

COACHE

The Collaborative on Academic Careers in Higher Education

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

University of North Carolina at Charlotte
Tenure-Track Faculty Job Satisfaction Survey
Institutional Report
2008-2009



HARVARD
GRADUATE SCHOOL OF EDUCATION

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The Collaborative on Academic Careers in Higher Education

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PREFACE

One of the great strengths of an institution of higher education is its faculty. A consensus has emerged that college faculty are affected by their perception of the values and rewards in their workplace, and that supportive environments promote faculty satisfaction, which can lead to increased productivity and retention. With this understanding, the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education developed the Tenure-Track Faculty Job Satisfaction Survey.

This core instrument of COACHE was developed, tested, validated, and is continually improved with assistance from participating institutions. Our survey assesses early-career faculty experiences in several areas deemed critical to their success:

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

The result is this diagnostic and comparative management tool for college and university leaders. The COACHE Institutional Report pinpoints problem areas, whether within a particular policy or practice, academic area, or demographic. Each of the over 120 colleges and universities in the Collaborative receives a custom version of this benchmarking report and analysis of our job satisfaction database with responses of over 10,000 pre-tenure faculty nationwide.

Membership in the Collaborative, however, does not conclude with delivery of this report. Academic leaders use COACHE results to focus attention, spot successes and weaknesses, and then take concrete steps to make policies and practices more effective and more prevalent.

Our mission to make the academy a more attractive place to work is advanced only when supported by institutional action. To that end, COACHE is your partner and a resource for maximizing the ability of your data to initiate dialogue, recruit talented new scholars, and further the work satisfaction of *all* faculty at your institution. For our advice on making the most of your participation, please review the supplementary material provided with this report. Then, contact us with any questions or new ideas that have emerged.

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GUIDE TO YOUR REPORT

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

I. Executive summary

The executive summary gives an overview of what your pre-tenure, tenure-track faculty members think about working at your institution. It shows, in a condensed fashion, your institution's strengths and weaknesses, in relation to the five peer institutions you chose for comparison, as well as in relation to all COACHE colleges or universities.

Areas of strength and areas of concern

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

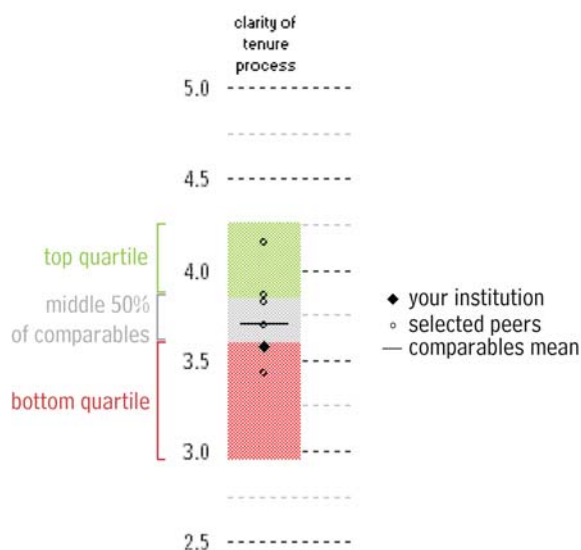
Improving trends and worsening trends

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

Dashboards

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

The dashboard's visual display represents your mean rating as a black diamond (◆), your selected peer ratings as circles (○), and the mean of all comparable institutions (i.e., "universities" or "colleges") as a line (—) on a five-point scale. The green box signifies the performance of the top quartile of campuses in your comparable institutional group; the grey box, the middle 50 percent;



and the red box, the bottom quartile.* As you read across the data display, train your eye on the black diamond to discover a) your highest and lowest scores, and b) whether those scores place your faculty among the top, middle, or bottom of your peers and all others. (Note, however, that peer results are not available for a few questions *new* to the survey in 2008-09.)

Index of results

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

Policies and practices: effectiveness gaps

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

Best and worst aspects about working at your institution

From a list of common characteristics of the academic workplace, your faculty chose two “best” and two “worst” aspects about working at your institution. We report the four aspects most frequently cited in each case and how many other peers and comparable COACHE sites share your best or worst qualities. In addition, all responses are grouped into response categories (e.g., tenure, nature of the work, external factors) and presented overall and by sub-groups in a chart format.

II. Data tables and other results

Descriptive data

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

Demographic data

This is the report of the initial questions of the survey, which ask respondents to provide background information about their careers, family status, and other personal characteristics. Though much of this information is not used later in the report, COACHE analysts are available for follow-up analysis with respect to any of these demographics variables.

Mean comparisons

The mean comparisons are based on results from all survey respondents at your institution, at the five peer institutions you selected, and at all other comparable institutions participating in this study (i.e., all colleges or all universities). For each survey dimension, the mean is the weighted arithmetic average of faculty responses on a particular item. Means are provided for your institution overall, for your peer institutions individually

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

and overall, for all comparable institutions overall, and for comparison groups by gender, by race (white faculty or faculty of color), by academic area, and against prior survey results (if your institution is administering the survey for a second time). In separate columns, the relative position of your results is provided by a rank against your five peers and by a percentile among all comparable institutions. For further context (i.e., of the distribution of results), the means of the institutions at the 75th and 25th percentiles are provided.

The shaded areas contain mean comparisons between groups within your institution. Differences of 5 percent or more (of the response scale's range) are highlighted in green or red, depending on the direction of the difference.

Mean results at your institution are shaded in yellow

Survey item	GENDER															
	MALES				You				FEMALES				All comparables			
	You mean	All selected peers mean	peer rank	mean	25th %ile mean	75th %ile mean	your %ile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %ile mean	75th %ile mean	your %ile
I find the tenure process in my department to be...	3.64	3.76	5	3.74	3.63	3.90	28	3.02	-0.62	-16%	3.34	5	3.65	3.48	3.82	4

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

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

Frequency distributions

As with the mean comparisons, these frequency distribution tables are based on results from all survey respondents at your institution and at all other institutions participating in this study. Provided here are the weighted number and percentage of faculty responses on each survey dimension. We provide comparisons overall and between the same sub-groups identified in the mean comparisons (i.e., by gender, race/ethnicity, academic area, and current/prior survey administrations).

A note on interpreting means and frequencies

Relative frequencies of responses for each item can provide crucial information not given by the mean score alone. While a group’s mean score on an item gives valuable information about the group’s central tendency, the frequency can tell you the extent to which the group is polarized in their responses. For example, consider the following two hypothetical cases:

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

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

Policies and practices: detail

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

Responses to open-ended questions

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

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

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

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

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

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

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

III. Appendices

A. Participating institutions

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

B. Survey instrument

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

C. Suggestions for action

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

D. Results of custom questions (if applicable)

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

METHOD*Background*

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

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

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

Survey design

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

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

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

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

Survey administration

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

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to 2008 (new hires are unable to respond meaningfully to many questions)
- Not *clinical* faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

See “Descriptive data” in your report for response rates at your institution by gender and by race.

Subjects first received a letter about the survey from a senior administrator (e.g., president, provost, or dean) at their institution. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Over the course of the survey administration period, three automated reminders were sent via email to all subjects who had not completed the survey.

Participants accessed a secure web server through their own unique link provided by COACHE and responded to a series of multiple-choice and open-ended questions (see *Appendix B*). The average survey completion time was approximately 20 minutes.

Data conditioning

For a participant’s responses to be included in the data set, s/he had to provide at least one meaningful response beyond the demographic section of the instrument. The responses of faculty who either terminated the survey before completing the demographic section or chose only *N/A* or *Decline to Respond* for all questions were removed from the data set. The impact of such deletions, however, is relatively small: on average, greater than 90 percent of respondents who enter the COACHE survey go on to complete it in its entirety.

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

DEFINITIONS

Academic area

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

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

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

If the COACHE Survey produced fewer than five faculty responses in a given academic area at your institution, your report omits that group from the Mean Comparisons and Frequency Distribution tables.

Data weighting or “weight scale”

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

Faculty of color

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

n < 5

To protect the identity of respondents and in accordance with procedures approved by Harvard University’s Committee on the Use of Human Subjects, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from a subgroup within an institution) are not reported. Instead, “n < 5” will appear as the result.

Percentage difference (% diff)

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

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

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

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

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

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

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

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

Response rate

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

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

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COACHE

Tenure-Track Faculty Job Satisfaction Survey Executive Summary

COACHE

The Collaborative on Academic Careers in Higher Education

EXECUTIVE SUMMARY

Areas of strength

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

Tenure practices

- tenure decisions based on performance
- written summary of performance reviews

Nature of the work: Overall

- quality of facilities

Nature of the work: Research

- professional assistance in obtaining grants

Nature of the work: Teaching

- teaching services

Work and home

- stop-the-clock
- paid/unpaid personal leave

Climate, culture, collegiality

- peer reviews of teaching or research

Global satisfaction

- institution as a place to work
- CAO cares about quality of life for pre-tenure faculty
- overall rating of institution

Areas of concern

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

Tenure expectations: Reasonableness

- reasonableness of expectations: advisor
- reasonableness of expectations: colleague in department

Nature of the work: Teaching

- quality of undergraduate students

Work and home

- childcare

Climate, culture, collegiality

- interest tenured faculty take in your professional development

Improving trends

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

Tenure practices

- clarity of tenure criteria
- clarity of tenure body of evidence
- consistent messages about tenure from tenured colleagues
- tenure decisions based on performance
- upper limit on committee assignments

Nature of the work: Overall

- quality of facilities
- amount of access to TA's, RA's, etc.

Nature of the work: Research

- amount of time to conduct research
- expectations for finding external funding
- professional assistance in obtaining grants
- paid/unpaid research leave

Nature of the work: Teaching

- quality of graduate students
- teaching services
- professional assistance for improving teaching

Work and home

- stop-the-clock
- spousal/partner hiring program
- paid/unpaid personal leave
- institution makes having children and tenure-track compatible
- institution makes raising children and tenure-track compatible
- colleagues make raising children and tenure-track compatible

Compensation and benefits

- financial assistance with housing
- compensation

Global satisfaction

- institution as a place to work
- CAO cares about quality of life for pre-tenure faculty
- overall rating of institution

Worsening trends

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

Tenure practices

- clarity of sense of achieving tenure
-

Tenure expectations: Clarity

clarity of expectations: campus citizen

clarity of expectations: member of community

Tenure expectations: Reasonableness

reasonableness of expectations: teacher

reasonableness of expectations: advisor

reasonableness of expectations: colleague in department

reasonableness of expectations: campus citizen

reasonableness of expectations: member of community

Nature of the work: Research

travel funds

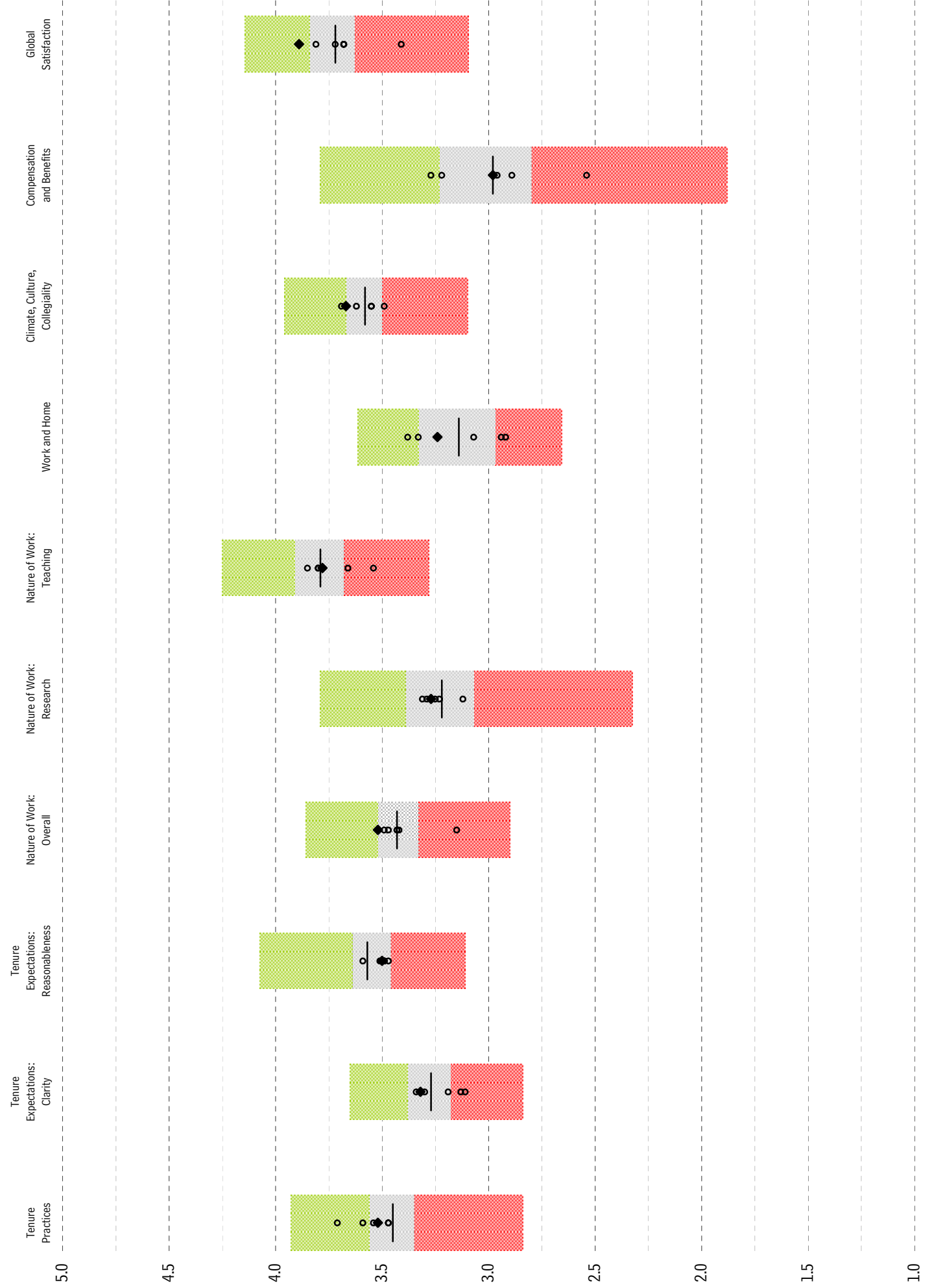
Climate, culture, collegiality

fairness of immediate supervisor's evaluations

interest tenured faculty take in your professional development

amount of personal interaction with pre-tenure colleagues

Benchmarks



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

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

ITEM	NAME	OVERALL RESULTS			SUBGROUPS		
		mean	vs others	vs prior	females	faculty of color	
TENURE	Q19	clarity of tenure process	3.76				
	Q20	clarity of tenure criteria	3.64				
	Q21	clarity of tenure standards	3.33			▲	
	Q22	clarity of tenure body of evidence	3.61				
	Q23	clarity of sense of achieving tenure	3.45				
	Q24A	clarity of expectations: scholar	3.67			▲	
	Q24B	clarity of expectations: teacher	3.69				
	Q24C	clarity of expectations: advisor	3.19				
	Q24D	clarity of expectations: colleague in department	3.28				
	Q24E	clarity of expectations: campus citizen	3.01				
	Q24F	clarity of expectations: member of community	2.95				
	Q25A	reasonableness of expectations: scholar	3.65				
	Q25B	reasonableness of expectations: teacher	3.81				
	Q25C	reasonableness of expectations: advisor	3.31	▼			
	Q25D	reasonableness of expectations: colleague in department	3.43	▼	▼		
	Q25E	reasonableness of expectations: campus citizen	3.36		▼		
	Q25F	reasonableness of expectations: member of community	3.33				
Q26	consistent messages about tenure from tenured colleagues	3.07		▲			
Q27A	tenure decisions based on performance	3.91	▲	▲			
NATURE OF THE WORK	Q28	way you spend your time as a faculty member	3.80				
	Q28B	number of hours you work as a faculty member	3.50		▲	▼	
	Q29A	level of courses you teach	4.07				
	Q29B	number of courses you teach	3.78				
	Q29C	degree of influence over which courses you teach	4.13				
	Q29D	discretion over course content	4.48				
	Q29E	number of students you teach	3.86			▼	
	Q29F	quality of undergraduate students	3.01	▼			
	Q29G	quality of graduate students	3.56				
	Q30B	amount of time to conduct research	3.05		▲	▼	▲
	Q30C	expectations for finding external funding	2.95				
	Q30D	influence over focus of research	4.28				
	Q31	quality of facilities	3.71	▲			
	Q32	amount of access to TA's, RA's, etc.	2.91			▼	
	Q33A	clerical/administrative services	3.53				
	Q33B	research services	2.99				▲
	Q33C	teaching services	3.71	▲			
Q33D	computing services	3.65				▲	

The Collaborative on Academic Careers in Higher Education

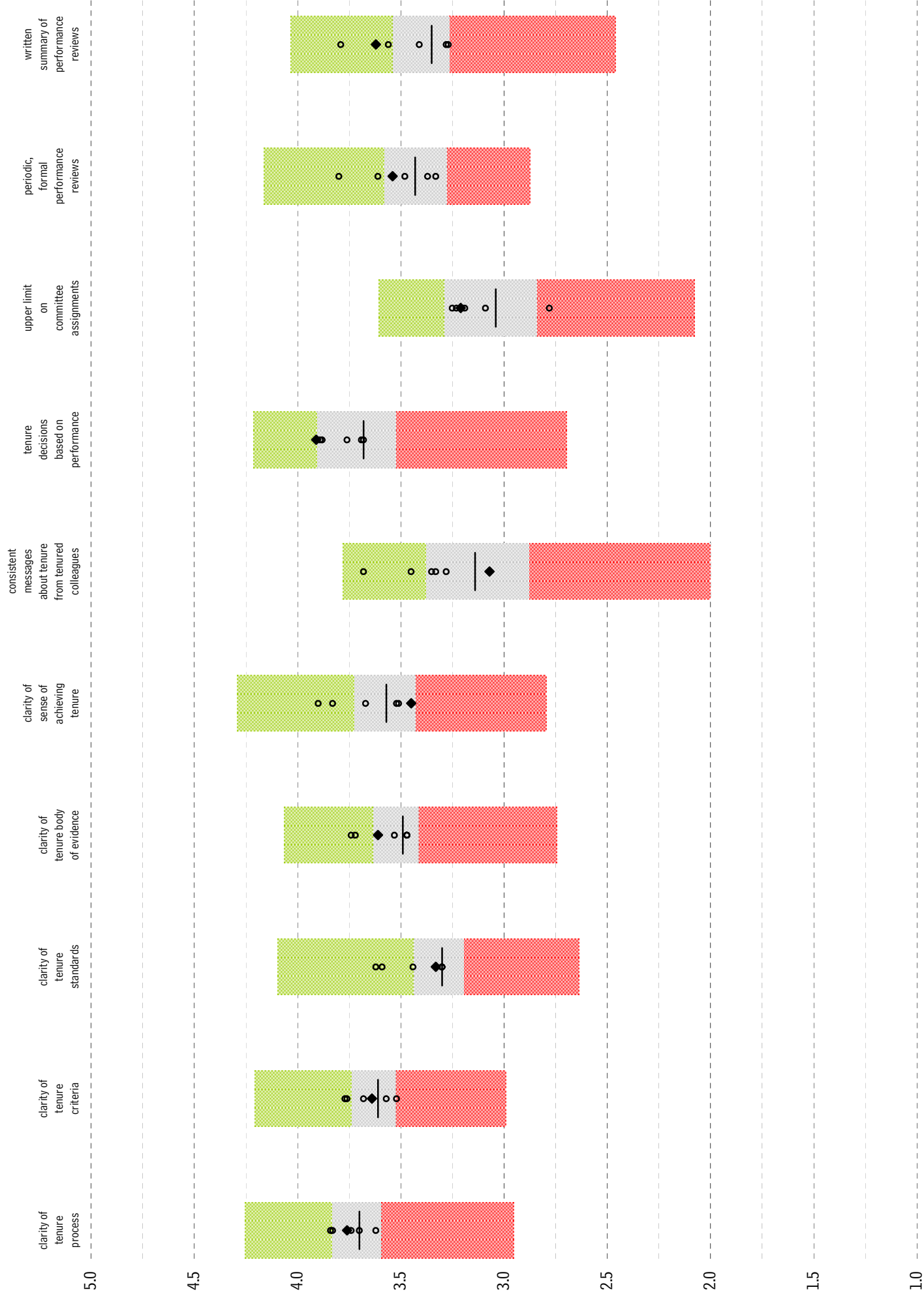
Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

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ITEM	NAME	OVERALL RESULTS			SUBGROUPS		
		mean	vs others	vs prior	females	faculty of color	
POLICY EFFECTIVENESS	Q34B1	formal mentoring	2.89				
	Q34B2	informal mentoring	3.48				
	Q34B3	periodic, formal performance reviews	3.54				
	Q34B4	written summary of performance reviews	3.62	▲			
	Q34B5	professional assistance in obtaining grants	3.03	▲			
	Q34B6	professional assistance for improving teaching	3.51				
	Q34B7	travel funds	3.16		▼		▲
	Q34B8	paid/unpaid research leave	3.35	▲	▲		
	Q34B9	paid/unpaid personal leave	3.60	▲	▲		▼
	Q34B10	upper limit on committee assignments	3.21				▲
	Q34B11	upper limit on teaching obligations	3.57				
	Q34B12	peer reviews of teaching or research	3.36	▲			
	Q34B13	childcare	1.86	▼		▼	
	Q34B14	financial assistance with housing	2.28		▲		
	Q34B15	stop-the-clock	3.90	▲	▲		▼
	Q34B16	spousal/partner hiring program	2.47				
	Q34B17	elder care	2.68		n/a	▼	▼
	Q34B18	tuition waivers	2.00		n/a		▲
	Q34B19	modified duties for parental or other family reasons	3.30		n/a		
	Q34B20	part-time tenure-track position	2.88		n/a		▲
CLIMATE, CULTURE, COLLEGIALITY	Q35A	institution makes having children and tenure-track compatible	3.31		▲		
	Q35B	institution makes raising children and tenure-track compatible	3.04		▲	▼	
	Q35C	colleagues make having children and tenure-track compatible	3.65			▼	
	Q35D	colleagues make raising children and tenure-track compatible	3.64			▼	
	Q35E	colleagues are respectful of efforts to balance work/home	3.75		n/a		
	Q36	compensation	3.21		▲	▼	
	Q37	ability to balance between professional and personal time	2.99			▼	
	Q38A	fairness of immediate supervisor's evaluations	3.95				
	Q38B	interest tenured faculty take in your professional development	3.33	▼			
	Q38C	opportunities to collaborate with tenured faculty	3.35				
	Q38D	value faculty in your department place on your work	3.52		n/a		
	Q39A	amount of professional interaction with tenured colleagues	3.53				
	Q39B	amount of personal interaction with tenured colleagues	3.77				
	Q39C	amount of professional interaction with pre-tenure colleagues	3.86				
Q39D	amount of personal interaction with pre-tenure colleagues	3.96					
Q40	how well you fit	3.82					
Q41	intellectual vitality of tenured colleagues	3.39		n/a			
Q41A	intellectual vitality of pre-tenure colleagues	4.04		n/a			
Q41B	participation in governance of institution	3.88		n/a			
Q41C	participation in governance of department	4.03		n/a			
Q42	on the whole, institution is collegial	4.19		n/a			
GLOBAL	Q45A	department as a place to work	3.90				
	Q45B	institution as a place to work	3.78	▲			
	Q46B	CAO cares about quality of life for pre-tenure faculty	3.82	▲			
	Q48	would again choose to work at this institution	4.05				
	Q50	overall rating of institution	3.95	▲			

Tenure Practices



Tenure Expectations: Clarity

clarity of expectations: scholar
clarity of expectations: teacher
clarity of expectations: advisor
clarity of expectations: colleague in department
clarity of expectations: campus citizen
clarity of expectations: member of community

5.0

4.5

4.0

3.5

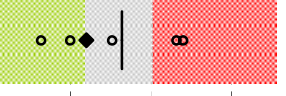
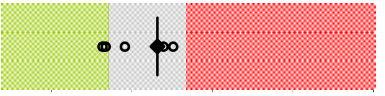
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2.5

2.0

1.5

1.0



Tenure Expectations: Reasonableness

reasonableness
of
expectations:
member of
community

reasonableness
of
expectations:
campus citizen

reasonableness
of
expectations:
colleague in
department

reasonableness
of
expectations:
advisor

reasonableness
of
expectations:
teacher

reasonableness
of
expectations:
scholar

5.0

4.5

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3.5

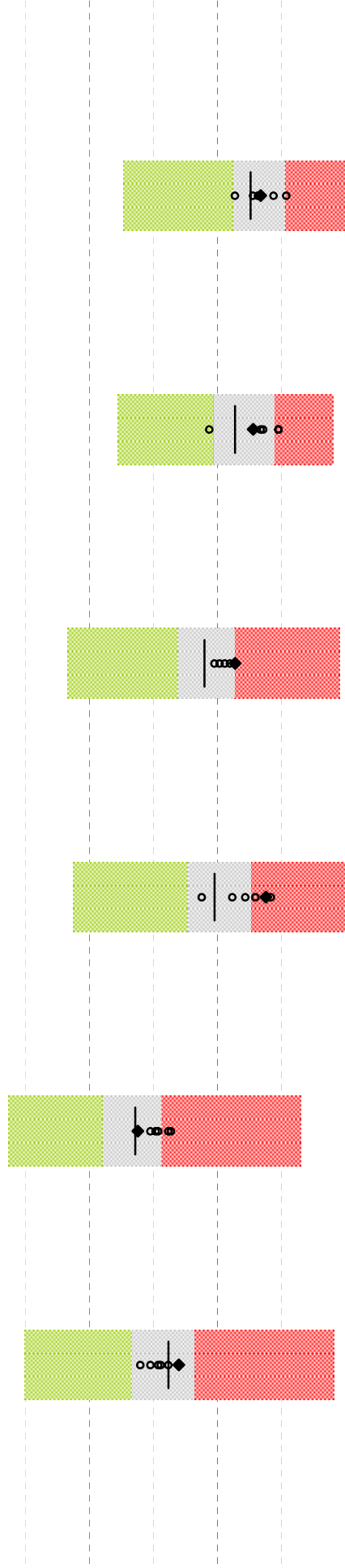
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2.5

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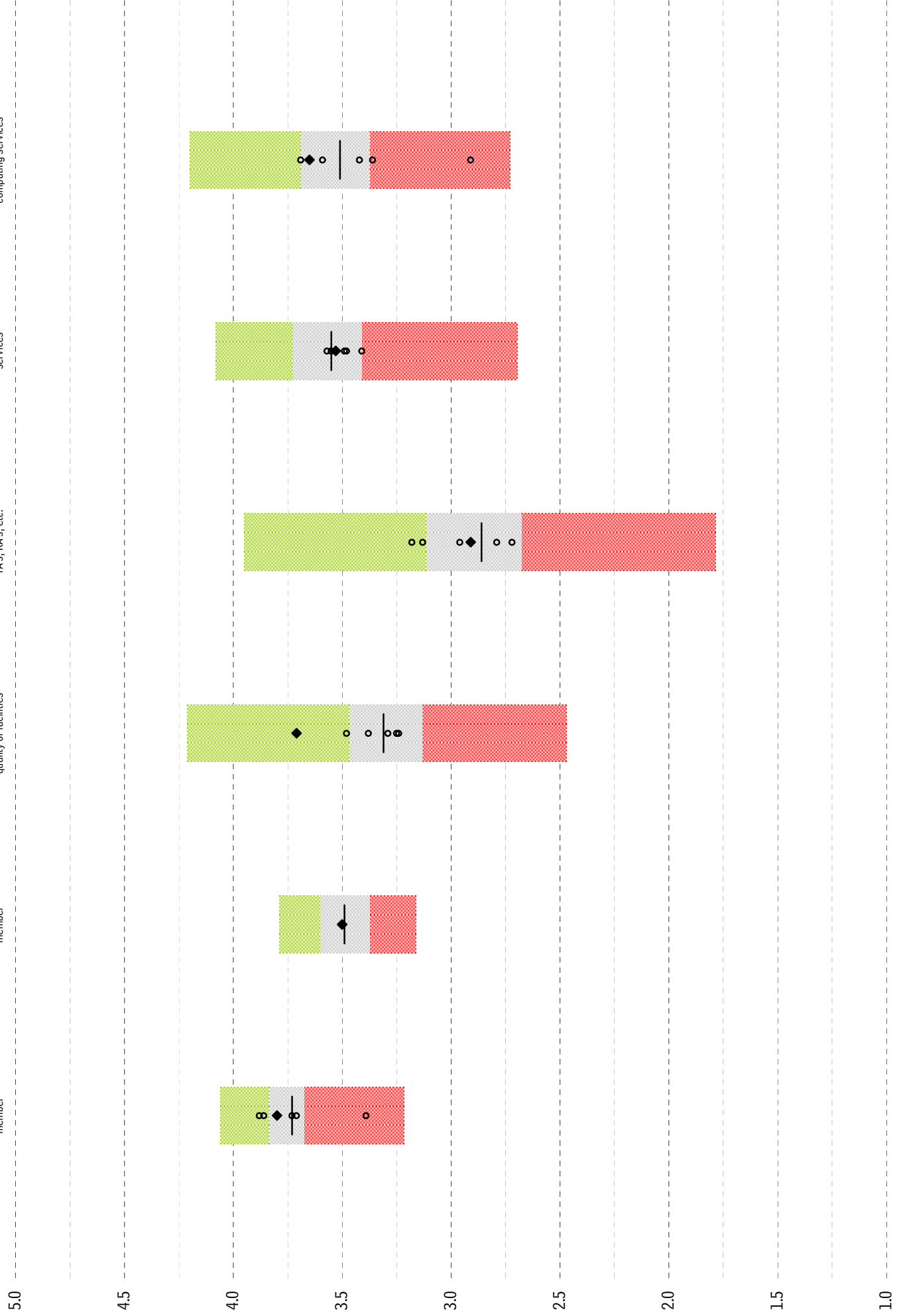
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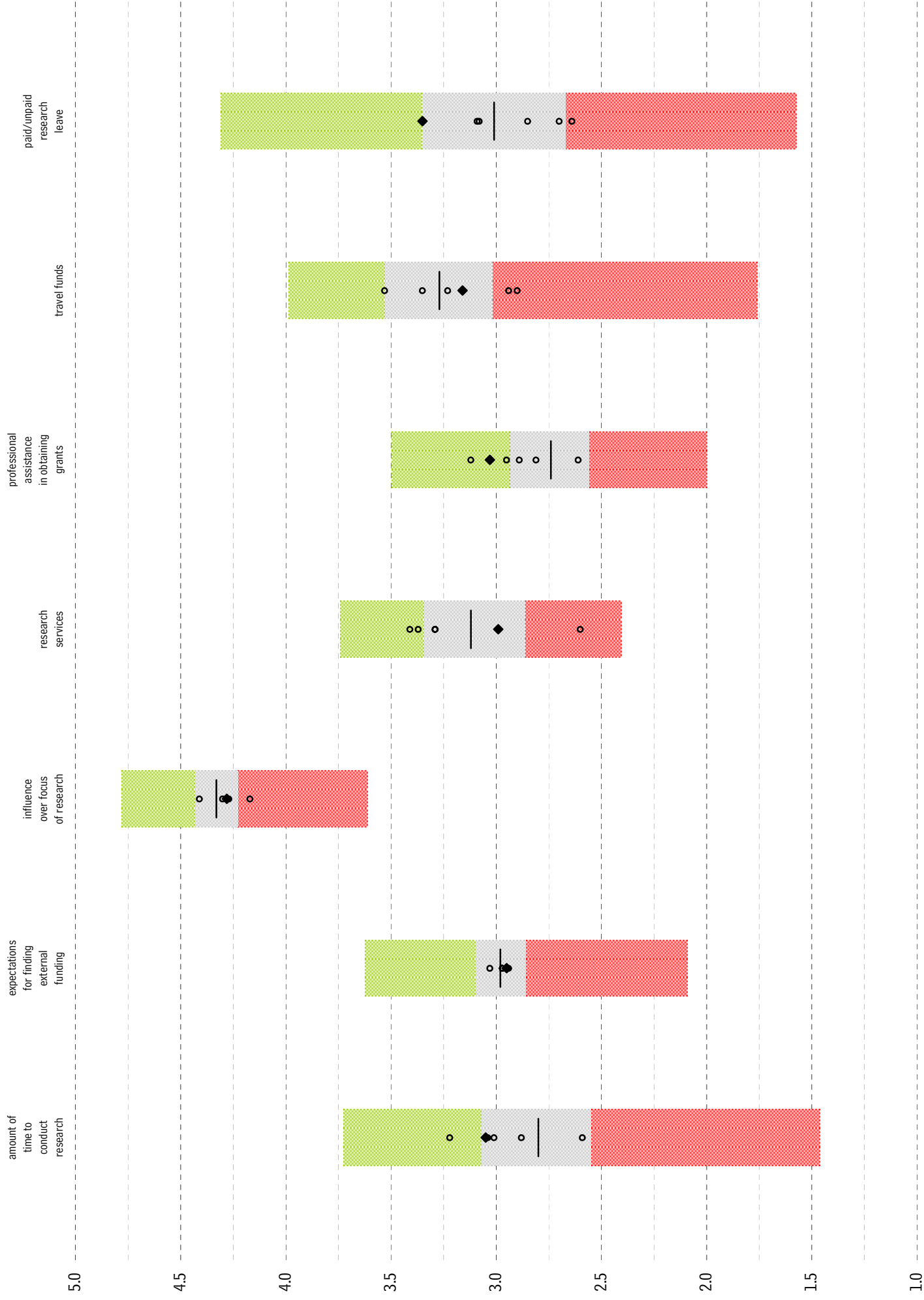


Nature of Work: Overall

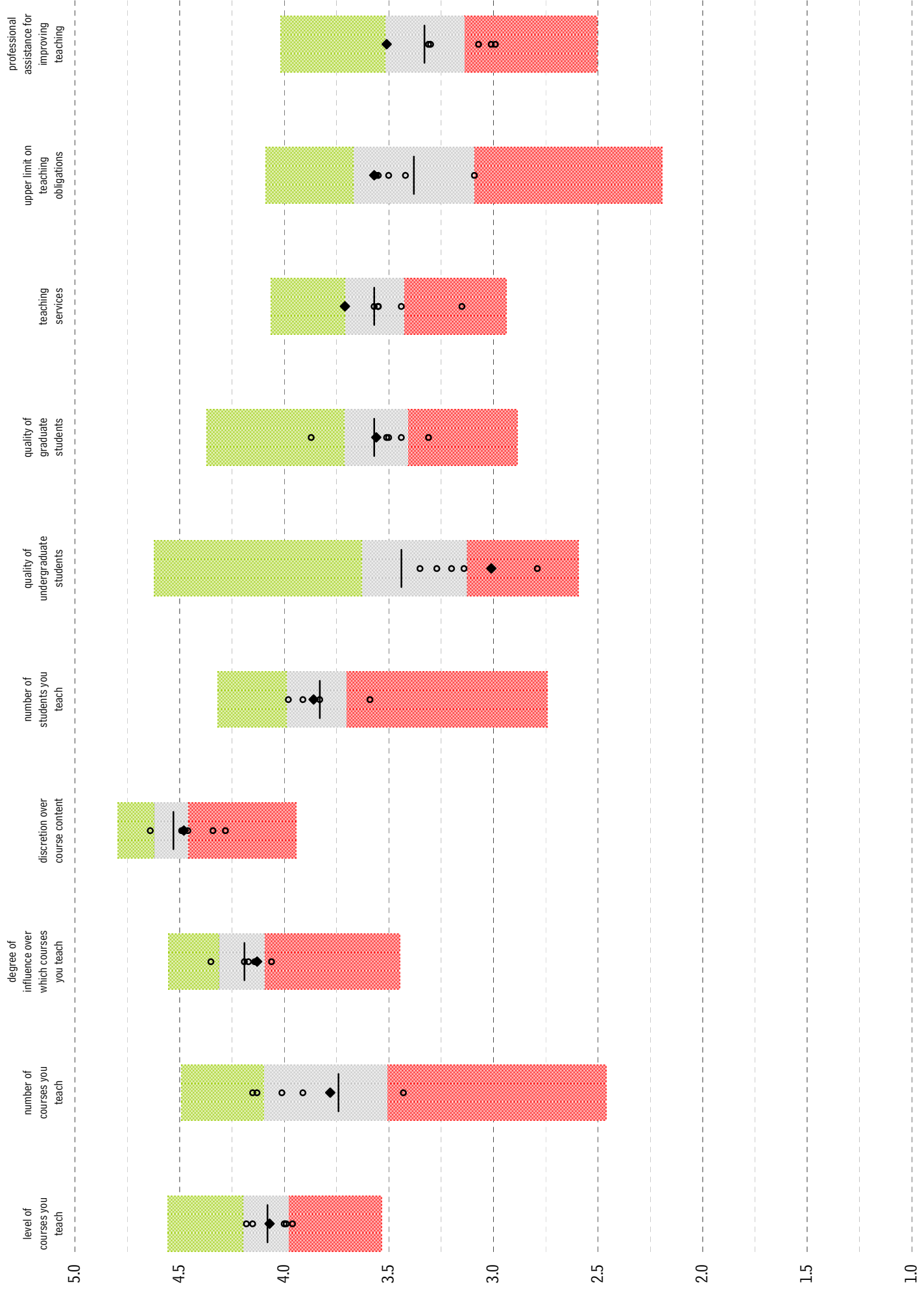
way you spend your time as a faculty member number of hours you work as a faculty member quality of facilities amount of access to TAs, RA's, etc. clerical/administrative services computing services



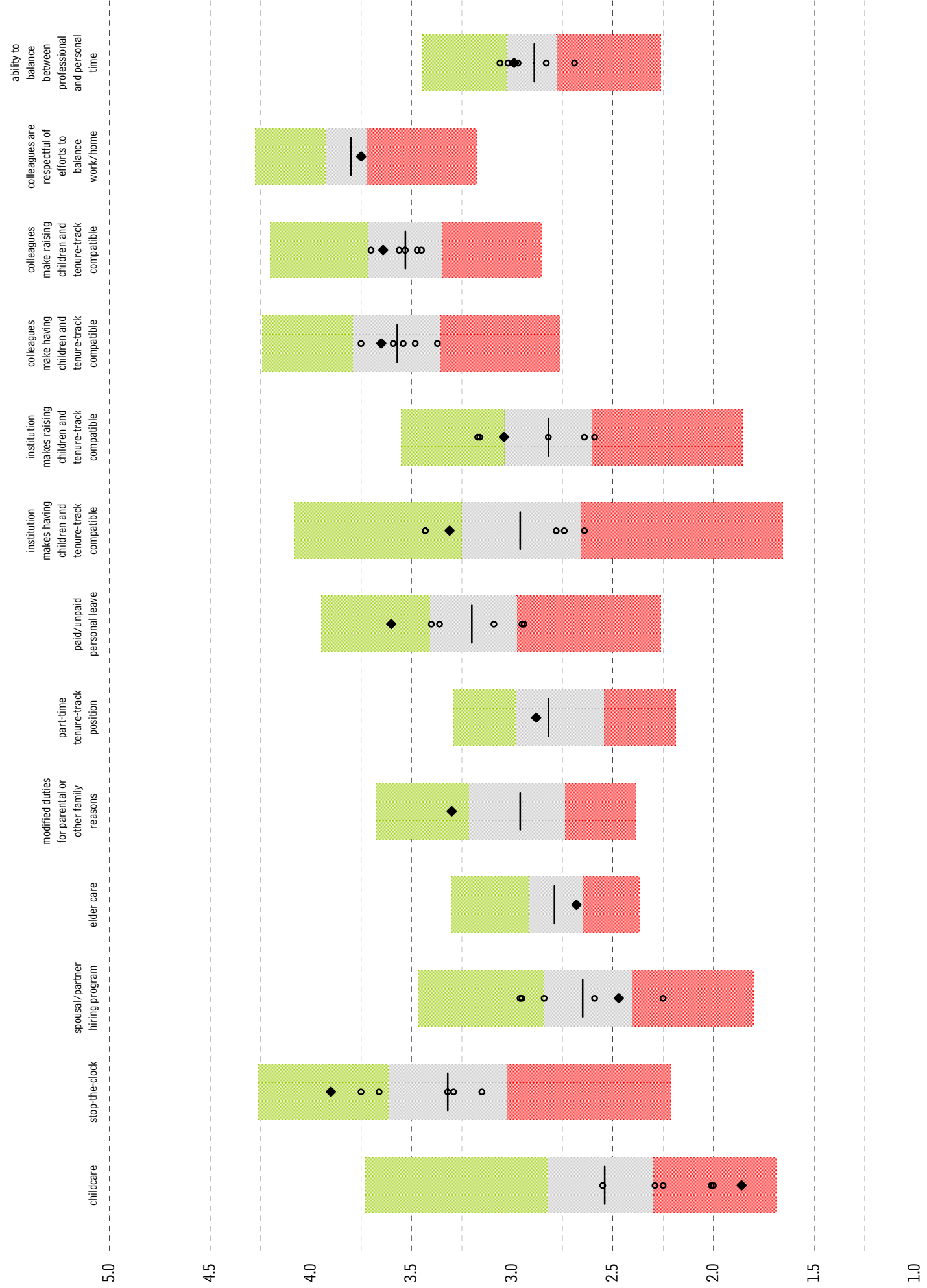
Nature of Work: Research



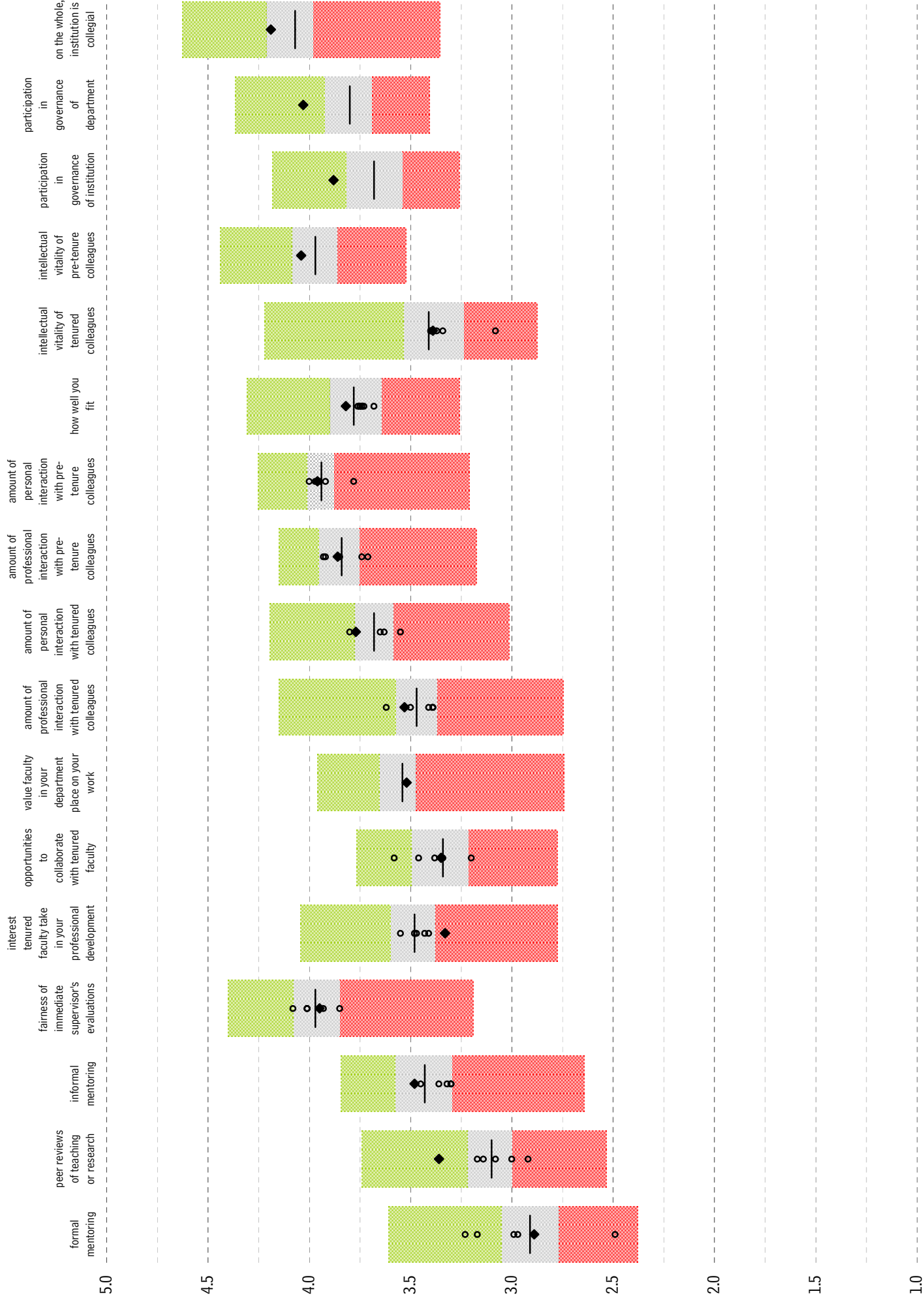
Nature of Work: Teaching



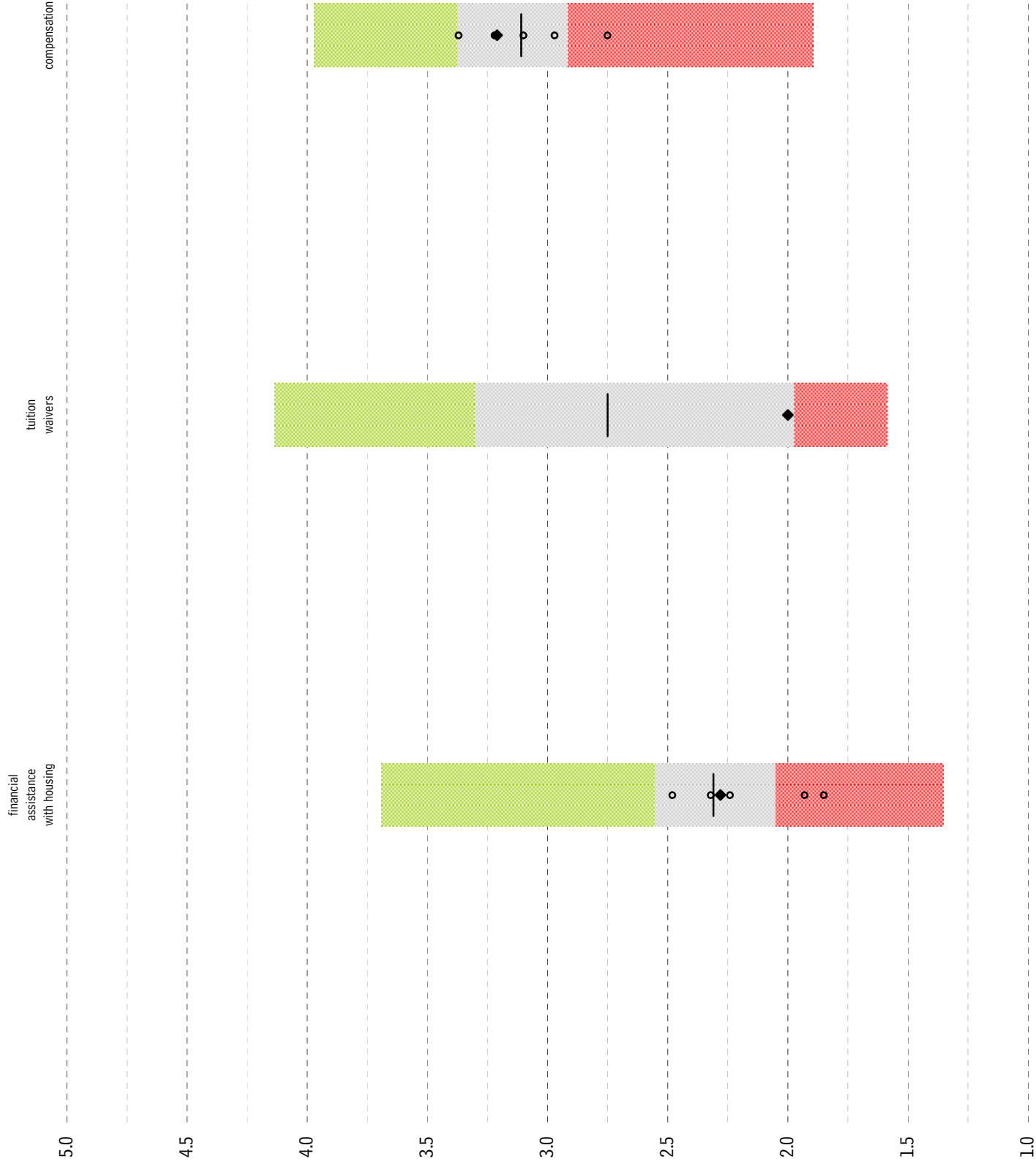
Work and Home



Climate, Culture, Collegiality



Compensation and Benefits



Global Satisfaction

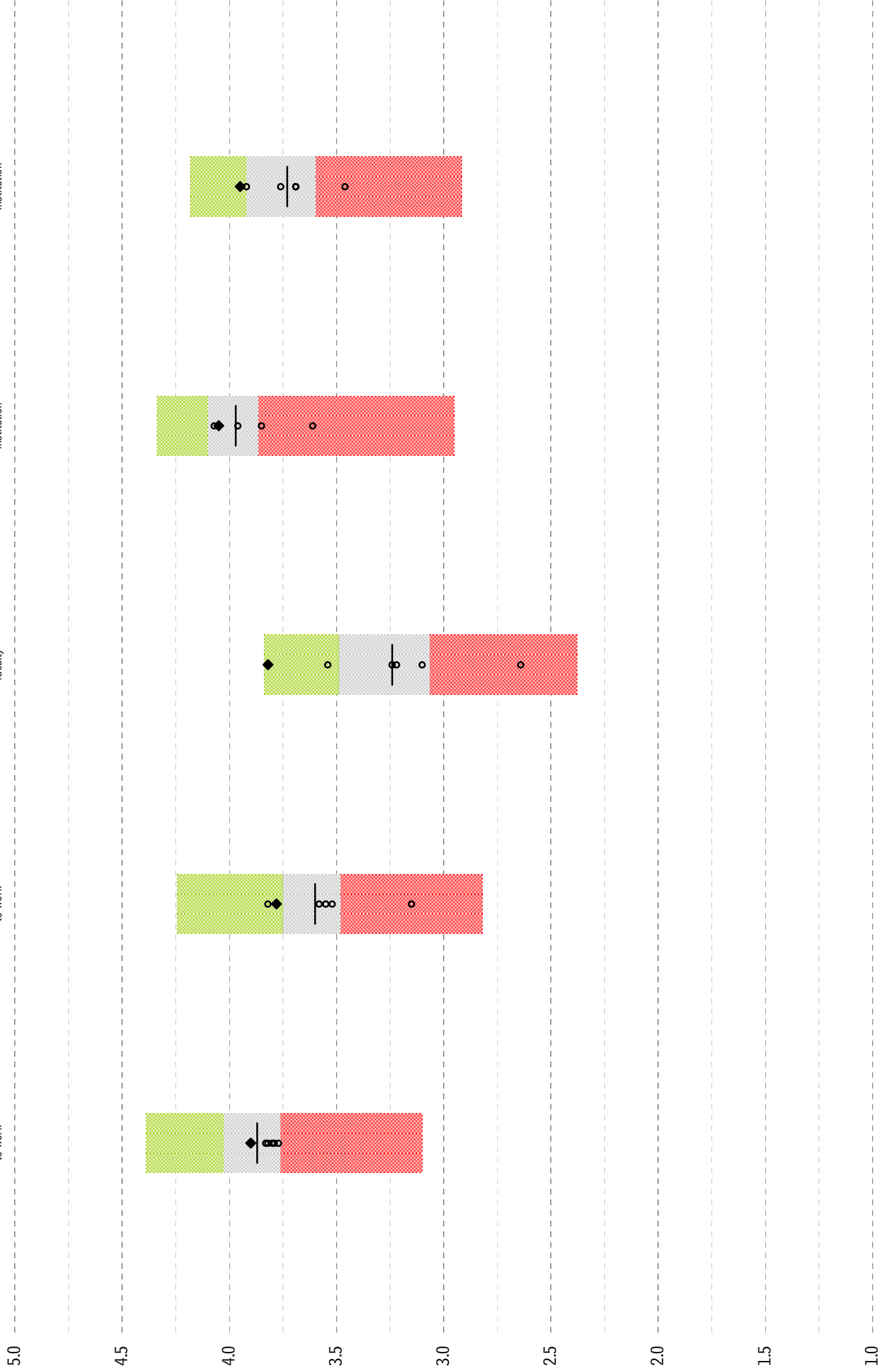
department as a place to work

institution as a place to work

CAO cares about quality of life for pre-tenure faculty

would again choose to work at this institution

overall rating of institution



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

This table shows, for each of 20 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as ***important or very important to their success***, and ***effective or very effective***. The policies and practices with the highest percent of faculty with this response pattern can be viewed as exemplars of successful policies at your institution.

Policy/Practice	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
Periodic, formal performance reviews	144	67% ()	67% ()	66% ()	69% ()	63% (2*)
An upper limit on teaching obligations	135	62% (1*)	62% (2)	62% (1)	62% (1*)	63% (2*)
Written summary of periodic performance reviews	140	62% (1*)	64% (1)	60% (2)	62% (1*)	64% (1)
Informal mentoring	136	54% (3)	54% (3)	54% (4)	58% (3)	45% (6)
Travel funds to present papers or conduct research	141	49% (4)	51% (4)	47% (7)	43% (9)	62% (3)
Paid or unpaid personal leave	70	46% (5*)	42% (8)	51% (5)	53% (4)	32% (11*)
Peer reviews of teaching or research/creative work	133	46% (5*)	47% (5*)	45% (8)	44% (8)	50% (4*)
Paid or unpaid research leave	96	46% (5*)	43% (7)	48% (6)	49% (5)	38% (10)
Stop-the-clock for parental or other family reasons	64	45% (8)	34% (11)	56% (3)	47% (6)	42% (8)
Professional assistance for improving teaching	128	44% (9)	47% (5*)	41% (9)	45% (7)	43% (7)
Professional assistance in obtaining externally funded grants	135	39% (10*)	39% (9*)	39% (10)	39% (10)	40% (9)
An upper limit on committee assignments for tenure-track faculty	114	39% (10*)	39% (9*)	38% (11)	33% (11)	50% (4*)
Modified duties for parental or other family reasons (e.g., course release)	57	25% (12)	28% (12)	22% (13)	21% (12)	32% (11*)
Formal mentoring program	126	22% (13)	20% (13)	24% (12)	20% (13)	27% (13)
Spousal/partner hiring program	76	14% (14)	15% (14)	14% (14)	14% (14)	15% (14)
Childcare	96	2% (15*)	5% (15)	0% (16*)	2% (16*)	4% (16*)
Part-time tenure-track position	58	2% (15*)	4% (16)	0% (16*)	3% (15)	0% (18*)
Tuition waivers (e.g., for child, spouse/partner)	85	2% (15*)	3% (17)	0% (16*)	0% (18*)	5% (15)
Elder care	58	2% (15*)	0% (19)	3% (15)	2% (16*)	0% (18*)
Financial assistance with housing	96	1% (19)	2% (18)	0% (16*)	0% (18*)	4% (16*)

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

This table shows, for each of 20 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as ***important or very important to their success***, but ***ineffective or very ineffective (or not offered)*** at your institution. The policies and practices with the highest percent of faculty with this response pattern should be targeted for improvement.

Policy/Practice	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
Tuition waivers (e.g., for child, spouse/partner)	85	70% ()	77% ()	63% ()	70% ()	71% ()
Childcare	96	68% (1)	63% (1)	74% (1)	65% (1)	75% (1)
Spousal/partner hiring program	76	48% (2)	55% (2)	39% (6*)	46% (3)	52% (3)
Modified duties for parental or other family reasons (e.g., course release)	57	47% (3)	47% (3*)	48% (2)	48% (2)	46% (5)
Financial assistance with housing	96	45% (4)	47% (3*)	43% (4)	37% (6)	57% (2)
Elder care	58	40% (5)	37% (6*)	44% (3)	35% (7)	50% (4)
An upper limit on committee assignments for tenure-track faculty	114	39% (6)	37% (6*)	42% (5)	43% (4)	31% (8)
Travel funds to present papers or conduct research	141	35% (7)	34% (8)	36% (8)	42% (5)	22% (13*)
Professional assistance in obtaining externally funded grants	135	31% (8)	25% (10*)	39% (6*)	32% (8)	30% (9)
Paid or unpaid research leave	96	30% (9)	30% (9)	29% (10)	24% (11)	41% (6)
Stop-the-clock for parental or other family reasons	64	29% (10*)	38% (5)	21% (14)	29% (9)	29% (10*)
Formal mentoring program	126	29% (10*)	25% (10*)	32% (9)	25% (10)	37% (7)
Informal mentoring	136	23% (12)	21% (13)	24% (11*)	23% (12)	22% (13*)
An upper limit on teaching obligations	135	22% (13)	22% (12)	22% (13)	22% (13)	23% (12)
Part-time tenure-track position	58	17% (14)	9% (17)	24% (11*)	15% (14*)	21% (15)
Peer reviews of teaching or research/creative work	133	15% (15)	17% (14)	13% (18)	15% (14*)	14% (17)
Periodic, formal performance reviews	144	14% (16*)	14% (15)	14% (17)	15% (14*)	11% (19)
Paid or unpaid personal leave	70	14% (16*)	8% (18*)	20% (15)	7% (19)	29% (10*)
Written summary of periodic performance reviews	140	12% (18*)	12% (16)	12% (19)	11% (17)	13% (18)
Professional assistance for improving teaching	128	12% (18*)	8% (18*)	16% (16)	8% (18)	19% (16)

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

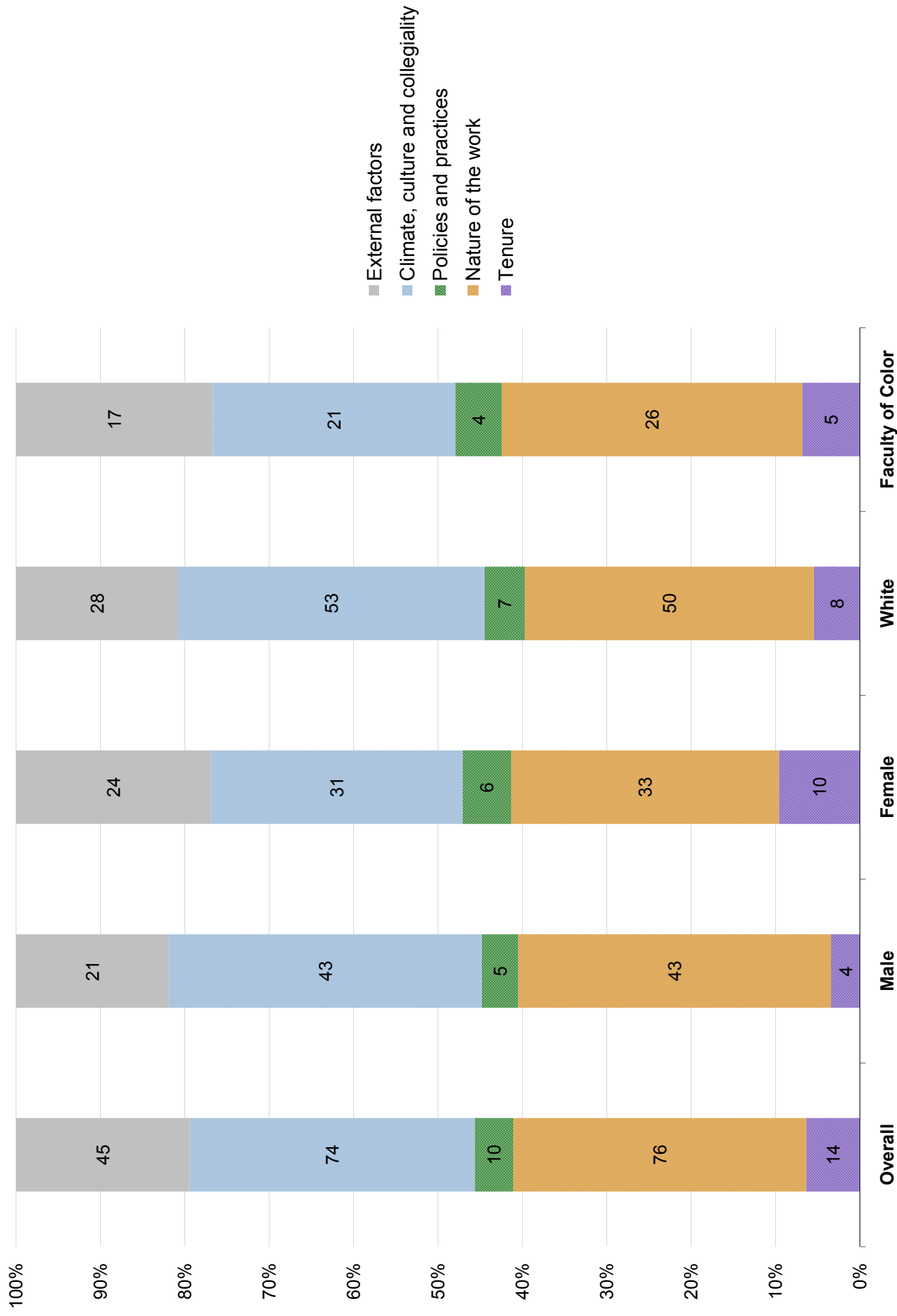
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Most frequently cited *best aspects* about working at your institution (Q44a)

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

	<i>rank</i>	<i>category</i>	<i>name</i>	<i>Selected peers</i>	<i>All comparables</i>
Overall	1	climate, culture and collegiality	my sense of "fit" here	5	62
	2	nature of the work	academic freedom	2	28
	2	external factors	geographic location	0	42
	4	climate, culture and collegiality	support of colleagues	5	53
Male	1	climate, culture and collegiality	my sense of "fit" here	4	68
	2	nature of the work	academic freedom	3	36
	3	external factors	geographic location	1	48
	4	climate, culture and collegiality	quality of colleagues	2	60
Female	1	climate, culture and collegiality	support of colleagues	5	57
	2	external factors	geographic location	1	42
	3	external factors	cost of living	2	27
	3	nature of the work	academic freedom	3	31
White Faculty	1	climate, culture and collegiality	my sense of "fit" here	5	67
	2	nature of the work	academic freedom	2	30
	3	external factors	geographic location	1	46
	4	climate, culture and collegiality	quality of colleagues	4	61
Faculty of Color	1	external factors	geographic location	1	40
	2	climate, culture and collegiality	support of colleagues	4	46
	3	nature of the work	academic freedom	5	33
	4	external factors	cost of living	4	37

Best aspects about working at your institution, by category (Q44a)



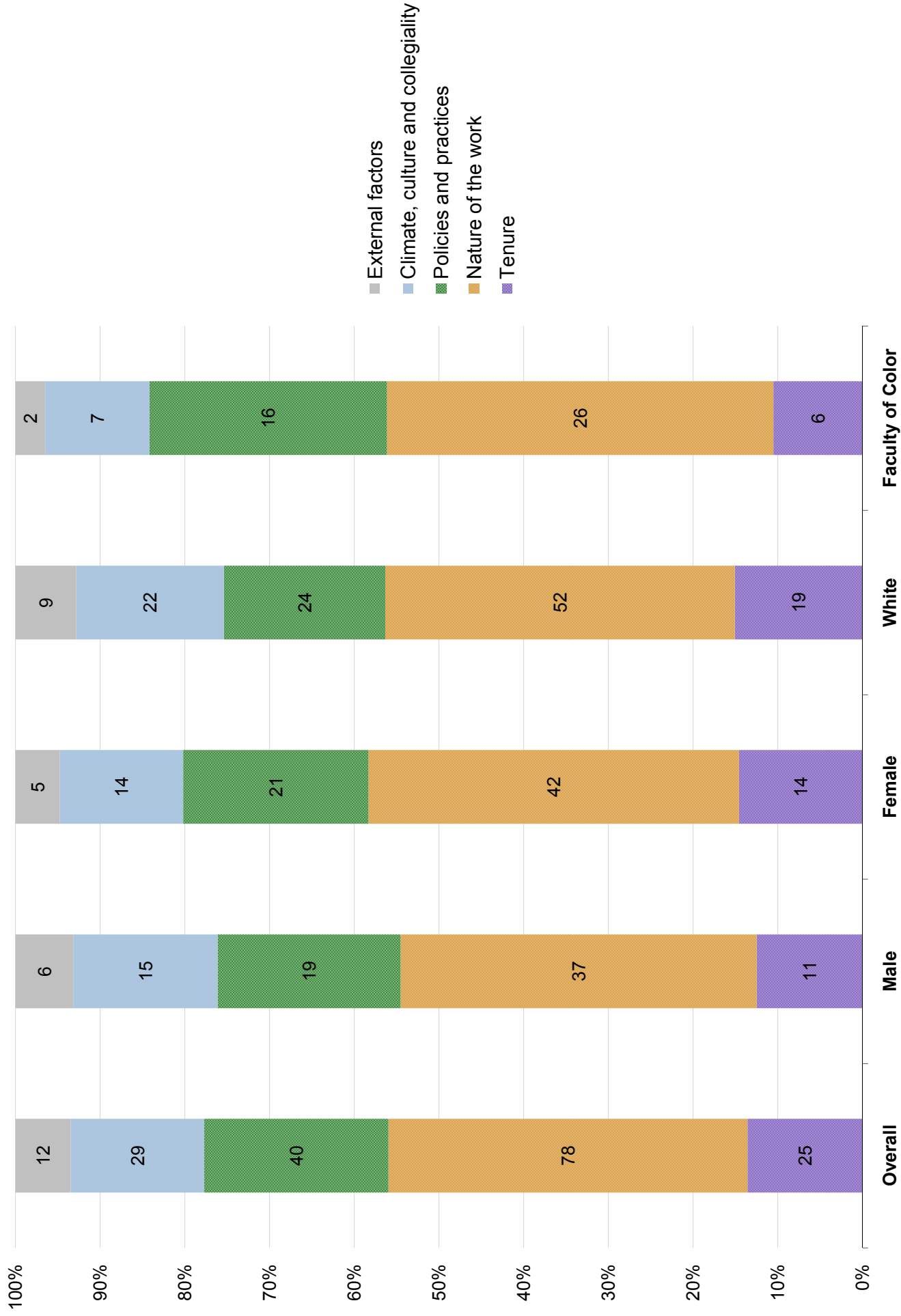
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Most frequently cited *worst aspects* about working at your institution (Q44b)

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

	<i>rank</i>	<i>category</i>	<i>name</i>	# of institutions where item ranked among the top four responses	
				<i>Selected peers</i>	<i>All comparables</i>
Overall	1	nature of the work	quality of undergraduate students	1	14
	2	nature of the work	quality of graduate students	2	25
	3	nature of the work	teaching load	1	33
	4	policies and practices	compensation	5	55
Male	1	nature of the work	quality of undergraduate students	1	18
	2	policies and practices	compensation	5	54
	3	nature of the work	teaching load	1	30
	3	nature of the work	quality of graduate students	4	37
Female	1	nature of the work	quality of undergraduate students	0	6
	2	nature of the work	unrelenting pressure to perform	1	20
	2	nature of the work	quality of graduate students	1	14
	4	nature of the work	teaching load	1	33
White Faculty	1	nature of the work	quality of undergraduate students	1	18
	2	nature of the work	unrelenting pressure to perform	0	16
	3	nature of the work	teaching load	1	32
	4	nature of the work	quality of graduate students	2	22
	4	tenure	tenure criteria clarity	0	14
Faculty of Color	1	nature of the work	lack of support for research/creative work (e.g., leave)	1	35
	2	nature of the work	quality of graduate students	4	29
	3	policies and practices	compensation	5	46
	4	nature of the work	quality of undergraduate students	0	12

Worst aspects about working at your institution, by category (Q44b)



COACHE

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

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

POPULATION DEMOGRAPHICS AND RESPONSE RATE

		Overall	Male	Female	White, non-Hispanic	Faculty of Color
University of North Carolina at Charlotte	<i>population</i>	222	119	103	146	76
	<i>responders</i>	147	72	75	101	46
	<i>response rate</i>	66%	61%	73%	69%	61%
All selected peers	<i>population</i>	1145	683	462	843	300
	<i>responders</i>	653	378	275	492	161
	<i>response rate</i>	57%	55%	60%	58%	54%
All comparables*	<i>population</i>	15092	8638	6448	10712	4263
	<i>responders</i>	8933	4877	4056	6555	2369
	<i>response rate</i>	59%	56%	63%	61%	56%

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

DATA WEIGHT SCALE

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

	American Indian or Native Alaskan	Asian, Asian American, or Pacific Islander	White, non-Hispanic	Black or African American	Hispanic or Latino	Multiracial or Other
Male	N/A	1.3328	1.0449	1.2508	0.7449	0.8823
Female	N/A	1.1089	0.8693	1.0406	0.6198	0.7341

SELECTED PEER INSTITUTIONS

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

- ♦ West Virginia University
- ♦ Washington State University
- ♦ University of Missouri-Columbia
- ♦ University of Alabama
- ♦ University of Kentucky

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Demographics

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%
Q3	demographics	highest degree	What is the highest degree you have earned?	Doctorate (Ph.D., J.D., M.D. etc.)	139	94%	606	93%	8348	94%
				Master's	8	6%	43	7%	537	6%
				Bachelor's	0	0%	0	0%	17	0%
				Associate's	0	0%	0	0%	0	0%
				Other	0	0%	2	0%	9	0%
Q5	demographics	postdoctoral appointment	Did you hold a postdoctoral appointment?	Yes	44	30%	234	36%	3288	37%
				No	103	70%	411	64%	5530	63%
Q6a	demographics	first tenure-track appointment	Is this your first tenure-track appointment?	Yes	120	81%	546	84%	7246	82%
				No	27	19%	102	16%	1639	18%
Q6b	demographics	years of tenure elsewhere	How many years on the tenure track did you complete elsewhere? [BASE: Not first tenure-track appointment]	1 year or less	4	16%	12	12%	188	12%
				2 years	8	28%	14	14%	329	20%
				3 years	2	7%	12	12%	282	17%
				4 years	6	23%	21	21%	244	15%
				5 or more years	5	18%	28	28%	367	23%
				Full tenure	3	9%	13	13%	207	13%
Q6d	demographics	prior service	Did your current faculty appointment begin with credit for prior service elsewhere? [BASE: Not first tenure-track appointment]	Yes	9	34%	35	35%	579	36%
				No	18	66%	65	65%	1014	64%
Q6e	demographics	years of credit for prior service	How many years of credit for prior service did you receive? [BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.]	1 year or less	1	11%	4	13%	112	21%
				2 years	3	31%	11	39%	179	34%
				3 years	2	25%	8	27%	137	26%
				4 years	2	18%	3	9%	49	9%
				5 or more years	1	14%	4	13%	55	10%
				2008	3	2%	4	1%	57	1%
Q7	demographics	year of appointment	Please indicate the year in which your current faculty appointment began:	2007	29	20%	93	14%	931	11%
				2006	37	25%	138	21%	1116	13%
				2005	35	24%	142	22%	1422	16%
				2004	24	17%	95	15%	1637	18%
				2003	15	10%	89	14%	1379	16%
				2002	2	1%	47	7%	980	11%
				2001	1	1%	27	4%	699	8%
				2000	0	0%	10	2%	388	4%
				1999	0	0%	0	0%	135	2%
				Before 1999	0	0%	3	0%	117	1%
				Q8	demographics	rank	What is your rank?	Professor (or "Full Professor")	0	0%
Associate Professor	6	4%	29					5%	697	8%
Assistant Professor	141	96%	616					94%	8154	91%
Instructor/Lecturer	0	0%	0					0%	7	0%
Other	0	0%	6					1%	29	0%
Q9	demographics	joint appointment	Do you hold a joint appointment (formal responsibilities in more than one department)?					Yes	8	5%
Q11	demographics	race/ethnicity	What is your race?	No	137	95%	582	90%	8048	91%
				American Indian or Native Alaskan	0	0%	4	1%	66	1%
				Asian, Asian-American, or Pacific Islander	33	22%	114	17%	1344	15%
				White (non-Hispanic)	97	66%	481	74%	6456	73%
				Black or African-American	10	7%	28	4%	498	6%
				Hispanic or Latino	4	3%	24	4%	405	5%
				Other	1	1%	0	0%	77	1%
				Multiracial	2	2%	3	0%	53	1%
Q12	demographics	citizenship	What is your citizenship status?	U.S. citizen	101	70%	505	79%	6575	76%
				Non-U.S. citizen	42	30%	135	21%	2128	24%
Q13	demographics	gender	What is your gender?	Male	79	54%	389	60%	5180	58%
				Female	68	46%	264	40%	3752	42%
Q14	demographics	age	In what year were you born? (Age calculated from year of birth)	30 or younger	7	5%	35	6%	389	5%
				31-35	37	26%	146	23%	2312	27%
				36-40	45	31%	213	34%	2807	33%
				41-45	27	19%	121	19%	1510	18%
				46 or older	26	18%	118	19%	1587	18%
Q15	demographics	annual salary	What is your annual salary?	Less than \$30,000	0	0%	0	0%	1	0%
				\$30,000 to \$44,999	0	0%	25	4%	180	2%
				\$45,000 to \$59,999	44	31%	234	37%	3086	36%
				\$60,000 to \$74,999	59	42%	173	27%	2558	30%
				\$75,000 to \$89,999	19	13%	89	14%	1249	15%
				\$90,000 or above	19	14%	111	18%	1524	18%
				None	75	51%	305	47%	4409	50%
Q16a	demographics	children	How many children under the age of 18 live with you at home?	1	26	18%	134	21%	1858	21%
				2	33	23%	151	23%	1921	22%
				3	8	5%	37	6%	485	5%
				4	2	1%	14	2%	106	1%
				5 or more	2	2%	5	1%	47	1%
				None	126	86%	557	86%	7368	84%
Q16b	demographics	other dependents	How many other dependents (e.g., an adult who requires your care) live with you at home?	1	17	11%	79	12%	1256	14%
				2	1	1%	8	1%	123	1%
				3	2	2%	4	1%	47	1%
				4	0	0%	0	0%	16	0%
				5 or more	0	0%	0	0%	9	0%
				I do not have a spouse/partner	23	17%	109	17%	1587	18%
Q17	demographics	spouse employment	Which statement most clearly describes your household's employment situation?	My spouse/partner is not employed	31	22%	122	19%	1576	18%
				My spouse/partner is employed full-time at this institution	15	11%	139	22%	1367	16%
				My spouse/partner is employed full-time elsewhere	58	41%	171	27%	2812	33%
				My spouse/partner is employed part-time at this institution	5	3%	37	6%	379	4%
				My spouse/partner is employed part-time elsewhere	9	6%	50	8%	863	10%
				Q18	demographics	spousal residence	Do you and your spouse reside in separate communities for work reasons?	Yes	11	12%
No	75	88%	358	90%	5165	89%				

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Tenure-Track Faculty Job Satisfaction Survey
Mean Comparisons



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item	theme	name	description	OVERALL											
				Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selected peers		All comparables				
				mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.76	3.69	3.72	3.80	3.73	3.74	3.74	6	3.69	3.59	3.83	39
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.68	3.76	3.73	3.74	3.69	3.72	3.72	1	3.82	3.72	3.95	50
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.29	3.44	3.39	3.56	3.35	3.41	3.41	5	3.51	3.37	3.61	13
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.49	3.43	3.47	3.45	3.51	3.47	3.47	6	3.55	3.43	3.65	23
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.26	3.26	3.33	3.53	3.32	3.34	3.34	2	3.43	3.28	3.52	46
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.34	3.23	3.28	3.43	3.36	3.33	3.33	4	3.37	3.24	3.44	54
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.33	3.28	3.45	3.68	3.35	3.42	3.42	6	3.14	2.88	3.38	33
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.68	3.89	3.88	3.76	3.69	3.78	3.78	1	3.68	3.52	3.91	76
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.39	3.86	3.73	3.71	3.88	3.71	3.71	3	3.73	3.68	3.84	60
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.49	3.37	3.60	52
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.07	4.18	3.99	4.00	3.96	4.15	4.06	3	4.08	3.98	4.20	44



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				mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.43	4.13	4.01	3.91	4.15	3.93	5	3.74	3.51	4.10	44
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	4.06	4.19	4.14	4.35	4.18	5	4.19	4.10	4.31	34
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.49	4.34	4.46	4.28	4.64	4.44	3	4.53	4.46	4.62	34
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.59	3.98	3.86	3.83	3.91	3.83	4	3.83	3.70	3.99	52
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.79	3.14	3.35	3.20	3.27	3.15	5	3.44	3.13	3.63	13
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.31	3.50	3.51	3.44	3.87	3.53	2	3.57	3.41	3.71	51
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.59	3.22	3.01	2.88	3.04	2.95	2	2.80	2.55	3.07	71
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.94	2.95	2.97	3.03	2.97	2.97	4	2.98	2.86	3.10	41
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.28	4.17	4.27	4.30	4.41	4.29	4	4.33	4.23	4.43	33
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.71	3.25	3.24	3.29	3.48	3.33	1	3.31	3.13	3.47	84
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.91	2.72	2.96	3.13	3.18	2.96	4	2.86	2.68	3.11	48



