

COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Survey Results:

Analysis by Academic Area

ANALYSIS BY ACADEMIC AREA

The following pages present survey results in a way that takes into account the discipline of the faculty respondents. This analysis is the result of our efforts to categorize faculty at 37 COACHE universities into discrete “Academic Areas” by which we can compare survey responses across peers. These definitions arose from a review of structural designations (i.e., schools and colleges, which differ from campus to campus) and CIP codes (which are too narrowly defined for our purposes).

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

Humanities

Visual and Performing Arts

Social Sciences

Physical Sciences

Biological Sciences

Engineering, Computer Science, Mathematics, and Statistics

Agriculture, Natural Resources, and Environmental Science

Business

Education

Health and Human Ecology

Medical Schools and Health Professions

Other Professions, including (among others) Architecture, Journalism, Law, Library

In the following pages, academic areas are ranked by the mean rating of respondents at your institution (pp. 197-206). These tables show generally which academic areas at your institution are performing well on survey dimensions, and which are not. To protect the confidentiality of individual respondents, we omit from the rankings those academic areas with fewer than five faculty responding to a given question.

Next, we illustrate how your academic areas compare to those of your peers and to all COACHE universities (pp. 207-210). For every question, please note that the column labeled “Your rank/percentile among...” means that the rank shown for each question, by academic area, is among *at most* six institutions (your campus included), and that your percentile is among *at most* 37 universities (again, your campus included). This is an important caution because it is possible that there were fewer than five respondents in any given academic area at one or more of your peers for any given question. Because the “n” of peers and of universities actually fluctuates by question, the number in the cell is your ranking (or percentile) among COACHE institutions with enough faculty responding. For ease of comprehension, we have opted not to include the varying “n” of comparable institutions from question to question and academic area to academic area. While not an exact science, we are trying to provide you with as much useful information as possible.

If your institution would like to discuss additional analyses by academic area or results by school or college, please contact COACHE at coache@gse.harvard.edu.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Stanford University

