

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
2010-2011



HARVARD
GRADUATE SCHOOL OF EDUCATION

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The Collaborative on Academic Careers in Higher Education

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PREFACE

One of the great strengths of an institution of higher education is its faculty. A consensus has emerged that college faculty are affected by their perception of the values and rewards in their workplace, 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*.

Since 2003, this core instrument of COACHE has been tested, validated, and continually improved with assistance from participating institutions. Our survey assesses early-career faculty experiences in several areas deemed critical to their success, including:

- Clarity and reasonableness of tenure processes and review
- Workload and support for teaching and research
- Integration and balance of work and home responsibilities
- Climate, culture and collegiality on campus
- Compensation and benefits
- Global satisfaction

The result is this COACHE Institutional Report, a diagnostic and comparative management tool for college and university leaders. This report pinpoints problem areas, whether within a particular policy, practice or demographic. Each of the more than 150 institutions in the Collaborative receives a custom version of this benchmarking report and analysis of our job satisfaction database with responses of over 10,000 pre-tenure faculty nationwide.

Membership in the Collaborative, however, does not conclude with delivery of this document. Our mission to make the academy a more attractive place to work is advanced only when supported by institutional action. To that end, academic leaders use COACHE results to focus attention, spot successes and weaknesses, and then take concrete steps to make policies and practices more effective and more prevalent.

Therefore, for the duration of your membership and beyond, let COACHE be 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. For our advice on making the most of your participation, please review the supplementary material provided with this report, then, contact us with any questions or new ideas that have emerged.

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The Collaborative on Academic Careers in Higher Education

GUIDE TO YOUR REPORT

The data, summary tables, and visual displays provided here tell the story of your pre-tenure faculty's satisfaction and experiences working at your institution. Your report is comprised of three sections:

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 colleges or universities.

Areas of strength and areas of concern

Translating the visual displays into text produced these lists of survey dimensions for which your faculty's responses overall ranked your institution particularly well or poorly relative to your peers *and* to comparable COACHE sites. If you read nothing else in this report, you will learn the general thrust of your results from this synopsis.

Improving trends and worsening trends

For institutions that have administered the survey more than once, we have compared your current survey results to your prior data by highlighting the dimensions that, overall, have improved or worsened by ten percent or more.

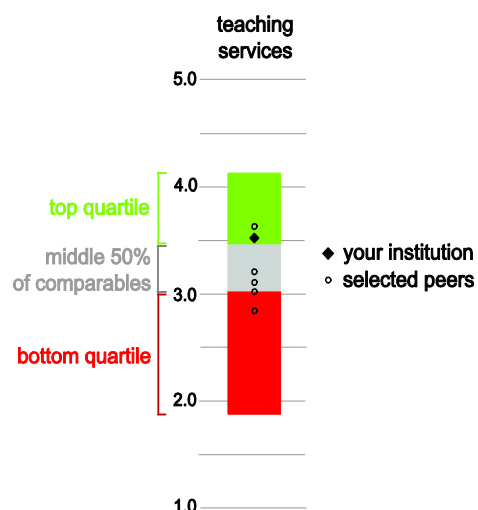
Differences by gender and race

In addition to comparing your results to peers and your cohort, this section will note any survey dimensions with at least a ten percent difference between men and women and between white faculty and faculty of color at your institution. (These results are reported only if your institution has at least five respondents in *both* comparable subgroups, e.g., men *and* women.)

Dashboards

The benchmark dashboard identifies your institution's results across the ten COACHE benchmarks of tenure-track faculty success. Each benchmark is the average score—along five-point scales—of several survey dimensions that share a common theme. Additional dashboards present the individual components making up the benchmark scores. All dashboards are simplified views of your absolute and comparative results overall; to grasp the nuances of your results by demographic group and over time (where applicable), we encourage further exploration of the means and frequency data.

The dashboard's visual display represents your mean rating as a black diamond (◆) and your selected peer ratings as circles (○) on a five-point scale. The green box signifies the performance of the



top quartile of campuses in your comparable institutional group; the grey box, the middle 50 percent; and the red box, the bottom quartile.* As you read across the data display, train your eye on the black diamond to discover a) your highest and lowest scores, and b) whether those scores place your faculty among the top, middle, or bottom of your peers and all others. (Note, however, that comparisons are not available for some questions new to the survey since 2008-09 due to insufficient data.)

Index of results

With this list of overall results for nearly all survey dimensions, we have paired comparisons beyond your walls to comparisons within. Alongside the overall mean results, green (▲) and red (▼) arrows suggest where your results are most positive, most negative, or mixed. This table serves best as an index to the fine-grained data tables of your report.

Policies and practices: effectiveness gaps

For the faculty who rated various policies as important to their success, we report the percentage (and rank order) who rated the policy as effective or ineffective (or not offered) at your institution. Higher percentages in the first chart indicate relatively successful policies, but in the second chart indicate policies currently absent or not working well.

Best and worst aspects about working at your institution

From a list of common characteristics of the academic workplace, your faculty chose two “best” and two “worst” aspects about working at your institution. We report the four aspects (or more, if there are ties) most frequently cited in each case and the percentage of your peers and comparable COACHE sites who share your best or worst qualities.

Thematic analysis of open-ended responses

Your report includes faculty responses to several open-ended survey questions (see below). In this portion of the Executive Summary, we preview the results of the final, open-ended question on improving the workplace by counting the number of times faculty mentioned a particular theme. We include results for your campus and for all comparable institutions since the 2009-10 cohort. Note that responses often touch upon multiple themes, so the total number of comments reported in this thematic summary is likely to exceed the actual number of faculty who responded to this question.

Views of global satisfaction

Several survey dimensions in the Global Satisfaction section of the survey instrument do not utilize a response scheme along a five-point Likert scale, and thus, do not lend themselves to mean comparisons. These survey dimensions are reported here for easier interpretation and comparison to other institutions. These visual displays of items without means will help you to identify quickly differences in *proportion* of faculty responses. Note that, because these items are based on the frequency tables, they represent the aggregate of unweighted responses and that the response set for question 47b includes only the subgroup of faculty who are considering leaving the institution for employment elsewhere.

* If you have selected a peer institution outside of your institutional type’s “comparables” (e.g., you are a university and selected a college as a peer in the faculty labor market), some peer symbols (○) may fall outside the shaded percentile boxes. This is because the range of “comparables” includes only institutions of your same type. (See *Appendix A* for a list of institutions in your type.)

II. Data tables and other results

Descriptive data

We provide the survey response rates for your institution, your peers, and for all comparable sites. You will also find here the range of weights used in calculating your results, as well as the names of the five institutions you selected as your peers. (Peer data, however, is kept anonymous throughout this report.)

Demographic data

This is the report of the survey's initial questions, which ask respondents to provide background information about their careers, family status, and other personal characteristics. COACHE analysts are available for follow-up analysis that takes into account any of these demographics variables.

Mean comparisons

The mean comparisons are based on results from all survey respondents at your institution, at the five peer institutions you selected, and at all other comparable institutions participating in this study (i.e., all colleges or all universities). For each survey dimension, the mean is the weighted arithmetic average of faculty responses on a particular item. Means are provided for your institution overall, for your peer institutions individually and overall, for all comparable institutions overall, and—where population size allows—for groups by gender, by race (white faculty or faculty of color), and by academic area.* If your institution has administered the survey more than once, the report includes comparisons against your past results. In separate columns, the relative position of your results is provided by a rank against your five peers and by a percentile among all comparable institutions. For further context (i.e., the distribution of results), the means of the institutions at the 75th and 25th percentiles are provided.

Mean results at your institution are shaded in yellow

The shaded areas contain mean comparisons between groups within your institution. Differences of 10 percent or more (of the response scale's range) are highlighted in green or red, depending on the direction of the difference.

Survey item	MALES								FEMALES							
	You				All selected peers				You				All selected peers			
	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		mean	net diff (vs M)	% diff (vs M)		mean	peer rank	mean	25th %tile mean
I find the tenure process in my department to be...	3.64	3.78	5	3.74	3.63	3.90	28		3.02	-0.62	-16%		3.34	5	3.65	3.48

The white areas display mean results at your peers and at all comparable institutions. The means of the schools at the 25th and 75th percentiles provide context for your results.

Be sure to consider both your rank among peers and your percentile among all comparables. A favorable result in one comparison could be mitigated by an unfavorable result in another.

Frequency distributions

As with the mean comparisons, these frequency distribution tables are based on results from all survey respondents at your institution and at all other institutions participating in this study. Provided here are the actual (unweighted) number and percentage of faculty responses on each survey dimension. We provide

* Note that, for any given question, the "All comparables" mean is calculated from the mean ratings of every institution with at least one valid respondent. Your percentile, however, places your mean among "All comparables" with at least five respondents. As a result, the "All comparables" mean may be greater than the "75th %tile mean" or lower than the "25th %tile mean". This is most likely to happen in questions with small base populations, e.g., where many respondents selected "N/A" or "Decline to answer."

comparisons overall and between the same sub-groups identified in the mean comparisons (i.e., by gender, race/ethnicity, academic area, and current/prior survey administrations).

A note on interpreting means and frequencies

Relative frequencies of responses for each item can provide crucial information not given by the mean score alone. While a group's mean score 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 two hypothetical cases:

Case #1: Half of a group of pre-tenure faculty chose "Very dissatisfied" (1) on a 5-point scale, and half chose "Very satisfied" (5);

Case #2: Every respondent in the group chose "Neither satisfied nor dissatisfied" (3).

In both cases, the mean score is 3.0; however, whereas in the second case the mean reflects individuals' attitudes perfectly, in the first case, the mean value ("Neither satisfied nor dissatisfied") does not actually reflect the attitude of *anyone* in the group. Rather, these respondents seem 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 major policy changes in order to accurately anticipate how faculty members will be affected.

Policies and practices: detail

These tables provide a deeper glimpse at your faculty's ratings of the importance and effectiveness of twenty policies and practices at your institution.

Responses to open-ended questions

This section shows the comments written by your pre-tenure faculty in response to follow-up questions to five survey items and to one open-ended question:

Q27b. In your opinion, on what non-performance-based criteria are tenure decisions in your department primarily made? Subjects were asked this follow-up question if they responded "Somewhat disagree" or "Strongly disagree" to Question 27a, which states, "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)."

Q44a. Please check the two (and only two) best aspects about working at your institution. Subjects responding "Other" were asked to specify.

Q44b. Please check the two (and only two) worst aspects about working at your institution. Subjects responding "Other" were asked to specify.

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

Q47b. Why do you plan to remain at your institution for no more than five years (after earning tenure)? Subjects responding "For no more than 5 years after earning tenure" to Q47 ("Assuming you achieve tenure, how long do you plan to remain at your institution?") were prompted here to specify their reasons.

Q51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

III. Appendices

A. Participating institutions

A list of institutions, by type, control, and cohort, whose data comprise the COACHE database. If your institutional type is “college,” then your comparables in this report are all colleges; if your type is “university,” your “comparables” are all universities.

B. Survey instrument

A static, coded version of the web-based instrument is provided in the first appendix. Please note that this medium does not accurately indicate survey “adaptive branching” behavior, where some items are skipped because of responses to previous questions.

C. Suggestions for action

Selections from COACHE’s extensive policy response database (a resource for COACHE members) are included here to provide a range of possible next steps as you involve your campus in discussions around your COACHE results.

D. Results of custom questions (if applicable)

For institutions that appended additional, custom questions to the COACHE survey, the results are displayed here in cross-tabulations and/or open-ended narrative.

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 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.

COACHE 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 2010 (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 “Descriptive data” in your report for response rates at your institution overall, by gender, and by race.

Subjects first received a message about the survey from a senior administrator (e.g., president, provost, or dean) at their institution. Next, subjects received an email from COACHE inviting them to complete the survey. Over the course of the survey administration period, up to four automated reminders were sent via email to all subjects who had not completed 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 B*). The median survey completion time was approximately 19 minutes; the mode (most frequent) completion time was approximately 14 minutes.

Data conditioning

In order for a participant to be considered a valid respondent, the responses must meet several criteria. First, the respondent had to provide at least one meaningful response beyond the demographic section of the instrument. Next, the responses of faculty who either terminated the survey before completing the demographic section or chose only *N/A* or *Decline to Respond* for all questions were removed from the data set. The impact of such deletions, however, was relatively small: on average, greater than 90 percent of respondents who enter the COACHE survey go on to complete it in its entirety.

The next step in identifying valid respondents consists of reviewing response patterns for individuals who completed the survey in a significantly shorter time span than the rest of the survey cohort; who chose the same response for at least 85 percent of the survey; or who followed a highly improbable pattern of responses throughout the survey. These “speeders” and “cheaters” were flagged for review and removed from the data when appropriate.

In responses to open-ended questions, 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]).

If your institution appended custom open-ended questions, comments were not altered in any way. Prior to completing any open-ended questions, faculty were warned, “You have completed the main questionnaire. Your campus leadership appended the next few questions to delve into specific topics related to your institution. In some cases, these questions ask for open text responses. COACHE reports the full unedited response for these items. Please keep in mind that COACHE never directly links your contact information to a response, however, some comments may inadvertently disclose the identity of respondents. We encourage you to use your best judgment to balance candor and confidentiality.”

DEFINITIONS

All comparables

Within the report, comparisons between your institution and the comparable cohort group provide context for your results in the broader faculty labor market. Because the experiences, demands, and expectations for faculty vary by institutional type, COACHE differentiates colleges and universities by size and institutional mission and compares your scores with only those schools in your comparable cohort. “Colleges” typically refer to smaller institutions with a primary focus on undergraduate education. “Universities” refer to larger institutions with a greater emphasis on research and graduate degree production.

Data weighting or “weight scale”

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data 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 for each institution to more accurately reflect the proportions in that institution’s actual population of pre-tenure faculty. See “Descriptive Data” in your report for your institution’s weight scale.

In some cases, small numbers of some groups with strong over- or under-representation in the response set can unintentionally influence the mean scores overall and/or within the subgroups. In such cases, the weights of these smaller groups were merged with other subgroups to create weights that are more balanced.

Faculty of color

Any respondent identified by his or her institution or self-identifying in the survey as non-White.

n < 5

To protect the identity of respondents and in accordance with procedures approved by Harvard University’s Committee on the Use of Human Subjects, cells with fewer than five data points (i.e., mean scores for

questions that were answered by fewer than five faculty from a subgroup within an institution) are not reported. Instead, “n < 5” will appear as the result.

Percentage difference (% diff)

In reporting comparisons of means, many studies express the result as a percentage difference based on one of the subgroup means. For example, if females (group1) rated clarity of the tenure criteria at 2.40 on a five-point scale, and males (group2) rated the same dimension at 2.00, one might report that “women find tenure criteria 20 percent clearer than do men.”

$$\frac{\text{group1} - \text{group2}}{\text{group2}}$$

By this method, however, the same difference in rating (0.40) at the higher end of the five-point scale would seem narrower if expressed as a percentage. If we compare a female (group1) mean of 4.40 against a male (group2) mean of 4.00, we find just a 10 percent difference—half the difference of our earlier example—even though the absolute difference between the results is the same. Thus, using a variable divisor (group2) exaggerates differences at the low end of a scale, or conversely, mutes differences at the high end of a scale.

Another problem caused by this method is that the percentage value of the difference changes depending on how you express the comparison: “Women find tenure clarity 20 percent clearer than do men,” but “Men find tenure clarity 16.7 percent less clear than do women.”

Still, expressing comparative results as a percentage is a universal method of deciding whether or not a difference is “important,” “practical,” or “meaningful.” Therefore, your COACHE report expresses differences as a percentage of the *range* on our five point scale.

$$\frac{\text{group1} - \text{group2}}{\text{scale high} - \text{scale low}}$$

To cite the examples above, the 0.40 that separates female and male results—whether at the low or high end of the scale—will always be 10 percent of the range of possible clarity responses, or $5 - 1 = 4$. Likewise, a 10 percent difference always translates into a 0.40 difference in means.

Arguably, the fixed divisor could be the number (5), not the range (4) of responses. We provide your data in Excel format, should you wish to substitute your own assumptions. (Be aware that such a change will make smaller the relative differences between groups.) However, we believe that these assumptions strengthen the consistency of the analysis from item to item across the dimensions of the survey.

Response rate

The percent of all eligible pre-tenure faculty, by gender and by race, whose responses, following the data conditioning process, were deemed eligible to be included in this analysis. These response rates determine the weight scale used to balance the sample.

Please contact COACHE with any additional questions about methodology and definitions, about survey administration, or about any aspects of this institutional report.

COACHE

Tenure-Track Faculty Job Satisfaction Survey Executive Summary

COACHE

The Collaborative on Academic Careers in Higher Education

EXECUTIVE SUMMARY

The *COACHE Tenure-Track Faculty Job Satisfaction Survey* was administered online from October 2010 through January 2011. This executive summary highlights faculty responses to most items in the survey, which fall into ten primary survey domains:

Tenure practices	Nature of the work: Overall
Tenure expectations: Clarity	Nature of the work: Teaching
Tenure expectations: Reasonableness	Nature of the work: Research
Work and home	Compensation & Benefits
Climate, Culture, Collegiality	Global Satisfaction

Population data and completion rates

		Overall	Male	Female	White, non-Hispanic	Faculty of Color
University of Wyoming	<i>population</i>	169	104	65	127	42
	<i>responders</i>	101	53	48	75	26
	<i>response rate</i>	60%	51%	74%	59%	62%
All selected peers	<i>population</i>	1560	932	628	1047	513
	<i>responders</i>	876	500	376	614	262
	<i>response rate</i>	56%	54%	60%	59%	51%
All comparables¹	<i>population</i>	13709	7739	5970	9280	4120
	<i>responders</i>	7750	4144	3606	5389	2200
	<i>response rate</i>	57%	54%	60%	58%	53%

Peer group

Your institution selected five institutions as peers against whom to compare your survey results. The results of COACHE survey administration at these peer institutions are included throughout this report in the aggregate or, when cited individually, in a randomized order. Your peer institutions are:

- North Carolina State University
- Iowa State University
- Virginia Polytechnic Institute and State University
- University of Illinois at Urbana-Champaign
- Washington State University

¹ Comparisons between your institution and the comparable cohort group provide context for your results. COACHE differentiates colleges and universities by size and institutional mission and compares your scores with only those comparable schools.

Areas of strength

Your faculty's ratings of the following survey dimensions placed your institution **first or second (out of six) compared to peers and in the top quartile** compared to all comparable COACHE participants. We recommend sharing these findings (e.g., in job postings, with search committees and prospective faculty) as compelling aspects of your institution as a workplace.

Tenure practices

- clarity of tenure process
- clarity of tenure criteria
- clarity of tenure standards
- clarity of tenure body of evidence
- clarity of sense of achieving tenure
- consistent messages about tenure from tenured colleagues

Tenure expectations: Clarity

- clarity of expectations: advisor
- clarity of expectations: campus citizen

Tenure expectations: Reasonableness

- reasonableness of expectations: scholar
- reasonableness of expectations: advisor
- reasonableness of expectations: campus citizen

Nature of the work: Research

- expectations for finding external funding

Nature of the work: Teaching

- number of students you teach

Work and home

- spousal/partner hiring program
- colleagues make having children and tenure-track compatible
- colleagues make raising children and tenure-track compatible

Climate, culture, collegiality

- peer reviews of teaching or research
- fairness of immediate supervisor's evaluations

Global satisfaction

- CAO cares about quality of life for pre-tenure faculty

Areas of concern

Your faculty's ratings of the following survey dimensions placed your institution **fifth or sixth (out of six) compared to peers and in the bottom quartile** compared to all comparable COACHE participants. We recommend targeting these areas for intervention.

Nature of the work: Teaching

- discretion over course content

Climate, culture, collegiality

intellectual vitality of tenured colleagues
Global satisfaction
department as a place to work

Improving trends

Compared to your prior survey results, the following dimensions appear to have improved to an extent you might consider meaningful (i.e., by 10% or more).

Tenure expectations: Clarity
clarity of expectations: advisor
Work and home
colleagues make having children and tenure-track compatible

Worsening trends

Compared to your prior survey results, no survey dimensions appear to have worsened by a mean value of 10% or more.

Differences by gender at your institution

Female faculty at your institution rated the following survey dimension **at least 10% higher** than did male faculty at your institution.

Compensation and benefits
financial assistance with housing

Male faculty at your institution rated the following survey dimensions **at least 10% higher** than did female faculty at your institution.

Tenure expectations: Clarity
clarity of expectations: member of community
Nature of the work: Overall
amount of access to TA's, RA's, etc.
Nature of the work: Research
amount of time to conduct research

Differences by race/ethnicity at your institution

Faculty of color at your institution rated the following survey dimensions **at least 10% higher** than did white faculty at your institution.

Tenure practices

- upper limit on committee assignments

Nature of the work: Research

- research services

- professional assistance in obtaining grants

Work and home

- elder care

- paid/unpaid personal leave

Compensation and benefits

- tuition waivers

White faculty at your institution rated the following survey dimensions **at least 10% higher** than did faculty of color at your institution.

Nature of the work: Teaching

- discretion over course content

Work and home

- spousal/partner hiring program

- colleagues make having children and tenure-track compatible

- colleagues make raising children and tenure-track compatible

Climate, culture, collegiality

- amount of personal interaction with tenured colleagues

- amount of professional interaction with pre-tenure colleagues

- amount of personal interaction with pre-tenure colleagues

- participation in governance of department

Benchmarks



The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2010-11

This table summarizes your mean results for each survey dimension. The overall mean is shown. In the "vs others" column, a green arrow signifies that your institution places **first or second amongst peers** *and in the top quartile overall*; a red arrow indicates that you ranked **fifth or sixth amongst peers** *and the bottom quartile overall*. In all other columns, the arrows demonstrate that the mean is better (green) or worse (red) than the comparable group's mean **by 10 percent or more**.

ITEM	NAME	OVERALL RESULTS			SUBGROUPS	
		mean	vs others	vs prior	females vs males	faculty of color vs white
Tenure practices						
Q19	clarity of tenure process	4.00	▲			
Q20	clarity of tenure criteria	3.86	▲			
Q21	clarity of tenure standards	3.58	▲			
Q22	clarity of tenure body of evidence	3.80	▲			
Q23	clarity of sense of achieving tenure	3.78	▲			
Q26	consistent messages about tenure from tenured colleagues	3.47	▲			
Q27A	tenure decisions based on performance	3.75				
Q34B3	periodic, formal performance reviews	3.51				
Q34B4	written summary of performance reviews	3.49				
Q34B10	upper limit on committee assignments	3.11				▲
Tenure expectations: Clarity						
Q24A	clarity of expectations: scholar	3.81				
Q24B	clarity of expectations: teacher	3.75				
Q24C	clarity of expectations: advisor	3.49	▲	▲		
Q24D	clarity of expectations: colleague in department	3.27				
Q24E	clarity of expectations: campus citizen	3.18	▲			
Q24F	clarity of expectations: member of community	2.98			▼	
Tenure expectations: Reasonableness						
Q25A	reasonableness of expectations: scholar	3.87	▲			
Q25B	reasonableness of expectations: teacher	3.79				
Q25C	reasonableness of expectations: advisor	3.70	▲			
Q25D	reasonableness of expectations: colleague in department	3.55				
Q25E	reasonableness of expectations: campus citizen	3.53	▲			
Q25F	reasonableness of expectations: member of community	3.46				
Nature of the work: Overall						
Q28	way you spend your time as a faculty member	3.72				
Q28B	number of hours you work as a faculty member	3.51	N/A	N/A		
Q31	quality of facilities	3.33				
Q32	amount of access to TA's, RA's, etc.	3.04			▼	
Q33A	clerical/administrative services	3.47				
Q33D	computing services	3.50				
Nature of the work: Teaching						
Q29A	level of courses you teach	3.94				
Q29B	number of courses you teach	3.91				
Q29C	degree of influence over which courses you teach	4.08				
Q29D	discretion over course content	4.31	▼			▼
Q29E	number of students you teach	4.01	▲			
Q29F	quality of undergraduate students	3.40				
Q29G	quality of graduate students	3.57				
Q33C	teaching services	3.62				
Q34B6	professional assistance for improving teaching	3.48				
Q34B11	upper limit on teaching obligations	3.44				

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ITEM	NAME	OVERALL RESULTS			SUBGROUPS	
		mean	vs others	vs prior	females vs males	faculty of color vs white
Nature of the work: Research						
Q30B	amount of time to conduct research	3.00			▼	
Q30C	expectations for finding external funding	3.25	▲			
Q30D	influence over focus of research	4.29				
Q33B	research services	3.19				▲
Q34B5	professional assistance in obtaining grants	2.81				▲
Q34B7	travel funds	3.06				
Q34B8	paid/unpaid research leave	3.24				
Work and home						
Q34B9	paid/unpaid personal leave	3.33				▲
Q34B13	childcare	2.76				
Q34B15	stop-the-clock	3.55				
Q34B16	spousal/partner hiring program	3.23	▲			▼
Q34B17	elder care	2.78	N/A	N/A		▲
Q34B19	modified duties for parental or other family reasons	3.17	N/A	N/A		
Q34B20	part-time tenure-track position	3.18	N/A	N/A		
Q35A	institution makes having children and tenure-track compatible	3.31				
Q35B	institution makes raising children and tenure-track compatible	3.14				
Q35C	colleagues make having children and tenure-track compatible	3.99	▲	▲		▼
Q35D	colleagues make raising children and tenure-track compatible	3.92	▲			▼
Q35E	colleagues are respectful of efforts to balance work/home	3.87	N/A	N/A		
Q37	ability to balance between professional and personal time	2.99				
Climate, culture, and collegiality						
Q34B1	formal mentoring	3.02				
Q34B2	informal mentoring	3.46				
Q34B12	peer reviews of teaching or research	3.38	▲			
Q38A	fairness of immediate supervisor's evaluations	4.20	▲			
Q38B	interest tenured faculty take in your professional development	3.38				
Q38C	opportunities to collaborate with tenured faculty	3.46				
Q38D	value faculty in your department place on your work	3.46	N/A	N/A		
Q39A	amount of professional interaction with tenured colleagues	3.48				
Q39B	amount of personal interaction with tenured colleagues	3.70				▼
Q39C	amount of professional interaction with pre-tenure colleagues	3.81				▼
Q39D	amount of personal interaction with pre-tenure colleagues	3.86				▼
Q40	how well you fit	3.65				
Q41	intellectual vitality of tenured colleagues	3.18	▼			
Q41A	intellectual vitality of pre-tenure colleagues	3.90	N/A	N/A		
Q41B	participation in governance of institution	3.86	N/A	N/A		
Q41C	participation in governance of department	3.94	N/A	N/A		▼
Q42	on the whole, institution is collegial	4.02	N/A	N/A		
Compensation and benefits						
Q34B14	financial assistance with housing	2.31			▲	
Q34B18	tuition waivers	3.27	N/A	N/A		▲
Q36	compensation	3.20				
Global satisfaction						
Q45A	department as a place to work	3.76	▼			
Q45B	institution as a place to work	3.72				
Q46B	CAO cares about quality of life for pre-tenure faculty	3.78	▲			
Q48	would again choose to work at this institution	3.92				
Q50	overall rating of institution	3.81				

Tenure Practices



Tenure Expectations: Clarity



Tenure Expectations: Reasonableness



Nature of Work: Overall



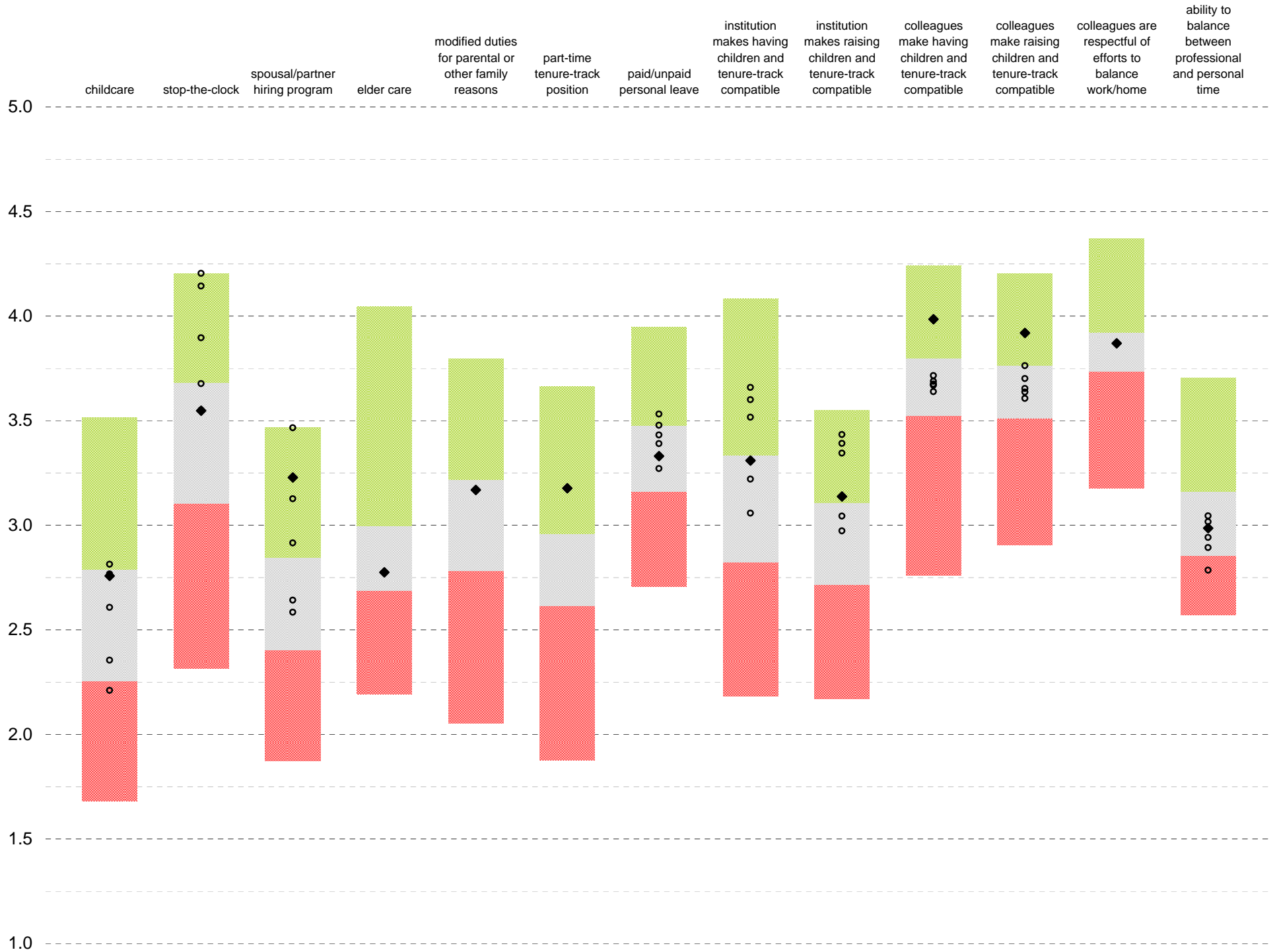
Nature of Work: Teaching



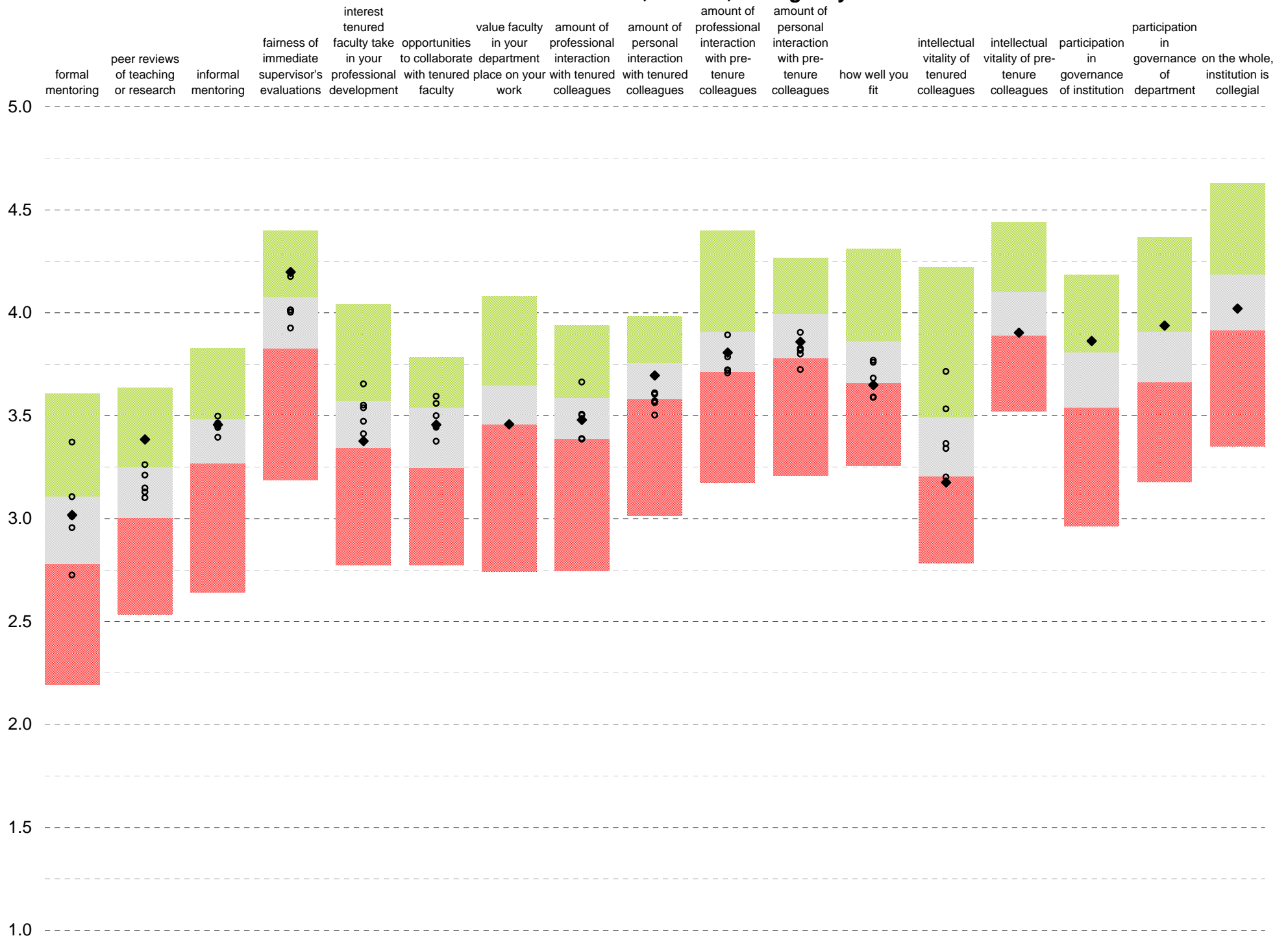
Nature of Work: Research



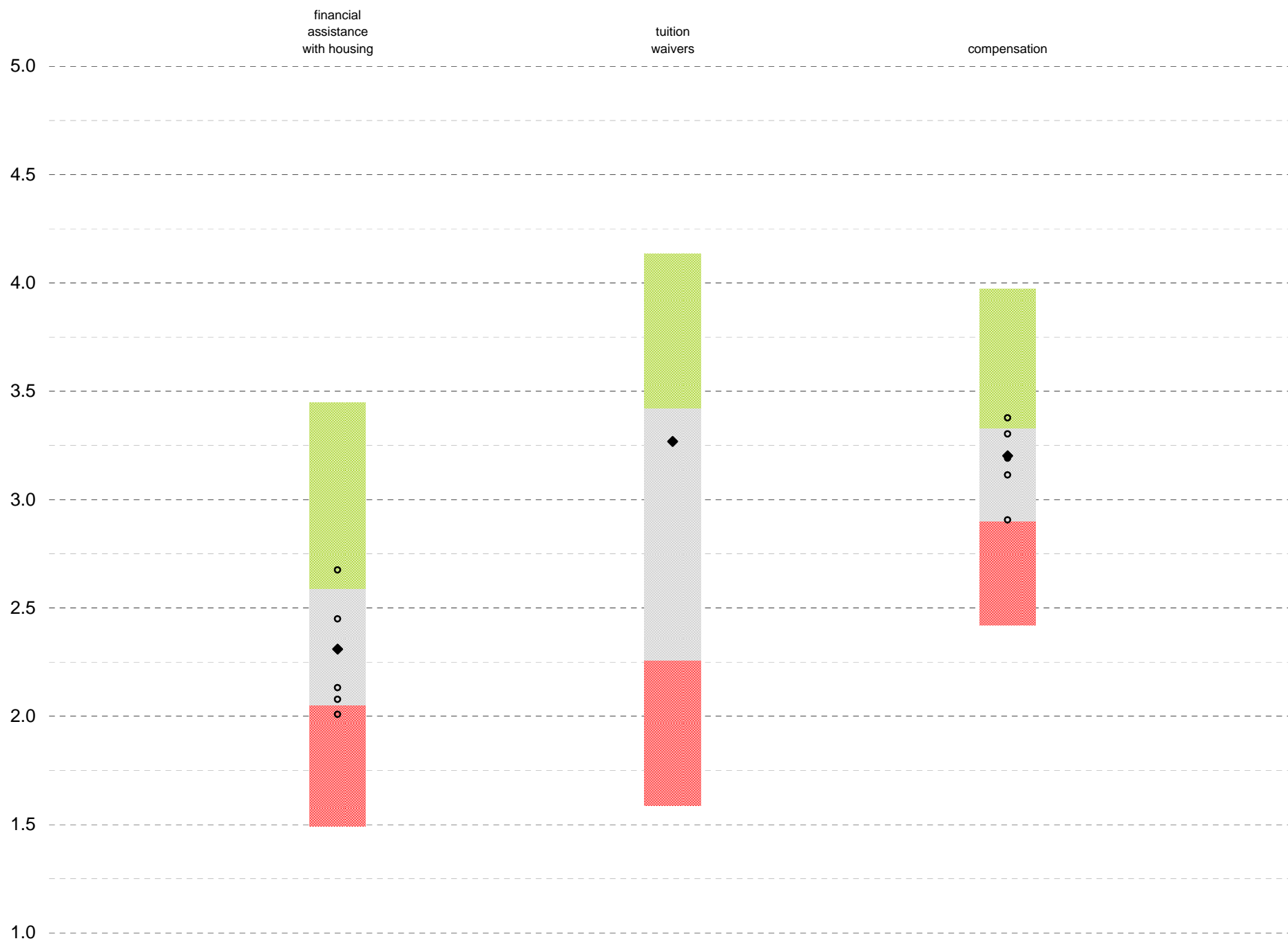
Work and Home



Climate, Culture, Collegiality



Compensation and Benefits



Global Satisfaction

CAO cares
about
quality of
life for pre-
tenure
faculty

would
again
choose to
work at this
institution

department
as a place
to work

institution
as a place
to work

overall
rating of
institution



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

This table shows, for each of 20 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 by subgroups) 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/Practice	Valid <i>n</i>	At Your Insitution				
		Overall	Males	Females	White Faculty	Faculty of Color
Periodic, formal performance reviews	98	57% (1)	63% (1)	49% (9)	53% (4*)	70% (1)
Written summary of periodic performance reviews	98	56% (2*)	57% (3*)	55% (2)	54% (2*)	63% (2)
Stop-the-clock for parental or other family reasons	58	56% (2*)	57% (3*)	53% (4*)	56% (1)	53% (7*)
An upper limit on teaching obligations	91	54% (4*)	51% (6)	60% (1)	53% (4*)	58% (3*)
Informal mentoring	96	54% (4*)	59% (2)	46% (10)	54% (2*)	53% (7*)
Peer reviews of teaching or research/creative work	96	51% (6*)	56% (5)	43% (12)	51% (6)	53% (7*)
Professional assistance for improving teaching	86	51% (6*)	49% (7)	54% (3)	48% (7*)	58% (3*)
Spousal/partner hiring program	71	44% (8)	38% (10)	53% (4*)	48% (7*)	31% (17)
Travel funds to present papers or conduct research	99	42% (9)	37% (11)	50% (8)	41% (9)	45% (12)
Tuition waivers (e.g., for child, spouse/partner)	52	40% (10)	34% (13)	52% (6)	34% (10*)	57% (5)
Paid or unpaid research leave	80	38% (11)	40% (9)	35% (13)	34% (10*)	48% (11)
Paid or unpaid personal leave	73	37% (12)	27% (14*)	51% (7)	32% (12)	51% (10)
An upper limit on committee assignments for tenure-track faculty	85	36% (13)	42% (8)	27% (16)	30% (13)	55% (6)
Formal mentoring program	97	31% (14)	35% (12)	24% (18)	28% (14*)	40% (14)
Modified duties for parental or other family reasons (e.g., course release)	41	29% (15)	16% (18)	45% (11)	28% (14*)	30% (18)
Professional assistance in obtaining externally funded grants	78	28% (16)	27% (14*)	29% (15)	22% (17)	44% (13)
Childcare	44	24% (17)	20% (16)	32% (14)	20% (18)	34% (15)
Part-time tenure-track position	41	21% (18)	18% (17)	25% (17)	24% (16)	12% (20)
Elder care	27	13% (19)	10% (19)	22% (19)	4% (19)	33% (16)
Financial assistance with housing	56	4% (20)	6% (20)	0% (20)	0% (20)	14% (19)

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

This table shows, for each of 20 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 by subgroups) 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/Practice	Valid <i>n</i>	At Your Insitution				
		Overall	Males	Females	White Faculty	Faculty of Color
Childcare	44	52% (1)	52% (1)	53% (2)	54% (1)	46% (3)
Elder care	27	43% (2)	34% (5*)	67% (1)	48% (2*)	30% (5)
An upper limit on committee assignments for tenure-track faculty	85	40% (3)	34% (5*)	50% (3)	48% (2*)	17% (14*)
Financial assistance with housing	56	38% (4)	48% (2)	20% (13*)	30% (9*)	60% (1)
Tuition waivers (e.g., for child, spouse/partner)	52	37% (5)	43% (3)	24% (11)	43% (4)	21% (10)
Travel funds to present papers or conduct research	99	35% (6*)	35% (4)	35% (5)	38% (6)	26% (6*)
Professional assistance in obtaining externally funded grants	78	35% (6*)	33% (8)	40% (4)	40% (5)	24% (8)
Modified duties for parental or other family reasons (e.g., course release)	41	32% (8)	32% (9)	32% (7)	31% (8)	33% (4)
Spousal/partner hiring program	71	30% (9*)	34% (5*)	23% (12)	24% (13)	51% (2)
Paid or unpaid research leave	80	30% (9*)	28% (10)	33% (6)	33% (7)	20% (11)
Formal mentoring program	97	27% (11)	25% (11)	31% (8)	27% (11*)	26% (6*)
Peer reviews of teaching or research/creative work	96	25% (12)	24% (12)	26% (10)	27% (11*)	18% (12*)
Part-time tenure-track position	41	24% (13)	18% (14)	29% (9)	30% (9*)	0% (20)
An upper limit on teaching obligations	91	20% (14)	21% (13)	19% (15)	23% (14)	13% (16)
Informal mentoring	96	17% (15)	17% (15)	17% (16)	16% (15)	23% (9)
Stop-the-clock for parental or other family reasons	58	14% (16)	10% (19*)	20% (13*)	14% (16*)	17% (14*)
Periodic, formal performance reviews	98	13% (17)	12% (18)	15% (17)	14% (16*)	9% (17*)
Professional assistance for improving teaching	86	12% (18)	13% (17)	10% (18)	9% (19)	18% (12*)
Paid or unpaid personal leave	73	11% (19)	14% (16)	5% (20)	13% (18)	5% (19)
Written summary of periodic performance reviews	98	8% (20)	10% (19*)	6% (19)	8% (20)	9% (17*)

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

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Most frequently cited *best aspects* about working at your institution (Q44a)

**% of institutions where item ranked
among the top four responses**

	<i>rank</i>	<i>category</i>	<i>name</i>	<i>Selected peers</i>	<i>All comparables</i>
Overall	1	climate, culture and collegiality	support of colleagues	40%	68%
	2	nature of the work	academic freedom	60%	46%
	3	policies and practices	spousal/partner hiring program	20%	1%
	3	climate, culture and collegiality	my sense of "fit" here	80%	70%
Male	1	nature of the work	academic freedom	60%	56%
	2	climate, culture and collegiality	support of colleagues	20%	54%
	2	external factors	geographic location	60%	63%
	4	climate, culture and collegiality	my sense of "fit" here	100%	68%
Female	1	policies and practices	spousal/partner hiring program	20%	1%
	2	climate, culture and collegiality	quality of colleagues	80%	52%
	3	nature of the work	teaching load	40%	24%
	3	climate, culture and collegiality	support of colleagues	60%	68%
White Faculty	1	climate, culture and collegiality	support of colleagues	40%	59%
	2	policies and practices	spousal/partner hiring program	0%	0%
	3	external factors	geographic location	60%	63%
	4	climate, culture and collegiality	my sense of "fit" here	80%	76%
	4	nature of the work	academic freedom	60%	48%
Faculty of Color	1	nature of the work	academic freedom	60%	46%
	2	climate, culture and collegiality	my sense of "fit" here	20%	51%
	3	nature of the work	teaching load	40%	21%
	4	climate, culture and collegiality	support of colleagues	80%	56%

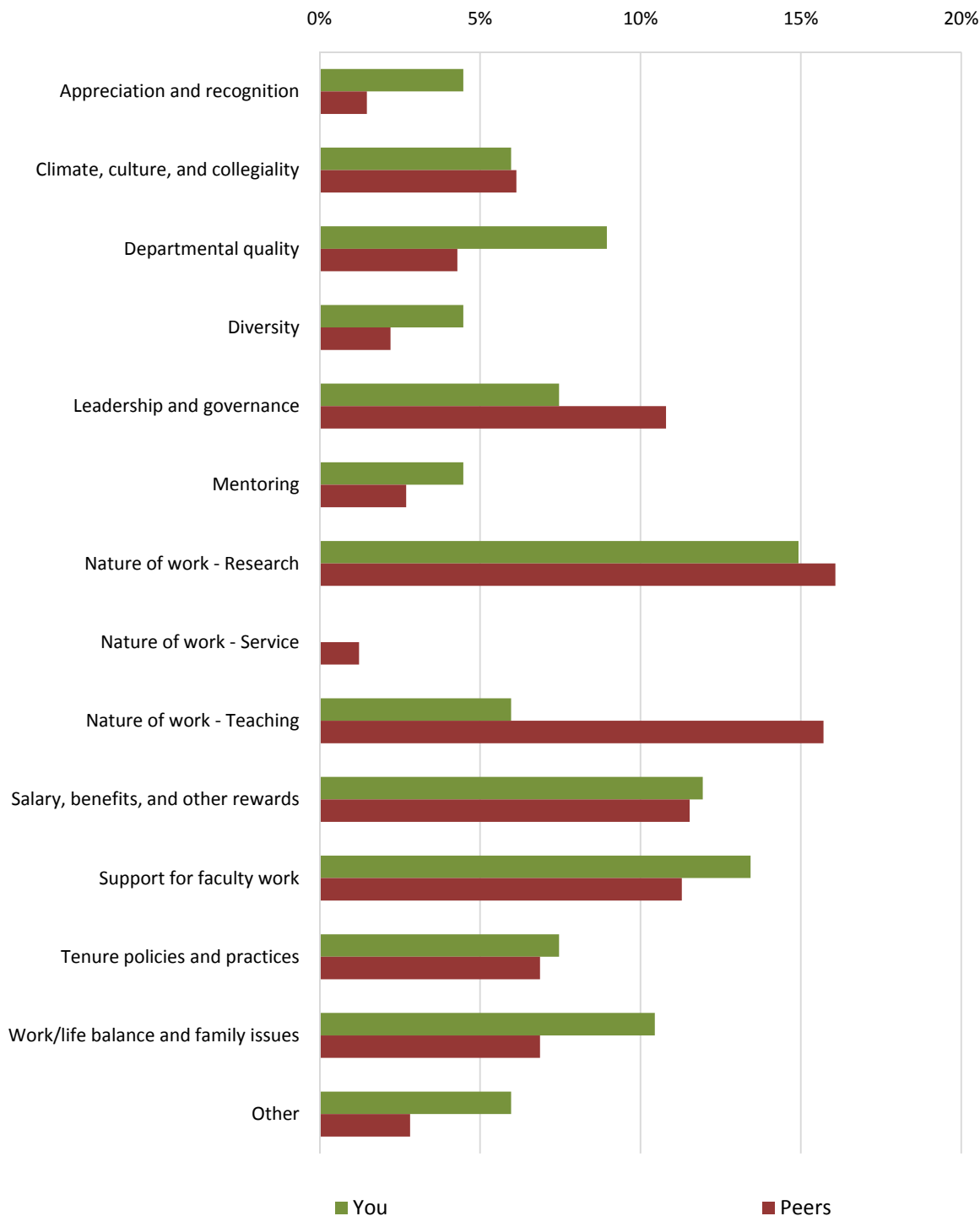
Most frequently cited *worst aspects* about working at your institution (Q44b)

**% of institutions where item ranked
among the top four responses**

	<i>rank</i>	<i>category</i>	<i>name</i>	<i>Selected peers</i>	<i>All comparables</i>
Overall	1	policies and practices	compensation	100%	72%
	2	climate, culture and collegiality	lack of diversity	40%	12%
	3	external factors	geographic location	80%	24%
	4	policies and practices	too much service/too many assignments	0%	33%
	4	nature of the work	quality of undergraduate students	0%	27%
Male	1	policies and practices	compensation	100%	66%
	2	nature of the work	quality of undergraduate students	0%	32%
	3	external factors	geographic location	80%	29%
	3	climate, culture and collegiality	lack of diversity	20%	7%
Female	1	policies and practices	too much service/too many assignments	40%	40%
	1	climate, culture and collegiality	lack of diversity	80%	23%
	3	policies and practices	compensation	60%	52%
	4	nature of the work	lack of support for research/creative work (e.g., leave)	0%	57%
	4	external factors	geographic location	80%	28%
White Faculty	1	policies and practices	compensation	100%	61%
	2	nature of the work	quality of undergraduate students	0%	32%
	2	nature of the work	lack of support for research/creative work (e.g., leave)	20%	48%
	2	policies and practices	too much service/too many assignments	40%	38%
Faculty of Color	1	climate, culture and collegiality	lack of diversity	60%	28%
	2	external factors	geographic location	80%	27%
	3	nature of the work	quality of graduate students	40%	29%
	4	policies and practices	spousal/partner hiring program (or lack thereof)	20%	20%

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The chart below summarizes the responses to the final question in the survey which asks about the **one thing** your institution can do to improve the workplace for faculty. Open text responses were coded and summarized for your institution (green) and your peers (red).



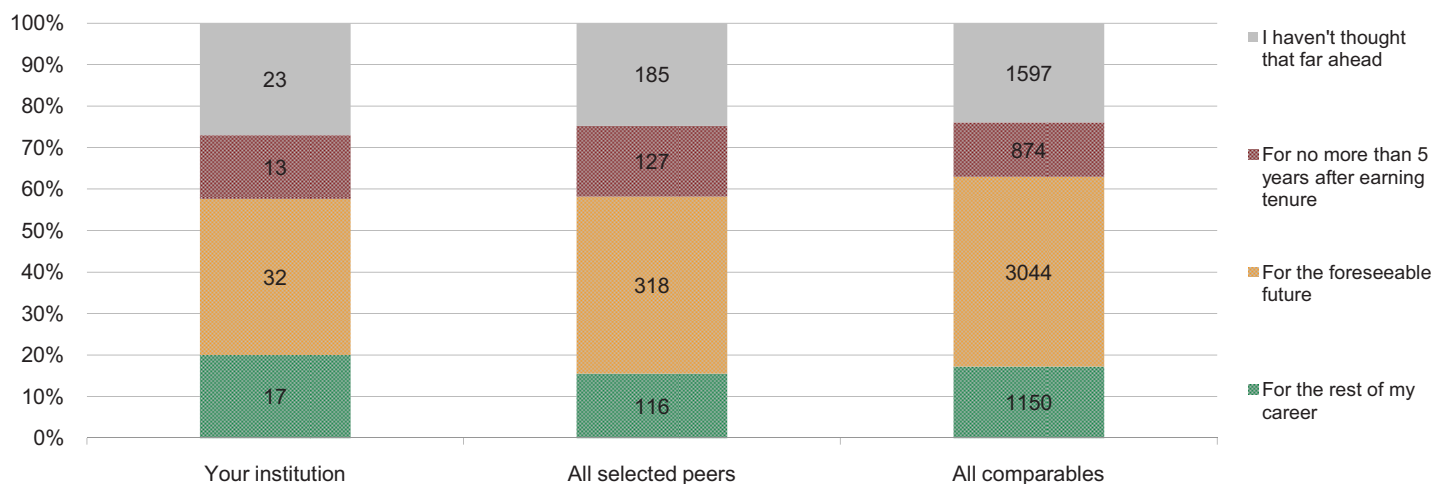
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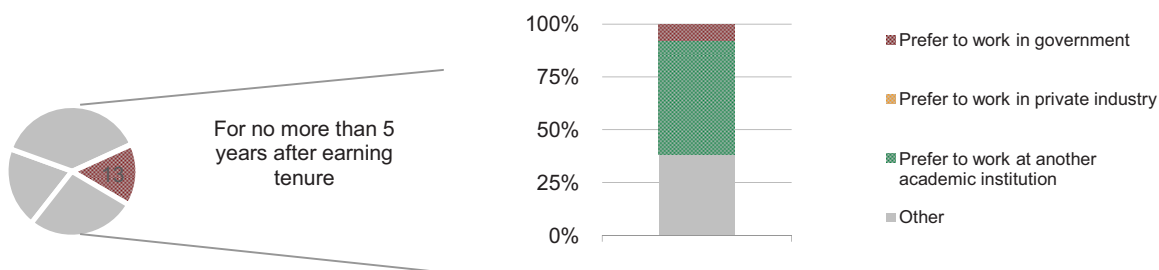
The following charts report data for non-likert survey items (Q47, Q47b, and Q49). For Items Q47 and Q49, the graphs display the distribution of responses for your institution, your peers, and all respondents in your cohort. Q47b examines the subgroup of respondents to Q47 who do not plan to remain at your institution for more than five years after receiving tenure.

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

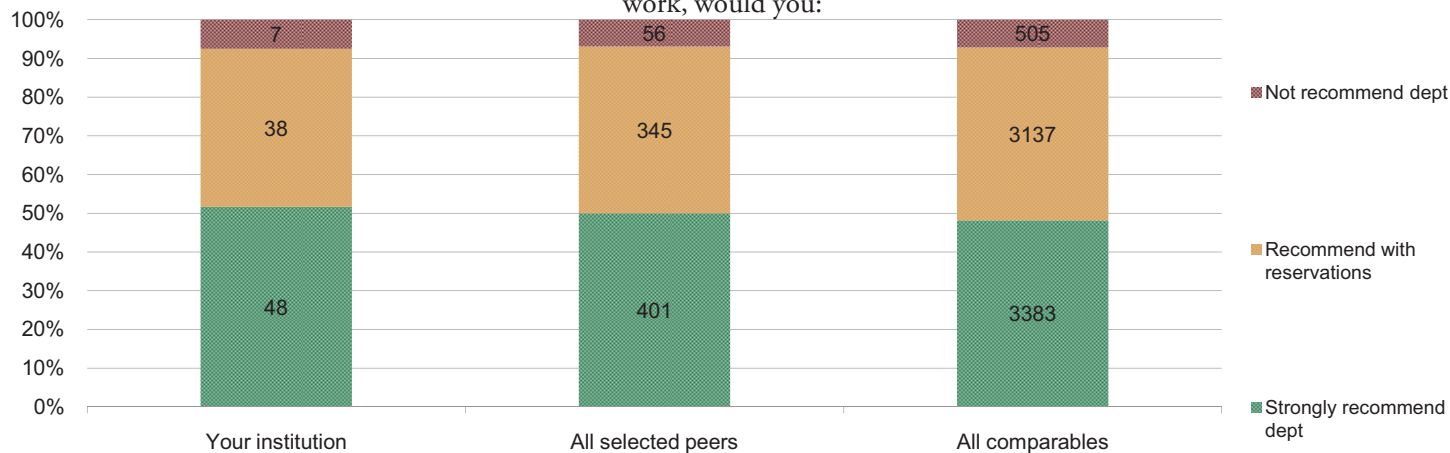


Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

Q47b. Why do you plan to remain at your institution for no more than five years after earning



Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:



COACHE

Tenure-Track Faculty Job Satisfaction Survey
Data Tables and Other Results

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Tenure-Track Faculty Job Satisfaction Survey Descriptive Data

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POPULATION DEMOGRAPHICS AND RESPONSE RATE

		Overall	Male	Female	White, non-Hispanic	Faculty of Color
University of Wyoming	<i>population</i>	169	104	65	127	42
	<i>responders</i>	101	53	48	75	26
	<i>response rate</i>	60%	51%	74%	59%	62%
All selected peers	<i>population</i>	1560	932	628	1047	513
	<i>responders</i>	876	500	376	614	262
	<i>response rate</i>	56%	54%	60%	59%	51%
All comparables*	<i>population</i>	13709	7739	5970	9280	4120
	<i>responders</i>	7750	4144	3606	5389	2200
	<i>response rate</i>	57%	54%	60%	58%	53%

*Due to some missing gender and race/ethnicity data, the total numbers of males and females, and of white faculty and faculty of color, do not sum to the total populations.

DATA WEIGHT SCALE

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by gender and race/ethnicity. Applying these weights to the data allows the relative proportions of subgroups in the data set for each institution to reflect more accurately the proportions in that institution's actual population of faculty.

	American Indian or Native Alaskan	Asian, Asian American, or Pacific Islander	White, non-Hispanic	Black or African American	Hispanic or Latino	Multiracial or Other
Male	N/A	1.0500	1.2300	N/A	1.0500	1.0500
Female	0.8000	0.8000	0.8100	0.8000	0.8000	N/A

SELECTED PEER INSTITUTIONS

Your institution selected five institutions as peers against whom to compare your survey results. The results of COACHE survey administration at these peer institutions are included throughout this report in the aggregate or, when cited individually, in a randomized order. Your peer institutions are:

- ♦ NC State University
- ♦ Iowa State University
- ♦ Virginia Polytechnic Institute and State University
- ♦ University of Illinois at Urbana-Champaign
- ♦ Washington State University

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Tenure-Track Faculty Job Satisfaction Survey
Demographics

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

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item	name	description	response scale	Your institution		All selected peers		All comparables	
				Count	%	Count	%	Count	%
Q3	highest degree	What is the highest degree you have earned?	Doctorate (Ph.D., J.D., M.D. etc.)	90	89%	831	95%	7280	94%
			Master's	11	11%	39	4%	415	5%
			Bachelor's	0	0%	0	0%	14	0%
			Associate's	0	0%	0	0%	0	0%
			Other	0	0%	3	0%	20	0%
Q5	postdoctoral appointment	Did you hold a postdoctoral appointment?	Yes	35	35%	222	43%	2091	36%
			No	65	65%	297	57%	3669	64%
Q6a	first tenure-track appointment	Is this your first tenure-track appointment?	Yes	85	85%	752	86%	6355	82%
			No	15	15%	122	14%	1353	18%
Q6b	years of tenure elsewhere	How many years on the tenure track did you complete elsewhere? [BASE: Not first tenure-track appointment]	1 year or less	2	13%	12	10%	152	11%
			2 years	4	27%	27	23%	260	19%
			3 years	3	20%	24	20%	242	18%
			4 years	2	13%	17	14%	208	16%
			5 or more years	2	13%	23	19%	299	22%
			Full tenure	2	13%	15	13%	180	13%
Q6d	prior service	Did your current faculty appointment begin with credit for prior service elsewhere? [BASE: Not first tenure-track appointment]	Yes	5	33%	40	34%	470	36%
			No	10	67%	79	66%	848	64%
Q6e	years of credit for prior service	How many years of credit for prior service did you receive? [BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.]	1 year or less	5	100%	12	32%	88	21%
			2 years	0	0%	8	21%	128	30%
			3 years	0	0%	12	32%	127	30%
			4 years	0	0%	4	11%	40	9%
			5 or more years	0	0%	2	5%	43	10%
Q7	year of appointment	Please indicate the year in which your current faculty appointment began:	2010	0	0%	0	0%	21	0%
			2009	27	27%	0	0%	149	2%
			2008	29	29%	152	17%	907	12%
			2007	13	13%	199	23%	1715	22%
			2006	15	15%	180	21%	1619	21%
			2005	17	17%	136	16%	1368	18%
			2004	0	0%	116	13%	967	13%
			2003	0	0%	60	7%	594	8%
			2002	0	0%	18	2%	222	3%
			2001	0	0%	8	1%	83	1%
			Before 2001	0	0%	2	0%	41	1%
Q8	rank	What is your rank?	Professor (or "Full Professor")	1	1%	0	0%	26	0%
			Associate Professor	7	7%	26	3%	491	6%
			Assistant Professor	89	88%	844	96%	7207	93%
			Instructor/Lecturer	0	0%	1	0%	4	0%
			Other	4	4%	5	1%	22	0%
Q11	race/ethnicity	What is your race?	American Indian or Native Alaskan	1	1%	4	0%	50	1%
			Asian, Asian-American, or Pacific Islander	15	15%	165	19%	1150	15%
			White (non-Hispanic)	75	74%	614	70%	5389	71%
			Black or African-American	1	1%	37	4%	455	6%
			Hispanic or Latino	7	7%	36	4%	336	4%
			Other	0	0%	7	1%	60	1%
Q12	citizenship	What is your citizenship status?	Multiracial	2	2%	13	1%	109	1%
			U.S. citizen	77	79%	586	69%	5566	74%
Q13	gender	What is your gender?	Non-U.S. citizen	21	21%	265	31%	1959	26%
			Male	53	52%	500	57%	4144	53%
Q14	age	In what year were you born? (Age calculated from year of birth)	Female	48	48%	376	43%	3606	47%
			30 or younger	5	5%	48	6%	337	5%
			31-35	20	21%	278	33%	2031	28%
			36-40	29	31%	274	33%	2343	32%
			41-45	21	22%	130	15%	1292	17%
Q15	annual salary	What is your annual salary?	46 or older	20	21%	112	13%	1380	19%
			Less than \$30,000	0	0%	0	0%	0	0%
			\$30,000 to \$44,999	2	2%	5	1%	62	1%
			\$45,000 to \$59,999	37	37%	226	27%	2118	29%
			\$60,000 to \$74,999	31	31%	271	32%	2632	35%
			\$75,000 to \$89,999	16	16%	187	22%	1281	17%
Q16a	children	How many children under the age of 18 live with you at home?	\$90,000 or above	14	14%	159	19%	1336	18%
			None	46	46%	434	50%	3902	51%
			1	24	24%	181	21%	1593	21%
			2	17	17%	201	23%	1643	21%
			3	7	7%	35	4%	385	5%
			4	6	6%	10	1%	105	1%
Q16b	other dependents	How many other dependents (e.g., an adult who requires your care) live with you at home?	5 or more	1	1%	6	1%	49	1%
			None	85	84%	772	89%	6701	87%
			1	14	14%	89	10%	871	11%
			2	2	2%	6	1%	85	1%
			3	0	0%	2	0%	21	0%
			4	0	0%	0	0%	3	0%
Q17	spouse employment	Which statement most clearly describes your household's employment situation?	5 or more	0	0%	0	0%	1	0%
			I do not have a spouse/partner	12	12%	133	16%	1375	19%
			My spouse/partner is not employed	18	18%	164	20%	1320	18%
			My spouse/partner is employed full-time at this institution	32	32%	191	23%	1125	15%
			My spouse/partner is employed full-time elsewhere	19	19%	222	26%	2583	35%
			My spouse/partner is employed part-time at this institution	12	12%	50	6%	311	4%
			My spouse/partner is employed part-time elsewhere	7	7%	79	9%	681	9%

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Mean Comparisons

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Survey Administration 2010-11				Overall											
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selected peers		All comparables			
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.001	3.798	3.700	3.933	3.803	3.906	3.828	1	3.684	3.567	3.810	95
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.858	3.616	3.677	3.805	3.715	3.722	3.707	1	3.606	3.504	3.751	91
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.577	3.330	3.373	3.447	3.455	3.417	3.404	1	3.321	3.203	3.473	90
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.803	3.612	3.484	3.765	3.673	3.648	3.636	1	3.498	3.418	3.623	96
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.782	3.420	3.564	3.752	3.616	3.551	3.581	1	3.538	3.415	3.679	88
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.808	3.819	3.812	3.878	3.773	3.775	3.811	4	3.629	3.491	3.796	77
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.754	3.539	3.477	3.709	3.622	3.537	3.577	1	3.668	3.538	3.792	67
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.492	3.146	3.060	3.340	3.314	3.067	3.185	1	3.127	3.020	3.250	99
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.272	3.117	2.902	3.272	3.332	3.234	3.171	2	3.207	3.076	3.326	67
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.176	2.909	2.606	2.936	2.982	2.980	2.883	1	2.962	2.814	3.080	85
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.979	2.813	2.699	3.069	3.101	3.041	2.945	4	2.825	2.700	2.932	82

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Survey Administration 2010-11				Overall											
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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.873	3.585	3.769	3.880	3.778	3.642	3.731	2	3.659	3.596	3.782	89
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.788	3.751	3.705	3.842	3.783	3.759	3.768	2	3.760	3.671	3.847	59
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.699	3.480	3.417	3.669	3.552	3.477	3.519	1	3.432	3.356	3.531	100
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.549	3.467	3.358	3.501	3.589	3.496	3.482	2	3.491	3.401	3.580	67
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.525	3.345	3.226	3.418	3.366	3.458	3.363	1	3.360	3.270	3.450	91
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.461	3.302	3.273	3.476	3.491	3.399	3.388	3	3.291	3.216	3.362	91
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.474	3.363	3.226	3.440	3.544	3.431	3.401	2	3.214	3.050	3.399	85
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.747	4.017	3.863	3.912	3.856	3.827	3.895	6	3.731	3.577	3.942	45
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.721	3.687	3.819	3.798	3.838	3.655	3.759	4	3.735	3.663	3.830	44
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.506	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.509	3.392	3.621	46
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.942	4.124	4.042	4.169	3.875	3.983	4.039	5	3.998	3.893	4.126	33

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.913	4.221	3.972	4.098	3.981	3.957	4.046	6	3.652	3.371	3.989	66
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.082	4.156	4.134	4.251	3.905	4.048	4.099	4	4.129	4.040	4.227	33
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.314	4.438	4.431	4.476	4.398	4.405	4.430	6	4.443	4.396	4.531	15
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.009	3.848	3.830	3.821	3.886	3.826	3.842	1	3.772	3.670	3.942	85
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.397	3.652	3.483	3.418	3.245	3.303	3.420	4	3.375	3.089	3.616	57
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.569	3.860	3.567	3.807	3.527	3.661	3.684	4	3.517	3.320	3.671	63
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.998	3.156	3.105	3.065	3.280	3.059	3.133	6	2.837	2.578	3.109	57
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.249	3.089	2.983	3.044	3.194	3.093	3.081	1	3.015	2.886	3.150	89
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.294	4.386	4.313	4.338	4.304	4.242	4.317	5	4.245	4.173	4.339	61
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.331	3.414	3.428	3.416	3.408	3.516	3.436	6	3.173	2.986	3.415	63
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.040	3.381	3.151	3.065	2.956	3.139	3.138	5	2.818	2.546	3.114	62

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				Overall												
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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.467	3.693	3.513	3.635	3.679	3.764	3.657	6	3.475	3.264	3.720	39	
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.190	3.522	3.297	3.275	3.385	3.339	3.364	6	3.084	2.861	3.303	56	
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.619	3.654	3.626	3.549	3.413	3.693	3.587	4	3.509	3.362	3.670	65	
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.503	3.510	3.576	3.671	3.464	3.570	3.558	5	3.420	3.255	3.597	60	
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.721	3.687	3.815	3.782	3.791	3.913	3.798	5	3.715	3.613	3.840	50	
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.215	4.176	4.252	4.268	4.053	4.170	4.184	3	4.147	4.067	4.230	71	
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.048	4.107	4.241	4.057	4.082	4.105	4.118	6	4.086	4.020	4.155	34	
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.021	3.957	4.104	3.967	4.019	3.926	3.995	2	4.018	3.934	4.130	46	
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.882	4.084	4.012	4.107	4.083	4.032	4.064	6	3.990	3.888	4.131	24	
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.832	3.460	3.557	3.630	3.503	3.754	3.581	1	3.695	3.556	3.808	78	
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.440	4.303	4.413	4.415	4.456	4.318	4.381	2	4.456	4.378	4.549	44	

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.131	4.167	4.023	4.127	3.956	4.025	4.060	2	4.192	4.066	4.304	39	
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.821	3.601	3.682	3.760	3.649	3.862	3.711	2	3.736	3.634	3.824	74	
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.168	4.239	4.265	4.119	4.116	4.288	4.205	4	4.173	4.109	4.248	43	
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.390	4.448	4.503	4.434	4.223	4.439	4.409	5	4.458	4.418	4.527	22	
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.155	3.983	3.994	4.047	3.872	4.244	4.028	2	3.973	3.907	4.042	89	
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.564	3.511	3.912	3.557	3.345	3.827	3.630	3	3.493	3.330	3.675	59	
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.035	2.798	2.975	3.002	3.045	2.829	2.930	2	3.258	2.983	3.464	30	
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.922	3.834	4.254	3.969	3.615	4.070	3.948	4	3.863	3.735	3.983	57	
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.074	3.852	3.948	3.553	3.581	3.874	3.762	1	3.481	3.273	3.712	100	
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.432	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.055	2.959	3.168	97	
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.866	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.742	3.607	3.868	72	

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				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Overall		All comparables			
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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.931	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.735	3.629	3.838	88
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.270	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.854	2.746	3.011	96
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.017	2.956	2.726	3.010	3.106	3.371	3.034	3	2.951	2.779	3.108	63
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.456	3.442	3.395	3.497	3.463	3.454	3.450	3	3.373	3.270	3.483	62
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.508	3.452	3.474	3.519	3.664	3.575	3.537	4	3.401	3.281	3.542	70
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.493	3.368	3.419	3.414	3.590	3.351	3.428	2	3.357	3.240	3.516	70
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.806	2.777	2.703	2.745	3.132	2.841	2.840	3	2.859	2.680	3.032	45
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.475	3.472	3.371	3.302	2.924	3.617	3.337	2	3.321	3.119	3.498	71
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.062	3.369	3.004	2.833	2.862	3.147	3.043	3	3.167	2.933	3.384	38
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.236	3.355	3.149	3.113	2.955	2.999	3.114	2	3.024	2.719	3.298	67
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.330	3.390	3.531	3.431	3.271	3.478	3.420	5	3.317	3.161	3.478	56

				Overall											
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item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.108	3.254	3.004	3.332	3.254	3.497	3.268	5	3.033	2.833	3.240	55
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.435	3.721	3.453	3.690	3.535	3.483	3.576	6	3.326	3.086	3.568	56
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.384	3.129	3.261	3.148	3.101	3.211	3.170	1	3.125	3.005	3.249	89
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.758	2.767	2.355	2.210	2.607	2.813	2.550	3	2.509	2.256	2.789	71
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.310	2.675	2.078	2.132	2.008	2.449	2.268	3	2.317	2.051	2.587	53
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.547	4.143	4.204	3.677	3.551	3.896	3.894	6	3.388	3.104	3.682	62
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	3.228	3.466	2.641	2.584	2.915	3.126	2.946	2	2.656	2.404	2.847	98
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.775	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.806	2.687	2.997	45
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.268	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.861	2.258	3.423	64
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.169	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.990	2.782	3.219	68
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	3.177	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.781	2.615	2.959	91

				Overall											
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selected peers		All comparables			
item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.309	3.659	3.600	3.220	3.058	3.516	3.411	4	3.063	2.822	3.333	73
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.137	3.391	3.344	3.043	2.973	3.433	3.237	4	2.907	2.716	3.106	77
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.985	3.675	3.638	3.688	3.669	3.715	3.677	1	3.642	3.523	3.798	94
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.919	3.606	3.636	3.763	3.654	3.701	3.672	1	3.620	3.512	3.763	90
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.870	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.816	3.735	3.921	65
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.202	3.303	2.906	3.377	3.113	3.191	3.178	3	3.136	2.902	3.328	52
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.986	2.941	2.785	3.044	3.016	2.893	2.936	3	3.010	2.855	3.161	48
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.198	3.925	4.002	4.176	4.012	4.013	4.026	1	3.946	3.826	4.078	91
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.376	3.472	3.412	3.538	3.654	3.551	3.525	6	3.459	3.345	3.572	30
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.456	3.375	3.443	3.559	3.500	3.594	3.494	4	3.363	3.248	3.540	62
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.458	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.558	3.458	3.648	25

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				Overall											
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item	theme	name	description	mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.479	3.507	3.385	3.663	3.389	3.503	3.489	4	3.476	3.390	3.587	45
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.695	3.571	3.603	3.503	3.563	3.610	3.570	1	3.655	3.583	3.758	62
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.806	3.719	3.707	3.892	3.723	3.785	3.765	2	3.797	3.713	3.909	55
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.859	3.904	3.817	3.826	3.724	3.799	3.814	2	3.873	3.779	3.995	43
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.649	3.588	3.590	3.759	3.682	3.769	3.678	4	3.768	3.660	3.862	22
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.176	3.714	3.202	3.533	3.364	3.340	3.431	6	3.361	3.205	3.493	22
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.903	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.990	3.890	4.102	30
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.863	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.673	3.540	3.809	82
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.937	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.778	3.663	3.908	83
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.020	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.055	3.916	4.188	33
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.764	3.886	3.788	3.956	3.775	3.834	3.848	6	3.858	3.765	3.992	23

				Overall											
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Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.715	3.862	3.567	3.719	3.439	3.663	3.650	3	3.604	3.487	3.743	67
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.780	3.243	3.559	3.342	3.117	3.592	3.371	1	3.388	3.167	3.589	89
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.915	4.097	3.869	4.159	3.727	3.918	3.954	4	3.927	3.801	4.063	43
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.811	4.054	3.830	3.963	3.663	3.861	3.874	5	3.744	3.622	3.921	59

										GENDER										
				Males						Females										
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Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.989	3.853	1	3.734	3.630	3.895	89	4.020	0.031	0.8%	3.796	1	3.621	3.481	3.782	91	
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.822	3.737	2	3.632	3.508	3.818	75	3.916	0.094	2.4%	3.669	1	3.569	3.429	3.737	95	
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.588	3.459	1	3.363	3.239	3.570	80	3.561	-0.027	-0.7%	3.324	1	3.264	3.153	3.451	88	
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.836	3.656	1	3.533	3.441	3.730	94	3.749	-0.087	-2.2%	3.615	2	3.454	3.339	3.609	88	
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.793	3.695	2	3.630	3.544	3.801	74	3.766	-0.027	-0.7%	3.412	1	3.433	3.288	3.614	88	
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.753	3.839	6	3.667	3.534	3.873	54	3.895	0.142	3.6%	3.773	1	3.581	3.403	3.782	89	
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.669	3.594	3	3.649	3.542	3.766	52	3.891	0.222	5.6%	3.553	1	3.684	3.542	3.852	79	
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.496	3.262	1	3.143	3.046	3.303	95	3.486	-0.010	-0.2%	3.074	1	3.104	2.921	3.286	93	
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.270	3.180	2	3.224	3.107	3.383	60	3.276	0.006	0.1%	3.167	4	3.183	3.047	3.329	67	
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.203	2.908	1	2.947	2.796	3.077	86	3.132	-0.071	-1.8%	2.853	1	2.979	2.780	3.136	73	
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.150	2.952	2	2.818	2.706	2.932	93	2.710	-0.440	-11.0%	2.943	5	2.827	2.657	2.974	34	

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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.951	3.822	1	3.733	3.633	3.892	88	3.749	-0.202	-5.1%	3.592	2	3.580	3.449	3.756	72
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.777	3.818	5	3.775	3.701	3.877	36	3.804	0.027	0.7%	3.697	2	3.740	3.617	3.876	63
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.716	3.601	2	3.469	3.360	3.608	93	3.666	-0.050	-1.3%	3.399	1	3.387	3.290	3.500	98
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.586	3.507	2	3.518	3.433	3.629	60	3.489	-0.097	-2.4%	3.450	3	3.458	3.333	3.534	65
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.561	3.383	1	3.350	3.264	3.454	91	3.466	-0.095	-2.4%	3.337	2	3.371	3.222	3.493	73
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.598	3.420	1	3.284	3.193	3.380	95	3.244	-0.354	-8.8%	3.346	4	3.291	3.194	3.381	39
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.357	3.460	5	3.262	3.129	3.502	56	3.659	0.302	7.5%	3.311	1	3.162	2.941	3.376	93
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.639	3.970	6	3.784	3.599	4.005	30	3.914	0.275	6.9%	3.785	1	3.672	3.492	3.912	76
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.799	3.821	4	3.826	3.753	3.964	41	3.595	-0.204	-5.1%	3.669	5	3.623	3.541	3.710	38
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.609	N/A	N/A	3.649	3.525	3.781	37	3.339	-0.270	-6.8%	N/A	N/A	3.342	3.202	3.510	54
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.921	4.026	5	3.969	3.878	4.113	30	3.977	0.056	1.4%	4.060	5	4.026	3.886	4.166	40

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.874	4.036	6	3.679	3.439	3.977	58	3.977	0.103	2.6%	4.057	5	3.615	3.363	3.975	76
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.036	4.163	6	4.174	4.073	4.299	19	4.155	0.119	3.0%	4.005	3	4.073	3.984	4.227	62
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.262	4.452	6	4.457	4.388	4.551	9	4.400	0.138	3.5%	4.395	4	4.426	4.341	4.555	38
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.946	3.901	2	3.834	3.702	3.985	70	4.111	0.165	4.1%	3.750	1	3.713	3.553	3.921	91
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.419	3.474	4	3.312	3.006	3.621	62	3.363	-0.056	-1.4%	3.335	3	3.446	3.148	3.679	45
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.615	3.688	4	3.423	3.243	3.634	72	3.499	-0.116	-2.9%	3.677	5	3.623	3.454	3.746	30
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.210	3.239	4	3.035	2.775	3.315	56	2.666	-0.544	-13.6%	2.974	6	2.601	2.346	2.887	54
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.341	3.174	1	3.085	2.975	3.233	91	3.102	-0.239	-6.0%	2.937	2	2.937	2.757	3.102	76
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.216	4.349	6	4.272	4.212	4.431	26	4.417	0.201	5.0%	4.264	1	4.208	4.092	4.329	87
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.264	3.535	6	3.217	2.976	3.474	48	3.437	0.173	4.3%	3.288	3	3.111	2.860	3.446	73
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.195	3.260	5	2.862	2.618	3.217	72	2.769	-0.426	-10.7%	2.952	4	2.749	2.502	3.065	46

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.028	3.908	1	4.073	3.936	4.238	44	4.291	0.263	6.6%	4.292	4	4.345	4.205	4.484	39	
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.654	3.545	2	3.547	3.450	3.653	75	4.085	0.431	10.8%	3.959	1	3.966	3.825	4.082	76	
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.196	4.107	2	4.052	3.963	4.178	77	4.124	-0.072	-1.8%	4.348	6	4.323	4.246	4.405	6	
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.372	4.330	3	4.384	4.319	4.462	46	4.416	0.044	1.1%	4.529	6	4.551	4.470	4.609	11	
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.285	3.981	1	3.916	3.823	4.000	98	3.958	-0.327	-8.2%	4.096	5	4.038	3.918	4.147	30	
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.500	3.544	3	3.358	3.156	3.607	69	3.668	0.168	4.2%	3.761	4	3.668	3.488	3.921	50	
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.194	2.967	1	3.290	2.991	3.593	53	2.773	-0.421	-10.5%	2.877	4	3.227	2.910	3.486	15	
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.736	3.765	4	3.643	3.494	3.791	60	4.222	0.486	12.2%	4.226	3	4.128	3.959	4.269	66	
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.982	3.719	2	3.473	3.295	3.671	99	4.226	0.244	6.1%	3.831	1	3.517	3.286	3.815	99	
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.398	N/A	N/A	2.906	2.751	3.010	96	3.488	0.090	2.3%	N/A	N/A	3.252	3.141	3.359	93	
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.060	N/A	N/A	3.771	3.626	3.943	88	3.546	-0.514	-12.9%	N/A	N/A	3.714	3.546	3.849	24	

Tenure-Track Faculty Job Satisfaction Survey											GENDER									
Survey Administration 2010-11																				
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.847	N/A	N/A	3.546	3.420	3.681	93	4.066	0.219	5.5%	N/A	N/A	3.965	3.819	4.109	68	
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.211	N/A	N/A	2.673	2.510	2.810	97	3.366	0.155	3.9%	N/A	N/A	3.072	2.958	3.192	86	
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.043	3.049	4	2.989	2.821	3.162	59	2.973	-0.070	-1.8%	3.005	3	2.910	2.695	3.121	57	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.569	3.413	1	3.368	3.268	3.543	80	3.282	-0.287	-7.2%	3.506	6	3.386	3.203	3.567	33	
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.561	3.559	3	3.388	3.263	3.552	79	3.424	-0.137	-3.4%	3.507	5	3.422	3.242	3.570	48	
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.496	3.419	2	3.341	3.191	3.539	69	3.488	-0.008	-0.2%	3.451	4	3.383	3.224	3.524	66	
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.870	2.895	3	2.893	2.655	3.077	48	2.703	-0.167	-4.2%	2.756	4	2.818	2.597	3.041	40	
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.468	3.301	2	3.278	3.107	3.510	73	3.487	0.019	0.5%	3.385	4	3.382	3.155	3.591	57	
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.979	3.073	5	3.164	2.907	3.386	31	3.187	0.208	5.2%	3.002	2	3.171	2.924	3.414	50	
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.250	3.131	2	3.046	2.818	3.402	69	3.216	-0.034	-0.8%	3.080	2	2.989	2.609	3.316	70	
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.168	3.467	6	3.243	3.121	3.406	38	3.539	0.371	9.3%	3.340	2	3.386	3.193	3.658	63	

				GENDER															
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Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.230	3.320	4	3.117	2.904	3.344	59	2.859	-0.371	-9.3%	3.182	6	2.940	2.664	3.150	40
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.367	3.594	6	3.376	3.148	3.611	46	3.547	0.180	4.5%	3.542	2	3.267	2.981	3.564	73
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.450	3.170	1	3.152	3.042	3.300	90	3.278	-0.172	-4.3%	3.171	2	3.088	2.923	3.273	75
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.661	2.599	4	2.630	2.381	2.858	56	2.927	0.266	6.7%	2.482	2	2.328	2.005	2.846	84
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.144	2.338	5	2.292	2.052	2.581	32	2.580	0.436	10.9%	2.138	2	2.288	2.007	2.572	76
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.617	3.829	5	3.335	3.038	3.621	74	3.448	-0.169	-4.2%	3.977	6	3.466	3.170	3.828	42
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	3.142	3.022	3	2.681	2.370	2.941	92	3.363	0.221	5.5%	2.839	2	2.616	2.283	2.841	94
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.876	N/A	N/A	2.814	2.727	3.050	46	2.570	-0.306	-7.7%	N/A	N/A	2.720	2.463	3.066	36
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.251	N/A	N/A	2.774	2.146	3.368	69	3.299	0.048	1.2%	N/A	N/A	2.983	2.566	3.516	57
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.056	N/A	N/A	2.996	2.756	3.146	64	3.299	0.243	6.1%	N/A	N/A	2.989	2.662	3.297	78
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	3.230	N/A	N/A	2.801	2.684	3.000	95	3.119	-0.111	-2.8%	N/A	N/A	2.687	2.518	3.039	82

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.312	3.497	5	3.203	2.977	3.440	61	3.305	-0.007	-0.2%	3.267	3	2.919	2.581	3.294	77
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.096	3.341	5	3.057	2.866	3.312	54	3.205	0.109	2.7%	3.057	3	2.738	2.499	3.018	89
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.047	3.736	1	3.686	3.530	3.900	90	3.889	-0.158	-4.0%	3.591	1	3.592	3.413	3.850	85
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.903	3.739	2	3.682	3.504	3.872	80	3.945	0.042	1.1%	3.570	1	3.549	3.433	3.743	91
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.896	N/A	N/A	3.905	3.796	4.013	46	3.829	-0.067	-1.7%	N/A	N/A	3.712	3.526	3.850	72
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.284	3.230	3	3.149	2.908	3.398	63	3.066	-0.218	-5.5%	3.093	4	3.128	2.884	3.331	43
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.059	3.045	3	3.151	3.020	3.306	36	2.866	-0.193	-4.8%	2.775	2	2.835	2.664	2.990	59
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.140	4.091	2	3.967	3.897	4.112	81	4.289	0.149	3.7%	3.923	1	3.906	3.755	4.077	90
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.320	3.568	6	3.503	3.345	3.679	20	3.467	0.147	3.7%	3.466	3	3.404	3.256	3.587	62
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.471	3.642	6	3.452	3.299	3.617	53	3.432	-0.039	-1.0%	3.265	2	3.260	3.138	3.417	79
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.330	N/A	N/A	3.606	3.459	3.729	11	3.666	0.336	8.4%	N/A	N/A	3.498	3.354	3.660	76

The Collaborative on Academic Careers in Higher Education
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				GENDER															
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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.444	3.571	5	3.542	3.387	3.695	35	3.534	0.090	2.3%	3.374	2	3.397	3.290	3.529	77
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.670	3.614	2	3.674	3.583	3.820	47	3.734	0.064	1.6%	3.506	1	3.627	3.496	3.739	74
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.782	3.784	4	3.807	3.676	3.945	43	3.845	0.063	1.6%	3.738	2	3.779	3.678	3.903	67
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.842	3.771	3	3.864	3.764	4.010	41	3.886	0.044	1.1%	3.885	4	3.886	3.785	3.996	46
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.569	3.712	5	3.799	3.665	3.917	10	3.778	0.209	5.2%	3.630	2	3.723	3.543	3.878	62
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.162	3.487	6	3.367	3.183	3.535	22	3.200	0.038	1.0%	3.346	5	3.352	3.146	3.528	32
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.955	N/A	N/A	3.970	3.874	4.116	44	3.822	-0.133	-3.3%	N/A	N/A	4.016	3.902	4.140	16
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.823	N/A	N/A	3.663	3.492	3.811	77	3.929	0.106	2.7%	N/A	N/A	3.686	3.546	3.836	83
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.899	N/A	N/A	3.798	3.667	3.953	65	4.001	0.102	2.6%	N/A	N/A	3.757	3.602	3.904	91
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.006	N/A	N/A	4.080	4.005	4.230	26	4.043	0.037	0.9%	N/A	N/A	4.017	3.851	4.189	59
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.651	3.864	6	3.885	3.772	4.035	12	3.954	0.303	7.6%	3.826	2	3.823	3.673	3.953	76

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Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.681	3.692	3	3.596	3.455	3.765	59	3.773	0.092	2.3%	3.588	2	3.608	3.444	3.768	77	
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.840	3.393	1	3.423	3.146	3.698	86	3.676	-0.164	-4.1%	3.334	2	3.357	3.056	3.595	84	
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.863	4.003	5	3.923	3.781	4.082	42	4.000	0.137	3.4%	3.884	4	3.933	3.786	4.109	57	
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.821	3.925	5	3.745	3.559	3.934	53	3.794	-0.027	-0.7%	3.797	3	3.742	3.604	3.887	57	

Tenure-Track Faculty Job Satisfaction Survey				RACE/ETHNICITY															
Survey Administration 2010-11				White Faculty							Faculty of Color								
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Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.022	3.796	1	3.675	3.544	3.850	95	3.938	-0.084	-2.1%	3.900	3	3.689	3.495	3.928	80
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.877	3.676	1	3.597	3.478	3.783	90	3.802	-0.075	-1.9%	3.780	4	3.602	3.424	3.834	70
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.538	3.373	1	3.275	3.158	3.479	86	3.697	0.159	4.0%	3.480	1	3.395	3.202	3.610	84
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.796	3.575	1	3.487	3.413	3.612	93	3.822	0.026	0.7%	3.783	3	3.507	3.394	3.703	85
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.793	3.556	1	3.537	3.397	3.714	84	3.751	-0.042	-1.1%	3.636	2	3.534	3.370	3.755	74
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.785	3.735	2	3.571	3.429	3.748	83	3.881	0.096	2.4%	3.966	5	3.737	3.610	3.963	68
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.737	3.547	1	3.641	3.521	3.758	70	3.804	0.067	1.7%	3.656	2	3.701	3.547	3.882	63
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.480	3.107	1	3.059	2.936	3.217	99	3.531	0.051	1.3%	3.361	2	3.249	3.019	3.464	81
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.261	3.159	3	3.183	3.072	3.316	68	3.308	0.047	1.2%	3.204	3	3.243	3.055	3.439	58
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.135	2.844	1	2.889	2.730	3.048	88	3.312	0.177	4.4%	2.968	1	3.080	2.834	3.254	84
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.940	2.907	4	2.732	2.562	2.886	83	3.112	0.172	4.3%	3.028	3	2.986	2.779	3.124	73

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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.780	3.712	2	3.666	3.554	3.812	66	4.165	0.385	9.6%	3.782	1	3.657	3.521	3.830	100
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.833	3.771	2	3.787	3.710	3.903	58	3.650	-0.183	-4.6%	3.756	4	3.690	3.553	3.840	36
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.722	3.486	1	3.419	3.315	3.540	100	3.625	-0.097	-2.4%	3.589	3	3.452	3.305	3.629	74
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.577	3.507	1	3.505	3.432	3.601	68	3.463	-0.114	-2.9%	3.437	3	3.457	3.334	3.570	49
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.503	3.370	1	3.347	3.275	3.453	90	3.596	0.093	2.3%	3.355	1	3.360	3.238	3.491	90
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.440	3.415	4	3.257	3.159	3.369	86	3.532	0.092	2.3%	3.339	1	3.325	3.212	3.429	85
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.462	3.387	2	3.175	3.000	3.393	83	3.515	0.053	1.3%	3.437	2	3.293	3.074	3.627	70
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.718	3.899	6	3.733	3.554	3.954	35	3.841	0.123	3.1%	3.887	3	3.715	3.497	4.001	51
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.740	3.720	4	3.703	3.631	3.818	49	3.660	-0.080	-2.0%	3.843	5	3.755	3.646	3.916	28
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.414	N/A	N/A	3.473	3.349	3.628	35	3.792	0.378	9.4%	N/A	N/A	3.597	3.504	3.754	85
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.017	4.046	4	4.017	3.888	4.158	41	3.717	-0.300	-7.5%	4.031	6	3.908	3.787	4.051	15

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.858	4.078	6	3.683	3.472	4.064	61	4.077	0.219	5.5%	3.978	3	3.578	3.284	3.912	90
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.147	4.139	5	4.171	4.103	4.299	35	3.876	-0.271	-6.8%	4.029	5	4.017	3.870	4.189	29
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.435	4.479	5	4.513	4.443	4.615	24	3.948	-0.487	-12.2%	4.338	6	4.282	4.160	4.439	8
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.045	3.898	1	3.800	3.667	3.988	84	3.898	-0.147	-3.7%	3.727	1	3.722	3.522	3.969	70
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.416	3.502	5	3.377	3.114	3.616	56	3.338	-0.078	-2.0%	3.257	3	3.314	3.063	3.539	58
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.659	3.718	5	3.539	3.340	3.683	72	3.312	-0.347	-8.7%	3.624	5	3.473	3.290	3.682	34
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.943	3.081	6	2.774	2.465	3.041	64	3.175	0.232	5.8%	3.281	5	3.005	2.806	3.326	61
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.191	3.078	2	3.045	2.872	3.219	70	3.409	0.218	5.5%	3.107	1	2.941	2.718	3.122	94
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.338	4.357	4	4.324	4.238	4.432	45	4.154	-0.184	-4.6%	4.232	5	4.043	3.872	4.252	60
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.290	3.405	6	3.137	2.976	3.415	56	3.463	0.173	4.3%	3.492	5	3.231	2.926	3.547	63
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.033	3.132	5	2.777	2.499	3.107	64	3.058	0.025	0.6%	3.156	4	2.850	2.599	3.121	65

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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.467	3.630	6	3.447	3.303	3.715	43	3.465	-0.002	-0.1%	3.722	6	3.533	3.234	3.861	38
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.076	3.326	6	3.040	2.805	3.306	50	3.529	0.453	11.3%	3.453	1	3.145	2.935	3.412	84
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.620	3.566	3	3.505	3.341	3.668	66	3.617	-0.003	-0.1%	3.636	4	3.521	3.405	3.722	64
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.469	3.579	5	3.409	3.253	3.633	53	3.604	0.135	3.4%	3.535	2	3.454	3.319	3.689	71
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.629	3.741	5	3.604	3.507	3.748	53	4.013	0.384	9.6%	3.916	2	3.949	3.846	4.050	65
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.210	4.178	3	4.142	4.051	4.263	59	4.231	0.021	0.5%	4.206	2	4.118	3.997	4.230	76
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.022	4.098	6	4.066	3.986	4.182	34	4.131	0.109	2.7%	4.169	5	4.097	3.978	4.200	53
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.952	3.955	3	3.984	3.906	4.114	39	4.242	0.290	7.3%	4.083	1	4.077	3.966	4.196	86
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.832	4.015	6	3.925	3.813	4.097	26	4.033	0.201	5.0%	4.161	6	4.121	4.033	4.269	25
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.702	3.458	1	3.601	3.492	3.739	71	4.231	0.529	13.2%	3.843	1	3.887	3.744	4.046	93
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.429	4.395	4	4.447	4.355	4.557	39	4.473	0.044	1.1%	4.354	1	4.478	4.354	4.625	51

