

# COACHE

the collaborative on academic careers in higher education

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A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

## Tenure-Track Faculty Job Satisfaction Survey

Institutional Report:  
University of North Carolina at Charlotte

2005-2006



**HARVARD**  
**GRADUATE SCHOOL OF EDUCATION**

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## INTRODUCTION

### *Overview*

The principal purposes of the Collaborative on Academic Careers in Higher Education (COACHE) survey are two-fold: (1) to further enlighten academic leaders about the experiences and concerns of full-time, tenure-track junior faculty; and (2) to provide data that lead to informed discussions and appropriate actions to improve the quality of work life for junior 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 *Method* 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, 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<sup>®</sup> provides academic leaders with a powerful lever to enhance the quality of work life for junior faculty. Each section of the report provides not only interesting data, but also actionable diagnoses. The data are a springboard to workplace improvements, more responsive policies and practices, and an earned reputation as a great place for junior faculty to work.

### *Suggestions for Further Action*

To derive the greatest impact and value from your COACHE report, you may wish to consider these suggestions for further action:

- Share the report, especially the Executive Summary, with deans, department chairs, and faculty leaders, and then convene the group to discuss major findings, implications, and action steps.
- Ask leaders of academic areas with especially high scores to share “best practices” with other department chairs and deans.
- Share the report with the Chief Diversity/Affirmative Action Officer and other administrators to discuss major findings, implications, and action steps.
- Share the Executive Summary or the entire report with junior faculty. Invite them to meet in plenary sessions or in academic or demographic sub-groups, with no others present, to discuss the major findings and to recommend changes in policy and practice.
- Share this report with relevant committees on campus (e.g., Committee on the Status of Minorities/Women) to discuss findings and implications.
- Discuss highlights from the report and policy or strategy implications with the institution’s governing board.

- Organize a meeting and debriefing, or at least a conference call, among counterparts at the peer institutions that you have selected. Discuss best practices and common problems.
- Organize a workshop for department chairs that distills what the institution has learned from the report and from conversations with COACHE peers.
- Identify aspects of the report that could be used to bolster recruitment of new faculty.
- Ask institutional research and human resources staff to analyze the relationship (or disconnects) between reported results and institutional policies and practices.
- Instruct institutional research staff to consider the detailed results in the frequency tables (Appendix A) to provide a more in-depth, locally-relevant analysis for academic leaders.
- Contact COACHE staff about our follow-up services, such as an on-site visit or additional statistical analyses.

## ***Method***

### **Development of the Survey**

The chief aim in developing the COACHE Tenure-Track Faculty Job Satisfaction Survey was to assess, in a comprehensive and quantitative way, junior 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 instrument was developed in several stages over a period of four years.

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 experts on survey development, COACHE researchers developed a web-based survey prototype that was then tested in a pilot study of 1,188 junior faculty members at 12 institutions.

We solicited feedback about the survey by conducting follow-up interviews with a sub-sample of the respondents of the pilot study. The survey was revised in light of this feedback.

### **Survey Administration**

#### ***Identification of subjects***

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 Summer 2005 (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 page 6 for response rates at your institution by race and gender.

*Procedure for subject recruitment and participation*

Subjects first received a letter about the survey from their institution's president or chief academic officer. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Participants accessed a secure server through their own unique link provided by COACHE and responded to a series of 50 multiple-choice and open ended questions. The average survey completion time was approximately 20 minutes.

**Data Conditioning**

*Criteria for including a participant's responses in the data set*

For a participant's responses to be included in the data set, s/he had to give at least one meaningful response for Questions 19-50. The responses of respondents who either terminated the survey before Question 19 or chose only *NA* or *Decline to Respond* for these questions were removed from the data set.

*Sample balancing/data weighting*

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by race and gender (e.g., Hispanic males, Asian females, etc.). Applying these weights to the data thus allowed the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution's actual population of junior faculty. (See page 6 for your institution's weight scale).

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## Survey Results

## HOW TO READ THIS REPORT

This section presents the results of each survey question for the group as a whole (Overall Results), for males and females separately (Gender Results), and for white faculty and faculty of color (Race Results). Below we explain each type of statement in detail.

### A. At your institution:

Statements under this heading compare the mean scores of subgroups defined by gender or by race. A *t-test* conducted at the standard  $p < .05$  level was used to test for statistically significant differences. *Because differences in means between subgroups with fewer than 30 participants are difficult to detect with statistical tests, meaningful differences might exist regardless of the test results.*

### B. Compared to your peers:

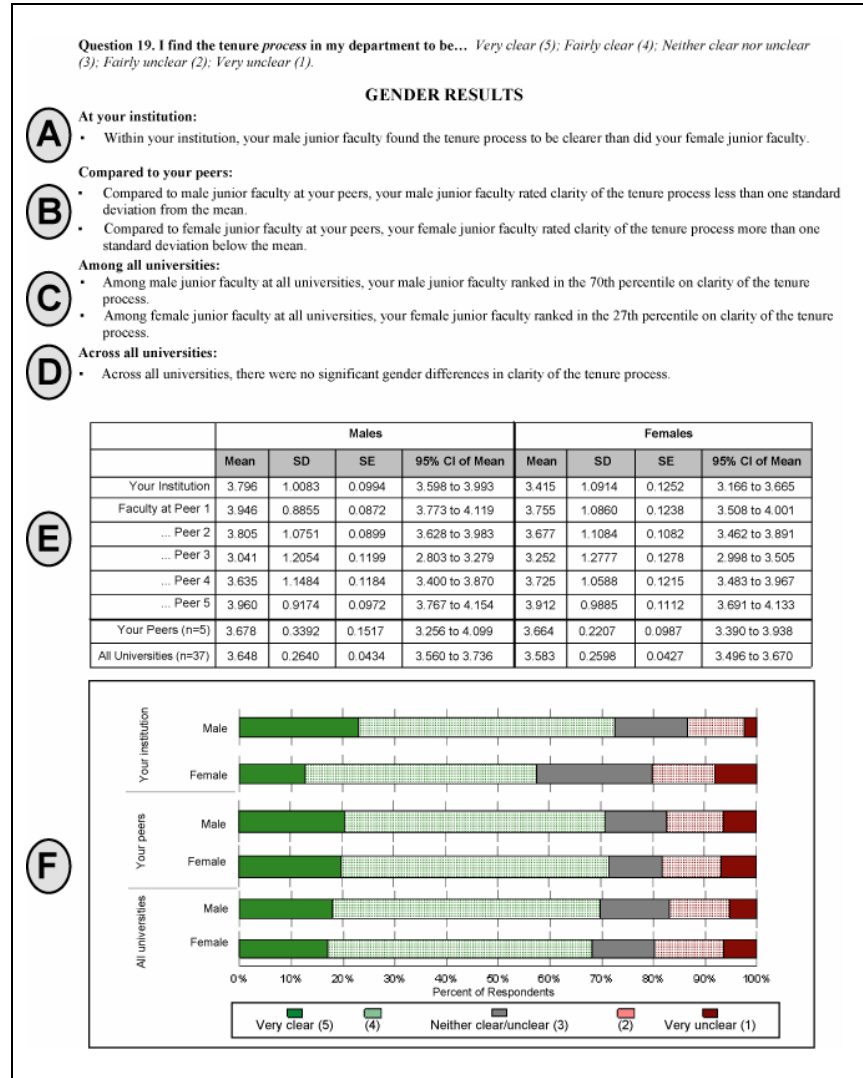
These statements indicate your faculty's mean score relative to those at your peer institutions. A score that is more than one *s.d.* above (or below) the mean lies somewhere in the top (or bottom) 16% of scores; a score that is less than one *s.d.* from the mean lies somewhere within the middle 68% of scores.

**C. Among all universities:** These statements indicate your faculty's mean score relative to all participating COACHE universities. A score's percentile rank specifies the percentage of all scores that are at or below that score. In the context of this survey, higher percentile ranks indicate strengths; lower ones indicate weaknesses.

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

**E. Means, standard deviations, standard errors, and confidence intervals:** This table contains the mean ratings of faculty at your institution, at your peer institutions, and across all universities. Further descriptive statistics are provided: standard deviation (SD), standard error (SE), and the 95% confidence interval (CI) of the mean. The lines labeled "Your peers" and "All Universities" indicate the mean of the mean scores of the peer ratings and of all universities, respectively.

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





## RESPONSE RATE and WEIGHT SCALE

### Overall response rates (All Universities)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	7804	4670	3118	5715	2040	49
N of Responders	4515	2534	1981	3377	1129	9
Response Rate	58%	54%	64%	59%	55%	

### Response rates of your peers (All Peers)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	1013	595	418	781	231	1
N of Responders	576	315	261	439	137	-
Response Rate	57%	53%	62%	56%	59%	

### Response rates of your faculty population

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
Your N of Population	183	112	71	133	50	-
Your N of Responders	113	64	49	79	34	-
Response Rate	62%	57%	69%	59%	68%	

### Weight scale applied to survey respondents, by gender and race

	White, Non-Hispanic	Asian/Pacific Islander	Black, Non-Hispanic	Other
Male	1.14341	1.11789	1.13989	0.40954
Female	0.93371	0.91287	0.93083	0.33443

## PEER GROUP

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

- Arizona State University
- Case Western Reserve University
- East Carolina University
- Kansas State University
- Northeastern University

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

## OVERALL RESULTS

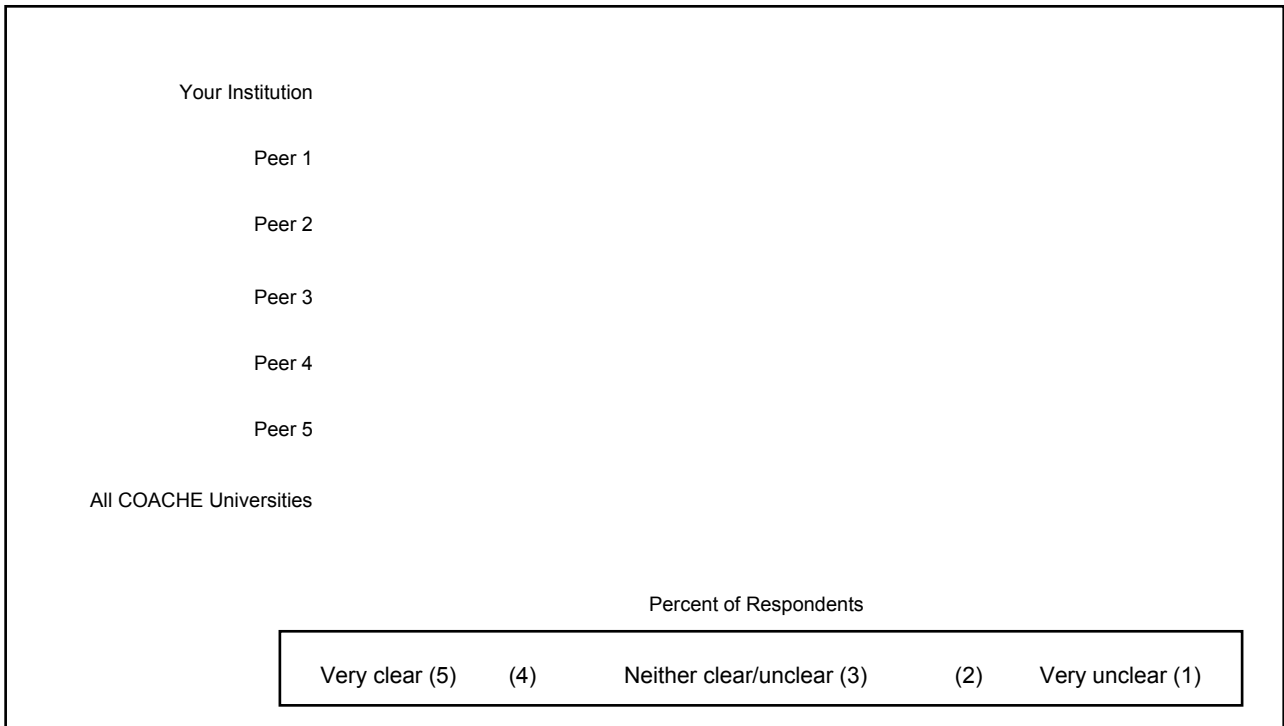
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the tenure process less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 51st percentile on clarity of the tenure process.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.648	1.0360	0.0975	3.455 to 3.841
Faculty at Peer 1	3.688	1.1608	0.1474	3.394 to 3.983
... Peer 2	3.832	0.9683	0.0804	3.673 to 3.991
... Peer 3	3.705	1.0612	0.1359	3.433 to 3.976
... Peer 4	3.137	1.2463	0.0879	2.963 to 3.310
... Peer 5	3.620	0.9524	0.0921	3.437 to 3.803
Your Peers (n=5)	3.596	0.2398	0.1073	3.299 to 3.894
All Universities (n=37)	3.626	0.2232	0.0367	3.551 to 3.700



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

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the tenure process less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the tenure process less than one standard deviation from the mean.

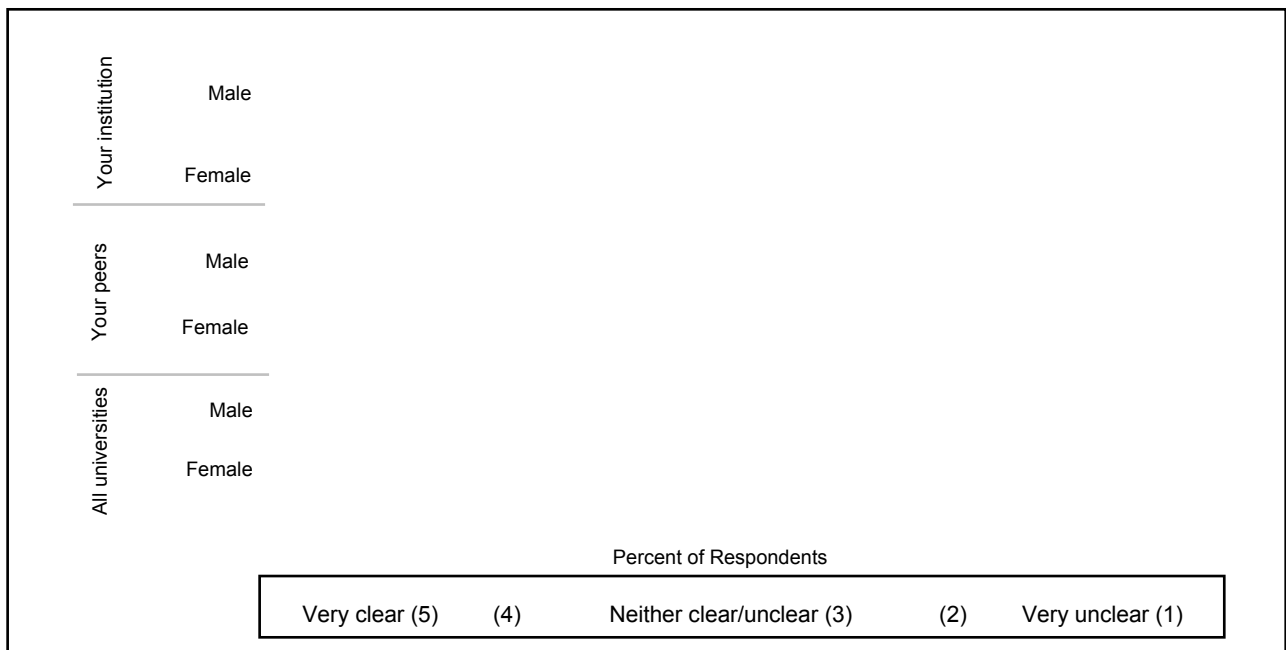
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 49th percentile on clarity of the tenure process.
- Among female junior faculty at all universities, your female junior faculty ranked in the 41st percentile on clarity of the tenure process.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.674	1.0550	0.1319	3.410 to 3.937	3.608	1.0102	0.1443	3.318 to 3.898
Faculty at Peer 1	3.652	1.0825	0.1914	3.262 to 4.043	3.745	1.2365	0.2257	3.283 to 4.206
... Peer 2	3.748	0.9983	0.1145	3.520 to 3.976	3.955	0.9237	0.1112	3.733 to 4.177
... Peer 3	3.925	0.9375	0.1608	3.598 to 4.252	3.389	1.1307	0.2176	2.941 to 3.836
... Peer 4	3.041	1.2054	0.1199	2.803 to 3.279	3.252	1.2777	0.1278	2.998 to 3.505
... Peer 5	3.691	0.9522	0.1122	3.467 to 3.915	3.484	0.9372	0.1584	3.162 to 3.806
Your Peers (n=5)	3.611	0.3001	0.1342	3.239 to 3.984	3.565	0.2530	0.1131	3.251 to 3.879
All Universities (n=37)	3.648	0.2640	0.0434	3.560 to 3.736	3.583	0.2598	0.0427	3.496 to 3.670



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

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the tenure process.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the tenure process less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the tenure process less than one standard deviation from the mean.

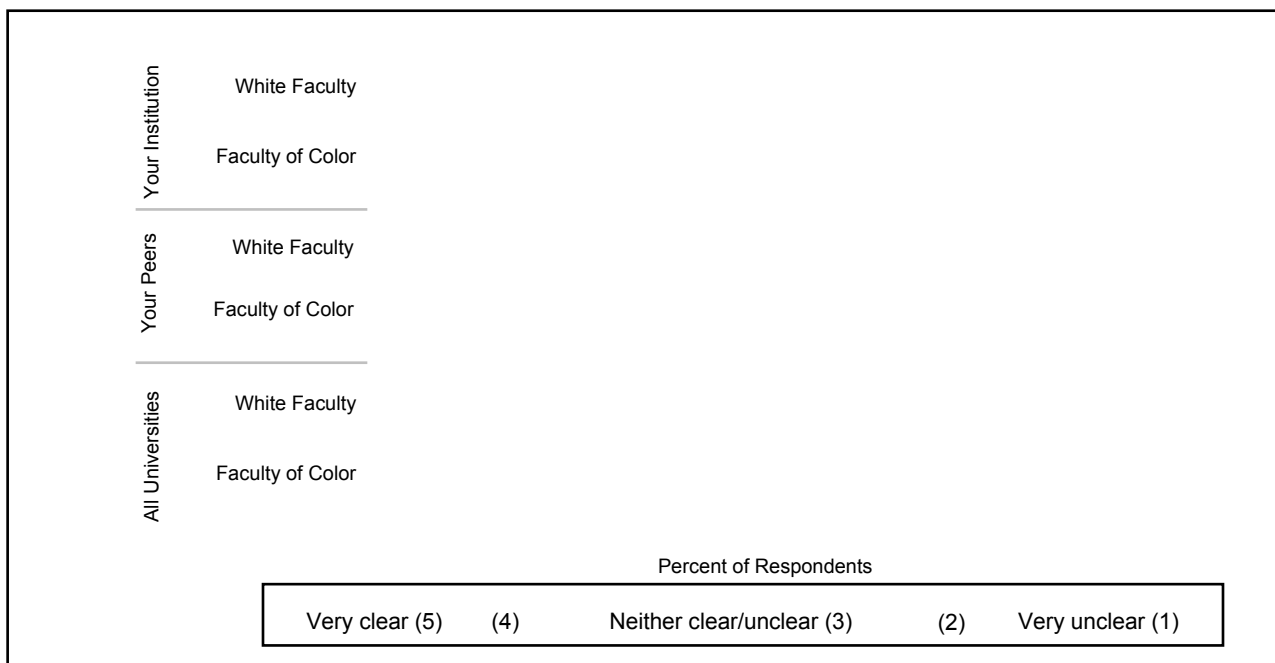
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th percentile on clarity of the tenure process.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on clarity of the tenure process.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.716	0.9298	0.1046	3.507 to 3.924	3.468	1.2059	0.2068	3.047 to 3.889
Faculty at Peer 1	3.884	0.9938	0.1481	3.586 to 4.183	3.079	1.3669	0.3315	2.376 to 3.782
... Peer 2	3.798	1.0124	0.0913	3.618 to 3.979	4.041	0.6380	0.1360	3.758 to 4.323
... Peer 3	3.608	1.0356	0.1495	3.307 to 3.909	4.040	1.0714	0.2972	3.392 to 4.687
... Peer 4	3.093	1.2323	0.1041	2.887 to 3.299	3.247	1.2692	0.1625	2.922 to 3.572
... Peer 5	3.620	1.0025	0.1100	3.401 to 3.839	3.620	0.7535	0.1538	3.302 to 3.938
Your Peers (n=5)	3.601	0.2748	0.1229	3.259 to 3.942	3.605	0.3959	0.1771	3.114 to 4.097
All Universities (n=37)	3.624	0.2316	0.0381	3.546 to 3.701	3.651	0.3594	0.0591	3.531 to 3.771



**Question 20. I find the tenure *criteria* to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### OVERALL RESULTS

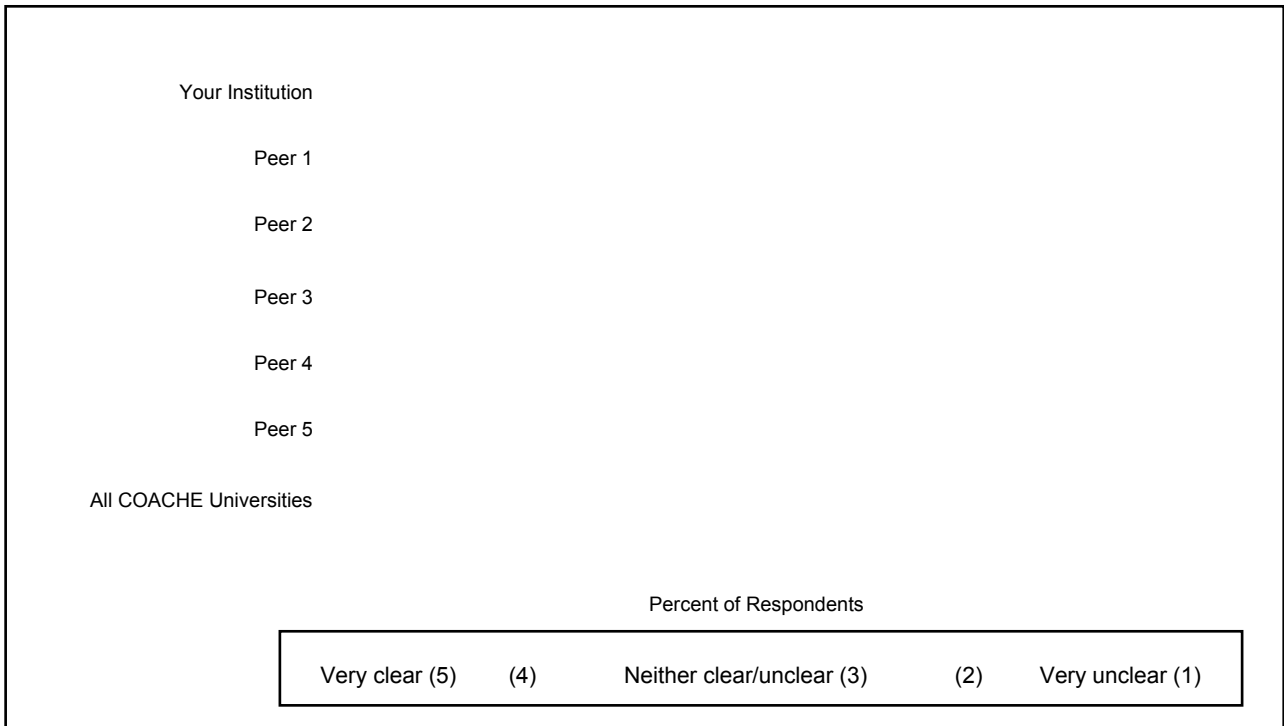
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the criteria for tenure less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 22nd percentile on clarity of the criteria for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.419	1.1486	0.1081	3.205 to 3.633
Faculty at Peer 1	3.688	1.0742	0.1364	3.415 to 3.961
... Peer 2	3.663	1.0442	0.0867	3.491 to 3.834
... Peer 3	3.547	1.0807	0.1384	3.270 to 3.824
... Peer 4	3.013	1.2782	0.0904	2.834 to 3.191
... Peer 5	3.582	0.9566	0.0925	3.398 to 3.765
Your Peers (n=5)	3.498	0.2483	0.1110	3.190 to 3.807
All Universities (n=37)	3.538	0.1922	0.0316	3.474 to 3.602



**Question 20. I find the tenure criteria to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the criteria for tenure less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the criteria for tenure less than one standard deviation from the mean.

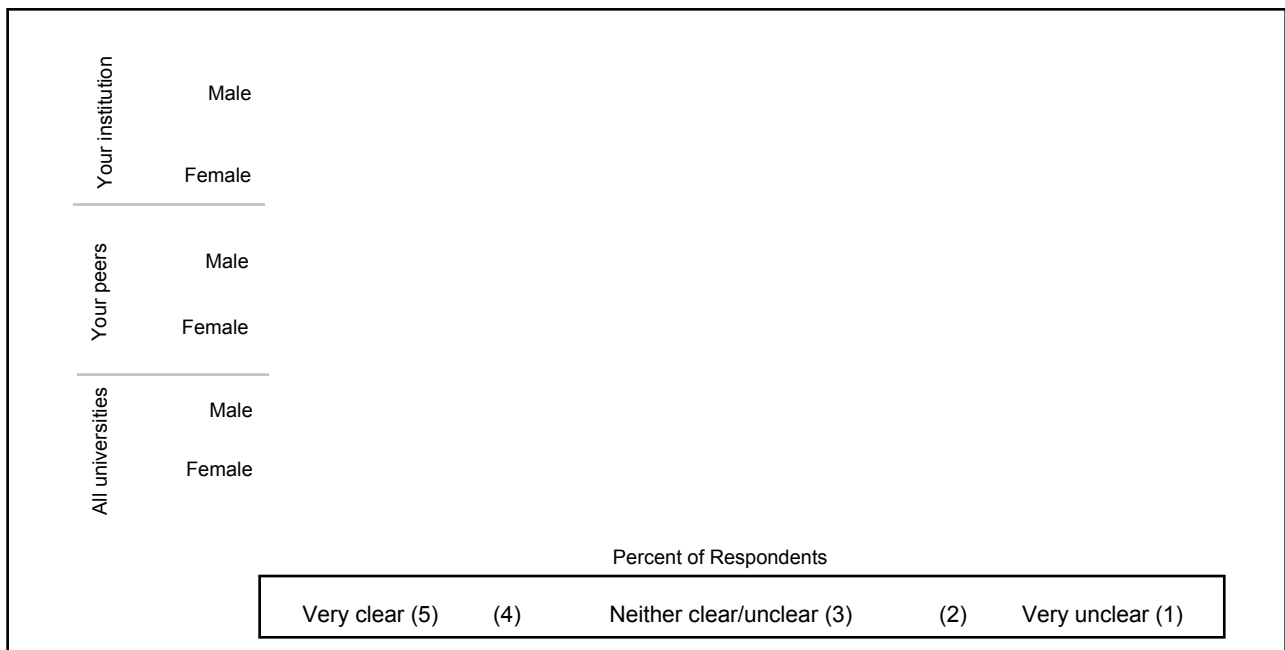
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on clarity of the criteria for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 38th percentile on clarity of the criteria for tenure.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.389	1.1907	0.1488	3.092 to 3.687	3.467	1.0891	0.1556	3.154 to 3.779
Faculty at Peer 1	3.674	0.9877	0.1746	3.318 to 4.030	3.710	1.1590	0.2116	3.277 to 4.143
... Peer 2	3.641	0.9961	0.1143	3.414 to 3.869	3.694	1.0942	0.1317	3.431 to 3.957
... Peer 3	3.784	1.0930	0.1874	3.402 to 4.165	3.208	0.9938	0.1913	2.815 to 3.601
... Peer 4	2.935	1.2440	0.1244	2.688 to 3.182	3.106	1.3060	0.1306	2.846 to 3.365
... Peer 5	3.649	0.9000	0.1061	3.438 to 3.861	3.452	1.0513	0.1777	3.091 to 3.813
Your Peers (n=5)	3.537	0.3053	0.1365	3.158 to 3.916	3.434	0.2461	0.1101	3.128 to 3.739
All Universities (n=37)	3.554	0.2314	0.0380	3.477 to 3.631	3.514	0.2295	0.0377	3.437 to 3.590



**Question 20. I find the tenure criteria to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the criteria for tenure.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the criteria for tenure less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the criteria for tenure less than one standard deviation from the mean.

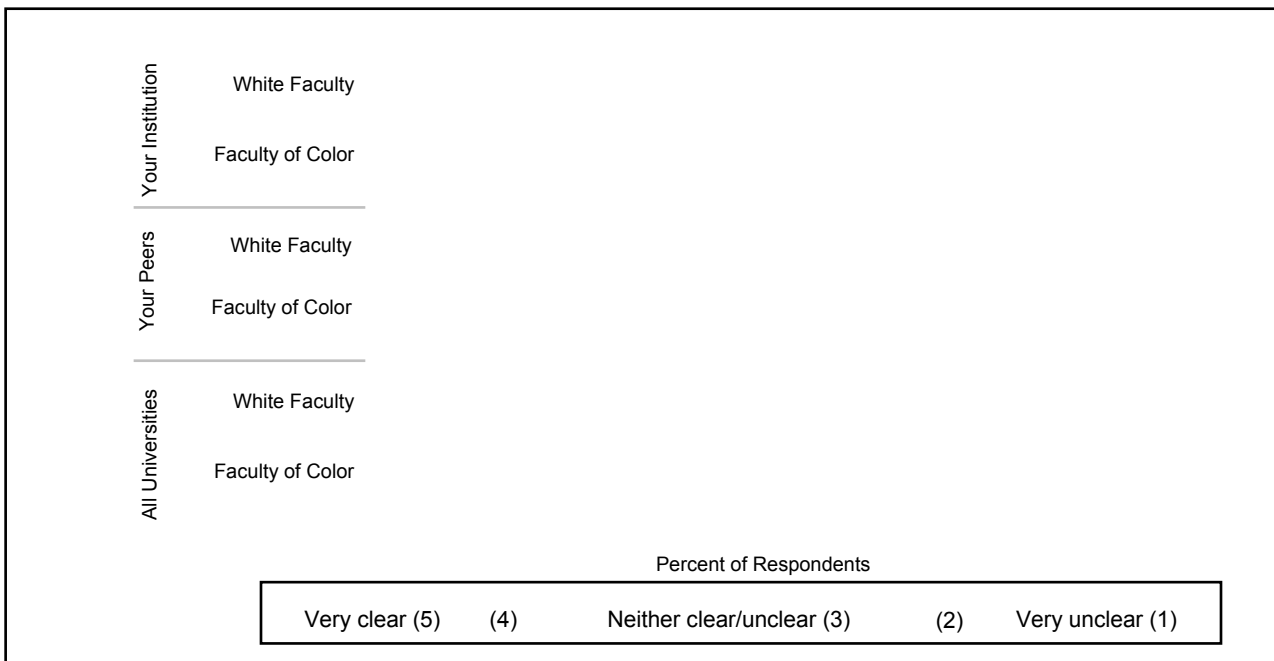
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th percentile on clarity of the criteria for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on clarity of the criteria for tenure.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.469	1.1232	0.1264	3.217 to 3.721	3.287	1.1896	0.2040	2.872 to 3.702
Faculty at Peer 1	3.813	0.9259	0.1380	3.535 to 4.091	3.300	1.3180	0.3197	2.623 to 3.978
... Peer 2	3.679	1.0540	0.0950	3.491 to 3.867	3.564	0.9844	0.2099	3.127 to 4.000
... Peer 3	3.420	1.0961	0.1582	3.102 to 3.739	3.985	0.9484	0.2630	3.412 to 4.558
... Peer 4	2.975	1.2664	0.1074	2.763 to 3.188	3.107	1.2954	0.1659	2.775 to 3.439
... Peer 5	3.585	1.0064	0.1105	3.365 to 3.805	3.570	0.7592	0.1550	3.249 to 3.890
Your Peers (n=5)	3.494	0.2894	0.1294	3.135 to 3.854	3.505	0.2961	0.1324	3.137 to 3.873
All Universities (n=37)	3.539	0.1963	0.0323	3.474 to 3.605	3.583	0.3138	0.0516	3.478 to 3.687



**Question 21. I find the tenure standards to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## OVERALL RESULTS

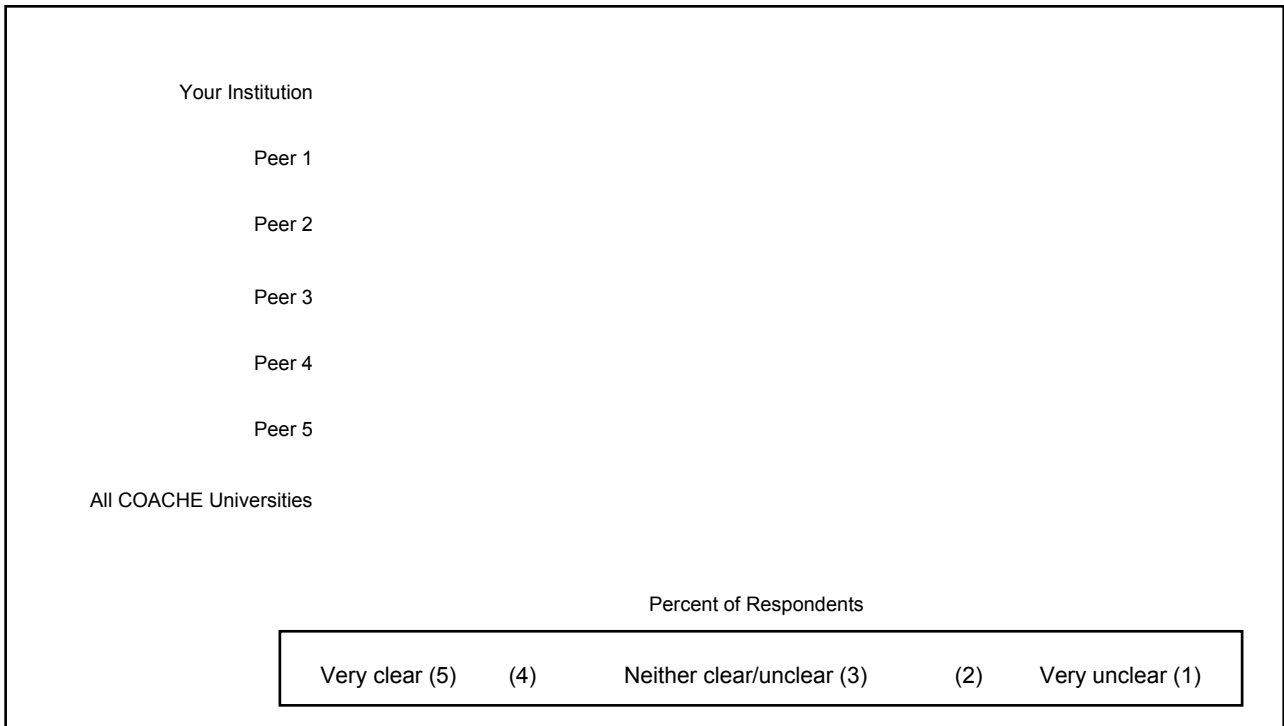
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 35th percentile on clarity of standards for tenure.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.136	1.1031	0.1038	2.930 to 3.341
Faculty at Peer 1	3.351	1.1250	0.1429	3.065 to 3.636
... Peer 2	3.478	1.0737	0.0895	3.301 to 3.655
... Peer 3	3.246	1.0660	0.1365	2.973 to 3.519
... Peer 4	2.696	1.3060	0.0921	2.514 to 2.877
... Peer 5	3.293	1.0887	0.1052	3.085 to 3.502
Your Peers (n=5)	3.213	0.2700	0.1207	2.878 to 3.548
All Universities (n=37)	3.215	0.2130	0.0350	3.144 to 3.286





**Question 21. I find the tenure standards to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.

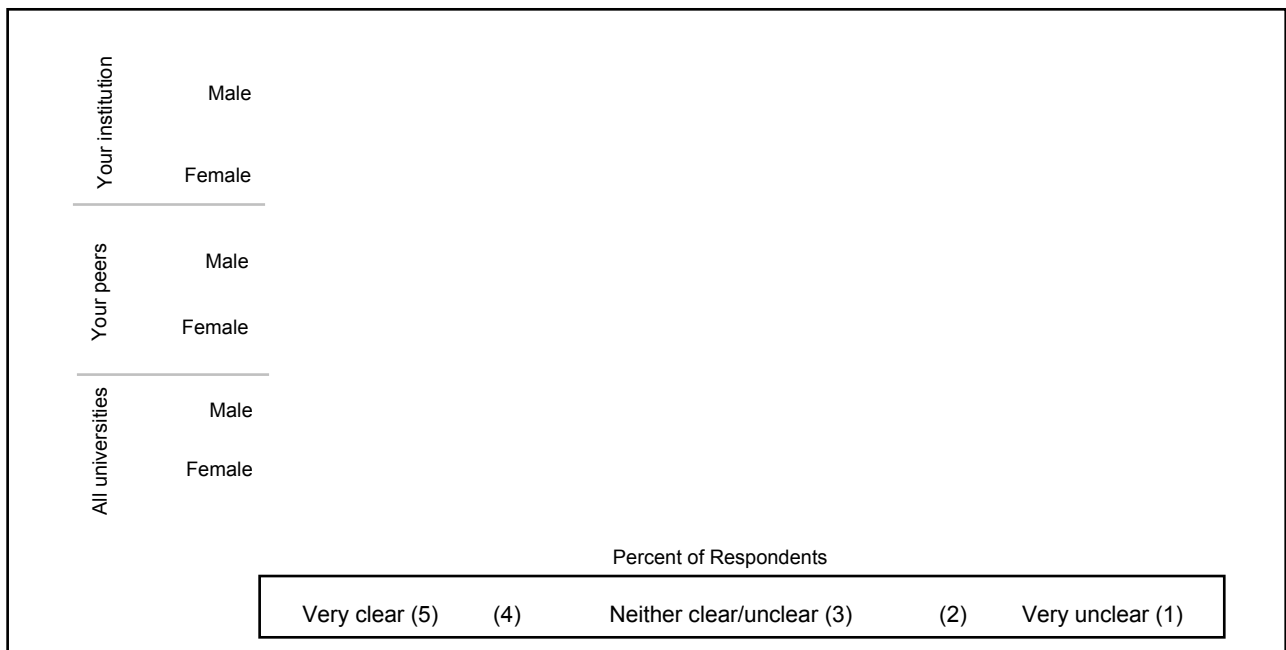
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 32nd percentile on clarity of standards for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 51st percentile on clarity of standards for tenure.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.110	1.1000	0.1375	2.836 to 3.385	3.175	1.1066	0.1581	2.857 to 3.493
Faculty at Peer 1	3.232	1.0227	0.1808	2.863 to 3.601	3.536	1.2037	0.2198	3.086 to 3.985
... Peer 2	3.344	1.0706	0.1228	3.099 to 3.589	3.675	1.0494	0.1273	3.421 to 3.929
... Peer 3	3.353	1.1083	0.1901	2.966 to 3.739	3.094	0.9938	0.1913	2.701 to 3.487
... Peer 4	2.647	1.2673	0.1261	2.397 to 2.897	2.754	1.3425	0.1343	2.487 to 3.020
... Peer 5	3.401	1.0363	0.1221	3.158 to 3.645	3.086	1.1655	0.1970	2.686 to 3.487
Your Peers (n=5)	3.195	0.2797	0.1251	2.848 to 3.543	3.229	0.3339	0.1493	2.814 to 3.644
All Universities (n=37)	3.233	0.2583	0.0425	3.147 to 3.319	3.179	0.2444	0.0402	3.098 to 3.261



**Question 21. I find the tenure standards to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the standards for tenure.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the standards for tenure less than one standard deviation from the mean.

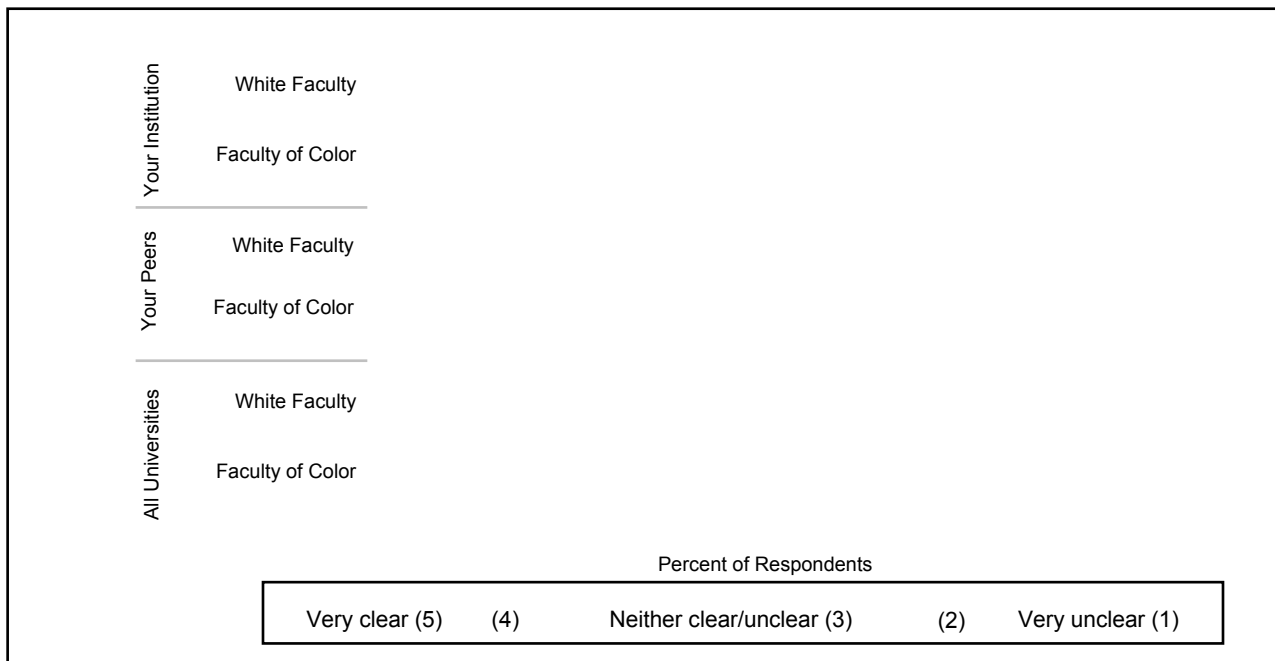
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 43rd percentile on clarity of standards for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on clarity of standards for tenure.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.174	1.0880	0.1224	2.931 to 3.418	3.032	1.1242	0.1928	2.640 to 3.424
Faculty at Peer 1	3.456	1.0246	0.1527	3.149 to 3.764	3.022	1.3048	0.3165	2.351 to 3.692
... Peer 2	3.477	1.0848	0.0978	3.284 to 3.671	3.482	1.0057	0.2195	3.025 to 3.940
... Peer 3	3.210	1.0598	0.1530	2.902 to 3.518	3.371	1.0769	0.2987	2.720 to 4.022
... Peer 4	2.628	1.2668	0.1071	2.416 to 2.840	2.867	1.3706	0.1755	2.516 to 3.218
... Peer 5	3.294	1.1165	0.1226	3.051 to 3.538	3.289	0.9860	0.2013	2.873 to 3.706
Your Peers (n=5)	3.213	0.3092	0.1383	2.829 to 3.597	3.206	0.2279	0.1019	2.923 to 3.489
All Universities (n=37)	3.178	0.2165	0.0356	3.106 to 3.250	3.349	0.3129	0.0514	3.245 to 3.453



**Question 22. I find the body of evidence that will be considered in making my tenure decision to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### OVERALL RESULTS

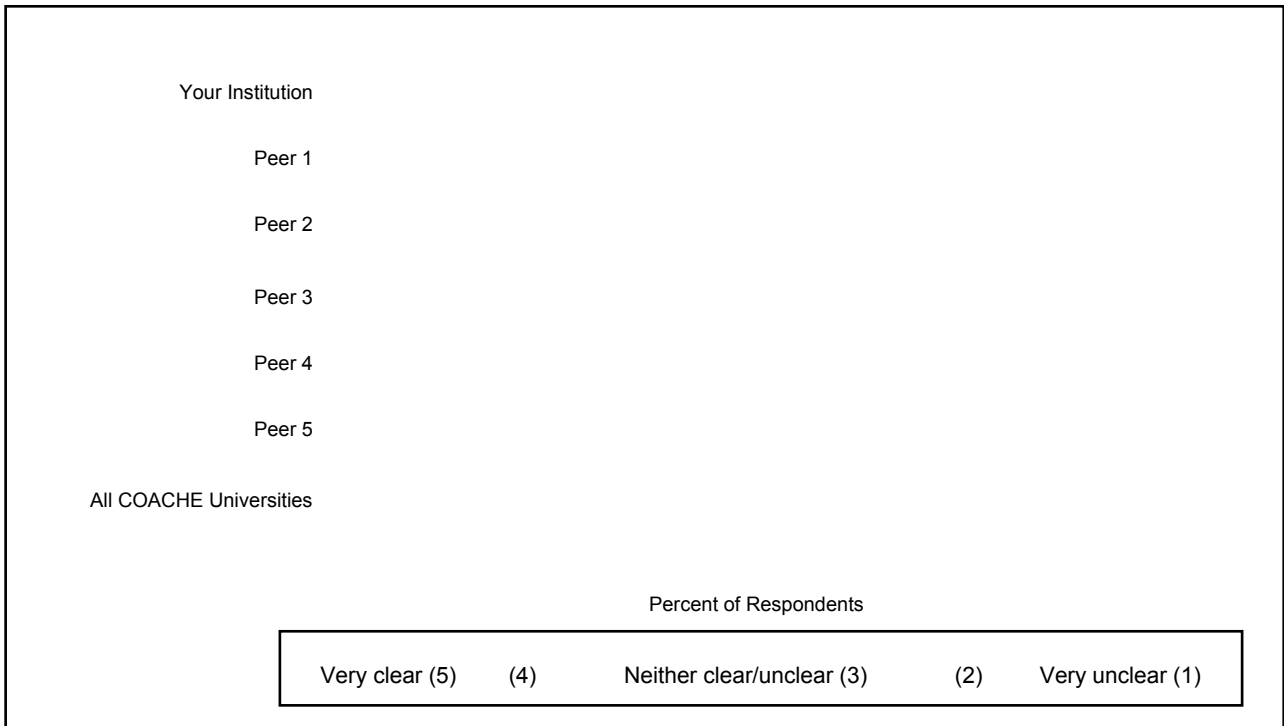
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.296	1.0746	0.1011	3.096 to 3.496
Faculty at Peer 1	3.420	1.1374	0.1456	3.129 to 3.711
... Peer 2	3.528	1.0057	0.0838	3.362 to 3.693
... Peer 3	3.461	1.0077	0.1301	3.201 to 3.722
... Peer 4	3.006	1.2409	0.0877	2.833 to 3.180
... Peer 5	3.482	0.9607	0.0929	3.297 to 3.666
Your Peers (n=5)	3.379	0.1896	0.0848	3.144 to 3.615
All Universities (n=37)	3.448	0.1836	0.0302	3.387 to 3.510



**Question 22. I find the body of evidence that will be considered in making my tenure decision to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure less than one standard deviation from the mean.

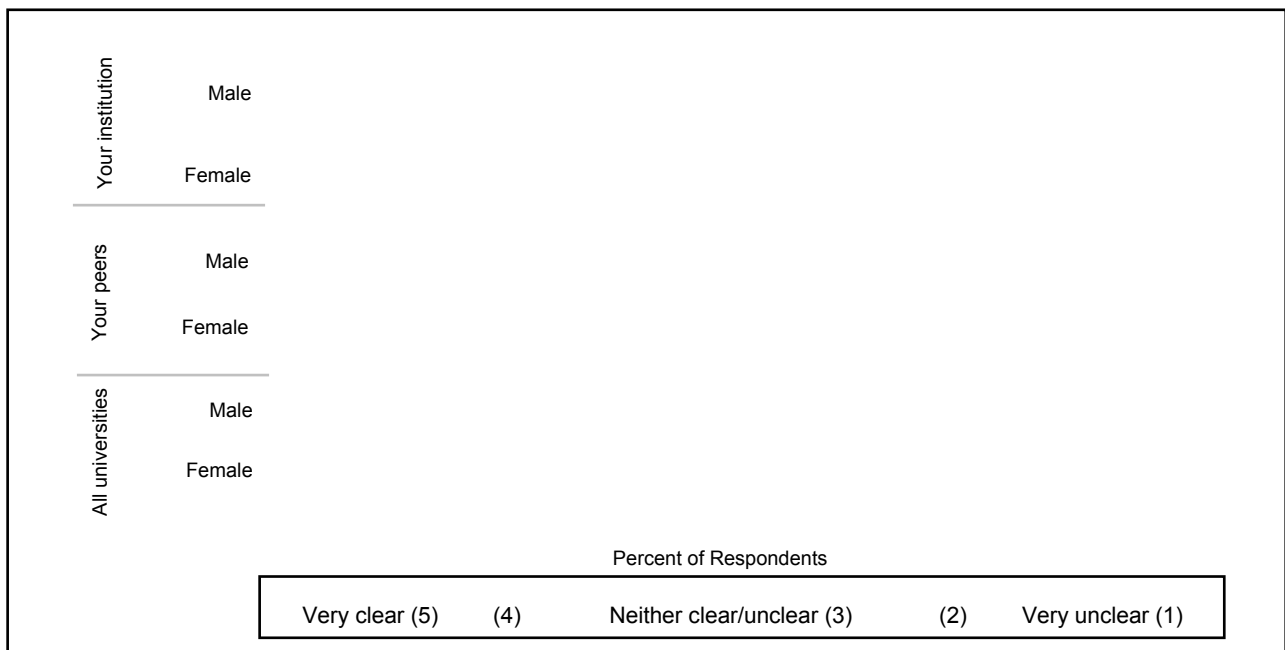
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 32nd percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 16th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.363	1.0639	0.1330	3.097 to 3.629	3.191	1.0818	0.1545	2.880 to 3.502
Faculty at Peer 1	3.354	1.0189	0.1801	2.986 to 3.721	3.527	1.2490	0.2319	3.052 to 4.002
... Peer 2	3.416	1.0293	0.1181	3.181 to 3.651	3.692	0.9588	0.1163	3.460 to 3.924
... Peer 3	3.561	1.0159	0.1769	3.201 to 3.922	3.322	0.9813	0.1889	2.933 to 3.710
... Peer 4	3.036	1.2403	0.1240	2.790 to 3.282	2.971	1.2408	0.1241	2.725 to 3.217
... Peer 5	3.577	0.9242	0.1089	3.360 to 3.794	3.299	1.0077	0.1703	2.952 to 3.645
Your Peers (n=5)	3.389	0.1957	0.0875	3.146 to 3.632	3.362	0.2426	0.1085	3.061 to 3.663
All Universities (n=37)	3.471	0.2189	0.0360	3.398 to 3.544	3.412	0.2261	0.0372	3.337 to 3.487



**Question 22. I find the body of evidence that will be considered in making my tenure decision to be...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the body of evidence that will be considered in making decisions about their own tenure.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the body of evidence that will be considered in making decisions about their own tenure more than one standard deviation below the mean.

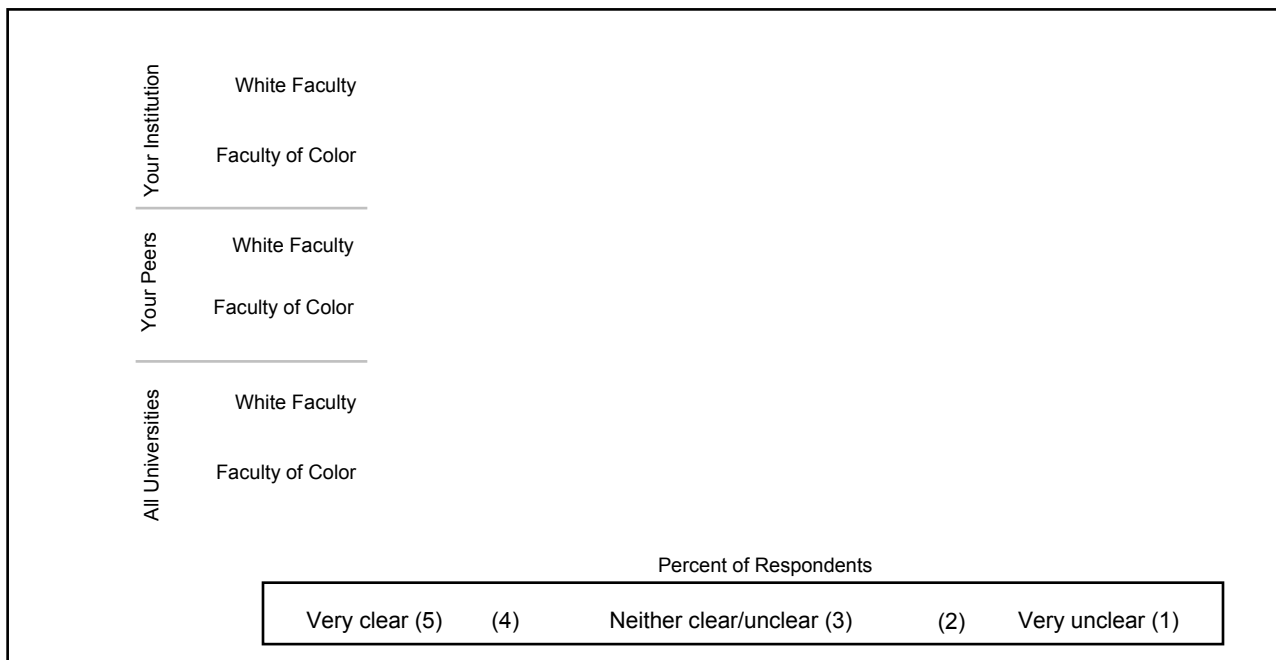
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 8th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.367	1.0438	0.1174	3.133 to 3.601	3.108	1.1211	0.1923	2.717 to 3.499
Faculty at Peer 1	3.519	1.0966	0.1653	3.186 to 3.852	3.117	1.1823	0.2868	2.509 to 3.725
... Peer 2	3.532	1.0406	0.0942	3.346 to 3.719	3.499	0.7833	0.1670	3.152 to 3.847
... Peer 3	3.406	1.0449	0.1524	3.099 to 3.713	3.648	0.8213	0.2278	3.151 to 4.144
... Peer 4	2.996	1.2232	0.1037	2.790 to 3.201	3.034	1.2787	0.1637	2.706 to 3.361
... Peer 5	3.486	1.0105	0.1109	3.265 to 3.707	3.466	0.7638	0.1559	3.143 to 3.788
Your Peers (n=5)	3.388	0.2009	0.0899	3.138 to 3.637	3.353	0.2361	0.1056	3.059 to 3.646
All Universities (n=37)	3.424	0.2145	0.0353	3.352 to 3.495	3.511	0.2796	0.0460	3.418 to 3.605



**Question 23. I feel that my own prospects for earning tenure are...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## OVERALL RESULTS

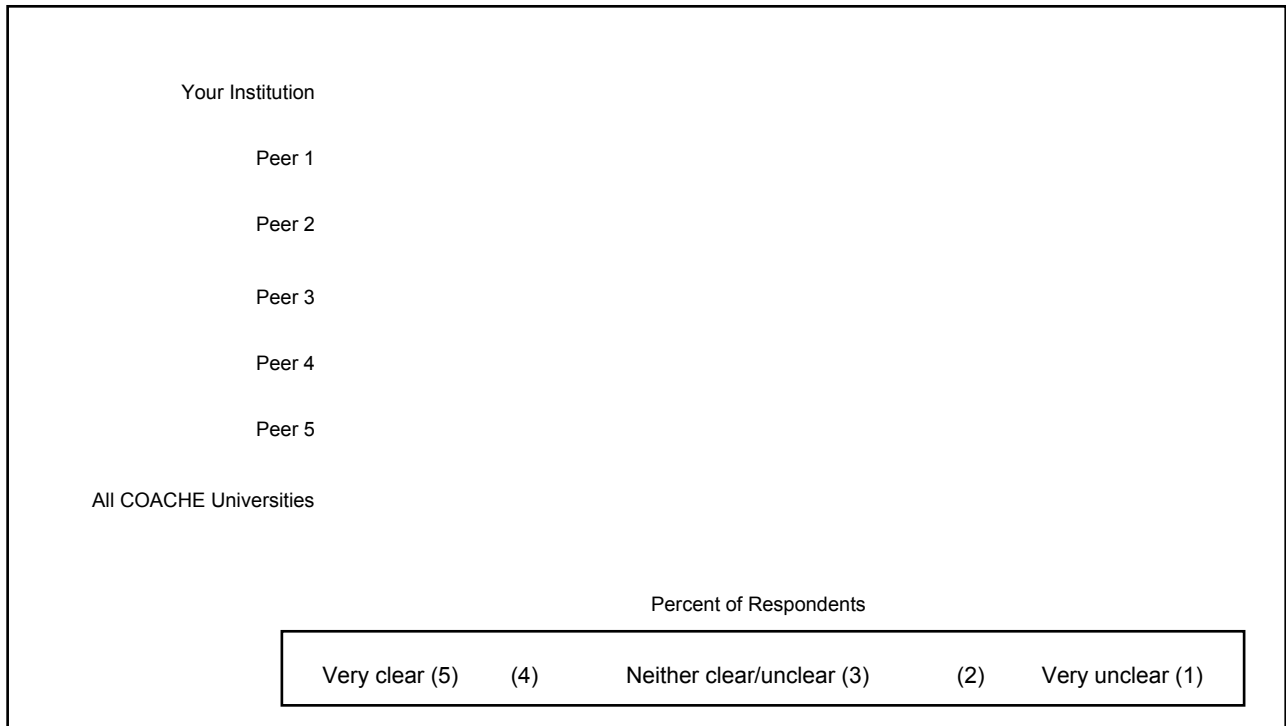
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of their own prospects for earning tenure less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 41st percentile on clarity of their own prospects for earning tenure.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.697	1.0687	0.1014	3.496 to 3.898
Faculty at Peer 1	3.739	0.9145	0.1181	3.502 to 3.975
... Peer 2	3.969	0.9080	0.0759	3.819 to 4.119
... Peer 3	3.510	1.0497	0.1344	3.241 to 3.779
... Peer 4	3.338	1.1574	0.0825	3.175 to 3.500
... Peer 5	3.795	0.9590	0.0945	3.608 to 3.983
Your Peers (n=5)	3.670	0.2218	0.0992	3.395 to 3.946
All Universities (n=37)	3.706	0.2443	0.0402	3.624 to 3.787



**Question 23. I feel that my own prospects for earning tenure are...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in clarity of their own prospects for earning tenure.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of their own prospects for earning tenure less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of their own prospects for earning tenure less than one standard deviation from the mean.

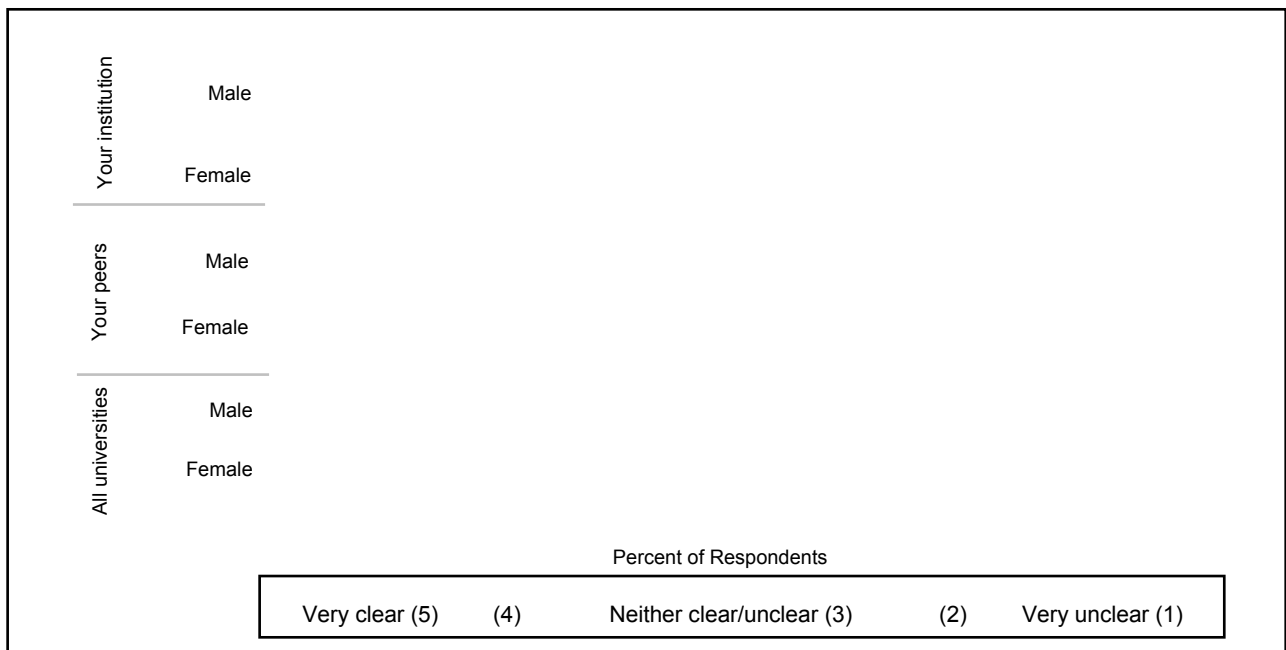
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 27th percentile on clarity of their own prospects for earning tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 62nd percentile on clarity of their own prospects for earning tenure.

**Across all universities:**

- Across all universities, male junior faculty found their own prospects for earning tenure to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.667	1.1497	0.1448	3.377 to 3.956	3.746	0.9517	0.1374	3.470 to 4.023
Faculty at Peer 1	3.597	0.9522	0.1738	3.241 to 3.952	3.947	0.8360	0.1526	3.634 to 4.259
... Peer 2	3.958	1.0255	0.1184	3.722 to 4.194	3.986	0.7572	0.0918	3.803 to 4.170
... Peer 3	3.649	1.1040	0.1893	3.264 to 4.034	3.312	0.9428	0.1814	2.939 to 3.684
... Peer 4	3.428	1.0832	0.1100	3.210 to 3.647	3.233	1.2175	0.1218	2.991 to 3.474
... Peer 5	3.802	1.0226	0.1222	3.558 to 4.045	3.783	0.8074	0.1406	3.497 to 4.069
Your Peers (n=5)	3.687	0.1804	0.0807	3.463 to 3.911	3.652	0.3186	0.1425	3.257 to 4.048
All Universities (n=37)	3.782	0.2619	0.0431	3.695 to 3.870	3.592	0.3081	0.0507	3.489 to 3.695



**Question 23. I feel that my own prospects for earning tenure are...** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty found their own prospects for earning tenure to be clearer than did your junior faculty of color.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of their own prospects for earning tenure less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of their own prospects for earning tenure more than one standard deviation below the mean.

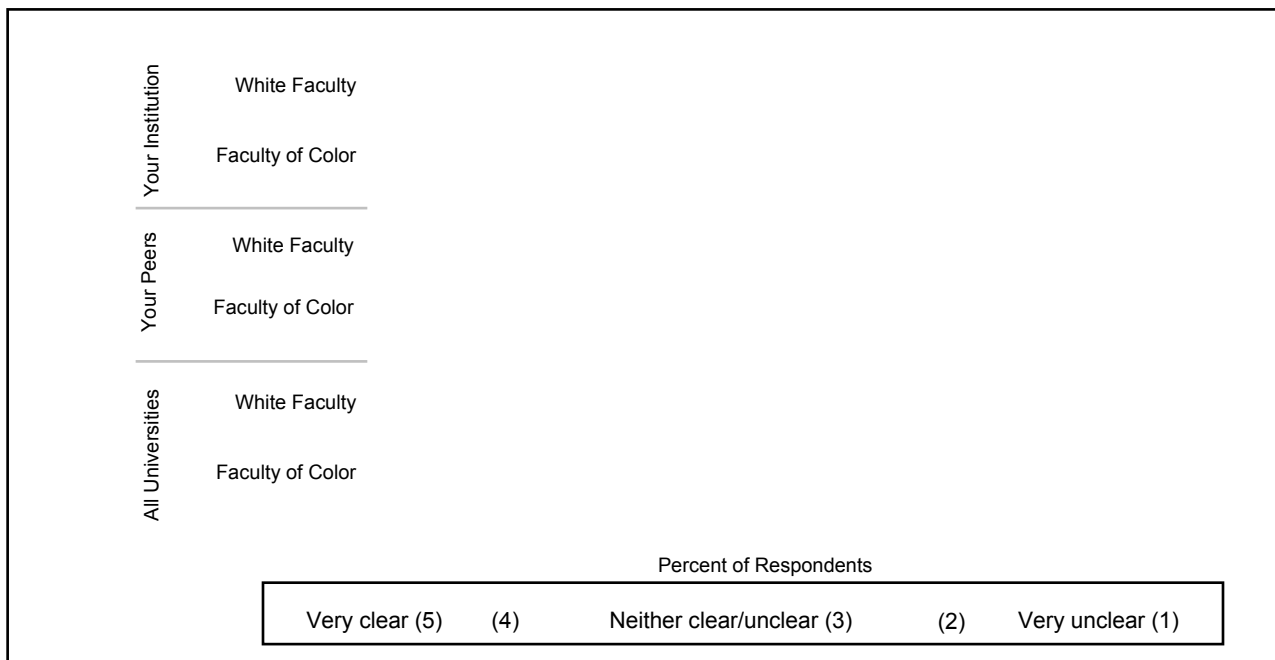
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 76th percentile on clarity of their own prospects for earning tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 16th percentile on clarity of their own prospects for earning tenure.

**Across all universities:**

- Across all universities, there were no significant race differences in clarity of their own prospects for earning tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.821	1.0591	0.1199	3.582 to 4.060	3.367	1.0471	0.1823	2.996 to 3.739
Faculty at Peer 1	3.707	0.9136	0.1377	3.429 to 3.985	3.841	0.8992	0.2248	3.362 to 4.320
... Peer 2	3.953	0.9443	0.0855	3.783 to 4.122	4.078	0.6529	0.1425	3.781 to 4.375
... Peer 3	3.461	1.0793	0.1558	3.148 to 3.775	3.680	0.8904	0.2470	3.142 to 4.218
... Peer 4	3.295	1.1523	0.0984	3.100 to 3.490	3.445	1.1608	0.1499	3.145 to 3.745
... Peer 5	3.810	0.9367	0.1047	3.601 to 4.018	3.742	1.0307	0.2149	3.296 to 4.188
Your Peers (n=5)	3.645	0.2375	0.1062	3.350 to 3.940	3.757	0.2067	0.0924	3.501 to 4.014
All Universities (n=37)	3.698	0.2428	0.0399	3.617 to 3.779	3.759	0.3195	0.0525	3.653 to 3.866





**Question 24a. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *scholar*?** *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

### OVERALL RESULTS

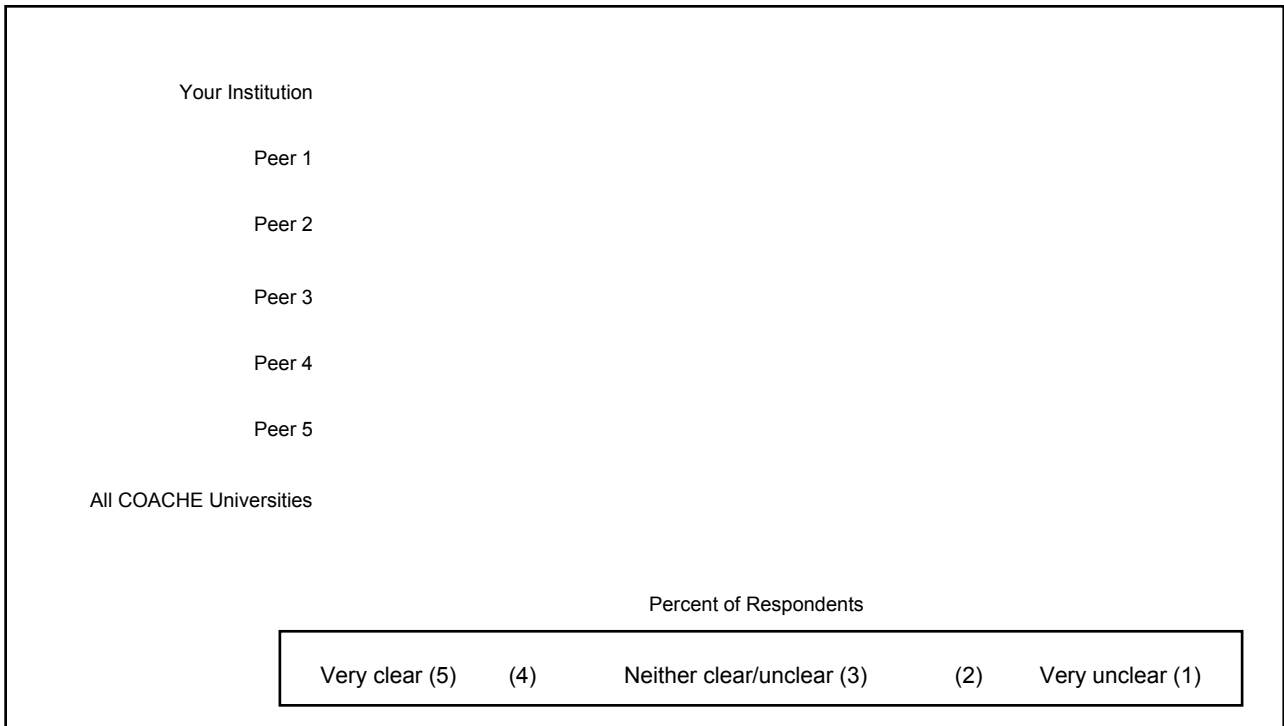
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a scholar less than one standard deviation from the mean.

**Among all universities:**

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.684	1.1802	0.1115	3.463 to 3.905
Faculty at Peer 1	3.964	1.0381	0.1329	3.698 to 4.230
... Peer 2	3.904	1.0779	0.0905	3.725 to 4.083
... Peer 3	3.828	1.1135	0.1426	3.543 to 4.113
... Peer 4	3.289	1.3766	0.0976	3.096 to 3.481
... Peer 5	3.786	1.0617	0.1026	3.582 to 3.989
Your Peers (n=5)	3.754	0.2406	0.1076	3.455 to 4.053
All Universities (n=37)	3.805	0.2509	0.0412	3.721 to 3.888



**Question 24a. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *scholar*?** *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a scholar less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a scholar less than one standard deviation from the mean.

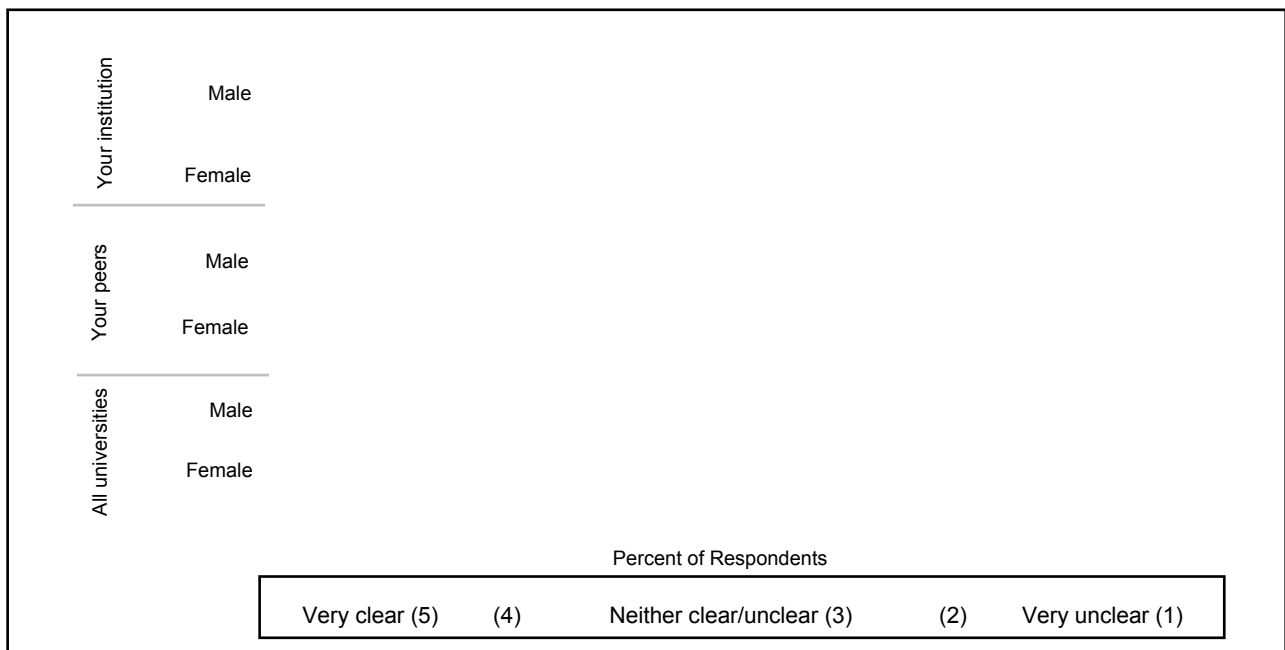
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 35th percentile on clarity of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 24th percentile on clarity of the expectations for performance as a scholar.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.790	1.1592	0.1449	3.501 to 4.080	3.513	1.1901	0.1718	3.168 to 3.859
Faculty at Peer 1	4.108	0.7806	0.1380	3.827 to 4.390	3.733	1.2289	0.2282	3.266 to 4.201
... Peer 2	3.797	1.0688	0.1243	3.550 to 4.045	4.057	1.0694	0.1297	3.798 to 4.316
... Peer 3	4.056	1.0977	0.1883	3.673 to 4.439	3.501	1.0670	0.2053	3.079 to 3.923
... Peer 4	3.395	1.3478	0.1355	3.126 to 3.664	3.164	1.3956	0.1396	2.887 to 3.441
... Peer 5	3.805	1.0625	0.1252	3.555 to 4.054	3.749	1.0575	0.1788	3.386 to 4.112
Your Peers (n=5)	3.832	0.2527	0.1130	3.519 to 4.146	3.641	0.2968	0.1327	3.272 to 4.009
All Universities (n=37)	3.862	0.2689	0.0442	3.772 to 3.952	3.718	0.2599	0.0427	3.631 to 3.805



**Question 24a. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *scholar*?** *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the expectations for performance as a scholar.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a scholar less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a scholar more than one standard deviation below the mean.

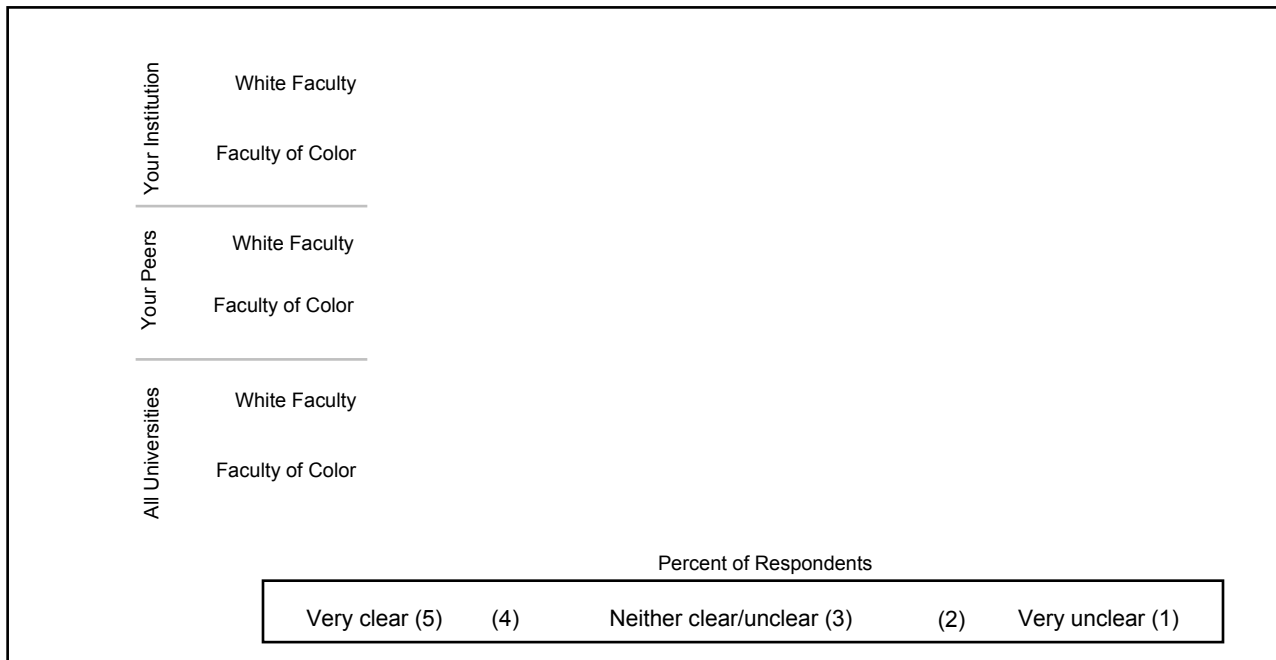
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 43rd percentile on clarity of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 8th percentile on clarity of the expectations for performance as a scholar.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.757	1.1259	0.1275	3.503 to 4.011	3.492	1.2606	0.2162	3.052 to 3.931
Faculty at Peer 1	3.973	0.8933	0.1332	3.704 to 4.241	3.936	1.3636	0.3409	3.210 to 4.663
... Peer 2	3.873	1.1045	0.1004	3.675 to 4.072	4.101	0.8985	0.1961	3.692 to 4.510
... Peer 3	3.755	1.1637	0.1680	3.417 to 4.093	4.080	0.8771	0.2433	3.550 to 4.610
... Peer 4	3.186	1.3238	0.1127	2.964 to 3.409	3.544	1.4545	0.1862	3.171 to 3.916
... Peer 5	3.721	1.0564	0.1160	3.491 to 3.952	4.018	1.0598	0.2163	3.570 to 4.465
Your Peers (n=5)	3.702	0.2726	0.1219	3.363 to 4.040	3.936	0.2042	0.0913	3.682 to 4.189
All Universities (n=37)	3.740	0.2341	0.0385	3.662 to 3.818	4.002	0.3625	0.0596	3.881 to 4.123



**Question 24b. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *teacher*?** *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

### OVERALL RESULTS

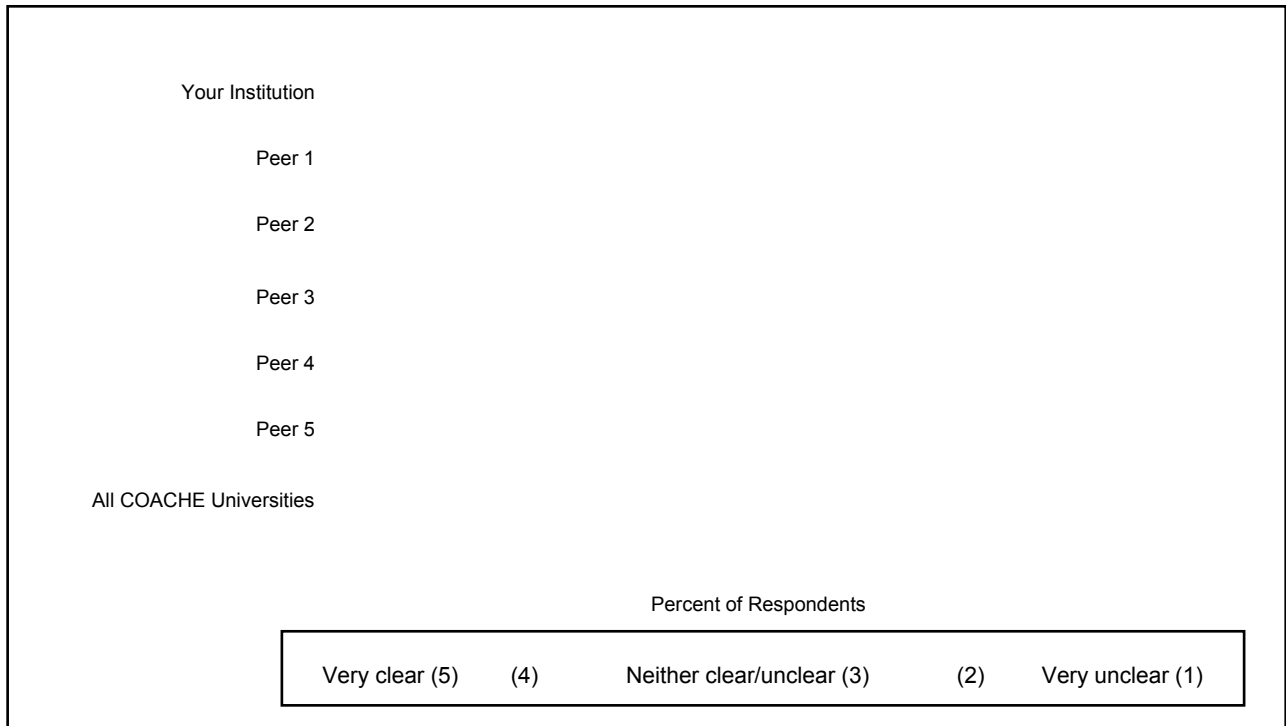
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a teacher less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 68th percentile on clarity of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.848	1.0508	0.0993	3.651 to 4.045
Faculty at Peer 1	3.834	0.8653	0.1108	3.613 to 4.056
... Peer 2	3.965	1.0106	0.0857	3.796 to 4.135
... Peer 3	3.952	0.9210	0.1179	3.716 to 4.188
... Peer 4	3.573	1.1316	0.0802	3.415 to 3.731
... Peer 5	3.657	1.1035	0.1087	3.441 to 3.872
Your Peers (n=5)	3.796	0.1573	0.0703	3.601 to 3.992
All Universities (n=37)	3.773	0.2019	0.0332	3.705 to 3.840



**Question 24b. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *teacher*?** *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a teacher less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a teacher less than one standard deviation from the mean.

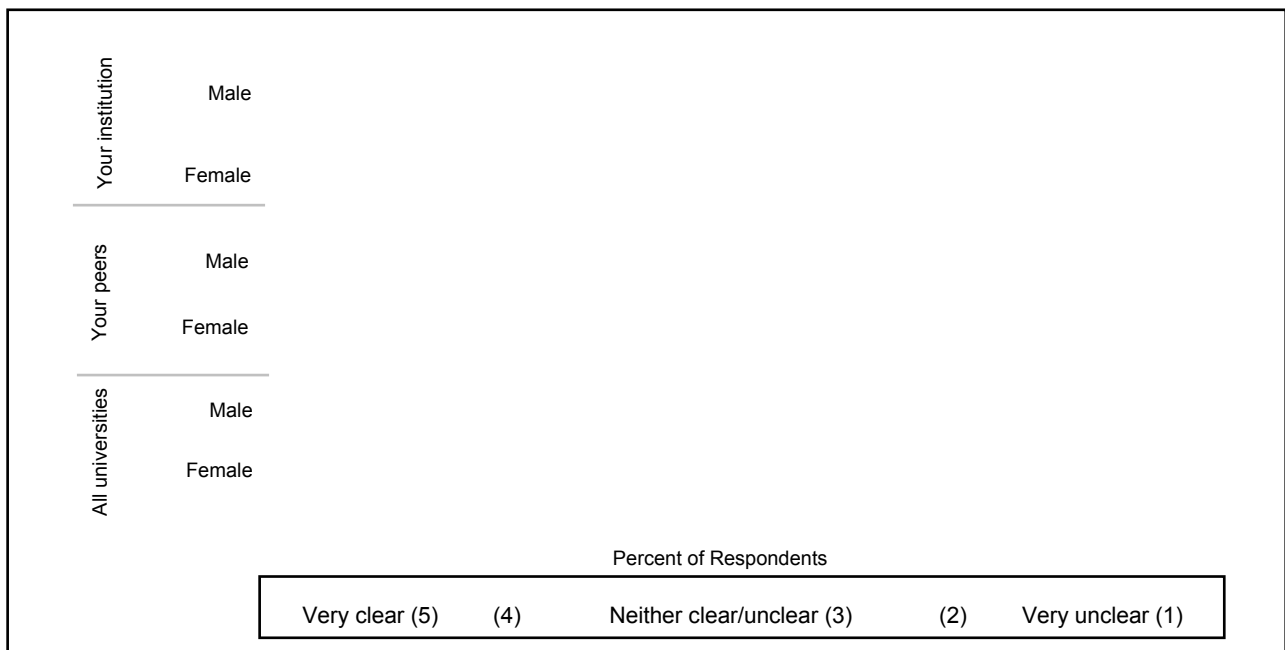
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 78th percentile on clarity of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 46th percentile on clarity of the expectations for performance as a teacher.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.884	1.0240	0.1280	3.629 to 4.140	3.790	1.0847	0.1566	3.475 to 4.105
Faculty at Peer 1	3.791	0.7262	0.1284	3.529 to 4.053	3.904	0.9946	0.1847	3.526 to 4.282
... Peer 2	3.723	1.0730	0.1256	3.472 to 3.973	4.319	0.8377	0.1031	4.113 to 4.524
... Peer 3	4.138	0.7180	0.1231	3.887 to 4.388	3.686	1.0823	0.2083	3.258 to 4.115
... Peer 4	3.608	1.1165	0.1122	3.385 to 3.830	3.532	1.1444	0.1144	3.305 to 3.760
... Peer 5	3.625	1.1192	0.1347	3.356 to 3.894	3.716	1.0657	0.1828	3.344 to 4.088
Your Peers (n=5)	3.777	0.1924	0.0860	3.538 to 4.016	3.831	0.2707	0.1211	3.495 to 4.168
All Universities (n=37)	3.740	0.2291	0.0377	3.664 to 3.817	3.810	0.2463	0.0405	3.728 to 3.892



**Question 24b. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *teacher*?** *Very clear* (5); *Fairly clear* (4); *Neither clear nor unclear* (3); *Fairly unclear* (2); *Very unclear* (1).

## RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty found the expectations for performance as a teacher to be clearer than did your junior faculty of color.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a teacher more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a teacher more than one standard deviation below the mean.

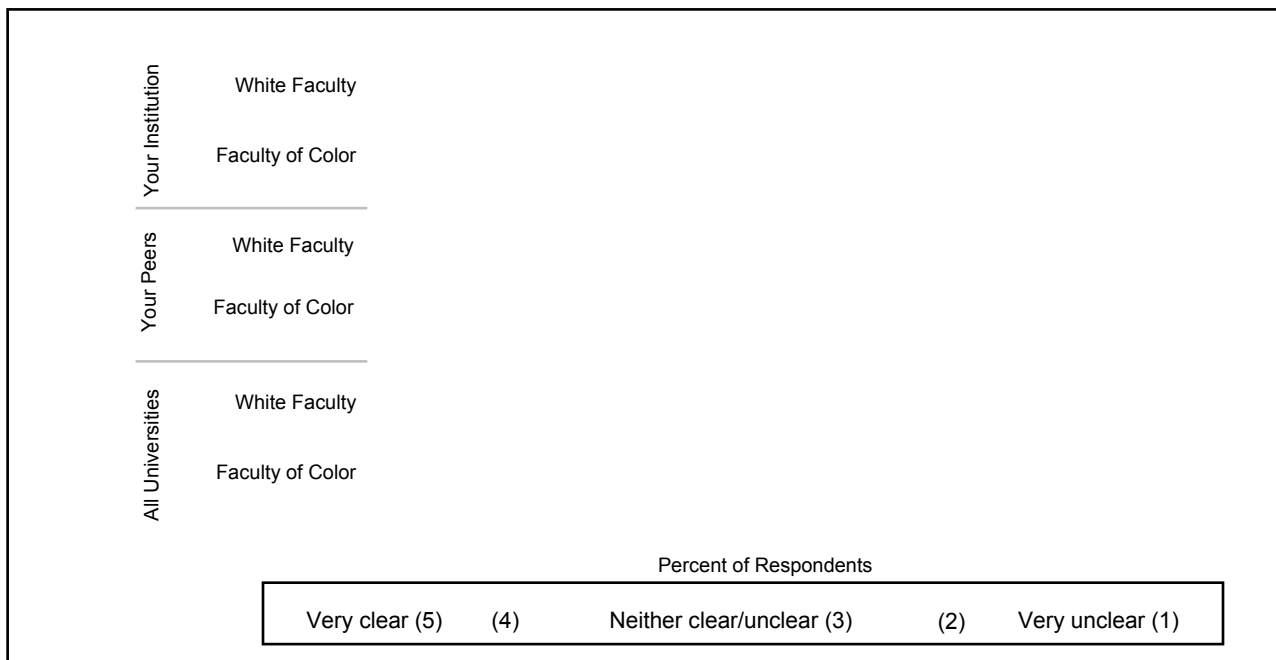
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on clarity of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on clarity of the expectations for performance as a teacher.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.973	1.0183	0.1153	3.744 to 4.203	3.519	1.0344	0.1774	3.158 to 3.880
Faculty at Peer 1	3.795	0.8509	0.1268	3.540 to 4.051	3.961	0.8992	0.2248	3.482 to 4.441
... Peer 2	3.942	1.0492	0.0962	3.751 to 4.132	4.126	0.7263	0.1624	3.786 to 4.466
... Peer 3	3.919	0.8858	0.1279	3.662 to 4.176	4.067	1.0377	0.2878	3.440 to 4.694
... Peer 4	3.541	1.1174	0.0951	3.353 to 3.729	3.653	1.1599	0.1485	3.356 to 3.950
... Peer 5	3.606	1.0956	0.1233	3.360 to 3.851	3.832	1.1173	0.2281	3.360 to 4.304
Your Peers (n=5)	3.761	0.1621	0.0725	3.559 to 3.962	3.928	0.1699	0.0760	3.717 to 4.139
All Universities (n=37)	3.733	0.2122	0.0349	3.662 to 3.803	3.874	0.3137	0.0516	3.770 to 3.979



**Question 24c. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *student advisor*?**  
*Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### OVERALL RESULTS

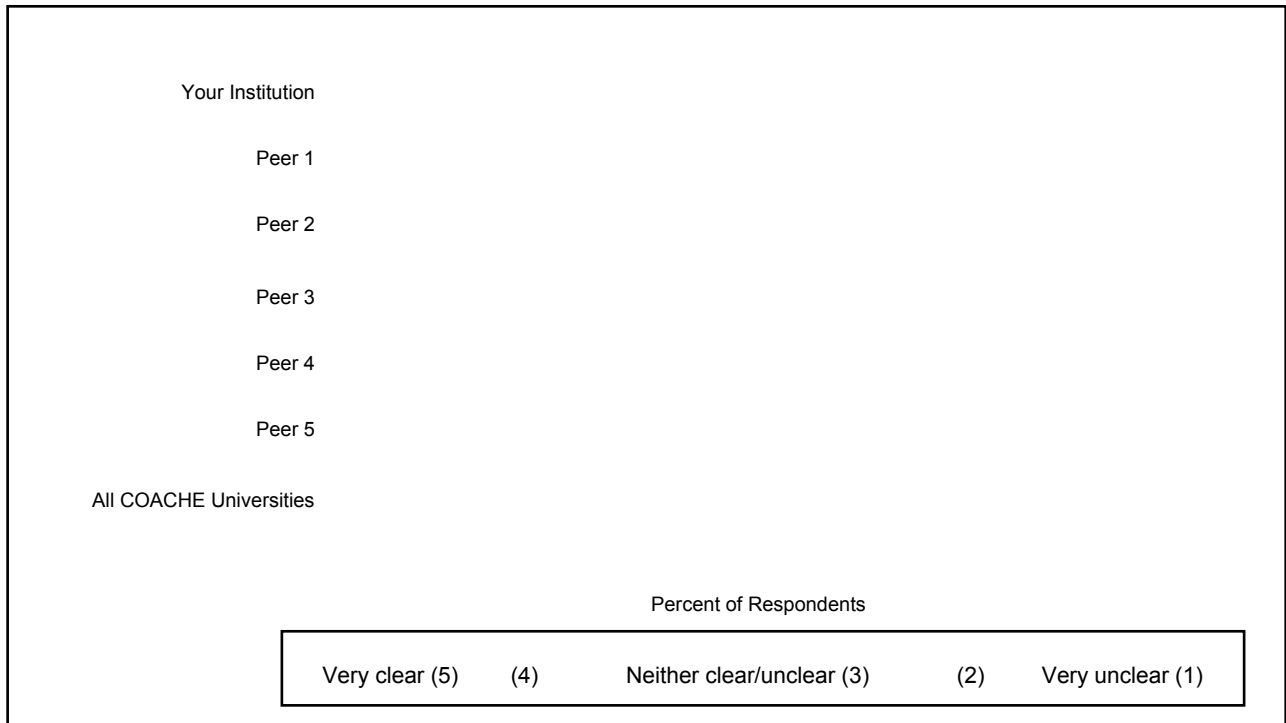
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a student advisor less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on clarity of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.214	1.1393	0.1107	2.994 to 3.433
Faculty at Peer 1	3.274	1.2123	0.1565	2.960 to 3.587
... Peer 2	3.348	1.1350	0.1007	3.149 to 3.548
... Peer 3	3.490	1.0617	0.1406	3.209 to 3.772
... Peer 4	2.989	1.1638	0.0847	2.822 to 3.156
... Peer 5	3.282	1.2294	0.1236	3.037 to 3.527
Your Peers (n=5)	3.277	0.1635	0.0731	3.074 to 3.480
All Universities (n=37)	3.338	0.2084	0.0343	3.269 to 3.408



**Question 24c. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *student advisor*?**  
*Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a student advisor less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a student advisor more than one standard deviation below the mean.

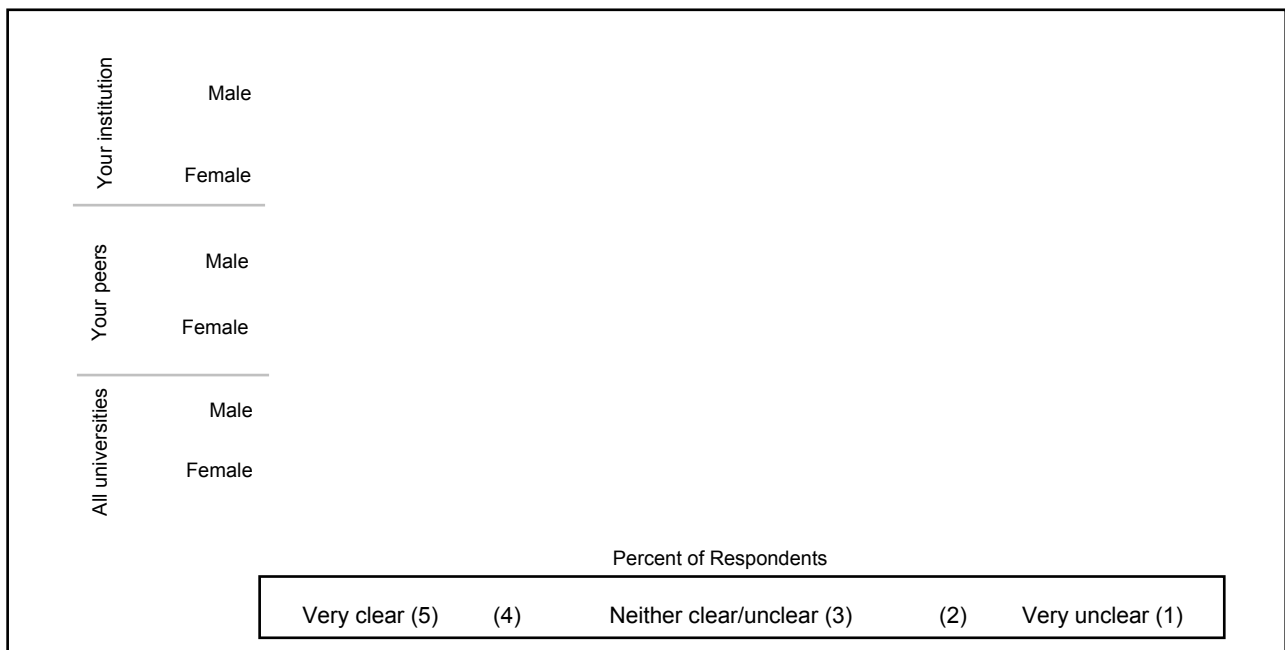
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on clarity of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 8th percentile on clarity of the expectations for performance as a student advisor.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.319	1.1045	0.1392	3.041 to 3.597	3.024	1.1711	0.1786	2.663 to 3.384
Faculty at Peer 1	3.286	1.2359	0.2185	2.841 to 3.732	3.252	1.1840	0.2237	2.793 to 3.712
... Peer 2	3.236	1.1317	0.1343	2.968 to 3.504	3.536	1.1175	0.1493	3.237 to 3.835
... Peer 3	3.611	0.9829	0.1711	3.263 to 3.960	3.307	1.1426	0.2332	2.824 to 3.789
... Peer 4	3.039	1.2231	0.1248	2.791 to 3.287	2.928	1.0940	0.1134	2.702 to 3.153
... Peer 5	3.268	1.2969	0.1584	2.952 to 3.585	3.307	1.0735	0.1898	2.920 to 3.694
Your Peers (n=5)	3.288	0.1842	0.0824	3.059 to 3.517	3.266	0.1955	0.0874	3.023 to 3.509
All Universities (n=37)	3.319	0.2397	0.0394	3.239 to 3.399	3.357	0.2504	0.0412	3.274 to 3.441





**Question 24c. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *student advisor*?**  
*Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the expectations for performance as a student advisor.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a student advisor less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a student advisor less than one standard deviation from the mean.

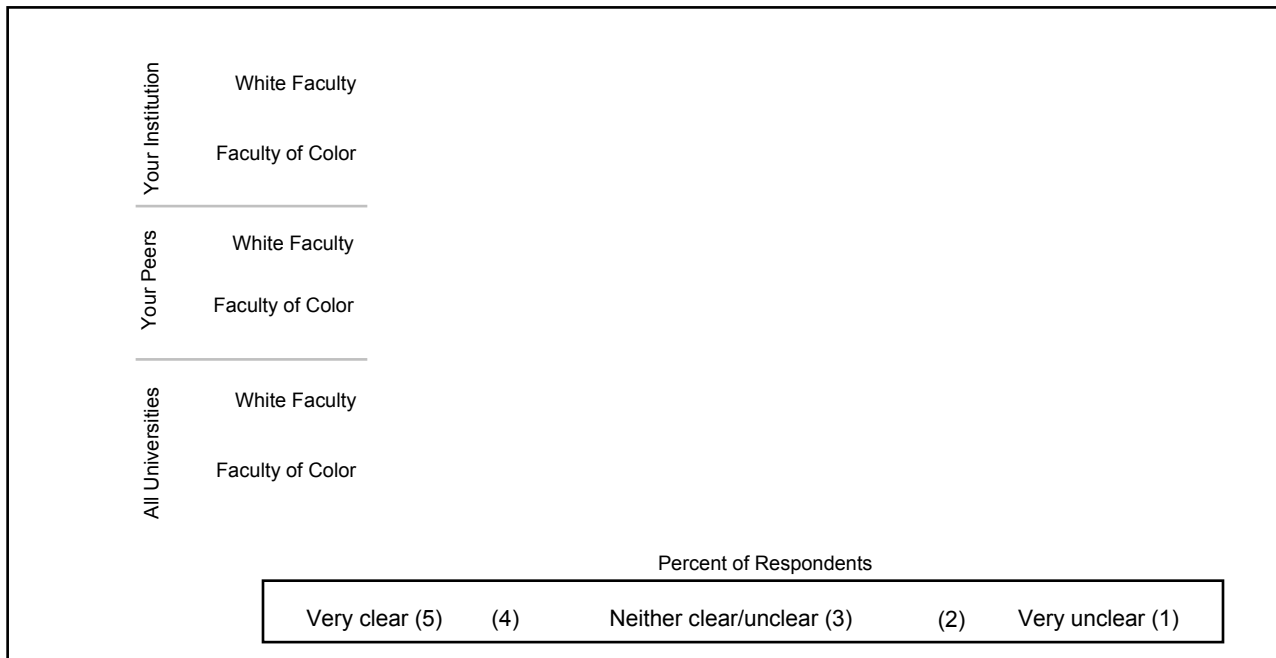
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th percentile on clarity of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 27th percentile on clarity of the expectations for performance as a student advisor.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.187	1.1706	0.1370	2.914 to 3.461	3.279	1.0662	0.1856	2.901 to 3.657
Faculty at Peer 1	3.264	1.0947	0.1650	2.931 to 3.597	3.304	1.4882	0.3721	2.511 to 4.097
... Peer 2	3.276	1.1663	0.1122	3.053 to 3.498	3.820	0.8487	0.1947	3.411 to 4.229
... Peer 3	3.380	1.1013	0.1642	3.049 to 3.711	3.922	0.7592	0.2192	3.439 to 4.404
... Peer 4	2.957	1.1502	0.1001	2.759 to 3.155	3.070	1.1888	0.1575	2.755 to 3.386
... Peer 5	3.261	1.2394	0.1422	2.978 to 3.544	3.352	1.1955	0.2493	2.835 to 3.868
Your Peers (n=5)	3.227	0.1424	0.0637	3.051 to 3.404	3.494	0.3241	0.1449	3.091 to 3.896
All Universities (n=37)	3.263	0.1971	0.0324	3.198 to 3.329	3.510	0.3463	0.0569	3.394 to 3.625



**Question 24d. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *department colleague*? Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).**

## OVERALL RESULTS

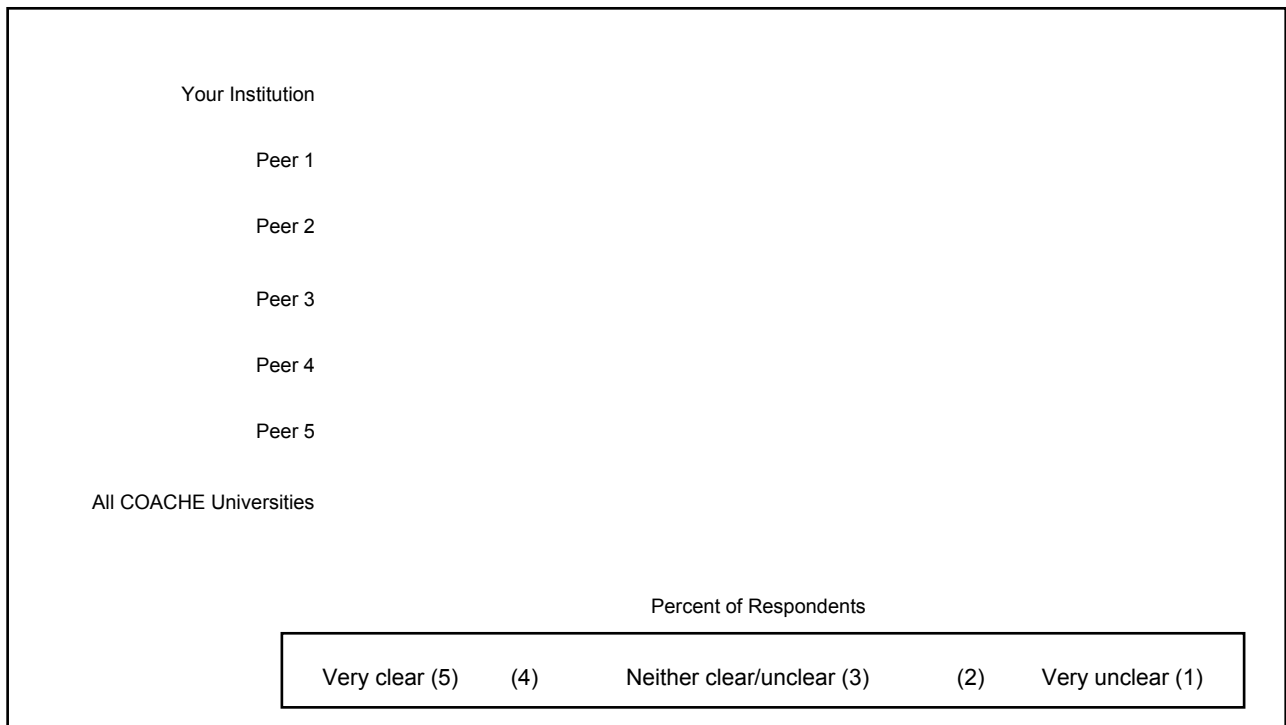
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a department colleague less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 70th percentile on clarity of the expectations for performance as a department colleague.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.381	1.1831	0.1118	3.160 to 3.603
Faculty at Peer 1	3.287	1.0866	0.1415	3.003 to 3.570
... Peer 2	3.446	1.1582	0.0982	3.252 to 3.640
... Peer 3	3.433	1.1647	0.1491	3.135 to 3.732
... Peer 4	3.043	1.2457	0.0887	2.868 to 3.218
... Peer 5	3.204	1.2488	0.1207	2.965 to 3.444
Your Peers (n=5)	3.283	0.1502	0.0672	3.096 to 3.469
All Universities (n=37)	3.327	0.1899	0.0312	3.264 to 3.391



**Question 24d. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *department colleague*? Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).**

## GENDER RESULTS

**At your institution:**

- Within your institution, your male junior faculty found the expectations for performance as a department colleague to be clearer than did your female junior faculty.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a department colleague more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a department colleague more than one standard deviation below the mean.

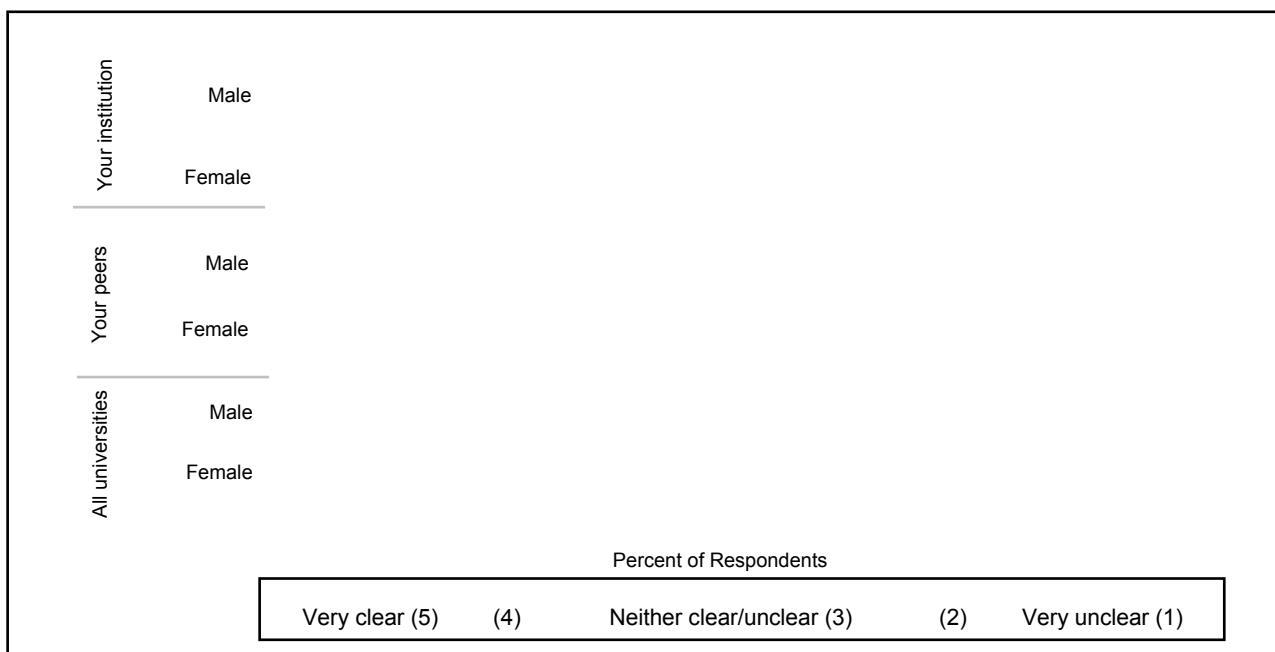
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on clarity of the expectations for performance as a department colleague.
- Among female junior faculty at all universities, your female junior faculty ranked in the 11th percentile on clarity of the expectations for performance as a department colleague.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.605	1.1973	0.1497	3.305 to 3.904	3.021	1.0895	0.1573	2.705 to 3.337
Faculty at Peer 1	3.392	0.9956	0.1760	3.033 to 3.751	3.104	1.1653	0.2243	2.643 to 3.565
... Peer 2	3.400	1.1556	0.1352	3.131 to 3.670	3.513	1.1579	0.1425	3.229 to 3.798
... Peer 3	3.500	1.0898	0.1869	3.120 to 3.881	3.337	1.2516	0.2409	2.842 to 3.832
... Peer 4	3.143	1.2753	0.1288	2.888 to 3.399	2.926	1.2033	0.1209	2.686 to 3.166
... Peer 5	3.153	1.2617	0.1487	2.856 to 3.449	3.303	1.2135	0.2051	2.887 to 3.720
Your Peers (n=5)	3.318	0.1438	0.0643	3.139 to 3.496	3.237	0.2026	0.0906	2.985 to 3.488
All Universities (n=37)	3.337	0.2298	0.0378	3.260 to 3.413	3.311	0.2087	0.0343	3.241 to 3.380



**Question 24d. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *department colleague*? Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).**

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the expectations for performance as a department colleague.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a department colleague more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a department colleague less than one standard deviation from the mean.

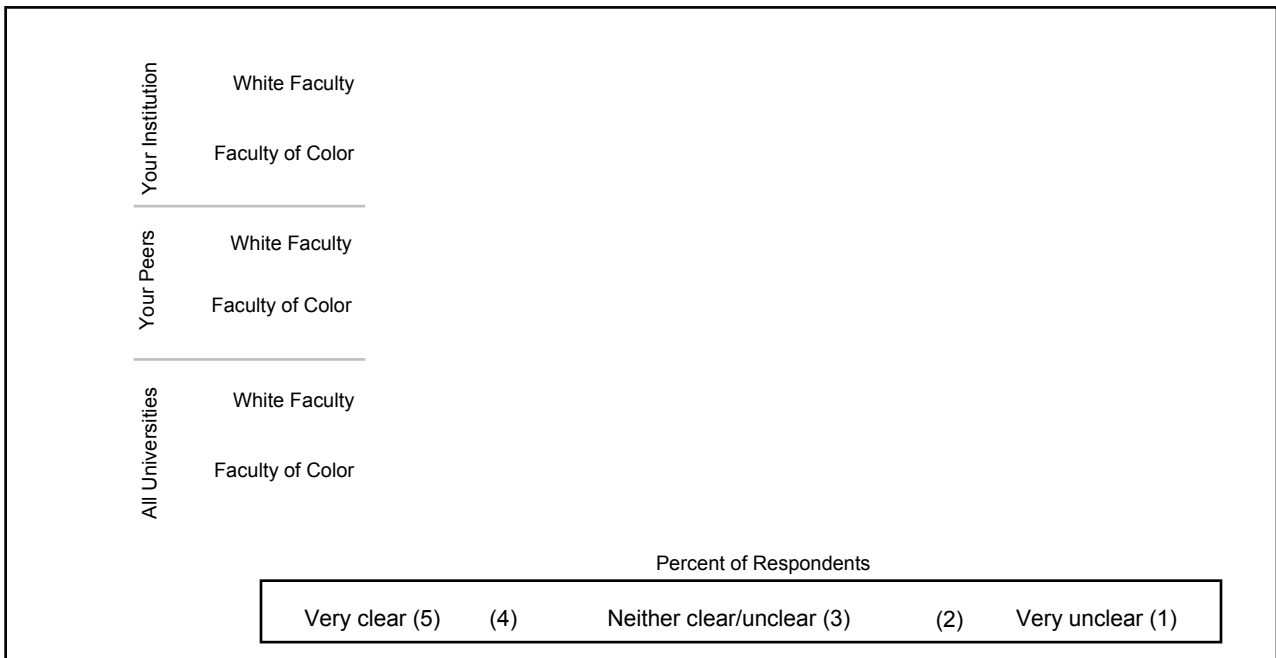
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on clarity of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 35th percentile on clarity of the expectations for performance as a department colleague.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.402	1.1980	0.1356	3.132 to 3.672	3.326	1.1455	0.1965	2.927 to 3.726
Faculty at Peer 1	3.277	1.0364	0.1580	2.958 to 3.596	3.316	1.2103	0.3026	2.671 to 3.961
... Peer 2	3.370	1.1639	0.1071	3.157 to 3.582	3.928	1.0367	0.2262	3.456 to 4.399
... Peer 3	3.293	1.1173	0.1613	2.968 to 3.617	3.920	1.2308	0.3414	3.177 to 4.664
... Peer 4	2.999	1.2614	0.1078	2.786 to 3.213	3.153	1.1995	0.1549	2.843 to 3.463
... Peer 5	3.242	1.2667	0.1390	2.965 to 3.518	3.071	1.1719	0.2392	2.576 to 3.565
Your Peers (n=5)	3.236	0.1255	0.0561	3.080 to 3.392	3.478	0.3730	0.1668	3.014 to 3.941
All Universities (n=37)	3.255	0.1718	0.0282	3.198 to 3.312	3.486	0.3318	0.0545	3.375 to 3.596



**Question 24e. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *campus citizen*?  
*Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).***

### OVERALL RESULTS

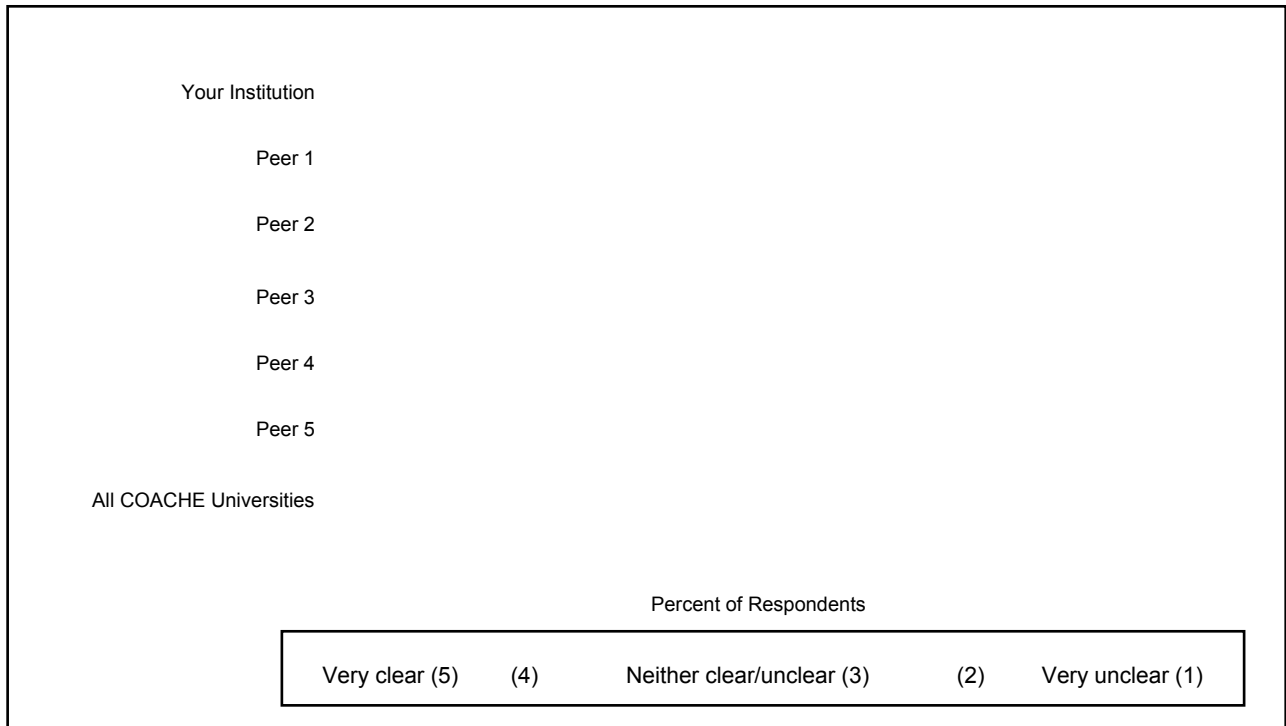
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a campus citizen less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 70th percentile on clarity of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.362	1.1512	0.1088	3.146 to 3.577
Faculty at Peer 1	3.176	1.1806	0.1512	2.873 to 3.478
... Peer 2	3.540	1.0681	0.0899	3.362 to 3.718
... Peer 3	3.355	1.2109	0.1550	3.045 to 3.665
... Peer 4	2.971	1.2562	0.0895	2.794 to 3.147
... Peer 5	3.153	1.1931	0.1159	2.924 to 3.383
Your Peers (n=5)	3.239	0.1936	0.0866	2.999 to 3.479
All Universities (n=37)	3.277	0.2113	0.0347	3.206 to 3.347



**Question 24e. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *campus citizen*?**  
*Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a campus citizen more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a campus citizen less than one standard deviation from the mean.

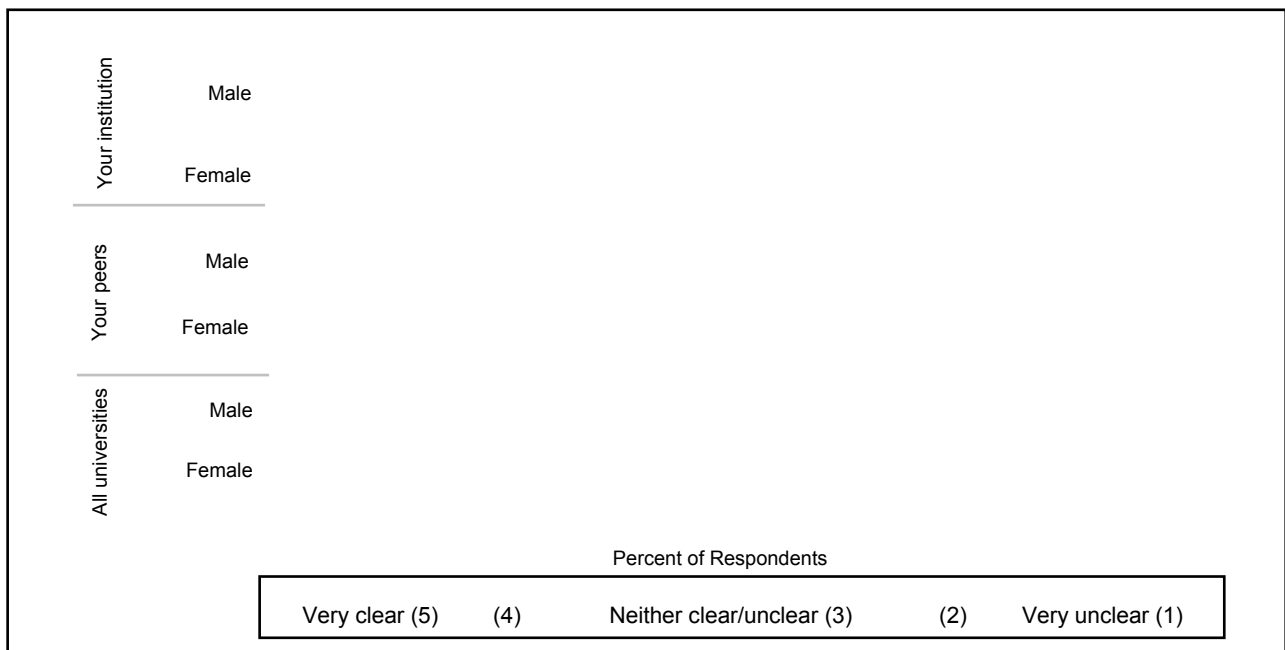
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on clarity of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on clarity of the expectations for performance as a campus citizen.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.506	1.1035	0.1379	3.231 to 3.782	3.129	1.1837	0.1708	2.785 to 3.473
Faculty at Peer 1	3.208	1.0821	0.1913	2.817 to 3.598	3.125	1.2791	0.2375	2.638 to 3.611
... Peer 2	3.455	1.0209	0.1195	3.217 to 3.693	3.659	1.1063	0.1342	3.392 to 3.927
... Peer 3	3.360	1.2012	0.2060	2.941 to 3.779	3.349	1.2217	0.2351	2.865 to 3.832
... Peer 4	3.020	1.2237	0.1236	2.775 to 3.265	2.913	1.2831	0.1290	2.657 to 3.169
... Peer 5	3.090	1.2370	0.1468	2.798 to 3.383	3.272	1.0842	0.1833	2.900 to 3.645
Your Peers (n=5)	3.227	0.1623	0.0726	3.025 to 3.428	3.264	0.2475	0.1107	2.956 to 3.571
All Universities (n=37)	3.269	0.2661	0.0437	3.181 to 3.358	3.287	0.2158	0.0355	3.215 to 3.359



**Question 24e. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *campus citizen*?**  
*Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the expectations for performance as a campus citizen.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a campus citizen more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a campus citizen less than one standard deviation from the mean.

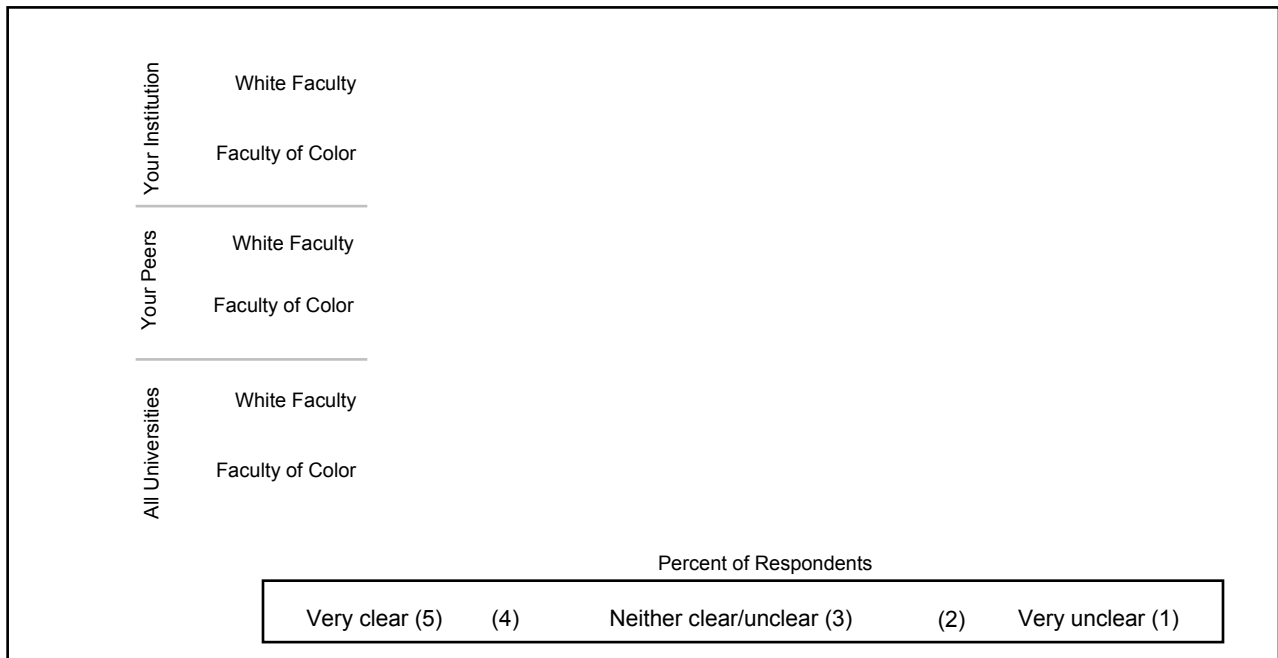
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th percentile on clarity of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 46th percentile on clarity of the expectations for performance as a campus citizen.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.394	1.1320	0.1282	3.139 to 3.649	3.276	1.1896	0.2040	2.861 to 3.691
Faculty at Peer 1	3.161	1.0945	0.1632	2.832 to 3.489	3.225	1.3919	0.3480	2.484 to 3.967
... Peer 2	3.486	1.1030	0.1007	3.287 to 3.685	3.884	0.7737	0.1688	3.532 to 4.236
... Peer 3	3.186	1.2189	0.1759	2.832 to 3.540	3.942	1.0263	0.2846	3.322 to 4.562
... Peer 4	2.926	1.2618	0.1078	2.713 to 3.139	3.082	1.2342	0.1593	2.763 to 3.401
... Peer 5	3.123	1.1304	0.1248	2.874 to 3.371	3.263	1.3838	0.2825	2.679 to 3.847
Your Peers (n=5)	3.176	0.1798	0.0804	2.953 to 3.400	3.479	0.3597	0.1609	3.032 to 3.926
All Universities (n=37)	3.225	0.2108	0.0347	3.155 to 3.295	3.386	0.2936	0.0483	3.288 to 3.483



**Question 24f. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *member of the broader community*? Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).**

### OVERALL RESULTS

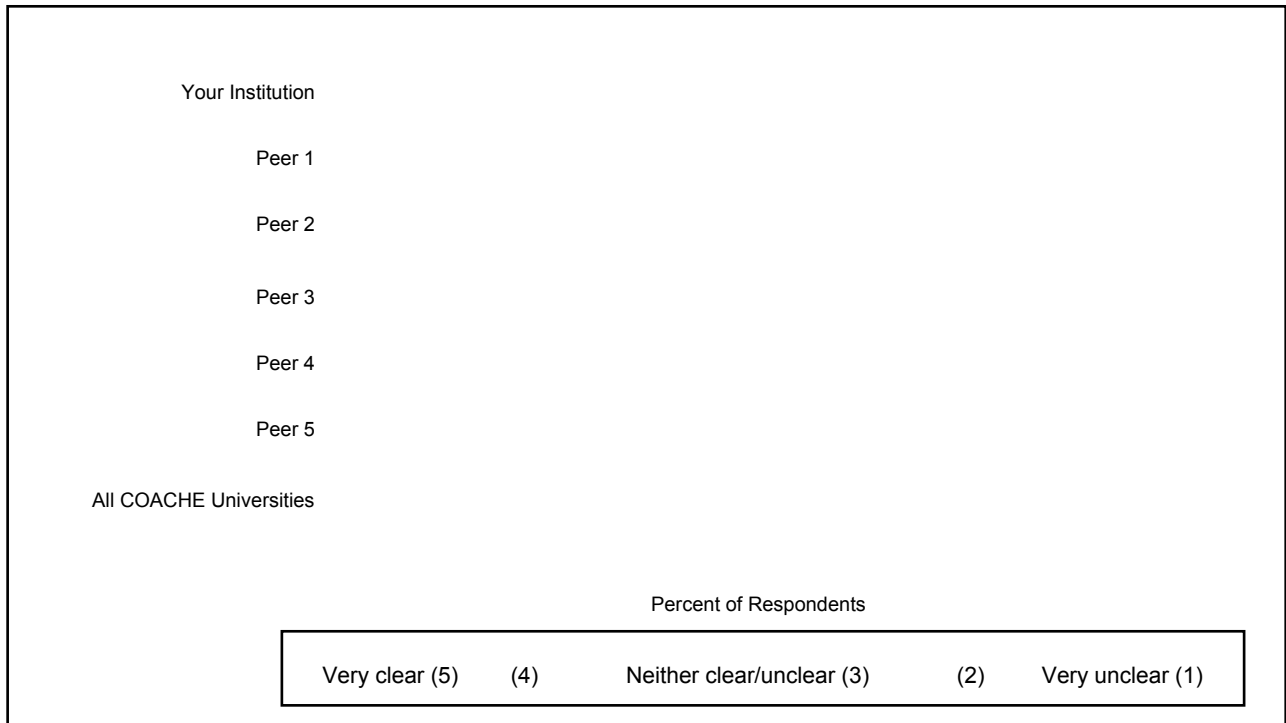
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 68th percentile on clarity of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.162	1.1160	0.1055	2.953 to 3.371
Faculty at Peer 1	2.945	1.1224	0.1437	2.658 to 3.232
... Peer 2	3.205	1.1063	0.0942	3.019 to 3.391
... Peer 3	3.183	1.2736	0.1631	2.857 to 3.509
... Peer 4	2.816	1.2097	0.0866	2.645 to 2.987
... Peer 5	2.902	1.1958	0.1196	2.665 to 3.139
Your Peers (n=5)	3.010	0.1558	0.0697	2.817 to 3.204
All Universities (n=37)	3.022	0.2015	0.0331	2.955 to 3.090





**Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community?** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a community member more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.

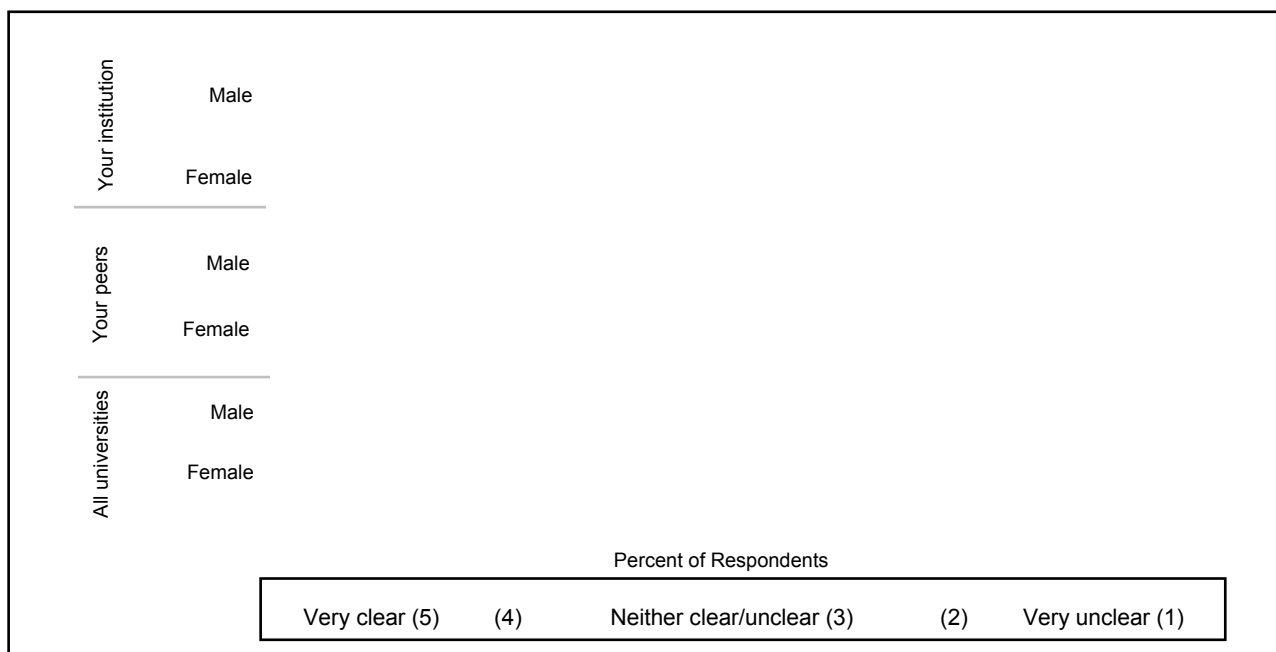
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on clarity of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on clarity of the expectations for performance as a community member.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.291	1.0932	0.1366	3.018 to 3.564	2.954	1.1149	0.1609	2.630 to 3.278
Faculty at Peer 1	2.945	1.0289	0.1819	2.574 to 3.316	2.945	1.2172	0.2260	2.482 to 3.408
... Peer 2	3.164	1.1037	0.1319	2.901 to 3.427	3.260	1.1064	0.1342	2.993 to 3.528
... Peer 3	3.311	1.2847	0.2203	2.863 to 3.760	2.998	1.2472	0.2400	2.505 to 3.492
... Peer 4	2.881	1.1405	0.1158	2.651 to 3.111	2.739	1.2680	0.1281	2.485 to 2.993
... Peer 5	2.846	1.2290	0.1501	2.547 to 3.146	3.007	1.1142	0.1940	2.612 to 3.403
Your Peers (n=5)	3.030	0.1790	0.0801	2.807 to 3.252	2.990	0.1663	0.0744	2.784 to 3.197
All Universities (n=37)	3.012	0.2645	0.0435	2.924 to 3.100	3.034	0.2090	0.0344	2.964 to 3.103



**Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community?** *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in clarity of the expectations for performance as a community member.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a community member more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.