Question 19. I find the tenure <i>process</i> in my department to be... <i>Very clear (5) ... Very unclear (1)</i>			Question 20. I find the tenure <i>criteria</i> to be... <i>Very clear (5) ... Very unclear (1)</i>			Question 21. I find the tenure <i>standards</i> to be... <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.415	1	Biological Sciences	4.077	1	Biological Sciences	3.831
2	Humanities	4.259	2	Physical Sciences	4.000	2	Physical Sciences	3.744
3	Engineering/CompSci/Math/Stats	3.905	3	Medical/Health Professions	3.979	3	Medical/Health Professions	3.688
4	Medical/Health Professions	3.904	4	Business	3.725	4	Business	3.477
5	Physical Sciences	3.850	5	Engineering/CompSci/Math/Stats	3.674	5	Engineering/CompSci/Math/Stats	3.345
6	Business	3.808	6	Humanities	3.464	6	Social Sciences	3.151
7	Social Sciences	3.214	7	Social Sciences	3.109	7	Humanities	3.063
	Agri/Nat Resources/Env Sciences	*		Agri/Nat Resources/Env Sciences	*		Agri/Nat Resources/Env Sciences	*
	Education	*		Education	*		Education	*
	Health & Human Ecology	*		Health & Human Ecology	*		Health & Human Ecology	*
	Visual & Performing Arts	*		Visual & Performing Arts	*		Visual & Performing Arts	*
	Other Professions	*		Other Professions	*		Other Professions	*
Question 22. I find the body of evidence that will be considered in making my tenure decision to be... <i>Very clear (5) ... Very unclear (1)</i>			Question 23. I feel that my own prospects for earning tenure are... <i>Very clear (5) ... Very unclear (1)</i>			Question 24a. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>scholar</i> ? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.246	1	Medical/Health Professions	3.600	1	Physical Sciences	4.522
2	Medical/Health Professions	4.120	2	Engineering/CompSci/Math/Stats	3.437	2	Medical/Health Professions	4.495
3	Physical Sciences	3.961	3	Biological Sciences	3.338	3	Biological Sciences	4.493
4	Business	3.642	4	Physical Sciences	3.294	4	Business	4.197
5	Engineering/CompSci/Math/Stats	3.531	5	Business	3.280	5	Engineering/CompSci/Math/Stats	4.160
6	Humanities	3.530	6	Humanities	3.145	6	Social Sciences	3.937
7	Social Sciences	3.176	7	Social Sciences	3.066	7	Humanities	3.524
	Agri/Nat Resources/Env Sciences	*		Agri/Nat Resources/Env Sciences	*		Agri/Nat Resources/Env Sciences	*
	Education	*		Education	*		Education	*
	Health & Human Ecology	*		Health & Human Ecology	*		Health & Human Ecology	*
	Visual & Performing Arts	*		Visual & Performing Arts	*		Visual & Performing Arts	*
	Other Professions	*		Other Professions	*		Other Professions	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 24b. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>teacher</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	4.246
2	Business	4.140
3	Humanities	4.135
4	Medical/Health Professions	4.032
5	Physical Sciences	4.000
6	Engineering/CompSci/Math/Stats	3.810
7	Social Sciences	3.431
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 24c. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>student advisor</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	4.077
2	Medical/Health Professions	3.953
3	Engineering/CompSci/Math/Stats	3.586
4	Humanities	3.569
5	Physical Sciences	3.469
6	Social Sciences	3.423
7	Business	3.311
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 24d. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>department colleague</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	3.690
2	Biological Sciences	3.585
3	Engineering/CompSci/Math/Stats	3.582
4	Social Sciences	3.368
5	Business	3.197
6	Physical Sciences	3.186
7	Humanities	2.980
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 24e. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>campus citizen</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	3.645
2	Engineering/CompSci/Math/Stats	3.461
3	Biological Sciences	3.415
4	Social Sciences	3.279
5	Business	3.140
6	Humanities	2.980
7	Physical Sciences	2.947
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 24f. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>member of the broader community</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	3.382
2	Engineering/CompSci/Math/Stats	3.363
3	Humanities	3.306
4	Social Sciences	3.193
5	Physical Sciences	3.044
6	Business	3.005
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 25a. Is what's expected in order to earn tenure <i>reasonable</i> to you regarding your performance as a <i>scholar</i>? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.590
2	Biological Sciences	4.415
3	Business	4.363
4	Engineering/CompSci/Math/Stats	4.104
5	Physical Sciences	3.903
6	Social Sciences	3.440
7	Humanities	3.342
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.446
2	Biological Sciences	4.415
3	Medical/Health Professions	4.284
4	Humanities	4.159
5	Physical Sciences	4.053
6	Engineering/CompSci/Math/Stats	3.864
7	Social Sciences	3.591
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.434
2	Engineering/CompSci/Math/Stats	4.347
3	Biological Sciences	4.246
4	Humanities	4.082
5	Physical Sciences	4.000
6	Business	3.948
7	Social Sciences	3.642
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.368
2	Engineering/CompSci/Math/Stats	4.289
3	Biological Sciences	4.000
4	Humanities	3.717
5	Physical Sciences	3.717
6	Social Sciences	3.527
7	Business	3.472
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.264
2	Engineering/CompSci/Math/Stats	4.234
3	Biological Sciences	4.000
4	Humanities	3.581
5	Business	3.576
6	Social Sciences	3.560
7	Physical Sciences	3.531
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.316
2	Engineering/CompSci/Math/Stats	4.260
3	Humanities	3.721
4	Social Sciences	3.629
5	Business	3.576
6	Physical Sciences	3.478
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 26. I have received mixed messages about the requirements for tenure from senior colleagues. <i>Strongly disagree (5) ... Strongly agree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	3.727
2	Biological Sciences	3.662
3	Physical Sciences	3.382
4	Engineering/CompSci/Math/Stats	3.379
5	Business	3.368
6	Humanities	3.084
7	Social Sciences	2.655
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