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item	theme	name	description	OVERALL																			
				You		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables					
				mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	25th %ile mean	75th %ile mean	your %ile			
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.53		3.41		3.49		3.48		3.55		3.57		3.55		3.50		3	3.41	3.73	43
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.99		2.60		3.29		3.41		3.37		3.29		3.12		3.19		5	2.86	3.34	34
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.71		3.15		3.55		3.55		3.57		3.44		3.57		3.45		1	3.43	3.71	76
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.65		2.91		3.36		3.69		3.59		3.42		3.51		3.39		2	3.37	3.69	70
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.69		3.49		3.88		3.61		3.97		3.92		3.81		3.77		4	3.66	3.95	29
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.22		4.11		4.14		4.20		4.26		4.23		4.27		4.19		3	4.13	4.36	40
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.20		4.22		4.09		4.07		4.25		4.30		4.17		4.19		4	4.07	4.29	60
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.17		4.17		3.98		3.99		4.29		4.25		4.10		4.14		4	3.99	4.24	62
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.24		4.07		4.10		4.16		4.10		4.11		4.03		4.11		1	3.91	4.17	82
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.76		3.72		3.59		3.51		3.61		3.60		3.69		3.61		1	3.59	3.81	70
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.62		4.44		4.45		4.38		4.65		4.39		4.50		4.46		2	4.41	4.58	85



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				You		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	25th %ile mean	75th %ile mean	your %ile	
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.33		4.09	3.80	4.07	4.02	4.02	3.98	1	4.20	4.07	4.31	77			
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.92		3.83	3.74	3.66	3.48	3.51	3.64	1	3.69	3.59	3.80	93			
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.30		4.17	4.07	4.15	4.31	4.22	4.18	2	4.24	4.15	4.34	63			
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.56		4.52	4.34	4.31	4.55	4.39	4.42	1	4.52	4.43	4.61	62			
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.02		3.95	3.91	3.92	4.04	4.08	3.98	3	4.02	3.93	4.10	51			
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.67		3.48	3.38	3.39	3.35	3.43	3.41	1	3.48	3.31	3.66	76			
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.19		2.94	3.07	2.95	3.03	2.83	2.96	1	3.26	2.93	3.54	63			
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.94		3.61	3.80	3.92	3.77	3.68	3.76	1	3.87	3.74	4.02	59			
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.70		3.70	3.69	3.71	3.65	3.61	3.67	2	3.51	3.34	3.72	71			
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.25		N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.01	2.93	3.09	97			
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.90		N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.91	73			

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				mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	25th %ile mean	75th %ile mean	your %ile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.83		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.71	3.57	3.82	78
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.81		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.84	2.75	2.93	43	
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.89		2.49	2.99	3.23	3.17	2.97	2.97	3.17	2.97	2.97	5	2.91	2.77	3.05	48	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.48		3.30	3.32	3.45	3.36	3.35	3.35	3.43	3.30	1	3.43	3.30	3.58	59		
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.54		3.48	3.37	3.33	3.80	3.61	3.52	3.43	3.28	3	3.43	3.28	3.58	70		
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.62		3.56	3.27	3.28	3.79	3.41	3.46	3.35	3.27	2	3.35	3.27	3.54	91		
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.03		2.61	2.89	3.12	2.81	2.95	2.88	2.74	2.56	2	2.74	2.56	2.94	85		
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.51		2.99	3.30	3.31	3.07	3.01	3.14	3.33	3.14	1	3.33	3.14	3.52	71		
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.16		3.53	3.35	2.94	3.23	2.90	3.19	3.27	3.02	4	3.27	3.02	3.53	37		
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.35		2.85	3.08	3.09	2.70	2.64	2.87	3.01	2.67	1	3.01	2.67	3.35	74		
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.60		2.95	3.40	3.36	2.94	3.09	3.15	3.20	2.98	1	3.20	2.98	3.41	88		

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				You		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All comparables	
				mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	mean	rank	25th %tile mean	75th %tile mean
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.21		2.78	3.23	3.25	3.19	3.09	3.11	3	3.04	2.84	3.29	61	
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.57		3.09	3.56	3.55	3.42	3.50	3.42	1	3.38	3.09	3.67	65	
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.36		3.00	3.08	3.14	3.17	2.92	3.06	1	3.10	3.00	3.22	89	
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	1.86		2.01	2.25	2.29	2.55	2.00	2.22	6	2.54	2.30	2.83	2	
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.28		1.93	2.48	2.24	2.32	1.85	2.16	3	2.31	2.05	2.55	46	
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.90		3.29	3.66	3.75	3.15	3.32	3.43	1	3.32	3.03	3.61	88	
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.47		2.25	2.59	2.96	2.84	2.95	2.72	5	2.65	2.41	2.84	31	
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.68		N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.79	2.65	2.91	36	
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	2.00		N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.75	1.97	3.30	27	
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.30		N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.96	2.74	3.21	86	
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.88		N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.82	2.54	2.98	57	

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				You mean	Peer 1 mean	Peer 2 mean	Peer 3 mean	Peer 4 mean	Peer 5 mean	All selected peers mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.31	2.64	3.43	3.43	2.78	2.74	3.00	3	2.96	2.66	3.25	80
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.04	2.64	3.16	3.17	2.82	2.59	2.88	3	2.82	2.61	3.04	76
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.65	3.37	3.59	3.75	3.48	3.54	3.55	2	3.57	3.36	3.79	57
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.64	3.47	3.56	3.70	3.53	3.45	3.54	2	3.53	3.35	3.71	63
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.93	29
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.21	2.75	3.10	3.22	3.37	2.97	3.08	3	3.11	2.92	3.38	56
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.99	2.69	3.06	3.02	2.97	2.83	2.91	3	2.89	2.78	3.03	68
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.95	3.85	3.93	4.01	4.08	4.01	3.98	4	3.97	3.85	4.08	46
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.33	3.43	3.48	3.55	3.41	3.47	3.47	6	3.48	3.38	3.60	18
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.35	3.38	3.46	3.58	3.20	3.34	3.39	4	3.34	3.22	3.49	52
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.54	3.47	3.65	38

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item	theme	name	description	OVERALL												
				You mean	Peer 1 mean	Peer 2 mean	Peer 3 mean	Peer 4 mean	Peer 5 mean	All selected peers mean	peer rank	25th %ile mean	75th %ile mean	your %ile		
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.53	3.39	3.50	3.62	3.41	3.39	3.46	2	3.47	3.37	3.57	63	
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.77	3.77	3.65	3.80	3.55	3.63	3.68	2	3.68	3.59	3.78	73	
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.86	3.71	3.92	3.93	3.85	3.74	3.83	3	3.84	3.75	3.95	52	
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.96	3.78	3.95	4.00	3.97	3.92	3.92	3	3.94	3.88	4.01	46	
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	3.75	3.68	3.73	3.74	3.76	3.73	1	3.78	3.65	3.90	61	
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.39	3.08	3.40	3.40	3.37	3.34	3.32	3	3.41	3.24	3.53	51	
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.04	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.97	3.86	4.09	57
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.88	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.68	3.54	3.82	78
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.03	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.69	3.92	89
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.07	3.98	4.21	71
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.90	3.77	3.80	3.79	3.82	3.83	3.80	1	3.87	3.76	4.03	56	



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item	theme	name	description	OVERALL													
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selected peers	All comparables	25th	75th	your			
		mean		mean	mean	mean	mean	mean	mean	mean	peer	mean	%ile	%ile	rank	mean	rank
Q46B	global satisfaction	3.78	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.15	3.55	3.58	3.82	3.82	3.52	2	3.60	3.48	3.75	77		
Q46A	global satisfaction	N/A	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q46B	global satisfaction	3.82	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	2.64	3.54	3.10	3.22	3.24	3.15	1	3.24	3.07	3.49	99		
Q47	global satisfaction	N/A	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q47B	global satisfaction	N/A	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q48	global satisfaction	4.05	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	3.61	3.85	3.96	4.07	4.05	3.91	2	3.97	3.86	4.10	60		
Q49	global satisfaction	N/A	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q50	global satisfaction	3.95	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.46	3.69	3.76	3.92	3.69	3.70	1	3.73	3.60	3.92	84		

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item	theme	name	description	GENDER				GENDER										
				MALES		FEMALES		MALES		FEMALES								
				You	All selected peers	All comparables	You	All selected peers	All comparables									
mean	peer rank	25th %tile mean	75th %tile mean	your %tile	net diff (vs M)	% diff (vs M)	mean	peer rank	25th %tile mean	75th %tile mean	your %tile							
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.70	5	3.74	3.63	3.90	40	3.83	0.13	3%	3.64	1	3.64	3.48	3.82	78
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.61	3	3.63	3.52	3.79	41	3.68	0.07	2%	3.63	3	3.58	3.44	3.74	62
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.39	4	3.35	3.21	3.53	57	3.26	-0.13	-3%	3.38	5	3.24	3.14	3.42	52
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.72	3	3.53	3.40	3.70	77	3.48	-0.24	-6%	3.50	4	3.45	3.31	3.63	54
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.57	5	3.65	3.54	3.82	29	3.32	-0.25	-6%	3.60	6	3.47	3.29	3.67	27
Q24A	tenure expectations: clarity	clarity of scholar expectations:	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.68	4	3.72	3.63	3.88	41	3.67	-0.01	0%	3.72	5	3.61	3.41	3.82	52
Q24B	tenure expectations: clarity	clarity of teacher expectations:	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.74	2	3.68	3.55	3.79	62	3.64	-0.10	-3%	3.61	3	3.69	3.54	3.83	38
Q24C	tenure expectations: clarity	clarity of advisor expectations:	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.25	2	3.16	3.06	3.31	67	3.12	-0.13	-3%	3.00	3	3.13	2.94	3.30	49
Q24D	tenure expectations: clarity	clarity of colleague in department expectations:	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.45	1	3.22	3.10	3.35	88	3.09	-0.36	-9%	3.13	4	3.19	3.02	3.34	38
Q24E	tenure expectations: clarity	clarity of campus citizen expectations:	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.16	1	2.99	2.82	3.15	78	2.86	-0.30	-8%	2.83	3	3.01	2.79	3.20	33
Q24F	tenure expectations: clarity	clarity of member of community expectations:	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.10	2	2.84	2.71	3.00	90	2.78	-0.32	-8%	2.82	4	2.84	2.71	2.99	34

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				MALES		FEMALES		MALES		FEMALES									
				You	All selected peers	You	All selected peers	You	All selected peers	You	All selected peers								
mean	mean	peer rank	25th %tile mean	75th %tile mean	your %tile	net diff (vs M)	% diff (vs M)	mean	peer rank	25th %tile mean	75th %tile mean	your %tile							
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.76	3.75	2	3.77	3.66	3.91	46	3.63	-0.23	-6%	3.72	6	3.60	3.42	3.80	32
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.88	3.74	1	3.84	3.72	3.96	57	3.73	-0.15	-4%	3.69	2	3.79	3.66	3.93	40
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.41	3.50	5	3.54	3.37	3.69	30	3.19	-0.22	-6%	3.29	5	3.47	3.33	3.62	10
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.52	3.47	1	3.58	3.46	3.68	45	3.33	-0.19	-5%	3.48	6	3.52	3.36	3.66	21
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.42	3.31	2	3.43	3.28	3.56	57	3.30	-0.12	-3%	3.37	5	3.43	3.27	3.59	34
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.36	3.28	1	3.37	3.21	3.51	61	3.28	-0.08	-2%	3.39	5	3.36	3.22	3.49	40
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.08	3.42	6	3.20	2.97	3.45	34	3.06	-0.02	-1%	3.41	6	3.06	2.77	3.36	43
Q27A	tenure practices overall	tenure decisions based on performance criteria	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.84	3.82	3	3.72	3.54	3.94	62	3.98	0.14	4%	3.72	1	3.63	3.45	3.90	87
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.94	3.78	2	3.81	3.72	3.94	73	3.63	-0.31	-8%	3.61	3	3.64	3.49	3.77	50
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.72	N/A	N/A	3.65	3.58	3.77	63	3.26	-0.46	-12%	N/A	N/A	3.30	3.20	3.41	50
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.09	4.07	3	4.05	3.94	4.17	57	4.05	-0.04	-1%	4.04	4	4.12	3.98	4.24	39



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item	theme	name	description	GENDER				GENDER										
				MALES		FEMALES		MALES		FEMALES								
				You	All selected peers	All comparables	You	All selected peers	All comparables									
mean	peer rank	25th %tile mean	75th %tile mean	your %tile	net diff (vs M)	% diff (vs M)	mean	peer rank	25th %tile mean	75th %tile mean	your %tile							
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.89	4	3.76	3.52	4.09	54	3.66	-0.23	-6%	3.90	5	3.72	3.39	4.11	37
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.25	3	4.21	4.10	4.36	56	4.00	-0.25	-6%	4.16	4	4.16	4.00	4.27	24
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.56	2	4.53	4.45	4.63	57	4.38	-0.18	-4%	4.44	4	4.52	4.42	4.62	21
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.07	1	3.86	3.76	4.04	77	3.62	-0.45	-11%	3.76	5	3.80	3.63	4.00	22
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.01	5	3.37	3.04	3.61	23	3.01	0.00	0%	3.20	4	3.52	3.22	3.67	10
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.60	2	3.49	3.33	3.66	71	3.51	-0.09	-2%	3.65	5	3.66	3.51	3.83	26
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.25	2	2.98	2.72	3.28	72	2.83	-0.42	-11%	2.74	4	2.58	2.35	2.86	72
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.99	3	3.07	2.94	3.22	35	2.90	-0.09	-2%	2.96	5	2.88	2.71	3.04	54
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.33	2	4.35	4.27	4.47	43	4.21	-0.12	-3%	4.37	6	4.31	4.19	4.45	29
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.89	1	3.36	3.15	3.53	91	3.51	-0.38	-10%	3.34	1	3.25	3.01	3.51	74
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	3.15	4	2.91	2.69	3.23	65	2.65	-0.50	-13%	2.83	4	2.79	2.51	3.06	33

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				MALES		FEMALES		MALES		FEMALES						
				You mean	All selected peers mean	25th %tile mean	75th %tile mean	Your net diff (vs M)	% diff (vs M)	All selected peers mean	peer rank	25th %tile mean	75th %tile mean	Your %tile		
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.49	3.53	3.59	3.45	3.68	0.09	2%	3.45	2	3.49	3.29	3.71	55
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.11	3.22	3.18	2.90	3.42	-0.26	-6%	3.15	5	3.05	2.77	3.31	34
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.68	3.45	3.56	3.45	3.70	0.07	2%	3.46	1	3.57	3.38	3.76	74
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.73	3.34	3.50	3.39	3.71	-0.16	-4%	3.46	3	3.50	3.32	3.75	60
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.51	3.88	3.66	3.48	3.85	0.37	9%	3.91	4	3.99	3.83	4.15	30
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.05	4.05	4.14	3.97	4.28	0.36	9%	4.38	3	4.42	4.29	4.55	50
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.20	4.11	4.09	3.97	4.21	0.01	0%	4.29	4	4.27	4.17	4.42	39
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.17	4.11	4.01	3.90	4.18	0.00	0%	4.17	4	4.21	4.07	4.37	41
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.16	4.03	3.94	3.79	4.14	0.17	4%	4.22	2	4.13	4.01	4.32	77
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.71	3.56	3.58	3.48	3.71	0.11	3%	3.67	1	3.82	3.68	3.96	54
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.60	4.34	4.40	4.29	4.50	0.05	1%	4.63	3	4.63	4.55	4.73	56



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				MALES		FEMALES		MALES		FEMALES									
				You	All selected peers	You	All selected peers	You	All selected peers	You	All selected peers								
mean	peer rank	mean	peer rank	net diff (vs M)	% diff (vs M)	mean	peer rank	net diff (vs M)	% diff (vs M)										
				25th %tile mean	75th %tile mean	your %tile		25th %tile mean	75th %tile mean	your %tile									
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.28	3.82	1	4.05	3.90	4.21	84	4.39	0.11	3%	4.23	2	4.39	4.25	4.54	49
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.79	3.43	1	3.47	3.33	3.59	93	4.06	0.27	7%	3.96	3	3.96	3.81	4.09	68
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.18	4.05	2	4.11	3.99	4.24	62	4.43	0.25	6%	4.38	1	4.41	4.28	4.53	59
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.51	4.34	2	4.45	4.36	4.56	70	4.60	0.09	2%	4.55	2	4.61	4.53	4.70	50
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.10	3.92	1	3.96	3.88	4.05	85	3.92	-0.18	-4%	4.07	5	4.10	3.99	4.20	12
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.61	3.39	2	3.37	3.18	3.56	78	3.73	0.12	3%	3.44	2	3.64	3.42	3.92	57
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.32	3.04	1	3.26	2.91	3.58	65	3.06	-0.26	-6%	2.86	2	3.25	2.92	3.54	48
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.83	3.62	1	3.65	3.51	3.82	79	4.06	0.23	6%	3.96	3	4.15	3.99	4.30	34
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.78	3.65	2	3.48	3.32	3.66	88	3.61	-0.17	-4%	3.72	4	3.57	3.33	3.86	51
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.22	N/A	N/A	2.83	2.73	2.96	97	3.29	0.07	2%	N/A	N/A	3.22	3.14	3.32	59
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.97	N/A	N/A	3.84	3.71	3.87	73	3.82	-0.15	-4%	N/A	N/A	3.74	3.60	3.85	65

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item	theme	name	description	GENDER				GENDER									
				MALES		FEMALES		MALES		FEMALES							
				You mean	All selected peers mean	25th %tile mean	75th %tile mean	Your mean	All selected peers mean	25th %tile mean	75th %tile mean						
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.62	N/A	3.52	3.44	3.61	76	4.06	0.44	11%	N/A	3.93	3.76	4.13	68
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.64	N/A	2.66	2.51	2.79	49	2.99	0.35	9%	N/A	3.05	2.97	3.16	32
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.81	5	2.92	2.79	3.10	27	2.97	0.16	4%	5	2.90	2.69	3.07	59
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.44	1	3.40	3.27	3.57	52	3.52	0.08	2%	3	3.47	3.23	3.64	51
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.55	2	3.39	3.23	3.57	71	3.54	-0.01	0%	4	3.48	3.31	3.66	59
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.64	1	3.31	3.18	3.49	93	3.60	-0.04	-1%	3	3.42	3.29	3.60	77
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.10	3	2.76	2.58	2.95	88	2.96	-0.14	-4%	2	2.72	2.50	2.93	77
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.59	1	3.28	3.11	3.51	82	3.41	-0.18	-4%	2	3.40	3.18	3.63	45
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.26	4	3.25	2.98	3.52	46	3.05	-0.21	-5%	4	3.31	3.02	3.61	27
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.33	1	2.97	2.64	3.37	74	3.37	0.04	1%	1	3.07	2.60	3.55	70
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.62	1	3.14	2.96	3.37	95	3.57	-0.05	-1%	1	3.28	3.04	3.54	75



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MEAN COMPARISONS
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item	theme	name	description	GENDER				GENDER										
				MALES		FEMALES		MALES		FEMALES								
				You mean	All selected peers mean	25th %tile mean	75th %tile mean	Your net diff (vs M)	% diff (vs M)	All selected peers mean	peer rank	25th %tile mean	75th %tile mean	Your %tile				
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.14	3.06	3.10	2.90	3.35	45	3.28	0.14	3%	3.19	3	2.98	2.67	3.21	79
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.58	3.37	3.42	3.14	3.70	60	3.56	-0.02	-1%	3.52	3	3.34	3.02	3.71	65
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.35	3.13	3.15	2.99	3.29	80	3.37	0.02	1%	2.95	1	3.05	2.88	3.24	89
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.11	2.27	2.64	2.31	2.88	14	1.28	-0.83	-21%	2.11	6	2.41	2.03	2.75	0
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.30	2.21	2.30	1.98	2.60	51	2.23	-0.07	-2%	2.05	2	2.30	2.02	2.49	38
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.73	3.30	3.21	2.95	3.47	87	4.02	0.29	7%	3.56	2	3.43	3.08	3.81	85
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.38	2.63	2.67	2.37	2.91	27	2.59	0.21	5%	2.84	4	2.62	2.39	2.90	44
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.84	N/A	2.83	2.69	3.00	42	2.37	-0.47	-12%	N/A	N/A	2.67	2.35	2.92	26
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.97	N/A	2.70	2.00	3.38	24	2.03	0.06	2%	N/A	N/A	2.84	2.35	3.40	14
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.43	N/A	2.96	2.77	3.13	97	3.14	-0.29	-7%	N/A	N/A	2.95	2.63	3.28	69
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.91	N/A	2.83	2.67	3.00	61	2.81	-0.10	-3%	N/A	N/A	2.68	2.53	3.15	57

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item	theme	name	description	GENDER				GENDER						
				MALES		FEMALES		MALES		FEMALES				
				You mean	All selected peers mean	25th %tile mean	75th %tile mean	Your mean	All selected peers mean	25th %tile mean	75th %tile mean			
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.39	3.10	3.05	2.77	3.38	77	3.22	2.87	2.84	3.21	78
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.32	3.00	2.94	2.67	3.22	83	2.72	2.70	2.66	2.94	51
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.86	3.58	3.60	3.37	3.87	70	3.42	3.49	3.53	3.74	46
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.86	3.57	3.58	3.35	3.83	79	3.40	3.49	3.46	3.69	43
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.88	N/A	3.88	3.77	4.00	48	3.61	N/A	3.71	3.85	29
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.40	3.06	3.10	2.89	3.41	74	3.00	3.11	3.12	2.84	33
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.29	3.00	3.04	2.87	3.20	87	2.67	2.79	2.70	2.56	44
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	4.03	4.03	4.00	3.88	4.12	50	3.87	3.89	3.93	3.79	33
Q38B	climate, culture, collegiality	interest in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.30	3.44	3.52	3.35	3.68	17	3.37	3.50	3.45	3.28	35
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.43	3.44	3.43	3.29	3.60	51	3.27	3.32	3.22	3.07	62
Q38D	climate, culture, collegiality	value in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.58	N/A	3.59	3.41	3.79	43	3.46	N/A	3.48	3.36	43

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GENDER

item	theme	name	description	MALES				FEMALES							
				All selected peers		All comparables		All selected peers		All comparables					
				You mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.54	3	3.52	3.37	3.68	49	3.52	2	3.41	3.31	3.56	71
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.88	1	3.68	3.58	3.84	84	3.66	4	3.67	3.54	3.80	52
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.91	3	3.83	3.73	3.95	66	3.80	4	3.85	3.73	3.95	45
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.10	1	3.91	3.83	4.04	85	3.80	6	3.97	3.85	4.06	16
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.88	1	3.81	3.66	3.98	62	3.74	4	3.75	3.56	3.92	48
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.32	5	3.41	3.23	3.59	32	3.46	3	3.41	3.23	3.53	65
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.98	N/A	3.94	3.85	4.06	57	4.11	N/A	4.02	3.87	4.15	65
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.91	N/A	3.65	3.47	3.81	86	3.85	N/A	3.72	3.58	3.85	76
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.15	N/A	3.81	3.66	3.95	92	3.90	N/A	3.80	3.67	3.95	68
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.22	N/A	4.10	3.99	4.28	60	4.16	N/A	4.04	3.94	4.16	75
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.99	1	3.89	3.78	4.05	65	3.81	2	3.85	3.72	3.97	43



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				MALES		FEMALES		MALES		FEMALES									
				You	All selected peers	You	All selected peers	You	All selected peers	You	All comparables								
mean	mean	peer rank	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile	75th %tile	your %tile								
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.86	3.52	1	3.59	3.44	3.80	83	3.68	-0.18	-4%	3.53	2	3.61	3.44	3.82	61
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	3.85	3.12	1	3.27	3.01	3.50	96	3.79	-0.06	-2%	3.21	1	3.20	3.03	3.44	95
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.18	3.86	1	3.95	3.82	4.11	85	3.91	-0.27	-7%	3.98	5	4.00	3.86	4.14	28
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	4.06	3.69	1	3.74	3.58	3.95	85	3.82	-0.24	-6%	3.73	2	3.72	3.55	3.88	60



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item	theme	name	description	WHITE FACULTY				RACE/ETHNICITY				FACULTY OF COLOR						
				All selected peers		All comparables		You		All selected peers		All comparables		All selected peers		All comparables		
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.65	4	3.69	3.55	3.86	39	3.98	0.33	8%	3.68	1	3.70	3.54	3.93	83
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.57	5	3.61	3.51	3.75	38	3.78	0.21	5%	3.52	1	3.61	3.40	3.83	68
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.19	6	3.26	3.13	3.41	37	3.61	0.42	11%	3.37	1	3.38	3.23	3.60	76
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.60	3	3.48	3.40	3.60	76	3.62	0.02	1%	3.58	3	3.52	3.39	3.68	65
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.43	6	3.56	3.39	3.74	28	3.50	0.07	2%	3.62	5	3.58	3.42	3.79	40
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.54	6	3.63	3.52	3.80	32	3.96	0.42	11%	3.78	2	3.76	3.55	3.99	70
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.65	2	3.67	3.55	3.77	46	3.78	0.13	3%	3.51	1	3.71	3.57	3.90	59
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.14	2	3.09	2.97	3.25	59	3.29	0.15	4%	3.14	2	3.27	3.09	3.45	46
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.19	2	3.18	3.09	3.30	51	3.45	0.26	7%	2.99	1	3.26	3.08	3.47	73
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.97	2	2.95	2.80	3.10	52	3.11	0.14	3%	2.86	2	3.06	2.83	3.25	51
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.85	4	2.78	2.64	2.94	61	3.15	0.30	8%	2.92	2	2.98	2.80	3.12	79



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				All selected peers		All comparables		You		All selected peers		All comparables		All selected peers		All comparables		
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.58	6	3.68	3.54	3.88	27	3.80	0.22	5%	3.63	1	3.72	3.54	3.89	60
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.83	2	3.84	3.76	3.97	45	3.77	-0.06	-2%	3.56	1	3.74	3.55	3.94	57
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.29	5	3.51	3.35	3.63	13	3.33	0.04	1%	3.38	4	3.51	3.32	3.68	29
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.36	6	3.57	3.44	3.65	11	3.56	0.20	5%	3.26	2	3.51	3.38	3.64	60
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.36	3	3.43	3.29	3.53	40	3.37	0.01	0%	3.31	3	3.39	3.22	3.51	46
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.28	5	3.36	3.23	3.47	39	3.42	0.14	4%	3.18	1	3.37	3.21	3.57	62
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.99	6	3.11	2.78	3.39	29	3.24	0.25	6%	3.45	5	3.22	2.90	3.53	49
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are based primarily on performance-based criteria rather than on non-performance criteria.	3.83	4	3.69	3.51	3.91	59	4.06	0.23	6%	3.72	1	3.67	3.38	3.98	84
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.71	4	3.71	3.62	3.84	49	3.96	0.25	6%	3.66	1	3.77	3.66	3.92	82
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.38	N/A	3.45	3.32	3.55	33	3.74	0.36	9%	N/A	N/A	3.58	3.44	3.74	75
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.11	3	4.12	4.03	4.23	43	3.98	-0.13	-3%	3.80	2	3.98	3.85	4.11	44



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item	theme	name	description	WHITE FACULTY				RACE/ETHNICITY				FACULTY OF COLOR						
				All selected peers		All comparables		You		All selected peers		All comparables		All selected peers		All comparables		
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.85	5	3.76	3.52	4.14	49	3.66	-0.19	-5%	3.80	5	3.66	3.35	4.01	44
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.11	5	4.23	4.13	4.36	18	4.18	0.07	2%	3.95	1	4.10	3.98	4.27	60
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.50	4	4.59	4.50	4.69	22	4.44	-0.06	-1%	4.16	2	4.37	4.26	4.53	55
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.83	4	3.84	3.68	4.05	43	3.91	0.08	2%	3.73	3	3.80	3.62	4.04	59
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.02	5	3.46	3.11	3.64	17	2.99	-0.03	-1%	3.08	4	3.36	3.08	3.53	19
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.63	2	3.57	3.41	3.71	63	3.40	-0.23	-6%	3.44	3	3.55	3.31	3.79	38
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.89	4	2.73	2.49	3.00	60	3.35	0.46	12%	3.10	2	2.99	2.72	3.34	76
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.94	5	2.99	2.87	3.13	39	2.97	0.03	1%	2.73	2	2.94	2.70	3.13	60
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.38	5	4.40	4.32	4.51	44	4.08	-0.30	-8%	3.88	3	4.14	3.99	4.30	37
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.67	1	3.29	3.10	3.47	83	3.78	0.11	3%	3.18	1	3.37	3.08	3.68	84
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.83	5	2.84	2.61	3.10	40	3.06	0.23	6%	2.85	2	2.87	2.63	3.23	61



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				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.40	6	3.54	3.38	3.76	28	3.79	0.39	10%	3.42	1	3.58	3.32	3.87	68
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.82	5	3.09	2.82	3.31	24	3.33	0.51	13%	3.32	4	3.18	2.91	3.48	56
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.59	2	3.57	3.42	3.70	50	3.97	0.38	10%	3.47	1	3.56	3.40	3.77	91
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.49	2	3.49	3.35	3.71	50	3.97	0.48	12%	3.55	2	3.55	3.34	3.82	89
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.57	4	3.73	3.56	3.88	27	3.93	0.36	9%	4.00	4	4.02	3.86	4.20	37
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.30	1	4.27	4.13	4.38	60	4.07	-0.23	-6%	4.09	4	4.25	4.09	4.41	21
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.23	3	4.17	4.03	4.31	65	4.14	-0.09	-2%	4.24	5	4.18	4.04	4.36	45
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.14	4	4.08	3.95	4.24	60	4.23	0.09	2%	4.17	3	4.15	4.02	4.33	60
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.18	1	3.98	3.82	4.13	80	4.36	0.18	5%	4.11	1	4.15	4.03	4.33	80
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.69	2	3.61	3.51	3.72	67	3.90	0.21	5%	3.75	2	3.90	3.75	4.05	44
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.58	2	4.49	4.41	4.59	72	4.69	0.11	3%	4.52	2	4.54	4.43	4.65	85



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				All selected peers		All comparables		You		All selected peers		All comparables		All selected peers		All comparables			
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean	
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.24	3.92	1	4.17	4.03	4.31	63	4.51	0.27	7%	4.17	1	4.28	4.15	4.40	83
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.84	3.56	1	3.62	3.51	3.71	91	4.08	0.24	6%	3.88	1	3.86	3.71	4.03	82
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.30	4.16	1	4.24	4.14	4.35	61	4.30	0.00	0%	4.26	2	4.26	4.12	4.36	65
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.53	4.42	2	4.52	4.43	4.63	55	4.61	0.08	2%	4.42	3	4.53	4.42	4.66	70
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	3.93	3.93	4	3.98	3.89	4.06	40	4.20	0.27	7%	4.13	3	4.13	4.00	4.26	66
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.47	3.28	1	3.36	3.21	3.58	60	4.03	0.56	14%	3.80	2	3.76	3.60	3.94	82
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.00	2.80	1	3.11	2.74	3.45	59	3.55	0.55	14%	3.41	2	3.61	3.31	3.77	55
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.92	3.71	2	3.82	3.68	3.95	72	3.98	0.06	2%	3.92	2	3.99	3.83	4.18	44
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.43	3.52	5	3.39	3.22	3.57	44	4.23	0.80	20%	4.12	4	3.81	3.61	4.13	91
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.16	N/A	N/A	2.88	2.82	2.99	95	3.43	0.27	7%	N/A	N/A	3.32	3.14	3.53	65
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.77	N/A	N/A	3.69	3.63	3.81	68	4.15	0.38	10%	N/A	N/A	4.03	3.82	4.23	62



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				All selected peers		All comparables		You		All selected peers		All comparables		All selected peers		All comparables		
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N/A	N/A	3.62	3.54	3.73	65	4.02	0.30	7%	N/A	N/A	3.89	3.79	4.07	70
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	N/A	N/A	2.74	2.60	2.89	46	2.95	0.22	6%	N/A	N/A	3.05	2.94	3.16	28
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.88	5	2.81	2.71	2.95	61	2.93	0.06	2%	3.16	5	3.12	2.88	3.34	33
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.36	1	3.42	3.30	3.57	55	3.52	0.06	2%	3.27	2	3.44	3.25	3.60	64
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.49	4	3.39	3.25	3.54	74	3.56	0.03	1%	3.56	4	3.52	3.26	3.72	50
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.43	3	3.31	3.16	3.49	83	3.70	0.12	3%	3.52	3	3.47	3.24	3.69	78
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.84	2	2.67	2.46	2.90	83	3.15	0.18	4%	2.96	2	2.88	2.66	3.07	80
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.11	1	3.31	3.08	3.53	68	3.56	0.08	2%	3.18	1	3.39	3.16	3.59	74
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.23	4	3.24	2.97	3.58	30	3.43	0.43	11%	3.04	1	3.32	3.11	3.57	55
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.83	1	2.99	2.61	3.42	74	3.21	-0.20	-5%	3.03	3	3.03	2.74	3.36	62
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.15	1	3.19	2.98	3.43	93	3.22	-0.53	-13%	3.14	4	3.19	2.95	3.45	51



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				You		All comparables		You		All comparables		All selected peers		All comparables				
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	your %tile			
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.05	4	2.98	2.80	3.24	50	3.51	0.46	12%	3.20	2	3.15	2.89	3.44	84
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.51	4	3.37	3.11	3.66	52	3.69	0.18	5%	3.45	1	3.42	3.13	3.72	71
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.31	1	3.04	2.92	3.16	89	3.45	0.14	4%	3.12	1	3.25	3.05	3.50	73
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	1.87	5	2.48	2.17	2.73	6	1.85	-0.02	-1%	2.47	6	2.62	2.35	2.91	5
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.26	4	2.31	2.01	2.59	47	2.30	0.04	1%	2.01	1	2.32	2.01	2.57	46
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	4.11	1	3.36	3.12	3.64	94	3.46	-0.65	-16%	3.20	3	3.27	2.97	3.53	65
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.44	6	2.60	2.34	2.78	36	2.52	0.08	2%	2.65	4	2.70	2.50	3.13	28
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	3.09	N/A	2.77	2.58	3.00	88	2.12	-0.97	-24%	N/A	N/A	2.84	2.51	3.04	0
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.73	N/A	2.66	1.93	3.20	11	2.43	0.70	18%	N/A	N/A	2.94	2.41	3.36	28
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.28	N/A	2.97	2.77	3.20	83	3.33	0.05	1%	N/A	N/A	2.97	2.69	3.17	90
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.82	N/A	2.74	2.47	3.00	45	N=5	N<5	N=5	N/A	N/A	2.85	2.58	3.04	N<5



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				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.01	3	2.94	2.63	3.30	76	3.31	0.00	0%	2.94	3	3.00	2.75	3.31	74
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.91	3	2.80	2.54	3.10	71	3.06	0.03	1%	2.77	3	2.86	2.68	3.07	73
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.65	4	3.62	3.43	3.81	54	3.59	-0.08	-2%	3.12	2	3.44	3.17	3.64	65
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.65	4	3.57	3.38	3.76	62	3.57	-0.11	-3%	3.09	2	3.43	3.19	3.64	69
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.74	N/A	3.82	3.72	3.95	27	3.76	0.02	0%	N/A	N/A	3.76	3.62	4.00	46
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.13	2	3.14	2.93	3.45	56	3.13	-0.12	-3%	2.93	2	3.01	2.74	3.34	57
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.89	4	2.89	2.72	3.04	51	3.19	0.30	8%	2.85	2	2.91	2.72	3.09	85
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	4.04	6	4.01	3.87	4.14	24	4.11	0.24	6%	3.75	2	3.87	3.71	4.06	78
Q38B	climate, culture, collegiality	interest in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.39	6	3.50	3.38	3.64	27	3.22	-0.17	-4%	3.32	4	3.44	3.27	3.65	23
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.41	4	3.34	3.19	3.52	51	3.23	-0.18	-5%	3.17	4	3.32	3.11	3.52	40
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.45	N/A	3.56	3.47	3.67	22	3.66	0.21	5%	N/A	N/A	3.43	3.30	3.66	73



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RACE/ETHNICITY

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				You		All comparables		You		All comparables		All selected peers		All comparables			
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	your %tile		
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.53	4	3.48	3.59	60	3.54	0.01	0%	3.20	1	3.42	3.27	3.60	66
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.81	3	3.71	3.84	68	3.69	-0.12	-3%	3.39	1	3.58	3.43	3.73	71
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.89	4	3.87	4.00	51	3.79	-0.10	-3%	3.48	1	3.72	3.58	3.92	55
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.01	5	3.98	4.08	49	3.85	-0.16	-4%	3.61	2	3.80	3.64	4.00	49
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.70	6	3.81	3.91	28	4.03	0.33	8%	3.36	1	3.68	3.50	3.92	88
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.35	4	3.40	3.55	41	3.47	0.12	3%	3.20	2	3.39	3.17	3.62	61
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.13	N/A	4.02	4.16	65	3.88	-0.25	-6%	N/A	N/A	3.79	3.68	3.99	62
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.85	N/A	3.72	3.91	70	3.94	0.09	2%	N/A	N/A	3.55	3.35	3.81	89
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.04	N/A	3.86	4.07	70	4.00	-0.04	-1%	N/A	N/A	3.63	3.41	3.84	89
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.12	N/A	4.10	4.24	50	4.32	0.20	5%	N/A	N/A	3.97	3.75	4.23	85
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.84	5	3.90	3.78	32	4.02	0.18	4%	3.51	1	3.79	3.63	4.01	76



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item	theme	name	description	WHITE FACULTY				RACE/ETHNICITY				FACULTY OF COLOR							
				All selected peers		All comparables		You		All selected peers		All comparables		All selected peers		All comparables			
				mean	peer rank	25th %tile mean	75th %tile mean	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	25th %tile mean	75th %tile mean	mean	peer rank	25th %tile mean	75th %tile mean	
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.74	3.55	2	3.59	3.45	3.78	70	3.84	0.10	2%	3.43	1	3.59	3.43	3.75	84
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	3.69	3.13	1	3.18	2.93	3.46	96	4.05	0.36	9%	3.15	1	3.33	3.08	3.64	96
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.04	4.04	3	4.01	3.90	4.17	51	4.08	0.04	1%	3.45	1	3.82	3.61	4.06	83
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.90	3.73	2	3.72	3.62	3.92	71	4.03	0.13	3%	3.62	1	3.73	3.57	3.96	89



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MEAN COMPARISONS
 University of North Carolina at Charlotte

item	theme	name	description	HUMANITIES				ACADEMIC AREA				SOCIAL SCIENCES							
				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.96	4.17	3	3.80	3.61	4.13	59	3.55	3.97	5	3.81	3.54	4.11	27		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.95	4.14	2	3.71	3.50	3.97	71	3.42	3.86	5	3.77	3.42	4.02	25		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.73	3.87	2	3.41	3.11	3.72	79	3.18	3.67	5	3.42	3.12	3.67	32		
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.91	3.95	2	3.66	3.47	3.88	81	3.45	3.75	5	3.64	3.37	3.82	28		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.64	4.03	3	3.66	3.50	3.97	40	3.45	3.66	5	3.68	3.44	3.91	25		
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.87	4.17	4	3.75	3.68	4.05	60	3.34	3.79	5	3.80	3.50	4.07	20		
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.45	3.67	4	3.63	3.39	3.86	32	3.78	3.75	3	3.69	3.49	3.91	65		
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.75	3.26	5	3.05	2.76	3.28	19	3.29	3.16	4	3.16	2.98	3.37	64		
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.35	3.35	2	3.17	3.01	3.41	69	3.02	3.56	6	3.25	2.98	3.50	27		
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.82	2.79	1	2.92	2.65	3.16	39	2.90	3.06	4	3.03	2.79	3.25	33		
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.53	2.67	2	2.68	2.46	2.87	34	2.96	2.98	5	2.82	2.67	3.06	65		



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ACADEMIC AREA

item	theme	name	description	HUMANITIES				SOCIAL SCIENCES							
				All selected peers		All comparables		All selected peers		All comparables					
				You mean	peer rank	25th %tile mean	75th %tile mean	You mean	peer rank	25th %tile mean	75th %tile mean				
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.54	2	3.82	3.39	4.47	82	4.07	4	3.70	3.43	4.19	60
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.30	5	4.34	4.17	4.52	47	4.35	3	4.29	4.16	4.46	52
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.53	5	4.65	4.53	4.81	25	4.69	3	4.73	4.65	4.86	37
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.09	1	3.69	3.35	4.14	71	3.83	4	3.79	3.57	4.21	49
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.63	5	3.47	3.09	3.72	5	3.18	3	3.31	2.95	3.50	49
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.24	5	3.57	3.32	3.99	18	3.89	2	3.46	3.22	3.83	79
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.19	3	2.72	2.29	3.11	79	3.35	2	2.83	2.61	3.28	83
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.91	3	2.93	2.58	3.28	46	2.97	5	3.19	2.91	3.40	32
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.50	2	4.50	4.31	4.67	49	4.35	5	4.52	4.42	4.69	18
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.18	3	3.27	2.83	3.66	45	3.21	3	3.23	2.93	3.64	47
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.33	4	2.75	2.43	3.19	16	2.52	6	2.83	2.60	3.28	20

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ACADEMIC AREA

SOCIAL SCIENCES

item	theme	name	description	HUMANITIES				SOCIAL SCIENCES							
				All selected peers		All comparables		All selected peers		All comparables					
				You mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.36	4	3.80	3.48	4.16	22	3.46	4	3.56	3.19	3.89	36
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.74	4	3.15	2.74	3.59	25	2.30	6	3.04	2.70	3.35	8
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.97	1	3.58	3.20	3.97	75	3.62	2	3.57	3.36	3.86	55
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.47	4	3.59	3.33	3.95	36	3.52	4	3.48	3.25	3.78	51
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.52	5	3.74	3.54	3.96	23	3.22	6	3.63	3.32	3.89	16
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.23	2	4.26	4.04	4.50	47	4.41	1	4.24	4.08	4.51	56
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.10	3	4.13	3.93	4.38	44	4.15	3	4.17	4.00	4.35	49
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.10	3	4.11	3.95	4.38	44	4.12	4	4.12	3.83	4.37	47
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.91	3	3.72	3.56	4.05	66	4.29	2	4.03	3.95	4.30	75
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.71	1	3.61	3.39	3.84	56	3.73	2	3.52	3.24	3.73	76
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.86	2	4.71	4.56	4.86	74	4.63	3	4.64	4.51	4.76	47



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ACADEMIC AREA

item	theme	name	description	HUMANITIES				SOCIAL SCIENCES							
				All selected peers		All comparables		All selected peers		All comparables					
				You mean	peer rank	mean	25th %/title	75th %/title	your %/title	mean	peer rank	mean	25th %/title	75th %/title	your %/title
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.72	1	4.58	4.37	4.87	59	4.58	2	4.46	4.32	4.67	60
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.17	1	3.77	3.52	4.04	87	4.01	1	3.77	3.57	3.97	79
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.40	3	4.38	4.24	4.61	47	4.49	2	4.36	4.20	4.51	73
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.79	1	4.61	4.51	4.78	77	4.60	4	4.64	4.55	4.77	39
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.03	2	4.01	3.85	4.22	42	3.73	6	3.95	3.81	4.05	15
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.47	3	3.55	3.29	3.86	38	3.59	1	3.58	3.38	3.92	47
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.63	1	3.42	3.07	3.85	64	2.93	3	3.22	2.85	3.48	32
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.08	1	3.99	3.80	4.23	58	4.12	2	3.95	3.74	4.19	64
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.81	2	3.70	3.42	4.10	48	3.15	6	3.54	3.38	3.90	15
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.40	N/A	3.07	2.92	3.43	72	3.16	N/A	2.89	2.81	3.16	76
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.90	N/A	3.72	3.62	3.96	66	3.85	N/A	3.79	3.49	3.93	67

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item	theme	name	description	HUMANITIES				ACADEMIC AREA				SOCIAL SCIENCES							
				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.86	N/A	3.70	3.50	3.95	59	3.81	N/A	3.79	3.70	4.06	36				
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.47	N/A	2.85	2.61	3.09	14	2.74	N/A	2.76	2.64	2.90	55				
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.95	4	2.94	2.65	3.12	50	2.82	3	2.91	2.62	3.18	48				
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.75	2	3.48	3.23	3.79	70	3.66	2	3.43	3.22	3.71	64				
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.51	3	3.47	3.22	3.66	59	3.27	6	3.49	3.16	3.72	35				
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.79	1	3.39	3.21	3.72	84	3.35	5	3.38	3.14	3.73	43				
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.96	3	2.73	2.44	3.03	69	2.65	6	2.72	2.41	2.93	53				
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.64	1	3.25	2.96	3.59	81	3.42	1	3.37	3.06	3.58	55				
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.39	2	3.27	2.69	3.96	58	3.09	5	3.25	2.85	3.77	43				
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.54	2	3.18	2.50	3.80	64	4.09	1	3.03	2.54	3.84	88				
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	4.04	1	3.10	2.91	3.57	96	4.11	1	3.07	2.77	3.59	97				



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item	theme	name	description	HUMANITIES				ACADEMIC AREA				SOCIAL SCIENCES							
				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.09	4	3.00	2.87	2.53	3.27	3.60	55	3.28	1	3.00	2.76	3.48	83		
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.87	3	3.81	3.52	3.14	3.98	3.75	63	3.84	5	3.44	3.17	3.89	61		
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.25	3	3.16	3.12	2.96	3.44	3.23	51	3.29	3	3.08	2.84	3.35	61		
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N/A	1.88	2.43	1.92	2.64	N<5	N<5	2.12	N/A	2.36	1.97	2.69	N<5		
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N/A	1.96	2.19	1.68	2.71	N<5	N<5	2.19	N/A	2.17	1.68	2.65	N<5		
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.81	3	3.17	3.26	3.23	3.90	4.82	63	3.70	1	3.33	3.08	3.89	100		
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.84	3	2.68	2.54	2.14	3.10	2.41	65	3.00	4	2.60	2.22	3.01	34		
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.81	2.56	2.85	N<5	N<5	N/A	N/A	2.83	2.84	3.00	N<5		
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.65	N/A	N/A	2.59	1.81	3.16	1.89	19	N/A	N/A	2.50	2.04	3.40	14		
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.01	2.78	3.62	3.67	N<5	N/A	N/A	2.80	2.29	3.00	95		
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.68	2.71	3.08	N<5	N<5	N/A	N/A	2.52	2.72	2.94	N<5		

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item	theme	name	description	HUMANITIES				ACADEMIC AREA				SOCIAL SCIENCES					
				All selected peers		All comparables		You	All selected peers		All comparables		You	All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.20	3	2.83	2.66	3.27	87	3.60	3.33	2	2.86	2.49	3.35	83	
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.80	2	2.68	2.42	3.09	90	2.89	3.28	5	2.72	2.40	3.05	65	
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.56	2	3.63	3.37	3.93	78	3.73	3.91	5	3.54	3.24	4.00	58	
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.60	1	3.64	3.38	3.94	86	3.70	3.88	4	3.46	3.18	3.85	69	
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N/A	N/A	3.71	3.54	4.08	58	3.88	N/A	N/A	3.77	3.47	4.00	61	
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.71	1	2.93	2.52	3.26	69	2.55	2.98	5	2.98	2.68	3.44	20	
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.04	1	2.82	2.48	3.08	89	2.95	2.97	4	2.98	2.75	3.16	53	
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	4.08	1	4.09	3.78	4.36	50	3.66	4.16	6	4.03	3.73	4.29	20	
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.75	4	3.57	3.35	3.82	33	3.73	3.76	4	3.54	3.31	3.81	71	
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.47	4	3.30	3.06	3.59	22	3.56	3.66	5	3.14	2.91	3.46	80	
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	N/A	N/A	3.64	3.39	3.80	14	3.67	N/A	N/A	3.39	3.10	3.73	67	



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				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.55	2	3.53	3.26	3.76	53	3.89	3	3.39	3.11	3.66	89		
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.55	4	3.83	3.59	4.04	18	4.22	2	3.71	3.47	3.93	92		
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.49	5	3.90	3.72	4.09	9	4.26	3	3.87	3.73	4.09	91		
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.92	5	4.10	3.94	4.26	20	4.48	1	4.05	3.92	4.26	96		
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.52	5	3.82	3.58	4.07	17	3.94	4	3.78	3.53	4.07	64		
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.15	4	3.47	3.12	3.72	28	3.56	4	3.35	3.04	3.71	63		
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.92	N/A	4.12	3.92	4.31	21	4.24	N/A	4.05	3.90	4.31	67		
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.90	N/A	3.79	3.57	3.95	70	3.90	N/A	3.65	3.49	3.87	79		
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.09	N/A	3.87	3.69	4.08	81	3.93	N/A	3.84	3.57	4.08	67		
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.27	N/A	4.09	3.89	4.35	69	4.41	N/A	3.97	3.63	4.49	68		
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.15	4.07	3.90	3.62	4.17	72	3.96	4.03	3.89	3.63	4.14	55		



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ACADEMIC AREA

item	theme	name	description	HUMANITIES				SOCIAL SCIENCES								
				All selected peers		All comparables		All selected peers		All comparables						
				You mean	peer rank	mean	25th %tile	75th %tile	mean	peer rank	mean	25th %tile	75th %tile	Your %tile		
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.44	3	3.46	3.50	3.29	3.75	40	3.61	3	3.58	3.27	3.82	51
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	3.05	2	2.64	2.99	2.66	3.40	46	3.75	2	3.19	2.83	3.61	85
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.11	1	4.09	4.08	3.89	4.31	42	3.94	5	4.04	3.73	4.30	36
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.73	3	3.77	3.70	3.53	3.97	46	3.82	4	3.75	3.53	3.99	59



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MEAN COMPARISONS
 University of North Carolina at Charlotte

item	theme	name	description	PHYSICAL SCIENCES				ACADEMIC AREA				BIOLOGICAL SCIENCES							
				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.05	4	3.76	3.80	3.69	4.11	4	3.36	3.96	3	3.82	3.42	4.00	20		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.05	4	3.76	3.69	3.61	4.07	6	3.57	3.96	2	3.75	3.57	4.00	30		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	2.78	4	3.65	3.42	3.28	3.74	8	3.36	3.73	3	3.36	3.00	3.83	43		
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.51	3	3.68	3.64	3.45	3.82	33	3.79	4.07	2	3.56	3.45	3.86	68		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.21	4	3.90	3.60	3.44	3.85	10	3.14	4.11	4	3.51	3.21	3.87	18		
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.69	3	3.97	3.78	3.62	4.14	31	3.75	3.95	2	3.73	3.60	4.15	43		
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.21	4	3.75	3.74	3.46	4.00	6	3.79	3.59	2	3.59	3.18	3.79	70		
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.33	4	3.00	3.26	3.00	3.68	0	3.57	3.44	2	3.05	2.98	3.32	80		
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.55	4	3.05	3.36	3.02	3.57	2	3.57	3.33	1	3.21	2.95	3.58	73		
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.52	3	2.97	3.07	2.71	3.23	10	3.36	3.33	2	2.89	2.55	3.28	85		
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.70	4	2.90	2.79	2.66	3.15	31	3.32	3.19	2	2.76	2.39	3.12	85		



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ACADEMIC AREA
 BIOLOGICAL SCIENCES

item	theme	name	description	PHYSICAL SCIENCES				BIOLOGICAL SCIENCES							
				All selected peers		All comparables		All selected peers		All comparables					
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.78	2	3.85	3.70	4.27	31	3.32	3	3.67	3.49	4.05	18
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.55	2	3.80	3.67	4.09	18	3.82	3	3.78	3.51	4.14	38
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.88	4	3.61	3.42	3.95	0	3.79	2	3.45	3.29	3.88	58
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.91	4	3.61	3.26	3.84	2	3.96	1	3.60	3.39	4.00	73
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.18	2	3.41	3.20	3.65	20	3.96	2	3.39	3.28	3.89	77
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.00	3	3.32	3.20	3.64	8	3.75	2	3.31	3.16	3.67	82
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.91	4	3.30	3.11	3.70	14	3.14	4	3.27	2.90	3.69	40
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	N<5	N/A	3.77	3.55	4.17	N<5	3.82	2	3.69	3.60	4.24	45
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.85	2	3.64	3.37	3.88	71	3.96	2	3.65	3.34	3.89	85
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.09	N/A	3.45	3.21	3.70	20	3.57	N/A	3.36	3.24	3.67	63
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.12	2	4.09	3.88	4.31	45	4.00	3	4.11	3.91	4.36	33



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				All selected peers		All comparables		You		All selected peers		All comparables		You		
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.33	4	3.70	3.75	4.38	6	4.00	4.16	3	3.70	3.67	4.15	60
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.52	4	4.40	3.86	4.51	12	4.18	4.32	3	4.23	3.91	4.46	50
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.06	3	4.47	4.11	4.73	18	4.39	4.64	3	4.58	4.41	4.82	23
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.03	2	3.63	3.60	4.25	59	4.00	4.23	2	3.78	3.67	4.18	43
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.97	1	2.80	2.97	3.95	24	3.57	3.38	1	3.42	3.16	3.89	58
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.73	3	3.13	2.81	3.54	20	4.39	3.28	1	3.40	3.25	4.00	92
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.52	4	2.81	2.59	3.31	14	2.96	3.24	4	2.71	2.49	3.20	58
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.73	4	3.04	3.00	3.46	10	2.79	3.26	4	3.05	2.84	3.32	21
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.67	1	4.49	4.28	4.58	80	4.00	4.43	4	4.45	4.28	4.63	8
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.36	3	3.80	3.48	3.84	37	3.89	3.29	3	3.26	3.07	4.06	68
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.73	3	3.00	3.11	2.99	17	3.54	3.00	3	2.88	2.83	3.54	74



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MEAN COMPARISONS
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				All selected peers		All comparables		You		All selected peers		All comparables		You			
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile		
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	2.82	3.95	4	3.57	3.26	3.94	6	2.61	3.17	3	3.26	2.77	3.82	13
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.88	3.38	4	3.30	3.04	3.81	18	3.18	2.87	4	3.01	2.90	3.60	38
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.06	3.72	3	3.69	3.51	3.92	8	3.57	3.42	2	3.46	3.24	3.93	56
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	2.73	3.08	3	3.46	3.02	3.72	16	3.04	2.83	3	3.07	2.77	3.52	41
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.00	3.53	4	3.59	3.30	4.01	4	3.64	3.36	3	3.76	3.56	4.14	38
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.18	4.07	1	4.20	4.02	4.44	44	4.39	4.30	1	4.27	4.09	4.60	59
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.30	3.88	1	4.11	3.86	4.31	71	4.04	3.63	2	4.03	3.99	4.42	38
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.15	3.86	1	3.98	3.73	4.27	65	3.82	4.09	4	3.99	3.82	4.30	26
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.48	3.86	1	4.10	4.00	4.44	81	4.61	3.85	1	4.25	4.15	4.50	77
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.67	3.44	3	3.56	3.42	3.83	48	4.21	3.88	1	3.68	3.52	4.07	85
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.33	4.15	1	4.15	3.91	4.35	71	4.61	3.92	1	4.17	3.90	4.47	90



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MEAN COMPARISONS
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ACADEMIC AREA
BIOLOGICAL SCIENCES

item	theme	name	description	PHYSICAL SCIENCES				BIOLOGICAL SCIENCES									
				All selected peers		All comparables		All selected peers		All comparables							
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile		
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.30	3.85	1	4.02	3.64	4.40	71	4.21	3.84	1	4.05	3.65	4.17	82
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.82	3.45	1	3.40	3.10	3.61	92	3.82	3.61	1	3.65	3.41	3.80	78
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.33	4.15	1	4.07	3.89	4.32	77	3.96	4.25	2	4.19	3.99	4.38	21
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.64	4.45	1	4.47	4.36	4.71	63	4.18	4.34	2	4.56	4.35	4.74	13
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	3.61	3.73	2	3.89	3.65	4.09	18	4.21	3.96	1	4.03	3.85	4.25	74
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	4.00	3.66	1	3.54	3.24	3.97	79	3.64	4.30	4	3.82	3.60	4.13	28
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.58	3.06	1	3.20	2.66	3.52	80	2.82	3.26	4	3.30	2.78	3.67	31
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.33	3.76	1	3.69	3.36	3.94	98	3.43	3.99	4	3.99	3.61	4.24	13
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.64	3.82	3	3.57	3.53	3.92	34	3.82	4.33	3	3.61	3.25	3.98	59
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.03	N/A	N/A	2.86	2.73	3.07	71	3.00	N/A	N/A	2.94	2.66	2.94	80
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.52	N/A	N/A	3.62	3.29	3.88	38	3.79	N/A	N/A	3.78	3.62	3.95	64



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ACADEMIC AREA
BIOLOGICAL SCIENCES

item	theme	name	description	PHYSICAL SCIENCES				BIOLOGICAL SCIENCES							
				All selected peers		All comparables		All selected peers		All comparables					
				mean	peer rank	mean	%/title	mean	peer rank	mean	%/title				
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.30	N/A	3.49	3.44	3.78	100	3.39	N/A	3.74	3.40	3.79	18
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.61	N/A	2.66	2.23	2.74	100	N<5	N/A	2.71	2.47	2.89	N<5
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.85	3	2.96	2.65	3.25	49	2.96	3	2.86	2.42	3.27	56
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.24	3	3.51	3.33	3.84	16	3.32	4	3.50	3.17	3.91	33
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	4.00	1	3.42	3.20	3.64	93	3.39	3	3.32	3.14	3.80	39
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.85	1	3.34	3.07	3.66	85	3.57	3	3.25	3.05	3.71	65
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.33	4	2.92	2.64	3.36	8	2.83	1	2.71	2.40	3.10	60
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.21	3	3.29	3.13	3.61	31	3.79	1	3.44	3.14	3.65	86
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	4.04	1	3.33	3.02	3.71	91	2.61	4	2.94	2.77	3.40	16
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.22	2.89	4.24	N<5	N<5	N/A	3.00	2.49	3.27	N<5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.20	2.83	3.52	N<5	N<5	N/A	3.19	3.00	3.51	N<5



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ACADEMIC AREA

item	theme	name	description	PHYSICAL SCIENCES				BIOLOGICAL SCIENCES							
				All comparables		You		All comparables		You					
				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	25th %tile	75th %tile	mean	your %tile
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.40	3.23	3.74	N<5	N<5	N/A	3.06	2.74	3.58	N<5
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.15	4	3.64	3.48	4.05	2	3.36	2	3.26	3.10	3.86	44
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.21	3	3.24	2.95	3.57	51	3.39	1	3.08	2.96	3.51	64
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.66	2.24	3.20	N<5	N<5	N/A	2.46	2.08	2.84	N<5
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.57	1.89	3.69	N<5	N<5	N/A	2.34	2.27	2.91	N<5
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.39	3.36	3.83	N<5	N<5	N/A	3.31	3.13	4.03	N<5
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.74	2.41	3.12	N<5	N<5	N/A	2.67	2.72	3.35	N<5
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.93	N/A	N/A	N<5	N<5	N/A	2.57	2.83	2.83	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.97	2.84	3.21	N<5	N<5	N/A	2.80	2.00	3.78	N<5
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.26	2.59	3.17	N<5	N<5	N/A	2.74	2.27	2.74	N<5
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.04	N/A	N/A	N<5	N<5	N/A	2.45	2.40	2.40	N<5



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item	theme	name	description	PHYSICAL SCIENCES				ACADEMIC AREA				BIOLOGICAL SCIENCES					
				All selected peers		All comparables		You		All selected peers		All comparables		You			
				mean	peer rank	mean	%/title	75th %/title	mean	your %/title	mean	peer rank	mean	%/title	75th %/title	mean	your %/title
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.03	3.17	2.82	3.62	N<5	N<5	2.92	N/A	3.07	2.29	3.28	N<5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	2.59	2.96	2.84	3.48	N<5	N<5	2.60	N/A	2.87	2.44	3.16	N<5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.22	2	3.75	3.68	3.38	4.10	20	N<5	2.83	N/A	3.60	3.23	3.77	N<5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.22	2	3.72	3.64	3.25	4.09	20	N<5	2.89	N/A	3.54	3.17	3.71	N<5
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.22	N/A	N/A	3.74	3.42	4.10	9	N<5	N/A	3.84	3.26	4.16	4.16	N<5
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.21	2	2.94	3.10	2.72	3.68	47	3.21	2.33	1	3.10	2.76	3.55	44
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.58	2	2.43	2.79	2.58	3.02	25	2.96	2.69	3	2.80	2.48	3.14	64
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.88	3	3.96	3.86	3.61	4.29	44	4.18	4.18	2	3.95	3.73	4.30	67
Q38B	climate, culture, collegiality	interest in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	2.70	4	3.61	3.67	3.22	3.99	2	3.14	3.36	3	3.57	3.20	3.79	23
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	2.67	3	3.46	3.62	3.56	4.00	0	3.79	3.71	4	3.63	3.24	3.86	66
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	2.73	N/A	N/A	3.62	3.57	4.00	0	3.36	N/A	3.38	3.04	3.36	3.36	73



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				All selected peers		All comparables		You		All selected peers		All comparables		You		
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.48	3.33	4	3.61	3.24	3.91	0	3.54	3	3.60	3.13	3.68	62
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.00	3.69	3	3.72	3.46	3.99	4	4.43	1	3.76	3.31	3.84	100
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.52	3.72	3	3.82	3.55	4.13	0	4.18	1	3.96	3.64	4.18	77
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.03	3.82	3	3.82	3.64	4.15	4	4.39	1	4.03	3.78	4.29	87
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.85	3.83	4	3.77	3.33	4.07	0	3.57	3	3.78	3.12	3.90	46
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.18	3.55	4	3.59	3.32	4.08	0	3.79	2	3.40	3.09	3.80	74
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.97	N/A	N/A	3.89	3.93	4.41	29	3.96	N/A	4.07	3.81	4.23	45
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.00	N/A	N/A	3.53	3.12	3.83	15	4.18	N/A	3.38	3.03	3.48	100
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.06	N/A	N/A	3.73	3.55	4.11	67	4.04	N/A	3.68	3.17	3.55	100
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	3.58	N/A	N/A	4.15	3.86	4.37	0	3.39	N/A	4.26	3.83	4.37	6
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.39	3.71	4	3.90	3.66	4.25	8	4.00	2	3.94	3.80	4.23	54



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	%/title	mean	%/title	mean	%/title	mean	peer rank	mean	%/title	mean	%/title	mean	peer rank
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.67	3	3.60	3.50	3.40	3.89	47	4.00	3.33	2	3.38	3.10	3.87	85		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	3.78	1	3.26	3.16	2.79	3.65	83	N<5	2.82	N/A	3.02	2.36	3.61	N<5		
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	3.52	3	4.17	3.84	3.76	4.36	13	4.39	3.49	1	3.76	3.65	4.21	92		
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.85	3	3.91	3.75	3.65	4.14	36	4.18	3.50	2	3.63	3.49	4.08	79		



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item	theme	name	description	VISUAL & PERFORMING ARTS				ACADEMIC AREA				ENGI / COMP SCI / MATH / STATS			
				All selected peers		All comparables		You		All selected peers		All comparables		You	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.36	4	3.63	3.38	3.95	22	3.78	2	3.78	3.54	3.92	56
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.29	3	3.50	3.29	3.81	24	3.57	3	3.64	3.32	3.86	45
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	2.98	4	3.23	3.02	3.55	24	3.37	4	3.27	2.98	3.53	55
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.30	4	3.39	3.21	3.72	38	3.63	3	3.54	3.32	3.73	61
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.44	4	3.60	3.33	3.88	32	3.59	4	3.61	3.39	3.79	46
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.61	2	3.56	3.34	3.87	45	3.75	3	3.70	3.47	3.99	52
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.53	3	3.80	3.53	4.03	25	3.64	3	3.78	3.59	3.94	29
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.83	3	3.21	2.85	3.42	23	3.33	3	3.27	3.09	3.62	52
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.24	2	3.23	2.91	3.60	53	3.34	2	3.20	2.92	3.46	59
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.56	4	3.02	2.71	3.27	20	3.15	1	2.98	2.79	3.24	66
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.50	3	2.86	2.56	3.16	16	3.23	1	2.97	2.76	3.21	77



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ACADEMIC AREA
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item	theme	name	description	VISUAL & PERFORMING ARTS				All comparables									
				All selected peers		25th		75th		All selected peers		25th		75th			
				mean	peer rank	mean	%/title	mean	%/title	mean	peer rank	mean	%/title	mean	%/title		
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.33	5	3.56	3.57	3.38	3.92	22	4.03	3.59	2	3.72	3.52	4.02	77
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.41	5	3.52	3.81	3.56	4.05	16	3.81	3.70	2	3.86	3.68	4.10	39
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.81	5	3.12	3.53	3.17	3.70	4	3.48	3.59	5	3.61	3.45	3.90	29
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.76	6	3.26	3.52	3.18	3.81	0	3.60	3.27	2	3.56	3.34	3.75	54
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.03	4	3.11	3.36	3.13	3.57	20	3.52	3.28	1	3.41	3.23	3.65	66
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.70	5	3.07	3.37	3.17	3.67	2	3.62	3.32	1	3.43	3.23	3.67	72
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.65	3	2.53	2.93	2.55	3.38	36	3.40	3.35	3	3.21	2.71	3.56	61
Q27A	tenure practices overall	tenure decisions based on performance criteria	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.18	4	3.42	3.64	3.20	4.06	22	4.01	3.56	1	3.78	3.34	4.15	64
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	2.58	6	3.34	3.72	3.30	3.92	0	3.91	3.72	2	3.67	3.54	3.98	67
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	2.42	N/A	N/A	3.25	2.81	3.56	3	3.96	N/A	N/A	3.47	3.25	3.76	89
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.32	6	4.10	4.08	3.77	4.34	2	4.07	3.91	2	3.99	3.98	4.28	41



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				All comparables		You		All selected peers		You		All comparables				
				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	2.68	6	3.59	3.08	4.23	6	3.94	3.72	2	3.60	3.37	4.15	62
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.41	6	4.20	3.93	4.45	2	4.17	3.90	2	4.16	3.92	4.40	53
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.40	5	4.66	4.49	4.82	14	4.44	4.14	1	4.32	4.18	4.62	53
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.18	5	3.76	3.36	4.13	12	4.19	3.85	2	3.92	3.67	4.20	73
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.85	4	3.34	3.06	3.74	14	2.76	3.26	5	3.30	2.91	3.74	15
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	N/A	3.65	3.38	3.93	N<5	3.25	3.33	4	3.29	3.13	3.71	31
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.07	6	2.51	2.09	2.86	24	3.31	2.99	1	2.85	2.60	3.36	71
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.57	4	2.71	2.42	3.00	36	3.03	2.96	3	2.90	2.72	3.21	51
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.25	2	4.30	4.11	4.55	38	4.16	4.01	4	4.10	3.97	4.36	40
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.73	1	2.76	2.22	3.19	94	3.91	3.11	1	3.30	3.09	3.75	83
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	1.74	6	2.51	2.43	3.11	2	3.30	2.77	1	2.91	2.68	3.46	65



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				All comparables		All comparables		All selected peers		All selected peers		All comparables		All comparables				
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank			
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.28	4	3.38	4	3.54	4	3.54	5	3.42	5	3.54	5	3.33	3.86	35
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.83	3	2.91	3	3.06	2.82	3.42	27	3.25	2	3.15	2	2.95	3.50	47
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	2.86	4	3.03	4	3.47	3.13	3.79	13	3.80	1	3.47	1	3.26	3.74	82
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.95	2	3.27	2	3.44	3.13	3.94	77	3.51	2	3.37	2	3.24	3.71	61
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.48	6	4.01	6	4.06	3.77	4.37	12	3.71	4	3.72	4	3.62	4.03	39
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.18	4	4.15	4	4.30	4.07	4.45	36	3.95	4	4.16	4	3.97	4.41	23
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.00	3	4.24	3	4.20	3.99	4.46	27	4.40	4	4.13	4	3.93	4.35	82
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.84	4	4.24	4	4.18	3.99	4.47	14	4.35	4	4.05	4	3.84	4.21	88
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.75	4	3.98	4	4.08	3.73	4.29	28	4.32	4	4.19	4	4.11	4.41	59
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.05	6	4.09	6	3.76	3.50	4.06	6	3.85	1	3.70	1	3.52	3.88	73
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.65	3	4.60	3	4.65	4.52	4.83	44	4.49	2	4.38	2	4.22	4.56	65



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				All comparables		You		All selected peers		You		All comparables					
				mean	peer rank	mean	your %tile	mean	peer rank	mean	your %tile	mean	peer rank				
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.43	4.04	1	4.37	4.15	4.72	59	4.15	3.61	1	3.96	3.73	4.16	74
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.05	3.75	1	3.77	3.52	4.02	77	3.80	3.24	1	3.54	3.28	3.72	85
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.29	4.19	3	4.24	4.00	4.44	54	4.17	3.97	3	4.09	3.97	4.26	61
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.58	4.43	2	4.51	4.37	4.68	56	4.55	4.42	2	4.47	4.36	4.60	62
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.23	4.08	3	4.20	3.99	4.38	50	4.11	3.95	2	3.98	3.86	4.13	70
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	4.17	3.43	1	3.49	3.12	3.88	92	3.86	3.34	1	3.53	3.30	3.85	75
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.47	3.35	3	3.62	3.13	3.86	46	2.89	2.99	4	3.33	2.89	3.55	26
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.31	3.59	1	3.93	3.67	4.15	87	3.70	3.77	4	3.74	3.54	3.95	44
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.28	3.80	1	3.64	3.40	4.02	90	3.92	3.81	3	3.63	3.33	4.00	71
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	4.29	N/A	N/A	3.15	2.91	3.26	100	3.17	N/A	N/A	2.88	2.74	3.23	69
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.73	N/A	N/A	3.65	3.51	4.33	100	3.52	N/A	N/A	3.88	3.69	4.08	12

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				All comparables		All comparables		All comparables		All comparables					
				You mean	peer rank	mean	25th %tile	75th %tile	Your %tile	mean	peer rank	mean	25th %tile	75th %tile	Your %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.27	N/A	3.57	3.58	3.83	100	3.67	N/A	3.76	3.61	3.84	46
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.08	N/A	2.82	2.67	3.08	74	2.80	N/A	2.71	2.53	2.97	42
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.14	1	2.90	2.66	3.29	63	2.73	4	2.84	2.60	3.22	34
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.15	3	3.45	3.25	3.75	19	3.32	2	3.44	3.10	3.72	38
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.19	3	3.47	3.24	3.79	20	3.64	1	3.43	3.17	3.62	77
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.09	2	3.41	3.10	3.71	23	3.64	1	3.34	3.12	3.54	83
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.10	1	2.56	2.31	3.14	74	3.25	1	2.75	2.56	3.09	86
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	2.94	2	3.21	3.05	3.52	20	3.57	1	3.25	3.07	3.54	77
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.58	1	2.98	2.46	3.56	34	3.58	1	3.10	2.84	3.53	77
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.20	1	2.92	2.45	3.66	59	3.41	1	2.94	2.52	3.34	77
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.41	1	3.19	2.73	3.44	71	3.42	1	3.09	2.84	3.41	76



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item	theme	name	description	All comparables				All comparables				All comparables					
				You		All selected peers		You		All selected peers		You		All selected peers			
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank		
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.09	1	2.47	1	2.58	2.33	2.86	13	3.62	1	3.26	2.94	3.57	80
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	2.06	4	2.65	4	3.16	2.75	3.60	7	4.02	1	3.42	3.08	3.78	86
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	2.75	3	2.72	3	2.99	2.75	3.34	25	3.52	2	3.15	2.93	3.39	87
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N/A	1.83	N/A	2.41	1.88	2.68	N<5	2.46	1	2.65	2.31	3.17	35
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N/A	1.79	N/A	2.21	1.69	3.17	N<5	2.76	1	2.41	1.95	2.72	78
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	4.12	1	3.19	1	3.35	2.81	3.74	82	3.77	1	3.30	3.01	3.74	78
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.14	N/A	2.47	2.56	3.00	N<5	2.70	3	2.60	2.34	3.01	49
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	2.87	N/A	N/A	N<5	N<5	N/A	2.97	2.78	3.17	N<5
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	2.56	1.62	3.62	N<5	2.59	N/A	2.81	2.45	3.66	29
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	2.76	2.22	2.22	N<5	3.71	N/A	3.22	2.53	3.39	82
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	2.86	2.61	2.61	N<5	N<5	N/A	2.95	2.91	3.21	N<5



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				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	25th %tile	75th %tile	mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.98	1	2.85	2.53	3.29	53	3.48	1	2.93	2.60	3.46	77
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.39	2	2.74	2.43	2.99	18	3.39	1	2.81	2.55	3.14	86
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.34	2	3.61	3.24	3.78	33	3.51	1	3.42	3.09	3.72	57
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.17	2	3.54	3.17	3.81	25	3.63	1	3.40	3.07	3.63	75
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	2.99	N/A	3.71	3.40	4.00	18	4.02	N/A	3.78	3.26	4.00	77
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.08	1	2.83	2.47	3.15	68	3.85	2	3.26	3.19	3.70	83
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	1.82	6	2.59	2.15	2.86	6	3.47	1	2.88	2.63	3.19	95
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	2.84	6	4.09	3.66	4.38	0	4.09	1	3.94	3.57	4.12	71
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	2.71	4	3.49	3.13	3.87	8	3.27	2	3.42	3.12	3.71	39
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.27	3	3.50	3.16	3.86	31	3.37	2	3.36	3.05	3.64	49
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.13	N/A	3.52	3.13	3.83	25	3.81	N/A	3.48	2.96	3.76	88



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ACADEMIC AREA

item	theme	name	description	VISUAL & PERFORMING ARTS				ENGI / COMP SCI / MATH / STATS							
				All comparables		All selected peers		All comparables		All selected peers					
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank				
				25th %tile	75th %tile	mean <td>peer rank <td>25th %tile</td> <td>75th %tile</td> <td>mean <td>peer rank <td>25th %tile</td> <td>75th %tile</td> <td>mean <td>peer rank </td></td></td></td></td>	peer rank <td>25th %tile</td> <td>75th %tile</td> <td>mean <td>peer rank <td>25th %tile</td> <td>75th %tile</td> <td>mean <td>peer rank </td></td></td></td>	25th %tile	75th %tile	mean <td>peer rank <td>25th %tile</td> <td>75th %tile</td> <td>mean <td>peer rank </td></td></td>	peer rank <td>25th %tile</td> <td>75th %tile</td> <td>mean <td>peer rank </td></td>	25th %tile	75th %tile	mean <td>peer rank </td>	peer rank
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.57	2	3.59	3.21	3.87	46	3.40	1	3.40	3.04	3.67	55
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.93	1	3.75	3.43	4.04	66	3.66	1	3.57	3.28	3.75	67
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.65	2	3.76	3.59	4.02	31	3.97	1	3.68	3.50	3.97	75
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.85	2	3.84	3.61	4.13	45	3.93	1	3.75	3.49	4.04	61
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.40	4	3.89	3.59	4.24	18	3.90	1	3.73	3.43	3.94	69
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.70	5	3.48	2.99	3.69	13	3.25	2	3.31	2.94	3.63	49
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.96	N/A	4.05	3.67	4.35	50	3.95	N/A	3.88	3.69	4.18	42
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.76	N/A	3.67	3.42	4.00	53	3.92	N/A	3.56	3.24	3.83	87
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.96	N/A	3.78	3.68	4.05	70	4.08	N/A	3.73	3.47	3.98	80
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	3.57	N/A	4.04	3.55	4.37	28	4.29	N/A	3.92	3.49	4.31	71
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	2.95	4	3.83	3.52	4.08	8	3.94	2	3.83	3.53	4.03	67



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				All selected peers		All comparables		You		All selected peers		All comparables		You			
				mean	peer rank	mean	%/title	25th mean	75th %/title	your %/title	mean	peer rank	mean	%/title	25th mean	75th %/title	your %/title
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.88	2.90	1	3.58	3.30	3.88	76	3.93	3.37	1	3.58	3.29	3.92	77
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	4.16	2.87	1	3.25	2.95	3.69	100	4.13	3.17	1	3.10	2.91	3.65	98
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	3.91	3.50	3	4.08	3.84	4.37	35	4.05	3.71	3	3.82	3.55	4.20	65
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.66	3.27	2	3.78	3.52	4.00	32	4.12	3.47	1	3.72	3.47	4.00	83



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	N<5	3.74	N/A	3.64	3.37	3.91	N<5	3.69	N/A	3.66	3.42	3.86	N<5			
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	N<5	4.05	N/A	3.52	3.20	3.83	N<5	3.44	N/A	3.62	3.26	3.63	N<5			
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	N<5	3.77	N/A	3.21	3.00	3.89	N<5	3.17	N/A	3.26	2.96	3.30	N<5			
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	N<5	3.81	N/A	3.35	3.10	3.86	N<5	3.43	N/A	3.50	3.32	3.64	N<5			
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	N<5	3.53	N/A	3.59	3.41	3.98	N<5	3.73	N/A	3.64	3.56	3.86	N<5			
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.77	N/A	3.64	3.48	4.03	N<5	3.61	N/A	3.66	3.45	3.93	N<5			
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.54	N/A	3.57	3.36	4.00	N<5	3.54	N/A	3.53	3.40	3.71	N<5			
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.05	N/A	3.12	3.00	3.41	N<5	2.95	N/A	3.25	2.81	3.26	N<5			
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.94	N/A	3.04	2.86	3.26	N<5	2.93	N/A	3.09	2.78	3.28	N<5			
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.56	N/A	3.05	2.78	3.25	N<5	2.57	N/A	2.96	2.62	3.18	N<5			
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.87	N/A	2.95	2.71	3.12	N<5	2.72	N/A	2.86	2.68	3.11	N<5			