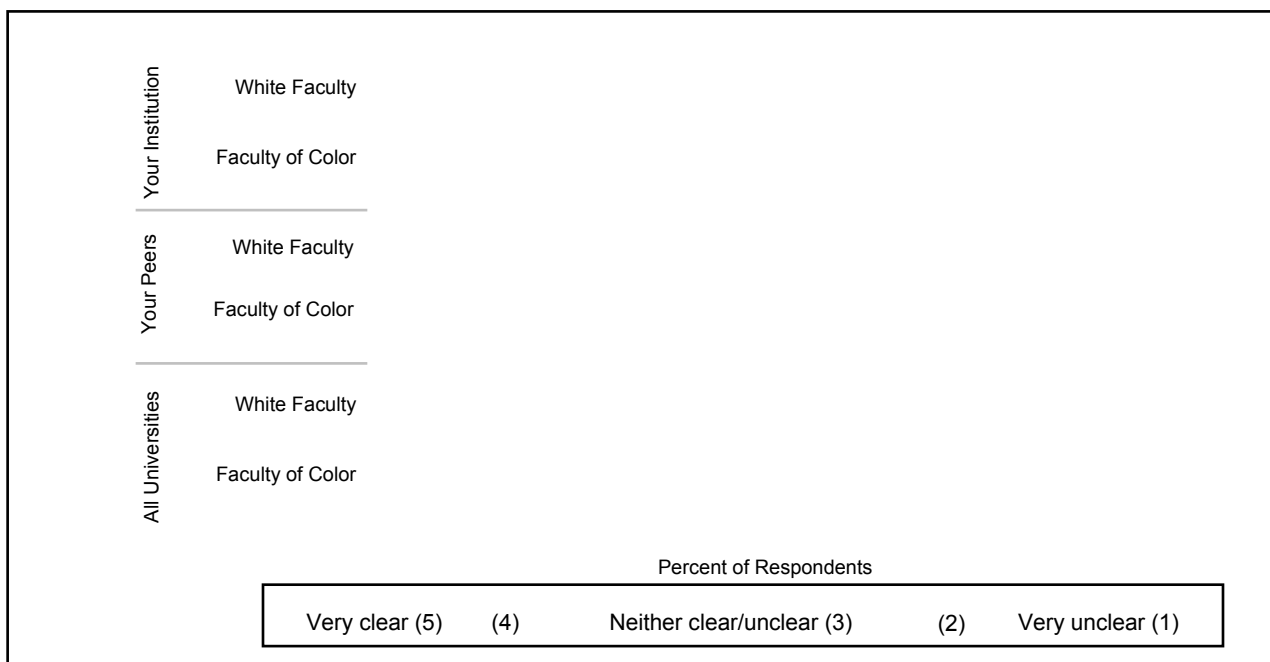
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th percentile on clarity of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 49th percentile on clarity of the expectations for performance as a community member.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.168	1.0828	0.1226	2.924 to 3.412	3.147	1.1867	0.2035	2.733 to 3.561
Faculty at Peer 1	2.991	1.0333	0.1558	2.676 to 3.305	2.806	1.3232	0.3209	2.126 to 3.486
... Peer 2	3.160	1.1244	0.1039	2.954 to 3.365	3.487	0.9571	0.2089	3.051 to 3.922
... Peer 3	3.001	1.2910	0.1863	2.626 to 3.376	3.813	1.0769	0.2987	3.163 to 4.464
... Peer 4	2.762	1.1893	0.1024	2.560 to 2.965	2.948	1.2440	0.1606	2.627 to 3.269
... Peer 5	2.809	1.1442	0.1296	2.551 to 3.067	3.247	1.3119	0.2797	2.665 to 3.829
Your Peers (n=5)	2.944	0.1437	0.0642	2.766 to 3.123	3.260	0.3637	0.1626	2.809 to 3.712
All Universities (n=37)	2.942	0.2076	0.0341	2.873 to 3.011	3.214	0.3502	0.0576	3.098 to 3.331



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

## OVERALL RESULTS

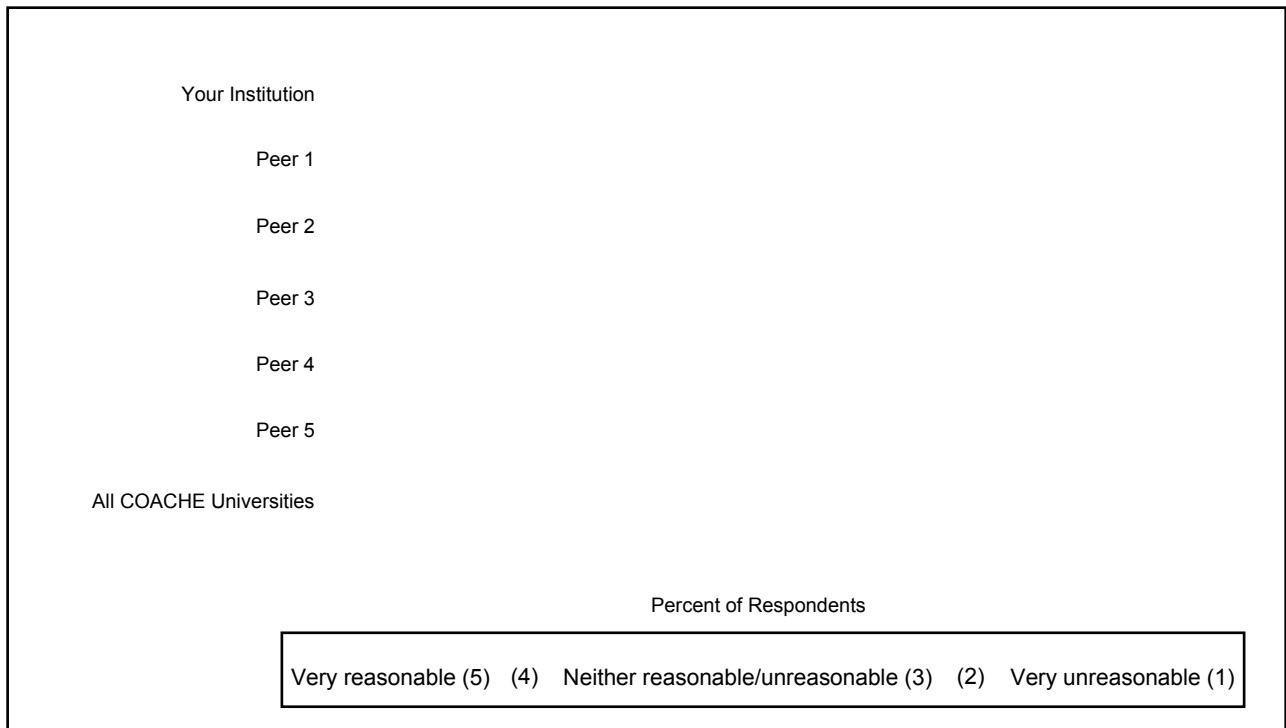
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a scholar less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 22nd percentile on reasonableness of the expectations for performance as a scholar.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.701	1.3019	0.1247	3.454 to 3.948
Faculty at Peer 1	4.067	0.9561	0.1245	3.817 to 4.316
... Peer 2	3.917	1.1795	0.1000	3.719 to 4.115
... Peer 3	3.620	1.2367	0.1610	3.298 to 3.942
... Peer 4	3.348	1.3384	0.0963	3.158 to 3.538
... Peer 5	4.093	1.0999	0.1094	3.876 to 4.311
Your Peers (n=5)	3.809	0.2854	0.1276	3.455 to 4.163
All Universities (n=37)	3.869	0.2413	0.0397	3.788 to 3.949



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

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a scholar less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a scholar less than one standard deviation from the mean.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th percentile on reasonableness of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 24th percentile on reasonableness of the expectations for performance as a scholar.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.869	1.3383	0.1700	3.529 to 4.209	3.438	1.2159	0.1774	3.081 to 3.795
Faculty at Peer 1	4.228	0.8312	0.1493	3.923 to 4.532	3.807	1.0369	0.1960	3.405 to 4.209
... Peer 2	4.083	1.0508	0.1238	3.836 to 4.330	3.682	1.2721	0.1554	3.371 to 3.992
... Peer 3	3.887	1.1315	0.1940	3.493 to 4.282	3.206	1.2649	0.2530	2.684 to 3.728
... Peer 4	3.478	1.3170	0.1337	3.213 to 3.744	3.192	1.3433	0.1371	2.919 to 3.464
... Peer 5	4.102	1.1394	0.1382	3.826 to 4.378	4.077	1.0132	0.1764	3.718 to 4.437
Your Peers (n=5)	3.956	0.2623	0.1173	3.630 to 4.281	3.593	0.3461	0.1548	3.163 to 4.023
All Universities (n=37)	3.989	0.2457	0.0404	3.907 to 4.071	3.701	0.3083	0.0507	3.598 to 3.803



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

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in reasonableness of the expectations for performance as a scholar.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a scholar less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a scholar more than one standard deviation below the mean.

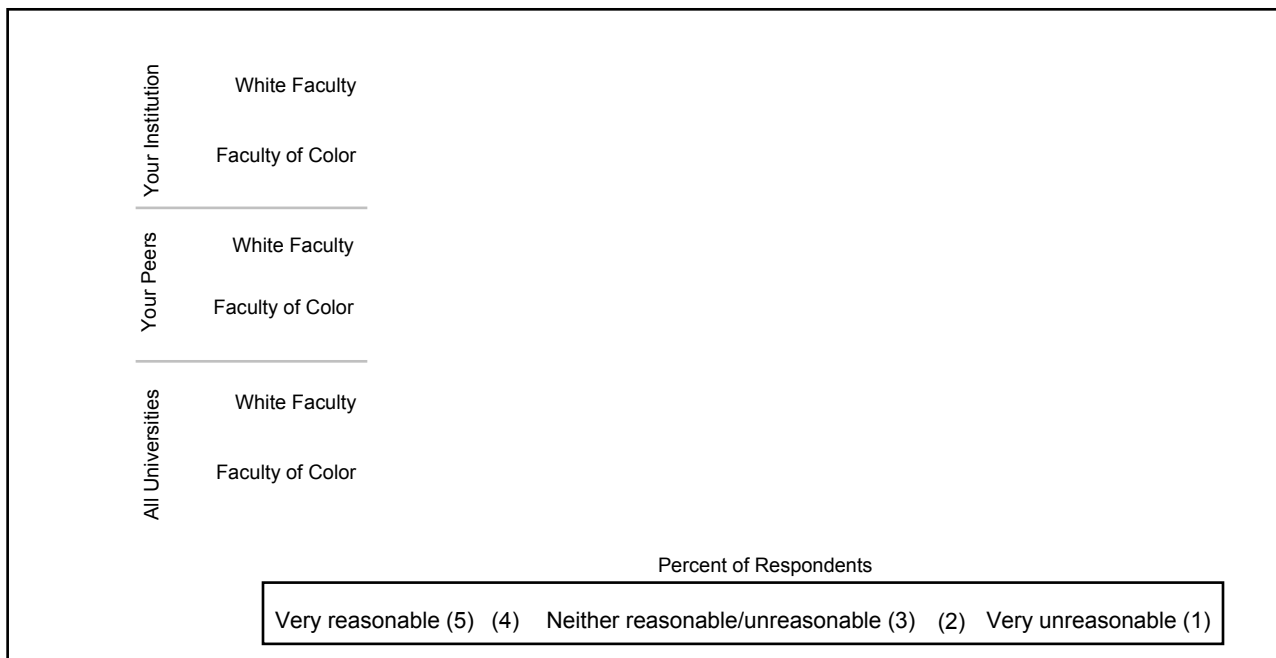
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th percentile on reasonableness of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 16th percentile on reasonableness of the expectations for performance as a scholar.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.737	1.2335	0.1415	3.455 to 4.019	3.608	1.4380	0.2503	3.098 to 4.117
Faculty at Peer 1	4.052	0.9661	0.1440	3.762 to 4.342	4.120	0.9147	0.2445	3.592 to 4.649
... Peer 2	3.862	1.2183	0.1117	3.641 to 4.083	4.276	0.8292	0.1854	3.888 to 4.664
... Peer 3	3.547	1.2741	0.1839	3.178 to 3.917	3.911	1.0285	0.3101	3.220 to 4.602
... Peer 4	3.225	1.3331	0.1152	2.997 to 3.453	3.653	1.2968	0.1688	3.315 to 3.991
... Peer 5	4.127	1.1020	0.1248	3.878 to 4.375	3.975	1.0826	0.2257	3.507 to 4.443
Your Peers (n=5)	3.763	0.3352	0.1499	3.346 to 4.179	3.987	0.2093	0.0936	3.727 to 4.247
All Universities (n=37)	3.842	0.2155	0.0354	3.770 to 3.913	4.004	0.3716	0.0611	3.880 to 4.128



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

## OVERALL RESULTS

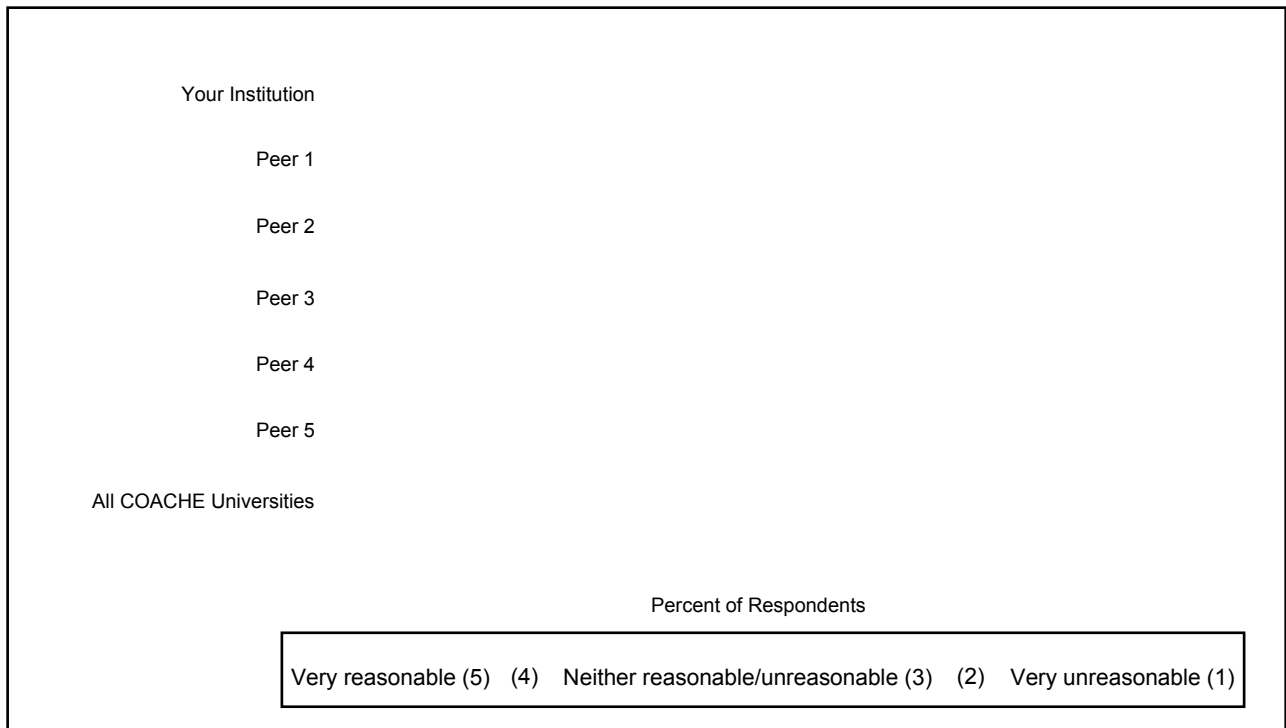
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a teacher less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 49th percentile on reasonableness of the expectations for performance as a teacher.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	4.078	1.0351	0.0987	3.882 to 4.274
Faculty at Peer 1	4.149	0.8599	0.1120	3.925 to 4.374
... Peer 2	4.223	0.9623	0.0825	4.060 to 4.386
... Peer 3	4.031	1.0160	0.1312	3.768 to 4.293
... Peer 4	4.039	1.1042	0.0801	3.881 to 4.197
... Peer 5	4.120	0.9821	0.0992	3.923 to 4.317
Your Peers (n=5)	4.112	0.0718	0.0321	4.023 to 4.202
All Universities (n=37)	4.101	0.1645	0.0270	4.046 to 4.155



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

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a teacher less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a teacher less than one standard deviation from the mean.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 62nd percentile on reasonableness of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on reasonableness of the expectations for performance as a teacher.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.140	1.0586	0.1334	3.874 to 4.407	3.979	0.9998	0.1458	3.685 to 4.272
Faculty at Peer 1	4.132	0.7510	0.1349	3.857 to 4.408	4.177	0.9656	0.1825	3.803 to 4.551
... Peer 2	4.219	1.0098	0.1198	3.980 to 4.458	4.229	0.9076	0.1126	4.004 to 4.454
... Peer 3	4.122	0.9741	0.1671	3.782 to 4.461	3.895	1.0498	0.2059	3.471 to 4.319
... Peer 4	4.065	1.0728	0.1101	3.846 to 4.283	4.008	1.1332	0.1163	3.777 to 4.239
... Peer 5	4.091	0.9491	0.1168	3.857 to 4.324	4.177	1.0440	0.1845	3.801 to 4.553
Your Peers (n=5)	4.126	0.0524	0.0235	4.061 to 4.191	4.097	0.1255	0.0561	3.941 to 4.253
All Universities (n=37)	4.126	0.1726	0.0284	4.068 to 4.183	4.064	0.2076	0.0341	3.994 to 4.133



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

## RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty found the expectations for performance as a teacher to be more reasonable than did your junior faculty of color.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a teacher more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a teacher more than one standard deviation below the mean.

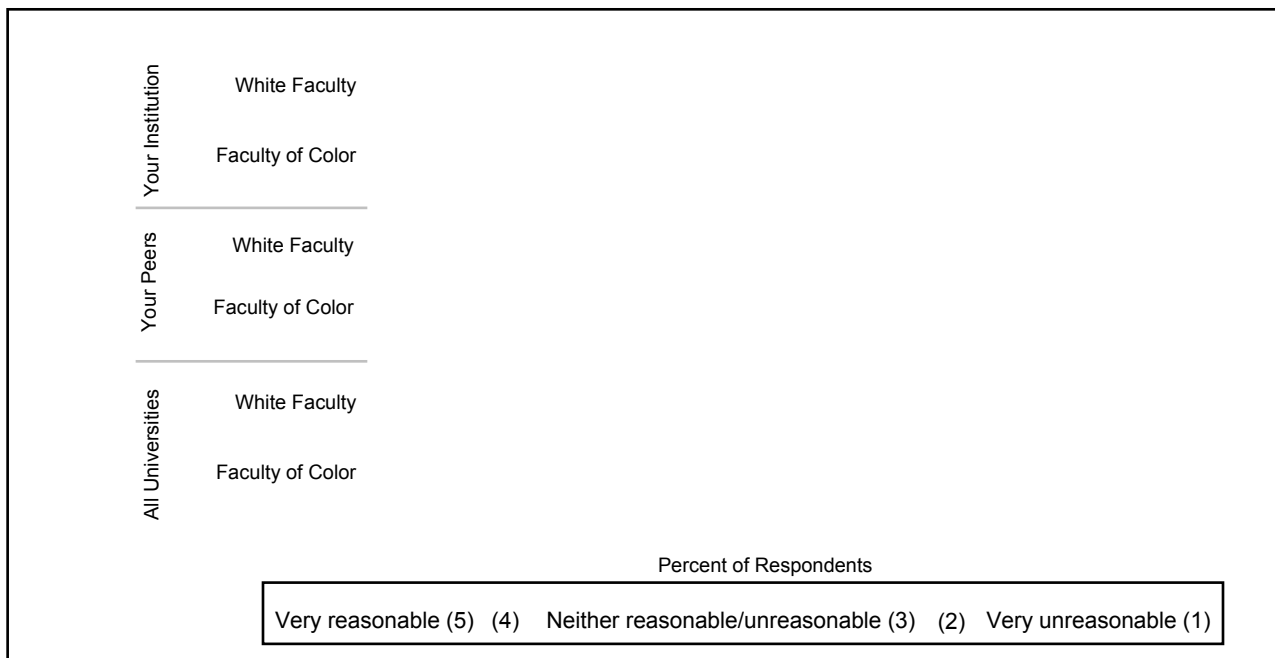
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th percentile on reasonableness of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on reasonableness of the expectations for performance as a teacher.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.254	0.8958	0.1021	4.051 to 4.458	3.615	1.1814	0.2057	3.196 to 4.034
Faculty at Peer 1	4.152	0.8933	0.1332	3.884 to 4.420	4.140	0.7423	0.1984	3.712 to 4.569
... Peer 2	4.200	1.0088	0.0933	4.015 to 4.385	4.382	0.5813	0.1334	4.102 to 4.662
... Peer 3	4.042	1.0198	0.1472	3.746 to 4.338	3.987	1.0000	0.2887	3.352 to 4.622
... Peer 4	4.071	1.0815	0.0941	3.884 to 4.257	3.960	1.1521	0.1513	3.657 to 4.263
... Peer 5	4.159	0.9387	0.1084	3.943 to 4.375	3.988	1.1034	0.2301	3.511 to 4.465
Your Peers (n=5)	4.125	0.0588	0.0263	4.052 to 4.198	4.091	0.1587	0.0710	3.894 to 4.289
All Universities (n=37)	4.103	0.1606	0.0264	4.049 to 4.156	4.077	0.3032	0.0498	3.976 to 4.178





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

## OVERALL RESULTS

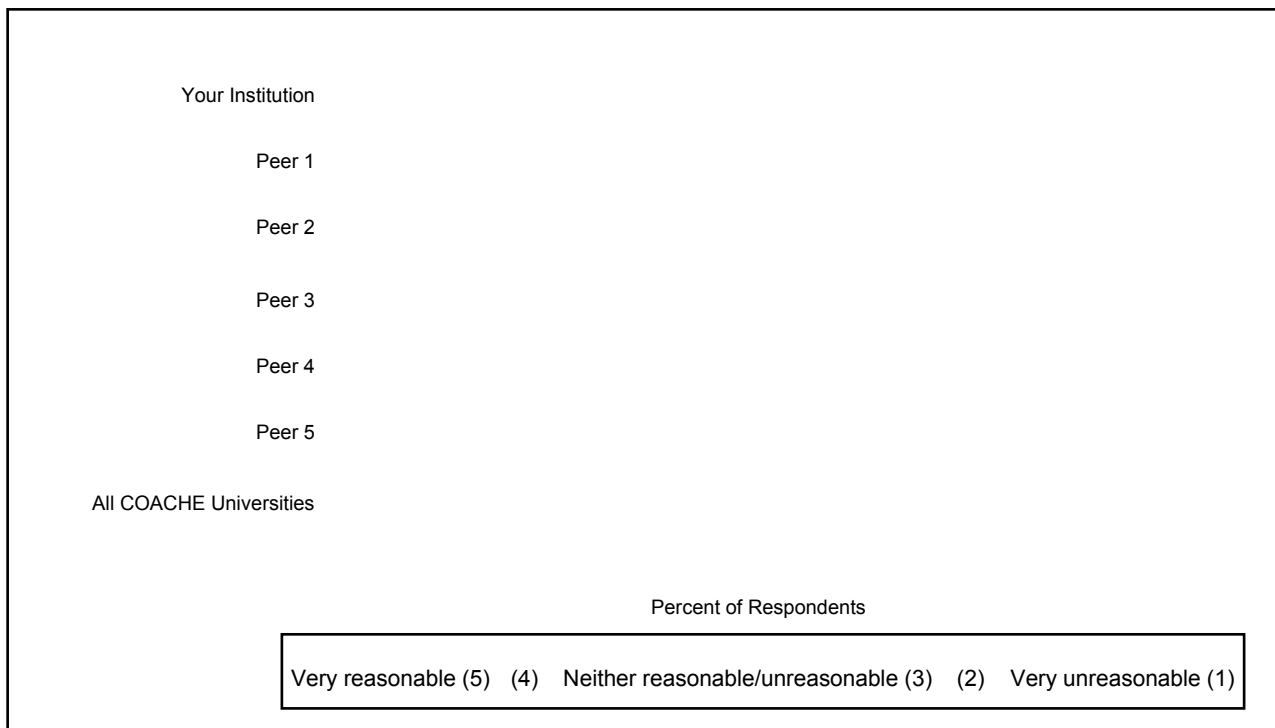
### Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a student advisor more than one standard deviation below the mean.

### Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 8th percentile on reasonableness of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.674	1.1336	0.1151	3.446 to 3.902
Faculty at Peer 1	3.791	0.9754	0.1270	3.537 to 4.045
... Peer 2	3.977	0.9701	0.0889	3.801 to 4.154
... Peer 3	3.776	0.9025	0.1217	3.533 to 4.020
... Peer 4	3.805	1.0532	0.0815	3.644 to 3.966
... Peer 5	3.725	1.1182	0.1159	3.494 to 3.955
Your Peers (n=5)	3.815	0.0857	0.0383	3.708 to 3.921
All Universities (n=37)	3.872	0.1782	0.0293	3.813 to 3.932



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

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a student advisor more than one standard deviation below the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a student advisor less than one standard deviation from the mean.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 11th percentile on reasonableness of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 11th percentile on reasonableness of the expectations for performance as a student advisor.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.709	1.0376	0.1351	3.438 to 3.979	3.609	1.2678	0.2057	3.192 to 4.026
Faculty at Peer 1	3.837	0.9192	0.1651	3.500 to 4.175	3.715	1.0302	0.1947	3.316 to 4.115
... Peer 2	3.892	1.0630	0.1318	3.628 to 4.155	4.113	0.8315	0.1132	3.886 to 4.340
... Peer 3	3.812	0.8571	0.1492	3.508 to 4.116	3.718	0.9621	0.2051	3.292 to 4.145
... Peer 4	3.832	1.0491	0.1158	3.601 to 4.062	3.774	1.0558	0.1145	3.546 to 4.002
... Peer 5	3.812	1.0963	0.1381	3.536 to 4.088	3.556	1.1455	0.2091	3.128 to 3.983
Your Peers (n=5)	3.837	0.0293	0.0131	3.800 to 3.873	3.775	0.1839	0.0823	3.547 to 4.004
All Universities (n=37)	3.902	0.2069	0.0340	3.833 to 3.971	3.825	0.1901	0.0313	3.762 to 3.888



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

### RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty found the expectations for performance as a student advisor to be more reasonable than did your junior faculty of color.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a student advisor less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a student advisor more than one standard deviation below the mean.

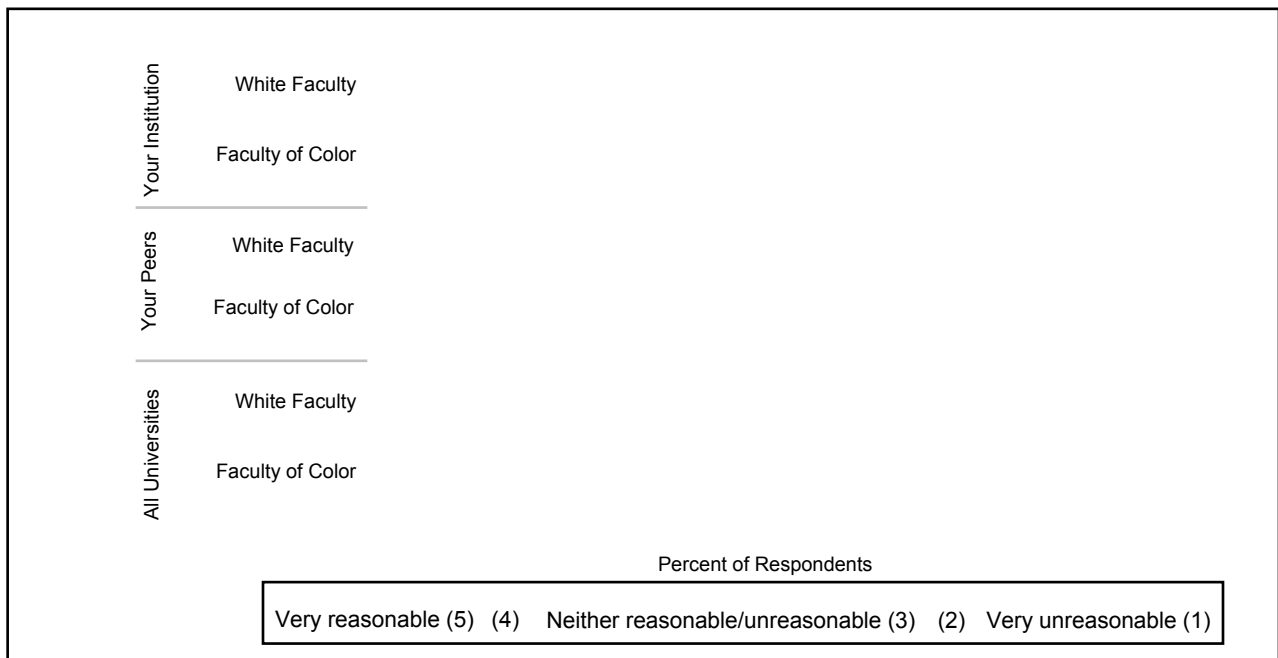
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th percentile on reasonableness of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 5th percentile on reasonableness of the expectations for performance as a student advisor.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.837	1.0917	0.1334	3.571 to 4.103	3.269	1.1075	0.2022	2.856 to 3.683
Faculty at Peer 1	3.827	0.9599	0.1447	3.535 to 4.119	3.666	1.0111	0.2611	3.107 to 4.226
... Peer 2	3.945	0.9795	0.0975	3.751 to 4.138	4.183	0.8975	0.2115	3.737 to 4.630
... Peer 3	3.796	0.8939	0.1348	3.524 to 4.068	3.696	0.9360	0.2822	3.067 to 4.325
... Peer 4	3.824	1.0346	0.0956	3.635 to 4.013	3.756	1.0954	0.1549	3.445 to 4.068
... Peer 5	3.730	1.0928	0.1288	3.473 to 3.987	3.707	1.2009	0.2621	3.160 to 4.253
Your Peers (n=5)	3.824	0.0696	0.0311	3.738 to 3.911	3.802	0.1930	0.0863	3.562 to 4.041
All Universities (n=37)	3.862	0.1726	0.0284	3.804 to 3.919	3.901	0.2961	0.0487	3.802 to 3.999



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

## OVERALL RESULTS

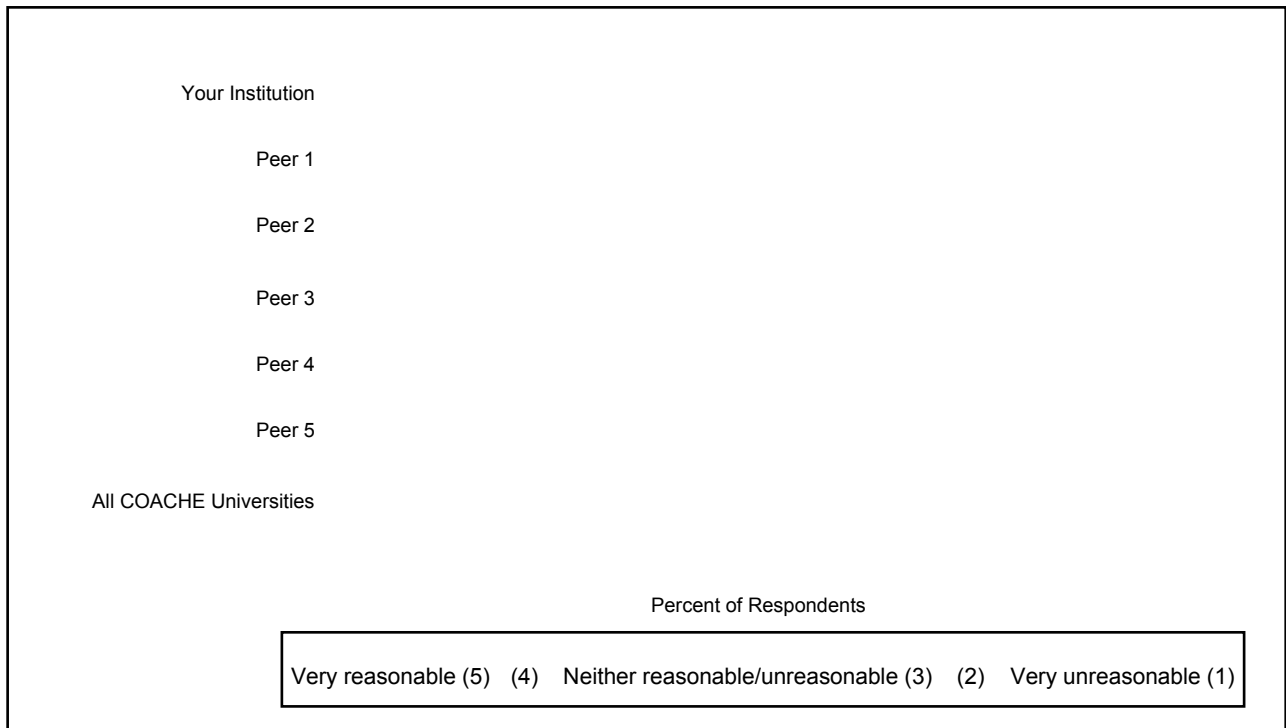
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a department colleague more than one standard deviation above the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 81st percentile on reasonableness of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.005	1.0188	0.1004	3.806 to 4.204
Faculty at Peer 1	3.775	0.9570	0.1257	3.524 to 4.027
... Peer 2	3.980	1.0588	0.0922	3.798 to 4.162
... Peer 3	3.708	0.9537	0.1242	3.460 to 3.957
... Peer 4	3.896	1.0562	0.0783	3.741 to 4.050
... Peer 5	3.951	1.0821	0.1093	3.734 to 4.168
Your Peers (n=5)	3.862	0.1040	0.0465	3.733 to 3.991
All Universities (n=37)	3.894	0.1464	0.0241	3.845 to 3.943



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

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a department colleague more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a department colleague less than one standard deviation from the mean.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 76th percentile on reasonableness of the expectations for performance as a department colleague.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on reasonableness of the expectations for performance as a department colleague.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.063	1.0850	0.1378	3.787 to 4.338	3.900	0.9054	0.1414	3.614 to 4.185
Faculty at Peer 1	3.925	0.7155	0.1285	3.662 to 4.187	3.524	1.1343	0.2183	3.075 to 3.973
... Peer 2	3.944	1.1099	0.1346	3.676 to 4.213	4.030	0.9995	0.1249	3.780 to 4.279
... Peer 3	3.706	0.9490	0.1627	3.375 to 4.037	3.712	0.9600	0.1920	3.316 to 4.108
... Peer 4	3.937	1.0532	0.1110	3.717 to 4.158	3.848	1.0558	0.1101	3.629 to 4.066
... Peer 5	3.924	1.0633	0.1309	3.663 to 4.186	4.002	1.1180	0.1976	3.599 to 4.405
Your Peers (n=5)	3.887	0.0911	0.0407	3.774 to 4.000	3.823	0.1882	0.0842	3.589 to 4.057
All Universities (n=37)	3.921	0.1582	0.0260	3.868 to 3.974	3.854	0.1900	0.0312	3.790 to 3.917



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

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in reasonableness of the expectations for performance as a department colleague.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a department colleague more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a department colleague less than one standard deviation from the mean.

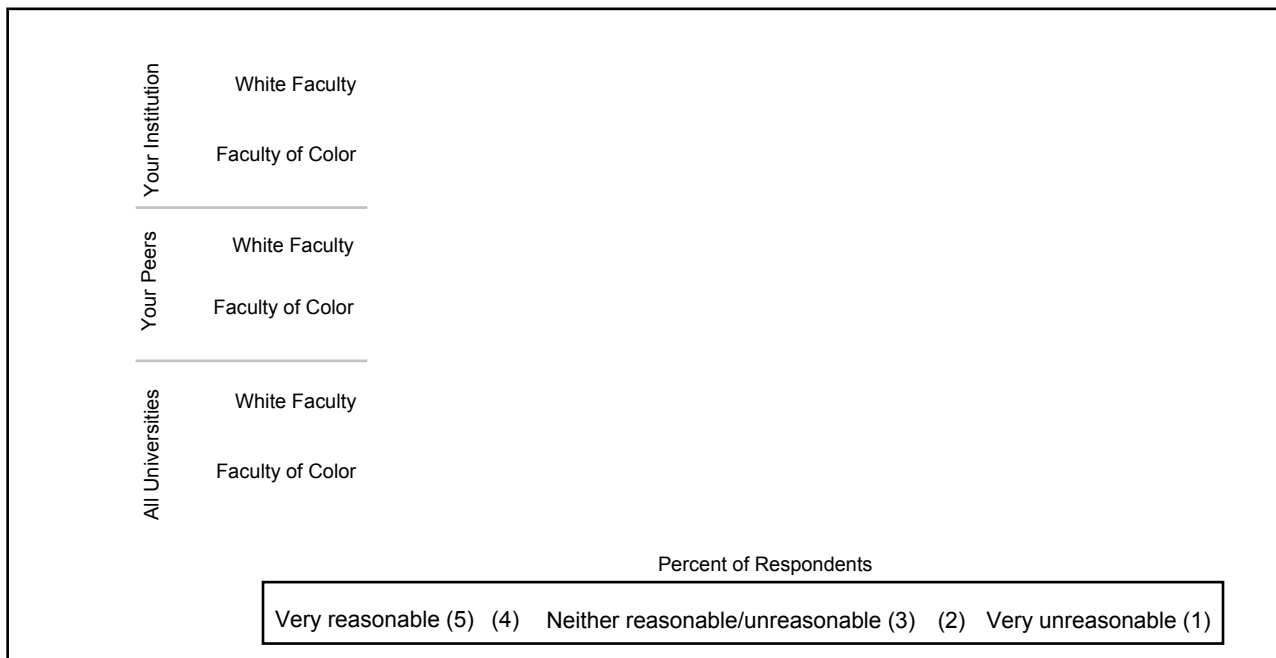
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on reasonableness of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 35th percentile on reasonableness of the expectations for performance as a department colleague.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.083	0.9116	0.1067	3.871 to 4.296	3.789	1.2092	0.2208	3.337 to 4.240
Faculty at Peer 1	3.768	0.8916	0.1360	3.493 to 4.042	3.800	1.1235	0.2901	3.178 to 4.422
... Peer 2	3.961	1.0514	0.0989	3.765 to 4.157	4.105	1.0990	0.2521	3.575 to 4.634
... Peer 3	3.729	0.9296	0.1342	3.459 to 3.999	3.627	1.0523	0.3173	2.920 to 4.334
... Peer 4	3.904	1.0376	0.0924	3.721 to 4.087	3.876	1.0967	0.1466	3.582 to 4.170
... Peer 5	4.066	1.0044	0.1152	3.837 to 4.296	3.540	1.2332	0.2629	2.994 to 4.087
Your Peers (n=5)	3.885	0.1243	0.0556	3.731 to 4.040	3.790	0.1977	0.0884	3.544 to 4.035
All Universities (n=37)	3.895	0.1475	0.0242	3.846 to 3.944	3.882	0.2575	0.0423	3.796 to 3.968



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

## OVERALL RESULTS

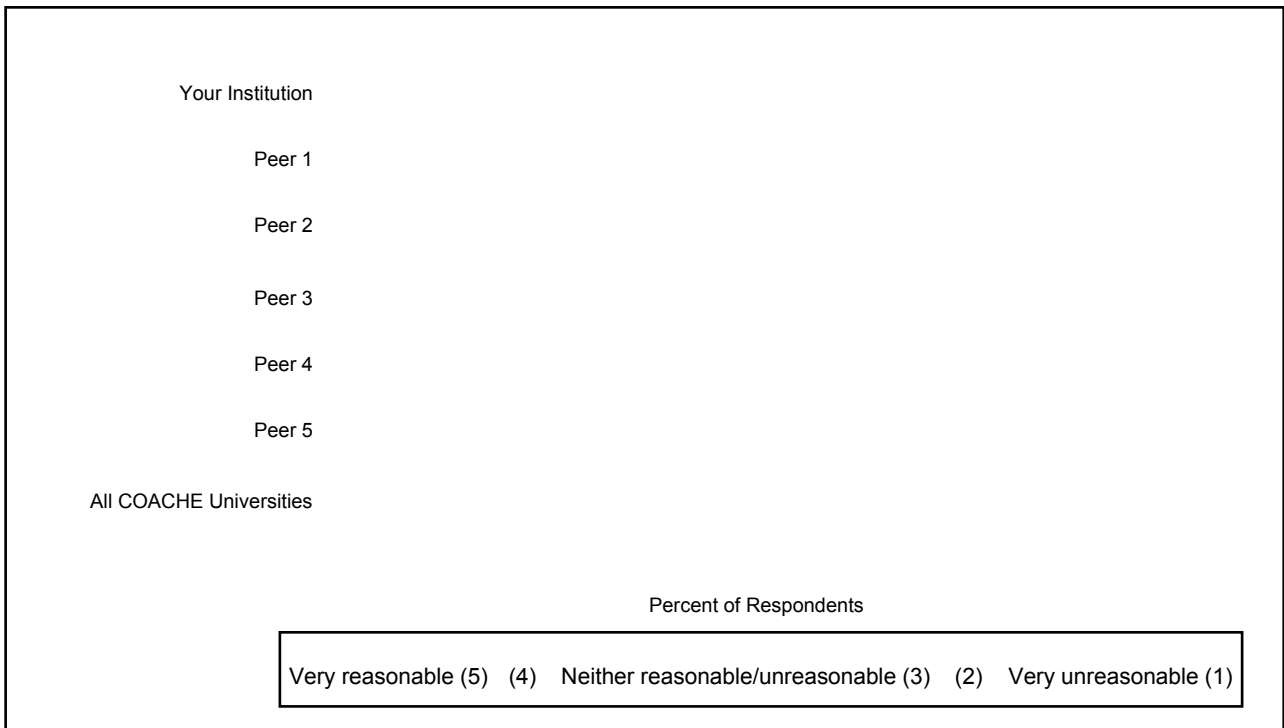
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 51st percentile on reasonableness of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.791	0.9862	0.0958	3.601 to 3.981
Faculty at Peer 1	3.766	0.9242	0.1193	3.528 to 4.005
... Peer 2	3.842	0.9914	0.0856	3.673 to 4.012
... Peer 3	3.849	0.8525	0.1119	3.625 to 4.073
... Peer 4	3.698	1.0525	0.0784	3.543 to 3.852
... Peer 5	3.806	1.0136	0.1034	3.601 to 4.012
Your Peers (n=5)	3.792	0.0557	0.0249	3.723 to 3.861
All Universities (n=37)	3.776	0.1399	0.0230	3.730 to 3.823



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

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 49th percentile on reasonableness of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on reasonableness of the expectations for performance as a campus citizen.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.775	1.1181	0.1432	3.489 to 4.061	3.817	0.7685	0.1146	3.586 to 4.047
Faculty at Peer 1	3.803	0.6919	0.1243	3.550 to 4.057	3.709	1.1174	0.2075	3.284 to 4.134
... Peer 2	3.851	1.0039	0.1217	3.608 to 4.094	3.831	0.9783	0.1204	3.590 to 4.071
... Peer 3	3.774	0.8332	0.1450	3.478 to 4.069	3.962	0.8709	0.1742	3.602 to 4.321
... Peer 4	3.705	1.0681	0.1132	3.480 to 3.930	3.689	1.0365	0.1087	3.473 to 3.905
... Peer 5	3.830	0.9930	0.1241	3.582 to 4.078	3.763	1.0528	0.1861	3.383 to 4.142
Your Peers (n=5)	3.793	0.0507	0.0227	3.730 to 3.856	3.791	0.0987	0.0441	3.668 to 3.913
All Universities (n=37)	3.786	0.1798	0.0296	3.727 to 3.846	3.764	0.1516	0.0249	3.714 to 3.815





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

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in reasonableness of the expectations for performance as a campus citizen.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.

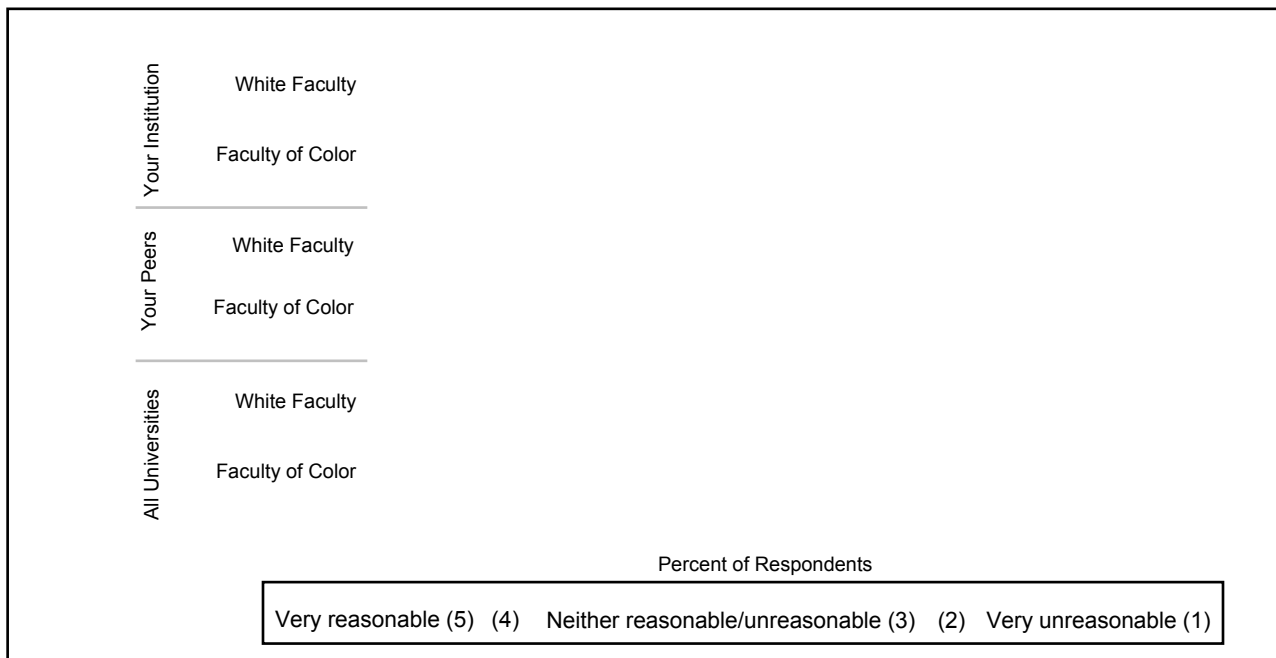
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on reasonableness of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 27th percentile on reasonableness of the expectations for performance as a campus citizen.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.873	0.8749	0.1017	3.670 to 4.076	3.578	1.1722	0.2072	3.155 to 4.000
Faculty at Peer 1	3.839	0.8421	0.1255	3.586 to 4.092	3.511	1.0873	0.2807	2.909 to 4.113
... Peer 2	3.810	1.0050	0.0941	3.624 to 3.997	4.044	0.8944	0.2000	3.626 to 4.463
... Peer 3	3.869	0.8152	0.1189	3.630 to 4.109	3.768	0.9959	0.3003	3.099 to 4.437
... Peer 4	3.708	1.0356	0.0926	3.525 to 3.891	3.672	1.0900	0.1470	3.377 to 3.966
... Peer 5	3.876	0.9293	0.1080	3.661 to 4.091	3.566	1.2306	0.2624	3.020 to 4.111
Your Peers (n=5)	3.821	0.0609	0.0272	3.745 to 3.896	3.712	0.1881	0.0841	3.479 to 3.946
All Universities (n=37)	3.775	0.1654	0.0272	3.720 to 3.830	3.752	0.2471	0.0406	3.670 to 3.835



**Question 25f. Is what's expected in order to earn tenure *reasonable* to you regarding your performance as a *member of the broader community*? Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1).**

## OVERALL RESULTS

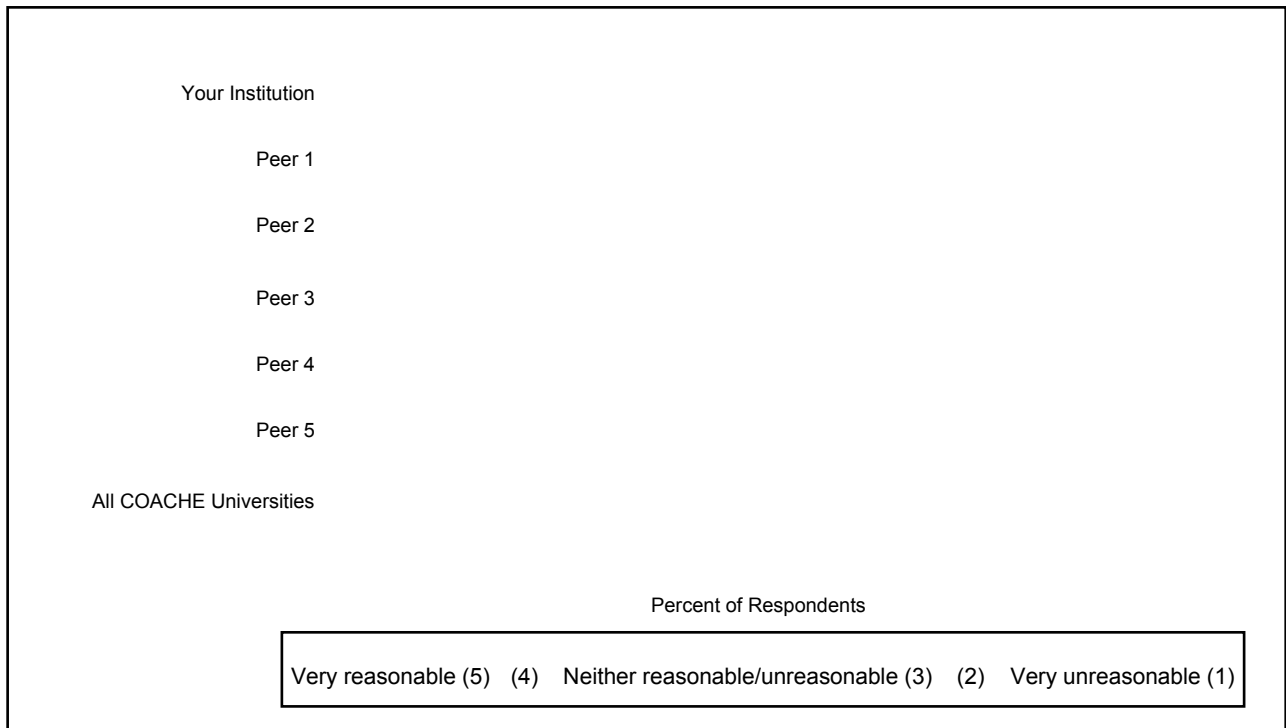
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty rated the reasonableness of the expectations for performance as a community member less than one standard deviation from the mean.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 54th percentile on reasonableness of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.702	1.0416	0.1031	3.498 to 3.907
Faculty at Peer 1	3.674	0.9317	0.1213	3.431 to 3.917
... Peer 2	3.689	1.0650	0.0938	3.504 to 3.875
... Peer 3	3.723	0.9160	0.1224	3.478 to 3.968
... Peer 4	3.606	1.0832	0.0819	3.445 to 3.768
... Peer 5	3.658	1.0804	0.1145	3.430 to 3.885
Your Peers (n=5)	3.670	0.0384	0.0172	3.622 to 3.718
All Universities (n=37)	3.681	0.1350	0.0222	3.636 to 3.726



**Question 25f. Is what's expected in order to earn tenure *reasonable* to you regarding your performance as a *member of the broader community*? Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1).**

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty rated the reasonableness of the expectations for performance as a community member more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated the reasonableness of the expectations for performance as a community member less than one standard deviation from the mean.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 59th percentile on reasonableness of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 46th percentile on reasonableness of the expectations for performance as a community member.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.739	1.1529	0.1476	3.443 to 4.034	3.638	0.8484	0.1325	3.370 to 3.906
Faculty at Peer 1	3.719	0.7717	0.1409	3.430 to 4.007	3.606	1.0673	0.1982	3.200 to 4.012
... Peer 2	3.739	1.0154	0.1259	3.487 to 3.990	3.623	1.1110	0.1389	3.346 to 3.901
... Peer 3	3.590	0.9191	0.1600	3.264 to 3.916	3.938	0.8804	0.1836	3.557 to 4.318
... Peer 4	3.632	1.0685	0.1146	3.404 to 3.860	3.576	1.0954	0.1168	3.344 to 3.809
... Peer 5	3.701	1.0617	0.1382	3.424 to 3.977	3.579	1.1136	0.2033	3.163 to 3.995
Your Peers (n=5)	3.676	0.0560	0.0251	3.606 to 3.746	3.664	0.1377	0.0616	3.493 to 3.835
All Universities (n=37)	3.688	0.1918	0.0315	3.624 to 3.752	3.667	0.1607	0.0264	3.614 to 3.721



**Question 25f. Is what's expected in order to earn tenure *reasonable* to you regarding your performance as a *member of the broader community*? Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1).**

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in reasonableness of the expectations for performance as a community member.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty rated the reasonableness of the expectations for performance as a community member less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated the reasonableness of the expectations for performance as a community member more than one standard deviation above the mean.

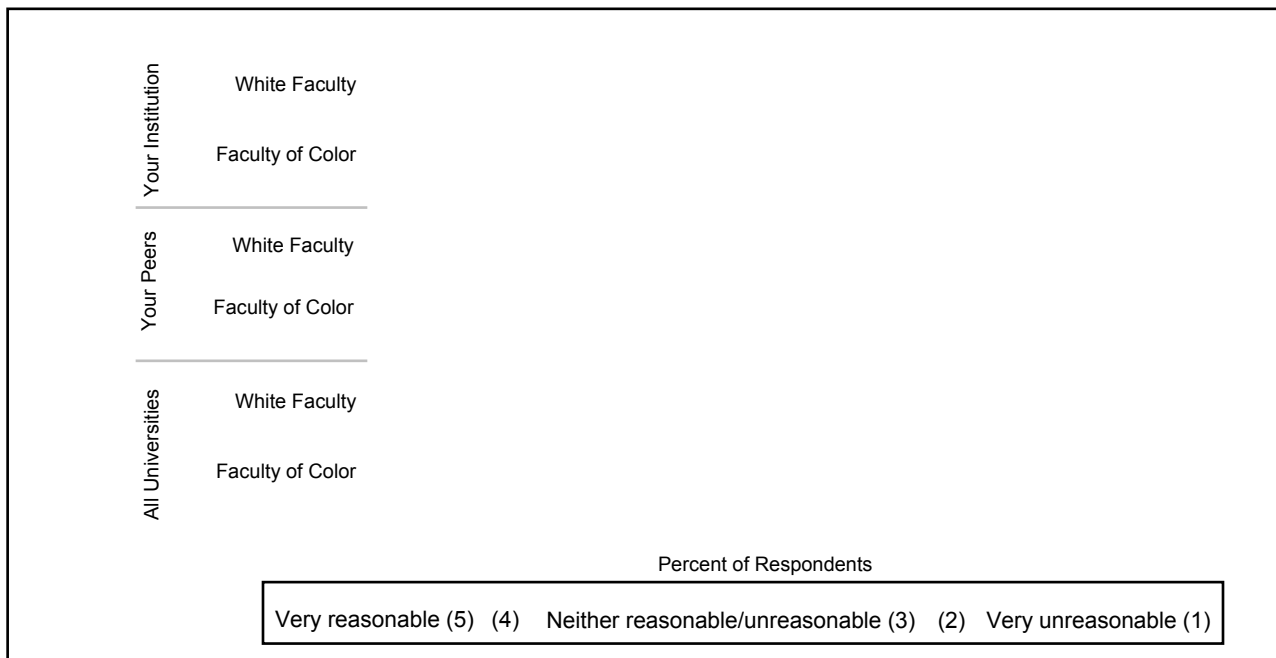
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th percentile on reasonableness of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 54th percentile on reasonableness of the expectations for performance as a community member.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.700	0.9727	0.1154	3.470 to 3.930	3.709	1.1826	0.2124	3.275 to 4.142
Faculty at Peer 1	3.711	0.8714	0.1329	3.442 to 3.979	3.557	1.0607	0.2652	2.992 to 4.122
... Peer 2	3.692	1.0737	0.1019	3.490 to 3.894	3.668	1.0077	0.2375	3.167 to 4.169
... Peer 3	3.735	0.9426	0.1390	3.455 to 4.015	3.674	0.7810	0.2470	3.115 to 4.232
... Peer 4	3.618	1.0515	0.0952	3.430 to 3.807	3.576	1.1530	0.1584	3.258 to 3.894
... Peer 5	3.671	0.9462	0.1147	3.442 to 3.900	3.612	1.4302	0.3121	2.961 to 4.263
Your Peers (n=5)	3.685	0.0395	0.0177	3.636 to 3.735	3.617	0.0471	0.0211	3.559 to 3.676
All Universities (n=37)	3.672	0.1721	0.0283	3.615 to 3.729	3.678	0.2011	0.0331	3.611 to 3.746



**Question 26. I have received mixed messages about the requirements for tenure from senior colleagues.** *Strongly disagree (5); Somewhat disagree (4); Neither agree nor disagree (3); Somewhat agree (2); Strongly agree (1).*

### OVERALL RESULTS

**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 27th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.470	1.2498	0.1186	2.235 to 2.705
Faculty at Peer 1	3.021	1.3353	0.1724	2.676 to 3.366
... Peer 2	2.647	1.3996	0.1187	2.413 to 2.882
... Peer 3	2.509	1.2246	0.1636	2.181 to 2.837
... Peer 4	2.002	1.2955	0.0925	1.820 to 2.185
... Peer 5	2.764	1.4342	0.1406	2.485 to 3.042
Your Peers (n=5)	2.589	0.3379	0.1511	2.169 to 3.008
All Universities (n=37)	2.643	0.2632	0.0433	2.556 to 2.731



**Question 26. I have received mixed messages about the requirements for tenure from senior colleagues.** *Strongly disagree (5); Somewhat disagree (4); Neither agree nor disagree (3); Somewhat agree (2); Strongly agree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in reporting not having received mixed messages from senior colleagues about the requirements for tenure.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 32nd percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 19th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that they had not received mixed messages from senior colleagues about the requirements for tenure.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.627	1.2886	0.1623	2.302 to 2.951	2.222	1.1485	0.1658	1.888 to 2.555
Faculty at Peer 1	3.032	1.1990	0.2119	2.599 to 3.464	3.002	1.4756	0.2789	2.430 to 3.574
... Peer 2	2.718	1.3994	0.1638	2.391 to 3.044	2.545	1.3946	0.1717	2.202 to 2.888
... Peer 3	2.707	1.2018	0.2159	2.266 to 3.147	2.226	1.2093	0.2419	1.727 to 2.725
... Peer 4	2.087	1.3169	0.1344	1.820 to 2.354	1.905	1.2689	0.1269	1.654 to 2.157
... Peer 5	2.959	1.4389	0.1732	2.614 to 3.305	2.402	1.3583	0.2296	1.936 to 2.869
Your Peers (n=5)	2.700	0.3328	0.1488	2.287 to 3.114	2.416	0.3625	0.1621	1.966 to 2.866
All Universities (n=37)	2.741	0.2789	0.0459	2.648 to 2.834	2.504	0.2887	0.0475	2.408 to 2.601



**Question 26. I have received mixed messages about the requirements for tenure from senior colleagues.** *Strongly disagree (5); Somewhat disagree (4); Neither agree nor disagree (3); Somewhat agree (2); Strongly agree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in reporting not having received mixed messages from senior colleagues about the requirements for tenure.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.

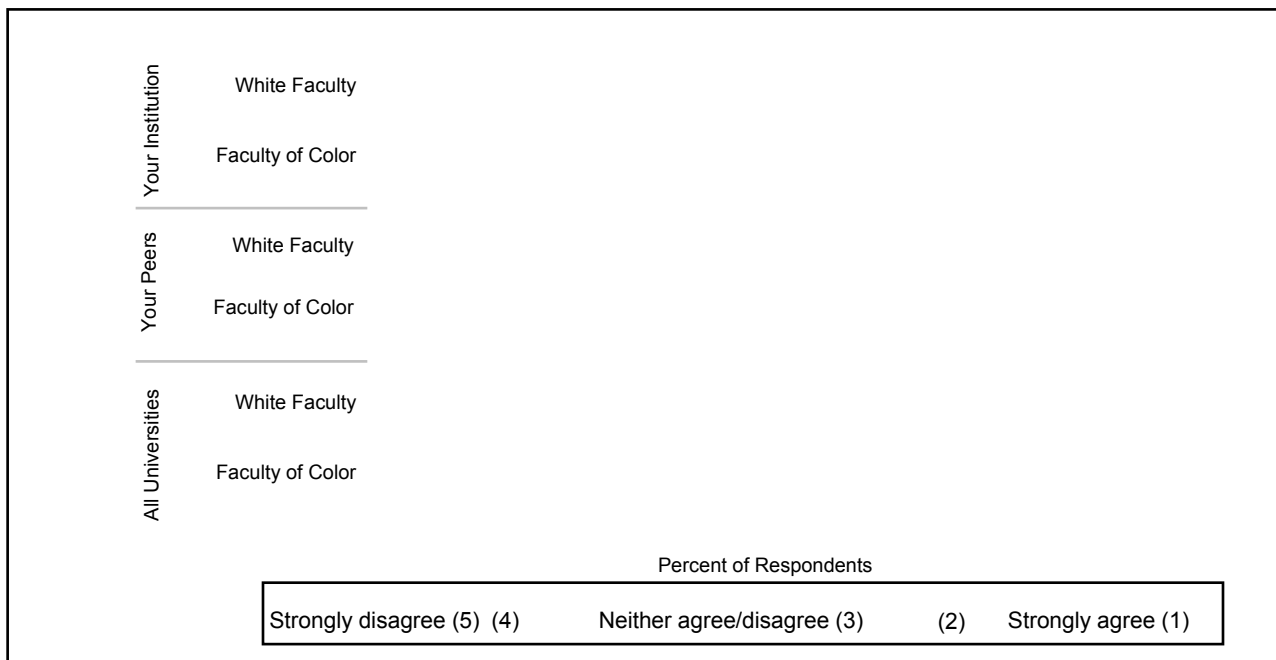
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 32nd percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 24th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

**Across all universities:**

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that they had not received mixed messages from senior colleagues about the requirements for tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.453	1.2528	0.1428	2.169 to 2.737	2.515	1.2423	0.2130	2.082 to 2.948
Faculty at Peer 1	3.081	1.3307	0.2006	2.676 to 3.485	2.827	1.3448	0.3362	2.110 to 3.543
... Peer 2	2.688	1.4254	0.1312	2.428 to 2.947	2.399	1.2141	0.2649	1.846 to 2.951
... Peer 3	2.450	1.1634	0.1697	2.109 to 2.792	2.777	1.4907	0.4969	1.631 to 3.923
... Peer 4	1.919	1.2837	0.1097	1.702 to 2.136	2.214	1.3039	0.1697	1.874 to 2.553
... Peer 5	2.741	1.4361	0.1586	2.426 to 3.057	2.849	1.4237	0.3035	2.218 to 3.480
Your Peers (n=5)	2.576	0.3852	0.1722	2.098 to 3.054	2.613	0.2584	0.1155	2.292 to 2.934
All Universities (n=37)	2.625	0.2601	0.0428	2.538 to 2.711	2.783	0.3643	0.0599	2.662 to 2.905



**Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## OVERALL RESULTS

**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 49th percentile on reporting the perception that tenure decisions are based primarily on performance.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.436	1.2919	0.1255	3.187 to 3.685
Faculty at Peer 1	3.401	1.2808	0.1696	3.061 to 3.741
... Peer 2	3.489	1.2978	0.1105	3.271 to 3.708
... Peer 3	3.373	1.1594	0.1578	3.056 to 3.689
... Peer 4	3.117	1.3842	0.0989	2.922 to 3.312
... Peer 5	3.401	1.3023	0.1283	3.147 to 3.656
Your Peers (n=5)	3.356	0.1260	0.0563	3.200 to 3.513
All Universities (n=37)	3.378	0.3436	0.0565	3.264 to 3.493





**Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting the perception that tenure decisions are based primarily on performance.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.

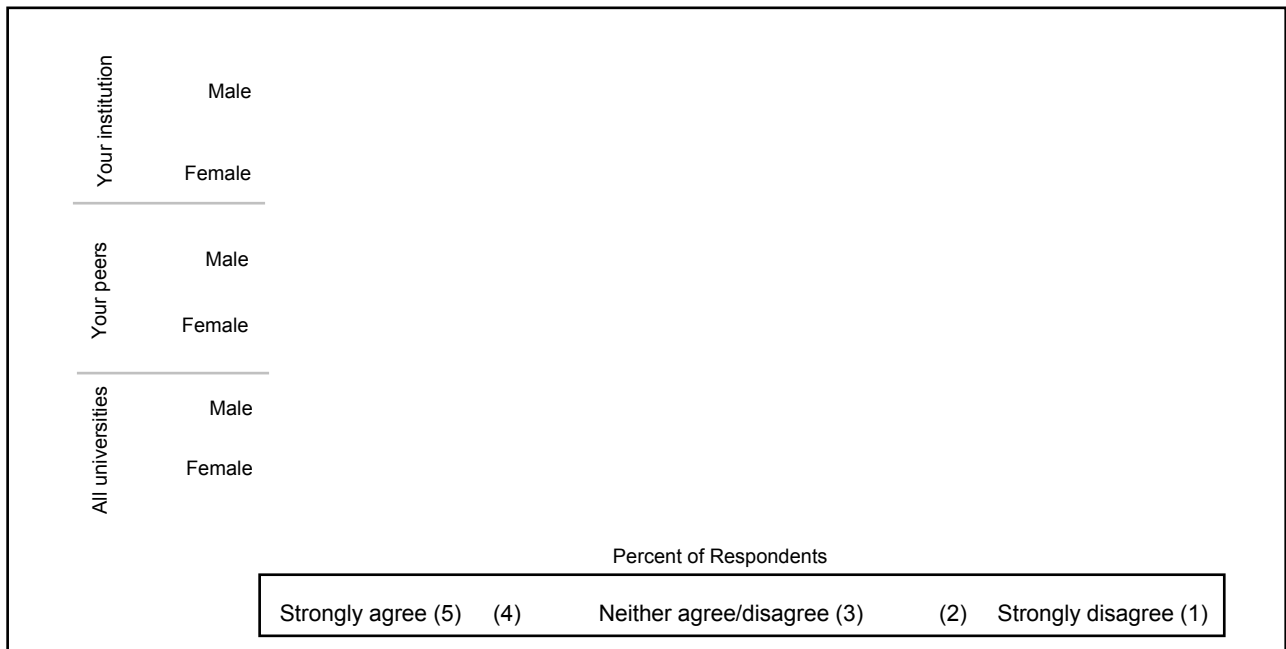
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 68th percentile on reporting the perception that tenure decisions are based primarily on performance.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on reporting the perception that tenure decisions are based primarily on performance.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.562	1.2920	0.1641	3.234 to 3.890	3.225	1.2717	0.1917	2.838 to 3.611
Faculty at Peer 1	3.380	1.2243	0.2235	2.922 to 3.837	3.436	1.3405	0.2580	2.906 to 3.967
... Peer 2	3.514	1.2802	0.1509	3.213 to 3.815	3.454	1.3164	0.1620	3.131 to 3.778
... Peer 3	3.517	1.1470	0.2094	3.089 to 3.945	3.164	1.1426	0.2332	2.681 to 3.646
... Peer 4	3.273	1.2920	0.1312	3.013 to 3.534	2.935	1.4482	0.1456	2.646 to 3.224
... Peer 5	3.548	1.2838	0.1534	3.241 to 3.854	3.110	1.2878	0.2242	2.654 to 3.567
Your Peers (n=5)	3.446	0.1042	0.0466	3.317 to 3.576	3.220	0.1991	0.0890	2.973 to 3.467
All Universities (n=37)	3.441	0.3857	0.0634	3.312 to 3.569	3.273	0.3550	0.0584	3.154 to 3.391



**Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in reporting the perception that tenure decisions are based primarily on performance.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting the perception that tenure decisions are based primarily on performance.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on reporting the perception that tenure decisions are based primarily on performance.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th percentile on reporting the perception that tenure decisions are based primarily on performance.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on reporting the perception that tenure decisions are based primarily on performance.

**Across all universities:**

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that tenure decisions at their institutions are based primarily on performance.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.569	1.2860	0.1495	3.271 to 3.867	3.090	1.2247	0.2165	2.649 to 3.532
Faculty at Peer 1	3.486	1.2199	0.1882	3.106 to 3.866	3.122	1.3888	0.3586	2.353 to 3.892
... Peer 2	3.527	1.2935	0.1191	3.291 to 3.763	3.244	1.2884	0.2881	2.641 to 3.847
... Peer 3	3.380	1.0602	0.1580	3.061 to 3.698	3.342	1.5635	0.5212	2.140 to 4.543
... Peer 4	3.056	1.4007	0.1201	2.818 to 3.293	3.270	1.3303	0.1717	2.926 to 3.613
... Peer 5	3.474	1.2968	0.1441	3.187 to 3.760	3.127	1.2760	0.2720	2.561 to 3.692
Your Peers (n=5)	3.384	0.1712	0.0766	3.172 to 3.597	3.221	0.0849	0.0380	3.115 to 3.326
All Universities (n=37)	3.420	0.3100	0.0510	3.316 to 3.523	3.314	0.4248	0.0698	3.172 to 3.455



**Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

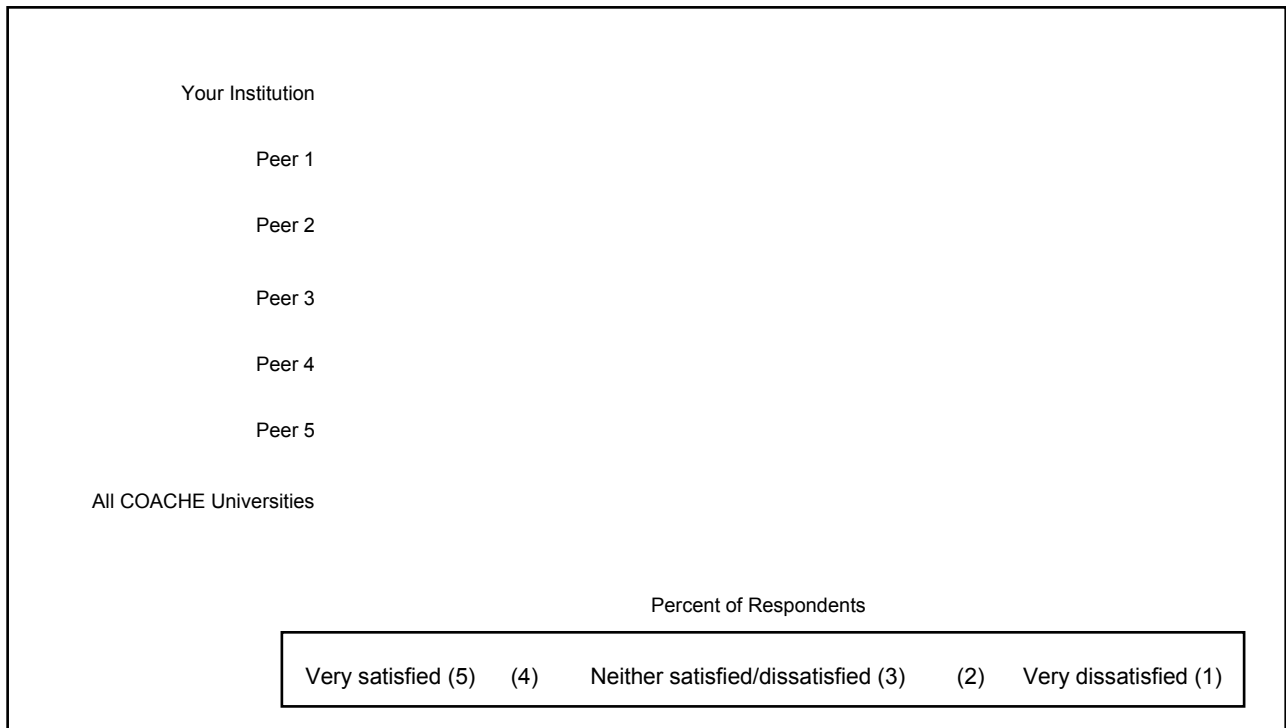
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the way they spend their time as faculty members.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on satisfaction with the way they spend their time as faculty members.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.863	1.0847	0.1025	3.660 to 4.067
Faculty at Peer 1	3.345	1.2839	0.1630	3.019 to 3.671
... Peer 2	3.927	0.9780	0.0830	3.763 to 4.091
... Peer 3	3.746	1.2016	0.1564	3.432 to 4.059
... Peer 4	3.673	1.1157	0.0795	3.516 to 3.830
... Peer 5	3.795	1.0765	0.1046	3.588 to 4.002
Your Peers (n=5)	3.697	0.1947	0.0871	3.455 to 3.939
All Universities (n=37)	3.772	0.1726	0.0284	3.714 to 3.830



**Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the way they spend their time as faculty members.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the way they spend their time as faculty members.

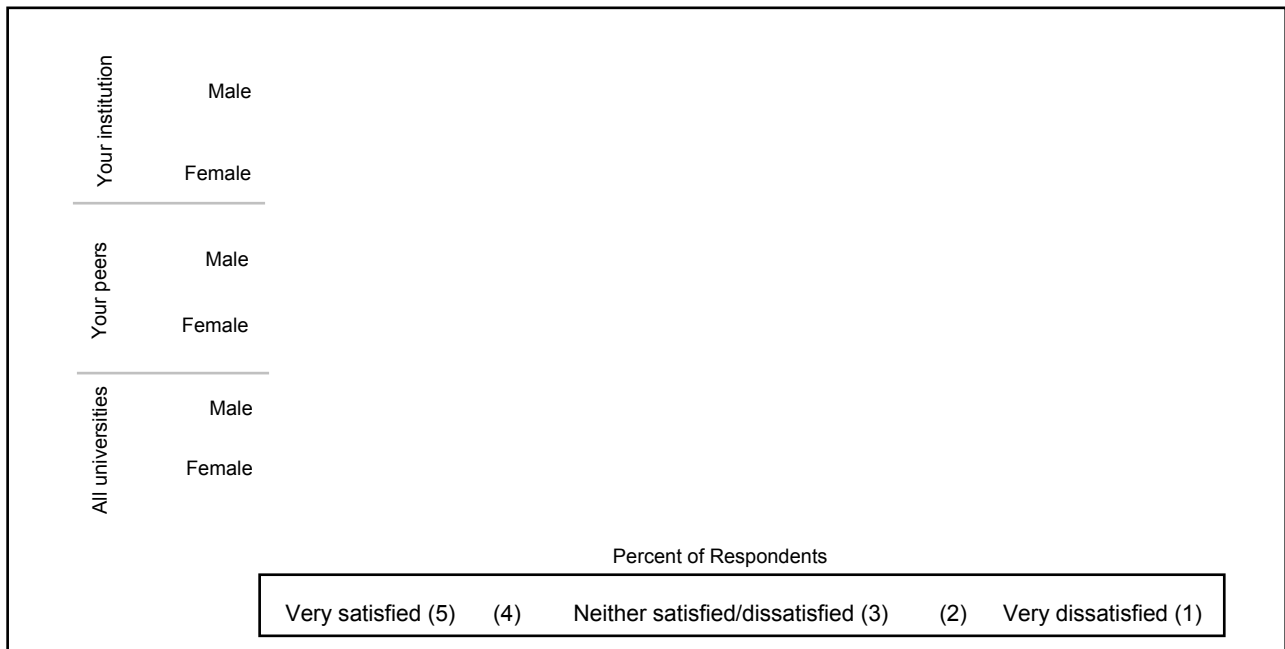
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on satisfaction with the way they spend their time as faculty members.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on satisfaction with the way they spend their time as faculty members.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.893	1.0112	0.1264	3.640 to 4.145	3.816	1.1680	0.1686	3.477 to 4.155
Faculty at Peer 1	3.303	1.2854	0.2272	2.839 to 3.766	3.410	1.2806	0.2338	2.932 to 3.889
... Peer 2	3.991	0.9051	0.1067	3.778 to 4.204	3.837	1.0452	0.1277	3.582 to 4.092
... Peer 3	3.850	1.0882	0.1866	3.470 to 4.230	3.584	1.3266	0.2653	3.037 to 4.132
... Peer 4	3.735	1.0885	0.1100	3.517 to 3.953	3.600	1.1364	0.1142	3.373 to 3.827
... Peer 5	3.835	1.0160	0.1206	3.594 to 4.075	3.720	1.1849	0.2003	3.313 to 4.127
Your Peers (n=5)	3.743	0.2346	0.1049	3.451 to 4.034	3.630	0.1430	0.0639	3.453 to 3.808
All Universities (n=37)	3.833	0.2091	0.0344	3.764 to 3.903	3.689	0.2122	0.0349	3.618 to 3.759



**Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the way they spend their time as faculty members.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the way they spend their time as faculty members.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the way they spend their time as faculty members.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on satisfaction with the way they spend their time as faculty members.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 27th percentile on satisfaction with the way they spend their time as faculty members.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.940	0.9785	0.1108	3.719 to 4.161	3.662	1.2630	0.2166	3.221 to 4.103
Faculty at Peer 1	3.331	1.2321	0.1837	2.961 to 3.701	3.388	1.4118	0.3424	2.662 to 4.114
... Peer 2	3.923	0.9654	0.0889	3.747 to 4.099	3.952	1.0455	0.2281	3.476 to 4.428
... Peer 3	3.627	1.2686	0.1831	3.258 to 3.995	4.222	0.6166	0.1859	3.808 to 4.637
... Peer 4	3.600	1.0872	0.0932	3.416 to 3.784	3.852	1.1571	0.1482	3.556 to 4.148
... Peer 5	3.777	1.0710	0.1183	3.542 to 4.012	3.860	1.0921	0.2229	3.398 to 4.321
Your Peers (n=5)	3.652	0.1978	0.0884	3.406 to 3.897	3.855	0.2692	0.1204	3.521 to 4.189
All Universities (n=37)	3.736	0.2005	0.0330	3.669 to 3.803	3.857	0.2938	0.0483	3.759 to 3.955



**Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

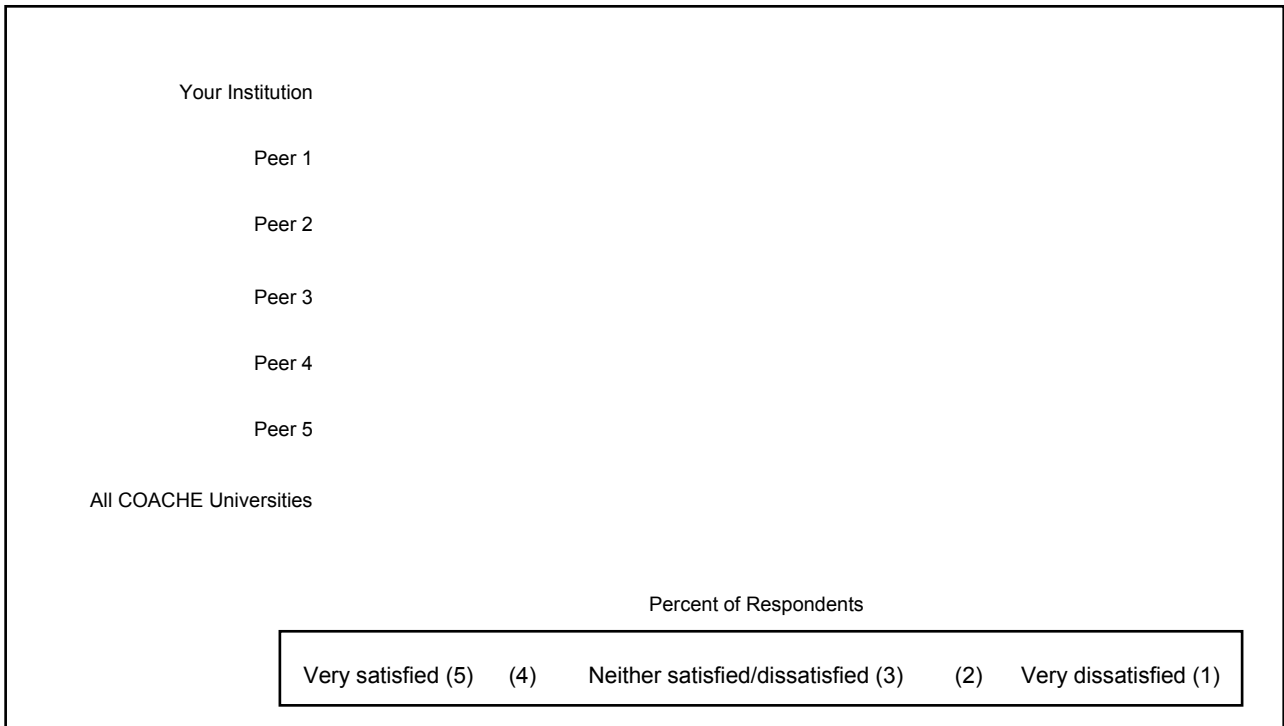
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the level of the courses they teach.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 51st percentile on satisfaction with the level of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.186	0.9929	0.0938	4.000 to 4.372
Faculty at Peer 1	4.136	0.9646	0.1225	3.891 to 4.381
... Peer 2	4.118	1.0669	0.0922	3.935 to 4.300
... Peer 3	4.096	1.1470	0.1493	3.798 to 4.395
... Peer 4	3.951	1.1097	0.0791	3.795 to 4.107
... Peer 5	4.056	1.0370	0.1022	3.853 to 4.259
Your Peers (n=5)	4.071	0.0660	0.0295	3.989 to 4.153
All Universities (n=37)	4.172	0.1544	0.0254	4.120 to 4.223



**Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the level of the courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the level of the courses they teach.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on satisfaction with the level of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on satisfaction with the level of the courses they teach.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.254	0.7706	0.0963	4.061 to 4.446	4.077	1.2160	0.1755	3.724 to 4.430
Faculty at Peer 1	4.062	0.8992	0.1590	3.738 to 4.386	4.251	1.0225	0.1867	3.870 to 4.633
... Peer 2	4.064	1.0926	0.1288	3.808 to 4.321	4.199	1.0292	0.1307	3.937 to 4.460
... Peer 3	4.057	1.1149	0.1912	3.668 to 4.446	4.157	1.1893	0.2379	3.666 to 4.648
... Peer 4	3.930	1.0768	0.1088	3.714 to 4.145	3.976	1.1411	0.1147	3.748 to 4.203
... Peer 5	4.053	1.0340	0.1245	3.805 to 4.301	4.062	1.0428	0.1788	3.698 to 4.426
Your Peers (n=5)	4.033	0.0520	0.0233	3.969 to 4.098	4.129	0.0987	0.0441	4.006 to 4.251
All Universities (n=37)	4.140	0.1685	0.0277	4.084 to 4.197	4.215	0.1976	0.0325	4.149 to 4.281



**Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the level of the courses they teach.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the level of the courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the level of the courses they teach.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th percentile on satisfaction with the level of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 38th percentile on satisfaction with the level of the courses they teach.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.243	1.0491	0.1188	4.007 to 4.480	4.036	0.8220	0.1410	3.749 to 4.323
Faculty at Peer 1	4.162	0.8589	0.1280	3.904 to 4.420	4.056	1.1882	0.2882	3.445 to 4.667
... Peer 2	4.148	0.9737	0.0916	3.967 to 4.330	3.935	1.4349	0.3131	3.282 to 4.588
... Peer 3	4.187	1.1485	0.1658	3.853 to 4.520	3.735	1.1282	0.3402	2.977 to 4.493
... Peer 4	3.926	1.1128	0.0954	3.738 to 4.115	4.011	1.1014	0.1410	3.728 to 4.293
... Peer 5	4.139	0.9644	0.1085	3.923 to 4.355	3.772	1.1990	0.2447	3.266 to 4.279
Your Peers (n=5)	4.112	0.0944	0.0422	3.995 to 4.230	3.902	0.1276	0.0571	3.743 to 4.060
All Universities (n=37)	4.173	0.2396	0.0394	4.093 to 4.253	4.106	0.2285	0.0376	4.030 to 4.183





**Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

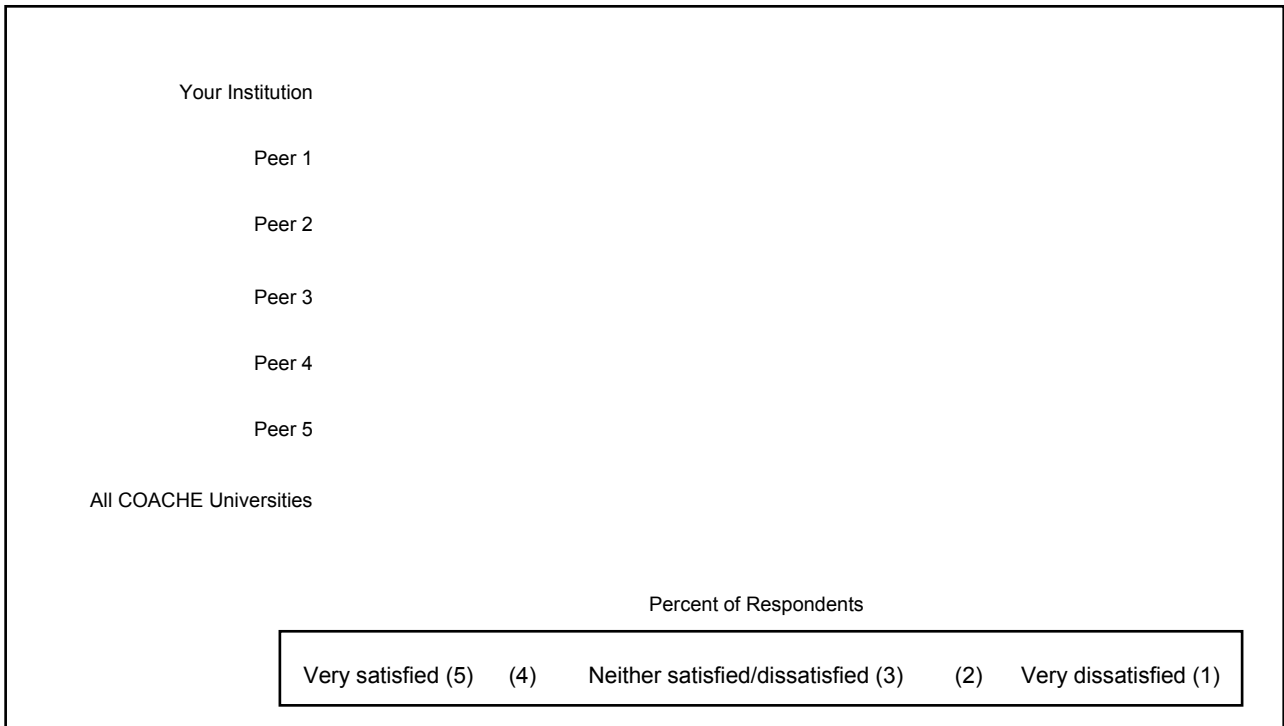
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the number of courses they teach.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 27th percentile on satisfaction with the number of courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.647	1.3570	0.1282	3.393 to 3.901
Faculty at Peer 1	3.908	1.1542	0.1466	3.615 to 4.201
... Peer 2	3.699	1.3555	0.1171	3.467 to 3.930
... Peer 3	4.206	1.1730	0.1527	3.901 to 4.512
... Peer 4	4.053	1.1579	0.0825	3.890 to 4.215
... Peer 5	3.781	1.1922	0.1175	3.548 to 4.014
Your Peers (n=5)	3.929	0.1830	0.0819	3.702 to 4.157
All Universities (n=37)	3.873	0.4078	0.0670	3.737 to 4.009



**Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the number of courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the number of courses they teach.

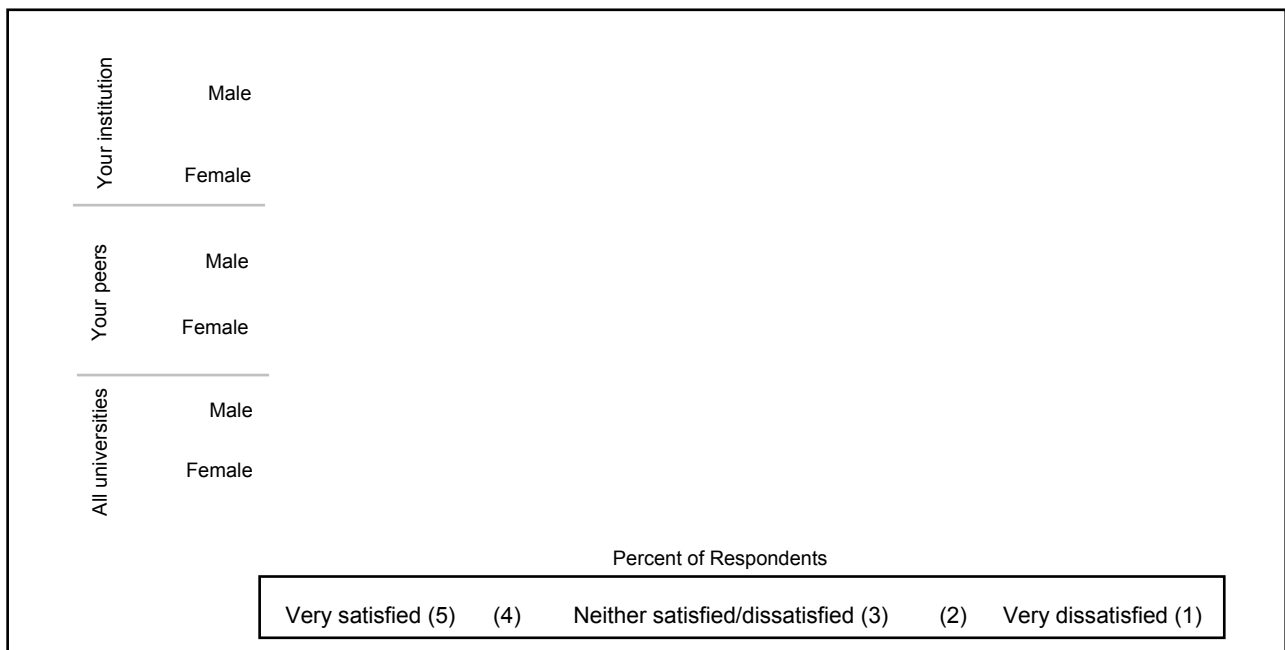
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on satisfaction with the number of courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 32nd percentile on satisfaction with the number of courses they teach.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.566	1.3570	0.1696	3.227 to 3.905	3.777	1.3500	0.1949	3.385 to 4.169
Faculty at Peer 1	3.879	0.9473	0.1675	3.538 to 4.221	3.953	1.3400	0.2446	3.452 to 4.453
... Peer 2	3.795	1.2444	0.1467	3.502 to 4.087	3.552	1.4666	0.1863	3.179 to 3.924
... Peer 3	4.336	1.0625	0.1822	3.966 to 4.707	4.005	1.2649	0.2530	3.483 to 4.527
... Peer 4	4.035	1.1638	0.1176	3.802 to 4.268	4.073	1.1519	0.1158	3.844 to 4.303
... Peer 5	3.807	1.1456	0.1379	3.531 to 4.082	3.733	1.2770	0.2190	3.288 to 4.179
Your Peers (n=5)	3.970	0.2020	0.0904	3.720 to 4.221	3.863	0.1929	0.0863	3.624 to 4.103
All Universities (n=37)	3.859	0.4254	0.0699	3.717 to 4.001	3.896	0.4339	0.0713	3.751 to 4.040



**Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the number of courses they teach.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the number of courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the number of courses they teach.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th percentile on satisfaction with the number of courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 16th percentile on satisfaction with the number of courses they teach.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.780	1.3044	0.1477	3.486 to 4.074	3.296	1.3945	0.2392	2.810 to 3.783
Faculty at Peer 1	3.849	1.1200	0.1670	3.513 to 4.186	4.091	1.2367	0.2999	3.455 to 4.726
... Peer 2	3.754	1.3305	0.1252	3.506 to 4.002	3.371	1.4110	0.3079	2.728 to 4.013
... Peer 3	4.358	1.0895	0.1573	4.041 to 4.674	3.599	1.4025	0.4229	2.657 to 4.541
... Peer 4	4.043	1.1623	0.0997	3.846 to 4.240	4.076	1.1466	0.1468	3.782 to 4.370
... Peer 5	3.780	1.1765	0.1324	3.516 to 4.043	3.786	1.2409	0.2533	3.262 to 4.310
Your Peers (n=5)	3.957	0.2246	0.1004	3.678 to 4.236	3.785	0.2772	0.1240	3.440 to 4.129
All Universities (n=37)	3.855	0.5124	0.0842	3.684 to 4.026	3.857	0.3936	0.0647	3.726 to 3.989



**Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

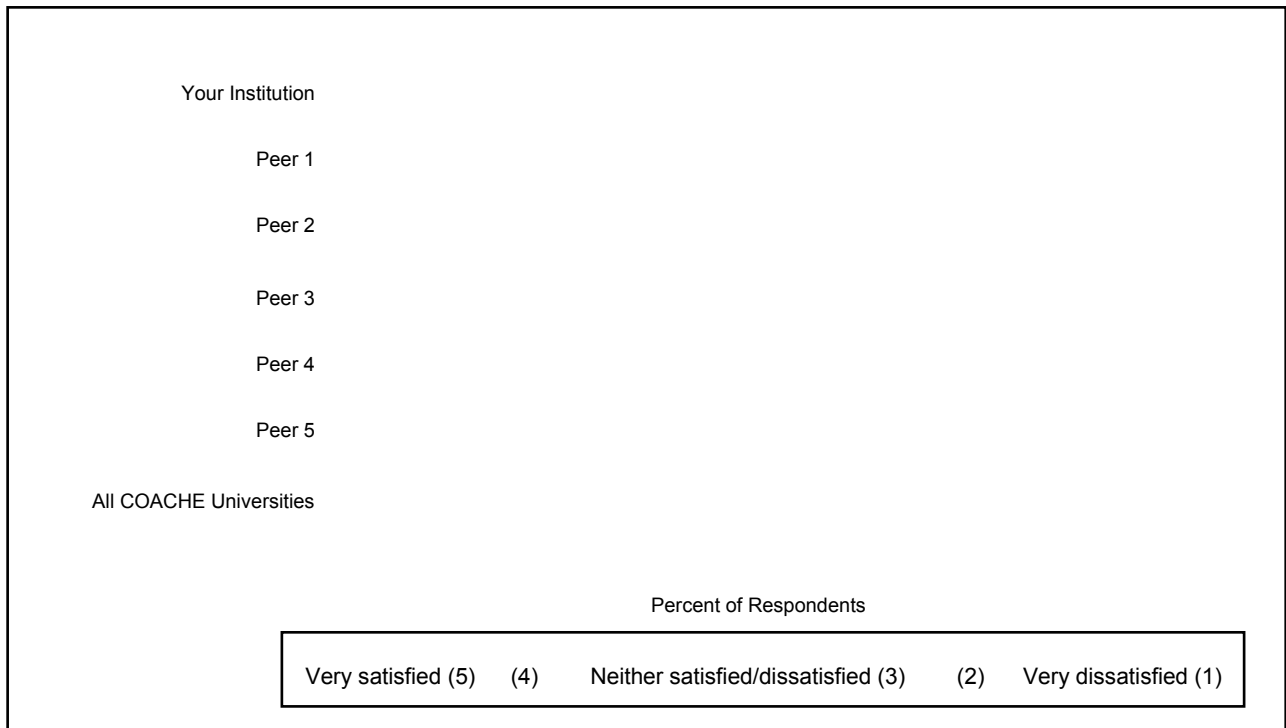
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the influence they have over which courses they teach.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 32nd percentile on satisfaction with the influence they have over which courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.027	1.0986	0.1043	3.821 to 4.234
Faculty at Peer 1	3.981	1.2507	0.1588	3.664 to 4.299
... Peer 2	4.040	1.2001	0.1037	3.835 to 4.245
... Peer 3	3.955	1.2888	0.1678	3.619 to 4.291
... Peer 4	4.104	1.1776	0.0839	3.938 to 4.269
... Peer 5	3.993	1.1332	0.1122	3.770 to 4.215
Your Peers (n=5)	4.014	0.0525	0.0235	3.949 to 4.080
All Universities (n=37)	4.132	0.2141	0.0352	4.061 to 4.204



**Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the influence they have over which courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the influence they have over which courses they teach.

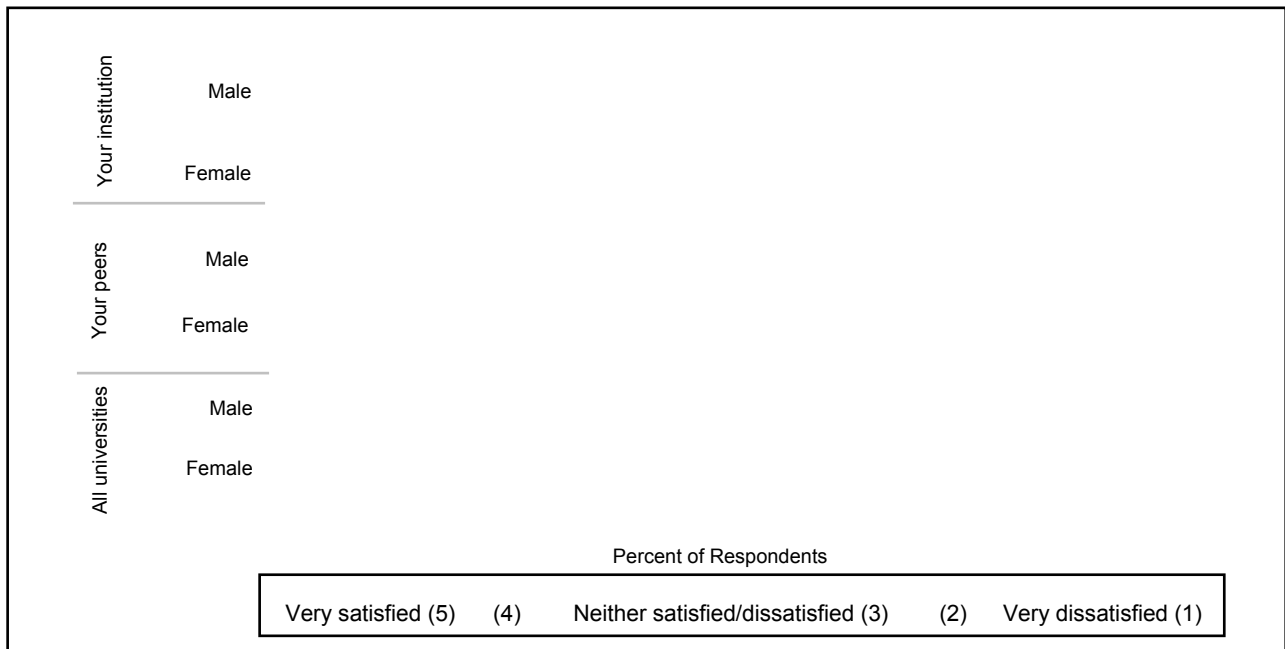
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on satisfaction with the influence they have over which courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on satisfaction with the influence they have over which courses they teach.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.986	1.0679	0.1335	3.719 to 4.253	4.096	1.1375	0.1659	3.762 to 4.430
Faculty at Peer 1	3.982	1.2500	0.2210	3.531 to 4.433	3.980	1.2512	0.2284	3.513 to 4.448
... Peer 2	4.056	1.2134	0.1430	3.771 to 4.341	4.015	1.1845	0.1504	3.714 to 4.316
... Peer 3	4.066	1.1410	0.1957	3.668 to 4.464	3.783	1.4422	0.2884	3.187 to 4.378
... Peer 4	4.186	1.1034	0.1115	3.964 to 4.407	4.008	1.2391	0.1245	3.761 to 4.255
... Peer 5	3.931	1.1587	0.1395	3.652 to 4.209	4.112	1.0662	0.1856	3.734 to 4.490
Your Peers (n=5)	4.044	0.0865	0.0387	3.937 to 4.151	3.979	0.1080	0.0483	3.845 to 4.114
All Universities (n=37)	4.157	0.2413	0.0397	4.076 to 4.237	4.096	0.2576	0.0423	4.010 to 4.182



**Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the influence they have over which courses they teach.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the influence they have over which courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the influence they have over which courses they teach.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 46th percentile on satisfaction with the influence they have over which courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on satisfaction with the influence they have over which courses they teach.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.144	1.1133	0.1269	3.891 to 4.396	3.725	1.0090	0.1730	3.373 to 4.077
Faculty at Peer 1	3.929	1.1917	0.1777	3.571 to 4.287	4.143	1.3920	0.3376	3.427 to 4.859
... Peer 2	4.071	1.1846	0.1114	3.851 to 4.292	3.852	1.2399	0.2706	3.287 to 4.416
... Peer 3	4.024	1.3148	0.1898	3.643 to 4.406	3.676	1.1642	0.3510	2.893 to 4.458
... Peer 4	4.157	1.2037	0.1032	3.953 to 4.361	3.974	1.1087	0.1420	3.690 to 4.258
... Peer 5	4.043	1.1188	0.1259	3.792 to 4.293	3.816	1.1666	0.2433	3.311 to 4.320
Your Peers (n=5)	4.045	0.0736	0.0329	3.954 to 4.136	3.892	0.1574	0.0704	3.697 to 4.088
All Universities (n=37)	4.130	0.2751	0.0452	4.038 to 4.222	4.099	0.2613	0.0430	4.011 to 4.186



**Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

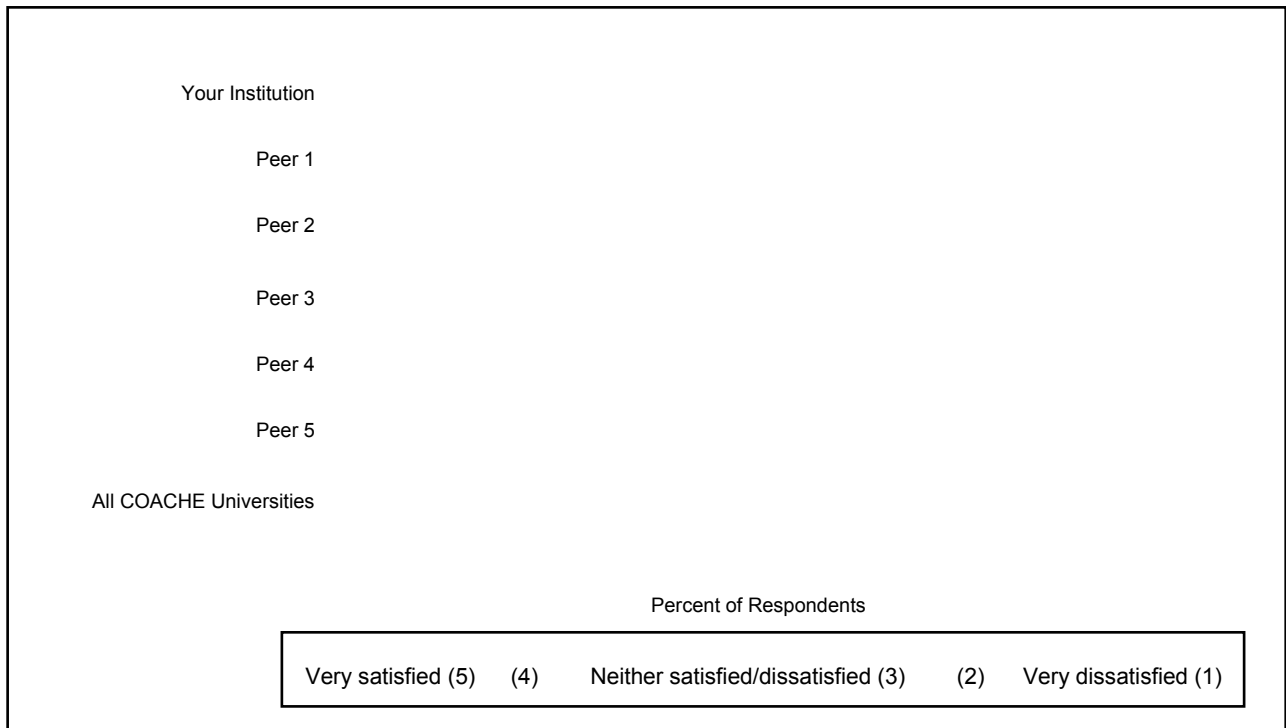
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the discretion they have over the content of the courses they teach.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 49th percentile on satisfaction with the discretion they have over the content of the courses they teach.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	4.642	0.8686	0.0821	4.479 to 4.804
Faculty at Peer 1	4.638	0.7010	0.0890	4.460 to 4.816
... Peer 2	4.604	0.8562	0.0740	4.457 to 4.750
... Peer 3	4.728	0.6120	0.0797	4.568 to 4.887
... Peer 4	4.624	0.7402	0.0527	4.520 to 4.728
... Peer 5	4.686	0.6803	0.0670	4.553 to 4.819
Your Peers (n=5)	4.656	0.0451	0.0202	4.600 to 4.712
All Universities (n=37)	4.646	0.1031	0.0169	4.611 to 4.680



**Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the discretion they have over the content of the courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the discretion they have over the content of the courses they teach.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 49th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on satisfaction with the discretion they have over the content of the courses they teach.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.645	0.7152	0.0894	4.466 to 4.824	4.637	1.0375	0.1497	4.335 to 4.938
Faculty at Peer 1	4.630	0.6495	0.1148	4.396 to 4.865	4.650	0.7520	0.1373	4.370 to 4.931
... Peer 2	4.565	0.8809	0.1038	4.358 to 4.772	4.663	0.8219	0.1044	4.454 to 4.872
... Peer 3	4.767	0.5588	0.0958	4.572 to 4.962	4.667	0.6765	0.1353	4.388 to 4.947
... Peer 4	4.593	0.7248	0.0732	4.448 to 4.738	4.660	0.7543	0.0758	4.509 to 4.810
... Peer 5	4.668	0.7121	0.0857	4.497 to 4.839	4.721	0.6092	0.1045	4.508 to 4.933
Your Peers (n=5)	4.645	0.0703	0.0315	4.557 to 4.732	4.672	0.0250	0.0112	4.641 to 4.703
All Universities (n=37)	4.656	0.1038	0.0171	4.621 to 4.690	4.633	0.1676	0.0276	4.577 to 4.689





**Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty were more satisfied than were your junior faculty of color with the discretion they have over the content of the courses they teach.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the discretion they have over the content of the courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the discretion they have over the content of the courses they teach.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 3rd percentile on satisfaction with the discretion they have over the content of the courses they teach.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.772	0.7498	0.0849	4.603 to 4.941	4.298	1.0090	0.1730	3.946 to 4.650
Faculty at Peer 1	4.679	0.7249	0.1081	4.461 to 4.897	4.512	0.6056	0.1469	4.200 to 4.823
... Peer 2	4.623	0.8329	0.0784	4.468 to 4.779	4.486	0.9548	0.2083	4.051 to 4.921
... Peer 3	4.710	0.6110	0.0882	4.532 to 4.887	4.800	0.6166	0.1859	4.386 to 5.214
... Peer 4	4.701	0.6655	0.0571	4.589 to 4.814	4.433	0.8603	0.1102	4.213 to 4.653
... Peer 5	4.760	0.5085	0.0572	4.646 to 4.874	4.433	1.0408	0.2125	3.994 to 4.873
Your Peers (n=5)	4.695	0.0444	0.0198	4.640 to 4.750	4.533	0.1371	0.0613	4.363 to 4.703
All Universities (n=37)	4.662	0.1468	0.0241	4.613 to 4.711	4.566	0.1296	0.0213	4.523 to 4.609



**Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

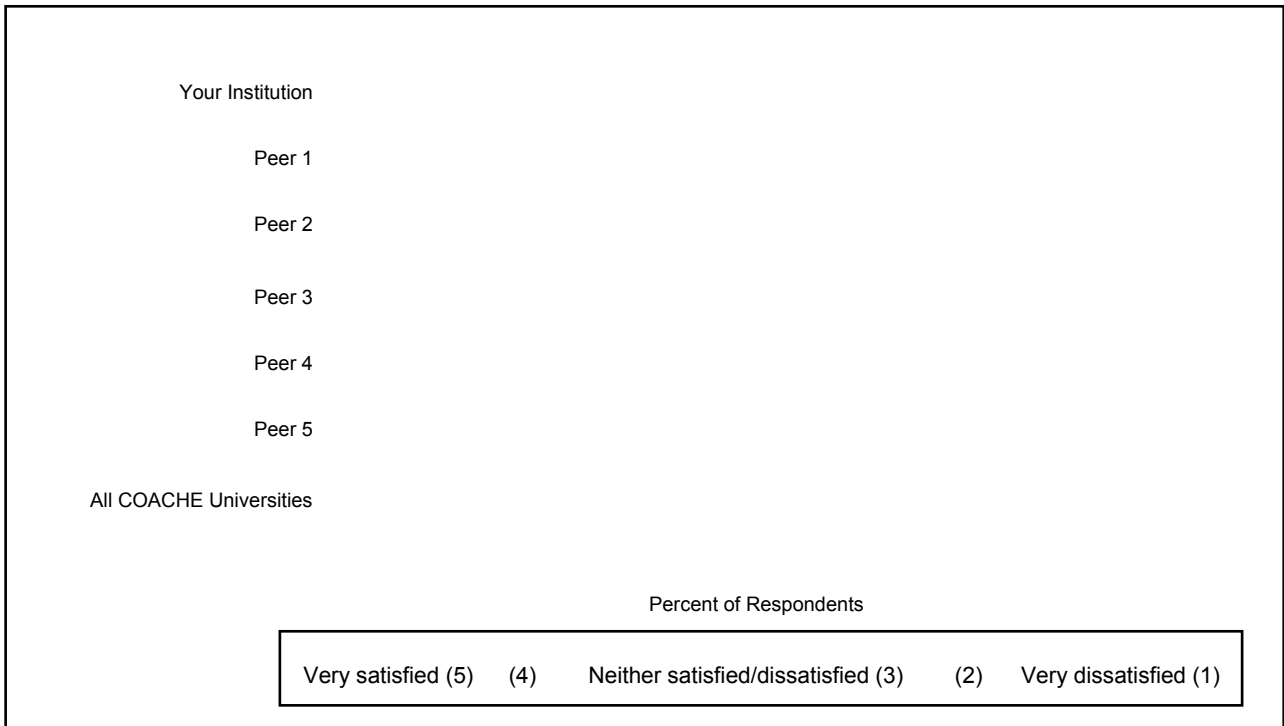
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the number of students they teach.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 38th percentile on satisfaction with the number of students they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.833	1.1842	0.1119	3.612 to 4.055
Faculty at Peer 1	4.018	0.9729	0.1246	3.769 to 4.267
... Peer 2	3.891	1.3385	0.1156	3.662 to 4.120
... Peer 3	3.819	1.2293	0.1628	3.493 to 4.145
... Peer 4	3.698	1.3031	0.0931	3.514 to 3.881
... Peer 5	3.829	1.1499	0.1133	3.605 to 4.054
Your Peers (n=5)	3.851	0.1044	0.0467	3.721 to 3.980
All Universities (n=37)	3.921	0.2324	0.0382	3.843 to 3.998



**Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the number of students they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the number of students they teach.

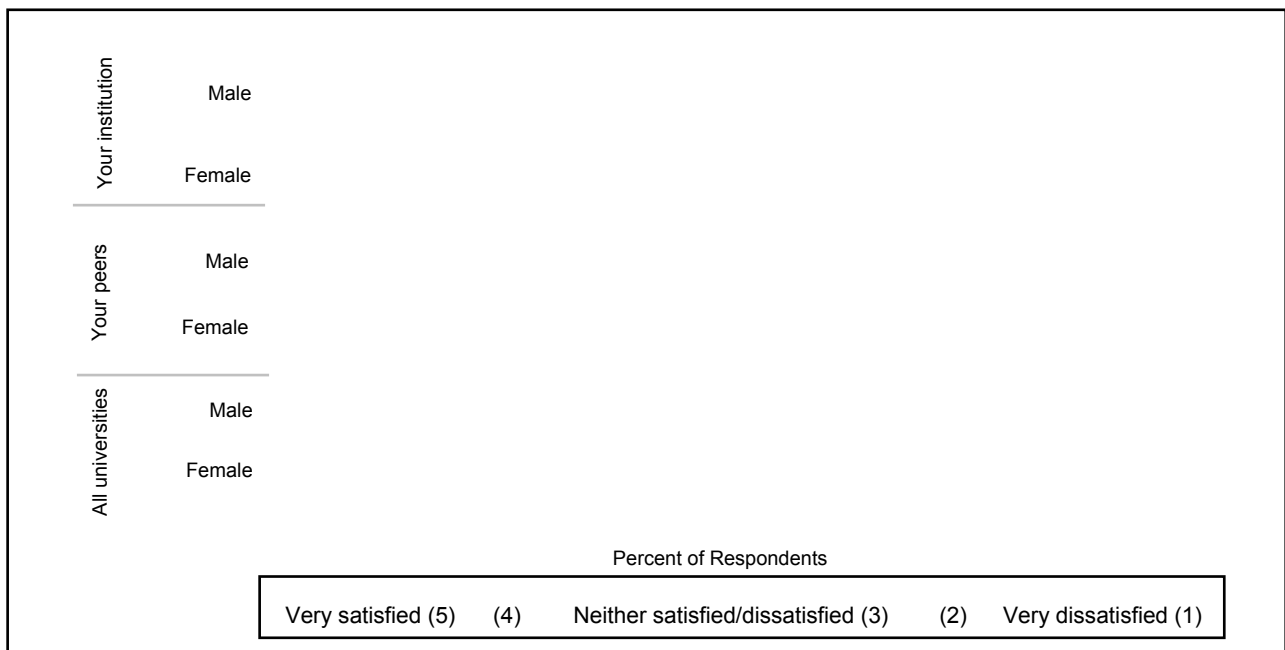
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 49th percentile on satisfaction with the number of students they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on satisfaction with the number of students they teach.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.938	1.1100	0.1388	3.661 to 4.215	3.665	1.2521	0.1807	3.301 to 4.028
Faculty at Peer 1	3.757	0.9827	0.1765	3.396 to 4.117	4.414	0.8406	0.1535	4.100 to 4.728
... Peer 2	3.882	1.3975	0.1647	3.554 to 4.211	3.904	1.2663	0.1608	3.582 to 4.226
... Peer 3	3.874	1.1854	0.2096	3.447 to 4.302	3.738	1.2737	0.2547	3.212 to 4.264
... Peer 4	3.764	1.2619	0.1281	3.510 to 4.019	3.620	1.3378	0.1345	3.353 to 3.886
... Peer 5	3.792	1.1494	0.1384	3.516 to 4.068	3.900	1.1471	0.1967	3.499 to 4.300
Your Peers (n=5)	3.814	0.0540	0.0241	3.747 to 3.881	3.915	0.2713	0.1213	3.578 to 4.252
All Universities (n=37)	3.955	0.2128	0.0350	3.884 to 4.026	3.887	0.3306	0.0543	3.777 to 3.997



**Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the number of students they teach.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the number of students they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the number of students they teach.

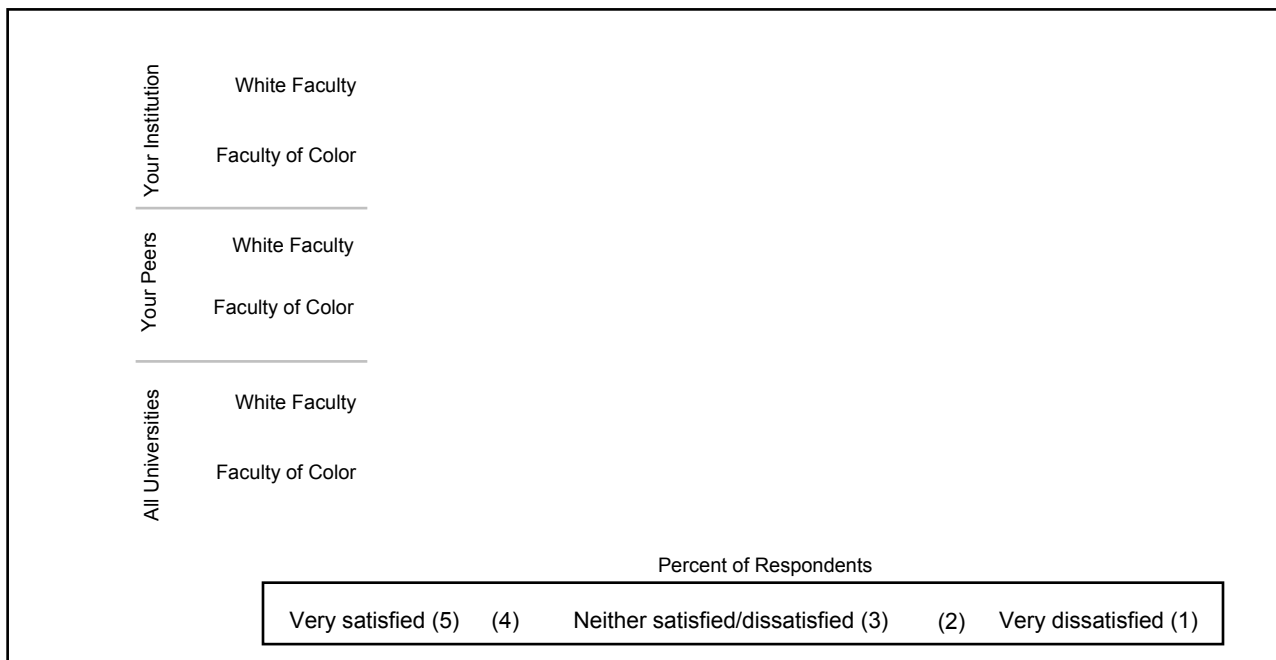
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th percentile on satisfaction with the number of students they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 68th percentile on satisfaction with the number of students they teach.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.735	1.2370	0.1401	3.456 to 4.014	4.091	1.0290	0.1765	3.732 to 4.450
Faculty at Peer 1	4.091	0.9179	0.1368	3.815 to 4.367	3.773	1.0735	0.2684	3.201 to 4.345
... Peer 2	3.899	1.3301	0.1251	3.651 to 4.147	3.844	1.3768	0.3005	3.218 to 4.471
... Peer 3	3.785	1.2839	0.1893	3.403 to 4.166	3.951	0.8624	0.2600	3.372 to 4.530
... Peer 4	3.753	1.3558	0.1163	3.523 to 3.983	3.559	1.1704	0.1511	3.256 to 3.861
... Peer 5	3.875	1.1514	0.1295	3.617 to 4.133	3.672	1.1358	0.2318	3.193 to 4.152
Your Peers (n=5)	3.881	0.1185	0.0530	3.733 to 4.028	3.760	0.1356	0.0606	3.592 to 3.928
All Universities (n=37)	3.894	0.2767	0.0455	3.802 to 3.986	3.988	0.3048	0.0501	3.886 to 4.089



**Question 29f. Please indicate your level of satisfaction with the following: The quality of *undergraduate students with whom you interact*. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).***

## OVERALL RESULTS

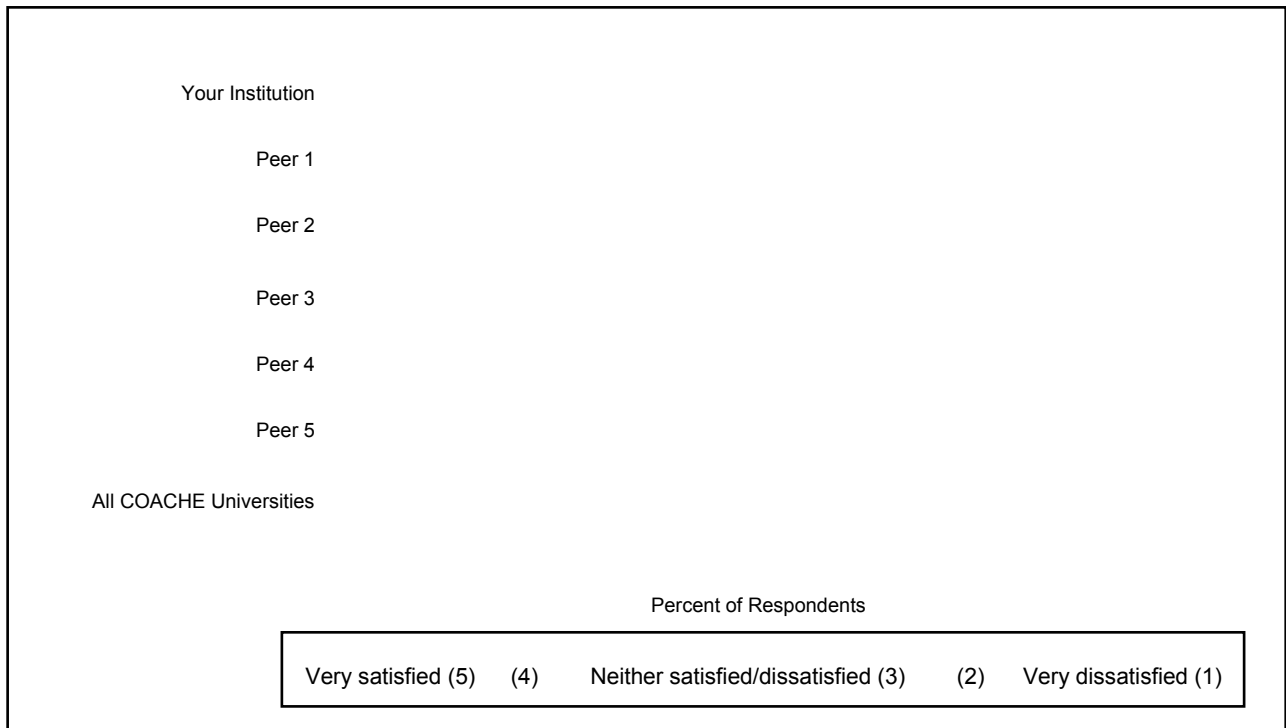
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the quality of undergraduate students with whom they interact.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 22nd percentile on satisfaction with the quality of undergraduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.967	1.1624	0.1140	2.741 to 3.193
Faculty at Peer 1	4.351	1.0065	0.1396	4.070 to 4.631
... Peer 2	3.143	1.2684	0.1130	2.920 to 3.367
... Peer 3	3.537	1.1332	0.1488	3.239 to 3.835
... Peer 4	3.148	1.2966	0.0980	2.954 to 3.341
... Peer 5	3.160	1.2774	0.1304	2.901 to 3.419
Your Peers (n=5)	3.468	0.4661	0.2085	2.889 to 4.046
All Universities (n=37)	3.428	0.5592	0.0919	3.242 to 3.615



**Question 29f. Please indicate your level of satisfaction with the following: The quality of *undergraduate students with whom you interact*. Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).**

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of undergraduate students with whom they interact.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the quality of undergraduate students with whom they interact.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 11th percentile on satisfaction with the quality of undergraduate students with whom they interact.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.953	1.1179	0.1455	2.662 to 3.244	2.989	1.2184	0.1816	2.623 to 3.355
Faculty at Peer 1	4.407	0.8232	0.1584	4.082 to 4.733	4.259	1.1662	0.2332	3.778 to 4.741
... Peer 2	3.032	1.2492	0.1538	2.725 to 3.339	3.304	1.2689	0.1638	2.976 to 3.632
... Peer 3	3.561	1.0765	0.1874	3.180 to 3.943	3.499	1.2040	0.2408	3.002 to 3.996
... Peer 4	3.012	1.2409	0.1346	2.744 to 3.279	3.302	1.3354	0.1408	3.022 to 3.582
... Peer 5	3.095	1.2568	0.1547	2.786 to 3.404	3.294	1.3149	0.2401	2.803 to 3.785
Your Peers (n=5)	3.421	0.5326	0.2382	2.760 to 4.083	3.532	0.3719	0.1663	3.070 to 3.994
All Universities (n=37)	3.360	0.6249	0.1027	3.152 to 3.569	3.529	0.5399	0.0888	3.349 to 3.709



**Question 29f. Please indicate your level of satisfaction with the following: The quality of *undergraduate students with whom you interact*.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of undergraduate students with whom they interact.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of undergraduate students with whom they interact.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the quality of undergraduate students with whom they interact.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on satisfaction with the quality of undergraduate students with whom they interact.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.020	1.1330	0.1317	2.758 to 3.283	2.812	1.2092	0.2208	2.361 to 3.264
Faculty at Peer 1	4.594	0.5831	0.0922	4.408 to 4.781	3.332	1.3617	0.3931	2.467 to 4.197
... Peer 2	3.175	1.2318	0.1196	2.937 to 3.412	2.962	1.4000	0.3130	2.307 to 3.618
... Peer 3	3.340	1.0969	0.1600	3.018 to 3.662	4.309	0.9621	0.2901	3.663 to 4.955
... Peer 4	3.109	1.3201	0.1205	2.871 to 3.348	3.241	1.2390	0.1671	2.906 to 3.576
... Peer 5	3.214	1.2992	0.1500	2.915 to 3.513	2.960	1.1742	0.2562	2.426 to 3.495
Your Peers (n=5)	3.486	0.5590	0.2500	2.792 to 4.180	3.361	0.4967	0.2221	2.744 to 3.978
All Universities (n=37)	3.427	0.6221	0.1023	3.220 to 3.635	3.362	0.5276	0.0867	3.186 to 3.538



**Question 29g. Please indicate your level of satisfaction with the following: The quality of *graduate students* with whom you interact.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

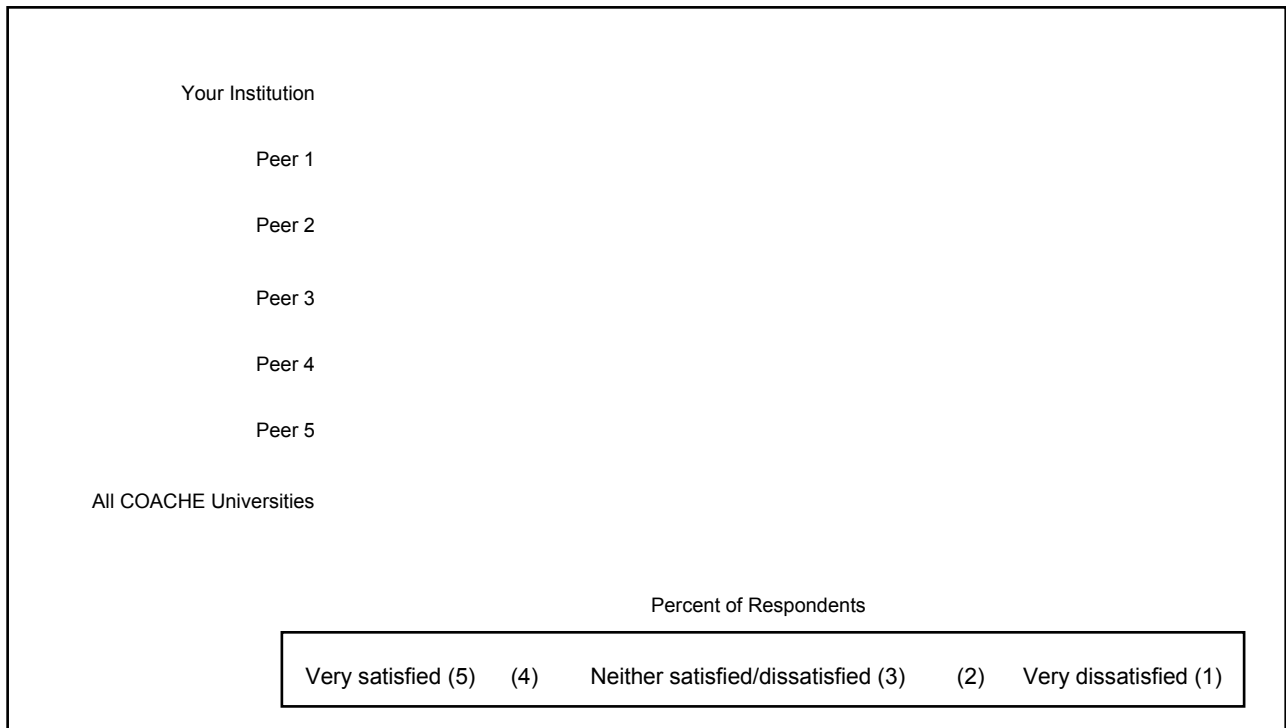
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of graduate students with whom they interact.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on satisfaction with the quality of graduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.309	1.1726	0.1197	3.072 to 3.547
Faculty at Peer 1	3.392	1.2338	0.1593	3.074 to 3.711
... Peer 2	3.410	1.1416	0.1055	3.201 to 3.619
... Peer 3	3.221	1.3098	0.1953	2.828 to 3.615
... Peer 4	3.422	1.2012	0.0930	3.239 to 3.606
... Peer 5	3.374	1.2652	0.1349	3.106 to 3.642
Your Peers (n=5)	3.364	0.0732	0.0327	3.273 to 3.455
All Universities (n=37)	3.569	0.3060	0.0503	3.467 to 3.671





**Question 29g. Please indicate your level of satisfaction with the following: The quality of *graduate students* with whom you interact.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of graduate students with whom they interact.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of graduate students with whom they interact.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 11th percentile on satisfaction with the quality of graduate students with whom they interact.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.344	1.1548	0.1557	3.032 to 3.656	3.253	1.1939	0.1865	2.876 to 3.630
Faculty at Peer 1	3.594	1.0403	0.1868	3.212 to 3.975	3.076	1.3628	0.2531	2.558 to 3.595
... Peer 2	3.340	1.1269	0.1420	3.056 to 3.623	3.518	1.1505	0.1566	3.204 to 3.832
... Peer 3	3.333	1.2472	0.2400	2.840 to 3.827	3.022	1.3744	0.3239	2.339 to 3.706
... Peer 4	3.353	1.2045	0.1291	3.096 to 3.609	3.511	1.1937	0.1335	3.246 to 3.777
... Peer 5	3.186	1.2727	0.1657	2.854 to 3.517	3.730	1.1643	0.2162	3.287 to 4.173
Your Peers (n=5)	3.361	0.1314	0.0587	3.198 to 3.524	3.372	0.2751	0.1230	3.030 to 3.713
All Universities (n=37)	3.517	0.3620	0.0595	3.397 to 3.638	3.631	0.3294	0.0541	3.522 to 3.741



**Question 29g. Please indicate your level of satisfaction with the following: The quality of *graduate students* with whom you interact.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of graduate students with whom they interact.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the quality of graduate students with whom they interact.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the quality of graduate students with whom they interact.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 38th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on satisfaction with the quality of graduate students with whom they interact.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.461	1.0607	0.1306	3.200 to 3.722	2.927	1.2931	0.2361	2.444 to 3.410
Faculty at Peer 1	3.435	1.2471	0.1880	3.056 to 3.814	3.254	1.1842	0.2961	2.623 to 3.885
... Peer 2	3.423	1.1603	0.1160	3.193 to 3.654	3.323	1.0155	0.2463	2.800 to 3.845
... Peer 3	3.287	1.2322	0.2083	2.864 to 3.710	3.017	1.5133	0.4785	1.935 to 4.100
... Peer 4	3.421	1.1922	0.1093	3.205 to 3.638	3.424	1.2231	0.1765	3.069 to 3.779
... Peer 5	3.391	1.3345	0.1643	3.063 to 3.719	3.321	1.0295	0.2195	2.865 to 3.778
Your Peers (n=5)	3.391	0.0543	0.0243	3.324 to 3.459	3.268	0.1365	0.0611	3.098 to 3.437
All Universities (n=37)	3.580	0.3847	0.0632	3.452 to 3.709	3.502	0.3956	0.0650	3.370 to 3.634



**Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

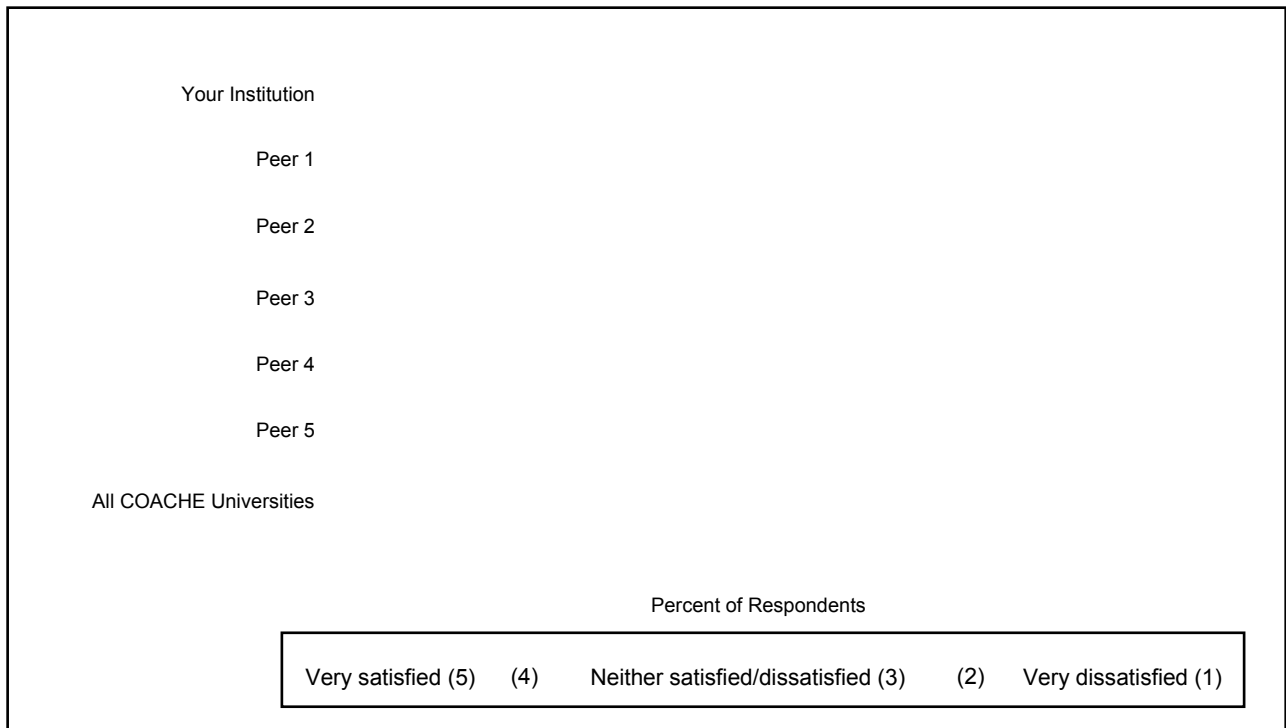
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with what's expected of them as researchers.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 14th percentile on satisfaction with what's expected of them as researchers.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.481	1.2179	0.1161	3.251 to 3.711
Faculty at Peer 1	3.861	1.0243	0.1301	3.601 to 4.121
... Peer 2	3.642	1.2204	0.1046	3.435 to 3.849
... Peer 3	3.530	1.2400	0.1614	3.207 to 3.853
... Peer 4	3.488	1.2014	0.0858	3.319 to 3.658
... Peer 5	3.614	1.2021	0.1196	3.377 to 3.852
Your Peers (n=5)	3.627	0.1294	0.0579	3.466 to 3.788
All Universities (n=37)	3.704	0.2759	0.0454	3.612 to 3.796



**Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with what's expected of them as researchers.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with what's expected of them as researchers.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with what's expected of them as researchers.