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ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.462
2	Engineering/CompSci/Math/Stats	4.158
3	Business	3.606
4	Biological Sciences	3.585
5	Physical Sciences	3.495
6	Social Sciences	3.360
7	Humanities	3.238
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.441
2	Medical/Health Professions	3.895
3	Physical Sciences	3.773
4	Humanities	3.737
5	Social Sciences	3.607
6	Biological Sciences	3.323
7	Engineering/CompSci/Math/Stats	3.232
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.864
2	Biological Sciences	4.585
3	Engineering/CompSci/Math/Stats	4.215
4	Humanities	4.204
5	Social Sciences	4.178
6	Business	4.114
7	Medical/Health Professions	3.885
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	4.653
2	Business	4.363
3	Social Sciences	3.970
4	Medical/Health Professions	3.946
5	Biological Sciences	3.846
6	Engineering/CompSci/Math/Stats	3.737
7	Physical Sciences	3.655
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.864
2	Biological Sciences	4.754
3	Humanities	4.686
4	Engineering/CompSci/Math/Stats	4.348
5	Social Sciences	4.300
6	Business	3.969
7	Medical/Health Professions	3.822
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	4.928
2	Engineering/CompSci/Math/Stats	4.876
3	Physical Sciences	4.864
4	Biological Sciences	4.754
5	Social Sciences	4.747
6	Business	4.280
7	Medical/Health Professions	4.047
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

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Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.593
2	Medical/Health Professions	4.514
3	Humanities	4.506
4	Social Sciences	4.287
5	Business	4.057
6	Engineering/CompSci/Math/Stats	4.026
7	Biological Sciences	3.323
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 29f. Please indicate your level of satisfaction with the following: The quality of <i>undergraduate students</i> with whom you interact. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	5.000
1	Physical Sciences	5.000
3	Medical/Health Professions	4.834
4	Humanities	4.720
5	Social Sciences	4.649
6	Engineering/CompSci/Math/Stats	4.307
	Agri/Nat Resources/Env Sciences	*
	Business	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 29g. Please indicate your level of satisfaction with the following: The quality of <i>graduate students</i> with whom you interact. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	5.000
2	Medical/Health Professions	4.885
3	Physical Sciences	4.722
4	Humanities	4.345
5	Engineering/CompSci/Math/Stats	4.252
6	Business	4.249
7	Social Sciences	4.038
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.513
2	Physical Sciences	4.330
3	Biological Sciences	4.246
4	Business	4.192
5	Engineering/CompSci/Math/Stats	4.186
6	Humanities	4.000
7	Social Sciences	3.866
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.275
2	Medical/Health Professions	3.355
3	Social Sciences	3.167
4	Physical Sciences	3.093
5	Humanities	2.935
6	Engineering/CompSci/Math/Stats	2.867
7	Biological Sciences	2.493
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.445
2	Humanities	4.145
3	Social Sciences	3.856
4	Medical/Health Professions	3.096
5	Engineering/CompSci/Math/Stats	2.930
6	Physical Sciences	2.926
7	Biological Sciences	2.831
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

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ACADEMIC AREA RESULTS

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Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.887
2	Business	4.834
3	Medical/Health Professions	4.711
4	Humanities	4.649
5	Engineering/CompSci/Math/Stats	4.620
6	Social Sciences	4.585
7	Biological Sciences	4.585
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.668
2	Medical/Health Professions	4.298
3	Physical Sciences	4.227
4	Engineering/CompSci/Math/Stats	4.217
5	Humanities	4.132
6	Social Sciences	4.019
7	Biological Sciences	3.261
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.495
2	Physical Sciences	4.443
3	Humanities	4.308
4	Business	4.161
5	Social Sciences	3.664
6	Engineering/CompSci/Math/Stats	3.652
7	Biological Sciences	2.570
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	4.662
2	Business	4.337
3	Humanities	4.166
4	Social Sciences	3.652
5	Physical Sciences	3.382
6	Engineering/CompSci/Math/Stats	3.375
7	Medical/Health Professions	3.266
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 33b. How satisfied are you with the quality of the following type of support service? Research services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.542
2	Physical Sciences	3.825
3	Humanities	3.824
4	Social Sciences	3.689
5	Biological Sciences	3.677
6	Medical/Health Professions	3.447
7	Engineering/CompSci/Math/Stats	3.308
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 33c. How satisfied are you with the quality of the following type of support service? Teaching services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	4.434
2	Biological Sciences	4.338
3	Business	4.306
4	Medical/Health Professions	3.965
5	Physical Sciences	3.852
6	Engineering/CompSci/Math/Stats	3.828
7	Social Sciences	3.784
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

