23%	17%	19%
MEAN (Age)	40	39	40
Not included in (%) base:			
Decline to Answer	2	24	245

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 15-1

I. Demographics

Q15. What is your annual salary?

	Overall		
	Univ Wyom	All Peers	All Univ
(%) base:	120 100%	721 100%	7102 100%
Less than \$30,000	0%	0%	<1%
\$30,000 to \$44,999	5%	6%	4%
\$45,000 to \$59,999	47%	36%	39%
\$60,000 to \$74,999	32%	34%	27%
\$75,000 to \$89,999	9%	15%	14%
\$90,000 or above	7%	9%	16%
MEAN (In \$1000s)	\$ 64	\$ 67	\$ 69
Not included in (%) base:			
Decline to Answer	3	21	253

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 16a-1

I. Demographics

Q16a. How many children under the age of 18 live with you at home?

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	121	732	7252
	100%	100%	100%
- None	48%	49%	50%
- NET: 1+	52%	51%	50%
1	15%	23%	21%
2	26%	22%	22%
3	8%	4%	6%
4+	2%	1%	1%
MEAN (Including None)	1.0	0.9	0.9
MEAN (Excluding None)	1.9	1.7	1.8
Not included in (%) base:			
Decline to Answer	2	10	103

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 16b-1

I. Demographics

Q16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

	Overall		
	Univ Wyom	All Peers	All Univ
	-----	-----	-----
(%) base:	121	731	7236
	100%	100%	100%
- None	82%	84%	80%
- NET: 1+	18%	16%	20%
1	16%	15%	17%
2	1%	1%	2%
3	0%	1%	1%
4+	0%	<1%	<1%
MEAN (Including None)	0.2	0.2	0.2
MEAN (Excluding None)	1.1	1.2	1.2
Not included in (%) base:			
Decline to Answer	2	11	119

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 17-1

I. Demographics

Q17. Which statement most clearly describes your household's employment situation?

	Overall		
	Univ Wyom	All Peers	All Univ
(%) base:	118	713	7101
	100%	100%	100%
- I do not have a spouse/partner	19%	16%	19%
- NET: Have a spouse/partner	81%	84%	81%
My spouse/partner is not employed	17%	16%	19%
My spouse/partner is employed full-time at this institution	28%	24%	16%
My spouse/partner is employed full-time elsewhere	15%	28%	31%
My spouse/partner is employed part-time at this institution	12%	7%	5%
My spouse/partner is employed part-time elsewhere	10%	9%	10%
Not included in (%) base:			
Decline to Answer	5	29	254

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 18-1

I. Demographics

Q18. Do you and your spouse/partner reside in separate communities for work reasons?

BASE: Have a spouse/partner that is employed

	Overall		
	Univ	All	All
	Wyom	Peers	Univ
	-----	-----	-----
(%) base:	74	471	4346
	100%	100%	100%
Yes	4%	7%	10%
No	96%	93%	90%
Not included in (%) base:			
Decline to Answer	2	-	13
Not applicable	-	8	66

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-1

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process in my department to be...

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		123	-	-	-	-	-	737	7307
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	78%	72%	69%	68%	72%	82%	72%	71%
Very clear	(5)	22%	18%	11%	16%	10%	28%	17%	19%
Fairly clear	(4)	57%	53%	58%	52%	61%	54%	55%	52%
- Neither clear nor unclear	(3)	14%	12%	17%	11%	12%	11%	13%	13%
Fairly unclear	(2)	8%	11%	8%	17%	12%	6%	11%	11%
Very unclear	(1)	0%	5%	5%	4%	4%	1%	4%	5%
- NET: Unclear	(2,1)	8%	16%	13%	21%	16%	7%	15%	16%
Mean		3.916	3.690	3.621	3.596	3.620	4.028	3.695	3.695
Not included in (%) base:									
Decline to Answer		-	1	2	-	-	1	5	48
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-2

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process in my department to be...

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	73	-	-	-	-	-	437	4320	50	-	-	-	-	-	301	2987
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	81%	75%	67%	68%	75%	83%	73%	72%	74%	67%	72%	69%	65%	81%	71%	71%
Very clear (5)	26%	19%	11%	16%	13%	34%	18%	20%	14%	16%	11%	16%	6%	20%	15%	19%
Fairly clear (4)	55%	55%	56%	51%	62%	49%	54%	52%	60%	51%	61%	52%	59%	60%	56%	52%
- Neither clear nor unclear (3)	12%	12%	22%	12%	11%	13%	14%	13%	16%	13%	11%	11%	15%	10%	12%	12%
Fairly unclear (2)	7%	9%	7%	15%	10%	4%	9%	10%	10%	15%	10%	19%	17%	8%	14%	12%
Very unclear (1)	0%	5%	4%	6%	4%	0%	4%	5%	0%	4%	7%	2%	3%	2%	3%	6%
- NET: Unclear (2,1)	7%	14%	11%	21%	14%	4%	14%	15%	10%	20%	17%	20%	20%	10%	18%	18%
Mean	4.003	3.757	3.637	3.571	3.691	4.128	3.731	3.720	3.787	3.591	3.601	3.632	3.484	3.893	3.643	3.660
Not included in (%) base:																
Decline to Answer	-	-	2	-	-	-	2	33	-	1	-	-	-	1	2	15
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-3

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process in my department to be...

	White Faculty								Faculty of Color							
	-----							-----	-----							-----
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101	-	-	-	-	-	537	5403	22	-	-	-	-	-	200	1904
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	78%	69%	68%	72%	72%	80%	72%	72%	80%	77%	75%	57%	70%	86%	72%	71%
Very clear (5)	21%	16%	10%	16%	12%	27%	16%	19%	23%	23%	15%	16%	5%	30%	19%	21%
Fairly clear (4)	57%	53%	57%	56%	60%	53%	56%	53%	57%	54%	60%	42%	65%	56%	53%	50%
- Neither clear nor unclear (3)	13%	11%	19%	6%	11%	12%	12%	12%	16%	15%	12%	24%	17%	9%	16%	15%
Fairly unclear (2)	9%	15%	8%	18%	12%	6%	13%	11%	4%	4%	6%	13%	13%	5%	8%	9%
Very unclear (1)	0%	5%	5%	4%	5%	1%	4%	5%	0%	3%	7%	5%	0%	0%	4%	5%
- NET: Unclear (2,1)	9%	20%	13%	22%	17%	7%	17%	17%	4%	8%	13%	18%	13%	5%	12%	14%
Mean	3.899	3.596	3.592	3.632	3.620	3.994	3.673	3.686	3.994	3.892	3.709	3.499	3.620	4.112	3.755	3.720
Not included in (%) base:																
Decline to Answer	-	-	-	-	-	-	-	28	-	1	2	-	-	1	5	19
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-1

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) in my department to be...

		Overall							
		Univ	Peer					All	All
		Wyom	1	2	3	4	5	Peers	Univ
(%) base:		123	-	-	-	-	-	736	7307
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	66%	70%	63%	66%	70%	83%	70%	67%
Very clear	(5)	12%	15%	10%	15%	9%	24%	15%	17%
Fairly clear	(4)	54%	56%	53%	51%	60%	60%	55%	51%
- Neither clear nor unclear	(3)	19%	9%	20%	14%	13%	8%	13%	14%
Fairly unclear	(2)	10%	15%	10%	14%	13%	8%	12%	13%
Very unclear	(1)	5%	6%	6%	6%	4%	1%	5%	6%
- NET: Unclear	(2,1)	15%	21%	16%	20%	17%	9%	17%	19%
Mean		3.582	3.578	3.516	3.542	3.582	3.962	3.619	3.597
Not included in (%) base:									
Decline to Answer		-	1	2	1	-	1	6	48
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-2

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) in my department to be...

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	436	4321	50	-	-	-	-	-	301	2986
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	67%	73%	61%	66%	72%	85%	71%	67%	64%	66%	67%	65%	65%	80%	68%	68%
Very clear (5)	14%	11%	10%	16%	10%	29%	15%	17%	10%	21%	11%	13%	9%	16%	14%	17%
Fairly clear (4)	53%	63%	51%	50%	62%	56%	56%	50%	54%	45%	56%	52%	56%	64%	54%	51%
- Neither clear nor unclear (3)	17%	9%	26%	12%	14%	6%	14%	15%	22%	8%	13%	18%	12%	10%	13%	12%
Fairly unclear (2)	9%	13%	8%	14%	11%	9%	11%	12%	12%	20%	13%	14%	17%	6%	14%	14%
Very unclear (1)	7%	5%	5%	8%	3%	0%	5%	6%	2%	7%	7%	3%	6%	3%	5%	6%
- NET: Unclear (2,1)	16%	17%	13%	22%	14%	9%	16%	18%	13%	27%	20%	18%	23%	10%	19%	20%
Mean	3.573	3.615	3.517	3.524	3.649	4.058	3.646	3.602	3.596	3.524	3.516	3.568	3.452	3.833	3.578	3.588
Not included in (%) base:																
Decline to Answer	-	-	2	1	-	-	3	31	-	1	-	-	-	1	2	17
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-3

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) in my department to be...

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101	-	-	-	-	-	536	5401	22	-	-	-	-	-	200	1905
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	66%	66%	67%	67%	70%	79%	69%	68%	67%	79%	54%	62%	70%	93%	71%	67%
Very clear (5)	14%	15%	12%	15%	12%	24%	15%	17%	4%	15%	6%	14%	0%	22%	12%	17%
Fairly clear (4)	52%	52%	55%	51%	58%	55%	54%	51%	64%	64%	49%	49%	70%	70%	59%	50%
- Neither clear nor unclear (3)	19%	9%	18%	11%	11%	11%	12%	13%	17%	8%	27%	22%	21%	0%	16%	16%
Fairly unclear (2)	10%	18%	10%	15%	16%	8%	14%	13%	12%	10%	9%	11%	4%	7%	9%	12%
Very unclear (1)	5%	7%	5%	7%	4%	2%	5%	6%	4%	3%	9%	5%	5%	0%	4%	5%
- NET: Unclear (2,1)	15%	25%	15%	22%	19%	10%	19%	19%	15%	13%	19%	16%	9%	7%	13%	17%
Mean	3.596	3.491	3.582	3.536	3.585	3.916	3.605	3.588	3.519	3.768	3.320	3.560	3.570	4.076	3.655	3.621
Not included in (%) base:																
Decline to Answer	-	-	-	1	-	-	1	30	-	1	2	-	-	1	5	18
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-1

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) in my department to be...

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		123	-	-	-	-	-	735	7292
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	55%	51%	51%	51%	55%	69%	54%	53%
Very clear	(5)	11%	9%	8%	8%	8%	13%	9%	11%
Fairly clear	(4)	45%	42%	43%	44%	47%	56%	46%	42%
- Neither clear nor unclear	(3)	19%	19%	29%	22%	20%	14%	21%	20%
Fairly unclear	(2)	21%	22%	12%	19%	18%	13%	17%	19%
Very unclear	(1)	5%	8%	8%	8%	8%	4%	7%	9%
- NET: Unclear	(2,1)	26%	30%	20%	27%	26%	17%	24%	27%
Mean		3.347	3.209	3.304	3.246	3.293	3.610	3.317	3.275
Not included in (%) base:									
Decline to Answer		-	3	2	1	-	1	7	63
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-2

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) in my department to be...

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	73	-	-	-	-	-	434	4310	50	-	-	-	-	-	301	2982
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	56%	49%	46%	50%	61%	68%	54%	53%	54%	53%	58%	53%	42%	69%	56%	53%
Very clear (5)	12%	7%	9%	7%	8%	18%	9%	11%	8%	12%	6%	8%	8%	7%	8%	11%
Fairly clear (4)	44%	43%	37%	43%	53%	50%	44%	42%	46%	41%	52%	45%	34%	63%	47%	42%
- Neither clear nor unclear (3)	22%	25%	34%	25%	13%	14%	23%	21%	14%	11%	21%	19%	32%	14%	18%	18%
Fairly unclear (2)	17%	17%	13%	17%	21%	16%	17%	17%	26%	29%	11%	22%	11%	10%	18%	20%
Very unclear (1)	6%	9%	7%	8%	4%	2%	6%	9%	5%	7%	10%	6%	15%	6%	8%	9%
- NET: Unclear (2,1)	22%	26%	20%	25%	25%	17%	23%	26%	31%	37%	21%	28%	26%	16%	26%	29%
Mean	3.408	3.207	3.283	3.234	3.401	3.669	3.334	3.291	3.257	3.212	3.332	3.263	3.086	3.531	3.291	3.251
Not included in (%) base:																
Decline to Answer	-	1	2	1	-	-	5	42	-	1	-	-	-	1	2	21
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-3

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) in my department to be...

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101	-	-	-	-	-	536	5393	22	-	-	-	-	-	199	1899
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	55%	45%	54%	54%	55%	68%	55%	52%	59%	63%	42%	45%	54%	70%	54%	55%
Very clear (5)	11%	9%	8%	8%	10%	13%	9%	10%	9%	9%	6%	7%	3%	13%	8%	13%
Fairly clear (4)	43%	37%	46%	46%	45%	55%	45%	42%	50%	53%	37%	38%	51%	58%	46%	42%
- Neither clear nor unclear (3)	17%	19%	25%	18%	17%	12%	19%	19%	26%	18%	39%	32%	28%	20%	28%	22%
Fairly unclear (2)	23%	26%	13%	19%	20%	16%	19%	20%	8%	14%	9%	18%	9%	7%	12%	16%
Very unclear (1)	5%	10%	8%	9%	7%	4%	8%	9%	7%	5%	10%	4%	10%	2%	6%	7%
- NET: Unclear (2,1)	28%	35%	21%	28%	28%	20%	27%	29%	15%	19%	18%	23%	18%	9%	18%	22%
Mean	3.323	3.090	3.338	3.248	3.294	3.567	3.294	3.236	3.456	3.474	3.203	3.244	3.289	3.718	3.378	3.385
Not included in (%) base:																
Decline to Answer	-	-	-	1	-	-	1	38	-	3	2	-	-	1	6	25
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-1

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	727	7255
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	64%	60%	58%	59%	59%	78%	62%	61%
Very clear	(5)	12%	13%	12%	12%	9%	20%	13%	14%
Fairly clear	(4)	53%	47%	46%	47%	50%	57%	49%	47%
- Neither clear nor unclear	(3)	20%	21%	26%	23%	25%	11%	21%	20%
Fairly unclear	(2)	12%	14%	9%	12%	11%	8%	11%	13%
Very unclear	(1)	4%	6%	7%	6%	5%	4%	5%	6%
- NET: Unclear	(2,1)	16%	20%	16%	18%	15%	12%	17%	19%
Mean		3.560	3.472	3.466	3.479	3.482	3.824	3.532	3.511
Not included in (%) base:									
Decline to Answer		1	6	4	2	-	2	15	100
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-2

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	72	-	-	-	-	-	430	4291	50	-	-	-	-	-	297	2964
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	69%	59%	57%	60%	62%	80%	63%	62%	57%	61%	59%	58%	53%	74%	61%	61%
Very clear (5)	14%	11%	15%	13%	11%	23%	14%	15%	8%	15%	8%	11%	6%	16%	11%	14%
Fairly clear (4)	55%	48%	42%	46%	51%	57%	48%	47%	49%	46%	51%	48%	47%	58%	50%	47%
- Neither clear nor unclear (3)	18%	25%	30%	23%	26%	13%	24%	21%	22%	15%	21%	23%	23%	8%	18%	18%
Fairly unclear (2)	11%	9%	9%	10%	7%	7%	9%	12%	13%	20%	10%	15%	18%	10%	15%	15%
Very unclear (1)	1%	7%	4%	7%	4%	0%	5%	5%	8%	4%	10%	3%	6%	8%	6%	6%
- NET: Unclear (2,1)	13%	16%	13%	17%	11%	7%	14%	17%	21%	25%	20%	19%	23%	19%	21%	21%
Mean	3.690	3.473	3.539	3.483	3.577	3.967	3.585	3.537	3.369	3.471	3.372	3.472	3.299	3.629	3.455	3.473
Not included in (%) base:																
Decline to Answer	1	3	4	1	-	-	9	61	-	3	-	1	-	2	6	39
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-3

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	100	-	-	-	-	-	532	5371	22	-	-	-	-	-	196	1884
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	64%	61%	58%	62%	61%	75%	63%	61%	65%	59%	57%	51%	52%	84%	60%	62%
Very clear (5)	12%	12%	12%	13%	11%	23%	14%	14%	9%	15%	9%	9%	4%	14%	11%	15%
Fairly clear (4)	52%	49%	46%	49%	50%	52%	49%	47%	56%	44%	48%	42%	49%	70%	49%	47%
- Neither clear nor unclear (3)	21%	16%	26%	20%	20%	10%	19%	19%	11%	30%	26%	32%	43%	11%	28%	22%
Fairly unclear (2)	10%	18%	9%	13%	14%	10%	13%	14%	21%	5%	10%	11%	0%	5%	7%	12%
Very unclear (1)	4%	5%	7%	5%	5%	5%	5%	6%	4%	7%	7%	6%	5%	0%	5%	5%
- NET: Unclear (2,1)	14%	23%	16%	18%	18%	15%	18%	20%	24%	12%	17%	17%	5%	5%	12%	17%
Mean	3.582	3.437	3.478	3.518	3.486	3.780	3.531	3.498	3.460	3.548	3.428	3.376	3.466	3.937	3.534	3.549
Not included in (%) base:																
Decline to Answer	1	4	-	2	-	-	6	60	-	3	4	-	-	2	9	40
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-1

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

My sense of whether or not I will achieve tenure is...

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		123	-	-	-	-	-	727	7188
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	65%	51%	58%	69%	71%	61%	62%	64%
Very clear	(5)	20%	13%	15%	21%	22%	15%	17%	21%
Fairly clear	(4)	45%	39%	44%	48%	49%	46%	45%	44%
- Neither clear nor unclear	(3)	23%	28%	27%	17%	17%	29%	23%	22%
Fairly unclear	(2)	9%	12%	8%	9%	10%	6%	9%	9%
Very unclear	(1)	2%	9%	7%	5%	2%	4%	6%	5%
- NET: Unclear	(2,1)	12%	21%	15%	14%	12%	10%	15%	14%
Mean		3.704	3.347	3.509	3.706	3.795	3.618	3.588	3.662
Not included in (%) base:									
Decline to Answer		-	4	3	1	4	3	15	167
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-2

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

My sense of whether or not I will achieve tenure is...

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	429	4249	50	-	-	-	-	-	299	2939
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	68%	53%	62%	70%	71%	64%	64%	67%	60%	49%	53%	68%	72%	58%	59%	61%
Very clear (5)	25%	15%	15%	20%	26%	13%	18%	23%	12%	10%	14%	22%	15%	17%	16%	18%
Fairly clear (4)	43%	39%	48%	49%	45%	50%	46%	44%	47%	39%	38%	46%	57%	41%	43%	43%
- Neither clear nor unclear (3)	23%	31%	29%	14%	16%	22%	22%	21%	23%	24%	24%	20%	18%	37%	25%	22%
Fairly unclear (2)	5%	9%	3%	10%	10%	9%	9%	8%	15%	15%	14%	8%	9%	2%	10%	11%
Very unclear (1)	3%	6%	6%	6%	3%	5%	5%	4%	2%	13%	9%	4%	0%	3%	6%	5%
- NET: Unclear (2,1)	8%	16%	9%	16%	13%	14%	14%	12%	18%	27%	23%	12%	9%	5%	16%	17%
Mean	3.826	3.461	3.627	3.686	3.802	3.584	3.629	3.728	3.524	3.186	3.356	3.733	3.783	3.662	3.528	3.566
Not included in (%) base:																
Decline to Answer	-	2	3	1	2	2	10	104	-	1	-	-	2	1	4	63
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-3

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

My sense of whether or not I will achieve tenure is...

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	101	-	-	-	-	-	533	5340	22	-	-	-	-	-	194	1848
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	69%	49%	62%	69%	74%	64%	64%	65%	48%	56%	46%	68%	62%	53%	58%	64%
Very clear (5)	23%	10%	14%	21%	21%	13%	16%	21%	5%	19%	15%	20%	26%	19%	20%	21%
Fairly clear (4)	45%	40%	48%	48%	53%	51%	47%	44%	43%	37%	31%	48%	36%	34%	38%	43%
- Neither clear nor unclear (3)	21%	27%	23%	15%	14%	26%	21%	21%	32%	30%	40%	21%	28%	37%	30%	24%
Fairly unclear (2)	7%	11%	10%	9%	11%	5%	9%	9%	20%	12%	3%	9%	5%	10%	8%	8%
Very unclear (1)	3%	12%	6%	7%	1%	6%	7%	5%	0%	2%	10%	1%	5%	0%	3%	4%
- NET: Unclear (2,1)	10%	23%	15%	16%	12%	10%	16%	14%	20%	14%	13%	10%	10%	10%	12%	12%
Mean	3.788	3.233	3.549	3.682	3.810	3.614	3.573	3.654	3.318	3.600	3.386	3.770	3.742	3.628	3.629	3.684
Not included in (%) base:																
Decline to Answer	-	1	-	-	3	-	4	92	-	3	3	1	1	3	11	75
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		Overall							
		Univ	Peer					All	All
		Wyom	1	2	3	4	5	Peers	Univ
(%) base:		122	-	-	-	-	-	736	7259
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	67%	69%	71%	77%	73%	80%	74%	73%
Very clear	(5)	15%	15%	11%	30%	25%	25%	21%	25%
Fairly clear	(4)	52%	54%	60%	47%	49%	55%	53%	48%
- Neither clear nor unclear	(3)	20%	11%	15%	11%	11%	8%	12%	11%
Fairly unclear	(2)	10%	17%	12%	7%	12%	11%	12%	13%
Very unclear	(1)	3%	3%	3%	4%	4%	2%	3%	4%
- NET: Unclear	(2,1)	14%	20%	14%	11%	16%	12%	15%	16%
Mean		3.649	3.608	3.648	3.917	3.786	3.907	3.776	3.777
Not included in (%) base:									
Decline to Answer		1	3	2	-	-	-	5	77
Not Applicable		-	-	-	1	-	-	1	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	435	4290	50	-	-	-	-	-	302	2969
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	68%	71%	65%	77%	74%	75%	73%	74%	65%	66%	77%	77%	72%	86%	76%	72%
Very clear (5)	18%	12%	14%	28%	25%	31%	22%	27%	10%	19%	8%	33%	24%	16%	20%	22%
Fairly clear (4)	50%	59%	52%	49%	49%	44%	51%	46%	55%	46%	70%	45%	48%	70%	55%	49%
- Neither clear nor unclear (3)	22%	14%	22%	13%	14%	10%	15%	11%	16%	8%	5%	8%	6%	7%	7%	10%
Fairly unclear (2)	7%	11%	10%	6%	7%	14%	9%	11%	15%	25%	14%	10%	22%	6%	15%	14%
Very unclear (1)	3%	4%	2%	4%	6%	2%	3%	4%	4%	1%	3%	4%	0%	2%	2%	4%
- NET: Unclear (2,1)	10%	15%	12%	9%	13%	15%	13%	15%	19%	27%	18%	14%	22%	8%	17%	18%
Mean	3.737	3.637	3.648	3.922	3.805	3.899	3.785	3.820	3.520	3.568	3.646	3.911	3.749	3.917	3.763	3.715
Not included in (%) base:																
Decline to Answer	1	1	2	-	-	-	4	50	-	1	-	-	-	-	1	27
Not Applicable	-	-	-	1	-	-	1	12	-	-	-	-	-	-	-	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	101	-	-	-	-	-	537	5378	21	-	-	-	-	-	199	1881
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	68%	66%	71%	77%	71%	76%	73%	71%	63%	74%	70%	78%	82%	88%	78%	77%
Very clear (5)	17%	15%	11%	32%	22%	23%	21%	23%	4%	15%	12%	25%	36%	29%	22%	31%
Fairly clear (4)	51%	52%	60%	45%	49%	53%	52%	48%	60%	59%	58%	53%	45%	59%	56%	46%
- Neither clear nor unclear (3)	21%	10%	13%	12%	12%	8%	11%	11%	11%	15%	21%	11%	7%	10%	13%	11%
Fairly unclear (2)	7%	21%	13%	7%	14%	14%	13%	14%	25%	9%	9%	8%	7%	2%	7%	9%
Very unclear (1)	4%	4%	3%	4%	4%	2%	3%	4%	0%	2%	0%	3%	5%	0%	2%	3%
- NET: Unclear (2,1)	11%	24%	16%	11%	17%	16%	17%	18%	25%	10%	9%	12%	11%	2%	9%	13%
Mean	3.697	3.534	3.622	3.930	3.721	3.806	3.734	3.729	3.415	3.774	3.723	3.884	4.018	4.151	3.890	3.914
Not included in (%) base:																
Decline to Answer	-	-	-	-	-	-	-	44	1	3	2	-	-	-	5	33
Not Applicable	-	-	-	-	-	-	-	10	-	-	-	1	-	-	1	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		118	-	-	-	-	-	710	7182
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	66%	60%	55%	66%	66%	72%	64%	69%
Very clear	(5)	13%	10%	13%	20%	22%	21%	17%	21%
Fairly clear	(4)	53%	50%	42%	47%	44%	50%	47%	48%
- Neither clear nor unclear	(3)	18%	21%	26%	19%	14%	15%	20%	16%
Fairly unclear	(2)	17%	16%	17%	13%	15%	10%	14%	12%
Very unclear	(1)	0%	3%	2%	2%	4%	3%	3%	3%
- NET: Unclear	(2,1)	17%	19%	19%	15%	19%	13%	17%	15%
Mean		3.616	3.484	3.474	3.692	3.657	3.774	3.615	3.711
Not included in (%) base:									
Decline to Answer		-	3	2	-	-	2	7	81
Not Applicable		5	7	13	2	4	-	25	91

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	416	4251	45	-	-	-	-	-	294	2932
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	63%	56%	53%	61%	68%	75%	62%	68%	70%	65%	57%	73%	64%	68%	66%	70%
Very clear (5)	10%	9%	11%	14%	21%	28%	16%	20%	17%	12%	16%	28%	25%	13%	19%	22%
Fairly clear (4)	53%	48%	42%	48%	47%	47%	46%	48%	52%	54%	42%	45%	39%	55%	47%	48%
- Neither clear nor unclear (3)	16%	25%	29%	20%	11%	15%	20%	17%	20%	16%	23%	18%	21%	16%	19%	14%
Fairly unclear (2)	21%	15%	16%	16%	17%	10%	15%	12%	11%	16%	18%	8%	12%	10%	13%	13%
Very unclear (1)	0%	3%	2%	3%	4%	0%	3%	3%	0%	3%	2%	1%	3%	7%	3%	3%
- NET: Unclear (2,1)	21%	19%	18%	19%	21%	10%	18%	15%	11%	19%	19%	9%	15%	17%	15%	15%
Mean	3.523	3.435	3.438	3.535	3.625	3.927	3.574	3.689	3.764	3.551	3.521	3.909	3.716	3.573	3.671	3.742
Not included in (%) base:																
Decline to Answer	-	1	2	-	-	1	5	54	-	1	-	-	-	1	2	27
Not Applicable	1	6	7	2	3	-	18	47	4	1	5	-	1	-	7	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	513 100%	5315 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	197 100%	1868 100%
- NET: Clear (5,4)	66%	60%	59%	68%	64%	72%	65%	68%	64%	60%	42%	62%	74%	73%	61%	71%
Very clear (5)	14%	8%	11%	20%	20%	20%	16%	20%	8%	14%	19%	19%	29%	24%	20%	23%
Fairly clear (4)	52%	52%	48%	48%	44%	51%	49%	48%	56%	46%	23%	42%	44%	48%	41%	48%
- Neither clear nor unclear (3)	17%	18%	22%	17%	15%	16%	18%	16%	20%	29%	39%	25%	11%	14%	25%	16%
Fairly unclear (2)	17%	19%	16%	15%	16%	9%	15%	13%	16%	8%	19%	9%	11%	13%	12%	9%
Very unclear (1)	0%	3%	3%	1%	4%	4%	3%	3%	0%	4%	0%	5%	5%	0%	3%	3%
- NET: Unclear (2,1)	17%	22%	19%	15%	20%	13%	18%	16%	16%	11%	19%	13%	15%	13%	14%	13%
Mean	3.628	3.435	3.493	3.715	3.606	3.750	3.605	3.685	3.565	3.585	3.417	3.628	3.832	3.833	3.641	3.785
Not included in (%) base:																
Decline to Answer	-	-	-	-	-	2	2	45	-	3	2	-	-	-	5	37
Not Applicable	5	7	10	1	4	-	22	72	-	-	2	1	-	-	3	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		109	-	-	-	-	-	695	6880
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	42%	46%	37%	45%	51%	46%	45%	45%
Very clear	(5)	8%	7%	12%	14%	16%	12%	12%	12%
Fairly clear	(4)	34%	39%	25%	31%	35%	34%	33%	33%
- Neither clear nor unclear	(3)	23%	27%	29%	31%	20%	23%	27%	28%
Fairly unclear	(2)	23%	18%	28%	19%	19%	21%	21%	19%
Very unclear	(1)	12%	10%	7%	4%	10%	10%	8%	8%
- NET: Unclear	(2,1)	35%	27%	35%	24%	29%	31%	29%	27%
Mean		3.036	3.151	3.067	3.307	3.282	3.164	3.201	3.227
Not included in (%) base:									
Decline to Answer		1	2	2	-	-	2	6	90
Not Applicable		13	4	23	4	8	2	41	384

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	67	-	-	-	-	-	412	4084	41	-	-	-	-	-	283	2796
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	45%	49%	33%	42%	51%	58%	46%	45%	38%	41%	42%	50%	50%	31%	43%	45%
Very clear (5)	9%	7%	9%	12%	18%	18%	12%	12%	7%	5%	16%	17%	11%	4%	11%	13%
Fairly clear (4)	36%	42%	24%	30%	33%	40%	34%	33%	31%	35%	26%	33%	39%	27%	32%	32%
- Neither clear nor unclear (3)	22%	26%	34%	32%	19%	20%	27%	28%	23%	28%	22%	30%	22%	26%	26%	27%
Fairly unclear (2)	19%	14%	25%	21%	17%	16%	19%	18%	29%	24%	33%	17%	25%	26%	24%	22%
Very unclear (1)	14%	11%	9%	5%	13%	6%	9%	8%	9%	7%	4%	3%	3%	17%	7%	7%
- NET: Unclear (2,1)	33%	25%	34%	27%	30%	22%	27%	26%	38%	31%	36%	20%	28%	43%	31%	28%
Mean	3.073	3.199	2.987	3.215	3.268	3.482	3.222	3.227	2.977	3.077	3.175	3.434	3.307	2.758	3.171	3.228
Not included in (%) base:																
Decline to Answer	1	1	2	-	-	1	4	58	-	1	-	-	-	1	2	33
Not Applicable	5	-	13	3	5	2	23	210	8	4	10	1	3	-	18	174

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	87	-	-	-	-	-	498	5068	22	-	-	-	-	-	197	1812
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	39%	41%	40%	44%	49%	42%	43%	43%	57%	55%	28%	47%	59%	56%	49%	50%
Very clear (5)	7%	5%	9%	12%	17%	10%	11%	12%	12%	9%	19%	18%	12%	15%	15%	14%
Fairly clear (4)	32%	36%	31%	32%	32%	32%	33%	32%	45%	46%	10%	29%	47%	40%	34%	35%
- Neither clear nor unclear (3)	22%	25%	22%	32%	22%	23%	26%	28%	24%	30%	46%	28%	11%	21%	29%	29%
Fairly unclear (2)	25%	22%	30%	19%	19%	22%	22%	21%	16%	10%	22%	20%	22%	18%	18%	15%
Very unclear (1)	14%	12%	8%	4%	10%	13%	9%	8%	4%	5%	3%	5%	7%	5%	5%	6%
- NET: Unclear (2,1)	39%	34%	38%	23%	29%	35%	31%	29%	19%	15%	25%	25%	29%	23%	23%	21%
Mean	2.929	3.010	3.018	3.288	3.261	3.047	3.138	3.177	3.459	3.442	3.190	3.356	3.352	3.437	3.361	3.367
Not included in (%) base:																
Decline to Answer	1	1	-	-	-	2	3	57	-	1	2	-	-	-	4	33
Not Applicable	13	4	22	2	7	2	37	306	-	-	1	2	1	-	4	78

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		122	-	-	-	-	-	730	7170
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	48%	38%	43%	47%	49%	50%	45%	47%
Very clear	(5)	6%	7%	10%	14%	14%	13%	11%	12%
Fairly clear	(4)	42%	31%	33%	34%	35%	37%	34%	35%
- Neither clear nor unclear	(3)	20%	27%	24%	27%	21%	24%	25%	26%
Fairly unclear	(2)	23%	25%	26%	16%	17%	17%	20%	19%
Very unclear	(1)	10%	10%	7%	9%	13%	9%	9%	9%
- NET: Unclear	(2,1)	32%	35%	32%	25%	30%	26%	30%	27%
Mean		3.115	2.996	3.146	3.268	3.204	3.275	3.177	3.233
Not included in (%) base:									
Decline to Answer		1	1	2	1	-	4	8	94
Not Applicable		-	1	1	1	-	2	5	91

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	429	4238	49	-	-	-	-	-	301	2932
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	52%	43%	38%	49%	44%	58%	46%	47%	41%	31%	51%	46%	60%	40%	44%	47%
Very clear (5)	6%	10%	8%	15%	15%	15%	12%	12%	6%	3%	13%	13%	11%	10%	10%	12%
Fairly clear (4)	46%	33%	29%	34%	28%	43%	33%	36%	35%	28%	38%	33%	49%	29%	34%	35%
- Neither clear nor unclear (3)	16%	23%	30%	27%	26%	28%	27%	27%	27%	32%	16%	28%	12%	18%	23%	25%
Fairly unclear (2)	25%	25%	25%	15%	17%	10%	19%	18%	19%	26%	26%	18%	17%	26%	23%	20%
Very unclear (1)	7%	9%	7%	10%	13%	4%	9%	9%	13%	11%	7%	9%	12%	16%	10%	8%
- NET: Unclear (2,1)	33%	34%	32%	24%	30%	14%	27%	26%	32%	37%	33%	27%	28%	42%	33%	29%
Mean	3.177	3.092	3.072	3.294	3.153	3.552	3.224	3.244	3.020	2.862	3.244	3.231	3.303	2.918	3.111	3.217
Not included in (%) base:																
Decline to Answer	-	1	2	-	-	2	5	62	1	-	-	1	-	2	2	32
Not Applicable	-	1	1	1	-	2	5	52	-	-	-	-	-	-	-	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	100	-	-	-	-	-	533	5311	22	-	-	-	-	-	197	1859
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	46%	35%	48%	51%	50%	48%	47%	46%	55%	44%	31%	38%	47%	54%	42%	49%
Very clear (5)	5%	7%	10%	15%	17%	10%	12%	11%	9%	6%	12%	11%	3%	19%	10%	14%
Fairly clear (4)	41%	28%	38%	36%	33%	38%	35%	35%	46%	38%	19%	27%	45%	35%	31%	35%
- Neither clear nor unclear (3)	21%	25%	19%	25%	20%	22%	23%	25%	14%	30%	38%	32%	25%	28%	31%	27%
Fairly unclear (2)	24%	29%	26%	16%	18%	20%	22%	19%	15%	18%	25%	17%	12%	9%	17%	16%
Very unclear (1)	8%	10%	7%	8%	12%	9%	9%	9%	16%	8%	6%	13%	15%	9%	10%	7%
- NET: Unclear (2,1)	33%	39%	33%	24%	30%	29%	31%	28%	31%	27%	31%	30%	28%	18%	27%	24%
Mean	3.102	2.926	3.177	3.345	3.242	3.199	3.187	3.201	3.173	3.146	3.054	3.058	3.071	3.468	3.149	3.323
Not included in (%) base:																
Decline to Answer	1	1	-	-	-	3	4	56	-	-	2	1	-	1	4	37
Not Applicable	-	-	1	-	-	-	1	64	-	1	-	1	-	2	4	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		120	-	-	-	-	-	711	7104
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	31%	26%	28%	43%	46%	31%	35%	41%
Very clear	(5)	4%	5%	5%	13%	11%	6%	8%	10%
Fairly clear	(4)	27%	21%	23%	30%	34%	24%	27%	31%
- Neither clear nor unclear	(3)	27%	29%	32%	29%	24%	37%	30%	28%
Fairly unclear	(2)	26%	32%	26%	22%	20%	20%	24%	22%
Very unclear	(1)	16%	13%	14%	6%	11%	12%	11%	9%
- NET: Unclear	(2,1)	42%	45%	40%	28%	31%	32%	35%	31%
Mean		2.782	2.738	2.794	3.219	3.153	2.925	2.976	3.100
Not included in (%) base:									
Decline to Answer		-	3	2	-	-	4	9	110
Not Applicable		3	2	11	2	1	7	22	141

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	417	4181	50	-	-	-	-	-	293	2923
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	33%	29%	26%	39%	44%	37%	35%	40%	29%	23%	31%	49%	48%	22%	35%	42%
Very clear (5)	3%	7%	4%	9%	12%	8%	8%	9%	6%	3%	7%	18%	11%	4%	9%	10%
Fairly clear (4)	30%	23%	22%	30%	33%	28%	27%	31%	23%	20%	25%	31%	37%	19%	26%	32%
- Neither clear nor unclear (3)	27%	30%	32%	34%	22%	39%	32%	29%	27%	28%	31%	23%	27%	35%	28%	26%
Fairly unclear (2)	22%	28%	25%	20%	20%	15%	22%	21%	30%	36%	28%	24%	20%	27%	27%	23%
Very unclear (1)	18%	12%	17%	7%	14%	9%	11%	10%	13%	14%	10%	4%	5%	16%	10%	9%
- NET: Unclear (2,1)	40%	41%	42%	27%	33%	24%	34%	31%	44%	50%	38%	28%	26%	43%	37%	32%
Mean	2.781	2.823	2.714	3.132	3.090	3.117	2.979	3.085	2.784	2.621	2.896	3.341	3.272	2.669	2.973	3.122
Not included in (%) base:																
Decline to Answer	-	3	2	-	-	2	8	80	-	-	-	-	-	2	2	29
Not Applicable	3	1	7	1	1	4	14	91	-	1	3	1	-	3	8	50

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	99	-	-	-	-	-	516	5269	21	-	-	-	-	-	194	1835
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	31%	25%	35%	42%	43%	28%	35%	41%	34%	28%	9%	44%	56%	37%	34%	43%
Very clear (5)	5%	5%	5%	13%	10%	4%	8%	9%	0%	6%	6%	11%	17%	14%	10%	11%
Fairly clear (4)	26%	21%	30%	29%	33%	24%	28%	31%	34%	23%	3%	33%	39%	24%	24%	32%
- Neither clear nor unclear (3)	27%	20%	24%	30%	26%	37%	27%	27%	28%	48%	53%	28%	17%	37%	38%	31%
Fairly unclear (2)	26%	40%	26%	21%	23%	21%	26%	23%	25%	13%	29%	24%	8%	17%	19%	18%
Very unclear (1)	16%	14%	15%	7%	8%	13%	11%	10%	13%	10%	9%	5%	19%	9%	9%	8%
- NET: Unclear (2,1)	42%	55%	41%	28%	32%	35%	37%	33%	38%	23%	38%	28%	27%	26%	28%	26%
Mean	2.773	2.608	2.835	3.218	3.123	2.835	2.945	3.069	2.827	3.010	2.677	3.222	3.263	3.161	3.061	3.190
Not included in (%) base:																
Decline to Answer	-	2	-	-	-	3	5	59	-	1	2	-	-	1	5	50
Not Applicable	2	2	9	1	1	3	16	103	1	-	1	1	-	4	6	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	713	7007
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	24%	34%	37%	39%	34%	35%	36%	33%
Very clear	(5)	2%	4%	4%	11%	9%	7%	7%	8%
Fairly clear	(4)	22%	30%	32%	27%	25%	28%	29%	26%
- Neither clear nor unclear	(3)	32%	30%	25%	32%	28%	31%	30%	30%
Fairly unclear	(2)	24%	22%	22%	22%	23%	24%	23%	24%
Very unclear	(1)	20%	14%	16%	7%	15%	10%	12%	13%
- NET: Unclear	(2,1)	44%	36%	38%	29%	38%	34%	34%	36%
Mean		2.620	2.892	2.867	3.141	2.902	2.986	2.973	2.922
Not included in (%) base:									
Decline to Answer		1	2	3	-	1	3	9	120
Not Applicable		6	4	3	3	6	4	20	228

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	422	4123	47	-	-	-	-	-	291	2884
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	23%	30%	32%	34%	33%	44%	34%	32%	25%	40%	43%	45%	35%	24%	39%	35%
Very clear (5)	1%	5%	4%	10%	9%	11%	8%	8%	2%	3%	5%	13%	8%	2%	7%	8%
Fairly clear (4)	21%	24%	28%	24%	24%	32%	26%	25%	23%	37%	38%	32%	26%	22%	32%	27%
- Neither clear nor unclear (3)	37%	40%	29%	36%	27%	30%	33%	32%	26%	17%	19%	27%	32%	32%	25%	27%
Fairly unclear (2)	20%	19%	22%	23%	23%	23%	22%	22%	31%	27%	23%	22%	25%	25%	24%	26%
Very unclear (1)	21%	12%	17%	7%	18%	3%	11%	13%	18%	16%	15%	6%	9%	19%	13%	12%
- NET: Unclear (2,1)	40%	31%	39%	30%	40%	26%	33%	36%	49%	42%	38%	28%	34%	44%	37%	38%
Mean	2.630	2.922	2.803	3.071	2.846	3.252	2.979	2.912	2.604	2.849	2.953	3.241	3.007	2.626	2.965	2.936
Not included in (%) base:																
Decline to Answer	-	2	2	-	1	1	6	84	1	-	1	-	-	2	3	36
Not Applicable	4	1	1	2	4	2	10	145	2	3	2	1	2	2	10	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	95	-	-	-	-	-	522	5190	21	-	-	-	-	-	191	1818
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	20%	33%	42%	39%	31%	33%	36%	32%	40%	37%	20%	38%	45%	39%	35%	37%
Very clear (5)	2%	4%	3%	11%	6%	4%	6%	7%	0%	6%	9%	12%	19%	15%	11%	10%
Fairly clear (4)	18%	29%	39%	27%	24%	29%	30%	25%	40%	31%	10%	26%	27%	25%	24%	27%
- Neither clear nor unclear (3)	33%	25%	19%	31%	27%	26%	26%	29%	27%	43%	44%	35%	33%	43%	40%	33%
Fairly unclear (2)	27%	27%	22%	24%	28%	27%	25%	25%	11%	10%	23%	18%	5%	16%	15%	19%
Very unclear (1)	19%	15%	17%	6%	14%	13%	12%	14%	22%	11%	13%	9%	17%	2%	10%	10%
- NET: Unclear (2,1)	46%	42%	39%	30%	42%	41%	38%	39%	33%	20%	36%	27%	22%	18%	25%	29%
Mean	2.570	2.790	2.888	3.147	2.809	2.835	2.921	2.866	2.849	3.123	2.799	3.126	3.247	3.338	3.116	3.082
Not included in (%) base:																
Decline to Answer	1	1	1	-	-	2	4	66	-	1	2	-	1	1	5	53
Not Applicable	5	1	1	1	5	4	12	176	1	3	2	2	1	-	8	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	723	7122
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	65%	59%	67%	78%	81%	74%	71%	69%
Very reasonable	(5)	23%	13%	17%	40%	45%	16%	26%	30%
Fairly reasonable	(4)	43%	46%	50%	38%	36%	58%	45%	40%
- Neither reasonable nor unreasonable	(3)	26%	23%	22%	9%	5%	17%	16%	15%
Fairly unreasonable	(2)	8%	15%	9%	9%	9%	7%	10%	12%
Very unreasonable	(1)	1%	3%	1%	4%	4%	2%	3%	4%
- NET: Unreasonable	(2,1)	8%	18%	10%	13%	13%	9%	13%	16%
Mean		3.788	3.500	3.725	4.007	4.093	3.792	3.816	3.799
Not included in (%) base:									
Decline to Answer		1	3	2	5	6	-	17	166
Not Applicable		-	-	-	2	-	-	2	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	425	4210	50	-	-	-	-	-	298	2912
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	68%	64%	68%	82%	84%	76%	75%	72%	62%	50%	66%	72%	76%	72%	66%	66%
Very reasonable (5)	31%	16%	16%	45%	46%	19%	29%	34%	10%	9%	19%	34%	44%	13%	23%	24%
Fairly reasonable (4)	37%	49%	52%	38%	38%	57%	46%	38%	52%	41%	47%	38%	32%	58%	44%	42%
- Neither reasonable nor unreasonable (3)	24%	24%	23%	6%	2%	17%	15%	15%	30%	22%	21%	12%	11%	17%	17%	15%
Fairly unreasonable (2)	7%	8%	8%	9%	8%	8%	8%	10%	8%	25%	11%	11%	13%	7%	13%	15%
Very unreasonable (1)	1%	3%	1%	3%	6%	0%	2%	3%	0%	3%	2%	6%	0%	5%	3%	4%
- NET: Unreasonable (2,1)	8%	11%	9%	11%	14%	8%	10%	13%	8%	28%	13%	16%	13%	11%	17%	19%
Mean	3.890	3.657	3.740	4.131	4.102	3.871	3.904	3.896	3.639	3.275	3.705	3.838	4.077	3.687	3.690	3.658
Not included in (%) base:																
Decline to Answer	1	1	2	4	4	-	12	100	-	1	-	1	2	-	5	66
Not Applicable	-	-	-	1	-	-	1	18	-	-	-	1	-	-	1	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	White Faculty								Faculty of Color							
	Univ						All	All	Univ						All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	101	-	-	-	-	-	527	5274	21	-	-	-	-	-	196	1848
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	65%	56%	66%	76%	82%	67%	69%	69%	70%	64%	70%	84%	79%	92%	77%	72%
Very reasonable (5)	23%	15%	18%	42%	47%	16%	28%	29%	19%	8%	15%	35%	38%	17%	22%	32%
Fairly reasonable (4)	41%	41%	48%	34%	35%	51%	41%	39%	51%	57%	55%	49%	42%	75%	56%	40%
- Neither reasonable nor unreasonable (3)	25%	23%	22%	9%	5%	20%	16%	15%	30%	23%	24%	9%	6%	8%	15%	14%
Fairly unreasonable (2)	9%	17%	10%	11%	9%	10%	12%	13%	0%	11%	6%	5%	10%	0%	6%	10%
Very unreasonable (1)	1%	3%	2%	4%	4%	3%	3%	4%	0%	2%	0%	3%	5%	0%	2%	4%
- NET: Unreasonable (2,1)	10%	21%	12%	15%	13%	13%	15%	16%	0%	13%	6%	8%	15%	0%	8%	13%
Mean	3.768	3.466	3.707	3.979	4.127	3.670	3.788	3.775	3.886	3.576	3.780	4.082	3.975	4.088	3.889	3.867
Not included in (%) base:																
Decline to Answer	-	-	-	4	5	-	9	113	1	3	2	1	1	-	7	53
Not Applicable	-	-	-	1	-	-	1	23	-	-	-	1	-	-	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		118	-	-	-	-	-	695	7042
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	67%	65%	57%	78%	81%	74%	71%	73%
Very reasonable	(5)	14%	18%	20%	45%	42%	26%	31%	34%
Fairly reasonable	(4)	53%	47%	37%	33%	39%	47%	40%	38%
- Neither reasonable nor unreasonable	(3)	24%	31%	36%	14%	9%	21%	23%	18%
Fairly unreasonable	(2)	7%	2%	6%	7%	8%	4%	5%	7%
Very unreasonable	(1)	2%	2%	1%	1%	2%	1%	1%	2%
- NET: Unreasonable	(2,1)	9%	4%	7%	8%	10%	6%	7%	9%
Mean		3.702	3.776	3.688	4.140	4.120	3.927	3.933	3.954
Not included in (%) base:									
Decline to Answer		-	3	2	7	5	2	19	171
Not Applicable		5	7	13	2	-	-	22	74

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	72	-	-	-	-	-	406	4163	45	-	-	-	-	-	289	2880
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	66%	64%	60%	76%	83%	77%	72%	73%	69%	67%	52%	81%	77%	69%	69%	72%
Very reasonable (5)	14%	19%	19%	45%	37%	34%	32%	35%	13%	17%	21%	44%	53%	16%	29%	32%
Fairly reasonable (4)	51%	45%	40%	31%	47%	43%	40%	38%	56%	50%	32%	37%	24%	53%	40%	39%
- Neither reasonable nor unreasonable (3)	27%	33%	33%	17%	9%	19%	23%	19%	20%	27%	41%	10%	10%	22%	22%	18%
Fairly unreasonable (2)	7%	0%	6%	6%	5%	4%	4%	6%	7%	5%	7%	8%	13%	5%	7%	9%
Very unreasonable (1)	0%	2%	1%	1%	3%	0%	1%	2%	4%	1%	0%	1%	0%	3%	1%	2%
- NET: Unreasonable (2,1)	7%	2%	7%	7%	8%	4%	6%	8%	11%	7%	7%	9%	13%	8%	8%	10%
Mean	3.726	3.793	3.708	4.134	4.091	4.068	3.962	3.978	3.664	3.754	3.661	4.149	4.177	3.741	3.893	3.920
Not included in (%) base:																
Decline to Answer	-	1	2	5	3	1	13	106	-	1	-	2	2	1	6	65
Not Applicable	1	6	7	2	-	-	15	47	4	1	5	1	-	-	7	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	96	-	-	-	-	-	503	5205	22	-	-	-	-	-	192	1837
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	67%	66%	57%	79%	82%	69%	71%	72%	66%	65%	54%	76%	78%	84%	71%	73%
Very reasonable (5)	15%	20%	21%	47%	43%	27%	33%	35%	8%	14%	16%	39%	41%	24%	26%	31%
Fairly reasonable (4)	52%	45%	36%	32%	40%	42%	38%	37%	58%	51%	38%	37%	36%	60%	45%	42%
- Neither reasonable nor unreasonable (3)	22%	30%	34%	12%	9%	23%	22%	18%	34%	32%	43%	20%	7%	14%	25%	18%
Fairly unreasonable (2)	9%	2%	7%	8%	7%	6%	6%	7%	0%	3%	3%	4%	10%	2%	4%	6%
Very unreasonable (1)	2%	3%	1%	2%	1%	2%	2%	2%	0%	0%	0%	0%	5%	0%	1%	3%
- NET: Unreasonable (2,1)	11%	5%	8%	9%	8%	8%	8%	9%	0%	3%	3%	4%	15%	2%	4%	9%
Mean	3.692	3.787	3.694	4.152	4.159	3.868	3.939	3.967	3.747	3.755	3.670	4.108	3.988	4.068	3.918	3.919
Not included in (%) base:																
Decline to Answer	-	-	-	5	4	2	11	117	-	3	2	2	1	-	8	54
Not Applicable	5	7	10	1	-	-	18	61	-	-	2	1	-	-	4	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

