

COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Tenure-Track Faculty Job Satisfaction Survey

Institutional Report:
Stanford University

2005-2006



HARVARD
GRADUATE SCHOOL OF EDUCATION

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INTRODUCTION

Overview

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

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

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

Suggestions for Further Action

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

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

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

Method

Development of the Survey

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

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

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

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

Survey Administration

Identification of subjects

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

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to Summer 2005 (new hires are unable to respond meaningfully to many questions)

- Not *clinical* faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

See page 6 for response rates at your institution by race and gender.

Procedure for subject recruitment and participation

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

Data Conditioning

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

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

Sample balancing/data weighting

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

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Survey Results

HOW TO READ THIS REPORT

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

A. At your institution:

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

B. Compared to your peers:

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

C. Among all universities:

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

D. Across all universities:

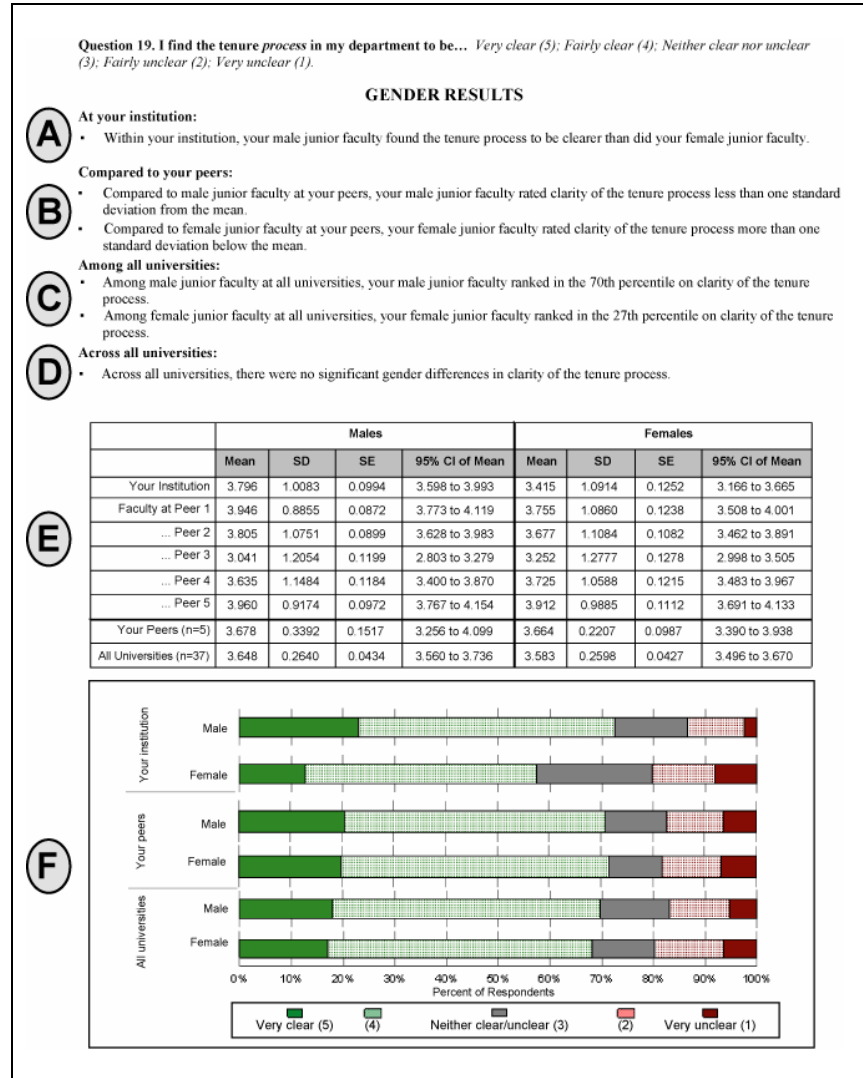
These statements compare the mean scores of gender or racial subgroups across all survey respondents at COACHE universities, based on *t*-tests (see A above).

E. Means, standard deviations, standard errors, and confidence intervals:

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

F. Frequency chart:

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



RESPONSE RATE and WEIGHT SCALE

Overall response rates (All Universities)

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

Response rates of your peers (All Peers)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	1114	710	404	848	266	-
N of Responders	694	400	294	507	187	-
Response Rate	62%	56%	73%	60%	70%	

Response rates of your faculty population

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
Your N of Population	213	139	74	170	43	-
Your N of Responders	109	61	48	91	18	-
Response Rate	51%	44%	65%	54%	42%	

Weight scale applied to survey respondents, by gender and race

	White, Non-Hispanic	Asian/Pacific Islander	Black, Non-Hispanic	Other
Male	1.11729	1.04846	3.052	1.97075
Female	0.76749	0.72021	*	1.35375

* Respondents aggregated in "Other" category.

PEER GROUP

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

- Brown University
- Dartmouth College
- Harvard University
- University of Indiana
- University of Virginia

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

OVERALL RESULTS

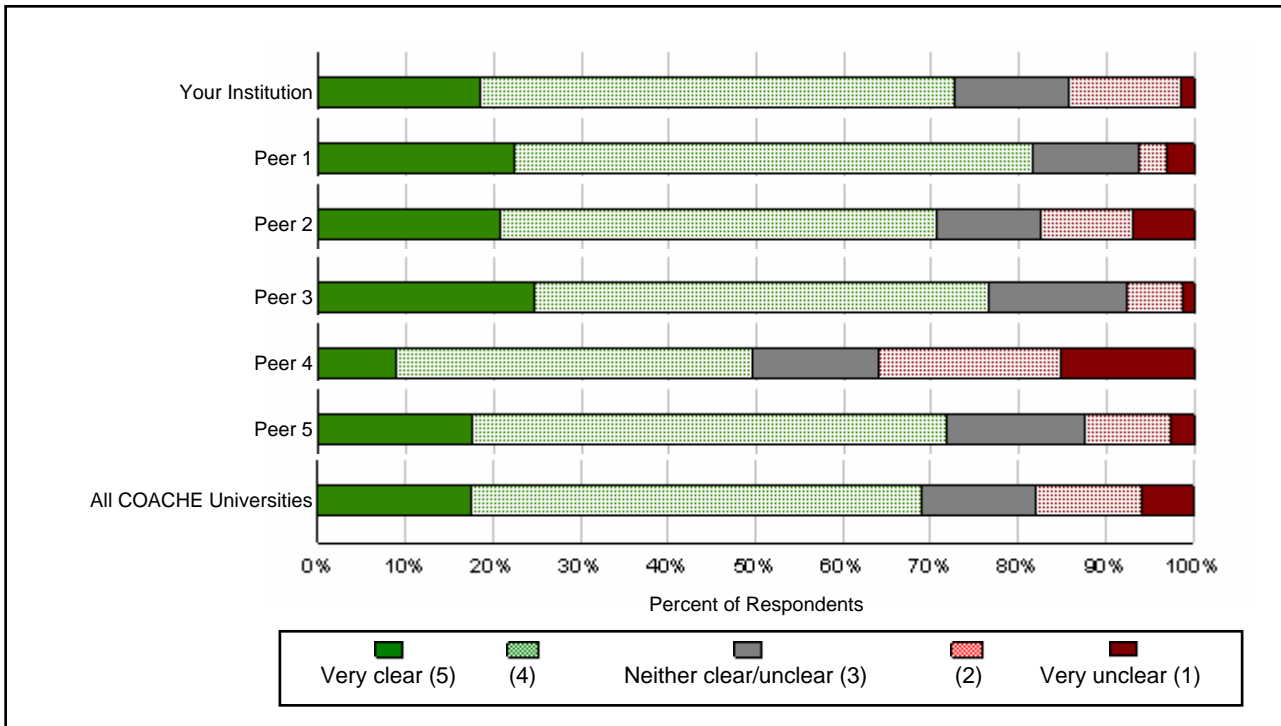
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on clarity of the tenure process.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.753	0.9723	0.0936	3.567 to 3.938
Faculty at Peer 1	3.942	0.8670	0.1075	3.727 to 4.157
... Peer 2	3.669	1.1103	0.0852	3.500 to 3.837
... Peer 3	3.923	0.8998	0.1091	3.705 to 4.141
... Peer 4	3.073	1.2527	0.0805	2.914 to 3.231
... Peer 5	3.743	0.9444	0.0787	3.587 to 3.898
Your Peers (n=5)	3.670	0.3163	0.1415	3.277 to 4.063
All Universities (n=37)	3.626	0.2232	0.0367	3.551 to 3.700



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty found the tenure process to be clearer than did your female junior faculty.

Compared to your peers:

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

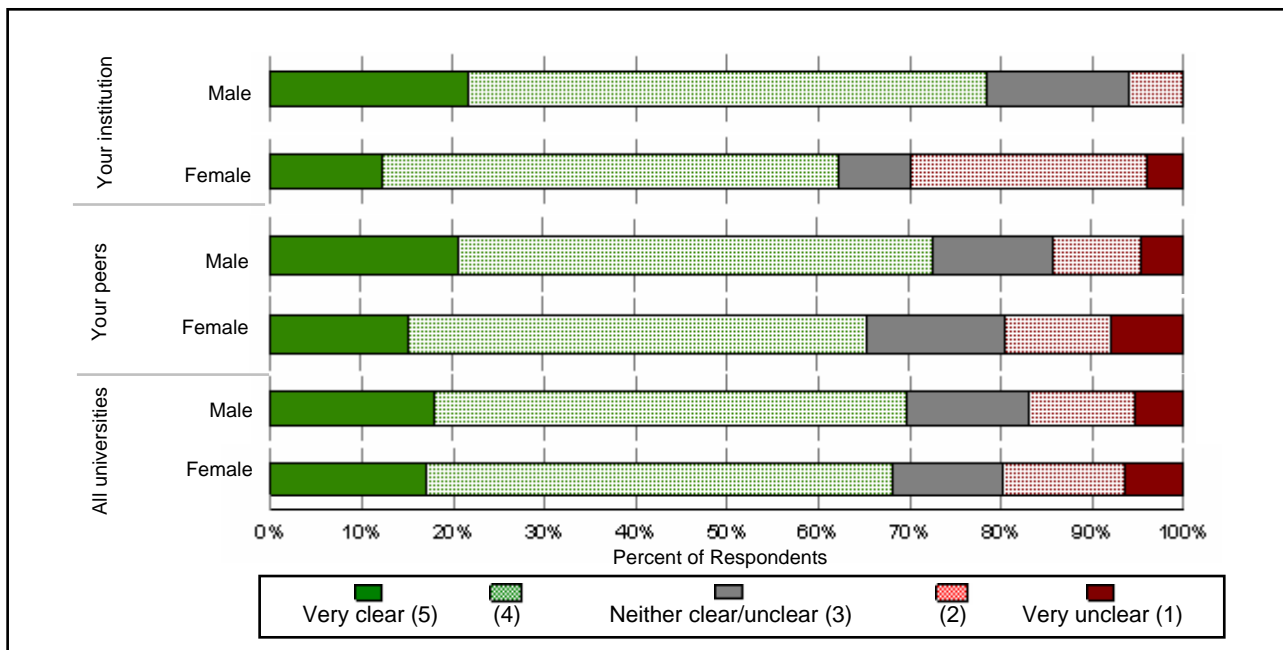
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on clarity of the tenure process.
- Among female junior faculty at all universities, your female junior faculty ranked in the 24th percentile on clarity of the tenure process.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.941	0.7621	0.0984	3.744 to 4.138	3.405	1.1149	0.1609	3.081 to 3.728
Faculty at Peer 1	3.968	0.8561	0.1276	3.711 to 4.225	3.890	0.8888	0.1987	3.474 to 4.306
... Peer 2	3.635	1.1484	0.1184	3.400 to 3.870	3.725	1.0588	0.1215	3.483 to 3.967
... Peer 3	4.076	0.7774	0.1214	3.830 to 4.321	3.633	0.9910	0.1907	3.241 to 4.025
... Peer 4	3.244	1.2019	0.1016	3.043 to 3.445	2.738	1.2597	0.1247	2.490 to 2.985
... Peer 5	3.791	0.8932	0.1025	3.587 to 3.996	3.676	0.9943	0.1206	3.435 to 3.916
Your Peers (n=5)	3.743	0.2914	0.1303	3.381 to 4.104	3.532	0.4068	0.1819	3.027 to 4.037
All Universities (n=37)	3.648	0.2640	0.0434	3.560 to 3.736	3.583	0.2598	0.0427	3.496 to 3.670



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

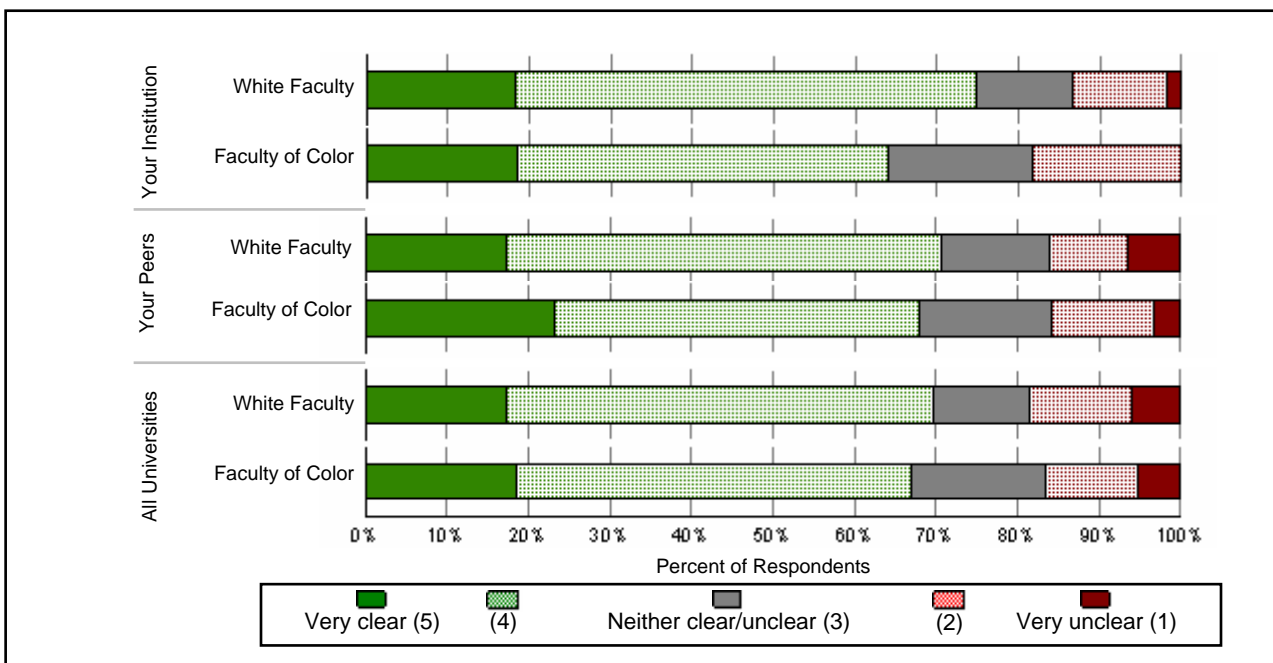
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on clarity of the tenure process.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on clarity of the tenure process.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.781	0.9752	0.1028	3.577 to 3.986	3.642	0.9510	0.2241	3.169 to 4.115
Faculty at Peer 1	3.960	0.8154	0.1177	3.723 to 4.196	3.890	0.9983	0.2421	3.376 to 4.403
... Peer 2	3.601	1.1401	0.1024	3.398 to 3.803	3.862	1.0134	0.1494	3.561 to 4.163
... Peer 3	3.997	0.7690	0.1099	3.776 to 4.217	3.672	1.1337	0.2601	3.126 to 4.219
... Peer 4	3.012	1.3161	0.0992	2.816 to 3.208	3.277	1.0476	0.1290	3.019 to 3.534
... Peer 5	3.696	0.9353	0.0908	3.516 to 3.876	3.899	0.9604	0.1558	3.583 to 4.215
Your Peers (n=5)	3.653	0.3544	0.1585	3.213 to 4.093	3.720	0.2366	0.1058	3.426 to 4.014
All Universities (n=37)	3.624	0.2316	0.0381	3.546 to 3.701	3.651	0.3594	0.0591	3.531 to 3.771



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

OVERALL RESULTS

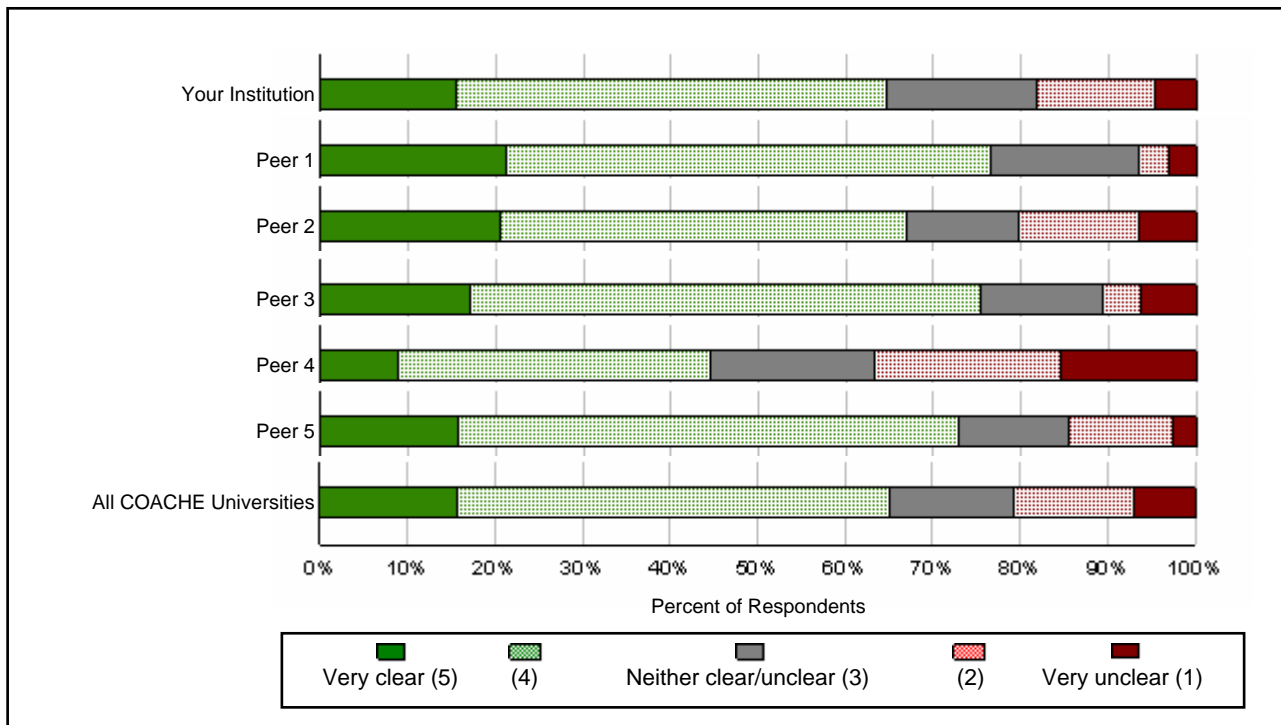
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 54th percentile on clarity of the criteria for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.573	1.0622	0.1017	3.372 to 3.775
Faculty at Peer 1	3.882	0.8792	0.1091	3.664 to 4.100
... Peer 2	3.607	1.1241	0.0862	3.437 to 3.777
... Peer 3	3.754	0.9944	0.1206	3.513 to 3.994
... Peer 4	3.013	1.2490	0.0805	2.855 to 3.172
... Peer 5	3.714	0.9550	0.0796	3.556 to 3.871
Your Peers (n=5)	3.594	0.3034	0.1357	3.217 to 3.971
All Universities (n=37)	3.538	0.1922	0.0316	3.474 to 3.602



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

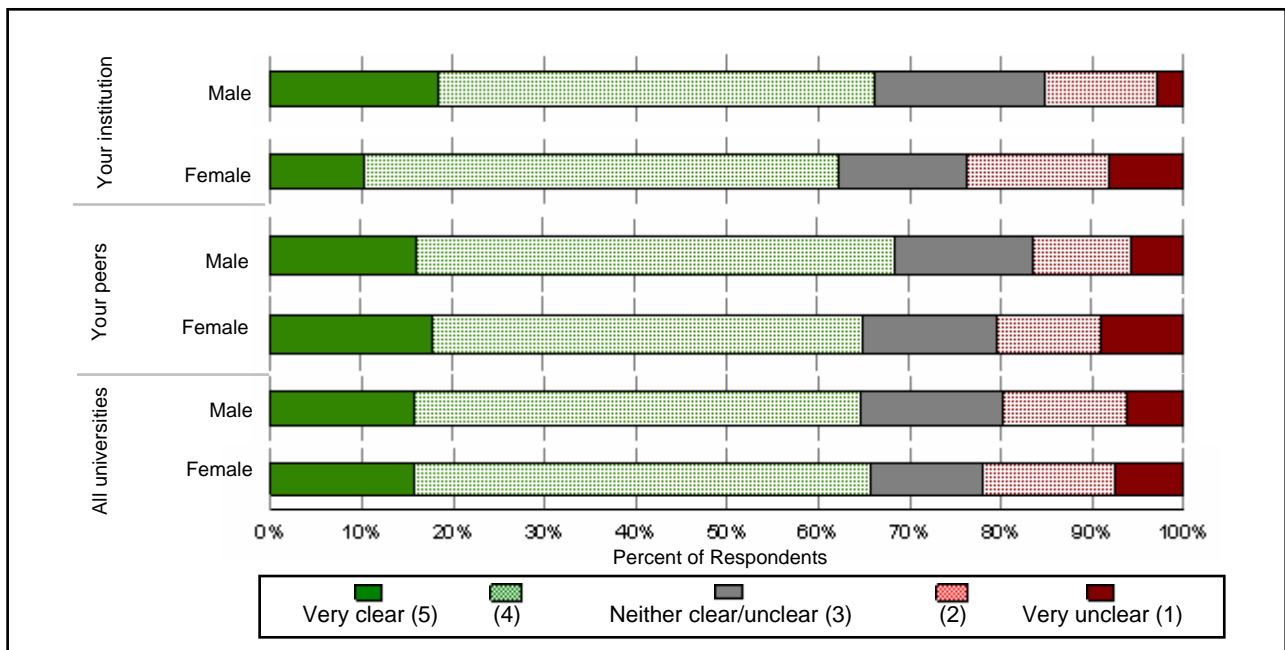
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on clarity of the criteria for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on clarity of the criteria for tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.663	1.0063	0.1288	3.405 to 3.921	3.405	1.1149	0.1609	3.081 to 3.728
Faculty at Peer 1	3.878	0.7950	0.1185	3.640 to 4.117	3.890	1.0440	0.2335	3.401 to 4.379
... Peer 2	3.617	1.1495	0.1186	3.381 to 3.852	3.591	1.0908	0.1251	3.342 to 3.840
... Peer 3	3.821	0.9853	0.1539	3.510 to 4.132	3.627	0.9910	0.1907	3.235 to 4.019
... Peer 4	3.101	1.1716	0.0990	2.905 to 3.297	2.840	1.3305	0.1324	2.577 to 3.102
... Peer 5	3.705	0.9150	0.1050	3.496 to 3.914	3.726	0.9977	0.1210	3.484 to 3.967
Your Peers (n=5)	3.624	0.2770	0.1239	3.280 to 3.968	3.535	0.3626	0.1621	3.085 to 3.985
All Universities (n=37)	3.554	0.2314	0.0380	3.477 to 3.631	3.514	0.2295	0.0377	3.437 to 3.590



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

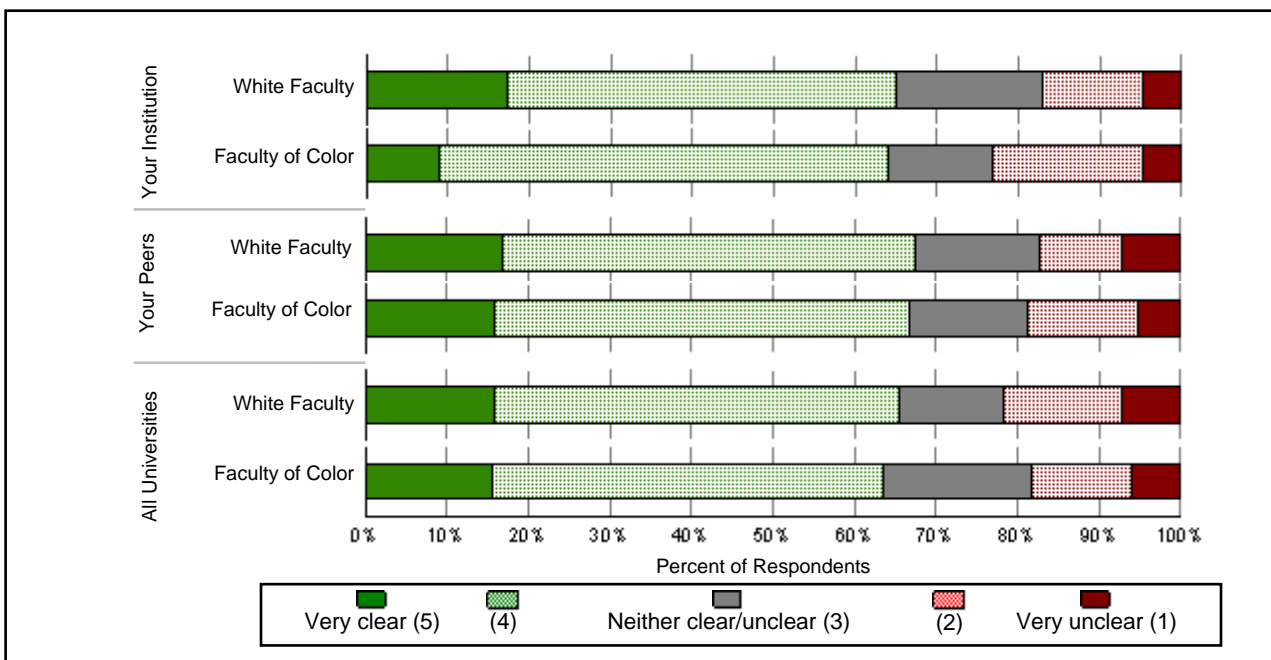
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on clarity of the criteria for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 35th percentile on clarity of the criteria for tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.604	1.0697	0.1121	3.382 to 3.827	3.451	1.0077	0.2375	2.950 to 3.952
Faculty at Peer 1	3.839	0.8975	0.1295	3.578 to 4.099	4.013	0.8022	0.1946	3.601 to 4.426
... Peer 2	3.672	1.0878	0.0977	3.479 to 3.866	3.421	1.2106	0.1785	3.062 to 3.781
... Peer 3	3.800	0.9685	0.1384	3.522 to 4.078	3.595	1.0421	0.2391	3.093 to 4.097
... Peer 4	2.986	1.3112	0.0991	2.791 to 3.182	3.104	1.0650	0.1311	2.842 to 3.366
... Peer 5	3.692	0.9748	0.0947	3.504 to 3.880	3.787	0.8932	0.1449	3.493 to 4.080
Your Peers (n=5)	3.598	0.3122	0.1396	3.210 to 3.986	3.584	0.3106	0.1389	3.198 to 3.970
All Universities (n=37)	3.539	0.1963	0.0323	3.474 to 3.605	3.583	0.3138	0.0516	3.478 to 3.687