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ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 33d. How satisfied are you with the quality of the following type of support service? Computing services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	4.212
2	Medical/Health Professions	3.923
3	Business	3.834
4	Social Sciences	3.819
5	Engineering/CompSci/Math/Stats	3.400
6	Physical Sciences	3.330
7	Biological Sciences	3.169
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 35a. My institution does what it can to make having children and the tenure-track compatible. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.072
2	Medical/Health Professions	3.589
3	Business	3.424
4	Social Sciences	3.411
5	Humanities	3.377
6	Engineering/CompSci/Math/Stats	2.990
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 35b. My institution does what it can to make raising children and the tenure-track compatible. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	3.600
2	Medical/Health Professions	3.563
3	Humanities	3.214
4	Business	3.199
5	Social Sciences	2.879
6	Engineering/CompSci/Math/Stats	2.511
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Business	3.720
2	Medical/Health Professions	3.592
3	Humanities	3.471
4	Social Sciences	3.434
5	Engineering/CompSci/Math/Stats	3.310
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Physical Sciences	*
	Visual & Performing Arts	*
	Other Professions	*

Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Business	3.605
2	Medical/Health Professions	3.592
3	Humanities	3.378
4	Engineering/CompSci/Math/Stats	3.310
5	Social Sciences	3.242
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Physical Sciences	*
	Visual & Performing Arts	*
	Other Professions	*

Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	4.132
2	Business	4.083
3	Physical Sciences	4.052
4	Medical/Health Professions	3.966
5	Humanities	3.780
6	Social Sciences	3.453
7	Biological Sciences	3.184
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	3.528
2	Medical/Health Professions	3.300
3	Physical Sciences	2.825
4	Social Sciences	2.774
5	Humanities	2.741
6	Biological Sciences	2.246
7	Engineering/CompSci/Math/Stats	1.947
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.457
2	Medical/Health Professions	4.410
3	Engineering/CompSci/Math/Stats	4.244
4	Business	3.943
5	Humanities	3.613
6	Social Sciences	3.243
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.017
2	Business	3.912
3	Humanities	3.824
4	Engineering/CompSci/Math/Stats	3.789
5	Physical Sciences	3.485
6	Biological Sciences	3.323
7	Social Sciences	3.124
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.103
2	Engineering/CompSci/Math/Stats	3.991
3	Humanities	3.969
4	Physical Sciences	3.608
5	Business	3.410
6	Biological Sciences	3.323
7	Social Sciences	3.134
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	4.084
2	Medical/Health Professions	4.046
3	Engineering/CompSci/Math/Stats	3.921
4	Business	3.715
5	Biological Sciences	3.493
6	Physical Sciences	3.155
7	Social Sciences	2.991
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	4.445
2	Medical/Health Professions	4.107
3	Business	4.078
4	Physical Sciences	3.675
5	Engineering/CompSci/Math/Stats	3.560
6	Social Sciences	3.398
7	Biological Sciences	2.908
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 39c. Please indicate your level of satisfaction with the following: The amount of <i>professional interaction</i> you have with <i>junior colleagues</i> in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.605
2	Humanities	4.143
3	Medical/Health Professions	4.025
4	Social Sciences	4.006
5	Physical Sciences	3.938
6	Engineering/CompSci/Math/Stats	3.747
7	Biological Sciences	3.077
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 39d. Please indicate your level of satisfaction with the following: The amount of <i>personal interaction</i> you have with <i>junior colleagues</i> : <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.819
2	Medical/Health Professions	4.486
3	Humanities	4.479
4	Social Sciences	4.024
5	Engineering/CompSci/Math/Stats	3.912
6	Physical Sciences	3.757
7	Biological Sciences	3.585
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.104
2	Medical/Health Professions	4.046
3	Humanities	3.854
4	Physical Sciences	3.763
5	Engineering/CompSci/Math/Stats	3.563
6	Social Sciences	3.434
7	Biological Sciences	2.739
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	4.754
2	Medical/Health Professions	4.523
3	Business	4.192
4	Engineering/CompSci/Math/Stats	4.179
5	Physical Sciences	4.042
6	Humanities	3.984
7	Social Sciences	3.924
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 42a. There is a feeling of unity and cohesion among the faculty in my department. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.458
2	Business	4.000
3	Engineering/CompSci/Math/Stats	3.880
4	Humanities	3.670
5	Social Sciences	3.324
6	Physical Sciences	3.052
7	Biological Sciences	1.662
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 42b. There is a feeling of unity and cohesion among the faculty in my School. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	3.849
2	Engineering/CompSci/Math/Stats	3.326
3	Business	3.166
4	Humanities	3.123
5	Physical Sciences	2.300
6	Social Sciences	2.148
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 43. On the whole, my department treats junior faculty fairly compared to one another. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.647
2	Engineering/CompSci/Math/Stats	4.387
3	Business	4.280
4	Humanities	3.939
5	Social Sciences	3.400
6	Biological Sciences	3.246
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Physical Sciences	*
	Visual & Performing Arts	*
	Other Professions	*