		Overall							
		Univ	Peer					All	All
		Wyom	1	2	3	4	5	Peers	Univ
(%) base:		109	-	-	-	-	-	676	6615
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	37%	42%	35%	67%	65%	50%	52%	55%
Very reasonable	(5)	12%	10%	12%	37%	27%	15%	21%	25%
Fairly reasonable	(4)	25%	32%	23%	31%	37%	35%	31%	30%
- Neither reasonable nor unreasonable	(3)	49%	51%	55%	25%	21%	41%	39%	37%
Fairly unreasonable	(2)	13%	4%	8%	7%	9%	6%	6%	6%
Very unreasonable	(1)	1%	4%	2%	1%	5%	3%	3%	2%
- NET: Unreasonable	(2,1)	14%	7%	10%	8%	14%	9%	9%	8%
Mean		3.353	3.400	3.350	3.949	3.725	3.537	3.610	3.699
Not included in (%) base:									
Decline to Answer		1	2	2	9	6	2	21	223
Not Applicable		13	4	23	4	-	2	33	317

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	67	-	-	-	-	-	401	3917	41	-	-	-	-	-	274	2697
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	41%	44%	35%	68%	69%	56%	54%	56%	31%	38%	36%	66%	56%	43%	49%	53%
Very reasonable (5)	13%	9%	9%	42%	30%	19%	23%	27%	12%	10%	15%	29%	22%	11%	18%	23%
Fairly reasonable (4)	28%	34%	25%	27%	39%	37%	32%	30%	19%	28%	21%	37%	34%	33%	31%	30%
- Neither reasonable nor unreasonable (3)	41%	52%	58%	26%	18%	34%	38%	36%	62%	50%	51%	23%	27%	49%	40%	37%
Fairly unreasonable (2)	16%	1%	6%	6%	8%	9%	6%	5%	7%	8%	9%	8%	10%	3%	8%	8%
Very unreasonable (1)	2%	4%	1%	0%	5%	2%	2%	2%	0%	4%	4%	3%	6%	5%	4%	2%
- NET: Unreasonable (2,1)	17%	5%	8%	6%	13%	10%	8%	7%	7%	11%	13%	11%	17%	7%	11%	10%
Mean	3.353	3.446	3.351	4.041	3.812	3.629	3.676	3.737	3.353	3.329	3.350	3.820	3.556	3.419	3.513	3.643
Not included in (%) base:																
Decline to Answer	1	1	2	5	4	1	13	138	-	1	-	4	2	1	8	86
Not Applicable	5	-	13	2	-	2	17	188	8	4	10	3	-	-	17	129

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	87	-	-	-	-	-	483	4865	22	-	-	-	-	-	192	1750
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	32%	39%	35%	66%	64%	46%	51%	54%	60%	46%	37%	71%	68%	61%	56%	58%
Very reasonable (5)	12%	10%	12%	37%	27%	14%	21%	26%	15%	9%	13%	36%	27%	18%	20%	24%
Fairly reasonable (4)	20%	29%	23%	30%	36%	31%	29%	28%	44%	38%	25%	35%	41%	43%	36%	34%
- Neither reasonable nor unreasonable (3)	54%	53%	53%	25%	23%	45%	39%	38%	29%	48%	59%	23%	17%	31%	37%	33%
Fairly unreasonable (2)	13%	5%	9%	7%	10%	5%	7%	6%	12%	0%	3%	6%	6%	8%	4%	7%
Very unreasonable (1)	1%	3%	3%	1%	4%	4%	3%	2%	0%	6%	0%	0%	9%	0%	3%	2%
- NET: Unreasonable (2,1)	14%	8%	13%	9%	14%	10%	10%	8%	12%	6%	3%	6%	15%	8%	7%	9%
Mean	3.282	3.383	3.303	3.929	3.730	3.461	3.585	3.697	3.633	3.435	3.469	4.005	3.707	3.715	3.672	3.702
Not included in (%) base:																
Decline to Answer	1	1	-	7	4	2	14	165	-	1	2	2	2	-	7	58
Not Applicable	13	4	22	3	-	2	31	245	-	-	1	1	-	-	3	71

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		122	-	-	-	-	-	708	6929
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	48%	37%	45%	63%	70%	54%	53%	57%
Very reasonable	(5)	13%	13%	15%	36%	39%	15%	23%	27%
Fairly reasonable	(4)	35%	24%	30%	26%	31%	39%	29%	30%
- Neither reasonable nor unreasonable	(3)	45%	53%	49%	30%	21%	39%	39%	35%
Fairly unreasonable	(2)	4%	6%	5%	5%	5%	6%	5%	6%
Very unreasonable	(1)	2%	4%	2%	2%	4%	1%	3%	3%
- NET: Unreasonable	(2,1)	6%	9%	7%	7%	9%	7%	8%	8%
Mean		3.541	3.367	3.506	3.899	3.951	3.605	3.658	3.722
Not included in (%) base:									
Decline to Answer		1	1	2	9	8	4	24	239
Not Applicable		-	1	1	5	1	2	9	110

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	414	4088	49	-	-	-	-	-	293	2842
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	53%	44%	41%	67%	67%	63%	56%	58%	41%	28%	49%	57%	75%	43%	48%	55%
Very reasonable (5)	13%	15%	14%	42%	38%	18%	26%	27%	15%	10%	16%	28%	41%	10%	20%	26%
Fairly reasonable (4)	41%	29%	27%	25%	29%	45%	30%	31%	26%	18%	33%	29%	34%	33%	29%	30%
- Neither reasonable nor unreasonable (3)	40%	50%	53%	29%	24%	35%	39%	35%	53%	58%	43%	32%	16%	44%	40%	35%
Fairly unreasonable (2)	5%	4%	5%	2%	6%	2%	3%	5%	4%	8%	5%	9%	3%	11%	7%	7%
Very unreasonable (1)	1%	2%	1%	2%	3%	1%	2%	2%	2%	6%	3%	3%	6%	2%	4%	3%
- NET: Unreasonable (2,1)	6%	6%	6%	4%	9%	3%	5%	7%	6%	15%	8%	11%	9%	13%	11%	10%
Mean	3.582	3.513	3.483	4.032	3.924	3.773	3.748	3.752	3.478	3.164	3.535	3.717	4.002	3.389	3.531	3.679
Not included in (%) base:																
Decline to Answer	-	1	2	6	5	2	16	146	1	-	-	3	3	2	8	93
Not Applicable	-	1	1	3	1	2	8	71	-	-	-	2	-	-	2	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

	White Faculty								Faculty of Color							
	Univ						All	All	Univ						All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	100	-	-	-	-	-	515	5126	22	-	-	-	-	-	193	1803
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	47%	35%	49%	64%	74%	54%	55%	57%	55%	41%	30%	60%	55%	54%	48%	56%
Very reasonable (5)	15%	15%	17%	40%	42%	13%	26%	27%	5%	9%	9%	26%	28%	19%	17%	24%
Fairly reasonable (4)	32%	20%	32%	24%	32%	41%	29%	30%	51%	32%	21%	33%	28%	35%	30%	32%
- Neither reasonable nor unreasonable (3)	48%	53%	45%	29%	20%	38%	38%	35%	34%	53%	61%	33%	25%	40%	44%	34%
Fairly unreasonable (2)	3%	7%	5%	4%	4%	6%	5%	5%	11%	3%	3%	5%	10%	4%	4%	7%
Very unreasonable (1)	2%	4%	1%	2%	3%	1%	2%	2%	0%	3%	6%	2%	9%	2%	4%	3%
- NET: Unreasonable (2,1)	5%	11%	6%	7%	7%	7%	8%	8%	11%	6%	9%	7%	20%	6%	8%	10%
Mean	3.551	3.347	3.594	3.948	4.066	3.587	3.707	3.739	3.492	3.410	3.241	3.767	3.540	3.653	3.528	3.674
Not included in (%) base:																
Decline to Answer	1	1	-	7	6	3	17	173	-	-	2	2	2	1	7	66
Not Applicable	-	-	1	3	1	-	5	81	-	1	-	1	-	2	4	29

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen

		Overall								
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	
(%) base:		120	-	-	-	-	-	683	6840	
		100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable	(5,4)	31%	26%	30%	63%	63%	34%	43%	49%	
Very reasonable	(5)	6%	7%	9%	29%	29%	9%	17%	21%	
Fairly reasonable	(4)	25%	19%	22%	34%	35%	25%	27%	28%	
- Neither reasonable nor unreasonable	(3)	62%	70%	64%	26%	28%	61%	50%	44%	
Fairly unreasonable	(2)	6%	1%	4%	10%	5%	4%	5%	5%	
Very unreasonable	(1)	1%	3%	2%	1%	3%	2%	2%	2%	
- NET: Unreasonable	(2,1)	7%	4%	6%	11%	8%	6%	7%	8%	
Mean		3.299	3.260	3.316	3.787	3.806	3.354	3.505	3.600	
Not included in (%) base:										
Decline to Answer		-	3	2	9	8	4	27	249	
Not Applicable		3	2	11	9	2	7	30	192	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	399	4012	50	-	-	-	-	-	283	2827
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	35%	30%	30%	64%	63%	43%	46%	49%	26%	20%	31%	61%	65%	21%	39%	48%
Very reasonable (5)	6%	10%	6%	30%	30%	12%	18%	21%	6%	4%	11%	26%	27%	6%	15%	20%
Fairly reasonable (4)	30%	20%	23%	34%	33%	32%	28%	28%	20%	16%	20%	35%	38%	15%	24%	28%
- Neither reasonable nor unreasonable (3)	56%	65%	64%	27%	31%	52%	47%	44%	70%	76%	64%	24%	22%	73%	53%	43%
Fairly unreasonable (2)	7%	1%	5%	8%	3%	3%	4%	5%	4%	1%	3%	14%	10%	5%	7%	6%
Very unreasonable (1)	1%	4%	1%	1%	3%	2%	2%	2%	0%	2%	2%	1%	3%	2%	2%	2%
- NET: Unreasonable (2,1)	8%	5%	6%	9%	6%	5%	6%	7%	4%	4%	5%	15%	13%	6%	8%	8%
Mean	3.313	3.312	3.281	3.848	3.830	3.486	3.558	3.610	3.279	3.189	3.360	3.703	3.763	3.180	3.432	3.584
Not included in (%) base:																
Decline to Answer	-	3	2	7	5	2	20	165	-	-	-	2	3	2	7	84
Not Applicable	3	1	7	4	2	4	18	126	-	1	3	5	-	3	12	66

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	493	5063	21	-	-	-	-	-	189	1776
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	30%	26%	38%	63%	65%	32%	45%	49%	39%	26%	9%	62%	59%	37%	38%	49%
Very reasonable (5)	6%	8%	9%	32%	30%	7%	18%	22%	5%	6%	6%	21%	25%	14%	13%	19%
Fairly reasonable (4)	24%	18%	28%	31%	35%	25%	27%	27%	34%	20%	3%	41%	34%	24%	24%	30%
- Neither reasonable nor unreasonable (3)	64%	70%	57%	26%	30%	64%	48%	44%	53%	69%	85%	27%	23%	52%	52%	41%
Fairly unreasonable (2)	5%	2%	5%	10%	4%	1%	5%	5%	9%	0%	3%	12%	9%	11%	7%	6%
Very unreasonable (1)	1%	2%	1%	2%	1%	2%	2%	2%	0%	6%	3%	0%	9%	0%	3%	3%
- NET: Unreasonable (2,1)	6%	4%	6%	11%	5%	3%	6%	7%	9%	6%	6%	12%	18%	11%	10%	10%
Mean	3.289	3.289	3.406	3.818	3.876	3.337	3.552	3.616	3.349	3.199	3.059	3.709	3.566	3.400	3.385	3.553
Not included in (%) base:																
Decline to Answer	-	2	-	8	6	3	19	171	-	1	2	2	2	1	8	78
Not Applicable	2	2	9	7	2	3	24	148	1	-	1	1	-	4	6	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		Overall								
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	
(%) base:		116	-	-	-	-	-	686	6684	
		100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable	(5,4)	27%	33%	35%	64%	55%	38%	46%	44%	
Very reasonable	(5)	5%	6%	8%	32%	27%	13%	17%	19%	
Fairly reasonable	(4)	22%	27%	27%	33%	28%	26%	28%	25%	
- Neither reasonable nor unreasonable	(3)	69%	61%	59%	28%	34%	57%	47%	49%	
Fairly unreasonable	(2)	4%	3%	5%	7%	7%	3%	5%	5%	
Very unreasonable	(1)	0%	3%	1%	1%	4%	1%	2%	2%	
- NET: Unreasonable	(2,1)	4%	6%	6%	8%	11%	4%	7%	7%	
Mean		3.283	3.292	3.359	3.871	3.658	3.456	3.537	3.533	
Not included in (%) base:										
Decline to Answer		1	2	3	9	9	3	27	279	
Not Applicable		6	4	3	7	3	4	20	265	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	404	3932	47	-	-	-	-	-	282	2752
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	29%	32%	33%	65%	56%	46%	47%	44%	25%	34%	38%	63%	52%	28%	44%	44%
Very reasonable (5)	4%	7%	8%	35%	27%	17%	19%	19%	7%	4%	8%	27%	25%	6%	14%	18%
Fairly reasonable (4)	24%	25%	25%	30%	29%	29%	28%	25%	19%	29%	30%	36%	27%	22%	30%	26%
- Neither reasonable nor unreasonable (3)	69%	61%	60%	29%	35%	51%	47%	49%	68%	60%	57%	27%	31%	67%	48%	48%
Fairly unreasonable (2)	3%	2%	4%	5%	4%	3%	4%	4%	7%	4%	5%	8%	14%	2%	6%	6%
Very unreasonable (1)	0%	4%	2%	1%	5%	0%	2%	3%	0%	2%	0%	1%	3%	3%	2%	2%
- NET: Unreasonable (2,1)	3%	6%	7%	6%	9%	3%	6%	7%	7%	7%	5%	10%	17%	5%	8%	8%
Mean	3.303	3.292	3.321	3.925	3.701	3.603	3.574	3.545	3.253	3.292	3.412	3.798	3.579	3.258	3.484	3.516
Not included in (%) base:																
Decline to Answer	-	2	2	7	6	1	19	176	1	-	1	2	3	2	8	103
Not Applicable	4	1	1	3	3	2	10	156	2	3	2	4	-	2	10	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	95	-	-	-	-	-	499	4941	21	-	-	-	-	-	187	1743
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	24%	32%	41%	66%	53%	37%	47%	44%	43%	35%	16%	60%	62%	42%	43%	46%
Very reasonable (5)	5%	6%	8%	35%	23%	10%	17%	19%	5%	6%	9%	22%	37%	18%	17%	17%
Fairly reasonable (4)	18%	26%	33%	31%	29%	27%	29%	24%	39%	29%	7%	38%	25%	23%	26%	28%
- Neither reasonable nor unreasonable (3)	72%	60%	53%	27%	40%	57%	46%	50%	53%	62%	77%	31%	13%	58%	50%	45%
Fairly unreasonable (2)	4%	4%	5%	6%	6%	4%	5%	5%	4%	0%	3%	9%	11%	0%	4%	6%
Very unreasonable (1)	0%	4%	1%	2%	1%	2%	2%	2%	0%	3%	3%	0%	14%	0%	3%	3%
- NET: Unreasonable (2,1)	4%	8%	6%	7%	8%	6%	7%	7%	4%	3%	6%	9%	25%	0%	7%	9%
Mean	3.247	3.264	3.423	3.922	3.671	3.394	3.553	3.542	3.446	3.356	3.159	3.737	3.612	3.603	3.495	3.506
Not included in (%) base:																
Decline to Answer	1	1	1	8	7	2	19	193	-	1	2	2	2	1	8	86
Not Applicable	5	1	1	5	3	4	14	203	1	3	2	1	-	-	6	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-1

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received consistent messages from senior colleagues about requirements for tenure

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	717	7096
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	54%	58%	60%	33%	38%	62%	49%	43%
Strongly agree	(5)	19%	19%	21%	13%	15%	30%	19%	17%
Somewhat agree	(4)	35%	39%	39%	20%	23%	33%	31%	26%
- Neither agree nor disagree	(3)	4%	6%	6%	13%	11%	12%	9%	10%
Somewhat disagree	(2)	30%	22%	21%	33%	27%	18%	25%	27%
Strongly disagree	(1)	12%	15%	13%	21%	25%	8%	16%	20%
- NET: Disagree	(2,1)	42%	36%	34%	54%	51%	26%	41%	47%
Mean		3.193	3.248	3.351	2.705	2.764	3.583	3.106	2.946
Not included in (%) base:									
Decline to Answer		-	5	2	1	2	3	13	143
Not Applicable/ Don't know		1	-	1	7	1	3	12	115

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-2

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received consistent messages from senior colleagues about requirements for tenure

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	73	-	-	-	-	-	423	4175	50	-	-	-	-	-	295	2921
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	52%	60%	58%	39%	45%	60%	52%	45%	57%	54%	64%	24%	24%	66%	46%	41%
Strongly agree (5)	25%	18%	20%	16%	17%	29%	19%	18%	10%	20%	23%	8%	11%	30%	18%	16%
Somewhat agree (4)	27%	43%	37%	23%	28%	31%	32%	27%	47%	34%	41%	16%	13%	36%	28%	25%
- Neither agree nor disagree (3)	6%	7%	9%	14%	10%	12%	11%	11%	2%	4%	2%	11%	12%	11%	8%	8%
Somewhat disagree (2)	30%	22%	20%	32%	24%	20%	24%	25%	30%	22%	23%	35%	32%	15%	26%	29%
Strongly disagree (1)	12%	11%	13%	15%	21%	7%	13%	18%	11%	20%	12%	30%	31%	8%	20%	22%
- NET: Disagree (2,1)	42%	32%	33%	47%	45%	28%	38%	44%	41%	42%	35%	65%	64%	23%	46%	51%
Mean	3.231	3.348	3.314	2.936	2.959	3.539	3.197	3.021	3.138	3.109	3.401	2.382	2.402	3.641	2.975	2.839
Not included in (%) base:																
Decline to Answer	-	4	1	1	2	1	9	92	-	1	1	-	-	2	4	52
Not Applicable/ Don't know	1	-	-	4	1	3	8	86	-	-	1	3	-	-	4	30

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-3

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received consistent messages from senior colleagues about requirements for tenure

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101	-	-	-	-	-	527	5287	21	-	-	-	-	-	190	1808
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	54%	52%	57%	37%	39%	58%	48%	43%	57%	70%	71%	22%	34%	73%	54%	45%
Strongly agree (5)	19%	16%	22%	13%	14%	29%	18%	17%	17%	25%	20%	13%	16%	31%	21%	19%
Somewhat agree (4)	34%	36%	35%	24%	24%	29%	30%	26%	40%	46%	51%	8%	18%	42%	33%	26%
- Neither agree nor disagree (3)	5%	7%	5%	10%	9%	10%	8%	9%	0%	4%	9%	19%	21%	15%	13%	12%
Somewhat disagree (2)	30%	25%	26%	30%	27%	21%	26%	27%	27%	13%	9%	43%	25%	10%	21%	27%
Strongly disagree (1)	11%	16%	13%	22%	26%	10%	18%	21%	16%	13%	12%	17%	20%	2%	13%	16%
- NET: Disagree (2,1)	41%	41%	38%	53%	53%	31%	44%	48%	43%	26%	21%	60%	45%	12%	34%	43%
Mean	3.202	3.111	3.270	2.748	2.741	3.458	3.042	2.909	3.151	3.560	3.581	2.583	2.849	3.901	3.282	3.053
Not included in (%) base:																
Decline to Answer	-	1	1	1	-	2	5	80	-	4	1	-	2	1	8	63
Not Applicable/ Don't know	-	-	1	2	1	1	5	63	1	-	-	5	-	2	7	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-1

II. Tenure

Q27a. 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).

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		116	-	-	-	-	-	697	6934
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	72%	75%	67%	57%	60%	81%	67%	64%
Strongly agree	(5)	26%	30%	31%	23%	20%	40%	28%	27%
Somewhat agree	(4)	45%	45%	37%	34%	40%	41%	39%	37%
- Neither agree nor disagree	(3)	6%	8%	14%	17%	11%	8%	12%	13%
Somewhat disagree	(2)	11%	11%	9%	16%	17%	8%	12%	15%
Strongly disagree	(1)	11%	6%	10%	10%	12%	3%	8%	9%
- NET: Disagree	(2,1)	22%	17%	18%	26%	29%	11%	21%	24%
Mean		3.654	3.815	3.694	3.446	3.401	4.077	3.665	3.584
Not included in (%) base:									
Decline to Answer		-	2	2	1	2	4	11	159
Not Applicable/ Don't know		7	15	6	4	2	7	34	262

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-2

II. Tenure

Q27a. 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).

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	411	4106	43	-	-	-	-	-	286	2827
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	74%	77%	66%	64%	64%	84%	70%	66%	68%	72%	69%	48%	52%	78%	63%	61%
Strongly agree (5)	31%	35%	26%	31%	26%	44%	32%	29%	19%	23%	37%	13%	9%	35%	23%	24%
Somewhat agree (4)	43%	42%	40%	33%	39%	40%	38%	37%	49%	49%	32%	35%	42%	43%	39%	37%
- Neither agree nor disagree (3)	5%	10%	18%	17%	9%	7%	13%	12%	9%	5%	10%	18%	16%	10%	12%	13%
Somewhat disagree (2)	11%	9%	9%	12%	18%	7%	11%	13%	11%	15%	8%	22%	15%	9%	14%	17%
Strongly disagree (1)	10%	5%	7%	8%	9%	3%	6%	8%	12%	8%	14%	12%	17%	4%	11%	10%
- NET: Disagree (2,1)	21%	13%	16%	20%	27%	9%	17%	22%	24%	23%	22%	34%	33%	12%	25%	27%
Mean	3.746	3.942	3.686	3.663	3.548	4.159	3.779	3.652	3.502	3.639	3.706	3.142	3.110	3.971	3.503	3.484
Not included in (%) base:																
Decline to Answer	-	2	1	1	2	1	7	95	-	-	1	-	-	3	4	64
Not Applicable/ Don't know	1	9	5	2	-	6	21	151	6	6	1	2	2	2	13	111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-3

II. Tenure

Q27a. 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).

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	96	-	-	-	-	-	501	5145	20	-	-	-	-	-	196	1789
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	74%	72%	67%	60%	63%	77%	67%	65%	58%	80%	68%	48%	51%	92%	67%	61%
Strongly agree (5)	30%	32%	30%	25%	23%	36%	29%	27%	10%	25%	33%	19%	9%	49%	27%	26%
Somewhat agree (4)	45%	39%	37%	35%	40%	40%	38%	38%	48%	54%	35%	29%	42%	43%	40%	35%
- Neither agree nor disagree (3)	3%	5%	13%	15%	9%	10%	11%	12%	22%	14%	17%	22%	20%	4%	16%	15%
Somewhat disagree (2)	12%	15%	11%	13%	19%	10%	13%	15%	8%	5%	3%	24%	12%	2%	10%	13%
Strongly disagree (1)	11%	8%	9%	11%	10%	4%	9%	8%	12%	2%	12%	6%	18%	2%	7%	10%
- NET: Disagree (2,1)	22%	23%	20%	24%	28%	13%	22%	23%	20%	6%	15%	30%	29%	4%	17%	24%
Mean	3.713	3.734	3.678	3.501	3.474	3.961	3.648	3.602	3.368	3.968	3.740	3.302	3.127	4.351	3.709	3.532
Not included in (%) base:																
Decline to Answer	-	1	1	1	-	3	6	94	-	1	1	-	2	1	5	65
Not Applicable/ Don't know	5	14	6	3	2	6	31	193	2	1	-	1	-	2	4	70

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-1

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		123	-	-	-	-	-	734	7206
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	68%	73%	77%	72%	71%	73%	73%	74%
Very satisfied	(5)	21%	24%	27%	26%	29%	20%	25%	25%
Satisfied	(4)	47%	49%	50%	47%	42%	53%	48%	48%
- Neither satisfied nor dissatisfied	(3)	14%	4%	11%	6%	11%	8%	7%	7%
Dissatisfied	(2)	18%	20%	8%	18%	16%	17%	16%	15%
Very dissatisfied	(1)	1%	4%	4%	4%	2%	2%	3%	3%
- NET: Dissatisfied	(2,1)	18%	23%	12%	22%	18%	19%	19%	19%
Mean		3.693	3.697	3.879	3.717	3.795	3.726	3.759	3.769
Not included in (%) base:									
Decline to Answer		-	1	2	1	1	2	7	142
Not Applicable		-	-	-	-	-	1	1	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-2

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	433	4253	50	-	-	-	-	-	301	2953
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	65%	79%	72%	73%	74%	80%	75%	76%	72%	64%	83%	71%	65%	65%	70%	71%
Very satisfied (5)	26%	30%	24%	25%	27%	27%	26%	28%	13%	16%	31%	27%	33%	12%	24%	23%
Satisfied (4)	39%	49%	48%	49%	48%	54%	49%	48%	58%	48%	52%	44%	33%	52%	47%	48%
- Neither satisfied nor dissatisfied (3)	17%	1%	14%	7%	10%	9%	8%	7%	10%	8%	7%	4%	12%	6%	7%	7%
Dissatisfied (2)	17%	17%	10%	16%	14%	9%	14%	13%	19%	24%	7%	20%	20%	26%	19%	19%
Very dissatisfied (1)	1%	3%	5%	3%	2%	2%	3%	3%	0%	4%	3%	6%	3%	3%	4%	4%
- NET: Dissatisfied (2,1)	18%	20%	14%	20%	16%	11%	17%	17%	19%	28%	10%	25%	23%	29%	23%	22%
Mean	3.711	3.856	3.777	3.751	3.835	3.945	3.822	3.837	3.666	3.472	4.019	3.670	3.720	3.443	3.669	3.672
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	1	5	94	-	-	1	-	-	1	2	48
Not Applicable	-	-	-	-	-	1	1	5	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-3

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101	-	-	-	-	-	530	5336	22	-	-	-	-	-	204	1870
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	66%	71%	80%	70%	72%	72%	73%	73%	77%	75%	68%	78%	69%	78%	74%	75%
Very satisfied (5)	20%	22%	26%	24%	27%	19%	24%	25%	25%	28%	30%	30%	35%	23%	29%	28%
Satisfied (4)	45%	49%	53%	46%	45%	52%	49%	49%	52%	47%	38%	47%	34%	54%	45%	47%
- Neither satisfied nor dissatisfied (3)	15%	3%	8%	5%	9%	6%	6%	7%	8%	7%	20%	7%	18%	11%	11%	8%
Dissatisfied (2)	18%	21%	9%	21%	18%	19%	18%	16%	15%	18%	6%	9%	9%	12%	11%	14%
Very dissatisfied (1)	1%	5%	3%	4%	1%	3%	3%	3%	0%	0%	5%	6%	5%	0%	3%	3%
- NET: Dissatisfied (2,1)	19%	26%	13%	24%	20%	22%	21%	19%	15%	18%	12%	16%	13%	12%	14%	17%
Mean	3.657	3.620	3.903	3.661	3.777	3.655	3.722	3.752	3.860	3.857	3.810	3.865	3.860	3.894	3.857	3.820
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	91	-	-	1	-	-	-	1	51
Not Applicable	-	-	-	-	-	1	1	4	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28b-1

III. The Nature of Your Work

Q28b. Please indicate your level of satisfaction with the following:

The number of hours you work as a faculty member in an average week

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		123	-	-	-	-	-	-	1085
		100%	0%	0%	0%	0%	0%	0%	100%
- NET: Satisfied	(5,4)	58%	0%	0%	0%	0%	0%	0%	59%
Very satisfied	(5)	12%	0%	0%	0%	0%	0%	0%	15%
Satisfied	(4)	45%	0%	0%	0%	0%	0%	0%	44%
- Neither satisfied	(3)	18%	0%	0%	0%	0%	0%	0%	17%
nor dissatisfied									
Dissatisfied	(2)	19%	0%	0%	0%	0%	0%	0%	19%
Very dissatisfied	(1)	6%	0%	0%	0%	0%	0%	0%	5%
- NET: Dissatisfied	(2,1)	25%	0%	0%	0%	0%	0%	0%	24%
Mean		3.395	-	-	-	-	-	-	3.457
Not included in (%) base:									
Decline to Answer		-	-	-	-	-	-	-	18
Not Applicable		-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28b-2

III. The Nature of Your Work

Q28b. Please indicate your level of satisfaction with the following:

The number of hours you work as a faculty member in an average week

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	-	645	50	-	-	-	-	-	-	440
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Satisfied (5,4)	62%	0%	0%	0%	0%	0%	0%	66%	51%	0%	0%	0%	0%	0%	0%	50%
Very satisfied (5)	19%	0%	0%	0%	0%	0%	0%	18%	2%	0%	0%	0%	0%	0%	0%	12%
Satisfied (4)	43%	0%	0%	0%	0%	0%	0%	48%	49%	0%	0%	0%	0%	0%	0%	38%
- Neither satisfied nor dissatisfied (3)	16%	0%	0%	0%	0%	0%	0%	15%	20%	0%	0%	0%	0%	0%	0%	19%
Dissatisfied (2)	14%	0%	0%	0%	0%	0%	0%	14%	27%	0%	0%	0%	0%	0%	0%	26%
Very dissatisfied (1)	8%	0%	0%	0%	0%	0%	0%	5%	2%	0%	0%	0%	0%	0%	0%	5%
- NET: Dissatisfied (2,1)	22%	0%	0%	0%	0%	0%	0%	19%	29%	0%	0%	0%	0%	0%	0%	31%
Mean	3.512	-	-	-	-	-	-	3.594	3.223	-	-	-	-	-	-	3.255
Not included in (%) base:																
Decline to Answer	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	6
Not Applicable	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28b-3

III. The Nature of Your Work

Q28b. Please indicate your level of satisfaction with the following:

The number of hours you work as a faculty member in an average week

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101	-	-	-	-	-	-	842	22	-	-	-	-	-	-	244
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Satisfied (5,4)	55%	0%	0%	0%	0%	0%	0%	59%	72%	0%	0%	0%	0%	0%	0%	60%
Very satisfied (5)	12%	0%	0%	0%	0%	0%	0%	14%	13%	0%	0%	0%	0%	0%	0%	21%
Satisfied (4)	42%	0%	0%	0%	0%	0%	0%	45%	59%	0%	0%	0%	0%	0%	0%	39%
- Neither satisfied nor dissatisfied (3)	16%	0%	0%	0%	0%	0%	0%	15%	24%	0%	0%	0%	0%	0%	0%	22%
Dissatisfied (2)	23%	0%	0%	0%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	17%
Very dissatisfied (1)	6%	0%	0%	0%	0%	0%	0%	6%	4%	0%	0%	0%	0%	0%	0%	1%
- NET: Dissatisfied (2,1)	29%	0%	0%	0%	0%	0%	0%	26%	4%	0%	0%	0%	0%	0%	0%	18%
Mean	3.313	-	-	-	-	-	-	3.414	3.775	-	-	-	-	-	-	3.604
Not included in (%) base:																
Decline to Answer	-	-	-	-	-	-	-	10	-	-	-	-	-	-	-	7
Not Applicable	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-1

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		114	-	-	-	-	-	704	7044
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	79%	86%	79%	86%	78%	91%	84%	83%
Very satisfied	(5)	30%	50%	51%	49%	41%	42%	47%	45%
Satisfied	(4)	49%	36%	28%	38%	38%	49%	37%	38%
- Neither satisfied	(3)	15%	7%	7%	7%	11%	2%	7%	7%
nor dissatisfied									
Dissatisfied	(2)	6%	6%	12%	6%	9%	7%	8%	8%
Very dissatisfied	(1)	0%	1%	1%	1%	2%	1%	1%	2%
- NET: Dissatisfied	(2,1)	6%	7%	14%	7%	11%	7%	9%	10%
Mean		4.027	4.271	4.145	4.275	4.056	4.250	4.213	4.156
Not included in (%) base:									
Decline to Answer		1	2	2	1	1	2	8	140
Not Applicable		8	7	16	4	3	-	30	171

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-2

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	413 100%	4160 100%	44 100%	- 100%	- 100%	- 100%	- 100%	- 100%	291 100%	2884 100%
- NET: Satisfied (5,4)	83%	85%	77%	87%	77%	91%	84%	83%	74%	87%	82%	86%	81%	91%	85%	83%
Very satisfied (5)	31%	52%	51%	44%	42%	42%	46%	43%	28%	47%	50%	55%	39%	42%	48%	47%
Satisfied (4)	51%	33%	26%	43%	35%	49%	37%	39%	46%	39%	31%	31%	42%	49%	37%	37%
- Neither satisfied nor dissatisfied (3)	11%	8%	12%	6%	11%	3%	8%	8%	20%	6%	2%	7%	9%	0%	5%	6%
Dissatisfied (2)	6%	6%	11%	6%	10%	5%	7%	8%	7%	6%	13%	7%	7%	9%	9%	9%
Very dissatisfied (1)	0%	1%	0%	1%	2%	1%	1%	2%	0%	1%	3%	0%	3%	0%	1%	2%
- NET: Dissatisfied (2,1)	6%	7%	11%	7%	12%	6%	8%	9%	7%	8%	17%	7%	10%	9%	10%	11%
Mean	4.082	4.289	4.169	4.230	4.053	4.260	4.207	4.151	3.942	4.245	4.114	4.339	4.062	4.236	4.221	4.163
Not included in (%) base:																
Decline to Answer	1	2	1	1	1	1	7	92	-	-	1	-	-	1	2	48
Not Applicable	3	5	10	2	2	-	19	100	5	2	5	2	1	-	10	71

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-3

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	505 100%	5205 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	199 100%	1839 100%
- NET: Satisfied (5,4)	80%	86%	83%	87%	81%	90%	86%	84%	75%	85%	68%	84%	69%	94%	81%	81%
Very satisfied (5)	33%	54%	51%	50%	43%	43%	49%	46%	15%	40%	48%	45%	32%	40%	42%	40%
Satisfied (4)	47%	32%	32%	37%	38%	46%	37%	37%	60%	45%	19%	39%	36%	54%	39%	40%
- Neither satisfied nor dissatisfied (3)	14%	6%	5%	6%	10%	3%	6%	7%	15%	10%	16%	8%	12%	0%	9%	8%
Dissatisfied (2)	6%	7%	10%	6%	7%	8%	8%	8%	9%	4%	17%	8%	15%	4%	9%	9%
Very dissatisfied (1)	0%	2%	2%	1%	1%	0%	1%	2%	0%	0%	0%	0%	5%	3%	1%	2%
- NET: Dissatisfied (2,1)	6%	8%	12%	7%	9%	8%	9%	10%	9%	4%	17%	8%	19%	6%	10%	11%
Mean	4.078	4.300	4.199	4.297	4.139	4.251	4.245	4.186	3.812	4.212	3.994	4.220	3.772	4.247	4.130	4.071
Not included in (%) base:																
Decline to Answer	1	1	1	1	1	2	6	92	-	1	1	-	-	-	3	48
Not Applicable	8	7	12	4	3	-	26	135	-	-	3	-	-	-	3	36

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-1

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		116	-	-	-	-	-	703	7053
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	62%	80%	80%	79%	70%	76%	77%	71%
Very satisfied	(5)	20%	49%	53%	50%	33%	54%	48%	42%
Satisfied	(4)	42%	32%	27%	28%	36%	22%	29%	30%
- Neither satisfied nor dissatisfied	(3)	19%	7%	6%	12%	9%	11%	9%	9%
Dissatisfied	(2)	16%	11%	12%	6%	17%	10%	10%	14%
Very dissatisfied	(1)	3%	2%	3%	3%	4%	3%	3%	6%
- NET: Dissatisfied	(2,1)	19%	13%	15%	9%	21%	13%	13%	19%
Mean		3.607	4.140	4.150	4.169	3.781	4.142	4.098	3.878
Not included in (%) base:									
Decline to Answer		-	2	2	1	1	2	8	137
Not Applicable		7	7	16	5	3	-	31	164

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-2

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	71	-	-	-	-	-	413	4169	44	-	-	-	-	-	290	2884
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	62%	79%	76%	75%	70%	78%	76%	72%	62%	82%	85%	83%	70%	74%	80%	71%
Very satisfied (5)	26%	46%	48%	46%	33%	48%	45%	41%	11%	53%	59%	56%	34%	61%	54%	42%
Satisfied (4)	37%	33%	28%	29%	36%	29%	31%	31%	51%	30%	26%	27%	36%	13%	26%	29%
- Neither satisfied nor dissatisfied (3)	22%	11%	9%	15%	11%	14%	12%	11%	13%	1%	2%	9%	6%	6%	5%	7%
Dissatisfied (2)	14%	10%	11%	6%	16%	9%	10%	13%	20%	12%	13%	6%	18%	13%	11%	15%
Very dissatisfied (1)	1%	0%	5%	4%	3%	0%	3%	5%	5%	4%	0%	2%	6%	7%	3%	7%
- NET: Dissatisfied (2,1)	15%	10%	16%	10%	19%	9%	12%	18%	25%	16%	13%	8%	24%	19%	15%	22%
Mean	3.710	4.137	4.029	4.083	3.807	4.175	4.054	3.901	3.442	4.144	4.308	4.291	3.733	4.098	4.160	3.846
Not included in (%) base:																
Decline to Answer	-	2	1	1	1	1	7	89	-	-	1	-	-	1	2	49
Not Applicable	2	5	10	2	2	-	19	95	5	2	5	3	1	-	11	70

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-3

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	94 100%	- 100%	- 100%	- 100%	- 100%	- 100%	504 100%	5216 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	199 100%	1837 100%
- NET: Satisfied (5,4)	63%	81%	80%	78%	72%	75%	78%	72%	59%	78%	80%	80%	61%	80%	77%	70%
Very satisfied (5)	21%	48%	52%	49%	31%	51%	47%	42%	18%	50%	55%	52%	40%	60%	52%	39%
Satisfied (4)	42%	34%	28%	29%	41%	24%	31%	30%	41%	28%	25%	28%	21%	19%	25%	30%
- Neither satisfied nor dissatisfied (3)	17%	4%	5%	14%	6%	13%	9%	9%	25%	13%	7%	9%	20%	5%	10%	10%
Dissatisfied (2)	16%	12%	12%	5%	18%	8%	10%	14%	17%	9%	10%	7%	14%	16%	10%	14%
Very dissatisfied (1)	3%	3%	3%	3%	4%	4%	3%	5%	0%	0%	3%	3%	5%	0%	2%	6%
- NET: Dissatisfied (2,1)	20%	15%	15%	8%	22%	12%	14%	19%	17%	9%	13%	10%	19%	16%	12%	20%
Mean	3.609	4.113	4.137	4.160	3.780	4.098	4.076	3.895	3.599	4.193	4.188	4.190	3.786	4.245	4.153	3.830
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	87	-	1	1	-	-	-	3	50
Not Applicable	7	7	12	5	3	-	27	128	-	-	3	-	-	-	3	36

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-1

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over the courses you teach

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		114	-	-	-	-	-	703	7038
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	87%	85%	85%	83%	75%	85%	83%	81%
Very satisfied	(5)	49%	60%	58%	55%	41%	61%	56%	52%
Satisfied	(4)	38%	25%	26%	28%	34%	24%	27%	29%
- Neither satisfied	(3)	7%	9%	9%	8%	12%	7%	9%	8%
nor dissatisfied									
Dissatisfied	(2)	6%	4%	4%	7%	8%	7%	6%	8%
Very dissatisfied	(1)	0%	3%	2%	1%	5%	2%	2%	3%
- NET: Dissatisfied	(2,1)	6%	6%	6%	9%	13%	8%	8%	11%
Mean		4.302	4.353	4.354	4.279	3.993	4.363	4.282	4.181
Not included in (%) base:									
Decline to Answer		1	1	2	1	2	2	8	140
Not Applicable		8	7	16	5	3	-	31	177

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-2

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over the courses you teach

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	413	4162	44	-	-	-	-	-	289	2876
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	89%	89%	81%	83%	73%	88%	83%	82%	84%	79%	89%	83%	81%	82%	83%	79%
Very satisfied (5)	50%	64%	54%	53%	39%	63%	55%	52%	49%	53%	64%	57%	46%	58%	56%	52%
Satisfied (4)	39%	25%	27%	30%	33%	25%	28%	30%	36%	26%	25%	26%	35%	24%	27%	27%
- Neither satisfied nor dissatisfied (3)	7%	9%	15%	10%	14%	5%	10%	9%	7%	9%	2%	6%	6%	9%	6%	8%
Dissatisfied (2)	4%	1%	4%	7%	7%	6%	5%	7%	9%	7%	5%	8%	9%	7%	7%	9%
Very dissatisfied (1)	0%	1%	0%	1%	6%	2%	2%	3%	0%	5%	4%	3%	3%	2%	3%	4%
- NET: Dissatisfied (2,1)	4%	2%	4%	7%	13%	8%	7%	9%	9%	12%	9%	11%	13%	9%	11%	14%
Mean	4.337	4.499	4.316	4.285	3.931	4.420	4.300	4.215	4.247	4.153	4.402	4.271	4.112	4.288	4.256	4.132
Not included in (%) base:																
Decline to Answer	1	1	1	1	1	1	5	89	-	-	1	-	1	1	3	51
Not Applicable	3	6	10	2	2	-	20	102	5	2	5	3	1	-	11	76

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-3

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over the courses you teach

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	503 100%	5201 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	199 100%	1837 100%
- NET: Satisfied (5,4)	87%	88%	86%	84%	76%	84%	84%	81%	88%	79%	81%	81%	73%	87%	81%	79%
Very satisfied (5)	51%	63%	63%	56%	44%	61%	58%	54%	41%	52%	46%	51%	31%	60%	50%	46%
Satisfied (4)	36%	25%	23%	28%	32%	23%	26%	27%	47%	27%	36%	29%	42%	27%	31%	33%
- Neither satisfied nor dissatisfied (3)	7%	6%	8%	8%	11%	7%	8%	8%	8%	16%	12%	7%	14%	6%	11%	10%
Dissatisfied (2)	7%	4%	5%	7%	9%	7%	6%	8%	4%	3%	3%	9%	5%	6%	6%	7%
Very dissatisfied (1)	0%	3%	1%	1%	4%	2%	2%	3%	0%	3%	4%	3%	8%	0%	3%	4%
- NET: Dissatisfied (2,1)	7%	7%	6%	7%	13%	9%	8%	11%	4%	6%	7%	12%	14%	6%	9%	11%
Mean	4.311	4.420	4.420	4.323	4.043	4.342	4.320	4.211	4.262	4.222	4.164	4.168	3.816	4.415	4.185	4.096
Not included in (%) base:																
Decline to Answer	1	1	1	1	1	2	6	90	-	-	1	-	1	-	2	50
Not Applicable	8	7	12	5	3	-	28	140	-	-	3	-	-	-	3	37

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-1

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of the courses you teach

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		114	-	-	-	-	-	696	7029
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	90%	91%	92%	96%	96%	91%	93%	93%
Very satisfied	(5)	60%	70%	76%	80%	77%	73%	76%	72%
Satisfied	(4)	30%	21%	16%	16%	19%	18%	18%	20%
- Neither satisfied	(3)	5%	5%	5%	2%	1%	5%	3%	4%
nor dissatisfied									
Dissatisfied	(2)	4%	3%	2%	2%	2%	3%	2%	2%
Very dissatisfied	(1)	1%	1%	1%	1%	1%	1%	1%	1%
- NET: Dissatisfied	(2,1)	4%	4%	3%	2%	3%	4%	3%	3%
Mean		4.448	4.560	4.642	4.733	4.686	4.602	4.650	4.604
Not included in (%) base:									
Decline to Answer		-	1	2	1	1	2	7	136
Not Applicable		9	8	17	6	3	4	39	190

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-2

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of the courses you teach

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	406	4155	44	-	-	-	-	-	290	2874
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	94%	92%	93%	95%	95%	92%	94%	93%	84%	89%	91%	98%	97%	90%	93%	92%
Very satisfied (5)	59%	70%	73%	75%	76%	75%	74%	72%	61%	71%	80%	86%	79%	71%	78%	72%
Satisfied (4)	35%	22%	20%	19%	19%	17%	20%	21%	23%	19%	11%	12%	18%	19%	15%	20%
- Neither satisfied nor dissatisfied (3)	3%	3%	7%	3%	2%	5%	4%	4%	9%	8%	2%	0%	0%	6%	3%	4%
Dissatisfied (2)	3%	3%	0%	2%	1%	3%	2%	2%	5%	3%	6%	1%	3%	3%	3%	3%
Very dissatisfied (1)	0%	2%	0%	0%	2%	0%	1%	1%	2%	0%	2%	1%	0%	2%	1%	1%
- NET: Dissatisfied (2,1)	3%	5%	0%	2%	3%	3%	3%	3%	7%	3%	7%	2%	3%	4%	4%	4%
Mean	4.506	4.547	4.660	4.677	4.668	4.642	4.640	4.614	4.356	4.578	4.618	4.809	4.721	4.551	4.664	4.590
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	1	5	88	-	-	1	-	-	1	2	48
Not Applicable	3	7	12	4	2	3	28	109	6	2	5	2	1	1	11	81

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-3

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of the courses you teach

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	93 100%	- 100%	- 100%	- 100%	- 100%	- 100%	502 100%	5204 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	194 100%	1825 100%
- NET: Satisfied (5,4)	90%	92%	95%	96%	99%	92%	95%	94%	91%	90%	84%	96%	86%	89%	90%	90%
Very satisfied (5)	62%	73%	79%	80%	78%	79%	78%	75%	52%	65%	66%	79%	72%	60%	69%	64%
Satisfied (4)	29%	19%	16%	16%	20%	13%	17%	18%	39%	25%	17%	17%	14%	29%	21%	26%
- Neither satisfied nor dissatisfied (3)	4%	5%	2%	2%	0%	6%	3%	3%	9%	6%	13%	0%	5%	4%	5%	6%
Dissatisfied (2)	4%	2%	2%	1%	1%	1%	1%	2%	0%	4%	4%	4%	5%	7%	5%	3%
Very dissatisfied (1)	1%	2%	1%	1%	0%	1%	1%	1%	0%	0%	0%	0%	5%	0%	1%	1%
- NET: Dissatisfied (2,1)	5%	4%	3%	1%	1%	2%	2%	3%	0%	4%	4%	4%	10%	7%	5%	4%
Mean	4.451	4.585	4.703	4.743	4.760	4.672	4.695	4.646	4.439	4.510	4.463	4.708	4.433	4.420	4.534	4.483
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	88	-	-	1	-	-	-	1	48
Not Applicable	8	7	12	5	3	1	29	139	1	1	5	1	-	3	10	51

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-1

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		113	-	-	-	-	-	700	7045
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	78%	71%	73%	77%	69%	72%	73%	73%
Very satisfied	(5)	31%	40%	42%	44%	35%	46%	42%	38%
Satisfied	(4)	48%	31%	31%	33%	34%	27%	31%	35%
- Neither satisfied	(3)	11%	7%	9%	8%	15%	8%	9%	10%
nor dissatisfied									
Dissatisfied	(2)	10%	17%	12%	11%	13%	15%	13%	12%
Very dissatisfied	(1)	1%	6%	6%	5%	4%	5%	5%	5%
- NET: Dissatisfied	(2,1)	11%	23%	18%	16%	17%	19%	18%	17%
Mean		3.964	3.815	3.910	4.004	3.829	3.938	3.909	3.889
Not included in (%) base:									
Decline to Answer		-	2	2	1	1	2	8	136
Not Applicable		10	7	18	5	3	-	34	174

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-2

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	410	4162	43	-	-	-	-	-	290	2883
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	76%	68%	75%	76%	66%	74%	72%	74%	81%	74%	70%	78%	73%	71%	74%	72%
Very satisfied (5)	35%	39%	41%	38%	33%	43%	39%	38%	24%	42%	43%	51%	38%	49%	45%	38%
Satisfied (4)	41%	29%	34%	38%	33%	30%	33%	36%	57%	33%	27%	26%	35%	22%	28%	34%
- Neither satisfied nor dissatisfied (3)	8%	9%	9%	11%	17%	6%	11%	11%	14%	3%	9%	2%	10%	12%	6%	9%
Dissatisfied (2)	14%	15%	9%	9%	12%	15%	11%	11%	4%	19%	16%	14%	15%	15%	16%	14%
Very dissatisfied (1)	1%	8%	6%	4%	4%	6%	6%	4%	0%	4%	5%	6%	3%	3%	5%	6%
- NET: Dissatisfied (2,1)	16%	23%	15%	13%	16%	21%	17%	15%	4%	23%	21%	20%	18%	18%	20%	20%
Mean	3.936	3.765	3.945	3.977	3.792	3.903	3.885	3.924	4.011	3.882	3.866	4.041	3.900	3.984	3.944	3.839
Not included in (%) base:																
Decline to Answer	-	2	1	1	1	1	7	89	-	-	1	-	-	1	2	48
Not Applicable	3	5	12	3	2	-	22	101	7	3	5	2	1	-	11	72

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-3

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	92	-	-	-	-	-	502	5207	21	-	-	-	-	-	198	1838
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	80%	74%	74%	74%	71%	69%	73%	73%	70%	65%	70%	83%	60%	80%	73%	73%
Very satisfied (5)	33%	45%	42%	43%	37%	42%	42%	39%	18%	30%	40%	44%	28%	54%	40%	36%
Satisfied (4)	47%	28%	31%	31%	34%	27%	30%	34%	51%	35%	30%	39%	32%	26%	33%	37%
- Neither satisfied nor dissatisfied (3)	11%	4%	7%	8%	12%	11%	8%	10%	9%	12%	16%	5%	23%	2%	10%	11%
Dissatisfied (2)	9%	20%	13%	12%	13%	14%	14%	12%	17%	10%	10%	8%	12%	16%	11%	11%
Very dissatisfied (1)	0%	3%	7%	5%	4%	6%	5%	5%	5%	13%	3%	3%	5%	3%	6%	5%
- NET: Dissatisfied (2,1)	9%	23%	19%	17%	17%	20%	19%	17%	22%	23%	13%	11%	17%	19%	17%	16%
Mean	4.044	3.933	3.899	3.954	3.875	3.860	3.911	3.892	3.615	3.577	3.942	4.131	3.672	4.124	3.905	3.882
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	88	-	1	1	-	-	-	3	48
Not Applicable	9	7	13	5	3	-	29	136	1	-	5	-	-	-	5	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-1