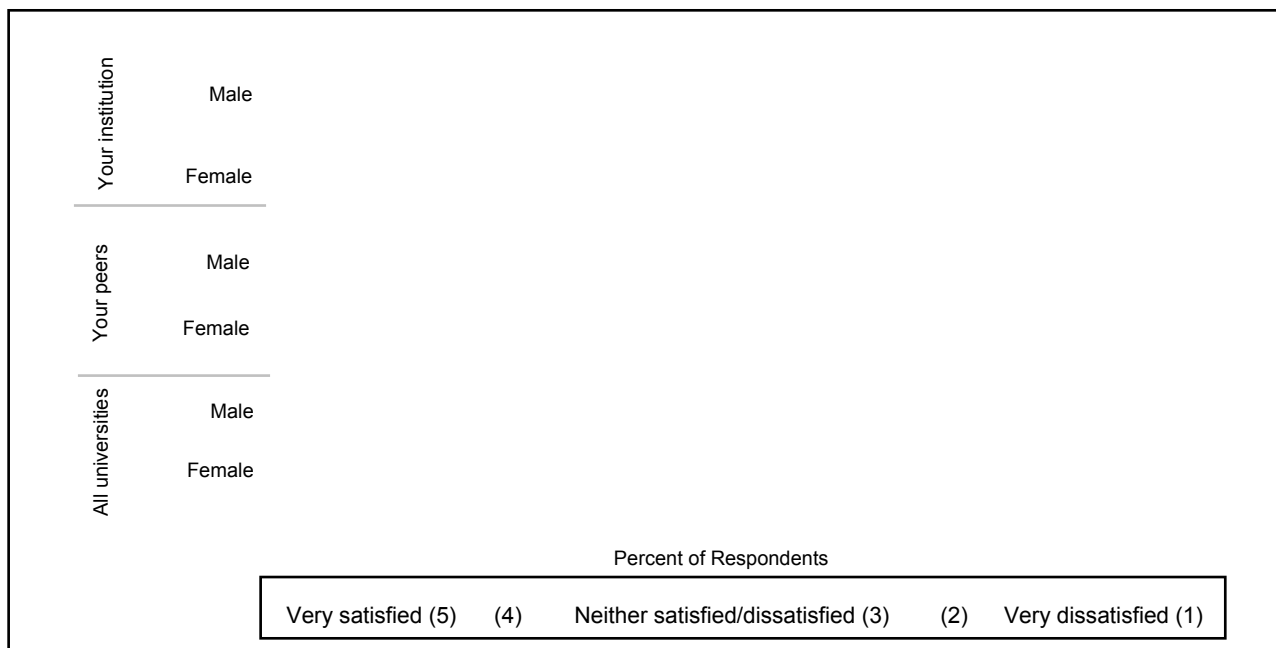
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on satisfaction with what's expected of them as researchers.
- Among female junior faculty at all universities, your female junior faculty ranked in the 16th percentile on satisfaction with what's expected of them as researchers.

**Across all universities:**

- Across all universities, male junior faculty were more satisfied than were female junior faculty with what's expected of them as researchers.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.632	1.1742	0.1479	3.336 to 3.928	3.236	1.2366	0.1804	2.873 to 3.599
Faculty at Peer 1	4.014	0.9014	0.1593	3.689 to 4.339	3.621	1.1101	0.2027	3.207 to 4.036
... Peer 2	3.824	1.1460	0.1360	3.553 to 4.096	3.381	1.2612	0.1564	3.069 to 3.694
... Peer 3	3.682	1.1812	0.2026	3.270 to 4.095	3.293	1.2875	0.2575	2.762 to 3.825
... Peer 4	3.600	1.1215	0.1133	3.375 to 3.825	3.356	1.2625	0.1275	3.103 to 3.609
... Peer 5	3.661	1.2018	0.1468	3.368 to 3.954	3.528	1.1943	0.2048	3.111 to 3.945
Your Peers (n=5)	3.756	0.1485	0.0664	3.572 to 3.941	3.436	0.1205	0.0539	3.286 to 3.586
All Universities (n=37)	3.849	0.2663	0.0438	3.760 to 3.937	3.502	0.3140	0.0516	3.397 to 3.607



**Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with what's expected of them as researchers.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with what's expected of them as researchers.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with what's expected of them as researchers.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 32nd percentile on satisfaction with what's expected of them as researchers.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on satisfaction with what's expected of them as researchers.

**Across all universities:**

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with what's expected of them as researchers.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.534	1.2085	0.1386	3.258 to 3.810	3.344	1.2255	0.2102	2.916 to 3.771
Faculty at Peer 1	3.918	0.8844	0.1318	3.652 to 4.184	3.682	1.3180	0.3197	3.004 to 4.359
... Peer 2	3.621	1.2510	0.1167	3.390 to 3.852	3.769	1.0302	0.2248	3.301 to 4.238
... Peer 3	3.357	1.2827	0.1851	2.984 to 3.729	4.222	0.6166	0.1859	3.808 to 4.637
... Peer 4	3.347	1.1957	0.1025	3.144 to 3.550	3.839	1.1518	0.1487	3.542 to 4.137
... Peer 5	3.567	1.1999	0.1367	3.295 to 3.839	3.773	1.1990	0.2447	3.267 to 4.279
Your Peers (n=5)	3.562	0.2091	0.0935	3.302 to 3.822	3.857	0.1893	0.0847	3.622 to 4.092
All Universities (n=37)	3.676	0.2633	0.0433	3.588 to 3.764	3.827	0.3598	0.0592	3.707 to 3.947



**Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

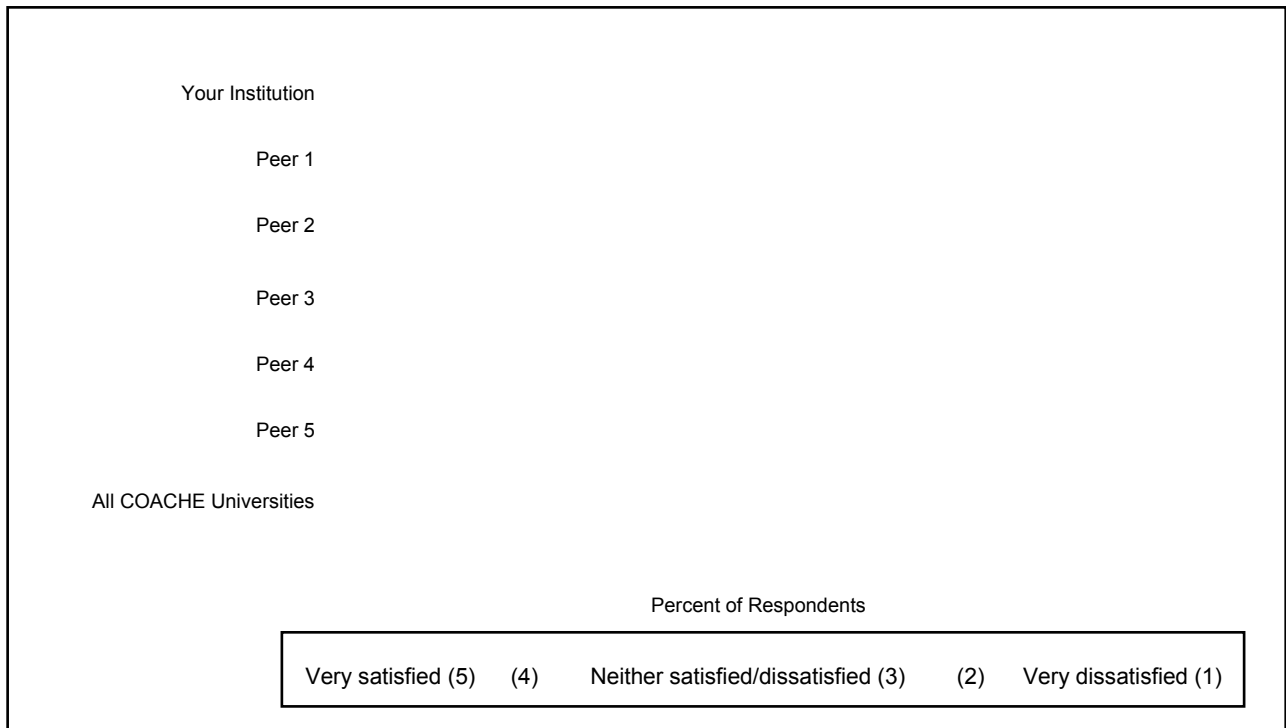
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the amount of time they have to conduct research.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 30th percentile on satisfaction with the amount of time they have to conduct research.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	2.525	1.2293	0.1167	2.294 to 2.756
Faculty at Peer 1	2.757	1.3991	0.1777	2.402 to 3.112
... Peer 2	2.484	1.2650	0.1085	2.269 to 2.698
... Peer 3	2.984	1.3457	0.1752	2.634 to 3.335
... Peer 4	2.744	1.3376	0.0955	2.555 to 2.932
... Peer 5	2.762	1.4103	0.1396	2.485 to 3.039
Your Peers (n=5)	2.746	0.1588	0.0710	2.549 to 2.943
All Universities (n=37)	2.777	0.4090	0.0672	2.641 to 2.914



**Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the amount of time they have to conduct research.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of time they have to conduct research.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 27th percentile on satisfaction with the amount of time they have to conduct research.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on satisfaction with the amount of time they have to conduct research.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.633	1.1840	0.1492	2.335 to 2.931	2.354	1.2609	0.1820	1.988 to 2.720
Faculty at Peer 1	2.824	1.3488	0.2384	2.338 to 3.311	2.652	1.4453	0.2639	2.112 to 3.191
... Peer 2	2.665	1.3011	0.1544	2.357 to 2.973	2.224	1.1867	0.1472	1.930 to 2.518
... Peer 3	3.341	1.2770	0.2190	2.896 to 3.787	2.432	1.2674	0.2535	1.909 to 2.955
... Peer 4	2.876	1.2768	0.1290	2.620 to 3.132	2.586	1.3777	0.1392	2.310 to 2.863
... Peer 5	2.952	1.3761	0.1681	2.616 to 3.288	2.423	1.3956	0.2359	1.944 to 2.903
Your Peers (n=5)	2.932	0.2255	0.1008	2.652 to 3.212	2.464	0.1487	0.0665	2.279 to 2.648
All Universities (n=37)	2.938	0.4286	0.0705	2.795 to 3.081	2.551	0.4299	0.0707	2.408 to 2.695



**Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of time they have to conduct research.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of time they have to conduct research.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the amount of time they have to conduct research.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on satisfaction with the amount of time they have to conduct research.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 14th percentile on satisfaction with the amount of time they have to conduct research.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.586	1.1890	0.1355	2.317 to 2.856	2.366	1.3034	0.2235	1.912 to 2.821
Faculty at Peer 1	2.687	1.3333	0.1988	2.286 to 3.087	2.975	1.5339	0.3720	2.186 to 3.764
... Peer 2	2.429	1.2350	0.1152	2.201 to 2.657	2.812	1.3768	0.3005	2.185 to 3.439
... Peer 3	2.798	1.3379	0.1931	2.409 to 3.186	3.733	1.1499	0.3467	2.961 to 4.506
... Peer 4	2.564	1.3160	0.1128	2.341 to 2.787	3.190	1.3050	0.1685	2.853 to 3.527
... Peer 5	2.627	1.3865	0.1570	2.314 to 2.939	3.221	1.4234	0.2905	2.620 to 3.822
Your Peers (n=5)	2.621	0.1231	0.0550	2.468 to 2.774	3.186	0.3115	0.1393	2.799 to 3.573
All Universities (n=37)	2.691	0.4263	0.0701	2.548 to 2.833	3.067	0.5139	0.0845	2.896 to 3.238





**Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

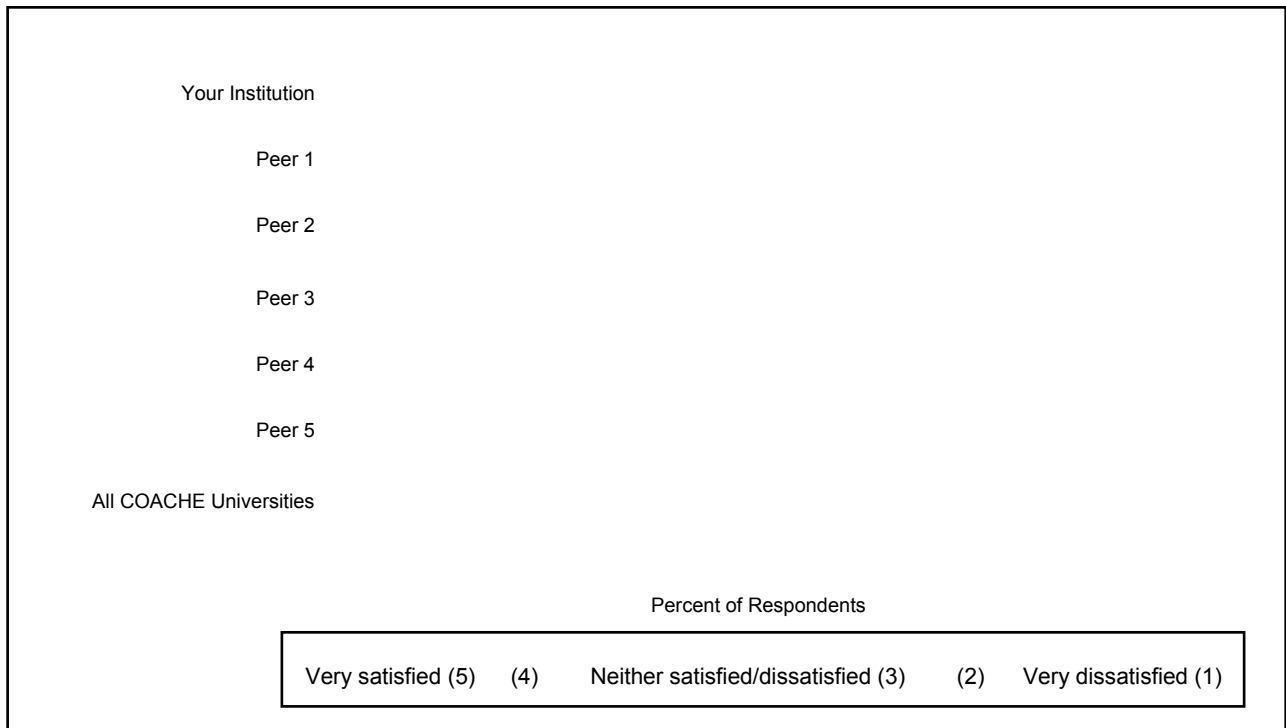
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 16th percentile on satisfaction with the amount of research funding they are expected to find.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.637	1.1011	0.1064	2.426 to 2.848
Faculty at Peer 1	2.854	1.2346	0.1635	2.527 to 3.182
... Peer 2	2.932	1.1822	0.1084	2.718 to 3.147
... Peer 3	2.837	1.2825	0.1745	2.487 to 3.187
... Peer 4	2.466	1.1762	0.0865	2.295 to 2.636
... Peer 5	2.914	1.2429	0.1296	2.656 to 3.171
Your Peers (n=5)	2.801	0.1713	0.0766	2.588 to 3.013
All Universities (n=37)	2.935	0.2711	0.0446	2.844 to 3.025



**Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the amount of research funding they are expected to find.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 8th percentile on satisfaction with the amount of research funding they are expected to find.
- Among female junior faculty at all universities, your female junior faculty ranked in the 35th percentile on satisfaction with the amount of research funding they are expected to find.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.587	1.0555	0.1363	2.314 to 2.859	2.716	1.1537	0.1683	2.377 to 3.054
Faculty at Peer 1	2.831	1.2292	0.2208	2.380 to 3.282	2.894	1.2380	0.2428	2.394 to 3.394
... Peer 2	2.951	1.2484	0.1561	2.639 to 3.263	2.904	1.1000	0.1483	2.607 to 3.202
... Peer 3	3.000	1.3343	0.2359	2.519 to 3.481	2.574	1.1544	0.2461	2.063 to 3.086
... Peer 4	2.594	1.1136	0.1174	2.361 to 2.827	2.321	1.2178	0.1249	2.073 to 2.569
... Peer 5	2.842	1.2725	0.1616	2.518 to 3.165	3.051	1.1686	0.2134	2.615 to 3.488
Your Peers (n=5)	2.844	0.1404	0.0628	2.669 to 3.018	2.749	0.2648	0.1184	2.420 to 3.078
All Universities (n=37)	3.030	0.2717	0.0447	2.940 to 3.121	2.807	0.3526	0.0580	2.689 to 2.924



**Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of research funding they are expected to find.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the amount of research funding they are expected to find.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th percentile on satisfaction with the amount of research funding they are expected to find.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 3rd percentile on satisfaction with the amount of research funding they are expected to find.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.746	1.0720	0.1238	2.499 to 2.992	2.348	1.0897	0.1926	1.956 to 2.741
Faculty at Peer 1	2.896	1.1589	0.1788	2.535 to 3.257	2.715	1.4236	0.3676	1.926 to 3.503
... Peer 2	2.886	1.1600	0.1160	2.656 to 3.116	3.197	1.2675	0.2908	2.586 to 3.808
... Peer 3	2.730	1.2856	0.1938	2.339 to 3.121	3.325	1.1136	0.3521	2.529 to 4.122
... Peer 4	2.304	1.1162	0.0990	2.108 to 2.500	2.850	1.2196	0.1601	2.529 to 3.170
... Peer 5	2.847	1.2293	0.1459	2.556 to 3.138	3.140	1.2688	0.2769	2.562 to 3.718
Your Peers (n=5)	2.733	0.2221	0.0993	2.457 to 3.009	3.045	0.2271	0.1016	2.763 to 3.327
All Universities (n=37)	2.910	0.3212	0.0528	2.803 to 3.018	2.983	0.3434	0.0565	2.869 to 3.098



**Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

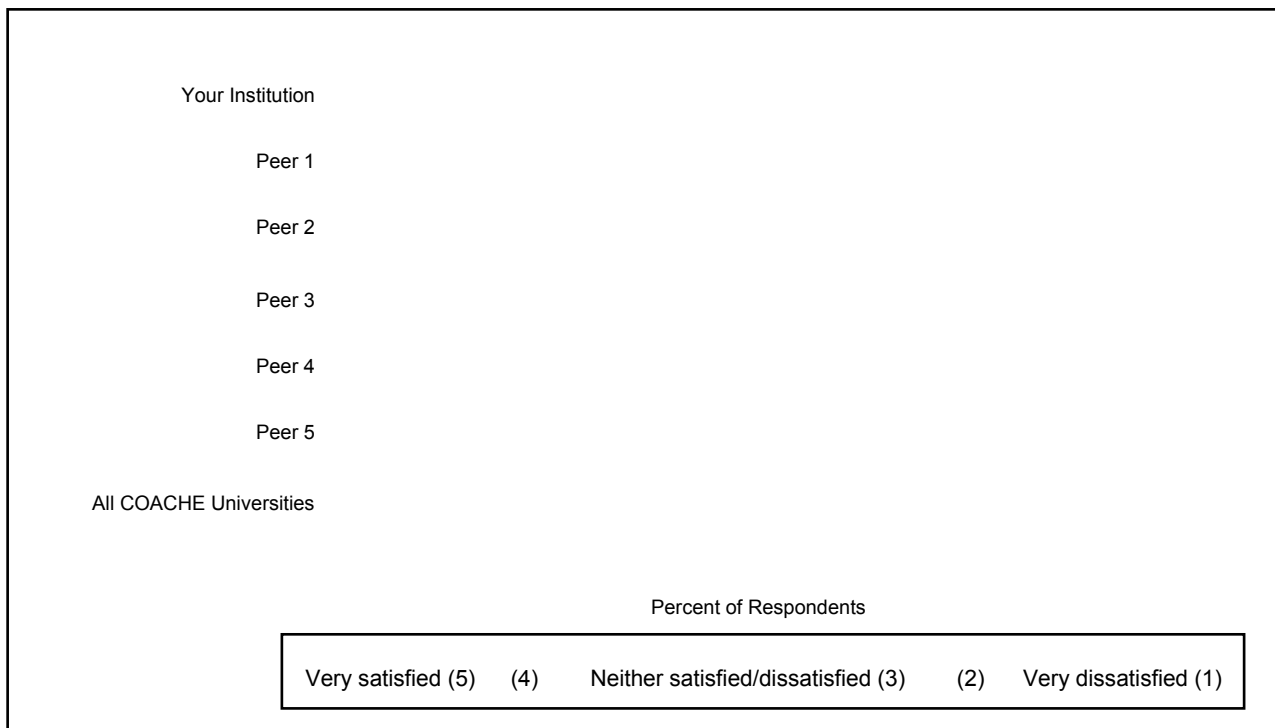
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 8th percentile on satisfaction with the influence they have over the focus of their research.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	4.250	1.0037	0.0961	4.059 to 4.440
Faculty at Peer 1	4.521	0.9630	0.1223	4.276 to 4.765
... Peer 2	4.395	0.9444	0.0813	4.234 to 4.555
... Peer 3	4.481	0.8891	0.1158	4.249 to 4.713
... Peer 4	4.355	0.9356	0.0668	4.223 to 4.487
... Peer 5	4.373	0.9187	0.0910	4.192 to 4.553
Your Peers (n=5)	4.425	0.0645	0.0288	4.345 to 4.505
All Universities (n=37)	4.424	0.1989	0.0327	4.358 to 4.491



**Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 5th percentile on satisfaction with the influence they have over the focus of their research.
- Among female junior faculty at all universities, your female junior faculty ranked in the 38th percentile on satisfaction with the influence they have over the focus of their research.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the influence they have over the focus of their research.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.179	1.0399	0.1321	3.915 to 4.443	4.362	0.9477	0.1382	4.083 to 4.640
Faculty at Peer 1	4.507	0.9677	0.1711	4.158 to 4.856	4.542	0.9568	0.1747	4.185 to 4.899
... Peer 2	4.387	0.9266	0.1100	4.168 to 4.606	4.406	0.9637	0.1205	4.165 to 4.646
... Peer 3	4.343	1.0155	0.1741	3.989 to 4.697	4.694	0.6145	0.1229	4.441 to 4.948
... Peer 4	4.307	0.9102	0.0919	4.124 to 4.489	4.413	0.9575	0.0967	4.221 to 4.605
... Peer 5	4.274	1.0224	0.1249	4.025 to 4.523	4.549	0.6478	0.1095	4.327 to 4.772
Your Peers (n=5)	4.364	0.0810	0.0362	4.263 to 4.464	4.521	0.1060	0.0474	4.389 to 4.652
All Universities (n=37)	4.434	0.1998	0.0329	4.368 to 4.501	4.417	0.2369	0.0389	4.338 to 4.496



**Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty were more satisfied than were your junior faculty of color with the influence they have over the focus of their research.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the influence they have over the focus of their research.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th percentile on satisfaction with the influence they have over the focus of their research.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 8th percentile on satisfaction with the influence they have over the focus of their research.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.405	0.8763	0.1005	4.205 to 4.606	3.835	1.1579	0.2016	3.424 to 4.245
Faculty at Peer 1	4.634	0.7685	0.1146	4.403 to 4.864	4.169	1.2941	0.3139	3.503 to 4.834
... Peer 2	4.380	0.9402	0.0881	4.205 to 4.554	4.485	0.9571	0.2089	4.050 to 4.921
... Peer 3	4.496	0.8660	0.1250	4.244 to 4.747	4.422	0.9621	0.2901	3.776 to 5.068
... Peer 4	4.388	0.9485	0.0813	4.227 to 4.549	4.275	0.9035	0.1166	4.041 to 4.508
... Peer 5	4.487	0.7637	0.0865	4.315 to 4.659	3.985	1.2409	0.2533	3.461 to 4.509
Your Peers (n=5)	4.477	0.0921	0.0412	4.362 to 4.591	4.267	0.1793	0.0802	4.045 to 4.490
All Universities (n=37)	4.460	0.2116	0.0348	4.389 to 4.530	4.320	0.2615	0.0430	4.233 to 4.407



**Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

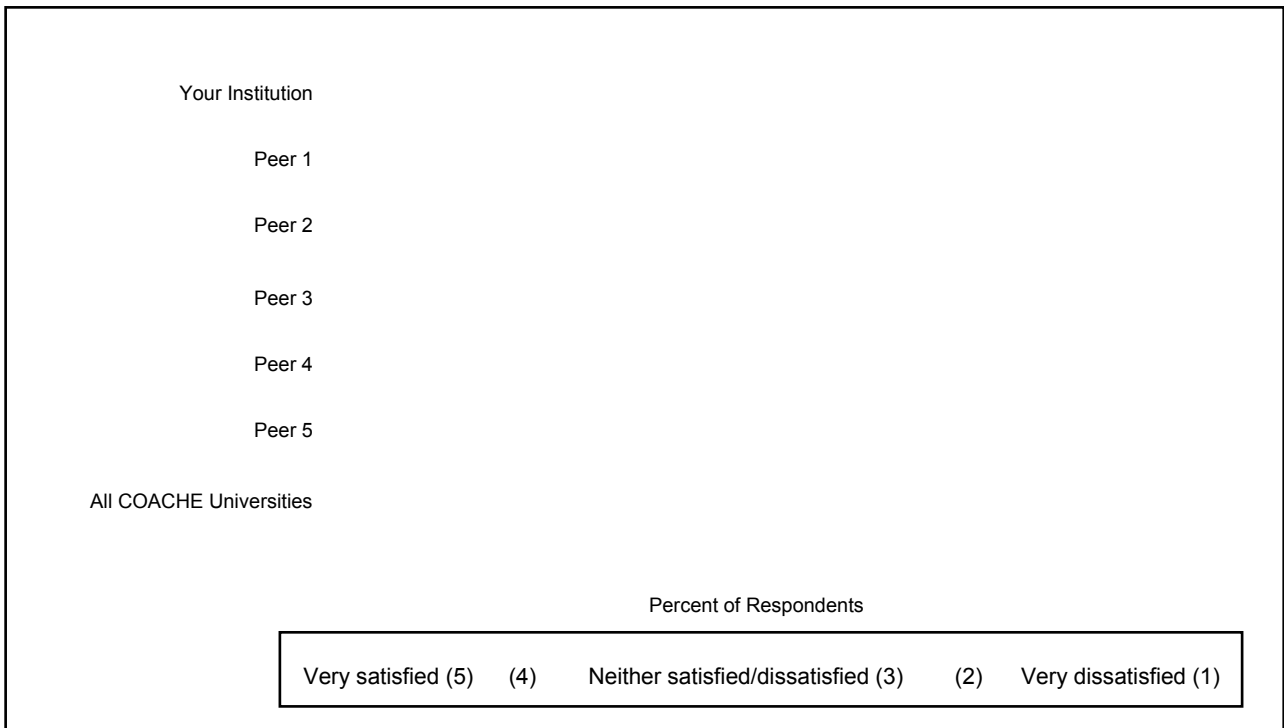
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of facilities.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 46th percentile on satisfaction with the quality of facilities.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.352	1.2946	0.1223	3.110 to 3.595
Faculty at Peer 1	3.558	1.3475	0.1725	3.213 to 3.903
... Peer 2	3.434	1.2165	0.1043	3.228 to 3.640
... Peer 3	2.744	1.2631	0.1644	2.415 to 3.073
... Peer 4	3.403	1.3568	0.0972	3.212 to 3.595
... Peer 5	3.196	1.3983	0.1371	2.925 to 3.468
Your Peers (n=5)	3.267	0.2863	0.1280	2.912 to 3.623
All Universities (n=37)	3.336	0.3978	0.0654	3.203 to 3.468



**Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of facilities.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of facilities.

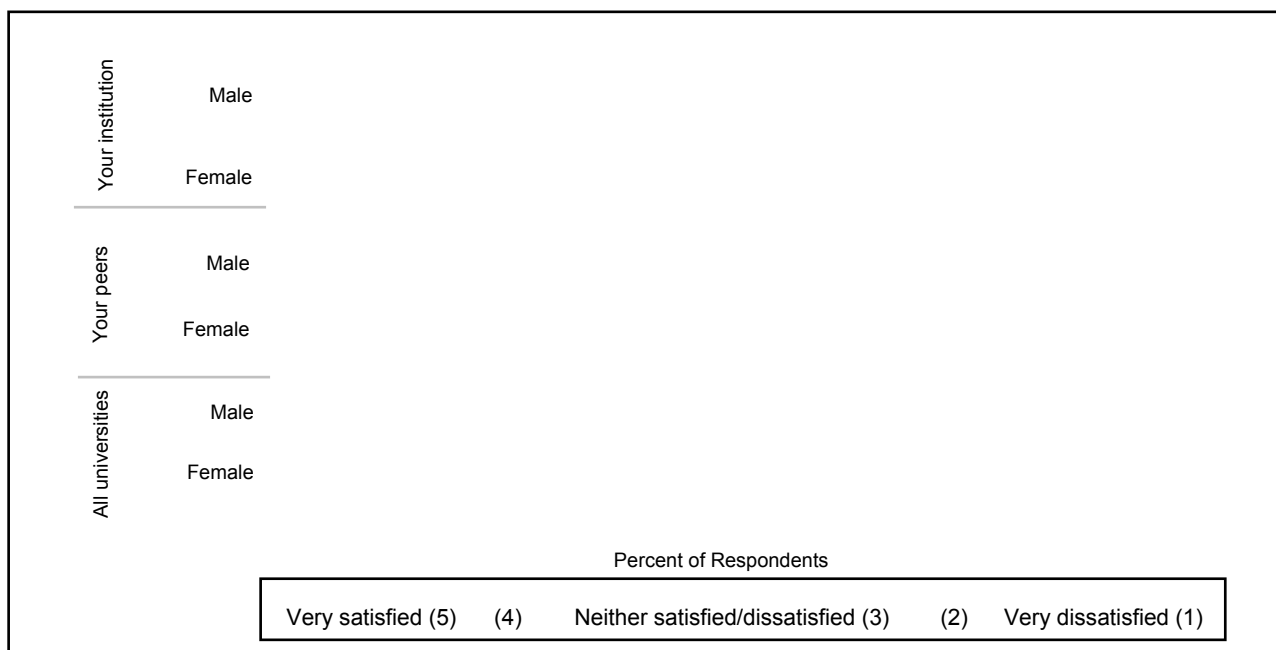
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 35th percentile on satisfaction with the quality of facilities.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on satisfaction with the quality of facilities.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.231	1.2990	0.1624	2.906 to 3.555	3.548	1.2748	0.1840	3.177 to 3.918
Faculty at Peer 1	3.438	1.4128	0.2498	2.929 to 3.948	3.752	1.2500	0.2321	3.276 to 4.227
... Peer 2	3.368	1.1861	0.1408	3.087 to 3.648	3.529	1.2417	0.1540	3.221 to 3.837
... Peer 3	2.972	1.2001	0.2058	2.553 to 3.391	2.391	1.2674	0.2535	1.868 to 2.914
... Peer 4	3.417	1.2755	0.1295	3.160 to 3.674	3.387	1.4322	0.1447	3.100 to 3.674
... Peer 5	3.291	1.4275	0.1719	2.948 to 3.634	3.023	1.3199	0.2231	2.570 to 3.476
Your Peers (n=5)	3.297	0.1703	0.0762	3.086 to 3.509	3.216	0.4759	0.2128	2.626 to 3.807
All Universities (n=37)	3.391	0.3588	0.0590	3.271 to 3.510	3.268	0.4853	0.0798	3.106 to 3.429





**Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of facilities.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of facilities.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of facilities.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 43rd percentile on satisfaction with the quality of facilities.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 43rd percentile on satisfaction with the quality of facilities.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.320	1.2265	0.1389	3.043 to 3.596	3.438	1.4373	0.2465	2.936 to 3.939
Faculty at Peer 1	3.528	1.3718	0.2068	3.111 to 3.946	3.650	1.2807	0.3106	2.991 to 4.308
... Peer 2	3.473	1.1968	0.1116	3.252 to 3.694	3.200	1.2688	0.2769	2.623 to 3.778
... Peer 3	2.590	1.1873	0.1714	2.245 to 2.935	3.362	1.2264	0.3698	2.538 to 4.186
... Peer 4	3.380	1.3601	0.1171	3.148 to 3.611	3.461	1.3474	0.1740	3.113 to 3.809
... Peer 5	3.165	1.4298	0.1589	2.849 to 3.482	3.311	1.2721	0.2652	2.761 to 3.861
Your Peers (n=5)	3.227	0.3419	0.1529	2.803 to 3.652	3.397	0.1518	0.0679	3.208 to 3.585
All Universities (n=37)	3.335	0.4051	0.0666	3.200 to 3.470	3.435	0.4470	0.0735	3.286 to 3.584



**Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

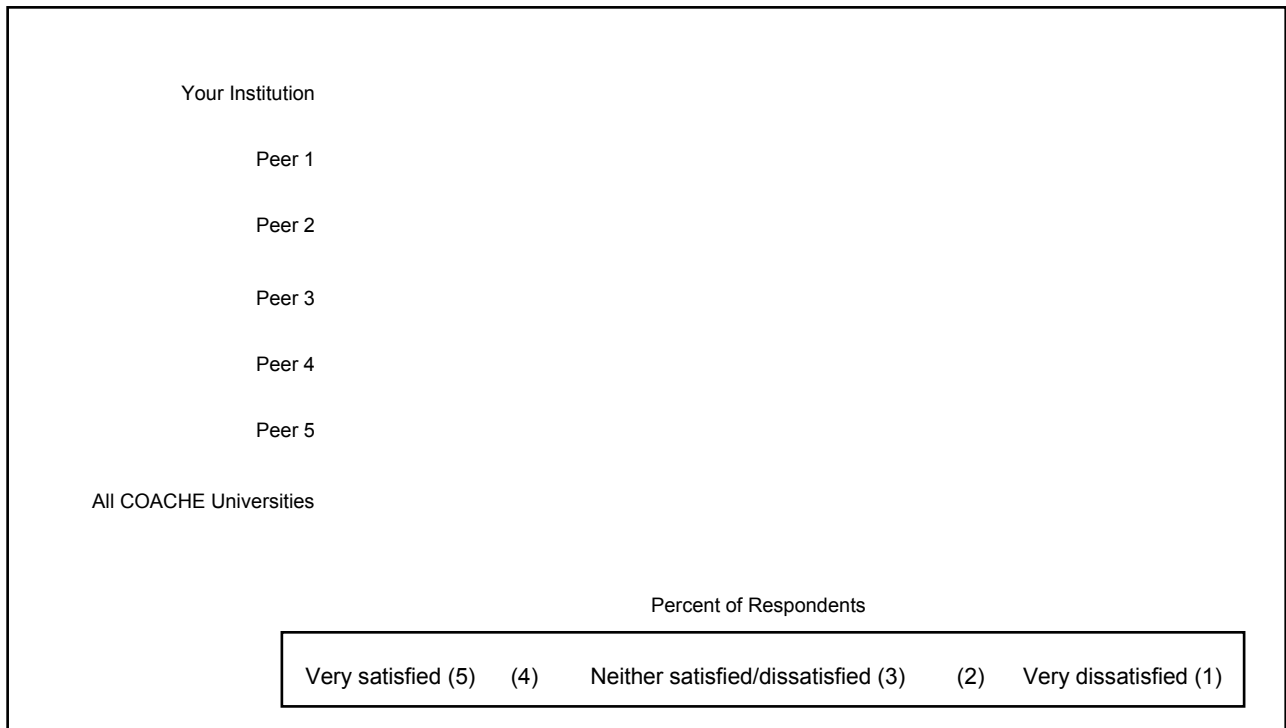
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	2.689	1.1817	0.1159	2.459 to 2.919
Faculty at Peer 1	2.691	1.1722	0.1553	2.380 to 3.002
... Peer 2	2.905	1.3484	0.1183	2.671 to 3.139
... Peer 3	2.964	1.3765	0.1823	2.599 to 3.329
... Peer 4	2.502	1.3510	0.0972	2.310 to 2.694
... Peer 5	2.612	1.2481	0.1287	2.356 to 2.867
Your Peers (n=5)	2.735	0.1747	0.0781	2.518 to 2.952
All Universities (n=37)	2.935	0.3682	0.0605	2.812 to 3.058



**Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 16th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.614	1.2023	0.1552	2.303 to 2.924	2.815	1.1398	0.1718	2.468 to 3.161
Faculty at Peer 1	2.664	1.1865	0.2203	2.213 to 3.115	2.732	1.1534	0.2180	2.284 to 3.179
... Peer 2	2.749	1.2172	0.1476	2.454 to 3.044	3.128	1.4534	0.1846	2.759 to 3.498
... Peer 3	3.003	1.3013	0.2265	2.542 to 3.465	2.902	1.4696	0.3000	2.281 to 3.522
... Peer 4	2.739	1.2825	0.1302	2.480 to 2.997	2.218	1.3653	0.1393	1.942 to 2.495
... Peer 5	2.576	1.2394	0.1574	2.262 to 2.891	2.675	1.2609	0.2229	2.220 to 3.129
Your Peers (n=5)	2.746	0.1426	0.0638	2.569 to 2.923	2.731	0.3011	0.1346	2.357 to 3.105
All Universities (n=37)	2.982	0.4125	0.0678	2.845 to 3.120	2.858	0.3759	0.0618	2.733 to 2.983



**Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

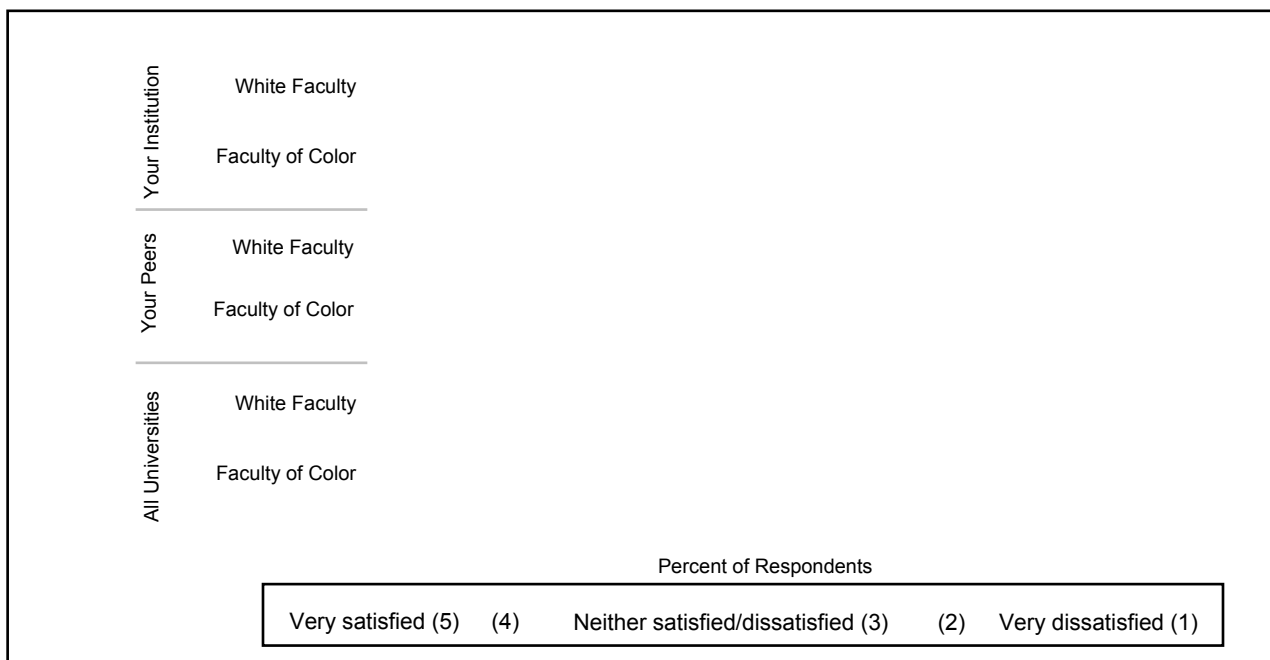
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.672	1.1526	0.1358	2.401 to 2.943	2.734	1.2437	0.2199	2.285 to 3.182
Faculty at Peer 1	2.778	1.1086	0.1711	2.433 to 3.124	2.405	1.3098	0.3382	1.680 to 3.130
... Peer 2	2.878	1.3918	0.1327	2.615 to 3.141	3.066	1.0712	0.2395	2.565 to 3.568
... Peer 3	2.980	1.3604	0.1984	2.581 to 3.379	2.897	1.4457	0.4572	1.863 to 3.931
... Peer 4	2.380	1.3500	0.1171	2.148 to 2.611	2.799	1.2973	0.1675	2.464 to 3.134
... Peer 5	2.533	1.2199	0.1448	2.245 to 2.822	2.863	1.3072	0.2726	2.298 to 3.428
Your Peers (n=5)	2.710	0.2218	0.0992	2.435 to 2.985	2.806	0.2192	0.0980	2.534 to 3.078
All Universities (n=37)	2.913	0.4200	0.0690	2.773 to 3.053	2.978	0.4213	0.0693	2.837 to 3.118



**Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

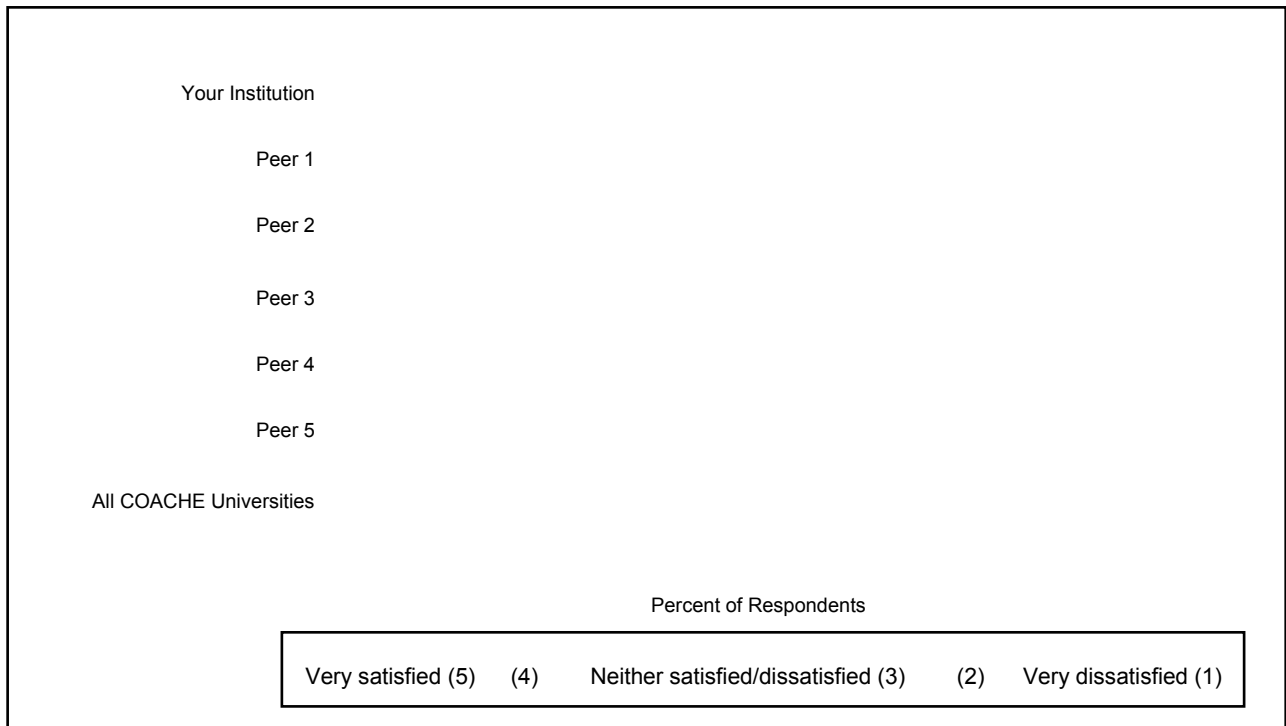
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of clerical/administrative services.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on satisfaction with the quality of clerical/administrative services.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.624	1.2849	0.1220	3.382 to 3.866
Faculty at Peer 1	2.696	1.3769	0.1749	2.346 to 3.046
... Peer 2	3.561	1.4185	0.1216	3.320 to 3.801
... Peer 3	3.397	1.4233	0.1853	3.026 to 3.768
... Peer 4	3.349	1.4205	0.1022	3.148 to 3.551
... Peer 5	3.744	1.3627	0.1330	3.481 to 4.008
Your Peers (n=5)	3.349	0.3549	0.1587	2.909 to 3.790
All Universities (n=37)	3.505	0.3190	0.0524	3.399 to 3.612



**Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of clerical/administrative services.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of clerical/administrative services.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 62nd percentile on satisfaction with the quality of clerical/administrative services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on satisfaction with the quality of clerical/administrative services.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.706	1.2914	0.1614	3.383 to 4.028	3.489	1.2691	0.1851	3.117 to 3.862
Faculty at Peer 1	2.730	1.3284	0.2348	2.251 to 3.209	2.643	1.4256	0.2603	2.111 to 3.175
... Peer 2	3.586	1.4008	0.1662	3.255 to 3.918	3.523	1.4370	0.1782	3.167 to 3.879
... Peer 3	3.713	1.3222	0.2268	3.252 to 4.174	2.907	1.4400	0.2880	2.313 to 3.502
... Peer 4	3.393	1.3653	0.1393	3.117 to 3.670	3.297	1.4711	0.1494	3.001 to 3.594
... Peer 5	3.859	1.2853	0.1525	3.554 to 4.163	3.522	1.4800	0.2538	3.006 to 4.039
Your Peers (n=5)	3.456	0.3941	0.1762	2.967 to 3.946	3.179	0.3497	0.1564	2.744 to 3.613
All Universities (n=37)	3.555	0.3556	0.0585	3.436 to 3.673	3.437	0.3515	0.0578	3.320 to 3.554



**Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of clerical/administrative services.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of clerical/administrative services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of clerical/administrative services.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on satisfaction with the quality of clerical/administrative services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on satisfaction with the quality of clerical/administrative services.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.666	1.2893	0.1460	3.376 to 3.957	3.509	1.2509	0.2178	3.066 to 3.953
Faculty at Peer 1	2.741	1.4360	0.2141	2.309 to 3.172	2.556	1.1940	0.2896	1.942 to 3.170
... Peer 2	3.565	1.4582	0.1348	3.298 to 3.832	3.529	1.1410	0.2618	2.979 to 4.079
... Peer 3	3.276	1.3805	0.1993	2.875 to 3.677	3.881	1.5428	0.4652	2.844 to 4.917
... Peer 4	3.238	1.4821	0.1280	2.985 to 3.491	3.624	1.2379	0.1612	3.301 to 3.947
... Peer 5	3.885	1.2958	0.1440	3.599 to 4.172	3.248	1.4337	0.2927	2.643 to 3.854
Your Peers (n=5)	3.341	0.3799	0.1699	2.869 to 3.813	3.368	0.4535	0.2028	2.804 to 3.931
All Universities (n=37)	3.471	0.3428	0.0564	3.357 to 3.585	3.620	0.3894	0.0640	3.490 to 3.750



**Question 33b. How satisfied are you with the quality of the following type of support service? Research services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

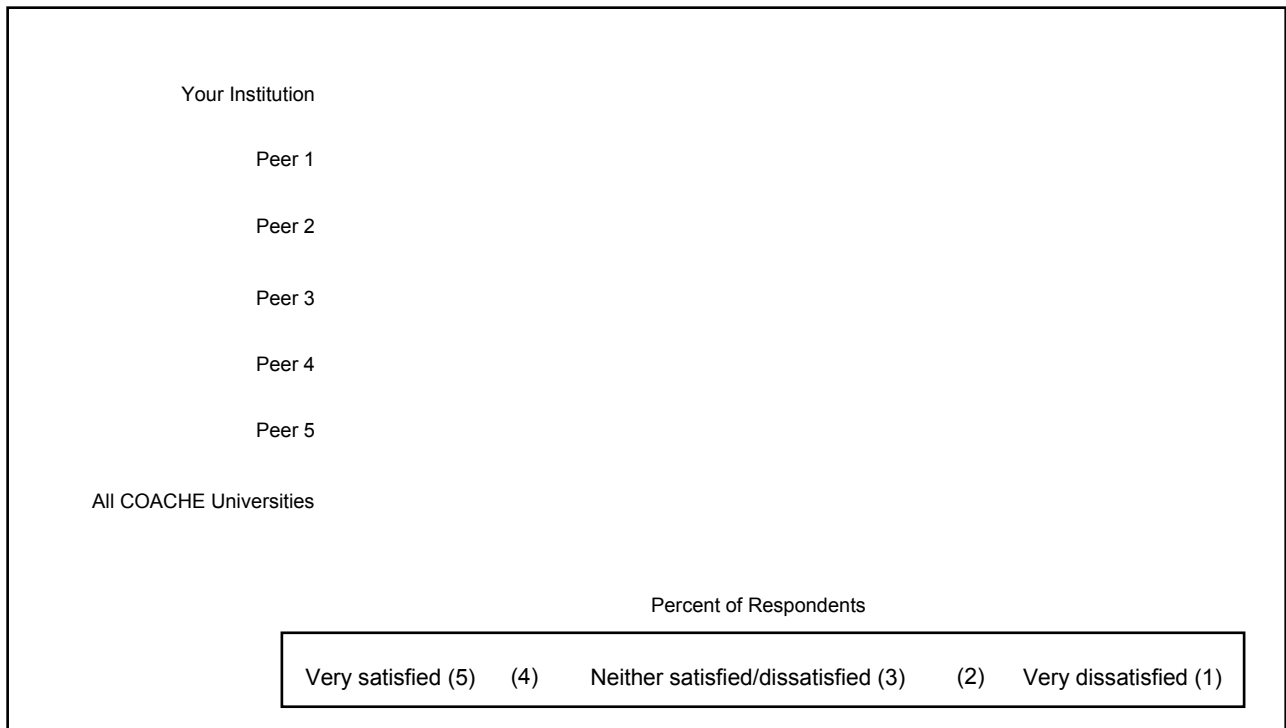
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the quality of research services.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 51st percentile on satisfaction with the quality of research services.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.113	1.2125	0.1161	2.883 to 3.343
Faculty at Peer 1	2.933	1.2632	0.1631	2.607 to 3.260
... Peer 2	3.024	1.1458	0.1001	2.826 to 3.222
... Peer 3	2.763	1.3262	0.1772	2.408 to 3.118
... Peer 4	2.967	1.3422	0.0966	2.776 to 3.157
... Peer 5	3.153	1.3409	0.1413	2.872 to 3.434
Your Peers (n=5)	2.968	0.1270	0.0568	2.810 to 3.126
All Universities (n=37)	3.168	0.3405	0.0560	3.055 to 3.282





**Question 33b. How satisfied are you with the quality of the following type of support service? Research services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of research services.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the quality of research services.

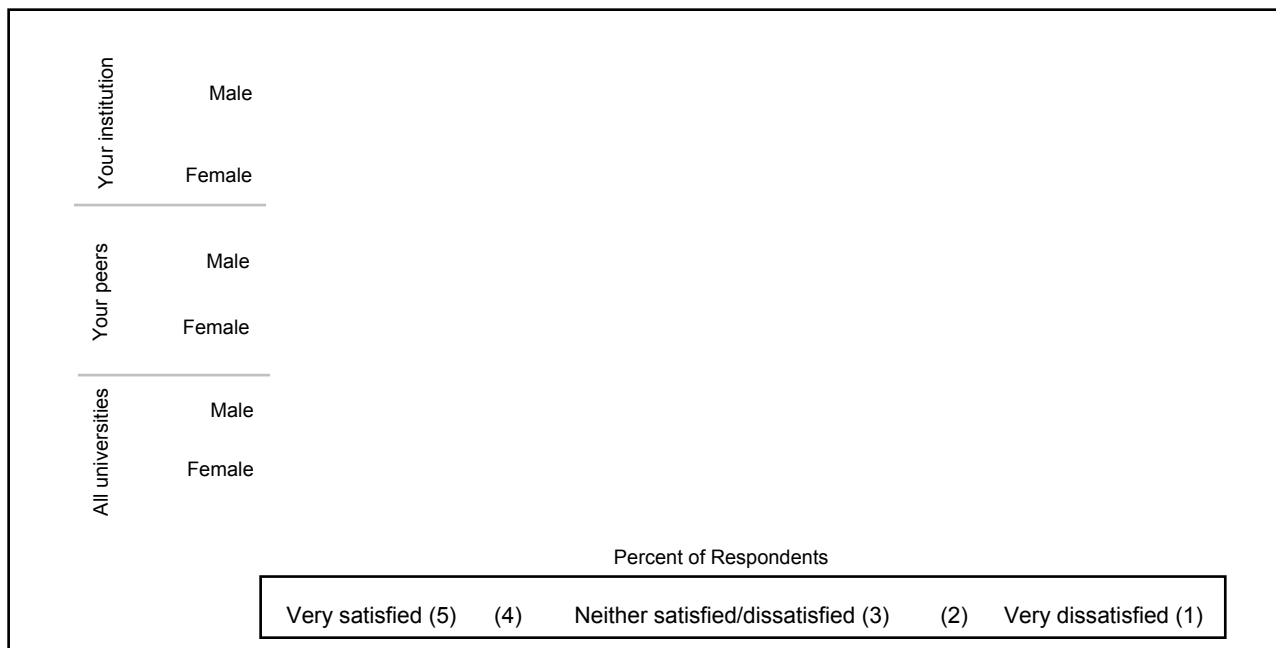
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 35th percentile on satisfaction with the quality of research services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 65th percentile on satisfaction with the quality of research services.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.042	1.2344	0.1555	2.731 to 3.352	3.232	1.1725	0.1729	2.884 to 3.581
Faculty at Peer 1	3.026	1.2621	0.2231	2.571 to 3.481	2.779	1.2551	0.2372	2.292 to 3.266
... Peer 2	3.040	1.1289	0.1359	2.769 to 3.311	3.000	1.1640	0.1478	2.705 to 3.296
... Peer 3	3.126	1.2774	0.2258	2.666 to 3.587	2.204	1.1895	0.2428	1.701 to 2.706
... Peer 4	3.078	1.3123	0.1339	2.812 to 3.344	2.835	1.3598	0.1381	2.561 to 3.109
... Peer 5	3.325	1.3781	0.1736	2.977 to 3.672	2.772	1.1653	0.2243	2.311 to 3.233
Your Peers (n=5)	3.119	0.1085	0.0485	2.984 to 3.254	2.718	0.2700	0.1208	2.383 to 3.053
All Universities (n=37)	3.213	0.3527	0.0580	3.095 to 3.330	3.105	0.3884	0.0639	2.976 to 3.235



**Question 33b. How satisfied are you with the quality of the following type of support service? Research services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of research services.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the quality of research services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of research services.

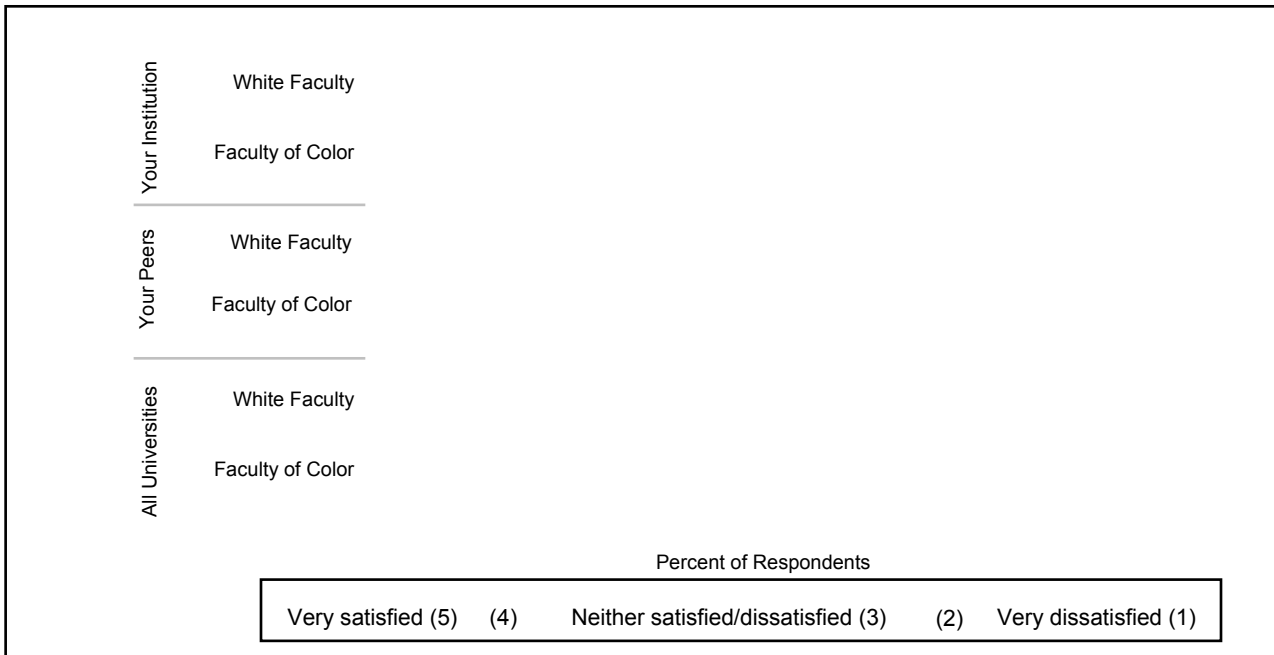
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 51st percentile on satisfaction with the quality of research services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on satisfaction with the quality of research services.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.093	1.1797	0.1344	2.825 to 3.361	3.167	1.2866	0.2274	2.703 to 3.631
Faculty at Peer 1	2.835	1.2895	0.1944	2.443 to 3.227	3.247	1.1022	0.2755	2.660 to 3.835
... Peer 2	3.013	1.1870	0.1132	2.789 to 3.238	3.084	0.8985	0.1961	2.675 to 3.493
... Peer 3	2.682	1.3197	0.1946	2.290 to 3.074	3.095	1.3000	0.4111	2.165 to 4.025
... Peer 4	2.834	1.3198	0.1144	2.608 to 3.060	3.288	1.3400	0.1730	2.942 to 3.634
... Peer 5	3.087	1.2982	0.1563	2.775 to 3.399	3.373	1.4584	0.3183	2.709 to 4.037
Your Peers (n=5)	2.890	0.1439	0.0643	2.712 to 3.069	3.217	0.1123	0.0502	3.078 to 3.357
All Universities (n=37)	3.109	0.3705	0.0609	2.985 to 3.232	3.308	0.3976	0.0654	3.176 to 3.441



**Question 33c. How satisfied are you with the quality of the following type of support service? Teaching services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

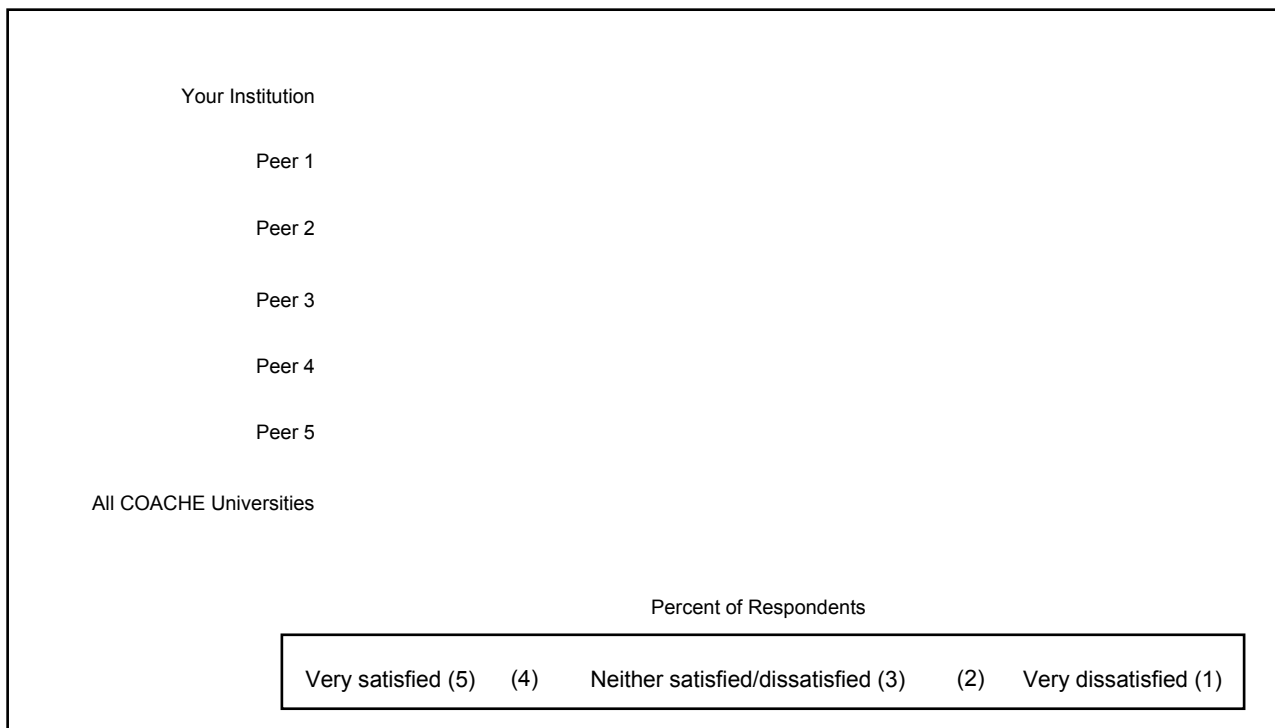
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of teaching services.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on satisfaction with the quality of teaching services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.454	1.0281	0.0999	3.256 to 3.652
Faculty at Peer 1	3.387	1.1811	0.1564	3.073 to 3.700
... Peer 2	3.469	1.0648	0.0930	3.285 to 3.653
... Peer 3	3.835	1.0312	0.1378	3.559 to 4.111
... Peer 4	3.433	1.2271	0.0886	3.259 to 3.608
... Peer 5	3.519	1.1735	0.1210	3.278 to 3.759
Your Peers (n=5)	3.529	0.1594	0.0713	3.331 to 3.726
All Universities (n=37)	3.643	0.2365	0.0389	3.564 to 3.722



**Question 33c. How satisfied are you with the quality of the following type of support service? Teaching services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of teaching services.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of teaching services.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 16th percentile on satisfaction with the quality of teaching services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on satisfaction with the quality of teaching services.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.420	1.0543	0.1339	3.152 to 3.687	3.513	0.9883	0.1490	3.212 to 3.813
Faculty at Peer 1	3.398	1.1431	0.2087	2.971 to 3.825	3.368	1.2217	0.2351	2.885 to 3.852
... Peer 2	3.469	0.9711	0.1169	3.236 to 3.702	3.470	1.1601	0.1473	3.175 to 3.764
... Peer 3	3.954	0.9995	0.1740	3.599 to 4.308	3.641	1.0471	0.2183	3.188 to 4.094
... Peer 4	3.455	1.1502	0.1180	3.221 to 3.689	3.408	1.2968	0.1317	3.147 to 3.669
... Peer 5	3.630	1.2212	0.1551	3.320 to 3.941	3.314	1.0440	0.1845	2.938 to 3.691
Your Peers (n=5)	3.581	0.2018	0.0902	3.331 to 3.832	3.440	0.1123	0.0502	3.301 to 3.580
All Universities (n=37)	3.647	0.2597	0.0427	3.560 to 3.734	3.638	0.2687	0.0442	3.548 to 3.727



**Question 33c. How satisfied are you with the quality of the following type of support service? Teaching services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of teaching services.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the quality of teaching services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of teaching services.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th percentile on satisfaction with the quality of teaching services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 43rd percentile on satisfaction with the quality of teaching services.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.374	0.9401	0.1093	3.156 to 3.591	3.664	1.1973	0.2117	3.232 to 4.096
Faculty at Peer 1	3.388	1.1661	0.1821	3.020 to 3.756	3.381	1.2183	0.3046	2.732 to 4.030
... Peer 2	3.487	1.0976	0.1042	3.281 to 3.694	3.358	0.8426	0.1884	2.964 to 3.753
... Peer 3	3.802	1.0456	0.1559	3.488 to 4.116	3.961	0.9535	0.2875	3.321 to 4.602
... Peer 4	3.394	1.2417	0.1081	3.181 to 3.608	3.527	1.1901	0.1536	3.219 to 3.834
... Peer 5	3.557	1.1526	0.1358	3.286 to 3.828	3.392	1.2264	0.2615	2.848 to 3.935
Your Peers (n=5)	3.526	0.1515	0.0678	3.338 to 3.714	3.524	0.2265	0.1013	3.243 to 3.805
All Universities (n=37)	3.586	0.2715	0.0446	3.495 to 3.676	3.742	0.2873	0.0472	3.646 to 3.838



**Question 33d. How satisfied are you with the quality of the following type of support service? Computing services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

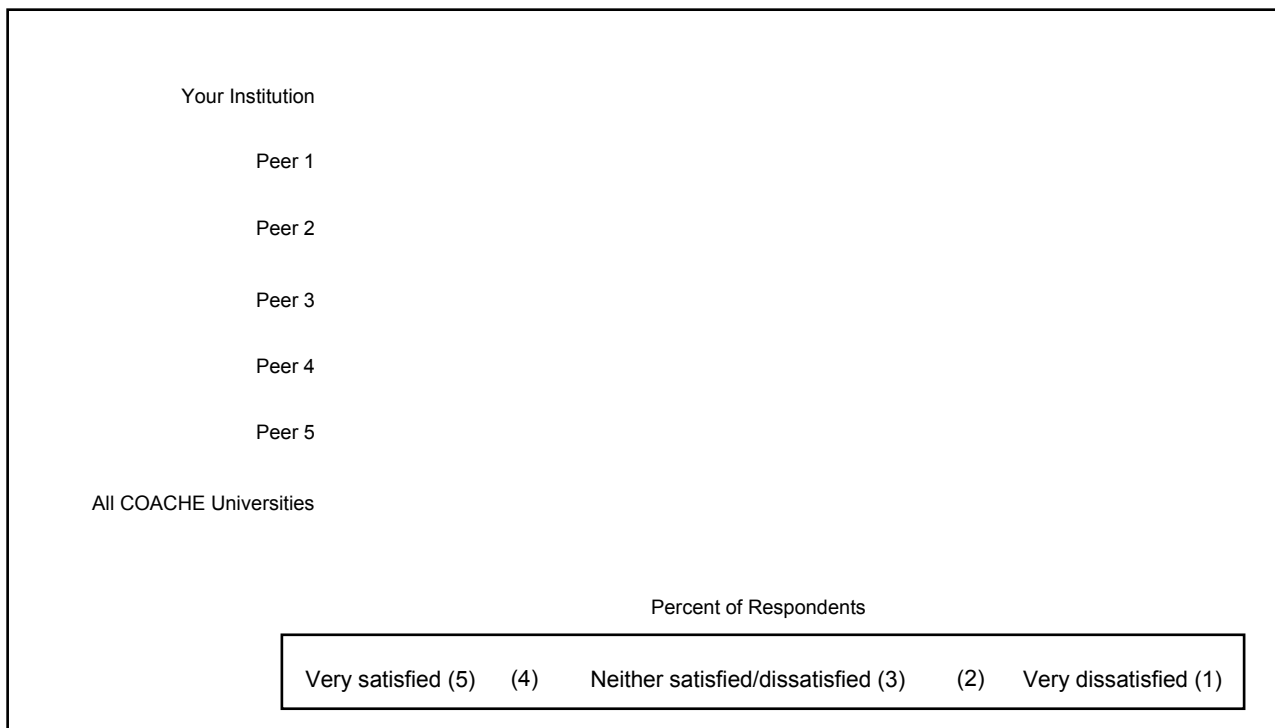
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of computing services.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 22nd percentile on satisfaction with the quality of computing services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.456	1.2474	0.1189	3.220 to 3.692
Faculty at Peer 1	3.330	1.1681	0.1521	3.026 to 3.635
... Peer 2	4.016	1.0322	0.0882	3.841 to 4.190
... Peer 3	3.524	1.2805	0.1667	3.190 to 3.858
... Peer 4	3.619	1.2748	0.0911	3.440 to 3.799
... Peer 5	3.646	1.1812	0.1164	3.415 to 3.876
Your Peers (n=5)	3.627	0.2237	0.1001	3.349 to 3.905
All Universities (n=37)	3.601	0.2410	0.0396	3.521 to 3.681



**Question 33d. How satisfied are you with the quality of the following type of support service? Computing services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

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

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the quality of computing services.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of computing services.

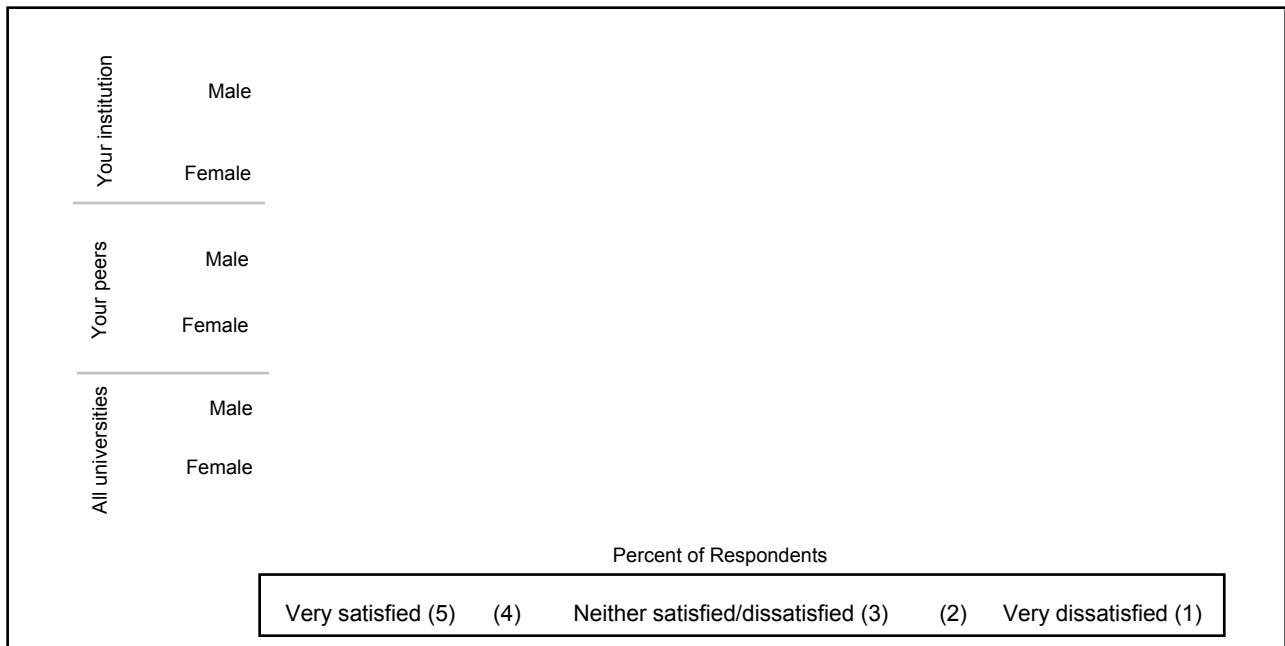
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 19th percentile on satisfaction with the quality of computing services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 38th percentile on satisfaction with the quality of computing services.

**Across all universities:**

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.422	1.2724	0.1590	3.105 to 3.740	3.513	1.2112	0.1786	3.153 to 3.873
Faculty at Peer 1	3.428	1.0673	0.1982	3.022 to 3.834	3.191	1.2490	0.2280	2.725 to 3.657
... Peer 2	4.026	0.9490	0.1126	3.801 to 4.251	4.001	1.1146	0.1372	3.727 to 4.275
... Peer 3	3.789	1.1576	0.1985	3.385 to 4.193	3.114	1.3363	0.2673	2.562 to 3.665
... Peer 4	3.728	1.1741	0.1186	3.493 to 3.964	3.489	1.3571	0.1371	3.217 to 3.762
... Peer 5	3.708	1.1684	0.1407	3.428 to 3.989	3.525	1.1943	0.2048	3.109 to 3.942
Your Peers (n=5)	3.736	0.1910	0.0854	3.499 to 3.973	3.464	0.3131	0.1400	3.075 to 3.853
All Universities (n=37)	3.628	0.2639	0.0434	3.540 to 3.716	3.570	0.3077	0.0506	3.468 to 3.673



**Question 33d. How satisfied are you with the quality of the following type of support service? Computing services.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the quality of computing services.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the quality of computing services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of computing services.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th percentile on satisfaction with the quality of computing services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 46th percentile on satisfaction with the quality of computing services.

**Across all universities:**

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.383	1.1860	0.1352	3.114 to 3.652	3.653	1.3714	0.2387	3.166 to 4.139
Faculty at Peer 1	3.366	1.1666	0.1759	3.012 to 3.721	3.203	1.1662	0.3011	2.557 to 3.849
... Peer 2	3.987	1.0821	0.1000	3.789 to 4.186	4.199	0.6538	0.1462	3.893 to 4.505
... Peer 3	3.464	1.2903	0.1862	3.089 to 3.838	3.766	1.2129	0.3657	2.951 to 4.581
... Peer 4	3.561	1.2938	0.1109	3.341 to 3.780	3.764	1.2196	0.1575	3.449 to 4.079
... Peer 5	3.709	1.1465	0.1274	3.455 to 3.962	3.412	1.2629	0.2693	2.852 to 3.972
Your Peers (n=5)	3.617	0.2169	0.0970	3.348 to 3.887	3.669	0.3412	0.1526	3.245 to 4.092
All Universities (n=37)	3.557	0.2600	0.0427	3.470 to 3.643	3.703	0.3519	0.0579	3.586 to 3.820





**Question 34a.** Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

**Question 34b.** How effective for you have been the following at your institution?

From a list of 16 common policies and practices, below are those items which respondents identified as “Very important” or “Somewhat important” in Question 34a, then as “Very ineffective” or “Somewhat ineffective” in Question 34b. This “gap analysis” highlights those policies and practices for which a large gap exists between importance rating and effectiveness rating. We call this the “effectiveness gap.”

The following items were most frequently rated as **IMPORTANT** to junior faculty success, but **INEFFECTIVE** at your institution:

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**At your institution overall**

1. Financial assistance with housing
2. Childcare
3. Spousal/partner hiring program

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**Males**

1. Financial assistance with housing
2. Childcare
3. Spousal/partner hiring program

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**Females**

1. Childcare
2. Financial assistance with housing
3. Paid or unpaid research leave during the probationary period

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**White faculty**

1. Childcare
2. Financial assistance with housing
3. Paid or unpaid research leave during the probationary period

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**Faculty of color**

1. Financial assistance with housing
  2. Spousal/partner hiring program
  3. Stop-the-tenure-clock for parental or other family reasons
- 

The following table provides “effectiveness gap” results in greater detail. A high percentage of faculty indicating an effectiveness gap indicates a potential problem with that policy or provision on your campus. Note especially the differences between groups on those policies and provisions that do not necessarily rank high overall.

**Table 34: Percentage of junior faculty indicating an “effectiveness gap” for common policies and provisions.**

UNC Charlotte

Policy or practice for junior faculty	At Your Institution					
	Overall	Males	Females	White faculty	Faculty of color	
Financial assistance with housing	58% (1)	60% (1)	50% (2)	59% (2)	53% (1)	
Childcare	57% (2)	53% (2)	67% (1)	62% (1)	43% (4)	
Spousal/partner hiring program	47% (3)	50% (3)	40% (4)	47% (4)	49% (2)	
Paid or unpaid research leave during the probationary period	45% (4)	45% (5)	43% (3)	50% (3)	32% (7)	
Professional assistance in obtaining externally funded grants	41% (5)	46% (4)	32% (8)	42% (5)	40%* (5)	
An upper limit on committee assignments for tenure-track faculty	37% (6)	36% (6)	38% (6)	36% (7)	40%* (5)	
Formal mentoring program for junior faculty	33% (7)	29% (8)	39% (5)	38% (6)	19%* (11)	
An upper limit on teaching obligations	29% (8)	32% (7)	23%* (10)	28% (8)	31% (8)	
Stop-the-tenure-clock for parental or other family reasons	27% (9)	23% (10)	36% (7)	21%* (10)	48% (3)	
Travel funds to present papers or conduct research	23% (10)	26% (9)	19% (14)	21%* (10)	30% (9)	
Paid or unpaid personal leave during the probationary period	21% (11)	22% (11)	20%* (12)	21%* (10)	23% (10)	
Informal mentoring	19% (12)	17% (12)	23%* (10)	22% (9)	11%* (15)	
Periodic, formal performance reviews for junior faculty	15%* (13)	12% (14)	20%* (12)	15% (14)	14% (13)	
Professional assistance for improving teaching	15%* (13)	11% (15)	24% (9)	17% (13)	11%* (15)	
Peer reviews of teaching and research	14% (15)	13% (13)	15% (15)	12%* (15)	19%* (11)	
Written summary of periodic performance reviews for junior faculty	12% (16)	10% (16)	14% (16)	12%* (15)	12% (14)	

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

**Question 35a. My institution does what it can to make *having children and the tenure-track compatible*. Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).**

### OVERALL RESULTS

**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 54th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.773	1.3224	0.1616	2.450 to 3.096
Faculty at Peer 1	2.620	1.1645	0.1615	2.295 to 2.944
... Peer 2	2.490	1.2150	0.1295	2.232 to 2.747
... Peer 3	2.562	1.0357	0.1776	2.201 to 2.923
... Peer 4	2.280	1.1716	0.1052	2.071 to 2.488
... Peer 5	2.531	1.1389	0.1435	2.244 to 2.818
Your Peers (n=5)	2.496	0.1164	0.0520	2.352 to 2.641
All Universities (n=37)	2.771	0.3455	0.0568	2.656 to 2.887



**Question 35a. My institution does what it can to make having children and the tenure-track compatible.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting that their institution does what it can to make having children and the tenure-track compatible.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.

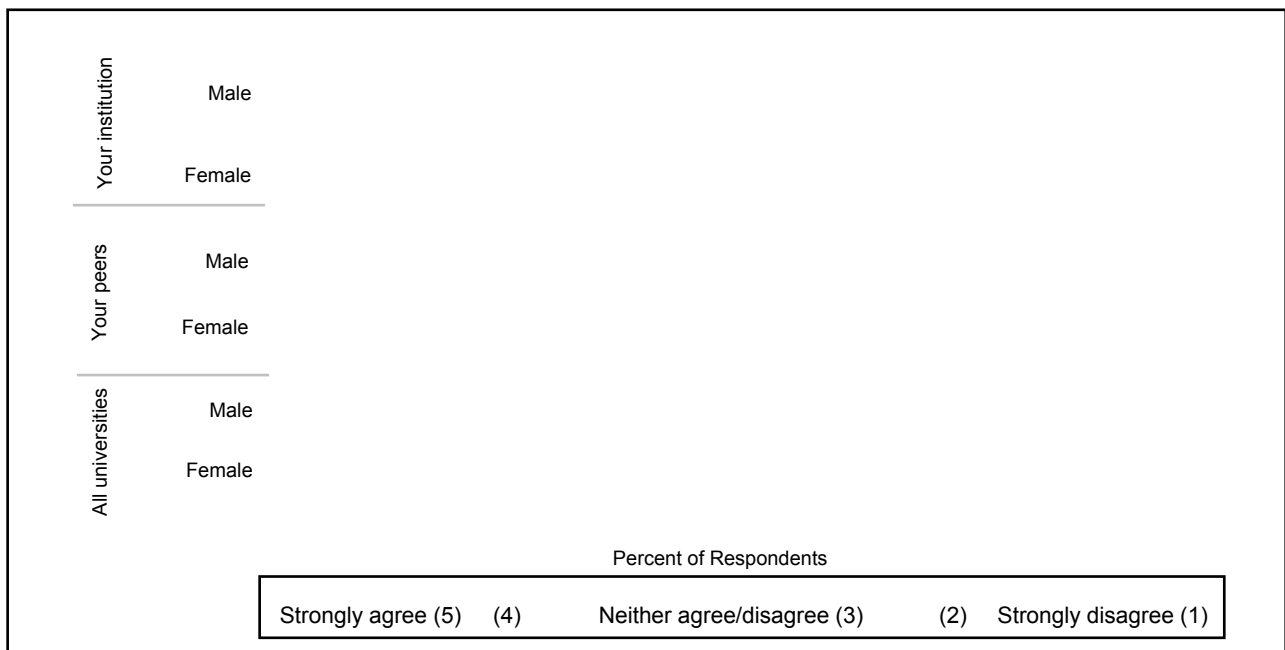
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their institution does what it can to make having children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.885	1.2627	0.1996	2.481 to 3.289	2.571	1.3947	0.2684	2.019 to 3.123
Faculty at Peer 1	2.624	1.1157	0.2109	2.191 to 3.056	2.613	1.2183	0.2487	2.098 to 3.127
... Peer 2	2.590	1.1847	0.1675	2.253 to 2.927	2.319	1.2377	0.2008	1.912 to 2.726
... Peer 3	2.728	0.6999	0.1527	2.409 to 3.046	2.264	1.3674	0.3793	1.438 to 3.090
... Peer 4	2.558	1.1231	0.1488	2.260 to 2.856	1.997	1.1461	0.1400	1.718 to 2.277
... Peer 5	2.668	1.1715	0.1808	2.303 to 3.033	2.281	1.0302	0.2248	1.812 to 2.750
Your Peers (n=5)	2.634	0.0595	0.0266	2.560 to 2.708	2.295	0.1957	0.0875	2.052 to 2.538
All Universities (n=37)	2.865	0.3224	0.0530	2.757 to 2.972	2.630	0.4490	0.0738	2.480 to 2.780



**Question 35a. My institution does what it can to make having children and the tenure-track compatible.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that their institution does what it can to make having children and the tenure-track compatible.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.

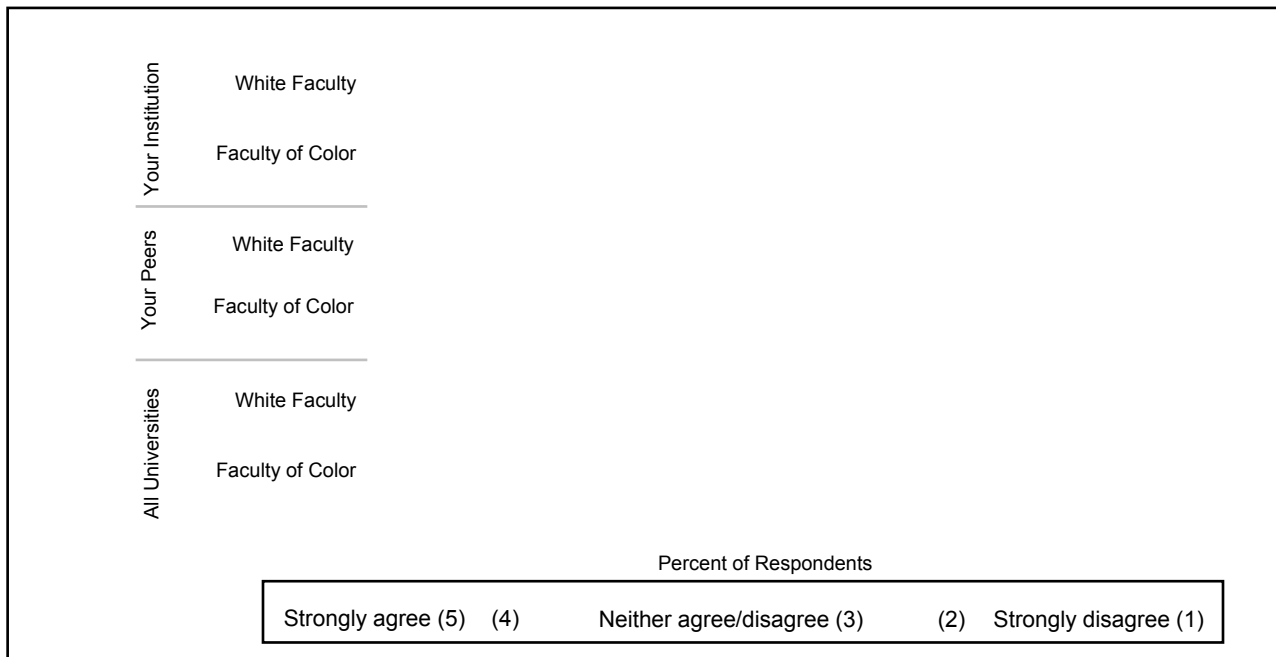
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 57th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's reporting that their institution does what it can to make having children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.747	1.4014	0.1962	2.353 to 3.141	2.872	1.0308	0.2577	2.323 to 3.421
Faculty at Peer 1	2.752	1.1306	0.1859	2.375 to 3.129	2.232	1.1813	0.3050	1.578 to 2.886
... Peer 2	2.463	1.1723	0.1391	2.185 to 2.740	2.615	1.3770	0.3340	1.907 to 3.323
... Peer 3	2.609	1.0467	0.1978	2.204 to 3.015	2.361	0.8975	0.3664	1.419 to 3.303
... Peer 4	2.221	1.2241	0.1352	1.952 to 2.490	2.400	1.0479	0.1617	2.073 to 2.727
... Peer 5	2.613	1.1110	0.1604	2.290 to 2.935	2.271	1.1662	0.3011	1.625 to 2.917
Your Peers (n=5)	2.532	0.1802	0.0806	2.308 to 2.755	2.376	0.1340	0.0599	2.209 to 2.542
All Universities (n=37)	2.786	0.3544	0.0583	2.668 to 2.904	2.783	0.4569	0.0751	2.630 to 2.935



**Question 35b. My institution does what it can to make raising children and the tenure-track compatible.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### OVERALL RESULTS

**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.422	1.1501	0.1375	2.148 to 2.696
Faculty at Peer 1	2.451	1.1019	0.1543	2.142 to 2.761
... Peer 2	2.482	1.2115	0.1277	2.228 to 2.736
... Peer 3	2.503	1.0668	0.1778	2.142 to 2.864
... Peer 4	2.135	1.0671	0.0936	1.950 to 2.320
... Peer 5	2.507	1.1385	0.1412	2.224 to 2.789
Your Peers (n=5)	2.416	0.1418	0.0634	2.240 to 2.592
All Universities (n=37)	2.677	0.2899	0.0477	2.580 to 2.773



**Question 35b. My institution does what it can to make raising children and the tenure-track compatible.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, your male junior faculty agreed to a greater extent than did your female junior faculty that their institution does what it can to make raising children and the tenure-track compatible.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.

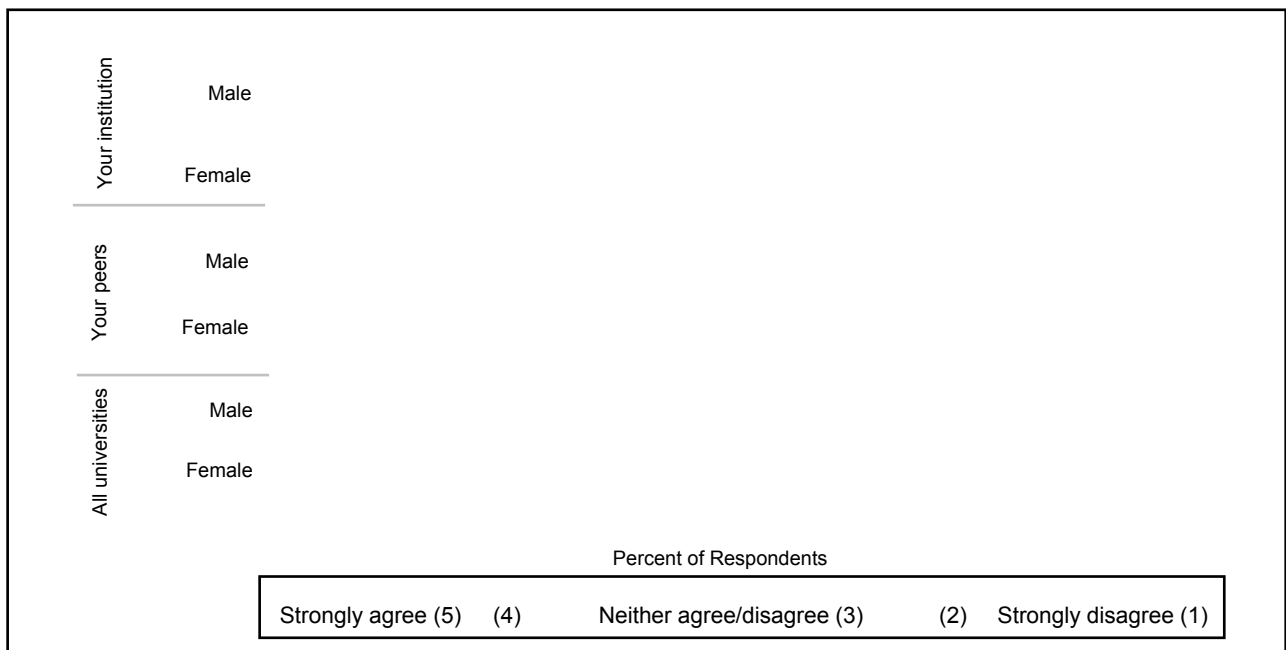
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 27th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their institution does what it can to make raising children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.625	1.1660	0.1778	2.266 to 2.984	2.026	1.0515	0.2024	1.610 to 2.442
Faculty at Peer 1	2.652	1.1129	0.2103	2.221 to 3.084	2.096	1.0178	0.2122	1.656 to 2.536
... Peer 2	2.677	1.1911	0.1652	2.346 to 3.009	2.136	1.1736	0.1904	1.751 to 2.522
... Peer 3	2.792	0.9761	0.2035	2.370 to 3.215	1.922	0.9970	0.2765	1.320 to 2.525
... Peer 4	2.407	1.0346	0.1303	2.146 to 2.667	1.831	1.0162	0.1242	1.584 to 2.079
... Peer 5	2.650	1.1577	0.1726	2.303 to 2.998	2.210	1.0296	0.2302	1.728 to 2.692
Your Peers (n=5)	2.636	0.1258	0.0563	2.480 to 2.792	2.039	0.1405	0.0628	1.865 to 2.214
All Universities (n=37)	2.797	0.3227	0.0531	2.690 to 2.905	2.491	0.3795	0.0624	2.364 to 2.617



**Question 35b. My institution does what it can to make raising children and the tenure-track compatible.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that their institution does what it can to make raising children and the tenure-track compatible.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.

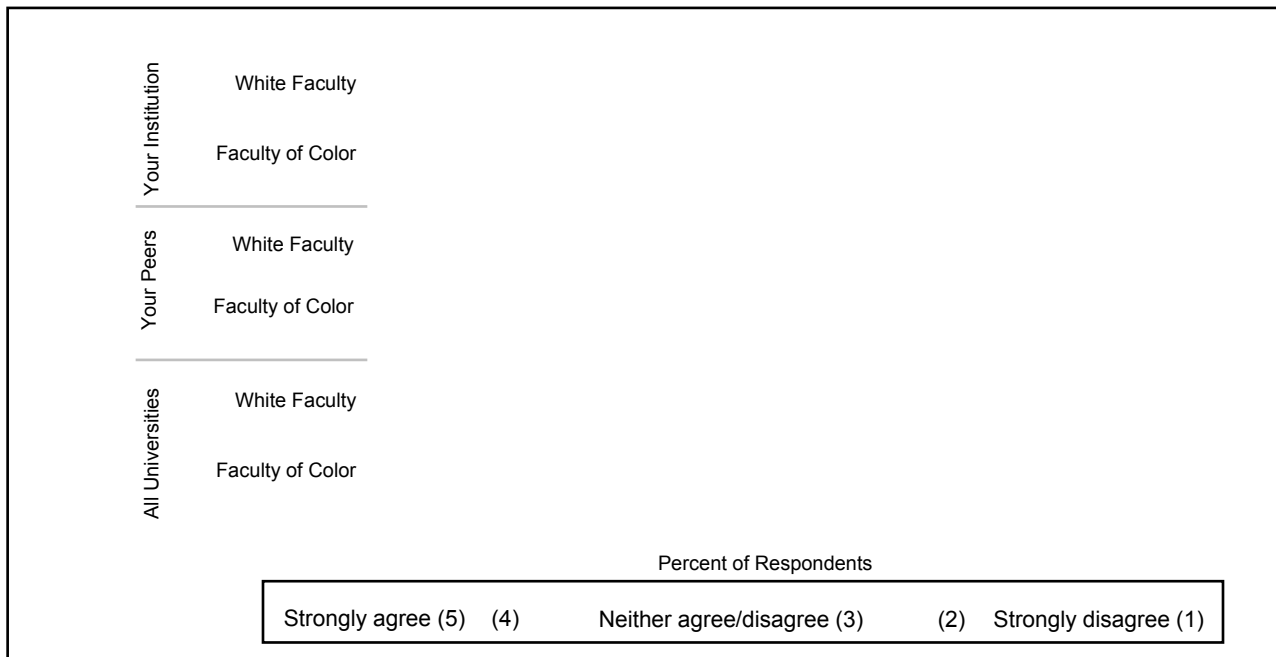
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 14th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's reporting that their institution does what it can to make raising children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.323	1.1822	0.1639	1.994 to 2.652	2.752	1.0000	0.2357	2.254 to 3.249
Faculty at Peer 1	2.578	1.1051	0.1868	2.198 to 2.957	2.129	1.0289	0.2572	1.580 to 2.677
... Peer 2	2.489	1.1709	0.1370	2.216 to 2.762	2.450	1.3695	0.3321	1.746 to 3.154
... Peer 3	2.524	1.1024	0.2047	2.105 to 2.943	2.421	0.8806	0.3328	1.606 to 3.235
... Peer 4	2.050	1.0888	0.1174	1.817 to 2.284	2.310	0.9948	0.1500	2.007 to 2.612
... Peer 5	2.559	1.1249	0.1607	2.236 to 2.882	2.345	1.1575	0.2894	1.728 to 2.962
Your Peers (n=5)	2.440	0.1972	0.0882	2.195 to 2.685	2.331	0.1131	0.0506	2.191 to 2.471
All Universities (n=37)	2.662	0.3018	0.0496	2.562 to 2.763	2.778	0.5198	0.0855	2.605 to 2.951



**Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.**  
*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## OVERALL RESULTS

**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 78th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.500	1.2799	0.1508	3.199 to 3.801
Faculty at Peer 1	3.468	1.4649	0.2160	3.033 to 3.903
... Peer 2	3.493	1.2669	0.1335	3.228 to 3.759
... Peer 3	2.945	1.0580	0.1673	2.607 to 3.283
... Peer 4	3.225	1.2232	0.1077	3.012 to 3.438
... Peer 5	3.283	1.3965	0.1759	2.931 to 3.635
Your Peers (n=5)	3.283	0.1981	0.0886	3.037 to 3.529
All Universities (n=37)	3.361	0.3096	0.0509	3.258 to 3.465





**Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.**  
*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

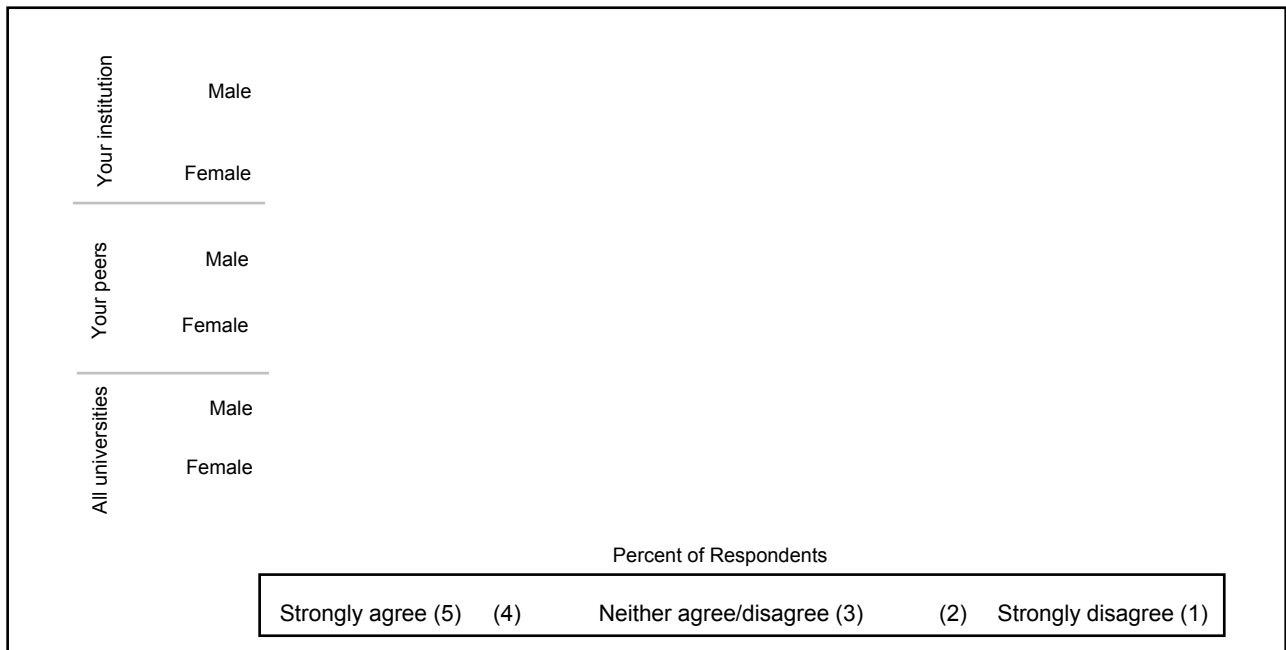
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 59th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.427	1.3084	0.2019	3.019 to 3.834	3.626	1.2275	0.2241	3.168 to 4.085
Faculty at Peer 1	3.656	1.4422	0.2884	3.060 to 4.251	3.143	1.4444	0.3152	2.485 to 3.800
... Peer 2	3.582	1.1406	0.1597	3.262 to 3.903	3.343	1.4021	0.2245	2.888 to 3.797
... Peer 3	2.999	0.6928	0.1386	2.713 to 3.285	2.842	1.4697	0.3795	2.028 to 3.656
... Peer 4	3.133	1.0774	0.1391	2.855 to 3.412	3.321	1.3330	0.1605	3.000 to 3.641
... Peer 5	3.456	1.3347	0.2035	3.045 to 3.867	2.946	1.4654	0.3277	2.260 to 3.631
Your Peers (n=5)	3.365	0.2561	0.1145	3.047 to 3.683	3.119	0.1990	0.0890	2.872 to 3.366
All Universities (n=37)	3.398	0.4126	0.0678	3.260 to 3.535	3.307	0.3959	0.0651	3.175 to 3.439



**Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.**  
*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

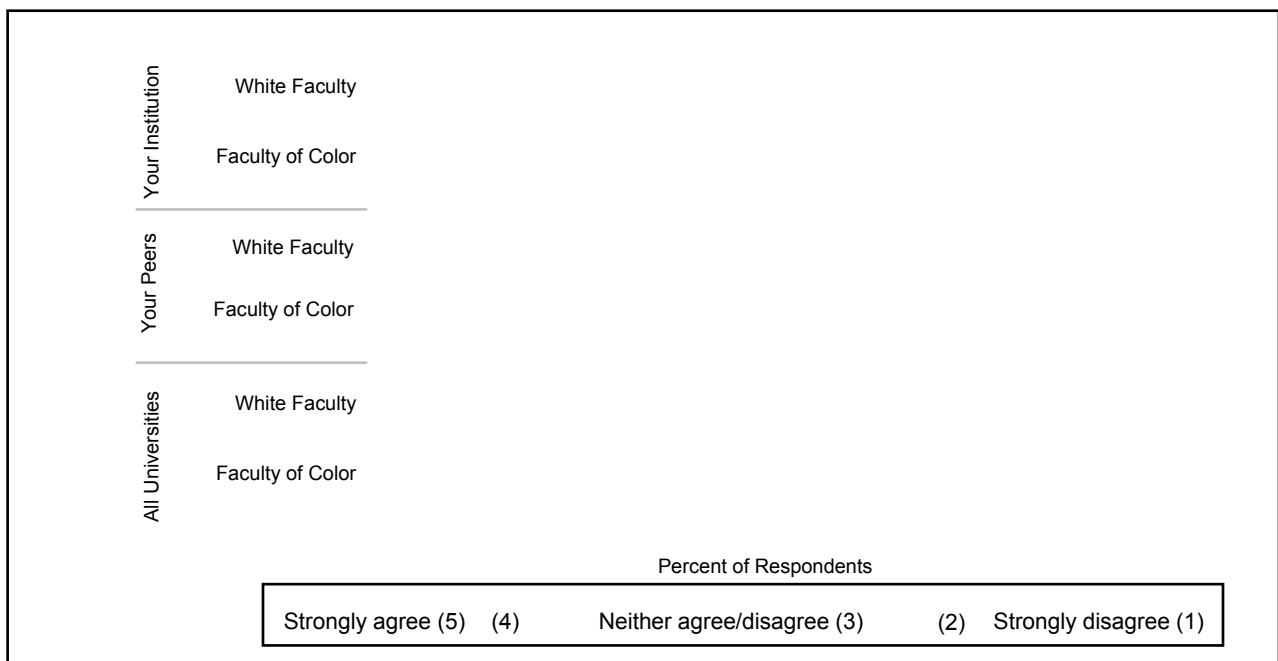
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 46th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

**Across all universities:**

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.594	1.2696	0.1728	3.248 to 3.941	3.185	1.2423	0.2928	2.567 to 3.803
Faculty at Peer 1	3.746	1.3814	0.2405	3.256 to 4.235	2.634	1.3368	0.3708	1.826 to 3.442
... Peer 2	3.520	1.2219	0.1420	3.237 to 3.803	3.356	1.4456	0.3614	2.586 to 4.126
... Peer 3	2.999	1.0150	0.1767	2.639 to 3.359	2.746	1.1780	0.4453	1.656 to 3.835
... Peer 4	3.332	1.2539	0.1352	3.063 to 3.601	2.998	1.1307	0.1724	2.650 to 3.346
... Peer 5	3.433	1.3497	0.1969	3.037 to 3.829	2.838	1.4238	0.3560	2.080 to 3.597
Your Peers (n=5)	3.406	0.2450	0.1096	3.102 to 3.710	2.914	0.2510	0.1122	2.603 to 3.226
All Universities (n=37)	3.388	0.3496	0.0575	3.271 to 3.504	3.250	0.3910	0.0643	3.119 to 3.380



**Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.**  
*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## OVERALL RESULTS

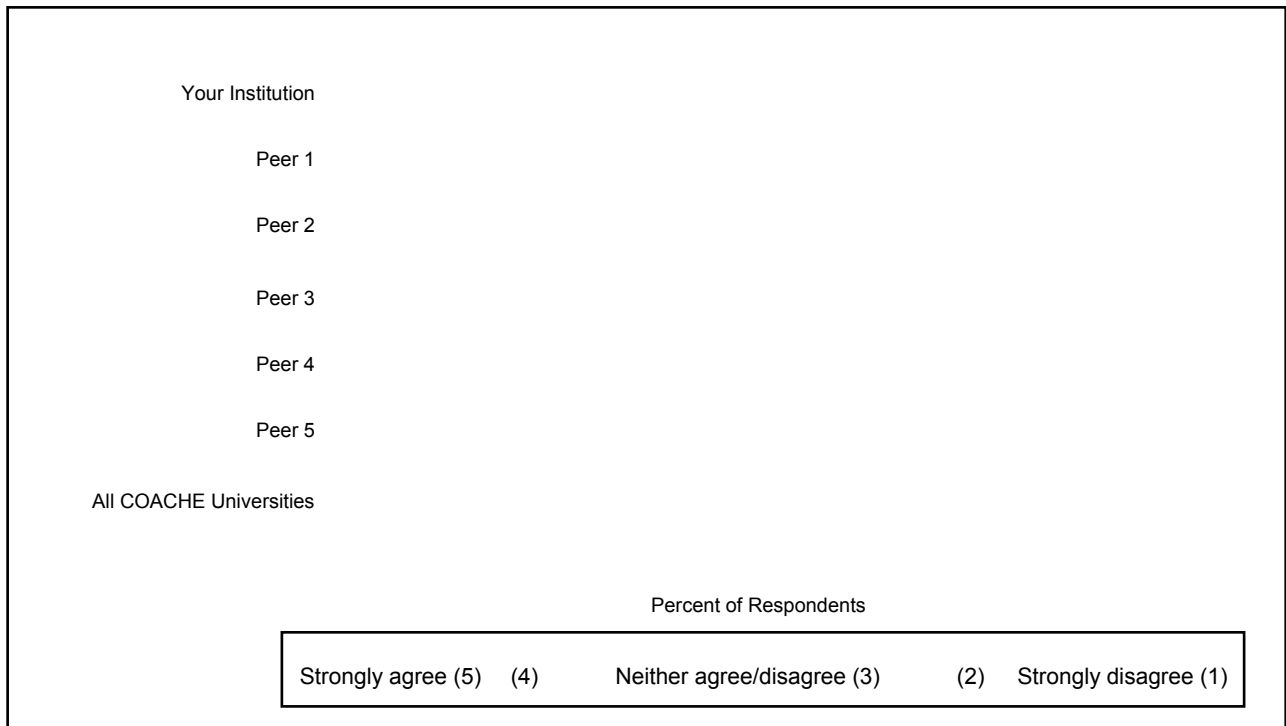
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.393	1.3230	0.1528	3.088 to 3.697
Faculty at Peer 1	3.460	1.4666	0.2095	3.038 to 3.881
... Peer 2	3.506	1.3063	0.1362	3.235 to 3.777
... Peer 3	2.920	1.1190	0.1815	2.552 to 3.288
... Peer 4	3.197	1.2116	0.1039	2.992 to 3.403
... Peer 5	3.369	1.3709	0.1675	3.035 to 3.704
Your Peers (n=5)	3.290	0.2132	0.0954	3.026 to 3.555
All Universities (n=37)	3.331	0.3013	0.0495	3.231 to 3.432



**Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.**  
*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

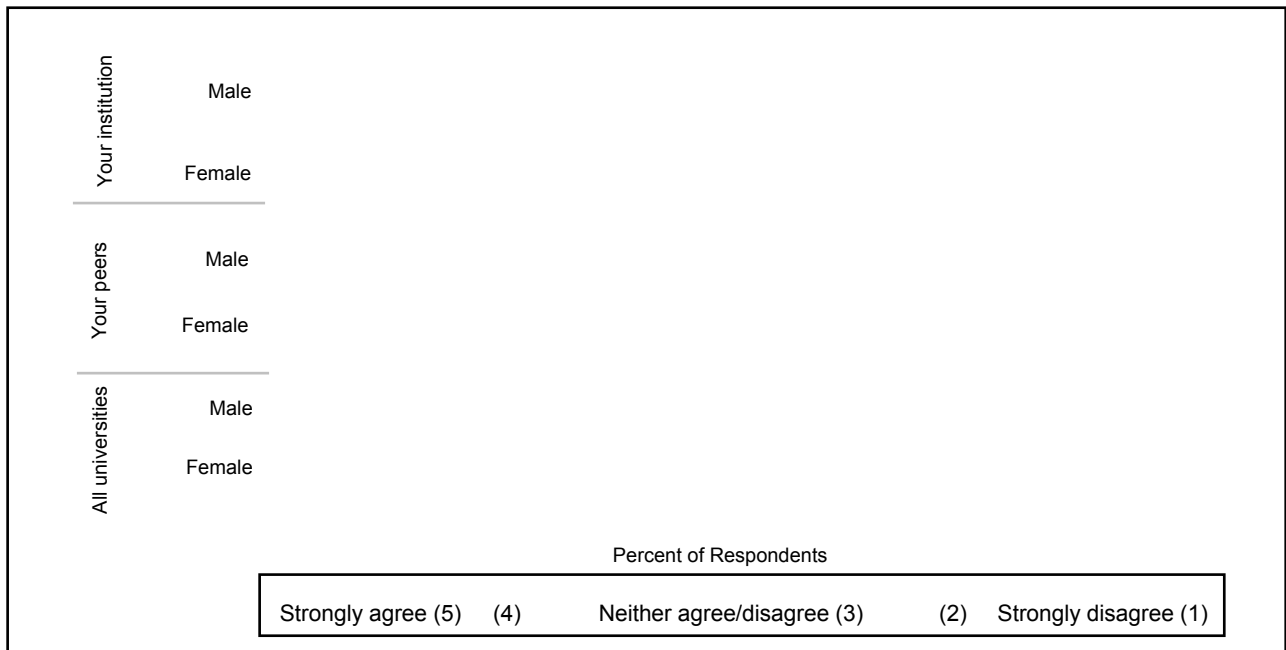
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.406	1.3499	0.2035	2.996 to 3.816	3.370	1.2839	0.2306	2.899 to 3.840
Faculty at Peer 1	3.620	1.4487	0.2788	3.047 to 4.193	3.173	1.4553	0.3103	2.528 to 3.818
... Peer 2	3.599	1.1710	0.1609	3.276 to 3.922	3.343	1.4559	0.2331	2.871 to 3.815
... Peer 3	3.072	0.7960	0.1592	2.744 to 3.401	2.580	1.4995	0.4159	1.674 to 3.486
... Peer 4	3.145	1.1211	0.1401	2.865 to 3.425	3.253	1.2855	0.1515	2.951 to 3.555
... Peer 5	3.596	1.2765	0.1882	3.217 to 3.975	2.915	1.4444	0.3152	2.258 to 3.573
Your Peers (n=5)	3.406	0.2444	0.1093	3.103 to 3.710	3.053	0.2761	0.1235	2.710 to 3.396
All Universities (n=37)	3.387	0.4083	0.0671	3.250 to 3.523	3.248	0.4130	0.0679	3.111 to 3.386



**Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.**  
*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 57th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 54th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

**Across all universities:**

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.414	1.3359	0.1769	3.059 to 3.768	3.319	1.2717	0.2997	2.686 to 3.951
Faculty at Peer 1	3.771	1.4055	0.2376	3.288 to 4.254	2.553	1.2392	0.3312	1.837 to 3.268
... Peer 2	3.549	1.2716	0.1459	3.259 to 3.840	3.273	1.4361	0.3590	2.508 to 4.039
... Peer 3	2.970	1.0920	0.1961	2.569 to 3.370	2.746	1.1780	0.4453	1.656 to 3.835
... Peer 4	3.320	1.2393	0.1299	3.062 to 3.578	2.934	1.1147	0.1662	2.599 to 3.268
... Peer 5	3.546	1.3139	0.1858	3.172 to 3.919	2.845	1.4093	0.3418	2.120 to 3.569
Your Peers (n=5)	3.431	0.2712	0.1213	3.094 to 3.768	2.870	0.2381	0.1065	2.574 to 3.166
All Universities (n=37)	3.355	0.3349	0.0551	3.243 to 3.466	3.266	0.4254	0.0699	3.124 to 3.408



**Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

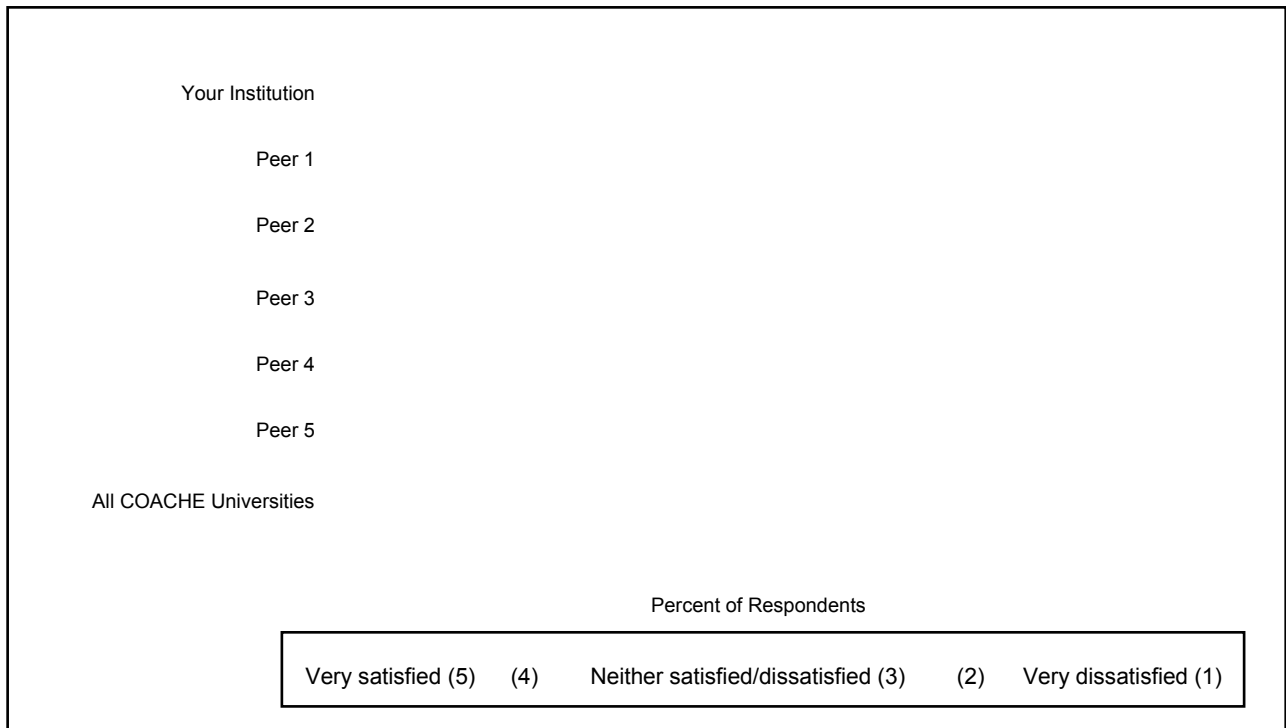
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with their compensation.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on satisfaction with their compensation.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.761	1.2927	0.1233	2.516 to 3.005
Faculty at Peer 1	3.383	1.1852	0.1505	3.082 to 3.684
... Peer 2	3.125	1.3034	0.1122	2.903 to 3.347
... Peer 3	3.056	1.3427	0.1763	2.703 to 3.409
... Peer 4	2.938	1.3012	0.0932	2.754 to 3.121
... Peer 5	2.971	1.2617	0.1243	2.724 to 3.217
Your Peers (n=5)	3.094	0.1585	0.0709	2.898 to 3.291
All Universities (n=37)	3.138	0.3354	0.0551	3.027 to 3.250



**Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their compensation.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with their compensation.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with their compensation.

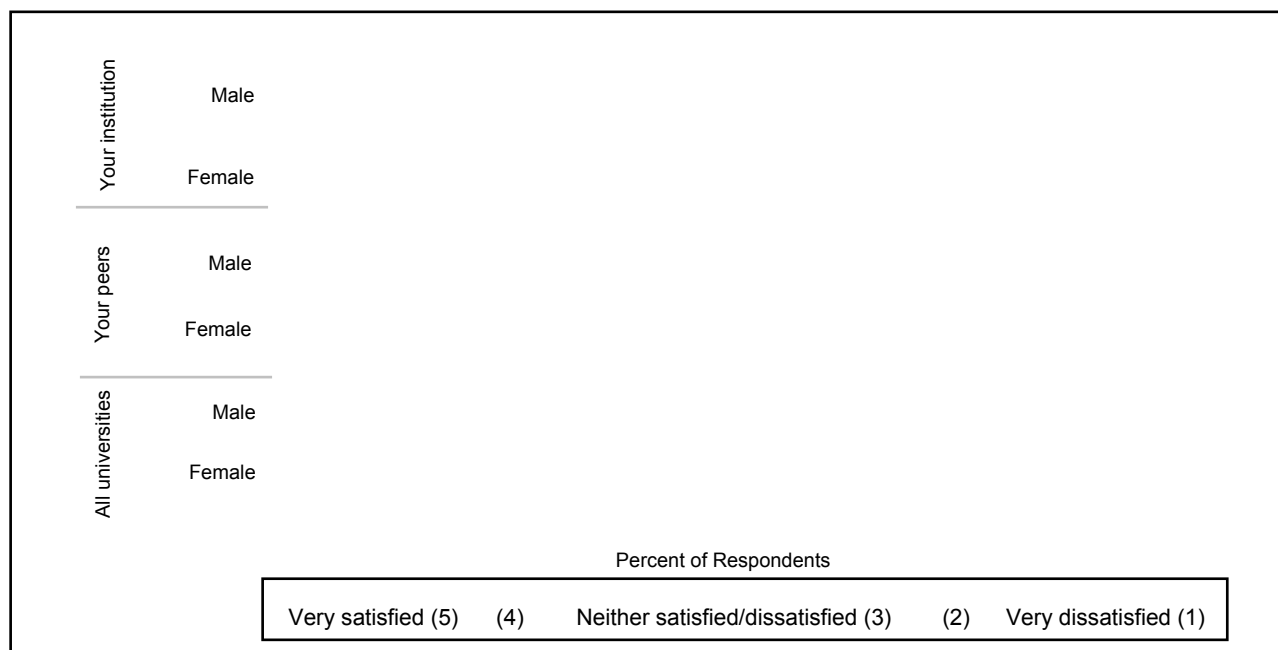
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 16th percentile on satisfaction with their compensation.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on satisfaction with their compensation.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with their compensation.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.793	1.2936	0.1630	2.467 to 3.118	2.709	1.2900	0.1882	2.331 to 3.088
Faculty at Peer 1	3.113	1.2083	0.2136	2.677 to 3.548	3.804	1.0546	0.1925	3.411 to 4.198
... Peer 2	3.081	1.2496	0.1483	2.786 to 3.377	3.188	1.3564	0.1696	2.849 to 3.527
... Peer 3	3.155	1.2662	0.2204	2.706 to 3.604	2.906	1.4277	0.2855	2.317 to 3.496
... Peer 4	3.155	1.2780	0.1291	2.899 to 3.411	2.677	1.2792	0.1299	2.420 to 2.935
... Peer 5	2.900	1.2438	0.1487	2.603 to 3.196	3.111	1.2821	0.2232	2.656 to 3.566
Your Peers (n=5)	3.081	0.0946	0.0423	2.963 to 3.198	3.137	0.3776	0.1689	2.669 to 3.606
All Universities (n=37)	3.134	0.3734	0.0614	3.009 to 3.258	3.152	0.3761	0.0618	3.027 to 3.277



**Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with their

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with their compensation.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with their compensation.

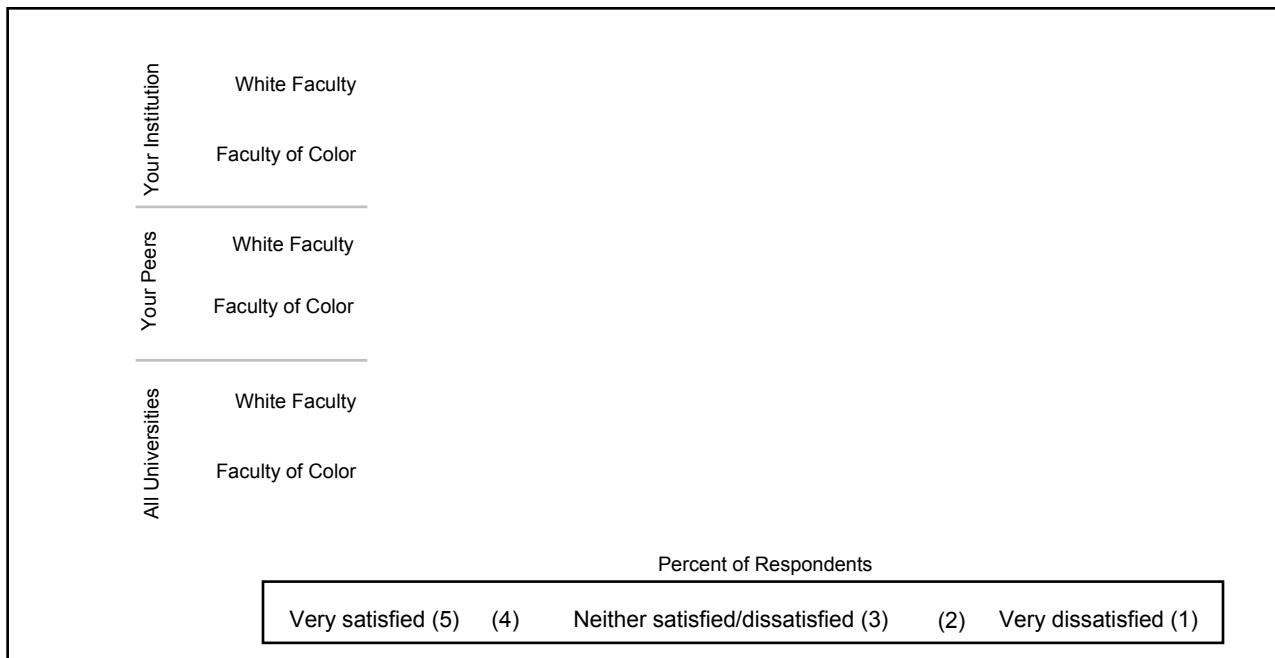
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 11th percentile on satisfaction with their compensation.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 24th percentile on satisfaction with their compensation.

**Across all universities:**

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with their compensation.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.775	1.3197	0.1494	2.477 to 3.073	2.721	1.2183	0.2154	2.281 to 3.160
Faculty at Peer 1	3.494	1.1252	0.1677	3.156 to 3.832	3.039	1.2367	0.2999	2.403 to 3.675
... Peer 2	3.171	1.3195	0.1236	2.926 to 3.415	2.852	1.1508	0.2511	2.328 to 3.376
... Peer 3	2.984	1.3461	0.1943	2.593 to 3.374	3.365	1.2000	0.3795	2.506 to 4.223
... Peer 4	2.957	1.3264	0.1137	2.732 to 3.182	2.889	1.2409	0.1615	2.566 to 3.212
... Peer 5	3.106	1.2386	0.1393	2.829 to 3.384	2.505	1.2555	0.2563	1.975 to 3.035
Your Peers (n=5)	3.142	0.1924	0.0860	2.903 to 3.381	2.930	0.2791	0.1248	2.583 to 3.276
All Universities (n=37)	3.185	0.3385	0.0556	3.072 to 3.298	3.008	0.4425	0.0727	2.860 to 3.155





**Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

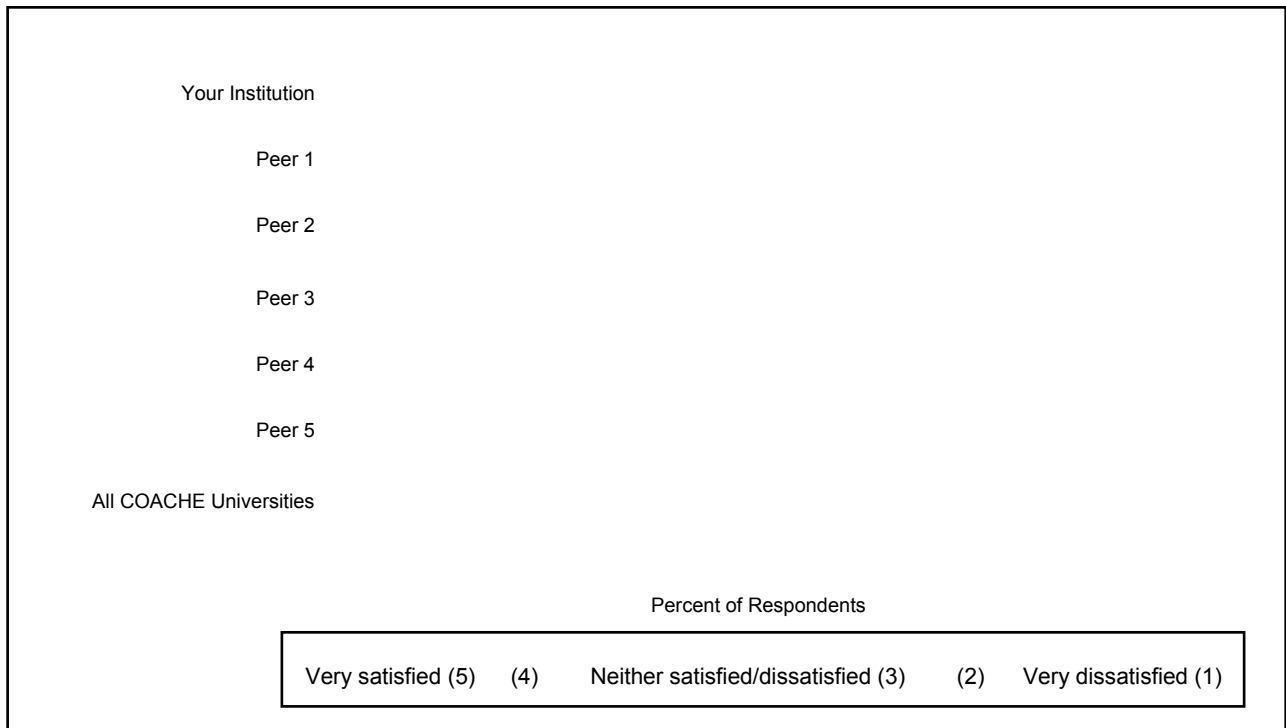
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.834	1.1031	0.1052	2.625 to 3.042
Faculty at Peer 1	2.613	1.1217	0.1436	2.326 to 2.901
... Peer 2	3.013	1.3819	0.1194	2.777 to 3.250
... Peer 3	2.625	1.1865	0.1558	2.313 to 2.937
... Peer 4	2.556	1.2536	0.0898	2.379 to 2.733
... Peer 5	2.801	1.2360	0.1236	2.556 to 3.047
Your Peers (n=5)	2.722	0.1673	0.0748	2.514 to 2.930
All Universities (n=37)	2.841	0.1928	0.0317	2.777 to 2.905



**Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the balance they are able to strike between professional time and personal or family time.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among female junior faculty at all universities, your female junior faculty ranked in the 16th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

**Across all universities:**

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the balance they are able to strike between professional time and personal or family time.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.094	1.0455	0.1317	2.831 to 3.357	2.412	1.0630	0.1551	2.100 to 2.724
Faculty at Peer 1	2.693	1.1302	0.1998	2.286 to 3.101	2.486	1.1024	0.2047	2.066 to 2.905
... Peer 2	3.226	1.2324	0.1463	2.934 to 3.518	2.699	1.4868	0.1873	2.324 to 3.073
... Peer 3	2.843	1.2249	0.2132	2.409 to 3.278	2.293	1.0400	0.2080	1.863 to 2.722
... Peer 4	2.707	1.2122	0.1224	2.464 to 2.950	2.376	1.2697	0.1289	2.120 to 2.632
... Peer 5	2.980	1.2683	0.1527	2.676 to 3.285	2.435	1.0728	0.1927	2.041 to 2.828
Your Peers (n=5)	2.890	0.1977	0.0884	2.644 to 3.136	2.458	0.1367	0.0611	2.288 to 2.627
All Universities (n=37)	3.004	0.2635	0.0433	2.916 to 3.092	2.613	0.2286	0.0376	2.537 to 2.689



**Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the balance they are able to strike between professional time and personal or family time.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 43rd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 81st percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the balance they are able to strike between professional time and personal or family time.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.757	1.1197	0.1268	2.505 to 3.010	3.049	1.0533	0.1862	2.670 to 3.429
Faculty at Peer 1	2.598	1.1448	0.1707	2.254 to 2.942	2.665	1.0533	0.2633	2.103 to 3.226
... Peer 2	3.028	1.3888	0.1307	2.770 to 3.287	2.925	1.3418	0.2928	2.314 to 3.535
... Peer 3	2.693	1.2103	0.1747	2.341 to 3.044	2.335	1.0050	0.3178	1.616 to 3.054
... Peer 4	2.558	1.3053	0.1119	2.337 to 2.779	2.552	1.1253	0.1465	2.259 to 2.846
... Peer 5	2.782	1.2441	0.1409	2.501 to 3.062	2.872	1.2026	0.2564	2.339 to 3.405
Your Peers (n=5)	2.732	0.1675	0.0749	2.524 to 2.940	2.670	0.2153	0.0963	2.402 to 2.937
All Universities (n=37)	2.859	0.2002	0.0329	2.793 to 2.926	2.806	0.3460	0.0569	2.690 to 2.921



**Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

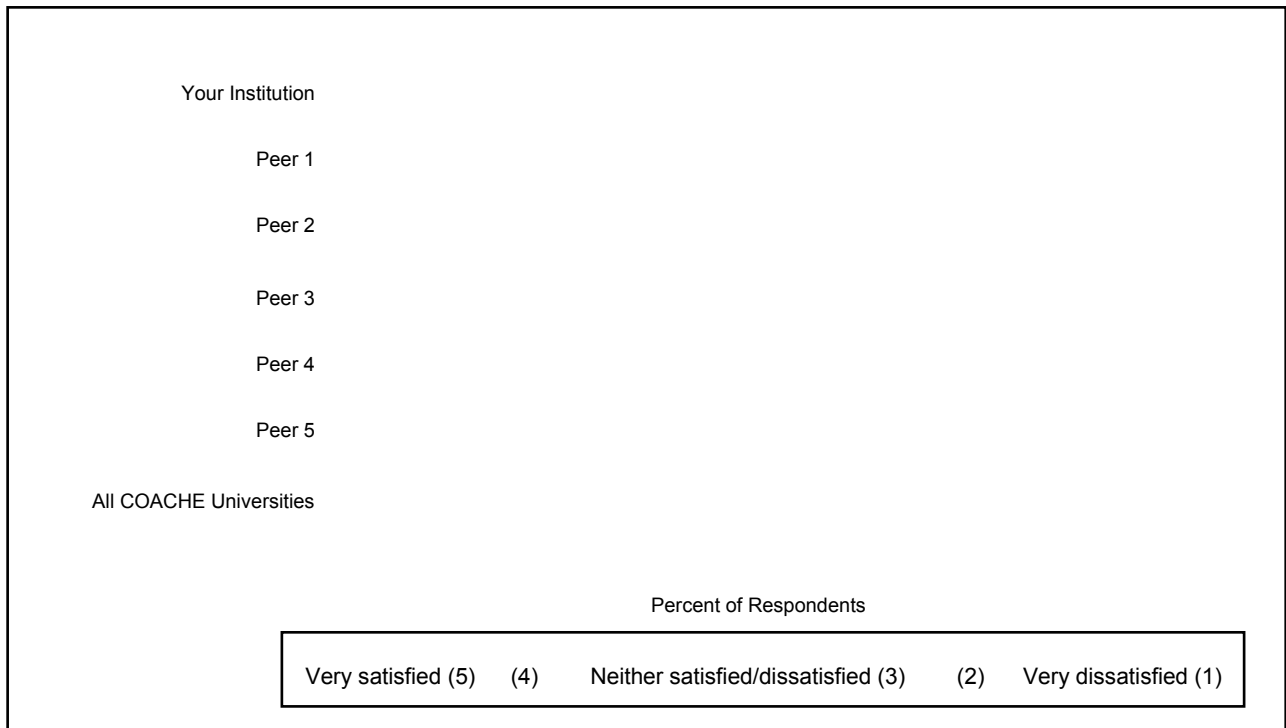
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 89th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.173	1.1875	0.1148	3.946 to 4.401
Faculty at Peer 1	3.842	1.2791	0.1680	3.506 to 4.178
... Peer 2	4.083	1.1765	0.1020	3.881 to 4.285
... Peer 3	4.017	1.1099	0.1483	3.720 to 4.314
... Peer 4	3.940	1.2680	0.0948	3.753 to 4.127
... Peer 5	3.903	1.2431	0.1249	3.655 to 4.151
Your Peers (n=5)	3.957	0.0847	0.0379	3.852 to 4.062
All Universities (n=37)	3.980	0.1550	0.0255	3.928 to 4.032



**Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 76th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.222	1.2382	0.1572	3.908 to 4.536	4.092	1.1120	0.1658	3.758 to 4.427
Faculty at Peer 1	3.719	1.2423	0.2268	3.255 to 4.183	4.034	1.2951	0.2448	3.532 to 4.536
... Peer 2	4.093	1.1850	0.1416	3.810 to 4.375	4.069	1.1666	0.1470	3.775 to 4.362
... Peer 3	4.263	0.8176	0.1423	3.973 to 4.553	3.609	1.3429	0.2800	3.028 to 4.190
... Peer 4	3.912	1.2873	0.1372	3.639 to 4.185	3.971	1.2490	0.1309	3.711 to 4.231
... Peer 5	4.022	1.2518	0.1529	3.717 to 4.328	3.673	1.1887	0.2101	3.245 to 4.102
Your Peers (n=5)	4.002	0.1816	0.0812	3.776 to 4.227	3.871	0.1914	0.0856	3.634 to 4.109
All Universities (n=37)	3.996	0.2540	0.0418	3.912 to 4.081	3.945	0.2690	0.0442	3.855 to 4.035



**Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.240	1.1074	0.1270	3.987 to 4.493	3.984	1.3425	0.2411	3.491 to 4.476
Faculty at Peer 1	3.926	1.2750	0.1944	3.534 to 4.318	3.557	1.2543	0.3239	2.862 to 4.252
... Peer 2	4.108	1.1502	0.1082	3.894 to 4.323	3.922	1.3000	0.2907	3.314 to 4.531
... Peer 3	4.005	1.1421	0.1684	3.666 to 4.344	4.065	0.9434	0.2983	3.390 to 4.740
... Peer 4	3.909	1.2799	0.1136	3.684 to 4.134	4.020	1.2288	0.1704	3.678 to 4.362
... Peer 5	3.875	1.2271	0.1398	3.596 to 4.153	4.005	1.2961	0.2763	3.431 to 4.580
Your Peers (n=5)	3.965	0.0836	0.0374	3.861 to 4.068	3.914	0.1844	0.0824	3.685 to 4.143
All Universities (n=37)	3.985	0.1693	0.0278	3.928 to 4.041	3.962	0.2764	0.0454	3.870 to 4.054



**Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

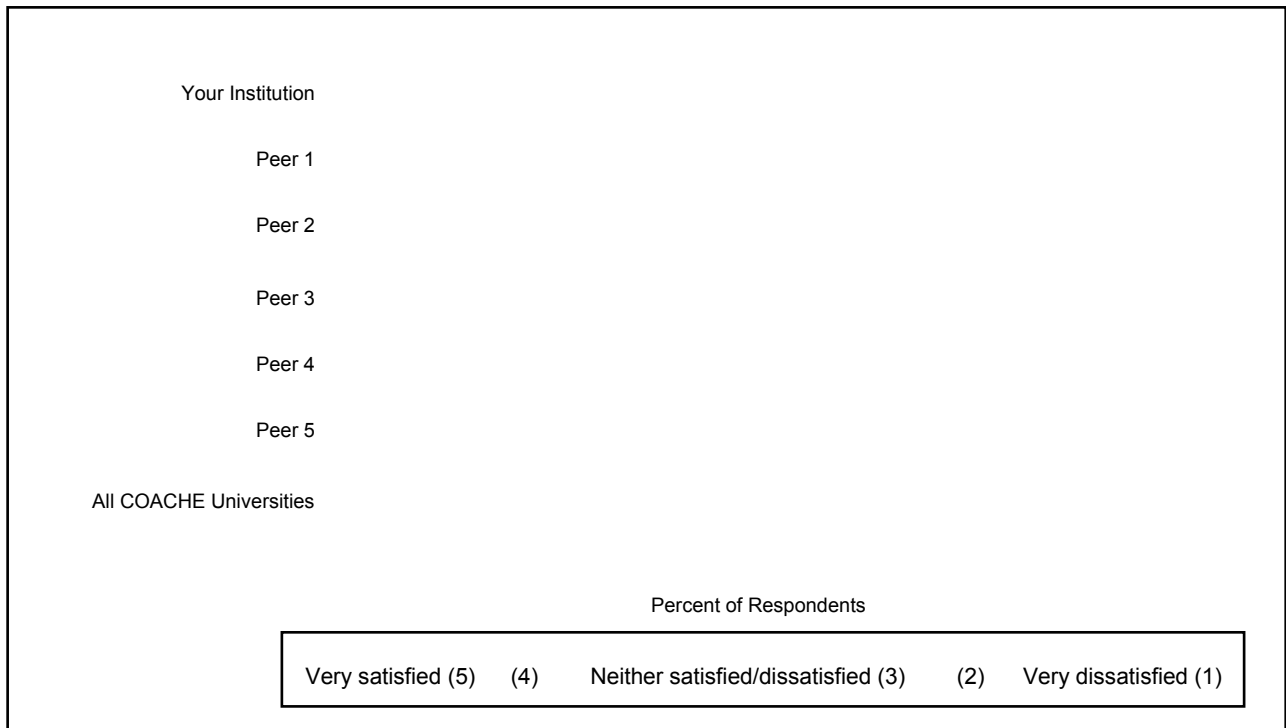
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the interest senior faculty take in their professional development.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 59th percentile on satisfaction with the interest senior faculty take in their professional development.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.572	1.3642	0.1307	3.313 to 3.831
Faculty at Peer 1	3.640	1.2964	0.1646	3.311 to 3.969
... Peer 2	3.267	1.3253	0.1145	3.041 to 3.494
... Peer 3	3.353	1.4243	0.1870	2.979 to 3.728
... Peer 4	3.383	1.4416	0.1040	3.177 to 3.588
... Peer 5	3.396	1.4020	0.1395	3.120 to 3.673
Your Peers (n=5)	3.408	0.1244	0.0556	3.253 to 3.562
All Universities (n=37)	3.480	0.2106	0.0346	3.410 to 3.551



**Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the interest senior faculty take in their professional development.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the interest senior faculty take in their professional development.