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

OVERALL RESULTS

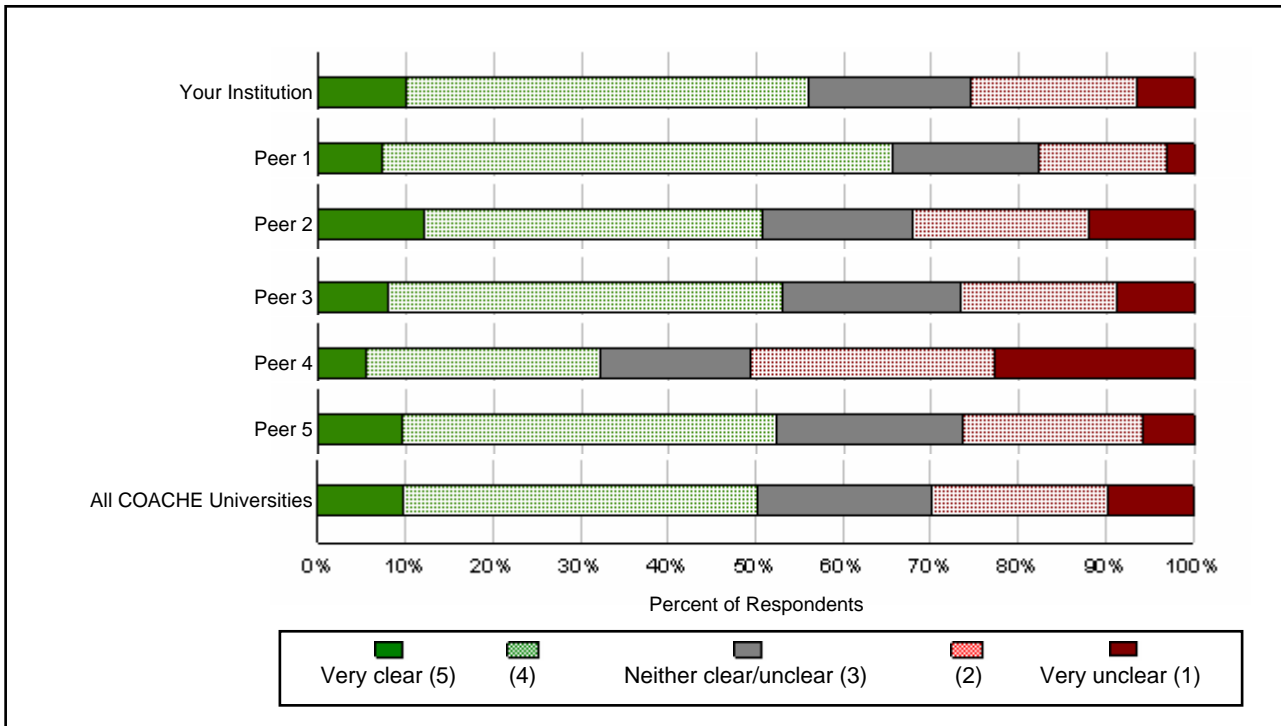
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on clarity of standards for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.339	1.1030	0.1056	3.129 to 3.548
Faculty at Peer 1	3.519	0.9295	0.1153	3.289 to 3.750
... Peer 2	3.187	1.2197	0.0941	3.001 to 3.373
... Peer 3	3.254	1.1094	0.1345	2.985 to 3.522
... Peer 4	2.640	1.2426	0.0800	2.482 to 2.798
... Peer 5	3.292	1.0780	0.0898	3.115 to 3.470
Your Peers (n=5)	3.178	0.2915	0.1304	2.816 to 3.540
All Universities (n=37)	3.215	0.2130	0.0350	3.144 to 3.286



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

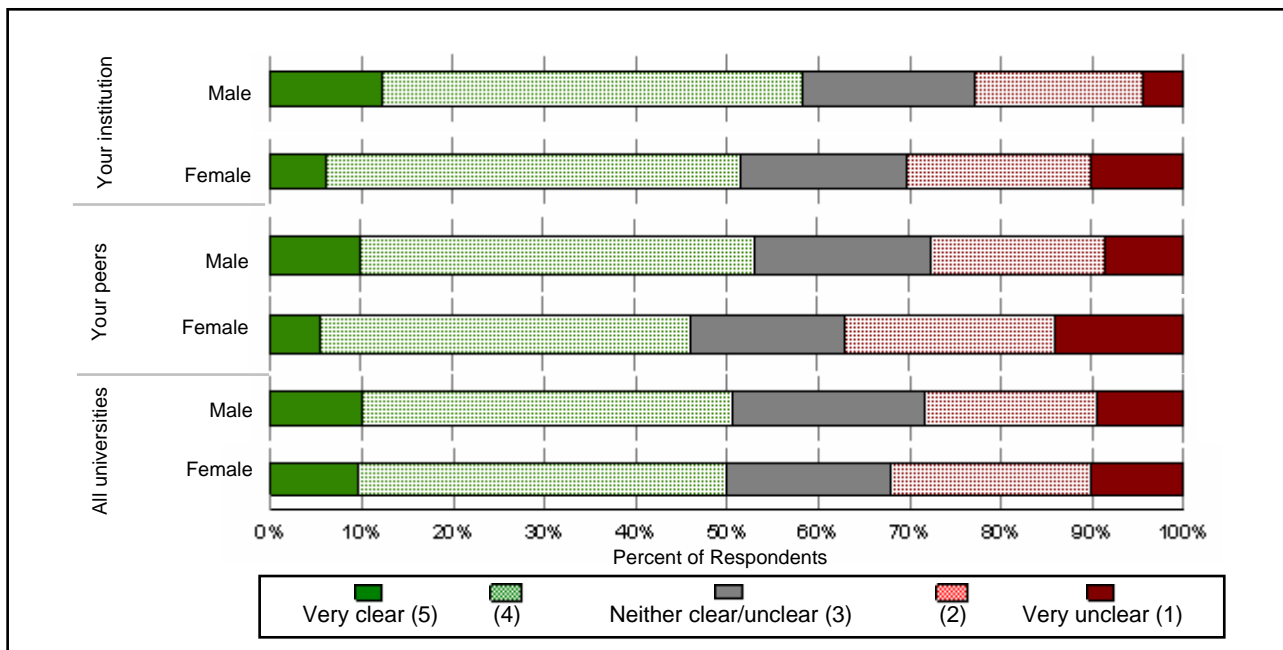
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on clarity of standards for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on clarity of standards for tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.429	1.0617	0.1359	3.157 to 3.701	3.169	1.1363	0.1640	2.839 to 3.499
Faculty at Peer 1	3.656	0.8692	0.1296	3.395 to 3.917	3.242	0.9937	0.2222	2.777 to 3.707
... Peer 2	3.180	1.2729	0.1327	2.916 to 3.444	3.199	1.1513	0.1321	2.936 to 3.462
... Peer 3	3.444	1.0133	0.1583	3.124 to 3.763	2.892	1.1653	0.2243	2.431 to 3.353
... Peer 4	2.724	1.2211	0.1032	2.520 to 2.928	2.474	1.2554	0.1249	2.226 to 2.722
... Peer 5	3.344	1.0222	0.1173	3.110 to 3.577	3.222	1.1319	0.1373	2.948 to 3.496
Your Peers (n=5)	3.269	0.3134	0.1401	2.880 to 3.659	3.006	0.2951	0.1320	2.639 to 3.372
All Universities (n=37)	3.233	0.2583	0.0425	3.147 to 3.319	3.179	0.2444	0.0402	3.098 to 3.261



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

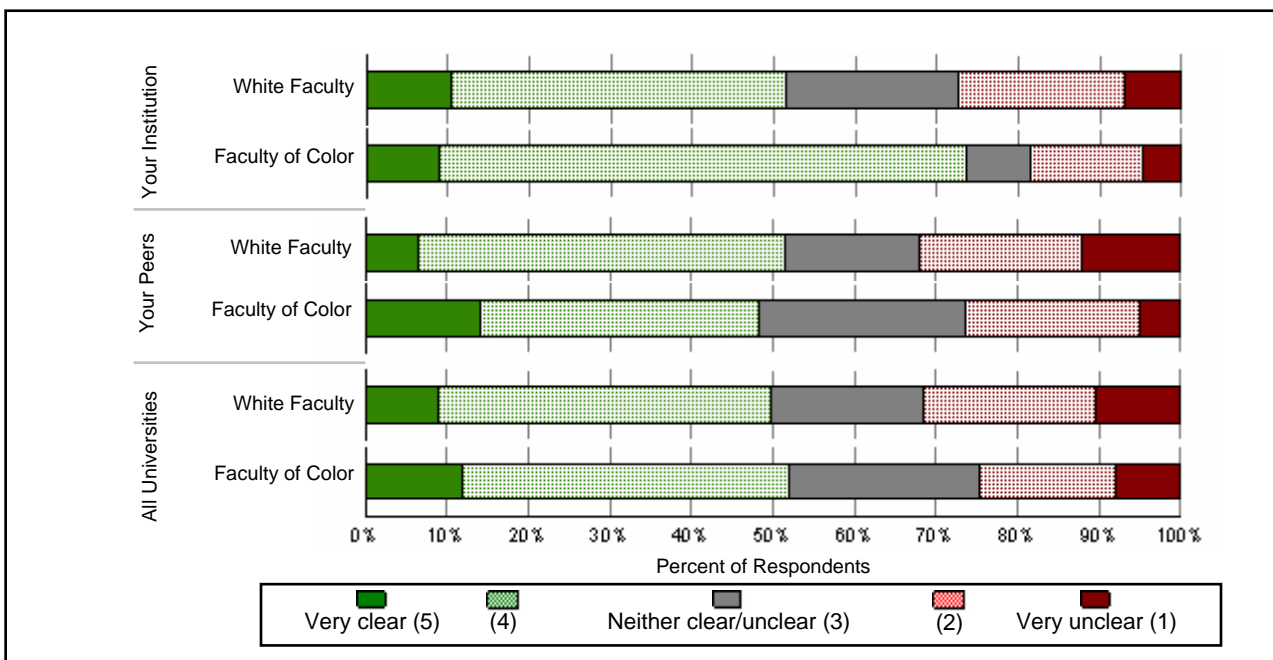
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th percentile on clarity of standards for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 76th percentile on clarity of standards for tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.275	1.1226	0.1177	3.041 to 3.508	3.592	0.9558	0.2253	3.117 to 4.067
Faculty at Peer 1	3.413	0.9091	0.1312	3.149 to 3.677	3.839	0.8998	0.2182	3.377 to 4.302
... Peer 2	3.167	1.2012	0.1088	2.952 to 3.383	3.243	1.2573	0.1854	2.869 to 3.616
... Peer 3	3.277	1.1699	0.1671	2.941 to 3.613	3.172	0.9326	0.2140	2.723 to 3.622
... Peer 4	2.579	1.2774	0.0963	2.389 to 2.770	2.845	1.1259	0.1397	2.566 to 3.124
... Peer 5	3.246	1.0950	0.1064	3.035 to 3.457	3.447	1.0165	0.1649	3.113 to 3.781
Your Peers (n=5)	3.137	0.2896	0.1295	2.777 to 3.496	3.309	0.3284	0.1469	2.901 to 3.717
All Universities (n=37)	3.178	0.2165	0.0356	3.106 to 3.250	3.349	0.3129	0.0514	3.245 to 3.453



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

OVERALL RESULTS

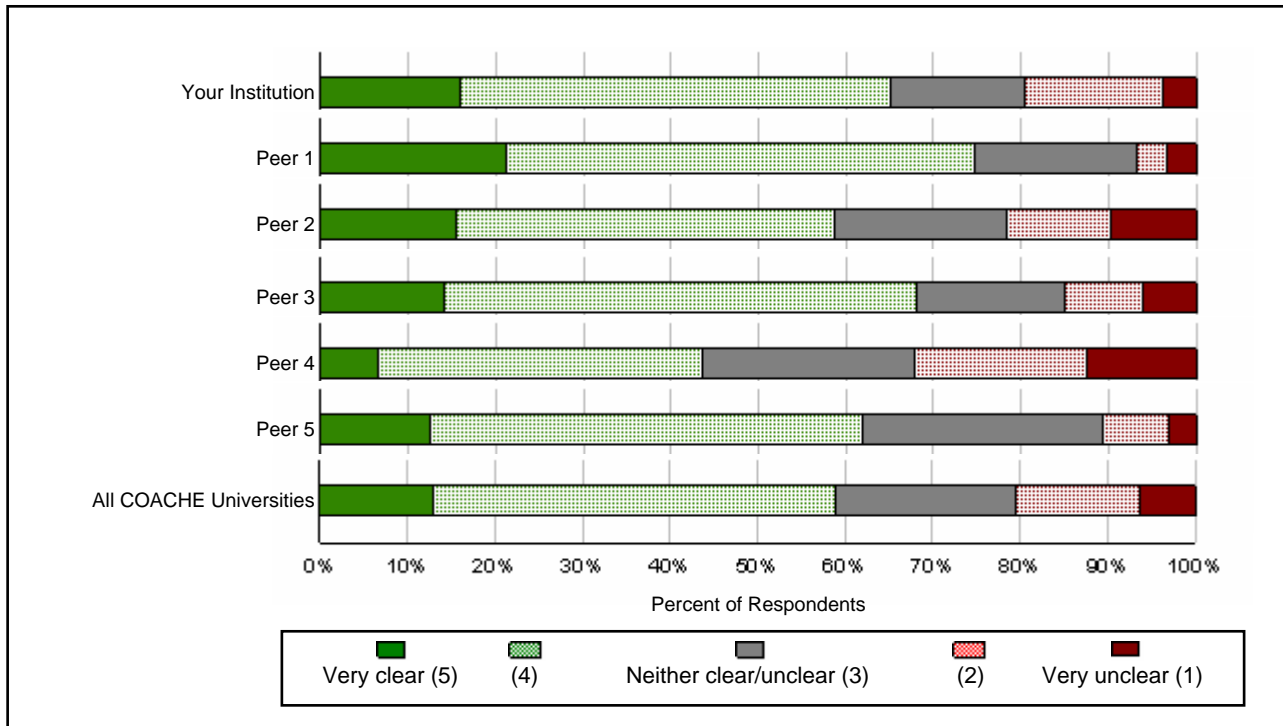
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 76th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.577	1.0611	0.1016	3.376 to 3.779
Faculty at Peer 1	3.860	0.8927	0.1116	3.637 to 4.083
... Peer 2	3.429	1.1542	0.0885	3.254 to 3.603
... Peer 3	3.609	1.0260	0.1235	3.363 to 3.856
... Peer 4	3.056	1.1525	0.0744	2.909 to 3.202
... Peer 5	3.607	0.9181	0.0770	3.455 to 3.759
Your Peers (n=5)	3.512	0.2663	0.1191	3.181 to 3.843
All Universities (n=37)	3.448	0.1836	0.0302	3.387 to 3.510



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

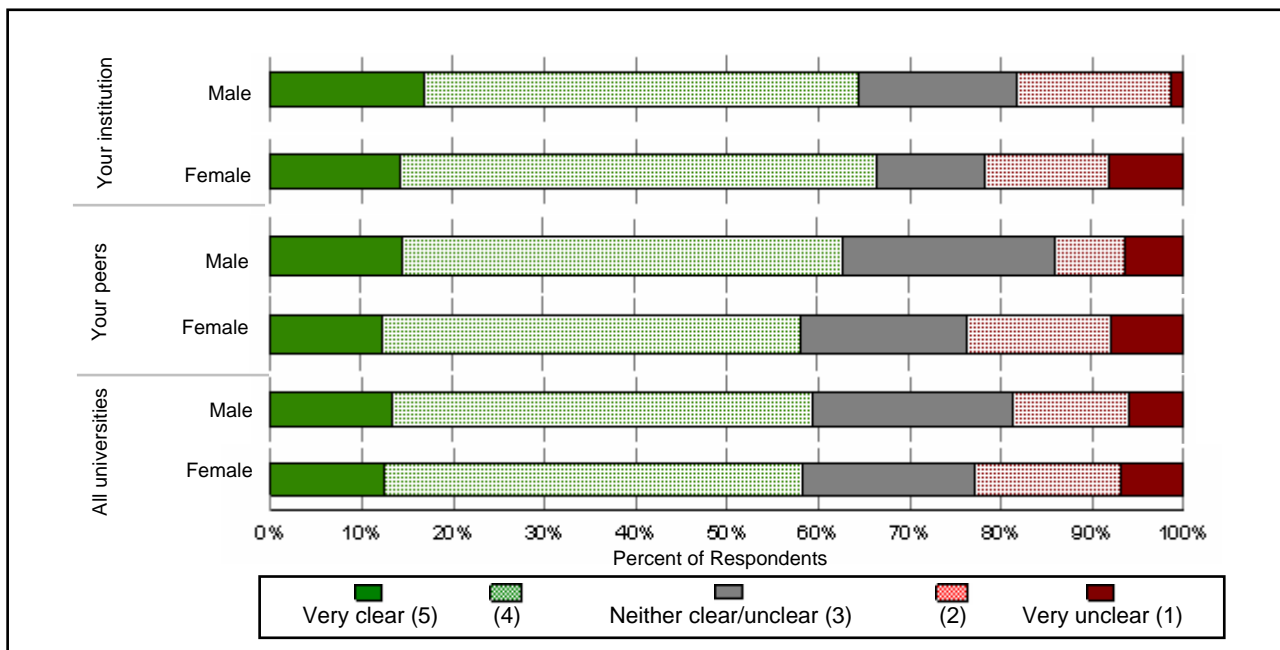
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 76th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.614	0.9964	0.1276	3.359 to 3.869	3.507	1.1363	0.1640	3.177 to 3.837
Faculty at Peer 1	3.921	0.8090	0.1220	3.675 to 4.167	3.740	1.0428	0.2332	3.252 to 4.228
... Peer 2	3.364	1.2027	0.1240	3.118 to 3.610	3.537	1.0741	0.1232	3.291 to 3.782
... Peer 3	3.774	0.9889	0.1526	3.466 to 4.082	3.288	1.0116	0.1947	2.887 to 3.688
... Peer 4	3.192	1.1097	0.0938	3.007 to 3.377	2.784	1.1687	0.1169	2.552 to 3.016
... Peer 5	3.608	0.8085	0.0927	3.423 to 3.792	3.607	1.0295	0.1267	3.353 to 3.860
Your Peers (n=5)	3.572	0.2650	0.1185	3.243 to 3.901	3.391	0.3371	0.1508	2.972 to 3.810
All Universities (n=37)	3.471	0.2189	0.0360	3.398 to 3.544	3.412	0.2261	0.0372	3.337 to 3.487



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

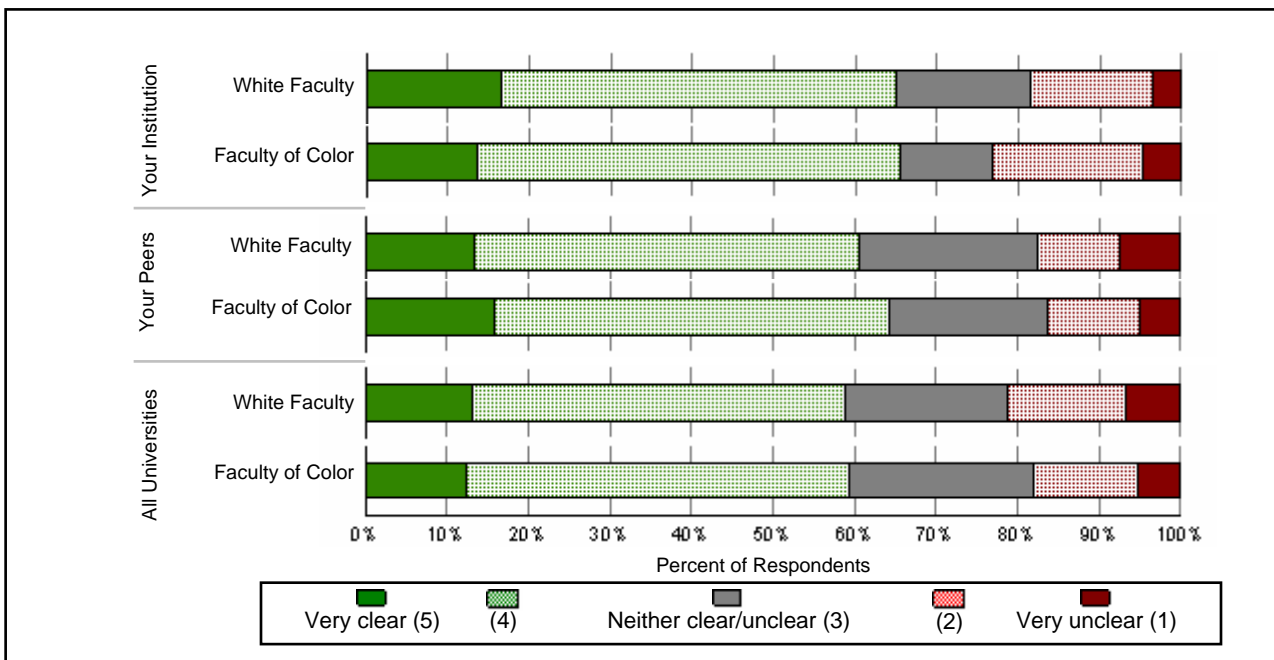
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 81st percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.593	1.0585	0.1110	3.373 to 3.814	3.514	1.0657	0.2512	2.984 to 4.044
Faculty at Peer 1	3.788	0.8977	0.1309	3.525 to 4.052	4.070	0.8319	0.2018	3.642 to 4.498
... Peer 2	3.490	1.1248	0.1010	3.290 to 3.690	3.253	1.2222	0.1802	2.890 to 3.616
... Peer 3	3.606	1.0410	0.1472	3.310 to 3.902	3.621	0.9846	0.2259	3.146 to 4.095
... Peer 4	3.003	1.2068	0.0912	2.823 to 3.183	3.235	0.9750	0.1209	2.993 to 3.476
... Peer 5	3.559	0.9285	0.0910	3.379 to 3.740	3.764	0.8716	0.1414	3.478 to 4.051
Your Peers (n=5)	3.489	0.2626	0.1174	3.163 to 3.815	3.589	0.3168	0.1417	3.195 to 3.982
All Universities (n=37)	3.424	0.2145	0.0353	3.352 to 3.495	3.511	0.2796	0.0460	3.418 to 3.605



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

OVERALL RESULTS

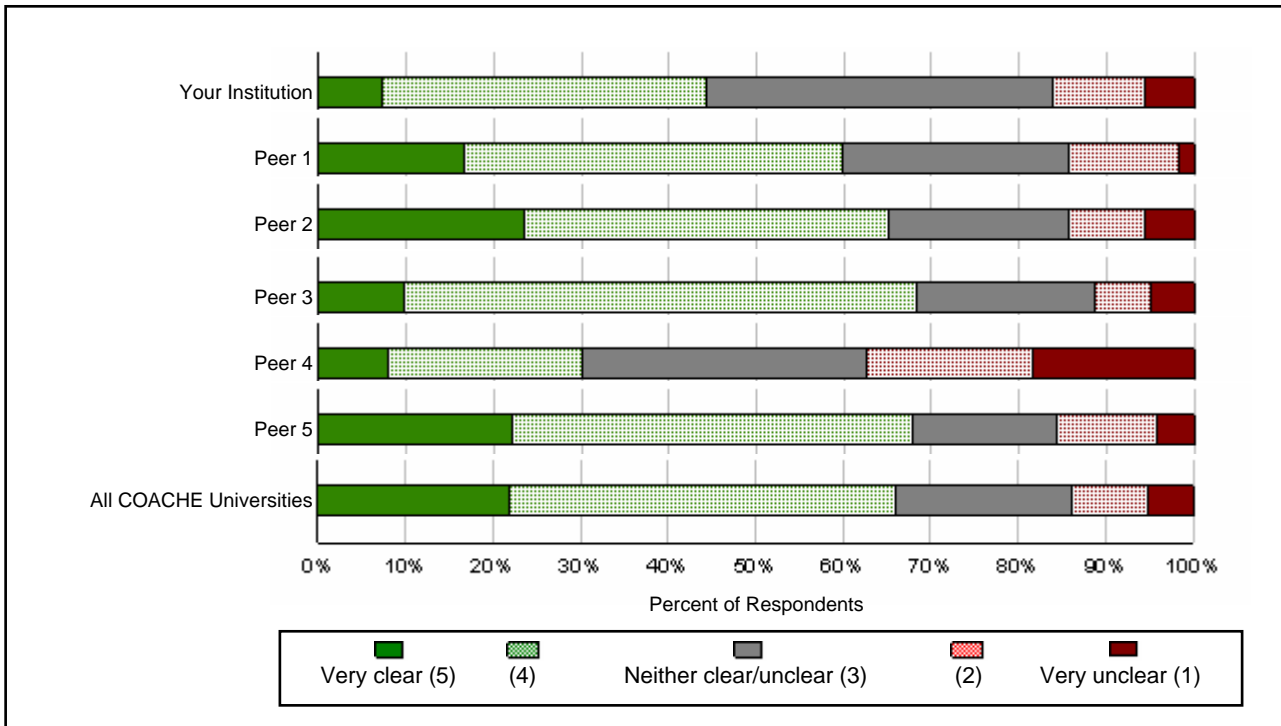
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 5th percentile on clarity of their own prospects for earning tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.297	0.9423	0.0915	3.115 to 3.478
Faculty at Peer 1	3.605	0.9618	0.1263	3.352 to 3.858
... Peer 2	3.686	1.0807	0.0836	3.521 to 3.851
... Peer 3	3.618	0.9179	0.1121	3.394 to 3.842
... Peer 4	2.822	1.1950	0.0776	2.669 to 2.975
... Peer 5	3.701	1.0520	0.0883	3.526 to 3.875
Your Peers (n=5)	3.486	0.3344	0.1495	3.071 to 3.901
All Universities (n=37)	3.706	0.2443	0.0402	3.624 to 3.787



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

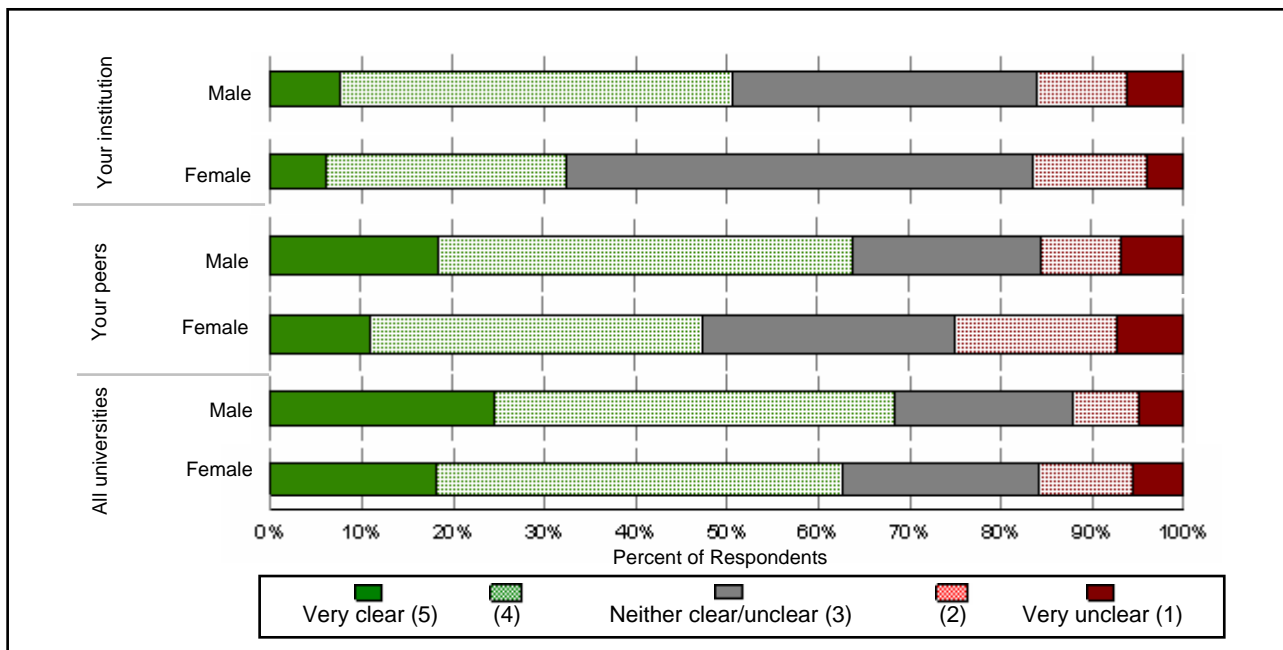
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 8th percentile on clarity of their own prospects for earning tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 8th percentile on clarity of their own prospects for earning tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.360	0.9819	0.1278	3.104 to 3.616	3.179	0.8829	0.1288	2.920 to 3.438
Faculty at Peer 1	3.780	0.9138	0.1410	3.495 to 4.064	3.194	0.9499	0.2375	2.688 to 3.700
... Peer 2	3.699	1.1394	0.1181	3.465 to 3.934	3.664	1.0015	0.1164	3.432 to 3.896
... Peer 3	3.822	0.8426	0.1332	3.552 to 4.091	3.239	0.9162	0.1763	2.877 to 3.602
... Peer 4	2.924	1.1885	0.1015	2.723 to 3.125	2.622	1.1803	0.1180	2.388 to 2.856
... Peer 5	3.779	1.0262	0.1177	3.545 to 4.014	3.589	1.0714	0.1319	3.326 to 3.853
Your Peers (n=5)	3.601	0.3406	0.1523	3.178 to 4.024	3.262	0.3698	0.1654	2.803 to 3.721
All Universities (n=37)	3.782	0.2619	0.0431	3.695 to 3.870	3.592	0.3081	0.0507	3.489 to 3.695