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		108	-	-	-	-	-	630	6248
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	50%	48%	52%	43%	45%	54%	48%	55%
Very satisfied	(5)	11%	13%	19%	11%	19%	16%	15%	22%
Satisfied	(4)	39%	34%	33%	32%	26%	37%	32%	33%
- Neither satisfied nor dissatisfied	(3)	27%	21%	14%	16%	16%	22%	18%	17%
Dissatisfied	(2)	20%	26%	25%	32%	31%	19%	27%	22%
Very dissatisfied	(1)	4%	5%	9%	9%	9%	5%	8%	6%
- NET: Dissatisfied	(2,1)	23%	32%	34%	42%	39%	25%	35%	28%
Mean		3.349	3.239	3.275	3.031	3.160	3.401	3.207	3.428
Not included in (%) base:									
Decline to Answer		-	2	2	1	2	3	10	172
Not Applicable		15	23	27	35	9	9	103	935

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-2

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	67	-	-	-	-	-	377	3722	41	-	-	-	-	-	253	2526
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	48%	48%	44%	36%	40%	61%	45%	53%	54%	47%	62%	53%	54%	43%	52%	59%
Very satisfied (5)	14%	13%	15%	8%	18%	17%	14%	21%	7%	14%	25%	16%	21%	15%	18%	24%
Satisfied (4)	34%	35%	30%	28%	22%	44%	31%	32%	46%	33%	37%	37%	34%	29%	34%	35%
- Neither satisfied nor dissatisfied (3)	29%	19%	20%	19%	19%	18%	19%	19%	22%	23%	6%	11%	10%	27%	16%	13%
Dissatisfied (2)	18%	29%	29%	39%	33%	16%	30%	22%	22%	22%	20%	23%	25%	24%	22%	21%
Very dissatisfied (1)	5%	4%	6%	7%	8%	5%	6%	6%	2%	8%	12%	13%	10%	6%	10%	6%
- NET: Dissatisfied (2,1)	23%	33%	36%	46%	41%	21%	36%	28%	24%	30%	32%	36%	35%	29%	33%	28%
Mean	3.345	3.245	3.167	2.907	3.095	3.521	3.164	3.390	3.356	3.231	3.422	3.205	3.294	3.231	3.272	3.483
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	110	-	1	1	-	1	1	3	62
Not Applicable	7	13	15	20	5	3	56	520	9	10	11	15	4	6	47	415

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-3

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	89	-	-	-	-	-	455	4626	19	-	-	-	-	-	175	1622
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	48%	53%	52%	41%	47%	55%	49%	56%	60%	36%	52%	48%	37%	51%	45%	52%
Very satisfied (5)	14%	16%	17%	11%	21%	17%	16%	23%	0%	9%	25%	13%	11%	15%	14%	19%
Satisfied (4)	34%	37%	35%	30%	26%	38%	33%	33%	60%	28%	27%	35%	26%	37%	31%	34%
- Neither satisfied nor dissatisfied (3)	31%	15%	14%	16%	14%	22%	16%	16%	5%	34%	14%	14%	21%	22%	21%	20%
Dissatisfied (2)	17%	25%	26%	33%	31%	18%	27%	22%	31%	28%	24%	30%	31%	24%	27%	20%
Very dissatisfied (1)	3%	7%	8%	10%	8%	6%	8%	6%	4%	2%	11%	8%	10%	3%	6%	7%
- NET: Dissatisfied (2,1)	21%	32%	34%	43%	39%	24%	35%	28%	35%	30%	34%	38%	42%	27%	34%	28%
Mean	3.379	3.291	3.258	2.986	3.214	3.417	3.214	3.451	3.205	3.133	3.321	3.141	2.960	3.360	3.190	3.360
Not included in (%) base:																
Decline to Answer	-	2	1	1	1	2	7	115	-	-	1	-	1	1	3	57
Not Applicable	12	16	21	27	7	5	76	691	3	7	6	8	2	4	27	244

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-1

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		110	-	-	-	-	-	677	6391
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	51%	68%	72%	72%	53%	75%	69%	64%
Very satisfied	(5)	13%	20%	31%	26%	24%	19%	24%	24%
Satisfied	(4)	38%	48%	41%	46%	30%	56%	45%	40%
- Neither satisfied nor dissatisfied	(3)	24%	14%	15%	11%	14%	10%	13%	14%
Dissatisfied	(2)	21%	14%	9%	12%	28%	12%	14%	17%
Very dissatisfied	(1)	4%	4%	4%	5%	6%	3%	4%	4%
- NET: Dissatisfied	(2,1)	25%	18%	13%	17%	33%	15%	18%	21%
Mean		3.343	3.655	3.870	3.758	3.374	3.744	3.705	3.631
Not included in (%) base:									
Decline to Answer		-	1	2	2	1	2	8	169
Not Applicable		13	8	18	9	18	5	57	795

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-2

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	68	-	-	-	-	-	401	3829	42	-	-	-	-	-	275	2561
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	52%	65%	63%	65%	45%	77%	64%	63%	49%	72%	84%	80%	68%	71%	76%	67%
Very satisfied (5)	15%	18%	25%	19%	20%	20%	20%	23%	10%	22%	40%	36%	30%	16%	30%	26%
Satisfied (4)	37%	47%	39%	46%	25%	57%	44%	40%	39%	50%	43%	44%	37%	55%	46%	40%
- Neither satisfied nor dissatisfied (3)	22%	14%	22%	17%	15%	9%	16%	16%	26%	15%	5%	4%	11%	12%	9%	12%
Dissatisfied (2)	21%	18%	10%	14%	33%	12%	16%	17%	21%	10%	9%	10%	18%	13%	11%	17%
Very dissatisfied (1)	4%	4%	5%	4%	7%	3%	4%	4%	5%	4%	2%	6%	4%	4%	4%	4%
- NET: Dissatisfied (2,1)	25%	21%	15%	18%	40%	15%	21%	21%	25%	13%	11%	16%	21%	17%	15%	21%
Mean	3.381	3.585	3.682	3.626	3.186	3.791	3.592	3.597	3.283	3.758	4.116	3.939	3.730	3.676	3.870	3.680
Not included in (%) base:																
Decline to Answer	-	1	1	2	1	1	6	105	-	-	1	-	-	1	2	64
Not Applicable	6	3	11	5	12	-	31	418	7	5	6	4	6	5	26	377

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-3

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	89	-	-	-	-	-	488	4729	21	-	-	-	-	-	188	1662
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	51%	74%	72%	72%	55%	77%	71%	65%	53%	54%	72%	71%	47%	68%	64%	62%
Very satisfied (5)	13%	22%	29%	29%	28%	18%	26%	25%	15%	14%	39%	18%	11%	19%	20%	22%
Satisfied (4)	38%	52%	44%	43%	27%	59%	45%	40%	38%	40%	32%	54%	36%	49%	43%	40%
- Neither satisfied nor dissatisfied (3)	22%	13%	12%	10%	8%	9%	11%	14%	32%	17%	22%	15%	32%	13%	18%	17%
Dissatisfied (2)	24%	11%	12%	13%	31%	10%	14%	17%	7%	21%	4%	10%	16%	18%	14%	16%
Very dissatisfied (1)	3%	2%	4%	5%	6%	5%	4%	4%	8%	7%	3%	3%	5%	0%	4%	5%
- NET: Dissatisfied (2,1)	28%	13%	15%	18%	37%	14%	19%	21%	16%	28%	7%	14%	21%	18%	18%	21%
Mean	3.322	3.813	3.819	3.772	3.391	3.763	3.736	3.649	3.434	3.327	4.012	3.719	3.321	3.693	3.625	3.579
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	108	-	-	1	1	-	-	2	61
Not Applicable	12	6	14	6	16	1	43	594	1	2	3	2	2	4	14	201

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-1

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research/produce creative work

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		123	-	-	-	-	-	731	7172
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	35%	46%	46%	41%	36%	47%	43%	41%
Very satisfied	(5)	11%	14%	13%	14%	17%	12%	14%	13%
Satisfied	(4)	24%	33%	33%	27%	19%	35%	30%	28%
- Neither satisfied	(3)	9%	9%	11%	10%	9%	9%	9%	10%
nor dissatisfied									
Dissatisfied	(2)	38%	30%	31%	33%	33%	31%	32%	31%
Very dissatisfied	(1)	18%	14%	12%	16%	22%	14%	15%	18%
- NET: Dissatisfied	(2,1)	56%	45%	43%	49%	55%	45%	47%	50%
Mean		2.718	3.010	3.035	2.892	2.762	3.000	2.946	2.853
Not included in (%) base:									
Decline to Answer		-	1	2	1	1	2	7	157
Not Applicable		-	-	-	-	4	-	4	26

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-2

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research/produce creative work

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	430	4227	50	-	-	-	-	-	301	2945
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	43%	59%	49%	44%	39%	53%	49%	46%	23%	29%	42%	37%	30%	38%	36%	33%
Very satisfied (5)	16%	20%	13%	12%	20%	18%	16%	15%	2%	5%	13%	16%	12%	3%	10%	9%
Satisfied (4)	26%	38%	36%	31%	19%	35%	33%	31%	21%	25%	29%	21%	18%	35%	26%	24%
- Neither satisfied nor dissatisfied (3)	8%	10%	11%	10%	13%	8%	10%	11%	10%	7%	10%	9%	3%	10%	8%	8%
Dissatisfied (2)	32%	24%	31%	35%	33%	29%	31%	28%	48%	39%	31%	30%	33%	34%	33%	35%
Very dissatisfied (1)	17%	7%	9%	11%	15%	11%	10%	15%	18%	25%	17%	23%	33%	17%	22%	24%
- NET: Dissatisfied (2,1)	49%	32%	40%	46%	48%	39%	41%	43%	66%	64%	48%	54%	67%	52%	56%	59%
Mean	2.927	3.399	3.128	2.984	2.952	3.205	3.131	3.039	2.409	2.461	2.909	2.763	2.423	2.729	2.682	2.585
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	1	5	105	-	-	1	-	-	1	2	52
Not Applicable	-	-	-	-	4	-	4	21	-	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-3

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research/produce creative work

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	101	-	-	-	-	-	527	5314	22	-	-	-	-	-	204	1858
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	33%	44%	45%	36%	32%	41%	40%	39%	42%	51%	50%	55%	49%	59%	53%	47%
Very satisfied (5)	10%	14%	10%	12%	15%	12%	13%	12%	13%	13%	20%	18%	23%	10%	16%	15%
Satisfied (4)	23%	30%	35%	24%	17%	29%	27%	27%	29%	38%	29%	36%	26%	49%	36%	32%
- Neither satisfied nor dissatisfied (3)	8%	6%	10%	9%	6%	9%	8%	9%	14%	14%	12%	12%	20%	7%	13%	11%
Dissatisfied (2)	39%	33%	35%	38%	40%	33%	36%	33%	33%	25%	21%	21%	11%	28%	22%	26%
Very dissatisfied (1)	19%	16%	10%	18%	22%	17%	16%	19%	11%	10%	18%	12%	19%	6%	12%	16%
- NET: Dissatisfied (2,1)	59%	49%	45%	56%	62%	50%	52%	52%	44%	35%	38%	33%	31%	33%	34%	42%
Mean	2.657	2.927	2.999	2.745	2.627	2.871	2.838	2.784	3.002	3.183	3.140	3.277	3.221	3.306	3.226	3.051
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	2	6	98	-	-	1	-	-	-	1	59
Not Applicable	-	-	-	-	4	-	4	20	-	-	-	-	-	-	-	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-1

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of external funding you are expected to find

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		101	-	-	-	-	-	682	6585
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	42%	27%	36%	35%	34%	35%	33%	35%
Very satisfied	(5)	10%	7%	8%	11%	12%	13%	10%	10%
Satisfied	(4)	33%	19%	28%	24%	22%	22%	23%	24%
- Neither satisfied nor dissatisfied	(3)	34%	29%	31%	26%	26%	30%	28%	31%
Dissatisfied	(2)	18%	30%	19%	25%	25%	21%	24%	22%
Very dissatisfied	(1)	6%	15%	14%	15%	15%	14%	14%	13%
- NET: Dissatisfied	(2,1)	24%	44%	33%	40%	40%	35%	39%	35%
Mean		3.226	2.747	2.969	2.911	2.914	2.992	2.901	2.974
Not included in (%) base:									
Decline to Answer		1	3	2	2	3	2	12	191
Not Applicable		21	7	12	7	11	10	48	579

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-2

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of external funding you are expected to find

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	63	-	-	-	-	-	399	3922	38	-	-	-	-	-	283	2662
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	52%	30%	39%	39%	31%	37%	36%	38%	26%	23%	32%	28%	41%	32%	30%	29%
Very satisfied (5)	13%	10%	9%	12%	13%	14%	11%	12%	5%	3%	7%	9%	10%	10%	8%	9%
Satisfied (4)	40%	19%	30%	28%	18%	23%	24%	27%	21%	20%	25%	19%	31%	22%	22%	21%
- Neither satisfied nor dissatisfied (3)	27%	29%	31%	26%	28%	40%	30%	32%	45%	29%	30%	26%	22%	18%	26%	29%
Dissatisfied (2)	16%	32%	19%	20%	24%	15%	22%	19%	21%	26%	20%	32%	26%	30%	27%	26%
Very dissatisfied (1)	4%	9%	11%	15%	18%	8%	12%	11%	8%	22%	19%	14%	10%	21%	17%	15%
- NET: Dissatisfied (2,1)	21%	41%	29%	35%	42%	23%	34%	30%	29%	48%	38%	46%	36%	50%	44%	42%
Mean	3.395	2.897	3.080	3.008	2.842	3.203	3.004	3.085	2.945	2.549	2.816	2.780	3.051	2.709	2.755	2.810
Not included in (%) base:																
Decline to Answer	1	3	1	1	1	1	8	119	-	-	1	1	2	1	5	72
Not Applicable	9	6	7	6	8	5	32	311	12	2	5	1	3	5	16	268

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-3

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of external funding you are expected to find

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	82	-	-	-	-	-	492	4857	19	-	-	-	-	-	190	1728
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	40%	30%	37%	35%	33%	32%	34%	34%	53%	19%	32%	33%	40%	41%	31%	35%
Very satisfied (5)	10%	10%	7%	11%	10%	14%	10%	11%	9%	0%	13%	10%	20%	9%	9%	10%
Satisfied (4)	30%	20%	31%	25%	23%	19%	24%	24%	44%	19%	19%	23%	20%	32%	22%	25%
- Neither satisfied nor dissatisfied (3)	35%	24%	30%	24%	27%	32%	27%	31%	28%	40%	31%	32%	24%	27%	32%	28%
Dissatisfied (2)	20%	30%	20%	27%	24%	19%	24%	22%	9%	29%	16%	20%	27%	26%	23%	22%
Very dissatisfied (1)	5%	16%	12%	14%	17%	17%	15%	13%	9%	12%	20%	15%	9%	6%	13%	14%
- NET: Dissatisfied (2,1)	25%	46%	32%	41%	41%	36%	39%	34%	19%	41%	36%	35%	36%	32%	37%	36%
Mean	3.200	2.793	2.999	2.903	2.847	2.941	2.899	2.983	3.339	2.653	2.879	2.932	3.140	3.115	2.906	2.949
Not included in (%) base:																
Decline to Answer	1	2	1	2	2	2	9	123	-	1	1	-	1	-	3	67
Not Applicable	18	6	9	5	10	7	36	451	3	2	3	2	1	3	12	128

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-1

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research/creative work

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		123	-	-	-	-	-	728	7140
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	88%	85%	87%	91%	87%	91%	88%	87%
Very satisfied	(5)	48%	51%	63%	65%	59%	70%	62%	62%
Satisfied	(4)	40%	34%	24%	26%	28%	20%	27%	25%
- Neither satisfied	(3)	7%	8%	7%	5%	7%	5%	6%	7%
nor dissatisfied									
Dissatisfied	(2)	4%	6%	4%	3%	4%	4%	4%	4%
Very dissatisfied	(1)	1%	2%	2%	<1%	2%	1%	1%	1%
- NET: Dissatisfied	(2,1)	5%	8%	6%	4%	6%	4%	5%	6%
Mean		4.299	4.261	4.408	4.527	4.373	4.557	4.429	4.418
Not included in (%) base:									
Decline to Answer		-	1	2	2	1	2	8	164
Not Applicable		-	-	1	1	4	-	6	51

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-2

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research/creative work

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	429	4209	50	-	-	-	-	-	299	2931
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	87%	84%	83%	89%	84%	92%	86%	88%	90%	86%	92%	94%	91%	88%	91%	86%
Very satisfied (5)	54%	56%	59%	61%	56%	78%	61%	63%	38%	45%	68%	71%	64%	60%	62%	61%
Satisfied (4)	33%	28%	24%	28%	28%	15%	25%	26%	52%	41%	24%	23%	28%	28%	29%	25%
- Neither satisfied nor dissatisfied (3)	8%	9%	10%	7%	6%	3%	7%	7%	6%	6%	4%	2%	9%	8%	5%	8%
Dissatisfied (2)	5%	7%	5%	4%	6%	3%	5%	4%	2%	4%	3%	2%	0%	4%	3%	5%
Very dissatisfied (1)	0%	1%	2%	0%	3%	1%	1%	1%	2%	4%	2%	1%	0%	0%	1%	2%
- NET: Dissatisfied (2,1)	5%	8%	7%	4%	9%	4%	6%	5%	4%	8%	5%	3%	0%	4%	4%	7%
Mean	4.354	4.306	4.321	4.466	4.274	4.645	4.401	4.440	4.217	4.198	4.528	4.612	4.549	4.441	4.468	4.385
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	1	5	109	-	-	1	1	-	1	3	55
Not Applicable	-	-	-	1	4	-	5	35	-	-	1	-	-	-	1	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-3

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research/creative work

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	524 100%	5292 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	204 100%	1847 100%
- NET: Satisfied (5,4)	89%	90%	90%	94%	91%	92%	92%	89%	83%	73%	77%	84%	72%	87%	79%	82%
Very satisfied (5)	52%	56%	66%	68%	61%	79%	66%	65%	29%	42%	53%	58%	49%	50%	51%	53%
Satisfied (4)	37%	35%	24%	26%	29%	13%	26%	24%	54%	31%	24%	26%	23%	38%	29%	29%
- Neither satisfied nor dissatisfied (3)	7%	5%	3%	4%	5%	5%	4%	6%	8%	13%	20%	7%	14%	6%	12%	10%
Dissatisfied (2)	3%	3%	6%	1%	4%	4%	3%	4%	8%	12%	0%	8%	5%	4%	6%	6%
Very dissatisfied (1)	1%	2%	2%	0%	0%	0%	1%	1%	0%	3%	3%	1%	9%	3%	3%	2%
- NET: Dissatisfied (2,1)	4%	4%	8%	1%	4%	4%	4%	5%	8%	14%	3%	9%	14%	6%	9%	8%
Mean	4.354	4.399	4.466	4.609	4.487	4.671	4.528	4.479	4.045	3.974	4.240	4.315	3.985	4.286	4.173	4.243
Not included in (%) base:																
Decline to Answer	-	1	1	2	1	2	7	102	-	-	1	-	-	-	1	62
Not Applicable	-	-	1	1	4	-	6	37	-	-	-	-	-	-	-	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-1

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		121	-	-	-	-	-	724	7137
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	51%	52%	55%	60%	48%	54%	55%	56%
Very satisfied	(5)	16%	12%	26%	23%	22%	20%	21%	24%
Satisfied	(4)	35%	40%	29%	36%	26%	33%	34%	32%
- Neither satisfied nor dissatisfied	(3)	18%	11%	15%	11%	16%	13%	13%	13%
Dissatisfied	(2)	24%	23%	18%	18%	20%	22%	20%	20%
Very dissatisfied	(1)	7%	13%	13%	11%	15%	11%	12%	12%
- NET: Dissatisfied	(2,1)	31%	37%	30%	29%	36%	33%	32%	31%
Mean		3.295	3.148	3.378	3.434	3.196	3.301	3.305	3.368
Not included in (%) base:									
Decline to Answer		-	1	3	1	2	2	9	157
Not Applicable		2	-	4	3	1	1	9	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-2

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	426 100%	4212 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	298 100%	2926 100%
- NET: Satisfied (5,4)	55%	61%	51%	63%	53%	59%	58%	58%	44%	40%	60%	56%	40%	47%	50%	53%
Very satisfied (5)	21%	15%	22%	22%	26%	25%	22%	25%	8%	9%	32%	25%	16%	14%	20%	23%
Satisfied (4)	34%	46%	29%	40%	27%	33%	36%	33%	36%	31%	28%	31%	24%	33%	30%	30%
- Neither satisfied nor dissatisfied (3)	16%	10%	22%	12%	13%	16%	15%	13%	22%	13%	5%	10%	21%	9%	11%	12%
Dissatisfied (2)	23%	20%	17%	15%	18%	18%	17%	19%	26%	28%	19%	22%	25%	28%	24%	22%
Very dissatisfied (1)	5%	10%	10%	10%	16%	8%	11%	10%	8%	19%	16%	12%	14%	16%	15%	13%
- NET: Dissatisfied (2,1)	28%	29%	27%	25%	34%	25%	28%	29%	34%	47%	35%	34%	39%	44%	39%	35%
Mean	3.429	3.369	3.350	3.497	3.291	3.508	3.409	3.437	3.103	2.836	3.416	3.348	3.023	3.022	3.156	3.269
Not included in (%) base:																
Decline to Answer	-	1	1	1	2	1	6	103	-	-	2	-	-	1	3	53
Not Applicable	2	-	3	3	1	-	7	37	-	-	1	-	-	1	2	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-3

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	523	5284	22	-	-	-	-	-	200	1853
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	47%	54%	59%	58%	49%	52%	55%	55%	67%	49%	44%	64%	46%	58%	53%	58%
Very satisfied (5)	18%	15%	26%	21%	23%	19%	21%	24%	8%	7%	26%	29%	18%	25%	21%	23%
Satisfied (4)	30%	39%	33%	37%	26%	33%	34%	31%	59%	42%	17%	35%	28%	33%	32%	35%
- Neither satisfied nor dissatisfied (3)	19%	9%	12%	10%	11%	10%	10%	12%	18%	16%	23%	16%	34%	20%	20%	14%
Dissatisfied (2)	27%	22%	18%	18%	24%	28%	21%	21%	12%	26%	15%	17%	8%	8%	16%	17%
Very dissatisfied (1)	7%	16%	11%	14%	16%	10%	13%	12%	4%	9%	18%	3%	13%	13%	10%	11%
- NET: Dissatisfied (2,1)	34%	37%	29%	32%	40%	38%	35%	33%	15%	35%	33%	20%	20%	22%	27%	28%
Mean	3.237	3.158	3.449	3.335	3.165	3.230	3.279	3.347	3.559	3.128	3.182	3.694	3.311	3.474	3.372	3.427
Not included in (%) base:																
Decline to Answer	-	1	2	1	1	2	7	98	-	-	1	-	1	-	2	58
Not Applicable	2	-	4	2	1	-	7	49	-	-	-	1	-	1	2	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-1

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		106	-	-	-	-	-	694	6697
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	31%	44%	37%	45%	28%	44%	41%	41%
Very satisfied	(5)	7%	15%	10%	16%	9%	15%	13%	14%
Satisfied	(4)	24%	29%	27%	29%	19%	29%	27%	27%
- Neither satisfied nor dissatisfied	(3)	25%	11%	16%	17%	18%	14%	15%	18%
Dissatisfied	(2)	26%	30%	24%	22%	33%	20%	25%	23%
Very dissatisfied	(1)	18%	16%	22%	15%	21%	22%	19%	17%
- NET: Dissatisfied	(2,1)	44%	45%	46%	37%	54%	42%	44%	40%
Mean		2.753	2.983	2.789	3.091	2.612	2.944	2.917	2.982
Not included in (%) base:									
Decline to Answer		-	1	2	1	2	2	8	167
Not Applicable		17	8	13	7	11	2	40	490

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-2

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	66	-	-	-	-	-	409	3992	39	-	-	-	-	-	284	2706
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	38%	42%	42%	46%	24%	44%	41%	43%	18%	47%	30%	45%	34%	44%	41%	38%
Very satisfied (5)	9%	17%	14%	14%	10%	17%	15%	15%	3%	12%	4%	20%	6%	13%	12%	13%
Satisfied (4)	29%	25%	28%	32%	14%	27%	26%	29%	15%	35%	27%	25%	28%	31%	29%	25%
- Neither satisfied nor dissatisfied (3)	20%	11%	19%	19%	19%	18%	17%	20%	35%	10%	12%	14%	16%	8%	12%	16%
Dissatisfied (2)	28%	33%	21%	19%	36%	17%	25%	22%	23%	24%	28%	26%	28%	25%	26%	26%
Very dissatisfied (1)	14%	14%	17%	16%	20%	21%	17%	15%	25%	18%	29%	14%	22%	23%	21%	20%
- NET: Dissatisfied (2,1)	42%	47%	38%	35%	56%	38%	42%	36%	48%	43%	57%	41%	50%	48%	47%	46%
Mean	2.921	2.981	3.018	3.089	2.576	3.011	2.964	3.070	2.469	2.985	2.480	3.094	2.675	2.859	2.851	2.853
Not included in (%) base:																
Decline to Answer	-	1	1	1	2	1	6	108	-	-	1	-	-	1	2	59
Not Applicable	7	4	7	2	8	2	23	252	10	4	5	5	3	-	17	238

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-3

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	86	-	-	-	-	-	496	4932	20	-	-	-	-	-	197	1765
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	29%	46%	36%	45%	25%	42%	40%	41%	39%	39%	42%	46%	34%	49%	43%	43%
Very satisfied (5)	8%	14%	9%	16%	7%	12%	12%	15%	0%	18%	12%	16%	14%	22%	16%	13%
Satisfied (4)	20%	32%	27%	29%	18%	30%	28%	26%	39%	21%	30%	30%	21%	27%	26%	30%
- Neither satisfied nor dissatisfied (3)	25%	7%	16%	17%	18%	16%	15%	18%	27%	18%	18%	19%	19%	9%	17%	19%
Dissatisfied (2)	25%	30%	28%	24%	34%	19%	26%	24%	30%	29%	15%	17%	32%	24%	22%	21%
Very dissatisfied (1)	21%	17%	21%	14%	23%	23%	19%	17%	4%	14%	25%	18%	15%	18%	18%	17%
- NET: Dissatisfied (2,1)	46%	46%	49%	38%	56%	43%	45%	41%	34%	43%	40%	35%	47%	42%	41%	38%
Mean	2.691	2.975	2.751	3.095	2.533	2.876	2.883	2.974	3.019	2.999	2.891	3.080	2.863	3.102	3.004	3.006
Not included in (%) base:																
Decline to Answer	-	1	1	1	2	2	7	106	-	-	1	-	-	-	1	61
Not Applicable	15	6	11	5	10	2	34	393	2	3	1	1	1	-	6	97

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		121	-	-	-	-	-	729	7126
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	64%	61%	60%	64%	66%	60%	62%	62%
Very satisfied	(5)	33%	29%	37%	37%	40%	33%	35%	31%
Satisfied	(4)	31%	33%	23%	27%	26%	27%	27%	30%
- Neither satisfied nor dissatisfied	(3)	16%	10%	12%	9%	11%	13%	11%	11%
Dissatisfied	(2)	13%	20%	17%	19%	13%	16%	17%	17%
Very dissatisfied	(1)	6%	10%	11%	8%	10%	12%	10%	10%
- NET: Dissatisfied	(2,1)	19%	29%	28%	27%	23%	27%	27%	27%
Mean		3.727	3.506	3.573	3.670	3.744	3.540	3.604	3.555
Not included in (%) base:									
Decline to Answer		1	1	1	1	2	2	7	163
Not Applicable		1	1	2	4	-	-	6	66

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	432	4210	49	-	-	-	-	-	297	2916
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	67%	68%	63%	66%	69%	69%	67%	63%	60%	51%	55%	63%	61%	47%	56%	59%
Very satisfied (5)	32%	33%	35%	39%	42%	45%	38%	32%	35%	22%	40%	35%	36%	18%	31%	30%
Satisfied (4)	35%	35%	28%	26%	27%	24%	28%	32%	25%	29%	15%	28%	24%	29%	25%	29%
- Neither satisfied nor dissatisfied (3)	18%	11%	17%	8%	11%	12%	12%	12%	14%	8%	5%	10%	9%	13%	9%	10%
Dissatisfied (2)	8%	11%	13%	20%	12%	14%	14%	16%	22%	32%	23%	16%	15%	18%	21%	19%
Very dissatisfied (1)	7%	10%	7%	6%	7%	4%	7%	9%	4%	9%	17%	10%	15%	22%	14%	12%
- NET: Dissatisfied (2,1)	15%	21%	20%	26%	19%	18%	22%	25%	26%	41%	40%	27%	30%	39%	35%	31%
Mean	3.777	3.698	3.708	3.717	3.859	3.915	3.765	3.614	3.652	3.232	3.386	3.605	3.522	3.044	3.371	3.470
Not included in (%) base:																
Decline to Answer	-	1	-	1	1	1	4	104	1	-	1	-	1	1	3	59
Not Applicable	1	-	1	2	-	-	3	38	-	1	1	1	-	-	3	28

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	527	5290	22	-	-	-	-	-	201	1835
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	66%	61%	62%	65%	74%	60%	64%	61%	58%	61%	55%	63%	40%	60%	58%	64%
Very satisfied (5)	37%	32%	38%	37%	43%	33%	37%	31%	17%	22%	35%	37%	31%	34%	32%	30%
Satisfied (4)	29%	29%	24%	28%	31%	27%	28%	30%	41%	40%	20%	26%	10%	25%	26%	33%
- Neither satisfied nor dissatisfied (3)	15%	5%	9%	7%	5%	10%	7%	11%	20%	19%	19%	14%	31%	19%	19%	12%
Dissatisfied (2)	11%	25%	17%	18%	14%	20%	19%	18%	23%	8%	17%	19%	12%	4%	12%	14%
Very dissatisfied (1)	7%	9%	12%	9%	8%	10%	10%	10%	0%	12%	9%	5%	17%	17%	11%	10%
- NET: Dissatisfied (2,1)	19%	34%	29%	28%	21%	30%	29%	28%	23%	20%	26%	24%	29%	21%	23%	24%
Mean	3.773	3.501	3.584	3.655	3.885	3.534	3.626	3.540	3.517	3.517	3.541	3.711	3.248	3.555	3.548	3.597
Not included in (%) base:																
Decline to Answer	1	1	1	1	2	2	7	102	-	-	-	-	-	-	-	61
Not Applicable	1	-	2	1	-	-	3	39	-	1	-	3	-	-	3	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		111	-	-	-	-	-	677	6809
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	40%	49%	53%	50%	41%	49%	49%	48%
Very satisfied	(5)	12%	13%	17%	16%	23%	18%	17%	17%
Satisfied	(4)	28%	35%	36%	34%	18%	31%	32%	31%
- Neither satisfied	(3)	30%	24%	18%	21%	21%	18%	21%	21%
nor dissatisfied									
Dissatisfied	(2)	23%	15%	17%	15%	27%	21%	18%	21%
Very dissatisfied	(1)	6%	13%	12%	14%	11%	13%	13%	11%
- NET: Dissatisfied	(2,1)	30%	27%	29%	29%	38%	33%	30%	31%
Mean		3.161	3.223	3.287	3.238	3.153	3.210	3.229	3.220
Not included in (%) base:									
Decline to Answer		2	1	2	3	3	2	11	177
Not Applicable		10	9	11	12	14	8	54	368

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	68	-	-	-	-	-	403	4032	42	-	-	-	-	-	274	2777
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	46%	55%	59%	49%	45%	62%	53%	50%	30%	40%	45%	52%	33%	32%	43%	44%
Very satisfied (5)	12%	20%	21%	14%	30%	24%	21%	17%	11%	3%	12%	18%	6%	11%	11%	16%
Satisfied (4)	34%	34%	38%	35%	14%	38%	33%	33%	19%	37%	34%	34%	27%	21%	32%	29%
- Neither satisfied nor dissatisfied (3)	30%	26%	23%	25%	24%	11%	22%	22%	31%	21%	12%	16%	16%	28%	18%	20%
Dissatisfied (2)	19%	9%	13%	14%	21%	19%	15%	19%	30%	23%	22%	16%	41%	22%	22%	23%
Very dissatisfied (1)	4%	10%	5%	12%	11%	8%	10%	9%	10%	16%	21%	16%	11%	18%	17%	13%
- NET: Dissatisfied (2,1)	24%	20%	18%	26%	31%	28%	24%	28%	39%	39%	43%	32%	51%	41%	39%	36%
Mean	3.306	3.451	3.560	3.246	3.325	3.496	3.405	3.295	2.928	2.882	2.928	3.226	2.772	2.828	2.970	3.112
Not included in (%) base:																
Decline to Answer	-	1	1	1	1	1	5	112	2	-	1	2	2	1	6	66
Not Applicable	5	3	7	8	7	4	30	209	5	6	3	4	7	4	23	160

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	89	-	-	-	-	-	488	5011	22	-	-	-	-	-	189	1798
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	37%	53%	52%	48%	39%	43%	48%	46%	54%	40%	55%	55%	48%	62%	52%	52%
Very satisfied (5)	9%	20%	17%	16%	20%	17%	18%	16%	23%	0%	16%	15%	33%	22%	15%	18%
Satisfied (4)	28%	33%	35%	32%	19%	26%	30%	30%	31%	40%	39%	40%	15%	40%	37%	34%
- Neither satisfied nor dissatisfied (3)	31%	20%	18%	21%	22%	18%	20%	22%	27%	32%	19%	20%	21%	18%	23%	19%
Dissatisfied (2)	24%	15%	19%	15%	30%	26%	20%	22%	19%	15%	9%	15%	17%	9%	13%	18%
Very dissatisfied (1)	8%	13%	10%	15%	10%	13%	13%	11%	0%	12%	17%	10%	13%	11%	12%	10%
- NET: Dissatisfied (2,1)	32%	27%	30%	30%	40%	39%	32%	32%	19%	28%	26%	25%	31%	20%	25%	29%
Mean	3.058	3.326	3.290	3.190	3.087	3.073	3.206	3.189	3.582	3.003	3.277	3.362	3.373	3.524	3.287	3.309
Not included in (%) base:																
Decline to Answer	2	1	1	3	3	2	10	114	-	-	1	-	-	-	1	63
Not Applicable	10	5	7	9	11	7	39	306	-	4	4	3	2	1	14	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

		Overall								
		Univ	Peer					All	All	
		Wyom	1	2	3	4	5	Peers	Univ	
(%) base:		111	-	-	-	-	-	660	6763	
		100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Satisfied	(5,4)	63%	57%	49%	58%	55%	53%	55%	59%	
Very satisfied	(5)	19%	15%	18%	21%	24%	19%	19%	22%	
Satisfied	(4)	44%	42%	30%	37%	31%	34%	35%	37%	
- Neither satisfied	(3)	26%	24%	35%	25%	25%	26%	27%	25%	
nor dissatisfied										
Dissatisfied	(2)	9%	12%	9%	10%	14%	18%	12%	11%	
Very dissatisfied	(1)	2%	6%	7%	8%	6%	3%	6%	4%	
- NET: Dissatisfied	(2,1)	11%	19%	16%	17%	20%	21%	18%	16%	
Mean		3.703	3.473	3.438	3.542	3.519	3.487	3.494	3.611	
Not included in (%) base:										
Decline to Answer		2	2	2	3	2	2	11	182	
Not Applicable		10	17	20	15	10	8	71	410	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	Males								Females									
	Univ	-----						All	All	Univ	-----						All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
(%) base:	70	-	-	-	-	-	382	4001	40	-	-	-	-	-	278	2762		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	65%	56%	49%	55%	59%	57%	55%	59%	61%	59%	49%	62%	46%	47%	54%	60%		
Very satisfied (5)	19%	16%	16%	18%	29%	22%	20%	21%	20%	13%	22%	25%	13%	14%	19%	23%		
Satisfied (4)	46%	40%	33%	37%	30%	35%	35%	38%	41%	46%	26%	36%	33%	33%	35%	37%		
- Neither satisfied nor dissatisfied (3)	29%	30%	38%	22%	23%	28%	28%	26%	22%	15%	31%	29%	29%	24%	26%	23%		
Dissatisfied (2)	7%	8%	9%	13%	10%	13%	11%	11%	13%	19%	9%	5%	22%	25%	14%	12%		
Very dissatisfied (1)	0%	6%	4%	10%	8%	2%	6%	4%	5%	7%	12%	5%	3%	4%	6%	5%		
- NET: Dissatisfied (2,1)	7%	14%	13%	23%	18%	15%	17%	15%	18%	26%	21%	10%	25%	29%	20%	17%		
Mean	3.772	3.530	3.477	3.399	3.630	3.633	3.517	3.617	3.582	3.398	3.386	3.726	3.314	3.289	3.463	3.602		
Not included in (%) base:																		
Decline to Answer	-	2	1	1	1	1	6	117	2	-	1	2	1	1	5	66		
Not Applicable	3	12	12	14	8	4	51	235	7	5	8	1	2	4	20	175		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	89	-	-	-	-	-	468	4962	22	-	-	-	-	-	192	1801
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	63%	61%	47%	57%	58%	51%	55%	58%	64%	50%	55%	59%	45%	58%	54%	62%
Very satisfied (5)	22%	21%	18%	21%	23%	17%	20%	22%	9%	5%	21%	21%	25%	23%	18%	22%
Satisfied (4)	41%	41%	29%	36%	35%	34%	35%	36%	55%	45%	35%	38%	20%	35%	37%	40%
- Neither satisfied nor dissatisfied (3)	25%	17%	38%	24%	22%	29%	26%	26%	29%	37%	27%	27%	33%	20%	29%	22%
Dissatisfied (2)	9%	14%	10%	11%	14%	18%	13%	11%	7%	9%	7%	5%	14%	19%	10%	11%
Very dissatisfied (1)	2%	7%	6%	7%	6%	3%	6%	4%	0%	5%	11%	9%	9%	3%	7%	5%
- NET: Dissatisfied (2,1)	11%	22%	16%	19%	20%	20%	19%	16%	7%	14%	18%	14%	22%	22%	17%	16%
Mean	3.713	3.534	3.425	3.531	3.557	3.447	3.500	3.601	3.664	3.361	3.474	3.572	3.392	3.573	3.481	3.638
Not included in (%) base:																
Decline to Answer	2	2	1	3	2	2	10	122	-	-	1	-	-	-	1	61
Not Applicable	10	16	14	12	9	8	60	348	-	2	6	3	1	-	11	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		120	-	-	-	-	-	716	7075
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	58%	64%	57%	60%	67%	60%	61%	62%
Very satisfied	(5)	17%	22%	22%	23%	26%	27%	24%	25%
Satisfied	(4)	41%	42%	35%	37%	41%	32%	38%	37%
- Neither satisfied nor dissatisfied	(3)	18%	15%	16%	16%	10%	17%	15%	16%
Dissatisfied	(2)	18%	13%	16%	14%	18%	16%	15%	15%
Very dissatisfied	(1)	6%	7%	10%	9%	5%	7%	8%	7%
- NET: Dissatisfied	(2,1)	23%	21%	27%	24%	23%	23%	24%	22%
Mean		3.459	3.583	3.420	3.503	3.646	3.561	3.532	3.589
Not included in (%) base:									
Decline to Answer		2	1	1	2	3	2	9	168
Not Applicable		1	5	3	4	1	5	18	112

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	420	4177	47	-	-	-	-	-	295	2898
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	60%	61%	55%	58%	69%	64%	61%	63%	55%	69%	60%	63%	63%	53%	62%	61%
Very satisfied (5)	17%	23%	20%	21%	28%	33%	24%	25%	18%	21%	25%	27%	21%	21%	23%	26%
Satisfied (4)	44%	38%	35%	38%	42%	32%	37%	37%	37%	48%	35%	36%	41%	33%	38%	36%
- Neither satisfied nor dissatisfied (3)	21%	18%	21%	17%	9%	13%	16%	17%	15%	11%	10%	14%	12%	22%	14%	15%
Dissatisfied (2)	13%	14%	14%	14%	18%	19%	15%	14%	26%	12%	20%	15%	19%	12%	15%	16%
Very dissatisfied (1)	7%	7%	10%	10%	4%	3%	8%	6%	4%	8%	11%	8%	6%	13%	9%	8%
- NET: Dissatisfied (2,1)	19%	21%	24%	24%	22%	22%	23%	20%	30%	20%	30%	23%	25%	25%	24%	23%
Mean	3.510	3.554	3.407	3.447	3.708	3.712	3.544	3.609	3.379	3.621	3.438	3.582	3.525	3.365	3.517	3.560
Not included in (%) base:																
Decline to Answer	-	1	-	1	2	1	5	107	2	-	1	1	1	1	4	61
Not Applicable	-	5	2	3	1	4	14	68	1	-	1	1	-	2	4	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	98	-	-	-	-	-	518	5245	22	-	-	-	-	-	198	1830		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	54%	71%	55%	58%	69%	58%	62%	61%	76%	51%	63%	65%	60%	64%	61%	65%		
Very satisfied (5)	17%	29%	19%	23%	27%	19%	23%	25%	18%	7%	31%	23%	20%	46%	25%	26%		
Satisfied (4)	38%	42%	36%	35%	42%	38%	38%	36%	58%	43%	31%	42%	40%	18%	36%	38%		
- Neither satisfied nor dissatisfied (3)	19%	13%	17%	15%	10%	15%	14%	16%	16%	21%	14%	19%	10%	22%	18%	17%		
Dissatisfied (2)	21%	9%	19%	16%	17%	21%	16%	16%	4%	22%	9%	9%	22%	5%	13%	12%		
Very dissatisfied (1)	6%	8%	9%	11%	4%	7%	8%	7%	4%	6%	15%	6%	9%	9%	9%	6%		
- NET: Dissatisfied (2,1)	27%	17%	28%	27%	21%	27%	24%	23%	7%	29%	24%	15%	30%	14%	22%	19%		
Mean	3.375	3.744	3.372	3.441	3.709	3.428	3.527	3.563	3.837	3.231	3.553	3.667	3.412	3.876	3.546	3.663		
Not included in (%) base:																		
Decline to Answer	2	1	1	2	2	2	8	108	-	-	-	-	1	-	1	60		
Not Applicable	1	2	3	3	-	4	12	78	-	3	-	1	1	2	6	34		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Formal mentoring program for junior faculty

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	728	7156
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	64%	77%	74%	83%	83%	65%	77%	76%
Very important	(5)	20%	32%	34%	43%	45%	25%	36%	37%
Important	(4)	43%	45%	41%	40%	38%	40%	41%	39%
- Neither important nor unimportant	(3)	15%	13%	13%	8%	10%	18%	12%	13%
Unimportant	(2)	16%	6%	9%	4%	6%	12%	7%	7%
Very unimportant	(1)	5%	4%	3%	4%	1%	4%	3%	3%
- NET: Unimportant	(2,1)	21%	9%	12%	8%	7%	16%	10%	10%
Mean		3.578	3.961	3.922	4.141	4.204	3.698	3.995	3.999
Not included in (%) base:									
Decline to Answer		2	6	3	1	2	2	14	199
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Formal mentoring program for junior faculty

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	430	4221	49	-	-	-	-	-	298	2935
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	57%	75%	71%	82%	76%	58%	73%	71%	73%	81%	78%	86%	97%	75%	83%	83%
Very important (5)	17%	27%	25%	34%	40%	25%	30%	31%	26%	39%	46%	56%	56%	26%	45%	46%
Important (4)	41%	48%	46%	48%	36%	33%	43%	40%	47%	42%	33%	30%	41%	49%	38%	37%
- Neither important nor unimportant (3)	14%	15%	18%	9%	14%	24%	15%	16%	16%	11%	6%	7%	3%	10%	8%	10%
Unimportant (2)	23%	8%	8%	6%	9%	15%	9%	8%	6%	3%	10%	2%	0%	9%	5%	5%
Very unimportant (1)	6%	2%	2%	3%	1%	3%	2%	4%	4%	6%	5%	4%	0%	6%	5%	2%
- NET: Unimportant (2,1)	28%	10%	10%	9%	10%	18%	11%	13%	11%	8%	15%	7%	0%	15%	10%	7%
Mean	3.401	3.891	3.840	4.026	4.038	3.620	3.898	3.860	3.843	4.059	4.036	4.303	4.527	3.801	4.135	4.198
Not included in (%) base:																
Decline to Answer	1	4	1	1	1	1	9	131	1	1	2	-	1	1	5	68
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Formal mentoring program for junior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	527	5306	22	-	-	-	-	-	201	1849
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	60%	77%	75%	83%	84%	61%	77%	74%	82%	79%	74%	84%	78%	75%	78%	81%
Very important (5)	16%	36%	30%	41%	49%	23%	36%	34%	38%	22%	45%	48%	33%	31%	36%	46%
Important (4)	43%	40%	45%	42%	36%	38%	41%	40%	44%	57%	29%	35%	45%	45%	42%	36%
- Neither important nor unimportant (3)	18%	16%	11%	8%	10%	22%	13%	14%	4%	8%	20%	9%	13%	10%	11%	12%
Unimportant (2)	18%	6%	11%	4%	5%	13%	8%	8%	10%	5%	3%	5%	9%	11%	6%	5%
Very unimportant (1)	5%	1%	3%	4%	1%	5%	3%	4%	5%	9%	3%	3%	0%	4%	4%	2%
- NET: Unimportant (2,1)	23%	7%	15%	9%	6%	17%	11%	12%	15%	14%	6%	7%	9%	15%	10%	7%
Mean	3.484	4.049	3.863	4.111	4.257	3.624	3.991	3.936	4.004	3.771	4.093	4.220	4.019	3.875	4.005	4.178
Not included in (%) base:																
Decline to Answer	2	3	2	1	2	2	10	125	-	3	1	-	-	-	4	74
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Informal mentoring

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	730	7148
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	78%	89%	82%	92%	93%	87%	89%	91%
Very important	(5)	30%	44%	46%	67%	66%	44%	54%	57%
Important	(4)	48%	45%	36%	25%	28%	43%	35%	33%
- Neither important nor unimportant	(3)	14%	6%	15%	3%	6%	7%	7%	6%
Unimportant	(2)	6%	4%	3%	4%	1%	5%	4%	2%
Very unimportant	(1)	2%	1%	1%	1%	0%	2%	1%	1%
- NET: Unimportant	(2,1)	8%	5%	4%	5%	1%	7%	4%	3%
Mean		3.973	4.266	4.227	4.527	4.579	4.223	4.368	4.437
Not included in (%) base:									
Decline to Answer		2	3	3	1	2	3	12	206
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Informal mentoring

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	433	4216	49	-	-	-	-	-	297	2933
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	75%	87%	78%	90%	90%	89%	87%	88%	83%	91%	87%	95%	100%	83%	91%	94%
Very important (5)	21%	36%	40%	66%	62%	37%	49%	51%	43%	54%	54%	69%	74%	53%	60%	66%
Important (4)	54%	51%	38%	24%	28%	52%	38%	37%	40%	37%	33%	27%	26%	29%	31%	28%
- Neither important nor unimportant (3)	14%	8%	19%	3%	9%	3%	8%	8%	13%	4%	8%	1%	0%	12%	5%	4%
Unimportant (2)	7%	4%	3%	5%	2%	4%	4%	3%	4%	5%	3%	2%	0%	5%	3%	2%
Very unimportant (1)	4%	1%	0%	2%	0%	3%	1%	1%	0%	0%	2%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	11%	5%	3%	6%	2%	8%	5%	4%	4%	5%	5%	4%	0%	5%	4%	2%
Mean	3.806	4.174	4.144	4.482	4.498	4.157	4.301	4.340	4.222	4.397	4.340	4.591	4.736	4.310	4.466	4.576
Not included in (%) base:																
Decline to Answer	1	2	1	1	1	1	6	137	1	1	2	-	1	2	6	70
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Informal mentoring

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	528	5300	22	-	-	-	-	-	202	1848
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	77%	90%	82%	93%	95%	87%	90%	91%	82%	85%	80%	91%	86%	85%	86%	90%
Very important (5)	30%	49%	41%	72%	68%	47%	56%	58%	30%	31%	59%	54%	57%	37%	47%	56%
Important (4)	47%	41%	42%	21%	27%	40%	33%	33%	52%	54%	21%	37%	29%	48%	39%	33%
- Neither important nor unimportant (3)	13%	7%	13%	1%	5%	8%	6%	6%	15%	4%	20%	7%	9%	5%	9%	8%
Unimportant (2)	7%	3%	4%	5%	0%	3%	3%	2%	0%	8%	0%	0%	5%	10%	4%	2%
Very unimportant (1)	2%	0%	1%	1%	0%	3%	1%	1%	4%	2%	0%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	9%	3%	5%	7%	0%	5%	4%	3%	4%	10%	0%	1%	5%	10%	5%	2%
Mean	3.959	4.370	4.169	4.564	4.634	4.267	4.406	4.441	4.040	4.045	4.392	4.431	4.385	4.117	4.270	4.424
Not included in (%) base:																
Decline to Answer	2	2	2	1	2	3	10	131	-	1	1	-	-	-	3	75
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Periodic, formal performance reviews for junior faculty

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		122	-	-	-	-	-	728	7141
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	82%	94%	89%	91%	84%	80%	88%	88%
Very important	(5)	22%	52%	47%	49%	51%	38%	48%	47%
Important	(4)	59%	41%	43%	41%	33%	42%	40%	41%
- Neither important nor unimportant	(3)	8%	5%	7%	6%	12%	16%	9%	8%
Unimportant	(2)	9%	1%	2%	3%	4%	3%	3%	3%
Very unimportant	(1)	2%	0%	2%	0%	0%	1%	1%	1%
- NET: Unimportant	(2,1)	11%	1%	4%	3%	4%	3%	3%	4%
Mean		3.917	4.447	4.297	4.369	4.307	4.143	4.325	4.299
Not included in (%) base:									
Decline to Answer		1	3	3	2	2	4	14	214
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Periodic, formal performance reviews for junior faculty