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables		
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.73	N/A	3.61	3.39	4.00	N<5	3.73	N/A	3.59	3.43	4.07	N<5				
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.75	N/A	3.82	3.56	4.06	N<5	3.66	N/A	3.67	3.56	3.93	N<5				
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.31	N/A	3.50	3.16	3.81	N<5	3.41	N/A	3.56	3.29	3.73	N<5				
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.71	N/A	3.44	3.31	3.80	N<5	3.40	N/A	3.42	3.36	3.65	N<5				
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.12	N/A	3.41	3.23	3.69	N<5	3.33	N/A	3.40	3.30	3.54	N<5				
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.45	N/A	3.37	3.08	3.61	N<5	3.40	N/A	3.34	3.23	3.57	N<5				
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	N<5	3.70	N/A	3.04	2.77	3.42	N<5	3.29	N/A	3.15	2.67	3.51	N<5				
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	N<5	4.00	N/A	3.61	3.32	4.11	N<5	3.62	N/A	3.74	3.44	3.97	N<5				
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.67	N/A	3.73	3.40	3.99	N<5	3.81	N/A	3.72	3.57	3.97	N<5				
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	N/A	N/A	3.31	3.09	3.48	N<5	N/A	N/A	3.48	3.48	3.81	N<5				
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.62	N/A	4.14	3.89	4.40	N<5	3.95	N/A	4.09	3.89	4.33	N<5				



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AGRI / NAT RES / ENV SCI

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				You mean	All selected peers mean	25th %tile	75th %tile	Your %tile	You mean	All selected peers mean	25th %tile	75th %tile	Your %tile			
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.51	N/A	3.79	3.55	4.22	N<5	3.68	N/A	3.93	3.84	4.28	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.16	N/A	4.20	3.97	4.60	N<5	4.21	N/A	4.30	4.09	4.40	N<5
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.91	N/A	4.53	4.41	4.77	N<5	4.48	N/A	4.66	4.53	4.72	N<5
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.95	N/A	3.91	3.49	4.23	N<5	3.85	N/A	4.12	3.81	4.17	N<5
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.17	N/A	3.37	3.08	3.46	N<5	3.16	N/A	3.51	3.10	3.63	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.58	N/A	3.80	3.39	4.02	N<5	3.76	N/A	3.77	3.44	4.08	N<5
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.86	N/A	2.72	2.57	3.19	N<5	3.01	N/A	2.88	2.90	3.36	N<5
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.19	N/A	2.96	2.70	3.29	N<5	2.74	N/A	2.87	2.49	3.11	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.22	N/A	4.25	4.07	4.42	N<5	4.29	N/A	4.29	4.09	4.40	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.19	N/A	3.23	2.93	3.70	N<5	3.15	N/A	3.17	2.89	3.54	N<5
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.82	N/A	2.87	2.38	3.42	N<5	3.17	N/A	3.01	2.75	3.41	N<5



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				All comparables		You		All selected peers		You		All comparables				
				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	25th %tile	75th %tile	mean	your %tile	
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	N<5	3.69	N/A	3.56	3.27	3.82	N<5	3.57	N/A	3.53	3.37	3.82	N<5
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	2.77	N/A	3.20	2.95	3.44	N<5	3.50	N/A	3.30	3.07	3.66	N<5
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	3.48	N/A	3.72	3.53	3.92	N<5	3.73	N/A	3.72	3.46	3.93	N<5
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	N<5	2.97	N/A	3.69	3.37	4.08	N<5	3.58	N/A	3.57	3.46	3.82	N<5
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	3.68	N/A	4.01	3.74	4.28	N<5	4.04	N/A	3.77	3.74	4.15	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	N<5	4.44	N/A	4.30	4.20	4.58	N<5	4.27	N/A	4.25	4.12	4.43	N<5
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.36	N/A	4.32	4.08	4.56	N<5	4.25	N/A	4.20	4.08	4.41	N<5
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	3.78	N/A	4.19	4.00	4.43	N<5	4.18	N/A	4.23	4.06	4.37	N<5
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	N<5	4.31	N/A	4.39	4.18	4.59	N<5	4.33	N/A	4.16	4.01	4.31	N<5
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	N<5	3.79	N/A	3.89	3.66	4.15	N<5	3.95	N/A	3.82	3.73	4.01	N<5
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	N<5	4.51	N/A	4.51	4.42	4.72	N<5	4.40	N/A	4.27	4.16	4.54	N<5



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				You mean	All selected peers mean	peer rank	25th %tile mean	75th %tile mean	Your %tile	You mean	All selected peers mean	peer rank	25th %tile mean	75th %tile mean	Your %tile	
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	N<5	4.11	N/A	4.02	3.81	4.22	N<5	3.95	N/A	3.80	3.46	3.82	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	N<5	3.84	N/A	3.63	3.41	3.93	N<5	3.91	N/A	3.61	3.36	3.96	N<5
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.41	N/A	4.21	4.11	4.60	N<5	4.05	N/A	4.10	3.95	4.44	N<5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	N<5	4.53	N/A	4.46	4.38	4.61	N<5	4.31	N/A	4.31	4.22	4.53	N<5
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	N<5	3.94	N/A	3.99	3.82	4.26	N<5	4.13	N/A	4.08	4.00	4.27	N<5
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	N<5	3.27	N/A	3.33	2.95	3.72	N<5	3.53	N/A	3.43	3.22	3.73	N<5
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	N<5	2.49	N/A	3.05	2.80	3.42	N<5	3.06	N/A	3.07	2.81	3.11	N<5
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	4.11	N/A	3.77	3.79	4.12	N<5	3.98	N/A	3.90	3.81	4.05	N<5
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	N<5	3.42	N/A	3.40	3.09	4.05	N<5	3.70	N/A	3.56	3.16	3.86	N<5
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.22	3.18	3.46	N<5	N/A	N/A	2.98	2.80	3.31	N<5
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.90	3.94	4.26	N<5	N/A	N/A	3.87	3.99	4.38	N<5

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ACADEMIC AREA

item	theme	name	description	HEALTH / HUMAN ECOLOGY				AGRI / NAT RES / ENV SCI							
				All comparables		You		All comparables		You					
				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	25th %tile	75th %tile	mean	your %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	3.71	3.71	3.71	3.99	N<5	N/A	3.49	3.45	3.93	N<5
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	2.99	2.68	3.19	3.19	N<5	N/A	2.96	2.85	3.08	N<5
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.98	2.70	3.44	3.44	N<5	N/A	3.02	2.95	3.39	N<5
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.34	3.31	3.74	3.74	N<5	N/A	3.57	3.48	3.85	N<5
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.63	3.23	3.87	3.87	N<5	N/A	3.75	3.49	3.85	N<5
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.42	3.35	3.75	3.75	N<5	N/A	3.44	3.40	3.70	N<5
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.80	2.33	3.02	3.02	N<5	N/A	2.80	2.40	3.09	N<5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.46	3.07	3.81	3.81	N<5	N/A	3.47	3.36	3.91	N<5
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.36	2.85	3.94	3.94	N<5	N/A	3.19	2.99	3.46	N<5
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.97	2.65	3.20	3.20	N<5	N/A	2.98	2.60	3.34	N<5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.15	2.85	3.22	3.22	N<5	N/A	3.31	3.15	3.76	N<5



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item	theme	name	description	HEALTH / HUMAN ECOLOGY				ACADEMIC AREA				AGRI / NAT RES / ENV SCI						
				All comparables		You		All comparables		You		All comparables		You				
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank			
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.00	N/A	2.98	2.65	3.44	N<5	N<5	3.35	N/A	3.05	2.83	3.44	N<5
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.88	N/A	3.42	2.95	3.74	N<5	N<5	3.32	N/A	3.40	3.24	3.62	N<5
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.05	N/A	3.03	2.76	3.45	N<5	N<5	3.14	N/A	3.22	2.94	3.44	N<5
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.67	N/A	2.61	2.32	3.07	N<5	N<5	2.65	N/A	2.65	2.03	2.96	N<5
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N<5	N/A	2.41	2.14	2.40	N<5	N<5	1.62	N/A	2.36	1.82	2.13	N<5
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.90	N/A	3.38	3.04	3.67	N<5	N<5	3.45	N/A	3.56	3.32	3.86	N<5
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.00	N/A	2.71	2.00	2.85	N<5	N<5	2.68	N/A	2.75	2.39	2.92	N<5
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	3.05	2.35	2.35	N<5	N<5	N/A	N/A	2.81	2.47	2.96	N<5
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	2.44	2.00	3.28	N<5	N<5	N/A	N/A	3.06	2.99	3.93	N<5
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	3.24	2.20	2.20	N<5	N<5	N/A	N/A	3.09	2.68	3.02	N<5
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	N/A	2.88	2.39	2.39	N<5	N<5	N/A	N/A	2.89	2.82	2.82	N<5

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item	theme	name	description	HEALTH / HUMAN ECOLOGY				AGRI / NAT RES / ENV SCI							
				All comparables		You		All selected peers		You		All comparables			
				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	25th %tile	75th %tile	mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	2.99	2.49	3.47	N<5	3.18	N/A	2.98	2.74	3.21	N<5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	2.94	2.56	3.37	N<5	2.89	N/A	2.77	2.62	3.09	N<5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.67	3.30	3.94	N<5	3.72	N/A	3.43	3.25	3.73	N<5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.62	3.29	3.98	N<5	3.67	N/A	3.45	3.20	3.73	N<5
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N<5	N/A	3.99	3.77	4.31	N<5	N/A	N/A	3.86	3.64	4.07	N<5
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	N<5	N/A	3.01	2.64	3.67	N<5	3.12	N/A	3.28	3.09	3.62	N<5
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	N<5	N/A	2.83	2.66	3.13	N<5	2.99	N/A	2.86	2.55	3.14	N<5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	N<5	N/A	4.03	3.71	4.35	N<5	4.09	N/A	4.01	3.89	4.35	N<5
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	N<5	N/A	3.49	3.21	3.84	N<5	3.54	N/A	3.52	3.25	3.72	N<5
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	N<5	N/A	3.24	2.89	3.50	N<5	3.78	N/A	3.50	3.21	3.86	N<5
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	N<5	N/A	3.55	3.47	3.87	N<5	N/A	N/A	3.71	3.62	3.98	N<5



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item	theme	name	description	HEALTH / HUMAN ECOLOGY				AGRI / NAT RES / ENV SCI								
				You		All comparables		You		All comparables						
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	3.56	3.44	3.22	3.74	N<5	N/A	3.53	3.52	3.29	3.84	N<5
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	3.90	3.64	3.22	3.85	N<5	N/A	3.73	3.59	3.35	3.83	N<5
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	4.08	3.85	3.59	4.22	N<5	N/A	3.78	3.71	3.57	4.00	N<5
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	3.87	3.90	3.65	4.31	N<5	N/A	3.72	3.78	3.53	4.10	N<5
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	3.94	3.80	3.47	4.08	N<5	N/A	3.88	3.75	3.57	4.05	N<5
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	2.78	3.30	3.04	3.67	N<5	N/A	3.17	3.35	2.87	3.67	N<5
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	N<5	N/A	N/A	3.95	3.74	4.08	N<5	N/A	N/A	3.96	3.91	4.13	N<5
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	N<5	N/A	N/A	3.52	3.52	3.98	N<5	N/A	N/A	3.57	3.38	3.68	N<5
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	N<5	N/A	N/A	3.90	3.64	4.25	N<5	N/A	N/A	3.60	3.38	3.83	N<5
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	N<5	N/A	N/A	3.98	4.00	4.33	N<5	N/A	N/A	3.97	4.02	4.40	N<5
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	N<5	N/A	4.01	3.84	3.63	4.17	N<5	N/A	3.83	3.92	3.73	4.02	N<5



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				All comparables		You		All selected peers		You		All comparables				
				mean	peer rank	25th mean	75th %tile	your %tile	mean	peer rank	25th mean	75th %tile	your %tile			
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	N<5	4.05	N/A	3.69	3.60	4.00	N<5	3.58	N/A	3.73	3.56	3.99	N<5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	N<5	4.18	N/A	3.41	2.86	3.63	N<5	2.89	N/A	3.27	3.00	3.88	N<5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	N<5	4.35	N/A	4.08	3.78	4.33	N<5	4.07	N/A	4.14	3.84	4.32	N<5
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	N<5	3.94	N/A	3.67	3.65	3.98	N<5	3.84	N/A	3.84	3.62	4.08	N<5



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MEAN COMPARISONS
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item	theme	name	description	BUSINESS				ACADEMIC AREA				EDUCATION							
				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.65	3	3.77	3	3.70	3.44	3.99	35	3.96	2	3.28	2	3.57	3.35	3.97	75
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.37	3	3.44	3	3.57	3.33	3.96	26	3.79	2	3.15	2	3.46	3.29	3.80	73
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	2.55	4	3.46	4	3.34	3.04	3.72	7	3.55	3	3.06	3	3.13	2.85	3.53	76
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.17	4	3.58	4	3.49	3.31	3.76	16	3.70	2	3.41	2	3.38	3.14	3.68	78
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	2.38	4	3.73	4	3.46	3.16	3.78	2	3.55	3	3.53	3	3.53	3.33	3.90	51
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.15	4	3.68	4	3.64	3.36	4.00	16	3.76	3	3.58	3	3.53	3.20	3.86	62
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.75	1	3.47	1	3.66	3.51	4.00	46	3.85	1	3.48	1	3.77	3.49	4.04	61
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	N/A	3.12	N/A	3.15	2.89	3.53	N<5	3.61	1	2.66	1	3.15	2.82	3.38	90
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.99	3	2.94	3	3.23	3.00	3.52	23	3.66	1	2.60	1	3.14	2.75	3.47	90
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.99	2	2.97	2	2.99	2.83	3.32	52	3.30	1	2.55	1	2.99	2.71	3.32	74
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.48	3	2.86	3	2.85	2.63	3.21	13	3.32	1	2.58	1	2.83	2.46	3.20	87



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	mean	your %tile	mean	peer rank	mean	25th %tile	75th %tile	mean	peer rank	mean	25th %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.14	3.93	4	3.73	3.40	3.99	9	3.75	3.38	1	3.53	3.28	3.80	71		
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.35	3.68	4	3.84	3.75	4.13	5	3.98	3.65	1	3.78	3.45	4.09	63		
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.53	N/A	3.52	3.48	3.83	N<5	3.41	2	3.43	3.14	3.71	51			
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.34	3.30	3	3.64	3.50	4.00	11	3.68	2.98	1	3.49	3.18	3.72	67		
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.34	3.49	4	3.48	3.34	3.79	26	3.50	3.23	2	3.42	3.22	3.69	61		
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.83	3.21	3	3.39	3.23	3.60	4	3.59	3.13	1	3.36	3.18	3.59	75		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.14	3.25	3	3.23	2.95	3.66	39	3.03	3.14	3	2.94	2.51	3.30	52		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.95	3.17	1	3.54	3.26	3.96	75	4.09	3.36	2	3.47	3.20	3.85	90		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	4.38	3.98	2	3.95	3.78	4.37	79	4.06	3.20	1	3.67	3.43	4.01	81		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.56	N/A	N/A	3.84	3.79	4.23	10	3.68	N/A	N/A	3.35	3.01	3.66	78		
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.21	3.76	2	4.06	3.97	4.42	54	4.36	3.88	1	4.17	4.02	4.38	73		



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item	theme	name	description	BUSINESS				ACADEMIC AREA				EDUCATION							
				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.38	3.35	2	3.82	3.59	4.38	75	3.52	3.90	4	3.75	3.31	4.24	32		
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	3.63	3	4.06	3.88	4.37	54	4.52	4.04	1	4.12	4.00	4.38	89		
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	3.95	3	4.41	4.19	4.74	23	4.64	4.33	2	4.47	4.26	4.70	68		
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.32	3.13	2	3.80	3.53	4.22	16	4.12	3.78	3	3.92	3.72	4.17	61		
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.54	N/A	3.42	3.02	4.13	N<5	3.65	3.46	3	3.59	3.19	3.88	57		
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	4.05	2.92	1	3.57	3.29	4.01	80	3.80	3.56	2	3.84	3.60	4.03	46		
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.81	3.46	2	3.32	2.99	3.82	73	3.09	2.39	1	2.62	2.25	2.90	82		
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.61	N/A	3.43	3.07	4.01	N<5	3.17	2.55	1	2.86	2.63	3.14	79		
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.95	4.46	4	4.43	4.20	4.65	9	4.40	4.01	1	4.23	4.08	4.45	67		
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	4.38	3.80	1	3.59	3.17	4.28	80	3.88	3.10	1	3.26	2.81	3.63	85		
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	4.21	2.80	1	2.92	2.65	3.64	100	2.99	2.43	2	2.79	2.37	3.25	58		



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				mean	peer rank	mean	%/tile	75th mean	your %/tile	mean	peer rank	mean	peer rank	mean	%/tile	75th mean	your %/tile	mean	peer rank
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	2.86	4	3.18	3.75	3.41	4.18	4	4.35	3.21	1	3.54	3.16	4.07	90		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.78	1	3.02	3.11	2.90	3.70	83	3.32	3	3.01	2.73	3.36	70			
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.24	2	3.35	3.54	3.33	3.96	17	4.03	1	3.61	3.32	3.91	90			
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.61	2	3.18	3.59	3.24	3.87	54	4.06	1	3.60	3.32	4.16	70			
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.17	1	3.44	3.57	3.34	3.95	86	4.27	1	4.02	3.76	4.27	76			
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.38	2	4.18	4.16	3.99	4.51	56	4.42	3	4.44	4.23	4.66	40			
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.00	2	4.02	4.14	3.92	4.35	33	4.36	5	4.26	4.11	4.46	65			
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.21	1	3.69	3.98	3.77	4.30	71	4.32	3	4.20	4.08	4.41	66			
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.83	1	3.19	3.25	2.79	3.68	84	4.45	3	4.28	4.04	4.56	65			
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.26	1	3.11	3.54	3.29	3.71	96	3.90	1	3.75	3.53	3.99	65			
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.79	1	4.72	4.52	4.42	4.75	78	4.65	6	4.70	4.60	4.89	35			



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MEAN COMPARISONS
 University of North Carolina at Charlotte

ACADEMIC AREA

item	theme	name	description	BUSINESS				EDUCATION									
				All selected peers		All comparables		All selected peers		All comparables							
				mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.59	3.94	1	4.06	3.83	4.27	93	4.05	4.26	4	4.31	4.12	4.53	19
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	4.00	3.39	1	3.53	3.28	3.76	93	3.80	3.75	3	3.76	3.61	3.99	52
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.79	4.29	1	4.30	4.16	4.51	98	4.20	4.61	6	4.40	4.21	4.65	21
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.38	4.54	3	4.55	4.40	4.76	16	4.55	4.73	6	4.56	4.39	4.80	45
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.26	3.28	1	3.86	3.67	4.19	84	3.94	4.30	6	4.07	3.99	4.29	19
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.69	3.12	1	3.21	2.69	3.44	85	3.48	3.30	3	3.40	3.04	3.74	55
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.48	2.38	1	2.86	2.23	3.18	89	3.12	3.22	4	3.26	2.92	3.52	38
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.42	3.49	1	3.75	3.50	4.13	93	3.80	3.90	4	3.94	3.67	4.28	34
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	4.02	3.42	1	3.35	2.95	3.61	93	3.46	3.59	4	3.41	3.14	3.82	48
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	4.09	N/A	N/A	2.80	2.32	3.11	100	3.15	N/A	N/A	3.24	2.91	3.49	54
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.26	N/A	N/A	3.78	3.40	4.03	91	4.19	N/A	N/A	3.75	3.48	4.14	77

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				All selected peers		All comparables			You	All selected peers		All comparables			You	All selected peers		All comparables		
				mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title	75th mean	mean	peer rank	mean	%/title	75th mean	your %/title
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.02	N/A	3.65	3.41	3.83	86	3.73	N/A	N/A	3.85	N/A	4.13	40				
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	2.72	2.21	2.87	N<5	2.90	N/A	N/A	3.11	N/A	3.31	40				
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.83	2.64	3.14	N<5	3.01	N/A	N/A	2.91	N/A	3.25	55				
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.30	2.99	3.56	N<5	3.51	N/A	N/A	3.37	N/A	3.73	53				
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	2.97	3	3.49	3.26	3.77	11	3.81	3	3.06	1	3.40	3.70	79				
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.18	3	3.36	3.08	3.70	31	4.01	3	3.15	1	3.35	3.79	88				
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.77	2.28	3.07	N<5	3.15	N/A	2.88	3	2.80	3.31	67				
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.27	3.01	3.62	N<5	3.63	N/A	3.05	1	3.38	3.62	76				
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.56	2	3.61	3.30	4.16	40	2.92	2	2.93	4	3.29	3.74	26				
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.90	2.43	3.15	N<5	2.23	N/A	2.14	2	2.71	3.44	22				
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.21	2.58	3.48	N<5	3.42	N/A	2.71	1	3.16	3.56	68				



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				mean	peer rank	mean	%/tile	75th %/tile	mean	your %/tile	mean	peer rank	mean	%/tile	75th %/tile	mean	peer rank	mean	%/tile
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	4.41	1	3.51	3.24	4.00	92	2.96	2.47	1	2.75	2.44	3.18	61			
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.97	1	3.57	3.22	4.08	69	3.55	3.06	1	3.32	3.00	3.72	65			
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.02	2.83	3.49	N<5	3.44	2.68	1	3.04	2.89	3.43	79			
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.63	2.46	3.08	N<5	1.79	1.84	2	2.63	2.17	3.17	0			
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.45	2.19	3.55	N<5	N<5	2.07	N/A	2.42	1.96	2.40	N<5			
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	3.12	2.97	3.95	N<5	3.50	3.36	3	3.39	3.23	3.87	48			
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.62	2.56	3.10	N<5	2.40	2.62	2	2.66	2.21	2.89	43			
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.80	3.18	3.18	N<5	N<5	N/A	N/A	2.85	2.55	2.55	N<5			
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.82	2.25	3.72	N<5	1.81	N/A	N/A	2.57	2.01	3.56	20			
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.91	2.91	3.18	N<5	3.32	N/A	N/A	2.90	2.90	3.42	67			
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.88	2.70	2.70	N<5	3.00	N/A	N/A	2.67	3.08	3.23	0			

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				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.21	2.88	3.62	N<5	3.27	2.69	2	2.81	2.48	3.27	76			
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.04	2.90	3.45	N<5	3.13	2.67	1	2.78	2.36	3.00	79			
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.51	3.41	4.01	N<5	3.97	3.20	2	3.49	3.31	3.99	73			
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.51	3.34	3.97	N<5	3.97	3.31	2	3.48	3.18	4.00	71			
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N<5	N/A	4.00	3.84	4.29	N<5	3.99	N/A	N/A	3.74	3.70	4.11	53			
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.77	2	3.57	3.24	4.11	48	2.93	3.09	4	2.99	2.51	3.20	56			
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.13	3	3.44	3.11	3.68	27	3.12	2.69	1	2.85	2.54	3.04	77			
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.36	4	3.88	3.65	4.21	11	4.62	3.64	1	3.84	3.68	4.21	95			
Q38B	climate, culture, collegiality	interest in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.94	2	3.46	3.28	3.93	77	3.22	2.94	2	3.35	2.93	3.73	39			
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	4.02	1	3.24	2.90	3.62	93	3.37	2.90	1	3.18	2.92	3.47	69			
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.53	N/A	3.77	3.53	4.05	27	3.41	N/A	N/A	3.32	2.98	3.74	54			



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	1	3.44	3.21	3.81	78	3.59	3	3.37	3.05	3.80	58				
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.25	2	3.69	3.50	4.09	87	3.54	4	3.59	3.40	3.92	40				
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	1	3.78	3.51	4.15	49	4.12	2	3.80	3.64	4.12	73				
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	2	3.94	3.68	4.31	34	3.93	4	3.90	3.74	4.20	41				
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.95	1	3.79	3.61	4.16	58	4.07	1	3.66	3.44	4.10	73				
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.54	1	3.36	3.09	3.77	56	3.85	1	3.25	2.99	3.75	81				
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.39	N/A	3.98	3.83	4.32	81	4.15	N/A	3.80	3.43	4.08	87				
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.75	N/A	3.82	3.61	4.22	37	4.00	N/A	3.74	3.58	3.99	76				
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.54	N/A	3.81	3.80	4.13	10	4.20	N/A	3.79	3.44	4.04	88				
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.37	N/A	4.18	4.15	4.62	50	4.26	N/A	3.93	3.67	4.26	76				
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.77	1	3.83	3.70	4.15	30	4.12	1	3.80	3.60	4.12	75				



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	%/title	mean	%/title	mean	%/title	mean	peer rank	mean	%/title	mean	%/title	mean	peer rank
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.95	1	3.47	3.70	3.48	4.00	71	4.00	3.36	1	3.69	3.38	3.98	80		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	N<5	N/A	3.32	3.39	2.97	3.82	N<5	3.68	1	3.31	2.92	3.67	77			
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.38	1	3.68	3.94	3.78	4.30	85	4.19	1	3.91	3.70	4.34	69			
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A			
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	4.17	1	3.61	3.76	3.54	4.08	86	4.18	1	3.69	3.42	3.91	92			



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item	theme	name	description	MED SCHOOLS / HEALTH PROF				ACADEMIC AREA				OTHER PROFESSIONS					
				All comparables		All comparables		All comparables		All comparables		All comparables		All comparables			
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank		
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.25	3.75	1	3.37	3.21	3.61	100	N<5	3.59	N/A	3.61	3.33	3.90	N<5
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.17	3.70	1	3.38	3.19	3.66	100	N<5	3.65	N/A	3.52	3.20	3.76	N<5
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.23	3.60	4	3.09	2.89	3.42	61	N<5	3.36	N/A	3.12	2.89	3.34	N<5
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.34	3.47	1	3.21	2.95	3.47	58	N<5	3.53	N/A	3.25	3.00	3.51	N<5
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.22	3.59	4	3.28	3.00	3.59	37	N<5	3.79	N/A	3.48	3.36	3.76	N<5
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.92	3.72	1	3.54	3.32	3.94	68	N<5	3.46	N/A	3.49	3.28	3.69	N<5
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.00	3.62	1	3.57	3.25	3.74	84	N<5	3.40	N/A	3.67	3.40	3.97	N<5
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.77	3.14	3	3.10	2.81	3.22	16	N<5	3.20	N/A	3.16	2.80	3.29	N<5
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.80	3.34	4	3.10	2.98	3.28	11	N<5	3.52	N/A	3.17	2.89	3.52	N<5
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.83	3.08	1	2.92	2.75	3.15	32	N<5	3.28	N/A	2.93	2.72	3.26	N<5
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.42	3.10	4	2.81	2.60	3.04	11	N<5	3.13	N/A	2.88	2.59	3.18	N<5



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables	
				mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.28	4	3.69	3.60	3.31	3.87	21	N<5	4.05	N/A	3.61	3.36	3.91	N<5		
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.63	3	3.74	3.76	3.44	3.82	39	N<5	3.66	N/A	3.83	3.68	4.16	N<5		
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.71	4	3.46	3.48	3.24	3.62	0	N<5	3.49	N/A	3.56	3.26	3.80	N<5		
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.18	4	3.56	3.50	3.33	3.59	11	N<5	3.84	N/A	3.54	3.37	3.78	N<5		
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.08	4	3.43	3.42	3.22	3.59	5	N<5	3.52	N/A	3.49	3.29	3.74	N<5		
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.90	4	3.51	3.36	3.15	3.49	3	N<5	3.31	N/A	3.43	3.20	3.54	N<5		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.69	4	3.69	2.82	2.66	3.23	27	N<5	3.24	N/A	3.03	2.45	3.46	N<5		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.56	4	4.20	3.62	3.25	4.01	39	N<5	3.70	N/A	3.50	3.16	3.98	N<5		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.01	4	4.01	3.76	3.55	4.08	3	N<5	3.68	N/A	3.69	3.58	4.08	N<5		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	2.83	N/A	N/A	3.55	3.26	3.79	13	N<5	N/A	N/A	3.38	3.35	3.78	N<5		
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	3	4.11	4.11	3.88	4.25	47	N<5	4.12	N/A	4.12	3.97	4.43	N<5		



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				All selected peers		All comparables		You		All selected peers		All comparables		You		All selected peers		All comparables		
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	2.57	4	3.83	3.84	4.22	0	N<5	3.89	N/A	3.77	3.48	4.34	N<5				
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.20	4	3.92	3.74	4.11	8	N<5	4.38	N/A	4.22	4.06	4.53	N<5				
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.20	2	4.28	4.13	4.42	38	N<5	4.69	N/A	4.52	4.42	4.76	N<5				
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	2.42	4	4.02	3.78	4.15	0	N<5	3.92	N/A	3.81	3.59	4.15	N<5				
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.04	4	3.79	3.60	4.20	6	N<5	3.19	N/A	3.41	3.04	3.75	N<5				
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.60	4	3.79	3.70	4.06	16	N<5	3.66	N/A	3.77	3.52	4.14	N<5				
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.25	4	3.02	2.84	3.36	5	N<5	2.78	N/A	2.54	2.31	3.13	N<5				
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.54	4	2.99	2.72	3.18	11	N<5	2.96	N/A	2.87	2.49	3.18	N<5				
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	3	4.28	4.11	4.37	24	N<5	4.53	N/A	4.24	4.15	4.48	N<5				
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	1	3.52	3.24	3.99	84	N<5	3.43	N/A	3.35	3.05	3.67	N<5				
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.50	3	2.87	2.46	3.19	31	N<5	3.27	N/A	2.80	2.41	3.41	N<5				



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				All comparables		All comparables		All comparables		All comparables		All comparables		All comparables			
				You	mean	peer rank	mean	25th %tile	75th %tile	Your %tile	mean	peer rank	mean	25th %tile	75th %tile	Your %tile	
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	4.01	3.84	1	3.33	2.89	3.52	95	N<5	3.67	N/A	3.42	2.96	3.72	N<5
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.59	3.15	4	3.12	2.77	3.43	11	N<5	3.27	N/A	3.15	2.71	3.74	N<5
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.66	3.72	2	3.54	3.24	3.66	76	N<5	3.38	N/A	3.63	3.38	3.91	N<5
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	4.04	3.74	1	3.62	3.32	3.75	97	N<5	3.10	N/A	3.54	3.27	3.98	N<5
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.03	3.98	3	4.16	3.98	4.37	32	N<5	4.10	N/A	3.98	3.78	4.22	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.11	4.16	3	4.35	4.14	4.54	21	N<5	4.40	N/A	4.33	4.20	4.51	N<5
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.80	4.10	4	4.26	4.00	4.45	5	N<5	4.39	N/A	4.28	4.03	4.43	N<5
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.77	4.01	4	4.12	3.87	4.34	13	N<5	4.29	N/A	4.16	3.99	4.39	N<5
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.11	4.26	4	4.33	4.12	4.53	24	N<5	3.87	N/A	3.91	3.72	4.28	N<5
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.72	3.82	2	3.91	3.68	4.09	34	N<5	3.79	N/A	3.75	3.51	3.97	N<5
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.58	4.15	1	4.44	4.20	4.55	81	N<5	4.63	N/A	4.62	4.51	4.79	N<5



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				All comparables		You		All comparables		You		All comparables		You			
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile		
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.02	3.51	1	3.93	3.67	4.02	76	N<5	4.28	N/A	4.40	4.15	4.61	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.93	3.44	1	3.76	3.47	4.01	68	N<5	3.26	N/A	3.77	3.57	3.94	N<5
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.17	4.04	2	4.20	3.94	4.33	51	N<5	4.37	N/A	4.32	4.15	4.55	N<5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.18	4.13	2	4.44	4.18	4.56	27	N<5	4.46	N/A	4.44	4.34	4.66	N<5
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.17	3.78	2	4.15	3.98	4.26	53	N<5	4.18	N/A	4.15	3.92	4.20	N<5
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.60	2.85	1	3.30	3.33	3.96	57	N<5	2.98	N/A	3.27	3.01	3.72	N<5
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.46	2.71	1	2.98	2.70	3.46	75	N<5	2.69	N/A	3.18	2.91	3.41	N<5
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.00	3.40	1	3.89	3.77	4.09	64	N<5	3.39	N/A	3.82	3.50	4.09	N<5
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.73	3.29	2	3.28	3.24	3.76	69	N<5	3.01	N/A	3.27	3.11	3.62	N<5
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.80	N/A	N/A	3.29	3.12	3.30	6	N<5	N/A	N/A	3.11	2.64	3.28	N<5
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.01	N/A	N/A	3.83	3.63	4.01	76	N<5	N/A	N/A	3.63	3.56	4.04	N<5



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				All comparables		All comparables		All comparables		All comparables		All comparables		All comparables		
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.92	N/A	3.75	N/A	3.62	3.98	71	N-5	N/A	3.53	3.27	3.92	N-5
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.65	N/A	3.05	N/A	2.80	3.23	11	N-5	N/A	2.62	2.42	2.98	N-5
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.87	3	2.85	3	2.57	3.06	53	N-5	3.02	2.87	2.59	3.21	N-5
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.88	1	3.43	1	3.16	3.66	100	N-5	3.08	3.28	3.02	3.63	N-5
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.53	2	3.37	2	3.12	3.50	81	N-5	3.29	3.34	3.06	3.67	N-5
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.44	2	3.26	2	3.01	3.45	72	N-5	3.41	3.24	3.03	3.67	N-5
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.00	2	2.75	2	2.43	3.01	71	N-5	2.39	2.48	2.13	2.90	N-5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.66	1	3.41	1	3.02	3.68	86	N-5	3.14	3.29	2.95	3.57	N-5
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.19	4	3.25	4	2.88	3.63	3	N-5	3.68	3.46	3.03	3.92	N-5
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.81	2	2.99	2	2.76	3.11	30	N-5	2.52	2.88	2.47	3.89	N-5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N-5	N/A	3.34	N/A	3.19	3.84	N-5	N-5	2.89	3.07	2.70	3.52	N-5



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MEAN COMPARISONS
 University of North Carolina at Charlotte

ACADEMIC AREA
OTHER PROFESSIONS

item	theme	name	description	MED SCHOOLS / HEALTH PROF				ACADEMIC AREA				OTHER PROFESSIONS			
				All comparables		All selected peers		All comparables		All selected peers		All comparables		All selected peers	
				mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank	mean	peer rank
Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.85	4	2.93	2.80	3.25	29	N<5	N/A	2.96	2.48	3.32	N<5
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	2.92	4	3.29	2.94	3.54	24	N<5	N/A	3.26	2.97	3.79	N<5
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.79	1	2.95	2.77	3.35	97	N<5	N/A	3.08	2.63	3.42	N<5
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.75	2.35	3.16	N<5	N<5	N/A	2.34	2.22	2.47	N<5
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.60	2.35	3.17	N<5	N<5	N/A	2.13	1.83	2.30	N<5
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.74	2	3.36	3.18	3.82	68	N<5	N/A	3.21	2.79	3.91	N<5
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.88	2.69	3.23	N<5	N<5	N/A	2.58	2.51	2.90	N<5
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.47	2.76	3.14	N<5	N<5	N/A	2.35	2.33	2.33	N<5
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.99	2.81	3.97	N<5	N<5	N/A	2.71	2.47	3.06	N<5
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.81	2.94	3.12	N<5	N<5	N/A	2.98	2.84	3.11	N<5
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	2.66	2.61	2.96	N<5	N<5	N/A	3.02	N/A	N/A	N<5



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ACADEMIC AREA

item	theme	name	description	MED SCHOOLS / HEALTH PROF				OTHER PROFESSIONS							
				All comparables		You		All comparables		You					
				mean	peer rank	25th %tile	75th %tile	mean	your %tile	mean	peer rank	25th %tile	75th %tile	mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.20	4	3.07	2.88	3.50	22	N=5	N/A	2.83	2.60	3.35	N=5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.08	4	2.89	2.69	3.19	0	N=5	N/A	2.72	2.43	3.21	N=5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.85	4	3.58	3.30	3.74	10	N=5	N/A	3.50	3.05	3.99	N=5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.68	4	3.48	3.29	3.79	13	N=5	N/A	3.48	3.13	3.85	N=5
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N/A	N/A	4.01	3.67	4.14	0	N=5	N/A	3.77	3.39	4.17	N=5
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.57	4	3.34	3.16	3.57	14	N=5	N/A	3.00	2.66	3.39	N=5
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.08	4	2.94	2.72	3.19	5	N=5	N/A	2.79	2.73	3.24	N=5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.40	4	3.98	3.59	4.18	14	N=5	N/A	3.91	3.72	4.33	N=5
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.26	3	3.33	3.22	3.64	27	N=5	N/A	3.39	3.05	3.78	N=5
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.52	3	3.42	3.21	3.85	22	N=5	N/A	3.12	2.83	3.50	N=5
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.73	N/A	3.54	3.40	3.80	67	N=5	N/A	3.47	3.27	3.79	N=5



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item	theme	name	description	MED SCHOOLS / HEALTH PROF				ACADEMIC AREA				OTHER PROFESSIONS				
				You		All comparables		You		All comparables		You		All comparables		
				mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.34	3	3.49	3.34	3.82	24	N<5	3.36	N/A	3.47	3.17	3.71	N<5
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.67	3	3.59	3.42	3.85	49	N<5	3.81	N/A	3.67	3.46	3.94	N<5
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.55	3	3.88	3.70	4.15	14	N<5	3.71	N/A	3.80	3.61	4.10	N<5
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.48	3	3.85	3.60	4.03	16	N<5	4.18	N/A	3.96	3.86	4.20	N<5
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.07	1	3.73	3.47	3.96	86	N<5	3.59	N/A	3.77	3.64	4.02	N<5
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.75	2	3.43	3.11	3.85	67	N<5	3.38	N/A	3.29	2.93	3.75	N<5
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	3.71	N/A	3.91	3.83	4.05	6	N<5	N/A	N/A	3.91	3.72	4.14	N<5
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.84	N/A	3.74	3.45	3.85	69	N<5	N/A	N/A	3.83	3.70	4.11	N<5
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.74	N/A	3.77	3.60	3.90	41	N<5	N/A	N/A	3.88	3.78	4.12	N<5
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.24	N/A	4.17	3.92	4.38	64	N<5	N/A	N/A	4.01	3.85	4.33	N<5
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.78	4	3.85	3.62	4.00	38	N<5	3.62	N/A	3.88	3.67	4.29	N<5



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ACADEMIC AREA
OTHER PROFESSIONS

item	theme	name	description	MED SCHOOLS / HEALTH PROF				ACADEMIC AREA				OTHER PROFESSIONS				
				All selected peers		All comparables		You		All selected peers		All comparables		You		
				mean	peer rank	mean	%/title	75th mean	your %/title	mean	peer rank	mean	%/title	75th mean	your %/title	
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.61	4	3.86	3.51	4.05	35	N=5	3.24	N/A	3.58	3.33	3.94	N=5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	3.51	2	3.35	3.15	3.53	70	N=5	3.63	N/A	3.44	3.16	3.71	N=5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	3.80	4	3.99	3.61	4.21	33	N=5	4.23	N/A	4.04	3.85	4.39	N=5
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.45	4	3.75	3.58	3.93	16	N=5	3.69	N/A	3.73	3.52	4.09	N=5



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item	theme	name	description	OVERALL				MALES				FEMALES				CHANGE OVER TIME				WHITE FACULTY				FACULTY OF COLOR			
				current		prior		current		prior		current		prior		current		prior		current		prior		current		prior	
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.76	0.11	3%	3.70	0.03	1%	3.83	0.22	6%	3.61	0.22	6%	3.65	-0.07	-2%	3.72	-0.07	-2%	3.98	0.51	13%	3.47	0.51	13%
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.64	0.22	6%	3.61	0.22	5%	3.68	0.21	5%	3.47	0.21	5%	3.57	0.10	2%	3.47	0.10	2%	3.78	0.49	12%	3.29	0.49	12%
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.33	0.19	5%	3.39	0.28	7%	3.26	0.08	2%	3.18	0.08	2%	3.19	0.02	1%	3.17	0.02	1%	3.61	0.58	15%	3.03	0.58	15%
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.61	0.31	8%	3.72	0.36	9%	3.48	0.29	7%	3.19	0.29	7%	3.60	0.23	6%	3.37	0.23	6%	3.62	0.51	13%	3.11	0.51	13%
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.45	-0.25	-6%	3.57	-0.10	-3%	3.32	-0.43	-11%	3.75	-0.43	-11%	3.43	-0.39	-10%	3.82	-0.39	-10%	3.50	0.13	3%	3.37	0.13	3%
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.67	-0.01	0%	3.68	-0.11	-3%	3.67	0.16	4%	3.51	0.16	4%	3.54	-0.22	-5%	3.76	-0.22	-5%	3.96	0.47	12%	3.49	0.47	12%
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.69	-0.16	-4%	3.74	-0.14	-3%	3.64	-0.15	-4%	3.79	-0.15	-4%	3.65	-0.32	-8%	3.97	-0.32	-8%	3.78	0.26	6%	3.52	0.26	6%
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.19	-0.02	-1%	3.25	-0.07	-2%	3.12	0.10	3%	3.02	0.10	3%	3.14	-0.05	-1%	3.19	-0.05	-1%	3.29	0.01	0%	3.28	0.01	0%
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.28	-0.10	-3%	3.45	-0.15	-4%	3.09	0.07	2%	3.02	0.07	2%	3.19	-0.21	-5%	3.40	-0.21	-5%	3.45	0.12	3%	3.33	0.12	3%
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.01	-0.35	-9%	3.16	-0.35	-9%	2.86	-0.27	-7%	3.13	-0.27	-7%	2.97	-0.42	-11%	3.39	-0.42	-11%	3.11	-0.17	-4%	3.28	-0.17	-4%
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.95	-0.21	-5%	3.10	-0.19	-5%	2.78	-0.17	-4%	2.95	-0.17	-4%	2.85	-0.32	-8%	3.17	-0.32	-8%	3.15	0.00	0%	3.15	0.00	0%



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item	theme	name	description	OVERALL				MALES				CHANGE OVER TIME FEMALE				WHITE FACULTY				FACULTY OF COLOR							
				current		prior		current		prior		current		prior		current		prior		current		prior					
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff			
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.65	-0.05	-1%	3.70	3.76	3.87	-0.11	-3%	3.63	0.09	2%	3.44	0.09	2%	3.58	-0.16	-4%	3.74	-0.16	-4%	3.80	0.19	5%	
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.81	-0.27	-7%	4.08	3.88	4.14	-0.26	-6%	3.73	-0.25	-6%	3.98	-0.25	-6%	3.83	-0.42	-11%	4.25	-0.42	-11%	3.77	0.15	4%	
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.31	-0.36	-9%	3.67	3.41	3.71	-0.30	-8%	3.19	-0.42	-11%	3.61	-0.42	-11%	3.29	-0.55	-14%	3.84	-0.55	-14%	3.33	0.06	2%	
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.43	-0.57	-14%	4.00	3.52	4.06	-0.54	-14%	3.33	-0.57	-14%	3.90	-0.57	-14%	3.36	-0.72	-18%	4.08	-0.72	-18%	3.56	-0.23	-6%	
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.36	-0.43	-11%	3.79	3.42	3.78	-0.36	-9%	3.30	-0.52	-13%	3.82	-0.52	-13%	3.36	-0.51	-13%	3.87	-0.51	-13%	3.37	-0.21	-5%	
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.33	-0.37	-9%	3.70	3.36	3.74	-0.38	-10%	3.28	-0.36	-9%	3.64	-0.36	-9%	3.28	-0.42	-11%	3.70	-0.42	-11%	3.42	-0.29	-7%	
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.07	0.60	15%	2.47	3.08	2.63	0.45	11%	3.06	0.84	21%	2.22	0.84	21%	2.99	0.54	14%	2.45	0.54	14%	3.24	0.72	18%	
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.91	0.47	12%	3.44	3.84	3.56	0.28	7%	3.98	0.76	19%	3.22	0.76	19%	3.83	0.26	7%	3.57	0.26	7%	4.06	0.97	24%	
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.80	-0.06	-2%	3.86	3.94	3.89	0.05	1%	3.63	-0.19	-5%	3.82	-0.19	-5%	3.71	-0.23	-6%	3.94	-0.23	-6%	3.96	0.30	8%	
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.50	N/A	N/A	N<5	3.72	N<5	N/A	N/A	3.26	N/A	N/A	N<5	N/A	N/A	3.38	N/A	N/A	N<5	N/A	N/A	3.74	N/A	N/A	
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.07	-0.12	-3%	4.19	4.09	4.25	-0.16	-4%	4.05	-0.03	-1%	4.08	-0.03	-1%	4.11	-0.13	-3%	4.24	-0.13	-3%	3.98	4.04	-0.06	-2%



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				current		prior		current		prior		current		prior		current		prior		current		prior		
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.78	0.13	3%	3.89	0.32	8%	3.66	-0.12	-3%	3.78	0.07	2%	3.85	0.07	2%	3.66	0.36	9%	3.30	0.36	9%
Q29C	nature of work > teaching	degree of influence over courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.13	0.10	2%	4.25	0.26	6%	4.00	-0.10	-2%	4.10	-0.03	-1%	4.11	-0.03	-1%	4.18	0.45	11%	3.73	0.45	11%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.48	-0.16	-4%	4.56	-0.09	-2%	4.38	-0.26	-6%	4.64	-0.27	-7%	4.50	-0.27	-7%	4.44	0.14	4%	4.30	0.14	4%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.86	0.03	1%	4.07	0.13	3%	3.62	-0.04	-1%	3.66	0.09	2%	3.83	0.09	2%	3.91	-0.18	-4%	4.09	-0.18	-4%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.01	0.04	1%	3.01	0.06	1%	3.01	0.02	0%	2.99	0.00	0%	3.02	0.00	0%	2.99	0.18	5%	2.81	0.18	5%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.56	0.25	6%	3.60	0.26	7%	3.51	0.26	6%	3.25	0.17	4%	3.46	0.17	4%	3.40	0.47	12%	2.93	0.47	12%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.05	0.52	13%	3.25	0.62	16%	2.83	0.48	12%	2.35	0.30	8%	2.89	0.30	8%	3.35	0.98	25%	2.37	0.98	25%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.95	0.31	8%	2.99	0.40	10%	2.90	0.18	4%	2.72	0.19	5%	2.94	0.19	5%	2.97	0.62	16%	2.35	0.62	16%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.28	0.03	1%	4.33	0.15	4%	4.21	-0.15	-4%	4.36	-0.03	-1%	4.38	-0.03	-1%	4.08	0.25	6%	3.83	0.25	6%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.71	0.36	9%	3.89	0.66	17%	3.51	-0.04	-1%	3.55	0.35	9%	3.67	0.35	9%	3.78	0.34	9%	3.44	0.34	9%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.91	0.22	6%	3.15	0.54	14%	2.65	-0.16	-4%	2.81	0.16	4%	2.83	0.16	4%	3.06	0.33	8%	2.73	0.33	8%



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				current	mean	prior	current	mean	prior	current	mean	prior	current	mean	prior	current	mean	prior	current	mean	prior
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff
Q33A	nature of work overall	clerical/administrative services	How satisfied are you with the quality of these support services?	3.53	-0.09	-2%	3.49	-0.22	-5%	3.68	0.09	2%	3.40	-0.27	-7%	3.79	0.28	7%	3.51	0.28	7%
Q33B	nature of work > research	research services	How satisfied are you with the quality of these support services?	2.99	-0.12	-3%	3.11	0.07	2%	2.85	-0.38	-10%	2.82	-0.27	-7%	3.33	0.16	4%	3.17	0.16	4%
Q33C	nature of work > teaching	teaching services	How satisfied are you with the quality of these support services?	3.71	0.26	6%	3.68	0.26	7%	3.75	0.24	6%	3.59	0.22	5%	3.97	0.31	8%	3.66	0.31	8%
Q33D	nature of work overall	computing services	How satisfied are you with the quality of these support services?	3.65	0.19	5%	3.73	0.31	8%	3.57	0.06	2%	3.49	0.11	3%	3.97	0.32	8%	3.65	0.32	8%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.69	-0.37	-9%	3.51	-0.45	-11%	3.88	-0.33	-8%	3.57	-0.48	-12%	3.93	-0.13	-3%	4.06	-0.13	-3%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.22	-0.38	-10%	4.05	-0.54	-14%	4.41	-0.21	-5%	4.30	-0.30	-8%	4.07	-0.54	-14%	4.61	-0.54	-14%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.20	-0.16	-4%	4.20	-0.12	-3%	4.21	-0.22	-5%	4.23	-0.22	-5%	4.14	0.01	0%	4.13	0.01	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.17	-0.16	-4%	4.17	-0.10	-2%	4.17	-0.26	-6%	4.14	-0.32	-8%	4.23	0.25	6%	3.98	0.25	6%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	4.24	-0.38	-10%	4.16	-0.47	-12%	4.33	-0.27	-7%	4.18	-0.40	-10%	4.36	-0.36	-9%	4.72	-0.36	-9%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.76	0.00	0%	3.71	-0.04	-1%	3.82	0.03	1%	3.69	0.00	0%	3.90	-0.06	-2%	3.96	-0.06	-2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.62	-0.25	-6%	4.60	-0.25	-6%	4.65	-0.25	-6%	4.58	-0.28	-7%	4.69	-0.21	-5%	4.90	-0.21	-5%



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				current		prior		current		prior		current		prior		current		prior		current		prior		
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.33	-0.12	-3%	4.28	-0.17	-4%	4.39	-0.05	-1%	4.24	-0.14	-3%	4.51	-0.12	-3%	4.63	-0.12	-3%	4.63	-0.12	-3%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.92	0.19	5%	3.79	0.14	4%	4.06	0.22	5%	3.84	0.15	4%	4.08	0.26	7%	3.82	0.26	7%	3.82	0.26	7%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.30	-0.36	-9%	4.18	-0.40	-10%	4.43	-0.37	-9%	4.30	-0.41	-10%	4.30	-0.25	-6%	4.55	-0.25	-6%	4.55	-0.25	-6%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.56	-0.19	-5%	4.51	-0.21	-5%	4.60	-0.20	-5%	4.53	-0.30	-8%	4.61	0.07	2%	4.54	0.07	2%	4.54	0.07	2%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.02	-0.10	-3%	4.10	0.13	3%	3.92	-0.44	-11%	3.93	-0.31	-8%	4.20	0.41	10%	3.79	0.41	10%	3.79	0.41	10%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.67	-0.09	-2%	3.61	-0.05	-1%	3.73	-0.19	-5%	3.47	-0.24	-6%	4.03	0.14	4%	3.89	0.14	4%	3.89	0.14	4%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.19	-0.03	-1%	3.32	-0.09	-2%	3.06	0.15	4%	3.00	-0.11	-3%	3.55	0.04	1%	3.51	0.04	1%	3.51	0.04	1%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.94	-0.14	-4%	3.83	-0.12	-3%	4.06	-0.22	-6%	3.92	-0.16	-4%	3.98	-0.08	-2%	4.06	-0.08	-2%	4.06	-0.08	-2%
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.70	-0.11	-3%	3.78	-0.17	-4%	3.61	0.01	0%	3.43	-0.29	-7%	4.23	0.17	4%	4.06	0.17	4%	4.06	0.17	4%
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.25	N/A	N/A	3.22	N/A	N/A	3.29	N/A	N/A	3.16	N/A	N/A	3.43	N/A	N/A	N<5	N/A	N/A	N<5	N/A	N/A
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.90	N/A	N/A	3.97	N/A	N/A	3.82	N/A	N/A	3.77	N/A	N/A	4.15	N/A	N/A	N<5	N/A	N/A	N<5	N/A	N/A



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				current		prior		current		prior		current		prior		current		prior		current		prior	
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.83	N<5	N/A	N/A	3.62	N<5	N/A	N/A	4.06	N<5	N/A	N/A	3.72	N<5	N/A	N/A	4.02	N<5	N/A	N/A
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.81	N<5	N/A	N/A	2.64	N<5	N/A	N/A	2.99	N<5	N/A	N/A	2.73	N<5	N/A	N/A	2.95	N<5	N/A	N/A
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.89	2.77	0.12	3%	2.81	2.85	-0.04	-1%	2.97	2.64	0.33	8%	2.87	2.71	0.16	4%	2.93	2.93	0.00	0%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.48	3.60	-0.12	-3%	3.44	3.61	-0.17	-4%	3.52	3.58	-0.06	-2%	3.46	3.59	-0.13	-3%	3.52	3.62	-0.10	-3%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.54	3.65	-0.11	-3%	3.55	3.73	-0.18	-5%	3.54	3.51	0.03	1%	3.53	3.70	-0.17	-4%	3.56	3.50	0.06	2%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.62	3.70	-0.08	-2%	3.64	3.73	-0.09	-2%	3.60	3.64	-0.04	-1%	3.58	3.76	-0.18	-4%	3.70	3.52	0.18	5%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	3.03	2.71	0.32	8%	3.10	2.61	0.49	12%	2.96	2.91	0.05	1%	2.97	2.67	0.30	8%	3.15	2.81	0.34	9%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.51	3.12	0.39	10%	3.59	3.15	0.44	11%	3.41	3.05	0.36	9%	3.48	3.07	0.41	10%	3.56	3.24	0.32	8%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.16	3.75	-0.59	-15%	3.26	3.64	-0.38	-10%	3.05	3.92	-0.87	-22%	3.00	3.88	-0.88	-22%	3.43	3.38	0.05	1%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.35	2.79	0.56	14%	3.33	2.72	0.61	15%	3.37	2.93	0.44	11%	3.41	2.73	0.68	17%	3.21	2.93	0.28	7%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.60	3.11	0.49	12%	3.62	3.01	0.61	15%	3.57	3.30	0.27	7%	3.75	3.23	0.52	13%	3.22	2.80	0.42	11%



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				mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean	mean				
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	3.21	2.97	0.24	6%	3.14	2.97	0.17	4%	3.28	2.97	0.31	8%	3.05	3.07	-0.02	-1%	3.51	2.71	0.80	20%
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.57	3.51	0.06	2%	3.58	3.33	0.25	6%	3.56	3.86	-0.30	-8%	3.51	3.59	-0.08	-2%	3.69	3.29	0.40	10%
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.36	3.45	-0.09	-2%	3.35	3.39	-0.04	-1%	3.37	3.55	-0.18	-4%	3.31	3.55	-0.24	-6%	3.45	3.13	0.32	8%
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	1.86	1.89	-0.03	-1%	2.11	1.97	0.14	4%	1.28	1.67	-0.39	-10%	1.87	1.85	0.02	1%	1.85	2.03	-0.18	-4%
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.28	1.76	0.52	13%	2.30	1.73	0.57	14%	2.23	1.83	0.40	10%	2.26	1.76	0.50	13%	2.30	1.74	0.56	14%
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock for parental or other family reasons	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.90	2.98	0.92	23%	3.73	2.86	0.87	22%	4.02	3.21	0.81	20%	4.11	3.23	0.88	22%	3.46	2.03	1.43	36%
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.47	2.25	0.22	6%	2.38	2.26	0.12	3%	2.59	2.21	0.38	10%	2.44	2.26	0.18	5%	2.52	2.20	0.32	8%
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.68	N<5	N/A	N/A	2.84	N<5	N/A	N/A	2.37	N<5	N/A	N/A	3.09	N<5	N/A	N/A	2.12	N<5	N/A	N/A
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	2.00	N<5	N/A	N/A	1.97	N<5	N/A	N/A	2.03	N<5	N/A	N/A	1.73	N<5	N/A	N/A	2.43	N<5	N/A	N/A
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.30	N<5	N/A	N/A	3.43	N<5	N/A	N/A	3.14	N<5	N/A	N/A	3.28	N<5	N/A	N/A	3.33	N<5	N/A	N/A
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.88	N<5	N/A	N/A	2.91	N<5	N/A	N/A	2.81	N<5	N/A	N/A	2.82	N<5	N/A	N/A	N<5	N<5	N/A	N/A



The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	OVERALL				MALES				CHANGE OVER TIME FEMALE				WHITE FACULTY				FACULTY OF COLOR			
				current		prior		current		prior		current		prior		current		prior		current		prior	
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.31	0.54	14%	3.39	2.88	0.51	13%	3.22	2.57	0.65	16%	3.31	2.75	0.56	14%	3.31	2.87	0.44	11%	
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.04	0.62	16%	3.32	2.62	0.70	18%	2.72	2.03	0.69	17%	3.03	2.32	0.71	18%	3.06	2.75	0.31	8%	
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.65	0.15	4%	3.86	3.43	0.43	11%	3.42	3.63	-0.21	-5%	3.67	3.59	0.08	2%	3.59	3.18	0.41	10%	
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.64	0.25	6%	3.86	3.41	0.45	11%	3.40	3.37	0.03	1%	3.68	3.41	0.27	7%	3.57	3.32	0.25	6%	
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.75	N/A	N/A	3.88	N<5	N/A	N/A	3.61	N<5	N/A	N/A	3.74	N<5	N/A	N/A	3.76	N<5	N/A	N/A	
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.21	0.45	11%	3.40	2.79	0.61	15%	3.00	2.71	0.29	7%	3.25	2.77	0.48	12%	3.13	2.72	0.41	10%	
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.99	0.16	4%	3.29	3.09	0.20	5%	2.67	2.41	0.26	6%	2.89	2.76	0.13	3%	3.19	3.05	0.14	4%	
Q38A	climate, culture, collegiality	immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.95	-0.22	-5%	4.03	4.22	-0.19	-5%	3.87	4.09	-0.22	-5%	3.87	4.24	-0.37	-9%	4.11	3.98	0.13	3%	
Q38B	climate, culture, collegiality	interest in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.33	-0.24	-6%	3.30	3.55	-0.25	-6%	3.37	3.61	-0.24	-6%	3.39	3.59	-0.20	-5%	3.22	3.53	-0.31	-8%	
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.35	0.17	4%	3.43	3.25	0.18	5%	3.27	3.05	0.22	6%	3.41	3.10	0.31	8%	3.23	3.38	-0.15	-4%	
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.	3.52	N/A	N/A	3.58	N<5	N/A	N/A	3.46	N<5	N/A	N/A	3.45	N<5	N/A	N/A	3.66	N<5	N/A	N/A	

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Survey Administration 2008-09

item	theme	name	description	OVERALL				MALES				CHANGE OVER TIME FEMALE				WHITE FACULTY				FACULTY OF COLOR				
				current		prior		current		prior		current		prior		current		prior		current		prior		
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.53	0.01	0%	3.54	0.02	1%	3.52	0.01	0%	3.52	0.01	0%	3.53	0.04	1%	3.54	0.05	-1%	3.59	-0.05	-1%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.77	0.02	1%	3.88	0.14	3%	3.76	-0.10	-2%	3.66	-0.10	-2%	3.81	0.08	2%	3.69	-0.10	-3%	3.79	-0.10	-3%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.86	-0.17	-4%	3.91	-0.11	-3%	4.02	-0.11	-3%	3.80	-0.24	-6%	3.89	-0.11	-3%	3.79	-0.32	-8%	4.11	-0.32	-8%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.96	-0.20	-5%	4.10	-0.01	0%	4.11	-0.01	0%	3.80	-0.44	-11%	4.01	-0.16	-4%	3.85	-0.29	-7%	4.14	-0.29	-7%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	0.00	0%	3.88	0.06	2%	3.82	0.06	2%	3.74	-0.07	-2%	3.70	-0.15	-4%	4.03	0.31	8%	3.72	0.31	8%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.39	0.14	4%	3.32	0.25	6%	3.07	0.25	6%	3.46	-0.09	-2%	3.35	0.01	0%	3.47	0.46	12%	3.01	0.46	12%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.04	N/A	N/A	3.98	N/A	N/A	N<5	N/A	N/A	4.11	N/A	N/A	4.13	N/A	N/A	3.88	N/A	N/A	N<5	N/A	N/A
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.88	N/A	N/A	3.91	N/A	N/A	N<5	N/A	N/A	3.85	N/A	N/A	3.85	N/A	N/A	3.94	N/A	N/A	N<5	N/A	N/A
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.03	N/A	N/A	4.15	N/A	N/A	N<5	N/A	N/A	3.90	N/A	N/A	4.04	N/A	N/A	4.00	N/A	N/A	N<5	N/A	N/A
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.19	N/A	N/A	4.22	N/A	N/A	N<5	N/A	N/A	4.16	N/A	N/A	4.12	N/A	N/A	4.32	N/A	N/A	N<5	N/A	N/A
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.90	-0.01	0%	3.99	0.17	4%	3.82	0.17	4%	3.81	-0.25	-6%	3.84	-0.23	-6%	4.02	0.56	14%	3.46	0.56	14%



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item	theme	name	description	OVERALL				MALES				CHANGE OVER TIME FEMALE				WHITE FACULTY				FACULTY OF COLOR				
				current		prior		current		prior		current		prior		current		prior		current		prior		
				mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff	mean	net diff	% diff
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.78	0.29	7%	3.86	0.35	9%	3.68	0.22	6%	3.74	0.23	6%	3.84	0.40	10%	3.44	0.25	6%	3.80	0.25	6%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	3.82	0.33	8%	3.85	0.40	10%	3.79	0.22	6%	3.69	0.33	8%	4.05	0.25	6%	3.80	0.25	6%	3.80	0.25	6%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.05	0.06	1%	4.18	0.28	7%	3.91	-0.22	-5%	4.04	-0.03	-1%	4.08	0.33	8%	3.75	0.33	8%	3.75	0.33	8%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.95	0.25	6%	4.06	0.37	9%	3.82	0.11	3%	3.90	0.16	4%	4.03	0.45	11%	3.58	0.45	11%	3.58	0.45	11%

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Frequency Distributions

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

OVERALL

item	theme	name	description	response scale	Your institution			Peer 1			Peer 2			Peer 3			Peer 4			Peer 5			All comparables													
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%										
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	28	19%	16	25%	35	20%	25	16%	26	27%	17	11%	120	19%	1719	19%	80	55%	31	46%	86	50%	88	58%	343	53%	4561	51%				
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	17	12%	11	17%	20	11%	25	15%	11	11%	26	17%	93	14%	1152	13%	20	14%	9	13%	29	17%	31	20%	109	17%	1263	14%				
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	16	11%	6	9%	19	11%	11	7%	16	16%	15	10%	68	10%	1116	13%	20	14%	11	17%	31	18%	18	11%	17	17%	96	15%	1580	18%		
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	9	7%	2	3%	12	7%	14	9%	2	2%	12	8%	42	6%	772	9%	17	12%	14	21%	29	17%	24	24%	18	12%	103	16%	1305	15%		
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	77	54%	30	45%	70	41%	79	49%	42	44%	69	46%	291	45%	4024	46%	61	43%	30	46%	59	34%	75	47%	45	47%	66	44%	275	43%	3732	43%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	19	13%	8	12%	27	16%	38	24%	16	16%	39	26%	140	22%	1755	20%	19	13%	8	12%	27	16%	38	24%	16	16%	39	26%	140	22%	1755	20%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	3	2%	0	0%	7	4%	2	1%	0	0%	4	3%	13	2%	328	4%	18	13%	12	19%	24	14%	21	13%	14	15%	19	13%	90	14%	1524	17%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	44	32%	18	29%	45	29%	42	28%	23	28%	32	28%	164	28%	2613	32%	46	34%	17	28%	44	28%	24	28%	37	29%	165	28%	2414	29%		
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	59	42%	25	38%	58	35%	52	33%	29	30%	50	33%	213	33%	3074	35%	41	29%	19	29%	43	33%	23	24%	36	24%	174	27%	2283	28%		
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	23	16%	11	16%	37	22%	25	16%	27	28%	39	26%	138	22%	1699	20%	9	6%	5	7%	17	10%	18	12%	6	6%	10	7%	56	9%	769	9%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	5	4%	7	11%	6	4%	6	4%	9	9%	19	14%	34	6%	515	6%	46	33%	13	21%	36	22%	36	23%	26	27%	33	23%	144	23%	2461	29%
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	80	55%	32	48%	87	50%	80	49%	44	46%	76	50%	318	49%	3693	42%	28	19%	11	16%	42	24%	20	21%	34	22%	134	21%	1730	20%		
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	10	7%	7	10%	17	10%	18	11%	6	6%	14	9%	62	10%	931	11%	26	18%	13	20%	34	20%	29	18%	19	20%	28	20%	124	20%	2296	27%

OVERALL

item	theme	name	description	response scale	Your institution			Peer 1			Peer 2			Peer 3			Peer 4			Peer 5			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Q25C	tenure expectations: reasonableness	> advisor	An advisor to students - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	10	7%	7	12%	18	11%	13	8%	17	20%	15	12%	71	12%	1446	18%					
					44	32%	16	25%	48	30%	42	27%	29	34%	30	23%	165	28%	2409	30%					
					65	48%	29	48%	82	51%	91	59%	27	32%	70	55%	300	51%	3538	44%					
					10	8%	6	10%	8	5%	6	4%	9	11%	10	8%	40	7%	509	6%					
					6	4%	3	5%	3	2%	1	1%	3	3%	3	2%	13	2%	197	2%					
Q25D	tenure expectations: reasonableness	> colleague in department	A colleague in your department - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	57	40%	21	33%	54	32%	42	26%	29	30%	45	30%	191	30%	2632	31%					
					62	43%	25	38%	81	48%	86	55%	41	43%	73	49%	306	48%	3534	41%					
					6	4%	3	4%	12	7%	5	3%	7	7%	7	5%	33	5%	523	6%					
					7	5%	5	7%	3	2%	3	2%	5	5%	3	2%	33	3%	236	3%					
Q25E	tenure expectations: reasonableness	> campus citizen	A campus citizen - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	9	6%	6	10%	13	8%	15	9%	17	18%	12	9%	63	10%	1174	14%					
					43	31%	14	23%	34	21%	28	17%	23	24%	31	22%	130	21%	2194	26%					
					82	58%	34	54%	107	64%	112	71%	52	54%	90	64%	395	63%	4436	53%					
					4	3%	6	10%	8	5%	3	2%	3	3%	6	4%	26	4%	405	5%					
					3	2%	2	3%	5	3%	1	1%	2	2%	2	2%	12	2%	178	2%					
Q25F	tenure expectations: reasonableness	> member of community	A member of the broader community - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	8	6%	6	10%	8	5%	13	9%	15	15%	12	8%	54	9%	1020	12%					
					42	30%	17	27%	36	22%	29	19%	20	20%	40	27%	141	23%	1889	24%					
					83	58%	34	53%	106	66%	103	67%	57	60%	87	59%	386	62%	4622	56%					
					6	4%	6	9%	8	5%	5	3%	2	2%	7	5%	27	4%	412	5%					
					3	2%	1	2%	3	2%	1	1%	3	3%	2	1%	13	2%	158	2%					
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	19	13%	15	24%	30	18%	30	19%	30	31%	32	21%	138	22%	1604	19%					
					55	39%	23	36%	55	33%	71	45%	38	40%	59	39%	246	39%	2758	32%					
					12	9%	4	6%	24	15%	13	8%	6	7%	9	6%	56	9%	814	9%					
					30	21%	13	20%	44	26%	29	18%	12	12%	32	21%	130	20%	1950	23%					
					26	19%	10	15%	13	8%	15	10%	10	11%	19	13%	67	10%	1496	17%					
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	48	36%	21	34%	54	33%	49	32%	35	38%	45	31%	204	33%	2568	31%					
					49	37%	19	30%	61	38%	65	42%	32	34%	54	37%	230	37%	3052	37%					
					15	11%	7	11%	26	16%	19	13%	5	5%	21	14%	77	13%	1012	12%					
					18	14%	14	22%	15	10%	11	7%	14	15%	13	9%	67	11%	1055	13%					
					3	2%	2	3%	5	3%	2	2%	8	8%	9	6%	14	10%	662	8%					
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	32	22%	9	13%	39	24%	26	16%	19	20%	41	27%	134	21%	1891	23%					
					71	50%	31	48%	88	53%	89	55%	48	50%	75	50%	332	52%	4380	50%					
					23	16%	4	6%	17	10%	24	15%	12	13%	16	11%	73	11%	846	10%					
					16	11%	18	27%	20	12%	22	14%	15	15%	13	8%	87	14%	1277	15%					
					2	1%	3	5%	2	1%	1	1%	2	2%	6	4%	14	2%	262	3%					
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	29	20%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	748	16%					
					57	40%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2112	45%					
					22	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	756	16%					
					28	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	822	18%					
					8	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	239	5%					
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	47	32%	27	41%	58	35%	44	29%	30	33%	69	51%	227	37%	3362	39%					
					74	51%	28	43%	69	42%	80	52%	43	48%	39	28%	259	42%	3646	43%					
					11	7%	6	10%	21	13%	18	12%	7	7%	10	7%	62	10%	747	9%					
					11	8%	3	5%	11	6%	11	7%	6	6%	16	12%	47	8%	659	8%					
					1	1%	1	1%	6	4%	1	1%	5	6%	2	1%	15	2%	145	2%					
Q29B	nature of work > teaching	degree of influence over courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	44	31%	14	22%	67	41%	59	38%	38	42%	72	53%	250	41%	3183	37%					
					60	41%	23	35%	64	39%	55	36%	25	27%	37	27%	204	33%	2881	34%					
					13	9%	10	16%	20	12%	25	16%	13	15%	8	6%	76	13%	939	11%					
					18	13%	13	20%	11	7%	11	7%	12	13%	16	12%	63	10%	1132	13%					
					9	6%	5	8%	1	1%	4	3%	3	3%	4	3%	17	3%	434	5%					
Q29C	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	69	48%	29	45%	75	46%	71	47%	43	48%	80	58%	298	49%	4331	51%					
					46	32%	22	35%	50	31%	53	35%	31	34%	36	26%	192	32%	2636	31%					
					12	8%	7	11%	17	10%	12	8%	6	7%	13	9%	55	9%	717	8%					
					11	7%	6	9%	13	8%	12	8%	5	5%	6	4%	42	7%	607	7%					
					6	4%	0	0%	7	4%	2	2%	2	2%	5	6%	2	1%	3	2%					
Q29D	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	84	59%	40	62%	90	56%	93	61%	51	57%	103	76%	377	62%	5723	67%					
					46	32%	19	30%	47	29%	43	28%	24	27%	22	16%	154	26%	2105	25%					
					1	1%	2	3%	18	11%	12	8%	7	8%	6	5%	45	7%	395	5%					
					2	1%	2	3%	7	4%	3	2%	2	2%	3	2%	18	3%	225	3%					
					1	1%	1	1%	1	1%	1	1%	1	1%	1	1%	9	2%	89	1%					
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	46	32%	19	29%	58	36%	46	29%	29	33%	56	42%	208	34%	2939	34%					
					56	38%	24	37%	68	42%	63	40%	38	42%	42	31%	235	39%	3296	39%					
					20	14%	9	13%	18	11%	11	7%	9	10%	12	9%	77	13%	955	11%					
					15	10%	7	10%	13	8%	11	7%	4	4%	16	12%	52	9%	970	11%					
					5	4%	7	11%	5	3%	5	3%	9	10%	8	6%	35	6%	401	5%					



The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

FREQUENCY DISTRIBUTIONS
 University of North Carolina at Charlotte

OVERALL

item	theme	name	description	response scale	Your institution			Peer 1			Peer 2			Peer 3			Peer 4			Peer 5			All comparables													
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%										
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	8	6%	5	8%	15	13%	20	16%	9	10%	24	19%	73	31%	1521	20%	42	32%	15	23%	37	31%	40	32%	34	28%	161	31%	161	31%	1521	20%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	53	41%	23	38%	66	42%	70	44%	31	36%	55	41%	246	41%	3161	41%	28	22%	8	14%	33	21%	29	18%	24	28%	115	19%	1305	17%		
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	12	8%	4	6%	25	15%	16	10%	5	6%	20	13%	68	11%	1000	11%	51	36%	13	21%	62	37%	49	31%	33	35%	50	33%	208	33%	2556	29%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	23	16%	11	17%	20	12%	28	18%	15	16%	16	11%	90	14%	1052	12%	47	33%	23	35%	49	29%	51	32%	28	30%	47	31%	198	31%	2720	31%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	16	11%	5	7%	17	10%	14	9%	11	11%	11	7%	58	9%	660	8%	3	2%	5	8%	11	7%	7	4%	7	4%	38	6%	384	4%		
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	37	26%	11	18%	26	16%	25	16%	2	2%	38	26%	121	19%	1875	22%	60	42%	21	33%	63	37%	53	33%	34	35%	42	29%	212	34%	2889	33%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	18	13%	13	21%	31	18%	29	18%	11	11%	22	15%	109	17%	1709	20%	7	5%	7	11%	22	13%	14	9%	9	9%	19	13%	71	11%	915	11%
Q33A	nature of work overall	clerk/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	16	11%	3	5%	25	15%	17	11%	16	18%	24	17%	85	14%	1181	14%	51	36%	24	37%	58	35%	39	41%	34	23%	217	34%	2881	33%		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	38	27%	13	22%	53	32%	64	41%	29	33%	51	36%	210	34%	2682	32%	33	23%	13	22%	42	30%	47	30%	24	27%	26	18%	151	25%	1897	23%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	37	26%	18	29%	34	20%	23	15%	12	13%	24	17%	110	18%	1682	20%	17	12%	13	21%	11	7%	5	3%	8	9%	17	12%	54	9%	816	10%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	23	17%	3	5%	23	15%	21	13%	11	13%	24	18%	82	14%	1570	19%	69	50%	24	41%	68	44%	69	44%	45	51%	40	30%	245	42%	3288	40%
Q34A1	policy/practice > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	29	20%	13	21%	36	22%	33	21%	23	24%	20	13%	126	20%	1623	18%	15	11%	7	11%	15	10%	6	6%	14	9%	56	9%	727	8%		
Q34A2	policy/practice > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	54	38%	23	37%	63	39%	55	35%	40	42%	69	46%	250	40%	4069	47%	75	52%	31	49%	75	45%	83	53%	42	44%	55	36%	285	45%	3513	41%

OVERALL

item	theme	name	description	response scale	Your institution			Peer 1			Peer 2			Peer 3			Peer 4			Peer 5			All comparables															
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%												
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	49	34%	24	38%	52	31%	44	28%	41	43%	70	47%	231	37%	3322	38%	81	56%	33	52%	84	51%	88	57%	64	43%	312	49%	4117	48%				
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	73	52%	35	56%	82	49%	87	56%	45	48%	64	43%	314	50%	4059	47%	14	10%	6	10%	30	18%	18	12%	8	8%	76	12%	1089	13%				
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	56	40%	25	40%	63	36%	59	38%	37	40%	62	41%	247	39%	3445	40%	70	49%	26	40%	68	41%	68	44%	36	39%	56	37%	253	40%	3223	38%		
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	21	15%	8	13%	21	13%	16	11%	15	15%	34	23%	94	15%	1605	18%	80	57%	39	61%	81	49%	71	46%	40	43%	53	36%	285	46%	3942	46%		
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	46	32%	23	36%	70	42%	69	44%	28	30%	37	25%	228	36%	2876	33%	4	3%	2	3%	8	5%	12	8%	2	3%	16	10%	41	6%	418	5%		
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	69	50%	23	36%	48	29%	55	36%	38	40%	57	38%	221	35%	4089	48%	49	35%	25	40%	54	33%	68	44%	32	34%	46	31%	225	36%	2880	31%		
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	37	27%	13	21%	43	26%	31	21%	19	20%	32	21%	138	22%	2158	25%	33	24%	15	24%	53	32%	61	41%	209	33%	2622	31%	41	20%	132	21%	1348	16%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	7	5%	3	5%	13	8%	14	9%	12	13%	15	10%	58	9%	681	8%	1	1%	1	1%	2	1%	1	1%	5	5%	14	2%	281	3%				
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	83	60%	34	54%	73	44%	68	43%	58	62%	80	54%	314	50%	5165	60%	53	38%	29	45%	79	48%	76	48%	31	33%	55	37%	270	43%	2962	34%		
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	32	23%	12	19%	39	24%	36	23%	27	29%	44	30%	157	25%	2515	29%	79	57%	42	66%	87	53%	50	54%	80	54%	340	55%	4369	51%				
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	46	33%	16	26%	41	25%	35	23%	28	31%	53	36%	174	28%	2707	32%	36	27%	19	31%	42	26%	19	21%	26	18%	149	24%	1936	23%				
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	31	23%	12	20%	35	21%	37	24%	19	20%	32	21%	134	22%	1904	23%	18	13%	11	17%	31	19%	28	19%	20	19%	107	17%	1253	15%				
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	47	35%	12	19%	52	31%	47	31%	34	37%	42	28%	187	30%	3154	37%	51	37%	27	44%	63	38%	65	43%	23	25%	51	34%	228	37%	2804	33%		