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.074	4.025	3	4.149	4.030	4.319	33	4.308	0.234	5.9%	4.144	1	4.267	4.130	4.397	60
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.744	3.651	2	3.661	3.564	3.760	70	4.056	0.312	7.8%	3.849	1	3.877	3.713	4.022	79
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.126	4.197	5	4.154	4.094	4.240	33	4.298	0.172	4.3%	4.215	3	4.196	4.082	4.322	70
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.366	4.411	5	4.459	4.382	4.527	19	4.463	0.097	2.4%	4.414	2	4.442	4.334	4.549	50
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.162	3.997	2	3.918	3.843	4.014	91	4.131	-0.031	-0.8%	4.097	2	4.090	3.962	4.199	55
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.618	3.542	3	3.374	3.190	3.621	74	3.397	-0.221	-5.5%	3.831	6	3.715	3.559	3.962	16
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.891	2.670	1	3.095	2.784	3.323	40	3.474	0.583	14.6%	3.495	5	3.635	3.412	3.831	30
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.919	3.901	3	3.795	3.684	3.919	75	3.933	0.014	0.3%	4.081	4	3.982	3.799	4.170	44
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.953	3.612	1	3.342	3.205	3.555	100	4.444	0.491	12.3%	4.082	1	3.759	3.486	4.089	99
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.401	N/A	N/A	2.930	2.832	3.061	97	3.524	0.123	3.1%	N/A	N/A	3.330	3.165	3.524	74
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.863	N/A	N/A	3.635	3.490	3.802	85	3.873	0.010	0.3%	N/A	N/A	3.970	3.782	4.160	38

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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.960	N/A	N/A	3.646	3.540	3.765	92	3.843	-0.117	-2.9%	N/A	N/A	3.905	3.747	4.065	34
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.391	N/A	N/A	2.745	2.605	2.914	100	2.907	-0.484	-12.1%	N/A	N/A	3.058	2.922	3.147	23
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.955	3.013	4	2.866	2.726	3.015	64	3.194	0.239	6.0%	3.061	3	3.118	2.926	3.363	63
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.499	3.474	3	3.381	3.264	3.540	68	3.315	-0.184	-4.6%	3.401	5	3.341	3.186	3.479	44
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.465	3.539	5	3.366	3.178	3.534	58	3.645	0.180	4.5%	3.520	2	3.458	3.277	3.681	71
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.492	3.413	2	3.307	3.158	3.492	75	3.496	0.004	0.1%	3.441	3	3.434	3.283	3.597	58
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.694	2.845	5	2.787	2.599	2.978	35	3.095	0.401	10.0%	2.843	2	2.960	2.724	3.201	65
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.497	3.341	3	3.306	3.068	3.484	76	3.416	-0.081	-2.0%	3.326	3	3.347	3.113	3.535	56
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.027	3.003	3	3.120	2.887	3.396	40	3.174	0.147	3.7%	3.141	2	3.255	3.055	3.460	43
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.203	3.111	3	3.004	2.630	3.297	66	3.321	0.118	3.0%	3.115	2	3.040	2.781	3.285	78
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.204	3.454	6	3.320	3.135	3.467	38	3.664	0.460	11.5%	3.352	1	3.287	3.126	3.503	88

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Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.900	3.195	6	2.946	2.719	3.190	43	3.673	0.773	19.3%	3.422	1	3.165	2.945	3.418	88
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.375	3.597	6	3.309	3.051	3.580	54	3.610	0.235	5.9%	3.552	4	3.358	3.120	3.680	66
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.399	3.141	1	3.055	2.922	3.198	94	3.343	-0.056	-1.4%	3.236	2	3.248	3.061	3.460	61
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.778	2.452	1	2.439	2.138	2.712	82	2.709	-0.069	-1.7%	2.750	4	2.664	2.431	2.874	52
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.236	2.323	3	2.314	2.010	2.593	41	2.425	0.189	4.7%	2.226	2	2.329	2.060	2.551	59
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.557	3.939	5	3.403	3.181	3.725	63	3.512	-0.045	-1.1%	3.753	5	3.368	3.074	3.645	66
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	3.376	3.000	2	2.595	2.382	2.834	99	2.681	-0.695	-17.4%	2.863	4	2.672	2.410	2.919	58
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.521	N/A	N/A	2.732	2.528	3.000	23	3.153	0.632	15.8%	N/A	N/A	2.895	2.654	3.110	82
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.111	N/A	N/A	2.741	2.230	3.372	65	3.662	0.551	13.8%	N/A	N/A	3.032	2.442	3.644	76
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.096	N/A	N/A	2.942	2.733	3.138	70	3.363	0.267	6.7%	N/A	N/A	3.055	2.755	3.301	80
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	3.226	N/A	N/A	2.673	2.459	3.003	92	3.034	-0.192	-4.8%	N/A	N/A	2.848	2.736	3.014	82

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.358	3.389	4	3.061	2.783	3.358	75	3.145	-0.213	-5.3%	3.467	5	3.050	2.831	3.385	57
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.185	3.224	4	2.891	2.690	3.141	81	3.003	-0.182	-4.6%	3.265	5	2.926	2.718	3.207	53
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.102	3.739	1	3.712	3.584	3.880	93	3.629	-0.473	-11.8%	3.550	3	3.486	3.278	3.706	62
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.075	3.716	1	3.675	3.582	3.812	94	3.501	-0.574	-14.4%	3.584	5	3.501	3.287	3.742	38
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.875	N/A	N/A	3.831	3.721	3.951	58	3.854	-0.021	-0.5%	N/A	N/A	3.787	3.617	4.018	56
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.129	3.250	4	3.195	2.950	3.434	40	3.431	0.302	7.6%	3.016	1	2.989	2.795	3.246	88
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.934	2.942	3	3.014	2.856	3.143	43	3.149	0.215	5.4%	2.926	1	3.032	2.854	3.194	66
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.278	4.067	1	3.988	3.858	4.116	95	3.927	-0.351	-8.8%	3.920	4	3.855	3.695	4.042	53
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.392	3.561	6	3.479	3.370	3.618	30	3.330	-0.062	-1.6%	3.437	5	3.413	3.220	3.599	40
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.456	3.566	6	3.356	3.243	3.558	51	3.455	-0.001	0.0%	3.359	3	3.329	3.164	3.526	64
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.499	N/A	N/A	3.585	3.490	3.695	32	3.332	-0.167	-4.2%	N/A	N/A	3.471	3.304	3.686	28

Tenure-Track Faculty Job Satisfaction Survey											RACE/ETHNICITY								
Survey Administration 2010-11																			
				White Faculty						Faculty of Color									
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.572	3.504	2	3.503	3.390	3.653	63	3.194	-0.378	-9.5%	3.460	5	3.382	3.179	3.578	28
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.804	3.601	1	3.702	3.619	3.804	75	3.364	-0.440	-11.0%	3.501	5	3.538	3.364	3.694	25
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.938	3.795	1	3.847	3.728	3.984	66	3.399	-0.539	-13.5%	3.691	6	3.674	3.525	3.832	14
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.972	3.838	1	3.928	3.785	4.055	56	3.513	-0.459	-11.5%	3.752	6	3.746	3.568	3.937	18
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.704	3.702	4	3.797	3.688	3.918	28	3.478	-0.226	-5.7%	3.618	5	3.644	3.502	3.846	21
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.182	3.427	6	3.346	3.182	3.525	25	3.159	-0.023	-0.6%	3.433	5	3.360	3.173	3.566	24
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.972	N/A	N/A	4.047	3.965	4.194	27	3.679	-0.293	-7.3%	N/A	N/A	3.821	3.675	4.041	26
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.934	N/A	N/A	3.711	3.581	3.890	81	3.643	-0.291	-7.3%	N/A	N/A	3.547	3.343	3.776	57
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.093	N/A	N/A	3.834	3.719	3.988	92	3.466	-0.627	-15.7%	N/A	N/A	3.618	3.427	3.815	31
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.012	N/A	N/A	4.070	3.958	4.225	38	4.047	0.035	0.9%	N/A	N/A	3.989	3.806	4.232	48
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.793	3.843	3	3.876	3.779	4.003	28	3.672	-0.121	-3.0%	3.850	5	3.789	3.646	3.995	31

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Tenure-Track Faculty Job Satisfaction Survey				RACE/ETHNICITY																	
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Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.782	3.627	1	3.588	3.398	3.772	78	3.496	-0.286	-7.2%	3.696	5	3.574	3.396	3.747	35		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.717	3.295	1	3.343	3.041	3.580	89	3.925	0.208	5.2%	3.507	1	3.455	3.214	3.780	86		
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.937	3.974	4	3.969	3.826	4.153	41	3.841	-0.096	-2.4%	3.895	4	3.768	3.565	4.019	58		
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.777	3.839	5	3.722	3.598	3.921	54	3.927	0.150	3.8%	3.954	4	3.744	3.586	3.927	75		

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Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.217	4.068	3		3.799	3.643	4.086	87	4.221	4.072	2		3.739	3.539	4.095	91
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.217	3.924	2		3.751	3.515	4.000	91	3.888	3.991	5		3.689	3.396	4.000	65
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.990	3.696	2		3.467	3.256	3.718	90	3.888	3.773	2		3.406	3.114	3.715	85
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	4.104	3.815	2		3.665	3.478	3.852	91	4.038	3.902	2		3.575	3.350	3.859	92
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.731	3.703	3		3.637	3.461	3.951	55	3.777	3.815	4		3.621	3.402	3.908	61
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.512	4.038	2		3.767	3.614	4.031	96	4.147	4.063	2		3.706	3.400	4.062	91
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.593	3.804	4		3.650	3.408	3.903	43	3.444	3.607	5		3.657	3.479	3.888	23
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.366	2.939	1		3.006	2.761	3.211	86	3.444	3.184	1		3.076	2.970	3.296	91
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.411	3.224	3		3.199	3.023	3.480	71	3.406	3.270	1		3.221	3.021	3.396	76
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.320	2.860	1		2.945	2.658	3.103	90	2.957	2.907	3		2.992	2.798	3.176	45
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.947	2.549	2		2.636	2.378	2.834	82	2.417	3.016	6		2.818	2.619	2.999	11

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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.512	3.985	2	3.771	3.558	4.069	99	4.112	3.976	2	3.765	3.539	4.078	81		
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.619	3.966	6	3.796	3.570	4.003	31	3.926	3.815	1	3.807	3.622	4.097	61		
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.286	3.400	5	3.366	3.160	3.495	44	4.074	3.573	1	3.414	3.225	3.625	100		
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.373	3.523	5	3.471	3.247	3.697	36	4.000	3.558	1	3.531	3.309	3.720	95		
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.433	3.399	3	3.356	3.168	3.499	68	3.583	3.394	2	3.379	3.246	3.594	74		
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.173	3.192	3	3.206	3.004	3.324	50	3.417	3.520	4	3.333	3.178	3.509	64		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	4.184	3.705	1	3.372	3.086	3.812	96	3.662	3.741	5	3.277	2.984	3.712	73		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	4.184	4.098	3	3.843	3.579	4.159	78	4.035	4.130	5	3.752	3.538	4.138	72		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.479	3.852	5	3.769	3.485	3.969	24	3.891	3.857	4	3.764	3.593	3.964	68		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.299	N/A	N/A	3.524	3.269	3.850	30	3.706	N/A	N/A	3.548	3.320	3.758	68		
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.619	3.948	5	3.967	3.647	4.192	23	4.262	4.122	3	3.998	3.815	4.246	80		

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ACADEMIC AREA

Humanities

You

All selected peers

All comparables

Social Sciences

You

All selected peers

All comparables

item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.288	4.024	3	3.625	3.062	4.403	70	3.926	4.074	5	3.552	3.218	4.130	59
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.958	4.326	6	4.258	4.084	4.470	19	4.262	4.312	4	4.208	3.954	4.446	52
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.992	4.672	6	4.587	4.411	4.759	6	4.556	4.702	4	4.634	4.558	4.766	25
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.219	3.383	1	3.572	3.187	3.973	87	4.223	3.889	1	3.731	3.359	4.138	81
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.433	3.295	2	3.399	3.022	3.689	57	3.586	3.427	3	3.236	2.845	3.490	81
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.223	3.654	5	3.420	3.110	3.833	35	3.586	3.813	5	3.368	3.139	3.712	56
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.979	3.130	5	2.751	2.337	3.130	56	3.226	3.129	4	2.789	2.503	3.285	73
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.223	3.053	3	2.896	2.634	3.274	71	3.336	3.082	2	3.147	2.938	3.355	73
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.547	4.511	3	4.424	4.247	4.563	71	4.594	4.497	2	4.385	4.284	4.592	77
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.084	3.075	3	3.023	2.694	3.291	53	3.114	3.612	6	3.062	2.797	3.476	46
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.158	2.621	1	2.665	2.397	2.983	87	3.175	3.240	4	2.721	2.530	3.199	71

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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.163	4.065	6	3.700	3.277	4.088	19	3.965	3.939	3	3.408	3.181	3.817	85
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.489	3.276	2	3.051	2.672	3.431	79	3.076	3.306	5	2.945	2.556	3.258	55
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.947	3.453	1	3.505	3.316	3.690	87	3.853	3.528	2	3.482	3.256	3.824	78
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.719	3.671	3	3.437	3.156	3.811	67	3.782	3.600	2	3.359	3.169	3.708	85
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.805	3.749	3	3.604	3.410	3.779	77	3.371	3.698	6	3.580	3.313	3.838	30
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.032	4.080	4	4.127	4.011	4.277	29	4.185	4.217	3	4.152	3.968	4.380	51
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.233	4.134	3	4.050	3.890	4.234	74	4.112	4.138	4	4.091	3.978	4.285	50
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.320	4.015	2	4.002	3.842	4.225	83	4.112	3.997	3	4.065	3.869	4.243	57
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.634	3.530	4	3.698	3.531	3.963	34	3.627	4.113	6	4.084	3.869	4.355	8
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.805	3.370	1	3.598	3.351	3.802	76	3.777	3.440	1	3.586	3.340	3.765	77
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.714	4.697	4	4.640	4.535	4.775	59	4.368	4.613	5	4.590	4.438	4.713	15

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.886	4.678	1	4.528	4.382	4.737	96	4.147	4.366	5	4.404	4.260	4.602	14
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.373	3.687	1	3.798	3.555	4.009	96	3.553	3.797	6	3.804	3.605	4.000	20
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.053	4.302	5	4.249	4.100	4.398	23	3.815	4.331	6	4.309	4.145	4.416	5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.487	4.659	6	4.535	4.429	4.681	36	4.221	4.496	6	4.587	4.467	4.690	4
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.261	4.162	1	3.922	3.827	4.171	91	4.038	3.890	1	3.935	3.808	4.084	72
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	4.060	3.461	2	3.586	3.326	3.797	90	4.035	3.745	2	3.586	3.302	3.986	84
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.485	3.073	1	3.361	3.058	3.829	56	2.556	2.948	6	3.238	2.859	3.600	4
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.112	4.108	3	3.964	3.774	4.166	67	4.071	3.968	3	3.971	3.767	4.220	46
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.706	3.859	1	3.538	3.392	3.957	100	4.294	3.875	2	3.512	3.358	3.789	97
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.373	N/A	N/A	3.073	2.955	3.388	73	3.359	N/A	N/A	2.976	2.801	3.200	85
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.578	N/A	N/A	3.605	3.432	3.858	35	3.438	N/A	N/A	3.776	3.508	3.969	21

				ACADEMIC AREA													
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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.738	N/A	N/A	3.741	3.566	4.010	39	3.700	N/A	N/A	3.905	3.703	4.138	24
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.454	N/A	N/A	2.873	2.743	3.122	95	3.553	N/A	N/A	2.773	2.569	3.040	97
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.540	3.173	6	3.006	2.711	3.208	16	3.114	3.213	5	2.872	2.647	3.212	64
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.119	3.394	6	3.453	3.216	3.673	21	3.188	3.690	6	3.336	3.138	3.660	28
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.055	3.639	6	3.490	3.241	3.680	10	3.556	3.629	5	3.402	3.134	3.619	70
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.390	3.625	6	3.469	3.251	3.711	41	3.629	3.553	3	3.362	3.154	3.616	78
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.325	2.542	5	2.824	2.420	3.138	22	2.615	2.992	5	2.809	2.456	3.017	40
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	2.548	3.228	5	3.256	3.027	3.632	6	3.709	3.330	1	3.401	3.169	3.661	82
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.763	2.709	3	3.072	2.663	3.555	33	3.463	3.119	2	3.068	2.665	3.428	77
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.868	3.259	1	3.065	2.474	3.553	88	3.654	3.176	2	2.882	2.421	3.481	85
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.179	3.357	4	3.227	2.983	3.519	43	3.000	3.256	5	3.160	2.855	3.595	36

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Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.184	N/A	2.933	2.475	3.325	N<5	3.537	3.561	3	2.928	2.673	3.485	82
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	4.169	3.526	1	3.426	2.866	3.870	94	3.000	3.714	6	3.340	2.999	3.752	25
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.219	3.231	3	3.160	2.904	3.377	52	3.520	3.304	2	3.119	2.962	3.399	83
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.304	N/A	2.419	1.993	2.486	N<5	N<5	2.439	N/A	2.307	1.982	2.677	N<5
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	1.987	N/A	2.216	1.799	2.387	N<5	N<5	2.373	N/A	2.154	1.613	2.609	N<5
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	4.106	N/A	3.316	3.218	3.946	N<5	3.895	4.011	4	3.429	3.277	4.145	63
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	3.091	N/A	2.484	2.106	2.913	N<5	3.666	2.903	2	2.572	2.181	3.120	93
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.778	2.708	3.006	N<5	N<5	N/A	N/A	2.904	2.759	3.000	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.630	2.143	3.354	N<5	N<5	N/A	N/A	2.712	2.123	3.670	N<5
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.912	2.538	3.364	N<5	N<5	N/A	N/A	2.753	2.533	3.221	N<5
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.640	2.667	3.000	N<5	3.362	N/A	N/A	2.586	2.850	3.217	88

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.540	3.536	3	2.954	2.692	3.423	80	4.288	3.521	1	2.948	2.546	3.580	98
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.819	3.305	1	2.720	2.480	3.145	100	3.670	3.324	3	2.815	2.583	3.249	94
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.094	3.857	3	3.741	3.435	4.100	74	4.667	3.812	1	3.590	3.407	4.002	100
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.456	3.765	1	3.712	3.482	4.027	98	4.668	3.753	1	3.547	3.453	3.922	100
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.505	N/A	N/A	3.778	3.521	4.082	23	4.572	N/A	N/A	3.803	3.591	4.007	99
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.104	2.823	3	2.986	2.521	3.306	57	3.262	3.151	2	3.034	2.743	3.426	66
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.172	3.075	3	2.953	2.749	3.148	78	3.779	3.101	1	3.051	2.843	3.319	92
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.824	4.238	6	4.048	3.794	4.348	27	4.259	4.139	3	3.966	3.663	4.260	74
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.375	3.725	6	3.539	3.419	3.805	20	3.332	3.825	6	3.523	3.323	3.723	26
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.570	3.356	3	3.260	3.091	3.570	75	3.221	3.534	6	3.225	2.958	3.554	42
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.117	N/A	N/A	3.650	3.449	3.870	8	3.406	N/A	N/A	3.531	3.261	3.862	33

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA													
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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.441	3.566	5	3.497	3.323	3.720	32	3.703	3.631	4	3.419	3.143	3.719	72
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.698	3.722	5	3.757	3.592	3.946	39	4.112	3.757	1	3.709	3.519	3.917	93
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.698	3.776	5	3.801	3.667	4.025	27	4.371	3.881	1	3.829	3.693	4.089	99
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.824	4.018	5	3.964	3.854	4.195	24	4.594	4.041	1	3.990	3.791	4.212	99
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.696	3.746	4	3.794	3.578	4.059	35	4.109	3.981	2	3.805	3.561	4.038	85
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.606	3.506	6	3.416	3.111	3.693	7	3.332	3.634	6	3.328	2.953	3.652	44
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.696	N/A	N/A	4.077	3.866	4.316	11	4.259	N/A	N/A	4.128	3.899	4.380	59
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.080	N/A	N/A	3.757	3.542	3.956	84	3.800	N/A	N/A	3.690	3.488	3.919	62
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.696	N/A	N/A	3.864	3.663	4.083	29	3.850	N/A	N/A	3.857	3.616	4.075	50
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.117	N/A	N/A	4.095	3.899	4.422	42	4.185	N/A	N/A	4.045	3.759	4.406	61
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.696	3.997	5	3.908	3.733	4.149	19	3.812	4.140	5	3.898	3.630	4.189	41

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Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.606	3.341	2	3.565	3.382	3.774	59	3.926	3.694	3	3.575	3.268	3.826	81		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	N<5	3.195	N/A	3.203	2.824	3.515	N<5	3.581	3.260	3	3.332	2.985	3.735	62		
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.861	4.036	5	4.040	3.839	4.316	31	4.035	4.304	5	3.935	3.586	4.285	61		
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.900	3.708	3	3.719	3.533	3.932	65	3.815	4.015	4	3.722	3.530	3.979	58		

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Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.278	3.908	2	3.780	3.711	4.199	78	N<5	3.879	N/A	3.869	3.597	4.026	N<5		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.278	3.792	1	3.721	3.679	4.170	82	N<5	3.710	N/A	3.703	3.436	3.940	N<5		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	4.031	3.482	1	3.438	3.365	3.807	87	N<5	3.496	N/A	3.413	2.913	3.819	N<5		
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	4.181	3.725	1	3.682	3.519	3.916	91	N<5	3.726	N/A	3.577	3.401	3.865	N<5		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	4.181	3.754	1	3.591	3.463	3.981	93	N<5	3.603	N/A	3.472	3.359	3.832	N<5		
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.278	3.921	1	3.796	3.694	4.196	84	N<5	3.890	N/A	3.727	3.630	4.070	N<5		
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.181	3.638	1	3.653	3.455	4.000	91	N<5	3.524	N/A	3.656	3.294	3.847	N<5		
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.583	3.347	3	3.235	2.998	3.590	73	N<5	3.356	N/A	3.125	2.950	3.338	N<5		
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.790	3.337	2	3.278	3.015	3.434	87	N<5	3.258	N/A	3.273	2.946	3.462	N<5		
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.333	2.965	1	3.023	2.618	3.231	84	N<5	3.003	N/A	2.886	2.483	3.263	N<5		
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.284	3.044	2	2.817	2.697	3.181	82	N<5	2.971	N/A	2.748	2.593	3.096	N<5		

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				You	All selected peers			All comparables			You	All selected peers			All comparables				
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.978	3.966	3	3.817	3.720	4.168	60	N<5	3.850	N/A	3.612	3.450	3.989	N<5		
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.053	3.797	2	3.741	3.637	4.015	80	N<5	3.712	N/A	3.720	3.450	4.037	N<5		
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.892	3.687	2	3.497	3.333	3.854	82	N<5	3.647	N/A	3.488	3.296	3.782	N<5		
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.985	3.672	2	3.493	3.260	3.764	91	N<5	3.497	N/A	3.549	3.244	3.726	N<5		
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.617	3.375	2	3.352	3.165	3.547	80	N<5	3.326	N/A	3.350	3.124	3.598	N<5		
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.284	3.427	5	3.274	3.172	3.546	41	N<5	3.330	N/A	3.249	3.133	3.482	N<5		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	4.083	3.469	1	3.292	3.013	3.651	89	N<5	3.478	N/A	3.341	2.999	3.773	N<5		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.805	4.039	5	3.919	3.677	4.295	31	N<5	4.098	N/A	3.776	3.605	4.330	N<5		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	4.031	3.858	2	3.590	3.378	3.841	96	N<5	3.647	N/A	3.613	3.310	3.809	N<5		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.978	N/A	N/A	3.426	3.207	3.646	96	N<5	N/A	N/A	3.463	3.246	3.682	N<5		
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.527	4.045	6	4.026	3.772	4.262	4	N<5	3.973	N/A	3.992	3.866	4.294	N<5		

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA													
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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.880	4.130	6	3.774	3.712	4.241	33	N<5	3.921	N/A	3.716	3.484	4.013	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.009	4.035	4	4.042	3.778	4.299	51	N<5	4.059	N/A	4.132	3.887	4.411	N<5
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.376	4.483	5	4.357	4.073	4.624	51	N<5	4.363	N/A	4.418	4.252	4.625	N<5
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.858	3.825	4	3.852	3.574	4.141	44	N<5	3.654	N/A	3.798	3.470	4.143	N<5
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.248	3.326	3	3.356	2.985	3.798	42	N<5	3.348	N/A	3.397	3.060	3.836	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.271	3.367	3	3.208	3.021	3.560	49	N<5	3.536	N/A	3.314	3.328	3.799	N<5
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.137	3.423	6	2.829	2.663	3.349	53	N<5	3.133	N/A	2.747	2.562	3.214	N<5
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.226	3.415	4	3.070	2.864	3.385	64	N<5	3.362	N/A	3.056	2.866	3.431	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.354	4.553	5	4.244	4.184	4.546	53	N<5	4.426	N/A	4.342	4.249	4.602	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	2.571	3.509	6	3.273	3.017	3.555	13	N<5	3.648	N/A	3.114	2.931	3.903	N<5
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.083	3.687	6	2.910	2.825	3.559	37	N<5	3.130	N/A	2.924	2.833	3.500	N<5

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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	4.022	3.719	2	3.455	3.397	3.848	93	N<5	3.660	N/A	3.264	3.102	3.789	N<5		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.045	3.713	5	3.213	3.000	3.786	27	N<5	3.489	N/A	3.057	2.915	3.606	N<5		
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.880	3.590	2	3.620	3.385	3.896	72	N<5	3.440	N/A	3.409	3.329	3.693	N<5		
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.189	3.453	5	3.311	3.063	3.696	36	N<5	3.671	N/A	3.203	2.937	3.552	N<5		
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.067	3.428	6	3.527	3.282	3.873	9	N<5	4.153	N/A	3.677	3.512	4.010	N<5		
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	3.668	4.311	6	4.074	3.935	4.329	2	N<5	4.267	N/A	4.145	4.044	4.356	N<5		
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.624	3.943	6	4.033	3.789	4.223	9	N<5	4.159	N/A	3.948	3.823	4.146	N<5		
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.346	3.810	6	3.953	3.769	4.127	7	N<5	4.028	N/A	3.876	3.671	4.128	N<5		
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.806	4.088	6	4.058	3.973	4.287	9	N<5	4.242	N/A	4.219	3.961	4.470	N<5		
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.774	3.471	2	3.596	3.421	3.791	73	N<5	3.666	N/A	3.728	3.354	3.958	N<5		
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.256	3.741	1	4.147	4.000	4.393	57	N<5	4.275	N/A	4.184	3.928	4.363	N<5		

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.009	3.998	4	4.037	3.797	4.371	44	N<5	3.751	N/A	4.042	3.616	4.064	N<5		
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.150	3.716	6	3.598	3.260	3.752	16	N<5	3.579	N/A	3.636	3.431	3.828	N<5		
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.226	4.011	2	4.068	3.961	4.316	66	N<5	4.264	N/A	4.093	3.991	4.311	N<5		
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.504	4.533	3	4.432	4.380	4.636	49	N<5	4.457	N/A	4.430	4.215	4.576	N<5		
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	3.734	3.776	3	3.824	3.626	4.000	33	N<5	4.045	N/A	3.968	3.761	4.115	N<5		
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.402	3.476	4	3.605	3.320	3.960	37	N<5	3.789	N/A	3.736	3.665	4.034	N<5		
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.294	2.499	1	3.232	2.732	3.545	62	N<5	2.809	N/A	3.242	2.671	3.477	N<5		
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.118	3.611	5	3.759	3.465	4.071	5	N<5	3.723	N/A	3.862	3.590	4.146	N<5		
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.009	3.733	2	3.553	3.502	3.996	77	N<5	4.160	N/A	3.562	3.508	4.016	N<5		
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.383	N/A	N/A	2.964	2.689	3.209	17	N<5	N/A	N/A	3.011	2.643	3.193	N<5		
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.284	N/A	N/A	3.628	3.294	3.889	21	N<5	N/A	N/A	3.640	3.441	3.955	N<5		

ACADEMIC AREA

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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.641	N/A	N/A	3.578	3.564	3.883	38	N<5	N/A	N/A	3.774	3.511	3.955	N<5
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.549	N/A	N/A	2.677	2.289	2.867	43	N<5	N/A	N/A	2.837	2.567	3.014	N<5
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.128	2.962	2	3.001	2.757	3.335	61	N<5	3.073	N/A	2.940	2.769	3.257	N<5
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.827	3.674	4	3.457	3.243	3.854	65	N<5	3.328	N/A	3.355	3.173	3.631	N<5
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.376	3.366	5	3.398	3.153	3.620	41	N<5	3.483	N/A	3.271	3.038	3.567	N<5
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.248	3.293	5	3.337	3.057	3.705	37	N<5	3.351	N/A	3.186	2.794	3.564	N<5
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.029	2.996	3	2.970	2.883	3.366	41	N<5	3.097	N/A	2.812	2.427	3.128	N<5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.676	3.093	1	3.234	3.185	3.644	83	N<5	3.448	N/A	3.328	3.158	3.667	N<5
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.181	2.559	2	3.261	3.021	3.550	47	N<5	3.018	N/A	2.935	2.713	3.397	N<5
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.752	2.941	2	3.159	2.803	3.988	17	N<5	3.161	N/A	2.984	2.791	3.249	N<5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.850	3.201	2	3.293	2.844	3.379	27	N<5	3.287	N/A	3.304	3.083	3.793	N<5

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Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.917	3.311	4	3.208	2.855	3.685	29	N<5	2.859	N/A	3.040	2.891	3.648	N<5
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.474	4.111	5	3.578	3.387	3.963	27	N<5	3.352	N/A	3.278	3.021	3.774	N<5
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.770	3.236	1	3.186	2.926	3.568	91	N<5	3.370	N/A	2.997	2.861	3.428	N<5
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.502	N/A	2.545	2.059	2.786	N<5	N<5	2.933	N/A	2.545	2.132	2.976	N<5
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N<5	N/A	2.486	1.601	2.626	N<5	N<5	2.712	N/A	2.395	2.471	3.006	N<5
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.853	N/A	3.304	3.209	3.832	N<5	N<5	3.850	N/A	3.543	3.234	4.014	N<5
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	3.221	N/A	2.796	2.398	3.151	N<5	N<5	3.654	N/A	2.589	2.597	3.435	N<5
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.908	N/A	N/A	N<5	N<5	N/A	N/A	2.736	2.828	2.828	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.041	2.393	3.458	N<5	N<5	N/A	N/A	2.944	2.303	3.611	N<5
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.087	2.334	3.312	N<5	N<5	N/A	N/A	3.097	2.315	3.127	N<5
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.013	N/A	N/A	N<5	N<5	N/A	N/A	2.759	2.404	2.404	N<5

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.447	N/A	3.140	2.740	3.521	N<5	N<5	3.529	N/A	3.175	2.955	3.661	N<5	
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.531	N/A	2.971	2.704	3.402	N<5	N<5	3.056	N/A	2.955	2.900	3.279	N<5	
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.818	N/A	3.718	3.240	4.150	N<5	N<5	3.536	N/A	3.603	3.262	3.895	N<5	
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.753	N/A	3.663	3.170	4.007	N<5	N<5	3.521	N/A	3.584	3.162	3.896	N<5	
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.692	N/A	N/A	3.775	3.446	3.979	49	N<5	N/A	N/A	3.836	3.640	4.125	N<5	
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.750	3.057	2	3.100	2.792	3.502	89	N<5	3.304	N/A	3.169	2.805	3.742	N<5	
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.775	2.888	4	2.959	2.745	3.137	30	N<5	2.939	N/A	2.872	2.589	3.142	N<5	
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.068	3.942	1	3.788	3.628	4.121	71	N<5	3.982	N/A	3.981	3.547	4.178	N<5	
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.680	3.819	4	3.544	3.257	3.916	53	N<5	3.490	N/A	3.547	3.124	3.718	N<5	
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.342	3.989	6	3.580	3.476	3.967	16	N<5	3.571	N/A	3.679	3.400	3.991	N<5	
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.783	N/A	N/A	3.569	3.409	4.008	61	N<5	N/A	N/A	3.547	3.100	3.649	N<5	

Tenure-Track Faculty Job Satisfaction Survey				ACADEMIC AREA															
Survey Administration 2010-11				Physical Sciences							Biological Sciences								
				You	All selected peers			All comparables				You	All selected peers			All comparables			
item	theme	name	description	mean	mean	peer rank		mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank		mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.281	3.753	6		3.594	3.493	3.871	16	N<5	3.157	N/A		3.547	3.103	3.673	N<5
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.675	3.782	2		3.631	3.544	3.956	42	N<5	3.451	N/A		3.680	3.314	3.722	N<5
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.475	4.030	6		3.784	3.616	4.130	14	N<5	3.732	N/A		3.826	3.617	4.169	N<5
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.750	3.923	5		3.775	3.655	4.141	34	N<5	3.829	N/A		3.858	3.740	4.145	N<5
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.475	3.940	5		3.747	3.362	4.041	36	N<5	3.423	N/A		3.681	3.137	3.864	N<5
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.200	3.658	5		3.401	3.253	3.966	23	N<5	3.319	N/A		3.324	2.904	3.652	N<5
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.916	N/A	N/A		3.959	3.886	4.395	30	N<5	N/A	N/A		4.053	3.742	4.306	N<5
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.399	N/A	N/A		3.544	3.169	3.810	36	N<5	N/A	N/A		3.560	3.224	3.779	N<5
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.533	N/A	N/A		3.765	3.526	4.090	26	N<5	N/A	N/A		3.780	3.183	3.921	N<5
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.200	N/A	N/A		4.101	3.859	4.372	52	N<5	N/A	N/A		4.245	3.878	4.399	N<5
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.333	4.176	6		3.850	3.660	4.236	7	N<5	3.693	N/A		3.884	3.647	4.067	N<5

Tenure-Track Faculty Job Satisfaction Survey				ACADEMIC AREA													
Survey Administration 2010-11				Physical Sciences							Biological Sciences						
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.275	3.598	5	3.514	3.332	3.875	18	N<5	3.601	N/A	3.438	3.297	3.905	N<5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.949	3.246	1	3.368	3.128	3.796	92	N<5	3.162	N/A	3.262	2.782	3.944	N<5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.554	4.252	6	3.836	3.562	4.199	23	N<5	3.701	N/A	3.725	3.620	4.216	N<5
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.725	4.174	6	3.769	3.634	4.155	33	N<5	3.831	N/A	3.670	3.667	4.001	N<5

ACADEMIC AREA

				Visual & Performing Arts								Engi / Comp Sci / Math / Stats							
				You	All selected peers			All comparables				You	All selected peers			All comparables			
item	theme	name	description	mean	mean	peer rank		mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank		mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.169	3.570	1		3.545	3.335	3.991	85	4.010	3.796	1		3.753	3.547	3.993	77
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.125	3.291	1		3.430	3.129	3.808	88	3.736	3.721	4		3.630	3.403	3.947	57
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.751	2.929	1		3.131	2.681	3.597	85	3.614	3.371	1		3.310	3.072	3.584	77
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	4.002	3.203	1		3.338	3.072	3.747	85	3.753	3.632	2		3.556	3.373	3.768	74
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	4.126	3.306	1		3.507	3.096	3.873	92	3.767	3.505	1		3.579	3.338	3.771	73
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.042	3.259	1		3.502	3.143	3.844	88	3.543	3.798	5		3.605	3.462	3.984	37
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.377	3.824	1		3.645	3.413	4.000	90	3.518	3.637	4		3.735	3.553	3.926	19
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.836	2.645	1		2.987	2.807	3.303	97	3.461	3.464	3		3.277	3.114	3.653	67
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.919	3.377	1		3.209	2.921	3.617	95	2.893	3.202	5		3.235	2.977	3.415	19
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.049	2.617	1		2.845	2.568	3.106	100	3.145	2.867	1		2.996	2.792	3.255	66
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.779	2.347	1		2.720	2.510	3.112	100	3.039	3.059	3		2.952	2.826	3.216	51

ACADEMIC AREA

Survey Administration 2010-11				Visual & Performing Arts							Engi / Comp Sci / Math / Stats						
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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.295	3.232	1	3.529	3.297	3.882	95	3.738	3.722	2	3.705	3.493	3.909	59
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.089	3.601	1	3.716	3.521	4.006	83	3.627	3.846	5	3.813	3.647	3.965	15
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.919	3.091	1	3.312	3.147	3.529	100	3.615	3.718	4	3.538	3.401	3.794	52
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.045	3.437	1	3.422	3.156	3.769	95	3.231	3.557	6	3.503	3.332	3.649	12
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.320	2.926	1	3.253	3.124	3.526	100	3.482	3.387	3	3.371	3.259	3.518	68
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.050	3.155	1	3.179	3.007	3.459	100	3.457	3.417	3	3.356	3.277	3.582	61
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.962	3.069	1	2.977	2.665	3.569	95	3.247	3.395	4	3.352	3.062	3.625	43
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.708	3.856	3	3.649	3.270	4.182	49	3.530	4.002	6	3.786	3.557	4.177	22
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.503	3.535	3	3.735	3.455	3.887	33	3.846	3.674	2	3.788	3.605	3.940	62
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.168	N/A	N/A	3.277	2.810	3.660	49	3.437	N/A	N/A	3.561	3.298	3.789	35
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.045	3.737	2	3.958	3.671	4.214	58	4.133	4.044	2	3.952	3.818	4.142	73

ACADEMIC AREA

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.750	3.736	3	3.696	3.163	4.082	50	4.108	3.949	2	3.619	3.448	3.944	80
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.625	3.469	1	4.210	3.975	4.498	90	4.374	3.837	1	4.114	3.840	4.292	80
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.834	4.146	1	4.572	4.382	4.768	84	4.231	4.123	2	4.303	4.036	4.455	47
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.581	3.801	3	3.746	3.382	4.186	33	4.302	3.770	1	3.870	3.614	4.093	90
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.419	3.543	4	3.275	2.932	3.714	60	3.051	3.326	4	3.308	2.955	3.687	33
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.198	3.262	2	3.563	3.047	3.756	40	3.395	3.538	5	3.323	3.218	3.710	41
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.710	2.460	2	2.662	2.201	3.096	53	3.174	3.007	2	3.051	2.779	3.400	53
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.930	2.897	2	2.877	2.529	3.027	66	3.030	3.033	4	3.079	2.850	3.262	42
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.791	4.104	1	4.279	3.921	4.446	93	4.184	4.114	1	4.095	3.877	4.281	56
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.124	2.780	3	2.784	2.202	3.308	65	3.188	3.648	6	3.287	3.100	3.685	30
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.383	3.149	3	2.559	2.263	3.147	33	3.242	3.216	3	2.897	2.682	3.397	59

ACADEMIC AREA

Survey Administration 2010-11				Visual & Performing Arts							Engi / Comp Sci / Math / Stats						
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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.542	3.421	3	3.412	3.221	3.815	53	3.350	3.639	5	3.519	3.303	3.834	29
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.088	3.200	2	3.004	2.663	3.314	47	3.494	3.600	6	3.293	3.029	3.528	66
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.711	3.030	1	3.344	3.109	3.857	64	3.646	3.718	5	3.529	3.314	3.737	58
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.541	3.420	3	3.457	3.124	3.863	53	4.071	3.456	1	3.367	3.207	3.700	97
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.002	3.744	1	3.852	3.595	4.091	68	3.855	3.754	2	3.706	3.598	3.925	66
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.417	4.242	1	4.168	4.000	4.382	80	4.325	4.031	1	4.028	3.866	4.198	86
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Pease rate how important or unimportant you think each would be to your success.	4.503	3.912	1	4.113	3.933	4.347	95	3.990	3.965	4	4.044	3.846	4.212	37
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.211	3.910	1	4.110	3.904	4.309	67	4.184	3.821	1	3.952	3.750	4.136	83
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.916	3.988	3	3.949	3.722	4.177	45	4.236	4.140	3	4.088	4.000	4.366	58
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.833	3.430	2	3.721	3.534	3.985	70	3.787	3.626	2	3.694	3.496	3.856	64
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.665	4.512	3	4.514	4.502	4.716	64	4.337	4.110	1	4.320	4.153	4.500	47

ACADEMIC AREA

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.331	4.333	3	4.297	4.152	4.519	58	4.143	3.843	1	3.963	3.742	4.148	73
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.661	2.983	1	3.662	3.482	3.988	41	3.779	3.607	1	3.600	3.413	3.725	85
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	3.791	4.255	4	4.139	3.945	4.354	13	4.557	4.058	1	4.005	3.902	4.186	98
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.288	4.525	3	4.401	4.304	4.564	23	4.634	4.317	1	4.394	4.296	4.571	85
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.460	4.102	1	4.045	3.972	4.326	95	4.348	3.994	1	3.950	3.830	4.130	95
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.495	3.372	4	3.400	3.199	3.814	54	3.841	3.800	3	3.527	3.300	3.804	81
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.709	3.056	4	3.430	3.086	3.787	8	3.138	2.960	2	3.330	2.922	3.568	39
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.083	4.379	4	3.880	3.697	4.137	69	3.840	3.915	4	3.702	3.542	3.946	67
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.205	4.041	3	3.485	3.360	3.875	87	4.491	3.895	1	3.678	3.557	4.000	98
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.330	N/A	N/A	3.150	3.006	3.359	69	3.713	N/A	N/A	2.948	2.793	3.278	98
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.791	N/A	N/A	3.695	3.617	4.233	49	4.322	N/A	N/A	3.805	3.570	4.068	94

ACADEMIC AREA

Survey Administration 2010-11				Visual & Performing Arts							Engi / Comp Sci / Math / Stats						
				You	All selected peers		All comparables				You	All selected peers		All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.873	N/A	N/A	3.669	3.571	3.961	65	4.012	N/A	N/A	3.704	3.584	3.855	92
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.336	N/A	N/A	2.903	2.726	3.091	88	3.365	N/A	N/A	2.722	2.546	3.007	94
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.585	2.529	1	2.729	2.777	3.345	83	3.299	2.905	1	2.959	2.680	3.273	80
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	4.212	3.341	1	3.320	3.139	3.645	100	3.594	3.377	1	3.443	3.129	3.651	72
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	4.002	3.756	1	3.320	3.123	3.731	94	3.683	3.411	1	3.387	3.151	3.627	80
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.869	3.423	1	3.282	2.990	3.670	89	3.713	3.370	1	3.359	3.037	3.602	83
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.375	2.410	2	2.550	2.307	3.148	37	3.179	2.939	1	3.033	2.728	3.220	70
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.541	2.631	1	3.135	3.073	3.505	80	3.930	3.320	1	3.314	3.043	3.628	91
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.545	3.177	3	2.868	2.460	3.595	31	2.963	2.941	3	3.139	2.894	3.479	31
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.056	2.681	1	2.999	2.496	3.601	48	3.567	2.990	1	3.155	2.755	3.395	78
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.248	2.867	1	3.272	2.906	3.541	47	3.821	3.374	1	3.359	3.023	3.571	93

ACADEMIC AREA

Survey Administration 2010-11

				Visual & Performing Arts							Engi / Comp Sci / Math / Stats						
				You	All selected peers		All comparables				You	All selected peers		All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.942	2.498	1	2.695	2.269	3.191	70	3.166	3.550	6	3.320	3.024	3.535	39
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.002	2.951	2	3.170	2.783	3.407	48	3.713	3.602	3	3.357	3.052	3.739	68
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.797	2.782	1	2.989	2.681	3.403	94	3.605	2.991	1	3.131	2.891	3.393	94
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.399	N/A	2.296	2.008	2.717	N<5	3.000	2.952	3	2.798	2.469	3.113	61
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.100	N/A	2.281	1.675	2.732	N<5	N<5	2.721	N/A	2.453	2.061	2.768	N<5
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	4.276	3.810	1	3.368	3.391	4.122	100	3.893	3.734	3	3.433	3.258	3.843	77
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	3.430	2.578	2	2.552	2.603	3.034	92	3.799	2.986	1	2.646	2.372	3.086	100
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.782	N/A	N/A	N<5	N<5	N/A	N/A	3.043	3.000	3.200	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.504	N/A	N/A	2.675	2.846	3.811	56	4.613	N/A	N/A	2.945	2.572	3.619	100
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.218	N/A	N/A	2.757	2.718	3.358	50	N<5	N/A	N/A	3.255	2.657	3.389	N<5
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	3.670	N/A	N/A	2.743	2.703	3.232	100	N<5	N/A	N/A	2.946	2.941	3.227	N<5

ACADEMIC AREA

Survey Administration 2010-11				Visual & Performing Arts							Engi / Comp Sci / Math / Stats						
				You	All selected peers		All comparables				You	All selected peers		All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.089	2.910	2	2.799	2.690	3.319	45	4.000	3.353	1	3.177	2.813	3.622	96
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.136	3.166	2	2.669	2.640	3.136	76	3.383	3.293	3	3.014	2.625	3.364	78
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.825	3.916	1	3.556	3.403	3.941	67	4.266	3.558	1	3.497	3.366	3.778	98
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.729	3.853	2	3.472	3.319	3.810	58	3.848	3.593	2	3.518	3.332	3.727	88
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.585	N/A	N/A	3.646	3.046	3.961	41	4.285	N/A	N/A	3.808	3.437	4.000	89
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.962	2.866	2	3.071	2.653	3.238	44	3.663	3.357	1	3.305	3.031	3.575	81
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.581	2.442	2	2.735	2.242	3.026	49	2.936	2.693	1	3.088	2.725	3.254	52
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.456	3.724	1	3.937	3.620	4.360	86	4.313	3.929	1	3.940	3.639	4.092	88
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.711	3.639	1	3.298	2.974	3.741	73	3.210	3.300	4	3.446	3.128	3.621	36
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.003	3.626	1	3.519	3.094	3.872	89	3.191	3.378	5	3.381	3.008	3.528	38
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.834	N/A	N/A	3.539	2.986	3.949	71	3.228	N/A	N/A	3.529	3.019	3.686	33

ACADEMIC AREA

Survey Administration 2010-11				Visual & Performing Arts								Engi / Comp Sci / Math / Stats							
				You	All selected peers			All comparables				You	All selected peers			All comparables			
item	theme	name	description	mean	mean	peer rank		mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank		mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.086	3.498	1		3.487	3.136	3.730	97	3.132	3.292	5		3.413	2.967	3.596	35
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.252	3.858	1		3.685	3.414	4.006	97	3.585	3.286	2		3.565	3.228	3.690	66
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.335	3.657	1		3.697	3.498	3.981	95	3.753	3.682	4		3.739	3.513	3.973	49
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.252	3.848	1		3.798	3.580	3.999	86	4.076	3.663	1		3.772	3.512	4.000	85
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.126	3.588	2		3.814	3.385	4.218	67	3.908	3.555	1		3.733	3.428	3.898	79
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.422	3.412	3		3.365	2.931	3.608	47	2.977	3.265	5		3.269	2.853	3.466	32
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.877	N/A	N/A		4.064	3.602	4.322	44	3.920	N/A	N/A		3.929	3.713	4.144	49
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.047	N/A	N/A		3.757	3.422	4.000	81	4.071	N/A	N/A		3.616	3.298	3.815	92
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.096	N/A	N/A		3.777	3.467	4.071	76	4.155	N/A	N/A		3.755	3.441	3.934	90
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.582	N/A	N/A		3.871	3.534	4.360	92	3.889	N/A	N/A		3.946	3.584	4.288	50
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.999	3.412	2		3.719	3.298	4.076	59	3.823	3.705	3		3.806	3.466	4.029	60

ACADEMIC AREA

Survey Administration 2010-11

				Visual & Performing Arts							Engi / Comp Sci / Math / Stats						
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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	4.086	3.292	1	3.580	3.231	3.946	87	3.923	3.730	2	3.637	3.279	3.901	79
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	4.107	2.984	1	3.364	3.125	3.756	95	3.692	3.525	2	3.360	3.168	3.777	70
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	4.499	3.486	2	3.981	3.760	4.382	86	4.202	3.752	2	3.831	3.539	4.079	81
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	4.125	3.684	1	3.759	3.548	4.000	84	4.042	3.954	2	3.782	3.490	4.021	79

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2010-11

Health / Human Ecology

You

All selected peers

All comparables

mean

25th %tile mean

75th %tile mean

your %tile

Agri / Nat Res / Env Sci

You

All selected peers

All comparables

mean

25th %tile mean

75th %tile mean

your %tile

item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	N<5	3.846	N/A	3.554	3.426	3.908	N<5	3.906	3.849	2	3.632	3.530	3.946	72
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	N<5	3.682	N/A	3.549	3.270	3.840	N<5	4.038	3.710	1	3.578	3.406	4.008	78
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	N<5	3.338	N/A	3.212	3.040	3.644	N<5	3.462	3.292	1	3.184	3.214	3.522	72
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	N<5	3.537	N/A	3.313	3.091	3.651	N<5	3.923	3.630	1	3.352	3.315	3.790	89
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	N<5	3.515	N/A	3.524	3.414	3.865	N<5	3.836	3.590	1	3.511	3.584	3.798	83
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.799	N/A	3.573	3.332	4.000	N<5	3.867	3.751	2	3.518	3.692	3.888	67
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.647	N/A	3.568	3.357	3.898	N<5	3.548	3.397	2	3.531	3.309	3.708	50
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.117	N/A	3.111	2.888	3.491	N<5	3.764	3.045	1	3.156	2.842	3.421	94
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.076	N/A	2.968	2.803	3.196	N<5	3.791	3.002	1	3.291	2.978	3.558	89
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.938	N/A	2.875	2.690	3.254	N<5	3.215	2.728	1	2.895	2.616	3.145	81
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.054	N/A	2.857	2.600	3.103	N<5	3.347	3.011	2	2.921	2.592	3.338	78

Tenure-Track Faculty Job Satisfaction Survey				ACADEMIC AREA													
Survey Administration 2010-11				Health / Human Ecology							Agri / Nat Res / Env Sci						
				You	All selected peers		All comparables				You	All selected peers		All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.367	N/A	3.585	3.379	3.895	N<5	3.982	3.701	1	3.557	3.588	3.912	78
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.694	N/A	3.654	3.565	3.849	N<5	4.024	3.709	1	3.665	3.479	3.848	100
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.413	N/A	3.425	3.150	3.584	N<5	3.913	3.401	1	3.430	3.309	3.664	94
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.352	N/A	3.278	3.168	3.470	N<5	3.752	3.481	1	3.506	3.367	3.686	83
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.441	N/A	3.261	3.197	3.488	N<5	3.521	3.316	1	3.321	3.226	3.519	81
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.352	N/A	3.218	3.053	3.446	N<5	3.769	3.488	2	3.308	3.196	3.523	89
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	N<5	3.032	N/A	3.297	2.806	3.629	N<5	3.125	3.348	5	3.208	3.059	3.642	33
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	N<5	3.851	N/A	3.872	3.798	4.270	N<5	4.249	3.813	1	3.754	3.587	4.066	89
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.322	N/A	3.630	3.346	3.911	N<5	3.861	3.788	3	3.609	3.560	3.941	61
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	N/A	N/A	3.409	3.088	3.640	N<5	3.463	N/A	N/A	3.298	3.293	3.567	44
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.093	N/A	4.153	3.973	4.352	N<5	4.018	3.859	2	3.838	3.788	4.017	78

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.840	N/A	3.770	3.514	3.958	N<5	3.738	4.127	5	3.807	3.520	4.205	39
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.180	N/A	4.170	3.971	4.543	N<5	3.656	4.233	6	4.168	4.017	4.336	11
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.359	N/A	4.407	4.355	4.715	N<5	4.476	4.524	5	4.592	4.450	4.586	44
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.678	N/A	3.941	3.535	4.207	N<5	4.242	4.113	3	4.141	3.678	4.222	78
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.381	N/A	3.430	3.087	3.678	N<5	3.616	3.523	3	3.363	2.993	3.630	71
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.446	N/A	3.684	3.303	3.865	N<5	3.902	3.794	4	3.700	3.488	3.980	61
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.347	N/A	2.750	2.155	2.940	N<5	3.157	3.233	4	2.881	2.846	3.300	50
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.545	N/A	2.901	2.591	3.222	N<5	3.463	2.865	1	2.943	2.731	3.275	100
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.070	N/A	4.143	3.986	4.278	N<5	4.076	4.252	6	4.340	4.092	4.338	22
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.842	N/A	3.079	2.546	3.571	N<5	3.075	3.394	6	3.190	2.865	3.511	39
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.032	N/A	2.947	2.541	3.361	N<5	3.168	3.097	3	2.937	2.898	3.647	47

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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	N<5	3.579	N/A	3.368	3.220	3.724	N<5	2.631	3.438	6	3.381	3.314	3.788	0
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	3.092	N/A	3.186	3.041	3.518	N<5	3.498	3.388	3	3.164	3.024	3.593	61
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	3.827	N/A	3.647	3.644	3.922	N<5	3.624	3.721	4	3.662	3.572	3.962	33
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	N<5	3.989	N/A	3.403	3.358	3.986	N<5	3.914	3.520	1	3.378	3.466	3.917	71
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.125	N/A	3.806	3.698	4.069	N<5	3.193	3.990	6	3.733	3.828	4.118	0
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	N<5	4.414	N/A	4.177	4.069	4.475	N<5	4.059	4.274	6	4.209	4.124	4.357	12
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.217	N/A	4.266	4.160	4.470	N<5	3.637	4.231	6	4.135	4.059	4.323	0
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.306	N/A	4.147	4.106	4.303	N<5	3.636	4.065	6	4.055	4.000	4.222	12
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	N<5	4.548	N/A	4.391	4.310	4.598	N<5	4.519	4.186	2	4.204	4.016	4.328	82
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	N<5	4.179	N/A	3.950	3.826	4.155	N<5	4.145	3.777	2	3.830	3.752	4.142	76
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	N<5	4.668	N/A	4.486	4.466	4.730	N<5	4.595	4.097	1	4.204	4.140	4.574	76

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	N<5	4.421	N/A	3.990	3.750	4.171	N<5	4.036	3.682	1	3.894	3.459	3.930	94		
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	N<5	3.776	N/A	3.719	3.568	3.869	N<5	3.938	3.860	3	3.811	3.796	4.062	50		
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.445	N/A	4.153	4.017	4.322	N<5	4.131	4.146	3	4.095	3.985	4.151	69		
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	N<5	4.746	N/A	4.416	4.334	4.586	N<5	4.612	4.197	2	4.240	4.180	4.511	88		
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	N<5	4.186	N/A	3.981	3.822	4.225	N<5	4.290	4.146	3	4.083	4.033	4.261	88		
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	N<5	3.675	N/A	3.551	3.156	3.872	N<5	3.401	3.690	4	3.664	3.373	3.986	38		
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	N<5	2.992	N/A	3.083	2.841	3.254	N<5	3.197	2.896	2	3.333	2.923	3.228	69		
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	4.276	N/A	3.894	3.790	4.135	N<5	3.920	3.918	3	4.108	3.842	4.168	35		
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	N<5	3.866	N/A	3.463	3.311	4.031	N<5	4.020	3.636	1	3.720	3.501	3.873	88		
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.172	3.023	3.504	N<5	3.109	N/A	N/A	3.184	2.869	3.264	57		
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.792	3.890	4.171	N<5	4.088	N/A	N/A	3.926	3.691	4.379	40		

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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.799	3.685	4.097	N<5	3.879	N/A	N/A	3.714	3.495	3.931	67		
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.065	2.811	3.195	N<5	3.233	N/A	N/A	3.066	2.858	3.126	86		
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.228	N/A	2.903	2.771	3.370	N<5	2.918	3.237	5	3.036	3.012	3.500	15		
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	N<5	3.638	N/A	3.418	3.377	3.841	N<5	3.499	3.622	5	3.550	3.492	3.783	31		
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.226	N/A	3.496	3.272	3.793	N<5	3.307	3.733	6	3.380	3.340	3.885	12		
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.316	N/A	3.450	3.229	3.705	N<5	3.214	3.428	6	3.265	3.363	3.647	12		
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	2.690	N/A	2.906	2.700	3.254	N<5	3.020	2.641	2	2.741	2.548	3.107	69		
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	3.592	N/A	3.445	3.199	4.075	N<5	3.526	3.623	3	3.441	3.334	3.864	41		
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	N<5	2.975	N/A	3.215	2.659	3.518	N<5	2.175	3.045	6	2.988	2.929	3.376	6		
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	2.925	N/A	2.951	2.448	3.063	N<5	2.918	3.123	5	3.264	2.921	3.279	22		
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.577	N/A	3.264	3.029	3.655	N<5	3.751	3.413	2	3.461	3.400	3.786	71		

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Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	2.759	N/A	2.885	2.744	3.222	N<5	3.051	3.007	3	3.196	3.009	3.486	36
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	N<5	3.206	N/A	3.291	2.674	3.417	N<5	2.942	3.432	6	3.229	3.190	3.465	13
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	N<5	3.072	N/A	3.126	2.821	3.657	N<5	2.850	3.236	6	3.149	2.893	3.341	7
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.243	N/A	2.569	2.100	2.577	N<5	N<5	2.378	N/A	2.444	2.172	2.657	N<5
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	1.875	N/A	2.472	2.190	2.417	N<5	N<5	1.723	N/A	2.382	1.694	2.041	N<5
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	4.180	N/A	3.359	2.522	3.655	N<5	3.948	3.869	3	3.586	3.362	4.051	69
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	3.463	N/A	2.868	1.938	3.056	N<5	3.109	2.760	2	2.563	2.209	2.855	92
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.912	2.354	2.354	N<5	N<5	N/A	N/A	2.735	2.712	3.201	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.969	2.171	3.411	N<5	3.468	N/A	N/A	3.058	2.604	3.749	60
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.111	2.542	3.369	N<5	N<5	N/A	N/A	2.768	2.866	3.142	N<5
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.603	2.395	2.395	N<5	N<5	N/A	N/A	2.620	2.355	2.662	N<5

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.039	N/A	3.085	3.023	3.832	N<5	3.337	3.378	4	3.110	2.941	3.564	60
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	2.790	N/A	3.022	2.862	3.643	N<5	3.272	3.111	2	2.984	2.774	3.184	88
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.282	N/A	3.710	3.469	4.061	N<5	3.885	3.635	2	3.513	3.463	3.967	67
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.312	N/A	3.712	3.583	4.053	N<5	3.769	3.651	2	3.627	3.455	4.017	69
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N<5	N/A	N/A	3.911	3.581	4.135	N<5	3.694	N/A	N/A	3.847	3.642	4.083	31
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	N<5	2.394	N/A	3.055	2.603	3.426	N<5	2.889	3.369	6	3.039	2.886	3.451	29
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	N<5	2.451	N/A	2.953	2.657	3.225	N<5	2.752	3.023	6	2.907	2.772	3.136	18
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.744	N/A	3.971	3.595	4.283	N<5	3.960	4.208	5	3.900	3.875	4.402	35
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.213	N/A	3.390	3.283	3.819	N<5	2.926	3.633	6	3.461	3.241	3.881	0
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.092	N/A	3.275	3.056	3.743	N<5	3.519	3.731	5	3.694	3.509	3.919	31
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	N/A	3.509	3.345	3.944	N<5	3.058	N/A	N/A	3.613	3.370	3.928	7

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.196	N/A	3.467	3.325	3.868	N<5	3.306	3.591	6	3.555	3.318	3.863	18		
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.368	N/A	3.591	3.394	3.839	N<5	3.590	3.676	4	3.604	3.561	3.846	29		
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.790	N/A	3.765	3.627	4.056	N<5	3.688	3.828	5	3.740	3.688	4.122	25		
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.738	N/A	3.759	3.633	4.159	N<5	3.457	3.868	6	3.869	3.693	4.104	6		
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.415	N/A	3.755	3.581	4.120	N<5	3.365	3.803	6	3.682	3.367	4.063	18		
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.359	N/A	3.381	3.361	3.639	N<5	2.791	3.305	6	3.331	2.855	3.659	6		
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	N<5	N/A	N/A	3.875	3.778	4.080	N<5	4.172	N/A	N/A	3.881	3.878	4.169	79		
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	N<5	N/A	N/A	3.616	3.491	4.000	N<5	3.644	N/A	N/A	3.549	3.412	3.662	67		
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	N<5	N/A	N/A	3.943	3.615	4.190	N<5	4.018	N/A	N/A	3.576	3.388	3.893	93		
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	N<5	N/A	N/A	3.992	3.690	4.238	N<5	3.769	N/A	N/A	4.139	3.909	4.405	12		
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	N<5	3.416	N/A	3.835	3.608	4.056	N<5	3.769	3.976	5	3.798	3.764	4.185	29		

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				Health / Human Ecology								Agri / Nat Res / Env Sci							
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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	N<5	3.341	N/A	3.722	3.526	3.953	N<5	3.365	3.655	5	3.566	3.505	4.045	18		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	N<5	3.121	N/A	3.430	2.864	3.808	N<5	4.142	3.210	1	3.348	3.138	3.901	100		
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	N<5	3.489	N/A	3.892	3.507	4.218	N<5	4.000	4.060	4	3.982	3.812	4.464	44		
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	N<5	3.464	N/A	3.712	3.632	4.013	N<5	3.867	3.827	4	3.736	3.639	3.993	41		

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Survey Administration 2010-11				Business							Education						
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Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.351	3.974	6	3.728	3.496	4.016	13	3.459	3.640	3	3.500	3.264	4.049	42
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.035	3.763	5	3.626	3.370	4.025	4	3.613	3.758	4	3.455	3.228	3.902	58
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	1.918	3.601	6	3.434	3.101	3.807	0	3.385	3.175	2	3.131	2.852	3.566	58
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	2.632	3.660	6	3.525	3.367	3.921	0	3.306	3.633	5	3.383	3.139	3.843	42
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.012	3.581	5	3.494	3.119	3.852	18	3.691	3.314	1	3.402	3.272	3.744	67
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.111	3.756	6	3.652	3.355	4.000	0	3.846	3.729	2	3.495	3.174	4.002	69
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.918	3.825	2	3.738	3.619	4.004	65	3.920	3.572	3	3.631	3.337	3.925	75
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.641	N/A	3.225	2.985	3.580	N<5	3.087	2.962	3	3.008	2.699	3.235	54
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.269	3.736	6	3.285	3.075	3.625	0	2.457	3.065	5	3.074	2.555	3.519	18
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.193	3.366	6	3.039	2.835	3.372	2	2.722	2.983	5	2.853	2.488	3.218	40
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	1.795	3.169	6	2.900	2.675	3.317	0	2.689	2.838	5	2.756	2.423	3.123	44

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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.123	3.848	6	3.736	3.408	4.009	2	3.539	3.346	3	3.519	3.277	3.789	40		
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.988	3.926	6	3.885	3.768	4.112	2	3.613	3.628	4	3.630	3.441	3.960	39		
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.880	N/A	3.526	3.211	3.780	N<5	3.450	3.244	2	3.259	3.031	3.563	66		
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.667	3.894	6	3.627	3.455	3.876	0	2.918	3.348	6	3.375	3.083	3.703	10		
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.433	3.600	6	3.435	3.313	3.688	0	2.904	3.430	6	3.300	3.114	3.546	12		
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.480	3.516	6	3.358	3.112	3.536	0	3.150	3.341	4	3.264	3.097	3.450	32		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	1.713	3.775	6	3.301	3.082	3.775	0	3.691	3.200	1	2.971	2.736	3.405	84		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	2.351	4.066	6	3.717	3.494	4.201	0	3.378	3.170	2	3.504	3.263	3.856	35		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.433	4.131	6	3.911	3.825	4.286	6	4.000	3.608	1	3.627	3.433	4.000	75		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.515	N/A	N/A	3.848	3.707	4.111	10	3.539	N/A	N/A	3.395	3.085	3.688	65		
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.830	4.338	6	3.990	3.891	4.377	20	4.154	4.053	3	4.095	3.912	4.354	47		

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.842	4.159	4	3.766	3.617	4.182	45	3.459	4.099	6	3.730	3.483	4.179	22
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.070	4.369	6	4.127	3.874	4.409	0	4.152	3.974	3	4.072	3.954	4.338	51
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.865	4.514	6	4.355	4.118	4.642	8	3.998	4.406	6	4.455	4.243	4.636	6
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.468	4.231	6	3.826	3.561	4.119	14	4.306	3.934	2	3.836	3.691	4.177	86
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.754	3.704	6	3.377	3.084	3.864	6	N<5	2.834	N/A	3.576	3.117	3.889	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.058	N/A	3.656	3.333	3.871	N<5	3.819	3.612	2	3.735	3.551	3.995	54
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.433	3.805	6	3.346	2.991	3.823	6	2.617	2.893	5	2.702	2.306	3.045	47
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.066	N/A	3.458	3.188	3.979	N<5	2.770	2.641	4	2.919	2.716	3.189	34
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.784	4.556	6	4.339	4.083	4.576	4	4.306	4.202	2	4.096	3.998	4.417	65
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	4.591	3.965	1	3.507	3.303	4.215	94	3.841	3.048	1	3.101	2.685	3.647	84
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.187	3.575	6	2.952	2.850	3.636	6	1.819	2.830	6	2.720	2.343	3.121	4

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Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.673	4.131	5	3.679	3.437	4.181	45	3.226	3.348	3	3.525	3.052	3.986	37
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	3.759	N/A	3.170	2.984	3.725	N<5	2.691	3.092	5	2.955	2.606	3.318	29
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	2.988	3.932	6	3.541	3.358	3.963	4	3.459	3.416	4	3.483	3.201	3.870	40
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	N<5	3.627	N/A	3.541	3.199	3.975	N<5	3.693	3.364	2	3.497	3.230	4.054	54
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.883	3.495	1	3.518	3.316	3.731	86	4.459	3.772	1	3.988	3.703	4.182	94
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	5.000	4.078	1	4.022	3.871	4.423	98	4.306	4.269	3	4.363	4.104	4.508	47
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.398	4.051	2	4.074	3.889	4.345	88	4.000	4.175	4	4.191	4.059	4.369	16
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.520	3.760	1	3.964	3.791	4.288	98	3.918	4.151	5	4.165	4.000	4.263	10
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.076	3.174	3	3.300	2.876	3.649	40	4.459	4.452	4	4.247	3.924	4.478	71
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.123	3.244	1	3.519	3.265	3.656	96	4.000	3.477	2	3.814	3.577	4.108	59
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.842	4.426	1	4.474	4.380	4.694	94	4.307	4.717	6	4.639	4.551	4.807	8

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.205	3.894	2	4.082	3.804	4.257	69	4.461	4.201	2	4.255	4.049	4.446	78		
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.287	3.472	1	3.598	3.296	3.799	98	4.306	3.785	1	3.813	3.606	3.996	94		
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.398	4.078	2	4.222	4.106	4.450	67	4.307	4.514	5	4.322	4.194	4.516	46		
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.556	4.496	4	4.458	4.355	4.705	53	4.154	4.535	6	4.491	4.360	4.666	4		
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.287	4.075	2	3.876	3.670	4.158	90	3.693	3.941	5	3.985	3.913	4.236	12		
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.351	3.480	3	3.206	2.714	3.516	65	3.446	3.645	4	3.414	3.011	3.811	50		
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.889	2.581	1	2.918	2.438	3.208	98	2.913	3.158	5	3.321	3.054	3.605	16		
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.965	4.027	4	3.735	3.477	4.138	55	3.724	4.201	5	3.953	3.653	4.283	33		
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.000	3.305	2	3.383	3.064	3.722	88	3.531	3.718	4	3.493	3.238	3.907	55		
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.649	N/A	N/A	2.911	2.359	3.275	93	3.543	N/A	N/A	3.290	2.892	3.555	73		
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.480	N/A	N/A	3.740	3.408	4.000	98	4.152	N/A	N/A	3.802	3.569	4.154	73		

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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.444	N/A	N/A	3.592	3.269	3.972	98	3.998	N/A	N/A	3.814	3.536	4.127	59
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.000	N/A	N/A	2.755	2.220	2.831	84	3.002	N/A	N/A	3.144	2.684	3.297	59
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.155	N/A	2.970	2.780	3.167	N<5	2.910	2.738	3	2.812	2.540	3.241	50
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	2.509	3.505	4	3.318	3.000	3.562	5	2.924	3.035	4	3.237	2.928	3.623	24
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.070	3.707	6	3.532	3.394	3.834	14	3.385	3.422	3	3.399	2.983	3.683	52
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	2.830	3.555	6	3.446	3.209	3.780	11	3.724	3.376	2	3.345	3.042	3.720	76
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	3.233	N/A	3.083	2.922	3.491	N<5	2.177	2.848	5	2.703	2.328	3.238	9
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	2.830	3.600	4	3.354	3.028	3.657	6	2.998	3.220	4	3.379	3.050	3.648	21
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.269	3.662	6	3.545	3.193	4.140	0	3.078	2.987	3	3.130	2.834	3.565	40
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.308	N/A	2.965	2.686	3.353	N<5	3.818	2.865	1	2.849	2.213	3.446	90
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.965	N/A	3.319	3.232	3.803	N<5	3.904	3.172	1	3.425	3.192	3.701	87

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Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.842	N/A	3.438	3.180	4.127	N<5	N<5	2.954	N/A	2.756	2.366	2.875	N<5
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	N<5	3.816	N/A	3.586	3.185	3.956	N<5	3.767	3.825	4	3.333	2.947	3.720	82
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	N<5	3.504	N/A	3.226	3.127	3.538	N<5	3.818	3.083	1	3.075	2.891	3.438	93
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.318	N/A	2.649	2.620	3.155	N<5	N<5	2.713	N/A	2.716	2.195	3.060	N<5
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.863	N/A	2.553	2.445	3.592	N<5	N<5	1.354	N/A	2.345	1.686	2.574	N<5
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.797	N/A	3.354	3.518	4.124	N<5	N<5	3.832	N/A	3.478	3.436	3.961	N<5
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.769	N/A	2.513	2.658	3.213	N<5	3.359	2.572	2	2.552	1.986	3.216	76
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.874	3.185	3.185	N<5	N<5	N/A	N/A	2.883	2.078	2.390	N<5
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.956	2.138	3.719	N<5	2.991	N/A	N/A	2.801	2.957	3.675	27
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.082	2.908	3.389	N<5	N<5	N/A	N/A	3.025	2.805	3.323	N<5
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.771	2.698	2.698	N<5	N<5	N/A	N/A	2.825	2.677	3.153	N<5

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	4.165	N/A	3.411	3.309	3.971	N<5	2.816	2.974	3	2.985	2.626	3.518	32
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.854	N/A	3.249	3.023	3.730	N<5	3.274	2.925	3	2.897	2.385	3.376	67
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	4.398	N/A	3.709	3.622	4.158	N<5	3.913	3.342	2	3.600	3.364	4.095	55
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	4.309	N/A	3.670	3.542	4.145	N<5	3.731	3.389	2	3.590	3.355	3.994	41
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N<5	N/A	N/A	4.046	3.745	4.276	N<5	3.619	N/A	N/A	3.766	3.647	4.114	24
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.556	3.720	6	3.524	3.171	4.018	4	3.274	2.866	3	3.044	2.605	3.425	73
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.035	3.688	6	3.542	3.234	3.765	12	2.729	2.805	4	2.884	2.567	3.122	43
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.912	4.378	6	3.959	3.803	4.252	0	4.363	3.608	1	3.839	3.684	4.237	84
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.667	3.936	6	3.553	3.276	3.999	2	3.179	3.033	3	3.264	2.988	3.613	43
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.667	3.869	6	3.349	3.020	3.769	8	3.455	2.923	2	3.186	2.896	3.556	69
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.193	N/A	N/A	3.711	3.466	4.000	0	3.816	N/A	N/A	3.298	3.109	3.754	80

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2010-11

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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.667	3.732	6	3.516	3.310	3.822	4	3.455	3.167	2	3.355	3.092	3.731	59
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.988	3.742	6	3.727	3.606	4.151	8	3.455	3.289	1	3.572	3.401	3.901	35
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.830	3.665	6	3.761	3.550	4.108	0	3.637	3.419	1	3.667	3.595	4.112	31
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.796	N/A	3.894	3.694	4.180	N<5	3.455	3.502	2	3.755	3.643	4.164	19
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.912	4.075	6	3.832	3.641	4.212	2	3.361	3.090	2	3.601	3.221	4.063	31
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.351	3.728	6	3.363	3.040	3.815	2	3.361	3.118	2	3.212	3.120	3.621	51
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	2.596	N/A	N/A	3.933	3.794	4.271	0	4.182	N/A	N/A	3.868	3.660	4.117	83
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.064	N/A	N/A	3.752	3.621	4.069	2	3.726	N/A	N/A	3.668	3.479	3.940	52
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	2.591	N/A	N/A	3.736	3.597	4.063	0	4.002	N/A	N/A	3.747	3.423	4.016	73
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	3.070	N/A	N/A	4.115	4.086	4.526	0	4.274	N/A	N/A	3.903	3.649	4.252	78
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	2.193	4.249	6	3.863	3.825	4.305	0	4.179	3.405	1	3.778	3.537	4.125	84

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Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.544	4.113	6		3.769	3.700	4.016	14	4.000	3.330	1		3.630	3.353	4.000	74
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	N<5	4.076	N/A		3.625	3.289	3.948	N<5	2.901	3.334	4		3.363	2.911	3.868	24
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.070	4.243	6		3.970	3.799	4.285	6	4.274	3.702	2		3.783	3.641	4.217	79
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	2.830	4.193	6		3.856	3.775	4.161	0	3.818	3.497	2		3.664	3.422	3.975	63

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Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.421	3.492	4	3.431	3.206	3.751	38	4.019	3.280	1	3.632	3.366	3.829	89
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.542	3.407	3	3.400	3.173	3.746	59	3.641	2.974	1	3.502	3.164	3.701	71
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.542	2.865	3	3.087	2.863	3.550	74	3.147	2.840	2	3.182	2.915	3.315	47
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.484	3.139	3	3.290	3.000	3.618	69	3.752	3.160	1	3.348	3.040	3.518	84
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.724	3.193	3	3.310	3.023	3.553	87	3.901	3.334	1	3.492	3.261	3.693	92
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.448	3.591	4	3.549	3.234	3.885	41	3.740	3.193	1	3.476	3.234	3.667	82
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.203	3.461	1	3.640	3.311	3.953	97	3.166	3.525	6	3.647	3.333	3.967	14
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.782	2.877	1	3.141	2.922	3.255	97	2.862	2.742	3	3.101	2.830	3.270	26
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.178	2.781	3	3.202	2.974	3.334	51	2.952	2.946	4	3.256	2.926	3.487	27
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.643	2.473	1	2.982	2.617	3.178	95	3.080	2.723	2	2.983	2.712	3.221	59
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.076	3.185	2	2.883	2.522	3.095	74	3.014	2.635	2	2.862	2.493	3.132	64

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Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.521	3.632	4	3.452	3.251	3.768	56	3.904	3.368	1	3.662	3.426	3.926	71	
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.240	3.755	1	3.658	3.456	3.806	95	3.413	3.673	5	3.766	3.490	4.004	19	
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.240	3.204	1	3.400	3.239	3.609	100	3.055	3.288	4	3.475	3.285	3.641	6	
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.485	3.357	3	3.464	3.292	3.602	51	3.313	3.168	2	3.500	3.339	3.719	22	
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.218	3.107	1	3.395	3.186	3.440	100	3.393	3.255	1	3.428	3.234	3.564	59	
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.649	3.420	1	3.285	3.109	3.427	89	3.523	3.207	1	3.297	3.106	3.492	78	
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.880	2.947	2	2.990	2.759	3.390	95	3.014	2.594	1	3.144	2.755	3.455	41	
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.843	3.587	3	3.736	3.564	4.094	47	3.573	3.481	3	3.628	3.360	3.975	37	
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.217	3.592	5	3.760	3.502	4.068	5	3.798	3.748	4	3.711	3.633	3.960	59	
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.457	N/A	N/A	3.398	3.357	3.828	36	3.870	N/A	N/A	3.502	3.195	3.813	84	
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.177	4.119	3	4.010	3.838	4.256	62	3.422	4.108	6	4.111	3.888	4.430	0	

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.056	4.193	4	3.781	3.681	4.164	64	4.039	3.958	5	3.709	3.633	4.245	56
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.217	4.029	2	3.987	3.738	4.135	79	3.707	4.113	6	4.161	3.875	4.519	17
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.421	4.234	2	4.264	4.052	4.415	76	4.260	4.530	5	4.458	4.393	4.756	20
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.185	4.146	3	3.838	3.612	4.134	90	3.548	3.692	5	3.891	3.606	4.037	17
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.755	3.577	3	3.693	3.490	3.964	39	3.463	3.596	3	3.375	3.010	3.726	61
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.786	3.488	5	3.721	3.578	4.042	50	3.459	3.875	5	3.688	3.483	4.084	24
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.726	3.304	5	2.918	2.674	3.403	26	3.441	3.003	2	2.756	2.569	3.294	78
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.304	3.464	2	2.966	2.699	3.228	82	3.568	2.986	1	3.036	2.724	3.291	93
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.964	4.132	5	4.125	3.985	4.386	23	4.195	4.293	4	4.296	4.128	4.458	31
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.301	3.394	4	3.475	3.259	3.915	28	3.487	3.336	2	3.239	3.044	3.649	65
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.991	2.987	2	2.866	2.377	3.208	54	2.875	2.981	5	2.906	2.700	3.221	41

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2010-11

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA															
				Med Schools / Health Prof								Other Professions							
				You	All selected peers			All comparables				You	All selected peers			All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	4.058	3.146	1	3.304	2.896	3.666	95	3.176	3.516	6	3.448	3.146	3.781	30		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.061	3.000	4	3.052	2.757	3.401	50	3.036	2.971	3	3.100	2.810	3.482	43		
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.470	3.539	5	3.555	3.401	3.720	34	3.341	3.381	4	3.458	3.269	3.793	30		
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.542	4.004	5	3.701	3.372	3.965	39	3.085	3.567	6	3.390	3.196	3.813	22		
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.936	3.946	3	4.062	3.813	4.138	33	3.723	3.971	6	3.795	3.692	4.134	27		
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.364	4.230	3	4.247	4.102	4.368	72	4.017	4.272	6	4.272	4.097	4.469	16		
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.156	4.125	3	4.179	3.946	4.344	59	3.771	4.294	5	4.165	3.967	4.356	11		
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.120	4.117	3	4.011	3.832	4.127	69	3.706	4.115	5	4.047	3.900	4.282	16		
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.239	4.423	3	4.349	4.133	4.527	39	3.029	3.924	6	3.778	3.419	4.095	3		
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.056	3.894	2	3.955	3.671	4.062	74	3.364	3.513	5	3.745	3.491	3.950	11		
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	3.994	4.225	4	4.421	4.197	4.530	13	4.294	4.518	5	4.587	4.446	4.726	14		

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.359	3.920	1	4.001	3.644	4.109	90	3.443	4.178	6	4.389	4.014	4.560	0		
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.021	3.947	2	3.925	3.607	4.054	69	3.771	3.623	3	3.822	3.598	3.963	57		
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.421	4.263	3	4.076	3.980	4.334	82	3.771	4.250	6	4.280	4.156	4.410	8		
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.359	4.259	4	4.363	4.169	4.521	50	3.870	4.155	5	4.424	4.288	4.649	5		
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.064	4.417	3	4.072	3.842	4.170	59	3.836	3.958	4	4.137	3.917	4.240	14		
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.008	3.198	5	3.254	3.124	3.744	18	2.786	3.319	6	3.231	2.998	3.632	14		
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.427	2.994	4	3.033	2.741	3.412	8	2.851	2.848	4	3.154	2.909	3.320	14		
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.272	4.034	2	3.904	3.739	4.177	81	3.535	3.654	5	3.768	3.478	4.003	38		
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.383	3.153	1	3.283	3.194	3.747	100	3.207	3.497	5	3.197	3.116	3.686	32		
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	4.479	N/A	N/A	3.147	3.092	3.368	100	3.178	N/A	N/A	3.090	2.713	3.286	65		
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.418	N/A	N/A	3.738	3.523	3.996	12	3.740	N/A	N/A	3.678	3.483	4.024	47		

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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.960	N/A	N/A	3.660	3.533	3.907	79	3.802	N/A	N/A	3.661	3.312	3.904	65
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.346	N/A	N/A	3.002	2.753	3.249	83	2.941	N/A	N/A	2.809	2.460	3.152	61
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.616	2.866	4	2.928	2.761	3.242	18	2.959	2.712	3	2.924	2.594	3.204	55
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.328	3.493	5	3.274	3.127	3.558	43	3.500	3.082	2	3.269	2.999	3.557	69
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.639	3.377	2	3.376	3.225	3.576	84	3.294	3.297	4	3.312	2.992	3.549	47
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.395	2.969	3	3.218	2.982	3.522	58	3.294	3.136	2	3.368	3.039	3.550	61
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.515	2.347	1	2.795	2.614	3.175	94	2.537	2.580	4	2.724	2.528	3.096	26
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.589	3.229	1	3.337	3.162	3.654	71	3.341	3.276	3	3.299	2.877	3.509	61
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.352	3.129	2	3.146	2.850	3.420	70	4.063	3.566	1	3.509	3.205	3.836	86
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.051	3.237	2	3.121	2.892	3.294	57	3.138	2.804	3	3.044	2.512	3.493	60
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.342	3.801	4	3.520	3.400	3.855	18	3.608	3.458	2	3.323	2.994	3.561	81

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Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.457	3.309	3	3.066	2.779	3.393	77	2.431	2.744	5	2.953	2.439	3.168	24
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.518	3.547	3	3.265	2.864	3.527	74	3.820	3.239	2	3.283	3.164	3.795	82
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.520	2.782	2	2.995	2.952	3.474	82	3.244	2.993	1	3.110	2.896	3.371	67
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.682	N/A	2.765	2.439	3.208	N<5	N<5	2.304	N/A	2.366	2.248	2.704	N<5
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.650	N/A	2.535	2.741	3.071	N<5	N<5	2.100	N/A	2.138	2.167	2.939	N<5
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.140	3.889	4	3.523	3.293	3.818	6	3.642	3.636	3	3.569	3.367	3.895	55
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.988	2.798	2	2.773	2.793	3.295	41	3.124	2.652	2	2.754	2.463	2.996	89
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.803	2.752	3.163	N<5	N<5	N/A	N/A	2.550	2.328	2.328	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.080	2.806	3.880	N<5	3.017	N/A	N/A	2.978	2.812	3.279	53
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.981	2.907	3.130	N<5	2.842	N/A	N/A	3.002	2.555	3.033	46
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.658	2.571	2.997	N<5	N<5	N/A	N/A	2.748	2.500	2.676	N<5

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.352	N/A	3.216	2.974	3.495	N<5	3.836	3.132	1	3.225	2.826	3.541	93		
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.392	N/A	3.136	2.766	3.283	N<5	3.369	2.685	1	3.084	2.613	3.375	72		
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	4.034	N/A	3.629	3.466	3.815	N<5	4.052	3.117	1	3.793	3.091	4.020	77		
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.966	N/A	3.619	3.439	3.849	N<5	4.134	3.195	1	3.766	3.147	4.005	83		
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.000	N/A	N/A	3.851	3.653	4.144	62	4.246	N/A	N/A	3.789	3.367	4.178	84		
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.457	3.592	3	3.339	3.150	3.649	61	2.716	2.884	4	3.074	2.695	3.359	27		
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.942	2.728	3	2.929	2.854	3.214	39	3.296	2.837	2	2.992	2.833	3.329	70		
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.542	3.977	2	3.979	3.696	4.275	84	4.118	3.700	2	3.912	3.637	4.269	69		
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.457	3.201	3	3.231	3.177	3.685	47	3.439	3.201	3	3.418	3.075	3.697	56		
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.519	3.489	5	3.320	3.221	3.853	32	3.452	3.210	2	3.197	2.982	3.469	70		
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.542	N/A	N/A	3.493	3.449	3.804	34	3.778	N/A	N/A	3.498	3.156	3.781	74		

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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.301	3.563	5	3.455	3.421	3.871	18	3.537	3.417	2	3.528	3.327	3.732	61
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.056	3.493	5	3.536	3.410	3.856	8	3.602	3.644	3	3.669	3.502	3.894	41
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.604	4.208	5	3.826	3.582	4.123	29	3.602	3.638	3	3.758	3.592	3.989	30
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.421	3.818	4	3.787	3.501	4.006	13	3.667	3.918	4	3.906	3.699	4.124	22
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.301	3.593	5	3.703	3.445	3.955	11	3.320	3.532	6	3.698	3.446	3.789	11
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.239	3.048	3	3.384	3.166	3.755	30	3.145	3.351	5	3.328	2.981	3.711	35
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.662	N/A	N/A	3.844	3.750	4.131	18	3.639	N/A	N/A	3.968	3.725	4.070	9
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.027	N/A	N/A	3.601	3.318	3.928	88	3.802	N/A	N/A	3.804	3.480	3.926	62
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.267	N/A	N/A	3.694	3.463	3.889	97	3.998	N/A	N/A	3.838	3.670	4.048	65
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.119	N/A	N/A	4.103	3.966	4.374	47	3.834	N/A	N/A	3.957	3.677	4.250	35
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.591	3.561	5	3.872	3.636	4.001	18	3.882	3.563	2	3.821	3.541	4.019	54

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA													
				Med Schools / Health Prof						Other Professions							
				You	All selected peers		All comparables				You	All selected peers		All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.727	4.055	5	3.762	3.562	3.967	45	3.634	3.489	3	3.625	3.288	3.867	54
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.842	4.104	3	3.442	3.208	3.754	81	4.000	3.179	1	3.554	3.241	3.833	83
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.278	3.698	5	4.006	3.736	4.209	5	3.665	3.678	3	4.095	3.665	4.316	25
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.727	3.824	4	3.808	3.638	4.017	45	3.851	3.666	2	3.833	3.526	4.093	58

				CHANGE OVER TIME																			
				Overall				Males				Females				White Faculty				Faculty of Color			
				current	prior					current	prior					current	prior					current	prior
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.001	3.916	0.085	2.1%	3.989	4.003	-0.014	-0.4%	4.020	3.787	0.233	5.8%	4.022	3.899	0.123	3.1%	3.938	3.994	-0.056	-1.4%
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.858	3.582	0.276	6.9%	3.822	3.573	0.249	6.2%	3.916	3.596	0.320	8.0%	3.877	3.596	0.281	7.0%	3.802	3.519	0.283	7.1%
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.577	3.347	0.230	5.8%	3.588	3.408	0.180	4.5%	3.561	3.257	0.304	7.6%	3.538	3.323	0.215	5.4%	3.697	3.456	0.241	6.0%
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.803	3.560	0.243	6.1%	3.836	3.690	0.146	3.7%	3.749	3.369	0.380	9.5%	3.796	3.582	0.214	5.4%	3.822	3.460	0.362	9.1%
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.782	3.704	0.078	2.0%	3.793	3.826	-0.033	-0.8%	3.766	3.524	0.242	6.1%	3.793	3.788	0.005	0.1%	3.751	3.318	0.433	10.8%
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.808	3.649	0.159	4.0%	3.753	3.737	0.016	0.4%	3.895	3.520	0.375	9.4%	3.785	3.697	0.088	2.2%	3.881	3.415	0.466	11.7%
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.754	3.616	0.138	3.5%	3.669	3.523	0.146	3.7%	3.891	3.764	0.127	3.2%	3.737	3.628	0.109	2.7%	3.804	3.565	0.239	6.0%
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.492	3.036	0.456	11.4%	3.496	3.073	0.423	10.6%	3.486	2.977	0.509	12.7%	3.480	2.929	0.551	13.8%	3.531	3.459	0.072	1.8%
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.272	3.115	0.157	3.9%	3.270	3.177	0.093	2.3%	3.276	3.020	0.256	6.4%	3.261	3.102	0.159	4.0%	3.308	3.173	0.135	3.4%
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.176	2.782	0.394	9.9%	3.203	2.781	0.422	10.6%	3.132	2.784	0.348	8.7%	3.135	2.773	0.362	9.0%	3.312	2.827	0.485	12.1%
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.979	2.620	0.359	9.0%	3.150	2.630	0.520	13.0%	2.710	2.604	0.106	2.7%	2.940	2.570	0.370	9.3%	3.112	2.849	0.263	6.6%

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				CHANGE OVER TIME																			
				Overall				Males				Females				White Faculty				Faculty of Color			
				current	prior			current	prior			current	prior			current	prior			current	prior		
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.873	3.788	0.085	2.1%	3.951	3.890	0.061	1.5%	3.749	3.639	0.110	2.8%	3.780	3.768	0.012	0.3%	4.165	3.886	0.279	7.0%
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.788	3.702	0.086	2.2%	3.777	3.726	0.051	1.3%	3.804	3.664	0.140	3.5%	3.833	3.692	0.141	3.5%	3.650	3.747	-0.097	-2.4%
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.699	3.353	0.346	8.6%	3.716	3.353	0.363	9.1%	3.666	3.353	0.313	7.8%	3.722	3.282	0.440	11.0%	3.625	3.633	-0.008	-0.2%
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.549	3.541	0.008	0.2%	3.586	3.582	0.004	0.1%	3.489	3.478	0.011	0.3%	3.577	3.551	0.026	0.6%	3.463	3.492	-0.029	-0.7%
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.525	3.299	0.226	5.7%	3.561	3.313	0.248	6.2%	3.466	3.279	0.187	4.7%	3.503	3.289	0.214	5.4%	3.596	3.349	0.247	6.2%
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.461	3.283	0.178	4.5%	3.598	3.303	0.295	7.4%	3.244	3.253	-0.009	-0.2%	3.440	3.247	0.193	4.8%	3.532	3.446	0.086	2.2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.474	3.193	0.281	7.0%	3.357	3.231	0.126	3.2%	3.659	3.138	0.521	13.0%	3.462	3.202	0.260	6.5%	3.515	3.151	0.364	9.1%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.747	3.654	0.093	2.3%	3.639	3.746	-0.107	-2.7%	3.914	3.502	0.412	10.3%	3.718	3.713	0.005	0.1%	3.841	3.368	0.473	11.8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.721	3.693	0.028	0.7%	3.799	3.711	0.088	2.2%	3.595	3.666	-0.071	-1.8%	3.740	3.657	0.083	2.1%	3.660	3.860	-0.200	-5.0%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.506	N/A	N/A	N/A	3.609	N/A	N/A	N/A	3.339	N/A	N/A	N/A	3.414	N/A	N/A	N/A	3.792	N/A	N/A	N/A
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.942	4.027	-0.085	-2.1%	3.921	4.082	-0.161	-4.0%	3.977	3.942	0.035	0.9%	4.017	4.078	-0.061	-1.5%	3.717	3.812	-0.095	-2.4%

				CHANGE OVER TIME																			
				Overall				Males				Females				White Faculty				Faculty of Color			
				current	prior			current	prior			current	prior			current	prior			current	prior		
item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.913	3.607	0.306	7.6%	3.874	3.710	0.164	4.1%	3.977	3.442	0.535	13.4%	3.858	3.609	0.249	6.2%	4.077	3.599	0.478	12.0%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.082	4.302	-0.220	-5.5%	4.036	4.337	-0.301	-7.5%	4.155	4.247	-0.092	-2.3%	4.147	4.311	-0.164	-4.1%	3.876	4.262	-0.386	-9.6%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.314	4.448	-0.134	-3.4%	4.262	4.506	-0.244	-6.1%	4.400	4.356	0.044	1.1%	4.435	4.451	-0.016	-0.4%	3.948	4.439	-0.491	-12.3%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.009	3.964	0.045	1.1%	3.946	3.936	0.010	0.3%	4.111	4.011	0.100	2.5%	4.045	4.044	0.001	0.0%	3.898	3.615	0.283	7.1%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.397	3.349	0.048	1.2%	3.419	3.345	0.074	1.9%	3.363	3.356	0.007	0.2%	3.416	3.379	0.037	0.9%	3.338	3.205	0.133	3.3%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.569	3.343	0.226	5.7%	3.615	3.381	0.234	5.9%	3.499	3.283	0.216	5.4%	3.659	3.322	0.337	8.4%	3.312	3.434	-0.122	-3.1%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.998	2.718	0.280	7.0%	3.210	2.927	0.283	7.1%	2.666	2.409	0.257	6.4%	2.943	2.657	0.286	7.2%	3.175	3.002	0.173	4.3%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.249	3.226	0.023	0.6%	3.341	3.395	-0.054	-1.4%	3.102	2.945	0.157	3.9%	3.191	3.200	-0.009	-0.2%	3.409	3.339	0.070	1.8%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.294	4.299	-0.005	-0.1%	4.216	4.354	-0.138	-3.5%	4.417	4.217	0.200	5.0%	4.338	4.354	-0.016	-0.4%	4.154	4.045	0.109	2.7%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.331	3.295	0.036	0.9%	3.264	3.429	-0.165	-4.1%	3.437	3.103	0.334	8.3%	3.290	3.237	0.053	1.3%	3.463	3.559	-0.096	-2.4%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.040	2.753	0.287	7.2%	3.195	2.921	0.274	6.9%	2.769	2.469	0.300	7.5%	3.033	2.691	0.342	8.6%	3.058	3.019	0.039	1.0%

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item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.467	3.727	-0.260	-6.5%	3.354	3.777	-0.423	-10.6%	3.645	3.652	-0.007	-0.2%	3.467	3.773	-0.306	-7.7%	3.465	3.517	-0.052	-1.3%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.190	3.161	0.029	0.7%	3.290	3.306	-0.016	-0.4%	3.021	2.928	0.093	2.3%	3.076	3.058	0.018	0.5%	3.529	3.582	-0.053	-1.3%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.619	3.703	-0.084	-2.1%	3.566	3.772	-0.206	-5.2%	3.704	3.582	0.122	3.1%	3.620	3.713	-0.093	-2.3%	3.617	3.664	-0.047	-1.2%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.503	3.459	0.044	1.1%	3.566	3.510	0.056	1.4%	3.400	3.379	0.021	0.5%	3.469	3.375	0.094	2.4%	3.604	3.837	-0.233	-5.8%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.721	3.578	0.143	3.6%	3.664	3.401	0.263	6.6%	3.811	3.843	-0.032	-0.8%	3.629	3.484	0.145	3.6%	4.013	4.004	0.009	0.2%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.215	3.973	0.242	6.1%	4.273	3.806	0.467	11.7%	4.125	4.222	-0.097	-2.4%	4.210	3.959	0.251	6.3%	4.231	4.040	0.191	4.8%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.048	3.917	0.131	3.3%	4.092	3.783	0.309	7.7%	3.979	4.121	-0.142	-3.6%	4.022	3.888	0.134	3.4%	4.131	4.053	0.078	2.0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.021	3.816	0.205	5.1%	4.049	3.698	0.351	8.8%	3.979	3.995	-0.016	-0.4%	3.952	3.760	0.192	4.8%	4.242	4.064	0.178	4.5%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.882	3.577	0.305	7.6%	3.916	3.516	0.400	10.0%	3.829	3.671	0.158	4.0%	3.832	3.639	0.193	4.8%	4.033	3.294	0.739	18.5%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.832	3.573	0.259	6.5%	3.847	3.505	0.342	8.6%	3.807	3.678	0.129	3.2%	3.702	3.510	0.192	4.8%	4.231	3.855	0.376	9.4%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.440	4.308	0.132	3.3%	4.362	4.170	0.192	4.8%	4.563	4.517	0.046	1.1%	4.429	4.275	0.154	3.9%	4.473	4.457	0.016	0.4%