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	431	4213	49	-	-	-	-	-	297	2928
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	75%	94%	86%	91%	79%	80%	87%	86%	92%	94%	93%	89%	94%	81%	90%	91%
Very important (5)	20%	50%	41%	45%	44%	36%	44%	42%	26%	56%	54%	55%	64%	42%	54%	55%
Important (4)	55%	44%	45%	46%	34%	44%	43%	44%	66%	38%	39%	35%	30%	39%	37%	36%
- Neither important nor unimportant (3)	11%	5%	9%	5%	16%	17%	9%	9%	2%	5%	5%	8%	6%	15%	8%	6%
Unimportant (2)	11%	2%	3%	3%	6%	2%	3%	4%	6%	1%	0%	2%	0%	4%	2%	2%
Very unimportant (1)	3%	0%	2%	0%	0%	1%	1%	1%	0%	0%	2%	0%	0%	0%	<1%	1%
- NET: Unimportant (2,1)	14%	2%	5%	3%	6%	3%	4%	5%	6%	1%	2%	2%	0%	4%	2%	3%
Mean	3.783	4.423	4.200	4.335	4.168	4.113	4.265	4.211	4.121	4.481	4.431	4.417	4.576	4.183	4.413	4.425
Not included in (%) base:																
Decline to Answer	-	3	1	1	1	2	8	140	1	-	2	1	1	2	6	74
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Periodic, formal performance reviews for junior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	100	-	-	-	-	-	525	5293	22	-	-	-	-	-	204	1847
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	82%	96%	88%	90%	82%	77%	87%	88%	82%	90%	91%	93%	91%	86%	90%	89%
Very important (5)	20%	58%	43%	49%	50%	42%	48%	47%	32%	41%	56%	50%	54%	30%	46%	48%
Important (4)	61%	38%	45%	41%	32%	35%	39%	41%	50%	49%	35%	42%	36%	56%	44%	40%
- Neither important nor unimportant (3)	7%	4%	8%	6%	15%	21%	10%	8%	10%	7%	6%	6%	5%	5%	6%	8%
Unimportant (2)	9%	1%	2%	4%	4%	1%	2%	3%	8%	3%	0%	1%	5%	6%	3%	2%
Very unimportant (1)	2%	0%	2%	0%	0%	0%	<1%	1%	0%	0%	3%	0%	0%	3%	1%	1%
- NET: Unimportant (2,1)	11%	1%	4%	4%	4%	1%	3%	4%	8%	3%	3%	1%	5%	8%	4%	4%
Mean	3.888	4.528	4.257	4.351	4.278	4.181	4.328	4.291	4.053	4.283	4.413	4.416	4.406	4.056	4.319	4.323
Not included in (%) base:																
Decline to Answer	1	3	2	2	2	4	13	138	-	-	1	-	-	-	1	76
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Written summary of periodic performance reviews for junior faculty

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		120	-	-	-	-	-	728	7126
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	75%	87%	87%	89%	86%	76%	85%	85%
Very important	(5)	17%	47%	44%	48%	56%	34%	45%	45%
Important	(4)	58%	40%	43%	42%	30%	42%	40%	40%
- Neither important nor unimportant	(3)	17%	12%	9%	6%	10%	20%	11%	10%
Unimportant	(2)	7%	1%	3%	4%	4%	3%	3%	4%
Very unimportant	(1)	2%	1%	1%	1%	0%	2%	1%	1%
- NET: Unimportant	(2,1)	9%	1%	5%	5%	4%	4%	4%	5%
Mean		3.816	4.315	4.246	4.314	4.376	4.033	4.264	4.231
Not included in (%) base:									
Decline to Answer		3	3	3	2	2	3	14	229
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Written summary of periodic performance reviews for junior faculty

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	72	-	-	-	-	-	430	4200	48	-	-	-	-	-	298	2925
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	68%	86%	85%	89%	80%	77%	84%	82%	85%	88%	88%	89%	97%	74%	87%	89%
Very important (5)	16%	48%	39%	41%	48%	35%	42%	40%	18%	45%	51%	57%	70%	31%	50%	52%
Important (4)	51%	38%	46%	49%	32%	42%	42%	42%	67%	43%	38%	32%	27%	43%	37%	37%
- Neither important nor unimportant (3)	21%	13%	10%	5%	14%	19%	11%	12%	10%	11%	8%	8%	3%	22%	10%	8%
Unimportant (2)	8%	0%	4%	4%	6%	2%	3%	4%	4%	1%	2%	2%	0%	4%	2%	3%
Very unimportant (1)	3%	1%	1%	2%	0%	3%	1%	2%	0%	0%	2%	0%	0%	0%	<1%	1%
- NET: Unimportant (2,1)	11%	1%	5%	6%	6%	4%	5%	6%	4%	1%	4%	2%	0%	4%	2%	4%
Mean	3.698	4.321	4.182	4.225	4.227	4.046	4.209	4.137	3.995	4.307	4.335	4.441	4.666	4.015	4.343	4.365
Not included in (%) base:																
Decline to Answer	1	3	1	1	1	2	9	152	2	-	2	1	1	1	5	77
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Written summary of periodic performance reviews for junior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	526	5282	22	-	-	-	-	-	202	1844
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	73%	89%	84%	88%	83%	75%	85%	84%	83%	83%	94%	92%	95%	77%	88%	86%
Very important (5)	16%	51%	40%	46%	56%	36%	46%	45%	24%	37%	57%	50%	54%	27%	44%	45%
Important (4)	57%	37%	44%	42%	27%	39%	39%	40%	59%	46%	38%	42%	41%	50%	43%	40%
- Neither important nor unimportant (3)	17%	10%	11%	7%	12%	22%	12%	10%	17%	17%	3%	3%	5%	15%	9%	10%
Unimportant (2)	8%	1%	4%	4%	5%	1%	3%	4%	0%	0%	0%	3%	0%	6%	2%	3%
Very unimportant (1)	2%	1%	1%	1%	0%	1%	1%	1%	0%	0%	3%	1%	0%	3%	1%	1%
- NET: Unimportant (2,1)	10%	2%	5%	4%	5%	3%	4%	5%	0%	0%	3%	5%	0%	8%	3%	4%
Mean	3.760	4.373	4.178	4.297	4.342	4.079	4.259	4.222	4.064	4.192	4.442	4.361	4.499	3.923	4.275	4.258
Not included in (%) base:																
Decline to Answer	3	2	2	2	2	3	11	150	-	1	1	-	-	-	3	79
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance in obtaining externally funded grants

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	729	7103
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	61%	74%	78%	88%	89%	75%	81%	81%
Very important	(5)	21%	40%	41%	60%	62%	40%	49%	49%
Important	(4)	40%	34%	37%	28%	27%	35%	32%	32%
- Neither important nor unimportant	(3)	20%	15%	15%	9%	8%	16%	12%	12%
Unimportant	(2)	16%	9%	5%	2%	4%	5%	5%	5%
Very unimportant	(1)	4%	2%	2%	2%	0%	3%	2%	2%
- NET: Unimportant	(2,1)	20%	11%	7%	3%	4%	9%	7%	7%
Mean		3.577	4.013	4.108	4.418	4.467	4.031	4.213	4.213
Not included in (%) base:									
Decline to Answer		2	3	3	2	2	3	13	251
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance in obtaining externally funded grants

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	430	4179	48	-	-	-	-	-	299	2924
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	59%	72%	78%	86%	84%	74%	79%	79%	63%	77%	79%	90%	97%	77%	84%	85%
Very important (5)	22%	33%	38%	53%	56%	39%	44%	45%	19%	49%	46%	68%	73%	42%	55%	55%
Important (4)	37%	39%	40%	32%	28%	35%	35%	34%	44%	28%	32%	22%	25%	35%	28%	30%
- Neither important nor unimportant (3)	18%	17%	17%	11%	11%	19%	15%	13%	23%	12%	13%	5%	0%	13%	9%	10%
Unimportant (2)	18%	9%	3%	0%	4%	3%	4%	5%	12%	9%	7%	4%	3%	8%	6%	4%
Very unimportant (1)	6%	2%	2%	3%	0%	4%	2%	3%	2%	1%	2%	1%	0%	2%	1%	2%
- NET: Unimportant (2,1)	23%	11%	5%	3%	4%	8%	6%	8%	14%	11%	8%	4%	3%	10%	7%	5%
Mean	3.516	3.917	4.081	4.336	4.360	4.004	4.149	4.129	3.671	4.147	4.143	4.532	4.675	4.067	4.304	4.332
Not included in (%) base:																
Decline to Answer	-	2	2	2	1	2	9	173	2	1	1	-	1	1	4	78
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance in obtaining externally funded grants

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	527	5266	22	-	-	-	-	-	201	1837
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	64%	75%	79%	88%	88%	75%	81%	80%	46%	72%	77%	88%	91%	74%	80%	84%
Very important (5)	21%	41%	37%	58%	65%	41%	48%	47%	21%	38%	53%	65%	51%	38%	50%	55%
Important (4)	43%	35%	42%	30%	23%	35%	33%	34%	25%	34%	24%	23%	41%	36%	30%	29%
- Neither important nor unimportant (3)	19%	14%	15%	8%	8%	17%	12%	12%	25%	16%	15%	11%	5%	16%	13%	10%
Unimportant (2)	14%	9%	4%	2%	4%	5%	5%	5%	21%	10%	6%	0%	4%	7%	5%	3%
Very unimportant (1)	3%	2%	2%	2%	0%	4%	2%	2%	8%	2%	3%	1%	0%	3%	2%	2%
- NET: Unimportant (2,1)	18%	11%	6%	4%	4%	8%	6%	7%	29%	12%	9%	1%	4%	10%	7%	6%
Mean	3.639	4.033	4.083	4.385	4.491	4.044	4.214	4.175	3.294	3.969	4.180	4.508	4.384	4.002	4.210	4.320
Not included in (%) base:																
Decline to Answer	2	2	2	1	2	3	10	165	-	1	1	1	-	-	3	86
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance for improving teaching

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		120	-	-	-	-	-	725	7123
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	64%	66%	59%	65%	82%	55%	65%	67%
Very important	(5)	11%	18%	23%	25%	34%	14%	22%	22%
Important	(4)	53%	49%	36%	40%	48%	41%	42%	45%
- Neither important nor unimportant	(3)	21%	17%	25%	23%	9%	23%	20%	19%
Unimportant	(2)	14%	15%	9%	8%	8%	14%	11%	11%
Very unimportant	(1)	2%	2%	7%	3%	1%	8%	4%	3%
- NET: Unimportant	(2,1)	15%	17%	16%	11%	9%	23%	15%	14%
Mean		3.573	3.657	3.604	3.751	4.065	3.370	3.684	3.723
Not included in (%) base:									
Decline to Answer		3	6	6	1	3	2	17	232
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance for improving teaching

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	427	4196	48	-	-	-	-	-	298	2926
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	61%	67%	56%	58%	77%	53%	62%	63%	68%	66%	64%	75%	91%	57%	69%	72%
Very important (5)	8%	17%	23%	24%	24%	11%	20%	18%	14%	18%	24%	26%	54%	17%	26%	28%
Important (4)	53%	50%	34%	35%	54%	42%	42%	45%	54%	48%	39%	48%	38%	39%	43%	43%
- Neither important nor unimportant (3)	22%	15%	25%	27%	13%	24%	21%	21%	19%	20%	25%	18%	3%	21%	19%	17%
Unimportant (2)	16%	17%	12%	9%	8%	14%	12%	12%	11%	12%	5%	6%	6%	15%	9%	9%
Very unimportant (1)	1%	1%	7%	5%	1%	9%	5%	3%	2%	3%	7%	1%	0%	7%	4%	2%
- NET: Unimportant (2,1)	17%	18%	18%	15%	10%	23%	17%	15%	13%	14%	12%	7%	6%	22%	12%	11%
Mean	3.505	3.650	3.539	3.620	3.895	3.317	3.606	3.626	3.678	3.667	3.694	3.935	4.392	3.440	3.796	3.863
Not included in (%) base:																
Decline to Answer	1	6	3	1	2	1	12	156	2	-	3	-	1	1	5	76
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance for improving teaching

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	98	-	-	-	-	-	525	5280	22	-	-	-	-	-	200	1842
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	60%	67%	52%	63%	84%	46%	62%	64%	79%	65%	80%	72%	75%	76%	73%	75%
Very important (5)	9%	16%	17%	22%	35%	12%	20%	19%	16%	21%	41%	31%	29%	17%	28%	30%
Important (4)	51%	51%	35%	40%	49%	34%	42%	44%	63%	44%	39%	40%	45%	58%	45%	45%
- Neither important nor unimportant (3)	23%	16%	30%	23%	7%	28%	21%	20%	11%	19%	11%	24%	17%	11%	17%	17%
Unimportant (2)	15%	16%	11%	10%	7%	17%	12%	13%	10%	12%	3%	2%	8%	7%	6%	6%
Very unimportant (1)	2%	1%	7%	4%	1%	9%	4%	3%	0%	3%	6%	3%	0%	6%	4%	2%
- NET: Unimportant (2,1)	17%	17%	18%	14%	9%	27%	17%	16%	10%	16%	9%	5%	8%	14%	10%	8%
Mean	3.510	3.651	3.438	3.672	4.095	3.220	3.613	3.642	3.855	3.671	4.070	3.959	3.955	3.728	3.871	3.955
Not included in (%) base:																
Decline to Answer	3	3	5	1	2	2	13	151	-	3	1	-	1	-	5	81
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Travel funds to present papers or conduct research

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		122	-	-	-	-	-	730	7151
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	87%	92%	85%	91%	99%	95%	92%	93%
Very important	(5)	48%	58%	60%	66%	75%	57%	63%	67%
Important	(4)	40%	34%	25%	24%	25%	38%	29%	26%
- Neither important nor unimportant	(3)	9%	5%	10%	6%	0%	3%	5%	5%
Unimportant	(2)	3%	3%	3%	3%	1%	1%	2%	2%
Very unimportant	(1)	1%	1%	1%	<1%	0%	1%	1%	1%
- NET: Unimportant	(2,1)	3%	4%	5%	4%	1%	2%	3%	3%
Mean		4.308	4.453	4.393	4.534	4.726	4.497	4.510	4.567
Not included in (%) base:									
Decline to Answer		1	4	3	1	2	2	12	204
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Travel funds to present papers or conduct research

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	430	4213	49	-	-	-	-	-	300	2938
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	85%	88%	79%	88%	99%	94%	89%	91%	92%	97%	94%	94%	100%	97%	96%	96%
Very important (5)	36%	51%	53%	60%	67%	52%	57%	60%	64%	67%	70%	75%	89%	63%	72%	77%
Important (4)	48%	37%	25%	28%	32%	42%	32%	31%	27%	30%	24%	19%	11%	33%	24%	19%
- Neither important nor unimportant (3)	11%	6%	17%	8%	0%	3%	7%	6%	6%	2%	2%	2%	0%	3%	2%	3%
Unimportant (2)	4%	4%	3%	3%	1%	2%	3%	2%	0%	1%	3%	4%	0%	0%	2%	1%
Very unimportant (1)	0%	1%	1%	1%	0%	1%	1%	1%	2%	0%	2%	0%	0%	0%	<1%	1%
- NET: Unimportant (2,1)	4%	5%	4%	3%	1%	3%	4%	3%	2%	1%	5%	4%	0%	0%	2%	2%
Mean	4.170	4.332	4.263	4.442	4.641	4.419	4.412	4.470	4.517	4.619	4.569	4.663	4.892	4.599	4.650	4.706
Not included in (%) base:																
Decline to Answer	-	4	2	1	1	1	9	139	1	-	1	-	1	1	3	65
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Travel funds to present papers or conduct research

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	100	-	-	-	-	-	529	5303	22	-	-	-	-	-	201	1848
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	89%	90%	82%	90%	99%	96%	91%	93%	81%	95%	94%	94%	100%	92%	95%	94%
Very important (5)	44%	59%	54%	63%	73%	59%	62%	66%	64%	54%	77%	74%	79%	51%	66%	70%
Important (4)	45%	31%	27%	26%	26%	37%	29%	26%	17%	41%	18%	20%	21%	41%	28%	24%
- Neither important nor unimportant (3)	7%	4%	13%	6%	0%	2%	6%	5%	19%	5%	3%	5%	0%	5%	4%	4%
Unimportant (2)	3%	4%	3%	4%	1%	1%	3%	2%	0%	0%	3%	0%	0%	0%	1%	1%
Very unimportant (1)	1%	1%	2%	0%	0%	0%	1%	1%	0%	0%	0%	1%	0%	3%	1%	1%
- NET: Unimportant (2,1)	4%	5%	5%	4%	1%	1%	4%	3%	0%	0%	3%	1%	0%	3%	1%	2%
Mean	4.275	4.434	4.292	4.488	4.709	4.546	4.479	4.554	4.457	4.496	4.685	4.656	4.788	4.379	4.590	4.606
Not included in (%) base:																
Decline to Answer	1	1	2	1	2	2	8	128	-	3	1	-	-	-	4	76
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid research leave during the pre-tenure period

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		121	-	-	-	-	-	714	7069
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	73%	68%	69%	77%	77%	78%	74%	80%
Very important	(5)	44%	38%	38%	57%	47%	48%	46%	55%
Important	(4)	30%	30%	31%	20%	30%	30%	27%	25%
- Neither important nor unimportant	(3)	22%	23%	21%	16%	13%	20%	19%	14%
Unimportant	(2)	4%	7%	6%	4%	9%	1%	6%	4%
Very unimportant	(1)	1%	1%	3%	3%	1%	1%	2%	2%
- NET: Unimportant	(2,1)	5%	8%	10%	7%	10%	2%	7%	5%
Mean		4.109	3.982	3.942	4.247	4.131	4.238	4.108	4.279
Not included in (%) base:									
Decline to Answer		2	5	4	7	3	8	28	286
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid research leave during the pre-tenure period

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	73	-	-	-	-	-	417	4162	48	-	-	-	-	-	298	2908
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	70%	58%	67%	72%	70%	74%	68%	75%	79%	83%	73%	84%	91%	84%	82%	88%
Very important (5)	38%	27%	31%	48%	37%	46%	38%	47%	52%	53%	48%	71%	65%	51%	58%	67%
Important (4)	31%	31%	36%	24%	32%	28%	30%	28%	27%	29%	24%	13%	26%	33%	24%	21%
- Neither important nor unimportant (3)	22%	28%	26%	18%	17%	23%	22%	18%	21%	17%	15%	13%	6%	16%	14%	9%
Unimportant (2)	7%	13%	5%	6%	12%	2%	8%	5%	0%	0%	8%	2%	3%	0%	3%	2%
Very unimportant (1)	1%	1%	2%	5%	1%	2%	2%	3%	0%	0%	5%	0%	0%	0%	1%	1%
- NET: Unimportant (2,1)	8%	14%	8%	10%	13%	3%	10%	7%	0%	0%	13%	2%	3%	0%	4%	3%
Mean	3.984	3.700	3.870	4.047	3.926	4.152	3.934	4.118	4.302	4.361	4.036	4.523	4.525	4.344	4.352	4.511
Not included in (%) base:																
Decline to Answer	-	5	3	6	2	6	22	191	2	-	1	2	1	2	5	95
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid research leave during the pre-tenure period

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	99	-	-	-	-	-	523	5242	22	-	-	-	-	-	191	1827
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	71%	69%	67%	76%	73%	82%	73%	79%	82%	67%	76%	80%	90%	70%	76%	83%
Very important (5)	43%	44%	35%	54%	44%	53%	46%	54%	45%	27%	46%	66%	57%	36%	47%	58%
Important (4)	28%	25%	31%	22%	29%	29%	27%	25%	37%	41%	30%	14%	33%	33%	29%	25%
- Neither important nor unimportant (3)	25%	22%	21%	15%	16%	16%	18%	14%	8%	27%	21%	18%	5%	30%	21%	14%
Unimportant (2)	4%	8%	9%	6%	10%	1%	7%	4%	5%	6%	0%	0%	5%	0%	2%	2%
Very unimportant (1)	0%	1%	4%	3%	1%	1%	2%	2%	5%	0%	3%	1%	0%	0%	1%	1%
- NET: Unimportant (2,1)	4%	9%	12%	9%	11%	3%	9%	6%	9%	6%	3%	1%	5%	0%	3%	3%
Mean	4.103	4.026	3.865	4.175	4.051	4.304	4.080	4.252	4.134	3.881	4.168	4.437	4.430	4.060	4.187	4.359
Not included in (%) base:																
Decline to Answer	2	1	2	5	2	4	14	189	-	4	2	2	1	4	14	97
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid personal leave during the pre-tenure period

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		120	-	-	-	-	-	712	7036
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	45%	56%	46%	64%	54%	56%	56%	57%
Very important	(5)	15%	28%	21%	40%	29%	24%	30%	29%
Important	(4)	30%	28%	25%	24%	24%	32%	26%	28%
- Neither important nor unimportant	(3)	43%	32%	41%	26%	28%	35%	32%	30%
Unimportant	(2)	8%	9%	10%	5%	15%	9%	9%	9%
Very unimportant	(1)	4%	3%	3%	5%	3%	1%	3%	4%
- NET: Unimportant	(2,1)	12%	12%	13%	10%	18%	10%	12%	13%
Mean		3.439	3.696	3.512	3.884	3.619	3.694	3.697	3.689
Not included in (%) base:									
Decline to Answer		3	8	3	9	3	7	30	319
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid personal leave during the pre-tenure period

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	414	4138	48	-	-	-	-	-	298	2898
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	38%	45%	36%	55%	42%	46%	45%	49%	56%	70%	60%	76%	77%	68%	70%	68%
Very important (5)	4%	16%	12%	29%	20%	15%	19%	21%	32%	45%	34%	55%	47%	34%	44%	41%
Important (4)	34%	30%	24%	26%	22%	31%	26%	28%	25%	25%	26%	20%	30%	33%	26%	28%
- Neither important nor unimportant (3)	47%	36%	47%	31%	35%	40%	37%	35%	37%	26%	32%	19%	15%	27%	24%	23%
Unimportant (2)	10%	16%	13%	7%	19%	13%	13%	11%	4%	0%	6%	2%	8%	3%	4%	6%
Very unimportant (1)	6%	2%	4%	8%	4%	0%	4%	5%	2%	4%	2%	2%	0%	2%	2%	2%
- NET: Unimportant (2,1)	16%	18%	17%	15%	23%	13%	17%	16%	6%	4%	8%	5%	8%	5%	6%	8%
Mean	3.205	3.404	3.261	3.620	3.337	3.483	3.433	3.479	3.796	4.079	3.849	4.240	4.159	3.952	4.062	3.988
Not included in (%) base:																
Decline to Answer	1	8	2	7	2	6	25	214	2	-	1	2	1	1	5	104
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid personal leave during the pre-tenure period

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	98	-	-	-	-	-	521	5218	22	-	-	-	-	-	191	1818
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	42%	55%	42%	61%	53%	57%	54%	54%	61%	60%	57%	71%	58%	53%	61%	65%
Very important (5)	16%	25%	19%	39%	25%	22%	27%	27%	12%	35%	28%	45%	44%	28%	36%	36%
Important (4)	26%	29%	23%	23%	27%	35%	27%	27%	49%	25%	29%	26%	13%	25%	25%	29%
- Neither important nor unimportant (3)	45%	35%	42%	26%	29%	30%	32%	31%	34%	26%	37%	25%	25%	47%	31%	27%
Unimportant (2)	9%	8%	13%	6%	15%	12%	10%	10%	0%	11%	3%	2%	17%	0%	6%	6%
Very unimportant (1)	4%	3%	3%	7%	4%	1%	4%	5%	5%	3%	3%	1%	0%	0%	2%	3%
- NET: Unimportant (2,1)	14%	11%	16%	13%	18%	13%	14%	15%	5%	14%	6%	4%	17%	0%	8%	8%
Mean	3.396	3.664	3.422	3.799	3.559	3.646	3.629	3.614	3.635	3.770	3.770	4.110	3.842	3.815	3.880	3.904
Not included in (%) base:																
Decline to Answer	3	2	2	7	2	4	16	213	-	6	1	3	1	3	13	105
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on committee assignments for tenure-track faculty

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		121	-	-	-	-	-	723	7122
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	86%	85%	85%	87%	87%	90%	87%	88%
Very important	(5)	28%	43%	41%	54%	61%	42%	48%	53%
Important	(4)	58%	42%	44%	33%	26%	48%	39%	35%
- Neither important nor unimportant	(3)	11%	12%	11%	9%	9%	8%	10%	10%
Unimportant	(2)	3%	2%	4%	2%	2%	2%	3%	2%
Very unimportant	(1)	0%	1%	0%	1%	2%	0%	1%	1%
- NET: Unimportant	(2,1)	3%	3%	4%	3%	4%	2%	3%	3%
Mean		4.118	4.253	4.221	4.372	4.417	4.300	4.310	4.369
Not included in (%) base:									
Decline to Answer		2	4	5	4	2	4	19	233
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	427	4195	49	-	-	-	-	-	296	2927
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	87%	80%	85%	85%	85%	89%	85%	85%	85%	92%	85%	90%	89%	92%	90%	92%
Very important (5)	32%	32%	33%	50%	53%	39%	41%	45%	23%	59%	52%	61%	77%	46%	58%	63%
Important (4)	55%	49%	53%	36%	33%	50%	44%	39%	63%	34%	33%	29%	12%	46%	32%	29%
- Neither important nor unimportant (3)	9%	16%	11%	11%	12%	10%	12%	12%	15%	6%	10%	7%	5%	5%	7%	6%
Unimportant (2)	4%	3%	3%	2%	0%	2%	2%	3%	0%	1%	5%	3%	6%	3%	3%	1%
Very unimportant (1)	0%	1%	0%	2%	3%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	4%	4%	3%	3%	3%	2%	3%	3%	0%	1%	5%	3%	6%	3%	3%	2%
Mean	4.144	4.075	4.145	4.300	4.321	4.260	4.219	4.255	4.079	4.495	4.322	4.474	4.603	4.353	4.441	4.531
Not included in (%) base:																
Decline to Answer	1	4	3	2	1	2	12	158	1	-	2	2	1	2	7	75
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	99	-	-	-	-	-	523	5284	22	-	-	-	-	-	200	1838
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	87%	86%	85%	87%	88%	94%	88%	88%	84%	85%	85%	87%	83%	81%	85%	87%
Very important (5)	29%	48%	40%	53%	62%	47%	50%	52%	25%	32%	43%	57%	57%	30%	44%	54%
Important (4)	58%	38%	45%	34%	26%	47%	38%	36%	58%	53%	42%	30%	27%	52%	41%	33%
- Neither important nor unimportant (3)	12%	12%	10%	9%	9%	5%	9%	9%	7%	10%	12%	11%	12%	15%	12%	10%
Unimportant (2)	1%	1%	4%	3%	3%	1%	3%	2%	9%	5%	3%	1%	0%	4%	3%	2%
Very unimportant (1)	0%	1%	0%	1%	1%	0%	1%	1%	0%	0%	0%	1%	5%	0%	1%	1%
- NET: Unimportant (2,1)	1%	2%	4%	4%	4%	1%	3%	3%	9%	5%	3%	3%	5%	4%	4%	3%
Mean	4.144	4.312	4.210	4.361	4.447	4.396	4.338	4.363	3.998	4.121	4.251	4.400	4.309	4.074	4.237	4.386
Not included in (%) base:																
Decline to Answer	2	1	3	4	2	4	14	148	-	3	2	-	-	-	5	85
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on teaching obligations

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		119	-	-	-	-	-	722	7118
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	93%	92%	91%	95%	95%	97%	94%	95%
Very important	(5)	45%	61%	54%	68%	72%	63%	63%	68%
Important	(4)	49%	31%	37%	27%	23%	34%	30%	27%
- Neither important nor unimportant	(3)	6%	5%	6%	4%	3%	3%	4%	4%
Unimportant	(2)	0%	2%	1%	1%	1%	1%	1%	1%
Very unimportant	(1)	1%	1%	3%	0%	1%	0%	1%	<1%
- NET: Unimportant	(2,1)	1%	3%	3%	1%	2%	1%	2%	1%
Mean		4.364	4.490	4.387	4.618	4.644	4.583	4.541	4.611
Not included in (%) base:									
Decline to Answer		4	5	5	5	2	3	20	236
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on teaching obligations

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	71	-	-	-	-	-	425	4195	48	-	-	-	-	-	297	2923
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	95%	91%	91%	93%	96%	95%	93%	94%	91%	93%	90%	98%	94%	98%	95%	96%
Very important (5)	41%	53%	50%	64%	69%	57%	59%	63%	51%	72%	59%	73%	79%	70%	70%	75%
Important (4)	54%	38%	41%	29%	27%	38%	35%	31%	41%	21%	32%	24%	15%	28%	25%	21%
- Neither important nor unimportant (3)	5%	5%	7%	5%	3%	3%	5%	5%	6%	6%	5%	2%	3%	2%	4%	3%
Unimportant (2)	0%	3%	1%	2%	0%	2%	2%	1%	0%	0%	0%	0%	3%	0%	<1%	1%
Very unimportant (1)	0%	1%	1%	0%	1%	0%	1%	<1%	2%	1%	5%	0%	0%	0%	1%	1%
- NET: Unimportant (2,1)	0%	4%	2%	2%	1%	2%	2%	1%	2%	1%	5%	0%	3%	0%	2%	1%
Mean	4.356	4.391	4.383	4.553	4.615	4.508	4.488	4.550	4.376	4.625	4.394	4.709	4.699	4.680	4.618	4.699
Not included in (%) base:																
Decline to Answer	2	5	3	3	1	2	14	157	2	-	2	2	1	1	6	80
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on teaching obligations

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	97	-	-	-	-	-	521	5277	22	-	-	-	-	-	201	1842
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	93%	90%	89%	95%	94%	96%	93%	95%	96%	95%	97%	96%	100%	97%	97%	95%
Very important (5)	45%	66%	50%	66%	70%	69%	64%	68%	43%	50%	65%	71%	78%	46%	61%	69%
Important (4)	47%	24%	39%	28%	23%	27%	29%	27%	53%	46%	32%	25%	22%	51%	35%	27%
- Neither important nor unimportant (3)	6%	7%	7%	4%	4%	3%	5%	4%	4%	2%	3%	4%	0%	3%	3%	4%
Unimportant (2)	0%	1%	1%	2%	1%	1%	1%	1%	0%	3%	0%	0%	0%	0%	1%	1%
Very unimportant (1)	1%	2%	4%	0%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	1%	3%	4%	2%	3%	1%	2%	1%	0%	3%	0%	0%	0%	0%	1%	1%
Mean	4.358	4.522	4.305	4.596	4.605	4.644	4.529	4.606	4.393	4.421	4.621	4.674	4.780	4.437	4.574	4.628
Not included in (%) base:																
Decline to Answer	4	2	4	5	2	3	16	155	-	3	1	-	-	-	4	82
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Peer reviews of teaching or research/creative work

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	725	7119
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	79%	81%	84%	85%	82%	74%	82%	82%
Very important	(5)	17%	28%	30%	40%	43%	27%	34%	35%
Important	(4)	62%	53%	54%	46%	39%	48%	48%	47%
- Neither important nor unimportant	(3)	17%	15%	12%	8%	17%	17%	13%	12%
Unimportant	(2)	4%	3%	3%	5%	0%	7%	4%	4%
Very unimportant	(1)	0%	1%	1%	1%	1%	2%	1%	1%
- NET: Unimportant	(2,1)	4%	4%	4%	7%	1%	9%	5%	6%
Mean		3.916	4.045	4.078	4.167	4.233	3.904	4.090	4.095
Not included in (%) base:									
Decline to Answer		2	5	6	2	2	2	17	236
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Peer reviews of teaching or research/creative work

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	72	-	-	-	-	-	427	4192	49	-	-	-	-	-	298	2927
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	72%	84%	83%	83%	83%	75%	82%	80%	89%	77%	86%	89%	80%	73%	82%	85%
Very important (5)	12%	23%	24%	37%	40%	27%	30%	31%	24%	35%	37%	44%	50%	27%	38%	40%
Important (4)	60%	61%	59%	46%	43%	49%	51%	49%	65%	42%	48%	45%	30%	47%	44%	45%
- Neither important nor unimportant (3)	22%	11%	11%	10%	16%	14%	12%	14%	9%	21%	13%	5%	20%	20%	15%	11%
Unimportant (2)	6%	4%	5%	5%	0%	8%	4%	5%	2%	3%	0%	6%	0%	7%	3%	4%
Very unimportant (1)	0%	1%	1%	3%	1%	3%	2%	2%	0%	0%	2%	0%	0%	0%	<1%	1%
- NET: Unimportant (2,1)	6%	5%	6%	7%	1%	11%	6%	7%	2%	3%	2%	6%	0%	7%	4%	5%
Mean	3.783	4.013	3.990	4.095	4.195	3.883	4.040	4.024	4.115	4.087	4.197	4.269	4.305	3.931	4.160	4.196
Not included in (%) base:																
Decline to Answer	1	5	4	1	1	1	12	160	1	-	2	1	1	1	5	76
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Peer reviews of teaching or research/creative work

	White Faculty								Faculty of Color									
	Univ							All	All	Univ							All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
(%) base:	99	-	-	-	-	-	526	5280	22	-	-	-	-	-	198	1839		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	79%	83%	79%	85%	83%	70%	81%	81%	77%	77%	97%	85%	79%	85%	85%	84%		
Very important (5)	15%	28%	27%	38%	45%	23%	32%	33%	23%	29%	37%	44%	37%	36%	37%	39%		
Important (4)	64%	55%	52%	47%	38%	47%	48%	48%	54%	48%	60%	41%	42%	48%	48%	45%		
- Neither important nor unimportant (3)	17%	14%	15%	8%	16%	17%	13%	13%	20%	18%	3%	8%	21%	15%	12%	12%		
Unimportant (2)	4%	3%	4%	5%	0%	10%	5%	5%	4%	3%	0%	5%	0%	0%	2%	3%		
Very unimportant (1)	0%	0%	2%	2%	1%	3%	1%	1%	0%	2%	0%	1%	0%	0%	1%	1%		
- NET: Unimportant (2,1)	4%	3%	6%	7%	1%	13%	6%	6%	4%	5%	0%	7%	0%	0%	3%	4%		
Mean	3.907	4.069	3.988	4.149	4.252	3.774	4.056	4.069	3.957	3.988	4.341	4.213	4.165	4.213	4.179	4.169		
Not included in (%) base:																		
Decline to Answer	2	1	4	2	2	2	11	151	-	4	2	-	-	-	6	85		
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Childcare

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	707	6923
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	47%	58%	53%	58%	48%	60%	56%	56%
Very important	(5)	24%	35%	36%	41%	31%	38%	37%	35%
Important	(4)	23%	22%	18%	17%	17%	22%	19%	21%
- Neither important nor unimportant	(3)	27%	23%	21%	24%	27%	22%	23%	24%
Unimportant	(2)	13%	4%	5%	4%	8%	3%	5%	6%
Very unimportant	(1)	13%	15%	21%	14%	17%	15%	16%	15%
- NET: Unimportant	(2,1)	26%	19%	25%	18%	25%	18%	21%	21%
Mean		3.311	3.583	3.428	3.665	3.378	3.660	3.556	3.556
Not included in (%) base:									
Decline to Answer		7	6	6	11	6	7	35	431
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Childcare

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	417	4090	45	-	-	-	-	-	290	2833
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	46%	57%	53%	52%	39%	55%	51%	52%	48%	59%	54%	67%	65%	67%	62%	61%
Very important (5)	14%	26%	27%	34%	16%	26%	27%	28%	38%	48%	48%	51%	60%	55%	51%	46%
Important (4)	32%	31%	26%	18%	23%	28%	25%	25%	10%	11%	7%	15%	6%	12%	11%	16%
- Neither important nor unimportant (3)	27%	26%	27%	27%	36%	25%	28%	26%	27%	19%	14%	19%	11%	20%	17%	20%
Unimportant (2)	13%	5%	4%	5%	8%	5%	5%	7%	13%	3%	5%	4%	9%	0%	4%	4%
Very unimportant (1)	14%	12%	16%	16%	18%	16%	16%	15%	11%	19%	27%	11%	14%	13%	17%	15%
- NET: Unimportant (2,1)	27%	17%	20%	21%	25%	21%	21%	22%	25%	22%	32%	14%	24%	13%	21%	19%
Mean	3.183	3.525	3.431	3.478	3.124	3.445	3.416	3.429	3.508	3.661	3.422	3.927	3.870	3.948	3.756	3.740
Not included in (%) base:																
Decline to Answer	3	6	3	7	3	4	22	262	4	-	3	4	2	3	13	169
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Childcare

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	95	-	-	-	-	-	516	5155	21	-	-	-	-	-	191	1769		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	45%	52%	49%	54%	47%	56%	52%	54%	54%	71%	64%	68%	51%	70%	66%	63%		
Very important (5)	24%	35%	31%	40%	31%	44%	37%	34%	24%	35%	47%	43%	31%	26%	37%	39%		
Important (4)	22%	16%	18%	14%	16%	12%	15%	20%	31%	36%	17%	26%	20%	43%	29%	24%		
- Neither important nor unimportant (3)	28%	28%	21%	25%	26%	22%	24%	23%	22%	12%	23%	20%	31%	23%	21%	24%		
Unimportant (2)	12%	4%	6%	5%	8%	4%	5%	6%	20%	3%	0%	2%	10%	0%	2%	5%		
Very unimportant (1)	15%	16%	24%	16%	19%	18%	18%	17%	4%	14%	12%	9%	8%	7%	10%	9%		
- NET: Unimportant (2,1)	27%	21%	30%	21%	27%	22%	24%	23%	24%	17%	12%	11%	18%	7%	13%	14%		
Mean	3.269	3.506	3.271	3.581	3.328	3.595	3.464	3.477	3.502	3.750	3.866	3.910	3.560	3.817	3.805	3.788		
Not included in (%) base:																		
Decline to Answer	6	3	5	4	4	5	22	277	1	3	1	7	1	2	14	155		
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Financial assistance with housing

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117	-	-	-	-	-	715	7020
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	24%	29%	31%	38%	34%	36%	34%	42%
Very important	(5)	5%	12%	11%	20%	14%	12%	14%	20%
Important	(4)	19%	18%	20%	18%	20%	24%	20%	22%
- Neither important nor unimportant	(3)	40%	35%	33%	30%	31%	35%	32%	29%
Unimportant	(2)	28%	17%	13%	15%	15%	12%	15%	13%
Very unimportant	(1)	8%	19%	23%	17%	21%	18%	19%	15%
- NET: Unimportant	(2,1)	36%	36%	36%	32%	36%	29%	34%	28%
Mean		2.848	2.868	2.827	3.084	2.914	3.009	2.949	3.189
Not included in (%) base:									
Decline to Answer		6	5	9	5	5	4	27	335
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Financial assistance with housing

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	71	-	-	-	-	-	423	4139	47	-	-	-	-	-	292	2881
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	19%	25%	34%	40%	35%	37%	34%	43%	32%	36%	27%	36%	31%	34%	33%	42%
Very important (5)	1%	9%	13%	21%	12%	12%	14%	20%	10%	15%	9%	18%	18%	12%	15%	21%
Important (4)	17%	15%	21%	19%	23%	26%	20%	22%	21%	21%	19%	18%	12%	22%	19%	21%
- Neither important nor unimportant (3)	42%	39%	34%	26%	36%	31%	33%	29%	36%	28%	31%	35%	21%	40%	32%	31%
Unimportant (2)	29%	19%	12%	14%	12%	11%	14%	13%	28%	15%	14%	17%	22%	12%	16%	13%
Very unimportant (1)	10%	17%	20%	20%	17%	21%	19%	16%	4%	21%	28%	12%	26%	14%	19%	15%
- NET: Unimportant (2,1)	39%	36%	32%	34%	29%	32%	33%	29%	32%	36%	41%	29%	48%	27%	35%	28%
Mean	2.710	2.812	2.941	3.061	3.001	2.972	2.962	3.179	3.056	2.948	2.671	3.115	2.743	3.056	2.931	3.203
Not included in (%) base:																
Decline to Answer	3	4	5	2	3	3	16	213	3	1	4	3	2	1	11	121
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Financial assistance with housing

	White Faculty								Faculty of Color									
	Univ							All	All	Univ							All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
(%) base:	96	-	-	-	-	-	517	5208	21	-	-	-	-	-	197	1812		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Important (5,4)	19%	27%	26%	31%	30%	36%	30%	38%	46%	36%	45%	57%	45%	35%	44%	54%		
Very important (5)	4%	10%	6%	16%	15%	9%	12%	18%	9%	17%	24%	29%	9%	19%	21%	29%		
Important (4)	15%	17%	20%	15%	15%	27%	18%	21%	37%	19%	21%	28%	36%	16%	23%	25%		
- Neither important nor unimportant (3)	41%	34%	33%	31%	30%	31%	32%	30%	32%	37%	34%	27%	33%	44%	34%	29%		
Unimportant (2)	30%	20%	14%	17%	18%	10%	16%	14%	23%	11%	9%	11%	5%	15%	11%	9%		
Very unimportant (1)	10%	20%	27%	21%	22%	23%	22%	18%	0%	17%	13%	5%	17%	6%	11%	8%		
- NET: Unimportant (2,1)	39%	40%	41%	38%	39%	33%	38%	32%	23%	27%	22%	16%	22%	22%	22%	17%		
Mean	2.745	2.770	2.645	2.874	2.846	2.902	2.806	3.056	3.317	3.085	3.344	3.645	3.154	3.257	3.326	3.572		
Not included in (%) base:																		
Decline to Answer	5	2	7	3	4	4	20	223	1	3	2	2	1	-	7	112		
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Stop-the-clock for parental or other family reasons

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		118	-	-	-	-	-	722	7018
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	61%	67%	63%	77%	72%	70%	70%	72%
Very important	(5)	23%	41%	28%	49%	40%	41%	41%	42%
Important	(4)	38%	25%	34%	28%	32%	29%	29%	30%
- Neither important nor unimportant	(3)	23%	16%	23%	13%	16%	22%	17%	17%
Unimportant	(2)	7%	7%	6%	4%	2%	2%	5%	4%
Very unimportant	(1)	10%	10%	8%	7%	9%	6%	8%	7%
- NET: Unimportant	(2,1)	16%	17%	15%	10%	11%	9%	13%	11%
Mean		3.575	3.808	3.684	4.092	3.919	3.950	3.900	3.960
Not included in (%) base:									
Decline to Answer		5	4	6	3	4	3	20	337
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Stop-the-clock for parental or other family reasons

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	424	4118	49	-	-	-	-	-	298	2900
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	54%	57%	57%	69%	64%	65%	63%	65%	71%	80%	70%	89%	89%	75%	80%	81%
Very important (5)	14%	29%	17%	39%	22%	31%	28%	32%	35%	58%	43%	64%	77%	53%	58%	57%
Important (4)	40%	28%	40%	30%	42%	35%	34%	34%	36%	21%	27%	25%	12%	22%	23%	25%
- Neither important nor unimportant (3)	21%	21%	28%	16%	21%	27%	22%	21%	25%	10%	16%	8%	6%	15%	11%	11%
Unimportant (2)	10%	9%	8%	5%	1%	2%	5%	5%	2%	4%	5%	2%	3%	3%	4%	2%
Very unimportant (1)	15%	13%	8%	10%	13%	6%	10%	8%	2%	6%	9%	1%	2%	7%	5%	5%
- NET: Unimportant (2,1)	25%	22%	15%	15%	15%	8%	15%	14%	4%	10%	14%	4%	5%	10%	9%	8%
Mean	3.281	3.510	3.514	3.818	3.580	3.821	3.656	3.751	3.995	4.216	3.906	4.476	4.587	4.117	4.248	4.256
Not included in (%) base:																
Decline to Answer	4	4	5	2	2	2	15	234	1	-	1	1	2	1	5	103
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Stop-the-clock for parental or other family reasons

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	97	-	-	-	-	-	526	5213	21	-	-	-	-	-	197	1805
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	63%	67%	61%	75%	74%	66%	69%	71%	50%	65%	67%	81%	65%	78%	72%	74%
Very important (5)	23%	43%	23%	48%	42%	40%	39%	41%	20%	39%	43%	53%	33%	43%	44%	44%
Important (4)	40%	25%	38%	28%	32%	27%	30%	30%	30%	27%	23%	28%	32%	35%	29%	30%
- Neither important nor unimportant (3)	21%	13%	22%	13%	15%	21%	17%	16%	31%	23%	24%	13%	22%	22%	20%	18%
Unimportant (2)	4%	9%	9%	4%	3%	3%	6%	4%	19%	3%	0%	2%	0%	0%	1%	3%
Very unimportant (1)	12%	11%	8%	8%	9%	9%	9%	8%	0%	9%	10%	4%	13%	0%	7%	5%
- NET: Unimportant (2,1)	16%	19%	16%	12%	11%	12%	14%	12%	19%	12%	10%	6%	13%	0%	8%	8%
Mean	3.589	3.796	3.611	4.035	3.970	3.848	3.858	3.926	3.508	3.835	3.899	4.242	3.733	4.202	4.013	4.057
Not included in (%) base:																
Decline to Answer	4	1	4	2	3	2	12	219	1	3	2	1	1	1	8	118
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Spousal/partner hiring program

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117	-	-	-	-	-	711	6996
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	62%	61%	58%	67%	63%	47%	60%	59%
Very important	(5)	30%	39%	34%	40%	39%	22%	35%	33%
Important	(4)	33%	22%	24%	26%	24%	26%	25%	26%
- Neither important nor unimportant	(3)	15%	21%	23%	19%	20%	30%	22%	22%
Unimportant	(2)	13%	6%	8%	4%	3%	5%	5%	6%
Very unimportant	(1)	10%	12%	11%	10%	13%	17%	13%	12%
- NET: Unimportant	(2,1)	22%	18%	19%	14%	16%	22%	18%	19%
Mean		3.598	3.698	3.610	3.826	3.729	3.288	3.653	3.614
Not included in (%) base:									
Decline to Answer		6	6	9	8	4	5	31	358
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Spousal/partner hiring program

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	419	4122	48	-	-	-	-	-	292	2874
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	62%	60%	63%	70%	61%	48%	61%	58%	63%	63%	52%	62%	68%	46%	58%	60%
Very important (5)	27%	31%	32%	34%	30%	19%	30%	29%	33%	48%	35%	49%	58%	25%	43%	39%
Important (4)	35%	28%	30%	36%	31%	29%	31%	29%	30%	15%	17%	13%	9%	22%	15%	21%
- Neither important nor unimportant (3)	16%	25%	17%	18%	23%	28%	22%	23%	15%	16%	30%	21%	15%	34%	23%	22%
Unimportant (2)	11%	6%	10%	4%	1%	6%	5%	7%	16%	5%	5%	3%	6%	4%	5%	6%
Very unimportant (1)	12%	9%	10%	8%	14%	19%	11%	12%	6%	16%	13%	13%	11%	16%	14%	12%
- NET: Unimportant (2,1)	22%	16%	20%	12%	16%	24%	17%	19%	23%	21%	18%	17%	17%	20%	19%	18%
Mean	3.546	3.664	3.653	3.835	3.605	3.239	3.631	3.564	3.673	3.744	3.552	3.813	3.974	3.354	3.683	3.685
Not included in (%) base:																
Decline to Answer	4	5	6	5	2	2	20	230	2	1	3	3	2	3	11	128
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Spousal/partner hiring program

	White Faculty								Faculty of Color									
	Univ		Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ		Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	Wyom									Wyom								
(%) base:	96	-	-	-	-	-	-	516	5200	21	-	-	-	-	-	-	195	1796
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	64%	52%	50%	65%	61%	45%	55%	55%	55%	55%	82%	81%	72%	71%	52%	73%	69%	69%
Very important (5)	27%	32%	26%	36%	38%	24%	32%	30%	30%	43%	53%	57%	53%	42%	15%	46%	42%	42%
Important (4)	37%	20%	24%	29%	22%	21%	24%	25%	25%	12%	28%	24%	20%	29%	37%	27%	27%	27%
- Neither important nor unimportant (3)	14%	28%	25%	19%	19%	28%	23%	23%	23%	22%	6%	15%	20%	26%	37%	19%	19%	19%
Unimportant (2)	12%	7%	10%	4%	4%	4%	6%	7%	7%	18%	3%	0%	3%	0%	8%	3%	5%	5%
Very unimportant (1)	11%	13%	14%	12%	16%	24%	15%	14%	14%	5%	9%	3%	5%	3%	3%	5%	7%	7%
- NET: Unimportant (2,1)	22%	20%	25%	16%	20%	28%	21%	21%	21%	23%	12%	3%	8%	3%	11%	8%	12%	12%
Mean	3.574	3.496	3.371	3.720	3.627	3.178	3.502	3.503	3.503	3.705	4.135	4.313	4.118	4.080	3.543	4.050	3.933	3.933
Not included in (%) base:																		
Decline to Answer	5	3	6	4	4	5	22	231	231	1	3	3	3	-	-	10	127	127
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Formal mentoring program for junior faculty

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		78	-	-	-	-	-	567	5623
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	21%	42%	38%	38%	34%	41%	38%	40%
Very effective	(5)	2%	7%	12%	12%	9%	7%	10%	11%
Effective	(4)	19%	35%	26%	26%	25%	34%	29%	29%
- Neither effective nor ineffective	(3)	32%	22%	27%	17%	17%	15%	20%	20%
Ineffective	(2)	34%	28%	19%	19%	22%	23%	22%	20%
Very ineffective	(1)	12%	8%	16%	26%	28%	21%	20%	21%
- NET: Ineffective	(2,1)	47%	36%	36%	45%	50%	44%	42%	40%
Mean		2.646	3.040	2.971	2.789	2.644	2.823	2.864	2.895
Not included in (%) base:									
Decline to Answer		2	6	3	5	5	2	21	251
Not offered at my institution		30	24	8	-	-	27	59	470
I don't know/Not applicable		13	18	13	31	22	11	95	1011

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Formal mentoring program for junior faculty

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	50	-	-	-	-	-	342	3342	28	-	-	-	-	-	225	2280
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	27%	34%	32%	35%	34%	49%	36%	37%	10%	55%	45%	42%	32%	30%	42%	43%
Very effective (5)	2%	5%	12%	12%	7%	10%	10%	10%	3%	9%	11%	12%	12%	2%	10%	12%
Effective (4)	25%	29%	21%	23%	27%	38%	26%	27%	7%	46%	33%	30%	20%	28%	32%	31%
- Neither effective nor ineffective (3)	28%	24%	35%	21%	18%	19%	24%	23%	39%	20%	15%	13%	13%	9%	14%	15%
Ineffective (2)	29%	33%	18%	18%	19%	18%	21%	19%	44%	18%	21%	20%	29%	30%	23%	21%
Very ineffective (1)	15%	9%	15%	27%	29%	15%	19%	21%	7%	7%	18%	25%	26%	31%	21%	21%
- NET: Ineffective (2,1)	44%	42%	33%	45%	48%	33%	40%	40%	51%	25%	40%	45%	55%	61%	44%	42%
Mean	2.701	2.882	2.964	2.758	2.653	3.119	2.862	2.872	2.548	3.324	2.981	2.830	2.625	2.413	2.866	2.929
Not included in (%) base:																
Decline to Answer	1	4	1	3	3	1	13	162	1	1	2	2	2	1	8	89
Not offered at my institution	12	7	5	-	-	14	25	247	18	17	3	-	-	13	33	223
I don't know/Not applicable	10	11	7	21	12	7	58	601	3	7	6	10	9	4	36	410