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

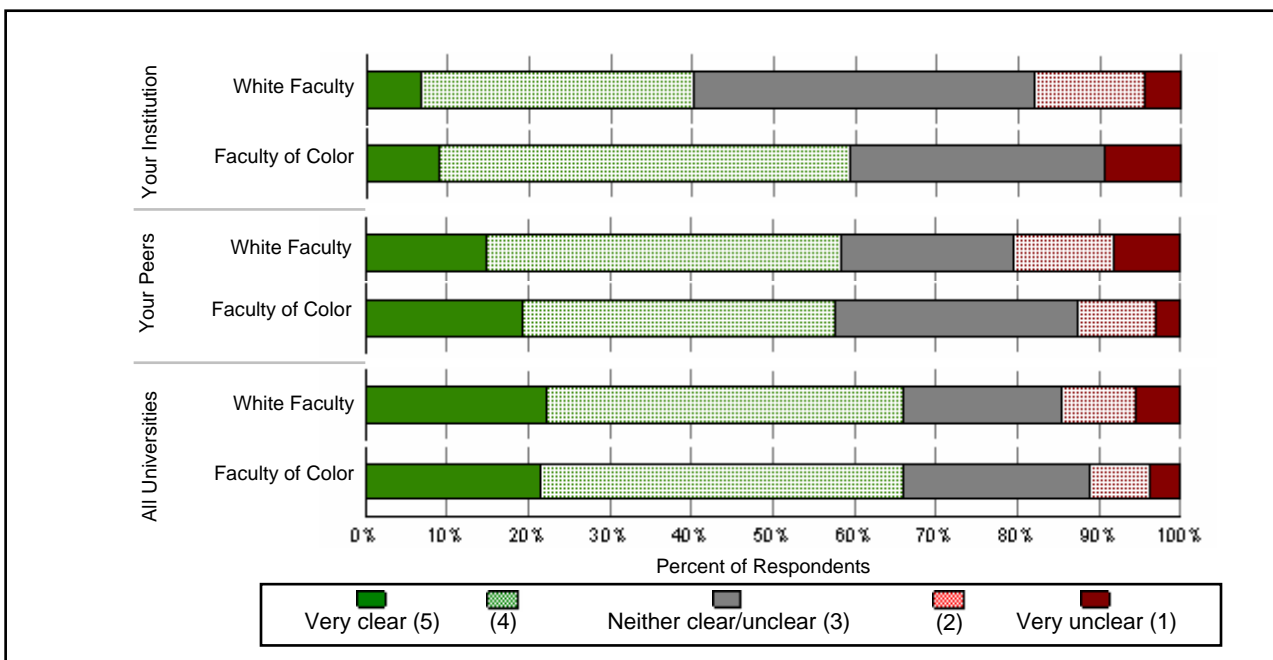
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 5th percentile on clarity of their own prospects for earning tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on clarity of their own prospects for earning tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.245	0.9260	0.0987	3.049 to 3.441	3.492	1.0077	0.2375	2.991 to 3.993
Faculty at Peer 1	3.467	0.9571	0.1477	3.169 to 3.765	3.991	0.8660	0.2165	3.530 to 4.453
... Peer 2	3.675	1.0592	0.0959	3.485 to 3.865	3.719	1.1331	0.1689	3.378 to 4.059
... Peer 3	3.697	0.9647	0.1392	3.417 to 3.977	3.352	0.7293	0.1673	3.000 to 3.703
... Peer 4	2.740	1.2266	0.0927	2.557 to 2.923	3.114	1.0606	0.1347	2.845 to 3.384
... Peer 5	3.647	1.1110	0.1089	3.431 to 3.863	3.878	0.8255	0.1339	3.606 to 4.149
Your Peers (n=5)	3.445	0.3620	0.1619	2.996 to 3.895	3.611	0.3291	0.1472	3.202 to 4.019
All Universities (n=37)	3.698	0.2428	0.0399	3.617 to 3.779	3.759	0.3195	0.0525	3.653 to 3.866



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

OVERALL RESULTS

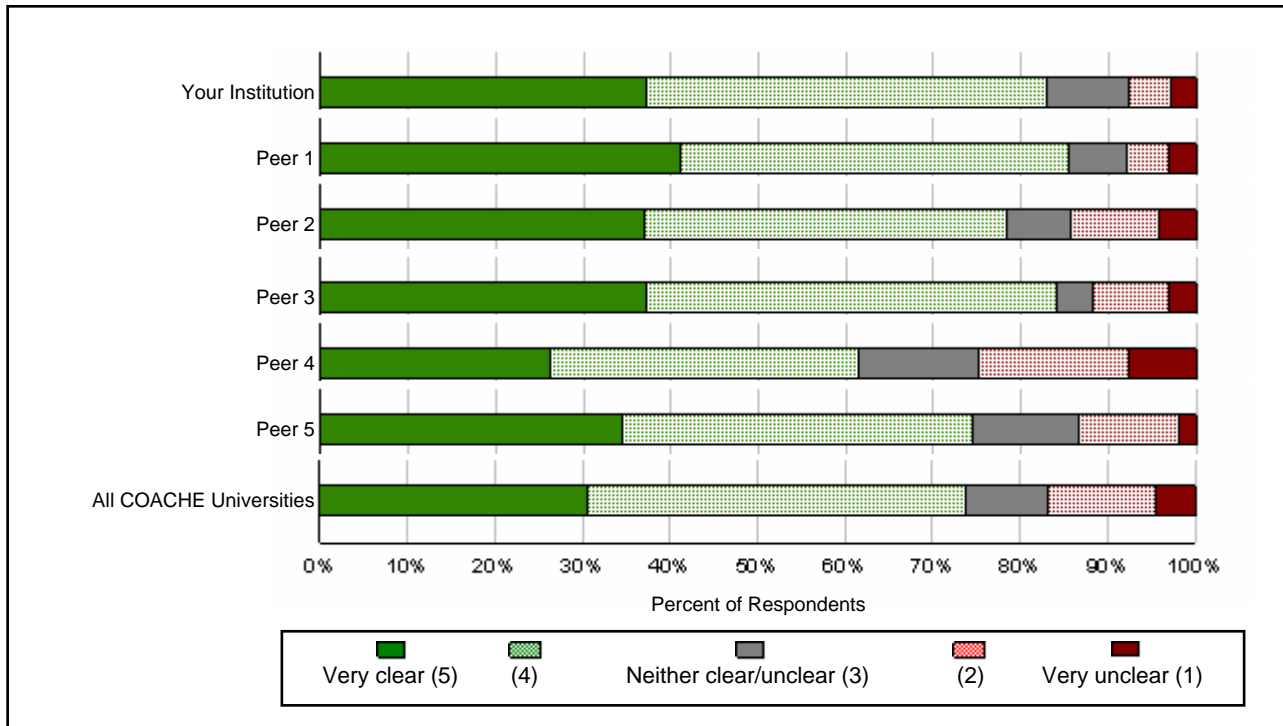
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	4.096	0.9683	0.0941	3.910 to 4.283
Faculty at Peer 1	4.155	0.9538	0.1183	3.918 to 4.391
... Peer 2	3.969	1.0686	0.0822	3.806 to 4.131
... Peer 3	4.063	1.0056	0.1211	3.822 to 4.305
... Peer 4	3.552	1.2656	0.0815	3.391 to 3.712
... Peer 5	3.936	1.0459	0.0875	3.763 to 4.109
Your Peers (n=5)	3.935	0.2063	0.0923	3.679 to 4.191
All Universities (n=37)	3.805	0.2509	0.0412	3.721 to 3.888



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

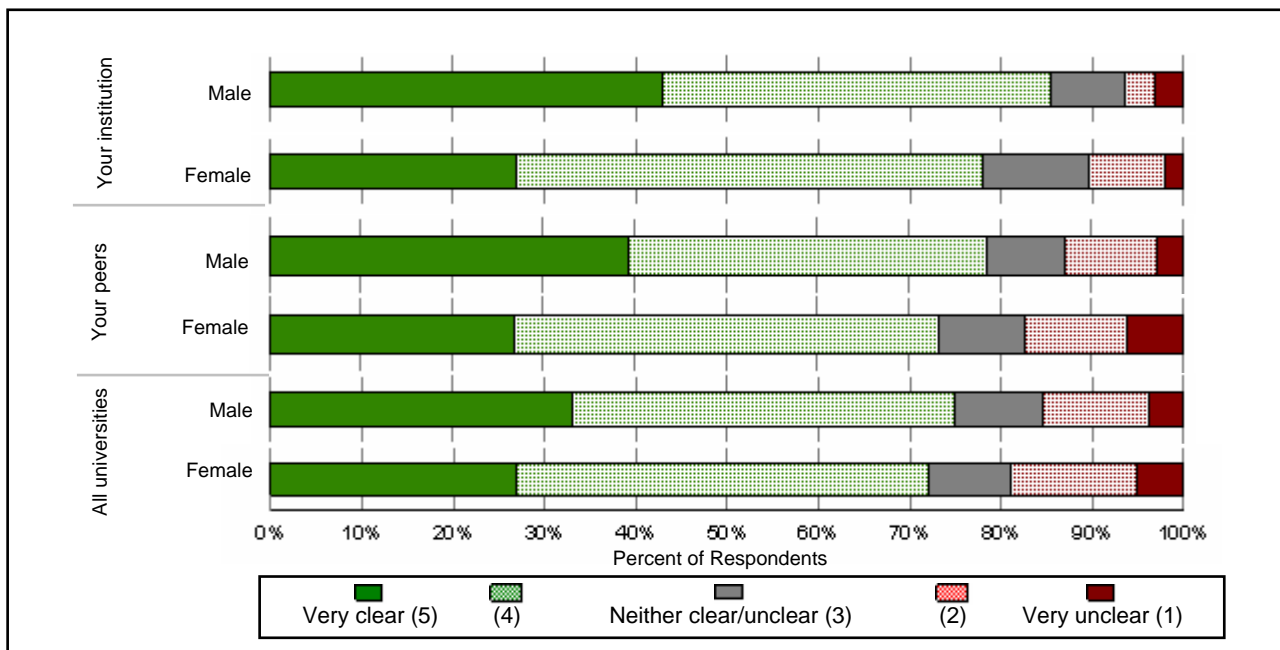
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on clarity of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on clarity of the expectations for performance as a scholar.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.189	0.9651	0.1256	3.938 to 4.441	3.923	0.9544	0.1392	3.643 to 4.204
Faculty at Peer 1	4.334	0.8433	0.1257	4.081 to 4.588	3.792	1.0770	0.2408	3.288 to 4.296
... Peer 2	3.877	1.1533	0.1196	3.640 to 4.115	4.120	0.9326	0.1070	3.907 to 4.333
... Peer 3	4.234	0.9774	0.1508	3.929 to 4.539	3.730	0.9658	0.1859	3.348 to 4.112
... Peer 4	3.637	1.1996	0.1017	3.435 to 3.838	3.386	1.3361	0.1323	3.124 to 3.649
... Peer 5	4.030	0.9222	0.1065	3.817 to 4.242	3.808	1.1537	0.1399	3.529 to 4.087
Your Peers (n=5)	4.022	0.2498	0.1117	3.712 to 4.332	3.767	0.2337	0.1045	3.477 to 4.057
All Universities (n=37)	3.862	0.2689	0.0442	3.772 to 3.952	3.718	0.2599	0.0427	3.631 to 3.805



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

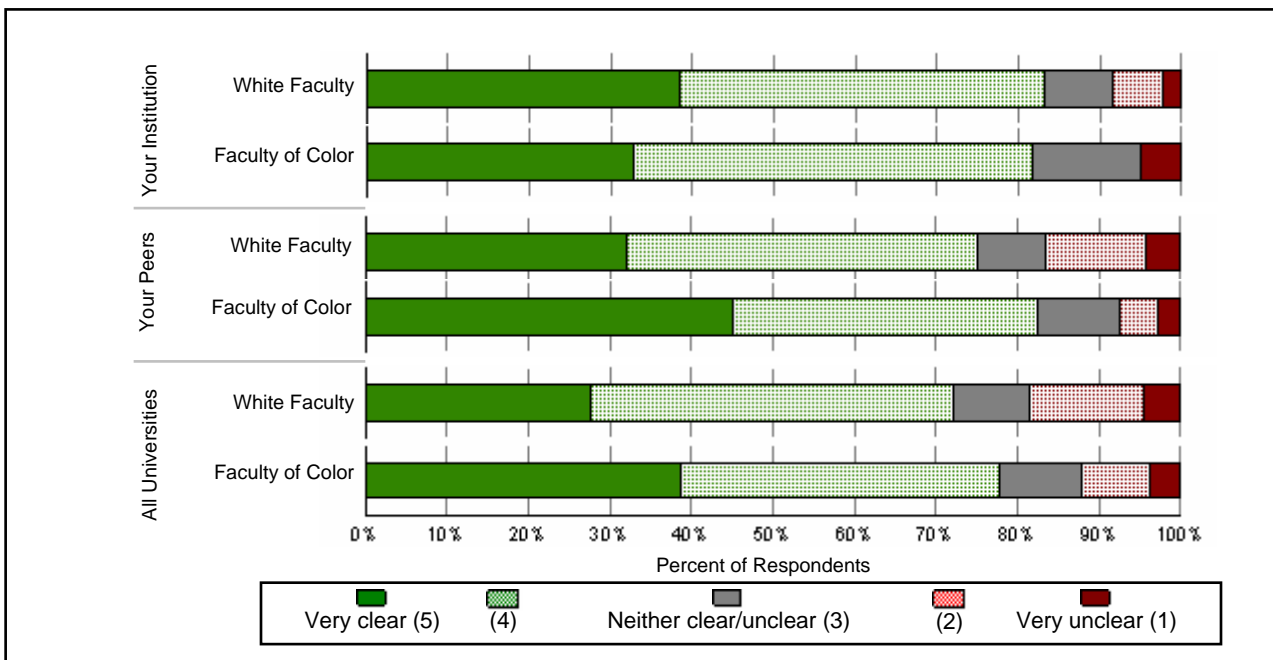
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on clarity of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on clarity of the expectations for performance as a scholar.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.109	0.9557	0.1013	3.908 to 4.310	4.045	1.0290	0.2496	3.516 to 4.574
Faculty at Peer 1	4.033	1.0198	0.1472	3.737 to 4.329	4.522	0.6056	0.1469	4.210 to 4.833
... Peer 2	3.896	1.0833	0.0977	3.702 to 4.089	4.176	0.9981	0.1472	3.880 to 4.473
... Peer 3	3.962	1.0471	0.1481	3.665 to 4.260	4.416	0.8085	0.1855	4.026 to 4.806
... Peer 4	3.517	1.2881	0.0971	3.326 to 3.709	3.669	1.1986	0.1487	3.372 to 3.966
... Peer 5	3.890	1.0995	0.1068	3.679 to 4.102	4.092	0.8435	0.1387	3.810 to 4.373
Your Peers (n=5)	3.860	0.1788	0.0800	3.638 to 4.082	4.175	0.2973	0.1330	3.806 to 4.544
All Universities (n=37)	3.740	0.2341	0.0385	3.662 to 3.818	4.002	0.3625	0.0596	3.881 to 4.123



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

OVERALL RESULTS

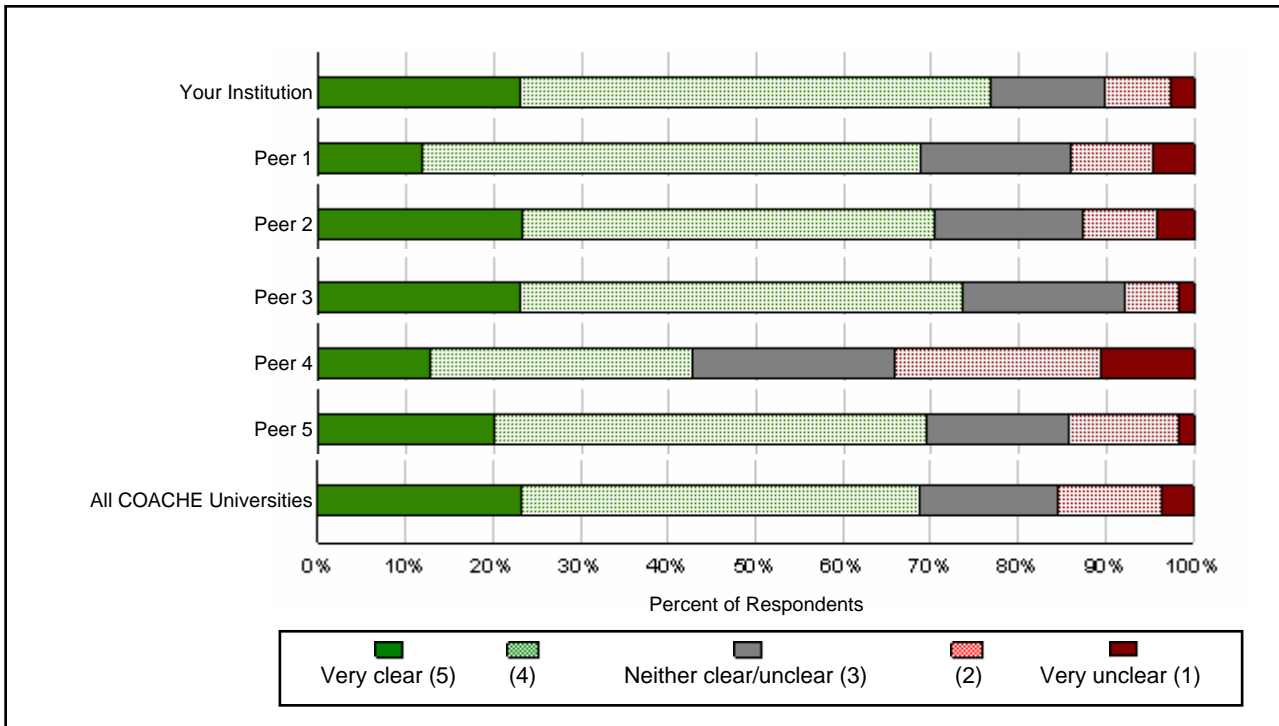
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on clarity of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.872	0.9265	0.0904	3.693 to 4.051
Faculty at Peer 1	3.619	0.9698	0.1203	3.378 to 3.859
... Peer 2	3.767	1.0391	0.0802	3.609 to 3.925
... Peer 3	3.869	0.9002	0.1084	3.653 to 4.085
... Peer 4	3.107	1.2177	0.0788	2.952 to 3.262
... Peer 5	3.736	0.9642	0.0806	3.577 to 3.895
Your Peers (n=5)	3.620	0.2684	0.1200	3.286 to 3.953
All Universities (n=37)	3.773	0.2019	0.0332	3.705 to 3.840



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

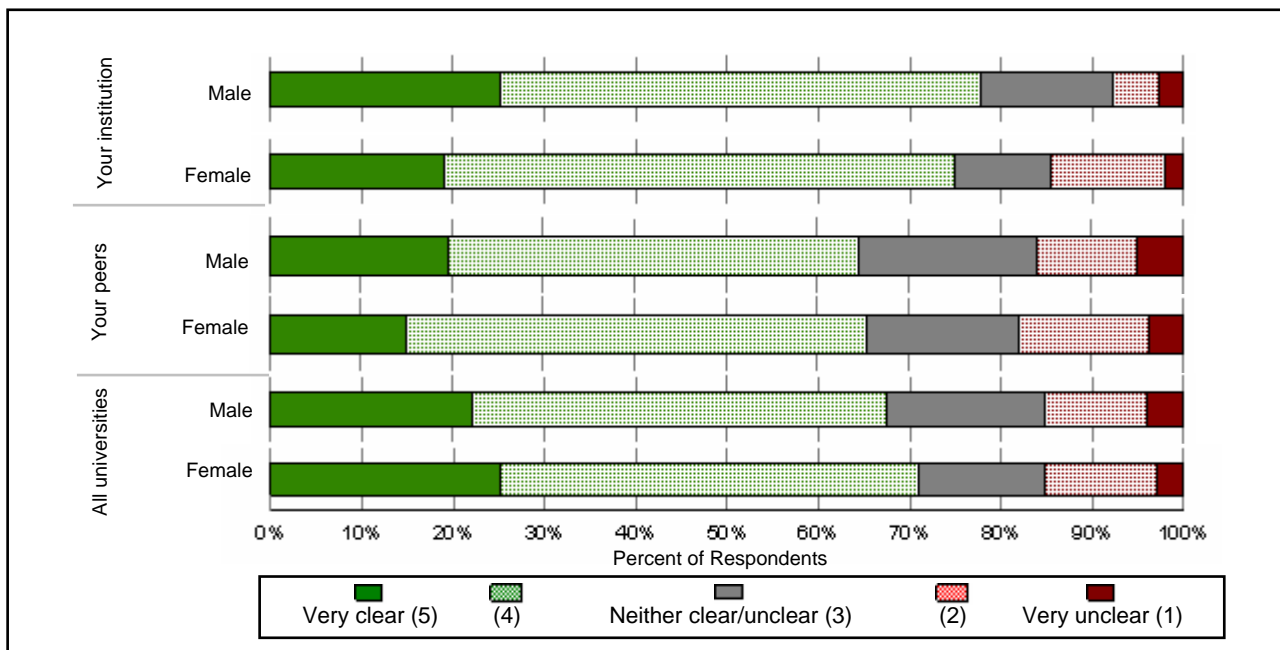
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on clarity of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on clarity of the expectations for performance as a teacher.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.925	0.8719	0.1135	3.697 to 4.152	3.771	0.9821	0.1448	3.480 to 4.063
Faculty at Peer 1	3.607	1.0174	0.1517	3.301 to 3.912	3.643	0.8529	0.1907	3.244 to 4.042
... Peer 2	3.714	1.0487	0.1087	3.498 to 3.930	3.856	1.0247	0.1183	3.620 to 4.091
... Peer 3	4.046	0.8861	0.1367	3.770 to 4.322	3.523	0.8331	0.1603	3.194 to 3.853
... Peer 4	3.120	1.1804	0.1001	2.922 to 3.318	3.081	1.2669	0.1267	2.830 to 3.333
... Peer 5	3.669	0.9955	0.1149	3.440 to 3.898	3.827	0.9226	0.1119	3.604 to 4.050
Your Peers (n=5)	3.631	0.2973	0.1330	3.262 to 4.000	3.586	0.2803	0.1253	3.238 to 3.934
All Universities (n=37)	3.740	0.2291	0.0377	3.664 to 3.817	3.810	0.2463	0.0405	3.728 to 3.892



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

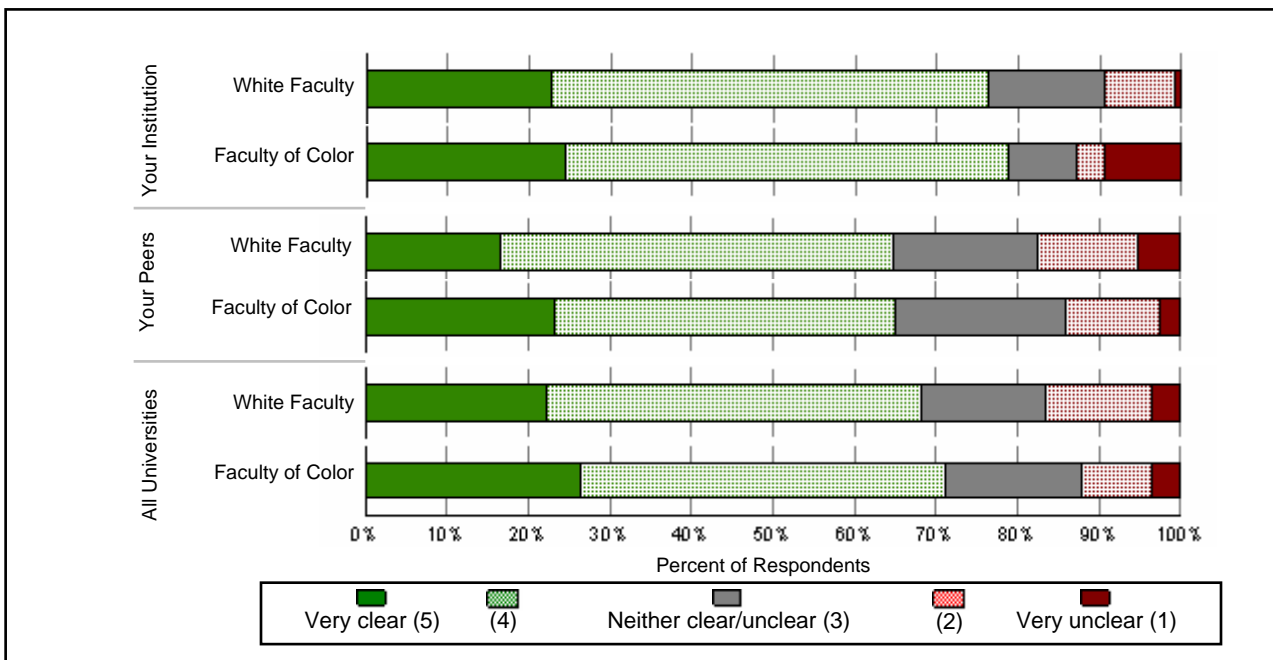
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on clarity of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 46th percentile on clarity of the expectations for performance as a teacher.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.887	0.9022	0.0962	3.696 to 4.079	3.809	1.0424	0.2528	3.273 to 4.345
Faculty at Peer 1	3.589	0.9538	0.1377	3.312 to 3.866	3.706	1.0017	0.2430	3.191 to 4.221
... Peer 2	3.701	1.0688	0.0968	3.509 to 3.893	3.953	0.9315	0.1373	3.677 to 4.230
... Peer 3	3.932	0.8775	0.1241	3.683 to 4.182	3.648	0.9297	0.2133	3.200 to 4.096
... Peer 4	3.085	1.2322	0.0931	2.902 to 3.269	3.181	1.1755	0.1469	2.887 to 3.475
... Peer 5	3.637	0.9634	0.0936	3.452 to 3.823	4.076	0.8988	0.1478	3.776 to 4.375
Your Peers (n=5)	3.589	0.2780	0.1243	3.244 to 3.934	3.713	0.3087	0.1381	3.330 to 4.096
All Universities (n=37)	3.733	0.2122	0.0349	3.662 to 3.803	3.874	0.3137	0.0516	3.770 to 3.979