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item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.131	4.109	0.022	0.6%	4.028	3.984	0.044	1.1%	4.291	4.302	-0.011	-0.3%	4.074	4.103	-0.029	-0.7%	4.308	4.134	0.174	4.3%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.821	3.439	0.382	9.6%	3.654	3.205	0.449	11.2%	4.085	3.796	0.289	7.2%	3.744	3.396	0.348	8.7%	4.056	3.635	0.421	10.5%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.168	4.118	0.050	1.3%	4.196	4.144	0.052	1.3%	4.124	4.079	0.045	1.1%	4.126	4.144	-0.018	-0.4%	4.298	3.998	0.300	7.5%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.390	4.364	0.026	0.6%	4.372	4.356	0.016	0.4%	4.416	4.376	0.040	1.0%	4.366	4.358	0.008	0.2%	4.463	4.393	0.070	1.8%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.155	3.916	0.239	6.0%	4.285	3.783	0.502	12.6%	3.958	4.115	-0.157	-3.9%	4.162	3.907	0.255	6.4%	4.131	3.957	0.174	4.4%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.564	3.311	0.253	6.3%	3.500	3.183	0.317	7.9%	3.668	3.508	0.160	4.0%	3.618	3.269	0.349	8.7%	3.397	3.502	-0.105	-2.6%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.035	2.848	0.187	4.7%	3.194	2.710	0.484	12.1%	2.773	3.056	-0.283	-7.1%	2.891	2.745	0.146	3.7%	3.474	3.317	0.157	3.9%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.922	3.575	0.347	8.7%	3.736	3.281	0.455	11.4%	4.222	3.995	0.227	5.7%	3.919	3.589	0.330	8.3%	3.933	3.508	0.425	10.6%
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.074	3.598	0.476	11.9%	3.982	3.546	0.436	10.9%	4.226	3.673	0.553	13.8%	3.953	3.574	0.379	9.5%	4.444	3.705	0.739	18.5%
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.432	N<5	N/A	N/A	3.398	N<5	N/A	N/A	3.488	N<5	N/A	N/A	3.401	N<5	N/A	N/A	3.524	N<5	N/A	N/A
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.866	N<5	N/A	N/A	4.060	N<5	N/A	N/A	3.546	N<5	N/A	N/A	3.863	N<5	N/A	N/A	3.873	N<5	N/A	N/A

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				CHANGE OVER TIME																			
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item	theme	name	description	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.931	N<5	N/A	N/A	3.847	N<5	N/A	N/A	4.066	N<5	N/A	N/A	3.960	N<5	N/A	N/A	3.843	N<5	N/A	N/A
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.270	N<5	N/A	N/A	3.211	N<5	N/A	N/A	3.366	N<5	N/A	N/A	3.391	N<5	N/A	N/A	2.907	N<5	N/A	N/A
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.017	2.646	0.371	9.3%	3.043	2.701	0.342	8.6%	2.973	2.548	0.425	10.6%	2.955	2.603	0.352	8.8%	3.194	2.842	0.352	8.8%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.456	3.181	0.275	6.9%	3.569	3.221	0.348	8.7%	3.282	3.126	0.156	3.9%	3.499	3.176	0.323	8.1%	3.315	3.201	0.114	2.9%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.508	3.252	0.256	6.4%	3.561	3.140	0.421	10.5%	3.424	3.413	0.011	0.3%	3.465	3.266	0.199	5.0%	3.645	3.185	0.460	11.5%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.493	3.302	0.191	4.8%	3.496	3.241	0.255	6.4%	3.488	3.392	0.096	2.4%	3.492	3.319	0.173	4.3%	3.496	3.227	0.269	6.7%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.806	2.602	0.204	5.1%	2.870	2.659	0.211	5.3%	2.703	2.505	0.198	5.0%	2.694	2.530	0.164	4.1%	3.095	2.907	0.188	4.7%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.475	3.446	0.029	0.7%	3.468	3.403	0.065	1.6%	3.487	3.513	-0.026	-0.6%	3.497	3.437	0.060	1.5%	3.416	3.477	-0.061	-1.5%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.062	3.051	0.011	0.3%	2.979	3.133	-0.154	-3.9%	3.187	2.925	0.262	6.6%	3.027	2.989	0.038	1.0%	3.174	3.320	-0.146	-3.7%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.236	3.282	-0.046	-1.2%	3.250	3.259	-0.009	-0.2%	3.216	3.321	-0.105	-2.6%	3.203	3.217	-0.014	-0.4%	3.321	3.449	-0.128	-3.2%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.330	3.170	0.160	4.0%	3.168	3.010	0.158	4.0%	3.539	3.401	0.138	3.5%	3.204	3.179	0.025	0.6%	3.664	3.141	0.523	13.1%

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Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.108	3.009	0.099	2.5%	3.230	2.958	0.272	6.8%	2.859	3.102	-0.243	-6.1%	2.900	2.949	-0.049	-1.2%	3.673	3.216	0.457	11.4%
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.435	3.268	0.167	4.2%	3.367	3.383	-0.016	-0.4%	3.547	3.034	0.513	12.8%	3.375	3.233	0.142	3.6%	3.610	3.410	0.200	5.0%
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.384	3.066	0.318	8.0%	3.450	3.077	0.373	9.3%	3.278	3.049	0.229	5.7%	3.399	3.045	0.354	8.9%	3.343	3.159	0.184	4.6%
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.758	2.479	0.279	7.0%	2.661	2.589	0.072	1.8%	2.927	2.317	0.610	15.3%	2.778	2.467	0.311	7.8%	2.709	2.508	0.201	5.0%
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.310	2.318	-0.008	-0.2%	2.144	2.343	-0.199	-5.0%	2.580	2.265	0.315	7.9%	2.236	2.385	-0.149	-3.7%	2.425	2.202	0.223	5.6%
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.547	3.537	0.010	0.3%	3.617	3.451	0.166	4.2%	3.448	3.667	-0.219	-5.5%	3.557	3.484	0.073	1.8%	3.512	3.653	-0.141	-3.5%
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	3.228	3.067	0.161	4.0%	3.142	3.333	-0.191	-4.8%	3.363	2.562	0.801	20.0%	3.376	3.128	0.248	6.2%	2.681	2.843	-0.162	-4.1%
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.775	N<5	N/A	N/A	2.876	N<5	N/A	N/A	2.570	N<5	N/A	N/A	2.521	N<5	N/A	N/A	3.153	N<5	N/A	N/A
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.268	N<5	N/A	N/A	3.251	N<5	N/A	N/A	3.299	N<5	N/A	N/A	3.111	N<5	N/A	N/A	3.662	N<5	N/A	N/A
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.169	N<5	N/A	N/A	3.056	N<5	N/A	N/A	3.299	N<5	N/A	N/A	3.096	N<5	N/A	N/A	3.363	N<5	N/A	N/A
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	3.177	N<5	N/A	N/A	3.230	N<5	N/A	N/A	3.119	N<5	N/A	N/A	3.226	N<5	N/A	N/A	3.034	N<5	N/A	N/A

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.309	3.202	0.107	2.7%	3.312	3.484	-0.172	-4.3%	3.305	2.671	0.634	15.9%	3.358	3.143	0.215	5.4%	3.145	3.402	-0.257	-6.4%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.137	2.938	0.199	5.0%	3.096	3.226	-0.130	-3.3%	3.205	2.382	0.823	20.6%	3.185	2.906	0.279	7.0%	3.003	3.056	-0.053	-1.3%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.985	3.543	0.442	11.1%	4.047	3.638	0.409	10.2%	3.889	3.387	0.502	12.6%	4.102	3.554	0.548	13.7%	3.629	3.507	0.122	3.1%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.919	3.554	0.365	9.1%	3.903	3.652	0.251	6.3%	3.945	3.387	0.558	14.0%	4.075	3.593	0.482	12.1%	3.501	3.409	0.092	2.3%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.870	N/A	N/A	N/A	3.896	N/A	N/A	N/A	3.829	N/A	N/A	N/A	3.875	N/A	N/A	N/A	3.854	N/A	N/A	N/A
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.202	3.318	-0.116	-2.9%	3.284	3.462	-0.178	-4.5%	3.066	3.106	-0.040	-1.0%	3.129	3.313	-0.184	-4.6%	3.431	3.340	0.091	2.3%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.986	2.937	0.049	1.2%	3.059	3.118	-0.059	-1.5%	2.866	2.671	0.195	4.9%	2.934	2.865	0.069	1.7%	3.149	3.259	-0.110	-2.8%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.198	3.978	0.220	5.5%	4.140	3.981	0.159	4.0%	4.289	3.974	0.315	7.9%	4.278	3.989	0.289	7.2%	3.927	3.927	0.000	0.0%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.376	3.418	-0.042	-1.1%	3.320	3.446	-0.126	-3.2%	3.467	3.377	0.090	2.3%	3.392	3.526	-0.134	-3.4%	3.330	2.939	0.391	9.8%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.456	3.233	0.223	5.6%	3.471	3.349	0.122	3.1%	3.432	3.068	0.364	9.1%	3.456	3.308	0.148	3.7%	3.455	2.914	0.541	13.5%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.458	N<5	N/A	N/A	3.330	N<5	N/A	N/A	3.666	N<5	N/A	N/A	3.499	N<5	N/A	N/A	3.332	N<5	N/A	N/A

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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.479	3.389	0.090	2.3%	3.444	3.392	0.052	1.3%	3.534	3.384	0.150	3.8%	3.572	3.484	0.088	2.2%	3.194	2.967	0.227	5.7%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.695	3.670	0.025	0.6%	3.670	3.774	-0.104	-2.6%	3.734	3.512	0.222	5.6%	3.804	3.716	0.088	2.2%	3.364	3.461	-0.097	-2.4%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.806	3.895	-0.089	-2.2%	3.782	3.960	-0.178	-4.5%	3.845	3.795	0.050	1.3%	3.938	3.956	-0.018	-0.4%	3.399	3.631	-0.232	-5.8%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.859	4.030	-0.171	-4.3%	3.842	4.177	-0.335	-8.4%	3.886	3.797	0.089	2.2%	3.972	4.066	-0.094	-2.4%	3.513	3.863	-0.350	-8.8%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.649	3.817	-0.168	-4.2%	3.569	3.770	-0.201	-5.0%	3.778	3.888	-0.110	-2.8%	3.704	3.854	-0.150	-3.8%	3.478	3.654	-0.176	-4.4%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.176	3.047	0.129	3.2%	3.162	2.993	0.169	4.2%	3.200	3.125	0.075	1.9%	3.182	3.062	0.120	3.0%	3.159	2.976	0.183	4.6%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.903	N<5	N/A	N/A	3.955	N<5	N/A	N/A	3.822	N<5	N/A	N/A	3.972	N<5	N/A	N/A	3.679	N<5	N/A	N/A
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.863	N<5	N/A	N/A	3.823	N<5	N/A	N/A	3.929	N<5	N/A	N/A	3.934	N<5	N/A	N/A	3.643	N<5	N/A	N/A
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.937	N<5	N/A	N/A	3.899	N<5	N/A	N/A	4.001	N<5	N/A	N/A	4.093	N<5	N/A	N/A	3.466	N<5	N/A	N/A
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.020	N/A	N/A	N/A	4.006	N/A	N/A	N/A	4.043	N/A	N/A	N/A	4.012	N/A	N/A	N/A	4.047	N/A	N/A	N/A
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.764	3.921	-0.157	-3.9%	3.651	3.950	-0.299	-7.5%	3.954	3.878	0.076	1.9%	3.793	3.958	-0.165	-4.1%	3.672	3.749	-0.077	-1.9%

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Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.715	3.812	-0.097	-2.4%	3.681	3.735	-0.054	-1.4%	3.773	3.921	-0.148	-3.7%	3.782	3.821	-0.039	-1.0%	3.496	3.768	-0.272	-6.8%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.780	3.562	0.218	5.5%	3.840	3.718	0.122	3.1%	3.676	3.346	0.330	8.3%	3.717	3.525	0.192	4.8%	3.925	3.698	0.227	5.7%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N<5	N<5	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.915	3.975	-0.060	-1.5%	3.863	3.929	-0.066	-1.7%	4.000	4.042	-0.042	-1.1%	3.937	4.011	-0.074	-1.9%	3.841	3.813	0.028	0.7%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.811	3.856	-0.045	-1.1%	3.821	3.847	-0.026	-0.6%	3.794	3.870	-0.076	-1.9%	3.777	3.823	-0.046	-1.2%	3.927	4.010	-0.083	-2.1%

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Frequency Distributions

					Overall															
item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	31	31%	32	17%	40	19%	34	23%	35	20%	29	20%	170	20%	1485	19%
				Fairly clear	49	49%	114	60%	112	53%	86	59%	101	56%	86	61%	499	57%	4031	52%
				Neither clear nor unclear	11	11%	22	12%	26	12%	14	10%	20	11%	16	11%	98	11%	1012	13%
				Fairly unclear	10	10%	16	8%	21	10%	12	8%	18	10%	7	5%	74	9%	831	11%
				Very unclear	0	0%	6	3%	12	6%	1	1%	5	3%	4	3%	28	3%	343	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	23	23%	30	16%	34	16%	25	17%	39	22%	28	20%	156	18%	1387	18%
				Fairly clear	53	52%	98	52%	118	56%	87	59%	82	46%	76	54%	461	53%	3892	51%
				Neither clear nor unclear	13	13%	31	16%	27	13%	20	14%	29	16%	17	12%	124	14%	1082	14%
				Fairly unclear	12	12%	17	9%	22	10%	12	8%	22	12%	14	10%	87	10%	937	12%
				Very unclear	0	0%	13	7%	10	5%	3	2%	6	3%	7	5%	39	4%	405	5%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	15	15%	19	10%	20	9%	13	9%	25	14%	17	12%	94	11%	929	12%
				Fairly clear	53	52%	81	43%	103	49%	78	53%	79	44%	65	46%	406	47%	3304	43%
				Neither clear nor unclear	12	12%	48	25%	39	18%	28	19%	34	19%	30	21%	179	21%	1579	21%
				Fairly unclear	17	17%	27	14%	33	16%	21	14%	33	18%	20	14%	134	15%	1286	17%
				Very unclear	4	4%	15	8%	16	8%	7	5%	8	4%	10	7%	56	6%	590	8%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	21	21%	29	15%	25	12%	32	22%	30	17%	26	19%	142	16%	1182	15%
				Fairly clear	50	50%	97	52%	98	46%	68	47%	88	49%	64	46%	415	48%	3541	46%
				Neither clear nor unclear	18	18%	34	18%	51	24%	28	19%	35	20%	28	20%	176	20%	1517	20%
				Fairly unclear	12	12%	17	9%	28	13%	16	11%	20	11%	20	14%	101	12%	1053	14%
				Very unclear	0	0%	11	6%	9	4%	2	1%	5	3%	2	1%	29	3%	377	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	15	15%	25	13%	29	14%	29	20%	28	16%	19	14%	130	15%	1213	16%
				Fairly clear	57	58%	74	39%	93	44%	68	47%	82	46%	65	46%	382	44%	3324	44%
				Neither clear nor unclear	19	19%	56	30%	61	29%	34	23%	47	26%	38	27%	236	27%	1922	25%
				Fairly unclear	6	6%	22	12%	18	9%	10	7%	14	8%	9	6%	73	8%	786	10%
				Very unclear	2	2%	12	6%	8	4%	4	3%	8	4%	9	6%	41	5%	382	5%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	20	20%	39	21%	45	21%	32	22%	38	21%	27	19%	181	21%	1420	19%
				Fairly clear	57	57%	105	55%	114	54%	82	55%	89	49%	81	57%	471	54%	3940	51%
				Neither clear nor unclear	10	10%	21	11%	21	10%	21	14%	33	18%	14	10%	110	13%	1031	13%
				Fairly unclear	11	11%	18	9%	24	11%	11	7%	16	9%	15	11%	84	10%	1015	13%
				Very unclear	2	2%	7	4%	6	3%	2	1%	5	3%	5	4%	25	3%	265	3%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	22	23%	33	17%	22	11%	26	18%	25	16%	16	12%	122	15%	1249	16%
				Fairly clear	49	51%	84	44%	105	51%	71	49%	75	47%	67	49%	402	48%	3778	50%
				Neither clear nor unclear	12	12%	37	20%	44	21%	33	23%	33	21%	31	23%	178	21%	1384	18%
				Fairly unclear	10	10%	26	14%	22	11%	10	7%	22	14%	19	14%	99	12%	955	13%
				Very unclear	4	4%	9	5%	14	7%	4	3%	3	2%	4	3%	34	4%	230	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	16	18%	19	11%	15	7%	17	12%	19	12%	6	5%	76	9%	670	9%
				Fairly clear	36	40%	57	32%	64	31%	52	38%	57	36%	47	38%	277	34%	2237	31%
				Neither clear nor unclear	17	19%	55	31%	63	31%	41	30%	45	28%	30	24%	234	29%	2089	29%
				Fairly unclear	18	20%	29	16%	41	20%	22	16%	30	19%	29	23%	151	19%	1494	21%
				Very unclear	3	3%	20	11%	21	10%	6	4%	8	5%	13	10%	68	8%	633	9%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	14	14%	16	9%	14	7%	11	8%	21	12%	15	11%	77	9%	707	9%
				Fairly clear	34	34%	66	35%	49	24%	59	40%	66	38%	50	36%	290	34%	2684	36%
				Neither clear nor unclear	23	23%	52	28%	75	36%	48	33%	51	29%	36	26%	262	31%	2072	28%
				Fairly unclear	21	21%	31	17%	43	21%	19	13%	26	15%	29	21%	148	17%	1429	19%
				Very unclear	7	7%	22	12%	27	13%	9	6%	12	7%	9	6%	79	9%	640	8%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	9%	15	8%	8	4%	8	6%	14	9%	11	8%	56	7%	450	6%
				Fairly clear	33	35%	37	20%	33	17%	41	29%	39	24%	44	31%	194	23%	2010	27%
				Neither clear nor unclear	27	28%	68	37%	70	35%	47	33%	53	32%	32	23%	270	33%	2304	31%
				Fairly unclear	17	18%	39	21%	47	24%	32	22%	46	28%	35	25%	199	24%	1700	23%
				Very unclear	9	9%	23	13%	41	21%	15	10%	12	7%	18	13%	109	13%	912	12%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	10%	10	6%	9	4%	8	6%	13	8%	7	6%	47	6%	384	5%
				Fairly clear	23	24%	35	20%	47	23%	57	40%	53	31%	35	28%	227	28%	1743	24%
				Neither clear nor unclear	29	31%	64	37%	59	29%	33	23%	58	34%	49	39%	263	32%	2321	32%
				Fairly unclear	19	20%	38	22%	53	26%	34	24%	34	20%	28	22%	187	23%	1754	24%
				Very unclear	14	15%	25	15%	38	18%	12	8%	14	8%	8	6%	97	12%	1028	14%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	21	21%	27	14%	39	19%	31	21%	40	22%	25	18%	162	19%	1535	20%
				Fairly reasonable	54	54%	91	48%	104	50%	81	55%	81	45%	65	46%	422	48%	3412	44%
				Neither reasonable nor unreasonable	17	17%	46	24%	46	22%	26	18%	40	22%	32	23%	190	22%	1796	23%
				Fairly unreasonable	6	6%	18	9%	20	10%	9	6%	18	10%	16	11%	81	9%	725	9%
				Very unreasonable	2	2%	8	4%	1	0%	1	1%	2	1%	4	3%	16	2%	203	3%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	21	22%	49	26%	39	19%	30	21%	36	23%	28	20%	182	22%	1630	21%
				Fairly reasonable	43	44%	67	35%	89	43%	69	48%	65	41%	57	42%	347	42%	3303	43%
				Neither reasonable nor unreasonable	26	27%	57	30%	61	29%	38	26%	46	29%	45	33%	247	30%	2066	27%
				Fairly unreasonable	5	5%	10	5%	17	8%	7	5%	8	5%	4	3%	46	6%	446	6%
				Very unreasonable	2	2%	6	3%	1	0%	0	0%	3	2%	3	2%	13	2%	151	2%

Overall

				Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables				
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	19	21%	30	17%	23	11%	26	19%	19	12%	15	12%	113	14%	893	13%		
				Fairly reasonable	35	39%	47	26%	60	29%	50	36%	66	42%	41	33%	264	33%	2141	30%		
				Neither reasonable nor unreasonable	28	31%	88	49%	104	51%	56	41%	61	38%	58	46%	367	46%	3456	49%		
				Fairly unreasonable	5	6%	8	4%	14	7%	6	4%	8	5%	9	7%	45	6%	448	6%		
				Very unreasonable	3	3%	7	4%	3	1%	0	0%	5	3%	2	2%	17	2%	185	3%		
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	16	16%	29	16%	25	12%	16	11%	28	16%	18	13%	116	14%	1073	14%		
				Fairly reasonable	31	31%	56	30%	46	22%	52	36%	62	35%	50	36%	266	31%	2419	32%		
				Neither reasonable nor unreasonable	44	44%	83	44%	124	60%	71	49%	75	43%	61	44%	414	48%	3385	45%		
				Fairly unreasonable	6	6%	13	7%	6	3%	6	4%	7	4%	6	4%	38	4%	432	6%		
				Very unreasonable	2	2%	6	3%	7	3%	1	1%	4	2%	4	3%	22	3%	223	3%		
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	12	13%	24	13%	14	7%	13	9%	16	10%	18	13%	85	10%	709	10%		
				Fairly reasonable	32	34%	30	16%	32	16%	38	27%	43	26%	36	26%	179	22%	1829	25%		
				Neither reasonable nor unreasonable	47	49%	117	64%	142	71%	90	63%	91	55%	80	57%	520	63%	4385	59%		
				Fairly unreasonable	1	1%	8	4%	7	4%	2	1%	12	7%	3	2%	32	4%	306	4%		
				Very unreasonable	3	3%	3	2%	4	2%	0	0%	2	1%	3	2%	12	1%	147	2%		
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	11	12%	17	10%	12	6%	11	8%	21	12%	14	11%	75	9%	564	8%		
				Fairly reasonable	24	26%	34	20%	47	23%	54	38%	51	30%	33	26%	219	27%	1670	23%		
				Neither reasonable nor unreasonable	54	57%	112	65%	138	67%	74	51%	91	53%	73	57%	488	59%	4529	63%		
				Fairly unreasonable	4	4%	4	2%	4	2%	4	3%	8	5%	4	3%	24	3%	325	4%		
				Very unreasonable	1	1%	5	3%	5	2%	1	1%	1	1%	3	2%	15	2%	142	2%		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	25	26%	35	19%	42	20%	28	19%	44	25%	27	19%	176	21%	1411	19%		
				Somewhat agree	38	39%	75	41%	73	35%	60	41%	69	40%	62	44%	339	40%	2819	38%		
				Neither agree nor disagree	4	4%	19	10%	22	10%	15	10%	15	9%	13	9%	84	10%	706	9%		
				Somewhat disagree	23	23%	26	14%	39	18%	35	24%	27	16%	24	17%	151	18%	1463	20%		
				Strongly disagree	8	8%	27	15%	35	17%	8	5%	19	11%	15	11%	104	12%	1075	14%		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	28	29%	76	43%	65	33%	50	36%	52	31%	50	37%	293	36%	2469	35%		
				Somewhat agree	41	42%	62	35%	75	38%	54	39%	75	44%	50	37%	316	39%	2580	36%		
				Neither agree nor disagree	12	12%	14	8%	30	15%	13	9%	17	10%	9	7%	83	10%	866	12%		
				Somewhat disagree	10	10%	15	8%	20	10%	16	12%	14	8%	17	13%	82	10%	769	11%		
				Strongly disagree	6	6%	10	6%	7	4%	6	4%	11	7%	9	7%	43	5%	467	7%		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	15	15%	37	20%	43	21%	32	22%	40	22%	20	14%	172	20%	1496	20%		
				Satisfied	56	57%	90	49%	111	53%	80	54%	94	53%	76	54%	451	53%	3913	52%		
				Neither satisfied nor dissatisfied	12	12%	22	12%	32	15%	11	7%	23	13%	25	18%	113	13%	996	13%		
				Dissatisfied	15	15%	28	15%	20	10%	21	14%	16	9%	18	13%	103	12%	1010	13%		
				Very dissatisfied	1	1%	6	3%	3	1%	3	2%	5	3%	3	2%	20	2%	164	2%		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1186	16%	
				Satisfied	50	51%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3400	45%
				Neither satisfied nor dissatisfied	15	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1284	17%
				Dissatisfied	18	18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1329	18%
				Very dissatisfied	4	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	376	5%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	26	27%	67	37%	61	30%	57	40%	38	25%	41	30%	264	32%	2391	32%		
				Satisfied	48	50%	87	48%	109	53%	63	44%	79	52%	65	48%	403	49%	3591	48%		
				Neither satisfied nor dissatisfied	13	14%	18	10%	24	12%	15	10%	15	10%	21	15%	93	11%	844	11%		
				Dissatisfied	8	8%	10	5%	8	4%	7	5%	18	12%	7	5%	50	6%	507	7%		
				Very dissatisfied	1	1%	1	1%	4	2%	1	1%	2	1%	2	1%	10	1%	120	2%		
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	22	23%	76	42%	73	35%	51	36%	46	30%	42	31%	288	35%	2240	30%		
				Satisfied	52	54%	81	45%	82	40%	66	46%	78	51%	66	49%	373	46%	2919	39%		
				Neither satisfied nor dissatisfied	16	17%	16	9%	28	14%	17	12%	9	6%	15	11%	85	10%	924	12%		
				Dissatisfied	5	5%	8	4%	20	10%	7	5%	17	11%	9	7%	61	7%	1002	13%		
				Very dissatisfied	1	1%	1	1%	3	1%	2	1%	2	1%	4	3%	12	1%	370	5%		
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	41	43%	84	46%	89	43%	60	42%	55	36%	58	43%	346	42%	3416	46%		
				Satisfied	37	39%	66	36%	73	35%	67	47%	55	36%	46	34%	307	37%	2578	35%		
				Neither satisfied nor dissatisfied	5	5%	15	8%	32	15%	10	7%	20	13%	18	13%	95	12%	739	10%		
				Dissatisfied	8	8%	14	8%	11	5%	6	4%	16	10%	9	7%	56	7%	507	7%		
				Very dissatisfied	4	4%	3	2%	2	1%	1	1%	7	5%	4	3%	17	2%	206	3%		
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	49	51%	114	63%	121	59%	77	53%	79	52%	77	57%	468	57%	4448	60%		
				Satisfied	36	38%	48	26%	61	30%	59	41%	61	40%	43	32%	272	33%	2305	31%		
				Neither satisfied nor dissatisfied	5	5%	12	7%	19	9%	7	5%	7	5%	13	10%	58	7%	426	6%		
				Dissatisfied	4	4%	7	4%	4	2%	0	0%	2	1%	3	2%	16	2%	191	3%		
				Very dissatisfied	2	2%	1	1%	1	0%	1	1%	3	2%	0	0%	6	1%	67	1%		
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	33	35%	57	31%	64	31%	39	27%	43	28%	38	28%	241	29%	2181	29%		
				Satisfied	44	46%	77	42%	81	39%	64	44%	72	46%	61	45%	355	43%	3146	42%		
				Neither satisfied nor dissatisfied	7	7%	19	10%	29	14%	21	15%	21	14%	17	12%	107	13%	952	13%		
				Dissatisfied	9	9%	26	14%	27	13%	16	11%	17	11%	15	11%	101	12%	869	12%		
				Very dissatisfied	2	2%	4	2%	5	2%	4	3%	2	1%	6	4%	21	3%	319	4%		

Overall

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	6%	37	22%	26	15%	18	14%	15	11%	16	12%	112	15%	1144	17%
				Satisfied	50	56%	72	43%	77	44%	50	39%	48	35%	49	37%	296	40%	2397	36%
				Neither satisfied nor dissatisfied	14	16%	35	21%	38	21%	33	26%	38	27%	33	25%	177	24%	1609	24%
				Dissatisfied	17	19%	18	11%	30	17%	20	16%	31	22%	25	19%	124	17%	1142	17%
				Very dissatisfied	4	4%	7	4%	6	3%	7	5%	7	5%	8	6%	35	5%	371	6%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	14%	49	27%	33	18%	39	27%	23	15%	22	18%	166	21%	1189	18%
				Satisfied	38	44%	82	45%	86	46%	60	42%	63	42%	57	47%	348	44%	2742	43%
				Neither satisfied nor dissatisfied	24	28%	34	19%	31	17%	27	19%	38	25%	27	22%	157	20%	1326	21%
				Dissatisfied	9	10%	15	8%	28	15%	13	9%	21	14%	11	9%	88	11%	916	14%
				Very dissatisfied	3	3%	3	2%	8	4%	4	3%	5	3%	5	4%	25	3%	264	4%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	5%	21	11%	25	12%	19	13%	28	16%	16	11%	109	13%	762	10%
				Satisfied	38	38%	70	38%	74	35%	47	32%	63	35%	42	30%	296	34%	2213	29%
				Neither satisfied nor dissatisfied	15	15%	23	13%	24	11%	25	17%	25	14%	23	16%	120	14%	1143	15%
				Dissatisfied	31	31%	55	30%	70	33%	41	28%	55	31%	50	36%	271	32%	2434	32%
				Very dissatisfied	11	11%	15	8%	16	8%	16	11%	8	4%	9	6%	64	7%	1020	13%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	6%	14	8%	12	6%	9	6%	11	7%	9	7%	55	7%	480	7%
				Satisfied	31	38%	58	33%	52	27%	40	28%	54	34%	31	25%	235	30%	1892	28%
				Neither satisfied nor dissatisfied	28	34%	51	29%	68	35%	56	39%	59	37%	49	40%	283	36%	2462	36%
				Dissatisfied	14	17%	33	19%	43	22%	28	20%	24	15%	25	20%	153	19%	1310	19%
				Very dissatisfied	4	5%	18	10%	19	10%	10	7%	11	7%	8	7%	66	8%	621	9%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	46	46%	97	53%	98	47%	69	47%	82	46%	57	40%	403	47%	3683	49%
				Satisfied	43	43%	67	37%	90	43%	63	43%	76	43%	66	47%	362	42%	2800	37%
				Neither satisfied nor dissatisfied	9	9%	15	8%	12	6%	10	7%	13	7%	14	10%	64	7%	644	9%
				Dissatisfied	0	0%	3	2%	8	4%	4	3%	5	3%	3	2%	23	3%	312	4%
				Very dissatisfied	2	2%	1	1%	1	0%	1	1%	2	1%	1	1%	6	1%	95	1%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	20	20%	37	20%	31	15%	26	18%	24	14%	30	21%	148	17%	1215	16%
				Satisfied	34	34%	66	36%	85	41%	55	38%	78	45%	53	38%	337	40%	2619	35%
				Neither satisfied nor dissatisfied	16	16%	30	16%	48	23%	27	19%	33	19%	27	19%	165	19%	1343	18%
				Dissatisfied	21	21%	32	17%	30	14%	22	15%	26	15%	22	16%	132	16%	1558	21%
				Very dissatisfied	9	9%	18	10%	15	7%	13	9%	14	8%	9	6%	69	8%	785	10%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	8%	33	18%	24	12%	15	11%	10	6%	12	9%	94	12%	669	10%
				Satisfied	31	36%	59	33%	67	34%	44	31%	55	35%	45	34%	270	33%	1973	29%
				Neither satisfied nor dissatisfied	15	17%	38	21%	48	24%	35	25%	33	21%	29	22%	183	23%	1610	23%
				Dissatisfied	21	24%	45	25%	28	14%	32	23%	38	24%	38	29%	181	22%	1609	23%
				Very dissatisfied	12	14%	5	3%	29	15%	15	11%	23	14%	8	6%	80	10%	1002	15%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	22	22%	55	30%	47	22%	33	22%	46	26%	36	26%	217	25%	1806	24%
				Satisfied	39	39%	65	36%	78	37%	64	44%	67	38%	60	43%	334	39%	2751	37%
				Neither satisfied nor dissatisfied	12	12%	23	13%	37	18%	20	14%	30	17%	21	15%	131	15%	1101	15%
				Dissatisfied	20	20%	31	17%	32	15%	24	16%	24	14%	16	12%	127	15%	1208	16%
				Very dissatisfied	7	7%	9	5%	16	8%	6	4%	9	5%	6	4%	46	5%	639	9%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	4	4%	34	19%	23	12%	13	9%	21	13%	13	10%	104	13%	798	11%
				Satisfied	41	43%	69	39%	71	36%	57	40%	60	37%	54	41%	311	38%	2358	33%
				Neither satisfied nor dissatisfied	21	22%	39	22%	52	27%	37	26%	51	31%	37	28%	216	27%	1851	26%
				Dissatisfied	25	26%	23	13%	38	19%	26	18%	23	14%	22	17%	132	16%	1463	21%
				Very dissatisfied	4	4%	11	6%	11	6%	8	6%	9	5%	7	5%	46	6%	620	9%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	10	11%	36	20%	26	14%	11	8%	16	11%	18	14%	107	14%	1040	15%
				Satisfied	50	54%	71	40%	87	47%	71	54%	55	38%	66	51%	350	46%	3131	45%
				Neither satisfied nor dissatisfied	24	26%	50	28%	55	30%	32	24%	45	31%	37	28%	219	29%	1872	27%
				Dissatisfied	4	4%	12	7%	15	8%	14	11%	23	16%	8	6%	72	9%	720	10%
				Very dissatisfied	4	4%	8	5%	3	2%	3	2%	4	3%	1	1%	19	2%	261	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	14	15%	34	19%	32	16%	27	19%	26	15%	22	16%	141	17%	1278	17%
				Satisfied	45	47%	72	40%	102	50%	74	51%	71	42%	69	50%	388	46%	3018	41%
				Neither satisfied nor dissatisfied	18	19%	39	22%	35	17%	19	13%	39	23%	25	18%	157	19%	1580	21%
				Dissatisfied	12	13%	24	13%	23	11%	19	13%	24	14%	14	10%	104	12%	1072	14%
				Very dissatisfied	7	7%	11	6%	13	6%	5	3%	11	6%	8	6%	48	6%	475	6%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	23	23%	40	22%	53	25%	27	18%	43	24%	34	24%	197	23%	1749	23%
				Important	42	42%	69	38%	96	46%	78	53%	82	46%	75	53%	400	47%	3211	43%
				Neither important nor unimportant	23	23%	54	30%	31	15%	29	20%	32	18%	23	16%	169	20%	1602	21%
				Unimportant	10	10%	12	7%	22	11%	8	5%	16	9%	8	6%	66	8%	652	9%
				Very unimportant	2	2%	7	4%	6	3%	4	3%	5	3%	2	1%	24	3%	275	4%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	41	41%	68	37%	86	42%	58	39%	54	31%	52	37%	318	37%	2816	38%
				Important	42	42%	87	48%	97	47%	73	50%	90	51%	64	46%	411	48%	3524	47%
				Neither important nor unimportant	14	14%	23	13%	17	8%	14	10%	24	14%	21	15%	99	12%	837	11%
				Unimportant	2	2%	4	2%	4	2%	2	1%	8	5%	2	1%	20	2%	203	3%
				Very unimportant	1	1%	1	1%	3	1%	0	0%	1	1%	1	1%	6	1%	90	1%

Overall

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	29	29%	60	33%	81	39%	34	23%	49	28%	50	35%	274	32%	2286	31%
				Important	52	53%	94	52%	104	50%	91	62%	102	58%	66	46%	457	54%	4036	54%
				Neither important nor unimportant	12	12%	16	9%	14	7%	19	13%	17	10%	18	13%	84	10%	836	11%
				Unimportant	5	5%	10	6%	4	2%	2	1%	7	4%	8	6%	31	4%	235	3%
				Very unimportant	1	1%	1	1%	3	1%	1	1%	1	1%	0	0%	6	1%	68	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	28	28%	43	24%	66	33%	30	20%	46	27%	35	25%	220	26%	2003	27%
				Important	53	53%	98	55%	106	52%	90	61%	92	53%	71	51%	457	54%	3954	53%
				Neither important nor unimportant	14	14%	27	15%	21	10%	21	14%	27	16%	26	19%	122	15%	1090	15%
				Unimportant	3	3%	7	4%	6	3%	4	3%	6	3%	6	4%	29	3%	275	4%
				Very unimportant	2	2%	3	2%	4	2%	2	1%	1	1%	2	1%	12	1%	82	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	31	32%	66	37%	79	38%	49	34%	68	39%	50	36%	312	37%	2566	35%
				Important	32	33%	81	45%	71	34%	74	51%	68	39%	61	44%	355	42%	3103	42%
				Neither important nor unimportant	27	28%	18	10%	42	20%	14	10%	28	16%	17	12%	119	14%	1193	16%
				Unimportant	5	5%	11	6%	9	4%	7	5%	9	5%	7	5%	43	5%	389	5%
				Very unimportant	2	2%	4	2%	6	3%	1	1%	2	1%	5	4%	18	2%	149	2%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	24	24%	23	13%	22	11%	19	13%	24	14%	25	18%	113	13%	1159	16%
				Important	42	43%	76	42%	99	48%	79	54%	70	41%	68	49%	392	47%	3593	48%
				Neither important nor unimportant	25	26%	43	24%	60	29%	29	20%	50	29%	34	24%	216	26%	1788	24%
				Unimportant	6	6%	32	18%	21	10%	15	10%	19	11%	10	7%	97	12%	710	10%
				Very unimportant	1	1%	6	3%	4	2%	4	3%	7	4%	2	1%	23	3%	159	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	54	54%	83	46%	109	52%	73	50%	103	59%	64	46%	432	51%	4069	55%
				Important	39	39%	83	46%	83	40%	64	44%	58	33%	58	41%	346	41%	2879	39%
				Neither important nor unimportant	6	6%	11	6%	11	5%	6	4%	8	5%	15	11%	51	6%	360	5%
				Unimportant	1	1%	3	2%	4	2%	3	2%	1	1%	3	2%	14	2%	111	1%
				Very unimportant	0	0%	2	1%	1	0%	0	0%	4	2%	0	0%	7	1%	46	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	40	40%	80	44%	67	33%	52	36%	55	31%	43	31%	297	35%	3102	42%
				Important	38	38%	62	34%	87	42%	64	44%	73	42%	62	45%	348	41%	2847	38%
				Neither important nor unimportant	20	20%	31	17%	41	20%	22	15%	37	21%	30	22%	161	19%	1128	15%
				Unimportant	2	2%	7	4%	9	4%	6	4%	8	5%	4	3%	34	4%	237	3%
				Very unimportant	0	0%	0	0%	1	0%	0	0%	2	1%	0	0%	3	0%	87	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	26	27%	34	20%	40	20%	36	25%	30	17%	34	25%	174	21%	1641	22%
				Important	38	39%	61	35%	82	41%	61	43%	76	43%	59	43%	339	41%	2853	39%
				Neither important nor unimportant	30	31%	59	34%	60	30%	27	19%	53	30%	38	28%	237	29%	2193	30%
				Unimportant	3	3%	17	10%	12	6%	15	10%	13	7%	7	5%	64	8%	499	7%
				Very unimportant	1	1%	3	2%	7	3%	4	3%	3	2%	0	0%	17	2%	145	2%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	33	33%	70	40%	84	41%	45	31%	59	34%	61	44%	319	38%	2773	37%
				Important	50	51%	88	50%	95	46%	76	52%	85	49%	61	44%	405	48%	3514	48%
				Neither important nor unimportant	15	15%	13	7%	23	11%	21	14%	21	12%	13	9%	91	11%	892	12%
				Unimportant	1	1%	5	3%	3	1%	3	2%	7	4%	4	3%	22	3%	168	2%
				Very unimportant	0	0%	1	1%	0	0%	0	0%	1	1%	0	0%	2	0%	48	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	48	48%	93	52%	115	56%	73	50%	74	43%	75	54%	430	51%	3923	53%
				Important	42	42%	79	44%	82	40%	64	44%	76	44%	53	38%	354	42%	3056	41%
				Neither important nor unimportant	9	9%	5	3%	8	4%	8	5%	16	9%	11	8%	48	6%	342	5%
				Unimportant	0	0%	1	1%	0	0%	1	1%	0	0%	1	1%	3	0%	64	1%
				Very unimportant	0	0%	1	1%	1	0%	0	0%	6	3%	0	0%	8	1%	28	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	27	28%	42	24%	54	26%	31	21%	33	19%	52	37%	212	25%	1838	25%
				Important	61	62%	99	57%	111	54%	93	64%	102	59%	75	54%	480	57%	3972	54%
				Neither important nor unimportant	5	5%	25	14%	30	15%	18	12%	23	13%	9	6%	105	13%	1168	16%
				Unimportant	5	5%	8	5%	5	2%	3	2%	9	5%	3	2%	28	3%	302	4%
				Very unimportant	0	0%	1	1%	5	2%	0	0%	5	3%	1	1%	12	1%	90	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	33	35%	52	30%	87	43%	39	27%	43	26%	52	38%	273	33%	2199	30%
				Important	23	24%	44	26%	55	27%	41	28%	44	26%	42	30%	226	27%	1833	25%
				Neither important nor unimportant	15	16%	33	19%	32	16%	40	28%	38	23%	22	16%	165	20%	1577	22%
				Unimportant	14	15%	21	12%	15	7%	11	8%	15	9%	12	9%	74	9%	769	11%
				Very unimportant	10	11%	21	12%	15	7%	13	9%	28	17%	10	7%	87	11%	851	12%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	14	15%	18	10%	21	10%	10	7%	15	9%	13	10%	77	9%	1120	15%
				Important	14	15%	25	14%	46	23%	40	27%	47	27%	19	14%	177	21%	1839	25%
				Neither important nor unimportant	33	35%	58	33%	66	33%	55	38%	62	36%	45	33%	286	34%	2291	31%
				Unimportant	25	27%	42	24%	37	18%	25	17%	26	15%	44	32%	174	21%	1245	17%
				Very unimportant	8	9%	31	18%	32	16%	16	11%	21	12%	15	11%	115	14%	807	11%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	35	37%	63	36%	96	46%	45	31%	36	21%	47	34%	287	35%	2411	33%
				Important	33	35%	61	35%	73	36%	66	46%	70	41%	66	48%	336	40%	2771	38%
				Neither important nor unimportant	19	20%	29	17%	25	12%	21	15%	44	26%	18	13%	137	17%	1337	18%
				Unimportant	5	5%	9	5%	4	2%	8	6%	8	5%	3	2%	32	4%	370	5%
				Very unimportant	3	3%	13	7%	4	2%	4	3%	13	8%	4	3%	38	5%	385	5%

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					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	44	47%	78	45%	84	41%	40	28%	45	26%	57	41%	304	37%	2105	29%	
				Important	25	27%	42	24%	64	31%	38	27%	53	31%	41	29%	238	29%	2081	29%	
				Neither important nor unimportant	17	18%	20	11%	28	14%	40	28%	42	25%	16	12%	146	18%	1676	23%	
				Unimportant	7	7%	19	11%	15	7%	12	8%	16	9%	11	8%	73	9%	721	10%	
				Very unimportant	1	1%	16	9%	13	6%	12	8%	14	8%	14	10%	69	8%	689	9%	
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	16	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	697	11%	
				Important	25	27%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1550	24%
				Neither important nor unimportant	40	43%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2365	37%
				Unimportant	8	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	N/A	943	15%
				Very unimportant	4	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	806	13%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	27	29%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1937	30%
				Important	36	38%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2232	35%
				Neither important nor unimportant	22	23%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1368	21%
				Unimportant	5	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	446	7%
				Very unimportant	4	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	467	7%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	27	28%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1568	25%	
				Important	41	43%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2654	42%
				Neither important nor unimportant	23	24%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1478	23%
				Unimportant	3	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	345	5%
				Very unimportant	1	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	N/A	334	5%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	13	14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	476	8%
				Important	19	20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1045	17%
				Neither important nor unimportant	46	49%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2686	43%
				Unimportant	11	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1083	17%
				Very unimportant	4	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	964	15%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	3	4%	6	5%	3	2%	3	3%	14	10%	17	12%	43	6%	358	7%	
				Effective	29	35%	35	28%	47	31%	35	35%	48	33%	60	43%	225	34%	1627	30%	
				Neither effective nor ineffective	25	30%	45	36%	37	25%	34	34%	41	28%	35	25%	192	29%	1652	30%	
				Ineffective	20	24%	23	18%	33	22%	18	18%	27	18%	17	12%	118	18%	1141	21%	
				Very ineffective	7	8%	16	13%	31	21%	11	11%	17	12%	11	8%	86	13%	694	13%	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	15	16%	23	14%	28	15%	14	11%	19	12%	18	13%	102	13%	841	13%	
				Effective	36	38%	75	45%	77	40%	63	49%	69	45%	59	44%	343	44%	2729	41%	
				Neither effective nor ineffective	24	25%	37	22%	47	24%	32	25%	40	26%	34	25%	190	24%	1781	27%	
				Ineffective	14	15%	18	11%	28	15%	14	11%	16	10%	15	11%	91	12%	854	13%	
				Very ineffective	6	6%	14	8%	13	7%	6	5%	10	6%	9	7%	52	7%	437	7%	
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	14	14%	21	13%	24	12%	18	13%	23	14%	26	19%	112	14%	833	12%	
				Effective	43	44%	76	46%	93	47%	70	49%	85	52%	57	41%	381	47%	3170	45%	
				Neither effective nor ineffective	21	22%	35	21%	47	24%	29	20%	37	23%	30	22%	178	22%	1636	23%	
				Ineffective	15	15%	21	13%	19	10%	20	14%	13	8%	21	15%	94	12%	930	13%	
				Very ineffective	4	4%	12	7%	14	7%	5	4%	5	3%	5	4%	41	5%	427	6%	
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	12	13%	18	13%	21	11%	11	9%	15	10%	15	11%	80	11%	708	11%	
				Effective	43	45%	55	39%	82	43%	58	47%	79	52%	52	40%	326	44%	2856	43%	
				Neither effective nor ineffective	27	28%	36	26%	53	28%	36	29%	42	28%	37	28%	204	28%	1715	26%	
				Ineffective	8	8%	22	16%	21	11%	11	9%	12	8%	18	14%	84	11%	869	13%	
				Very ineffective	6	6%	9	6%	12	6%	8	6%	4	3%	9	7%	42	6%	442	7%	
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	3	4%	9	6%	6	4%	11	9%	12	8%	3	3%	41	6%	404	7%	
				Effective	20	28%	37	27%	37	22%	22	18%	54	37%	33	28%	183	26%	1524	25%	
				Neither effective nor ineffective	20	28%	38	27%	55	32%	36	29%	39	27%	37	32%	205	29%	1870	31%	
				Ineffective	17	24%	25	18%	44	26%	37	30%	20	14%	29	25%	155	22%	1386	23%	
				Very ineffective	12	17%	30	22%	29	17%	17	14%	20	14%	15	13%	111	16%	877	14%	
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	9	11%	22	14%	16	9%	7	6%	3	3%	19	15%	67	10%	624	10%	
				Effective	39	46%	62	40%	69	40%	48	41%	27	26%	56	45%	262	39%	2358	39%	
				Neither effective nor ineffective	24	28%	49	31%	58	34%	45	38%	37	35%	37	30%	226	33%	2044	34%	
				Ineffective	9	11%	15	10%	26	15%	11	9%	34	32%	8	6%	94	14%	771	13%	
				Very ineffective	4	5%	8	5%	4	2%	7	6%	4	4%	4	3%	27	4%	289	5%	
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	15	15%	33	20%	9	5%	13	10%	13	8%	15	13%	83	11%	877	13%	
				Effective	28	29%	59	36%	66	35%	35	28%	48	30%	39	33%	247	33%	2515	36%	
				Neither effective nor ineffective	20	21%	26	16%	48	26%	27	21%	32	20%	28	24%	161	21%	1326	19%	
				Ineffective	18	19%	29	18%	46	24%	25	20%	39	24%	24	20%	163	21%	1341	19%	
				Very ineffective	16	16%	16	10%	19	10%	27	21%	30	19%	13	11%	105	14%	846	12%	
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	10	14%	19	16%	7	7%	7	9%	5	6%	4	6%	42	9%	472	10%	
				Effective	21	29%	43	36%	36	35%	24	32%	23	27%	18	28%	144	32%	1373	30%	
				Neither effective nor ineffective	24	33%	31	26%	37	36%	25	33%	31	36%	24	37%	148	33%	1286	28%	
				Ineffective	12	16%	17	14%	14	13%	12	16%	15	18%	10	15%	68	15%	812	18%	
				Very ineffective	6	8%	10	8%	10	10%	8	11%	11	13%	9	14%	48	11%	633	14%	

Overall

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	6	9%	8	9%	15	14%	10	13%	8	7%	12	15%	53	11%	452	11%
				Effective	23	33%	35	39%	40	37%	30	38%	41	38%	26	33%	172	37%	1319	33%
				Neither effective nor ineffective	34	49%	38	42%	42	39%	30	38%	36	34%	30	38%	176	38%	1599	40%
				Ineffective	5	7%	5	6%	7	7%	6	8%	15	14%	8	10%	41	9%	374	9%
				Very ineffective	2	3%	4	4%	3	3%	4	5%	7	7%	3	4%	21	5%	241	6%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	6	9%	23	16%	10	7%	14	14%	14	12%	16	15%	77	13%	547	11%
				Effective	24	34%	52	35%	51	37%	37	38%	51	43%	49	45%	240	39%	1700	33%
				Neither effective nor ineffective	17	24%	28	19%	26	19%	23	24%	21	18%	20	19%	118	19%	1247	24%
				Ineffective	16	23%	24	16%	29	21%	17	18%	18	15%	17	16%	105	17%	996	19%
				Very ineffective	7	10%	20	14%	21	15%	6	6%	15	13%	6	6%	68	11%	682	13%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	12	13%	34	21%	23	14%	21	17%	20	15%	18	15%	116	17%	945	15%
				Effective	39	43%	79	49%	77	46%	62	50%	61	45%	47	40%	326	46%	2677	41%
				Neither effective nor ineffective	22	24%	21	13%	34	20%	24	20%	32	24%	33	28%	144	20%	1325	21%
				Ineffective	12	13%	19	12%	21	13%	13	11%	15	11%	14	12%	82	12%	976	15%
				Very ineffective	5	6%	7	4%	12	7%	3	2%	7	5%	6	5%	35	5%	529	8%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	8	9%	10	7%	18	10%	7	5%	7	6%	11	9%	53	8%	400	7%
				Effective	40	44%	48	35%	60	35%	52	39%	40	33%	50	40%	250	36%	2089	35%
				Neither effective nor ineffective	23	25%	38	28%	56	32%	39	29%	41	34%	27	22%	201	29%	1935	32%
				Ineffective	17	19%	31	23%	27	16%	26	20%	24	20%	26	21%	134	20%	1046	18%
				Very ineffective	3	3%	9	7%	12	7%	9	7%	9	7%	10	8%	49	7%	484	8%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	4	7%	5	5%	2	4%	5	7%	4	7%	20	6%	150	5%
				Effective	10	32%	12	21%	17	16%	6	11%	12	17%	15	26%	62	18%	442	15%
				Neither effective nor ineffective	7	23%	16	29%	21	20%	16	29%	19	28%	13	22%	85	25%	866	30%
				Ineffective	7	23%	14	25%	26	25%	12	21%	17	25%	18	31%	87	25%	634	22%
				Very ineffective	6	19%	10	18%	35	34%	20	36%	16	23%	8	14%	89	26%	776	27%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%	1	1%	75	4%
				Effective	3	12%	3	10%	1	2%	2	8%	3	8%	3	11%	12	7%	220	11%
				Neither effective nor ineffective	8	31%	19	61%	19	44%	8	31%	12	32%	12	43%	70	42%	744	36%
				Ineffective	6	23%	5	16%	6	14%	7	27%	4	11%	5	18%	27	16%	393	19%
				Very ineffective	8	31%	4	13%	17	40%	9	35%	18	49%	7	25%	55	33%	652	31%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	9	16%	42	36%	52	39%	14	21%	3	5%	16	22%	127	28%	646	19%
				Effective	25	44%	55	47%	63	47%	28	42%	37	61%	41	55%	224	50%	1404	42%
				Neither effective nor ineffective	15	26%	17	15%	13	10%	16	24%	15	25%	13	18%	74	16%	809	24%
				Ineffective	3	5%	1	1%	5	4%	8	12%	3	5%	3	4%	20	4%	290	9%
				Very ineffective	5	9%	1	1%	0	0%	1	1%	3	5%	1	1%	6	1%	222	7%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	15	22%	37	29%	14	11%	3	5%	9	12%	16	19%	79	16%	270	8%
				Effective	19	28%	41	32%	26	20%	12	19%	21	28%	23	27%	123	26%	722	22%
				Neither effective nor ineffective	14	20%	17	13%	28	22%	20	31%	15	20%	18	21%	98	20%	908	27%
				Ineffective	9	13%	18	14%	19	15%	12	19%	12	16%	13	15%	74	15%	644	19%
				Very ineffective	12	17%	16	12%	41	32%	17	27%	17	23%	16	19%	107	22%	808	24%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	1	6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	22	2%
				Effective	3	18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	94	10%
				Neither effective nor ineffective	7	41%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	621	67%
				Ineffective	3	18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	89	10%
				Very ineffective	3	18%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	99	11%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	8	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	270	9%
				Effective	18	39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	954	33%
				Neither effective nor ineffective	6	13%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	631	22%
				Ineffective	7	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	439	15%
				Very ineffective	7	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	554	19%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	3	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	177	8%
				Effective	11	31%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	592	28%
				Neither effective nor ineffective	14	39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	725	34%
				Ineffective	6	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	363	17%
				Very ineffective	2	6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	292	14%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	4	13%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	24	2%
				Effective	6	20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	126	12%
				Neither effective nor ineffective	13	43%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	607	59%
				Ineffective	5	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	127	12%
				Very ineffective	2	7%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	138	14%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	11	15%	33	26%	37	23%	13	12%	10	10%	19	18%	112	19%	756	15%
				Somewhat agree	32	44%	50	40%	68	42%	43	39%	38	37%	39	38%	238	39%	1597	32%
				Neither agree nor disagree	9	12%	17	13%	25	15%	16	15%	21	20%	25	24%	104	17%	1029	21%
				Somewhat disagree	10	14%	19	15%	22	13%	28	26%	17	16%	14	14%	100	17%	915	18%
				Strongly disagree	11	15%	7	6%	11	7%	9	8%	18	17%	6	6%	51	8%	693	14%

Overall

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	7	10%	26	20%	26	16%	7	7%	7	6%	13	12%	79	13%	545	11%
				Somewhat agree	29	40%	44	34%	58	37%	38	36%	39	35%	43	40%	222	36%	1429	28%
				Neither agree nor disagree	12	17%	23	18%	32	20%	24	23%	24	22%	31	29%	134	22%	1217	24%
				Somewhat disagree	15	21%	25	20%	28	18%	27	25%	23	21%	13	12%	116	19%	1117	22%
				Strongly disagree	9	13%	10	8%	14	9%	10	9%	17	15%	7	7%	58	10%	748	15%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	23	31%	39	30%	41	25%	33	30%	27	24%	26	25%	166	27%	1502	29%
				Somewhat agree	37	49%	47	36%	57	35%	36	32%	46	40%	39	38%	225	36%	1764	34%
				Neither agree nor disagree	7	9%	19	15%	36	22%	23	21%	22	19%	27	26%	127	21%	1102	21%
				Somewhat disagree	5	7%	16	12%	19	12%	12	11%	13	11%	7	7%	67	11%	509	10%
				Strongly disagree	3	4%	9	7%	8	5%	7	6%	6	5%	4	4%	34	5%	363	7%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	21	28%	33	25%	41	26%	34	31%	28	23%	30	29%	166	27%	1446	27%
				Somewhat agree	40	53%	50	38%	56	35%	36	32%	46	38%	35	33%	223	36%	1837	34%
				Neither agree nor disagree	7	9%	21	16%	36	23%	26	23%	24	20%	26	25%	133	21%	1126	21%
				Somewhat disagree	3	4%	19	15%	16	10%	10	9%	19	16%	8	8%	72	12%	559	10%
				Strongly disagree	5	7%	8	6%	10	6%	5	5%	3	3%	6	6%	32	5%	362	7%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	31	36%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2185	35%
				Somewhat agree	34	39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2054	33%
				Neither agree nor disagree	7	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1074	17%
				Somewhat disagree	9	10%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	604	10%
				Strongly disagree	6	7%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	353	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	4	4%	26	15%	16	8%	14	10%	17	10%	18	13%	91	11%	713	10%
				Satisfied	43	45%	69	40%	68	33%	68	48%	63	37%	53	38%	321	39%	2870	39%
				Neither satisfied nor dissatisfied	21	22%	24	14%	32	16%	26	18%	28	16%	19	14%	129	16%	1308	18%
				Dissatisfied	23	24%	35	20%	64	31%	25	18%	46	27%	37	27%	207	25%	1774	24%
				Very dissatisfied	5	5%	17	10%	26	13%	9	6%	17	10%	12	9%	81	10%	663	9%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	7	7%	12	7%	9	4%	10	7%	10	6%	3	2%	44	5%	473	6%
				Satisfied	30	31%	51	30%	60	30%	47	33%	59	34%	48	35%	265	32%	2472	34%
				Neither satisfied nor dissatisfied	23	24%	41	24%	41	20%	34	24%	41	24%	31	22%	188	23%	1632	22%
				Dissatisfied	25	26%	45	26%	66	33%	40	28%	46	27%	45	32%	242	29%	1925	26%
				Very dissatisfied	11	11%	21	12%	27	13%	11	8%	16	9%	12	9%	87	11%	813	11%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	40	43%	47	31%	67	34%	58	43%	65	40%	53	40%	290	38%	2578	37%
				Satisfied	41	44%	72	47%	85	44%	53	40%	58	36%	46	35%	314	41%	2681	39%
				Neither satisfied nor dissatisfied	6	6%	13	9%	26	13%	13	10%	19	12%	19	15%	90	12%	768	11%
				Dissatisfied	3	3%	15	10%	11	6%	9	7%	11	7%	7	5%	53	7%	542	8%
				Very dissatisfied	3	3%	5	3%	6	3%	1	1%	8	5%	6	5%	26	3%	339	5%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	17	18%	39	23%	39	19%	31	22%	47	28%	36	27%	192	24%	1608	22%
				Satisfied	36	38%	56	33%	74	37%	53	37%	58	35%	47	35%	288	35%	2490	34%
				Neither satisfied nor dissatisfied	18	19%	35	21%	43	21%	27	19%	30	18%	19	14%	154	19%	1432	20%
				Dissatisfied	15	16%	22	13%	26	13%	23	16%	24	14%	22	16%	117	14%	1122	16%
				Very dissatisfied	9	9%	16	10%	20	10%	8	6%	9	5%	10	7%	63	8%	579	8%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	18	19%	36	22%	41	20%	30	21%	32	20%	33	24%	172	21%	1464	21%
				Satisfied	37	40%	55	33%	67	33%	56	40%	69	42%	54	39%	301	37%	2323	33%
				Neither satisfied nor dissatisfied	16	17%	31	19%	48	24%	25	18%	24	15%	22	16%	150	19%	1524	22%
				Dissatisfied	13	14%	24	14%	33	16%	21	15%	25	15%	20	14%	123	15%	1146	16%
				Very dissatisfied	9	10%	20	12%	12	6%	8	6%	14	9%	9	7%	63	8%	623	9%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	15	16%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1442	23%
				Satisfied	43	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2361	37%
				Neither satisfied nor dissatisfied	18	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1305	21%
				Dissatisfied	11	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	766	12%
				Very dissatisfied	8	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	486	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	15	16%	37	22%	40	19%	32	22%	34	20%	29	21%	172	21%	1596	22%
				Satisfied	43	46%	65	39%	65	31%	60	42%	60	35%	49	36%	299	36%	2578	36%
				Neither satisfied nor dissatisfied	15	16%	23	14%	54	26%	27	19%	29	17%	32	23%	165	20%	1406	19%
				Dissatisfied	14	15%	31	18%	34	16%	18	13%	35	20%	15	11%	133	16%	1138	16%
				Very dissatisfied	7	7%	12	7%	14	7%	6	4%	13	8%	12	9%	57	7%	539	7%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	20%	39	23%	51	25%	29	20%	36	22%	30	22%	185	23%	1675	23%
				Satisfied	45	48%	57	34%	68	33%	49	35%	60	36%	53	39%	287	35%	2827	39%
				Neither satisfied nor dissatisfied	19	20%	40	24%	54	26%	35	25%	40	24%	34	25%	203	25%	1664	23%
				Dissatisfied	4	4%	23	14%	24	12%	22	15%	23	14%	11	8%	103	13%	729	10%
				Very dissatisfied	7	7%	8	5%	9	4%	7	5%	8	5%	9	7%	41	5%	333	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	20%	43	26%	45	22%	37	27%	38	23%	30	22%	193	24%	1934	27%
				Satisfied	50	53%	69	41%	79	39%	65	47%	72	43%	67	49%	352	43%	3014	42%
				Neither satisfied nor dissatisfied	16	17%	28	17%	60	30%	24	17%	34	20%	24	18%	170	21%	1317	19%
				Dissatisfied	8	8%	20	12%	14	7%	9	6%	20	12%	8	6%	71	9%	622	9%
				Very dissatisfied	2	2%	8	5%	5	2%	4	3%	3	2%	7	5%	27	3%	231	3%

Overall

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	22	23%	53	32%	51	25%	37	27%	39	24%	32	23%	212	26%	2133	30%
				Satisfied	47	50%	67	40%	90	45%	58	42%	64	39%	63	46%	342	42%	2927	41%
				Neither satisfied nor dissatisfied	17	18%	31	18%	41	20%	27	19%	42	26%	30	22%	171	21%	1391	20%
				Dissatisfied	5	5%	13	8%	15	7%	15	11%	16	10%	6	4%	65	8%	476	7%
				Very dissatisfied	3	3%	4	2%	5	2%	2	1%	3	2%	6	4%	20	2%	171	2%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	24	25%	50	30%	49	24%	39	28%	47	27%	41	30%	226	27%	2303	32%
				Satisfied	41	43%	58	34%	81	39%	54	38%	70	41%	55	40%	318	38%	2627	36%
				Neither satisfied nor dissatisfied	11	12%	21	12%	39	19%	27	19%	19	11%	22	16%	128	15%	1092	15%
				Dissatisfied	12	13%	22	13%	23	11%	16	11%	24	14%	12	9%	97	12%	799	11%
				Very dissatisfied	7	7%	18	11%	15	7%	5	4%	12	7%	8	6%	58	7%	483	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	18	19%	53	32%	31	15%	26	19%	32	19%	25	18%	167	20%	1526	21%
				Satisfied	25	26%	56	34%	67	33%	57	41%	53	32%	49	36%	282	35%	2407	33%
				Neither satisfied nor dissatisfied	20	21%	25	15%	41	20%	29	21%	38	23%	30	22%	163	20%	1400	19%
				Dissatisfied	20	21%	22	13%	41	20%	19	14%	33	20%	18	13%	133	16%	1164	16%
				Very dissatisfied	12	13%	11	7%	23	11%	8	6%	12	7%	16	12%	70	9%	704	10%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	23	24%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2074	33%
				Satisfied	46	49%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2750	44%
				Neither satisfied nor dissatisfied	19	20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1021	16%
				Dissatisfied	3	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	290	5%
				Very dissatisfied	3	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	125	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	19	21%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1232	20%
				Satisfied	45	50%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2453	40%
				Neither satisfied nor dissatisfied	22	24%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1705	28%
				Dissatisfied	3	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	424	7%
				Very dissatisfied	1	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	250	4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	27	29%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1671	26%
				Satisfied	45	48%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2643	42%
				Neither satisfied nor dissatisfied	13	14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1233	20%
				Dissatisfied	4	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	455	7%
				Very dissatisfied	4	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	304	5%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	35	36%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3244	44%
				Somewhat agree	43	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2588	35%
				Neither agree nor disagree	6	6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	546	7%
				Somewhat disagree	9	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	590	8%
				Strongly disagree	3	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	346	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	23	24%	56	33%	51	25%	45	32%	36	21%	43	31%	231	28%	2163	30%
				Satisfied	45	47%	70	42%	100	48%	65	46%	86	51%	53	38%	374	45%	3244	44%
				Neither satisfied nor dissatisfied	16	17%	14	8%	28	14%	16	11%	25	15%	23	17%	106	13%	921	13%
				Dissatisfied	6	6%	22	13%	20	10%	13	9%	15	9%	15	11%	85	10%	681	9%
				Very dissatisfied	5	5%	6	4%	8	4%	3	2%	7	4%	4	3%	28	3%	288	4%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	11	12%	44	26%	24	12%	24	17%	25	15%	30	22%	147	18%	1231	17%
				Satisfied	58	61%	83	50%	108	52%	71	50%	71	42%	60	43%	393	48%	3567	49%
				Neither satisfied nor dissatisfied	16	17%	16	10%	41	20%	31	22%	36	21%	28	20%	152	18%	1438	20%
				Dissatisfied	8	8%	19	11%	31	15%	15	11%	26	15%	13	9%	104	13%	801	11%
				Very dissatisfied	2	2%	5	3%	3	1%	1	1%	11	7%	7	5%	27	3%	272	4%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	1	1%	26	24%	1	1%	21	21%	17	13%	1	1%	66	11%	580	10%
				President	13	16%	9	8%	13	9%	2	2%	16	12%	21	19%	61	10%	643	11%
				Vice President for Academic Affairs	37	46%	8	7%	5	3%	2	2%	9	7%	6	5%	30	5%	303	5%
				Academic Dean	3	4%	8	7%	10	7%	7	7%	11	8%	13	12%	49	8%	591	10%
				Provost	26	33%	59	54%	116	79%	68	68%	80	60%	71	63%	394	65%	3484	62%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	0	0%	0	0%	1	1%	0	0%	1	1%	0	0%	2	0%	47	1%
				Strongly agree	16	24%	12	16%	18	15%	14	19%	14	16%	24	25%	82	18%	892	21%
				Somewhat agree	33	49%	22	30%	60	50%	22	30%	23	27%	34	35%	161	36%	1348	31%
				Neither agree nor disagree	10	15%	20	27%	21	17%	17	23%	23	27%	20	21%	101	22%	1039	24%
				Somewhat disagree	5	7%	11	15%	16	13%	15	21%	10	12%	11	11%	63	14%	639	15%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	4	6%	9	12%	6	5%	5	7%	16	19%	7	7%	43	10%	404	9%
				For the rest of my career	17	20%	17	11%	23	13%	28	21%	27	18%	21	17%	116	16%	1150	17%
				For the foreseeable future	32	38%	63	40%	83	46%	63	48%	55	36%	54	45%	318	43%	3044	46%
				For no more than 5 years after earning tenure	13	15%	32	20%	27	15%	14	11%	31	20%	23	19%	127	17%	874	13%
				I haven't thought that far ahead	23	27%	47	30%	48	27%	27	20%	40	26%	23	19%	185	25%	1597	24%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	7	54%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	516	69%
				Prefer to work in private industry	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	14	2%
				Prefer to work in government	1	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	1%
				Other	5	38%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	209	28%

item	theme	name	description	response scale	Overall															
					Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	Strongly agree	33	35%	77	48%	74	38%	70	50%	46	28%	59	44%	326	41%	2861	41%
				Somewhat agree	37	40%	46	29%	65	33%	38	27%	65	40%	35	26%	249	32%	2313	33%
				Neither agree nor disagree	9	10%	16	10%	28	14%	16	12%	20	12%	21	16%	101	13%	834	12%
				Somewhat disagree	11	12%	13	8%	20	10%	13	9%	20	12%	9	7%	75	9%	665	9%
				Strongly disagree	3	3%	7	4%	9	5%	2	1%	11	7%	10	7%	39	5%	366	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	48	52%	98	60%	89	44%	76	54%	71	44%	67	50%	401	50%	3383	48%
				Recommend with reservations	38	41%	58	36%	97	48%	61	44%	75	46%	54	41%	345	43%	3137	45%
				Not recommend dept	7	8%	7	4%	17	8%	3	2%	17	10%	12	9%	56	7%	505	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	15	16%	51	30%	35	17%	31	22%	27	16%	33	24%	177	22%	1397	19%
				Good	53	56%	81	48%	115	56%	79	56%	79	47%	66	49%	420	51%	3582	50%
				So-so	22	23%	30	18%	40	20%	28	20%	45	27%	25	19%	168	21%	1689	24%
				Bad	1	1%	4	2%	13	6%	3	2%	9	5%	7	5%	36	4%	346	5%
				Awful	3	3%	2	1%	1	0%	1	1%	7	4%	4	3%	15	2%	157	2%

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item	theme	name	description	response scale	Males						Females					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	17	32%	97	20%	850	21%	14	29%	73	20%	635	18%
				Fairly clear	23	43%	289	58%	2179	53%	26	54%	210	56%	1852	52%
				Neither clear nor unclear	8	15%	57	12%	557	14%	3	6%	41	11%	455	13%
				Fairly unclear	5	9%	38	8%	374	9%	5	10%	36	10%	457	13%
				Very unclear	0	0%	14	3%	152	4%	0	0%	14	4%	191	5%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	10	19%	91	18%	775	19%	13	27%	65	17%	612	17%
				Fairly clear	28	53%	266	54%	2095	51%	25	52%	195	52%	1797	50%
				Neither clear nor unclear	10	19%	74	15%	612	15%	3	6%	50	13%	470	13%
				Fairly unclear	5	9%	42	8%	427	10%	7	15%	45	12%	510	14%
				Very unclear	0	0%	22	4%	206	5%	0	0%	17	5%	199	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	9	17%	57	12%	526	13%	6	13%	37	10%	403	11%
				Fairly clear	25	47%	235	47%	1796	44%	28	58%	171	46%	1508	42%
				Neither clear nor unclear	8	15%	112	23%	910	22%	4	8%	67	18%	669	19%
				Fairly unclear	10	19%	58	12%	592	14%	7	15%	76	20%	694	19%
				Very unclear	1	2%	33	7%	283	7%	3	6%	23	6%	307	9%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	12	23%	84	17%	681	17%	9	19%	58	16%	501	14%
				Fairly clear	25	47%	242	49%	1927	47%	25	52%	173	47%	1614	45%
				Neither clear nor unclear	11	21%	95	19%	823	20%	7	15%	81	22%	694	19%
				Fairly unclear	5	9%	57	12%	489	12%	7	15%	44	12%	564	16%
				Very unclear	0	0%	16	3%	181	4%	0	0%	13	4%	196	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	10	19%	86	18%	728	18%	5	11%	44	12%	485	14%
				Fairly clear	27	52%	230	47%	1850	45%	30	64%	152	41%	1474	41%
				Neither clear nor unclear	10	19%	124	25%	989	24%	9	19%	112	30%	933	26%
				Fairly unclear	4	8%	33	7%	353	9%	2	4%	40	11%	433	12%
				Very unclear	1	2%	17	3%	154	4%	1	2%	24	6%	228	6%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	10	19%	105	21%	786	19%	10	21%	76	20%	634	18%
				Fairly clear	28	54%	273	55%	2136	52%	29	60%	198	53%	1804	50%
				Neither clear nor unclear	7	13%	64	13%	572	14%	3	6%	46	12%	459	13%
				Fairly unclear	5	10%	40	8%	472	12%	6	13%	44	12%	543	15%
				Very unclear	2	4%	15	3%	132	3%	0	0%	10	3%	133	4%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	11	22%	67	14%	639	16%	11	24%	55	15%	610	17%
				Fairly clear	23	45%	247	52%	2048	51%	26	57%	155	43%	1730	49%
				Neither clear nor unclear	8	16%	82	17%	744	18%	4	9%	96	27%	640	18%
				Fairly unclear	7	14%	53	11%	481	12%	3	7%	46	13%	474	13%
				Very unclear	2	4%	24	5%	131	3%	2	4%	10	3%	99	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	10	20%	46	10%	353	9%	6	15%	30	9%	317	9%
				Fairly clear	19	37%	177	39%	1240	33%	17	44%	100	29%	997	30%
				Neither clear nor unclear	10	20%	126	28%	1125	30%	7	18%	108	31%	964	29%
				Fairly unclear	10	20%	69	15%	743	20%	8	21%	82	24%	751	22%
				Very unclear	2	4%	40	9%	317	8%	1	3%	28	8%	316	9%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	17%	39	8%	357	9%	5	11%	38	10%	350	10%
				Fairly clear	16	31%	168	35%	1455	36%	18	38%	122	33%	1229	35%
				Neither clear nor unclear	11	21%	162	33%	1181	30%	12	26%	100	27%	891	25%
				Fairly unclear	12	23%	76	16%	719	18%	9	19%	72	19%	710	20%
				Very unclear	4	8%	41	8%	290	7%	3	6%	38	10%	350	10%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	6	12%	34	7%	224	6%	3	7%	22	6%	226	6%
				Fairly clear	18	36%	113	24%	1060	27%	15	33%	81	22%	950	27%
				Neither clear nor unclear	12	24%	150	32%	1261	32%	15	33%	120	33%	1043	30%
				Fairly unclear	8	16%	108	23%	895	23%	9	20%	91	25%	805	23%
				Very unclear	6	12%	61	13%	459	12%	3	7%	48	13%	453	13%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	7	14%	28	6%	190	5%	2	4%	19	5%	194	6%
				Fairly clear	14	29%	132	28%	924	24%	9	20%	95	27%	819	24%
				Neither clear nor unclear	14	29%	151	32%	1318	34%	15	33%	112	32%	1003	30%
				Fairly unclear	7	14%	100	21%	878	23%	12	27%	87	25%	876	26%
				Very unclear	7	14%	57	12%	527	14%	7	16%	40	11%	501	15%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	14	27%	110	22%	905	22%	7	15%	52	14%	630	18%
				Fairly reasonable	26	50%	245	49%	1865	46%	28	58%	177	47%	1547	43%
				Neither reasonable nor unreasonable	9	17%	94	19%	932	23%	8	17%	96	26%	864	24%
				Fairly unreasonable	2	4%	40	8%	297	7%	4	8%	41	11%	428	12%
				Very unreasonable	1	2%	8	2%	99	2%	1	2%	8	2%	104	3%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	25%	112	24%	868	21%	8	17%	70	19%	762	21%
				Fairly reasonable	19	37%	208	44%	1822	45%	24	52%	139	38%	1481	42%
				Neither reasonable nor unreasonable	15	29%	118	25%	1090	27%	11	24%	129	36%	976	27%
				Fairly unreasonable	2	4%	26	5%	190	5%	3	7%	20	6%	256	7%
				Very unreasonable	2	4%	9	2%	73	2%	0	0%	4	1%	78	2%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	11	22%	70	15%	487	13%	8	21%	43	12%	406	12%
				Fairly reasonable	19	37%	174	38%	1223	32%	16	41%	90	26%	918	27%
				Neither reasonable nor unreasonable	17	33%	183	40%	1790	47%	11	28%	184	53%	1666	50%
				Fairly unreasonable	3	6%	21	5%	197	5%	2	5%	24	7%	251	8%
				Very unreasonable	1	2%	10	2%	81	2%	2	5%	7	2%	104	3%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	10	19%	65	13%	583	15%	6	13%	51	14%	490	14%
				Fairly reasonable	17	33%	157	32%	1330	33%	14	30%	109	29%	1089	31%
				Neither reasonable nor unreasonable	20	38%	237	49%	1803	45%	24	51%	177	48%	1582	45%
				Fairly unreasonable	3	6%	17	3%	191	5%	3	6%	21	6%	241	7%
				Very unreasonable	2	4%	10	2%	95	2%	0	0%	12	3%	128	4%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	7	14%	54	12%	365	9%	5	11%	31	9%	344	10%
				Fairly reasonable	19	38%	105	23%	1006	26%	13	29%	74	20%	823	24%
				Neither reasonable nor unreasonable	21	42%	278	60%	2283	59%	26	58%	242	67%	2102	60%
				Fairly unreasonable	1	2%	21	5%	172	4%	0	0%	11	3%	134	4%
				Very unreasonable	2	4%	8	2%	73	2%	1	2%	4	1%	74	2%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	8	16%	47	10%	299	8%	3	7%	28	8%	265	8%
				Fairly reasonable	15	31%	136	29%	923	24%	9	20%	83	24%	747	22%
				Neither reasonable nor unreasonable	24	49%	262	56%	2373	62%	30	67%	226	64%	2156	64%
				Fairly unreasonable	2	4%	14	3%	168	4%	2	4%	10	3%	157	5%
				Very unreasonable	0	0%	9	2%	74	2%	1	2%	6	2%	68	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	13	25%	106	22%	791	20%	12	26%	70	19%	620	18%
				Somewhat agree	17	33%	200	41%	1534	39%	21	45%	139	38%	1285	37%
				Neither agree nor disagree	3	6%	43	9%	406	10%	1	2%	41	11%	300	9%
				Somewhat disagree	11	22%	82	17%	733	18%	12	26%	69	19%	730	21%
				Strongly disagree	7	14%	57	12%	518	13%	1	2%	47	13%	557	16%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	12	24%	176	38%	1400	37%	16	34%	117	33%	1069	32%
				Somewhat agree	21	42%	180	39%	1397	36%	20	43%	136	38%	1183	36%
				Neither agree nor disagree	8	16%	45	10%	451	12%	4	9%	38	11%	415	13%
				Somewhat disagree	5	10%	38	8%	367	10%	5	11%	44	12%	402	12%
				Strongly disagree	4	8%	22	5%	218	6%	2	4%	21	6%	249	8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	10	19%	111	23%	916	23%	5	11%	61	16%	580	16%
				Satisfied	29	56%	257	53%	2130	53%	27	57%	194	52%	1783	50%
				Neither satisfied nor dissatisfied	5	10%	59	12%	475	12%	7	15%	54	15%	521	15%
				Dissatisfied	8	15%	51	10%	438	11%	7	15%	52	14%	572	16%
				Very dissatisfied	0	0%	11	2%	77	2%	1	2%	9	2%	87	2%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	17%	N/A	N/A	726	18%	3	6%	N/A	N/A	460	13%
				Satisfied	27	52%	N/A	N/A	1972	49%	23	49%	N/A	N/A	1428	40%
				Neither satisfied nor dissatisfied	5	10%	N/A	N/A	645	16%	10	21%	N/A	N/A	639	18%
				Dissatisfied	9	17%	N/A	N/A	535	13%	9	19%	N/A	N/A	794	22%
				Very dissatisfied	2	4%	N/A	N/A	162	4%	2	4%	N/A	N/A	214	6%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	16	31%	145	31%	1208	30%	10	22%	119	34%	1183	34%
				Satisfied	22	43%	232	50%	1968	50%	26	58%	171	48%	1623	47%
				Neither satisfied nor dissatisfied	6	12%	53	11%	479	12%	7	16%	40	11%	365	10%
				Dissatisfied	6	12%	30	6%	253	6%	2	4%	20	6%	254	7%
				Very dissatisfied	1	2%	5	1%	59	1%	0	0%	5	1%	61	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	10	20%	159	34%	1194	30%	12	27%	129	36%	1046	30%
				Satisfied	28	55%	212	46%	1611	41%	24	53%	161	45%	1308	38%
				Neither satisfied nor dissatisfied	11	22%	51	11%	523	13%	5	11%	34	10%	401	12%
				Dissatisfied	1	2%	34	7%	468	12%	4	9%	27	8%	534	15%
				Very dissatisfied	1	2%	7	2%	173	4%	0	0%	5	1%	197	6%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	24	48%	208	45%	1856	47%	17	38%	138	39%	1560	45%
				Satisfied	15	30%	169	36%	1391	35%	22	49%	138	39%	1187	34%
				Neither satisfied nor dissatisfied	3	6%	54	12%	403	10%	2	4%	41	12%	336	10%
				Dissatisfied	4	8%	28	6%	223	6%	4	9%	28	8%	284	8%
				Very dissatisfied	4	8%	6	1%	88	2%	0	0%	11	3%	118	3%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	26	51%	268	58%	2397	61%	23	51%	200	56%	2051	59%
				Satisfied	17	33%	152	33%	1204	30%	19	42%	120	34%	1101	32%
				Neither satisfied nor dissatisfied	4	8%	32	7%	235	6%	1	2%	26	7%	191	5%
				Dissatisfied	2	4%	8	2%	86	2%	2	4%	8	2%	105	3%
				Very dissatisfied	2	4%	3	1%	35	1%	0	0%	3	1%	32	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	16	32%	133	29%	1147	29%	17	38%	108	30%	1034	30%
				Satisfied	23	46%	214	46%	1755	44%	21	47%	141	39%	1391	40%
				Neither satisfied nor dissatisfied	5	10%	61	13%	533	13%	2	4%	46	13%	419	12%
				Dissatisfied	4	8%	51	11%	403	10%	5	11%	50	14%	466	13%
				Very dissatisfied	2	4%	6	1%	134	3%	0	0%	15	4%	185	5%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	7%	63	15%	575	16%	2	5%	49	15%	569	19%
				Satisfied	28	61%	177	42%	1291	36%	22	50%	119	37%	1106	36%
				Neither satisfied nor dissatisfied	2	4%	102	24%	903	25%	12	27%	75	24%	706	23%
				Dissatisfied	11	24%	68	16%	620	17%	6	14%	56	18%	522	17%
				Very dissatisfied	2	4%	15	4%	218	6%	2	5%	20	6%	153	5%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	10	23%	86	19%	582	17%	2	5%	80	24%	607	21%
				Satisfied	16	36%	213	48%	1486	42%	22	52%	135	40%	1256	43%
				Neither satisfied nor dissatisfied	10	23%	86	19%	759	22%	14	33%	71	21%	567	19%
				Dissatisfied	6	14%	49	11%	526	15%	3	7%	39	12%	390	13%
				Very dissatisfied	2	5%	13	3%	164	5%	1	2%	12	4%	100	3%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	10%	75	15%	513	13%	0	0%	34	9%	249	7%
				Satisfied	22	42%	180	37%	1344	33%	16	33%	116	31%	869	25%
				Neither satisfied nor dissatisfied	7	13%	64	13%	648	16%	8	17%	56	15%	495	14%
				Dissatisfied	15	29%	137	28%	1134	28%	16	33%	134	36%	1300	37%
				Very dissatisfied	3	6%	34	7%	400	10%	8	17%	30	8%	620	18%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	9%	39	9%	290	8%	1	3%	16	5%	190	6%
				Satisfied	16	37%	155	34%	1136	31%	15	38%	80	24%	756	24%
				Neither satisfied nor dissatisfied	15	35%	148	32%	1288	35%	13	33%	135	40%	1174	38%
				Dissatisfied	7	16%	79	17%	656	18%	7	18%	74	22%	654	21%
				Very dissatisfied	1	2%	37	8%	298	8%	3	8%	29	9%	323	10%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	23	44%	237	48%	2029	50%	23	48%	166	45%	1654	47%
				Satisfied	21	40%	205	42%	1480	37%	22	46%	157	43%	1320	38%
				Neither satisfied nor dissatisfied	6	12%	33	7%	324	8%	3	6%	31	8%	320	9%
				Dissatisfied	0	0%	12	2%	149	4%	0	0%	11	3%	163	5%
				Very dissatisfied	2	4%	2	0%	36	1%	0	0%	4	1%	59	2%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	10	19%	95	19%	675	17%	10	21%	53	15%	540	15%
				Satisfied	15	29%	196	40%	1434	36%	19	40%	141	39%	1185	34%
				Neither satisfied nor dissatisfied	11	21%	104	21%	763	19%	5	10%	61	17%	580	17%
				Dissatisfied	11	21%	61	12%	781	19%	10	21%	71	20%	777	22%
				Very dissatisfied	5	10%	33	7%	365	9%	4	8%	36	10%	420	12%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	11%	63	14%	378	10%	2	5%	31	9%	291	9%
				Satisfied	20	43%	161	35%	1130	31%	11	28%	109	32%	843	27%
				Neither satisfied nor dissatisfied	6	13%	115	25%	919	25%	9	23%	68	20%	691	22%
				Dissatisfied	11	23%	86	19%	787	21%	10	26%	95	28%	822	26%
				Very dissatisfied	5	11%	39	8%	470	13%	7	18%	41	12%	532	17%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	10	19%	130	27%	989	25%	12	25%	87	24%	817	23%
				Satisfied	19	37%	210	43%	1547	39%	20	42%	124	34%	1204	34%
				Neither satisfied nor dissatisfied	8	15%	81	17%	589	15%	4	8%	50	14%	512	15%
				Dissatisfied	9	17%	45	9%	571	14%	11	23%	82	22%	637	18%
				Very dissatisfied	6	12%	23	5%	302	8%	1	2%	23	6%	337	10%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	2	4%	67	14%	445	12%	2	5%	37	11%	353	11%
				Satisfied	24	47%	204	44%	1361	36%	17	39%	107	31%	997	30%
				Neither satisfied nor dissatisfied	15	29%	113	24%	1013	27%	6	14%	103	30%	838	26%
				Dissatisfied	7	14%	60	13%	702	18%	18	41%	72	21%	761	23%
				Very dissatisfied	3	6%	21	5%	288	8%	1	2%	25	7%	332	10%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	7	15%	61	14%	508	14%	3	7%	46	14%	532	16%
				Satisfied	23	48%	215	50%	1707	46%	27	61%	135	41%	1424	43%
				Neither satisfied nor dissatisfied	11	23%	116	27%	1050	28%	13	30%	103	31%	822	25%
				Dissatisfied	4	8%	29	7%	356	10%	0	0%	43	13%	364	11%
				Very dissatisfied	3	6%	13	3%	122	3%	1	2%	6	2%	139	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	8	16%	85	18%	650	16%	6	13%	56	16%	628	18%
				Satisfied	26	51%	230	48%	1655	42%	19	42%	158	44%	1363	39%
				Neither satisfied nor dissatisfied	8	16%	89	19%	859	22%	10	22%	68	19%	721	21%
				Dissatisfied	5	10%	52	11%	551	14%	7	16%	52	14%	521	15%
				Very dissatisfied	4	8%	21	4%	239	6%	3	7%	27	7%	236	7%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	10	19%	92	19%	742	19%	13	27%	105	28%	1007	29%
				Important	25	48%	222	46%	1655	42%	17	35%	178	48%	1556	44%
				Neither important nor unimportant	9	17%	110	23%	999	25%	14	29%	59	16%	603	17%
				Unimportant	6	12%	48	10%	414	10%	4	8%	18	5%	238	7%
				Very unimportant	2	4%	14	3%	169	4%	0	0%	10	3%	106	3%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	23	44%	142	29%	1204	30%	18	38%	176	47%	1612	46%
				Important	23	44%	258	54%	2009	51%	19	40%	153	41%	1515	43%
				Neither important nor unimportant	4	8%	65	13%	554	14%	10	21%	34	9%	283	8%
				Unimportant	1	2%	14	3%	147	4%	1	2%	6	2%	56	2%
				Very unimportant	1	2%	3	1%	47	1%	0	0%	3	1%	43	1%

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item	theme	name	description	response scale	Males						Females					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	18	35%	130	27%	1032	26%	11	23%	144	39%	1254	36%
				Important	26	50%	271	56%	2247	57%	26	55%	186	50%	1789	51%
				Neither important nor unimportant	4	8%	57	12%	496	13%	8	17%	27	7%	340	10%
				Unimportant	3	6%	22	5%	152	4%	2	4%	9	2%	83	2%
				Very unimportant	1	2%	2	0%	35	1%	0	0%	4	1%	33	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	16	31%	104	22%	901	23%	12	25%	116	32%	1102	32%
				Important	28	54%	263	55%	2156	55%	25	52%	194	53%	1798	52%
				Neither important nor unimportant	5	10%	81	17%	658	17%	9	19%	41	11%	432	12%
				Unimportant	1	2%	21	4%	172	4%	2	4%	8	2%	103	3%
				Very unimportant	2	4%	7	1%	45	1%	0	0%	5	1%	37	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	17	34%	153	32%	1178	30%	14	30%	159	44%	1388	40%
				Important	17	34%	217	45%	1727	44%	15	32%	138	38%	1376	40%
				Neither important nor unimportant	12	24%	73	15%	717	18%	15	32%	46	13%	476	14%
				Unimportant	3	6%	27	6%	220	6%	2	4%	16	4%	169	5%
				Very unimportant	1	2%	13	3%	84	2%	1	2%	5	1%	65	2%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	11	22%	60	13%	488	12%	13	28%	53	15%	671	19%
				Important	25	49%	210	44%	1867	47%	17	36%	182	50%	1726	50%
				Neither important nor unimportant	12	24%	130	27%	1031	26%	13	28%	86	24%	757	22%
				Unimportant	3	6%	66	14%	449	11%	3	6%	31	9%	261	8%
				Very unimportant	0	0%	12	3%	97	2%	1	2%	11	3%	62	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	25	48%	210	43%	1892	48%	29	60%	222	60%	2177	62%
				Important	22	42%	218	45%	1711	43%	17	35%	128	35%	1168	33%
				Neither important nor unimportant	4	8%	37	8%	248	6%	2	4%	14	4%	112	3%
				Unimportant	1	2%	11	2%	80	2%	0	0%	3	1%	31	1%
				Very unimportant	0	0%	7	1%	31	1%	0	0%	0	0%	15	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	16	31%	136	29%	1357	35%	24	50%	161	44%	1745	50%
				Important	23	44%	195	41%	1608	41%	15	31%	153	42%	1239	36%
				Neither important nor unimportant	12	23%	115	24%	728	19%	8	17%	46	13%	400	12%
				Unimportant	1	2%	28	6%	169	4%	1	2%	6	2%	68	2%
				Very unimportant	0	0%	3	1%	62	2%	0	0%	0	0%	25	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	7	14%	70	15%	573	15%	19	40%	104	29%	1068	31%
				Important	21	41%	187	40%	1445	37%	17	36%	152	42%	1408	41%
				Neither important nor unimportant	22	43%	152	32%	1419	37%	8	17%	85	24%	774	22%
				Unimportant	1	2%	51	11%	343	9%	2	4%	13	4%	156	5%
				Very unimportant	0	0%	13	3%	104	3%	1	2%	4	1%	41	1%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	19	37%	144	30%	1191	30%	14	29%	175	48%	1582	46%
				Important	23	45%	255	53%	1999	51%	27	56%	150	41%	1515	44%
				Neither important nor unimportant	9	18%	62	13%	592	15%	6	13%	29	8%	300	9%
				Unimportant	0	0%	14	3%	114	3%	1	2%	8	2%	54	2%
				Very unimportant	0	0%	2	0%	35	1%	0	0%	0	0%	13	0%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	24	47%	207	43%	1831	46%	24	50%	223	61%	2092	60%
				Important	22	43%	237	49%	1837	47%	20	42%	117	32%	1219	35%
				Neither important nor unimportant	5	10%	27	6%	217	6%	4	8%	21	6%	125	4%
				Unimportant	0	0%	2	0%	40	1%	0	0%	1	0%	24	1%
				Very unimportant	0	0%	6	1%	14	0%	0	0%	2	1%	14	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	17	34%	100	21%	836	21%	10	21%	112	31%	1002	29%
				Important	31	62%	292	61%	2187	56%	30	63%	188	52%	1785	52%
				Neither important nor unimportant	1	2%	58	12%	651	17%	4	8%	47	13%	517	15%
				Unimportant	1	2%	20	4%	186	5%	4	8%	8	2%	116	3%
				Very unimportant	0	0%	6	1%	52	1%	0	0%	6	2%	38	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	16	32%	123	26%	873	23%	17	38%	150	42%	1326	39%
				Important	11	22%	146	31%	1092	28%	12	27%	80	23%	741	22%
				Neither important nor unimportant	9	18%	108	23%	961	25%	6	13%	57	16%	616	18%
				Unimportant	10	20%	54	11%	467	12%	4	9%	20	6%	302	9%
				Very unimportant	4	8%	41	9%	445	12%	6	13%	46	13%	406	12%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	10	20%	44	9%	583	15%	4	9%	33	9%	537	16%
				Important	10	20%	105	22%	1019	26%	4	9%	72	20%	820	24%
				Neither important nor unimportant	14	28%	173	37%	1226	32%	19	43%	113	32%	1065	31%
				Unimportant	13	26%	91	19%	629	16%	12	27%	83	23%	616	18%
				Very unimportant	3	6%	60	13%	423	11%	5	11%	55	15%	384	11%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	15	30%	111	23%	882	23%	20	44%	176	50%	1529	45%
				Important	15	30%	218	46%	1561	41%	18	40%	118	33%	1210	35%
				Neither important nor unimportant	14	28%	97	20%	901	23%	5	11%	40	11%	436	13%
				Unimportant	4	8%	22	5%	256	7%	1	2%	10	3%	114	3%
				Very unimportant	2	4%	27	6%	241	6%	1	2%	11	3%	144	4%