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Formal mentoring program for junior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	64	-	-	-	-	-	400	4081	14	-	-	-	-	-	167	1542
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	17%	42%	36%	40%	32%	31%	37%	37%	39%	42%	43%	33%	38%	61%	42%	46%
Very effective (5)	2%	9%	11%	12%	8%	5%	10%	10%	6%	2%	13%	13%	11%	10%	10%	14%
Effective (4)	16%	32%	24%	28%	24%	25%	27%	27%	33%	40%	30%	20%	26%	51%	33%	32%
- Neither effective nor ineffective (3)	35%	18%	25%	17%	18%	13%	19%	19%	20%	30%	32%	18%	13%	17%	23%	22%
Ineffective (2)	37%	31%	24%	18%	23%	30%	24%	21%	23%	22%	7%	20%	20%	10%	16%	15%
Very ineffective (1)	11%	10%	16%	25%	27%	26%	21%	22%	19%	6%	17%	29%	30%	12%	18%	17%
- NET: Ineffective (2,1)	48%	41%	40%	43%	50%	56%	45%	43%	41%	28%	25%	49%	50%	22%	35%	32%
Mean	2.603	3.010	2.909	2.831	2.631	2.548	2.811	2.815	2.842	3.092	3.144	2.683	2.691	3.366	2.990	3.106
Not included in (%) base:																
Decline to Answer	2	3	2	4	4	2	15	162	-	3	1	1	1	-	6	89
Not offered at my institution	26	22	6	-	-	22	49	386	4	2	2	-	-	5	10	83
I don't know/Not applicable	9	13	11	23	17	9	73	802	4	5	2	7	4	3	22	209

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Informal mentoring

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		106	-	-	-	-	-	670	6696
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	42%	60%	51%	71%	65%	50%	61%	62%
Very effective	(5)	6%	15%	14%	31%	31%	18%	22%	23%
Effective	(4)	36%	45%	37%	40%	34%	32%	38%	39%
- Neither effective nor ineffective	(3)	35%	25%	24%	9%	8%	23%	17%	16%
Ineffective	(2)	17%	9%	16%	11%	13%	18%	13%	12%
Very ineffective	(1)	6%	6%	10%	9%	14%	9%	9%	9%
- NET: Ineffective	(2,1)	23%	15%	25%	20%	27%	27%	22%	22%
Mean		3.181	3.550	3.298	3.733	3.554	3.316	3.514	3.546
Not included in (%) base:									
Decline to Answer		2	3	3	4	4	3	18	253
Not offered at my institution		6	4	4	-	-	3	11	118
I don't know/Not applicable		9	12	10	9	3	10	43	287

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Informal mentoring

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	61	-	-	-	-	-	400	3963	44	-	-	-	-	-	270	2734
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	46%	59%	44%	69%	68%	63%	61%	61%	36%	62%	61%	74%	59%	32%	60%	64%
Very effective (5)	7%	14%	9%	33%	29%	20%	22%	22%	4%	17%	22%	29%	35%	15%	23%	26%
Effective (4)	39%	45%	35%	36%	39%	43%	39%	39%	32%	45%	39%	45%	25%	17%	37%	39%
- Neither effective nor ineffective (3)	31%	27%	31%	10%	7%	14%	18%	18%	40%	22%	13%	7%	10%	34%	16%	13%
Ineffective (2)	15%	12%	15%	12%	13%	14%	13%	12%	20%	6%	16%	11%	14%	24%	13%	12%
Very ineffective (1)	8%	2%	10%	9%	12%	9%	8%	9%	4%	10%	10%	9%	17%	9%	10%	10%
- NET: Ineffective (2,1)	23%	14%	25%	21%	25%	23%	21%	21%	24%	16%	26%	19%	30%	33%	24%	22%
Mean	3.221	3.564	3.183	3.723	3.596	3.511	3.528	3.522	3.126	3.531	3.464	3.747	3.467	3.051	3.493	3.582
Not included in (%) base:																
Decline to Answer	1	2	1	3	2	1	9	164	1	1	2	1	2	2	8	89
Not offered at my institution	5	2	-	-	-	-	2	65	1	2	4	-	-	3	9	53
I don't know/Not applicable	6	8	7	5	1	7	28	160	3	4	3	4	2	2	15	127

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Informal mentoring

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	87	-	-	-	-	-	485	4965	19	-	-	-	-	-	185	1732
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	40%	61%	50%	76%	67%	48%	62%	62%	51%	59%	52%	57%	58%	54%	56%	62%
Very effective (5)	6%	18%	16%	33%	33%	16%	24%	24%	4%	10%	9%	27%	23%	21%	18%	23%
Effective (4)	34%	43%	35%	43%	34%	32%	38%	39%	47%	49%	43%	30%	35%	33%	38%	39%
- Neither effective nor ineffective (3)	38%	24%	22%	6%	4%	22%	15%	16%	22%	27%	28%	15%	22%	24%	23%	18%
Ineffective (2)	16%	9%	19%	11%	16%	21%	14%	13%	19%	10%	6%	13%	5%	12%	10%	11%
Very ineffective (1)	6%	7%	8%	7%	13%	9%	9%	9%	8%	3%	13%	15%	14%	9%	11%	9%
- NET: Ineffective (2,1)	22%	16%	27%	18%	29%	30%	23%	22%	27%	14%	20%	28%	19%	22%	21%	20%
Mean	3.176	3.561	3.302	3.847	3.577	3.259	3.546	3.546	3.201	3.528	3.287	3.418	3.476	3.448	3.431	3.548
Not included in (%) base:																
Decline to Answer	2	2	2	3	4	3	14	167	-	1	1	1	-	-	4	86
Not offered at my institution	5	4	4	-	-	3	11	97	1	-	-	-	-	-	-	21
I don't know/Not applicable	7	6	7	5	3	6	28	202	2	5	3	4	-	3	16	85

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	675	6597
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	51%	68%	68%	60%	64%	65%	65%	61%
Very effective	(5)	6%	22%	20%	17%	18%	18%	19%	19%
Effective	(4)	45%	46%	48%	43%	46%	47%	46%	41%
- Neither effective nor ineffective	(3)	24%	17%	12%	21%	18%	15%	17%	18%
Ineffective	(2)	18%	11%	12%	12%	12%	17%	13%	12%
Very ineffective	(1)	7%	4%	8%	7%	6%	3%	6%	9%
- NET: Ineffective	(2,1)	25%	15%	20%	20%	18%	20%	19%	21%
Mean		3.252	3.704	3.609	3.496	3.581	3.587	3.591	3.500
Not included in (%) base:									
Decline to Answer		1	3	3	4	4	4	18	265
Not offered at my institution		1	1	-	-	-	-	1	34
I don't know/Not applicable		5	13	6	17	6	6	48	458

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	69	-	-	-	-	-	398	3865	48	-	-	-	-	-	277	2731
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	46%	67%	64%	59%	66%	60%	63%	59%	59%	69%	74%	60%	60%	71%	67%	64%
Very effective (5)	6%	20%	16%	18%	22%	21%	19%	17%	6%	24%	26%	15%	12%	14%	19%	22%
Effective (4)	40%	47%	47%	41%	44%	39%	44%	41%	53%	45%	48%	46%	49%	57%	48%	42%
- Neither effective nor ineffective (3)	26%	22%	17%	23%	14%	20%	20%	20%	21%	11%	5%	17%	27%	9%	13%	15%
Ineffective (2)	20%	9%	14%	14%	13%	16%	13%	13%	16%	14%	10%	10%	10%	18%	12%	12%
Very ineffective (1)	9%	2%	6%	4%	8%	5%	5%	9%	4%	6%	11%	12%	3%	2%	8%	9%
- NET: Ineffective (2,1)	29%	11%	19%	18%	21%	21%	18%	21%	20%	20%	21%	22%	13%	20%	20%	21%
Mean	3.140	3.727	3.548	3.559	3.593	3.551	3.595	3.458	3.413	3.673	3.691	3.409	3.557	3.634	3.584	3.561
Not included in (%) base:																
Decline to Answer	-	3	1	3	2	2	11	171	1	-	2	1	2	2	7	95
Not offered at my institution	1	1	-	-	-	-	1	22	-	-	-	-	-	-	-	13
I don't know/Not applicable	4	8	4	10	4	3	28	295	1	5	2	7	2	3	19	163

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96	-	-	-	-	-	483	4878	20	-	-	-	-	-	192	1718
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	53%	70%	66%	57%	62%	59%	63%	60%	41%	63%	75%	66%	70%	76%	69%	64%
Very effective (5)	6%	25%	19%	19%	20%	19%	20%	18%	4%	15%	25%	12%	12%	16%	16%	22%
Effective (4)	47%	45%	47%	38%	42%	40%	42%	41%	37%	48%	50%	54%	58%	60%	53%	43%
- Neither effective nor ineffective (3)	21%	15%	13%	23%	18%	16%	17%	18%	37%	21%	9%	16%	19%	14%	16%	19%
Ineffective (2)	18%	10%	14%	14%	15%	21%	14%	14%	19%	14%	6%	9%	3%	7%	9%	9%
Very ineffective (1)	7%	5%	7%	6%	5%	4%	6%	9%	4%	2%	10%	10%	8%	3%	6%	8%
- NET: Ineffective (2,1)	26%	15%	21%	20%	20%	25%	20%	23%	22%	16%	16%	19%	11%	10%	15%	17%
Mean	3.266	3.754	3.563	3.497	3.566	3.489	3.570	3.461	3.185	3.607	3.744	3.494	3.631	3.797	3.641	3.612
Not included in (%) base:																
Decline to Answer	1	3	2	3	4	4	16	175	-	-	1	1	-	-	2	90
Not offered at my institution	-	1	-	-	-	-	1	25	1	-	-	-	-	-	-	9
I don't know/Not applicable	4	10	4	13	5	6	37	352	1	3	2	4	1	-	10	106

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		114	-	-	-	-	-	642	6273
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	51%	63%	59%	55%	57%	55%	58%	57%
Very effective	(5)	4%	17%	15%	15%	15%	12%	15%	18%
Effective	(4)	46%	46%	44%	39%	42%	42%	43%	39%
- Neither effective nor ineffective	(3)	29%	26%	17%	24%	17%	26%	22%	20%
Ineffective	(2)	16%	6%	15%	13%	19%	14%	13%	13%
Very ineffective	(1)	4%	5%	9%	9%	7%	6%	7%	10%
- NET: Ineffective	(2,1)	20%	11%	24%	22%	26%	19%	20%	23%
Mean		3.302	3.640	3.413	3.392	3.389	3.416	3.451	3.413
Not included in (%) base:									
Decline to Answer		3	3	3	4	4	3	18	282
Not offered at my institution		1	3	-	-	-	10	13	108
I don't know/Not applicable		5	19	5	29	7	9	69	692

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	68	-	-	-	-	-	379	3706	45	-	-	-	-	-	264	2567
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	46%	65%	59%	55%	58%	54%	58%	55%	58%	59%	60%	53%	55%	56%	57%	60%
Very effective (5)	4%	19%	12%	16%	17%	12%	15%	16%	4%	14%	19%	14%	10%	13%	15%	20%
Effective (4)	42%	46%	47%	39%	41%	42%	43%	39%	53%	46%	41%	39%	45%	43%	42%	40%
- Neither effective nor ineffective (3)	33%	29%	19%	25%	14%	25%	23%	22%	24%	23%	13%	22%	23%	27%	21%	17%
Ineffective (2)	17%	4%	14%	14%	18%	14%	13%	13%	14%	9%	16%	11%	19%	13%	13%	13%
Very ineffective (1)	4%	2%	8%	5%	9%	7%	6%	11%	4%	8%	11%	14%	3%	4%	9%	10%
- NET: Ineffective (2,1)	21%	6%	22%	20%	28%	21%	19%	23%	19%	18%	27%	25%	22%	17%	22%	23%
Mean	3.241	3.757	3.409	3.466	3.391	3.378	3.487	3.371	3.392	3.475	3.419	3.292	3.386	3.470	3.400	3.474
Not included in (%) base:																
Decline to Answer	1	3	1	3	2	2	12	181	2	-	2	1	2	1	6	100
Not offered at my institution	1	1	-	-	-	4	5	57	-	2	-	-	-	6	8	51
I don't know/Not applicable	3	11	4	18	6	5	43	408	2	8	1	11	1	4	26	283

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	93	-	-	-	-	-	457	4625	21	-	-	-	-	-	185	1648
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	53%	66%	56%	51%	53%	51%	55%	56%	41%	57%	69%	65%	71%	62%	64%	61%
Very effective (5)	4%	17%	12%	16%	18%	13%	15%	17%	4%	16%	26%	15%	5%	11%	15%	20%
Effective (4)	48%	48%	45%	35%	35%	38%	40%	39%	37%	42%	43%	50%	66%	51%	49%	41%
- Neither effective nor ineffective (3)	27%	20%	18%	26%	17%	25%	21%	19%	38%	38%	12%	18%	18%	28%	24%	21%
Ineffective (2)	14%	7%	18%	16%	24%	16%	16%	14%	22%	3%	6%	4%	3%	8%	5%	10%
Very ineffective (1)	5%	6%	8%	8%	7%	7%	7%	11%	0%	2%	13%	12%	8%	3%	8%	9%
- NET: Ineffective (2,1)	20%	14%	26%	24%	31%	24%	23%	25%	22%	5%	19%	16%	11%	11%	12%	19%
Mean	3.319	3.631	3.341	3.348	3.332	3.324	3.394	3.371	3.227	3.656	3.627	3.514	3.568	3.595	3.593	3.531
Not included in (%) base:																
Decline to Answer	3	2	2	3	4	3	14	190	-	1	1	1	-	-	4	92
Not offered at my institution	-	3	-	-	-	10	13	86	1	-	-	-	-	-	-	22
I don't know/Not applicable	5	16	3	20	7	8	53	531	-	3	2	9	-	2	16	161

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		83	-	-	-	-	-	592	5717
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	22%	28%	38%	27%	29%	27%	30%	31%
Very effective	(5)	5%	6%	11%	8%	9%	4%	8%	8%
Effective	(4)	17%	23%	27%	19%	20%	22%	22%	23%
- Neither effective nor ineffective	(3)	32%	29%	27%	24%	26%	16%	25%	24%
Ineffective	(2)	27%	27%	16%	19%	18%	28%	21%	22%
Very ineffective	(1)	20%	15%	19%	29%	28%	30%	24%	23%
- NET: Ineffective	(2,1)	47%	43%	35%	49%	46%	57%	45%	45%
Mean		2.602	2.759	2.949	2.572	2.646	2.438	2.687	2.701
Not included in (%) base:									
Decline to Answer		2	3	3	4	4	3	18	307
Not offered at my institution		13	5	5	-	-	6	17	150
I don't know/Not applicable		25	23	12	42	18	20	115	1181

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	52	-	-	-	-	-	351	3414	31	-	-	-	-	-	240	2303
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	25%	32%	43%	30%	33%	33%	34%	30%	17%	23%	32%	23%	19%	18%	24%	31%
Very effective (5)	6%	4%	9%	10%	12%	4%	8%	8%	3%	8%	13%	6%	2%	4%	7%	8%
Effective (4)	19%	28%	33%	19%	21%	29%	26%	23%	13%	16%	19%	18%	16%	13%	17%	23%
- Neither effective nor ineffective (3)	31%	26%	27%	27%	24%	16%	25%	27%	34%	34%	27%	21%	30%	16%	25%	21%
Ineffective (2)	25%	28%	20%	17%	17%	24%	21%	21%	30%	26%	9%	22%	20%	33%	22%	23%
Very ineffective (1)	20%	14%	10%	26%	26%	27%	20%	22%	20%	17%	32%	33%	32%	33%	29%	25%
- NET: Ineffective (2,1)	45%	42%	30%	44%	43%	51%	41%	43%	50%	43%	41%	56%	51%	66%	51%	48%
Mean	2.659	2.795	3.119	2.702	2.763	2.594	2.808	2.723	2.505	2.710	2.711	2.398	2.384	2.231	2.510	2.669
Not included in (%) base:																
Decline to Answer	-	2	2	3	2	2	12	203	2	1	1	1	2	1	6	104
Not offered at my institution	8	2	1	-	-	1	4	87	5	4	4	-	-	5	13	63
I don't know/Not applicable	13	15	7	26	10	13	72	649	12	8	4	17	8	6	44	532

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	67	-	-	-	-	-	411	4152	16	-	-	-	-	-	180	1565
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	23%	23%	37%	28%	27%	23%	28%	29%	16%	38%	41%	25%	33%	35%	34%	35%
Very effective (5)	6%	0%	14%	10%	8%	5%	8%	7%	0%	15%	3%	5%	12%	3%	8%	10%
Effective (4)	17%	23%	23%	18%	19%	18%	20%	22%	16%	24%	38%	21%	21%	32%	27%	25%
- Neither effective nor ineffective (3)	24%	35%	24%	21%	23%	15%	24%	24%	64%	19%	36%	32%	34%	18%	27%	25%
Ineffective (2)	30%	23%	20%	17%	19%	27%	21%	22%	13%	34%	3%	24%	14%	31%	22%	21%
Very ineffective (1)	23%	19%	19%	34%	31%	36%	27%	25%	6%	9%	20%	19%	19%	16%	16%	19%
- NET: Ineffective (2,1)	53%	42%	39%	51%	50%	62%	48%	47%	19%	43%	23%	43%	33%	46%	38%	40%
Mean	2.530	2.613	2.922	2.522	2.543	2.294	2.603	2.641	2.907	3.009	3.022	2.684	2.935	2.764	2.877	2.862
Not included in (%) base:																
Decline to Answer	2	2	2	3	4	3	14	210	-	1	1	1	-	-	4	97
Not offered at my institution	9	5	4	-	-	4	14	112	3	-	1	-	-	2	3	38
I don't know/Not applicable	22	20	9	36	17	15	98	958	3	3	2	6	1	5	17	223

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance for improving teaching

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	5734 100%
- NET: Effective	(5,4)	54%	58%	34%	40%	37%	50%	44%	47%
Very effective	(5)	9%	12%	7%	5%	8%	14%	9%	13%
Effective	(4)	45%	46%	27%	35%	29%	36%	35%	34%
- Neither effective nor ineffective	(3)	30%	28%	35%	36%	39%	23%	32%	32%
Ineffective	(2)	14%	11%	22%	7%	11%	17%	13%	12%
Very ineffective	(1)	2%	3%	9%	16%	13%	10%	10%	8%
- NET: Ineffective	(2,1)	16%	14%	31%	23%	23%	27%	23%	20%
Mean		3.446	3.527	3.011	3.066	3.101	3.276	3.199	3.320
Not included in (%) base:									
Decline to Answer		3	6	6	6	4	2	24	294
Not offered at my institution		1	3	5	-	-	9	16	114
I don't know/Not applicable		16	22	31	49	23	18	142	1212

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance for improving teaching

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	63	-	-	-	-	-	327	3399	39	-	-	-	-	-	232	2336
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	52%	56%	32%	41%	40%	53%	44%	45%	57%	60%	37%	40%	32%	46%	45%	51%
Very effective (5)	6%	11%	5%	4%	7%	14%	8%	11%	13%	14%	11%	7%	11%	13%	11%	16%
Effective (4)	46%	45%	27%	37%	33%	39%	36%	34%	44%	46%	26%	33%	21%	33%	34%	35%
- Neither effective nor ineffective (3)	31%	30%	40%	36%	32%	20%	32%	35%	28%	25%	27%	37%	54%	29%	32%	29%
Ineffective (2)	15%	14%	24%	8%	14%	20%	15%	12%	13%	8%	20%	6%	4%	13%	10%	12%
Very ineffective (1)	2%	0%	4%	15%	14%	8%	8%	8%	3%	7%	16%	17%	9%	12%	13%	8%
- NET: Ineffective (2,1)	17%	14%	28%	23%	28%	28%	24%	20%	16%	15%	36%	23%	13%	25%	23%	20%
Mean	3.403	3.529	3.043	3.068	3.049	3.312	3.198	3.272	3.513	3.524	2.965	3.064	3.214	3.225	3.200	3.390
Not included in (%) base:																
Decline to Answer	1	6	3	4	2	1	16	197	2	-	3	2	2	1	8	96
Not offered at my institution	1	2	3	-	-	3	8	57	-	1	2	-	-	6	9	58
I don't know/Not applicable	8	15	17	31	13	11	88	700	8	7	14	17	9	7	55	513

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance for improving teaching

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	82	-	-	-	-	-	392	4156	21	-	-	-	-	-	167	1578
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	54%	69%	29%	41%	40%	47%	45%	47%	55%	36%	49%	39%	31%	57%	42%	49%
Very effective (5)	11%	16%	7%	6%	10%	16%	11%	12%	0%	4%	8%	3%	3%	7%	5%	14%
Effective (4)	43%	52%	22%	35%	29%	31%	34%	34%	55%	32%	41%	36%	28%	50%	37%	35%
- Neither effective nor ineffective (3)	28%	21%	39%	35%	36%	22%	31%	32%	38%	42%	23%	39%	47%	27%	36%	32%
Ineffective (2)	16%	8%	22%	7%	12%	19%	13%	12%	7%	18%	24%	8%	8%	11%	13%	11%
Very ineffective (1)	2%	3%	11%	17%	12%	12%	11%	8%	0%	3%	4%	14%	14%	5%	8%	7%
- NET: Ineffective (2,1)	19%	11%	32%	24%	24%	31%	24%	21%	7%	21%	28%	21%	22%	16%	22%	19%
Mean	3.437	3.709	2.930	3.063	3.144	3.205	3.210	3.300	3.477	3.155	3.243	3.073	2.985	3.445	3.172	3.373
Not included in (%) base:																
Decline to Answer	3	3	5	5	4	2	19	199	-	3	1	1	-	-	5	94
Not offered at my institution	-	2	4	-	-	5	10	75	1	1	1	-	-	4	6	39
I don't know/Not applicable	16	17	22	42	21	14	116	1000	-	5	9	7	1	4	26	212

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Travel funds to present papers or conduct research

		Overall							
		Univ	Peer					All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		112	-	-	-	-	-	666	6492
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	48%	49%	42%	53%	69%	79%	57%	60%
Very effective	(5)	6%	11%	8%	22%	21%	27%	17%	25%
Effective	(4)	43%	37%	34%	31%	48%	52%	39%	35%
- Neither effective nor ineffective	(3)	19%	19%	18%	14%	11%	13%	15%	14%
Ineffective	(2)	16%	24%	21%	17%	12%	6%	17%	14%
Very ineffective	(1)	17%	8%	19%	17%	7%	1%	11%	12%
- NET: Ineffective	(2,1)	32%	33%	40%	34%	19%	7%	28%	26%
Mean		3.051	3.188	2.901	3.240	3.641	3.974	3.346	3.471
Not included in (%) base:									
Decline to Answer		1	4	3	7	4	2	20	257
Not offered at my institution		4	6	4	-	-	-	11	101
I don't know/Not applicable		6	10	7	22	5	2	45	505

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Travel funds to present papers or conduct research

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	67	-	-	-	-	-	386	3787	44	-	-	-	-	-	280	2705
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	48%	47%	41%	48%	61%	83%	54%	58%	49%	51%	43%	59%	85%	74%	60%	63%
Very effective (5)	4%	10%	8%	13%	16%	33%	16%	23%	8%	12%	7%	32%	30%	19%	20%	28%
Effective (4)	44%	36%	32%	34%	45%	50%	39%	36%	41%	39%	36%	27%	55%	56%	40%	35%
- Neither effective nor ineffective (3)	27%	19%	20%	14%	13%	10%	16%	16%	9%	18%	14%	13%	9%	18%	15%	10%
Ineffective (2)	12%	26%	17%	17%	15%	7%	17%	14%	21%	22%	26%	17%	6%	5%	16%	15%
Very ineffective (1)	13%	8%	21%	21%	11%	0%	13%	12%	22%	8%	16%	11%	0%	3%	9%	12%
- NET: Ineffective (2,1)	25%	34%	39%	38%	26%	7%	30%	25%	43%	31%	42%	28%	6%	8%	25%	27%
Mean	3.133	3.145	2.891	3.019	3.403	4.100	3.265	3.442	2.925	3.246	2.914	3.526	4.079	3.812	3.457	3.513
Not included in (%) base:																
Decline to Answer	-	4	2	4	2	1	13	174	1	-	1	3	2	1	7	83
Not offered at my institution	2	3	1	-	-	-	4	61	2	4	3	-	-	-	7	40
I don't know/Not applicable	4	8	6	16	5	2	36	330	2	3	1	6	-	-	9	175

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Travel funds to present papers or conduct research

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	91	-	-	-	-	-	477	4778	21	-	-	-	-	-	189	1714
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	48%	53%	45%	52%	66%	79%	57%	60%	48%	39%	34%	56%	82%	80%	55%	60%
Very effective (5)	4%	12%	7%	21%	19%	25%	17%	25%	11%	9%	10%	22%	28%	31%	19%	25%
Effective (4)	44%	41%	37%	30%	47%	54%	41%	36%	37%	30%	24%	33%	53%	49%	36%	35%
- Neither effective nor ineffective (3)	16%	15%	17%	14%	13%	13%	15%	13%	36%	27%	19%	13%	5%	14%	17%	16%
Ineffective (2)	18%	23%	20%	17%	13%	6%	16%	15%	5%	27%	25%	16%	9%	6%	18%	14%
Very ineffective (1)	18%	9%	18%	17%	8%	2%	12%	12%	11%	7%	22%	15%	5%	0%	11%	11%
- NET: Ineffective (2,1)	36%	32%	38%	35%	21%	8%	28%	27%	16%	34%	47%	31%	13%	6%	28%	24%
Mean	2.989	3.240	2.957	3.208	3.560	3.945	3.343	3.463	3.320	3.080	2.741	3.316	3.918	4.042	3.352	3.494
Not included in (%) base:																
Decline to Answer	1	1	2	5	4	2	14	171	-	3	1	2	-	-	6	86
Not offered at my institution	3	5	3	-	-	-	8	79	1	1	1	-	-	-	2	21
I don't know/Not applicable	6	7	6	19	4	1	37	403	-	3	1	2	1	1	8	102

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid research leave during the pre-tenure period

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		65	-	-	-	-	-	378	4121
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	57%	46%	26%	42%	18%	54%	38%	43%
Very effective	(5)	15%	17%	7%	27%	6%	13%	16%	22%
Effective	(4)	41%	28%	19%	15%	12%	40%	22%	20%
- Neither effective nor ineffective	(3)	18%	24%	28%	30%	35%	15%	27%	24%
Ineffective	(2)	7%	20%	24%	10%	8%	8%	14%	12%
Very ineffective	(1)	18%	11%	22%	18%	38%	23%	21%	21%
- NET: Ineffective	(2,1)	26%	31%	46%	28%	46%	31%	35%	33%
Mean		3.282	3.218	2.642	3.240	2.396	3.123	2.985	3.108
Not included in (%) base:									
Decline to Answer		2	5	4	9	4	8	31	353
Not offered at my institution		35	32	37	-	-	28	97	713
I don't know/Not applicable		20	51	39	69	51	26	236	2168

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid research leave during the pre-tenure period

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	41	-	-	-	-	-	225	2462	24	-	-	-	-	-	153	1658
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	52%	35%	22%	29%	13%	62%	31%	39%	65%	58%	33%	57%	37%	41%	49%	48%
Very effective (5)	17%	18%	8%	16%	2%	18%	12%	20%	12%	16%	5%	40%	18%	7%	22%	27%
Effective (4)	35%	17%	14%	14%	10%	45%	18%	20%	53%	42%	28%	17%	18%	34%	27%	21%
- Neither effective nor ineffective (3)	24%	29%	34%	34%	36%	9%	30%	28%	6%	18%	16%	25%	35%	23%	22%	18%
Ineffective (2)	4%	29%	18%	15%	10%	3%	15%	12%	13%	11%	35%	5%	0%	16%	13%	12%
Very ineffective (1)	19%	8%	26%	22%	41%	26%	24%	20%	16%	13%	16%	13%	28%	20%	16%	22%
- NET: Ineffective (2,1)	24%	37%	43%	37%	51%	29%	40%	32%	29%	24%	51%	18%	28%	35%	29%	34%
Mean	3.259	3.085	2.609	2.867	2.226	3.255	2.792	3.062	3.321	3.364	2.703	3.662	2.983	2.933	3.268	3.176
Not included in (%) base:																
Decline to Answer	-	5	3	6	2	6	22	234	2	-	1	4	2	2	9	119
Not offered at my institution	20	15	16	-	-	12	43	361	15	17	21	-	-	16	55	352
I don't know/Not applicable	12	36	22	47	28	16	149	1294	8	15	17	22	23	11	87	874

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid research leave during the pre-tenure period

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	47	-	-	-	-	-	271	2956	18	-	-	-	-	-	107	1165
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	57%	48%	23%	44%	17%	52%	38%	43%	57%	42%	35%	38%	21%	59%	39%	42%
Very effective (5)	15%	17%	5%	28%	8%	16%	17%	23%	15%	18%	14%	25%	0%	6%	15%	21%
Effective (4)	41%	31%	19%	16%	8%	36%	21%	20%	42%	24%	21%	13%	21%	53%	24%	21%
- Neither effective nor ineffective (3)	15%	19%	26%	31%	32%	15%	26%	23%	24%	32%	32%	27%	44%	14%	29%	28%
Ineffective (2)	7%	19%	29%	7%	5%	8%	14%	12%	10%	22%	7%	19%	14%	8%	16%	12%
Very ineffective (1)	22%	15%	21%	18%	46%	25%	23%	22%	9%	3%	26%	16%	20%	19%	16%	18%
- NET: Ineffective (2,1)	28%	33%	50%	25%	51%	33%	37%	34%	19%	26%	33%	35%	35%	27%	31%	30%
Mean	3.217	3.165	2.568	3.285	2.288	3.101	2.950	3.097	3.449	3.314	2.894	3.124	2.662	3.184	3.074	3.137
Not included in (%) base:																
Decline to Answer	2	1	2	6	4	4	17	238	-	4	2	3	-	4	14	115
Not offered at my institution	33	29	29	-	-	20	78	570	3	4	8	-	-	7	19	143
I don't know/Not applicable	19	33	26	51	43	18	171	1668	1	18	13	18	8	8	65	500

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid personal leave during the pre-tenure period

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		53	-	-	-	-	-	366	3371
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	31%	61%	36%	32%	20%	51%	40%	33%
Very effective	(5)	8%	19%	9%	17%	6%	13%	13%	13%
Effective	(4)	23%	42%	26%	15%	14%	38%	26%	20%
- Neither effective nor ineffective	(3)	51%	25%	41%	38%	41%	32%	36%	41%
Ineffective	(2)	15%	9%	10%	11%	14%	9%	11%	10%
Very ineffective	(1)	3%	5%	13%	19%	25%	7%	14%	17%
- NET: Ineffective	(2,1)	18%	14%	23%	30%	39%	17%	25%	27%
Mean		3.170	3.608	3.088	3.002	2.611	3.406	3.140	3.013
Not included in (%) base:									
Decline to Answer		3	8	3	11	4	7	32	396
Not offered at my institution		10	9	9	-	-	13	31	286
I don't know/Not applicable		57	70	55	86	51	50	313	3301

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid personal leave during the pre-tenure period

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	31	-	-	-	-	-	217	1990	22	-	-	-	-	-	149	1382
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	18%	58%	32%	26%	18%	56%	36%	28%	49%	65%	41%	41%	25%	46%	45%	39%
Very effective (5)	0%	15%	5%	10%	8%	8%	9%	9%	19%	24%	16%	25%	0%	19%	20%	18%
Effective (4)	18%	43%	27%	15%	11%	48%	27%	19%	31%	41%	25%	15%	25%	27%	26%	21%
- Neither effective nor ineffective (3)	67%	32%	52%	38%	41%	30%	40%	47%	27%	17%	24%	37%	40%	35%	30%	32%
Ineffective (2)	12%	8%	7%	12%	13%	8%	10%	9%	19%	10%	15%	11%	17%	10%	12%	10%
Very ineffective (1)	2%	2%	9%	24%	28%	6%	15%	16%	5%	8%	19%	12%	18%	9%	13%	19%
- NET: Ineffective (2,1)	15%	11%	16%	36%	41%	14%	25%	25%	23%	18%	35%	22%	35%	19%	25%	29%
Mean	3.010	3.593	3.125	2.750	2.576	3.439	3.047	2.956	3.401	3.628	3.028	3.319	2.718	3.370	3.276	3.096
Not included in (%) base:																
Decline to Answer	1	8	2	6	2	6	24	270	2	-	1	5	2	1	9	127
Not offered at my institution	6	5	3	-	-	6	13	149	4	4	7	-	-	8	18	137
I don't know/Not applicable	35	41	30	54	30	31	186	1944	22	29	24	33	22	19	127	1358

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid personal leave during the pre-tenure period

	White Faculty								Faculty of Color							
	-----							-----	-----							-----
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	40	-	-	-	-	-	260	2375	13	-	-	-	-	-	106	996
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	31%	67%	34%	33%	19%	54%	40%	32%	31%	50%	41%	32%	22%	46%	38%	33%
Very effective (5)	10%	18%	10%	17%	8%	16%	14%	13%	0%	21%	6%	17%	0%	8%	12%	13%
Effective (4)	21%	49%	24%	16%	11%	38%	26%	20%	31%	29%	35%	14%	22%	39%	26%	20%
- Neither effective nor ineffective (3)	49%	24%	43%	37%	43%	27%	36%	41%	57%	28%	34%	39%	35%	42%	35%	40%
Ineffective (2)	18%	4%	12%	10%	14%	14%	10%	9%	6%	19%	6%	15%	15%	0%	12%	10%
Very ineffective (1)	3%	6%	11%	20%	24%	6%	14%	17%	6%	3%	18%	15%	29%	11%	14%	16%
- NET: Ineffective (2,1)	21%	10%	23%	30%	38%	19%	24%	27%	12%	23%	24%	30%	43%	11%	26%	27%
Mean	3.179	3.687	3.097	2.985	2.657	3.450	3.157	3.009	3.141	3.448	3.054	3.041	2.497	3.316	3.101	3.023
Not included in (%) base:																
Decline to Answer	3	2	2	7	4	4	19	277	-	6	1	4	-	3	13	120
Not offered at my institution	8	6	7	-	-	7	21	206	2	2	2	-	-	6	11	80
I don't know/Not applicable	50	51	38	66	43	40	237	2573	7	19	17	20	8	10	75	728

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		78	-	-	-	-	-	542	5229
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	45%	48%	43%	41%	47%	57%	46%	46%
Very effective	(5)	5%	11%	15%	17%	10%	13%	14%	17%
Effective	(4)	39%	37%	28%	24%	37%	44%	33%	29%
- Neither effective nor ineffective	(3)	21%	27%	24%	24%	24%	16%	23%	21%
Ineffective	(2)	18%	14%	17%	14%	8%	17%	15%	16%
Very ineffective	(1)	16%	12%	16%	20%	20%	9%	16%	17%
- NET: Ineffective	(2,1)	34%	25%	33%	35%	29%	27%	30%	33%
Mean		3.009	3.219	3.086	3.028	3.073	3.349	3.137	3.136
Not included in (%) base:									
Decline to Answer		2	4	5	7	4	4	24	306
Not offered at my institution		31	22	17	-	-	15	55	450
I don't know/Not applicable		12	24	18	40	28	12	122	1369

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	50	-	-	-	-	-	335	3202	28	-	-	-	-	-	207	2028
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	44%	51%	41%	44%	51%	59%	48%	47%	46%	44%	45%	37%	36%	56%	43%	44%
Very effective (5)	6%	9%	14%	15%	6%	18%	13%	17%	4%	14%	16%	20%	20%	7%	16%	18%
Effective (4)	38%	42%	27%	29%	45%	41%	36%	31%	42%	30%	30%	17%	16%	48%	28%	26%
- Neither effective nor ineffective (3)	19%	32%	31%	24%	24%	19%	26%	23%	26%	17%	14%	24%	26%	11%	18%	18%
Ineffective (2)	18%	8%	18%	14%	9%	15%	13%	15%	17%	23%	16%	15%	7%	20%	17%	17%
Very ineffective (1)	18%	9%	10%	18%	16%	7%	12%	15%	11%	16%	25%	25%	31%	13%	22%	21%
- NET: Ineffective (2,1)	37%	17%	28%	32%	25%	22%	25%	30%	28%	39%	41%	40%	38%	34%	38%	38%
Mean	2.958	3.337	3.176	3.100	3.155	3.473	3.231	3.196	3.102	3.034	2.955	2.919	2.865	3.160	2.986	3.042
Not included in (%) base:																
Decline to Answer	1	4	3	4	2	2	15	207	1	-	2	3	2	2	9	99
Not offered at my institution	14	9	7	-	-	6	22	205	17	13	10	-	-	9	32	245
I don't know/Not applicable	8	15	11	21	14	7	67	739	4	10	7	19	13	5	55	631

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	60	-	-	-	-	-	381	3786	18	-	-	-	-	-	161	1443
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	44%	47%	44%	41%	44%	58%	46%	45%	48%	50%	39%	42%	54%	57%	47%	49%
Very effective (5)	5%	11%	15%	21%	7%	17%	15%	17%	7%	11%	16%	9%	17%	4%	11%	18%
Effective (4)	39%	36%	30%	20%	37%	40%	31%	28%	41%	39%	23%	33%	37%	53%	36%	31%
- Neither effective nor ineffective (3)	19%	24%	20%	23%	27%	13%	21%	20%	31%	31%	34%	27%	17%	24%	28%	24%
Ineffective (2)	20%	16%	19%	12%	7%	20%	15%	17%	10%	10%	11%	20%	12%	12%	14%	13%
Very ineffective (1)	17%	13%	16%	25%	22%	10%	18%	18%	11%	8%	16%	11%	16%	7%	11%	14%
- NET: Ineffective (2,1)	37%	29%	35%	36%	29%	30%	33%	35%	21%	19%	27%	31%	29%	19%	25%	27%
Mean	2.949	3.153	3.075	3.004	3.011	3.347	3.105	3.088	3.216	3.344	3.119	3.079	3.258	3.353	3.214	3.263
Not included in (%) base:																
Decline to Answer	2	1	3	5	4	4	17	203	-	3	2	2	-	-	7	103
Not offered at my institution	27	20	14	-	-	14	47	373	4	2	4	-	-	2	7	77
I don't know/Not applicable	12	16	13	35	24	5	92	1069	-	9	5	5	4	7	29	300

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on teaching obligations

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		93	-	-	-	-	-	596	6102
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	54%	68%	61%	58%	53%	65%	61%	60%
Very effective	(5)	5%	27%	18%	33%	26%	24%	26%	26%
Effective	(4)	48%	41%	43%	25%	27%	41%	35%	33%
- Neither effective nor ineffective	(3)	23%	12%	18%	18%	16%	20%	17%	16%
Ineffective	(2)	15%	15%	13%	11%	16%	11%	13%	14%
Very ineffective	(1)	9%	6%	8%	13%	14%	4%	9%	11%
- NET: Ineffective	(2,1)	24%	20%	21%	24%	31%	15%	22%	24%
Mean		3.268	3.691	3.504	3.538	3.339	3.696	3.561	3.512
Not included in (%) base:									
Decline to Answer		4	5	5	5	5	3	23	281
Not offered at my institution		10	14	6	-	-	8	28	169
I don't know/Not applicable		16	22	17	31	21	4	95	803

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on teaching obligations

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	62	-	-	-	-	-	361	3691	31	-	-	-	-	-	235	2411
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	60%	68%	55%	61%	60%	76%	63%	61%	42%	68%	70%	54%	37%	49%	58%	58%
Very effective (5)	5%	27%	15%	32%	27%	28%	26%	26%	7%	27%	23%	34%	23%	19%	26%	27%
Effective (4)	55%	41%	40%	29%	33%	48%	37%	35%	35%	41%	47%	21%	14%	31%	32%	31%
- Neither effective nor ineffective (3)	18%	15%	20%	19%	15%	13%	17%	17%	32%	8%	15%	16%	18%	29%	17%	14%
Ineffective (2)	19%	12%	16%	9%	10%	9%	11%	13%	7%	18%	9%	14%	32%	14%	15%	15%
Very ineffective (1)	3%	6%	9%	11%	15%	2%	9%	10%	19%	6%	6%	16%	12%	7%	10%	13%
- NET: Ineffective (2,1)	23%	18%	25%	20%	25%	11%	20%	22%	26%	23%	15%	30%	45%	21%	25%	28%
Mean	3.383	3.711	3.361	3.616	3.458	3.910	3.606	3.555	3.034	3.662	3.716	3.427	3.040	3.394	3.493	3.447
Not included in (%) base:																
Decline to Answer	2	5	3	3	2	2	15	186	2	-	2	2	3	1	8	95
Not offered at my institution	3	6	3	-	-	2	11	70	7	8	3	-	-	6	17	99
I don't know/Not applicable	6	13	7	18	10	3	51	405	10	8	9	13	11	1	43	398

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on teaching obligations

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	75	-	-	-	-	-	423	4470	18	-	-	-	-	-	173	1632
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	53%	66%	65%	58%	51%	66%	61%	59%	55%	71%	49%	59%	60%	62%	61%	61%
Very effective (5)	5%	31%	19%	34%	22%	25%	27%	26%	4%	18%	17%	30%	37%	22%	24%	27%
Effective (4)	48%	35%	46%	24%	29%	41%	34%	33%	51%	53%	33%	30%	23%	41%	37%	34%
- Neither effective nor ineffective (3)	21%	10%	13%	19%	13%	19%	15%	15%	31%	16%	31%	15%	27%	22%	21%	18%
Ineffective (2)	16%	15%	13%	11%	20%	10%	13%	14%	10%	13%	14%	12%	4%	14%	12%	11%
Very ineffective (1)	10%	8%	8%	13%	16%	5%	10%	11%	4%	0%	7%	14%	9%	2%	7%	10%
- NET: Ineffective (2,1)	26%	24%	21%	23%	36%	15%	23%	25%	14%	13%	20%	26%	13%	16%	19%	21%
Mean	3.233	3.655	3.544	3.560	3.215	3.711	3.550	3.492	3.410	3.760	3.396	3.484	3.747	3.660	3.590	3.568
Not included in (%) base:																
Decline to Answer	4	2	4	4	4	3	17	183	-	3	1	1	1	-	6	98
Not offered at my institution	7	12	4	-	-	7	23	137	3	2	2	-	-	1	6	32
I don't know/Not applicable	15	16	15	25	17	1	74	641	1	6	2	5	4	3	20	162

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Peer reviews of teaching or research/creative work

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		112	-	-	-	-	-	552	5655
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	40%	49%	36%	45%	50%	48%	45%	46%
Very effective	(5)	3%	6%	8%	16%	10%	6%	10%	11%
Effective	(4)	38%	43%	28%	29%	40%	42%	35%	35%
- Neither effective nor ineffective	(3)	32%	28%	26%	21%	22%	25%	24%	26%
Ineffective	(2)	20%	19%	24%	20%	16%	14%	19%	17%
Very ineffective	(1)	8%	4%	14%	14%	13%	13%	11%	11%
- NET: Ineffective	(2,1)	28%	23%	38%	34%	29%	27%	31%	28%
Mean		3.066	3.293	2.916	3.132	3.177	3.137	3.132	3.171
Not included in (%) base:									
Decline to Answer		2	5	6	4	5	2	23	288
Not offered at my institution		3	7	16	-	-	22	45	301
I don't know/Not applicable		6	20	19	51	19	14	122	1111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Peer reviews of teaching or research/creative work

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	327	3392	42	-	-	-	-	-	225	2263
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	38%	48%	37%	43%	50%	55%	46%	45%	44%	51%	34%	48%	49%	38%	44%	47%
Very effective (5)	3%	10%	8%	19%	9%	7%	11%	10%	2%	2%	8%	12%	12%	5%	8%	11%
Effective (4)	35%	38%	29%	24%	41%	48%	35%	35%	42%	49%	26%	36%	36%	33%	36%	35%
- Neither effective nor ineffective (3)	35%	29%	30%	25%	26%	15%	25%	28%	26%	27%	22%	14%	12%	39%	22%	24%
Ineffective (2)	22%	19%	21%	17%	12%	19%	18%	16%	18%	19%	28%	24%	24%	7%	21%	18%
Very ineffective (1)	6%	4%	13%	15%	12%	11%	11%	11%	12%	3%	16%	13%	15%	16%	12%	11%
- NET: Ineffective (2,1)	27%	23%	33%	32%	24%	30%	29%	27%	30%	22%	44%	37%	39%	24%	33%	30%
Mean	3.077	3.313	2.986	3.157	3.228	3.213	3.177	3.169	3.049	3.267	2.823	3.097	3.064	3.031	3.065	3.174
Not included in (%) base:																
Decline to Answer	1	5	4	3	3	1	17	195	1	-	2	1	2	1	6	93
Not offered at my institution	1	5	3	-	-	11	19	153	2	3	13	-	-	11	26	148
I don't know/Not applicable	2	13	16	29	10	8	76	612	4	7	2	22	9	6	46	499

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Peer reviews of teaching or research/creative work

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	91	-	-	-	-	-	389	4132	21	-	-	-	-	-	163	1522		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Effective (5,4)	40%	52%	36%	46%	49%	40%	45%	44%	39%	45%	35%	44%	50%	68%	47%	51%		
Very effective (5)	2%	8%	7%	16%	13%	3%	10%	10%	4%	3%	11%	17%	0%	13%	10%	13%		
Effective (4)	38%	44%	29%	30%	36%	36%	35%	34%	36%	41%	23%	26%	50%	55%	37%	37%		
- Neither effective nor ineffective (3)	30%	21%	26%	18%	19%	25%	22%	26%	37%	40%	28%	27%	29%	23%	30%	26%		
Ineffective (2)	20%	22%	25%	21%	20%	19%	22%	18%	20%	13%	20%	18%	4%	4%	13%	15%		
Very ineffective (1)	9%	4%	13%	16%	11%	16%	12%	12%	4%	2%	17%	11%	17%	5%	10%	8%		
- NET: Ineffective (2,1)	29%	27%	38%	36%	31%	35%	34%	30%	23%	15%	37%	29%	21%	9%	23%	24%		
Mean	3.045	3.283	2.914	3.096	3.196	2.917	3.085	3.118	3.159	3.312	2.922	3.211	3.124	3.663	3.242	3.316		
Not included in (%) base:																		
Decline to Answer	2	1	4	3	5	2	15	190	-	4	2	1	-	-	8	99		
Not offered at my institution	2	6	12	-	-	15	33	244	1	1	4	-	-	7	11	57		
I don't know/Not applicable	6	17	13	42	17	11	100	866	-	3	6	9	1	4	22	245		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Childcare

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		44	-	-	-	-	-	317	2935
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	20%	18%	7%	9%	17%	27%	14%	19%
Very effective	(5)	2%	6%	0%	3%	11%	2%	4%	7%
Effective	(4)	19%	12%	7%	6%	6%	24%	10%	12%
- Neither effective nor ineffective	(3)	30%	25%	25%	44%	36%	23%	31%	36%
Ineffective	(2)	25%	27%	28%	12%	11%	16%	19%	15%
Very ineffective	(1)	25%	30%	39%	35%	36%	34%	35%	31%
- NET: Ineffective	(2,1)	50%	57%	68%	47%	47%	50%	54%	45%
Mean		2.479	2.357	1.997	2.312	2.436	2.459	2.284	2.506
Not included in (%) base:									
Decline to Answer		7	6	6	12	8	7	39	469
Not offered at my institution		13	15	13	-	-	7	35	360
I don't know/Not applicable		59	75	59	101	62	54	352	3590

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Childcare

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	26	-	-	-	-	-	190	1788	18	-	-	-	-	-	127	1148
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	24%	7%	4%	6%	18%	43%	13%	18%	16%	32%	12%	14%	13%	11%	17%	21%
Very effective (5)	0%	0%	0%	0%	14%	0%	2%	6%	4%	14%	0%	8%	0%	5%	6%	8%
Effective (4)	24%	7%	4%	6%	4%	43%	10%	12%	12%	18%	12%	6%	13%	6%	10%	13%
- Neither effective nor ineffective (3)	34%	42%	33%	49%	43%	19%	39%	41%	23%	3%	12%	37%	13%	28%	21%	28%
Ineffective (2)	19%	27%	30%	15%	11%	14%	20%	15%	33%	27%	25%	7%	12%	18%	18%	14%
Very ineffective (1)	23%	24%	32%	30%	29%	24%	28%	27%	28%	38%	52%	43%	61%	44%	45%	37%
- NET: Ineffective (2,1)	42%	51%	63%	45%	39%	38%	49%	41%	61%	65%	77%	49%	73%	61%	63%	51%
Mean	2.589	2.313	2.096	2.317	2.636	2.806	2.376	2.563	2.317	2.414	1.831	2.305	1.796	2.115	2.148	2.418
Not included in (%) base:																
Decline to Answer	3	6	3	6	6	4	24	302	4	-	3	6	2	3	15	167
Not offered at my institution	8	10	6	-	-	3	18	181	5	5	7	-	-	4	16	179
I don't know/Not applicable	36	42	33	59	37	36	207	2081	23	33	27	42	26	18	145	1509

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Childcare

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	31	-	-	-	-	-	218	2069	13	-	-	-	-	-	98	866
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	17%	11%	5%	7%	18%	19%	11%	18%	29%	32%	11%	13%	12%	47%	22%	23%
Very effective (5)	0%	2%	0%	5%	15%	0%	4%	7%	6%	14%	0%	0%	0%	8%	4%	7%
Effective (4)	17%	9%	5%	2%	4%	19%	7%	11%	24%	18%	11%	13%	12%	38%	18%	15%
- Neither effective nor ineffective (3)	37%	25%	20%	49%	33%	25%	31%	35%	14%	26%	39%	36%	45%	20%	33%	36%
Ineffective (2)	23%	24%	31%	8%	15%	15%	19%	14%	29%	32%	21%	19%	0%	19%	20%	15%
Very ineffective (1)	23%	40%	44%	37%	34%	42%	40%	33%	28%	11%	28%	32%	43%	14%	25%	25%
- NET: Ineffective (2,1)	47%	64%	75%	44%	49%	57%	58%	47%	57%	43%	50%	51%	43%	33%	45%	41%
Mean	2.467	2.091	1.873	2.312	2.501	2.202	2.163	2.449	2.508	2.915	2.333	2.312	2.257	3.078	2.553	2.643
Not included in (%) base:																
Decline to Answer	6	3	5	5	6	5	25	308	1	3	1	7	2	2	14	162
Not offered at my institution	11	8	11	-	-	4	24	282	2	6	2	-	-	3	11	78
I don't know/Not applicable	53	54	43	85	51	39	271	2772	6	22	16	16	12	16	81	818