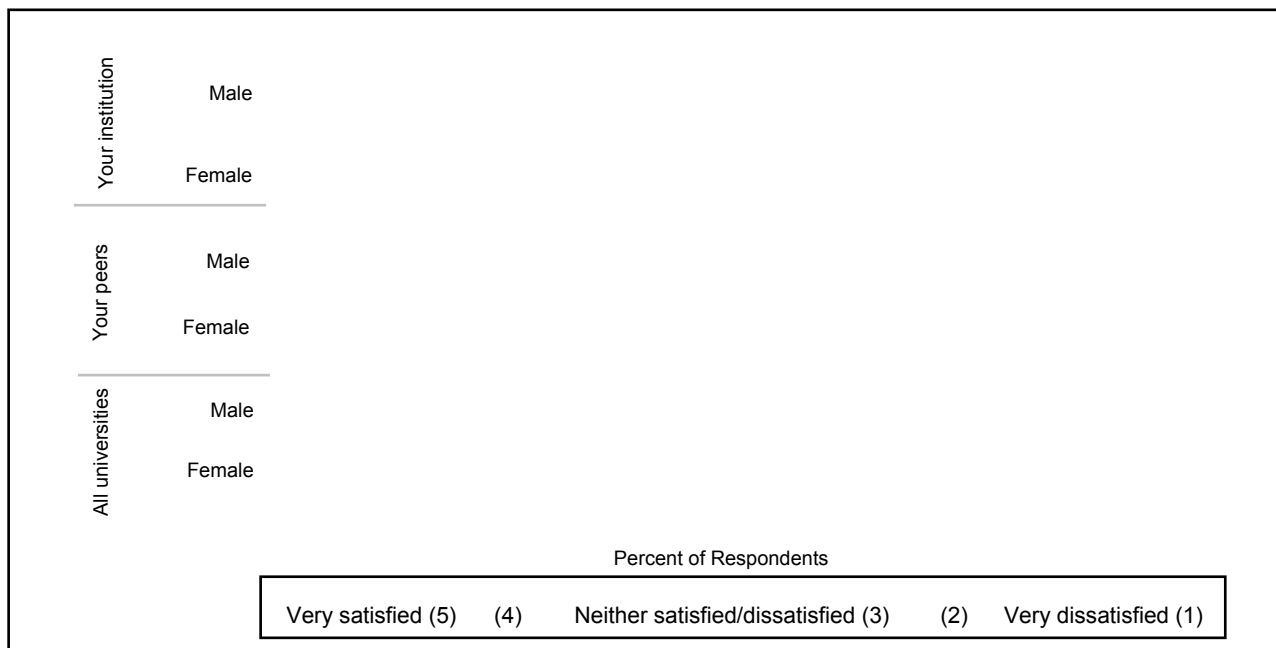
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th percentile on satisfaction with the interest senior faculty take in their professional development.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on satisfaction with the interest senior faculty take in their professional development.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the interest senior faculty take in their professional development.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.552	1.3900	0.1751	3.202 to 3.902	3.606	1.3266	0.1956	3.212 to 4.000
Faculty at Peer 1	3.598	1.3430	0.2374	3.114 to 4.082	3.706	1.2423	0.2268	3.242 to 4.169
... Peer 2	3.338	1.3526	0.1605	3.018 to 3.658	3.163	1.2874	0.1622	2.839 to 3.487
... Peer 3	3.475	1.2575	0.2189	3.029 to 3.920	3.170	1.5920	0.3184	2.512 to 3.827
... Peer 4	3.446	1.2441	0.1263	3.196 to 3.697	3.306	1.6135	0.1655	2.977 to 3.634
... Peer 5	3.578	1.4387	0.1732	3.232 to 3.924	3.036	1.2484	0.2207	2.586 to 3.486
Your Peers (n=5)	3.487	0.0945	0.0422	3.370 to 3.604	3.276	0.2312	0.1034	2.989 to 3.563
All Universities (n=37)	3.502	0.2558	0.0421	3.416 to 3.587	3.447	0.3078	0.0506	3.344 to 3.550





**Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the interest senior faculty take in their professional development.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.

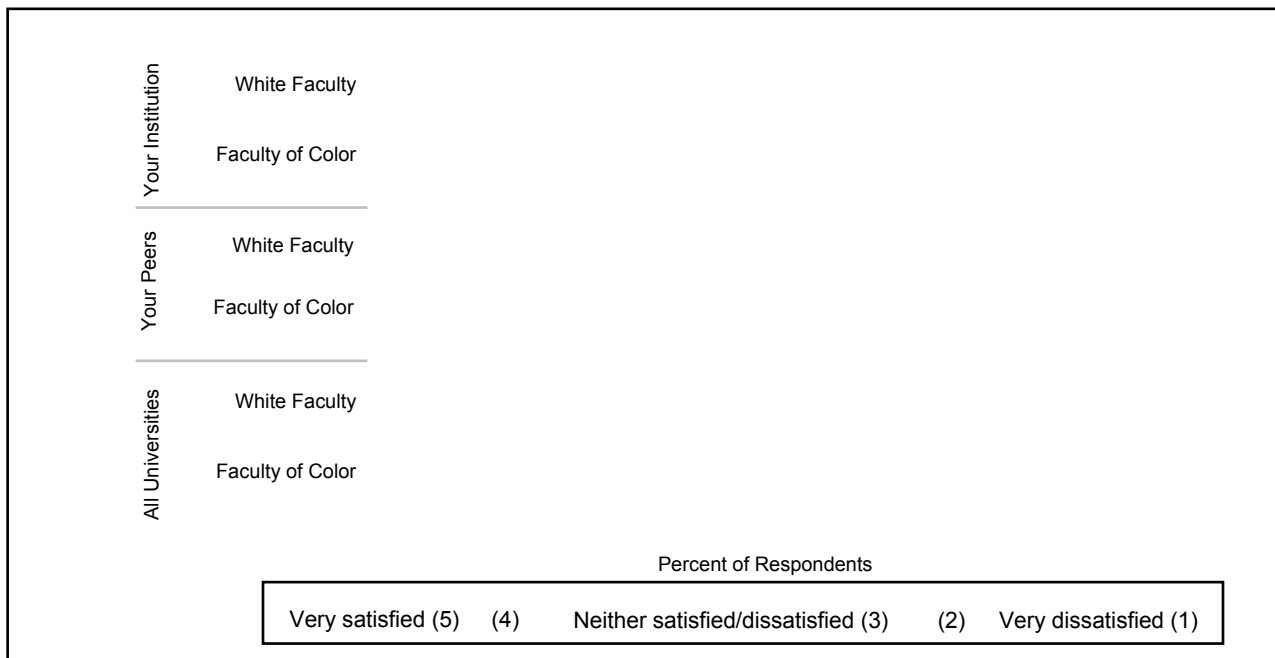
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 65th percentile on satisfaction with the interest senior faculty take in their professional development.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 57th percentile on satisfaction with the interest senior faculty take in their professional development.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the interest senior faculty take in their professional development.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.586	1.3518	0.1540	3.279 to 3.893	3.534	1.3919	0.2461	3.032 to 4.036
Faculty at Peer 1	3.697	1.2583	0.1876	3.319 to 4.075	3.462	1.3770	0.3340	2.754 to 4.170
... Peer 2	3.297	1.3293	0.1245	3.050 to 3.544	3.081	1.2835	0.2870	2.480 to 3.682
... Peer 3	3.504	1.4289	0.2062	3.089 to 3.918	2.714	1.2490	0.3950	1.820 to 3.607
... Peer 4	3.409	1.4767	0.1271	3.157 to 3.660	3.315	1.3528	0.1792	2.956 to 3.674
... Peer 5	3.342	1.4146	0.1591	3.025 to 3.659	3.598	1.3330	0.2842	3.007 to 4.189
Your Peers (n=5)	3.450	0.1418	0.0634	3.274 to 3.626	3.234	0.3115	0.1393	2.847 to 3.621
All Universities (n=37)	3.473	0.2414	0.0397	3.393 to 3.554	3.463	0.3251	0.0535	3.355 to 3.572



**Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

**OVERALL RESULTS**

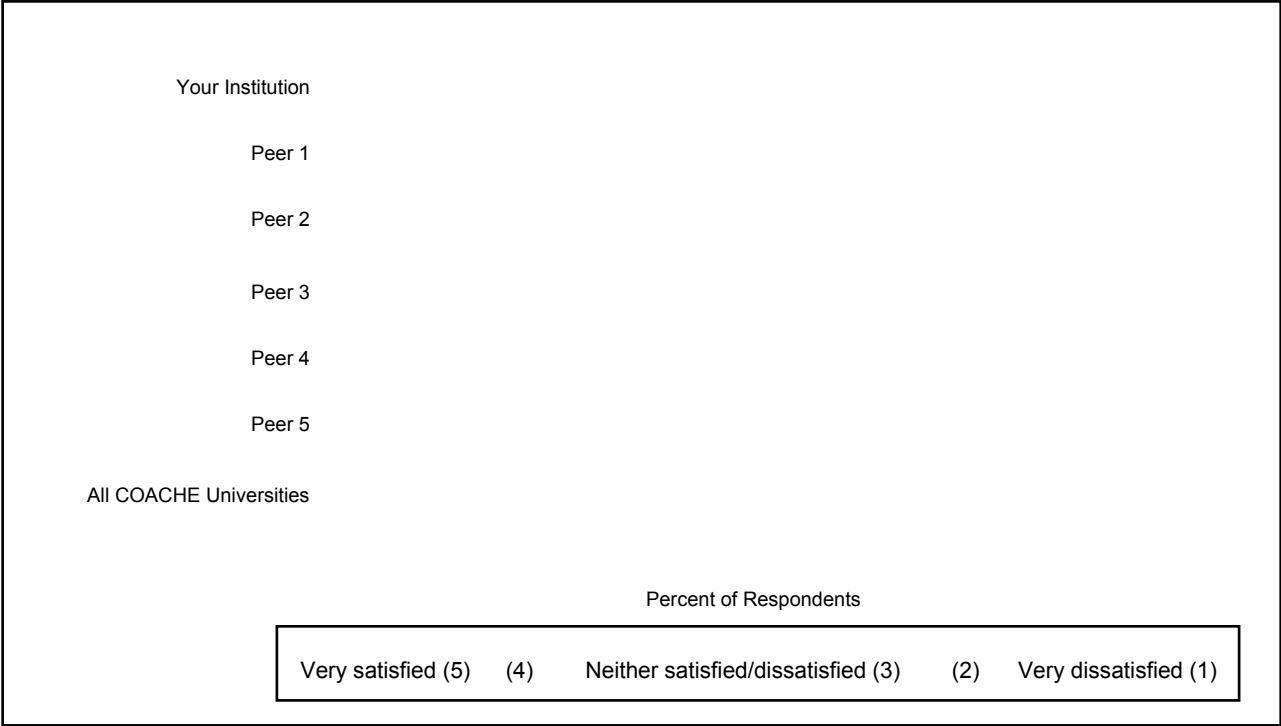
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on satisfaction with their opportunities to collaborate with senior faculty.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.179	1.4395	0.1405	2.900 to 3.457
Faculty at Peer 1	3.336	1.3642	0.1823	2.970 to 3.701
... Peer 2	3.215	1.4041	0.1231	2.971 to 3.459
... Peer 3	2.867	1.4228	0.1901	2.486 to 3.248
... Peer 4	3.104	1.4667	0.1073	2.893 to 3.316
... Peer 5	3.351	1.4319	0.1432	3.067 to 3.635
Your Peers (n=5)	3.175	0.1779	0.0796	2.954 to 3.396
All Universities (n=37)	3.355	0.2323	0.0382	3.277 to 3.432



**Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their opportunities to collaborate with senior faculty.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.

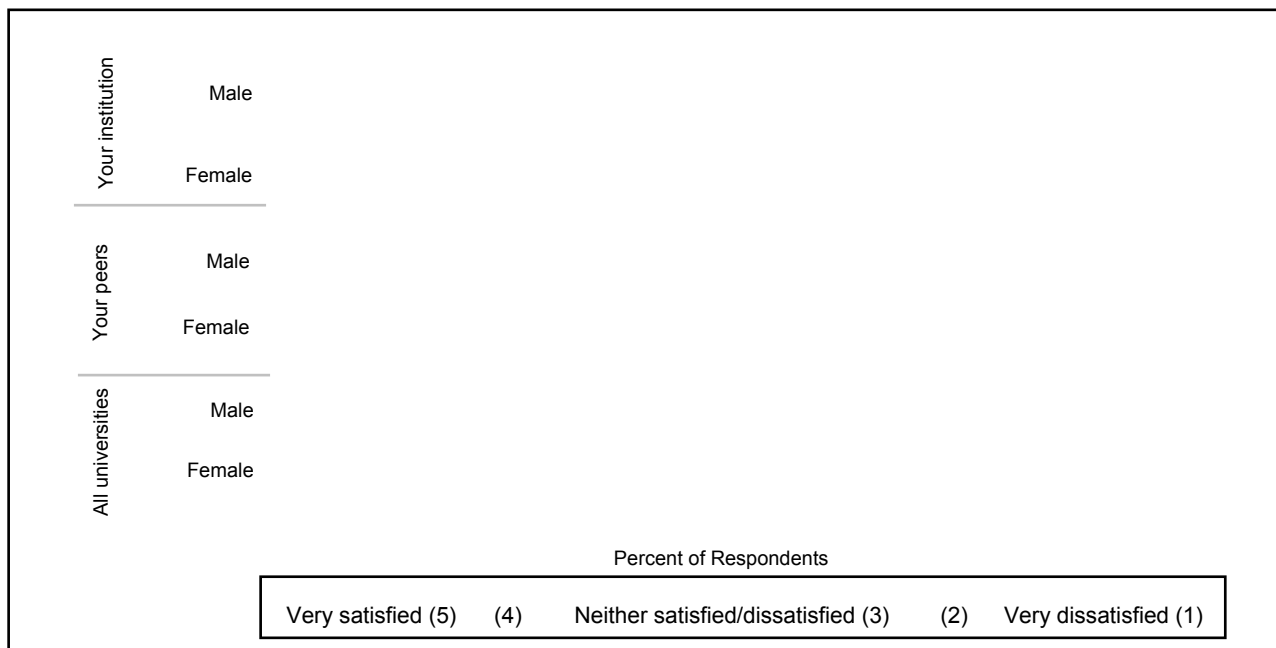
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on satisfaction with their opportunities to collaborate with senior faculty.

**Across all universities:**

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their opportunities to collaborate with senior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.250	1.4770	0.1861	2.878 to 3.622	3.051	1.3768	0.2125	2.622 to 3.480
Faculty at Peer 1	3.421	1.3860	0.2489	2.912 to 3.929	3.180	1.3266	0.2653	2.632 to 3.727
... Peer 2	3.411	1.4164	0.1705	3.071 to 3.752	2.924	1.3465	0.1724	2.579 to 3.268
... Peer 3	3.108	1.1842	0.2093	2.681 to 3.535	2.496	1.6073	0.3281	1.817 to 3.175
... Peer 4	3.097	1.4354	0.1473	2.804 to 3.389	3.114	1.4981	0.1562	2.803 to 3.424
... Peer 5	3.528	1.3228	0.1604	3.208 to 3.849	3.000	1.5907	0.2812	2.426 to 3.573
Your Peers (n=5)	3.313	0.1768	0.0791	3.094 to 3.533	2.943	0.2403	0.1075	2.644 to 3.241
All Universities (n=37)	3.442	0.2415	0.0397	3.361 to 3.522	3.214	0.3568	0.0587	3.095 to 3.333



**Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with their opportunities to collaborate with senior faculty.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with their opportunities to collaborate with senior faculty.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 62nd percentile on satisfaction with their opportunities to collaborate with senior faculty.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their opportunities to collaborate with senior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.103	1.4720	0.1711	2.762 to 3.444	3.384	1.3363	0.2400	2.894 to 3.874
Faculty at Peer 1	3.332	1.3454	0.2127	2.902 to 3.763	3.346	1.4087	0.3522	2.595 to 4.097
... Peer 2	3.240	1.3738	0.1310	2.980 to 3.499	3.067	1.5492	0.3464	2.342 to 3.792
... Peer 3	2.985	1.4369	0.2119	2.559 to 3.412	2.384	1.2845	0.4062	1.466 to 3.303
... Peer 4	3.153	1.4711	0.1280	2.899 to 3.406	2.978	1.4450	0.1948	2.587 to 3.369
... Peer 5	3.385	1.3868	0.1591	3.068 to 3.702	3.241	1.5612	0.3187	2.581 to 3.900
Your Peers (n=5)	3.219	0.1412	0.0632	3.044 to 3.394	3.003	0.3351	0.1498	2.587 to 3.419
All Universities (n=37)	3.370	0.2469	0.0406	3.288 to 3.453	3.319	0.3904	0.0642	3.189 to 3.449



**Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

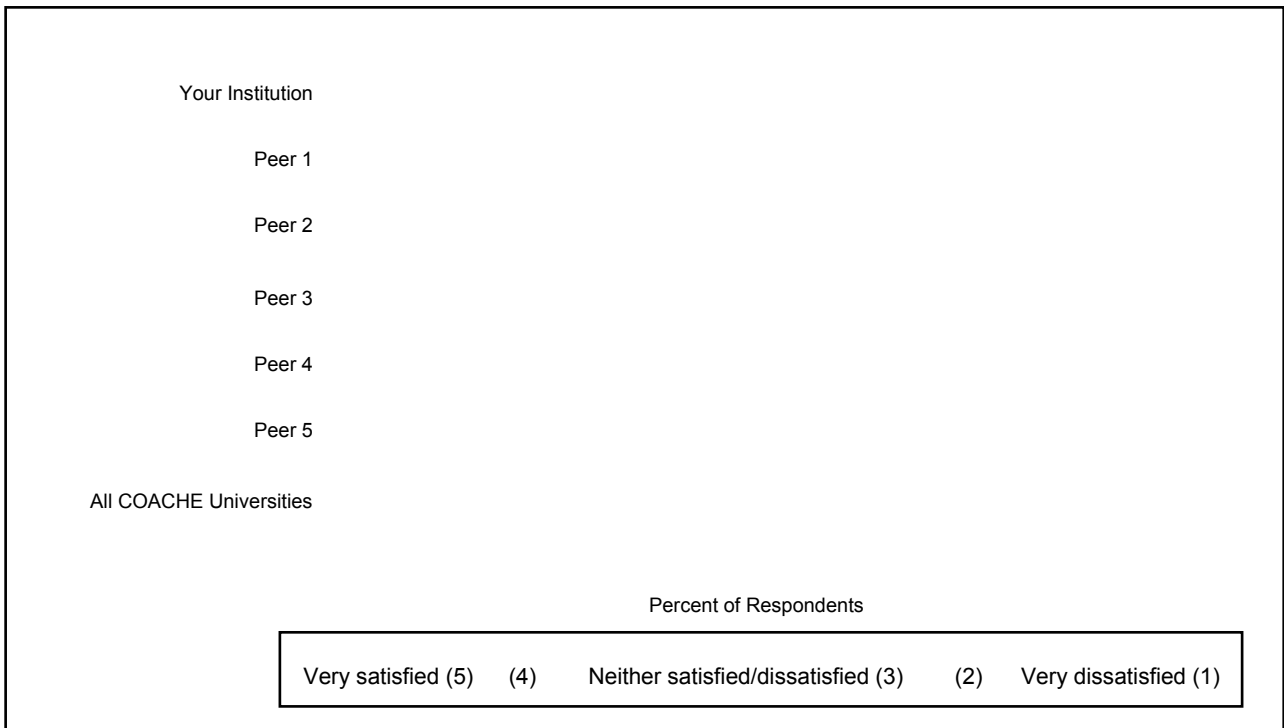
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 49th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.516	1.3399	0.1278	3.263 to 3.769
Faculty at Peer 1	3.462	1.3875	0.1762	3.110 to 3.815
... Peer 2	3.295	1.4066	0.1220	3.054 to 3.536
... Peer 3	3.167	1.4675	0.1927	2.782 to 3.553
... Peer 4	3.372	1.3888	0.1008	3.174 to 3.571
... Peer 5	3.540	1.3832	0.1370	3.268 to 3.812
Your Peers (n=5)	3.367	0.1296	0.0580	3.206 to 3.528
All Universities (n=37)	3.473	0.2250	0.0370	3.398 to 3.548



**Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 49th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Across all universities:**

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the amount of professional interaction they have with senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.519	1.4128	0.1780	3.163 to 3.874	3.512	1.2351	0.1802	3.149 to 3.874
Faculty at Peer 1	3.524	1.3459	0.2379	3.039 to 4.010	3.365	1.4256	0.2603	2.833 to 3.897
... Peer 2	3.359	1.4655	0.1739	3.012 to 3.706	3.198	1.3300	0.1689	2.861 to 3.536
... Peer 3	3.340	1.3013	0.2265	2.878 to 3.801	2.906	1.6228	0.3246	2.236 to 3.576
... Peer 4	3.403	1.2936	0.1307	3.143 to 3.662	3.334	1.4813	0.1544	3.027 to 3.641
... Peer 5	3.651	1.3839	0.1654	3.321 to 3.981	3.313	1.3636	0.2411	2.822 to 3.805
Your Peers (n=5)	3.455	0.1170	0.0523	3.310 to 3.601	3.223	0.1685	0.0753	3.014 to 3.433
All Universities (n=37)	3.527	0.2823	0.0464	3.433 to 3.622	3.386	0.3107	0.0511	3.282 to 3.489



**Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 51st percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 73rd percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the amount of professional interaction they have with senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.491	1.3936	0.1578	3.177 to 3.805	3.586	1.1973	0.2117	3.154 to 4.017
Faculty at Peer 1	3.473	1.4079	0.2099	3.050 to 3.896	3.428	1.3310	0.3228	2.744 to 4.113
... Peer 2	3.279	1.4344	0.1349	3.011 to 3.546	3.395	1.2359	0.2764	2.816 to 3.973
... Peer 3	3.235	1.5171	0.2190	2.794 to 3.675	2.882	1.1832	0.3742	2.035 to 3.728
... Peer 4	3.380	1.4009	0.1219	3.139 to 3.622	3.352	1.3608	0.1787	2.995 to 3.710
... Peer 5	3.596	1.3430	0.1521	3.293 to 3.899	3.349	1.4977	0.3057	2.717 to 3.981
Your Peers (n=5)	3.393	0.1312	0.0587	3.230 to 3.555	3.281	0.2019	0.0903	3.031 to 3.532
All Universities (n=37)	3.488	0.2270	0.0373	3.413 to 3.564	3.442	0.3130	0.0515	3.338 to 3.547



**Question 39b. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *senior colleagues* in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

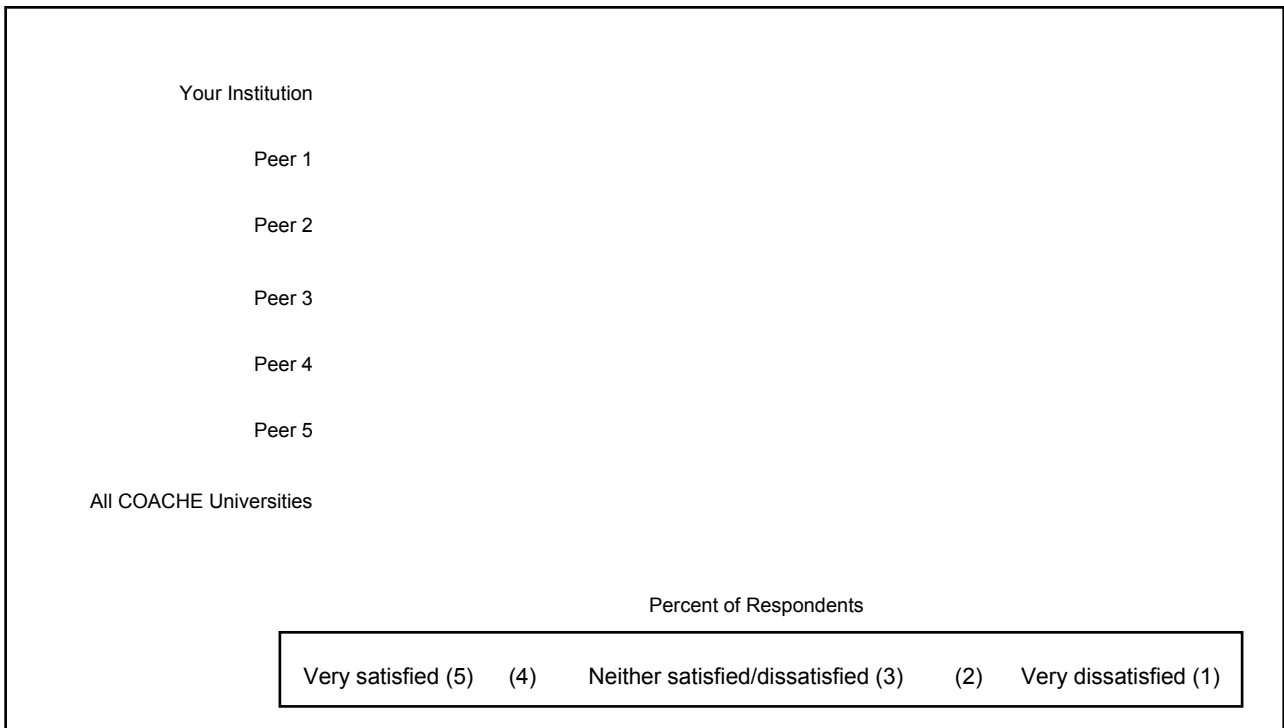
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 68th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.748	1.3161	0.1261	3.498 to 3.997
Faculty at Peer 1	3.627	1.2730	0.1617	3.304 to 3.950
... Peer 2	3.630	1.3039	0.1126	3.407 to 3.853
... Peer 3	3.492	1.2351	0.1622	3.167 to 3.817
... Peer 4	3.633	1.2437	0.0905	3.454 to 3.811
... Peer 5	3.630	1.2056	0.1188	3.394 to 3.866
Your Peers (n=5)	3.602	0.0552	0.0247	3.534 to 3.671
All Universities (n=37)	3.674	0.2087	0.0343	3.604 to 3.743





**Question 39b. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *senior colleagues* in your department. *Very satisfied* (5); *Somewhat satisfied* (4); *Neither satisfied nor dissatisfied* (3); *Somewhat dissatisfied* (2); *Very dissatisfied* (1).**

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of personal interaction they have with senior colleagues in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 76th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the amount of personal interaction they have with senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.741	1.3735	0.1731	3.395 to 4.087	3.759	1.2321	0.1817	3.393 to 4.125
Faculty at Peer 1	3.623	1.2930	0.2286	3.157 to 4.090	3.632	1.2512	0.2284	3.165 to 4.100
... Peer 2	3.733	1.3104	0.1555	3.423 to 4.043	3.478	1.2831	0.1617	3.155 to 3.801
... Peer 3	3.522	1.1555	0.2011	3.113 to 3.932	3.446	1.3291	0.2658	2.898 to 3.995
... Peer 4	3.631	1.1869	0.1218	3.390 to 3.873	3.634	1.2983	0.1339	3.368 to 3.900
... Peer 5	3.720	1.1874	0.1419	3.437 to 4.003	3.452	1.2339	0.2148	3.014 to 3.889
Your Peers (n=5)	3.646	0.0763	0.0341	3.551 to 3.741	3.529	0.0862	0.0385	3.422 to 3.636
All Universities (n=37)	3.711	0.2921	0.0480	3.614 to 3.808	3.624	0.2318	0.0381	3.547 to 3.702



**Question 39b. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *senior colleagues* in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of personal interaction they have with senior colleagues in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

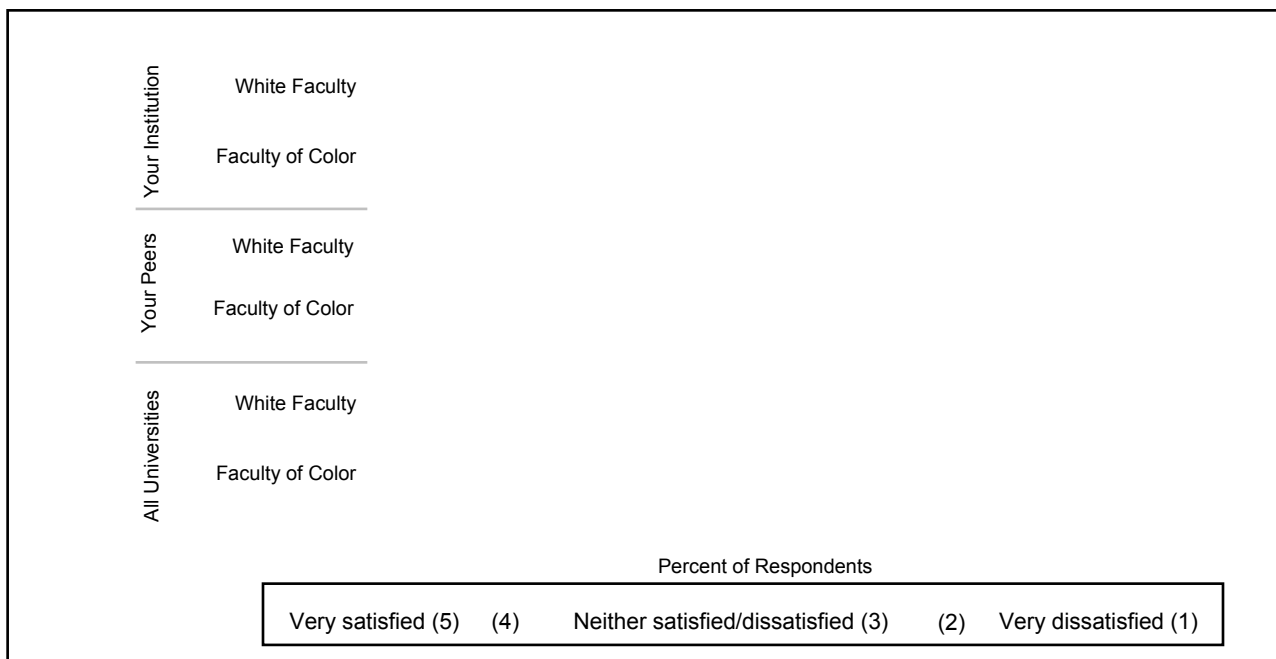
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 57th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 81st percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

**Across all universities:**

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of personal interaction they have with senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.733	1.3426	0.1530	3.429 to 4.038	3.787	1.2500	0.2210	3.336 to 4.238
Faculty at Peer 1	3.634	1.3022	0.1941	3.243 to 4.025	3.604	1.1911	0.2889	2.992 to 4.217
... Peer 2	3.629	1.3132	0.1235	3.384 to 3.874	3.637	1.2527	0.2734	3.066 to 4.207
... Peer 3	3.563	1.2568	0.1814	3.198 to 3.928	3.190	1.1000	0.3479	2.403 to 3.976
... Peer 4	3.667	1.2322	0.1077	3.454 to 3.880	3.548	1.2627	0.1658	3.216 to 3.880
... Peer 5	3.652	1.1680	0.1314	3.390 to 3.914	3.555	1.3202	0.2695	2.997 to 4.112
Your Peers (n=5)	3.629	0.0357	0.0160	3.585 to 3.673	3.507	0.1619	0.0724	3.306 to 3.708
All Universities (n=37)	3.689	0.2445	0.0402	3.608 to 3.771	3.559	0.3437	0.0565	3.444 to 3.674



**Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

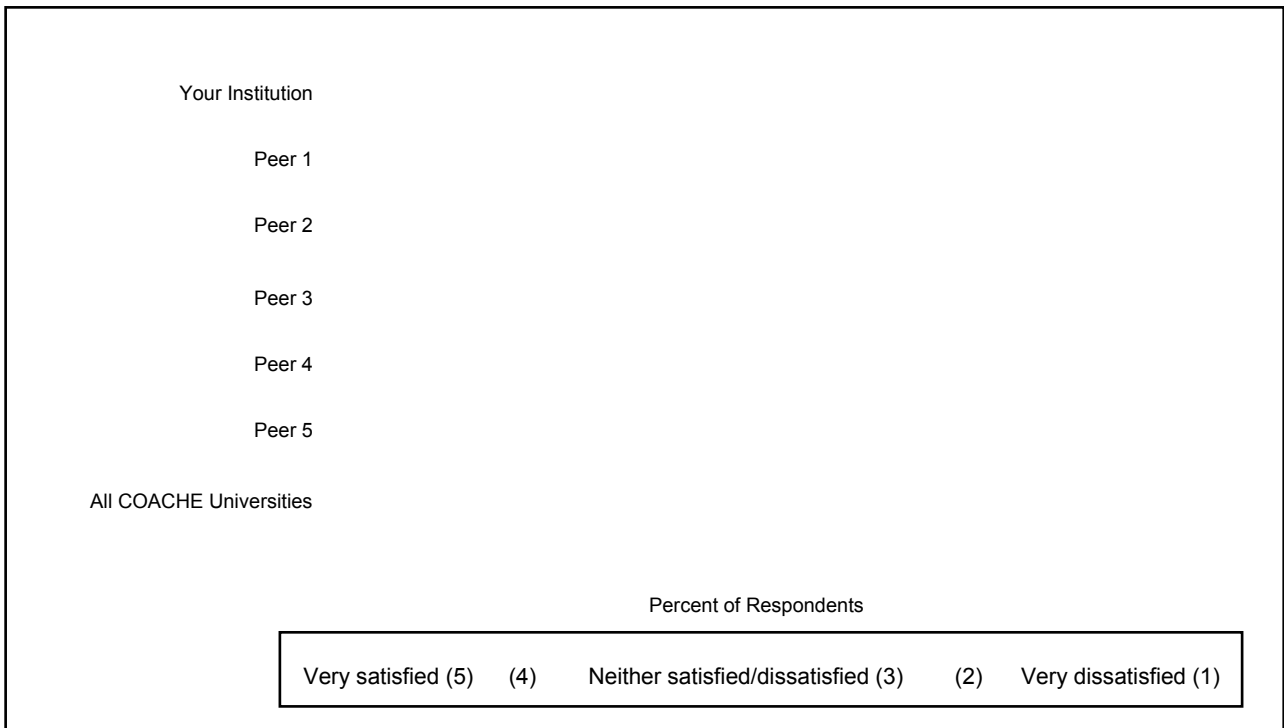
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 86th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.028	0.9996	0.0966	3.837 to 4.220
Faculty at Peer 1	3.801	1.2671	0.1664	3.468 to 4.134
... Peer 2	4.098	1.0739	0.0928	3.914 to 4.281
... Peer 3	3.649	1.2142	0.1622	3.323 to 3.974
... Peer 4	3.749	1.1569	0.0835	3.584 to 3.913
... Peer 5	3.890	1.0501	0.1066	3.678 to 4.101
Your Peers (n=5)	3.837	0.1518	0.0679	3.649 to 4.026
All Universities (n=37)	3.888	0.1466	0.0241	3.839 to 3.936



**Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of professional interaction they have with junior colleagues in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 84th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.018	0.9833	0.1259	3.766 to 4.270	4.045	1.0206	0.1505	3.742 to 4.348
Faculty at Peer 1	3.909	1.2519	0.2325	3.433 to 4.385	3.645	1.2707	0.2360	3.161 to 4.128
... Peer 2	4.021	1.1195	0.1329	3.756 to 4.286	4.211	1.0104	0.1273	3.957 to 4.466
... Peer 3	3.643	1.2147	0.2147	3.205 to 4.081	3.656	1.2134	0.2477	3.144 to 4.169
... Peer 4	3.591	1.1898	0.1208	3.351 to 3.831	3.939	1.0978	0.1126	3.716 to 4.163
... Peer 5	3.951	1.0429	0.1274	3.696 to 4.205	3.765	1.0546	0.1925	3.371 to 4.159
Your Peers (n=5)	3.823	0.1725	0.0771	3.609 to 4.037	3.843	0.2121	0.0949	3.580 to 4.107
All Universities (n=37)	3.890	0.1888	0.0310	3.827 to 3.953	3.876	0.1953	0.0321	3.811 to 3.941



**Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of professional interaction they have with junior colleagues in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

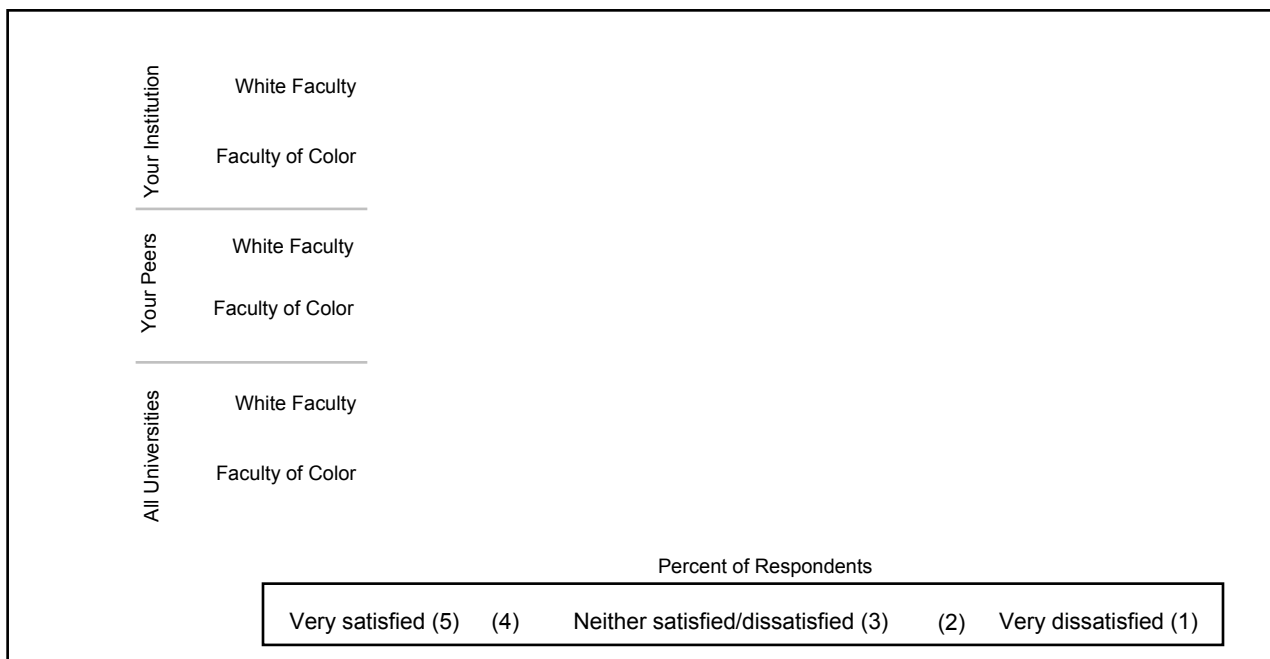
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 97th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

**Across all universities:**

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of professional interaction they have with junior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.000	1.0882	0.1248	3.751 to 4.249	4.109	0.7342	0.1319	3.839 to 4.378
Faculty at Peer 1	4.065	1.1100	0.1693	3.723 to 4.406	2.928	1.3400	0.3460	2.186 to 3.670
... Peer 2	4.122	1.0419	0.0976	3.929 to 4.315	3.945	1.2207	0.2729	3.374 to 4.517
... Peer 3	3.659	1.2595	0.1837	3.289 to 4.029	3.602	0.9428	0.3143	2.877 to 4.327
... Peer 4	3.786	1.1270	0.0977	3.593 to 3.979	3.657	1.2159	0.1583	3.340 to 3.974
... Peer 5	3.972	0.9930	0.1147	3.743 to 4.200	3.602	1.1888	0.2535	3.075 to 4.129
Your Peers (n=5)	3.921	0.1735	0.0776	3.705 to 4.136	3.547	0.3345	0.1496	3.132 to 3.962
All Universities (n=37)	3.911	0.1695	0.0279	3.855 to 3.968	3.797	0.2633	0.0433	3.709 to 3.885



**Question 39d. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *junior colleagues*: Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).**

## OVERALL RESULTS

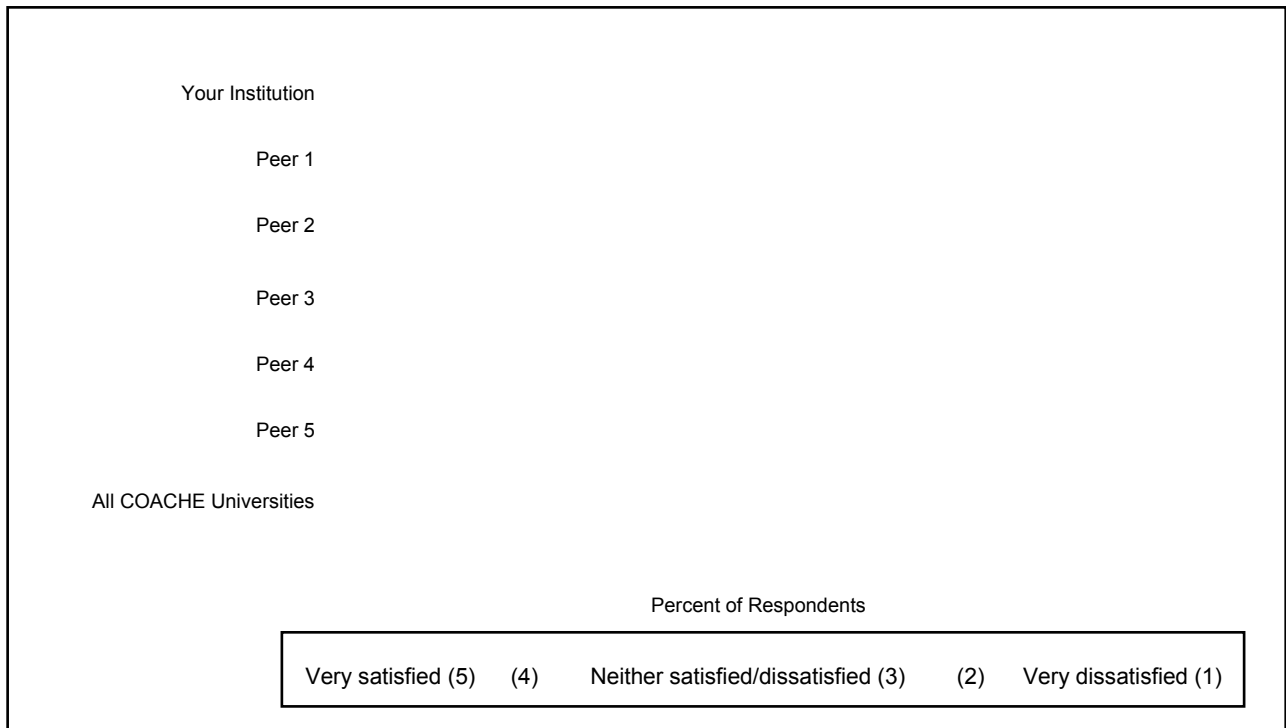
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 84th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.160	0.8846	0.0859	3.989 to 4.330
Faculty at Peer 1	3.901	1.1417	0.1499	3.601 to 4.201
... Peer 2	4.170	1.0935	0.0948	3.983 to 4.358
... Peer 3	3.699	1.1910	0.1591	3.380 to 4.018
... Peer 4	4.000	1.0129	0.0731	3.856 to 4.144
... Peer 5	3.936	1.0142	0.1035	3.730 to 4.141
Your Peers (n=5)	3.941	0.1525	0.0682	3.752 to 4.131
All Universities (n=37)	3.985	0.1458	0.0240	3.937 to 4.034



**Question 39d. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *junior colleagues*: Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).**

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 92nd percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Across all universities:**

- Across all universities, female junior faculty were more satisfied than were male junior faculty with the amount of personal interaction they have with junior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.110	0.9250	0.1184	3.874 to 4.347	4.241	0.8207	0.1223	3.994 to 4.487
Faculty at Peer 1	4.028	0.9826	0.1825	3.654 to 4.401	3.716	1.2623	0.2344	3.236 to 4.197
... Peer 2	4.132	1.1374	0.1350	3.863 to 4.401	4.228	1.0383	0.1319	3.964 to 4.491
... Peer 3	3.587	1.2957	0.2290	3.119 to 4.054	3.873	1.0129	0.2068	3.446 to 4.301
... Peer 4	3.860	1.0765	0.1099	3.642 to 4.078	4.166	0.9240	0.0943	3.979 to 4.353
... Peer 5	3.986	1.0150	0.1249	3.736 to 4.235	3.835	1.0028	0.1831	3.461 to 4.210
Your Peers (n=5)	3.918	0.1875	0.0838	3.686 to 4.151	3.964	0.1982	0.0886	3.718 to 4.210
All Universities (n=37)	3.972	0.1851	0.0304	3.910 to 4.034	4.009	0.2123	0.0349	3.939 to 4.080



**Question 39d. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *junior colleagues*: Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).**

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 100th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

**Across all universities:**

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of personal interaction they have with junior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.166	0.9291	0.1073	3.952 to 4.380	4.142	0.7661	0.1376	3.861 to 4.423
Faculty at Peer 1	4.103	1.0652	0.1624	3.775 to 4.431	3.232	1.1075	0.2860	2.618 to 3.845
... Peer 2	4.202	1.0681	0.1005	4.003 to 4.401	3.974	1.2031	0.2690	3.411 to 4.537
... Peer 3	3.741	1.2111	0.1767	3.386 to 4.097	3.510	1.0657	0.3552	2.690 to 4.329
... Peer 4	4.031	0.9602	0.0833	3.867 to 4.196	3.923	1.1153	0.1452	3.632 to 4.214
... Peer 5	4.012	1.0066	0.1170	3.779 to 4.245	3.673	1.0082	0.2150	3.225 to 4.120
Your Peers (n=5)	4.018	0.1534	0.0686	3.827 to 4.208	3.662	0.2736	0.1223	3.323 to 4.002
All Universities (n=37)	4.013	0.1963	0.0323	3.947 to 4.078	3.839	0.2350	0.0386	3.761 to 3.917





**Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).***

### OVERALL RESULTS

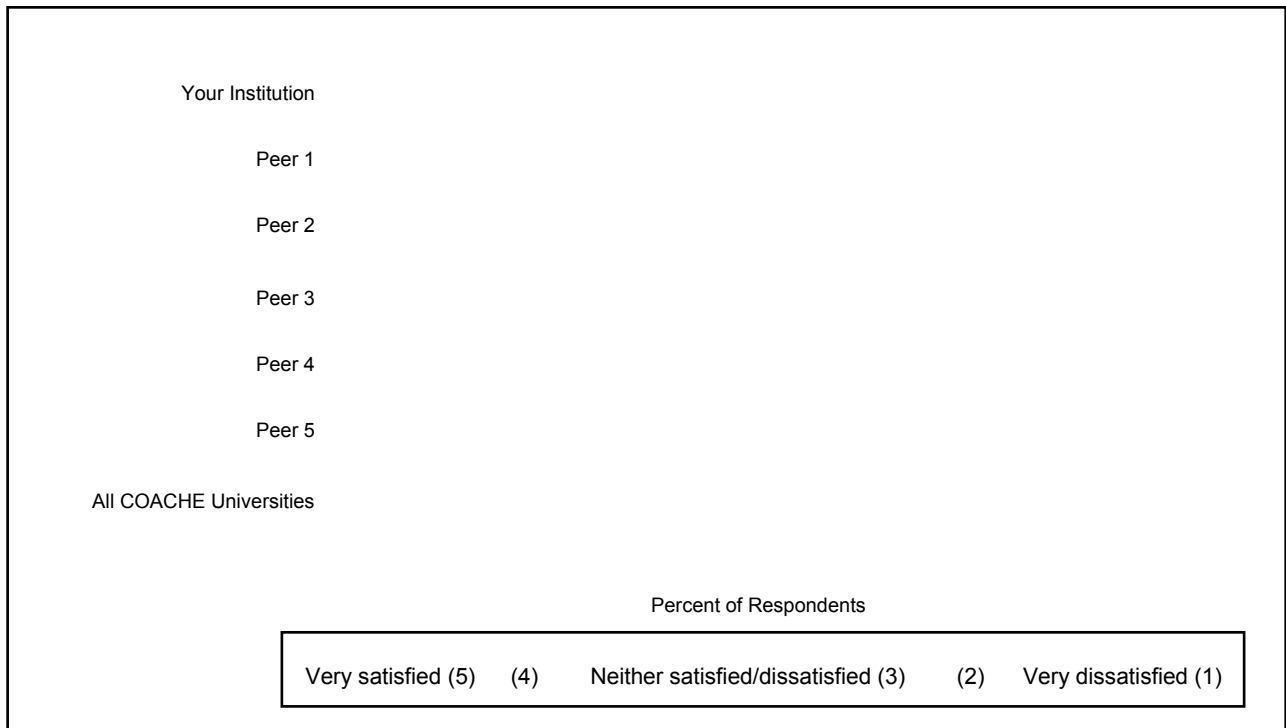
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with how well they "fit" in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 65th percentile on satisfaction with how well they "fit" in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.817	1.2224	0.1165	3.586 to 4.048
Faculty at Peer 1	3.579	1.3123	0.1680	3.243 to 3.915
... Peer 2	3.805	1.3288	0.1144	3.579 to 4.032
... Peer 3	3.588	1.2415	0.1630	3.262 to 3.914
... Peer 4	3.695	1.3063	0.0938	3.510 to 3.880
... Peer 5	3.736	1.2886	0.1276	3.483 to 3.989
Your Peers (n=5)	3.681	0.0869	0.0389	3.573 to 3.789
All Universities (n=37)	3.776	0.1502	0.0247	3.726 to 3.826



**Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).***

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with how well they "fit" in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with how well they "fit" in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with how well they "fit" in their department.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th percentile on satisfaction with how well they "fit" in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 65th percentile on satisfaction with how well they "fit" in their department.

**Across all universities:**

- Across all universities, male junior faculty were more satisfied than were female junior faculty with how well they "fit" in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.824	1.2371	0.1559	3.512 to 4.135	3.806	1.2017	0.1753	3.453 to 4.159
Faculty at Peer 1	3.641	1.3170	0.2328	3.166 to 4.116	3.479	1.3031	0.2420	2.983 to 3.975
... Peer 2	3.747	1.4114	0.1675	3.413 to 4.081	3.891	1.2262	0.1533	3.585 to 4.197
... Peer 3	3.643	1.2129	0.2111	3.213 to 4.073	3.504	1.2687	0.2537	2.981 to 4.028
... Peer 4	3.624	1.1985	0.1211	3.384 to 3.864	3.781	1.4049	0.1434	3.496 to 4.065
... Peer 5	3.857	1.2681	0.1516	3.555 to 4.160	3.491	1.2990	0.2296	3.023 to 3.959
Your Peers (n=5)	3.702	0.0888	0.0397	3.592 to 3.813	3.629	0.1725	0.0771	3.415 to 3.843
All Universities (n=37)	3.814	0.2356	0.0387	3.736 to 3.893	3.715	0.2306	0.0379	3.638 to 3.792



**Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level).** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with how well they "fit" in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with how well they "fit" in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 76th percentile on satisfaction with how well they "fit" in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on satisfaction with how well they "fit" in their department.

**Across all universities:**

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with how well they "fit" in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.852	1.1884	0.1346	3.584 to 4.120	3.719	1.2990	0.2296	3.251 to 4.188
Faculty at Peer 1	3.627	1.2830	0.1934	3.237 to 4.017	3.432	1.3745	0.3334	2.725 to 4.139
... Peer 2	3.808	1.3262	0.1242	3.562 to 4.054	3.790	1.3418	0.2928	3.180 to 4.401
... Peer 3	3.690	1.2103	0.1747	3.339 to 4.042	3.152	1.3565	0.4290	2.182 to 4.123
... Peer 4	3.714	1.3143	0.1127	3.491 to 3.937	3.647	1.2842	0.1686	3.309 to 3.985
... Peer 5	3.740	1.2874	0.1448	3.452 to 4.029	3.720	1.2927	0.2695	3.161 to 4.279
Your Peers (n=5)	3.716	0.0594	0.0266	3.642 to 3.790	3.548	0.2315	0.1035	3.261 to 3.836
All Universities (n=37)	3.794	0.1499	0.0247	3.744 to 3.844	3.710	0.3131	0.0515	3.606 to 3.815



**Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## OVERALL RESULTS

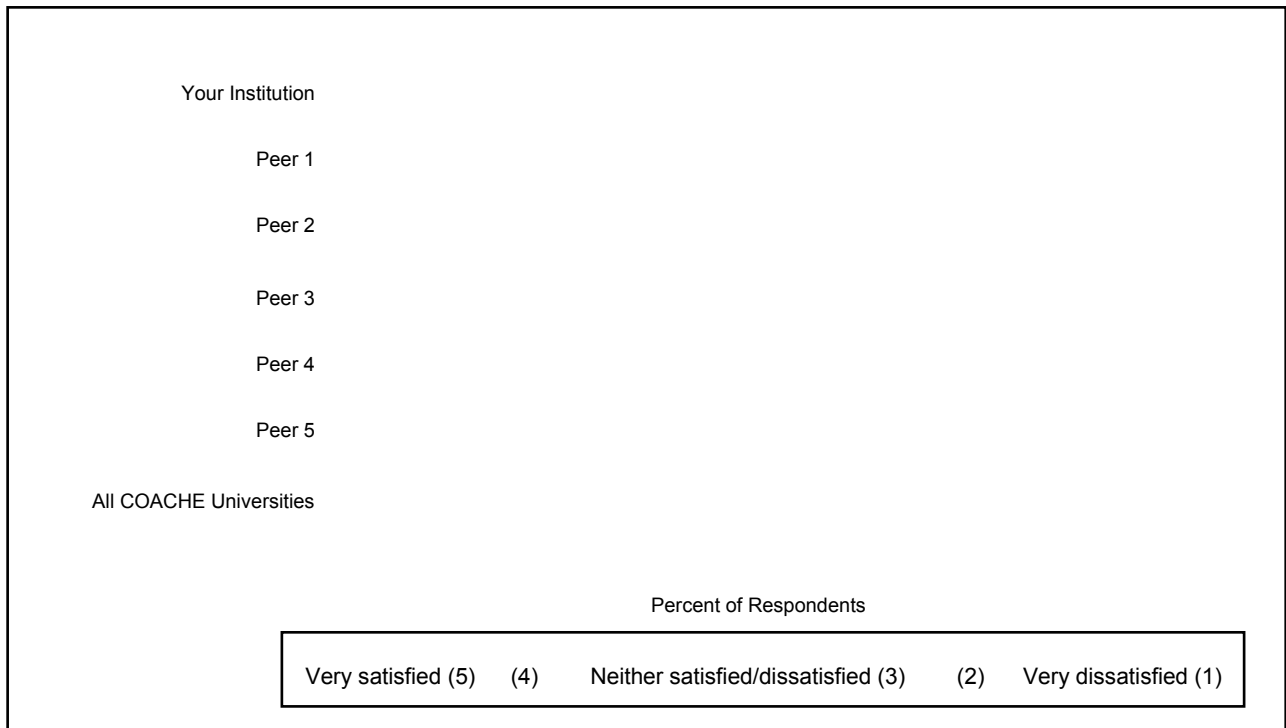
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 32nd percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.253	1.3992	0.1334	2.989 to 3.518
Faculty at Peer 1	3.219	1.2611	0.1615	2.896 to 3.542
... Peer 2	3.120	1.3588	0.1192	2.884 to 3.356
... Peer 3	3.063	1.4247	0.1871	2.688 to 3.437
... Peer 4	3.203	1.3757	0.0988	3.008 to 3.398
... Peer 5	3.350	1.3643	0.1344	3.084 to 3.617
Your Peers (n=5)	3.191	0.0978	0.0438	3.070 to 3.313
All Universities (n=37)	3.406	0.2742	0.0451	3.315 to 3.498



**Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.

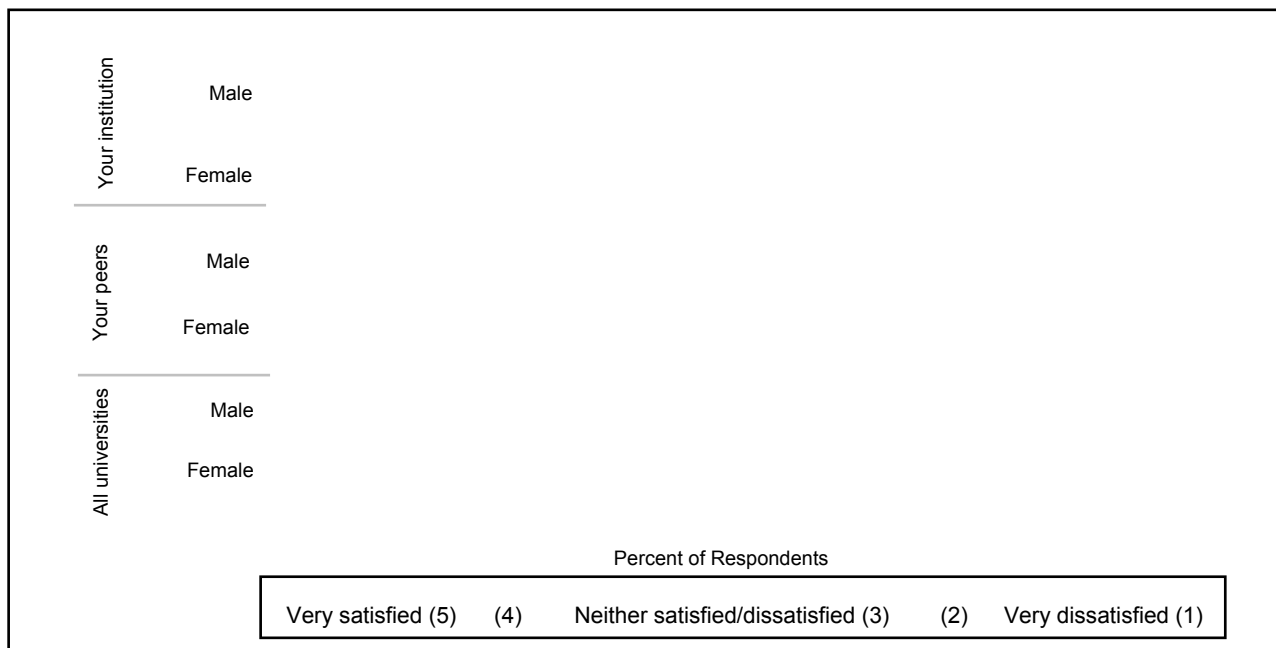
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 16th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 76th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.068	1.3901	0.1751	2.718 to 3.418	3.554	1.3660	0.1993	3.153 to 3.956
Faculty at Peer 1	3.380	1.2930	0.2286	2.914 to 3.846	2.961	1.1885	0.2207	2.509 to 3.413
... Peer 2	3.075	1.2927	0.1534	2.769 to 3.381	3.191	1.4318	0.1864	2.818 to 3.564
... Peer 3	3.048	1.3693	0.2384	2.563 to 3.534	3.085	1.4945	0.2989	2.468 to 3.702
... Peer 4	3.106	1.3694	0.1383	2.832 to 3.381	3.320	1.3763	0.1405	3.041 to 3.599
... Peer 5	3.559	1.3276	0.1587	3.242 to 3.875	2.939	1.3593	0.2366	2.457 to 3.421
Your Peers (n=5)	3.234	0.2013	0.0900	2.984 to 3.484	3.099	0.1430	0.0640	2.922 to 3.277
All Universities (n=37)	3.414	0.3321	0.0546	3.303 to 3.524	3.395	0.3251	0.0535	3.286 to 3.503



**Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department.** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 43rd percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 11th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.340	1.3679	0.1549	3.032 to 3.648	3.009	1.4466	0.2557	2.488 to 3.531
Faculty at Peer 1	3.244	1.2895	0.1944	2.852 to 3.636	3.144	1.1823	0.2868	2.536 to 3.752
... Peer 2	3.141	1.3436	0.1275	2.888 to 3.393	2.989	1.4317	0.3285	2.299 to 3.679
... Peer 3	3.082	1.4410	0.2080	2.664 to 3.501	2.979	1.3416	0.4243	2.020 to 3.939
... Peer 4	3.212	1.3699	0.1179	2.979 to 3.445	3.181	1.3878	0.1807	2.819 to 3.543
... Peer 5	3.352	1.3704	0.1542	3.045 to 3.659	3.345	1.3437	0.2743	2.778 to 3.913
Your Peers (n=5)	3.206	0.0921	0.0412	3.092 to 3.320	3.128	0.1354	0.0606	2.960 to 3.296
All Universities (n=37)	3.384	0.3368	0.0554	3.272 to 3.496	3.423	0.3198	0.0526	3.316 to 3.529



**Question 42a. There is a feeling of unity and cohesion among the faculty in my department.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## OVERALL RESULTS

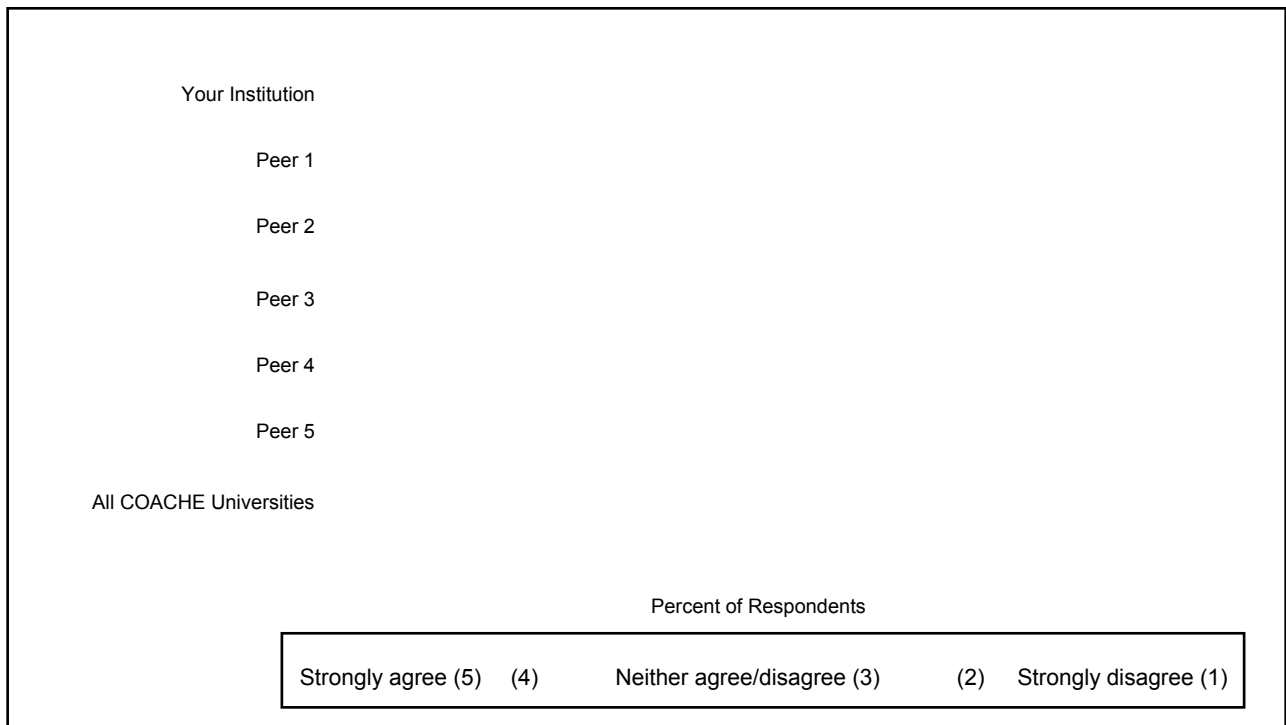
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.644	1.3141	0.1259	3.394 to 3.893
Faculty at Peer 1	3.074	1.2841	0.1644	2.745 to 3.402
... Peer 2	3.289	1.5105	0.1325	3.027 to 3.551
... Peer 3	3.207	1.5380	0.2002	2.806 to 3.608
... Peer 4	3.226	1.4454	0.1046	3.020 to 3.432
... Peer 5	3.197	1.4162	0.1423	2.914 to 3.479
Your Peers (n=5)	3.198	0.0702	0.0314	3.111 to 3.286
All Universities (n=37)	3.304	0.2256	0.0371	3.228 to 3.379



**Question 42a. There is a feeling of unity and cohesion among the faculty in my department.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their department.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.

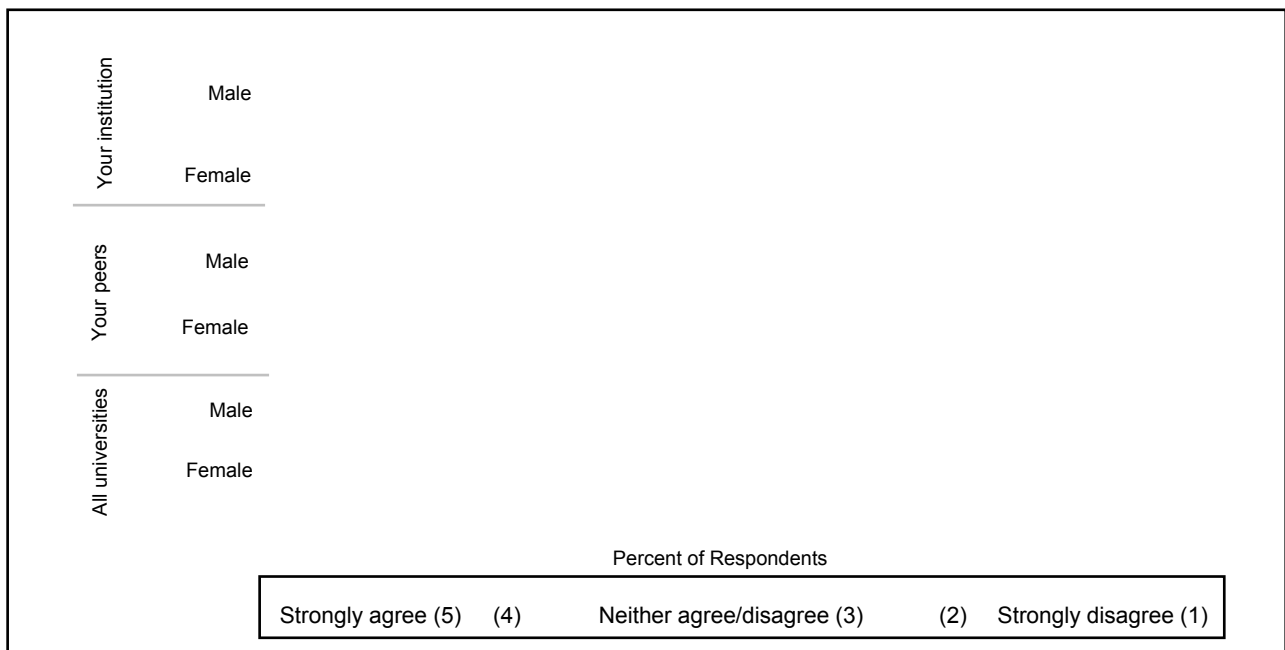
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 76th percentile on reporting a feeling of unity and cohesion among the faculty in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 95th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that there is a feeling of unity and cohesion among the faculty in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.539	1.3763	0.1748	3.189 to 3.888	3.812	1.2066	0.1760	3.457 to 4.166
Faculty at Peer 1	3.059	1.2975	0.2294	2.591 to 3.527	3.097	1.2689	0.2356	2.615 to 3.580
... Peer 2	3.482	1.4714	0.1746	3.134 to 3.831	2.983	1.5126	0.1969	2.589 to 3.377
... Peer 3	3.391	1.4352	0.2461	2.890 to 3.892	2.922	1.6366	0.3273	2.247 to 3.598
... Peer 4	3.258	1.3839	0.1420	2.976 to 3.540	3.188	1.5023	0.1533	2.884 to 3.493
... Peer 5	3.498	1.3557	0.1644	3.170 to 3.826	2.587	1.3602	0.2443	2.088 to 3.086
Your Peers (n=5)	3.338	0.1634	0.0731	3.135 to 3.540	2.956	0.2059	0.0921	2.700 to 3.211
All Universities (n=37)	3.397	0.3056	0.0502	3.295 to 3.499	3.167	0.3023	0.0497	3.066 to 3.267





**Question 42a. There is a feeling of unity and cohesion among the faculty in my department.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting a feeling of unity and cohesion among the faculty in their department.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their department.

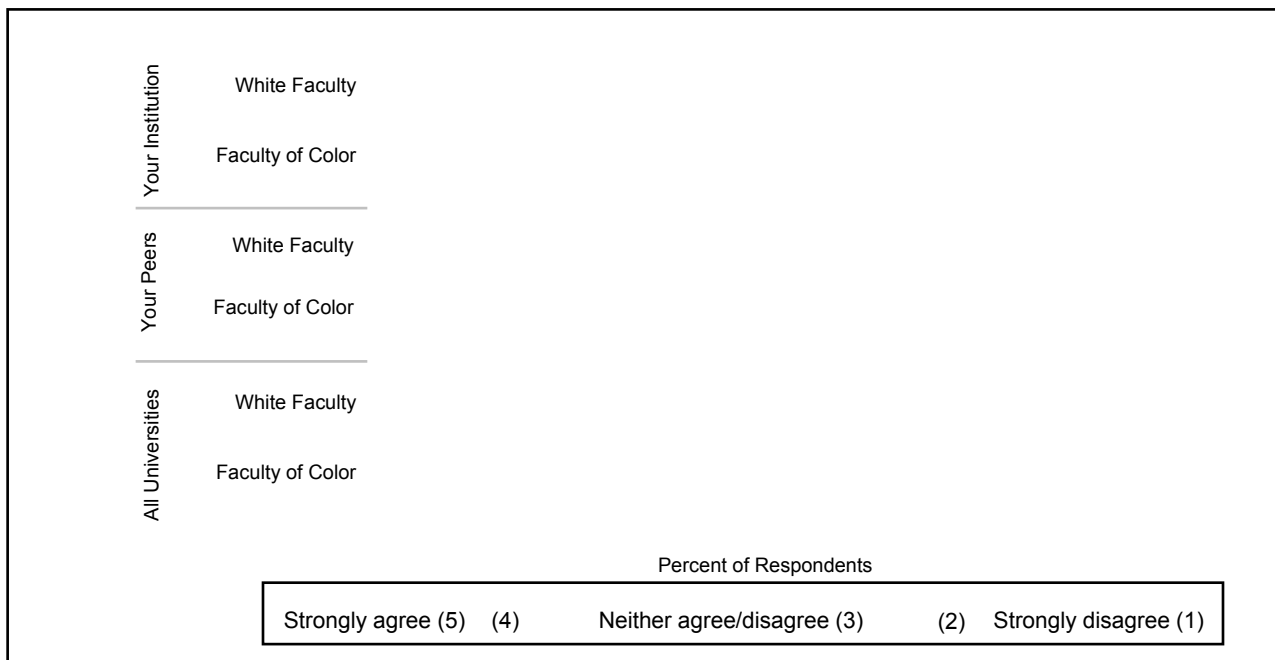
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on reporting a feeling of unity and cohesion among the faculty in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 62nd percentile on reporting a feeling of unity and cohesion among the faculty in their department.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.721	1.2446	0.1418	3.439 to 4.004	3.430	1.4194	0.2509	2.918 to 3.941
Faculty at Peer 1	3.055	1.2863	0.1939	2.664 to 3.446	3.131	1.2780	0.3100	2.474 to 3.788
... Peer 2	3.246	1.5321	0.1461	2.956 to 3.535	3.550	1.3601	0.3041	2.913 to 4.186
... Peer 3	3.193	1.5228	0.2198	2.751 to 3.635	3.264	1.6006	0.4826	2.188 to 4.339
... Peer 4	3.264	1.4440	0.1257	3.015 to 3.512	3.134	1.4414	0.1877	2.758 to 3.509
... Peer 5	3.069	1.4605	0.1654	2.739 to 3.398	3.693	1.1269	0.2459	3.180 to 4.206
Your Peers (n=5)	3.165	0.0877	0.0392	3.056 to 3.274	3.354	0.2278	0.1019	3.071 to 3.637
All Universities (n=37)	3.269	0.2415	0.0397	3.189 to 3.350	3.384	0.3346	0.0550	3.272 to 3.495



**Question 42b. There is a feeling of unity and cohesion among the faculty in my *School*.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### OVERALL RESULTS

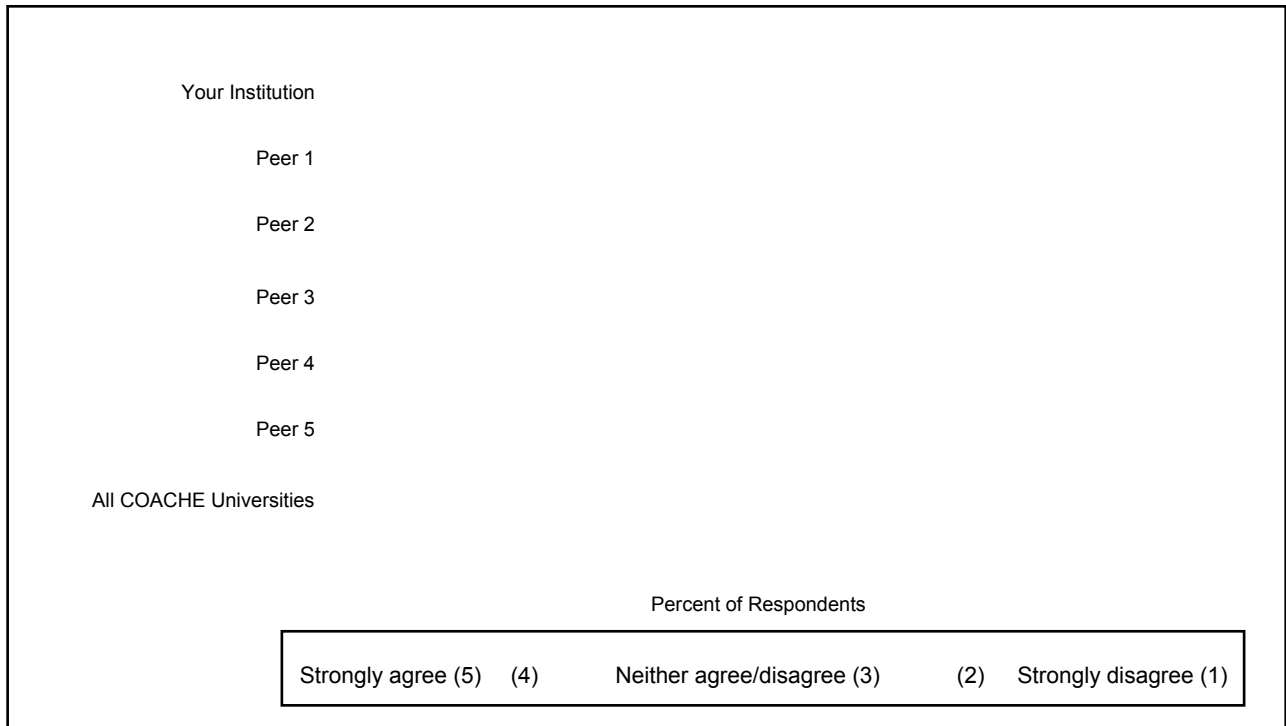
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their School.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 78th percentile on reporting a feeling of unity and cohesion among the faculty in their School.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.946	1.0779	0.1067	2.734 to 3.158
Faculty at Peer 1	2.527	0.9798	0.1276	2.272 to 2.783
... Peer 2	2.799	1.2239	0.1113	2.578 to 3.019
... Peer 3	2.905	1.2771	0.1722	2.560 to 3.250
... Peer 4	2.567	1.3229	0.0983	2.373 to 2.761
... Peer 5	2.797	1.1193	0.1186	2.562 to 3.033
Your Peers (n=5)	2.719	0.1463	0.0654	2.537 to 2.901
All Universities (n=37)	2.824	0.1920	0.0316	2.760 to 2.888



**Question 42b. There is a feeling of unity and cohesion among the faculty in my School.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their School.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their School.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their School.

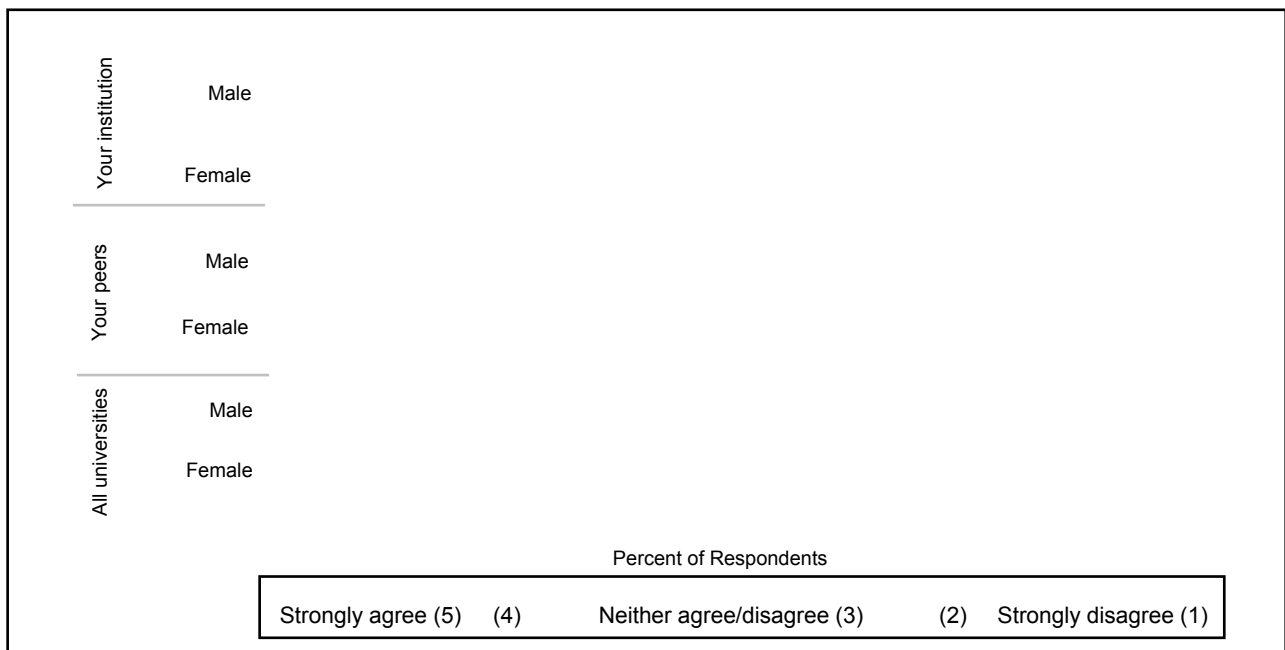
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 62nd percentile on reporting a feeling of unity and cohesion among the faculty in their School.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on reporting a feeling of unity and cohesion among the faculty in their School.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.941	1.1143	0.1427	2.656 to 3.227	2.955	1.0215	0.1595	2.632 to 3.277
Faculty at Peer 1	2.465	0.9677	0.1711	2.116 to 2.814	2.635	0.9869	0.1899	2.245 to 3.026
... Peer 2	2.788	1.2759	0.1559	2.476 to 3.099	2.817	1.1559	0.1573	2.501 to 3.132
... Peer 3	3.004	1.1035	0.1951	2.606 to 3.402	2.748	1.4731	0.3072	2.111 to 3.385
... Peer 4	2.654	1.3605	0.1426	2.371 to 2.938	2.463	1.2746	0.1344	2.196 to 2.730
... Peer 5	2.771	1.1404	0.1437	2.484 to 3.059	2.856	1.0631	0.2085	2.426 to 3.285
Your Peers (n=5)	2.736	0.1765	0.0789	2.517 to 2.956	2.704	0.1417	0.0634	2.528 to 2.880
All Universities (n=37)	2.844	0.2097	0.0345	2.774 to 2.914	2.782	0.2721	0.0447	2.691 to 2.873



**Question 42b. There is a feeling of unity and cohesion among the faculty in my School.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting a feeling of unity and cohesion among the faculty in their School.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their School.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their School.

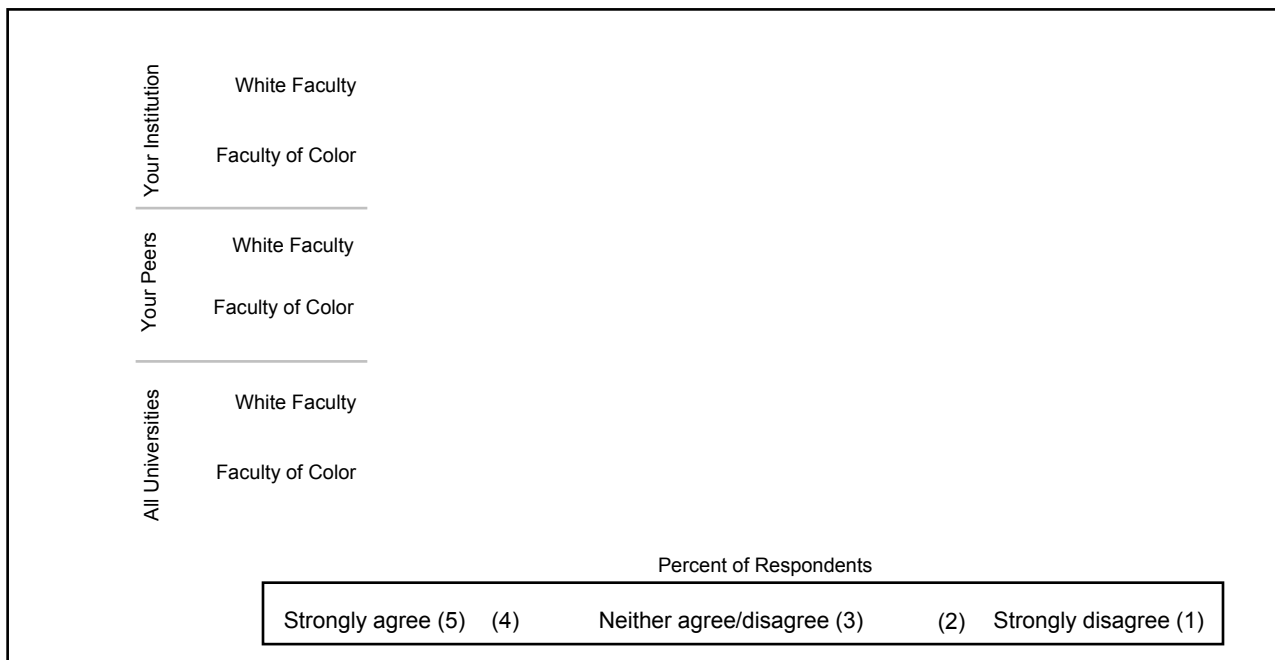
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th percentile on reporting a feeling of unity and cohesion among the faculty in their School.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 62nd percentile on reporting a feeling of unity and cohesion among the faculty in their School.

**Across all universities:**

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.916	1.0581	0.1256	2.666 to 3.167	3.026	1.1212	0.2014	2.615 to 3.437
Faculty at Peer 1	2.529	1.0185	0.1553	2.215 to 2.842	2.524	0.8660	0.2165	2.062 to 2.985
... Peer 2	2.765	1.2301	0.1212	2.525 to 3.005	3.019	1.1772	0.2775	2.433 to 3.604
... Peer 3	2.843	1.2237	0.1845	2.471 to 3.215	3.131	1.4200	0.4282	2.177 to 4.085
... Peer 4	2.533	1.3093	0.1162	2.303 to 2.763	2.655	1.3512	0.1839	2.287 to 3.024
... Peer 5	2.741	1.1119	0.1339	2.474 to 3.008	2.992	1.1358	0.2540	2.460 to 3.523
Your Peers (n=5)	2.682	0.1283	0.0574	2.523 to 2.841	2.864	0.2329	0.1042	2.575 to 3.153
All Universities (n=37)	2.775	0.2009	0.0330	2.709 to 2.842	2.952	0.2906	0.0478	2.855 to 3.049



**Question 43. On the whole, my department treats junior faculty fairly compared to one another.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### OVERALL RESULTS

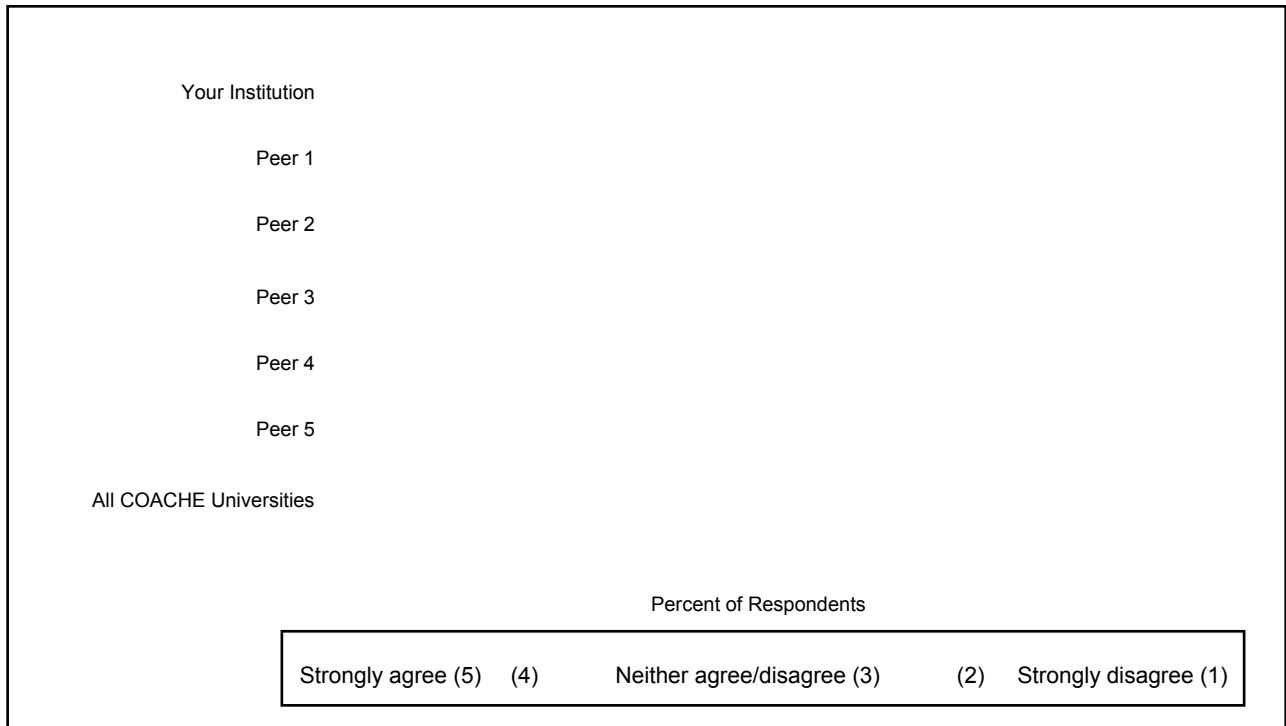
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting that their department treats junior faculty fairly compared to one another.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 81st percentile on reporting that their department treats junior faculty fairly compared to one another.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.904	1.2786	0.1225	3.661 to 4.147
Faculty at Peer 1	3.600	1.4286	0.1860	3.228 to 3.972
... Peer 2	3.757	1.3159	0.1154	3.529 to 3.986
... Peer 3	3.758	1.2897	0.1679	3.422 to 4.095
... Peer 4	3.546	1.3289	0.0962	3.357 to 3.736
... Peer 5	3.827	1.2821	0.1289	3.571 to 4.082
Your Peers (n=5)	3.698	0.1062	0.0475	3.566 to 3.830
All Universities (n=37)	3.750	0.2086	0.0343	3.681 to 3.820



**Question 43. On the whole, my department treats junior faculty fairly compared to one another.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that their department treats junior faculty fairly compared to one another.

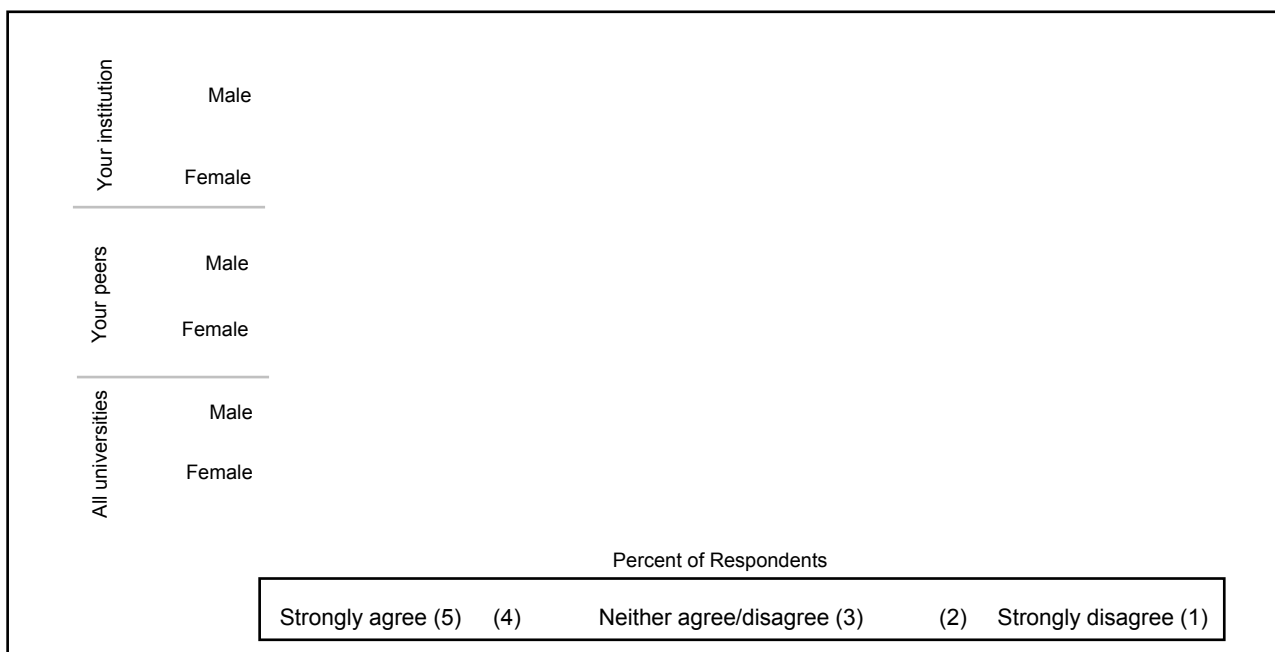
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th percentile on reporting that their department treats junior faculty fairly compared to one another.
- Among female junior faculty at all universities, your female junior faculty ranked in the 92nd percentile on reporting that their department treats junior faculty fairly compared to one another.

**Across all universities:**

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their department treats junior faculty fairly compared to one another.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.860	1.4160	0.1784	3.503 to 4.216	3.977	1.0527	0.1552	3.664 to 4.289
Faculty at Peer 1	3.622	1.4048	0.2565	3.098 to 4.147	3.566	1.4524	0.2697	3.014 to 4.119
... Peer 2	3.835	1.3509	0.1626	3.511 to 4.160	3.642	1.2679	0.1623	3.317 to 3.967
... Peer 3	3.948	1.0572	0.1813	3.580 to 4.317	3.464	1.4999	0.3000	2.845 to 4.083
... Peer 4	3.589	1.2506	0.1283	3.335 to 3.844	3.496	1.3994	0.1428	3.212 to 3.780
... Peer 5	4.018	1.2035	0.1449	3.729 to 4.307	3.421	1.3585	0.2480	2.914 to 3.928
Your Peers (n=5)	3.803	0.1714	0.0767	3.590 to 4.016	3.518	0.0781	0.0349	3.421 to 3.615
All Universities (n=37)	3.837	0.2568	0.0422	3.751 to 3.922	3.620	0.2735	0.0450	3.528 to 3.711



**Question 43. On the whole, my department treats junior faculty fairly compared to one another.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting that their department treats junior faculty fairly compared to one another.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.

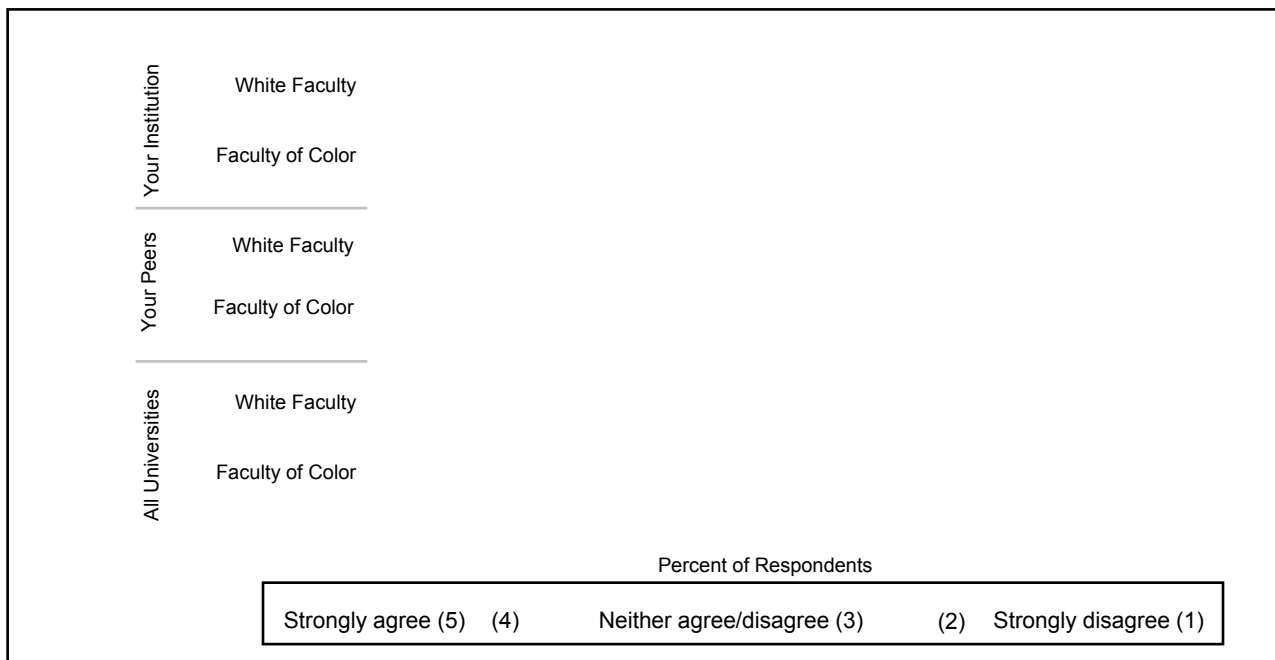
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th percentile on reporting that their department treats junior faculty fairly compared to one another.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 46th percentile on reporting that their department treats junior faculty fairly compared to one another.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.977	1.1764	0.1332	3.712 to 4.242	3.696	1.4740	0.2647	3.155 to 4.237
Faculty at Peer 1	3.720	1.3695	0.2089	3.298 to 4.141	3.219	1.5091	0.3773	2.415 to 4.023
... Peer 2	3.777	1.3138	0.1253	3.529 to 4.025	3.640	1.3191	0.2950	3.022 to 4.257
... Peer 3	3.796	1.2576	0.1815	3.431 to 4.161	3.607	1.4200	0.4282	2.653 to 4.561
... Peer 4	3.501	1.3468	0.1168	3.269 to 3.732	3.660	1.2783	0.1678	3.324 to 3.996
... Peer 5	3.816	1.3017	0.1493	3.518 to 4.113	3.864	1.2127	0.2529	3.340 to 4.389
Your Peers (n=5)	3.722	0.1152	0.0515	3.579 to 3.865	3.598	0.2099	0.0939	3.337 to 3.859
All Universities (n=37)	3.748	0.2266	0.0372	3.672 to 3.823	3.747	0.3271	0.0538	3.638 to 3.856



Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.  
 Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable institution.

# of institutions where item ranked among the top four responses

**These items were most frequently rated as the best aspects about working at your institution.**

**These items were most frequently rated as the worst aspects about working at your institution.**

1. My sense of "fit" here
1. Geographic location
3. Quality of colleagues
4. Support of colleagues

1. My sense of "fit" here
1. Geographic location
3. Quality of colleagues
4. Support of colleagues

OVERALL

1. My sense of "fit" here
2. Geographic location
3. Quality of colleagues
4. Opportunities to collaborate with colleagues

1. My sense of "fit" here
2. Geographic location
3. Quality of colleagues
4. Opportunities to collaborate with colleagues

MALES

1. My sense of "fit" here
2. Geographic location
3. Support of colleagues
4. Quality of colleagues

1. My sense of "fit" here
2. Geographic location
3. Support of colleagues
4. Quality of colleagues

FEMALES

1. My sense of "fit" here
1. Geographic location
3. Quality of colleagues
4. Support of colleagues

1. My sense of "fit" here
1. Geographic location
3. Quality of colleagues
4. Support of colleagues

WHITE FACULTY

1. Opportunities to collaborate with colleagues
2. My sense of "fit" here
3. Geographic location
3. Cost of living

1. Opportunities to collaborate with colleagues
2. My sense of "fit" here
3. Geographic location
3. Cost of living

FACULTY OF COLOR

YOUR PEERS (n = 5)

ALL UNIV. (n = 37)

ALL UNIV. (n = 37)

2  
4  
2  
1

30  
23  
27  
26

27  
26  
11  
10

2  
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32  
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26  
27  
13  
13

2  
3  
1  
1

11  
20  
18  
23

11  
23  
14  
8



**Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.**

**Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable institution.**

**In addition to or instead of checking the two best/worst aspects about working at their institution, some junior faculty provided the following comments:**

UNC Charlotte

#### **BEST ASPECTS**

- Faculty work calendar.
- I design my own courses in general.
- Regional research opportunities.
- Lack of egotistical colleagues.
- Near research subjects.
- Freedom of direction.
- Flexibility of teaching.

#### **WORST ASPECTS**

- Difficulty of conducting research in K-12 schools.
- No guarantee of research leave for Junior faculty.
- Health Care costs/Benefits.
- Almost no cultural outlets in fine or performing arts. No walkable neighborhoods. City stinks.
- Access to good PhD students.
- I don't get to teach courses in my primary area of interest often.
- IT Services are not appropriate or adequate for a College of IT.
- Biased Chair.
- Diversity of geographic region -- in particular, social racial separation in wider geographic region not UNC campus per-se, but the South in general). Significant other and I are an interracial couple. We each question where geographically each of us would be happiest career-wise, settling down, etc.
- Conservatism.
- Efforts and successes seem unappreciated.

**Question 45a. All things considered, how satisfied are you with your *department* as a place to work?** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

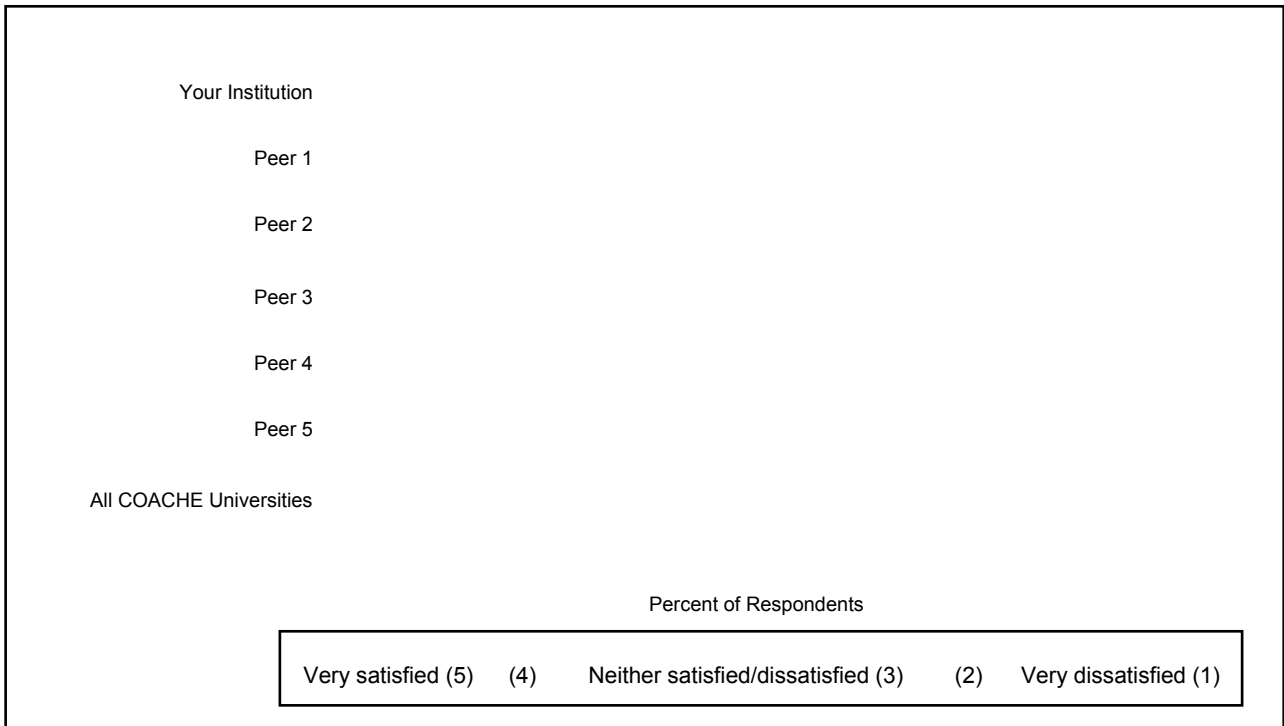
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with their department as a place to work.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on satisfaction with their department as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.913	1.1066	0.1055	3.704 to 4.122
Faculty at Peer 1	3.580	1.1884	0.1534	3.273 to 3.887
... Peer 2	3.897	1.1780	0.1014	3.697 to 4.098
... Peer 3	3.778	1.2765	0.1662	3.446 to 4.111
... Peer 4	3.751	1.1635	0.0835	3.586 to 3.916
... Peer 5	3.727	1.2382	0.1220	3.485 to 3.969
Your Peers (n=5)	3.747	0.1020	0.0456	3.620 to 3.873
All Universities (n=37)	3.866	0.1919	0.0316	3.802 to 3.930



**Question 45a. All things considered, how satisfied are you with your *department* as a place to work?** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their department as a place to work.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with their department as a place to work.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with their department as a place to work.

**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 32nd percentile on satisfaction with their department as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 84th percentile on satisfaction with their department as a place to work.

**Across all universities:**

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their department as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.824	1.1800	0.1487	3.527 to 4.121	4.058	0.9893	0.1443	3.767 to 4.348
Faculty at Peer 1	3.573	1.2402	0.2227	3.118 to 4.028	3.591	1.1301	0.2098	3.161 to 4.021
... Peer 2	3.924	1.2418	0.1474	3.630 to 4.218	3.859	1.1021	0.1378	3.583 to 4.134
... Peer 3	3.937	1.1867	0.2035	3.523 to 4.351	3.533	1.3588	0.2718	2.972 to 4.094
... Peer 4	3.772	1.0671	0.1083	3.557 to 3.987	3.726	1.2515	0.1271	3.474 to 3.979
... Peer 5	3.946	1.2176	0.1455	3.656 to 4.237	3.294	1.1674	0.2032	2.880 to 3.708
Your Peers (n=5)	3.830	0.1438	0.0643	3.652 to 4.009	3.601	0.1903	0.0851	3.364 to 3.837
All Universities (n=37)	3.900	0.2652	0.0436	3.812 to 3.989	3.807	0.2478	0.0407	3.725 to 3.890



**Question 45a. All things considered, how satisfied are you with your department as a place to work?** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, your white junior faculty were more satisfied than were your junior faculty of color with their department as a place to work.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with their department as a place to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with their department as a place to work.

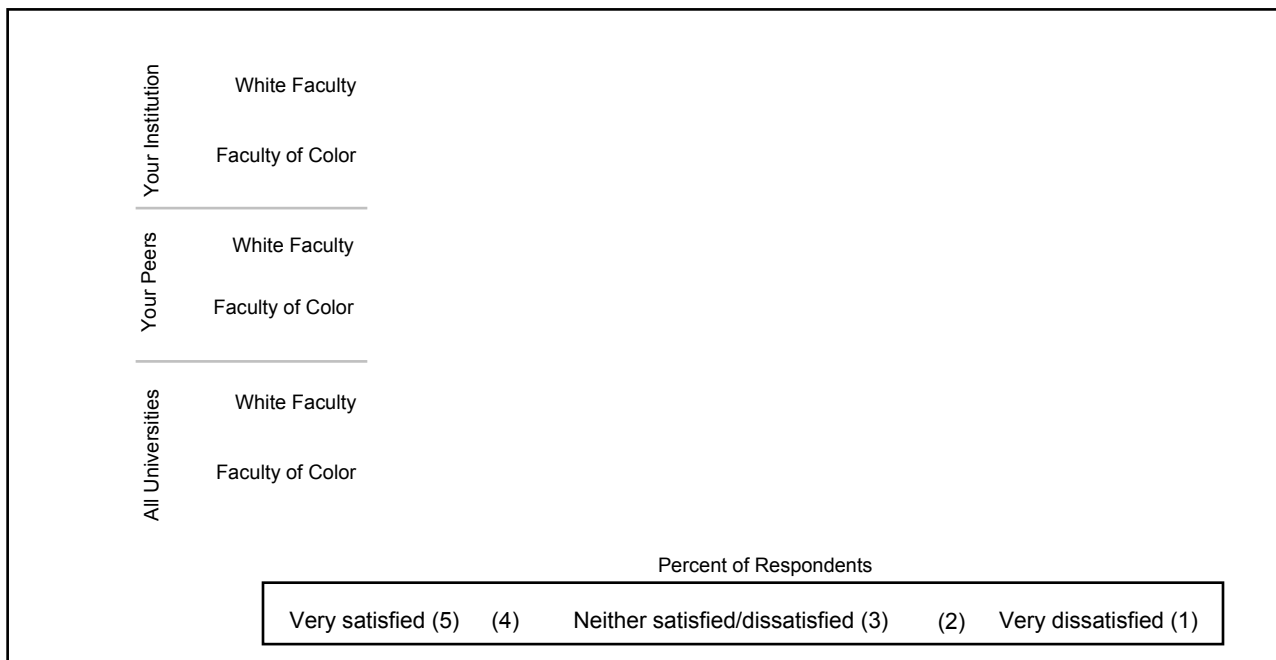
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on satisfaction with their department as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 8th percentile on satisfaction with their department as a place to work.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their department as a place to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.074	0.9710	0.1099	3.855 to 4.293	3.459	1.2732	0.2251	3.000 to 3.918
Faculty at Peer 1	3.682	1.1032	0.1663	3.346 to 4.017	3.243	1.3463	0.3366	2.525 to 3.960
... Peer 2	3.890	1.1605	0.1087	3.674 to 4.105	3.944	1.2688	0.2769	3.366 to 4.522
... Peer 3	3.754	1.3150	0.1898	3.372 to 4.136	3.877	1.0833	0.3266	3.150 to 4.605
... Peer 4	3.708	1.1474	0.0988	3.513 to 3.904	3.857	1.1954	0.1556	3.546 to 4.169
... Peer 5	3.743	1.2947	0.1457	3.453 to 4.033	3.672	1.0274	0.2097	3.238 to 4.106
Your Peers (n=5)	3.755	0.0718	0.0321	3.666 to 3.845	3.719	0.2545	0.1138	3.403 to 4.035
All Universities (n=37)	3.869	0.2153	0.0354	3.797 to 3.941	3.835	0.2884	0.0474	3.738 to 3.931



**Question 45b. All things considered, how satisfied are you with your *institution* as a place to work?** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

### OVERALL RESULTS

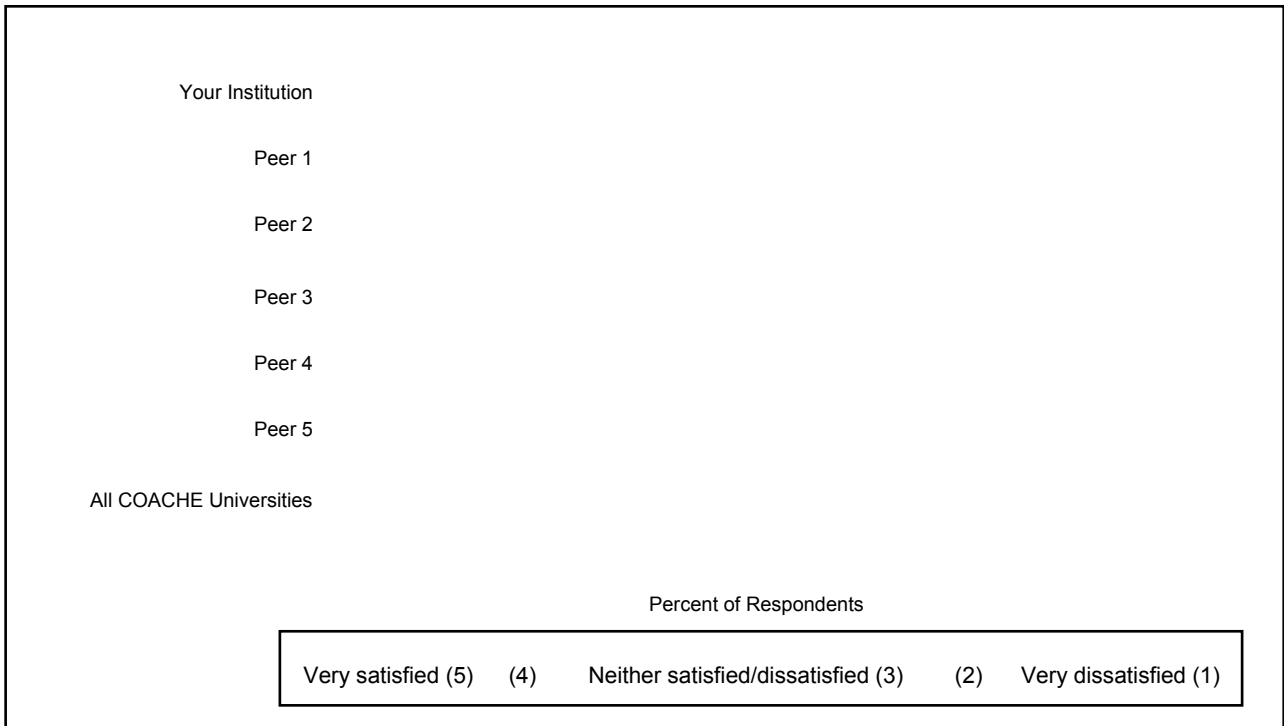
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 19th percentile on satisfaction with their institution as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.489	1.1336	0.1081	3.275 to 3.703
Faculty at Peer 1	3.024	1.2044	0.1530	2.718 to 3.330
... Peer 2	3.613	1.1344	0.0976	3.420 to 3.806
... Peer 3	3.624	1.2059	0.1570	3.310 to 3.938
... Peer 4	3.087	1.3084	0.0937	2.902 to 3.272
... Peer 5	3.528	1.1560	0.1139	3.302 to 3.754
Your Peers (n=5)	3.375	0.2638	0.1180	3.048 to 3.703
All Universities (n=37)	3.623	0.2295	0.0377	3.547 to 3.700



**Question 45b. All things considered, how satisfied are you with your institution as a place to work?** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.

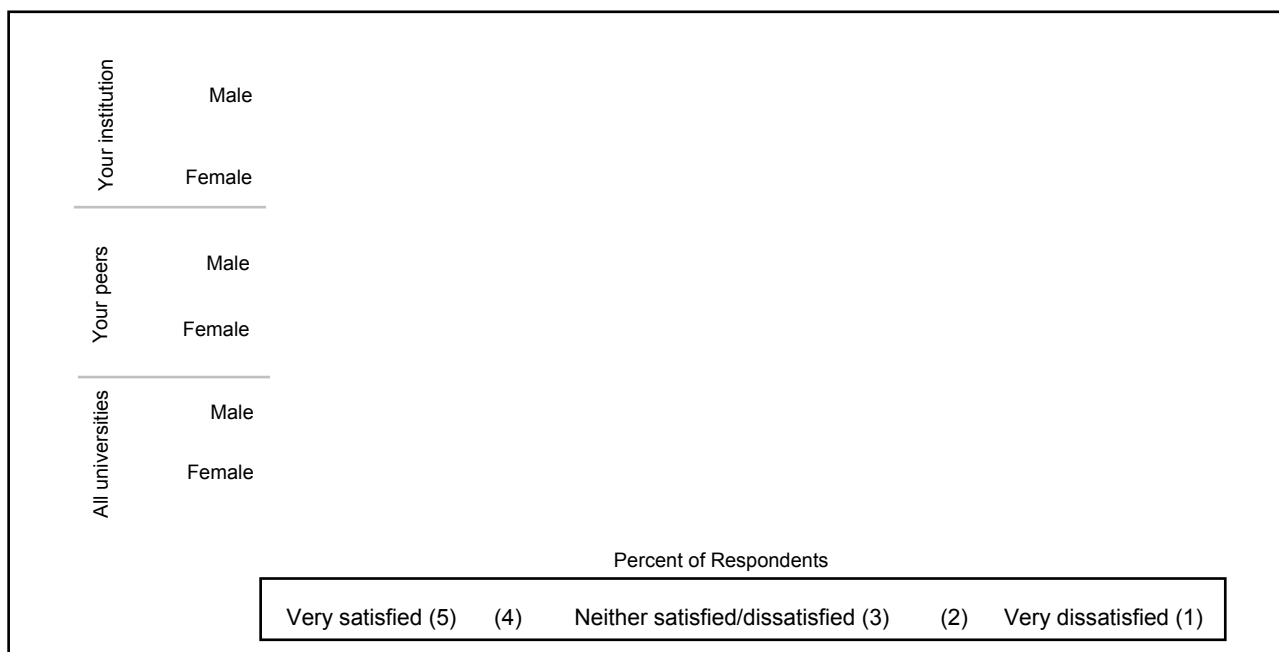
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 35th percentile on satisfaction with their institution as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on satisfaction with their institution as a place to work.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.508	1.0672	0.1344	3.240 to 3.777	3.458	1.2159	0.1774	3.101 to 3.815
Faculty at Peer 1	2.963	1.3106	0.2317	2.490 to 3.435	3.120	1.0755	0.1964	2.718 to 3.521
... Peer 2	3.508	1.2204	0.1448	3.219 to 3.797	3.766	1.0115	0.1264	3.513 to 4.018
... Peer 3	3.658	1.2339	0.2116	3.227 to 4.088	3.572	1.1662	0.2332	3.090 to 4.053
... Peer 4	3.091	1.3634	0.1377	2.818 to 3.365	3.082	1.2503	0.1269	2.830 to 3.334
... Peer 5	3.575	1.1658	0.1393	3.297 to 3.853	3.436	1.1306	0.1968	3.035 to 3.836
Your Peers (n=5)	3.359	0.2782	0.1244	3.014 to 3.704	3.395	0.2622	0.1173	3.069 to 3.721
All Universities (n=37)	3.617	0.2752	0.0452	3.525 to 3.708	3.630	0.2437	0.0401	3.548 to 3.711



**Question 45b. All things considered, how satisfied are you with your institution as a place to work?** *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's satisfaction with their institution as a place to work.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with their institution as a place to work.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th percentile on satisfaction with their institution as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 27th percentile on satisfaction with their institution as a place to work.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.505	1.1519	0.1304	3.245 to 3.765	3.444	1.0825	0.1914	3.053 to 3.834
Faculty at Peer 1	3.028	1.2000	0.1789	2.667 to 3.388	3.012	1.2113	0.2938	2.389 to 3.635
... Peer 2	3.606	1.1643	0.1090	3.390 to 3.822	3.652	0.9548	0.2083	3.217 to 4.086
... Peer 3	3.522	1.2415	0.1792	3.161 to 3.882	4.035	0.9000	0.2713	3.430 to 4.639
... Peer 4	3.020	1.2513	0.1073	2.808 to 3.232	3.256	1.4235	0.1853	2.885 to 3.627
... Peer 5	3.604	1.1845	0.1333	3.339 to 3.869	3.269	1.0198	0.2082	2.838 to 3.700
Your Peers (n=5)	3.356	0.2727	0.1220	3.017 to 3.695	3.445	0.3590	0.1605	2.999 to 3.890
All Universities (n=37)	3.606	0.2614	0.0430	3.519 to 3.693	3.655	0.2924	0.0481	3.558 to 3.753



**Question 46a. Who serves as the chief academic officer at your institution?** *President; Vice President for Academic Affairs; Academic Dean; Provost; Chancellor; Other; I don't know.*

UNC Charlotte

**OVERALL RESULTS**

President
VPAA
Academic Dean
Provost
Chancellor
Other
I don't know

*No peer data on this dimension is included in your report.*



**Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## OVERALL RESULTS

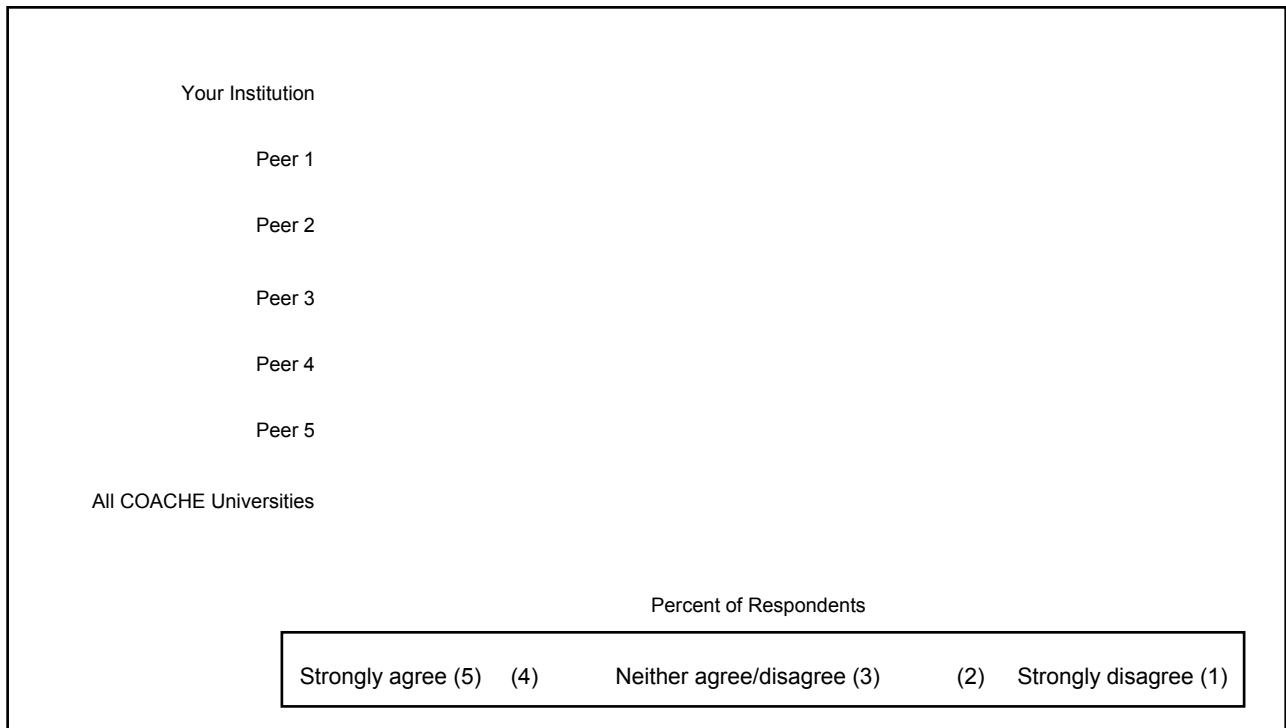
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.492	1.2191	0.1398	3.214 to 3.771
Faculty at Peer 1	2.633	1.2530	0.2006	2.227 to 3.039
... Peer 2	2.890	1.1369	0.1185	2.654 to 3.125
... Peer 3	3.213	1.0770	0.1703	2.869 to 3.558
... Peer 4	2.378	1.3383	0.1065	2.168 to 2.589
... Peer 5	3.093	1.2935	0.1713	2.750 to 3.436
Your Peers (n=5)	2.842	0.3039	0.1359	2.464 to 3.219
All Universities (n=37)	3.172	0.3369	0.0554	3.060 to 3.284



**Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

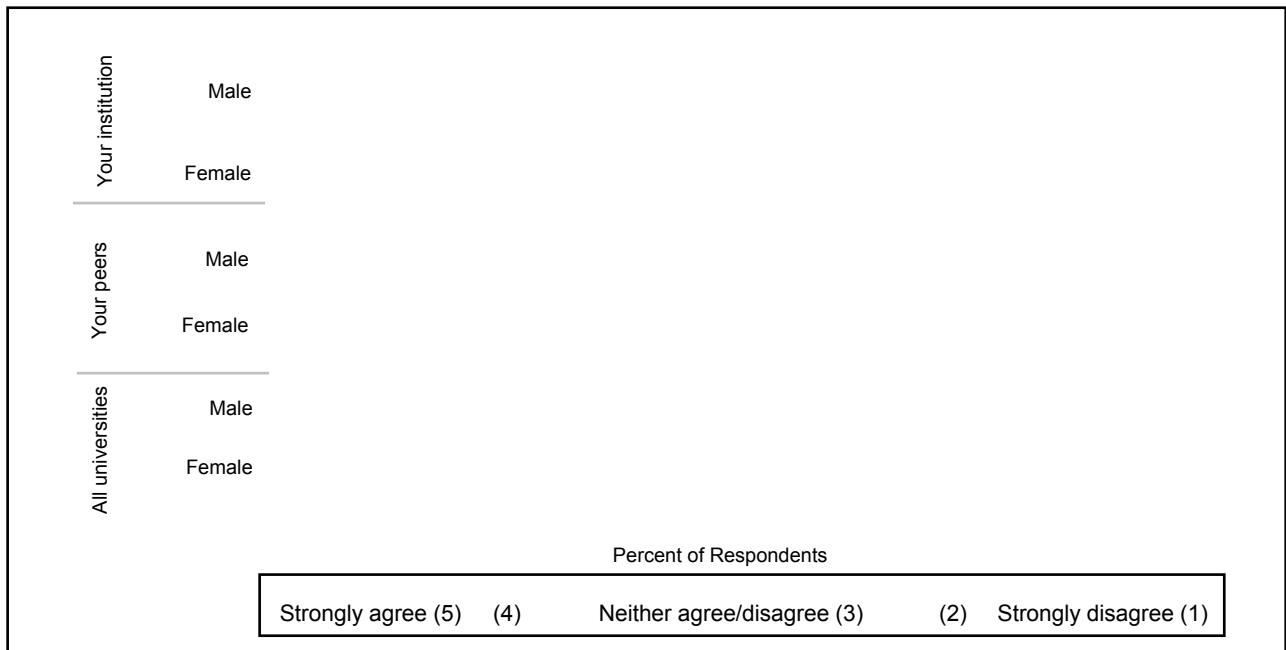
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 95th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.453	1.2555	0.1812	3.089 to 3.818	3.573	1.1473	0.2168	3.128 to 4.018
Faculty at Peer 1	2.723	1.2498	0.2665	2.169 to 3.277	2.462	1.2423	0.3013	1.824 to 3.101
... Peer 2	2.770	1.1456	0.1620	2.444 to 3.096	3.076	1.0996	0.1697	2.733 to 3.418
... Peer 3	3.311	1.1355	0.2421	2.808 to 3.814	3.078	0.9938	0.2342	2.584 to 3.572
... Peer 4	2.495	1.3277	0.1503	2.196 to 2.795	2.245	1.3346	0.1492	1.948 to 2.542
... Peer 5	2.998	1.2297	0.1920	2.610 to 3.386	3.319	1.4087	0.3522	2.568 to 4.069
Your Peers (n=5)	2.859	0.2765	0.1237	2.516 to 3.203	2.836	0.4095	0.1831	2.327 to 3.344
All Universities (n=37)	3.191	0.3427	0.0563	3.076 to 3.305	3.140	0.4092	0.0673	3.004 to 3.277



**Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

### RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

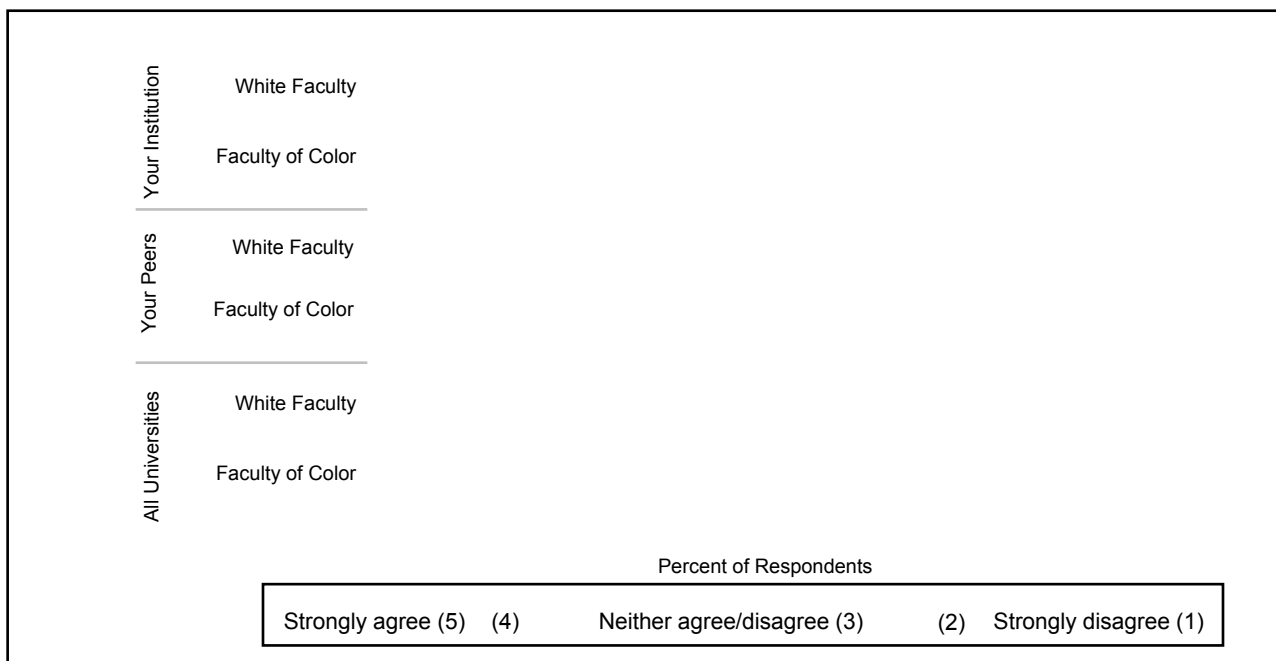
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

**Across all universities:**

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.364	1.2039	0.1686	3.025 to 3.703	3.796	1.2238	0.2448	3.291 to 4.302
Faculty at Peer 1	2.578	1.2674	0.2535	2.054 to 3.101	2.754	1.2206	0.3262	2.049 to 3.459
... Peer 2	2.920	1.1498	0.1310	2.659 to 3.181	2.719	1.0198	0.2633	2.154 to 3.283
... Peer 3	3.063	1.0714	0.1865	2.683 to 3.443	3.871	0.8330	0.3148	3.100 to 4.641
... Peer 4	2.307	1.3108	0.1228	2.064 to 2.550	2.581	1.3882	0.2093	2.158 to 3.003
... Peer 5	3.184	1.3395	0.2118	2.756 to 3.613	2.873	1.1617	0.2817	2.276 to 3.470
Your Peers (n=5)	2.810	0.3234	0.1446	2.409 to 3.212	2.959	0.4651	0.2080	2.382 to 3.537
All Universities (n=37)	3.103	0.3139	0.0516	2.998 to 3.208	3.332	0.4732	0.0778	3.174 to 3.489



**Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution?** *For the rest of my career (RC); For the foreseeable future (FF); For no more than 5 years after earning tenure (5Y); I haven't thought that far ahead (DK).*

**OVERALL RESULTS**

	<b>RC</b>	<b>FF</b>	<b>5Y</b>	<b>DK</b>
Your Institution	14%	45%	17%	24%
Faculty at Peer 1	7%	37%	31%	25%
... Peer 2	21%	42%	13%	24%
... Peer 3	20%	48%	14%	17%
... Peer 4	16%	39%	19%	27%
... Peer 5	18%	37%	20%	25%
All Universities (n=37)	17%	43%	15%	25%

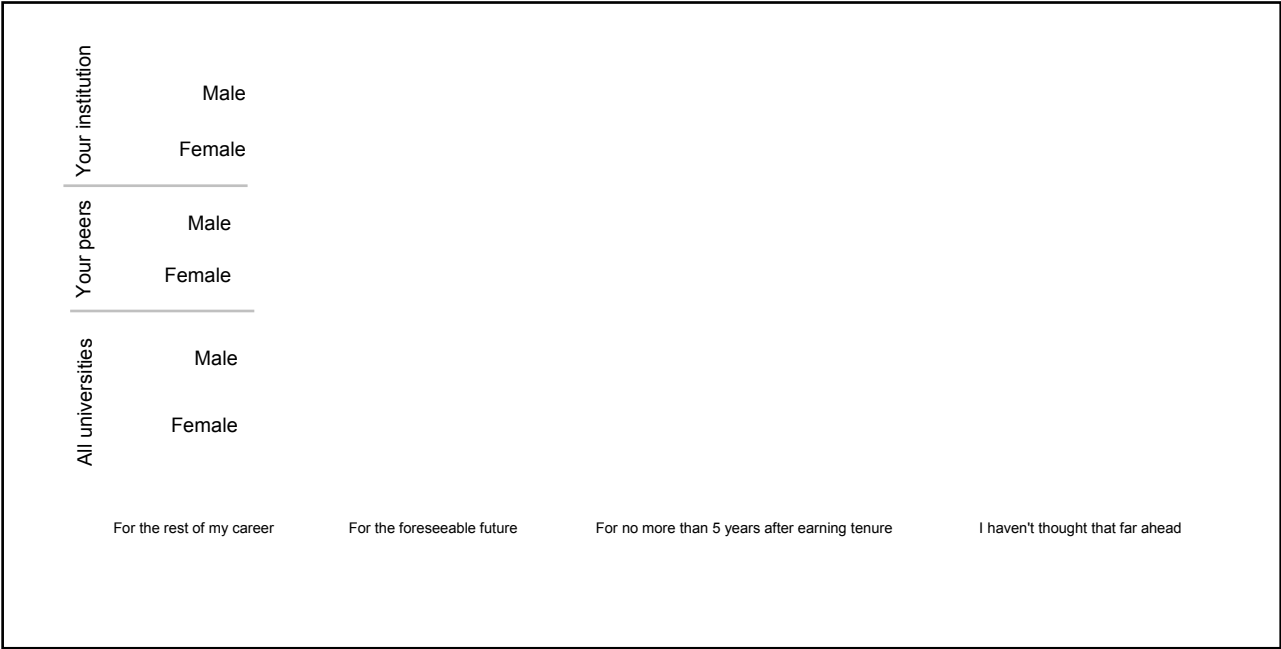


*Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in appendix for more detail.*

**Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution?** *For the rest of my career (RC); For the foreseeable future (FF); For no more than 5 years after earning tenure (5Y); I haven't thought that far ahead (DK).*

**GENDER RESULTS**

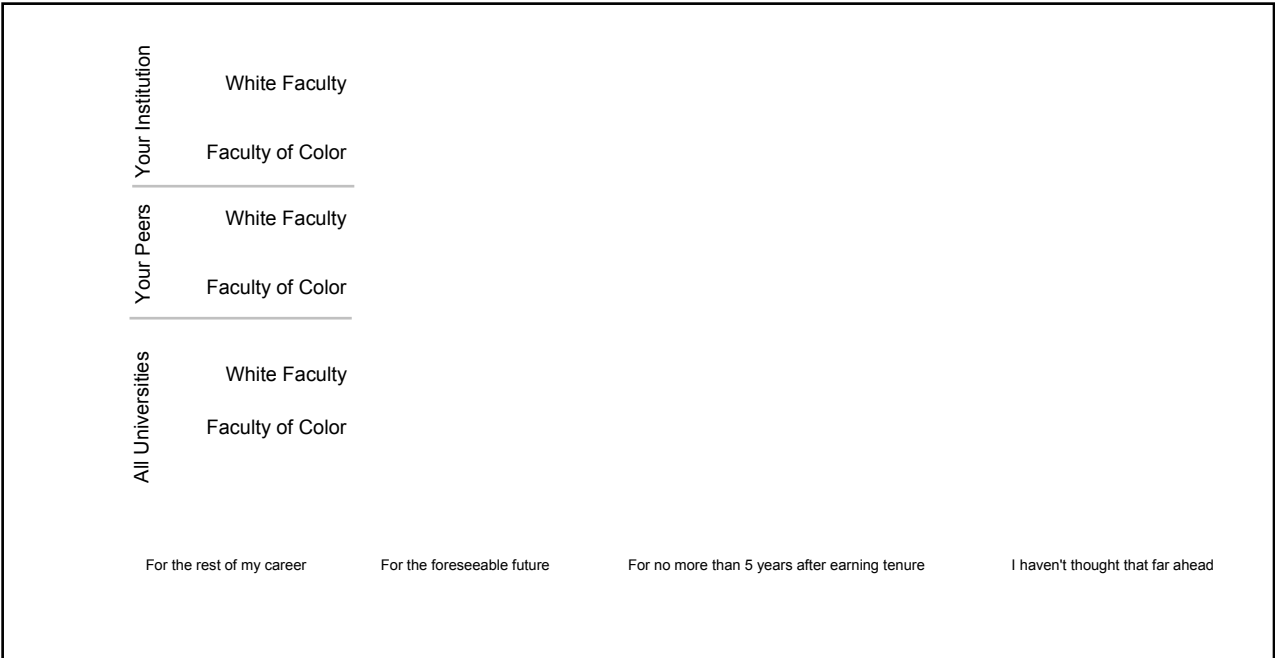
	Males				Females			
	RC	FF	5Y	DK	RC	FF	5Y	DK
Your Institution	16%	39%	19%	25%	10%	54%	14%	21%
Faculty at Peer 1	7%	38%	29%	26%	8%	34%	35%	23%
... Peer 2	19%	42%	13%	26%	24%	42%	12%	22%
... Peer 3	12%	55%	18%	15%	32%	39%	9%	20%
... Peer 4	15%	35%	20%	29%	16%	44%	17%	23%
... Peer 5	22%	35%	15%	28%	10%	41%	29%	20%
All Universities (n=37)	18%	43%	14%	25%	17%	43%	17%	24%



**Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution?** *For the rest of my career (RC); For the foreseeable future (FF); For no more than 5 years after earning tenure (5Y); I haven't thought that far ahead (DK).*

**RACE RESULTS**

	White Faculty				Faculty of Color			
	RC	FF	5Y	DK	RC	FF	5Y	DK
Your Institution	16%	50%	16%	18%	8%	31%	21%	40%
Faculty at Peer 1	10%	39%	30%	21%	0%	28%	35%	37%
... Peer 2	23%	45%	14%	19%	12%	27%	8%	52%
... Peer 3	21%	53%	11%	15%	15%	22%	34%	29%
... Peer 4	17%	46%	17%	20%	11%	22%	23%	44%
... Peer 5	21%	40%	20%	18%	8%	27%	17%	48%
All Universities (n=37)	18%	46%	15%	20%	13%	36%	15%	37%



**Question 48. If I had to do it over again, I would accept my current position.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## OVERALL RESULTS

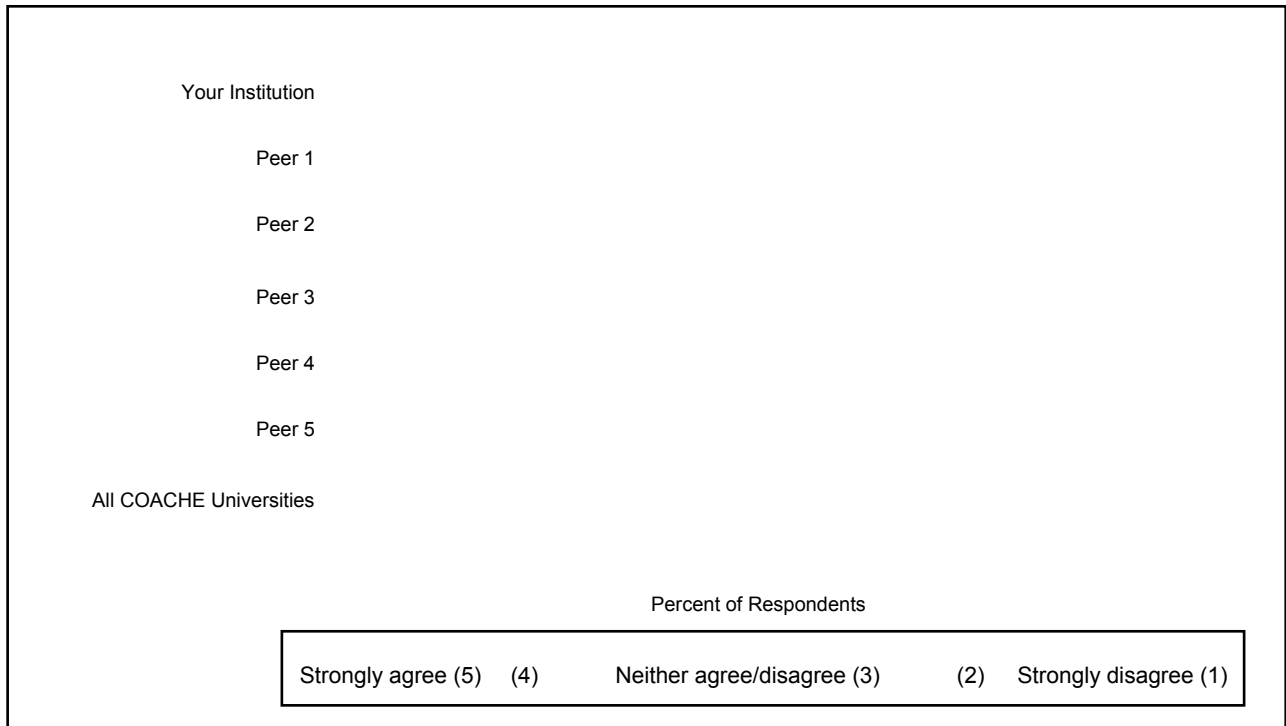
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting that if they had to do it over again, they would accept their current position.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 30th percentile on reporting that if they had to do it over again, they would accept their current position.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.986	1.0668	0.1027	3.783 to 4.190
Faculty at Peer 1	3.656	1.3123	0.1694	3.317 to 3.995
... Peer 2	3.993	1.3095	0.1149	3.765 to 4.220
... Peer 3	3.825	1.3102	0.1751	3.474 to 4.176
... Peer 4	3.818	1.2770	0.0944	3.632 to 4.004
... Peer 5	3.929	1.3220	0.1315	3.668 to 4.190
Your Peers (n=5)	3.844	0.1146	0.0512	3.702 to 3.986
All Universities (n=37)	4.058	0.2039	0.0335	3.990 to 4.126



**Question 48. If I had to do it over again, I would accept my current position.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that if they had to do it over again, they would accept their current position.