Question 45a. All things considered, how satisfied are you with your department as a place to work? <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.608
2	Business	4.441
3	Medical/Health Professions	4.421
4	Engineering/CompSci/Math/Stats	4.343
5	Biological Sciences	4.246
6	Humanities	4.227
7	Social Sciences	4.028
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 45b. All things considered, how satisfied are you with your institution as a place to work? <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.497
2	Medical/Health Professions	4.281
3	Engineering/CompSci/Math/Stats	4.277
4	Physical Sciences	4.268
5	Social Sciences	3.865
6	Humanities	3.770
7	Biological Sciences	3.677
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	3.894
2	Engineering/CompSci/Math/Stats	3.717
3	Humanities	3.642
4	Business	3.500
5	Social Sciences	2.379
	Agri/Nat Resources/Env Sciences	*
	Biological Sciences	*
	Education	*
	Health & Human Ecology	*
	Physical Sciences	*
	Visual & Performing Arts	*
	Other Professions	*

Question 48. If I had to do it over again, I would accept my current position. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Medical/Health Professions	4.664
2	Business	4.528
3	Humanities	4.396
4	Physical Sciences	4.382
5	Engineering/CompSci/Math/Stats	4.295
6	Social Sciences	4.102
7	Biological Sciences	4.000
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

Question 50. How do you rate your institution as a place for junior faculty to work? <i>Great (5) ... Awful (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.500
2	Medical/Health Professions	4.448
3	Physical Sciences	4.217
4	Engineering/CompSci/Math/Stats	4.202
5	Humanities	4.156
6	Biological Sciences	4.000
7	Social Sciences	3.606
	Agri/Nat Resources/Env Sciences	*
	Education	*
	Health & Human Ecology	*
	Visual & Performing Arts	*
	Other Professions	*

* Indicates that fewer than 5 faculty from this academic area responded to this question.