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Financial assistance with housing

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	216 100%	2679 100%
- NET: Effective	(5,4)	9%	11%	0%	4%	0%	10%	5%	14%
Very effective	(5)	0%	8%	0%	2%	0%	0%	2%	6%
Effective	(4)	9%	3%	0%	2%	0%	10%	3%	8%
- Neither effective nor ineffective	(3)	33%	39%	32%	44%	43%	41%	41%	36%
Ineffective	(2)	40%	12%	21%	7%	4%	17%	11%	12%
Very ineffective	(1)	18%	37%	47%	44%	53%	32%	43%	38%
- NET: Ineffective	(2,1)	58%	50%	68%	51%	57%	49%	54%	50%
Mean		2.318	2.318	1.849	2.105	1.898	2.288	2.093	2.330
Not included in (%) base:									
Decline to Answer		6	5	9	11	5	4	34	410
Not offered at my institution		48	55	49	-	-	51	155	989
I don't know/Not applicable		49	64	62	100	72	39	337	3277

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Financial assistance with housing

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	14	-	-	-	-	-	139	1749	7	-	-	-	-	-	77	930
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	7%	5%	0%	3%	0%	19%	4%	16%	12%	18%	0%	6%	0%	0%	6%	12%
Very effective (5)	0%	0%	0%	1%	0%	0%	1%	7%	0%	18%	0%	3%	0%	0%	5%	5%
Effective (4)	7%	5%	0%	2%	0%	19%	3%	9%	12%	0%	0%	3%	0%	0%	1%	7%
- Neither effective nor ineffective (3)	34%	45%	28%	47%	48%	19%	41%	35%	31%	33%	39%	40%	22%	66%	42%	37%
Ineffective (2)	44%	18%	26%	9%	4%	15%	13%	13%	31%	6%	10%	4%	0%	20%	8%	11%
Very ineffective (1)	14%	32%	45%	41%	48%	48%	43%	37%	27%	44%	51%	49%	78%	14%	45%	40%
- NET: Ineffective (2,1)	59%	50%	72%	50%	52%	62%	55%	49%	58%	49%	61%	54%	78%	34%	52%	51%
Mean	2.343	2.228	1.832	2.130	1.999	2.088	2.066	2.364	2.265	2.430	1.887	2.062	1.435	2.515	2.141	2.265
Not included in (%) base:																
Decline to Answer	3	4	5	5	3	3	20	270	3	1	4	6	2	1	14	140
Not offered at my institution	26	30	26	-	-	28	84	526	21	25	23	-	-	23	71	463
I don't know/Not applicable	30	40	35	55	42	23	195	1807	18	24	28	45	29	15	141	1470

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Financial assistance with housing

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	13 100%	- 100%	- 100%	- 100%	- 100%	- 100%	134 100%	1829 100%	8 100%	- 100%	- 100%	- 100%	- 100%	- 100%	82 100%	850 100%
- NET: Effective (5,4)	8%	5%	0%	4%	0%	7%	3%	14%	10%	17%	0%	5%	0%	13%	7%	15%
Very effective (5)	0%	0%	0%	2%	0%	0%	1%	6%	0%	17%	0%	2%	0%	0%	4%	7%
Effective (4)	8%	5%	0%	2%	0%	7%	2%	8%	10%	0%	0%	3%	0%	13%	3%	8%
- Neither effective nor ineffective (3)	38%	47%	37%	58%	52%	34%	49%	37%	24%	31%	14%	24%	24%	49%	28%	33%
Ineffective (2)	38%	16%	15%	2%	0%	31%	9%	11%	42%	9%	43%	15%	11%	0%	14%	14%
Very ineffective (1)	15%	32%	48%	36%	48%	27%	39%	38%	24%	44%	43%	56%	65%	38%	51%	38%
- NET: Ineffective (2,1)	54%	47%	63%	38%	48%	58%	48%	49%	66%	52%	86%	71%	76%	38%	65%	52%
Mean	2.385	2.263	1.893	2.311	2.038	2.216	2.172	2.335	2.202	2.378	1.705	1.793	1.590	2.376	1.962	2.318
Not included in (%) base:																
Decline to Answer	5	2	7	6	4	4	23	280	1	3	2	5	1	-	11	130
Not offered at my institution	39	44	37	-	-	38	118	756	9	11	13	-	-	14	37	232
I don't know/Not applicable	44	43	45	86	59	30	262	2565	5	21	17	14	13	9	75	712

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Stop-the-clock for parental or other family reasons

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		46	-	-	-	-	-	341	2973
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	55%	75%	48%	44%	30%	50%	53%	42%
Very effective	(5)	14%	29%	14%	30%	16%	18%	23%	19%
Effective	(4)	40%	46%	34%	15%	14%	33%	30%	24%
- Neither effective nor ineffective	(3)	32%	22%	31%	40%	42%	32%	32%	36%
Ineffective	(2)	11%	2%	12%	6%	3%	9%	6%	7%
Very ineffective	(1)	2%	1%	9%	10%	25%	9%	9%	14%
- NET: Ineffective	(2,1)	13%	3%	21%	16%	28%	18%	15%	22%
Mean		3.537	3.997	3.325	3.487	2.916	3.415	3.530	3.255
Not included in (%) base:									
Decline to Answer		5	4	6	11	7	3	31	466
Not offered at my institution		2	1	10	-	-	8	19	223
I don't know/Not applicable		70	57	80	95	63	56	351	3692

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Stop-the-clock for parental or other family reasons

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	28	-	-	-	-	-	182	1678	18	-	-	-	-	-	159	1295
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	46%	66%	35%	29%	26%	57%	43%	35%	68%	85%	62%	63%	39%	45%	64%	52%
Very effective (5)	10%	22%	13%	19%	14%	9%	17%	14%	21%	36%	15%	43%	19%	24%	31%	25%
Effective (4)	36%	44%	22%	10%	12%	48%	26%	21%	47%	49%	47%	20%	19%	21%	33%	27%
- Neither effective nor ineffective (3)	47%	30%	39%	51%	47%	21%	39%	43%	10%	13%	22%	26%	30%	41%	25%	27%
Ineffective (2)	4%	2%	16%	6%	0%	8%	6%	7%	22%	2%	8%	6%	11%	9%	6%	8%
Very ineffective (1)	4%	2%	10%	14%	27%	14%	12%	15%	0%	0%	8%	5%	20%	6%	5%	14%
- NET: Ineffective (2,1)	7%	4%	26%	20%	27%	22%	18%	22%	22%	2%	16%	11%	31%	14%	11%	21%
Mean	3.451	3.828	3.120	3.137	2.850	3.310	3.309	3.126	3.667	4.187	3.537	3.908	3.070	3.494	3.783	3.421
Not included in (%) base:																
Decline to Answer	4	4	5	6	5	2	22	322	1	-	1	5	2	1	9	144
Not offered at my institution	2	1	6	-	-	8	15	134	-	-	4	-	-	-	4	90
I don't know/Not applicable	39	37	48	60	40	35	220	2219	30	20	32	35	24	21	131	1473

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Stop-the-clock for parental or other family reasons

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	32	-	-	-	-	-	239	2111	15	-	-	-	-	-	102	862
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	58%	84%	54%	41%	33%	54%	56%	44%	48%	55%	31%	52%	20%	41%	45%	39%
Very effective (5)	13%	36%	13%	29%	18%	16%	25%	20%	18%	12%	16%	31%	7%	22%	20%	16%
Effective (4)	45%	48%	41%	11%	15%	38%	31%	24%	30%	43%	15%	20%	13%	19%	25%	23%
- Neither effective nor ineffective (3)	23%	11%	29%	42%	43%	26%	29%	35%	52%	45%	38%	34%	40%	47%	40%	39%
Ineffective (2)	16%	3%	11%	5%	0%	7%	5%	7%	0%	0%	15%	8%	14%	12%	8%	7%
Very ineffective (1)	3%	1%	7%	12%	25%	13%	10%	14%	0%	0%	16%	6%	27%	0%	6%	15%
- NET: Ineffective (2,1)	19%	4%	17%	17%	25%	20%	15%	21%	0%	0%	31%	14%	41%	12%	14%	22%
Mean	3.484	4.151	3.436	3.411	3.013	3.376	3.567	3.286	3.653	3.662	3.001	3.632	2.593	3.511	3.445	3.178
Not included in (%) base:																
Decline to Answer	4	1	4	6	4	2	17	305	1	3	2	5	3	1	14	161
Not offered at my institution	1	1	9	-	-	5	15	159	1	-	1	-	-	3	4	64
I don't know/Not applicable	64	39	58	78	52	40	267	2855	5	18	22	17	12	16	84	837

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Spousal/partner hiring program

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		71	-	-	-	-	-	382	3322
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	49%	29%	42%	38%	23%	36%	34%	28%
Very effective	(5)	14%	15%	14%	26%	13%	10%	17%	12%
Effective	(4)	35%	14%	28%	12%	9%	26%	18%	16%
- Neither effective nor ineffective	(3)	16%	14%	20%	37%	33%	28%	26%	31%
Ineffective	(2)	12%	25%	16%	5%	10%	21%	15%	13%
Very ineffective	(1)	22%	32%	22%	20%	35%	15%	24%	28%
- NET: Ineffective	(2,1)	34%	57%	38%	25%	45%	36%	39%	41%
Mean		3.067	2.558	2.951	3.189	2.557	2.948	2.874	2.709
Not included in (%) base:									
Decline to Answer		6	6	9	11	6	5	37	455
Not offered at my institution		5	3	4	-	-	9	16	225
I don't know/Not applicable		41	62	57	87	48	53	307	3353

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Spousal/partner hiring program

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	47	-	-	-	-	-	227	2018	25	-	-	-	-	-	154	1304
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	56%	24%	38%	35%	21%	40%	32%	27%	36%	34%	47%	42%	27%	28%	37%	29%
Very effective (5)	13%	13%	7%	25%	7%	11%	14%	10%	17%	17%	24%	26%	27%	8%	21%	14%
Effective (4)	44%	11%	31%	10%	14%	29%	18%	17%	20%	16%	23%	16%	0%	20%	16%	15%
- Neither effective nor ineffective (3)	19%	18%	24%	40%	38%	25%	30%	33%	12%	10%	13%	34%	20%	34%	21%	29%
Ineffective (2)	15%	23%	20%	5%	11%	25%	16%	13%	7%	27%	10%	5%	7%	13%	14%	13%
Very ineffective (1)	10%	34%	17%	20%	30%	9%	22%	27%	45%	30%	30%	20%	46%	25%	28%	30%
- NET: Ineffective (2,1)	25%	57%	37%	25%	41%	34%	38%	40%	52%	57%	40%	25%	53%	38%	42%	43%
Mean	3.333	2.465	2.910	3.160	2.564	3.077	2.868	2.709	2.562	2.648	3.017	3.234	2.542	2.729	2.882	2.709
Not included in (%) base:																
Decline to Answer	4	5	6	5	3	2	21	298	2	1	3	6	3	3	15	157
Not offered at my institution	4	2	2	-	-	6	10	130	1	1	2	-	-	3	6	95
I don't know/Not applicable	19	44	29	50	31	27	180	1907	22	19	28	37	17	26	127	1446

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Spousal/partner hiring program

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	56	-	-	-	-	-	262	2342	15	-	-	-	-	-	120	980
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	55%	27%	41%	37%	25%	39%	34%	27%	30%	34%	43%	39%	14%	30%	35%	30%
Very effective (5)	16%	12%	13%	25%	13%	11%	16%	12%	5%	22%	15%	27%	14%	9%	19%	12%
Effective (4)	38%	15%	28%	12%	12%	28%	19%	15%	25%	11%	28%	12%	0%	21%	15%	18%
- Neither effective nor ineffective (3)	11%	13%	21%	40%	30%	19%	26%	32%	36%	14%	18%	31%	43%	47%	28%	29%
Ineffective (2)	11%	25%	17%	3%	12%	19%	14%	13%	17%	26%	14%	10%	0%	24%	16%	14%
Very ineffective (1)	24%	35%	21%	19%	33%	23%	26%	28%	17%	26%	24%	20%	43%	0%	22%	27%
- NET: Ineffective (2,1)	35%	60%	38%	22%	45%	42%	40%	41%	34%	52%	39%	30%	43%	24%	38%	41%
Mean	3.128	2.433	2.949	3.207	2.595	2.845	2.842	2.695	2.843	2.782	2.958	3.152	2.433	3.148	2.943	2.742
Not included in (%) base:																
Decline to Answer	5	3	6	6	5	5	25	300	1	3	3	5	1	-	12	155
Not offered at my institution	3	3	2	-	-	7	12	168	2	-	2	-	-	2	5	57
I don't know/Not applicable	37	46	46	70	38	39	239	2621	4	17	10	17	10	15	69	732

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

a. *My institution does what it can to make having children and the tenure-track compatible*

	Overall							All Univ	All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers		
(%) base:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	471 100%	4684 100%
- NET: Agree (5,4)	46%	49%	30%	34%	24%	47%	37%	38%	
Strongly agree (5)	12%	13%	5%	9%	3%	11%	9%	11%	
Somewhat agree (4)	34%	36%	25%	24%	21%	36%	29%	27%	
- Neither agree (3) nor disagree	25%	20%	30%	29%	23%	21%	25%	21%	
Somewhat disagree (2)	20%	20%	20%	18%	31%	23%	21%	23%	
Strongly disagree (1)	9%	11%	21%	19%	22%	9%	16%	18%	
- NET: Disagree (2,1)	29%	31%	40%	38%	52%	32%	38%	41%	
Mean	3.202	3.194	2.741	2.860	2.531	3.174	2.915	2.897	
Not included in (%) base:									
Decline to Answer	7	5	3	5	4	5	21	362	
Not Applicable/ Don't know	51	48	53	69	39	41	249	2309	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	42	-	-	-	-	-	263	2723	22	-	-	-	-	-	208	1961
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	54%	45%	24%	30%	27%	54%	35%	39%	31%	53%	38%	38%	19%	39%	40%	36%
Strongly agree (5)	16%	11%	0%	6%	5%	11%	6%	11%	5%	15%	11%	12%	0%	11%	11%	11%
Somewhat agree (4)	37%	34%	24%	24%	22%	43%	29%	29%	26%	38%	27%	26%	19%	28%	28%	25%
- Neither agree nor disagree (3)	29%	27%	39%	35%	29%	23%	31%	26%	17%	12%	18%	22%	13%	19%	18%	15%
Somewhat disagree (2)	12%	20%	25%	21%	24%	15%	21%	20%	36%	21%	12%	15%	43%	33%	22%	26%
Strongly disagree (1)	5%	8%	12%	15%	20%	8%	13%	15%	16%	14%	32%	25%	24%	10%	21%	23%
- NET: Disagree (2,1)	17%	28%	37%	35%	44%	23%	34%	35%	52%	35%	44%	40%	67%	42%	43%	49%
Mean	3.484	3.194	2.741	2.860	2.668	3.342	2.950	3.003	2.671	3.194	2.740	2.859	2.281	2.979	2.871	2.748
Not included in (%) base:																
Decline to Answer	6	5	2	3	2	4	16	248	1	-	1	2	2	1	6	114
Not Applicable/ Don't know	25	32	30	46	27	25	160	1381	26	16	22	23	12	16	89	928

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

a. *My institution does what it can to make having children and the tenure-track compatible*

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	50	-	-	-	-	-	349	3524	15	-	-	-	-	-	122	1160
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	45%	52%	28%	29%	25%	47%	36%	38%	49%	39%	40%	46%	22%	47%	40%	37%
Strongly agree (5)	10%	12%	1%	7%	4%	11%	7%	11%	19%	14%	18%	17%	0%	11%	13%	11%
Somewhat agree (4)	35%	40%	26%	23%	21%	36%	29%	28%	30%	25%	21%	30%	22%	36%	27%	25%
- Neither agree nor disagree (3)	22%	14%	29%	30%	25%	15%	23%	20%	34%	37%	33%	27%	20%	36%	31%	25%
Somewhat disagree (2)	24%	23%	22%	19%	34%	25%	24%	24%	7%	13%	11%	15%	22%	17%	15%	20%
Strongly disagree (1)	8%	11%	22%	22%	17%	12%	17%	18%	10%	10%	16%	12%	36%	0%	13%	18%
- NET: Disagree (2,1)	33%	34%	44%	41%	51%	38%	41%	42%	17%	24%	27%	27%	58%	17%	28%	38%
Mean	3.143	3.196	2.634	2.719	2.613	3.078	2.844	2.888	3.402	3.190	3.142	3.236	2.271	3.404	3.119	2.922
Not included in (%) base:																
Decline to Answer	5	2	2	3	4	3	14	229	2	3	1	2	-	2	7	133
Not Applicable/ Don't know	46	29	35	50	31	30	174	1678	5	19	18	19	8	11	75	630

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	482 100%	4789 100%
- NET: Agree (5,4)	37%	38%	28%	24%	23%	36%	30%	31%
Strongly agree (5)	10%	6%	2%	3%	3%	4%	4%	7%
Somewhat agree (4)	27%	32%	26%	21%	20%	31%	26%	24%
- Neither agree (3) nor disagree	24%	20%	22%	30%	24%	31%	25%	24%
Somewhat disagree (2)	25%	28%	29%	25%	30%	23%	27%	25%
Strongly disagree (1)	14%	15%	21%	21%	23%	11%	18%	19%
- NET: Disagree (2,1)	39%	43%	50%	45%	53%	34%	45%	45%
Mean	2.938	2.860	2.594	2.617	2.507	2.958	2.705	2.748
Not included in (%) base:								
Decline to Answer	7	5	3	5	4	5	21	366
Not Applicable/ Don't know	47	47	52	63	37	40	239	2199

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	45	-	-	-	-	-	272	2814	24	-	-	-	-	-	209	1975
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	43%	38%	25%	24%	27%	43%	30%	34%	25%	37%	33%	25%	15%	27%	29%	27%
Strongly agree (5)	15%	8%	0%	3%	4%	5%	4%	8%	0%	4%	6%	4%	0%	4%	4%	6%
Somewhat agree (4)	28%	31%	25%	21%	23%	38%	27%	26%	25%	34%	27%	21%	15%	24%	25%	21%
- Neither agree nor disagree (3)	30%	23%	28%	34%	26%	32%	29%	28%	12%	16%	13%	26%	20%	29%	21%	19%
Somewhat disagree (2)	18%	28%	31%	28%	27%	17%	27%	23%	39%	27%	25%	20%	35%	29%	26%	29%
Strongly disagree (1)	9%	11%	16%	14%	20%	8%	14%	15%	24%	19%	29%	29%	30%	14%	24%	25%
- NET: Disagree (2,1)	27%	39%	47%	43%	47%	25%	41%	38%	63%	46%	54%	49%	65%	44%	50%	54%
Mean	3.226	2.952	2.619	2.703	2.650	3.157	2.797	2.889	2.382	2.754	2.558	2.514	2.210	2.729	2.585	2.546
Not included in (%) base:																
Decline to Answer	6	5	2	3	2	4	16	250	1	-	1	2	2	1	6	117
Not Applicable/ Don't know	22	31	30	42	24	24	151	1288	25	16	22	21	13	16	88	911

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	54	-	-	-	-	-	356	3599	15	-	-	-	-	-	126	1190
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	36%	37%	27%	19%	24%	34%	28%	31%	42%	39%	34%	37%	21%	40%	35%	31%
Strongly agree (5)	11%	6%	0%	1%	4%	4%	3%	7%	5%	5%	12%	10%	0%	6%	7%	8%
Somewhat agree (4)	25%	31%	27%	18%	20%	30%	25%	24%	36%	34%	22%	28%	21%	34%	28%	23%
- Neither agree nor disagree (3)	21%	17%	21%	32%	22%	25%	24%	22%	34%	27%	22%	26%	30%	43%	29%	29%
Somewhat disagree (2)	30%	30%	30%	27%	35%	25%	29%	27%	7%	21%	22%	18%	13%	17%	19%	21%
Strongly disagree (1)	13%	16%	21%	21%	19%	15%	19%	19%	17%	13%	22%	19%	36%	0%	17%	19%
- NET: Disagree (2,1)	43%	46%	52%	49%	54%	41%	48%	46%	24%	34%	44%	37%	50%	17%	35%	40%
Mean	2.906	2.821	2.539	2.501	2.559	2.819	2.635	2.728	3.056	2.963	2.802	2.918	2.345	3.287	2.903	2.806
Not included in (%) base:																
Decline to Answer	5	2	2	3	4	3	14	236	2	3	1	2	-	2	7	130
Not Applicable/ Don't know	42	28	34	47	30	29	168	1596	5	19	18	17	7	11	71	603

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

c. My departmental colleagues do what they can to make having children and the tenure-track compatible

	Overall							All Univ	All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers		
(%) base:	75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	481 100%	4860 100%
- NET: Agree (5,4)	58%	53%	55%	47%	52%	66%	54%	54%	
Strongly agree (5)	21%	18%	24%	19%	22%	22%	21%	23%	
Somewhat agree (4)	36%	35%	31%	28%	30%	44%	33%	31%	
- Neither agree nor disagree (3)	25%	24%	27%	31%	21%	22%	26%	24%	
Somewhat disagree (2)	9%	10%	10%	12%	8%	6%	10%	12%	
Strongly disagree (1)	8%	13%	8%	11%	19%	6%	11%	10%	
- NET: Disagree (2,1)	17%	23%	18%	23%	27%	11%	20%	22%	
Mean	3.543	3.353	3.539	3.325	3.283	3.717	3.436	3.454	
Not included in (%) base:									
Decline to Answer	7	6	3	5	4	4	22	368	
Not Applicable/ Don't know	41	55	50	59	39	36	239	2127	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

c. My departmental colleagues do what they can to make having children and the tenure-track compatible

	Males								Females									
	Univ	-----						All	All	Univ	-----						All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
(%) base:	46	-	-	-	-	-	273	2846	28	-	-	-	-	-	208	2014		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Agree (5,4)	63%	56%	45%	43%	56%	75%	53%	54%	49%	48%	69%	51%	45%	55%	55%	54%		
Strongly agree (5)	24%	17%	20%	21%	26%	29%	22%	23%	17%	19%	29%	17%	15%	15%	19%	23%		
Somewhat agree (4)	40%	39%	25%	21%	30%	47%	31%	31%	31%	29%	40%	35%	30%	40%	35%	31%		
- Neither agree nor disagree (3)	22%	24%	35%	38%	21%	20%	29%	26%	31%	25%	17%	22%	20%	25%	22%	20%		
Somewhat disagree (2)	7%	10%	12%	11%	10%	2%	9%	11%	13%	9%	7%	13%	5%	11%	10%	14%		
Strongly disagree (1)	8%	10%	9%	8%	13%	2%	8%	8%	7%	18%	7%	14%	30%	9%	14%	12%		
- NET: Disagree (2,1)	15%	20%	21%	19%	23%	4%	18%	20%	20%	26%	14%	27%	35%	20%	24%	26%		
Mean	3.638	3.442	3.355	3.368	3.456	3.969	3.490	3.500	3.387	3.230	3.777	3.277	2.946	3.415	3.364	3.390		
Not included in (%) base:																		
Decline to Answer	6	6	2	3	2	4	17	250	1	-	1	2	2	1	6	117		
Not Applicable/ Don't know	21	31	30	41	26	21	149	1256	20	24	20	18	13	15	90	871		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

c. My departmental colleagues do what they can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	57	-	-	-	-	-	357	3646	18	-	-	-	-	-	123	1214
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	61%	58%	56%	43%	57%	69%	55%	56%	48%	42%	53%	58%	38%	60%	51%	49%
Strongly agree (5)	21%	19%	22%	17%	25%	25%	21%	24%	21%	16%	32%	24%	12%	16%	21%	20%
Somewhat agree (4)	39%	38%	34%	25%	32%	44%	34%	32%	27%	26%	22%	34%	26%	44%	31%	29%
- Neither agree nor disagree (3)	21%	19%	27%	34%	19%	20%	25%	22%	39%	37%	26%	21%	26%	30%	28%	27%
Somewhat disagree (2)	9%	14%	10%	12%	8%	4%	10%	12%	9%	0%	10%	12%	7%	10%	8%	13%
Strongly disagree (1)	9%	10%	7%	11%	15%	8%	10%	9%	5%	21%	10%	9%	29%	0%	13%	11%
- NET: Disagree (2,1)	18%	23%	17%	23%	24%	12%	20%	22%	13%	21%	20%	21%	36%	10%	21%	24%
Mean	3.554	3.440	3.537	3.258	3.433	3.741	3.457	3.492	3.507	3.148	3.545	3.522	2.838	3.649	3.373	3.340
Not included in (%) base:																
Decline to Answer	5	3	2	3	4	2	14	236	2	3	1	2	-	3	8	132
Not Applicable/ Don't know	39	36	33	41	32	25	166	1550	3	19	17	18	7	11	73	577

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

d. My departmental colleagues do what they can to make raising children and the tenure-track compatible

	Overall							All Univ	All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers		
(%) base:	77	-	-	-	-	-	493	4981	
	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Agree (5,4)	56%	49%	55%	46%	56%	64%	53%	53%	
Strongly agree (5)	25%	16%	21%	18%	24%	19%	19%	22%	
Somewhat agree (4)	31%	33%	34%	28%	32%	45%	34%	31%	
- Neither agree (3) nor disagree	26%	26%	24%	28%	18%	24%	25%	23%	
Somewhat disagree (2)	10%	12%	12%	15%	9%	6%	11%	14%	
Strongly disagree (1)	8%	13%	9%	12%	17%	7%	11%	10%	
- NET: Disagree (2,1)	18%	25%	21%	26%	26%	12%	23%	24%	
Mean	3.554	3.267	3.455	3.259	3.369	3.631	3.378	3.418	
Not included in (%) base:									
Decline to Answer	7	5	3	5	4	5	21	364	
Not Applicable/ Don't know	39	52	47	58	35	36	227	2010	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

d. My departmental colleagues do what they can to make raising children and the tenure-track compatible

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	48	-	-	-	-	-	281	2938	28	-	-	-	-	-	212	2043
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	61%	54%	46%	46%	62%	74%	55%	54%	49%	43%	66%	46%	43%	51%	50%	51%
Strongly agree (5)	27%	18%	17%	23%	28%	21%	21%	23%	21%	13%	26%	12%	14%	15%	16%	21%
Somewhat agree (4)	33%	35%	29%	24%	34%	53%	33%	32%	28%	30%	40%	34%	29%	36%	34%	30%
- Neither agree nor disagree (3)	25%	26%	31%	31%	18%	22%	26%	26%	28%	26%	16%	23%	19%	27%	22%	20%
Somewhat disagree (2)	6%	11%	13%	16%	9%	2%	11%	12%	16%	13%	12%	14%	10%	11%	12%	16%
Strongly disagree (1)	8%	9%	10%	7%	11%	2%	8%	8%	7%	19%	7%	17%	28%	12%	15%	12%
- NET: Disagree (2,1)	14%	21%	23%	22%	20%	4%	19%	20%	23%	32%	18%	31%	38%	22%	27%	28%
Mean	3.652	3.423	3.287	3.394	3.596	3.886	3.487	3.483	3.387	3.048	3.666	3.102	2.915	3.322	3.232	3.323
Not included in (%) base:																
Decline to Answer	6	5	2	3	2	4	16	248	1	-	1	2	2	1	6	116
Not Applicable/ Don't know	19	29	29	40	23	21	142	1166	20	23	18	18	12	15	86	843

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

d. My departmental colleagues do what they can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	60	-	-	-	-	-	365	3744	16	-	-	-	-	-	128	1237
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	61%	55%	56%	41%	62%	65%	54%	55%	38%	34%	48%	61%	39%	60%	49%	48%
Strongly agree (5)	25%	18%	18%	15%	28%	24%	20%	23%	22%	10%	32%	24%	11%	6%	17%	20%
Somewhat agree (4)	36%	37%	39%	25%	34%	41%	34%	32%	16%	24%	16%	37%	28%	54%	32%	28%
- Neither agree nor disagree (3)	20%	18%	24%	31%	16%	21%	23%	22%	48%	43%	26%	19%	25%	31%	29%	26%
Somewhat disagree (2)	10%	17%	12%	16%	10%	4%	13%	14%	10%	0%	16%	10%	6%	10%	8%	14%
Strongly disagree (1)	8%	9%	8%	12%	12%	9%	10%	9%	5%	23%	10%	10%	30%	0%	14%	12%
- NET: Disagree (2,1)	19%	26%	20%	28%	22%	14%	23%	23%	14%	23%	26%	20%	36%	10%	22%	26%
Mean	3.593	3.384	3.461	3.158	3.546	3.660	3.404	3.455	3.409	2.988	3.430	3.540	2.845	3.557	3.304	3.304
Not included in (%) base:																
Decline to Answer	5	2	2	3	4	3	14	235	2	3	1	2	-	2	7	129
Not Applicable/ Don't know	36	34	30	41	29	25	158	1453	4	18	17	17	6	11	69	557

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35e-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

e. My colleagues are respectful of my efforts to balance work and home responsibilities

	Overall							All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	
(%) base:	100	-	-	-	-	-	-	903
	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	63%	0%	0%	0%	0%	0%	0%	66%
Strongly agree (5)	33%	0%	0%	0%	0%	0%	0%	34%
Somewhat agree (4)	30%	0%	0%	0%	0%	0%	0%	32%
- Neither agree (3) nor disagree	20%	0%	0%	0%	0%	0%	0%	19%
Somewhat disagree (2)	12%	0%	0%	0%	0%	0%	0%	9%
Strongly disagree (1)	5%	0%	0%	0%	0%	0%	0%	6%
- NET: Disagree (2,1)	17%	0%	0%	0%	0%	0%	0%	15%
Mean	3.749	-	-	-	-	-	-	3.789
Not included in (%) base:								
Decline to Answer	7	-	-	-	-	-	-	54
Not Applicable/ Don't know	16	-	-	-	-	-	-	148

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35e-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

e. My colleagues are respectful of my efforts to balance work and home responsibilities

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	59	-	-	-	-	-	-	528	41	-	-	-	-	-	-	375
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	73%	0%	0%	0%	0%	0%	0%	72%	49%	0%	0%	0%	0%	0%	0%	58%
Strongly agree (5)	42%	0%	0%	0%	0%	0%	0%	37%	20%	0%	0%	0%	0%	0%	0%	31%
Somewhat agree (4)	31%	0%	0%	0%	0%	0%	0%	35%	29%	0%	0%	0%	0%	0%	0%	27%
- Neither agree nor disagree (3)	12%	0%	0%	0%	0%	0%	0%	17%	31%	0%	0%	0%	0%	0%	0%	21%
Somewhat disagree (2)	8%	0%	0%	0%	0%	0%	0%	7%	17%	0%	0%	0%	0%	0%	0%	13%
Strongly disagree (1)	6%	0%	0%	0%	0%	0%	0%	5%	2%	0%	0%	0%	0%	0%	0%	8%
- NET: Disagree (2,1)	15%	0%	0%	0%	0%	0%	0%	11%	19%	0%	0%	0%	0%	0%	0%	21%
Mean	3.938	-	-	-	-	-	-	3.928	3.475	-	-	-	-	-	-	3.592
Not included in (%) base:																
Decline to Answer	6	-	-	-	-	-	-	38	1	-	-	-	-	-	-	16
Not Applicable/ Don't know	8	-	-	-	-	-	-	93	8	-	-	-	-	-	-	55

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35e-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

e. My colleagues are respectful of my efforts to balance work and home responsibilities

	White Faculty								Faculty of Color								
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	
(%) base:	83 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	707 100%	17 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	196 100%
- NET: Agree (5,4)	65%	0%	0%	0%	0%	0%	0%	0%	67%	54%	0%	0%	0%	0%	0%	0%	64%
Strongly agree (5)	33%	0%	0%	0%	0%	0%	0%	0%	35%	31%	0%	0%	0%	0%	0%	0%	32%
Somewhat agree (4)	32%	0%	0%	0%	0%	0%	0%	0%	32%	23%	0%	0%	0%	0%	0%	0%	32%
- Neither agree nor disagree (3)	19%	0%	0%	0%	0%	0%	0%	0%	17%	27%	0%	0%	0%	0%	0%	0%	24%
Somewhat disagree (2)	11%	0%	0%	0%	0%	0%	0%	0%	10%	14%	0%	0%	0%	0%	0%	0%	8%
Strongly disagree (1)	5%	0%	0%	0%	0%	0%	0%	0%	6%	5%	0%	0%	0%	0%	0%	0%	5%
- NET: Disagree (2,1)	16%	0%	0%	0%	0%	0%	0%	0%	16%	19%	0%	0%	0%	0%	0%	0%	12%
Mean	3.778	-	-	-	-	-	-	-	3.789	3.612	-	-	-	-	-	-	3.789
Not included in (%) base:																	
Decline to Answer	5	-	-	-	-	-	-	-	37	2	-	-	-	-	-	-	18
Not Applicable/ Don't know	13	-	-	-	-	-	-	-	111	3	-	-	-	-	-	-	37

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-1

IV. Policies and Practices

Q36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		120	-	-	-	-	-	719	7056
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	56%	60%	46%	50%	47%	71%	54%	51%
Very satisfied	(5)	9%	17%	8%	12%	8%	26%	14%	15%
Satisfied	(4)	47%	43%	38%	38%	40%	44%	40%	36%
- Neither satisfied	(3)	18%	12%	12%	12%	11%	11%	12%	10%
nor dissatisfied									
Dissatisfied	(2)	19%	20%	29%	26%	26%	15%	24%	25%
Very dissatisfied	(1)	7%	8%	14%	12%	16%	3%	11%	13%
- NET: Dissatisfied	(2,1)	26%	28%	42%	38%	42%	19%	34%	38%
Mean		3.318	3.404	2.973	3.123	2.971	3.748	3.230	3.149
Not included in (%) base:									
Decline to Answer		3	6	3	4	4	2	19	293
Not Applicable		-	-	1	-	-	2	4	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-2

IV. Policies and Practices

Q36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71	-	-	-	-	-	423	4157	49	-	-	-	-	-	296	2899
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	60%	60%	43%	51%	44%	70%	53%	52%	49%	61%	50%	48%	53%	71%	56%	50%
Very satisfied (5)	13%	18%	10%	11%	6%	28%	14%	15%	2%	15%	5%	13%	11%	24%	13%	15%
Satisfied (4)	47%	41%	33%	41%	39%	42%	39%	37%	47%	46%	45%	35%	42%	48%	42%	36%
- Neither satisfied nor dissatisfied (3)	18%	13%	14%	15%	13%	10%	13%	11%	20%	10%	8%	9%	6%	12%	9%	9%
Dissatisfied (2)	18%	16%	26%	24%	26%	17%	22%	24%	21%	24%	32%	29%	28%	14%	26%	26%
Very dissatisfied (1)	4%	11%	17%	10%	17%	3%	12%	13%	10%	6%	10%	14%	12%	3%	9%	14%
- NET: Dissatisfied (2,1)	23%	27%	43%	34%	43%	20%	33%	37%	31%	30%	42%	43%	41%	17%	35%	40%
Mean	3.462	3.403	2.927	3.187	2.900	3.751	3.221	3.177	3.106	3.404	3.034	3.035	3.111	3.744	3.244	3.109
Not included in (%) base:																
Decline to Answer	2	5	2	3	2	1	13	190	1	1	1	1	2	1	6	103
Not Applicable	-	-	1	-	-	2	3	5	-	-	-	-	-	1	1	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-3

IV. Policies and Practices

Q36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	98	-	-	-	-	-	523	5237	22	-	-	-	-	-	195	1819
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	57%	65%	49%	52%	52%	69%	56%	53%	48%	50%	38%	45%	31%	74%	48%	47%
Very satisfied (5)	9%	17%	9%	15%	9%	24%	15%	16%	5%	17%	3%	4%	3%	31%	11%	12%
Satisfied (4)	48%	48%	39%	37%	43%	45%	42%	37%	43%	33%	35%	41%	28%	43%	37%	35%
- Neither satisfied nor dissatisfied (3)	15%	7%	8%	10%	10%	8%	9%	9%	35%	23%	24%	18%	13%	18%	19%	13%
Dissatisfied (2)	21%	19%	29%	26%	26%	19%	24%	25%	13%	22%	27%	25%	30%	8%	22%	24%
Very dissatisfied (1)	7%	10%	14%	12%	12%	5%	11%	12%	4%	5%	12%	12%	27%	0%	10%	16%
- NET: Dissatisfied (2,1)	28%	28%	44%	38%	38%	23%	35%	38%	16%	27%	39%	37%	56%	8%	32%	40%
Mean	3.313	3.433	2.996	3.169	3.106	3.657	3.253	3.187	3.340	3.338	2.904	3.001	2.505	3.973	3.170	3.040
Not included in (%) base:																
Decline to Answer	3	2	2	3	4	2	13	194	-	4	1	1	-	-	6	99
Not Applicable	-	-	-	-	-	1	1	1	-	-	1	-	-	2	3	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-1

IV. Policies and Practices

Q37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		120	-	-	-	-	-	718	7059
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	41%	34%	38%	37%	36%	34%	36%	38%
Very satisfied	(5)	7%	3%	9%	6%	9%	8%	7%	9%
Satisfied	(4)	35%	31%	29%	31%	27%	26%	29%	29%
- Neither satisfied nor dissatisfied	(3)	16%	18%	14%	13%	16%	20%	16%	15%
Dissatisfied	(2)	31%	24%	31%	34%	34%	31%	31%	31%
Very dissatisfied	(1)	12%	24%	17%	16%	15%	16%	18%	16%
- NET: Dissatisfied	(2,1)	43%	48%	48%	50%	49%	47%	48%	47%
Mean		2.937	2.658	2.829	2.770	2.801	2.801	2.768	2.827
Not included in (%) base:									
Decline to Answer		3	7	3	4	7	3	24	284
Not Applicable		-	-	-	-	-	-	-	11

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-2

IV. Policies and Practices

Q37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	71	-	-	-	-	-	422	4160	49	-	-	-	-	-	296	2900
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	51%	44%	44%	37%	41%	39%	41%	42%	27%	21%	30%	38%	25%	27%	29%	32%
Very satisfied (5)	10%	6%	12%	4%	13%	10%	8%	11%	2%	0%	5%	9%	0%	7%	5%	6%
Satisfied (4)	41%	39%	32%	33%	28%	30%	33%	31%	25%	21%	26%	29%	25%	20%	25%	26%
- Neither satisfied nor dissatisfied (3)	13%	17%	11%	16%	17%	19%	16%	17%	20%	19%	17%	8%	13%	20%	15%	13%
Dissatisfied (2)	24%	21%	30%	36%	29%	27%	29%	29%	42%	29%	33%	32%	43%	36%	33%	35%
Very dissatisfied (1)	13%	18%	15%	11%	13%	14%	14%	13%	11%	31%	20%	23%	19%	17%	23%	21%
- NET: Dissatisfied (2,1)	37%	39%	44%	47%	43%	41%	43%	42%	52%	60%	52%	54%	62%	53%	56%	56%
Mean	3.118	2.926	2.974	2.824	2.980	2.934	2.918	2.976	2.671	2.302	2.632	2.695	2.435	2.627	2.555	2.612
Not included in (%) base:																
Decline to Answer	2	7	2	3	3	2	17	185	1	-	1	1	4	1	7	99
Not Applicable	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-3

IV. Policies and Practices

Q37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	520	5240	22	-	-	-	-	-	198	1820
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	38%	35%	41%	35%	34%	28%	35%	38%	59%	31%	32%	42%	40%	48%	38%	37%
Very satisfied (5)	8%	5%	9%	6%	10%	7%	7%	9%	0%	0%	9%	6%	4%	12%	6%	8%
Satisfied (4)	29%	31%	32%	29%	24%	21%	28%	29%	59%	31%	23%	37%	36%	36%	32%	29%
- Neither satisfied nor dissatisfied (3)	16%	16%	11%	11%	14%	18%	14%	14%	16%	22%	21%	16%	21%	22%	20%	17%
Dissatisfied (2)	34%	27%	33%	37%	37%	35%	34%	32%	16%	18%	27%	28%	21%	21%	23%	29%
Very dissatisfied (1)	13%	21%	16%	17%	14%	19%	17%	16%	8%	28%	20%	14%	18%	8%	18%	17%
- NET: Dissatisfied (2,1)	47%	48%	48%	53%	52%	54%	51%	48%	25%	47%	47%	42%	39%	29%	41%	46%
Mean	2.865	2.703	2.863	2.710	2.782	2.618	2.738	2.829	3.259	2.559	2.730	2.931	2.872	3.229	2.848	2.820
Not included in (%) base:																
Decline to Answer	3	4	2	3	5	3	17	187	-	3	1	1	2	-	7	97
Not Applicable	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-1

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The fairness with which your immediate supervisor evaluates your work

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	676 100%	6489 100%
- NET: Satisfied	(5,4)	80%	83%	74%	80%	69%	81%	78%	75%
Very satisfied	(5)	33%	46%	50%	52%	44%	46%	48%	46%
Satisfied	(4)	47%	37%	24%	28%	24%	34%	30%	30%
- Neither satisfied nor dissatisfied	(3)	9%	7%	9%	9%	13%	8%	9%	10%
Dissatisfied	(2)	8%	5%	12%	5%	13%	7%	8%	9%
Very dissatisfied	(1)	3%	5%	5%	6%	5%	5%	5%	6%
- NET: Dissatisfied	(2,1)	11%	10%	17%	11%	18%	12%	13%	15%
Mean		3.978	4.142	4.011	4.153	3.903	4.106	4.076	4.005
Not included in (%) base:									
Decline to Answer		3	6	5	5	7	2	26	344
Not Applicable		3	10	4	15	1	10	40	522

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-2

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The fairness with which your immediate supervisor evaluates your work

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	69	-	-	-	-	-	394	3803	49	-	-	-	-	-	282	2686
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	81%	84%	76%	80%	75%	83%	80%	77%	78%	81%	71%	81%	57%	78%	75%	73%
Very satisfied (5)	32%	46%	51%	56%	49%	54%	51%	46%	34%	45%	49%	48%	35%	36%	44%	46%
Satisfied (4)	49%	38%	25%	24%	26%	29%	28%	31%	44%	36%	22%	33%	21%	41%	31%	27%
- Neither satisfied nor dissatisfied (3)	9%	9%	10%	12%	10%	6%	10%	10%	10%	5%	7%	4%	18%	9%	7%	9%
Dissatisfied (2)	6%	5%	12%	4%	8%	5%	6%	7%	10%	4%	13%	6%	25%	9%	10%	10%
Very dissatisfied (1)	4%	2%	2%	4%	7%	6%	4%	6%	2%	9%	9%	9%	0%	4%	7%	7%
- NET: Dissatisfied (2,1)	10%	7%	14%	8%	15%	11%	11%	13%	12%	13%	22%	15%	25%	13%	17%	17%
Mean	3.981	4.216	4.103	4.234	4.022	4.198	4.162	4.039	3.974	4.044	3.888	4.050	3.673	3.976	3.956	3.956
Not included in (%) base:																
Decline to Answer	2	6	4	4	4	1	20	226	1	-	1	1	3	1	6	118
Not Applicable	3	5	2	12	1	4	25	324	-	5	2	3	-	6	16	198

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-3

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The fairness with which your immediate supervisor evaluates your work

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96	-	-	-	-	-	493	4807	21	-	-	-	-	-	183	1682
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	80%	83%	73%	81%	66%	80%	77%	76%	79%	83%	76%	79%	79%	83%	80%	74%
Very satisfied (5)	36%	51%	52%	54%	44%	48%	50%	47%	17%	35%	43%	47%	46%	43%	43%	42%
Satisfied (4)	44%	33%	21%	26%	22%	32%	27%	29%	62%	48%	33%	32%	33%	40%	37%	32%
- Neither satisfied nor dissatisfied (3)	7%	5%	9%	7%	16%	5%	8%	9%	17%	13%	7%	11%	4%	13%	10%	12%
Dissatisfied (2)	9%	6%	13%	6%	15%	9%	9%	9%	4%	2%	10%	3%	9%	2%	5%	8%
Very dissatisfied (1)	4%	6%	4%	6%	4%	6%	6%	6%	0%	2%	7%	6%	8%	2%	5%	6%
- NET: Dissatisfied (2,1)	13%	12%	18%	12%	18%	15%	15%	15%	4%	4%	17%	9%	17%	4%	9%	15%
Mean	3.989	4.153	4.030	4.168	3.875	4.064	4.072	4.025	3.927	4.117	3.948	4.115	4.005	4.200	4.087	3.946
Not included in (%) base:																
Decline to Answer	3	2	2	4	5	2	15	226	-	4	3	1	2	-	10	118
Not Applicable	2	6	2	12	1	8	29	398	1	4	2	3	-	2	11	124

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-1

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The interest senior faculty take in your professional development

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		119	-	-	-	-	-	712	6991
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	56%	67%	58%	57%	52%	61%	59%	60%
Very satisfied	(5)	15%	33%	26%	29%	31%	33%	30%	28%
Satisfied	(4)	40%	34%	32%	28%	21%	29%	29%	31%
- Neither satisfied nor dissatisfied	(3)	20%	9%	15%	15%	17%	15%	14%	14%
Dissatisfied	(2)	20%	11%	15%	16%	19%	13%	15%	15%
Very dissatisfied	(1)	5%	13%	11%	12%	12%	10%	12%	11%
- NET: Dissatisfied	(2,1)	24%	24%	27%	28%	31%	23%	27%	26%
Mean		3.418	3.626	3.465	3.465	3.396	3.600	3.511	3.507
Not included in (%) base:									
Decline to Answer		3	5	4	5	6	2	23	303
Not Applicable		1	3	1	3	-	-	8	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-2

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The interest senior faculty take in your professional development

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	70	-	-	-	-	-	418	4104	49	-	-	-	-	-	294	2887
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	55%	70%	55%	57%	59%	70%	62%	60%	56%	61%	63%	57%	36%	50%	55%	59%
Very satisfied (5)	19%	29%	20%	29%	39%	41%	31%	28%	11%	39%	35%	29%	15%	21%	29%	28%
Satisfied (4)	37%	42%	34%	28%	20%	29%	31%	32%	46%	23%	28%	28%	22%	29%	26%	31%
- Neither satisfied nor dissatisfied (3)	23%	8%	20%	14%	11%	15%	14%	15%	16%	12%	9%	16%	29%	16%	15%	13%
Dissatisfied (2)	16%	13%	16%	17%	17%	9%	15%	15%	26%	8%	15%	16%	22%	18%	15%	16%
Very dissatisfied (1)	7%	9%	10%	12%	12%	6%	10%	10%	2%	19%	13%	11%	13%	17%	14%	12%
- NET: Dissatisfied (2,1)	22%	22%	25%	29%	29%	15%	24%	25%	27%	27%	28%	27%	35%	34%	30%	28%
Mean	3.446	3.685	3.397	3.456	3.578	3.912	3.584	3.532	3.377	3.545	3.558	3.477	3.036	3.189	3.408	3.471
Not included in (%) base:																
Decline to Answer	2	5	3	4	3	1	17	201	1	-	1	1	3	1	6	102
Not Applicable	1	2	-	2	-	-	4	47	-	1	1	1	-	-	3	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-3

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The interest senior faculty take in your professional development

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	519 100%	5194 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	193 100%	1798 100%
- NET: Satisfied (5,4)	59%	69%	57%	59%	51%	60%	60%	60%	40%	61%	63%	51%	53%	64%	58%	58%
Very satisfied (5)	17%	34%	27%	31%	29%	32%	31%	29%	8%	31%	24%	24%	40%	34%	29%	26%
Satisfied (4)	42%	35%	29%	28%	23%	28%	29%	31%	32%	30%	39%	27%	13%	29%	29%	32%
- Neither satisfied nor dissatisfied (3)	20%	8%	15%	13%	17%	13%	13%	13%	20%	13%	16%	20%	19%	21%	17%	17%
Dissatisfied (2)	19%	7%	15%	16%	18%	16%	14%	16%	24%	19%	15%	18%	23%	6%	16%	14%
Very dissatisfied (1)	2%	16%	13%	12%	14%	11%	13%	11%	15%	6%	6%	11%	5%	10%	8%	12%
- NET: Dissatisfied (2,1)	21%	23%	28%	28%	32%	26%	27%	27%	40%	26%	22%	29%	28%	16%	24%	25%
Mean	3.526	3.639	3.423	3.504	3.342	3.548	3.496	3.516	2.939	3.596	3.589	3.361	3.598	3.724	3.553	3.478
Not included in (%) base:																
Decline to Answer	3	1	2	4	4	2	13	196	-	4	2	1	2	-	9	107
Not Applicable	1	2	1	2	-	-	5	41	-	1	-	1	-	-	3	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-1

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

Your opportunities to collaborate with senior faculty

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		115	-	-	-	-	-	695	6709
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	47%	53%	52%	55%	54%	59%	54%	52%
Very satisfied	(5)	16%	22%	30%	27%	29%	28%	27%	26%
Satisfied	(4)	31%	32%	21%	28%	25%	32%	27%	26%
- Neither satisfied nor dissatisfied	(3)	21%	15%	15%	21%	14%	13%	16%	18%
Dissatisfied	(2)	25%	19%	18%	11%	17%	17%	16%	17%
Very dissatisfied	(1)	7%	13%	15%	14%	15%	11%	14%	13%
- NET: Dissatisfied	(2,1)	32%	31%	33%	25%	32%	28%	29%	30%
Mean		3.233	3.310	3.335	3.422	3.351	3.486	3.381	3.345
Not included in (%) base:									
Decline to Answer		4	5	3	5	4	2	20	311
Not Applicable		4	7	6	7	3	4	28	334