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item	theme	name	description	response scale	Males						Females					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	20	40%	154	33%	994	26%	24	55%	150	42%	1111	33%
				Important	16	32%	149	32%	1211	31%	9	20%	89	25%	870	26%
				Neither important nor unimportant	9	18%	89	19%	931	24%	8	18%	57	16%	745	22%
				Unimportant	4	8%	44	9%	396	10%	3	7%	29	8%	325	10%
				Very unimportant	1	2%	36	8%	333	9%	0	0%	33	9%	356	10%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	10	20%	N/A	N/A	235	7%	6	14%	N/A	N/A	462	15%
				Important	10	20%	N/A	N/A	674	20%	15	35%	N/A	N/A	876	29%
				Neither important nor unimportant	23	46%	N/A	N/A	1378	41%	17	40%	N/A	N/A	987	33%
				Unimportant	4	8%	N/A	N/A	556	17%	4	9%	N/A	N/A	387	13%
				Very unimportant	3	6%	N/A	N/A	485	15%	1	2%	N/A	N/A	321	11%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	16	32%	N/A	N/A	997	29%	11	25%	N/A	N/A	940	31%
				Important	23	46%	N/A	N/A	1254	37%	13	30%	N/A	N/A	978	32%
				Neither important nor unimportant	9	18%	N/A	N/A	689	20%	13	30%	N/A	N/A	679	22%
				Unimportant	2	4%	N/A	N/A	219	6%	3	7%	N/A	N/A	227	7%
				Very unimportant	0	0%	N/A	N/A	231	7%	4	9%	N/A	N/A	236	8%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	11	22%	N/A	N/A	530	16%	16	36%	N/A	N/A	1038	34%
				Important	22	44%	N/A	N/A	1428	43%	19	42%	N/A	N/A	1226	40%
				Neither important nor unimportant	16	32%	N/A	N/A	953	29%	7	16%	N/A	N/A	525	17%
				Unimportant	0	0%	N/A	N/A	226	7%	3	7%	N/A	N/A	119	4%
				Very unimportant	1	2%	N/A	N/A	205	6%	0	0%	N/A	N/A	129	4%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	5	10%	N/A	N/A	123	4%	8	18%	N/A	N/A	353	12%
				Important	9	18%	N/A	N/A	409	13%	10	23%	N/A	N/A	636	21%
				Neither important nor unimportant	29	59%	N/A	N/A	1497	46%	17	39%	N/A	N/A	1189	40%
				Unimportant	3	6%	N/A	N/A	647	20%	8	18%	N/A	N/A	436	15%
				Very unimportant	3	6%	N/A	N/A	594	18%	1	2%	N/A	N/A	370	12%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	3	7%	22	6%	166	6%	0	0%	21	7%	192	8%
				Effective	16	36%	130	34%	882	30%	13	33%	95	33%	745	29%
				Neither effective nor ineffective	11	24%	115	30%	968	33%	14	36%	77	27%	684	27%
				Ineffective	10	22%	66	17%	574	20%	10	26%	52	18%	567	22%
				Very ineffective	5	11%	47	12%	330	11%	2	5%	39	14%	364	14%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	11	22%	48	11%	385	11%	4	9%	54	16%	456	15%
				Effective	19	39%	192	44%	1478	42%	17	37%	151	45%	1251	40%
				Neither effective nor ineffective	10	20%	122	28%	1016	29%	14	30%	68	20%	765	25%
				Ineffective	4	8%	53	12%	448	13%	10	22%	38	11%	406	13%
				Very ineffective	5	10%	26	6%	205	6%	1	2%	26	8%	232	7%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	9	18%	64	14%	412	11%	5	11%	48	14%	421	13%
				Effective	23	46%	214	47%	1683	45%	20	43%	167	48%	1487	46%
				Neither effective nor ineffective	8	16%	103	23%	945	25%	13	28%	75	21%	691	21%
				Ineffective	7	14%	59	13%	507	14%	8	17%	35	10%	423	13%
				Very ineffective	3	6%	15	3%	195	5%	1	2%	26	7%	232	7%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	9	18%	42	10%	364	10%	3	7%	38	12%	344	11%
				Effective	20	39%	182	43%	1485	42%	23	51%	144	46%	1371	45%
				Neither effective nor ineffective	13	25%	135	32%	1020	29%	14	31%	69	22%	695	23%
				Ineffective	5	10%	49	12%	462	13%	3	7%	35	11%	407	13%
				Very ineffective	4	8%	17	4%	215	6%	2	4%	25	8%	227	7%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	2	5%	22	5%	212	6%	1	3%	19	7%	192	7%
				Effective	10	26%	116	28%	845	26%	10	29%	67	23%	679	24%
				Neither effective nor ineffective	13	34%	130	32%	1068	32%	7	21%	75	26%	802	29%
				Ineffective	7	18%	79	19%	702	21%	10	29%	76	26%	684	25%
				Very ineffective	6	16%	61	15%	460	14%	6	18%	50	17%	417	15%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	4	9%	30	8%	276	8%	5	12%	37	13%	348	12%
				Effective	20	45%	150	38%	1183	36%	19	46%	112	39%	1175	41%
				Neither effective nor ineffective	15	34%	142	36%	1223	38%	9	22%	84	29%	821	29%
				Ineffective	2	5%	48	12%	406	12%	7	17%	46	16%	365	13%
				Very ineffective	3	7%	21	5%	163	5%	1	2%	6	2%	126	4%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	6	12%	50	12%	449	12%	9	19%	33	10%	428	13%
				Effective	13	27%	141	33%	1318	36%	15	31%	106	33%	1197	37%
				Neither effective nor ineffective	13	27%	93	21%	752	21%	7	15%	68	21%	574	18%
				Ineffective	8	16%	92	21%	695	19%	10	21%	71	22%	646	20%
				Very ineffective	9	18%	57	13%	428	12%	7	15%	48	15%	418	13%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	6	17%	25	10%	228	9%	4	11%	17	9%	244	12%
				Effective	10	28%	74	29%	745	30%	11	30%	70	37%	628	30%
				Neither effective nor ineffective	12	33%	98	38%	783	31%	12	32%	50	26%	503	24%
				Ineffective	3	8%	39	15%	413	17%	9	24%	29	15%	399	19%
				Very ineffective	5	14%	23	9%	320	13%	1	3%	25	13%	313	15%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	2	6%	31	11%	179	8%	4	11%	22	12%	273	15%
				Effective	8	24%	101	37%	649	31%	15	41%	71	38%	670	36%
				Neither effective nor ineffective	19	58%	115	42%	1031	48%	15	41%	61	32%	568	31%
				Ineffective	2	6%	20	7%	167	8%	3	8%	21	11%	207	11%
				Very ineffective	2	6%	8	3%	100	5%	0	0%	13	7%	141	8%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	5	12%	43	12%	297	10%	1	3%	34	13%	250	11%
				Effective	14	34%	143	41%	1006	35%	10	34%	97	37%	694	30%
				Neither effective nor ineffective	10	24%	76	22%	756	26%	7	24%	42	16%	491	21%
				Ineffective	10	24%	52	15%	492	17%	6	21%	53	20%	504	22%
				Very ineffective	2	5%	35	10%	306	11%	5	17%	33	13%	376	16%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	5	10%	63	15%	506	14%	7	17%	53	18%	439	15%
				Effective	20	42%	199	49%	1528	43%	19	45%	127	43%	1149	39%
				Neither effective nor ineffective	14	29%	83	20%	766	22%	8	19%	61	21%	559	19%
				Ineffective	6	13%	46	11%	478	14%	6	14%	36	12%	498	17%
				Very ineffective	3	6%	17	4%	242	7%	2	5%	18	6%	287	10%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	5	10%	29	7%	209	6%	3	7%	24	9%	191	7%
				Effective	23	48%	149	37%	1150	35%	17	40%	101	36%	939	35%
				Neither effective nor ineffective	10	21%	124	30%	1111	34%	13	30%	77	28%	824	31%
				Ineffective	8	17%	78	19%	551	17%	9	21%	56	20%	495	18%
				Very ineffective	2	4%	28	7%	233	7%	1	2%	21	8%	251	9%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	6%	10	5%	74	5%	0	0%	10	7%	76	6%
				Effective	4	24%	38	19%	262	16%	6	43%	24	17%	180	14%
				Neither effective nor ineffective	4	24%	58	29%	565	35%	3	21%	27	19%	301	24%
				Ineffective	4	24%	46	23%	346	22%	3	21%	41	29%	288	23%
				Very ineffective	4	24%	49	24%	362	22%	2	14%	40	28%	414	33%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	1	7%	0	0%	40	3%	0	0%	1	2%	35	4%
				Effective	1	7%	10	10%	138	11%	2	17%	2	3%	82	10%
				Neither effective nor ineffective	3	21%	47	45%	470	37%	5	42%	23	38%	274	34%
				Ineffective	3	21%	15	14%	233	18%	3	25%	12	20%	160	20%
				Very ineffective	6	43%	33	31%	398	31%	2	17%	22	37%	254	32%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	5	18%	59	25%	240	14%	4	14%	68	32%	406	24%
				Effective	12	43%	117	49%	684	41%	13	45%	107	50%	720	42%
				Neither effective nor ineffective	8	29%	46	19%	488	29%	7	24%	28	13%	321	19%
				Ineffective	1	4%	13	5%	143	9%	2	7%	7	3%	147	9%
				Very ineffective	2	7%	2	1%	107	6%	3	10%	4	2%	115	7%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	8	22%	41	15%	135	7%	7	21%	38	18%	135	9%
				Effective	8	22%	78	29%	417	22%	11	33%	45	21%	305	21%
				Neither effective nor ineffective	8	22%	60	22%	566	30%	6	18%	38	18%	342	23%
				Ineffective	4	11%	42	15%	360	19%	5	15%	32	15%	284	19%
				Very ineffective	8	22%	50	18%	413	22%	4	12%	57	27%	395	27%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	1	10%	N/A	N/A	10	2%	0	0%	N/A	N/A	12	3%
				Effective	1	10%	N/A	N/A	52	9%	2	29%	N/A	N/A	42	12%
				Neither effective nor ineffective	6	60%	N/A	N/A	424	73%	1	14%	N/A	N/A	197	57%
				Ineffective	0	0%	N/A	N/A	47	8%	3	43%	N/A	N/A	42	12%
				Very ineffective	2	20%	N/A	N/A	48	8%	1	14%	N/A	N/A	51	15%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	6	23%	N/A	N/A	140	8%	2	10%	N/A	N/A	130	11%
				Effective	7	27%	N/A	N/A	515	31%	11	55%	N/A	N/A	439	37%
				Neither effective nor ineffective	5	19%	N/A	N/A	387	23%	1	5%	N/A	N/A	244	21%
				Ineffective	4	15%	N/A	N/A	261	16%	3	15%	N/A	N/A	178	15%
				Very ineffective	4	15%	N/A	N/A	364	22%	3	15%	N/A	N/A	190	16%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	2	13%	N/A	N/A	63	5%	1	5%	N/A	N/A	114	12%
				Effective	1	6%	N/A	N/A	305	26%	10	50%	N/A	N/A	287	29%
				Neither effective nor ineffective	10	63%	N/A	N/A	486	42%	4	20%	N/A	N/A	239	24%
				Ineffective	2	13%	N/A	N/A	187	16%	4	20%	N/A	N/A	176	18%
				Very ineffective	1	6%	N/A	N/A	123	11%	1	5%	N/A	N/A	169	17%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	2	15%	N/A	N/A	9	1%	2	12%	N/A	N/A	15	4%
				Effective	1	8%	N/A	N/A	76	12%	5	29%	N/A	N/A	50	13%
				Neither effective nor ineffective	9	69%	N/A	N/A	417	65%	4	24%	N/A	N/A	190	50%
				Ineffective	0	0%	N/A	N/A	72	11%	5	29%	N/A	N/A	55	14%
				Very ineffective	1	8%	N/A	N/A	67	10%	1	6%	N/A	N/A	71	19%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	6	16%	67	19%	410	16%	5	14%	45	17%	346	15%
				Somewhat agree	16	43%	137	40%	878	33%	16	44%	101	39%	719	30%
				Neither agree nor disagree	5	14%	65	19%	656	25%	4	11%	39	15%	373	16%
				Somewhat disagree	3	8%	53	15%	405	15%	7	19%	47	18%	510	22%
				Strongly disagree	7	19%	22	6%	276	11%	4	11%	29	11%	417	18%

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item	theme	name	description	response scale	Males						Females					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	4	11%	53	15%	338	13%	3	9%	26	10%	207	9%
				Somewhat agree	15	39%	131	37%	791	30%	14	41%	91	36%	638	27%
				Neither agree nor disagree	5	13%	84	24%	735	27%	7	21%	50	20%	482	20%
				Somewhat disagree	8	21%	60	17%	501	19%	7	21%	56	22%	616	26%
				Strongly disagree	6	16%	27	8%	310	12%	3	9%	31	12%	438	18%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	15	38%	95	27%	811	29%	8	22%	71	27%	691	28%
				Somewhat agree	17	44%	133	37%	941	34%	20	56%	92	35%	823	33%
				Neither agree nor disagree	3	8%	82	23%	648	23%	4	11%	45	17%	454	18%
				Somewhat disagree	1	3%	35	10%	225	8%	4	11%	32	12%	284	12%
				Strongly disagree	3	8%	12	3%	155	6%	0	0%	22	8%	208	8%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	15	38%	98	27%	801	28%	6	17%	68	26%	645	26%
				Somewhat agree	15	38%	137	37%	983	35%	25	69%	86	33%	854	34%
				Neither agree nor disagree	4	10%	82	22%	658	23%	3	8%	51	20%	468	19%
				Somewhat disagree	2	5%	39	11%	236	8%	1	3%	33	13%	323	13%
				Strongly disagree	4	10%	12	3%	160	6%	1	3%	20	8%	202	8%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	20	43%	N/A	N/A	1238	37%	11	27%	N/A	N/A	947	32%
				Somewhat agree	15	33%	N/A	N/A	1138	34%	19	46%	N/A	N/A	916	31%
				Neither agree nor disagree	3	7%	N/A	N/A	576	17%	4	10%	N/A	N/A	498	17%
				Somewhat disagree	2	4%	N/A	N/A	249	7%	7	17%	N/A	N/A	355	12%
				Strongly disagree	6	13%	N/A	N/A	153	5%	0	0%	N/A	N/A	200	7%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	4	8%	48	10%	374	10%	0	0%	43	12%	339	10%
				Satisfied	22	43%	201	42%	1558	40%	21	47%	120	34%	1312	38%
				Neither satisfied nor dissatisfied	12	24%	71	15%	721	18%	9	20%	58	16%	587	17%
				Dissatisfied	11	22%	111	23%	915	23%	12	27%	96	27%	859	25%
				Very dissatisfied	2	4%	42	9%	334	9%	3	7%	39	11%	329	10%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	5	10%	31	7%	300	8%	2	4%	13	4%	173	5%
				Satisfied	15	29%	167	35%	1464	38%	15	33%	98	28%	1008	30%
				Neither satisfied nor dissatisfied	14	27%	110	23%	913	23%	9	20%	78	22%	719	21%
				Dissatisfied	12	24%	116	25%	894	23%	13	29%	126	35%	1031	30%
				Very dissatisfied	5	10%	47	10%	328	8%	6	13%	40	11%	485	14%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	40%	162	36%	1390	38%	21	47%	128	39%	1188	37%
				Satisfied	22	46%	198	44%	1489	40%	19	42%	116	35%	1192	37%
				Neither satisfied nor dissatisfied	3	6%	58	13%	415	11%	3	7%	32	10%	353	11%
				Dissatisfied	2	4%	21	5%	245	7%	1	2%	32	10%	297	9%
				Very dissatisfied	2	4%	7	2%	161	4%	1	2%	19	6%	178	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	9	18%	107	23%	860	22%	8	18%	85	24%	748	22%
				Satisfied	18	36%	175	38%	1398	36%	18	40%	113	32%	1092	32%
				Neither satisfied nor dissatisfied	9	18%	84	18%	758	20%	9	20%	70	20%	674	20%
				Dissatisfied	8	16%	71	15%	555	14%	7	16%	46	13%	567	17%
				Very dissatisfied	6	12%	27	6%	273	7%	3	7%	36	10%	306	9%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	12	24%	108	23%	843	22%	6	14%	64	18%	621	19%
				Satisfied	18	37%	188	41%	1321	35%	19	43%	113	33%	1002	31%
				Neither satisfied nor dissatisfied	7	14%	86	19%	827	22%	9	20%	64	18%	697	21%
				Dissatisfied	5	10%	52	11%	518	14%	8	18%	71	21%	628	19%
				Very dissatisfied	7	14%	29	6%	287	8%	2	5%	34	10%	336	10%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	8	16%	N/A	N/A	779	23%	7	16%	N/A	N/A	663	22%
				Satisfied	18	36%	N/A	N/A	1279	38%	25	56%	N/A	N/A	1082	36%
				Neither satisfied nor dissatisfied	12	24%	N/A	N/A	703	21%	6	13%	N/A	N/A	602	20%
				Dissatisfied	6	12%	N/A	N/A	364	11%	5	11%	N/A	N/A	402	13%
				Very dissatisfied	6	12%	N/A	N/A	231	7%	2	4%	N/A	N/A	255	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	9	18%	105	22%	895	23%	6	13%	67	19%	701	21%
				Satisfied	21	43%	176	37%	1435	37%	22	49%	123	35%	1143	34%
				Neither satisfied nor dissatisfied	6	12%	96	20%	726	19%	9	20%	69	19%	680	20%
				Dissatisfied	8	16%	64	14%	536	14%	6	13%	69	19%	602	18%
				Very dissatisfied	5	10%	29	6%	271	7%	2	4%	28	8%	268	8%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	11	22%	111	24%	923	24%	8	18%	74	21%	752	22%
				Satisfied	22	45%	166	35%	1528	40%	23	51%	121	35%	1299	39%
				Neither satisfied nor dissatisfied	9	18%	116	25%	875	23%	10	22%	87	25%	789	23%
				Dissatisfied	2	4%	54	12%	365	9%	2	4%	49	14%	364	11%
				Very dissatisfied	5	10%	22	5%	163	4%	2	4%	19	5%	170	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	11	22%	112	24%	1043	27%	8	18%	81	23%	891	27%
				Satisfied	25	50%	203	44%	1629	43%	25	56%	149	43%	1385	42%
				Neither satisfied nor dissatisfied	7	14%	97	21%	706	19%	9	20%	73	21%	611	18%
				Dissatisfied	5	10%	40	9%	299	8%	3	7%	31	9%	323	10%
				Very dissatisfied	2	4%	13	3%	116	3%	0	0%	14	4%	115	3%

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item	theme	name	description	response scale	Males						Females					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	13	26%	112	24%	1108	29%	9	20%	100	29%	1025	31%
				Satisfied	22	44%	196	42%	1593	42%	25	57%	146	42%	1334	40%
				Neither satisfied nor dissatisfied	10	20%	109	23%	759	20%	7	16%	62	18%	632	19%
				Dissatisfied	3	6%	37	8%	245	6%	2	5%	28	8%	231	7%
				Very dissatisfied	2	4%	11	2%	83	2%	1	2%	9	3%	88	3%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	14	28%	133	28%	1255	32%	10	22%	93	26%	1048	31%
				Satisfied	17	34%	185	39%	1430	37%	24	53%	133	37%	1197	35%
				Neither satisfied nor dissatisfied	7	14%	67	14%	571	15%	4	9%	61	17%	521	15%
				Dissatisfied	7	14%	53	11%	398	10%	5	11%	44	12%	401	12%
				Very dissatisfied	5	10%	33	7%	234	6%	2	4%	25	7%	249	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	11	22%	100	21%	810	21%	7	16%	67	19%	716	21%
				Satisfied	11	22%	167	36%	1315	34%	14	31%	115	33%	1092	32%
				Neither satisfied nor dissatisfied	11	22%	90	19%	737	19%	9	20%	73	21%	663	20%
				Dissatisfied	9	18%	76	16%	599	16%	11	24%	57	16%	565	17%
				Very dissatisfied	8	16%	33	7%	374	10%	4	9%	37	11%	330	10%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	16	33%	N/A	N/A	1062	32%	7	16%	N/A	N/A	1012	34%
				Satisfied	19	39%	N/A	N/A	1488	45%	27	60%	N/A	N/A	1262	43%
				Neither satisfied nor dissatisfied	11	22%	N/A	N/A	528	16%	8	18%	N/A	N/A	493	17%
				Dissatisfied	1	2%	N/A	N/A	164	5%	2	4%	N/A	N/A	126	4%
				Very dissatisfied	2	4%	N/A	N/A	65	2%	1	2%	N/A	N/A	60	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	11	23%	N/A	N/A	604	19%	8	19%	N/A	N/A	628	22%
				Satisfied	21	44%	N/A	N/A	1333	42%	24	57%	N/A	N/A	1120	39%
				Neither satisfied nor dissatisfied	13	27%	N/A	N/A	891	28%	9	21%	N/A	N/A	814	28%
				Dissatisfied	2	4%	N/A	N/A	229	7%	1	2%	N/A	N/A	195	7%
				Very dissatisfied	1	2%	N/A	N/A	129	4%	0	0%	N/A	N/A	121	4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	14	28%	N/A	N/A	869	26%	13	30%	N/A	N/A	802	27%
				Satisfied	24	48%	N/A	N/A	1434	43%	21	49%	N/A	N/A	1209	41%
				Neither satisfied nor dissatisfied	7	14%	N/A	N/A	656	20%	6	14%	N/A	N/A	577	19%
				Dissatisfied	2	4%	N/A	N/A	225	7%	2	5%	N/A	N/A	230	8%
				Very dissatisfied	3	6%	N/A	N/A	143	4%	1	2%	N/A	N/A	161	5%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	19	37%	N/A	N/A	1757	45%	16	36%	N/A	N/A	1487	44%
				Somewhat agree	22	43%	N/A	N/A	1413	36%	21	47%	N/A	N/A	1175	34%
				Neither agree nor disagree	2	4%	N/A	N/A	292	7%	4	9%	N/A	N/A	254	7%
				Somewhat disagree	7	14%	N/A	N/A	285	7%	2	4%	N/A	N/A	305	9%
				Strongly disagree	1	2%	N/A	N/A	161	4%	2	4%	N/A	N/A	185	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	11	22%	131	28%	1174	30%	12	27%	100	28%	989	29%
				Satisfied	23	45%	215	46%	1780	46%	22	50%	159	45%	1464	43%
				Neither satisfied nor dissatisfied	9	18%	65	14%	480	12%	7	16%	41	12%	441	13%
				Dissatisfied	4	8%	47	10%	333	9%	2	5%	38	11%	348	10%
				Very dissatisfied	4	8%	12	3%	136	3%	1	2%	16	5%	152	4%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	5	10%	87	19%	651	17%	6	14%	60	17%	580	17%
				Satisfied	32	63%	229	49%	1931	49%	26	59%	164	46%	1636	48%
				Neither satisfied nor dissatisfied	7	14%	87	19%	750	19%	9	20%	65	18%	688	20%
				Dissatisfied	6	12%	52	11%	422	11%	2	5%	52	15%	379	11%
				Very dissatisfied	1	2%	14	3%	149	4%	1	2%	13	4%	123	4%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	0	0%	42	12%	279	9%	1	3%	24	9%	301	12%
				President	5	12%	31	9%	316	10%	8	21%	30	12%	327	13%
				Vice President for Academic Affairs	22	52%	18	5%	163	5%	15	39%	12	5%	140	5%
				Academic Dean	2	5%	32	9%	341	11%	1	3%	17	7%	250	10%
				Provost	13	31%	221	64%	1941	63%	13	34%	173	67%	1543	60%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	0	0%	0	0%	22	1%	0	0%	2	1%	25	1%
				Strongly agree	10	27%	44	17%	481	20%	6	19%	38	20%	411	21%
				Somewhat agree	18	49%	93	36%	749	32%	15	48%	68	35%	599	31%
				Neither agree nor disagree	4	11%	64	25%	606	26%	6	19%	37	19%	433	22%
				Somewhat disagree	3	8%	32	13%	318	13%	2	6%	31	16%	321	16%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	2	5%	23	9%	208	9%	2	6%	20	10%	196	10%
				For the rest of my career	12	26%	64	15%	560	16%	5	13%	52	16%	590	19%
				For the foreseeable future	13	28%	184	43%	1698	47%	19	50%	134	42%	1346	44%
				For no more than 5 years after earning tenure	6	13%	68	16%	471	13%	7	18%	59	18%	403	13%
				I haven't thought that far ahead	16	34%	108	25%	854	24%	7	18%	77	24%	743	24%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	3	50%	N/A	N/A	299	74%	4	57%	N/A	N/A	217	63%
				Prefer to work in private industry	0	0%	N/A	N/A	9	2%	0	0%	N/A	N/A	5	1%
				Prefer to work in government	1	17%	N/A	N/A	5	1%	0	0%	N/A	N/A	2	1%
				Other	2	33%	N/A	N/A	91	23%	3	43%	N/A	N/A	118	35%

					GENDER											
					Males				Females							
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	Strongly agree	16	33%	192	42%	1545	41%	17	39%	134	40%	1316	40%
				Somewhat agree	21	43%	149	33%	1250	33%	16	36%	100	30%	1063	33%
				Neither agree nor disagree	3	6%	57	13%	445	12%	6	14%	44	13%	389	12%
				Somewhat disagree	7	14%	36	8%	336	9%	4	9%	39	12%	329	10%
				Strongly disagree	2	4%	21	5%	194	5%	1	2%	18	5%	172	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	24	48%	234	51%	1820	48%	24	56%	167	49%	1563	48%
				Recommend with reservations	20	40%	197	43%	1680	45%	18	42%	148	43%	1457	45%
				Not recommend dept	6	12%	30	7%	264	7%	1	2%	26	8%	241	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	10	20%	113	24%	783	20%	5	11%	64	18%	614	18%
				Good	26	52%	240	51%	1943	51%	27	61%	180	52%	1639	49%
				So-so	11	22%	86	18%	833	22%	11	25%	82	23%	856	26%
				Bad	1	2%	20	4%	191	5%	0	0%	16	5%	155	5%
				Awful	2	4%	8	2%	90	2%	1	2%	7	2%	67	2%

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item	theme	name	description	response scale	White Faculty						Faculty of Color					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	24	32%	121	20%	1041	19%	7	27%	49	19%	424	19%
				Fairly clear	35	47%	339	55%	2827	53%	14	54%	160	62%	1109	51%
				Neither clear nor unclear	9	12%	71	12%	662	12%	2	8%	27	10%	329	15%
				Fairly unclear	7	9%	58	9%	585	11%	3	12%	16	6%	225	10%
				Very unclear	0	0%	22	4%	245	5%	0	0%	6	2%	94	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	19	25%	108	18%	975	18%	4	15%	48	19%	392	18%
				Fairly clear	36	48%	322	53%	2749	51%	17	65%	139	54%	1060	49%
				Neither clear nor unclear	11	15%	85	14%	681	13%	2	8%	39	15%	374	17%
				Fairly unclear	9	12%	63	10%	671	13%	3	12%	24	9%	242	11%
				Very unclear	0	0%	31	5%	283	5%	0	0%	8	3%	115	5%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	12	16%	66	11%	628	12%	3	12%	28	11%	294	13%
				Fairly clear	37	49%	283	46%	2322	43%	16	62%	123	48%	918	42%
				Neither clear nor unclear	8	11%	118	19%	1041	19%	4	15%	61	24%	495	23%
				Fairly unclear	14	19%	100	16%	932	17%	3	12%	34	13%	320	15%
				Very unclear	4	5%	44	7%	425	8%	0	0%	12	5%	152	7%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	16	21%	91	15%	826	15%	5	19%	51	20%	336	16%
				Fairly clear	36	48%	289	48%	2493	47%	14	54%	126	49%	981	45%
				Neither clear nor unclear	13	17%	127	21%	1020	19%	5	19%	49	19%	458	21%
				Fairly unclear	10	13%	78	13%	741	14%	2	8%	23	9%	284	13%
				Very unclear	0	0%	23	4%	264	5%	0	0%	6	2%	108	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	11	15%	83	14%	838	16%	4	16%	47	18%	357	17%
				Fairly clear	44	59%	277	46%	2395	45%	13	52%	105	41%	859	40%
				Neither clear nor unclear	12	16%	164	27%	1283	24%	7	28%	72	28%	591	28%
				Fairly unclear	6	8%	49	8%	539	10%	0	0%	24	9%	227	11%
				Very unclear	1	1%	32	5%	266	5%	1	4%	9	4%	111	5%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	15	20%	108	18%	923	17%	5	20%	73	28%	472	22%
				Fairly clear	41	55%	336	55%	2749	51%	16	64%	135	52%	1110	51%
				Neither clear nor unclear	8	11%	80	13%	716	13%	2	8%	30	11%	285	13%
				Fairly unclear	10	13%	66	11%	765	14%	1	4%	18	7%	233	11%
				Very unclear	1	1%	20	3%	194	4%	1	4%	5	2%	66	3%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	16	22%	85	15%	872	16%	6	24%	37	15%	359	17%
				Fairly clear	38	53%	276	47%	2632	50%	11	44%	126	50%	1067	50%
				Neither clear nor unclear	6	8%	118	20%	926	17%	6	24%	60	24%	427	20%
				Fairly unclear	8	11%	75	13%	697	13%	2	8%	24	9%	231	11%
				Very unclear	4	6%	28	5%	165	3%	0	0%	6	2%	61	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	11	16%	52	9%	446	9%	5	22%	24	10%	211	10%
				Fairly clear	28	42%	172	31%	1507	31%	8	35%	105	43%	692	34%
				Neither clear nor unclear	11	16%	167	30%	1412	29%	6	26%	67	27%	629	31%
				Fairly unclear	15	22%	117	21%	1085	22%	3	13%	34	14%	374	18%
				Very unclear	2	3%	53	9%	478	10%	1	4%	15	6%	140	7%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	10	14%	52	9%	488	9%	4	16%	25	10%	213	10%
				Fairly clear	27	36%	207	34%	1912	36%	7	28%	83	33%	722	34%
				Neither clear nor unclear	14	19%	178	30%	1363	26%	9	36%	84	33%	652	31%
				Fairly unclear	18	24%	112	19%	1037	20%	3	12%	36	14%	359	17%
				Very unclear	5	7%	54	9%	461	9%	2	8%	25	10%	169	8%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	5	7%	39	7%	288	6%	4	17%	17	7%	157	8%
				Fairly clear	26	36%	133	23%	1408	27%	7	30%	61	25%	574	28%
				Neither clear nor unclear	20	28%	179	31%	1525	29%	7	30%	91	37%	726	35%
				Fairly unclear	14	19%	150	26%	1266	24%	3	13%	49	20%	397	19%
				Very unclear	7	10%	81	14%	686	13%	2	9%	28	11%	202	10%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	5	7%	37	6%	246	5%	4	18%	10	4%	132	7%
				Fairly clear	19	26%	147	25%	1187	23%	4	18%	80	33%	536	26%
				Neither clear nor unclear	22	31%	182	31%	1540	30%	7	32%	81	33%	726	36%
				Fairly unclear	14	19%	136	24%	1297	26%	5	23%	51	21%	413	20%
				Very unclear	12	17%	76	13%	782	15%	2	9%	21	9%	220	11%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	15	20%	111	18%	1125	21%	6	24%	51	20%	387	18%
				Fairly reasonable	37	49%	290	48%	2318	43%	17	68%	132	51%	1024	47%
				Neither reasonable nor unreasonable	15	20%	136	22%	1245	23%	2	8%	54	21%	500	23%
				Fairly unreasonable	6	8%	65	11%	527	10%	0	0%	16	6%	185	9%
				Very unreasonable	2	3%	8	1%	132	2%	0	0%	8	3%	70	3%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	17	24%	131	23%	1219	23%	4	16%	51	20%	387	18%
				Fairly reasonable	30	42%	233	40%	2279	43%	13	52%	114	45%	954	44%
				Neither reasonable nor unreasonable	20	28%	178	31%	1398	26%	6	24%	69	27%	614	29%
				Fairly unreasonable	5	7%	31	5%	300	6%	0	0%	15	6%	137	6%
				Very unreasonable	0	0%	9	2%	96	2%	2	8%	4	2%	53	2%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	15	22%	80	14%	638	13%	4	17%	33	13%	242	12%
				Fairly reasonable	26	39%	161	29%	1430	29%	9	39%	103	42%	669	33%
				Neither reasonable nor unreasonable	19	28%	275	49%	2436	49%	9	39%	92	38%	941	46%
				Fairly unreasonable	5	7%	35	6%	308	6%	0	0%	10	4%	130	6%
				Very unreasonable	2	3%	10	2%	116	2%	1	4%	7	3%	64	3%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	12	16%	89	15%	811	15%	4	16%	27	11%	253	12%
				Fairly reasonable	23	31%	180	30%	1675	32%	8	32%	86	34%	696	33%
				Neither reasonable nor unreasonable	33	45%	295	49%	2332	44%	11	44%	119	47%	965	46%
				Fairly unreasonable	6	8%	27	4%	295	6%	0	0%	11	4%	128	6%
				Very unreasonable	0	0%	12	2%	148	3%	2	8%	10	4%	73	3%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	8	11%	60	10%	510	10%	4	17%	25	10%	194	9%
				Fairly reasonable	24	33%	126	22%	1276	25%	8	35%	53	22%	521	25%
				Neither reasonable nor unreasonable	37	51%	368	63%	3094	60%	10	43%	152	62%	1187	58%
				Fairly unreasonable	1	1%	20	3%	194	4%	0	0%	12	5%	109	5%
				Very unreasonable	2	3%	8	1%	99	2%	1	4%	4	2%	45	2%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	7	10%	57	10%	398	8%	4	18%	18	7%	160	8%
				Fairly reasonable	19	26%	150	26%	1131	22%	5	23%	69	28%	513	25%
				Neither reasonable nor unreasonable	42	58%	349	60%	3225	64%	12	55%	139	57%	1196	59%
				Fairly unreasonable	3	4%	14	2%	206	4%	1	5%	10	4%	111	5%
				Very unreasonable	1	1%	8	1%	92	2%	0	0%	7	3%	47	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	19	25%	122	20%	953	18%	6	26%	54	21%	434	21%
				Somewhat agree	28	37%	244	41%	2010	38%	10	43%	95	38%	759	36%
				Neither agree nor disagree	3	4%	51	8%	454	9%	1	4%	33	13%	227	11%
				Somewhat disagree	20	27%	108	18%	1051	20%	3	13%	43	17%	376	18%
				Strongly disagree	5	7%	76	13%	765	15%	3	13%	28	11%	289	14%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	20	27%	205	36%	1729	35%	8	33%	88	36%	692	34%
				Somewhat agree	31	42%	219	38%	1825	37%	10	42%	97	39%	682	34%
				Neither agree nor disagree	9	12%	62	11%	575	12%	3	13%	21	9%	276	14%
				Somewhat disagree	9	12%	54	9%	544	11%	1	4%	28	11%	216	11%
				Strongly disagree	4	5%	30	5%	306	6%	2	8%	13	5%	154	8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	16%	109	18%	1002	19%	3	12%	63	25%	470	22%
				Satisfied	41	55%	323	53%	2766	52%	15	60%	128	51%	1068	50%
				Neither satisfied nor dissatisfied	9	12%	83	14%	671	13%	3	12%	30	12%	295	14%
				Dissatisfied	11	15%	80	13%	736	14%	4	16%	23	9%	253	12%
				Very dissatisfied	1	1%	11	2%	112	2%	0	0%	9	4%	50	2%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	12%	N/A	N/A	775	15%	3	12%	N/A	N/A	395	18%
				Satisfied	33	45%	N/A	N/A	2391	45%	17	68%	N/A	N/A	953	45%
				Neither satisfied nor dissatisfied	13	18%	N/A	N/A	849	16%	2	8%	N/A	N/A	397	19%
				Dissatisfied	15	20%	N/A	N/A	1000	19%	3	12%	N/A	N/A	293	14%
				Very dissatisfied	4	5%	N/A	N/A	267	5%	0	0%	N/A	N/A	99	5%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	20	28%	190	33%	1747	34%	6	24%	74	30%	597	28%
				Satisfied	36	51%	271	47%	2463	48%	12	48%	132	53%	1043	49%
				Neither satisfied nor dissatisfied	10	14%	71	12%	559	11%	3	12%	22	9%	265	13%
				Dissatisfied	5	7%	35	6%	336	6%	3	12%	15	6%	168	8%
				Very dissatisfied	0	0%	6	1%	74	1%	1	4%	4	2%	46	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	16	23%	207	36%	1650	32%	6	24%	81	33%	554	26%
				Satisfied	37	52%	262	46%	2004	39%	15	60%	111	45%	840	40%
				Neither satisfied nor dissatisfied	12	17%	54	9%	602	12%	4	16%	31	13%	298	14%
				Dissatisfied	5	7%	44	8%	689	13%	0	0%	17	7%	297	14%
				Very dissatisfied	1	1%	6	1%	237	5%	0	0%	6	2%	129	6%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	30	42%	255	45%	2548	49%	11	46%	91	37%	809	38%
				Satisfied	30	42%	206	36%	1691	33%	7	29%	101	41%	829	39%
				Neither satisfied nor dissatisfied	3	4%	61	11%	459	9%	2	8%	34	14%	256	12%
				Dissatisfied	7	10%	37	6%	337	7%	1	4%	19	8%	155	7%
				Very dissatisfied	1	1%	13	2%	145	3%	3	13%	4	2%	61	3%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	39	55%	344	60%	3331	64%	10	40%	124	50%	1030	49%
				Satisfied	26	37%	180	31%	1440	28%	10	40%	92	37%	809	38%
				Neither satisfied nor dissatisfied	3	4%	35	6%	242	5%	2	8%	23	9%	174	8%
				Dissatisfied	3	4%	9	2%	118	2%	1	4%	7	3%	70	3%
				Very dissatisfied	0	0%	5	1%	43	1%	2	8%	1	0%	24	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	24	34%	180	31%	1605	31%	9	38%	61	24%	537	25%
				Satisfied	34	48%	250	43%	2152	41%	10	42%	105	42%	918	43%
				Neither satisfied nor dissatisfied	6	8%	61	11%	620	12%	1	4%	46	18%	314	15%
				Dissatisfied	7	10%	73	13%	604	12%	2	8%	28	11%	248	12%
				Very dissatisfied	0	0%	12	2%	210	4%	2	8%	9	4%	103	5%

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item	theme	name	description	response scale	White Faculty						Faculty of Color					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	4%	87	17%	810	18%	2	9%	25	11%	271	14%
				Satisfied	39	58%	210	41%	1687	37%	11	48%	86	37%	654	34%
				Neither satisfied nor dissatisfied	10	15%	113	22%	1081	23%	4	17%	64	28%	511	27%
				Dissatisfied	12	18%	83	16%	807	17%	5	22%	41	18%	329	17%
				Very dissatisfied	3	4%	20	4%	229	5%	1	4%	15	6%	139	7%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	14%	125	23%	881	20%	3	13%	41	17%	279	15%
				Satisfied	30	48%	233	43%	1884	42%	8	35%	115	48%	783	43%
				Neither satisfied nor dissatisfied	17	27%	111	20%	897	20%	7	30%	46	19%	403	22%
				Dissatisfied	5	8%	58	11%	627	14%	4	17%	30	13%	269	15%
				Very dissatisfied	2	3%	17	3%	181	4%	1	4%	8	3%	78	4%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	4%	71	12%	469	9%	2	8%	38	15%	278	13%
				Satisfied	28	37%	201	33%	1486	28%	10	40%	95	37%	689	32%
				Neither satisfied nor dissatisfied	10	13%	84	14%	797	15%	5	20%	36	14%	319	15%
				Dissatisfied	25	33%	207	34%	1800	34%	6	24%	64	25%	585	27%
				Very dissatisfied	9	12%	43	7%	725	14%	2	8%	21	8%	269	13%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	5%	37	7%	331	7%	2	9%	18	8%	140	7%
				Satisfied	22	37%	161	29%	1373	29%	9	39%	74	31%	478	25%
				Neither satisfied nor dissatisfied	20	34%	199	36%	1716	37%	8	35%	84	35%	696	36%
				Dissatisfied	10	17%	109	20%	851	18%	4	17%	44	18%	421	22%
				Very dissatisfied	4	7%	46	8%	414	9%	0	0%	20	8%	192	10%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	36	48%	296	49%	2801	53%	10	40%	107	42%	799	38%
				Satisfied	32	43%	251	42%	1860	35%	11	44%	111	44%	883	42%
				Neither satisfied nor dissatisfied	6	8%	35	6%	358	7%	3	12%	29	11%	275	13%
				Dissatisfied	0	0%	16	3%	170	3%	0	0%	7	3%	138	6%
				Very dissatisfied	1	1%	5	1%	65	1%	1	4%	1	0%	30	1%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	17	23%	100	17%	868	17%	3	12%	48	19%	326	15%
				Satisfied	23	31%	234	39%	1786	34%	11	44%	103	41%	777	36%
				Neither satisfied nor dissatisfied	9	12%	118	20%	920	18%	7	28%	47	19%	398	19%
				Dissatisfied	18	24%	99	17%	1124	21%	3	12%	33	13%	398	19%
				Very dissatisfied	8	11%	48	8%	539	10%	1	4%	21	8%	230	11%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	6	10%	66	12%	475	10%	1	4%	28	11%	183	9%
				Satisfied	21	33%	183	33%	1359	29%	10	43%	87	35%	568	29%
				Neither satisfied nor dissatisfied	10	16%	125	22%	1081	23%	5	22%	58	24%	482	25%
				Dissatisfied	18	29%	132	23%	1140	24%	3	13%	49	20%	436	22%
				Very dissatisfied	8	13%	56	10%	698	15%	4	17%	24	10%	290	15%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	18	24%	152	25%	1287	25%	4	16%	65	26%	501	24%
				Satisfied	26	35%	234	39%	1881	36%	13	52%	100	40%	807	38%
				Neither satisfied nor dissatisfied	10	13%	86	14%	733	14%	2	8%	45	18%	354	17%
				Dissatisfied	16	21%	94	16%	888	17%	4	16%	33	13%	283	13%
				Very dissatisfied	5	7%	37	6%	441	8%	2	8%	9	4%	177	8%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	3	4%	76	14%	520	11%	1	4%	28	11%	264	13%
				Satisfied	25	36%	193	34%	1572	32%	16	64%	118	48%	726	35%
				Neither satisfied nor dissatisfied	16	23%	157	28%	1305	27%	5	20%	59	24%	513	25%
				Dissatisfied	23	33%	105	19%	1049	22%	2	8%	27	11%	382	18%
				Very dissatisfied	3	4%	31	6%	427	9%	1	4%	15	6%	184	9%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	7	10%	76	14%	708	15%	3	12%	31	13%	314	15%
				Satisfied	35	52%	225	43%	2162	45%	15	60%	125	52%	906	44%
				Neither satisfied nor dissatisfied	20	30%	162	31%	1297	27%	4	16%	57	24%	526	26%
				Dissatisfied	3	4%	52	10%	487	10%	1	4%	20	8%	218	11%
				Very dissatisfied	2	3%	12	2%	167	3%	2	8%	7	3%	89	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	10	14%	97	16%	901	17%	4	16%	44	18%	360	17%
				Satisfied	32	45%	282	48%	2097	41%	13	52%	106	43%	857	41%
				Neither satisfied nor dissatisfied	13	18%	108	18%	1063	21%	5	20%	49	20%	487	23%
				Dissatisfied	12	17%	69	12%	769	15%	0	0%	35	14%	273	13%
				Very dissatisfied	4	6%	34	6%	335	6%	3	12%	14	6%	129	6%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	14	19%	125	21%	1063	20%	9	36%	72	28%	656	31%
				Important	31	41%	289	48%	2233	43%	11	44%	111	44%	909	43%
				Neither important nor unimportant	20	27%	116	19%	1192	23%	3	12%	53	21%	374	18%
				Unimportant	9	12%	55	9%	523	10%	1	4%	11	4%	120	6%
				Very unimportant	1	1%	18	3%	220	4%	1	4%	6	2%	48	2%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	28	37%	230	38%	2007	38%	13	52%	88	35%	747	36%
				Important	35	47%	280	46%	2457	47%	7	28%	131	52%	995	48%
				Neither important nor unimportant	10	13%	75	12%	561	11%	4	16%	24	10%	261	12%
				Unimportant	2	3%	14	2%	138	3%	0	0%	6	2%	63	3%
				Very unimportant	0	0%	5	1%	63	1%	1	4%	1	0%	25	1%

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item	theme	name	description	response scale	White Faculty						Faculty of Color					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	21	28%	191	32%	1591	31%	8	32%	83	33%	659	31%
				Important	39	53%	321	53%	2826	54%	13	52%	136	55%	1119	53%
				Neither important nor unimportant	9	12%	64	11%	584	11%	3	12%	20	8%	234	11%
				Unimportant	4	5%	22	4%	162	3%	1	4%	9	4%	68	3%
				Very unimportant	1	1%	5	1%	52	1%	0	0%	1	0%	13	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	17	23%	145	24%	1350	26%	11	44%	75	31%	628	30%
				Important	42	56%	330	55%	2791	54%	11	44%	127	52%	1082	52%
				Neither important nor unimportant	12	16%	89	15%	792	15%	2	8%	33	13%	269	13%
				Unimportant	3	4%	22	4%	194	4%	0	0%	7	3%	75	4%
				Very unimportant	1	1%	9	2%	64	1%	1	4%	3	1%	13	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	19	26%	212	36%	1693	33%	12	48%	100	40%	816	39%
				Important	26	36%	247	41%	2146	41%	6	24%	108	43%	880	42%
				Neither important nor unimportant	22	31%	88	15%	911	18%	5	20%	31	12%	270	13%
				Unimportant	5	7%	35	6%	305	6%	0	0%	8	3%	82	4%
				Very unimportant	0	0%	14	2%	119	2%	2	8%	4	2%	28	1%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	11	15%	64	11%	672	13%	13	52%	49	20%	465	22%
				Important	35	48%	262	44%	2456	47%	7	28%	130	52%	1054	51%
				Neither important nor unimportant	22	30%	166	28%	1364	26%	3	12%	50	20%	392	19%
				Unimportant	4	5%	81	14%	568	11%	2	8%	16	6%	133	6%
				Very unimportant	1	1%	20	3%	128	2%	0	0%	3	1%	28	1%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	40	53%	313	52%	2844	54%	14	56%	119	48%	1166	56%
				Important	30	40%	235	39%	2009	38%	9	36%	111	44%	799	38%
				Neither important nor unimportant	4	5%	38	6%	254	5%	2	8%	13	5%	90	4%
				Unimportant	1	1%	11	2%	84	2%	0	0%	3	1%	23	1%
				Very unimportant	0	0%	3	1%	31	1%	0	0%	4	2%	15	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	28	37%	208	35%	2104	41%	12	48%	89	36%	937	45%
				Important	29	39%	234	39%	1948	38%	9	36%	114	46%	843	40%
				Neither important nor unimportant	16	21%	120	20%	856	17%	4	16%	41	16%	247	12%
				Unimportant	2	3%	29	5%	197	4%	0	0%	5	2%	35	2%
				Very unimportant	0	0%	3	1%	65	1%	0	0%	0	0%	20	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	14	19%	119	20%	1074	21%	12	48%	55	23%	537	26%
				Important	33	45%	229	39%	1911	37%	5	20%	110	45%	883	43%
				Neither important nor unimportant	23	32%	169	29%	1628	32%	7	28%	68	28%	521	25%
				Unimportant	3	4%	55	9%	401	8%	0	0%	9	4%	88	4%
				Very unimportant	0	0%	15	3%	113	2%	1	4%	2	1%	29	1%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	23	31%	223	38%	1896	37%	10	40%	96	39%	818	39%
				Important	37	50%	291	49%	2493	48%	13	52%	114	47%	950	46%
				Neither important nor unimportant	13	18%	59	10%	624	12%	2	8%	32	13%	252	12%
				Unimportant	1	1%	19	3%	125	2%	0	0%	3	1%	41	2%
				Very unimportant	0	0%	2	0%	37	1%	0	0%	0	0%	11	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	34	46%	308	52%	2770	53%	14	56%	122	49%	1077	52%
				Important	33	45%	248	42%	2118	41%	9	36%	106	43%	874	42%
				Neither important nor unimportant	7	9%	29	5%	234	5%	2	8%	19	8%	102	5%
				Unimportant	0	0%	3	1%	45	1%	0	0%	0	0%	17	1%
				Very unimportant	0	0%	8	1%	20	0%	0	0%	0	0%	7	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	19	26%	145	24%	1193	23%	8	32%	67	27%	615	30%
				Important	48	66%	336	57%	2790	54%	13	52%	144	59%	1107	54%
				Neither important nor unimportant	2	3%	83	14%	874	17%	3	12%	22	9%	260	13%
				Unimportant	4	5%	19	3%	228	4%	1	4%	9	4%	69	3%
				Very unimportant	0	0%	10	2%	69	1%	0	0%	2	1%	18	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	25	35%	187	32%	1469	29%	8	33%	86	36%	673	33%
				Important	17	24%	152	26%	1184	23%	6	25%	74	31%	605	30%
				Neither important nor unimportant	13	18%	117	20%	1141	22%	2	8%	48	20%	412	21%
				Unimportant	11	15%	60	10%	593	12%	3	13%	14	6%	164	8%
				Very unimportant	5	7%	70	12%	688	14%	5	21%	17	7%	155	8%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	6	9%	29	5%	622	12%	8	33%	48	20%	483	24%
				Important	8	11%	101	17%	1147	22%	6	25%	76	31%	655	32%
				Neither important nor unimportant	30	43%	209	36%	1680	33%	3	13%	77	32%	558	27%
				Unimportant	23	33%	145	25%	993	19%	2	8%	29	12%	224	11%
				Very unimportant	3	4%	102	17%	678	13%	5	21%	13	5%	118	6%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	24	34%	194	33%	1640	32%	11	46%	93	38%	721	36%
				Important	26	37%	244	41%	1908	37%	7	29%	92	38%	798	39%
				Neither important nor unimportant	17	24%	91	15%	974	19%	2	8%	46	19%	344	17%
				Unimportant	3	4%	27	5%	274	5%	2	8%	5	2%	91	4%
				Very unimportant	1	1%	32	5%	311	6%	2	8%	6	2%	69	3%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	29	41%	197	34%	1338	26%	15	63%	107	44%	713	35%
				Important	18	26%	155	26%	1370	27%	7	29%	83	34%	667	33%
				Neither important nor unimportant	17	24%	109	19%	1261	25%	0	0%	37	15%	393	19%
				Unimportant	5	7%	61	10%	567	11%	2	8%	12	5%	141	7%
				Very unimportant	1	1%	63	11%	560	11%	0	0%	6	2%	115	6%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	9	13%	N/A	N/A	390	9%	7	29%	N/A	N/A	287	16%
				Important	17	25%	N/A	N/A	975	22%	8	33%	N/A	N/A	537	30%
				Neither important nor unimportant	37	54%	N/A	N/A	1735	39%	3	13%	N/A	N/A	585	33%
				Unimportant	5	7%	N/A	N/A	689	16%	3	13%	N/A	N/A	228	13%
				Very unimportant	1	1%	N/A	N/A	644	15%	3	13%	N/A	N/A	145	8%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	20	29%	N/A	N/A	1237	28%	7	29%	N/A	N/A	673	37%
				Important	24	34%	N/A	N/A	1531	34%	12	50%	N/A	N/A	647	36%
				Neither important nor unimportant	20	29%	N/A	N/A	1011	23%	2	8%	N/A	N/A	323	18%
				Unimportant	5	7%	N/A	N/A	337	8%	0	0%	N/A	N/A	94	5%
				Very unimportant	1	1%	N/A	N/A	369	8%	3	13%	N/A	N/A	83	5%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	20	28%	N/A	N/A	999	22%	7	29%	N/A	N/A	532	30%
				Important	31	44%	N/A	N/A	1814	41%	10	42%	N/A	N/A	769	43%
				Neither important nor unimportant	18	25%	N/A	N/A	1096	25%	5	21%	N/A	N/A	359	20%
				Unimportant	2	3%	N/A	N/A	270	6%	1	4%	N/A	N/A	68	4%
				Very unimportant	0	0%	N/A	N/A	262	6%	1	4%	N/A	N/A	65	4%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	12	17%	N/A	N/A	305	7%	1	4%	N/A	N/A	159	9%
				Important	13	19%	N/A	N/A	664	15%	6	25%	N/A	N/A	361	21%
				Neither important nor unimportant	37	54%	N/A	N/A	1853	42%	9	38%	N/A	N/A	773	44%
				Unimportant	6	9%	N/A	N/A	804	18%	5	21%	N/A	N/A	255	15%
				Very unimportant	1	1%	N/A	N/A	748	17%	3	13%	N/A	N/A	190	11%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	2%	29	6%	227	6%	2	9%	14	7%	126	8%
				Effective	21	34%	166	36%	1065	28%	8	35%	59	30%	535	33%
				Neither effective nor ineffective	17	28%	121	26%	1120	30%	8	35%	71	36%	496	31%
				Ineffective	17	28%	84	18%	832	22%	3	13%	34	17%	284	18%
				Very ineffective	5	8%	65	14%	507	14%	2	9%	21	11%	172	11%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	14	19%	74	13%	618	13%	1	4%	28	12%	204	11%
				Effective	24	33%	250	45%	1950	42%	12	52%	93	41%	723	40%
				Neither effective nor ineffective	18	25%	131	24%	1216	26%	6	26%	59	26%	526	29%
				Ineffective	12	17%	63	11%	604	13%	2	9%	28	12%	236	13%
				Very ineffective	4	6%	35	6%	302	6%	2	9%	17	8%	127	7%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	10	14%	79	14%	570	12%	4	17%	33	14%	250	13%
				Effective	30	41%	268	47%	2214	45%	13	54%	113	47%	899	45%
				Neither effective nor ineffective	17	23%	127	22%	1107	23%	4	17%	51	21%	491	25%
				Ineffective	14	19%	67	12%	678	14%	1	4%	27	11%	233	12%
				Very ineffective	2	3%	27	5%	309	6%	2	8%	14	6%	108	5%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	9	13%	51	10%	469	10%	3	12%	29	13%	235	13%
				Effective	30	42%	237	46%	1981	43%	13	52%	89	41%	832	44%
				Neither effective nor ineffective	21	30%	140	27%	1202	26%	6	24%	64	29%	484	26%
				Ineffective	8	11%	59	11%	633	14%	0	0%	25	11%	217	12%
				Very ineffective	3	4%	30	6%	323	7%	3	12%	12	5%	108	6%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	2	4%	31	6%	257	6%	1	5%	10	5%	135	8%
				Effective	11	22%	124	26%	1009	24%	9	43%	59	28%	470	27%
				Neither effective nor ineffective	14	27%	139	29%	1269	30%	6	29%	66	31%	564	32%
				Ineffective	15	29%	119	25%	1015	24%	2	10%	36	17%	337	19%
				Very ineffective	9	18%	72	15%	634	15%	3	14%	39	19%	231	13%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	6	10%	43	9%	420	10%	3	13%	24	11%	188	11%
				Effective	27	44%	185	40%	1609	39%	12	50%	77	36%	701	39%
				Neither effective nor ineffective	19	31%	156	34%	1434	34%	5	21%	70	33%	561	32%
				Ineffective	8	13%	60	13%	524	13%	1	4%	34	16%	235	13%
				Very ineffective	1	2%	17	4%	192	5%	3	13%	10	5%	94	5%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	12	16%	52	10%	601	12%	3	13%	31	14%	265	14%
				Effective	20	27%	173	32%	1760	36%	8	33%	74	33%	723	37%
				Neither effective nor ineffective	13	18%	112	21%	891	18%	7	29%	49	22%	397	20%
				Ineffective	15	21%	123	23%	964	20%	3	13%	40	18%	341	18%
				Very ineffective	13	18%	78	14%	615	13%	3	13%	27	12%	216	11%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	7	13%	27	9%	327	10%	3	14%	15	10%	136	10%
				Effective	14	27%	105	34%	934	30%	7	33%	39	27%	411	30%
				Neither effective nor ineffective	17	33%	91	30%	852	27%	7	33%	57	40%	401	30%
				Ineffective	10	19%	47	15%	575	18%	2	10%	21	15%	225	17%
				Very ineffective	4	8%	36	12%	439	14%	2	10%	12	8%	179	13%

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item	theme	name	description	response scale	White Faculty						Faculty of Color					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	1	2%	41	13%	319	12%	5	25%	12	9%	124	10%
				Effective	17	34%	127	39%	894	33%	6	30%	45	32%	390	33%
				Neither effective nor ineffective	26	52%	107	33%	1056	39%	8	40%	69	50%	508	43%
				Ineffective	5	10%	32	10%	262	10%	0	0%	9	6%	105	9%
				Very ineffective	1	2%	17	5%	169	6%	1	5%	4	3%	68	6%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	4	8%	50	12%	362	10%	2	10%	27	14%	177	11%
				Effective	13	26%	161	39%	1123	32%	11	55%	79	41%	541	35%
				Neither effective nor ineffective	11	22%	75	18%	787	22%	6	30%	43	23%	435	28%
				Ineffective	15	30%	76	18%	737	21%	1	5%	29	15%	237	15%
				Very ineffective	7	14%	55	13%	506	14%	0	0%	13	7%	166	11%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	7	11%	77	16%	666	15%	5	21%	39	18%	263	14%
				Effective	30	45%	243	49%	1887	42%	9	38%	83	39%	738	40%
				Neither effective nor ineffective	15	23%	92	19%	857	19%	7	29%	52	25%	439	24%
				Ineffective	10	15%	55	11%	704	16%	2	8%	27	13%	251	14%
				Very ineffective	4	6%	24	5%	376	8%	1	4%	11	5%	145	8%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	6	9%	37	8%	243	6%	2	8%	16	8%	150	9%
				Effective	29	43%	165	34%	1441	35%	11	46%	85	41%	625	36%
				Neither effective nor ineffective	16	24%	146	30%	1342	32%	7	29%	55	27%	553	32%
				Ineffective	15	22%	103	21%	762	18%	2	8%	31	15%	263	15%
				Very ineffective	1	1%	31	6%	352	9%	2	8%	18	9%	125	7%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	5%	13	6%	89	5%	0	0%	7	7%	57	6%
				Effective	6	27%	40	17%	266	14%	4	44%	22	21%	164	18%
				Neither effective nor ineffective	6	27%	54	23%	556	29%	1	11%	31	29%	295	33%
				Ineffective	5	23%	61	26%	426	23%	2	22%	26	24%	182	20%
				Very ineffective	4	18%	68	29%	554	29%	2	22%	21	20%	191	21%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	1	1%	42	3%	1	10%	0	0%	31	4%
				Effective	0	0%	9	10%	147	11%	3	30%	3	4%	67	9%
				Neither effective nor ineffective	7	44%	38	42%	471	37%	1	10%	32	43%	254	34%
				Ineffective	6	38%	11	12%	221	17%	0	0%	16	22%	161	22%
				Very ineffective	3	19%	32	35%	402	31%	5	50%	23	31%	228	31%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	6	14%	90	28%	459	20%	3	23%	37	28%	166	17%
				Effective	21	48%	165	52%	994	43%	4	31%	59	44%	373	38%
				Neither effective nor ineffective	11	25%	46	14%	510	22%	4	31%	28	21%	284	29%
				Ineffective	2	5%	15	5%	197	9%	1	8%	5	4%	87	9%
				Very ineffective	4	9%	2	1%	140	6%	1	8%	4	3%	76	8%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	12	22%	50	15%	177	8%	3	20%	29	19%	80	8%
				Effective	17	31%	95	29%	488	22%	2	13%	28	18%	208	21%
				Neither effective nor ineffective	11	20%	67	20%	602	27%	3	20%	31	20%	276	28%
				Ineffective	7	13%	48	15%	438	19%	2	13%	26	17%	192	19%
				Very ineffective	7	13%	69	21%	560	25%	5	33%	38	25%	233	24%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	11	2%	1	14%	N/A	N/A	11	3%
				Effective	1	10%	N/A	N/A	46	8%	2	29%	N/A	N/A	46	13%
				Neither effective nor ineffective	5	50%	N/A	N/A	372	69%	2	29%	N/A	N/A	226	64%
				Ineffective	2	20%	N/A	N/A	52	10%	1	14%	N/A	N/A	36	10%
				Very ineffective	2	20%	N/A	N/A	62	11%	1	14%	N/A	N/A	35	10%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	5	15%	N/A	N/A	175	9%	3	23%	N/A	N/A	90	11%
				Effective	12	36%	N/A	N/A	640	33%	6	46%	N/A	N/A	284	34%
				Neither effective nor ineffective	4	12%	N/A	N/A	416	21%	2	15%	N/A	N/A	198	23%
				Ineffective	6	18%	N/A	N/A	314	16%	1	8%	N/A	N/A	120	14%
				Very ineffective	6	18%	N/A	N/A	400	21%	1	8%	N/A	N/A	151	18%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	1	4%	N/A	N/A	110	8%	2	20%	N/A	N/A	65	10%
				Effective	9	35%	N/A	N/A	399	28%	2	20%	N/A	N/A	176	26%
				Neither effective nor ineffective	10	38%	N/A	N/A	466	33%	4	40%	N/A	N/A	238	36%
				Ineffective	4	15%	N/A	N/A	243	17%	2	20%	N/A	N/A	107	16%
				Very ineffective	2	8%	N/A	N/A	203	14%	0	0%	N/A	N/A	82	12%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	4	18%	N/A	N/A	12	2%	0	0%	N/A	N/A	12	3%
				Effective	5	23%	N/A	N/A	64	11%	1	13%	N/A	N/A	57	15%
				Neither effective nor ineffective	7	32%	N/A	N/A	357	59%	6	75%	N/A	N/A	233	61%
				Ineffective	4	18%	N/A	N/A	79	13%	1	13%	N/A	N/A	41	11%
				Very ineffective	2	9%	N/A	N/A	89	15%	0	0%	N/A	N/A	42	11%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	10	18%	74	17%	534	15%	1	6%	38	22%	203	16%
				Somewhat agree	23	41%	181	42%	1173	33%	9	53%	57	33%	392	30%
				Neither agree nor disagree	7	13%	64	15%	709	20%	2	12%	40	23%	295	23%
				Somewhat disagree	8	14%	75	17%	679	19%	2	12%	25	15%	220	17%
				Strongly disagree	8	14%	40	9%	483	13%	3	18%	11	6%	189	15%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	6	11%	55	13%	375	10%	1	5%	24	14%	158	12%
				Somewhat agree	20	38%	159	37%	1040	29%	9	47%	63	36%	364	27%
				Neither agree nor disagree	8	15%	91	21%	854	24%	4	21%	43	24%	339	26%
				Somewhat disagree	15	28%	81	19%	823	23%	0	0%	35	20%	264	20%
				Strongly disagree	4	8%	47	11%	523	14%	5	26%	11	6%	204	15%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	19	34%	132	30%	1157	31%	4	21%	34	19%	316	23%
				Somewhat agree	28	50%	158	36%	1274	34%	9	47%	67	38%	446	33%
				Neither agree nor disagree	4	7%	80	18%	731	19%	3	16%	47	26%	347	25%
				Somewhat disagree	4	7%	47	11%	360	10%	1	5%	20	11%	139	10%
				Strongly disagree	1	2%	24	5%	237	6%	2	11%	10	6%	118	9%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	18	33%	132	30%	1105	29%	3	14%	34	18%	318	23%
				Somewhat agree	29	53%	150	34%	1324	35%	11	52%	73	40%	469	33%
				Neither agree nor disagree	3	5%	83	19%	740	19%	4	19%	50	27%	358	26%
				Somewhat disagree	3	5%	55	12%	405	11%	0	0%	17	9%	145	10%
				Strongly disagree	2	4%	22	5%	240	6%	3	14%	10	5%	111	8%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	26	40%	N/A	N/A	1608	36%	5	23%	N/A	N/A	537	32%
				Somewhat agree	21	32%	N/A	N/A	1444	32%	13	59%	N/A	N/A	564	34%
				Neither agree nor disagree	5	8%	N/A	N/A	715	16%	2	9%	N/A	N/A	333	20%
				Somewhat disagree	9	14%	N/A	N/A	449	10%	0	0%	N/A	N/A	143	9%
				Strongly disagree	4	6%	N/A	N/A	260	6%	2	9%	N/A	N/A	91	5%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	2	3%	64	11%	515	10%	2	8%	27	11%	178	9%
				Satisfied	32	44%	245	42%	2121	41%	11	46%	76	32%	695	34%
				Neither satisfied nor dissatisfied	14	19%	86	15%	835	16%	7	29%	43	18%	429	21%
				Dissatisfied	20	28%	145	25%	1251	24%	3	13%	62	26%	499	25%
				Very dissatisfied	4	6%	48	8%	425	8%	1	4%	33	14%	232	11%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	5	7%	28	5%	323	6%	2	8%	16	7%	139	7%
				Satisfied	22	31%	195	33%	1745	34%	8	33%	70	29%	688	34%
				Neither satisfied nor dissatisfied	15	21%	129	22%	1119	22%	8	33%	59	24%	481	24%
				Dissatisfied	21	29%	178	30%	1388	27%	4	17%	64	27%	493	24%
				Very dissatisfied	9	13%	55	9%	557	11%	2	8%	32	13%	234	11%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	33	46%	220	40%	1918	40%	7	32%	70	31%	627	33%
				Satisfied	30	42%	211	39%	1833	38%	11	50%	103	45%	782	41%
				Neither satisfied nor dissatisfied	4	6%	60	11%	493	10%	2	9%	30	13%	257	13%
				Dissatisfied	3	4%	37	7%	382	8%	0	0%	16	7%	150	8%
				Very dissatisfied	1	1%	18	3%	227	5%	2	9%	8	4%	106	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	15	21%	141	24%	1182	23%	2	8%	51	22%	405	20%
				Satisfied	23	32%	211	37%	1792	35%	13	54%	77	33%	643	32%
				Neither satisfied nor dissatisfied	15	21%	102	18%	940	18%	3	13%	52	22%	459	23%
				Dissatisfied	12	17%	80	14%	780	15%	3	13%	37	16%	313	16%
				Very dissatisfied	6	8%	44	8%	401	8%	3	13%	19	8%	170	9%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	16	23%	128	23%	1062	21%	2	8%	44	18%	374	19%
				Satisfied	23	33%	222	39%	1641	33%	14	58%	79	33%	618	31%
				Neither satisfied nor dissatisfied	13	19%	94	17%	1035	21%	3	13%	56	23%	461	23%
				Dissatisfied	10	14%	84	15%	801	16%	3	13%	39	16%	329	17%
				Very dissatisfied	7	10%	39	7%	421	8%	2	8%	24	10%	192	10%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	13	18%	N/A	N/A	1077	24%	2	8%	N/A	N/A	342	19%
				Satisfied	30	42%	N/A	N/A	1647	37%	13	54%	N/A	N/A	650	37%
				Neither satisfied nor dissatisfied	14	20%	N/A	N/A	838	19%	4	17%	N/A	N/A	431	24%
				Dissatisfied	9	13%	N/A	N/A	550	12%	2	8%	N/A	N/A	199	11%
				Very dissatisfied	5	7%	N/A	N/A	323	7%	3	13%	N/A	N/A	155	9%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	14	20%	131	22%	1187	23%	1	4%	41	17%	382	19%
				Satisfied	31	44%	203	35%	1836	36%	12	50%	96	40%	683	34%
				Neither satisfied nor dissatisfied	10	14%	114	20%	920	18%	5	21%	51	21%	459	23%
				Dissatisfied	11	16%	97	17%	798	16%	3	13%	36	15%	314	16%
				Very dissatisfied	4	6%	39	7%	355	7%	3	13%	18	7%	174	9%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	16	23%	141	24%	1264	25%	3	13%	44	18%	390	20%
				Satisfied	34	49%	201	35%	2025	40%	11	46%	86	36%	736	37%
				Neither satisfied nor dissatisfied	14	20%	134	23%	1082	21%	5	21%	69	29%	539	27%
				Dissatisfied	2	3%	69	12%	497	10%	2	8%	34	14%	217	11%
				Very dissatisfied	4	6%	32	6%	215	4%	3	13%	9	4%	115	6%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	17	24%	143	25%	1459	29%	2	8%	50	21%	444	23%
				Satisfied	38	54%	250	44%	2132	43%	12	50%	102	43%	815	41%
				Neither satisfied nor dissatisfied	10	14%	113	20%	849	17%	6	25%	57	24%	443	22%
				Dissatisfied	6	8%	50	9%	416	8%	2	8%	21	9%	190	10%
				Very dissatisfied	0	0%	17	3%	147	3%	2	8%	10	4%	77	4%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	27%	158	28%	1625	33%	3	13%	54	23%	473	24%
				Satisfied	34	49%	243	42%	2046	41%	13	54%	99	42%	815	42%
				Neither satisfied nor dissatisfied	13	19%	109	19%	887	18%	4	17%	62	26%	475	24%
				Dissatisfied	3	4%	47	8%	331	7%	2	8%	18	8%	136	7%
				Very dissatisfied	1	1%	15	3%	109	2%	2	8%	5	2%	57	3%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	20	28%	177	30%	1766	34%	4	17%	49	20%	502	25%
				Satisfied	29	41%	210	36%	1763	34%	12	50%	108	44%	800	39%
				Neither satisfied nor dissatisfied	8	11%	79	14%	691	13%	3	13%	49	20%	381	19%
				Dissatisfied	10	14%	77	13%	587	11%	2	8%	20	8%	193	10%
				Very dissatisfied	4	6%	40	7%	320	6%	3	13%	18	7%	153	8%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	17	24%	115	20%	1106	22%	1	4%	52	22%	390	20%
				Satisfied	14	20%	202	35%	1696	33%	11	46%	80	33%	662	33%
				Neither satisfied nor dissatisfied	15	21%	112	19%	928	18%	5	21%	51	21%	438	22%
				Dissatisfied	15	21%	101	18%	840	17%	5	21%	32	13%	304	15%
				Very dissatisfied	10	14%	46	8%	502	10%	2	8%	24	10%	189	10%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	20	28%	N/A	N/A	1584	36%	3	13%	N/A	N/A	443	25%
				Satisfied	32	45%	N/A	N/A	1904	44%	14	61%	N/A	N/A	781	45%
				Neither satisfied nor dissatisfied	15	21%	N/A	N/A	620	14%	4	17%	N/A	N/A	377	22%
				Dissatisfied	3	4%	N/A	N/A	183	4%	0	0%	N/A	N/A	101	6%
				Very dissatisfied	1	1%	N/A	N/A	81	2%	2	9%	N/A	N/A	42	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	16	24%	N/A	N/A	935	22%	3	13%	N/A	N/A	279	16%
				Satisfied	33	49%	N/A	N/A	1756	41%	12	52%	N/A	N/A	648	38%
				Neither satisfied nor dissatisfied	16	24%	N/A	N/A	1101	26%	6	26%	N/A	N/A	552	33%
				Dissatisfied	2	3%	N/A	N/A	278	7%	1	4%	N/A	N/A	134	8%
				Very dissatisfied	0	0%	N/A	N/A	164	4%	1	4%	N/A	N/A	81	5%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	24	35%	N/A	N/A	1287	29%	3	13%	N/A	N/A	358	20%
				Satisfied	33	48%	N/A	N/A	1849	42%	12	50%	N/A	N/A	727	41%
				Neither satisfied nor dissatisfied	9	13%	N/A	N/A	779	18%	4	17%	N/A	N/A	422	24%
				Dissatisfied	1	1%	N/A	N/A	290	7%	3	13%	N/A	N/A	148	8%
				Very dissatisfied	2	3%	N/A	N/A	204	5%	2	8%	N/A	N/A	97	6%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	24	33%	N/A	N/A	2334	45%	11	46%	N/A	N/A	858	42%
				Somewhat agree	35	49%	N/A	N/A	1811	35%	8	33%	N/A	N/A	713	35%
				Neither agree nor disagree	4	6%	N/A	N/A	334	7%	2	8%	N/A	N/A	194	10%
				Somewhat disagree	7	10%	N/A	N/A	408	8%	2	8%	N/A	N/A	172	8%
				Strongly disagree	2	3%	N/A	N/A	248	5%	1	4%	N/A	N/A	95	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	19	26%	169	29%	1606	31%	4	17%	62	26%	518	26%
				Satisfied	33	46%	261	45%	2254	44%	12	52%	113	47%	920	45%
				Neither satisfied nor dissatisfied	11	15%	66	11%	579	11%	5	22%	40	17%	326	16%
				Dissatisfied	6	8%	68	12%	478	9%	0	0%	17	7%	182	9%
				Very dissatisfied	3	4%	19	3%	201	4%	2	9%	9	4%	84	4%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	10	14%	106	18%	897	17%	1	4%	41	17%	311	15%
				Satisfied	44	61%	268	46%	2498	49%	14	61%	125	52%	985	48%
				Neither satisfied nor dissatisfied	11	15%	109	19%	970	19%	5	22%	43	18%	445	22%
				Dissatisfied	6	8%	78	13%	559	11%	2	9%	26	11%	228	11%
				Very dissatisfied	1	1%	21	4%	204	4%	1	4%	6	2%	63	3%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	1	2%	43	10%	380	10%	0	0%	23	13%	198	12%
				President	11	19%	44	10%	437	11%	2	9%	17	10%	199	12%
				Vice President for Academic Affairs	25	44%	15	4%	178	5%	12	52%	15	8%	122	8%
				Academic Dean	3	5%	37	9%	385	10%	0	0%	12	7%	189	12%
				Provost	17	30%	283	67%	2538	64%	9	39%	111	62%	879	55%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	0	0%	2	0%	31	1%	0	0%	0	0%	10	1%
				Strongly agree	8	17%	56	18%	593	20%	8	38%	26	19%	287	23%
				Somewhat agree	26	55%	106	34%	932	31%	7	33%	55	41%	398	32%
				Neither agree nor disagree	6	13%	71	23%	720	24%	4	19%	30	22%	297	24%
				Somewhat disagree	4	9%	49	16%	476	16%	1	5%	14	10%	149	12%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	3	6%	33	10%	284	9%	1	5%	10	7%	110	9%
				For the rest of my career	13	20%	94	18%	876	19%	4	19%	22	10%	251	14%
				For the foreseeable future	28	44%	240	45%	2231	48%	4	19%	78	36%	740	40%
				For no more than 5 years after earning tenure	11	17%	88	17%	634	14%	2	10%	39	18%	223	12%
				I haven't thought that far ahead	12	19%	109	21%	933	20%	11	52%	76	35%	638	34%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	6	55%	N/A	N/A	375	70%	N<5	N<5	N/A	N/A	131	69%
				Prefer to work in private industry	0	0%	N/A	N/A	8	1%	N<5	N<5	N/A	N/A	6	3%
				Prefer to work in government	0	0%	N/A	N/A	5	1%	N<5	N<5	N/A	N/A	2	1%
				Other	5	45%	N/A	N/A	150	28%	N<5	N<5	N/A	N/A	52	27%

					RACE/ETHNICITY											
					White Faculty						Faculty of Color					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	Strongly agree	26	37%	244	44%	2160	43%	7	32%	82	35%	644	33%
				Somewhat agree	27	38%	169	30%	1569	32%	10	45%	80	35%	688	36%
				Neither agree nor disagree	8	11%	60	11%	531	11%	1	5%	41	18%	291	15%
				Somewhat disagree	8	11%	57	10%	463	9%	3	14%	18	8%	191	10%
				Strongly disagree	2	3%	29	5%	245	5%	1	5%	10	4%	115	6%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	37	52%	285	50%	2465	50%	11	50%	116	50%	850	45%
				Recommend with reservations	29	41%	243	43%	2159	43%	9	41%	102	44%	915	48%
				Not recommend dept	5	7%	41	7%	351	7%	2	9%	15	6%	143	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	9	13%	121	21%	983	19%	6	27%	56	23%	379	19%
				Good	42	58%	290	50%	2549	50%	11	50%	130	54%	954	49%
				So-so	18	25%	127	22%	1160	23%	4	18%	41	17%	507	26%
				Bad	1	1%	27	5%	253	5%	0	0%	9	4%	87	4%
				Awful	2	3%	12	2%	117	2%	1	5%	3	1%	37	2%

					ACADEMIC AREA											
					Humanities						Social Sciences					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	4	50%	27	30%	254	22%	5	45%	31	24%	264	21%
				Fairly clear	3	38%	51	57%	616	54%	5	45%	79	61%	630	51%
				Neither clear nor unclear	0	0%	2	2%	117	10%	0	0%	11	8%	158	13%
				Fairly unclear	1	13%	6	7%	110	10%	1	9%	9	7%	141	11%
				Very unclear	0	0%	3	3%	50	4%	0	0%	0	0%	44	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	4	50%	23	26%	241	21%	3	27%	30	23%	279	23%
				Fairly clear	3	38%	47	53%	603	53%	5	45%	77	59%	596	48%
				Neither clear nor unclear	0	0%	8	9%	127	11%	2	18%	12	9%	152	12%
				Fairly unclear	1	13%	8	9%	119	10%	1	9%	9	7%	153	12%
				Very unclear	0	0%	3	3%	55	5%	0	0%	2	2%	59	5%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	3	38%	16	18%	167	15%	3	27%	23	18%	205	17%
				Fairly clear	3	38%	45	51%	529	46%	5	45%	69	53%	511	41%
				Neither clear nor unclear	1	13%	11	12%	204	18%	2	18%	21	16%	219	18%
				Fairly unclear	1	13%	13	15%	163	14%	1	9%	16	12%	218	18%
				Very unclear	0	0%	4	4%	78	7%	0	0%	1	1%	84	7%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	3	38%	22	25%	202	18%	4	36%	28	22%	232	19%
				Fairly clear	4	50%	37	42%	551	48%	4	36%	68	52%	566	46%
				Neither clear nor unclear	0	0%	21	24%	222	19%	2	18%	23	18%	212	17%
				Fairly unclear	1	13%	5	6%	109	10%	1	9%	11	8%	172	14%
				Very unclear	0	0%	4	4%	56	5%	0	0%	0	0%	52	4%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	2	25%	18	20%	204	18%	3	27%	21	16%	205	17%
				Fairly clear	4	50%	38	43%	501	45%	4	36%	71	55%	559	45%
				Neither clear nor unclear	1	13%	19	22%	248	22%	3	27%	26	20%	301	24%
				Fairly unclear	0	0%	9	10%	117	10%	1	9%	10	8%	114	9%
				Very unclear	1	13%	4	5%	51	5%	0	0%	2	2%	55	4%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	4	50%	28	31%	279	24%	5	45%	36	28%	268	22%
				Fairly clear	4	50%	45	51%	565	50%	4	36%	71	55%	615	50%
				Neither clear nor unclear	0	0%	7	8%	124	11%	1	9%	14	11%	152	12%
				Fairly unclear	0	0%	7	8%	136	12%	1	9%	9	7%	165	13%
				Very unclear	0	0%	2	2%	35	3%	0	0%	0	0%	37	3%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	18	21%	192	17%	2	18%	19	15%	210	17%
				Fairly clear	6	75%	38	44%	535	47%	5	45%	61	48%	599	49%
				Neither clear nor unclear	1	13%	19	22%	208	18%	1	9%	26	21%	227	18%
				Fairly unclear	1	13%	7	8%	158	14%	2	18%	17	13%	159	13%
				Very unclear	0	0%	5	6%	38	3%	1	9%	3	2%	37	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	6	8%	79	8%	4	36%	10	8%	116	10%
				Fairly clear	5	63%	16	21%	286	27%	2	18%	44	35%	331	28%
				Neither clear nor unclear	1	13%	26	35%	333	32%	0	0%	37	30%	378	32%
				Fairly unclear	2	25%	21	28%	244	23%	5	45%	25	20%	264	22%
				Very unclear	0	0%	6	8%	109	10%	0	0%	8	6%	101	8%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	14%	10	12%	104	9%	2	18%	11	9%	124	10%
				Fairly clear	3	43%	22	26%	409	37%	5	45%	50	39%	427	35%
				Neither clear nor unclear	1	14%	28	33%	279	25%	1	9%	38	30%	356	29%
				Fairly unclear	2	29%	18	21%	229	21%	2	18%	19	15%	205	17%
				Very unclear	0	0%	7	8%	91	8%	1	9%	9	7%	106	9%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	5	6%	62	6%	1	10%	11	9%	79	7%
				Fairly clear	3	38%	18	22%	286	26%	3	30%	26	21%	324	27%
				Neither clear nor unclear	4	50%	24	29%	344	31%	2	20%	40	32%	383	32%
				Fairly unclear	1	13%	27	33%	264	24%	3	30%	36	29%	286	24%
				Very unclear	0	0%	8	10%	141	13%	1	10%	12	10%	128	11%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	3	4%	51	5%	1	10%	13	11%	79	7%
				Fairly clear	1	13%	10	13%	166	16%	1	10%	26	22%	242	21%
				Neither clear nor unclear	5	63%	27	36%	360	34%	3	30%	35	29%	359	31%
				Fairly unclear	2	25%	21	28%	279	27%	1	10%	36	30%	305	26%
				Very unclear	0	0%	14	19%	193	18%	4	40%	10	8%	174	15%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	4	50%	26	29%	286	25%	5	45%	30	23%	304	25%
				Fairly reasonable	4	50%	37	42%	489	43%	3	27%	71	55%	538	43%
				Neither reasonable nor unreasonable	0	0%	15	17%	230	20%	2	18%	23	18%	261	21%
				Fairly unreasonable	0	0%	9	10%	105	9%	1	9%	5	4%	105	8%
				Very unreasonable	0	0%	2	2%	29	3%	0	0%	1	1%	29	2%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	13%	22	25%	260	23%	3	27%	32	25%	313	25%
				Fairly reasonable	5	63%	36	41%	466	41%	4	36%	48	38%	496	40%
				Neither reasonable nor unreasonable	1	13%	24	28%	321	28%	4	36%	37	29%	322	26%
				Fairly unreasonable	0	0%	4	5%	68	6%	0	0%	7	6%	73	6%
				Very unreasonable	1	13%	1	1%	16	1%	0	0%	2	2%	28	2%

				ACADEMIC AREA																		
				Humanities						Social Sciences						Physical Sciences						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	11	15%	119	11%	5	45%	20	16%	177	15%	2	29%	5	14%	61	13%
				Fairly reasonable	4	50%	11	15%	248	24%	2	18%	39	31%	304	26%	2	29%	16	44%	153	33%
				Neither reasonable nor unreasonable	3	38%	47	63%	579	55%	4	36%	57	46%	609	51%	3	43%	14	39%	219	47%
				Fairly unreasonable	0	0%	5	7%	75	7%	0	0%	5	4%	66	6%	0	0%	1	3%	23	5%
				Very unreasonable	1	13%	1	1%	30	3%	0	0%	3	2%	34	3%	0	0%	0	0%	8	2%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	14%	17	20%	165	15%	4	36%	19	15%	206	17%	2	25%	7	19%	69	15%
				Fairly reasonable	3	43%	14	16%	339	30%	3	27%	42	33%	367	30%	3	38%	13	36%	174	37%
				Neither reasonable nor unreasonable	2	29%	45	53%	489	44%	4	36%	58	46%	539	44%	3	38%	14	39%	179	38%
				Fairly unreasonable	0	0%	6	7%	72	6%	0	0%	6	5%	76	6%	0	0%	2	6%	32	7%
				Very unreasonable	1	14%	3	4%	47	4%	0	0%	2	2%	30	2%	0	0%	0	0%	20	4%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	8	10%	105	10%	2	20%	16	13%	134	11%	1	14%	4	12%	39	8%
				Fairly reasonable	3	38%	16	20%	245	22%	2	20%	24	19%	287	24%	2	29%	6	18%	127	28%
				Neither reasonable nor unreasonable	5	63%	55	67%	674	61%	6	60%	76	61%	694	58%	4	57%	24	71%	271	59%
				Fairly unreasonable	0	0%	2	2%	45	4%	0	0%	7	6%	64	5%	0	0%	0	0%	13	3%
				Very unreasonable	0	0%	1	1%	28	3%	0	0%	2	2%	21	2%	0	0%	0	0%	10	2%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	6	8%	76	7%	1	10%	17	14%	120	10%	1	14%	5	14%	35	8%
				Fairly reasonable	1	13%	11	15%	148	14%	2	20%	29	24%	229	20%	0	0%	7	20%	118	26%
				Neither reasonable nor unreasonable	7	88%	53	71%	760	72%	7	70%	68	57%	733	63%	6	86%	22	63%	275	60%
				Fairly unreasonable	0	0%	3	4%	40	4%	0	0%	4	3%	62	5%	0	0%	1	3%	19	4%
				Very unreasonable	0	0%	2	3%	25	2%	0	0%	2	2%	15	1%	0	0%	0	0%	9	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	5	63%	26	30%	259	24%	5	45%	38	29%	265	22%	2	25%	7	19%	90	19%
				Somewhat agree	2	25%	31	36%	410	37%	3	27%	54	42%	451	37%	5	63%	18	50%	182	39%
				Neither agree nor disagree	0	0%	5	6%	85	8%	0	0%	10	8%	96	8%	0	0%	1	3%	45	10%
				Somewhat disagree	0	0%	15	17%	186	17%	2	18%	19	15%	234	19%	1	13%	5	14%	78	17%
				Strongly disagree	1	13%	9	10%	158	14%	1	9%	8	6%	170	14%	0	0%	5	14%	69	15%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	5	63%	32	41%	390	37%	5	45%	53	43%	420	36%	0	0%	15	43%	175	39%
				Somewhat agree	2	25%	30	38%	375	36%	3	27%	43	35%	413	36%	7	88%	13	37%	150	34%
				Neither agree nor disagree	0	0%	8	10%	117	11%	2	18%	15	12%	119	10%	0	0%	2	6%	54	12%
				Somewhat disagree	0	0%	6	8%	107	10%	1	9%	8	6%	122	11%	1	13%	2	6%	47	11%
				Strongly disagree	1	13%	3	4%	61	6%	0	0%	5	4%	84	7%	0	0%	3	9%	21	5%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	29%	19	22%	240	21%	2	18%	31	24%	251	20%	1	13%	8	22%	61	13%
				Satisfied	1	14%	46	54%	552	49%	6	55%	66	51%	624	51%	6	75%	18	50%	254	53%
				Neither satisfied nor dissatisfied	2	29%	8	9%	137	12%	2	18%	15	12%	169	14%	1	13%	6	17%	76	16%
				Dissatisfied	2	29%	11	13%	158	14%	1	9%	15	12%	160	13%	0	0%	3	8%	73	15%
				Very dissatisfied	0	0%	1	1%	31	3%	0	0%	2	2%	22	2%	0	0%	1	3%	11	2%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	14%	N/A	N/A	199	18%	2	18%	N/A	N/A	196	16%	1	13%	N/A	N/A	54	11%
				Satisfied	2	29%	N/A	N/A	468	42%	5	45%	N/A	N/A	581	47%	6	75%	N/A	N/A	218	46%
				Neither satisfied nor dissatisfied	2	29%	N/A	N/A	194	17%	2	18%	N/A	N/A	188	15%	1	13%	N/A	N/A	97	20%
				Dissatisfied	1	14%	N/A	N/A	206	18%	2	18%	N/A	N/A	208	17%	0	0%	N/A	N/A	78	16%
				Very dissatisfied	1	14%	N/A	N/A	51	5%	0	0%	N/A	N/A	51	4%	0	0%	N/A	N/A	27	6%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	25%	34	40%	377	34%	4	36%	42	33%	392	32%	1	13%	15	42%	136	29%
				Satisfied	3	38%	33	38%	486	43%	5	45%	58	46%	578	47%	5	63%	13	36%	248	52%
				Neither satisfied nor dissatisfied	2	25%	9	10%	129	12%	2	18%	18	14%	144	12%	0	0%	3	8%	52	11%
				Dissatisfied	0	0%	10	12%	106	9%	0	0%	8	6%	86	7%	2	25%	4	11%	33	7%
				Very dissatisfied	1	13%	0	0%	22	2%	0	0%	0	0%	21	2%	0	0%	1	3%	6	1%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	38%	40	47%	391	35%	3	27%	46	37%	368	30%	1	13%	15	42%	155	33%
				Satisfied	4	50%	30	35%	354	32%	5	45%	56	45%	457	37%	5	63%	15	42%	178	37%
				Neither satisfied nor dissatisfied	1	13%	5	6%	117	10%	2	18%	13	10%	130	11%	2	25%	4	11%	66	14%
				Dissatisfied	0	0%	8	9%	178	16%	1	9%	9	7%	188	15%	0	0%	2	6%	53	11%
				Very dissatisfied	0	0%	2	2%	76	7%	0	0%	1	1%	78	6%	0	0%	0	0%	24	5%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	50%	39	46%	581	52%	4	36%	64	51%	640	52%	3	38%	17	47%	186	39%
				Satisfied	2	25%	39	46%	360	32%	6	55%	41	33%	376	31%	3	38%	11	31%	173	36%
				Neither satisfied nor dissatisfied	1	13%	3	4%	77	7%	0	0%	12	10%	100	8%	1	13%	4	11%	60	13%
				Dissatisfied	0	0%	3	4%	75	7%	1	9%	7	6%	80	7%	1	13%	2	6%	35	7%
				Very dissatisfied	1	13%	1	1%	25	2%	0	0%	2	2%	26	2%	0	0%	2	6%	20	4%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	50%	63	75%	766	69%	6	55%	91	73%	889	73%	4	50%	19	53%	243	51%
				Satisfied	2	25%	18	21%	267	24%	5	45%	28	22%	269	22%	3	38%	16	44%	171	36%
				Neither satisfied nor dissatisfied	0	0%	1	1%	43	4%	0	0%	5	4%	32	3%	1	13%	1	3%	41	9%
				Dissatisfied	2	25%	1	1%	32	3%	0	0%	1	1%	23	2%	0	0%	0	0%	16	3%
				Very dissatisfied	0	0%	1	1%	8	1%	0	0%	0	0%	4	0%	0	0%	0	0%	4	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	50%	20	23%	303	27%	5	45%	40	32%	373	31%	2	25%	14	39%	130	27%
				Satisfied	3	38%	32	37%	417	37%	4	36%	52	41%	470	39%	3	38%	10	28%	215	45%
				Neither satisfied nor dissatisfied	0	0%	9	10%	134	12%	1	9%	15	12%	149	12%	3	38%	8	22%	76	16%
				Dissatisfied	1	13%	20	23%	179	16%	1	9%	17	13%	169	14%	0	0%	3	8%	34	7%
				Very dissatisfied	0	0%	5	6%	85	8%	0	0%	2	2%	58	5%	0	0%	1	3%	19	4%