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

OVERALL RESULTS

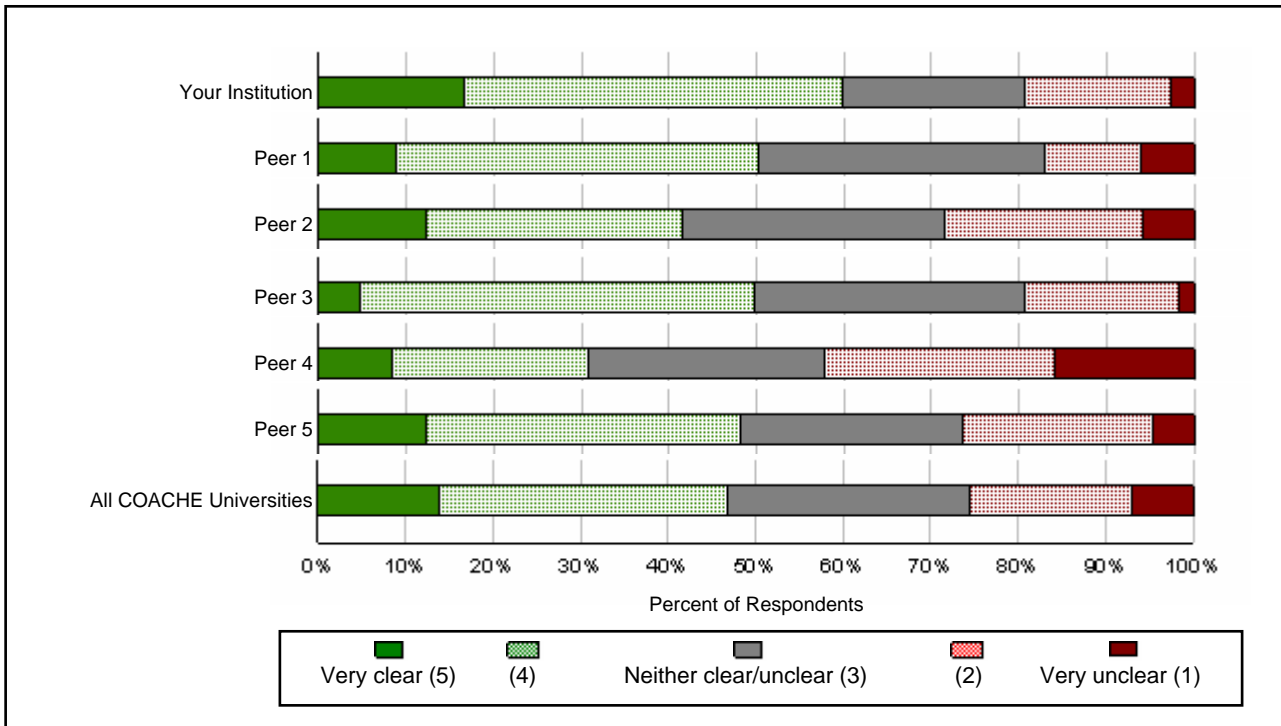
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 84th percentile on clarity of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.545	1.0280	0.1008	3.346 to 3.745
Faculty at Peer 1	3.356	1.0011	0.1242	3.108 to 3.604
... Peer 2	3.194	1.0949	0.0852	3.025 to 3.362
... Peer 3	3.335	0.8812	0.1077	3.120 to 3.550
... Peer 4	2.811	1.1915	0.0776	2.658 to 2.964
... Peer 5	3.294	1.0775	0.0911	3.114 to 3.474
Your Peers (n=5)	3.198	0.2013	0.0900	2.948 to 3.448
All Universities (n=37)	3.338	0.2084	0.0343	3.269 to 3.408



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

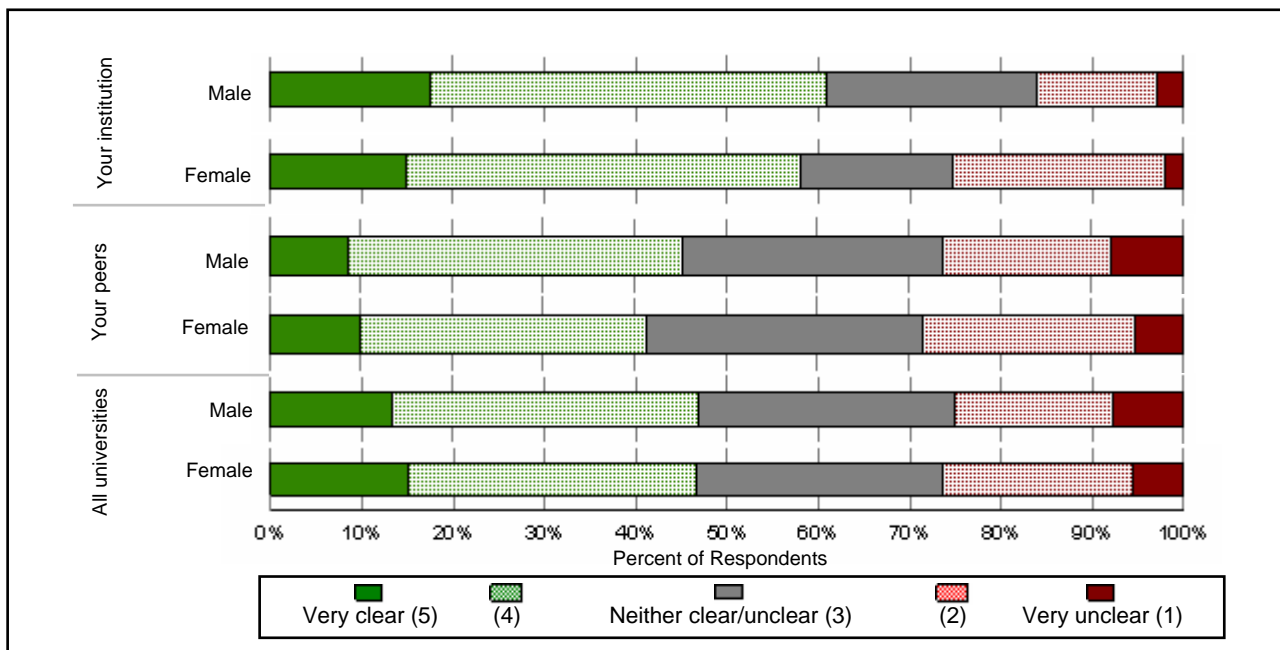
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on clarity of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 65th percentile on clarity of the expectations for performance as a student advisor.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.594	0.9815	0.1289	3.336 to 3.852	3.454	1.0765	0.1587	3.134 to 3.774
Faculty at Peer 1	3.361	1.0174	0.1517	3.055 to 3.666	3.345	0.9631	0.2153	2.895 to 3.796
... Peer 2	3.149	1.1251	0.1179	2.914 to 3.383	3.268	1.0561	0.1228	3.023 to 3.513
... Peer 3	3.444	0.8768	0.1353	3.171 to 3.717	3.102	0.8447	0.1689	2.754 to 3.451
... Peer 4	2.858	1.2032	0.1032	2.654 to 3.062	2.719	1.1687	0.1169	2.487 to 2.951
... Peer 5	3.173	1.0593	0.1240	2.926 to 3.420	3.457	1.0829	0.1323	3.192 to 3.721
Your Peers (n=5)	3.197	0.2028	0.0907	2.945 to 3.449	3.178	0.2569	0.1149	2.859 to 3.497
All Universities (n=37)	3.319	0.2397	0.0394	3.239 to 3.399	3.357	0.2504	0.0412	3.274 to 3.441



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

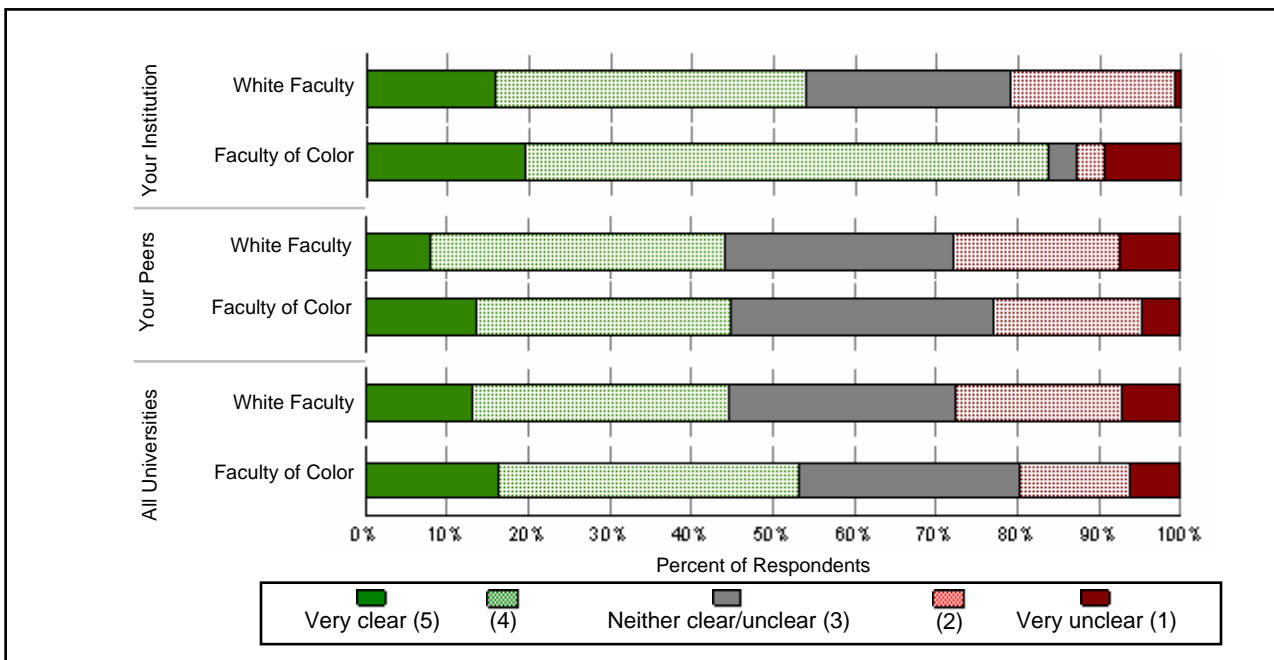
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th percentile on clarity of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 76th percentile on clarity of the expectations for performance as a student advisor.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.479	1.0265	0.1101	3.260 to 3.698	3.809	0.9843	0.2387	3.303 to 4.315
Faculty at Peer 1	3.318	1.0238	0.1478	3.020 to 3.615	3.470	0.9151	0.2219	3.000 to 3.940
... Peer 2	3.114	1.0752	0.0986	2.919 to 3.309	3.412	1.1146	0.1643	3.081 to 3.743
... Peer 3	3.393	0.8809	0.1272	3.137 to 3.649	3.138	0.8519	0.1954	2.727 to 3.549
... Peer 4	2.775	1.1897	0.0902	2.597 to 2.953	2.936	1.1928	0.1515	2.633 to 3.239
... Peer 5	3.216	1.0624	0.1037	3.011 to 3.422	3.579	1.0744	0.1816	3.210 to 3.948
Your Peers (n=5)	3.163	0.2155	0.0964	2.896 to 3.431	3.307	0.2356	0.1054	3.015 to 3.600
All Universities (n=37)	3.263	0.1971	0.0324	3.198 to 3.329	3.510	0.3463	0.0569	3.394 to 3.625



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

OVERALL RESULTS

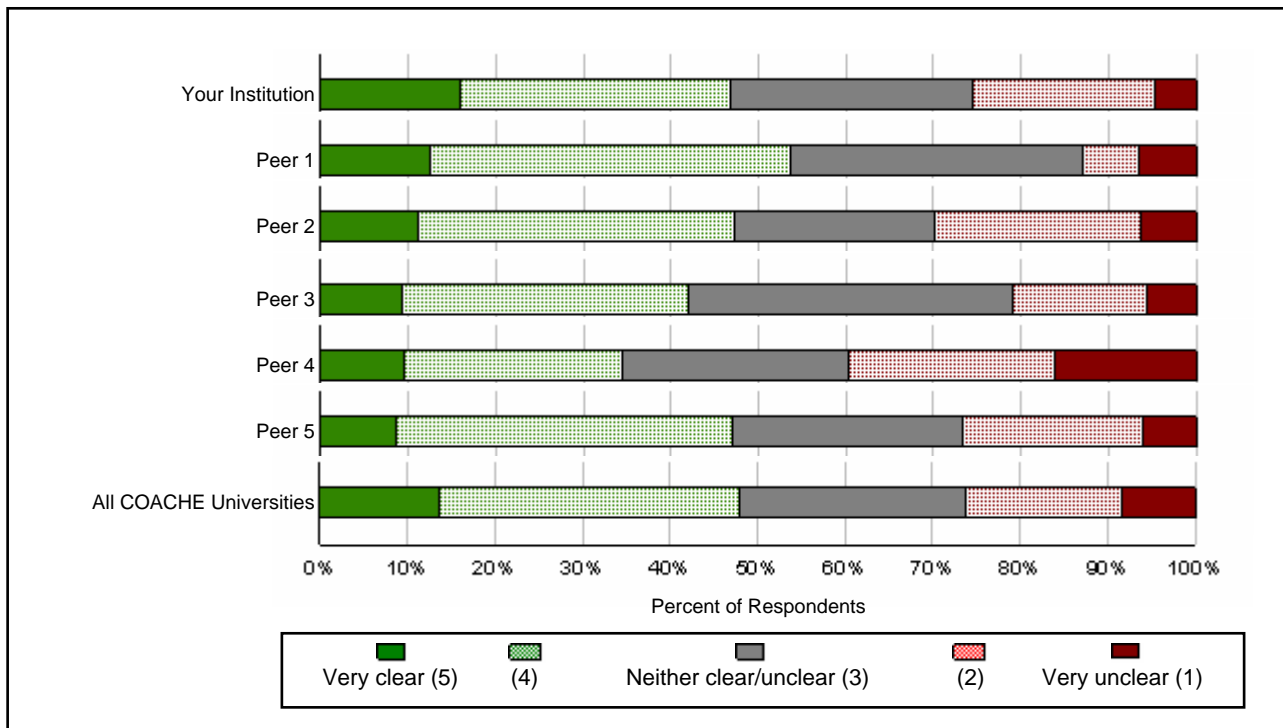
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 54th percentile on clarity of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.325	1.1132	0.1092	3.109 to 3.542
Faculty at Peer 1	3.466	0.9939	0.1233	3.220 to 3.713
... Peer 2	3.222	1.1111	0.0857	3.053 to 3.391
... Peer 3	3.249	1.0053	0.1210	3.007 to 3.490
... Peer 4	2.881	1.2203	0.0793	2.725 to 3.038
... Peer 5	3.230	1.0627	0.0892	3.054 to 3.406
Your Peers (n=5)	3.210	0.1874	0.0838	2.977 to 3.442
All Universities (n=37)	3.327	0.1899	0.0312	3.264 to 3.391



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

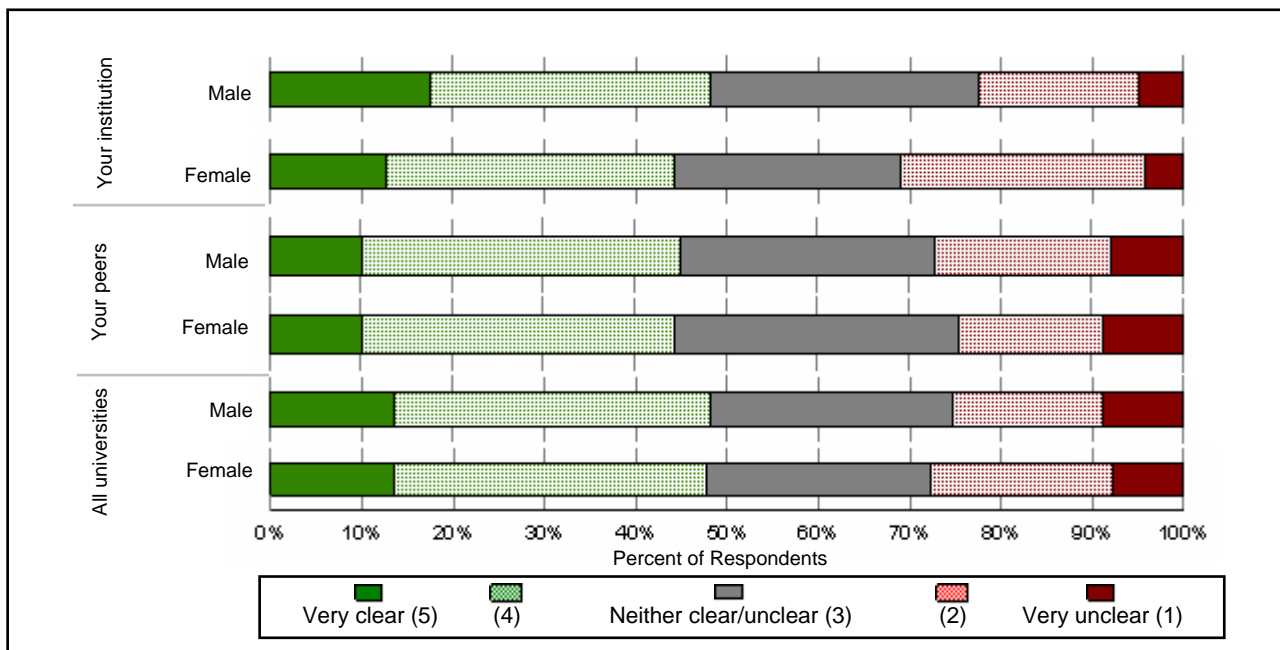
Among all universities:

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

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.384	1.1132	0.1462	3.091 to 3.677	3.215	1.1070	0.1632	2.886 to 3.544
Faculty at Peer 1	3.480	0.9339	0.1392	3.200 to 3.761	3.438	1.1169	0.2497	2.915 to 3.960
... Peer 2	3.112	1.1415	0.1190	2.875 to 3.348	3.401	1.0546	0.1210	3.160 to 3.642
... Peer 3	3.310	1.0302	0.1590	2.989 to 3.631	3.129	0.9558	0.1839	2.751 to 3.507
... Peer 4	2.928	1.2510	0.1069	2.717 to 3.140	2.790	1.1712	0.1171	2.557 to 3.022
... Peer 5	3.176	1.0740	0.1248	2.927 to 3.425	3.303	1.0468	0.1269	3.049 to 3.556
Your Peers (n=5)	3.201	0.1860	0.0832	2.970 to 3.432	3.212	0.2367	0.1058	2.918 to 3.506
All Universities (n=37)	3.337	0.2298	0.0378	3.260 to 3.413	3.311	0.2087	0.0343	3.241 to 3.380



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

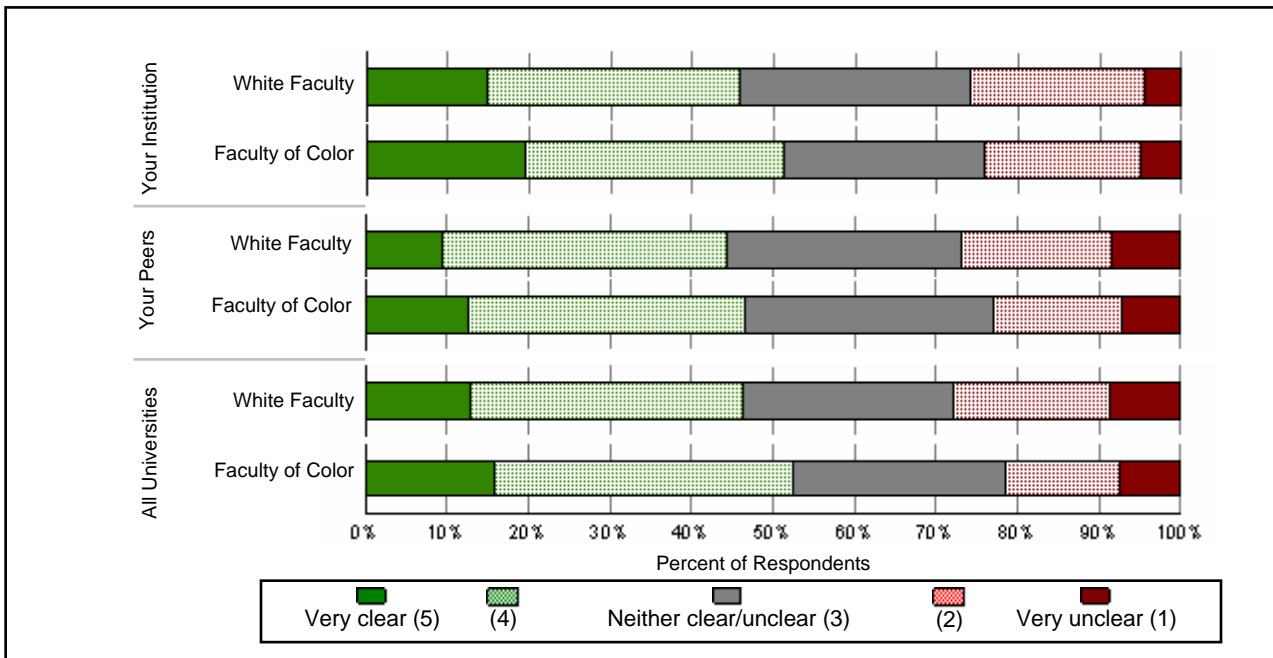
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th percentile on clarity of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 43rd percentile on clarity of the expectations for performance as a department colleague.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.303	1.1050	0.1185	3.067 to 3.538	3.414	1.1437	0.2774	2.826 to 4.002
Faculty at Peer 1	3.422	0.9538	0.1377	3.145 to 3.699	3.598	1.0815	0.2623	3.042 to 4.154
... Peer 2	3.176	1.1157	0.1010	2.976 to 3.376	3.352	1.0776	0.1589	3.032 to 3.672
... Peer 3	3.331	1.0088	0.1427	3.044 to 3.618	2.962	0.9444	0.2167	2.507 to 3.417
... Peer 4	2.857	1.2257	0.0929	2.673 to 3.040	2.967	1.2047	0.1518	2.663 to 3.270
... Peer 5	3.133	1.0822	0.1051	2.925 to 3.342	3.572	0.9242	0.1540	3.259 to 3.885
Your Peers (n=5)	3.184	0.1940	0.0867	2.943 to 3.425	3.290	0.2795	0.1250	2.943 to 3.637
All Universities (n=37)	3.255	0.1718	0.0282	3.198 to 3.312	3.486	0.3318	0.0545	3.375 to 3.596



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

OVERALL RESULTS

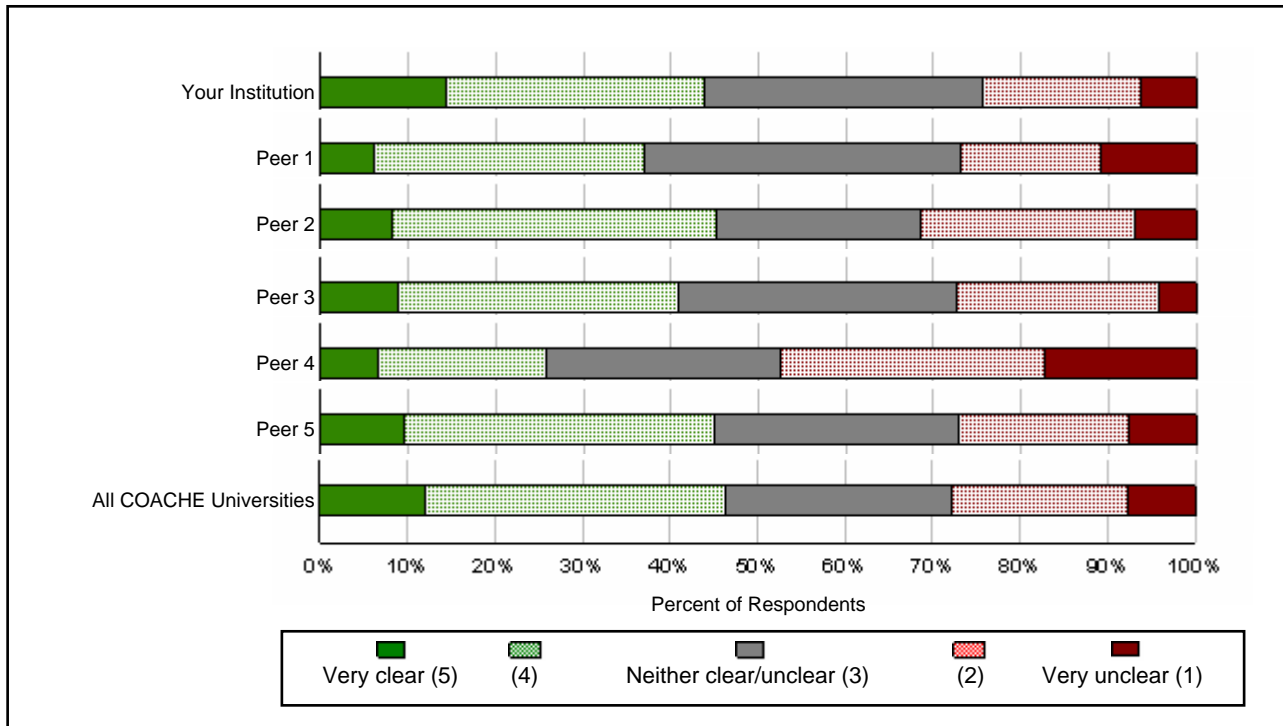
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 57th percentile on clarity of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.274	1.1071	0.1102	3.056 to 3.493
Faculty at Peer 1	3.052	1.0652	0.1321	2.788 to 3.316
... Peer 2	3.149	1.1051	0.0855	2.980 to 3.318
... Peer 3	3.180	1.0254	0.1234	2.934 to 3.426
... Peer 4	2.675	1.1569	0.0753	2.526 to 2.823
... Peer 5	3.196	1.0820	0.0908	3.016 to 3.375
Your Peers (n=5)	3.050	0.1943	0.0869	2.809 to 3.291
All Universities (n=37)	3.277	0.2113	0.0347	3.206 to 3.347