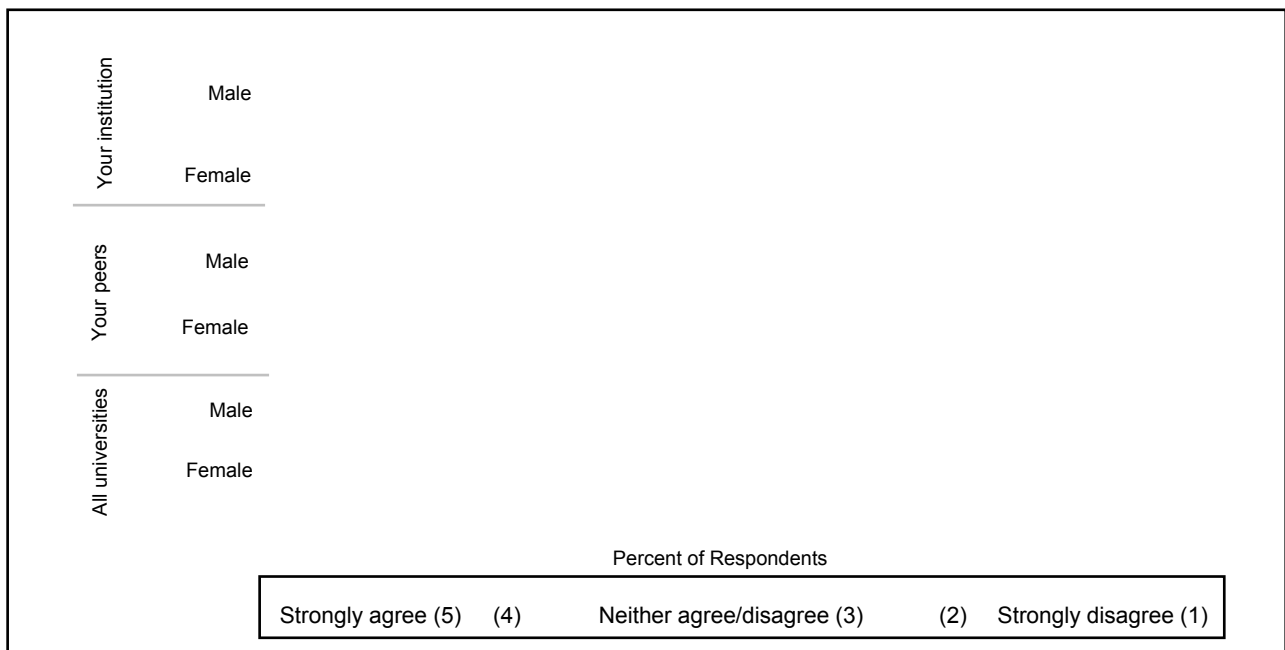
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th percentile on reporting that if they had to do it over again, they would accept their current position.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on reporting that if they had to do it over again, they would accept their current position.

**Across all universities:**

- Across all universities, there were no significant gender differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.900	1.1029	0.1401	3.620 to 4.180	4.126	1.0087	0.1487	3.827 to 4.426
Faculty at Peer 1	3.598	1.2713	0.2247	3.139 to 4.056	3.753	1.3529	0.2557	3.228 to 4.277
... Peer 2	3.989	1.3644	0.1679	3.654 to 4.325	3.997	1.2500	0.1563	3.685 to 4.310
... Peer 3	3.947	1.2001	0.2058	3.528 to 4.366	3.609	1.4316	0.3052	2.975 to 4.244
... Peer 4	3.785	1.2448	0.1277	3.532 to 4.039	3.860	1.3103	0.1397	3.582 to 4.138
... Peer 5	4.002	1.3310	0.1591	3.685 to 4.320	3.773	1.2879	0.2313	3.300 to 4.245
Your Peers (n=5)	3.864	0.1541	0.0689	3.673 to 4.056	3.799	0.1280	0.0572	3.640 to 3.957
All Universities (n=37)	4.061	0.2261	0.0372	3.986 to 4.137	4.055	0.2532	0.0416	3.971 to 4.140





**Question 48. If I had to do it over again, I would accept my current position.** *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's reporting that if they had to do it over again, they would accept their current position.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting that if they had to do it over again, they would accept their current position.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.

**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on reporting that if they had to do it over again, they would accept their current position.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 27th percentile on reporting that if they had to do it over again, they would accept their current position.

**Across all universities:**

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that if they had to do it over again, they would accept their current position.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.071	0.9701	0.1113	3.849 to 4.292	3.754	1.2307	0.2176	3.310 to 4.198
Faculty at Peer 1	3.728	1.3336	0.2010	3.322 to 4.133	3.426	1.2231	0.3058	2.774 to 4.078
... Peer 2	4.016	1.2685	0.1209	3.776 to 4.256	3.849	1.5033	0.3362	3.146 to 4.553
... Peer 3	3.871	1.3597	0.2027	3.462 to 4.279	3.653	1.0833	0.3266	2.925 to 4.381
... Peer 4	3.794	1.2963	0.1141	3.568 to 4.020	3.880	1.2273	0.1670	3.545 to 4.215
... Peer 5	4.030	1.2754	0.1444	3.743 to 4.318	3.565	1.4089	0.2938	2.956 to 4.175
Your Peers (n=5)	3.888	0.1196	0.0535	3.739 to 4.036	3.675	0.1716	0.0767	3.462 to 3.888
All Universities (n=37)	4.097	0.2103	0.0346	4.027 to 4.167	3.909	0.2704	0.0444	3.819 to 3.999



**Question 49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you:** *Strongly recommend your department as a place to work; Recommend your department with reservations; Not recommend your department as a place to work.*

### RESULTS

- Within your institution, there were no significant gender differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.
- Within your institution, your white junior faculty were more likely than were junior faculty of color to recommend their department as a place for a candidate for a tenure-track faculty position to work.

Overall			
Males			
Females			
White Faculty			
Faculty of Color			
	Strongly recommend	Recommend w/reservations	Not recommend

### ACADEMIC AREA RESULTS

UNC Charlotte	Strongly recommend	Recommend w/reservations	Not recommend
Humanities	16%	79%	5%
Visual and Performing Arts	44%	56%	0%
Social Sciences	54%	46%	0%
Physical Sciences	54%	46%	0%
Biological Sciences	*	*	*
Engineering/CompSci/Math/Stats	36%	55%	9%
Health & Human Ecology	*	*	*
Agri/Nat Resources/Env Sciences	-	-	-
Business	49%	51%	0%
Education	56%	44%	0%
Medical / Health Professions	*	*	*
Other Professions	27%	73%	0%

Note:

- \* indicates less than 5 faculty responded from an academic area
- indicates no faculty responded from an academic area

**Question 50. How do you rate your *institution* as a place for junior faculty to work?** *Great (5); Good (4); So-so (3); Bad (2); Awful (1).*

## OVERALL RESULTS

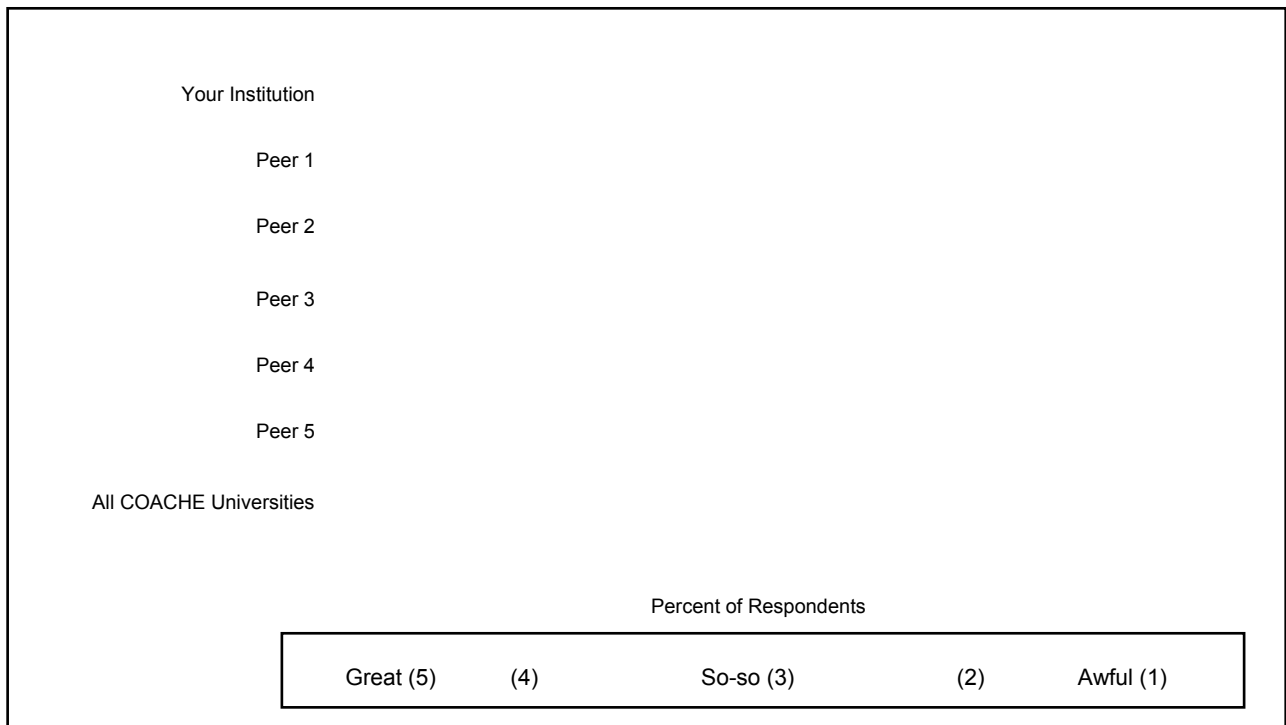
**Compared to your peers:**

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.

**Among all universities:**

- Among junior faculty at all universities, your junior faculty ranked in the 43rd percentile on rating their institution as a place for junior faculty to work.

	<b>Mean</b>	<b>SD</b>	<b>SE</b>	<b>95% CI of Mean</b>
Your Institution	3.696	0.8177	0.0791	3.539 to 3.852
Faculty at Peer 1	3.535	1.0071	0.1300	3.274 to 3.795
... Peer 2	3.652	0.8587	0.0742	3.505 to 3.799
... Peer 3	3.683	0.8779	0.1163	3.450 to 3.916
... Peer 4	3.309	1.1376	0.0817	3.148 to 3.470
... Peer 5	3.687	0.8797	0.0880	3.513 to 3.862
Your Peers (n=5)	3.573	0.1431	0.0640	3.395 to 3.751
All Universities (n=37)	3.739	0.1992	0.0327	3.673 to 3.806



**Question 50. How do you rate your *institution* as a place for junior faculty to work?** *Great (5); Good (4); So-so (3); Bad (2); Awful (1).*

## GENDER RESULTS

**At your institution:**

- Within your institution, there were no significant gender differences in junior faculty's ratings of their institution as a place for junior faculty to work.

**Compared to your peers:**

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.

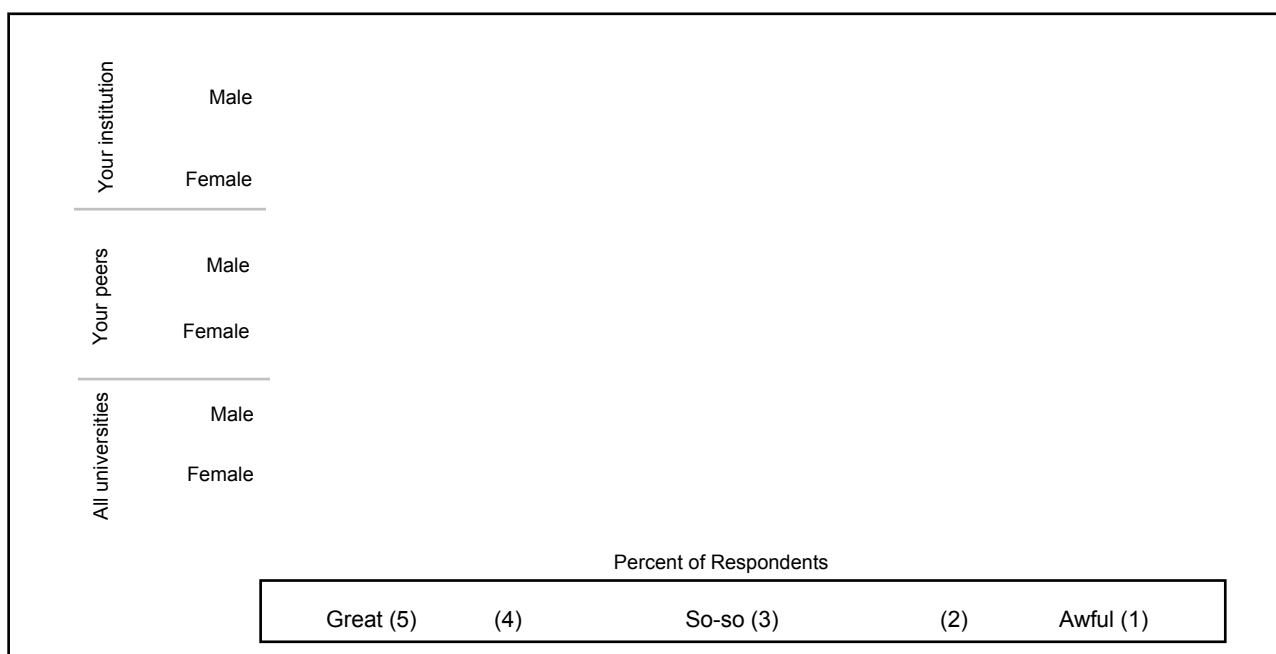
**Among all universities:**

- Among male junior faculty at all universities, your male junior faculty ranked in the 35th percentile on rating their institution as a place for junior faculty to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on rating their institution as a place for junior faculty to work.

**Across all universities:**

- Across all universities, male junior faculty rated their institution as a place for junior faculty to work more highly than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.686	0.8381	0.1064	3.473 to 3.899	3.711	0.7888	0.1176	3.474 to 3.948
Faculty at Peer 1	3.427	1.1141	0.1969	3.025 to 3.829	3.714	0.8391	0.1586	3.388 to 4.039
... Peer 2	3.650	0.8480	0.1014	3.447 to 3.852	3.656	0.8700	0.1087	3.439 to 3.873
... Peer 3	3.811	0.8210	0.1429	3.520 to 4.102	3.481	0.9129	0.1863	3.096 to 3.867
... Peer 4	3.330	1.1688	0.1181	3.096 to 3.565	3.283	1.1038	0.1127	3.060 to 3.507
... Peer 5	3.679	0.8927	0.1075	3.464 to 3.893	3.705	0.8498	0.1526	3.393 to 4.016
Your Peers (n=5)	3.579	0.1753	0.0784	3.362 to 3.797	3.568	0.1651	0.0738	3.363 to 3.773
All Universities (n=37)	3.769	0.2222	0.0365	3.695 to 3.843	3.695	0.2203	0.0362	3.621 to 3.768



**Question 50. How do you rate your *institution* as a place for junior faculty to work?** *Great (5); Good (4); So-so (3); Bad (2); Awful (1).*

## RACE RESULTS

**At your institution:**

- Within your institution, there were no significant race differences (*see p.5*) in junior faculty's ratings of their institution as a place for junior faculty to work.

**Compared to your peers:**

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.

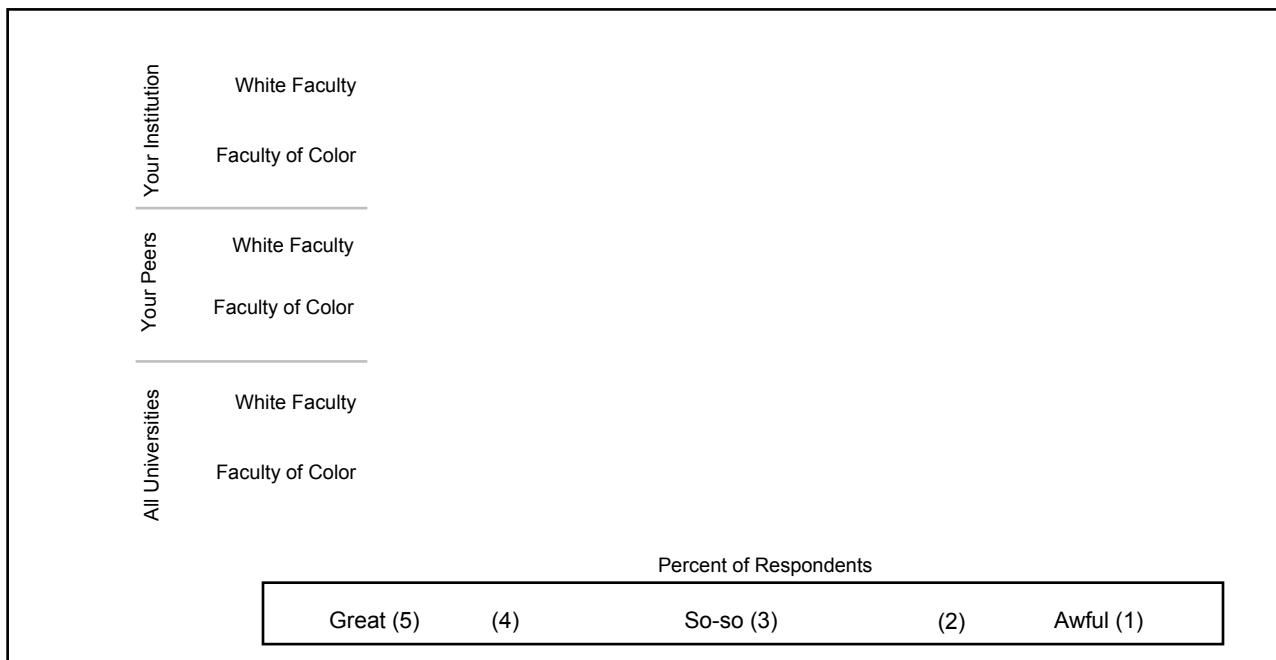
**Among all universities:**

- Among white junior faculty at all universities, your white junior faculty ranked in the 57th percentile on rating their institution as a place for junior faculty to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on rating their institution as a place for junior faculty to work.

**Across all universities:**

- Across all universities, there were no significant race differences in junior faculty's ratings of their institution as a place for junior faculty to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.738	0.7139	0.0819	3.575 to 3.901	3.576	1.0119	0.1817	3.205 to 3.947
Faculty at Peer 1	3.619	0.9791	0.1476	3.321 to 3.916	3.264	1.0440	0.2610	2.707 to 3.820
... Peer 2	3.642	0.8510	0.0801	3.483 to 3.800	3.713	0.8985	0.1961	3.304 to 4.122
... Peer 3	3.655	0.8900	0.1312	3.391 to 3.920	3.787	0.7925	0.2390	3.254 to 4.319
... Peer 4	3.304	1.0936	0.0938	3.119 to 3.490	3.322	1.2347	0.1621	2.998 to 3.647
... Peer 5	3.736	0.8487	0.0973	3.542 to 3.930	3.527	0.9565	0.1952	3.123 to 3.931
Your Peers (n=5)	3.591	0.1489	0.0666	3.406 to 3.776	3.522	0.2066	0.0924	3.266 to 3.779
All Universities (n=37)	3.740	0.2145	0.0353	3.669 to 3.812	3.745	0.2855	0.0469	3.650 to 3.840



# COACHE

the collaborative on academic careers in higher education

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A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Survey Results:

Analysis by Academic Area

## ANALYSIS BY ACADEMIC AREA

The following pages present survey results in a way that takes into account the discipline of the faculty respondents. This analysis is the result of our efforts to categorize faculty at 37 COACHE universities into discrete “Academic Areas” by which we can compare survey responses across peers. These definitions arose from a review of structural designations (i.e., schools and colleges, which differ from campus to campus) and CIP codes (which are too narrowly defined for our purposes).

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

*Humanities*

*Visual and Performing Arts*

*Social Sciences*

*Physical Sciences*

*Biological Sciences*

*Engineering, Computer Science, Mathematics, and Statistics*

*Agriculture, Natural Resources, and Environmental Science*

*Business*

*Education*

*Health and Human Ecology*

*Medical Schools and Health Professions*

*Other Professions, including (among others) Architecture, Journalism, Law, Library*

In the following pages, academic areas are ranked by the mean rating of respondents at your institution (pp. 197-206). These tables show generally which academic areas at your institution are performing well on survey dimensions, and which are not. To protect the confidentiality of individual respondents, we omit from the rankings those academic areas with fewer than five faculty responding to a given question.

Next, we illustrate how your academic areas compare to those of your peers and to all COACHE universities (pp. 207-210). For every question, please note that the column labeled “Your rank/percentile among...” means that the rank shown for each question, by academic area, is among *at most* six institutions (your campus included), and that your percentile is among *at most* 37 universities (again, your campus included). This is an important caution because it is possible that there were fewer than five respondents in any given academic area at one or more of your peers for any given question. Because the “n” of peers and of universities actually fluctuates by question, the number in the cell is your ranking (or percentile) among COACHE institutions with enough faculty responding. For ease of comprehension, we have opted not to include the varying “n” of comparable institutions from question to question and academic area to academic area. While not an exact science, we are trying to provide you with as much useful information as possible.

If your institution would like to discuss additional analyses by academic area or results by school or college, please contact COACHE at [coache@gse.harvard.edu](mailto:coache@gse.harvard.edu).

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

### UNC Charlotte

Question 19. I find the tenure <i>process</i> in my department to be... <i>Very clear (5) ... Very unclear (1)</i>		Mean Score
Rank	Academic Area	Mean Score
1	Physical Sciences	4.000
2	Social Sciences	3.788
3	Education	3.778
4	Business	3.672
5	Engineering/CompSci/Math/Stats	3.597
6	Humanities	3.504
7	Other Professions	3.463
8	Visual & Performing Arts	3.165
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 20. I find the tenure <i>criteria</i> to be... <i>Very clear (5) ... Very unclear (1)</i>		Mean Score
Rank	Academic Area	Mean Score
1	Physical Sciences	4.000
2	Social Sciences	3.767
3	Education	3.597
4	Visual & Performing Arts	3.381
5	Humanities	3.259
6	Business	3.252
7	Engineering/CompSci/Math/Stats	3.245
8	Other Professions	2.683
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 21. I find the tenure <i>standards</i> to be... <i>Very clear (5) ... Very unclear (1)</i>		Mean Score
Rank	Academic Area	Mean Score
1	Social Sciences	3.570
2	Education	3.290
3	Physical Sciences	3.256
4	Visual & Performing Arts	3.180
5	Humanities	3.070
6	Engineering/CompSci/Math/Stats	2.851
7	Other Professions	2.731
8	Business	2.649
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 22. I find the body of evidence that will be considered in making my tenure decision to be... <i>Very clear (5) ... Very unclear (1)</i>		Mean Score
Rank	Academic Area	Mean Score
1	Social Sciences	3.723
2	Visual & Performing Arts	3.544
3	Physical Sciences	3.540
4	Education	3.351
5	Humanities	3.288
6	Engineering/CompSci/Math/Stats	3.163
7	Other Professions	2.780
8	Business	2.649
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 23. I feel that my own prospects for earning tenure are... <i>Very clear (5) ... Very unclear (1)</i>		Mean Score
Rank	Academic Area	Mean Score
1	Education	4.050
2	Physical Sciences	4.006
3	Social Sciences	3.908
4	Humanities	3.805
5	Other Professions	3.731
6	Visual & Performing Arts	3.544
7	Engineering/CompSci/Math/Stats	3.503
8	Business	2.717
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 24a. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>scholar</i> ? <i>Very clear (5) ... Very unclear (1)</i>		Mean Score
Rank	Academic Area	Mean Score
1	Social Sciences	4.134
2	Physical Sciences	4.047
3	Education	3.681
4	Other Professions	3.671
5	Visual & Performing Arts	3.581
6	Engineering/CompSci/Math/Stats	3.576
7	Business	3.162
8	Humanities	2.926
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.



## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

<b>Question 24b. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>teacher</i>?</b> <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.256
2	Business	4.119
3	Social Sciences	4.092
4	Education	3.950
5	Other Professions	3.892
6	Visual & Performing Arts	3.781
7	Engineering/CompSci/Math/Stats	3.638
8	Humanities	3.432
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 24c. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>student advisor</i>?</b> <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Business	3.969
2	Physical Sciences	3.582
3	Education	3.511
4	Social Sciences	3.360
5	Engineering/CompSci/Math/Stats	3.070
6	Humanities	2.896
7	Visual & Performing Arts	2.863
8	Other Professions	2.397
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 24d. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>department colleague</i>?</b> <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.765
2	Social Sciences	3.731
3	Physical Sciences	3.507
4	Engineering/CompSci/Math/Stats	3.267
5	Business	3.096
6	Humanities	3.084
7	Visual & Performing Arts	2.780
8	Other Professions	2.425
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 24e. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>campus citizen</i>?</b> <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.742
2	Social Sciences	3.636
3	Visual & Performing Arts	3.581
4	Physical Sciences	3.507
5	Humanities	3.374
6	Engineering/CompSci/Math/Stats	3.170
7	Other Professions	3.001
8	Business	2.722
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 24f. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>member of the broader community</i>?</b> <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.732
2	Physical Sciences	3.432
3	Visual & Performing Arts	3.381
4	Social Sciences	3.355
5	Humanities	3.055
6	Business	2.977
7	Engineering/CompSci/Math/Stats	2.881
8	Other Professions	2.549
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 25a. Is what's expected in order to earn tenure <i>reasonable</i> to you regarding your performance as a <i>scholar</i>?</b> <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.072
2	Physical Sciences	4.041
3	Visual & Performing Arts	3.908
4	Humanities	3.683
5	Engineering/CompSci/Math/Stats	3.642
6	Education	3.444
7	Other Professions	3.273
8	Business	3.233
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

<b>Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?</b> <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.317
2	Physical Sciences	4.284
3	Social Sciences	4.138
4	Business	4.116
5	Engineering/CompSci/Math/Stats	4.114
6	Education	4.004
7	Visual & Performing Arts	3.945
8	Humanities	3.942
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?</b> <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.983
2	Physical Sciences	3.866
3	Business	3.787
4	Engineering/CompSci/Math/Stats	3.694
5	Visual & Performing Arts	3.648
6	Other Professions	3.550
7	Humanities	3.349
8	Education	3.330
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?</b> <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.271
2	Other Professions	4.247
3	Education	4.118
4	Business	4.000
4	Physical Sciences	4.000
6	Engineering/CompSci/Math/Stats	3.872
7	Humanities	3.713
8	Visual & Performing Arts	3.507
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?</b> <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.209
2	Visual & Performing Arts	4.109
3	Social Sciences	4.007
4	Education	3.970
5	Humanities	3.743
6	Business	3.711
7	Other Professions	3.494
8	Engineering/CompSci/Math/Stats	3.490
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community?</b> <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.209
2	Social Sciences	3.929
3	Visual & Performing Arts	3.908
4	Education	3.835
5	Engineering/CompSci/Math/Stats	3.629
6	Business	3.580
7	Humanities	3.410
8	Other Professions	3.192
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 26. I have received mixed messages about the requirements for tenure from senior colleagues.</b> <i>Strongly disagree (5) ... Strongly agree (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.036
2	Physical Sciences	2.891
3	Visual & Performing Arts	2.452
4	Engineering/CompSci/Math/Stats	2.378
5	Humanities	2.356
6	Education	2.190
7	Other Professions	1.973
8	Business	1.881
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

<b>Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.756
2	Humanities	3.530
3	Physical Sciences	3.507
4	Education	3.422
5	Visual & Performing Arts	3.384
6	Engineering/CompSci/Math/Stats	3.308
7	Business	3.023
8	Other Professions	2.753
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member.</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.316
2	Social Sciences	4.175
3	Business	4.139
4	Visual & Performing Arts	3.908
5	Humanities	3.888
6	Engineering/CompSci/Math/Stats	3.707
7	Education	3.596
8	Other Professions	3.397
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 29a. Please indicate your level of satisfaction with the following: The level of satisfaction with the courses you teach.</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.672
2	Humanities	4.412
3	Education	4.401
4	Business	4.371
5	Social Sciences	4.330
6	Engineering/CompSci/Math/Stats	3.875
7	Visual & Performing Arts	3.745
8	Physical Sciences	3.716
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach.</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.603
2	Other Professions	4.440
3	Engineering/CompSci/Math/Stats	3.780
4	Visual & Performing Arts	3.693
5	Humanities	3.598
6	Social Sciences	3.587
7	Education	3.247
8	Physical Sciences	2.852
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach.</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.538
2	Humanities	4.412
3	Social Sciences	4.322
4	Other Professions	3.973
5	Business	3.945
6	Engineering/CompSci/Math/Stats	3.635
7	Physical Sciences	3.615
8	Visual & Performing Arts	3.581
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses.</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.946
2	Social Sciences	4.932
3	Education	4.819
4	Humanities	4.684
5	Business	4.606
6	Visual & Performing Arts	4.399
7	Engineering/CompSci/Math/Stats	4.296
8	Physical Sciences	3.838
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.120
2	Visual & Performing Arts	3.945
3	Other Professions	3.849
4	Engineering/CompSci/Math/Stats	3.844
5	Social Sciences	3.787
6	Humanities	3.758
7	Physical Sciences	3.507
8	Business	3.484
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 29f. Please indicate your level of satisfaction with the following: The quality of <i>undergraduate students</i> with whom you interact. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.075
2	Humanities	3.356
3	Visual & Performing Arts	3.180
4	Physical Sciences	3.006
5	Social Sciences	2.843
6	Engineering/CompSci/Math/Stats	2.832
7	Business	2.788
8	Other Professions	2.247
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 29g. Please indicate your level of satisfaction with the following: The quality of <i>graduate students</i> with whom you interact. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.780
2	Social Sciences	3.557
3	Humanities	3.140
4	Business	3.121
5	Engineering/CompSci/Math/Stats	2.911
6	Other Professions	2.644
7	Physical Sciences	2.284
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.960
2	Humanities	3.775
3	Business	3.352
4	Physical Sciences	3.331
5	Engineering/CompSci/Math/Stats	3.280
6	Other Professions	3.192
7	Education	3.037
8	Visual & Performing Arts	2.980
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	3.151
2	Engineering/CompSci/Math/Stats	2.788
3	Visual & Performing Arts	2.780
4	Social Sciences	2.676
5	Business	2.399
6	Physical Sciences	2.371
7	Other Professions	2.275
8	Education	1.815
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	2.925
2	Social Sciences	2.855
3	Education	2.788
4	Engineering/CompSci/Math/Stats	2.706
5	Visual & Performing Arts	2.648
6	Humanities	2.374
7	Business	2.212
8	Other Professions	1.795
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.678
2	Other Professions	4.564
3	Humanities	4.271
4	Education	4.161
5	Engineering/CompSci/Math/Stats	4.121
6	Business	4.119
7	Visual & Performing Arts	3.871
8	Physical Sciences	3.594
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.109
2	Physical Sciences	3.708
3	Visual & Performing Arts	3.344
4	Business	3.258
5	Engineering/CompSci/Math/Stats	3.165
6	Other Professions	3.124
7	Social Sciences	3.042
8	Humanities	2.906
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	3.110
2	Business	3.000
3	Social Sciences	2.849
4	Education	2.798
5	Engineering/CompSci/Math/Stats	2.790
6	Physical Sciences	2.150
7	Other Professions	1.945
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.675
2	Visual & Performing Arts	3.928
3	Social Sciences	3.911
4	Education	3.839
5	Engineering/CompSci/Math/Stats	3.602
6	Other Professions	3.247
7	Humanities	3.167
8	Business	2.301
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 33b. How satisfied are you with the quality of the following type of support service? Research services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.451
2	Physical Sciences	3.331
3	Business	3.232
4	Visual & Performing Arts	3.216
5	Education	3.167
6	Social Sciences	3.105
7	Humanities	2.605
8	Other Professions	2.281
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 33c. How satisfied are you with the quality of the following type of support service? Teaching services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Visual & Performing Arts	3.784
2	Education	3.692
3	Social Sciences	3.624
4	Engineering/CompSci/Math/Stats	3.467
5	Humanities	3.412
6	Physical Sciences	3.372
7	Business	3.263
8	Other Professions	2.531
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

<b>Question 33d. How satisfied are you with the quality of the following type of support service? Computing services.</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.366
2	Visual & Performing Arts	4.200
3	Business	3.841
4	Other Professions	3.726
5	Humanities	3.215
6	Physical Sciences	3.215
7	Engineering/CompSci/Math/Stats	3.090
8	Social Sciences	2.985
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 35a. My institution does what it can to make having children and the tenure-track compatible.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.602
2	Education	2.989
3	Business	2.815
4	Humanities	1.940
5	Engineering/CompSci/Math/Stats	1.812
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Physical Sciences	*
	Visual & Performing Arts	*
	Other Professions	*

<b>Question 35b. My institution does what it can to make raising children and the tenure-track compatible.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Education	2.916
2	Social Sciences	2.835
3	Business	2.366
4	Humanities	1.940
5	Other Professions	1.885
6	Engineering/CompSci/Math/Stats	1.812
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Physical Sciences	*
	Visual & Performing Arts	*

<b>Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.</b> <i>Strongly agree (5) ... Strongly dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.033
2	Social Sciences	3.926
3	Humanities	3.426
4	Business	3.185
5	Engineering/CompSci/Math/Stats	2.752
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Physical Sciences	*
	Visual & Performing Arts	*
	Other Professions	*

<b>Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.962
2	Social Sciences	3.716
3	Humanities	3.592
4	Engineering/CompSci/Math/Stats	3.081
5	Business	2.882
6	Other Professions	2.545
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Physical Sciences	*
	Visual & Performing Arts	*

<b>Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits).</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Visual & Performing Arts	3.873
2	Business	3.629
3	Engineering/CompSci/Math/Stats	3.256
4	Other Professions	2.643
5	Social Sciences	2.566
6	Education	2.292
7	Physical Sciences	2.284
8	Humanities	1.765
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	3.397
2	Humanities	3.327
3	Engineering/CompSci/Math/Stats	2.938
4	Education	2.849
5	Social Sciences	2.823
6	Visual & Performing Arts	2.437
7	Other Professions	2.383
8	Physical Sciences	2.000
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.513
2	Education	4.471
3	Physical Sciences	4.372
4	Business	3.997
5	Engineering/CompSci/Math/Stats	3.992
6	Humanities	3.959
7	Visual & Performing Arts	3.800
8	Other Professions	3.593
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.284
2	Education	3.845
3	Social Sciences	3.843
4	Visual & Performing Arts	3.544
5	Other Professions	3.312
6	Engineering/CompSci/Math/Stats	3.235
7	Business	3.187
8	Humanities	3.154
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	3.791
2	Education	3.750
3	Visual & Performing Arts	3.563
4	Social Sciences	3.045
5	Engineering/CompSci/Math/Stats	2.945
6	Other Professions	2.876
7	Humanities	2.712
8	Business	2.695
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Visual & Performing Arts	4.109
2	Physical Sciences	4.000
3	Education	3.996
4	Social Sciences	3.774
5	Other Professions	3.150
6	Engineering/CompSci/Math/Stats	3.072
7	Humanities	2.886
8	Business	2.700
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.325
2	Social Sciences	3.978
3	Education	3.925
4	Visual & Performing Arts	3.908
5	Business	3.675
6	Engineering/CompSci/Math/Stats	3.432
7	Humanities	3.305
8	Other Professions	3.272
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

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## ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 39c. Please indicate your level of satisfaction with the following: The amount of <i>professional interaction</i> you have with <i>junior colleagues</i> in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.523
2	Visual & Performing Arts	4.272
3	Social Sciences	4.048
4	Physical Sciences	4.041
5	Business	4.000
6	Other Professions	3.822
7	Engineering/CompSci/Math/Stats	3.753
8	Humanities	3.318
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 39d. Please indicate your level of satisfaction with the following: The amount of <i>personal interaction</i> you have with <i>junior colleagues</i> . <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.523
2	Business	4.432
3	Social Sciences	4.395
4	Physical Sciences	4.284
5	Visual & Performing Arts	3.908
6	Engineering/CompSci/Math/Stats	3.881
7	Other Professions	3.718
8	Humanities	3.391
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.343
2	Physical Sciences	4.331
3	Social Sciences	3.906
4	Visual & Performing Arts	3.745
5	Humanities	3.693
6	Business	3.649
7	Engineering/CompSci/Math/Stats	3.606
8	Other Professions	3.273
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.879
2	Social Sciences	3.744
3	Visual & Performing Arts	3.434
4	Business	3.043
5	Physical Sciences	3.034
6	Engineering/CompSci/Math/Stats	2.816
7	Other Professions	2.725
8	Humanities	2.026
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 42a. There is a feeling of unity and cohesion among the faculty in my <i>department</i> . <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.510
2	Physical Sciences	4.465
3	Social Sciences	4.013
4	Visual & Performing Arts	3.785
5	Other Professions	3.781
6	Education	3.633
7	Engineering/CompSci/Math/Stats	3.119
8	Humanities	2.503
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

Question 42b. There is a feeling of unity and cohesion among the faculty in my <i>School</i> . <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Visual & Performing Arts	3.800
2	Other Professions	3.509
3	Physical Sciences	3.460
4	Education	3.391
5	Engineering/CompSci/Math/Stats	2.950
6	Social Sciences	2.765
7	Humanities	2.315
8	Business	2.301
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

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## ACADEMIC AREA RESULTS

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<b>Question 43. On the whole, my department treats junior faculty fairly compared to one another.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.540
2	Visual & Performing Arts	4.235
3	Business	4.187
4	Social Sciences	4.028
5	Education	4.024
6	Engineering/CompSci/Math/Stats	3.797
7	Other Professions	3.520
8	Humanities	2.986
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 45a. All things considered, how satisfied are you with your department as a place to work?</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.371
2	Social Sciences	4.199
3	Education	4.174
4	Physical Sciences	3.755
5	Engineering/CompSci/Math/Stats	3.709
6	Humanities	3.587
7	Other Professions	3.574
8	Visual & Performing Arts	3.436
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 45b. All things considered, how satisfied are you with your institution as a place to work?</b> <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.865
2	Engineering/CompSci/Math/Stats	3.689
3	Visual & Performing Arts	3.673
4	Social Sciences	3.550
5	Business	3.484
6	Physical Sciences	3.290
7	Humanities	2.719
8	Other Professions	2.697
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.685
2	Education	3.683
3	Social Sciences	3.590
4	Business	3.347
5	Other Professions	2.271
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Humanities	*
	Medical/Health Professions	*
	Physical Sciences	*
	Visual & Performing Arts	*

<b>Question 48. If I had to do it over again, I would accept my current position.</b> <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Education	4.392
2	Social Sciences	4.317
3	Visual & Performing Arts	4.072
4	Humanities	3.923
5	Other Professions	3.821
6	Business	3.765
7	Engineering/CompSci/Math/Stats	3.684
8	Physical Sciences	3.675
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

<b>Question 50. How do you rate your institution as a place for junior faculty to work?</b> <i>Great (5) ... Awful (1)</i>		
Rank	Academic Area	Mean Score
1	Education	3.924
2	Visual & Performing Arts	3.836
3	Social Sciences	3.835
4	Physical Sciences	3.791
5	Engineering/CompSci/Math/Stats	3.656
6	Business	3.649
7	Other Professions	3.483
8	Humanities	3.196
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*

\* Indicates that fewer than 5 faculty from this academic area responded to this question.

# UNC Charlotte

Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agr/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q19. I find the tenure process in my department to be...	3 Peers (n=6)	6 19th	4 49th	5 73rd	-	3 35th	-	-	3 51st	2 65th	-	3 46th
Q20. I find the tenure criteria to be...	4 Peers (n=6)	5 57th	2 65th	5 70th	-	4 24th	-	-	3 41st	3 68th	-	5 24th
Q21. I find the tenure standards to be...	4 Peers (n=6)	4 57th	2 65th	5 38th	-	4 27th	-	-	5 27th	3 70th	-	4 35th
Q22. I find the body of evidence that will be considered in making my tenure decision to be...	5 Peers (n=6)	2 68th	2 70th	5 46th	-	5 24th	-	-	6 11th	3 59th	-	4 35th
Q23. I feel that my own prospects for earning tenure are...	4 Peers (n=6)	6 27th	2 65th	4 78th	-	3 30th	-	-	6 2	2 81st	-	4 65th
Q24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar?	6 Peers (n=6)	5 41st	2 68th	4 46th	-	5 24th	-	-	4 27th	3 49th	-	2 70th
Q24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?	8 Peers (n=37)	6 38th	2 76th	1 97th	-	5 30th	-	-	2 81st	3 62nd	-	2 76th
Q24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?	14th Peers (n=37)	5 19th	3 49th	4 57th	-	5 22nd	-	-	2 95th	3 65th	-	5 24th
Q24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?	16th Peers (n=6)	3 16th	2 84th	3 65th	-	4 41st	-	-	3 38th	3 76th	-	6 27th
Q24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?	43rd Peers (n=6)	2 68th	2 76th	3 73rd	-	3 43rd	-	-	4 27th	3 78th	-	4 51st
Q24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community?	73rd Peers (n=6)	1 3	2 78th	3 89th	-	6 22nd	-	-	2 54th	3 89th	-	5 30th
Q25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar?	70th Peers (n=6)	5 62nd	3 57th	5 41st	-	4 19th	-	-	5 22nd	2 35th	-	5 30th
Q25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?	5 Peers (n=6)	6 27th	3 57th	3 57th	-	4 35th	-	-	2 57th	4 41st	-	1 84th
Q25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?	5 Peers (n=6)	5 27th	2 62nd	4 35th	-	6 16th	-	-	4 43rd	5 22nd	-	4 38th
Q25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?	5 Peers (n=6)	5 19th	2 84th	4 54th	-	4 41st	-	-	3 59th	2 78th	-	1 92nd
Q25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen.	32nd Peers (n=6)	2 3	2 68th	2 86th	-	6 14th	-	-	3 43rd	4 59th	-	4 27th
Q25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community?	59th Peers (n=6)	3 3	2 65th	1 95th	-	5 24th	-	-	3 54th	4 54th	-	6 24th
Q26. I have received mixed messages about the requirements for tenure from senior colleagues.	46th Peers (n=37)	70th Peers (n=6)	4 70th	5 38th	-	4 27th	-	-	4 16th	4 46th	-	5 27th

# UNC Charlotte

Q27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.

Q28. The way you spend your time as a faculty member.

Q29a. The level of the courses you teach.

Q29b. The number of courses you teach.

Q29c. The degree of influence you have over which courses you teach.

Q29d. The discretion you have over the content of your courses.

Q29e. The number of students you teach.

Q29f. The quality of undergraduate students with whom you interact.

Q29g. The quality of graduate students with whom you interact.

Q30a. What's expected of you as a researcher.

Q30b. The amount of time you have to conduct research.

Q30c. The amount of research funding you are expected to find.

Q30d. The influence you have over the focus of your research.

Q31. The quality of facilities (i.e., office, labs, classrooms).

Q32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

Q33a. Clerical/administrative services.

Q33b. Research services.

Q33c. Teaching services.

Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agr/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Peers (n=6)	4	3	2	6	-	2	-	-	5	4	-	4
Univ. (n=37)	59th	59th	65th	41st	-	35th	-	-	46th	65th	-	27th
Peers (n=6)	4	5	2	2	-	2	-	-	1	5	-	6
Univ. (n=37)	57th	70th	86th	95th	-	51st	-	-	68th	32nd	-	22nd
Peers (n=6)	1	5	1	6	-	6	-	-	2	3	-	2
Univ. (n=37)	70th	22nd	73rd	24th	-	16th	-	-	57th	68th	-	89th
Peers (n=6)	5	4	5	6	-	4	-	-	1	5	-	3
Univ. (n=37)	35th	51st	27th	14th	-	38th	-	-	92nd	22nd	-	78th
Peers (n=6)	2	6	2	6	-	6	-	-	3	2	-	4
Univ. (n=37)	70th	19th	51st	27th	-	8th	-	-	46th	86th	-	35th
Peers (n=6)	5	5	2	6	-	6	-	-	4	2	-	2
Univ. (n=37)	27th	11th	78th	3rd	-	19th	-	-	49th	76th	-	84th
Peers (n=6)	3	5	3	5	-	3	-	-	6	3	-	2
Univ. (n=37)	54th	43rd	54th	30th	-	30th	-	-	24th	65th	-	46th
Peers (n=6)	3	5	5	3	-	6	-	-	6	2	-	5
Univ. (n=37)	51st	38th	24th	43rd	-	24th	-	-	30th	78th	-	24th
Peers (n=6)	4	-	1	5	-	6	-	-	5	2	-	6
Univ. (n=37)	22nd	-	57th	8th	-	14th	-	-	27th	46th	-	22nd
Peers (n=6)	3	6	1	6	-	4	-	-	5	4	-	6
Univ. (n=37)	49th	11th	73rd	16th	-	16th	-	-	24th	16th	-	24th
Peers (n=6)	1	3	3	6	-	4	-	-	6	5	-	4
Univ. (n=37)	81st	76th	49th	19th	-	35th	-	-	24th	14th	-	43rd
Peers (n=6)	5	4	3	5	-	4	-	-	5	2	-	6
Univ. (n=37)	30th	43rd	41st	24th	-	24th	-	-	14th	43rd	-	22nd
Peers (n=6)	6	5	3	5	-	3	-	-	5	4	-	4
Univ. (n=37)	19th	16th	43rd	8th	-	35th	-	-	24th	35th	-	70th
Peers (n=6)	3	2	4	1	-	6	-	-	4	2	-	4
Univ. (n=37)	32nd	78th	35th	65th	-	22nd	-	-	30th	95th	-	43rd
Peers (n=6)	2	-	4	6	-	4	-	-	2	2	-	4
Univ. (n=37)	70th	-	41st	19th	-	30th	-	-	51st	46th	-	24th
Peers (n=6)	3	2	2	1	-	3	-	-	6	3	-	4
Univ. (n=37)	30th	76th	70th	92nd	-	49th	-	-	8th	68th	-	51st
Peers (n=6)	4	1	2	4	-	3	-	-	1	2	-	6
Univ. (n=37)	27th	62nd	41st	46th	-	57th	-	-	68th	51st	-	27th
Peers (n=6)	4	2	2	5	-	3	-	-	4	4	-	6
Univ. (n=37)	27th	70th	51st	35th	-	35th	-	-	32nd	49th	-	11th

# UNC Charlotte

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agr/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q33d. Computing services.	Peers (n=6) Univ. (n=37)	5 19th	2 84th	4 16th	6 27th	- -	6 14th	- -	- -	2 65th	3 84th	- -	2 54th
Q35a. My institution does what it can to make having children and the tenure-track compatible.	Peers (n=6) Univ. (n=37)	4 22nd	- -	1 92nd	- -	- -	6 11th	- -	- -	4 38th	1 73rd	- -	- -
Q35b. My institution does what it can to make raising children and the tenure-track compatible.	Peers (n=6) Univ. (n=37)	4 24th	- -	1 51st	- -	- -	6 8th	- -	- -	6 16th	3 76th	- -	5 30th
Q35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	Peers (n=6) Univ. (n=37)	4 46th	- -	2 78th	- -	- -	5 16th	- -	- -	5 41st	1 89th	- -	- -
Q35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	Peers (n=6) Univ. (n=37)	3 65th	- -	2 70th	- -	- -	3 35th	- -	- -	6 27th	2 81st	- -	5 30th
Q36. Your compensation (that is, your salary and benefits).	Peers (n=6) Univ. (n=37)	6 11th	2 84th	5 22nd	5 19th	- -	3 32nd	- -	- -	5 35th	5 16th	- -	3 46th
Q37. The balance between professional time and personal or family time.	Peers (n=6) Univ. (n=37)	1 92nd	4 62nd	3 41st	6 11th	- -	3 49th	- -	- -	3 62nd	5 57th	- -	5 24th
Q38a. The fairness of your immediate supervisor's evaluation of your work.	Peers (n=6) Univ. (n=37)	5 30th	5 41st	1 81st	4 70th	- -	2 51st	- -	- -	4 59th	2 84th	- -	5 35th
Q38b. The interest senior faculty take in your professional development.	Peers (n=6) Univ. (n=37)	5 22nd	3 57th	2 73rd	2 84th	- -	5 24th	- -	- -	3 30th	2 78th	- -	3 49th
Q38c. Your opportunities to collaborate with senior faculty.	Peers (n=6) Univ. (n=37)	5 14th	2 51st	4 24th	4 59th	- -	5 11th	- -	- -	4 30th	2 78th	- -	3 46th
Q39a. The amount of professional interaction you have with senior colleagues in your department.	Peers (n=6) Univ. (n=37)	5 16th	1 89th	2 76th	3 78th	- -	5 16th	- -	- -	5 19th	3 78th	- -	3 49th
Q39b. The amount of personal interaction you have with senior colleagues in your department.	Peers (n=6) Univ. (n=37)	6 16th	3 68th	3 62nd	4 81st	- -	5 24th	- -	- -	2 54th	3 65th	- -	4 38th
Q39c. The amount of professional interaction you have with junior colleagues in your department.	Peers (n=6) Univ. (n=37)	6 11th	1 84th	2 65th	4 73rd	- -	3 57th	- -	- -	2 59th	2 81st	- -	3 59th
Q39d. The amount of personal interaction you have with junior colleagues:	Peers (n=6) Univ. (n=37)	6 11th	4 57th	1 86th	3 81st	- -	3 49th	- -	- -	2 81st	1 84th	- -	4 43rd
Q40. How well you fit (e.g., your sense of belonging, your comfort level).	Peers (n=6) Univ. (n=37)	5 27th	4 43rd	2 65th	3 84th	- -	3 32nd	- -	- -	4 41st	2 86th	- -	6 22nd
Q41. The intellectual vitality of the senior colleagues in your department.	Peers (n=6) Univ. (n=37)	6 11th	4 51st	1 68th	5 27th	- -	5 11th	- -	- -	2 46th	2 81st	- -	3 35th
Q42a. There is a feeling of unity and cohesion among the faculty in my department.	Peers (n=6) Univ. (n=37)	5 22nd	2 78th	1 92nd	1 97th	- -	5 27th	- -	- -	1 100th	2 73rd	- -	1 86th
Q42b. There is a feeling of unity and cohesion among the faculty in my School.	Peers (n=6) Univ. (n=37)	4 32nd	3 84th	2 57th	1 95th	- -	2 51st	- -	- -	3 24th	2 89th	- -	1 86th

# UNC Charlotte

Q43. On the whole, my department treats junior faculty fairly compared to one another.

Q45a. All things considered, how satisfied are you with your department as a place to work?

Q45b. All things considered, how satisfied are you with your institution as a place to work?

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

Q48. If I had to do it over again, I would accept my current position.

Q50. How do you rate your institution as a place for junior faculty to work?

Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agr/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Peers (n=6)	6	2	3	3	-	2	-	-	2	3	-	2
Univ. (n=37)	11th	78th	70th	81st	-	46th	-	-	73rd	81st	-	49th
Peers (n=6)	5	4	1	4	-	4	-	-	1	2	-	4
Univ. (n=37)	22nd	32nd	84th	38th	-	32nd	-	-	78th	81st	-	32nd
Peers (n=6)	5	4	2	4	-	2	-	-	3	3	-	5
Univ. (n=37)	14th	49th	51st	30th	-	46th	-	-	46th	65th	-	22nd
Peers (n=6)	-	-	2	-	-	1	-	-	2	2	-	6
Univ. (n=37)	-	-	86th	-	-	84th	-	-	57th	78th	-	22nd
Peers (n=6)	5	5	2	5	-	4	-	-	3	2	-	3
Univ. (n=37)	14th	38th	65th	30th	-	19th	-	-	32nd	81st	-	32nd
Peers (n=6)	5	4	2	4	-	4	-	-	2	3	-	2
Univ. (n=37)	14th	54th	54th	41st	-	27th	-	-	51st	78th	-	38th

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## Appendix A: Frequency Tables

## APPENDIX A: FREQUENCY TABLES

Appendix A consists of frequency tables for all the closed-ended questions in the survey. Whereas the core report presents the average ratings for each question, as well as a bar chart illustrating (but not specifying) frequencies of each response, these tables show the percentage of people who gave each response for each question.

The tables are numbered to match the numbers of the survey question:

- Survey questions 1 through 18 are demographic questions. There is no Table 2-1 (i.e., Table 3-1 follows Table 1-1) because Question 2 in the survey is an open-ended question, and thus not amenable to reporting as a frequency table. These results are provided for overall populations only, and are not further broken down into results by sex or race.
- Survey questions 19 through 50 ask about various aspects of the workplace. These results are provided as frequencies overall (indicated as Table/ Question number /-1), by gender (-2), and by race (-3).

The components of the tables are described as follows:

- Questions 1-18 (Demographic Questions)
  1. Each table shows a given question's frequencies for respondents at your institution, for respondents at your five peer institutions pooled, and for respondents at all universities pooled.
  2. *Valid Responders* indicates the number of respondents who answered the question, not including those who chose *NA* (Not Applicable) or *Decline to Answer*.
  3. The possible responses are listed in the left-most column, and the percent of valid responders who chose each response is listed to the right of each response.
  4. Below these percentages is listed the number who chose NA or Decline to Answer.
- Questions 19-50 (Workplace Questions)
  1. Each table shows a given question's frequencies for respondents at your institution, for respondents at each of your five peer institutions, for your five peer institutions pooled, and for respondents at all universities pooled.
  2. The rest of the table for each of these questions is similar to that for each Demographic question, but means are also given. The means for "all peers" and for "all universities" are pooled; these means differ from the "mean of the means" reported in the core report in that the means here are calculated by adding each individual's rating and dividing by the total number of responses (i.e., the faculty respondent is the unit of analysis). The means in the core report, on the other hand, are calculated by adding the institutions' means, then dividing by the number of institutions (i.e., the institution is the unit of analysis). We use this latter method in the core report because we believe the institutional means more faithfully represent the differences between institutions, regardless of the size of their faculty.

Please note that the percentages for each response sometimes do not add up to exactly 100% due to rounding. The data are *weighted* to match the proportion of each race/sex combination (e.g., Hispanic females) in the survey sample to the population of each institution. (See page 6 in the core report for weight values at your institution and page 3 for an explanation of sample balancing/data weighting.) The number of respondents choosing each response is then rounded to the nearest percentage.

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 1-1**

**I. Demographics**

**Q1. Are you employed full time in a tenure-track position?**

	CHAR- LOTTE	All Peers	All Univ
	-----		

<b>Valid responders:</b>	113	576	4506
	100%	100%	100%
Yes	100%	100%	100%
No	0%	0%	0%

**Not included in base:**

Decline to Answer	-	-	-
-------------------	---	---	---



Table 3-1

I. Demographics

Q3. What is the highest degree you have earned?

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	574 100%	4496 100%
Doctorate (including J.D.)	95%	90%	94%
Master's	5%	9%	6%
Bachelor's	0%	<1%	<1%
<b>Not included in base:</b>			
Decline to Answer	-	2	9

Table 4-1

I. Demographics

Q4. In what year did you earn your highest degree?

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----

Valid responders:	113 100%	573 100%	4482 100%
Before 1997	19%	26%	26%
1997-1999	14%	19%	24%
2000-2002	41%	37%	34%
2003-2005	27%	17%	16%

Not included in base:

Decline to Answer	-	2	24
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 5-1**

**I. Demographics**

**Q5. Did you hold a postdoctoral appointment?**

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	568 100%	4454 100%
Yes	22%	33%	38%
No	78%	67%	62%
<b>Not included in base:</b>			
Decline to Answer	-	8	52

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 6a-1**

**I. Demographics**

**Q6a. Is this your first tenure-track appointment?**

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	573 100%	4487 100%
Yes	76%	80%	79%
No	24%	20%	21%
<b>Not included in base:</b>			
Decline to Answer	-	2	19

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 6b-1**

**I. Demographics**

**Q6b. How many years on the tenure track did you complete elsewhere?**

**BASE: Not first tenure-track appointment**

CHAR- ALL ALL  
LOTTE Peers Univ  
-----

<b>Valid responders:</b>	<b>26</b>	<b>115</b>	<b>912</b>
	<b>100%</b>	<b>100%</b>	<b>100%</b>
1 year or less	11%	15%	10%
2 years	28%	26%	22%
3 years	27%	20%	20%
4 years	13%	12%	14%
5 or more years	20%	19%	22%
Full tenure	0%	8%	12%

**Not included in base:**

Decline to Answer	1	-	9
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 6c-1**

**I. Demographics**

**Q6c. Did you leave that prior appointment voluntarily?**

**BASE: Not first tenure-track appointment**

CHAR- ALL ALL  
LOTTE Peers Univ  
-----

<b>Valid responders:</b>	27	114	914
	100%	100%	100%
Yes	100%	94%	96%
No	0%	6%	4%

**Not included in base:**

Decline to Answer	-	1	8
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 6d-1**

**I. Demographics**

**Q6d. Did your current faculty appointment begin with credit for prior service elsewhere?**

**BASE: Not first tenure-track appointment**

CHAR- ALL ALL  
LOTTE Peers Univ  
-----

<b>Valid responders:</b>	26	114	891
	100%	100%	100%
Yes	55%	23%	36%
No	45%	77%	64%

**Not included in base:**

Decline to Answer	1	1	30
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 6e-1**

**I. Demographics**

**Q6e. How many years of credit for prior service elsewhere did you receive?**

**BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.**

CHAR- ALL ALL  
 LOTTE Peers Univ  
 -----

	14	22	301
Valid responders:	100%	100%	100%
1 year or less	13%	13%	14%
2 years	33%	42%	27%
3 years	30%	31%	28%
4 years	0%	4%	10%
5 or more years	24%	9%	17%
Full tenure	0%	0%	3%

**Not included in base:**

Decline to Answer	-	5	23
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 7-1**

**I. Demographics**

**Q7. Please indicate the year in which your current faculty appointment began.**

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	574 100%	4475 100%
Before 1999	0%	3%	3%
1999	2%	2%	5%
2000	9%	11%	12%
2001	13%	15%	16%
2002	23%	22%	20%
2003	21%	21%	21%
2004	31%	25%	23%

**Not included in base:**

Decline to Answer	-	1	31
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 8-1**

**I. Demographics**

**Q8. What is your rank?**

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	576 100%	4493 100%
Professor	1%	<1%	1%
Associate Professor	8%	7%	10%
Assistant Professor	91%	92%	89%
Instructor/ Lecturer	0%	<1%	<1%
<b>Not included in base:</b>			
Decline to Answer	-	-	13

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 9-1**

**I. Demographics**

**Q9. Do you hold a joint appointment (formal responsibilities in more than one department)?**

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	575 100%	4489 100%
Yes	1%	7%	10%
No	99%	93%	90%
<b>Not included in base:</b>			
Decline to Answer	-	1	16

Table 11-1

I. Demographics

Q11. What is your race/ethnicity?

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	113 100%	576 100%	4506 100%
- White, Non-Hispanic	73%	78%	74%
- NET: Color	27%	22%	26%
Asian/ Pacific Islander	17%	11%	14%
Black, Non-Hispanic	8%	5%	6%
Hispanic	1%	5%	4%
American Indian/ Native Alaskan	0%	1%	1%
Other	1%	1%	1%

**Not included in base:**

Decline to Answer	-	-	-
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 12-1

**I. Demographics**

**Q12. What is your citizenship status?**

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	112 100%	554 100%	4398 100%
U.S. Citizen	75%	79%	78%
Non-U.S. Citizen	25%	21%	22%
<b>Not included in base:</b>			
Decline to Answer	1	21	107

Table 13-1

I. Demographics

Q13. What is your gender?

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
Valid responders:	113 100%	576 100%	4506 100%
Male	61%	59%	60%
Female	39%	41%	40%
<b>Not included in base:</b>			
Decline to Answer	-	-	-

Table 14-1

I. Demographics

Q14. Age (In what year were you born?)

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
Valid responders:	111 100%	556 100%	4341 100%
30 OR LESS	6%	4%	4%
31-35	33%	25%	28%
36-40	28%	31%	32%
41-45	18%	19%	18%
46+	15%	21%	18%
MEAN (Age)	39	40	39

Not included in base:

Decline to Answer	2	20	165
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Table 15-1

I. Demographics

Q15. What is your annual salary?

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
Valid responders:	111 100%	560 100%	4362 100%
Less than \$30,000	0%	<1%	<1%
\$30,000 to \$44,999	6%	6%	4%
\$45,000 to \$59,999	56%	47%	39%
\$60,000 to \$74,999	20%	23%	26%
\$75,000 to \$89,999	10%	11%	14%
\$90,000 or above	8%	13%	16%
MEAN (In \$1000s)	\$ 62	\$ 66	\$ 69
<b>Not included in base:</b>			
Decline to Answer	2	15	144



Table 16a-1

I. Demographics

Q16a. How many children under the age of 18 live with you at home?

CHAR- All All  
 IOTFE Peers Univ  
 -----

Valid responders:	111	571	4442
	100%	100%	100%
- None	46%	53%	50%
- NET: 1+	54%	47%	50%
1	26%	19%	21%
2	23%	21%	22%
3	3%	6%	5%
4+	1%	2%	2%
MEAN (Including None)	0.9	0.9	0.9
MEAN (Excluding None)	1.6	1.8	1.8
<b>Not included in base:</b>			
Decline to Answer	2	5	64

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 16b-1**

**I. Demographics**

**Q16b. How many other dependents (e.g., an adult that requires your care) live with you at home?**

CHAR- All All  
 IOTFE Peers Univ  
 -----

**Valid responders:** 111 570 4431  
 100% 100% 100%

- None 78% 78% 81%

- NET: 1+ 22% 22% 19%

1 18% 19% 17%

2 2% 2% 2%

3 2% 1% 1%

4+ 0% <1% 1%

MEAN (Including None) 0.3 0.3 0.2

MEAN (Excluding None) 1.3 1.2 1.3

**Not included in base:**

Decline to Answer 2 6 75

Table 17-1

I. Demographics

Q17. Which statement most clearly describes your household's employment situation?

	CHAR- LOTTE	All Peers	All Univ
	-----	-----	-----
<b>Valid responders:</b>	109 100%	557 100%	4354 100%
- I do not have a spouse/ partner	21%	19%	19%
- NET: Have a spouse/ partner	79%	81%	81%
My spouse/ partner is not employed	17%	17%	18%
My spouse/ partner is employed full-time at this institution	8%	16%	17%
My spouse/ partner is employed full-time elsewhere	42%	32%	32%
My spouse/ partner is employed part-time at this institution	4%	5%	5%
My spouse/ partner is employed part-time elsewhere	8%	12%	10%
<b>Not included in base:</b>			
Decline to Answer	4	19	152

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 18-1**

**I. Demographics**

**Q18. Do you and your spouse/partner reside in separate communities for work reasons?**

**BASE: Have a spouse/partner**

CHAR- ALL ALL  
LOTTE Peers Univ  
-----

<b>Valid responders:</b>	85	452	3533
	100%	100%	100%
Yes	12%	7%	9%
No	84%	90%	88%

**Not included in base:**

Decline to Answer	1	-	6
Not applicable	3	12	109

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 19-1**

**II. Tenure**

**Q19. This set of items addresses various aspects surrounding tenure in your department.**

*I find the tenure process to be...*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	576 100%	4483 100%
- NET: Clear (5,4)	71%	70%	76%	68%	55%	72%	67%	69%
Very clear (5)	14%	23%	23%	21%	8%	10%	15%	18%
Fairly clear (4)	57%	46%	53%	47%	48%	61%	51%	51%
- Neither clear nor unclear (3)	13%	12%	12%	16%	10%	12%	12%	13%
Fairly unclear (2)	10%	12%	9%	13%	20%	12%	14%	12%
Very unclear (1)	5%	6%	3%	3%	15%	4%	8%	6%
- NET: Unclear (2,1)	15%	18%	12%	16%	35%	16%	22%	18%
Mean	3.648	3.688	3.832	3.705	3.137	3.620	3.521	3.626
Not included in base:								
Decline to Answer	-	-	-	-	-	-	-	23

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 19-2

**II. Tenure**

Q19. This set of items addresses various aspects surrounding tenure in your department.

*I find the tenure process to be...*

	Males										Females													
	CHAR-					All					CHAR-					All								
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ			
<b>Valid responders:</b>	69	-	-	-	-	-	339	44	-	-	-	-	-	236	100%	100%	100%	100%	100%	100%	100%	100%	1800	
- <b>NET: Clear</b> (5,4)	69%	67%	75%	78%	49%	75%	66%	75%	74%	77%	55%	63%	65%	67%	68%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Very clear (5)	18%	19%	18%	26%	6%	13%	14%	9%	30%	29%	14%	10%	6%	17%	17%	18%	18%	14%	10%	6%	17%	17%	17%	
Fairly clear (4)	51%	48%	57%	52%	43%	62%	52%	67%	44%	48%	41%	53%	59%	50%	51%	52%	52%	48%	41%	53%	59%	50%	51%	
- <b>Neither clear nor unclear</b> (3)	16%	18%	10%	11%	14%	11%	12%	9%	3%	15%	22%	5%	15%	11%	12%	14%	14%	22%	5%	15%	11%	12%	12%	
Fairly unclear (2)	10%	9%	11%	11%	22%	10%	14%	10%	17%	7%	15%	17%	17%	14%	13%	11%	11%	15%	17%	17%	14%	13%	13%	
Very unclear (1)	5%	6%	4%	0%	15%	4%	7%	6%	6%	1%	8%	15%	3%	8%	7%	5%	5%	8%	15%	3%	8%	7%	7%	
- <b>NET: Unclear</b> (2,1)	15%	15%	15%	11%	37%	14%	21%	16%	23%	9%	23%	32%	20%	23%	20%	17%	17%	23%	32%	20%	23%	20%	20%	
<b>Mean</b>	3.674	3.652	3.748	3.925	3.041	3.691	3.516	3.608	3.745	3.955	3.389	3.252	3.484	3.529	3.589	3.651	3.651	3.608	3.745	3.955	3.389	3.252	3.484	3.529
<b>Not included in base:</b>																								
Decline to Answer	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	17	-	-	-	-	-	-	-	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-3

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	82	100%	100%	100%	100%	100%	447	3320	31	100%	100%	100%	100%	100%	100%	1163	100%	100%	100%	100%	100%	100%	100%	129	1163
- NET: Clear (5,4)	73%	78%	73%	63%	54%	72%	66%	70%	66%	45%	91%	88%	60%	70%	68%	67%	66%	45%	91%	88%	60%	70%	68%	67%	67%
Very clear (5)	14%	26%	24%	19%	6%	12%	15%	17%	14%	15%	17%	29%	13%	5%	14%	19%	14%	15%	17%	29%	13%	5%	14%	19%	19%
Fairly clear (4)	59%	52%	50%	44%	48%	60%	51%	52%	52%	29%	74%	59%	47%	65%	54%	48%	52%	29%	74%	59%	47%	65%	54%	48%	48%
- Neither clear nor unclear (3)	13%	10%	13%	19%	12%	11%	12%	12%	14%	20%	4%	5%	5%	17%	9%	16%	14%	20%	4%	5%	5%	17%	9%	16%	16%
Fairly unclear (2)	12%	10%	10%	17%	19%	12%	14%	12%	6%	19%	4%	0%	23%	13%	15%	11%	6%	19%	4%	0%	23%	13%	15%	11%	11%
Very unclear (1)	2%	3%	4%	2%	16%	5%	7%	6%	14%	17%	0%	7%	13%	0%	8%	5%	14%	17%	0%	7%	13%	0%	8%	5%	5%
- NET: Unclear (2,1)	14%	13%	14%	19%	34%	17%	21%	19%	20%	36%	4%	7%	35%	13%	24%	17%	20%	36%	4%	7%	35%	13%	24%	17%	17%
Mean	3.716	3.884	3.798	3.608	3.093	3.620	3.527	3.623	3.468	3.079	4.041	4.040	3.247	3.620	3.503	3.634	3.468	3.079	4.041	4.040	3.247	3.620	3.503	3.634	3.634
Not included in base:																									
Decline to Answer	-	-	-	-	-	-	-	15	-	-	-	-	-	-	-	8	-	-	-	-	-	-	-	-	8

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 20-1**

**II. Tenure**

**Q20. This set of items addresses various aspects surrounding tenure in your department.**

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

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	574 100%	4482 100%
- NET: Clear (5,4)	64%	69%	69%	61%	51%	70%	62%	65%
Very clear (5)	12%	19%	19%	17%	6%	9%	12%	16%
Fairly clear (4)	52%	51%	50%	44%	44%	60%	50%	49%
- Neither clear nor unclear (3)	11%	17%	12%	19%	12%	13%	14%	14%
Fairly unclear (2)	18%	7%	16%	14%	18%	13%	15%	14%
Very unclear (1)	8%	6%	3%	5%	19%	4%	9%	7%
- NET: Unclear (2,1)	26%	13%	19%	19%	37%	17%	24%	21%
Mean	3.419	3.688	3.663	3.547	3.013	3.582	3.412	3.530
Not included in base:								
Decline to Answer	-	-	-	-	1	-	1	24



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-2

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

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

	Males										Females										
	CHAR-					ALL					CHAR-					ALL					
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ
Valid responders:	69	-	-	-	-	-	338	2683	44	-	-	-	-	-	236	1799					
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	60%	67%	68%	73%	44%	72%	62%	65%	69%	74%	71%	45%	58%	63%	66%						
Very clear (5)	14%	16%	17%	25%	6%	10%	12%	16%	9%	23%	22%	7%	7%	9%	12%	16%					
Fairly clear (4)	47%	51%	51%	48%	39%	62%	49%	49%	60%	51%	49%	38%	51%	56%	50%						
- Neither clear nor unclear (3)	12%	24%	14%	13%	18%	14%	16%	15%	9%	7%	10%	28%	6%	12%	10%	12%					
Fairly unclear (2)	21%	3%	17%	8%	19%	11%	14%	14%	14%	13%	15%	23%	17%	17%	16%	14%					
Very unclear (1)	7%	6%	1%	6%	19%	3%	8%	6%	9%	6%	4%	4%	19%	6%	10%	8%					
- NET: Unclear (2,1)	28%	9%	19%	14%	38%	14%	22%	20%	22%	19%	19%	27%	36%	23%	27%	22%					
Mean	3.389	3.674	3.641	3.784	2.935	3.649	3.435	3.541	3.467	3.710	3.694	3.208	3.106	3.452	3.380	3.515					
Not included in base:																					
Decline to Answer	-	-	-	-	1	-	1	17	-	-	-	-	-	-	-	-	-	-	-	-	-

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 20-3**

**II. Tenure**

**Q20. This set of items addresses various aspects surrounding tenure in your department.**

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

	White Faculty										Faculty of Color															
	CHAR-					ALL					CHAR-					ALL										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	82	100%	100%	100%	100%	445	100%	100%	100%	100%	3318	100%	100%	100%	100%	31	100%	100%	100%	100%	129	100%	100%	100%	100%	1164
- <b>NET: Clear</b> (5,4)	65%	75%	70%	59%	51%	70%	59%	51%	48%	12%	66%	63%	63%	66%	59%	52%	60%	71%	51%	70%	58%	58%	70%	70%	58%	64%
Very clear (5)	13%	20%	19%	13%	4%	12%	13%	13%	4%	12%	16%	12%	12%	16%	9%	15%	16%	34%	11%	0%	13%	13%	0%	13%	16%	
Fairly clear (4)	53%	55%	51%	46%	46%	58%	51%	51%	58%	51%	50%	51%	51%	50%	50%	37%	44%	38%	40%	70%	45%	45%	40%	70%	48%	
- <b>Neither clear nor unclear</b> (3)	9%	14%	11%	19%	11%	11%	12%	19%	11%	12%	13%	12%	13%	15%	27%	21%	21%	22%	15%	21%	19%	21%	15%	21%	18%	
Fairly unclear (2)	20%	8%	16%	17%	19%	16%	16%	17%	19%	16%	14%	16%	16%	14%	14%	4%	20%	7%	17%	4%	12%	4%	17%	4%	12%	
Very unclear (1)	6%	3%	3%	6%	19%	4%	9%	6%	19%	4%	7%	9%	7%	12%	17%	17%	0%	0%	17%	5%	10%	5%	17%	5%	6%	
- <b>NET: Unclear</b> (2,1)	26%	11%	19%	23%	38%	19%	25%	23%	38%	19%	22%	25%	22%	26%	21%	20%	7%	34%	9%	23%	18%	23%	9%	34%	18%	
<b>Mean</b>	3.469	3.813	3.679	3.420	2.975	3.585	3.423	3.423	3.525	3.287	3.300	3.564	3.985	3.107	3.570	3.377	3.547									
<b>Not included in base:</b>																										
Decline to Answer	-	-	-	-	1	-	-	-	1	17	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 21-1**

**II. Tenure**

**Q21. This set of items addresses various aspects surrounding tenure in your department.**

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

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	575 100%	4474 100%
- NET: Clear (5,4)	49%	57%	59%	46%	38%	55%	49%	50%
Very clear (5)	5%	10%	14%	11%	5%	8%	9%	10%
Fairly clear (4)	43%	47%	44%	35%	33%	47%	40%	41%
- Neither clear nor unclear (3)	20%	20%	20%	25%	14%	20%	18%	20%
Fairly unclear (2)	23%	15%	16%	26%	23%	18%	20%	20%
Very unclear (1)	8%	8%	5%	3%	26%	8%	13%	10%
- NET: Unclear (2,1)	32%	23%	21%	29%	48%	26%	32%	30%
Mean	3.136	3.351	3.478	3.246	2.696	3.293	3.132	3.205
Not included in base:								
Decline to Answer	-	-	1	-	-	-	1	31

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 21-2

**II. Tenure**

Q21. This set of items addresses various aspects surrounding tenure in your department.

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

	Males										Females					
	CHAR-					All					All					
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	69	100%	100%	100%	100%	100%	100%	100%	44	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	46%	51%	54%	44%	35%	61%	48%	51%	53%	67%	66%	48%	42%	42%	51%	50%
Very clear (5)	6%	3%	10%	19%	5%	8%	8%	10%	4%	19%	21%	0%	6%	8%	11%	9%
Fairly clear (4)	40%	47%	44%	26%	30%	53%	40%	41%	49%	47%	45%	48%	35%	34%	40%	41%
- Neither clear nor unclear (3)	21%	28%	21%	28%	15%	13%	19%	21%	18%	7%	19%	22%	13%	32%	18%	18%
Fairly unclear (2)	26%	12%	20%	28%	26%	21%	22%	19%	19%	20%	10%	23%	19%	11%	16%	22%
Very unclear (1)	7%	9%	5%	0%	24%	4%	11%	9%	11%	6%	4%	8%	27%	15%	15%	10%
- NET: Unclear (2,1)	33%	21%	25%	28%	50%	25%	33%	28%	29%	26%	15%	31%	45%	26%	31%	32%
Mean	3.110	3.232	3.344	3.353	2.647	3.401	3.119	3.227	3.175	3.536	3.675	3.094	2.754	3.086	3.151	3.173
Not included in base:																
Decline to Answer	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1	9

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 21-3

**II. Tenure**

Q21. This set of items addresses various aspects surrounding tenure in your department.

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

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	82	100%	100%	100%	100%	100%	100%	3313	31	100%	100%	100%	100%	100%	100%	1161	100%	100%	100%	100%	100%	100%	100%	128	1161
- NET: Clear (5,4)	51%	61%	58%	46%	36%	55%	49%	50%	41%	45%	62%	46%	44%	54%	49%	52%	41%	45%	62%	46%	44%	54%	49%	49%	52%
Very clear (5)	5%	10%	15%	11%	4%	10%	9%	9%	5%	9%	9%	12%	10%	3%	9%	12%	5%	9%	9%	12%	10%	3%	9%	12%	
Fairly clear (4)	46%	51%	43%	35%	32%	45%	40%	41%	36%	36%	53%	33%	34%	51%	40%	40%	36%	36%	53%	33%	34%	51%	40%	40%	
- Neither clear nor unclear (3)	17%	20%	21%	21%	14%	17%	18%	19%	29%	20%	18%	41%	15%	28%	21%	23%	29%	20%	18%	41%	15%	28%	21%	23%	
Fairly unclear (2)	25%	14%	16%	31%	25%	20%	21%	21%	18%	18%	16%	7%	16%	9%	14%	17%	18%	18%	16%	7%	16%	9%	14%	17%	
Very unclear (1)	7%	5%	5%	2%	26%	7%	12%	10%	12%	17%	4%	7%	25%	10%	16%	8%	12%	17%	4%	7%	25%	10%	16%	8%	
- NET: Unclear (2,1)	32%	20%	21%	33%	51%	28%	33%	32%	30%	35%	20%	14%	41%	18%	30%	25%	30%	35%	20%	14%	41%	18%	30%	25%	
Mean	3.174	3.456	3.477	3.210	2.628	3.294	3.139	3.167	3.032	3.022	3.482	3.371	2.867	3.289	3.108	3.315	3.032	3.022	3.482	3.371	2.867	3.289	3.108	3.315	
Not included in base:																									
Decline to Answer	-	-	-	-	-	-	-	21	-	-	1	-	-	-	1	10	-	-	-	-	-	-	-	1	10

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 22-1**

**II. Tenure**

**Q22. This set of items addresses various aspects surrounding tenure in your department.**

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

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	572 100%	4454 100%
- NET: Clear (5,4)	49%	52%	59%	58%	45%	59%	53%	59%
Very clear (5)	10%	16%	14%	11%	9%	9%	11%	13%
Fairly clear (4)	39%	36%	44%	47%	36%	50%	42%	46%
- Neither clear nor unclear (3)	28%	29%	26%	23%	18%	25%	23%	21%
Fairly unclear (2)	16%	11%	11%	16%	22%	11%	15%	14%
Very unclear (1)	7%	7%	4%	3%	16%	5%	9%	6%
- NET: Unclear (2,1)	23%	19%	16%	20%	37%	15%	24%	20%
Mean	3.296	3.420	3.528	3.461	3.006	3.482	3.319	3.451
Not included in base:								
Decline to Answer	-	1	1	1	1	-	4	52

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 22-2**

**II. Tenure**

**Q22. This set of items addresses various aspects surrounding tenure in your department.**

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

	Males										Females											
	CHAR-					ALL					CHAR-					ALL						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
<b>Valid responders:</b>	69	-	-	-	-	-	2667	44	-	-	-	-	-	235	1787							
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Clear (5,4)</b>	49%	44%	53%	57%	46%	52%	59%	50%	65%	66%	59%	43%	53%	54%	58%							
Very clear (5)	12%	13%	12%	16%	9%	11%	13%	6%	21%	18%	4%	8%	6%	11%	12%							
Fairly clear (4)	37%	31%	41%	41%	37%	41%	46%	43%	45%	48%	55%	35%	47%	43%	46%							
<b>- Neither clear nor unclear (3)</b>	32%	40%	28%	29%	18%	26%	22%	22%	11%	22%	14%	19%	23%	19%	19%							
Fairly unclear (2)	14%	10%	13%	11%	21%	7%	14%	20%	14%	9%	23%	23%	18%	18%	16%							
Very unclear (1)	5%	6%	5%	3%	16%	4%	6%	9%	10%	3%	4%	16%	6%	9%	7%							
<b>- NET: Unclear (2,1)</b>	19%	16%	19%	14%	36%	11%	19%	28%	24%	12%	27%	38%	23%	27%	23%							
<b>Mean</b>	3.363	3.354	3.416	3.561	3.036	3.577	3.336	3.479	3.191	3.527	3.692	2.971	3.299	3.408								
<b>Not included in base:</b>																						
Decline to Answer	-	-	-	1	1	2	32	-	1	1	-	-	-	2	20							

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 22-3**

**II. Tenure**

**Q22. This set of items addresses various aspects surrounding tenure in your department.**

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

	White Faculty										Faculty of Color							
	CHAR-					All					All							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5			
<b>Valid responders:</b>	82	100%	100%	100%	100%	443	3299	31	100%	100%	100%	100%	100%	100%	100%	129	1154	
<b>- NET: Clear (5,4)</b>	53%	20%	16%	11%	8%	54%	59%	39%	45%	58%	59%	47%	52%	51%	59%	5%	12%	
Very clear (5)	10%	43%	35%	47%	36%	42%	46%	30%	40%	53%	47%	37%	49%	43%	47%	8%	12%	
<b>- Neither clear nor unclear (3)</b>	25%	27%	19%	19%	20%	22%	20%	37%	34%	29%	34%	15%	43%	27%	23%	2%	2%	
Fairly unclear (2)	18%	14%	11%	19%	22%	16%	15%	12%	4%	13%	7%	21%	0%	12%	13%	0%	13%	
Very unclear (1)	5%	5%	4%	15%	5%	8%	7%	12%	17%	0%	0%	17%	5%	10%	5%	0%	5%	
<b>- NET: Unclear (2,1)</b>	22%	18%	16%	23%	37%	18%	21%	24%	21%	13%	7%	37%	5%	22%	18%	5%	18%	
<b>Mean</b>	3.367	3.519	3.532	3.406	2.996	3.486	3.439	3.108	3.117	3.499	3.648	3.034	3.466	3.259	3.483	3.259	3.483	
<b>Not included in base:</b>																		
Decline to Answer	-	1	1	1	1	4	35	-	-	-	-	-	-	-	-	-	-	17



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 23-1**

**II. Tenure**

**Q23. This set of items addresses various aspects surrounding tenure in your department.**

***I feel that my own prospects for earning tenure are...***

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	100%	100%	100%	100%	100%	563 100%	4390 100%
- NET: Clear (5,4)	62%	62%	76%	60%	54%	71%	64%	66%
Very clear (5)	24%	22%	30%	14%	13%	22%	20%	22%
Fairly clear (4)	38%	40%	46%	46%	42%	49%	44%	44%
- Neither clear nor unclear (3)	28%	31%	17%	22%	22%	17%	21%	20%
Fairly unclear (2)	3%	5%	4%	13%	14%	10%	10%	9%
Very unclear (1)	7%	2%	2%	5%	10%	2%	5%	5%
- NET: Unclear (2,1)	10%	7%	7%	18%	24%	12%	15%	14%
Mean	3.697	3.739	3.969	3.510	3.338	3.795	3.643	3.690

**Not included in base:**

Decline to Answer	1	2	2	-	4	4	13	116
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COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-2

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	100%	100%	100%	100%	100%	330	2626	43	100%	100%	100%	100%	100%	100%	233	1764	100%	100%	100%	100%	100%	100%	100%	
- NET: Clear (5,4)	64%	56%	76%	69%	58%	71%	66%	68%	60%	69%	76%	48%	51%	72%	62%	63%	63%	69%	76%	48%	51%	72%	62%	63%	
Very clear (5)	24%	17%	34%	19%	13%	26%	22%	25%	24%	29%	25%	7%	13%	15%	17%	18%	18%	24%	29%	25%	7%	13%	15%	17%	
Fairly clear (4)	39%	40%	42%	50%	45%	44%	44%	44%	36%	41%	51%	41%	38%	57%	45%	44%	44%	36%	41%	51%	41%	38%	57%	45%	
- Neither clear nor unclear (3)	25%	33%	15%	15%	22%	16%	19%	19%	33%	27%	21%	33%	21%	18%	23%	22%	22%	33%	27%	21%	33%	21%	18%	23%	
Fairly unclear (2)	2%	7%	6%	11%	12%	10%	9%	7%	5%	3%	3%	15%	16%	9%	11%	10%	10%	5%	3%	3%	15%	16%	9%	11%	
Very unclear (1)	10%	4%	4%	6%	8%	3%	5%	5%	2%	0%	0%	4%	12%	0%	5%	6%	6%	2%	0%	0%	4%	12%	0%	5%	
- NET: Unclear (2,1)	12%	10%	10%	17%	20%	13%	15%	12%	7%	3%	3%	19%	28%	9%	16%	16%	16%	7%	3%	3%	19%	28%	9%	16%	
Mean	3.667	3.597	3.958	3.649	3.428	3.802	3.684	3.757	3.746	3.947	3.986	3.312	3.233	3.783	3.585	3.591	3.591	3.746	3.947	3.986	3.312	3.233	3.783	3.585	3.591
Not included in base:																									
Decline to Answer	-	2	1	-	4	2	10	74	1	-	1	-	-	2	3	42	42	-	-	-	-	-	-	-	-

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 23-3

**II. Tenure**

Q23. This set of items addresses various aspects surrounding tenure in your department.

*I feel that my own prospects for earning tenure are...*

	White Faculty					Faculty of Color									
	CHAR-		All			CHAR-		All							
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
<b>Valid responders:</b>	81	-	-	-	-	438	3263	30	-	-	-	-	-	125	1126
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Clear</b> (5,4)	67%	61%	75%	61%	52%	74%	66%	50%	65%	82%	58%	60%	62%	64%	66%
Very clear (5)	30%	20%	31%	13%	12%	21%	22%	10%	27%	26%	17%	14%	26%	20%	21%
Fairly clear (4)	37%	40%	44%	48%	40%	53%	44%	40%	39%	56%	41%	45%	36%	44%	45%
- <b>Neither clear nor unclear</b> (3)	24%	32%	17%	19%	22%	14%	19%	38%	27%	18%	36%	20%	28%	24%	23%
Fairly unclear (2)	4%	5%	5%	15%	16%	11%	9%	1%	8%	0%	7%	10%	5%	7%	7%
Very unclear (1)	5%	3%	3%	6%	9%	1%	6%	11%	0%	0%	0%	10%	5%	5%	4%
- <b>NET: Unclear</b> (2,1)	9%	7%	8%	21%	25%	12%	15%	12%	8%	0%	7%	20%	10%	12%	11%
<b>Mean</b>	3.821	3.707	3.953	3.461	3.295	3.810	3.679	3.367	3.841	4.078	3.680	3.445	3.742	3.664	3.722
<b>Not included in base:</b>															
Decline to Answer	1	1	1	-	3	3	9	-	1	1	-	1	1	4	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	570 100%	4448 100%
- NET: Clear (5,4)	70%	79%	77%	75%	57%	73%	69%	74%
Very clear (5)	24%	31%	32%	29%	21%	25%	26%	31%
Fairly clear (4)	46%	48%	46%	46%	35%	49%	43%	43%
- Neither clear nor unclear (3)	11%	8%	8%	9%	8%	11%	9%	9%
Fairly unclear (2)	12%	12%	11%	11%	22%	12%	15%	12%
Very unclear (1)	7%	1%	3%	5%	14%	4%	7%	4%
- NET: Unclear (2,1)	19%	13%	15%	16%	35%	16%	22%	17%
Mean	3.684	3.964	3.904	3.828	3.289	3.786	3.666	3.830
Not included in base:								
Decline to Answer	1	-	2	-	2	-	4	43
Not Applicable	-	1	1	-	-	-	2	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	-	335	2659	43	-	-	-	-	-	-	235	1788	-	-	-	-	-	-	235	1788
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	71%	88%	74%	83%	58%	74%	71%	75%	68%	66%	82%	63%	54%	72%	66%	72%	66%	72%	66%	72%	66%	72%	66%	72%	72%
Very clear (5)	30%	29%	26%	39%	24%	25%	27%	33%	15%	34%	40%	14%	18%	24%	26%	27%	18%	14%	14%	18%	24%	26%	27%	27%	
Fairly clear (4)	41%	59%	48%	44%	34%	49%	44%	42%	53%	31%	43%	49%	36%	48%	41%	45%	41%	43%	49%	36%	48%	41%	41%	45%	
- Neither clear nor unclear (3)	11%	6%	9%	6%	11%	14%	10%	10%	11%	11%	6%	14%	4%	6%	7%	9%	11%	6%	14%	4%	6%	7%	9%	9%	
Fairly unclear (2)	13%	6%	14%	5%	18%	7%	12%	12%	10%	20%	7%	19%	27%	22%	20%	14%	10%	20%	7%	19%	27%	22%	20%	14%	
Very unclear (1)	5%	0%	3%	6%	13%	6%	7%	4%	11%	3%	4%	4%	15%	0%	5%	5%	11%	3%	4%	4%	15%	0%	8%	5%	
- NET: Unclear (2,1)	18%	6%	17%	11%	30%	13%	19%	15%	21%	24%	12%	23%	41%	22%	19%	19%	21%	24%	12%	23%	41%	22%	27%	19%	
Mean	3.790	4.108	3.797	4.056	3.395	3.805	3.733	3.886	3.513	3.733	4.057	3.501	3.164	3.749	3.570	3.746	3.513	3.733	4.057	3.501	3.164	3.749	3.570	3.746	
Not included in base:																									
Decline to Answer	-	-	1	-	2	-	3	29	1	-	1	-	-	-	1	14	-	-	-	-	-	-	-	1	14
Not Applicable	-	-	1	-	-	-	1	11	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	1	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	White Faculty										Faculty of Color					
	CHAR-					All					All					
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR-	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	81	-	-	-	-	-	442	3297	31	-	-	-	-	-	127	1150
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	74%	82%	76%	73%	55%	71%	69%	72%	59%	70%	83%	81%	62%	82%	72%	78%
Very clear (5)	25%	25%	31%	27%	15%	22%	23%	28%	23%	51%	35%	34%	38%	36%	38%	39%
Fairly clear (4)	49%	57%	45%	46%	40%	49%	46%	45%	35%	19%	48%	47%	24%	45%	33%	39%
- Neither clear nor unclear (3)	7%	8%	8%	8%	9%	12%	9%	9%	23%	7%	10%	12%	5%	7%	7%	10%
Fairly unclear (2)	14%	10%	12%	12%	22%	14%	15%	14%	5%	18%	7%	7%	22%	7%	15%	8%
Very unclear (1)	5%	0%	4%	6%	14%	4%	7%	5%	14%	5%	0%	0%	12%	5%	7%	4%
- NET: Unclear (2,1)	19%	10%	16%	19%	36%	17%	22%	18%	19%	23%	7%	7%	33%	11%	21%	12%
Mean	3.757	3.973	3.873	3.755	3.186	3.721	3.623	3.769	3.492	3.936	4.101	4.080	3.544	4.018	3.816	4.003
Not included in base:																
Decline to Answer	1	-	2	-	2	-	4	28	-	-	-	-	-	-	-	15
Not Applicable	-	-	-	-	-	-	-	9	-	1	1	-	-	-	2	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	563 100%	4413 100%
- NET: Clear (5,4)	73%	76%	76%	83%	66%	66%	71%	69%
Very clear (5)	27%	18%	35%	25%	18%	22%	24%	23%
Fairly clear (4)	47%	58%	42%	57%	47%	44%	48%	46%
- Neither clear nor unclear (3)	16%	13%	13%	6%	14%	14%	13%	16%
Fairly unclear (2)	6%	11%	8%	10%	14%	15%	12%	12%
Very unclear (1)	4%	0%	3%	2%	7%	4%	4%	4%
- NET: Unclear (2,1)	11%	11%	11%	11%	20%	19%	16%	15%
Mean	3.848	3.834	3.965	3.952	3.573	3.657	3.755	3.732
<b>Not included in base:</b>								
Decline to Answer	1	-	2	-	2	-	4	44
Not Applicable	-	1	4	-	-	4	9	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	Males										Females													
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ								
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All		
Valid responders:	69	100%	100%	100%	100%	331	2645	43	100%	100%	100%	100%	100%	100%	232	1767	100%	100%	100%	100%	100%	100%	100%	
- NET: Clear (5,4)	75%	74%	67%	92%	64%	70%	67%	71%	80%	89%	70%	69%	64%	74%	71%	71%	80%	89%	70%	69%	64%	74%	71%	
Very clear (5)	27%	12%	25%	28%	21%	22%	22%	26%	27%	49%	22%	16%	25%	27%	25%	27%	49%	22%	16%	25%	27%	25%	25%	
Fairly clear (4)	48%	62%	42%	64%	43%	48%	45%	45%	52%	41%	48%	53%	39%	47%	46%	46%	41%	48%	53%	39%	47%	46%	46%	
- Neither clear nor unclear (3)	15%	20%	17%	3%	19%	15%	17%	17%	4%	6%	11%	8%	21%	9%	14%	17%	4%	6%	11%	8%	21%	9%	14%	
Fairly unclear (2)	7%	7%	11%	6%	11%	11%	11%	5%	17%	3%	15%	17%	12%	13%	12%	12%	3%	15%	17%	12%	13%	12%	12%	
Very unclear (1)	3%	0%	4%	0%	6%	4%	4%	7%	0%	2%	4%	7%	3%	4%	3%	3%	0%	2%	4%	7%	3%	4%	3%	
- NET: Unclear (2,1)	10%	7%	16%	6%	17%	15%	15%	12%	17%	5%	19%	24%	15%	17%	15%	12%	17%	5%	19%	24%	15%	17%	15%	
Mean	3.884	3.791	3.723	4.138	3.608	3.718	3.701	3.790	3.904	4.319	3.686	3.532	3.716	3.807	3.778	3.790	3.904	4.319	3.686	3.532	3.716	3.807	3.778	3.778
Not included in base:																								
Decline to Answer	-	-	1	-	2	-	3	1	-	1	-	-	-	-	1	14	-	-	-	-	-	1	14	14
Not Applicable	-	-	2	-	-	3	5	-	1	2	-	-	-	-	1	3	-	-	-	-	-	1	3	25



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	White Faculty										Faculty of Color								
	CHAR-					All					All								
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5				
Valid responders:	81	100%	100%	100%	100%	437	3268	31	100%	100%	100%	100%	100%	100%	100%	126	1144	100%	100%
- NET: Clear (5,4)	79%	74%	81%	65%	64%	70%	68%	59%	82%	88%	86%	68%	74%	76%	71%				
Very clear (5)	32%	16%	35%	16%	20%	23%	22%	12%	24%	31%	34%	24%	29%	27%	27%				
Fairly clear (4)	47%	58%	39%	49%	44%	47%	46%	47%	59%	58%	53%	44%	44%	49%	45%				
- Neither clear nor unclear (3)	11%	15%	14%	15%	15%	14%	15%	29%	8%	5%	7%	12%	11%	10%	17%				
Fairly unclear (2)	7%	11%	8%	12%	14%	12%	13%	5%	10%	7%	0%	12%	11%	9%	9%				
Very unclear (1)	3%	0%	4%	6%	4%	4%	4%	7%	0%	0%	7%	8%	5%	4%	4%				
- NET: Unclear (2,1)	10%	11%	12%	21%	20%	16%	16%	12%	10%	7%	7%	20%	15%	14%	12%				
Mean	3.973	3.795	3.942	3.919	3.541	3.732	3.701	3.519	3.961	4.126	4.067	3.653	3.832	3.833	3.820				
Not included in base:																			
Decline to Answer	1	-	2	-	2	4	29	-	-	-	-	-	-	-	-	15			
Not Applicable	-	-	2	-	4	6	37	-	1	2	-	-	-	3	11				

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	533 100%	4270 100%
- NET: Clear (5,4)	47%	45%	47%	60%	35%	51%	45%	47%
Very clear (5)	11%	17%	18%	15%	11%	16%	15%	14%
Fairly clear (4)	36%	27%	29%	45%	25%	35%	30%	33%
- Neither clear nor unclear (3)	24%	31%	28%	15%	28%	20%	26%	28%
Fairly unclear (2)	19%	14%	19%	23%	25%	19%	21%	19%
Very unclear (1)	9%	10%	6%	2%	11%	10%	8%	7%
- NET: Unclear (2,1)	28%	24%	24%	24%	36%	29%	29%	26%
Mean	3.214	3.274	3.348	3.490	2.989	3.282	3.215	3.281

Not included in base:

Decline to Answer	1	-	3	-	2	-	5	50
Not Applicable	5	2	14	5	9	8	38	185

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	-	321	2571	38	-	-	-	-	-	-	212	1700	-	-	-	-	-	-	212	1700
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	50%	45%	41%	65%	38%	51%	45%	47%	42%	43%	57%	52%	32%	50%	44%	47%									
Very clear (5)	12%	17%	16%	14%	13%	18%	15%	13%	10%	18%	21%	17%	8%	11%	14%	15%									
Fairly clear (4)	39%	28%	25%	51%	25%	33%	30%	34%	32%	25%	36%	35%	25%	39%	31%	32%									
- Neither clear nor unclear (3)	28%	33%	33%	20%	28%	19%	27%	28%	18%	29%	21%	9%	28%	22%	24%	27%									
Fairly unclear (2)	13%	10%	19%	12%	21%	17%	17%	17%	30%	21%	18%	39%	31%	25%	27%	21%									
Very unclear (1)	8%	12%	7%	3%	13%	13%	10%	8%	10%	7%	4%	0%	9%	3%	6%	6%									
- NET: Unclear (2,1)	22%	22%	26%	15%	34%	30%	28%	25%	40%	29%	21%	39%	39%	28%	32%	26%									
Mean	3.319	3.286	3.236	3.611	3.039	3.268	3.224	3.271	3.024	3.252	3.536	3.307	2.928	3.307	3.201	3.295									
Not included in base:																									
Decline to Answer	-	-	1	-	2	-	3	33	1	-	2	-	-	-	2	18									
Not Applicable	-	-	4	2	3	5	15	96	5	2	9	3	6	3	23	89									

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 24c-3**

**II. Tenure**

**Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:**

**c. An advisor to students**

	White Faculty										Faculty of Color															
	CHAR-					All					CHAR-					All										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5						
<b>Valid responders:</b>	77	100%	100%	100%	100%	414	100%	100%	100%	100%	3152	100%	100%	100%	100%	30	100%	100%	100%	100%	119	100%	100%	1118	100%	
- <b>NET: Clear</b> (5,4)	46%	43%	45%	53%	34%	49%	43%	44%	44%	44%	44%	51%	50%	63%	86%	40%	59%	53%	53%	53%	53%	53%	53%	53%	53%	
Very clear	13%	13%	17%	15%	10%	17%	14%	13%	13%	13%	13%	7%	32%	24%	15%	12%	12%	16%	16%	16%	16%	16%	16%	16%	16%	
Fairly clear	33%	30%	27%	38%	23%	32%	28%	31%	31%	31%	31%	45%	18%	39%	71%	28%	47%	36%	37%	37%	37%	37%	37%	37%	37%	
- <b>Neither clear nor unclear</b> (3)	23%	35%	28%	18%	29%	22%	27%	28%	28%	28%	28%	29%	18%	32%	6%	27%	11%	22%	27%	27%	27%	27%	27%	27%	27%	
Fairly unclear	24%	15%	21%	26%	27%	19%	22%	21%	21%	21%	21%	8%	12%	5%	8%	21%	22%	17%	13%	13%	13%	13%	13%	13%	13%	
Very unclear	8%	7%	7%	2%	11%	10%	8%	7%	7%	7%	7%	11%	20%	0%	0%	12%	7%	9%	6%	6%	6%	6%	6%	6%	6%	
- <b>NET: Unclear</b> (2,1)	32%	22%	28%	29%	38%	29%	31%	28%	28%	28%	28%	19%	32%	5%	8%	33%	29%	26%	20%	20%	20%	20%	20%	20%	20%	
<b>Mean</b>	3.187	3.264	3.276	3.380	2.957	3.261	3.178	3.227	3.227	3.227	3.227	3.279	3.304	3.820	3.922	3.070	3.352	3.341	3.434	3.434	3.434	3.434	3.434	3.434	3.434	
<b>Not included in base:</b>																										
Decline to Answer	1	-	3	-	2	-	5	33	33	33	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	18
Not Applicable	5	1	11	3	6	7	28	150	150	150	150	-	1	3	2	3	1	10	10	10	10	10	10	10	10	35

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	563 100%	4401 100%
- NET: Clear (5,4)	57%	43%	54%	53%	43%	49%	48%	48%
Very clear (5)	16%	14%	19%	20%	12%	14%	15%	14%
Fairly clear (4)	41%	30%	34%	33%	32%	35%	33%	34%
- Neither clear nor unclear (3)	15%	33%	25%	21%	21%	21%	23%	26%
Fairly unclear (2)	20%	19%	14%	21%	22%	17%	18%	18%
Very unclear (1)	8%	5%	7%	5%	14%	13%	10%	8%
- NET: Unclear (2,1)	28%	24%	21%	26%	36%	30%	29%	26%
Mean	3.381	3.287	3.446	3.433	3.043	3.204	3.241	3.270
<b>Not included in base:</b>								
Decline to Answer	1	1	3	-	3	-	7	50
Not Applicable	-	2	3	-	1	-	6	55

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	-	333	2634	43	-	-	-	-	-	-	231	1766	-	-	-	-	-	-	231	1766
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	66%	43%	53%	56%	45%	44%	48%	48%	42%	44%	54%	50%	41%	60%	48%	48%	48%	48%	48%	48%	48%	48%	48%	48%	48%
Very clear (5)	22%	15%	17%	19%	15%	15%	16%	14%	7%	11%	23%	22%	7%	11%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%
Fairly clear (4)	44%	28%	36%	36%	30%	28%	32%	35%	35%	33%	32%	28%	33%	49%	35%	34%	34%	34%	34%	34%	34%	34%	34%	34%	34%
- Neither clear nor unclear (3)	14%	41%	25%	22%	23%	26%	26%	27%	18%	19%	26%	19%	18%	12%	19%	25%	25%	25%	25%	25%	25%	25%	25%	25%	25%
Fairly unclear (2)	12%	13%	14%	20%	17%	16%	16%	16%	33%	30%	14%	23%	28%	17%	22%	20%	20%	20%	20%	20%	20%	20%	20%	20%	20%
Very unclear (1)	8%	3%	8%	3%	15%	13%	10%	9%	7%	7%	6%	8%	14%	12%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%	8%
- NET: Unclear (2,1)	20%	16%	22%	22%	31%	30%	26%	25%	40%	37%	20%	31%	42%	28%	32%	28%	28%	28%	28%	28%	28%	28%	28%	28%	28%
Mean	3.605	3.392	3.400	3.500	3.143	3.153	3.276	3.277	3.021	3.104	3.513	3.337	2.926	3.303	3.192	3.259	3.259	3.259	3.259	3.259	3.259	3.259	3.259	3.259	3.259
Not included in base:																									
Decline to Answer	-	-	1	-	2	-	3	33	1	1	2	-	1	-	3	17	17	17	17	17	17	17	17	17	17
Not Applicable	-	-	2	-	1	-	3	33	-	2	1	-	-	-	2	23	23	23	23	23	23	23	23	23	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	White Faculty										Faculty of Color						
	CHAR-					All					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR-	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	81	100%	100%	100%	100%	100%	437	3263	31	100%	100%	100%	100%	100%	100%	100%	1137
- NET: Clear (5,4)	58%	42%	51%	48%	41%	50%	46%	46%	55%	49%	73%	72%	48%	47%	54%	53%	53%
Very clear (5)	18%	12%	17%	15%	12%	17%	15%	13%	12%	18%	32%	41%	10%	3%	16%	16%	16%
Fairly clear (4)	40%	30%	33%	33%	29%	33%	32%	34%	43%	31%	41%	32%	38%	45%	38%	37%	37%
- Neither clear nor unclear (3)	13%	37%	26%	23%	20%	20%	24%	26%	23%	21%	20%	14%	23%	25%	22%	26%	26%
Fairly unclear (2)	23%	17%	16%	25%	24%	18%	20%	19%	12%	25%	4%	7%	16%	12%	14%	14%	14%
Very unclear (1)	6%	5%	8%	4%	15%	12%	10%	9%	11%	5%	4%	7%	13%	15%	11%	7%	7%
- NET: Unclear (2,1)	29%	21%	23%	29%	39%	30%	30%	28%	23%	30%	8%	14%	29%	28%	24%	22%	22%
Mean	3.402	3.277	3.370	3.293	2.999	3.242	3.208	3.227	3.326	3.316	3.928	3.920	3.153	3.071	3.356	3.394	
Not included in base:																	
Decline to Answer	1	1	3	-	2	-	6	33	-	-	-	-	1	-	1	17	17
Not Applicable	-	1	2	-	1	-	4	38	-	1	1	-	-	-	2	17	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	566 100%	4406 100%
- NET: Clear (5,4)	52%	44%	61%	53%	39%	46%	48%	46%
Very clear (5)	16%	13%	16%	19%	11%	11%	14%	12%
Fairly clear (4)	36%	31%	45%	34%	28%	34%	34%	34%
- Neither clear nor unclear (3)	24%	22%	22%	16%	23%	24%	22%	26%
Fairly unclear (2)	16%	27%	12%	24%	23%	20%	20%	20%
Very unclear (1)	7%	6%	6%	6%	15%	11%	10%	8%
- NET: Unclear (2,1)	24%	33%	17%	31%	38%	31%	30%	28%
Mean	3.362	3.176	3.540	3.355	2.971	3.153	3.210	3.229
<b>Not included in base:</b>								
Decline to Answer	1	-	2	-	3	-	5	47
Not Applicable	-	1	2	-	1	1	5	53



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	Males										Females											
	CHAR-					All					CHAR-					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	69	-	-	-	-	332	2633	43	-	-	-	-	-	234	1773	-	-	-	-	-	234	1773
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	57%	47%	56%	53%	40%	44%	45%	44%	41%	67%	54%	38%	48%	49%	47%							
Very clear (5)	17%	9%	13%	19%	11%	12%	11%	13%	20%	21%	19%	12%	11%	16%	13%							
Fairly clear (4)	39%	38%	43%	33%	29%	33%	34%	31%	21%	47%	35%	26%	37%	33%	34%							
- Neither clear nor unclear (3)	27%	25%	24%	17%	26%	22%	24%	20%	18%	18%	15%	19%	27%	19%	24%							
Fairly unclear (2)	10%	22%	15%	25%	19%	20%	19%	27%	35%	7%	23%	28%	20%	22%	22%							
Very unclear (1)	6%	6%	4%	6%	15%	14%	8%	9%	7%	7%	8%	16%	5%	10%	7%							
- NET: Unclear (2,1)	17%	28%	19%	31%	34%	33%	28%	36%	41%	15%	31%	43%	26%	32%	28%							
Mean	3.506	3.208	3.455	3.360	3.020	3.090	3.201	3.129	3.125	3.659	3.349	2.913	3.272	3.223	3.257							
Not included in base:																						
Decline to Answer	-	-	1	-	2	-	3	1	-	1	-	1	-	2	15							
Not Applicable	-	-	2	-	1	1	4	-	1	-	-	-	-	1	18							

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	White Faculty					Faculty of Color									
	CHAR-		All			CHAR-		All							
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	81	-	-	-	-	439	3270	31	-	-	-	-	-	127	1136
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear (5,4)	51%	43%	59%	48%	38%	43%	45%	54%	49%	72%	72%	41%	56%	53%	50%
Very clear (5)	17%	10%	15%	15%	11%	12%	11%	12%	23%	20%	36%	12%	17%	18%	14%
Fairly clear (4)	34%	33%	44%	33%	27%	33%	34%	42%	26%	53%	37%	29%	39%	35%	36%
- Neither clear nor unclear (3)	25%	25%	21%	17%	21%	26%	26%	23%	14%	24%	14%	26%	17%	21%	27%
Fairly unclear (2)	19%	28%	13%	27%	24%	23%	22%	9%	25%	4%	14%	19%	8%	15%	16%
Very unclear (1)	5%	4%	6%	8%	16%	8%	8%	14%	12%	0%	0%	14%	19%	11%	8%
- NET: Unclear (2,1)	24%	32%	20%	35%	41%	32%	29%	23%	37%	4%	14%	32%	27%	26%	24%
Mean	3.394	3.161	3.486	3.186	2.926	3.123	3.171	3.196	3.276	3.225	3.884	3.942	3.263	3.345	3.324
Not included in base:															
Decline to Answer	1	-	2	-	2	-	4	28	-	-	-	1	-	1	19
Not Applicable	-	-	1	-	1	1	3	36	-	1	1	-	-	2	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	4347 100%
- NET: Clear (5,4)	41%	35%	42%	46%	32%	34%	37%	36%
Very clear (5)	12%	6%	13%	19%	8%	9%	11%	10%
Fairly clear (4)	29%	28%	30%	26%	23%	25%	26%	26%
- Neither clear nor unclear (3)	29%	29%	30%	17%	26%	28%	27%	30%
Fairly unclear (2)	24%	26%	21%	27%	26%	23%	24%	23%
Very unclear (1)	6%	10%	7%	10%	16%	15%	12%	11%
- NET: Unclear (2,1)	30%	36%	28%	37%	42%	38%	37%	35%
Mean	3.162	2.945	3.205	3.183	2.816	2.902	2.983	2.997

Not included in base:

Decline to Answer	1	-	2	-	3	1	6	53
Not Applicable	-	1	6	-	3	6	16	106

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	Males										Females													
	CHAR- LOTTE					All Univ					CHAR- LOTTE					All Univ								
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All		
Valid responders:	69	100%	100%	100%	100%	323	2590	43	100%	100%	100%	100%	100%	100%	100%	231	1758	100%	100%	100%	100%	100%	100%	
- NET: Clear (5,4)	42%	31%	39%	48%	33%	36%	35%	39%	40%	47%	42%	30%	35%	37%	37%	37%	37%	37%	37%	37%	37%	37%	37%	
Very clear (5)	15%	6%	13%	25%	6%	11%	9%	7%	6%	12%	11%	11%	8%	10%	11%	10%	11%	11%	8%	10%	10%	11%	11%	
Fairly clear (4)	26%	25%	25%	23%	27%	25%	26%	33%	34%	35%	31%	19%	26%	27%	27%	27%	27%	27%	26%	27%	27%	27%	27%	
- Neither clear nor unclear (3)	35%	32%	31%	16%	31%	29%	32%	19%	25%	28%	19%	20%	32%	24%	27%	27%	27%	27%	32%	24%	27%	27%	27%	
Fairly unclear (2)	18%	31%	24%	31%	21%	24%	22%	33%	17%	18%	23%	31%	25%	25%	25%	25%	25%	25%	31%	25%	25%	25%	25%	
Very unclear (1)	5%	6%	6%	6%	15%	11%	12%	9%	18%	7%	15%	18%	9%	14%	11%	11%	11%	18%	9%	14%	14%	11%	11%	
- NET: Unclear (2,1)	23%	37%	30%	36%	36%	36%	34%	41%	35%	25%	38%	49%	34%	38%	36%	36%	36%	38%	49%	34%	38%	38%	36%	
Mean	3.291	2.945	3.164	3.311	2.881	2.846	2.985	2.954	2.945	3.260	2.998	2.739	3.007	2.960	3.015	3.007	2.960	3.015	3.007	2.960	3.015	3.015	3.015	3.015
Not included in base:																								
Decline to Answer	-	-	1	-	2	1	4	36	1	-	1	-	1	-	2	17	2	17	1	-	2	17	17	17
Not Applicable	-	-	6	-	2	4	12	74	-	1	-	-	1	2	4	32	4	32	-	2	4	32	32	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	81	-	-	-	-	-	429	3221	31	-	-	-	-	-	-	125	1126	-	-	-	-	-	-	100%	100%
- NET: Clear (5,4)	39%	34%	41%	42%	30%	31%	35%	34%	46%	37%	51%	59%	37%	45%	43%	41%	41%	37%	51%	59%	37%	45%	43%	41%	41%
Very clear (5)	12%	5%	12%	15%	7%	6%	9%	9%	12%	11%	17%	36%	11%	19%	16%	13%	13%	11%	17%	36%	11%	19%	16%	13%	13%
Fairly clear (4)	26%	29%	29%	27%	22%	24%	26%	25%	34%	26%	35%	24%	26%	27%	27%	28%	28%	26%	35%	24%	26%	27%	27%	27%	28%
- Neither clear nor unclear (3)	32%	35%	30%	15%	26%	27%	27%	29%	22%	14%	29%	27%	25%	33%	26%	31%	31%	14%	29%	27%	25%	33%	26%	31%	31%
Fairly unclear (2)	25%	24%	22%	31%	27%	28%	26%	25%	21%	30%	19%	14%	24%	5%	19%	18%	18%	30%	19%	14%	24%	5%	19%	18%	18%
Very unclear (1)	5%	7%	8%	12%	17%	14%	12%	12%	11%	19%	0%	0%	15%	17%	12%	10%	10%	19%	0%	0%	15%	17%	12%	10%	10%
- NET: Unclear (2,1)	29%	32%	29%	44%	44%	42%	38%	37%	32%	49%	19%	14%	38%	22%	31%	28%	28%	49%	19%	14%	38%	22%	31%	28%	28%
Mean	3.168	2.991	3.160	3.001	2.762	2.809	2.931	2.943	3.147	2.806	3.487	3.813	2.948	3.247	3.158	3.152	3.152	2.806	3.487	3.813	2.948	3.247	3.158	3.152	3.152
Not included in base:																									
Decline to Answer	1	-	2	-	2	-	4	31	-	-	-	-	1	1	2	22	22	-	-	-	-	1	1	2	22
Not Applicable	-	1	5	-	3	5	14	82	-	-	1	-	-	1	2	23	23	-	-	-	-	1	1	2	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	551 100%	4309 100%
- NET: Reasonable (5,4)	63%	81%	73%	70%	59%	81%	70%	73%
Very reasonable (5)	38%	36%	39%	23%	20%	45%	31%	37%
Somewhat reasonable (4)	25%	45%	35%	47%	39%	36%	39%	36%
- Neither reasonable nor unreasonable (3)	12%	8%	11%	8%	11%	5%	9%	10%
Somewhat unreasonable (2)	20%	11%	11%	14%	15%	9%	13%	13%
Very unreasonable (1)	5%	0%	5%	8%	14%	4%	8%	5%
- NET: Unreasonable (2,1)	25%	11%	16%	22%	30%	13%	20%	17%
Mean	3.701	4.067	3.917	3.620	3.348	4.093	3.734	3.876
<b>Not included in base:</b>								
Decline to Answer	2	2	5	2	8	6	23	155
Not Applicable	1	-	-	-	-	-	-	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	Males										Females										
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	67	-	-	-	-	325	2579	43	-	-	-	-	-	-	-	226	1731	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	68%	87%	79%	76%	84%	75%	75%	55%	71%	66%	61%	55%	76%	63%	69%						
Very reasonable (5)	46%	42%	43%	33%	46%	36%	42%	24%	28%	33%	7%	15%	44%	24%	29%						
Somewhat reasonable (4)	21%	46%	36%	43%	38%	39%	33%	31%	43%	33%	54%	40%	32%	39%	40%						
- Neither reasonable (3) nor unreasonable	13%	6%	10%	8%	2%	8%	10%	11%	10%	12%	8%	12%	11%	9%							
Somewhat unreasonable (2)	13%	6%	8%	14%	8%	11%	11%	31%	18%	15%	14%	15%	13%	15%	16%						
Very unreasonable (1)	7%	0%	3%	3%	6%	4%	4%	2%	0%	7%	17%	18%	0%	5%							
- NET: Unreasonable (2,1)	20%	6%	11%	17%	14%	17%	15%	34%	18%	22%	31%	33%	13%	25%	22%						
Mean	3.869	4.228	4.083	3.887	3.478	4.102	3.886	3.986	3.438	3.807	3.682	3.206	3.192	4.077	3.516	3.712					
Not included in base:																					
Decline to Answer	1	1	4	-	4	13	94	1	1	2	2	3	2	10	60						
Not Applicable	1	-	-	-	-	-	16	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	White Faculty					Faculty of Color							
	CHAR-LOTTE					CHAR-LOTTE							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	
Valid responders:	79	-	-	-	431	3192	31	-	-	-	-	120	1118
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable (5,4)	64%	71%	67%	55%	82%	72%	60%	78%	87%	83%	69%	79%	76%
Very reasonable (5)	36%	38%	23%	16%	47%	35%	41%	43%	45%	20%	30%	38%	34%
Somewhat reasonable (4)	27%	33%	44%	39%	35%	37%	19%	36%	42%	63%	39%	42%	42%
- Neither reasonable nor unreasonable (3)	12%	6%	11%	8%	12%	10%	12%	13%	10%	6%	10%	6%	9%
Somewhat unreasonable (2)	21%	12%	15%	18%	9%	14%	16%	9%	4%	11%	9%	10%	8%
Very unreasonable (1)	3%	6%	10%	15%	4%	5%	12%	0%	0%	0%	13%	5%	7%
- NET: Unreasonable (2,1)	24%	18%	25%	33%	13%	18%	28%	9%	4%	11%	21%	15%	15%
Mean	3.737	4.052	3.862	3.547	3.225	4.127	3.693	3.845	4.276	3.911	3.653	3.975	3.881
Not included in base:													
Decline to Answer	2	-	4	-	6	5	16	111	2	1	2	1	7
Not Applicable	1	-	-	-	-	-	-	22	-	-	-	-	-



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 25b-1

**II. Tenure**

**Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:**

**b. A teacher**

**BASE: Clarity regarding your performance as: A teacher is applicable**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	543 100%	4270 100%
- <b>NET: Reasonable (5,4)</b>	<b>80%</b>	<b>79%</b>	<b>84%</b>	<b>79%</b>	<b>79%</b>	<b>81%</b>	<b>81%</b>	<b>77%</b>
Very reasonable (5)	41%	40%	49%	36%	42%	42%	43%	43%
Somewhat reasonable (4)	39%	40%	35%	43%	37%	39%	38%	33%
- <b>Neither reasonable nor unreasonable (3)</b>	<b>9%</b>	<b>16%</b>	<b>9%</b>	<b>10%</b>	<b>8%</b>	<b>9%</b>	<b>10%</b>	<b>15%</b>
Somewhat unreasonable (2)	9%	4%	5%	9%	9%	8%	7%	7%
Very unreasonable (1)	2%	0%	3%	2%	4%	2%	3%	2%
- <b>NET: Unreasonable (2,1)</b>	<b>11%</b>	<b>4%</b>	<b>7%</b>	<b>11%</b>	<b>13%</b>	<b>10%</b>	<b>10%</b>	<b>9%</b>
<b>Mean</b>	<b>4.078</b>	<b>4.149</b>	<b>4.223</b>	<b>4.031</b>	<b>4.039</b>	<b>4.120</b>	<b>4.111</b>	<b>4.085</b>
<b>Not included in base:</b>								
Decline to Answer	2	1	5	1	10	5	22	156
Not Applicable	-	1	-	-	1	-	2	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	Males										Females														
	CHAR-LOTTE					All Univ					CHAR-LOTTE					All Univ									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All			
Valid responders:	68	100%	100%	100%	100%	320	100%	100%	100%	100%	2555	100%	100%	100%	43	100%	100%	100%	100%	100%	223	100%	100%	1714	100%
- NET: Reasonable (5,4)	83%	78%	84%	80%	82%	83%	82%	83%	82%	77%	77%	75%	82%	83%	77%	75%	83%	77%	75%	77%	78%	78%	77%	78%	76%
Very reasonable (5)	44%	35%	50%	40%	41%	37%	41%	44%	44%	44%	44%	36%	47%	48%	31%	43%	48%	31%	43%	53%	45%	45%	41%	41%	
Somewhat reasonable (4)	38%	43%	34%	40%	41%	47%	41%	32%	39%	32%	32%	39%	34%	35%	47%	32%	34%	47%	32%	24%	33%	33%	35%	35%	
- Neither reasonable (3) nor unreasonable	8%	22%	9%	14%	7%	9%	10%	15%	12%	15%	12%	7%	9%	4%	10%	10%	9%	4%	10%	10%	9%	13%	10%	13%	
Somewhat unreasonable (2)	6%	0%	3%	3%	7%	5%	4%	6%	13%	6%	6%	13%	11%	8%	19%	12%	11%	12%	13%	13%	12%	8%	8%	8%	
Very unreasonable (1)	3%	0%	4%	3%	4%	3%	3%	2%	0%	2%	2%	0%	0%	0%	0%	3%	0%	0%	3%	0%	1%	1%	2%	2%	
- NET: Unreasonable (2,1)	9%	0%	7%	6%	12%	8%	8%	8%	13%	8%	8%	13%	11%	8%	19%	15%	13%	19%	15%	13%	13%	10%	13%	10%	
Mean	4.140	4.132	4.219	4.122	4.065	4.091	4.123	4.108	3.979	4.177	4.177	4.229	3.895	4.008	4.177	4.094	4.051	4.008	4.177	4.094	4.051	4.094	4.051	4.051	4.051
Not included in base:																									
Decline to Answer	1	1	4	-	5	3	13	98	1	-	2	1	4	2	1	4	2	1	4	2	9	9	59	59	59
Not Applicable	-	-	-	-	1	-	1	23	-	1	23	-	1	-	-	-	-	-	-	-	-	1	8	8	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	White Faculty					Faculty of Color										
	CHAR-LOTTE					CHAR-LOTTE										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5						
Valid responders:	80%	100%	100%	100%	100%	31%	100%	100%	100%	100%	119%	1114%				
- NET: Reasonable (5,4)	85%	80%	77%	78%	82%	77%	65%	76%	80%	87%	78%	82%	76%			
Very reasonable (5)	47%	40%	40%	44%	43%	44%	24%	38%	43%	24%	37%	41%	38%			
Somewhat reasonable (4)	38%	40%	37%	34%	40%	32%	41%	37%	52%	64%	43%	44%	37%			
- Neither reasonable nor unreasonable (3)	8%	14%	10%	10%	9%	10%	14%	24%	5%	0%	4%	7%	15%			
Somewhat unreasonable (2)	7%	5%	6%	9%	7%	7%	13%	0%	0%	13%	10%	8%	5%			
Very unreasonable (1)	0%	0%	2%	3%	1%	2%	7%	0%	0%	0%	6%	5%	3%			
- NET: Unreasonable (2,1)	7%	5%	9%	10%	8%	9%	20%	0%	0%	13%	16%	11%	8%			
Mean	4.254	4.152	4.200	4.042	4.071	4.159	4.129	4.100	3.615	4.140	4.382	3.987	3.960	4.048	4.043	
Not included in base:																
Decline to Answer	2	-	4	-	7	4	16	115	-	1	1	1	2	1	6	41
Not Applicable	-	-	-	-	1	-	1	26	-	1	-	-	-	-	1	5

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 25c-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

*c. An advisor to students*

**BASE:** Clarity regarding your performance as: An advisor to students is applicable

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	493 100%	4003 100%
- <b>NET: Reasonable</b> (5,4)	59%	60%	69%	64%	59%	65%	63%	63%
Very reasonable	(5) 26%	27%	37%	23%	33%	27%	31%	34%
Somewhat reasonable	(4) 33%	33%	31%	41%	26%	37%	32%	29%
- <b>Neither reasonable nor unreasonable</b>	(3) 29%	35%	25%	27%	32%	21%	28%	29%
Somewhat unreasonable	(2) 6%	1%	5%	9%	5%	9%	6%	6%
Very unreasonable	(1) 6%	3%	2%	0%	3%	5%	3%	2%
- <b>NET: Unreasonable</b> (2,1)	12%	5%	7%	9%	9%	14%	9%	8%
<b>Mean</b>	3.674	3.791	3.977	3.776	3.805	3.725	3.827	3.867

**Not included in base:**

Decline to Answer	4	1	8	1	13	6	28	204
Not Applicable	5	-	4	1	12	-	17	114

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 25c-2**

**II. Tenure**

**Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:**

**c. An advisor to students**

**BASE: Clarity regarding your performance as: An advisor to students is applicable**

	Males					Females								
	CHAR- LOTTE		All Peers			CHAR- LOTTE		All Peers						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ		
<b>Valid responders:</b>	64 100%	- 100%	- 100%	- 100%	294 100%	2402 100%	34 100%	- 100%	- 100%	- 100%	- 100%	199 100%	1601 100%	
<b>- NET: Reasonable (5,4)</b>	58%	65%	66%	64%	65%	64%	61%	53%	74%	64%	57%	56%	61%	62%
Very reasonable (5)	25%	26%	36%	23%	31%	35%	28%	29%	39%	22%	33%	22%	31%	32%
Somewhat reasonable (4)	34%	39%	29%	41%	34%	29%	33%	24%	35%	41%	23%	34%	30%	30%
<b>- Neither reasonable nor unreasonable (3)</b>	33%	32%	25%	30%	18%	29%	22%	40%	24%	22%	34%	27%	30%	29%
Somewhat unreasonable (2)	5%	0%	6%	6%	5%	5%	6%	4%	2%	14%	7%	10%	7%	7%
Very unreasonable (1)	3%	3%	3%	0%	3%	2%	11%	3%	0%	0%	2%	6%	2%	2%
<b>- NET: Unreasonable (2,1)</b>	9%	3%	10%	6%	8%	7%	17%	7%	2%	14%	10%	17%	9%	10%
<b>Mean</b>	3.709	3.837	3.892	3.812	3.841	3.901	3.609	3.715	4.113	3.718	3.774	3.556	3.806	3.816
<b>Not included in base:</b>														
Decline to Answer	2	1	6	-	8	4	2	-	2	1	5	2	10	77
Not Applicable	2	-	2	-	10	-	3	-	2	1	2	-	5	39