					ACADEMIC AREA																	
					Humanities					Social Sciences					Physical Sciences							
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	6	7%	184	17%	0	0%	16	14%	188	16%	0	0%	4	11%	71	15%
				Satisfied	5	63%	41	48%	424	38%	7	70%	44	37%	370	32%	4	50%	13	36%	167	36%
				Neither satisfied nor dissatisfied	1	13%	22	26%	250	23%	1	10%	30	25%	300	26%	2	25%	12	33%	124	27%
				Dissatisfied	2	25%	14	16%	206	19%	2	20%	24	20%	223	19%	2	25%	6	17%	86	18%
				Very dissatisfied	0	0%	2	2%	47	4%	0	0%	4	3%	73	6%	0	0%	1	3%	18	4%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	14%	13	20%	137	17%	3	30%	28	23%	194	19%	1	13%	5	14%	36	9%
				Satisfied	1	14%	33	51%	350	42%	2	20%	52	43%	377	37%	3	38%	14	39%	159	39%
				Neither satisfied nor dissatisfied	3	43%	12	18%	171	21%	2	20%	28	23%	216	21%	3	38%	8	22%	107	26%
				Dissatisfied	2	29%	4	6%	134	16%	3	30%	13	11%	174	17%	0	0%	7	19%	81	20%
				Very dissatisfied	0	0%	3	5%	36	4%	0	0%	1	1%	46	5%	1	13%	2	6%	24	6%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	15	17%	102	9%	2	18%	16	12%	111	9%	1	13%	4	11%	36	8%
				Satisfied	3	38%	26	30%	294	26%	3	27%	48	37%	361	29%	2	25%	17	47%	143	30%
				Neither satisfied nor dissatisfied	1	13%	10	12%	173	15%	2	18%	18	14%	176	14%	2	25%	6	17%	89	19%
				Dissatisfied	4	50%	31	36%	352	31%	2	18%	38	29%	402	33%	3	38%	8	22%	148	31%
				Very dissatisfied	0	0%	4	5%	197	18%	2	18%	10	8%	175	14%	0	0%	1	3%	59	12%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	5	7%	43	5%	1	13%	6	5%	85	8%	1	13%	3	8%	19	4%
				Satisfied	2	33%	22	32%	213	24%	2	25%	37	30%	341	30%	2	25%	15	42%	169	37%
				Neither satisfied nor dissatisfied	3	50%	25	36%	383	43%	3	38%	50	40%	413	37%	3	38%	13	36%	147	32%
				Dissatisfied	1	17%	10	14%	158	18%	2	25%	24	19%	204	18%	2	25%	5	14%	92	20%
				Very dissatisfied	0	0%	7	10%	103	11%	0	0%	7	6%	87	8%	0	0%	0	0%	33	7%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	50%	55	64%	633	57%	7	64%	70	54%	695	57%	4	50%	23	64%	228	48%
				Satisfied	4	50%	25	29%	363	33%	3	27%	53	41%	396	32%	3	38%	10	28%	179	38%
				Neither satisfied nor dissatisfied	0	0%	3	3%	72	6%	1	9%	3	2%	75	6%	1	13%	3	8%	46	10%
				Dissatisfied	0	0%	2	2%	26	2%	0	0%	3	2%	49	4%	0	0%	0	0%	17	4%
				Very dissatisfied	0	0%	1	1%	20	2%	0	0%	0	0%	5	0%	0	0%	0	0%	3	1%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	13%	8	9%	132	12%	3	27%	23	18%	170	14%	0	0%	6	17%	69	15%
				Satisfied	2	25%	25	29%	368	33%	2	18%	56	44%	418	34%	2	25%	17	47%	172	36%
				Neither satisfied nor dissatisfied	2	25%	24	28%	206	19%	0	0%	24	19%	210	17%	3	38%	5	14%	104	22%
				Dissatisfied	2	25%	19	22%	262	24%	4	36%	17	13%	286	23%	1	13%	5	14%	88	19%
				Very dissatisfied	1	13%	10	12%	133	12%	2	18%	8	6%	136	11%	2	25%	3	8%	41	9%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	5	7%	67	7%	2	20%	17	13%	124	11%	0	0%	6	17%	37	8%
				Satisfied	3	43%	16	23%	209	23%	3	30%	42	33%	325	29%	3	38%	17	49%	150	34%
				Neither satisfied nor dissatisfied	2	29%	18	26%	215	24%	0	0%	27	21%	240	21%	3	38%	8	23%	103	24%
				Dissatisfied	2	29%	20	29%	247	28%	2	20%	34	27%	271	24%	1	13%	3	9%	92	21%
				Very dissatisfied	0	0%	11	16%	156	17%	3	30%	8	6%	177	16%	1	13%	1	3%	56	13%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	2	25%	37	43%	334	30%	4	36%	37	29%	293	24%	3	38%	11	31%	108	23%
				Satisfied	2	25%	25	29%	401	36%	4	36%	58	45%	443	36%	3	38%	12	33%	175	37%
				Neither satisfied nor dissatisfied	0	0%	9	10%	139	13%	1	9%	16	13%	185	15%	1	13%	8	22%	69	15%
				Dissatisfied	3	38%	12	14%	156	14%	2	18%	13	10%	198	16%	1	13%	4	11%	78	17%
				Very dissatisfied	1	13%	3	3%	73	7%	0	0%	4	3%	103	8%	0	0%	1	3%	38	8%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	0	0%	13	16%	111	11%	1	9%	11	9%	102	9%	0	0%	9	26%	58	13%
				Satisfied	4	57%	25	32%	314	31%	2	18%	48	40%	356	31%	3	38%	13	38%	158	35%
				Neither satisfied nor dissatisfied	2	29%	19	24%	274	27%	4	36%	36	30%	312	27%	3	38%	8	24%	114	26%
				Dissatisfied	1	14%	14	18%	208	21%	4	36%	21	17%	261	23%	2	25%	3	9%	85	19%
				Very dissatisfied	0	0%	8	10%	106	10%	0	0%	5	4%	117	10%	0	0%	1	3%	31	7%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	1	13%	10	13%	153	15%	2	18%	14	12%	174	15%	1	13%	7	21%	66	15%
				Satisfied	5	63%	31	41%	476	45%	5	45%	57	49%	482	42%	5	63%	9	27%	207	47%
				Neither satisfied nor dissatisfied	2	25%	20	26%	261	25%	4	36%	27	23%	311	27%	2	25%	16	48%	110	25%
				Dissatisfied	0	0%	12	16%	117	11%	0	0%	16	14%	126	11%	0	0%	1	3%	40	9%
				Very dissatisfied	0	0%	3	4%	40	4%	0	0%	3	3%	44	4%	0	0%	0	0%	13	3%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	2	25%	17	20%	194	18%	2	18%	18	14%	185	15%	1	13%	6	18%	63	14%
				Satisfied	3	38%	36	43%	447	41%	6	55%	58	46%	474	39%	2	25%	12	36%	179	39%
				Neither satisfied nor dissatisfied	1	13%	14	17%	226	21%	1	9%	27	22%	289	24%	3	38%	10	30%	113	25%
				Dissatisfied	2	25%	13	16%	161	15%	1	9%	16	13%	183	15%	1	13%	2	6%	63	14%
				Very dissatisfied	0	0%	3	4%	74	7%	1	9%	6	5%	74	6%	1	13%	3	9%	42	9%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	15	17%	235	21%	2	18%	26	20%	240	20%	2	25%	4	11%	79	17%
				Important	3	38%	43	49%	444	40%	3	27%	57	44%	504	41%	1	13%	17	49%	203	43%
				Neither important nor unimportant	2	25%	18	21%	252	23%	3	27%	31	24%	278	23%	2	25%	6	17%	117	25%
				Unimportant	1	13%	9	10%	126	11%	3	27%	11	9%	126	10%	2	25%	6	17%	44	9%
				Very unimportant	0	0%	2	2%	53	5%	0	0%	4	3%	67	6%	1	13%	2	6%	24	5%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	3	38%	32	37%	421	38%	4	36%	45	35%	481	40%	2	25%	14	40%	152	32%
				Important	3	38%	41	48%	515	46%	5	45%	67	52%	550	45%	3	38%	18	51%	231	49%
				Neither important nor unimportant	1	13%	9	10%	116	10%	2	18%	15	12%	127	10%	2	25%	1	3%	68	15%
				Unimportant	1	13%	4	5%	39	4%	0	0%	1	1%	36	3%	0	0%	2	6%	14	3%
				Very unimportant	0	0%	0	0%	18	2%	0	0%	2	2%	21	2%	1	13%	0	0%	3	1%

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				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	3	43%	26	31%	313	28%	3	27%	41	32%	377	31%	3	38%	7	21%	113	24%
				Important	3	43%	49	58%	604	55%	7	64%	73	57%	649	54%	1	13%	19	56%	275	59%
				Neither important nor unimportant	0	0%	8	9%	135	12%	0	0%	12	9%	137	11%	2	25%	6	18%	58	12%
				Unimportant	1	14%	1	1%	39	4%	1	9%	2	2%	27	2%	2	25%	2	6%	16	3%
				Very unimportant	0	0%	1	1%	13	1%	0	0%	1	1%	21	2%	0	0%	0	0%	3	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	4	50%	21	26%	282	26%	3	27%	32	25%	338	28%	2	25%	7	21%	112	24%
				Important	3	38%	49	60%	584	53%	7	64%	70	56%	634	53%	2	25%	15	44%	238	52%
				Neither important nor unimportant	0	0%	9	11%	176	16%	0	0%	20	16%	169	14%	2	25%	10	29%	93	20%
				Unimportant	1	13%	2	2%	40	4%	1	9%	2	2%	42	4%	1	13%	2	6%	15	3%
				Very unimportant	0	0%	1	1%	14	1%	0	0%	2	2%	16	1%	1	13%	0	0%	3	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	1	13%	21	26%	256	24%	2	18%	42	33%	431	36%	3	43%	9	26%	154	33%
				Important	3	38%	24	30%	439	41%	5	45%	63	50%	532	44%	1	14%	19	56%	223	48%
				Neither important nor unimportant	4	50%	21	26%	262	24%	3	27%	16	13%	171	14%	2	29%	5	15%	60	13%
				Unimportant	0	0%	10	12%	93	9%	1	9%	5	4%	51	4%	0	0%	1	3%	19	4%
				Very unimportant	0	0%	5	6%	33	3%	0	0%	0	0%	16	1%	1	14%	0	0%	6	1%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	12	15%	159	15%	2	18%	16	13%	152	13%	3	38%	1	3%	49	11%
				Important	3	38%	29	35%	508	47%	5	45%	47	37%	541	45%	1	13%	19	56%	242	52%
				Neither important nor unimportant	2	25%	21	26%	265	24%	4	36%	44	35%	329	27%	3	38%	7	21%	127	27%
				Unimportant	1	13%	15	18%	123	11%	0	0%	17	13%	154	13%	1	13%	7	21%	38	8%
				Very unimportant	0	0%	5	6%	36	3%	0	0%	2	2%	30	2%	0	0%	0	0%	7	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	6	75%	66	77%	764	69%	6	55%	83	65%	756	62%	4	50%	7	21%	156	34%
				Important	2	25%	17	20%	303	27%	4	36%	43	34%	421	35%	2	25%	18	53%	235	51%
				Neither important nor unimportant	0	0%	2	2%	25	2%	1	9%	2	2%	23	2%	2	25%	4	12%	56	12%
				Unimportant	0	0%	1	1%	8	1%	0	0%	0	0%	8	1%	0	0%	2	6%	14	3%
				Very unimportant	0	0%	0	0%	5	0%	0	0%	0	0%	7	1%	0	0%	3	9%	4	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	7	88%	62	72%	745	68%	3	27%	62	48%	669	55%	3	38%	7	21%	156	34%
				Important	1	13%	24	28%	281	25%	7	64%	52	40%	426	35%	2	25%	19	56%	199	43%
				Neither important nor unimportant	0	0%	0	0%	47	4%	1	9%	13	10%	94	8%	3	38%	7	21%	84	18%
				Unimportant	0	0%	0	0%	15	1%	0	0%	2	2%	17	1%	0	0%	0	0%	15	3%
				Very unimportant	0	0%	0	0%	14	1%	0	0%	0	0%	8	1%	0	0%	1	3%	6	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	5	63%	25	30%	299	28%	2	18%	28	22%	316	26%	1	13%	3	9%	72	16%
				Important	1	13%	24	29%	389	36%	4	36%	53	42%	456	38%	1	13%	20	61%	168	37%
				Neither important nor unimportant	2	25%	24	29%	298	28%	4	36%	36	29%	336	28%	5	63%	6	18%	162	36%
				Unimportant	0	0%	5	6%	67	6%	1	9%	7	6%	70	6%	0	0%	4	12%	38	8%
				Very unimportant	0	0%	4	5%	24	2%	0	0%	2	2%	22	2%	1	13%	0	0%	11	2%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	3	38%	42	49%	462	42%	0	0%	55	44%	538	45%	2	25%	8	24%	144	31%
				Important	3	38%	33	38%	494	45%	9	82%	59	47%	521	43%	6	75%	21	62%	228	50%
				Neither important nor unimportant	2	25%	10	12%	114	10%	2	18%	8	6%	119	10%	0	0%	2	6%	71	15%
				Unimportant	0	0%	1	1%	14	1%	0	0%	3	2%	22	2%	0	0%	3	9%	12	3%
				Very unimportant	0	0%	0	0%	11	1%	0	0%	0	0%	5	0%	0	0%	0	0%	4	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	5	63%	59	69%	647	59%	3	27%	71	56%	755	62%	4	50%	20	59%	239	52%
				Important	2	25%	25	29%	398	36%	8	73%	49	39%	419	35%	4	50%	11	32%	197	43%
				Neither important nor unimportant	1	13%	2	2%	46	4%	0	0%	6	5%	28	2%	0	0%	3	9%	22	5%
				Unimportant	0	0%	0	0%	5	0%	0	0%	0	0%	5	0%	0	0%	0	0%	2	0%
				Very unimportant	0	0%	0	0%	3	0%	0	0%	0	0%	4	0%	0	0%	0	0%	0	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	4	50%	27	33%	268	25%	2	18%	24	19%	310	26%	2	29%	6	18%	85	18%
				Important	3	38%	45	54%	570	52%	8	73%	71	56%	588	49%	2	29%	17	50%	250	54%
				Neither important nor unimportant	0	0%	6	7%	187	17%	0	0%	22	17%	224	19%	2	29%	7	21%	95	21%
				Unimportant	1	13%	4	5%	49	5%	1	9%	8	6%	62	5%	1	14%	3	9%	22	5%
				Very unimportant	0	0%	1	1%	12	1%	0	0%	1	1%	15	1%	0	0%	1	3%	9	2%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	31	38%	376	35%	5	45%	40	33%	422	36%	3	43%	9	26%	134	30%
				Important	4	50%	14	17%	230	22%	3	27%	38	31%	289	24%	1	14%	11	32%	121	27%
				Neither important nor unimportant	2	25%	19	23%	236	22%	2	18%	23	19%	214	18%	0	0%	5	15%	111	25%
				Unimportant	0	0%	6	7%	93	9%	1	9%	11	9%	110	9%	2	29%	5	15%	44	10%
				Very unimportant	0	0%	12	15%	125	12%	0	0%	11	9%	153	13%	1	14%	4	12%	33	7%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	1	13%	13	16%	235	22%	0	0%	7	6%	187	16%	2	29%	1	3%	63	14%
				Important	2	25%	17	21%	293	27%	1	9%	29	23%	324	27%	2	29%	5	15%	114	25%
				Neither important nor unimportant	5	63%	23	28%	289	27%	5	45%	53	43%	354	29%	0	0%	11	32%	145	32%
				Unimportant	0	0%	19	23%	165	15%	4	36%	21	17%	201	17%	2	29%	7	21%	88	19%
				Very unimportant	0	0%	9	11%	87	8%	1	9%	14	11%	137	11%	1	14%	10	29%	42	9%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	37	46%	414	39%	5	45%	45	36%	496	41%	2	29%	7	21%	116	26%
				Important	5	63%	31	38%	380	36%	3	27%	46	37%	399	33%	1	14%	14	41%	184	41%
				Neither important nor unimportant	1	13%	6	7%	166	16%	3	27%	21	17%	174	15%	1	14%	5	15%	111	25%
				Unimportant	0	0%	4	5%	53	5%	0	0%	3	2%	51	4%	2	29%	5	15%	22	5%
				Very unimportant	0	0%	3	4%	56	5%	0	0%	9	7%	77	6%	1	14%	3	9%	19	4%

Tenure-Track Faculty Job Satisfaction Survey					ACADEMIC AREA																	
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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	5	71%	36	44%	361	34%	6	55%	55	45%	389	33%	4	57%	12	36%	132	29%
				Important	2	29%	21	26%	290	27%	3	27%	28	23%	310	26%	1	14%	11	33%	131	29%
				Neither important nor unimportant	0	0%	14	17%	223	21%	2	18%	20	16%	245	21%	0	0%	3	9%	107	24%
				Unimportant	0	0%	7	9%	90	8%	0	0%	9	7%	115	10%	2	29%	3	9%	47	10%
				Very unimportant	0	0%	4	5%	103	10%	0	0%	11	9%	133	11%	0	0%	4	12%	31	7%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	N/A	N/A	117	12%	0	0%	N/A	N/A	117	11%	0	0%	N/A	N/A	28	7%
				Important	3	38%	N/A	N/A	242	26%	4	40%	N/A	N/A	231	22%	1	14%	N/A	N/A	90	23%
				Neither important nor unimportant	5	63%	N/A	N/A	323	34%	6	60%	N/A	N/A	378	36%	2	29%	N/A	N/A	161	42%
				Unimportant	0	0%	N/A	N/A	146	16%	0	0%	N/A	N/A	168	16%	3	43%	N/A	N/A	56	15%
				Very unimportant	0	0%	N/A	N/A	112	12%	0	0%	N/A	N/A	161	15%	1	14%	N/A	N/A	50	13%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	N/A	N/A	273	29%	1	10%	N/A	N/A	325	30%	1	14%	N/A	N/A	101	25%
				Important	1	13%	N/A	N/A	284	30%	3	30%	N/A	N/A	350	33%	3	43%	N/A	N/A	142	36%
				Neither important nor unimportant	4	50%	N/A	N/A	243	26%	6	60%	N/A	N/A	227	21%	1	14%	N/A	N/A	90	23%
				Unimportant	1	13%	N/A	N/A	74	8%	0	0%	N/A	N/A	67	6%	1	14%	N/A	N/A	37	9%
				Very unimportant	0	0%	N/A	N/A	69	7%	0	0%	N/A	N/A	101	9%	1	14%	N/A	N/A	28	7%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	N/A	N/A	294	31%	3	27%	N/A	N/A	341	32%	1	14%	N/A	N/A	69	18%
				Important	2	25%	N/A	N/A	340	36%	3	27%	N/A	N/A	430	40%	3	43%	N/A	N/A	168	43%
				Neither important nor unimportant	4	50%	N/A	N/A	185	20%	5	45%	N/A	N/A	193	18%	2	29%	N/A	N/A	118	30%
				Unimportant	0	0%	N/A	N/A	55	6%	0	0%	N/A	N/A	39	4%	1	14%	N/A	N/A	23	6%
				Very unimportant	0	0%	N/A	N/A	64	7%	0	0%	N/A	N/A	60	6%	0	0%	N/A	N/A	16	4%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	2	25%	N/A	N/A	73	8%	2	18%	N/A	N/A	83	8%	0	0%	N/A	N/A	17	4%
				Important	0	0%	N/A	N/A	160	17%	3	27%	N/A	N/A	149	14%	1	14%	N/A	N/A	61	16%
				Neither important nor unimportant	6	75%	N/A	N/A	409	45%	6	55%	N/A	N/A	436	42%	3	43%	N/A	N/A	154	40%
				Unimportant	0	0%	N/A	N/A	143	16%	0	0%	N/A	N/A	162	16%	2	29%	N/A	N/A	73	19%
				Very unimportant	0	0%	N/A	N/A	134	15%	0	0%	N/A	N/A	207	20%	1	14%	N/A	N/A	79	21%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	4	5%	54	7%	0	0%	8	10%	59	7%	0	0%	2	9%	16	5%
				Effective	1	14%	27	37%	243	31%	3	43%	29	35%	220	27%	2	25%	6	26%	110	33%
				Neither effective nor ineffective	3	43%	21	29%	213	27%	2	29%	22	27%	258	32%	5	63%	8	35%	101	30%
				Ineffective	2	29%	13	18%	178	23%	1	14%	20	24%	177	22%	1	13%	4	17%	68	20%
				Very ineffective	1	14%	8	11%	96	12%	1	14%	4	5%	103	13%	0	0%	3	13%	40	12%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	1	14%	11	14%	128	13%	3	27%	16	13%	145	13%	1	13%	8	25%	57	14%
				Effective	2	29%	37	46%	418	43%	2	18%	61	51%	423	39%	4	50%	13	41%	170	41%
				Neither effective nor ineffective	2	29%	17	21%	254	26%	1	9%	28	24%	284	26%	3	38%	5	16%	118	28%
				Ineffective	1	14%	8	10%	121	12%	3	27%	13	11%	158	15%	0	0%	4	13%	52	13%
				Very ineffective	1	14%	7	9%	55	6%	2	18%	1	1%	70	6%	0	0%	2	6%	19	5%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	14%	13	16%	115	11%	2	18%	15	12%	143	13%	1	13%	2	6%	37	9%
				Effective	1	14%	36	44%	502	49%	4	36%	63	52%	491	44%	3	38%	15	48%	200	47%
				Neither effective nor ineffective	3	43%	21	26%	222	22%	3	27%	29	24%	250	22%	2	25%	8	26%	109	25%
				Ineffective	1	14%	9	11%	131	13%	2	18%	11	9%	164	15%	2	25%	4	13%	60	14%
				Very ineffective	1	14%	2	2%	56	5%	0	0%	3	2%	74	7%	0	0%	2	6%	24	6%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	2	25%	9	12%	104	11%	2	18%	10	9%	114	11%	1	13%	2	7%	38	9%
				Effective	2	25%	37	50%	468	48%	5	45%	59	51%	453	43%	3	38%	12	44%	164	41%
				Neither effective nor ineffective	2	25%	18	24%	227	23%	2	18%	34	30%	262	25%	2	25%	7	26%	123	31%
				Ineffective	1	13%	10	14%	110	11%	2	18%	10	9%	143	14%	1	13%	4	15%	57	14%
				Very ineffective	1	13%	0	0%	60	6%	0	0%	2	2%	77	7%	1	13%	2	7%	21	5%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	3	5%	54	7%	1	13%	6	6%	64	6%	0	0%	3	10%	34	9%
				Effective	1	17%	9	15%	179	22%	1	13%	35	33%	261	26%	2	33%	7	24%	103	26%
				Neither effective nor ineffective	2	33%	26	43%	277	34%	1	13%	28	27%	264	26%	3	50%	12	41%	135	34%
				Ineffective	1	17%	8	13%	186	23%	3	38%	25	24%	262	26%	0	0%	4	14%	87	22%
				Very ineffective	2	33%	15	25%	123	15%	2	25%	11	10%	156	15%	1	17%	3	10%	39	10%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	7	11%	96	11%	2	20%	10	10%	120	13%	1	13%	1	4%	29	8%
				Effective	1	17%	23	35%	342	38%	4	40%	38	39%	370	39%	3	38%	11	39%	129	34%
				Neither effective nor ineffective	2	33%	21	32%	290	32%	3	30%	29	30%	312	33%	4	50%	8	29%	145	39%
				Ineffective	2	33%	11	17%	118	13%	1	10%	15	15%	122	13%	0	0%	7	25%	48	13%
				Very ineffective	1	17%	3	5%	61	7%	0	0%	6	6%	35	4%	0	0%	1	4%	23	6%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	3	3%	122	11%	3	30%	14	11%	129	11%	1	13%	1	4%	44	11%
				Effective	4	50%	32	37%	396	37%	2	20%	48	39%	432	37%	1	13%	7	28%	143	37%
				Neither effective nor ineffective	0	0%	11	13%	187	17%	2	20%	18	15%	185	16%	4	50%	6	24%	94	24%
				Ineffective	2	25%	25	29%	218	20%	1	10%	27	22%	256	22%	2	25%	4	16%	71	18%
				Very ineffective	2	25%	15	17%	161	15%	2	20%	17	14%	175	15%	0	0%	7	28%	32	8%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	2	29%	13	18%	122	14%	2	29%	4	5%	101	12%	1	13%	2	14%	38	13%
				Effective	2	29%	30	42%	312	35%	2	29%	33	43%	264	31%	0	0%	5	36%	87	31%
				Neither effective nor ineffective	3	43%	10	14%	162	18%	1	14%	23	30%	195	23%	4	50%	3	21%	90	32%
				Ineffective	0	0%	12	17%	163	18%	1	14%	10	13%	152	18%	2	25%	2	14%	42	15%
				Very ineffective	0	0%	7	10%	143	16%	1	14%	7	9%	137	16%	1	13%	2	14%	26	9%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	7	16%	65	11%	0	0%	6	8%	82	13%	0	0%	1	6%	25	11%
				Effective	1	20%	19	44%	185	32%	2	33%	23	32%	191	30%	0	0%	5	29%	54	24%
				Neither effective nor ineffective	4	80%	10	23%	207	36%	2	33%	30	42%	232	36%	7	88%	6	35%	113	51%
				Ineffective	0	0%	5	12%	71	12%	2	33%	7	10%	82	13%	1	13%	3	18%	20	9%
				Very ineffective	0	0%	2	5%	48	8%	0	0%	5	7%	57	9%	0	0%	2	12%	10	5%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	8	13%	79	10%	2	29%	17	18%	111	14%	1	14%	4	16%	39	12%
				Effective	N<5	N<5	23	37%	220	28%	2	29%	46	49%	261	32%	1	14%	10	40%	110	34%
				Neither effective nor ineffective	N<5	N<5	12	19%	158	20%	1	14%	11	12%	171	21%	2	29%	4	16%	90	28%
				Ineffective	N<5	N<5	12	19%	190	25%	0	0%	11	12%	155	19%	3	43%	6	24%	50	16%
				Very ineffective	N<5	N<5	8	13%	128	17%	2	29%	9	10%	124	15%	0	0%	1	4%	33	10%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	2	33%	14	18%	177	18%	0	0%	19	17%	176	16%	1	13%	10	33%	77	18%
				Effective	3	50%	38	50%	398	40%	4	50%	54	49%	474	43%	4	50%	13	43%	188	45%
				Neither effective nor ineffective	1	17%	11	14%	168	17%	2	25%	25	23%	196	18%	1	13%	5	17%	80	19%
				Ineffective	0	0%	8	11%	163	16%	0	0%	10	9%	156	14%	2	25%	2	7%	46	11%
				Very ineffective	0	0%	5	7%	82	8%	2	25%	3	3%	94	9%	0	0%	0	0%	29	7%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	2	25%	8	11%	58	7%	1	9%	7	7%	67	7%	1	14%	1	4%	20	5%
				Effective	2	25%	31	44%	324	37%	4	36%	41	42%	334	35%	3	43%	10	36%	125	34%
				Neither effective nor ineffective	1	13%	14	20%	261	30%	5	45%	26	27%	302	32%	3	43%	10	36%	142	38%
				Ineffective	2	25%	13	18%	158	18%	1	9%	19	20%	179	19%	0	0%	6	21%	61	16%
				Very ineffective	1	13%	5	7%	70	8%	0	0%	4	4%	74	8%	0	0%	1	4%	23	6%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	6%	14	4%	N<5	N<5	3	6%	32	7%	N<5	N<5	2	13%	15	7%
				Effective	N<5	N<5	4	11%	52	14%	N<5	N<5	9	18%	54	12%	N<5	N<5	2	13%	31	15%
				Neither effective nor ineffective	N<5	N<5	5	14%	92	24%	N<5	N<5	8	16%	112	24%	N<5	N<5	3	19%	62	30%
				Ineffective	N<5	N<5	13	37%	95	25%	N<5	N<5	16	33%	115	25%	N<5	N<5	3	19%	38	18%
				Very ineffective	N<5	N<5	11	31%	131	34%	N<5	N<5	13	27%	155	33%	N<5	N<5	6	38%	60	29%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	7	2%	N<5	N<5	0	0%	13	4%	N<5	N<5	N<5	N<5	11	8%
				Effective	N<5	N<5	1	6%	40	13%	N<5	N<5	4	17%	30	9%	N<5	N<5	N<5	N<5	14	10%
				Neither effective nor ineffective	N<5	N<5	5	31%	91	29%	N<5	N<5	9	39%	102	30%	N<5	N<5	N<5	N<5	47	32%
				Ineffective	N<5	N<5	2	13%	57	18%	N<5	N<5	3	13%	63	19%	N<5	N<5	N<5	N<5	27	18%
				Very ineffective	N<5	N<5	8	50%	118	38%	N<5	N<5	7	30%	130	38%	N<5	N<5	N<5	N<5	47	32%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	22	41%	111	22%	3	38%	17	25%	153	26%	N<5	N<5	8	44%	37	18%
				Effective	N<5	N<5	24	44%	205	41%	2	25%	42	62%	228	39%	N<5	N<5	6	33%	80	39%
				Neither effective nor ineffective	N<5	N<5	6	11%	90	18%	2	25%	7	10%	109	19%	N<5	N<5	2	11%	55	27%
				Ineffective	N<5	N<5	2	4%	53	10%	1	13%	1	1%	48	8%	N<5	N<5	2	11%	17	8%
				Very ineffective	N<5	N<5	0	0%	46	9%	0	0%	1	1%	48	8%	N<5	N<5	0	0%	15	7%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	14	22%	40	7%	3	30%	12	16%	62	11%	N<5	N<5	3	16%	18	8%
				Effective	N<5	N<5	19	30%	114	21%	3	30%	19	25%	111	20%	N<5	N<5	9	47%	55	25%
				Neither effective nor ineffective	N<5	N<5	8	13%	120	22%	2	20%	14	18%	124	22%	N<5	N<5	2	11%	58	27%
				Ineffective	N<5	N<5	9	14%	111	21%	2	20%	14	18%	121	22%	N<5	N<5	1	5%	37	17%
				Very ineffective	N<5	N<5	14	22%	150	28%	0	0%	18	23%	139	25%	N<5	N<5	4	21%	48	22%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	4	4%	N<5	N<5	N/A	N/A	3	4%
				Effective	N<5	N<5	N/A	N/A	17	14%	N<5	N<5	N/A	N/A	8	8%	N<5	N<5	N/A	N/A	8	11%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	69	58%	N<5	N<5	N/A	N/A	75	71%	N<5	N<5	N/A	N/A	49	64%
				Ineffective	N<5	N<5	N/A	N/A	16	14%	N<5	N<5	N/A	N/A	8	8%	N<5	N<5	N/A	N/A	7	9%
				Very ineffective	N<5	N<5	N/A	N/A	16	14%	N<5	N<5	N/A	N/A	10	10%	N<5	N<5	N/A	N/A	9	12%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	26	8%	N<5	N<5	N/A	N/A	45	10%	N<5	N<5	N/A	N/A	17	10%
				Effective	N<5	N<5	N/A	N/A	99	29%	N<5	N<5	N/A	N/A	144	32%	N<5	N<5	N/A	N/A	58	33%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	83	24%	N<5	N<5	N/A	N/A	83	18%	N<5	N<5	N/A	N/A	46	26%
				Ineffective	N<5	N<5	N/A	N/A	59	17%	N<5	N<5	N/A	N/A	73	16%	N<5	N<5	N/A	N/A	23	13%
				Very ineffective	N<5	N<5	N/A	N/A	77	22%	N<5	N<5	N/A	N/A	105	23%	N<5	N<5	N/A	N/A	30	17%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	34	11%	N<5	N<5	N/A	N/A	45	11%	N<5	N<5	N/A	N/A	15	10%
				Effective	N<5	N<5	N/A	N/A	80	26%	N<5	N<5	N/A	N/A	99	24%	N<5	N<5	N/A	N/A	30	20%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	91	29%	N<5	N<5	N/A	N/A	106	26%	N<5	N<5	N/A	N/A	63	42%
				Ineffective	N<5	N<5	N/A	N/A	63	20%	N<5	N<5	N/A	N/A	76	19%	N<5	N<5	N/A	N/A	28	19%
				Very ineffective	N<5	N<5	N/A	N/A	44	14%	N<5	N<5	N/A	N/A	79	20%	N<5	N<5	N/A	N/A	13	9%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	1	1%	0	0%	N/A	N/A	2	1%	N<5	N<5	N/A	N/A	3	4%
				Effective	N<5	N<5	N/A	N/A	15	13%	3	60%	N/A	N/A	13	9%	N<5	N<5	N/A	N/A	9	13%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	60	54%	1	20%	N/A	N/A	94	62%	N<5	N<5	N/A	N/A	46	66%
				Ineffective	N<5	N<5	N/A	N/A	15	13%	1	20%	N/A	N/A	17	11%	N<5	N<5	N/A	N/A	8	11%
				Very ineffective	N<5	N<5	N/A	N/A	21	19%	0	0%	N/A	N/A	26	17%	N<5	N<5	N/A	N/A	4	6%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	1	17%	14	24%	107	14%	4	44%	22	22%	144	16%	N<5	N<5	6	24%	41	13%
				Somewhat agree	3	50%	25	43%	236	31%	4	44%	40	40%	275	31%	N<5	N<5	9	36%	105	32%
				Neither agree nor disagree	0	0%	6	10%	119	16%	0	0%	14	14%	148	17%	N<5	N<5	3	12%	77	24%
				Somewhat disagree	2	33%	10	17%	158	21%	1	11%	15	15%	155	18%	N<5	N<5	4	16%	59	18%
				Strongly disagree	0	0%	3	5%	130	17%	0	0%	8	8%	154	18%	N<5	N<5	3	12%	42	13%

					ACADEMIC AREA											
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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	1	20%	12	20%	69	9%	2	29%	14	15%	85	10%
				Somewhat agree	3	60%	17	28%	195	26%	2	29%	39	41%	260	30%
				Neither agree nor disagree	0	0%	14	23%	150	20%	1	14%	19	20%	174	20%
				Somewhat disagree	1	20%	14	23%	188	25%	2	29%	15	16%	189	22%
				Strongly disagree	0	0%	3	5%	144	19%	0	0%	8	8%	153	18%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	2	40%	20	34%	241	31%	6	67%	32	33%	288	32%
				Somewhat agree	2	40%	21	36%	263	34%	3	33%	32	33%	295	33%
				Neither agree nor disagree	0	0%	11	19%	145	19%	0	0%	21	22%	156	18%
				Somewhat disagree	1	20%	6	10%	69	9%	0	0%	5	5%	72	8%
				Strongly disagree	0	0%	1	2%	51	7%	0	0%	6	6%	80	9%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	2	40%	18	30%	225	29%	5	63%	29	30%	261	29%
				Somewhat agree	3	60%	23	38%	265	34%	3	38%	33	34%	311	35%
				Neither agree nor disagree	0	0%	11	18%	157	20%	0	0%	24	25%	162	18%
				Somewhat disagree	0	0%	8	13%	78	10%	0	0%	6	6%	82	9%
				Strongly disagree	0	0%	1	2%	47	6%	0	0%	5	5%	76	9%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	2	33%	N/A	N/A	309	35%	5	56%	N/A	N/A	378	36%
				Somewhat agree	2	33%	N/A	N/A	272	31%	4	44%	N/A	N/A	332	32%
				Neither agree nor disagree	0	0%	N/A	N/A	152	17%	0	0%	N/A	N/A	181	17%
				Somewhat disagree	1	17%	N/A	N/A	96	11%	0	0%	N/A	N/A	92	9%
				Strongly disagree	1	17%	N/A	N/A	58	7%	0	0%	N/A	N/A	60	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	0	0%	4	5%	89	8%	1	9%	9	7%	98	8%
				Satisfied	3	43%	27	33%	385	36%	4	36%	51	41%	458	38%
				Neither satisfied nor dissatisfied	2	29%	12	14%	184	17%	2	18%	20	16%	202	17%
				Dissatisfied	1	14%	27	33%	303	28%	4	36%	32	26%	305	25%
				Very dissatisfied	1	14%	13	16%	122	11%	0	0%	11	9%	134	11%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	1	14%	6	7%	63	6%	2	18%	8	7%	87	7%
				Satisfied	2	29%	33	40%	346	32%	6	55%	39	32%	406	34%
				Neither satisfied nor dissatisfied	1	14%	13	16%	245	23%	1	9%	36	30%	258	22%
				Dissatisfied	2	29%	23	28%	288	27%	2	18%	33	27%	322	27%
				Very dissatisfied	1	14%	7	9%	131	12%	0	0%	6	5%	119	10%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	29%	33	44%	423	42%	6	55%	42	37%	424	38%
				Satisfied	4	57%	32	43%	369	36%	3	27%	53	46%	425	39%
				Neither satisfied nor dissatisfied	0	0%	6	8%	87	9%	9	8%	101	9%	1	17%
				Dissatisfied	0	0%	3	4%	82	8%	1	9%	5	4%	87	8%
				Very dissatisfied	1	14%	1	1%	50	5%	0	0%	5	4%	66	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	0	0%	22	27%	254	24%	2	18%	33	27%	289	24%
				Satisfied	5	71%	32	39%	382	36%	4	36%	49	40%	412	35%
				Neither satisfied nor dissatisfied	1	14%	15	18%	203	19%	2	18%	24	20%	229	19%
				Dissatisfied	0	0%	7	9%	147	14%	2	18%	12	10%	179	15%
				Very dissatisfied	1	14%	6	7%	73	7%	1	9%	5	4%	83	7%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	29%	11	15%	154	16%	2	18%	26	22%	222	19%
				Satisfied	2	29%	26	35%	303	31%	5	45%	38	32%	315	27%
				Neither satisfied nor dissatisfied	2	29%	19	26%	289	30%	1	9%	27	23%	284	25%
				Dissatisfied	0	0%	14	19%	153	16%	0	0%	22	18%	216	19%
				Very dissatisfied	1	14%	4	5%	78	8%	3	27%	6	5%	110	10%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	0	0%	N/A	N/A	238	26%	2	18%	N/A	N/A	245	23%
				Satisfied	4	57%	N/A	N/A	346	37%	4	36%	N/A	N/A	402	38%
				Neither satisfied nor dissatisfied	1	14%	N/A	N/A	180	19%	2	18%	N/A	N/A	196	19%
				Dissatisfied	1	14%	N/A	N/A	98	11%	3	27%	N/A	N/A	141	13%
				Very dissatisfied	1	14%	N/A	N/A	64	7%	0	0%	N/A	N/A	74	7%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	14%	16	20%	227	21%	3	27%	28	23%	258	22%
				Satisfied	3	43%	37	46%	405	38%	5	45%	43	35%	412	34%
				Neither satisfied nor dissatisfied	2	29%	9	11%	195	18%	1	9%	27	22%	229	19%
				Dissatisfied	0	0%	15	19%	160	15%	1	9%	22	18%	195	16%
				Very dissatisfied	1	14%	4	5%	70	7%	1	9%	4	3%	102	9%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	29%	20	25%	266	25%	3	27%	30	24%	305	26%
				Satisfied	3	43%	33	41%	421	40%	6	55%	49	40%	478	40%
				Neither satisfied nor dissatisfied	1	14%	17	21%	237	22%	2	18%	22	18%	252	21%
				Dissatisfied	0	0%	8	10%	91	9%	0	0%	22	18%	97	8%
				Very dissatisfied	1	14%	3	4%	39	4%	0	0%	1	1%	59	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	29%	16	20%	295	28%	5	45%	35	28%	352	30%
				Satisfied	3	43%	41	51%	427	41%	5	45%	50	41%	500	42%
				Neither satisfied nor dissatisfied	1	14%	17	21%	199	19%	1	9%	20	16%	179	15%
				Dissatisfied	0	0%	5	6%	91	9%	0	0%	16	13%	111	9%
				Very dissatisfied	1	14%	2	2%	26	3%	0	0%	2	2%	41	3%

					ACADEMIC AREA											
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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	29%	24	30%	360	35%	7	64%	44	36%	434	37%
				Satisfied	4	57%	43	53%	421	41%	3	27%	48	39%	457	39%
				Neither satisfied nor dissatisfied	0	0%	7	9%	172	17%	1	9%	18	15%	195	16%
				Dissatisfied	0	0%	6	7%	53	5%	0	0%	10	8%	66	6%
				Very dissatisfied	1	14%	1	1%	25	2%	0	0%	2	2%	31	3%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	29%	21	26%	358	33%	4	36%	44	36%	422	35%
				Satisfied	3	43%	30	37%	386	36%	6	55%	43	35%	380	32%
				Neither satisfied nor dissatisfied	1	14%	15	19%	161	15%	0	0%	22	18%	188	16%
				Dissatisfied	0	0%	9	11%	101	9%	1	9%	10	8%	133	11%
				Very dissatisfied	1	14%	6	7%	66	6%	0	0%	4	3%	71	6%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	0	0%	19	24%	234	22%	4	36%	33	27%	272	23%
				Satisfied	2	29%	27	34%	362	34%	1	9%	37	30%	361	31%
				Neither satisfied nor dissatisfied	1	14%	13	16%	180	17%	3	27%	26	21%	228	19%
				Dissatisfied	3	43%	14	18%	191	18%	1	9%	20	16%	197	17%
				Very dissatisfied	1	14%	6	8%	92	9%	2	18%	6	5%	121	10%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	2	29%	N/A	N/A	341	37%	5	45%	N/A	N/A	424	41%
				Satisfied	3	43%	N/A	N/A	396	43%	4	36%	N/A	N/A	429	41%
				Neither satisfied nor dissatisfied	1	14%	N/A	N/A	128	14%	2	18%	N/A	N/A	129	12%
				Dissatisfied	0	0%	N/A	N/A	42	5%	0	0%	N/A	N/A	40	4%
				Very dissatisfied	1	14%	N/A	N/A	15	2%	0	0%	N/A	N/A	20	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	2	33%	N/A	N/A	195	22%	3	30%	N/A	N/A	209	21%
				Satisfied	2	33%	N/A	N/A	385	43%	3	30%	N/A	N/A	399	40%
				Neither satisfied nor dissatisfied	2	33%	N/A	N/A	237	26%	3	30%	N/A	N/A	272	27%
				Dissatisfied	0	0%	N/A	N/A	54	6%	1	10%	N/A	N/A	69	7%
				Very dissatisfied	0	0%	N/A	N/A	31	3%	0	0%	N/A	N/A	44	4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	2	29%	N/A	N/A	280	30%	4	36%	N/A	N/A	331	32%
				Satisfied	3	43%	N/A	N/A	393	42%	4	36%	N/A	N/A	414	40%
				Neither satisfied nor dissatisfied	1	14%	N/A	N/A	163	17%	2	18%	N/A	N/A	180	17%
				Dissatisfied	0	0%	N/A	N/A	62	7%	0	0%	N/A	N/A	67	6%
				Very dissatisfied	1	14%	N/A	N/A	39	4%	1	9%	N/A	N/A	55	5%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	3	43%	N/A	N/A	507	47%	4	36%	N/A	N/A	550	46%
				Somewhat agree	3	43%	N/A	N/A	354	33%	5	45%	N/A	N/A	392	33%
				Neither agree nor disagree	0	0%	N/A	N/A	82	8%	2	18%	N/A	N/A	95	8%
				Somewhat disagree	1	14%	N/A	N/A	76	7%	0	0%	N/A	N/A	109	9%
				Strongly disagree	0	0%	N/A	N/A	57	5%	0	0%	N/A	N/A	52	4%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	2	29%	25	30%	339	32%	3	27%	43	35%	387	32%
				Satisfied	3	43%	44	53%	472	44%	6	55%	54	44%	515	43%
				Neither satisfied nor dissatisfied	1	14%	4	5%	124	12%	1	9%	16	13%	141	12%
				Dissatisfied	0	0%	7	8%	94	9%	0	0%	7	6%	105	9%
				Very dissatisfied	1	14%	3	4%	43	4%	1	9%	2	2%	45	4%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	2	29%	15	18%	174	16%	0	0%	21	17%	189	16%
				Satisfied	2	29%	33	40%	510	47%	10	91%	61	50%	576	48%
				Neither satisfied nor dissatisfied	1	14%	13	16%	191	18%	1	9%	17	14%	234	20%
				Dissatisfied	2	29%	16	19%	151	14%	0	0%	18	15%	144	12%
				Very dissatisfied	0	0%	6	7%	50	5%	0	0%	4	3%	50	4%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	0	0%	9	14%	81	10%	1	11%	8	9%	95	10%
				President	2	33%	4	6%	87	10%	4	44%	13	15%	115	12%
				Vice President for Academic Affairs	2	33%	4	6%	51	6%	1	11%	4	5%	39	4%
				Academic Dean	0	0%	4	6%	84	10%	0	0%	3	3%	69	7%
				Provost	2	33%	42	67%	527	63%	3	33%	58	67%	609	65%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	0	0%	0	0%	6	1%	0	0%	1	1%	8	1%
				Strongly agree	N<5	N<5	10	21%	116	18%	0	0%	13	20%	152	22%
				Somewhat agree	N<5	N<5	14	29%	163	25%	6	75%	20	31%	210	30%
				Neither agree nor disagree	N<5	N<5	11	23%	160	25%	1	13%	9	14%	157	22%
				Somewhat disagree	N<5	N<5	8	17%	127	20%	0	0%	12	19%	109	16%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	N<5	N<5	5	10%	77	12%	1	13%	10	16%	72	10%
				For the rest of my career	N<5	N<5	14	19%	156	16%	3	27%	12	11%	149	14%
				For the foreseeable future	N<5	N<5	23	32%	460	47%	4	36%	48	45%	494	46%
				For no more than 5 years after earning tenure	N<5	N<5	17	23%	138	14%	3	27%	16	15%	163	15%
				I haven't thought that far ahead	N<5	N<5	19	26%	221	23%	1	9%	31	29%	260	24%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	83	68%	N<5	N<5	N/A	N/A	97	72%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	2	2%	N<5	N<5	N/A	N/A	1	1%
				Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	1%
				Other	N<5	N<5	N/A	N/A	37	30%	N<5	N<5	N/A	N/A	35	26%
					N<5	N<5	N/A	N/A			N<5	N<5	N/A	N/A		

					ACADEMIC AREA																	
					Humanities						Social Sciences						Physical Sciences					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	4	57%	34	44%	460	44%	4	36%	58	50%	480	42%	1	17%	19	59%	172	39%
				Somewhat agree	0	0%	26	33%	329	32%	5	45%	39	33%	366	32%	3	50%	7	22%	142	32%
				Neither agree nor disagree	1	14%	10	13%	115	11%	1	9%	10	9%	118	10%	0	0%	0	0%	59	13%
				Somewhat disagree	2	29%	5	6%	86	8%	1	9%	6	5%	117	10%	2	33%	5	16%	48	11%
				Strongly disagree	0	0%	3	4%	46	4%	0	0%	4	3%	64	6%	0	0%	1	3%	23	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	5	63%	44	54%	517	51%	7	64%	70	59%	602	52%	1	17%	25	81%	226	51%
				Recommend with reservations	2	25%	33	40%	444	43%	3	27%	43	36%	480	42%	4	67%	4	13%	188	43%
				Not recommend dept	1	13%	5	6%	62	6%	1	9%	6	5%	71	6%	1	17%	2	6%	27	6%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	2	29%	16	19%	192	18%	1	9%	33	28%	222	19%	1	14%	13	39%	97	22%
				Good	2	29%	43	52%	519	49%	7	64%	57	48%	577	49%	3	43%	14	42%	220	49%
				So-so	3	43%	17	20%	255	24%	3	27%	22	19%	275	24%	3	43%	3	9%	99	22%
				Bad	0	0%	4	5%	58	6%	0	0%	4	3%	67	6%	0	0%	2	6%	19	4%
				Awful	0	0%	3	4%	26	2%	0	0%	2	2%	26	2%	0	0%	1	3%	15	3%

					ACADEMIC AREA																	
					Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	N<5	N<5	12	28%	87	21%	4	40%	0	0%	79	19%	5	29%	21	13%	181	19%
				Fairly clear	N<5	N<5	20	47%	222	55%	4	40%	18	67%	206	49%	9	53%	101	64%	530	54%
				Neither clear nor unclear	N<5	N<5	6	14%	53	13%	1	10%	5	19%	64	15%	1	6%	22	14%	150	15%
				Fairly unclear	N<5	N<5	3	7%	33	8%	1	10%	4	15%	50	12%	2	12%	11	7%	73	8%
				Very unclear	N<5	N<5	2	5%	10	2%	0	0%	0	0%	23	5%	0	0%	3	2%	39	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	N<5	N<5	9	21%	74	18%	4	40%	1	4%	72	17%	2	12%	20	13%	158	16%
				Fairly clear	N<5	N<5	21	49%	223	55%	3	30%	11	41%	188	45%	11	65%	93	60%	499	51%
				Neither clear nor unclear	N<5	N<5	7	16%	51	13%	3	30%	8	30%	65	15%	2	12%	30	19%	169	17%
				Fairly unclear	N<5	N<5	2	5%	40	10%	0	0%	7	26%	66	16%	2	12%	9	6%	97	10%
				Very unclear	N<5	N<5	4	9%	17	4%	0	0%	0	0%	30	7%	0	0%	4	3%	50	5%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	N<5	N<5	7	16%	42	10%	2	20%	1	4%	45	11%	1	6%	11	7%	103	11%
				Fairly clear	N<5	N<5	19	44%	190	47%	5	50%	8	30%	158	38%	11	65%	73	46%	409	42%
				Neither clear nor unclear	N<5	N<5	7	16%	87	21%	1	10%	9	33%	87	21%	3	18%	45	28%	239	25%
				Fairly unclear	N<5	N<5	7	16%	54	13%	2	20%	8	30%	93	22%	2	12%	22	14%	151	16%
				Very unclear	N<5	N<5	3	7%	32	8%	0	0%	1	4%	35	8%	0	0%	7	4%	72	7%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	N<5	N<5	9	21%	64	16%	3	30%	2	8%	68	16%	2	12%	16	10%	135	14%
				Fairly clear	N<5	N<5	22	51%	204	50%	4	40%	11	44%	158	38%	10	59%	86	55%	465	48%
				Neither clear nor unclear	N<5	N<5	6	14%	76	19%	2	20%	5	20%	89	21%	4	24%	35	22%	213	22%
				Fairly unclear	N<5	N<5	2	5%	43	11%	1	10%	6	24%	78	19%	1	6%	17	11%	115	12%
				Very unclear	N<5	N<5	4	9%	18	4%	0	0%	1	4%	25	6%	0	0%	2	1%	40	4%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	N<5	N<5	6	14%	55	14%	1	10%	2	8%	67	16%	0	0%	21	13%	146	15%
				Fairly clear	N<5	N<5	23	53%	180	45%	9	90%	11	42%	174	42%	12	75%	60	38%	415	43%
				Neither clear nor unclear	N<5	N<5	6	14%	100	25%	0	0%	9	35%	112	27%	4	25%	57	37%	274	29%
				Fairly unclear	N<5	N<5	5	12%	45	11%	0	0%	2	8%	42	10%	0	0%	11	7%	83	9%
				Very unclear	N<5	N<5	3	7%	22	5%	0	0%	2	8%	21	5%	0	0%	7	4%	43	4%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	10	24%	72	18%	2	20%	4	15%	67	16%	1	6%	25	16%	142	15%
				Fairly clear	N<5	N<5	25	60%	221	55%	7	70%	11	41%	199	47%	9	56%	97	61%	533	55%
				Neither clear nor unclear	N<5	N<5	1	2%	51	13%	0	0%	5	19%	71	17%	4	25%	24	15%	148	15%
				Fairly unclear	N<5	N<5	3	7%	49	12%	1	10%	6	22%	66	16%	2	13%	10	6%	111	12%
				Very unclear	N<5	N<5	3	7%	12	3%	0	0%	1	4%	18	4%	0	0%	4	3%	31	3%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	5	12%	56	14%	6	60%	5	19%	78	18%	1	6%	18	11%	152	16%
				Fairly clear	N<5	N<5	21	50%	212	53%	3	30%	14	52%	216	51%	9	56%	85	53%	517	53%
				Neither clear nor unclear	N<5	N<5	10	24%	74	18%	0	0%	4	15%	60	14%	4	25%	40	25%	190	20%
				Fairly unclear	N<5	N<5	2	5%	46	11%	0	0%	3	11%	60	14%	2	13%	10	6%	83	9%
				Very unclear	N<5	N<5	4	10%	14	3%	1	10%	1	4%	8	2%	0	0%	6	4%	25	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	4	10%	32	8%	3	30%	0	0%	40	10%	1	6%	15	9%	94	10%
				Fairly clear	N<5	N<5	20	48%	136	34%	4	40%	8	32%	108	28%	9	56%	78	49%	371	40%
				Neither clear nor unclear	N<5	N<5	7	17%	107	27%	1	10%	7	28%	114	29%	4	25%	37	23%	267	29%
				Fairly unclear	N<5	N<5	8	19%	84	21%	1	10%	8	32%	91	23%	1	6%	17	11%	143	15%
				Very unclear	N<5	N<5	3	7%	37	9%	1	10%	2	8%	35	9%	1	6%	11	7%	55	6%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	6	14%	33	8%	4	40%	1	4%	46	11%	0	0%	10	6%	78	8%
				Fairly clear	N<5	N<5	15	35%	148	37%	3	30%	11	41%	151	36%	4	25%	54	34%	327	35%
				Neither clear nor unclear	N<5	N<5	9	21%	112	28%	1	10%	8	30%	101	24%	8	50%	58	37%	306	32%
				Fairly unclear	N<5	N<5	9	21%	82	20%	1	10%	5	19%	84	20%	3	19%	24	15%	165	17%
				Very unclear	N<5	N<5	4	9%	27	7%	1	10%	2	7%	32	8%	1	6%	11	7%	68	7%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	4	10%	23	6%	4	44%	0	0%	23	6%	0	0%	8	5%	55	6%
				Fairly clear	N<5	N<5	10	25%	113	28%	3	33%	5	20%	100	25%	7	44%	33	22%	242	26%
				Neither clear nor unclear	N<5	N<5	12	30%	109	27%	0	0%	7	28%	133	33%	6	38%	57	38%	327	36%
				Fairly unclear	N<5	N<5	10	25%	94	24%	1	11%	9	36%	100	25%	2	13%	34	22%	198	22%
				Very unclear	N<5	N<5	4	10%	58	15%	1	11%	4	16%	51	13%	1	6%	20	13%	95	10%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	1	2%	20	5%	3	33%	1	4%	24	6%	0	0%	4	3%	38	4%
				Fairly clear	N<5	N<5	14	33%	93	24%	2	22%	2	8%	85	21%	6	40%	53	35%	282	31%
				Neither clear nor unclear	N<5	N<5	15	36%	130	33%	2	22%	7	28%	134	33%	5	33%	52	34%	311	34%
				Fairly unclear	N<5	N<5	5	12%	87	22%	1	11%	11	44%	108	27%	3	20%	32	21%	174	19%
				Very unclear	N<5	N<5	7	17%	64	16%	1	11%	4	16%	50	12%	1	7%	12	8%	97	11%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	6	14%	67	17%	3	30%	2	7%	68	16%	1	6%	25	16%	167	17%
				Fairly reasonable	N<5	N<5	26	62%	196	48%	6	60%	12	44%	173	41%	10	63%	80	50%	457	47%
				Neither reasonable nor unreasonable	N<5	N<5	7	17%	96	24%	1	10%	8	30%	120	29%	5	31%	40	25%	236	24%
				Fairly unreasonable	N<5	N<5	3	7%	30	7%	0	0%	5	19%	48	11%	0	0%	13	8%	78	8%
				Very unreasonable	N<5	N<5	0	0%	16	4%	0	0%	0	0%	12	3%	0	0%	2	1%	27	3%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	10	24%	82	20%	4	40%	6	22%	87	21%	3	19%	36	23%	196	20%
				Fairly reasonable	N<5	N<5	15	36%	182	45%	2	20%	11	41%	190	45%	7	44%	73	46%	465	48%
				Neither reasonable nor unreasonable	N<5	N<5	14	33%	108	27%	3	30%	6	22%	106	25%	4	25%	41	26%	246	25%
				Fairly unreasonable	N<5	N<5	0	0%	18	4%	1	10%	3	11%	28	7%	2	13%	7	4%	41	4%
				Very unreasonable	N<5	N<5	3	7%	12	3%	0	0%	1	4%	11	3%	0	0%	2	1%	19	2%

				ACADEMIC AREA																		
				Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	7	17%	48	12%	3	30%	1	4%	41	11%	1	6%	21	13%	120	13%
				Fairly reasonable	N<5	N<5	17	40%	138	35%	4	40%	7	28%	101	26%	9	56%	78	49%	374	40%
				Neither reasonable nor unreasonable	N<5	N<5	15	36%	185	47%	2	20%	13	52%	203	52%	5	31%	51	32%	385	41%
				Fairly unreasonable	N<5	N<5	1	2%	16	4%	0	0%	2	8%	35	9%	1	6%	6	4%	31	3%
				Very unreasonable	N<5	N<5	2	5%	9	2%	1	10%	2	8%	8	2%	0	0%	2	1%	20	2%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	7	16%	56	14%	4	40%	1	4%	58	14%	0	0%	16	10%	119	13%
				Fairly reasonable	N<5	N<5	16	37%	142	35%	3	30%	11	41%	132	32%	5	31%	60	38%	323	34%
				Neither reasonable nor unreasonable	N<5	N<5	14	33%	176	44%	1	10%	12	44%	177	43%	10	63%	77	49%	439	47%
				Fairly unreasonable	N<5	N<5	3	7%	17	4%	2	20%	1	4%	33	8%	1	6%	3	2%	38	4%
				Very unreasonable	N<5	N<5	3	7%	11	3%	0	0%	2	7%	14	3%	0	0%	1	1%	25	3%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	4	10%	37	9%	4	44%	2	8%	32	8%	0	0%	11	7%	79	9%
				Fairly reasonable	N<5	N<5	10	25%	104	26%	3	33%	1	4%	82	20%	8	50%	41	27%	250	27%
				Neither reasonable nor unreasonable	N<5	N<5	22	55%	235	59%	2	22%	19	76%	267	66%	8	50%	94	62%	544	59%
				Fairly unreasonable	N<5	N<5	3	8%	12	3%	0	0%	1	4%	20	5%	0	0%	5	3%	33	4%
				Very unreasonable	N<5	N<5	1	3%	9	2%	0	0%	2	8%	6	1%	0	0%	1	1%	11	1%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	3	7%	30	8%	3	33%	1	4%	28	7%	0	0%	5	3%	56	6%
				Fairly reasonable	N<5	N<5	11	26%	93	24%	2	22%	5	20%	79	20%	7	47%	59	39%	292	32%
				Neither reasonable nor unreasonable	N<5	N<5	25	60%	250	63%	4	44%	16	64%	263	66%	8	53%	83	54%	508	56%
				Fairly unreasonable	N<5	N<5	2	5%	12	3%	0	0%	1	4%	23	6%	0	0%	5	3%	34	4%
				Very unreasonable	N<5	N<5	1	2%	9	2%	0	0%	2	8%	8	2%	0	0%	1	1%	12	1%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	N<5	N<5	11	28%	80	20%	4	40%	2	8%	64	16%	2	13%	22	14%	162	17%
				Somewhat agree	N<5	N<5	15	38%	161	40%	3	30%	7	27%	134	33%	7	47%	75	48%	392	42%
				Neither agree nor disagree	N<5	N<5	2	5%	28	7%	0	0%	8	31%	48	12%	1	7%	21	13%	111	12%
				Somewhat disagree	N<5	N<5	4	10%	80	20%	3	30%	6	23%	89	22%	4	27%	23	15%	157	17%
				Strongly disagree	N<5	N<5	8	20%	49	12%	0	0%	3	12%	71	17%	1	7%	16	10%	117	12%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	N<5	N<5	20	48%	136	35%	1	10%	6	27%	123	33%	4	27%	51	35%	324	36%
				Somewhat agree	N<5	N<5	15	36%	151	39%	6	60%	10	45%	124	33%	5	33%	66	46%	320	36%
				Neither agree nor disagree	N<5	N<5	1	2%	45	12%	2	20%	2	9%	49	13%	3	20%	15	10%	122	14%
				Somewhat disagree	N<5	N<5	3	7%	33	9%	1	10%	3	14%	47	13%	2	13%	9	6%	74	8%
				Strongly disagree	N<5	N<5	3	7%	22	6%	0	0%	1	5%	33	9%	1	7%	4	3%	60	7%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	5	12%	54	13%	2	20%	4	15%	77	19%	2	13%	22	14%	174	18%
				Satisfied	N<5	N<5	23	55%	203	50%	4	40%	11	42%	208	50%	12	75%	89	56%	523	54%
				Neither satisfied nor dissatisfied	N<5	N<5	8	19%	73	18%	1	10%	4	15%	60	15%	0	0%	29	18%	138	14%
				Dissatisfied	N<5	N<5	6	14%	69	17%	2	20%	6	23%	58	14%	2	13%	15	9%	103	11%
				Very dissatisfied	N<5	N<5	0	0%	5	1%	1	10%	1	4%	10	2%	0	0%	5	3%	26	3%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	N/A	N/A	38	9%	1	10%	N/A	N/A	51	12%	3	19%	N/A	N/A	136	14%
				Satisfied	N<5	N<5	N/A	N/A	192	48%	4	40%	N/A	N/A	151	36%	7	44%	N/A	N/A	450	47%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	81	20%	1	10%	N/A	N/A	88	21%	2	13%	N/A	N/A	172	18%
				Dissatisfied	N<5	N<5	N/A	N/A	81	20%	3	30%	N/A	N/A	87	21%	3	19%	N/A	N/A	155	16%
				Very dissatisfied	N<5	N<5	N/A	N/A	10	2%	1	10%	N/A	N/A	37	9%	1	6%	N/A	N/A	48	5%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	13	32%	120	30%	4	40%	6	23%	120	29%	3	19%	41	26%	269	28%
				Satisfied	N<5	N<5	19	46%	201	50%	3	30%	14	54%	201	49%	12	75%	93	58%	504	53%
				Neither satisfied nor dissatisfied	N<5	N<5	5	12%	52	13%	1	10%	3	12%	47	11%	1	6%	17	11%	115	12%
				Dissatisfied	N<5	N<5	3	7%	21	5%	2	20%	1	4%	37	9%	0	0%	7	4%	56	6%
				Very dissatisfied	N<5	N<5	1	2%	6	2%	0	0%	2	8%	9	2%	0	0%	1	1%	15	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	13	32%	93	23%	2	20%	9	35%	118	28%	4	25%	47	30%	248	26%
				Satisfied	N<5	N<5	18	44%	185	46%	5	50%	9	35%	150	36%	10	63%	75	47%	398	41%
				Neither satisfied nor dissatisfied	N<5	N<5	5	12%	60	15%	1	10%	2	8%	45	11%	2	13%	25	16%	146	15%
				Dissatisfied	N<5	N<5	4	10%	49	12%	2	20%	5	19%	77	19%	0	0%	8	5%	122	13%
				Very dissatisfied	N<5	N<5	1	2%	12	3%	0	0%	1	4%	25	6%	0	0%	4	3%	47	5%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	13	32%	167	42%	6	60%	10	38%	213	51%	8	50%	44	28%	349	36%
				Satisfied	N<5	N<5	20	49%	153	38%	4	40%	7	27%	125	30%	6	38%	66	42%	408	43%
				Neither satisfied nor dissatisfied	N<5	N<5	5	12%	43	11%	0	0%	3	12%	35	8%	2	13%	28	18%	117	12%
				Dissatisfied	N<5	N<5	3	7%	26	7%	0	0%	5	19%	27	7%	0	0%	19	12%	61	6%
				Very dissatisfied	N<5	N<5	0	0%	10	3%	0	0%	1	4%	14	3%	0	0%	1	1%	22	2%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	20	53%	221	56%	8	80%	15	58%	276	67%	7	44%	59	37%	436	45%
				Satisfied	N<5	N<5	14	37%	139	35%	2	20%	7	27%	104	25%	7	44%	70	44%	406	42%
				Neither satisfied nor dissatisfied	N<5	N<5	2	5%	19	5%	0	0%	2	8%	19	5%	1	6%	21	13%	86	9%
				Dissatisfied	N<5	N<5	2	5%	12	3%	0	0%	1	4%	9	2%	1	6%	7	4%	20	2%
				Very dissatisfied	N<5	N<5	0	0%	3	1%	0	0%	1	4%	4	1%	0	0%	2	1%	12	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	10	24%	101	25%	4	40%	11	42%	129	31%	5	31%	34	21%	246	26%
				Satisfied	N<5	N<5	17	41%	183	46%	1	10%	6	23%	162	39%	11	69%	73	46%	456	47%
				Neither satisfied nor dissatisfied	N<5	N<5	8	20%	58	15%	2	20%	4	15%	50	12%	0	0%	30	19%	146	15%
				Dissatisfied	N<5	N<5	2	5%	39	10%	3	30%	4	15%	56	13%	0	0%	20	13%	88	9%
				Very dissatisfied	N<5	N<5	4	10%	18	5%	0	0%	1	4%	19	5%	0	0%	2	1%	25	3%

					ACADEMIC AREA											
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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	2	5%	81	21%	3	30%	6	23%	1	6%
				Satisfied	N<5	N<5	19	49%	133	34%	1	10%	10	38%	6	38%
				Neither satisfied nor dissatisfied	N<5	N<5	11	28%	90	23%	2	30%	2	8%	3	19%
				Dissatisfied	N<5	N<5	6	15%	62	16%	2	20%	5	19%	5	31%
				Very dissatisfied	N<5	N<5	1	3%	24	6%	1	10%	3	12%	1	6%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	8	20%	70	19%	0	0%	4	20%	2	13%
				Satisfied	N<5	N<5	14	35%	147	39%	3	60%	6	30%	5	31%
				Neither satisfied nor dissatisfied	N<5	N<5	11	28%	73	19%	1	20%	3	15%	6	38%
				Dissatisfied	N<5	N<5	6	15%	71	19%	0	0%	4	20%	3	19%
				Very dissatisfied	N<5	N<5	1	3%	14	4%	1	20%	3	15%	0	0%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	5	12%	28	7%	0	0%	1	4%	1	6%
				Satisfied	N<5	N<5	14	33%	102	25%	3	30%	7	27%	6	38%
				Neither satisfied nor dissatisfied	N<5	N<5	8	19%	75	19%	2	20%	1	4%	4	25%
				Dissatisfied	N<5	N<5	11	26%	154	38%	3	30%	13	50%	5	31%
				Very dissatisfied	N<5	N<5	4	10%	45	11%	2	20%	4	15%	0	0%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	2	5%	20	5%	0	0%	1	5%	1	6%
				Satisfied	N<5	N<5	19	45%	136	34%	2	33%	3	14%	5	31%
				Neither satisfied nor dissatisfied	N<5	N<5	14	33%	130	33%	2	33%	13	59%	5	31%
				Dissatisfied	N<5	N<5	5	12%	77	19%	1	17%	4	18%	4	25%
				Very dissatisfied	N<5	N<5	2	5%	32	8%	1	17%	1	5%	1	6%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	20	48%	213	53%	8	80%	10	40%	8	50%
				Satisfied	N<5	N<5	20	48%	146	36%	2	20%	9	36%	5	31%
				Neither satisfied nor dissatisfied	N<5	N<5	2	5%	31	8%	0	0%	3	12%	2	13%
				Dissatisfied	N<5	N<5	0	0%	10	2%	0	0%	2	8%	0	0%
				Very dissatisfied	N<5	N<5	0	0%	3	1%	0	0%	1	4%	1	6%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	10	24%	67	17%	2	20%	3	12%	2	13%
				Satisfied	N<5	N<5	17	40%	144	36%	3	30%	6	23%	6	38%
				Neither satisfied nor dissatisfied	N<5	N<5	7	17%	61	15%	0	0%	4	15%	4	25%
				Dissatisfied	N<5	N<5	6	14%	83	21%	4	40%	7	27%	2	13%
				Very dissatisfied	N<5	N<5	2	5%	49	12%	1	10%	6	23%	2	13%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	4	10%	45	12%	0	0%	4	17%	1	7%
				Satisfied	N<5	N<5	15	38%	109	29%	1	17%	8	33%	7	50%
				Neither satisfied nor dissatisfied	N<5	N<5	9	23%	90	24%	1	17%	5	21%	4	27%
				Dissatisfied	N<5	N<5	6	15%	81	22%	3	50%	5	21%	3	21%
				Very dissatisfied	N<5	N<5	6	15%	47	13%	1	17%	2	8%	1	7%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	8	19%	73	18%	2	20%	4	15%	4	25%
				Satisfied	N<5	N<5	19	45%	149	37%	4	40%	11	42%	6	38%
				Neither satisfied nor dissatisfied	N<5	N<5	10	24%	67	17%	2	20%	4	15%	2	13%
				Dissatisfied	N<5	N<5	3	7%	69	17%	1	10%	4	15%	1	6%
				Very dissatisfied	N<5	N<5	2	5%	45	11%	1	10%	3	12%	3	19%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	3	7%	34	9%	1	10%	1	4%	2	13%
				Satisfied	N<5	N<5	24	57%	140	36%	3	30%	7	29%	10	63%
				Neither satisfied nor dissatisfied	N<5	N<5	6	14%	99	26%	1	10%	9	38%	1	6%
				Dissatisfied	N<5	N<5	8	19%	81	21%	4	40%	6	25%	1	6%
				Very dissatisfied	N<5	N<5	1	2%	31	8%	1	10%	1	4%	2	13%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	4	11%	40	11%	2	20%	0	0%	2	14%
				Satisfied	N<5	N<5	18	47%	159	42%	4	40%	7	30%	9	64%
				Neither satisfied nor dissatisfied	N<5	N<5	9	24%	121	32%	3	30%	11	48%	1	7%
				Dissatisfied	N<5	N<5	5	13%	40	11%	0	0%	3	13%	1	7%
				Very dissatisfied	N<5	N<5	2	5%	16	4%	1	10%	2	9%	1	7%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	6	15%	43	11%	1	10%	1	4%	3	19%
				Satisfied	N<5	N<5	21	53%	144	37%	5	50%	13	50%	11	69%
				Neither satisfied nor dissatisfied	N<5	N<5	7	18%	99	25%	3	30%	7	27%	2	13%
				Dissatisfied	N<5	N<5	5	13%	75	19%	0	0%	2	8%	0	0%
				Very dissatisfied	N<5	N<5	1	3%	28	7%	1	10%	3	12%	0	0%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	17	40%	90	23%	3	30%	5	19%	3	19%
				Important	N<5	N<5	17	40%	175	44%	4	40%	12	46%	8	50%
				Neither important nor unimportant	N<5	N<5	7	17%	83	21%	2	20%	4	15%	4	25%
				Unimportant	N<5	N<5	0	0%	36	9%	1	10%	0	0%	1	6%
				Very unimportant	N<5	N<5	1	2%	13	3%	0	0%	5	19%	0	0%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	15	37%	138	35%	4	40%	12	46%	8	50%
				Important	N<5	N<5	22	54%	212	53%	6	60%	9	35%	4	25%
				Neither important nor unimportant	N<5	N<5	4	10%	37	9%	0	0%	3	12%	4	25%
				Unimportant	N<5	N<5	0	0%	8	2%	0	0%	0	0%	0	0%
				Very unimportant	N<5	N<5	0	0%	4	1%	0	0%	2	8%	0	0%

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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	14	34%	102	26%	5	50%	6	23%	124	31%
				Important	N<5	N<5	20	49%	221	55%	4	40%	16	62%	220	55%
				Neither important nor unimportant	N<5	N<5	7	17%	56	14%	1	10%	2	8%	46	11%
				Unimportant	N<5	N<5	0	0%	14	4%	0	0%	1	4%	11	3%
				Very unimportant	N<5	N<5	0	0%	6	2%	0	0%	1	4%	2	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	9	22%	77	19%	4	40%	7	27%	123	31%
				Important	N<5	N<5	25	61%	226	57%	3	30%	14	54%	217	54%
				Neither important nor unimportant	N<5	N<5	7	17%	70	18%	3	30%	3	12%	46	12%
				Unimportant	N<5	N<5	0	0%	18	5%	0	0%	0	0%	0	0%
				Very unimportant	N<5	N<5	0	0%	4	1%	0	0%	2	8%	5	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	18	43%	162	41%	2	20%	8	31%	123	31%
				Important	N<5	N<5	18	43%	171	43%	5	50%	11	42%	171	42%
				Neither important nor unimportant	N<5	N<5	4	10%	46	12%	3	30%	4	15%	80	20%
				Unimportant	N<5	N<5	2	5%	15	4%	0	0%	1	4%	20	5%
				Very unimportant	N<5	N<5	0	0%	4	1%	0	0%	2	8%	9	2%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	4	10%	49	12%	2	20%	3	12%	72	18%
				Important	N<5	N<5	21	50%	191	48%	5	50%	8	31%	184	46%
				Neither important nor unimportant	N<5	N<5	16	38%	120	30%	2	20%	9	35%	103	26%
				Unimportant	N<5	N<5	1	2%	32	8%	1	10%	4	15%	32	8%
				Very unimportant	N<5	N<5	0	0%	3	1%	0	0%	2	8%	8	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	17	40%	136	34%	7	70%	18	69%	261	64%
				Important	N<5	N<5	19	45%	196	49%	3	30%	6	23%	121	30%
				Neither important nor unimportant	N<5	N<5	6	14%	43	11%	0	0%	2	8%	16	4%
				Unimportant	N<5	N<5	0	0%	20	5%	0	0%	0	0%	5	1%
				Very unimportant	N<5	N<5	0	0%	5	1%	0	0%	0	0%	3	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	8	20%	105	27%	6	60%	14	54%	206	52%
				Important	N<5	N<5	20	49%	185	47%	2	20%	7	27%	133	33%
				Neither important nor unimportant	N<5	N<5	9	22%	78	20%	2	20%	4	15%	47	12%
				Unimportant	N<5	N<5	4	10%	19	5%	0	0%	0	0%	9	2%
				Very unimportant	N<5	N<5	0	0%	6	2%	1	4%	5	1%	0	0%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	5	13%	58	15%	3	30%	2	8%	83	21%
				Important	N<5	N<5	16	41%	165	43%	3	30%	9	35%	157	39%
				Neither important nor unimportant	N<5	N<5	15	38%	134	35%	3	30%	10	38%	127	32%
				Unimportant	N<5	N<5	3	8%	26	7%	1	10%	4	15%	26	7%
				Very unimportant	N<5	N<5	0	0%	4	1%	0	0%	1	4%	6	2%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	15	38%	123	31%	2	20%	11	42%	143	36%
				Important	N<5	N<5	20	51%	211	53%	5	50%	8	31%	193	48%
				Neither important nor unimportant	N<5	N<5	3	8%	47	12%	2	20%	6	23%	56	14%
				Unimportant	N<5	N<5	1	3%	12	3%	1	10%	1	4%	9	2%
				Very unimportant	N<5	N<5	0	0%	2	1%	0	0%	0	0%	1	0%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	20	51%	192	48%	6	60%	14	56%	202	50%
				Important	N<5	N<5	17	44%	181	46%	2	20%	9	36%	178	44%
				Neither important nor unimportant	N<5	N<5	2	5%	18	5%	2	20%	2	8%	18	4%
				Unimportant	N<5	N<5	0	0%	4	1%	0	0%	0	0%	2	0%
				Very unimportant	N<5	N<5	0	0%	1	0%	0	0%	0	0%	2	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	8	21%	77	20%	4	40%	9	36%	123	31%
				Important	N<5	N<5	25	64%	234	60%	6	60%	8	32%	206	52%
				Neither important nor unimportant	N<5	N<5	6	15%	64	16%	0	0%	7	28%	50	13%
				Unimportant	N<5	N<5	0	0%	15	4%	0	0%	0	0%	16	4%
				Very unimportant	N<5	N<5	0	0%	3	1%	0	0%	1	4%	3	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	12	31%	132	34%	2	20%	7	29%	113	29%
				Important	N<5	N<5	17	44%	127	33%	3	30%	6	25%	90	23%
				Neither important nor unimportant	N<5	N<5	4	10%	65	17%	4	40%	8	33%	96	25%
				Unimportant	N<5	N<5	3	8%	33	9%	1	10%	1	4%	37	10%
				Very unimportant	N<5	N<5	3	8%	28	7%	0	0%	2	8%	53	14%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	2	5%	50	13%	0	0%	3	12%	85	22%
				Important	N<5	N<5	8	21%	100	26%	1	10%	6	24%	101	26%
				Neither important nor unimportant	N<5	N<5	14	36%	119	31%	5	50%	12	48%	143	36%
				Unimportant	N<5	N<5	10	26%	82	21%	4	40%	2	8%	38	10%
				Very unimportant	N<5	N<5	5	13%	38	10%	0	0%	2	8%	28	7%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	8	21%	118	30%	4	40%	11	44%	123	32%
				Important	N<5	N<5	19	50%	161	41%	3	30%	11	44%	141	36%
				Neither important nor unimportant	N<5	N<5	7	18%	74	19%	3	30%	3	12%	93	24%
				Unimportant	N<5	N<5	1	3%	18	5%	0	0%	0	0%	14	4%
				Very unimportant	N<5	N<5	3	8%	17	4%	0	0%	0	0%	18	5%

				ACADEMIC AREA																		
				Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	19	49%	124	32%	5	50%	8	32%	100	25%	8	57%	56	35%	279	30%
				Important	N<5	N<5	14	36%	119	30%	3	30%	11	44%	112	28%	5	36%	56	35%	328	36%
				Neither important nor unimportant	N<5	N<5	2	5%	78	20%	2	20%	3	12%	121	31%	1	7%	28	18%	179	19%
				Unimportant	N<5	N<5	1	3%	40	10%	0	0%	2	8%	34	9%	0	0%	10	6%	85	9%
				Very unimportant	N<5	N<5	3	8%	30	8%	0	0%	1	4%	27	7%	0	0%	8	5%	49	5%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	28	8%	1	10%	N/A	N/A	43	12%	4	29%	N/A	N/A	61	8%
				Important	N<5	N<5	N/A	N/A	73	22%	2	20%	N/A	N/A	84	24%	5	36%	N/A	N/A	186	24%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	131	39%	7	70%	N/A	N/A	142	41%	3	21%	N/A	N/A	303	39%
				Unimportant	N<5	N<5	N/A	N/A	62	19%	0	0%	N/A	N/A	41	12%	1	7%	N/A	N/A	142	18%
				Very unimportant	N<5	N<5	N/A	N/A	38	11%	0	0%	N/A	N/A	36	10%	1	7%	N/A	N/A	79	10%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	85	25%	2	20%	N/A	N/A	116	33%	6	43%	N/A	N/A	213	27%
				Important	N<5	N<5	N/A	N/A	128	37%	4	40%	N/A	N/A	128	36%	6	43%	N/A	N/A	303	39%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	75	22%	4	40%	N/A	N/A	66	19%	2	14%	N/A	N/A	172	22%
				Unimportant	N<5	N<5	N/A	N/A	32	9%	0	0%	N/A	N/A	20	6%	0	0%	N/A	N/A	59	8%
				Very unimportant	N<5	N<5	N/A	N/A	23	7%	0	0%	N/A	N/A	25	7%	0	0%	N/A	N/A	37	5%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	73	22%	2	20%	N/A	N/A	75	22%	5	36%	N/A	N/A	151	20%
				Important	N<5	N<5	N/A	N/A	146	44%	6	60%	N/A	N/A	148	43%	6	43%	N/A	N/A	353	46%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	89	27%	1	10%	N/A	N/A	92	27%	2	14%	N/A	N/A	201	26%
				Unimportant	N<5	N<5	N/A	N/A	14	4%	1	10%	N/A	N/A	14	4%	0	0%	N/A	N/A	45	6%
				Very unimportant	N<5	N<5	N/A	N/A	13	4%	0	0%	N/A	N/A	18	5%	1	7%	N/A	N/A	24	3%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	18	6%	2	20%	N/A	N/A	23	7%	1	7%	N/A	N/A	35	5%
				Important	N<5	N<5	N/A	N/A	46	14%	0	0%	N/A	N/A	58	17%	5	36%	N/A	N/A	120	16%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	149	46%	7	70%	N/A	N/A	169	50%	7	50%	N/A	N/A	347	46%
				Unimportant	N<5	N<5	N/A	N/A	69	21%	1	10%	N/A	N/A	46	14%	0	0%	N/A	N/A	134	18%
				Very unimportant	N<5	N<5	N/A	N/A	41	13%	0	0%	N/A	N/A	43	13%	1	7%	N/A	N/A	115	15%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	6	17%	28	9%	1	10%	0	0%	14	5%	2	13%	5	4%	38	5%
				Effective	N<5	N<5	13	36%	79	26%	5	50%	4	24%	93	32%	5	33%	37	28%	202	28%
				Neither effective nor ineffective	N<5	N<5	5	14%	101	33%	2	20%	3	18%	79	27%	5	33%	51	39%	252	35%
				Ineffective	N<5	N<5	3	8%	59	19%	2	20%	4	24%	70	24%	2	13%	20	15%	133	19%
				Very ineffective	N<5	N<5	9	25%	42	14%	0	0%	6	35%	37	13%	1	7%	17	13%	90	13%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	6	16%	48	14%	4	40%	2	9%	35	10%	3	20%	16	11%	95	12%
				Effective	N<5	N<5	14	38%	144	41%	4	40%	11	48%	162	45%	6	40%	62	43%	336	41%
				Neither effective nor ineffective	N<5	N<5	7	19%	90	26%	1	10%	3	13%	94	26%	4	27%	39	27%	253	31%
				Ineffective	N<5	N<5	6	16%	45	13%	1	10%	2	9%	40	11%	1	7%	20	14%	100	12%
				Very ineffective	N<5	N<5	4	11%	23	7%	0	0%	5	22%	32	9%	1	7%	8	6%	42	5%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	5	14%	39	11%	4	40%	4	15%	43	11%	2	13%	12	8%	96	11%
				Effective	N<5	N<5	16	44%	156	42%	3	30%	11	42%	170	45%	9	60%	75	50%	406	45%
				Neither effective nor ineffective	N<5	N<5	10	28%	97	26%	1	10%	7	27%	80	21%	2	13%	32	21%	222	25%
				Ineffective	N<5	N<5	2	6%	46	12%	2	20%	1	4%	47	13%	2	13%	24	16%	130	15%
				Very ineffective	N<5	N<5	3	8%	31	8%	0	0%	3	12%	34	9%	0	0%	6	4%	41	5%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	6%	28	8%	3	33%	3	12%	37	10%	2	13%	9	7%	79	9%
				Effective	N<5	N<5	18	53%	124	36%	3	33%	9	36%	166	45%	9	56%	60	45%	364	43%
				Neither effective nor ineffective	N<5	N<5	8	24%	109	32%	1	11%	6	24%	79	22%	4	25%	43	32%	254	30%
				Ineffective	N<5	N<5	3	9%	55	16%	1	11%	5	20%	51	14%	1	6%	13	10%	100	12%
				Very ineffective	N<5	N<5	3	9%	28	8%	1	11%	2	8%	34	9%	0	0%	8	6%	49	6%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	6%	17	5%	0	0%	1	5%	19	6%	2	15%	5	4%	50	6%
				Effective	N<5	N<5	13	38%	89	27%	1	14%	3	16%	47	15%	5	38%	45	32%	233	28%
				Neither effective nor ineffective	N<5	N<5	6	18%	90	27%	2	29%	6	32%	109	36%	2	15%	46	33%	265	32%
				Ineffective	N<5	N<5	8	24%	79	24%	2	29%	2	11%	66	22%	2	15%	25	18%	174	21%
				Very ineffective	N<5	N<5	5	15%	57	17%	2	29%	7	37%	63	21%	2	15%	19	14%	98	12%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	11%	25	8%	1	10%	0	0%	22	7%	2	15%	7	5%	73	9%
				Effective	N<5	N<5	15	43%	120	38%	6	60%	9	38%	121	37%	8	62%	56	42%	334	41%
				Neither effective nor ineffective	N<5	N<5	12	34%	123	39%	1	10%	10	42%	123	38%	3	23%	52	39%	275	34%
				Ineffective	N<5	N<5	3	9%	41	13%	1	10%	2	8%	37	11%	0	0%	16	12%	94	12%
				Very ineffective	N<5	N<5	1	3%	8	3%	1	10%	3	13%	22	7%	0	0%	3	2%	38	5%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	6%	19	6%	1	10%	6	24%	46	12%	2	13%	7	5%	79	10%
				Effective	N<5	N<5	12	35%	100	31%	2	20%	7	28%	127	32%	3	20%	38	28%	295	36%
				Neither effective nor ineffective	N<5	N<5	8	24%	96	30%	0	0%	3	12%	63	16%	6	40%	45	33%	205	25%
				Ineffective	N<5	N<5	9	26%	69	22%	4	40%	4	16%	85	22%	2	13%	27	20%	152	19%
				Very ineffective	N<5	N<5	3	9%	35	11%	3	30%	5	20%	70	18%	2	13%	18	13%	85	10%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	3	18%	15	7%	1	13%	0	0%	31	11%	3	23%	1	1%	34	7%
				Effective	N<5	N<5	3	18%	57	27%	2	25%	7	41%	93	34%	4	31%	23	28%	152	30%
				Neither effective nor ineffective	N<5	N<5	6	35%	87	41%	1	13%	3	18%	55	20%	5	38%	40	49%	196	38%
				Ineffective	N<5	N<5	4	24%	35	16%	4	50%	4	24%	45	17%	0	0%	9	11%	80	16%
				Very ineffective	N<5	N<5	1	6%	19	9%	0	0%	3	18%	46	17%	1	8%	8	10%	53	10%

				ACADEMIC AREA																		
				Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	11%	22	12%	0	0%	0	0%	19	9%	2	25%	6	7%	40	8%
				Effective	N<5	N<5	4	22%	55	29%	3	43%	4	29%	63	30%	3	38%	30	34%	149	31%
				Neither effective nor ineffective	N<5	N<5	7	39%	89	47%	3	43%	7	50%	91	43%	3	38%	44	51%	239	49%
				Ineffective	N<5	N<5	5	28%	17	9%	1	14%	0	0%	22	10%	0	0%	4	5%	31	6%
				Very ineffective	N<5	N<5	0	0%	7	4%	0	0%	3	21%	17	8%	0	0%	3	3%	29	6%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	7%	26	9%	0	0%	0	0%	11	4%	2	15%	12	10%	65	9%
				Effective	N<5	N<5	11	37%	102	37%	3	43%	3	16%	61	23%	4	31%	64	51%	307	43%
				Neither effective nor ineffective	N<5	N<5	6	20%	68	25%	2	29%	4	21%	84	31%	4	31%	35	28%	200	28%
				Ineffective	N<5	N<5	3	10%	46	17%	0	0%	6	32%	61	23%	1	8%	11	9%	95	13%
				Very ineffective	N<5	N<5	8	27%	33	12%	2	29%	6	32%	51	19%	2	15%	4	3%	49	7%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	12%	42	12%	0	0%	2	10%	34	10%	3	20%	18	12%	108	13%
				Effective	N<5	N<5	18	53%	144	42%	4	40%	6	29%	126	36%	6	40%	75	52%	385	45%
				Neither effective nor ineffective	N<5	N<5	4	12%	69	20%	2	20%	5	24%	75	21%	5	33%	34	23%	199	23%
				Ineffective	N<5	N<5	4	12%	52	15%	3	30%	6	29%	67	19%	1	7%	13	9%	105	12%
				Very ineffective	N<5	N<5	4	12%	33	10%	1	10%	2	10%	50	14%	0	0%	5	3%	55	6%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	3%	13	4%	3	30%	2	10%	26	8%	1	7%	3	2%	38	5%
				Effective	N<5	N<5	15	47%	98	31%	4	40%	6	29%	115	33%	8	57%	46	36%	246	33%
				Neither effective nor ineffective	N<5	N<5	11	34%	111	35%	0	0%	5	24%	102	30%	4	29%	44	34%	280	38%
				Ineffective	N<5	N<5	4	13%	67	21%	2	20%	5	24%	49	14%	1	7%	21	16%	118	16%
				Very ineffective	N<5	N<5	1	3%	26	8%	1	10%	3	14%	52	15%	0	0%	14	11%	58	8%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	4%	11	6%	N<5	N<5	0	0%	4	3%	1	20%	2	3%	18	5%
				Effective	N<5	N<5	7	30%	39	20%	N<5	N<5	0	0%	12	8%	1	20%	18	28%	71	18%
				Neither effective nor ineffective	N<5	N<5	5	22%	50	25%	N<5	N<5	5	56%	51	34%	1	20%	26	41%	151	39%
				Ineffective	N<5	N<5	7	30%	40	20%	N<5	N<5	2	22%	31	21%	1	20%	10	16%	75	19%
				Very ineffective	N<5	N<5	3	13%	57	29%	N<5	N<5	2	22%	50	34%	1	20%	8	13%	73	19%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	4	3%	N<5	N<5	0	0%	8	6%	N<5	N<5	0	0%	5	2%
				Effective	N<5	N<5	1	14%	16	14%	N<5	N<5	0	0%	16	12%	N<5	N<5	2	5%	30	10%
				Neither effective nor ineffective	N<5	N<5	4	57%	40	34%	N<5	N<5	2	33%	38	28%	N<5	N<5	27	71%	128	43%
				Ineffective	N<5	N<5	0	0%	18	15%	N<5	N<5	2	33%	24	18%	N<5	N<5	5	13%	61	21%
				Very ineffective	N<5	N<5	2	29%	39	33%	N<5	N<5	2	33%	49	36%	N<5	N<5	4	11%	73	25%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	20%	31	15%	1	20%	2	17%	30	19%	1	14%	12	15%	51	12%
				Effective	N<5	N<5	12	60%	99	47%	4	80%	8	67%	57	36%	4	57%	46	58%	196	46%
				Neither effective nor ineffective	N<5	N<5	3	15%	55	26%	0	0%	2	17%	48	30%	2	29%	17	21%	129	31%
				Ineffective	N<5	N<5	1	5%	19	9%	0	0%	0	0%	6	4%	0	0%	4	5%	26	6%
				Very ineffective	N<5	N<5	0	0%	5	2%	0	0%	0	0%	18	11%	0	0%	1	1%	20	5%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	9	28%	20	9%	3	33%	4	21%	13	7%	4	44%	10	10%	30	6%
				Effective	N<5	N<5	11	34%	53	23%	2	22%	4	21%	33	18%	2	22%	26	27%	106	23%
				Neither effective nor ineffective	N<5	N<5	6	19%	61	27%	1	11%	2	11%	54	30%	1	11%	25	26%	137	29%
				Ineffective	N<5	N<5	3	9%	55	24%	2	22%	6	32%	35	19%	1	11%	19	20%	90	19%
				Very ineffective	N<5	N<5	3	9%	40	17%	1	11%	3	16%	48	26%	1	11%	16	17%	104	22%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	3%	N<5	N<5	N/A	N/A	2	1%
				Effective	N<5	N<5	N/A	N/A	4	8%	N<5	N<5	N/A	N/A	3	5%	N<5	N<5	N/A	N/A	17	12%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	37	73%	N<5	N<5	N/A	N/A	43	72%	N<5	N<5	N/A	N/A	106	76%
				Ineffective	N<5	N<5	N/A	N/A	4	8%	N<5	N<5	N/A	N/A	6	10%	N<5	N<5	N/A	N/A	9	6%
				Very ineffective	N<5	N<5	N/A	N/A	6	12%	N<5	N<5	N/A	N/A	6	10%	N<5	N<5	N/A	N/A	5	4%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	8	6%	1	17%	N/A	N/A	14	9%	3	60%	N/A	N/A	35	10%
				Effective	N<5	N<5	N/A	N/A	46	32%	3	50%	N/A	N/A	47	29%	2	40%	N/A	N/A	116	32%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	41	28%	0	0%	N/A	N/A	38	23%	0	0%	N/A	N/A	91	25%
				Ineffective	N<5	N<5	N/A	N/A	25	17%	1	17%	N/A	N/A	29	18%	0	0%	N/A	N/A	56	15%
				Very ineffective	N<5	N<5	N/A	N/A	25	17%	1	17%	N/A	N/A	36	22%	0	0%	N/A	N/A	69	19%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	5	5%	0	0%	N/A	N/A	6	6%	N<5	N<5	N/A	N/A	18	6%
				Effective	N<5	N<5	N/A	N/A	30	29%	3	50%	N/A	N/A	19	19%	N<5	N<5	N/A	N/A	92	33%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	42	40%	1	17%	N/A	N/A	43	43%	N<5	N<5	N/A	N/A	111	39%
				Ineffective	N<5	N<5	N/A	N/A	12	11%	2	33%	N/A	N/A	15	15%	N<5	N<5	N/A	N/A	36	13%
				Very ineffective	N<5	N<5	N/A	N/A	16	15%	0	0%	N/A	N/A	17	17%	N<5	N<5	N/A	N/A	25	9%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	1	2%	2	40%	N/A	N/A	2	4%	N<5	N<5	N/A	N/A	4	3%
				Effective	N<5	N<5	N/A	N/A	3	5%	0	0%	N/A	N/A	6	11%	N<5	N<5	N/A	N/A	25	16%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	37	65%	2	40%	N/A	N/A	33	60%	N<5	N<5	N/A	N/A	107	69%
				Ineffective	N<5	N<5	N/A	N/A	10	18%	1	20%	N/A	N/A	7	13%	N<5	N<5	N/A	N/A	9	6%
				Very ineffective	N<5	N<5	N/A	N/A	6	11%	0	0%	N/A	N/A	7	13%	N<5	N<5	N/A	N/A	11	7%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	5	16%	37	12%	2	22%	2	13%	23	10%	1	10%	17	15%	92	15%
				Somewhat agree	N<5	N<5	15	48%	107	36%	3	33%	4	27%	63	27%	8	80%	44	38%	202	32%
				Neither agree nor disagree	N<5	N<5	5	16%	66	22%	0	0%	3	20%	53	23%	1	10%	29	25%	145	23%
				Somewhat disagree	N<5	N<5	2	6%	55	18%	2	22%	6	40%	61	26%	0	0%	20	17%	107	17%
				Strongly disagree	N<5	N<5	4	13%	34	11%	2	22%	0	0%	35	15%	0	0%	5	4%	78	13%