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

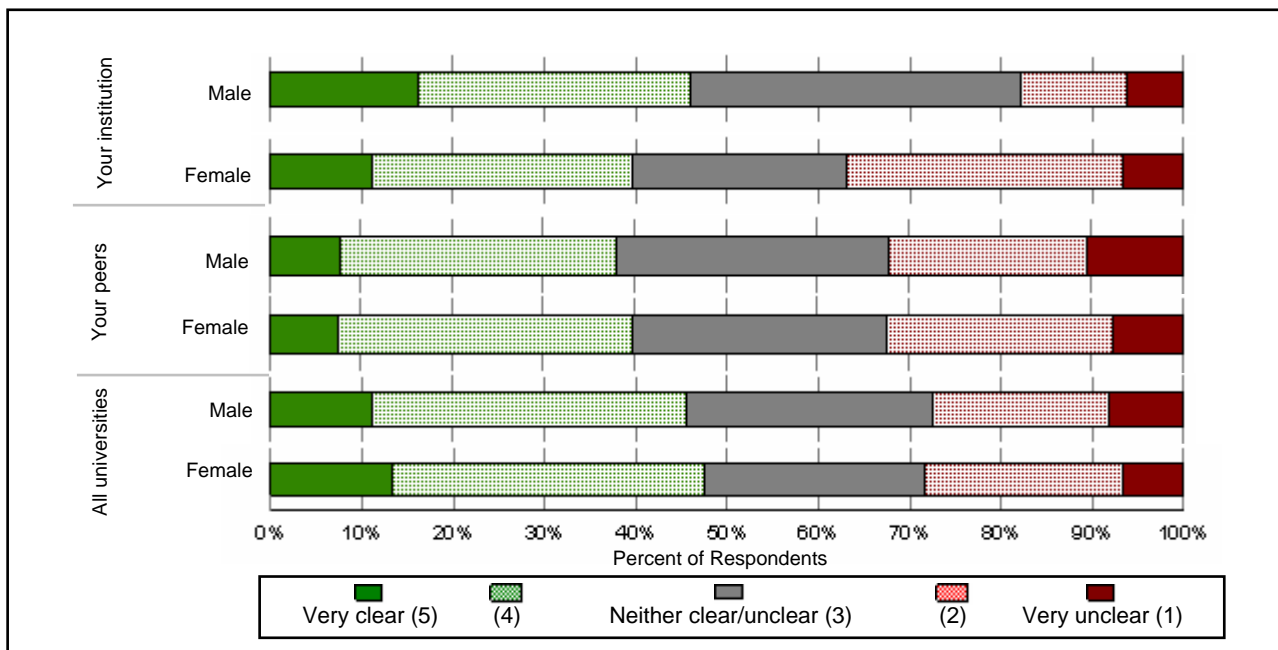
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on clarity of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.380	1.0573	0.1400	3.099 to 3.660	3.071	1.1445	0.1725	2.724 to 3.419
Faculty at Peer 1	3.008	1.0433	0.1555	2.694 to 3.321	3.140	1.1079	0.2477	2.622 to 3.659
... Peer 2	3.061	1.1256	0.1180	2.827 to 3.295	3.292	1.0744	0.1232	3.047 to 3.538
... Peer 3	3.279	1.0704	0.1652	2.946 to 3.613	2.985	0.9222	0.1775	2.621 to 3.350
... Peer 4	2.698	1.1773	0.1006	2.499 to 2.897	2.628	1.1255	0.1131	2.404 to 2.852
... Peer 5	3.105	1.1265	0.1310	2.844 to 3.366	3.318	1.0210	0.1238	3.070 to 3.565
Your Peers (n=5)	3.030	0.1894	0.0847	2.795 to 3.265	3.073	0.2522	0.1128	2.760 to 3.386
All Universities (n=37)	3.269	0.2661	0.0437	3.181 to 3.358	3.287	0.2158	0.0355	3.215 to 3.359



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

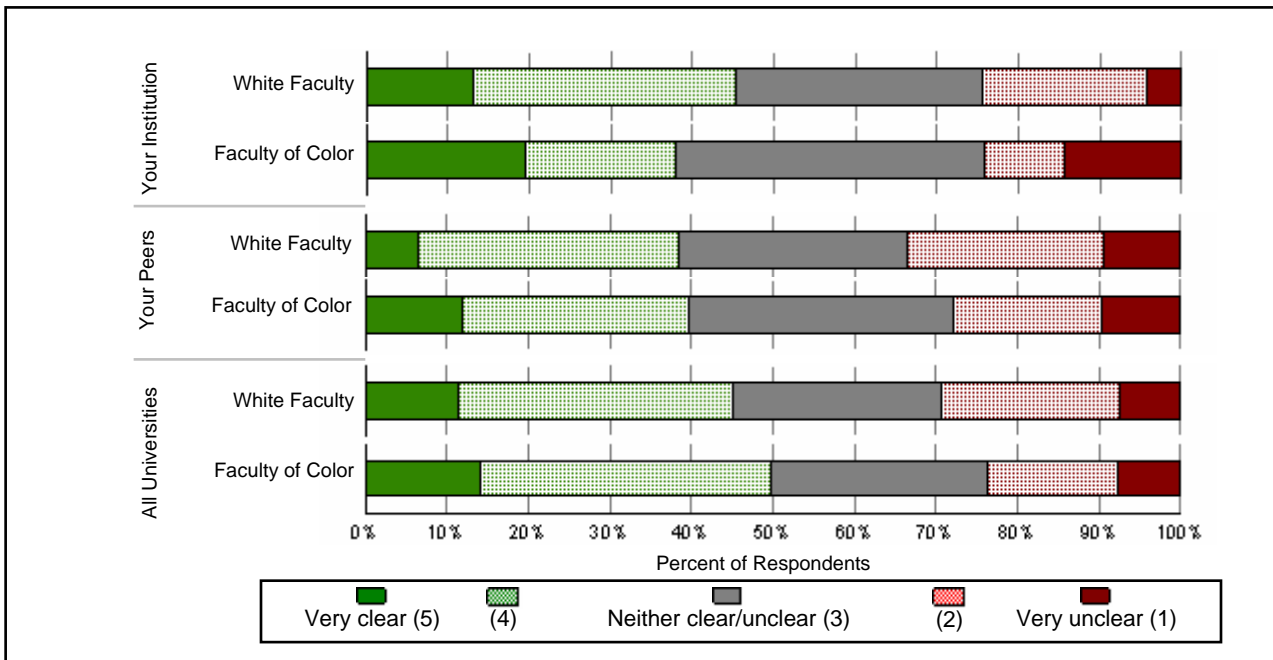
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on clarity of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 24th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.297	1.0840	0.1183	3.062 to 3.533	3.185	1.2141	0.2945	2.561 to 3.810
Faculty at Peer 1	3.030	1.0506	0.1516	2.725 to 3.335	3.118	1.0973	0.2661	2.553 to 3.682
... Peer 2	3.066	1.0713	0.0970	2.874 to 3.258	3.386	1.1738	0.1750	3.034 to 3.739
... Peer 3	3.258	0.9912	0.1402	2.976 to 3.539	2.909	1.0709	0.2457	2.393 to 3.425
... Peer 4	2.632	1.1625	0.0884	2.458 to 2.807	2.820	1.1369	0.1432	2.534 to 3.107
... Peer 5	3.117	1.0668	0.1036	2.911 to 3.322	3.474	1.0668	0.1778	3.113 to 3.835
Your Peers (n=5)	3.021	0.2090	0.0934	2.761 to 3.280	3.141	0.2563	0.1146	2.823 to 3.460
All Universities (n=37)	3.225	0.2108	0.0347	3.155 to 3.295	3.386	0.2936	0.0483	3.288 to 3.483



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

OVERALL RESULTS

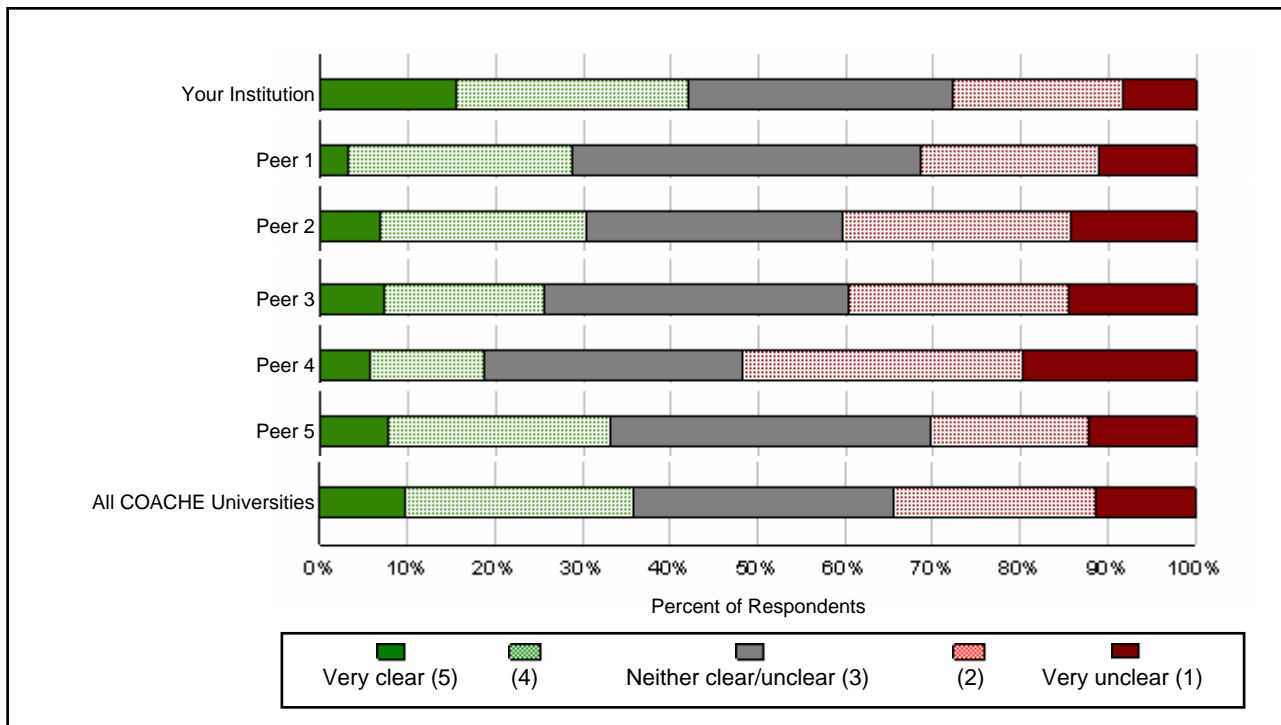
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.213	1.1565	0.1180	2.978 to 3.447
Faculty at Peer 1	2.894	1.0034	0.1245	2.645 to 3.142
... Peer 2	2.823	1.1362	0.0893	2.647 to 2.999
... Peer 3	2.785	1.1261	0.1366	2.512 to 3.057
... Peer 4	2.525	1.1175	0.0737	2.379 to 2.670
... Peer 5	2.982	1.1048	0.0947	2.794 to 3.169
Your Peers (n=5)	2.802	0.1538	0.0688	2.611 to 2.993
All Universities (n=37)	3.022	0.2015	0.0331	2.955 to 3.090



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

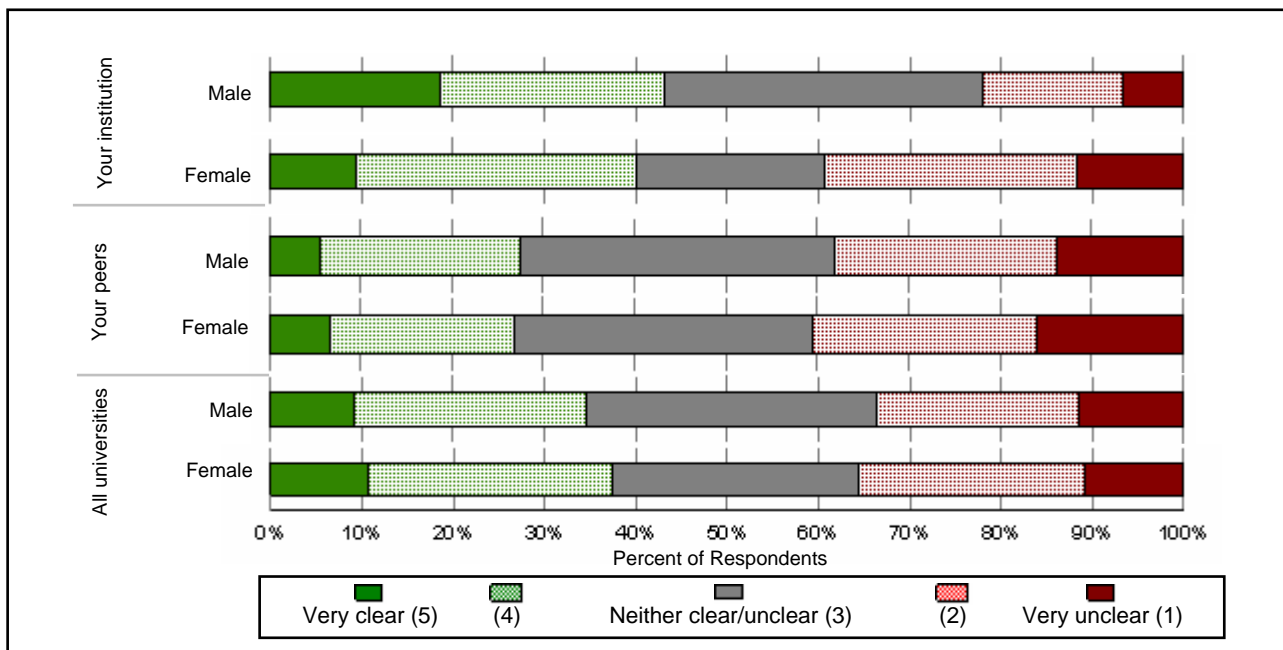
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th percentile on clarity of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 35th percentile on clarity of the expectations for performance as a community member.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.331	1.0957	0.1491	3.032 to 3.630	2.983	1.1952	0.1844	2.611 to 3.356
Faculty at Peer 1	2.895	0.9620	0.1434	2.606 to 3.184	2.890	1.0909	0.2439	2.380 to 3.401
... Peer 2	2.720	1.1844	0.1263	2.469 to 2.970	2.990	1.0696	0.1243	2.742 to 3.238
... Peer 3	2.955	1.0900	0.1682	2.615 to 3.295	2.438	1.1174	0.2191	1.987 to 2.890
... Peer 4	2.522	1.1106	0.0967	2.331 to 2.713	2.529	1.1267	0.1138	2.304 to 2.755
... Peer 5	2.971	1.0747	0.1275	2.716 to 3.225	2.996	1.1368	0.1410	2.714 to 3.278
Your Peers (n=5)	2.813	0.1704	0.0762	2.601 to 3.024	2.769	0.2374	0.1062	2.474 to 3.064
All Universities (n=37)	3.012	0.2645	0.0435	2.924 to 3.100	3.034	0.2090	0.0344	2.964 to 3.103



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

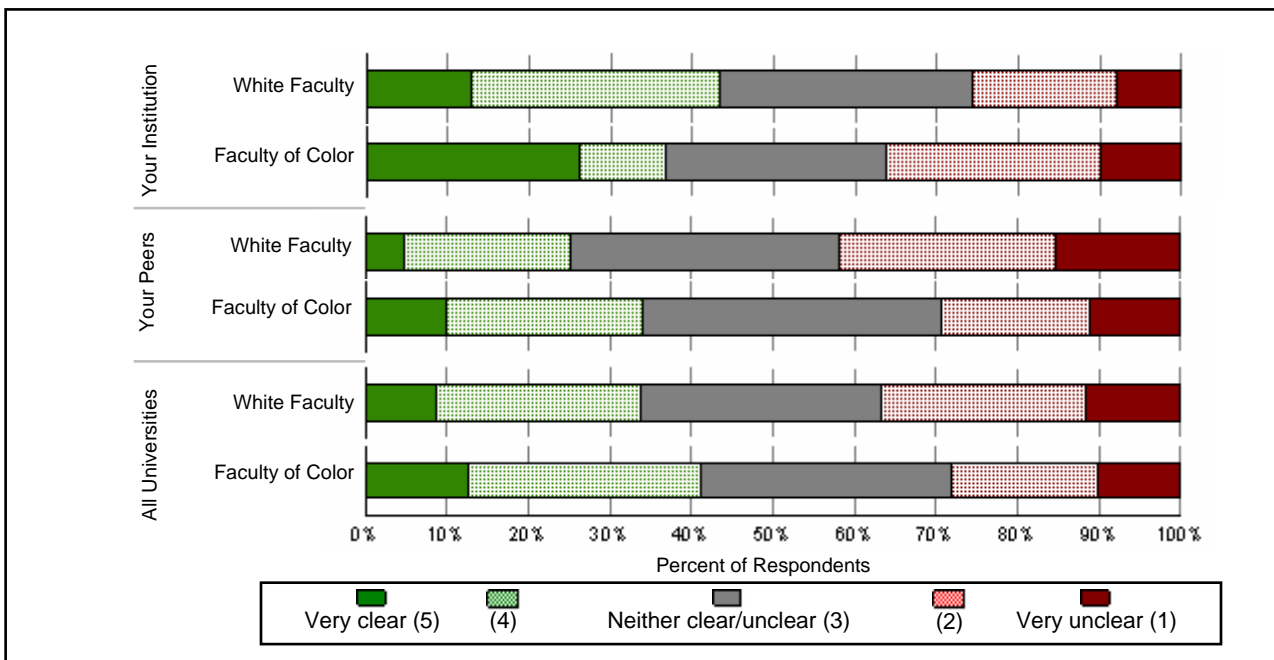
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on clarity of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 54th percentile on clarity of the expectations for performance as a community member.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.225	1.1446	0.1280	2.970 to 3.479	3.166	1.2103	0.3026	2.521 to 3.811
Faculty at Peer 1	2.879	0.9922	0.1432	2.591 to 3.167	2.937	1.0290	0.2496	2.408 to 3.466
... Peer 2	2.674	1.0671	0.0978	2.480 to 2.867	3.255	1.2071	0.1841	2.883 to 3.626
... Peer 3	2.750	1.1429	0.1633	2.422 to 3.078	2.904	1.0709	0.2457	2.388 to 3.421
... Peer 4	2.460	1.1257	0.0871	2.288 to 2.632	2.739	1.0784	0.1359	2.467 to 3.010
... Peer 5	2.880	1.1050	0.1100	2.662 to 3.098	3.330	1.0166	0.1718	2.980 to 3.679
Your Peers (n=5)	2.729	0.1557	0.0696	2.535 to 2.922	3.033	0.2234	0.0999	2.756 to 3.310
All Universities (n=37)	2.942	0.2076	0.0341	2.873 to 3.011	3.214	0.3502	0.0576	3.098 to 3.331



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

OVERALL RESULTS

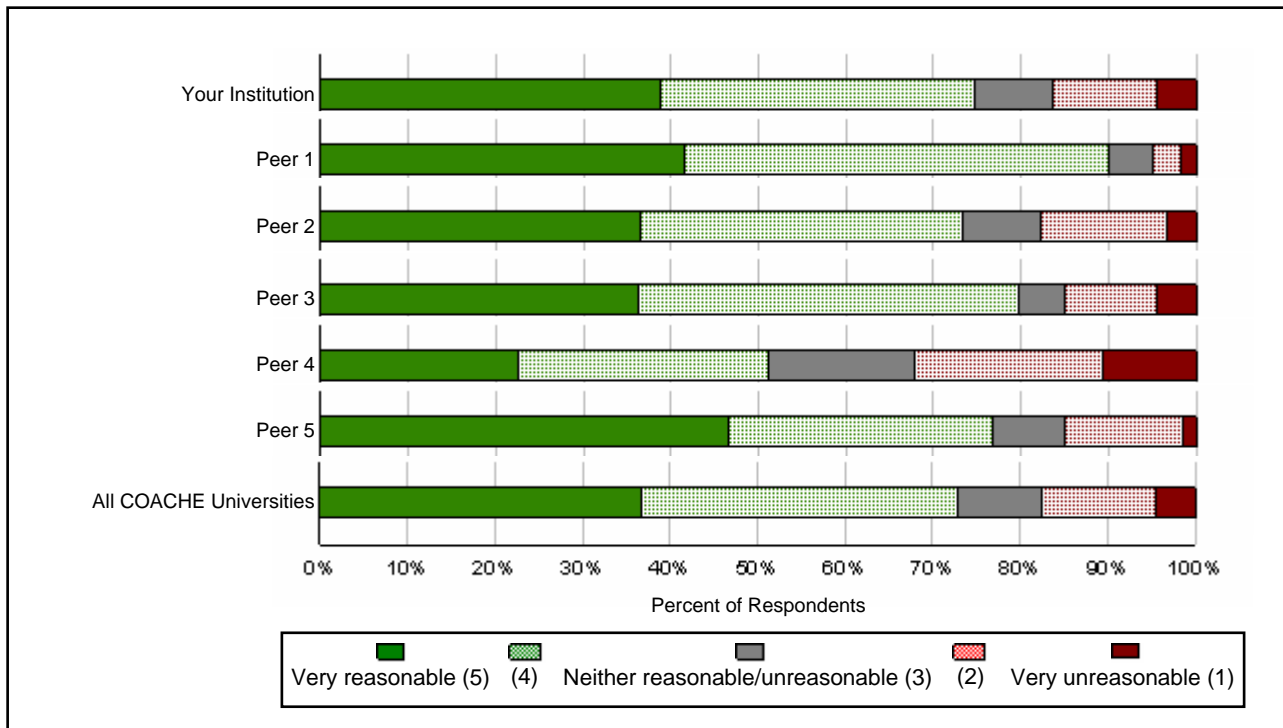
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 57th percentile on reasonableness of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.928	1.1265	0.1132	3.703 to 4.152
Faculty at Peer 1	4.252	0.8278	0.1060	4.040 to 4.464
... Peer 2	3.886	1.1162	0.0866	3.715 to 4.058
... Peer 3	3.966	1.1121	0.1359	3.695 to 4.237
... Peer 4	3.310	1.3199	0.0886	3.135 to 3.485
... Peer 5	4.069	1.0996	0.0929	3.885 to 4.253
Your Peers (n=5)	3.897	0.3177	0.1421	3.502 to 4.291
All Universities (n=37)	3.869	0.2413	0.0397	3.788 to 3.949



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

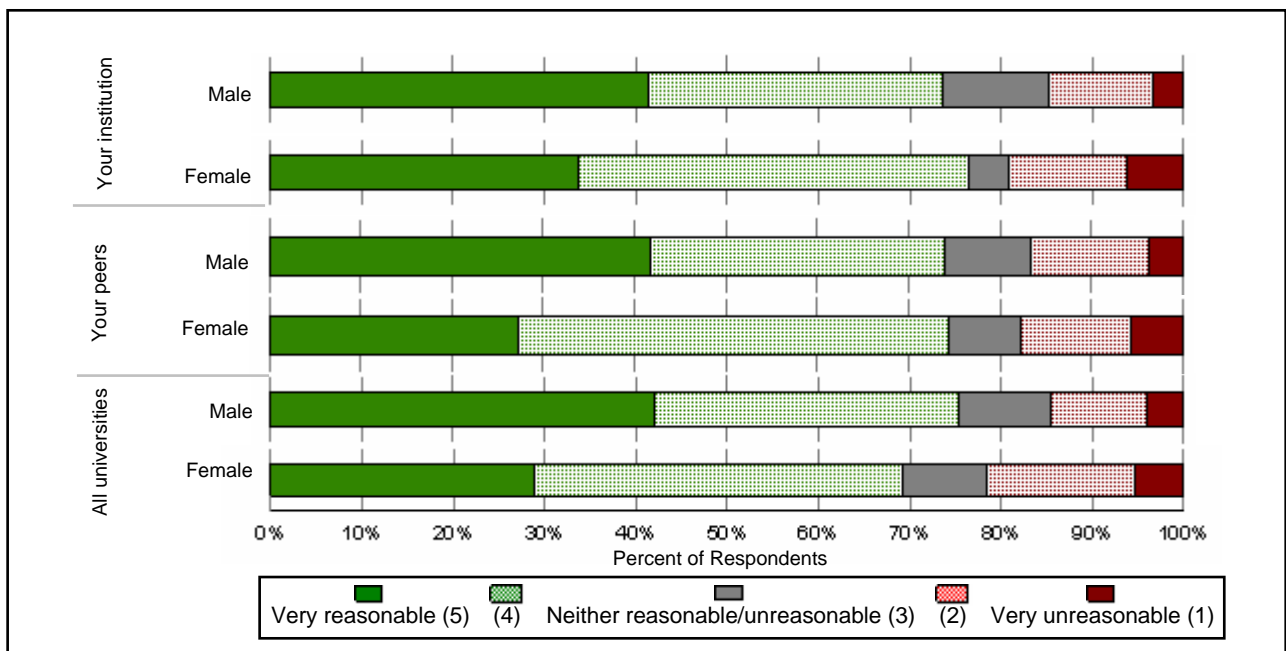
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th percentile on reasonableness of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 65th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.969	1.1247	0.1503	3.667 to 4.270	3.849	1.1288	0.1721	3.501 to 4.196
Faculty at Peer 1	4.258	0.9136	0.1377	3.981 to 4.536	4.236	0.5455	0.1323	3.955 to 4.516
... Peer 2	3.938	1.1507	0.1200	3.700 to 4.176	3.800	1.0695	0.1243	3.553 to 4.048
... Peer 3	4.099	1.0422	0.1608	3.775 to 4.424	3.684	1.1839	0.2368	3.195 to 4.172
... Peer 4	3.374	1.3183	0.1165	3.144 to 3.605	3.186	1.3125	0.1354	2.917 to 3.455
... Peer 5	4.107	1.1309	0.1315	3.845 to 4.369	4.015	1.0589	0.1303	3.755 to 4.276
Your Peers (n=5)	3.955	0.3078	0.1377	3.573 to 4.338	3.784	0.3538	0.1582	3.345 to 4.223
All Universities (n=37)	3.989	0.2457	0.0404	3.907 to 4.071	3.701	0.3083	0.0507	3.598 to 3.803



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

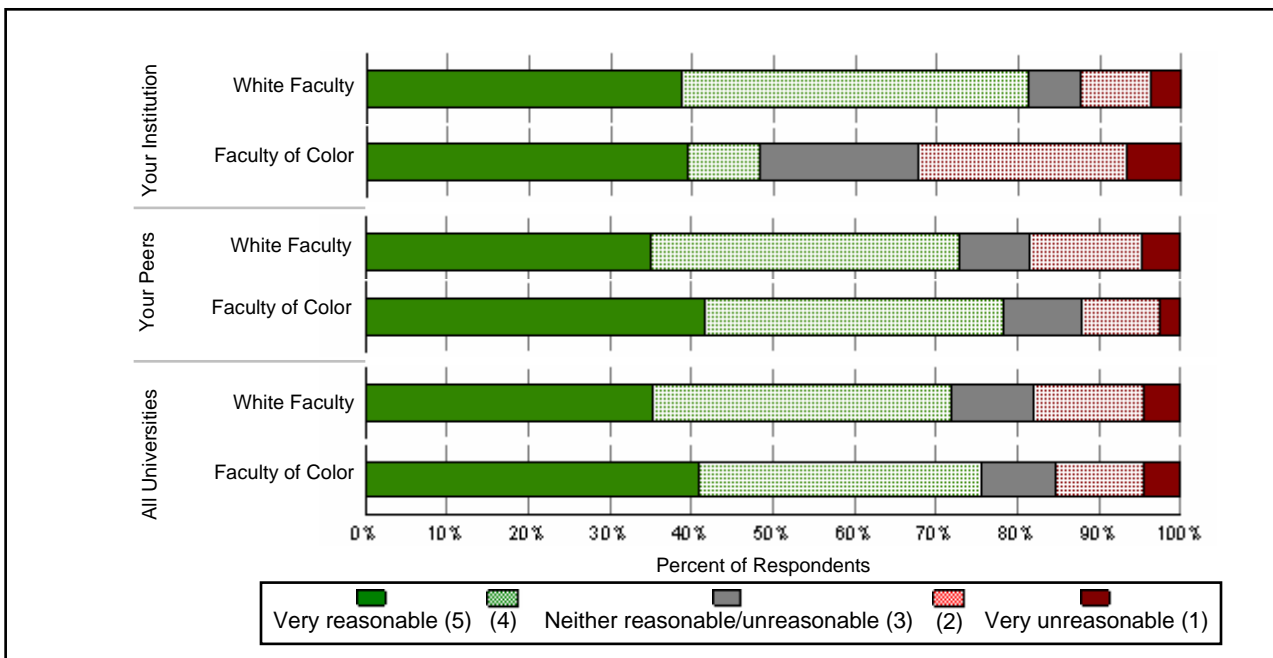
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on reasonableness of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 8th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.038	1.0517	0.1154	3.809 to 4.268	3.484	1.3170	0.3292	2.783 to 4.186
Faculty at Peer 1	4.185	0.8861	0.1336	3.915 to 4.454	4.434	0.6056	0.1469	4.123 to 4.746
... Peer 2	3.885	1.1060	0.1010	3.685 to 4.085	3.891	1.1413	0.1683	3.552 to 4.229
... Peer 3	3.902	1.1837	0.1708	3.559 to 4.246	4.181	0.8744	0.2006	3.760 to 4.602
... Peer 4	3.232	1.3206	0.1047	3.025 to 3.439	3.555	1.2956	0.1632	3.229 to 3.882
... Peer 5	4.030	1.1233	0.1107	3.811 to 4.250	4.198	1.0170	0.1672	3.859 to 4.537
Your Peers (n=5)	3.847	0.3257	0.1457	3.442 to 4.251	4.052	0.3023	0.1352	3.676 to 4.427
All Universities (n=37)	3.842	0.2155	0.0354	3.770 to 3.913	4.004	0.3716	0.0611	3.880 to 4.128