OVERALL

item	theme	name	description	response scale	Your institution			Peer 1			Peer 2			Peer 3			Peer 4			Peer 5			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	41	30%	21	33%	48	29%	52	35%	28	30%	49	34%	197	32%	2620	31%					
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	39	29%	20	32%	60	36%	41	27%	24	27%	35	24%	181	29%	2279	27%					
Q34A1 8	policy/practice > importance > work/home	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	37	27%	10	16%	31	19%	30	20%	26	29%	33	23%	130	21%	1912	23%					
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	13	9%	5	8%	13	8%	18	12%	6	7%	11	8%	54	9%	703	8%					
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	7	5%	6	10%	14	8%	10	7%	7	7%	17	11%	54	9%	939	11%					
Q34B1 9	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	20	14%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1069	33%				
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	44	32%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1089	33%				
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	34	25%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1069	33%				
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	48	35%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1069	33%				
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	44	32%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1069	33%				
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	34	25%	9	15%	32	21%	29	20%	17	18%	30	21%	117	20%	1352	17%					
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	11	8%	3	7%	6	5%	6	5%	10	9%	10	9%	30	6%	450	6%					
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	60	43%	31	52%	66	42%	41	28%	37	39%	47	34%	222	37%	2872	36%					
					20	15%	5	9%	25	16%	37	25%	12	12%	25	18%	103	17%	1309	16%					
					34	25%	9	15%	32	21%	29	20%	17	18%	30	21%	117	20%	1352	17%					
					13	9%	5	8%	11	7%	25	17%	13	14%	27	19%	81	14%	978	12%					
					13	15%	1	4%	7	8%	8	9%	4	4%	5	7%	24	4%	876	11%					
					30	35%	7	26%	20	24%	30	33%	8	18%	14	19%	79	25%	1275	25%					
					22	26%	7	26%	37	44%	27	29%	15	36%	20	28%	106	33%	1326	26%					
					14	16%	11	41%	12	14%	15	16%	4	9%	18	24%	59	19%	793	15%					
					6	7%	1	4%	8	9%	11	12%	12	28%	17	22%	48	15%	874	17%					

OVERALL

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		Count	%		
Q34B8	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	12 20 27 2 2	19% 31% 43% 3% 3%	3 7 11 8 3	10% 21% 34% 26% 9%	13 35 41 8 6	13% 34% 40% 8% 6%	10 26 35 7 5	12% 31% 43% 8% 6%	5 16 22 4 8	10% 28% 49% 8% 17%	8 23 36 9 11	9% 26% 41% 10% 13%	39 97 145 36 32	11% 28% 42% 10% 13%	520 1150 1779 416 470	12% 27% 41% 10% 11%			
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	13 32 22 21 9	14% 33% 23% 21% 9%	1 15 7 9 9	3% 38% 16% 22% 9%	18 41 27 26 11	15% 36% 22% 16% 9%	13 42 32 19 11	11% 36% 27% 16% 11%	10 23 17 8 11	14% 33% 25% 11% 16%	17 32 27 20 18	15% 28% 24% 17% 16%	59 153 110 81 59	13% 33% 24% 17% 13%	866 1892 1403 1089 943	14% 31% 23% 18% 15%			
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	20 64 19 18 17	16% 50% 15% 14% 5%	3 26 10 10 8	6% 45% 17% 18% 15%	23 58 33 12 9	23% 43% 25% 9% 6%	17 57 21 15 15	17% 47% 17% 12% 9%	18 29 9 15 8	22% 37% 12% 19% 10%	23 54 23 17 10	18% 43% 18% 13% 8%	87 223 95 69 42	17% 43% 18% 13% 8%	1535 2799 1352 1072 684	21% 36% 18% 14% 9%			
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	4 62 44 17 3	3% 48% 34% 13% 2%	3 14 16 5 8	7% 31% 34% 11% 17%	6 42 39 26 10	5% 34% 32% 21% 8%	7 48 48 15 10	6% 33% 39% 12% 9%	4 27 41 10 7	5% 42% 27% 16% 10%	9 32 30 27 16	8% 28% 26% 24% 14%	29 156 149 83 52	6% 33% 32% 18% 11%	567 2310 2005 1231 692	8% 34% 29% 18% 10%			
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	2 9 4 1 1	7% 27% 12% 3% 3%	3 3 7 6 3	13% 15% 33% 21% 4%	7 16 24 39 14	11% 26% 39% 28% 14%	11 16 16 15 23	0% 12% 31% 28% 23%	0 10 7 10 10	0% 28% 21% 28% 10%	0 19 22 30 30	0% 25% 28% 39% 0%	0 62 76 77 5	0% 20% 31% 31% 3%	175 479 1156 641 975	6% 13% 33% 18% 34%			
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	2 7 3 4 7	8% 27% 12% 3% 7%	0 3 3 6 3	0% 13% 15% 21% 4%	10 16 24 39 18	15% 26% 39% 28% 27%	15 14 14 15 22	9% 12% 15% 28% 22%	10 10 15 10 18	0% 28% 19% 28% 47%	0 19 22 30 16	0% 25% 28% 39% 0%	5 62 76 77 5	5% 20% 31% 31% 3%	214 479 1156 641 975	6% 13% 33% 18% 34%			
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	17 12 10 1 3	39% 28% 24% 3% 7%	4 11 7 6 2	13% 37% 23% 21% 6%	17 42 25 6 4	17% 44% 27% 6% 5%	18 38 25 6 4	27% 47% 10% 6% 9%	3 11 12 8 6	10% 34% 35% 8% 16%	8 20 18 7 5	14% 41% 30% 12% 9%	54 121 70 56 24	18% 32% 30% 17% 8%	727 1205 1134 674 355	19% 32% 30% 17% 10%			
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3 15 19 15 17	5% 15% 30% 23% 27%	1 6 7 6 2	3% 18% 20% 18% 6%	6 17 21 18 22	6% 21% 23% 28% 22%	8 9 25 18 18	10% 29% 29% 12% 23%	5 10 14 7 10	10% 30% 30% 16% 21%	11 24 17 14 18	14% 41% 30% 16% 22%	32 86 79 56 82	10% 25% 24% 17% 25%	386 747 1128 674 1014	10% 19% 29% 17% 26%			
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 12 3 3 0	0% 71% 5% 18% 4%	0 12 1 3 0	0% N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	12 47 321 58 58	2% 10% 65% 11% 12%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 3 6 6 16	0% 9% 17% 17% 48%	0 3 6 6 4	0% N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	131 444 292 242 335	9% 31% 20% 17% 23%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3 13 10 3 3	9% 40% 32% 9% 10%	3 13 10 3 3	9% 40% 32% 9% 10%	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	90 296 386 194 335	8% 26% 34% 17% 23%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 1 13 1 16	0% 7% 81% 5% 17%	0 1 13 1 14	0% N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	12 67 318 58 68	2% 13% 61% 11% 14%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	16 30 22 16 9	17% 33% 24% 17% 9%	4 11 9 8 14	9% 24% 19% 17% 30%	18 49 25 21 7	15% 41% 25% 17% 6%	16 44 21 14 9	15% 42% 20% 14% 8%	4 17 9 16 15	8% 32% 17% 16% 27%	5 25 19 29 20	5% 25% 30% 20% 21%	48 146 93 171 64	11% 35% 22% 17% 15%	721 1672 1205 1220 952	13% 29% 21% 21% 17%			

OVERALL

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	10	11%	4	9%	16	13%	13	12%	5	9%	2	2%	41	9%	508	9%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	27	27%	11	24%	34	26%	36	32%	24	32%	24	24%	125	28%	1551	26%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	35	35%	16	33%	44	34%	38	34%	15	24%	35	34%	147	32%	1965	32%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	42	36%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1398	36%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied Very dissatisfied	60	44%	19	30%	62	36%	67	43%	28	30%	57	38%	234	37%	3219	38%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Satisfied Dissatisfied Very dissatisfied	21	16%	12	18%	31	19%	27	17%	19	20%	18	12%	106	17%	1168	14%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	56	42%	23	36%	60	38%	59	39%	42	48%	72	50%	256	42%	3282	42%
Q38B	climate, culture, collegiality	interest/tenured faculty take in your professional development	The interest/tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied Very dissatisfied	44	33%	22	34%	59	37%	62	41%	23	26%	34	24%	201	33%	2865	34%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied Dissatisfied Very dissatisfied	30	23%	14	23%	35	23%	45	29%	15	17%	44	30%	152	25%	1900	23%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied Dissatisfied Very dissatisfied	30	22%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	755	24%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	31	23%	20	32%	34	21%	37	24%	20	22%	36	24%	147	24%	2077	25%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied Dissatisfied Very dissatisfied	61	46%	20	32%	62	36%	66	43%	27	30%	49	34%	224	37%	2970	35%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied Dissatisfied Very dissatisfied	35	26%	16	27%	44	28%	47	32%	27	31%	45	32%	181	30%	2534	31%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

OVERALL

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		Count
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	41	30%	20	33%	42	27%	50	33%	31	36%	53	37%	196	33%	2867	35%
					62	45%	17	28%	80	51%	62	42%	35	40%	44	31%	238	40%	3118	38%
					23	17%	15	26%	23	15%	29	20%	12	13%	32	22%	112	19%	1425	17%
					8	6%	7	12%	11	7%	5	3%	6	7%	8	6%	37	6%	608	7%
					3	2%	2	2%	2	1%	4	2%	3	4%	6	4%	16	3%	221	3%
Q40	climate, culture, collegiality	how well you fit department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	44	33%	23	36%	48	29%	54	35%	29	32%	46	30%	203	33%	2898	34%
					50	37%	15	24%	58	35%	54	35%	29	32%	46	30%	203	33%	2898	34%
					19	14%	15	23%	26	16%	24	16%	14	16%	27	18%	106	17%	1123	13%
					17	12%	9	15%	21	13%	12	8%	6	6%	13	9%	61	10%	978	12%
					6	4%	2	3%	11	6%	15	10%	10	11%	12	8%	49	8%	608	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	31	23%	13	21%	40	25%	41	20%	26	29%	34	23%	144	23%	2057	24%
					39	29%	13	20%	51	32%	49	23%	25	28%	47	32%	185	30%	2682	32%
					28	21%	14	22%	23	14%	36	23%	9	10%	22	15%	104	17%	1398	17%
					21	16%	13	20%	30	18%	26	17%	16	17%	22	15%	106	17%	1367	16%
					14	10%	11	17%	18	11%	12	8%	14	16%	21	15%	76	12%	899	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	46	34%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1050	33%
					58	42%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1351	43%
					25	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	524	17%
					6	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	145	5%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	37	28%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	638	21%
					59	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1239	41%
					21	16%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	827	27%
					11	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	214	7%
					4	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	128	4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	45	34%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	859	27%
					60	45%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1333	42%
					20	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	595	19%
					5	4%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	229	7%
					4	3%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	155	5%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	69	50%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2089	46%
					43	31%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1536	34%
					13	9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	298	7%
					12	9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	381	8%
					2	1%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	215	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	47	34%	17	26%	48	30%	36	23%	27	29%	50	34%	178	29%	2728	32%
					51	37%	25	40%	70	43%	78	51%	40	44%	61	41%	275	44%	3630	43%
					22	16%	11	18%	17	10%	15	10%	11	12%	11	7%	65	11%	873	10%
					17	12%	8	13%	17	10%	21	14%	9	10%	19	13%	74	12%	862	10%
					2	1%	1	2%	10	6%	4	2%	5	5%	9	6%	29	5%	397	5%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	29	21%	8	13%	26	16%	18	12%	22	24%	24	16%	98	16%	1572	18%
					66	48%	16	26%	72	44%	80	52%	43	47%	73	49%	284	46%	4019	47%
					31	22%	19	31%	35	22%	34	22%	16	17%	20	14%	125	20%	1434	17%
					10	7%	15	24%	25	16%	16	11%	9	10%	19	13%	85	14%	1084	13%
					3	2%	4	7%	4	2%	5	4%	2	2%	12	8%	27	4%	390	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor President Vice President for Academic Affairs Academic Dean Provost Other	33	27%	1	2%	4	3%	28	31%	0	0%	8	7%	41	9%	545	9%
					0	0%	7	15%	14	10%	6	7%	8	11%	35	33%	69	15%	1192	19%
					1	1%	1	2%	1	1%	2	2%	2	2%	2	2%	8	2%	443	7%
					7	5%	4	8%	19	14%	10	11%	7	10%	5	5%	45	10%	775	12%
					81	67%	36	73%	94	71%	44	49%	58	77%	52	50%	283	63%	3365	53%
					0	0%	0	0%	1	1%	1	1%	0	0%	3	3%	5	1%	77	1%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	47	27%	1	3%	16	16%	17	29%	13	20%	16	19%	54	16%	870	17%
					41	41%	8	26%	48	47%	17	29%	17	27%	22	26%	113	33%	1484	29%
					23	23%	8	24%	21	21%	14	25%	14	22%	24	28%	82	24%	1329	26%
					7	7%	8	24%	10	9%	10	17%	11	17%	13	15%	51	15%	821	16%
					3	3%	7	22%	7	7%	9	15%	9	14%	10	12%	43	12%	635	12%
Q47	global satisfaction	how long will remain at institution	For the rest of my career For the foreseeable future For no more than 5 years after examir I haven't thought that far ahead	For the rest of my career For the foreseeable future For no more than 5 years after examir I haven't thought that far ahead	15	12%	5	10%	21	14%	15	11%	17	20%	17	13%	76	14%	1315	17%
					63	49%	22	42%	61	41%	63	45%	36	42%	65	47%	247	44%	3531	45%
					17	13%	11	21%	26	17%	26	19%	15	18%	22	16%	101	18%	1067	14%
					33	26%	15	28%	42	28%	36	25%	17	20%	32	24%	142	25%	1870	24%
Q47B	global satisfaction	why you plan to remain at institution for more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic ir Prefer to work in private industry Prefer to work in government Other	12	82%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	249	68%
					1	6%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	2%
					0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	1%
					2	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	106	29%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

OVERALL

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	63	47%	20	33%	64	41%	61	41%	46	51%	68	46%	259	43%	3600	44%
				Somewhat agree	39	30%	16	27%	44	28%	49	33%	26	29%	45	31%	180	30%	2622	32%
				Neither agree nor disagree	9	7%	7	12%	22	14%	15	10%	5	5%	13	9%	62	10%	821	10%
				Somewhat disagree	19	14%	12	20%	12	8%	16	11%	7	7%	14	9%	60	10%	749	9%
				Strongly disagree	3	2%	4	7%	14	9%	7	4%	7	8%	7	5%	38	6%	438	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	74	56%	24	40%	71	45%	71	47%	51	58%	69	48%	286	48%	3900	47%
				Recommend with reservations	52	40%	30	51%	74	47%	72	48%	33	37%	65	45%	274	46%	3770	46%
				Not recommend dept	5	4%	6	10%	12	8%	8	5%	5	5%	9	6%	40	7%	544	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	33	24%	7	12%	26	16%	21	14%	19	21%	18	12%	92	15%	1569	19%
				Good	69	50%	23	37%	80	49%	83	54%	50	55%	80	55%	316	51%	4106	49%
				So-so	28	21%	24	39%	42	26%	43	28%	18	20%	37	25%	165	27%	2068	25%
				Bad	5	3%	5	8%	11	7%	4	3%	3	3%	5	3%	29	5%	434	5%
				Awful	1	1%	2	3%	4	2%	2	1%	1	1%	1	1%	5	4%	14	2%



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FREQUENCY DISTRIBUTIONS
 University of North Carolina at Charlotte

GENDER

MALES

FEMALES

item	theme	name	description	response scale	Your institution			All comparables			Your institution			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	14	18%	74	19%	1040	20%	14	20%	46	17%	678	18%
				Fairly clear	41	52%	207	54%	2663	52%	40	58%	136	51%	1898	51%
				Neither clear nor unclear	11	14%	58	15%	707	14%	6	9%	34	13%	445	12%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly unclear	2	3%	10	3%	9	10%	7	11%	40	15%	498	13%
				Very unclear	11	14%	66	17%	889	17%	8	13%	48	18%	630	17%
				Fairly clear	41	52%	189	49%	2602	51%	42	62%	135	51%	1858	50%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Neither clear nor unclear	13	17%	76	20%	775	15%	7	11%	34	13%	489	13%
				Fairly unclear	9	12%	35	9%	592	12%	6	9%	33	12%	524	14%
				Very unclear	3	4%	21	6%	285	6%	3	5%	14	5%	230	6%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	8	11%	52	14%	590	11%	6	9%	34	13%	394	11%
				Fairly clear	29	38%	164	42%	2177	42%	28	41%	113	43%	1554	42%
				Neither clear nor unclear	27	35%	95	25%	1123	22%	16	24%	53	20%	664	18%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly unclear	5	7%	26	7%	433	9%	8	13%	35	13%	488	13%
				Very unclear	3	4%	21	5%	420	8%	6	9%	22	8%	352	9%
				Very clear	10	13%	68	18%	799	16%	7	10%	36	13%	506	14%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Neither clear nor unclear	43	56%	162	42%	2354	46%	34	50%	128	49%	1671	45%
				Fairly unclear	17	22%	94	25%	1056	21%	14	21%	46	17%	700	19%
				Very unclear	6	8%	47	12%	624	12%	8	13%	39	15%	603	16%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very unclear	1	1%	12	3%	278	5%	12	16%	16	6%	228	6%
				Fairly clear	10	13%	80	21%	987	19%	8	12%	46	17%	569	15%
				Neither clear nor unclear	36	47%	165	43%	2211	44%	25	39%	110	42%	1521	41%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly unclear	22	29%	98	26%	1204	24%	18	28%	61	23%	897	24%
				Very unclear	5	7%	26	7%	433	9%	8	13%	35	13%	488	13%
				Very clear	11	14%	63	16%	1159	23%	8	11%	48	18%	716	19%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	41	54%	212	55%	2516	49%	44	64%	140	53%	1850	50%
				Neither clear nor unclear	13	17%	58	15%	671	13%	6	9%	29	11%	435	12%
				Very unclear	11	15%	43	11%	580	11%	8	12%	43	16%	571	15%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very unclear	0	0%	10	3%	186	4%	3	4%	3	1%	142	4%
				Fairly clear	10	13%	51	14%	859	17%	9	13%	39	15%	665	18%
				Neither clear nor unclear	43	57%	174	46%	2503	49%	37	55%	122	48%	1803	49%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly unclear	18	24%	81	22%	924	18%	15	22%	48	19%	593	16%
				Very unclear	3	4%	56	15%	598	12%	4	6%	42	16%	516	14%
				Very clear	2	3%	13	3%	173	3%	4	5%	5	2%	102	3%
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly clear	3	5%	32	9%	494	10%	9	14%	28	11%	345	10%
				Neither clear nor unclear	29	40%	105	30%	1535	32%	15	23%	58	24%	1078	31%
				Very unclear	26	36%	97	28%	1434	30%	20	32%	67	28%	980	28%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly unclear	9	13%	76	22%	905	19%	15	23%	60	25%	796	23%
				Very unclear	4	6%	36	10%	412	9%	5	8%	28	11%	285	8%
				Very clear	6	9%	28	8%	484	10%	4	6%	28	11%	374	10%
Q25C	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	33	45%	128	34%	1780	35%	26	38%	86	33%	1295	35%
				Neither clear nor unclear	24	33%	113	30%	1401	28%	17	25%	62	24%	862	24%
				Very unclear	8	11%	76	20%	936	19%	15	22%	62	24%	763	21%
Q25D	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly unclear	2	3%	32	9%	419	8%	7	10%	24	9%	349	10%
				Very clear	3	4%	20	5%	342	7%	2	3%	17	7%	280	8%
				Neither clear nor unclear	27	37%	79	21%	1411	29%	19	28%	65	25%	1049	29%
Q25E	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly unclear	26	36%	127	34%	1533	31%	23	34%	66	26%	1012	28%
				Very unclear	12	17%	85	23%	1085	22%	14	21%	71	28%	882	24%
				Very clear	4	6%	58	16%	555	11%	9	14%	37	14%	404	11%
Q25F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	2	3%	19	5%	295	6%	3	4%	15	6%	220	6%
				Neither clear nor unclear	26	35%	87	24%	1173	24%	14	21%	65	25%	912	26%
				Very unclear	27	37%	119	32%	1596	33%	17	25%	67	26%	987	28%
Q25G	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly unclear	14	19%	92	25%	1110	23%	14	21%	69	27%	950	27%
				Very unclear	4	6%	51	14%	671	14%	8	11%	38	15%	486	14%
				Very reasonable	12	16%	75	19%	1360	27%	10	15%	46	18%	721	20%
Q25H	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly reasonable	44	58%	189	49%	2118	42%	36	53%	130	49%	1575	43%
				Neither reasonable nor unreasonable	13	17%	76	20%	977	19%	14	21%	59	22%	753	20%
				Fairly unreasonable	5	7%	36	9%	437	9%	5	8%	25	10%	494	13%
Q25I	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very unreasonable	2	3%	10	3%	171	3%	3	4%	3	1%	136	4%
				Very reasonable	15	19%	72	19%	1363	27%	11	17%	52	20%	934	26%
				Fairly reasonable	42	55%	158	42%	2080	42%	30	45%	107	42%	1490	41%
Q25J	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly reasonable	17	22%	120	32%	1182	24%	22	32%	77	30%	840	23%
				Neither reasonable nor unreasonable	2	3%	22	6%	273	5%	4	6%	15	6%	304	8%
				Very unreasonable	1	1%	3	1%	105	2%	0	0%	6	2%	77	2%

GENDER

item	theme	name	description	response scale	MALES			FEMALES			All comparables			
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness	> advisor	expectations > An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	3	4%	41	12%	895	19%	7	11%	30	12%
					31	42%	110	32%	1433	31%	13	21%	54	22%
					31	43%	174	50%	2000	43%	34	54%	126	52%
					0	0%	6	2%	244	5%	3	5%	25	10%
					0	0%	6	2%	105	2%	6	9%	7	3%
					6	7%	51	13%	974	20%	6	9%	39	15%
					33	45%	114	30%	1544	31%	24	35%	76	29%
Q25D	tenure expectations: reasonableness	> colleague in department	expectations > A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	31	42%	183	48%	2036	41%	31	45%	124	47%
					2	3%	21	5%	253	5%	3	5%	13	5%
					2	3%	9	2%	122	2%	5	7%	9	4%
					5	7%	30	8%	681	14%	4	6%	33	13%
					26	36%	80	22%	1284	27%	17	25%	49	19%
Q25E	tenure expectations: reasonableness	> campus citizen	expectations > A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	38	52%	235	64%	2520	52%	44	64%	159	62%
					3	4%	15	4%	225	5%	1	1%	11	4%
					1	1%	9	2%	105	2%	2	3%	3	1%
					3	5%	25	7%	610	13%	5	7%	29	11%
					26	36%	89	24%	1167	25%	16	23%	52	21%
Q25F	tenure expectations: reasonableness	> member of community	expectations > A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	40	54%	227	62%	2631	56%	43	63%	159	63%
					2	3%	16	4%	217	5%	4	5%	11	4%
					2	3%	10	3%	98	2%	1	2%	3	1%
					9	12%	80	21%	974	20%	9	14%	58	23%
					30	41%	148	39%	1616	32%	24	36%	98	38%
Q26	tenure practices overall		messages about tenure from tenured colleagues	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	5	7%	37	10%	522	10%	7	10%	19	8%
					15	20%	75	20%	1067	21%	15	22%	54	21%
					23	34%	126	34%	1570	32%	25	38%	79	31%
					23	34%	132	36%	1770	36%	26	40%	98	39%
Q27A	tenure practices overall		In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	11	16%	34	9%	566	12%	5	8%	25	10%
					10	14%	52	14%	583	12%	7	11%	33	13%
					1	2%	21	6%	362	7%	2	3%	17	7%
					23	31%	86	22%	1280	25%	8	12%	49	19%
Q28	nature of work overall		The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	35	46%	203	53%	2553	50%	36	53%	129	50%
					9	12%	38	10%	441	9%	14	20%	36	14%
					6	8%	47	12%	642	13%	10	14%	39	15%
					2	3%	8	2%	145	3%	0	0%	6	2%
					20	27%	N/A	N/A	499	19%	8	12%	N/A	N/A
					32	43%	N/A	N/A	1295	49%	25	37%	N/A	N/A
Q28B	nature of work overall		The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	8	10%	N/A	N/A	399	15%	14	21%	N/A	N/A
					11	14%	N/A	N/A	341	13%	17	25%	N/A	N/A
					4	6%	N/A	N/A	111	4%	4	5%	N/A	N/A
					28	38%	130	36%	1872	38%	18	27%	97	39%
					34	45%	155	43%	2171	44%	40	58%	104	42%
Q29A	nature of work > teaching		The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	5	7%	45	12%	465	9%	5	8%	17	7%
					7	9%	25	7%	368	7%	5	7%	22	9%
					1	1%	6	2%	75	2%	0	0%	9	4%
					26	34%	149	42%	1834	37%	19	27%	100	40%
					30	39%	116	32%	1710	34%	30	44%	88	35%
Q29B	nature of work > teaching		The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	9%	51	14%	613	12%	6	9%	25	10%
					12	16%	32	9%	579	12%	6	9%	31	12%
					1	1%	11	3%	222	4%	4	6%	5	2%
					40	53%	176	50%	2509	51%	29	43%	122	49%
					22	29%	106	30%	1576	32%	24	35%	86	34%
Q29C	nature of work > teaching		The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	9%	44	12%	431	9%	5	7%	11	4%
					6	7%	20	6%	294	6%	5	8%	22	9%
					1	1%	8	2%	137	3%	3	4%	9	3%
					48	64%	225	63%	3332	68%	36	53%	152	61%
					22	29%	85	24%	1199	24%	24	35%	69	28%
Q29D	nature of work > teaching		The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	6	8%	31	9%	240	5%	6	9%	14	6%
					0	0%	9	3%	111	2%	1	1%	9	4%
					29	38%	127	35%	1683	34%	18	26%	81	33%
					30	40%	139	39%	1974	40%	26	38%	96	39%
Q29E	nature of work > teaching		The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	11	15%	48	13%	590	12%	10	15%	29	12%
					4	6%	28	8%	491	10%	10	15%	25	10%
					1	1%	17	5%	209	4%	4	7%	18	7%



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FREQUENCY DISTRIBUTIONS
 University of North Carolina at Charlotte

GENDER

item	theme	name	description	response scale	MALES			FEMALES			All comparables					
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%		
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3 24 19 21	4% 34% 26% 30%	36 93 78 80	12% 30% 26% 26%	845 1455 990 852	19% 30% 22% 19%	4 69 18 17	7% 30% 28% 28%	36 1131 37 47	17% 36% 18% 22%	676 559 585 194	21% 18% 19% 6%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	13 27 17 7	19% 41% 25% 10%	59 151 70 54	16% 42% 20% 15%	955 1830 818 728	21% 40% 18% 20%	11 25 11 12	18% 41% 18% 20%	62 94 45 33	25% 39% 19% 20%	766 1331 487 445	24% 42% 15% 14%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	9 30 12 20	12% 39% 16% 27%	45 137 55 112	12% 36% 14% 29%	709 1639 664 1409	14% 32% 13% 28%	3 22 11 27	4% 32% 16% 39%	25 71 35 86	8% 25% 11% 36%	291 917 388 1311	8% 25% 11% 36%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3 19 26 20	5% 27% 36% 27%	35 102 109 83	5% 29% 31% 24%	463 473 1517 868	10% 10% 28% 19%	1 22 20 12	1% 34% 31% 19%	21 60 78 47	9% 28% 33% 20%	240 727 1093 788	7% 22% 33% 24%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3 32 9 10	4% 43% 12% 13%	192 118 37 64	5% 31% 10% 17%	2877 1524 370 901	57% 30% 7% 18%	28 29 8 3	42% 43% 11% 13%	146 74 20 45	57% 31% 8% 22%	1998 1124 291 808	55% 31% 8% 22%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	1 23 32 9	1% 31% 43% 13%	6 67 128 81	2% 18% 34% 21%	58 1125 1725 785	2% 22% 34% 16%	2 14 27 12	0% 20% 40% 17%	5 54 84 39	1% 21% 33% 15%	65 750 1174 486	2% 21% 32% 13%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	6 13 18 7	8% 27% 19% 10%	40 120 85 64	11% 33% 24% 18%	637 1403 996 997	14% 30% 21% 21%	4 16 19 14	6% 24% 19% 29%	33 63 45 67	9% 26% 18% 26%	433 808 613 857	12% 26% 18% 26%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	23 6 15 8	30% 8% 20% 11%	97 140 52 54	26% 37% 14% 14%	1464 1737 642 764	29% 35% 13% 15%	3 15 12 8	9% 27% 13% 18%	33 26 54 26	9% 27% 21% 19%	398 1014 440 660	11% 28% 12% 18%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	11 23 23 17	14% 30% 30% 22%	53 146 95 60	15% 29% 26% 16%	709 1643 1120 899	15% 34% 23% 19%	5 21 10 20	8% 31% 15% 31%	31 86 56 50	13% 30% 23% 23%	472 1020 776 783	14% 30% 22% 23%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	15 34 17 8	19% 45% 23% 10%	46 144 112 33	13% 41% 32% 9%	857 1933 1261 498	18% 41% 27% 11%	9 35 14 4	14% 56% 22% 6%	37 101 61 23	15% 42% 25% 10%	713 1355 776 416	21% 39% 23% 12%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2 27 9 10	3% 36% 12% 14%	15 160 71 55	4% 43% 19% 15%	176 1035 967 684	4% 21% 20% 14%	1 14 10 10	1% 22% 30% 14%	17 48 106 38	7% 23% 42% 15%	174 825 1341 561	5% 23% 37% 15%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	7 36 19 8	10% 50% 28% 10%	85 157 88 35	23% 42% 23% 9%	322 2028 1033 481	25% 40% 21% 10%	3 31 21 7	5% 45% 15% 11%	8 94 38 21	8% 37% 15% 8%	265 1365 480 246	7% 37% 13% 7%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	23 39 8 2	31% 52% 10% 3%	119 187 15 5	32% 50% 14% 1%	2012 2213 166 70	40% 44% 3% 1%	31 36 1 0	45% 52% 2% 0%	131 98 4 2	51% 38% 2% 1%	2057 1299 67 33	56% 35% 2% 1%

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item	theme	name	description	response scale	MALES			FEMALES				
					Your institution	All comparables	All selected peers	Your institution	All comparables	All selected peers		
					Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	25	33%	124	33%	1687	34%	107	42%
					43	57%	191	51%	2496	50%	38	56%
					5	7%	42	11%	547	11%	3	5%
					1	1%	16	4%	204	4%	2	3%
					1	1%	4	1%	56	1%	1	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	25	34%	116	31%	1533	31%	24	35%
					38	53%	194	51%	2421	49%	35	51%
					8	11%	51	13%	729	15%	6	10%
					1	1%	13	3%	216	4%	2	3%
					1	1%	3	1%	76	2%	6	2%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	26	35%	128	34%	1789	36%	30	45%
					39	53%	166	44%	1931	39%	30	45%
					6	8%	62	17%	797	16%	6	9%
					1	1%	10	3%	296	6%	1	1%
					2	3%	8	2%	137	3%	0	0%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	11	16%	52	14%	748	15%	10	15%
					40	56%	172	46%	2252	45%	40	58%
					12	16%	90	24%	1192	24%	15	22%
					8	11%	48	13%	621	12%	4	5%
					2	3%	13	3%	160	3%	0	0%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	46	63%	176	46%	2632	53%	46	67%
					25	35%	160	42%	1888	38%	21	30%
					2	3%	35	9%	323	6%	2	3%
					0	0%	7	2%	116	2%	4	2%
					0	0%	1	0%	44	1%	0	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	33	45%	97	26%	1972	40%	36	54%
					27	36%	147	39%	1865	34%	21	32%
					1	1%	96	26%	945	19%	9	13%
					1	1%	28	7%	248	5%	1	1%
					0	0%	6	2%	101	2%	0	0%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	14	20%	52	14%	848	17%	23	34%
					33	46%	118	32%	1550	32%	28	42%
					21	29%	149	40%	1787	37%	3	18%
					3	4%	45	12%	490	10%	3	5%
					1	1%	10	3%	214	4%	0	0%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	23	32%	111	29%	1831	37%	32	48%
					41	57%	190	50%	2246	45%	32	48%
					8	11%	58	15%	698	14%	2	3%
					0	0%	17	4%	146	3%	1	1%
					1	1%	4	1%	45	1%	0	0%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	39	54%	158	42%	2700	54%	44	66%
					32	44%	184	49%	1925	39%	21	31%
					0	0%	28	7%	277	6%	0	0%
					1	1%	6	2%	57	1%	2	3%
					0	0%	1	0%	12	0%	0	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	21	29%	83	22%	1289	26%	12	18%
					39	55%	207	56%	2573	52%	133	53%
					11	15%	57	15%	761	15%	13	20%
					1	1%	18	5%	245	5%	2	3%
					0	0%	7	2%	78	2%	0	0%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	18	26%	78	21%	1225	25%	28	42%
					24	34%	105	28%	1275	26%	13	19%
					18	25%	94	25%	1223	25%	12	18%
					4	6%	43	12%	467	10%	5	8%
					7	9%	50	13%	651	13%	7	11%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	13	18%	46	13%	903	18%	6	9%
					19	26%	82	22%	1154	24%	17	26%
					27	36%	128	35%	1468	30%	24	37%
					6	8%	59	16%	710	14%	12	18%
					8	11%	54	15%	664	14%	6	10%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	22	30%	77	21%	1329	27%	25	39%
					25	35%	149	41%	1736	36%	26	39%
					19	27%	86	24%	1117	23%	9	14%
					2	3%	24	7%	295	6%	2	3%
					3	5%	27	7%	371	8%	3	5%

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item	theme	name	description	response scale	Your institution			All comparables			Your institution			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%		
Q34A1	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	21	28%	101	28%	1331	27%	20	32%	96	39%	1280	36%
				Important	26	36%	121	33%	1455	30%	13	20%	60	24%	804	23%
				Neither important nor unimportant	17	24%	80	22%	1129	23%	19	31%	50	20%	783	22%
				Unimportant	5	7%	37	10%	434	9%	7	12%	17	7%	268	7%
				Very unimportant	3	4%	28	8%	519	11%	3	5%	26	10%	420	12%
Q34A1	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	9	13%	N/A	N/A	105	6%	10	16%	N/A	N/A	229	16%
				Important	18	26%	N/A	N/A	348	20%	18	27%	N/A	N/A	392	27%
				Neither important nor unimportant	31	44%	N/A	N/A	737	42%	23	34%	N/A	N/A	465	32%
				Unimportant	3	4%	N/A	N/A	332	19%	12	18%	N/A	N/A	185	13%
				Very unimportant	9	13%	N/A	N/A	250	14%	4	6%	N/A	N/A	160	11%
Q34A1	policy/practice > importance > work/home	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	28	38%	N/A	N/A	578	32%	20	31%	N/A	N/A	491	34%
				Important	25	35%	N/A	N/A	657	36%	19	29%	N/A	N/A	432	30%
				Neither important nor unimportant	14	20%	N/A	N/A	347	19%	19	31%	N/A	N/A	301	21%
				Unimportant	1	1%	N/A	N/A	107	6%	5	7%	N/A	N/A	108	7%
				Very unimportant	4	6%	N/A	N/A	119	7%	1	2%	N/A	N/A	113	8%
Q34A1	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	11	15%	N/A	N/A	269	15%	23	36%	N/A	N/A	488	33%
				Important	34	47%	N/A	N/A	744	42%	27	41%	N/A	N/A	588	41%
				Neither important nor unimportant	20	27%	N/A	N/A	530	30%	11	17%	N/A	N/A	252	18%
				Unimportant	3	4%	N/A	N/A	127	7%	3	4%	N/A	N/A	63	4%
				Very unimportant	4	6%	N/A	N/A	107	6%	1	1%	N/A	N/A	61	4%
Q34A2	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	1	2%	N/A	N/A	66	4%	4	6%	N/A	N/A	173	12%
				Important	7	10%	N/A	N/A	220	13%	15	24%	N/A	N/A	289	20%
				Neither important nor unimportant	36	53%	N/A	N/A	796	46%	25	41%	N/A	N/A	559	39%
				Unimportant	14	20%	N/A	N/A	348	20%	14	22%	N/A	N/A	205	14%
				Very unimportant	10	15%	N/A	N/A	309	18%	5	7%	N/A	N/A	192	14%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	2	3%	21	8%	311	8%	4	7%	17	11%	256	9%
				Effective	13	23%	73	28%	1085	28%	16	28%	50	32%	836	30%
				Neither effective nor ineffective	22	38%	91	35%	1029	27%	18	31%	33	21%	571	21%
				Ineffective	11	20%	42	16%	780	20%	12	21%	33	21%	604	22%
				Very ineffective	8	15%	34	13%	610	16%	7	12%	24	15%	499	18%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	8	13%	24	7%	727	16%	5	9%	46	21%	656	20%
				Effective	30	46%	147	44%	1835	40%	30	53%	89	40%	1314	39%
				Neither effective nor ineffective	14	21%	89	26%	1085	24%	13	23%	38	17%	638	19%
				Ineffective	9	14%	41	12%	567	12%	7	13%	31	14%	436	13%
				Very ineffective	4	6%	35	10%	359	8%	2	3%	19	9%	293	9%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	8	11%	43	12%	639	14%	6	9%	50	20%	591	17%
				Effective	45	59%	173	48%	1972	43%	40	59%	104	43%	1474	43%
				Neither effective nor ineffective	8	11%	75	21%	1025	22%	9	14%	39	16%	613	18%
				Ineffective	9	12%	43	12%	638	14%	7	11%	36	15%	460	14%
				Very ineffective	5	7%	29	8%	347	8%	4	7%	14	6%	259	8%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	10	14%	38	11%	549	13%	11	16%	39	17%	492	15%
				Effective	39	54%	160	45%	1750	40%	32	48%	104	44%	1361	43%
				Neither effective nor ineffective	12	17%	85	24%	1115	25%	14	21%	40	17%	612	19%
				Ineffective	8	11%	45	12%	584	13%	6	9%	36	15%	447	14%
				Very ineffective	3	4%	30	8%	396	9%	4	5%	15	6%	266	8%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	1	1%	27	8%	275	7%	5	7%	20	9%	214	7%
				Effective	28	38%	90	27%	936	23%	20	32%	56	26%	670	23%
				Neither effective nor ineffective	24	37%	104	31%	1184	29%	12	19%	61	28%	727	25%
				Ineffective	12	18%	73	22%	893	22%	19	31%	42	19%	676	23%
				Very ineffective	5	7%	44	13%	773	19%	6	10%	41	19%	602	21%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	11	16%	16	6%	402	10%	5	9%	12	7%	408	14%
				Effective	24	37%	86	29%	1421	35%	23	40%	75	41%	1160	39%
				Neither effective nor ineffective	24	37%	121	42%	1486	37%	20	36%	55	30%	820	28%
				Ineffective	7	10%	55	19%	500	12%	8	14%	24	13%	365	12%
				Very ineffective	0	0%	13	4%	259	6%	1	2%	17	9%	191	6%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	8	11%	40	11%	777	17%	3	4%	31	13%	665	19%
				Effective	30	42%	125	36%	1625	36%	30	44%	96	40%	1248	37%
				Neither effective nor ineffective	10	14%	73	21%	865	19%	10	15%	31	13%	444	13%
				Ineffective	19	26%	62	18%	734	16%	16	24%	54	22%	618	18%
				Very ineffective	4	6%	51	14%	536	12%	8	12%	31	13%	443	13%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	7	17%	17	8%	451	15%	6	13%	8	7%	425	20%
				Effective	13	31%	47	23%	726	24%	17	40%	32	28%	549	26%
				Neither effective nor ineffective	11	26%	78	38%	900	30%	11	25%	28	25%	426	20%
				Ineffective	8	18%	32	16%	439	15%	6	15%	27	24%	354	17%
				Very ineffective	3	8%	30	15%	496	16%	3	7%	19	16%	378	18%

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item	theme	name	description	response scale	MALES			FEMALES							
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables					
					Count	%	Count	%	Count	%	Count	%			
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	7 9 18 1 0	20% 26% 52% 3% 0%	18 62 112 13 13	8% 28% 52% 6% 6%	223 605 1205 216 243	9% 38% 48% 9% 7%	5 11 9 1 2	18% 32% 4% 4% 2%	20 35 33 23 15	16% 27% 25% 18% 12%	
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5 20 12 10 6	9% 37% 24% 18% 12%	30 94 81 52 31	10% 33% 28% 18% 11%	889 1194 921 613 481	14% 32% 25% 16% 13%	8 12 10 11 3	19% 28% 22% 25% 6%	29 59 29 28 28	17% 34% 17% 16% 19%	
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	11 33 11 10 6	16% 49% 16% 14% 9%	46 137 64 45 27	14% 43% 20% 14% 8%	889 1734 835 577 353	20% 40% 19% 13% 8%	9 31 8 4 4	15% 52% 14% 6% 4%	41 86 31 24 15	21% 44% 16% 12% 11%	
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3 32 22 11 0	4% 47% 32% 16% 2%	21 99 97 43 32	7% 34% 33% 15% 11%	342 1360 1223 688 381	9% 34% 36% 17% 10%	1 30 22 6 2	2% 48% 36% 10% 3%	8 56 52 40 19	4% 32% 28% 23% 11%	
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 2 8 3 10	0% 10% 34% 12% 43%	2 17 50 44 43	1% 10% 32% 28% 28%	112 281 810 380 495	5% 14% 39% 18% 24%	0 0 1 1 8	0% 0% 9% 11% 81%	2 9 12 32 37	3% 10% 14% 22% 37%	
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	2 5 8 5 7	11% 37% 23% 29% 38%	8 42 18 39 23	7% 38% 17% 35% 14%	196 658 298 626 306	10% 35% 16% 33% 15%	0 2 2 3 3	0% 26% 26% 37% 40%	4 16 11 19 31	7% 32% 16% 36% 23%	
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	7 3 7 0 2	38% 18% 35% 0% 10%	23 66 45 15 14	14% 40% 28% 9% 9%	306 621 744 168 202	15% 30% 36% 8% 10%	10 9 1 1 1	40% 36% 16% 4% 4%	31 56 25 12 9	23% 42% 19% 9% 7%	
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5 10 11 10 0	14% 27% 29% 27% 0%	53 57 35 51 N/A	20% 31% 17% 24% N/A	472 734 413 574 N/A	20% 31% 17% 24% N/A	5 9 4 7 N/A	17% 33% 16% 27% N/A	29 22 21 32 N/A	24% 18% 17% 26% N/A	
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 10 0 0 1	0% 92% 0% 0% 8%	N/A N/A N/A N/A N/A	2% N/A N/A N/A N/A	5 238 33 27 76	5% 72% 10% 11% 8%	0 2 1 2 0	0% 31% 15% 39% 0%	N/A N/A N/A N/A N/A	7 83 24 31 56	4% 51% 14% 19% 10%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1 6 2 9 0	6% 49% 13% 49% 0%	N/A N/A N/A N/A N/A	8% 29% 17% 25% N/A	76 263 182 151 221	8% 29% 20% 17% 25%	0 2 3 2 2	0% 11% 20% 20% 44%	N/A N/A N/A N/A N/A	6 181 110 91 114	10% 33% 20% 16% 21%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1 5 8 1 1	6% 49% 32% 6% 6%	N/A N/A N/A N/A N/A	5% 25% 42% 16% 11%	35 169 277 110 74	5% 25% 42% 16% 11%	2 7 5 2 0	12% 30% 31% 19% 14%	N/A N/A N/A N/A N/A	55 126 109 85 82	12% 28% 24% 19% 18%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1 9 0 0 1	9% 81% 0% 0% 9%	N/A N/A N/A N/A N/A	4% 12% 66% 39% 11%	44 237 39 34 4	12% 66% 39% 11% 11%	0 4 1 0 0	0% 81% 19% 0% 0%	N/A N/A N/A N/A N/A	8 81 19 34 21	5% 49% 11% 21% 13%
Q35A	policy/practice > work/home	institution makes having children compatible and tenure-track agreement	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	10 13 9 12 3	22% 27% 26% 19% 6%	22 91 68 42 24	9% 37% 27% 17% 10%	408 994 833 619 417	12% 30% 25% 19% 13%	5 17 26 7 6	12% 39% 25% 15% 13%	26 55 26 29 41	15% 27% 15% 24% 21%	



The Collaborative on Academic Careers in Higher Education
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 Survey Administration 2008-09

FREQUENCY DISTRIBUTIONS
 University of North Carolina at Charlotte

GENDER

MALES

FEMALES

item	theme	name	description	response scale	Your institution			All comparables			Your institution			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%		
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	9	19%	25	10%	321	10%	1	2%	16	9%	187	7%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	17	34%	72	27%	891	26%	9	20%	53	29%	660	25%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	19	37%	79	30%	1095	32%	15	33%	59	32%	831	32%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	21	35%	N/A	N/A	831	38%	21	36%	N/A	N/A	567	33%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied Neither satisfied nor dissatisfied Dissatisfied	32	46%	128	35%	1856	36%	27	41%	106	42%	1363	38%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Satisfied Neither satisfied nor dissatisfied Dissatisfied	13	18%	68	18%	926	19%	10	15%	49	19%	563	16%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	31	44%	158	44%	1889	42%	25	39%	97	40%	1393	42%
Q38B	climate, culture, collegiality	interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	24	35%	124	34%	1592	35%	20	31%	77	31%	1073	32%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenure-track faculty	Your opportunities to collaborate with tenure-track faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	17	26%	88	24%	1182	25%	13	19%	64	27%	718	21%
Q38D	climate, culture, collegiality	value in your department work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	15	22%	120	33%	1431	30%	19	29%	60	25%	916	27%
Q39A	climate, culture, collegiality	amount of professional interaction with tenure-track colleagues	The amount of professional interaction you have with tenure-track colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	26	36%	142	38%	1647	34%	22	33%	74	30%	1126	32%
Q39B	climate, culture, collegiality	amount of personal interaction with tenure-track colleagues	The amount of personal interaction you have with tenure-track colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	15	22%	75	21%	1037	21%	15	23%	55	22%	742	21%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	18	26%	101	28%	1467	31%	17	25%	80	33%	1067	31%

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GENDER

MALES

FEMALES

item	theme	name	description	response scale	Your institution			All comparables			Your institution			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%		
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	25	32%	106	30%	1890	33%	18	28%	90	37%	1277	37%	
Q40	climate, culture, collegiality	how well you fit belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	30	42%	138	37%	1707	35%	21	33%	101	40%	1212	34%	
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	29	42%	138	37%	1707	35%	20	31%	64	25%	1191	33%	
Q41B	climate, culture, collegiality	opportunities for participation, appropriate to your rank, in the governance of your institution	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	33	49%	154	42%	2000	41%	26	41%	104	41%	1494	42%	
Q41C	climate, culture, collegiality	opportunities for participation, appropriate to your rank, in the governance of your department	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	32	47%	153	43%	2000	41%	28	42%	104	41%	1494	42%	
Q42	climate, culture, collegiality	on the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following collegial statements.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	34	47%	154	42%	2000	41%	35	53%	134	53%	1881	45%	
Q45A	global satisfaction	department as a place to work	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	32	44%	145	40%	1950	39%	23	35%	78	31%	1159	32%	
Q45B	global satisfaction	institution as a place to work	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	37	51%	169	46%	2300	47%	19	29%	69	40%	1494	42%	
Q46A	global satisfaction	chief academic officer	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	15	21%	73	20%	835	17%	16	24%	52	21%	598	17%	
Q46B	global satisfaction	vice president for academic affairs	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	4	5%	20	6%	270	5%	7	10%	24	9%	301	11%	
Q46C	global satisfaction	provost	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	42	65%	185	60%	2018	54%	40	68%	118	66%	1347	50%	
Q46D	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	0	0%	3	1%	43	1%	4	6%	15	6%	155	4%	
Q46E	global satisfaction	chancellor	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	20	31%	28	10%	279	8%	13	22%	13	7%	266	10%	
Q46F	global satisfaction	president	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	0	0%	40	15%	633	17%	0	0%	29	16%	559	21%	
Q46G	global satisfaction	academic dean	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	0	0%	7	3%	264	7%	1	2%	1	0%	179	7%	
Q46H	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	3%	30	11%	474	13%	5	8%	15	8%	301	11%	
Q46I	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	42	65%	185	60%	2018	54%	40	68%	118	66%	1347	50%	
Q46J	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	0	0%	3	1%	43	1%	4	6%	15	6%	155	4%	
Q46K	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46L	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46M	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46N	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46O	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46P	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46Q	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46R	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46S	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46T	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46U	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46V	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46W	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46X	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46Y	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	
Q46Z	global satisfaction	other	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	31%	121	33%	1585	33%	17	26%	66	27%	878	25%	

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GENDER

item	theme	name	description	response scale	MALES				FEMALES							
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables						
					Count	%	Count	%	Count	%	Count	%				
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	35	50%	150	42%	2074	43%	28	44%	109	45%	1526	44%
				Somewhat agree	23	33%	101	28%	1519	32%	17	26%	79	33%	1103	32%
				Neither agree nor disagree	2	3%	42	12%	507	11%	7	11%	20	8%	314	9%
				Somewhat disagree	9	12%	40	11%	419	9%	11	17%	20	8%	330	10%
				Strongly disagree	1	2%	24	7%	257	5%	2	3%	14	6%	181	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	36	54%	164	46%	2255	47%	37	59%	121	49%	1646	48%
				Recommend with reservations	30	45%	165	46%	2181	46%	22	35%	110	45%	1589	46%
				Not recommend dept	1	2%	25	7%	317	7%	4	6%	15	6%	226	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	20	29%	55	15%	960	20%	13	20%	37	15%	608	17%
				Good	35	50%	183	50%	2382	49%	34	51%	133	53%	1725	49%
				So-so	14	20%	101	28%	1150	24%	15	22%	64	25%	917	26%
				Bad	1	1%	17	5%	231	5%	4	6%	12	5%	203	6%
				Awful	0	0%	9	2%	121	2%	1	2%	5	2%	80	2%

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RACE/ETHNICITY
WHITE FACULTY
FACULTY OF COLOR

item	theme	name	description	response scale	Your institution - All selected peers					Your institution - All selected peers					All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	13	14%	90	19%	1243	19%	14	29%	30	18%	476	20%			
				Fairly clear	58	61%	253	53%	3328	52%	22	44%	90	53%	1227	50%			
				Neither clear nor unclear	7	7%	66	14%	777	12%	11	21%	27	16%	374	15%			
				Fairly unclear	14	15%	58	12%	740	12%	2	5%	17	10%	253	10%			
				Very unclear	4	4%	13	3%	337	5%	0	0%	6	3%	109	4%			
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	12	13%	91	19%	1109	17%	7	15%	23	14%	410	17%			
				Fairly clear	56	58%	239	50%	3244	50%	26	54%	84	50%	1210	50%			
				Neither clear nor unclear	9	9%	70	15%	855	13%	11	24%	39	23%	408	17%			
				Fairly unclear	13	13%	55	11%	830	13%	3	7%	13	8%	286	12%			
				Very unclear	7	7%	26	5%	388	6%	0	0%	10	6%	127	5%			
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	10	10%	69	14%	881	11%	5	11%	18	11%	302	12%			
				Fairly clear	33	35%	207	43%	2899	42%	23	49%	69	41%	1028	42%			
				Neither clear nor unclear	27	28%	95	20%	1243	19%	16	34%	54	32%	542	22%			
				Fairly unclear	18	18%	78	16%	1196	19%	2	4%	18	11%	383	16%			
				Very unclear	8	9%	32	7%	595	9%	1	2%	11	6%	177	7%			
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	14	14%	80	17%	950	15%	3	7%	23	14%	356	15%			
				Fairly clear	48	50%	212	44%	2924	46%	29	61%	79	47%	1095	45%			
				Neither clear nor unclear	22	23%	100	21%	1232	19%	9	20%	40	24%	523	22%			
				Fairly unclear	8	9%	72	15%	905	14%	6	13%	14	9%	318	13%			
				Very unclear	5	5%	17	4%	384	6%	0	0%	10	6%	122	5%			
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	11	12%	94	20%	1121	18%	6	13%	31	19%	434	18%			
				Fairly clear	40	41%	207	43%	2764	43%	22	49%	68	41%	963	40%			
				Neither clear nor unclear	30	31%	110	23%	1461	23%	10	23%	48	29%	639	27%			
				Fairly unclear	11	12%	51	11%	664	10%	2	5%	10	6%	236	10%			
				Very unclear	5	5%	17	3%	354	6%	9	10%	5	5%	112	5%			
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	10	11%	79	16%	1277	20%	8	17%	32	19%	596	25%			
				Fairly clear	53	55%	258	54%	3170	50%	31	66%	94	56%	1191	49%			
				Neither clear nor unclear	13	13%	63	13%	804	13%	6	14%	24	14%	300	12%			
				Fairly unclear	17	18%	71	15%	900	14%	2	4%	15	9%	252	10%			
				Very unclear	3	3%	10	2%	246	4%	0	0%	3	2%	82	3%			
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	11	12%	69	15%	1104	17%	7	15%	21	13%	419	17%			
				Fairly clear	54	55%	229	49%	3113	49%	26	57%	68	42%	1188	50%			
				Neither clear nor unclear	22	23%	83	18%	1068	17%	10	22%	46	28%	449	19%			
				Fairly unclear	5	5%	73	16%	845	13%	2	4%	25	15%	269	11%			
				Very unclear	5	5%	15	3%	203	3%	1	2%	3	2%	73	3%			
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	11	12%	44	10%	574	10%	1	3%	16	10%	265	11%			
				Fairly clear	22	25%	120	28%	1831	31%	22	47%	43	27%	777	34%			
				Neither clear nor unclear	32	36%	104	24%	1698	29%	14	31%	61	38%	717	31%			
				Fairly unclear	18	20%	106	25%	1305	22%	6	14%	31	19%	384	17%			
				Very unclear	7	8%	54	13%	540	9%	2	5%	10	6%	155	7%			
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	8	8%	42	9%	597	9%	3	6%	14	9%	261	11%			
				Fairly clear	35	37%	164	35%	2251	36%	24	51%	50	30%	820	35%			
				Neither clear nor unclear	26	28%	123	26%	1598	25%	15	31%	52	31%	662	29%			
				Fairly unclear	19	20%	102	22%	1275	20%	4	8%	37	22%	424	18%			
				Very unclear	6	7%	41	9%	580	9%	2	5%	14	9%	188	8%			
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	2	2%	26	6%	433	7%	3	7%	11	7%	188	8%			
				Fairly clear	33	35%	110	24%	1781	29%	13	29%	33	20%	675	29%			
				Neither clear nor unclear	30	32%	127	28%	1755	28%	20	42%	66	40%	790	34%			
				Fairly unclear	21	22%	120	26%	1508	24%	6	12%	36	22%	458	20%			
				Very unclear	9	10%	78	17%	739	12%	5	10%	17	10%	218	9%			
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	3%	23	5%	348	6%	3	5%	12	7%	167	7%			
				Fairly clear	24	26%	121	26%	1463	24%	16	33%	31	19%	619	27%			
				Neither clear nor unclear	33	35%	119	26%	1790	29%	21	43%	67	41%	792	35%			
				Fairly unclear	24	25%	125	27%	1596	26%	4	9%	37	23%	463	20%			
				Very unclear	10	11%	73	16%	904	15%	5	10%	15	9%	250	11%			
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	13%	94	20%	1522	24%	7	14%	27	16%	557	23%			
				Fairly reasonable	49	51%	234	49%	2634	42%	31	65%	84	50%	1055	44%			
				Neither reasonable nor unreasonable	21	22%	95	20%	1234	19%	7	14%	40	24%	495	21%			
				Fairly unreasonable	10	11%	47	10%	714	11%	0	0%	14	9%	216	9%			
				Very unreasonable	4	4%	10	2%	226	4%	3	7%	2	1%	80	3%			
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	20	21%	102	22%	1774	28%	6	12%	21	13%	520	22%			
				Fairly reasonable	45	47%	203	43%	2513	40%	27	57%	63	39%	1054	44%			
				Neither reasonable nor unreasonable	26	27%	129	28%	1433	23%	12	26%	68	41%	588	25%			
				Fairly unreasonable	4	4%	27	6%	409	7%	2	5%	10	6%	168	7%			
				Very unreasonable	1	1%	8	2%	130	2%	0	0%	1	1%	52	2%			

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item	theme	name	description	response scale	Your institution					All comparables					Your institution					All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q25C	tenure expectations: reasonableness	> advisor	An advisor to students - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	9	10%	56	13%	1065	18%	1	2%	15	9%	378	17%								
					22	25%	117	27%	1682	29%	21	47%	47	29%	726	32%								
					46	52%	213	50%	2588	44%	19	41%	87	54%	947	42%								
					3	3%	12	3%	350	6%	2	3%	10	6%	159	7%								
					3	3%	12	3%	137	2%	3	7%	1	1%	60	3%								
Q25D	tenure expectations: reasonableness	> colleague in department	A colleague in your department - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	32	34%	144	31%	1890	31%	25	52%	46	28%	741	32%								
					42	44%	227	48%	2551	41%	20	41%	79	47%	980	42%								
					6	6%	19	4%	353	6%	0	0%	15	9%	168	7%								
					6	6%	11	2%	167	3%	7	4%	7	4%	70	3%								
					6	6%	46	10%	883	15%	3	7%	17	10%	290	13%								
Q25E	tenure expectations: reasonableness	> campus citizen	A campus citizen - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	31	33%	98	21%	1565	26%	13	27%	32	20%	626	27%								
					52	55%	290	63%	3250	53%	29	63%	104	64%	1182	52%								
					4	4%	20	4%	271	4%	0	0%	6	4%	134	6%								
					2	2%	7	1%	118	2%	1	2%	5	3%	60	3%								
					6	6%	41	9%	758	13%	3	5%	13	8%	260	12%								
					24	25%	112	24%	1396	23%	18	38%	29	18%	592	26%								
Q25F	tenure expectations: reasonableness	> member of community	A member of the broader community - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	58	62%	284	62%	3414	57%	25	52%	102	63%	1204	54%								
					5	5%	18	4%	272	5%	1	2%	10	6%	139	6%								
					2	2%	6	1%	107	2%	1	2%	7	4%	52	2%								
					12	13%	100	21%	1130	18%	6	13%	37	22%	473	20%								
					34	36%	180	38%	2027	32%	21	44%	66	40%	728	31%								
Q26	tenure practices overall		I have received consistent messages from senior colleagues about the requirements for tenure.	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	6	6%	32	7%	557	9%	7	14%	25	15%	257	11%								
					25	27%	109	23%	1433	23%	5	10%	21	13%	514	22%								
					17	18%	49	10%	1137	18%	9	19%	18	11%	358	15%								
					30	35%	145	32%	1865	31%	17	38%	59	36%	701	31%								
Q27A	tenure practices overall		In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	31	35%	177	39%	2259	37%	18	40%	52	32%	790	35%								
					9	10%	53	12%	692	11%	6	14%	24	15%	319	14%								
					15	18%	53	12%	777	13%	2	5%	15	9%	278	12%								
					2	2%	25	5%	465	8%	1	2%	14	8%	195	9%								
					18	19%	94	20%	1389	22%	14	28%	40	24%	599	25%								
Q28	nature of work overall		The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	48	51%	256	54%	3199	50%	23	47%	76	46%	1179	49%								
					13	14%	50	11%	586	9%	10	20%	23	14%	259	11%								
					13	14%	64	13%	967	15%	3	6%	23	14%	309	13%								
					2	2%	11	2%	201	3%	0	0%	3	2%	61	3%								
					15	16%	N/A	N/A	509	15%	14	28%	N/A	N/A	240	19%								
Q28B	nature of work overall		The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	39	42%	N/A	N/A	1541	45%	18	37%	N/A	N/A	571	44%								
					13	14%	N/A	N/A	514	15%	9	18%	N/A	N/A	242	19%								
					22	23%	N/A	N/A	631	19%	6	13%	N/A	N/A	191	15%								
					6	6%	N/A	N/A	192	6%	2	4%	N/A	N/A	47	4%								
					33	35%	175	39%	2544	41%	13	27%	52	33%	816	34%								
Q29A	nature of work > teaching		The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	47	50%	201	45%	2594	42%	27	55%	57	36%	1049	44%								
					8	8%	32	7%	494	8%	3	6%	30	19%	253	11%								
					6	6%	36	8%	451	7%	6	11%	11	7%	208	9%								
					1	1%	7	1%	101	2%	0	0%	8	5%	44	2%								
					31	33%	188	42%	2387	39%	14	28%	61	38%	792	33%								
Q29B	nature of work > teaching		The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	38	40%	152	34%	2049	33%	21	44%	52	33%	830	35%								
					9	10%	52	12%	655	11%	3	7%	24	15%	283	12%								
					13	13%	49	11%	807	13%	6	12%	13	8%	325	14%								
					4	4%	8	2%	296	5%	5	10%	9	6%	136	6%								
					48	51%	237	53%	3289	53%	21	42%	61	39%	1038	44%								
Q29C	nature of work > teaching		The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	26	28%	134	30%	1797	29%	20	41%	58	37%	837	35%								
					6	6%	33	7%	475	8%	6	12%	22	14%	242	10%								
					9	10%	33	7%	449	7%	1	3%	9	6%	156	7%								
					5	5%	11	2%	172	3%	1	2%	6	4%	88	4%								
					57	60%	296	66%	4380	71%	27	56%	81	52%	1338	57%								
Q29D	nature of work > teaching		The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	30	32%	112	25%	1365	22%	16	32%	42	27%	740	31%								
					6	6%	22	5%	233	4%	0	0%	23	15%	162	7%								
					1	1%	12	3%	143	2%	6	4%	6	4%	82	3%								
					30	31%	159	35%	2196	35%	16	34%	49	31%	740	31%								
Q29E	nature of work > teaching		The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	37	38%	176	39%	2335	38%	19	40%	59	37%	959	41%								
					14	15%	54	12%	668	11%	6	12%	23	15%	286	12%								
					10	11%	36	8%	700	11%	5	10%	17	11%	270	11%								
					4	4%	25	6%	290	5%	2	4%	9	6%	111	5%								



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item	name	description	response scale	Your institution				All comparables				Your institution				All comparables			
				Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	4	4%	52	14%	1160	21%	4	9%	20	15%	359	17%				
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	17	20%	90	23%	1291	23%	7	17%	31	20%	428	20%				
Q30B	nature of work > research	amount of time to conduct research	amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	36	42%	186	42%	2261	41%	16	39%	60	38%	895	42%				
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	30	33%	128	30%	1472	26%	11	26%	34	22%	554	25%				
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	32	34%	146	34%	1909	33%	15	33%	41	27%	700	32%				
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	23	25%	93	20%	1398	22%	13	27%	28	17%	475	20%				
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following: Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	29	33%	139	31%	1597	28%	12	27%	45	28%	656	29%				
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services? Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	31	33%	158	34%	2038	32%	20	41%	59	35%	841	36%				
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services? Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	22	24%	107	24%	1381	23%	10	21%	44	27%	515	22%				
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services? Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	29	30%	89	20%	1259	21%	8	18%	21	13%	420	18%				
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services? Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	19	21%	71	15%	1360	22%	18	39%	35	21%	498	21%				
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success. Very important Important Neither important nor unimportant Unimportant Very unimportant	44	46%	180	38%	2552	41%	23	50%	71	43%	952	40%				
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success. Very important Important Neither important nor unimportant Unimportant Very unimportant	22	24%	96	20%	1167	19%	6	14%	30	18%	354	15%				

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					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	33	35%	165	35%	2397	48%	16	32%	66	40%	920	39%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	29	32%	150	32%	2174	35%	19	39%	61	37%	862	37%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	49	53%	192	41%	2360	38%	21	43%	61	37%	863	37%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	55	60%	213	46%	2787	45%	25	50%	72	44%	1151	49%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	4	4%	33	7%	312	5%	0	0%	8	5%	107	4%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	0	0%	9	2%	125	2%	0	0%	2	1%	25	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	22	24%	90	19%	1444	23%	16	34%	48	30%	710	30%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	47	50%	176	38%	2755	44%	18	38%	66	40%	1049	44%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	37	41%	202	43%	2129	34%	15	32%	68	41%	830	35%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	19	21%	103	22%	1710	27%	13	28%	54	33%	802	34%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	25	28%	100	22%	1314	21%	12	25%	49	30%	620	27%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	41	48%	160	35%	1905	31%	10	22%	50	31%	666	29%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	30	33%	131	29%	2245	36%	18	38%	56	35%	908	39%



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					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	19	21%	119	26%	1718	28%	22	48%	78	49%	900	39%
				Important	23	26%	136	30%	1605	26%	16	34%	45	28%	672	29%
				Neither important nor unimportant	31	35%	107	23%	1468	24%	5	12%	23	15%	442	19%
				Unimportant	9	11%	49	11%	564	9%	3	7%	5	3%	139	6%
				Very unimportant	7	7%	46	10%	788	13%	0	0%	7	5%	149	6%
Q34A1	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	10	11%	N/A	N/A	186	8%	10	21%	N/A	N/A	149	16%
				Important	24	27%	N/A	N/A	471	21%	11	25%	N/A	N/A	270	29%
				Neither important nor unimportant	36	40%	N/A	N/A	913	40%	18	38%	N/A	N/A	289	32%
				Unimportant	11	12%	N/A	N/A	379	17%	4	9%	N/A	N/A	137	15%
				Very unimportant	9	10%	N/A	N/A	338	15%	4	8%	N/A	N/A	73	8%
Q34A1	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	22	24%	N/A	N/A	698	30%	26	55%	N/A	N/A	370	39%
				Important	36	40%	N/A	N/A	765	33%	8	17%	N/A	N/A	324	35%
				Neither important nor unimportant	24	27%	N/A	N/A	496	21%	9	20%	N/A	N/A	152	16%
				Unimportant	5	5%	N/A	N/A	160	7%	1	2%	N/A	N/A	54	6%
				Very unimportant	3	3%	N/A	N/A	194	8%	2	5%	N/A	N/A	38	4%
Q34A1	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	19	21%	N/A	N/A	472	21%	15	32%	N/A	N/A	265	29%
				Important	38	43%	N/A	N/A	939	41%	22	48%	N/A	N/A	393	43%
				Neither important nor unimportant	23	26%	N/A	N/A	592	26%	7	16%	N/A	N/A	190	21%
				Unimportant	6	6%	N/A	N/A	147	6%	0	0%	N/A	N/A	43	5%
				Very unimportant	3	3%	N/A	N/A	140	6%	2	5%	N/A	N/A	28	3%
Q34A2	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	3	3%	N/A	N/A	150	7%	2	5%	N/A	N/A	89	10%
				Important	13	15%	N/A	N/A	323	14%	9	20%	N/A	N/A	187	21%
				Neither important nor unimportant	39	45%	N/A	N/A	965	43%	23	51%	N/A	N/A	390	44%
				Unimportant	22	25%	N/A	N/A	426	19%	6	14%	N/A	N/A	127	14%
				Very unimportant	10	11%	N/A	N/A	401	18%	5	10%	N/A	N/A	100	11%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	4	4%	25	8%	370	8%	2	8%	14	11%	197	10%
				Effective	22	26%	79	27%	1276	27%	7	25%	44	36%	643	34%
				Neither effective nor ineffective	31	37%	83	28%	1111	24%	9	31%	41	33%	488	26%
				Ineffective	16	19%	65	22%	1055	23%	7	25%	11	9%	328	17%
				Very ineffective	12	14%	44	15%	854	18%	3	11%	14	11%	254	13%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	10	11%	53	13%	1028	18%	3	10%	17	12%	351	16%
				Effective	44	50%	179	43%	2285	40%	16	48%	57	40%	859	40%
				Neither effective nor ineffective	17	20%	86	21%	1219	21%	9	28%	41	28%	504	23%
				Ineffective	11	13%	54	13%	732	13%	5	15%	18	12%	271	13%
				Very ineffective	6	7%	43	10%	482	8%	0	0%	11	8%	170	8%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	7	7%	68	15%	866	15%	8	16%	25	16%	362	16%
				Effective	61	65%	200	44%	2472	43%	24	49%	78	50%	974	44%
				Neither effective nor ineffective	9	10%	86	19%	1143	20%	8	16%	29	19%	493	22%
				Ineffective	10	11%	66	15%	842	15%	6	13%	13	9%	255	12%
				Very ineffective	7	7%	31	7%	472	8%	3	6%	11	7%	134	6%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	9	10%	54	12%	723	13%	12	24%	22	15%	317	15%
				Effective	51	56%	187	43%	2194	40%	20	42%	77	50%	916	43%
				Neither effective nor ineffective	17	19%	97	22%	1244	23%	9	18%	27	18%	481	23%
				Ineffective	9	10%	67	15%	782	14%	4	9%	14	9%	247	12%
				Very ineffective	4	4%	33	7%	516	9%	3	6%	12	8%	147	7%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	2	2%	33	8%	318	6%	4	9%	14	9%	170	9%
				Effective	33	37%	101	25%	1093	22%	15	33%	45	31%	514	26%
				Neither effective nor ineffective	24	28%	118	29%	1344	27%	12	27%	47	32%	566	28%
				Ineffective	20	22%	91	22%	1157	23%	12	27%	23	16%	412	21%
				Very ineffective	9	11%	65	16%	1033	21%	2	4%	19	13%	337	17%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	7	8%	21	6%	575	12%	9	23%	8	6%	235	12%
				Effective	34	42%	113	33%	1801	36%	12	30%	48	37%	777	38%
				Neither effective nor ineffective	33	40%	126	37%	1641	33%	12	29%	50	38%	661	33%
				Ineffective	7	9%	60	17%	623	13%	7	19%	19	14%	241	12%
				Very ineffective	1	1%	24	7%	337	7%	0	0%	6	5%	112	6%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	6	6%	54	12%	1028	18%	5	10%	17	11%	411	19%
				Effective	34	39%	167	38%	2086	36%	25	52%	54	34%	785	35%
				Neither effective nor ineffective	12	14%	75	17%	898	16%	8	16%	28	18%	408	18%
				Ineffective	27	31%	85	20%	992	17%	7	15%	31	20%	360	16%
				Very ineffective	9	10%	54	12%	729	13%	3	7%	28	17%	248	11%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	9	14%	16	7%	650	13%	4	18%	9	10%	223	15%
				Effective	23	37%	54	23%	884	24%	7	31%	25	29%	391	26%
				Neither effective nor ineffective	16	27%	77	33%	885	24%	6	23%	29	33%	440	29%
				Ineffective	11	19%	49	21%	569	16%	2	10%	10	12%	222	15%
				Very ineffective	2	3%	35	15%	644	18%	4	18%	13	16%	230	15%



The Collaborative on Academic Careers in Higher Education
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 Survey Administration 2008-09

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item	theme	name	description	response scale	Your institution			All comparables			Your institution			All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	10	21%	30	12%	372	12%	3	14%	8	9%	148	11%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	7	10%	43	13%	615	14%	7	21%	16	12%	251	14%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	43	51%	167	44%	2005	36%	21	48%	56	40%	794	38%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	2	2%	18	5%	372	8%	2	5%	11	9%	193	10%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	6%	15	9%	291	12%	1	8%	10	15%	187	17%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5	29%	40	23%	770	32%	4	24%	22	32%	384	35%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	13	45%	45	21%	542	21%	4	26%	9	12%	185	16%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	2	4%	21	9%	256	9%	1	6%	11	11%	130	11%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	9%	9	8%	201	10%	1	9%	3	6%	84	9%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	4%	6	2%	73	3%	0	0%	0	0%	0	0%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3	14%	14	6%	164	6%	4	14%	14	15%	193	13%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	10%	10	4%	110	4%	1	10%	10	13%	115	10%
Q35A	policy/practice > work/home	institution makes having children compatible and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	12	19%	34	10%	529	12%	4	14%	14	15%	193	13%



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					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	7	12%	30	9%	366	8%	3	10%	12	11%	142	9%								
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	19	28%	97	27%	1219	27%	8	26%	28	28%	330	21%								
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	25	37%	130	37%	1443	32%	9	29%	17	17%	481	31%								
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	24	31%	114	31%	1480	33%	7	18%	18	17%	483	30%								
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	38	42%	189	41%	2405	39%	21	46%	45	28%	810	35%								
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	16	18%	78	17%	1041	17%	6	13%	39	24%	467	20%								
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	34	39%	200	44%	2506	44%	21	47%	56	36%	772	36%								
Q38B	climate, culture, collegiality	interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	19	21%	120	26%	1607	26%	6	13%	36	23%	543	24%								
Q38C	climate, culture, collegiality	opportunities to collaborate with tenure-track faculty	Your opportunities to collaborate with tenure-track faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	24%	118	27%	1410	24%	9	20%	34	22%	486	22%								
Q38D	climate, culture, collegiality	value in your department work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	19	22%	114	25%	1565	26%	9	19%	33	21%	509	22%								
Q39A	climate, culture, collegiality	amount of professional interaction with tenure-track colleagues	The amount of professional interaction you have with tenure-track colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	30	33%	163	35%	2016	33%	17	37%	53	33%	755	33%								
Q39B	climate, culture, collegiality	amount of personal interaction with tenure-track colleagues	The amount of personal interaction you have with tenure-track colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	17	19%	70	15%	1010	16%	8	18%	25	16%	353	15%								
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	25	28%	146	33%	1944	32%	10	21%	36	23%	565	26%								

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item	theme	name	description	response scale	Your institution - All comparables					Your institution - All selected peers					All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	43	48%	182	41%	2261	37%	13	28%	39	26%	653	29%			
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	27	30%	156	34%	2072	34%	24	49%	47	29%	824	36%			
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	21	24%	111	24%	1544	25%	9	21%	33	21%	510	22%			
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	35	39%	N/A	N/A	815	36%	11	24%	N/A	N/A	235	26%			
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	39	45%	N/A	N/A	914	42%	23	49%	N/A	N/A	378	42%			
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	15	17%	N/A	N/A	973	43%	22	49%	N/A	N/A	360	40%			
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following collegial statements.	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	26	29%	N/A	N/A	1111	34%	17	36%	N/A	N/A	425	34%			
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	32	35%	207	45%	2595	42%	19	41%	67	42%	1031	45%			
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	17	19%	39	8%	569	9%	5	11%	26	16%	304	13%			
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor President Vice President for Academic Affairs Academic Dean Provost Other	20	26%	28	8%	362	8%	13	29%	13	12%	183	10%			
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	13	19%	35	14%	589	16%	14	40%	19	22%	280	19%			
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career For the foreseeable future For no more than 5 years after earning I haven't thought that far ahead	39	48%	203	48%	2717	48%	24	52%	44	31%	809	39%			
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution for no more than five years after earning tenure? Prefer to work in private industry Prefer to work in government Other	9	77%	N/A	N/A	185	70%	N-5	N-5	N/A	N/A	63	64%			



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item	theme	name	description	response scale	WHITE FACULTY			FACULTY OF COLOR						
					Your institution	All comparables	Your institution	All comparables	Your institution	All comparables				
					Count	%	Count	%	Count	%	Count	%		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	41	47%	214	48%	21	46%	45	30%	804	36%
				Somewhat agree	26	30%	131	29%	14	30%	49	32%	801	36%
				Neither agree nor disagree	5	5%	35	8%	4	9%	27	17%	281	13%
				Somewhat disagree	13	14%	42	9%	7	14%	18	12%	192	9%
				Strongly disagree	3	3%	24	5%	0	0%	14	9%	131	6%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	45	53%	223	50%	28	62%	63	42%	984	45%
				Recommend with reservations	38	45%	200	44%	14	30%	74	49%	1053	48%
				Not recommend dept	2	2%	26	6%	3	7%	14	9%	148	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	19	22%	69	15%	14	30%	23	14%	424	19%
				Good	46	51%	246	54%	23	49%	70	45%	1079	48%
				So-so	21	23%	110	24%	8	16%	55	35%	582	26%
				Bad	4	4%	21	5%	335	5%	7	5%	99	4%
				Awful	0	0%	12	3%	148	2%	1	2%	2	2%