Tenure-Track Faculty Job Satisfaction Survey				ACADEMIC AREA																		
Survey Administration 2010-11				Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats						
				Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables				
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	2	6%	23	8%	1	11%	2	13%	18	8%	1	10%	15	13%	79	12%
				Somewhat agree	N<5	N<5	11	35%	95	31%	4	44%	5	31%	53	22%	5	50%	41	35%	164	26%
				Neither agree nor disagree	N<5	N<5	6	19%	77	25%	0	0%	5	31%	55	23%	2	20%	33	28%	183	29%
				Somewhat disagree	N<5	N<5	9	29%	74	24%	3	33%	4	25%	75	31%	1	10%	22	19%	127	20%
				Strongly disagree	N<5	N<5	3	10%	35	12%	1	11%	0	0%	38	16%	1	10%	5	4%	81	13%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	7	21%	80	25%	3	33%	5	31%	74	29%	4	36%	22	18%	150	23%
				Somewhat agree	N<5	N<5	14	41%	104	33%	2	22%	5	31%	77	30%	6	55%	50	42%	212	33%
				Neither agree nor disagree	N<5	N<5	6	18%	71	23%	2	22%	5	31%	56	22%	1	9%	29	24%	168	26%
				Somewhat disagree	N<5	N<5	4	12%	40	13%	2	22%	1	6%	29	11%	0	0%	14	12%	66	10%
				Strongly disagree	N<5	N<5	3	9%	19	6%	0	0%	0	0%	23	9%	0	0%	4	3%	48	7%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	8	24%	74	23%	3	33%	5	31%	67	25%	3	25%	23	19%	162	24%
				Somewhat agree	N<5	N<5	11	32%	104	33%	3	33%	5	31%	85	32%	6	50%	50	42%	219	33%
				Neither agree nor disagree	N<5	N<5	7	21%	80	25%	1	11%	4	25%	52	20%	2	17%	28	24%	171	26%
				Somewhat disagree	N<5	N<5	5	15%	37	12%	1	11%	2	13%	37	14%	0	0%	12	10%	70	10%
				Strongly disagree	N<5	N<5	3	9%	21	7%	1	11%	0	0%	24	9%	1	8%	5	4%	47	7%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	N<5	N/A	N/A	114	34%	4	40%	N/A	N/A	106	31%	5	38%	N/A	N/A	242	31%
				Somewhat agree	N<5	N<5	N/A	N/A	120	36%	2	20%	N/A	N/A	100	29%	7	54%	N/A	N/A	270	35%
				Neither agree nor disagree	N<5	N<5	N/A	N/A	57	17%	0	0%	N/A	N/A	60	18%	1	8%	N/A	N/A	151	19%
				Somewhat disagree	N<5	N<5	N/A	N/A	30	9%	3	30%	N/A	N/A	44	13%	0	0%	N/A	N/A	68	9%
				Strongly disagree	N<5	N<5	N/A	N/A	17	5%	1	10%	N/A	N/A	29	9%	0	0%	N/A	N/A	45	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	N<5	N<5	4	10%	35	9%	0	0%	0	0%	26	7%	3	20%	21	13%	110	12%
				Satisfied	N<5	N<5	16	41%	176	45%	4	40%	10	40%	146	37%	6	40%	67	43%	384	42%
				Neither satisfied nor dissatisfied	N<5	N<5	9	23%	75	19%	3	30%	3	12%	68	17%	4	27%	32	21%	179	19%
				Dissatisfied	N<5	N<5	9	23%	78	20%	1	10%	7	28%	116	29%	2	13%	21	13%	182	20%
				Very dissatisfied	N<5	N<5	1	3%	31	8%	2	20%	5	20%	42	11%	0	0%	15	10%	63	7%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	N<5	N<5	2	5%	15	4%	0	0%	1	4%	10	3%	1	7%	0	0%	45	5%
				Satisfied	N<5	N<5	10	26%	117	30%	3	30%	3	13%	105	26%	5	33%	47	30%	309	34%
				Neither satisfied nor dissatisfied	N<5	N<5	11	28%	101	26%	2	20%	5	21%	89	22%	4	27%	36	23%	230	25%
				Dissatisfied	N<5	N<5	16	41%	119	30%	3	30%	10	42%	131	33%	3	20%	50	32%	243	26%
				Very dissatisfied	N<5	N<5	0	0%	39	10%	2	20%	5	21%	64	16%	2	13%	23	15%	95	10%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	13	36%	110	30%	7	70%	9	38%	155	40%	6	40%	38	27%	288	33%
				Satisfied	N<5	N<5	15	42%	177	48%	2	20%	7	29%	134	35%	7	47%	74	52%	359	41%
				Neither satisfied nor dissatisfied	N<5	N<5	3	8%	44	12%	0	0%	4	17%	48	13%	2	13%	20	14%	120	14%
				Dissatisfied	N<5	N<5	4	11%	25	7%	1	10%	3	13%	27	7%	0	0%	6	4%	64	7%
				Very dissatisfied	N<5	N<5	1	3%	15	4%	0	0%	1	4%	20	5%	0	0%	3	2%	37	4%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	13	34%	82	21%	4	40%	4	17%	80	20%	1	7%	26	17%	161	18%
				Satisfied	N<5	N<5	11	29%	142	36%	2	20%	9	39%	125	32%	8	53%	56	37%	317	35%
				Neither satisfied nor dissatisfied	N<5	N<5	5	13%	88	22%	0	0%	5	22%	84	21%	2	13%	25	16%	185	21%
				Dissatisfied	N<5	N<5	3	8%	47	12%	4	40%	3	13%	60	15%	2	13%	32	21%	160	18%
				Very dissatisfied	N<5	N<5	6	16%	33	8%	0	0%	2	9%	45	11%	2	13%	13	9%	75	8%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	10	26%	93	24%	4	44%	4	17%	88	23%	2	14%	23	15%	165	18%
				Satisfied	N<5	N<5	17	44%	165	42%	2	22%	12	52%	129	34%	7	50%	63	40%	306	34%
				Neither satisfied nor dissatisfied	N<5	N<5	3	8%	74	19%	2	22%	4	17%	82	22%	1	7%	33	21%	189	21%
				Dissatisfied	N<5	N<5	4	10%	32	8%	0	0%	1	4%	58	15%	1	7%	26	17%	164	18%
				Very dissatisfied	N<5	N<5	5	13%	28	7%	1	11%	2	9%	23	6%	3	21%	11	7%	84	9%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	N/A	N/A	64	19%	4	40%	N/A	N/A	93	26%	0	0%	N/A	N/A	125	16%
				Satisfied	N<5	N<5	N/A	N/A	121	35%	3	30%	N/A	N/A	118	33%	8	57%	N/A	N/A	288	38%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	93	27%	1	10%	N/A	N/A	56	16%	3	21%	N/A	N/A	195	26%
				Dissatisfied	N<5	N<5	N/A	N/A	39	11%	1	10%	N/A	N/A	48	14%	2	14%	N/A	N/A	92	12%
				Very dissatisfied	N<5	N<5	N/A	N/A	26	8%	1	10%	N/A	N/A	38	11%	1	7%	N/A	N/A	59	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	15%	73	18%	2	20%	4	16%	88	22%	1	7%	23	15%	155	17%
				Satisfied	N<5	N<5	14	36%	161	41%	7	70%	11	44%	125	32%	7	50%	56	36%	321	35%
				Neither satisfied nor dissatisfied	N<5	N<5	8	21%	88	22%	0	0%	4	16%	93	24%	2	14%	35	23%	187	21%
				Dissatisfied	N<5	N<5	4	10%	44	11%	1	10%	3	12%	61	16%	2	14%	31	20%	162	18%
				Very dissatisfied	N<5	N<5	7	18%	30	8%	0	0%	3	12%	25	6%	2	14%	10	6%	82	9%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	7	18%	87	22%	3	30%	5	21%	98	25%	2	14%	24	15%	158	17%
				Satisfied	N<5	N<5	17	45%	165	42%	6	60%	10	42%	144	37%	8	57%	50	32%	336	37%
				Neither satisfied nor dissatisfied	N<5	N<5	7	18%	80	20%	1	10%	8	33%	91	23%	2	14%	48	31%	252	28%
				Dissatisfied	N<5	N<5	3	8%	35	9%	0	0%	0	0%	43	11%	1	7%	23	15%	108	12%
				Very dissatisfied	N<5	N<5	4	11%	25	6%	0	0%	1	4%	17	4%	1	7%	10	6%	49	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	9	24%	99	26%	3	30%	6	25%	93	24%	2	14%	31	20%	202	23%
				Satisfied	N<5	N<5	17	45%	187	48%	7	70%	7	29%	154	40%	9	64%	68	44%	388	43%
				Neither satisfied nor dissatisfied	N<5	N<5	7	18%	64	16%	0	0%	8	33%	94	24%	1	7%	39	25%	195	22%
				Dissatisfied	N<5	N<5	5	13%	28	7%	0	0%	1	4%	33	9%	2	14%	13	8%	78	9%
				Very dissatisfied	N<5	N<5	0	0%	10	3%	0	0%	2	8%	13	3%	0	0%	4	3%	29	3%

					ACADEMIC AREA												Engi / Comp Sci / Math / Stats					
					Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	8	22%	116	30%	3	30%	9	39%	101	26%	3	21%	32	21%	212	24%
				Satisfied	N<5	N<5	19	51%	171	44%	6	60%	5	22%	161	42%	9	64%	66	43%	372	42%
				Neither satisfied nor dissatisfied	N<5	N<5	7	19%	70	18%	1	10%	7	30%	84	22%	2	14%	39	25%	211	24%
				Dissatisfied	N<5	N<5	3	8%	23	6%	0	0%	1	4%	25	7%	0	0%	15	10%	74	8%
				Very dissatisfied	N<5	N<5	0	0%	8	2%	0	0%	1	4%	12	3%	0	0%	3	2%	21	2%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	9	23%	109	28%	4	40%	7	28%	140	35%	4	29%	28	18%	225	25%
				Satisfied	N<5	N<5	13	33%	137	35%	4	40%	11	44%	138	35%	7	50%	73	47%	379	42%
				Neither satisfied nor dissatisfied	N<5	N<5	8	21%	71	18%	1	10%	2	8%	52	13%	2	14%	27	17%	152	17%
				Dissatisfied	N<5	N<5	4	10%	44	11%	1	10%	2	8%	40	10%	0	0%	18	12%	96	11%
				Very dissatisfied	N<5	N<5	5	13%	35	9%	0	0%	3	12%	28	7%	1	7%	10	6%	60	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	7	18%	76	19%	4	40%	5	20%	86	22%	1	7%	23	15%	150	17%
				Satisfied	N<5	N<5	13	33%	132	33%	1	10%	11	44%	116	30%	6	43%	56	37%	289	33%
				Neither satisfied nor dissatisfied	N<5	N<5	8	21%	88	22%	1	10%	3	12%	70	18%	2	14%	33	22%	199	22%
				Dissatisfied	N<5	N<5	9	23%	70	18%	2	20%	3	12%	72	18%	3	21%	24	16%	148	17%
				Very dissatisfied	N<5	N<5	2	5%	31	8%	2	20%	3	12%	46	12%	2	14%	15	10%	102	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	N<5	N<5	N/A	N/A	109	32%	3	30%	N/A	N/A	115	34%	3	21%	N/A	N/A	193	26%
				Satisfied	N<5	N<5	N/A	N/A	172	50%	3	30%	N/A	N/A	151	45%	7	50%	N/A	N/A	362	48%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	45	13%	3	30%	N/A	N/A	46	14%	4	29%	N/A	N/A	155	21%
				Dissatisfied	N<5	N<5	N/A	N/A	16	5%	1	10%	N/A	N/A	15	4%	0	0%	N/A	N/A	30	4%
				Very dissatisfied	N<5	N<5	N/A	N/A	2	1%	0	0%	N/A	N/A	8	2%	0	0%	N/A	N/A	13	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	N<5	N<5	N/A	N/A	54	17%	2	22%	N/A	N/A	75	22%	3	21%	N/A	N/A	115	16%
				Satisfied	N<5	N<5	N/A	N/A	120	38%	5	56%	N/A	N/A	149	44%	9	64%	N/A	N/A	284	40%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	104	33%	2	22%	N/A	N/A	79	23%	2	14%	N/A	N/A	227	32%
				Dissatisfied	N<5	N<5	N/A	N/A	22	7%	0	0%	N/A	N/A	22	6%	0	0%	N/A	N/A	52	7%
				Very dissatisfied	N<5	N<5	N/A	N/A	19	6%	0	0%	N/A	N/A	14	4%	0	0%	N/A	N/A	36	5%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	N<5	N<5	N/A	N/A	73	22%	3	33%	N/A	N/A	103	29%	3	21%	N/A	N/A	149	20%
				Satisfied	N<5	N<5	N/A	N/A	138	41%	4	44%	N/A	N/A	140	40%	10	71%	N/A	N/A	348	47%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	82	25%	1	11%	N/A	N/A	57	16%	1	7%	N/A	N/A	163	22%
				Dissatisfied	N<5	N<5	N/A	N/A	26	8%	1	11%	N/A	N/A	27	8%	0	0%	N/A	N/A	55	7%
				Very dissatisfied	N<5	N<5	N/A	N/A	14	4%	0	0%	N/A	N/A	26	7%	0	0%	N/A	N/A	31	4%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	N<5	N<5	N/A	N/A	192	49%	6	60%	N/A	N/A	154	39%	3	20%	N/A	N/A	356	39%
				Somewhat agree	N<5	N<5	N/A	N/A	143	36%	4	40%	N/A	N/A	150	38%	10	67%	N/A	N/A	340	37%
				Neither agree nor disagree	N<5	N<5	N/A	N/A	16	4%	0	0%	N/A	N/A	23	6%	0	0%	N/A	N/A	88	10%
				Somewhat disagree	N<5	N<5	N/A	N/A	30	8%	0	0%	N/A	N/A	37	9%	2	13%	N/A	N/A	80	9%
				Strongly disagree	N<5	N<5	N/A	N/A	13	3%	0	0%	N/A	N/A	34	9%	0	0%	N/A	N/A	51	6%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	N<5	N<5	10	26%	110	28%	4	40%	5	20%	101	25%	2	13%	34	22%	228	25%
				Satisfied	N<5	N<5	18	46%	191	48%	4	40%	8	32%	172	43%	11	73%	72	46%	417	46%
				Neither satisfied nor dissatisfied	N<5	N<5	3	8%	36	9%	0	0%	7	28%	59	15%	0	0%	33	21%	152	17%
				Dissatisfied	N<5	N<5	6	15%	42	11%	2	20%	4	16%	49	12%	2	13%	13	8%	81	9%
				Very dissatisfied	N<5	N<5	2	5%	16	4%	0	0%	1	4%	16	4%	0	0%	4	3%	36	4%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	N<5	N<5	8	21%	56	14%	3	30%	3	12%	73	18%	1	7%	24	15%	140	15%
				Satisfied	N<5	N<5	17	44%	190	48%	6	60%	10	40%	183	46%	12	80%	81	52%	438	48%
				Neither satisfied nor dissatisfied	N<5	N<5	6	15%	76	19%	0	0%	6	24%	75	19%	2	13%	40	26%	222	24%
				Dissatisfied	N<5	N<5	7	18%	57	14%	0	0%	6	24%	50	13%	0	0%	9	6%	78	9%
				Very dissatisfied	N<5	N<5	1	3%	16	4%	1	10%	0	0%	18	5%	0	0%	2	1%	36	4%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	N<5	N<5	2	7%	32	12%	0	0%	1	6%	26	8%	0	0%	11	13%	69	10%
				President	N<5	N<5	4	13%	19	7%	1	10%	5	31%	44	14%	0	0%	10	11%	78	11%
				Vice President for Academic Affairs	N<5	N<5	1	3%	20	7%	5	50%	0	0%	10	3%	10	67%	6	7%	39	6%
				Academic Dean	N<5	N<5	6	20%	37	14%	1	10%	2	13%	35	11%	1	7%	4	5%	35	5%
				Provost	N<5	N<5	17	57%	159	59%	3	30%	8	50%	206	64%	4	27%	57	65%	454	67%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	N<5	N<5	0	0%	3	1%	0	0%	0	0%	2	1%	0	0%	0	0%	5	1%
				Strongly agree	N<5	N<5	4	18%	34	17%	4	50%	1	9%	47	19%	5	33%	7	13%	98	19%
				Somewhat agree	N<5	N<5	6	27%	61	31%	1	13%	3	27%	78	32%	4	27%	22	41%	173	34%
				Neither agree nor disagree	N<5	N<5	7	32%	56	28%	2	25%	3	27%	68	28%	4	27%	18	33%	130	26%
				Somewhat disagree	N<5	N<5	3	14%	30	15%	1	13%	3	27%	37	15%	1	7%	5	9%	67	13%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	N<5	N<5	2	9%	19	10%	0	0%	1	9%	17	7%	1	7%	2	4%	40	8%
				For the rest of my career	N<5	N<5	3	8%	64	18%	2	20%	3	15%	69	20%	2	15%	18	13%	142	17%
				For the foreseeable future	N<5	N<5	18	49%	169	47%	5	50%	7	35%	157	45%	6	46%	56	39%	355	43%
				For no more than 5 years after earning tenure	N<5	N<5	8	22%	54	15%	3	30%	3	15%	53	15%	0	0%	24	17%	98	12%
				I haven't thought that far ahead	N<5	N<5	8	22%	75	21%	0	0%	7	35%	68	20%	5	38%	45	31%	235	28%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	37	77%	N<5	N<5	N/A	N/A	36	73%	N<5	N<5	N/A	N/A	62	78%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	2	4%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	1	1%
				Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	1%
				Other	N<5	N<5	N/A	N/A	9	19%	N<5	N<5	N/A	N/A	12	24%	N<5	N<5	N/A	N/A	15	19%

					ACADEMIC AREA																	
					Biological Sciences						Visual & Performing Arts						Engi / Comp Sci / Math / Stats					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	Strongly agree	N<5	N<5	13	33%	141	37%	5	50%	6	29%	157	41%	5	36%	47	31%	288	33%
				Somewhat agree	N<5	N<5	12	31%	128	34%	5	50%	7	33%	133	35%	8	57%	53	34%	325	37%
				Neither agree nor disagree	N<5	N<5	5	13%	37	10%	0	0%	5	24%	42	11%	0	0%	37	24%	138	16%
				Somewhat disagree	N<5	N<5	7	18%	56	15%	0	0%	2	10%	30	8%	1	7%	11	7%	77	9%
				Strongly disagree	N<5	N<5	2	5%	19	5%	0	0%	1	5%	17	4%	0	0%	6	4%	47	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	N<5	N<5	20	51%	189	49%	6	60%	7	30%	147	38%	8	53%	74	49%	388	45%
				Recommend with reservations	N<5	N<5	15	38%	161	42%	4	40%	14	61%	204	53%	6	40%	71	47%	416	48%
				Not recommend dept	N<5	N<5	4	10%	32	8%	0	0%	2	9%	35	9%	1	7%	7	5%	61	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	N<5	N<5	7	18%	68	17%	3	30%	2	9%	67	17%	4	29%	37	24%	176	20%
				Good	N<5	N<5	22	56%	203	52%	5	50%	12	52%	206	52%	8	57%	87	56%	448	50%
				So-so	N<5	N<5	7	18%	91	23%	2	20%	9	39%	88	22%	1	7%	28	18%	213	24%
				Bad	N<5	N<5	3	8%	22	6%	0	0%	0	0%	23	6%	1	7%	2	1%	35	4%
				Awful	N<5	N<5	0	0%	6	2%	0	0%	0	0%	10	3%	0	0%	2	1%	22	2%

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11					ACADEMIC AREA																	
					Health / Human Ecology						Agri / Nat Res / Env Sci						Business					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	N<5	N<5	7	23%	52	17%	3	30%	24	17%	55	17%	0	0%	13	26%	105	20%
				Fairly clear	N<5	N<5	16	52%	148	49%	4	40%	88	62%	171	54%	3	60%	26	52%	283	53%
				Neither clear nor unclear	N<5	N<5	5	16%	40	13%	2	20%	15	11%	47	15%	1	20%	6	12%	67	13%
				Fairly unclear	N<5	N<5	2	6%	43	14%	1	10%	10	7%	32	10%	1	20%	3	6%	50	9%
				Very unclear	N<5	N<5	1	3%	17	6%	0	0%	5	4%	10	3%	0	0%	2	4%	25	5%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	N<5	N<5	7	23%	40	13%	2	20%	19	13%	50	16%	0	0%	11	22%	99	19%
				Fairly clear	N<5	N<5	12	39%	157	52%	7	70%	87	61%	160	51%	2	40%	24	48%	266	50%
				Neither clear nor unclear	N<5	N<5	8	26%	40	13%	0	0%	14	10%	49	16%	1	20%	10	20%	78	15%
				Fairly unclear	N<5	N<5	3	10%	51	17%	1	10%	16	11%	41	13%	2	40%	3	6%	54	10%
				Very unclear	N<5	N<5	1	3%	12	4%	0	0%	6	4%	15	5%	0	0%	2	4%	32	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	N<5	N<5	3	10%	30	10%	1	10%	8	6%	28	9%	0	0%	7	14%	73	14%
				Fairly clear	N<5	N<5	15	48%	132	44%	6	60%	70	49%	132	42%	1	20%	25	50%	237	45%
				Neither clear nor unclear	N<5	N<5	5	16%	58	19%	0	0%	34	24%	79	25%	0	0%	9	18%	103	20%
				Fairly unclear	N<5	N<5	6	19%	55	18%	3	30%	20	14%	54	17%	2	40%	6	12%	75	14%
				Very unclear	N<5	N<5	2	6%	24	8%	0	0%	10	7%	22	7%	2	40%	3	6%	40	8%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	N<5	N<5	4	13%	38	13%	2	20%	19	13%	44	14%	0	0%	9	18%	80	15%
				Fairly clear	N<5	N<5	15	48%	128	43%	6	60%	71	50%	135	43%	2	40%	22	44%	258	49%
				Neither clear nor unclear	N<5	N<5	6	19%	57	19%	1	10%	30	21%	79	25%	0	0%	13	26%	102	19%
				Fairly unclear	N<5	N<5	5	16%	56	19%	1	10%	17	12%	44	14%	3	60%	4	8%	62	12%
				Very unclear	N<5	N<5	1	3%	20	7%	0	0%	5	4%	13	4%	0	0%	2	4%	25	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	N<5	N<5	7	23%	51	17%	3	33%	22	16%	55	18%	1	20%	10	20%	78	15%
				Fairly clear	N<5	N<5	9	29%	135	45%	3	33%	70	50%	141	45%	1	20%	16	33%	212	41%
				Neither clear nor unclear	N<5	N<5	9	29%	71	24%	1	11%	34	24%	83	27%	1	20%	16	33%	141	27%
				Fairly unclear	N<5	N<5	5	16%	27	9%	2	22%	10	7%	22	7%	1	20%	3	6%	62	12%
				Very unclear	N<5	N<5	1	3%	15	5%	0	0%	5	4%	12	4%	1	20%	4	8%	30	6%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	7	23%	46	15%	2	20%	23	16%	51	16%	0	0%	10	20%	90	17%
				Fairly clear	N<5	N<5	16	52%	161	54%	6	60%	85	59%	161	51%	1	20%	27	55%	277	53%
				Neither clear nor unclear	N<5	N<5	3	10%	38	13%	1	10%	15	10%	49	16%	1	20%	7	14%	76	14%
				Fairly unclear	N<5	N<5	4	13%	41	14%	1	10%	16	11%	43	14%	1	20%	2	4%	59	11%
				Very unclear	N<5	N<5	1	3%	11	4%	0	0%	4	3%	9	3%	2	40%	3	6%	24	5%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	5	16%	45	15%	4	44%	11	9%	32	11%	1	20%	13	27%	110	21%
				Fairly clear	N<5	N<5	16	52%	148	50%	2	22%	59	49%	144	50%	3	60%	20	41%	264	51%
				Neither clear nor unclear	N<5	N<5	6	19%	51	17%	0	0%	22	18%	57	20%	1	20%	11	22%	85	16%
				Fairly unclear	N<5	N<5	2	6%	44	15%	1	11%	23	19%	44	15%	0	0%	3	6%	44	8%
				Very unclear	N<5	N<5	2	6%	8	3%	2	22%	6	5%	9	3%	0	0%	2	4%	17	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	4	13%	23	8%	3	33%	10	8%	24	9%	N<5	N<5	10	23%	55	13%
				Fairly clear	N<5	N<5	7	23%	99	36%	3	33%	44	35%	100	36%	N<5	N<5	10	23%	135	31%
				Neither clear nor unclear	N<5	N<5	12	39%	73	26%	1	11%	35	28%	75	27%	N<5	N<5	18	42%	134	31%
				Fairly unclear	N<5	N<5	5	16%	58	21%	2	22%	20	16%	43	16%	N<5	N<5	4	9%	78	18%
				Very unclear	N<5	N<5	3	10%	24	9%	0	0%	16	13%	34	12%	N<5	N<5	1	2%	36	8%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	3	10%	23	8%	3	30%	10	7%	24	8%	1	20%	10	20%	60	12%
				Fairly clear	N<5	N<5	9	30%	88	30%	4	40%	49	35%	116	38%	0	0%	17	35%	200	39%
				Neither clear nor unclear	N<5	N<5	9	30%	89	30%	1	10%	41	29%	82	27%	0	0%	20	41%	147	29%
				Fairly unclear	N<5	N<5	6	20%	61	21%	2	20%	22	16%	55	18%	3	60%	1	2%	71	14%
				Very unclear	N<5	N<5	3	10%	31	11%	0	0%	18	13%	32	10%	1	20%	1	2%	37	7%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	3	10%	16	6%	2	20%	6	5%	10	3%	0	0%	9	19%	43	9%
				Fairly clear	N<5	N<5	8	26%	90	31%	4	40%	32	24%	82	28%	1	20%	8	17%	137	28%
				Neither clear nor unclear	N<5	N<5	11	35%	72	25%	1	10%	43	32%	93	32%	1	20%	21	45%	166	34%
				Fairly unclear	N<5	N<5	2	6%	74	26%	1	10%	30	23%	59	20%	1	20%	5	11%	98	20%
				Very unclear	N<5	N<5	7	23%	34	12%	2	20%	22	17%	47	16%	2	40%	4	9%	51	10%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	2	7%	12	4%	3	30%	9	6%	15	5%	0	0%	7	15%	35	7%
				Fairly clear	N<5	N<5	10	33%	82	29%	3	30%	50	36%	97	32%	0	0%	10	21%	110	23%
				Neither clear nor unclear	N<5	N<5	10	33%	84	29%	1	10%	33	24%	85	28%	1	20%	20	42%	184	38%
				Fairly unclear	N<5	N<5	5	17%	81	28%	1	10%	26	19%	64	21%	2	40%	6	13%	94	20%
				Very unclear	N<5	N<5	3	10%	27	9%	2	20%	21	15%	42	14%	2	40%	5	10%	58	12%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	3	10%	50	17%	3	30%	26	18%	58	19%	0	0%	12	24%	111	21%
				Fairly reasonable	N<5	N<5	15	48%	135	45%	4	40%	70	49%	148	47%	2	40%	20	41%	221	42%
				Neither reasonable nor unreasonable	N<5	N<5	4	13%	67	23%	3	30%	30	21%	73	23%	2	40%	12	24%	135	26%
				Fairly unreasonable	N<5	N<5	7	23%	32	11%	0	0%	16	11%	28	9%	1	20%	5	10%	47	9%
				Very unreasonable	N<5	N<5	2	6%	13	4%	0	0%	1	1%	6	2%	0	0%	0	0%	12	2%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	6	19%	57	19%	4	44%	20	17%	42	15%	0	0%	16	33%	134	26%
				Fairly reasonable	N<5	N<5	14	45%	127	43%	2	22%	51	42%	136	48%	2	40%	18	37%	229	44%
				Neither reasonable nor unreasonable	N<5	N<5	9	29%	75	25%	2	22%	41	34%	87	30%	2	40%	11	22%	132	25%
				Fairly unreasonable	N<5	N<5	0	0%	26	9%	1	11%	9	7%	20	7%	0	0%	4	8%	19	4%
				Very unreasonable	N<5	N<5	2	6%	11	4%	0	0%	0	0%	1	0%	1	20%	0	0%	6	1%

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA																		
				Health / Human Ecology						Agri / Nat Res / Env Sci						Business						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	6	19%	32	12%	3	33%	15	12%	31	11%	N<5	N<5	12	28%	73	17%
				Fairly reasonable	N<5	N<5	6	19%	95	34%	3	33%	40	32%	93	34%	N<5	N<5	10	23%	114	26%
				Neither reasonable nor unreasonable	N<5	N<5	16	52%	113	41%	2	22%	58	46%	128	46%	N<5	N<5	21	49%	224	51%
				Fairly unreasonable	N<5	N<5	2	6%	26	9%	1	11%	10	8%	21	8%	N<5	N<5	0	0%	18	4%
				Very unreasonable	N<5	N<5	1	3%	11	4%	0	0%	2	2%	3	1%	N<5	N<5	0	0%	9	2%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	6	20%	30	10%	2	20%	19	14%	38	12%	1	20%	11	22%	94	18%
				Fairly reasonable	N<5	N<5	5	17%	85	29%	4	40%	40	29%	102	33%	0	0%	18	37%	173	34%
				Neither reasonable nor unreasonable	N<5	N<5	16	53%	143	49%	4	40%	74	53%	149	48%	2	40%	20	41%	227	44%
				Fairly unreasonable	N<5	N<5	2	7%	28	10%	0	0%	5	4%	16	5%	1	20%	0	0%	16	3%
				Very unreasonable	N<5	N<5	1	3%	6	2%	0	0%	2	1%	4	1%	1	20%	0	0%	5	1%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	5	16%	25	9%	2	20%	11	8%	21	7%	0	0%	11	23%	64	13%
				Fairly reasonable	N<5	N<5	6	19%	78	27%	4	40%	27	20%	73	25%	1	20%	7	15%	126	25%
				Neither reasonable nor unreasonable	N<5	N<5	19	61%	153	53%	3	30%	89	67%	181	62%	2	40%	27	57%	282	57%
				Fairly unreasonable	N<5	N<5	0	0%	20	7%	0	0%	6	5%	12	4%	0	0%	1	2%	15	3%
				Very unreasonable	N<5	N<5	1	3%	10	3%	1	10%	0	0%	4	1%	2	40%	1	2%	8	2%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	5	17%	21	7%	3	30%	13	9%	24	8%	0	0%	8	17%	51	11%
				Fairly reasonable	N<5	N<5	5	17%	71	25%	3	30%	45	32%	92	30%	0	0%	10	21%	101	21%
				Neither reasonable nor unreasonable	N<5	N<5	18	60%	165	58%	3	30%	76	55%	171	56%	3	60%	29	60%	311	65%
				Fairly unreasonable	N<5	N<5	1	3%	20	7%	1	10%	3	2%	12	4%	1	20%	0	0%	11	2%
				Very unreasonable	N<5	N<5	1	3%	9	3%	0	0%	2	1%	4	1%	1	20%	1	2%	7	1%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	N<5	N<5	4	13%	39	13%	2	22%	22	16%	48	16%	0	0%	16	33%	114	23%
				Somewhat agree	N<5	N<5	11	35%	122	42%	3	33%	57	41%	122	40%	1	20%	17	35%	189	37%
				Neither agree nor disagree	N<5	N<5	3	10%	28	10%	0	0%	15	11%	37	12%	0	0%	7	14%	46	9%
				Somewhat disagree	N<5	N<5	9	29%	63	22%	2	22%	29	21%	62	20%	1	20%	5	10%	89	18%
				Strongly disagree	N<5	N<5	4	13%	40	14%	2	22%	15	11%	36	12%	3	60%	4	8%	68	13%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	N<5	N<5	10	33%	99	36%	4	40%	40	30%	91	30%	1	20%	21	44%	169	34%
				Somewhat agree	N<5	N<5	11	37%	99	36%	5	50%	57	43%	117	39%	1	20%	17	35%	181	36%
				Neither agree nor disagree	N<5	N<5	4	13%	36	13%	1	10%	18	13%	45	15%	0	0%	4	8%	61	12%
				Somewhat disagree	N<5	N<5	4	13%	28	10%	0	0%	15	11%	33	11%	0	0%	5	10%	53	11%
				Strongly disagree	N<5	N<5	1	3%	13	5%	0	0%	4	3%	13	4%	3	60%	1	2%	33	7%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	3	10%	48	16%	3	30%	28	20%	57	18%	1	20%	20	41%	147	28%
				Satisfied	N<5	N<5	15	48%	153	52%	4	40%	74	52%	168	54%	2	40%	19	39%	255	49%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	40	14%	2	20%	21	15%	41	13%	0	0%	7	14%	61	12%
				Dissatisfied	N<5	N<5	8	26%	51	17%	1	10%	15	11%	38	12%	2	40%	2	4%	46	9%
				Very dissatisfied	N<5	N<5	1	3%	3	1%	0	0%	3	2%	7	2%	0	0%	1	2%	7	1%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	N/A	N/A	31	11%	0	0%	N/A	N/A	40	13%	2	40%	N/A	N/A	131	25%
				Satisfied	N<5	N<5	N/A	N/A	136	46%	7	70%	N/A	N/A	135	43%	1	20%	N/A	N/A	249	48%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	51	17%	1	10%	N/A	N/A	55	18%	0	0%	N/A	N/A	83	16%
				Dissatisfied	N<5	N<5	N/A	N/A	53	18%	2	20%	N/A	N/A	65	21%	1	20%	N/A	N/A	47	9%
				Very dissatisfied	N<5	N<5	N/A	N/A	24	8%	0	0%	N/A	N/A	16	5%	1	20%	N/A	N/A	6	1%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	10	32%	97	33%	3	33%	36	32%	76	29%	2	40%	21	43%	172	33%
				Satisfied	N<5	N<5	18	58%	157	53%	3	33%	51	45%	129	48%	1	20%	24	49%	252	49%
				Neither satisfied nor dissatisfied	N<5	N<5	1	3%	25	9%	3	33%	17	15%	42	16%	1	20%	3	6%	52	10%
				Dissatisfied	N<5	N<5	0	0%	12	4%	0	0%	8	7%	15	6%	1	20%	1	2%	33	6%
				Very dissatisfied	N<5	N<5	2	6%	3	1%	0	0%	2	2%	4	2%	0	0%	0	0%	8	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	10	32%	80	27%	3	33%	40	35%	79	29%	1	20%	23	47%	159	31%
				Satisfied	N<5	N<5	11	35%	123	42%	3	33%	55	48%	128	48%	3	60%	17	35%	211	41%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	30	10%	2	22%	11	10%	33	12%	0	0%	4	8%	68	13%
				Dissatisfied	N<5	N<5	6	19%	48	16%	0	0%	7	6%	23	9%	1	20%	4	8%	60	12%
				Very dissatisfied	N<5	N<5	0	0%	12	4%	1	11%	1	1%	6	2%	0	0%	1	2%	18	3%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	14	45%	136	46%	3	38%	59	50%	133	49%	0	0%	25	51%	231	45%
				Satisfied	N<5	N<5	10	32%	101	34%	3	38%	39	33%	88	33%	3	60%	16	33%	188	37%
				Neither satisfied nor dissatisfied	N<5	N<5	5	16%	32	11%	0	0%	13	11%	29	11%	0	0%	5	10%	50	10%
				Dissatisfied	N<5	N<5	2	6%	20	7%	1	13%	5	4%	16	6%	1	20%	2	4%	31	6%
				Very dissatisfied	N<5	N<5	0	0%	5	2%	1	13%	1	1%	4	1%	1	20%	1	2%	15	3%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	15	48%	174	59%	4	44%	71	60%	164	61%	3	60%	28	57%	289	56%
				Satisfied	N<5	N<5	13	42%	96	33%	5	56%	41	35%	91	34%	0	0%	16	33%	168	33%
				Neither satisfied nor dissatisfied	N<5	N<5	3	10%	17	6%	0	0%	5	4%	12	4%	1	20%	4	8%	29	6%
				Dissatisfied	N<5	N<5	0	0%	6	2%	0	0%	0	0%	3	1%	0	0%	1	2%	16	3%
				Very dissatisfied	N<5	N<5	0	0%	2	1%	0	0%	1	1%	1	0%	1	20%	0	0%	11	2%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	10	32%	98	33%	2	25%	41	35%	93	35%	2	40%	18	37%	156	30%
				Satisfied	N<5	N<5	10	32%	120	41%	6	75%	55	47%	123	46%	1	20%	24	49%	219	42%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	30	10%	0	0%	11	9%	25	9%	0	0%	5	10%	69	13%
				Dissatisfied	N<5	N<5	5	16%	36	12%	0	0%	8	7%	17	6%	1	20%	2	4%	59	11%
				Very dissatisfied	N<5	N<5	2	6%	10	3%	0	0%	2	2%	10	4%	1	20%	0	0%	14	3%

				ACADEMIC AREA																		
				Health / Human Ecology						Agri / Nat Res / Env Sci						Business						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	5	17%	35	14%	0	0%	21	19%	43	17%	0	0%	10	22%	92	19%
				Satisfied	N<5	N<5	10	34%	94	36%	7	78%	46	41%	89	35%	2	40%	20	43%	166	35%
				Neither satisfied nor dissatisfied	N<5	N<5	7	24%	69	27%	1	11%	21	19%	64	25%	1	20%	11	24%	126	26%
				Dissatisfied	N<5	N<5	5	17%	48	19%	1	11%	18	16%	45	18%	0	0%	4	9%	67	14%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very dissatisfied	N<5	N<5	2	7%	13	5%	0	0%	6	5%	16	6%	2	40%	1	2%	30	6%
				Very satisfied	N<5	N<5	7	23%	62	24%	2	20%	34	27%	61	22%	N<5	N<5	12	29%	82	19%
				Satisfied	N<5	N<5	12	39%	107	41%	6	60%	49	39%	120	44%	N<5	N<5	23	55%	181	43%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	48	18%	1	10%	20	16%	51	19%	N<5	N<5	6	14%	98	23%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Dissatisfied	N<5	N<5	5	16%	37	14%	1	10%	19	15%	37	13%	N<5	N<5	1	2%	47	11%
				Very dissatisfied	N<5	N<5	3	10%	6	2%	0	0%	4	3%	6	2%	N<5	N<5	0	0%	14	3%
				Very satisfied	N<5	N<5	1	3%	16	5%	1	10%	21	15%	37	12%	0	0%	9	18%	87	17%
				Satisfied	N<5	N<5	6	19%	87	29%	4	40%	47	33%	98	32%	2	40%	28	57%	202	39%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Neither satisfied nor dissatisfied	N<5	N<5	5	16%	36	12%	1	10%	18	13%	44	14%	0	0%	7	14%	83	16%
				Dissatisfied	N<5	N<5	11	35%	103	35%	4	40%	46	33%	93	30%	1	20%	5	10%	112	22%
				Very dissatisfied	N<5	N<5	8	26%	54	18%	0	0%	9	6%	35	11%	2	40%	0	0%	32	6%
				Very satisfied	N<5	N<5	2	6%	14	5%	1	10%	6	4%	12	4%	N<5	N<5	12	38%	90	24%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied	N<5	N<5	3	10%	77	27%	6	60%	41	30%	83	28%	N<5	N<5	8	25%	103	27%
				Neither satisfied nor dissatisfied	N<5	N<5	10	32%	89	32%	0	0%	45	33%	101	34%	N<5	N<5	10	31%	124	32%
				Dissatisfied	N<5	N<5	10	32%	71	25%	3	30%	34	25%	79	27%	N<5	N<5	1	3%	47	12%
				Very dissatisfied	N<5	N<5	6	19%	31	11%	0	0%	12	9%	23	8%	N<5	N<5	1	3%	18	5%
Q31	nature of work > overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	11	35%	127	43%	2	20%	57	41%	122	40%	2	40%	29	59%	265	52%
				Satisfied	N<5	N<5	13	42%	118	40%	7	70%	68	49%	144	47%	2	40%	19	39%	190	37%
				Neither satisfied nor dissatisfied	N<5	N<5	5	16%	26	9%	1	10%	10	7%	23	8%	0	0%	0	0%	29	6%
				Dissatisfied	N<5	N<5	2	6%	15	5%	0	0%	4	3%	14	5%	0	0%	0	0%	22	4%
Q32	nature of work > overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very dissatisfied	N<5	N<5	0	0%	8	3%	0	0%	1	1%	1	0%	1	20%	1	2%	5	1%
				Very satisfied	N<5	N<5	5	16%	47	16%	0	0%	22	16%	48	16%	4	80%	12	25%	135	26%
				Satisfied	N<5	N<5	6	19%	93	32%	6	60%	54	40%	94	31%	0	0%	26	54%	182	35%
				Neither satisfied nor dissatisfied	N<5	N<5	5	16%	48	16%	0	0%	23	17%	61	20%	1	20%	6	13%	77	15%
Q33A	nature of work > overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Dissatisfied	N<5	N<5	9	29%	62	21%	3	30%	24	18%	63	21%	0	0%	3	6%	94	18%
				Very dissatisfied	N<5	N<5	6	19%	45	15%	1	10%	12	9%	34	11%	0	0%	1	2%	27	5%
				Very satisfied	N<5	N<5	3	10%	35	12%	0	0%	14	11%	33	12%	0	0%	15	31%	73	15%
				Satisfied	N<5	N<5	9	30%	83	29%	6	60%	43	33%	96	34%	2	40%	19	39%	156	31%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Neither satisfied nor dissatisfied	N<5	N<5	8	27%	56	20%	1	10%	31	24%	62	22%	0	0%	4	8%	100	20%
				Dissatisfied	N<5	N<5	8	27%	67	24%	2	20%	25	19%	62	22%	1	20%	7	14%	104	21%
				Very dissatisfied	N<5	N<5	2	7%	44	15%	1	10%	16	12%	31	11%	2	40%	4	8%	66	13%
				Very satisfied	N<5	N<5	7	23%	49	17%	0	0%	32	23%	64	21%	2	40%	20	41%	152	30%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Satisfied	N<5	N<5	13	42%	127	43%	4	40%	53	38%	126	41%	1	20%	18	37%	187	37%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	43	15%	1	10%	14	10%	41	13%	0	0%	9	18%	76	15%
				Dissatisfied	N<5	N<5	6	19%	47	16%	3	30%	30	21%	49	16%	2	40%	2	4%	60	12%
				Very dissatisfied	N<5	N<5	1	3%	28	10%	2	20%	12	9%	28	9%	0	0%	0	0%	36	7%
Q33D	nature of work > overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	4	13%	24	9%	0	0%	16	12%	37	13%	N<5	N<5	9	20%	67	14%
				Satisfied	N<5	N<5	9	30%	120	43%	6	67%	44	33%	95	33%	N<5	N<5	21	47%	176	36%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	52	18%	2	22%	44	33%	83	29%	N<5	N<5	12	27%	121	25%
				Dissatisfied	N<5	N<5	9	30%	66	23%	1	11%	17	13%	47	16%	N<5	N<5	3	7%	88	18%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very dissatisfied	N<5	N<5	2	7%	20	7%	0	0%	12	9%	29	10%	N<5	N<5	0	0%	36	7%
				Very satisfied	N<5	N<5	6	20%	48	17%	1	13%	15	14%	46	18%	0	0%	13	28%	89	18%
				Satisfied	N<5	N<5	15	50%	141	50%	3	38%	50	45%	115	45%	2	40%	20	43%	216	44%
				Neither satisfied nor dissatisfied	N<5	N<5	7	23%	63	22%	4	50%	34	31%	65	25%	2	40%	11	24%	119	24%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Dissatisfied	N<5	N<5	2	7%	21	7%	0	0%	6	5%	23	9%	0	0%	2	4%	43	9%
				Very dissatisfied	N<5	N<5	0	0%	8	3%	0	0%	5	5%	8	3%	1	20%	0	0%	22	4%
				Very satisfied	N<5	N<5	8	26%	50	17%	1	11%	20	14%	51	17%	N<5	N<5	11	23%	101	20%
				Satisfied	N<5	N<5	17	55%	137	47%	6	67%	63	46%	127	42%	N<5	N<5	19	40%	208	41%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Neither satisfied nor dissatisfied	N<5	N<5	4	13%	46	16%	2	22%	26	19%	62	21%	N<5	N<5	10	21%	99	19%
				Dissatisfied	N<5	N<5	2	6%	43	15%	0	0%	20	14%	43	14%	N<5	N<5	5	10%	72	14%
				Very dissatisfied	N<5	N<5	0	0%	17	6%	0	0%	9	7%	18	6%	N<5	N<5	3	6%	30	6%
				Very satisfied	N<5	N<5	13	42%	83	28%	1	10%	36	26%	81	26%	2	40%	6	13%	85	17%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Important	N<5	N<5	11	35%	117	40%	5	50%	74	53%	149	49%	1	20%	20	42%	206	41%
				Neither important nor unimportant	N<5	N<5	5	16%	67	23%	1	10%	19	14%	50	16%	2	40%	17	35%	131	26%
				Unimportant	N<5	N<5	2	6%	22	8%	2	20%	10	7%	20	7%	0	0%	1	2%	53	11%
				Very unimportant	N<5	N<5	0	0%	4	1%	1	10%	1	1%	7	2%	0	0%	4	8%	28	6%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	17	55%	124	43%	3	30%	54	39%	117	38%	5	100%	16	33%	182	36%
				Important	N<5	N<5	11	35%	125	43%	6	60%	68	49%	157	51%	0	0%	21	44%	223	44%
				Neither important nor unimportant	N<5	N<5	2	6%	32	11%	0	0%	14	10%	24	8%	0	0%	9	19%	72	14%
				Unimportant	N<5	N<5	1	3%	7	2%	1	10%	2	1%	5	2%	0	0%	1	2%	16	3%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very unimportant	N<5	N<5	0	0%	2	1%	0	0%	1	1%	2	1%	0	0%	1	2%	10	2%

Tenure-Track Faculty Job Satisfaction Survey				ACADEMIC AREA																		
				Health / Human Ecology						Agri / Nat Res / Env Sci						Business						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	13	42%	113	39%	4	40%	56	40%	115	38%	2	40%	16	33%	146	29%
				Important	N<5	N<5	13	42%	142	49%	2	20%	71	51%	159	52%	3	60%	25	51%	284	56%
				Neither important nor unimportant	N<5	N<5	4	13%	25	9%	2	20%	6	4%	20	7%	0	0%	4	8%	56	11%
				Unimportant	N<5	N<5	1	3%	9	3%	1	10%	5	4%	8	3%	0	0%	3	6%	19	4%
				Very unimportant	N<5	N<5	0	0%	0	0%	1	10%	1	1%	2	1%	0	0%	1	2%	2	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	12	39%	94	33%	3	30%	43	31%	93	31%	3	60%	10	21%	121	24%
				Important	N<5	N<5	17	55%	157	54%	3	30%	74	53%	159	52%	2	40%	26	55%	283	56%
				Neither important nor unimportant	N<5	N<5	2	6%	31	11%	3	30%	15	11%	41	14%	0	0%	5	11%	69	14%
				Unimportant	N<5	N<5	0	0%	7	2%	0	0%	6	4%	8	3%	0	0%	3	6%	20	4%
				Very unimportant	N<5	N<5	0	0%	0	0%	1	10%	1	1%	2	1%	0	0%	3	6%	9	2%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	19	61%	145	50%	5	56%	63	45%	125	41%	1	20%	5	10%	67	14%
				Important	N<5	N<5	11	35%	117	40%	4	44%	50	36%	125	41%	0	0%	16	33%	158	32%
				Neither important nor unimportant	N<5	N<5	1	3%	21	7%	0	0%	19	14%	40	13%	3	60%	14	29%	162	33%
				Unimportant	N<5	N<5	0	0%	5	2%	0	0%	6	4%	12	4%	1	20%	7	15%	68	14%
				Very unimportant	N<5	N<5	0	0%	1	0%	0	0%	2	1%	3	1%	0	0%	6	13%	37	8%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	10	32%	73	25%	4	44%	29	21%	67	22%	2	40%	2	4%	59	12%
				Important	N<5	N<5	18	58%	147	51%	3	33%	64	47%	151	51%	2	40%	25	51%	233	46%
				Neither important nor unimportant	N<5	N<5	2	6%	45	16%	2	22%	27	20%	59	20%	1	20%	11	22%	132	26%
				Unimportant	N<5	N<5	1	3%	21	7%	0	0%	10	7%	14	5%	0	0%	9	18%	62	12%
				Very unimportant	N<5	N<5	0	0%	2	1%	0	0%	5	4%	7	2%	0	0%	2	4%	20	4%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	23	74%	166	57%	6	60%	51	37%	122	41%	4	80%	23	46%	287	56%
				Important	N<5	N<5	7	23%	109	37%	4	40%	70	51%	142	47%	1	20%	25	50%	206	40%
				Neither important nor unimportant	N<5	N<5	0	0%	14	5%	0	0%	14	10%	28	9%	0	0%	2	4%	14	3%
				Unimportant	N<5	N<5	1	3%	1	0%	0	0%	2	1%	6	2%	0	0%	0	0%	4	1%
				Very unimportant	N<5	N<5	0	0%	1	0%	0	0%	1	1%	3	1%	0	0%	0	0%	1	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	18	58%	86	30%	3	30%	23	17%	57	19%	3	60%	12	25%	179	36%
				Important	N<5	N<5	10	32%	130	45%	5	50%	54	39%	132	44%	0	0%	22	46%	214	43%
				Neither important nor unimportant	N<5	N<5	1	3%	60	21%	2	20%	52	38%	90	30%	2	40%	10	21%	85	17%
				Unimportant	N<5	N<5	2	6%	9	3%	0	0%	8	6%	14	5%	0	0%	4	8%	17	3%
				Very unimportant	N<5	N<5	0	0%	4	1%	0	0%	0	0%	9	3%	0	0%	0	0%	8	2%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	11	35%	64	22%	2	22%	37	27%	79	26%	3	60%	7	15%	92	18%
				Important	N<5	N<5	7	23%	109	38%	5	56%	60	44%	139	46%	1	20%	19	40%	182	36%
				Neither important nor unimportant	N<5	N<5	10	32%	86	30%	2	22%	27	20%	60	20%	0	0%	13	27%	160	32%
				Unimportant	N<5	N<5	2	6%	23	8%	0	0%	11	8%	17	6%	1	20%	7	15%	45	9%
				Very unimportant	N<5	N<5	1	3%	5	2%	0	0%	2	1%	5	2%	0	0%	2	4%	20	4%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	20	65%	106	37%	4	40%	40	29%	83	27%	2	40%	11	23%	202	40%
				Important	N<5	N<5	8	26%	137	48%	3	30%	68	50%	160	53%	3	60%	30	64%	243	48%
				Neither important nor unimportant	N<5	N<5	1	3%	34	12%	3	30%	27	20%	49	16%	0	0%	4	9%	45	9%
				Unimportant	N<5	N<5	1	3%	8	3%	0	0%	2	1%	7	2%	0	0%	2	4%	9	2%
				Very unimportant	N<5	N<5	1	3%	2	1%	0	0%	0	0%	3	1%	0	0%	0	0%	4	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	23	74%	143	50%	7	70%	62	45%	125	42%	3	60%	28	57%	290	57%
				Important	N<5	N<5	8	26%	124	43%	2	20%	53	39%	131	44%	2	40%	17	35%	195	39%
				Neither important nor unimportant	N<5	N<5	0	0%	15	5%	1	10%	16	12%	32	11%	0	0%	3	6%	16	3%
				Unimportant	N<5	N<5	0	0%	3	1%	0	0%	2	1%	7	2%	0	0%	0	0%	2	0%
				Very unimportant	N<5	N<5	0	0%	2	1%	0	0%	4	3%	6	2%	0	0%	1	2%	3	1%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	14	45%	79	27%	3	30%	40	29%	90	30%	3	60%	11	23%	116	23%
				Important	N<5	N<5	13	42%	154	53%	7	70%	85	61%	175	58%	1	20%	30	64%	273	54%
				Neither important nor unimportant	N<5	N<5	2	6%	42	15%	0	0%	9	6%	27	9%	0	0%	4	9%	74	15%
				Unimportant	N<5	N<5	1	3%	11	4%	0	0%	3	2%	7	2%	1	20%	0	0%	20	4%
				Very unimportant	N<5	N<5	1	3%	2	1%	0	0%	2	1%	3	1%	0	0%	2	4%	19	4%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	15	50%	91	32%	4	40%	51	37%	103	35%	1	20%	17	35%	100	20%
				Important	N<5	N<5	2	7%	57	20%	2	20%	30	22%	74	25%	1	20%	10	21%	127	26%
				Neither important nor unimportant	N<5	N<5	6	20%	60	21%	1	10%	36	26%	62	21%	2	40%	8	17%	118	24%
				Unimportant	N<5	N<5	2	7%	43	15%	0	0%	12	9%	25	8%	1	20%	7	15%	64	13%
				Very unimportant	N<5	N<5	5	17%	31	11%	3	30%	9	7%	31	11%	0	0%	6	13%	87	18%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	5	16%	27	9%	3	33%	16	12%	40	13%	1	20%	1	2%	47	9%
				Important	N<5	N<5	4	13%	77	27%	1	11%	29	21%	73	24%	2	40%	9	20%	114	23%
				Neither important nor unimportant	N<5	N<5	10	32%	96	34%	2	22%	46	33%	101	34%	2	40%	14	31%	155	31%
				Unimportant	N<5	N<5	7	23%	54	19%	1	11%	33	24%	55	18%	0	0%	11	24%	78	16%
				Very unimportant	N<5	N<5	5	16%	32	11%	2	22%	15	11%	32	11%	0	0%	10	22%	102	21%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	17	57%	94	33%	5	50%	50	36%	110	37%	2	40%	19	40%	160	32%
				Important	N<5	N<5	8	27%	115	40%	2	20%	52	38%	112	38%	1	20%	12	26%	182	37%
				Neither important nor unimportant	N<5	N<5	3	10%	52	18%	2	20%	25	18%	50	17%	2	40%	16	34%	81	16%
				Unimportant	N<5	N<5	1	3%	15	5%	0	0%	8	6%	15	5%	0	0%	0	0%	28	6%
				Very unimportant	N<5	N<5	1	3%	10	3%	1	10%	3	2%	10	3%	0	0%	0	0%	42	9%

Survey Administration 2010-11				ACADEMIC AREA																		
				Health / Human Ecology						Agri / Nat Res / Env Sci						Business						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	13	42%	72	25%	5	56%	47	34%	92	31%	1	20%	15	32%	124	25%
				Important	N<5	N<5	8	26%	83	29%	2	22%	32	23%	86	29%	3	60%	11	23%	134	27%
				Neither important nor unimportant	N<5	N<5	4	13%	72	25%	1	11%	34	25%	72	24%	1	20%	8	17%	111	23%
				Unimportant	N<5	N<5	3	10%	29	10%	0	0%	15	11%	27	9%	0	0%	5	11%	51	10%
				Very unimportant	N<5	N<5	3	10%	29	10%	1	11%	9	7%	20	7%	0	0%	8	17%	71	14%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	34	14%	2	22%	N/A	N/A	31	12%	1	20%	N/A	N/A	42	10%
				Important	N<5	N<5	N/A	N/A	69	28%	1	11%	N/A	N/A	71	26%	1	20%	N/A	N/A	96	22%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	86	34%	4	44%	N/A	N/A	99	37%	3	60%	N/A	N/A	140	33%
				Unimportant	N<5	N<5	N/A	N/A	30	12%	0	0%	N/A	N/A	29	11%	0	0%	N/A	N/A	70	16%
				Very unimportant	N<5	N<5	N/A	N/A	31	12%	2	22%	N/A	N/A	38	14%	0	0%	N/A	N/A	80	19%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	88	35%	3	33%	N/A	N/A	99	37%	3	60%	N/A	N/A	125	29%
				Important	N<5	N<5	N/A	N/A	92	37%	5	56%	N/A	N/A	96	36%	1	20%	N/A	N/A	156	36%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	42	17%	0	0%	N/A	N/A	44	16%	1	20%	N/A	N/A	89	21%
				Unimportant	N<5	N<5	N/A	N/A	13	5%	0	0%	N/A	N/A	16	6%	0	0%	N/A	N/A	30	7%
				Very unimportant	N<5	N<5	N/A	N/A	15	6%	1	11%	N/A	N/A	14	5%	0	0%	N/A	N/A	32	7%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	62	25%	2	20%	N/A	N/A	57	22%	3	60%	N/A	N/A	98	23%
				Important	N<5	N<5	N/A	N/A	115	46%	5	50%	N/A	N/A	121	46%	1	20%	N/A	N/A	170	40%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	48	19%	3	30%	N/A	N/A	62	24%	1	20%	N/A	N/A	92	21%
				Unimportant	N<5	N<5	N/A	N/A	15	6%	0	0%	N/A	N/A	16	6%	0	0%	N/A	N/A	28	7%
				Very unimportant	N<5	N<5	N/A	N/A	8	3%	0	0%	N/A	N/A	7	3%	0	0%	N/A	N/A	41	10%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	23	9%	2	22%	N/A	N/A	16	6%	0	0%	N/A	N/A	26	6%
				Important	N<5	N<5	N/A	N/A	51	21%	2	22%	N/A	N/A	61	23%	0	0%	N/A	N/A	59	14%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	97	40%	3	33%	N/A	N/A	105	40%	5	100%	N/A	N/A	164	39%
				Unimportant	N<5	N<5	N/A	N/A	45	18%	0	0%	N/A	N/A	49	19%	0	0%	N/A	N/A	85	20%
				Very unimportant	N<5	N<5	N/A	N/A	29	12%	2	22%	N/A	N/A	30	11%	0	0%	N/A	N/A	86	20%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	4%	13	6%	0	0%	7	6%	16	7%	N<5	N<5	1	5%	22	7%
				Effective	N<5	N<5	12	44%	72	31%	3	43%	51	41%	94	38%	N<5	N<5	8	38%	93	29%
				Neither effective nor ineffective	N<5	N<5	8	30%	74	31%	2	29%	27	22%	60	24%	N<5	N<5	9	43%	108	34%
				Ineffective	N<5	N<5	5	19%	54	23%	1	14%	23	19%	47	19%	N<5	N<5	1	5%	65	20%
				Very ineffective	N<5	N<5	1	4%	23	10%	1	14%	15	12%	28	11%	N<5	N<5	2	10%	33	10%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	6	21%	32	12%	1	13%	14	11%	36	13%	1	20%	4	11%	55	13%
				Effective	N<5	N<5	12	41%	123	47%	3	38%	71	54%	139	50%	1	20%	14	39%	174	40%
				Neither effective nor ineffective	N<5	N<5	6	21%	59	23%	3	38%	31	23%	67	24%	0	0%	11	31%	121	28%
				Ineffective	N<5	N<5	3	10%	26	10%	1	13%	9	7%	23	8%	1	20%	7	19%	54	12%
				Very ineffective	N<5	N<5	2	7%	19	7%	0	0%	7	5%	14	5%	2	40%	0	0%	34	8%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	5	17%	37	14%	1	11%	27	20%	51	18%	1	20%	8	17%	70	14%
				Effective	N<5	N<5	9	30%	134	49%	4	44%	67	49%	137	48%	2	40%	23	48%	226	46%
				Neither effective nor ineffective	N<5	N<5	8	27%	54	20%	2	22%	24	18%	59	21%	0	0%	12	25%	124	25%
				Ineffective	N<5	N<5	4	13%	30	11%	1	11%	15	11%	34	12%	0	0%	5	10%	51	10%
				Very ineffective	N<5	N<5	4	13%	16	6%	1	11%	3	2%	6	2%	2	40%	0	0%	17	3%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	5	17%	33	12%	1	13%	17	14%	34	13%	1	20%	6	14%	56	12%
				Effective	N<5	N<5	11	37%	123	46%	3	38%	49	40%	119	44%	1	20%	20	47%	217	46%
				Neither effective nor ineffective	N<5	N<5	7	23%	66	25%	2	25%	35	29%	72	27%	1	20%	11	26%	123	26%
				Ineffective	N<5	N<5	3	10%	33	12%	1	13%	14	12%	33	12%	0	0%	5	12%	54	11%
				Very ineffective	N<5	N<5	4	13%	13	5%	1	13%	6	5%	11	4%	2	40%	1	2%	20	4%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	6%	20	8%	0	0%	4	3%	14	5%	N<5	N<5	5	17%	25	8%
				Effective	N<5	N<5	7	23%	73	28%	5	56%	28	23%	55	21%	N<5	N<5	5	17%	80	26%
				Neither effective nor ineffective	N<5	N<5	7	23%	71	27%	1	11%	32	27%	78	30%	N<5	N<5	13	45%	131	43%
				Ineffective	N<5	N<5	11	35%	70	27%	2	22%	37	31%	72	28%	N<5	N<5	3	10%	42	14%
				Very ineffective	N<5	N<5	4	13%	25	10%	1	11%	19	16%	39	15%	N<5	N<5	3	10%	26	9%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	6	19%	38	15%	1	14%	17	16%	39	16%	0	0%	4	12%	48	12%
				Effective	N<5	N<5	15	48%	106	41%	3	43%	41	39%	99	41%	2	40%	17	52%	147	38%
				Neither effective nor ineffective	N<5	N<5	5	16%	79	31%	2	29%	29	27%	67	28%	1	20%	8	24%	120	31%
				Ineffective	N<5	N<5	3	10%	22	9%	1	14%	13	12%	25	10%	1	20%	4	12%	57	15%
				Very ineffective	N<5	N<5	2	6%	13	5%	0	0%	6	6%	12	5%	1	20%	0	0%	15	4%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	3	10%	26	9%	0	0%	12	11%	20	8%	1	20%	13	26%	115	23%
				Effective	N<5	N<5	8	27%	98	36%	2	20%	24	22%	78	32%	0	0%	18	36%	205	41%
				Neither effective nor ineffective	N<5	N<5	7	23%	56	20%	2	20%	31	29%	61	25%	1	20%	8	16%	80	16%
				Ineffective	N<5	N<5	10	33%	62	23%	3	30%	24	22%	57	23%	1	20%	9	18%	74	15%
				Very ineffective	N<5	N<5	2	7%	33	12%	3	30%	16	15%	30	12%	2	40%	2	4%	30	6%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	3	15%	8	5%	0	0%	3	6%	8	6%	N<5	N<5	4	19%	23	8%
				Effective	N<5	N<5	5	25%	32	21%	2	29%	15	31%	40	32%	N<5	N<5	5	24%	73	27%
				Neither effective nor ineffective	N<5	N<5	4	20%	59	40%	4	57%	22	46%	55	44%	N<5	N<5	9	43%	87	32%
				Ineffective	N<5	N<5	5	25%	34	23%	0	0%	2	4%	9	7%	N<5	N<5	3	14%	54	20%
				Very ineffective	N<5	N<5	3	15%	16	11%	1	14%	6	13%	14	11%	N<5	N<5	0	0%	37	14%

					ACADEMIC AREA																	
					Health / Human Ecology						Agri / Nat Res / Env Sci						Business					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	5	28%	14	8%	2	29%	14	15%	29	14%	N<5	N<5	2	13%	27	12%
				Effective	N<5	N<5	2	11%	59	35%	3	43%	45	49%	100	47%	N<5	N<5	7	47%	71	31%
				Neither effective nor ineffective	N<5	N<5	9	50%	77	45%	1	14%	22	24%	57	27%	N<5	N<5	6	40%	99	43%
				Ineffective	N<5	N<5	2	11%	11	6%	1	14%	7	8%	17	8%	N<5	N<5	0	0%	21	9%
				Very ineffective	N<5	N<5	0	0%	10	6%	0	0%	4	4%	10	5%	N<5	N<5	0	0%	14	6%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	18%	14	8%	0	0%	8	10%	18	10%	N<5	N<5	7	20%	81	20%
				Effective	N<5	N<5	4	18%	50	27%	3	43%	23	29%	64	36%	N<5	N<5	19	54%	160	40%
				Neither effective nor ineffective	N<5	N<5	2	9%	54	29%	2	29%	20	25%	48	27%	N<5	N<5	2	6%	73	18%
				Ineffective	N<5	N<5	9	41%	41	22%	2	29%	16	20%	31	17%	N<5	N<5	5	14%	55	14%
				Very ineffective	N<5	N<5	3	14%	25	14%	0	0%	12	15%	19	11%	N<5	N<5	2	6%	30	8%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	15%	19	8%	1	10%	11	13%	23	11%	N<5	N<5	11	25%	91	19%
				Effective	N<5	N<5	7	26%	91	38%	3	30%	37	42%	89	43%	N<5	N<5	20	45%	195	41%
				Neither effective nor ineffective	N<5	N<5	8	30%	52	22%	2	20%	22	25%	45	22%	N<5	N<5	7	16%	112	24%
				Ineffective	N<5	N<5	6	22%	55	23%	3	30%	12	14%	34	16%	N<5	N<5	4	9%	46	10%
				Very ineffective	N<5	N<5	2	7%	20	8%	1	10%	6	7%	17	8%	N<5	N<5	2	5%	27	6%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	13%	14	6%	0	0%	12	10%	21	9%	N<5	N<5	6	16%	32	8%
				Effective	N<5	N<5	11	37%	99	40%	3	33%	41	35%	83	34%	N<5	N<5	13	34%	156	38%
				Neither effective nor ineffective	N<5	N<5	4	13%	73	30%	2	22%	33	28%	78	32%	N<5	N<5	13	34%	137	33%
				Ineffective	N<5	N<5	6	20%	38	16%	4	44%	25	21%	44	18%	N<5	N<5	6	16%	65	16%
				Very ineffective	N<5	N<5	5	17%	21	9%	0	0%	7	6%	16	7%	N<5	N<5	0	0%	22	5%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	6	5%	N<5	N<5	4	6%	5	4%	N<5	N<5	2	11%	12	7%
				Effective	N<5	N<5	3	23%	14	13%	N<5	N<5	7	11%	20	15%	N<5	N<5	3	16%	40	22%
				Neither effective nor ineffective	N<5	N<5	3	23%	40	36%	N<5	N<5	15	23%	33	25%	N<5	N<5	5	26%	57	31%
				Ineffective	N<5	N<5	3	23%	27	24%	N<5	N<5	15	23%	35	27%	N<5	N<5	5	26%	31	17%
				Very ineffective	N<5	N<5	4	31%	24	22%	N<5	N<5	23	36%	38	29%	N<5	N<5	4	21%	44	24%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	3	4%	N<5	N<5	0	0%	2	3%	N<5	N<5	0	0%	8	6%
				Effective	N<5	N<5	0	0%	9	11%	N<5	N<5	1	4%	6	8%	N<5	N<5	1	14%	12	9%
				Neither effective nor ineffective	N<5	N<5	3	38%	29	37%	N<5	N<5	6	25%	23	32%	N<5	N<5	5	71%	58	42%
				Ineffective	N<5	N<5	1	13%	15	19%	N<5	N<5	4	17%	12	16%	N<5	N<5	0	0%	36	26%
				Very ineffective	N<5	N<5	4	50%	23	29%	N<5	N<5	13	54%	30	41%	N<5	N<5	1	14%	24	17%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	9	45%	21	15%	2	25%	23	32%	37	25%	N<5	N<5	16	53%	48	20%
				Effective	N<5	N<5	7	35%	49	35%	4	50%	31	43%	62	42%	N<5	N<5	6	20%	92	39%
				Neither effective nor ineffective	N<5	N<5	4	20%	36	26%	2	25%	12	17%	28	19%	N<5	N<5	7	23%	63	27%
				Ineffective	N<5	N<5	0	0%	21	15%	0	0%	5	7%	16	11%	N<5	N<5	1	3%	20	8%
				Very ineffective	N<5	N<5	0	0%	12	9%	0	0%	1	1%	3	2%	N<5	N<5	0	0%	14	6%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	5	38%	9	8%	0	0%	12	20%	14	10%	N<5	N<5	3	14%	16	9%
				Effective	N<5	N<5	4	31%	30	27%	5	63%	9	15%	21	15%	N<5	N<5	3	14%	32	17%
				Neither effective nor ineffective	N<5	N<5	2	15%	26	23%	1	13%	12	20%	40	29%	N<5	N<5	9	43%	60	32%
				Ineffective	N<5	N<5	0	0%	21	19%	0	0%	8	13%	21	15%	N<5	N<5	1	5%	32	17%
				Very ineffective	N<5	N<5	2	15%	25	23%	2	25%	20	33%	42	30%	N<5	N<5	5	24%	47	25%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	2	6%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	3%
				Effective	N<5	N<5	N/A	N/A	2	6%	N<5	N<5	N/A	N/A	4	10%	N<5	N<5	N/A	N/A	8	14%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	23	64%	N<5	N<5	N/A	N/A	30	71%	N<5	N<5	N/A	N/A	38	64%
				Ineffective	N<5	N<5	N/A	N/A	5	14%	N<5	N<5	N/A	N/A	4	10%	N<5	N<5	N/A	N/A	5	8%
				Very ineffective	N<5	N<5	N/A	N/A	4	11%	N<5	N<5	N/A	N/A	4	10%	N<5	N<5	N/A	N/A	6	10%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	9	8%	1	17%	N/A	N/A	9	8%	N<5	N<5	N/A	N/A	20	9%
				Effective	N<5	N<5	N/A	N/A	43	37%	2	33%	N/A	N/A	43	38%	N<5	N<5	N/A	N/A	78	36%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	18	16%	2	33%	N/A	N/A	24	21%	N<5	N<5	N/A	N/A	47	22%
				Ineffective	N<5	N<5	N/A	N/A	24	21%	1	17%	N/A	N/A	13	12%	N<5	N<5	N/A	N/A	30	14%
				Very ineffective	N<5	N<5	N/A	N/A	22	19%	0	0%	N/A	N/A	24	21%	N<5	N<5	N/A	N/A	43	20%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	5	6%	N<5	N<5	N/A	N/A	1	1%	N<5	N<5	N/A	N/A	16	10%
				Effective	N<5	N<5	N/A	N/A	26	30%	N<5	N<5	N/A	N/A	21	29%	N<5	N<5	N/A	N/A	45	29%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	29	34%	N<5	N<5	N/A	N/A	30	42%	N<5	N<5	N/A	N/A	50	33%
				Ineffective	N<5	N<5	N/A	N/A	16	19%	N<5	N<5	N/A	N/A	13	18%	N<5	N<5	N/A	N/A	22	14%
				Very ineffective	N<5	N<5	N/A	N/A	10	12%	N<5	N<5	N/A	N/A	7	10%	N<5	N<5	N/A	N/A	20	13%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	3	4%
				Effective	N<5	N<5	N/A	N/A	2	5%	N<5	N<5	N/A	N/A	4	10%	N<5	N<5	N/A	N/A	9	12%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	24	57%	N<5	N<5	N/A	N/A	24	57%	N<5	N<5	N/A	N/A	43	59%
				Ineffective	N<5	N<5	N/A	N/A	12	29%	N<5	N<5	N/A	N/A	10	24%	N<5	N<5	N/A	N/A	8	11%
				Very ineffective	N<5	N<5	N/A	N/A	4	10%	N<5	N<5	N/A	N/A	4	10%	N<5	N<5	N/A	N/A	10	14%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	1	4%	34	18%	1	11%	14	14%	26	13%	N<5	N<5	14	42%	76	23%
				Somewhat agree	N<5	N<5	12	46%	60	31%	4	44%	43	43%	80	39%	N<5	N<5	14	42%	110	34%
				Neither agree nor disagree	N<5	N<5	4	15%	46	24%	2	22%	18	18%	38	18%	N<5	N<5	4	12%	77	23%
				Somewhat disagree	N<5	N<5	6	23%	29	15%	1	11%	17	17%	44	21%	N<5	N<5	1	3%	36	11%
				Strongly disagree	N<5	N<5	3	12%	25	13%	1	11%	8	8%	18	9%	N<5	N<5	0	0%	29	9%

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA																		
				Health / Human Ecology						Agri / Nat Res / Env Sci						Business						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	2	8%	33	16%	0	0%	6	6%	14	7%	N<5	N<5	8	23%	52	16%
				Somewhat agree	N<5	N<5	8	31%	59	29%	5	50%	41	42%	75	36%	N<5	N<5	16	46%	108	33%
				Neither agree nor disagree	N<5	N<5	5	19%	51	25%	3	30%	19	19%	46	22%	N<5	N<5	7	20%	92	28%
				Somewhat disagree	N<5	N<5	6	23%	37	18%	2	20%	19	19%	50	24%	N<5	N<5	4	11%	44	13%
				Strongly disagree	N<5	N<5	5	19%	27	13%	0	0%	13	13%	26	12%	N<5	N<5	0	0%	35	11%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	2	8%	66	32%	1	10%	33	30%	58	26%	N<5	N<5	15	47%	103	31%
				Somewhat agree	N<5	N<5	11	46%	72	35%	8	80%	31	28%	73	32%	N<5	N<5	14	44%	112	34%
				Neither agree nor disagree	N<5	N<5	6	25%	40	19%	0	0%	25	23%	50	22%	N<5	N<5	2	6%	72	22%
				Somewhat disagree	N<5	N<5	2	8%	14	7%	1	10%	14	13%	29	13%	N<5	N<5	1	3%	27	8%
				Strongly disagree	N<5	N<5	3	13%	14	7%	0	0%	7	6%	15	7%	N<5	N<5	0	0%	18	5%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	3	13%	65	31%	1	10%	34	30%	63	27%	N<5	N<5	14	42%	102	30%
				Somewhat agree	N<5	N<5	9	39%	75	36%	7	70%	31	28%	74	32%	N<5	N<5	15	45%	117	34%
				Neither agree nor disagree	N<5	N<5	6	26%	39	19%	1	10%	26	23%	51	22%	N<5	N<5	2	6%	71	21%
				Somewhat disagree	N<5	N<5	2	9%	18	9%	1	10%	15	13%	31	13%	N<5	N<5	2	6%	29	9%
				Strongly disagree	N<5	N<5	3	13%	12	6%	0	0%	6	5%	12	5%	N<5	N<5	0	0%	22	6%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	N<5	N/A	N/A	94	37%	3	30%	N/A	N/A	93	35%	N<5	N<5	N/A	N/A	174	41%
				Somewhat agree	N<5	N<5	N/A	N/A	83	33%	4	40%	N/A	N/A	88	33%	N<5	N<5	N/A	N/A	143	33%
				Neither agree nor disagree	N<5	N<5	N/A	N/A	40	16%	1	10%	N/A	N/A	45	17%	N<5	N<5	N/A	N/A	68	16%
				Somewhat disagree	N<5	N<5	N/A	N/A	20	8%	1	10%	N/A	N/A	27	10%	N<5	N<5	N/A	N/A	23	5%
				Strongly disagree	N<5	N<5	N/A	N/A	16	6%	1	10%	N/A	N/A	10	4%	N<5	N<5	N/A	N/A	19	4%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	N<5	N<5	1	3%	10	4%	0	0%	14	10%	24	8%	0	0%	16	34%	103	21%
				Satisfied	N<5	N<5	7	23%	123	43%	4	40%	59	43%	119	40%	1	20%	14	30%	210	42%
				Neither satisfied nor dissatisfied	N<5	N<5	5	17%	50	18%	1	10%	20	15%	54	18%	1	20%	8	17%	87	17%
				Dissatisfied	N<5	N<5	9	30%	72	25%	5	50%	38	28%	81	27%	3	60%	8	17%	71	14%
				Very dissatisfied	N<5	N<5	8	27%	30	11%	0	0%	5	4%	20	7%	0	0%	1	2%	27	5%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	N<5	N<5	1	3%	11	4%	0	0%	10	7%	19	6%	1	20%	7	15%	79	16%
				Satisfied	N<5	N<5	6	20%	95	33%	4	40%	39	28%	92	31%	1	20%	26	55%	223	45%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	70	25%	2	20%	36	26%	70	23%	1	20%	6	13%	101	20%
				Dissatisfied	N<5	N<5	10	33%	71	25%	2	20%	39	28%	90	30%	1	20%	8	17%	74	15%
				Very dissatisfied	N<5	N<5	7	23%	38	13%	2	20%	14	10%	28	9%	1	20%	0	0%	21	4%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	21%	96	36%	2	20%	61	46%	115	40%	0	0%	24	52%	188	40%
				Satisfied	N<5	N<5	13	45%	106	39%	7	70%	55	41%	118	41%	3	60%	16	35%	171	36%
				Neither satisfied nor dissatisfied	N<5	N<5	7	24%	39	14%	0	0%	9	7%	30	10%	0	0%	5	11%	61	13%
				Dissatisfied	N<5	N<5	2	7%	15	6%	1	10%	6	4%	18	6%	0	0%	1	2%	32	7%
				Very dissatisfied	N<5	N<5	1	3%	14	5%	0	0%	3	2%	7	2%	2	40%	0	0%	22	5%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	20%	62	22%	0	0%	33	25%	71	24%	1	20%	14	30%	135	28%
				Satisfied	N<5	N<5	9	30%	96	34%	5	50%	49	37%	99	34%	1	20%	16	35%	156	32%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	60	21%	1	10%	29	22%	59	20%	1	20%	12	26%	101	21%
				Dissatisfied	N<5	N<5	5	17%	33	12%	3	30%	18	13%	50	17%	0	0%	3	7%	59	12%
				Very dissatisfied	N<5	N<5	4	13%	29	10%	1	10%	5	4%	15	5%	2	40%	1	2%	38	8%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	5	17%	57	20%	1	10%	38	28%	79	26%	1	20%	11	24%	110	22%
				Satisfied	N<5	N<5	9	30%	94	33%	5	50%	54	39%	116	39%	0	0%	20	44%	149	30%
				Neither satisfied nor dissatisfied	N<5	N<5	7	23%	47	17%	2	20%	20	15%	49	16%	2	40%	8	18%	103	21%
				Dissatisfied	N<5	N<5	4	13%	52	18%	2	20%	19	14%	39	13%	1	20%	4	9%	76	16%
				Very dissatisfied	N<5	N<5	5	17%	32	11%	0	0%	6	4%	16	5%	1	20%	2	4%	52	11%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	N/A	N/A	54	22%	0	0%	N/A	N/A	57	22%	0	0%	N/A	N/A	121	28%
				Satisfied	N<5	N<5	N/A	N/A	94	38%	5	50%	N/A	N/A	111	42%	1	20%	N/A	N/A	149	35%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	54	22%	2	20%	N/A	N/A	53	20%	1	20%	N/A	N/A	95	22%
				Dissatisfied	N<5	N<5	N/A	N/A	22	9%	2	20%	N/A	N/A	26	10%	1	20%	N/A	N/A	38	9%
				Very dissatisfied	N<5	N<5	N/A	N/A	22	9%	1	10%	N/A	N/A	17	6%	2	40%	N/A	N/A	27	6%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	3	10%	58	21%	0	0%	34	25%	72	24%	1	20%	10	22%	129	26%
				Satisfied	N<5	N<5	12	40%	102	36%	6	60%	46	34%	110	37%	0	0%	20	43%	162	33%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	57	20%	2	20%	29	21%	52	17%	2	40%	8	17%	91	19%
				Dissatisfied	N<5	N<5	6	20%	49	17%	1	10%	22	16%	49	16%	1	20%	7	15%	70	14%
				Very dissatisfied	N<5	N<5	3	10%	15	5%	1	10%	6	4%	16	5%	1	20%	1	2%	36	7%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	20%	55	20%	1	10%	39	29%	70	24%	0	0%	9	20%	127	26%
				Satisfied	N<5	N<5	11	37%	115	41%	6	60%	35	26%	106	36%	2	40%	21	47%	210	43%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	69	25%	2	20%	33	24%	70	24%	2	40%	9	20%	83	17%
				Dissatisfied	N<5	N<5	2	7%	31	11%	0	0%	23	17%	40	13%	0	0%	6	13%	44	9%
				Very dissatisfied	N<5	N<5	5	17%	11	4%	1	10%	6	4%	11	4%	1	20%	0	0%	23	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	8	27%	76	28%	0	0%	34	26%	76	26%	0	0%	9	20%	143	30%
				Satisfied	N<5	N<5	14	47%	116	42%	8	80%	62	47%	128	45%	1	20%	19	43%	189	40%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	45	16%	1	10%	22	17%	48	17%	3	60%	7	16%	79	17%
				Dissatisfied	N<5	N<5	0	0%	32	12%	1	10%	11	8%	28	10%	0	0%	8	18%	42	9%
				Very dissatisfied	N<5	N<5	4	13%	7	3%	0	0%	4	3%	7	2%	1	20%	1	2%	21	4%

					ACADEMIC AREA																	
					Health / Human Ecology						Agri / Nat Res / Env Sci						Business					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	7	23%	69	25%	0	0%	33	25%	72	25%	N<5	N<5	9	20%	144	30%
				Satisfied	N<5	N<5	14	47%	124	45%	7	70%	54	41%	126	44%	N<5	N<5	20	45%	210	44%
				Neither satisfied nor dissatisfied	N<5	N<5	5	17%	56	20%	1	10%	30	23%	58	20%	N<5	N<5	11	25%	75	16%
				Dissatisfied	N<5	N<5	1	3%	21	8%	2	20%	13	10%	23	8%	N<5	N<5	4	9%	37	8%
				Very dissatisfied	N<5	N<5	3	10%	5	2%	0	0%	3	2%	7	2%	N<5	N<5	0	0%	9	2%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	20%	91	32%	1	10%	39	28%	87	29%	0	0%	13	28%	169	34%
				Satisfied	N<5	N<5	10	33%	106	37%	5	50%	47	34%	107	36%	3	60%	28	61%	185	38%
				Neither satisfied nor dissatisfied	N<5	N<5	7	23%	46	16%	2	20%	28	20%	49	16%	0	0%	1	2%	74	15%
				Dissatisfied	N<5	N<5	5	17%	26	9%	1	10%	17	12%	40	13%	0	0%	2	4%	30	6%
				Very dissatisfied	N<5	N<5	2	7%	15	5%	1	10%	6	4%	17	6%	2	40%	2	4%	35	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	5	17%	48	17%	0	0%	26	19%	54	18%	1	20%	10	22%	116	24%
				Satisfied	N<5	N<5	11	37%	113	41%	4	40%	48	36%	106	36%	0	0%	22	48%	158	32%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	54	19%	1	10%	26	19%	57	19%	1	20%	10	22%	99	20%
				Dissatisfied	N<5	N<5	6	20%	37	13%	4	40%	24	18%	52	18%	1	20%	1	2%	65	13%
				Very dissatisfied	N<5	N<5	2	7%	25	9%	1	10%	10	7%	24	8%	2	40%	3	7%	52	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	N<5	N<5	N/A	N/A	65	27%	2	22%	N/A	N/A	82	31%	0	0%	N/A	N/A	146	35%
				Satisfied	N<5	N<5	N/A	N/A	114	47%	6	67%	N/A	N/A	118	45%	2	40%	N/A	N/A	168	40%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	45	19%	1	11%	N/A	N/A	42	16%	0	0%	N/A	N/A	77	18%
				Dissatisfied	N<5	N<5	N/A	N/A	13	5%	0	0%	N/A	N/A	12	5%	1	20%	N/A	N/A	21	5%
				Very dissatisfied	N<5	N<5	N/A	N/A	6	2%	0	0%	N/A	N/A	7	3%	2	40%	N/A	N/A	6	1%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	N<5	N<5	N/A	N/A	44	18%	1	11%	N/A	N/A	37	15%	1	20%	N/A	N/A	107	27%
				Satisfied	N<5	N<5	N/A	N/A	110	46%	5	56%	N/A	N/A	96	39%	1	20%	N/A	N/A	154	38%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	62	26%	2	22%	N/A	N/A	87	35%	2	40%	N/A	N/A	106	26%
				Dissatisfied	N<5	N<5	N/A	N/A	18	8%	1	11%	N/A	N/A	21	8%	0	0%	N/A	N/A	20	5%
				Very dissatisfied	N<5	N<5	N/A	N/A	4	2%	0	0%	N/A	N/A	8	3%	1	20%	N/A	N/A	14	3%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	N<5	N<5	N/A	N/A	64	26%	2	22%	N/A	N/A	52	20%	1	20%	N/A	N/A	118	29%
				Satisfied	N<5	N<5	N/A	N/A	113	46%	5	56%	N/A	N/A	105	40%	1	20%	N/A	N/A	170	41%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	45	18%	2	22%	N/A	N/A	71	27%	0	0%	N/A	N/A	80	19%
				Dissatisfied	N<5	N<5	N/A	N/A	17	7%	0	0%	N/A	N/A	18	7%	1	20%	N/A	N/A	23	6%
				Very dissatisfied	N<5	N<5	N/A	N/A	6	2%	0	0%	N/A	N/A	14	5%	2	40%	N/A	N/A	23	6%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	N<5	N<5	N/A	N/A	105	37%	4	40%	N/A	N/A	135	45%	1	20%	N/A	N/A	246	50%
				Somewhat agree	N<5	N<5	N/A	N/A	118	42%	2	20%	N/A	N/A	116	39%	2	40%	N/A	N/A	168	34%
				Neither agree nor disagree	N<5	N<5	N/A	N/A	27	10%	2	20%	N/A	N/A	19	6%	0	0%	N/A	N/A	35	7%
				Somewhat disagree	N<5	N<5	N/A	N/A	19	7%	2	20%	N/A	N/A	21	7%	0	0%	N/A	N/A	30	6%
				Strongly disagree	N<5	N<5	N/A	N/A	15	5%	0	0%	N/A	N/A	7	2%	2	40%	N/A	N/A	17	3%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	N<5	N<5	3	10%	75	27%	1	10%	43	32%	86	29%	0	0%	18	39%	164	33%
				Satisfied	N<5	N<5	14	47%	136	48%	6	60%	63	47%	140	47%	2	40%	24	52%	220	45%
				Neither satisfied nor dissatisfied	N<5	N<5	6	20%	31	11%	3	30%	13	10%	35	12%	0	0%	1	2%	62	13%
				Dissatisfied	N<5	N<5	6	20%	31	11%	0	0%	12	9%	29	10%	0	0%	3	7%	32	6%
				Very dissatisfied	N<5	N<5	1	3%	10	4%	0	0%	4	3%	7	2%	3	60%	0	0%	16	3%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	N<5	N<5	2	7%	52	18%	0	0%	25	19%	59	20%	1	20%	15	33%	105	21%
				Satisfied	N<5	N<5	17	57%	152	53%	6	60%	59	44%	130	44%	3	60%	23	50%	257	52%
				Neither satisfied nor dissatisfied	N<5	N<5	4	13%	51	18%	2	20%	31	23%	70	24%	0	0%	7	15%	89	18%
				Dissatisfied	N<5	N<5	4	13%	22	8%	2	20%	17	13%	30	10%	0	0%	1	2%	33	7%
				Very dissatisfied	N<5	N<5	3	10%	8	3%	0	0%	3	2%	8	3%	1	20%	0	0%	13	3%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	N<5	N<5	1	4%	26	11%	0	0%	9	8%	20	9%	N<5	N<5	3	10%	38	10%
				President	N<5	N<5	4	17%	37	16%	2	25%	7	7%	26	11%	N<5	N<5	3	10%	38	10%
				Vice President for Academic Affairs	N<5	N<5	1	4%	17	7%	6	75%	8	8%	16	7%	N<5	N<5	2	7%	25	6%
				Academic Dean	N<5	N<5	0	0%	12	5%	0	0%	13	12%	20	9%	N<5	N<5	4	13%	56	15%
				Provost	N<5	N<5	17	74%	141	60%	0	0%	69	65%	145	64%	N<5	N<5	18	60%	224	58%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	N<5	N<5	0	0%	2	1%	0	0%	0	0%	1	0%	N<5	N<5	0	0%	5	1%
				Strongly agree	N<5	N<5	2	10%	31	17%	2	29%	14	17%	29	17%	N<5	N<5	7	32%	80	27%
				Somewhat agree	N<5	N<5	10	50%	69	38%	4	57%	26	32%	56	33%	N<5	N<5	9	41%	95	32%
				Neither agree nor disagree	N<5	N<5	3	15%	39	22%	1	14%	21	26%	48	28%	N<5	N<5	4	18%	72	24%
				Somewhat disagree	N<5	N<5	1	5%	21	12%	0	0%	14	17%	24	14%	N<5	N<5	2	9%	32	11%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	N<5	N<5	4	20%	20	11%	0	0%	7	9%	14	8%	N<5	N<5	0	0%	16	5%
				For the rest of my career	N<5	N<5	4	15%	44	16%	3	33%	28	22%	59	21%	0	0%	9	20%	82	18%
				For the foreseeable future	N<5	N<5	9	33%	123	45%	1	11%	65	52%	134	49%	2	40%	24	53%	213	47%
				For no more than 5 years after earning tenure	N<5	N<5	9	33%	37	14%	0	0%	13	10%	35	13%	1	20%	3	7%	40	9%
				I haven't thought that far ahead	N<5	N<5	5	19%	67	25%	5	56%	20	16%	48	17%	2	40%	9	20%	120	26%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	21	62%	N<5	N<5	N/A	N/A	19	63%	N<5	N<5	N/A	N/A	21	66%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	0	0%
				Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	0	0%
				Other	N<5	N<5	N/A	N/A	12	35%	N<5	N<5	N/A	N/A	9	30%	N<5	N<5	N/A	N/A	11	34%

					ACADEMIC AREA																	
					Health / Human Ecology						Agri / Nat Res / Env Sci						Business					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	Strongly agree	N<5	N<5	10	34%	106	38%	3	30%	58	45%	133	46%	1	20%	25	54%	211	44%
				Somewhat agree	N<5	N<5	8	28%	98	35%	5	50%	44	34%	87	30%	2	40%	11	24%	140	29%
				Neither agree nor disagree	N<5	N<5	3	10%	32	11%	1	10%	7	5%	28	10%	0	0%	6	13%	58	12%
				Somewhat disagree	N<5	N<5	4	14%	29	10%	1	10%	14	11%	29	10%	0	0%	2	4%	41	9%
				Strongly disagree	N<5	N<5	4	14%	14	5%	0	0%	6	5%	11	4%	2	40%	2	4%	26	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	N<5	N<5	10	33%	126	46%	4	44%	62	47%	138	48%	N<5	N<5	27	59%	249	52%
				Recommend with reservations	N<5	N<5	15	50%	125	45%	5	56%	63	48%	132	46%	N<5	N<5	19	41%	197	41%
				Not recommend dept	N<5	N<5	5	17%	25	9%	0	0%	7	5%	17	6%	N<5	N<5	0	0%	31	6%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	N<5	N<5	2	7%	51	18%	2	20%	26	19%	58	20%	1	20%	14	30%	120	24%
				Good	N<5	N<5	14	47%	146	52%	5	50%	69	51%	151	52%	1	20%	26	57%	245	50%
				So-so	N<5	N<5	12	40%	70	25%	3	30%	31	23%	64	22%	1	20%	5	11%	98	20%
				Bad	N<5	N<5	1	3%	5	2%	0	0%	7	5%	15	5%	0	0%	1	2%	17	3%
				Awful	N<5	N<5	1	3%	8	3%	0	0%	2	1%	5	2%	2	40%	0	0%	10	2%

					ACADEMIC AREA																	
					Education						Med Schools / Health Prof						Other Professions					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	0	0%	12	23%	133	22%	1	14%	12	24%	93	13%	4	31%	6	10%	78	15%
				Fairly clear	4	67%	22	42%	285	46%	2	29%	27	53%	393	53%	6	46%	25	42%	283	53%
				Neither clear nor unclear	1	17%	5	10%	63	10%	3	43%	7	14%	115	16%	2	15%	11	19%	72	13%
				Fairly unclear	1	17%	8	15%	98	16%	1	14%	4	8%	102	14%	1	8%	11	19%	69	13%
				Very unclear	0	0%	5	10%	35	6%	0	0%	1	2%	38	5%	0	0%	6	10%	33	6%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	1	17%	13	25%	112	18%	1	14%	12	24%	90	12%	2	15%	5	8%	78	15%
				Fairly clear	3	50%	22	42%	293	48%	3	43%	25	49%	380	51%	7	54%	19	32%	257	48%
				Neither clear nor unclear	1	17%	6	12%	73	12%	2	29%	6	12%	137	18%	1	8%	12	20%	83	16%
				Fairly unclear	1	17%	8	15%	105	17%	1	14%	7	14%	95	13%	3	23%	12	20%	75	14%
				Very unclear	0	0%	3	6%	32	5%	0	0%	1	2%	41	6%	0	0%	11	19%	42	8%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	0	0%	4	8%	74	12%	1	14%	7	14%	60	8%	1	8%	4	7%	46	9%
				Fairly clear	4	67%	22	42%	240	39%	3	43%	26	51%	318	43%	6	46%	14	24%	219	41%
				Neither clear nor unclear	0	0%	11	21%	112	18%	2	29%	2	4%	166	22%	1	8%	17	29%	113	21%
				Fairly unclear	2	33%	8	15%	138	22%	1	14%	10	20%	133	18%	3	23%	14	24%	97	18%
				Very unclear	0	0%	7	13%	50	8%	0	0%	6	12%	63	9%	2	15%	10	17%	60	11%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	1	17%	9	18%	94	15%	1	14%	9	18%	83	11%	1	8%	7	12%	64	12%
				Fairly clear	2	33%	22	43%	268	44%	2	29%	26	51%	329	45%	9	69%	18	31%	236	44%
				Neither clear nor unclear	1	17%	10	20%	108	18%	3	43%	6	12%	154	21%	2	15%	15	26%	101	19%
				Fairly unclear	2	33%	7	14%	111	18%	1	14%	8	16%	132	18%	1	8%	14	24%	92	17%
				Very unclear	0	0%	3	6%	32	5%	0	0%	2	4%	39	5%	0	0%	4	7%	39	7%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	2	33%	3	6%	100	16%	0	0%	7	14%	91	12%	1	8%	5	8%	80	15%
				Fairly clear	1	17%	22	42%	258	42%	5	71%	26	51%	303	41%	10	77%	22	37%	231	44%
				Neither clear nor unclear	2	33%	16	31%	135	22%	2	29%	10	20%	192	26%	2	15%	23	39%	134	25%
				Fairly unclear	1	17%	7	13%	85	14%	0	0%	5	10%	111	15%	0	0%	4	7%	46	9%
				Very unclear	0	0%	4	8%	32	5%	0	0%	3	6%	44	6%	0	0%	5	8%	38	7%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	17%	8	15%	113	18%	0	0%	15	29%	118	16%	2	15%	6	10%	77	14%
				Fairly clear	4	67%	28	54%	296	48%	5	71%	24	47%	385	52%	7	54%	24	39%	256	48%
				Neither clear nor unclear	0	0%	9	17%	69	11%	0	0%	7	14%	112	15%	2	15%	13	21%	88	16%
				Fairly unclear	1	17%	6	12%	113	18%	2	29%	4	8%	105	14%	2	15%	13	21%	83	16%
				Very unclear	0	0%	1	2%	20	3%	0	0%	1	2%	22	3%	0	0%	5	8%	30	6%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	17%	10	19%	126	21%	3	43%	6	12%	92	13%	0	0%	6	11%	84	16%
				Fairly clear	4	67%	20	38%	274	45%	3	43%	25	51%	358	49%	6	55%	27	48%	271	52%
				Neither clear nor unclear	1	17%	11	21%	106	17%	1	14%	9	18%	136	19%	1	9%	12	21%	80	15%
				Fairly unclear	0	0%	8	15%	80	13%	0	0%	8	16%	122	17%	4	36%	10	18%	70	13%
				Very unclear	0	0%	3	6%	22	4%	0	0%	1	2%	25	3%	0	0%	1	2%	16	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	2	4%	50	9%	1	14%	6	12%	53	8%	0	0%	6	13%	56	13%
				Fairly clear	3	60%	19	37%	178	31%	4	57%	12	24%	223	32%	1	14%	4	9%	115	26%
				Neither clear nor unclear	0	0%	11	21%	138	24%	2	29%	16	32%	198	28%	4	57%	16	36%	126	29%
				Fairly unclear	2	40%	15	29%	145	26%	0	0%	13	26%	173	25%	2	29%	11	24%	89	20%
				Very unclear	0	0%	5	10%	57	10%	0	0%	3	6%	57	8%	0	0%	8	18%	55	12%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	7	13%	64	11%	0	0%	4	8%	56	8%	0	0%	2	3%	55	10%
				Fairly clear	1	17%	15	29%	198	33%	3	43%	16	32%	243	34%	5	38%	16	27%	193	37%
				Neither clear nor unclear	2	33%	8	15%	136	23%	3	43%	13	26%	203	28%	4	31%	21	35%	134	25%
				Fairly unclear	2	33%	12	23%	129	21%	1	14%	11	22%	161	22%	3	23%	16	27%	99	19%
				Very unclear	1	17%	10	19%	76	13%	0	0%	6	12%	60	8%	1	8%	5	8%	45	9%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	3	6%	48	8%	1	17%	3	6%	34	5%	0	0%	2	3%	31	6%
				Fairly clear	1	20%	17	33%	155	26%	2	33%	14	29%	191	27%	5	38%	14	24%	153	29%
				Neither clear nor unclear	2	40%	14	27%	167	28%	3	50%	10	20%	212	30%	4	31%	18	31%	151	29%
				Fairly unclear	2	40%	8	15%	133	22%	0	0%	16	33%	182	26%	4	31%	16	28%	117	23%
				Very unclear	0	0%	10	19%	90	15%	0	0%	6	12%	94	13%	0	0%	8	14%	68	13%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	17%	1	2%	40	7%	0	0%	3	6%	28	4%	0	0%	1	2%	23	5%
				Fairly clear	0	0%	13	25%	142	24%	2	33%	19	40%	184	26%	6	46%	11	20%	132	26%
				Neither clear nor unclear	2	33%	17	33%	164	28%	2	33%	11	23%	196	28%	2	15%	21	38%	161	32%
				Fairly unclear	2	33%	13	25%	154	26%	2	33%	12	26%	195	28%	4	31%	13	23%	122	24%
				Very unclear	1	17%	7	14%	92	16%	0	0%	2	4%	95	14%	1	8%	10	18%	71	14%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	6	12%	114	19%	0	0%	9	18%	93	13%	2	15%	6	10%	110	21%
				Fairly reasonable	4	67%	22	42%	253	41%	4	57%	29	57%	347	47%	9	69%	23	38%	217	41%
				Neither reasonable nor unreasonable	1	17%	15	29%	148	24%	2	29%	8	16%	196	26%	1	8%	23	38%	139	26%
				Fairly unreasonable	1	17%	6	12%	77	13%	1	14%	3	6%	89	12%	0	0%	7	11%	58	11%
				Very unreasonable	0	0%	3	6%	19	3%	0	0%	2	4%	17	2%	1	8%	2	3%	10	2%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	17%	10	19%	129	21%	2	29%	9	18%	123	17%	0	0%	7	13%	112	21%
				Fairly reasonable	3	50%	19	37%	242	40%	5	71%	22	45%	321	44%	5	45%	25	45%	227	44%
				Neither reasonable nor unreasonable	1	17%	19	37%	167	27%	0	0%	14	29%	233	32%	6	55%	20	36%	140	27%
				Fairly unreasonable	1	17%	2	4%	50	8%	0	0%	4	8%	45	6%	0	0%	4	7%	33	6%
				Very unreasonable	0	0%	2	4%	20	3%	0	0%	0	0%	11	2%	0	0%	0	0%	9	2%