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-2

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

Your opportunities to collaborate with senior faculty

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	67	-	-	-	-	-	410	3995	48	-	-	-	-	-	285	2714
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	53%	61%	52%	60%	59%	70%	60%	55%	39%	43%	51%	47%	43%	45%	46%	47%
Very satisfied (5)	18%	22%	26%	28%	30%	39%	28%	27%	13%	22%	35%	25%	27%	13%	25%	23%
Satisfied (4)	35%	39%	26%	33%	29%	31%	32%	28%	26%	21%	15%	21%	16%	32%	21%	24%
- Neither satisfied nor dissatisfied (3)	20%	13%	20%	20%	13%	6%	15%	19%	22%	19%	10%	22%	16%	22%	18%	18%
Dissatisfied (2)	19%	20%	18%	7%	19%	15%	15%	15%	34%	18%	17%	15%	13%	20%	17%	19%
Very dissatisfied (1)	8%	7%	11%	13%	8%	9%	10%	11%	5%	21%	22%	16%	28%	13%	19%	16%
- NET: Dissatisfied (2,1)	27%	26%	28%	20%	28%	24%	25%	26%	39%	38%	39%	31%	41%	33%	36%	35%
Mean	3.349	3.496	3.398	3.545	3.528	3.762	3.537	3.445	3.068	3.053	3.252	3.249	3.000	3.119	3.156	3.198
Not included in (%) base:																
Decline to Answer	2	5	2	4	2	1	15	205	2	-	1	1	2	1	5	106
Not Applicable	4	3	4	3	2	2	15	152	-	4	2	4	1	2	13	182

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-3

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

Your opportunities to collaborate with senior faculty

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	93	-	-	-	-	-	504	4968	22	-	-	-	-	-	191	1741
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	49%	55%	52%	58%	52%	59%	55%	52%	36%	49%	50%	47%	58%	61%	52%	51%
Very satisfied (5)	18%	24%	32%	26%	29%	28%	28%	26%	8%	16%	25%	27%	29%	27%	25%	24%
Satisfied (4)	32%	31%	20%	31%	23%	30%	28%	26%	28%	32%	25%	19%	29%	35%	27%	27%
- Neither satisfied nor dissatisfied (3)	20%	13%	16%	19%	18%	10%	16%	18%	25%	21%	13%	26%	0%	19%	18%	19%
Dissatisfied (2)	25%	17%	15%	11%	16%	19%	15%	17%	25%	22%	25%	10%	22%	14%	18%	16%
Very dissatisfied (1)	5%	15%	16%	13%	13%	13%	14%	13%	14%	8%	12%	17%	20%	6%	13%	14%
- NET: Dissatisfied (2,1)	31%	32%	31%	24%	29%	31%	29%	30%	39%	30%	38%	28%	42%	20%	31%	30%
Mean	3.308	3.327	3.366	3.474	3.385	3.427	3.400	3.358	2.914	3.271	3.246	3.289	3.241	3.625	3.331	3.310
Not included in (%) base:																
Decline to Answer	4	1	2	4	4	2	13	204	-	4	1	1	-	-	6	107
Not Applicable	4	5	4	6	3	3	20	259	-	3	2	1	-	1	7	75

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-1

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with senior colleagues in your department

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		119	-	-	-	-	-	715	6994
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	53%	60%	54%	58%	58%	64%	58%	58%
Very satisfied	(5)	13%	23%	24%	31%	34%	31%	28%	27%
Satisfied	(4)	40%	37%	29%	27%	24%	33%	30%	30%
- Neither satisfied nor dissatisfied	(3)	25%	16%	20%	14%	16%	13%	16%	15%
Dissatisfied	(2)	17%	15%	13%	19%	13%	14%	15%	17%
Very dissatisfied	(1)	5%	9%	13%	9%	12%	9%	10%	10%
- NET: Dissatisfied	(2,1)	22%	24%	26%	28%	26%	23%	26%	27%
Mean		3.389	3.496	3.385	3.519	3.540	3.630	3.507	3.481
Not included in (%) base:									
Decline to Answer		4	4	3	7	4	2	19	301
Not Applicable		-	1	2	1	1	2	7	60

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-2

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with senior colleagues in your department

	Males								Females									
	Univ	-----						All	All	Univ	-----						All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
(%) base:	71	-	-	-	-	-	421	4128	48	-	-	-	-	-	294	2867		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	51%	61%	54%	62%	64%	72%	62%	59%	56%	58%	53%	53%	44%	54%	53%	56%		
Very satisfied (5)	14%	21%	24%	33%	38%	41%	31%	28%	11%	26%	25%	29%	27%	17%	25%	26%		
Satisfied (4)	37%	40%	30%	29%	26%	30%	31%	31%	45%	32%	28%	24%	18%	36%	28%	30%		
- Neither satisfied nor dissatisfied (3)	29%	13%	21%	14%	9%	10%	14%	15%	20%	20%	19%	13%	33%	18%	19%	16%		
Dissatisfied (2)	15%	17%	14%	18%	17%	13%	16%	16%	20%	12%	12%	22%	6%	16%	15%	17%		
Very dissatisfied (1)	5%	8%	10%	7%	10%	6%	8%	9%	4%	10%	17%	12%	17%	12%	13%	12%		
- NET: Dissatisfied (2,1)	20%	26%	25%	24%	27%	19%	24%	25%	24%	22%	28%	34%	23%	28%	28%	29%		
Mean	3.392	3.485	3.432	3.636	3.651	3.875	3.603	3.530	3.384	3.511	3.322	3.362	3.313	3.305	3.370	3.409		
Not included in (%) base:																		
Decline to Answer	2	4	2	6	2	1	14	197	2	-	1	1	2	1	5	103		
Not Applicable	-	-	1	1	-	1	3	27	-	1	1	-	1	1	4	32		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-3

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with senior colleagues in your department

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	97	-	-	-	-	-	520	5185	22	-	-	-	-	-	195	1809		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	58%	61%	54%	61%	59%	64%	60%	58%	31%	56%	51%	50%	55%	63%	55%	56%		
Very satisfied (5)	14%	25%	23%	28%	34%	33%	28%	28%	8%	18%	27%	38%	34%	25%	28%	25%		
Satisfied (4)	44%	36%	31%	32%	24%	31%	31%	30%	23%	38%	24%	12%	22%	38%	26%	31%		
- Neither satisfied nor dissatisfied (3)	23%	17%	19%	13%	18%	12%	16%	15%	33%	14%	25%	17%	10%	16%	17%	18%		
Dissatisfied (2)	15%	11%	15%	17%	13%	14%	14%	17%	28%	23%	9%	25%	15%	15%	19%	16%		
Very dissatisfied (1)	4%	11%	12%	10%	10%	10%	11%	10%	7%	6%	16%	7%	19%	6%	10%	11%		
- NET: Dissatisfied (2,1)	19%	22%	27%	27%	23%	24%	25%	27%	35%	30%	24%	32%	35%	21%	29%	26%		
Mean	3.484	3.544	3.388	3.531	3.596	3.636	3.530	3.495	2.967	3.385	3.378	3.488	3.349	3.615	3.448	3.438		
Not included in (%) base:																		
Decline to Answer	4	1	2	5	4	2	14	200	-	3	1	1	-	-	5	100		
Not Applicable	-	-	1	-	1	1	3	46	-	1	1	1	-	1	5	14		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-1

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with senior colleagues in your department

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		118	-	-	-	-	-	708	6947
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	62%	55%	63%	63%	56%	61%	60%	62%
Very satisfied	(5)	22%	26%	29%	36%	31%	30%	31%	31%
Satisfied	(4)	40%	29%	34%	27%	24%	31%	29%	32%
- Neither satisfied nor dissatisfied	(3)	23%	23%	19%	20%	25%	18%	21%	20%
Dissatisfied	(2)	13%	16%	8%	10%	15%	14%	12%	11%
Very dissatisfied	(1)	2%	6%	11%	7%	5%	6%	7%	7%
- NET: Dissatisfied	(2,1)	15%	21%	18%	17%	20%	21%	19%	18%
Mean		3.670	3.541	3.627	3.753	3.630	3.643	3.647	3.686
Not included in (%) base:									
Decline to Answer		4	6	6	7	4	2	24	318
Not Applicable		1	3	6	-	-	1	10	89

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-2

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with senior colleagues in your department

	Males								Females									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	71	-	-	-	-	-	412	4086	47	-	-	-	-	-	296	2861		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	68%	52%	61%	63%	62%	68%	61%	63%	52%	59%	66%	63%	43%	53%	59%	61%		
Very satisfied (5)	24%	23%	26%	37%	32%	38%	31%	30%	20%	30%	33%	35%	31%	20%	30%	31%		
Satisfied (4)	44%	29%	35%	26%	31%	30%	30%	33%	33%	29%	33%	28%	12%	32%	28%	30%		
- Neither satisfied nor dissatisfied (3)	20%	26%	21%	19%	21%	14%	20%	20%	28%	20%	16%	21%	32%	23%	21%	19%		
Dissatisfied (2)	10%	16%	9%	10%	11%	14%	12%	10%	17%	15%	6%	9%	22%	14%	12%	12%		
Very dissatisfied (1)	3%	5%	10%	7%	5%	4%	7%	7%	2%	6%	12%	6%	3%	10%	8%	7%		
- NET: Dissatisfied (2,1)	12%	21%	19%	18%	17%	18%	19%	17%	19%	21%	18%	16%	25%	24%	20%	19%		
Mean	3.774	3.490	3.576	3.753	3.720	3.832	3.673	3.703	3.512	3.607	3.691	3.752	3.452	3.398	3.611	3.662		
Not included in (%) base:																		
Decline to Answer	2	5	5	6	2	1	18	211	2	1	1	1	2	1	6	108		
Not Applicable	-	3	5	-	-	1	9	55	1	-	1	-	-	-	1	34		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-3

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with senior colleagues in your department

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	97	-	-	-	-	-	512	5157	21	-	-	-	-	-	196	1791		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	64%	55%	67%	64%	55%	63%	61%	64%	51%	56%	53%	60%	57%	56%	56%	58%		
Very satisfied (5)	23%	29%	30%	37%	32%	34%	33%	32%	18%	19%	25%	33%	31%	22%	26%	27%		
Satisfied (4)	41%	26%	36%	27%	24%	29%	29%	32%	33%	37%	28%	27%	27%	34%	31%	32%		
- Neither satisfied nor dissatisfied (3)	21%	23%	15%	20%	27%	18%	20%	19%	33%	24%	29%	21%	17%	20%	22%	22%		
Dissatisfied (2)	14%	16%	8%	9%	14%	12%	11%	11%	8%	16%	6%	12%	18%	21%	14%	11%		
Very dissatisfied (1)	1%	6%	10%	7%	4%	8%	7%	6%	7%	5%	13%	8%	7%	4%	7%	8%		
- NET: Dissatisfied (2,1)	15%	22%	18%	16%	18%	19%	18%	17%	16%	20%	19%	20%	25%	25%	21%	19%		
Mean	3.716	3.560	3.685	3.793	3.652	3.705	3.688	3.725	3.461	3.501	3.461	3.648	3.555	3.493	3.539	3.573		
Not included in (%) base:																		
Decline to Answer	4	3	4	5	4	2	18	213	-	3	2	1	-	-	6	105		
Not Applicable	-	3	5	-	-	-	8	62	1	-	1	-	-	1	2	28		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-1

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with junior colleagues in your department

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		113	-	-	-	-	-	690	6839
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	78%	68%	62%	67%	69%	73%	67%	71%
Very satisfied	(5)	22%	29%	32%	39%	34%	39%	35%	34%
Satisfied	(4)	56%	39%	30%	28%	35%	33%	33%	38%
- Neither satisfied nor dissatisfied	(3)	14%	17%	21%	19%	20%	18%	19%	15%
Dissatisfied	(2)	7%	12%	14%	9%	8%	5%	10%	9%
Very dissatisfied	(1)	2%	2%	3%	5%	3%	5%	4%	4%
- NET: Dissatisfied	(2,1)	9%	15%	17%	14%	11%	10%	14%	13%
Mean		3.895	3.797	3.739	3.864	3.890	3.977	3.846	3.882
Not included in (%) base:									
Decline to Answer		3	4	3	7	5	2	20	296
Not Applicable		7	8	6	10	5	3	32	220

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-2

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with junior colleagues in your department

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	68	-	-	-	-	-	403	4038	45	-	-	-	-	-	287	2801
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	78%	71%	52%	66%	75%	75%	67%	71%	78%	64%	75%	68%	57%	69%	68%	72%
Very satisfied (5)	26%	32%	27%	41%	34%	51%	37%	33%	15%	25%	38%	36%	33%	24%	32%	35%
Satisfied (4)	51%	39%	25%	25%	40%	24%	30%	39%	62%	39%	37%	32%	24%	45%	36%	37%
- Neither satisfied nor dissatisfied (3)	16%	19%	31%	18%	16%	15%	20%	16%	11%	14%	8%	19%	29%	21%	17%	14%
Dissatisfied (2)	6%	8%	14%	10%	4%	5%	9%	9%	9%	19%	14%	7%	14%	5%	11%	10%
Very dissatisfied (1)	1%	2%	3%	5%	5%	5%	4%	4%	2%	3%	4%	6%	0%	5%	4%	4%
- NET: Dissatisfied (2,1)	7%	10%	16%	15%	9%	10%	13%	12%	11%	21%	17%	13%	14%	10%	15%	14%
Mean	3.960	3.907	3.609	3.869	3.951	4.122	3.877	3.878	3.795	3.650	3.923	3.857	3.765	3.788	3.803	3.888
Not included in (%) base:																
Decline to Answer	2	4	2	6	2	1	14	194	1	-	1	1	3	1	6	102
Not Applicable	3	6	2	9	3	2	21	120	4	2	4	1	2	1	10	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-3

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with junior colleagues in your department

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	92	-	-	-	-	-	504	5091	21	-	-	-	-	-	186	1748		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	83%	74%	67%	65%	72%	71%	69%	73%	53%	55%	46%	72%	59%	77%	62%	67%		
Very satisfied (5)	21%	32%	33%	36%	36%	42%	35%	35%	26%	21%	30%	48%	27%	34%	33%	29%		
Satisfied (4)	62%	42%	35%	30%	36%	29%	34%	38%	26%	34%	16%	23%	32%	44%	29%	38%		
- Neither satisfied nor dissatisfied (3)	9%	10%	16%	19%	19%	16%	16%	14%	35%	33%	36%	17%	26%	21%	26%	19%		
Dissatisfied (2)	7%	14%	15%	10%	8%	7%	11%	9%	8%	10%	9%	5%	5%	0%	6%	9%		
Very dissatisfied (1)	1%	3%	1%	5%	1%	6%	3%	3%	4%	2%	9%	6%	10%	2%	5%	5%		
- NET: Dissatisfied (2,1)	8%	16%	16%	15%	9%	13%	14%	13%	12%	12%	18%	11%	15%	2%	11%	14%		
Mean	3.956	3.867	3.828	3.802	3.972	3.940	3.869	3.918	3.631	3.631	3.489	4.035	3.602	4.065	3.786	3.776		
Not included in (%) base:																		
Decline to Answer	3	1	2	5	4	2	14	197	-	3	1	1	1	-	6	99		
Not Applicable	6	4	5	4	4	2	19	143	1	4	1	5	1	1	13	76		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-1

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with junior colleagues in your department

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		113	-	-	-	-	-	689	6827
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	80%	68%	68%	71%	70%	74%	70%	74%
Very satisfied	(5)	30%	33%	37%	44%	35%	41%	39%	39%
Satisfied	(4)	50%	34%	31%	27%	35%	33%	32%	35%
- Neither satisfied nor dissatisfied	(3)	14%	18%	22%	17%	20%	15%	18%	16%
Dissatisfied	(2)	5%	11%	6%	7%	7%	7%	8%	8%
Very dissatisfied	(1)	2%	3%	4%	5%	2%	4%	4%	3%
- NET: Dissatisfied	(2,1)	6%	14%	10%	12%	10%	10%	11%	10%
Mean		4.030	3.834	3.915	3.981	3.936	4.012	3.936	3.997
Not included in (%) base:									
Decline to Answer		3	5	5	7	5	2	23	304
Not Applicable		7	8	7	7	6	2	30	223

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-2

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with junior colleagues in your department

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	69	-	-	-	-	-	401	4026	44	-	-	-	-	-	288	2801
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	86%	69%	60%	71%	74%	75%	69%	73%	71%	65%	79%	71%	64%	73%	71%	74%
Very satisfied (5)	37%	34%	34%	41%	37%	45%	38%	37%	20%	31%	42%	48%	30%	36%	39%	43%
Satisfied (4)	50%	35%	26%	29%	36%	30%	31%	37%	51%	34%	37%	24%	34%	37%	32%	32%
- Neither satisfied nor dissatisfied (3)	10%	17%	31%	18%	15%	15%	19%	16%	20%	20%	11%	16%	29%	16%	17%	15%
Dissatisfied (2)	3%	9%	6%	6%	9%	7%	7%	8%	7%	14%	5%	8%	3%	7%	8%	7%
Very dissatisfied (1)	1%	5%	3%	5%	2%	3%	4%	3%	2%	0%	5%	4%	3%	5%	4%	3%
- NET: Dissatisfied (2,1)	4%	14%	9%	12%	11%	10%	11%	11%	9%	14%	11%	13%	7%	11%	12%	10%
Mean	4.177	3.842	3.822	3.955	3.986	4.076	3.930	3.968	3.797	3.823	4.041	4.016	3.835	3.931	3.944	4.039
Not included in (%) base:																
Decline to Answer	2	5	4	6	2	1	17	202	1	-	1	1	3	1	6	102
Not Applicable	2	7	3	5	4	2	21	124	5	1	4	2	2	-	9	99

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-3

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with junior colleagues in your department

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	93	-	-	-	-	-	499	5083	20	-	-	-	-	-	190	1744		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	84%	69%	74%	67%	73%	74%	71%	75%	66%	63%	50%	80%	62%	76%	68%	70%		
Very satisfied (5)	30%	37%	39%	43%	39%	42%	40%	41%	33%	24%	31%	46%	21%	40%	34%	33%		
Satisfied (4)	54%	32%	35%	24%	34%	32%	31%	34%	33%	39%	19%	34%	41%	36%	34%	36%		
- Neither satisfied nor dissatisfied (3)	11%	16%	19%	20%	18%	14%	18%	15%	25%	24%	31%	8%	29%	19%	20%	19%		
Dissatisfied (2)	4%	12%	5%	7%	8%	8%	8%	8%	5%	10%	9%	8%	5%	3%	7%	7%		
Very dissatisfied (1)	1%	3%	2%	5%	1%	5%	3%	2%	4%	3%	10%	3%	5%	2%	4%	4%		
- NET: Dissatisfied (2,1)	5%	15%	7%	12%	9%	12%	11%	10%	9%	13%	19%	11%	10%	5%	12%	12%		
Mean	4.066	3.889	4.048	3.929	4.012	3.984	3.968	4.042	3.863	3.711	3.533	4.116	3.673	4.080	3.851	3.867		
Not included in (%) base:																		
Decline to Answer	3	2	3	5	4	2	16	204	-	3	2	1	1	-	7	100		
Not Applicable	5	5	6	5	5	1	22	144	2	3	1	2	1	1	8	79		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-1

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

		Overall							
		Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		120	-	-	-	-	-	720	7031
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	70%	63%	66%	75%	69%	75%	70%	69%
Very satisfied	(5)	31%	31%	35%	40%	35%	35%	35%	37%
Satisfied	(4)	40%	32%	30%	36%	35%	39%	34%	33%
- Neither satisfied nor dissatisfied	(3)	15%	15%	18%	8%	8%	13%	12%	11%
Dissatisfied	(2)	10%	13%	9%	11%	14%	6%	11%	12%
Very dissatisfied	(1)	4%	9%	8%	5%	8%	7%	7%	8%
- NET: Dissatisfied	(2,1)	15%	22%	17%	16%	22%	13%	18%	20%
Mean		3.817	3.629	3.756	3.937	3.736	3.903	3.800	3.789
Not included in (%) base:									
Decline to Answer		3	4	4	6	5	3	22	308
Not Applicable		-	-	-	-	-	1	1	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-2

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	71	-	-	-	-	-	425	4140	49	-	-	-	-	-	295	2891
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	67%	66%	64%	75%	75%	83%	72%	70%	75%	59%	67%	76%	59%	64%	66%	68%
Very satisfied (5)	33%	29%	27%	39%	40%	44%	36%	37%	27%	32%	46%	40%	24%	24%	35%	36%
Satisfied (4)	34%	37%	38%	36%	35%	38%	37%	33%	48%	26%	21%	36%	35%	40%	31%	31%
- Neither satisfied nor dissatisfied (3)	17%	15%	23%	8%	3%	7%	12%	11%	13%	16%	10%	8%	20%	20%	14%	11%
Dissatisfied (2)	11%	12%	6%	12%	17%	5%	10%	12%	10%	14%	13%	11%	9%	8%	11%	13%
Very dissatisfied (1)	6%	7%	7%	5%	6%	6%	6%	7%	2%	12%	10%	5%	12%	8%	9%	9%
- NET: Dissatisfied (2,1)	17%	19%	12%	17%	23%	10%	16%	18%	12%	25%	23%	16%	22%	16%	20%	21%
Mean	3.770	3.697	3.723	3.928	3.857	4.110	3.856	3.824	3.888	3.536	3.800	3.950	3.491	3.628	3.719	3.739
Not included in (%) base:																
Decline to Answer	2	4	3	3	2	1	13	200	1	-	1	3	3	2	8	108
Not Applicable	-	-	-	-	-	1	1	12	-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-3

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	98	-	-	-	-	-	524	5223	22	-	-	-	-	-	195	1808
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	73%	67%	69%	77%	68%	76%	72%	70%	58%	54%	55%	72%	74%	72%	64%	66%
Very satisfied (5)	32%	34%	35%	40%	36%	37%	37%	39%	23%	22%	34%	39%	28%	32%	32%	31%
Satisfied (4)	41%	33%	34%	37%	32%	39%	35%	32%	35%	32%	21%	32%	45%	39%	33%	35%
- Neither satisfied nor dissatisfied (3)	13%	12%	13%	6%	8%	10%	10%	10%	27%	22%	33%	14%	10%	20%	20%	15%
Dissatisfied (2)	9%	11%	11%	13%	18%	6%	12%	13%	15%	16%	3%	7%	3%	7%	8%	10%
Very dissatisfied (1)	5%	10%	8%	4%	6%	9%	7%	7%	0%	8%	10%	7%	13%	2%	8%	9%
- NET: Dissatisfied (2,1)	15%	21%	18%	17%	24%	15%	19%	20%	15%	23%	12%	15%	16%	8%	15%	19%
Mean	3.854	3.707	3.787	3.955	3.740	3.888	3.826	3.820	3.654	3.458	3.665	3.888	3.720	3.940	3.729	3.699
Not included in (%) base:																
Decline to Answer	3	1	2	4	4	2	13	201	-	3	2	2	1	1	8	107
Not Applicable	-	-	-	-	-	-	-	8	-	-	-	-	-	1	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-1

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The intellectual vitality of the senior colleagues in your department

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		120	-	-	-	-	-	712	6973
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	41%	45%	55%	67%	57%	63%	58%	56%
Very satisfied	(5)	18%	22%	23%	31%	23%	31%	26%	26%
Satisfied	(4)	24%	23%	32%	36%	34%	32%	32%	30%
- Neither satisfied nor dissatisfied	(3)	21%	21%	15%	11%	12%	13%	14%	15%
Dissatisfied	(2)	21%	23%	15%	12%	18%	14%	16%	17%
Very dissatisfied	(1)	17%	10%	15%	9%	14%	11%	11%	12%
- NET: Dissatisfied	(2,1)	38%	34%	30%	22%	31%	24%	28%	29%
Mean		3.047	3.232	3.340	3.668	3.350	3.586	3.450	3.418
Not included in (%) base:									
Decline to Answer		3	6	6	6	4	3	25	344
Not Applicable		-	1	2	-	-	1	4	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-2

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The intellectual vitality of the senior colleagues in your department

	Males								Females									
	Univ	-----						All	All	Univ	-----						All	All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ		
(%) base:	71	-	-	-	-	-	420	4111	49	-	-	-	-	-	292	2861		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	41%	44%	55%	67%	65%	72%	60%	57%	42%	47%	56%	68%	41%	50%	55%	56%		
Very satisfied (5)	17%	21%	23%	30%	27%	39%	28%	26%	19%	24%	23%	33%	14%	20%	24%	27%		
Satisfied (4)	25%	23%	31%	37%	37%	33%	32%	31%	23%	23%	33%	36%	28%	30%	31%	30%		
- Neither satisfied nor dissatisfied (3)	18%	21%	20%	16%	10%	12%	16%	16%	24%	22%	9%	3%	16%	15%	12%	13%		
Dissatisfied (2)	22%	26%	13%	10%	14%	9%	14%	17%	21%	19%	18%	16%	24%	20%	19%	18%		
Very dissatisfied (1)	18%	9%	13%	7%	11%	7%	9%	11%	14%	13%	17%	12%	19%	15%	15%	13%		
- NET: Dissatisfied (2,1)	40%	35%	26%	17%	25%	16%	24%	28%	34%	32%	35%	28%	42%	35%	33%	31%		
Mean	2.993	3.215	3.393	3.717	3.559	3.883	3.549	3.433	3.125	3.257	3.271	3.601	2.939	3.191	3.308	3.396		
Not included in (%) base:																		
Decline to Answer	2	5	4	4	2	1	16	218	1	1	2	2	2	2	9	126		
Not Applicable	-	-	2	-	-	1	3	23	-	1	-	-	-	-	1	16		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-3

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The intellectual vitality of the senior colleagues in your department

	White Faculty								Faculty of Color							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	98	-	-	-	-	-	521	5186	22	-	-	-	-	-	191	1787
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	42%	49%	57%	68%	58%	67%	60%	57%	40%	37%	51%	65%	54%	51%	52%	54%
Very satisfied (5)	18%	26%	24%	30%	24%	32%	27%	27%	18%	14%	22%	32%	19%	28%	24%	23%
Satisfied (4)	24%	23%	33%	38%	34%	35%	33%	30%	23%	23%	29%	33%	35%	23%	28%	31%
- Neither satisfied nor dissatisfied (3)	21%	17%	14%	8%	9%	8%	11%	13%	20%	32%	16%	17%	23%	27%	23%	19%
Dissatisfied (2)	22%	23%	15%	14%	20%	15%	17%	18%	19%	24%	16%	9%	7%	10%	14%	16%
Very dissatisfied (1)	16%	11%	14%	9%	13%	10%	11%	12%	21%	8%	16%	9%	16%	12%	12%	11%
- NET: Dissatisfied (2,1)	38%	34%	29%	23%	33%	25%	29%	30%	40%	32%	32%	18%	23%	22%	25%	27%
Mean	3.062	3.286	3.372	3.659	3.352	3.634	3.473	3.428	2.976	3.107	3.241	3.693	3.345	3.465	3.389	3.387
Not included in (%) base:																
Decline to Answer	3	2	3	4	4	2	15	225	-	4	3	2	-	1	10	118
Not Applicable	-	-	1	-	-	-	1	20	-	1	1	-	-	1	3	18

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42-1

V. Climate, Culture, and Collegiality

Q42. Please indicate your level of agreement or disagreement with the following statement.

On the whole, my institution is collegial

	Overall							All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	
(%) base:	120	-	-	-	-	-	-	1055
	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	78%	0%	0%	0%	0%	0%	0%	80%
Strongly agree (5)	37%	0%	0%	0%	0%	0%	0%	46%
Somewhat agree (4)	41%	0%	0%	0%	0%	0%	0%	34%
- Neither agree (3) nor disagree	7%	0%	0%	0%	0%	0%	0%	7%
Somewhat disagree (2)	12%	0%	0%	0%	0%	0%	0%	8%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	5%
- NET: Disagree (2,1)	15%	0%	0%	0%	0%	0%	0%	13%
Mean	3.982	-	-	-	-	-	-	4.078
Not included in (%) base:								
Decline to Answer	3	-	-	-	-	-	-	45
Not Applicable/ Don't know	-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42-2

V. Climate, Culture, and Collegiality

Q42. Please indicate your level of agreement or disagreement with the following statement.

On the whole, my institution is collegial

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71	-	-	-	-	-	-	625	49	-	-	-	-	-	-	430
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	79%	0%	0%	0%	0%	0%	0%	81%	76%	0%	0%	0%	0%	0%	0%	79%
Strongly agree (5)	40%	0%	0%	0%	0%	0%	0%	47%	34%	0%	0%	0%	0%	0%	0%	44%
Somewhat agree (4)	40%	0%	0%	0%	0%	0%	0%	34%	43%	0%	0%	0%	0%	0%	0%	35%
- Neither agree (3) nor disagree	4%	0%	0%	0%	0%	0%	0%	7%	12%	0%	0%	0%	0%	0%	0%	6%
Somewhat disagree (2)	17%	0%	0%	0%	0%	0%	0%	7%	6%	0%	0%	0%	0%	0%	0%	8%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	5%	6%	0%	0%	0%	0%	0%	0%	6%
- NET: Disagree (2,1)	17%	0%	0%	0%	0%	0%	0%	12%	12%	0%	0%	0%	0%	0%	0%	15%
Mean	4.022	-	-	-	-	-	-	4.115	3.924	-	-	-	-	-	-	4.023
Not included in (%) base:																
Decline to Answer	2	-	-	-	-	-	-	30	1	-	-	-	-	-	-	15
Not Applicable/ Don't know	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42-3

V. Climate, Culture, and Collegiality

Q42. Please indicate your level of agreement or disagreement with the following statement.

On the whole, my institution is collegial

	White Faculty								Faculty of Color								
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	
(%) base:	98 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	821 100%	22 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	235 100%
- NET: Agree (5,4)	79%	0%	0%	0%	0%	0%	0%	0%	81%	73%	0%	0%	0%	0%	0%	0%	77%
Strongly agree (5)	42%	0%	0%	0%	0%	0%	0%	0%	47%	18%	0%	0%	0%	0%	0%	0%	42%
Somewhat agree (4)	37%	0%	0%	0%	0%	0%	0%	0%	34%	55%	0%	0%	0%	0%	0%	0%	35%
- Neither agree (3) nor disagree	6%	0%	0%	0%	0%	0%	0%	0%	6%	12%	0%	0%	0%	0%	0%	0%	8%
Somewhat disagree (2)	13%	0%	0%	0%	0%	0%	0%	0%	8%	12%	0%	0%	0%	0%	0%	0%	9%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	0%	5%	4%	0%	0%	0%	0%	0%	0%	6%
- NET: Disagree (2,1)	15%	0%	0%	0%	0%	0%	0%	0%	13%	15%	0%	0%	0%	0%	0%	0%	15%
Mean	4.042	-	-	-	-	-	-	-	4.103	3.716	-	-	-	-	-	-	3.987
Not included in (%) base:																	
Decline to Answer	3	-	-	-	-	-	-	-	31	-	-	-	-	-	-	-	14
Not Applicable/ Don't know	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43a-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

a. *On the whole, I receive fair treatment from my colleagues regardless of my gender*

	Overall							All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	
(%) base:	108	-	-	-	-	-	-	962
	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	82%	0%	0%	0%	0%	0%	0%	85%
Strongly agree (5)	57%	0%	0%	0%	0%	0%	0%	66%
Somewhat agree (4)	25%	0%	0%	0%	0%	0%	0%	19%
- Neither agree (3) nor disagree	11%	0%	0%	0%	0%	0%	0%	6%
Somewhat disagree (2)	6%	0%	0%	0%	0%	0%	0%	6%
Strongly disagree (1)	1%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree (2,1)	7%	0%	0%	0%	0%	0%	0%	8%
Mean	4.318	-	-	-	-	-	-	4.401
Not included in (%) base:								
Decline to Answer	8	-	-	-	-	-	-	60
Not Applicable/ Don't know	7	-	-	-	-	-	-	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43a-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

a. *On the whole, I receive fair treatment from my colleagues regardless of my gender*

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	61	-	-	-	-	-	-	537	47	-	-	-	-	-	-	425
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	89%	0%	0%	0%	0%	0%	0%	89%	73%	0%	0%	0%	0%	0%	0%	80%
Strongly agree (5)	64%	0%	0%	0%	0%	0%	0%	75%	48%	0%	0%	0%	0%	0%	0%	54%
Somewhat agree (4)	25%	0%	0%	0%	0%	0%	0%	14%	25%	0%	0%	0%	0%	0%	0%	26%
- Neither agree (3) nor disagree	9%	0%	0%	0%	0%	0%	0%	7%	13%	0%	0%	0%	0%	0%	0%	5%
Somewhat disagree (2)	2%	0%	0%	0%	0%	0%	0%	2%	12%	0%	0%	0%	0%	0%	0%	12%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	3%
- NET: Disagree (2,1)	2%	0%	0%	0%	0%	0%	0%	3%	14%	0%	0%	0%	0%	0%	0%	15%
Mean	4.515	-	-	-	-	-	-	4.596	4.058	-	-	-	-	-	-	4.155
Not included in (%) base:																
Decline to Answer	6	-	-	-	-	-	-	44	2	-	-	-	-	-	-	16
Not Applicable/ Don't know	6	-	-	-	-	-	-	78	1	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43a-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

a. *On the whole, I receive fair treatment from my colleagues regardless of my gender*

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	88	-	-	-	-	-	-	735	20	-	-	-	-	-	-	227
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	83%	0%	0%	0%	0%	0%	0%	85%	80%	0%	0%	0%	0%	0%	0%	85%
Strongly agree (5)	58%	0%	0%	0%	0%	0%	0%	66%	53%	0%	0%	0%	0%	0%	0%	63%
Somewhat agree (4)	24%	0%	0%	0%	0%	0%	0%	19%	27%	0%	0%	0%	0%	0%	0%	21%
- Neither agree nor disagree (3)	12%	0%	0%	0%	0%	0%	0%	6%	8%	0%	0%	0%	0%	0%	0%	8%
Somewhat disagree (2)	6%	0%	0%	0%	0%	0%	0%	6%	8%	0%	0%	0%	0%	0%	0%	6%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	2%	4%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree (2,1)	6%	0%	0%	0%	0%	0%	0%	9%	12%	0%	0%	0%	0%	0%	0%	8%
Mean	4.349	-	-	-	-	-	-	4.406	4.178	-	-	-	-	-	-	4.385
Not included in (%) base:																
Decline to Answer	7	-	-	-	-	-	-	46	1	-	-	-	-	-	-	14
Not Applicable/ Don't know	6	-	-	-	-	-	-	73	1	-	-	-	-	-	-	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43b-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

b. On the whole, I receive fair treatment from my colleagues regardless of my race/ethnicity

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	-	907
	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	80%	0%	0%	0%	0%	0%	0%	86%
Strongly agree (5)	63%	0%	0%	0%	0%	0%	0%	72%
Somewhat agree (4)	17%	0%	0%	0%	0%	0%	0%	14%
- Neither agree (3) nor disagree	13%	0%	0%	0%	0%	0%	0%	9%
Somewhat disagree (2)	7%	0%	0%	0%	0%	0%	0%	4%
Strongly disagree (1)	1%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree (2,1)	7%	0%	0%	0%	0%	0%	0%	5%
Mean	4.343	-	-	-	-	-	-	4.511
Not included in (%) base:								
Decline to Answer	8	-	-	-	-	-	-	62
Not Applicable/ Don't know	16	-	-	-	-	-	-	135

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43b-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

b. On the whole, I receive fair treatment from my colleagues regardless of my race/ethnicity

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	58	-	-	-	-	-	-	531	40	-	-	-	-	-	-	377
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	85%	0%	0%	0%	0%	0%	0%	88%	73%	0%	0%	0%	0%	0%	0%	84%
Strongly agree (5)	62%	0%	0%	0%	0%	0%	0%	74%	63%	0%	0%	0%	0%	0%	0%	69%
Somewhat agree (4)	22%	0%	0%	0%	0%	0%	0%	14%	9%	0%	0%	0%	0%	0%	0%	15%
- Neither agree (3) nor disagree	10%	0%	0%	0%	0%	0%	0%	8%	17%	0%	0%	0%	0%	0%	0%	9%
Somewhat disagree (2)	6%	0%	0%	0%	0%	0%	0%	3%	8%	0%	0%	0%	0%	0%	0%	5%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	2%	2%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree (2,1)	6%	0%	0%	0%	0%	0%	0%	4%	10%	0%	0%	0%	0%	0%	0%	7%
Mean	4.417	-	-	-	-	-	-	4.553	4.237	-	-	-	-	-	-	4.452
Not included in (%) base:																
Decline to Answer	6	-	-	-	-	-	-	46	2	-	-	-	-	-	-	16
Not Applicable/ Don't know	9	-	-	-	-	-	-	82	7	-	-	-	-	-	-	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43b-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

b. On the whole, I receive fair treatment from my colleagues regardless of my race/ethnicity

	White Faculty								Faculty of Color								
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	
(%) base:	79 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	- 100%	675	20 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 100%	233
- NET: Agree (5,4)	84%	0%	0%	0%	0%	0%	0%	0%	88%	61%	0%	0%	0%	0%	0%	0%	80%
Strongly agree (5)	71%	0%	0%	0%	0%	0%	0%	0%	77%	28%	0%	0%	0%	0%	0%	0%	57%
Somewhat agree (4)	13%	0%	0%	0%	0%	0%	0%	0%	11%	33%	0%	0%	0%	0%	0%	0%	23%
- Neither agree nor disagree (3)	12%	0%	0%	0%	0%	0%	0%	0%	9%	17%	0%	0%	0%	0%	0%	0%	7%
Somewhat disagree (2)	4%	0%	0%	0%	0%	0%	0%	0%	2%	18%	0%	0%	0%	0%	0%	0%	9%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	0%	1%	4%	0%	0%	0%	0%	0%	0%	3%
- NET: Disagree (2,1)	4%	0%	0%	0%	0%	0%	0%	0%	3%	22%	0%	0%	0%	0%	0%	0%	12%
Mean	4.520	-	-	-	-	-	-	-	4.611	3.643	-	-	-	-	-	-	4.222
Not included in (%) base:																	
Decline to Answer	7	-	-	-	-	-	-	-	47	1	-	-	-	-	-	-	15
Not Applicable/ Don't know	15	-	-	-	-	-	-	-	132	1	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43c-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

c. On the whole, I receive fair treatment from my colleagues regardless of my sexual orientation

	Overall							Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	
(%) base:	85	-	-	-	-	-	-	780
	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	86%	0%	0%	0%	0%	0%	0%	87%
Strongly agree (5)	68%	0%	0%	0%	0%	0%	0%	74%
Somewhat agree (4)	19%	0%	0%	0%	0%	0%	0%	13%
- Neither agree (3) nor disagree	14%	0%	0%	0%	0%	0%	0%	11%
Somewhat disagree (2)	0%	0%	0%	0%	0%	0%	0%	2%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Disagree (2,1)	0%	0%	0%	0%	0%	0%	0%	3%
Mean	4.538	-	-	-	-	-	-	4.573
Not included in (%) base:								
Decline to Answer	9	-	-	-	-	-	-	62
Not Applicable/ Don't know	29	-	-	-	-	-	-	263

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43c-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

c. On the whole, I receive fair treatment from my colleagues regardless of my sexual orientation

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	49	-	-	-	-	-	-	461	36	-	-	-	-	-	-	319
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	90%	0%	0%	0%	0%	0%	0%	88%	81%	0%	0%	0%	0%	0%	0%	85%
Strongly agree (5)	65%	0%	0%	0%	0%	0%	0%	75%	71%	0%	0%	0%	0%	0%	0%	71%
Somewhat agree (4)	25%	0%	0%	0%	0%	0%	0%	13%	10%	0%	0%	0%	0%	0%	0%	14%
- Neither agree (3) nor disagree	10%	0%	0%	0%	0%	0%	0%	10%	19%	0%	0%	0%	0%	0%	0%	12%
Somewhat disagree (2)	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	2%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Disagree (2,1)	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	3%
Mean	4.553	-	-	-	-	-	-	4.601	4.517	-	-	-	-	-	-	4.532
Not included in (%) base:																
Decline to Answer	7	-	-	-	-	-	-	46	2	-	-	-	-	-	-	16
Not Applicable/ Don't know	17	-	-	-	-	-	-	152	12	-	-	-	-	-	-	111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43c-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

c. On the whole, I receive fair treatment from my colleagues regardless of my sexual orientation

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	73	-	-	-	-	-	-	605	13	-	-	-	-	-	-	174
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	86%	0%	0%	0%	0%	0%	0%	87%	88%	0%	0%	0%	0%	0%	0%	86%
Strongly agree (5)	68%	0%	0%	0%	0%	0%	0%	76%	68%	0%	0%	0%	0%	0%	0%	66%
Somewhat agree (4)	18%	0%	0%	0%	0%	0%	0%	11%	20%	0%	0%	0%	0%	0%	0%	20%
- Neither agree nor disagree (3)	14%	0%	0%	0%	0%	0%	0%	11%	12%	0%	0%	0%	0%	0%	0%	10%
Somewhat disagree (2)	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	3%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Disagree (2,1)	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	3%
Mean	4.535	-	-	-	-	-	-	4.598	4.554	-	-	-	-	-	-	4.486
Not included in (%) base:																
Decline to Answer	8	-	-	-	-	-	-	47	1	-	-	-	-	-	-	15
Not Applicable/ Don't know	20	-	-	-	-	-	-	202	8	-	-	-	-	-	-	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Overall							All Univ	All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers		
(%) base:	120	-	-	-	-	-	702	6959	
	100%	100%	100%	100%	100%	100%	100%	100%	
Geographic location	34%	28%	15%	33%	9%	19%	23%	20%	
My sense of "fit" here	25%	22%	20%	24%	22%	20%	22%	21%	
Support of colleagues	19%	17%	23%	17%	26%	20%	20%	18%	
Commute	16%	9%	12%	4%	14%	7%	8%	7%	
Academic freedom	15%	22%	24%	3%	1%	22%	14%	8%	
Cost of living	15%	14%	12%	16%	24%	4%	14%	15%	
Quality of colleagues	14%	16%	19%	25%	12%	22%	19%	24%	
Teaching load	10%	14%	14%	13%	15%	22%	15%	12%	
Support for research/ creative work (e.g., leave)	6%	2%	1%	8%	2%	8%	4%	7%	
Spousal/ partner hiring program	6%	4%	7%	5%	6%	2%	5%	3%	
Compensation	6%	3%	1%	2%	2%	10%	3%	4%	
Tenure requirements in general	5%	1%	4%	1%	4%	3%	2%	3%	
Opportunities to collaborate with colleagues	5%	9%	9%	8%	8%	10%	9%	9%	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	120	-	-	-	-	-	702	6959
Support for professional development	100%	100%	100%	100%	100%	100%	100%	100%
Presence of others like me	3%	2%	3%	4%	3%	3%	3%	3%
Research/ creative work requirements for tenure	3%	1%	1%	2%	3%	4%	2%	2%
Quality of facilities	3%	7%	3%	7%	6%	4%	5%	7%
Support for teaching	1%	1%	2%	2%	6%	1%	2%	3%
Quality of undergraduate students	1%	4%	4%	2%	9%	3%	4%	7%
Assistance for grant proposals	1%	0%	5%	1%	3%	0%	2%	2%
Protection from service/ assignments	1%	2%	1%	1%	3%	2%	2%	2%
Manageable or no pressure to perform	1%	2%	1%	2%	3%	1%	2%	2%
Quality of graduate students	0%	5%	8%	8%	1%	2%	5%	7%
Childcare policies/ practices	0%	0%	0%	1%	0%	1%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	0%	0%	0%	0%	<1%
Diversity	0%	1%	2%	2%	2%	1%	2%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	120	-	-	-	-	-	702	6959
Tenure criteria clarity	100%	100%	100%	100%	100%	100%	100%	100%
Tenure process clarity	0%	1%	1%	1%	1%	1%	1%	1%
Other	4%	7%	8%	11%	12%	3%	8%	7%
There are no positive aspects	0%	1%	0%	<1%	2%	2%	1%	1%
Not included in (%) base:								
Decline to Answer	3	6	8	11	6	8	40	396

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	414 100%	4090 100%	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	288 100%	2869 100%
Geographic location	37%	30%	17%	32%	10%	19%	23%	21%	31%	27%	13%	35%	6%	19%	22%	20%
My sense of "fit" here	23%	26%	22%	21%	25%	17%	22%	21%	29%	17%	18%	27%	16%	23%	21%	21%
Cost of living	20%	14%	13%	18%	21%	5%	15%	16%	7%	14%	10%	14%	29%	2%	13%	13%
Support of colleagues	15%	14%	23%	17%	32%	25%	21%	16%	23%	22%	22%	17%	14%	15%	19%	21%
Academic freedom	14%	19%	19%	3%	1%	24%	13%	7%	16%	27%	29%	3%	0%	18%	16%	8%
Commute	14%	8%	14%	5%	13%	9%	9%	7%	20%	10%	9%	2%	16%	5%	7%	7%
Teaching load	13%	12%	12%	11%	16%	16%	13%	11%	6%	18%	16%	16%	13%	29%	18%	12%
Quality of colleagues	13%	16%	16%	31%	14%	30%	22%	26%	17%	16%	22%	15%	6%	12%	15%	22%
Tenure requirements in general	9%	1%	5%	2%	3%	2%	3%	3%	0%	0%	3%	0%	6%	5%	2%	3%
Compensation	7%	3%	2%	2%	0%	5%	2%	4%	4%	3%	0%	3%	5%	16%	5%	4%
Research/ creative work requirements for tenure	5%	0%	1%	2%	3%	3%	2%	2%	0%	1%	0%	1%	3%	5%	2%	2%
Support for research/ creative work (e.g., leave)	4%	2%	2%	6%	3%	9%	4%	7%	10%	1%	0%	11%	0%	5%	4%	7%
Opportunities to collaborate with colleagues	4%	9%	12%	10%	7%	13%	10%	10%	6%	9%	5%	7%	12%	5%	7%	8%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71	-	-	-	-	-	414	4090	49	-	-	-	-	-	288	2869
Quality of facilities	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Spousal/ partner hiring program	4%	4%	5%	5%	6%	2%	4%	2%	10%	5%	9%	6%	6%	2%	6%	4%
Presence of others like me	4%	3%	0%	7%	3%	3%	4%	3%	2%	1%	6%	0%	3%	3%	3%	3%
Support for professional development	3%	3%	2%	1%	1%	2%	2%	3%	4%	0%	4%	2%	3%	3%	2%	3%
Quality of undergraduate students	1%	7%	4%	1%	9%	2%	4%	7%	0%	0%	3%	3%	10%	5%	3%	7%
Assistance for grant proposals	1%	0%	5%	0%	4%	0%	2%	2%	0%	0%	5%	3%	0%	0%	2%	2%
Quality of graduate students	0%	7%	6%	6%	0%	2%	4%	7%	0%	1%	10%	11%	3%	3%	7%	6%
Support for teaching	0%	0%	1%	1%	4%	2%	1%	3%	4%	1%	2%	4%	10%	0%	3%	3%
Childcare policies/ practices	0%	0%	0%	0%	0%	2%	<1%	<1%	0%	0%	0%	1%	0%	0%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	1%
Diversity	0%	3%	3%	1%	0%	0%	1%	3%	0%	0%	0%	4%	7%	3%	2%	3%
Protection from service/ assignments	0%	0%	1%	1%	2%	0%	1%	2%	2%	5%	0%	1%	6%	4%	3%	2%
Tenure criteria clarity	0%	0%	0%	1%	0%	0%	<1%	1%	0%	2%	2%	0%	0%	4%	1%	1%
Tenure process clarity	0%	2%	1%	1%	1%	2%	1%	1%	0%	0%	2%	0%	0%	0%	<1%	1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71	-	-	-	-	-	414	4090	49	-	-	-	-	-	288	2869
Manageable or no pressure to perform	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	0%	2%	2%	1%	3%	0%	2%	2%	2%	1%	0%	3%	3%	2%	2%	2%
Other	4%	6%	6%	9%	8%	2%	7%	6%	4%	10%	10%	13%	19%	3%	11%	8%
There are no positive aspects	0%	0%	0%	1%	3%	2%	1%	1%	0%	1%	0%	0%	0%	2%	1%	1%
Not included in (%) base:																
Decline to Answer	2	4	7	7	3	4	25	262	1	3	1	4	3	4	15	134

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	515 100%	5173 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	187 100%	1786 100%
Geographic location	39%	27%	16%	32%	10%	18%	22%	21%	16%	31%	13%	36%	4%	20%	24%	18%
My sense of "fit" here	26%	21%	22%	25%	27%	25%	24%	23%	22%	25%	13%	21%	5%	8%	16%	16%
Support of colleagues	18%	20%	21%	19%	24%	21%	21%	18%	22%	11%	29%	12%	33%	19%	19%	19%
Quality of colleagues	17%	18%	22%	24%	13%	23%	21%	25%	5%	13%	9%	25%	9%	20%	16%	22%
Commute	16%	8%	9%	4%	12%	10%	8%	7%	20%	11%	20%	3%	22%	2%	10%	7%
Academic freedom	16%	22%	23%	3%	1%	22%	14%	8%	12%	23%	26%	4%	0%	21%	15%	7%
Cost of living	14%	9%	11%	16%	23%	5%	13%	14%	21%	27%	13%	18%	26%	0%	17%	17%
Teaching load	7%	15%	16%	13%	13%	16%	14%	12%	23%	13%	6%	14%	25%	35%	17%	12%
Compensation	6%	4%	2%	2%	1%	10%	4%	4%	4%	0%	0%	3%	3%	8%	3%	4%
Support for research/ creative work (e.g., leave)	6%	3%	2%	8%	2%	6%	4%	7%	7%	0%	0%	8%	0%	11%	4%	8%
Spousal/ partner hiring program	6%	2%	4%	4%	6%	2%	4%	2%	7%	10%	14%	9%	5%	0%	8%	3%
Opportunities to collaborate with colleagues	5%	11%	9%	8%	7%	8%	9%	9%	5%	3%	6%	9%	14%	12%	8%	11%
Tenure requirements in general	4%	1%	3%	2%	4%	1%	2%	3%	9%	0%	9%	0%	5%	7%	4%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	515	5173	22	-	-	-	-	-	187	1786
Research/ creative work requirements for tenure	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Presence of others like me	3%	1%	1%	1%	4%	6%	2%	2%	4%	0%	0%	2%	0%	0%	1%	3%
Support for professional development	3%	3%	3%	1%	3%	0%	2%	2%	4%	2%	0%	3%	0%	2%	2%	3%
Quality of undergraduate students	3%	3%	4%	5%	4%	4%	4%	3%	4%	2%	0%	3%	0%	2%	2%	3%
Quality of facilities	1%	5%	5%	2%	9%	3%	5%	7%	0%	2%	0%	0%	10%	3%	2%	5%
Assistance for grant proposals	1%	8%	3%	8%	6%	4%	6%	7%	9%	3%	0%	3%	3%	4%	3%	7%
Support for teaching	1%	0%	4%	1%	2%	0%	2%	2%	0%	0%	6%	0%	5%	0%	2%	2%
Protection from service/ assignments	1%	1%	0%	2%	8%	1%	2%	3%	4%	0%	7%	2%	0%	0%	2%	3%
Manageable or no pressure to perform	1%	2%	1%	1%	1%	1%	1%	2%	0%	3%	0%	0%	9%	4%	2%	2%
Quality of graduate students	1%	3%	1%	1%	3%	1%	2%	2%	0%	0%	3%	2%	5%	0%	2%	2%
Childcare policies/ practices	0%	5%	8%	10%	1%	2%	6%	7%	0%	3%	7%	4%	0%	2%	4%	6%
Availability/ quality of childcare facilities	0%	0%	0%	1%	0%	1%	<1%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Diversity	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
	0%	0%	0%	1%	1%	0%	<1%	2%	0%	5%	6%	7%	5%	4%	6%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	515	5173	22	-	-	-	-	-	187	1786
Tenure criteria clarity	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tenure process clarity	0%	0%	1%	0%	0%	0%	<1%	1%	0%	3%	3%	2%	4%	3%	3%	1%
Other	4%	7%	8%	10%	14%	1%	8%	7%	4%	9%	7%	13%	4%	7%	9%	7%
There are no positive aspects	0%	1%	0%	0%	1%	2%	1%	1%	0%	0%	0%	1%	5%	0%	1%	2%
Not included in (%) base:																
Decline to Answer	3	1	4	6	5	6	22	259	-	6	4	4	1	2	18	137