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item	theme	name	description	response scale	HUMANITIES					ACADEMIC AREA					PHYSICAL SCIENCES							
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables						
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	5	23%	15	21%	278	51%	3	12%	21	22%	320	22%	0	0%	5	19%	133	25%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	11	59%	42	59%	577	51%	3	3%	59	61%	722	50%	2	30%	13	49%	276	52%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	10	53%	40	57%	580	51%	12	12%	51	53%	711	50%	3	42%	16	63%	286	53%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	1	5%	5	7%	131	12%	3	11%	11	11%	169	12%	2	34%	5	19%	76	14%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	4	19%	17	24%	229	21%	3	11%	22	23%	210	15%	0	0%	4	15%	73	14%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2	8%	14	20%	204	18%	8	35%	10	10%	239	17%	2	27%	10	40%	122	23%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	4	22%	9	12%	193	17%	2	8%	20	21%	274	19%	0	0%	7	28%	102	19%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	7	35%	37	52%	554	49%	14	61%	43	44%	642	45%	2	36%	11	43%	271	51%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	5	25%	18	26%	277	25%	11	50%	26	27%	380	27%	1	15%	8	32%	145	28%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2	10%	5	7%	99	9%	4	21%	9	10%	105	8%	2	33%	3	11%	31	6%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Neither clear nor unclear Fairly unclear Very unclear	1	3%	3	4%	62	6%	2	9%	10	11%	98	7%	0	0%	4	15%	50	10%
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	4	22%	17	24%	313	28%	12	53%	43	45%	578	41%	3	48%	14	55%	224	42%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	5	25%	21	30%	342	32%	10	45%	26	28%	378	28%	3	37%	4	15%	103	19%
					7	37%	17	26%	256	24%	5	22%	22	24%	342	26%	1	18%	7	27%	117	23%
					3	16%	16	23%	143	13%	3	13%	9	10%	153	11%	1	15%	2	8%	61	12%
					7	38%	16	22%	289	26%	6	25%	26	26%	436	31%	1	18%	5	19%	146	28%
					2	10%	1	1%	40	4%	2	8%	31	32%	409	29%	1	15%	3	10%	63	12%
					3	15%	9	14%	208	20%	3	16%	23	24%	303	23%	0	0%	6	24%	134	26%
					6	29%	21	33%	342	32%	10	45%	26	28%	378	28%	3	48%	10	41%	176	34%
					5	27%	14	21%	254	23%	3	13%	22	23%	332	24%	3	52%	5	18%	104	20%
					2	10%	5	7%	99	9%	4	21%	9	10%	153	11%	1	15%	2	8%	50	10%
					3	17%	4	5%	89	8%	2	9%	18	19%	167	12%	1	18%	3	11%	61	12%
					3	14%	11	16%	170	15%	0	0%	1	1%	52	4%	0	0%	4	18%	49	9%
					1	5%	3	4%	89	8%	5	24%	23	24%	393	29%	1	18%	6	23%	191	37%
					6	34%	17	27%	318	30%	9	43%	28	29%	423	31%	2	30%	5	20%	143	28%
					3	20%	17	26%	246	23%	4	21%	19	20%	309	22%	1	18%	7	28%	89	17%
					3	19%	4	6%	104	10%	0	0%	0	0%	105	8%	2	33%	3	11%	31	6%
					7	35%	30	43%	426	38%	3	15%	34	35%	473	34%	0	0%	6	24%	193	37%
					5	25%	18	26%	277	25%	11	50%	26	27%	380	27%	1	15%	8	32%	145	28%
					2	10%	5	7%	99	9%	5	21%	13	14%	167	12%	3	52%	6	25%	89	17%
					1	3%	2	3%	73	7%	1	4%	7	7%	114	8%	0	0%	5	18%	36	7%
					4	22%	9	12%	193	17%	2	8%	20	21%	274	19%	0	0%	7	28%	102	19%
					4	22%	9	12%	193	17%	2	8%	20	21%	274	19%	0	0%	7	28%	102	19%
					0	0%	1	1%	33	3%	1	4%	1	1%	46	3%	0	0%	0	0%	18	3%
					0	0%	1	1%	33	3%	1	4%	1	1%	46	3%	0	0%	0	0%	18	3%
					2	10%	5	7%	99	9%	4	21%	9	10%	105	8%	2	33%	3	11%	31	6%
					3	17%	4	5%	89	8%	2	9%	18	19%	167	12%	1	18%	3	11%	61	12%
					3	14%	3	4%	118	10%	7	31%	19	20%	267	19%	3	48%	3	11%	94	18%
					3	14%	6	8%	137	12%	7	30%	12	12%	170	12%	0	0%	0	0%	48	9%
					2	10%	5	7%	99	9%	4	21%	9	10%	105	8%	2	33%	3	11%	31	6%
					4	22%	9	12%	193	17%	2	8%	20	21%	274	19%	0	0%	7	28%	102	19%
					1	5%	3	4%	89	8%	5	24%	23	24%	393	29%	1	18%	6	23%	191	37%
					1	5%	3	4%	89	8%	5	24%	23	24%	393	29%	1	18%	6	23%	191	37%
					0	0%	1	1%	35	3%	0	0%	1	1%	52	4%	0	0%	4	18%	49	9%
					1	5%	3	4%	89	8%	5	24%	23	24%	393	29%	1	18%	6	23%	191	37%
					2	10%	5	7%	99	9%	4	21%	9	10%	105	8%	2	33%	3	11%	31	6%
					3	17%	4	5%	89	8%	2	9%	18	19%	167	12%	1	18%	3	11%	61	12%
					3	17%	4	5%	89	8%	2	9%	18	19%	167	12%	1	18%	3	11%	61	12%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
					0																	

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HUMANITIES					ACADEMIC AREA					PHYSICAL SCIENCES							
					All selected peers					All selected peers					All selected peers							
					Your institution	Count	%	All comparables	Count	%	Your institution	Count	%	All comparables	Count	%	Your institution	Count	%	All comparables	Count	%
Q25C	tenure expectations: reasonableness	expectations > reasonableness	An advisor to students - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable	3	15%	7	11%	166	16%	2	8%	18	19%	285	20%	0	0%	5	18%	113	22%
				Fairly reasonable	3	18%	18	28%	261	27%	6	28%	26	28%	356	27%	1	18%	8	31%	164	32%
				Neither reasonable nor unreasonable	9	55%	30	47%	511	49%	12	58%	42	45%	602	45%	4	67%	11	44%	197	39%
				Fairly unreasonable	1	5%	6	9%	70	7%	1	5%	3	3%	78	6%	0	0%	2	7%	22	4%
				Very unreasonable	1	6%	3	5%	34	3%	0	0%	3	5%	38	3%	0	0%	1	15%	0	0%
Q25D	tenure expectations: reasonableness	expectations > reasonableness	A colleague in your department - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable	5	26%	28	39%	326	30%	4	19%	28	29%	401	29%	1	15%	8	32%	172	33%
				Fairly reasonable	5	28%	28	39%	326	30%	4	19%	28	29%	401	29%	1	15%	8	32%	172	33%
				Neither reasonable nor unreasonable	10	52%	35	49%	444	40%	12	58%	35	37%	543	40%	2	36%	13	50%	185	36%
				Fairly unreasonable	0	0%	4	5%	89	8%	2	10%	3	3%	83	6%	0	0%	2	7%	32	6%
				Very unreasonable	1	6%	0	0%	42	4%	1	5%	3	3%	36	3%	0	0%	2	7%	20	4%
Q25E	tenure expectations: reasonableness	expectations > reasonableness	A campus citizen - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable	1	8%	3	5%	142	13%	5	25%	14	15%	216	16%	1	15%	5	18%	74	14%
				Fairly reasonable	6	30%	12	17%	269	25%	5	25%	26	27%	348	26%	1	18%	1	4%	140	27%
				Neither reasonable nor unreasonable	10	52%	51	75%	590	54%	13	61%	49	52%	660	51%	3	52%	17	67%	284	57%
				Fairly unreasonable	0	0%	1	1%	54	5%	4	20%	4	4%	65	5%	0	0%	2	8%	21	4%
				Very unreasonable	2	11%	1	2%	31	3%	0	0%	2	2%	38	3%	1	15%	1	4%	14	3%
Q25F	tenure expectations: reasonableness	expectations > reasonableness	A member of the broader community - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable	1	8%	5	8%	112	11%	3	13%	17	18%	198	15%	0	0%	5	18%	63	13%
				Fairly reasonable	2	11%	8	12%	182	18%	4	20%	18	20%	288	22%	1	15%	1	4%	124	25%
				Neither reasonable nor unreasonable	14	71%	49	76%	645	63%	13	62%	51	55%	712	55%	4	70%	17	70%	282	56%
				Fairly unreasonable	0	0%	1	2%	58	6%	1	5%	7	7%	67	5%	1	15%	2	8%	23	5%
				Very unreasonable	2	11%	1	2%	29	3%	0	0%	0	0%	21	2%	0	0%	0	0%	11	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Somewhat agree	6	33%	23	33%	352	32%	9	38%	47	49%	460	33%	3	52%	10	38%	161	31%
				Somewhat disagree	2	8%	6	9%	89	8%	1	4%	3	3%	113	8%	1	18%	3	11%	66	13%
				Strongly disagree	4	21%	13	18%	211	19%	5	21%	15	15%	296	21%	0	0%	3	12%	89	17%
				Strongly agree	10	55%	26	39%	349	33%	7	32%	36	39%	457	34%	N=5	N=5	1	3%	72	14%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Somewhat agree	4	21%	28	42%	394	37%	9	41%	36	39%	518	38%	N=5	N=5	11	42%	165	33%
				Neither agree nor disagree	3	18%	6	10%	103	10%	3	13%	8	8%	125	9%	N=5	N=5	3	11%	71	14%
				Somewhat disagree	1	6%	3	4%	131	12%	3	14%	9	9%	155	11%	N=5	N=5	2	7%	50	10%
				Strongly disagree	0	0%	3	5%	77	7%	0	0%	0	0%	106	8%	N=5	N=5	0	0%	35	7%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	48%	39	56%	516	46%	14	62%	53	55%	730	51%	5	85%	14	56%	279	53%
				Satisfied	4	20%	10	15%	117	10%	4	16%	13	13%	131	9%	1	15%	2	8%	52	10%
				Neither satisfied nor dissatisfied	2	10%	6	9%	183	16%	0	0%	10	11%	190	13%	0	0%	5	18%	82	16%
				Dissatisfied	0	0%	0	0%	42	4%	0	0%	2	2%	37	3%	0	0%	1	4%	22	4%
				Very dissatisfied	5	26%	N/A	N/A	117	18%	5	21%	N/A	N/A	133	18%	0	0%	N/A	N/A	33	12%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied	6	30%	N/A	N/A	281	43%	1	4%	N/A	N/A	346	47%	3	55%	N/A	N/A	136	50%
				Neither satisfied nor dissatisfied	5	24%	N/A	N/A	107	16%	1	4%	N/A	N/A	100	14%	0	0%	N/A	N/A	52	19%
				Dissatisfied	4	20%	N/A	N/A	117	18%	6	28%	N/A	N/A	121	16%	3	45%	N/A	N/A	38	14%
				Very dissatisfied	0	0%	N/A	N/A	33	5%	5	21%	N/A	N/A	34	5%	0	0%	N/A	N/A	15	6%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	41%	30	42%	465	41%	5	21%	40	42%	573	40%	2	30%	7	26%	181	35%
				Satisfied	9	46%	28	40%	426	38%	13	56%	40	42%	582	41%	3	52%	12	48%	263	49%
				Neither satisfied nor dissatisfied	2	8%	4	6%	116	10%	3	13%	9	9%	112	8%	0	0%	3	11%	28	5%
				Dissatisfied	0	0%	2	3%	23	2%	0	0%	3	3%	30	2%	0	0%	0	0%	12	2%
				Very dissatisfied	12	62%	37	52%	483	43%	8	34%	46	47%	555	39%	1	18%	10	39%	212	41%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied	7	34%	20	29%	318	28%	12	53%	30	31%	435	31%	2	30%	6	24%	176	34%
				Neither satisfied nor dissatisfied	0	0%	7	9%	105	9%	0	0%	8	8%	146	10%	1	18%	5	19%	66	13%
				Dissatisfied	1	4%	7	9%	149	13%	3	13%	11	11%	199	14%	2	33%	3	11%	46	9%
				Very dissatisfied	0	0%	0	0%	67	6%	0	0%	3	3%	87	6%	0	0%	2	7%	21	4%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	64%	46	66%	656	59%	11	49%	53	55%	829	58%	2	33%	15	59%	252	48%
				Satisfied	4	22%	16	23%	290	26%	8	37%	32	33%	374	26%	2	33%	5	22%	166	32%
				Neither satisfied nor dissatisfied	0	0%	5	7%	67	6%	3	14%	5	5%	89	6%	0	0%	3	11%	54	10%
				Dissatisfied	2	9%	3	4%	87	8%	0	0%	7	7%	107	8%	1	18%	2	8%	27	5%
				Very dissatisfied	1	5%	0	0%	20	2%	0	0%	0	0%	24	2%	0	0%	1	15%	0	0%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied	5	27%	11	16%	191	17%	5	21%	20	21%	238	17%	2	33%	9	38%	144	28%
				Neither satisfied nor dissatisfied	2	10%	4	6%	34	3%	1	5%	3	3%	25	2%	0	0%	2	8%	33	6%
				Dissatisfied	0	0%	1	1%	32	3%	0	0%	2	2%	22	2%	0	0%	0	0%	11	2%
				Very dissatisfied	7	39%	21	30%	368	33%	7	33%	29	30%	510	36%	1	18%	8	31%	160	31%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied	7	40%	29	41%	402	36%	7	33%	39	40%	498	35%	4	67%	9	35%	225	43%
				Neither satisfied nor dissatisfied	2	11%	9	13%	113	10%	4	18%	12	13%	138	10%	1	15%	6	22%	71	14%
				Dissatisfied	2	9%	6	8%	165	15%	4	16%	12	13%	197	14%	0	0%	1	4%	40	8%
				Very dissatisfied	0	0%	5	7%	73	7%	0	0%	4	4%	79	6%	0	0%	2	8%	25	5%



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Tenure-Track Faculty Job Satisfaction Survey
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item	name	description	response scale	HUMANITIES										ACADEMIC AREA										PHYSICAL SCIENCES									
				Your institution			All comparables			Your institution			All comparables			Your institution			All comparables			Your institution			All comparables			Your institution			All comparables		
				Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q29F	nature of work > teaching	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	4%	11	16%	235	21%	1	4%	9	11%	289	20%	0	0%	1	3%	101	20%	0	0%	1	15%	4	16%	161	31%				
			Satisfied	3	18%	24	34%	418	37%	3	18%	25	29%	414	30%	4	16%	1	3%	101	20%	0	0%	1	15%	4	16%	161	31%				
			Neither satisfied nor dissatisfied	5	23%	11	15%	199	18%	5	24%	19	22%	268	20%	4	16%	11	44%	135	26%	0	0%	1	18%	9	34%	94	18%				
			Dissatisfied	2	9%	5	7%	51	5%	2	10%	7	8%	302	22%	2	8%	0	0%	1	3%	22	4%	0	0%	0	0%	0	0%	0	0%		
			Very dissatisfied	9	45%	19	27%	215	19%	3	16%	24	28%	302	22%	1	4%	11	41%	111	22%	0	0%	0	0%	1	3%	22	4%				
Q29G	nature of work > teaching	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	6%	15	22%	209	24%	5	23%	17	18%	270	22%	0	0%	0	0%	57	12%	0	0%	1	18%	11	45%	169	37%				
			Satisfied	6	40%	26	38%	362	41%	11	53%	35	37%	448	37%	1	4%	0	0%	103	22%	0	0%	1	18%	11	45%	169	37%				
			Neither satisfied nor dissatisfied	5	31%	15	23%	146	17%	3	14%	20	21%	216	18%	3	12%	8	32%	103	22%	0	0%	1	18%	11	45%	169	37%				
			Dissatisfied	3	18%	12	17%	133	15%	2	10%	16	17%	210	17%	1	4%	0	0%	100	22%	0	0%	1	18%	11	45%	169	37%				
			Very dissatisfied	1	5%	0	0%	32	4%	0	0%	6	6%	67	6%	0	0%	2	7%	7	26%	100	22%	0	0%	1	18%	11	45%	169	37%		
Q30B	nature of work > research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	18%	6	8%	112	10%	2	8%	6	6%	159	11%	0	0%	2	6%	46	9%	0	0%	2	6%	0	0%	4	16%				
			Satisfied	4	23%	26	38%	315	28%	11	50%	38	39%	433	30%	1	4%	7	28%	160	31%	0	0%	1	18%	11	45%	169	37%				
			Neither satisfied nor dissatisfied	4	23%	6	9%	123	11%	2	9%	13	14%	166	12%	1	4%	7	28%	79	15%	0	0%	1	18%	11	45%	169	37%				
			Dissatisfied	6	32%	25	37%	344	31%	7	32%	31	33%	438	31%	4	16%	8	31%	174	33%	0	0%	1	18%	11	45%	169	37%				
			Very dissatisfied	1	4%	5	7%	227	20%	0	0%	8	8%	228	16%	0	0%	2	8%	64	12%	0	0%	1	18%	11	45%	169	37%				
Q30C	nature of work > research	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	5%	3	5%	74	8%	0	0%	5	5%	144	11%	0	0%	2	8%	39	8%	0	0%	2	6%	0	0%	4	16%				
			Satisfied	6	36%	18	31%	189	21%	7	32%	35	38%	375	28%	2	8%	9	35%	180	35%	0	0%	1	18%	11	45%	169	37%				
			Neither satisfied nor dissatisfied	4	20%	17	30%	363	40%	8	37%	29	31%	440	33%	1	4%	10	38%	166	32%	0	0%	1	18%	11	45%	169	37%				
			Dissatisfied	4	22%	12	22%	167	18%	6	26%	19	21%	251	19%	2	8%	8	31%	87	17%	0	0%	1	18%	11	45%	169	37%				
			Very dissatisfied	3	17%	7	12%	120	13%	13	57%	65	68%	954	67%	4	16%	14	56%	302	58%	0	0%	1	18%	11	45%	169	37%				
Q30D	nature of work > research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	5	8%	72	6%	3	14%	8	8%	83	6%	0	0%	3	12%	36	7%	0	0%	0	0%	0	0%	0	0%				
			Satisfied	1	6%	3	4%	31	3%	1	4%	3	3%	45	3%	0	0%	0	0%	16	3%	0	0%	0	0%	0	0%	0	0%				
			Neither satisfied nor dissatisfied	0	0%	0	0%	14	1%	0	0%	0	0%	8	1%	0	0%	0	0%	4	1%	0	0%	0	0%	0	0%	0	0%				
			Dissatisfied	3	15%	11	16%	224	20%	3	13%	19	19%	310	22%	2	8%	6	23%	127	24%	0	0%	0	0%	0	0%	0	0%				
			Very dissatisfied	7	39%	22	31%	360	33%	7	30%	33	34%	454	32%	2	8%	11	45%	193	37%	0	0%	0	0%	0	0%	0	0%				
Q31	nature of work overall	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	5%	15	22%	176	16%	6	28%	21	21%	214	15%	1	4%	5	21%	77	15%	0	0%	1	18%	11	45%	169	37%				
			Satisfied	6	32%	17	24%	237	21%	6	25%	14	15%	299	21%	2	8%	8	31%	174	33%	0	0%	1	18%	11	45%	169	37%				
			Neither satisfied nor dissatisfied	2	9%	5	6%	109	10%	1	5%	10	10%	135	10%	0	0%	2	7%	38	7%	0	0%	0	0%	0	0%	0	0%				
			Dissatisfied	0	0%	5	7%	106	11%	0	0%	10	10%	185	14%	0	0%	0	0%	2	7%	38	7%	0	0%	0	0%	0	0%				
			Very dissatisfied	5	27%	14	21%	192	17%	5	22%	18	19%	240	18%	1	4%	5	20%	102	21%	0	0%	0	0%	0	0%	0	0%				
Q32	nature of work overall	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	46%	17	25%	223	24%	5	22%	19	20%	316	24%	1	4%	7	28%	86	18%	0	0%	0	0%	0	0%	0	0%				
			Satisfied	3	16%	10	14%	176	19%	5	24%	9	10%	211	16%	2	8%	12	45%	58	12%	0	0%	0	0%	0	0%	0	0%				
			Neither satisfied nor dissatisfied	4	23%	21	31%	407	37%	7	29%	27	28%	427	30%	0	0%	7	29%	147	29%	0	0%	0	0%	0	0%	0	0%				
			Dissatisfied	8	41%	26	38%	365	33%	6	26%	33	34%	463	32%	3	12%	17	64%	173	34%	0	0%	0	0%	0	0%	0	0%				
			Very dissatisfied	1	4%	6	8%	120	11%	4	16%	10	11%	157	11%	1	4%	3	12%	72	14%	0	0%	0	0%	0	0%	0	0%				
Q33A	nature of work overall	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	3	14%	11	16%	151	14%	5	21%	17	18%	234	17%	3	13%	70	14%	49	10%	0	0%	0	0%	0	0%	0	0%				
			Satisfied	2	9%	7	10%	159	15%	1	4%	10	11%	173	13%	1	4%	6	23%	92	19%	0	0%	0	0%	0	0%	0	0%				
			Neither satisfied nor dissatisfied	4	21%	25	38%	331	32%	2	9%	29	32%	398	30%	1	4%	8	33%	171	34%	0	0%	0	0%	0	0%	0	0%				
			Dissatisfied	4	23%	18	26%	232	23%	5	21%	29	32%	343	26%	1	4%	4	16%	95	19%	0	0%	0	0%	0	0%	0	0%				
			Very dissatisfied	5	31%	13	19%	188	18%	10	45%	14	15%	290	22%	2	8%	6	24%	96	19%	0	0%	0	0%	0	0%	0	0%				
Q33B	nature of work > research	Research services - How satisfied are you with the quality of these support services?	Very satisfied	2	14%	8	12%	236	22%	3	13%	12	13%	267	20%	0	0%	5	21%	104	21%	0	0%	0	0%	0	0%	0	0%				
			Satisfied	12	70%	29	41%	412	39%	6	26%	39	43%	510	38%	2	8%	36	14%	217	44%	0	0%	0	0%	0	0%	0	0%				
			Neither satisfied nor dissatisfied	3	17%	22	32%	246	23%	6	31%	24	26%	364	27%	3	12%	8	32%	104	21%	0	0%	0	0%	0	0%	0	0%				
			Dissatisfied	0	0%	5	7%	112	11%	2	10%	10	11%	145	11%	0	0%	2	8%	49	10%	0	0%	0	0%	0	0%	0	0%				
			Very dissatisfied	0	0%	6	8%	45	4%	0	0%	6	7%	58	4%	1	4%	21	4%	41	9%	0	0%	0	0%	0	0%	0	0%				
Q33C	nature of work > teaching	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	5	23%	13	18%	273	25%	2	10%	14	15%	298	21%	0	0%	4	14%	107	21%	0	0%	0	0%	0	0%	0	0%				
			Satisfied	7	38%	28	41%	423	39%	9	43%	49	51%	523	37%	1	4%	10	40%	181	35%	0	0%	0	0%	0	0%	0	0%				
			Neither satisfied nor dissatisfied	1	5%	18	26%	202	18%	9	43%	15	16%	273	20%	3	12%	5	20%	101	20%	0	0%	0	0%	0	0%	0	0%				
			Dissatisfied	6	29%	7	10%	138	12%	0	0%	10	11%	209	15%	1	4%	5	20%	75	15%	0	0%	0	0%	0	0%	0	0%				
			Very dissatisfied	1	4%	4	5%	76	7%	1	5%	8	8%	96	7%	1	4%	3	11%	47	9%	0	0%	0	0%	0	0%	0	0%				
Q34A1	policy/practice > importance > climate/culture	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	3	18%	14	20%	309	28%	2	7%	16	17%	369	26%	0	0%	3	12%	111	21%	0	0%	0	0%	0	0%	0	0%				
			Important	8	40%	28	41%	426	39%	10	46%	38	40%	543	38%	1	4%	13	53%	226	43%	0	0%	0	0%	0	0%	0	0%				
			Neither important nor unimportant	4																													

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item	theme	name	description	response scale	HUMANITIES					ACADEMIC AREA					PHYSICAL SCIENCES						
					Your institution	All comparables	Your institution	All comparables	Your institution	All comparables	Your institution	All comparables	Your institution	All comparables	Your institution	All comparables					
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	6 10 2 0 1	33% 53% 9% 0% 5%	14 42 11 3 0	20% 61% 15% 4% 0%	391 546 119 39 11	35% 49% 11% 3% 1%	7 14 1 0 1	31% 60% 5% 0% 4%	38 47 8 2 1	39% 49% 8% 2% 1%	556 633 142 44 29	40% 45% 10% 3% 4%	2 4 0 0 0	30% 70% 0% 0% 0%	5 16 0 1 1	20% 62% 11% 4% 4%	158 278 62 18 1
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	6 10 2 0 1	33% 53% 9% 0% 5%	15 42 11 2 0	22% 60% 15% 3% 0%	371 548 135 40 10	35% 50% 12% 4% 1%	8 11 3 0 1	36% 48% 13% 0% 4%	35 47 11 1 1	37% 50% 11% 1% 1%	526 614 179 57 26	38% 44% 13% 2% 4%	3 16 2 0 0	48% 18% 33% 0% 0%	1 6 2 0 0	16% 66% 8% 7% 3%	138 270 84 17 3
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	7 8 3 0 2	35% 41% 13% 0% 10%	19 26 19 2 2	28% 39% 27% 3% 2%	322 399 246 97 34	29% 36% 22% 9% 3%	10 10 2 0 0	46% 42% 8% 4% 0%	34 50 10 2 2	35% 52% 10% 2% 0%	529 586 190 66 22	38% 42% 14% 5% 0%	3 3 0 0 0	48% 52% 33% 0% 0%	9 9 5 1 1	35% 38% 12% 3% 4%	215 214 60 21 7
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	3 11 3 2 1	18% 14% 10% 5% 1%	6 25 8 8 4	8% 42% 11% 11% 1%	198 492 244 130 43	18% 44% 22% 12% 4%	2 14 1 1 1	8% 61% 26% 5% 0%	5 41 32 15 6	6% 43% 34% 16% 2%	208 572 350 217 61	15% 41% 25% 15% 6%	0 4 2 0 0	0% 67% 33% 0% 0%	0 12 10 1 1	8% 46% 39% 3% 4%	74 232 150 48 11
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	3 0 0 0 1	14% 0% 0% 0% 5%	18 0 0 0 1	27% 0% 0% 0% 1%	247 19 8 1 36	22% 2% 0% 0% 3%	8 0 0 0 1	37% 0% 0% 0% 0%	34 1 2 0 0	35% 1% 2% 0% 0%	414 24 13 6 1	29% 2% 1% 0% 1%	2 1 0 0 0	30% 18% 0% 0% 0%	13 5 0 0 0	53% 19% 0% 0% 0%	233 70 23 0 0
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	2 2 0 0 1	10% 9% 0% 0% 5%	22 4 3 0 1	33% 5% 15% 0% 1%	227 42 15 1 36	20% 4% 1% 0% 3%	8 1 0 0 0	47% 61% 0% 0% 0%	47 37 11 2 2	48% 38% 11% 0% 2%	914 365 101 25 9	65% 26% 7% 2% 1%	3 2 1 0 0	48% 33% 18% 0% 0%	4 14 8 0 0	15% 55% 30% 0% 0%	191 177 99 26 5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	10 7 2 0 1	51% 35% 10% 0% 5%	21 20 19 6 1	31% 30% 28% 9% 1%	358 341 279 79 36	33% 31% 26% 7% 3%	6 10 6 7 0	27% 48% 26% 8% 0%	20 37 26 8 2	22% 40% 28% 8% 2%	448 433 388 84 46	32% 31% 28% 6% 3%	0 0 1 1 0	0% 0% 0% 15% 0%	0 8 11 5 0	0% 31% 43% 19% 0%	0 164 196 53 27
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	1 1 0 0 1	5% 5% 0% 0% 5%	7 7 1 1 1	10% 10% 1% 1% 1%	95 95 15 1 9	9% 9% 1% 1% 9%	0 0 0 0 0	0% 0% 0% 0% 0%	0 8 2 0 0	0% 8% 2% 0% 0%	18 139 18 6 5	0% 10% 1% 0% 0%	0 0 0 0 0	0% 0% 0% 0% 0%	0 7 0 0 0	0% 27% 81% 13% 2%	0 81 13 0 0
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	15 4 0 0 0	79% 21% 0% 0% 0%	42 22 4 0 0	61% 32% 6% 0% 0%	747 311 39 6 2	68% 28% 1% 1% 2%	13 9 0 0 0	60% 40% 0% 0% 0%	60 36 0 0 0	62% 38% 0% 0% 0%	970 399 30 6 5	69% 28% 0% 0% 0%	4 2 0 0 0	64% 36% 0% 0% 0%	12 11 0 0 0	47% 46% 0% 0% 0%	295 194 21 4 1
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	6 3 0 0 1	31% 45% 18% 5% 0%	14 35 14 2 0	22% 54% 21% 3% 0%	338 532 160 52 11	31% 49% 16% 5% 1%	2 13 1 0 1	9% 59% 28% 4% 0%	21 55 15 4 0	22% 57% 16% 4% 0%	380 625 225 87 22	27% 49% 16% 6% 2%	2 2 3 0 0	15% 30% 55% 0% 0%	3 13 3 3 0	11% 51% 27% 10% 0%	126 248 103 28 12
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	6 4 3 0 2	35% 16% 21% 16% 12%	22 16 15 5 9	33% 20% 23% 8% 13%	397 209 241 66 154	37% 26% 23% 6% 14%	6 7 0 5 3	27% 31% 29% 10% 13%	28 22 13 10 23	29% 23% 14% 10% 23%	543 295 261 100 187	39% 21% 19% 7% 13%	3 1 1 0 0	48% 18% 18% 15% 4%	7 3 9 5 7	31% 23% 37% 21% 15%	152 113 135 88 75
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	7 3 0 0 2	39% 17% 13% 17% 6%	14 27 10 5 6	20% 40% 15% 8% 10%	274 279 144 66 154	25% 26% 13% 6% 14%	6 8 0 5 9	26% 26% 13% 6% 13%	25 27 10 10 22	27% 27% 14% 8% 23%	325 404 204 100 187	23% 29% 15% 7% 13%	2 2 1 0 0	36% 30% 15% 0% 0%	5 2 5 2 4	21% 41% 21% 9% 4%	116 152 88 36 56
Q34A15	policy/practice > importance > work/home	stop-the-clock reasons	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	3 2 2 1 1	17% 9% 11% 6% 6%	22 10 3 4 6	33% 14% 14% 10% 10%	307 172 49 64 64	28% 16% 4% 7% 6%	10 0 0 2 2	44% 0% 0% 9% 9%	33 15 7 10 10	35% 33% 7% 10% 10%	638 401 202 54 96	46% 29% 15% 4% 7%	3 2 0 0 0	48% 36% 15% 0% 0%	7 8 6 1 1	30% 33% 25% 8% 4%	137 168 122 35 41

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ACADEMIC AREA
SOCIAL SCIENCES

ACADEMIC AREA
SOCIAL SCIENCES

HUMANITIES

PHYSICAL SCIENCES

item	name	description	response scale	Your institution			All comparables			Your institution			All comparables			Your institution			All comparables					
				Count	%	N<5	Count	%	N<5	Count	%	N<5	Count	%	N<5	Count	%	N<5	Count	%	N<5			
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5 3 2 0 0	49% 25% 17% 0% 0%	5 5 15 5 3	13% 41% 18% 11% 12%	70 148 208 64 70	12% 26% 37% 11% 12%	4 2 3 0 0	43% 25% 32% 0% 0%	8 22 23 5 4	16% 18% 45% 10% 8%	92 183 271 84 93	13% 25% 38% 12% 13%	N<5 N<5 N<5 N<5 N<5	0 0 9 1 3	0% 0% 71% 7% 21%	26 43 108 19 15	12% 20% 51% 9% 7%				
Q34B10	policy/practice > effectiveness > tenure	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3 2 2 5 3	22% 19% 12% 32% 12%	10 19 11 10 9	27% 33% 19% 16% 15%	102 223 155 188 150	22% 27% 19% 23% 18%	2 5 1 3 1	29% 43% 7% 21% 17%	12 32 7 12 11	12% 43% 9% 17% 14%	178 296 190 167 164	18% 30% 19% 17% 16%	N<5 N<5 N<5 N<5 N<5	0 7 6 2 2	0% 37% 29% 10% 10%	56 147 86 41 35	15% 40% 24% 11% 11%				
Q34B11	policy/practice > effectiveness > teaching	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	4 1 2 0 0	21% 59% 14% 0% 0%	16 29 8 6 2	27% 47% 14% 9% 3%	266 352 146 159 82	26% 35% 16% 16% 8%	2 14 1 1 1	10% 70% 10% 6% 4%	22 46 14 7 2	24% 40% 15% 8% 2%	285 500 199 168 101	23% 40% 16% 13% 8%	0 2 3 1 0	0% 33% 20% 18% 0%	116 192 82 43 23	25% 42% 18% 10% 5%					
Q34B12	policy/practice > effectiveness > climate/culture	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1 5 5 0 0	3% 45% 26% 0% 0%	3 12 23 9 4	6% 24% 44% 17% 8%	84 361 230 160 91	10% 36% 26% 18% 10%	0 9 4 4 0	0% 40% 17% 0% 0%	7 33 12 7 7	9% 40% 15% 0% 10%	108 354 209 209 108	10% 33% 19% 0% 10%	0 6 2 0 0	0% 7% 0% 0% 0%	37 130 57 14 37	9% 33% 14% 0% 9%					
Q34B13	policy/practice > effectiveness > work/home	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5 5 5 0 0	28% 26% 17% 0% 0%	23 49 81 134 22	24% 36% 35% 41% 5%	230 320 206 343 149	26% 36% 28% 34% 22%	9 23 11 29 6	44% 40% 28% 29% 6%	44 63 113 211 28	7% 11% 19% 23% 6%	44 354 316 211 28	7% 33% 30% 26% 6%	N<5 N<5 N<5 N<5 N<5	0 1 4 0 0	0% 12% 18% 12% 8%	20 28 34 51 13	9% 28% 17% 23% 8%				
Q34B14	policy/practice > effectiveness > compensation	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3 5 5 0 0	8% 20% 20% 0% 0%	3 38 96 149 109	10% 30% 26% 41% 23%	84 381 266 414 233	10% 30% 26% 41% 23%	0 0 0 0 0	0% 0% 0% 0% 0%	0 0 8 18 22	0% 0% 4% 28% 18%	83 354 316 211 165	8% 33% 30% 26% 25%	0 6 4 196 165	0% 21% 11% 40% 25%	3 6 3 2 7	16% 33% 48% 33% 30%	37 130 57 14 37	9% 33% 14% 0% 9%			
Q34B15	policy/practice > effectiveness > work/home	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	3 1 0 2 2	24% 8% 0% 19% 19%	10 3 4 3 3	22% 47% 9% 8% 8%	124 113 39 52 60	23% 18% 8% 11% 11%	2 0 0 0 5	19% 0% 0% 0% 9%	13 19 4 73 84	25% 32% 6% 11% 12%	115 217 158 190 285	17% 32% 24% 19% 28%	N<5 N<5 N<5 N<5 N<5	5 3 1 2 3	35% 68% 0% 13% 10%	28 70 34 19 9	20% 34% 9% 9% 5%				
Q34B16	policy/practice > effectiveness > work/home	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1 3 3 2 2	8% 26% 24% 28% 16%	5 10 10 16 10	12% 20% 22% 22% 24%	60 98 124 97 158	11% 18% 23% 18% 28%	4 2 2 4 4	9% 17% 17% 39% 0%	5 14 13 11 10	9% 26% 25% 21% 19%	84 115 165 133 190	12% 17% 24% 19% 28%	N<5 N<5 N<5 N<5 N<5	3 4 1 2 3	35% 21% 8% 13% 22%	28 50 69 41 59	20% 20% 28% 17% 24%				
Q34B17	policy/practice > effectiveness > work/home	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 0 1 3 3	0% 0% 27% 54% 54%	0 0 1 44 44	0% 0% 14% 28% 14%	19 38 37 23 44	12% 23% 23% 14% 10%	0 0 0 4 2	0% 0% 0% 67% 0%	0 22 51 67 67	0% 18% 0% 15% 6%	22 58 34 46 24	10% 26% 15% 20% 30%	N<5 N<5 N<5 N<5 N<5	0 22 51 46 24	0% 26% 15% 20% 30%	8 26 17 11 18	10% 32% 22% 14% 22%				
Q34B18	policy/practice > effectiveness > compensation	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0 1 1 3 3	0% 19% 27% 54% 54%	0 1 1 44 44	0% 0% 14% 28% 14%	19 38 37 23 44	12% 23% 23% 14% 10%	0 0 0 4 2	0% 0% 0% 67% 0%	0 22 51 67 67	0% 18% 0% 15% 6%	22 58 34 46 24	10% 26% 15% 20% 30%	N<5 N<5 N<5 N<5 N<5	0 22 51 46 24	0% 26% 15% 20% 30%	8 26 17 11 18	10% 32% 22% 14% 22%				
Q34B19	policy/practice > effectiveness > work/home	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A		
Q34B20	policy/practice > effectiveness > work/home	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A	N/A N/A N/A N/A N/A
Q35A	policy/practice > work/home	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	5 3 2 0 3	39% 22% 17% 0% 22%	10 16 12 6 5	20% 32% 25% 16% 11%	100 201 119 180 143	13% 27% 19% 24% 19%	3 8 3 3 0	16% 44% 25% 16% 0%	15 28 8 12 11	20% 38% 11% 16% 15%	146 296 143 215 211	14% 29% 11% 21% 21%	N<5 N<5 N<5 N<5 N<5	2 7 1 3 2	12% 48% 8% 19% 13%	48 120 87 62 36	14% 34% 25% 18% 10%				

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item	theme	name	description	response scale	HUMANITIES					ACADEMIC AREA					PHYSICAL SCIENCES							
					Your institution		All comparables		Your institution		All selected peers		Your institution		All comparables		Your institution		All selected peers			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q35B	policy/practice > work/home	institution makes raising children compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	3	25%	5	10%	66	9%	1	5%	9	12%	86	9%	1	7%	93	26%		
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	4	30%	12	25%	168	23%	6	33%	30	41%	264	26%	1	N=5	4	24%	32	9%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Somewhat agree	3	23%	11	23%	147	20%	3	19%	12	17%	180	18%	3	N=5	3	22%	115	33%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Neither agree nor disagree	0	0%	13	28%	208	28%	5	32%	14	19%	257	26%	5	N=5	5	33%	72	21%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Somewhat disagree	3	22%	7	15%	152	20%	8	21%	20	27%	111	11%	216	22%	13	N=5	40	11%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly disagree	6	48%	16	32%	227	30%	4	21%	26	36%	300	29%	3	N=5	3	22%	100	27%	
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Somewhat agree	2	16%	15	30%	240	31%	9	49%	26	36%	330	32%	3	59%	7	42%	126	34%
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Neither agree nor disagree	3	22%	12	24%	151	20%	2	10%	8	11%	186	18%	1	22%	4	24%	100	27%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Somewhat disagree	2	14%	3	6%	83	11%	4	19%	7	9%	115	11%	0	0%	2	12%	33	9%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly disagree	0	0%	4	8%	66	9%	0	0%	6	8%	99	10%	1	19%	0	0%	16	4%	
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	5	40%	11	23%	212	28%	5	28%	24	34%	271	26%	0	0%	4	22%	89	24%
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Somewhat agree	3	23%	19	40%	243	32%	7	41%	26	36%	314	31%	3	59%	6	36%	130	35%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Neither agree nor disagree	4	37%	10	21%	160	21%	2	11%	7	10%	200	20%	5	22%	5	29%	101	27%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Somewhat disagree	0	0%	6	12%	94	12%	3	14%	10	14%	137	13%	0	0%	2	12%	38	10%	
		My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly disagree	0	0%	2	4%	59	8%	1	6%	5	7%	102	10%	1	19%	0	0%	17	5%	
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	6	40%	N/A	N/A	188	36%	9	40%	N/A	N/A	231	37%	0	0%	N/A	N/A	64	29%
		My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Somewhat agree	4	25%	N/A	N/A	146	28%	7	31%	N/A	N/A	193	31%	2	41%	N/A	N/A	76	34%	
		My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Neither agree nor disagree	3	21%	N/A	N/A	98	18%	1	7%	N/A	N/A	116	18%	2	41%	N/A	N/A	49	22%	
		My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Somewhat disagree	2	14%	N/A	N/A	56	11%	5	23%	N/A	N/A	54	9%	1	19%	N/A	N/A	23	10%	
		My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly disagree	0	0%	N/A	N/A	41	8%	0	0%	N/A	N/A	36	6%	0	0%	N/A	N/A	9	4%	
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	8	47%	3	4%	118	11%	0	0%	7	8%	163	12%	0	0%	1	4%	60	12%
		How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied	2	10%	19	27%	359	33%	7	31%	34	35%	506	36%	3	52%	12	50%	202	40%	
		How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Neither satisfied nor dissatisfied	6	33%	23	34%	307	28%	3	13%	18	19%	185	13%	1	18%	4	17%	81	16%	
		How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Dissatisfied	3	18%	9	13%	158	14%	4	19%	12	12%	171	12%	0	0%	4	16%	55	11%	
Q37	policy/practice > work/home	ability to balance professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	8	43%	22	33%	318	29%	10	48%	30	31%	442	32%	2	36%	7	30%	142	28%
		How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Satisfied	0	0%	17	26%	182	17%	3	12%	18	19%	247	18%	0	0%	3	12%	116	23%	
		How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Neither satisfied nor dissatisfied	4	22%	13	20%	321	32%	5	25%	31	32%	390	28%	3	48%	9	38%	150	30%	
		How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Dissatisfied	3	17%	9	14%	166	15%	3	14%	9	9%	190	14%	1	15%	4	17%	70	14%	
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	7	40%	27	41%	306	31%	6	31%	46	49%	538	43%	1	18%	6	25%	171	36%
		The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	1	5%	6	9%	95	9%	4	18%	10	11%	119	10%	0	0%	4	17%	53	12%	
		The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	1	6%	4	6%	75	7%	2	8%	5	5%	102	8%	1	15%	1	4%	38	8%	
		The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	1	6%	3	5%	58	6%	2	10%	5	5%	72	6%	0	0%	0	0%	28	6%	
Q38B	climate, culture, collegiality	interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	5	29%	18	27%	290	27%	6	27%	36	37%	393	28%	0	0%	7	29%	152	30%
		The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	4	24%	14	21%	178	17%	5	25%	9	9%	211	15%	3	48%	3	12%	83	17%	
		The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	3	16%	5	7%	147	14%	4	19%	14	15%	224	16%	1	18%	5	22%	58	11%	
		The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	2	10%	11	18%	201	21%	6	26%	24	26%	312	24%	1	18%	11	50%	170	35%	
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	22%	17	29%	259	27%	6	26%	24	26%	312	24%	1	18%	11	50%	170	35%
		Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	7	40%	19	31%	250	28%	5	25%	17	19%	235	23%	0	0%	3	13%	88	18%	
		Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	3	18%	6	10%	145	15%	5	23%	13	14%	270	21%	3	52%	1	4%	48	10%	
		Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	2	10%	7	11%	110	11%	0	0%	6	6%	164	13%	1	15%	3	12%	35	7%	
Q38D	climate, culture, collegiality	value faculty in your department	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	24%	N/A	N/A	110	25%	7	31%	N/A	N/A	120	23%	0	0%	N/A	N/A	42	24%
		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	5	28%	N/A	N/A	155	36%	8	38%	N/A	N/A	184	35%	1	18%	N/A	N/A	72	41%	
		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	2	10%	N/A	N/A	88	20%	2	9%	N/A	N/A	107	20%	3	52%	N/A	N/A	38	22%	
		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	5	27%	N/A	N/A	47	11%	3	13%	N/A	N/A	78	15%	1	15%	N/A	N/A	10	6%	
		The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	2	11%	N/A	N/A	35	8%	2	10%	N/A	N/A	43	8%	1	15%	N/A	N/A	12	7%	
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	24%	14	21%	277	28%	7	35%	32	33%	327	24%	0	0%	5	20%	136	27%
		The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	6	34%	29	42%	372	35%	8	38%	31	32%	432	31%	1	15%	10	43%	179	36%	
		The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	5	26%	9	14%	161	15%	3	14%	17	18%	242	17%	2	33%	2	8%	80	16%	
		The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	1	5%	9	14%	162	15%	2	9%	11	12%	246	18%	2	36%	5	21%	65	13%	
		The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	2	11%	7	10%	94	9%	1	5%	6	6%	140	10%	1	15%	2	8%	42	8%	
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	13%	18	26%	325	31%	7	31%	40	41%	408	30%	0	0%	7	31%	143	28%
		The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	7	38%	28	42%	404	38%	13	59%	28	29%	468	34%	4	67%	7	31%	183	38%	
		The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	8	43%	14	20%	189	18%	2	10%	19	20%	300	22%	0	0%	6	25%	87	17%	
		The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	0	0%	6	9%	87	8%	0	0%	4	4%	122	9%	0	0%	2	9%	50	10%	
		The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	1	5%	2	3%	57	5%	0	0%	6	6%	84	6%	2	33%	1	4%	33	6%	
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	3	14%	20	29%	335	32%	9	40%	35	37%	447	33%	0	0%	4	21%	149	31%
		The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	6	35%	30	44%	420	40%	10	47%	36	37%	545	40%	1	15%	9	45%	190	39%	
		The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Neither satisfied nor dissatisfied	2	14%	11	17%	162	16%	3	14%	17	17%	199	15%	2	36%	6	28%	91	19%	
		The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Dissatisfied	0	0%	6	8%	86	8%	2	14%	6	6%	131	10%	2	33%	1				

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HUMANITIES			ACADEMIC AREA			SOCIAL SCIENCES			PHYSICAL SCIENCES								
					Your institution	All comparables	Your institution	All comparables	Your institution	All comparables	Your institution	All comparables	Your institution	All comparables	Your institution	All comparables						
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q48	global satisfaction		If I could do it over, I would again choose to work at this institution.	Strongly agree	10	61%	27	42%	505	48%	9	44%	47	52%	637	47%	1	18%	13	66%		
				Somewhat agree	2	11%	23	34%	311	30%	6	30%	20	22%	407	30%	3	48%	3	15%	134	27%
				Neither agree nor disagree	1	4%	9	13%	95	9%	2	8%	9	10%	113	8%	0	0%	1	6%	60	12%
				Somewhat disagree	4	23%	3	5%	91	9%	3	14%	11	12%	127	9%	2	33%	2	10%	44	9%
			Strongly disagree	0	0%	4	6%	49	5%	1	5%	3	3%	67	5%	0	0%	1	4%	27	6%	
Q49	global satisfaction		If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	12	65%	35	52%	517	50%	13	66%	58	61%	685	51%	1	15%	12	56%	272	55%
				Recommend with reservations	6	35%	30	44%	455	44%	7	34%	30	32%	593	44%	5	85%	10	44%	185	39%
				Not recommend dept	0	0%	3	4%	68	7%	0	0%	7	8%	75	6%	0	0%	0	0%	27	6%
Q50	global satisfaction		How do you rate your institution as a place for junior faculty to work?	Great	3	14%	11	17%	188	18%	6	27%	15	16%	261	19%	0	0%	7	30%	115	23%
				Good	10	55%	34	50%	522	49%	7	34%	53	54%	678	49%	5	85%	10	41%	241	49%
				So-so	4	20%	17	25%	261	25%	8	35%	23	24%	314	23%	1	15%	6	25%	110	22%
				Bad	2	10%	3	4%	59	6%	1	5%	4	4%	91	7%	0	0%	1	4%	16	3%
				Awful	0	0%	3	4%	31	3%	0	0%	2	2%	35	3%	0	0%	0	0%	13	3%

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Survey Administration 2008-09

item	theme	name	description	response scale	BIOLOGICAL SCIENCES					ACADEMIC AREA					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS				
					Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	0 3 1 1 0	0% 57% 21% 21% 0%	7 10 6 3 1	26% 37% 23% 10% 4%	92 249 61 36 20	54% 54% 13% 8% 4%	1 4 0 0 1	9% 39% 41% 0% 11%	7 15 5 4 4	20% 43% 15% 12% 11%	95 280 76 61 29	18% 47% 14% 11% 11%	10 18 4 4 2	21% 27% 10% 11% 5%	12 29 8 7 5	21% 49% 14% 12% 5%	218 605 188 75 52	19% 53% 16% 7% 5%		
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	3 2 0 0 0	57% 43% 0% 0% 0%	13 4 3 1 1	47% 16% 11% 4% 22%	242 65 41 22 5	53% 14% 11% 5% 5%	1 3 1 1 1	9% 30% 11% 11% 0%	4 8 6 5 2	11% 22% 14% 14% 10%	80 271 78 75 36	15% 50% 15% 14% 7%	15 18 6 5 3	12% 49% 16% 14% 5%	17 29 13 6 3	12% 50% 22% 11% 6%	174 584 203 111 66	15% 51% 18% 10% 6%		
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2 3 0 0 0	36% 64% 0% 0% 0%	12 6 3 1 2	44% 23% 10% 4% 22%	220 100 61 37 40	48% 22% 13% 8% 9%	0 5 1 1 0	0% 52% 9% 11% 0%	2 14 3 6 5	6% 41% 22% 14% 14%	54 231 109 96 68	10% 20% 20% 18% 13%	3 17 11 4 3	9% 44% 23% 11% 5%	5 23 15 10 5	9% 39% 26% 17% 9%	114 429 304 190 93	10% 38% 27% 17% 8%		
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	4 1 0 0 0	79% 21% 0% 0% 0%	9 5 2 1 2	33% 19% 7% 11% 0%	79 235 86 48 23	17% 51% 19% 11% 5%	2 5 1 4 0	20% 42% 48% 11% 0%	4 14 9 4 4	12% 42% 25% 11% 11%	89 241 117 83 29	17% 45% 22% 15% 5%	5 23 10 8 5	13% 63% 14% 8% 2%	3 26 14 6 3	14% 45% 25% 11% 5%	8 501 265 124 60	15% 45% 24% 11% 5%		
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2 2 1 0 1	36% 43% 21% 0% 18%	8 6 3 1 6	29% 23% 11% 4% 21%	187 110 51 26 89	41% 24% 11% 2% 19%	2 4 0 2 0	44% 16% 0% 20% 0%	16 8 3 2 2	42% 25% 9% 6% 3%	246 126 50 49 89	46% 24% 9% 4% 17%	19 10 2 2 6	50% 26% 5% 6% 17%	26 17 3 3 7	44% 28% 5% 3% 12%	469 297 88 58 219	42% 27% 8% 5% 19%		
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2 2 0 0 0	39% 43% 0% 0% 0%	12 4 5 1 1	45% 15% 18% 0% 11%	255 46 49 19 56	56% 11% 10% 4% 12%	8 0 2 0 0	80% 0% 20% 0% 0%	18 7 5 4 1	52% 20% 14% 11% 3%	265 75 79 23 102	50% 13% 15% 4% 19%	21 5 6 1 6	57% 13% 11% 2% 15%	35 156 118 41 191	60% 15% 10% 2% 17%				
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	4 1 0 0 0	79% 21% 0% 0% 0%	11 3 3 3 3	42% 25% 11% 11% 11%	235 86 55 23 32	52% 19% 12% 5% 11%	6 3 1 0 0	62% 29% 9% 0% 0%	20 6 6 6 2	33% 16% 18% 5% 2%	286 82 56 9 55	30% 15% 10% 2% 10%	20 16 4 2 5	36% 30% 45% 11% 7%	6 27 17 0 6	10% 30% 9% 0% 10%	119 614 206 97 191	11% 54% 18% 7% 17%		
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2 2 1 0 1	18% 39% 18% 21% 0%	4 7 8 6 3	14% 25% 28% 22% 11%	32 143 144 86 32	7% 32% 32% 19% 7%	0 4 4 2 0	0% 23% 38% 18% 0%	0 2 12 8 4	0% 11% 40% 29% 13%	0 55 150 149 107	0% 11% 30% 30% 22%	0 6 13 16 1	0% 7% 36% 45% 11%	0 6 20 16 4	0% 10% 36% 29% 18%	0 119 430 314 168	0% 11% 39% 29% 15%		
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	4 0 1 0 1	79% 0% 21% 0% 18%	9 0 12 8 4	33% 46% 21% 27% 11%	158 142 86 117 54	35% 31% 19% 12% 12%	0 4 2 1 1	0% 42% 29% 18% 0%	0 12 10 8 9	0% 36% 29% 24% 27%	0 204 127 100 43	0% 39% 24% 19% 8%	1 19 8 6 3	4% 53% 22% 16% 2%	3 15 20 5 5	6% 26% 34% 26% 8%	105 393 327 200 88	9% 35% 29% 18% 8%		
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	1 2 0 0 1	18% 43% 0% 0% 21%	3 5 11 4 4	11% 18% 42% 15% 14%	30 131 299 117 142	7% 26% 29% 26% 12%	0 0 1 1 3	0% 14% 38% 39% 9%	0 6 11 7 9	0% 17% 33% 22% 27%	42 139 176 114 49	8% 27% 34% 22% 9%	3 31 13 20 2	8% 31% 36% 20% 6%	2 8 8 16 2	4% 14% 26% 29% 12%	73 286 388 219 112	7% 26% 37% 20% 10%		
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	1 2 1 0 1	18% 39% 21% 0% 21%	2 7 11 3 4	7% 26% 41% 12% 14%	54 106 142 114 66	12% 24% 32% 25% 17%	0 0 6 3 1	0% 0% 61% 29% 11%	0 7 11 9 6	0% 21% 33% 22% 18%	0 129 160 114 57	0% 25% 31% 22% 11%	0 17 24 5 3	0% 45% 36% 20% 16%	1 11 12 13 8	6% 17% 22% 14% 8%	61 388 380 204 119	6% 26% 29% 19% 11%		
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	1 2 1 0 0	18% 43% 21% 0% 18%	5 14 5 2 6	17% 53% 19% 8% 22%	101 208 90 208 121	22% 46% 20% 20% 27%	1 5 2 1 1	11% 47% 23% 11% 0%	1 21 3 3 1	18% 61% 26% 13% 11%	97 229 118 67 16	18% 43% 22% 13% 3%	6 27 3 2 0	16% 73% 8% 10% 4%	5 24 12 10 4	9% 41% 21% 16% 2%	257 491 230 91 47	23% 44% 21% 8% 4%		
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	4 1 0 0 0	82% 18% 0% 0% 0%	9 8 3 1 2	34% 32% 14% 4% 8%	174 24 24 24 16	36% 26% 25% 5% 3%	5 1 1 1 0	52% 38% 11% 0% 0%	20 12 3 4 0	58% 34% 8% 11% 0%	227 112 43 11 11	43% 21% 8% 8% 2%	23 9 1 0 0	61% 42% 3% 4% 0%	23 25 1 0 0	42% 26% 10% 3% 0%	521 228 53 24 24	47% 20% 5% 10% 3%		

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item	theme	name	description	response scale	BIOLOGICAL SCIENCES					ACADEMIC AREA					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS				
					Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%
Q25C	tenure expectations: reasonableness	> advisor	An advisor to students - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	2	43%	1	17%	75	17%	0	0%	1	3%	80	16%	1	3%	1	13%	209	19%		
Q25D	tenure expectations: reasonableness	> colleague in department	A colleague in your department - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	3	61%	5	18%	135	30%	0	0%	2	24%	159	30%	21	58%	15	42%	21	38%		
Q25E	tenure expectations: reasonableness	> campus citizen	A campus citizen - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	1	21%	17	64%	263	59%	7	76%	24	72%	286	56%	20	56%	39	72%	584	55%		
Q25F	tenure expectations: reasonableness	> member of community	A member of the broader community - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	0	0%	0	0%	11	2%	3	27%	1	3%	38	7%	0	0%	2	4%	47	4%		
Q26	tenure practices overall		I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	3	57%	14	51%	154	34%	2	23%	1	3%	44	9%	4	12%	4	7%	132	12%		
Q27A	tenure practices overall		In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	0	0%	8	30%	137	31%	1	9%	8	26%	156	32%	14	42%	14	25%	349	33%		
Q28	nature of work overall		The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3	61%	17	62%	233	51%	2	20%	18	56%	257	49%	19	49%	29	50%	566	50%		
Q28B	nature of work overall		The number of hours you work as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied	1	18%	N/A	N/A	43	17%	3	32%	N/A	N/A	57	20%	5	14%	N/A	N/A	102	18%		
Q29A	nature of work > teaching		The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3	57%	10	38%	195	43%	5	53%	18	57%	236	45%	23	61%	26	46%	506	46%		
Q29B	nature of work > teaching		The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	1	21%	1	4%	66	15%	3	27%	5	15%	54	10%	4	9%	12	21%	146	13%		
Q29C	nature of work > teaching		The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3	61%	16	61%	217	48%	3	27%	14	43%	271	52%	17	45%	20	35%	512	45%		
Q29D	nature of work > teaching		The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	1	18%	6	24%	121	27%	3	33%	12	39%	103	20%	12	32%	17	31%	395	35%		
Q29E	nature of work > teaching		The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	43%	15	56%	134	30%	2	20%	4	11%	180	34%	14	36%	17	31%	371	33%		



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item	theme	name	description	response scale	BIOLOGICAL SCIENCES					ACADEMIC AREA					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS				
					Your institution	All selected peers	All comparables	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Q34A1	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	15	54%	150	33%	3	40%	10	31%	162	32%	14	38%	15	27%	328	30%		
				Important	4	82%	5	18%	115	26%	4	48%	10	31%	128	25%	12	31%	29	51%	360	33%		
				Neither important nor unimportant	1	18%	7	24%	109	24%	1	12%	8	26%	140	28%	6	17%	7	12%	209	19%		
				Unimportant	0	0%	1	3%	47	10%	0	0%	4	13%	41	8%	4	10%	6	10%	89	8%		
				Very unimportant	0	0%	0	0%	27	6%	0	0%	0	0%	35	7%	0	0%	3	0%	87	8%		
Q34A1	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	1	21%	N/A	N/A	10	6%	4	44%	N/A	N/A	48	25%	3	10%	N/A	N/A	26	7%		
				Important	0	0%	N/A	N/A	32	19%	4	41%	N/A	N/A	18	10%	9	27%	N/A	N/A	73	20%		
				Neither important nor unimportant	3	57%	N/A	N/A	72	43%	1	15%	N/A	N/A	76	40%	16	45%	N/A	N/A	152	42%		
				Unimportant	1	21%	N/A	N/A	36	21%	0	0%	N/A	N/A	29	15%	3	8%	N/A	N/A	76	21%		
				Very unimportant	0	0%	N/A	N/A	19	11%	0	0%	N/A	N/A	19	10%	4	10%	N/A	N/A	36	10%		
Q34A1	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	1	18%	N/A	N/A	53	31%	7	73%	N/A	N/A	68	35%	8	21%	N/A	N/A	119	32%		
				Important	2	43%	N/A	N/A	55	32%	3	27%	N/A	N/A	64	33%	11	29%	N/A	N/A	133	36%		
				Neither important nor unimportant	2	39%	N/A	N/A	37	22%	0	0%	N/A	N/A	31	16%	13	35%	N/A	N/A	77	21%		
				Unimportant	0	0%	N/A	N/A	16	10%	0	0%	N/A	N/A	15	8%	3	8%	N/A	N/A	21	6%		
				Very unimportant	0	0%	N/A	N/A	10	6%	0	0%	N/A	N/A	16	8%	2	6%	N/A	N/A	17	5%		
Q34A1	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	N/A	N/A	31	18%	5	53%	N/A	N/A	37	19%	5	13%	N/A	N/A	83	23%		
				Important	2	39%	N/A	N/A	75	44%	2	22%	N/A	N/A	81	42%	20	53%	N/A	N/A	148	41%		
				Neither important nor unimportant	3	61%	N/A	N/A	48	28%	2	25%	N/A	N/A	51	27%	10	27%	N/A	N/A	101	28%		
				Unimportant	0	0%	N/A	N/A	8	5%	0	0%	N/A	N/A	13	7%	0	0%	N/A	N/A	20	5%		
				Very unimportant	0	0%	N/A	N/A	8	5%	0	0%	N/A	N/A	13	7%	0	0%	N/A	N/A	20	5%		
Q34A2	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	N-5	N-5	N/A	N/A	7	4%	2	22%	N/A	N/A	12	6%	0	0%	N/A	N/A	16	4%		
				Important	N-5	N-5	N/A	N/A	16	10%	0	0%	N/A	N/A	30	16%	7	20%	N/A	N/A	50	14%		
				Neither important nor unimportant	N-5	N-5	N/A	N/A	84	51%	5	54%	N/A	N/A	94	50%	17	51%	N/A	N/A	168	48%		
				Unimportant	N-5	N-5	N/A	N/A	36	22%	1	12%	N/A	N/A	28	15%	6	18%	N/A	N/A	68	19%		
				Very unimportant	N-5	N-5	N/A	N/A	22	13%	2	21%	N/A	N/A	23	12%	4	11%	N/A	N/A	48	14%		
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	1	5%	29	8%	2	16%	1	5%	33	8%	1	4%	1	3%	63	7%		
				Effective	2	39%	8	37%	98	27%	3	33%	1	6%	138	33%	3	15%	10	25%	236	28%		
				Neither effective nor ineffective	2	39%	6	26%	99	27%	2	20%	1	9%	77	19%	9	41%	14	35%	255	30%		
				Ineffective	0	0%	4	19%	79	22%	1	9%	8	41%	101	24%	6	30%	9	22%	162	19%		
				Very ineffective	1	21%	3	14%	60	17%	2	21%	8	39%	64	15%	2	10%	6	15%	133	16%		
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	1	18%	4	15%	69	17%	1	8%	0	0%	70	15%	0	0%	1	2%	161	16%		
				Effective	2	39%	12	45%	180	44%	3	29%	11	38%	214	45%	18	57%	17	37%	394	39%		
				Neither effective nor ineffective	1	21%	8	31%	91	22%	4	44%	6	20%	87	18%	6	21%	13	27%	270	27%		
				Ineffective	0	0%	1	4%	47	11%	1	11%	6	22%	64	13%	6	18%	7	14%	109	11%		
				Very ineffective	1	21%	1	4%	25	6%	1	9%	6	20%	39	8%	1	3%	9	19%	76	8%		
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	3	12%	54	13%	2	7%	80	16%	5	13%	2	4%	137	13%				
				Effective	2	39%	16	59%	187	45%	5	48%	12	43%	221	45%	22	58%	28	51%	453	44%		
				Neither effective nor ineffective	3	61%	4	15%	85	20%	1	14%	2	8%	87	18%	6	15%	12	21%	218	21%		
				Ineffective	0	0%	2	7%	59	14%	1	11%	6	20%	63	13%	4	10%	9	16%	157	15%		
				Very ineffective	0	0%	2	8%	32	8%	2	18%	2	6%	36	7%	2	5%	5	9%	68	7%		
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	7%	45	12%	1	10%	10	27%	75	16%	5	13%	1	2%	109	11%		
				Effective	3	57%	15	55%	154	40%	4	42%	11	39%	210	44%	19	52%	28	51%	416	42%		
				Neither effective nor ineffective	2	43%	6	23%	98	25%	1	15%	1	3%	88	19%	8	22%	11	21%	251	26%		
				Ineffective	0	0%	3	11%	59	15%	2	12%	7	25%	62	13%	4	10%	6	16%	131	13%		
				Very ineffective	0	0%	1	4%	32	8%	2	20%	7	25%	41	9%	1	2%	9	16%	131	13%		
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	20	5%	2	16%	1	4%	26	6%	0	0%	2	4%	61	6%		
				Effective	3	57%	4	16%	85	23%	1	11%	3	12%	66	17%	17	45%	16	31%	236	25%		
				Neither effective nor ineffective	2	43%	5	24%	135	36%	1	15%	8	33%	152	36%	12	37%	10	24%	362	38%		
				Ineffective	1	21%	7	27%	80	22%	3	33%	4	15%	89	22%	5	15%	14	26%	208	22%		
				Very ineffective	1	21%	4	16%	72	20%	0	0%	7	29%	85	21%	1	3%	8	16%	183	19%		
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	1	18%	3	13%	32	9%	0	0%	0	0%	33	8%	5	16%	1	3%	98	10%		
				Effective	2	43%	5	24%	135	36%	1	15%	8	33%	149	36%	12	37%	21	50%	310	33%		
				Neither effective nor ineffective	0	0%	7	32%	42	12%	1	21%	6	24%	49	12%	3	11%	8	19%	118	13%		
				Ineffective	0	0%	2	9%	15	4%	0	0%	2	8%	36	9%	0	0%	2	4%	57	6%		
				Very ineffective	1	21%	2	8%	28	8%	0	0%	0	0%	78	16%	4	11%	1	2%	133	14%		
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	7	28%	103	30%	3	33%	8	25%	159	31%	18	53%	13	27%	324	34%		
				Effective	1	18%	7	30%	101	29%	0	0%	4	12%	65	13%	8	21%	10	22%	231	24%		
				Neither effective nor ineffective	2	39%	5	21%	72	21%	6	58%	8	25%	101	20%	5	15%	13	29%	160	17%		
				Ineffective	0	0%	3	13%	43	12%	1	9%	12	38%	101	20%	0	0%	9	20%	112	12%		
				Very ineffective	N-5	N-5	0	0%	24	11%	0	0%	0	0%	68	20%	3	23%	1	3%	58	10%		
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N-5	N-5	1	8%	48	22%	4	44%	2	16%	81	23%	3	21%	8	27%	134	23%		
				Effective	N-5	N-5	5	45%	93	43%	3	32%	4	26%	65	19%	6	38%	18	60%	211	36%		
				Neither effective nor ineffective	N-5	N-5	4	38%	26	12%	2	24%	0	0%	47	14%	1	9%	2	6%	89	15%		
				Ineffective	N-5	N-5	1	8%	27	13%	0	0%	9	58%	86	25%	1	9%	1	4%	99	17%		
				Very ineffective																				

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item	theme	name	description	response scale	BIOLOGICAL SCIENCES			ACADEMIC AREA			VISUAL & PERFORMING ARTS			ENGI / COMP SCI / MATH / STATS					
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables			
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 18% 21% 41% 9%	Count 2 5 10 16 12	% 0% 41% 59% 0% 0%	Count 0 3 4 0 3	% 11% 43% 18% 22% 14%	Count 32 53 104 29 36	% 13% 21% 41% 11% 14%	Count 0 5 6 0 0	% 0% 25% 58% 0% 0%	Count 0 20 20 1 0	% 0% 61% 61% 3% 4%	Count 0 50 265 45 55	% 0% 25% 11% 12% 11%	Count 0 10 265 45 55
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 37% 26% 21% 9% 17%	Count 10 8 5 3 6	% 22% 27% 44% 34% 18%	Count 2 5 6 3 6	% 6% 13% 27% 18% 15%	Count 67 87 97 72 90	% 19% 28% 20% 16% 25%	Count 10 8 36 0 1	% 45% 36% 20% 1% 5%	Count 15 17 17 12 2	% 33% 36% 16% 24% 10%	Count 318 236 113 85 204	% 37% 27% 13% 10% 20%	Count 318 236 113 85 204
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 32% 25% 17% 9% 17%	Count 146 77 52 40 68	% 14% 27% 11% 49% 18%	Count 8 4 7 5 8	% 28% 13% 25% 28% 15%	Count 130 94 25 72 65	% 29% 16% 4% 15% 15%	Count 20 16 1 3 7	% 62% 42% 1% 10% 22%	Count 21 17 4 12 6	% 43% 16% 24% 4% 12%	Count 416 175 122 95 204	% 41% 17% 12% 9% 20%	Count 416 175 122 95 204
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 0% 31% 34% 0% 0%	Count 0 115 110 80 26	% 0% 48% 21% 12% 7%	Count 0 4 2 7 1	% 0% 14% 18% 12% 7%	Count 0 146 120 72 60	% 0% 27% 16% 14% 10%	Count 0 17 10 3 0	% 0% 54% 31% 10% 0%	Count 0 281 18 7 0	% 0% 40% 4% 16% 0%	Count 0 291 18 7 0	% 0% 40% 4% 16% 0%	Count 0 291 18 7 0
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 7% 11% 46% 35% 0%	Count 30 72 44 80 26	% N<5 N<5 N<5 N<5 N<5	Count 2 3 3 5 7	% 7% 23% 33% 18% 27%	Count 22 65 33 72 65	% 12% 37% 17% 16% 14%	Count 0 5 4 3 0	% 0% 19% 40% 10% 0%	Count 0 18 10 7 0	% 0% 44% 11% 24% 16%	Count 0 189 44 139 87	% 0% 39% 18% 16% 10%	Count 0 189 44 139 87
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 0% 39% 25% 61% 0%	Count 0 57 25 54 32	% N<5 N<5 N<5 N<5 N<5	Count 0 5 5 8 2	% 0% 45% 33% 33% 14%	Count 0 59 27 82 37	% 0% 29% 13% 40% 21%	Count 0 6 5 4 2	% 0% 19% 22% 11% 21%	Count 0 17 7 11 1	% 0% 48% 32% 11% 21%	Count 0 281 5 114 66	% 0% 42% 19% 18% 14%	Count 0 281 5 114 66
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 21% 45% 22% 22% 12%	Count 84 70 32 17 25	% 23% 32% 9% 15% 7%	Count 1 2 0 2 0	% 9% 13% 22% 12% 10%	Count 13 185 32 22 22	% 3% 33% 7% 12% 10%	Count 0 8 0 0 0	% 0% 27% 0% 0% 7%	Count 0 37 0 0 0	% 0% 44% 0% 0% 7%	Count 0 170 5 75 114	% 0% 42% 19% 18% 14%	Count 0 170 5 75 114
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 5% 31% 11% 22% 12%	Count 25 67 48 22 17	% N<5 N<5 N<5 N<5 N<5	Count 0 1 0 2 0	% 6% 7% 28% 15% 10%	Count 24 60 40 73 41	% 10% 26% 17% 33% 27%	Count 0 4 1 6 3	% 0% 24% 7% 16% 12%	Count 0 8 5 9 5	% 0% 24% 27% 20% 22%	Count 0 164 107 202 116	% 0% 31% 20% 22% 16%	Count 0 164 107 202 116
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 0% 4% 67% 13% 16%	Count 0 16 67 13 22	% N<5 N<5 N<5 N<5 N<5	Count 0 20 3 4 5	% 0% 70% 12% 7% 23%	Count 0 20 4 2 7	% 0% 70% 12% 7% 23%	Count 0 2 4 2 1	% 0% 5% 23% 18% 5%	Count 0 58 3 4 4	% 0% 80% 4% 5% 5%	Count 0 58 3 4 4	% 0% 80% 4% 5% 5%	Count 0 58 3 4 4
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 31% 24% 13% 19% 18%	Count 21 17 3 14 18	% N<5 N<5 N<5 N<5 N<5	Count 0 2 5 9 18	% 0% 25% 14% 25% 25%	Count 0 22 19 19 24	% 0% 25% 19% 22% 27%	Count 0 2 2 1 1	% 0% 23% 18% 23% 23%	Count 0 5 2 1 1	% 0% 5% 23% 18% 5%	Count 0 16 57 28 32	% 0% 32% 24% 16% 18%	Count 0 16 57 28 32
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 5% 17% 41% 15% 22%	Count 3 10 22 8 12	% N<5 N<5 N<5 N<5 N<5	Count 0 9 23 9 12	% 0% 16% 43% 15% 22%	Count 4 9 23 9 12	% 0% 16% 43% 15% 22%	Count 0 5 2 0 0	% 0% 71% 29% 0% 0%	Count 0 54 2 0 0	% 0% 41% 2% 0% 0%	Count 0 54 2 0 0	% 0% 41% 2% 0% 0%	Count 0 54 2 0 0
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5 N<5 N<5 N<5 N<5	% 0% 0% 60% 23% 17%	Count 0 0 6 6 4	% N<5 N<5 N<5 N<5 N<5	Count 0 0 3 3 5	% 0% 0% 57% 15% 23%	Count 0 0 3 3 5	% 0% 0% 57% 15% 23%	Count 0 0 3 3 5	% 0% 0% 57% 15% 23%	Count 0 0 3 3 5	% 0% 0% 57% 15% 23%	Count 0 0 3 3 5	% 0% 0% 57% 15% 23%	Count 0 0 3 3 5
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	N<5 N<5 N<5 N<5 N<5	% 0% 25% 40% 20% 14%	Count 28 119 76 48 48	% 0% 47% 22% 17% 17%	Count 0 3 1 1 3	% 5% 32% 15% 15% 15%	Count 27 79 79 67 56	% 9% 26% 26% 27% 18%	Count 4 10 40 6 0	% 18% 40% 15% 27% 0%	Count 3 7 13 6 10	% 8% 20% 32% 17% 25%	Count 78 205 180 134 118	% 8% 20% 32% 17% 25%	Count 78 205 180 134 118

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item	theme	name	description	response scale	BIOLOGICAL SCIENCES					ACADEMIC AREA					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS				
					Your institution	All selected peers	All comparables	Count	%	Count	%	Count	%	Your institution	All selected peers	All comparables	Count	%	Count	%	Your institution	All selected peers	All comparables	Count
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	N<5	0	0%	24	7%	0	0%	1	4%	20	6%	4	17%	4	8%	58	8%		
				Somewhat agree	N<5	N<5	4	21%	97	27%	1	17%	5	26%	76	24%	8	29%	8	18%	177	24%		
				Neither agree nor disagree	N<5	N<5	6	33%	97	27%	1	22%	5	24%	75	24%	7	28%	14	31%	213	29%		
				Somewhat disagree	N<5	N<5	4	21%	90	25%	3	44%	6	27%	87	27%	6	25%	8	17%	156	21%		
				Strongly disagree	N<5	N<5	5	25%	52	15%	1	17%	4	19%	59	19%	0	0%	11	25%	131	18%		
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	N<5	4	18%	115	32%	1	17%	8	33%	99	29%	8	31%	10	24%	245	33%		
				Somewhat agree	N<5	N<5	7	32%	86	24%	1	22%	6	23%	79	23%	4	17%	14	34%	187	25%		
				Neither agree nor disagree	N<5	N<5	7	35%	53	15%	1	12%	4	16%	38	11%	4	17%	4	9%	82	11%		
				Somewhat disagree	N<5	N<5	2	9%	24	7%	1	17%	4	16%	32	10%	2	8%	5	12%	80	11%		
				Strongly disagree	N<5	N<5	5	22%	81	23%	1	14%	4	16%	92	26%	8	29%	9	20%	154	20%		
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	N<5	8	36%	93	25%	1	22%	7	27%	72	21%	5	19%	15	33%	188	26%		
				Somewhat agree	N<5	N<5	6	29%	56	15%	2	8%	4	13%	45	13%	3	12%	5	11%	94	12%		
				Neither agree nor disagree	N<5	N<5	2	9%	28	7%	1	17%	4	16%	36	11%	2	8%	5	10%	75	10%		
				Somewhat disagree	N<5	N<5	2	9%	28	7%	1	17%	4	16%	36	11%	2	8%	5	10%	75	10%		
				Strongly disagree	N<5	N<5	66	31%	66	31%	2	22%	N/A	N/A	84	34%	11	39%	N/A	N/A	151	32%		
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Somewhat agree	N<5	N<5	N/A	N/A	78	36%	1	13%	N/A	N/A	73	30%	9	31%	N/A	N/A	151	32%		
				Somewhat disagree	N<5	N<5	N/A	N/A	39	18%	2	30%	N/A	N/A	45	18%	6	22%	N/A	N/A	86	18%		
				Strongly disagree	N<5	N<5	20	9%	20	9%	1	13%	N/A	N/A	26	11%	2	8%	N/A	N/A	46	10%		
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied	0	0%	1	4%	52	11%	0	0%	0	0%	30	6%	9	26%	9	17%	173	16%		
				Very satisfied	3	61%	6	22%	192	42%	5	47%	7	22%	164	32%	18	50%	20	35%	450	41%		
				Neither satisfied nor dissatisfied	0	0%	4	14%	61	14%	1	14%	4	14%	68	13%	3	9%	11	20%	166	15%		
				Dissatisfied	2	38%	11	42%	98	22%	4	39%	13	40%	171	33%	4	10%	16	28%	197	18%		
				Very dissatisfied	0	0%	5	19%	50	11%	0	0%	8	24%	81	16%	1	4%	0	0%	101	9%		
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	1	18%	2	7%	29	7%	0	0%	0	0%	15	3%	5	12%	3	5%	70	6%		
				Satisfied	1	21%	10	39%	129	29%	0	0%	5	15%	122	24%	18	47%	19	33%	343	31%		
				Neither satisfied nor dissatisfied	0	0%	5	19%	84	19%	2	20%	6	20%	93	18%	9	23%	9	16%	210	19%		
				Dissatisfied	3	61%	4	15%	151	34%	4	42%	10	31%	180	35%	3	8%	22	38%	313	28%		
				Very dissatisfied	0	0%	5	20%	54	12%	4	38%	10	34%	105	20%	3	9%	4	7%	164	15%		
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	39%	7	28%	130	32%	0	0%	13	41%	238	48%	15	44%	16	29%	371	37%		
				Satisfied	2	39%	14	56%	185	46%	4	47%	8	25%	148	30%	12	36%	18	33%	381	38%		
				Neither satisfied nor dissatisfied	1	21%	0	0%	45	11%	1	10%	6	20%	44	9%	3	8%	10	11%	111	11%		
				Dissatisfied	0	0%	4	16%	28	7%	2	22%	1	3%	37	7%	3	9%	8	15%	80	8%		
				Very dissatisfied	0	0%	0	0%	18	4%	2	20%	3	10%	26	5%	1	3%	3	5%	60	6%		
Q38B	climate, culture, collegiality	interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	2	36%	10	40%	160	36%	1	11%	7	23%	166	33%	15	45%	20	35%	366	34%		
				Satisfied	2	43%	5	20%	88	20%	3	33%	5	16%	86	17%	7	22%	11	19%	209	19%		
				Neither satisfied nor dissatisfied	1	21%	4	16%	59	13%	4	36%	8	25%	74	14%	7	20%	12	20%	168	15%		
				Dissatisfied	0	0%	2	9%	38	9%	1	11%	6	19%	52	10%	6	18%	8	15%	109	10%		
				Very dissatisfied	1	18%	8	33%	109	25%	1	11%	5	17%	133	28%	9	27%	10	18%	242	22%		
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	2	43%	9	37%	163	36%	2	16%	8	26%	138	29%	8	24%	14	25%	310	29%		
				Very satisfied	2	39%	4	16%	78	18%	6	62%	6	19%	92	19%	6	18%	9	17%	228	21%		
				Neither satisfied nor dissatisfied	0	0%	2	9%	50	11%	5	18%	5	18%	74	15%	8	23%	13	24%	190	18%		
				Dissatisfied	0	0%	1	4%	34	8%	0	0%	6	19%	41	8%	3	9%	9	17%	109	10%		
				Very dissatisfied	1	18%	N/A	N/A	23	13%	2	23%	N/A	N/A	52	27%	7	21%	N/A	N/A	64	18%		
Q38D	climate, culture, collegiality	value in your department work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	4	82%	N/A	N/A	51	30%	3	29%	N/A	N/A	65	34%	16	47%	N/A	N/A	123	35%		
				Very satisfied	0	0%	N/A	N/A	17	10%	1	11%	N/A	N/A	27	14%	1	3%	N/A	N/A	89	25%		
				Neither satisfied nor dissatisfied	0	0%	N/A	N/A	18	10%	2	20%	N/A	N/A	20	10%	1	3%	N/A	N/A	46	13%		
				Dissatisfied	1	18%	4	15%	97	22%	2	16%	3	9%	143	28%	4	12%	6	11%	231	21%		
				Very dissatisfied	2	39%	12	49%	171	36%	4	44%	11	35%	151	30%	15	44%	10	34%	345	32%		
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	1	21%	5	19%	83	19%	2	20%	4	13%	97	19%	7	19%	10	18%	212	19%		
				Very satisfied	1	21%	3	12%	57	13%	2	20%	7	23%	77	15%	7	19%	10	18%	188	18%		
				Neither satisfied nor dissatisfied	0	0%	1	4%	40	9%	0	0%	6	19%	37	7%	2	5%	10	18%	99	9%		
				Dissatisfied	3	61%	3	11%	109	24%	3	30%	5	18%	156	31%	3	9%	6	11%	224	21%		
				Very dissatisfied	1	21%	13	50%	165	37%	4	41%	12	40%	180	36%	20	59%	20	36%	372	35%		
Q39B	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	0	0%	2	8%	47	11%	1	9%	6	20%	52	10%	8	23%	14	25%	283	27%		
				Very satisfied	0	0%	1	4%	26	6%	0	0%	4	12%	36	7%	1	3%	6	11%	128	12%		
				Neither satisfied nor dissatisfied	2	39%	5	21%	137	31%	1	8%	4	14%	147	30%	8	23%	10	19%	275	26%		
				Dissatisfied	2	39%	13	57%	197	45%	5	50%	13	42%	196	40%	21	61%	15	28%	411	39%		
				Very dissatisfied	1	21%	3	13%	61	14%	4	42%	6	23%	88	18%	2	6%	16	30%	229	22%		
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	0	0%	2	10%	33	8%	0	0%	7	23%	46	9%	2	6%	8	15%	105	10%		
				Very satisfied	0	0%	0	0%	12	3%	0	0%	1	3%	18	4%	1	3%	4	8%	42	4%		