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

OVERALL RESULTS

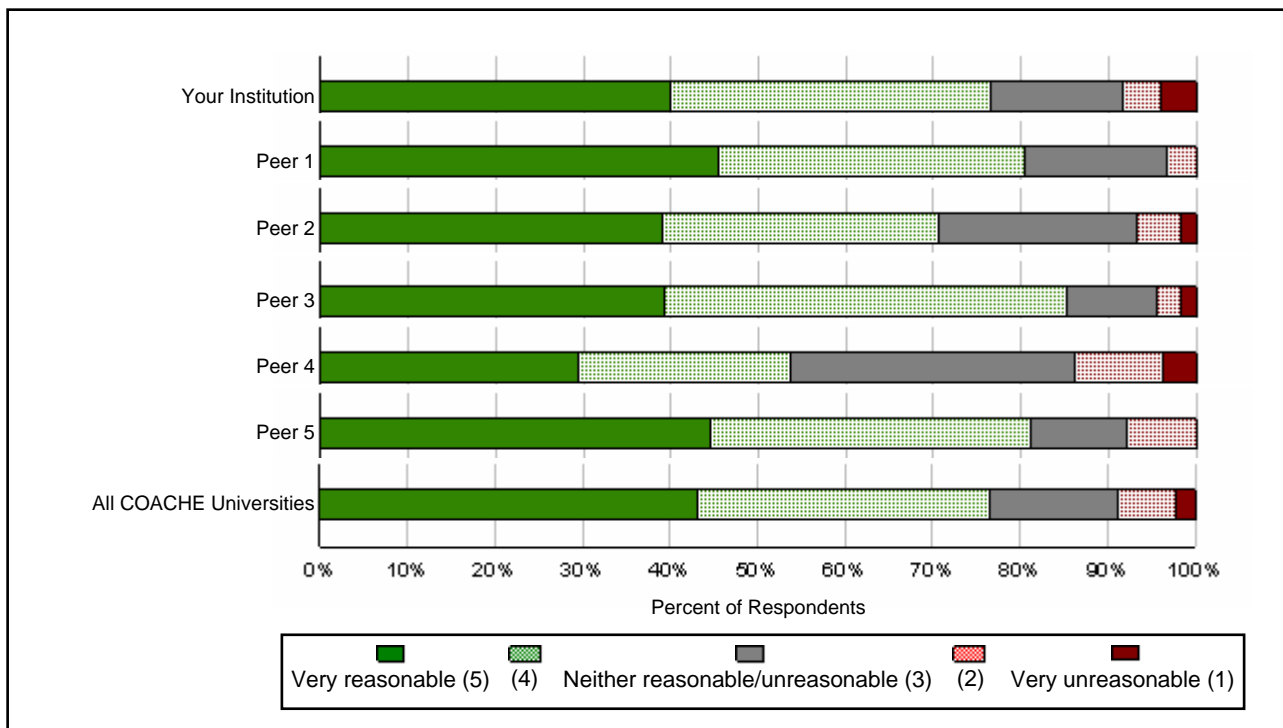
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 32nd percentile on reasonableness of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.043	1.0236	0.1039	3.836 to 4.249
Faculty at Peer 1	4.226	0.8375	0.1072	4.011 to 4.440
... Peer 2	4.011	0.9968	0.0778	3.858 to 4.165
... Peer 3	4.182	0.8451	0.1032	3.976 to 4.388
... Peer 4	3.655	1.1218	0.0762	3.505 to 3.805
... Peer 5	4.179	0.8967	0.0761	4.029 to 4.330
Your Peers (n=5)	4.051	0.2108	0.0943	3.789 to 4.313
All Universities (n=37)	4.101	0.1645	0.0270	4.046 to 4.155



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

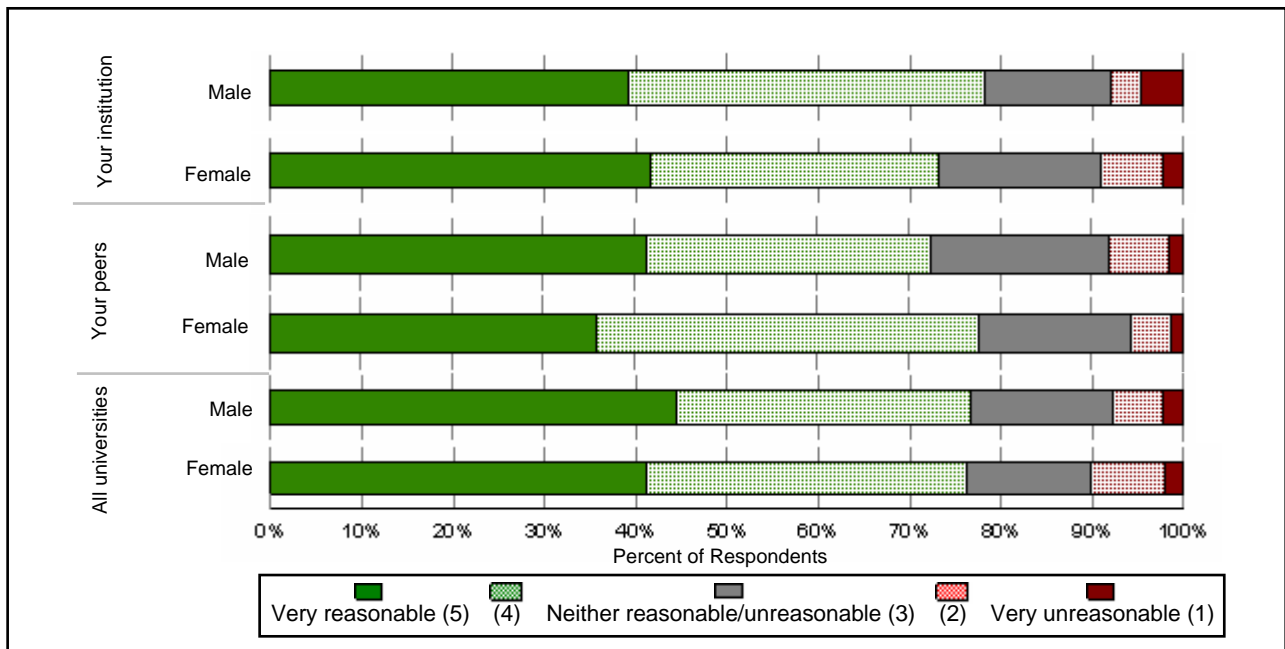
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 19th percentile on reasonableness of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.047	1.0064	0.1357	3.775 to 4.319	4.034	1.0455	0.1613	3.708 to 4.360
Faculty at Peer 1	4.200	0.9037	0.1378	3.922 to 4.478	4.281	0.6503	0.1533	3.958 to 4.605
... Peer 2	4.075	0.9682	0.1015	3.873 to 4.276	3.906	1.0247	0.1199	3.667 to 4.145
... Peer 3	4.142	0.9562	0.1476	3.844 to 4.440	4.267	0.6013	0.1203	4.019 to 4.515
... Peer 4	3.692	1.1315	0.1012	3.491 to 3.892	3.585	1.1049	0.1152	3.357 to 3.814
... Peer 5	4.096	0.9589	0.1122	3.872 to 4.319	4.293	0.8121	0.1000	4.094 to 4.493
Your Peers (n=5)	4.041	0.1798	0.0804	3.817 to 4.264	4.067	0.2811	0.1257	3.717 to 4.416
All Universities (n=37)	4.126	0.1726	0.0284	4.068 to 4.183	4.064	0.2076	0.0341	3.994 to 4.133



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

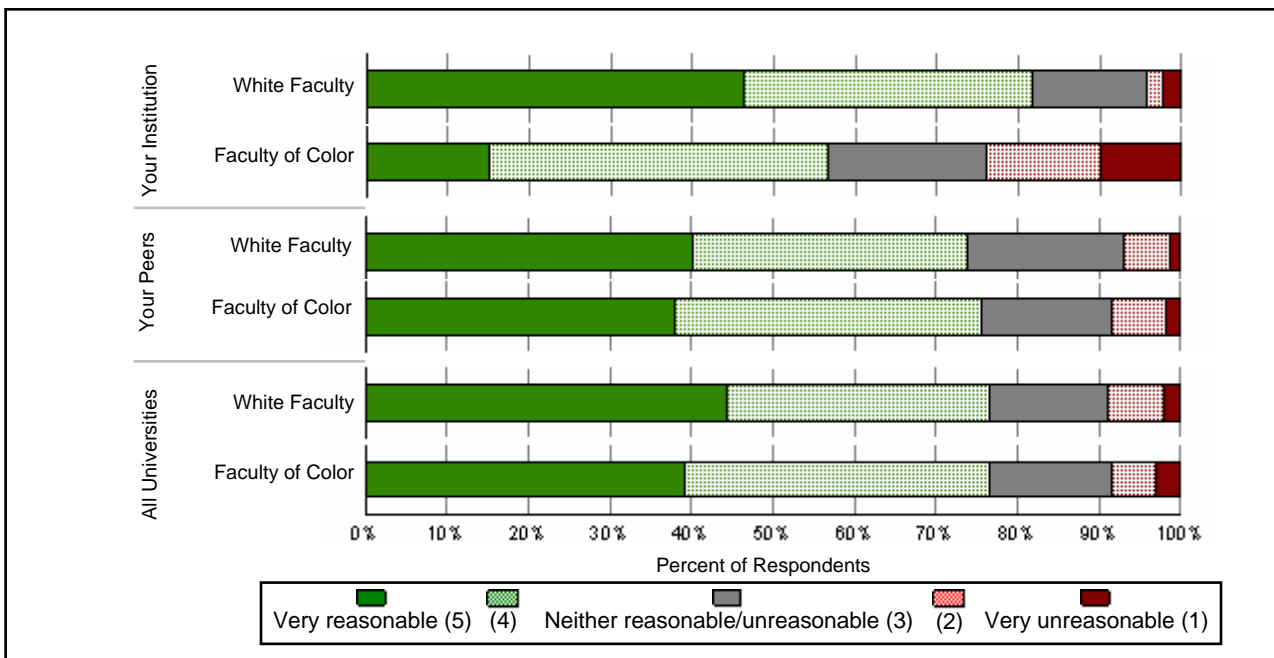
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 81st percentile on reasonableness of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 3rd percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.212	0.9391	0.1043	4.005 to 4.420	3.379	1.1022	0.2755	2.792 to 3.966
Faculty at Peer 1	4.211	0.8681	0.1309	3.947 to 4.475	4.267	0.7487	0.1816	3.882 to 4.652
... Peer 2	4.058	1.0117	0.0931	3.873 to 4.242	3.886	0.9545	0.1407	3.602 to 4.169
... Peer 3	4.230	0.7969	0.1150	3.998 to 4.461	4.020	0.9444	0.2167	3.565 to 4.475
... Peer 4	3.632	1.0873	0.0871	3.460 to 3.804	3.729	1.2029	0.1540	3.421 to 4.037
... Peer 5	4.153	0.8975	0.0889	3.977 to 4.330	4.265	0.8898	0.1463	3.969 to 4.562
Your Peers (n=5)	4.057	0.2205	0.0986	3.783 to 4.331	4.033	0.2113	0.0945	3.771 to 4.296
All Universities (n=37)	4.103	0.1606	0.0264	4.049 to 4.156	4.077	0.3032	0.0498	3.976 to 4.178



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

OVERALL RESULTS

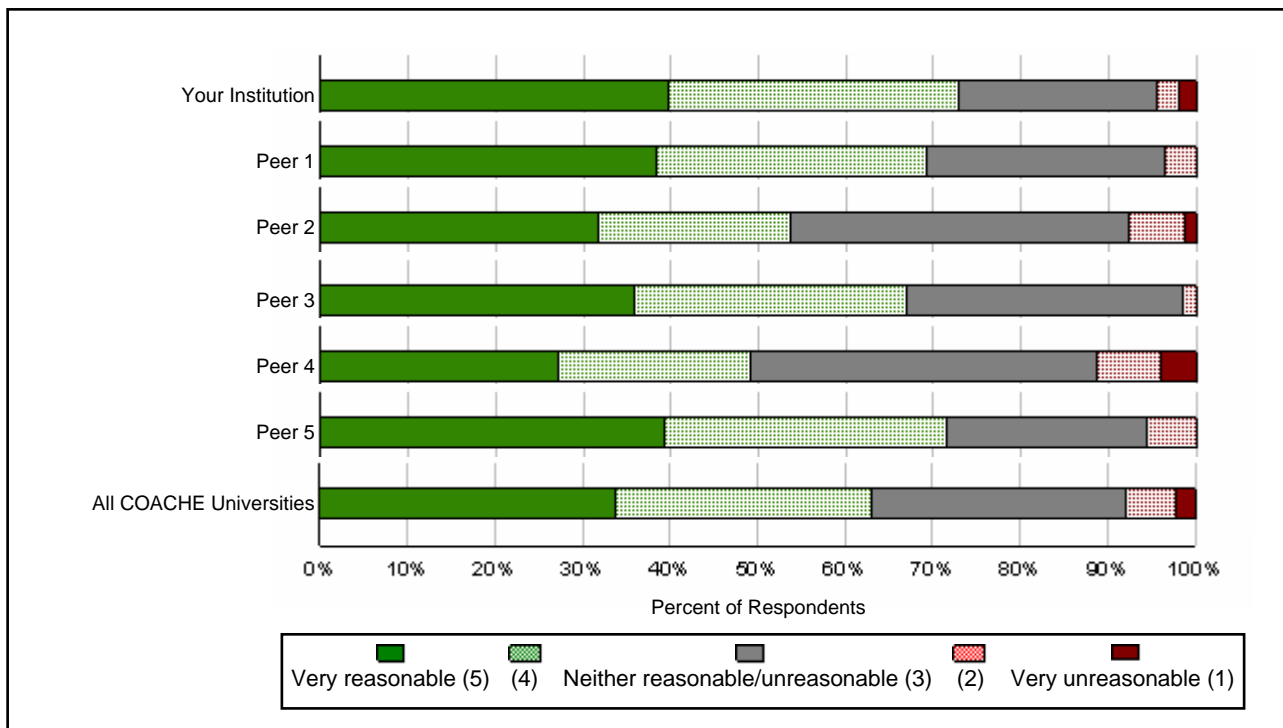
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 89th percentile on reasonableness of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.062	0.8992	0.0918	3.879 to 4.244
Faculty at Peer 1	4.039	0.8911	0.1160	3.807 to 4.271
... Peer 2	3.765	1.0003	0.0803	3.606 to 3.923
... Peer 3	4.014	0.8614	0.1094	3.796 to 4.233
... Peer 4	3.607	1.0938	0.0779	3.454 to 3.761
... Peer 5	4.052	0.9120	0.0791	3.895 to 4.208
Your Peers (n=5)	3.895	0.1785	0.0798	3.674 to 4.117
All Universities (n=37)	3.872	0.1782	0.0293	3.813 to 3.932



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

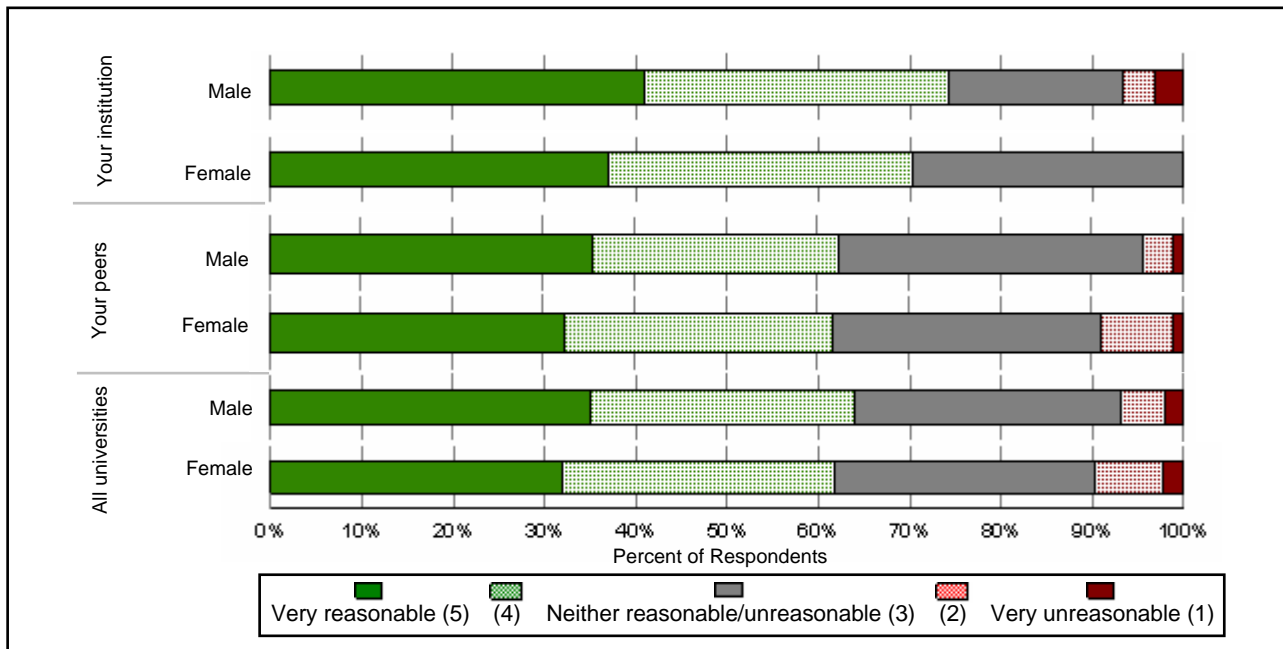
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on reasonableness of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.055	0.9510	0.1294	3.796 to 4.315	4.074	0.8279	0.1277	3.816 to 4.332
Faculty at Peer 1	4.137	0.8428	0.1316	3.871 to 4.403	3.840	0.9574	0.2257	3.364 to 4.316
... Peer 2	3.842	0.9411	0.1009	3.642 to 4.043	3.634	1.0633	0.1289	3.377 to 3.891
... Peer 3	3.977	0.8458	0.1354	3.703 to 4.251	4.094	0.8804	0.1836	3.713 to 4.475
... Peer 4	3.673	1.1309	0.1064	3.462 to 3.884	3.482	1.0287	0.1122	3.258 to 3.705
... Peer 5	3.980	0.9088	0.1094	3.761 to 4.198	4.147	0.9100	0.1138	3.919 to 4.374
Your Peers (n=5)	3.922	0.1554	0.0695	3.729 to 4.115	3.839	0.2567	0.1148	3.520 to 4.158
All Universities (n=37)	3.902	0.2069	0.0340	3.833 to 3.971	3.825	0.1901	0.0313	3.762 to 3.888



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

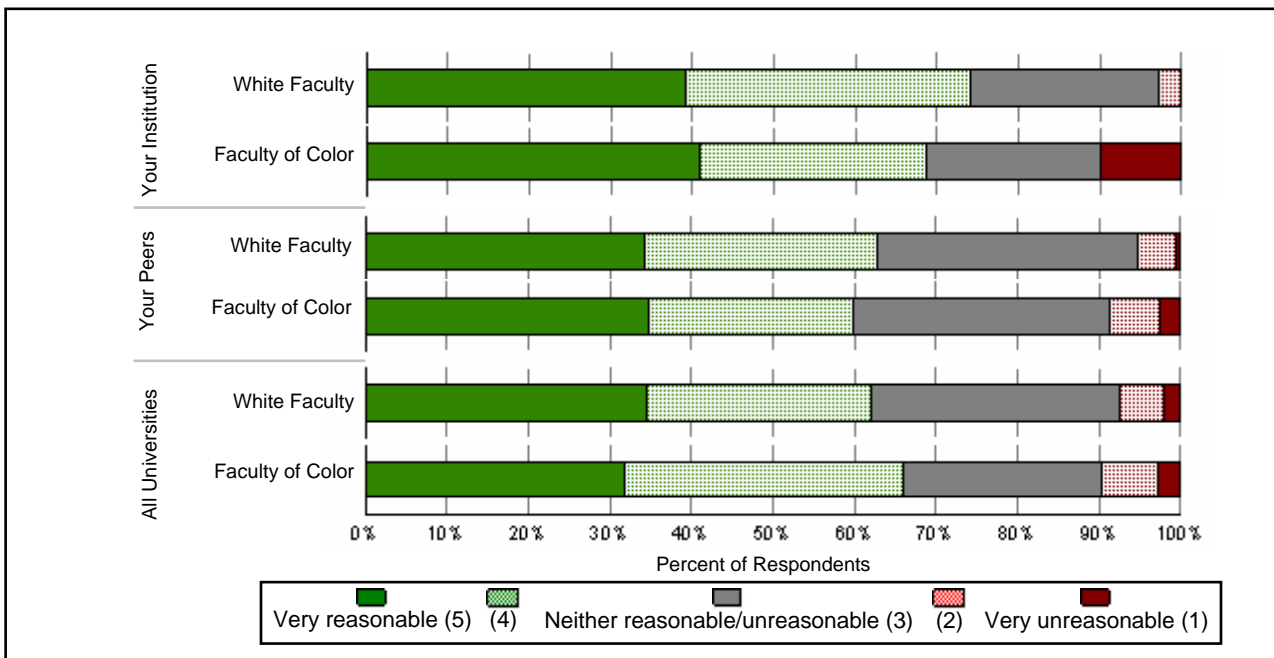
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th percentile on reasonableness of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.104	0.8514	0.0952	3.914 to 4.293	3.900	1.0735	0.2684	3.328 to 4.472
Faculty at Peer 1	3.998	0.8997	0.1388	3.717 to 4.278	4.148	0.8565	0.2077	3.708 to 4.588
... Peer 2	3.783	0.9650	0.0916	3.602 to 3.965	3.713	1.0843	0.1635	3.384 to 4.043
... Peer 3	4.116	0.8411	0.1283	3.857 to 4.374	3.709	0.8487	0.1947	3.300 to 4.118
... Peer 4	3.625	1.0099	0.0845	3.458 to 3.792	3.549	1.2873	0.1752	3.197 to 3.900
... Peer 5	4.049	0.8969	0.0901	3.870 to 4.228	4.062	0.9544	0.1637	3.729 to 4.395
Your Peers (n=5)	3.914	0.1824	0.0816	3.688 to 4.141	3.836	0.2290	0.1024	3.552 to 4.120
All Universities (n=37)	3.862	0.1726	0.0284	3.804 to 3.919	3.901	0.2961	0.0487	3.802 to 3.999



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

OVERALL RESULTS

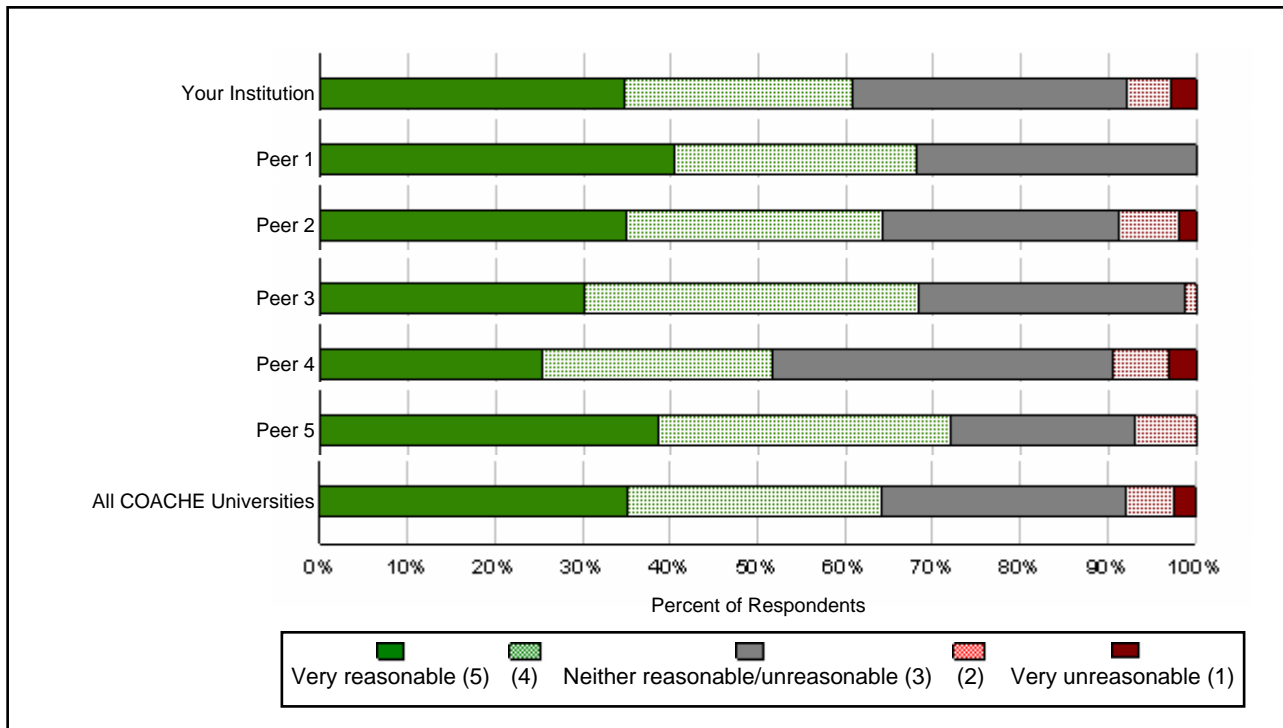
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.846	1.0121	0.1038	3.639 to 4.052
Faculty at Peer 1	4.085	0.8495	0.1106	3.863 to 4.306
... Peer 2	3.884	1.0307	0.0815	3.723 to 4.045
... Peer 3	3.971	0.8140	0.1026	3.766 to 4.176
... Peer 4	3.643	1.0359	0.0732	3.499 to 3.788
... Peer 5	4.037	0.9310	0.0798	3.879 to 4.195
Your Peers (n=5)	3.924	0.1557	0.0696	3.731 to 4.117
All Universities (n=37)	3.894	0.1464	0.0241	3.845 to 3.943