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 25c-3**

**II. Tenure**

**Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:**

**c. An advisor to students**

**BASE: Clarity regarding your performance as: An advisor to students is applicable**

	White Faculty					Faculty of Color							
	CHAR- LOTTE		All Peers			CHAR- LOTTE		All Peers					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5			
<b>Valid responders:</b>	70 100%	- 100%	- 100%	- 100%	385 100%	2946 100%	28 100%	- 100%	- 100%	- 100%	108 100%	1058 100%	
<b>- NET: Reasonable (5,4)</b>	63%	61%	67%	66%	64%	62%	51%	58%	79%	64%	68%	66%	
Very reasonable (5)	33%	29%	36%	23%	34%	35%	9%	20%	44%	22%	30%	32%	
Somewhat reasonable (4)	30%	32%	31%	43%	23%	36%	41%	39%	35%	34%	41%	36%	
<b>- Neither reasonable nor unreasonable (3)</b>	31%	35%	26%	25%	36%	23%	25%	36%	16%	35%	22%	23%	
Somewhat unreasonable (2)	1%	2%	5%	9%	4%	6%	17%	0%	5%	9%	6%	7%	
Very unreasonable (1)	5%	3%	2%	0%	3%	2%	8%	6%	0%	0%	5%	3%	
<b>- NET: Unreasonable (2,1)</b>	7%	5%	7%	9%	7%	8%	25%	6%	5%	14%	15%	10%	
<b>Mean</b>	3.837	3.827	3.945	3.796	3.824	3.730	3.836	3.872	3.269	3.666	4.183	3.696	3.707
<b>Not included in base:</b>													
Decline to Answer	4	-	7	-	10	4	21	154	1	1	2	2	7
Not Applicable	3	-	4	1	7	-	13	85	2	-	4	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	529 100%	4157 100%
- NET: Reasonable (5,4)	73%	62%	71%	58%	66%	70%	67%	64%
Very reasonable (5)	39%	24%	39%	22%	36%	39%	35%	35%
Somewhat reasonable (4)	34%	38%	32%	36%	29%	31%	32%	29%
- Neither reasonable nor unreasonable (3)	20%	31%	21%	33%	25%	21%	25%	28%
Somewhat unreasonable (2)	4%	5%	5%	6%	7%	5%	6%	5%
Very unreasonable (1)	3%	1%	4%	2%	3%	4%	3%	2%
- NET: Unreasonable (2,1)	7%	7%	8%	8%	10%	9%	9%	8%
Mean	4.005	3.775	3.980	3.708	3.896	3.951	3.893	3.890
Not included in base:								
Decline to Answer	4	2	8	2	13	8	32	216
Not Applicable	5	-	3	-	5	1	9	77

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	Males										Females											
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	67	-	-	-	-	311	2482	37	-	-	-	-	-	-	-	218	1675	-	-	-	-	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Reasonable (5,4)	75%	70%	69%	57%	67%	67%	65%	67%	48%	73%	60%	64%	75%	66%	63%	66%	63%	64%	75%	66%	63%	
Very reasonable (5)	43%	22%	39%	21%	38%	35%	36%	30%	26%	39%	24%	34%	41%	34%	34%	34%	34%	34%	41%	34%	34%	
Somewhat reasonable (4)	32%	48%	30%	36%	29%	32%	29%	37%	22%	35%	36%	30%	34%	31%	29%	30%	30%	36%	30%	34%	29%	
- Neither reasonable (3) nor unreasonable	17%	30%	21%	37%	24%	25%	28%	25%	34%	20%	28%	25%	16%	24%	27%	16%	24%	28%	25%	16%	27%	
Somewhat unreasonable (2)	2%	0%	6%	3%	5%	5%	5%	8%	15%	3%	12%	9%	3%	7%	7%	3%	7%	12%	9%	3%	7%	
Very unreasonable (1)	5%	0%	4%	3%	3%	3%	2%	0%	3%	3%	0%	2%	6%	3%	3%	6%	3%	0%	2%	6%	3%	
- NET: Unreasonable (2,1)	7%	0%	10%	5%	8%	8%	7%	8%	18%	6%	12%	11%	9%	10%	9%	10%	9%	12%	11%	9%	10%	
Mean	4.063	3.925	3.944	3.706	3.937	3.924	3.908	3.914	3.900	3.524	3.712	3.848	4.002	3.870	3.855	3.870	3.855	3.712	3.848	4.002	3.870	3.855
Not included in base:																						
Decline to Answer	1	1	6	-	8	5	19	131	3	1	2	2	5	3	13	85						
Not Applicable	1	-	1	-	3	1	5	55	4	-	2	-	2	-	3	23						



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 25d-3**

**II. Tenure**

**Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:**

**d. A colleague in your department**

**BASE: Clarity regarding your performance as: A colleague in your department is applicable**

	White Faculty					Faculty of Color										
	CHAR-LOTTE					CHAR-LOTTE										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5						
<b>Valid responders:</b>	76	-	-	-	413	3075	28	-	-	-	117	1082				
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%				
<b>- NET: Reasonable (5,4)</b>	73%	60%	71%	58%	65%	74%	67%	64%	71%	68%	71%	59%	67%	55%	65%	65%
Very reasonable (5)	40%	22%	38%	23%	36%	42%	35%	36%	34%	28%	48%	20%	38%	28%	34%	32%
Somewhat reasonable (4)	33%	38%	33%	35%	29%	32%	32%	28%	37%	40%	23%	39%	29%	28%	30%	32%
<b>- Neither reasonable nor unreasonable (3)</b>	22%	34%	20%	36%	26%	20%	25%	29%	16%	21%	25%	25%	21%	25%	23%	26%
Somewhat unreasonable (2)	5%	6%	6%	4%	6%	4%	5%	5%	1%	5%	0%	16%	8%	10%	8%	6%
Very unreasonable (1)	0%	0%	4%	2%	2%	3%	2%	2%	12%	6%	4%	0%	5%	9%	5%	3%
<b>- NET: Unreasonable (2,1)</b>	5%	6%	9%	6%	8%	7%	8%	7%	14%	11%	4%	16%	12%	20%	13%	9%
<b>Mean</b>	4.083	3.768	3.961	3.729	3.904	4.066	3.915	3.908	3.789	3.800	4.105	3.627	3.876	3.540	3.814	3.841
<b>Not included in base:</b>																
Decline to Answer	4	1	7	-	10	6	24	163	-	1	1	2	2	2	8	53
Not Applicable	2	-	2	-	3	1	6	58	3	-	1	-	2	-	3	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	527 100%	4135 100%
- NET: Reasonable (5,4)	65%	58%	64%	59%	60%	63%	62%	59%
Very reasonable (5)	26%	23%	30%	27%	24%	29%	27%	29%
Somewhat reasonable (4)	39%	35%	34%	32%	36%	35%	35%	30%
- Neither reasonable nor unreasonable (3)	27%	38%	28%	39%	30%	28%	31%	33%
Somewhat unreasonable (2)	5%	3%	6%	2%	3%	5%	4%	6%
Very unreasonable (1)	3%	1%	2%	0%	6%	3%	3%	2%
- NET: Unreasonable (2,1)	8%	4%	8%	2%	9%	8%	7%	8%
Mean	3.791	3.766	3.842	3.849	3.698	3.806	3.779	3.775

Not included in base:

Decline to Answer	5	1	6	3	12	8	30	209
Not Applicable	2	-	3	-	8	2	14	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	Males					Females										
	CHAR- LOTTE		All Peers			CHAR- LOTTE		All Peers								
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5						
Valid responders:	66 100%	- 100%	- 100%	- 100%	307 100%	2458 100%	41 100%	- 100%	- 100%	- 100%	220 100%	1677 100%				
- NET: Reasonable (5,4)	63%	62%	53%	63%	62%	59%	68%	49%	67%	68%	57%	65%	61%	59%		
Very reasonable (5)	30%	33%	24%	23%	26%	29%	18%	35%	27%	32%	26%	27%	28%	28%		
Somewhat reasonable (4)	33%	49%	30%	40%	36%	30%	50%	14%	39%	36%	31%	38%	33%	31%		
- Neither reasonable (3) nor unreasonable	27%	35%	29%	27%	32%	34%	27%	42%	26%	28%	34%	22%	30%	32%		
Somewhat unreasonable (2)	5%	0%	7%	2%	3%	5%	5%	6%	5%	4%	5%	10%	6%	6%		
Very unreasonable (1)	5%	0%	0%	7%	3%	2%	0%	3%	3%	0%	5%	3%	3%	2%		
- NET: Unreasonable (2,1)	10%	0%	9%	9%	6%	7%	5%	10%	8%	4%	9%	13%	9%	9%		
Mean	3.775	3.803	3.851	3.774	3.705	3.830	3.787	3.784	3.817	3.709	3.831	3.962	3.689	3.767	3.764	
Not included in base:																
Decline to Answer	3	1	5	1	6	5	18	131	1	-	2	2	5	3	12	77
Not Applicable	-	-	2	-	6	2	10	75	2	-	1	-	3	-	3	34

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	411 100%	3058 100%	30 100%	- 100%	- 100%	- 100%	- 100%	117 100%
- NET: Reasonable (5,4)	65%	62%	59%	60%	60%	65%	61%	59%	48%	81%	59%	60%	59%	62%
Very reasonable (5)	28%	24%	30%	28%	24%	30%	27%	30%	20%	32%	26%	26%	25%	26%
Somewhat reasonable (4)	37%	37%	32%	32%	36%	35%	34%	29%	45%	48%	33%	34%	34%	34%
- Neither reasonable nor unreasonable (3)	30%	37%	30%	41%	32%	30%	33%	34%	20%	11%	33%	27%	23%	30%
Somewhat unreasonable (2)	5%	2%	6%	0%	2%	4%	3%	5%	4%	9%	8%	7%	9%	7%
Very unreasonable (1)	0%	0%	3%	0%	6%	1%	3%	2%	11%	0%	0%	6%	9%	3%
- NET: Unreasonable (2,1)	5%	2%	8%	0%	8%	5%	6%	7%	15%	11%	8%	13%	18%	10%
Mean	3.873	3.839	3.810	3.869	3.708	3.876	3.800	3.794	3.578	3.511	4.044	3.672	3.566	3.702
Not included in base:														
Decline to Answer	4	-	6	1	9	6	22	153	-	1	2	2	2	8
Not Applicable	1	-	3	-	5	2	10	86	1	-	-	3	-	3

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 25f-1

**II. Tenure**

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

*f. A member of the broader community (e.g., service, outreach)*

**BASE:** Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	507 100%	4020 100%
- <b>NET: Reasonable (5,4)</b>	57%	54%	54%	54%	56%	55%	55%	53%
Very reasonable (5)	27%	21%	28%	24%	23%	27%	25%	27%
Somewhat reasonable (4)	31%	33%	25%	30%	33%	28%	30%	26%
- <b>Neither reasonable nor unreasonable (3)</b>	32%	40%	37%	43%	31%	34%	35%	39%
Somewhat unreasonable (2)	7%	5%	6%	2%	7%	7%	6%	5%
Very unreasonable (1)	3%	1%	4%	2%	5%	4%	4%	3%
- <b>NET: Unreasonable (2,1)</b>	11%	6%	9%	3%	13%	11%	10%	8%
<b>Mean</b>	<b>3.702</b>	<b>3.674</b>	<b>3.689</b>	<b>3.723</b>	<b>3.606</b>	<b>3.658</b>	<b>3.657</b>	<b>3.694</b>

**Not included in base:**

Decline to Answer	7	1	6	3	12	9	31	234
Not Applicable	4	1	5	2	11	3	22	146

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	Males					Females								
	CHAR- LOTTE		All Peers			CHAR- LOTTE		All Peers						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5				
Valid responders:	66 100%	- 100%	- 100%	- 100%	296 100%	2396 100%	37 100%	- 100%	- 100%	- 100%	212 100%	1624 100%		
- NET: Reasonable (5,4)	59%	54%	46%	60%	56%	54%	45%	53%	51%	52%	53%	52%		
Very reasonable (5)	32%	30%	19%	22%	24%	27%	18%	27%	31%	25%	25%	26%		
Somewhat reasonable (4)	28%	43%	24%	39%	32%	27%	36%	17%	27%	36%	27%	26%		
- Neither reasonable nor unreasonable (3)	28%	37%	51%	28%	36%	39%	39%	45%	36%	29%	36%	31%	35%	
Somewhat unreasonable (2)	7%	4%	7%	0%	5%	4%	8%	6%	5%	4%	9%	14%	8%	
Very unreasonable (1)	5%	0%	2%	3%	4%	3%	0%	3%	6%	0%	5%	3%	4%	
- NET: Unreasonable (2,1)	12%	4%	8%	3%	8%	7%	8%	10%	11%	4%	14%	17%	12%	
Mean	3.739	3.719	3.739	3.590	3.632	3.701	3.677	3.708	3.638	3.606	3.623	3.938	3.579	3.629
Not included in base:														
Decline to Answer	3	1	5	1	6	6	19	143	3	-	2	2	5	3
Not Applicable	-	1	2	-	7	3	13	87	4	-	3	2	5	-

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 25f-3**

**II. Tenure**

**Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:**

**f. A member of the broader community (e.g., service, outreach)**

**BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable**

	White Faculty					Faculty of Color										
	CHAR-		All			CHAR-		All								
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	All	All
<b>Valid responders:</b>	74	-	-	-	-	396	2968	29	-	-	-	-	-	111	1052	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Reasonable (5,4)</b>	54%	54%	53%	54%	56%	53%	52%	66%	52%	58%	52%	55%	62%	56%	55%	
Very reasonable (5)	26%	22%	29%	26%	22%	23%	28%	28%	19%	23%	15%	26%	37%	26%	24%	
Somewhat reasonable (4)	28%	33%	24%	28%	34%	29%	25%	38%	34%	34%	38%	29%	25%	30%	30%	
<b>- Neither reasonable (3) nor unreasonable</b>	38%	41%	38%	42%	33%	40%	41%	18%	38%	28%	48%	28%	13%	28%	35%	
Somewhat unreasonable (2)	7%	5%	5%	2%	6%	6%	5%	8%	5%	14%	0%	10%	11%	9%	6%	
Very unreasonable (1)	2%	0%	4%	2%	5%	1%	2%	8%	5%	0%	0%	7%	14%	6%	4%	
<b>- NET: Unreasonable (2,1)</b>	8%	5%	9%	4%	11%	8%	7%	16%	10%	14%	0%	17%	25%	15%	10%	
<b>Mean</b>	3.700	3.711	3.692	3.735	3.618	3.671	3.708	3.709	3.557	3.668	3.674	3.576	3.612	3.603	3.654	
<b>Not included in base:</b>																
Decline to Answer	6	-	6	1	9	7	172	-	1	1	2	2	2	8	63	
Not Applicable	2	1	3	1	6	3	113	2	-	2	1	5	-	8	33	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 26-1**

**II. Tenure**

**Q26. Please indicate whether you agree or disagree with the following statement.**

***I have received mixed messages about the requirements for tenure from senior colleagues***

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	4323 100%
- <b>NET: Disagree (5,4)</b>	<b>27%</b>	<b>45%</b>	<b>32%</b>	<b>28%</b>	<b>18%</b>	<b>38%</b>	<b>29%</b>	<b>32%</b>
Strongly disagree (5)	6%	14%	16%	6%	8%	15%	12%	14%
Somewhat disagree (4)	21%	31%	16%	21%	9%	23%	17%	18%
- <b>Neither agree nor disagree (3)</b>	<b>14%</b>	<b>14%</b>	<b>9%</b>	<b>9%</b>	<b>7%</b>	<b>11%</b>	<b>9%</b>	<b>11%</b>
Somewhat agree (2)	33%	27%	34%	43%	25%	27%	30%	32%
Strongly agree (1)	26%	15%	24%	20%	51%	25%	32%	24%
- <b>NET: Agree (2,1)</b>	<b>60%</b>	<b>42%</b>	<b>59%</b>	<b>63%</b>	<b>75%</b>	<b>51%</b>	<b>62%</b>	<b>57%</b>
<b>Mean</b>	<b>2.470</b>	<b>3.021</b>	<b>2.647</b>	<b>2.509</b>	<b>2.002</b>	<b>2.764</b>	<b>2.469</b>	<b>2.657</b>

**Not included in base:**

Decline to Answer	1	1	3	3	2	2	10	97
Not Applicable/ Don't know	1	1	3	2	3	1	9	85



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 26-2**

**II. Tenure**

**Q26. Please indicate whether you agree or disagree with the following statement.**

***I have received mixed messages about the requirements for tenure from senior colleagues***

	Males					Females										
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	68	-	-	-	-	325	2574	43	-	-	-	-	-	-	230	1749
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Disagree (5,4)</b>	31%	42%	32%	31%	19%	45%	35%	19%	49%	32%	24%	24%	16%	24%	25%	28%
Strongly disagree (5)	7%	10%	18%	9%	8%	17%	16%	4%	20%	12%	3%	8%	11%	10%	12%	
Somewhat disagree (4)	24%	32%	14%	22%	11%	28%	19%	15%	29%	20%	21%	8%	13%	15%	16%	
<b>- Neither agree nor disagree (3)</b>	17%	22%	11%	12%	10%	12%	12%	9%	0%	7%	4%	4%	12%	6%	9%	
Somewhat agree (2)	28%	24%	36%	45%	24%	29%	30%	42%	33%	32%	40%	26%	32%	31%	35%	
Strongly agree (1)	24%	13%	21%	12%	47%	21%	22%	30%	18%	29%	32%	54%	31%	38%	28%	
<b>- NET: Agree (2,1)</b>	52%	36%	57%	57%	71%	45%	52%	72%	51%	61%	72%	80%	64%	69%	63%	
<b>Mean</b>	<b>2.627</b>	<b>3.032</b>	<b>2.718</b>	<b>2.707</b>	<b>2.087</b>	<b>2.959</b>	<b>2.764</b>	<b>2.222</b>	<b>3.002</b>	<b>2.545</b>	<b>2.226</b>	<b>1.905</b>	<b>2.402</b>	<b>2.282</b>	<b>2.499</b>	
<b>Not included in base:</b>																
Decline to Answer	-	-	2	1	2	2	64	1	1	1	2	-	-	-	3	33
Not Applicable/ Don't know	1	-	1	2	3	1	61	-	1	2	-	-	-	-	2	24

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 26-3**

**II. Tenure**

**Q26. Please indicate whether you agree or disagree with the following statement.**

***I have received mixed messages about the requirements for tenure from senior colleagues***

	White Faculty					Faculty of Color										
	All					All										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5						
<b>Valid responders:</b>	80	100%	100%	100%	100%	31	100%	100%	100%	100%	121	1092				
<b>- NET: Disagree (5,4)</b>	25%	48%	34%	26%	16%	30%	33%	21%	39%	21%	34%	26%	33%			
Strongly disagree (5)	8%	14%	17%	4%	8%	1%	14%	12%	16%	9%	16%	12%	15%			
Somewhat disagree (4)	17%	35%	17%	21%	8%	29%	19%	9%	23%	12%	18%	14%	17%			
<b>- Neither agree nor disagree (3)</b>	12%	14%	9%	11%	6%	18%	14%	12%	0%	10%	21%	12%	14%			
Somewhat agree (2)	37%	23%	33%	43%	23%	24%	41%	42%	46%	29%	25%	33%	34%			
Strongly agree (1)	25%	15%	24%	21%	55%	28%	12%	25%	16%	40%	20%	29%	20%			
<b>- NET: Agree (2,1)</b>	63%	38%	57%	64%	78%	52%	53%	67%	61%	69%	45%	62%	53%			
<b>Mean</b>	2.453	3.081	2.688	2.450	1.919	2.741	2.466	2.625	2.515	2.827	2.399	2.777	2.214	2.849	2.477	2.753
<b>Not included in base:</b>																
Decline to Answer	1	1	2	-	2	-	5	58	-	1	3	-	2	5	40	
Not Applicable/ Don't know	1	-	3	1	1	1	6	46	-	1	-	1	2	-	3	39

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 27a-1**

**II. Tenure**

**Q27a. Please indicate whether you agree or disagree with the following statement.**

**From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	4271 100%
- NET: Agree	(5,4) 59%	60%	60%	57%	50%	60%	56%	59%
Strongly agree	(5) 22%	18%	25%	12%	16%	20%	19%	22%
Somewhat agree	(4) 37%	42%	35%	45%	34%	40%	37%	37%
- Neither agree nor disagree	(3) 14%	12%	15%	20%	14%	11%	14%	13%
Somewhat disagree	(2) 15%	17%	15%	14%	16%	17%	16%	17%
Strongly disagree	(1) 11%	11%	11%	8%	19%	12%	14%	10%
- NET: Disagree	(2,1) 26%	27%	25%	23%	35%	29%	29%	27%
Mean	3.436	3.401	3.489	3.373	3.117	3.401	3.319	3.436
<b>Not included in base:</b>								
Decline to Answer	1	1	4	3	3	2	13	107
Not Applicable/ Don't know	5	4	3	4	2	2	15	128

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 27a-2**

**II. Tenure**

**Q27a. Please indicate whether you agree or disagree with the following statement.**

**From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics**

	Males					Females									
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
<b>Valid responders:</b>	67	-	-	-	-	323	2561	40	-	-	-	-	-	225	1710
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Agree</b>	(5,4)	60%	61%	59%	57%	64%	62%	49%	60%	59%	54%	42%	52%	51%	55%
Strongly agree	(5)	24%	25%	18%	14%	26%	24%	19%	26%	24%	3%	18%	9%	18%	19%
Somewhat agree	(4)	41%	35%	41%	43%	39%	37%	30%	35%	35%	51%	24%	42%	33%	36%
<b>- Neither agree nor disagree</b>	(3)	14%	17%	23%	15%	9%	13%	15%	4%	15%	17%	14%	16%	14%	14%
Somewhat disagree	(2)	8%	9%	12%	12%	18%	16%	27%	29%	14%	17%	20%	15%	18%	20%
Strongly disagree	(1)	12%	13%	6%	16%	9%	9%	9%	7%	12%	12%	23%	17%	17%	11%
<b>- NET: Disagree</b>	(2,1)	21%	22%	19%	28%	27%	25%	36%	36%	26%	29%	44%	33%	35%	31%
<b>Mean</b>		3.562	3.380	3.514	3.517	3.273	3.548	3.225	3.436	3.454	3.164	2.935	3.110	3.163	3.317
<b>Not included in base:</b>															
Decline to Answer		-	-	4	1	3	2	1	1	1	2	-	-	3	44
Not Applicable/ Don't know		2	2	1	3	1	-	3	2	2	1	1	2	7	52

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 27a-3**

**II. Tenure**

**Q27a. Please indicate whether you agree or disagree with the following statement.**

**From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	119 100%
- <b>NET: Agree</b>	(5,4) 65%	64%	63%	58%	48%	63%	57%	45%	49%	42%	52%	56%	51%	54%
Strongly agree	(5)	26%	18%	25%	9%	16%	19%	11%	18%	22%	23%	17%	9%	17%
Somewhat agree	(4)	39%	46%	37%	49%	32%	38%	34%	31%	20%	29%	40%	42%	35%
- <b>Neither agree nor disagree</b>	(3)	11%	13%	12%	20%	14%	9%	25%	8%	33%	23%	15%	20%	16%
Somewhat disagree	(2)	15%	12%	15%	15%	18%	16%	15%	30%	10%	9%	11%	12%	13%
Strongly disagree	(1)	10%	10%	10%	7%	20%	13%	16%	12%	15%	16%	18%	18%	12%
- <b>NET: Disagree</b>	(2,1)	25%	23%	25%	22%	38%	29%	31%	43%	25%	25%	29%	29%	30%
<b>Mean</b>	3.569	3.486	3.527	3.380	3.056	3.474	3.344	3.090	3.122	3.244	3.342	3.270	3.127	3.315
<b>Not included in base:</b>														
Decline to Answer	1	1	4	-	3	-	8	-	-	1	3	-	2	5
Not Applicable/ Don't know	4	2	2	3	1	2	10	1	2	1	1	1	-	5

Table 28-1

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

*The way you spend your time as a faculty member*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	562 100%	4405 100%
- NET: Satisfied (5,4)	80%	58%	80%	76%	71%	71%	72%	74%
Very satisfied (5)	26%	19%	28%	26%	22%	29%	25%	27%
Somewhat satisfied (4)	55%	39%	53%	50%	48%	42%	47%	47%
- Neither satisfied nor dissatisfied (3)	4%	9%	6%	6%	8%	11%	8%	7%
Somewhat dissatisfied (2)	11%	23%	13%	10%	18%	16%	16%	16%
Very dissatisfied (1)	4%	10%	1%	8%	4%	2%	4%	4%
- NET: Dissatisfied (2,1)	16%	33%	14%	18%	22%	18%	20%	19%
Mean	3.863	3.345	3.927	3.746	3.673	3.795	3.730	3.782
<b>Not included in base:</b>								
Decline to Answer	1	-	6	2	4	1	13	97
Not Applicable	-	-	-	-	-	-	-	4

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 28-2**

**III. The Nature of Your Work**

**Q28. Please indicate your level of satisfaction with the following:**

*The way you spend your time as a faculty member*

	Males										Females											
	CHAR-					All					CHAR-					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	69	-	-	-	-	330	2633	43	-	-	-	-	-	232	1771	-	-	-	-	-	232	1771
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	83%	56%	82%	80%	73%	74%	76%	76%	61%	78%	68%	68%	65%	69%	71%							
Very satisfied (5)	24%	18%	28%	24%	23%	27%	29%	28%	20%	27%	28%	21%	33%	25%	25%							
Somewhat satisfied (4)	59%	38%	54%	56%	50%	48%	47%	48%	41%	51%	40%	46%	33%	44%	46%							
- Neither satisfied nor dissatisfied (3)	4%	9%	9%	6%	10%	10%	7%	4%	10%	1%	7%	5%	12%	6%	6%							
Somewhat dissatisfied (2)	8%	25%	8%	8%	11%	14%	14%	17%	19%	21%	12%	25%	20%	21%	19%							
Very dissatisfied (1)	5%	9%	1%	6%	5%	2%	3%	3%	10%	0%	12%	2%	3%	4%	4%							
- NET: Dissatisfied (2,1)	13%	35%	9%	14%	17%	16%	17%	20%	29%	21%	25%	27%	23%	25%	23%							
Mean	3.893	3.303	3.991	3.850	3.735	3.835	3.782	3.848	3.816	3.410	3.837	3.584	3.600	3.720	3.656	3.684						
Not included in base:																						
Decline to Answer	-	-	5	-	3	1	9	64	1	-	2	1	-	4	33							
Not Applicable	-	-	-	-	-	-	3	-	-	-	-	-	-	-	2							

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 28-3**

**III. The Nature of Your Work**

**Q28. Please indicate your level of satisfaction with the following:**

*The way you spend your time as a faculty member*

	White Faculty										Faculty of Color													
	CHAR-					ALL					CHAR-					ALL								
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
<b>Valid responders:</b>	81	-	-	-	-	436	3266	31	-	-	-	-	-	-	126	1138	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Satisfied (5,4)</b>	82%	59%	80%	71%	69%	72%	74%	75%	55%	81%	94%	74%	69%	73%	75%									
Very satisfied (5)	27%	15%	27%	25%	18%	27%	26%	23%	30%	34%	28%	34%	35%	33%	30%									
Somewhat satisfied (4)	56%	44%	54%	46%	52%	49%	47%	52%	25%	47%	66%	40%	34%	41%	45%									
- <b>Neither satisfied nor dissatisfied (3)</b>	5%	9%	7%	6%	6%	9%	6%	1%	11%	0%	6%	12%	18%	10%	8%									
Somewhat dissatisfied (2)	10%	23%	12%	12%	22%	18%	17%	15%	23%	19%	0%	7%	9%	10%	14%									
Very dissatisfied (1)	3%	9%	1%	10%	2%	1%	4%	8%	12%	0%	0%	8%	5%	6%	3%									
- <b>NET: Dissatisfied (2,1)</b>	13%	32%	13%	23%	25%	21%	20%	24%	34%	19%	0%	15%	13%	16%	17%									
<b>Mean</b>	3.940	3.331	3.923	3.627	3.600	3.777	3.696	3.760	3.662	3.388	3.952	4.222	3.852	3.860	3.844									
<b>Not included in base:</b>																								
Decline to Answer	1	-	6	-	4	1	11	66	-	-	1	2	-	-	3	30								
Not Applicable	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2								



Table 29a-1

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	555 100%	4312 100%
- NET: Satisfied (5,4)	85%	81%	81%	77%	79%	78%	79%	83%
Very satisfied (5)	44%	42%	45%	52%	36%	41%	41%	47%
Somewhat satisfied (4)	41%	40%	36%	25%	44%	38%	38%	36%
- Neither satisfied nor dissatisfied (3)	7%	10%	7%	8%	5%	11%	7%	7%
Somewhat dissatisfied (2)	5%	7%	10%	12%	13%	9%	11%	8%
Very dissatisfied (1)	3%	1%	2%	3%	3%	2%	3%	2%
- NET: Dissatisfied (2,1)	8%	8%	12%	15%	16%	11%	13%	10%
Mean	4.186	4.136	4.118	4.096	3.951	4.056	4.047	4.173
<b>Not included in base:</b>								
Decline to Answer	1	-	6	2	4	1	13	94
Not Applicable	-	-	4	-	-	3	7	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-2

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	-	328	2582	43	-	-	-	-	-	-	226	1729	-	-	-	-	-	-	226	1729
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	88%	82%	79%	74%	78%	77%	78%	82%	80%	81%	82%	81%	80%	81%	81%	81%	83%	81%	82%	81%	80%	81%	81%	81%	83%
Very satisfied (5)	41%	34%	42%	49%	33%	42%	39%	44%	50%	54%	50%	56%	39%	39%	45%	50%	50%	50%	50%	56%	39%	39%	45%	50%	
Somewhat satisfied (4)	47%	48%	38%	25%	46%	35%	39%	38%	30%	27%	32%	25%	41%	42%	36%	34%	34%	32%	32%	25%	41%	42%	36%	34%	
- Neither satisfied nor dissatisfied (3)	11%	9%	8%	11%	6%	11%	9%	8%	2%	12%	6%	3%	3%	9%	6%	5%	5%	12%	6%	3%	3%	9%	6%	5%	
Somewhat dissatisfied (2)	0%	9%	10%	12%	12%	10%	11%	8%	14%	3%	10%	12%	13%	7%	10%	9%	9%	10%	10%	12%	13%	7%	10%	9%	
Very dissatisfied (1)	2%	0%	2%	3%	3%	2%	2%	2%	4%	3%	1%	4%	4%	3%	3%	2%	2%	1%	1%	4%	4%	3%	3%	2%	
- NET: Dissatisfied (2,1)	2%	9%	13%	15%	15%	12%	13%	10%	18%	7%	11%	16%	17%	10%	13%	11%	11%	11%	11%	16%	17%	10%	13%	11%	
Mean	4.254	4.062	4.064	4.057	3.930	4.053	4.017	4.153	4.077	4.251	4.199	4.157	3.976	4.062	4.090	4.203	4.077	4.251	4.199	4.157	3.976	4.062	4.090	4.203	
Not included in base:																									
Decline to Answer	-	-	5	-	3	1	9	59	1	-	2	2	1	-	4	34	1	-	2	2	1	-	-	4	34
Not Applicable	-	-	-	-	-	2	2	58	-	-	4	-	-	-	1	42	-	-	4	-	-	-	1	5	42

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 29a-3**

**III. The Nature of Your Work**

**Q29a. Please indicate your level of satisfaction with the following:**

**The level of the courses you teach**

	White Faculty					Faculty of Color												
	All					All												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5								
<b>Valid responders:</b>	81	100%	100%	100%	100%	31	100%	100%	100%	100%	126	100%	100%	100%	1121	100%		
- <b>NET: Satisfied (5,4)</b>	82%	84%	83%	79%	78%	81%	81%	84%	84%	84%	92%	73%	66%	67%	81%	69%	74%	80%
Very satisfied (5)	53%	39%	43%	56%	35%	43%	42%	48%	48%	48%	20%	49%	56%	34%	37%	32%	40%	42%
Somewhat satisfied (4)	29%	45%	40%	23%	44%	38%	39%	35%	35%	35%	72%	24%	11%	33%	44%	36%	34%	38%
- <b>Neither satisfied nor dissatisfied (3)</b>	8%	9%	6%	8%	4%	10%	7%	6%	6%	6%	3%	15%	13%	6%	7%	12%	10%	9%
Somewhat dissatisfied (2)	7%	7%	10%	8%	15%	7%	10%	8%	8%	8%	1%	7%	13%	27%	8%	15%	12%	9%
Very dissatisfied (1)	2%	0%	1%	4%	3%	1%	2%	2%	2%	2%	4%	5%	8%	0%	5%	5%	5%	2%
- <b>NET: Dissatisfied (2,1)</b>	9%	7%	11%	12%	18%	9%	12%	10%	10%	10%	5%	12%	21%	27%	12%	19%	16%	11%
<b>Mean</b>	4.243	4.162	4.148	4.187	3.926	4.139	4.080	4.198	4.036	4.056	3.935	3.735	4.011	3.772	3.935	4.101		
<b>Not included in base:</b>																		
Decline to Answer	1	-	6	-	4	1	11	65	-	-	1	2	-	-	-	3	28	
Not Applicable	-	-	4	-	-	3	7	78	-	-	-	-	-	-	-	-	-	22

Table 29b-1

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	555 100%	4315 100%
- NET: Satisfied (5,4)	66%	74%	69%	84%	78%	70%	75%	74%
Very satisfied (5)	34%	36%	35%	57%	46%	33%	41%	45%
Somewhat satisfied (4)	32%	38%	34%	27%	32%	36%	33%	29%
- Neither satisfied nor dissatisfied (3)	8%	9%	5%	3%	8%	9%	7%	8%
Somewhat dissatisfied (2)	16%	14%	18%	7%	9%	17%	13%	13%
Very dissatisfied (1)	10%	3%	8%	7%	5%	4%	6%	5%
- NET: Dissatisfied (2,1)	26%	17%	26%	13%	14%	21%	18%	18%
Mean	3.647	3.908	3.699	4.206	4.053	3.781	3.917	3.969

Not included in base:

Decline to Answer	1	-	6	2	4	1	13	93
Not Applicable	-	-	4	-	-	3	7	98

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-2

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	Males										Females																					
	CHAR-					ALL					CHAR-					ALL																
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ								
Valid responders:	69	-	-	-	-	-	328	2587	43	-	-	-	-	-	-	226	1728	-	-	-	-	-	-	226	1728							
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%							
- NET: Satisfied (5,4)	60%	74%	73%	88%	77%	70%	75%	74%	75%	74%	74%	63%	80%	70%	73%	75%	75%	63%	76%	80%	70%	70%	73%	75%	75%							
Very satisfied (5)	34%	26%	34%	63%	46%	33%	40%	44%	36%	51%	37%	47%	47%	34%	43%	47%	47%	37%	47%	47%	47%	34%	43%	47%	47%							
Somewhat satisfied (4)	27%	48%	39%	25%	31%	36%	35%	30%	39%	23%	26%	29%	33%	36%	30%	28%	28%	26%	29%	33%	33%	36%	30%	28%	28%							
- Neither satisfied nor dissatisfied (3)	12%	13%	5%	0%	10%	11%	8%	10%	2%	3%	5%	8%	5%	6%	5%	6%	6%	5%	8%	5%	5%	6%	5%	6%	6%							
Somewhat dissatisfied (2)	18%	13%	18%	6%	6%	16%	12%	12%	14%	17%	19%	7%	11%	18%	14%	14%	14%	19%	7%	11%	18%	18%	14%	14%	14%							
Very dissatisfied (1)	10%	0%	5%	6%	6%	3%	4%	4%	9%	7%	13%	8%	4%	6%	7%	6%	6%	13%	8%	4%	4%	6%	7%	6%	6%							
- NET: Dissatisfied (2,1)	28%	13%	23%	12%	13%	19%	16%	16%	23%	23%	32%	15%	15%	24%	21%	19%	19%	32%	15%	15%	24%	24%	21%	19%	19%							
Mean	3.566	3.879	3.795	4.336	4.035	3.807	3.944	3.968	3.777	3.953	3.552	4.005	4.073	3.733	3.877	3.970	3.566	3.879	3.795	4.336	4.035	3.807	3.944	3.968	3.777	3.953	3.552	4.005	4.073	3.733	3.877	3.970
Not included in base:																																
Decline to Answer	-	-	5	-	3	1	9	58	1	-	2	2	1	-	4	34	-	-	2	2	1	-	-	4	34							
Not Applicable	-	-	-	-	-	2	2	54	-	-	4	-	-	-	1	44	-	-	-	-	-	-	1	5	44							

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-3

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	White Faculty										Faculty of Color																
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ											
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	428 100%	3195 100%	31 100%	3195 100%	31 100%	428 100%	3195 100%	31 100%	3195 100%	31 100%	126 100%	1120 100%	- 100%	- 100%	- 100%	126 100%	1120 100%	- 100%	- 100%	- 100%	126 100%	1120 100%
- NET: Satisfied (5,4)	72%	71%	88%	77%	72%	75%	75%	49%	75%	72%	75%	75%	72%	72%	81%	81%	58%	67%	81%	61%	73%	72%	72%	72%	72%	72%	72%
Very satisfied (5)	37%	31%	63%	47%	31%	41%	46%	27%	46%	31%	41%	46%	31%	31%	46%	46%	25%	34%	46%	40%	41%	42%	42%	42%	42%	42%	
Somewhat satisfied (4)	35%	41%	25%	30%	41%	34%	29%	23%	29%	41%	34%	29%	41%	41%	35%	35%	33%	33%	35%	21%	31%	30%	30%	30%	30%	30%	
- Neither satisfied nor dissatisfied (3)	5%	11%	4%	8%	6%	7%	8%	16%	8%	6%	7%	8%	6%	8%	4%	7%	0%	7%	6%	20%	8%	10%	10%	10%	10%	10%	
Somewhat dissatisfied (2)	13%	15%	18%	10%	18%	13%	13%	24%	13%	18%	13%	13%	18%	18%	10%	14%	23%	25%	5%	14%	12%	12%	12%	12%	12%	12%	
Very dissatisfied (1)	9%	2%	7%	5%	4%	5%	5%	11%	5%	4%	5%	5%	4%	5%	8%	8%	11%	8%	8%	5%	7%	5%	5%	5%	5%	5%	
- NET: Dissatisfied (2,1)	22%	17%	8%	15%	22%	18%	17%	35%	17%	22%	18%	17%	22%	22%	15%	15%	35%	33%	12%	19%	18%	18%	18%	18%	18%	18%	
Mean	3.780	3.849	3.754	4.358	4.043	3.780	3.989	3.296	3.989	3.780	3.930	3.989	3.296	4.091	3.371	3.599	4.076	3.786	3.872	3.910	3.910	3.910	3.910	3.910	3.910	3.910	
Not included in base:																											
Decline to Answer	1	-	6	-	4	1	11	64	64	1	11	64	-	-	1	2	-	-	-	3	28	28	28	28	28	28	
Not Applicable	-	-	4	-	3	7	75	-	75	3	7	75	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

Table 29c-1

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	4310 100%
- NET: Satisfied (5,4)	75%	73%	76%	72%	78%	75%	76%	79%
Very satisfied (5)	43%	48%	48%	50%	51%	41%	48%	50%
Somewhat satisfied (4)	32%	25%	28%	22%	27%	34%	28%	29%
- Neither satisfied nor dissatisfied (3)	12%	12%	9%	6%	7%	12%	9%	9%
Somewhat dissatisfied (2)	10%	9%	12%	17%	10%	8%	11%	9%
Very dissatisfied (1)	3%	7%	4%	5%	5%	5%	5%	4%
- NET: Dissatisfied (2,1)	12%	15%	16%	22%	15%	13%	15%	12%
Mean	4.027	3.981	4.040	3.955	4.104	3.993	4.038	4.130
<b>Not included in base:</b>								
Decline to Answer	1	-	6	2	4	2	14	96
Not Applicable	1	-	4	-	-	3	7	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-2

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	Males										Females																								
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ																			
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All			
Valid responders:	69	100%	100%	100%	100%	328	100%	100%	100%	100%	2586	100%	100%	100%	100%	42	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	1724	100%	100%	
- NET: Satisfied (5,4)	74%	74%	77%	78%	73%	77%	77%	78%	80%	73%	80%	76%	71%	74%	64%	76%	71%	74%	76%	76%	74%	64%	64%	76%	81%	74%	74%	77%	77%	74%	74%	77%	77%	77%	
Very satisfied (5)	39%	46%	48%	49%	39%	48%	48%	49%	49%	39%	49%	50%	50%	47%	52%	50%	50%	47%	48%	48%	46%	52%	48%	46%	48%	48%	48%	48%	48%	48%	48%	48%	48%	52%	52%
Somewhat satisfied (4)	35%	28%	29%	29%	33%	29%	29%	26%	31%	33%	31%	27%	20%	27%	12%	27%	20%	27%	28%	28%	28%	12%	28%	28%	35%	26%	25%	25%	25%	25%	25%	25%	25%	25%	
- Neither satisfied nor dissatisfied (3)	14%	13%	7%	5%	7%	9%	9%	7%	14%	14%	9%	10%	7%	10%	17%	10%	11%	7%	7%	7%	11%	11%	7%	7%	6%	8%	8%	8%	8%	8%	8%	8%	8%	8%	
Somewhat dissatisfied (2)	8%	3%	13%	15%	7%	10%	10%	9%	7%	7%	7%	12%	17%	10%	21%	12%	17%	10%	11%	11%	9%	12%	11%	9%	12%	12%	11%	11%	11%	11%	11%	11%	11%	11%	
Very dissatisfied (1)	3%	9%	3%	3%	6%	4%	4%	3%	3%	6%	3%	2%	3%	5%	8%	2%	3%	5%	6%	6%	3%	8%	8%	6%	3%	5%	5%	5%	5%	5%	5%	5%	5%	5%	
- NET: Dissatisfied (2,1)	11%	13%	16%	18%	13%	14%	14%	13%	13%	13%	10%	14%	20%	15%	29%	14%	20%	15%	17%	17%	13%	29%	17%	13%	13%	17%	15%	15%	15%	15%	15%	15%	15%	15%	
Mean	3.986	3.982	4.056	4.066	3.931	4.065	4.157	4.096	3.980	4.015	3.783	4.008	4.112	3.999	4.089	4.096	3.980	4.015	3.783	4.008	4.112	3.999	4.089	4.112	3.999	4.089	4.089	4.089	4.089	4.089	4.089	4.089	4.089	4.089	
Not included in base:																																			
Decline to Answer	-	-	5	-	3	1	9	59	1	2	1	1	1	2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Not Applicable	-	-	-	-	2	2	54	1	4	-	1	1	1	4	-	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-3

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	3191 100%	31 100%	- 100%	- 100%	- 100%	- 100%	126 100%
- NET: Satisfied (5,4)	81%	71%	76%	75%	78%	76%	80%	80%	60%	80%	77%	61%	78%	73%
Very satisfied (5)	50%	43%	51%	54%	57%	44%	51%	52%	24%	62%	30%	34%	37%	31%
Somewhat satisfied (4)	30%	28%	25%	21%	21%	32%	25%	28%	36%	18%	48%	28%	41%	42%
- Neither satisfied nor dissatisfied (3)	5%	14%	9%	4%	6%	11%	9%	8%	32%	4%	8%	12%	8%	14%
Somewhat dissatisfied (2)	12%	10%	13%	15%	11%	9%	11%	9%	5%	4%	7%	27%	8%	5%
Very dissatisfied (1)	3%	5%	3%	6%	4%	4%	4%	4%	4%	12%	7%	0%	5%	8%
- NET: Dissatisfied (2,1)	14%	15%	16%	21%	15%	13%	16%	12%	8%	16%	14%	27%	13%	14%
Mean	4.144	3.929	4.071	4.024	4.157	4.043	4.073	4.156	3.725	4.143	3.852	3.676	3.974	3.816
Not included in base:														
Decline to Answer	1	-	6	-	4	1	11	65	-	-	1	2	-	1
Not Applicable	1	-	4	-	-	3	7	78	-	-	-	-	-	-

Table 29d-1

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	555 100%	4309 100%
- NET: Satisfied (5,4)	94%	94%	91%	95%	94%	96%	94%	94%
Very satisfied (5)	77%	73%	75%	79%	73%	77%	75%	75%
Somewhat satisfied (4)	18%	21%	16%	17%	21%	19%	19%	19%
- Neither satisfied nor dissatisfied (3)	2%	2%	5%	3%	4%	1%	3%	3%
Somewhat dissatisfied (2)	1%	3%	2%	2%	1%	2%	2%	2%
Very dissatisfied (1)	3%	0%	2%	0%	2%	1%	1%	1%
- NET: Dissatisfied (2,1)	4%	3%	4%	2%	3%	3%	3%	3%
Mean	4.642	4.638	4.604	4.728	4.624	4.686	4.643	4.647
<b>Not included in base:</b>								
Decline to Answer	1	-	6	2	4	1	13	94
Not Applicable	-	-	4	-	-	3	7	103

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-2

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	Males										Females																			
	CHAR-					ALL					CHAR-					ALL														
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ		
Valid responders:	69	-	-	-	-	328	2582	43	-	-	-	-	-	226	1727	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Satisfied (5,4)	97%	97%	90%	95%	93%	94%	94%	91%	90%	94%	96%	95%	97%	95%	93%	73%	70%	73%	81%	70%	76%	73%	74%	79%	75%	76%	79%	77%	76%	
Very satisfied	(5)	24%	27%	17%	14%	22%	19%	7%	12%	15%	21%	19%	18%	17%	17%	24%	27%	17%	14%	22%	19%	20%	20%	7%	12%	15%	21%	19%	17%	
Somewhat satisfied	(4)	0%	0%	6%	5%	2%	4%	4%	6%	3%	0%	2%	3%	0%	3%	0%	3%	0%	3%	5%	2%	4%	4%	3%	0%	2%	0%	2%	3%	
- Neither satisfied nor dissatisfied	(3)	2%	3%	3%	0%	1%	2%	0%	3%	1%	0%	2%	2%	1%	2%	3%	3%	0%	4%	1%	3%	4%	1%	3%	0%	3%	2%	2%	2%	
Somewhat dissatisfied	(2)	2%	0%	1%	0%	1%	1%	5%	0%	2%	0%	3%	0%	0%	1%	2%	0%	3%	0%	2%	2%	2%	2%	0%	0%	0%	2%	2%	1%	
Very dissatisfied	(1)	3%	5%	0%	2%	3%	3%	5%	3%	3%	4%	3%	3%	3%	4%	3%	3%	4%	3%	3%	3%	3%	3%	4%	3%	3%	3%	3%	4%	
- NET: Dissatisfied (2,1)	Mean	4.645	4.630	4.565	4.767	4.593	4.668	4.625	4.647	4.637	4.650	4.663	4.667	4.670	4.646	4.645	4.630	4.565	4.767	4.593	4.668	4.625	4.647	4.637	4.650	4.663	4.667	4.670	4.646	
Not included in base:																														
Decline to Answer	-	-	5	-	3	1	60	1	-	2	2	1	-	4	34	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Not Applicable	-	-	-	-	-	2	58	-	-	2	4	-	-	5	45	-	-	-	-	-	-	-	-	-	-	-	-	-	-	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-3

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	428 100%	3192 100%	31 100%	- 100%	- 100%	- 100%	- 100%	- 100%	126 100%
- NET: Satisfied (5,4)	96%	94%	92%	96%	93%	94%	94%	89%	96%	89%	94%	95%	86%	92%
Very satisfied (5)	87%	79%	77%	77%	79%	78%	78%	50%	56%	67%	86%	57%	72%	64%
Somewhat satisfied (4)	9%	15%	19%	14%	14%	16%	17%	40%	40%	21%	8%	38%	14%	28%
- Neither satisfied nor dissatisfied (3)	0%	2%	5%	2%	5%	0%	3%	6%	4%	4%	6%	0%	5%	5%
Somewhat dissatisfied (2)	1%	4%	1%	2%	1%	1%	2%	0%	0%	7%	0%	1%	5%	2%
Very dissatisfied (1)	2%	0%	3%	0%	1%	1%	1%	5%	0%	0%	0%	4%	5%	3%
- NET: Dissatisfied (2,1)	4%	4%	4%	2%	1%	2%	3%	5%	0%	7%	0%	5%	10%	5%
Mean	4.772	4.679	4.623	4.710	4.701	4.690	4.680	4.298	4.512	4.486	4.800	4.433	4.433	4.485
Not included in base:														
Decline to Answer	1	-	6	-	4	1	11	-	-	1	2	-	-	3
Not Applicable	-	-	4	-	-	3	7	-	-	-	-	-	-	-

Table 29e-1

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	551 100%	4312 100%
- NET: Satisfied (5,4)	68%	75%	73%	70%	67%	69%	70%	74%
Very satisfied (5)	37%	37%	46%	40%	35%	35%	38%	40%
Somewhat satisfied (4)	32%	38%	27%	30%	33%	34%	32%	33%
- Neither satisfied nor dissatisfied (3)	14%	17%	7%	4%	9%	15%	10%	10%
Somewhat dissatisfied (2)	14%	7%	12%	25%	15%	13%	14%	12%
Very dissatisfied (1)	4%	2%	9%	2%	8%	4%	6%	4%
- NET: Dissatisfied (2,1)	18%	8%	20%	26%	24%	17%	20%	16%
Mean	3.833	4.018	3.891	3.819	3.698	3.829	3.817	3.935

Not included in base:

Decline to Answer	1	-	6	2	4	1	13	94
Not Applicable	-	1	4	2	1	3	11	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-2

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	-	325	2580	43	-	-	-	-	-	-	226	1731	-	-	-	-	-	-	226	1731
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	71%	65%	73%	70%	70%	66%	69%	74%	64%	90%	73%	71%	64%	73%	71%	73%	71%	73%	71%	73%	71%	73%	71%	73%	71%
Very satisfied (5)	41%	23%	47%	42%	36%	33%	37%	40%	30%	57%	44%	36%	34%	38%	39%	42%	38%	42%	36%	34%	38%	39%	39%	42%	42%
Somewhat satisfied (4)	31%	42%	26%	27%	34%	33%	32%	34%	33%	33%	29%	35%	31%	35%	32%	32%	32%	32%	29%	35%	31%	35%	32%	32%	32%
- Neither satisfied nor dissatisfied (3)	12%	26%	6%	6%	9%	17%	12%	11%	16%	3%	8%	0%	9%	10%	7%	8%	7%	8%	0%	9%	9%	10%	7%	8%	
Somewhat dissatisfied (2)	15%	7%	11%	24%	14%	12%	13%	11%	13%	6%	13%	25%	17%	15%	15%	14%	13%	13%	25%	17%	15%	15%	15%	14%	
Very dissatisfied (1)	2%	3%	10%	0%	8%	4%	6%	4%	7%	0%	6%	4%	9%	3%	5%	5%	6%	4%	6%	9%	3%	6%	6%	5%	
- NET: Dissatisfied (2,1)	17%	9%	21%	24%	21%	16%	19%	15%	20%	6%	19%	29%	27%	18%	22%	19%	20%	19%	29%	27%	18%	22%	22%	19%	
Mean	3.938	3.757	3.882	3.874	3.764	3.792	3.810	3.953	3.665	4.414	3.904	3.738	3.620	3.900	3.828	3.909	3.665	4.414	3.904	3.738	3.620	3.900	3.828	3.909	
Not included in base:																									
Decline to Answer	-	-	5	-	3	1	9	61	1	-	2	2	1	-	4	33	1	-	2	2	1	-	4	33	
Not Applicable	-	1	-	2	1	2	6	58	-	-	4	-	-	1	5	42	-	-	4	-	-	1	5	42	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 29e-3**

**III. The Nature of Your Work**

**Q29e. Please indicate your level of satisfaction with the following:**

**The number of students you teach**

	White Faculty										Faculty of Color												
	CHAR-					ALL					CHAR-					ALL							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5			
Valid responders:	81	-	-	-	-	426	3191	31	-	-	-	-	-	-	-	125	1121	-	-	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	65%	75%	73%	67%	71%	71%	73%	77%	74%	69%	81%	81%	62%	60%	66%	75%							
Very satisfied (5)	35%	41%	46%	41%	37%	41%	41%	41%	22%	43%	34%	23%	28%	28%	39%								
Somewhat satisfied (4)	30%	34%	28%	26%	30%	30%	32%	35%	52%	25%	47%	39%	32%	38%	36%								
- Neither satisfied nor dissatisfied (3)	13%	18%	6%	4%	7%	12%	9%	16%	14%	11%	0%	16%	23%	14%	10%								
Somewhat dissatisfied (2)	17%	7%	11%	26%	15%	14%	13%	7%	5%	13%	19%	17%	12%	14%	11%								
Very dissatisfied (1)	5%	0%	9%	2%	4%	6%	5%	1%	7%	7%	0%	6%	5%	3%									
- NET: Dissatisfied (2,1)	22%	7%	20%	28%	24%	17%	20%	8%	12%	21%	19%	23%	17%	20%	15%								
Mean	3.735	4.091	3.899	3.785	3.753	3.875	3.925	4.091	3.773	3.844	3.951	3.559	3.672	3.686	3.964								
Not included in base:																							
Decline to Answer	1	-	6	-	4	1	11	65	-	1	2	-	-	3	29								
Not Applicable	-	-	4	2	-	3	9	78	-	1	-	1	-	2	22								

Table 29f-1

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

*The quality of undergraduate students with whom you interact*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	506 100%	3774 100%
- NET: Satisfied (5,4)	35% (5)	88% 56%	46% 16%	58% 23%	49% 16%	45% 19%	53% 21%	55% 23%
Very satisfied								
Somewhat satisfied (4)	25% (4)	31% 31%	31% 31%	36% 36%	33% 33%	26% 26%	31% 31%	32% 32%
- Neither satisfied nor dissatisfied (3)	23% (3)	4% (3)	14% 14%	17% 17%	13% 13%	16% 16%	14% 14%	15% 15%
Somewhat dissatisfied (2)	34% (2)	6% (2)	30% 30%	24% 24%	26% 26%	31% 31%	26% 26%	23% 23%
Very dissatisfied (1)	8% (1)	1% (1)	9% 9%	2% 2%	12% 12%	9% 9%	8% 8%	7% 7%
- NET: Dissatisfied (2,1)	41% (2)	8% 8%	39% 39%	25% 25%	38% 38%	39% 39%	34% 34%	30% 30%
Mean	2.967	4.351	3.143	3.537	3.148	3.160	3.318	3.410

Not included in base:

Decline to Answer	1	-	6	2	5	2	15	117
Not Applicable	8	10	13	1	21	9	54	615



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 29f-2**

**III. The Nature of Your Work**

**Q29f. Please indicate your level of satisfaction with the following:**

**The quality of undergraduate students with whom you interact**

	Males										Females																	
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
<b>Valid responders:</b>	64	100%	100%	100%	100%	298	100%	100%	100%	100%	2272	100%	100%	100%	100%	40	100%	100%	100%	100%	208	100%	100%	100%	100%	100%	1502	100%
- <b>NET: Satisfied (5,4)</b>	33%	94%	42%	57%	41%	40%	49%	52%	40%	52%	39%	78%	53%	60%	57%	54%	58%	59%	59%	59%	58%	58%	58%	58%	58%	58%	59%	59%
Very satisfied (5)	10%	53%	12%	22%	12%	18%	19%	21%	12%	21%	12%	62%	20%	24%	20%	21%	24%	26%	26%	26%	24%	24%	24%	24%	24%	26%	26%	
Somewhat satisfied (4)	23%	41%	29%	35%	29%	22%	30%	31%	28%	31%	28%	16%	33%	36%	38%	34%	34%	33%	33%	33%	34%	34%	34%	34%	34%	33%	33%	
- <b>Neither satisfied nor dissatisfied (3)</b>	27%	0%	17%	20%	17%	19%	16%	17%	17%	17%	17%	12%	10%	11%	9%	10%	11%	11%	11%	10%	10%	10%	10%	10%	10%	11%	11%	
Somewhat dissatisfied (2)	33%	6%	31%	23%	31%	33%	28%	23%	35%	23%	35%	7%	30%	25%	20%	25%	22%	23%	23%	23%	22%	22%	22%	22%	22%	23%	23%	
Very dissatisfied (1)	7%	0%	10%	0%	11%	8%	8%	7%	9%	7%	9%	4%	7%	4%	13%	10%	9%	7%	7%	7%	9%	9%	10%	9%	7%	7%	7%	
- <b>NET: Dissatisfied (2,1)</b>	40%	6%	41%	23%	42%	41%	35%	30%	43%	30%	43%	10%	37%	29%	33%	35%	32%	29%	29%	29%	32%	32%	32%	32%	32%	29%	29%	
<b>Mean</b>	2.953	4.407	3.032	3.561	3.012	3.095	3.250	3.357	2.989	4.259	3.304	3.499	3.302	3.294	3.416	3.491	3.491	3.491	3.491	3.491	3.491	3.491	3.491	3.491	3.491	3.491	3.491	3.491
<b>Not included in base:</b>																												
Decline to Answer	-	-	5	-	3	1	9	72	1	2	2	2	2	1	6	45	45	45	45	45	45	45	45	45	45	45	45	45
Not Applicable	6	5	7	1	14	5	32	355	3	4	6	-	8	4	22	260	260	260	260	260	260	260	260	260	260	260	260	260

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-3

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	394 100%	27 100%	- 100%	- 100%	- 100%	- 100%	- 100%	112 100%
- NET: Satisfied (5,4)	36%	96%	48%	51%	48%	47%	53%	33%	53%	37%	86%	50%	37%	50%
Very satisfied (5)	11%	63%	15%	15%	16%	21%	22%	8%	27%	18%	53%	14%	11%	20%
Somewhat satisfied (4)	25%	33%	33%	36%	32%	26%	32%	25%	26%	19%	33%	36%	26%	30%
- Neither satisfied nor dissatisfied (3)	25%	4%	13%	19%	9%	14%	12%	17%	7%	24%	6%	22%	21%	19%
Somewhat dissatisfied (2)	32%	0%	32%	28%	31%	31%	27%	38%	33%	20%	8%	14%	31%	19%
Very dissatisfied (1)	7%	0%	7%	2%	11%	8%	7%	11%	7%	19%	0%	13%	10%	9%
- NET: Dissatisfied (2,1)	39%	0%	39%	30%	42%	39%	35%	49%	40%	39%	8%	27%	42%	31%
Mean	3.020	4.594	3.175	3.340	3.109	3.214	3.334	2.812	3.332	2.962	4.309	3.241	2.960	3.321
Not included in base:														
Decline to Answer	1	-	6	-	5	1	12	-	-	1	2	-	1	3
Not Applicable	4	5	12	1	16	7	41	4	5	1	-	6	2	14

Table 29g-1

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	479 100%	3958 100%
- NET: Satisfied (5,4)	55%	60%	55%	51%	59%	53%	56%	65%
Very satisfied	(5) 13%	16%	18%	17%	18%	24%	19%	26%
Somewhat satisfied	(4) 42%	44%	38%	35%	41%	30%	38%	39%
- Neither satisfied nor dissatisfied	(3) 13%	13%	15%	13%	13%	14%	13%	13%
Somewhat dissatisfied	(2) 27%	19%	27%	26%	21%	28%	24%	17%
Very dissatisfied	(1) 5%	9%	3%	10%	7%	6%	6%	5%
- NET: Dissatisfied (2,1)	32%	28%	30%	36%	28%	33%	30%	22%
Mean	3.309	3.392	3.410	3.221	3.422	3.374	3.387	3.647
<b>Not included in base:</b>								
Decline to Answer	2	-	7	2	5	1	15	115
Not Applicable	15	2	20	13	27	18	81	433

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-2

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	Males										Females																															
	CHAR-					ALL					CHAR-					ALL																										
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ																					
Valid responders:	60	-	-	-	-	289	2401	36	-	-	-	-	-	190	1558	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%																	
- NET: Satisfied (5,4)	58%	65%	51%	51%	56%	53%	64%	51%	51%	63%	51%	63%	68%	61%	67%	58%	65%	51%	51%	63%	51%	63%	68%	61%	67%																	
Very satisfied (5)	11%	17%	16%	19%	16%	17%	25%	15%	14%	20%	12%	21%	30%	21%	29%	11%	17%	16%	19%	16%	17%	25%	15%	14%	20%	12%	21%	30%	21%	29%												
Somewhat satisfied (4)	47%	48%	34%	32%	40%	36%	39%	36%	37%	43%	39%	42%	37%	40%	38%	47%	48%	34%	32%	40%	42%	37%	40%	38%	47%	48%	34%	32%	40%	42%	37%	40%	38%									
- Neither satisfied nor dissatisfied (3)	13%	16%	20%	15%	17%	17%	15%	11%	7%	7%	10%	7%	11%	8%	11%	13%	16%	20%	15%	17%	10%	7%	11%	8%	11%	13%	16%	20%	15%	17%	10%	7%	11%	8%	11%							
Somewhat dissatisfied (2)	22%	16%	26%	31%	18%	24%	16%	34%	24%	28%	18%	26%	18%	24%	18%	22%	16%	26%	31%	18%	26%	18%	26%	18%	24%	18%	22%	16%	26%	31%	18%	26%	18%	24%	18%							
Very dissatisfied (1)	6%	3%	3%	3%	9%	6%	5%	3%	17%	2%	21%	4%	4%	6%	5%	6%	3%	3%	3%	9%	2%	21%	4%	4%	6%	5%	6%	3%	3%	3%	9%	2%	21%	4%	4%	6%	5%					
- NET: Dissatisfied (2,1)	29%	19%	30%	34%	27%	30%	21%	38%	41%	30%	39%	30%	21%	31%	22%	29%	19%	30%	34%	27%	30%	39%	30%	21%	31%	22%	29%	19%	30%	34%	27%	30%	39%	30%	21%	31%	22%					
Mean	3.344	3.594	3.340	3.333	3.353	3.345	3.622	3.253	3.076	3.518	3.022	3.511	3.730	3.452	3.685	3.344	3.594	3.340	3.333	3.353	3.186	3.345	3.622	3.253	3.076	3.518	3.022	3.511	3.730	3.452	3.685	3.344	3.594	3.340	3.333	3.353	3.186	3.345	3.622			
Not included in base:																																										
Decline to Answer	-	-	5	-	4	11	72	2	-	2	2	1	-	4	43	-	-	5	-	4	11	72	2	2	1	-	4	43	-	-	5	-	4	11	72	2	2	1	-	4	43	
Not Applicable	10	1	9	7	11	39	227	6	1	11	7	17	6	42	206	10	1	9	7	11	12	39	227	6	1	11	7	17	6	42	206	10	1	9	7	11	12	39	227	6	42	206

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 29g-3**

**III. The Nature of Your Work**

**Q29g. Please indicate your level of satisfaction with the following:**

**The quality of graduate students with whom you interact**

	White Faculty										Faculty of Color												
	CHAR-					ALL					CHAR-					ALL							
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ		
<b>Valid responders:</b>	69	-	-	-	-	371	2933	27	-	-	-	-	-	108	1026	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Satisfied (5,4)</b>	60%	61%	57%	54%	58%	55%	66%	43%	56%	46%	42%	63%	47%	54%	62%								
Very satisfied (5)	13%	18%	18%	17%	19%	20%	27%	12%	8%	14%	15%	16%	11%	13%	23%								
Somewhat satisfied (4)	47%	43%	38%	37%	38%	37%	39%	31%	48%	32%	27%	47%	36%	41%	39%								
- <b>Neither satisfied nor dissatisfied (3)</b>	14%	12%	13%	9%	13%	8%	12%	10%	15%	26%	27%	12%	32%	20%	16%								
Somewhat dissatisfied (2)	24%	19%	27%	32%	24%	31%	17%	33%	19%	28%	9%	14%	16%	17%	16%								
Very dissatisfied (1)	2%	8%	3%	6%	5%	5%	4%	14%	10%	0%	23%	11%	5%	9%	6%								
- <b>NET: Dissatisfied (2,1)</b>	26%	27%	30%	37%	29%	37%	31%	48%	29%	28%	32%	25%	21%	26%	22%								
<b>Mean</b>	3.461	3.435	3.423	3.287	3.421	3.391	3.406	3.676	2.927	3.254	3.323	3.017	3.424	3.321	3.565								
<b>Not included in base:</b>																							
Decline to Answer	2	-	6	-	4	1	11	77	-	1	2	1	-	4	38								
Not Applicable	12	1	17	13	17	16	64	325	4	1	3	1	10	2	17	108							

Table 30a-1

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

*What's expected of you as a researcher*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%
- NET: Satisfied (5,4)	65%	72%	68%	64%	64%	63%	66%	69%
Very satisfied	(5) 17%	27%	25%	22%	18%	27%	23%	28%
Somewhat satisfied	(4) 48%	45%	43%	41%	45%	36%	43%	41%
- Neither satisfied nor dissatisfied	(3) 9%	18%	11%	10%	10%	13%	12%	12%
Somewhat dissatisfied	(2) 18%	7%	13%	20%	20%	18%	16%	14%
Very dissatisfied	(1) 8%	3%	8%	7%	7%	5%	6%	4%
- NET: Dissatisfied (2,1)	26%	10%	21%	27%	26%	24%	23%	18%
Mean	3.481	3.861	3.642	3.530	3.488	3.614	3.595	3.752
<b>Not included in base:</b>								
Decline to Answer	3	-	6	2	5	2	15	123
Not Applicable	-	-	3	-	-	4	7	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-2

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

	Males										Females											
	CHAR- LOTTE					All Univ					CHAR- LOTTE					All Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	68 100%	- 100%	- 100%	- 100%	- 100%	325 100%	2594 100%	42 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	228 100%	1749 100%	- 100%	- 100%	- 100%	- 100%	
- NET: Satisfied (5,4)	72%	82%	75%	67%	64%	70%	73%	54%	57%	58%	60%	60%	63%	60%	64%	60%	63%	60%	63%	60%	64%	
Very satisfied (5)	18%	28%	29%	27%	30%	26%	33%	16%	26%	18%	15%	18%	22%	19%	22%	19%	22%	15%	18%	22%	22%	
Somewhat satisfied (4)	54%	54%	45%	40%	34%	44%	41%	38%	31%	40%	44%	42%	41%	41%	42%	41%	41%	44%	42%	41%	42%	
- Neither satisfied nor dissatisfied (3)	10%	13%	10%	11%	14%	12%	13%	7%	26%	14%	7%	14%	5%	12%	11%	12%	11%	5%	12%	11%	12%	
Somewhat dissatisfied (2)	9%	3%	10%	20%	18%	13%	11%	33%	14%	17%	21%	21%	27%	19%	18%	21%	27%	19%	21%	21%	18%	
Very dissatisfied (1)	9%	3%	6%	3%	5%	5%	3%	7%	3%	11%	12%	8%	8%	6%	8%	6%	8%	8%	6%	8%	6%	
- NET: Dissatisfied (2,1)	18%	6%	16%	22%	20%	18%	14%	39%	17%	28%	33%	35%	35%	25%	24%	25%	29%	35%	25%	29%	24%	
Mean	3.632	4.014	3.824	3.682	3.600	3.725	3.885	3.236	3.621	3.381	3.293	3.356	3.528	3.411	3.554	3.411	3.528	3.411	3.528	3.411	3.554	
Not included in base:																						
Decline to Answer	1	-	5	-	3	1	9	2	-	2	2	2	2	1	6	45						
Not Applicable	-	-	1	-	4	5	28	-	-	2	-	-	-	-	2	12						

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 30a-3**

**III. The Nature of Your Work**

**Q30a. Please indicate your level of satisfaction with the following:**

**What's expected of you as a researcher**

	White Faculty										Faculty of Color													
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ								
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5				
<b>Valid responders:</b>	79	100%	100%	100%	100%	428	100%	100%	100%	100%	3220	100%	100%	100%	100%	31	100%	100%	100%	100%	126	1122	100%	100%
- <b>NET: Satisfied (5,4)</b>	68%	74%	67%	56%	59%	62%	63%	69%	68%	62%	69%	58%	66%	71%	94%	76%	67%	74%	72%	74%	74%	72%	72%	72%
Very satisfied	(5)	18%	25%	21%	14%	25%	21%	28%	14%	25%	28%	14%	33%	22%	28%	30%	35%	30%	30%	35%	30%	30%	30%	30%
Somewhat satisfied	(4)	50%	49%	42%	35%	45%	42%	41%	44%	38%	41%	44%	33%	48%	66%	46%	32%	44%	42%	44%	44%	42%	42%	42%
- <b>Neither satisfied nor dissatisfied (3)</b>	7%	19%	11%	11%	10%	13%	12%	12%	14%	13%	12%	14%	15%	13%	6%	9%	14%	11%	13%	14%	11%	13%	13%	13%
Somewhat dissatisfied	(2)	17%	7%	12%	25%	24%	18%	15%	20%	19%	15%	20%	7%	16%	0%	9%	15%	10%	12%	15%	10%	12%	12%	12%
Very dissatisfied	(1)	8%	0%	9%	7%	5%	7%	4%	9%	5%	4%	9%	12%	0%	0%	6%	5%	5%	4%	6%	5%	4%	4%	4%
- <b>NET: Dissatisfied (2,1)</b>	25%	7%	21%	33%	31%	25%	25%	19%	28%	25%	19%	28%	19%	16%	0%	15%	19%	15%	16%	15%	19%	16%	16%	16%
<b>Mean</b>	3.534	3.918	3.621	3.357	3.347	3.567	3.525	3.727	3.344	3.682	3.769	4.222	3.839	3.773	3.823	3.344	3.682	3.769	4.222	3.839	3.773	3.833	3.823	3.823
<b>Not included in base:</b>																								
Decline to Answer	3	-	6	-	4	2	12	81	-	-	1	2	1	-	3	42	-	-	-	-	-	-	-	-
Not Applicable	-	-	3	-	-	4	7	33	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-



Table 30b-1

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	555 100%	4367 100%
- NET: Satisfied (5,4)	26%	41%	28%	50%	39%	36%	37%	40%
Very satisfied	7%	10%	8%	11%	10%	17%	11%	14%
Somewhat satisfied	19%	30%	20%	39%	29%	19%	26%	26%
- Neither satisfied nor dissatisfied	11%	10%	9%	5%	9%	9%	9%	10%
Somewhat dissatisfied	(2) 44%	24%	39%	30%	31%	33%	32%	32%
Very dissatisfied	(1) 19%	25%	24%	16%	22%	22%	22%	18%
- NET: Dissatisfied (2,1)	63%	50%	63%	46%	52%	55%	54%	50%
Mean	2.525	2.757	2.484	2.984	2.744	2.762	2.710	2.858
Not included in base:								
Decline to Answer	2	-	6	2	5	1	14	112
Not Applicable	-	-	3	-	-	4	7	27

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 30b-2**

**III. The Nature of Your Work**

**Q30b. Please indicate your level of satisfaction with the following:**

**The amount of time you have to conduct research**

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	68	-	-	-	-	-	325	2606	43	-	-	-	-	-	-	229	1760	-	-	-	-	-	-	229	1760
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	28%	43%	34%	61%	42%	39%	41%	45%	24%	36%	20%	32%	35%	30%	30%	33%	33%	20%	32%	35%	30%	30%	30%	30%	33%
Very satisfied (5)	6%	9%	10%	15%	9%	20%	12%	16%	9%	13%	4%	4%	11%	12%	9%	10%	10%	4%	4%	11%	12%	9%	9%	10%	10%
Somewhat satisfied (4)	22%	35%	24%	46%	33%	19%	29%	29%	15%	24%	15%	28%	24%	18%	21%	23%	23%	15%	28%	24%	18%	18%	21%	21%	23%
<b>- Neither satisfied nor dissatisfied (3)</b>	14%	10%	7%	6%	12%	13%	10%	11%	6%	10%	11%	3%	5%	3%	6%	7%	7%	10%	11%	3%	5%	3%	6%	7%	7%
Somewhat dissatisfied (2)	45%	24%	40%	25%	30%	33%	32%	29%	42%	24%	37%	37%	32%	33%	33%	35%	35%	42%	37%	37%	32%	33%	33%	33%	35%
Very dissatisfied (1)	13%	22%	19%	8%	17%	15%	17%	14%	28%	30%	32%	28%	28%	30%	30%	24%	24%	28%	32%	28%	28%	33%	30%	30%	24%
<b>- NET: Dissatisfied (2,1)</b>	58%	47%	59%	33%	46%	48%	48%	44%	70%	54%	69%	65%	60%	67%	63%	59%	59%	54%	69%	65%	60%	67%	63%	63%	59%
<b>Mean</b>	2.633	2.824	2.665	3.341	2.876	2.952	2.885	3.033	2.354	2.652	2.224	2.432	2.586	2.423	2.463	2.599	2.599	2.652	2.224	2.432	2.586	2.423	2.463	2.463	2.599
<b>Not included in base:</b>																									
Decline to Answer	1	-	5	-	3	1	9	74	1	-	2	2	2	-	5	39	39	1	2	2	2	-	-	5	39
Not Applicable	-	-	1	-	-	4	5	20	-	-	2	-	-	-	2	7	7	-	2	-	-	-	-	2	7

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 30b-3**

**III. The Nature of Your Work**

**Q30b. Please indicate your level of satisfaction with the following:**

**The amount of time you have to conduct research**

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	80	-	-	-	-	-	429	3241	31	-	-	-	-	-	-	126	1125	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Satisfied (5,4)</b>	29%	38%	25%	42%	34%	32%	33%	38%	20%	47%	45%	81%	51%	49%	52%	48%	48%	6%	6%	8%	11%	7%	15%	9%	13%
Very satisfied	6%	6%	8%	11%	7%	15%	9%	13%	9%	22%	8%	12%	16%	23%	17%	17%	17%	22%	32%	17%	31%	27%	17%	23%	25%
Somewhat satisfied	4%	22%	17%	31%	27%	17%	23%	25%	11%	25%	37%	69%	34%	26%	35%	31%	31%	22%	17%	37%	69%	34%	26%	35%	31%
- <b>Neither satisfied nor dissatisfied (3)</b>	11%	12%	9%	4%	7%	6%	8%	9%	12%	4%	5%	6%	14%	20%	12%	12%	12%	11%	12%	4%	5%	6%	14%	20%	12%
Somewhat dissatisfied	44%	24%	40%	35%	34%	40%	36%	34%	44%	24%	29%	8%	23%	11%	21%	26%	26%	44%	24%	29%	8%	23%	11%	21%	26%
Very dissatisfied	16%	26%	25%	19%	25%	22%	24%	19%	25%	24%	22%	6%	12%	19%	16%	15%	15%	16%	26%	22%	6%	12%	19%	16%	15%
- <b>NET: Dissatisfied (2,1)</b>	60%	50%	65%	54%	59%	62%	60%	53%	68%	48%	50%	14%	36%	31%	36%	41%	41%	60%	50%	14%	36%	31%	36%	41%	41%
<b>Mean</b>	2.586	2.687	2.429	2.798	2.564	2.627	2.578	2.779	2.366	2.975	2.812	3.733	3.190	3.221	3.163	3.085	3.085	2.586	2.687	2.429	2.798	2.564	2.627	2.578	2.779
<b>Not included in base:</b>																									
Decline to Answer	2	-	6	-	4	1	11	72	-	-	1	2	1	-	3	41	41	2	-	6	-	4	1	11	72
Not Applicable	-	-	3	-	-	4	7	22	-	-	-	-	-	-	-	5	5	-	-	3	-	-	4	7	22

Table 30c-1

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	107 100%	100%	100%	100%	100%	100%	507 100%	4085 100%
- NET: Satisfied (5,4)	19%	28%	31%	32%	20%	34%	27%	35%
Very satisfied (5)	5%	11%	10%	11%	6%	12%	9%	12%
Somewhat satisfied (4)	14%	16%	21%	21%	14%	22%	18%	23%
- Neither satisfied nor dissatisfied (3)	37%	37%	35%	30%	25%	26%	30%	29%
Somewhat dissatisfied (2)	26%	17%	18%	18%	30%	25%	23%	22%
Very dissatisfied (1)	17%	18%	15%	20%	25%	15%	20%	13%
- NET: Dissatisfied (2,1)	44%	36%	33%	38%	55%	40%	43%	36%
Mean	2.637	2.854	2.932	2.837	2.466	2.914	2.740	2.974
<b>Not included in base:</b>								
Decline to Answer	2	-	7	3	7	3	20	130
Not Applicable	4	4	18	5	9	11	49	291

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 30c-2**

**III. The Nature of Your Work**

**Q30c. Please indicate your level of satisfaction with the following:**

**The amount of research funding you are expected to find**

	Males										Females														
	CHAR- LOTTE					All Peers					CHAR- LOTTE					All Peers									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5					
<b>Valid responders:</b>	65	100%	100%	100%	100%	300	100%	100%	100%	100%	2458	100%	100%	100%	100%	42	100%	100%	100%	100%	207	100%	100%	100%	100%
- <b>NET: Satisfied (5,4)</b>	19%	27%	33%	32%	21%	31%	28%	38%	20%	30%	29%	32%	19%	41%	30%	19%	29%	32%	19%	41%	27%	30%	41%	27%	30%
Very satisfied (5)	2%	10%	12%	17%	4%	13%	10%	13%	11%	14%	7%	0%	8%	10%	8%	10%	7%	0%	8%	10%	8%	10%	8%	10%	
Somewhat satisfied (4)	17%	17%	21%	14%	17%	18%	18%	25%	9%	15%	21%	32%	11%	31%	19%	32%	21%	32%	11%	31%	19%	21%	31%	19%	
- <b>Neither satisfied nor dissatisfied (3)</b>	39%	42%	33%	38%	33%	28%	34%	31%	33%	27%	38%	18%	16%	22%	27%	38%	38%	18%	16%	22%	23%	27%	22%	23%	
Somewhat dissatisfied (2)	22%	10%	17%	12%	25%	24%	20%	19%	34%	31%	20%	27%	35%	26%	27%	34%	31%	20%	27%	35%	26%	29%	27%		
Very dissatisfied (1)	20%	22%	16%	18%	21%	18%	19%	12%	13%	12%	13%	24%	30%	10%	15%	13%	13%	24%	30%	10%	20%	15%			
- <b>NET: Dissatisfied (2,1)</b>	42%	31%	34%	31%	45%	42%	38%	31%	47%	43%	33%	51%	65%	36%	42%	47%	43%	33%	51%	65%	36%	50%	42%		
<b>Mean</b>	2.587	2.831	2.951	3.000	2.594	2.842	2.803	3.073	2.716	2.894	2.904	2.574	2.321	3.051	2.825	2.716	2.894	2.904	2.574	2.321	3.051	2.649	2.825		
<b>Not included in base:</b>																									
Decline to Answer	1	-	5	-	4	1	10	77	1	-	3	3	3	2	10	53									
Not Applicable	3	1	9	3	7	8	29	165	1	3	9	2	2	3	20	126									

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-3

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	391 100%	3018 100%	29 100%	- 100%	- 100%	- 100%	- 100%	116 100%
- NET: Satisfied (5,4)	22%	29%	29%	29%	16%	33%	25%	34%	14%	23%	42%	31%	40%	37%
Very satisfied (5)	6%	9%	9%	9%	4%	10%	8%	11%	3%	18%	17%	11%	20%	12%
Somewhat satisfied (4)	15%	20%	20%	20%	12%	23%	18%	23%	11%	5%	26%	20%	20%	25%
- Neither satisfied nor dissatisfied (3)	39%	37%	36%	30%	23%	27%	29%	30%	31%	37%	33%	31%	24%	27%
Somewhat dissatisfied (2)	26%	19%	20%	16%	33%	24%	25%	23%	27%	13%	11%	27%	27%	21%
Very dissatisfied (1)	14%	15%	15%	25%	28%	17%	21%	13%	27%	28%	14%	0%	18%	14%
- NET: Dissatisfied (2,1)	40%	34%	35%	41%	61%	41%	45%	36%	55%	41%	25%	27%	38%	35%
Mean	2.746	2.896	2.886	2.730	2.304	2.847	2.670	2.968	2.348	2.715	3.197	3.325	2.850	2.979
Not included in base:														
Decline to Answer	2	-	6	1	6	2	16	85	-	-	1	2	1	4
Not Applicable	2	3	17	3	7	10	40	232	2	2	2	2	1	9

Table 30d-1

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	4348 100%
- NET: Satisfied (5,4)	81%	88%	84%	87%	86%	87%	86%	87%
Very satisfied	53%	73%	62%	68%	58%	59%	62%	64%
Somewhat satisfied	29%	15%	22%	19%	28%	28%	24%	23%
- Neither satisfied nor dissatisfied	12%	5%	10%	6%	8%	7%	8%	7%
Somewhat dissatisfied	3%	5%	3%	7%	4%	4%	4%	4%
Very dissatisfied	3%	2%	2%	0%	2%	2%	2%	1%
- NET: Dissatisfied (2,1)	6%	7%	5%	7%	6%	6%	6%	6%
Mean	4.250	4.521	4.395	4.481	4.355	4.373	4.400	4.445
Not included in base:								
Decline to Answer	2	-	6	2	5	1	14	117
Not Applicable	2	-	4	-	-	4	8	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-2

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	Males										Females															
	CHAR-LOTTE					All Univ					CHAR-LOTTE					All Univ										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	67	-	-	-	-	325	2594	42	-	-	-	-	-	-	-	229	1754	-	-	-	-	-	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	82%	89%	85%	83%	86%	84%	88%	81%	87%	84%	87%	84%	93%	87%	91%	87%	86%	87%	84%	87%	87%	87%	87%	87%	87%	86%
Very satisfied (5)	48%	70%	61%	62%	52%	56%	64%	61%	77%	64%	77%	64%	76%	64%	64%	67%	65%	64%	64%	64%	67%	64%	64%	64%	67%	65%
Somewhat satisfied (4)	34%	19%	23%	21%	33%	28%	24%	20%	10%	20%	10%	20%	16%	23%	28%	21%	22%	23%	23%	28%	21%	23%	28%	21%	22%	
- Neither satisfied nor dissatisfied (3)	11%	6%	10%	6%	9%	6%	7%	14%	3%	11%	7%	11%	7%	6%	9%	8%	7%	7%	6%	9%	8%	9%	6%	8%	7%	
Somewhat dissatisfied (2)	2%	3%	4%	11%	3%	6%	4%	5%	10%	2%	5%	10%	0%	5%	0%	3%	5%	0%	5%	0%	3%	0%	5%	0%	3%	5%
Very dissatisfied (1)	5%	3%	1%	0%	2%	3%	1%	0%	0%	3%	0%	0%	0%	2%	0%	2%	2%	0%	2%	0%	2%	0%	2%	0%	2%	2%
- NET: Dissatisfied (2,1)	7%	5%	6%	11%	5%	9%	5%	5%	10%	5%	5%	10%	0%	7%	0%	5%	6%	0%	7%	0%	5%	0%	7%	0%	5%	6%
Mean	4.179	4.507	4.387	4.343	4.307	4.274	4.456	4.362	4.542	4.406	4.413	4.694	4.413	4.549	4.475	4.428										
Not included in base:																										
Decline to Answer	1	-	5	-	3	1	9	1	-	2	1	2	2	2	-	5	40									
Not Applicable	1	-	1	-	-	4	5	1	-	4	5	28	1	-	3	12										



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-3

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	White Faculty										Faculty of Color										
	CHAR-					ALL					CHAR-					ALL					
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ
Valid responders:	79	-	-	-	-	428	3228	30	-	-	-	-	-	126	1120						
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	86%	92%	83%	87%	87%	89%	89%	69%	76%	91%	86%	85%	72%	82%	83%						
Very satisfied (5)	60%	75%	61%	69%	61%	64%	67%	34%	65%	69%	64%	49%	49%	56%	56%						
Somewhat satisfied (4)	26%	17%	22%	19%	26%	24%	21%	35%	11%	22%	22%	35%	23%	28%	28%						
- Neither satisfied nor dissatisfied (3)	10%	4%	11%	6%	7%	7%	6%	18%	7%	4%	6%	11%	14%	9%	9%						
Somewhat dissatisfied (2)	2%	4%	4%	6%	4%	4%	4%	5%	11%	0%	8%	3%	5%	4%	5%						
Very dissatisfied (1)	1%	0%	1%	0%	2%	1%	1%	8%	7%	6%	0%	2%	9%	4%	2%						
- NET: Dissatisfied (2,1)	4%	4%	5%	6%	7%	4%	5%	12%	18%	6%	8%	5%	14%	7%	7%						
Mean	4.405	4.634	4.380	4.496	4.388	4.487	4.443	4.495	3.835	4.169	4.485	4.422	3.985	4.255	4.302						
Not included in base:																					
Decline to Answer	2	-	6	-	4	1	11	75	-	-	1	2	1	-	3	42					
Not Applicable	1	-	4	-	-	4	8	31	1	-	-	-	-	-	-	9					

Table 31-1

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

*The quality of facilities (i.e., office, labs, classrooms)*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	112 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	4358 100%
- NET: Satisfied (5,4)	53%	67%	60%	30%	53%	48%	53%	58%
Very satisfied	(5) 23%	30%	17%	11%	29%	22%	23%	26%
Somewhat satisfied	(4) 31%	38%	43%	19%	24%	26%	30%	31%
- Neither satisfied nor dissatisfied	(3) 13%	2%	16%	19%	13%	16%	14%	12%
Somewhat dissatisfied	(2) 26%	20%	14%	37%	25%	20%	22%	20%
Very dissatisfied	(1) 7%	10%	10%	15%	9%	15%	11%	11%
- NET: Dissatisfied (2,1)	33%	31%	24%	51%	34%	36%	33%	30%
Mean	3.352	3.558	3.434	2.744	3.403	3.196	3.319	3.431

Not included in base:

Decline to Answer	1	-	6	2	5	2	15	108
Not Applicable	-	1	3	-	1	1	6	39

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 31-2**

**III. The Nature of Your Work**

**Q31. Please indicate your level of satisfaction with the following:**

**The quality of facilities (i.e., office, labs, classrooms)**

	Males										Females											
	CHAR-					All					CHAR-					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	69	100%	100%	100%	100%	100%	2603	43	100%	100%	100%	100%	100%	100%	229	100%	100%	100%	100%	100%	100%	1755
- NET: Satisfied (5,4)	49%	62%	55%	30%	52%	59%	59%	59%	75%	68%	31%	55%	40%	55%	55%	40%	55%	40%	55%	40%	55%	55%
Very satisfied (5)	19%	28%	16%	16%	27%	26%	26%	28%	32%	19%	3%	32%	16%	23%	26%	16%	23%	16%	23%	16%	23%	26%
Somewhat satisfied (4)	30%	34%	39%	14%	25%	33%	33%	31%	43%	49%	28%	23%	24%	29%	29%	23%	28%	23%	24%	23%	32%	29%
- Neither satisfied nor dissatisfied (3)	14%	3%	19%	28%	17%	13%	12%	13%	0%	11%	4%	9%	21%	10%	11%	4%	11%	9%	21%	10%	11%	11%
Somewhat dissatisfied (2)	28%	22%	18%	37%	25%	18%	19%	23%	18%	9%	36%	25%	25%	21%	21%	18%	9%	36%	25%	25%	22%	21%
Very dissatisfied (1)	9%	13%	8%	6%	6%	9%	9%	5%	7%	12%	29%	11%	14%	13%	13%	11%	14%	14%	13%	14%	13%	13%
- NET: Dissatisfied (2,1)	37%	34%	26%	43%	31%	34%	28%	28%	25%	21%	65%	37%	39%	34%	34%	37%	39%	37%	39%	35%	34%	34%
Mean	3.231	3.438	3.368	2.972	3.417	3.291	3.484	3.548	3.752	3.529	2.391	3.387	3.023	3.351	3.300	3.023	3.300	3.387	3.023	3.300	3.351	3.351
Not included in base:																						
Decline to Answer	-	-	5	-	3	2	10	1	-	2	2	2	-	5	38	-	2	2	-	-	5	38
Not Applicable	-	-	1	-	1	1	3	26	-	1	2	-	-	3	13	-	2	-	-	-	3	13

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 31-3**

**III. The Nature of Your Work**

**Q31. Please indicate your level of satisfaction with the following:**

*The quality of facilities (i.e., office, labs, classrooms)*

	White Faculty					Faculty of Color								
	CHAR-		All			CHAR-		All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	430 100%	3235 100%	31 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%
- NET: Satisfied (5,4)	49%	65%	62%	27%	54%	49%	57%	63%	75%	48%	41%	52%	46%	52%
Very satisfied (5)	22%	31%	17%	6%	27%	23%	26%	25%	26%	16%	28%	34%	18%	27%
Somewhat satisfied (4)	28%	34%	45%	21%	27%	26%	30%	38%	50%	32%	14%	17%	28%	25%
- Neither satisfied nor dissatisfied (3)	15%	3%	15%	17%	12%	11%	12%	9%	0%	21%	25%	16%	34%	19%
Somewhat dissatisfied (2)	31%	23%	14%	37%	24%	24%	20%	12%	13%	17%	33%	27%	8%	21%
Very dissatisfied (1)	4%	10%	9%	19%	10%	16%	11%	16%	12%	13%	0%	6%	13%	9%
- NET: Dissatisfied (2,1)	35%	33%	23%	56%	34%	40%	32%	28%	25%	31%	33%	33%	20%	29%
Mean	3.320	3.528	3.473	2.590	3.380	3.165	3.293	3.438	3.650	3.200	3.362	3.461	3.311	3.407
Not included in base:														
Decline to Answer	1	-	6	-	4	1	11	-	-	1	2	1	1	4
Not Applicable	-	1	3	-	1	1	6	-	-	-	-	-	-	10

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 32-1**

**III. The Nature of Your Work**

**Q32. Please indicate your level of satisfaction with the following:**

*The amount of access you have to Teaching Fellows, Graduate Assistants, et al.*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	105 100%	- 100%	- 100%	- 100%	- 100%	- 100%	531 100%	4141 100%
- NET: Satisfied (5,4)	32%	26%	33%	40%	27%	28%	30%	42%
Very satisfied (5)	4%	7%	16%	16%	10%	9%	12%	15%
Somewhat satisfied (4)	28%	20%	17%	23%	17%	19%	18%	27%
- Neither satisfied nor dissatisfied (3)	19%	27%	26%	18%	17%	18%	21%	18%
Somewhat dissatisfied (2)	30%	29%	22%	26%	24%	33%	26%	24%
Very dissatisfied (1)	19%	17%	19%	17%	31%	21%	23%	16%
- NET: Dissatisfied (2,1)	49%	47%	40%	43%	56%	54%	49%	40%
Mean	2.689	2.691	2.905	2.964	2.502	2.612	2.690	3.018
<b>Not included in base:</b>								
Decline to Answer	1	-	6	2	5	2	15	114
Not Applicable	8	5	9	2	3	11	30	250

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-2

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	Males										Females											
	CHAR-					ALL					CHAR-					ALL						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	65	100%	100%	100%	100%	100%	2494	39	100%	100%	100%	100%	100%	100%	219	100%	100%	100%	100%	100%	100%	1647
- NET: Satisfied (5,4)	31%	28%	26%	36%	30%	24%	28%	34%	25%	44%	45%	23%	34%	40%	32%	34%	44%	45%	23%	34%	32%	40%
Very satisfied (5)	3%	4%	11%	16%	10%	10%	16%	5%	11%	24%	16%	10%	6%	14%	14%	14%	24%	16%	10%	6%	14%	14%
Somewhat satisfied (4)	28%	24%	16%	20%	20%	14%	18%	29%	13%	19%	29%	14%	28%	25%	19%	19%	29%	14%	28%	19%	25%	25%
- Neither satisfied nor dissatisfied (3)	17%	29%	29%	24%	26%	19%	26%	21%	24%	22%	9%	7%	16%	15%	14%	16%	22%	9%	7%	16%	14%	15%
Somewhat dissatisfied (2)	29%	21%	27%	29%	22%	36%	27%	32%	41%	13%	22%	28%	28%	26%	26%	28%	13%	22%	28%	28%	25%	26%
Very dissatisfied (1)	22%	22%	17%	11%	22%	20%	19%	13%	11%	21%	25%	42%	22%	19%	19%	22%	21%	25%	42%	22%	29%	19%
- NET: Dissatisfied (2,1)	51%	43%	45%	40%	44%	56%	46%	45%	52%	34%	46%	69%	50%	45%	54%	46%	34%	46%	69%	50%	54%	45%
Mean	2.614	2.664	2.749	3.003	2.739	2.576	2.731	3.095	2.815	2.732	3.128	2.218	2.675	2.902	2.631	2.675	3.128	2.902	2.218	2.675	2.631	2.902
Not included in base:																						
Decline to Answer	-	-	5	-	3	2	10	73	1	-	2	2	-	5	41	-	2	2	2	-	-	5
Not Applicable	4	3	5	1	1	8	18	132	4	2	4	1	2	118	3	3	1	2	3	3	12	118

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-3

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	White Faculty										Faculty of Color																					
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ																
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5							
Valid responders:	75 100%	100%	100%	100%	100%	409 100%	3061 100%	30 100%	30 100%	30 100%	30 100%	30 100%	30 100%	30 100%	30 100%	121 100%	1080 100%	121 100%	1080 100%	121 100%	1080 100%	121 100%	1080 100%	121 100%	1080 100%							
- NET: Satisfied (5,4)	30%	24%	33%	43%	25%	29%	42%	37%	34%	35%	27%	33%	34%	34%	35%	33%	44%	33%	34%	34%	33%	44%	33%	34%	34%	44%						
Very satisfied (5)	4%	9%	18%	15%	10%	7%	12%	4%	0%	6%	21%	10%	14%	10%	14%	10%	13%	10%	14%	10%	13%	10%	14%	10%	13%							
Somewhat satisfied (4)	26%	15%	15%	28%	15%	18%	26%	33%	34%	29%	6%	23%	21%	23%	21%	23%	31%	23%	21%	23%	31%	23%	21%	23%	31%							
- Neither satisfied nor dissatisfied (3)	19%	31%	23%	17%	14%	18%	18%	18%	18%	18%	18%	18%	18%	18%	18%	19%	19%	21%	25%	19%	25%	19%	25%	19%	25%							
Somewhat dissatisfied (2)	33%	36%	24%	21%	26%	34%	25%	23%	8%	6%	46%	21%	32%	22%	21%	22%	21%	22%	22%	21%	22%	21%	22%	22%	21%							
Very dissatisfied (1)	17%	10%	20%	19%	35%	24%	16%	22%	43%	14%	6%	21%	15%	20%	16%	16%	16%	16%	16%	16%	16%	16%	16%	16%	16%							
- NET: Dissatisfied (2,1)	50%	45%	44%	40%	61%	56%	41%	45%	51%	20%	52%	42%	47%	42%	47%	42%	37%	42%	47%	42%	37%	42%	47%	42%	37%							
Mean	2.672	2.778	2.878	2.980	2.380	2.533	2.652	3.010	2.734	2.405	2.897	2.799	2.863	2.817	3.041	2.672	2.778	2.878	2.980	2.380	2.533	2.652	3.010	2.734	2.405	2.897	2.799	2.863	2.817	3.041		
Not included in base:																																
Decline to Answer	1	-	6	-	4	2	12	75	-	-	1	2	1	-	3	39	1	-	6	-	4	2	12	75	-	-	1	2	1	-	3	39
Not Applicable	6	3	8	1	3	10	25	198	1	2	1	1	-	1	4	52	6	3	8	1	3	10	25	198	1	2	1	1	-	4	52	

Table 33a-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	4354 100%
- NET: Satisfied (5,4)	61%	31%	59%	59%	53%	66%	55%	61%
Very satisfied	32%	15%	37%	27%	29%	40%	31%	32%
Somewhat satisfied	30%	17%	22%	32%	25%	26%	24%	29%
- Neither satisfied nor dissatisfied	15%	16%	14%	7%	13%	11%	13%	11%
Somewhat dissatisfied	(2) 17%	29%	14%	21%	20%	13%	18%	18%
Very dissatisfied	(1) 7%	24%	13%	13%	13%	10%	14%	11%
- NET: Dissatisfied (2,1)	24%	52%	27%	34%	34%	23%	32%	29%
Mean	3.624	2.696	3.561	3.397	3.349	3.744	3.408	3.535
<b>Not included in base:</b>								
Decline to Answer	2	-	7	2	5	2	16	113
Not Applicable	-	-	2	-	3	-	5	39



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	327	2603	42	-	-	-	-	-	-	-	228	1751	-	-	-	-	-	-	228	1751
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	64%	32%	60%	67%	52%	69%	62%	57%	30%	57%	47%	55%	61%	53%	59%										
Very satisfied (5)	36%	13%	36%	35%	29%	42%	33%	24%	17%	37%	15%	28%	36%	29%	31%										
Somewhat satisfied (4)	28%	19%	24%	31%	23%	27%	24%	33%	13%	20%	32%	27%	24%	28%	28%										
- Neither satisfied nor dissatisfied (3)	12%	18%	15%	11%	17%	11%	11%	20%	13%	14%	0%	8%	9%	9%											
Somewhat dissatisfied (2)	19%	28%	12%	14%	20%	12%	18%	13%	30%	17%	33%	20%	15%	21%	19%										
Very dissatisfied (1)	6%	22%	13%	8%	11%	7%	9%	10%	27%	12%	19%	17%	15%	17%	13%										
- NET: Dissatisfied (2,1)	24%	50%	25%	22%	31%	19%	27%	23%	57%	29%	53%	37%	30%	38%	32%										
Mean	3.706	2.730	3.586	3.713	3.393	3.859	3.498	3.588	3.489	2.643	3.523	2.907	3.297	3.522	3.457										
Not included in base:																									
Decline to Answer	-	-	5	-	3	1	9	2	-	3	2	2	1	7	41										
Not Applicable	-	-	1	-	2	-	3	-	-	1	-	1	-	2	15										

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	81	-	-	-	-	431	3238	30	-	-	-	-	-	-	123	1116	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Satisfied (5,4)	62%	34%	59%	54%	50%	74%	60%	60%	23%	59%	78%	61%	40%	54%	64%										
Very satisfied (5)	35%	17%	38%	23%	28%	43%	32%	22%	7%	26%	45%	29%	31%	28%	33%										
Somewhat satisfied (4)	26%	17%	21%	31%	22%	31%	28%	38%	16%	33%	33%	31%	10%	26%	31%										
- Neither satisfied nor dissatisfied (3)	14%	13%	15%	8%	11%	5%	11%	18%	25%	9%	0%	16%	31%	17%	12%										
Somewhat dissatisfied (2)	18%	29%	11%	25%	21%	14%	19%	13%	28%	32%	8%	19%	12%	20%	15%										
Very dissatisfied (1)	6%	24%	15%	12%	17%	8%	11%	9%	23%	0%	14%	4%	17%	9%	9%										
- NET: Dissatisfied (2,1)	24%	53%	26%	37%	38%	21%	30%	22%	52%	32%	22%	23%	29%	25%	25%										
Mean	3.666	2.741	3.565	3.276	3.238	3.885	3.504	3.509	2.556	3.529	3.881	3.624	3.248	3.434	3.625										
Not included in base:																									
Decline to Answer	1	-	6	-	4	2	12	73	1	-	2	1	-	4	39										
Not Applicable	-	-	1	-	2	-	3	23	-	-	1	-	-	2	16										

Table 33b-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	100%	100%	100%	100%	100%	531 100%	4198 100%
- NET: Satisfied (5,4)	43%	35%	38%	30%	39%	41%	38%	49%
Very satisfied	(5) 13%	15%	9%	12%	16%	23%	15%	18%
Somewhat satisfied	(4) 30%	20%	28%	19%	23%	18%	23%	31%
- Neither satisfied nor dissatisfied	(3) 21%	19%	28%	24%	20%	21%	22%	21%
Somewhat dissatisfied	(2) 27%	34%	23%	26%	24%	27%	26%	21%
Very dissatisfied	(1) 9%	12%	11%	20%	17%	11%	14%	10%
- NET: Dissatisfied (2,1)	36%	46%	34%	46%	41%	38%	40%	31%
Mean	3.113	2.933	3.024	2.763	2.967	3.153	2.987	3.259
<b>Not included in base:</b>								
Decline to Answer	2	1	6	2	5	3	17	120
Not Applicable	1	1	8	3	3	14	28	188

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	69	-	-	-	-	-	316	2510	41	-	-	-	-	-	-	215	1687	-	-	-	-	-	-	215	1687
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	45%	41%	37%	34%	42%	45%	40%	50%	39%	27%	39%	25%	36%	33%	34%	47%									
Very satisfied (5)	10%	17%	10%	20%	17%	30%	18%	19%	18%	13%	8%	0%	14%	6%	10%	18%									
Somewhat satisfied (4)	35%	24%	26%	15%	24%	14%	22%	31%	21%	14%	31%	25%	22%	27%	24%	29%									
- Neither satisfied nor dissatisfied (3)	15%	15%	29%	34%	21%	24%	24%	22%	32%	25%	27%	9%	18%	16%	20%	19%									
Somewhat dissatisfied (2)	29%	35%	25%	23%	23%	21%	25%	19%	24%	33%	21%	29%	25%	41%	27%	23%									
Very dissatisfied (1)	11%	10%	9%	9%	14%	11%	11%	9%	5%	14%	13%	38%	21%	11%	19%	12%									
- NET: Dissatisfied (2,1)	40%	45%	34%	32%	37%	31%	36%	28%	29%	48%	34%	67%	46%	51%	46%	34%									
Mean	3.042	3.026	3.040	3.126	3.078	3.325	3.116	3.311	3.232	2.779	3.000	2.204	2.835	2.772	2.797	3.182									
Not included in base:																									
Decline to Answer	-	-	5	-	3	1	9	75	2	1	2	2	2	2	8	45									
Not Applicable	-	-	4	2	2	7	15	115	1	1	4	1	1	7	13	74									

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	White Faculty										Faculty of Color														
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5					
Valid responders:	80	100%	100%	100%	100%	409	100%	100%	100%	100%	3099	100%	100%	100%	100%	30	100%	100%	100%	100%	100%	122	1099	100%	100%
- NET: Satisfied (5,4)	40%	32%	38%	31%	35%	39%	36%	36%	39%	46%	46%	51%	47%	34%	30%	49%	48%	45%	55%	55%	55%	45%	55%	55%	55%
Very satisfied (5)	14%	17%	10%	11%	13%	20%	14%	17%	17%	17%	17%	11%	9%	6%	15%	23%	33%	20%	20%	20%	20%	20%	20%	20%	
Somewhat satisfied (4)	26%	15%	28%	19%	22%	19%	22%	29%	29%	29%	29%	40%	38%	28%	15%	26%	15%	25%	35%	35%	35%	35%	35%	35%	
- Neither satisfied nor dissatisfied (3)	22%	16%	27%	20%	20%	22%	22%	21%	22%	21%	21%	20%	26%	35%	41%	19%	21%	25%	18%	18%	18%	25%	18%		
Somewhat dissatisfied (2)	32%	38%	22%	26%	26%	30%	27%	22%	22%	22%	22%	14%	21%	31%	23%	19%	17%	21%	18%	18%	18%	21%	18%		
Very dissatisfied (1)	7%	14%	12%	24%	19%	10%	16%	11%	11%	11%	11%	15%	5%	0%	6%	12%	13%	9%	9%	9%	9%	9%	9%		
- NET: Dissatisfied (2,1)	38%	52%	35%	50%	45%	40%	43%	32%	32%	32%	29%	27%	31%	29%	31%	31%	30%	27%	27%	27%	30%	27%	27%		
Mean	3.093	2.835	3.013	2.682	2.834	3.087	2.909	3.209	3.167	3.247	3.084	3.095	3.288	3.373	3.248	3.402	3.402	3.402	3.402	3.402	3.402	3.402	3.402	3.402	
Not included in base:																									
Decline to Answer	1	1	6	-	4	3	14	80	1	-	1	2	1	-	3	40	40	40	40	40	40	40	40	40	
Not Applicable	1	-	8	2	3	11	24	156	-	1	-	1	-	2	4	32	32	32	32	32	32	32	32	32	

Table 33c-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

C. Teaching services

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	530 100%	4177 100%
- NET: Satisfied (5,4)	49%	56%	52%	69%	54%	55%	55%	60%
Very satisfied	(5) 16%	15%	16%	28%	21%	24%	21%	24%
Somewhat satisfied	(4) 33%	41%	35%	41%	33%	31%	35%	36%
- Neither satisfied nor dissatisfied	(3) 34%	21%	33%	19%	22%	25%	25%	25%
Somewhat dissatisfied	(2) 13%	15%	10%	10%	15%	14%	13%	12%
Very dissatisfied	(1) 3%	9%	5%	2%	9%	6%	7%	4%
- NET: Dissatisfied (2,1)	17%	24%	16%	12%	24%	20%	20%	15%
Mean	3.454	3.387	3.469	3.835	3.433	3.519	3.495	3.646
<b>Not included in base:</b>								
Decline to Answer	2	-	6	2	5	2	15	122
Not Applicable	4	5	8	3	4	10	30	207

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

C. Teaching services

	Males										Females											
	CHAR-					ALL					CHAR-					ALL						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	68	-	-	-	-	-	312	2498	39	-	-	-	-	-	218	1680						
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	51%	57%	53%	69%	54%	59%	57%	59%	46%	55%	50%	70%	55%	46%	54%	61%						
Very satisfied (5)	15%	13%	12%	35%	20%	29%	21%	23%	19%	19%	23%	17%	23%	13%	20%	25%						
Somewhat satisfied (4)	36%	43%	41%	33%	34%	30%	36%	36%	27%	36%	27%	53%	32%	33%	34%	36%						
- Neither satisfied nor dissatisfied (3)	30%	24%	34%	23%	25%	23%	26%	26%	41%	16%	31%	12%	19%	29%	22%	23%						
Somewhat dissatisfied (2)	14%	9%	9%	9%	15%	10%	11%	12%	12%	23%	13%	13%	15%	22%	16%	11%						
Very dissatisfied (1)	5%	11%	5%	0%	7%	8%	6%	4%	1%	7%	6%	5%	11%	3%	8%	5%						
- NET: Dissatisfied (2,1)	19%	20%	13%	9%	21%	18%	17%	15%	13%	30%	19%	18%	26%	25%	24%	16%						
Mean	3.420	3.398	3.469	3.954	3.455	3.630	3.542	3.637	3.513	3.368	3.470	3.641	3.408	3.314	3.428	3.658						
Not included in base:																						
Decline to Answer	-	-	5	-	3	1	9	78	2	-	2	2	2	1	6	44						
Not Applicable	2	2	3	1	3	8	18	124	3	3	4	2	1	2	12	83						

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

C. Teaching services

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	408 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	122 100%
- NET: Satisfied (5,4)	45%	54%	51%	67%	54%	58%	55%	61%	61%	58%	78%	56%	45%	65%
Very satisfied (5)	12%	17%	19%	29%	20%	23%	21%	28%	12%	0%	26%	23%	25%	19%
Somewhat satisfied (4)	33%	38%	32%	37%	33%	35%	34%	32%	49%	58%	53%	33%	20%	38%
- Neither satisfied nor dissatisfied (3)	37%	22%	35%	20%	22%	22%	25%	25%	15%	19%	14%	24%	33%	23%
Somewhat dissatisfied (2)	16%	15%	8%	11%	15%	14%	13%	5%	14%	22%	8%	14%	14%	15%
Very dissatisfied (1)	1%	9%	6%	2%	10%	6%	7%	9%	10%	0%	0%	6%	9%	5%
- NET: Dissatisfied (2,1)	18%	23%	15%	13%	25%	20%	20%	14%	24%	22%	8%	20%	22%	20%
Mean	3.374	3.388	3.487	3.802	3.394	3.557	3.493	3.664	3.381	3.358	3.961	3.527	3.392	3.503
Not included in base:														
Decline to Answer	1	-	6	-	4	2	12	1	-	1	2	1	-	3
Not Applicable	4	4	7	3	4	9	27	-	1	1	-	-	1	3



Table 33d-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	554 100%	4344 100%
- NET: Satisfied (5,4)	55%	51%	78%	54%	64%	67%	65%	63%
Very satisfied (5)	25%	16%	37%	31%	29%	26%	29%	28%
Somewhat satisfied (4)	30%	35%	41%	22%	35%	41%	36%	36%
- Neither satisfied nor dissatisfied (3)	16%	22%	13%	19%	15%	10%	15%	16%
Somewhat dissatisfied (2)	23%	21%	6%	23%	13%	18%	14%	15%
Very dissatisfied (1)	6%	6%	4%	5%	9%	5%	6%	6%
- NET: Dissatisfied (2,1)	29%	27%	9%	28%	22%	23%	20%	21%
Mean	3.456	3.330	4.016	3.524	3.619	3.646	3.681	3.637
<b>Not included in base:</b>								
Decline to Answer	3	-	6	2	5	3	16	112
Not Applicable	-	3	2	-	-	1	6	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	Males										Females									
	CHAR-					All					CHAR-					All				
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ
Valid responders:	69	-	-	-	-	-	325	2595	41	-	-	-	-	229	1750					
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	54%	49%	79%	60%	67%	69%	68%	64%	57%	54%	76%	43%	59%	63%	62%	63%	63%	62%	63%	63%
Very satisfied (5)	25%	18%	34%	38%	29%	28%	30%	27%	25%	12%	41%	21%	28%	21%	28%	28%	28%	21%	28%	28%
Somewhat satisfied (4)	29%	30%	46%	22%	38%	42%	38%	36%	32%	41%	35%	22%	31%	41%	34%	35%	34%	41%	34%	35%
- Neither satisfied nor dissatisfied (3)	14%	31%	13%	20%	15%	9%	16%	16%	20%	10%	12%	17%	14%	12%	13%	15%	14%	12%	13%	15%
Somewhat dissatisfied (2)	26%	17%	4%	19%	11%	18%	12%	14%	17%	27%	8%	28%	14%	19%	16%	16%	14%	19%	16%	16%
Very dissatisfied (1)	6%	4%	3%	0%	6%	4%	4%	6%	7%	10%	5%	12%	12%	6%	9%	7%	12%	6%	9%	7%
- NET: Dissatisfied (2,1)	32%	20%	7%	19%	17%	22%	16%	20%	24%	37%	12%	40%	27%	25%	25%	22%	27%	25%	25%	22%
Mean	3.422	3.428	4.026	3.789	3.728	3.708	3.773	3.652	3.513	3.191	4.001	3.114	3.489	3.525	3.552	3.615	3.489	3.525	3.552	3.615
Not included in base:																				
Decline to Answer	-	-	5	-	3	2	10	72	3	-	2	2	2	1	6	41	2	2	1	6
Not Applicable	-	3	1	-	-	1	5	33	-	-	1	-	-	-	1	16	-	-	-	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	White Faculty										Faculty of Color														
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5					
Valid responders:	80	100%	100%	100%	100%	433	100%	100%	100%	100%	3231	100%	100%	100%	100%	30	100%	100%	100%	100%	121	100%	100%	1113	100%
- NET: Satisfied (5,4)	54%	51%	76%	52%	63%	69%	65%	63%	63%	69%	63%	58%	48%	88%	59%	66%	60%	65%	66%	66%	65%	65%	66%	66%	66%
Very satisfied (5)	18%	17%	37%	29%	27%	27%	29%	27%	27%	27%	27%	44%	10%	32%	39%	35%	20%	29%	29%	29%	29%	29%	29%	29%	
Somewhat satisfied (4)	36%	34%	39%	23%	36%	42%	36%	36%	36%	42%	35%	13%	37%	56%	20%	31%	40%	36%	37%	37%	36%	37%	37%	37%	
- Neither satisfied nor dissatisfied (3)	18%	23%	13%	19%	15%	10%	15%	15%	15%	10%	15%	10%	20%	12%	19%	15%	10%	15%	16%	16%	15%	16%	16%	16%	
Somewhat dissatisfied (2)	21%	19%	7%	23%	12%	17%	13%	13%	12%	17%	15%	27%	26%	0%	22%	15%	22%	16%	14%	14%	16%	14%	14%	14%	
Very dissatisfied (1)	6%	6%	4%	6%	11%	4%	7%	7%	11%	4%	7%	5%	6%	0%	0%	5%	9%	4%	5%	4%	4%	5%	5%	5%	
- NET: Dissatisfied (2,1)	28%	26%	11%	29%	22%	21%	20%	22%	22%	21%	22%	32%	32%	0%	22%	19%	30%	20%	18%	18%	20%	18%	18%	18%	
Mean	3.383	3.366	3.987	3.464	3.561	3.709	3.674	3.609	3.653	3.203	4.199	3.766	3.412	3.706	3.719										
Not included in base:																									
Decline to Answer	2	-	6	-	4	2	12	74	1	-	1	2	1	1	1	4	38								
Not Applicable	-	1	1	-	-	-	2	29	-	2	1	-	1	1	4	20									

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.1-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Formal mentoring program for junior faculty**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	4378 100%
<b>- NET: Important (5,4)</b>	81%	74%	87%	64%	77%	83%	79%	80%
Very important	40%	31%	45%	33%	35%	45%	39%	42%
Somewhat important	41%	43%	42%	31%	42%	38%	40%	38%
<b>- Neither important nor unimportant (3)</b>	9%	11%	5%	20%	12%	10%	11%	11%
Somewhat unimportant	(2) 5%	10%	7%	11%	5%	6%	7%	6%
Very unimportant	(1) 5%	4%	2%	5%	5%	1%	3%	3%
<b>- NET: Unimportant (2,1)</b>	10%	14%	8%	16%	10%	7%	10%	9%
<b>Mean</b>	<b>4.057</b>	<b>3.870</b>	<b>4.217</b>	<b>3.767</b>	<b>3.966</b>	<b>4.204</b>	<b>4.042</b>	<b>4.107</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	6	3	6	2	17	128

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.1-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Formal mentoring program for junior faculty**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	69	-	-	-	-	329	2615	42	-	-	-	-	-	230
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b> (5,4)	78%	71%	82%	56%	72%	76%	76%	86%	79%	94%	78%	83%	97%	87%
Very important	(5)	36%	31%	32%	23%	28%	36%	47%	32%	63%	49%	43%	56%	49%
Somewhat important	(4)	42%	41%	50%	33%	44%	40%	39%	47%	31%	29%	40%	41%	38%
- <b>Neither important nor unimportant</b> (3)	12%	10%	5%	26%	15%	14%	13%	4%	14%	4%	10%	9%	3%	8%
Somewhat unimportant	(2)	3%	13%	10%	12%	9%	7%	7%	7%	1%	8%	5%	0%	4%
Very unimportant	(1)	7%	7%	3%	6%	7%	4%	2%	0%	0%	4%	3%	0%	2%
- <b>NET: Unimportant</b> (2,1)	10%	19%	13%	18%	12%	10%	11%	10%	7%	1%	12%	8%	0%	6%
<b>Mean</b>	3.962	3.761	3.981	3.550	3.814	4.038	3.971	4.213	4.040	4.550	4.096	4.146	4.527	4.290
<b>Not included in base:</b>														
Decline to Answer	-	-	5	1	4	1	11	2	-	2	2	2	1	6

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.1-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Formal mentoring program for junior faculty**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	81	-	-	-	-	434	3250	30	-	-	-	-	-	125
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Important (5,4)</b>	80%	71%	85%	71%	75%	84%	79%	82%	86%	96%	38%	82%	78%	80%
Very important	(5)	38%	25%	41%	37%	30%	39%	46%	50%	67%	15%	47%	33%	45%
Somewhat important	(4)	43%	46%	44%	33%	45%	40%	36%	36%	29%	23%	36%	45%	35%
<b>- Neither important nor unimportant (3)</b>	11%	13%	5%	17%	12%	10%	11%	4%	7%	4%	33%	13%	13%	9%
Somewhat unimportant	(2)	5%	12%	8%	6%	7%	6%	5%	7%	0%	29%	0%	9%	5%
Very unimportant	(1)	4%	5%	2%	6%	5%	3%	9%	0%	0%	0%	4%	0%	2%
<b>- NET: Unimportant (2,1)</b>	9%	17%	10%	12%	13%	6%	10%	14%	7%	0%	29%	4%	9%	7%
<b>Mean</b>	4.055	3.733	4.150	3.892	3.869	4.257	4.007	4.061	4.298	4.634	3.235	4.206	4.019	4.162
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	13	1	-	1	3	1	-	4

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.2-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

*Informal mentoring*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	559 100%	4380 100%
- <b>NET: Important</b> (5,4)	<b>96%</b>	<b>94%</b>	<b>91%</b>	<b>92%</b>	<b>95%</b>	<b>93%</b>	<b>93%</b>	<b>94%</b>
Very important	69%	60%	59%	54%	66%	66%	63%	66%
Somewhat important	27%	34%	32%	38%	28%	28%	31%	28%
- <b>Neither important nor unimportant</b> (3)	<b>1%</b>	<b>4%</b>	<b>6%</b>	<b>3%</b>	<b>3%</b>	<b>6%</b>	<b>4%</b>	<b>4%</b>
Somewhat unimportant	2%	2%	2%	1%	1%	1%	1%	1%
Very unimportant	1%	0%	1%	3%	1%	0%	1%	1%
- <b>NET: Unimportant</b> (2,1)	<b>3%</b>	<b>2%</b>	<b>3%</b>	<b>5%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>2%</b>
<b>Mean</b>	<b>4.604</b>	<b>4.523</b>	<b>4.472</b>	<b>4.385</b>	<b>4.576</b>	<b>4.579</b>	<b>4.525</b>	<b>4.565</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	6	3	6	2	17	126

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.2-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Informal mentoring**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	69 100%	- 100%	- 100%	- 100%	- 100%	329 100%	2618 100%	42 100%	- 100%	- 100%	- 100%	- 100%	- 100%	230 100%
- <b>NET: Important</b> (5,4)	94%	91%	93%	91%	93%	92%	92%	98%	100%	89%	93%	97%	100%	96%
Very important	(5)	69%	53%	45%	59%	62%	61%	69%	70%	71%	69%	75%	74%	74%
Somewhat important	(4)	25%	37%	42%	33%	28%	31%	29%	30%	18%	24%	23%	26%	22%
- <b>Neither important nor unimportant</b> (3)	2%	6%	3%	6%	4%	9%	5%	0%	0%	11%	0%	1%	0%	3%
Somewhat unimportant	(2)	3%	3%	0%	2%	2%	2%	0%	0%	0%	3%	0%	0%	<1%
Very unimportant	(1)	1%	0%	1%	3%	1%	1%	2%	0%	0%	4%	2%	0%	1%
- <b>NET: Unimportant</b> (2,1)	4%	3%	4%	3%	3%	3%	3%	2%	0%	0%	7%	2%	0%	1%
<b>Mean</b>	4.592	4.409	4.375	4.303	4.479	4.498	4.430	4.623	4.701	4.610	4.510	4.690	4.736	4.660
<b>Not included in base:</b>														
Decline to Answer	-	-	5	1	4	1	11	2	-	2	2	2	1	6



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.2-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Informal mentoring**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	434 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%
- <b>NET: Important</b> (5,4)	97%	95%	91%	92%	95%	94%	94%	91%	93%	95%	94%	94%	86%	93%
Very important	66%	61%	60%	60%	70%	65%	67%	76%	58%	54%	29%	58%	57%	55%
Somewhat important	31%	34%	31%	31%	25%	29%	27%	15%	36%	41%	65%	35%	29%	29%
- <b>Neither important nor unimportant</b> (3)	0%	3%	6%	4%	2%	4%	3%	4%	7%	5%	0%	4%	9%	5%
Somewhat unimportant	1%	3%	2%	0%	2%	1%	2%	4%	0%	0%	6%	0%	5%	1%
Very unimportant	1%	0%	1%	4%	1%	1%	1%	1%	0%	0%	0%	3%	0%	1%
- <b>NET: Unimportant</b> (2,1)	3%	3%	3%	4%	2%	2%	2%	5%	0%	0%	6%	3%	5%	2%
<b>Mean</b>	4.602	4.528	4.468	4.435	4.618	4.550	4.577	4.608	4.511	4.499	4.173	4.472	4.385	4.530
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	13	1	-	1	3	1	-	4

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.3-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Periodic, formal performance reviews for junior faculty**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	4374 100%
- <b>NET: Important</b> (5,4)	88%	87%	89%	90%	88%	84%	87%	89%
Very important	57%	51%	60%	58%	50%	51%	53%	53%
Somewhat important	31%	36%	29%	32%	38%	33%	34%	36%
- <b>Neither important nor unimportant</b> (3)	5%	10%	9%	10%	8%	12%	10%	7%
Somewhat unimportant	4%	3%	1%	0%	3%	4%	2%	3%
Very unimportant	2%	0%	1%	0%	2%	0%	1%	1%
- <b>NET: Unimportant</b> (2,1)	6%	3%	2%	0%	4%	4%	3%	4%
<b>Mean</b>	<b>4.364</b>	<b>4.348</b>	<b>4.456</b>	<b>4.475</b>	<b>4.324</b>	<b>4.307</b>	<b>4.372</b>	<b>4.365</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	7	3	6	2	18	132

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.3-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Periodic, formal performance reviews for junior faculty**

	Males										Females											
	CHAR-LOTTE					All Peers Univ					CHAR-LOTTE					All Peers Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
<b>Valid responders:</b>	69	100%	100%	100%	100%	329	2617	42	100%	100%	42	100%	100%	100%	100%	229	1757	229	100%	100%	100%	
- <b>NET: Important</b> (5,4)	91%	86%	86%	84%	79%	84%	87%	84%	80%	92%	84%	80%	92%	96%	93%	94%	92%	94%	92%	92%	92%	
Very important	53%	42%	53%	48%	44%	45%	47%	63%	64%	70%	63%	64%	70%	72%	61%	64%	65%	64%	65%	62%	62%	
Somewhat important	37%	49%	33%	38%	34%	39%	40%	22%	16%	23%	22%	16%	23%	24%	33%	30%	27%	30%	27%	30%	30%	
- <b>Neither important nor unimportant</b> (3)	2%	9%	10%	14%	16%	12%	8%	11%	13%	8%	11%	13%	8%	4%	5%	6%	7%	6%	7%	5%	5%	
Somewhat unimportant	4%	0%	2%	0%	6%	3%	4%	4%	7%	0%	4%	7%	0%	0%	1%	0%	1%	0%	1%	2%	2%	
Very unimportant	4%	0%	1%	0%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%	0%	<1%	0%	<1%	1%	1%	
- <b>NET: Unimportant</b> (2,1)	8%	0%	4%	0%	6%	4%	5%	4%	7%	0%	4%	7%	0%	0%	2%	0%	1%	2%	0%	3%	3%	
<b>Mean</b>	4.324	4.335	4.341	4.340	4.159	4.246	4.271	4.430	4.368	4.619	4.680	4.518	4.576	4.553	4.504	4.576	4.553	4.504	4.576	4.553	4.504	
<b>Not included in base:</b>																						
Decline to Answer	-	-	5	1	4	1	11	2	-	3	2	2	1	7	49	1	7	49	1	7	49	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.3-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Periodic, formal performance reviews for junior faculty**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	433 100%	3249 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%
- <b>NET: Important</b> (5,4)	89%	88%	89%	87%	89%	87%	89%	87%	82%	86%	100%	85%	91%	87%
Very important	(5)	63%	61%	58%	48%	50%	52%	41%	33%	52%	56%	56%	54%	52%
Somewhat important	(4)	26%	32%	28%	29%	34%	36%	46%	50%	35%	44%	30%	36%	35%
- <b>Neither important nor unimportant</b> (3)	6%	8%	9%	13%	7%	15%	7%	3%	18%	10%	0%	11%	5%	7%
Somewhat unimportant	(2)	4%	4%	1%	0%	2%	3%	5%	0%	4%	0%	3%	5%	2%
Very unimportant	(1)	1%	0%	1%	0%	1%	1%	5%	0%	0%	0%	1%	0%	1%
- <b>NET: Unimportant</b> (2,1)	5%	4%	2%	0%	4%	3%	4%	10%	0%	4%	0%	4%	5%	4%
<b>Mean</b>	4.451	4.410	4.474	4.455	4.312	4.278	4.376	4.126	4.152	4.344	4.560	4.356	4.406	4.357
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	14	1	-	1	3	1	-	4

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.4-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Written summary of periodic performance reviews for junior faculty**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	4371 100%
- <b>NET: Important</b> (5,4)	<b>84%</b>	<b>83%</b>	<b>92%</b>	<b>90%</b>	<b>86%</b>	<b>86%</b>	<b>88%</b>	<b>86%</b>
Very important	58%	49%	65%	58%	48%	56%	55%	50%
Somewhat important	26%	34%	27%	32%	39%	30%	33%	35%
- <b>Neither important nor unimportant</b> (3)	<b>9%</b>	<b>8%</b>	<b>7%</b>	<b>9%</b>	<b>8%</b>	<b>10%</b>	<b>8%</b>	<b>9%</b>
Somewhat unimportant	4%	4%	1%	2%	4%	4%	3%	4%
Very unimportant	2%	5%	0%	0%	1%	0%	1%	1%
- <b>NET: Unimportant</b> (2,1)	<b>6%</b>	<b>9%</b>	<b>1%</b>	<b>2%</b>	<b>5%</b>	<b>4%</b>	<b>4%</b>	<b>5%</b>
<b>Mean</b>	<b>4.334</b>	<b>4.186</b>	<b>4.553</b>	<b>4.457</b>	<b>4.273</b>	<b>4.376</b>	<b>4.371</b>	<b>4.293</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	7	3	6	2	18	135

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.4-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Written summary of periodic performance reviews for junior faculty**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	69	-	-	-	-	329	2614	42	-	-	-	-	-	229
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b> (5,4)	84%	87%	89%	86%	83%	85%	83%	84%	76%	95%	96%	91%	97%	92%
Very important	53%	42%	58%	45%	40%	47%	44%	65%	60%	74%	76%	57%	70%	65%
Somewhat important	31%	45%	31%	40%	43%	38%	39%	19%	16%	21%	20%	34%	27%	26%
- <b>Neither important nor unimportant</b> (3)	10%	7%	10%	11%	12%	11%	11%	9%	10%	5%	4%	4%	3%	5%
Somewhat unimportant	2%	0%	1%	3%	4%	3%	4%	7%	10%	0%	0%	4%	0%	3%
Very unimportant	4%	6%	0%	0%	1%	1%	2%	0%	3%	0%	0%	2%	0%	1%
- <b>NET: Unimportant</b> (2,1)	6%	6%	1%	3%	5%	4%	6%	7%	13%	0%	0%	6%	0%	4%
<b>Mean</b>	4.275	4.176	4.453	4.283	4.168	4.227	4.193	4.430	4.201	4.697	4.722	4.396	4.666	4.525
<b>Not included in base:</b>														
Decline to Answer	-	-	5	1	4	1	11	2	-	3	2	2	1	7
							86							49

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.4-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Written summary of periodic performance reviews for junior faculty**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	81 100%	- 100%	- 100%	- 100%	- 100%	433 100%	3249 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%
- <b>NET: Important</b> (5,4)	87%	81%	92%	87%	87%	83%	86%	75%	89%	92%	100%	85%	95%	86%
Very important	(5)	64%	54%	65%	47%	56%	51%	41%	33%	59%	56%	49%	54%	49%
Somewhat important	(4)	24%	27%	26%	40%	27%	35%	34%	56%	33%	44%	35%	41%	36%
- <b>Neither important nor unimportant</b> (3)	9%	11%	7%	11%	7%	12%	9%	11%	0%	8%	0%	11%	5%	9%
Somewhat unimportant	(2)	2%	4%	1%	2%	4%	4%	8%	4%	0%	0%	3%	0%	3%
Very unimportant	(1)	1%	4%	0%	1%	0%	1%	5%	7%	0%	0%	1%	0%	1%
- <b>NET: Unimportant</b> (2,1)	4%	8%	1%	2%	6%	5%	5%	13%	11%	0%	0%	4%	0%	5%
<b>Mean</b>	4.463	4.232	4.560	4.433	4.267	4.342	4.296	3.982	4.042	4.512	4.560	4.289	4.499	4.286
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	14	1	-	1	3	1	-	4

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.5-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Professional assistance in obtaining externally funded grants**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	553 100%	4356 100%
- <b>NET: Important</b> (5,4)	<b>94%</b>	<b>85%</b>	<b>78%</b>	<b>88%</b>	<b>90%</b>	<b>89%</b>	<b>86%</b>	<b>85%</b>
Very important	70%	54%	60%	61%	69%	62%	63%	57%
Somewhat important	24%	31%	18%	27%	21%	27%	23%	28%
- <b>Neither important nor unimportant</b> (3)	<b>4%</b>	<b>11%</b>	<b>13%</b>	<b>7%</b>	<b>6%</b>	<b>8%</b>	<b>9%</b>	<b>9%</b>
Somewhat unimportant	1%	1%	5%	1%	3%	4%	3%	3%
Very unimportant	1%	3%	3%	3%	1%	0%	2%	2%
- <b>NET: Unimportant</b> (2,1)	<b>2%</b>	<b>4%</b>	<b>9%</b>	<b>5%</b>	<b>4%</b>	<b>4%</b>	<b>5%</b>	<b>6%</b>
<b>Mean</b>	<b>4.616</b>	<b>4.316</b>	<b>4.260</b>	<b>4.419</b>	<b>4.548</b>	<b>4.467</b>	<b>4.422</b>	<b>4.346</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	7	4	10	2	22	150



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

	Males										Females										
	CHAR-LOTTE					All Univ					CHAR-LOTTE					All Univ					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	69	-	-	-	-	324	2601	42	-	-	-	-	-	-	-	229	1755	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	96%	84%	73%	89%	89%	84%	83%	91%	86%	85%	88%	88%	91%	97%	90%	89%	89%	88%	88%	91%	97%
Very important (5)	71%	52%	57%	55%	66%	59%	52%	69%	57%	64%	72%	73%	73%	73%	69%	65%	65%	69%	73%	73%	69%
Somewhat important (4)	25%	32%	16%	34%	24%	25%	30%	22%	30%	21%	16%	18%	18%	25%	21%	24%	24%	16%	18%	25%	21%
- Neither important nor unimportant (3)	1%	13%	15%	9%	7%	11%	11%	9%	7%	12%	4%	5%	0%	6%	7%	7%	7%	4%	5%	0%	6%
Somewhat unimportant (2)	2%	0%	9%	0%	3%	4%	4%	0%	3%	0%	3%	0%	2%	3%	2%	2%	2%	3%	2%	3%	2%
Very unimportant (1)	2%	3%	4%	3%	0%	2%	3%	0%	3%	3%	4%	4%	2%	0%	2%	2%	2%	4%	2%	0%	2%
- NET: Unimportant (2,1)	3%	3%	13%	3%	3%	6%	7%	0%	7%	3%	7%	3%	4%	3%	4%	4%	4%	7%	4%	3%	4%
Mean	4.626	4.310	4.138	4.375	4.519	4.360	4.351	4.600	4.326	4.431	4.489	4.580	4.675	4.522	4.476	4.626	4.310	4.138	4.375	4.519	4.360
Not included in base:																					
Decline to Answer	-	-	5	1	8	1	15	2	-	2	3	2	1	7	51	-	-	-	-	-	-

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.5-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Professional assistance in obtaining externally funded grants**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	429 100%	3235 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%
- <b>NET: Important</b> (5,4)	94%	84%	77%	87%	89%	88%	84%	95%	88%	87%	94%	92%	91%	87%
Very important	(5)	65%	50%	61%	66%	65%	55%	84%	66%	61%	61%	76%	51%	66%
Somewhat important	(4)	29%	34%	17%	23%	23%	29%	11%	23%	26%	33%	16%	41%	24%
- <b>Neither important nor unimportant</b> (3)	5%	12%	15%	9%	6%	8%	10%	1%	5%	5%	0%	6%	5%	8%
Somewhat unimportant	(2)	1%	2%	6%	4%	4%	4%	0%	0%	0%	6%	0%	4%	2%
Very unimportant	(1)	0%	2%	3%	4%	2%	2%	4%	7%	8%	0%	1%	0%	3%
- <b>NET: Unimportant</b> (2,1)	1%	4%	9%	4%	5%	4%	6%	4%	7%	8%	6%	1%	4%	4%
<b>Mean</b>	4.579	4.286	4.253	4.402	4.502	4.491	4.312	4.717	4.411	4.306	4.489	4.657	4.384	4.508
<b>Not included in base:</b>														
Decline to Answer	1	-	6	1	9	2	17	1	-	1	3	1	-	5

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.6-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Professional assistance for improving teaching**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	556 100%	4372 100%
- <b>NET: Important</b> (5,4)	74%	68%	79%	81%	68%	82%	75%	70%
Very important	(5)	18%	33%	18%	26%	34%	27%	25%
Somewhat important	(4)	56%	46%	64%	43%	48%	48%	45%
- <b>Neither important nor unimportant</b> (3)	12%	18%	12%	9%	14%	9%	12%	17%
Somewhat unimportant	(2)	11%	7%	5%	14%	8%	10%	10%
Very unimportant	(1)	3%	2%	5%	4%	1%	3%	3%
- <b>NET: Unimportant</b> (2,1)	14%	14%	9%	10%	18%	9%	13%	13%
<b>Mean</b>	3.765	3.690	4.005	3.838	3.712	4.065	3.862	3.777
<b>Not included in base:</b>								
Decline to Answer	2	-	7	3	7	3	19	134

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.6-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Professional assistance for improving teaching**