				ACADEMIC AREA																		
				Education				Med Schools / Health Prof								Other Professions						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	3	6%	62	11%	2	29%	7	14%	65	9%	0	0%	5	11%	64	15%
				Fairly reasonable	4	80%	19	37%	172	30%	5	71%	13	26%	224	32%	1	14%	8	18%	125	28%
				Neither reasonable nor unreasonable	0	0%	21	40%	238	42%	0	0%	25	50%	365	52%	5	71%	29	64%	208	47%
				Fairly unreasonable	1	20%	7	13%	66	12%	0	0%	3	6%	38	5%	1	14%	3	7%	33	7%
				Very unreasonable	0	0%	2	4%	30	5%	0	0%	2	4%	12	2%	0	0%	0	0%	11	2%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	5	10%	76	13%	1	14%	7	14%	83	11%	0	0%	1	2%	79	15%
				Fairly reasonable	1	17%	18	35%	198	33%	2	29%	15	30%	221	31%	4	31%	14	23%	163	31%
				Neither reasonable nor unreasonable	4	67%	21	40%	265	44%	3	43%	24	48%	369	51%	9	69%	39	65%	233	44%
				Fairly unreasonable	1	17%	3	6%	36	6%	1	14%	3	6%	37	5%	0	0%	4	7%	31	6%
				Very unreasonable	0	0%	5	10%	28	5%	0	0%	1	2%	13	2%	0	0%	2	3%	20	4%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	7	13%	72	12%	3	50%	3	6%	46	6%	0	0%	3	5%	55	11%
				Fairly reasonable	1	20%	12	23%	133	22%	1	17%	16	33%	192	27%	5	38%	13	22%	132	25%
				Neither reasonable nor unreasonable	3	60%	30	58%	347	59%	2	33%	26	53%	434	61%	8	62%	39	67%	303	58%
				Fairly unreasonable	1	20%	1	2%	20	3%	0	0%	4	8%	30	4%	0	0%	2	3%	22	4%
				Very unreasonable	0	0%	2	4%	21	4%	0	0%	0	0%	11	2%	0	0%	1	2%	8	2%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	17%	5	10%	51	9%	1	17%	5	11%	33	5%	1	8%	2	4%	39	8%
				Fairly reasonable	0	0%	11	22%	142	24%	2	33%	16	34%	183	26%	5	38%	10	18%	122	24%
				Neither reasonable nor unreasonable	4	67%	33	65%	348	59%	2	33%	23	49%	433	62%	7	54%	42	75%	312	61%
				Fairly unreasonable	1	17%	0	0%	30	5%	1	17%	3	6%	36	5%	0	0%	1	2%	26	5%
				Very unreasonable	0	0%	2	4%	21	4%	0	0%	0	0%	13	2%	0	0%	1	2%	10	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	2	33%	9	17%	97	16%	1	14%	13	26%	110	15%	1	8%	6	10%	83	16%
				Somewhat agree	2	33%	21	40%	215	36%	5	71%	19	38%	261	36%	4	31%	14	23%	180	34%
				Neither agree nor disagree	0	0%	2	4%	47	8%	0	0%	3	6%	86	12%	2	15%	7	12%	49	9%
				Somewhat disagree	2	33%	11	21%	140	23%	1	14%	8	16%	155	21%	6	46%	17	28%	130	25%
				Strongly disagree	0	0%	9	17%	101	17%	0	0%	7	14%	112	15%	0	0%	16	27%	84	16%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	2	33%	9	18%	164	29%	1	14%	21	43%	223	32%	2	18%	15	25%	155	31%
				Somewhat agree	1	17%	18	36%	206	36%	4	57%	17	35%	278	40%	5	45%	19	32%	166	33%
				Neither agree nor disagree	1	17%	3	6%	65	11%	2	29%	3	6%	91	13%	1	9%	8	14%	62	12%
				Somewhat disagree	2	33%	11	22%	90	16%	0	0%	4	8%	62	9%	2	18%	12	20%	73	15%
				Strongly disagree	0	0%	9	18%	50	9%	0	0%	4	8%	36	5%	1	9%	5	8%	41	8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	10	19%	117	19%	0	0%	11	22%	154	21%	2	15%	11	19%	116	22%
				Satisfied	6	100%	29	56%	310	51%	3	43%	30	60%	395	54%	8	62%	31	53%	268	51%
				Neither satisfied nor dissatisfied	0	0%	1	2%	58	10%	2	29%	4	8%	80	11%	2	15%	6	10%	63	12%
				Dissatisfied	0	0%	10	19%	99	16%	2	29%	3	6%	86	12%	1	8%	9	16%	69	13%
				Very dissatisfied	0	0%	2	4%	19	3%	0	0%	2	4%	13	2%	0	0%	1	2%	10	2%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	N/A	N/A	87	14%	1	14%	N/A	N/A	128	18%	1	8%	N/A	N/A	95	18%
				Satisfied	4	67%	N/A	N/A	259	43%	3	43%	N/A	N/A	331	45%	9	69%	N/A	N/A	230	43%
				Neither satisfied nor dissatisfied	1	17%	N/A	N/A	93	15%	1	14%	N/A	N/A	101	14%	3	23%	N/A	N/A	81	15%
				Dissatisfied	1	17%	N/A	N/A	123	20%	2	29%	N/A	N/A	134	18%	0	0%	N/A	N/A	92	17%
				Very dissatisfied	0	0%	N/A	N/A	40	7%	0	0%	N/A	N/A	35	5%	0	0%	N/A	N/A	31	6%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	17%	16	31%	239	40%	3	43%	15	33%	206	30%	0	0%	15	28%	187	37%
				Satisfied	5	83%	27	52%	264	44%	3	43%	23	50%	341	50%	7	70%	30	56%	230	46%
				Neither satisfied nor dissatisfied	0	0%	5	10%	50	8%	1	14%	4	9%	84	12%	1	10%	8	15%	52	10%
				Dissatisfied	0	0%	4	8%	37	6%	0	0%	3	7%	41	6%	2	20%	1	2%	30	6%
				Very dissatisfied	0	0%	0	0%	13	2%	0	0%	1	2%	8	1%	0	0%	0	0%	5	1%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	16	31%	180	30%	2	29%	14	30%	197	29%	2	20%	15	27%	172	34%
				Satisfied	4	67%	29	56%	249	41%	4	57%	28	61%	308	45%	7	70%	30	55%	178	35%
				Neither satisfied nor dissatisfied	1	17%	3	6%	57	9%	1	14%	3	7%	112	16%	1	10%	6	11%	60	12%
				Dissatisfied	1	17%	4	8%	87	14%	0	0%	1	2%	43	6%	0	0%	3	5%	74	15%
				Very dissatisfied	0	0%	0	0%	29	5%	0	0%	0	0%	19	3%	0	0%	1	2%	24	5%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	50%	21	40%	292	48%	3	43%	18	39%	236	35%	3	30%	22	41%	252	50%
				Satisfied	2	33%	19	37%	189	31%	3	43%	17	37%	259	38%	4	40%	22	41%	158	31%
				Neither satisfied nor dissatisfied	0	0%	5	10%	53	9%	0	0%	6	13%	101	15%	1	10%	6	11%	42	8%
				Dissatisfied	1	17%	2	4%	44	7%	1	14%	3	7%	56	8%	2	20%	3	6%	36	7%
				Very dissatisfied	0	0%	5	10%	25	4%	0	0%	2	4%	22	3%	0	0%	1	2%	18	4%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	33%	30	58%	365	61%	3	43%	22	47%	302	45%	4	40%	35	64%	323	64%
				Satisfied	3	50%	17	33%	185	31%	4	57%	18	38%	272	40%	5	50%	14	25%	137	27%
				Neither satisfied nor dissatisfied	0	0%	3	6%	29	5%	0	0%	6	13%	70	10%	1	10%	5	9%	29	6%
				Dissatisfied	1	17%	2	4%	17	3%	0	0%	0	0%	25	4%	0	0%	1	2%	12	2%
				Very dissatisfied	0	0%	0	0%	4	1%	0	0%	1	2%	7	1%	0	0%	0	0%	7	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	33%	17	33%	205	34%	3	43%	13	28%	187	27%	2	20%	13	24%	160	31%
				Satisfied	4	67%	22	42%	241	40%	3	43%	30	64%	332	48%	5	50%	24	44%	208	41%
				Neither satisfied nor dissatisfied	0	0%	5	10%	74	12%	0	0%	1	2%	88	13%	1	10%	7	13%	53	10%
				Dissatisfied	0	0%	8	15%	65	11%	1	14%	3	6%	62	9%	2	20%	9	16%	65	13%
				Very dissatisfied	0	0%	0	0%	17	3%	0	0%	0	0%	22	3%	0	0%	2	4%	22	4%

Tenure-Track Faculty Job Satisfaction Survey					ACADEMIC AREA																	
Survey Administration 2010-11					Education						Med Schools / Health Prof						Other Professions					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	2	8%	79	21%	1	14%	8	31%	108	24%	0	0%	12	25%	64	17%
				Satisfied	N<5	N<5	10	38%	137	36%	5	71%	11	42%	190	43%	5	71%	17	35%	133	36%
				Neither satisfied nor dissatisfied	N<5	N<5	2	8%	81	21%	0	0%	4	15%	95	21%	1	14%	8	17%	75	20%
				Dissatisfied	N<5	N<5	10	38%	64	17%	1	14%	2	8%	39	9%	1	14%	8	17%	70	19%
				Very dissatisfied	N<5	N<5	2	8%	21	5%	0	0%	1	4%	12	3%	0	0%	3	6%	28	8%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	11	22%	131	23%	1	14%	15	32%	148	22%	0	0%	13	27%	89	20%
				Satisfied	4	80%	22	43%	272	48%	3	43%	21	45%	336	51%	7	70%	19	40%	219	49%
				Neither satisfied nor dissatisfied	1	20%	9	18%	85	15%	3	43%	7	15%	110	17%	2	20%	11	23%	75	17%
				Dissatisfied	0	0%	8	16%	65	11%	0	0%	2	4%	51	8%	0	0%	4	8%	52	12%
				Very dissatisfied	0	0%	1	2%	17	3%	0	0%	2	4%	16	2%	1	10%	1	2%	10	2%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	4	8%	49	8%	0	0%	14	28%	113	16%	0	0%	7	12%	53	10%
				Satisfied	2	33%	19	37%	147	24%	3	43%	15	30%	223	31%	8	62%	17	29%	145	27%
				Neither satisfied nor dissatisfied	0	0%	2	4%	86	14%	0	0%	5	10%	97	13%	2	15%	9	16%	73	14%
				Dissatisfied	3	50%	23	44%	215	36%	3	43%	13	26%	216	30%	3	23%	19	33%	181	34%
				Very dissatisfied	1	17%	4	8%	106	18%	1	14%	3	6%	80	11%	0	0%	6	10%	77	15%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	4	8%	33	6%	0	0%	5	11%	47	7%	0	0%	3	6%	40	10%
				Satisfied	2	33%	9	18%	130	24%	3	43%	21	45%	211	30%	4	67%	9	19%	90	21%
				Neither satisfied nor dissatisfied	2	33%	15	31%	206	37%	3	43%	8	17%	219	31%	2	33%	24	51%	173	41%
				Dissatisfied	0	0%	12	24%	126	23%	1	14%	7	15%	144	21%	0	0%	8	17%	73	17%
				Very dissatisfied	2	33%	9	18%	56	10%	0	0%	6	13%	76	11%	0	0%	3	6%	43	10%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	33%	22	42%	260	43%	1	14%	23	47%	319	44%	5	38%	31	52%	277	53%
				Satisfied	4	67%	23	44%	236	39%	5	71%	20	41%	268	37%	6	46%	23	38%	178	34%
				Neither satisfied nor dissatisfied	0	0%	3	6%	61	10%	1	14%	6	12%	89	12%	2	15%	3	5%	41	8%
				Dissatisfied	0	0%	3	6%	32	5%	0	0%	0	0%	38	5%	0	0%	3	5%	22	4%
				Very dissatisfied	0	0%	1	2%	11	2%	0	0%	0	0%	10	1%	0	0%	0	0%	9	2%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	33%	7	13%	96	16%	0	0%	10	20%	157	22%	3	23%	9	16%	81	16%
				Satisfied	3	50%	15	29%	190	32%	3	43%	24	48%	313	43%	5	38%	18	32%	175	34%
				Neither satisfied nor dissatisfied	0	0%	11	21%	106	18%	3	43%	8	16%	112	15%	2	15%	17	30%	102	20%
				Dissatisfied	1	17%	12	23%	140	23%	1	14%	6	12%	102	14%	3	23%	8	14%	112	21%
				Very dissatisfied	0	0%	7	13%	67	11%	0	0%	2	4%	41	6%	0	0%	5	9%	52	10%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	5	10%	52	9%	1	14%	5	11%	55	9%	0	0%	2	4%	42	9%
				Satisfied	0	0%	13	25%	148	26%	1	14%	15	33%	199	31%	3	38%	17	35%	142	30%
				Neither satisfied nor dissatisfied	1	20%	7	14%	99	17%	3	43%	10	22%	176	27%	1	13%	13	27%	115	24%
				Dissatisfied	2	40%	15	29%	167	29%	1	14%	11	24%	140	22%	4	50%	10	20%	109	23%
				Very dissatisfied	2	40%	11	22%	107	19%	1	14%	5	11%	77	12%	0	0%	7	14%	70	15%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	1	17%	10	20%	158	26%	2	29%	10	20%	140	19%	2	15%	11	20%	113	22%
				Satisfied	2	33%	17	33%	213	36%	4	57%	17	34%	241	33%	4	31%	22	39%	186	36%
				Neither satisfied nor dissatisfied	1	17%	8	16%	85	14%	1	14%	8	16%	104	14%	2	15%	7	13%	76	15%
				Dissatisfied	2	33%	10	20%	89	15%	0	0%	12	24%	165	23%	5	38%	13	23%	93	18%
				Very dissatisfied	0	0%	6	12%	55	9%	0	0%	3	6%	73	10%	0	0%	3	5%	51	10%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	0	0%	8	16%	66	11%	0	0%	7	14%	92	13%	0	0%	7	13%	70	14%
				Satisfied	1	17%	14	29%	165	29%	2	29%	18	37%	256	36%	5	45%	10	19%	147	30%
				Neither satisfied nor dissatisfied	2	33%	11	22%	139	24%	3	43%	9	18%	163	23%	2	18%	18	33%	123	25%
				Dissatisfied	3	50%	9	18%	143	25%	2	29%	13	27%	139	20%	4	36%	14	26%	106	21%
				Very dissatisfied	0	0%	7	14%	63	11%	0	0%	2	4%	52	7%	0	0%	5	9%	49	10%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	0	0%	7	15%	104	18%	1	14%	5	11%	86	13%	0	0%	9	17%	77	16%
				Satisfied	3	50%	20	43%	250	44%	4	57%	24	52%	319	47%	6	67%	14	26%	186	40%
				Neither satisfied nor dissatisfied	3	50%	10	22%	128	22%	1	14%	14	30%	193	28%	1	11%	25	46%	133	28%
				Dissatisfied	0	0%	6	13%	63	11%	0	0%	3	7%	58	9%	2	22%	5	9%	56	12%
				Very dissatisfied	0	0%	3	7%	27	5%	1	14%	0	0%	22	3%	0	0%	1	2%	17	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	0	0%	13	25%	145	24%	1	14%	10	20%	134	19%	2	17%	12	21%	108	21%
				Satisfied	5	83%	21	40%	231	39%	3	43%	31	63%	323	45%	4	33%	21	36%	197	38%
				Neither satisfied nor dissatisfied	0	0%	4	8%	115	19%	2	29%	7	14%	133	19%	2	17%	12	21%	96	19%
				Dissatisfied	1	17%	6	12%	70	12%	1	14%	1	2%	84	12%	3	25%	10	17%	85	16%
				Very dissatisfied	0	0%	8	15%	39	7%	0	0%	0	0%	37	5%	1	8%	3	5%	32	6%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	3	50%	15	29%	188	31%	2	29%	10	20%	232	32%	1	8%	20	34%	151	29%
				Important	3	50%	19	37%	265	44%	3	43%	33	66%	322	44%	8	62%	21	36%	210	40%
				Neither important nor unimportant	0	0%	9	17%	84	14%	2	29%	4	8%	127	17%	4	31%	13	22%	113	21%
				Unimportant	0	0%	6	12%	48	8%	0	0%	2	4%	33	5%	0	0%	4	7%	37	7%
				Very unimportant	0	0%	3	6%	17	3%	0	0%	1	2%	14	2%	0	0%	1	2%	15	3%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	3	50%	24	46%	292	49%	4	57%	21	43%	286	40%	3	23%	26	44%	222	42%
				Important	2	33%	18	35%	232	39%	1	14%	22	45%	345	48%	8	62%	24	41%	228	43%
				Neither important nor unimportant	1	17%	8	15%	49	8%	2	29%	5	10%	69	10%	2	15%	8	14%	66	13%
				Unimportant	0	0%	2	4%	18	3%	0	0%	1	2%	15	2%	0	0%	1	2%	6	1%
				Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	8	1%	0	0%	0	0%	4	1%

				ACADEMIC AREA																		
				Education				Med Schools / Health Prof								Other Professions						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	15	29%	220	37%	2	29%	13	27%	213	30%	1	8%	27	46%	194	37%
				Important	6	100%	29	56%	301	50%	4	57%	28	57%	396	55%	8	62%	25	42%	252	48%
				Neither important nor unimportant	0	0%	6	12%	52	9%	1	14%	6	12%	82	11%	4	31%	4	7%	62	12%
				Unimportant	0	0%	1	2%	17	3%	0	0%	2	4%	24	3%	0	0%	3	5%	15	3%
				Very unimportant	0	0%	1	2%	7	1%	0	0%	0	0%	4	1%	0	0%	0	0%	2	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	1	17%	17	33%	208	35%	1	14%	14	29%	175	24%	0	0%	21	36%	175	34%
				Important	4	67%	27	52%	303	51%	6	86%	26	54%	371	52%	9	69%	26	45%	251	48%
				Neither important nor unimportant	1	17%	5	10%	57	10%	0	0%	6	13%	127	18%	4	31%	8	14%	69	13%
				Unimportant	0	0%	2	4%	16	3%	0	0%	2	4%	39	5%	0	0%	2	3%	19	4%
				Very unimportant	0	0%	1	2%	6	1%	0	0%	0	0%	7	1%	0	0%	1	2%	6	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	3	50%	28	54%	257	43%	3	43%	22	44%	336	47%	1	8%	17	29%	163	31%
				Important	3	50%	19	37%	242	40%	3	43%	24	48%	294	41%	3	23%	26	45%	185	36%
				Neither important nor unimportant	0	0%	4	8%	75	13%	1	14%	3	6%	75	10%	5	38%	9	16%	101	19%
				Unimportant	0	0%	0	0%	20	3%	0	0%	1	2%	9	1%	3	23%	5	9%	45	9%
				Very unimportant	0	0%	1	2%	4	1%	0	0%	0	0%	3	0%	1	8%	1	2%	24	5%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	1	17%	8	15%	124	21%	3	43%	6	12%	135	19%	1	8%	5	9%	85	16%
				Important	4	67%	19	37%	298	50%	2	29%	31	63%	364	51%	6	46%	30	53%	256	50%
				Neither important nor unimportant	1	17%	14	27%	114	19%	2	29%	8	16%	151	21%	4	31%	16	28%	122	24%
				Unimportant	0	0%	8	15%	52	9%	0	0%	4	8%	54	8%	1	8%	3	5%	43	8%
				Very unimportant	0	0%	3	6%	10	2%	0	0%	0	0%	10	1%	1	8%	3	5%	11	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	2	33%	38	73%	419	70%	3	43%	20	42%	289	40%	4	31%	37	65%	321	62%
				Important	4	67%	14	27%	163	27%	3	43%	24	50%	354	50%	9	69%	16	28%	174	33%
				Neither important nor unimportant	0	0%	0	0%	10	2%	0	0%	2	4%	56	8%	0	0%	2	4%	20	4%
				Unimportant	0	0%	0	0%	3	1%	1	14%	2	4%	13	2%	0	0%	1	2%	3	1%
				Very unimportant	0	0%	0	0%	2	0%	0	0%	0	0%	3	0%	0	0%	1	2%	2	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	3	50%	20	38%	250	43%	3	43%	12	24%	171	24%	1	8%	27	49%	243	47%
				Important	3	50%	24	46%	241	41%	4	57%	20	41%	276	39%	6	46%	15	27%	189	37%
				Neither important nor unimportant	0	0%	5	10%	73	12%	0	0%	14	29%	203	29%	4	31%	12	22%	66	13%
				Unimportant	0	0%	3	6%	18	3%	0	0%	3	6%	52	7%	2	15%	1	2%	14	3%
				Very unimportant	0	0%	0	0%	5	1%	0	0%	0	0%	9	1%	0	0%	0	0%	2	0%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	2	33%	14	28%	157	27%	3	43%	13	27%	165	23%	0	0%	10	18%	130	25%
				Important	4	67%	16	32%	212	36%	2	29%	21	43%	296	42%	10	77%	24	43%	200	39%
				Neither important nor unimportant	0	0%	14	28%	165	28%	2	29%	12	24%	199	28%	3	23%	17	30%	137	27%
				Unimportant	0	0%	5	10%	46	8%	0	0%	3	6%	45	6%	0	0%	3	5%	33	6%
				Very unimportant	0	0%	1	2%	7	1%	0	0%	0	0%	8	1%	0	0%	2	4%	14	3%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	2	33%	34	65%	277	47%	3	43%	17	35%	225	32%	2	15%	23	41%	212	41%
				Important	4	67%	14	27%	252	43%	4	57%	28	58%	341	48%	6	46%	27	48%	239	46%
				Neither important nor unimportant	0	0%	1	2%	52	9%	0	0%	2	4%	110	16%	5	38%	5	9%	51	10%
				Unimportant	0	0%	2	4%	6	1%	0	0%	1	2%	28	4%	0	0%	1	2%	14	3%
				Very unimportant	0	0%	1	2%	5	1%	0	0%	0	0%	4	1%	0	0%	0	0%	1	0%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	1	17%	30	58%	331	56%	3	43%	18	38%	281	40%	2	15%	21	38%	277	54%
				Important	5	83%	21	40%	240	41%	4	57%	26	54%	349	49%	7	54%	28	50%	196	38%
				Neither important nor unimportant	0	0%	1	2%	17	3%	0	0%	3	6%	62	9%	4	31%	5	9%	32	6%
				Unimportant	0	0%	0	0%	3	1%	0	0%	1	2%	16	2%	0	0%	0	0%	8	2%
				Very unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	2	4%	4	1%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	12	23%	160	27%	1	14%	16	34%	185	26%	0	0%	12	22%	149	29%
				Important	5	83%	27	52%	322	54%	5	71%	26	55%	377	54%	11	85%	31	56%	281	54%
				Neither important nor unimportant	0	0%	9	17%	77	13%	1	14%	5	11%	111	16%	2	15%	11	20%	67	13%
				Unimportant	1	17%	3	6%	27	5%	0	0%	0	0%	22	3%	0	0%	1	2%	17	3%
				Very unimportant	0	0%	1	2%	5	1%	0	0%	0	0%	9	1%	0	0%	0	0%	2	0%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	2	40%	17	33%	169	29%	1	17%	14	30%	183	26%	2	15%	12	22%	139	28%
				Important	1	20%	14	27%	130	22%	1	17%	13	28%	183	26%	2	15%	14	25%	103	20%
				Neither important nor unimportant	0	0%	7	13%	122	21%	2	33%	7	15%	168	24%	2	15%	15	27%	121	24%
				Unimportant	2	40%	5	10%	63	11%	0	0%	5	11%	90	13%	5	38%	3	5%	59	12%
				Very unimportant	0	0%	9	17%	94	16%	2	33%	8	17%	76	11%	2	15%	11	20%	81	16%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	9	18%	113	19%	0	0%	3	6%	70	10%	2	15%	7	13%	86	17%
				Important	1	20%	13	25%	146	25%	1	17%	10	21%	144	21%	0	0%	7	13%	109	21%
				Neither important nor unimportant	2	40%	10	20%	161	28%	2	33%	19	40%	251	36%	5	38%	19	34%	159	31%
				Unimportant	2	40%	10	20%	96	16%	1	17%	10	21%	145	21%	6	46%	13	23%	94	18%
				Very unimportant	0	0%	9	18%	66	11%	2	33%	6	13%	91	13%	0	0%	10	18%	65	13%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	40%	24	46%	205	35%	2	33%	16	34%	189	27%	2	15%	9	16%	164	32%
				Important	1	20%	16	31%	217	37%	4	67%	20	43%	309	44%	5	38%	29	52%	180	35%
				Neither important nor unimportant	1	20%	9	17%	103	18%	0	0%	6	13%	136	19%	5	38%	10	18%	93	18%
				Unimportant	1	20%	1	2%	28	5%	0	0%	4	9%	37	5%	1	8%	2	4%	34	7%
				Very unimportant	0	0%	2	4%	29	5%	0	0%	1	2%	27	4%	0	0%	6	11%	41	8%

					ACADEMIC AREA																	
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					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	2	33%	20	38%	167	29%	3	50%	12	25%	139	20%	2	15%	11	20%	126	25%
				Important	2	33%	10	19%	142	24%	2	33%	14	29%	214	31%	2	15%	22	40%	132	26%
				Neither important nor unimportant	0	0%	10	19%	147	25%	1	17%	8	17%	199	29%	7	54%	12	22%	122	24%
				Unimportant	2	33%	4	8%	65	11%	0	0%	9	19%	83	12%	2	15%	5	9%	55	11%
				Very unimportant	0	0%	8	15%	61	10%	0	0%	5	10%	61	9%	0	0%	5	9%	74	15%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	1	20%	N/A	N/A	77	15%	3	50%	N/A	N/A	59	10%	1	8%	N/A	N/A	60	13%
				Important	2	40%	N/A	N/A	132	25%	3	50%	N/A	N/A	175	29%	2	15%	N/A	N/A	101	22%
				Neither important nor unimportant	1	20%	N/A	N/A	184	36%	0	0%	N/A	N/A	239	40%	8	62%	N/A	N/A	179	38%
				Unimportant	1	20%	N/A	N/A	64	12%	0	0%	N/A	N/A	78	13%	2	15%	N/A	N/A	57	12%
				Very unimportant	0	0%	N/A	N/A	61	12%	0	0%	N/A	N/A	52	9%	0	0%	N/A	N/A	68	15%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	3	50%	N/A	N/A	193	37%	0	0%	N/A	N/A	170	28%	3	23%	N/A	N/A	149	32%
				Important	2	33%	N/A	N/A	163	31%	4	67%	N/A	N/A	234	38%	6	46%	N/A	N/A	156	33%
				Neither important nor unimportant	0	0%	N/A	N/A	97	18%	1	17%	N/A	N/A	128	21%	2	15%	N/A	N/A	95	20%
				Unimportant	1	17%	N/A	N/A	31	6%	0	0%	N/A	N/A	36	6%	1	8%	N/A	N/A	31	7%
				Very unimportant	0	0%	N/A	N/A	41	8%	1	17%	N/A	N/A	41	7%	1	8%	N/A	N/A	41	9%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	40%	N/A	N/A	140	27%	1	17%	N/A	N/A	101	17%	2	15%	N/A	N/A	107	23%
				Important	2	40%	N/A	N/A	211	41%	4	67%	N/A	N/A	283	47%	7	54%	N/A	N/A	169	36%
				Neither important nor unimportant	0	0%	N/A	N/A	111	21%	1	17%	N/A	N/A	158	26%	4	31%	N/A	N/A	129	28%
				Unimportant	1	20%	N/A	N/A	33	6%	0	0%	N/A	N/A	36	6%	0	0%	N/A	N/A	27	6%
				Very unimportant	0	0%	N/A	N/A	24	5%	0	0%	N/A	N/A	23	4%	0	0%	N/A	N/A	36	8%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	N/A	N/A	71	14%	0	0%	N/A	N/A	55	9%	1	8%	N/A	N/A	36	8%
				Important	2	40%	N/A	N/A	85	16%	3	50%	N/A	N/A	122	20%	2	17%	N/A	N/A	73	16%
				Neither important nor unimportant	1	20%	N/A	N/A	199	39%	2	33%	N/A	N/A	255	42%	5	42%	N/A	N/A	202	44%
				Unimportant	2	40%	N/A	N/A	99	19%	1	17%	N/A	N/A	108	18%	4	33%	N/A	N/A	70	15%
				Very unimportant	0	0%	N/A	N/A	62	12%	0	0%	N/A	N/A	61	10%	0	0%	N/A	N/A	77	17%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	3	8%	35	7%	0	0%	3	7%	36	7%	0	0%	3	6%	27	7%
				Effective	2	40%	9	24%	136	28%	1	17%	15	36%	164	30%	4	36%	14	27%	121	30%
				Neither effective nor ineffective	1	20%	10	26%	124	26%	2	33%	13	31%	170	31%	3	27%	15	29%	112	28%
				Ineffective	1	20%	8	21%	112	23%	3	50%	8	19%	105	19%	4	36%	9	18%	73	18%
				Very ineffective	1	20%	8	21%	73	15%	0	0%	3	7%	65	12%	0	0%	10	20%	64	16%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	5	11%	81	15%	1	14%	7	15%	71	11%	0	0%	7	13%	58	12%
				Effective	2	33%	13	28%	195	36%	1	14%	21	46%	273	43%	7	58%	14	26%	172	36%
				Neither effective nor ineffective	1	17%	13	28%	137	25%	4	57%	12	26%	171	27%	4	33%	18	34%	133	28%
				Ineffective	3	50%	8	17%	82	15%	1	14%	5	11%	83	13%	1	8%	6	11%	70	15%
				Very ineffective	0	0%	7	15%	47	9%	0	0%	1	2%	41	6%	0	0%	8	15%	41	9%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	7	15%	81	14%	0	0%	7	15%	67	10%	0	0%	7	13%	54	11%
				Effective	4	67%	19	41%	241	42%	5	71%	26	55%	308	46%	5	38%	21	38%	199	41%
				Neither effective nor ineffective	0	0%	10	22%	120	21%	1	14%	6	13%	165	24%	7	54%	11	20%	134	27%
				Ineffective	2	33%	4	9%	89	16%	1	14%	6	13%	87	13%	1	8%	9	16%	61	12%
				Very ineffective	0	0%	6	13%	39	7%	0	0%	2	4%	47	7%	0	0%	7	13%	42	9%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	6	14%	83	15%	0	0%	6	14%	49	8%	0	0%	5	11%	53	12%
				Effective	4	80%	19	44%	227	41%	4	57%	19	43%	265	42%	4	31%	13	28%	166	39%
				Neither effective nor ineffective	1	20%	8	19%	105	19%	2	29%	10	23%	180	29%	9	69%	17	36%	115	27%
				Ineffective	0	0%	6	14%	90	16%	1	14%	5	11%	81	13%	0	0%	6	13%	62	14%
				Very ineffective	0	0%	4	9%	43	8%	0	0%	4	9%	51	8%	0	0%	6	13%	35	8%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	6	14%	29	5%	0	0%	3	7%	45	7%	0	0%	1	2%	33	8%
				Effective	1	20%	12	27%	139	26%	3	50%	10	24%	182	29%	1	20%	9	22%	83	21%
				Neither effective nor ineffective	0	0%	6	14%	151	28%	3	50%	13	31%	174	28%	1	20%	10	24%	125	31%
				Ineffective	3	60%	10	23%	137	25%	0	0%	10	24%	127	20%	3	60%	12	29%	84	21%
				Very ineffective	1	20%	10	23%	87	16%	0	0%	6	14%	92	15%	0	0%	9	22%	72	18%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	3	7%	58	11%	2	29%	2	6%	38	7%	0	0%	6	13%	38	9%
				Effective	2	33%	12	29%	212	41%	3	43%	9	27%	234	42%	5	56%	16	33%	144	34%
				Neither effective nor ineffective	2	33%	19	46%	164	31%	1	14%	17	52%	203	36%	3	33%	16	33%	143	34%
				Ineffective	2	33%	7	17%	70	13%	0	0%	5	15%	68	12%	1	11%	8	17%	69	17%
				Very ineffective	0	0%	0	0%	18	3%	1	14%	0	0%	20	4%	0	0%	2	4%	24	6%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	4	8%	79	13%	1	14%	3	8%	77	13%	4	31%	15	28%	121	24%
				Effective	3	50%	15	30%	204	35%	3	43%	17	44%	243	40%	7	54%	21	39%	194	38%
				Neither effective nor ineffective	1	17%	12	24%	92	16%	2	29%	5	13%	127	21%	2	15%	7	13%	80	16%
				Ineffective	1	17%	10	20%	129	22%	0	0%	9	23%	102	17%	0	0%	5	9%	66	13%
				Very ineffective	1	17%	9	18%	83	14%	1	14%	5	13%	66	11%	0	0%	6	11%	46	9%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	1	20%	0	0%	25	7%	0	0%	3	12%	23	7%	0	0%	6	19%	44	14%
				Effective	3	60%	4	15%	78	23%	1	20%	7	28%	94	28%	3	43%	7	22%	91	28%
				Neither effective nor ineffective	0	0%	13	50%	92	27%	3	60%	8	32%	133	39%	2	29%	7	22%	75	23%
				Ineffective	1	20%	6	23%	86	26%	1	20%	5	20%	56	17%	2	29%	6	19%	56	18%
				Very ineffective	0	0%	3	12%	56	17%	0	0%	2	8%	32	9%	0	0%	6	19%	54	17%

				ACADEMIC AREA																		
				Education						Med Schools / Health Prof						Other Professions						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	2	40%	1	5%	33	12%	0	0%	7	19%	60	13%	0	0%	2	6%	36	12%
				Effective	1	20%	4	21%	99	35%	2	33%	16	43%	204	44%	7	64%	13	41%	89	31%
				Neither effective nor ineffective	2	40%	11	58%	117	41%	4	67%	11	30%	165	36%	4	36%	13	41%	113	39%
				Ineffective	0	0%	2	11%	25	9%	0	0%	3	8%	22	5%	0	0%	3	9%	35	12%
				Very ineffective	0	0%	1	5%	10	4%	0	0%	0	0%	11	2%	0	0%	1	3%	18	6%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	4	11%	31	8%	0	0%	7	19%	30	7%	0	0%	4	10%	42	11%
				Effective	N<5	N<5	12	32%	102	25%	4	57%	14	39%	147	33%	0	0%	11	27%	116	30%
				Neither effective nor ineffective	N<5	N<5	7	18%	83	21%	2	29%	7	19%	140	31%	3	43%	8	20%	78	20%
				Ineffective	N<5	N<5	7	18%	101	25%	1	14%	7	19%	89	20%	4	57%	12	29%	82	21%
				Very ineffective	N<5	N<5	8	21%	85	21%	0	0%	1	3%	40	9%	0	0%	6	15%	65	17%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	12	25%	75	14%	1	14%	3	9%	47	9%	3	30%	8	18%	76	17%
				Effective	5	83%	24	50%	212	40%	3	43%	20	57%	218	42%	2	20%	14	32%	157	35%
				Neither effective nor ineffective	1	17%	8	17%	98	19%	2	29%	5	14%	134	26%	5	50%	10	23%	97	22%
				Ineffective	0	0%	1	2%	92	18%	1	14%	6	17%	76	15%	0	0%	10	23%	84	19%
				Very ineffective	0	0%	3	6%	47	9%	0	0%	1	3%	44	8%	0	0%	2	5%	31	7%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	4	10%	39	8%	0	0%	3	7%	42	8%	0	0%	2	5%	30	7%
				Effective	4	80%	9	22%	176	35%	3	50%	16	38%	189	35%	6	55%	11	27%	144	34%
				Neither effective nor ineffective	1	20%	15	37%	151	30%	3	50%	11	26%	176	33%	1	9%	15	37%	122	29%
				Ineffective	0	0%	11	27%	86	17%	0	0%	9	21%	92	17%	4	36%	9	22%	89	21%
				Very ineffective	0	0%	2	5%	45	9%	0	0%	3	7%	42	8%	0	0%	4	10%	35	8%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	13%	18	9%	N<5	N<5	1	6%	13	5%	N<5	N<5	1	5%	2	1%
				Effective	N<5	N<5	2	13%	26	12%	N<5	N<5	5	31%	61	22%	N<5	N<5	2	11%	22	14%
				Neither effective nor ineffective	N<5	N<5	1	6%	69	33%	N<5	N<5	3	19%	93	33%	N<5	N<5	6	32%	56	35%
				Ineffective	N<5	N<5	4	25%	50	24%	N<5	N<5	4	25%	60	21%	N<5	N<5	5	26%	37	23%
				Very ineffective	N<5	N<5	7	44%	47	22%	N<5	N<5	3	19%	53	19%	N<5	N<5	5	26%	44	27%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	3	2%	N<5	N<5	0	0%	7	4%	N<5	N<5	1	10%	4	3%
				Effective	N<5	N<5	0	0%	8	5%	N<5	N<5	2	20%	26	14%	N<5	N<5	0	0%	13	11%
				Neither effective nor ineffective	N<5	N<5	0	0%	57	39%	N<5	N<5	3	30%	86	48%	N<5	N<5	3	30%	45	38%
				Ineffective	N<5	N<5	4	33%	36	24%	N<5	N<5	3	30%	30	17%	N<5	N<5	2	20%	14	12%
				Very ineffective	N<5	N<5	8	67%	44	30%	N<5	N<5	2	20%	31	17%	N<5	N<5	4	40%	44	37%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	9	33%	42	18%	0	0%	2	10%	44	15%	0	0%	3	10%	41	18%
				Effective	N<5	N<5	11	41%	105	44%	2	40%	16	76%	134	44%	4	67%	15	52%	97	44%
				Neither effective nor ineffective	N<5	N<5	5	19%	59	25%	2	40%	1	5%	85	28%	2	33%	8	28%	52	23%
				Ineffective	N<5	N<5	1	4%	24	10%	0	0%	1	5%	23	8%	0	0%	2	7%	17	8%
				Very ineffective	N<5	N<5	1	4%	10	4%	1	20%	1	5%	16	5%	0	0%	1	3%	15	7%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	1	20%	2	8%	11	5%	1	17%	3	11%	23	8%	0	0%	2	8%	14	6%
				Effective	1	20%	5	20%	35	16%	1	17%	8	29%	85	30%	3	43%	6	23%	47	22%
				Neither effective nor ineffective	2	40%	5	20%	69	31%	2	33%	6	21%	93	32%	3	43%	7	27%	66	30%
				Ineffective	1	20%	4	16%	46	20%	1	17%	4	14%	33	11%	0	0%	5	19%	42	19%
				Very ineffective	0	0%	9	36%	64	28%	1	17%	7	25%	53	18%	1	14%	6	23%	48	22%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	3	4%	N<5	N<5	N/A	N/A	3	3%	N<5	N<5	N/A	N/A	1	2%
				Effective	N<5	N<5	N/A	N/A	10	13%	N<5	N<5	N/A	N/A	10	10%	N<5	N<5	N/A	N/A	3	5%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	49	61%	N<5	N<5	N/A	N/A	68	67%	N<5	N<5	N/A	N/A	34	60%
				Ineffective	N<5	N<5	N/A	N/A	6	8%	N<5	N<5	N/A	N/A	10	10%	N<5	N<5	N/A	N/A	9	16%
				Very ineffective	N<5	N<5	N/A	N/A	12	15%	N<5	N<5	N/A	N/A	11	11%	N<5	N<5	N/A	N/A	10	18%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	2	33%	N/A	N/A	25	10%	N<5	N<5	N/A	N/A	30	11%	0	0%	N/A	N/A	32	14%
				Effective	1	17%	N/A	N/A	86	35%	N<5	N<5	N/A	N/A	128	45%	5	56%	N/A	N/A	66	29%
				Neither effective nor ineffective	1	17%	N/A	N/A	53	21%	N<5	N<5	N/A	N/A	58	20%	0	0%	N/A	N/A	49	22%
				Ineffective	0	0%	N/A	N/A	38	15%	N<5	N<5	N/A	N/A	34	12%	4	44%	N/A	N/A	35	16%
				Very ineffective	2	33%	N/A	N/A	47	19%	N<5	N<5	N/A	N/A	34	12%	0	0%	N/A	N/A	42	19%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	16	10%	N<5	N<5	N/A	N/A	7	4%	0	0%	N/A	N/A	9	6%
				Effective	N<5	N<5	N/A	N/A	52	31%	N<5	N<5	N/A	N/A	56	33%	0	0%	N/A	N/A	42	28%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	51	31%	N<5	N<5	N/A	N/A	59	35%	4	80%	N/A	N/A	50	34%
				Ineffective	N<5	N<5	N/A	N/A	23	14%	N<5	N<5	N/A	N/A	34	20%	1	20%	N/A	N/A	25	17%
				Very ineffective	N<5	N<5	N/A	N/A	25	15%	N<5	N<5	N/A	N/A	14	8%	0	0%	N/A	N/A	22	15%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	6	7%	N<5	N<5	N/A	N/A	1	1%	N<5	N<5	N/A	N/A	1	1%
				Effective	N<5	N<5	N/A	N/A	16	19%	N<5	N<5	N/A	N/A	13	13%	N<5	N<5	N/A	N/A	11	15%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	36	42%	N<5	N<5	N/A	N/A	58	56%	N<5	N<5	N/A	N/A	45	61%
				Ineffective	N<5	N<5	N/A	N/A	13	15%	N<5	N<5	N/A	N/A	14	13%	N<5	N<5	N/A	N/A	4	5%
				Very ineffective	N<5	N<5	N/A	N/A	14	16%	N<5	N<5	N/A	N/A	18	17%	N<5	N<5	N/A	N/A	13	18%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	0	0%	5	15%	53	15%	N<5	N<5	7	22%	67	15%	2	25%	5	14%	56	17%
				Somewhat agree	2	40%	12	35%	108	30%	N<5	N<5	10	31%	145	31%	3	38%	10	27%	106	32%
				Neither agree nor disagree	1	20%	3	9%	69	19%	N<5	N<5	4	13%	124	27%	2	25%	11	30%	67	20%
				Somewhat disagree	1	20%	6	18%	75	21%	N<5	N<5	8	25%	86	19%	1	13%	5	14%	50	15%
				Strongly disagree	1	20%	8	24%	59	16%	N<5	N<5	3	9%	39	8%	0	0%	6	16%	50	15%

					ACADEMIC AREA																	
					Education						Med Schools / Health Prof						Other Professions					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	0	0%	4	11%	37	9%	N<5	N<5	7	21%	56	12%	2	22%	3	8%	51	15%
				Somewhat agree	3	60%	13	36%	115	29%	N<5	N<5	13	38%	137	29%	2	22%	6	17%	87	26%
				Neither agree nor disagree	1	20%	5	14%	83	21%	N<5	N<5	4	12%	125	26%	2	22%	13	36%	79	24%
				Somewhat disagree	0	0%	6	17%	85	22%	N<5	N<5	6	18%	116	24%	3	33%	7	19%	68	20%
				Strongly disagree	1	20%	8	22%	71	18%	N<5	N<5	4	12%	45	9%	0	0%	7	19%	50	15%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	1	20%	8	24%	108	27%	N<5	N<5	8	26%	128	25%	2	22%	4	11%	110	31%
				Somewhat agree	3	60%	12	35%	148	37%	N<5	N<5	16	52%	183	36%	5	56%	12	32%	111	32%
				Neither agree nor disagree	0	0%	4	12%	68	17%	N<5	N<5	3	10%	127	25%	2	22%	11	29%	64	18%
				Somewhat disagree	1	20%	6	18%	53	13%	N<5	N<5	2	6%	38	8%	0	0%	8	21%	40	11%
				Strongly disagree	0	0%	4	12%	21	5%	N<5	N<5	2	6%	27	5%	0	0%	3	8%	26	7%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	1	20%	7	20%	112	27%	N<5	N<5	10	30%	123	24%	2	20%	6	15%	111	31%
				Somewhat agree	3	60%	13	37%	152	37%	N<5	N<5	14	42%	196	38%	7	70%	12	31%	116	32%
				Neither agree nor disagree	0	0%	7	20%	75	18%	N<5	N<5	4	12%	121	23%	1	10%	10	26%	63	18%
				Somewhat disagree	0	0%	5	14%	50	12%	N<5	N<5	4	12%	47	9%	0	0%	7	18%	45	13%
				Strongly disagree	1	20%	3	9%	26	6%	N<5	N<5	1	3%	28	5%	0	0%	4	10%	25	7%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	1	17%	N/A	N/A	197	38%	1	17%	N/A	N/A	220	36%	5	45%	N/A	N/A	143	33%
				Somewhat agree	3	50%	N/A	N/A	150	29%	4	67%	N/A	N/A	218	36%	4	36%	N/A	N/A	148	34%
				Neither agree nor disagree	0	0%	N/A	N/A	90	17%	1	17%	N/A	N/A	88	14%	1	9%	N/A	N/A	65	15%
				Somewhat disagree	2	33%	N/A	N/A	55	11%	0	0%	N/A	N/A	61	10%	1	9%	N/A	N/A	47	11%
				Strongly disagree	0	0%	N/A	N/A	26	5%	0	0%	N/A	N/A	20	3%	0	0%	N/A	N/A	27	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	0	0%	5	10%	39	7%	0	0%	8	16%	92	13%	0	0%	4	7%	51	10%
				Satisfied	3	60%	16	31%	206	35%	4	57%	21	43%	298	43%	6	46%	18	32%	184	36%
				Neither satisfied nor dissatisfied	0	0%	2	4%	106	18%	2	29%	7	14%	119	17%	1	8%	10	18%	86	17%
				Dissatisfied	2	40%	21	41%	176	30%	1	14%	9	18%	152	22%	4	31%	18	32%	134	26%
				Very dissatisfied	0	0%	7	14%	58	10%	0	0%	4	8%	39	6%	2	15%	6	11%	57	11%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	0	0%	2	4%	35	6%	0	0%	4	8%	50	7%	1	8%	2	4%	40	8%
				Satisfied	2	40%	17	33%	184	31%	1	14%	16	33%	257	37%	5	38%	19	34%	186	36%
				Neither satisfied nor dissatisfied	0	0%	10	20%	118	20%	4	57%	9	18%	135	19%	3	23%	12	21%	97	19%
				Dissatisfied	2	40%	13	25%	161	27%	2	29%	15	31%	180	26%	4	31%	16	29%	126	25%
				Very dissatisfied	1	20%	9	18%	88	15%	0	0%	5	10%	79	11%	0	0%	7	13%	64	12%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	40%	15	31%	222	39%	4	57%	23	49%	265	39%	4	36%	17	34%	172	37%
				Satisfied	3	60%	14	29%	203	36%	3	43%	12	26%	262	39%	5	45%	12	24%	171	37%
				Neither satisfied nor dissatisfied	0	0%	6	12%	53	9%	0	0%	6	13%	78	11%	2	18%	11	22%	54	12%
				Dissatisfied	0	0%	10	20%	63	11%	0	0%	5	11%	47	7%	0	0%	6	12%	43	9%
				Very dissatisfied	0	0%	4	8%	27	5%	0	0%	1	2%	28	4%	0	0%	4	8%	27	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	20%	8	16%	121	21%	0	0%	14	29%	154	22%	3	23%	9	17%	99	20%
				Satisfied	1	20%	12	24%	169	29%	4	57%	13	27%	242	35%	3	23%	19	35%	176	35%
				Neither satisfied nor dissatisfied	2	40%	13	25%	131	22%	2	29%	10	20%	122	18%	4	31%	8	15%	92	18%
				Dissatisfied	0	0%	9	18%	105	18%	1	14%	9	18%	116	17%	3	23%	11	20%	95	19%
				Very dissatisfied	1	20%	9	18%	58	10%	0	0%	3	6%	57	8%	0	0%	7	13%	42	8%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	0	0%	8	16%	114	20%	1	14%	13	27%	192	28%	2	17%	10	19%	85	17%
				Satisfied	3	60%	12	24%	164	28%	3	43%	21	43%	252	37%	5	42%	20	37%	151	31%
				Neither satisfied nor dissatisfied	1	20%	8	16%	105	18%	1	14%	6	12%	110	16%	1	8%	7	13%	111	23%
				Dissatisfied	1	20%	12	24%	125	22%	2	29%	7	14%	96	14%	4	33%	7	13%	82	17%
				Very dissatisfied	0	0%	10	20%	70	12%	0	0%	2	4%	39	6%	0	0%	10	19%	61	12%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	40%	N/A	N/A	114	22%	0	0%	N/A	N/A	143	24%	3	23%	N/A	N/A	105	23%
				Satisfied	2	40%	N/A	N/A	172	33%	4	57%	N/A	N/A	234	39%	7	54%	N/A	N/A	162	35%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	100	19%	3	43%	N/A	N/A	118	20%	2	15%	N/A	N/A	85	19%
				Dissatisfied	0	0%	N/A	N/A	81	16%	0	0%	N/A	N/A	78	13%	0	0%	N/A	N/A	66	14%
				Very dissatisfied	1	20%	N/A	N/A	54	10%	0	0%	N/A	N/A	31	5%	1	8%	N/A	N/A	41	9%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	20%	9	17%	133	23%	1	14%	16	33%	184	26%	2	15%	10	19%	111	22%
				Satisfied	2	40%	16	31%	186	32%	2	29%	19	39%	251	36%	6	46%	18	33%	170	34%
				Neither satisfied nor dissatisfied	0	0%	10	19%	108	18%	2	29%	8	16%	127	18%	2	15%	14	26%	101	20%
				Dissatisfied	2	40%	6	12%	101	17%	2	29%	4	8%	99	14%	3	23%	9	17%	90	18%
				Very dissatisfied	0	0%	11	21%	58	10%	0	0%	2	4%	35	5%	0	0%	3	6%	35	7%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	20%	6	12%	127	22%	0	0%	13	27%	152	22%	2	15%	13	25%	119	24%
				Satisfied	2	40%	16	31%	216	37%	4	57%	19	39%	259	38%	7	54%	20	38%	202	40%
				Neither satisfied nor dissatisfied	1	20%	20	39%	144	25%	1	14%	14	29%	187	27%	2	15%	12	23%	96	19%
				Dissatisfied	0	0%	5	10%	66	11%	1	14%	1	2%	67	10%	1	8%	4	8%	63	12%
				Very dissatisfied	1	20%	4	8%	28	5%	1	14%	2	4%	24	3%	1	8%	4	8%	25	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	20%	6	12%	157	27%	1	14%	14	30%	180	26%	1	8%	11	21%	138	28%
				Satisfied	2	40%	20	38%	226	39%	3	43%	24	51%	309	45%	8	62%	21	40%	205	41%</



					ACADEMIC AREA																	
					Education						Med Schools / Health Prof						Other Professions					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	20%	6	12%	165	29%	0	0%	10	21%	168	25%	2	15%	16	30%	160	32%
				Satisfied	2	40%	23	45%	225	40%	4	57%	22	47%	286	42%	7	54%	21	40%	202	41%
				Neither satisfied nor dissatisfied	1	20%	14	27%	126	22%	2	29%	11	23%	163	24%	2	15%	13	25%	81	16%
				Dissatisfied	0	0%	5	10%	34	6%	1	14%	3	6%	47	7%	2	15%	1	2%	43	9%
				Very dissatisfied	1	20%	3	6%	19	3%	0	0%	1	2%	11	2%	0	0%	2	4%	10	2%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	1	20%	12	23%	183	31%	1	14%	16	33%	217	31%	2	15%	16	29%	159	31%
				Satisfied	2	40%	15	29%	206	35%	2	29%	21	43%	261	37%	6	46%	18	33%	183	36%
				Neither satisfied nor dissatisfied	1	20%	6	12%	78	13%	2	29%	4	8%	98	14%	1	8%	5	9%	59	12%
				Dissatisfied	0	0%	9	17%	72	12%	2	29%	7	14%	86	12%	3	23%	10	18%	68	13%
				Very dissatisfied	1	20%	10	19%	48	8%	0	0%	1	2%	39	6%	1	8%	6	11%	42	8%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	0	0%	9	17%	124	21%	1	14%	9	18%	166	24%	2	15%	11	20%	107	21%
				Satisfied	3	60%	14	27%	177	31%	2	29%	16	33%	264	38%	3	23%	17	31%	157	31%
				Neither satisfied nor dissatisfied	1	20%	10	19%	116	20%	3	43%	8	16%	123	18%	4	31%	11	20%	96	19%
				Dissatisfied	1	20%	10	19%	99	17%	0	0%	12	24%	86	12%	3	23%	8	15%	88	17%
				Very dissatisfied	0	0%	9	17%	62	11%	1	14%	4	8%	53	8%	1	8%	7	13%	58	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	1	20%	N/A	N/A	155	30%	1	14%	N/A	N/A	164	28%	1	8%	N/A	N/A	147	32%
				Satisfied	4	80%	N/A	N/A	209	41%	4	57%	N/A	N/A	267	46%	7	54%	N/A	N/A	191	42%
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	105	21%	1	14%	N/A	N/A	107	18%	5	38%	N/A	N/A	80	18%
				Dissatisfied	0	0%	N/A	N/A	28	5%	1	14%	N/A	N/A	33	6%	0	0%	N/A	N/A	24	5%
				Very dissatisfied	0	0%	N/A	N/A	15	3%	0	0%	N/A	N/A	13	2%	0	0%	N/A	N/A	13	3%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	1	20%	N/A	N/A	123	24%	2	29%	N/A	N/A	102	18%	1	8%	N/A	N/A	115	25%
				Satisfied	2	40%	N/A	N/A	206	40%	3	43%	N/A	N/A	226	39%	9	69%	N/A	N/A	174	38%
				Neither satisfied nor dissatisfied	2	40%	N/A	N/A	126	25%	2	29%	N/A	N/A	175	30%	3	23%	N/A	N/A	110	24%
				Dissatisfied	0	0%	N/A	N/A	36	7%	0	0%	N/A	N/A	48	8%	0	0%	N/A	N/A	37	8%
				Very dissatisfied	0	0%	N/A	N/A	22	4%	0	0%	N/A	N/A	23	4%	0	0%	N/A	N/A	18	4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	1	20%	N/A	N/A	147	28%	3	43%	N/A	N/A	122	21%	3	23%	N/A	N/A	138	29%
				Satisfied	3	60%	N/A	N/A	211	41%	3	43%	N/A	N/A	252	43%	8	62%	N/A	N/A	188	40%
				Neither satisfied nor dissatisfied	1	20%	N/A	N/A	95	18%	1	14%	N/A	N/A	144	24%	2	15%	N/A	N/A	77	16%
				Dissatisfied	0	0%	N/A	N/A	48	9%	0	0%	N/A	N/A	43	7%	0	0%	N/A	N/A	39	8%
				Very dissatisfied	0	0%	N/A	N/A	17	3%	0	0%	N/A	N/A	31	5%	0	0%	N/A	N/A	26	6%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	4	80%	N/A	N/A	228	39%	1	14%	N/A	N/A	342	49%	4	31%	N/A	N/A	208	41%
				Somewhat agree	0	0%	N/A	N/A	226	39%	6	86%	N/A	N/A	257	37%	5	38%	N/A	N/A	176	35%
				Neither agree nor disagree	0	0%	N/A	N/A	43	7%	0	0%	N/A	N/A	43	6%	1	8%	N/A	N/A	44	9%
				Somewhat disagree	0	0%	N/A	N/A	55	9%	0	0%	N/A	N/A	42	6%	3	23%	N/A	N/A	57	11%
				Strongly disagree	1	20%	N/A	N/A	34	6%	0	0%	N/A	N/A	18	3%	0	0%	N/A	N/A	25	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	3	60%	9	18%	172	30%	1	17%	16	33%	212	30%	2	15%	9	17%	153	30%
				Satisfied	1	20%	22	43%	240	41%	1	17%	19	39%	317	45%	8	62%	24	44%	215	42%
				Neither satisfied nor dissatisfied	0	0%	5	10%	84	14%	4	67%	6	12%	87	12%	3	23%	11	20%	57	11%
				Dissatisfied	1	20%	10	20%	57	10%	0	0%	6	12%	64	9%	0	0%	7	13%	55	11%
				Very dissatisfied	0	0%	5	10%	28	5%	0	0%	2	4%	21	3%	0	0%	3	6%	30	6%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	2	40%	7	14%	105	18%	0	0%	13	27%	130	19%	1	8%	6	11%	81	16%
				Satisfied	2	40%	22	43%	282	48%	4	67%	28	57%	388	55%	8	62%	29	53%	250	49%
				Neither satisfied nor dissatisfied	0	0%	8	16%	114	20%	2	33%	4	8%	110	16%	3	23%	11	20%	94	18%
				Dissatisfied	1	20%	10	20%	66	11%	0	0%	4	8%	59	8%	1	8%	7	13%	59	12%
				Very dissatisfied	0	0%	4	8%	16	3%	0	0%	0	0%	14	2%	0	0%	2	4%	25	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	0	0%	8	17%	59	12%	0	0%	4	11%	53	11%	0	0%	6	12%	42	10%
				President	2	40%	3	6%	49	10%	0	0%	3	8%	57	12%	1	13%	2	4%	49	12%
				Vice President for Academic Affairs	2	40%	1	2%	37	7%	2	33%	3	8%	28	6%	4	50%	0	0%	9	2%
				Academic Dean	0	0%	3	6%	38	7%	0	0%	7	19%	115	24%	0	0%	2	4%	53	13%
				Provost	1	20%	31	66%	323	63%	4	67%	20	54%	223	46%	3	38%	39	80%	269	64%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	0	0%	1	2%	3	1%	0	0%	0	0%	9	2%	0	0%	0	0%	1	0%
				Strongly agree	1	20%	9	25%	89	22%	0	0%	8	30%	74	20%	0	0%	5	13%	89	26%
				Somewhat agree	1	20%	11	31%	132	32%	4	80%	13	48%	123	34%	5	100%	16	40%	106	31%
				Neither agree nor disagree	1	20%	6	17%	85	21%	1	20%	5	19%	91	25%	0	0%	11	28%	69	20%
				Somewhat disagree	1	20%	6	17%	64	16%	0	0%	1	4%	46	13%	0	0%	3	8%	42	12%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	1	20%	4	11%	37	9%	0	0%	0	0%	31	8%	0	0%	5	13%	37	11%
				For the rest of my career	2	40%	9	19%	110	20%	0	0%	8	18%	125	19%	1	8%	5	11%	84	18%
				For the foreseeable future	2	40%	15	31%	215	40%	2	40%	21	47%	309	47%	4	33%	23	50%	213	45%
				For no more than 5 years after earning tenure	1	20%	10	21%	75	14%	0	0%	7	16%	66	10%	4	33%	10	22%	67	14%
				I haven't thought that far ahead	0	0%	14	29%	138	26%	3	60%	9	20%	155	24%	3	25%	8	17%	106	23%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	34	54%	N<5	N<5	N/A	N/A	33	60%	N<5	N<5	N/A	N/A	36	64%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	2	4%
				Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	4%
				Other	N<5	N<5	N/A	N/A	28	44%	N<5	N<5	N/A	N/A	21	38%	N<5	N<5	N/A	N/A	16	29%

Tenure-Track Faculty Job Satisfaction Survey Survey Administration 2010-11				ACADEMIC AREA																		
				Education						Med Schools / Health Prof						Other Professions						
				Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	Strongly agree	3	60%	20	43%	219	39%	0	0%	22	47%	269	39%	4	31%	14	27%	225	46%
				Somewhat agree	1	20%	10	21%	181	32%	2	33%	14	30%	247	36%	4	31%	18	35%	137	28%
				Neither agree nor disagree	0	0%	7	15%	73	13%	3	50%	1	2%	76	11%	3	23%	10	20%	58	12%
				Somewhat disagree	1	20%	5	11%	56	10%	1	17%	8	17%	59	9%	2	15%	6	12%	37	8%
				Strongly disagree	0	0%	5	11%	34	6%	0	0%	2	4%	32	5%	0	0%	3	6%	33	7%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	3	60%	19	41%	254	45%	2	33%	25	51%	317	46%	4	31%	18	34%	230	47%
				Recommend with reservations	1	20%	20	43%	258	46%	4	67%	19	39%	315	46%	9	69%	29	55%	217	44%
				Not recommend dept	1	20%	7	15%	47	8%	0	0%	5	10%	53	8%	0	0%	6	11%	44	9%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	0	0%	6	12%	110	19%	0	0%	12	24%	136	20%	0	0%	9	17%	100	20%
				Good	4	80%	24	48%	249	44%	4	67%	27	55%	365	53%	11	85%	25	46%	253	51%
				So-so	1	20%	11	22%	172	30%	2	33%	9	18%	164	24%	2	15%	14	26%	100	20%
				Bad	0	0%	7	14%	29	5%	0	0%	0	0%	21	3%	0	0%	5	9%	35	7%
				Awful	0	0%	2	4%	12	2%	0	0%	1	2%	8	1%	0	0%	1	2%	9	2%

CHANGE OVER TIME

Survey Administration 2010-11				Overall		Males				Females				White Faculty				Faculty of Color						
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	31	31%	26	21%	17	32%	19	26%	14	29%	7	14%	24	32%	21	21%	7	27%	5	21%
				Fairly clear	49	49%	70	57%	23	43%	40	55%	26	54%	30	60%	35	47%	56	57%	14	54%	14	58%
				Neither clear nor unclear	11	11%	17	14%	8	15%	9	12%	3	6%	8	16%	9	12%	13	13%	2	8%	4	17%
				Fairly unclear	10	10%	10	8%	5	9%	5	7%	5	10%	5	10%	7	9%	9	9%	3	12%	1	4%
				Very unclear	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	23	23%	15	12%	10	19%	10	14%	13	27%	5	10%	19	25%	14	14%	4	15%	1	4%
				Fairly clear	53	52%	66	54%	28	53%	39	53%	25	52%	27	54%	36	48%	51	52%	17	65%	15	63%
				Neither clear nor unclear	13	13%	23	19%	10	19%	12	16%	3	6%	11	22%	11	15%	19	19%	2	8%	4	17%
				Fairly unclear	12	12%	13	11%	5	9%	7	10%	7	15%	6	12%	9	12%	10	10%	3	12%	3	13%
				Very unclear	0	0%	6	5%	0	0%	5	7%	0	0%	1	2%	0	0%	5	5%	0	0%	1	4%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	15	15%	13	11%	9	17%	9	12%	6	13%	4	8%	12	16%	11	11%	3	12%	2	8%
				Fairly clear	53	52%	55	45%	25	47%	32	44%	28	58%	23	46%	37	49%	43	43%	16	62%	12	50%
				Neither clear nor unclear	12	12%	23	19%	8	15%	16	22%	4	8%	7	14%	8	11%	17	17%	4	15%	6	25%
				Fairly unclear	17	17%	25	20%	10	19%	12	16%	7	15%	13	26%	14	19%	23	23%	3	12%	2	8%
				Very unclear	4	4%	7	6%	1	2%	4	5%	3	6%	3	6%	4	5%	5	5%	0	0%	2	8%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	21	21%	14	11%	12	23%	10	14%	9	19%	4	8%	16	21%	12	12%	5	19%	2	8%
				Fairly clear	50	50%	64	52%	25	47%	40	56%	25	52%	24	48%	36	48%	51	52%	14	54%	13	54%
				Neither clear nor unclear	18	18%	24	20%	11	21%	13	18%	7	15%	11	22%	13	17%	21	21%	5	19%	3	13%
				Fairly unclear	12	12%	15	12%	5	9%	8	11%	7	15%	7	14%	10	13%	10	10%	2	8%	5	21%
				Very unclear	0	0%	5	4%	0	0%	1	1%	0	0%	4	8%	0	0%	4	4%	0	0%	1	4%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	15	15%	24	20%	10	19%	18	25%	5	11%	6	12%	11	15%	23	23%	4	16%	1	4%
				Fairly clear	57	58%	55	45%	27	52%	32	44%	30	64%	23	46%	44	59%	45	45%	13	52%	10	42%
				Neither clear nor unclear	19	19%	29	24%	10	19%	17	23%	9	19%	12	24%	12	16%	21	21%	7	28%	8	33%
				Fairly unclear	6	6%	12	10%	4	8%	4	5%	2	4%	8	16%	6	8%	7	7%	0	0%	5	21%
				Very unclear	2	2%	3	2%	1	2%	2	3%	1	2%	1	2%	1	1%	3	3%	1	4%	0	0%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	20	20%	18	15%	10	19%	13	18%	10	21%	5	10%	15	20%	17	17%	5	20%	1	4%
				Fairly clear	57	57%	63	52%	28	54%	36	50%	29	60%	27	54%	41	55%	50	51%	16	64%	13	57%
				Neither clear nor unclear	10	10%	24	20%	7	13%	16	22%	3	6%	8	16%	8	11%	21	21%	2	8%	3	13%
				Fairly unclear	11	11%	13	11%	5	10%	5	7%	6	13%	8	16%	10	13%	7	7%	1	4%	6	26%
				Very unclear	2	2%	4	3%	2	4%	2	3%	0	0%	2	4%	1	1%	4	4%	1	4%	0	0%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	22	23%	15	13%	11	22%	7	10%	11	24%	8	17%	16	22%	13	14%	6	24%	2	8%
				Fairly clear	49	51%	62	53%	23	45%	38	53%	26	57%	24	52%	38	53%	49	52%	11	44%	13	54%
				Neither clear nor unclear	12	12%	21	18%	8	16%	12	17%	4	9%	9	20%	6	8%	16	17%	6	24%	5	21%
				Fairly unclear	10	10%	20	17%	7	14%	15	21%	3	7%	5	11%	8	11%	16	17%	2	8%	4	17%
				Very unclear	4	4%	0	0%	2	4%	0	0%	2	4%	0	0%	4	6%	0	0%	0	0%	0	0%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	16	18%	9	8%	10	20%	6	9%	6	15%	3	7%	11	16%	6	7%	5	22%	3	13%
				Fairly clear	36	40%	37	34%	19	37%	24	36%	17	44%	13	31%	28	42%	27	32%	8	35%	10	42%
				Neither clear nor unclear	17	19%	25	23%	10	20%	15	22%	7	18%	10	24%	11	16%	19	22%	6	26%	6	25%
				Fairly unclear	18	20%	25	23%	10	20%	13	19%	8	21%	12	29%	15	22%	21	25%	3	13%	4	17%
				Very unclear	3	3%	13	12%	2	4%	9	13%	1	3%	4	10%	2	3%	12	14%	1	4%	1	4%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	14	14%	7	6%	9	17%	4	5%	5	11%	3	6%	10	14%	5	5%	4	16%	2	8%
				Fairly clear	34	34%	51	42%	16	31%	34	47%	18	38%	17	35%	27	36%	40	41%	7	28%	11	46%
				Neither clear nor unclear	23	23%	24	20%	11	21%	11	15%	12	26%	13	27%	14	19%	21	21%	9	36%	3	13%
				Fairly unclear	21	21%	28	23%	12	23%	19	26%	9	19%	9	18%	18	24%	24	24%	3	12%	4	17%
				Very unclear	7	7%	12	10%	4	8%	5	7%	3	6%	7	14%	5	7%	8	8%	2	8%	4	17%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	9%	5	4%	6	12%	2	3%	3	7%	3	6%	5	7%	5	5%	4	17%	0	0%
				Fairly clear	33	35%	33	28%	18	36%	21	30%	15	33%	12	24%	26	36%	25	26%	7	30%	8	35%
				Neither clear nor unclear	27	28%	32	27%	12	24%	19	27%	15	33%	13	26%	20	28%	26	27%	7	30%	6	26%
				Fairly unclear	17	18%	31	26%	8	16%	16	23%	9	20%	15	30%	14	19%	25	26%	3	13%	6	26%
				Very unclear	9	9%	19	16%	6	12%	12	17%	3	7%	7	14%	7	10%	16	16%	2	9%	3	13%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	10%	2	2%	7	14%	1	1%	2	4%	1	2%	5	7%	2	2%	4	18%	0	0%
				Fairly clear	23	24%	26	22%	14	29%	15	22%	9	20%	11	23%	19	26%	17	18%	4	18%	9	39%
				Neither clear nor unclear	29	31%	37	32%	14	29%	25	36%	15	33%	12	26%	22	31%	31	33%	7	32%	6	26%
				Fairly unclear	19	20%	28	24%	7	14%	14	20%	12	27%	14	30%	14	19%	25	27%	5	23%	3	13%
				Very unclear	14	15%	23	20%	7	14%	14	20%	7	16%	9	19%	12	17%	18	19%	2	9%	5	22%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	21	21%	27	22%	14	27%	22	31%	7	15%	5	10%	15	20%	23	23%	6	24%	4	17%
				Fairly reasonable	54	54%	53	43%	26	50%	27	38%	28	58%	26	52%	37	49%	41	41%	17	68%	12	52%
				Neither reasonable nor unreasonable	17	17%	32	26%	9	17%	17	24%	8	17%	15	30%	15	20%	25	25%	2	8%	7	30%
				Fairly unreasonable	6	6%	9	7%	2	4%	5	7%	4	8%	4	8%	6	8%	9	9%	0	0%	0	0%
				Very unreasonable	2	2%	1	1%	1	2%	1	1%	1	2%	0	0%	2	3%	1	1%	0	0%	0	0%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	21	22%	16	14%	13	25%	10	14%	8	17%	6	13%	17	24%	14	15%	4	16%	2	8%
				Fairly reasonable	43	44%	63	53%	19	37%	37	51%	24	52%	26	57%	30	42%	49	52%	13	52%	14	58%
				Neither reasonable nor unreasonable	26	27%	29	25%	15	29%	20	28%	11	24%	9	20%	20	28%	21	22%	6	24%	8	33%
				Fairly unreasonable	5	5%	8	7%	2	4%	5	7%	3	7%	3	7%	5	7%	8	9%	0	0%	0	0%
				Very unreasonable	2	2%	2	2%	2	4%	0	0%	0	0%	2	4%	0	0%	2	2%	2	8%	0	0%

CHANGE OVER TIME

Survey Administration 2010-11					Overall	Males				Females				White Faculty				Faculty of Color						
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	19	21%	14	13%	11	22%	9	13%	8	21%	5	12%	15	22%	10	12%	4	17%	4	17%
				Fairly reasonable	35	39%	27	25%	19	37%	19	28%	16	41%	8	19%	26	39%	17	20%	9	39%	10	42%
				Neither reasonable nor unreasonable	28	31%	53	49%	17	33%	27	40%	11	28%	26	62%	19	28%	46	54%	9	39%	7	29%
				Fairly unreasonable	5	6%	14	13%	3	6%	11	16%	2	5%	3	7%	5	7%	11	13%	0	0%	3	13%
				Very unreasonable	3	3%	1	1%	1	2%	1	1%	2	5%	0	0%	2	3%	1	1%	1	4%	0	0%
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	16	16%	16	13%	10	19%	9	12%	6	13%	7	14%	12	16%	15	15%	4	16%	1	4%
				Fairly reasonable	31	31%	43	35%	17	33%	30	41%	14	30%	13	27%	23	31%	31	32%	8	32%	12	50%
				Neither reasonable nor unreasonable	44	44%	55	45%	20	38%	29	40%	24	51%	26	53%	33	45%	47	48%	11	44%	8	33%
				Fairly unreasonable	6	6%	6	5%	3	6%	4	5%	3	6%	2	4%	6	8%	3	3%	0	0%	3	13%
				Very unreasonable	2	2%	2	2%	2	4%	1	1%	0	0%	1	2%	0	0%	2	2%	2	8%	0	0%
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	12	13%	7	6%	7	14%	4	6%	5	11%	3	6%	8	11%	6	6%	4	17%	1	4%
				Fairly reasonable	32	34%	31	26%	19	38%	21	30%	13	29%	10	20%	24	33%	23	24%	8	35%	8	35%
				Neither reasonable nor unreasonable	47	49%	74	62%	21	42%	39	56%	26	58%	35	70%	37	51%	62	64%	10	43%	12	52%
				Fairly unreasonable	1	1%	7	6%	1	2%	5	7%	0	0%	2	4%	1	1%	5	5%	0	0%	2	9%
				Very unreasonable	3	3%	1	1%	2	4%	1	1%	1	2%	0	0%	2	3%	1	1%	1	4%	0	0%
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	11	12%	6	5%	8	16%	3	4%	3	7%	3	6%	7	10%	5	5%	4	18%	1	4%
				Fairly reasonable	24	26%	26	22%	15	31%	17	25%	9	20%	9	19%	19	26%	17	18%	5	23%	9	39%
				Neither reasonable nor unreasonable	54	57%	79	68%	24	49%	47	68%	30	67%	32	68%	42	58%	67	72%	12	55%	12	52%
				Fairly unreasonable	4	4%	5	4%	2	4%	2	3%	2	4%	3	6%	3	4%	4	4%	1	5%	1	4%
				Very unreasonable	1	1%	0	0%	0	0%	0	0%	1	2%	0	0%	1	1%	0	0%	0	0%	0	0%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	25	26%	23	19%	13	25%	18	25%	12	26%	5	10%	19	25%	19	19%	6	26%	4	17%
				Somewhat agree	38	39%	43	35%	17	33%	20	28%	21	45%	23	46%	28	37%	34	34%	10	43%	9	39%
				Neither agree nor disagree	4	4%	5	4%	3	6%	4	6%	1	2%	1	2%	3	4%	5	5%	1	4%	0	0%
				Somewhat disagree	23	23%	36	30%	11	22%	21	29%	12	26%	15	30%	20	27%	30	30%	3	13%	6	26%
				Strongly disagree	8	8%	15	12%	7	14%	9	13%	1	2%	6	12%	5	7%	11	11%	3	13%	4	17%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	28	29%	30	26%	12	24%	22	31%	16	34%	8	18%	20	27%	28	30%	8	33%	2	9%
				Somewhat agree	41	42%	52	45%	21	42%	31	43%	20	43%	21	48%	31	42%	42	45%	10	42%	10	45%
				Neither agree nor disagree	12	12%	8	7%	8	16%	4	6%	4	9%	4	9%	9	12%	3	3%	3	13%	5	23%
				Somewhat disagree	10	10%	13	11%	5	10%	8	11%	5	11%	5	11%	9	12%	11	12%	1	4%	2	9%
				Strongly disagree	6	6%	13	11%	4	8%	7	10%	2	4%	6	14%	4	5%	10	11%	2	8%	3	14%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	15	15%	26	21%	10	19%	19	26%	5	11%	7	14%	12	16%	20	20%	3	12%	6	25%
				Satisfied	56	57%	57	46%	29	56%	28	38%	27	57%	29	58%	41	55%	45	45%	15	60%	12	50%
				Neither satisfied nor dissatisfied	12	12%	17	14%	5	10%	12	16%	7	15%	5	10%	9	12%	15	15%	3	12%	2	8%
				Dissatisfied	15	15%	22	18%	8	15%	13	18%	7	15%	9	18%	11	15%	18	18%	4	16%	4	17%
				Very dissatisfied	1	1%	1	1%	0	0%	1	1%	1	2%	0	0%	1	1%	1	1%	0	0%	0	0%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	12%	N/A	N/A	9	17%	N/A	N/A	3	6%	N/A	N/A	9	12%	N/A	N/A	3	12%	N/A	N/A
				Satisfied	50	51%	N/A	N/A	27	52%	N/A	N/A	23	49%	N/A	N/A	33	45%	N/A	N/A	17	68%	N/A	N/A
				Neither satisfied nor dissatisfied	15	15%	N/A	N/A	5	10%	N/A	N/A	10	21%	N/A	N/A	13	18%	N/A	N/A	2	8%	N/A	N/A
				Dissatisfied	18	18%	N/A	N/A	9	17%	N/A	N/A	9	19%	N/A	N/A	15	20%	N/A	N/A	3	12%	N/A	N/A
				Very dissatisfied	4	4%	N/A	N/A	2	4%	N/A	N/A	2	4%	N/A	N/A	4	5%	N/A	N/A	0	0%	N/A	N/A
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	26	27%	34	30%	16	31%	22	32%	10	22%	12	27%	20	28%	30	33%	6	24%	4	17%
				Satisfied	48	50%	56	49%	22	43%	35	51%	26	58%	21	47%	36	51%	42	47%	12	48%	14	58%
				Neither satisfied nor dissatisfied	13	14%	17	15%	6	12%	8	12%	7	16%	9	20%	10	14%	13	14%	3	12%	4	17%
				Dissatisfied	8	8%	7	6%	6	12%	4	6%	2	4%	3	7%	5	7%	5	6%	3	12%	2	8%
				Very dissatisfied	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	22	23%	23	20%	10	20%	18	25%	12	27%	5	11%	16	23%	19	21%	6	24%	4	17%
				Satisfied	52	54%	49	42%	28	55%	26	37%	24	53%	23	51%	37	52%	39	42%	15	60%	10	42%
				Neither satisfied nor dissatisfied	16	17%	22	19%	11	22%	16	23%	5	11%	6	13%	12	17%	16	17%	4	16%	6	25%
				Dissatisfied	5	5%	19	16%	1	2%	10	14%	4	9%	9	20%	5	7%	15	16%	0	0%	4	17%
				Very dissatisfied	1	1%	3	3%	1	2%	1	1%	0	0%	2	4%	1	1%	3	3%	0	0%	0	0%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	41	43%	56	49%	24	48%	34	49%	17	38%	22	49%	30	42%	46	51%	11	46%	10	42%
				Satisfied	37	39%	43	38%	15	30%	27	39%	22	49%	16	36%	30	42%	32	36%	7	29%	11	46%
				Neither satisfied nor dissatisfied	5	5%	8	7%	3	6%	5	7%	2	4%	3	7%	3	4%	6	7%	2	8%	2	8%
				Dissatisfied	8	8%	7	6%	4	8%	3	4%	4	9%	4	9%	7	10%	6	7%	1	4%	1	4%
				Very dissatisfied	4	4%	0	0%	4	8%	0	0%	0	0%	0	0%	1	1%	0	0%	3	13%	0	0%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	49	51%	68	60%	26	51%	41	59%	23	51%	27	61%	39	55%	56	62%	10	40%	12	52%
				Satisfied	36	38%	35	31%	17	33%	25	36%	19	42%	10	23%	26	37%	26	29%	10	40%	9	39%
				Neither satisfied nor dissatisfied	5	5%	6	5%	4	8%	2	3%	1	2%	4	9%	3	4%	4	4%	2	8%	2	9%
				Dissatisfied	4	4%	4	4%	2	4%	2	3%	2	4%	2	5%	3	4%	4	4%	1	4%	0	0%
				Very dissatisfied	2	2%	1	1%	2	4%	0	0%	0	0%	1	2%	0	0%	1	1%	2	8%	0	0%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	33	35%	34	30%	16	32%	24	34%	17	38%	10	23%	24	34%	30	33%	9	38%	4	17%
				Satisfied	44	46%	54	48%	23	46%	29	41%	21	47%	25	58%	34	48%	42	47%	10	42%	12	52%
				Neither satisfied nor dissatisfied	7	7%	12	11%	5	10%	6	9%	2	4%	6	14%	6	8%	10	11%	1	4%	2	9%
				Dissatisfied	9	9%	12	11%	4	8%	10	14%	5	11%	2	5%	7	10%	8	9%	2	8%	4	17%
					Very dissatisfied	2	2%	1	1%	2	4%	1	1%	0	0%	0	0%	0	0%	2	8%	1	4%	

CHANGE OVER TIME

Survey Administration 2010-11				Overall	Males				Females				White Faculty				Faculty of Color							
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	6%	12	11%	3	7%	9	14%	2	5%	3	7%	3	4%	12	14%	2	9%	0	0%
				Satisfied	50	56%	42	39%	28	61%	23	35%	22	50%	19	46%	39	58%	30	34%	11	48%	12	60%
				Neither satisfied nor dissatisfied	14	16%	28	26%	2	4%	19	29%	12	27%	9	22%	10	15%	27	31%	4	17%	1	5%
				Dissatisfied	17	19%	21	20%	11	24%	12	18%	6	14%	9	22%	12	18%	15	17%	5	22%	6	30%
				Very dissatisfied	4	4%	4	4%	2	4%	3	5%	2	5%	1	2%	3	4%	3	3%	1	4%	1	5%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	14%	14	13%	10	23%	10	15%	2	5%	4	9%	9	14%	11	13%	3	13%	3	13%
				Satisfied	38	44%	42	38%	16	36%	25	37%	22	52%	17	40%	30	48%	33	38%	8	35%	9	39%
				Neither satisfied nor dissatisfied	24	28%	26	24%	10	23%	15	22%	14	33%	11	26%	17	27%	19	22%	7	30%	7	30%
				Dissatisfied	9	10%	23	21%	6	14%	14	21%	3	7%	9	21%	5	8%	21	24%	4	17%	2	9%
				Very dissatisfied	3	3%	5	5%	2	5%	3	4%	1	2%	2	5%	2	3%	3	3%	1	4%	2	9%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	5%	13	11%	5	10%	12	16%	0	0%	1	2%	3	4%	10	10%	2	8%	3	13%
				Satisfied	38	38%	30	24%	22	42%	19	26%	16	33%	11	22%	28	37%	23	23%	10	40%	7	29%
				Neither satisfied nor dissatisfied	15	15%	11	9%	7	13%	6	8%	8	17%	5	10%	10	13%	8	8%	5	20%	3	13%
				Dissatisfied	31	31%	47	38%	15	29%	23	32%	16	33%	24	48%	25	33%	39	39%	6	24%	8	33%
				Very dissatisfied	11	11%	22	18%	3	6%	13	18%	8	17%	9	18%	9	12%	19	19%	2	8%	3	13%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	6%	10	10%	4	9%	8	13%	1	3%	2	5%	3	5%	8	10%	2	9%	2	10%
				Satisfied	31	38%	33	33%	16	37%	25	40%	15	38%	8	21%	22	37%	24	30%	9	39%	9	43%
				Neither satisfied nor dissatisfied	28	34%	34	34%	15	35%	17	27%	13	33%	17	45%	20	34%	28	35%	8	35%	6	29%
				Dissatisfied	14	17%	18	18%	7	16%	10	16%	7	18%	8	21%	10	17%	16	20%	4	17%	2	10%
				Very dissatisfied	4	5%	6	6%	1	2%	3	5%	3	8%	3	8%	4	7%	4	5%	0	0%	2	10%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	46	46%	58	47%	23	44%	39	53%	23	48%	19	38%	36	48%	51	52%	10	40%	7	29%
				Satisfied	43	43%	50	41%	21	40%	24	33%	22	46%	26	52%	32	43%	37	37%	11	44%	13	54%
				Neither satisfied nor dissatisfied	9	9%	9	7%	6	12%	6	8%	3	6%	3	6%	6	8%	7	7%	3	12%	2	8%
				Dissatisfied	0	0%	5	4%	0	0%	4	5%	0	0%	1	2%	0	0%	3	3%	0	0%	2	8%
				Very dissatisfied	2	2%	1	1%	2	4%	0	0%	0	0%	1	2%	1	1%	1	1%	1	4%	0	0%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	20	20%	19	16%	10	19%	15	21%	10	21%	4	8%	17	23%	17	18%	3	12%	2	8%
				Satisfied	34	34%	42	35%	15	29%	24	34%	19	40%	18	36%	23	31%	29	30%	11	44%	13	54%
				Neither satisfied nor dissatisfied	16	16%	23	19%	11	21%	12	17%	5	10%	11	22%	9	12%	18	19%	7	28%	5	21%
				Dissatisfied	21	21%	29	24%	11	21%	16	23%	10	21%	13	26%	18	24%	26	27%	3	12%	3	13%
				Very dissatisfied	9	9%	8	7%	5	10%	4	6%	4	8%	4	8%	8	11%	7	7%	1	4%	1	4%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	8%	7	7%	5	11%	6	9%	2	5%	1	3%	6	10%	7	8%	1	4%	0	0%
				Satisfied	31	36%	25	24%	20	43%	19	29%	11	28%	6	15%	21	33%	17	20%	10	43%	8	36%
				Neither satisfied nor dissatisfied	15	17%	27	25%	6	13%	13	20%	9	23%	14	35%	10	16%	21	25%	5	22%	6	27%
				Dissatisfied	21	24%	28	26%	11	23%	19	29%	10	26%	9	23%	18	29%	21	25%	3	13%	7	32%
				Very dissatisfied	12	14%	19	18%	5	11%	9	14%	7	18%	10	25%	8	13%	18	21%	4	17%	1	5%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	22	22%	40	33%	10	19%	23	32%	12	25%	17	35%	18	24%	36	37%	4	16%	4	17%
				Satisfied	39	39%	37	31%	19	37%	25	35%	20	42%	12	24%	26	35%	28	29%	13	52%	9	38%
				Neither satisfied nor dissatisfied	12	12%	20	17%	8	15%	13	18%	4	8%	7	14%	10	13%	15	15%	2	8%	5	21%
				Dissatisfied	20	20%	17	14%	9	17%	6	8%	11	23%	11	22%	16	21%	11	11%	4	16%	6	25%
				Very dissatisfied	7	7%	7	6%	6	12%	5	7%	1	2%	2	4%	5	7%	7	7%	2	8%	0	0%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	4	4%	13	12%	2	4%	8	12%	2	5%	5	12%	3	4%	8	9%	1	4%	5	21%
				Satisfied	41	43%	31	28%	24	47%	23	34%	17	39%	8	19%	25	36%	24	28%	16	64%	7	29%
				Neither satisfied nor dissatisfied	21	22%	34	31%	15	29%	21	31%	6	14%	13	30%	16	23%	27	31%	5	20%	7	29%
				Dissatisfied	25	26%	26	23%	7	14%	13	19%	18	41%	13	30%	23	33%	21	24%	2	8%	5	21%
				Very dissatisfied	4	4%	7	6%	3	6%	3	4%	1	2%	4	9%	3	4%	7	8%	1	4%	0	0%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	10	11%	21	19%	7	15%	13	19%	3	7%	8	20%	7	10%	19	22%	3	12%	2	8%
				Satisfied	50	54%	49	44%	23	48%	32	46%	27	61%	17	41%	35	52%	36	41%	15	60%	13	54%
				Neither satisfied nor dissatisfied	24	26%	29	26%	11	23%	20	29%	13	30%	9	22%	20	30%	22	25%	4	16%	7	29%
				Dissatisfied	4	4%	10	9%	4	8%	5	7%	0	0%	5	12%	3	4%	8	9%	1	4%	2	8%
				Very dissatisfied	4	4%	2	2%	3	6%	0	0%	1	2%	2	5%	2	3%	2	2%	2	8%	0	0%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	14	15%	20	17%	8	16%	12	16%	6	13%	8	17%	10	14%	16	17%	4	16%	4	17%
				Satisfied	45	47%	50	42%	26	51%	32	44%	19	42%	18	38%	32	45%	36	38%	13	52%	14	58%
				Neither satisfied nor dissatisfied	18	19%	22	18%	8	16%	15	21%	10	22%	7	15%	13	18%	18	19%	5	20%	4	17%
				Dissatisfied	12	13%	21	18%	5	10%	9	12%	7	16%	12	26%	12	17%	20	21%	0	0%	1	4%
				Very dissatisfied	7	7%	7	6%	4	8%	5	7%	3	7%	2	4%	4	6%	6	6%	3	12%	1	4%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	23	23%	26	21%	10	19%	13	18%	13	27%	13	27%	14	19%	16	16%	9	36%	10	42%
				Important	42	42%	52	43%	25	48%	29	40%	17	35%	23	47%	31	41%	42	43%	11	44%	10	42%
				Neither important nor unimportant	23	23%	18	15%	9	17%	10	14%	14	29%	8	16%	20	27%	17	18%	3	12%	1	4%
				Unimportant	10	10%	19	16%	6	12%	16	22%	4	8%	3	6%	9	12%	17	18%	1	4%	2	8%
				Very unimportant	2	2%	6	5%	2	4%	4	6%	0	0%	2	4%	1	1%	5	5%	1	4%	1	4%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	41	41%	37	31%	23	44%	15	21%	18	38%	22	45%	28	37%	29	30%	13	52%	8	33%
				Important	42	42%	58	48%	23	44%	39	54%	19	40%	19	39%	35	47%	46	47%	7	28%	12	50%
				Neither important nor unimportant	14	14%	16	13%	4	8%	10	14%	10	21%	6	12%	10	13%	13	13%	4	16%	3	13%
				Unimportant	2	2%	7	6%	1	2%	5	7%	1	2%	2	4%	2	3%	7	7%	0	0%	0	0%
				Very unimportant	1	1%	3	2%	1	2%	3	4%	0	0%	0	0%	0	0%	2	2%	1	4%	1	4%

CHANGE OVER TIME

Survey Administration 2010-11					Overall		Males				Females				White Faculty				Faculty of Color					
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	29	29%	28	23%	18	35%	15	21%	11	23%	13	27%	21	28%	20	20%	8	32%	8	33%
				Important	52	53%	72	59%	26	50%	40	55%	26	55%	32	65%	39	53%	60	61%	13	52%	12	50%
				Neither important nor unimportant	12	12%	9	7%	4	8%	8	11%	8	17%	1	2%	9	12%	7	7%	3	12%	2	8%
				Unimportant	5	5%	11	9%	3	6%	8	11%	2	4%	3	6%	4	5%	9	9%	1	4%	2	8%
				Very unimportant	1	1%	2	2%	1	2%	2	3%	0	0%	0	0%	1	1%	2	2%	0	0%	0	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	28	28%	21	18%	16	31%	12	17%	12	25%	9	19%	17	23%	15	16%	11	44%	6	25%
				Important	53	53%	69	58%	28	54%	37	51%	25	52%	32	67%	42	56%	55	57%	11	44%	14	58%
				Neither important nor unimportant	14	14%	20	17%	5	10%	15	21%	9	19%	5	10%	12	16%	16	17%	2	8%	4	17%
				Unimportant	3	3%	8	7%	1	2%	6	8%	2	4%	2	4%	3	4%	8	8%	0	0%	0	0%
				Very unimportant	2	2%	2	2%	2	4%	2	3%	0	0%	0	0%	1	1%	2	2%	1	4%	0	0%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	31	32%	25	21%	17	34%	16	22%	14	30%	9	19%	19	26%	20	21%	12	48%	5	21%
				Important	32	33%	48	40%	17	34%	27	37%	15	32%	21	44%	26	36%	42	43%	6	24%	6	25%
				Neither important nor unimportant	27	28%	24	20%	12	24%	13	18%	15	32%	11	23%	22	31%	18	19%	5	20%	6	25%
				Unimportant	5	5%	19	16%	3	6%	13	18%	2	4%	6	13%	5	7%	14	14%	0	0%	5	21%
				Very unimportant	2	2%	5	4%	1	2%	4	5%	1	2%	1	2%	0	0%	3	3%	2	8%	2	8%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	24	24%	13	11%	11	22%	6	8%	13	28%	7	15%	11	15%	9	9%	13	52%	4	17%
				Important	42	43%	64	53%	25	49%	38	53%	17	36%	26	54%	35	48%	49	51%	7	28%	15	63%
				Neither important nor unimportant	25	26%	25	21%	12	24%	16	22%	13	28%	9	19%	22	30%	22	23%	3	12%	3	13%
				Unimportant	6	6%	16	13%	3	6%	11	15%	3	6%	5	10%	4	5%	14	15%	2	8%	2	8%
				Very unimportant	1	1%	2	2%	0	0%	1	1%	1	2%	1	2%	1	1%	2	2%	0	0%	0	0%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	54	54%	59	48%	25	48%	27	37%	29	60%	32	65%	40	53%	43	44%	14	56%	16	67%
				Important	39	39%	48	39%	22	42%	35	48%	17	35%	13	27%	30	40%	44	45%	9	36%	4	17%
				Neither important nor unimportant	6	6%	11	9%	4	8%	8	11%	2	4%	3	6%	4	5%	7	7%	2	8%	4	17%
				Unimportant	1	1%	3	2%	1	2%	3	4%	0	0%	0	0%	1	1%	3	3%	0	0%	0	0%
				Very unimportant	0	0%	1	1%	0	0%	0	0%	0	0%	1	2%	0	0%	1	1%	0	0%	0	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	40	40%	53	44%	16	31%	28	38%	24	50%	25	52%	28	37%	42	43%	12	48%	11	46%
				Important	38	38%	36	30%	23	44%	23	32%	15	31%	13	27%	29	39%	27	28%	9	36%	9	38%
				Neither important nor unimportant	20	20%	26	21%	12	23%	16	22%	8	17%	10	21%	16	21%	24	25%	4	16%	2	8%
				Unimportant	2	2%	5	4%	1	2%	5	7%	1	2%	0	0%	2	3%	4	4%	0	0%	1	4%
				Very unimportant	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	26	27%	18	15%	7	14%	3	4%	19	40%	15	31%	14	19%	15	16%	12	48%	3	13%
				Important	38	39%	37	31%	21	41%	25	35%	17	36%	12	25%	33	45%	25	26%	5	20%	12	50%
				Neither important nor unimportant	30	31%	51	43%	22	43%	33	46%	8	17%	18	38%	23	32%	43	45%	7	28%	8	33%
				Unimportant	3	3%	9	8%	1	2%	7	10%	2	4%	2	4%	3	4%	9	9%	0	0%	0	0%
				Very unimportant	1	1%	5	4%	0	0%	4	6%	1	2%	1	2%	0	0%	4	4%	1	4%	1	4%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	33	33%	34	28%	19	37%	23	32%	14	29%	11	22%	23	31%	28	29%	10	40%	6	25%
				Important	50	51%	70	58%	23	45%	39	54%	27	56%	31	63%	37	50%	56	58%	13	52%	14	58%
				Neither important nor unimportant	15	15%	14	12%	9	18%	7	10%	6	13%	7	14%	13	18%	12	12%	2	8%	2	8%
				Unimportant	1	1%	3	2%	0	0%	3	4%	1	2%	0	0%	1	1%	1	1%	0	0%	2	8%
				Very unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	48	48%	53	45%	24	47%	29	41%	24	50%	24	50%	34	46%	43	45%	14	56%	10	42%
				Important	42	42%	58	49%	22	43%	38	54%	20	42%	20	42%	33	45%	45	47%	9	36%	13	54%
				Neither important nor unimportant	9	9%	7	6%	5	10%	4	6%	4	8%	3	6%	7	9%	6	6%	2	8%	1	4%
				Unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
				Very unimportant	0	0%	1	1%	0	0%	0	0%	0	0%	1	2%	0	0%	1	1%	0	0%	0	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	27	28%	21	17%	17	34%	9	13%	10	21%	12	24%	19	26%	15	15%	8	32%	6	25%
				Important	61	62%	74	61%	31	62%	43	60%	30	63%	31	63%	48	66%	62	64%	13	52%	12	50%
				Neither important nor unimportant	5	5%	21	17%	1	2%	16	22%	4	8%	5	10%	2	3%	16	16%	3	12%	5	21%
				Unimportant	5	5%	5	4%	1	2%	4	6%	4	8%	1	2%	4	5%	4	4%	1	4%	1	4%
				Very unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	33	35%	28	24%	16	32%	10	14%	17	38%	18	39%	25	35%	22	24%	8	33%	6	26%
				Important	23	24%	27	23%	11	22%	22	31%	12	27%	5	11%	17	24%	20	22%	6	25%	7	30%
				Neither important nor unimportant	15	16%	31	27%	9	18%	19	27%	6	13%	12	26%	13	18%	26	28%	2	8%	5	22%
				Unimportant	14	15%	15	13%	10	20%	9	13%	4	9%	6	13%	11	15%	11	12%	3	13%	4	17%
				Very unimportant	10	11%	15	13%	4	8%	10	14%	6	13%	5	11%	5	7%	14	15%	5	21%	1	4%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	14	15%	6	5%	10	20%	1	1%	4	9%	5	11%	6	9%	4	4%	8	33%	2	9%
				Important	14	15%	22	19%	10	20%	12	17%	4	9%	10	15%	8	11%	14	15%	6	25%	8	35%
				Neither important nor unimportant	33	35%	47	40%	14	28%	30	43%	19	43%	17	36%	30	43%	39	41%	3	13%	8	35%
				Unimportant	25	27%	33	28%	13	26%	20	29%	12	27%	13	28%	23	33%	28	30%	2	8%	5	22%
				Very unimportant	8	9%	9	8%	3	6%	7	10%	5	11%	2	4%	3	4%	9	10%	5	21%	0	0%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	35	37%	27	23%	15	30%	10	14%	20	44%	17	35%	24	34%	22	23%	11	46%	5	22%
				Important	33	35%	45	38%	15	30%	27	39%	18	40%	18	37%	26	37%	38	40%	7	29%	7	30%
				Neither important nor unimportant	19	20%	27	23%	14	28%	15	22%	5	11%	12	24%	17	24%	20	21%	2	8%	7	30%
				Unimportant	5	5%	8	7%	4	8%	7	10%	1	2%	1	2%	3	4%	4	4%	2	8%	4	17%
				Very unimportant	3	3%	11	9%	2	4%	10	14%	1	2%	1	2%	1	1%	11	12%	2	8%	0	0%