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

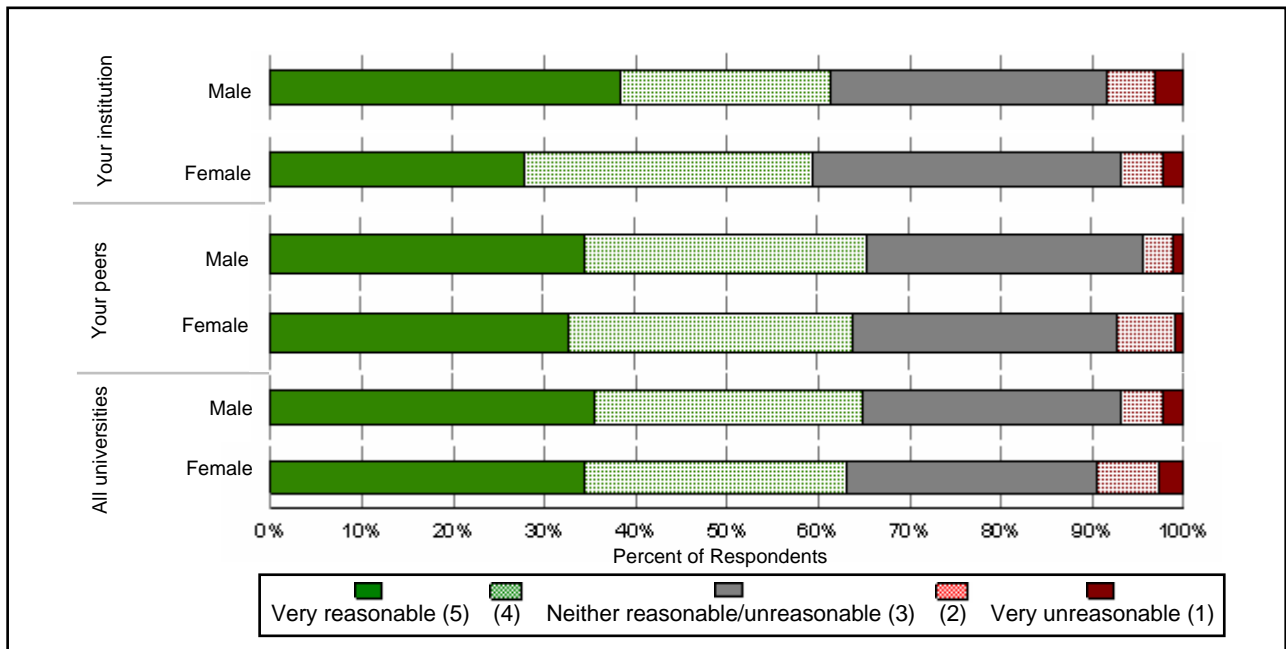
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th percentile on reasonableness of the expectations for performance as a department colleague.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.880	1.0286	0.1413	3.597 to 4.164	3.780	0.9889	0.1526	3.472 to 4.088
Faculty at Peer 1	4.069	0.8665	0.1353	3.795 to 4.342	4.118	0.8089	0.1907	3.715 to 4.520
... Peer 2	3.931	1.0041	0.1070	3.718 to 4.144	3.808	1.0584	0.1247	3.559 to 4.056
... Peer 3	3.982	0.7828	0.1253	3.728 to 4.236	3.950	0.8620	0.1760	3.586 to 4.314
... Peer 4	3.735	1.0224	0.0945	3.548 to 3.922	3.461	1.0336	0.1135	3.235 to 3.687
... Peer 5	4.000	0.9345	0.1109	3.779 to 4.222	4.086	0.9261	0.1149	3.856 to 4.315
Your Peers (n=5)	3.943	0.1133	0.0507	3.803 to 4.084	3.884	0.2385	0.1067	3.588 to 4.180
All Universities (n=37)	3.921	0.1582	0.0260	3.868 to 3.974	3.854	0.1900	0.0312	3.790 to 3.917



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

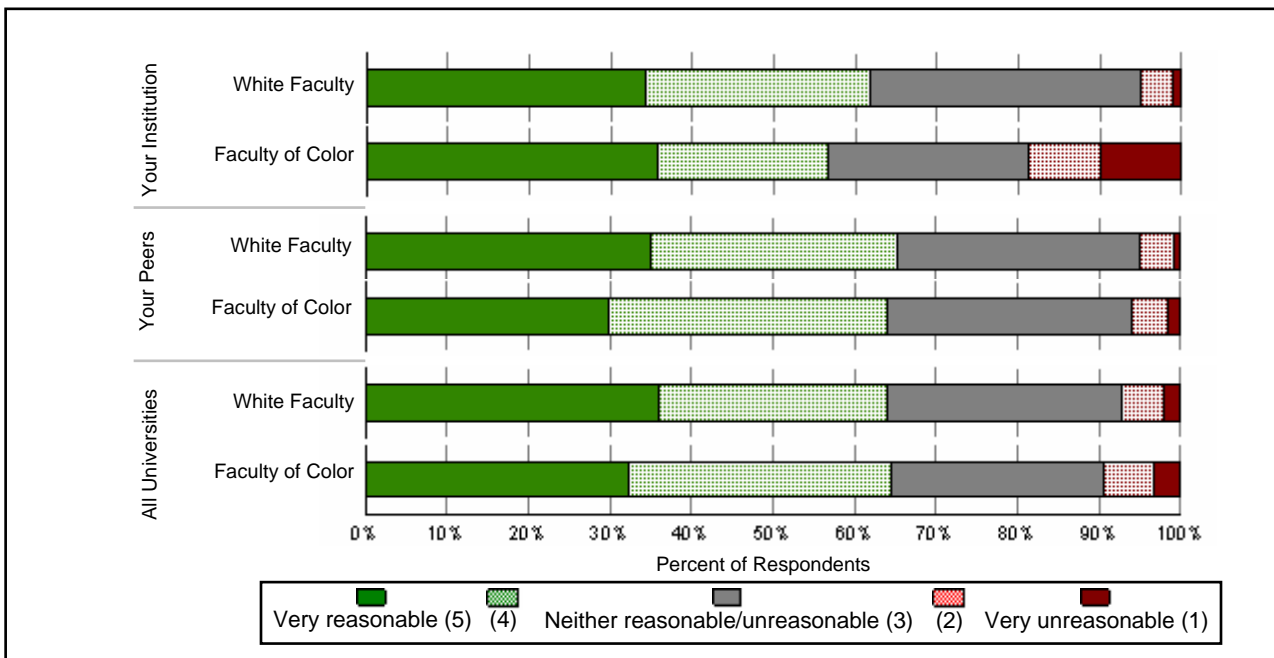
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 49th percentile on reasonableness of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 24th percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.900	0.9625	0.1083	3.685 to 4.116	3.638	1.1726	0.2932	3.013 to 4.262
Faculty at Peer 1	4.078	0.8279	0.1277	3.820 to 4.336	4.103	0.8998	0.2182	3.641 to 4.566
... Peer 2	3.885	1.0023	0.0935	3.700 to 4.070	3.880	1.0999	0.1640	3.549 to 4.210
... Peer 3	4.119	0.7751	0.1168	3.883 to 4.354	3.518	0.7517	0.1725	3.156 to 3.881
... Peer 4	3.613	1.0240	0.0853	3.444 to 3.782	3.740	1.0564	0.1412	3.457 to 4.023
... Peer 5	4.028	0.9591	0.0954	3.839 to 4.218	4.066	0.8447	0.1428	3.775 to 4.356
Your Peers (n=5)	3.945	0.1836	0.0821	3.717 to 4.173	3.861	0.2159	0.0965	3.593 to 4.129
All Universities (n=37)	3.895	0.1475	0.0242	3.846 to 3.944	3.882	0.2575	0.0423	3.796 to 3.968



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

OVERALL RESULTS

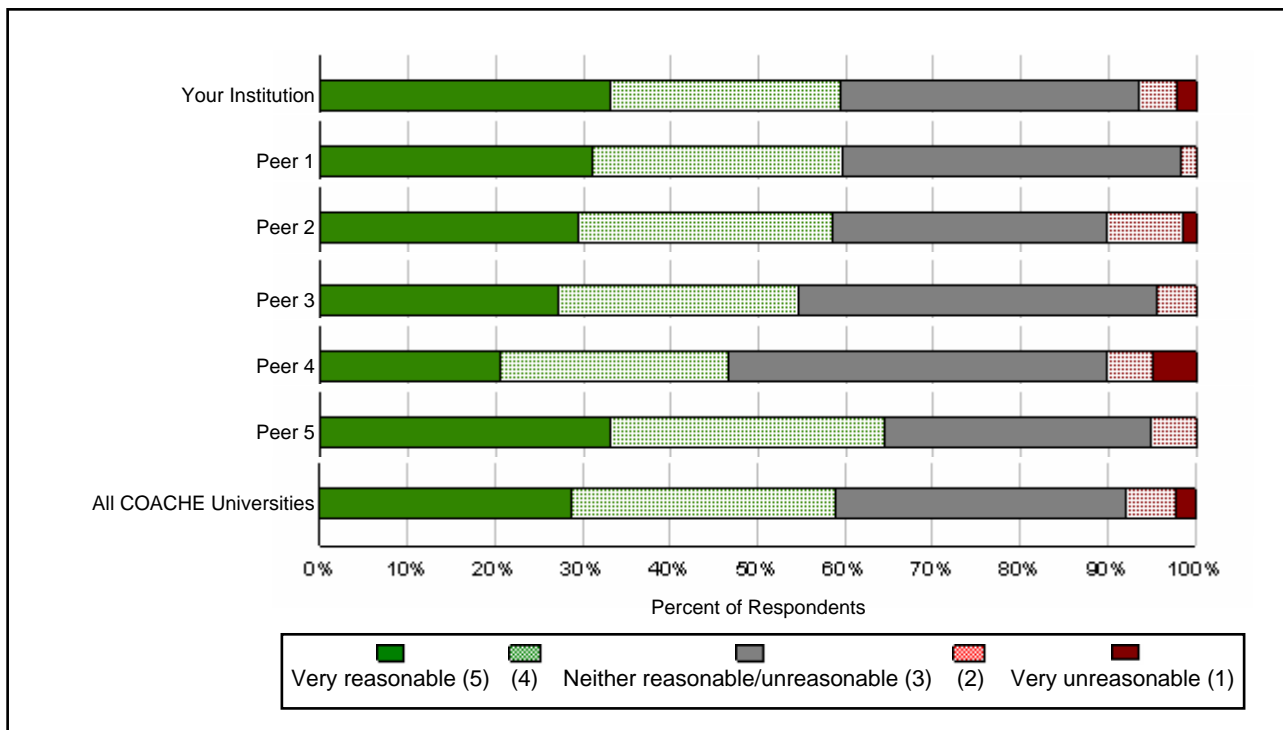
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on reasonableness of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.839	0.9587	0.0999	3.640 to 4.037
Faculty at Peer 1	3.889	0.8723	0.1155	3.657 to 4.120
... Peer 2	3.762	1.0115	0.0807	3.603 to 3.922
... Peer 3	3.773	0.8969	0.1139	3.545 to 4.001
... Peer 4	3.521	1.0326	0.0738	3.375 to 3.666
... Peer 5	3.923	0.9045	0.0776	3.770 to 4.076
Your Peers (n=5)	3.774	0.1412	0.0631	3.598 to 3.949
All Universities (n=37)	3.776	0.1399	0.0230	3.730 to 3.823



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

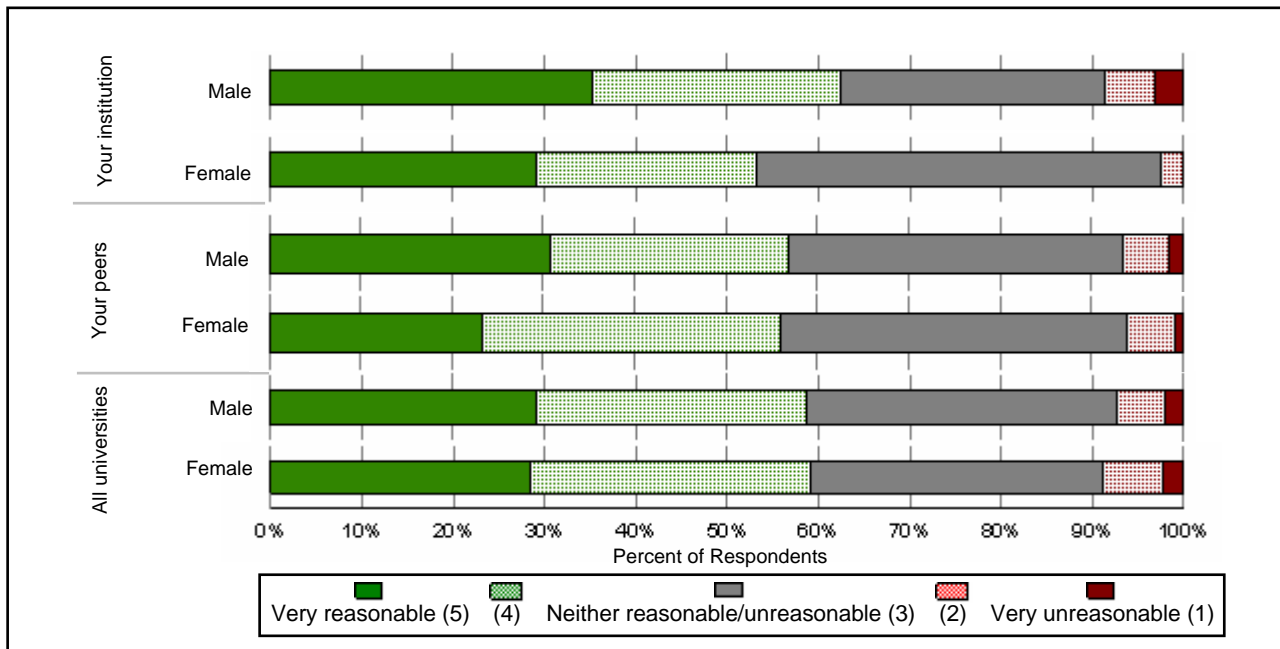
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on reasonableness of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 57th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.860	1.0074	0.1397	3.580 to 4.141	3.798	0.8913	0.1409	3.513 to 4.083
Faculty at Peer 1	3.943	0.9044	0.1448	3.650 to 4.236	3.784	0.7857	0.1852	3.393 to 4.175
... Peer 2	3.757	1.0530	0.1135	3.531 to 3.983	3.772	0.9586	0.1138	3.545 to 3.998
... Peer 3	3.796	0.9080	0.1436	3.505 to 4.086	3.721	0.8732	0.1862	3.334 to 4.108
... Peer 4	3.607	1.0711	0.1003	3.408 to 3.806	3.350	0.9547	0.1054	3.140 to 3.560
... Peer 5	3.876	0.9419	0.1110	3.655 to 4.097	3.988	0.8568	0.1071	3.774 to 4.202
Your Peers (n=5)	3.796	0.1142	0.0511	3.654 to 3.937	3.723	0.2075	0.0928	3.465 to 3.980
All Universities (n=37)	3.786	0.1798	0.0296	3.727 to 3.846	3.764	0.1516	0.0249	3.714 to 3.815



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

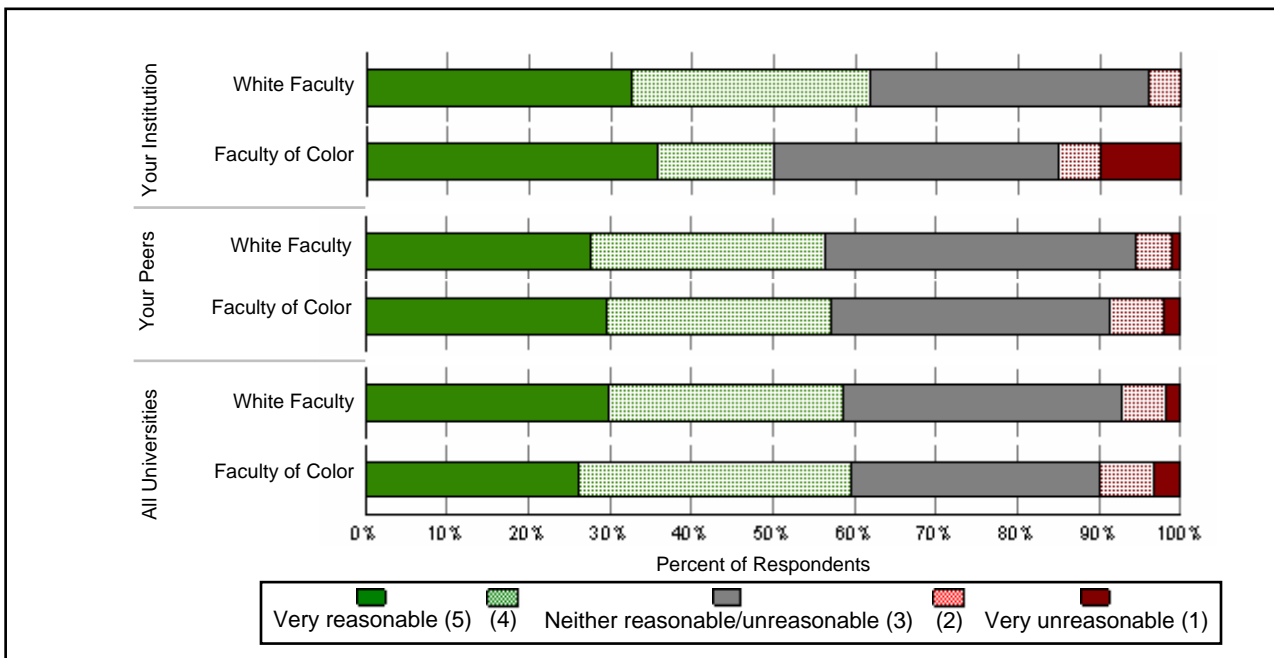
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on reasonableness of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.902	0.9058	0.1039	3.695 to 4.109	3.606	1.1180	0.2795	3.010 to 4.201
Faculty at Peer 1	3.807	0.8616	0.1346	3.535 to 4.079	4.114	0.8570	0.2142	3.657 to 4.570
... Peer 2	3.746	1.0136	0.0949	3.558 to 3.934	3.811	1.0019	0.1528	3.503 to 4.119
... Peer 3	3.905	0.8576	0.1308	3.641 to 4.169	3.373	0.8712	0.1999	2.953 to 3.792
... Peer 4	3.514	0.9425	0.0794	3.357 to 3.671	3.541	1.2332	0.1663	3.207 to 3.874
... Peer 5	3.912	0.9176	0.0918	3.730 to 4.094	3.960	0.8656	0.1443	3.667 to 4.253
Your Peers (n=5)	3.777	0.1452	0.0649	3.596 to 3.957	3.760	0.2705	0.1210	3.424 to 4.095
All Universities (n=37)	3.775	0.1654	0.0272	3.720 to 3.830	3.752	0.2471	0.0406	3.670 to 3.835



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

OVERALL RESULTS

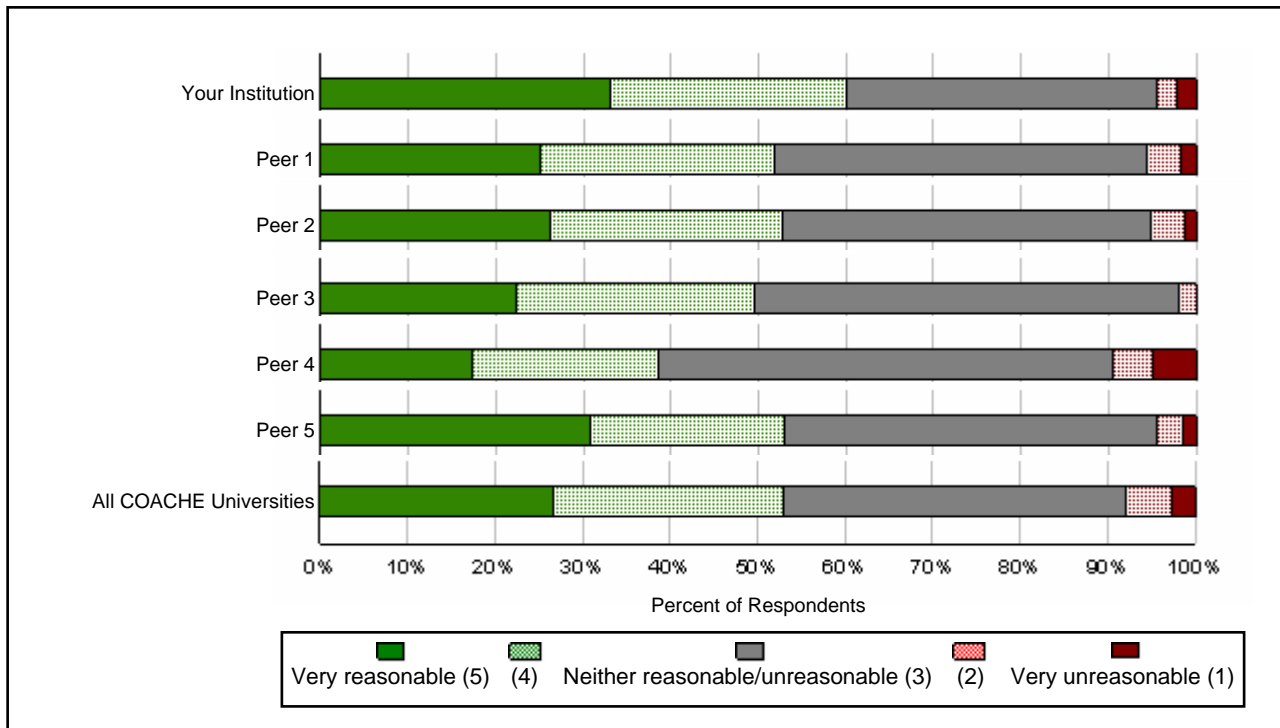
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on reasonableness of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.865	0.9288	0.0996	3.667 to 4.063
Faculty at Peer 1	3.695	0.9472	0.1277	3.439 to 3.951
... Peer 2	3.726	0.9401	0.0778	3.572 to 3.879
... Peer 3	3.697	0.8176	0.1074	3.482 to 3.912
... Peer 4	3.414	0.9961	0.0730	3.269 to 3.558
... Peer 5	3.779	0.9596	0.0848	3.611 to 3.947
Your Peers (n=5)	3.662	0.1279	0.0572	3.503 to 3.821
All Universities (n=37)	3.681	0.1350	0.0222	3.636 to 3.726



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

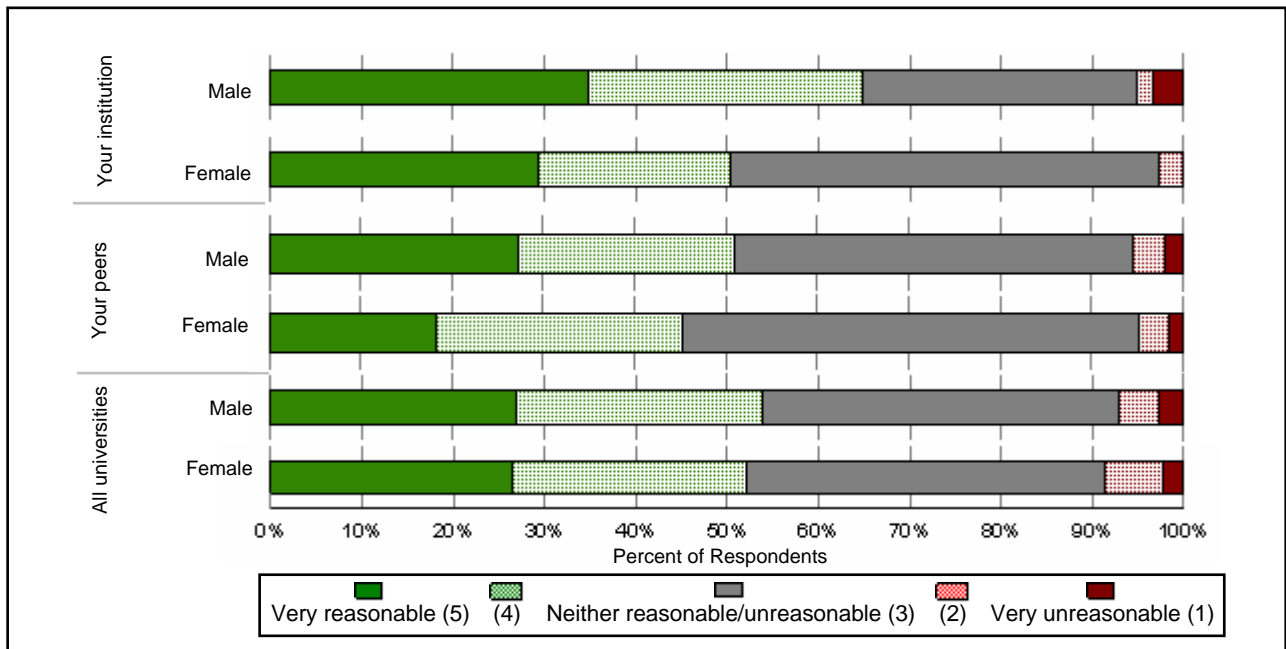
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on reasonableness of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 73rd percentile on reasonableness of the expectations for performance as a community member.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.910	0.9434	0.1334	3.642 to 4.178	3.771	0.9045	0.1487	3.470 to 4.073
Faculty at Peer 1	3.767	0.9901	0.1628	3.437 to 4.097	3.562	0.8315	0.1960	3.148 to 3.975
... Peer 2	3.813	0.9588	0.1072	3.599 to 4.026	3.586	0.9025	0.1111	3.364 to 3.808
... Peer 3	3.734	0.8756	0.1402	3.451 to 4.018	3.598	0.6740	0.1546	3.273 to 3.923
... Peer 4	3.508	1.0459	0.1002	3.309 to 3.707	3.223	0.8958	0.1021	3.020 to 3.427
... Peer 5	3.700	0.9740	0.1181	3.464 to 3.936	3.887	0.9326	0.1204	3.646 to 4.128
Your Peers (n=5)	3.704	0.1050	0.0470	3.574 to 3.835	3.571	0.2106	0.0942	3.310 to 3.833
All Universities (n=37)	3.688	0.1918	0.0315	3.624 to 3.752	3.667	0.1607	0.0264	3.614 to 3.721



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

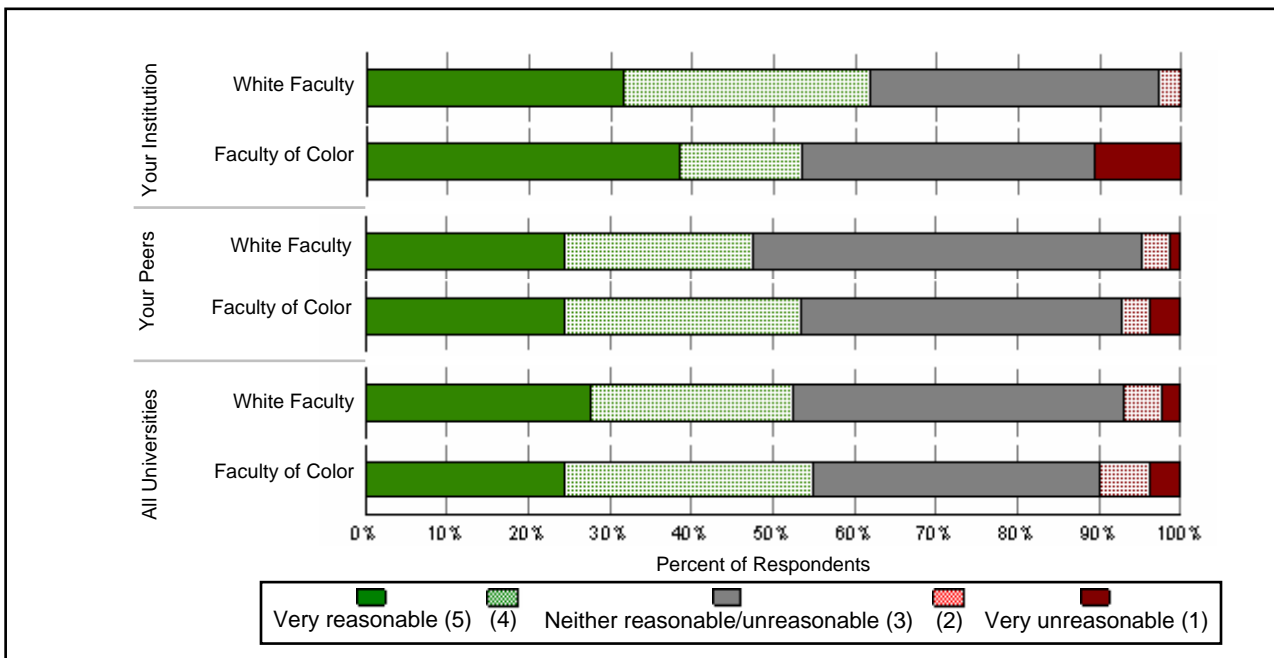
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on reasonableness of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on reasonableness of the expectations for performance as a community member.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.907	0.8844	0.1042	3.699 to 4.115	3.706	1.0832	0.2797	3.106 to 4.306
Faculty at Peer 1	3.600	0.9695	0.1533	3.290 to 3.910	3.966	0.8165	0.2108	3.514 to 4.418
... Peer 2	3.729	0.9020	0.0880	3.555 to 3.904	3.716	1.0308	0.1610	3.391 to 4.041
... Peer 3	3.760	0.8588	0.1358	3.485 to 4.035	3.507	0.6872	0.1620	3.166 to 3.849
... Peer 4	3.407	0.9090	0.0791	3.251 to 3.564	3.432	1.1811	0.1607	3.110 to 3.755
... Peer 5	3.798	0.9071	0.0941	3.611 to 3.985	3.720	1.0842	0.1833	3.348 to 4.093
Your Peers (n=5)	3.659	0.1423	0.0636	3.482 to 3.836	3.668	0.1872	0.0837	3.436 to 3.901
All Universities (n=37)	3.672	0.1721	0.0283	3.615 to 3.729	3.678	0.2011	0.0331	3.611 to 3.746