	Males										Females																				
	CHAR-LOTTE					All Peers Univ					CHAR-LOTTE					All Peers Univ															
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All									
<b>Valid responders:</b>	69	-	-	-	-	328	2614	42	-	-	228	1758	-	-	-	228	1758	-	-	-	228	1758	100%	100%							
- <b>NET: Important</b> (5,4)	73%	62%	77%	77%	72%	74%	66%	78%	79%	80%	88%	64%	91%	76%	75%	73%	62%	77%	77%	72%	74%	66%	78%	79%	80%	88%	64%	91%	76%	75%	
Very important	(5)	19%	12%	23%	6%	28%	24%	17%	26%	45%	36%	23%	54%	35%	31%	(5)	19%	12%	23%	6%	28%	24%	17%	26%	45%	36%	23%	54%	35%	31%	
Somewhat important	(4)	53%	50%	72%	44%	52%	46%	61%	53%	35%	51%	41%	38%	41%	44%	(4)	53%	50%	72%	44%	52%	46%	61%	53%	35%	51%	41%	38%	41%	44%	
- <b>Neither important nor unimportant</b>	(3)	14%	20%	12%	11%	13%	19%	9%	14%	14%	4%	15%	3%	11%	14%	(3)	14%	20%	12%	11%	13%	19%	9%	14%	14%	4%	15%	3%	11%	14%	
Somewhat unimportant	(2)	11%	16%	8%	3%	10%	11%	11%	3%	6%	8%	15%	6%	9%	9%	(2)	11%	16%	8%	3%	10%	11%	11%	3%	6%	8%	15%	6%	9%	9%	
Very unimportant	(1)	3%	3%	3%	9%	3%	4%	2%	3%	0%	0%	6%	0%	3%	2%	(1)	3%	3%	3%	9%	3%	4%	2%	3%	0%	0%	6%	0%	3%	2%	
- <b>NET: Unimportant</b> (2,1)	14%	18%	11%	11%	16%	13%	15%	13%	7%	6%	8%	21%	6%	12%	12%	14%	18%	11%	11%	16%	13%	15%	13%	7%	6%	8%	21%	6%	12%	12%	
<b>Mean</b>	3.748	3.525	3.871	3.630	3.801	3.788	3.687	3.793	3.947	4.196	4.154	3.607	4.392	3.967	3.912	3.748	3.525	3.871	3.630	3.801	3.788	3.687	3.793	3.947	4.196	4.154	3.607	4.392	3.967	3.912	
<b>Not included in base:</b>																															
Decline to Answer	-	-	5	1	4	2	11	2	-	3	2	1	8	48		-	-	5	1	4	2	11	85	2	-	3	2	1	8	48	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.6-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Professional assistance for improving teaching**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	433 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%
- <b>NET: Important</b> (5,4)	72%	65%	76%	77%	65%	84%	73%	82%	79%	92%	100%	77%	75%	81%
Very important	(5)	17%	14%	31%	21%	23%	26%	22%	27%	40%	6%	33%	29%	31%
Somewhat important	(4)	55%	51%	45%	56%	42%	47%	60%	52%	51%	94%	44%	45%	51%
- <b>Neither important nor unimportant</b> (3)	12%	23%	14%	11%	14%	7%	13%	13%	0%	5%	0%	13%	17%	10%
Somewhat unimportant	(2)	14%	10%	8%	6%	17%	11%	1%	15%	4%	0%	5%	8%	6%
Very unimportant	(1)	3%	2%	2%	6%	4%	3%	4%	7%	0%	0%	5%	0%	3%
- <b>NET: Unimportant</b> (2,1)	17%	12%	10%	13%	22%	9%	14%	5%	21%	4%	0%	10%	8%	9%
<b>Mean</b>	3.693	3.662	3.959	3.786	3.613	4.095	3.823	3.704	3.959	3.777	4.287	4.061	3.960	3.997
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	14	87	1	-	1	3	1	5

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.7-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Travel funds to present papers or conduct research**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	4379 100%
- <b>NET: Important</b> (5,4)	<b>99%</b>	<b>91%</b>	<b>95%</b>	<b>98%</b>	<b>95%</b>	<b>99%</b>	<b>96%</b>	<b>93%</b>
Very important	88%	70%	82%	83%	78%	75%	78%	73%
Somewhat important	12%	21%	13%	15%	17%	25%	18%	20%
- <b>Neither important nor unimportant</b> (3)	<b>1%</b>	<b>7%</b>	<b>3%</b>	<b>2%</b>	<b>3%</b>	<b>0%</b>	<b>3%</b>	<b>4%</b>
Somewhat unimportant	(2) 0%	0%	1%	0%	1%	1%	1%	2%
Very unimportant	(1) 0%	2%	1%	0%	1%	0%	1%	1%
- <b>NET: Unimportant</b> (2,1)	<b>0%</b>	<b>2%</b>	<b>2%</b>	<b>0%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>3%</b>
<b>Mean</b>	<b>4.868</b>	<b>4.576</b>	<b>4.753</b>	<b>4.812</b>	<b>4.703</b>	<b>4.726</b>	<b>4.717</b>	<b>4.631</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	6	3	7	2	18	126

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.7-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Travel funds to present papers or conduct research**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	69	-	-	-	-	329	2618	42	-	-	-	-	-	229
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b>	<b>(5,4)</b>	<b>87%</b>	<b>94%</b>	<b>97%</b>	<b>92%</b>	<b>99%</b>	<b>94%</b>	<b>98%</b>	<b>97%</b>	<b>97%</b>	<b>100%</b>	<b>98%</b>	<b>100%</b>	<b>98%</b>
Very important	(5)	85%	76%	74%	76%	67%	67%	93%	88%	91%	97%	81%	89%	87%
Somewhat important	(4)	15%	29%	24%	16%	32%	22%	5%	9%	6%	3%	17%	11%	14%
- <b>Neither important nor unimportant</b>	<b>(3)</b>	<b>0%</b>	<b>10%</b>	<b>3%</b>	<b>4%</b>	<b>0%</b>	<b>5%</b>	<b>2%</b>	<b>3%</b>	<b>3%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>2%</b>
Somewhat unimportant	(2)	0%	0%	1%	2%	1%	2%	0%	0%	0%	0%	0%	0%	0%
Very unimportant	(1)	0%	3%	0%	1%	0%	1%	0%	0%	0%	0%	1%	0%	<1%
- <b>NET: Unimportant</b>	<b>(2,1)</b>	<b>0%</b>	<b>3%</b>	<b>0%</b>	<b>3%</b>	<b>1%</b>	<b>3%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>1%</b>	<b>0%</b>	<b>&lt;1%</b>
<b>Mean</b>	<b>4.846</b>	<b>4.406</b>	<b>4.661</b>	<b>4.707</b>	<b>4.641</b>	<b>4.641</b>	<b>4.626</b>	<b>4.903</b>	<b>4.841</b>	<b>4.881</b>	<b>4.971</b>	<b>4.775</b>	<b>4.892</b>	<b>4.847</b>
<b>Not included in base:</b>														
Decline to Answer	-	-	5	1	4	1	11	2	-	2	2	2	1	7
						82								45

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.7-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Travel funds to present papers or conduct research**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	434 100%	3253 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%
- <b>NET: Important</b> (5,4)	99%	90%	95%	98%	94%	99%	93%	100%	93%	100%	100%	97%	100%	98%
Very important	(5)	87%	84%	85%	79%	73%	73%	90%	78%	70%	73%	77%	79%	76%
Somewhat important	(4)	12%	23%	10%	13%	16%	20%	10%	15%	30%	27%	20%	21%	22%
- <b>Neither important nor unimportant</b> (3)	1%	10%	3%	2%	3%	0%	4%	0%	0%	0%	0%	2%	0%	1%
Somewhat unimportant	(2)	0%	0%	1%	0%	1%	2%	0%	0%	0%	0%	0%	0%	0%
Very unimportant	(1)	0%	0%	1%	0%	1%	1%	0%	7%	0%	0%	1%	0%	1%
- <b>NET: Unimportant</b> (2,1)	0%	0%	2%	0%	2%	1%	3%	0%	7%	0%	0%	1%	0%	2%
<b>Mean</b>	4.855	4.573	4.760	4.831	4.701	4.709	4.719	4.625	4.900	4.584	4.705	4.734	4.708	4.710
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	13	81	1	-	1	3	1	5



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.8-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

***Paid or unpaid research leave during the probationary period***

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	552 100%	4327 100%
- <b>NET: Important</b> (5,4)	85%	78%	86%	86%	87%	77%	84%	83%
Very important	66%	54%	64%	72%	72%	47%	63%	62%
Somewhat important	19%	25%	22%	14%	15%	30%	20%	21%
- <b>Neither important nor unimportant</b> (3)	10%	16%	10%	12%	10%	13%	11%	13%
Somewhat unimportant	4%	2%	1%	2%	3%	9%	3%	3%
Very unimportant	1%	4%	3%	0%	1%	1%	2%	2%
- <b>NET: Unimportant</b> (2,1)	5%	6%	4%	2%	4%	10%	5%	5%
<b>Mean</b>	<b>4.446</b>	<b>4.223</b>	<b>4.438</b>	<b>4.569</b>	<b>4.537</b>	<b>4.131</b>	<b>4.405</b>	<b>4.380</b>
<b>Not included in base:</b>								
Decline to Answer	3	1	7	3	9	3	24	179

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

	Males					Females									
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	
Valid responders:	68	-	-	-	-	324	2586	42	-	-	-	-	-	228	1741
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	88%	71%	85%	83%	81%	79%	78%	80%	90%	88%	91%	93%	91%	91%	90%
Very important (5)	64%	45%	60%	63%	61%	54%	54%	68%	67%	70%	87%	85%	65%	76%	74%
Somewhat important (4)	23%	26%	24%	20%	20%	24%	24%	12%	23%	18%	4%	8%	26%	15%	16%
- Neither important nor unimportant (3)	7%	20%	9%	14%	14%	14%	16%	15%	10%	11%	9%	4%	6%	7%	8%
Somewhat unimportant (2)	3%	3%	1%	3%	5%	5%	4%	4%	0%	2%	0%	1%	3%	1%	2%
Very unimportant (1)	2%	6%	4%	0%	0%	2%	2%	0%	0%	0%	0%	2%	0%	1%	1%
- NET: Unimportant (2,1)	5%	10%	6%	3%	5%	7%	6%	4%	0%	2%	0%	3%	3%	2%	3%
Mean	4.451	3.996	4.350	4.431	4.373	3.926	4.237	4.438	4.566	4.563	4.786	4.726	4.525	4.643	4.599
Not included in base:															
Decline to Answer	1	1	5	1	7	2	113	2	-	3	3	2	1	8	65

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

*Paid or unpaid research leave during the probationary period*

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	429 100%	3210 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	122 100%
- <b>NET: Important</b> (5,4)	83%	75%	87%	83%	88%	73%	82%	89%	87%	81%	100%	82%	90%	85%
Very important	63%	51%	64%	66%	72%	44%	61%	73%	60%	66%	100%	71%	57%	69%
Somewhat important	20%	24%	23%	17%	17%	29%	22%	16%	27%	14%	0%	10%	33%	19%
- <b>Neither important nor unimportant</b> (3)	10%	19%	8%	15%	9%	16%	12%	11%	7%	19%	0%	13%	5%	10%
Somewhat unimportant	5%	3%	2%	2%	2%	10%	4%	0%	0%	0%	0%	4%	5%	3%
Very unimportant	1%	3%	3%	0%	1%	1%	2%	0%	7%	0%	0%	1%	0%	1%
- <b>NET: Unimportant</b> (2,1)	7%	5%	5%	2%	3%	11%	5%	0%	7%	0%	0%	6%	5%	4%
<b>Mean</b>	4.379	4.185	4.432	4.474	4.566	4.051	4.380	4.627	4.338	4.470	5.000	4.465	4.430	4.489
<b>Not included in base:</b>														
Decline to Answer	2	1	6	-	8	2	17	1	-	1	3	1	1	7
							124							54

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.9-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

***Paid or unpaid personal leave during the probationary period***

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	551 100%	4310 100%
- <b>NET: Important</b> (5,4)	<b>58%</b>	<b>61%</b>	<b>58%</b>	<b>66%</b>	<b>59%</b>	<b>54%</b>	<b>59%</b>	<b>61%</b>
Very important	31%	29%	36%	45%	37%	29%	35%	34%
Somewhat important	27%	32%	22%	21%	21%	24%	23%	27%
- <b>Neither important nor unimportant</b> (3)	<b>28%</b>	<b>29%</b>	<b>28%</b>	<b>23%</b>	<b>26%</b>	<b>28%</b>	<b>27%</b>	<b>27%</b>
Somewhat unimportant	(2) 11%	4%	7%	11%	9%	15%	9%	9%
Very unimportant	(1) 3%	6%	7%	0%	6%	3%	5%	4%
- <b>NET: Unimportant</b> (2,1)	<b>14%</b>	<b>10%</b>	<b>14%</b>	<b>11%</b>	<b>16%</b>	<b>18%</b>	<b>15%</b>	<b>13%</b>
<b>Mean</b>	<b>3.725</b>	<b>3.742</b>	<b>3.727</b>	<b>3.992</b>	<b>3.738</b>	<b>3.619</b>	<b>3.740</b>	<b>3.784</b>
<b>Not included in base:</b>								
Decline to Answer	3	-	8	4	9	3	25	196

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.9-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

***Paid or unpaid personal leave during the probationary period***

	Males					Females									
	CHAR-		All			CHAR-		All							
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
<b>Valid responders:</b>	68	-	-	-	-	324	2578	42	-	-	-	-	-	227	1732
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b> (5,4)	57%	55%	53%	57%	50%	53%	53%	60%	70%	65%	79%	69%	77%	70%	72%
Very important	(5)	30%	18%	33%	35%	29%	26%	33%	46%	41%	61%	47%	47%	47%	47%
Somewhat important	(4)	27%	38%	20%	23%	23%	28%	27%	24%	24%	18%	22%	30%	24%	25%
- <b>Neither important nor unimportant</b> (3)	26%	32%	32%	25%	35%	33%	31%	31%	24%	21%	21%	15%	15%	18%	20%
Somewhat unimportant	(2)	12%	3%	7%	18%	11%	10%	9%	6%	6%	0%	10%	8%	7%	6%
Very unimportant	(1)	5%	9%	7%	0%	6%	5%	0%	0%	8%	0%	6%	0%	4%	2%
- <b>NET: Unimportant</b> (2,1)	17%	13%	15%	18%	15%	17%	15%	9%	6%	14%	0%	16%	8%	12%	8%
<b>Mean</b>	3.654	3.514	3.643	3.741	3.572	3.337	3.552	3.585	3.840	4.097	3.846	4.401	3.930	4.008	4.079
<b>Not included in base:</b>															
Decline to Answer	1	-	6	1	7	2	15	122	2	-	3	2	1	9	74

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.9-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

***Paid or unpaid personal leave during the probationary period***

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	80	-	-	-	-	428	3202	30	-	-	-	-	-	122
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Important (5,4)</b>	56%	58%	58%	66%	55%	53%	58%	63%	70%	58%	65%	67%	58%	64%
Very important (5)	29%	26%	35%	40%	34%	25%	31%	36%	38%	45%	65%	46%	44%	46%
Somewhat important (4)	27%	32%	23%	26%	21%	27%	27%	27%	32%	13%	0%	21%	13%	18%
<b>- Neither important nor unimportant (3)</b>	30%	32%	27%	26%	27%	29%	28%	22%	19%	33%	13%	22%	25%	23%
Somewhat unimportant (2)	11%	4%	8%	9%	10%	15%	10%	11%	4%	0%	22%	7%	17%	9%
Very unimportant (1)	3%	5%	7%	0%	8%	4%	5%	4%	7%	9%	0%	3%	0%	4%
<b>- NET: Unimportant (2,1)</b>	13%	10%	15%	9%	18%	18%	14%	14%	11%	9%	22%	11%	17%	13%
<b>Mean</b>	3.691	3.689	3.708	3.972	3.634	3.559	3.683	3.703	3.817	3.905	3.843	4.080	3.994	3.842
<b>Not included in base:</b>														
Decline to Answer	2	-	8	1	8	2	18	133	1	-	1	3	1	7

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.10-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**An upper limit on committee assignments for tenure-track faculty**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	4370 100%
- <b>NET: Important</b> (5,4)	<b>95%</b>	<b>95%</b>	<b>93%</b>	<b>88%</b>	<b>92%</b>	<b>87%</b>	<b>91%</b>	<b>89%</b>
Very important	74%	59%	60%	59%	73%	61%	64%	60%
Somewhat important	21%	36%	34%	29%	20%	26%	27%	29%
- <b>Neither important nor unimportant</b> (3)	<b>4%</b>	<b>3%</b>	<b>5%</b>	<b>10%</b>	<b>6%</b>	<b>9%</b>	<b>6%</b>	<b>8%</b>
Somewhat unimportant	(2) 1%	(2) 0%	(2) 1%	(2) 0%	(2) 2%	(2) 2%	(2) 1%	(2) 2%
Very unimportant	(1) <1%	(1) 2%	(1) 1%	(1) 2%	(1) <1%	(1) 2%	(1) 1%	(1) 1%
- <b>NET: Unimportant</b> (2,1)	<b>1%</b>	<b>2%</b>	<b>1%</b>	<b>2%</b>	<b>2%</b>	<b>4%</b>	<b>2%</b>	<b>3%</b>
<b>Mean</b>	<b>4.665</b>	<b>4.511</b>	<b>4.507</b>	<b>4.436</b>	<b>4.629</b>	<b>4.417</b>	<b>4.525</b>	<b>4.459</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	6	3	7	2	18	136

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.10-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**An upper limit on committee assignments for tenure-track faculty**

	Males										Females										
	CHAR- LOTTE					All Univ					CHAR- LOTTE					All Univ					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
<b>Valid responders:</b>	69	-	-	-	-	329	2612	42	-	-	-	-	-	-	-	229	1758	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b> (5,4)	94%	93%	83%	91%	85%	90%	86%	98%	97%	94%	94%	96%	94%	89%	94%	94%	94%	89%	89%	94%	94%
Very important	68%	47%	51%	45%	63%	54%	52%	82%	79%	72%	79%	79%	84%	77%	79%	79%	72%	79%	77%	79%	72%
Somewhat important	25%	48%	38%	28%	33%	36%	34%	16%	17%	22%	22%	17%	10%	12%	15%	22%	22%	10%	12%	15%	22%
- <b>Neither important nor unimportant</b> (3)	5%	3%	14%	7%	12%	8%	10%	2%	3%	5%	4%	4%	4%	5%	4%	5%	4%	5%	4%	5%	5%
Somewhat unimportant	2%	0%	0%	2%	0%	1%	3%	0%	0%	1%	3%	0%	1%	1%	0%	2%	1%	0%	1%	6%	2%
Very unimportant	1%	3%	3%	0%	3%	2%	1%	0%	0%	0%	0%	0%	0%	1%	0%	<1%	<1%	0%	0%	<1%	<1%
- <b>NET: Unimportant</b> (2,1)	2%	3%	3%	2%	3%	2%	3%	0%	0%	3%	2%	3%	0%	2%	0%	2%	1%	0%	2%	6%	2%
<b>Mean</b>	4.582	4.354	4.412	4.229	4.527	4.321	4.403	4.338	4.800	4.756	4.640	4.751	4.750	4.603	4.700	4.638	4.638	4.700	4.603	4.700	4.638
<b>Not included in base:</b>																					
Decline to Answer	-	-	5	1	4	1	11	87	2	-	2	2	2	1	7	48	48	1	2	1	7



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.10-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**An upper limit on committee assignments for tenure-track faculty**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	81 100%	- 100%	- 100%	- 100%	- 100%	434 100%	3245 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%
- <b>NET: Important</b> (5,4)	96%	94%	87%	93%	88%	92%	89%	91%	93%	90%	91%	92%	83%	89%
Very important	76%	57%	58%	76%	62%	64%	59%	66%	66%	73%	62%	66%	57%	65%
Somewhat important	20%	38%	29%	17%	26%	28%	30%	25%	28%	17%	29%	26%	27%	26%
- <b>Neither important nor unimportant</b> (3)	3%	4%	13%	6%	9%	7%	8%	8%	0%	10%	0%	5%	12%	8%
Somewhat unimportant	1%	0%	1%	1%	3%	1%	2%	0%	0%	0%	0%	2%	0%	1%
Very unimportant	0%	0%	0%	0%	1%	<1%	1%	1%	7%	0%	9%	1%	5%	3%
- <b>NET: Unimportant</b> (2,1)	1%	0%	2%	0%	1%	2%	3%	1%	7%	0%	9%	3%	5%	2%
<b>Mean</b>	4.708	4.528	4.488	4.454	4.667	4.447	4.538	4.449	4.546	4.460	4.625	4.361	4.535	4.309
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	13	89	1	-	1	3	1	-
														5
														47

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	557 100%	4365 100%
- NET: Important (5,4)	96%	98%	95%	97%	97%	95%	96%	95%
Very important (5)	80%	73%	70%	84%	83%	72%	77%	73%
Somewhat important (4)	16%	25%	25%	13%	14%	23%	20%	22%
- Neither important nor unimportant (3)	3%	0%	3%	3%	3%	3%	3%	4%
Somewhat unimportant (2)	1%	2%	1%	0%	0%	1%	1%	1%
Very unimportant (1)	0%	0%	1%	0%	<1%	1%	<1%	<1%
- NET: Unimportant (2,1)	1%	2%	2%	0%	<1%	2%	1%	1%
Mean	4.753	4.700	4.620	4.802	4.796	4.644	4.714	4.661
Not included in base:								
Decline to Answer	2	-	7	3	7	2	19	141

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	Males					Females				
	CHAR-LOTTE					CHAR-LOTTE				
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5
Valid responders:	69	-	-	-	329	42	-	-	-	228
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	98%	97%	93%	96%	96%	93%	100%	97%	96%	94%
Very important (5)	75%	63%	69%	81%	73%	89%	90%	71%	88%	86%
Somewhat important (4)	23%	35%	24%	16%	22%	4%	10%	26%	8%	13%
- Neither important nor unimportant (3)	2%	0%	4%	3%	4%	4%	0%	2%	4%	1%
Somewhat unimportant (2)	1%	3%	2%	0%	1%	2%	0%	0%	0%	3%
Very unimportant (1)	0%	0%	0%	0%	<1%	0%	0%	2%	0%	1%
- NET: Unimportant (2,1)	1%	3%	2%	0%	1%	2%	0%	2%	0%	3%
Mean	4.725	4.575	4.599	4.781	4.676	4.800	4.896	4.650	4.834	4.699
Not included in base:										
Decline to Answer	-	-	5	1	11	2	-	3	2	1
				88						8
										53

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.11-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**An upper limit on teaching obligations**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	433 100%	3239 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%
- <b>NET: Important</b> (5,4)	98%	100%	95%	96%	99%	94%	95%	92%	93%	96%	100%	94%	100%	95%
Very important	(5)	86%	73%	69%	81%	84%	73%	66%	73%	74%	94%	82%	78%	80%
Somewhat important	(4)	12%	27%	25%	15%	23%	22%	25%	20%	22%	6%	11%	22%	16%
- <b>Neither important nor unimportant</b> (3)	2%	0%	4%	4%	1%	4%	4%	4%	0%	0%	0%	5%	0%	4%
Somewhat unimportant	(2)	0%	0%	1%	0%	1%	1%	4%	7%	4%	0%	0%	0%	1%
Very unimportant	(1)	0%	0%	1%	0%	1%	1%	0%	0%	0%	0%	1%	0%	1%
- <b>NET: Unimportant</b> (2,1)	0%	0%	2%	0%	0%	3%	1%	4%	7%	4%	0%	1%	0%	1%
<b>Mean</b>	4.832	4.733	4.613	4.770	4.821	4.605	4.708	4.538	4.599	4.667	4.937	4.734	4.780	4.670
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	14	1	-	1	3	1	-	5

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.12-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Peer reviews of teaching and research**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
<b>Valid responders:</b>	111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	558 100%	4373 100%
<b>- NET: Important (5,4)</b>	84%	81%	86%	88%	85%	82%	85%	83%
Very important	39%	29%	46%	43%	45%	43%	43%	39%
Somewhat important	46%	52%	40%	45%	40%	39%	42%	44%
<b>- Neither important nor unimportant (3)</b>	7%	11%	9%	7%	9%	17%	10%	11%
Somewhat unimportant	(2) 7%	6%	3%	3%	5%	0%	3%	5%
Very unimportant	(1) 2%	2%	1%	2%	2%	1%	2%	1%
<b>- NET: Unimportant (2,1)</b>	9%	8%	5%	5%	6%	1%	5%	6%
<b>Mean</b>	<b>4.119</b>	<b>3.994</b>	<b>4.264</b>	<b>4.250</b>	<b>4.218</b>	<b>4.233</b>	<b>4.211</b>	<b>4.153</b>
<b>Not included in base:</b>								
Decline to Answer	2	-	6	3	7	2	18	133

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.12-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Peer reviews of teaching and research**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	69	-	-	-	-	329	2615	42	-	-	-	-	-	229
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b> (5,4)	80%	78%	85%	89%	85%	84%	82%	90%	86%	88%	88%	85%	80%	85%
Very important	32%	15%	43%	32%	41%	37%	35%	50%	50%	51%	61%	50%	50%	51%
Somewhat important	48%	63%	41%	57%	44%	47%	46%	41%	36%	37%	27%	34%	30%	34%
- <b>Neither important nor unimportant</b> (3)	7%	13%	12%	9%	11%	12%	12%	7%	7%	6%	4%	6%	20%	8%
Somewhat unimportant	10%	6%	2%	3%	3%	3%	5%	2%	7%	4%	4%	6%	0%	5%
Very unimportant	2%	3%	1%	0%	1%	1%	2%	1%	0%	1%	4%	3%	0%	2%
- <b>NET: Unimportant</b> (2,1)	13%	9%	4%	3%	4%	4%	6%	3%	7%	6%	8%	9%	0%	7%
<b>Mean</b>	3.972	3.805	4.228	4.178	4.204	4.195	4.090	4.362	4.287	4.316	4.360	4.234	4.305	4.284
<b>Not included in base:</b>														
Decline to Answer	-	-	5	1	4	11	85	2	-	2	2	2	1	7

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.12-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Peer reviews of teaching and research**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	434 100%	3246 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%
- <b>NET: Important</b> (5,4)	90%	79%	86%	85%	84%	84%	83%	69%	86%	88%	100%	88%	79%	84%
Very important	(41%)	(28%)	(46%)	(43%)	(40%)	(42%)	(39%)	(31%)	(31%)	(51%)	(44%)	(57%)	(37%)	(48%)
Somewhat important	(48%)	(52%)	(40%)	(42%)	(43%)	(42%)	(44%)	(38%)	(55%)	(37%)	(56%)	(31%)	(42%)	(39%)
- <b>Neither important nor unimportant</b> (3)	4%	12%	10%	8%	8%	11%	11%	16%	7%	5%	0%	9%	21%	11%
Somewhat unimportant	(27%)	(6%)	(2%)	(4%)	(6%)	(4%)	(5%)	(9%)	(7%)	(8%)	(0%)	(1%)	(0%)	(3%)
Very unimportant	(0%)	(3%)	(2%)	(2%)	(2%)	(2%)	(1%)	(6%)	(0%)	(0%)	(0%)	(1%)	(0%)	(1%)
- <b>NET: Unimportant</b> (2,1)	7%	9%	4%	6%	8%	6%	6%	15%	7%	8%	0%	3%	0%	5%
<b>Mean</b>	4.240	3.957	4.257	4.206	4.138	4.252	4.180	4.137	3.790	4.109	4.311	4.437	4.415	4.317
<b>Not included in base:</b>														
Decline to Answer	1	-	6	-	5	2	13	88	1	-	1	3	1	-
														5

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.13-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Childcare**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
<b>Valid responders:</b>	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	536 100%	4236 100%
<b>- NET: Important (5,4)</b>	65%	72%	44%	58%	54%	48%	53%	58%
Very important	38%	44%	30%	35%	31%	31%	33%	38%
Somewhat important	27%	28%	13%	23%	23%	17%	20%	20%
<b>- Neither important nor unimportant (3)</b>	20%	15%	28%	25%	25%	27%	25%	24%
Somewhat unimportant	3%	8%	8%	7%	5%	8%	7%	5%
Very unimportant	12%	5%	21%	11%	16%	17%	16%	13%
<b>- NET: Unimportant (2,1)</b>	15%	13%	29%	18%	21%	25%	22%	18%
<b>Mean</b>	<b>3.757</b>	<b>3.977</b>	<b>3.242</b>	<b>3.644</b>	<b>3.470</b>	<b>3.378</b>	<b>3.471</b>	<b>3.654</b>
<b>Not included in base:</b>								
Decline to Answer	7	2	12	5	15	6	39	270



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

	Males										Females					
	CHAR- LOTTE					All Peers					All Peers					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	67	-	-	-	-	315	2541	39	-	-	-	-	-	-	221	1695
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important (5,4)	62%	74%	43%	57%	46%	39%	48%	54%	69%	68%	44%	59%	62%	65%	58%	65%
Very important (5)	31%	35%	24%	29%	22%	16%	24%	30%	49%	58%	39%	45%	40%	60%	45%	49%
Somewhat important (4)	31%	39%	20%	28%	24%	23%	25%	24%	20%	10%	5%	14%	22%	6%	13%	15%
- Neither important nor unimportant (3)	23%	14%	26%	25%	28%	36%	27%	26%	17%	18%	30%	23%	22%	11%	22%	20%
Somewhat unimportant (2)	3%	9%	10%	9%	6%	8%	8%	7%	2%	7%	5%	3%	3%	9%	5%	3%
Very unimportant (1)	12%	3%	21%	9%	20%	18%	17%	13%	12%	7%	21%	14%	12%	14%	14%	12%
- NET: Unimportant (2,1)	15%	12%	31%	18%	26%	25%	24%	20%	14%	14%	26%	17%	15%	24%	19%	15%
Mean	3.660	3.936	3.156	3.593	3.225	3.124	3.310	3.514	3.922	4.041	3.359	3.731	3.755	3.870	3.700	3.865
Not included in base:																
Decline to Answer	2	1	9	1	10	3	24	159	5	1	3	4	5	2	15	111

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.13-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Childcare**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	76 100%	- 100%	- 100%	- 100%	- 100%	418 100%	3161 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	119 100%
- <b>NET: Important</b> (5,4)	64%	70%	42%	57%	48%	50%	56%	66%	78%	52%	62%	68%	51%	63%
Very important	(5)	37%	41%	31%	27%	31%	36%	41%	52%	30%	56%	40%	31%	39%
Somewhat important	(4)	27%	28%	12%	26%	19%	20%	25%	26%	23%	7%	28%	20%	24%
- <b>Neither important nor unimportant</b> (3)	19%	20%	29%	28%	25%	26%	24%	23%	0%	20%	9%	27%	31%	22%
Somewhat unimportant	(2)	3%	6%	2%	6%	6%	5%	3%	15%	15%	28%	0%	10%	8%
Very unimportant	(1)	14%	4%	22%	13%	21%	14%	7%	8%	13%	0%	6%	8%	7%
- <b>NET: Unimportant</b> (2,1)	17%	10%	29%	15%	27%	24%	20%	11%	22%	27%	28%	6%	18%	15%
<b>Mean</b>	3.705	3.972	3.213	3.585	3.271	3.328	3.586	3.889	3.994	3.418	3.898	3.971	3.560	3.855
<b>Not included in base:</b>														
Decline to Answer	6	1	11	2	11	4	173	1	1	1	3	4	1	10
														97

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.14-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Financial assistance with housing**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
<b>Valid responders:</b>	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	543 100%	4310 100%
<b>- NET: Important (5,4)</b>	43%	45%	32%	58%	41%	34%	40%	43%
Very important	(5)	20%	14%	35%	18%	14%	18%	21%
Somewhat important	(4)	25%	18%	23%	23%	20%	21%	22%
<b>- Neither important nor unimportant</b>	30%	28%	34%	25%	33%	31%	32%	29%
Somewhat unimportant	(2)	15%	10%	7%	9%	15%	11%	12%
Very unimportant	(1)	15%	11%	11%	17%	21%	18%	16%
<b>- NET: Unimportant (2,1)</b>	27%	26%	34%	17%	26%	36%	29%	28%
<b>Mean</b>	3.219	3.276	2.885	3.656	3.166	2.914	3.112	3.200
<b>Not included in base:</b>								
Decline to Answer	5	1	10	5	11	5	32	195

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.14-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Financial assistance with housing**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	67	-	-	-	-	320	2582	41	-	-	-	-	-	223
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Important (5,4)</b>	48%	54%	28%	63%	39%	40%	44%	33%	31%	37%	50%	43%	31%	39%
Very important	(5)	30%	29%	37%	18%	18%	21%	8%	7%	18%	33%	18%	18%	18%
Somewhat important	(4)	19%	26%	26%	21%	22%	23%	26%	25%	18%	17%	26%	12%	21%
<b>- Neither important nor unimportant (3)</b>	28%	27%	33%	20%	34%	32%	28%	35%	31%	37%	33%	32%	21%	31%
Somewhat unimportant	(2)	10%	10%	9%	9%	11%	13%	14%	24%	5%	3%	9%	22%	11%
Very unimportant	(1)	14%	9%	9%	18%	17%	16%	18%	14%	22%	14%	15%	26%	18%
<b>- NET: Unimportant (2,1)</b>	24%	19%	39%	17%	27%	28%	28%	32%	38%	26%	17%	25%	48%	29%
<b>Mean</b>	3.408	3.547	2.752	3.740	3.127	3.123	3.210	2.911	2.870	3.073	3.511	3.212	2.743	3.095
<b>Not included in base:</b>														
Decline to Answer	2	1	7	1	8	3	19	3	-	3	4	3	2	13
							118							78

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	78 100%	- 100%	- 100%	- 100%	- 100%	421 100%	3205 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	122 100%
- NET: Important (5,4)	40%	39%	29%	50%	34%	34%	39%	51%	63%	50%	94%	59%	45%	58%
Very important (5)	17%	20%	13%	28%	14%	16%	18%	32%	20%	20%	65%	29%	9%	26%
Somewhat important (4)	23%	19%	16%	22%	20%	18%	21%	19%	43%	29%	28%	30%	36%	32%
- Neither important nor unimportant (3)	30%	34%	35%	30%	34%	33%	30%	31%	12%	29%	0%	31%	33%	26%
Somewhat unimportant (2)	15%	17%	10%	7%	11%	12%	13%	4%	12%	9%	6%	4%	5%	6%
Very unimportant (1)	16%	10%	25%	13%	21%	20%	18%	14%	14%	13%	0%	6%	17%	10%
- NET: Unimportant (2,1)	30%	27%	36%	20%	32%	33%	32%	18%	26%	22%	6%	10%	22%	16%
Mean	3.107	3.227	2.806	3.456	2.944	2.973	3.063	3.511	3.427	3.354	4.523	3.718	3.154	3.588

Not included in base:

Decline to Answer	4	1	10	2	9	4	26	130	1	-	1	3	2	1	7	65
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**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.15-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Stop-the-tenure-clock for parental or other family reasons**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
<b>Valid responders:</b>	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	547 100%	4315 100%
<b>- NET: Important (5,4)</b>	77%	77%	70%	80%	76%	72%	74%	76%
Very important	46%	52%	41%	53%	49%	40%	46%	47%
Somewhat important	32%	25%	30%	27%	27%	32%	28%	28%
<b>- Neither important nor unimportant (3)</b>	15%	11%	15%	12%	14%	16%	14%	15%
Somewhat unimportant	0%	3%	6%	4%	4%	2%	4%	3%
Very unimportant	8%	8%	9%	3%	7%	9%	8%	6%
<b>- NET: Unimportant (2,1)</b>	8%	11%	14%	7%	11%	11%	11%	9%
<b>Mean</b>	<b>4.076</b>	<b>4.100</b>	<b>3.880</b>	<b>4.228</b>	<b>4.070</b>	<b>3.919</b>	<b>4.015</b>	<b>4.072</b>
<b>Not included in base:</b>								
Decline to Answer	4	1	11	4	10	4	29	190

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.15-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Stop-the-tenure-clock for parental or other family reasons**

	Males					Females				
	CHAR- LOTTE		All Peers			CHAR- LOTTE		All Peers		
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5
<b>Valid responders:</b>	68 100%	- 100%	- 100%	- 100%	321 100%	41 100%	- 100%	- 100%	- 100%	226 100%
- <b>NET: Important</b> (5,4)	71%	63%	71%	66%	69%	88%	82%	80%	87%	85%
Very important	(5)	43%	32%	33%	37%	54%	66%	58%	60%	62%
Somewhat important	(4)	31%	39%	34%	33%	34%	16%	23%	26%	22%
- <b>Neither important nor unimportant</b>	(3)	21%	19%	20%	19%	5%	4%	11%	7%	9%
Somewhat unimportant	(2)	0%	7%	6%	4%	0%	7%	3%	1%	2%
Very unimportant	(1)	8%	11%	3%	7%	7%	7%	6%	5%	4%
- <b>NET: Unimportant</b> (2,1)	8%	9%	18%	9%	12%	7%	14%	9%	6%	6%
<b>Mean</b>	3.953	3.993	3.629	3.906	3.875	4.279	4.271	4.225	4.358	4.366
<b>Not included in base:</b>										
Decline to Answer	1	-	8	1	19	3	1	3	2	11

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.15-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Stop-the-tenure-clock for parental or other family reasons**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	79	-	-	-	-	425	3212	30	-	-	-	-	-	122
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Important (5,4)</b>	80%	75%	68%	83%	76%	74%	76%	71%	85%	82%	71%	74%	65%	75%
Very important	(4)	44%	40%	51%	49%	42%	47%	50%	50%	42%	64%	50%	33%	47%
Somewhat important	(4)	36%	22%	32%	28%	28%	29%	21%	35%	40%	6%	24%	32%	28%
<b>- Neither important nor unimportant (3)</b>	12%	12%	17%	13%	12%	15%	14%	21%	8%	8%	9%	18%	22%	15%
Somewhat unimportant	(2)	0%	4%	0%	3%	3%	3%	0%	0%	6%	21%	4%	0%	5%
Very unimportant	(1)	8%	9%	4%	9%	8%	7%	7%	7%	5%	0%	3%	13%	5%
<b>- NET: Unimportant (2,1)</b>	8%	13%	15%	4%	12%	11%	10%	7%	7%	10%	21%	8%	13%	10%
<b>Mean</b>	4.080	4.063	3.845	4.248	4.048	3.970	4.002	4.051	4.064	4.219	4.092	4.146	4.125	3.733
<b>Not included in base:</b>														
Decline to Answer	3	-	10	1	8	3	22	122	1	1	3	2	1	7



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.16-1**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Spousal/ partner hiring program**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	542 100%	4302 100%
- <b>NET: Important</b> (5,4)	<b>66%</b>	<b>72%</b>	<b>51%</b>	<b>45%</b>	<b>61%</b>	<b>63%</b>	<b>59%</b>	<b>63%</b>
Very important	35%	39%	26%	23%	34%	39%	33%	36%
Somewhat important	30%	33%	25%	22%	27%	24%	26%	27%
- <b>Neither important nor unimportant</b> (3)	<b>22%</b>	<b>15%</b>	<b>28%</b>	<b>28%</b>	<b>25%</b>	<b>20%</b>	<b>24%</b>	<b>21%</b>
Somewhat unimportant	4%	6%	3%	13%	5%	3%	5%	5%
Very unimportant	8%	6%	18%	14%	9%	13%	12%	11%
- <b>NET: Unimportant</b> (2,1)	<b>12%</b>	<b>12%</b>	<b>21%</b>	<b>27%</b>	<b>14%</b>	<b>16%</b>	<b>17%</b>	<b>16%</b>
<b>Mean</b>	<b>3.813</b>	<b>3.930</b>	<b>3.371</b>	<b>3.265</b>	<b>3.736</b>	<b>3.729</b>	<b>3.619</b>	<b>3.724</b>
<b>Not included in base:</b>								
Decline to Answer	3	1	12	6	12	4	34	204

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.16-2**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Spousal/ partner hiring program**

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	68	-	-	-	-	42	2577	42	-	-	-	-	-	221
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Important</b> (5,4)	73%	75%	55%	35%	62%	61%	62%	55%	69%	46%	61%	60%	68%	59%
Very important	34%	34%	22%	17%	32%	30%	32%	38%	49%	31%	33%	37%	58%	40%
Somewhat important	39%	41%	32%	18%	30%	31%	30%	16%	20%	15%	28%	23%	9%	19%
- <b>Neither important nor unimportant</b> (3)	21%	16%	22%	32%	24%	23%	21%	25%	14%	35%	22%	26%	15%	25%
Somewhat unimportant	2%	3%	4%	15%	3%	1%	6%	7%	10%	2%	8%	7%	6%	4%
Very unimportant	5%	6%	19%	17%	10%	14%	11%	13%	7%	17%	9%	7%	11%	11%
- <b>NET: Unimportant</b> (2,1)	7%	9%	23%	33%	13%	16%	17%	20%	17%	18%	17%	14%	17%	16%
<b>Mean</b>	3.945	3.930	3.339	3.025	3.711	3.605	3.653	3.598	3.928	3.416	3.668	3.765	3.974	3.718
<b>Not included in base:</b>														
Decline to Answer	1	-	8	1	8	2	19	2	1	3	4	4	2	15
							122							82

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34a.16-3**

**IV. Policies and Practices**

**Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.**

**Spousal/ partner hiring program**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	420 100%	3207 100%	30 100%	- 100%	- 100%	- 100%	- 100%	121 100%
- <b>NET: Important</b>	<b>(5,4)</b>	<b>70%</b>	<b>48%</b>	<b>43%</b>	<b>56%</b>	<b>61%</b>	<b>55%</b>	<b>59%</b>	<b>76%</b>	<b>81%</b>	<b>70%</b>	<b>53%</b>	<b>76%</b>	<b>71%</b>
Very important	(5)	33%	40%	24%	30%	38%	30%	33%	41%	37%	37%	20%	47%	42%
Somewhat important	(4)	29%	29%	24%	19%	22%	25%	26%	35%	44%	33%	33%	29%	32%
- <b>Neither important nor unimportant</b>	<b>(3)</b>	<b>24%</b>	<b>18%</b>	<b>31%</b>	<b>27%</b>	<b>19%</b>	<b>26%</b>	<b>23%</b>	<b>18%</b>	<b>8%</b>	<b>8%</b>	<b>17%</b>	<b>19%</b>	<b>26%</b>
Somewhat unimportant	(2)	4%	6%	3%	9%	6%	5%	6%	3%	5%	4%	30%	2%	4%
Very unimportant	(1)	10%	6%	18%	17%	11%	14%	12%	4%	7%	19%	0%	3%	6%
- <b>NET: Unimportant</b>	<b>(2,1)</b>	<b>14%</b>	<b>13%</b>	<b>21%</b>	<b>26%</b>	<b>17%</b>	<b>20%</b>	<b>18%</b>	<b>7%</b>	<b>11%</b>	<b>22%</b>	<b>30%</b>	<b>5%</b>	<b>3%</b>
<b>Mean</b>	<b>3.721</b>	<b>3.911</b>	<b>3.322</b>	<b>3.231</b>	<b>3.574</b>	<b>3.627</b>	<b>3.516</b>	<b>3.620</b>	<b>4.058</b>	<b>3.991</b>	<b>3.663</b>	<b>3.422</b>	<b>4.135</b>	<b>3.975</b>
<b>Not included in base:</b>														
Decline to Answer	2	-	11	2	10	4	26	127	1	1	1	4	2	8

Table 34b.1-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	470 100%	3541 100%
- NET: Effective (5,4)	37%	40%	25%	53%	50%	34%	41%	41%
Very effective (5)	12%	23%	9%	10%	16%	9%	13%	13%
Somewhat effective (4)	26%	18%	16%	43%	34%	25%	28%	28%
- Neither effective nor ineffective (3)	21%	12%	28%	15%	13%	17%	17%	17%
Somewhat ineffective (2)	13%	19%	13%	18%	14%	22%	16%	17%
Very ineffective (1)	30%	29%	33%	13%	23%	28%	26%	25%
- NET: Ineffective (2,1)	42%	48%	47%	32%	37%	50%	42%	42%
Mean	2.771	2.861	2.538	3.172	3.058	2.644	2.861	2.870
Not included in base:								
Decline to Answer	2	-	10	2	8	5	25	182
Not Applicable	26	8	28	1	22	22	81	783

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	Males										Females																							
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ																		
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All		
Valid responders:	53	100%	100%	100%	100%	283	100%	100%	100%	100%	2122	100%	100%	100%	100%	32	100%	100%	100%	100%	187	100%	100%	100%	100%	100%	100%	100%	100%	100%	1418	100%	100%	
- NET: Effective (5,4)	40%	42%	17%	53%	40%	34%	35%	38%	33%	39%	39%	39%	39%	39%	39%	33%	39%	39%	39%	39%	49%	53%	53%	61%	32%	49%	46%	46%	46%	46%	46%	46%	46%	
Very effective (5)	15%	27%	5%	8%	14%	7%	11%	12%	6%	17%	12%	6%	17%	15%	13%	6%	17%	15%	13%	18%	12%	13%	18%	12%	12%	16%	15%	15%	15%	15%	15%	15%	15%	
Somewhat effective (4)	25%	15%	12%	45%	27%	24%	24%	26%	27%	22%	26%	27%	22%	24%	40%	27%	22%	24%	44%	20%	33%	40%	40%	44%	20%	33%	31%	31%	31%	31%	31%	31%	31%	
- Neither effective nor ineffective (3)	19%	15%	36%	22%	16%	18%	22%	20%	23%	7%	20%	23%	7%	15%	4%	23%	7%	15%	10%	13%	10%	4%	4%	10%	13%	10%	12%	12%	12%	12%	12%	12%	12%	
Somewhat ineffective (2)	11%	17%	16%	11%	16%	19%	16%	17%	14%	22%	17%	14%	22%	9%	30%	14%	22%	9%	11%	29%	16%	30%	11%	11%	29%	16%	17%	17%	17%	17%	17%	17%	17%	
Very ineffective (1)	29%	27%	31%	14%	27%	29%	27%	26%	30%	33%	26%	30%	33%	37%	13%	30%	33%	37%	18%	26%	24%	13%	13%	18%	26%	24%	25%	25%	25%	25%	25%	25%	25%	
- NET: Ineffective (2,1)	41%	43%	47%	25%	43%	48%	43%	42%	44%	55%	42%	44%	55%	46%	43%	44%	55%	46%	29%	55%	41%	43%	43%	29%	55%	41%	42%	42%	42%	42%	42%	42%	42%	
Mean	2.850	2.986	2.432	3.215	2.840	2.653	2.771	2.822	2.643	2.686	2.718	3.104	3.324	2.625	2.998	2.643	2.686	2.718	3.104	3.324	2.625	2.998	2.998	2.625	2.998	2.941	2.941	2.941	2.941	2.941	2.941	2.941	2.941	
Not included in base:																																		
Decline to Answer	-	-	7	-	6	3	16	115	2	-	3	2	2	2	10	2	3	2	2	2	10	2	2	2	2	10	67	67	67	67	67	67	67	67
Not Applicable	16	6	12	-	10	12	41	462	10	2	16	1	12	9	40	2	16	1	12	9	40	1	12	9	40	321	321	321	321	321	321	321	321	321

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	White Faculty										Faculty of Color										
	CHAR- LOTTE					All Univ					All Peers					All Univ					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	356 100%	2583 100%	23 100%	23 100%	23 100%	23 100%	23 100%	23 100%	23 100%	23 100%	113 100%	958 100%	113 100%	113 100%	113 100%	113 100%
- NET: Effective (5,4)	37%	43%	24%	54%	48%	32%	39%	38%	34%	29%	48%	55%	38%	47%	45%	47%	47%	47%	47%	47%	47%
Very effective (5)	12%	26%	8%	10%	13%	8%	12%	10%	15%	14%	6%	22%	11%	18%	17%	18%	18%	18%	18%	18%	18%
Somewhat effective (4)	25%	17%	16%	44%	35%	24%	28%	28%	18%	15%	41%	33%	26%	29%	28%	29%	29%	29%	29%	29%	29%
- Neither effective nor ineffective (3)	16%	12%	27%	11%	12%	18%	17%	32%	11%	37%	35%	16%	13%	18%	20%	18%	18%	18%	18%	18%	18%
Somewhat ineffective (2)	15%	14%	13%	21%	13%	23%	16%	7%	31%	14%	8%	15%	20%	14%	17%	14%	14%	14%	14%	14%	14%
Very ineffective (1)	32%	31%	36%	15%	26%	27%	28%	24%	24%	20%	9%	15%	30%	22%	19%	22%	22%	22%	22%	22%	22%
- NET: Ineffective (2,1)	46%	45%	49%	35%	40%	50%	44%	31%	55%	34%	17%	30%	50%	36%	36%	36%	36%	36%	36%	36%	36%
Mean	2.712	2.923	2.476	3.147	2.942	2.631	2.795	2.927	2.699	2.879	3.282	3.316	2.691	3.066	3.070	3.066	3.066	3.066	3.066	3.066	3.066
Not included in base:																					
Decline to Answer	1	-	10	-	7	4	20	1	-	1	2	1	1	5	60	60	60	60	60	60	60
Not Applicable	19	8	25	-	20	17	70	6	-	3	1	2	4	11	153	153	153	153	153	153	153

Table 34b.2-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	4205 100%
- NET: Effective (5,4)	67%	70%	55%	70%	65%	65%	64%	67%
Very effective (5)	27%	29%	22%	22%	30%	31%	27%	29%
Somewhat effective (4)	40%	41%	33%	49%	35%	34%	37%	38%
- Neither effective nor ineffective (3)	10%	10%	18%	7%	11%	8%	12%	11%
Somewhat ineffective (2)	11%	8%	12%	10%	12%	13%	12%	11%
Very ineffective (1)	12%	11%	15%	13%	12%	14%	13%	10%
- NET: Ineffective (2,1)	23%	20%	27%	23%	24%	27%	25%	22%
Mean	3.596	3.685	3.357	3.564	3.578	3.554	3.530	3.638
<b>Not included in base:</b>								
Decline to Answer	2	-	10	2	7	4	23	174
Not Applicable	5	2	4	2	4	3	14	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	Males										Females											
	CHAR-					ALL					CHAR-					ALL						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	68	-	-	-	-	319	2517	38	-	-	-	-	-	219	1688							
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	68%	54%	77%	77%	61%	68%	65%	65%	80%	57%	60%	70%	59%	65%	70%							
Very effective (5)	27%	18%	22%	22%	24%	29%	27%	29%	34%	29%	21%	36%	35%	32%	31%							
Somewhat effective (4)	41%	39%	37%	55%	36%	39%	38%	37%	46%	29%	39%	34%	25%	33%	39%							
- Neither effective nor ineffective (3)	11%	16%	21%	9%	15%	7%	13%	10%	0%	13%	4%	6%	10%	8%	8%							
Somewhat ineffective (2)	8%	7%	12%	11%	14%	13%	12%	15%	10%	11%	7%	10%	14%	11%	11%							
Very ineffective (1)	13%	12%	12%	3%	11%	12%	10%	11%	10%	19%	29%	14%	17%	17%	11%							
- NET: Ineffective (2,1)	21%	19%	25%	14%	25%	23%	21%	25%	20%	30%	36%	24%	30%	27%	22%							
Mean	3.607	3.597	3.352	3.818	3.493	3.596	3.612	3.577	3.824	3.364	3.171	3.677	3.467	3.532	3.677							
Not included in base:																						
Decline to Answer	-	-	7	-	4	2	13	2	-	3	2	2	2	10	64							
Not Applicable	1	1	2	1	2	1	7	4	1	2	1	2	2	7	54							



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	White Faculty										Faculty of Color									
	CHAR-					All					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	80	-	-	-	-	415	3130	26	-	-	-	-	-	123	1075	-	-	-	123	1075
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	68%	71%	56%	68%	63%	67%	68%	65%	69%	80%	55%	80%	69%	58%	65%	66%	66%	66%	66%	66%
Very effective (5)	29%	29%	24%	23%	32%	33%	29%	23%	29%	8%	15%	25%	23%	22%	28%	28%	28%	28%	28%	28%
Somewhat effective (4)	39%	42%	31%	45%	32%	34%	39%	41%	40%	47%	65%	44%	35%	44%	37%	37%	37%	37%	37%	37%
- Neither effective nor ineffective (3)	8%	11%	18%	9%	11%	4%	10%	18%	7%	17%	0%	10%	22%	12%	13%	13%	13%	13%	13%	13%
Somewhat ineffective (2)	11%	9%	11%	11%	12%	16%	12%	9%	5%	16%	6%	12%	5%	10%	11%	11%	11%	11%	11%	11%
Very ineffective (1)	13%	9%	15%	13%	13%	13%	10%	9%	19%	12%	14%	9%	14%	12%	11%	11%	11%	11%	11%	11%
- NET: Ineffective (2,1)	24%	18%	27%	23%	26%	29%	22%	17%	24%	29%	20%	21%	19%	22%	22%	22%	22%	22%	22%	22%
Mean	3.589	3.728	3.380	3.556	3.557	3.577	3.532	3.620	3.546	3.218	3.597	3.628	3.476	3.525	3.614	3.614	3.614	3.614	3.614	3.614
Not included in base:																				
Decline to Answer	1	-	10	-	5	4	19	1	-	1	2	1	-	4	55	55	55	55	55	55
Not Applicable	1	1	3	1	4	3	12	4	1	1	1	1	-	2	40	40	40	40	40	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	523 100%	3996 100%
- NET: Effective (5,4)	66% (5)	58% 16%	67% 25%	53% 21%	49% 17%	64% 18%	57% 20%	60% 21%
Very effective								
Somewhat effective (4)	38% (4)	42% 42%	41% 41%	32% 32%	32% 32%	46% 46%	38% 38%	39% 39%
- Neither effective nor ineffective (3)	14% (3)	18% 18%	17% 17%	20% 20%	20% 20%	18% 18%	18% 18%	17% 17%
Somewhat ineffective (2)	12% (2)	17% 17%	11% 11%	18% 18%	21% 21%	12% 12%	16% 16%	13% 13%
Very ineffective (1)	8% (1)	8% 8%	6% 6%	9% 9%	11% 11%	6% 6%	8% 8%	10% 10%
- NET: Ineffective (2,1)	20% (2)	24% 24%	17% 17%	27% 27%	32% 32%	18% 18%	24% 24%	23% 23%
Mean	3.650	3.417	3.692	3.372	3.233	3.581	3.448	3.471
Not included in base:								
Decline to Answer	2	-	10	2	9	4	25	185
Not Applicable	4	1	4	6	10	6	27	325

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ				
Valid responders:	68	-	-	-	-	307	2369	39	-	-	-	-	-	216	1627	100%	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Effective (5,4)	71%	55%	67%	53%	48%	66%	58%	56%	63%	66%	53%	50%	60%	57%	63%	28%	13%	17%	12%	22%	16%	18%	25%	25%	
Very effective	(5)	28%	13%	17%	12%	22%	18%	26%	19%	36%	28%	23%	12%	25%	25%	43%	42%	50%	36%	44%	42%	40%	30%	32%	
Somewhat effective	(4)	43%	42%	36%	36%	44%	40%	30%	44%	30%	25%	26%	49%	38%	38%	11%	21%	16%	27%	22%	14%	19%	17%	14%	
- Neither effective nor ineffective	(3)	11%	21%	27%	22%	14%	19%	19%	13%	17%	8%	17%	27%	14%	14%	9%	9%	25%	25%	10%	17%	12%	12%	12%	
Somewhat ineffective	(2)	9%	19%	12%	15%	13%	13%	18%	14%	9%	25%	25%	10%	17%	12%	9%	14%	9%	25%	25%	10%	17%	12%	12%	
Very ineffective	(1)	9%	6%	5%	6%	8%	10%	7%	10%	8%	15%	9%	3%	8%	10%	9%	8%	15%	9%	3%	8%	8%	10%	10%	
- NET: Ineffective (2,1)	18%	25%	16%	21%	30%	21%	23%	25%	24%	17%	39%	34%	13%	26%	23%	3.732	3.366	3.637	3.432	3.173	3.593	3.426	3.426	3.506	3.494
Mean																3.732	3.366	3.637	3.432	3.173	3.593	3.426	3.426	3.506	3.494
Not included in base:																									
Decline to Answer	-	-	7	-	6	2	15	2	-	3	2	3	2	11	71										
Not Applicable	1	1	4	2	7	4	17	3	-	1	4	4	2	10	108										



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	515 100%	3783 100%
- NET: Effective (5,4)	67%	57%	71%	58%	50%	57%	58%	56%
Very effective (5)	29%	17%	28%	27%	15%	15%	20%	19%
Somewhat effective (4)	38%	40%	43%	30%	35%	42%	38%	36%
- Neither effective nor ineffective (3)	16%	22%	12%	16%	15%	17%	16%	18%
Somewhat ineffective (2)	9%	14%	12%	15%	23%	19%	17%	14%
Very ineffective (1)	8%	7%	5%	11%	12%	7%	9%	12%
- NET: Ineffective (2,1)	17%	21%	18%	26%	35%	26%	26%	26%
Mean	3.696	3.459	3.753	3.478	3.171	3.389	3.427	3.373
Not included in base:								
Decline to Answer	2	-	10	2	8	4	24	189
Not Applicable	4	5	-	7	18	7	36	535

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	Males										Females											
	CHAR- LOTTE					All Univ					CHAR- LOTTE					All Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All
Valid responders:	67	-	-	-	-	303	2259	40	-	-	-	-	-	-	-	212	1524	-	-	-	212	1524
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	71%	55%	73%	59%	48%	58%	54%	60%	60%	58%	58%	54%	58%	55%	52%	55%	58%	55%	52%	55%	58%	58%
Very effective (5)	29%	11%	21%	24%	11%	17%	17%	28%	24%	17%	16%	17%	20%	10%	23%	35%	20%	35%	20%	10%	24%	23%
Somewhat effective (4)	42%	43%	52%	35%	37%	41%	37%	32%	36%	42%	42%	37%	32%	32%	33%	21%	21%	32%	32%	45%	33%	35%
- Neither effective nor ineffective (3)	13%	24%	8%	21%	16%	15%	20%	22%	20%	14%	15%	20%	22%	15%	17%	9%	17%	9%	15%	23%	17%	16%
Somewhat ineffective (2)	6%	15%	15%	9%	19%	16%	13%	14%	14%	18%	16%	13%	14%	14%	19%	26%	27%	26%	27%	19%	19%	14%
Very ineffective (1)	11%	7%	4%	12%	17%	10%	12%	5%	6%	9%	10%	12%	5%	7%	6%	10%	7%	10%	7%	3%	6%	12%
- NET: Ineffective (2,1)	16%	21%	19%	21%	36%	27%	26%	19%	20%	28%	27%	26%	19%	36%	34%	22%	26%	36%	34%	22%	26%	26%
Mean	3.728	3.377	3.698	3.500	3.061	3.378	3.335	3.643	3.571	3.391	3.378	3.335	3.643	3.571	3.831	3.438	3.303	3.386	3.498	3.386	3.498	3.429
Not included in base:																						
Decline to Answer	-	-	7	-	4	2	13	2	-	2	13	115	2	-	3	2	3	2	3	2	11	74
Not Applicable	2	5	-	2	10	6	23	2	-	6	23	325	2	-	5	8	1	5	8	1	14	209

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	White Faculty										Faculty of Color														
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5					
Valid responders:	78	100%	100%	100%	100%	396	100%	100%	100%	100%	2797	100%	100%	100%	29	100%	100%	100%	100%	100%	119	100%	100%	985	100%
- NET: Effective (5,4)	66%	60%	70%	52%	51%	53%	58%	55%	68%	44%	72%	77%	45%	71%	58%	44%	72%	77%	45%	71%	58%	58%	58%	58%	58%
Very effective (5)	32%	20%	26%	19%	15%	18%	20%	19%	19%	19%	19%	19%	14%	5%	35%	5%	35%	60%	14%	5%	19%	19%	21%	21%	
Somewhat effective (4)	34%	41%	44%	33%	36%	35%	38%	36%	49%	39%	37%	17%	32%	66%	39%	37%	37%	17%	32%	66%	39%	37%	37%	37%	
- Neither effective nor ineffective (3)	17%	21%	11%	19%	13%	17%	14%	18%	14%	18%	14%	18%	14%	18%	14%	28%	18%	6%	22%	18%	20%	19%	19%	19%	
Somewhat ineffective (2)	12%	16%	13%	19%	22%	24%	19%	14%	1%	9%	10%	0%	23%	3%	13%	12%	12%	0%	23%	3%	13%	12%	12%	12%	
Very ineffective (1)	5%	3%	6%	10%	14%	7%	9%	12%	17%	19%	0%	17%	9%	8%	9%	11%	11%	0%	17%	9%	8%	9%	11%	11%	
- NET: Ineffective (2,1)	17%	19%	19%	28%	36%	31%	27%	27%	18%	28%	10%	17%	33%	11%	23%	28%	10%	17%	33%	11%	23%	23%	23%	23%	
Mean	3.762	3.585	3.717	3.330	3.172	3.332	3.423	3.345	3.520	3.025	3.972	4.027	3.170	3.568	3.443	3.451	3.451	3.170	3.568	3.443	3.451	3.451	3.451	3.451	3.451
Not included in base:																									
Decline to Answer	1	-	10	-	6	4	20	126	1	-	1	2	1	-	4	63	63	1	2	1	-	4	63	63	63
Not Applicable	3	3	-	6	15	7	30	411	1	2	-	1	3	-	6	123	123	1	3	-	6	123	123	123	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34b.5-1**

**IV. Policies and Practices**

**Q34b. How effective for you have been the following at your institution?**

**Professional assistance in obtaining externally funded grants**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	98 100%	100%	100%	100%	100%	100%	455 100%	3442 100%
- NET: Effective (5,4)	33%	10%	15%	23%	26%	29%	22%	30%
Very effective (5)	8%	5%	3%	5%	6%	9%	6%	8%
Somewhat effective (4)	25%	5%	12%	18%	20%	20%	16%	21%
- Neither effective nor ineffective (3)	23%	19%	24%	16%	17%	26%	20%	23%
Somewhat ineffective (2)	16%	27%	28%	35%	24%	18%	25%	20%
Very ineffective (1)	27%	44%	33%	26%	33%	28%	32%	27%
- NET: Ineffective (2,1)	43%	71%	61%	60%	57%	46%	58%	48%
Mean	2.711	1.998	2.239	2.425	2.432	2.646	2.382	2.630

**Not included in base:**

Decline to Answer	2	1	13	2	11	4	31	206
Not Applicable	13	15	25	9	22	18	90	858



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	Males										Females															
	CHAR- LOTTE					All Univ					CHAR- LOTTE					All Univ										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	64	100%	100%	100%	100%	275	2100	34	100%	100%	100%	100%	100%	100%	100%	180	1342	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	31%	8%	14%	29%	22%	33%	28%	38%	12%	16%	12%	12%	31%	19%	22%	32%	32%	31%	16%	12%	12%	12%	31%	19%	22%	32%
Very effective (5)	6%	5%	2%	8%	12%	6%	8%	12%	4%	4%	0%	0%	8%	2%	5%	9%	9%	4%	4%	0%	0%	8%	2%	5%	9%	9%
Somewhat effective (4)	25%	4%	13%	21%	16%	16%	20%	26%	8%	12%	12%	12%	24%	16%	17%	23%	23%	12%	12%	12%	12%	24%	16%	17%	23%	23%
- Neither effective nor ineffective (3)	21%	19%	28%	19%	20%	24%	25%	28%	20%	18%	12%	12%	14%	30%	17%	18%	18%	12%	18%	12%	14%	30%	17%	17%	18%	18%
Somewhat ineffective (2)	20%	30%	29%	28%	17%	25%	20%	9%	22%	28%	48%	24%	20%	27%	21%	21%	21%	28%	28%	28%	24%	20%	27%	21%	21%	21%
Very ineffective (1)	28%	42%	29%	24%	26%	31%	26%	25%	46%	38%	29%	31%	32%	34%	29%	29%	29%	38%	38%	29%	31%	32%	34%	34%	29%	29%
- NET: Ineffective (2,1)	48%	73%	58%	52%	43%	56%	47%	34%	68%	66%	77%	55%	51%	61%	50%	50%	50%	66%	66%	77%	55%	51%	61%	61%	50%	50%
Mean	2.609	1.978	2.292	2.609	2.348	2.763	2.419	2.627	2.906	2.025	2.159	2.060	2.534	2.384	2.325	2.634	2.634	2.906	2.025	2.159	2.060	2.534	2.384	2.325	2.634	2.634
Not included in base:																										
Decline to Answer	-	1	9	-	9	2	22	128	2	-	3	2	2	2	10	78	78	2	-	3	2	2	2	2	10	78
Not Applicable	5	10	12	3	9	10	43	472	8	5	13	6	13	8	46	386	386	8	5	13	6	13	8	8	46	386

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	338 100%	2491 100%	26 100%	- 100%	- 100%	- 100%	- 100%	- 100%	117 100%
- NET: Effective (5,4)	32%	9%	15%	23%	27%	22%	28%	36%	12%	13%	25%	24%	33%	34%
Very effective (5)	7%	7%	3%	3%	5%	5%	7%	10%	0%	0%	16%	9%	12%	8%
Somewhat effective (4)	25%	3%	12%	20%	22%	17%	20%	26%	12%	13%	9%	16%	21%	23%
- Neither effective nor ineffective (3)	23%	21%	24%	15%	19%	21%	23%	24%	15%	20%	22%	13%	34%	23%
Somewhat ineffective (2)	17%	29%	23%	32%	22%	24%	21%	16%	22%	60%	44%	28%	14%	19%
Very ineffective (1)	28%	41%	38%	30%	32%	34%	29%	25%	51%	7%	9%	34%	19%	24%
- NET: Ineffective (2,1)	44%	70%	60%	62%	54%	57%	50%	40%	73%	67%	53%	63%	33%	58%
Mean	2.674	2.052	2.209	2.328	2.466	2.356	2.567	2.810	1.874	2.394	2.793	2.359	2.935	2.455
Not included in base:														
Decline to Answer	1	1	12	-	10	4	27	1	-	1	2	1	-	4
Not Applicable	10	14	23	8	20	17	82	4	1	2	1	2	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	89 100%	100%	100%	100%	100%	100%	450 100%	3479 100%
- NET: Effective (5,4)	36%	71%	34%	70%	44%	37%	47%	47%
Very effective (5)	8%	20%	8%	21%	12%	8%	13%	14%
Somewhat effective (4)	28%	52%	26%	48%	31%	29%	34%	33%
- Neither effective nor ineffective (3)	42%	14%	30%	16%	33%	39%	29%	33%
Somewhat ineffective (2)	12%	11%	18%	13%	11%	11%	13%	11%
Very ineffective (1)	10%	3%	18%	2%	12%	13%	11%	10%
- NET: Ineffective (2,1)	22%	14%	36%	14%	23%	23%	24%	20%
Mean	3.120	3.737	2.886	3.746	3.208	3.101	3.236	3.310
Not included in base:								
Decline to Answer	2	1	9	2	7	4	23	197
Not Applicable	23	11	29	5	35	23	102	831

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	Males										Females												
	CHAR-					ALL					CHAR-					ALL							
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ		
Valid responders:	60	100%	100%	100%	100%	100%	274	2089	29	100%	100%	100%	100%	100%	177	1389	100%	100%	100%	100%	100%	100%	
- NET: Effective (5,4)	40%	68%	31%	73%	43%	40%	46%	44%	29%	77%	40%	64%	45%	32%	48%	50%	40%	64%	45%	32%	48%	50%	
Very effective (5)	8%	11%	7%	17%	10%	7%	10%	12%	10%	32%	11%	28%	16%	11%	17%	17%	11%	28%	16%	11%	17%	17%	
Somewhat effective (4)	32%	57%	24%	56%	33%	33%	36%	32%	19%	45%	30%	36%	29%	21%	31%	33%	30%	36%	29%	21%	31%	33%	
- Neither effective nor ineffective (3)	41%	16%	30%	18%	31%	32%	28%	35%	44%	12%	30%	13%	34%	54%	31%	30%	13%	34%	54%	31%	30%	30%	
Somewhat ineffective (2)	8%	13%	22%	6%	13%	14%	14%	11%	21%	8%	11%	23%	10%	4%	11%	10%	11%	23%	10%	4%	11%	10%	
Very ineffective (1)	12%	3%	18%	3%	13%	14%	12%	10%	6%	3%	19%	0%	10%	9%	10%	9%	0%	10%	9%	10%	9%	9%	
- NET: Ineffective (2,1)	20%	16%	39%	9%	26%	28%	27%	21%	27%	11%	30%	23%	20%	13%	21%	19%	30%	23%	20%	13%	21%	19%	
Mean	3.154	3.591	2.807	3.780	3.134	3.049	3.165	3.254	3.051	3.941	3.018	3.690	3.302	3.214	3.346	3.393	3.051	3.941	3.018	3.690	3.302	3.214	3.346
Not included in base:																							
Decline to Answer	-	1	6	-	4	2	13	127	2	-	3	2	2	2	10	70	2	3	2	2	2	10	70
Not Applicable	10	7	13	3	16	13	52	483	13	3	15	3	19	9	50	347	3	15	3	19	9	50	347

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	White Faculty										Faculty of Color															
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	64 100%	-	-	-	-	342 100%	2513 100%	-	-	-	24 100%	-	-	-	-	108 100%	965 100%	-	-	-	108 100%	965 100%	-	-	-	-
- NET: Effective (5,4)	33%	69%	34%	67%	42%	40%	46%	46%	43%	78%	38%	83%	47%	31%	49%	50%										
Very effective (5)	6%	19%	8%	24%	12%	10%	13%	13%	13%	22%	7%	7%	13%	3%	11%	16%										
Somewhat effective (4)	27%	50%	25%	42%	30%	29%	32%	32%	30%	56%	31%	76%	34%	28%	39%	34%										
- Neither effective nor ineffective (3)	43%	16%	30%	18%	35%	36%	34%	34%	40%	8%	29%	7%	28%	47%	28%	31%										
Somewhat ineffective (2)	16%	14%	16%	13%	11%	12%	11%	11%	1%	0%	25%	10%	13%	8%	12%	10%										
Very ineffective (1)	8%	0%	20%	2%	12%	12%	10%	10%	15%	14%	8%	0%	12%	14%	11%	9%										
- NET: Ineffective (2,1)	24%	14%	36%	15%	23%	24%	21%	21%	17%	14%	33%	10%	25%	22%	23%	19%										
Mean	3.074	3.738	2.860	3.732	3.195	3.144	3.226	3.282	3.241	3.736	3.047	3.807	3.236	2.985	3.265	3.382										
Not included in base:																										
Decline to Answer	1	-	8	-	5	4	18	135	1	1	1	2	1	-	5	62										
Not Applicable	17	9	24	3	29	21	87	687	6	2	4	2	6	1	15	144										

Table 34b.7-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	106 100%	100%	100%	100%	100%	100%	522 100%	3904 100%
- NET: Effective (5,4)	70%	56%	68%	64%	74%	69%	69%	65%
Very effective (5)	37%	30%	33%	29%	29%	21%	29%	30%
Somewhat effective (4)	33%	26%	35%	35%	45%	48%	40%	34%
- Neither effective nor ineffective (3)	7%	15%	10%	16%	7%	11%	10%	12%
Somewhat ineffective (2)	15%	11%	13%	13%	10%	12%	12%	13%
Very ineffective (1)	8%	18%	9%	7%	8%	7%	9%	11%
- NET: Ineffective (2,1)	23%	29%	22%	20%	19%	19%	21%	24%
Mean	3.750	3.379	3.691	3.668	3.763	3.641	3.675	3.605
Not included in base:								
Decline to Answer	2	1	8	2	8	4	23	181
Not Applicable	5	12	3	1	10	5	31	421

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	Males										Females											
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	
Valid responders:	66	100%	100%	100%	100%	304	2316	40	100%	100%	100%	100%	100%	100%	217	1588	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	65%	51%	73%	69%	71%	61%	61%	78%	63%	61%	57%	78%	85%	71%	70%	70%	70%	70%	70%	70%	70%	70%
Very effective (5)	34%	26%	32%	30%	23%	25%	27%	40%	35%	34%	29%	37%	30%	34%	35%	35%	35%	35%	35%	35%	35%	35%
Somewhat effective (4)	31%	25%	41%	39%	49%	43%	34%	38%	28%	27%	29%	40%	55%	37%	35%	35%	35%	35%	35%	35%	35%	35%
- Neither effective nor ineffective (3)	9%	21%	11%	23%	7%	13%	14%	2%	7%	8%	4%	6%	9%	7%	8%	8%	8%	8%	8%	8%	8%	8%
Somewhat ineffective (2)	17%	14%	7%	6%	14%	11%	13%	12%	8%	22%	26%	7%	6%	13%	13%	13%	13%	13%	13%	13%	13%	13%
Very ineffective (1)	9%	15%	9%	3%	8%	9%	12%	7%	22%	9%	13%	9%	0%	9%	9%	9%	9%	9%	9%	9%	9%	9%
- NET: Ineffective (2,1)	26%	29%	16%	8%	22%	20%	25%	19%	30%	31%	39%	16%	6%	22%	22%	22%	22%	22%	22%	22%	22%	22%
Mean	3.645	3.324	3.791	3.870	3.645	3.630	3.520	3.922	3.451	3.547	3.345	3.902	4.079	3.738	3.731	3.731	3.731	3.731	3.731	3.731	3.731	3.731
Not included in base:																						
Decline to Answer	-	1	5	-	6	2	14	2	-	3	2	2	2	10	64	64	64	64	64	64	64	64
Not Applicable	3	9	2	-	5	5	21	2	3	1	1	5	-	9	154	154	154	154	154	154	154	154

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	White Faculty										Faculty of Color																						
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ																	
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5													
Valid responders:	79	100%	100%	100%	100%	402	2874	27	100%	100%	100%	100%	100%	100%	120	1029	100%	100%	100%	100%	100%												
- NET: Effective (5,4)	75%	59%	67%	61%	77%	66%	69%	65%	56%	46%	71%	79%	67%	82%	69%	64%	41%	33%	27%	31%	30%												
Very effective (5)	41%	33%	31%	25%	29%	19%	27%	31%	25%	22%	46%	48%	30%	28%	33%	30%	Somewhat effective (4)	34%	27%	37%	36%	48%	47%	41%	34%	31%	25%	32%	37%	53%	35%		
- Neither effective nor ineffective (3)	4%	13%	10%	15%	7%	13%	11%	11%	14%	20%	8%	21%	6%	5%	9%	13%	Somewhat ineffective (2)	15%	15%	13%	16%	8%	13%	12%	13%	17%	0%	14%	0%	15%	9%	11%	13%
Very ineffective (1)	6%	13%	10%	8%	7%	8%	9%	11%	13%	33%	7%	0%	12%	5%	11%	10%	- NET: Ineffective (2,1)	21%	28%	22%	25%	15%	21%	21%	24%	30%	33%	21%	0%	27%	13%	22%	22%
Mean	3.875	3.512	3.659	3.526	3.842	3.560	3.670	3.600	3.379	3.012	3.882	4.272	3.579	3.918	3.693	3.620	Not included in base:																
Decline to Answer	1	1	7	-	7	4	19	124	1	-	1	2	1	-	4	57	2	10	3	-	9	4	26	336	3	2	-	1	1	1	1	5	85



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34b.8-1**

**IV. Policies and Practices**

**Q34b. How effective for you have been the following at your institution?**

***Paid or unpaid research leave during the probationary period***

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	64 100%	100%	100%	100%	100%	100%	323 100%	2612 100%
- <b>NET: Effective</b> (5,4)	<b>38%</b>	<b>49%</b>	<b>38%</b>	<b>32%</b>	<b>35%</b>	<b>18%</b>	<b>34%</b>	<b>42%</b>
Very effective (5)	20%	23%	20%	17%	13%	6%	15%	26%
Somewhat effective (4)	18%	25%	18%	16%	22%	12%	19%	16%
- <b>Neither effective nor ineffective</b> (3)	<b>18%</b>	<b>21%</b>	<b>23%</b>	<b>20%</b>	<b>29%</b>	<b>35%</b>	<b>27%</b>	<b>26%</b>
Somewhat ineffective (2)	11%	12%	14%	18%	10%	8%	12%	10%
Very ineffective (1)	34%	18%	25%	30%	25%	38%	27%	22%
- <b>NET: Ineffective</b> (2,1)	<b>45%</b>	<b>30%</b>	<b>39%</b>	<b>48%</b>	<b>36%</b>	<b>46%</b>	<b>39%</b>	<b>32%</b>
<b>Mean</b>	<b>2.790</b>	<b>3.242</b>	<b>2.938</b>	<b>2.707</b>	<b>2.875</b>	<b>2.396</b>	<b>2.835</b>	<b>3.139</b>
<b>Not included in base:</b>								
Decline to Answer	3	1	11	3	10	4	29	247
Not Applicable	46	27	48	23	75	51	223	1646

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

	Males					Females								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	42 100%	100%	100%	100%	100%	204 100%	1587 100%	22 100%	100%	100%	100%	100%	100%	119 100%
- NET: Effective (5,4)	36%	47%	34%	29%	34%	31%	38%	40%	52%	43%	40%	37%	37%	41%
Very effective (5)	15%	18%	23%	12%	10%	13%	22%	30%	33%	15%	26%	18%	18%	19%
Somewhat effective (4)	22%	29%	11%	16%	24%	18%	16%	10%	20%	28%	15%	19%	18%	21%
- Neither effective nor ineffective (3)	18%	23%	24%	29%	34%	30%	30%	17%	18%	21%	0%	22%	35%	20%
Somewhat ineffective (2)	12%	17%	19%	22%	10%	14%	10%	9%	6%	5%	9%	11%	0%	8%
Very ineffective (1)	34%	14%	22%	21%	22%	25%	21%	34%	24%	31%	51%	30%	28%	31%
- NET: Ineffective (2,1)	45%	31%	41%	42%	32%	39%	32%	43%	30%	36%	60%	41%	28%	39%
Mean	2.718	3.200	2.949	2.779	2.910	2.226	3.075	2.929	3.310	2.920	2.552	2.829	2.983	3.238
Not included in base:														
Decline to Answer	1	1	7	-	8	2	18	2	-	4	3	2	2	11
Not Applicable	26	15	26	12	36	28	117	20	11	21	11	39	23	106

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

*Paid or unpaid research leave during the probationary period*

	White Faculty										Faculty of Color												
	CHAR- LOTTE					ALL Peers Univ					CHAR- LOTTE					ALL Peers Univ							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5			
Valid responders:	44 100%	-	-	-	244 100%	1884 100%	-	-	-	20 100%	-	-	-	-	-	80 100%	728 100%	-	-	-	-		
- NET: Effective (5,4)	38%	38%	25%	36%	17%	35%	43%	37%	13%	0%	34%	38%	9%	0%	13%	24%	40%	59%	34%	21%	33%	40%	
Very effective (5)	23%	18%	10%	15%	8%	16%	27%	13%	0%	34%	38%	9%	0%	13%	24%	40%	59%	34%	21%	33%	40%	40%	
Somewhat effective (4)	15%	30%	20%	21%	8%	19%	16%	23%	13%	7%	21%	25%	21%	20%	17%	29%	21%	21%	25%	21%	20%	17%	
- Neither effective nor ineffective (3)	12%	22%	24%	30%	32%	27%	24%	31%	19%	19%	19%	0%	26%	44%	25%	29%	44%	0%	26%	44%	25%	29%	
Somewhat ineffective (2)	12%	10%	13%	10%	5%	11%	9%	8%	20%	16%	29%	11%	14%	15%	11%	11%	14%	14%	11%	14%	15%	11%	
Very ineffective (1)	38%	7%	25%	24%	46%	27%	24%	25%	49%	25%	12%	28%	20%	27%	20%	27%	20%	12%	28%	20%	27%	20%	
- NET: Ineffective (2,1)	50%	17%	39%	34%	51%	38%	33%	32%	69%	41%	41%	41%	40%	35%	42%	31%	31%	41%	40%	35%	42%	31%	
Mean	2.726	3.700	2.913	2.499	2.929	2.288	3.141	2.931	1.944	3.087	3.442	2.755	2.662	2.765	3.134	2.765	3.134	2.765	2.662	2.765	3.134	2.765	3.134
Not included in base:																							
Decline to Answer	2	1	10	-	8	4	23	174	1	-	1	3	2	-	6	74	-	-	-	-	-	-	-
Not Applicable	36	21	40	20	56	43	179	1277	10	6	7	3	19	8	44	369	8	44	8	44	44	369	369

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

*Paid or unpaid personal leave during the probationary period*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	56 100%	100%	100%	100%	100%	100%	271 100%	2054 100%
- NET: Effective (5,4)	35%	28%	20%	10%	20%	20%	20%	27%
Very effective (5)	22%	17%	7%	3%	5%	6%	7%	13%
Somewhat effective (4)	13%	11%	12%	8%	14%	14%	13%	14%
- Neither effective nor ineffective (3)	40%	43%	41%	39%	47%	41%	43%	42%
Somewhat ineffective (2)	4%	17%	11%	17%	10%	14%	12%	9%
Very ineffective (1)	21%	13%	28%	34%	24%	25%	25%	22%
- NET: Ineffective (2,1)	25%	30%	40%	51%	34%	39%	38%	31%
Mean	3.106	3.019	2.590	2.282	2.671	2.611	2.636	2.863
Not included in base:								
Decline to Answer	4	1	14	3	10	4	33	275
Not Applicable	53	34	59	32	96	51	271	2176

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

	Males										Females											
	CHAR-					ALL					CHAR-					ALL						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	38	100%	100%	100%	100%	176	1246	19	100%	100%	100%	100%	100%	808	95	100%	100%	100%	100%	100%	100%	808
- NET: Effective (5,4)	30%	22%	19%	13%	24%	20%	22%	45%	36%	20%	0%	13%	25%	34%	19%	25%	0%	13%	25%	19%	34%	34%
Very effective (5)	15%	8%	8%	3%	9%	8%	9%	35%	30%	6%	0%	0%	0%	20%	5%	0%	0%	0%	0%	5%	20%	20%
Somewhat effective (4)	15%	14%	11%	10%	15%	12%	13%	10%	6%	14%	0%	13%	25%	14%	14%	0%	14%	0%	25%	14%	14%	14%
- Neither effective nor ineffective (3)	44%	52%	47%	50%	46%	46%	47%	30%	29%	32%	0%	48%	40%	33%	37%	40%	0%	48%	40%	37%	33%	33%
Somewhat ineffective (2)	6%	14%	11%	16%	9%	12%	9%	0%	20%	12%	17%	10%	17%	9%	13%	17%	17%	10%	17%	13%	9%	9%
Very ineffective (1)	19%	12%	23%	20%	21%	22%	21%	25%	14%	35%	83%	28%	18%	24%	31%	18%	83%	28%	18%	31%	24%	24%
- NET: Ineffective (2,1)	25%	26%	34%	37%	31%	34%	31%	25%	35%	47%	100%	39%	35%	44%	44%	39%	100%	39%	35%	44%	33%	33%
Mean	3.011	2.910	2.695	2.602	2.800	2.713	2.788	3.300	3.178	2.437	1.168	2.461	2.718	2.494	2.494	2.718	1.168	2.461	2.718	2.494	2.979	2.979
Not included in base:																						
Decline to Answer	1	1	9	-	8	20	177	3	-	5	3	2	2	13	2	2	3	2	2	13	98	98
Not Applicable	30	20	34	16	43	143	1276	22	13	25	16	53	22	128	22	53	16	53	22	128	900	900

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

*Paid or unpaid personal leave during the probationary period*

	White Faculty										Faculty of Color																
	CHAR- LOTTE					ALL Univ					CHAR- LOTTE					ALL Univ											
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	40	100%	100%	100%	100%	200	100%	100%	100%	100%	1431	100%	100%	100%	100%	17	100%	100%	100%	100%	71	100%	100%	100%	100%	623	100%
- NET: Effective (5,4)	45%	33%	16%	20%	19%	18%	5%	20%	19%	18%	26%	12%	17%	34%	19%	17%	37%	34%	19%	22%	23%	29%	23%	22%	23%	29%	29%
Very effective (5)	28%	26%	7%	5%	8%	7%	0%	5%	8%	7%	13%	7%	0%	10%	6%	7%	10%	14%	6%	0%	5%	13%	0%	6%	0%	13%	13%
Somewhat effective (4)	17%	7%	10%	15%	11%	11%	5%	15%	11%	11%	13%	6%	17%	20%	14%	6%	27%	20%	14%	22%	18%	16%	14%	22%	18%	16%	16%
- Neither effective nor ineffective (3)	29%	50%	45%	50%	43%	47%	48%	50%	43%	47%	43%	65%	29%	20%	40%	65%	20%	0%	40%	35%	31%	39%	35%	31%	39%	39%	39%
Somewhat ineffective (2)	3%	12%	12%	9%	14%	11%	9%	9%	14%	11%	8%	7%	25%	11%	11%	7%	11%	47%	11%	15%	16%	11%	15%	15%	16%	11%	11%
Very ineffective (1)	23%	5%	27%	21%	24%	24%	38%	21%	24%	23%	23%	16%	29%	33%	30%	16%	33%	19%	30%	29%	29%	29%	29%	29%	29%	21%	21%
- NET: Ineffective (2,1)	26%	17%	39%	30%	38%	35%	47%	30%	38%	35%	31%	23%	54%	43%	41%	23%	43%	66%	41%	43%	45%	45%	43%	43%	45%	32%	32%
Mean	3.233	3.382	2.569	2.199	2.737	2.672	2.657	2.737	2.657	2.672	2.849	2.803	2.351	2.704	2.533	2.803	2.351	2.704	2.533	2.497	2.535	2.897	2.535	2.497	2.535	2.897	2.897
Not included in base:																											
Decline to Answer	3	1	14	1	8	4	8	4	4	28	197	1	-	1	3	2	1	3	2	-	6	79	-	-	-	6	79
Not Applicable	39	28	51	26	72	43	43	72	43	219	1707	13	6	8	6	24	8	6	24	8	52	470	8	8	52	470	470

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	419 100%	3263 100%
- NET: Effective (5,4)	39%	39%	41%	55%	42%	47%	44%	46%
Very effective (5)	16%	11%	16%	23%	16%	10%	15%	21%
Somewhat effective (4)	23%	29%	25%	31%	26%	37%	29%	26%
- Neither effective nor ineffective (3)	24%	27%	21%	23%	22%	24%	23%	21%
Somewhat ineffective (2)	16%	9%	17%	9%	14%	8%	13%	15%
Very ineffective (1)	21%	25%	22%	13%	22%	20%	21%	18%
- NET: Ineffective (2,1)	37%	34%	38%	22%	36%	29%	34%	33%
Mean	2.972	2.919	2.962	3.425	3.002	3.073	3.041	3.163
Not included in base:								
Decline to Answer	2	-	12	2	8	4	25	210
Not Applicable	24	18	30	15	41	28	132	1032

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	Males										Females											
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	56	100%	100%	100%	100%	262	100%	100%	100%	100%	32	100%	100%	100%	100%	157	100%	100%	100%	100%	1251	100%
- NET: Effective (5,4)	37%	35%	46%	59%	38%	45%	51%	38%	51%	47%	43%	47%	32%	46%	47%	42%	36%	46%	47%	36%	42%	46%
Very effective (5)	12%	8%	19%	22%	9%	12%	6%	22%	6%	20%	22%	14%	9%	25%	25%	19%	22%	25%	20%	20%	19%	22%
Somewhat effective (4)	25%	26%	27%	37%	29%	32%	45%	29%	45%	27%	22%	33%	23%	20%	21%	22%	20%	21%	16%	16%	22%	23%
- Neither effective nor ineffective (3)	27%	36%	22%	24%	25%	25%	24%	25%	24%	23%	19%	13%	18%	20%	18%	19%	26%	18%	26%	19%	17%	
Somewhat ineffective (2)	21%	9%	14%	10%	14%	12%	9%	14%	9%	14%	9%	8%	21%	7%	15%	7%	14%	7%	15%	7%	14%	16%
Very ineffective (1)	16%	20%	17%	7%	23%	18%	16%	7%	16%	16%	29%	32%	29%	27%	20%	31%	26%	20%	31%	26%	21%	21%
- NET: Ineffective (2,1)	36%	29%	32%	17%	37%	30%	25%	37%	25%	30%	38%	40%	50%	34%	35%	40%	38%	35%	38%	40%	38%	38%
Mean	2.970	2.936	3.161	3.580	2.870	3.090	3.155	2.870	3.155	3.207	2.975	2.893	2.616	3.098	3.172	2.865	2.959	3.092	2.865	2.959	3.092	3.092
Not included in base:																						
Decline to Answer	-	-	8	-	5	2	2	15	136	2	3	2	2	2	2	10	74					
Not Applicable	14	11	12	6	19	62	14	550	10	18	9	22	13	69	482							



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	White Faculty										Faculty of Color									
	CHAR-LOTTE					All Univ					All Peers Univ									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5					
Valid responders:	64	100%	100%	100%	100%	315	100%	100%	100%	100%	2372	100%	100%	100%	100%	104	100%	100%	892	100%
- NET: Effective (5,4)	44%	43%	38%	38%	44%	42%	44%	53%	38%	44%	45%	27%	29%	55%	60%	49%	54%	50%	49%	49%
Very effective (5)	19%	12%	14%	18%	7%	15%	20%	6%	8%	23%	42%	10%	17%	16%	22%	22%	16%	22%	22%	22%
Somewhat effective (4)	25%	32%	24%	35%	19%	27%	25%	20%	22%	32%	18%	39%	37%	34%	28%	28%	34%	28%	28%	28%
- Neither effective nor ineffective (3)	20%	29%	21%	24%	27%	23%	20%	33%	22%	19%	22%	19%	25%	22%	22%	23%	25%	17%	22%	23%
Somewhat ineffective (2)	16%	11%	18%	6%	18%	14%	16%	18%	5%	6%	18%	8%	12%	9%	13%	13%	9%	13%	13%	13%
Very ineffective (1)	20%	17%	22%	17%	22%	21%	19%	22%	43%	20%	0%	19%	16%	20%	15%	15%	20%	15%	15%	15%
- NET: Ineffective (2,1)	36%	28%	40%	23%	41%	35%	35%	40%	49%	26%	18%	26%	29%	29%	27%	27%	29%	29%	27%	27%
Mean	3.069	3.105	2.904	3.297	2.939	3.011	2.997	3.116	2.710	2.450	3.319	3.836	3.139	3.258	3.172	3.288	3.172	3.288	3.288	3.288
Not included in base:																				
Decline to Answer	1	-	11	-	5	4	20	144	1	-	1	2	2	-	5	66	-	5	66	66
Not Applicable	18	15	25	14	34	24	111	819	6	2	5	1	7	4	20	214	4	20	214	214

Table 34b.11-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	98 100%	100%	100%	100%	100%	100%	478 100%	3700 100%
- NET: Effective (5,4)	63%	65%	53%	78%	61%	53%	60%	62%
Very effective (5)	31%	27%	28%	34%	29%	26%	29%	32%
Somewhat effective (4)	32%	38%	25%	44%	32%	27%	31%	30%
- Neither effective nor ineffective (3)	8%	20%	18%	7%	11%	16%	14%	15%
Somewhat ineffective (2)	15%	6%	16%	6%	12%	16%	12%	12%
Very ineffective (1)	14%	9%	13%	9%	15%	14%	13%	11%
- NET: Ineffective (2,1)	29%	15%	29%	15%	27%	31%	26%	23%
Mean	3.514	3.677	3.386	3.877	3.485	3.339	3.499	3.600
Not included in base:								
Decline to Answer	3	-	9	3	7	5	24	187
Not Applicable	12	12	16	5	19	21	73	619

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ				
Valid responders:	63	-	-	-	-	295	2271	35	-	-	-	-	-	183	1429	100%	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Effective (5,4)	60%	66%	54%	86%	64%	60%	62%	69%	63%	51%	63%	58%	37%	55%	62%	22%	23%	28%	25%	34%	23%	30%	32%	32%	
Very effective (5)	22%	23%	28%	38%	25%	27%	32%	48%	33%	28%	25%	34%	23%	30%	32%	38%	43%	27%	39%	33%	24%	14%	24%	29%	
Somewhat effective (4)	38%	43%	27%	47%	39%	36%	30%	22%	30%	23%	38%	24%	14%	24%	29%	8%	22%	21%	11%	13%	18%	16%	13%	13%	
- Neither effective nor ineffective (3)	8%	22%	17%	6%	10%	15%	16%	8%	16%	21%	11%	13%	18%	16%	13%	16%	4%	20%	3%	11%	10%	14%	32%	14%	
Somewhat ineffective (2)	16%	4%	20%	3%	11%	10%	12%	13%	9%	10%	11%	14%	32%	14%	13%	17%	7%	10%	6%	15%	15%	12%	10%	13%	
Very ineffective (1)	17%	7%	10%	6%	15%	12%	10%	9%	12%	19%	16%	15%	12%	15%	13%	32%	32%	27%	26%	25%	23%	22%	22%	22%	
- NET: Ineffective (2,1)	32%	12%	29%	9%	26%	25%	22%	23%	21%	28%	27%	29%	45%	30%	26%	3.328	3.704	3.427	4.095	3.486	3.458	3.560	3.627	3.856	3.634
Mean	3.328	3.704	3.427	4.095	3.486	3.458	3.627	3.856	3.634	3.317	3.454	3.483	3.040	3.399	3.559	1	-	6	1	4	2	13	117	2	-
Not included in base:																									
Decline to Answer																									
Not Applicable																									

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	366 100%	2717 100%	25 100%	- 100%	- 100%	- 100%	- 100%	- 100%	983 100%
- NET: Effective (5,4)	65%	66%	52%	75%	63%	60%	61%	57%	62%	57%	91%	58%	60%	63%
Very effective (5)	35%	28%	29%	33%	35%	30%	33%	21%	25%	21%	38%	15%	37%	32%
Somewhat effective (4)	30%	38%	23%	42%	27%	29%	29%	36%	37%	36%	53%	43%	23%	31%
- Neither effective nor ineffective (3)	7%	17%	19%	9%	11%	14%	15%	10%	26%	14%	0%	13%	27%	16%
Somewhat ineffective (2)	14%	8%	15%	7%	11%	13%	13%	16%	0%	21%	0%	14%	4%	10%
Very ineffective (1)	13%	8%	14%	9%	15%	14%	11%	17%	12%	8%	9%	15%	9%	11%
- NET: Ineffective (2,1)	28%	16%	29%	16%	26%	27%	24%	33%	12%	29%	9%	29%	13%	21%
Mean	3.590	3.697	3.381	3.818	3.571	3.499	3.589	3.286	3.622	3.411	4.116	3.279	3.747	3.632
Not included in base:														
Decline to Answer	1	-	8	1	5	4	19	2	-	1	2	1	1	5
Not Applicable	8	11	14	4	15	17	61	4	1	2	1	4	4	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	467 100%	3464 100%
- NET: Effective (5,4)	63%	35%	62%	56%	39%	50%	48%	47%
Very effective (5)	14%	5%	22%	11%	8%	10%	12%	13%
Somewhat effective (4)	50%	30%	40%	44%	30%	40%	36%	34%
- Neither effective nor ineffective (3)	14%	36%	17%	22%	29%	22%	25%	25%
Somewhat ineffective (2)	12%	23%	15%	12%	18%	16%	17%	16%
Very ineffective (1)	10%	7%	6%	10%	14%	13%	10%	12%
- NET: Ineffective (2,1)	22%	30%	21%	22%	32%	29%	27%	28%
Mean	3.448	3.022	3.578	3.350	3.005	3.177	3.229	3.194
Not included in base:								
Decline to Answer	2	-	9	2	7	5	23	187
Not Applicable	9	9	10	10	38	19	85	855

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	65	-	-	-	-	287	2113	37	-	-	-	-	-	-	-	180	1351	-	-	-	-	-	-	180	1351
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	59%	30%	60%	62%	38%	50%	46%	71%	42%	65%	43%	40%	49%	49%	49%	49%	49%	43%	65%	43%	40%	49%	49%	49%	49%
Very effective (5)	14%	3%	18%	5%	8%	9%	11%	13%	7%	29%	23%	9%	12%	15%	15%	15%	15%	23%	29%	23%	9%	12%	16%	15%	15%
Somewhat effective (4)	45%	27%	42%	57%	30%	41%	34%	59%	35%	36%	20%	31%	36%	34%	34%	34%	34%	20%	36%	20%	31%	36%	33%	34%	34%
- Neither effective nor ineffective (3)	20%	44%	18%	25%	25%	26%	27%	5%	23%	16%	17%	35%	12%	21%	21%	21%	21%	17%	16%	17%	35%	12%	23%	21%	21%
Somewhat ineffective (2)	8%	19%	18%	9%	21%	12%	15%	19%	28%	12%	17%	14%	24%	18%	18%	18%	18%	12%	12%	17%	14%	24%	17%	18%	18%
Very ineffective (1)	13%	7%	5%	3%	17%	12%	12%	5%	7%	7%	23%	11%	15%	11%	11%	11%	11%	7%	7%	23%	11%	15%	11%	11%	11%
- NET: Ineffective (2,1)	21%	26%	22%	13%	37%	24%	27%	24%	35%	19%	40%	25%	39%	30%	30%	30%	30%	40%	19%	40%	25%	39%	28%	30%	30%
Mean	3.388	2.996	3.507	3.520	2.923	3.228	3.214	3.175	3.552	3.060	3.687	3.027	3.117	3.064	3.251	3.223	3.223	3.687	3.060	3.687	3.117	3.064	3.251	3.223	3.223
Not included in base:																									
Decline to Answer	-	-	6	-	4	3	13	2	-	3	2	2	2	10	67	67	67	2	3	2	2	2	2	10	67
Not Applicable	5	6	4	4	16	10	39	467	5	2	6	6	23	9	46	388	388	6	6	6	23	9	46	388	388

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	White Faculty										Faculty of Color					
	CHAR-					All					All					
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	76 100%	-	-	-	-	-	353 100%	2530 100%	26 100%	-	-	-	-	-	114 100%	934 100%
- NET: Effective (5,4)	71%	38%	58%	53%	38%	49%	48%	46%	39%	26%	83%	65%	40%	50%	50%	50%
Very effective (5)	12%	2%	21%	13%	9%	13%	13%	12%	17%	11%	30%	6%	8%	0%	10%	15%
Somewhat effective (4)	59%	36%	38%	40%	30%	36%	35%	34%	23%	15%	53%	59%	32%	50%	39%	35%
- Neither effective nor ineffective (3)	8%	39%	19%	21%	31%	19%	25%	25%	32%	27%	8%	27%	24%	29%	23%	26%
Somewhat ineffective (2)	12%	18%	17%	16%	16%	20%	17%	16%	13%	35%	9%	0%	22%	4%	16%	15%
Very ineffective (1)	8%	5%	7%	10%	15%	11%	10%	13%	15%	12%	0%	8%	14%	17%	11%	9%
- NET: Ineffective (2,1)	20%	24%	23%	26%	31%	31%	27%	30%	28%	47%	9%	8%	36%	21%	27%	24%
Mean	3.554	3.108	3.496	3.293	3.011	3.196	3.231	3.147	3.131	2.789	4.030	3.545	2.992	3.124	3.222	3.321
Not included in base:																
Decline to Answer	1	-	8	-	5	5	19	126	1	-	1	2	1	-	4	61
Not Applicable	5	8	10	10	30	17	75	678	4	1	-	1	8	1	11	177

Table 34b.13-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	42 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1817 100%
- NET: Effective (5,4)	5%	7%	12%	25%	14%	17%	14%	15%
Very effective (5)	5%	3%	6%	21%	6%	11%	8%	7%
Somewhat effective (4)	0%	4%	5%	4%	8%	6%	6%	8%
- Neither effective nor ineffective (3)	32%	13%	34%	42%	52%	36%	39%	41%
Somewhat ineffective (2)	5%	17%	10%	8%	10%	11%	11%	10%
Very ineffective (1)	58%	63%	44%	25%	23%	36%	36%	33%
- NET: Ineffective (2,1)	63%	79%	54%	33%	34%	47%	47%	44%
Mean	1.890	1.688	2.200	2.883	2.635	2.436	2.397	2.456

Not included in base:

Decline to Answer	4	3	18	3	18	8	49	312
Not Applicable	68	29	67	34	97	62	289	2376



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	30	100%	100%	100%	100%	100%	100%	1147	11	100%	100%	100%	100%	100%	100%	100%	80	100%	100%	100%	100%	100%	100%	670	100%
- NET: Effective (5,4)	4%	12%	14%	31%	9%	18%	15%	14%	8%	0%	8%	0%	23%	13%	17%	17%	4%	8%	0%	0%	11%	0%	5%	9%	9%
Very effective (5)	4%	5%	8%	26%	4%	14%	9%	6%	8%	0%	4%	0%	11%	0%	5%	9%	4%	4%	0%	0%	12%	0%	7%	9%	9%
Somewhat effective (4)	0%	7%	6%	5%	5%	4%	5%	8%	0%	0%	4%	0%	12%	13%	9%	9%	0%	4%	0%	0%	12%	13%	7%	9%	9%
- Neither effective nor ineffective (3)	37%	13%	39%	42%	58%	43%	44%	45%	17%	14%	27%	40%	42%	13%	34%	34%	17%	14%	27%	40%	42%	13%	31%	34%	34%
Somewhat ineffective (2)	7%	19%	9%	0%	17%	11%	12%	12%	0%	13%	12%	40%	0%	12%	8%	8%	0%	13%	12%	40%	0%	12%	9%	8%	8%
Very ineffective (1)	51%	56%	38%	26%	17%	29%	30%	29%	75%	73%	54%	19%	35%	61%	40%	40%	75%	73%	54%	19%	35%	61%	48%	40%	40%
- NET: Ineffective (2,1)	59%	75%	47%	26%	33%	39%	42%	41%	75%	86%	65%	60%	35%	73%	49%	49%	75%	86%	65%	60%	35%	73%	57%	49%	49%
Mean	1.973	1.870	2.360	3.053	2.629	2.636	2.528	2.505	1.667	1.409	1.926	2.209	2.646	1.796	2.372	2.372	1.667	1.409	1.926	2.209	2.646	1.796	2.142	2.372	2.372
Not included in base:																									
Decline to Answer	1	1	12	-	15	6	35	202	3	2	5	3	2	2	15	110	1	1	12	-	15	6	35	202	3
Not Applicable	38	18	35	17	40	37	148	1350	30	11	32	17	57	26	142	1026	38	18	35	17	40	37	148	1350	30

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	32 100%	-	-	-	-	-	172 100%	10 100%	-	-	-	-	-	65 100%
- NET: Effective (5,4)	7%	6%	8%	11%	14%	18%	12%	0%	9%	28%	68%	15%	12%	20%
Very effective (5)	7%	0%	2%	11%	7%	15%	6%	0%	9%	28%	51%	5%	0%	13%
Somewhat effective (4)	0%	6%	6%	0%	7%	4%	5%	0%	0%	0%	16%	9%	12%	7%
- Neither effective nor ineffective (3)	27%	15%	36%	56%	54%	33%	41%	46%	11%	28%	0%	48%	45%	39%
Somewhat ineffective (2)	4%	17%	10%	11%	8%	15%	11%	11%	16%	8%	0%	16%	0%	14%
Very ineffective (1)	62%	62%	46%	22%	24%	34%	36%	43%	64%	35%	32%	22%	43%	35%
- NET: Ineffective (2,1)	66%	79%	56%	33%	32%	49%	47%	54%	80%	43%	32%	37%	43%	46%
Mean	1.847	1.659	2.077	2.668	2.645	2.501	2.347	2.419	2.033	1.743	2.787	3.540	2.616	2.531
Not included in base:														
Decline to Answer	2	3	15	1	14	6	39	204	2	3	3	3	2	10
Not Applicable	48	24	60	28	72	51	235	1850	19	7	5	25	12	54

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	44 100%	- 100%	- 100%	- 100%	- 100%	- 100%	211 100%	1839 100%
- NET: Effective (5,4)	3%	12%	8%	18%	1%	0%	6%	14%
Very effective (5)	3%	7%	7%	6%	0%	0%	3%	7%
Somewhat effective (4)	0%	5%	2%	12%	1%	0%	3%	7%
- Neither effective nor ineffective (3)	31%	33%	36%	39%	51%	43%	43%	39%
Somewhat ineffective (2)	3%	11%	7%	0%	11%	4%	8%	9%
Very ineffective (1)	63%	45%	48%	43%	36%	53%	43%	38%
- NET: Ineffective (2,1)	66%	55%	55%	43%	48%	57%	51%	47%
Mean	1.757	2.186	2.118	2.374	2.176	1.898	2.150	2.368
Not included in base:								
Decline to Answer	4	3	18	3	15	5	45	275
Not Applicable	65	33	75	30	110	72	319	2392

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	Males										Females												
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
Valid responders:	33	100%	100%	100%	100%	153	100%	100%	100%	100%	1230	100%	100%	100%	100%	11	100%	100%	100%	100%	100%	59	609
- NET: Effective (5,4)	4%	11%	10%	22%	0%	7%	15%	0%	0%	0%	15%	0%	5%	0%	4%	0%	12%	5%	0%	4%	0%	5%	13%
Very effective (5)	4%	5%	10%	8%	0%	4%	7%	0%	0%	0%	7%	0%	0%	0%	0%	0%	12%	0%	0%	0%	0%	1%	6%
Somewhat effective (4)	0%	6%	0%	15%	0%	3%	8%	0%	0%	0%	8%	0%	5%	0%	4%	0%	0%	5%	0%	4%	0%	3%	6%
- Neither effective nor ineffective (3)	28%	36%	44%	41%	48%	44%	38%	41%	48%	48%	38%	42%	20%	34%	59%	42%	23%	20%	34%	59%	22%	37%	40%
Somewhat ineffective (2)	4%	6%	3%	0%	13%	7%	9%	0%	4%	4%	9%	0%	15%	0%	8%	0%	23%	15%	0%	8%	0%	10%	8%
Very ineffective (1)	65%	46%	42%	37%	39%	42%	37%	37%	48%	42%	37%	58%	41%	60%	29%	58%	41%	60%	66%	29%	78%	48%	40%
- NET: Ineffective (2,1)	69%	52%	45%	37%	52%	49%	46%	37%	52%	52%	46%	58%	65%	75%	37%	58%	65%	75%	66%	37%	78%	58%	47%
Mean	1.731	2.185	2.327	2.556	2.084	2.206	2.390	2.556	2.084	1.999	2.206	2.390	1.833	2.187	1.702	1.671	2.380	1.435	2.004	2.323	2.004	2.323	2.323
Not included in base:																							
Decline to Answer	1	1	14	-	13	3	31	175	3	3	175	3	2	4	3	2	4	3	2	2	2	14	99
Not Applicable	35	17	38	14	45	42	155	1294	42	42	155	30	16	38	16	65	29	163	1098	163	1098	1098	1098

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	32 100%	- 100%	- 100%	- 100%	- 100%	145 100%	1260 100%	12 100%	- 100%	- 100%	- 100%	- 100%	- 100%	67 100%
- NET: Effective (5,4)	4%	13%	5%	5%	0%	4%	14%	0%	9%	20%	49%	4%	0%	15%
Very effective (5)	4%	5%	3%	5%	0%	2%	7%	0%	9%	20%	9%	0%	0%	8%
Somewhat effective (4)	0%	8%	2%	0%	0%	1%	7%	0%	0%	0%	40%	4%	0%	7%
- Neither effective nor ineffective (3)	29%	37%	41%	55%	58%	50%	42%	37%	27%	20%	0%	39%	24%	33%
Somewhat ineffective (2)	4%	13%	9%	0%	6%	6%	7%	0%	7%	0%	0%	20%	11%	12%
Very ineffective (1)	64%	37%	45%	40%	36%	41%	37%	63%	56%	59%	51%	37%	65%	40%
- NET: Ineffective (2,1)	67%	50%	54%	40%	42%	47%	44%	63%	64%	59%	51%	57%	76%	52%
Mean	1.761	2.317	2.089	2.305	2.220	2.180	2.393	1.745	1.987	2.220	2.544	2.101	1.590	2.312
Not included in base:														
Decline to Answer	2	3	16	1	12	4	188	2	-	2	3	3	1	9
Not Applicable	48	28	68	27	84	59	1886	17	5	7	3	26	13	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	228 100%	1821 100%
- NET: Effective (5,4)	30%	35%	14%	22%	21%	30%	22%	32%
Very effective (5)	25%	21%	5%	14%	10%	16%	12%	19%
Somewhat effective (4)	6%	15%	8%	8%	11%	14%	11%	13%
- Neither effective nor ineffective (3)	40%	33%	38%	52%	49%	42%	43%	43%
Somewhat ineffective (2)	2%	13%	11%	0%	6%	3%	7%	7%
Very ineffective (1)	28%	18%	38%	27%	25%	25%	27%	18%
- NET: Ineffective (2,1)	30%	31%	49%	27%	31%	28%	34%	25%
Mean	2.975	3.062	2.325	2.829	2.750	2.916	2.719	3.077
Not included in base:								
Decline to Answer	4	3	19	3	16	7	48	324
Not Applicable	68	30	69	32	104	63	299	2361

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	Males										Females																	
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
Valid responders:	28	100%	100%	100%	100%	141	100%	100%	100%	100%	1067	100%	100%	100%	100%	13	100%	100%	100%	100%	88	100%	100%	100%	100%	100%	753	100%
- NET: Effective (5,4)	24%	14%	11%	18%	14%	16%	26%	14%	14%	25%	43%	63%	18%	34%	29%	43%	63%	18%	34%	29%	32%	42%	39%	32%	42%	32%	42%	42%
Very effective (5)	16%	6%	7%	14%	10%	14%	14%	9%	14%	14%	43%	39%	4%	17%	11%	43%	39%	4%	17%	11%	15%	27%	19%	15%	27%	15%	27%	27%
Somewhat effective (4)	8%	8%	4%	5%	6%	11%	12%	5%	5%	11%	0%	24%	14%	17%	18%	0%	24%	14%	17%	18%	18%	15%	18%	15%	18%	15%	15%	15%
- Neither effective nor ineffective (3)	48%	44%	52%	62%	53%	50%	47%	55%	47%	50%	21%	19%	18%	17%	40%	21%	19%	18%	17%	40%	28%	33%	30%	28%	33%	33%	33%	
Somewhat ineffective (2)	0%	14%	6%	0%	4%	7%	0%	4%	0%	7%	7%	12%	18%	0%	8%	7%	12%	18%	0%	8%	11%	7%	11%	11%	7%	7%	7%	7%
Very ineffective (1)	27%	28%	32%	20%	27%	19%	27%	27%	27%	19%	29%	7%	46%	50%	22%	29%	7%	46%	50%	22%	28%	18%	20%	28%	18%	18%	18%	18%
- NET: Ineffective (2,1)	27%	42%	37%	20%	31%	25%	27%	31%	27%	25%	36%	18%	64%	50%	31%	36%	18%	64%	50%	31%	39%	25%	31%	31%	39%	25%	25%	25%
Mean	2.864	2.504	2.482	2.921	2.657	2.945	2.850	2.671	2.850	2.945	3.214	3.764	2.110	2.510	2.877	3.214	3.764	2.110	2.510	2.877	2.796	3.265	3.070	2.796	3.265	3.265	3.265	3.265
Not included in base:																												
Decline to Answer	1	1	14	-	14	5	34	212	3	2	3	5	3	2	14	3	5	3	2	14	14	112	2	2	14	14	112	112
Not Applicable	40	20	39	16	49	164	1421	28	10	30	16	55	24	135	940	28	10	30	16	55	24	135	24	135	940	940	940	940

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 34b.15-3**

**IV. Policies and Practices**

**Q34b. How effective for you have been the following at your institution?**

**Stop-the-tenure-clock for parental or other family reasons**

	White Faculty										Faculty of Color																
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ											
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
<b>Valid responders:</b>	33 100%	100%	100%	100%	100%	166 100%	1287 100%	9	100%	100%	100%	100%	100%	100%	100%	62 100%	533 100%										
- <b>NET: Effective</b> (5,4)	38%	12%	20%	21%	33%	22%	32%	0%	32%	21%	28%	21%	20%	23%	32%												
Very effective	31%	4%	15%	13%	18%	13%	21%	0%	18%	10%	12%	3%	7%	8%	16%												
Somewhat effective	7%	8%	5%	7%	15%	9%	12%	0%	14%	11%	16%	18%	13%	15%	16%												
- <b>Neither effective nor ineffective</b>	37%	40%	55%	53%	43%	46%	43%	52%	30%	27%	39%	41%	40%	36%	41%												
Somewhat ineffective	3%	11%	0%	5%	0%	6%	6%	0%	17%	6%	0%	7%	14%	9%	7%												
Very ineffective	22%	36%	25%	22%	25%	26%	18%	48%	21%	46%	32%	31%	27%	32%	19%												
- <b>NET: Ineffective</b> (2,1)	25%	48%	25%	27%	25%	32%	25%	48%	38%	52%	32%	38%	41%	40%	27%												
<b>Mean</b>	3.227	3.134	2.850	2.856	3.013	2.767	3.099	2.032	2.917	2.326	2.757	2.545	2.593	2.590	3.024												
<b>Not included in base:</b>																											
Decline to Answer	2	3	17	1	12	4	37	2	-	2	2	4	3	11	115												
Not Applicable	48	25	62	27	78	52	243	20	6	7	6	26	12	56	523												



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	55 100%	- 100%	- 100%	- 100%	- 100%	- 100%	257 100%	2066 100%
- NET: Effective (5,4)	13%	5%	19%	16%	23%	23%	19%	25%
Very effective (5)	4%	3%	8%	12%	11%	13%	10%	14%
Somewhat effective (4)	9%	3%	11%	4%	12%	9%	9%	11%
- Neither effective nor ineffective (3)	36%	31%	37%	54%	41%	33%	38%	35%
Somewhat ineffective (2)	10%	13%	9%	0%	9%	10%	9%	10%
Very ineffective (1)	41%	50%	34%	30%	28%	35%	34%	31%
- NET: Ineffective (2,1)	51%	63%	44%	30%	37%	45%	43%	40%
Mean	2.248	1.952	2.490	2.679	2.694	2.557	2.520	2.681

Not included in base:

Decline to Answer	3	2	20	3	17	6	48	302
Not Applicable	55	27	65	35	96	48	271	2138

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	Males										Females											
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	
Valid responders:	39	-	-	-	-	169	1283	16	-	-	88	783	-	-	-	88	783	-	-	-	88	783
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	15%	4%	25%	19%	21%	19%	24%	8%	8%	21%	19%	24%	8%	8%	21%	19%	24%	8%	8%	21%	19%	24%
Very effective (5)	6%	4%	10%	6%	7%	8%	12%	0%	0%	7%	8%	12%	0%	0%	7%	8%	12%	0%	0%	7%	8%	12%
Somewhat effective (4)	9%	0%	14%	6%	14%	11%	12%	8%	8%	14%	11%	12%	8%	8%	14%	11%	12%	8%	8%	14%	11%	12%
- Neither effective nor ineffective (3)	32%	32%	32%	39%	38%	39%	36%	46%	30%	38%	39%	36%	46%	30%	38%	39%	36%	46%	30%	38%	39%	36%
Somewhat ineffective (2)	12%	16%	12%	8%	11%	10%	10%	6%	7%	11%	10%	10%	6%	7%	11%	10%	10%	6%	7%	11%	10%	10%
Very ineffective (1)	41%	48%	31%	18%	30%	33%	30%	40%	54%	30%	33%	30%	40%	54%	30%	33%	30%	40%	54%	30%	33%	30%
- NET: Ineffective (2,1)	53%	64%	43%	18%	41%	43%	40%	46%	61%	41%	43%	40%	46%	61%	41%	43%	40%	46%	61%	41%	43%	40%
Mean	2.262	1.963	2.612	3.026	2.493	2.517	2.649	2.214	1.926	2.564	2.517	2.649	2.214	1.926	2.564	2.517	2.649	2.214	1.926	2.564	2.517	2.649
Not included in base:																						
Decline to Answer	1	-	14	-	14	30	190	2	2	3	30	190	2	2	3	30	190	2	2	3	30	190
Not Applicable	29	14	32	19	43	140	1227	26	12	31	140	1227	26	12	33	140	1227	26	12	33	140	1227

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	41 100%	-	-	-	-	-	186 100%	14 100%	-	-	-	-	-	71 100%
- NET: Effective (5,4)	13%	4%	16%	12%	24%	18%	24%	10%	9%	33%	28%	21%	14%	27%
Very effective (5)	6%	0%	7%	12%	14%	10%	14%	0%	9%	14%	12%	5%	14%	14%
Somewhat effective (4)	8%	4%	9%	0%	10%	9%	10%	10%	0%	18%	16%	15%	0%	11%
- Neither effective nor ineffective (3)	35%	35%	46%	53%	45%	41%	37%	40%	24%	0%	55%	33%	43%	31%
Somewhat ineffective (2)	11%	16%	4%	0%	5%	7%	9%	8%	7%	30%	0%	16%	0%	12%
Very ineffective (1)	41%	46%	34%	35%	26%	33%	31%	41%	59%	38%	16%	31%	43%	30%
- NET: Ineffective (2,1)	52%	62%	38%	35%	31%	40%	39%	49%	67%	67%	16%	47%	43%	50%
Mean	2.263	1.963	2.507	2.542	2.806	2.555	2.674	2.202	1.926	2.424	3.074	2.477	2.433	2.428
Not included in base:														
Decline to Answer	1	2	18	1	12	5	38	2	-	1	3	5	1	10
Not Applicable	40	22	59	30	74	38	223	15	5	6	5	22	10	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	67 100%	- 100%	- 100%	- 100%	- 100%	- 100%	361 100%	2912 100%
- NET: Agree	(5,4) 35%	27%	24%	14%	16%	24%	21%	34%
Strongly agree	(5) 11%	4%	5%	3%	5%	3%	4%	10%
Somewhat agree	(4) 24%	23%	19%	12%	11%	21%	16%	25%
- Neither agree nor disagree	(3) 17%	24%	21%	44%	25%	23%	25%	22%
Somewhat disagree	(2) 27%	30%	30%	23%	26%	31%	28%	24%
Strongly disagree	(1) 21%	19%	25%	19%	33%	22%	26%	20%
- NET: Disagree	(2,1) 48%	49%	55%	42%	59%	52%	54%	44%
Mean	2.773	2.620	2.490	2.562	2.280	2.531	2.451	2.801
<b>Not included in base:</b>								
Decline to Answer	4	-	14	3	9	4	30	224
Not Applicable/ Don't know	42	10	43	24	68	39	184	1370

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	Males										Females											
	CHAR-					All					CHAR-					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	43	-	-	-	-	-	213	1736	24	-	-	-	-	-	148	1176						
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	34%	26%	24%	9%	19%	22%	36%	36%	29%	24%	12%	19%	33%	19%	33%						
Strongly agree	(5)	11%	4%	5%	0%	6%	4%	10%	12%	4%	5%	8%	10%	4%	0%	4%						
Somewhat agree	(4)	24%	22%	19%	9%	13%	17%	26%	25%	24%	18%	16%	23%	15%	19%	23%						
- Neither agree nor disagree	(3)	27%	23%	27%	59%	34%	32%	26%	0%	25%	11%	16%	15%	15%	13%	15%						
Somewhat disagree	(2)	21%	36%	27%	27%	25%	27%	22%	36%	20%	34%	16%	27%	26%	43%	29%						
Strongly disagree	(1)	18%	16%	22%	5%	22%	19%	17%	27%	26%	31%	45%	24%	36%	24%	26%						
- NET: Disagree	(2,1)	39%	51%	49%	32%	47%	46%	38%	64%	46%	66%	60%	72%	66%	67%	52%						
Mean		2.885	2.624	2.590	2.728	2.558	2.615	2.905	2.571	2.613	2.319	2.264	1.997	2.281	2.214	2.649						
Not included in base:																						
Decline to Answer	1	-	9	1	7	2	19	143	3	-	5	2	2	11	80							
Not Applicable/ Don't know	25	5	21	13	41	27	107	821	17	5	21	11	28	77	550							

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	White Faculty										Faculty of Color																	
	CHAR-					ALL					CHAR-					ALL												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ		
Valid responders:	53	100%	100%	100%	100%	270	100%	100%	100%	100%	2191	100%	100%	100%	100%	14	100%	100%	100%	100%	91	100%	100%	100%	100%	720	100%	
- NET: Agree	38%	27%	24%	18%	16%	21%	25%	18%	16%	25%	35%	25%	27%	25%	27%	25%	27%	0%	15%	22%	18%	18%	22%	18%	32%	32%		
Strongly agree	(5)	14%	5%	2%	3%	4%	10%	3%	6%	4%	10%	0%	0%	18%	0%	0%	18%	0%	3%	0%	4%	4%	0%	4%	10%			
Somewhat agree	(4)	24%	22%	21%	14%	17%	25%	14%	10%	21%	25%	25%	27%	7%	0%	25%	27%	0%	12%	22%	14%	14%	22%	14%	22%			
- Neither agree nor disagree	(3)	9%	30%	23%	40%	26%	21%	40%	22%	25%	21%	51%	5%	15%	61%	32%	20%	32%	20%	25%	24%	25%	24%	25%	24%			
Somewhat disagree	(2)	31%	29%	28%	25%	28%	24%	25%	24%	34%	24%	10%	33%	39%	15%	10%	33%	39%	15%	22%	29%	29%	22%	29%	23%			
Strongly disagree	(1)	23%	14%	26%	38%	25%	20%	18%	38%	17%	20%	14%	35%	22%	25%	14%	35%	22%	24%	36%	27%	20%	36%	27%	20%			
- NET: Disagree	(2,1)	54%	43%	54%	43%	53%	44%	43%	62%	51%	44%	24%	68%	60%	39%	24%	68%	60%	53%	58%	57%	43%	58%	57%	43%			
Mean	2.747	2.752	2.463	2.609	2.221	2.472	2.807	2.872	2.232	2.615	2.400	2.271	2.388	2.783	2.747	2.752	2.463	2.609	2.221	2.472	2.807	2.872	2.232	2.615	2.400	2.271	2.388	2.783
Not included in base:																												
Decline to Answer	2	-	14	-	8	4	25	146	2	-	1	3	1	-	5	77												
Not Applicable/ Don't know	27	8	39	20	53	31	151	997	15	2	4	5	15	8	33	373												

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	372 100%	2973 100%
- NET: Agree	(5,4) 22%	20%	25%	14%	12%	23%	18%	29%
Strongly agree	(5) 3%	4%	4%	3%	2%	3%	3%	7%
Somewhat agree	(4) 19%	16%	21%	11%	10%	20%	15%	22%
- Neither agree nor disagree	(3) 21%	23%	20%	43%	24%	24%	25%	24%
Somewhat disagree	(2) 31%	37%	29%	19%	27%	30%	29%	26%
Strongly disagree	(1) 26%	21%	26%	24%	36%	23%	28%	21%
- NET: Disagree	(2,1) 57%	58%	55%	43%	64%	53%	57%	47%
Mean	2.422	2.451	2.482	2.503	2.135	2.507	2.364	2.673
<b>Not included in base:</b>								
Decline to Answer	4	-	14	3	8	4	29	227
Not Applicable/ Don't know	38	11	40	23	63	37	174	1306

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	Males										Females																	
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
Valid responders:	47	100%	100%	100%	100%	227	100%	100%	100%	100%	1792	100%	100%	100%	100%	24	100%	100%	100%	100%	146	100%	100%	100%	100%	100%	1180	100%
- NET: Agree	(5,4)	24%	26%	27%	17%	15%	27%	17%	15%	22%	31%	17%	21%	8%	8%	17%	9%	21%	8%	8%	15%	12%	25%	8%	15%	12%	25%	25%
Strongly agree	(5)	5%	4%	5%	4%	2%	4%	4%	2%	4%	8%	0%	3%	0%	2%	0%	5%	3%	0%	2%	0%	2%	5%	0%	2%	5%	5%	
Somewhat agree	(4)	20%	22%	22%	13%	14%	23%	17%	14%	19%	23%	17%	18%	8%	6%	17%	5%	18%	8%	6%	15%	10%	20%	6%	15%	10%	20%	
- Neither agree nor disagree	(3)	30%	26%	28%	54%	31%	26%	31%	31%	31%	28%	4%	17%	5%	22%	4%	17%	5%	22%	17%	20%	15%	19%	17%	20%	15%	19%	
Somewhat disagree	(2)	24%	33%	25%	17%	31%	27%	24%	31%	27%	24%	44%	43%	24%	23%	44%	43%	24%	23%	24%	35%	31%	29%	24%	23%	35%	29%	
Strongly disagree	(1)	21%	16%	20%	13%	23%	20%	19%	23%	19%	17%	35%	30%	37%	46%	35%	30%	37%	46%	51%	30%	42%	27%	46%	51%	42%	27%	
- NET: Disagree	(2,1)	46%	49%	45%	29%	54%	47%	41%	54%	47%	41%	79%	74%	70%	75%	79%	74%	74%	70%	75%	65%	73%	56%	75%	65%	73%	56%	
Mean		2.625	2.652	2.677	2.792	2.407	2.650	2.599	2.804	2.650	2.804	2.026	2.096	2.136	1.922	2.026	2.096	2.136	1.922	1.831	2.210	1.996	2.474	1.831	2.210	1.996	2.474	
Not included in base:																												
Decline to Answer		1	-	9	1	6	2	18	144	3	144	3	-	5	2	3	-	5	2	2	2	11	83	2	2	11	83	
Not Applicable/ Don't know		21	5	19	11	36	24	95	763	17	763	17	6	21	11	17	6	21	11	28	13	79	543	13	28	79	543	



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	White Faculty										Faculty of Color																	
	CHAR-					ALL					CHAR-					ALL												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ		
Valid responders:	54	100%	100%	100%	100%	277	100%	100%	100%	100%	2234	100%	100%	100%	100%	16	100%	100%	100%	100%	95	100%	100%	100%	100%	738	100%	
- NET: Agree	22%	22%	25%	17%	11%	24%	19%	29%	24%	24%	29%	22%	15%	25%	0%	22%	15%	25%	0%	14%	16%	27%	14%	21%	16%	27%	27%	
Strongly agree	4%	6%	3%	2%	4%	3%	7%	7%	4%	4%	7%	0%	0%	11%	0%	0%	11%	0%	0%	0%	2%	7%	0%	0%	2%	7%	7%	
Somewhat agree	18%	16%	22%	14%	8%	20%	16%	23%	20%	20%	23%	22%	15%	14%	22%	22%	15%	14%	0%	14%	14%	19%	21%	21%	14%	19%	19%	
- Neither agree nor disagree	14%	24%	21%	38%	23%	22%	24%	22%	23%	22%	22%	44%	19%	15%	44%	44%	19%	15%	64%	28%	30%	28%	30%	28%	30%	29%	29%	
Somewhat disagree	34%	40%	29%	21%	25%	35%	29%	27%	35%	35%	27%	23%	28%	29%	23%	23%	28%	13%	33%	13%	27%	23%	13%	13%	27%	23%	23%	
Strongly disagree	30%	15%	25%	24%	42%	19%	28%	21%	42%	19%	21%	12%	37%	31%	12%	12%	37%	22%	25%	36%	30%	36%	25%	36%	30%	21%	21%	
- NET: Disagree	64%	55%	54%	45%	66%	54%	57%	48%	66%	54%	48%	35%	65%	60%	35%	35%	65%	60%	58%	50%	56%	56%	58%	50%	56%	44%	44%	
Mean	2.323	2.578	2.489	2.524	2.050	2.559	2.379	2.668	2.050	2.559	2.668	2.752	2.129	2.450	2.421	2.310	2.345	2.320	2.687	2.320	2.320	2.687	2.320	2.345	2.320	2.687	2.687	
Not included in base:																												
Decline to Answer	2	-	14	-	7	4	24	152	2	-	1	3	1	-	5	75	5	75	5	75	5	75	5	75	5	75	75	75
Not Applicable/ Don't know	26	10	37	19	50	30	145	948	12	1	4	4	13	7	29	358	29	358	29	358	29	358	29	358	29	358	358	358

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	3011 100%
- NET: Agree	(5,4) 61%	52%	52%	32%	47%	52%	48%	50%
Strongly agree	(5) 23%	36%	25%	5%	14%	22%	20%	21%
Somewhat agree	(4) 38%	17%	27%	27%	32%	30%	28%	30%
- Neither agree nor disagree	(3) 18%	23%	31%	38%	27%	21%	28%	25%
Somewhat disagree	(2) 9%	9%	6%	20%	14%	8%	11%	14%
Strongly disagree	(1) 12%	16%	11%	11%	12%	19%	13%	11%
- NET: Disagree	(2,1) 21%	25%	17%	31%	26%	27%	24%	25%
Mean	3.500	3.468	3.493	2.945	3.225	3.283	3.299	3.349
<b>Not included in base:</b>								
Decline to Answer	4	-	14	3	10	4	31	225
Not Applicable/ Don't know	36	16	41	17	63	39	175	1270

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	Males										Females					
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		100%	100%	100%	100%	100%	100%	100%		100%	100%	100%	100%	100%	100%	100%
Valid responders:	46	-	-	-	-	-	221	1802	27	-	-	-	-	-	149	1209
- NET: Agree (5,4)	59%	57%	51%	27%	37%	56%	45%	50%	64%	45%	54%	41%	57%	45%	52%	51%
Strongly agree (5)	20%	42%	26%	0%	10%	26%	20%	20%	28%	25%	23%	14%	19%	15%	19%	21%
Somewhat agree (4)	39%	15%	25%	27%	27%	30%	25%	29%	36%	20%	31%	27%	38%	30%	32%	31%
- Neither agree nor disagree (3)	20%	25%	36%	47%	41%	21%	34%	28%	14%	19%	23%	20%	13%	20%	18%	20%
Somewhat disagree (2)	5%	4%	8%	27%	12%	10%	11%	13%	15%	17%	3%	7%	16%	5%	11%	15%
Strongly disagree (1)	16%	14%	5%	0%	11%	13%	9%	10%	7%	19%	20%	32%	14%	30%	20%	14%
- NET: Disagree (2,1)	20%	19%	14%	27%	22%	23%	20%	22%	22%	36%	23%	39%	30%	35%	31%	29%
Mean	3.427	3.656	3.582	2.999	3.133	3.456	3.363	3.383	3.626	3.143	3.343	2.842	3.321	2.946	3.206	3.299
Not included in base:																
Decline to Answer	1	-	9	1	8	2	20	142	3	-	5	2	2	2	11	83
Not Applicable/ Don't know	22	8	20	8	37	26	99	756	14	7	21	9	26	13	76	515

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	White Faculty					Faculty of Color											
	CHAR-		All			CHAR-		All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ			
Valid responders:	56	100%	100%	100%	100%	277	2266	17	100%	100%	100%	100%	100%	92	745	100%	100%
- NET: Agree	(5,4)	65%	58%	53%	30%	52%	52%	46%	36%	45%	37%	36%	38%	38%	46%	38%	46%
Strongly agree	(5)	26%	45%	24%	6%	18%	22%	12%	9%	29%	0%	6%	12%	10%	17%	10%	17%
Somewhat agree	(4)	39%	13%	29%	24%	33%	30%	34%	28%	16%	37%	30%	26%	28%	29%	28%	29%
- Neither agree nor disagree	(3)	15%	25%	31%	43%	23%	24%	29%	14%	31%	19%	36%	26%	29%	27%	29%	27%
Somewhat disagree	(2)	9%	6%	6%	18%	14%	13%	9%	17%	7%	26%	14%	7%	13%	15%	13%	15%
Strongly disagree	(1)	11%	11%	10%	9%	11%	11%	16%	32%	16%	18%	14%	29%	20%	13%	20%	13%
- NET: Disagree	(2,1)	20%	17%	16%	27%	24%	24%	24%	49%	23%	44%	28%	36%	33%	28%	33%	28%
Mean		3.594	3.746	3.520	2.999	3.332	3.433	3.413	3.391	3.185	2.634	3.356	2.746	2.998	2.838	2.956	3.221
Not included in base:																	
Decline to Answer		2	-	14	-	8	4	25	150	2	-	1	3	2	-	6	75
Not Applicable/ Don't know		24	12	36	15	49	32	144	919	12	4	5	2	14	7	32	351

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	384 100%	3087 100%
- NET: Agree	(5,4) 59%	49%	53%	31%	46%	56%	48%	49%
Strongly agree	(5) 21%	37%	28%	7%	14%	24%	21%	20%
Somewhat agree	(4) 38%	12%	25%	23%	32%	32%	27%	29%
- Neither agree nor disagree	(3) 16%	25%	27%	35%	25%	18%	25%	25%
Somewhat disagree	(2) 11%	11%	9%	23%	18%	9%	14%	15%
Strongly disagree	(1) 15%	15%	11%	11%	11%	17%	12%	12%
- NET: Disagree	(2,1) 25%	26%	20%	35%	29%	26%	26%	26%
Mean	3.393	3.460	3.506	2.920	3.197	3.369	3.307	3.315
<b>Not included in base:</b>								
Decline to Answer	4	-	14	3	9	4	30	223
Not Applicable/ Don't know	33	12	38	19	57	35	162	1196

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	Males										Females					
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ			CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
							20%	27%	34%							
Valid responders:	49	-	-	-	-	-	232	1861	28	-	-	-	-	-	152	1226
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	53%	51%	30%	38%	62%	47%	50%	58%	43%	57%	32%	55%	43%	50%	49%
Strongly agree	(5)	21%	29%	4%	13%	28%	23%	20%	20%	29%	26%	16%	15%	14%	19%	19%
Somewhat agree	(4)	37%	11%	22%	27%	34%	24%	29%	38%	14%	31%	16%	40%	29%	31%	29%
- Neither agree nor disagree	(3)	20%	27%	34%	43%	18%	32%	27%	10%	22%	15%	16%	12%	19%	15%	21%
Somewhat disagree	(2)	5%	7%	10%	27%	16%	13%	13%	21%	17%	8%	16%	21%	10%	15%	17%
Strongly disagree	(1)	17%	13%	5%	10%	11%	8%	10%	10%	18%	20%	37%	12%	28%	19%	14%
- NET: Disagree	(2,1)	22%	20%	15%	27%	20%	21%	23%	32%	35%	28%	53%	33%	38%	34%	31%
Mean		3.406	3.620	3.599	3.072	3.145	3.404	3.373	3.370	3.173	3.343	2.580	3.253	2.915	3.159	3.227
Not included in base:																
Decline to Answer		1	-	9	1	7	2	19	3	-	5	2	2	2	11	82
Not Applicable/ Don't know		19	6	18	8	34	23	89	13	6	21	11	23	12	73	498