Stanford University	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q19. I find the tenure process in my department to be...	Peers (n=6)	2	-	5	2	1	2	-	-	3	-	2	-
	Univ. (n=37)	89th	-	11th	49th	92nd	70th	-	-	62nd	-	89th	-
Q20. I find the tenure criteria to be...	Peers (n=6)	5	-	5	2	1	3	-	-	3	-	2	-
	Univ. (n=37)	41st	-	11th	70th	89th	54th	-	-	70th	-	92nd	-
Q21. I find the tenure standards to be...	Peers (n=6)	5	-	3	1	2	2	-	-	3	-	1	-
	Univ. (n=37)	32nd	-	35th	76th	73rd	65th	-	-	76th	-	95th	-
Q22. I find the body of evidence that will be considered in making my tenure decision to be...	Peers (n=6)	5	-	4	1	1	3	-	-	3	-	1	-
	Univ. (n=37)	46th	-	22nd	95th	95th	51st	-	-	76th	-	95th	-
Q23. I feel that my own prospects for earning tenure are...	Peers (n=6)	5	-	5	5	2	5	-	-	2	-	3	-
	Univ. (n=37)	14th	-	8th	8th	27th	24th	-	-	35th	-	65th	-
Q24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar?	Peers (n=6)	6	-	3	4	2	2	-	-	2	-	1	-
	Univ. (n=37)	30th	-	46th	78th	70th	78th	-	-	92nd	-	100th	-
Q24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?	Peers (n=6)	2	-	5	2	1	1	-	-	2	-	1	-
	Univ. (n=37)	86th	-	16th	78th	89th	49th	-	-	84th	-	89th	-
Q24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?	Peers (n=6)	1	-	3	2	1	2	-	-	3	-	1	-
	Univ. (n=37)	86th	-	51st	41st	92nd	68th	-	-	65th	-	84th	-
Q24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?	Peers (n=6)	5	-	3	4	1	1	-	-	4	-	2	-
	Univ. (n=37)	22nd	-	46th	38th	68th	73rd	-	-	43rd	-	81st	-
Q24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?	Peers (n=6)	4	-	2	5	1	1	-	-	3	-	2	-
	Univ. (n=37)	27th	-	46th	27th	70th	73rd	-	-	59th	-	78th	-
Q24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community?	Peers (n=6)	1	-	2	1	-	1	-	-	3	-	1	-
	Univ. (n=37)	81st	-	62nd	57th	-	73rd	-	-	65th	-	84th	-
Q25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar?	Peers (n=6)	5	-	5	4	2	3	-	-	1	-	1	-
	Univ. (n=37)	22nd	-	11th	22nd	65th	51st	-	-	89th	-	97th	-
Q25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?	Peers (n=6)	5	-	5	3	2	4	-	-	1	-	3	-
	Univ. (n=37)	46th	-	8th	46th	81st	19th	-	-	81st	-	78th	-
Q25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?	Peers (n=6)	2	-	4	4	2	2	-	-	2	-	2	-
	Univ. (n=37)	81st	-	27th	46th	81st	86th	-	-	59th	-	92nd	-
Q25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?	Peers (n=6)	5	-	6	3	3	2	-	-	5	-	2	-
	Univ. (n=37)	35th	-	16th	30th	59th	84th	-	-	16th	-	92nd	-
Q25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen.	Peers (n=6)	4	-	5	4	2	1	-	-	4	-	1	-
	Univ. (n=37)	46th	-	14th	27th	73rd	95th	-	-	35th	-	97th	-
Q25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community?	Peers (n=6)	3	-	3	4	-	1	-	-	2	-	1	-
	Univ. (n=37)	73rd	-	30th	27th	-	97th	-	-	51st	-	100th	-
Q26. I have received mixed messages about the requirements for tenure from senior colleagues.	Peers (n=6)	4	-	4	2	2	2	-	-	2	-	2	-
	Univ. (n=37)	76th	-	43rd	76th	84th	86th	-	-	97th	-	97th	-