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item	theme	name	description	response scale	BIOLOGICAL SCIENCES					ACADEMIC AREA					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS				
					Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	3%	8	32%	151	34%	2	18%	4	15%	164	33%	8	23%	8	15%	296	28%		
					3	61%	12	50%	191	43%	5	48%	15	50%	189	38%	19	54%	16	30%	393	37%		
					0	0%	1	4%	59	13%	3	33%	7	22%	88	18%	6	17%	18	33%	239	23%		
					0	0%	3	14%	31	7%	0	0%	2	7%	33	7%	1	3%	2	4%	100	9%		
					0	0%	0	0%	10	2%	0	0%	0	0%	19	4%	1	3%	10	18%	28	3%		
Q40	climate, culture, collegiality	how well you fit department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	39%	5	19%	128	28%	2	16%	8	26%	203	40%	7	20%	20	12%	306	28%		
					0	0%	13	49%	168	37%	3	35%	9	29%	170	33%	22	60%	20	36%	409	38%		
					2	39%	5	19%	67	15%	3	29%	7	22%	61	12%	4	11%	16	28%	170	16%		
					1	21%	1	4%	52	11%	6	19%	6	19%	46	9%	2	6%	7	12%	125	12%		
					0	0%	2	8%	35	8%	1	9%	1	3%	34	7%	1	3%	7	12%	74	7%		
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	1	18%	3	11%	103	23%	2	23%	4	12%	133	26%	6	18%	6	11%	216	20%		
					2	43%	8	30%	147	33%	1	8%	11	36%	153	30%	11	35%	15	27%	335	32%		
					2	39%	7	27%	87	19%	2	18%	5	16%	82	16%	7	21%	7	12%	218	21%		
					0	0%	6	24%	73	16%	3	21%	5	16%	83	16%	7	21%	18	33%	180	17%		
					0	0%	2	8%	41	9%	3	30%	6	20%	58	11%	4	12%	10	18%	113	11%		
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	39%	N/A	N/A	54	31%	4	38%	N/A	N/A	71	38%	9	25%	N/A	N/A	100	28%		
					1	18%	N/A	N/A	88	51%	3	29%	N/A	N/A	74	40%	17	50%	N/A	N/A	164	46%		
					2	43%	N/A	N/A	23	13%	2	24%	N/A	N/A	28	15%	8	22%	N/A	N/A	64	18%		
					0	0%	N/A	N/A	6	3%	1	9%	N/A	N/A	8	4%	0	0%	N/A	N/A	18	5%		
					0	0%	N/A	N/A	1	1%	0	0%	N/A	N/A	5	3%	1	3%	N/A	N/A	6	2%		
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	39%	N/A	N/A	22	14%	2	23%	N/A	N/A	44	24%	7	20%	N/A	N/A	61	18%		
					1	21%	N/A	N/A	58	36%	5	49%	N/A	N/A	84	46%	20	61%	N/A	N/A	131	39%		
					0	0%	N/A	N/A	54	34%	2	20%	N/A	N/A	30	17%	5	14%	N/A	N/A	101	30%		
					0	0%	N/A	N/A	12	7%	0	0%	N/A	N/A	14	8%	1	3%	N/A	N/A	29	8%		
					0	0%	N/A	N/A	15	10%	1	9%	N/A	N/A	11	6%	1	3%	N/A	N/A	18	5%		
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3	61%	N/A	N/A	29	17%	3	33%	N/A	N/A	63	33%	9	26%	N/A	N/A	78	22%		
					0	0%	N/A	N/A	71	42%	5	47%	N/A	N/A	71	37%	21	62%	N/A	N/A	161	45%		
					1	21%	N/A	N/A	46	27%	1	11%	N/A	N/A	30	15%	3	10%	N/A	N/A	71	20%		
					1	18%	N/A	N/A	13	8%	0	0%	N/A	N/A	17	9%	0	0%	N/A	N/A	27	8%		
					2	39%	N/A	N/A	10	6%	1	9%	N/A	N/A	13	7%	1	3%	N/A	N/A	18	5%		
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	0	0%	N/A	N/A	116	48%	4	36%	N/A	N/A	120	43%	17	46%	N/A	N/A	217	40%		
					0	0%	N/A	N/A	93	38%	2	24%	N/A	N/A	104	37%	15	42%	N/A	N/A	191	35%		
					1	21%	N/A	N/A	8	3%	1	9%	N/A	N/A	13	5%	3	10%	N/A	N/A	47	9%		
					2	39%	N/A	N/A	17	7%	2	21%	N/A	N/A	22	8%	0	0%	N/A	N/A	61	11%		
					0	0%	N/A	N/A	10	4%	1	9%	N/A	N/A	20	7%	1	2%	N/A	N/A	30	6%		
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	1	18%	8	31%	137	31%	3	33%	15	48%	218	48%	3	10%	11	19%	312	29%		
					3	64%	12	48%	215	48%	7	73%	8	27%	232	45%	20	54%	25	44%	467	43%		
					1	18%	0	0%	38	9%	1	11%	4	13%	58	11%	7	18%	8	14%	143	13%		
					0	0%	5	20%	39	9%	4	38%	6	19%	54	10%	1	3%	11	19%	108	10%		
					0	0%	0	0%	20	5%	2	21%	3	10%	27	5%	1	2%	3	6%	53	5%		
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	5	100%	10	40%	218	49%	7	73%	8	27%	232	45%	20	54%	25	44%	466	45%		
					0	0%	3	14%	76	17%	2	20%	9	29%	93	18%	8	21%	14	24%	220	20%		
					0	0%	5	19%	64	14%	0	0%	9	28%	70	14%	0	0%	11	20%	126	12%		
					0	0%	1	4%	29	6%	0	0%	3	9%	22	4%	1	2%	2	4%	53	5%		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor President Vice President for Academic Affairs Academic Dean Provost Other	N<5	N<5	1	8%	27	9%	1	16%	2	8%	32	8%	6	18%	2	5%	57	7%		
					N<5	N<5	2	15%	58	20%	0	0%	4	17%	75	19%	0	0%	9	24%	154	19%		
					N<5	N<5	0	0%	22	8%	0	0%	1	4%	25	6%	0	0%	2	5%	71	9%		
					N<5	N<5	1	6%	33	11%	0	0%	4	18%	59	15%	1	3%	0	0%	35	4%		
					N<5	N<5	10	71%	149	51%	7	84%	13	53%	203	51%	25	79%	26	66%	474	59%		
					N<5	N<5	0	0%	3	1%	0	0%	0	0%	5	1%	0	0%	0	0%	7	1%		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	N<5	N<5	3	28%	26	11%	2	34%	7	33%	102	31%	13	49%	4	14%	97	15%		
					N<5	N<5	2	22%	63	27%	3	34%	7	33%	102	31%	13	49%	7	22%	181	28%		
					N<5	N<5	1	9%	73	30%	0	0%	6	27%	86	26%	3	13%	11	38%	195	30%		
					N<5	N<5	2	20%	43	18%	1	17%	4	18%	54	16%	1	4%	4	15%	103	16%		
					N<5	N<5	2	21%	33	14%	0	0%	3	13%	36	11%	0	0%	4	12%	77	12%		
Q47	global satisfaction	how long will remain at institution	For the rest of my career For the foreseeable future For no more than 5 years after examir I haven't thought that far ahead	For the rest of my career For the foreseeable future For no more than 5 years after examir I haven't thought that far ahead	2	39%	1	5%	64	15%	0	0%	5	20%	87	19%	2	7%	4	8%	173	18%		
					3	61%	15	67%	203	49%	3	47%	10	39%	207	45%	18	53%	18	36%	408	42%		
					0	0%	4	18%	62	14%	2	26%	4	17%	65	14%	12	35%	10	25%	102	11%		
					0	0%	2	10%	87	21%	2	28%	6	24%	96	21%	6	23%	16	32%	284	29%		
Q47B	global satisfaction	why you plan to remain at your institution for no more than 5 years after earning tenure?	Prefer to work at another academic ir Prefer to work in private industry Prefer to work in government Other	Prefer to work at another academic ir Prefer to work in private industry Prefer to work in government Other	N<5	N<5	N/A	N/A	20	76%	N<5	N<5	N/A	N/A	15	68%	4	82%	N/A	N/A	25	79%		
					N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	1	4%	0	0%	N/A	N/A	0	0%		
					N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	0	0%	N/A	N/A	0	0%		
					N<5	N<5	N/A	N/A	5	19%	N<5	N<5	N/A	N/A	6	27%	1	18%	N/A	N/A	7	21%		



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item	theme	name	description	response scale	BIOLOGICAL SCIENCES						ACADEMIC AREA						ENGI / COMP SCI / MATH / STATS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	2	39%	10	41%	163	38%	4	46%	6	21%	226	45%	13	39%	18	31%	387	37%
				Somewhat agree	3	61%	7	30%	145	34%	2	22%	14	48%	165	33%	14	43%	19	33%	359	35%
				Neither agree nor disagree	0	0%	1	4%	44	10%	1	8%	3	10%	47	9%	2	6%	6	11%	126	12%
				Somewhat disagree	0	0%	6	26%	52	12%	2	24%	3	10%	36	7%	3	10%	7	12%	92	9%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly disagree	0	0%	0	0%	25	6%	0	0%	3	10%	23	5%	1	3%	7	12%	76	7%
				Strongly recommend dept	3	61%	13	53%	208	48%	2	25%	6	19%	202	41%	17	52%	22	43%	469	46%
				Recommend with reservations	2	39%	11	47%	196	45%	7	75%	21	68%	262	53%	15	45%	22	41%	483	47%
				Not recommend dept	0	0%	0	0%	34	8%	0	0%	4	13%	33	7%	1	3%	8	16%	78	8%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	1	18%	4	15%	79	18%	1	8%	2	6%	87	17%	12	34%	2	4%	199	19%
				Good	4	82%	14	56%	222	50%	5	51%	12	40%	267	52%	16	47%	27	49%	506	47%
				So-so	0	0%	6	25%	106	24%	4	41%	12	41%	117	23%	6	16%	19	34%	280	26%
				Bad	0	0%	0	0%	28	6%	0	0%	2	7%	27	5%	1	3%	6	11%	47	4%
				Awful	0	0%	1	4%	11	3%	0	0%	2	6%	11	2%	0	0%	1	2%	33	3%

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY					ACADEMIC AREA					BUSINESS					
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables				
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %	N<5 N<5 N<5 N<5 N<5	Count %	Count %	Count %

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item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY					ACADEMIC AREA					AGRI / NAT RES / ENV SCI					BUSINESS								
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables									
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness	> advisor	An advisor to students - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	N<5	N<5	67	18%	6	6%	128	33%	18	15%	56	15%	N<5	N<5	6	12%	123	33%	15	12%	105	21%	129	25%
Q25D	tenure expectations: reasonableness	> colleague in department	A colleague in your department - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	N<5	N<5	117	29%	5	3%	162	41%	21	17%	205	49%	N<5	N<5	7	10%	123	30%	2	3%	200	34%	211	21%
Q25E	tenure expectations: reasonableness	> campus citizen	A campus citizen - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	N<5	N<5	184	47%	8	5%	215	55%	21	5%	216	53%	N<5	N<5	11	19%	107	27%	2	3%	161	28%	284	50%
Q25F	tenure expectations: reasonableness	> member of community	A member of the broader community - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Very reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	N<5	N<5	89	23%	6	3%	126	31%	2	1%	121	30%	N<5	N<5	7	12%	121	30%	0	0%	125	23%	201	33%
Q26	tenure practices overall		I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	N<5	N<5	27	7%	1	7%	48	12%	7	11%	48	11%	N<5	N<5	23	35%	138	33%	1	2%	11	4%	17	20%
Q27A	tenure practices overall		In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	N<5	N<5	110	28%	9	6%	137	35%	21	16%	131	32%	N<5	N<5	20	31%	131	32%	3	4%	163	27%	217	36%
Q28	nature of work overall		The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	210	52%	8	0%	38	9%	7	10%	218	51%	N<5	N<5	35	53%	218	51%	3	6%	16	6%	286	47%
Q28B	nature of work overall		The number of hours you work as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	175	41%	18	18%	32	18%	19	21%	31	16%	N/A	N/A	30	16%	31	16%	0	0%	N/A	N/A	49	15%
Q29A	nature of work > teaching		The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	153	39%	11	7%	182	46%	32	8%	158	43%	N<5	N<5	19	35%	150	40%	4	7%	8	3%	266	42%
Q29B	nature of work > teaching		The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	140	35%	3	2%	28	7%	5	10%	28	7%	N<5	N<5	21	39%	150	40%	4	7%	9	3%	54	9%
Q29C	nature of work > teaching		The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	204	51%	9	6%	318	78%	11	12%	197	53%	N<5	N<5	28	52%	197	53%	2	3%	10	4%	269	45%
Q29D	nature of work > teaching		The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	91	23%	1	5%	164	41%	15	10%	91	25%	N<5	N<5	16	31%	111	30%	2	4%	7	2%	193	33%
Q29E	nature of work > teaching		The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	150	38%	4	2%	245	61%	20	14%	147	40%	N<5	N<5	32	59%	261	70%	1	1%	14	5%	388	64%



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item	name	description	response scale	HEALTH / HUMAN ECOLOGY				ACADEMIC AREA				AGRI / NAT RES / ENV SCI				BUSINESS							
				Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	0	0%	47	14%	62	18%	N<5	N<5	6	12%	62	18%	N<5	N<5	1	4%	108	21%
Q29G	nature of work > teaching	quality of graduate students	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	9	66%	159	43%	N<5	N<5	25	48%	N<5	N<5	167	43%	N<5	N<5	3	62%	7	29%
Q30B	nature of work > research	amount of time you have to conduct research	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	3	20%	39	10%	N<5	N<5	11	16%	N<5	N<5	58	14%	N<5	N<5	1	21%	117	19%
Q30C	nature of work > research	expectations for finding external funding	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	6	45%	101	26%	N<5	N<5	23	36%	N<5	N<5	114	28%	N<5	N<5	4	23%	98	21%
Q30D	nature of work > research	influence over focus of research	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	3	25%	104	27%	N<5	N<5	23	36%	N<5	N<5	114	28%	N<5	N<5	7	43%	147	31%
Q31	nature of work overall	quality of facilities	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	2	14%	91	24%	N<5	N<5	18	27%	N<5	N<5	118	29%	N<5	N<5	2	12%	60	13%
Q32	nature of work overall	amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following.	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	0	0%	53	14%	N<5	N<5	8	14%	N<5	N<5	51	13%	N<5	N<5	4	15%	102	17%
Q33A	nature of work overall	clerical/administrative services - How satisfied are you with the quality of these support services?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	6	38%	150	37%	N<5	N<5	24	37%	N<5	N<5	138	33%	N<5	N<5	1	21%	209	35%
Q33B	nature of work > research	research services - How satisfied are you with the quality of these support services?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	3	23%	137	35%	N<5	N<5	25	39%	N<5	N<5	147	36%	N<5	N<5	2	42%	164	28%
Q33C	nature of work > teaching	teaching services - How satisfied are you with the quality of these support services?	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	10	67%	171	45%	N<5	N<5	24	45%	N<5	N<5	142	39%	N<5	N<5	3	63%	10	38%
Q33D	nature of work overall	computing services	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5	N<5	3	19%	62	15%	N<5	N<5	11	18%	N<5	N<5	82	20%	N<5	N<5	7	42%	203	34%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Very important Important Neither important nor unimportant Unimportant Very unimportant	N<5	N<5	6	39%	167	41%	N<5	N<5	28	42%	N<5	N<5	178	42%	N<5	N<5	8	33%	235	39%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Very important Important Neither important nor unimportant Unimportant Very unimportant	N<5	N<5	7	47%	199	50%	N<5	N<5	31	47%	N<5	N<5	199	47%	N<5	N<5	9	37%	276	46%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY					ACADEMIC AREA					AGRI / NAT RES / ENV SCI					BUSINESS				
					Your institution	All selected peers	All comparables	Count	%	Count	%	Count	%	Your institution	All selected peers	All comparables	Count	%	Count	%	Your institution	All selected peers	All comparables	Count
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	2 26% 2 22% 2 26%	16 56 98 22	7% 26% 46% 10%	5 10% 10 21% 5 11%	N<5 N<5 N<5 N<5	35 104 73 17	14% 42% 29% 7%	1 1 6 0	10% 19% 63% 9%	35 61 123 31	13% 22% 44% 11%								
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	3 31% 4 40% 1 10%	33 84 78 50	11% 29% 27% 17%	5 10% 15 37% 14 34%	N<5 N<5 N<5 N<5	33 111 81 71	12% 30% 30% 26%	0 3 0 0	0% 41% 59% 0%	124 124 166 81	22% 26% 35% 17%								
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	3 21% 7 55% 1 9%	63 130 54 17	18% 38% 16% 11%	6 15% 6 14% 5 12%	N<5 N<5 N<5 N<5	52 103 67 40	17% 35% 22% 12%	1 3 7 0	17% 63% 30% 0%	124 213 116 63	22% 38% 30% 11%								
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	0 0% 4 39% 2 18%	23 119 92 58	7% 36% 28% 17%	3 7% 18 40%	N<5 N<5 N<5 N<5	30 128 87 61	9% 39% 26% 18%	0 2 3 2	0% 25% 13% 21%	43 165 144 95	9% 34% 30% 19%								
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	1 14% 0 0% 2 29%	40 119 73 43	12% 36% 43% 11%	4 9% 5 12%	N<5 N<5 N<5 N<5	24 30 49 30	7% 4% 30% 30%	2 2 2 2	42% 18% 12% 27%	40 20 76 34	8% 9% 34% 16%								
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	6 64% 11 77% 59 39%	41 241 29 17	15% 24% 39% 17%	0 0% 5 30% 4 23%	N<5 N<5 N<5 N<5	48 30 42 43	30% 9% 6% 47%	1 0 6 8	11% 0% 8% 63%	49 28 59 47	22% 14% 22% 33%								
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	3 38% 3 38% 0 0% 1 12%	31 57 70 18	16% 30% 37% 9%	5 15% 12 42%	N<5 N<5 N<5 N<5	34 71 44 16	19% 40% 25% 16%	0 3 5 0	0% 0% 58% 0%	59 74 75 28	22% 27% 32% 10%								
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	2 42% 1 19% 0 0%	14 26 52 29	16% 32% 32% 18%	4 13% 8 24% 5 16%	N<5 N<5 N<5 N<5	22 33 52 23	12% 18% 28% 12%	0 4 4 2	0% 27% 29% 0%	22 43 81 28	9% 18% 33% 12%								
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	1 6% 1 5% 12 62%	1 1 12 62	6% 5% 62% 16%	0 0% 2 10% 14 65%	N<5 N<5 N<5 N<5	0 0 14 65	0% 0% 17% 65%	0 0 4 17	0% 0% 17% 65%	68 28 21 66	28% 10% 31% 66%								
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	2 4% 11 22% 9 19%	2 4 11 22	4% 10% 22% 19%	6 9% 11 22% 6 13%	N<5 N<5 N<5 N<5	6 26 16 25	9% 40% 25% 19%	0 0 6 9	0% 0% 9% 22%	10 43 23 19	8% 35% 19% 18%								
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	3 31% 8 22% 17 44%	3 7 17 44	7% 22% 44% 16%	0 0% 11 30% 17 47%	N<5 N<5 N<5 N<5	0 0 11 30	0% 0% 47% 16%	0 0 4 17	0% 0% 17% 65%	7 21 30 36	8% 26% 36% 15%								
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very ineffective Ineffective Neither effective nor ineffective Effective	N<5 N<5 N<5 N<5	4 10% 16 73%	4 10 16 73	10% 16% 73% 16%	3 10% 15 74%	N<5 N<5 N<5 N<5	3 10 15 74	10% 16% 74% 16%	0 2 15 74	0% 20% 74% 16%	13 25 25 60	16% 35% 60% 60%								
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly disagree Somewhat disagree Neither agree nor disagree Somewhat agree Strongly agree	N<5 N<5 N<5 N<5 N<5	1 9% 3 26% 69 27% 3 27%	34 67 69 23 45	9% 26% 27% 23% 16%	5 11% 18 39% 6 13% 11 24%	N<5 N<5 N<5 N<5 N<5	20 39% 54 20% 68 25% 34 13%	8% 35% 13% 20% 13% 34%	2 4 4 2 4	14% 31% 29% 8% 26%	80 118 98 24% 61 15% 50 12%	20% 29% 24% 4% 12%								

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY			ACADEMIC AREA			AGRI / NAT RES / ENV SCI			BUSINESS					
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	8%	29	10%	N<5	17	17%	17	17%	N<5	2	12%	53	13%	
				Strongly agree	N<5	5	41%	71	24%	N<5	12	25%	74	26%	N<5	3	18%	113	27%
				Neither agree nor disagree	N<5	2	16%	74	25%	N<5	9	19%	66	24%	N<5	8	47%	123	30%
				Somewhat disagree	N<5	2	18%	76	26%	N<5	13	29%	75	27%	N<5	0	0%	73	17%
				Strongly disagree	N<5	48	16%	48	17%	N<5	48	17%	48	17%	N<5	4	23%	54	13%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	5	36%	71	25%	N<5	13	30%	60	21%	N<5	5	29%	121	29%
				Somewhat agree	N<5	4	45%	99	35%	N<5	10	22%	92	32%	N<5	4	25%	120	29%
				Neither agree nor disagree	N<5	0	0%	58	20%	N<5	12	28%	77	27%	N<5	3	20%	99	24%
				Somewhat disagree	N<5	1	10%	30	10%	N<5	5	11%	32	11%	N<5	3	16%	48	11%
				Strongly disagree	N<5	29	10%	29	10%	N<5	4	9%	24	8%	N<5	2	9%	31	7%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	4	36%	70	24%	N<5	13	29%	66	22%	N<5	5	29%	116	27%
				Somewhat agree	N<5	5	45%	104	36%	N<5	10	21%	91	31%	N<5	4	25%	130	30%
				Neither agree nor disagree	N<5	0	0%	55	19%	N<5	11	25%	79	26%	N<5	3	20%	101	23%
				Somewhat disagree	N<5	1	10%	34	12%	N<5	7	16%	41	14%	N<5	3	16%	52	12%
				Strongly disagree	N<5	29	10%	29	10%	N<5	4	9%	22	7%	N<5	2	9%	33	8%
Q35E	policy/practice > work/home	colleagues are respectful of my efforts to balance work and home responsibilities	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	8	5%	67	41%	N/A	N/A	61	37%	N/A	N/A	N/A	112	43%	
				Somewhat agree	N<5	50	30%	50	30%	N/A	N/A	52	32%	N/A	N/A	N/A	80	30%	
				Neither agree nor disagree	N<5	25	16%	25	16%	N/A	N/A	27	16%	N/A	N/A	N/A	44	17%	
				Somewhat disagree	N<5	13	8%	13	8%	N/A	N/A	17	10%	N/A	N/A	N/A	14	5%	
				Strongly disagree	N<5	8	5%	8	5%	N/A	N/A	6	4%	N/A	N/A	N/A	13	5%	
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied	N<5	4	25%	172	43%	N<5	24	37%	168	41%	N<5	12	48%	228	38%
				Neither satisfied nor dissatisfied	N<5	1	5%	42	11%	N<5	13	21%	61	15%	N<5	0	0%	4	15%
				Dissatisfied	N<5	3	21%	98	25%	N<5	16	25%	84	20%	N<5	3	11%	85	14%
				Very dissatisfied	N<5	0	0%	54	14%	N<5	4	7%	34	8%	N<5	0	0%	35	6%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Satisfied	N<5	3	19%	127	32%	N<5	23	35%	117	28%	N<5	2	42%	9	35%
				Neither satisfied nor dissatisfied	N<5	1	7%	60	15%	N<5	12	19%	72	17%	N<5	0	0%	5	19%
				Dissatisfied	N<5	7	50%	123	31%	N<5	15	24%	130	31%	N<5	1	20%	4	18%
				Very dissatisfied	N<5	0	0%	62	16%	N<5	8	13%	59	14%	N<5	1	21%	8	3%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	2	14%	115	31%	N<5	23	35%	149	37%	N<5	0	0%	192	34%
				Neither satisfied nor dissatisfied	N<5	1	5%	39	10%	N<5	4	6%	39	10%	N<5	0	0%	6	26%
				Dissatisfied	N<5	36	10%	36	10%	N<5	7	10%	21	5%	N<5	0	0%	2	9%
				Very dissatisfied	N<5	0	0%	20	5%	N<5	3	4%	17	4%	N<5	2	41%	0	0%
Q38B	climate, culture, collegiality	interest in your professional development	The interest/tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	5	35%	98	25%	N<5	20	30%	106	26%	N<5	3	58%	6	26%
				Neither satisfied nor dissatisfied	N<5	1	7%	62	16%	N<5	14	22%	71	17%	N<5	0	0%	5	20%
				Dissatisfied	N<5	0	0%	57	14%	N<5	11	17%	66	16%	N<5	0	0%	4	14%
				Very dissatisfied	N<5	48	12%	48	12%	N<5	5	7%	31	7%	N<5	1	21%	5	21%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	6	49%	121	31%	N<5	25	38%	137	33%	N<5	2	38%	4	16%
				Neither satisfied nor dissatisfied	N<5	3	22%	67	17%	N<5	7	10%	60	14%	N<5	0	0%	3	12%
				Dissatisfied	N<5	0	0%	70	18%	N<5	10	16%	62	15%	N<5	1	20%	6	25%
				Very dissatisfied	N<5	2	14%	53	13%	N<5	3	4%	38	9%	N<5	0	0%	5	21%
Q38D	climate, culture, collegiality	value faculty in your department on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	32	27%	32	27%	N/A	N/A	37	27%	N/A	N/A	N/A	68	31%	
				Neither satisfied nor dissatisfied	N<5	45	38%	45	38%	N/A	N/A	54	39%	N/A	N/A	N/A	72	33%	
				Dissatisfied	N<5	18	16%	18	16%	N/A	N/A	28	20%	N/A	N/A	N/A	43	20%	
				Very dissatisfied	N<5	11	10%	11	10%	N/A	N/A	12	9%	N/A	N/A	N/A	24	11%	
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	2	15%	80	20%	N<5	17	26%	107	26%	N<5	2	41%	8	30%
				Neither satisfied nor dissatisfied	N<5	7	51%	164	37%	N<5	22	34%	146	35%	N<5	1	21%	4	15%
				Dissatisfied	N<5	3	20%	64	16%	N<5	8	12%	62	15%	N<5	1	17%	5	20%
				Very dissatisfied	N<5	0	0%	62	16%	N<5	15	23%	69	17%	N<5	1	21%	2	8%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	5	37%	89	23%	N<5	16	25%	95	23%	N<5	2	41%	5	19%
				Neither satisfied nor dissatisfied	N<5	2	13%	90	23%	N<5	23	36%	145	35%	N<5	1	17%	3	12%
				Dissatisfied	N<5	1	8%	43	11%	N<5	4	7%	53	13%	N<5	0	0%	4	15%
				Very dissatisfied	N<5	28	7%	28	7%	N<5	3	5%	32	8%	N<5	0	0%	6	2%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	N<5	9	71%	125	33%	N<5	20	33%	107	27%	N<5	2	41%	7	27%
				Neither satisfied nor dissatisfied	N<5	0	0%	143	37%	N<5	20	32%	154	39%	N<5	1	21%	8	32%
				Dissatisfied	N<5	4	29%	62	16%	N<5	13	20%	65	17%	N<5	1	17%	3	13%
				Very dissatisfied	N<5	0	0%	43	11%	N<5	8	13%	51	13%	N<5	1	21%	1	4%
				Very dissatisfied	N<5	0	0%	11	3%	N<5	1	2%	14	3%	N<5	0	0%	6	24%

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item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY					ACADEMIC AREA					BUSINESS					
					Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	Your institution	All selected peers	All comparables	Count	%	
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5 N<5	8 2 2 1 0	61% 17% 13% 8% 0%	130 146 70 31 8	34% 37% 18% 8% 2%	N<5 N<5 N<5 N<5 N<5	16 23 14 6 2	26% 38% 24% 11% 2%	102 147 84 47 12	26% 37% 21% 12% 3%	2 1 1 0 0	41% 21% 17% 21% 0%	9 6 5 1 4	36% 24% 19% 4% 16%	199 228 83 44 15	35% 40% 15% 8% 3%
Q40	climate, culture, collegiality	how well you fit department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5 N<5	6 7 0 2 0	42% 46% 0% 12% 0%	133 139 44 47 33	34% 35% 11% 12% 8%	N<5 N<5 N<5 N<5 N<5	24 17 13 5 6	34% 27% 20% 7% 9%	126 153 58 55 24	30% 37% 14% 13% 6%	2 2 0 1 0	38% 41% 0% 21% 0%	9 3 9 4 4	34% 8% 34% 9% 14%	211 189 86 61 42	36% 32% 15% 10% 7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5 N<5	3 3 3 3 3	19% 20% 21% 16% 19%	53 124 58 63 53	24% 32% 15% 16% 14%	N<5 N<5 N<5 N<5 N<5	13 18 12 12 9	20% 28% 19% 19% 14%	81 139 76 70 45	20% 34% 18% 17% 11%	2 1 20 0 1	38% 21% 20% 0% 21%	4 5 18 0 9	15% 19% 27% 4% 35%	149 171 104 89 71	26% 29% 18% 15% 12%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5	3 5 4 3	29% 44% 4% 3%	33 50 5 4	24% 44% 4% 3%	N<5 N<5 N<5 N<5	3 4 3 2	24% 44% 4% 3%	42 26 4 2	30% 46% 3% 2%	3 1 0 0	59% 21% 0% 0%	3 2 0 0	N/A N/A N/A N/A	76 87 31 9 4	37% 42% 15% 5% 2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5	1 32 9 2	14% 29% 8% 2%	17 32 9 2	15% 29% 8% 2%	N<5 N<5 N<5 N<5	15 32 9 2	14% 29% 8% 2%	18 49 8 5	14% 38% 6% 4%	2 1 1 0	38% 20% 21% 0%	2 1 1 0	N/A N/A N/A N/A	63 74 49 8 4	31% 37% 24% 4% 4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5	3 52 7 2	26% 45% 6% 2%	30 52 21 2	26% 45% 6% 2%	N<5 N<5 N<5 N<5	30 52 7 2	26% 45% 6% 2%	23 59 38 2	17% 43% 28% 5%	0 1 1 0	0% 21% 20% 0%	0 1 1 0	N/A N/A N/A N/A	68 80 39 9 12	33% 39% 19% 6% 3%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following collegial statements.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	N<5 N<5 N<5 N<5 N<5	71 69 13 14 10	40% 39% 7% 8% 6%	71 69 13 14 10	40% 39% 7% 8% 6%	N<5 N<5 N<5 N<5 N<5	71 69 13 14 10	40% 39% 7% 8% 6%	83 68 13 13 6	45% 37% 8% 7% 3%	4 0 0 1 0	79% 0% 0% 21% 0%	4 0 0 1 0	N/A N/A N/A N/A N/A	163 103 14 19 8	53% 34% 4% 6% 3%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5 N<5	5 0 2 54 0	36% 0% 12% 14% 0%	178 28 54 19	45% 0% 14% 5%	N<5 N<5 N<5 N<5 N<5	5 0 2 54 0	36% 0% 12% 14% 0%	131 184 39 45 15	32% 45% 15% 11% 4%	3 0 0 2 0	59% 0% 0% 41% 0%	5 0 4 2 2	19% 38% 17% 16% 9%	200 245 57 66 28	34% 41% 10% 11% 5%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	N<5 N<5 N<5 N<5 N<5	3 11 0 0 11	19% 74% 0% 0% 93%	71 203 61 50 150	18% 51% 15% 13% 46%	N<5 N<5 N<5 N<5 N<5	3 11 0 0 11	18% 51% 15% 13% 46%	85 197 79 42 169	24% 48% 19% 10% 56%	8 3 1 0 4	17% 62% 21% 0% 80%	2 12 5 4 11	8% 48% 23% 17% 65%	125 282 94 70 231	21% 47% 16% 12% 50%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor President Vice President for Academic Affairs Academic Dean Provost Other	N<5 N<5 N<5 N<5 N<5 N<5	0 1 0 0 11 0	0% 7% 0% 0% 93% 0%	30 69 25 48 150 2	9% 21% 8% 15% 46% 2%	N<5 N<5 N<5 N<5 N<5 N<5	3 12 5 25 1 2	7% 26% 11% 55% 1% 2%	21 63 22 20 169 5	7% 21% 7% 7% 5% 2%	1 0 0 0 4 0	20% 0% 0% 0% 80% 0%	1 4 0 0 11 0	6% 22% 6% 0% 65% 0%	33 62 94 17 231 7	7% 13% 20% 4% 50% 0%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	N<5 N<5 N<5 N<5 N<5	5 3 0 1 31	56% 33% 0% 12% 0%	45 91 65 35 31	17% 34% 24% 13% 12%	N<5 N<5 N<5 N<5 N<5	5 3 0 1 31	17% 34% 24% 13% 12%	45 72 40 35 19	17% 31% 27% 15% 19%	3 2 2 5 2	37% 40% 27% 15% 9%	3 4 5 3 2	17% 24% 26% 15% 11%	83 110 97 39 40	23% 30% 26% 11% 11%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career For the foreseeable future For no more than 5 years after earning I haven't thought that far ahead	N<5 N<5 N<5	3 8 3	19% 56% 19%	72 169 88	15% 45% 24%	N<5 N<5 N<5	10 27 17	16% 43% 27%	75 185 75	20% 48% 13%	1 3 1	21% 59% 20%	1 7 2	4% 28% 3%	90 233 62	17% 43% 11%
Q47B	global satisfaction	why you plan to remain at institution for no more than 5 years after earning tenure?	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution Prefer to work in private industry Prefer to work in government Other	N<5 N<5 N<5 N<5	1 1 0 4	6% 6% 0% 28%	10 1 0 4	66% 6% 0% 28%	N<5 N<5 N<5 N<5	10 1 0 4	66% 6% 0% 28%	9 0 1 3	67% 0% 8% 24%	1 0 1 3	5% 0% 8% 24%	1 0 1 3	N/A N/A N/A N/A	11 0 0 9	56% 0% 0% 44%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY			ACADEMIC AREA			AGRI / NAT RES / ENV SCI			BUSINESS								
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables						
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q48	global satisfaction		would again choose to work at this institution	Strongly agree	N<5	N<5	10	72%	171	44%	N<5	N<5	32	49%	191	47%	3	59%	7	28%	249	44%
				Somewhat agree	N<5	N<5	2	15%	118	30%	N<5	N<5	16	24%	130	32%	1	20%	7	30%	173	30%
				Neither agree nor disagree	N<5	N<5	1	5%	39	10%	N<5	N<5	10	15%	32	8%	1	21%	4	16%	62	11%
				Somewhat disagree	N<5	N<5	1	7%	43	11%	N<5	N<5	4	6%	36	9%	0	0%	5	19%	56	10%
Q49	global satisfaction		would recommend department as a place to work	Strongly disagree	N<5	N<5	0	0%	16	4%	N<5	N<5	4	6%	16	4%	0	0%	1	6%	30	5%
				Strongly recommend dept	N<5	N<5	12	81%	168	43%	N<5	N<5	32	50%	188	47%	3	59%	7	28%	262	46%
				Recommend with reservations	N<5	N<5	3	19%	188	49%	N<5	N<5	28	44%	196	49%	0	0%	16	67%	265	47%
				Not recommend dept	N<5	N<5	0	0%	31	8%	N<5	N<5	4	6%	19	5%	2	41%	1	6%	41	7%
Q50	global satisfaction		overall rating of institution	Great	N<5	N<5	1	6%	62	16%	N<5	N<5	12	19%	80	20%	1	17%	3	12%	123	21%
				Good	N<5	N<5	13	87%	187	47%	N<5	N<5	31	50%	211	52%	4	83%	10	41%	277	47%
				So-so	N<5	N<5	1	7%	117	30%	N<5	N<5	17	26%	96	24%	0	0%	11	47%	136	23%
				Bad	N<5	N<5	0	0%	18	5%	N<5	N<5	3	5%	12	3%	0	0%	0	0%	29	5%
				Awful	N<5	N<5	0	0%	11	3%	N<5	N<5	0	0%	7	2%	0	0%	20	4%		

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Survey Administration 2008-09

item	theme	name	description	response scale	EDUCATION			ACADEMIC AREA			MED SCHOOLS / HEALTH PROF			OTHER PROFESSIONS						
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	6 15 2 1 1	24% 60% 9% 4% 4%	8 25 5 14 4	15% 45% 9% 25% 6%	117 354 60 108 29	117 53% 60 9% 108 16%	3 8 0 0 4	25% 75% 0% 0% 0%	65 409 130 140 53	16% 12% 15% 17% 6%	102 12% 17% 17% 6%	7 28 9 7 0	13% 54% 17% 15% 0%	103 337 79 92 48	16% 51% 12% 14% 7%	
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	19 2 1 1 2	77% 9% 4% 4% 9%	25 4 14 6 6	45% 6% 27% 10% 12%	328 84 117 36 65	328 49% 84 13% 117 25% 65 10%	9 0 0 0 2	17% 0% 0% 0% 23%	96 404 153 124 66	12% 48% 18% 15% 8%	96 404 153 124 66	12% 48% 18% 15% 8%	6 28 10 5 6	11% 55% 19% 10% 11%	56 319 96 96 53	8% 49% 15% 15% 8%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	2 6 2 1 1	9% 26% 9% 4% 4%	6 5 15 6 6	12% 8% 27% 10% 10%	103 271 84 117 36	103 41% 84 13% 117 25% 36 10%	2 3 0 0 2	17% 23% 0% 0% 17%	66 332 191 174 71	8% 40% 23% 21% 8%	66 332 191 174 71	8% 40% 23% 21% 8%	6 11 13 10 5	11% 42% 18% 15% 8%	56 254 284 126 88	8% 39% 44% 19% 13%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	15 5 2 0 0	63% 19% 9% 0% 0%	22 9 14 0 0	39% 17% 26% 0% 0%	305 116 129 32 5	305 46% 116 17% 129 19% 32 5%	2 2 2 0 3	17% 35% 18% 8% 34%	89 343 180 57 107	11% 41% 22% 20% 13%	89 343 180 57 107	11% 41% 22% 20% 13%	6 28 11 3 2	12% 56% 22% 20% 5%	60 287 132 114 62	9% 44% 20% 17% 10%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	12 7 2 0 0	55% 31% 12% 0% 0%	26 11 8 0 0	46% 21% 15% 0% 0%	283 144 79 33 5	283 43% 144 22% 79 12% 33 5%	3 3 3 0 2	0% 31% 25% 10% 17%	327 299 124 52 6	39% 26% 15% 6% 21%	327 299 124 52 6	39% 26% 15% 6% 21%	11 23 12 4 5	22% 46% 24% 8% 10%	107 277 155 64 47	16% 43% 10% 7% 7%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	18 3 1 1 4	73% 12% 4% 4% 15%	31 6 11 0 8	55% 11% 20% 0% 15%	316 74 129 20 140	316 47% 74 11% 129 19% 140 21%	7 1 0 0 0	66% 8% 0% 0% 17%	404 115 116 27 100	48% 14% 14% 3% 11%	404 115 116 27 100	48% 14% 14% 3% 11%	5 13 6 0 7	10% 16% 10% 0% 14%	106 305 96 40 124	16% 47% 15% 6% 20%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	15 5 0 1 4	61% 20% 0% 4% 15%	26 7 12 2 6	47% 13% 22% 4% 10%	328 97 81 16 56	328 50% 97 15% 81 12% 16 2%	7 0 0 0 1	66% 0% 0% 0% 9%	378 155 157 37 68	46% 19% 19% 4% 9%	378 155 157 37 68	46% 19% 19% 4% 9%	8 10 0 0 3	8% 16% 21% 0% 13%	156 92 83 19 66	29% 28% 13% 3% 13%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	12 6 1 2 2	50% 25% 3% 8% 8%	10 11 3 17 10	20% 24% 32% 4% 18%	156 150 146 23% 57	156 24% 146 23% 57 9%	6 1 6 0 1	9% 9% 62% 0% 0%	68 228 196 25% 68	9% 29% 25% 9% 10%	68 228 196 25% 68	9% 29% 25% 9% 10%	3 10 5 5 11	4% 8% 13% 0% 11%	19 108 108 20% 61	3% 20% 20% 14% 11%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	14 7 1 1 0	59% 27% 3% 4% 0%	11 13 15 11 3	25% 24% 28% 11% 5%	225 151 139 72 55	225 34% 151 23% 139 21% 72 11%	2 3 4 1 0	18% 27% 38% 13% 0%	73 253 222 194 51	9% 31% 27% 24% 6%	73 253 222 194 51	9% 31% 27% 24% 6%	6 23 10 11 4	7% 48% 25% 2% 7%	59 246 160 116 48	9% 38% 24% 18% 7%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	12 9 3 1 0	48% 38% 11% 4% 0%	9 15 18 10 3	17% 27% 33% 18% 5%	203 179 138 78 88	203 31% 179 27% 138 21% 78 12%	0 5 1 1 0	0% 45% 17% 13% 0%	51 222 227 212 95	6% 27% 28% 24% 12%	51 222 227 212 95	6% 27% 28% 24% 12%	4 11 13 4 3	7% 38% 21% 2% 5%	48 197 160 163 76	7% 31% 25% 24% 12%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear Fairly clear Neither clear nor unclear Fairly unclear Very unclear	11 9 3 1 0	45% 38% 11% 4% 0%	14 10 18 10 3	26% 19% 33% 18% 5%	181 166 138 78 88	181 25% 166 27% 138 21% 78 12%	0 3 3 1 0	0% 27% 34% 13% 18%	45 95 92 144 164	5% 12% 12% 14% 20%	45 95 92 144 164	5% 12% 12% 14% 20%	3 4 4 20 6	5% 17% 25% 7% 8%	39 170 153 152 86	6% 27% 24% 24% 14%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	14 3 3 4 6	56% 17% 11% 4% 24%	25 15 10 22 10	44% 27% 18% 40% 18%	295 137 91 176 118	295 44% 137 21% 176 27% 118 18%	6 1 3 0 1	56% 8% 18% 21% 8%	348 203 89 226 164	42% 25% 13% 29% 20%	348 203 89 226 164	42% 25% 13% 29% 20%	26 4 10 12 4	52% 20% 7% 23% 8%	260 139 83 152 86	40% 22% 13% 24% 14%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	13 4 1 0 0	54% 18% 4% 0% 0%	21 2 3 0 2	37% 38% 10% 0% 3%	255 143 63 14 14	255 39% 143 22% 63 10% 14 2%	6 3 0 0 0	56% 25% 10% 0% 0%	342 243 58 14 14	42% 30% 7% 0% 2%	342 243 58 14 14	42% 30% 7% 0% 2%	14 17 13 1 1	30% 37% 27% 4% 2%	175 262 137 39 7	28% 42% 22% 6% 1%

Item	Theme	Name	Description	Response scale	EDUCATION			MED SCHOOLS / HEALTH PROF			ACADEMIC AREA			OTHER PROFESSIONS							
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q25C	tenure expectations: reasonableness	> advisor	expectations > An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	2	8%	7	14%	95	15%	1	9%	6	6%	111	14%	1	13%	103	19%	
					12	47%	8	16%	194	31%	1	11%	36	31%	226	29%	N<5	12	33%	168	30%
					7	27%	27	51%	241	39%	4	41%	68	58%	391	50%	N<5	17	44%	217	41%
					4	15%	6	12%	69	11%	2	18%	6	5%	41	5%	N<5	4	10%	41	8%
					1	4%	4	7%	21	3%	2	20%	1	1%	13	2%	N<5	0	0%	10	2%
					2	9%	5	9%	109	17%	1	8%	16	13%	132	17%	N<5	10	20%	119	32%
Q25D	tenure expectations: reasonableness	> colleague in department	expectations > A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	13	54%	11	21%	208	32%	2	18%	35	29%	223	28%	N<5	20	40%	201	39%
					8	34%	27	50%	263	40%	7	65%	63	51%	385	48%	N<5	16	33%	249	40%
					1	4%	3	6%	42	6%	0	0%	6	5%	45	6%	N<5	3	7%	43	7%
					0	0%	8	14%	28	4%	1	8%	3	2%	13	2%	N<5	0	0%	15	2%
					2	9%	6	12%	100	15%	0	0%	10	8%	87	11%	N<5	6	13%	93	15%
Q25E	tenure expectations: reasonableness	> campus citizen	expectations > A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	8	33%	7	12%	167	26%	2	17%	23	19%	204	26%	N<5	17	34%	177	29%
					14	58%	39	71%	328	51%	8	75%	79	65%	442	56%	N<5	24	47%	314	50%
					0	0%	2	4%	35	5%	1	8%	5	4%	39	5%	N<5	3	6%	31	5%
					0	0%	1	2%	19	3%	0	0%	4	3%	14	2%	N<5	0	0%	7	1%
					2	7%	4	7%	78	12%	0	0%	5	5%	74	10%	N<5	2	4%	75	12%
Q25F	tenure expectations: reasonableness	> member of community	expectations > A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable Fairly reasonable Neither reasonable nor unreasonable Fairly unreasonable Very unreasonable	11	46%	12	22%	181	28%	1	8%	32	28%	193	25%	N<5	16	31%	162	27%
					12	47%	32	58%	327	50%	8	73%	70	61%	445	58%	N<5	28	56%	330	54%
					0	0%	5	9%	46	7%	2	18%	5	4%	41	5%	N<5	3	6%	32	5%
					0	0%	3	5%	17	3%	0	0%	2	2%	15	2%	N<5	2	3%	9	1%
					2	7%	11	19%	98	15%	2	17%	20	16%	117	14%	N<5	11	23%	92	14%
Q26	tenure practices overall		messages about tenure from senior colleagues about the requirements for tenure.	Somewhat agree Fairly agree Neither agree nor disagree Somewhat disagree Strongly disagree	11	44%	19	34%	207	32%	3	25%	41	34%	239	29%	N<5	16	32%	190	30%
					2	9%	4	6%	49	7%	0	0%	18	15%	100	12%	N<5	7	14%	55	9%
					7	28%	15	27%	172	26%	3	27%	29	24%	203	25%	N<5	13	26%	168	26%
					8	37%	12	22%	137	22%	3	31%	12	10%	152	19%	N<5	2	4%	134	21%
Q27A	tenure practices overall		In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	9	44%	20	37%	249	40%	4	40%	45	40%	298	38%	N<5	19	42%	211	34%
					2	10%	3	5%	72	11%	1	10%	18	15%	111	14%	N<5	5	12%	77	12%
					2	9%	12	22%	105	17%	2	17%	6	5%	96	12%	N<5	3	6%	109	18%
					0	0%	8	14%	67	11%	1	8%	5	5%	51	7%	N<5	0	0%	54	9%
					10	39%	8	14%	141	21%	0	0%	36	30%	206	25%	N<5	10	20%	165	24%
Q28	nature of work overall		The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	10	42%	20	38%	340	51%	4	38%	59	49%	422	51%	N<5	23	46%	324	50%
					1	4%	10	19%	49	7%	3	25%	10	8%	69	8%	N<5	8	17%	68	9%
					4	15%	12	22%	103	16%	4	37%	14	11%	103	13%	N<5	8	17%	95	15%
					0	0%	4	7%	28	4%	0	0%	1	1%	20	2%	N<5	0	0%	17	3%
					8	31%	N/A	N/A	163	43%	0	0%	N/A	N/A	82	17%	N<5	N/A	N/A	68	19%
Q28B	nature of work overall		The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	8	33%	N/A	N/A	163	42%	4	38%	N/A	N/A	226	46%	N<5	N/A	N/A	149	42%
					4	17%	N/A	N/A	63	16%	2	17%	N/A	N/A	62	13%	N<5	N/A	N/A	58	17%
					3	12%	N/A	N/A	79	21%	4	35%	N/A	N/A	94	19%	N<5	N/A	N/A	58	17%
					2	7%	N/A	N/A	30	8%	1	10%	N/A	N/A	22	5%	N<5	N/A	N/A	17	5%
					15	60%	18	34%	286	43%	2	18%	42	37%	270	36%	N<5	16	37%	253	42%
Q29A	nature of work > teaching		The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	6	23%	21	39%	267	41%	8	73%	49	43%	340	45%	N<5	22	50%	262	42%
					2	9%	6	11%	45	7%	1	8%	14	13%	77	10%	N<5	3	7%	45	7%
					2	8%	6	11%	48	7%	0	0%	6	5%	53	7%	N<5	3	6%	47	8%
					0	0%	3	5%	13	2%	0	0%	0	0%	10	1%	N<5	0	0%	6	1%
					8	31%	24	45%	240	36%	1	8%	44	39%	261	35%	N<5	20	45%	229	38%
Q29B	nature of work > teaching		The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	8	33%	15	28%	225	34%	2	17%	49	43%	314	42%	N<5	15	35%	205	34%
					2	7%	7	14%	60	9%	4	40%	12	11%	102	14%	N<5	4	10%	58	10%
					4	17%	6	11%	98	15%	4	40%	5	5%	51	7%	N<5	5	11%	87	14%
					3	13%	2	3%	36	5%	2	18%	2	2%	24	3%	N<5	2	0%	25	4%
					15	62%	23	43%	331	50%	2	17%	42	39%	281	38%	N<5	22	51%	313	52%
Q29C	nature of work > teaching		The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	28%	20	38%	198	30%	4	40%	41	38%	263	35%	N<5	14	33%	196	32%
					2	10%	3	6%	7	1%	1	8%	15	14%	102	14%	N<5	1	2%	40	7%
					0	0%	4	8%	57	9%	2	17%	5	4%	68	9%	N<5	4	9%	43	7%
					0	0%	3	5%	26	4%	4	38%	5	4%	31	4%	N<5	2	4%	14	2%
					17	68%	31	59%	422	64%	4	40%	56	51%	370	50%	N<5	30	69%	416	68%
Q29D	nature of work > teaching		The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	27%	13	24%	174	26%	5	44%	36	33%	265	36%	N<5	8	19%	144	24%
					1	5%	5	9%	31	5%	2	18%	11	10%	67	9%	N<5	3	8%	21	3%
					0	0%	4	7%	25	4%	0	0%	4	3%	30	4%	N<5	1	2%	20	3%
					0	0%	0	0%	6	1%	0	0%	2	2%	10	1%	N<5	0	0%	7	1%
					12	48%	22	41%	242	37%	0	0%	41	36%	264	35%	N<5	20	47%	202	33%
Q29E	nature of work > teaching		The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	27%	18	34%	253	38%	3	34%	48	43%	327	43%	N<5	14	33%	240	40%
					3	12%	6	10%	65	10%	1	10%	17	15%	102	13%	N<5	2	4%	47	8%
					3	12%	3	5%	73	11%	2	21%	4	4%	42	6%	N<5	6	14%	84	14%
					0	0%	5	9%	26	4%	4	35%	2	2%	22	3%	N<5	1	2%	31	5%

item	theme	name	description	response scale	EDUCATION			ACADEMIC AREA			MED SCHOOLS / HEALTH PROF			OTHER PROFESSIONS							
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	6	32%	10	26%	89	22%	0	0%	16	27%	132	27%	N=5	5	14%	75	17%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	28%	11	39%	297	48%	5	52%	56	49%	351	46%	N=5	15	35%	275	48%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3	11%	3	5%	53	8%	0	0%	20	16%	147	18%	N=5	5	10%	64	10%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	9	35%	12	23%	154	23%	1	8%	38	32%	258	31%	N=5	15	31%	167	26%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	2	8%	9	17%	54	8%	0	0%	14	11%	83	10%	N=5	8	15%	73	11%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	27%	14	26%	132	20%	2	17%	22	19%	222	27%	N=5	11	21%	124	19%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	14	58%	10	18%	200	31%	9	83%	54	45%	304	37%	N=5	21	42%	218	34%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	1	4%	8	15%	78	12%	1	8%	11	9%	103	13%	N=5	7	15%	89	14%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	5	20%	17	33%	138	22%	2	17%	14	12%	97	13%	N=5	5	11%	93	16%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	10	40%	11	21%	175	27%	2	21%	26	22%	162	20%	N=5	12	25%	161	25%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	3	12%	6	12%	68	11%	0	0%	3	3%	37	5%	N=5	1	2%	15	3%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	9	36%	20	39%	241	37%	3	34%	42	35%	338	41%	N=5	15	29%	219	34%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	12	50%	23	45%	213	33%	3	34%	58	48%	332	41%	N=5	19	37%	244	38%



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item	theme	name	description	response scale	EDUCATION			ACADEMIC AREA			MED SCHOOLS / HEALTH PROF			OTHER PROFESSIONS					
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	10 14 1 0 0	40% 56% 4% 0% 0%	28 21 2 2 0	53% 40% 4% 4% 0%	293 274 58 22 7	45% 42% 8% 3% 1%	3 5 1 2 0	31% 50% 14% 4% 1%	324 392 68 28 5	40% 48% 8% 3% 1%	N<5 N<5 N<5 N<5 N<5	25 19 5 1 0	50% 38% 10% 2% 0%	281 284 57 21 2	44% 47% 9% 3% 0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	9 13 0 1 0	39% 57% 0% 4% 0%	25 20 3 2 1	49% 39% 7% 2% 1%	275 291 61 18 7	42% 45% 9% 3% 1%	3 3 3 0 0	26% 47% 21% 4% 0%	278 375 117 36 11	34% 46% 14% 4% 1%	N<5 N<5 N<5 N<5 N<5	5 19 3 0 1	52% 39% 7% 0% 2%	257 286 74 19 3	40% 45% 11% 3% 1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	12 11 1 0 0	50% 46% 4% 0% 0%	28 16 5 2 0	55% 32% 10% 4% 0%	316 232 78 24 5	48% 35% 12% 2% 1%	3 5 0 0 0	30% 47% 18% 2% 0%	415 301 71 16 6	51% 37% 9% 2% 1%	N<5 N<5 N<5 N<5 N<5	11 19 13 3 2	23% 40% 28% 5% 3%	243 212 113 43 26	38% 33% 18% 7% 4%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	3 17 2 0 0	12% 74% 7% 0% 0%	11 19 5 0 0	22% 49% 9% 0% 0%	149 292 64 20 3	23% 45% 10% 3% 1%	2 5 1 0 0	18% 44% 8% 0% 0%	166 415 58 15 1	20% 57% 11% 2% 1%	N<5 N<5 N<5 N<5 N<5	5 23 7 2 2	10% 48% 15% 3% 0%	117 288 147 57 19	18% 66% 23% 9% 3%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	8 0 0 0 0	35% 0% 0% 0% 0%	6 0 0 0 0	11% 0% 2% 0% 0%	138 15 0 0 2	21% 2% 0% 0% 0%	3 1 0 0 0	25% 8% 0% 0% 0%	364 66 21 5 5	45% 8% 3% 1% 1%	N<5 N<5 N<5 N<5 N<5	16 2 1 2 5	32% 3% 2% 5% 1%	189 19 3 5 1	29% 3% 1% 1% 0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	6 12 5 0 0	25% 54% 20% 0% 0%	31 7 9 0 1	60% 14% 17% 0% 2%	336 202 86 18 5	52% 31% 13% 3% 1%	3 6 1 0 0	27% 35% 30% 12% 2%	212 277 239 56 7	27% 35% 30% 2% 2%	N<5 N<5 N<5 N<5 N<5	0 16 9 1 2	42% 34% 1% 2% 3%	349 185 81 16 9	55% 29% 13% 2% 1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	5 10 7 1 0	20% 45% 31% 4% 0%	13 18 14 5 1	26% 35% 28% 10% 2%	189 194 190 54 16	29% 30% 30% 8% 3%	4 3 1 2 0	35% 40% 34% 17% 0%	172 305 243 58 20	22% 38% 30% 7% 2%	N<5 N<5 N<5 N<5 N<5	12 12 6 1 1	2% 24% 36% 13% 2%	183 202 185 50 18	29% 32% 29% 8% 3%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	7 15 2 0 0	29% 62% 9% 0% 0%	36 12 3 0 0	74% 23% 5% 0% 0%	353 235 47 9 4	54% 36% 7% 1% 1%	3 1 0 0 0	37% 41% 17% 4% 0%	333 299 135 31 7	37% 33% 17% 4% 1%	N<5 N<5 N<5 N<5 N<5	23 17 7 2 0	47% 34% 15% 0% 4%	303 261 60 14 4	47% 41% 9% 2% 1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	13 11 0 0 0	55% 45% 0% 0% 0%	38 12 2 0 0	74% 24% 2% 0% 0%	406 223 19 1 0	63% 34% 1% 0% 0%	6 3 0 0 0	55% 27% 18% 2% 0%	363 345 82 14 1	45% 43% 10% 2% 0%	N<5 N<5 N<5 N<5 N<5	25 17 4 3 0	51% 36% 8% 6% 1%	375 183 48 11 8	59% 30% 8% 2% 1%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	3 17 3 1 0	13% 71% 12% 4% 0%	19 27 5 0 0	37% 53% 10% 0% 0%	215 324 75 26 5	33% 50% 12% 4% 1%	3 5 0 0 0	34% 50% 17% 0% 0%	250 425 200 26 5	31% 53% 20% 3% 1%	N<5 N<5 N<5 N<5 N<5	11 28 5 2 2	23% 60% 10% 5% 3%	206 318 84 23 8	32% 50% 13% 4% 1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	6 8 3 1 5	27% 36% 13% 4% 19%	17 8 10 9 7	33% 120% 20% 17% 17%	199 120 155 50 107	31% 120% 25% 8% 21%	3 29 3 1 2	34% 21% 27% 8% 10%	241 200 179 71 100	13% 25% 23% 9% 13%	N<5 N<5 N<5 N<5 N<5	8 13 4 4 6	17% 24% 23% 9% 10%	101 169 65 101 120	16% 28% 11% 16% 19%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	10 6 2 3 5	42% 28% 8% 13% 13%	15 10 9 6 6	29% 20% 18% 12% 16%	178 142 82 100 260	28% 22% 13% 16% 41%	5 2 5 0 6	44% 17% 17% 0% 55%	268 166 268 140 245	34% 16% 32% 18% 31%	N<5 N<5 N<5 N<5 N<5	25 8 4 5 16	51% 16% 25% 8% 12%	205 126 84 15% 89	32% 20% 15% 14% 36%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important Important Neither important nor unimportant Unimportant Very unimportant	11 6 2 0 0	47% 24% 8% 0% 0%	16 7 2 0 6	31% 14% 4% 0% 11%	202 103 23 47 47	32% 16% 23% 7% 10%	1 3 0 1 1	10% 25% 0% 10% 10%	331 145 34 42 42	42% 18% 4% 42% 31%	N<5 N<5 N<5 N<5 N<5	21 5 2 3 3	44% 10% 5% 7% 7%	189 119 39 50 8	31% 19% 6% 8% 8%



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item	theme	name	description	response scale	EDUCATION			ACADEMIC AREA			MED SCHOOLS / HEALTH PROF			OTHER PROFESSIONS							
					Your institution	All comparables	All selected peers	Your institution	All comparables	All selected peers	Your institution	All comparables	All selected peers	Your institution	All comparables	All selected peers					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q34A1	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	5	20%	16	31%	184	28%	2	23%	30	25%	171	22%	N<5	15	31%	170	27%
				Important	6	27%	9	19%	146	23%	3	27%	38	32%	238	30%	N<5	10	21%	148	24%
				Neither important nor unimportant	9	38%	15	30%	164	26%	5	50%	27	23%	219	28%	N<5	15	32%	155	25%
				Unimportant	2	7%	4	8%	60	9%	0	0%	11	9%	76	10%	N<5	4	9%	65	10%
				Very unimportant	2	7%	6	13%	80	13%	0	0%	11	10%	88	11%	N<5	4	7%	91	15%
Q34A1	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	5	21%	N/A	N/A	42	16%	1	8%	N/A	N/A	N/A	10%	N<5	N/A	N/A	30	12%
				Important	2	8%	N/A	N/A	62	24%	1	8%	N/A	N/A	113	31%	N<5	N/A	N/A	50	20%
				Neither important nor unimportant	14	62%	N/A	N/A	82	32%	6	56%	N/A	N/A	135	37%	N<5	N/A	N/A	98	39%
				Unimportant	1	3%	N/A	N/A	38	15%	1	8%	N/A	N/A	47	13%	N<5	N/A	N/A	31	13%
				Very unimportant	2	8%	N/A	N/A	35	13%	1	8%	N/A	N/A	28	8%	N<5	N/A	N/A	39	16%
Q34A1	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	10	45%	N/A	N/A	99	37%	5	48%	N/A	N/A	105	29%	N<5	N/A	N/A	86	34%
				Important	6	28%	N/A	N/A	76	29%	3	25%	N/A	N/A	143	40%	N<5	N/A	N/A	85	33%
				Neither important nor unimportant	6	28%	N/A	N/A	49	18%	21	17%	N/A	N/A	74	21%	N<5	N/A	N/A	49	20%
				Unimportant	0	0%	N/A	N/A	22	8%	0	0%	N/A	N/A	19	5%	N<5	N/A	N/A	12	5%
				Very unimportant	0	0%	N/A	N/A	19	7%	1	10%	N/A	N/A	20	6%	N<5	N/A	N/A	21	8%
Q34A1	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	4	19%	N/A	N/A	71	27%	3	25%	N/A	N/A	55	15%	N<5	N/A	N/A	55	22%
				Important	9	39%	N/A	N/A	107	41%	4	41%	N/A	N/A	176	49%	N<5	N/A	N/A	85	34%
				Neither important nor unimportant	8	37%	N/A	N/A	53	20%	3	34%	N/A	N/A	96	27%	N<5	N/A	N/A	75	30%
				Unimportant	1	5%	N/A	N/A	18	7%	0	0%	N/A	N/A	22	6%	N<5	N/A	N/A	16	7%
				Very unimportant	0	0%	N/A	N/A	12	5%	0	0%	N/A	N/A	9	2%	N<5	N/A	N/A	20	8%
Q34A2	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	3	13%	N/A	N/A	43	17%	0	0%	N/A	N/A	32	9%	N<5	N/A	N/A	13	5%
				Important	15	67%	N/A	N/A	92	36%	4	42%	N/A	N/A	166	47%	N<5	N/A	N/A	110	44%
				Neither important nor unimportant	4	16%	N/A	N/A	50	19%	3	31%	N/A	N/A	56	16%	N<5	N/A	N/A	38	15%
				Unimportant	1	4%	N/A	N/A	31	12%	1	10%	N/A	N/A	32	9%	N<5	N/A	N/A	48	20%
				Very unimportant	2	8%	1	2%	44	8%	1	11%	9	12%	52	8%	N<5	N/A	N/A	45	9%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Effective	6	24%	11	27%	156	30%	1	11%	19	24%	173	27%	N<5	N/A	N/A	162	32%
				Effective	10	41%	8	20%	123	23%	3	43%	26	32%	144	23%	N<5	N/A	N/A	113	22%
				Neither effective nor ineffective	3	14%	11	27%	110	21%	2	24%	11	14%	145	23%	N<5	N/A	N/A	96	19%
				Ineffective	4	17%	3	13%	91	17%	1	11%	14	18%	120	19%	N<5	N/A	N/A	92	18%
				Very ineffective	3	13%	9	23%	110	18%	1	12%	15	14%	134	18%	N<5	N/A	N/A	88	15%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Effective	10	42%	16	32%	228	38%	5	63%	52	49%	276	37%	N<5	N/A	N/A	208	35%
				Effective	5	20%	10	21%	133	22%	2	24%	17	16%	164	22%	N<5	N/A	N/A	151	26%
				Neither effective nor ineffective	4	17%	13	27%	73	12%	0	0%	13	12%	110	15%	N<5	N/A	N/A	80	14%
				Ineffective	1	4%	7	14%	57	9%	0	0%	9	8%	63	8%	N<5	N/A	N/A	60	10%
				Very ineffective	4	17%	8	16%	104	17%	6	63%	50	43%	316	42%	N<5	N/A	N/A	239	41%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Effective	17	68%	15	29%	255	41%	1	9%	27	23%	151	20%	N<5	N/A	N/A	137	23%
				Effective	0	0%	8	16%	121	19%	1	9%	15	13%	110	15%	N<5	N/A	N/A	76	13%
				Neither effective nor ineffective	3	12%	16	32%	105	17%	1	9%	16	14%	97	14%	N<5	N/A	N/A	78	14%
				Ineffective	1	4%	4	7%	37	6%	1	9%	10	9%	76	10%	N<5	N/A	N/A	56	10%
				Very ineffective	6	25%	7	13%	99	16%	5	53%	41	37%	265	38%	N<5	N/A	N/A	211	39%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Effective	15	62%	18	36%	251	42%	2	19%	35	31%	170	25%	N<5	N/A	N/A	127	24%
				Effective	0	0%	8	17%	115	19%	2	19%	16	14%	97	14%	N<5	N/A	N/A	78	14%
				Neither effective nor ineffective	3	12%	10	21%	93	15%	1	9%	16	14%	80	12%	N<5	N/A	N/A	53	10%
				Ineffective	0	0%	6	12%	46	8%	0	0%	10	9%	54	8%	N<5	N/A	N/A	25	5%
				Very ineffective	11	45%	14	29%	150	25%	2	28%	40	36%	199	29%	N<5	N/A	N/A	84	17%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Effective	5	22%	10	20%	155	26%	3	44%	23	21%	153	22%	N<5	N/A	N/A	129	27%
				Effective	6	23%	10	21%	131	22%	2	28%	20	18%	145	21%	N<5	N/A	N/A	121	25%
				Neither effective nor ineffective	2	7%	7	15%	103	17%	0	0%	18	17%	142	21%	N<5	N/A	N/A	123	26%
				Ineffective	6	24%	1	3%	61	11%	1	11%	4	5%	52	8%	N<5	N/A	N/A	51	10%
				Very ineffective	8	34%	15	36%	202	37%	4	45%	37	40%	247	39%	N<5	N/A	N/A	172	35%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Effective	6	25%	13	33%	182	34%	4	45%	32	35%	215	34%	N<5	N/A	N/A	169	34%
				Effective	3	12%	9	22%	69	13%	0	0%	10	11%	77	12%	N<5	N/A	N/A	71	14%
				Neither effective nor ineffective	1	4%	3	7%	26	5%	0	0%	8	9%	41	7%	N<5	N/A	N/A	33	7%
				Ineffective	1	5%	4	7%	106	16%	0	0%	12	11%	111	17%	N<5	N/A	N/A	100	20%
				Very ineffective	10	41%	25	48%	238	37%	1	8%	45	43%	262	39%	N<5	N/A	N/A	254	41%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Effective	2	10%	3	5%	99	15%	3	34%	22	21%	120	18%	N<5	N/A	N/A	74	12%
				Effective	7	28%	8	15%	122	19%	3	27%	22	21%	110	16%	N<5	N/A	N/A	89	14%
				Neither effective nor ineffective	4	16%	13	25%	82	13%	3	31%	3	3%	72	11%	N<5	N/A	N/A	64	10%
				Ineffective	0	0%	1	4%	42	12%	0	0%	3	5%	38	10%	N<5	N/A	N/A	0	0%
				Very ineffective	1	7%	2	9%	83	23%	1	19%	9	18%	79	20%	N<5	N/A	N/A	64	17%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Effective	3	26%	4	22%	89	25%	2	42%	25	41%	161	41%	N<5	N/A	N/A	77	21%
				Effective	6	50%	7	33%	62	17%	2	38%	9	18%	54	14%	N<5	N/A	N/A	65	17%
				Neither effective nor ineffective	2	17%	7	32%	85	24%	0	0%	6	12%	59	15%	N<5	N/A	N/A	5	31%
				Ineffective	2	17%	7	32%	85	24%	0	0%	6	12%	59	15%	N<5	N/A	N/A	5	31%
				Very ineffective																	

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Tenure-Track Faculty Job Satisfaction Survey
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item	theme	name	description	response scale	EDUCATION					ACADEMIC AREA					MED SCHOOLS / HEALTH PROF					OTHER PROFESSIONS																								
					All selected peers					All comparables					Your institution					All selected peers					All comparables					Your institution					All selected peers					All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	2	15%	3	15%	40	12%	N<5	10	12%	68	14%	N<5	31	36%	171	35%	N<5	5	22%	83	26%	N<5	9	41%	118	37%	N<5	9	41%	118	37%									
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5	29%	4	9%	123	27%	0	0%	9	12%	60	11%	23	31%	146	28%	N<5	13	37%	136	29%	N<5	9	27%	82	18%	N<5	7	19%	109	23%									
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	5	22%	9	20%	105	38%	2	21%	10	12%	79	14%	33	42%	223	38%	N<5	6	15%	107	20%	N<5	20	51%	175	33%	N<5	7	18%	98	19%									
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	5%	2	4%	47	9%	0	0%	6	8%	54	9%	6	8%	54	9%	N<5	3	8%	40	8%	N<5	5	16%	104	21%	N<5	5	16%	104	21%									
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0	0%	2	10%	36	15%	N<5	9	21%	63	18%	N<5	5	12%	113	32%	N<5	7	45%	82	39%	N<5	3	20%	48	23%	N<5	5	30%	55	26%									
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5	0	0%	10	5%	10	25%	N<5	3	8%	26	10%	N<5	5	16%	35	13%	N<5	0	0%	7	3%	N<5	1	8%	16	8%	N<5	2	1%										
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	17%	5	21%	55	21%	1	19%	8	16%	61	17%	20	39%	112	32%	N<5	2	9%	43	16%	N<5	16	74%	82	31%	N<5	4	17%	79	30%									
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0	0%	6	24%	42	17%	N<5	7	14%	40	12%	N<5	15	28%	81	23%	N<5	1	4%	18	7%	N<5	7	28%	45	16%	N<5	8	36%	93	34%									
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	N<5	0	0%	3	11%	25	9%	0	0%	4	9%	28	8%	N<5	6	12%	41	12%	N<5	5	23%	N<5	2	9%	51	19%	N<5	5	23%	68	25%									
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0	0%	0	0%	35	31%	N<5	6	5%	N<5	17	10%	N<5	7	46%	N<5	7	46%	N<5	2	9%	N<5	16	13%	N<5	30	25%	N<5	23	19%										
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	1	10%	3	13%	16	6%	N<5	3	3%	N<5	3	3%	N<5	35	32%	N<5	35	32%	N<5	4	24%	N<5	4	24%	N<5	25	30%	N<5	25	30%										
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective Effective Neither effective nor ineffective Ineffective Very ineffective	0	0%	0	0%	17	41%	N<5	6	14%	N<5	8	13%	N<5	6	10%	N<5	37	60%	N<5	6	17%	N<5	26	72%	N<5	0	0%	N<5	0	0%										
Q34B21	policy/practice > effectiveness > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	3	20%	4	11%	47	12%	1	14%	4	6%	68	12%	4	6%	68	12%	170	31%	N<5	2	6%	44	11%	N<5	16	56%	103	26%	N<5	5	16%	84	24%							

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Survey Administration 2008-09

item	theme	name	description	response scale	EDUCATION					ACADEMIC AREA					MED SCHOOLS / HEALTH PROF					OTHER PROFESSIONS								
					Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables	Your institution	All selected peers	All comparables									
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	2	12%	2	6%	30	7%	30	10%	58	10%	58	10%	34	9%	99	25%	99	25%	99	25%	99	25%	99	25%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat agree	4	26%	9	24%	100	25%	0	0%	20	25%	154	27%	0	0%	20	25%	154	27%	0	0%	20	25%	154	27%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Neither agree nor disagree	5	31%	9	25%	93	23%	3	44%	23	30%	145	25%	6	24%	93	23%	145	25%	6	24%	93	23%	145	25%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat disagree	4	23%	9	24%	98	24%	24	30%	154	27%	0	0%	20	25%	0	0%	20	25%	0	0%	20	25%	0	0%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly disagree	1	7%	8	21%	87	21%	3	42%	4	5%	62	11%	7	9%	74	19%	62	11%	7	9%	74	19%	62	11%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	7	41%	8	21%	147	35%	2	27%	29	34%	197	33%	13	40%	117	29%	197	33%	13	40%	117	29%	197	33%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat agree	4	23%	9	25%	79	19%	3	37%	20	24%	132	22%	3	10%	87	21%	132	22%	3	10%	87	21%	132	22%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Neither agree nor disagree	1	5%	5	13%	56	13%	1	12%	8	9%	72	12%	3	9%	61	15%	72	12%	3	9%	61	15%	72	12%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat disagree	0	0%	4	10%	43	10%	1	12%	3	3%	40	7%	2	5%	35	9%	40	7%	2	5%	35	9%	40	7%
		colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly disagree	5	30%	11	28%	100	23%	0	0%	21	24%	135	22%	10	33%	106	25%	135	22%	10	33%	106	25%	135	22%
Q35D	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat agree	7	41%	9	23%	153	35%	3	39%	32	36%	214	35%	13	44%	120	29%	153	35%	13	44%	120	29%	153	35%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat disagree	4	23%	9	24%	91	21%	3	37%	19	22%	130	21%	3	11%	93	22%	91	21%	3	11%	93	22%	91	21%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Neither agree nor disagree	1	5%	6	15%	51	12%	1	12%	13	15%	86	14%	7	6%	65	16%	86	14%	7	6%	65	16%	86	14%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat disagree	0	0%	4	10%	43	10%	1	12%	3	3%	40	7%	2	5%	35	9%	40	7%	2	5%	35	9%	40	7%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly disagree	10	45%	N/A	N/A	117	37%	1	11%	N/A	N/A	152	37%	N/A	N/A	106	37%	117	37%	N/A	N/A	106	37%	117	37%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat agree	5	24%	N/A	N/A	93	29%	3	34%	N/A	N/A	155	38%	N/A	N/A	88	31%	93	29%	N/A	N/A	88	31%	93	29%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat disagree	5	22%	N/A	N/A	57	18%	1	11%	N/A	N/A	53	13%	N/A	N/A	44	15%	57	18%	N/A	N/A	44	15%	57	18%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat disagree	1	4%	N/A	N/A	36	11%	3	32%	N/A	N/A	39	10%	N/A	N/A	26	9%	36	11%	N/A	N/A	26	9%	36	11%
		colleagues are respectful of efforts to balance work/home	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly disagree	1	5%	N/A	N/A	16	5%	1	13%	N/A	N/A	12	3%	N/A	N/A	18	7%	16	5%	N/A	N/A	18	7%	16	5%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied	9	37%	20	38%	222	34%	4	42%	58	50%	334	42%	16	32%	222	35%	222	35%	16	32%	222	35%	222	35%
		compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very dissatisfied	6	25%	7	13%	94	15%	3	31%	21	18%	119	15%	5	4%	68	11%	94	15%	5	4%	68	11%	94	15%
		compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very dissatisfied	8	34%	11	20%	188	29%	1	8%	21	18%	173	22%	15	30%	172	27%	188	29%	1	8%	21	18%	173	22%
		compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very dissatisfied	1	5%	9	17%	89	14%	2	18%	3	3%	56	7%	9	19%	83	13%	89	14%	2	18%	83	13%	89	14%
		compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very dissatisfied	6	25%	3	6%	32	5%	0	0%	11	10%	65	8%	8	7%	45	7%	32	5%	0	0%	45	7%	32	5%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Satisfied	3	12%	14	27%	207	32%	1	8%	41	36%	274	34%	19	39%	214	34%	207	32%	1	8%	41	36%	274	34%
		ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very dissatisfied	6	28%	8	15%	105	16%	3	30%	25	21%	123	15%	8	16%	112	18%	105	16%	3	30%	123	15%	105	16%
		ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very dissatisfied	6	25%	18	33%	202	31%	5	44%	20	17%	228	29%	5	12%	161	26%	202	31%	5	44%	20	17%	228	29%
		ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very dissatisfied	3	12%	10	18%	99	15%	2	18%	18	16%	107	13%	6	12%	97	15%	99	15%	2	18%	107	13%	99	15%
		ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very dissatisfied	16	70%	20	41%	253	42%	3	27%	48	41%	327	43%	24	53%	244	43%	253	42%	3	27%	48	41%	327	43%
Q38A	climate, culture, collegiality	interest in immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	5	22%	10	20%	186	31%	3	30%	44	38%	239	32%	20	22%	185	32%	186	31%	3	30%	44	38%	239	32%
		interest in immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	2	8%	5	11%	64	11%	1	8%	8	7%	81	11%	9	12%	54	9%	64	11%	1	8%	8	7%	81	11%
		interest in immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	0	0%	12	25%	70	12%	3	27%	11	9%	65	9%	4	8%	64	11%	70	12%	3	27%	11	9%	65	9%
		interest in immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	3	12%	12	23%	151	24%	3	27%	27	24%	196	25%	10	22%	142	23%	151	24%	3	27%	27	24%	196	25%
		interest in immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	10	44%	10	19%	110	17%	1	8%	19	16%	108	14%	12	25%	98	16%	110	17%	1	8%	19	16%	108	14%
Q38B	climate, culture, collegiality	interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	3	12%	13	24%	116	18%	3	27%	11	10%	141	18%	6	13%	114	18%	116	18%	3	27%	11	10%	141	18%
		interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	2	7%	9	17%	73	11%	1	13%	11	10%	81	10%	3	5%	68	11%	73	11%	1	13%	11	10%	81	10%
		interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	7	30%	11	20%	128	20%	2	17%	36	31%	237	30%	14	14%	110	18%	128	20%	2	17%	36	31%	237	30%
		interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	5	19%	10	20%	173	28%	4	35%	39	33%	249	32%	16	16%	164	27%	173	28%	4	35%	39	33%	249	32%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	3	14%	4	9%	109	17%	1	8%	13	11%	110	14%	9	19%	121	20%	109	17%	1	8%	13	11%	110	14%
		opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	8	34%	18	36%	138	22%	2	18%	19	16%	131	17%	12	26%	120	20%	138	22%	2	18%	19	16%	131	17%
		opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	1	4%	8	15%	80	13%	2	21%	11	9%	60	8%	8	15%	89	15%	80	13%	2	21%	11	9%	60	8%
		opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	4	17%	N/A	N/A	59	22%	3	27%	N/A	N/A	88	25%	N/A	N/A	59	24%	59	22%	3	27%	N/A	N/A	88	25%
		opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	8	37%	N/A	N/A	84	32%	4	38%	N/A	N/A	135	38%	N/A	N/A	84	35%	84	32%	4	38%	N/A	N/A	135	38%
Q38D	climate, culture, collegiality	value in your department work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	5	24%	N/A	N/A	54	21%	2	17%	N/A	N/A	67	19%	N/A	N/A	49	20%	54	21%	2	17%	N/A	N/A	67	19%
		value in your department work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very dissatisfied	3	14%	N/A	N/A	40	15%	2	18%	N/A	N/A	52	15%	N/A	N/A	33	13%	40	15%	2	18%	N/A	N/A	52	15%
		value in your department work	The value																									