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	White Faculty										Faculty of Color																
	CHAR-					ALL					CHAR-					ALL											
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	
Valid responders:	60	100%	100%	100%	100%	288	100%	100%	100%	100%	2327	100%	100%	100%	100%	17	100%	100%	100%	100%	96	100%	100%	100%	100%	760	100%
- NET: Agree	(5,4)	58%	56%	29%	52%	53%	62%	51%	51%	51%	60%	24%	37%	37%	33%	39%	34%	44%	44%	44%	34%	34%	34%	34%	34%	34%	44%
Strongly agree	(5)	23%	48%	10%	18%	28%	25%	21%	21%	21%	12%	8%	29%	0%	5%	11%	10%	17%	17%	17%	10%	10%	10%	10%	10%	17%	
Somewhat agree	(4)	35%	10%	28%	19%	34%	34%	30%	30%	30%	48%	17%	7%	37%	28%	28%	24%	27%	27%	27%	24%	24%	24%	24%	24%	27%	
- Neither agree nor disagree	(3)	16%	24%	25%	20%	23%	16%	24%	24%	24%	16%	28%	40%	19%	36%	25%	32%	27%	27%	27%	32%	32%	32%	32%	32%	27%	
Somewhat disagree	(2)	11%	8%	9%	23%	14%	10%	15%	15%	15%	9%	18%	7%	26%	18%	6%	15%	15%	15%	15%	15%	15%	15%	15%	15%	15%	
Strongly disagree	(1)	14%	10%	10%	10%	10%	12%	11%	11%	11%	16%	29%	16%	18%	13%	30%	19%	14%	14%	14%	19%	19%	19%	19%	14%		
- NET: Disagree	(2,1)	26%	18%	19%	28%	24%	22%	25%	25%	25%	24%	48%	23%	44%	31%	36%	34%	29%	29%	29%	34%	34%	34%	34%	29%		
Mean		3.414	3.771	3.549	2.970	3.320	3.546	3.442	3.356	3.319	2.553	3.273	2.746	2.934	2.845	2.901	3.191	3.191	3.191	3.191	2.901	2.901	2.901	2.901	3.191		
Not included in base:																											
Decline to Answer	2	-	14	-	8	4	25	150	150	150	2	-	1	3	1	-	5	73	73	73	5	5	5	5	73		
Not Applicable/ Don't know	21	10	33	17	44	29	133	857	857	857	12	2	5	2	13	6	29	339	339	339	29	29	29	29	339		

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-1

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	CHAR-		All					All
	LOTFE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	553 100%	4327 100%
- NET: Satisfied (5,4)	37%	58%	50%	47%	43%	47%	48%	53%
Very satisfied (5)	9%	15%	14%	16%	12%	8%	12%	16%
Somewhat satisfied (4)	28%	43%	37%	32%	31%	40%	35%	37%
- Neither satisfied nor dissatisfied (3)	12%	15%	12%	7%	10%	11%	11%	10%
Somewhat dissatisfied (2)	31%	18%	24%	34%	32%	26%	28%	25%
Very dissatisfied (1)	19%	8%	14%	12%	15%	16%	14%	12%
- NET: Dissatisfied (2,1)	51%	27%	38%	46%	47%	42%	41%	37%
Mean	2.761	3.383	3.125	3.056	2.938	2.971	3.052	3.197

Not included in base:

Decline to Answer	3	-	10	3	6	4	22	179
Not Applicable	-	-	-	-	-	-	-	-



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-2

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	Males										Females														
	All					All					All					All									
	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	68	-	-	-	-	327	2594	42	-	-	-	-	-	-	-	226	1733	-	-	-	-	-	-	226	1733
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	41%	47%	45%	51%	50%	44%	53%	31%	75%	58%	42%	36%	53%	49%	53%										
Very satisfied	7%	10%	13%	13%	15%	6%	12%	13%	24%	14%	20%	8%	11%	13%	17%										
Somewhat satisfied	34%	38%	32%	38%	34%	39%	37%	18%	50%	44%	22%	27%	42%	36%	37%										
- Neither satisfied nor dissatisfied	12%	19%	16%	8%	13%	14%	11%	12%	9%	6%	4%	7%	6%	7%	8%										
Somewhat dissatisfied	26%	22%	28%	32%	26%	26%	24%	41%	13%	19%	37%	38%	28%	29%	26%										
Very dissatisfied	21%	12%	11%	8%	12%	17%	12%	16%	3%	17%	17%	19%	12%	16%	13%										
- NET: Dissatisfied (2,1)	47%	34%	39%	41%	38%	43%	36%	57%	16%	36%	54%	57%	41%	45%	39%										
Mean	2.793	3.113	3.081	3.155	3.155	2.900	3.079	3.209	2.709	3.804	3.188	2.906	2.677	3.111	3.013	3.178									
Not included in base:																									
Decline to Answer	1	-	6	1	3	2	12	106	2	-	4	2	2	2	11	73									
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-									

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-3

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	White Faculty										Faculty of Color									
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ				
Valid responders:	81	-	-	-	-	-	429	3215	29	-	-	-	-	-	124	1112				
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%				
- NET: Satisfied (5,4)	39%	61%	53%	44%	43%	52%	49%	54%	31%	49%	31%	62%	44%	31%	42%	50%				
Very satisfied (5)	10%	18%	14%	17%	14%	9%	14%	17%	7%	7%	10%	12%	6%	3%	7%	13%				
Somewhat satisfied (4)	29%	43%	39%	27%	28%	43%	36%	37%	24%	42%	21%	50%	38%	28%	35%	37%				
- Neither satisfied nor dissatisfied (3)	9%	15%	10%	6%	10%	10%	10%	9%	21%	16%	22%	9%	11%	13%	14%	11%				
Somewhat dissatisfied (2)	32%	19%	22%	37%	33%	26%	28%	26%	28%	18%	37%	21%	27%	30%	27%	24%				
Very dissatisfied (1)	20%	5%	14%	12%	14%	12%	13%	11%	19%	18%	10%	9%	18%	27%	17%	15%				
- NET: Dissatisfied (2,1)	52%	24%	36%	50%	47%	38%	40%	37%	47%	35%	47%	29%	44%	56%	44%	38%				
Mean	2.775	3.494	3.171	2.984	2.957	3.106	3.104	3.231	2.721	3.039	2.852	3.365	2.889	2.505	2.872	3.097				
Not included in base:																				
Decline to Answer	1	-	9	-	4	4	18	119	2	-	1	3	1	-	5	59				
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-1

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	CHAR- IOTFE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	549 100%	4320 100%
- NET: Satisfied (5,4)	33%	31%	41%	27%	30%	36%	33%	38%
Very satisfied (5)	5%	2%	18%	7%	7%	9%	9%	10%
Somewhat satisfied (4)	29%	29%	22%	20%	23%	27%	24%	28%
- Neither satisfied nor dissatisfied (3)	22%	13%	18%	19%	13%	16%	15%	14%
Somewhat dissatisfied (2)	33%	39%	25%	38%	34%	34%	33%	32%
Very dissatisfied (1)	11%	16%	16%	17%	23%	15%	19%	16%
- NET: Dissatisfied (2,1)	44%	56%	42%	54%	57%	49%	51%	48%
Mean	2.834	2.613	3.013	2.625	2.556	2.801	2.726	2.830
<b>Not included in base:</b>								
Decline to Answer	3	1	11	3	6	7	27	176
Not Applicable	-	-	-	-	-	-	-	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-2

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	Males										Females															
	All Peers					All Univ					CHAR-LOTTE					All Peers					All Univ					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	68	-	-	-	-	326	2589	42	-	-	-	-	-	-	-	222	1731	-	-	-	-	-	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	42%	32%	42%	33%	30%	41%	41%	20%	31%	38%	17%	29%	25%	30%	33%											
Very satisfied (5)	5%	3%	20%	9%	9%	13%	11%	4%	0%	16%	4%	4%	0%	6%	7%											
Somewhat satisfied (4)	37%	28%	22%	25%	22%	24%	30%	16%	31%	22%	12%	25%	24%	26%												
- Neither satisfied nor dissatisfied (3)	28%	18%	24%	24%	19%	20%	17%	13%	4%	8%	12%	6%	13%	11%												
Somewhat dissatisfied (2)	23%	34%	27%	29%	35%	31%	29%	50%	48%	24%	50%	33%	43%	35%												
Very dissatisfied (1)	7%	16%	7%	14%	17%	13%	13%	16%	17%	30%	21%	32%	19%	21%												
- NET: Dissatisfied (2,1)	30%	50%	33%	43%	51%	44%	42%	67%	65%	54%	71%	64%	62%	57%												
Mean	3.094	2.693	3.226	2.843	2.707	2.980	2.975	2.412	2.486	2.699	2.293	2.376	2.435	2.614												
Not included in base:																										
Decline to Answer	1	-	6	1	3	13	104	2	1	5	2	2	4	14	72											
Not Applicable	-	-	-	-	-	-	6	-	-	-	-	-	-	-	3											

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-3

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	White Faculty										Faculty of Color											
	CHAR-					All					CHAR-					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	81	-	-	-	-	-	427	3213	29	-	-	-	-	-	122	1107						
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	31%	31%	41%	29%	31%	34%	34%	38%	41%	32%	39%	15%	27%	40%	31%	36%						
Very satisfied (5)	5%	3%	19%	8%	8%	10%	11%	10%	3%	0%	15%	0%	2%	4%	4%	8%						
Somewhat satisfied (4)	25%	29%	22%	21%	22%	24%	23%	28%	38%	32%	23%	15%	25%	36%	27%	28%						
- Neither satisfied nor dissatisfied (3)	21%	12%	17%	19%	11%	14%	14%	13%	26%	14%	20%	21%	18%	21%	19%	17%						
Somewhat dissatisfied (2)	36%	38%	26%	35%	33%	37%	33%	32%	26%	43%	21%	47%	35%	21%	32%	31%						
Very dissatisfied (1)	12%	18%	16%	17%	25%	14%	19%	16%	6%	11%	20%	17%	20%	18%	18%	17%						
- NET: Dissatisfied (2,1)	48%	56%	42%	52%	58%	52%	52%	48%	33%	54%	41%	64%	55%	39%	51%	47%						
Mean	2.757	2.598	3.028	2.693	2.558	2.782	2.745	2.842	3.049	2.665	2.925	2.335	2.552	2.872	2.661	2.797						
Not included in base:																						
Decline to Answer	1	-	10	-	4	5	20	116	2	1	1	3	1	2	7	59						
Not Applicable	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	5						

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38a-1**

**V. Climate, Culture, and Collegiality**

**Q38a. Please indicate your level of satisfaction with the following.**

**Your immediate supervisor is evaluating your work fairly**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	526 100%	3931 100%
- NET: Satisfied (5,4)	80%	70%	79%	82%	72%	69%	74%	75%
Very satisfied (5)	55%	40%	49%	37%	46%	44%	45%	46%
Somewhat satisfied (4)	25%	30%	29%	45%	26%	24%	29%	28%
- Neither satisfied nor dissatisfied (3)	7%	13%	7%	8%	11%	13%	10%	10%
Somewhat dissatisfied (2)	6%	8%	10%	3%	10%	13%	10%	8%
Very dissatisfied (1)	6%	9%	5%	7%	7%	5%	6%	7%
- NET: Dissatisfied (2,1)	12%	17%	15%	10%	17%	18%	16%	15%
Mean	4.173	3.842	4.083	4.017	3.940	3.903	3.966	3.995
<b>Not included in base:</b>								
Decline to Answer	4	-	11	3	9	7	29	215
Not Applicable	2	4	1	2	13	1	20	360

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38a-2**

**V. Climate, Culture, and Collegiality**

**Q38a. Please indicate your level of satisfaction with the following.**

**Your immediate supervisor is evaluating your work fairly**

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	67	-	-	-	-	-	310	2345	40	-	-	-	-	-	-	216	1586	-	-	-	-	-	-	216	1586
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	82%	67%	81%	91%	71%	75%	76%	76%	78%	74%	75%	67%	73%	57%	70%	73%									
Very satisfied (5)	60%	31%	48%	41%	46%	49%	45%	46%	47%	54%	51%	30%	47%	35%	45%	47%									
Somewhat satisfied (4)	22%	36%	33%	51%	26%	26%	32%	29%	31%	20%	24%	36%	26%	21%	25%	26%									
<b>- Neither satisfied nor dissatisfied (3)</b>	6%	17%	6%	6%	11%	10%	10%	11%	10%	7%	8%	11%	10%	18%	11%	9%									
Somewhat dissatisfied (2)	5%	6%	5%	0%	9%	8%	7%	7%	7%	11%	16%	9%	10%	25%	14%	10%									
Very dissatisfied (1)	7%	10%	7%	3%	8%	7%	7%	6%	5%	7%	2%	14%	7%	0%	5%	7%									
<b>- NET: Dissatisfied (2,1)</b>	12%	16%	13%	3%	18%	15%	14%	13%	12%	18%	17%	22%	17%	25%	19%	17%									
<b>Mean</b>	4.222	3.719	4.093	4.263	3.912	4.022	3.999	4.021	4.092	4.034	4.069	3.609	3.971	3.673	3.920	3.956									
<b>Not included in base:</b>																									
Decline to Answer	1	-	7	1	6	4	17	134	3	-	4	2	3	3	12	81									
Not Applicable	1	2	-	-	9	1	12	221	1	2	1	2	4	-	8	139									

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38a-3**

**V. Climate, Culture, and Collegiality**

**Q38a. Please indicate your level of satisfaction with the following.**

**Your immediate supervisor is evaluating your work fairly**

	White Faculty										Faculty of Color															
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ										
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
<b>Valid responders:</b>	79 100%	100%	100%	100%	100%	412 100%	2913 100%	28 100%	100%	100%	100%	100%	100%	100%	100%	114 100%	1018 100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Satisfied (5,4)</b>	83%	69%	79%	83%	72%	66%	74%	75%	72%	72%	72%	72%	76%	80%	74%	79%	73%	76%	73%	76%	73%	76%	73%	76%	73%	73%
Very satisfied (5)	56%	47%	50%	37%	45%	44%	45%	48%	53%	53%	53%	53%	47%	35%	50%	46%	43%	44%	43%	44%	43%	44%	43%	44%	43%	43%
Somewhat satisfied (4)	27%	22%	29%	46%	27%	22%	28%	28%	19%	19%	19%	19%	29%	44%	24%	33%	30%	32%	30%	32%	30%	32%	30%	32%	30%	30%
- <b>Neither satisfied nor dissatisfied (3)</b>	5%	15%	8%	7%	11%	16%	11%	10%	14%	14%	14%	14%	0%	12%	9%	4%	12%	9%	4%	7%	12%	9%	4%	7%	12%	
Somewhat dissatisfied (2)	8%	8%	8%	2%	9%	15%	9%	8%	0%	0%	0%	0%	17%	8%	11%	9%	8%	11%	9%	11%	8%	11%	9%	11%	8%	8%
Very dissatisfied (1)	4%	7%	5%	9%	8%	4%	6%	7%	13%	13%	13%	13%	7%	0%	6%	8%	7%	6%	8%	7%	7%	6%	8%	7%	7%	7%
- <b>NET: Dissatisfied (2,1)</b>	12%	16%	13%	11%	17%	18%	16%	15%	13%	13%	13%	13%	24%	8%	17%	17%	15%	17%	15%	17%	15%	17%	15%	17%	15%	15%
<b>Mean</b>	4.240	3.926	4.108	4.005	3.909	3.875	3.970	4.014	3.984	3.557	3.922	4.065	4.020	4.005	3.952	3.941	3.941	3.952	3.941	3.952	3.941	3.952	3.941	3.952	3.941	3.941
<b>Not included in base:</b>																										
Decline to Answer	2	-	9	-	7	5	21	145	2	-	2	3	2	2	2	8	70	2	2	2	8	2	2	8	70	70
Not Applicable	1	2	1	2	8	1	14	277	1	2	1	14	277	1	2	1	14	277	1	2	1	14	277	1	2	83



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38b-1**

**V. Climate, Culture, and Collegiality**

**Q38b. Please indicate your level of satisfaction with the following.**

**The interest senior faculty take in your professional development**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	4278 100%
- NET: Satisfied (5,4)	64%	61%	53%	53%	56%	52%	55%	59%
Very satisfied (5)	29%	34%	18%	28%	28%	31%	27%	28%
Somewhat satisfied (4)	35%	27%	35%	25%	28%	21%	28%	31%
- Neither satisfied nor dissatisfied (3)	12%	16%	17%	14%	13%	17%	15%	13%
Somewhat dissatisfied (2)	12%	15%	13%	20%	17%	19%	16%	16%
Very dissatisfied (1)	12%	8%	16%	13%	15%	12%	14%	11%
- NET: Dissatisfied (2,1)	24%	23%	29%	33%	31%	31%	30%	28%
Mean	3.572	3.640	3.267	3.353	3.383	3.396	3.383	3.481
<b>Not included in base:</b>								
Decline to Answer	4	-	11	3	6	6	26	190
Not Applicable	-	-	-	-	2	-	2	38

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38b-2**

**V. Climate, Culture, and Collegiality**

**Q38b. Please indicate your level of satisfaction with the following.**

**The interest senior faculty take in your professional development**

	Males										Females												
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
<b>Valid responders:</b>	68	100%	100%	100%	100%	325	100%	100%	100%	100%	41	100%	100%	100%	100%	222	100%	100%	100%	100%	222	100%	100%
- <b>NET: Satisfied (5,4)</b>	65%	59%	51%	58%	59%	58%	59%	51%	58%	59%	63%	64%	45%	57%	54%	36%	51%	58%	58%	58%	51%	58%	58%
Very satisfied	(5)	28%	35%	20%	28%	27%	39%	22%	28%	27%	31%	33%	16%	28%	36%	15%	27%	28%	28%	28%	27%	28%	28%
Somewhat satisfied	(4)	37%	24%	40%	23%	31%	20%	36%	36%	32%	32%	30%	29%	29%	18%	22%	24%	30%	30%	30%	24%	30%	30%
- <b>Neither satisfied nor dissatisfied (3)</b>	12%	16%	11%	11%	11%	15%	11%	16%	16%	14%	11%	17%	27%	0%	8%	29%	16%	12%	12%	16%	12%	12%	
Somewhat dissatisfied	(2)	8%	15%	13%	18%	17%	17%	18%	18%	16%	18%	13%	13%	18%	15%	22%	16%	17%	17%	17%	16%	17%	17%
Very dissatisfied	(1)	15%	9%	16%	6%	11%	12%	8%	8%	10%	8%	7%	16%	25%	23%	13%	18%	13%	13%	13%	18%	13%	13%
- <b>NET: Dissatisfied (2,1)</b>	23%	25%	29%	26%	26%	27%	29%	26%	26%	26%	26%	20%	28%	43%	37%	35%	34%	29%	29%	34%	29%	29%	29%
<b>Mean</b>	3.552	3.598	3.338	3.475	3.446	3.468	3.578	3.446	3.446	3.505	3.606	3.706	3.163	3.170	3.306	3.036	3.259	3.445	3.445	3.445	3.445	3.445	3.445
<b>Not included in base:</b>																							
Decline to Answer	1	-	6	1	3	13	3	3	3	118	3	-	5	2	3	3	13	71	71	71	71	71	71
Not Applicable	-	-	-	-	1	1	-	1	-	31	-	-	-	-	1	-	1	6	6	6	6	6	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-3

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

	White Faculty										Faculty of Color													
	CHAR-					ALL					CHAR-					ALL								
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	3187 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	120 100%	1092 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%
- NET: Satisfied (5,4)	63%	62%	55%	63%	58%	51%	57%	60%	68%	58%	42%	15%	51%	53%	48%	58%	58%	42%	15%	51%	53%	48%	58%	58%
Very satisfied (5)	32%	36%	19%	31%	31%	29%	28%	28%	21%	29%	16%	15%	21%	40%	24%	26%	26%	16%	15%	21%	40%	24%	26%	26%
Somewhat satisfied (4)	30%	26%	37%	31%	27%	23%	29%	31%	47%	29%	26%	0%	30%	13%	24%	32%	30%	26%	0%	30%	13%	24%	32%	32%
- Neither satisfied nor dissatisfied (3)	12%	18%	16%	8%	8%	17%	13%	12%	13%	12%	25%	36%	23%	19%	22%	16%	16%	25%	36%	23%	19%	22%	16%	16%
Somewhat dissatisfied (2)	15%	13%	13%	15%	19%	18%	16%	17%	4%	18%	17%	41%	11%	23%	18%	14%	14%	17%	41%	11%	23%	18%	14%	14%
Very dissatisfied (1)	11%	7%	16%	14%	15%	14%	14%	11%	16%	12%	17%	8%	15%	5%	12%	12%	11%	17%	8%	15%	5%	12%	12%	12%
- NET: Dissatisfied (2,1)	26%	21%	28%	29%	33%	32%	30%	28%	20%	30%	33%	50%	26%	28%	30%	26%	26%	33%	50%	26%	28%	30%	26%	26%
Mean	3.586	3.697	3.297	3.504	3.409	3.342	3.408	3.486	3.534	3.462	3.081	2.714	3.315	3.598	3.292	3.464	3.586	3.697	3.297	3.504	3.409	3.342	3.408	3.486
Not included in base:																								
Decline to Answer	2	-	9	-	4	4	18	125	2	-	2	3	2	2	8	65	2	-	2	3	2	2	8	65
Not Applicable	-	-	-	-	1	-	1	23	-	-	-	-	1	-	1	15	-	-	-	-	1	-	1	15

Table 38c-1

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	106 100%	100%	100%	100%	100%	100%	530 100%	4112 100%
- NET: Satisfied (5,4)	52%	49%	45%	38%	42%	54%	45%	52%
Very satisfied (5)	21%	27%	25%	17%	25%	29%	25%	27%
Somewhat satisfied (4)	30%	22%	20%	21%	17%	25%	20%	25%
- Neither satisfied nor dissatisfied (3)	12%	21%	22%	14%	19%	14%	18%	17%
Somewhat dissatisfied (2)	17%	18%	18%	28%	20%	17%	20%	17%
Very dissatisfied (1)	19%	12%	16%	20%	19%	15%	17%	14%
- NET: Dissatisfied (2,1)	36%	30%	33%	48%	39%	32%	36%	30%
Mean	3.179	3.336	3.215	2.867	3.104	3.351	3.177	3.354
<b>Not included in base:</b>								
Decline to Answer	3	1	12	3	7	4	27	194
Not Applicable	4	4	3	2	6	3	18	200

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38c-2**

**V. Climate, Culture, and Collegiality**

**Q38c. Please indicate your level of satisfaction with the following.**

**Your opportunities to collaborate with senior faculty**

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	68	-	-	-	-	318	2489	38	-	-	-	-	-	-	-	212	1623	-	-	-	-	-	-	212	1623
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	55%	54%	41%	41%	42%	59%	56%	46%	39%	31%	33%	44%	43%	39%	47%										
Very satisfied	(5)	23%	30%	15%	24%	30%	29%	18%	24%	18%	20%	27%	24%	24%	24%										
Somewhat satisfied	(4)	32%	24%	26%	17%	29%	27%	28%	15%	13%	13%	17%	16%	15%	23%										
<b>- Neither satisfied nor dissatisfied</b>	(3)	14%	17%	15%	21%	19%	17%	10%	28%	31%	4%	18%	16%	21%											
Somewhat dissatisfied	(2)	10%	17%	18%	33%	23%	15%	29%	21%	18%	20%	17%	13%	17%	19%										
Very dissatisfied	(1)	21%	12%	13%	6%	17%	12%	15%	12%	20%	42%	21%	28%	23%	17%										
<b>- NET: Dissatisfied (2,1)</b>	31%	29%	31%	39%	39%	28%	27%	44%	33%	37%	62%	38%	41%	40%	36%										
<b>Mean</b>	3.250	3.421	3.411	3.108	3.097	3.528	3.302	3.460	3.051	3.180	2.924	3.114	3.000	2.990	3.191										
<b>Not included in base:</b>																									
Decline to Answer	1	-	7	1	4	2	14	123	2	1	5	2	3	2	13	71									
Not Applicable	-	1	1	1	2	2	7	88	4	3	2	1	4	1	11	112									

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 38c-3**

**V. Climate, Culture, and Collegiality**

**Q38c. Please indicate your level of satisfaction with the following.**

**Your opportunities to collaborate with senior faculty**

	White Faculty										Faculty of Color																		
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ													
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5				
<b>Valid responders:</b>	77	100%	100%	100%	100%	412	100%	100%	100%	100%	3051	100%	100%	100%	100%	28	100%	100%	100%	100%	119	100%	100%	100%	100%	1061			
- <b>NET: Satisfied (5,4)</b>	48%	47%	45%	44%	52%	46%	41%	41%	44%	52%	52%	62%	55%	43%	23%	38%	58%	58%	43%	52%	43%	52%	58%	43%	52%	52%			
Very satisfied (5)	23%	27%	25%	27%	29%	26%	20%	20%	27%	29%	28%	16%	26%	30%	6%	22%	29%	24%	25%	25%	24%	25%	24%	24%	25%	25%			
Somewhat satisfied (4)	24%	20%	21%	18%	23%	20%	22%	18%	18%	23%	25%	46%	30%	12%	17%	16%	29%	20%	27%	27%	20%	27%	29%	20%	27%	27%			
- <b>Neither satisfied nor dissatisfied (3)</b>	12%	22%	23%	18%	18%	20%	18%	18%	18%	18%	18%	13%	17%	11%	0%	22%	0%	13%	17%	17%	13%	17%	0%	13%	17%				
Somewhat dissatisfied (2)	19%	22%	16%	20%	16%	18%	20%	20%	20%	16%	17%	10%	8%	26%	62%	19%	22%	24%	16%	16%	24%	16%	24%	24%	16%	16%			
Very dissatisfied (1)	21%	10%	15%	18%	13%	16%	21%	21%	18%	13%	13%	15%	19%	20%	14%	21%	20%	15%	15%	15%	20%	20%	20%	20%	15%	15%			
- <b>NET: Dissatisfied (2,1)</b>	40%	31%	31%	38%	29%	34%	41%	41%	38%	29%	30%	25%	27%	46%	77%	41%	42%	44%	31%	31%	44%	44%	42%	44%	31%	31%			
<b>Mean</b>	3.103	3.332	3.240	3.153	3.385	3.220	3.368	3.384	3.346	3.067	2.978	3.241	3.031	3.313	3.384	3.346	3.067	2.978	3.241	3.031	3.313	3.384	3.346	3.067	2.978	3.241	3.031	3.313	
<b>Not included in base:</b>																													
Decline to Answer	1	1	10	4	4	20	129	2	2	3	7	65	7	65	65	65	65	65	65	65	65	65	65	65	65	65	65		
Not Applicable	4	3	3	2	4	3	15	154	1	1	2	3	4	3	15	154	1	1	2	3	4	3	15	154	1	1	2	3	4

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39a-1**

**V. Climate, Culture, and Collegiality**

**Q39a. Please indicate your level of satisfaction with the following.**

**The amount of professional interaction you have with senior colleagues in your department**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	546 100%	4283 100%
- NET: Satisfied (5,4)	63%	59%	50%	48%	54%	58%	54%	58%
Very satisfied	(5) 27%	29%	27%	23%	27%	34%	28%	28%
Somewhat satisfied	(4) 36%	30%	22%	25%	27%	24%	25%	29%
- Neither satisfied nor dissatisfied	(3) 11%	13%	19%	17%	13%	16%	16%	14%
Somewhat dissatisfied	(2) 15%	16%	15%	15%	21%	13%	17%	18%
Very dissatisfied	(1) 12%	13%	16%	20%	12%	12%	14%	11%
- NET: Dissatisfied (2,1)	26%	29%	31%	35%	33%	26%	31%	28%
Mean	3.516	3.462	3.295	3.167	3.372	3.540	3.373	3.471
<b>Not included in base:</b>								
Decline to Answer	3	-	11	3	6	4	24	190
Not Applicable	-	-	1	-	4	1	6	33

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39a-2**

**V. Climate, Culture, and Collegiality**

**Q39a. Please indicate your level of satisfaction with the following.**

**The amount of professional interaction you have with senior colleagues in your department**

	Males										Females																					
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ																
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All
<b>Valid responders:</b>	68	100%	100%	100%	100%	327	100%	100%	100%	100%	2568	100%	100%	100%	100%	42	100%	100%	100%	100%	218	100%	100%	100%	100%	100%	100%	100%	100%	100%	1714	100%
- <b>NET: Satisfied (5,4)</b>	65%	62%	54%	45%	53%	64%	56%	60%	59%	54%	54%	44%	44%	53%	55%	59%	54%	44%	53%	55%	44%	44%	53%	44%	50%	55%	55%	55%	55%	55%	55%	
Very satisfied (5)	28%	28%	31%	25%	26%	38%	30%	30%	25%	30%	30%	30%	21%	20%	30%	25%	30%	21%	20%	30%	27%	27%	26%	27%	26%	26%	26%	26%	26%	26%	26%	
Somewhat satisfied (4)	37%	34%	22%	20%	28%	26%	26%	30%	34%	24%	24%	23%	33%	25%	18%	34%	24%	23%	33%	25%	18%	24%	24%	18%	24%	28%	28%	28%	28%	28%	28%	
- <b>Neither satisfied nor dissatisfied (3)</b>	9%	13%	15%	26%	15%	9%	15%	13%	14%	13%	14%	13%	26%	3%	11%	14%	13%	26%	3%	11%	33%	17%	33%	17%	15%	15%	15%	15%	15%	15%	15%	
Somewhat dissatisfied (2)	12%	13%	14%	20%	24%	17%	18%	17%	20%	20%	17%	18%	20%	7%	17%	20%	20%	16%	7%	17%	6%	14%	6%	14%	18%	18%	18%	18%	18%	18%	18%	
Very dissatisfied (1)	15%	13%	17%	9%	7%	10%	11%	9%	7%	14%	9%	11%	7%	37%	17%	7%	14%	15%	37%	17%	17%	18%	17%	18%	13%	13%	13%	13%	13%	13%	13%	
- <b>NET: Dissatisfied (2,1)</b>	26%	25%	32%	28%	31%	27%	29%	27%	27%	31%	27%	29%	27%	44%	33%	27%	33%	30%	44%	34%	23%	33%	23%	33%	31%	31%	31%	31%	31%	31%	31%	
<b>Mean</b>	3.519	3.524	3.359	3.340	3.403	3.651	3.451	3.535	3.512	3.365	3.365	3.451	3.535	2.906	3.313	3.512	3.365	3.198	2.906	3.334	3.313	3.256	3.375	3.375	3.375	3.375	3.375	3.375	3.375	3.375	3.375	
<b>Not included in base:</b>																																
Decline to Answer	1	-	6	1	3	2	12	118	2	-	5	2	3	2	12	118	2	-	5	2	3	2	12	12	71	71	71	71	71	71	71	
Not Applicable	-	-	-	-	-	-	-	13	-	-	1	-	4	1	6	20	-	-	1	-	4	1	6	20	20	20	20	20	20	20	20	



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39a-3**

**V. Climate, Culture, and Collegiality**

**Q39a. Please indicate your level of satisfaction with the following.**

**The amount of professional interaction you have with senior colleagues in your department**

	White Faculty										Faculty of Color																
	CHAR- LOTTE					All Univ					CHAR- LOTTE					All Univ											
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
<b>Valid responders:</b>	81	100%	100%	100%	100%	423	100%	100%	100%	100%	3181	100%	100%	100%	100%	29	100%	100%	100%	100%	123	100%	100%	100%	100%	1102	100%
- <b>NET: Satisfied (5,4)</b>	60%	58%	50%	54%	59%	54%	58%	54%	54%	58%	58%	69%	61%	46%	23%	53%	55%	51%	57%	57%	51%	51%	55%	55%	51%	57%	57%
Very satisfied (5)	31%	31%	27%	28%	34%	29%	29%	28%	28%	29%	29%	15%	22%	28%	15%	25%	34%	26%	26%	26%	26%	26%	34%	26%	26%	26%	26%
Somewhat satisfied (4)	29%	27%	23%	26%	24%	25%	29%	29%	26%	29%	29%	54%	39%	19%	9%	28%	22%	25%	31%	31%	25%	25%	22%	25%	31%	31%	
- <b>Neither satisfied nor dissatisfied (3)</b>	9%	13%	18%	12%	18%	15%	13%	15%	12%	18%	13%	17%	11%	25%	27%	16%	10%	16%	15%	15%	16%	10%	16%	15%	16%	15%	
Somewhat dissatisfied (2)	19%	15%	13%	22%	13%	15%	18%	15%	22%	13%	18%	4%	17%	23%	50%	20%	15%	22%	17%	17%	22%	22%	15%	22%	17%	17%	
Very dissatisfied (1)	12%	13%	18%	12%	10%	15%	11%	15%	12%	10%	11%	11%	12%	6%	0%	12%	19%	11%	11%	11%	11%	19%	11%	11%	11%	11%	
- <b>NET: Dissatisfied (2,1)</b>	31%	29%	31%	33%	23%	30%	29%	30%	33%	23%	29%	15%	28%	29%	50%	31%	35%	33%	28%	28%	33%	35%	33%	33%	28%	28%	
<b>Mean</b>	3.491	3.473	3.279	3.380	3.596	3.387	3.481	3.586	3.428	3.395	2.862	3.352	3.349	3.325	3.441	3.325	3.349	3.325	3.441	3.441	3.325	3.349	3.325	3.349	3.325	3.441	3.441
<b>Not included in base:</b>																											
Decline to Answer	1	-	9	4	4	18	127	2	-	2	3	2	-	6	62	62	62	62	62	62	62	62	62	62	62	62	62
Not Applicable	-	-	1	4	1	6	26	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	7

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39b-1**

**V. Climate, Culture, and Collegiality**

**Q39b. Please indicate your level of satisfaction with the following.**

**The amount of personal interaction you have with senior colleagues in your department**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	546 100%	4261 100%
- NET: Satisfied (5,4)	69%	62%	61%	57%	60%	56%	59%	62%
Very satisfied	(5) 35%	30%	33%	25%	30%	31%	30%	32%
Somewhat satisfied	(4) 34%	32%	28%	32%	30%	24%	29%	30%
- Neither satisfied nor dissatisfied	(3) 12%	18%	19%	18%	20%	25%	20%	19%
Somewhat dissatisfied	(2) 9%	9%	10%	19%	12%	15%	13%	11%
Very dissatisfied	(1) 10%	10%	10%	7%	7%	5%	8%	8%
- NET: Dissatisfied (2,1)	19%	20%	20%	26%	19%	20%	20%	19%
Mean	3.748	3.627	3.630	3.492	3.633	3.630	3.616	3.670
<b>Not included in base:</b>								
Decline to Answer	3	-	11	3	9	4	26	196
Not Applicable	1	-	-	-	3	-	3	49

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39b-2**

**V. Climate, Culture, and Collegiality**

**Q39b. Please indicate your level of satisfaction with the following.**

**The amount of personal interaction you have with senior colleagues in your department**

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	68	-	-	-	-	324	2547	41	-	-	-	-	-	-	-	222	1714	-	-	-	-	-	-	222	1714
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	70%	66%	65%	57%	61%	62%	63%	67%	57%	54%	57%	59%	43%	55%	60%										
Very satisfied (5)	36%	28%	38%	22%	28%	31%	32%	33%	33%	25%	29%	32%	31%	30%	31%										
Somewhat satisfied (4)	34%	37%	27%	35%	33%	32%	31%	34%	24%	29%	28%	27%	12%	25%	29%										
<b>- Neither satisfied nor dissatisfied (3)</b>	8%	15%	13%	23%	19%	18%	19%	17%	23%	27%	10%	23%	32%	24%	20%										
Somewhat dissatisfied (2)	10%	7%	13%	15%	15%	13%	10%	7%	14%	6%	25%	8%	22%	12%	13%										
Very dissatisfied (1)	11%	13%	9%	6%	5%	7%	7%	9%	7%	13%	8%	10%	3%	9%	8%										
<b>- NET: Dissatisfied (2,1)</b>	21%	19%	21%	21%	20%	20%	18%	16%	21%	19%	33%	18%	25%	21%	20%										
<b>Mean</b>	3.741	3.623	3.733	3.522	3.631	3.662	3.697	3.759	3.632	3.478	3.446	3.634	3.452	3.548	3.631										
<b>Not included in base:</b>																									
Decline to Answer	1	-	6	1	6	2	14	2	-	5	2	3	2	12	71										
Not Applicable	-	-	-	-	1	-	1	28	1	-	-	2	-	2	21										

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39b-3**

**V. Climate, Culture, and Collegiality**

**Q39b. Please indicate your level of satisfaction with the following.**

**The amount of personal interaction you have with senior colleagues in your department**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	80	-	-	-	-	423	3168	29	-	-	-	-	-	124
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	66%	62%	60%	60%	62%	55%	63%	79%	62%	65%	42%	56%	57%	58%
Very satisfied (5)	39%	33%	33%	27%	31%	32%	33%	25%	22%	30%	15%	28%	31%	27%
Somewhat satisfied (4)	27%	29%	27%	33%	31%	24%	30%	54%	40%	35%	27%	29%	27%	30%
<b>- Neither satisfied nor dissatisfied (3)</b>	13%	15%	19%	17%	20%	27%	19%	8%	27%	16%	21%	22%	17%	22%
Somewhat dissatisfied (2)	11%	13%	10%	14%	11%	14%	11%	3%	0%	8%	38%	14%	18%	12%
Very dissatisfied (1)	10%	10%	10%	8%	7%	4%	7%	11%	12%	12%	0%	8%	7%	9%
<b>- NET: Dissatisfied (2,1)</b>	21%	22%	21%	23%	19%	18%	18%	14%	12%	19%	38%	21%	25%	21%
<b>Mean</b>	3.733	3.634	3.629	3.563	3.667	3.652	3.710	3.787	3.604	3.637	3.190	3.548	3.555	3.554
<b>Not included in base:</b>														
Decline to Answer	1	-	10	-	7	4	21	2	-	1	3	2	-	5
Not Applicable	1	-	-	-	3	-	35	-	-	-	-	-	-	14

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39c-1**

**V. Climate, Culture, and Collegiality**

**Q39c. Please indicate your level of satisfaction with the following.**

**The amount of professional interaction you have with junior colleagues in your department**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	107 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	4194 100%
- NET: Satisfied (5,4)	77%	70%	79%	64%	68%	69%	71%	71%
Very satisfied (5)	38%	35%	45%	27%	29%	34%	35%	35%
Somewhat satisfied (4)	38%	35%	34%	36%	39%	35%	36%	37%
- Neither satisfied nor dissatisfied (3)	14%	14%	10%	17%	15%	20%	15%	15%
Somewhat dissatisfied (2)	8%	7%	6%	12%	11%	8%	9%	10%
Very dissatisfied (1)	2%	9%	4%	7%	6%	3%	5%	4%
- NET: Dissatisfied (2,1)	10%	16%	10%	19%	17%	11%	14%	14%
Mean	4.028	3.801	4.098	3.649	3.749	3.890	3.856	3.886
<b>Not included in base:</b>								
Decline to Answer	3	-	10	3	6	5	23	185
Not Applicable	3	4	1	2	3	5	15	127

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39c-2**

**V. Climate, Culture, and Collegiality**

**Q39c. Please indicate your level of satisfaction with the following.**

**The amount of professional interaction you have with junior colleagues in your department**

	Males										Females														
	All Peers					Peer 4					Peer 3					Peer 2					Peer 1				
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 4	Peer 4	Peer 4	Peer 4	Peer 4	Peer 3	Peer 3	Peer 3	Peer 3	Peer 2	Peer 2	Peer 2	Peer 2	Peer 1	Peer 1	Peer 1	Peer 1	Peer 1	All Peers	All Univ
<b>Valid responders:</b>	66	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	218	1677	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
<b>- NET: Satisfied (5,4)</b>	78%	70%	78%	59%	61%	75%	69%	71%	74%	70%	81%	71%	76%	57%	73%	71%	71%	73%	71%	73%	71%	73%	71%	71%	
Very satisfied (5)	36%	42%	41%	29%	24%	34%	33%	34%	42%	25%	51%	25%	36%	33%	37%	36%	36%	37%	36%	37%	36%	37%	36%	36%	
Somewhat satisfied (4)	42%	28%	37%	30%	37%	40%	36%	38%	33%	45%	30%	46%	41%	24%	37%	35%	35%	37%	36%	37%	35%	37%	35%	35%	
<b>- Neither satisfied nor dissatisfied (3)</b>	12%	14%	11%	24%	19%	16%	16%	16%	17%	13%	10%	7%	10%	29%	13%	14%	14%	14%	14%	14%	14%	13%	14%	14%	
Somewhat dissatisfied (2)	9%	9%	5%	12%	12%	4%	9%	9%	7%	3%	8%	13%	10%	14%	9%	10%	10%	14%	9%	10%	9%	10%	10%	10%	
Very dissatisfied (1)	2%	6%	6%	6%	7%	5%	6%	4%	2%	14%	2%	9%	4%	0%	4%	4%	4%	4%	4%	4%	4%	4%	4%	4%	
<b>- NET: Dissatisfied (2,1)</b>	10%	16%	11%	17%	20%	9%	15%	13%	9%	17%	9%	22%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%	14%	
<b>Mean</b>	4.018	3.909	4.021	3.643	3.591	3.951	3.812	3.883	4.045	3.645	4.211	3.656	3.939	3.765	3.921	3.889	3.889	3.921	3.921	3.921	3.921	3.921	3.921	3.889	
<b>Not included in base:</b>																									
Decline to Answer	1	-	6	1	3	2	12	114	2	-	4	2	2	3	11	70	70	11	11	11	11	11	11	11	
Not Applicable	2	3	-	1	1	3	8	69	1	1	1	1	2	2	7	58	58	7	7	7	7	7	7	7	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39c-3**

**V. Climate, Culture, and Collegiality**

**Q39c. Please indicate your level of satisfaction with the following.**

**The amount of professional interaction you have with junior colleagues in your department**

	White Faculty										Faculty of Color																			
	CHAR-					ALL					CHAR-					ALL														
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ				
<b>Valid responders:</b>	79	100%	100%	100%	100%	100%	418	100%	100%	100%	100%	100%	3131	100%	100%	100%	100%	100%	100%	28	100%	100%	100%	100%	100%	100%	119	100%	100%	1064
- <b>NET: Satisfied (5,4)</b>	75%	79%	79%	66%	67%	72%	73%	72%	72%	72%	72%	72%	72%	80%	40%	78%	53%	70%	59%	64%	69%	69%	69%	69%	69%	69%	64%	64%	69%	69%
Very satisfied (5)	41%	41%	46%	30%	31%	36%	37%	36%	36%	36%	36%	36%	36%	31%	15%	41%	16%	25%	27%	26%	30%	30%	30%	30%	30%	26%	26%	30%	30%	
Somewhat satisfied (4)	34%	38%	34%	36%	36%	36%	36%	36%	36%	36%	36%	36%	36%	50%	26%	37%	38%	44%	32%	38%	39%	39%	39%	39%	39%	38%	38%	39%	39%	
- <b>Neither satisfied nor dissatisfied (3)</b>	11%	12%	12%	13%	17%	19%	15%	14%	14%	14%	14%	14%	14%	20%	19%	4%	38%	9%	26%	15%	17%	17%	17%	17%	17%	15%	15%	17%	17%	
Somewhat dissatisfied (2)	11%	3%	5%	13%	11%	8%	8%	10%	10%	10%	10%	10%	10%	0%	20%	12%	9%	12%	5%	12%	8%	8%	8%	8%	8%	12%	12%	8%	8%	
Very dissatisfied (1)	3%	6%	4%	8%	5%	1%	4%	4%	4%	4%	4%	4%	4%	0%	21%	6%	0%	9%	10%	9%	5%	5%	5%	5%	5%	9%	9%	5%	5%	
- <b>NET: Dissatisfied (2,1)</b>	13%	9%	9%	21%	15%	9%	12%	14%	14%	14%	14%	14%	14%	0%	41%	18%	9%	21%	15%	21%	14%	14%	14%	14%	14%	21%	21%	14%	14%	
<b>Mean</b>	4.000	4.065	4.122	3.659	3.786	3.972	3.928	3.912	3.912	3.912	3.912	3.912	3.912	4.109	2.928	3.945	3.602	3.657	3.602	3.605	3.809	3.809	3.809	3.809	3.809	3.602	3.605	3.605	3.809	
<b>Not included in base:</b>																														
Decline to Answer	1	-	9	-	4	4	18	123	123	123	123	123	123	2	-	1	3	1	1	5	61	61	61	61	61	1	5	61	61	
Not Applicable	2	3	-	1	3	4	11	81	81	81	81	81	81	1	2	1	1	-	1	4	46	46	46	46	46	1	4	46	46	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

Table 39d-1

**V. Climate, Culture, and Collegiality**

**Q39d. Please indicate your level of satisfaction with the following.**

*The amount of personal interaction you have with junior colleagues in your department*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	536 100%	4180 100%
- NET: Satisfied (5,4)	85%	65%	77%	63%	75%	70%	73%	73%
Very satisfied (5)	38%	40%	53%	31%	36%	35%	40%	40%
Somewhat satisfied (4)	47%	25%	24%	33%	39%	35%	33%	33%
- Neither satisfied nor dissatisfied (3)	9%	23%	14%	16%	16%	20%	17%	16%
Somewhat dissatisfied (2)	4%	9%	5%	17%	5%	7%	7%	8%
Very dissatisfied (1)	2%	3%	4%	4%	4%	2%	3%	3%
- NET: Dissatisfied (2,1)	6%	12%	9%	21%	8%	10%	10%	11%
Mean	4.160	3.901	4.170	3.699	4.000	3.936	3.988	3.990
<b>Not included in base:</b>								
Decline to Answer	3	-	11	3	7	5	25	188
Not Applicable	4	4	1	2	2	6	15	137



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 39d-2**

**V. Climate, Culture, and Collegiality**

**Q39d. Please indicate your level of satisfaction with the following.**

**The amount of personal interaction you have with junior colleagues in your department**

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	66	-	-	-	-	-	317	2507	40	-	-	-	-	-	-	219	1673	-	-	-	-	-	-	219	1673
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	84%	67%	78%	56%	73%	74%	72%	73%	88%	63%	76%	75%	79%	64%	74%	74%	74%	74%	75%	75%	79%	64%	74%	74%	74%
Very satisfied (5)	37%	42%	51%	32%	30%	37%	38%	37%	41%	36%	57%	29%	43%	30%	42%	44%	44%	44%	29%	29%	43%	30%	42%	44%	44%
Somewhat satisfied (4)	47%	24%	27%	24%	43%	36%	33%	35%	46%	27%	19%	46%	35%	34%	31%	30%	30%	30%	19%	19%	35%	34%	31%	30%	30%
<b>- Neither satisfied nor dissatisfied (3)</b>	9%	27%	13%	21%	16%	15%	17%	16%	10%	17%	16%	7%	18%	29%	18%	15%	15%	15%	7%	16%	18%	29%	18%	15%	15%
Somewhat dissatisfied (2)	6%	6%	4%	17%	7%	9%	8%	8%	0%	14%	7%	17%	2%	3%	6%	8%	8%	8%	7%	17%	2%	3%	6%	8%	8%
Very dissatisfied (1)	2%	0%	6%	6%	5%	2%	4%	3%	2%	7%	2%	0%	2%	3%	2%	3%	3%	3%	2%	0%	2%	3%	2%	3%	3%
<b>- NET: Dissatisfied (2,1)</b>	8%	6%	10%	23%	12%	11%	12%	11%	2%	20%	8%	17%	4%	7%	8%	11%	11%	11%	8%	17%	4%	7%	8%	11%	11%
<b>Mean</b>	4.110	4.028	4.132	3.587	3.860	3.986	3.942	3.956	4.241	3.716	4.228	3.873	4.166	3.835	4.055	4.042	4.042	4.042	4.228	3.873	4.166	3.835	4.055	4.042	4.042
<b>Not included in base:</b>																									
Decline to Answer	1	-	6	1	4	2	13	118	2	-	5	2	2	3	12	70	70	70	5	2	2	3	12	70	70
Not Applicable	2	3	-	1	1	4	9	75	2	1	1	1	1	2	6	63	63	63	1	1	1	2	6	63	63

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-3

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

	White Faculty										Faculty of Color																	
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ												
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All	
Valid responders:	78	100%	100%	100%	100%	416	100%	100%	100%	100%	3120	100%	100%	100%	100%	28	100%	100%	100%	100%	119	100%	100%	100%	100%	100%	1060	100%
- NET: Satisfied (5,4)	85%	73%	78%	66%	73%	74%	73%	73%	76%	73%	75%	85%	40%	73%	53%	73%	73%	73%	73%	62%	66%	66%	62%	62%	66%	69%	69%	
Very satisfied (5)	41%	47%	54%	34%	37%	43%	39%	34%	37%	42%	42%	31%	15%	44%	16%	35%	21%	30%	34%	34%	34%	34%	34%	34%	34%	34%		
Somewhat satisfied (4)	44%	25%	23%	32%	40%	32%	34%	40%	40%	32%	32%	55%	26%	29%	38%	38%	38%	38%	41%	36%	36%	36%	36%	36%	36%	36%		
- Neither satisfied nor dissatisfied (3)	8%	20%	14%	13%	17%	18%	18%	13%	17%	15%	15%	13%	34%	12%	28%	16%	29%	28%	16%	29%	21%	21%	21%	21%	21%	18%		
Somewhat dissatisfied (2)	4%	6%	4%	17%	5%	7%	8%	8%	5%	8%	8%	1%	21%	9%	18%	4%	5%	4%	5%	8%	8%	8%	8%	8%	8%	8%		
Very dissatisfied (1)	3%	2%	4%	4%	2%	3%	1%	1%	2%	3%	3%	0%	6%	6%	0%	6%	6%	6%	6%	5%	5%	5%	5%	5%	5%	5%		
- NET: Dissatisfied (2,1)	7%	8%	8%	21%	7%	9%	9%	9%	7%	11%	11%	1%	26%	14%	18%	10%	10%	10%	10%	10%	13%	13%	13%	13%	13%	12%		
Mean	4.166	4.103	4.202	3.741	4.031	4.012	4.050	4.034	4.142	3.232	3.974	3.510	3.923	3.673	3.772	3.864												
Not included in base:																												
Decline to Answer	1	-	10	-	5	4	20	127	2	-	1	3	1	1	5	61												
Not Applicable	3	3	-	1	2	5	11	87	1	2	1	1	-	1	4	50												

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 40-1**

**V. Climate, Culture, and Collegiality**

**Q40. Please indicate your level of satisfaction with the following.**

**How well you "fit" (e.g., your sense of belonging, your comfort level) in your department**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	551 100%	4307 100%
- NET: Satisfied (5,4)	71%	63%	67%	59%	66%	69%	66%	69%
Very satisfied (5)	36%	30%	43%	31%	34%	35%	36%	37%
Somewhat satisfied (4)	34%	33%	24%	28%	32%	35%	30%	32%
- Neither satisfied nor dissatisfied (3)	11%	10%	12%	18%	11%	8%	11%	10%
Somewhat dissatisfied (2)	12%	19%	12%	16%	15%	14%	15%	13%
Very dissatisfied (1)	7%	8%	9%	7%	8%	8%	8%	8%
- NET: Dissatisfied (2,1)	18%	27%	21%	23%	23%	22%	23%	21%
Mean	3.817	3.579	3.805	3.588	3.695	3.736	3.705	3.767
<b>Not included in base:</b>								
Decline to Answer	3	1	10	3	6	5	25	193
Not Applicable	-	-	-	-	-	-	-	6

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 40-2**

**V. Climate, Culture, and Collegiality**

**Q40. Please indicate your level of satisfaction with the following.**

**How well you "fit" (e.g., your sense of belonging, your comfort level) in your department**

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	68	-	-	-	-	-	327	2579	42	-	-	-	-	-	-	223	1728	-	-	-	-	-	-	223	1728
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	73%	66%	65%	63%	64%	75%	67%	70%	67%	58%	70%	52%	68%	59%	65%	67%									
Very satisfied (5)	36%	32%	45%	31%	26%	40%	35%	37%	36%	27%	41%	31%	44%	24%	37%	36%									
Somewhat satisfied (4)	36%	34%	20%	32%	38%	35%	32%	33%	31%	31%	30%	21%	24%	35%	27%	32%									
<b>- Neither satisfied nor dissatisfied (3)</b>	9%	10%	10%	16%	14%	3%	11%	10%	14%	11%	15%	21%	7%	20%	13%	10%									
Somewhat dissatisfied (2)	10%	15%	15%	11%	15%	17%	15%	13%	14%	24%	6%	24%	15%	9%	14%	14%									
Very dissatisfied (1)	8%	9%	10%	9%	6%	6%	8%	7%	4%	7%	8%	4%	10%	12%	9%	9%									
<b>- NET: Dissatisfied (2,1)</b>	18%	24%	25%	21%	22%	23%	23%	20%	19%	31%	14%	28%	25%	22%	23%	23%									
<b>Mean</b>	3.824	3.641	3.747	3.643	3.624	3.857	3.707	3.804	3.806	3.479	3.891	3.504	3.781	3.491	3.703	3.711									
<b>Not included in base:</b>																									
Decline to Answer	1	-	6	1	3	2	12	116	2	1	4	2	3	3	13	77									
Not Applicable	-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	2									

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 40-3**

**V. Climate, Culture, and Collegiality**

**Q40. Please indicate your level of satisfaction with the following.**

**How well you "fit" (e.g., your sense of belonging, your comfort level) in your department**

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	81	-	-	-	-	-	428	3205	29	-	-	-	-	-	-	123	1101	-	-	-	-	-	-	123	1101
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- <b>NET: Satisfied (5,4)</b>	72%	62%	68%	61%	67%	68%	66%	70%	66%	66%	64%	50%	63%	74%	64%	66%	66%	64%	64%	50%	63%	74%	64%	64%	66%
Very satisfied (5)	36%	33%	43%	33%	36%	36%	37%	39%	38%	23%	44%	21%	31%	28%	31%	31%	36%	44%	21%	31%	31%	28%	31%	31%	31%
Somewhat satisfied (4)	36%	29%	25%	27%	32%	32%	29%	31%	29%	43%	20%	29%	32%	45%	34%	35%	36%	20%	29%	32%	45%	34%	34%	35%	35%
- <b>Neither satisfied nor dissatisfied (3)</b>	10%	14%	12%	19%	9%	8%	11%	9%	13%	0%	17%	15%	16%	10%	13%	14%	13%	17%	15%	16%	10%	13%	13%	14%	
Somewhat dissatisfied (2)	13%	17%	12%	17%	15%	18%	15%	14%	9%	22%	9%	14%	13%	3%	12%	11%	13%	9%	14%	13%	3%	12%	12%	11%	
Very dissatisfied (1)	5%	7%	9%	4%	8%	6%	7%	7%	12%	12%	10%	21%	8%	13%	11%	9%	12%	10%	21%	8%	13%	11%	11%	9%	
- <b>NET: Dissatisfied (2,1)</b>	18%	25%	21%	21%	24%	24%	23%	21%	21%	34%	19%	35%	21%	16%	23%	20%	21%	19%	35%	21%	16%	23%	23%	20%	
<b>Mean</b>	3.852	3.627	3.808	3.690	3.714	3.740	3.732	3.795	3.719	3.432	3.790	3.152	3.647	3.720	3.612	3.684	3.719	3.432	3.790	3.152	3.647	3.720	3.612	3.684	
<b>Not included in base:</b>																									
Decline to Answer	1	1	9	-	4	4	19	128	2	-	1	3	2	1	6	65	2	-	1	3	2	1	6	65	
Not Applicable	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	5	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 41-1**

**V. Climate, Culture, and Collegiality**

**Q41. Please indicate your level of satisfaction with the following.**

**The intellectual vitality of the senior colleagues in your department**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	100%	100%	100%	100%	100%	547 100%	4277 100%
- NET: Satisfied (5,4)	52%	47%	43%	51%	57%	50%	58%	
Very satisfied	(5) 23%	17%	21%	20%	23%	19%	27%	
Somewhat satisfied	(4) 29%	35%	22%	31%	34%	31%	31%	
- Neither satisfied nor dissatisfied	(3) 12%	12%	15%	15%	12%	14%	13%	
Somewhat dissatisfied	(2) 23%	27%	23%	18%	18%	21%	18%	
Very dissatisfied	(1) 14%	10%	17%	16%	14%	15%	12%	
- NET: Dissatisfied (2,1)	36%	37%	41%	34%	31%	35%	30%	
Mean	3.253	3.219	3.120	3.063	3.203	3.350	3.198	3.438
<b>Not included in base:</b>								
Decline to Answer	3	1	14	3	6	4	27	215
Not Applicable	-	-	1	-	1	-	2	14

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 41-2**

**V. Climate, Culture, and Collegiality**

**Q41. Please indicate your level of satisfaction with the following.**

**The intellectual vitality of the senior colleagues in your department**

	Males										Females														
	CHAR-					All					CHAR-					All									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
<b>Valid responders:</b>	68	-	-	-	-	-	327	2567	42	-	-	-	-	-	-	220	1710	-	-	-	-	-	-	220	1710
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
<b>- NET: Satisfied (5,4)</b>	46%	56%	46%	43%	45%	65%	50%	58%	62%	45%	49%	44%	58%	41%	51%	58%	58%	45%	49%	44%	58%	41%	51%	58%	58%
Very satisfied (5)	18%	22%	13%	17%	19%	27%	19%	27%	31%	7%	24%	28%	21%	14%	20%	28%	28%	7%	24%	28%	21%	14%	20%	28%	28%
Somewhat satisfied (4)	28%	34%	32%	26%	26%	37%	31%	31%	31%	37%	26%	17%	37%	28%	31%	30%	30%	37%	26%	17%	37%	28%	31%	30%	30%
<b>- Neither satisfied nor dissatisfied (3)</b>	11%	13%	16%	20%	19%	10%	16%	14%	13%	10%	14%	8%	11%	16%	12%	11%	11%	10%	14%	8%	11%	16%	12%	11%	11%
Somewhat dissatisfied (2)	28%	22%	25%	21%	20%	14%	20%	17%	13%	35%	20%	31%	15%	24%	21%	19%	19%	35%	20%	31%	15%	24%	21%	19%	19%
Very dissatisfied (1)	15%	9%	13%	17%	16%	11%	14%	11%	12%	10%	17%	17%	16%	19%	16%	12%	12%	10%	17%	17%	16%	19%	16%	12%	12%
<b>- NET: Dissatisfied (2,1)</b>	43%	31%	38%	38%	37%	25%	34%	29%	25%	45%	37%	47%	31%	42%	37%	31%	31%	45%	37%	47%	31%	42%	37%	31%	31%
<b>Mean</b>	3.068	3.380	3.075	3.048	3.106	3.559	3.218	3.449	3.554	2.961	3.191	3.085	3.320	2.939	3.167	3.421	3.421	3.554	2.961	3.191	3.085	3.320	2.939	3.167	3.421
<b>Not included in base:</b>																									
Decline to Answer	1	-	6	1	3	2	12	126	2	1	8	2	2	2	15	88	88	2	1	8	2	2	2	15	88
Not Applicable	-	-	-	-	-	-	-	7	-	-	1	-	1	-	2	8	8	-	-	1	-	1	-	2	8

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 41-3**

**V. Climate, Culture, and Collegiality**

**Q41. Please indicate your level of satisfaction with the following.**

**The intellectual vitality of the senior colleagues in your department**

	White Faculty										Faculty of Color																		
	CHAR- LOTTE					All Peers Univ					CHAR- LOTTE					All Peers Univ													
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All	All		
<b>Valid responders:</b>	81	100%	100%	100%	100%	425	100%	100%	100%	100%	3183	100%	100%	100%	100%	29	100%	100%	100%	100%	123	100%	100%	100%	100%	100%	100%	1094	100%
- <b>NET: Satisfied (5,4)</b>	54%	51%	48%	44%	51%	58%	51%	58%	51%	58%	58%	46%	54%	39%	42%	49%	54%	49%	54%	49%	54%	49%	54%	49%	54%	49%	56%	56%	
Very satisfied (5)	25%	20%	17%	23%	20%	24%	20%	24%	20%	28%	28%	17%	7%	21%	15%	19%	19%	19%	19%	17%	25%	25%	25%	25%	25%	25%	25%	25%	
Somewhat satisfied (4)	29%	31%	31%	21%	32%	34%	31%	34%	31%	30%	30%	29%	48%	18%	27%	31%	35%	31%	35%	31%	31%	31%	31%	35%	31%	31%	31%	31%	
- <b>Neither satisfied nor dissatisfied (3)</b>	12%	12%	15%	17%	14%	9%	13%	12%	12%	12%	12%	12%	11%	20%	9%	18%	23%	17%	23%	17%	16%	16%	17%	23%	17%	16%	16%		
Somewhat dissatisfied (2)	23%	28%	23%	21%	19%	20%	21%	18%	21%	18%	18%	23%	23%	23%	41%	15%	7%	18%	16%	16%	16%	16%	16%	16%	16%	16%	16%		
Very dissatisfied (1)	11%	9%	14%	19%	16%	13%	14%	12%	14%	12%	12%	20%	12%	18%	9%	17%	16%	16%	16%	11%	11%	11%	11%	11%	11%	11%	11%		
- <b>NET: Dissatisfied (2,1)</b>	34%	37%	37%	40%	34%	33%	36%	30%	36%	30%	30%	42%	35%	42%	50%	33%	23%	34%	28%	28%	28%	28%	28%	28%	28%	28%	28%		
<b>Mean</b>	3.340	3.244	3.141	3.082	3.212	3.352	3.208	3.442	3.208	3.442	3.442	3.009	3.144	2.989	2.979	3.181	3.345	3.162	3.426	3.426	3.426	3.426	3.426	3.426	3.426	3.426	3.426	3.426	
<b>Not included in base:</b>																													
Decline to Answer	1	1	12	-	4	4	21	146	2	2	2	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	68	
Not Applicable	-	-	-	-	1	-	1	5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	9	



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 42a-1**

**V. Climate, Culture, and Collegiality**

**Q42a. Please indicate your level of agreement with the following statements:**

***There is a feeling of unity and cohesion among the faculty in my department.***

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	540 100%	4265 100%
- NET: Agree	(5,4) 68%	49%	57%	52%	52%	53%	53%	56%
Strongly agree	(5) 31%	12%	27%	29%	23%	20%	23%	22%
Somewhat agree	(4) 37%	37%	30%	23%	29%	33%	30%	33%
- Neither agree nor disagree	(3) 6%	13%	9%	7%	15%	13%	12%	10%
Somewhat disagree	(2) 18%	24%	13%	21%	15%	14%	16%	18%
Strongly disagree	(1) 8%	15%	21%	20%	19%	20%	19%	16%
- NET: Disagree	(2,1) 26%	38%	34%	41%	34%	34%	35%	34%
Mean	3.644	3.074	3.289	3.207	3.226	3.197	3.216	3.279

**Not included in base:**

Decline to Answer	3	-	11	2	7	7	27	192
Not Applicable/ Don't know	1	1	3	-	3	1	8	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-2

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

*There is a feeling of unity and cohesion among the faculty in my department.*

	Males										Females																		
	CHAR-					ALL					CHAR-					ALL													
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ		
Valid responders:	67	-	-	-	-	323	2559	42	-	-	-	-	-	-	-	218	1706	-	-	-	-	-	-	-	-	218	1706		
- NET: Agree (5,4)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	47%	63%	56%	53%	63%	57%	57%	57%	57%	57%	57%	57%	47%	54%
Strongly agree (5)	29%	31%	31%	21%	27%	25%	24%	33%	10%	20%	27%	26%	19%	24%	29%	21%	20%	27%	26%	6%	20%	19%	27%	28%	27%	20%	19%	19%	19%
Somewhat agree (4)	36%	34%	32%	32%	36%	32%	33%	38%	42%	27%	21%	25%	28%	27%	21%	25%	28%	25%	28%	28%	27%	34%	27%	28%	27%	34%	34%	34%	34%
- Neither agree nor disagree (3)	4%	15%	9%	11%	11%	13%	12%	10%	16%	11%	13%	12%	10%	8%	0%	13%	11%	8%	13%	16%	11%	9%	13%	16%	11%	9%	9%	9%	9%
Somewhat disagree (2)	21%	23%	10%	19%	13%	15%	18%	13%	15%	13%	15%	18%	13%	19%	24%	16%	19%	24%	16%	16%	18%	19%	16%	16%	18%	18%	19%	19%	19%
Strongly disagree (1)	10%	15%	18%	14%	13%	16%	14%	5%	14%	14%	16%	14%	5%	14%	26%	21%	26%	29%	21%	33%	24%	19%	21%	33%	24%	19%	19%	19%	19%
- NET: Disagree (2,1)	31%	38%	28%	33%	26%	30%	32%	19%	31%	26%	30%	32%	19%	38%	44%	37%	44%	53%	37%	49%	42%	38%	49%	49%	42%	38%	38%	38%	38%
Mean	3.539	3.059	3.482	3.391	3.258	3.354	3.353	3.812	3.097	2.983	2.922	3.168	2.587	3.012	3.168	3.168	3.168	2.922	3.188	2.587	3.012	3.168	2.587	3.012	3.168	3.168	3.168	3.168	3.168
Not included in base:																													
Decline to Answer	1	-	6	-	4	3	116	2	-	5	2	4	13	75	2	4	13	75	2	4	13	75	2	4	13	75	75	75	75
Not Applicable/ Don't know	1	-	-	-	2	1	24	-	1	3	24	-	3	25	-	1	5	25	-	1	5	25	-	1	5	25	25	25	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-3

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

	White Faculty										Faculty of Color											
	CHAR-					ALL					CHAR-					ALL						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	
Valid responders:	80	-	-	-	-	419	3173	29	-	-	-	-	-	-	-	121	1092	-	-	-	100%	100%
- NET: Agree	70%	49%	56%	54%	52%	53%	56%	62%	48%	67%	45%	52%	58%	54%	56%	54%	56%	45%	52%	58%	54%	56%
Strongly agree	(5)	32%	12%	27%	25%	23%	22%	26%	11%	26%	45%	17%	30%	22%	23%	22%	23%	45%	17%	30%	22%	23%
Somewhat agree	(4)	38%	37%	29%	29%	30%	34%	36%	37%	41%	0%	35%	29%	32%	33%	32%	33%	0%	35%	29%	32%	33%
- Neither agree nor disagree	(3)	5%	9%	9%	8%	11%	10%	10%	25%	9%	0%	15%	28%	16%	13%	16%	13%	0%	15%	28%	16%	13%
Somewhat disagree	(2)	20%	28%	14%	15%	17%	19%	13%	9%	11%	47%	11%	8%	14%	17%	14%	17%	47%	11%	8%	14%	17%
Strongly disagree	(1)	5%	14%	22%	17%	20%	16%	16%	18%	13%	8%	22%	5%	15%	15%	16%	15%	8%	22%	5%	16%	15%
- NET: Disagree	(2,1)	25%	42%	36%	34%	37%	35%	29%	27%	24%	55%	33%	13%	30%	32%	30%	32%	55%	33%	13%	30%	32%
Mean	3.721	3.055	3.246	3.193	3.264	3.191	3.267	3.430	3.131	3.550	3.264	3.134	3.693	3.314	3.303	3.314	3.314	3.264	3.550	3.264	3.693	3.314
Not included in base:																						
Decline to Answer	1	-	9	-	5	4	19	128	2	-	2	1	3	8	64	3	8	2	1	3	8	64
Not Applicable/ Don't know	1	1	3	-	3	1	8	33	-	-	-	-	-	-	15	-	-	-	-	-	-	15

Table 42b-1

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

*There is a feeling of unity and cohesion among the faculty in my School*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	507 100%	3924 100%
- NET: Agree	(5,4) 37%	18%	31%	36%	29%	32%	30%	32%
Strongly agree	(5) 2%	0%	9%	11%	9%	4%	7%	7%
Somewhat agree	(4) 35%	18%	22%	25%	20%	28%	22%	25%
- Neither agree nor disagree	(3) 31%	34%	26%	23%	17%	28%	24%	26%
Somewhat disagree	(2) 19%	30%	25%	25%	24%	26%	26%	25%
Strongly disagree	(1) 13%	18%	18%	16%	29%	15%	21%	17%
- NET: Disagree	(2,1) 32%	48%	43%	41%	53%	41%	46%	42%
Mean	2.946	2.527	2.799	2.905	2.567	2.797	2.695	2.790

Not included in base:

Decline to Answer	3	-	12	2	7	4	25	199
Not Applicable/ Don't know	8	2	11	4	13	13	44	382

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-2

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

	Males										Females													
	CHAR-					ALL					CHAR-					ALL								
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ		
Valid responders:	66	-	-	-	-	307	2367	36	-	-	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	1558
- NET: Agree	38%	15%	31%	34%	33%	31%	33%	36%	23%	32%	38%	25%	23%	27%	31%	31%	23%	32%	25%	23%	27%	27%	31%	31%
Strongly agree	(5)	2%	0%	10%	8%	10%	2%	3%	0%	7%	17%	8%	8%	8%	6%	8%	7%	17%	8%	8%	8%	8%	6%	6%
Somewhat agree	(4)	36%	15%	21%	27%	24%	26%	33%	23%	24%	21%	17%	16%	24%	24%	17%	21%	21%	17%	16%	20%	20%	24%	24%
- Neither agree nor disagree	(3)	31%	35%	27%	33%	18%	21%	30%	32%	24%	9%	17%	42%	23%	23%	17%	42%	9%	17%	42%	23%	23%	23%	23%
Somewhat disagree	(2)	16%	31%	22%	24%	24%	24%	26%	30%	31%	26%	30%	22%	29%	28%	28%	30%	26%	30%	22%	29%	29%	28%	28%
Strongly disagree	(1)	15%	19%	21%	9%	21%	16%	9%	15%	13%	27%	28%	12%	21%	18%	28%	27%	27%	28%	12%	21%	21%	18%	18%
- NET: Disagree	(2,1)	31%	50%	42%	33%	49%	44%	34%	45%	44%	53%	58%	34%	50%	46%	58%	44%	53%	58%	34%	50%	50%	46%	46%
Mean	2.941	2.465	2.788	3.004	2.654	2.771	2.726	2.829	2.955	2.635	2.817	2.748	2.463	2.856	2.730	2.649	2.856	2.463	2.856	2.649	2.730	2.649	2.730	2.730
Not included in base:																								
Decline to Answer	1	-	7	-	4	2	13	127	2	-	5	2	2	2	11	72								
Not Applicable/ Don't know	2	-	4	2	7	6	19	206	6	2	8	2	6	7	25	176								

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-3

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

	White Faculty										Faculty of Color											
	CHAR-					ALL					CHAR-					ALL						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	
Valid responders:	74	-	-	-	-	394	2925	28	-	-	113	999	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree (5,4)	35%	19%	31%	32%	28%	30%	31%	43%	15%	36%	51%	33%	36%	34%	34%	35%	26%	0%	20%	10%	5%	9%
Strongly agree (5)	3%	0%	9%	9%	3%	7%	6%	0%	0%	12%	20%	10%	5%	9%	9%	0%	12%	20%	10%	5%	9%	9%
Somewhat agree (4)	32%	19%	22%	23%	19%	22%	25%	43%	15%	24%	31%	23%	31%	25%	25%	43%	15%	24%	31%	23%	31%	25%
- Neither agree nor disagree (3)	30%	33%	26%	30%	17%	24%	25%	32%	35%	26%	0%	20%	32%	28%	28%	35%	26%	0%	20%	32%	23%	28%
Somewhat disagree (2)	23%	28%	25%	20%	27%	26%	26%	8%	38%	29%	41%	17%	20%	22%	22%	38%	29%	41%	17%	20%	25%	22%
Strongly disagree (1)	11%	19%	19%	18%	28%	21%	18%	16%	12%	9%	8%	30%	11%	16%	16%	12%	9%	8%	30%	11%	19%	16%
- NET: Disagree (2,1)	35%	47%	44%	38%	55%	47%	44%	24%	50%	37%	49%	47%	32%	38%	44%	50%	37%	49%	47%	32%	44%	38%
Mean	2.916	2.529	2.765	2.843	2.533	2.741	2.758	3.026	2.524	3.019	3.131	2.655	2.992	2.884	3.026	2.524	3.019	3.131	2.655	2.992	2.800	2.884
Not included in base:																						
Decline to Answer	1	-	10	-	5	4	20	2	-	2	2	1	-	5	63	1	2	2	1	-	5	63
Not Applicable/ Don't know	7	2	9	4	8	10	33	1	1	2	-	5	3	11	109	7	2	9	4	8	10	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

*On the whole, my department treats junior faculty fairly compared to one another*

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	538 100%	4171 100%
- NET: Agree	(5,4) 72%	60%	72%	65%	62%	72%	66%	68%
Strongly agree	(5) 44%	37%	35%	36%	28%	38%	33%	36%
Somewhat agree	(4) 28%	23%	37%	29%	34%	34%	33%	33%
- Neither agree nor disagree	(3) 11%	15%	8%	17%	14%	9%	12%	12%
Somewhat disagree	(2) 10%	11%	9%	9%	12%	9%	10%	11%
Strongly disagree	(1) 8%	13%	11%	8%	11%	9%	11%	10%
- NET: Disagree	(2,1) 18%	24%	20%	18%	24%	19%	21%	20%
Mean	3.904	3.600	3.757	3.758	3.546	3.827	3.678	3.740

Not included in base:

Decline to Answer	3	-	12	2	7	5	25	205
Not Applicable/ Don't know	-	3	3	-	3	3	12	130

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

	Males										Females														
	CHAR-					ALL					CHAR-					ALL									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ				
Valid responders:	68	100%	100%	100%	100%	319	100%	100%	100%	100%	2498	100%	100%	100%	100%	42	100%	100%	100%	100%	219	100%	100%	1673	100%
- NET: Agree	(5,4)	73%	61%	74%	69%	63%	77%	70%	69%	70%	70%	59%	60%	60%	63%	62%	65%	65%	65%	65%	62%	62%	62%	65%	65%
Strongly agree	(5)	46%	37%	40%	37%	25%	46%	36%	36%	37%	37%	41%	38%	26%	35%	31%	22%	30%	33%	33%	30%	30%	30%	33%	33%
Somewhat agree	(4)	27%	24%	34%	31%	38%	31%	33%	33%	33%	33%	29%	21%	43%	25%	28%	41%	33%	32%	32%	33%	33%	33%	32%	32%
- Neither agree nor disagree	(3)	7%	16%	6%	23%	17%	10%	14%	13%	13%	16%	14%	11%	8%	11%	7%	11%	10%	10%	10%	11%	7%	11%	10%	10%
Somewhat disagree	(2)	8%	9%	9%	5%	9%	6%	8%	8%	9%	9%	13%	14%	8%	15%	17%	14%	13%	13%	13%	14%	17%	14%	13%	13%
Strongly disagree	(1)	12%	13%	11%	3%	11%	7%	9%	8%	8%	8%	0%	13%	12%	16%	12%	13%	12%	12%	12%	13%	13%	13%	12%	12%
- NET: Disagree	(2,1)	20%	22%	20%	8%	19%	13%	17%	17%	17%	13%	27%	20%	32%	29%	30%	27%	25%	25%	25%	27%	30%	27%	25%	25%
Mean		3.860	3.622	3.835	3.948	3.589	4.018	3.784	3.830	3.830	3.977	3.566	3.642	3.464	3.496	3.421	3.524	3.604	3.604	3.604	3.524	3.421	3.524	3.604	3.604
Not included in base:																									
Decline to Answer		1	-	6	-	4	2	12	124	124	2	-	6	2	2	3	13	81	81	81	13	3	13	81	81
Not Applicable/ Don't know		-	2	2	-	2	1	8	78	78	-	1	1	-	1	2	5	52	52	52	2	2	5	52	52



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

*On the whole, my department treats junior faculty fairly compared to one another*

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	416 100%	3101 100%	28 100%	- 100%	- 100%	- 100%	- 100%	- 100%	122 100%
- NET: Agree	(5,4) 72%	65%	72%	67%	60%	67%	69%	70%	44%	73%	59%	67%	73%	66%
Strongly agree	(5) 45%	39%	37%	38%	28%	35%	36%	41%	31%	24%	31%	27%	36%	29%
Somewhat agree	(4) 27%	26%	35%	29%	31%	32%	32%	29%	13%	49%	28%	40%	37%	36%
- Neither agree nor disagree	(3) 13%	14%	8%	17%	14%	12%	11%	6%	20%	9%	19%	16%	14%	15%
Somewhat disagree	(2) 11%	8%	9%	8%	15%	11%	10%	7%	19%	4%	14%	5%	5%	7%
Strongly disagree	(1) 4%	12%	11%	8%	11%	10%	10%	17%	17%	14%	8%	12%	9%	12%
- NET: Disagree	(2,1) 15%	21%	20%	16%	27%	22%	20%	24%	36%	18%	22%	17%	13%	19%
Mean	3.977	3.720	3.777	3.796	3.501	3.690	3.753	3.696	3.219	3.640	3.607	3.660	3.864	3.701
<b>Not included in base:</b>														
Decline to Answer	1	-	10	-	5	4	20	2	-	2	2	1	1	6
Not Applicable/ Don't know	-	2	3	-	2	3	11	-	1	-	-	1	-	2

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44a-1**

**VI. Global Satisfaction**

**Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.**

	CHAR-		LOTTE					All		All	
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	554	4349		
	100%	100%	100%	100%	100%	100%	100%	100%	100%		
<b>Valid responders:</b>	110	-	-	-	-	-	-	554	4349		
	100%	100%	100%	100%	100%	100%	100%	100%	100%		
My sense of "fit" here	28%	19%	29%	25%	13%	21%	20%	20%	20%		
Geographic location	27%	7%	17%	51%	31%	9%	23%	19%	19%		
Quality of colleagues	23%	14%	18%	15%	17%	12%	16%	25%	25%		
Support of colleagues	21%	20%	22%	22%	22%	25%	23%	17%	17%		
Opportunities to collaborate with colleagues	18%	20%	6%	8%	12%	8%	10%	10%	10%		
Teaching load	11%	20%	14%	19%	20%	15%	18%	13%	13%		
Cost of living	11%	15%	21%	0%	15%	23%	16%	16%	16%		
Presence of others like me	8%	2%	3%	0%	4%	3%	3%	3%	3%		
Quality of facilities	8%	10%	3%	3%	9%	5%	7%	8%	8%		
Support for professional development	5%	1%	4%	9%	3%	2%	3%	3%	3%		
Commute	5%	7%	11%	9%	5%	14%	9%	7%	7%		
Tenure process clarity	4%	0%	0%	0%	0%	1%	<1%	1%	1%		
Support for teaching	4%	3%	3%	3%	0%	6%	3%	3%	3%		
Quality of graduate students	4%	4%	1%	0%	5%	1%	2%	8%	8%		

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44a-1**

**VI. Global Satisfaction**

**Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Diversity	3%	3%	3%	0%	4%	2%	3%	3%
Research requirements for tenure	2%	0%	5%	3%	1%	3%	2%	2%
Assistance for grant proposals	2%	0%	0%	4%	3%	3%	2%	2%
Protection from service/ assignments	2%	5%	1%	4%	6%	3%	4%	2%
Tenure requirements in general	2%	3%	6%	2%	2%	4%	4%	3%
Academic freedom	2%	0%	1%	0%	2%	1%	1%	1%
Support for research (e.g., research leave)	1%	3%	3%	8%	5%	2%	4%	8%
Quality of undergraduate students	1%	24%	1%	8%	2%	9%	6%	7%
Compensation	1%	8%	7%	5%	3%	2%	4%	4%
Tenure criteria clarity	1%	0%	1%	0%	0%	0%	<1%	1%
Childcare policies/ practices	0%	0%	0%	0%	<1%	0%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	2%	1%	0%	<1%	<1%
Spousal/ partner hiring program	0%	0%	1%	0%	2%	6%	2%	3%
Manageable or no pressure to perform	0%	0%	1%	0%	0%	3%	1%	2%

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44a-1**

**VI. Global Satisfaction**

**Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Other	6%	5%	10%	0%	7%	12%	8%	8%
There are no positive aspects	1%	2%	2%	0%	2%	2%	2%	1%
<b>Not included in base:</b>								
Decline to Answer	3	-	10	2	6	4	22	157

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males										Females											
	All					All					All					All						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	68	-	-	-	-	328	2604	42	-	-	-	-	-	-	-	226	1745	-	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My sense of "fit" here	25%	26%	31%	28%	8%	25%	21%	33%	10%	27%	20%	20%	19%	15%	19%	20%						
Geographic location	25%	3%	15%	48%	31%	10%	19%	32%	14%	20%	56%	31%	6%	25%	18%							
Quality of colleagues	22%	20%	18%	17%	16%	14%	26%	24%	5%	17%	12%	19%	6%	14%	23%							
Opportunities to collaborate with colleagues	20%	28%	7%	8%	13%	7%	11%	16%	7%	5%	8%	11%	9%	8%								
Support of colleagues	18%	13%	17%	18%	25%	31%	16%	25%	33%	30%	28%	19%	14%	23%	19%							
Teaching load	13%	13%	19%	16%	17%	17%	13%	7%	31%	8%	25%	23%	13%	19%	13%							
Presence of others like me	9%	3%	4%	0%	5%	3%	4%	7%	0%	2%	0%	3%	3%	2%	2%							
Cost of living	9%	12%	26%	0%	21%	21%	17%	13%	20%	14%	0%	7%	28%	13%	14%							
Quality of facilities	9%	12%	6%	3%	9%	6%	8%	7%	6%	0%	4%	9%	5%	7%								
Support for professional development	8%	0%	3%	9%	2%	1%	3%	0%	3%	6%	8%	4%	3%	5%	4%							
Tenure process clarity	5%	0%	0%	0%	0%	1%	1%	2%	0%	0%	0%	0%	0%	0%	1%							
Support for teaching	5%	3%	3%	3%	0%	4%	3%	2%	3%	3%	4%	0%	9%	3%	3%							
Commute	5%	6%	11%	8%	6%	13%	7%	4%	10%	11%	11%	4%	15%	9%	7%							

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44a-2**

**VI. Global Satisfaction**

**Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.**

	Males										Females									
	CHAR-					All					CHAR-					All				
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ				
Quality of graduate students	3%	6%	0%	0%	4%	0%	2%	8%	4%	0%	2%	0%	5%	3%	3%	7%				
Research requirements for tenure	3%	0%	3%	3%	1%	3%	2%	2%	0%	0%	8%	4%	0%	3%	3%	2%				
Quality of undergraduate students	2%	22%	0%	10%	3%	9%	6%	6%	0%	27%	2%	4%	2%	10%	6%	7%				
Compensation	2%	6%	7%	6%	4%	0%	5%	4%	0%	10%	6%	4%	1%	5%	4%	4%				
Protection from service/ assignments	2%	3%	1%	6%	5%	2%	3%	2%	2%	7%	0%	0%	6%	4%	4%	2%				
Tenure criteria clarity	2%	0%	0%	0%	0%	0%	0%	1%	0%	0%	3%	0%	0%	0%	1%	1%				
Diversity	2%	3%	4%	0%	4%	0%	3%	2%	4%	3%	2%	0%	5%	6%	4%	3%				
Tenure requirements in general	2%	3%	5%	0%	3%	3%	3%	3%	2%	3%	8%	4%	1%	6%	4%	3%				
Support for research (e.g., research leave)	1%	3%	4%	10%	4%	3%	4%	8%	2%	3%	0%	4%	5%	0%	3%	8%				
Assistance for grant proposals	0%	0%	0%	5%	2%	4%	2%	2%	5%	0%	0%	3%	3%	0%	2%	2%				
Childcare policies/ practices	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	1%	0%	<1%	<1%				
Availability/ quality of childcare facilities	0%	0%	0%	3%	0%	0%	<1%	<1%	0%	0%	0%	0%	2%	0%	1%	1%				
Spousal/ partner hiring program	0%	0%	2%	0%	1%	6%	2%	2%	0%	0%	0%	4%	0%	6%	3%	4%				

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males					Females							
	All					All							
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5			
Manageable or no pressure to perform	0%	0%	0%	0%	2%	0%	0%	0%	0%	3%	1%	2%	
Academic freedom	0%	0%	0%	2%	1%	4%	0%	2%	1%	0%	1%	1%	
Other	7%	9%	0%	7%	7%	4%	3%	11%	8%	19%	9%	11%	
There are no positive aspects	2%	0%	0%	3%	2%	0%	0%	5%	1%	0%	2%	<1%	
<b>Not included in base:</b>													
Decline to Answer	1	-	6	-	3	2	11	96	2	4	2	11	61

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44a-3**

**VI. Global Satisfaction**

**Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.**

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
<b>Valid responders:</b>	81	-	-	-	-	-	429	29	-	-	-	-	-	125
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
My sense of "fit" here	31%	20%	29%	27%	15%	26%	23%	21%	19%	30%	14%	8%	5%	12%
Geographic location	30%	10%	17%	52%	31%	10%	23%	20%	0%	15%	47%	31%	4%	21%
Quality of colleagues	29%	16%	18%	17%	18%	13%	17%	6%	9%	13%	8%	17%	8%	13%
Support of colleagues	24%	21%	24%	21%	22%	24%	23%	13%	20%	14%	25%	22%	31%	23%
Opportunities to collaborate with colleagues	14%	20%	6%	8%	13%	6%	10%	30%	20%	6%	8%	9%	13%	11%
Teaching load	12%	22%	14%	23%	22%	13%	18%	8%	12%	16%	6%	14%	24%	15%
Presence of others like me	8%	3%	4%	0%	4%	4%	3%	9%	0%	0%	0%	6%	0%	3%
Cost of living	8%	13%	21%	0%	11%	23%	15%	19%	23%	22%	0%	23%	24%	21%
Quality of facilities	7%	7%	4%	4%	8%	6%	6%	12%	18%	0%	0%	12%	3%	8%
Quality of graduate students	4%	3%	1%	0%	7%	1%	3%	3%	7%	0%	0%	0%	0%	1%
Support for teaching	4%	4%	3%	2%	0%	8%	3%	4%	0%	5%	8%	0%	0%	1%
Tenure process clarity	4%	0%	0%	0%	0%	0%	0%	4%	0%	0%	0%	0%	4%	1%
Commute	4%	6%	11%	8%	7%	11%	9%	8%	11%	14%	14%	2%	21%	9%



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44a-3**

**VI. Global Satisfaction**

**Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.**

	White Faculty					Faculty of Color									
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	All Peers	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Support for professional development	3%	0%	3%	6%	1%	3%	2%	12%	5%	10%	19%	8%	0%	8%	6%
Research requirements for tenure	3%	0%	4%	4%	1%	4%	3%	0%	0%	10%	0%	0%	0%	1%	2%
Protection from service/ assignments	3%	6%	1%	0%	7%	1%	3%	0%	0%	0%	19%	4%	9%	5%	2%
Diversity	2%	2%	4%	0%	3%	1%	2%	4%	7%	0%	0%	8%	5%	5%	4%
Academic freedom	2%	0%	1%	0%	1%	1%	1%	0%	0%	0%	0%	3%	0%	2%	1%
Quality of undergraduate students	1%	26%	1%	8%	2%	9%	6%	0%	18%	0%	6%	3%	10%	6%	4%
Compensation	1%	6%	7%	4%	3%	1%	4%	0%	12%	5%	8%	2%	3%	4%	4%
Tenure criteria clarity	1%	0%	1%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	1%
Support for research (e.g., research leave)	1%	4%	2%	8%	4%	2%	4%	1%	0%	6%	6%	7%	0%	4%	9%
Assistance for grant proposals	1%	0%	0%	2%	3%	2%	2%	4%	0%	0%	12%	2%	5%	3%	3%
Tenure requirements in general	1%	2%	5%	2%	2%	4%	3%	4%	7%	15%	0%	2%	5%	5%	2%
Childcare policies/ practices	0%	0%	0%	0%	1%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	2%	1%	0%	<1%	0%	0%	0%	0%	1%	0%	1%	<1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty					Faculty of Color										
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ			
Spousal/ partner hiring program	0%	0%	1%	0%	3%	2%	3%	0%	0%	4%	0%	1%	5%	2%	3%	
Manageable or no pressure to perform	0%	0%	1%	0%	0%	3%	1%	0%	0%	0%	0%	0%	5%	1%	2%	
Other	7%	7%	9%	0%	6%	14%	8%	4%	0%	13%	0%	11%	4%	8%	9%	
There are no positive aspects	0%	0%	2%	0%	1%	1%	1%	4%	0%	7%	0%	4%	5%	4%	1%	
<b>Not included in base:</b>																
Decline to Answer	1	-	9	-	4	4	18	106	2	-	1	2	1	-	4	52

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44b-1**

**VI. Global Satisfaction**

**Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.**

	CHAR-		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All		All		
	LOTTE	100%	Peer	100%	Peer	100%	Peer	100%	Peer	100%	Peer	100%	5	Peers	100%	4347	Univ
	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----
<b>Valid responders:</b>	110	100%	-	100%	-	100%	-	100%	-	100%	-	100%	-	554	100%	4347	100%
Compensation	27%	6%	15%	8%	25%	10%	23%	13%	16%	13%	16%	13%	16%	13%	16%	13%	16%
Lack of support for research	22%	8%	20%	25%	12%	16%	16%	16%	13%	16%	16%	16%	13%	16%	16%	13%	16%
Teaching load	15%	1%	13%	12%	7%	10%	10%	9%	8%	10%	9%	9%	8%	10%	9%	8%	8%
Quality of undergraduate students	13%	2%	11%	5%	11%	9%	9%	9%	7%	11%	9%	9%	7%	11%	9%	7%	7%
Research requirements for tenure	12%	3%	3%	2%	7%	5%	5%	5%	5%	7%	5%	5%	5%	7%	5%	5%	5%
Quality of graduate students	10%	11%	7%	7%	10%	11%	11%	9%	8%	10%	11%	11%	9%	10%	11%	9%	8%
Too much service / too many assignments	10%	8%	11%	5%	6%	11%	11%	8%	8%	6%	11%	11%	8%	6%	11%	8%	8%
Tenure criteria clarity	10%	4%	9%	13%	24%	1%	13%	8%	8%	24%	1%	13%	8%	13%	1%	13%	8%
Spousal/ partner hiring program (or lack thereof)	8%	11%	5%	2%	3%	9%	5%	6%	6%	3%	9%	9%	5%	3%	9%	5%	6%
Availability/ quality of childcare facilities	8%	13%	4%	2%	3%	0%	4%	4%	4%	3%	0%	0%	4%	3%	0%	4%	4%
Unrelenting pressure to perform	7%	11%	4%	14%	12%	4%	9%	8%	8%	12%	4%	9%	8%	12%	4%	9%	8%
Absence of others like me	6%	10%	4%	12%	8%	4%	7%	7%	7%	8%	4%	7%	7%	8%	4%	7%	8%

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44b-1**

**VI. Global Satisfaction**

**Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Opportunities to collaborate with colleagues	5%	6%	4%	5%	2%	7%	4%	4%
Lack of assistance for grant proposals	5%	15%	6%	0%	6%	3%	6%	6%
Tenure process clarity	5%	3%	5%	3%	12%	4%	7%	4%
Tenure requirements in general	5%	1%	3%	3%	11%	3%	6%	5%
Lack of support for professional development	5%	8%	6%	2%	1%	7%	4%	4%
Geographic location	3%	8%	10%	3%	7%	19%	10%	12%
Support of colleagues	3%	11%	3%	2%	5%	4%	5%	5%
Cost of living	3%	1%	3%	29%	1%	0%	4%	7%
My lack of "fit" here	3%	10%	4%	6%	5%	5%	5%	6%
Childcare policies/practices (or lack thereof)	3%	5%	4%	0%	2%	4%	3%	3%
Lack of diversity	2%	6%	8%	1%	4%	6%	5%	7%
Commute	2%	5%	2%	7%	2%	1%	3%	2%
Lack of support for teaching	1%	0%	1%	0%	1%	3%	1%	2%
Quality of colleagues	1%	5%	5%	2%	4%	2%	4%	3%
Academic freedom	1%	0%	0%	0%	0%	0%	0%	<1%

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44b-1**

**VI. Global Satisfaction**

**Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Quality of facilities	0%	14%	6%	3%	6%	6%	7%	7%
Other	8%	16%	11%	11%	12%	14%	12%	12%
There are no negative aspects	0%	0%	2%	5%	2%	2%	2%	3%
<b>Not included in base:</b>								
Decline to Answer	3	-	10	2	6	4	22	159

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44b-2**

**VI. Global Satisfaction**

**Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.**

	Males										Females									
	CHAR-					All					CHAR-					All				
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5
<b>Valid responders:</b>	68	-	-	-	-	328	2603	42	-	-	-	-	-	-	-	226	1744	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Compensation	26%	9%	14%	6%	7%	27%	13%	29%	0%	17%	12%	14%	15%	13%	15%	13%	15%	14%	14%	14%
Lack of support for research	19%	13%	22%	24%	10%	13%	15%	27%	0%	17%	28%	14%	22%	16%	14%	14%	14%	14%	14%	14%
Teaching load	16%	0%	8%	11%	7%	10%	7%	13%	3%	20%	12%	7%	11%	11%	9%	11%	11%	11%	11%	9%
Too much service / too many assignments	15%	7%	10%	3%	6%	11%	8%	2%	10%	11%	8%	5%	9%	10%	8%	8%	8%	8%	8%	10%
Quality of undergraduate students	12%	3%	14%	3%	15%	10%	11%	13%	0%	8%	8%	5%	6%	6%	6%	6%	6%	6%	6%	6%
Research requirements for tenure	12%	3%	1%	0%	3%	7%	4%	11%	3%	6%	4%	11%	0%	7%	6%	7%	6%	7%	7%	6%
Tenure criteria clarity	10%	3%	12%	8%	22%	1%	11%	9%	6%	6%	20%	26%	0%	15%	8%	15%	8%	15%	8%	8%
Quality of graduate students	9%	9%	10%	8%	14%	16%	12%	12%	15%	2%	4%	4%	0%	4%	6%	4%	6%	4%	4%	6%
Spousal/ partner hiring program (or lack thereof)	8%	13%	4%	0%	3%	8%	6%	7%	10%	5%	4%	4%	12%	7%	6%	7%	7%	6%	7%	7%
Tenure requirements in general	8%	0%	1%	6%	14%	4%	5%	0%	3%	5%	0%	9%	0%	5%	5%	5%	5%	0%	5%	5%
Lack of assistance for grant proposals	7%	20%	9%	0%	7%	3%	7%	2%	7%	3%	0%	4%	3%	4%	4%	4%	3%	4%	3%	4%
Absence of others like me	7%	10%	3%	13%	9%	4%	7%	4%	10%	5%	11%	5%	3%	6%	8%	6%	8%	3%	6%	8%

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44b-2**

**VI. Global Satisfaction**

**Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.**

	Males										Females													
	CHAR-					All					CHAR-					All								
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Tenure process clarity	7%	0%	6%	6%	12%	3%	7%	4%	3%	3%	7%	3%	0%	13%	6%	7%	4%							
Availability/ quality of childcare facilities	6%	13%	1%	0%	2%	0%	2%	3%	11%	13%	8%	4%	4%	0%	5%	5%								
Geographic location	5%	6%	11%	3%	7%	22%	11%	12%	1%	12%	9%	4%	7%	13%	9%	11%								
Support of colleagues	5%	16%	4%	0%	4%	3%	5%	5%	0%	3%	2%	4%	6%	6%	5%	5%								
Lack of support for professional development	5%	9%	1%	0%	1%	6%	3%	4%	4%	7%	12%	4%	1%	9%	6%	4%								
Cost of living	5%	0%	4%	29%	1%	0%	5%	8%	0%	3%	0%	0%	29%	1%	4%	4%								
Unrelenting pressure to perform	3%	9%	3%	8%	8%	2%	6%	6%	14%	14%	5%	24%	17%	9%	10%	13%								
Opportunities to collaborate with colleagues	3%	3%	4%	3%	2%	7%	4%	4%	9%	10%	3%	8%	1%	5%	4%	4%								
Lack of diversity	2%	0%	8%	2%	3%	4%	4%	5%	2%	16%	8%	0%	4%	10%	7%	9%								
Lack of support for teaching	2%	0%	1%	0%	2%	3%	2%	2%	0%	0%	0%	0%	0%	3%	<1%	2%								
Childcare policies/ practices (or lack thereof)	2%	7%	2%	0%	0%	3%	2%	2%	4%	3%	6%	0%	4%	6%	4%	5%								
My lack of "fit" here	2%	9%	4%	9%	5%	3%	5%	5%	5%	10%	3%	0%	5%	9%	5%	6%								
Commute	2%	3%	3%	11%	2%	1%	3%	2%	2%	7%	2%	0%	1%	0%	2%	2%								
Quality of colleagues	0%	6%	5%	3%	4%	0%	3%	3%	2%	3%	5%	0%	5%	6%	4%	3%								

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males										Females															
	All Peers					All Univ					CHAR-LOTTE					All Peers					All Univ					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Quality of facilities	0%	17%	7%	3%	3%	7%	7%	3%	7%	7%	0%	10%	5%	4%	9%	3%	7%	7%	7%	0%	0%	0%	0%	0%	0%	7%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	7%	18%	11%	11%	9%	11%	11%	11%	11%	11%	10%	14%	11%	10%	16%	19%	14%	13%	13%	10%	10%	10%	16%	19%	14%	13%
There are no negative aspects	0%	0%	1%	8%	3%	1%	3%	4%	4%	0%	0%	0%	2%	0%	0%	3%	1%	2%	1%	0%	0%	0%	0%	3%	1%	2%
<b>Not included in base:</b>																										
Decline to Answer	1	-	6	-	3	2	11	97	2	2	-	4	2	2	2	2	11	62	2	2	2	2	2	2	11	62



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers Univ
<b>Valid responders:</b>	81 100%	- 100%	- 100%	- 100%	- 100%	429 100%	3228 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%
Compensation	31%	5%	15%	10%	11%	21%	16%	16%	7%	20%	0%	10%	29%	14%
Lack of support for research	24%	8%	21%	21%	15%	19%	14%	16%	7%	13%	44%	4%	5%	10%
Teaching load	14%	0%	11%	15%	7%	11%	8%	16%	5%	23%	0%	8%	7%	9%
Quality of undergraduate students	14%	0%	11%	6%	12%	9%	8%	8%	7%	15%	0%	9%	9%	8%
Research requirements for tenure	13%	2%	4%	2%	8%	5%	6%	8%	7%	0%	0%	3%	5%	3%
Spousal/ partner hiring program (or lack thereof)	10%	12%	4%	2%	1%	8%	6%	0%	11%	6%	0%	8%	14%	8%
Unrelenting pressure to perform	10%	13%	4%	15%	14%	4%	8%	1%	7%	0%	14%	7%	5%	6%
Too much service / too many assignments	10%	9%	12%	4%	7%	14%	9%	11%	4%	0%	8%	3%	0%	3%
Tenure criteria clarity	9%	2%	10%	15%	27%	1%	9%	11%	12%	4%	6%	16%	0%	10%
Quality of graduate students	8%	6%	7%	8%	8%	11%	8%	17%	27%	5%	0%	12%	9%	11%
Availability/ quality of childcare facilities	7%	13%	5%	2%	3%	0%	4%	8%	11%	0%	0%	4%	0%	3%
Absence of others like me	5%	13%	4%	13%	8%	4%	7%	8%	0%	5%	12%	8%	5%	6%

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 44b-3**

**VI. Global Satisfaction**

**Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.**

	White Faculty										Faculty of Color									
	CHAR-					ALL					CHAR-					ALL				
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5
Opportunities to collaborate with colleagues	5%	8%	4%	6%	1%	4%	3%	4%	4%	7%	0%	6%	0%	3%	17%	6%	6%	0%	0%	6%
Geographic location	4%	6%	10%	2%	8%	17%	9%	11%	8%	1%	15%	12%	8%	6%	25%	12%	14%	0%	0%	6%
Lack of assistance for grant proposals	4%	17%	8%	0%	4%	4%	6%	6%	4%	9%	7%	0%	0%	10%	0%	6%	6%	0%	0%	6%
Lack of support for professional development	4%	9%	5%	2%	1%	9%	5%	4%	1%	8%	7%	9%	0%	0%	0%	2%	4%	0%	0%	4%
Childcare policies/practices (or lack thereof)	4%	7%	4%	0%	2%	4%	3%	3%	2%	0%	0%	4%	0%	1%	5%	2%	4%	0%	0%	4%
My lack of "fit" here	4%	9%	4%	2%	4%	4%	4%	6%	4%	1%	12%	6%	15%	7%	9%	9%	6%	0%	0%	6%
Support of colleagues	3%	12%	1%	2%	5%	5%	4%	5%	5%	4%	7%	16%	0%	4%	0%	5%	5%	0%	0%	5%
Tenure requirements in general	3%	2%	3%	4%	12%	4%	6%	5%	4%	12%	0%	0%	0%	10%	0%	4%	4%	0%	0%	4%
Commute	3%	6%	3%	4%	1%	1%	2%	2%	1%	0%	0%	0%	16%	4%	0%	3%	2%	0%	0%	2%
Tenure process clarity	3%	4%	6%	4%	12%	5%	7%	4%	4%	13%	0%	0%	0%	13%	0%	6%	4%	0%	0%	4%
Lack of support for teaching	1%	0%	1%	0%	0%	4%	1%	2%	2%	0%	0%	0%	0%	4%	0%	2%	2%	0%	0%	2%
Cost of living	1%	0%	0%	29%	1%	0%	4%	7%	1%	8%	5%	18%	28%	0%	0%	6%	6%	0%	0%	6%
Quality of colleagues	1%	2%	4%	2%	4%	3%	3%	3%	4%	0%	14%	14%	0%	5%	0%	6%	3%	0%	0%	3%
Lack of diversity	1%	5%	6%	0%	1%	5%	4%	5%	1%	5%	9%	20%	6%	9%	9%	11%	12%	0%	0%	12%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty					Faculty of Color								
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Univ
Quality of facilities	0%	19%	7%	4%	6%	7%	8%	8%	0%	0%	0%	4%	0%	5%
Academic freedom	0%	0%	0%	0%	0%	0%	<1%	3%	0%	0%	0%	0%	0%	<1%
Other	7%	15%	11%	11%	13%	12%	13%	11%	20%	7%	11%	11%	20%	9%
There are no negative aspects	0%	0%	2%	6%	2%	3%	3%	0%	0%	0%	0%	2%	0%	5%
<b>Not included in base:</b>														
Decline to Answer	1	-	9	-	4	4	18	107	2	-	1	2	1	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-1

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	CHAR-		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All		All		
	IOFFE	100%	Peer	100%	Peer	100%	Peer	100%	Peer	100%	Peer	100%	Peers	100%	Univ	100%	
Valid responders:	110	100%	-	100%	-	100%	-	100%	-	100%	-	100%	-	551	100%	4298	100%
- NET: Satisfied (5,4)	79%	68%	75%	71%	73%	66%	71%	66%	71%	75%	75%	75%	71%	75%	75%	75%	75%
Very satisfied (5)	32%	19%	36%	37%	27%	33%	30%	33%	30%	35%	35%	35%	30%	35%	35%	35%	35%
Somewhat satisfied (4)	47%	50%	39%	34%	46%	33%	41%	33%	41%	40%	40%	40%	41%	40%	40%	40%	40%
- Neither satisfied nor dissatisfied (3)	7%	12%	9%	3%	9%	15%	10%	15%	9%	8%	10%	8%	10%	8%	8%	8%	8%
Somewhat dissatisfied (2)	9%	9%	9%	23%	13%	11%	12%	11%	12%	12%	12%	12%	12%	12%	12%	12%	12%
Very dissatisfied (1)	5%	10%	6%	3%	6%	8%	6%	8%	6%	6%	6%	6%	6%	6%	6%	6%	6%
- NET: Dissatisfied (2,1)	14%	19%	15%	26%	18%	19%	19%	19%	19%	17%	17%	17%	19%	17%	17%	17%	17%
Mean	3.913	3.580	3.897	3.778	3.751	3.727	3.727	3.727	3.751	3.727	3.727	3.727	3.767	3.871	3.871	3.871	3.871
<b>Not included in base:</b>																	
Decline to Answer	3	1	10	2	7	4	24	203									
Not Applicable	-	1	-	-	-	-	1	5									

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-2

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	Males										Females										
	CHAR- IOTTE					All Peers					CHAR- IOTTE					All Peers					
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	68	-	-	-	-	326	2569	42	-	-	-	-	-	-	-	225	1728	-	-	-	-
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	78%	68%	73%	81%	74%	77%	75%	81%	69%	78%	56%	71%	44%	67%	74%						
Very satisfied (5)	30%	20%	41%	35%	24%	40%	36%	36%	17%	28%	39%	30%	19%	28%	34%						
Somewhat satisfied (4)	48%	48%	32%	45%	37%	42%	40%	45%	52%	50%	17%	41%	26%	39%	41%						
- Neither satisfied nor dissatisfied (3)	5%	14%	10%	3%	10%	9%	10%	10%	8%	3%	7%	28%	11%	7%							
Somewhat dissatisfied (2)	9%	6%	10%	11%	12%	5%	11%	9%	14%	8%	41%	14%	21%	16%	13%						
Very dissatisfied (1)	8%	12%	6%	6%	4%	9%	5%	1%	7%	0%	8%	6%	6%	7%							
- NET: Dissatisfied (2,1)	17%	18%	16%	17%	16%	14%	16%	10%	20%	14%	41%	21%	27%	22%	19%						
Mean	3.824	3.573	3.924	3.937	3.772	3.946	3.842	3.904	4.058	3.591	3.859	3.533	3.726	3.294	3.658	3.821					
Not included in base:																					
Decline to Answer	1	-	6	-	4	2	12	128	2	1	4	2	2	2	11	75					
Not Applicable	-	1	-	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-3

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	White Faculty										Faculty of Color					
	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	427 100%	3199 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	124 100%	1099 100%
- NET: Satisfied (5,4)	85%	70%	76%	69%	71%	65%	71%	75%	63%	63%	72%	78%	77%	70%	74%	74%
Very satisfied (5)	36%	21%	35%	40%	25%	38%	31%	36%	22%	12%	42%	25%	30%	17%	27%	31%
Somewhat satisfied (4)	49%	49%	41%	29%	45%	27%	39%	39%	41%	51%	30%	53%	47%	53%	47%	44%
- Neither satisfied nor dissatisfied (3)	5%	15%	8%	2%	9%	16%	10%	7%	11%	5%	15%	6%	10%	14%	11%	9%
Somewhat dissatisfied (2)	7%	8%	10%	25%	16%	11%	13%	12%	13%	12%	6%	16%	4%	11%	7%	10%
Very dissatisfied (1)	3%	7%	6%	4%	4%	9%	6%	5%	13%	20%	7%	0%	9%	5%	8%	7%
- NET: Dissatisfied (2,1)	10%	15%	16%	29%	21%	19%	19%	17%	26%	31%	13%	16%	13%	16%	16%	17%
Mean	4.074	3.682	3.890	3.754	3.708	3.743	3.766	3.890	3.459	3.243	3.944	3.877	3.857	3.672	3.769	3.816
Not included in base:																
Decline to Answer	1	1	9	-	5	4	20	133	2	-	1	2	1	-	4	70
Not Applicable	-	-	-	-	-	-	-	3	-	1	-	-	-	-	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-1

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	CHAR-		All					All	
	IORFE	Peer	1	2	3	4	5	Peers	Univ
	-----	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	110	-	-	-	-	-	-	554	4307
	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	62%	45%	66%	64%	49%	58%	56%	67%	67%
Very satisfied (5)	16%	9%	21%	27%	13%	21%	18%	22%	22%
Somewhat satisfied (4)	46%	36%	45%	37%	36%	37%	38%	45%	45%
- Neither satisfied (3) nor dissatisfied	12%	16%	13%	11%	14%	22%	15%	13%	13%
Somewhat dissatisfied (2)	21%	25%	14%	22%	21%	13%	18%	15%	15%
Very dissatisfied (1)	4%	13%	6%	3%	16%	7%	10%	5%	5%
- NET: Dissatisfied (2,1)	26%	38%	20%	25%	37%	20%	29%	20%	20%
Mean	3.489	3.024	3.613	3.624	3.087	3.528	3.348	3.635	3.635

Not included in base:

Decline to Answer	3	-	10	2	6	4	22	197
Not Applicable	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-2

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	Males										Females													
	All					All					All					All								
	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
Valid responders:	68	-	-	-	-	328	2576	42	-	-	-	-	-	-	226	1732	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	63%	44%	59%	67%	50%	60%	67%	61%	47%	77%	60%	47%	54%	56%	68%									
Very satisfied (5)	14%	13%	23%	27%	14%	23%	22%	20%	3%	19%	27%	12%	17%	15%	21%									
Somewhat satisfied (4)	49%	31%	36%	40%	36%	37%	45%	41%	44%	58%	33%	35%	36%	41%	47%									
- Neither satisfied nor dissatisfied (3)	14%	12%	16%	11%	14%	21%	13%	10%	23%	9%	11%	15%	25%	16%	12%									
Somewhat dissatisfied (2)	20%	28%	17%	17%	16%	12%	15%	24%	20%	9%	29%	27%	15%	20%	16%									
Very dissatisfied (1)	3%	16%	7%	6%	19%	7%	5%	5%	9%	5%	0%	12%	6%	8%	5%									
- NET: Dissatisfied (2,1)	23%	44%	25%	22%	36%	19%	20%	30%	29%	14%	29%	39%	21%	28%	20%									
Mean	3.508	2.963	3.508	3.658	3.091	3.575	3.636	3.458	3.120	3.766	3.572	3.082	3.436	3.357	3.634									
Not included in base:																								
Decline to Answer	1	-	6	-	3	2	11	2	-	4	2	2	2	11	73									
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-									



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-3

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	White Faculty										Faculty of Color									
	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ				
Valid responders:	81 100%	-	-	-	-	-	429 100%	3205 100%	29 100%	-	-	-	-	-	125 100%	1102 100%				
- NET: Satisfied (5,4)	62%	46%	69%	58%	45%	63%	56%	67%	64%	44%	53%	86%	58%	41%	55%	67%				
Very satisfied (5)	19%	10%	21%	27%	10%	24%	18%	22%	8%	7%	23%	25%	20%	12%	18%	21%				
Somewhat satisfied (4)	43%	36%	48%	31%	35%	39%	39%	45%	55%	38%	29%	61%	38%	29%	37%	46%				
- Neither satisfied nor dissatisfied (3)	12%	14%	9%	13%	16%	18%	14%	12%	14%	22%	37%	6%	10%	38%	20%	15%				
Somewhat dissatisfied (2)	23%	28%	15%	25%	25%	12%	20%	16%	18%	18%	11%	8%	13%	17%	13%	14%				
Very dissatisfied (1)	4%	12%	7%	4%	14%	8%	10%	5%	5%	16%	0%	0%	20%	5%	12%	5%				
- NET: Dissatisfied (2,1)	26%	40%	22%	29%	39%	19%	30%	21%	23%	33%	11%	8%	32%	21%	25%	18%				
Mean	3.505	3.028	3.606	3.522	3.020	3.604	3.343	3.633	3.444	3.012	3.652	4.035	3.256	3.269	3.364	3.642				
Not included in base:																				
Decline to Answer	1	-	9	-	4	4	18	128	2	-	1	2	1	-	4	68				
Not Applicable	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1				

Table 46a-1

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	CHAR-		All					All	
	LOFFE	Peer	1	2	3	4	5	Peers	Univ
	-----	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	541 100%	4272 100%
Provost	69%	38%	44%	64%	19%	46%	37%	38%	38%
Chancellor	11%	0%	15%	0%	0%	0%	4%	3%	3%
President	5%	26%	4%	13%	52%	12%	26%	15%	15%
Academic Dean	3%	8%	3%	3%	5%	14%	6%	11%	11%
Vice President for Academic Affairs	0%	2%	15%	0%	2%	0%	5%	4%	4%
Other	0%	0%	2%	0%	2%	0%	1%	1%	1%
I don't know	12%	27%	17%	19%	21%	27%	22%	27%	27%
<b>Not included in base:</b>									
Decline to Answer	3	-	15	3	11	5	34	234	234

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-2

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Males										Females									
	CHAR-					All					CHAR-					All				
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ				
Valid responders:	68	-	-	-	-	-	319	2559	42	-	-	-	-	-	222	1713				
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%				
Provost	72%	47%	50%	67%	21%	47%	41%	38%	64%	24%	36%	60%	17%	45%	31%	37%				
Chancellor	12%	0%	8%	0%	0%	0%	2%	3%	9%	0%	26%	0%	0%	0%	6%	4%				
Academic Dean	3%	7%	3%	3%	7%	13%	7%	12%	3%	9%	3%	4%	2%	15%	5%	10%				
President	1%	21%	5%	6%	49%	10%	22%	14%	11%	33%	3%	25%	55%	16%	31%	17%				
Vice President for Academic Affairs	0%	3%	14%	0%	2%	0%	4%	4%	0%	0%	16%	0%	3%	0%	5%	4%				
Other	0%	0%	3%	0%	2%	0%	1%	1%	0%	0%	0%	0%	1%	0%	<1%	1%				
I don't know	12%	22%	18%	24%	20%	29%	22%	27%	13%	34%	16%	11%	22%	24%	21%	26%				
<b>Not included in base:</b>																				
Decline to Answer	2	-	9	1	7	3	20	141	2	-	6	2	4	2	14	94				

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-3

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	White Faculty										Faculty of Color											
	CHAR-					All					CHAR-					All						
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	
Valid responders:	81	-	-	-	-	-	419	3182	28	-	-	-	-	-	122	1090						
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Provost	64%	42%	43%	62%	23%	44%	39%	39%	81%	27%	50%	74%	9%	54%	32%	35%						
Chancellor	14%	0%	15%	0%	0%	4%	4%	4%	1%	0%	16%	0%	0%	0%	3%	3%						
President	5%	23%	4%	17%	53%	10%	25%	15%	5%	34%	4%	0%	4%	20%	17%							
Academic Dean	3%	7%	4%	4%	5%	17%	7%	10%	5%	9%	0%	0%	5%	5%	14%							
Vice President for Academic Affairs	0%	0%	16%	0%	1%	0%	5%	4%	0%	7%	6%	0%	5%	0%	7%							
Other	0%	0%	2%	0%	2%	0%	1%	1%	0%	0%	0%	0%	2%	0%	1%	2%						
I don't know	14%	28%	16%	17%	17%	29%	20%	28%	8%	23%	24%	26%	30%	21%	26%	23%						
<b>Not included in base:</b>																						
Decline to Answer	1	-	15	1	7	4	27	153	2	-	1	2	4	1	7	81						

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 46b-1**

**VI. Global Satisfaction**

**Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.**

	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%
- NET: Agree	(5,4) 53%	31%	27%	43%	24%	36%	29%	43%
Strongly agree	(5) 22%	3%	9%	10%	8%	19%	9%	14%
Somewhat agree	(4) 30%	28%	19%	34%	16%	17%	20%	29%
- Neither agree nor disagree	(3) 32%	29%	41%	32%	19%	32%	29%	27%
Somewhat disagree	(2) 4%	9%	16%	17%	19%	18%	17%	15%
Strongly disagree	(1) 11%	31%	15%	7%	37%	14%	25%	15%
- NET: Disagree	(2,1) 15%	40%	31%	25%	57%	32%	42%	30%
Mean	3.492	2.633	2.890	3.213	2.378	3.093	2.718	3.114

**Not included in base:**

Decline to Answer	3	3	13	4	10	5	35	274
Not Applicable/ Don't know	33	20	40	17	33	45	155	1479

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-2

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

	Males										Females														
	All Peers					All Univ					All Peers					All Univ									
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5					
Valid responders:	52	100%	100%	100%	100%	229	100%	100%	100%	100%	1668	100%	100%	100%	25	100%	100%	100%	100%	100%	157	100%	100%	100%	
- NET: Agree	52%	33%	25%	48%	26%	36%	30%	43%	30%	43%	54%	29%	31%	22%	36%	28%	42%	37%	22%	36%	28%	42%	28%	42%	42%
Strongly agree	(5)	21%	4%	6%	13%	8%	13%	13%	8%	13%	26%	0%	12%	6%	8%	11%	14%	6%	8%	36%	11%	14%	14%	14%	14%
Somewhat agree	(4)	32%	28%	19%	36%	18%	22%	29%	22%	29%	28%	29%	19%	31%	15%	17%	28%	31%	15%	0%	17%	28%	28%	28%	28%
- Neither agree nor disagree	(3)	33%	31%	40%	30%	24%	30%	28%	30%	28%	31%	24%	43%	35%	14%	38%	26%	35%	14%	38%	26%	26%	26%	26%	26%
Somewhat disagree	(2)	2%	8%	16%	13%	17%	16%	15%	16%	15%	8%	11%	16%	23%	22%	13%	16%	23%	22%	13%	19%	16%	16%	16%	16%
Strongly disagree	(1)	13%	28%	19%	9%	34%	24%	14%	24%	14%	8%	36%	10%	42%	42%	27%	16%	6%	42%	13%	27%	16%	16%	16%	16%
- NET: Disagree	(2,1)	15%	36%	35%	21%	50%	39%	29%	34%	39%	15%	47%	26%	29%	64%	46%	32%	29%	64%	26%	46%	32%	32%	32%	32%
Mean	3.453	2.723	2.770	3.311	2.495	2.998	2.758	3.129	2.758	3.129	3.573	2.462	3.076	3.078	2.245	3.319	2.659	3.078	2.245	3.319	2.659	3.090	3.090	3.090	3.090
Not included in base:																									
Decline to Answer	1	1	8	2	6	3	20	161	2	2	5	2	4	2	15	113	113	2	4	2	15	113	113	113	113
Not Applicable/ Don't know	16	11	22	11	20	27	90	870	17	9	18	6	13	18	65	609	609	6	13	18	65	609	609	609	609

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-3

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

	White Faculty										Faculty of Color														
	CHAR-					ALL					CHAR-					ALL									
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	
Valid responders:	54	-	-	-	-	-	294	1993	23	-	-	-	-	-	-	91	760	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	47%	33%	28%	33%	21%	43%	28%	41%	67%	28%	24%	87%	33%	20%	33%	47%	(5,4)	19%	0%	10%	9%	0%	13%	7%	16%
Strongly agree	(5)	27%	33%	18%	24%	13%	10%	13%	30%	9%	0%	13%	7%	10%	7%	16%	(4)	27%	33%	18%	24%	13%	10%	13%	7%
Somewhat agree	(3)	36%	28%	41%	39%	19%	28%	27%	24%	30%	41%	0%	20%	55%	29%	28%	(3)	36%	28%	41%	39%	19%	28%	27%	24%
Neither agree nor disagree	(2)	6%	3%	16%	18%	22%	18%	17%	0%	22%	16%	13%	11%	6%	13%	12%	(2)	6%	3%	16%	18%	22%	18%	17%	0%
Strongly disagree	(1)	12%	36%	15%	9%	38%	25%	15%	9%	20%	18%	0%	36%	18%	25%	14%	(1)	12%	36%	15%	9%	38%	25%	15%	9%
- NET: Disagree	(2,1)	18%	39%	31%	27%	60%	43%	32%	9%	42%	34%	13%	47%	25%	38%	26%	(2,1)	18%	39%	31%	27%	60%	43%	32%	9%
Mean	3.364	2.578	2.920	3.063	2.307	3.184	2.698	3.069	3.796	2.754	2.719	3.871	2.581	2.873	2.783	3.230	3.364	2.578	2.920	3.063	2.307	3.184	2.698	3.069	3.796
Not included in base:																									
Decline to Answer	1	2	13	1	5	4	25	181	2	1	1	3	5	1	10	93	1	2	13	1	5	4	25	181	2
Not Applicable/ Don't know	27	18	34	14	22	39	127	1160	6	2	6	4	11	5	28	319	27	18	34	14	22	39	127	1160	6

Table 47-1

VI. Global Satisfaction

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

	CHAR- IOTFE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	505 100%	3959 100%
For the rest of my career	14%	7%	21%	20%	16%	18%	17%	16%
For the foreseeable future	45%	37%	42%	48%	39%	37%	40%	45%
No more than 5 years after earning tenure	17%	31%	13%	14%	19%	20%	18%	15%
I haven't thought that far ahead	24%	25%	24%	17%	27%	25%	24%	25%
<b>Not included in base:</b>								
Decline to Answer	13	5	21	6	23	15	71	547



COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-2

VI. Global Satisfaction

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

	Males										Females															
	All Peers					Univ					All Peers					Univ										
	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	CHAR- IOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	64 100%	-	-	-	-	-	299 100%	2379 100%	16%	16%	16%	16%	16%	16%	36 100%	100%	8%	24%	32%	16%	10%	10%	10%	10%	206 100%	1580 100%
For the rest of my career	16%	7%	19%	12%	15%	22%	16%	16%	16%	16%	22%	16%	16%	16%	10%	10%	8%	24%	32%	16%	16%	10%	10%	10%	18%	16%
For the foreseeable future	39%	38%	42%	55%	35%	35%	39%	45%	39%	35%	35%	39%	45%	54%	54%	34%	42%	42%	39%	44%	44%	41%	41%	42%	44%	
No more than 5 years after earning tenure	19%	29%	13%	18%	20%	15%	18%	14%	14%	15%	18%	14%	14%	14%	14%	35%	12%	9%	17%	17%	17%	29%	29%	18%	16%	
I haven't thought that far ahead	25%	26%	26%	15%	29%	28%	26%	25%	25%	28%	26%	25%	25%	21%	21%	23%	22%	20%	20%	23%	23%	20%	20%	22%	23%	
<b>Not included in base:</b>																										
Decline to Answer	5	2	17	3	12	7	41	321	8	3	4	3	11	9	30	226										

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-3

VI. Global Satisfaction

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

	White Faculty										Faculty of Color											
	CHAR- IOTTE					All Peers Univ					CHAR- IOTTE					All Peers Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	72 100%	- 100%	- 100%	- 100%	- 100%	395 100%	2947 100%	- 100%	- 100%	- 100%	28 100%	100%	100%	100%	100%	- 100%	- 100%	- 100%	- 100%	- 100%	110 100%	1012 100%
For the rest of my career	16%	10%	23%	17%	21%	19%	18%	21%	17%	21%	8%	0%	12%	15%	11%	8%	10%	11%	11%	8%	10%	11%
For the foreseeable future	50%	39%	45%	53%	40%	45%	48%	40%	46%	40%	31%	28%	27%	22%	22%	27%	24%	22%	27%	27%	24%	36%
No more than 5 years after earning tenure	16%	30%	14%	11%	17%	17%	15%	20%	17%	20%	21%	35%	8%	34%	23%	17%	22%	17%	34%	17%	22%	15%
I haven't thought that far ahead	18%	21%	19%	15%	20%	19%	20%	18%	20%	18%	40%	37%	52%	29%	44%	48%	44%	48%	44%	48%	44%	38%
<b>Not included in base:</b>																						
Decline to Answer	10	3	20	1	14	13	52	387	3	2	1	5	9	2	19	160						

Table 48-1

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	CHAR- IOTFE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	530 100%	4166 100%
- NET: Agree	(5,4) 74%	65%	75%	70%	70%	72%	71%	78%
Strongly agree	(5) 38%	33%	50%	42%	38%	48%	43%	48%
Somewhat agree	(4) 37%	32%	25%	28%	32%	24%	28%	29%
- Neither agree nor disagree	(3) 16%	13%	9%	7%	12%	8%	10%	8%
Somewhat disagree	(2) 5%	12%	7%	16%	9%	11%	10%	9%
Strongly disagree	(1) 4%	10%	9%	7%	9%	8%	9%	5%
- NET: Disagree	(2,1) 9%	22%	16%	23%	18%	19%	19%	14%
Mean	3.986	3.656	3.993	3.825	3.818	3.929	3.864	4.067
Not included in base:								
Decline to Answer	3	1	16	3	10	6	36	241
Not Applicable/ Don't know	2	1	-	2	6	-	9	99

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-2

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	Males										Females																
	All Peers					All Univ					CHAR-LOTTE					All Peers					All Univ						
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5		
Valid responders:	67	-	-	-	-	320	2509	41	-	-	-	-	-	-	211	1657	-	-	-	-	211	1657	-	-	-	-	
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	
- NET: Agree	(5,4)	72%	63%	74%	74%	71%	77%	78%	76%	64%	68%	76%	64%	72%	68%	71%	78%	76%	64%	72%	68%	71%	78%	76%	64%	72%	
Strongly agree	(5)	35%	29%	53%	44%	43%	48%	43%	53%	44%	43%	47%	40%	42%	38%	42%	48%	47%	40%	42%	38%	42%	48%	47%	40%	42%	
Somewhat agree	(4)	38%	34%	21%	30%	28%	29%	35%	22%	34%	28%	29%	30%	30%	29%	30%	30%	35%	22%	34%	28%	29%	30%	30%	29%	30%	
- Neither agree nor disagree	(3)	18%	15%	9%	8%	11%	9%	14%	7%	14%	11%	9%	8%	14%	9%	11%	7%	14%	7%	14%	11%	9%	8%	14%	9%	7%	
Somewhat disagree	(2)	3%	12%	7%	12%	9%	8%	7%	10%	9%	9%	8%	12%	10%	15%	12%	9%	7%	10%	9%	15%	12%	9%	12%	10%	15%	
Strongly disagree	(1)	7%	10%	10%	6%	9%	5%	1%	9%	6%	9%	5%	6%	9%	7%	8%	5%	1%	9%	6%	7%	8%	5%	6%	9%	7%	
- NET: Disagree	(2,1)	10%	22%	17%	18%	18%	14%	8%	18%	17%	18%	14%	18%	17%	22%	20%	14%	8%	18%	17%	22%	20%	14%	18%	17%	22%	
Mean		3.900	3.598	3.989	3.947	3.785	4.002	3.875	4.064	4.126	3.753	3.997	3.609	3.860	3.773	3.847	4.071	4.126	3.753	3.997	3.609	3.860	3.773	3.847	4.071	4.126	3.753
Not included in base:																											
Decline to Answer	1	-	12	-	6	20	145	2	2	6	20	145	2	2	4	17	96	2	2	4	4	4	4	4	4	17	
Not Applicable/ Don't know	1	-	-	-	-	-	46	1	-	-	-	46	1	-	2	9	53	1	-	2	6	-	6	-	9	53	

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-3

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	White Faculty										Faculty of Color													
	CHAR-					All					CHAR-					All								
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Univ					
Valid responders:	79	-	-	-	-	413	3116	29	-	-	-	-	118	1050	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	76%	70%	75%	71%	68%	75%	72%	79%	70%	49%	71%	67%	76%	61%	68%	74%	74%	74%	74%	74%	74%	74%	74%
Strongly agree	(5)	40%	35%	50%	47%	39%	52%	45%	51%	31%	24%	54%	25%	35%	33%	35%	41%	41%	41%	41%	41%	41%	41%	41%
Somewhat agree	(4)	36%	35%	26%	24%	29%	23%	27%	28%	38%	25%	17%	42%	40%	28%	33%	33%	33%	33%	33%	33%	33%	33%	33%
- Neither agree nor disagree	(3)	16%	9%	9%	7%	13%	6%	10%	7%	17%	26%	5%	6%	10%	15%	12%	12%	12%	12%	12%	12%	12%	12%	12%
Somewhat disagree	(2)	6%	9%	7%	13%	11%	12%	10%	9%	0%	20%	8%	27%	5%	10%	11%	8%	8%	8%	8%	8%	8%	8%	8%
Strongly disagree	(1)	1%	12%	8%	9%	8%	6%	8%	5%	13%	5%	16%	0%	9%	13%	10%	6%	6%	6%	6%	6%	6%	6%	6%
- NET: Disagree	(2,1)	8%	21%	15%	22%	19%	18%	18%	14%	13%	25%	24%	27%	14%	24%	20%	14%	14%	14%	14%	14%	14%	14%	14%
Mean		4.071	3.728	4.016	3.871	3.794	4.030	3.900	4.108	3.754	3.426	3.849	3.653	3.880	3.565	3.738	3.944	3.944	3.944	3.944	3.944	3.944	3.944	3.944

Not included in base:

Decline to Answer	1	1	14	1	5	5	26	149	2	-	2	2	5	1	10	92
Not Applicable/ Don't know	2	-	-	2	6	-	8	70	-	1	-	-	1	-	1	29

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 49-1**

**VI. Global Satisfaction**

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

	CHAR- TOTTE	Peer					All	
		1	2	3	4	5	Peers	Univ
		-----	-----	-----	-----	-----	-----	-----
<b>Valid responders:</b>	109	-	-	-	-	-	531	4171
	100%	100%	100%	100%	100%	100%	100%	100%
Strongly recommend your department as a place to work	45%	35%	44%	40%	36%	41%	39%	46%
Recommend your department with reservations	52%	53%	48%	54%	52%	50%	51%	47%
Not recommend your department as a place to work	3%	12%	8%	5%	12%	9%	10%	7%
<b>Not included in base:</b>								
Decline to Answer	4	3	18	5	11	8	45	335

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 49-2**

**VI. Global Satisfaction**

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

	Males										Females						
	All Peers					All Univ					All Peers Univ						
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
<b>Valid responders:</b>	68 100%	-	-	-	-	-	316 100%	2503 100%	41 100%	-	-	-	-	-	-	215 100%	1668 100%
Strongly recommend your department as a place to work	41%	34%	45%	36%	31%	47%	39%	47%	51%	37%	43%	47%	42%	29%	40%	46%	
Recommend your department with reservations	54%	53%	45%	58%	56%	42%	50%	46%	48%	53%	52%	48%	47%	65%	52%	47%	
Not recommend your department as a place to work	5%	13%	10%	6%	13%	10%	11%	7%	1%	10%	5%	5%	11%	7%	8%	7%	
<b>Not included in base:</b>																	
Decline to Answer	1	2	9	1	7	4	23	197	3	1	8	4	4	4	22	138	

**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 49-3**

**VI. Global Satisfaction**

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

	White Faculty					Faculty of Color				
	CHAR-					CHAR-				
	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5
<b>Valid responders:</b>	80	-	-	-	411	29	-	-	-	119
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Strongly recommend your department as a place to work	45%	37%	42%	44%	40%	45%	30%	25%	37%	37%
Recommend your department with reservations	55%	51%	50%	49%	50%	42%	58%	75%	55%	61%
Not recommend your department as a place to work	0%	12%	8%	7%	11%	13%	12%	0%	8%	5%
<b>Not included in base:</b>										
Decline to Answer	2	1	16	3	7	2	2	2	4	1
					35					10
					220					115



**COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables**

**Table 50-1**

**VI. Global Satisfaction**

**Q50. How do you rate your institution as a place for junior faculty to work?**

	CHAR- IOTFE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	545 100%	4253 100%
- NET: Great/Good	(5,4) 65%	58%	62%	62%	50%	65%	58%	68%
Great	(5) 12%	16%	14%	16%	13%	15%	14%	19%
Good	(4) 53%	42%	48%	46%	37%	50%	44%	48%
- So so	(3) 30%	24%	29%	27%	28%	26%	27%	24%
Bad	(2) 3%	15%	8%	10%	13%	7%	10%	6%
Awful	(1) 2%	3%	1%	0%	10%	2%	4%	2%
- NET: Bad/Awful	(2,1) 5%	18%	9%	10%	22%	9%	15%	8%
Mean	3.696	3.535	3.652	3.683	3.309	3.687	3.527	3.765
<b>Not included in base:</b>								
Decline to Answer	5	2	11	4	7	7	31	253

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-2

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	Males										Females														
	All Peers					All Univ					All Peers					All Univ									
	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	CHAR- LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	
Valid responders:	68	-	-	-	-	-	40	-	-	-	-	-	220	1705											
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good (5,4)	63%	50%	62%	68%	52%	68%	68%	71%	61%	54%	47%	59%	55%	65%											
Great (5)	13%	19%	13%	19%	13%	14%	9%	11%	14%	12%	13%	19%	14%	17%											
Good (4)	50%	31%	49%	49%	39%	45%	59%	60%	47%	42%	34%	40%	42%	49%											
- So so (3)	32%	26%	27%	27%	28%	26%	26%	21%	33%	29%	27%	35%	29%	26%											
Bad (2)	2%	21%	11%	6%	7%	9%	5%	4%	3%	17%	20%	7%	12%	6%											
Awful (1)	3%	3%	0%	0%	13%	3%	1%	4%	3%	0%	6%	0%	4%	2%											
- NET: Bad/Awful (2,1)	5%	24%	11%	6%	20%	14%	5%	7%	6%	17%	26%	7%	15%	9%											
Mean	3.686	3.427	3.650	3.811	3.330	3.543	3.711	3.714	3.656	3.481	3.283	3.705	3.503	3.711											

Not included in base:

Decline to Answer	2	-	7	1	3	3	4	2	4	3	3	4	16	101
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COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-3

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	White Faculty										Faculty of Color									
	CHAR-					All					CHAR-					All				
	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ	LOTTE	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ				
Valid responders:	79	-	-	-	-	-	422	3174	28	-	-	-	-	-	-	123	1079			
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%			
- NET: Great/Good	(5,4)	66%	59%	61%	63%	49%	58%	68%	64%	55%	67%	59%	53%	59%	57%	67%	67%			
Great	(5)	12%	19%	13%	15%	12%	14%	19%	12%	7%	17%	20%	16%	11%	15%	19%	19%			
Good	(4)	54%	40%	48%	48%	37%	44%	49%	52%	48%	50%	39%	36%	48%	42%	48%	48%			
- So so	(3)	30%	26%	31%	24%	29%	28%	24%	27%	17%	20%	41%	26%	28%	26%	25%	25%			
Bad	(2)	4%	13%	7%	13%	15%	11%	6%	0%	22%	13%	0%	7%	8%	9%	5%	5%			
Awful	(1)	0%	2%	2%	0%	8%	3%	2%	9%	7%	0%	0%	15%	5%	8%	3%	3%			
- NET: Bad/Awful	(2,1)	4%	15%	8%	13%	22%	14%	8%	9%	28%	13%	0%	22%	13%	17%	8%	8%			
Mean		3.738	3.619	3.642	3.655	3.304	3.546	3.770	3.576	3.264	3.713	3.787	3.322	3.527	3.460	3.749	3.749			
Not included in base:																				
Decline to Answer		3	1	10	2	4	7	25	2	1	1	2	2	-	6	93	93			