Stanford University	Your rank/ percentile among..	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.	Peers (n=6)	5	-	4	3	4	2	-	-	3	-	1	-
	Univ. (n=37)	38th	-	27th	32nd	49th	86th	-	-	78th	-	100th	-
Q28. The way you spend your time as a faculty member.	Peers (n=6)	5	-	5	4	5	5	-	-	2	-	2	-
	Univ. (n=37)	43rd	-	19th	49th	35th	11th	-	-	86th	-	76th	-
Q29a. The level of the courses you teach.	Peers (n=6)	6	-	5	1	3	3	-	-	5	-	4	-
	Univ. (n=37)	46th	-	57th	97th	84th	49th	-	-	41st	-	51st	-
Q29b. The number of courses you teach.	Peers (n=6)	3	-	5	5	4	6	-	-	5	-	3	-
	Univ. (n=37)	81st	-	46th	38th	59th	35th	-	-	78th	-	70th	-
Q29c. The degree of influence you have over which courses you teach.	Peers (n=6)	4	-	5	2	3	3	-	-	3	-	3	-
	Univ. (n=37)	89th	-	43rd	92nd	86th	73rd	-	-	49th	-	68th	-
Q29d. The discretion you have over the content of your courses.	Peers (n=6)	2	-	6	4	4	3	-	-	4	-	4	-
	Univ. (n=37)	73rd	-	30th	76th	57th	92nd	-	-	27th	-	51st	-
Q29e. The number of students you teach.	Peers (n=6)	2	-	3	2	5	4	-	-	2	-	2	-
	Univ. (n=37)	95th	-	81st	89th	35th	49th	-	-	70th	-	95th	-
Q29f. The quality of undergraduate students with whom you interact.	Peers (n=6)	3	-	1	1	1	3	-	-	-	-	1	-
	Univ. (n=37)	95th	-	97th	100th	100th	92nd	-	-	-	-	100th	-
Q29g. The quality of graduate students with whom you interact.	Peers (n=6)	1	-	3	1	1	2	-	-	3	-	1	-
	Univ. (n=37)	92nd	-	92nd	100th	100th	92nd	-	-	86th	-	95th	-
Q30a. What's expected of you as a researcher.	Peers (n=6)	2	-	3	3	3	3	-	-	4	-	1	-
	Univ. (n=37)	76th	-	59th	78th	68th	78th	-	-	81st	-	100th	-
Q30b. The amount of time you have to conduct research.	Peers (n=6)	5	-	4	4	4	4	-	-	2	-	2	-
	Univ. (n=37)	62nd	-	73rd	70th	51st	43rd	-	-	92nd	-	89th	-
Q30c. The amount of research funding you are expected to find.	Peers (n=6)	1	-	1	6	4	4	-	-	4	-	4	-
	Univ. (n=37)	100th	-	97th	27th	38th	43rd	-	-	89th	-	70th	-
Q30d. The influence you have over the focus of your research.	Peers (n=6)	6	-	6	1	3	4	-	-	3	-	1	-
	Univ. (n=37)	51st	-	24th	86th	62nd	84th	-	-	78th	-	100th	-
Q31. The quality of facilities (i.e., office, labs, classrooms).	Peers (n=6)	3	-	3	1	4	2	-	-	2	-	1	-
	Univ. (n=37)	92nd	-	84th	92nd	49th	92nd	-	-	92nd	-	97th	-
Q32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	Peers (n=6)	1	-	1	1	5	4	-	-	1	-	1	-
	Univ. (n=37)	100th	-	97th	97th	38th	84th	-	-	100th	-	97th	-
Q33a. Clerical/administrative services.	Peers (n=6)	4	-	4	4	2	3	-	-	2	-	4	-
	Univ. (n=37)	76th	-	41st	32nd	95th	32nd	-	-	92nd	-	70th	-
Q33b. Research services.	Peers (n=6)	3	-	2	4	2	3	-	-	3	-	4	-
	Univ. (n=37)	86th	-	86th	76th	76th	35th	-	-	95th	-	89th	-
Q33c. Teaching services.	Peers (n=6)	2	-	4	5	1	3	-	-	2	-	1	-
	Univ. (n=37)	97th	-	68th	70th	92nd	62nd	-	-	95th	-	95th	-