CHANGE OVER TIME

Survey Administration 2010-11				Overall		Males				Females				White Faculty				Faculty of Color						
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	44	47%	35	30%	20	40%	19	28%	24	55%	16	33%	29	41%	25	27%	15	63%	10	43%
				Important	25	27%	38	32%	16	32%	24	35%	9	20%	14	29%	18	26%	35	37%	7	29%	3	13%
				Neither important nor unimportant	17	18%	18	15%	9	18%	11	16%	8	18%	7	15%	17	24%	13	14%	0	0%	5	22%
				Unimportant	7	7%	15	13%	4	8%	7	10%	3	7%	8	17%	5	7%	11	12%	2	8%	4	17%
				Very unimportant	1	1%	11	9%	1	2%	8	12%	0	0%	3	6%	1	1%	10	11%	0	0%	1	4%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	16	17%	N/A	N/A	10	20%	N/A	N/A	6	14%	N/A	N/A	9	13%	N/A	N/A	7	29%	N/A	N/A
				Important	25	27%	N/A	N/A	10	20%	N/A	N/A	15	35%	N/A	N/A	17	25%	N/A	N/A	8	33%	N/A	N/A
				Neither important nor unimportant	40	43%	N/A	N/A	23	46%	N/A	N/A	17	40%	N/A	N/A	37	54%	N/A	N/A	3	13%	N/A	N/A
				Unimportant	8	9%	N/A	N/A	4	8%	N/A	N/A	4	9%	N/A	N/A	5	7%	N/A	N/A	3	13%	N/A	N/A
				Very unimportant	4	4%	N/A	N/A	3	6%	N/A	N/A	1	2%	N/A	N/A	1	1%	N/A	N/A	3	13%	N/A	N/A
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	27	29%	N/A	N/A	16	32%	N/A	N/A	11	25%	N/A	N/A	20	29%	N/A	N/A	7	29%	N/A	N/A
				Important	36	38%	N/A	N/A	23	46%	N/A	N/A	13	30%	N/A	N/A	24	34%	N/A	N/A	12	50%	N/A	N/A
				Neither important nor unimportant	22	23%	N/A	N/A	9	18%	N/A	N/A	13	30%	N/A	N/A	20	29%	N/A	N/A	2	8%	N/A	N/A
				Unimportant	5	5%	N/A	N/A	2	4%	N/A	N/A	3	7%	N/A	N/A	5	7%	N/A	N/A	0	0%	N/A	N/A
				Very unimportant	4	4%	N/A	N/A	0	0%	N/A	N/A	4	9%	N/A	N/A	1	1%	N/A	N/A	3	13%	N/A	N/A
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	27	28%	N/A	N/A	11	22%	N/A	N/A	16	36%	N/A	N/A	20	28%	N/A	N/A	7	29%	N/A	N/A
				Important	41	43%	N/A	N/A	22	44%	N/A	N/A	19	42%	N/A	N/A	31	44%	N/A	N/A	10	42%	N/A	N/A
				Neither important nor unimportant	23	24%	N/A	N/A	16	32%	N/A	N/A	7	16%	N/A	N/A	18	25%	N/A	N/A	5	21%	N/A	N/A
				Unimportant	3	3%	N/A	N/A	0	0%	N/A	N/A	3	7%	N/A	N/A	2	3%	N/A	N/A	1	4%	N/A	N/A
				Very unimportant	1	1%	N/A	N/A	1	2%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	1	4%	N/A	N/A
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	13	14%	N/A	N/A	5	10%	N/A	N/A	8	18%	N/A	N/A	12	17%	N/A	N/A	1	4%	N/A	N/A
				Important	19	20%	N/A	N/A	9	18%	N/A	N/A	10	23%	N/A	N/A	13	19%	N/A	N/A	6	25%	N/A	N/A
				Neither important nor unimportant	46	49%	N/A	N/A	29	59%	N/A	N/A	17	39%	N/A	N/A	37	54%	N/A	N/A	9	38%	N/A	N/A
				Unimportant	11	12%	N/A	N/A	3	6%	N/A	N/A	8	18%	N/A	N/A	6	9%	N/A	N/A	5	21%	N/A	N/A
				Very unimportant	4	4%	N/A	N/A	3	6%	N/A	N/A	1	2%	N/A	N/A	1	1%	N/A	N/A	3	13%	N/A	N/A
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	3	4%	2	3%	3	7%	1	2%	0	0%	1	4%	1	2%	1	2%	2	9%	1	7%
				Effective	29	35%	15	19%	16	36%	13	26%	13	33%	2	7%	21	34%	10	16%	8	35%	5	33%
				Neither effective nor ineffective	25	30%	25	32%	11	24%	14	28%	14	36%	11	39%	17	28%	22	35%	8	35%	3	20%
				Ineffective	20	24%	26	33%	10	22%	14	28%	10	26%	12	43%	17	28%	23	37%	3	13%	3	20%
				Very ineffective	7	8%	10	13%	5	11%	8	16%	2	5%	2	7%	5	8%	7	11%	2	9%	3	20%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	15	16%	6	6%	11	22%	4	7%	4	9%	2	4%	14	19%	5	6%	1	4%	1	5%
				Effective	36	38%	38	36%	19	39%	24	39%	17	37%	14	31%	24	33%	29	34%	12	52%	9	43%
				Neither effective nor ineffective	24	25%	37	35%	10	20%	19	31%	14	30%	18	40%	18	25%	32	38%	6	26%	5	24%
				Ineffective	14	15%	18	17%	4	8%	9	15%	10	22%	9	20%	12	17%	14	16%	2	9%	4	19%
				Very ineffective	6	6%	7	7%	5	10%	5	8%	1	2%	2	4%	4	6%	5	6%	2	9%	2	10%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	14	14%	7	6%	9	18%	4	6%	5	11%	3	6%	10	14%	6	6%	4	17%	1	5%
				Effective	43	44%	52	45%	23	46%	27	40%	20	43%	25	52%	30	41%	44	47%	13	54%	8	36%
				Neither effective nor ineffective	21	22%	28	24%	8	16%	18	26%	13	28%	10	21%	17	23%	20	21%	4	17%	8	36%
				Ineffective	15	15%	21	18%	7	14%	13	19%	8	17%	8	17%	14	19%	17	18%	1	4%	4	18%
				Very ineffective	4	4%	8	7%	3	6%	6	9%	1	2%	2	4%	2	3%	7	7%	2	8%	1	5%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	12	13%	5	4%	9	18%	3	4%	3	7%	2	4%	9	13%	4	4%	3	12%	1	4%
				Effective	43	45%	52	46%	20	39%	28	41%	23	51%	24	52%	30	42%	44	48%	13	52%	8	35%
				Neither effective nor ineffective	27	28%	34	30%	13	25%	23	34%	14	31%	11	24%	21	30%	25	27%	6	24%	9	39%
				Ineffective	8	8%	18	16%	5	10%	11	16%	3	7%	7	15%	8	11%	13	14%	0	0%	5	22%
				Very ineffective	6	6%	5	4%	4	8%	3	4%	2	4%	2	4%	3	4%	5	5%	3	12%	0	0%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	3	4%	4	5%	2	5%	3	6%	1	3%	1	3%	2	4%	4	6%	1	5%	0	0%
				Effective	20	28%	14	17%	10	26%	10	19%	10	29%	4	13%	11	22%	11	17%	9	43%	3	18%
				Neither effective nor ineffective	20	28%	27	33%	13	34%	16	31%	7	21%	11	35%	14	27%	16	24%	6	29%	11	65%
				Ineffective	17	24%	22	27%	7	18%	13	25%	10	29%	9	29%	15	29%	20	30%	2	10%	2	12%
				Very ineffective	12	17%	16	19%	6	16%	10	19%	6	18%	6	19%	9	18%	15	23%	3	14%	1	6%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	9	11%	9	9%	4	9%	4	6%	5	12%	5	13%	6	10%	9	11%	3	13%	0	0%
				Effective	39	46%	47	46%	20	45%	29	46%	19	46%	18	45%	27	44%	34	43%	12	50%	13	57%
				Neither effective nor ineffective	24	28%	30	29%	15	34%	19	30%	9	22%	11	28%	19	31%	22	28%	5	21%	8	35%
				Ineffective	9	11%	15	15%	2	5%	10	16%	7	17%	5	13%	8	13%	13	16%	1	4%	2	9%
				Very ineffective	4	5%	2	2%	3	7%	1	2%	1	2%	1	3%	1	2%	2	3%	3	13%	0	0%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	15	15%	7	6%	6	12%	3	4%	9	19%	4	9%	12	16%	4	4%	3	13%	3	13%
				Effective	28	29%	47	42%	13	27%	29	43%	15	31%	18	40%	20	27%	39	44%	8	33%	8	35%
				Neither effective nor ineffective	20	21%	22	20%	13	27%	18	27%	7	15%	4	9%	13	18%	14	16%	7	29%	8	35%
				Ineffective	18	19%	17	15%	8	16%	8	12%	10	21%	9	20%	15	21%	16	18%	3	13%	1	4%
				Very ineffective	16	16%	19	17%	9	18%	9	13%	7	15%	10	22%	13	18%	16	18%	3	13%	3	13%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	10	14%	10	15%	6	17%	7	17%	4	11%	3	12%	7	13%	7	15%	3	14%	3	15%
				Effective	21	29%	27	41%	10	28%	14	34%	11	30%	13	52%	14	27%	19	41%	7	33%	8	40%
				Neither effective nor ineffective	24	33%	12	18%	12	33%	10	24%	12	32%	2	8%	17	33%	7	15%	7	33%	5	25%
				Ineffective	12	16%	5	8%	3	8%	2	5%	9	24%	3	12%	10	19%	3	7%	2	10%	2	10%
				Very ineffective	6	8%	12	18%	5	14%	8	20%	1	3%	4	16%	4	8%	10	22%	2	10%	2	10%

CHANGE OVER TIME

					Overall		Males				Females				White Faculty				Faculty of Color					
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	6	9%	4	7%	2	6%	0	0%	4	11%	4	18%	1	2%	4	10%	5	25%	0	0%
				Effective	23	33%	13	24%	8	24%	6	19%	15	41%	7	32%	17	34%	8	21%	6	30%	5	33%
				Neither effective nor ineffective	34	49%	27	50%	19	58%	21	66%	15	41%	6	27%	26	52%	19	49%	8	40%	8	53%
				Ineffective	5	7%	8	15%	2	6%	4	13%	3	8%	4	18%	5	10%	7	18%	0	0%	1	7%
				Very ineffective	2	3%	2	4%	2	6%	1	3%	0	0%	1	5%	1	2%	1	3%	1	5%	1	7%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	6	9%	4	5%	5	12%	3	6%	1	3%	1	4%	4	8%	3	5%	2	10%	1	5%
				Effective	24	34%	31	40%	14	34%	19	38%	10	34%	12	43%	13	26%	23	39%	11	55%	8	42%
				Neither effective nor ineffective	17	24%	17	22%	10	24%	10	20%	7	24%	7	25%	11	22%	11	19%	6	30%	6	32%
				Ineffective	16	23%	14	18%	10	24%	9	18%	6	21%	5	18%	15	30%	12	20%	1	5%	2	11%
				Very ineffective	7	10%	12	15%	2	5%	9	18%	5	17%	3	11%	7	14%	10	17%	0	0%	2	11%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	12	13%	5	5%	5	10%	3	5%	7	17%	2	6%	7	11%	4	5%	5	21%	1	5%
				Effective	39	43%	45	48%	20	42%	34	55%	19	45%	11	35%	30	45%	35	48%	9	38%	10	50%
				Neither effective nor ineffective	22	24%	21	23%	14	29%	11	18%	8	19%	10	32%	15	23%	15	21%	7	29%	6	30%
				Ineffective	12	13%	14	15%	6	13%	12	19%	6	14%	2	6%	10	15%	12	16%	2	8%	2	10%
				Very ineffective	5	6%	8	9%	3	6%	2	3%	2	5%	6	19%	4	6%	7	10%	1	4%	1	5%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	8	9%	3	3%	5	10%	2	3%	3	7%	1	2%	6	9%	2	2%	2	8%	1	4%
				Effective	40	44%	42	38%	23	48%	24	35%	17	40%	18	42%	29	43%	34	38%	11	46%	8	35%
				Neither effective nor ineffective	23	25%	35	31%	10	21%	24	35%	13	30%	11	26%	16	24%	27	30%	7	29%	8	35%
				Ineffective	17	19%	23	21%	8	17%	15	22%	9	21%	8	19%	15	22%	18	20%	2	8%	5	22%
				Very ineffective	3	3%	9	8%	2	4%	4	6%	1	2%	5	12%	1	1%	8	9%	2	8%	1	4%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	1	2%	1	6%	0	0%	0	0%	1	6%	1	5%	0	0%	0	0%	1	7%
				Effective	10	32%	8	18%	4	24%	6	23%	6	43%	2	11%	6	27%	5	17%	4	44%	3	21%
				Neither effective nor ineffective	7	23%	13	30%	4	24%	9	35%	3	21%	4	22%	6	27%	11	37%	1	11%	2	14%
				Ineffective	7	23%	11	25%	4	24%	5	19%	3	21%	6	33%	5	23%	7	23%	2	22%	4	29%
				Very ineffective	6	19%	11	25%	4	24%	6	23%	2	14%	5	28%	4	18%	7	23%	2	22%	4	29%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	1	4%	0	0%	1	7%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%	0	0%
				Effective	3	12%	2	10%	1	7%	1	7%	2	17%	1	14%	0	0%	1	8%	3	30%	1	13%
				Neither effective nor ineffective	8	31%	7	33%	3	21%	5	36%	5	42%	2	29%	7	44%	5	38%	1	10%	2	25%
				Ineffective	6	23%	8	38%	3	21%	6	43%	3	25%	2	29%	6	38%	5	38%	0	0%	3	38%
				Very ineffective	8	31%	4	19%	6	43%	2	14%	2	17%	2	29%	3	19%	2	15%	5	50%	2	25%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	9	16%	7	15%	5	18%	3	11%	4	14%	4	21%	6	14%	4	13%	3	23%	3	19%
				Effective	25	44%	19	40%	12	43%	10	36%	13	45%	9	47%	21	48%	14	45%	4	31%	5	31%
				Neither effective nor ineffective	15	26%	15	32%	8	29%	13	46%	7	24%	2	11%	11	25%	7	23%	4	31%	8	50%
				Ineffective	3	5%	5	11%	1	4%	1	4%	2	7%	4	21%	2	5%	5	16%	1	8%	0	0%
				Very ineffective	5	9%	1	2%	2	7%	1	4%	3	10%	0	0%	4	9%	1	3%	1	8%	0	0%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	15	22%	10	14%	8	22%	6	13%	7	21%	4	16%	12	22%	9	16%	3	20%	1	6%
				Effective	19	28%	25	35%	8	22%	20	43%	11	33%	5	20%	17	31%	21	38%	2	13%	4	24%
				Neither effective nor ineffective	14	20%	12	17%	8	22%	9	19%	6	18%	3	12%	11	20%	6	11%	3	20%	6	35%
				Ineffective	9	13%	9	13%	4	11%	7	15%	5	15%	2	8%	7	13%	6	11%	2	13%	3	18%
				Very ineffective	12	17%	16	22%	8	22%	5	11%	4	12%	11	44%	7	13%	13	24%	5	33%	3	18%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	1	6%	N/A	N/A	1	10%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	1	14%	N/A	N/A
				Effective	3	18%	N/A	N/A	1	10%	N/A	N/A	2	29%	N/A	N/A	1	10%	N/A	N/A	2	29%	N/A	N/A
				Neither effective nor ineffective	7	41%	N/A	N/A	6	60%	N/A	N/A	1	14%	N/A	N/A	5	50%	N/A	N/A	2	29%	N/A	N/A
				Ineffective	3	18%	N/A	N/A	0	0%	N/A	N/A	3	43%	N/A	N/A	2	20%	N/A	N/A	1	14%	N/A	N/A
				Very ineffective	3	18%	N/A	N/A	2	20%	N/A	N/A	1	14%	N/A	N/A	2	20%	N/A	N/A	1	14%	N/A	N/A
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	8	17%	N/A	N/A	6	23%	N/A	N/A	2	10%	N/A	N/A	5	15%	N/A	N/A	3	23%	N/A	N/A
				Effective	18	39%	N/A	N/A	7	27%	N/A	N/A	11	55%	N/A	N/A	12	36%	N/A	N/A	6	46%	N/A	N/A
				Neither effective nor ineffective	6	13%	N/A	N/A	5	19%	N/A	N/A	1	5%	N/A	N/A	4	12%	N/A	N/A	2	15%	N/A	N/A
				Ineffective	7	15%	N/A	N/A	4	15%	N/A	N/A	3	15%	N/A	N/A	6	18%	N/A	N/A	1	8%	N/A	N/A
				Very ineffective	7	15%	N/A	N/A	4	15%	N/A	N/A	3	15%	N/A	N/A	6	18%	N/A	N/A	1	8%	N/A	N/A
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	3	8%	N/A	N/A	2	13%	N/A	N/A	1	5%	N/A	N/A	1	4%	N/A	N/A	2	20%	N/A	N/A
				Effective	11	31%	N/A	N/A	1	6%	N/A	N/A	10	50%	N/A	N/A	9	35%	N/A	N/A	2	20%	N/A	N/A
				Neither effective nor ineffective	14	39%	N/A	N/A	10	63%	N/A	N/A	4	20%	N/A	N/A	10	38%	N/A	N/A	4	40%	N/A	N/A
				Ineffective	6	17%	N/A	N/A	2	13%	N/A	N/A	4	20%	N/A	N/A	4	15%	N/A	N/A	2	20%	N/A	N/A
				Very ineffective	2	6%	N/A	N/A	1	6%	N/A	N/A	1	5%	N/A	N/A	2	8%	N/A	N/A	0	0%	N/A	N/A
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	4	13%	N/A	N/A	2	15%	N/A	N/A	2	12%	N/A	N/A	4	18%	N/A	N/A	0	0%	N/A	N/A
				Effective	6	20%	N/A	N/A	1	8%	N/A	N/A	5	29%	N/A	N/A	5	23%	N/A	N/A	1	13%	N/A	N/A
				Neither effective nor ineffective	13	43%	N/A	N/A	9	69%	N/A	N/A	4	24%	N/A	N/A	7	32%	N/A	N/A	6	75%	N/A	N/A
				Ineffective	5	17%	N/A	N/A	0	0%	N/A	N/A	5	29%	N/A	N/A	4	18%	N/A	N/A	1	13%	N/A	N/A
				Very ineffective	2	7%	N/A	N/A	1	8%	N/A	N/A	1	6%	N/A	N/A	2	9%	N/A	N/A	0	0%	N/A	N/A
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	11	15%	8	12%	6	16%	7	17%	5	14%	1	4%	10	18%	5	10%	1	6%	3	19%
				Somewhat agree	32	44%	22	34%	16	43%	16	38%	16	44%	6	26%	23	41%	17	35%	9	53%	5	31%
				Neither agree nor disagree	9	12%	16	25%	5	14%	12	29%	4	11%	4	17%	7	13%	11	22%	2	12%	5	31%
				Somewhat disagree	10	14%	13	20%	3	8%	5	12%	7	19%	8	35%	8	14%	12	24%	2	12%	1	6%
				Strongly disagree	11	15%	6	9%	7	19%	2	5%	4	11%	4	17%	8	14%	4	8%	3	18%	2	13%

CHANGE OVER TIME

					Overall				Males				Females				White Faculty				Faculty of Color			
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	7	10%	7	10%	4	11%	7	16%	3	9%	0	0%	6	11%	6	11%	1	5%	1	6%
				Somewhat agree	29	40%	19	28%	15	39%	13	29%	14	41%	6	25%	20	38%	13	25%	9	47%	6	38%
				Neither agree nor disagree	12	17%	16	23%	5	13%	13	29%	7	21%	3	13%	8	15%	11	21%	4	21%	5	31%
				Somewhat disagree	15	21%	17	25%	8	21%	8	18%	7	21%	9	38%	15	28%	16	30%	0	0%	1	6%
				Strongly disagree	9	13%	10	14%	6	16%	4	9%	3	9%	6	25%	4	8%	7	13%	5	26%	3	19%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	23	31%	16	21%	15	38%	11	24%	8	22%	5	17%	19	34%	12	21%	4	21%	4	21%
				Somewhat agree	37	49%	27	36%	17	44%	18	39%	20	56%	9	31%	28	50%	22	39%	9	47%	5	26%
				Neither agree nor disagree	7	9%	19	25%	3	8%	10	22%	4	11%	9	31%	4	7%	12	21%	3	16%	7	37%
				Somewhat disagree	5	7%	7	9%	1	3%	3	7%	4	11%	4	14%	4	7%	5	9%	1	5%	2	11%
				Strongly disagree	3	4%	6	8%	3	8%	4	9%	0	0%	2	7%	1	2%	5	9%	2	11%	1	5%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	21	28%	19	25%	15	38%	13	27%	6	17%	6	21%	18	33%	15	25%	3	14%	4	22%
				Somewhat agree	40	53%	24	31%	15	38%	16	33%	25	69%	8	28%	29	53%	21	36%	11	52%	3	17%
				Neither agree nor disagree	7	9%	20	26%	4	10%	12	25%	3	8%	8	28%	3	5%	12	20%	4	19%	8	44%
				Somewhat disagree	3	4%	8	10%	2	5%	3	6%	1	3%	5	17%	3	5%	6	10%	0	0%	2	11%
				Strongly disagree	5	7%	6	8%	4	10%	4	8%	1	3%	2	7%	2	4%	5	8%	3	14%	1	6%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	31	36%	N/A	N/A	20	43%	N/A	N/A	11	27%	N/A	N/A	26	40%	N/A	N/A	5	23%	N/A	N/A
				Somewhat agree	34	39%	N/A	N/A	15	33%	N/A	N/A	19	46%	N/A	N/A	21	32%	N/A	N/A	13	59%	N/A	N/A
				Neither agree nor disagree	7	8%	N/A	N/A	3	7%	N/A	N/A	4	10%	N/A	N/A	5	8%	N/A	N/A	2	9%	N/A	N/A
				Somewhat disagree	9	10%	N/A	N/A	2	4%	N/A	N/A	7	17%	N/A	N/A	9	14%	N/A	N/A	0	0%	N/A	N/A
				Strongly disagree	6	7%	N/A	N/A	6	13%	N/A	N/A	0	0%	N/A	N/A	4	6%	N/A	N/A	2	9%	N/A	N/A
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	4	4%	10	8%	4	8%	9	13%	0	0%	1	2%	2	3%	9	9%	2	8%	1	4%
				Satisfied	43	45%	56	47%	22	43%	33	46%	21	47%	23	47%	32	44%	46	48%	11	46%	10	42%
				Neither satisfied nor dissatisfied	21	22%	23	19%	12	24%	13	18%	9	20%	10	20%	14	19%	14	15%	7	29%	9	38%
				Dissatisfied	23	24%	23	19%	11	22%	13	18%	12	27%	10	20%	20	28%	20	21%	3	13%	3	13%
				Very dissatisfied	5	5%	8	7%	2	4%	3	4%	3	7%	5	10%	4	6%	7	7%	1	4%	1	4%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	7	7%	8	7%	5	10%	7	10%	2	4%	1	2%	5	7%	8	8%	2	8%	0	0%
				Satisfied	30	31%	42	35%	15	29%	29	41%	15	33%	13	27%	22	31%	28	29%	8	33%	14	58%
				Neither satisfied nor dissatisfied	23	24%	19	16%	14	27%	9	13%	9	20%	10	20%	15	21%	15	16%	8	33%	4	17%
				Dissatisfied	25	26%	37	31%	12	24%	17	24%	13	29%	20	41%	21	29%	33	34%	4	17%	4	17%
				Very dissatisfied	11	11%	14	12%	5	10%	9	13%	6	13%	5	10%	9	13%	12	13%	2	8%	2	8%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	40	43%	38	32%	19	40%	22	32%	21	47%	16	33%	33	46%	34	36%	7	32%	4	17%
				Satisfied	41	44%	55	47%	22	46%	33	49%	19	42%	22	45%	30	42%	41	44%	11	50%	14	61%
				Neither satisfied nor dissatisfied	6	6%	11	9%	3	6%	6	9%	3	7%	5	10%	4	6%	7	7%	2	9%	4	17%
				Dissatisfied	3	3%	9	8%	2	4%	4	6%	1	2%	5	10%	3	4%	8	9%	0	0%	1	4%
				Very dissatisfied	3	3%	4	3%	2	4%	3	4%	1	2%	1	2%	1	1%	4	4%	2	9%	0	0%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	17	18%	18	15%	9	18%	13	19%	8	18%	5	10%	15	21%	16	17%	2	8%	2	8%
				Satisfied	36	38%	47	39%	18	36%	25	36%	18	40%	22	45%	23	32%	40	42%	13	54%	7	29%
				Neither satisfied nor dissatisfied	18	19%	24	20%	9	18%	16	23%	9	20%	8	16%	15	21%	19	20%	3	13%	5	21%
				Dissatisfied	15	16%	24	20%	8	16%	11	16%	7	16%	13	27%	12	17%	18	19%	3	13%	6	25%
				Very dissatisfied	9	9%	6	5%	6	12%	5	7%	3	7%	1	2%	6	8%	2	2%	3	13%	4	17%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	18	19%	18	16%	12	24%	12	18%	6	14%	6	13%	16	23%	16	18%	2	8%	2	8%
				Satisfied	37	40%	35	30%	18	37%	23	34%	19	43%	12	25%	23	33%	29	32%	14	58%	6	25%
				Neither satisfied nor dissatisfied	16	17%	24	21%	7	14%	13	19%	9	20%	11	23%	13	19%	18	20%	3	13%	6	25%
				Dissatisfied	13	14%	29	25%	5	10%	13	19%	8	18%	16	33%	10	14%	23	25%	3	13%	6	25%
				Very dissatisfied	9	10%	9	8%	7	14%	6	9%	2	5%	3	6%	7	10%	5	5%	2	8%	4	17%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	15	16%	N/A	N/A	8	16%	N/A	N/A	7	16%	N/A	N/A	13	18%	N/A	N/A	2	8%	N/A	N/A
				Satisfied	43	45%	N/A	N/A	18	36%	N/A	N/A	25	56%	N/A	N/A	30	42%	N/A	N/A	13	54%	N/A	N/A
				Neither satisfied nor dissatisfied	18	19%	N/A	N/A	12	24%	N/A	N/A	6	13%	N/A	N/A	14	20%	N/A	N/A	4	17%	N/A	N/A
				Dissatisfied	11	12%	N/A	N/A	6	12%	N/A	N/A	5	11%	N/A	N/A	9	13%	N/A	N/A	2	8%	N/A	N/A
				Very dissatisfied	8	8%	N/A	N/A	6	12%	N/A	N/A	2	4%	N/A	N/A	5	7%	N/A	N/A	3	13%	N/A	N/A
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	15	16%	15	13%	9	18%	10	14%	6	13%	5	10%	14	20%	13	14%	1	4%	2	8%
				Satisfied	43	46%	47	39%	21	43%	26	37%	22	49%	21	44%	31	44%	42	44%	12	50%	5	21%
				Neither satisfied nor dissatisfied	15	16%	30	25%	6	12%	20	28%	9	20%	10	21%	10	14%	22	23%	5	21%	8	33%
				Dissatisfied	14	15%	21	18%	8	16%	11	15%	6	13%	10	21%	11	16%	14	15%	3	13%	7	29%
				Very dissatisfied	7	7%	6	5%	5	10%	4	6%	2	4%	2	4%	4	6%	4	4%	3	13%	2	8%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	20%	26	22%	11	22%	17	24%	8	18%	9	19%	16	23%	22	23%	3	13%	4	17%
				Satisfied	45	48%	46	39%	22	45%	31	44%	23	51%	15	32%	34	49%	39	41%	11	46%	7	30%
				Neither satisfied nor dissatisfied	19	20%	28	24%	9	18%	14	20%	10	22%	14	30%	14	20%	20	21%	5	21%	8	35%
				Dissatisfied	4	4%	15	13%	2	4%	7	10%	2	4%	8	17%	2	3%	13	14%	2	8%	2	9%
				Very dissatisfied	7	7%	3	3%	5	10%	2	3%	2	4%	1	2%	4	6%	1	1%	3	13%	2	9%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	20%	25	22%	11	22%	18	26%	8	18%	7	16%	17	24%	19	21%	2	8%	6	26%
				Satisfied	50	53%	62	55%	25	50%	34	50%	25	56%	28	62%	38	54%	56	62%	12	50%	6	26%
				Neither satisfied nor dissatisfied	16	17%	16	14%	7	14%	11	16%	9	20%	5	11%	10	14%	8	9%	6	25%	8	35%
				Dissatisfied	8	8%	8	7%	5	10%	4	6%	3	7%	4	9%	6	8%	6	7%	2	8%	2	9%
				Very dissatisfied	2	2%	2	2%	2	4%	1	1%	0	0%	1	2%	0	0%	1	1%	2	8%	1	4%

CHANGE OVER TIME

Survey Administration 2010-11					Overall		Males				Females				White Faculty				Faculty of Color					
item	theme	name	description	response scale	Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	22	23%	34	30%	13	26%	25	36%	9	20%	9	20%	19	27%	27	30%	3	13%	7	32%
				Satisfied	47	50%	56	50%	22	44%	34	49%	25	57%	22	50%	34	49%	49	54%	13	54%	7	32%
				Neither satisfied nor dissatisfied	17	18%	16	14%	10	20%	7	10%	7	16%	9	20%	13	19%	10	11%	4	17%	6	27%
				Dissatisfied	5	5%	5	4%	3	6%	2	3%	2	5%	3	7%	3	4%	4	4%	2	8%	1	5%
				Very dissatisfied	3	3%	2	2%	2	4%	1	1%	1	2%	1	2%	1	1%	1	1%	2	8%	1	5%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	24	25%	36	30%	14	28%	23	32%	10	22%	13	27%	20	28%	31	32%	4	17%	5	21%
				Satisfied	41	43%	47	39%	17	34%	24	34%	24	53%	23	47%	29	41%	39	41%	12	50%	8	33%
				Neither satisfied nor dissatisfied	11	12%	19	16%	7	14%	12	17%	4	9%	7	14%	8	11%	12	13%	3	13%	7	29%
				Dissatisfied	12	13%	13	11%	7	14%	8	11%	5	11%	5	10%	10	14%	9	9%	2	8%	4	17%
				Very dissatisfied	7	7%	5	4%	5	10%	4	6%	2	4%	1	2%	4	6%	5	5%	3	13%	0	0%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	18	19%	21	18%	11	22%	12	17%	7	16%	9	18%	17	24%	17	18%	1	4%	4	17%
				Satisfied	25	26%	28	23%	11	22%	17	24%	14	31%	11	22%	14	20%	23	24%	11	46%	5	21%
				Neither satisfied nor dissatisfied	20	21%	25	21%	11	22%	13	18%	9	20%	12	24%	15	21%	20	21%	5	21%	5	21%
				Dissatisfied	20	21%	26	22%	9	18%	16	23%	11	24%	10	20%	15	21%	21	22%	5	21%	5	21%
				Very dissatisfied	12	13%	20	17%	8	16%	13	18%	4	9%	7	14%	10	14%	15	16%	2	8%	5	21%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	23	24%	N/A	N/A	16	33%	N/A	N/A	7	16%	N/A	N/A	20	28%	N/A	N/A	3	13%	N/A	N/A
				Satisfied	46	49%	N/A	N/A	19	39%	N/A	N/A	27	60%	N/A	N/A	32	45%	N/A	N/A	14	61%	N/A	N/A
				Neither satisfied nor dissatisfied	19	20%	N/A	N/A	11	22%	N/A	N/A	8	18%	N/A	N/A	15	21%	N/A	N/A	4	17%	N/A	N/A
				Dissatisfied	3	3%	N/A	N/A	1	2%	N/A	N/A	2	4%	N/A	N/A	3	4%	N/A	N/A	0	0%	N/A	N/A
				Very dissatisfied	3	3%	N/A	N/A	2	4%	N/A	N/A	1	2%	N/A	N/A	1	1%	N/A	N/A	2	9%	N/A	N/A
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	19	21%	N/A	N/A	11	23%	N/A	N/A	8	19%	N/A	N/A	16	24%	N/A	N/A	3	13%	N/A	N/A
				Satisfied	45	50%	N/A	N/A	21	44%	N/A	N/A	24	57%	N/A	N/A	33	49%	N/A	N/A	12	52%	N/A	N/A
				Neither satisfied nor dissatisfied	22	24%	N/A	N/A	13	27%	N/A	N/A	9	21%	N/A	N/A	16	24%	N/A	N/A	6	26%	N/A	N/A
				Dissatisfied	3	3%	N/A	N/A	2	4%	N/A	N/A	1	2%	N/A	N/A	2	3%	N/A	N/A	1	4%	N/A	N/A
				Very dissatisfied	1	1%	N/A	N/A	1	2%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	1	4%	N/A	N/A
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	27	29%	N/A	N/A	14	28%	N/A	N/A	13	30%	N/A	N/A	24	35%	N/A	N/A	3	13%	N/A	N/A
				Satisfied	45	48%	N/A	N/A	24	48%	N/A	N/A	21	49%	N/A	N/A	33	48%	N/A	N/A	12	50%	N/A	N/A
				Neither satisfied nor dissatisfied	13	14%	N/A	N/A	7	14%	N/A	N/A	6	14%	N/A	N/A	9	13%	N/A	N/A	4	17%	N/A	N/A
				Dissatisfied	4	4%	N/A	N/A	2	4%	N/A	N/A	2	5%	N/A	N/A	1	1%	N/A	N/A	3	13%	N/A	N/A
				Very dissatisfied	4	4%	N/A	N/A	3	6%	N/A	N/A	1	2%	N/A	N/A	2	3%	N/A	N/A	2	8%	N/A	N/A
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	35	36%	N/A	N/A	19	37%	N/A	N/A	16	36%	N/A	N/A	24	33%	N/A	N/A	11	46%	N/A	N/A
				Somewhat agree	43	45%	N/A	N/A	22	43%	N/A	N/A	21	47%	N/A	N/A	35	49%	N/A	N/A	8	33%	N/A	N/A
				Neither agree nor disagree	6	6%	N/A	N/A	2	4%	N/A	N/A	4	9%	N/A	N/A	4	6%	N/A	N/A	2	8%	N/A	N/A
				Somewhat disagree	9	9%	N/A	N/A	7	14%	N/A	N/A	2	4%	N/A	N/A	7	10%	N/A	N/A	2	8%	N/A	N/A
				Strongly disagree	3	3%	N/A	N/A	1	2%	N/A	N/A	2	4%	N/A	N/A	2	3%	N/A	N/A	1	4%	N/A	N/A
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	23	24%	31	26%	11	22%	21	30%	12	27%	10	20%	19	26%	27	28%	4	17%	4	17%
				Satisfied	45	47%	57	48%	23	45%	28	41%	22	50%	29	59%	33	46%	46	48%	12	52%	11	48%
				Neither satisfied nor dissatisfied	16	17%	19	16%	9	18%	16	23%	7	16%	3	6%	11	15%	14	15%	5	22%	5	22%
				Dissatisfied	6	6%	10	8%	4	8%	3	4%	2	5%	7	14%	6	8%	7	7%	0	0%	3	13%
				Very dissatisfied	5	5%	1	1%	4	8%	1	1%	1	2%	0	0%	3	4%	1	1%	2	9%	0	0%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	11	12%	20	17%	5	10%	13	19%	6	14%	7	14%	10	14%	17	18%	1	4%	3	13%
				Satisfied	58	61%	62	53%	32	63%	30	43%	26	59%	32	65%	44	61%	49	52%	14	61%	13	57%
				Neither satisfied nor dissatisfied	16	17%	30	25%	7	14%	21	30%	9	20%	9	18%	11	15%	24	25%	5	22%	6	26%
				Dissatisfied	8	8%	6	5%	6	12%	5	7%	2	5%	1	2%	6	8%	5	5%	2	9%	1	4%
				Very dissatisfied	2	2%	0	0%	1	2%	0	0%	1	2%	0	0%	1	1%	0	0%	1	4%	0	0%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	1	1%	0	0%	0	0%	0	0%	1	3%	0	0%	1	2%	0	0%	0	0%	0	0%
				President	13	16%	20	20%	5	12%	8	14%	8	21%	12	29%	11	19%	14	18%	2	9%	6	26%
				Vice President for Academic Affairs	37	46%	73	73%	22	52%	45	78%	15	39%	28	67%	25	44%	57	74%	12	52%	16	70%
				Academic Dean	3	4%	6	6%	2	5%	5	9%	1	3%	1	2%	3	5%	5	6%	0	0%	1	4%
				Provost	26	33%	0	0%	13	31%	0	0%	13	34%	0	0%	17	30%	0	0%	9	39%	0	0%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Other	0	0%	1	1%	0	0%	0	0%	0	0%	1	2%	0	0%	1	1%	0	0%	0	0%
				Strongly agree	16	24%	21	26%	10	27%	12	26%	6	19%	9	26%	8	17%	14	23%	8	38%	7	37%
				Somewhat agree	33	49%	25	31%	18	49%	20	43%	15	48%	5	15%	26	55%	21	34%	7	33%	4	21%
				Neither agree nor disagree	10	15%	16	20%	4	11%	7	15%	6	19%	9	26%	6	13%	12	20%	4	19%	4	21%
				Somewhat disagree	5	7%	15	19%	3	8%	4	9%	2	6%	11	32%	4	9%	11	18%	1	5%	4	21%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	Strongly disagree	4	6%	3	4%	2	5%	3	7%	2	6%	0	0%	3	6%	3	5%	1	5%	0	0%
				For the rest of my career	17	20%	17	15%	12	26%	11	17%	5	13%	6	13%	13	20%	15	17%	4	19%	2	9%
				For the foreseeable future	32	38%	58	51%	13	28%	35	54%	19	50%	23	48%	28	44%	46	51%	4	19%	12	52%
				For no more than 5 years after earning tenure	13	15%	15	13%	6	13%	8	12%	7	18%	7	15%	11	17%	14	16%	2	10%	1	4%
				I haven't thought that far ahead	23	27%	23	20%	16	34%	11	17%	7	18%	12	25%	12	19%	15	17%	11	52%	8	35%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	7	54%	N/A	N/A	3	50%	N/A	N/A	4	57%	N/A	N/A	6	55%	N/A	N/A	N<5	N<5	N/A	N/A
				Prefer to work in private industry	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A
				Prefer to work in government	1	8%	N/A	N/A	1	17%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A
				Other	5	38%	N/A	N/A	2	33%	N/A	N/A	3	43%	N/A	N/A	5	45%	N/A	N/A	N<5	N<5	N/A	N/A

					CHANGE OVER TIME																			
					Overall				Males				Females				White Faculty				Faculty of Color			
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	33	35%	39	33%	16	33%	24	35%	17	39%	15	31%	26	37%	33	35%	7	32%	6	26%
				Somewhat agree	37	40%	53	45%	21	43%	27	39%	16	36%	26	53%	27	38%	41	43%	10	45%	12	52%
				Neither agree nor disagree	9	10%	12	10%	3	6%	9	13%	6	14%	3	6%	8	11%	11	12%	1	5%	1	4%
				Somewhat disagree	11	12%	12	10%	7	14%	7	10%	4	9%	5	10%	8	11%	9	9%	3	14%	3	13%
				Strongly disagree	3	3%	2	2%	2	4%	2	3%	1	2%	0	0%	2	3%	1	1%	1	5%	1	4%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	48	52%	49	42%	24	48%	29	43%	24	56%	20	42%	37	52%	38	40%	11	50%	11	50%
				Recommend with reservations	38	41%	63	54%	20	40%	36	53%	18	42%	27	56%	29	41%	53	56%	9	41%	10	45%
				Not recommend dept	7	8%	4	3%	6	12%	3	4%	1	2%	1	2%	5	7%	3	3%	2	9%	1	5%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	15	16%	21	18%	10	20%	14	20%	5	11%	7	14%	9	13%	16	17%	6	27%	5	22%
				Good	53	56%	63	53%	26	52%	34	49%	27	61%	29	59%	42	58%	49	51%	11	50%	14	61%
				So-so	22	23%	33	28%	11	22%	20	29%	11	25%	13	27%	18	25%	30	31%	4	18%	3	13%
				Bad	1	1%	1	1%	1	2%	1	1%	0	0%	0	0%	1	1%	0	0%	0	0%	1	4%
				Awful	3	3%	1	1%	2	4%	1	1%	1	2%	0	0%	2	3%	1	1%	1	5%	0	0%

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Policies and Practices: Details

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2010-11

Q34A. 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**.

Q34B. Please rate how **effective or ineffective** each policy has been at your institution.

The following tables show (overall and grouped by gender and race), for each of 20 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).

Policy/Practice	OVERALL				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	44	52% (1)	24%	24%	31%
Elder care	27	43% (2)	13%	44%	40%
An upper limit on committee assignments for tenure-track faculty	85	40% (3)	36%	23%	16%
Financial assistance with housing	56	38% (4)	4%	58%	55%
Tuition waivers (e.g., for child, spouse/partner)	52	37% (5)	40%	23%	13%
Travel funds to present papers or conduct research	99	35% (6)	42%	22%	2%
Professional assistance in obtaining externally funded grants	78	35% (6)	28%	37%	7%
Modified duties for parental or other family reasons (e.g., course release)	41	32% (8)	29%	39%	13%
Spousal/partner hiring program	71	30% (9)	44%	26%	3%
Paid or unpaid research leave	80	30% (9)	38%	33%	9%
Formal mentoring program	97	27% (11)	31%	42%	13%
Peer reviews of teaching or research/creative work	96	25% (12)	51%	24%	5%
Part-time tenure-track position	41	24% (13)	21%	55%	26%
An upper limit on teaching obligations	91	20% (14)	54%	26%	1%
Informal mentoring	96	17% (15)	54%	29%	1%
Stop-the-clock for parental or other family reasons	58	14% (16)	56%	30%	1%
Periodic, formal performance reviews	98	13% (17)	57%	30%	1%
Professional assistance for improving teaching	86	12% (18)	51%	38%	1%
Paid or unpaid personal leave	73	11% (19)	37%	52%	5%
Written summary of periodic performance reviews	98	8% (20)	56%	35%	2%

* 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).

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
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Q34A. 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**.

Q34B. Please rate how **effective or ineffective** each policy has been at your institution.

The following tables show (overall and grouped by gender and race), for each of 20 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).

Policy/Practice	MALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	25	52% (1)	20%	28%	33%
Financial assistance with housing	31	48% (2)	6%	46%	57%
Tuition waivers (e.g., for child, spouse/partner)	31	43% (3)	34%	22%	17%
Travel funds to present papers or conduct research	51	35% (4)	37%	27%	4%
Elder care	18	34% (5)	10%	56%	46%
An upper limit on committee assignments for tenure-track faculty	45	34% (5)	42%	24%	9%
Spousal/partner hiring program	37	34% (5)	38%	27%	3%
Professional assistance in obtaining externally funded grants	40	33% (8)	27%	40%	5%
Modified duties for parental or other family reasons (e.g., course release)	19	32% (9)	16%	52%	16%
Paid or unpaid research leave	40	28% (10)	40%	33%	10%
Formal mentoring program	51	25% (11)	35%	40%	12%
Peer reviews of teaching or research/creative work	50	24% (12)	56%	20%	4%
An upper limit on teaching obligations	49	21% (13)	51%	28%	2%
Part-time tenure-track position	17	18% (14)	18%	64%	24%
Informal mentoring	50	17% (15)	59%	24%	2%
Paid or unpaid personal leave	36	14% (16)	27%	59%	8%
Professional assistance for improving teaching	45	13% (17)	49%	39%	2%
Periodic, formal performance reviews	51	12% (18)	63%	26%	2%
Stop-the-clock for parental or other family reasons	28	10% (19)	57%	32%	0%
Written summary of periodic performance reviews	51	10% (19)	57%	33%	0%

Policy/Practice	FEMALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Elder care	9	67% (1)	22%	11%	22%
Childcare	19	53% (2)	32%	16%	26%
An upper limit on committee assignments for tenure-track faculty	40	50% (3)	27%	23%	28%
Professional assistance in obtaining externally funded grants	38	40% (4)	29%	32%	11%
Travel funds to present papers or conduct research	48	35% (5)	50%	15%	0%
Paid or unpaid research leave	40	33% (6)	35%	32%	8%
Modified duties for parental or other family reasons (e.g., course release)	22	32% (7)	45%	23%	9%
Formal mentoring program	46	31% (8)	24%	46%	15%
Part-time tenure-track position	24	29% (9)	25%	46%	29%
Peer reviews of teaching or research/creative work	46	26% (10)	43%	30%	7%
Tuition waivers (e.g., for child, spouse/partner)	21	24% (11)	52%	24%	5%
Spousal/partner hiring program	34	23% (12)	53%	24%	3%
Financial assistance with housing	25	20% (13)	0%	80%	52%
Stop-the-clock for parental or other family reasons	30	20% (13)	53%	27%	3%
An upper limit on teaching obligations	42	19% (15)	60%	21%	0%
Informal mentoring	46	17% (16)	46%	37%	0%
Periodic, formal performance reviews	47	15% (17)	49%	36%	0%
Professional assistance for improving teaching	41	10% (18)	54%	37%	0%
Written summary of periodic performance reviews	47	6% (19)	55%	38%	4%
Paid or unpaid personal leave	37	5% (20)	51%	43%	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).

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2010-11

Q34A. 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**.

Q34B. Please rate how **effective or ineffective** each policy has been at your institution.

The following tables show (overall and grouped by gender and race), for each of 20 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).

Policy/Practice	WHITE, NON-HISPANIC FACULTY				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	33	54% (1)	20%	25%	35%
Elder care	18	48% (2)	4%	48%	48%
An upper limit on committee assignments for tenure-track faculty	62	48% (2)	30%	22%	17%
Tuition waivers (e.g., for child, spouse/partner)	38	43% (4)	34%	23%	16%
Professional assistance in obtaining externally funded grants	56	40% (5)	22%	39%	9%
Travel funds to present papers or conduct research	75	38% (6)	41%	20%	3%
Paid or unpaid research leave	59	33% (7)	34%	33%	12%
Modified duties for parental or other family reasons (e.g., course release)	29	31% (8)	28%	40%	11%
Financial assistance with housing	41	30% (9)	0%	70%	63%
Part-time tenure-track position	32	30% (9)	24%	46%	30%
Formal mentoring program	72	27% (11)	28%	45%	15%
Peer reviews of teaching or research/creative work	72	27% (11)	51%	22%	7%
Spousal/partner hiring program	55	24% (13)	48%	28%	2%
An upper limit on teaching obligations	67	23% (14)	53%	24%	2%
Informal mentoring	72	16% (15)	54%	31%	0%
Stop-the-clock for parental or other family reasons	45	14% (16)	56%	30%	2%
Periodic, formal performance reviews	74	14% (16)	53%	33%	2%
Paid or unpaid personal leave	52	13% (18)	32%	56%	5%
Professional assistance for improving teaching	62	9% (19)	48%	43%	2%
Written summary of periodic performance reviews	73	8% (20)	54%	38%	2%

Policy/Practice	FACULTY OF COLOR				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Financial assistance with housing	15	60% (1)	14%	26%	31%
Spousal/partner hiring program	16	51% (2)	31%	19%	5%
Childcare	11	46% (3)	34%	19%	17%
Modified duties for parental or other family reasons (e.g., course release)	12	33% (4)	30%	37%	16%
Elder care	9	30% (5)	33%	36%	21%
Travel funds to present papers or conduct research	24	26% (6)	45%	29%	0%
Formal mentoring program	25	26% (6)	40%	34%	9%
Professional assistance in obtaining externally funded grants	22	24% (8)	44%	32%	4%
Informal mentoring	24	23% (9)	53%	24%	5%
Tuition waivers (e.g., for child, spouse/partner)	14	21% (10)	57%	23%	6%
Paid or unpaid research leave	21	20% (11)	48%	32%	0%
Peer reviews of teaching or research/creative work	24	18% (12)	53%	28%	0%
Professional assistance for improving teaching	24	18% (12)	58%	24%	0%
An upper limit on committee assignments for tenure-track faculty	23	17% (14)	55%	28%	12%
Stop-the-clock for parental or other family reasons	13	17% (14)	53%	30%	0%
An upper limit on teaching obligations	24	13% (16)	58%	30%	0%
Periodic, formal performance reviews	24	9% (17)	70%	21%	0%
Written summary of periodic performance reviews	25	9% (17)	63%	29%	0%
Paid or unpaid personal leave	21	5% (19)	51%	44%	5%
Part-time tenure-track position	9	0% (20)	12%	88%	12%

* 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).

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Responses to Open-ended Questions

COACHE

The Collaborative on Academic Careers in Higher Education

RESPONSES TO OPEN-ENDED QUESTIONS

Some COACHE survey questions offered an opportunity for faculty to reply in their own words. Following are the comments provided by respondents at your institution.

27b. On what are tenure decisions in your department primarily based?

Subjects responding "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.") were asked this follow-up question.

Whether members of the administration like you as a person.

Relationships with other faculty.

Relationship, connection, politics. A bad teacher (undergrad students are dropping out year after year), bad advisor (serious issues within research group, which are openly discussed by senior faculty), and bad in service (every Spring, excuses to be away for half a semester in order to attend "field trips", thus absent during both the advising week and faculty meetings), was awarded salary raises and early o'clock to tenure. Department also arranged a full time position for the said person's spouse. All because the said person has 5 simultaneous collaborative nsf proposals, 7 grads, and 1 postdoc working in a hot field! The said person has just deposed his/her spouse (who is stuck with us now) and is revealed to be in intimate relations with his/her long-time collaborator and a top expert in his/her field (also editor in chief in journals this said person publishes in and who also serves perpetually on nsf panels). Thus, new demands were made (we have to do extra meetings to discuss the new development) for further salary increases as well as making a faculty position for the boy/girl friend. Department leadership applauded the development, since the boy/girl friend is extremely famous, exclaiming that with this person on board, our department will have a shot of entering "Top 10". This is an example of the types of politics I have to endure [...] as an assistant prof, while making honest efforts to earn tenure.

Politics, collegiality

politics in the department and college.

Personality and popularity among peers.

Personality -- usually called "collegiality" but really whether or not certain people like or dislike you

People who are judged to do a "good job" at their primary area of responsibility and are well liked are given tenure, regardless of whether they meet standards for scholarship/creative activity.

marital status (divorced). friendliness (very unclear how that is measured). choice of partner (intergenerational relationship)

Internal alliances, clicks, loyalties, bowing down to the loudest and dominant voices in the dept., personal relationships, popularity, and submissiveness.

How well other faculty members like you.

Desire to stay; need; difficulty recruiting.

44a. Please check the two (and only two) *best aspects* about working at your institution.

Subjects responding "Other" were asked to specify.

Friendly work atmosphere

Opportunities to expand my professional skill set

opportunities to work with individuals in other colleges.

Quality of some of my colleagues (not all)

44b. Please check the two (and only two) *worst aspects* about working at your institution.

Subjects responding "Other" were asked to specify.

administrative hire-from-within policy stonewalls excellence.

Distribution of resources to science and engineering in general as well as to our department within the college.

Heavy course load and not enough time for research

Lack of shopping facilities and public transportation

lack of support for extension work

Poor Research Infrastructure (old instrumentation)

46a. Who serves as the chief academic officer at your institution?

Subjects responding "Other" were asked to specify.

No responses.

47b. Why do you plan to remain at your institution for no more than five years after earning tenure?

Subjects responding "For no more than 5 years after earning tenure" to Question 47a ("Assuming you achieve tenure, how long do you plan to remain at your institution?") and who responded "Other" here were asked to specify their reasons.

geographic location

prefer to work closer to family/in urban setting

would like to work with other scholars/policy institutions in my area

Prefer to work in another location

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.

These responses are available, coded by theme, for analysis in the Excel version of your institutional report.

Add support staff, but this is very tightly controlled by administration

As head of household, a {GENDER}, and a working {DEPENDENT}, I wish that there was more value in compensation to be at a competitive salary with my colleagues who are at Research I institutions. As a {RACE} {GENDER}, and the leading scholar in my field, I believe that the compensation for my knowledge and research contribution to my particular institution should be demonstrated in a competitive salary without having to repetitively argue for a higher salary. I hope that my institution may recognize my research efforts in building a strong national platform for the institution in {MY FIELD} and producing a new generation of scholars out of our department.

attract more cutting-edge scientists

better childcare options

Better classroom facilities - more set-ups that support collaborative student work in class

Better health and retirement benefits. Housing allowance. Better child-care support.

Change family leave policies to make it possible for women and men both to have families and a productive career.

Compensation is a very important facet of work place satisfaction. This is our second year with no salary increases.

Create a process for non-tenure track faculty to become tenure-track if they have PhD, publish, etc. This is an issue for my spouse and colleagues, not myself.

Develop an equitable system for allocating resources such as state-funded graduate assistantships and support funding; AND recognize extension as real work.

Encourage collaboration

End the salary freeze. Pay better salaries- ones that are competitive.

Get rid of tenure requirements for librarians; it's unnecessary and irrelevant

Hire more professors in our department. Our department is extremely understaffed and overworked, with a Ph.D. program and the highest number of majors in the college, yet the same size faculty as 18 years ago, when it was much smaller.

I feel our graduate program no longer attracts quality students who can compete globally with other graduate programs throughout the US and the world. Without these students, it is challenging to make meaningful contributions to meaningful scientific problems with the research instrumentation currently available.

I feel that creating an academic environment that is more flexible toward families, with more flexible options for parents on the tenure track, would be an amazing thing at this institution.

I really wish there were statistical consultants available for pre-tenured faculty that do not have the financial means, just starting out, to pay a statistical consultant. In other institutions, this service is available and heavily used.

I'm very satisfied with this institution.

Improve public transportation along with shopping facilities around the university to make the university more attractive globally.

Improve salaries

Increase faculty salaries to competitive level. The reason there is a lot of turnover is because junior faculty in {DEPARTMENT} feels they are underpaid.

Investment in modernizing research facilities.

Invigorate and encourage the Associate and Full Professors to stay active in their fields so they act as an inspiration and role models for pre-tenure faculty.

Junior faculty need support with time management. Although my contract states that 60% of my time is dedicated to teaching and only 30% to research, I feel that my review for tenure is 90% reliant upon research. Senior faculty need to explicitly share time management techniques so junior faculty can reserve more time for research. The only way to be successful is to cut the teaching time in half in order to meet the research tenure criteria.

Keep providing more training for staff and faculty in regard to diversity sensitive issues in the work place and larger community

Keep up with compensation of competitor schools

Library holdings

Make mentoring programs mandatory

More supported time for research.

My institution is professional and supportive. I just wish it was better geographically located and focused more on my research area, but that is not the institution's or my department's fault.

Never grant tenure to newly hired faculty. All faculty, regardless of rank, research record, or reputation, should be subjected to a minimum of a two-year probationary period before being considered for tenure.

New building

Promote diversity.

Provide better training for new department chairs and deans (or make better selections to begin with).

Provide more annual research support/funding to keep up with tenure requirements.

Provide more credit for excellent teaching

Provide stronger support and mentoring in for my research.

Raise tuition (to raise the perceived value)

Reduce politics if possible. Do not force us (pre-tenured faculty) to sit through meetings about how to please another pre-tenured faculty just because this person is well connected, have lots of grants, and has influence. This kind of on-going drama (due to the endless new demands) has eliminated my respect for some senior persons, for their lack of integrity.

Reduced teaching loads.

Reform the University Studies Program requirements that I feel are too demanding and complex for students. A well rounded education is necessary, but here the program is just too much and takes away from time in the major and personal student interest.

Require senior tenured faculty to provide mentorship and support to junior tenure-track faculty

Research support for the humanities

Review and respond to work-load inequities within the department and conduct post tenure review of current tenured faculty

Senior faculty be held to the same expectations as untenured faculty

Solving my two body problems

Strive to create a more diverse community of students, faculty, and staff.

Support junior faculty through the tenure process. Give the benefit of the doubt, at least until year 3. Make tenure and reappointment decisions based on clear criteria.

Tenured faculty should be reviewed by pre-tenure faculty in the same way that pre-tenure faculty are reviewed by those with tenure. I respect the need for freedom of speech, and I do not ask for a review of publications by tenured faculty, but rather a review of performance in the categories of teaching, service, and collegiality. Tenure seems to mark the end of self-criticism in my Dept. Without self-criticism, it is difficult to improve a program.

The clarity of the tenure clock stop policy. Sometimes things happen in life and you need to have a stop on your tenure clock, however the current policy makes that almost impossible.

The university is grossly under resourced in terms of faculty number to support programs, staffing levels to support teaching and research, and research facilities to perform even rudimentary level research (we are less equipped than many non-PhD granting institutions). Science and engineering facilities and resources are meager compared to equivalent institutions. Recently a Nobel Laureate in chemistry told the audience that this was the most miserably equipped university in terms of NMR that he has ever visited in the United

States." He wondered how we could even teach basic chemistry here. We are losing one of our most recognized accomplished scientists (a native Wyomingite no less) due to poor resources and support from the university administration.

There are many inefficiencies in the support services on campus--for example, our system that tracks grades etc. registrar, etc. These inefficiencies drain on my time as well as the time of support staff which, indirectly, effects how I spend my time.

To hire a permanent Research Assistant

While I have not faced problems in my department, some of my pre-tenure colleagues in other departments have had serious problems with the "politics" there. From an institutional standpoint, perhaps it would help if the University played a larger role in tenure decisions, rather than delegating the process mainly to the departments.

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Appendices

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX A. PARTICIPATING INSTITUTIONS

Institutions among current “all comparables”

The following table lists the institutions (with type and cohort) whose results comprise the COACHE dataset. Your report’s “all comparables” data include those institutions of your type, i.e., college or university, as marked below. For institutions participating in multiple cohorts, only the most recent cohort’s data are included in this analysis.

Institution	Type	Cohort
Albright College	College	2011
Auburn University	University	2006, 2009
Ball State University	University	2008, 2011
Barnard College	College	2006, 2011
Bates College	College	2009
Boston University	University	2007, 2010
Brown University	University	2006, 2009
California State University at Fullerton	University	2007, 2011
California State University at San Luis Obispo	University	2007, 2011
Case Western Reserve University	University	2006, 2009
City University of New York	System	
Baruch College	University	2010
Brooklyn College	University	2010
City College	University	2010
College of Staten Island	University	2010
Hunter College	University	2010
John Jay College	University	2010
Lehman College	University	2010
Medgar Evers College	University	2010
New York City College of Technology	University	2009
Queens College	University	2008, 2010
York College	University	2010
Clemson University	University	2006, 2008
Colgate University	College	2008, 2011
College of St. Benedict/St. John’s University	College	2009
Dartmouth College	University	2006, 2009
Delaware State University	University	2009
DePauw University	College	2009

Institution	Type	Cohort
Emerson College	College	2010
Gonzaga University	College	2011
Goucher College	College	2006, 2011
Hamilton College	College	2006, 2009
Hendrix College	College	2008
Hobart and William Smith Colleges	College	2007, 2011
Hofstra University	University	2010
Indiana University	University	2006, 2010
Iowa State University	University	2006, 2010
Ithaca College	College	2008
Kansas State University	University	2006, 2009
Kenyon College	College	2006, 2009
Lafayette College	College	2009
Lehigh University	University	2008
Lewis and Clark College	College	2011
Loyola College in Maryland	University	2009
Loyola Marymount University	University	2009
Macalester College	College	2006, 2009
Manhattanville College	College	2011
McGill University	College	2011
Mississippi State University	University	2009
Montana State University	University	2009
Montclair State University	University	2008, 2011
Mount Holyoke College	College	2009
Northeastern University	University	2006, 2009
Oberlin College	College	2008, 2011
Occidental College	College	2009
Ohio Wesleyan University	College	2010
Pacific Lutheran University	College	2008
Pomona College	College	2011
Rowan University	University	2009
Saint Olaf college	College	2008
Skidmore College	College	2007, 2011
State Council of Higher Education for Virginia	System	
Christopher Newport University	University	2009
James Madison University	University	2009
Old Dominion University	University	2010

Institution	Type	Cohort
University of Virginia	University	2006, 2009
Virginia Commonwealth University	University	2007, 2009
Virginia Polytechnic Institute and State University	University	2006, 2010
Susquehanna University	College	2008
Tufts University	University	2006, 2009
Tulane University	University	2009
Union College	College	2011
University at Buffalo – State University of New York	University	2006, 2009
University of Alabama at Tuscaloosa	University	2008, 2011
University of Arkansas	University	2010
University of Baltimore	University	2010
University of Chicago	University	2009
University of Connecticut	University	2007, 2011
University of Houston	University	2010
University of Illinois at Urbana-Champaign	University	2006, 2009
University of Iowa	University	2008
University of Kansas	University	2006, 2009
University of Kentucky	University	2009
University of Massachusetts at Amherst	University	2008
University of Massachusetts at Lowell	University	2010
University of Memphis	University	2006, 2011
University of Michigan – Flint	University	2009
University of Missouri System	System	
Missouri University of Science and Technology	University	2009
University of Missouri – Columbia	University	2009
University of Missouri – Kansas City	University	2009
University of Missouri – St. Louis	University	2009
University of North Carolina System	System	
Appalachian State University	University	2006, 2009
East Carolina University	University	2006, 2009
Elizabeth City State University	College	2006, 2009
Fayetteville State University	University	2006, 2009
North Carolina A&T State University	University	2006, 2009
North Carolina Central University	University	2006, 2009
North Carolina State University	University	2006, 2009
University of North Carolina at Asheville	College	2006, 2009
University of North Carolina at Chapel Hill	University	2006, 2009
University of North Carolina at Charlotte	University	2006, 2009

Institution	Type	Cohort
University of North Carolina at Greensboro	University	2006, 2009
University of North Carolina at Pembroke	University	2006, 2009
University of North Carolina at Wilmington	University	2006, 2009
Western Carolina University	University	2006, 2009
Winston-Salem State University	University	2006, 2009
University of North Texas	University	2009
University of Puget Sound	College	2009
University of Richmond	College	2007, 2010
University of South Carolina	University	2008
University of Tennessee	University	2007, 2010
University of Texas at Dallas	University	2010
University of Toronto	University	2008
University of Wyoming	University	2008, 2011
Washington State University	University	2009
Wayne State University	University	2010
Wellesley College	College	2008
Wesleyan University	College	2009
West Virginia University	University	2009
Wheaton College (MA)	College	2006, 2009
Whitman College	College	2008

Prior Members

The following table lists the previous members of the Collaborative. Faculty at these institutions have completed the survey more than three years ago, so their data are not included in the “all comparables” analysis.

Institution	Type	Cohort
Amherst College	College	2007
Arizona State University	University	2006
Bowdoin College	College	2007
California State Polytechnic University, Pomona	University	2007
California State University at Long Beach	University	2007
California State University at San Bernardino	University	2007
California State University at San Marcos	University	2007
Carleton College	College	2007
College of Holy Cross	College	2007
College of Wooster	College	2007
Connecticut College	College	2007

Institution	Type	Cohort
Davidson College	College	2006
Denison University	College	2006
Drexel University	University	2007
Duke University	University	2006
Hampshire College	College	2006
Harvard University	University	2006
Michigan State University	University	2006
North Dakota State University	University	2007
Ohio State University	University	2006
Ohio University	University	2007
Richard Stockton College of New Jersey	College	2006
Sonoma State University	University	2007
Stanford University	University	2006
Syracuse University	University	2006
Texas Tech University	University	2006
Trinity College	College	2007
University at Albany – State University of New York	University	2006
University of Arizona	University	2006
University of Cincinnati	University	2007
University of Minnesota	University	2006
University of Notre Dame	University	2007
Wabash College	College	2006

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX C. SUGGESTIONS FOR ACTION

COACHE member colleges and universities have found various ways—many proven, others novel—to get the most out of their investments in the Collaborative. Based on their experiences, we have compiled the following example actions for your consideration as you prepare your institution's response to the COACHE survey. Please contact COACHE for information about specific actions taken by member institutions.

Dissemination of results

- Share your COACHE highlights with all or some combination of the following groups:
 - Pre-tenure faculty, tenured faculty, and the faculty senate
 - Deans and department chairs
 - Senior administrators in academic affairs, human resources, institutional research
 - President/Chancellor and Board of Trustees/Regents
 - Search committees
 - Other campus-wide committees (e.g., Promotion & Tenure, Status of Women, Diversity)
 - Grant-seekers (e.g., NSF ADVANCE)
- Hold workshops and forums with these constituents, together or apart, to discuss possible actions in response to your COACHE findings. (COACHE staff are available to facilitate such events.) For example, pre-tenure faculty could meet as a group, with no others present, to address major findings and to recommend changes in policy and practice.
- Ask questions to organize and catalyze the conversations around COACHE. For example:
 - What confirmed (or defied) conventional wisdom?
 - What are the surprises? Disparities? Lessons? Implications?
 - Do the experiences of pre-tenure faculty here differ materially from their counterparts at peer institutions? By benchmark? If you have these data, by gender, race/ethnicity, or academic area?
 - If we were going to take two or three actions to demonstrate that faculty contributions to this survey made a difference, what would we do?
- Identify aspects of the report that could be used to bolster recruitment of new faculty.
- Disclose some or all of your results on your web site. Many colleges and universities have found this to be an appropriate way to highlight institutional strengths, and demonstrate their commitment to improving quality in those areas of concern.
- Organize a meeting and debriefing among the academic leaders of the peer institutions that you have selected. Discuss best practices and common problems.

- Most importantly, follow through on the plans that result from these activities. Hold administrators and committees accountable to measurable outcomes, such as improved recruiting or retention metrics or improved ratings on various COACHE themes.

Tenure clarity

- Hire tenure-track faculty with the expectation that they will achieve tenure. This may sound obvious, but it isn't always, and it should be explicit. After all, hiring on the tenure-track is an expensive proposition and, if all goes well, the faculty member may stay for their entire career. Transparency of expectations begins in the interview process and ought to be reinforced upon their arrival and throughout the tenure track. Emphasize that your institution hires pre-tenure faculty because you believe they will succeed in getting to tenure.
- If possible, set weights or priorities with tenure-track faculty members so that they know what counts most and can focus their work in those areas. If all areas are equally important, that should also be made clear to tenure-track faculty.
- If collegiality, outreach, and service count in the tenure process, be sure to define the concept and say how it counts and how it will be measured.
- Provide relevant written information and mentors/guidance. Pre-tenure faculty members should be informed about where to find all the information they need to get started and feel comfortable on campus and also about how to get tenure. They appreciate clear websites with easy links to relevant policies, people, time lines, flow charts, coversheets, and checklists. Include, visible to all faculty, guidelines for faculty, deans, chairs, the tenure & promotion committee, and search committees. However, always beware of too much information—periodically compile, compress, and synthesize.
- Require departments to distribute explicit policy/guidelines for tenuring faculty, particularly for those with joint appointments. Pair your university-wide policy (developed by the Provost's Office) with secondary policies that explain the tenure expectations at each of the schools within the institution.
- Use explicit language in the faculty handbook regarding the criteria for evaluation. For example, one university handbook states that "teaching excellence is the *sine qua non* for retention and advancement," and that "nothing can extenuate poor teaching." This handbook specifies five essential elements of effective teaching, five for scholarship, and eight for service.
- Keep a "core dossier" maintained by the provost's office. It should be a shared template outlining what will be measured. If collegiality, for example, is important to your institution's mission, it would be in the core dossier. Allow for *minor* local variations according to discipline—but this document is where the institutional priorities for tenure are codified. Provide each faculty member access to his/her electronic dossier as an "organic," evolving document.

- Provide new faculty orientation as well as workshops to support effective teaching and research throughout the pre-tenure years. Make orientation of new faculty frequent and mandatory throughout the first year, for the sake of sustained guidance and introduction to university culture.
- Consider making your new faculty orientation program begin with a three day event. Use the first day to focus on introducing new faculty to the structure and functions of the university, the second day to offer sessions on teaching and learning, and the third day to discuss research and scholarship.
- Suggest to new faculty: “The minute you leave faculty orientation, start your dossier.” Provide sample dossiers to pre-tenure faculty and sample feedback letters to those responsible for writing them.
- Host Q&A sessions and provide other venues (perhaps a confidential website) where pre-tenure faculty can safely ask difficult questions and have them answered by those who know.
- Ensure open doors to the chair and senior faculty members. The most satisfied junior faculty have access to the chair and other senior colleagues not only for questions about tenure but also for feedback, opportunities to collaborate, and collegueship.
- Provide plenty of feedback all along the way. Very few new faculty members want *less* feedback. Draft a “statement of mutual expectations” with each faculty member by no later than the end of the first year. Have consistent, thorough performance reviews against specific criteria during pre-tenure faculty members’ second, fourth, and sixth years and abbreviated reviews in years three and five. For all reviews, provide written summaries.
- Provide education sessions, as needed, for new chairs to learn how to deliver clear performance feedback to pre-tenure faculty annually and more comprehensively at the mid-point.
- Hold forums with associate professors, as well, to discuss and clarify the issues surrounding promotion to full professor, including pedagogy, time management, and balance between teaching, research, and service.
- Consider reviewing and rewriting the code of academic freedom and tenure to clarify the process and criteria; to strengthen the role of tenure committees; and to codify a timely review of faculty teaching and scholarship.
- Form a committee on Academic Excellence and Equity (as one COACHE member did, following a coincidence of multiple tenure denials) charged with determining general barriers to tenure for faculty; answering whether there are particular barriers for women and minorities;

identifying best practices within schools and departments; and finally, recommending policy changes.

Provide workshops for pre-tenure faculty

- Organize periodic workshops for tenure-track faculty hosted by the provost to provide an in-depth explanation of the institution's tenure process and criteria. Invite deans and current *and* former chairs of the Tenure & Promotion Committees. Follow the meeting with break-out sessions led by experienced tenured faculty from different academic disciplines, who have served on the appointment and promotions advisory board or committee, and who are equipped to give their pre-tenure colleagues advice about how to navigate the process. One institution runs a program called "Survive and Thrive in (our institution's) Tenure System," which walks participants through the process and suggests ways to track and document their accomplishments. The morning concludes with an hour during which assistant professors ask questions and raise concerns with a panel of chairs and tenured faculty.
- Host smaller workshops on guidelines for drafting CVs and promotion and tenure dossiers.
- Host workshops on matters of relevance and anxiety to faculty, e.g., Achieving Tenure, Getting Grants, Starting a Lab, Getting Published, Improving Teaching, Giving Feedback to Students, Time Management, When and How to Ask for Help/Mentoring.

Engage leadership

- Suggest that chairs invite their pre-tenure faculty to lunch individually or together (e.g., to informal "brown-bag" lunches) to create open forums where they are encouraged to ask questions regarding the tenure process.
- Ask questions of your chairs and faculty to determine whether your departments (and/or institution) are primarily oral cultures or written ones. If the former, challenge them to become the latter.
- Have the chair of the Tenure and Promotions Committee meet with pre-tenure faculty at the beginning of the tenure review year.
- For new deans or chairs, require a detailed plan for approaching their new roles. Such a document contains teaching, research, and service expectations for all faculty in the department or school. It also details a process for buying out teaching, for equitable assignment of classes and service, and for identifying constituents on various committees (e.g., curriculum committee).
- At regular intervals, conduct, for each department, a self-study financed by the college to bring in five eminent scholars in the field to review the program. Not a judgment, but a process by which the members of the department can clarify their department's identity and together establish goals for the long-term. Make it completely transparent and data-driven, and include the provost, vice/associate provosts, dean, and undergraduate dean. The process should include a thorough examination of the deans' and chairs' plans (as mentioned in the preceding item).

This “academic program review” is one way that ineffective chairs are identified in as impersonal a way as possible.

- Provide chairs with examples of “good” (explicit) and “bad” (vague) annual review letters, and with lists of common problems.
- Organize a task force to improve the institution’s tenure process. Consider recognizing service to community, leadership of programs that enhance diversity and training of faculty, as well as innovations that improve access and equity in the academy.
- Value leadership development by focusing more on leadership qualities in tenure decisions, towards creating a sustained flow of leaders into the ranks of tenured faculty.
- Create multiple opportunities for sharing of ideas across departments by establishing professional development workshops for senior faculty and chairs and holding department chair retreats at least annually.
- Use deans’ summer retreats for leadership development and encouragement, and for considering COACHE findings.

Nature of the Work: Research and Teaching

- Presidential and provostial leadership in stressing the importance of excellence in research and teaching is crucial substantively and symbolically. Provide space for interdisciplinary research and improving the faculty work environment. Develop an atmosphere in which various schools and divisions have the necessary autonomy to decide what will work best in their culture and spread best practices by word of mouth across the campus. Consider providing financial support to empower deans and department heads to build effectiveness through teamwork.
- Have formal offices and programs to support faculty work. Dedication of resources to supporting faculty work is one clear indicator of how important faculty are to institutional success.
- Offer pre-award support to faculty preparing proposals for outside funding. Less common, but equally important, is post-award support.
- Faculty are grateful for internal grants, even in small amounts, especially in the humanities where typically less money is needed to support faculty research.
- Invest in a teaching and learning center. Many pre-tenure faculty are better researchers than teachers, in part because they may not have teaching experience, depending on their graduate training. Even if they have experience, they may need additional pointers to improve; they find on-campus support extremely helpful.

- Research institutes may be a source of internal grant support, but beyond that, they are places where pre-tenure faculty can find collaborators and engage in interdisciplinary work.
- Pre-tenure faculty appreciate the opportunities that colloquia provide to present their research on campus, receive feedback, and fine-tune their work prior to presenting at a national conference.
- For the sake of workload equity, set the expectation that junior and senior faculty alike teach introductory courses and large seminars.
- Many institutions provide course load reduction and relief from burdensome committee service during the early years so that pre-tenure faculty can get their research program off the ground.
- Provide a professional development leave during their probationary years.
- Provide travel support and research assistants. At most universities, outside letters of recommendation are required to gain tenure and promotion; therefore, it is necessary to become known outside one's own institution, which often requires travel to conferences or to conduct research remotely. Thus, pre-tenure faculty require funding for such purposes and are grateful for internal travel stipends (along with that provided in grants). Research assistants are also valued.

Foster a supportive culture for excellence in research

- Host seminars on lab management for all tenure-track faculty who need it. COACHE interviews indicate that new faculty will be more effective teachers and researchers if they receive training on how to manage their labs.
- Invite accomplished scholars in the specialty area of a pre-tenure faculty member to spend a day or two on campus to discuss his or her research and give feedback.
- Provide annual grant-writing workshops and encourage departments to hold more localized grant-writing study sessions. One institution calls its grant-writing workshop "Principal Investigator 101" and targets post-doctoral students and pre-tenure faculty.
- Send regular emails that outline available grants and provide information on how to apply for them. These are more effective when they are sent from the chair or dean.
- Encourage new faculty to apply for awards, RFPs, and grants. Offer to read manuscripts and research proposals. Petition publishers and presses on behalf of their work.

Foster a supportive culture for excellence in teaching

- Create a "Center for Teaching and Learning" to help faculty improve their instructional skills. Some institutions use interactive theatre to portray the complexities and challenges of academic situations. Faculty can either be actors or members of the audience. Following each sketch the

audience can ask questions of the actors. A professional facilitator guides the discussion providing expertise and research-based information in the process.

- Assist new faculty with core courses by sharing course notes. Also, help new faculty by reviewing their exams for the appropriate level of difficulty.
- Offer to observe a class, or two (outside of any sort of formal review process) to give feedback and tips to new faculty.
- Allow new faculty to observe one of your classes and discuss pedagogy options and choices.

Provide monetary support

- Assess the research and teaching assistance provided by graduate students. Increase funding in this area if necessary.
- Create a “Faculty Travel Fund” to encourage travel for professional and scholarly purposes by members of the faculty who have no other source of funds. Full-time, voting members of the faculty are eligible each fiscal year for reimbursement from this Fund for one trip related to professorial activities.
- If feasible, grant an annual stipend of several thousand dollars to faculty to spend at their discretion in support of their research programs.
- Offer your faculty “Say Yes” funds (e.g., small sums of money raised through outside donors) which allows chairs to support pre-tenure colleagues’ professional development and research needs.

Be transparent

- Encourage chairs to hold discussions with all faculty around how teaching assignments are made. Keep it transparent and equitable (load/level).
- Use explicit language regarding the expected teaching load of pre-tenure faculty. At one institution, the Provost’s Office provided a clear upper limit on teaching by publishing a range in their faculty handbook.
- Be explicit and tell faculty when they should hold off on developing new courses and to focus on research.

Other ideas

- Consider permitting pre-tenure faculty to take a full-year sabbatical leave at half pay or a semester at full pay.
- Create an “Excellence in Diversity Fellows Program” that offers minority tenure-track faculty support for teaching, research and publishing, and networking opportunities.

- Foster a commitment to interdisciplinary research through cross-departmental faculty seminars and working groups that provide opportunities for faculty to collaborate on research projects.
- Appoint ad hoc advisory committees to meet every six months with pre-tenure faculty. Each committee should have two tenured faculty members, one to focus on teaching and the other on research.
- Consider scaling back the teaching load of pre-tenure faculty during their first year. Some institutions offer one semester free of teaching while others offer two.

Work/Life Balance

Institutionalizing work/life balance

- Hire personnel to staff Work-Life offices. This is important not only to get the job done but also for symbolic reasons. Putting resources at something signifies that it matters, well beyond the typical rhetoric. It is extremely unlikely that universities will need fewer personnel in the future to attend to these matters.
- Have written policies. If it were ever the case, it no longer is, that junior faculty will be placated by hearing, “This is a family-friendly place” or, “There’s plenty of work-life balance here.” In addition to assuring pre-tenure faculty that the institution is doing more than just paying lip-service to work-life balance, written policies provide clarity, consistency, and transparency which leads to greater fairness and equity. Written policies are also a primary indicator of how family-friendly a campus actually is.

Policy areas for written codification include:

- Dual-career couples hiring
 - Early promotion and tenure
 - Parental leave
 - Modified duties
 - Part-time tenure option
 - Stop-the-tenure-clock provisions
- Ensure that written policies are communicated to everyone – pre-tenure *and* senior faculty members, department chairs, heads, *and* deans.
 - Ensure that written policies are easily accessible on a user-friendly website.
 - Childcare, eldercare, lactation rooms, flexibility, social occasions with kids included are all relevant practices that help ensure a viable workplace for the future.

Flexible work arrangements and scheduling

- Create a “flexible work arrangements policy” or “workload relief plan” that helps pre-tenure faculty when confronted with family-related issues such as an ill child, parent, or spouse/partner, to scale back (instead of taking full, unpaid leave) for a semester. Renewal should be allowed for up to three years but only when it does not infringe on the department’s ability to carry out its mission.
- Consider changing the time of regular departmental meetings if they are conducted later in the day. Faculty with children appreciate late-afternoon flexibility with their schedules.

Stop-the-clock and parental leave

- Make your stop-the-clock policy automatic for birth mothers and primary caregivers. Paid parental leave should also be automatic upon notification of the birth or adoption of a child. Streamline stop-the-clock and parental leave policies so that they complement each other and reduce paperwork.
- Implement a “Parental Leave Policy” that provides funding for at least 12 weeks of leave for new mothers and four weeks for new fathers and adoptive parents.
- Expand your stop-the-clock policy to include eldercare or other dependent care responsibilities.
- Use explicit language regarding your stop-the-clock and personal leave policies.
- Reinforce with oral and written communication that, other things being equal, time spent on a personal leave of absence, of any duration, shall not affect an individual's promotion, tenure status, or eligibility for sabbatical leave.

Spousal/Partner hiring

- Consider spousal hiring arrangements with local institutions. These mutually beneficial collaborations help faculty and institutions negotiate dual-career challenges.
- Consider subscribing to your regional chapter of the Higher Education Recruitment Consortium (HERC), an organization that provides resources to assist the spouses and partners of faculty in finding local employment and information on opportunities for dual-career academics, thus aiding in its member institutions’ ability to recruit and retain faculty.
- Create/allow for administrative positions with teaching components. Some institutions have found that spousal hiring is more successful when such “blended” positions are available.

Childcare/Eldercare

- Assess the effectiveness of your childcare offerings by surveying faculty with children under the age of 10. You may also hire an outside consultant to assess the childcare needs of faculty, staff, and students, and develop ways in which your institution might respond to those needs.

- Implement an emergency back-up childcare program that provides last-minute assistance for faculty who need it. “Parents in a Pinch” is an example of a program that offers early evening babysitters for up to three children at a time in campus offices and classrooms.
- Create a web site dedicated specifically to childcare and eldercare needs. This can be a useful space to grow parent and babysitter networks, recommend care providers, and disseminate important contact information.
- If you do not provide it already, consider offering on-campus childcare. If this is not feasible, contact local providers and secure additional childcare slots for your faculty. If a local childcare provider space is not conducive to your needs, offer to help with expansion and renovation with the stipulation that your faculty get first priority for childcare.
- Institute a subsidy grant program to assist faculty with the costs of childcare. For example, one institution grants \$5,000 a year to qualified faculty with children under 10 years of age.
- Offer dependent-care funding for faculty that are traveling for work and either need to arrange local care for their dependents or take dependents with them. Institutions typically offer qualifying faculty \$500 to \$1,000 annually.
- Assist faculty that adopt a child by implementing an adoption reimbursement program. For example, one institution provides a maximum of \$10,000 for up to two adoptions for faculty who adopt children under the age of 18. Qualifying expenses include adoption agency fees, court fees, medical fees for the child (not covered by insurance), immigration fees, and temporary foster care charges provided before the child is brought home.
- Outsource an expert on eldercare issues who either finds high quality eldercare options wherever in the nation your faculty member’s need may be, or has access to a referral service that does this.

Other ideas

- Conduct workshops for department chairs that develop a better understanding of faculty member work/family issues and encourage more consistent policy implementation.
- Publish a family-oriented brochure outlining the programs, policies, and resources that your institution offers to support faculty who balance the demands of academe and family life.
- Initiate a tuition grant program that helps faculty pay for their child’s undergraduate college education. For example, one institution offers to pay the lesser amount between half of their current tuition or the cost of attendance at another institution.
- Help to facilitate faculty home ownership by offering/building on-campus housing available for purchase.

Climate, Culture and Collegiality

- Ensure opportunities for faculty to form networks and collaborate. The best campus climates for pre-tenure faculty are ones where there are many prospects for faculty to interact in a variety of settings.
- Stress the importance of community. Faculty, who reported that their campuses feel like “home” and their colleagues, by and large, feel like “family,” felt more positively about their work experiences. Faculty and administrators on these campuses are deliberate about supporting social interactions among colleagues.
- Stress the value of shared governance, but level the playing field for all by cultivating a sense that senior and junior faculty are “all in it together.”
- Lead from the top and develop other leaders. There should be a clear message from the central administration that the faculty are of paramount importance to advancing the academic mission. Rather than leaving leadership development to chance, deans and chairs should be engaged through conversations, workshops, brown bag lunches, and other forums.

Foster collaboration

- Consider distributing career development awards that tenure-track faculty can use to build bridges with mentors at other institutions and to start collaborative projects with tenured faculty elsewhere.
- Hold colloquia that allow faculty to share their research with departmental colleagues, other interested faculty, and graduate students.
- Provide opportunities for faculty to collaborate on research projects by offering cross-departmental faculty seminars and working groups.
- Ask senior faculty to offer to share their equipment and supplies with junior faculty who may benefit from having access to them.
- Pair each new faculty member with a tenured colleague to team-teach a course during their first year on campus.
- Form a “WAG” or “Writing Accountability Group” comprised of pre-tenure and tenured faculty who set deadlines for each other and review each other’s work. Such reading and writing groups can help faculty bring work to fruition.
- Establish programs that support and clarify scholarly writing practices, preparation of candidate statement, and grant-writing processes (e.g., through a one-day workshop offered in house or through consultants)

Foster networking and community

- Organize a “Pre-Tenure Faculty Caucus” to provide pre-tenure faculty with the opportunity to network with tenured faculty.
- Organize departmental faculty retreats where pre-tenure faculty introduce themselves and their work to the entire department. These off-site retreats help build a sense of intellectual and social community.
- Create a “New Faculty Institute” where pre-tenure faculty meet six to seven times during the first academic year to address different issues and topics (such as annual performance evaluations, promotion and tenure, etc.). The Institute provides new faculty with opportunities to learn from tenured faculty and to network with one another during the course of the academic year.
- Expand the number of social gatherings that you offer for new faculty by encouraging collaborative ventures between the Office of Faculty Development and academic departments. These events give new and early career faculty the opportunity to meet new colleagues, network, and explore the campus. One institution created an event called “Third Thursdays for Faculty.” On the third Thursday of every month, pre-tenure and tenured faculty from various disciplines meet in a social setting on campus.

Foster mentoring... and make it stick

- Ensure instrumental mentoring for all tenure-track faculty. The best mentors provide psychological support as well as instrumental assistance. Importantly, mentoring should meet the individual’s needs; don’t make assumptions about what type of mentoring early career faculty will want (or even if they’ll want it at all). Written, departmental guidelines can be helpful for both mentors and protégés.
- Ideally, the quality of mentoring should be evaluated *and* mentors should be rewarded for this work. Promote high quality mentoring with an “Excellence in Mentoring” award (e.g., \$5,000 annually) as an incentive. Such awards bring faculty mentors public recognition and peer acknowledgment.
- Consider forming a group-based mentoring program. For example, one institution calls their program “Parallel Paths” and has volunteer mentors meet with groups of pre-tenure faculty once a month to explore and discuss a variety of faculty issues.
- Match pre-tenure faculty who want a mentor with volunteer tenured faculty outside of their department. One institution calls these tenured faculty “culture mentors” because they allow pre-tenure faculty to engage in safe and open dialogue regarding departmental norms.
- Offer micro-grants to faculty to create their own mentoring network and to departments to promote substantive mentoring activities. Some institutions find these are an excellent incentive to motivate pre-tenure faculty to take an active role in the development of a mentoring relationship.

- Include assessment of mentoring in program review guidelines for academic units.
- Suggest that mentors develop a “Professional Development Plan” with their mentee. These plans can provide clear guidance for pre-tenure faculty by outlining specific professional goals that touch on research, teaching, and service. Regular meetings between mentor and mentee can then be used to track progress in relation to the plan.
- Offer pre-tenure faculty seminars to provide a safe space to show their evaluations to others and to discuss clarity and equity in the workplace. One member institution has two faculty members run the seminar for a small stipend.
- Develop a mentoring handbook available for browsing on a well-advertised (and well-organized) website.
- Beyond orientation programs in the first year, build a “Connected Colleague” program that pairs second-year faculty with a mentor from another department.
- Through workshops, train mentors and assist academic units in building their own mentoring programs tailored to their fields and faculty.
- Educate junior faculty on the importance of mentoring to career development and success.
- Hold regular networking events to allow faculty to discuss writing and grant proposals and make connections with faculty in other disciplines.
- Identify and address the mentorship needs of mid-career faculty, fixed-term faculty and faculty undertaking leadership roles.

Encourage dialogue and candor

- Create “open forum” discussions where pre-tenure faculty are encouraged to ask questions regarding institutional policy and practice. At one institution, department chairs invite pre-tenure faculty to open forum lunches both individually and as a group.
- Foster a culture of informal mentoring where tenure-track faculty feel comfortable approaching a tenured colleague or department chair with questions about the tenure process, for help with a grant proposal, or for advice on where to publish.
- Schedule monthly brown-bag lunches where a tenure-track faculty member is encouraged to present his or her current research to departmental colleagues.
- Encourage pre-tenure faculty to form an “Untenured Faculty Organization” or “UFO” which brings early-career faculty together from across campus to share experiences and discuss issues.
- Initiate programs that encourage interaction between faculty and the provost’s office, between senior and junior faculty, between chairs and deans—all toward building informal partnerships and a sense of community.

Focus on climate and diversity

- Conduct a campus climate survey across the institution as a follow-up to the sentiments expressed by pre-tenure faculty in the COACHE data.
- Create a “Faculty Development and Diversity Fund” where departments apply for the funding of programs that demonstrably advance diversity.
- Promote awareness of gender issues by centralizing resources and offering programs through a “Women’s Center.” One institution states that their Women’s Center “is committed to creating a welcoming environment that encourages diversity of perspective, experience, and values.” These centers create a more inclusive and appreciative culture by supporting female contributions that “challenge, motivate, and inspire.”
- Distribute explicit materials in support of faculty diversity on campus. For example, one institution created “Building on Excellence: Guide to Recruiting and Retaining an Excellent and Diverse Faculty.” Encourage your deans to hold their department chairs accountable by requesting an annual report of actions taken to improve faculty diversity and evaluating how well the chairs are meeting certain diversity objectives during performance reviews.
- Offer post-doctoral programs for minority and female academics as a means of addressing the lack of women and under-represented minority faculty in certain fields.
- Consider providing loan forgiveness for doctoral students who continue to work for your institution. One member institution calls this their “Grow-Your-Own” program and has seen increased diversity in their student and faculty populations as a result.
- Make your appreciation of faculty explicit. One member institution offers a banquet specifically to say “thank you” to the faculty and staff for their hard work during the year.
- Form a committee whose purpose is to review policies, processes, and practices that might impede the recruitment, retention, and development of minority faculty.
- Support women faculty. Use forums to inform policy revisions on issues such as the departmental distribution of service between men and women; barriers to promotion; work-life balance; mentoring opportunities; and stop-the-clock tenure policies.
- Pursue NSF ADVANCE grants to better understand issues related to women in STEM fields. If you don’t win grants to build new programs, work with and learn from ADVANCE institutions who have.

Build a culture of support

- Challenge your department chairs and tenured faculty to stop by the offices of pre-tenure faculty to chat with them in a personal, face-to-face manner.
- Once per semester, convene from across the university everyone involved in faculty development within their departments and schools to discuss, among other activities, mentorship programs.

- Emphasize that hiring a pre-tenure faculty member is an investment of departmental resources and that for the health and wellbeing of the department. Encourage a climate where everyone has a stake in that person's success.
- Encourage each department to create a list of the 10 practices everyone must abide by. When tenured faculty engage in behaviors that are inconsistent with departmental principles, pre-tenure faculty can challenge and identify them without risking their chances for promotion and tenure.



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