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EDUCATION

ACADEMIC AREA

MED SCHOOLS / HEALTH PROF

OTHER PROFESSIONS

item	theme	name	description	response scale	Your institution			All comparables			MED SCHOOLS / HEALTH PROF			ACADEMIC AREA			OTHER PROFESSIONS					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of pre-tenure satisfaction or dissatisfaction with the following aspects of your workplace:	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of pre-tenure satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	10	43%	22	45%	219	35%	5	50%	228	30%	228	30%	N<5	N<5	18	38%	226	37%
					5	20%	18	36%	228	35%	1	50%	54	299	39%	N<5	N<5	22	48%	232	38%	
					7	29%	5	9%	119	19%	2	19%	20	18%	162	21%	N<5	N<5	4	9%	89	15%
					1	4%	5	9%	44	7%	0	21%	4	4%	59	8%	N<5	N<5	1	3%	50	8%
					1	5%	1	2%	17	3%	0	0%	2	2%	1	2%	1	2%	N<5	N<5	1	2%
Q40	climate, culture, collegiality	how well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	13	54%	13	24%	218	34%	4	35%	37	31%	251	31%	N<5	N<5	17	36%	217	34%
					5	22%	13	26%	217	34%	5	46%	44	37%	280	35%	N<5	N<5	20	42%	237	38%
					2	8%	9	17%	79	12%	1	8%	17	14%	106	13%	N<5	N<5	3	6%	59	9%
					2	8%	6	13%	74	12%	1	10%	14	12%	112	14%	N<5	N<5	5	11%	69	11%
					2	7%	10	20%	55	9%	0	0%	6	5%	48	6%	N<5	N<5	3	6%	47	8%
Q41	climate, culture, collegiality	intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	7	29%	13	24%	140	22%	3	25%	29	25%	218	28%	N<5	N<5	17	36%	138	22%
					8	35%	10	20%	188	30%	4	35%	49	42%	284	36%	N<5	N<5	13	28%	202	32%
					6	27%	4	9%	101	16%	3	30%	15	13%	123	16%	N<5	N<5	7	15%	88	14%
					2	8%	10	19%	120	19%	1	10%	15	13%	100	13%	N<5	N<5	7	16%	119	19%
					0	0%	15	28%	82	13%	0	0%	7	6%	67	8%	N<5	N<5	2	5%	77	12%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure faculty in your department	The intellectual vitality of pre-tenure faculty in your department	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	9	36%	N/A	N/A	77	30%	3	25%	N/A	N/A	97	28%	N<5	N<5	N/A	N/A	75	31%
					10	44%	N/A	N/A	99	39%	5	44%	N/A	N/A	156	46%	N<5	N<5	N/A	N/A	103	43%
					3	13%	N/A	N/A	54	21%	1	8%	N/A	N/A	68	20%	N<5	N<5	N/A	N/A	40	17%
					1	5%	N/A	N/A	16	6%	2	23%	N/A	N/A	18	5%	N<5	N<5	N/A	N/A	14	6%
					0	0%	N/A	N/A	11	4%	0	0%	N/A	N/A	3	1%	N<5	N<5	N/A	N/A	7	3%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	9	39%	N/A	N/A	70	27%	2	18%	N/A	N/A	59	18%	N<5	N<5	N/A	N/A	62	26%
					7	31%	N/A	N/A	99	38%	6	60%	N/A	N/A	141	42%	N<5	N<5	N/A	N/A	105	44%
					5	22%	N/A	N/A	56	22%	1	8%	N/A	N/A	101	30%	N<5	N<5	N/A	N/A	50	21%
					2	9%	N/A	N/A	21	8%	1	13%	N/A	N/A	27	8%	N<5	N<5	N/A	N/A	17	7%
					0	0%	N/A	N/A	12	5%	0	0%	N/A	N/A	6	2%	N<5	N<5	N/A	N/A	5	2%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	10	41%	N/A	N/A	81	31%	2	18%	N/A	N/A	75	22%	N<5	N<5	N/A	N/A	71	28%
					10	43%	N/A	N/A	101	39%	5	50%	N/A	N/A	153	44%	N<5	N<5	N/A	N/A	122	49%
					3	12%	N/A	N/A	41	16%	2	18%	N/A	N/A	84	24%	N<5	N<5	N/A	N/A	29	11%
					1	5%	N/A	N/A	24	9%	1	13%	N/A	N/A	20	6%	N<5	N<5	N/A	N/A	20	8%
					0	0%	N/A	N/A	12	5%	0	0%	N/A	N/A	17	5%	N<5	N<5	N/A	N/A	8	3%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	13	54%	N/A	N/A	148	40%	5	52%	N/A	N/A	237	51%	N<5	N<5	N/A	N/A	182	45%
					6	25%	N/A	N/A	141	38%	3	30%	N/A	N/A	157	34%	N<5	N<5	N/A	N/A	121	36%
					3	12%	N/A	N/A	26	7%	1	8%	N/A	N/A	34	7%	N<5	N<5	N/A	N/A	19	6%
					2	8%	N/A	N/A	34	9%	1	10%	N/A	N/A	28	6%	N<5	N<5	N/A	N/A	30	9%
					0	0%	N/A	N/A	22	6%	0	0%	N/A	N/A	9	2%	N<5	N<5	N/A	N/A	18	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	12	53%	9	18%	200	31%	3	25%	40	34%	222	28%	N<5	N<5	18	37%	201	32%
					5	22%	16	32%	252	39%	4	38%	50	43%	338	42%	N<5	N<5	22	46%	275	44%
					2	8%	11	22%	83	13%	3	27%	14	12%	90	11%	N<5	N<5	1	2%	57	9%
					4	17%	11	22%	66	10%	1	10%	8	7%	91	11%	N<5	N<5	4	9%	67	11%
					0	0%	4	7%	37	6%	0	0%	4	3%	28	4%	N<5	N<5	3	5%	21	3%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	10	42%	11	23%	136	21%	1	8%	25	22%	164	21%	N<5	N<5	8	17%	119	19%
					8	32%	16	32%	297	46%	7	63%	56	48%	418	53%	N<5	N<5	23	47%	305	49%
					3	13%	11	22%	110	17%	1	10%	21	18%	118	15%	N<5	N<5	7	15%	90	14%
					2	9%	9	18%	75	12%	2	18%	12	10%	68	9%	N<5	N<5	9	19%	84	13%
					1	4%	3	6%	22	3%	0	0%	2	2%	27	3%	N<5	N<5	1	2%	29	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor President Vice President for Academic Affairs Academic Dean Provost Other	7	33%	4	9%	50	9%	3	27%	7	8%	50	9%	N<5	N<5	6	14%	46	9%
					0	0%	3	8%	89	17%	0	0%	5	6%	83	16%	N<5	N<5	9	22%	84	16%
					1	5%	0	0%	48	9%	1	1%	35	7%	7%	7%	N<5	N<5	2	3%	31	6%
					1	4%	0	0%	32	6%	0	0%	20	25%	166	31%	N<5	N<5	0	0%	62	12%
					12	57%	34	83%	313	58%	8	73%	48	58%	186	35%	N<5	N<5	24	60%	280	55%
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior pre-tenure faculty.	Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree	5	26%	10	27%	84	19%	1	12%	6	10%	75	18%	N<5	N<5	5	16%	91	22%
					6	33%	4	11%	138	31%	2	27%	27	44%	132	31%	N<5	N<5	13	41%	134	32%
					6	31%	8	24%	100	23%	4	61%	17	28%	121	28%	N<5	N<5	8	25%	94	22%
					1	5%	5	13%	64	15%	0	0%	7	12%	64	15%	N<5	N<5	4	13%	56	13%
					1	6%	9	25%	53	12%	0	0%	4	7%	37	9%	N<5	N<5	1	4%	45	11%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career For the foreseeable future For no more than 5 years after earning I haven't thought that far ahead	2	9%	7	13%	129	22%	1	8%	18	17%	148	20%	N<5	N<5	5	11%	93	16%
					10	49%	17	35%	233	39%	5	44%	53	50%	356	47%	N<5	N<5	18	41%	276	47%
					2	8%	13	27%	103	17%	1	8%	8	7%	76	10%	N<5	N<5	12	29%	96	16%
					7	33%	12	25%	132	22%	4	40%	27	26%	173	23%	N<5	N<5	8	19%	121	21%
					N<5	N<5	N/A	N/A	17	55%	N/A	N/A	17	55%	N/A	N/A	17	55%	N<5	N<5	N/A	N/A
Q47B	global satisfaction	why you plan to remain at your institution for no more than five years after earning tenure?	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution Prefer to work in private industry Prefer to work in government Other	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%
					N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	4%
					N<5	N<5	N/A	N/A	16	49%	N<5	N<5	N/A	N/A	14	45%	N<5	N<5	N/A	N/A	9	28%
					N<5	N<5	N/A	N/A	16	49%	N<5	N<5	N/A	N/A	14	45%	N<5	N<5	N/A	N/A	9	28%
					N<5	N<5	N/A	N/A	16	49%	N<5	N<5	N/A	N/A	14	45%	N<5	N<5	N/A	N/A	9	28%



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item	theme	name	description	response scale	EDUCATION			MED SCHOOLS / HEALTH PROF			ACADEMIC AREA			OTHER PROFESSIONS						
					Your institution		All comparables		Your institution		All comparables		Your institution		All comparables					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	14	59%	14	28%	261	42%	3	34%	51	44%	312	40%	24	54%	275	45%
				Somewhat agree	4	17%	20	38%	213	34%	4	40%	36	31%	273	35%	13	30%	185	32%
				Neither agree nor disagree	2	7%	2	4%	61	10%	1	8%	14	12%	82	10%	3	7%	61	10%
				Somewhat disagree	4	17%	8	16%	54	9%	1	10%	9	8%	72	9%	2	3%	47	8%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly disagree	0	0%	7	14%	34	5%	1	8%	7	6%	47	6%	2	5%	28	5%
				Recommend with reservations	17	74%	15	32%	284	46%	3	34%	48	42%	354	46%	28	59%	281	48%
				Not recommend dept	6	26%	29	62%	286	47%	5	48%	58	51%	365	47%	17	37%	284	46%
				Great	0	0%	3	7%	44	7%	2	18%	8	7%	56	7%	2	3%	37	6%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	9	38%	6	12%	102	16%	1	8%	17	15%	151	19%	12	24%	121	19%
				Good	10	42%	21	42%	304	49%	6	56%	71	61%	392	50%	22	44%	301	48%
				So-so	5	20%	16	33%	175	28%	2	17%	22	19%	206	26%	14	28%	149	24%
				Bad	0	0%	3	5%	29	5%	1	8%	5	5%	32	4%	2	4%	45	7%
				Awful	0	0%	4	8%	14	2%	1	10%	1	1%	9	1%	0	0%	6	1%

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CHANGE OVER TIME

MALES

OVERALL

WHITE FACULTY

FACULTY OF COLOR

item	theme	name	description	response scale	Current			Prior			Current			Prior			Current			Prior		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Fairly clear	28	19%	16	14%	14	20%	4	9%	13	14%	14	14%	14	29%	4	14%		
				Fairly clear	80	55%	64	51%	41	58%	29	67%	58	61%	48	59%	22	44%	16	52%		
				Neither clear nor unclear	17	12%	15	13%	11	14%	6	9%	7	7%	11	13%	11	21%	4	14%		
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Fairly clear	17	12%	11	10%	7	11%	4	10%	14	15%	9	12%	2	5%	2	6%		
				Fairly clear	82	57%	59	52%	41	52%	42	62%	26	60%	56	58%	43	53%	26	54%		
				Neither clear nor unclear	20	14%	12	11%	13	17%	8	12%	7	9%	9	9%	7	9%	11	24%		
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Fairly clear	16	11%	9	8%	3	4%	6	9%	5	7%	6	9%	0	0%	4	12%		
				Fairly clear	15	10%	6	5%	8	11%	4	6%	6	9%	10	10%	4	5%	5	11%		
				Neither clear nor unclear	57	39%	49	43%	29	38%	28	40%	21	49%	33	35%	38	46%	23	49%		
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Fairly clear	44	30%	23	20%	14	21%	10	22%	22	23%	30	31%	19	24%	10	30%		
				Fairly clear	20	14%	26	23%	9	12%	18	26%	10	16%	18	18%	20	25%	2	4%		
				Neither clear nor unclear	9	7%	10	8%	3	4%	5	7%	6	9%	8	9%	6	7%	1	2%		
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Fairly clear	17	12%	27	24%	10	13%	7	10%	6	9%	11	12%	4	5%	0	0%		
				Fairly clear	61	43%	43	38%	36	47%	27	39%	16	36%	40	41%	30	37%	22	49%		
				Neither clear nor unclear	40	28%	31	28%	22	29%	17	25%	14	33%	30	31%	19	24%	10	23%		
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	19	13%	13	12%	11	14%	21	30%	6	9%	1	2%	5	10%	3	11%		
				Fairly clear	85	59%	51	46%	41	54%	23	53%	53	55%	40	49%	31	66%	11	35%		
				Neither clear nor unclear	19	13%	12	11%	13	17%	8	11%	6	9%	5	7%	6	14%	2	7%		
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	18	13%	30	27%	10	13%	11	27%	9	13%	11	12%	7	15%	0	0%		
				Fairly clear	80	56%	52	47%	43	57%	33	48%	19	45%	54	55%	38	47%	26	57%		
				Neither clear nor unclear	33	23%	18	16%	18	24%	11	15%	15	22%	12	16%	10	22%	9	29%		
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	7	5%	7	6%	3	4%	5	7%	4	6%	5	5%	2	4%	2	5%		
				Fairly clear	6	4%	5	4%	2	3%	2	3%	3	7%	5	5%	3	3%	1	2%		
				Neither clear nor unclear	12	9%	12	11%	3	5%	9	14%	4	10%	10	13%	10	13%	1	3%		
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	44	32%	39	36%	29	40%	27	39%	15	23%	22	25%	25	33%	22	47%		
				Fairly clear	46	34%	26	24%	26	36%	19	28%	20	32%	32	36%	17	23%	14	31%		
				Neither clear nor unclear	24	18%	21	19%	9	13%	9	13%	15	23%	12	30%	18	24%	6	14%		
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	9	6%	8	8%	4	6%	6	8%	7	10%	6	7%	6	8%	2	5%		
				Fairly clear	5	4%	17	16%	3	4%	12	17%	2	3%	2	2%	2	2%	3	7%		
				Neither clear nor unclear	46	33%	41	36%	27	37%	19	28%	13	31%	33	35%	28	34%	13	29%		
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Fairly clear	5	4%	13	12%	4	6%	11	15%	3	4%	3	3%	3	10%	4	12%		
				Fairly clear	40	28%	32	29%	26	35%	14	21%	14	33%	24	26%	21	26%	16	33%		
				Neither clear nor unclear	54	39%	33	29%	27	37%	24	35%	27	39%	33	35%	26	32%	21	43%		
Q25A	tenure reasonableness	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly clear	28	20%	27	24%	14	19%	13	18%	14	21%	14	33%	24	25%	4	9%		
				Fairly clear	15	10%	7	6%	4	6%	5	7%	10	15%	4	9%	10	11%	5	10%		
				Neither reasonable nor unreasonable	19	13%	41	38%	12	15%	31	46%	8	11%	10	24%	13	31%	29	36%		
Q25B	tenure expectations: reasonableness > teacher	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly clear	80	55%	27	25%	44	58%	14	21%	36	53%	13	31%	49	51%	22	27%		
				Fairly clear	28	19%	13	12%	13	17%	8	13%	14	21%	5	11%	21	22%	9	12%		
				Neither reasonable nor unreasonable	10	7%	22	20%	5	7%	8	13%	5	8%	13	14%	10	11%	17	21%		
Q25C	tenure expectations: reasonableness > scholar	expectations > reasonableness > scholar	A scholar - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly clear	26	18%	45	41%	15	19%	11	17%	15	36%	20	21%	38	47%	6	12%		
				Fairly clear	72	50%	43	39%	42	55%	26	38%	30	45%	17	39%	45	47%	30	38%		
				Neither reasonable nor unreasonable	38	27%	10	9%	17	22%	5	8%	22	32%	5	12%	26	27%	8	10%		
Q25D	tenure expectations: reasonableness > teacher	expectations > reasonableness > teacher	A teacher - is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Fairly clear	6	4%	10	9%	2	3%	4	6%	4	6%	4	4%	4	4%	2	5%		
				Fairly clear	1	1%	2	2%	1	1%	2	3%	0	0%	1	1%	0	0%	0	0%		
				Neither reasonable nor unreasonable	1	1%	2	2%	1	1%	2	3%	0	0%	1	1%	0	0%	0	0%		

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item	theme	name	description	response scale	OVERALL						MALES						FEMALES						CHANGE OVER TIME						WHITE FACULTY						FACULTY OF COLOR					
					Current			Prior			Current			Prior			Current			Prior			Current			Prior			Current			Prior								
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q25C	tenure expectations: reasonableness	> advisor	expectations > An advisor to students - Is what's expected reasonable in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	10	7%	36	26%	3	4%	16	25%	7	11%	10	28%	23	33%	1	2%	9	10%	23	33%	1	2%	21	47%	3	9%										
				Fairly reasonable	44	32%	33	33%	31	42%	22	34%	13	21%	11	33%	22	25%	21	30%	21	27%	21	30%	21	27%	21	41%	12	41%										
				Neither reasonable nor unreasonable	65	48%	28	29%	31	43%	21	33%	34	54%	7	22%	46	52%	21	31%	19	41%	21	31%	19	41%	7	25%	7	25%										
				Fairly unreasonable	10	8%	6	6%	7	10%	4	5%	3	5%	2	6%	3	5%	4	5%	2	3%	4	5%	2	3%	2	3%	5	17%										
				Very unreasonable	6	4%	6	6%	0	0%	0	0%	0	0%	6	9%	4	11%	1	1%	3	7%	3	4%	3	7%	2	3%	2	8%										
Q25D	tenure expectations: reasonableness	> colleague in department	expectations > A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	11	8%	40	39%	6	7%	29	43%	6	9%	11	30%	31	43%	2	4%	10	14%	28	37%	2	4%	9	34%	9	34%										
				Fairly reasonable	57	40%	35	34%	33	45%	22	32%	24	35%	14	37%	32	34%	25	33%	25	52%	25	33%	25	52%	25	52%	10	37%										
				Neither reasonable nor unreasonable	62	43%	21	20%	31	42%	11	17%	31	45%	9	25%	42	44%	16	22%	20	41%	16	22%	20	41%	4	16%	4	16%										
				Fairly unreasonable	6	4%	4	4%	2	3%	3	2%	3	5%	3	8%	6	6%	6	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%								
				Very unreasonable	7	5%	3	3%	2	3%	2	3%	5	7%	5	14%	2	5%	0	0%	6	12%	0	0%	6	12%	3	12%	3	12%										
Q25E	tenure expectations: reasonableness	> campus citizen	expectations > A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	9	6%	27	26%	5	7%	20	30%	4	6%	7	18%	6	6%	21	28%	3	7%	21	28%	3	7%	6	20%	6	20%										
				Fairly reasonable	43	31%	42	39%	26	36%	22	33%	17	25%	20	50%	20	50%	31	33%	28	37%	13	17%	13	17%	13	45%	13	45%										
				Neither reasonable nor unreasonable	82	58%	29	27%	38	52%	17	27%	44	64%	11	27%	52	55%	23	30%	29	63%	29	30%	29	63%	6	20%	6	20%										
				Fairly unreasonable	4	3%	5	5%	3	4%	4	5%	1	1%	2	5%	4	4%	4	5%	0	0%	1	4%	0	0%	1	4%	1	4%										
				Very unreasonable	3	2%	3	3%	1	1%	3	5%	2	3%	0	0%	2	2%	0	0%	2	2%	0	0%	2	2%	1	2%	3	11%										
Q25F	tenure expectations: reasonableness	> member of community	expectations > A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	8	6%	27	27%	3	5%	21	32%	5	7%	7	18%	6	6%	19	26%	3	5%	19	26%	3	5%	8	28%	8	28%										
				Fairly reasonable	42	30%	32	31%	26	36%	18	28%	16	23%	13	36%	24	25%	21	28%	18	38%	11	15%	11	15%	11	38%	11	38%										
				Neither reasonable nor unreasonable	83	58%	33	32%	40	54%	19	28%	43	63%	14	39%	58	62%	28	38%	25	52%	25	33%	25	52%	5	18%	5	18%										
				Fairly unreasonable	6	4%	7	7%	2	3%	5	7%	4	5%	3	8%	5	5%	5	7%	1	2%	1	2%	1	2%	1	2%	2	8%										
				Very unreasonable	3	2%	3	3%	2	3%	3	5%	2	3%	0	0%	2	2%	2	2%	2	2%	2	2%	2	2%	2	8%	2	8%										
Q26	tenure practices overall		consistent messages about tenure from senior colleagues about the requirements for tenure.	Strongly agree	19	13%	7	6%	9	12%	5	7%	9	14%	2	4%	12	13%	6	8%	6	13%	6	8%	6	13%	0	1%	0	1%										
				Somewhat agree	55	39%	23	21%	30	41%	16	24%	24	36%	6	15%	34	36%	14	17%	21	44%	17	21%	21	44%	9	29%	9	29%										
				Neither agree nor disagree	12	9%	15	14%	5	7%	11	17%	10	12%	4	9%	6	6%	10	12%	7	14%	7	14%	7	14%	5	18%	5	18%										
				Somewhat disagree	30	21%	37	33%	15	20%	19	28%	15	22%	18	42%	25	27%	18	24%	30	37%	5	10%	5	10%	7	24%	7	24%										
				Strongly disagree	26	19%	29	26%	14	19%	16	24%	12	18%	13	30%	17	18%	20	25%	9	19%	9	19%	9	19%	9	28%	9	28%										
Q27A	tenure practices overall		In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Somewhat agree	48	36%	23	22%	23	34%	16	24%	25	38%	7	19%	30	35%	20	26%	17	38%	17	38%	17	38%	3	11%	3	11%										
				Neither agree nor disagree	49	37%	40	37%	23	34%	28	41%	26	40%	12	30%	31	35%	30	39%	18	40%	10	34%	10	34%	10	34%	10	34%										
				Somewhat disagree	15	11%	15	14%	10	14%	5	8%	5	8%	6	15%	9	10%	8	11%	6	14%	7	25%	6	14%	7	25%	7	25%										
				Strongly disagree	18	14%	16	15%	11	16%	5	8%	7	11%	11	27%	15	18%	12	15%	2	5%	4	15%	4	15%	4	15%	4	15%										
Q28	nature of work overall		The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	32	22%	29	26%	23	31%	17	24%	8	12%	12	28%	18	19%	22	27%	14	28%	14	28%	14	28%	7	23%	7	23%										
				Satisfied	71	50%	61	55%	35	46%	41	59%	36	53%	20	48%	48	51%	45	56%	23	47%	23	47%	23	47%	16	52%	16	52%										
				Neither satisfied nor dissatisfied	23	16%	5	4%	9	12%	3	4%	14	20%	2	4%	13	14%	4	5%	10	20%	0	1%	0	1%	0	1%	0	1%										
				Dissatisfied	16	11%	13	11%	6	8%	6	8%	10	14%	7	17%	13	14%	8	10%	3	6%	3	6%	3	6%	5	15%	5	15%										
				Very dissatisfied	2	1%	5	4%	2	3%	3	5%	0	0%	1	3%	2	2%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%										
Q28B	nature of work overall		The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Satisfied	29	20%	N/A	N/A	20	27%	N/A	N/A	8	12%	N/A	N/A	15	16%	N/A	N/A	14	28%	N/A	N/A	14	28%	N/A	N/A	N/A	N/A										
				Neither satisfied nor dissatisfied	57	40%	N/A	N/A	32	43%	N/A	N/A	25	37%	N/A	N/A	39	42%	N/A	N/A	18	37%	N/A	N/A	18	37%	N/A	N/A	N/A	N/A										
				Dissatisfied	22	15%	N/A	N/A	8	10%	N/A	N/A	14	21%	N/A	N/A	13	14%	N/A	N/A	9	18%	N/A	N/A	9	18%	N/A	N/A	N/A	N/A										
				Very dissatisfied	28	19%	N/A	N/A	11	14%	N/A	N/A	17	25%	N/A	N/A	22	23%	N/A	N/A	6	13%	N/A	N/A	6	13%	N/A	N/A	N/A	N/A										
Q29A	nature of work > teaching		The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	47	32%	50	44%	28	38%	28	41%	18	27%	21	50%	33	35%	43	53%	13	27%	13	27%	13	27%	6	20%	6	20%										
				Satisfied	74	51%	46	41%	34	45%	33	47%	40	58%	13	30%	47	50%	23	29%	27	55%	27	55%	27	55%	22	72%	22	72%										
				Neither satisfied nor dissatisfied	11	7%	8	7%	5	7%	7	11%	5	8%	1	2%	8	8%	7	8%	3	6%	3	6%	3	6%	1	3%	1	3%										
				Dissatisfied	11	8%	6	5%	7	9%	0	0%	5	7%	6	14%	6	6%	6	7%	6	11%	6	11%	6	11%	0	1%	0	1%										
				Very dissatisfied	1	1%	3	3%	1	1%	1	2%	1	1%	2	4%	1	1%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%										
Q29B	nature of work > teaching		The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	44	31%	38	34%	26	34%	23	34%	19	27%	15	36%	31	33%	30	37%	14	28%	14	28%	14	28%	8	27%	8	27%										
				Satisfied	60	41%	35	32%	30	39%	19	27%	30	44%	17	39%	38	40%	28	35%	21	44%	21	44%	21	44%	7	23%	7	23%										
				Neither satisfied nor dissatisfied	13	9%	9	8%	7	9%	6	8%	6	9%	1	2%	9	10%	4	5%	3	7%	5	16%	5	16%	5	16%	5	16%										
				Dissatisfied	18	13%	18	16%	12	16%	12	18%	6	9%	6	14%	13	13%	11	13%	6	12%	6	12%	6	12%	3	11%	3	11%										
				Very dissatisfied	9	6%	11	10%	1	1%	7	10%	8	11%	4	9%	4	4%	4	4%	5	10%	3	7%	3	7%	11	34%	11	34%										
Q29C	nature of work > teaching		The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	69	48%	48	43%	40	53%	27	39%	29	43%	21	50%	48	51%	40</																					



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item	name	description	response scale	OVERALL				MALES				FEMALES				CHANGE OVER TIME				WHITE FACULTY				FACULTY OF COLOR					
				Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior			
				Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q29F	nature of work > teaching	quality of undergraduate students	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	8 42 36 38 9	6% 32% 27% 29% 7%	11 26 24 35 7	10% 25% 23% 34% 8%	3 24 19 21 4	4% 34% 26% 30% 8%	5 15 18 17 5	7% 23% 27% 28% 7%	4 19 18 17 5	4% 28% 24% 25% 7%	9 30 28 28 3	12% 30% 28% 35% 9%	5 11 7 14 3	5% 18% 17% 28% 11%	4 33 22 25 7	4% 28% 24% 28% 7%	9 19 19 25 5	9% 25% 24% 32% 11%	10 14 13 13 3	23% 33% 25% 30% 7%	4 10 9 10 3	9% 25% 25% 30% 11%				
Q29G	nature of work > teaching	quality of graduate students	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	24 53 28 19 5	19% 41% 22% 15% 4%	12 41 12 26 5	13% 42% 13% 27% 5%	13 27 17 10 3	13% 41% 13% 27% 3%	7 25 11 10 2	7% 18% 18% 20% 6%	11 25 11 12 2	11% 36% 11% 22% 3%	6 36 21 10 3	6% 15% 11% 12% 3%	4 13 4 12 2	4% 11% 4% 12% 3%	6 36 21 10 3	6% 15% 11% 12% 3%	5 18 9 17 2	5% 14% 4% 17% 2%	6 16 7 12 2	6% 14% 4% 17% 2%	11 31 21 10 3	11% 36% 14% 24% 3%	9 27 17 12 2	9% 24% 17% 24% 3%		
Q30B	nature of work > research	amount of time to conduct research	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	12 23 47 10 4	8% 16% 33% 7% 3%	8 12 49 21 6	7% 11% 16% 19% 5%	9 15 20 4 3	12% 19% 27% 6% 4%	3 15 27 6 1	3% 19% 37% 13% 5%	4 11 16 9 1	4% 16% 22% 9% 1%	3 11 18 12 2	3% 11% 16% 9% 2%	4 13 20 6 1	4% 13% 22% 6% 1%	6 31 45 9 1	6% 15% 27% 12% 3%	5 18 34 10 1	5% 14% 24% 9% 1%	5 11 18 12 2	5% 14% 24% 9% 2%	6 21 34 9 1	6% 15% 27% 12% 3%	3 11 18 12 2	3% 11% 16% 9% 2%		
Q30C	nature of work > research	expectations for finding external funding	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	4 42 47 32 6	3% 30% 34% 23% 11%	6 15 39 28 3	5% 14% 37% 26% 1%	3 26 20 27 0	3% 14% 26% 27% 0%	0 17 17 10 0	0% 14% 26% 27% 0%	0 12 14 12 3	0% 11% 22% 19% 10%	0 11 14 12 3	0% 11% 22% 19% 10%	0 11 14 12 3	0% 11% 22% 19% 10%	1 22 20 12 3	1% 17% 22% 19% 10%	1 11 14 12 3	1% 11% 22% 19% 10%	1 11 14 12 3	1% 11% 22% 19% 10%	1 11 14 12 3	1% 11% 22% 19% 10%	1 11 14 12 3	1% 11% 22% 19% 10%		
Q30D	nature of work > research	influence over focus of research	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	16 3 2 18 7	11% 2% 2% 13% 5%	14 3 0 29 8	12% 3% 0% 26% 7%	0 0 0 10 1	0% 3% 0% 26% 7%	0 0 0 10 1	0% 3% 0% 26% 7%	0 0 0 10 1	0% 3% 0% 26% 7%	0 0 0 10 1	0% 3% 0% 26% 7%	0 0 0 10 1	0% 3% 0% 26% 7%	3 12 12 10 4	3% 12% 12% 10% 4%	2 8 8 6 2	2% 8% 8% 6% 2%	2 8 8 6 2	2% 8% 8% 6% 2%	2 8 8 6 2	2% 8% 8% 6% 2%	2 8 8 6 2	2% 8% 8% 6% 2%		
Q31	nature of work overall	quality of facilities	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	37 60 18 21 10	26% 42% 13% 15% 7%	25 34 15 31 8	23% 31% 13% 26% 11%	23 32 10 13 1	31% 43% 12% 26% 1%	3 18 9 10 1	3% 18% 9% 26% 1%	6 25 9 10 1	6% 25% 9% 26% 1%	2 13 9 10 1	2% 13% 9% 26% 1%	2 13 9 10 1	2% 13% 9% 26% 1%	13 21 8 10 4	13% 21% 8% 10% 4%	18 23 15 16 3	18% 23% 15% 16% 3%	13 18 13 13 3	13% 21% 8% 10% 4%	3 4 3 4 2	3% 4% 3% 4% 2%	3 4 3 4 2	3% 4% 3% 4% 2%		
Q32	nature of work overall	amount of access to TA's, RA's, etc.	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	10 41 31 27 20	7% 31% 23% 19% 15%	4 30 18 31 15	4% 28% 19% 17% 11%	6 25 18 15 8	6% 24% 13% 15% 8%	0 18 8 13 7	0% 24% 13% 15% 8%	2 11 9 13 7	2% 11% 9% 13% 7%	2 11 9 13 7	2% 11% 9% 13% 7%	2 11 9 13 7	2% 11% 9% 13% 7%	4 29 19 20 19	4% 29% 19% 20% 19%	5 33 21 21 16	5% 33% 21% 21% 16%	4 29 19 20 19	4% 29% 19% 20% 19%	3 22 16 16 11	3% 22% 16% 16% 11%	3 22 16 16 11	3% 22% 16% 16% 11%		
Q33A	nature of work overall	clerical/administrative services	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	16 51 15 27 17	11% 36% 11% 19% 12%	14 35 16 29 10	13% 30% 15% 26% 9%	11 23 6 13 8	14% 30% 13% 26% 9%	8 18 8 13 7	8% 18% 8% 26% 9%	7 14 6 13 8	7% 14% 6% 26% 9%	4 9 4 13 8	4% 9% 4% 26% 9%	4 9 4 13 8	4% 9% 4% 26% 9%	8 29 19 20 19	8% 29% 19% 20% 19%	8 33 21 21 16	8% 33% 21% 21% 16%	7 22 16 16 11	7% 22% 16% 16% 11%	6 22 16 16 11	6% 22% 16% 16% 11%				
Q33B	nature of work > research	research services	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	38 33 37 17 23	27% 23% 26% 12% 17%	33 30 29 17 10	24% 21% 27% 10% 14%	18 23 17 7 7	24% 21% 27% 10% 14%	24 23 20 7 7	24% 21% 27% 10% 14%	17 22 20 7 7	17% 22% 20% 7% 7%	10 13 10 7 7	10% 13% 10% 7% 7%	10 13 10 7 7	10% 13% 10% 7% 7%	21 22 20 7 7	21% 22% 20% 7% 7%	22 23 20 7 7	22% 23% 20% 7% 7%	17 18 16 7 7	17% 18% 16% 7% 7%	17 18 16 7 7	17% 18% 16% 7% 7%				
Q33C	nature of work > teaching	teaching services	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	23 69 31 12 3	17% 50% 22% 8% 2%	18 45 14 14 4	16% 33% 13% 13% 3%	15 34 8 8 2	19% 34% 10% 10% 3%	9 27 4 4 1	9% 27% 4% 4% 1%	14 35 4 4 1	14% 35% 4% 4% 1%	9 27 4 4 1	9% 27% 4% 4% 1%	9 27 4 4 1	9% 27% 4% 4% 1%	11 35 8 8 3	11% 35% 8% 8% 3%	7 25 4 4 0	7% 25% 4% 4% 0%	11 35 8 8 3	11% 35% 8% 8% 3%	3 9 2 2 0	3% 9% 2% 2% 0%	3 9 2 2 0	3% 9% 2% 2% 0%		
Q33D	nature of work overall	computing services	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	38 53 20 20 8	27% 37% 14% 14% 6%	24 33 18 25 5	25% 30% 16% 16% 6%	24 27 10 10 5	25% 30% 16% 16% 6%	17 22 10 10 5	17% 22% 10% 10% 5%	14 18 10 10 5	14% 18% 10% 10% 5%	10 13 10 10 5	10% 13% 10% 10% 5%	10 13 10 10 5	10% 13% 10% 10% 5%	24 35 10 10 5	24% 35% 10% 10% 5%	14 18 10 10 5	14% 18% 10% 10% 5%	14 18 10 10 5	14% 18% 10% 10% 5%	13 18 8 8 3	13% 18% 8% 8% 3%	13 18 8 8 3	13% 18% 8% 8% 3%		
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Very important Important Neither important nor unimportant Unimportant Very unimportant	26 67 29 15 4	19% 48% 20% 11% 3%	45 10 5 6 3	41% 9% 5% 10% 3%	36 19 8 8 4	50% 28% 10% 10% 5%	29 8 3 7 1	42% 12% 3% 7% 1%	8 2 3 7 1	8% 2% 3% 7% 1%	19 20 10 10 5	19% 20% 10% 10% 5%	19 20 10 10 5	19% 20% 10% 10% 5%	31 45 10 10 5	31% 45% 10% 10% 5%	2 8 2 2 0	2% 8% 2% 2% 0%	2 8 2 2 0	2% 8% 2% 2% 0%	2 8 2 2 0	2% 8% 2% 2% 0%	2 8 2 2 0	2% 8% 2% 2% 0%		
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Very important Important Neither important nor unimportant Unimportant Very unimportant	54 75 9 3 2	38% 52% 6% 2% 2%	77 30 1 2 1	69% 27% 1% 2% 1%	23 39 8 2 2	31% 52% 10% 10% 3%	48 18 2 2 0	69% 25% 2% 3% 0%	5 18 2 2 0	5% 18% 2% 3% 0%	31 36 2 2 0	31% 52% 10% 10% 3%	31 36 2 2 0	31% 52% 10% 10% 3%	37 51 6 1 0	37% 51% 6% 1% 0%	1 6 1 1 0	1% 6% 1% 1% 0%	1 6 1 1 0	1% 6% 1% 1% 0%	1 6 1 1 0	1% 6% 1% 1% 0%	23 24 3 2 0	23% 24% 3% 2% 0%	23 24 3 2 0	23% 24% 3% 2% 0%

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CHANGE OVER TIME

MALES

FEMALES

WHITE FACULTY

FACULTY OF COLOR

item	name	description	OVERALL			MALES			FEMALES			WHITE FACULTY			FACULTY OF COLOR					
			Current	Prior	%	Current	Prior	%	Current	Prior	%	Current	Prior	%	Current	Prior	%			
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	49	34%	63	57%	25	33%	37	53%	26	63%	33	35%	51	63%	16	36%	12	41%
			81	56%	35	31%	43	57%	26	37%	38	56%	54	57%	21	26%	27	56%	14	46%
			9	6%	6	5%	5	7%	1	2%	3	5%	5	5%	5	8%	4	8%	1	3%
			3	2%	5	4%	1	1%	3	4%	2	3%	2	2%	3	4%	1	2%	2	5%
			2	1%	3	2%	1	1%	3	4%	1	1%	1	1%	1	1%	1	2%	2	5%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	49	35%	64	58%	25	34%	37	53%	27	65%	29	32%	52	64%	19	39%	12	41%
			73	52%	29	26%	38	53%	21	31%	35	51%	50	55%	19	24%	23	47%	10	34%
			14	10%	11	9%	8	11%	7	10%	4	9%	9	9%	7	9%	6	11%	3	11%
			3	2%	4	4%	1	1%	2	2%	3	3%	3	3%	2	2%	0	0%	2	8%
			2	1%	3	2%	1	1%	2	4%	1	1%	1	1%	1	1%	1	2%	2	5%
Q34A5	policy/practice > importance > research	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	56	40%	78	70%	26	35%	49	71%	29	69%	32	35%	53	65%	24	49%	25	84%
			70	48%	26	24%	39	53%	17	25%	9	22%	49	53%	23	29%	21	43%	3	11%
			12	9%	4	4%	6	8%	0	1%	6	9%	4	5%	4	5%	4	7%	0	1%
			2	1%	1	1%	1	1%	1	2%	1	1%	2	2%	2	2%	0	0%	0	0%
			2	1%	1	1%	2	3%	1	2%	0	0%	1	1%	0	0%	1	2%	1	4%
Q34A6	policy/practice > importance > teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	21	15%	21	18%	11	16%	13	19%	10	15%	9	9%	14	17%	13	26%	7	22%
			80	57%	62	56%	40	55%	37	53%	40	58%	55	60%	44	56%	25	50%	18	60%
			27	19%	13	12%	12	16%	9	14%	15	22%	4	9%	21	22%	9	12%	4	13%
			11	8%	12	11%	8	11%	7	11%	4	5%	7	7%	12	14%	5	9%	0	1%
			2	1%	3	3%	2	3%	2	3%	0	0%	0	0%	1	2%	1	2%	1	4%
Q34A7	policy/practice > importance > research	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	92	65%	97	88%	46	63%	59	85%	46	67%	39	93%	58	87%	34	69%	27	90%
			46	32%	13	12%	25	35%	11	15%	21	30%	2	5%	31	33%	10	12%	3	10%
			4	3%	1	0%	2	3%	0	0%	2	3%	4	4%	1	1%	0	0%	0	0%
			0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
			0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q34A8	policy/practice > importance > research	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	69	50%	72	66%	33	45%	44	64%	36	54%	29	68%	40	63%	30	62%	22	73%
			49	35%	21	19%	27	38%	16	23%	21	32%	21	32%	16	20%	13	27%	5	16%
			19	14%	11	10%	11	15%	5	7%	9	13%	6	15%	14	16%	5	11%	3	11%
			2	1%	4	4%	1	1%	2	3%	1	1%	2	2%	4	5%	0	0%	0	0%
			0	0%	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	1	2%	1	4%
Q34A9	policy/practice > importance > work/home	Paid or unpaid personal leave during the pre-tenure period - Very important - Please rate how important or unimportant you think each would be to your success.	37	27%	34	31%	14	20%	21	30%	23	34%	14	33%	22	24%	16	34%	11	36%
			61	44%	30	27%	33	46%	18	27%	28	42%	12	27%	40	44%	22	27%	8	27%
			33	24%	31	28%	21	29%	18	26%	12	18%	13	31%	23	25%	9	20%	7	25%
			7	5%	12	11%	3	4%	8	12%	3	5%	4	9%	7	7%	9	11%	0	0%
			1	1%	3	3%	1	1%	3	5%	0	0%	0	0%	2	3%	1	2%	1	4%
Q34A10	policy/practice > importance > tenure	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	55	40%	82	74%	23	32%	47	68%	32	48%	35	82%	37	40%	18	38%	20	66%
			72	52%	24	21%	41	57%	16	23%	21	31%	2	4%	37	41%	10	12%	8	25%
			9	7%	4	4%	8	11%	3	5%	2	3%	8	9%	2	3%	1	3%	2	8%
			1	1%	1	1%	0	0%	1	2%	1	1%	1	1%	1	1%	0	0%	0	0%
			1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q34A11	policy/practice > importance > teaching	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	83	60%	89	80%	39	54%	52	75%	44	66%	37	89%	51	57%	31	66%	20	66%
			53	38%	17	16%	32	44%	16	23%	21	31%	2	4%	37	41%	10	12%	8	25%
			0	0%	3	3%	0	0%	0	0%	0	0%	2	4%	0	0%	2	2%	0	0%
			3	2%	1	1%	1	1%	0	1%	2	3%	1	2%	2	2%	2	2%	1	4%
			0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q34A12	policy/practice > importance > climate/culture	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	32	23%	43	39%	21	29%	22	32%	12	18%	21	50%	19	21%	13	28%	9	31%
			79	57%	51	46%	39	55%	33	48%	17	27%	41	41%	49	53%	30	64%	11	38%
			24	18%	8	7%	11	15%	5	7%	13	20%	3	7%	21	22%	3	4%	5	16%
			3	2%	8	7%	1	1%	2	3%	1	2%	3	3%	6	7%	0	0%	3	9%
			0	0%	2	2%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	2	6%
Q34A13	policy/practice > importance > work/home	Childcare - Please rate how important or unimportant you think each would be to your success.	46	33%	40	38%	18	25%	21	31%	28	42%	19	49%	24	27%	22	45%	12	41%
			36	27%	28	27%	24	34%	21	31%	12	19%	8	20%	25	28%	11	27%	8	25%
			31	23%	22	20%	18	25%	15	23%	13	20%	7	17%	20	23%	15	19%	11	23%
			10	7%	3	3%	4	6%	2	3%	5	8%	1	2%	9	10%	2	3%	1	3%
			14	10%	13	12%	7	9%	8	12%	7	11%	5	12%	11	13%	2	5%	2	7%
Q34A14	policy/practice > importance > compensation	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	36	26%	23	21%	19	26%	13	19%	17	26%	11	26%	19	22%	18	23%	6	19%
			51	37%	33	30%	27	38%	19	28%	24	37%	14	35%	41	46%	24	30%	10	22%
			18	13%	12	12%	6	8%	7	10%	12	18%	6	14%	12	13%	11	15%	6	12%
			14	10%	17	15%	8	11%	8	11%	7	10%	7	18%	10	12%	12	16%	4	14%
Q34A15	policy/practice > importance > work/home	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	47	35%	50	46%	22	30%	28	41%	25	39%	22	54%	30	33%	35	44%	18	38%
			51	37%	34	32%	25	35%	21	30%	26	39%	14	34%	34	38%	28	36%	17	36%
			28	21%	16	15%	19	27%	14	21%	2	5%	2	5%	20	22%	8	18%	6	21%
			4	3%	0	0%	2	3%	0	0%	2	3%	0	0%	4	4%	0	0%	0	0%
			6	5%	8	8%	3	5%	6	8%	3	5%	3	7%	3	3%	3	7%	3	7%

CHANGE OVER TIME

MALES

FEMALES

WHITE FACULTY

FACULTY OF COLOR

item	name	description	response scale	OVERALL			MALES			FEMALES			WHITE FACULTY			FACULTY OF COLOR					
				Current	Prior	%	Current	Prior	%	Current	Prior	%	Current	Prior	%	Current	Prior	%			
Q34A1	spousal/partner hiring program > importance > work/home	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	41	30%	39	35%	26	29%	23	34%	16	38%	19	21%	27	33%	22	48%	12	41%
Q34A1	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	35	26%	N/A	N/A	18	26%	N/A	N/A	18	27%	N/A	N/A	N/A	N/A	11	25%	N/A	N/A
Q34A1	tuition waivers > importance > compensation	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	44	32%	N/A	N/A	25	35%	N/A	N/A	19	29%	N/A	N/A	N/A	N/A	8	17%	N/A	N/A
Q34A1	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	31	23%	N/A	N/A	20	27%	N/A	N/A	11	17%	N/A	N/A	N/A	N/A	7	16%	N/A	N/A
Q34A2	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	61	47%	N/A	N/A	36	53%	N/A	N/A	25	41%	N/A	N/A	N/A	N/A	23	51%	N/A	N/A
Q34B1	formal mentoring > effectiveness > climate/culture	Formal mentoring for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	15	13%	25	30%	8	15%	16	29%	7	12%	10	30%	2	6%	4	4%	8	12%
Q34B2	informal mentoring > effectiveness > climate/culture	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Effective	60	49%	42	40%	30	46%	28	41%	14	37%	44	50%	31	38%	16	48%	11	41%
Q34B3	periodic, formal performance reviews > effectiveness > tenure	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Neither effective nor ineffective	17	12%	15	14%	8	11%	7	11%	9	14%	9	10%	11	14%	8	16%	4	14%
Q34B4	written summary of performance reviews > effectiveness > tenure	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very ineffective	7	5%	9	8%	3	4%	4	6%	5	7%	4	5%	4	5%	3	6%	1	3%
Q34B5	professional assistance in obtaining grants > effectiveness > research	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	48	36%	25	25%	28	39%	16	25%	9	26%	33	37%	18	25%	15	33%	7	26%
Q34B6	professional assistance for improving teaching > effectiveness > teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Effective	36	28%	23	23%	24	34%	14	21%	12	19%	20	28%	17	23%	12	27%	6	24%
Q34B7	travel funds > effectiveness > research	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very ineffective	11	9%	26	27%	5	7%	18	28%	6	10%	8	25%	10	28%	2	4%	6	25%
Q34B8	paid/unpaid research leave > effectiveness > research	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	16	13%	7	8%	11	16%	5	8%	3	4%	7	8%	4	6%	9	23%	3	13%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	OVERALL				MALES				FEMALES				CHANGE OVER TIME				WHITE FACULTY				FACULTY OF COLOR							
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	12	19%	12	22%	7	20%	6	15%	5	18%	7	35%	7	28%	11	28%	10	21%	10	16%	16	35%	7	17%	4	23%	1	6%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	32	33%	20	23%	20	37%	14	25%	12	28%	7	22%	7	22%	19	30%	16	25%	16	25%	13	38%	5	20%	5	20%		
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	64	50%	31	32%	33	49%	24	38%	31	52%	7	22%	43	51%	22	30%	21	28%	21	28%	21	48%	9	36%	9	36%		
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	18	14%	15	14%	10	14%	10	16%	8	14%	5	13%	5	13%	12	15%	11	14%	5	6%	10	16%	4	16%	6	13%	4	16%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	4	3%	14	14%	2	4%	9	14%	1	2%	5	13%	2	2%	2	2%	2	2%	2	2%	2	2%	1	3%	1	3%	4	15%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	62	48%	51	47%	32	47%	29	40%	30	48%	22	59%	41	47%	59	62%	21	29%	15	20%	15	35%	8	32%	8	32%	6	23%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	17	39%	10	25%	7	38%	5	16%	10	40%	6	43%	13	45%	10	31%	4	28%	4	28%	4	28%	0	0%	0	0%	0	0%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	3	5%	2	4%	1	4%	3	9%	5	17%	1	8%	2	6%	2	6%	3	9%	2	6%	3	9%	3	13%	1	6%	0	0%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	1	2%	0	0%	14	48%	4	16%	3	21%	7	24%	12	37%	3	24%	3	24%	4	24%	4	24%	4	24%	4	24%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	3	7%	11	28%	2	10%	8	27%	1	4%	4	29%	1	4%	7	22%	1	4%	7	22%	2	13%	2	13%	4	15%	4	15%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	10	15%	5	9%	5	14%	3	9%	5	17%	1	8%	5	17%	1	8%	2	6%	2	6%	3	9%	3	13%	1	6%	0	0%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	19	30%	20	36%	10	27%	12	32%	9	33%	7	46%	10	24%	14	35%	9	39%	9	39%	6	40%	6	40%	6	40%	6	40%
Q34B21	policy/practice > effectiveness > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	16	17%	7	11%	10	22%	5	11%	5	12%	3	12%	12	19%	7	14%	12	19%	12	19%	4	14%	0	0%	0	0%	0	0%
Q34B22	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	30	33%	16	24%	13	27%	10	24%	17	39%	6	25%	18	29%	13	24%	12	29%	12	29%	4	14%	4	25%	4	25%	4	25%
Q34B23	policy/practice > effectiveness > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Somewhat agree	22	24%	12	17%	12	26%	9	21%	9	21%	7	15%	9	21%	9	21%	11	27%	6	15%	11	27%	5	15%	1	10%	1	10%
Q34B24	policy/practice > effectiveness > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly disagree	9	9%	14	21%	3	6%	8	18%	6	13%	7	27%	6	9%	7	27%	6	9%	6	9%	3	10%	2	14%	2	14%	2	14%



The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
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CHANGE OVER TIME

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item	theme	name	description	response scale	OVERALL				MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR			
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children compatible and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	10	11%	2	3%	9	19%	2	5%	1	2%	0	0%	7	12%	2	4%	3	10%	0	0%
				Somewhat agree	25	27%	13	19%	11	22%	9	20%	14	17%	16	26%	10	18%	9	18%	4	22%	9	28%
				Neither agree nor disagree	26	28%	15	21%	18	35%	14	30%	8	20%	1	4%	17	27%	8	14%	9	30%	7	44%
				Somewhat disagree	23	24%	22	31%	10	20%	11	24%	13	29%	11	44%	16	26%	18	34%	7	22%	4	23%
				Strongly disagree	9	10%	18	26%	2	4%	10	21%	8	35%	7	17%	16	35%	10	21%	3	10%	7	12%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	27	27%	17	23%	17	34%	18	37%	9	20%	9	20%	19	28%	15	26%	8	26%	8	26%
				Somewhat agree	34	35%	28	38%	19	37%	18	39%	15	33%	10	36%	25	37%	22	39%	9	29%	6	34%
				Neither agree nor disagree	19	19%	13	18%	8	17%	9	20%	10	22%	4	14%	11	17%	8	15%	7	25%	5	29%
				Somewhat disagree	12	13%	6	9%	3	7%	3	7%	9	19%	4	15%	7	11%	5	9%	5	16%	1	9%
				Strongly disagree	6	6%	9	12%	3	6%	7	16%	3	6%	2	7%	5	7%	6	11%	1	4%	1	3%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement with the following statements:	Strongly agree	26	26%	16	21%	18	34%	10	21%	8	18%	6	20%	18	26%	14	23%	8	27%	2	12%
				Somewhat agree	35	35%	29	38%	19	36%	18	37%	16	34%	11	36%	21	37%	21	35%	9	29%	8	48%
				Neither agree nor disagree	23	24%	12	16%	11	20%	13	27%	3	10%	16	23%	10	16%	8	15%	8	25%	3	16%
				Somewhat disagree	8	8%	8	11%	2	5%	6	13%	6	13%	6	21%	5	7%	7	11%	4	12%	1	9%
				Strongly disagree	7	7%	11	15%	3	6%	8	17%	4	8%	3	10%	5	7%	9	14%	2	7%	3	16%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	42	36%	N/A	N/A	21	35%	N/A	N/A	21	36%	N/A	N/A	25	32%	N/A	N/A	16	43%	N/A	N/A
				Somewhat agree	31	26%	N/A	N/A	20	34%	N/A	N/A	11	19%	N/A	N/A	24	31%	N/A	N/A	7	18%	N/A	N/A
				Neither agree nor disagree	23	20%	N/A	N/A	10	17%	N/A	N/A	13	23%	N/A	N/A	14	18%	N/A	N/A	9	23%	N/A	N/A
				Somewhat disagree	16	14%	N/A	N/A	8	13%	N/A	N/A	9	16%	N/A	N/A	14	18%	N/A	N/A	2	6%	N/A	N/A
				Strongly disagree	5	4%	N/A	N/A	1	2%	N/A	N/A	1	2%	N/A	N/A	1	1%	N/A	N/A	4	10%	N/A	N/A
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Satisfied	60	44%	31	28%	32	46%	23	34%	27	41%	7	18%	38	42%	24	29%	21	46%	7	24%
				Neither satisfied nor dissatisfied	21	16%	13	12%	12	16%	8	12%	10	15%	5	12%	11	13%	7	9%	10	21%	6	21%
				Dissatisfied	35	26%	35	31%	14	20%	17	26%	21	31%	17	41%	26	29%	26	32%	9	19%	8	28%
				Very dissatisfied	9	7%	21	19%	3	5%	14	21%	6	9%	7	16%	5	5%	16	20%	5	10%	5	19%
Q37	policy/practice > work/home	ability to balance professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	15	11%	5	5%	11	15%	4	5%	5	7%	2	4%	8	8%	4	5%	10	12%	2	6%
				Satisfied	45	32%	32	29%	28	39%	25	37%	17	25%	7	16%	27	30%	21	25%	17	37%	11	38%
				Neither satisfied nor dissatisfied	22	16%	25	22%	13	18%	16	23%	22	33%	21	50%	16	18%	17	21%	6	13%	8	26%
				Dissatisfied	35	25%	37	33%	13	18%	19	28%	22	33%	21	50%	26	29%	29	36%	8	16%	8	26%
				Very dissatisfied	21	15%	12	11%	8	11%	11	15%	7	9%	7	16%	13	15%	10	12%	7	16%	2	6%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	56	42%	59	55%	31	44%	40	60%	19	47%	34	39%	44	56%	44	56%	21	47%	15	53%
				Satisfied	44	33%	27	25%	24	35%	14	22%	20	31%	12	31%	30	35%	21	27%	14	30%	5	19%
				Neither satisfied nor dissatisfied	13	10%	8	7%	5	7%	4	6%	8	13%	4	10%	6	7%	4	5%	7	14%	4	14%
				Dissatisfied	12	9%	6	6%	4	6%	3	5%	7	11%	3	7%	9	11%	6	8%	2	5%	0	0%
				Very dissatisfied	9	7%	7	6%	5	8%	5	7%	4	6%	2	5%	7	8%	3	4%	2	4%	4	13%
Q38B	climate, culture, collegiality	interest in your professional development	The interest in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	25	18%	32	29%	10	14%	15	28%	15	23%	13	31%	19	21%	26	32%	6	13%	6	21%
				Satisfied	40	30%	38	35%	24	35%	25	37%	16	25%	13	32%	26	29%	24	30%	14	31%	14	47%
				Neither satisfied nor dissatisfied	36	27%	13	12%	18	27%	8	12%	18	27%	5	11%	23	25%	9	12%	14	30%	4	13%
				Dissatisfied	23	17%	13	12%	12	17%	6	8%	11	16%	7	18%	15	17%	12	15%	12	15%	7	16%
				Very dissatisfied	11	8%	13	12%	5	8%	10	15%	6	9%	3	8%	7	7%	9	11%	4	10%	5	16%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Satisfied	30	23%	23	21%	17	26%	16	23%	13	19%	17	18%	21	24%	18	23%	9	20%	5	16%
				Satisfied	34	26%	32	30%	15	22%	22	32%	19	29%	11	28%	25	28%	19	24%	9	21%	13	46%
				Neither satisfied nor dissatisfied	30	23%	13	12%	16	24%	10	14%	14	21%	4	10%	17	19%	10	12%	13	29%	4	13%
				Dissatisfied	30	23%	18	17%	16	24%	7	10%	14	21%	11	29%	20	23%	15	19%	10	22%	3	10%
				Very dissatisfied	9	6%	20	19%	2	3%	14	21%	6	10%	6	15%	5	6%	16	21%	3	7%	4	15%
Q38D	climate, culture, collegiality	value faculty in your department on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	30	22%	N/A	N/A	15	22%	N/A	N/A	15	23%	N/A	N/A	19	22%	N/A	N/A	10	22%	N/A	N/A
				Satisfied	47	35%	N/A	N/A	27	40%	N/A	N/A	20	31%	N/A	N/A	28	32%	N/A	N/A	19	41%	N/A	N/A
				Neither satisfied nor dissatisfied	30	23%	N/A	N/A	14	20%	N/A	N/A	17	25%	N/A	N/A	21	24%	N/A	N/A	10	21%	N/A	N/A
				Dissatisfied	16	12%	N/A	N/A	7	11%	N/A	N/A	8	13%	N/A	N/A	10	12%	N/A	N/A	5	11%	N/A	N/A
				Very dissatisfied	11	8%	N/A	N/A	5	7%	N/A	N/A	5	8%	N/A	N/A	9	10%	N/A	N/A	2	4%	N/A	N/A
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	31	23%	30	27%	15	21%	19	28%	16	24%	11	25%	22	25%	25	31%	9	19%	4	15%
				Satisfied	47	34%	39	36%	25	36%	25	37%	22	33%	14	34%	30	33%	24	29%	17	37%	15	54%
				Neither satisfied nor dissatisfied	27	20%	12	11%	16	23%	6	9%	12	18%	6	14%	16	18%	7	9%	11	24%	5	17%
				Dissatisfied	25	19%	16	15%	11	16%	8	12%	14	21%	8	20%	17	19%	15	19%	8	18%	1	4%
				Very dissatisfied	6	4%	13	12%	3	4%	4	10%	3	4%	3	7%	5	5%	10	12%	1	2%	3	11%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	29	22%	38	35%	15	22%	25	36%	14	22%	14	22%	20	22%	31	39%	9	21%	7	25%
				Satisfied	61	46%	37	34%	34	51%	23	34%	27	41%	14	34%	43	48%	21	27%	18	41%	16	54%
				Neither satisfied nor dissatisfied	30	23%	13	12%	15	22%	6	8%	15	23%	7	17%	18	20%	10	13%	12	28%	2	8%
				Dissatisfied	8	6%	10	9%	1	2%	7	10%	6	10%	3	7%	5	6%	9	11%	2	5%	1	3%
				Very dissatisfied	5	4%	11	10%	2	3%	4	9%	3	4%	4	9%	3	3%	4	10%	2	5%		

The Collaborative on Academic Careers in Higher Education
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CHANGE OVER TIME

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COACHE

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

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

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

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

Policy/Practice	OVERALL				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	85	70% (1)	2%	28%	59%
Childcare	96	68% (2)	2%	29%	64%
Spousal/partner hiring program	76	48% (3)	14%	38%	17%
Modified duties for parental or other family reasons (e.g., course release)	57	47% (4)	25%	28%	46%
Financial assistance with housing	96	45% (5)	1%	54%	70%
Elder care	58	40% (6)	2%	58%	71%
An upper limit on committee assignments for tenure-track faculty	114	39% (7)	39%	22%	15%
Travel funds to present papers or conduct research	141	35% (8)	49%	16%	2%
Professional assistance in obtaining externally funded grants	135	31% (9)	39%	30%	3%
Paid or unpaid research leave	96	30% (10)	46%	25%	10%
Stop-the-clock for parental or other family reasons	64	29% (11)	45%	26%	30%
Formal mentoring program	126	29% (11)	22%	49%	9%
Informal mentoring	136	23% (13)	54%	23%	10%
An upper limit on teaching obligations	135	22% (14)	62%	16%	5%
Part-time tenure-track position	58	17% (15)	2%	81%	73%
Peer reviews of teaching or research/creative work	133	15% (16)	46%	39%	2%
Periodic, formal performance reviews	144	14% (17)	67%	19%	1%
Paid or unpaid personal leave	70	14% (17)	46%	40%	9%
Written summary of periodic performance reviews	140	12% (19)	62%	26%	1%
Professional assistance for improving teaching	128	12% (19)	44%	44%	5%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

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Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

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

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

Policy/Practice	MALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	43	77% (1)	3%	21%	62%
Childcare	47	63% (2)	5%	32%	54%
Spousal/partner hiring program	40	55% (3)	15%	30%	15%
Modified duties for parental or other family reasons (e.g., course release)	27	47% (4)	28%	25%	43%
Financial assistance with housing	53	47% (4)	2%	51%	63%
Stop-the-clock for parental or other family reasons	29	38% (6)	34%	28%	38%
Elder care	27	37% (7)	0%	63%	62%
An upper limit on committee assignments for tenure-track faculty	55	37% (7)	39%	24%	12%
Travel funds to present papers or conduct research	66	34% (9)	51%	15%	1%
Paid or unpaid research leave	45	30% (10)	43%	27%	11%
Professional assistance in obtaining externally funded grants	66	25% (11)	39%	36%	3%
Formal mentoring program	58	25% (11)	20%	54%	10%
An upper limit on teaching obligations	65	22% (13)	62%	16%	4%
Informal mentoring	65	21% (14)	54%	25%	8%
Peer reviews of teaching or research/creative work	64	17% (15)	47%	36%	4%
Periodic, formal performance reviews	69	14% (16)	67%	19%	0%
Written summary of periodic performance reviews	66	12% (17)	64%	24%	1%
Part-time tenure-track position	25	9% (18)	4%	87%	58%
Paid or unpaid personal leave	35	8% (19)	42%	50%	8%
Professional assistance for improving teaching	62	8% (19)	47%	44%	5%

Policy/Practice	FEMALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	49	74% (1)	0%	26%	77%
Tuition waivers (e.g., for child, spouse/partner)	42	63% (2)	0%	37%	55%
Modified duties for parental or other family reasons (e.g., course release)	30	48% (3)	22%	30%	48%
Elder care	31	44% (4)	3%	53%	80%
Financial assistance with housing	43	43% (5)	0%	57%	80%
An upper limit on committee assignments for tenure-track faculty	59	42% (6)	38%	20%	18%
Spousal/partner hiring program	36	39% (7)	14%	47%	20%
Professional assistance in obtaining externally funded grants	69	39% (7)	39%	22%	2%
Travel funds to present papers or conduct research	75	36% (9)	47%	16%	3%
Formal mentoring program	68	32% (10)	24%	44%	8%
Paid or unpaid research leave	51	29% (11)	48%	23%	9%
Informal mentoring	71	24% (12)	54%	22%	12%
Part-time tenure-track position	33	24% (12)	0%	76%	85%
An upper limit on teaching obligations	70	22% (14)	62%	15%	7%
Stop-the-clock for parental or other family reasons	35	21% (15)	56%	23%	23%
Paid or unpaid personal leave	35	20% (16)	51%	29%	10%
Professional assistance for improving teaching	66	16% (17)	41%	43%	5%
Periodic, formal performance reviews	75	14% (18)	66%	20%	2%
Peer reviews of teaching or research/creative work	69	13% (19)	45%	42%	1%
Written summary of periodic performance reviews	74	12% (20)	60%	28%	0%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

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Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

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

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

Policy/Practice	WHITE, NON-HISPANIC FACULTY				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	60	70% (1)	0%	30%	63%
Childcare	66	65% (2)	2%	34%	72%
Modified duties for parental or other family reasons (e.g., course release)	38	48% (3)	21%	32%	45%
Spousal/partner hiring program	51	46% (4)	14%	40%	18%
An upper limit on committee assignments for tenure-track faculty	79	43% (5)	33%	24%	15%
Travel funds to present papers or conduct research	96	42% (6)	43%	15%	3%
Financial assistance with housing	62	37% (7)	0%	63%	75%
Elder care	38	35% (8)	2%	63%	73%
Professional assistance in obtaining externally funded grants	93	32% (9)	39%	30%	1%
Stop-the-clock for parental or other family reasons	46	29% (10)	47%	24%	33%
Formal mentoring program	93	25% (11)	20%	54%	5%
Paid or unpaid research leave	67	24% (12)	49%	27%	5%
Informal mentoring	96	23% (13)	58%	19%	4%
An upper limit on teaching obligations	92	22% (14)	62%	16%	3%
Part-time tenure-track position	43	15% (15)	3%	82%	74%
Peer reviews of teaching or research/creative work	92	15% (15)	44%	41%	0%
Periodic, formal performance reviews	99	15% (15)	69%	16%	0%
Written summary of periodic performance reviews	96	11% (18)	62%	27%	1%
Professional assistance for improving teaching	87	8% (19)	45%	47%	2%
Paid or unpaid personal leave	50	7% (20)	53%	41%	7%

Policy/Practice	FACULTY OF COLOR				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	30	75% (1)	4%	21%	50%
Tuition waivers (e.g., for child, spouse/partner)	25	71% (2)	5%	24%	51%
Financial assistance with housing	34	57% (3)	4%	39%	61%
Spousal/partner hiring program	25	52% (4)	15%	33%	16%
Elder care	20	50% (5)	0%	50%	67%
Modified duties for parental or other family reasons (e.g., course release)	19	46% (6)	32%	21%	47%
Paid or unpaid research leave	29	41% (7)	38%	21%	21%
Formal mentoring program	33	37% (8)	27%	36%	17%
An upper limit on committee assignments for tenure-track faculty	35	31% (9)	50%	18%	15%
Professional assistance in obtaining externally funded grants	42	30% (10)	40%	30%	5%
Stop-the-clock for parental or other family reasons	18	29% (11)	42%	29%	23%
Paid or unpaid personal leave	20	29% (11)	32%	39%	14%
An upper limit on teaching obligations	43	23% (13)	63%	14%	9%
Travel funds to present papers or conduct research	45	22% (14)	62%	16%	0%
Informal mentoring	40	22% (14)	45%	33%	22%
Part-time tenure-track position	15	21% (16)	0%	79%	70%
Professional assistance for improving teaching	41	19% (17)	43%	38%	10%
Peer reviews of teaching or research/creative work	41	14% (18)	50%	36%	7%
Written summary of periodic performance reviews	44	13% (19)	64%	23%	0%
Periodic, formal performance reviews	45	11% (20)	63%	26%	2%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

COACHE

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

COACHE

The Collaborative on Academic Careers in Higher Education

Open-ended responses

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

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

Subjects responding "Somewhat disagree" or "Strongly disagree" to Question 27a ("From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.") were asked this follow-up question.

Association with administration and perceived 'value' of your type of research.

cooperation and likability among other faculty

How much you are in the office and are sociable with other faculty and students (i.e., being a good colleague)

I think all criteria are performance-based.

In the past 5 years, only 2 faculty have earned tenure in my college and no one has earned tenure in my department, so is hard to know what the unwritten criteria are.

It seems arbitrary. It does not appear to be performance-based criteria so it has to be something else. But I don't know what that something else is.

political views, department dress standards, office orderliness

politics, influence, race

relationships, collegiality

Self interests of the department tenure committee

The ability to 'play well with others'. Public (what I would view as healthy) disagreement is viewed as an undesirable negative attribute, not a source of reflection or possible improvement for the department.

The politics/personality dynamics among and between upper administration and getting their goals/needs met (as individuals within the university system-for their own career advancement) can be influential on such decisions.

unclear politics and relationships with RPT members

Work-load. Relationship to chair.

44a. Please check the two (and only two) *best aspects* about working at your institution.*Subjects responding "Other" were asked to specify.*

[A teaching award] to motivate young professors and educators

balance b/n work and personal time

community

encouragement for innovative teaching

excellent leadership

flexibility to manage work and family time

Mission of my work aligns with teaching and research requirements

My husband works here as well.

Opportunities to affect program changes

Our university is moving up and offers potential opportunities for career development

Research

Strategic direction of the dept

Strong coordination between strategic objectives and resource allocations/vision for future

44b. Please check the two (and only two) *worst aspects* about working at your institution.*Subjects responding "Other" were asked to specify.*

Appropriate classroom space.

change of tenure criteria is NOT supported by improved and necessary quality of students

Constantly having to prove the value of my program and activities

Difficulty in Attracting Good Grad Students

Geographic location relative to research interests

I place too much pressure on myself to perform

Just one item

lack of assistance for post-award grant admin

lack of graduate assistant to assist with research

lack of graduate assistants to assist with teaching

lack of recognition for my accomplishments

lack of support after you get a grant

Lack of support for funded grants

lack of tuition waiver for children and spouse

My family life is almost zero

not enough senior faculty

Politics

Quality of dept. office staff

quality of graduate students are far from competing with top research school, but we are asked to perform

reputation of program

Understanding and trying to meet accounts payable guidelines

University growing pains: big-time goals with small-time policies

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

Subjects responding "Other" were asked to specify.

[No responses]

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

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

Prefer to leave the US

Retire

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

A unified, clear tenure policy that applies to every department of the institution.

Address equity of resources (travel, research opportunities, funding sources) and compensation with other state institutions.

Address the issue of under-compensation for many faculty, including increasing the level of compensation for the lower-paid faculty, and instituting a step system tied to steady increases in pay. Most of all, there should be a substantial increase in pay for promotion from Asst to Assoc Prof and then again to Full Prof - this alone would be a great motivating factor for achievement.

An honest interest in me

As [Biological Sciences field] works to grow and bring in more research dollars, the University needs to add proportionate resources to support the actual increase in research. Specifically, the Graduate School and Library both suffer from a lack of resources that would be intolerable at many other UNC campuses.

attract/hire more high quality research staff to support research activities

Be consistent & reasonable about the university goal to achieve a 'research' institution, especially in terms of how this goal affects junior faculty. Currently, junior faculty are expected to produce more scholarship than senior faculty for less pay and, in the current budget crisis, while teaching more classes than previously. More resources (grants, leaves, graduate GAs, course releases) must be made available to junior faculty to complement the very high level of scholarly productivity demanded of them.

better balance of teaching/service/research load and productivity expectations

better set of benefits

Bring salary levels to par with similar institutions.

Childcare facility

childcare facility

Childcare! There's a number of faculty in our department who have small children/infants (not to mention a significant number of students and staff). We have a college of education and faculty have lobbied for on-campus child care for years... it is VERY frustrating that there is <nothing>. [...] I'm very worried about being able to keep up my the quality and quantity of my research [...] [following parental leave]. Scary.

Communicate a commitment to the value of Humanities and Social Science research and teaching.

Complete the transition to a research-intensive university

Continue to support and celebrate faculty achievement.

decide if it wants to be a research university and follow through with quality improvement of students, research, support and facilities, instead of increasing student numbers

Dismantle the corporate decision-making hierarchy and empower the faculty to make long-range plans/goals for the institution.

diversity

Eliminate politics, make clear standards for tenure and promotion

Encourage/enforce faculty engagement (a few faculty take on most of the 'burdens' of running graduate programs, for example)

Establish formal governance structures or support systems for research, teaching, and family issues. With such systems in place, it is easier for faculties to get resources or supports for career development. This can also help to improve effective management and execution of campus wide policies and avoid individual manipulation or have to rely on individual interpretation. Thank you.

Greater administrative support for grant submission and management Greater clarity in the tenure process

Greater support for young faculty who have a lack of tenured mentors and collaborators in their departments or areas.

Help faculty balance research and scholarship with teaching and service. We tend to have a 'do it all' attitude. It's a great place but one in transition and we need more resources for research.

help with grant applications

Higher standards for students, both undergraduate and graduate

Higher student academic standards.

Hire more established faculty members.

Hire, retain and nurture diverse faculty members and student body.

hiring more faculty members who are strong in research

I am at an institution transitioning from a teaching to a research focus. Much of the leadership (department chairs) come from the old teaching focused days and don't understand how a research focused university should function. Department leadership should be changed either to younger faculty or bring in outsiders people.

I like my institution and I have great respect for the upper administration (Dean and Provost). However, I think my department is dysfunctional. The number one thing that would improve this department is data-driven performance criteria.

I love my department, but I worry about getting post-award services and IRB requirements are troubling sometimes.

I would like to emphasize that we need consistently support research aspects while keeping our excellence in teaching/mentoring innovations. Suddenly moving teaching emphasis into research or vice-versa would make confusions to young faculties. (In year 1, we heard more innovation in teaching and were asked to explore untraditional course topics that are highly relevant to real world; In another year, we were told to compete our

research program in the 'Traditional' core research area that NSF funds, which none of our students are exposed to.) Finally, we need to remind ourselves: At the end of the day, professors are teachers and mentors, not like a researcher in the research lab. Professors are eventually evaluated by the success of their students whose life the professors have influenced. Innovative Research program should be used as medium or programs to achieve such goal, not treated as the ultimate goal itself. (I can name a few excellent research project that failed miserably in terms of research contribution, but were able to produce excellent set of graduate students who make differences in the field later on). We educate students through research. This is the fundamental difference between professor and the researcher in the commercial labs. My two cents would be: we really need to treat Ph.D students with excellent supports and research-oriented courses, while maintaining excellence in innovative teaching and new untraditional courses that would make our name distinctive. I think many of teaching or mentoring awards UNCC provides are truly good traditions. We need to support more research while encouraging teaching innovations.

Improve pay and benefits and ensure a reasonable pay increase following tenure and promotion.

Improve post-grant support. Improve dept. admin budgets so we get departmental support. Increase graduate student stipends so we get more graduate student support. Improve facilities.

Improve quality of department office staff and security in our office building.

Improve security on campus.

Improve support for grant proposal preparation

Improve support for post-award grant administration.

Improve the mentoring process for pre-tenure faculty.