Stanford University	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q33d. Computing services.	Peers (n=6)	3	-	2	5	3	5	-	-	3	-	1	-
	Univ. (n=37)	84th	-	73rd	35th	49th	38th	-	-	62nd	-	81st	-
Q35a. My institution does what it can to make having children and the tenure-track compatible.	Peers (n=6)	1	-	1	2	-	1	-	-	3	-	1	-
	Univ. (n=37)	92nd	-	84th	97th	-	62nd	-	-	84th	-	92nd	-
Q35b. My institution does what it can to make raising children and the tenure-track compatible.	Peers (n=6)	2	-	2	1	-	2	-	-	3	-	2	-
	Univ. (n=37)	89th	-	59th	95th	-	35th	-	-	76th	-	89th	-
Q35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	Peers (n=6)	5	-	3	-	-	4	-	-	2	-	1	-
	Univ. (n=37)	51st	-	49th	-	-	57th	-	-	78th	-	84th	-
Q35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	Peers (n=6)	4	-	3	-	-	4	-	-	3	-	2	-
	Univ. (n=37)	46th	-	35th	-	-	57th	-	-	70th	-	81st	-
Q36. Your compensation (that is, your salary and benefits).	Peers (n=6)	2	-	1	2	3	3	-	-	3	-	1	-
	Univ. (n=37)	92nd	-	81st	92nd	54th	89th	-	-	70th	-	97th	-
Q37. The balance between professional time and personal or family time.	Peers (n=6)	5	-	3	3	5	5	-	-	3	-	2	-
	Univ. (n=37)	51st	-	32nd	57th	35th	11th	-	-	70th	-	92nd	-
Q38a. The fairness of your immediate supervisor's evaluation of your work.	Peers (n=6)	6	-	5	1	-	3	-	-	2	-	1	-
	Univ. (n=37)	11th	-	5th	76th	-	76th	-	-	57th	-	92nd	-
Q38b. The interest senior faculty take in your professional development.	Peers (n=6)	3	-	5	4	3	3	-	-	3	-	1	-
	Univ. (n=37)	62nd	-	19th	57th	41st	70th	-	-	76th	-	97th	-
Q38c. Your opportunities to collaborate with senior faculty.	Peers (n=6)	1	-	3	5	3	1	-	-	2	-	1	-
	Univ. (n=37)	92nd	-	41st	49th	43rd	86th	-	-	70th	-	95th	-
Q39a. The amount of professional interaction you have with senior colleagues in your department.	Peers (n=6)	2	-	5	5	2	2	-	-	4	-	2	-
	Univ. (n=37)	86th	-	16th	32nd	54th	76th	-	-	70th	-	89th	-
Q39b. The amount of personal interaction you have with senior colleagues in your department.	Peers (n=6)	2	-	5	2	5	4	-	-	2	-	1	-
	Univ. (n=37)	89th	-	16th	46th	24th	43rd	-	-	73rd	-	95th	-
Q39c. The amount of professional interaction you have with junior colleagues in your department.	Peers (n=6)	1	-	2	1	5	4	-	-	1	-	4	-
	Univ. (n=37)	84th	-	54th	59th	16th	51st	-	-	97th	-	76th	-
Q39d. The amount of personal interaction you have with junior colleagues:	Peers (n=6)	2	-	4	2	4	5	-	-	1	-	1	-
	Univ. (n=37)	84th	-	30th	46th	24th	51st	-	-	97th	-	95th	-
Q40. How well you fit (e.g., your sense of belonging, your comfort level).	Peers (n=6)	4	-	5	4	4	5	-	-	3	-	2	-
	Univ. (n=37)	49th	-	14th	51st	24th	27th	-	-	65th	-	84th	-
Q41. The intellectual vitality of the senior colleagues in your department.	Peers (n=6)	3	-	2	3	1	4	-	-	1	-	2	-
	Univ. (n=37)	84th	-	84th	73rd	100th	84th	-	-	97th	-	97th	-
Q42a. There is a feeling of unity and cohesion among the faculty in my department.	Peers (n=6)	1	-	2	5	5	4	-	-	2	-	1	-
	Univ. (n=37)	86th	-	51st	35th	24th	76th	-	-	86th	-	100th	-
Q42b. There is a feeling of unity and cohesion among the faculty in my School.	Peers (n=6)	3	-	5	4	-	1	-	-	3	-	1	-
	Univ. (n=37)	86th	-	8th	22nd	-	76th	-	-	78th	-	95th	-

Stanford University	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q43. On the whole, my department treats junior faculty fairly compared to one another.	Peers (n=6)	3	-	4	-	3	4	-	-	2	-	1	-
	Univ. (n=37)	68th	-	24th	-	35th	81st	-	-	78th	-	95th	-
Q45a. All things considered, how satisfied are you with your department as a place to work?	Peers (n=6)	3	-	3	1	1	3	-	-	2	-	1	-
	Univ. (n=37)	78th	-	57th	95th	81st	76th	-	-	84th	-	97th	-
Q45b. All things considered, how satisfied are you with your institution as a place to work?	Peers (n=6)	4	-	3	1	3	1	-	-	1	-	1	-
	Univ. (n=37)	84th	-	81st	92nd	62nd	84th	-	-	97th	-	97th	-
Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Peers (n=6)	1	-	4	-	-	1	-	-	4	-	1	-
	Univ. (n=37)	97th	-	19th	-	-	86th	-	-	68th	-	89th	-
Q48. If I had to do it over again, I would accept my current position.	Peers (n=6)	4	-	5	2	2	3	-	-	2	-	1	-
	Univ. (n=37)	65th	-	38th	84th	62nd	68th	-	-	78th	-	100th	-
Q50. How do you rate your institution as a place for junior faculty to work?	Peers (n=6)	2	-	5	2	1	2	-	-	1	-	1	-
	Univ. (n=37)	95th	-	32nd	81st	78th	86th	-	-	100th	-	100th	-