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	696 100%	6859 100%
Quality of graduate students	19%	13%	9%	6%	11%	7%	9%	9%
Lack of diversity	17%	11%	10%	5%	6%	8%	8%	7%
Teaching load	16%	5%	6%	7%	11%	7%	7%	11%
Lack of support for research/ creative work (e.g., leave)	14%	10%	10%	13%	17%	9%	11%	12%
Too much service / too many assignments	13%	6%	9%	13%	11%	12%	10%	9%
Geographic location	12%	17%	14%	5%	20%	8%	12%	12%
Compensation	12%	11%	22%	22%	24%	4%	17%	18%
Absence of others like me	8%	10%	8%	8%	4%	11%	8%	8%
Quality of undergraduate students	8%	5%	9%	16%	9%	9%	10%	7%
Support of colleagues	7%	1%	3%	7%	4%	4%	4%	5%
Tenure criteria clarity	7%	6%	10%	5%	1%	4%	5%	7%
Spousal/ partner hiring program (or lack thereof)	6%	12%	5%	3%	10%	6%	7%	6%
Quality of facilities	5%	11%	8%	11%	6%	10%	10%	8%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	696	6859
Unrelenting pressure to perform	5%	100%	100%	100%	100%	100%	100%	100%
Quality of colleagues	5%	15%	6%	7%	4%	6%	8%	8%
Opportunities to collaborate with colleagues	5%	1%	5%	3%	2%	5%	3%	4%
My lack of "fit" here	5%	3%	6%	3%	7%	3%	4%	4%
Cost of living	4%	6%	4%	5%	5%	4%	5%	5%
Tenure requirements in general	4%	5%	4%	1%	0%	9%	4%	9%
Lack of support for professional development	4%	4%	2%	3%	3%	5%	3%	5%
Lack of support for teaching	4%	1%	3%	7%	7%	3%	4%	3%
Lack of assistance for grant proposals	3%	3%	1%	2%	3%	0%	2%	2%
Availability/ quality of childcare facilities	3%	8%	7%	9%	3%	15%	9%	6%
Tenure process clarity	3%	7%	5%	6%	0%	3%	5%	4%
Childcare policies/ practices (or lack thereof)	3%	4%	2%	3%	4%	4%	3%	4%
	2%	2%	6%	4%	4%	6%	4%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	696	6859
Research/ creative work requirements for tenure	100%	100%	100%	100%	100%	100%	100%	100%
	2%	3%	5%	6%	5%	1%	4%	5%
Commute	1%	2%	0%	3%	1%	13%	3%	3%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%
Other	3%	17%	10%	14%	14%	13%	13%	10%
There are no negative aspects	3%	2%	5%	3%	2%	5%	3%	3%
Not included in (%) base:								
Decline to Answer	5	9	8	11	8	9	46	496

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	70 100%	- 100%	- 100%	- 100%	- 100%	- 100%	406 100%	4013 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	290 100%	2846 100%
Quality of graduate students	26%	22%	10%	8%	16%	9%	13%	11%	9%	1%	7%	4%	0%	4%	4%	6%
Geographic location	18%	21%	16%	7%	23%	9%	14%	13%	4%	12%	12%	3%	14%	8%	9%	11%
Lack of diversity	16%	11%	11%	4%	4%	5%	7%	5%	18%	10%	9%	6%	10%	12%	9%	9%
Lack of support for research/ creative work (e.g., leave)	15%	7%	9%	8%	13%	9%	9%	12%	13%	14%	12%	18%	23%	9%	15%	14%
Teaching load	15%	5%	8%	9%	10%	3%	7%	10%	19%	5%	3%	4%	11%	12%	6%	12%
Compensation	13%	16%	25%	26%	28%	6%	21%	19%	11%	4%	18%	18%	16%	2%	12%	16%
Too much service / too many assignments	11%	3%	8%	8%	12%	11%	8%	8%	17%	10%	10%	20%	10%	14%	13%	11%
Quality of facilities	9%	13%	9%	13%	7%	13%	11%	9%	0%	8%	7%	8%	3%	7%	7%	7%
Quality of undergraduate students	9%	7%	9%	18%	10%	9%	11%	8%	6%	1%	9%	12%	6%	9%	8%	6%
My lack of "fit" here	7%	5%	2%	5%	3%	0%	3%	5%	0%	6%	5%	5%	9%	9%	7%	6%
Absence of others like me	7%	6%	9%	9%	5%	12%	8%	8%	10%	15%	6%	7%	3%	8%	8%	8%
Opportunities to collaborate with colleagues	7%	3%	6%	4%	8%	3%	5%	4%	2%	4%	5%	1%	6%	3%	3%	4%
Support of colleagues	7%	1%	2%	7%	3%	3%	3%	4%	8%	1%	5%	8%	7%	4%	5%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	70	-	-	-	-	-	406	4013	48	-	-	-	-	-	290	2846
Unrelenting pressure to perform	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Tenure criteria clarity	6%	9%	6%	6%	2%	5%	6%	6%	4%	23%	6%	8%	10%	7%	11%	10%
Tenure requirements in general	5%	4%	8%	3%	1%	5%	4%	8%	10%	8%	12%	8%	0%	3%	7%	7%
Spousal/ partner hiring program (or lack thereof)	4%	4%	3%	3%	4%	3%	4%	5%	4%	4%	0%	2%	0%	7%	2%	5%
Lack of support for professional development	3%	9%	5%	1%	8%	9%	6%	6%	10%	15%	5%	6%	13%	3%	8%	6%
Lack of support for teaching	2%	0%	1%	5%	6%	4%	3%	3%	6%	1%	5%	9%	10%	2%	5%	4%
Lack of assistance for grant proposals	1%	3%	1%	3%	3%	0%	2%	2%	4%	2%	0%	1%	3%	0%	1%	2%
Childcare policies/ practices (or lack thereof)	1%	9%	4%	13%	3%	12%	8%	7%	4%	8%	12%	4%	3%	19%	9%	5%
Availability/ quality of childcare facilities	1%	2%	3%	2%	3%	3%	3%	2%	4%	2%	10%	7%	7%	10%	7%	5%
Commute	1%	7%	5%	4%	0%	3%	4%	3%	4%	7%	6%	9%	0%	3%	6%	6%
Cost of living	1%	2%	0%	5%	1%	12%	4%	3%	0%	2%	0%	0%	0%	13%	3%	2%
Research/ creative work requirements for tenure	1%	6%	6%	1%	0%	9%	4%	10%	9%	4%	2%	1%	0%	9%	3%	7%
	1%	2%	2%	5%	7%	2%	4%	4%	2%	5%	10%	7%	0%	0%	5%	6%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	70	-	-	-	-	-	406	4013	48	-	-	-	-	-	290	2846
Tenure process clarity	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Quality of colleagues	1%	3%	3%	3%	3%	5%	3%	4%	4%	5%	0%	3%	7%	3%	3%	4%
Academic freedom	1%	1%	4%	3%	0%	5%	3%	4%	11%	0%	7%	4%	7%	5%	4%	3%
Other	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
There are no negative aspects	1%	13%	12%	13%	11%	16%	13%	10%	6%	22%	6%	16%	20%	8%	14%	11%
Not included in (%) base:	4%	3%	5%	3%	1%	7%	4%	4%	0%	0%	5%	2%	3%	3%	3%	2%
Decline to Answer	3	8	6	7	4	7	33	340	2	1	2	4	4	2	13	156

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	5125 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	182 100%	1734 100%
Quality of graduate students	17%	7%	4%	6%	11%	6%	7%	8%	27%	26%	22%	6%	11%	9%	15%	10%
Lack of support for research/ creative work (e.g., leave)	17%	6%	12%	12%	19%	10%	12%	13%	0%	18%	4%	13%	5%	7%	10%	12%
Teaching load	17%	5%	7%	7%	11%	7%	7%	11%	14%	3%	3%	7%	8%	8%	5%	11%
Compensation	14%	13%	22%	23%	21%	5%	17%	18%	5%	6%	22%	21%	34%	2%	16%	17%
Too much service / too many assignments	14%	8%	11%	14%	14%	11%	12%	10%	12%	2%	0%	11%	0%	17%	6%	7%
Geographic location	12%	15%	10%	5%	17%	12%	11%	11%	15%	22%	26%	6%	30%	0%	15%	15%
Lack of diversity	12%	8%	6%	1%	5%	11%	6%	6%	38%	16%	23%	13%	10%	0%	13%	12%
Absence of others like me	7%	8%	9%	6%	4%	6%	7%	7%	12%	14%	6%	14%	5%	22%	13%	10%
Quality of facilities	6%	14%	8%	13%	7%	11%	11%	9%	0%	6%	10%	5%	0%	8%	6%	7%
Quality of undergraduate students	6%	5%	7%	18%	9%	11%	10%	8%	13%	3%	16%	10%	10%	4%	9%	6%
Unrelenting pressure to perform	6%	20%	7%	8%	4%	8%	10%	9%	0%	3%	3%	3%	5%	0%	3%	5%
Support of colleagues	6%	2%	4%	7%	5%	3%	4%	5%	11%	0%	0%	8%	0%	7%	3%	5%
Spousal/ partner hiring program (or lack thereof)	5%	11%	4%	2%	8%	8%	6%	6%	8%	14%	6%	6%	16%	2%	8%	7%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96	-	-	-	-	-	514	5125	22	-	-	-	-	-	182	1734
Tenure criteria clarity	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Cost of living	5%	5%	4%	1%	0%	7%	3%	9%	0%	5%	3%	2%	0%	15%	5%	8%
Quality of colleagues	5%	1%	4%	4%	3%	4%	3%	4%	4%	0%	7%	2%	0%	7%	3%	3%
Opportunities to collaborate with colleagues	4%	4%	4%	2%	4%	3%	3%	4%	7%	3%	10%	5%	20%	4%	7%	5%
Tenure requirements in general	4%	4%	2%	2%	4%	6%	3%	5%	4%	5%	0%	3%	0%	2%	3%	4%
My lack of "fit" here	3%	4%	4%	5%	4%	3%	4%	5%	9%	8%	4%	4%	10%	7%	6%	5%
Lack of support for teaching	3%	3%	1%	2%	4%	0%	2%	2%	0%	3%	0%	2%	0%	0%	1%	2%
Lack of assistance for grant proposals	3%	8%	7%	8%	4%	9%	7%	6%	0%	9%	7%	14%	0%	31%	13%	7%
Availability/ quality of childcare facilities	3%	9%	6%	5%	0%	3%	5%	4%	0%	2%	3%	7%	0%	3%	4%	4%
Tenure process clarity	3%	5%	2%	2%	5%	3%	4%	4%	0%	2%	0%	6%	0%	6%	3%	4%
Lack of support for professional development	3%	1%	3%	7%	9%	2%	5%	3%	7%	0%	4%	4%	0%	5%	3%	3%
Childcare policies/ practices (or lack thereof)	2%	0%	7%	4%	4%	8%	4%	3%	4%	7%	4%	5%	6%	2%	5%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96	-	-	-	-	-	514	5125	22	-	-	-	-	-	182	1734
Research/ creative work requirements for tenure	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	2%	4%	7%	7%	5%	1%	5%	5%	0%	3%	0%	3%	5%	0%	2%	3%
Commute	1%	2%	0%	3%	1%	12%	3%	3%	0%	4%	0%	2%	0%	15%	4%	3%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	4%	18%	13%	15%	12%	17%	15%	11%	0%	14%	0%	11%	24%	2%	10%	8%
There are no negative aspects	3%	3%	5%	3%	3%	5%	4%	3%	0%	0%	3%	1%	0%	7%	2%	4%
Not included in (%) base:																
Decline to Answer	5	4	4	6	4	5	23	307	-	6	4	5	3	4	23	189

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-1

VI. Global Satisfaction

Q45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		118	-	-	-	-	-	718	7029
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	75%	78%	74%	76%	66%	82%	76%	75%
Very satisfied	(5)	27%	28%	34%	32%	33%	37%	32%	35%
Satisfied	(4)	49%	50%	41%	44%	33%	44%	43%	41%
- Neither satisfied nor dissatisfied	(3)	16%	8%	7%	8%	15%	6%	8%	8%
Dissatisfied	(2)	8%	10%	13%	13%	11%	8%	11%	11%
Very dissatisfied	(1)	1%	5%	6%	3%	8%	4%	5%	5%
- NET: Dissatisfied	(2,1)	9%	15%	19%	16%	19%	12%	16%	16%
Mean		3.921	3.862	3.834	3.890	3.727	4.033	3.873	3.884
Not included in (%) base:									
Decline to Answer		5	6	5	5	4	3	24	319
Not Applicable		-	-	-	-	-	-	-	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-2

VI. Global Satisfaction

Q45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	422	4135	49	-	-	-	-	-	296	2893
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	72%	79%	74%	74%	77%	89%	78%	76%	80%	76%	75%	79%	44%	72%	72%	74%
Very satisfied (5)	31%	29%	29%	30%	40%	46%	34%	35%	21%	27%	39%	34%	19%	26%	30%	34%
Satisfied (4)	41%	51%	45%	44%	37%	44%	44%	41%	59%	49%	36%	45%	26%	45%	42%	40%
- Neither satisfied nor dissatisfied (3)	22%	10%	7%	9%	9%	3%	8%	9%	6%	4%	7%	6%	28%	11%	9%	7%
Dissatisfied (2)	4%	7%	11%	16%	5%	4%	9%	10%	14%	15%	15%	11%	21%	14%	14%	12%
Very dissatisfied (1)	1%	4%	8%	2%	9%	4%	5%	5%	0%	6%	4%	4%	6%	3%	5%	6%
- NET: Dissatisfied (2,1)	6%	11%	19%	17%	14%	8%	14%	15%	14%	20%	18%	15%	27%	17%	19%	18%
Mean	3.950	3.934	3.766	3.857	3.946	4.229	3.929	3.915	3.878	3.762	3.924	3.936	3.294	3.769	3.793	3.840
Not included in (%) base:																
Decline to Answer	4	5	4	4	2	1	16	212	1	1	1	1	2	2	7	107
Not Applicable	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-3

VI. Global Satisfaction

Q45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

	White Faculty								Faculty of Color									
	Univ	Peer						All	All	Univ	Peer						All	All
	Wyom	1	2	3	4	5	Peers	Univ	Wyom	1	2	3	4	5	Peers	Univ		
(%) base:	97	-	-	-	-	-	523	5222	21	-	-	-	-	-	195	1806		
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%		
- NET: Satisfied (5,4)	77%	80%	75%	76%	65%	84%	76%	76%	68%	73%	71%	76%	70%	76%	74%	74%		
Very satisfied (5)	28%	32%	35%	31%	38%	35%	34%	36%	19%	18%	28%	34%	17%	42%	29%	31%		
Satisfied (4)	48%	48%	40%	45%	27%	49%	42%	40%	49%	55%	43%	42%	53%	34%	45%	43%		
- Neither satisfied nor dissatisfied (3)	15%	4%	4%	7%	16%	4%	7%	8%	19%	15%	16%	8%	14%	11%	12%	10%		
Dissatisfied (2)	7%	11%	15%	13%	11%	7%	12%	11%	12%	9%	6%	14%	11%	11%	10%	10%		
Very dissatisfied (1)	1%	5%	6%	3%	9%	5%	5%	5%	0%	3%	6%	3%	5%	2%	4%	7%		
- NET: Dissatisfied (2,1)	8%	16%	20%	16%	19%	12%	17%	16%	12%	12%	13%	16%	16%	12%	14%	16%		
Mean	3.958	3.908	3.845	3.883	3.743	4.029	3.882	3.906	3.749	3.759	3.802	3.910	3.672	4.044	3.849	3.822		
Not included in (%) base:																		
Decline to Answer	4	2	2	4	4	2	14	205	1	4	3	1	-	1	10	113		
Not Applicable	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	4		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-1

VI. Global Satisfaction

Q45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

		Overall							
		Univ	All					All	
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		118	-	-	-	-	-	719	7035
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	70%	59%	65%	63%	58%	71%	63%	67%
Very satisfied	(5)	17%	15%	16%	18%	21%	20%	18%	21%
Satisfied	(4)	53%	44%	49%	46%	37%	50%	46%	46%
- Neither satisfied	(3)	25%	17%	14%	14%	22%	16%	16%	14%
nor dissatisfied									
Dissatisfied	(2)	5%	19%	13%	17%	13%	10%	15%	14%
Very dissatisfied	(1)	0%	4%	8%	5%	7%	3%	5%	5%
- NET: Dissatisfied	(2,1)	5%	23%	21%	22%	20%	13%	20%	19%
Mean		3.812	3.461	3.518	3.537	3.528	3.744	3.550	3.632
Not included in (%) base:									
Decline to Answer		5	5	5	5	4	3	23	315
Not Applicable		-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-2

VI. Global Satisfaction

Q45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	70	-	-	-	-	-	423	4141	49	-	-	-	-	-	296	2894
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	63%	58%	65%	64%	60%	73%	64%	67%	80%	61%	65%	62%	54%	67%	63%	67%
Very satisfied (5)	18%	17%	16%	19%	23%	25%	20%	21%	15%	12%	16%	15%	17%	14%	15%	20%
Satisfied (4)	44%	41%	49%	45%	37%	49%	44%	46%	65%	49%	49%	47%	36%	53%	48%	47%
- Neither satisfied nor dissatisfied (3)	30%	24%	11%	13%	21%	16%	17%	15%	18%	8%	17%	16%	25%	16%	16%	13%
Dissatisfied (2)	8%	17%	16%	18%	12%	9%	15%	14%	2%	21%	10%	17%	15%	12%	15%	15%
Very dissatisfied (1)	0%	1%	8%	5%	7%	2%	5%	5%	0%	9%	8%	5%	6%	5%	7%	5%
- NET: Dissatisfied (2,1)	8%	18%	24%	23%	19%	11%	19%	19%	2%	31%	18%	22%	21%	17%	22%	20%
Mean	3.735	3.554	3.492	3.556	3.575	3.853	3.593	3.640	3.921	3.333	3.553	3.511	3.436	3.599	3.488	3.620
Not included in (%) base:																
Decline to Answer	4	4	4	4	2	1	15	208	1	1	1	1	2	2	7	107
Not Applicable	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-3

VI. Global Satisfaction

Q45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	97	-	-	-	-	-	524	5228	21	-	-	-	-	-	195	1808
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	69%	65%	64%	61%	63%	64%	63%	67%	70%	46%	68%	70%	41%	87%	63%	67%
Very satisfied (5)	18%	17%	17%	17%	24%	17%	18%	21%	12%	11%	12%	18%	12%	29%	17%	20%
Satisfied (4)	52%	48%	47%	44%	39%	47%	45%	46%	58%	35%	56%	52%	29%	58%	47%	47%
- Neither satisfied nor dissatisfied (3)	25%	11%	14%	15%	18%	17%	15%	13%	24%	31%	13%	13%	38%	13%	20%	16%
Dissatisfied (2)	5%	18%	14%	19%	12%	15%	16%	15%	6%	20%	9%	14%	17%	0%	12%	12%
Very dissatisfied (1)	0%	5%	8%	6%	8%	4%	6%	5%	0%	3%	10%	3%	5%	0%	4%	5%
- NET: Dissatisfied (2,1)	5%	24%	22%	24%	19%	19%	22%	20%	6%	23%	19%	17%	21%	0%	16%	18%
Mean	3.821	3.530	3.516	3.479	3.604	3.575	3.531	3.630	3.768	3.306	3.524	3.690	3.269	4.160	3.600	3.639
Not included in (%) base:																
Decline to Answer	4	1	2	4	4	2	13	203	1	4	3	1	-	1	10	112
Not Applicable	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-1

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Overall							All Univ	All Univ
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers		
(%) base:	119 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	714 100%	6978 100%
Vice President for Academic Affairs	61%	4%	1%	7%	0%	2%	3%	5%	
President	17%	22%	24%	23%	12%	17%	20%	16%	
Academic Dean	5%	1%	3%	10%	14%	4%	6%	9%	
Chancellor	0%	0%	5%	0%	0%	3%	2%	3%	
Provost	0%	39%	35%	25%	46%	52%	38%	39%	
Other	1%	0%	2%	1%	0%	0%	1%	1%	
I don't know	16%	33%	29%	34%	27%	21%	30%	26%	
Not included in (%) base:									
Decline to Answer	4	6	7	8	5	3	28	377	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-2

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	418 100%	4112 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	295 100%	2866 100%
Vice President for Academic Affairs	64%	4%	3%	7%	0%	3%	4%	5%	58%	5%	0%	6%	0%	1%	3%	5%
President	11%	16%	25%	24%	10%	18%	20%	15%	25%	31%	22%	21%	16%	16%	22%	18%
Academic Dean	7%	0%	4%	10%	13%	2%	6%	10%	2%	3%	3%	9%	15%	8%	7%	9%
Chancellor	0%	0%	6%	0%	0%	5%	2%	3%	0%	0%	5%	0%	0%	0%	1%	4%
Provost	0%	46%	34%	28%	47%	55%	40%	40%	0%	30%	37%	21%	45%	48%	34%	37%
Other	0%	0%	2%	1%	0%	0%	1%	1%	2%	0%	2%	1%	0%	0%	1%	1%
I don't know	19%	35%	27%	29%	29%	17%	28%	26%	13%	32%	32%	42%	24%	27%	33%	26%
Not included in (%) base:																
Decline to Answer	2	5	5	6	3	2	21	240	2	1	2	2	2	1	8	137

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-3

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	519 100%	5186 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	194 100%	1792 100%
Vice President for Academic Affairs	60%	4%	0%	5%	0%	3%	3%	5%	67%	6%	6%	11%	0%	2%	6%	7%
President	15%	24%	20%	23%	10%	16%	20%	16%	25%	18%	34%	23%	20%	21%	23%	18%
Academic Dean	5%	2%	4%	7%	17%	3%	6%	9%	3%	0%	3%	17%	5%	7%	7%	10%
Chancellor	0%	0%	6%	0%	0%	3%	2%	3%	0%	0%	3%	0%	0%	3%	1%	3%
Provost	0%	36%	36%	27%	44%	54%	38%	40%	0%	45%	35%	20%	54%	46%	37%	36%
Other	1%	0%	2%	1%	0%	0%	1%	1%	0%	0%	3%	1%	0%	0%	1%	1%
I don't know	19%	34%	33%	36%	29%	22%	32%	26%	5%	31%	16%	29%	21%	20%	24%	25%
Not included in (%) base:																
Decline to Answer	4	2	4	5	4	3	18	246	-	4	3	2	1	-	10	131

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-1

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

BASE: Indicated chief academic officer

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	79	-	-	-	-	-	396	4317
	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	57%	45%	45%	28%	36%	29%	36%	44%
Strongly agree (5)	25%	10%	19%	8%	19%	9%	13%	15%
Somewhat agree (4)	32%	35%	26%	19%	17%	21%	24%	29%
- Neither agree (3) nor disagree	21%	19%	28%	31%	32%	39%	30%	27%
Somewhat disagree (2)	18%	25%	15%	20%	18%	17%	19%	16%
Strongly disagree (1)	4%	11%	12%	21%	14%	15%	15%	13%
- NET: Disagree (2,1)	22%	36%	27%	41%	32%	32%	34%	29%
Mean	3.562	3.088	3.242	2.744	3.093	2.913	2.996	3.165
Not included in (%) base:								
Decline to Answer	1	1	2	8	5	1	18	295
Not Applicable/ Don't know	20	21	17	81	45	30	194	1909

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-2

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

BASE: Indicated chief academic officer

	Males								Females							
	Univ	All						All	Univ	All						All
	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	46	-	-	-	-	-	240	2577	33	-	-	-	-	-	156	1740
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	69%	42%	47%	28%	36%	27%	36%	45%	41%	50%	42%	27%	36%	33%	37%	43%
Strongly agree (5)	25%	11%	21%	8%	12%	10%	12%	15%	25%	9%	15%	9%	36%	6%	13%	15%
Somewhat agree (4)	44%	31%	25%	20%	24%	16%	23%	29%	15%	40%	26%	18%	0%	26%	24%	28%
- Neither agree nor disagree (3)	16%	25%	36%	32%	30%	38%	32%	28%	28%	10%	18%	30%	38%	41%	26%	25%
Somewhat disagree (2)	8%	24%	7%	20%	20%	27%	19%	15%	32%	26%	26%	20%	13%	3%	19%	17%
Strongly disagree (1)	7%	8%	10%	20%	15%	9%	13%	13%	0%	14%	15%	23%	13%	23%	18%	15%
- NET: Disagree (2,1)	15%	33%	17%	40%	34%	35%	32%	28%	32%	40%	41%	43%	26%	26%	37%	32%
Mean	3.718	3.118	3.407	2.771	2.998	2.927	3.027	3.195	3.346	3.049	3.013	2.699	3.319	2.893	2.948	3.120
Not included in (%) base:																
Decline to Answer	1	-	1	4	3	-	9	173	-	1	1	4	2	1	10	122
Not Applicable/ Don't know	11	13	10	44	27	20	114	1129	8	8	6	38	18	11	80	781

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-3

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

BASE: Indicated chief academic officer

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	62	-	-	-	-	-	269	3144	17	-	-	-	-	-	127	1173
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	57%	50%	45%	20%	43%	28%	36%	43%	56%	37%	44%	44%	20%	32%	37%	47%
Strongly agree (5)	23%	13%	17%	5%	23%	7%	12%	15%	32%	5%	22%	16%	10%	11%	13%	17%
Somewhat agree (4)	34%	37%	27%	15%	19%	21%	23%	28%	24%	32%	22%	29%	10%	20%	24%	30%
- Neither agree nor disagree (3)	20%	13%	24%	34%	23%	32%	26%	26%	25%	29%	38%	26%	55%	53%	37%	28%
Somewhat disagree (2)	18%	26%	20%	20%	22%	17%	21%	17%	19%	23%	4%	19%	6%	16%	15%	12%
Strongly disagree (1)	5%	11%	11%	25%	12%	22%	17%	14%	0%	10%	13%	11%	18%	0%	10%	13%
- NET: Disagree (2,1)	23%	37%	31%	46%	35%	40%	38%	31%	19%	34%	18%	30%	25%	16%	25%	25%
Mean	3.525	3.150	3.195	2.543	3.184	2.731	2.924	3.124	3.698	2.979	3.348	3.196	2.873	3.275	3.149	3.274
Not included in (%) base:																
Decline to Answer	-	-	1	6	4	-	11	198	1	1	1	2	1	1	7	97
Not Applicable/ Don't know	16	19	13	62	39	24	158	1496	3	3	3	19	5	6	37	413

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-1

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	Overall								
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	
(%) base:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	647 100%	6439 100%
For the rest of my career	15%	11%	13%	12%	18%	12%	13%	16%	
For the foreseeable future	51%	50%	47%	49%	37%	46%	47%	45%	
No more than 5 years after earning tenure	13%	14%	16%	18%	20%	8%	15%	14%	
I haven't thought that far ahead	20%	24%	24%	21%	25%	34%	25%	24%	
Not included in (%) base:									
Decline to Answer	10	29	16	17	14	9	85	821	
Not applicable	-	2	1	5	1	1	10	95	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-2

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	65	-	-	-	-	-	386	3815	48	-	-	-	-	-	261	2624
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
For the rest of my career	17%	11%	15%	12%	22%	13%	14%	16%	13%	12%	10%	11%	10%	10%	11%	17%
For the foreseeable future	54%	50%	41%	46%	35%	42%	44%	46%	47%	50%	55%	53%	41%	52%	51%	44%
No more than 5 years after earning tenure	12%	13%	15%	16%	15%	12%	14%	13%	15%	17%	18%	21%	29%	3%	17%	15%
I haven't thought that far ahead	17%	26%	29%	26%	28%	33%	28%	25%	25%	22%	16%	15%	20%	35%	21%	23%
Not included in (%) base:																
Decline to Answer	8	17	10	8	7	5	47	483	2	12	6	9	8	3	38	338
Not applicable	-	-	1	5	-	-	6	54	-	2	-	-	1	1	4	41

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-3

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	471 100%	4801 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	175 100%	1638 100%
For the rest of my career	17%	12%	15%	13%	21%	9%	14%	18%	8%	8%	7%	9%	8%	17%	10%	13%
For the foreseeable future	51%	51%	51%	51%	40%	53%	50%	48%	51%	47%	37%	43%	27%	32%	39%	37%
No more than 5 years after earning tenure	16%	16%	15%	18%	20%	11%	16%	14%	4%	12%	22%	17%	17%	2%	14%	14%
I haven't thought that far ahead	17%	21%	20%	17%	18%	27%	20%	20%	37%	33%	35%	31%	48%	49%	38%	36%
Not included in (%) base:																
Decline to Answer	9	16	10	11	12	9	58	560	1	13	7	5	2	-	27	260
Not applicable	-	2	-	4	1	1	8	70	-	-	1	1	-	-	2	26

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-1

VI. Global Satisfaction

Q48. If I could do it over, I would again choose to work at this institution.

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	699	6815
	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	78%	75%	77%	79%	72%	83%	78%	77%
Strongly agree (5)	33%	42%	46%	44%	48%	47%	45%	46%
Somewhat agree (4)	45%	33%	31%	35%	24%	36%	32%	31%
- Neither agree (3) nor disagree	10%	7%	9%	8%	8%	5%	8%	9%
Somewhat disagree (2)	10%	11%	9%	8%	11%	8%	9%	9%
Strongly disagree (1)	2%	7%	5%	5%	8%	4%	5%	5%
- NET: Disagree (2,1)	12%	18%	14%	13%	19%	12%	15%	14%
Mean	3.975	3.922	4.046	4.055	3.929	4.152	4.024	4.036
Not included in (%) base:								
Decline to Answer	4	11	4	7	6	4	33	392
Not Applicable/ Don't know	1	4	3	2	-	1	10	148

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-2

VI. Global Satisfaction

Q48. If I could do it over, I would again choose to work at this institution.

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	70	-	-	-	-	-	415	4034	49	-	-	-	-	-	284	2781
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	74%	78%	76%	77%	74%	84%	78%	77%	84%	71%	79%	81%	68%	82%	77%	77%
Strongly agree (5)	35%	46%	44%	40%	53%	47%	45%	46%	31%	36%	49%	50%	38%	48%	45%	46%
Somewhat agree (4)	39%	31%	32%	37%	22%	36%	32%	30%	53%	35%	30%	32%	30%	35%	32%	31%
- Neither agree nor disagree (3)	13%	9%	7%	10%	7%	8%	8%	10%	6%	5%	11%	5%	10%	1%	6%	7%
Somewhat disagree (2)	10%	9%	12%	8%	10%	6%	9%	8%	10%	13%	7%	8%	15%	9%	10%	10%
Strongly disagree (1)	3%	4%	6%	4%	9%	2%	5%	5%	0%	11%	3%	5%	7%	7%	6%	6%
- NET: Disagree (2,1)	13%	14%	17%	13%	18%	8%	14%	13%	10%	24%	10%	14%	22%	16%	16%	15%
Mean	3.929	4.061	3.972	4.008	4.002	4.214	4.043	4.043	4.042	3.728	4.147	4.123	3.773	4.072	3.997	4.026
Not included in (%) base:																
Decline to Answer	3	8	3	4	2	3	20	251	1	3	1	3	4	2	13	141
Not Applicable/ Don't know	1	2	1	-	-	1	4	67	-	2	2	2	-	-	6	80

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-3

VI. Global Satisfaction

Q48. If I could do it over, I would again choose to work at this institution.

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	97	-	-	-	-	-	512	5085	21	-	-	-	-	-	187	1731
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	78%	78%	81%	78%	75%	83%	79%	78%	78%	69%	66%	82%	61%	84%	74%	74%
Strongly agree (5)	35%	49%	53%	46%	52%	49%	49%	49%	26%	27%	28%	39%	33%	43%	34%	39%
Somewhat agree (4)	43%	29%	28%	32%	23%	34%	30%	29%	51%	42%	38%	42%	28%	41%	40%	35%
- Neither agree nor disagree (3)	12%	5%	4%	8%	6%	4%	6%	8%	5%	12%	22%	9%	15%	9%	13%	11%
Somewhat disagree (2)	9%	11%	10%	10%	12%	8%	10%	9%	13%	11%	9%	4%	10%	7%	8%	9%
Strongly disagree (1)	1%	7%	5%	5%	6%	5%	5%	5%	5%	8%	3%	5%	13%	0%	6%	7%
- NET: Disagree (2,1)	11%	18%	15%	14%	18%	13%	15%	14%	18%	19%	12%	9%	24%	7%	13%	15%
Mean	4.011	4.025	4.134	4.051	4.030	4.135	4.074	4.078	3.813	3.683	3.793	4.065	3.565	4.196	3.886	3.914
Not included in (%) base:																
Decline to Answer	3	5	2	5	5	2	19	241	1	6	2	2	1	3	14	151
Not Applicable/ Don't know	1	3	3	1	-	-	7	106	-	1	-	1	-	1	3	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-1

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	Overall							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	116 100%	- 100%	- 100%	- 100%	- 100%	- 100%	694 100%	6809 100%
Strongly recommend your department as a place to work	43%	40%	48%	42%	41%	51%	44%	47%
Recommend your department with reservations	54%	55%	45%	53%	50%	46%	50%	46%
Not recommend your department as a place to work	4%	5%	6%	6%	9%	4%	6%	6%
Not included in (%) base:								
Decline to Answer	7	12	10	13	8	5	48	546

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-2

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	412 100%	4025 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	282 100%	2784 100%
Strongly recommend your department as a place to work	43%	40%	41%	42%	47%	60%	45%	47%	42%	42%	57%	41%	29%	39%	43%	47%
Recommend your department with reservations	52%	54%	53%	53%	42%	36%	49%	46%	56%	55%	35%	52%	65%	58%	52%	46%
Not recommend your department as a place to work	4%	6%	6%	5%	10%	4%	6%	6%	2%	3%	7%	7%	7%	3%	6%	6%
Not included in (%) base:																
Decline to Answer	5	7	7	7	4	2	27	327	2	5	3	6	4	3	21	219

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-3

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	5075 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	185 100%	1734 100%
Strongly recommend your department as a place to work	40%	39%	49%	40%	43%	50%	44%	48%	53%	43%	45%	46%	34%	54%	45%	46%
Recommend your department with reservations	56%	55%	46%	54%	46%	46%	50%	46%	42%	54%	45%	47%	61%	45%	50%	47%
Not recommend your department as a place to work	3%	6%	5%	5%	10%	5%	6%	6%	5%	3%	10%	7%	5%	2%	5%	7%
Not included in (%) base:																
Decline to Answer	5	7	6	5	7	3	29	357	2	4	4	8	1	2	20	189

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-1

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

		Overall							
		Univ						All	All
		Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		119	-	-	-	-	-	708	6950
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good	(5,4)	70%	64%	68%	68%	65%	69%	67%	67%
Great	(5)	18%	11%	12%	16%	15%	14%	14%	19%
Good	(4)	53%	52%	55%	53%	50%	54%	53%	49%
- So so	(3)	28%	29%	25%	23%	26%	26%	26%	25%
Bad	(2)	1%	5%	3%	6%	7%	4%	5%	6%
Awful	(1)	1%	3%	4%	3%	2%	1%	3%	2%
- NET: Bad/Awful	(2,1)	2%	8%	7%	9%	9%	5%	8%	8%
Mean		3.856	3.644	3.691	3.724	3.687	3.764	3.702	3.757
Not included in (%) base:									
Decline to Answer		4	6	9	8	7	3	34	405
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-2

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	Males								Females							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71	-	-	-	-	-	417	4096	49	-	-	-	-	-	291	2854
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good (5,4)	69%	69%	65%	70%	68%	74%	69%	69%	73%	56%	71%	66%	59%	61%	63%	65%
Great (5)	20%	15%	13%	17%	13%	15%	15%	20%	14%	7%	12%	14%	19%	13%	12%	17%
Good (4)	48%	54%	52%	53%	55%	60%	55%	49%	59%	49%	59%	52%	40%	47%	51%	48%
- So so (3)	29%	27%	28%	21%	22%	22%	24%	24%	27%	32%	22%	25%	35%	31%	28%	26%
Bad (2)	1%	1%	4%	7%	7%	2%	4%	5%	0%	9%	3%	5%	7%	8%	6%	6%
Awful (1)	1%	3%	4%	2%	3%	2%	3%	2%	0%	3%	4%	4%	0%	0%	3%	2%
- NET: Bad/Awful (2,1)	3%	4%	7%	8%	10%	3%	7%	7%	0%	12%	7%	9%	7%	8%	9%	9%
Mean	3.847	3.758	3.667	3.769	3.679	3.845	3.745	3.793	3.870	3.485	3.721	3.661	3.705	3.656	3.640	3.707
Not included in (%) base:																
Decline to Answer	3	5	7	6	3	1	21	256	1	1	2	3	4	2	12	149
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-3

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	White Faculty								Faculty of Color							
	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Univ Wyom	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	517	5180	21	-	-	-	-	-	191	1770
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good (5,4)	68%	66%	69%	68%	67%	67%	67%	67%	83%	59%	64%	70%	59%	73%	65%	67%
Great (5)	17%	10%	14%	16%	16%	11%	14%	18%	23%	15%	7%	14%	11%	23%	14%	19%
Good (4)	51%	56%	55%	51%	51%	56%	54%	49%	60%	44%	57%	56%	48%	50%	51%	48%
- So so (3)	31%	25%	25%	22%	25%	26%	24%	25%	12%	38%	26%	26%	28%	27%	29%	25%
Bad (2)	0%	5%	4%	8%	7%	6%	6%	6%	5%	3%	3%	0%	8%	0%	2%	5%
Awful (1)	1%	4%	3%	2%	1%	1%	2%	2%	0%	0%	7%	4%	5%	0%	3%	3%
- NET: Bad/Awful (2,1)	1%	10%	6%	10%	8%	8%	9%	8%	5%	3%	10%	4%	13%	0%	5%	7%
Mean	3.823	3.616	3.740	3.714	3.736	3.685	3.698	3.757	4.010	3.707	3.540	3.752	3.527	3.957	3.711	3.759
Not included in (%) base:																
Decline to Answer	3	2	5	4	7	2	20	251	1	4	4	4	-	1	14	153
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

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Appendix C
Survey Instrument

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

Do you have tenure?

Yes

No

Next

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

1. Are you employed full-time in a pre-tenure position on the tenure-track?

Yes

No

[Back](#)

[Next](#)

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I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

2. Please provide the FULL name of the institution where you are employed.

Back

Next

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

3. What is the highest degree you have earned?

- Doctorate (Ph.D., J.D., M.D. etc.)
- Master's
- Bachelor's
- Associate's
- Decline to answer

[Back](#)

[Next](#)

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I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

5. Did you hold a postdoctoral appointment?

- Yes
- No
- Decline to answer

6a. Is this your first tenure-track appointment?

- Yes
- No
- Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

6b. How many years on the tenure track did you complete elsewhere?

- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 or more years
- Full tenure
- Decline to answer

6d. Did your current faculty appointment begin with credit for prior service elsewhere?

- Yes
- No
- Decline to answer

[Back](#)

[Next](#)

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Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

6e. How many years of credit for prior service did you receive?

- 1 year or less
- 2 years
- 3 years
- 4 years
- 5 or more years
- Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

7. Please indicate the year in which your current faculty appointment began:

Please select your answer

8. What is your rank?

- Professor
- Associate Professor
- Assistant Professor or Assistant Professor (Conditional)
- Instructor/Lecturer
- Other
- Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

9. Do you hold a joint appointment or budgetary cross-appointment (formal responsibilities in more than one department)?

- Yes
- No
- Decline to answer

10. Name the department(s) or division(s) in which you hold formal responsibilities.

If you hold a joint appointment or budgetary cross-appointment, respond to the survey questions about your *primary* department or division. If your formal responsibilities are evenly split, please choose one department as your primary:

Primary _____

Secondary _____

Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

11b. What is your race? *(Please check all that apply.)*

- American Indian or Native Alaskan:**
A person having origins in any of the original peoples of North and South America (including Central America).
- Asian, Asian-American, Asian-Canadian, or Pacific Islander:**
A person having origins in any of the original peoples of the Far East, Pacific Islands, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, Guam, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, and Samoa.
- White (non-Hispanic):**
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- Black, African-American, or African-Canadian:**
A person having origins in any of the black racial groups of Africa.
- Hispanic or Latino:**
A person of Cuban, Mexican, Puerto Rican, Brazilian, South or Central American, or other Hispanic or Latino culture or origin.
- Other
- Multiracial
- Decline to answer

12. What is your citizenship status?

- U.S. citizen
- Non-U.S. citizen
- Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

13. What is your gender?

- Male
- Female
- Decline to answer

14. In what year were you born?

Please select your answer

15. What is your annual salary?

Please select your answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

16a. How many children under the age of 18 live with you at home?

Please select your answer

16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

Please select your answer

17. Which statement most clearly describes your household's employment situation?

- I do not have a spouse/partner
- My spouse/partner is not employed
- My spouse/partner is employed full-time at this institution
- My spouse/partner is employed full-time elsewhere
- My spouse/partner is employed part-time at this institution
- My spouse/partner is employed part-time elsewhere
- Decline to answer

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

18. Do you and your spouse reside in separate communities for work reasons?

- Yes
- No
- Decline to answer

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

25%

50%

75%

100%

This set of items addresses various aspects surrounding tenure in your department.

	Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear	Decline to Answer
19. I find the tenure process in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I find the tenure criteria (what things are evaluated) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I find the tenure standards (the performance threshold) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I find the body of evidence that will be considered in making my tenure decision to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My						

sense of
whether or
not I will
achieve
tenure is...



Back

Next

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0% 25% 50% 75% 100%

The following pairs of questions ask you to identify the clarity and the reasonableness of various aspects of tenure.

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24a. Is what's expected in order to earn tenure clear to you regarding your performance as: a scholar (e.g., research and creative work)?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a scholar (e.g., research and creative work)?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24b. Is what's expected in order to earn tenure clear to you regarding your performance as: a teacher?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a teacher?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24c. Is what's expected in order to earn tenure clear to you regarding your performance as: an advisor to students?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as: an advisor to students?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24d. Is what's expected in order to earn tenure clear to you regarding your performance as: a colleague in your department?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a colleague in your department?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0% 25% 50% 75% 100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24e. Is what's expected in order to earn tenure clear to you regarding your performance as: a campus citizen?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a campus citizen?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

25%

50%

75%

100%

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24f. Is what's expected in order to earn tenure clear to you regarding your performance as: a member of the broader community (e.g., outreach)?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a member of the broader community (e.g., outreach)?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This criterion does not apply to me (not applicable).

Decline to answer

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0% 25% 50% 75% 100%

Please indicate whether you agree or disagree with each of the following statements:

26. I have received consistent messages from senior colleagues about the requirements for tenure.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27a. 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).

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#) [Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0% 25% 50% 75% 100%

27b. In your opinion, on what non-performance-based criteria are tenure decisions in your department primarily made?



Decline to answer

[Back](#)

[Next](#)

teach

29e. The number of students you teach



29f. The quality of undergraduate students with whom you interact



Back

Next

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

III. The Nature of Your Work

Percent of Survey Completed

0% 25% 50% 75% 100%

These items continue to explore your day-to-day activities as a faculty member. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work.

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
30b. The amount of time you have to conduct research/produce creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30c. The amount of external funding you are expected to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30d. The influence you have over the focus of your research/creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. The quality of facilities (i.e., office, labs, classrooms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

III. The Nature of Your Work

Percent of Survey Completed

0% 25% 50% 75% 100%

33. How satisfied are you with the quality of these support services?

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
a. Clerical/administrative services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Research services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teaching services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

This set of questions addresses faculty policies and practices common at colleges and universities.

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

1. Formal mentoring program for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

2. Informal mentoring

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

3. Periodic, formal performance reviews for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

4. Written summary of periodic performance reviews for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

5. Professional assistance in obtaining externally funded grants

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

6. Professional assistance for improving teaching

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

7. Travel funds to present papers or conduct research

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

8. Paid or unpaid research leave during the pre-tenure period

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

9. Paid or unpaid *personal* leave during the pre-tenure period

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

10. An upper limit on committee assignments for tenure-track faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

11. An upper limit on teaching obligations

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

12. Peer reviews of teaching or research/creative work

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

13. Childcare

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

14. Financial assistance with housing

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

15. Stop-the-clock for parental or other family reasons

34a. Importance or unimportance of policy to your success:

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

16. Spousal/partner hiring program

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Decline to answer

[Back](#)

[Next](#)

track
compatible.

35e. My
colleagues are
respectful of
my efforts to
balance work
and home
responsibilities.



[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

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V. Climate, Culture and Collegiality

Percent of Survey Completed

0% 25% 50% 75% 100%

This set of questions addresses the climate, culture and collegiality of your workplace.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
38a. The fairness with which your immediate supervisor evaluates your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38b. The interest senior faculty take in your professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38c. Your opportunities to collaborate with senior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39a. The amount of professional interaction you have with senior colleagues in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39b. The amount of							

<p>personal interaction you have with senior colleagues in your department</p>	<input type="radio"/>						
<p>39c. The amount of professional interaction you have with junior colleagues in your department</p>	<input type="radio"/>						
<p>39d. The amount of personal interaction you have with junior colleagues in your department</p>	<input type="radio"/>						
<p>40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department</p>	<input type="radio"/>						
<p>41. The intellectual vitality of the senior colleagues in your department</p>	<input type="radio"/>						

[Back](#)

[Next](#)

V. Climate, Culture and Collegiality

Percent of Survey Completed

0% 25% 50% 75% 100%

Please indicate your level of agreement or disagreement with the following statement:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
42. On the whole, my institution is collegial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. Please indicate your level of agreement or disagreement with the following statements:

On the whole, I receive fair treatment from my colleagues regardless of my:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
a. gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

44a. Please check the two (and only two) best aspects about working at your institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Presence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My sense of "fit" here. |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Protection from service/assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research/creative work requirements for tenure |
| <input type="checkbox"/> Support for research/creative work (e.g., leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices | <input type="checkbox"/> Manageable or no pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Academic freedom |
| <input type="checkbox"/> Spousal/partner hiring program | <input type="checkbox"/> Other (<i>Please specify</i>): _____ |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Other (<i>Please specify</i>): _____ |
| <input type="checkbox"/> Geographic location | <input type="radio"/> There are no positive aspects |
| <input type="checkbox"/> Diversity | <input type="radio"/> Decline to answer |

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

44b. Please check the two (and only two) worst aspects about working at your institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Absence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My lack of "fit" here. |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Too much service / too many assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research/creative work requirements for tenure |
| <input type="checkbox"/> Lack of support for research/creative work (e.g., leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Lack of support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Lack of support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Lack of assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices (or lack thereof) | <input type="checkbox"/> Unrelenting pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Academic freedom |
| <input type="checkbox"/> Spousal/partner hiring program (or lack thereof) | <input type="checkbox"/> Other (<i>Please specify</i>): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Other (<i>Please specify</i>): |
| <input type="checkbox"/> Geographic location | <input type="radio"/> There are no negative aspects |
| <input type="checkbox"/> Lack of diversity | <input type="radio"/> Decline to answer |

[Back](#)

[Next](#)

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VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

46a. Who serves as the chief academic officer at your institution? *(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)*

- President
- Chancellor
- Vice President for Academic Affairs
- Academic Dean
- Provost
- Other *(Please specify)*:
- I don't know
- Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

Please indicate your level of agreement or disagreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

47. Assuming you achieve tenure, how long do you plan to remain at your institution?

- For the rest of my career
- For the foreseeable future
- No more than 5 years after earning tenure. (Why?)
- I haven't thought that far ahead
- Not applicable
- Decline to answer

Please indicate your level of agreement or disagreement with the following statement:

48. If I could do it over, I would again choose to work at this institution.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

COACHE

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you:

- Strongly recommend your department as a place to work
- Recommend your department with reservations
- Not recommend your department as a place to work
- Decline to answer

50. How do you rate your *institution* as a place for junior faculty to work?

- Great
- Good
- So-so
- Bad
- Awful
- Decline to answer

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

Decline to answer

52. Please use the space below to elaborate on any of the questions in the survey that you feel require further comment/explanation or to discuss any aspect of junior faculty/pre-tenure employment not covered, or covered insufficiently, in the survey.

Decline to answer

[Back](#)

[Next](#)

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Questions? Read our [FAQ](#).

Thanks for completing the standard portion of the COACHE survey.

We now request a few more minutes of your time, as your institution has designed additional questions customized for your academic community. Please proceed to this campus-specific section of the survey by clicking the "Next" button below.

[Back](#)

[Next](#)

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Thank you for taking the time to complete this survey. Your input is invaluable to our national understanding of faculty work/life as well as to your institution.

If you would like to review your responses prior to submission, click the review option to return to the beginning of your survey. From there, you may change any of the responses you have already given.

If you are ready to submit your responses, click the submit option.

- Review, return to the beginning of the survey
- Submit, complete the survey

[Back](#)

[Next](#)

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Questions? Read our [FAQ](#).

Your responses to the survey were successfully submitted.

Questions or comments? [Contact us](#).

For security purposes, please close your browser window to exit the survey.



The Collaborative on Academic Careers in Higher Education

Harvard Graduate School of Education

8 Story Street, 5th Floor

Cambridge, MA 02138

Phone: 617.496.9344 or 617.496.9348

coache@gse.harvard.edu

<http://www.coache.org>



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