Improve the number and quality of graduate TAships so that we can recruit more and better graduate students (thus improving our research output, a key tenure requirement), and not have to teach our own upper level labs (thus freeing up more time for research). Our university has put a lot of emphasis on PhD programs, but MS programs are pivotal for some programs (like mine) and junior researchers (like me) and we are struggling to get assistantships, tuition waivers, etc. UNCC wants to be a research heavy institution but this is a key example of how they are not giving the faculty the resources necessary to produce the amount (\$, pubs) the university wants.

increase diversity in the workplace

Increase quality of, and requirements for, undergraduate students. Our students here do not measure up to students I have worked with at other institutions.

Increase security

Increase the research focus to support more on-campus conferences and meetings. It is hard to find available rooms and services if you want to organize one yourself.

insist on diversity in hiring

It is fast growing and has good potential.

Less service for pre-tenure track faculty.

lower teaching load to 2-2.

Make new tenure-track obligations more clear. The department obligations seem to lag behind those of the College. At the end of the day, however, the College decides one's fate.

make requirements for tenure, teaching load and service reasonable for an aspiring research one institution.

Make tenure criteria less subjective. Bring back journal lists, and explicitly state combinations of different quality journals which are the criteria for tenure. Freeze tenure track criteria for faculty when they enter the institution, rather than changing criteria for faculty several years into the tenure clock.

More faculty research support

N/A

Not only judge the research output, but more emphasize the quality of teaching and administration service.

Obama

Offer childcare

offer free childcare and on-campus health care for faculty

On-site daycare

Provide at least some support for research technicians

Provide better infrastructure (i.e. resources) for faculty to conduct research. While there are efforts, the expectation of what we can achieve at this institution versus the reality of what there is to work with is incongruent.

Provide funding to recruit and retain good graduate students.

provide more support for research and grants and service for junior faculty

provide more systematic mentoring system

Provide research support

Provide showers, bigger offices, bigger black boards, and less obnoxious parking police.

quality of students, undergrad and grad

Recruit more competitive undergraduates.

Reduce expectations re: teaching load and committee involvement (and actually enforce these things) for pre-tenure faculty.

Reduce teaching load to provide time to achieve research expectations. Do more to support the balance of family and work

reduce the teaching load

Reduce the teaching load (currently 2-2)

reducing teaching loads

Resources in grants/contracts. The process is just too challenging/frustrating, and ends up leaving one less interested in writing proposals. Travel is the same - it is so much work to get funds for travel reimbursement that I choose to not bother going places.

Revision of tenured faculty evaluation so that they maintain their productivity

Rotate the Chair positions.

Set expectations based on working 40 hours per week. It is difficult to meet expectations when you have family obligations in addition to work obligations.

smaller teaching load!

Standardize and streamline ALL reimbursement requirements with accounts payable. Improve communications regarding funding so that requests do not unintentionally end up becoming an adversarial event for faculty.

stick to higher expectations and standards for students and give faculty the freedom to evaluate that without any pressure of passing certain percentages of a class

Stop adding all these 'extras' to my work: surveys, combined campaigns, community involvement. I want to teach, research, and serve the academic environment, which serves the community even if it's indirect.

Support and recognize practitioner research that affects real classrooms not just what is published in scholarly top-tiered journals and is 'data-based' (with the limited definition that this has at my university.)

support for program directors/coordinators on a tenure track line

Teaching and service responsibilities in my first two years have been extraordinarily burdensome in terms of my ability to research.

Teaching workload as a 3-2 before tenure and the research expectations of a top-tier research university is completely unrealistic.

Teaching-load commensurate with research I institution, including course reductions for merit (research, book contracts, etc.)

Tell us exactly what is needed to achieve tenure and stop changing the requirements every few months.

Tenured faculty to participate with more urgency in the hiring of empty faculty slots

The culture that values high quality research

The salaries at my institution, at least for my department, are not competitive nationally. However, this is recognized, I believe, by my chair and my dean and I look forward to them working on this issue.

The standards for tenure are a moving target. When I took the position, I was told by the chair that if I published 1 or 2 articles a year (single or coauthor) in journals in my field, I would have no trouble getting tenure. Since that time, the department has come up with a list of 'preferred' journals; co-authored pieces are valued less; and the number of articles needed is increasing, but nobody will give me a straight answer about what that the number is. Moreover, I have been told that the DRC and the chair deliberately rate assistant professors lower than they actually merit at baseline 'so there is some room to grow' over time. This makes it hard to trust or have faith in the evaluation process.

There is such very low morale among the faculty. We are stretched too thin, trying to do too much with too little resources. We need more support staff, more office staff, more secretaries.

to become a REAL research-intensive school

top-notch faculty club facility

Transition the non-productive faculty to clinical lines

We need a good library

Work on childcare possibilities for those planning in that direction.

Work with heart

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Appendices

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX A. PARTICIPATING INSTITUTIONS

The following table lists the institutions (with type and cohort) whose results comprise the COACHE dataset. Your report's "all comparables" data include those institutions of your type, i.e., college or university, as marked below.

Institution	Type	Cohort
Amherst College	College	2006-2007
Appalachian State University	University	2008-2009
Arizona State University	University	2005-2006
Auburn University	University	2008-2009
Ball State University	University	2007-2008
Barnard College	College	2005-2006
Bates College	College	2008-2009
Boston University	University	2006-2007
Bowdoin College	College	2006-2007
Brown University	University	2005-2006
California Polytechnic State University at San Obispo	University	2006-2007
California State Polytechnic University at Pomona	University	2006-2007
California State University at Fullerton	University	2006-2007
California State University at Long Beach	University	2006-2007
California State University at San Bernardino	University	2006-2007
California State University at San Marcos	University	2006-2007
Carleton College	College	2006-2007
Case Western Reserve University	University	2005-2006
Christopher Newport University	University	2008-2009
Clemson University	University	2007-2008
Colgate University	College	2007-2008
College of Holy Cross	College	2006-2007
College of St. Benedict/St. John's University	College	2008-2009
College of Wooster	College	2006-2007
Connecticut College	College	2006-2007
Dartmouth College	University	2008-2009
Davidson College	College	2005-2006
Denison University	College	2005-2006
DePauw University	College	2008-2009
Drexel University	University	2006-2007
Duke University	University	2006-2007

Institution	Type	Cohort
East Carolina University	University	2008-2009
Elizabeth City State University	College	2008-2009
Fayetteville State University	University	2008-2009
Goucher College	College	2005-2006
Hamilton College	College	2008-2009
Hampshire College	College	2005-2006
Harvard University	University	2005-2006
Hendrix College	College	2007-2008
Hobart and William Smith Colleges	College	2006-2007
Indiana University	University	2005-2006
Iowa State University	University	2005-2006
Ithaca College	College	2007-2008
James Madison University	University	2008-2009
Kansas State University	University	2008-2009
Kenyon College	College	2008-2009
Lafayette College	College	2008-2009
Lehigh University	University	2007-2008
Loyola College in Maryland	University	2008-2009
Loyola Marymount University	University	2008-2009
Macalester College	College	2008-2009
Michigan State University	University	2005-2006
Missouri University of Science & Technology	University	2008-2009
Montana State University	University	2008-2009
Montclair State University	University	2007-2008
North Carolina A&T State University	University	2008-2009
North Carolina Central University	University	2008-2009
North Carolina State University	University	2008-2009
North Dakota State University	University	2006-2007
Northeastern University	University	2008-2009
Oberlin College	College	2007-2008
Occidental College	College	2008-2009
Ohio State University	University	2005-2006
Ohio University	University	2006-2007
Pacific Lutheran University	College	2007-2008
Queens College	University	2007-2008
Richard Stockton College of New Jersey	College	2005-2006
Rowan University	University	2008-2009
Saint Olaf College	College	2007-2008
Skidmore College	College	2006-2007

Institution	Type	Cohort
Sonoma State University	University	2006-2007
Stanford University	University	2005-2006
Susquehanna University	College	2007-2008
Syracuse University	University	2005-2006
Texas Tech University	University	2005-2006
Trinity College	College	2006-2007
Tufts University	University	2008-2009
Tulane University	University	2008-2009
University at Albany - State University of New York	University	2005-2006
University at Buffalo - State University of New York	University	2005-2006
University of Alabama at Tuscaloosa	University	2007-2008
University of Arizona	University	2005-2006
University of Chicago	University	2008-2009
University of Cincinnati	University	2006-2007
University of Connecticut	University	2006-2007
University of Illinois at Urbana-Champaign	University	2008-2009
University of Iowa	University	2007-2008
University of Kansas	University	2008-2009
University of Kentucky	University	2008-2009
University of Massachusetts at Amherst	University	2007-2008
University of Memphis	University	2005-2006
University of Michigan - Flint	University	2008-2009
University of Minnesota	University	2005-2006
University of Missouri - Columbia	University	2008-2009
University of Missouri - Kansas City	University	2008-2009
University of Missouri - St. Louis	University	2008-2009
University of North Carolina at Asheville	College	2008-2009
University of North Carolina at Chapel Hill	University	2008-2009
University of North Carolina at Charlotte	University	2008-2009
University of North Carolina at Greensboro	University	2008-2009
University of North Carolina at Pembroke	University	2008-2009
University of North Carolina at Wilmington	University	2008-2009
University of North Texas	University	2008-2009
University of Notre Dame	University	2006-2007
University of Puget Sound	College	2008-2009
University of Richmond	College	2006-2007
University of South Carolina	University	2007-2008
University of Tennessee	University	2006-2007
University of Toronto	University	2007-2008

Institution	Type	Cohort
University of Virginia	University	2008-2009
University of Wyoming	University	2007-2008
Virginia Commonwealth University	University	2008-2009
Virginia Polytechnic Institute and State University	University	2006-2007
Wabash College	College	2005-2006
Washington State University	University	2006-2007
Wellesley College	College	2007-2008
Wesleyan University	College	2008-2009
West Virginia University	University	2008-2009
Western Carolina University	University	2008-2009
Wheaton College (MA)	College	2008-2009
Whitman College	College	2007-2008
Winston-Salem State University	University	2008-2009

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX B. SURVEY INSTRUMENT

I. DEMOGRAPHIC BACKGROUND

0. Do you have tenure?

- 1 Yes [SCREEN OUT]
0 No [CONTINUE]

1. Are you employed in a full-time position on the tenure-track?

- 1 Yes [CONTINUE]
0 No [SCREEN OUT]

2. Please provide the FULL name of the institution where you are employed.

[TEXT-REQUIRED]

3. What is the highest degree you have earned?

- 3 Doctorate (Ph.D., J.D., M.D. etc.)
2 Master's
1 Bachelor's
4 Associate's
5 Other
98 Decline to answer

5. Did you hold a postdoctoral appointment?

- 1 Yes
0 No
98 Decline to answer

6a. Is this your first tenure-track appointment?

- 1 Yes [SKIP TO Q7]
0 No [CONTINUE]
98 Decline to answer [SKIP TO Q7]

6b. How many years on the tenure track did you complete elsewhere?

- 1 1 year or less
2 2 years
3 3 years
4 4 years
5 5 or more years
6 Full tenure
98 Decline to answer

6d. Did your current faculty appointment begin with credit for prior service elsewhere?

- 1 Yes [CONTINUE]
0 No [SKIP TO Q7]
98 Decline to answer [SKIP TO Q7]

6e. How many years of credit for prior service did you receive?

- 1 1 year or less
-

- 2 2 years
- 3 3 years
- 4 4 years
- 5 5 or more years
- 98 Decline to answer

7. Please indicate the year in which your current faculty appointment began:

[PULL DOWN MENU]

8. What is your rank?

- 4 Professor (or "Full Professor")
- 3 Associate Professor
- 2 Assistant Professor
- 1 Instructor/Lecturer
- 5 Other

9. Do you hold a joint appointment (formal responsibilities in more than one department)?

- 1 Yes
- 0 No
- 98 Decline to answer

10. Name the department(s) or division(s) in which you hold formal responsibilities.

If you hold a joint appointment, respond to the survey questions about your *primary* department or division. (If only one of your departments is your tenure home, then please choose that department as your primary department.). If your formal responsibilities are evenly split, please choose one department as your primary:

Primary

[TEXT- REQUIRED]

Secondary

[TEXT - NOT REQUIRED]

- 98 Decline to answer

11. What is your race? (Please check all that apply.)

- 0 **American Indian or Native Alaskan:**

A person having origins in any of the original peoples of North and South America (including Central America).

- 1 **Asian, Asian-American, or Pacific Islander:**

A person having origins in any of the original peoples of the Far East, Pacific Islands, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, Guam, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, and Samoa.

- 2 **White (non-Hispanic):**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

- 3 **Black or African-American**

A person having origins in any of the black racial groups of Africa.

- 4 **Hispanic or Latino:**

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.

- 5 **Other**

- 6 **Multiracial**

- 98 Decline to answer [NO OTHER SELECTION VALID]

IF COUNTRY = 0	IF COUNTRY = 1
<p>12. What is your citizenship status?</p> <p>1 <input type="radio"/> U.S. citizen</p> <p>0 <input type="radio"/> Non-U.S. citizen</p> <p>98 <input type="radio"/> Decline to answer</p>	<p>12. Are you a Canadian citizen?</p> <p>2 <input type="radio"/> Yes</p> <p>3 <input type="radio"/> No</p> <p>98 <input type="radio"/> Decline to answer</p>

13. What is your gender?
- 0 Male
 - 1 Female
 - 98 Decline to answer

- Q13b. Do you identify as a member of the gay, lesbian, bisexual, transgendered (GLBT) community?
- 1 Yes
 - 0 No
 - 98 Decline to answer

14. In what year were you born?

[PULL DOWN MENU]

- 98 Decline to answer

15. What is your annual salary?
- [PULL DOWN MENU] :
- 1 Less than \$30,000
 - 2 \$30,000 to \$44,999
 - 3 \$45,000 to \$59,999
 - 4 \$60,000 to \$74,999
 - 5 \$75,000 to \$89,999
 - 7 \$90,000 to \$104,999
 - 8 \$105,000 to \$119,999
 - 9 \$120,000 or above
 - 98 Decline to answer

- Q16. Do you have any children or other dependents?
- 1 Yes [CONTINUE to Q16a1]
 - 0 No [SKIP to Q17]
 - 98 Decline to answer [SKIP to Q17]

- Q16a1. How many children *who are infants, toddlers, or pre-school age* live with you at home?
- 0 None
 - 1 1
 - 2 2
 - 3 3
 - 4 4
 - 5 5 or more
 - 98 Decline to answer

Q16a2. How many children *in elementary, middle, or high school* live with you at home?

- 0 None
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5 or more
- 98 Decline to answer

Q16a3. How many children *currently in college* do you have?

- 0 None
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5 or more
- 98 Decline to answer

16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

[PULL DOWN MENU]

17. Which statement most clearly describes your household's employment situation?

- 0 I do not have a spouse/partner. [\[SKIP TO Q19\]](#)
- 1 My spouse/partner is not employed. [\[SKIP TO Q19\]](#)
- 2 My spouse/partner is employed full-time at this institution. [\[CONTINUE\]](#)
- 3 My spouse/partner is employed full-time elsewhere. [\[CONTINUE\]](#)
- 4 My spouse/partner is employed part-time at this institution. [\[CONTINUE\]](#)
- 5 My spouse/partner is employed part-time elsewhere. [\[CONTINUE\]](#)
- 98 Decline to answer [\[SKIP TO Q19\]](#)

18. Do you and your spouse reside in separate communities for work reasons?

- 1 Yes
- 0 No
- 98 Decline to answer

II. TENURE & PROMOTION

This set of items addresses various aspects surrounding tenure in your department.

	5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear	98 Decline to answer
19. I find the tenure <i>process</i> in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I find the tenure <i>criteria</i> (what things are evaluated) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I find the tenure <i>standards</i> (the performance threshold) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I find the <i>body of evidence</i> that will be considered in making my tenure decision to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My sense of whether or not I will achieve tenure is...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following pairs of questions ask you to identify the clarity and the reasonableness of various aspects of tenure.

Please answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

98 Decline to answer

[RECORD N/A FOR BOTH]

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25b. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **a teacher?**

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

24c. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **an advisor to students?**

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25c. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **an advisor to students?**

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

Please indicate whether you agree or disagree with each of the following statements:

26. I have received consistent messages from tenured faculty about the requirements for tenure.

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27a. In my opinion, tenure decisions here are made primarily on **performance-based criteria** (e.g., research/creative work, teaching, and/or service) rather than on **non-performance-based criteria** (e.g., politics, relationships, and/or demographics).

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[SKIP TO Q28]

[SKIP TO Q28]

[SKIP TO Q28]

[SKIP TO Q28]

[CONTINUE]

[CONTINUE]

[SKIP TO Q28]

27b. In your opinion, on what **non-performance-based criteria** are tenure decisions in your department primarily made?

[TEXT – REQUIRED]

Decline to answer

[TEXT FIELD NOT REQUIRED]

III. THE NATURE OF YOUR WORK

The next set of items explores your day-to-day activities as a faculty member.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work:

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
28. The way you spend your time as a faculty member	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28b. The number of hours you work as a faculty member in an average week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29a. The level of the courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29b. The number of courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29c. The degree of influence you have over the courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29d. The discretion you have over the content of the courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29e. The number of students you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29f. The quality of undergraduate students with whom you interact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IF VERSION = COLLEGE, SKIP TO 30b							
29g. The quality of graduate students with whom you interact.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30b. The amount of time you have to conduct research/produce creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30c. The amount of external funding you are expected to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[CONTINUE ON SAME PAGE AS PREVIOUS]

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
30d. The influence you have over the focus of your research/creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. The quality of facilities (i.e., office, labs, classrooms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. How satisfied are you with the quality of these support services?

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
33a. Clerical/administrative services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33b. Research services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33c. Teaching services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33d. Computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IV. POLICIES AND PRACTICES

This set of questions addresses faculty policies and practices common at colleges and universities.

Please rate **how important** or **unimportant** the following policies and practices would be to your success, regardless of whether they currently apply to your institution, then rate **how effective or ineffective** each has been at your institution. For each item, please mark the appropriate column.

POLICY/PRACTICE:

1. Formal mentoring program (e.g., assigned mentors, matching)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [\[NO OTHER SELECTION VALID\]](#)

2. Informal mentoring

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [\[NO OTHER SELECTION VALID\]](#)

3. Periodic, formal performance reviews

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

4. Written summary of periodic performance reviews

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

5. Professional assistance in obtaining externally funded grants

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

6. Professional assistance for improving teaching

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

7. Travel funds to present papers or conduct research

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

8. Paid or unpaid research leave

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

9. Paid or unpaid *personal leave*

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

10. An upper limit on committee assignments for tenure-track faculty

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

11. An upper limit on teaching obligations

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

12. Peer reviews of teaching or research/creative work

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

13. Childcare

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

14. Financial assistance with housing

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

15. Stop-the-clock for parental or other family reasons

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

16. Spousal/partner hiring program

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

17. Elder care

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

18. Tuition waivers (e.g., for child, spouse/partner)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

19. Modified duties for parental or other family reasons (e.g., course release)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

20. Part-time tenure-track position

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

Please indicate your level of agreement or disagreement with the following statements:

	9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
35a. My institution does what it can to make having children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35b. My institution does what it can to make raising children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35e. My colleagues are respectful of my efforts to balance work and home responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

V. Climate, Culture and Collegiality

This set of questions addresses the climate, culture and collegiality of your workplace.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
38a. The fairness with which your immediate supervisor evaluates your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38b. The interest tenured faculty take in your professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38c. Your opportunities to collaborate with tenured faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38d. The value faculty in your department place on your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39a. The amount of professional interaction you have with tenured faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39b. The amount of personal interaction you have with tenured faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39c. The amount of professional interaction you have with pre-tenure faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39d. The amount of personal interaction you have with pre-tenure faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[CONTINUE ON SAME PAGE AS PREVIOUS]

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. The intellectual vitality of the tenured faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41a. The intellectual vitality of <i>pre-tenure</i> faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41b. Opportunities for participation, appropriate to your rank, in the governance of your institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IF VERSION = COLLEGE, SKIP TO 42

41c. Opportunities for participation, appropriate to your rank, in the governance of your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
------------------------------------------------------------------------------------------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------	-----------------------

Please indicate your level of agreement or disagreement with the following statement:

	9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
42. On the whole, my institution is collegial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VI. GLOBAL SATISFACTION

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

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

- | | |
|-----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| 1. Quality of colleagues | 17. Presence of others like me. |
| 2. Support of colleagues | 18. My sense of "fit" here. |
| 3. Opportunities to collaborate with colleagues | 19. Protections from service/assignments |
| 4. Quality of graduate students | 20. Commute |
| 5. Quality of undergraduate students | 21. Cost of living |
| 6. Quality of facilities | 22. Research/creative work requirements for tenure |
| 7. Support for research/creative work (e.g., leave) | 23. Teaching load |
| 8. Support for teaching | 24. Tenure requirements in general |
| 9. Support for professional development | 25. Tenure criteria clarity |
| 10. Assistance for grant proposals | 26. Tenure process clarity |
| 11. Childcare policies/practices | 27. Manageable pressure to perform |
| 12. Availability/quality of childcare facilities | 28. Academic freedom |
| 13. Spousal/partner hiring program | 94. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 14. Compensation | 95. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 15. Geographic location | 99. There are no positive aspects. |
| 16. Diversity | 98. Decline to answer |

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

- | | |
|-------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|
| 1. Quality of colleagues | 17. Absence of others like me. |
| 2. Support of colleagues | 18. My lack of "fit" here. |
| 3. Opportunities to collaborate with colleagues | 19. Too much service / too many assignments |
| 4. Quality of graduate students | 20. Commute |
| 5. Quality of undergraduate students | 21. Cost of living |
| 6. Quality of facilities | 22. Research/creative work requirements for tenure |
| 7. Lack of support for research/creative work (e.g., leave) | 23. Teaching load |
| 8. Lack of support for teaching | 24. Tenure requirements in general |
| 9. Lack of support for professional development | 25. Tenure criteria clarity |
| 10. Lack of assistance for grant proposals | 26. Tenure process clarity |
| 11. Childcare policies/practices (or lack thereof) | 27. Unrelenting pressure to perform |
| 12. Availability/quality of childcare facilities | 28. Academic freedom |
| 13. Spousal/partner hiring program (or lack thereof) | 94. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 14. Compensation | 95. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 15. Geographic location | 98. There are no negative aspects. |
| 16. Lack of diversity | 99. Decline to answer |

45a. All things considered, how satisfied or dissatisfied are you with your **department** as a place to work?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45b. All things considered, how satisfied or dissatisfied are you with your **institution** as a place to work?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)

- 5** President [CONTINUE]
- 6** Chancellor [CONTINUE]
- 4** Vice President for Academic Affairs [CONTINUE]
- 3** Academic Dean [CONTINUE]
- 2** Provost [CONTINUE]
- 1** Other (Please specify): [CONTINUE]
- 9** I don't know. [SKIP TO Q47]
- 98** Decline to answer [SKIP TO Q47]

Please indicate your level of agreement or disagreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for pre-tenure faculty.

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- 4** For the rest of my career [SKIP TO Q48]
- 3** For the foreseeable future [SKIP TO Q48]
- 2** For no more than 5 years after earning tenure [CONTINUE TO Q47b]
- 1** I haven't thought that far ahead [SKIP TO Q48]
- 9** Not applicable [SKIP TO Q48]
- 98** Decline to answer [SKIP TO Q48]

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

- 1** Prefer to work at another academic institution
- 2** Prefer to work in private industry
- 3** Prefer to work in government
- 4** Other (Please explain:) [TEXT-REQUIRED if checking "Other"]
- 98** Decline to answer

Please indicate your level of agreement or disagreement with the following statement:

48. If I could do it over, I would again choose to work at this institution.

⁹ Not applicable/ I don't know	⁵ Strongly agree	⁴ Somewhat agree	³ Neither agree nor disagree	² Somewhat disagree	¹ Strongly disagree	⁹⁸ Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. If a candidate for a tenure-track (pre-tenure) faculty position asked you about your **department** as a place to work, would you:

- ² Strongly recommend your department as a place to work
- ¹ Recommend your department with reservations
- ⁰ Not recommend your department as a place to work
- ⁹⁸ Decline to answer

50. How do you rate your **institution** as a place for tenure-track (pre-tenure) faculty to work?

- ⁵ Great
- ⁴ Good
- ³ So-so
- ² Bad
- ¹ Awful

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

[TEXT- REQUIRED]

Decline to answer

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX C. SUGGESTIONS FOR ACTION

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

Dissemination of Results

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

Tenure Clarity

Start early

- Transparency of expectations begins in the interview process and ought to be reinforced throughout the tenure track.
- Emphasize that your institution hires pre-tenure faculty because you believe they will succeed in getting to tenure.
- Suggest to new faculty: “The minute you leave faculty orientation, start your dossier.”
- Draft a “statement of mutual expectations” with each faculty member by no later than the end of the first year.

Provide workshops for pre-tenure faculty

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

Engage leadership

- Suggest that chairs invite their pre-tenure faculty to lunch individually or together to informal brown-bag lunches to create open forums where they are encouraged to ask questions regarding the tenure process.
- Ask questions of your chairs and faculty to determine whether your departments (and/or institution) are primarily oral cultures or written ones. If the former, challenge them to become the latter.
- Have the chair of the Tenure and Promotions Committee meet with pre-tenure faculty at the beginning of the tenure review year.
- Require a “pattern of administration” for new deans and chairs: a detailed plan for approaching their new roles. A “POA” contains teaching, research, and service expectations for all faculty in the department or school. It also details a process for buying out teaching, for equitable assignment of

classes and service, and for identifying constituents on various committees (e.g., curriculum committee).

- At regular intervals, conduct an “academic program review” for each department: a self-study financed by the college to bring in five eminent scholars in the field to review the program. Not a judgment, but a process by which the members of the department can clarify their department’s identity and together establish goals for the long-term. Make it completely transparent and data-driven, and include the provost, vice/associate provosts, dean, undergraduate dean. The process will include a thorough examination of the “pattern of administration,” and is one way that ineffective chairs are identified in as impersonal a way as possible.
- Provide chairs with examples of “good” (explicit) and “bad” (vague) annual review letters, and with lists of common problems.
- Organize a task force to improve the institution’s tenure process. Consider recognizing service to community, leadership of programs that enhance diversity and training of faculty, as well as innovations that improve access and equity in the academy.

Be explicit

- Require departments to distribute explicit policy/guidelines for tenuring faculty, particularly for those with joint appointments.
- Pair your university-wide policy (developed by the Provost’s Office) with secondary policies that explain the tenure expectations at each of the schools within the institution.
- Use explicit language in the faculty handbook regarding the criteria for evaluation. For example, one university handbook states that “teaching excellence is the *sine qua non* for retention and advancement,” and that “nothing can extenuate poor teaching.” This handbook specifies five essential elements of effective teaching, five for scholarship, and eight for service.
- Provide a web site with policies, time lines, flow charts, coversheets, and checklists. Include, visible to all faculty, guidelines for faculty, deans, chairs, the tenure & promotion committee, and search committees. However, always beware of too much information—periodically compile, compress, and synthesize.
- Keep a “core dossier” maintained by the provost’s office. It should be a shared template outlining what will be measured. If collegiality, for example, is important to your institution’s mission, it would be in the core dossier. Allow for *minor* local variations according to discipline—but this document is where the institutional priorities for tenure are codified.
- Provide each faculty member access to his/her electronic dossier as an “organic,” evolving document.

Conduct performance reviews

- Have consistent, thorough performance reviews against specific criteria during pre-tenure faculty members’ second, fourth, and sixth years and abbreviated reviews in years three and five. For all reviews, provide written summaries.

Nature of the Work: Research and Teaching

Provide orientation and workshops

- Consider making your new faculty orientation program a three day event. Use the first day to focus on introducing new faculty to the structure and functions of the university, the second day to offer sessions on teaching and learning, and the third day to discuss research and scholarship.
- Host seminars on lab management for all tenure-track faculty who need it. New faculty will be more effective teachers and researchers if they receive training on how to manage their labs.

Foster a supportive culture for excellence in research

- Invite accomplished scholars in the specialty area of a pre-tenure faculty member to spend a day or two on campus to discuss his or her research and give feedback.
- Provide annual grant-writing workshops and encourage departments to hold more localized grant-writing study sessions. One institution calls its grant-writing workshop “Principal Investigator 101” and targets post-doctoral students and pre-tenure faculty.
- Send regular emails that outline available grants and provide information on how to apply for them. These are more effective when they are sent from the chair or dean.
- Encourage new faculty to apply for awards, RFPs, and grants. Offer to read manuscripts and research proposals. Petition publishers and presses on behalf of their work.

Foster a supportive culture for excellence in teaching

- Create a “Center for Teaching and Learning” to help faculty improve their instructional skills. Some institutions use interactive theatre to portray the complexities and challenges of academic situations. Faculty can either be actors or members of the audience. Following each sketch the audience can ask questions of the actors. A professional facilitator guides the discussion providing expertise and research-based information in the process.
- Assist new faculty with core courses by sharing course notes. Also, help new faculty by reviewing their exams for the appropriate level of difficulty.
- Offer to observe a class, or two (outside of any sort of formal review process) to give feedback and tips to new faculty.
- Allow new faculty to observe one of your classes and discuss pedagogy options and choices.

Provide monetary support

- Assess the research and teaching assistance provided by graduate students. Increase funding in this area if necessary.
- Create a “Faculty Travel Fund” to encourage travel for professional and scholarly purposes by members of the faculty who have no other source of funds. Full-time, voting members of the faculty

are eligible each fiscal year for reimbursement from this Fund for one trip related to professorial activities.

- If feasible, grant an annual stipend of several thousand dollars to faculty to spend at their discretion in support of their research programs.
- Offer your faculty “Say Yes” funds (e.g., small sums of money raised through outside donors) which allows chairs to support pre-tenure colleagues’ professional development and research needs.

Be transparent

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

Other ideas

- Consider permitting pre-tenure faculty to take a full-year sabbatical leave at half pay or a semester at full pay.
- Create an “Excellence in Diversity Fellows Program” that offers minority tenure-track faculty support for teaching, research and publishing, and networking opportunities.
- Foster a commitment to interdisciplinary research through cross-departmental faculty seminars and working groups that provide opportunities for faculty to collaborate on research projects.
- Appoint ad hoc advisory committees to meet every six months with pre-tenure faculty. Each committee should have two tenured faculty members, one to focus on teaching and the other on research.
- Consider scaling back the teaching load of pre-tenure faculty during their first year. Some institutions offer one semester free of teaching while others offer two.

Work/Family Integration

Flexible work arrangements and scheduling

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

Stop-the-clock and parental leave

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

Spousal/Partner hiring

- Consider spousal hiring arrangements with local institutions. These mutually beneficial collaborations help faculty and institutions negotiate dual-career challenges.
- Consider subscribing to your regional chapter of the Higher Education Recruitment Consortium (HERC), an organization that provides resources to assist the spouses and partners of faculty in finding local employment and information on opportunities for dual-career academics, thus aiding in its member institutions’ ability to recruit and retain faculty.

Childcare/Eldercare

- Assess the effectiveness of your childcare offerings by surveying faculty with children under the age of 10. You may also hire an outside consultant to assess the childcare needs of faculty, staff, and students, and develop ways in which your institution might respond to those needs.
- Implement an emergency back-up childcare program that provides last-minute assistance for faculty who need it. “Parents in a Pinch” is an example that offers early evening babysitters for up to three children at a time in campus offices and classrooms.

- Create a web site dedicated specifically to childcare and eldercare needs. This can be a useful space to grow parent and babysitter networks, recommend care providers, and disseminate important contact information.
- If you do not provide it already, consider offering on-campus childcare. If this is not feasible, contact local providers and secure additional childcare slots for your faculty.
- Institute a subsidy grant program to assist faculty with the costs of childcare. For example, one institution grants \$5,000 a year to qualified faculty with children under 10 years of age.
- Offer dependent-care funding for faculty that are traveling for work and either need to arrange local care for their dependents or take dependents with them. Institutions typically offer qualifying faculty \$500 to \$1,000 annually.
- Assist faculty that adopt a child by implementing an adoption reimbursement program. For example, one institution provides a maximum of \$10,000 per a year for up to two adoptions for faculty who adopt children under the age of 18. Qualifying expenses include adoption agency fees, court fees, medical fees for the child (not covered by insurance), immigration fees, and temporary foster care charges provided before the child is brought home.

Other ideas

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

Climate, Culture and Collegiality

Foster collaboration

- Consider distributing career development awards that tenure-track faculty can use to build bridges with mentors at other institutions and to start collaborative projects with tenured faculty elsewhere.
- Hold colloquia that allow faculty to share their research with departmental colleagues, other interested faculty, and graduate students.
- Provide opportunities for faculty to collaborate on research projects by offering cross-departmental faculty seminars and working groups.
- Offer to share your equipment and supplies with faculty who may benefit from having access to them.
- Pair each new faculty member with a tenured colleague to team-teach a course during their first year on campus.
- Form a “WAG” or “Writing Accountability Group” made of pre-tenure and tenured faculty who set deadlines for each other and review each other’s work.

Foster networking, community, and mentoring

Foster networking and community

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

Foster mentoring

- Consider forming a group-based mentoring program. For example, one institution calls their program “Parallel Paths” and has volunteer mentors meet with groups of pre-tenure faculty once a month to explore and discuss a variety of faculty issues.

- Promote high quality mentoring with an “Excellence in Mentoring” award of \$5,000 annually as an incentive. Such awards can bring faculty mentors public recognition and peer acknowledgment.
- Match pre-tenure faculty who want a mentor with volunteer tenured faculty outside of their department. One institution calls these tenured faculty “culture mentors” because they allow pre-tenure faculty to engage in safe and open dialogue regarding departmental norms.

Encourage dialogue and candor

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

Focus on climate and diversity

- Conduct a campus climate survey across the institution as a follow-up to the sentiments expressed by pre-tenure faculty in the COACHE data.
- Create a “Faculty Development and Diversity Fund” where departments apply for the funding of programs that demonstrably advance diversity.
- Promote awareness of gender issues by centralizing resources and offering programs through a “Women’s Center.” One institution states that their Women’s Center “is committed to creating a welcoming environment that encourages diversity of perspective, experience, and values.” These centers create a more inclusive and appreciative culture by supporting female contributions that “challenge, motivate, and inspire.”
- Distribute explicit materials in support of faculty diversity on campus. For example, one institution created “Building on Excellence: Guide to Recruiting and Retaining an Excellent and Diverse Faculty.” Encourage your deans to hold their department chairs accountable by requesting an annual report of actions taken to improve faculty diversity and evaluating how well the chairs are meeting certain diversity objectives during performance reviews.
- Offer post-doctoral programs for minority and female academics as a means of addressing the lack of women and under-represented minority faculty in certain fields.

Build a culture of support

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



The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

item	theme	question	Overall		Gender		Race / Ethnicity						
			Count	Valid %	Male	Female	White Faculty	Count	Valid %	Faculty of Color	Count	Valid %	
1	UNC Custom	There is good communication between my department administration and junior faculty.	Strongly agree	45	37%	20	35%	25	38%	28	32%	17	49%
			Somewhat agree	46	38%	25	44%	21	32%	35	40%	11	31%
			Neither agree nor disagree	8	7%	1	2%	7	11%	7	8%	1	3%
			Somewhat disagree	14	11%	6	11%	8	12%	11	13%	3	9%
			Strongly disagree	9	7%	5	9%	4	6%	6	7%	3	9%
			Valid responses	122	100%	57	100%	65	100%	87	100%	35	100%
			Invalid or missing responses	25		15		10		14		11	
Total	147		72		75		101		46				
2	UNC Custom	My department does a good job resolving internal conflicts.	Strongly agree	24	21%	7	13%	17	29%	16	20%	8	26%
			Somewhat agree	39	35%	23	43%	16	28%	30	37%	9	29%
			Neither agree nor disagree	15	13%	9	17%	6	10%	10	12%	5	16%
			Somewhat disagree	14	13%	7	13%	7	12%	11	14%	3	10%
			Strongly disagree	20	18%	8	15%	12	21%	14	17%	6	19%
			Valid responses	112	100%	54	100%	58	100%	81	100%	31	100%
			Invalid or missing responses	35		18		17		20		15	
Total	147		72		75		101		46				
3	UNC Custom	My department values the contributions of faculty from historically underrepresented groups in the department (e.g., women or men, ethnic minority faculty).	Strongly agree	53	45%	23	44%	30	46%	38	44%	15	48%
			Somewhat agree	34	29%	21	40%	13	20%	26	30%	8	26%
			Neither agree nor disagree	16	14%	6	12%	10	15%	14	16%	2	6%
			Somewhat disagree	8	7%	2	4%	6	9%	4	5%	4	13%
			Strongly disagree	6	5%	0	0%	6	9%	4	5%	2	6%
			Valid responses	117	100%	52	100%	65	100%	86	100%	31	100%
			Invalid or missing responses	30		20		10		15		15	
Total	147		72		75		101		46				
4	UNC Custom	My department is supportive of family leave for faculty members in the department.	Strongly agree	40	50%	15	47%	25	52%	30	49%	10	53%
			Somewhat agree	24	30%	12	38%	12	25%	20	33%	4	21%
			Neither agree nor disagree	10	13%	2	6%	8	17%	6	10%	4	21%
			Somewhat disagree	3	4%	2	6%	1	2%	3	5%	0	0%
			Strongly disagree	3	4%	1	3%	2	4%	2	3%	1	5%
			Valid responses	80	100%	32	100%	48	100%	61	100%	19	100%
			Invalid or missing responses	67		40		27		40		27	
Total	147		72		75		101		46				



The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

item	theme	question	Overall		Gender				Race / Ethnicity			
			Count	Valid %	Male	Female	White Faculty	Faculty of Color	White Faculty	Faculty of Color		
		response scale	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %
5	UNC Custom	My department mentoring program is effective.	14	13%	6	11%	8	14%	10	13%	4	12%
		Strongly agree	28	25%	14	26%	14	25%	20	26%	8	24%
		Somewhat agree	23	21%	12	22%	11	19%	13	17%	10	30%
		Neither agree nor disagree	20	18%	10	19%	10	18%	14	18%	6	18%
		Somewhat disagree	26	23%	12	22%	14	25%	21	27%	5	15%
		Strongly disagree	111	100%	54	100%	57	100%	78	100%	33	100%
		Valid responses	36		18		18		23		13	
		Invalid or missing responses	147		72		75		101		46	
6	UNC Custom	The annual review process in my department is effective at providing information important to me for continual professional development.	33	27%	14	25%	19	30%	21	25%	12	33%
		Strongly agree	55	45%	30	53%	25	39%	41	48%	14	39%
		Somewhat agree	10	8%	3	5%	7	11%	7	8%	3	8%
		Neither agree nor disagree	8	7%	5	9%	3	5%	6	7%	2	6%
		Somewhat disagree	15	12%	5	9%	10	16%	10	12%	5	14%
		Strongly disagree	121	100%	57	100%	64	100%	85	100%	36	100%
		Valid responses	26		15		11		16		10	
		Invalid or missing responses	147		72		75		101		46	
7	UNC Custom	The standards by which I am evaluated are consistent with the demands placed by my department on my professional time.	33	27%	16	28%	17	26%	19	22%	14	39%
		Strongly agree	44	36%	22	39%	22	34%	35	41%	9	25%
		Somewhat agree	19	16%	7	12%	12	18%	9	10%	10	28%
		Neither agree nor disagree	16	13%	7	12%	9	14%	15	17%	1	3%
		Somewhat disagree	10	8%	5	9%	5	8%	8	9%	2	6%
		Strongly disagree	122	100%	57	100%	65	100%	86	100%	36	100%
		Valid responses	25		15		10		15		10	
		Invalid or missing responses	147		72		75		101		46	
8	UNC Custom	The course-level student teaching evaluations at my institution provide a meaningful evaluation of my teaching performance.	8	7%	3	5%	5	8%	4	5%	4	12%
		Strongly agree	41	34%	22	39%	19	29%	28	32%	13	38%
		Somewhat agree	24	20%	10	18%	14	22%	19	22%	5	15%
		Neither agree nor disagree	28	23%	12	21%	16	25%	19	22%	9	26%
		Somewhat disagree	20	17%	9	16%	11	17%	17	20%	3	9%
		Strongly disagree	121	100%	56	100%	65	100%	87	100%	34	100%
		Valid responses	26		16		10		14		12	
		Invalid or missing responses	147		72		75		101		46	



The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	question	response scale		Overall			Gender			Race / Ethnicity		
			Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %	Count	Valid %	Count
9	UNC Custom	On a scale of 1 to 5, where 1 equals "people who take leave (medical, disability or family) are resented by their colleagues," and 5 equals "colleagues recognize and support the need for leave," where would you say your department colleagues fall?	5	50	46%	23	47%	27	46%	36	46%	14	48%
			4	33	31%	18	37%	15	25%	29	37%	4	14%
			3	18	17%	7	14%	11	19%	10	13%	8	28%
			2	4	4%	0	0%	4	7%	3	4%	1	3%
			1	3	3%	1	2%	2	3%	1	1%	2	7%
		Valid responses	108	100%	49	100%	59	100%	79	100%	29	100%	
		Invalid or missing responses	39		23		16		22		17		
		Total	147		72		75		101		46		
10	UNC Custom	On a scale of 1 to 5, where 1 equals "straightforward research with 'guaranteed' results" and 5 equals "complex research with risk of failure," what type of scholarship do you think is most likely to be recognized and rewarded in your department?	5	3	3%	1	2%	2	3%	1	1%	2	7%
			4	7	6%	2	4%	5	8%	5	6%	2	7%
			3	39	35%	20	40%	19	32%	28	34%	11	39%
			2	23	21%	13	26%	10	17%	20	24%	3	11%
			1	38	35%	14	28%	24	40%	28	34%	10	36%
		Valid responses	110	100%	50	100%	60	100%	82	100%	28	100%	
		Invalid or missing responses	37		22		15		19		18		
		Total	147		72		75		101		46		



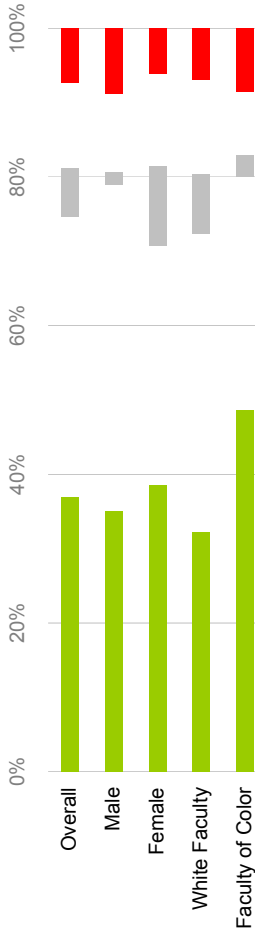
The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

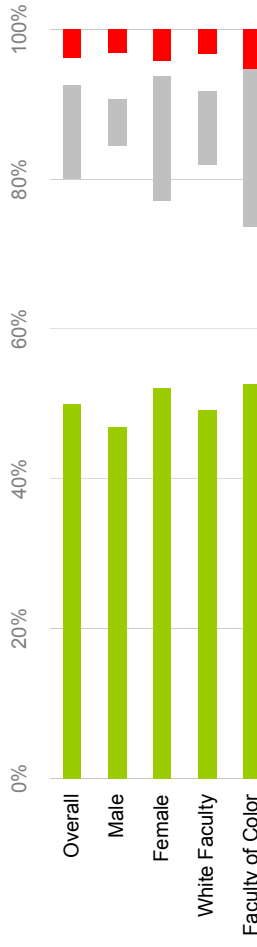
Survey Administration 2008-09

Strongly agree Somewhat agree Neither agree nor disagree Somewhat disagree Strongly disagree

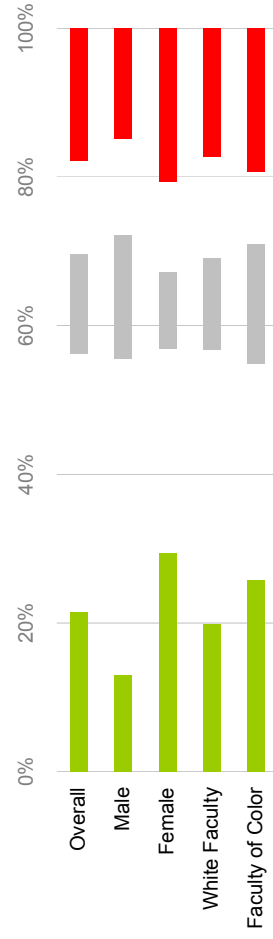
1. There is good communication between my department administration and junior faculty.



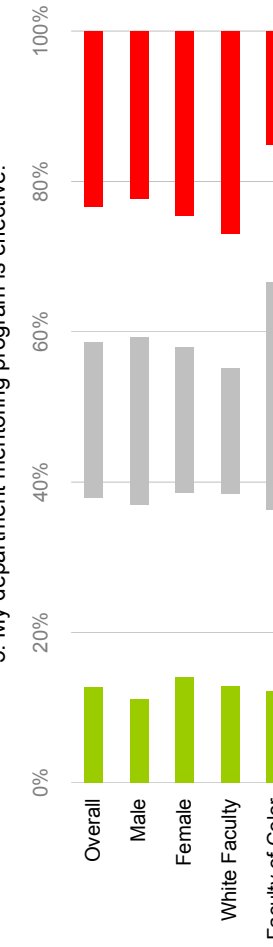
4. My department is supportive of family leave for faculty members in the department.



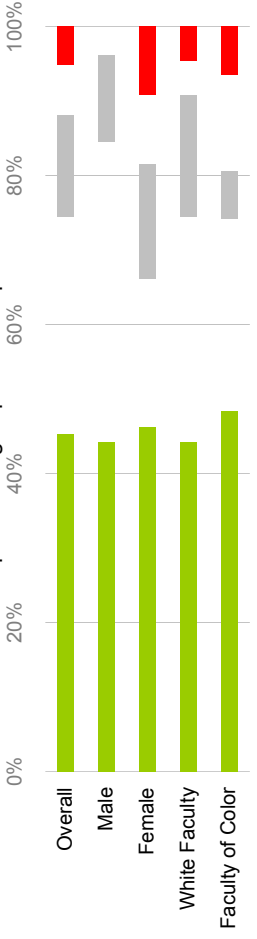
2. My department does a good job resolving internal conflicts.



5. My department mentoring program is effective.



3. My department values the contributions of faculty from historically underrepresented groups in the department.



6. The annual review process in my department is effective at providing information important to me for continual prof. dev.





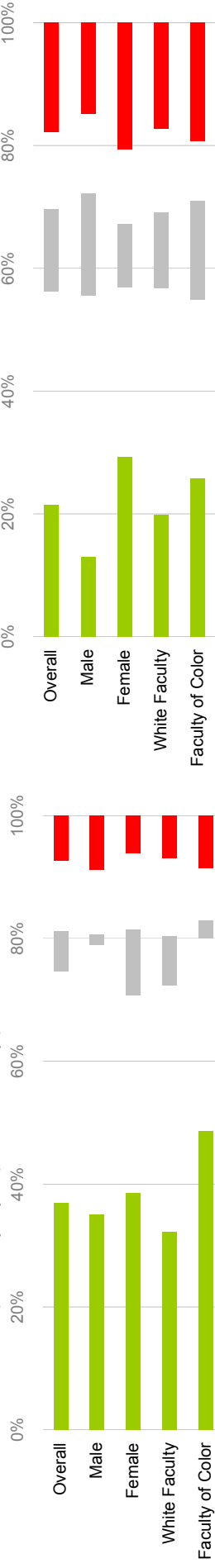
The Collaborative on Academic Careers in Higher Education

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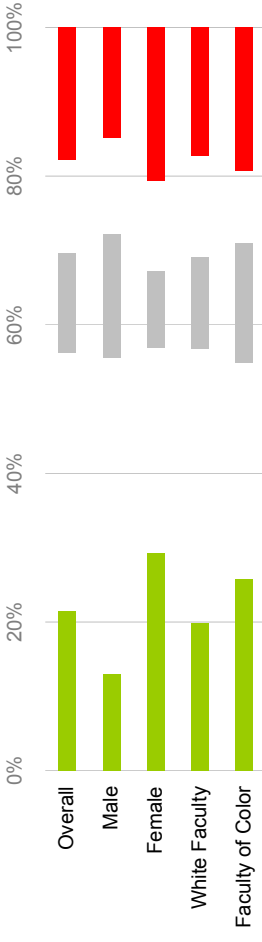
Survey Administration 2008-09

■ Strongly agree ■ Somewhat agree ■ Neither agree nor disagree ■ Somewhat disagree ■ Strongly disagree

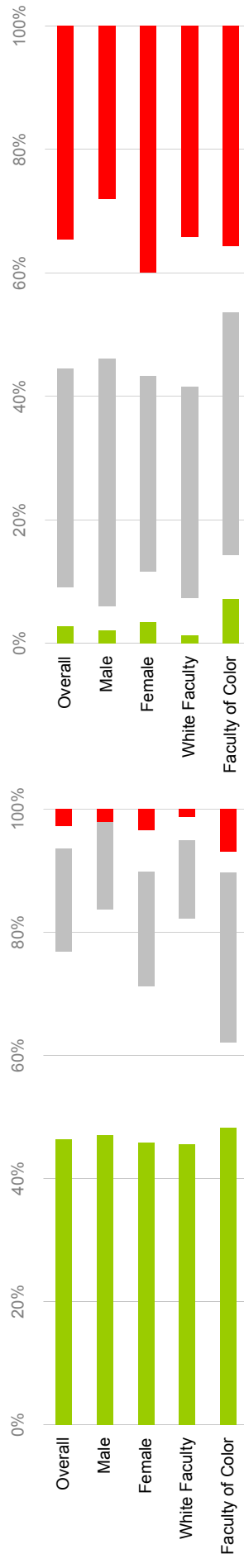
7. The standards by which I am evaluated are consistent with the demands placed by my department on my professional time.



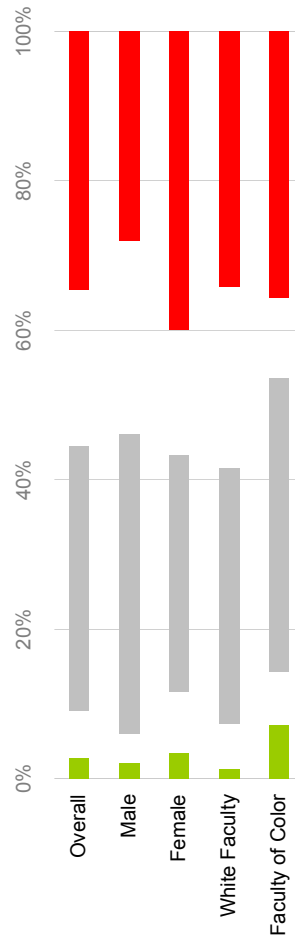
8. The course-level student teaching evaluations at my institution provide a meaningful evaluation of my teaching performance.



9. On a scale of 1 to 5, where 1 equals "people who take leave (medical, disability or family) are resented by their colleagues" and 5 equals "colleagues recognize and support the need for leave," where would you say your department colleagues fall?



10. On a scale of 1 to 5, where 1 equals "straightforward research with 'guaranteed' results" and 5 equals "complex research with risk of failure," what type of scholarship do you think is most likely to be recognized and rewarded in your department?



COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX D: RESULTS OF CUSTOM QUESTIONS

The University of North Carolina System requested that we append to the core COACHE survey some open-ended questions of its own design. Following are the comments provided by respondents at your institution.

11. What are the top two factors that *positively* affect your ability to effectively carry out your responsibilities at the university?

1 - Support of senior faculty (in my department and others) 2 - University Research Computing Cluster

1 - Teaching load 2 - support staff at all levels

1) collegial atmosphere in the department 2) good balance between teaching and research activities

1) The support from one of my colleagues - who reads all of my stuff and gives excellent feedback. 2) The fact that I am competent and will work as hard as I need to get the job done.

1) trust in the upper administration 2) confidence in the State to continue to support education

1. Excellent department colleagues. Very supportive. I have received excellent informal mentoring. 2. The family leave program at my institution is excellent. It is a real selling point of the institution.

1. class scheduling 2. great colleagues

1. Good guidance towards research grant proposals. 2. Great students that appear eager to learn.

1. Having senior faculty to collaborate with. 2. Being on hard money (no expectation to cover salary with research dollars)

1. My efforts and achievement are evaluated fairly and correctly. 2. Those achievement can be reflected to my salary.

1. Relative freedom to teach in ways I feel are appropriate. 2. Summer off, as it is the only time I am able to do any substantive Research

1. teaching-load is reasonable

1. Very achievable requirements for promotion and tenure. 2. Very approachable and helpful colleagues and administration in general.

a) my efforts are recognized b) I am not overworked

academic freedom

Academic freedom Appropriate value placed on teaching and research

academic freedom, positive atmosphere

Adequate time available; adequate support resources for research activities.

administrative support colleague support

autonomy good students

Collaboration with both junior and senior faculty Commitment to collegiality

colleagues

Colleagues and students

Colleagues, reasonable teaching load

Colleagues. Research leave.

collegiality of department and open communication with chair

Complete academic freedom, good financial support for equipment and travel.

Course Load Research support (software and equipment)

Course reduction and university funding resources.

course release and funding for research

easy communication and collaboration with faculty across campus, collegiality at all levels of the university

effective admin.

Facilities Students

Family leave policy. Openness to spousal hiring (though a formal policy needs to be instituted).

Flexibility to work off campus. Ability to teach courses I've taught in the past to reduce the amount of prep time.

flexible schedule limited number of committees

flexible schedule and working from home

focused time to plan and build consensus with colleagues

Freedom Collaboration

freedom in the classroom; freedom to collaborate with colleagues in and out of my department

Freedom to choose how I teach my classes. Pre-tenure colleagues in my department.

Freedom to decide what to do, support from dept

Freedom to teach and research in ways that fit me Reasonable course loads

Freedom, collaboration/openness of colleagues

Good working climate with diverse populations in both faculty and students. Ability to determine my own research agenda.

graduate student financial support

Great department office coordinator, great TA, great library, great MBA office (sorry that's 4!)

help on solve two-body problem

Helpful family leave policy. Support (funding and leave) for research.

I believe I have an equitable salary (as compared with similar institutions) and there is a very strong sense of community among most of the faculty in my department.

In the past, a low teaching load and research leave -- both of these are being taken away as of next year in my department and college.

informal/formal mentoring by colleagues reasonable teaching load

input from other recently tenured faculty input from colleagues with tenure track positions at other universities

Low Teaching load (2/2) and office space

Motivation, hard work

My Dean and my own perseverance

my past experiences

Nice colleagues and environment

positive interactions with students support from fellow junior colleagues

Quality of colleagues & availability of funds to support my graduate students and undergraduate researchers

reasonable teaching load academic freedom

Reassignment of duties Reasonable service requirements

reduced teaching load, small internal grants

Relatively light teaching load. Good startup package.

Research: The center to which I belong has good equipment and good faculty. Department and College have good collegial atmosphere.

Sense of empowerment to define my own courses and my own research agenda. Sense of opportunity for program-building, in many spheres.

Support for student assistant in research facility support for research

support from colleagues support from chair and dean

Support from colleagues and collaborative chances

support from department and colleagues;

Support from department chair. Support from mentor.

Support from mentors outside my department. Support from IT

support from the department chair support from colleagues

support of colleagues and administration, collegiality of entire department

support outside the department

Supportive colleagues and faculty members outside my dept.

Supportive colleagues here and elsewhere Good electronic access to library, university information, network drives, etc.

teaching load flexible class scheduling

Teaching load Equipment resources are reasonable (but could be better)

teaching load and achievable tenure requirements

Teaching load, and extramural funding .

The quality of my colleagues.

The support of my department.

The support/resources for research and funding activities.

Time and support (see below)

time to conduct research, research resources- graduate assistants, equipment

time, space, and resources.

We have a small and very supportive faculty - we all cover for each other in teaching, research and extra activities like committees. There is a strong understanding that what goes around comes around.

12. What are the top two factors that *negatively* affect your ability to effectively carry out your responsibilities at the university?

1 - Lack of graduate degree in my area of expertise 2 - Lack of staff/computing resources/support

1 - time required for preparing new courses 2 - recharge policies for using instrumentation in other departments

1) a large part of our student population seems to be here 'to get a degree' and not to obtain an education 2) The university is probably growing too fast.

1) Lack of clear expectations 2) No support from graduate assistants. Either they have teaching responsibilities or they are never available (we only have 4 for a department of 25+)

1) many of my colleagues in my department do not understand research and don't understand what I do 2) students (undergrad and grad) are, on average, pretty weak

1) The current poor funding climate 2) Difficulties due to #1

1. The major advising program places stress on 'good' advisors and the burden is unequally shared. 2. Travel funds, for presentation at academic conferences, is inadequate.

1. I have an underlying concern that I don't spend enough time at home with my family. 2. I am making glacially slow progress in the development of my laboratory facilities.

1. inadequate resources, 2. lack of childcare

1. Lack of TA support for my large undergraduate class (need graders so I can write better exams and assign meaningful homework). 2. My library doesn't have electronic access to most of the journals that I absolutely require for my research.

1. lack of teaching assistant support 2. large classes

1. teaching load is too heavy 2. no 'credit' for chairing thesis and dissertation committees - this can become overwhelming

1. The top does not care and recognize my achievement and performance. 2. The top ignores my performance. NOT NOW!

1. There is implicit pressure to perform as a 'Research 1' level researcher (even though our university's status is not yet Research 1), but the structural support to make this possible is not present. Art studio faculty are not provided with studios/laboratories in which to conduct our research, nor do we have any form of research

assistants. I feel certain no Biologist (for example) at my institution would be expected to conduct their research without a laboratory and probably laboratory assistants, and in this case, faculty in the studio arts work at an enormous disadvantage in terms of both facility and work-load expectations, when compared with many other departments in the institution. 2. In fact, an unreasonable expectation of work-load my first two years has made it very, very difficult for me to research effectively. Speaking only of my own experience, my first year of duty was characterized by a full 3/2 teaching load (the 3 course being my very first semester with no accommodation for adjustment to a new workplace), with substantial committee responsibilities (departmental, search, etc.). As well, it was necessary to rebuild a decrepit teaching studio with very little physical or monetary support, and I found this to be extraordinary, that a new faculty with research expectations has to build cabinets, fix plumbing leaks, repair machinery, requisition and manage inventory, and in general be a custodian as well as teacher/researcher. I had one course release in my second year, but the 'release' was consumed with extra administrative duties, hence it was in fact no release at all. These are the less visible but still consequential obstacles I faced as a new faculty in Studio Art, particularly in my studio discipline, and as I have told my Chair, I think the expectations were and continue to be unfair in comparison to some of my departmental colleagues, and are absolutely unfair and unbalanced as compared to other faculty in other departments in the university.

1. Frustration at having 3 different department chairs in the past 3 years, each with different priorities and performance review criteria. 2. Not being able to use travel funds to attend the conferences you feel are most important to your success, and instead having conferences you can attend being prioritized by your dept. chair.

a) Constant new course preparation b) Level of preparation of some graduate students

Balance between research/scholarship and teaching and service.

content of courses I am required to teach

Department Administration Senior Faculty

Department chair, excessive number of faculty meetings, service requirements

Departmental quibbling and politics

Different interest groups don't have a good sense of what others have asked one to do - their requests may be reasonable and important but simply more than one can manage. A central system for keeping track of general obligations might help keep this part fair and reasonable. I'm good at saying 'no' but it is sometimes clear that this leaves a bad odor behind, which a non-tenured person cannot afford.

Frivolous email and advising responsibilities that do not reinforce research activities.

Funding for program and events is unclear. Confusing accounts payable guidelines.

graduate assistant support for research and teaching

heavy teaching load and too much services

High expectations for research, teaching, community outreach, and service. Low salary and expensive health coverage for spouse and dependents.

high teaching load (though I realize it is a standard requirement here)

Higher teaching load (3-2 or 3-3) as of next year and no promise of research leave after tenure.

I have significant family care responsibilities and my time to work outside of M-F 9-5 is quite limited. I find it impossible to work enough hours to ever feel on-top of my teaching, research, and service responsibilities. All of your colleagues seem to be working evenings and weekends, and it is very hard to keep up with them in terms of productivity when I can only work 50 hours a week or less. The teaching load (particularly with respect to lab classes) is high relative to the research expectations for tenure.

Inability to attract good graduate students because UNC Charlotte doesn't have a strong research reputation. Too much service work in my young department/college.

just can't think of any

Lack of administrative post-award support & lack of understanding of grant-supported research, placing it in a service category rather than a research category

Lack of broad understanding of individual faculty research field. Lack of professional mentoring program

lack of childcare facility

Lack of colleagues with similar interests/ isolation from working with others Lack of resources

Lack of good students

Lack of graduate assistants even though I teach close to 100 students per semester Overburdened by service commitments at dept, college level

Lack of intellectual curiosity, interest, and energy in my department. Excessive service demands.

lack of professional staff in research centers

Lack of quality in undergraduate students. Lack of will to increase admission standards, course requirements, and graduation parameters for our students. We're not doing the best we could do if we were permitted to have high standards.

lack of quality mentoring - not many senior faculty in my area, challenge in getting quality students

Lack of research support and lack of senior faculty able to provide mentoring related to research

lack of return of overhead on research projects attitudes of Sr. faculty members toward Jr. faculty

Lack of security. Lack of competent administrative support.

lack of support for fundamental/remedial quantitative training for students tenured faculty that have been here for 10+ years are unfamiliar with current requirements for publishing and successful grant applications

lack of support from department colleagues

Lack of technical ability in most students, overall low standards

Large class size

Long surveys

My chair is not in my field and manages things in a manner that is counter-productive to my research. My teaching load has been extremely heavy (over 300 students per semester without a T.A.)

my own time management skills,

no research support at all, such as research leaves an impersonal institution which fails to recognize faculty and staff contributions

-no studio space in which to do creative research.

none

None.

not enough time in the day to plan, teach, serve on master's committees, write, read, research, provide service to schools not enough personal time

Number of unneeded and ineffectual meetings Very poor mentor the effects of which I had to overcome on my own

overly heavy teaching load and workload/personal time imbalance

Passive aggressive behavior detrimental to growth by those in control of building facilities

poor quality of graduate students to assist in research; teaching load too high

Pre-conceived attitudes of other faculty that are unfamiliar with my field. No scheduled sabbatical

quality of grad students lack of responsive and qualified administrative staff

Service demands during my 3-course load semesters generally force me to postpone any serious research and there is entirely inadequate space for many of the classes in our department.

Students who have no value for complex diversity-related issues I teach them, since they are not yet sophisticated in their thinking to appreciate the content.

Support to go after large scale projects, paperwork

teaching demands, lack of research support

Teaching load Lack of a good library

teaching load, lack of other faculty to do research with

teaching load; negative moral and attitudes within my department

Terrible post-grant support. Lack of facilities, equipment.

the amount and quality of facilities, and collaboration opportunities

The desire to conduct practical research, classroom-based research to influence practice and get this research into the hands of real teachers and not just fellow academics who may or may not read the journals. The restrictive definition of research-based articles as having a methodology and data analysis 'sections' in the article. Teachers are not the ones reading the academic journals thus this work has NO impact on them. My goal is to impact teaching and student learning in K-12 classrooms and publishing in academic journals does not help me to reach that goal.

The lack of formal system or infrastructure for support on family issues or other support issues. The inconsistency in policy between university and department requirements.

Three courses is too high a teaching load for pre-tenure. Lack of resources to support research agenda.

time pressure/competing demands; increasing class sizes and administrative duties

Time to spend in service is not clearly defined. Expectation to meet research, teaching and service goals regardless of how much time (hours) it takes. Those of us with a family and household to manage can't invest over 50 hours per week to the job.

Too many Departmental committees and new preps each semester or year

Too many mandatory meetings

too many responsibilities that often conflict with each other

Too many responsibilities with no time to write/research. High expectations to perform with little support to achieve goals (reduced teaching loads, more grad assistant support, etc.) It is impossible to do everything and do it well without adequate support.

Too many service responsibilities.

Unhelpful departmental office staff. Mediocre library (a problem offset in part by outstanding interlibrary loan services).

university funding infrastructure, poor annual review process that is not linked to merit pay opportunities

work-family balance

13. What are the two professional activities that your department values *most* in terms of rewards and recognition?

1 - External funding 2 - Teaching awards

1 - publications 2 - participation in scholarly organizations

1) External funding 2) External funding

1) teaching and caring for students 2) doing good research (not necessarily being coupled to publications)

1. Research, publication, grantsmanship 2. Research, publication, grantsmanship.

1. Exhibitions are valued. Regrettably, exhibitions seem more important in terms of recognition than actual 'research', if one is to measure the expectation for 'original research' against the actual support of time and resources available for this 'original research'. I would like very much to conduct original research, but there is the over-riding concern that the time necessary to develop peer review evaluations for these new directions will result in poor evaluation of peer review activity. I hope that makes sense. 2. Teaching, though perhaps most accurately, maintaining student numbers in courses.

1. Grant funding 2. Publications

1. publishing 2. obtaining grants

1. Receiving grants 2. Scholarship awards (for best paper, that sort of things)

1. research 2. teaching

a) Research b) Teaching

Academic publications Presentation of research at conferences.

Attendance at national conference. Professional awards.

Cronyism Maintaining the Status Quo

Don't know

empirical articles in high impact journals conference participation

external funding and good publications

external funds

external grants journal publications

funded grants and publications

Funded research; other awards

funding publications

funding and publishing

Funding, publications

Funding, publications

Getting federal grants funded

Grants & IEEE/ACM publications

Grants and grants

Grants and publications

Grants and publications

Grants, research related honors/awards.

grants, teaching

high quality paper publications, obtaining grants

High quality research and teaching

I do not know

I don't know

In terms of merit and promotion, publishing articles and books. But these are regarded with little interest in the day to day. Second would be receiving external grants.

Leadership opportunities Funded research

NSF CAREER awards

number of peer-review journal articles quality of peer-review journal articles

peer reviewed publications student responses to universal questions on end of course evaluations

peer teaching evaluations, manuscripts published

peer-review publications, research presentations

Peer-reviewed publications. Research fellowships.

presentations at national and international conferences publishing

professional service; professional awards

publication

Publication Performance

publication, teaching, and service

publications

Publications Grant money

Publications (number) and presentations

publications and awarding of research grants

Publications and grants

publications and publications with tenured faculties. It seems to use a binary system that counts the results while the cutoff value appears to be unclear and varies by persons. Would like to suggest a more comprehensive evaluation system that adds different weights to different types of contributions, which can be more easily quantified and less possibly subject to bias or manipulation.

publications and quality teaching

publications in peer-reviewed journals, funding

Publications, Teaching Awards

publications; awards

published articles and grants

publishing

publishing receiving grant funding

Publishing Scholarly conference papers

Publishing (books, articles, textbooks...in that order) and getting grants

Publishing books and articles. Teaching new courses.

Publishing in journals and obtaining funding that drives that research. Attracting good graduate students is a very close third.

publishing quantitative articles; working in schools

Publishing. Community service that is high profile.

Publishing/ editing books awards for building construction

quantity of published papers; service to the department

receive the NSF CAREER award

research research

research teaching

Research achievements and excellent teaching

Research and grants

research and publications

research and research grants

Research and Teaching

Research grants Publication

Research output

Research, teaching

research/grants/publications

scholarship

scholarship and teaching

securing external funding publishing in high-profile journals

Size of grant awards Quality of journals that papers are published in

Solo museum exhibitions (studio faculty) and book publications (art history faculty).

Supporting the work required by revisioning and other department-wide projects. Successful teaching with satisfied students who know they are learning.

teaching and academic research

teaching and research

Teaching and research.

teaching and scholarship

teaching, peer-reviewed article publications

The largest spectacle was made of the two 'NSF Career award' winners and the departmental funding awards.

Traditional, empirical research publications, and Outstanding teaching (awards in that area).

Unknown - the rewards and recognitions follow no discernable pattern over time or year to year

wow, I am not sure... I would guess publications and grants

14. What are the two professional activities that your department values *least* in terms of rewards and recognition?

1 - Advising of students 2 - Committee work

1. Student advising. 2. University and college service.

1. chairing thesis/dissertation committees 2. working with community

1. community service, 2. university service

1. Experimental research that is risky is not really supported. 'Tried and True' methods of production and exhibition are more easily understood and rewarded, hence experimentation and pushing boundaries is substantially more risky and less likely to occur. 2. Infrastructure support has been woeful in my particular case, and improvements which have been accomplished came at great cost to my professional research, teaching satisfaction, and inevitably my personal life. All told, the inattention to real and tangible infrastructure needs, necessitating an extraordinary expenditure of my own resources as 'repairman', have made my first two years at UNC Charlotte rather unsatisfying in the overall scope of my life experience.

1. service to the college 2. service to the university

1. Service. 2. Effective mentoring of student researchers.

applied community service

Challenging students to think in majors courses Community involvement

collaborating with variety of faculty, advising Master's students

Committee service and grant writing

community collaboration applied writing/publications

Community service; mentoring students

conference papers

conference presentations, non-peer reviewed publications

Conference presentations?

Departmental and college service. Professional service.

Designing new courses and teaching (low faculty-student ratio)

do not know

don't know

Efforts on grants, mentoring/advising students/ or teaching somehow by pre-tenure faculties.

efforts to change expectations toward students

Hard to say... problem anything that combines teaching and research, unfortunately, and service-exhibitions (like faculty shows).

I do not know

I don't know

I don't know

I don't think any of our activities are not valued, but teaching, mentoring and giving seminars outside of the department (other than at major conferences) are not particularly rewarded or recognized - these are treated as necessary background. Not a good answer, sorry.

I never hear about publications and only rarely about service activities.

Improving existing courses. Advising graduate students.

Industry and student collaboration

interdisciplinary research outreach work

Most rewards are for tenured faculty. There is no teaching recognition for pre-tenure faculty.

None

Not sure

Not sure what the question refers to. Can't think of any professional activity my department doesn't value at least some.

Practical work in K-12 classrooms that may not lead to published research-based articles in academic journals. Presentations at local, state and regional conferences. (Travel funding is very limited such that one national conference seems to be the limit.)

presenting at local conferences service to schools

Pro-bono service as opposed to paid service. The recognition that not all courses are of equal value in terms of their challenges when teaching, thereby attracting worse student evaluations.

Professional Accomplishment Service

professional discourse especially if it includes disagreement with majority opinion; teaching lab sections of classes

professional service community outreach

publications in obscure journals teaching (to a certain degree)

publishing qualitative articles; good teaching

quality teaching

Service

Service

Service

Service

Service

Service

Service

Service

service (but not to an extreme deficit)

service (maybe also teaching)

Service and teaching.

service on professional national and state organizations

service- to college, university and community

Service to the community and technology/software development.

service to the profession/community mentorship

Service to the university and community

service, external activities

service, student teaching evaluations

serving on conference program committees, recruiting

Some Service activities

Teaching

Teaching Mentoring of students

teaching service recognition

Teaching Service to the community

teaching & committee work

teaching and department service

Teaching and service

teaching effectiveness and grant/contracts

teaching, service

Teaching. Interactions with students.

Thesis/dissertation mentoring and non-peer-reviewed publishing

time spent tutoring students (who should have taken remedial classes to get up to speed) to carry out the homework they value publishing, but the added work for publishing in very competitive journals is not more valued than less competitive journal (they appear to prefer volume over quality)

Unsure

women faculty, conference presentations

15. Briefly describe one issue relating to your faculty life that was not sufficiently covered in this survey.

Absentee leadership at the departmental level

administrative/compliance requirements (paperwork, reporting, etc)

Because my institution is the only major research university in the metropolitan area, faculty lack easy access to the sort of helpful disciplinary seminars or workshops, drawing faculty from multiple institutions, that exist in many other metropolitan areas. I think these are important resources that are worth asking about.

Can't think of any

Can't think of anything

can't think of one right now

Childcare issues (including the fact that my husband could not move here until he found a job which took over a year) affected me very severely when I first arrived here but now my children are old enough that is not an issue any longer.

Course assignments

Departmental angst - how a dysfunctional department and/or bad mentoring by senior faculty can negatively impact junior faculty

Departmental stability. I have had five chairs in three years.

Despite my complaints, I enjoy working in this department and University very much. My colleagues are a pleasure to work with and be around in general, I can pursue my own research to a degree that I am very happy with, and the requirements for tenure match my own goals for work and life.

dishonesty by the department/college when being hired

Diversity: people from different backgrounds.

expectations to publish are up there with major universities while there is not nearly as much support.

Facilities for teaching can (in some disciplines) greatly affect quality of life/work. It is amazingly frustrating to teach a class where facilities are so subpar that the key issues cannot be adequately addressed. I realize this is a perennial problem, but at a certain point, creative problem solving must either be embraced by administration or courses should simply not be offered.

Faculty salaries were not covered in the institution-specific survey. The salaries we are able to offer faculty to recruit and retain are not nationally competitive while at the same time we are trying to become a nationally-recognized institution.

fairness

fostering the importance of attending to issues of diversity

graduate versus undergraduate teaching is different, the survey should have considered the different level of support required from a department or administration to create successful and competitive graduate students

I can't think of one here

I enjoy working at this institution.

I feel in my ability to chart my own destiny as a researcher. In the truest sense, many aspects of academic freedom and real support for research are rather circumscribed, and I had not expected this from an institution that promotes itself as a major research institution.

I think it has a comprehensive coverage of various issues in faculty life. I hope this will help in making significant and effective improvement in the near future. Thank you.

I think the survey has been very comprehensive.

I wish that the university were more connected to the real K-12 classrooms and that our work directly impacted the lives of teachers and students. And I wish that there was more of a sense of community to our work. I wish that we were partners with K-12 in providing the best for our schools.

I would like more attention to the issue of spousal hiring. I would like the university to offer an array of possibilities and not assume that all spouses require a full-time tenure-track position. In some cases, a part-time or non-tenure-track academic position could be desirable - in my case, a half-time lecturer position for my spouse would actually be preferable.

In sum, there are high expectations and standards (which is essential and valued by junior faculty). However, with the current teaching load and 'other' essential responsibilities required of junior faculty, it is very difficult to maintain scholarly productivity. In addition, there is lack of support for women with families. Child care on campus would greatly improve the stress for female faculty members with young children. The balance of work and family is hard to achieve without some institutional support.

Inconsistent standards--the unpredictable way that university 'standards' change in such a short time and change multiple times. The tenure standards for scholarly productivity mentioned at time of hire have doubled since then (less than 4 years ago). Next year higher teaching loads will occur with no extra pay and no reduction of productivity standards.

issues related to partner benefits for domestic partners

Junior faculty should be helped more with setting their research agenda.

Level or agreement of criteria to be a tenure faculty.

no support for dual career academic couples

None

None, but I have to leave to pick up my kids!

not happy with tenured faculty who do not want to use technology in their classes and teach the students how to use technology in their teaching. they need to keep up with the times and no one can force them to do it. this is not fair to our students.

nothing

Nothing I can think of.

Office space

Promotion of healthy lifestyle (such as partial support of gym membership) is increasingly important and one area where this university has little concrete support to offer. There are some clever ways to get people to use memberships and to make them easy to commute to.

racism and lack of diversity in the work environment

Recruitment of graduate students

Security.

Service to the profession

Significant salary compression issues and lack of recognition for certain kinds of academic works, including book-writing.

Spousal hiring practices for non-PhD spouses. Access to the university career center would make a big difference.

The attitude of individual faculty towards their goals in teaching and research.

The Compression issue. We have a new dean and a new chair, and the job market in my field has become very competitive and lucrative. Junior faculty who have been hired after me are making between \$10,000 to \$30,000 more than me. And they have negotiated lower teaching loads and limited numbers of preps. While the chair, dean, and my director admit this is a problem, I have been told explicitly 'the only solution' here is for me to 'go on the job market and get an offer so the dean can match it.' This is just crazy, given the amount of time/effort it takes to be on the job market, not to mention the impact this type of behavior has on your reputation as scholar (he/she came here trolling for an offer).

the department politics of transitioning from a teaching-intensive to a research I school

The existence of two distinct groups-- senior faculty and the verge of retirement and junior faculty just beginning their careers--creates a small problem with open communication. As a junior faculty, I will hesitate to say what I really think, as it is not truly valued as much as might be claimed.

The impact of overbearing senior faculty members on untenured faculty members by verbal assaults and other resentful behavior.

The relationship between senior faculty and junior faculty at an institution that is heading toward a stronger research oriented university.

The undergrad students are not particularly competent or motivated, and it's unclear how to handle problem undergrads.

There is insufficient assistance with grant writing and grant administration processes. The process of getting grant funding would be helped greatly if there were research specialists who filled out the myriad additional forms in grant proposals. The process of carrying out funded research would be far easier if the Research

Office and the Accounting offices were more helpful to the principal investigators (e.g., notify PI about budget problems, advocate for them with funding agencies, work on the 'same team' rather than at cross purposes).

Things have changed rapidly at this university in the last few years as we move toward Research 1 status. It is difficult to meet new, higher standards for scholarship and research without senior faculty, enough faculty, sufficient travel dollars, etc. Performance at a higher level is expected but not all the resources are in place.

Universities often hire administrators who have been academics. Some are very good, but others need management training.

visa and green card application for non-US faculty

whether research expectations (and by association tenure) are congruent with resources available at this institution

Work with graduate students

workload is sufficiently heavy that there is inadequate opportunities for personal/social life. No time for friends, and as a single person, no time to entertain the possibility of 'dating'



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