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

OVERALL RESULTS

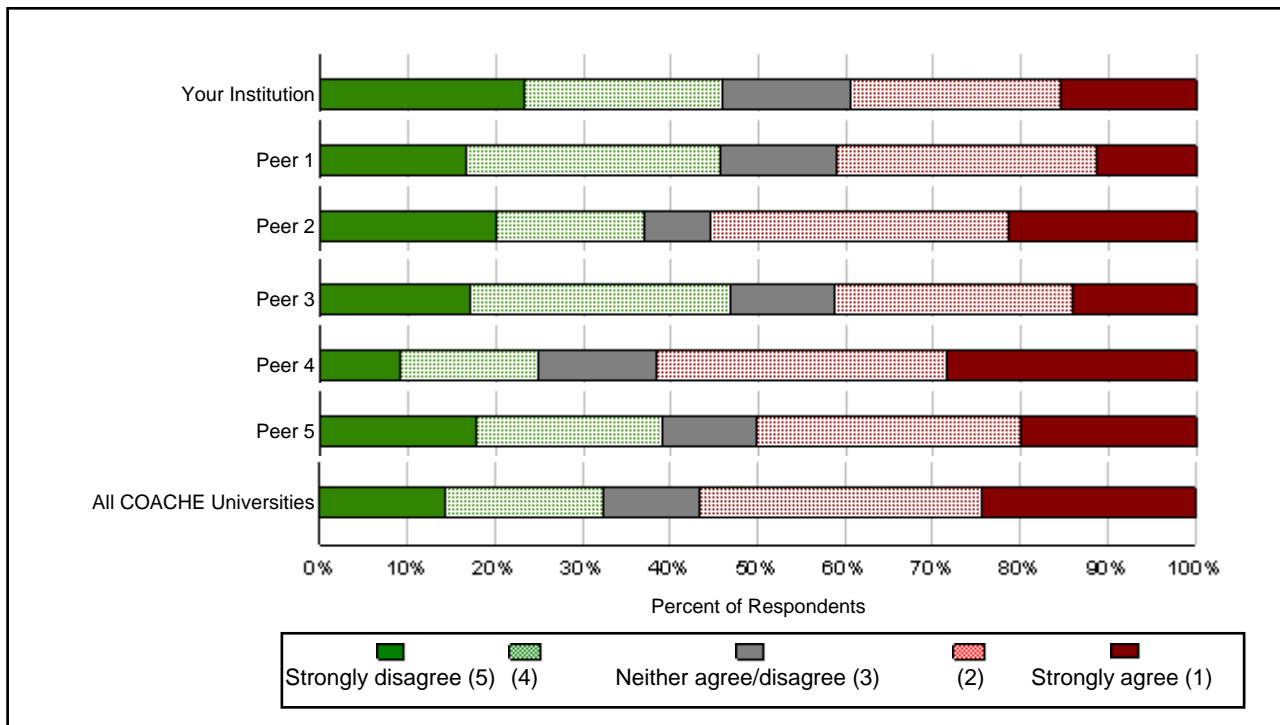
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.141	1.4329	0.1426	2.858 to 3.424
Faculty at Peer 1	3.099	1.3020	0.1667	2.766 to 3.433
... Peer 2	2.800	1.4525	0.1117	2.579 to 3.020
... Peer 3	3.086	1.3600	0.1649	2.757 to 3.415
... Peer 4	2.438	1.2872	0.0854	2.270 to 2.607
... Peer 5	2.866	1.4132	0.1212	2.627 to 3.106
Your Peers (n=5)	2.858	0.2407	0.1076	2.559 to 3.157
All Universities (n=37)	2.643	0.2632	0.0433	2.556 to 2.731



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

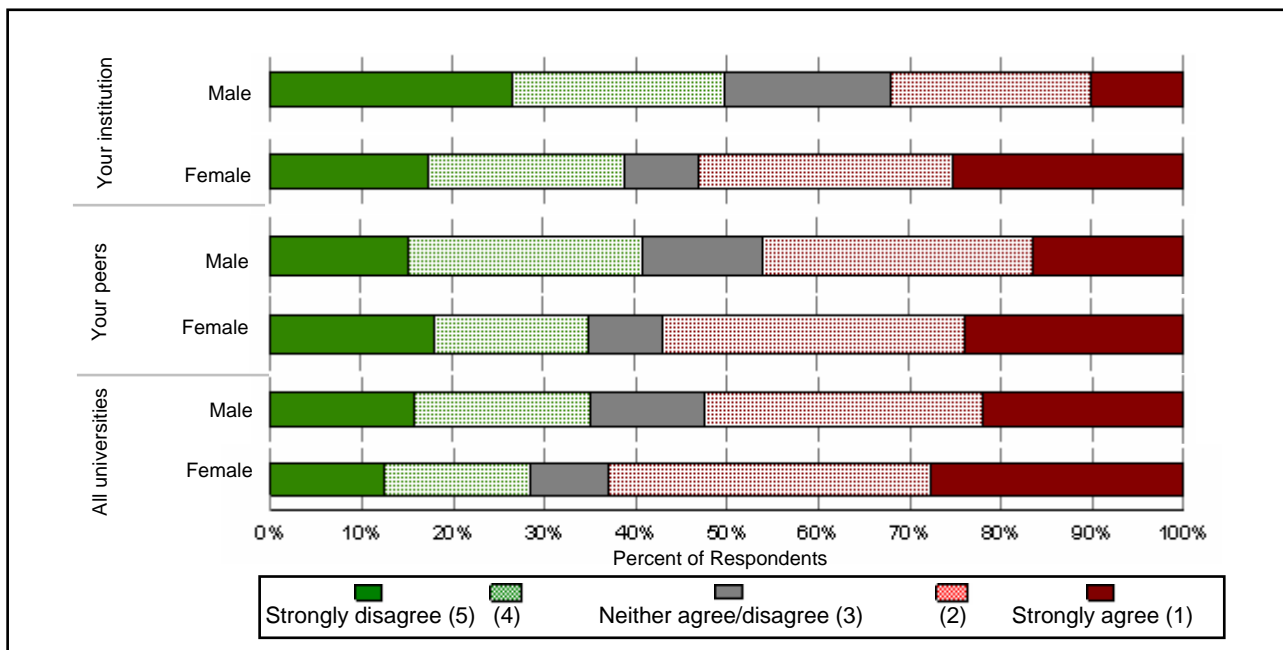
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.339	1.3617	0.1820	2.974 to 3.704	2.775	1.4697	0.2191	2.334 to 3.217
Faculty at Peer 1	3.100	1.2499	0.1929	2.711 to 3.490	3.097	1.4103	0.3235	2.417 to 3.777
... Peer 2	2.923	1.4743	0.1529	2.620 to 3.227	2.595	1.4162	0.1624	2.272 to 2.919
... Peer 3	3.148	1.2603	0.1968	2.750 to 3.546	2.967	1.4889	0.2865	2.378 to 3.556
... Peer 4	2.588	1.2789	0.1113	2.367 to 2.808	2.143	1.2470	0.1279	1.888 to 2.397
... Peer 5	2.911	1.3771	0.1634	2.585 to 3.237	2.805	1.4486	0.1797	2.447 to 3.164
Your Peers (n=5)	2.934	0.1971	0.0881	2.689 to 3.179	2.721	0.3345	0.1496	2.306 to 3.137
All Universities (n=37)	2.741	0.2789	0.0459	2.648 to 2.834	2.504	0.2887	0.0475	2.408 to 2.601



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

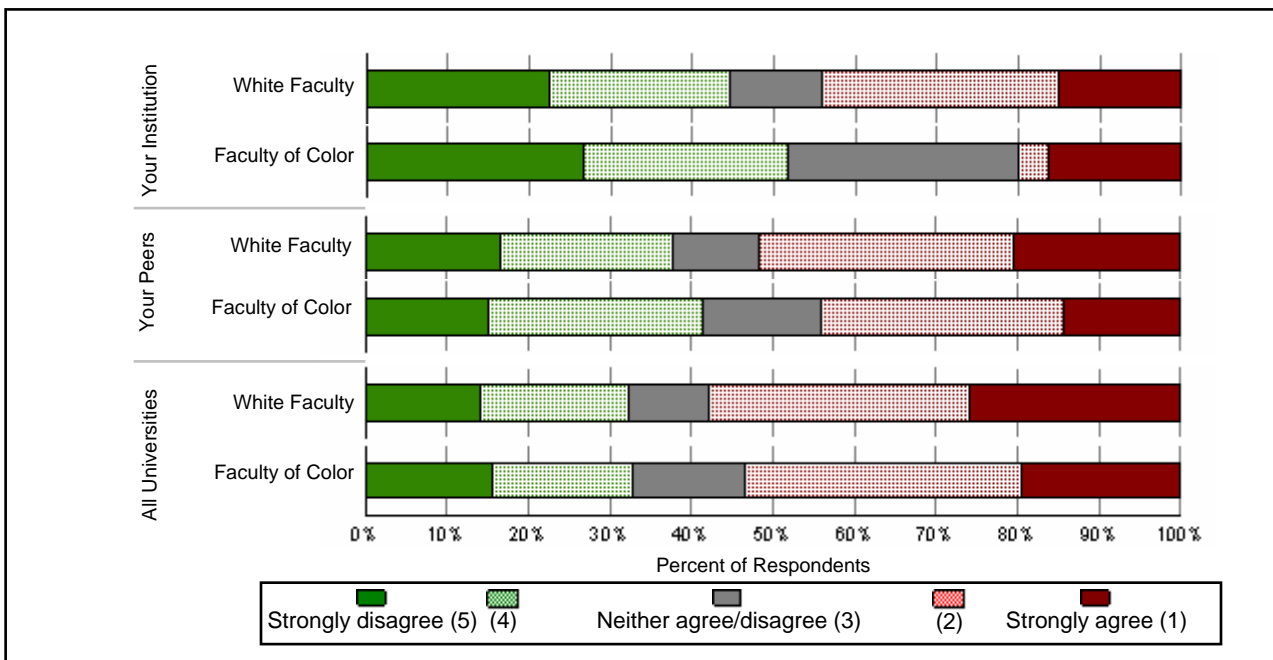
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 95th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 97th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.076	1.4298	0.1542	2.769 to 3.382	3.421	1.4360	0.3708	2.626 to 4.216
Faculty at Peer 1	3.069	1.3233	0.1973	2.671 to 3.466	3.191	1.2359	0.3090	2.532 to 3.849
... Peer 2	2.774	1.4820	0.1336	2.510 to 3.039	2.871	1.3646	0.2012	2.466 to 3.276
... Peer 3	3.102	1.3589	0.1941	2.712 to 3.493	3.029	1.3562	0.3111	2.376 to 3.683
... Peer 4	2.429	1.3275	0.1024	2.227 to 2.631	2.471	1.1647	0.1516	2.167 to 2.774
... Peer 5	2.735	1.4171	0.1396	2.458 to 3.012	3.349	1.2949	0.2254	2.890 to 3.808
Your Peers (n=5)	2.822	0.2464	0.1102	2.516 to 3.128	2.982	0.3013	0.1347	2.608 to 3.356
All Universities (n=37)	2.625	0.2601	0.0428	2.538 to 2.711	2.783	0.3643	0.0599	2.662 to 2.905



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

OVERALL RESULTS

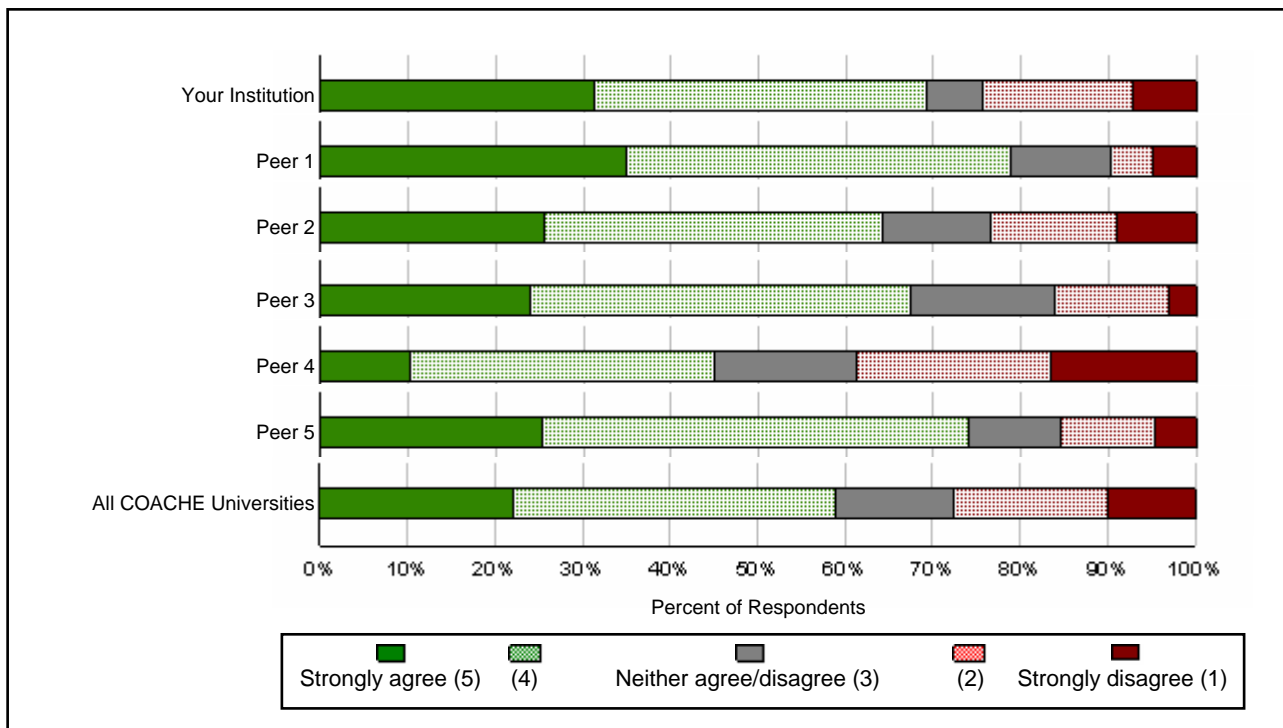
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 86th percentile on reporting the perception that tenure decisions are based primarily on performance.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.686	1.2740	0.1268	3.435 to 3.938
Faculty at Peer 1	3.991	1.0558	0.1352	3.720 to 4.261
... Peer 2	3.570	1.2429	0.0977	3.377 to 3.763
... Peer 3	3.722	1.0659	0.1322	3.458 to 3.986
... Peer 4	2.998	1.2777	0.0850	2.831 to 3.166
... Peer 5	3.792	1.0705	0.0925	3.609 to 3.975
Your Peers (n=5)	3.615	0.3364	0.1505	3.197 to 4.032
All Universities (n=37)	3.378	0.3436	0.0565	3.264 to 3.493



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

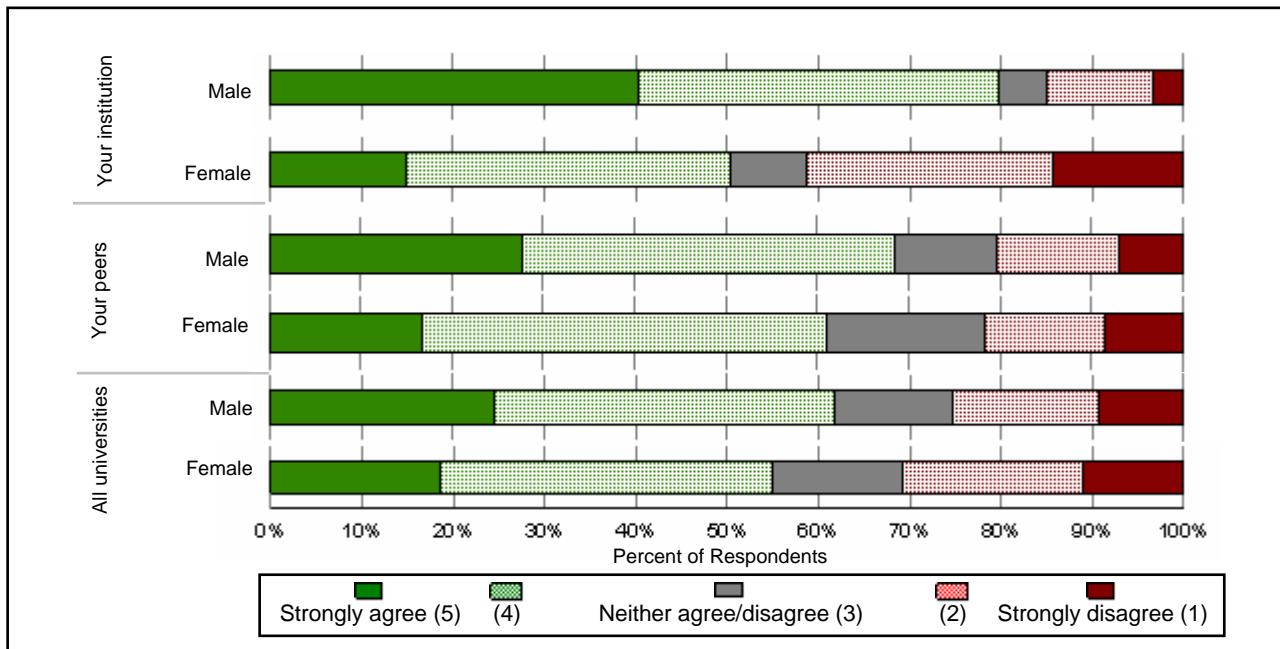
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on reporting the perception that tenure decisions are based primarily on performance.
- Among female junior faculty at all universities, your female junior faculty ranked in the 24th percentile on reporting the perception that tenure decisions are based primarily on performance.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.018	1.0954	0.1477	3.722 to 4.314	3.096	1.3182	0.1944	2.704 to 3.487
Faculty at Peer 1	4.013	1.1231	0.1733	3.663 to 4.363	3.947	0.8870	0.2035	3.520 to 4.375
... Peer 2	3.617	1.2904	0.1353	3.348 to 3.886	3.489	1.1792	0.1399	3.210 to 3.768
... Peer 3	3.905	1.0341	0.1635	3.575 to 4.236	3.355	1.0088	0.2018	2.939 to 3.772
... Peer 4	3.083	1.2892	0.1126	2.860 to 3.305	2.834	1.2452	0.1278	2.580 to 3.087
... Peer 5	3.820	1.0434	0.1238	3.573 to 4.067	3.751	1.0979	0.1383	3.475 to 4.028
Your Peers (n=5)	3.688	0.3292	0.1472	3.279 to 4.096	3.475	0.3808	0.1703	3.003 to 3.948
All Universities (n=37)	3.441	0.3857	0.0634	3.312 to 3.569	3.273	0.3550	0.0584	3.154 to 3.391



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

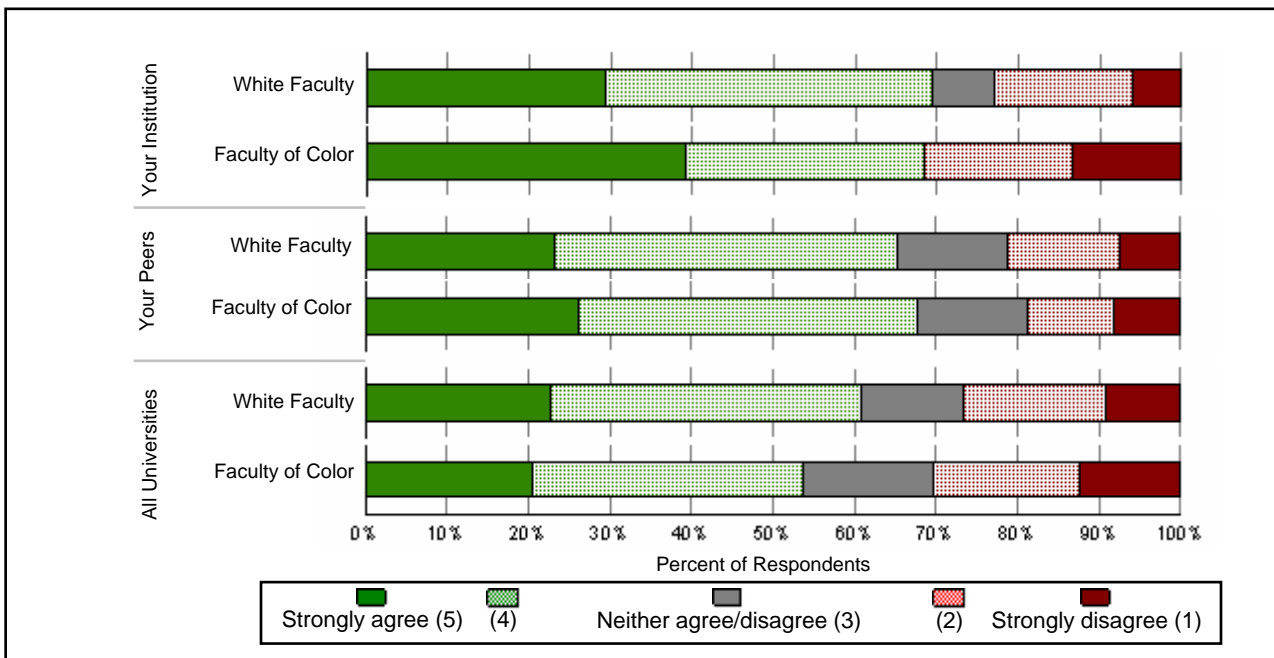
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 81st percentile on reporting the perception that tenure decisions are based primarily on performance.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 84th percentile on reporting the perception that tenure decisions are based primarily on performance.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.699	1.2525	0.1343	3.432 to 3.966	3.629	1.3997	0.3741	2.821 to 4.437
Faculty at Peer 1	3.910	1.0621	0.1601	3.587 to 4.233	4.213	1.0017	0.2430	3.698 to 4.728
... Peer 2	3.690	1.1883	0.1094	3.473 to 3.907	3.231	1.3520	0.2038	2.820 to 3.642
... Peer 3	3.725	1.0198	0.1472	3.429 to 4.021	3.711	1.1853	0.2875	3.102 to 4.320
... Peer 4	2.926	1.2998	0.1009	2.727 to 3.125	3.245	1.1845	0.1529	2.939 to 3.551
... Peer 5	3.749	1.1063	0.1112	3.528 to 3.969	3.938	0.9407	0.1590	3.615 to 4.261
Your Peers (n=5)	3.600	0.3453	0.1544	3.171 to 4.029	3.668	0.3851	0.1722	3.189 to 4.146
All Universities (n=37)	3.420	0.3100	0.0510	3.316 to 3.523	3.314	0.4248	0.0698	3.172 to 3.455



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

OVERALL RESULTS

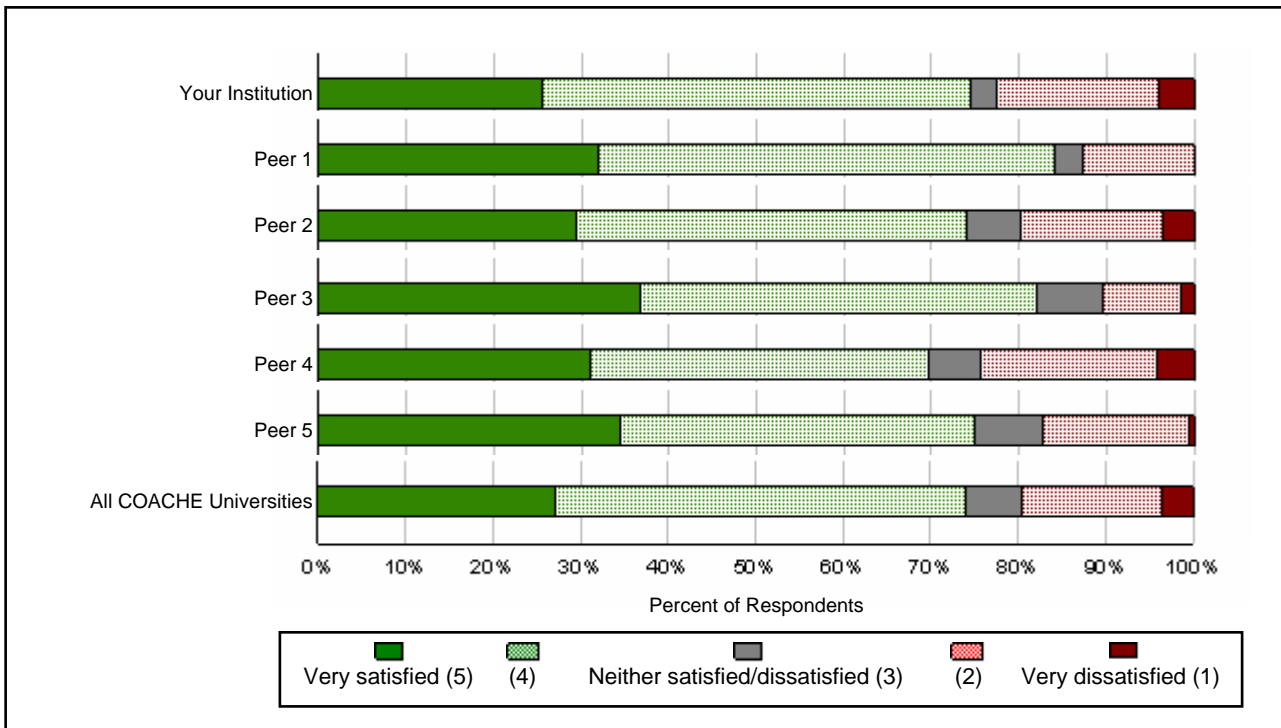
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 46th percentile on satisfaction with the way they spend their time as faculty members.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.733	1.1512	0.1140	3.507 to 3.960
Faculty at Peer 1	4.033	0.9253	0.1166	3.800 to 4.266
... Peer 2	3.801	1.1283	0.0868	3.630 to 3.973
... Peer 3	4.068	0.9601	0.1173	3.834 to 4.302
... Peer 4	3.723	1.2213	0.0792	3.567 to 3.879
... Peer 5	3.914	1.0695	0.0901	3.736 to 4.092
Your Peers (n=5)	3.908	0.1317	0.0589	3.744 to 4.071
All Universities (n=37)	3.772	0.1726	0.0284	3.714 to 3.830



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

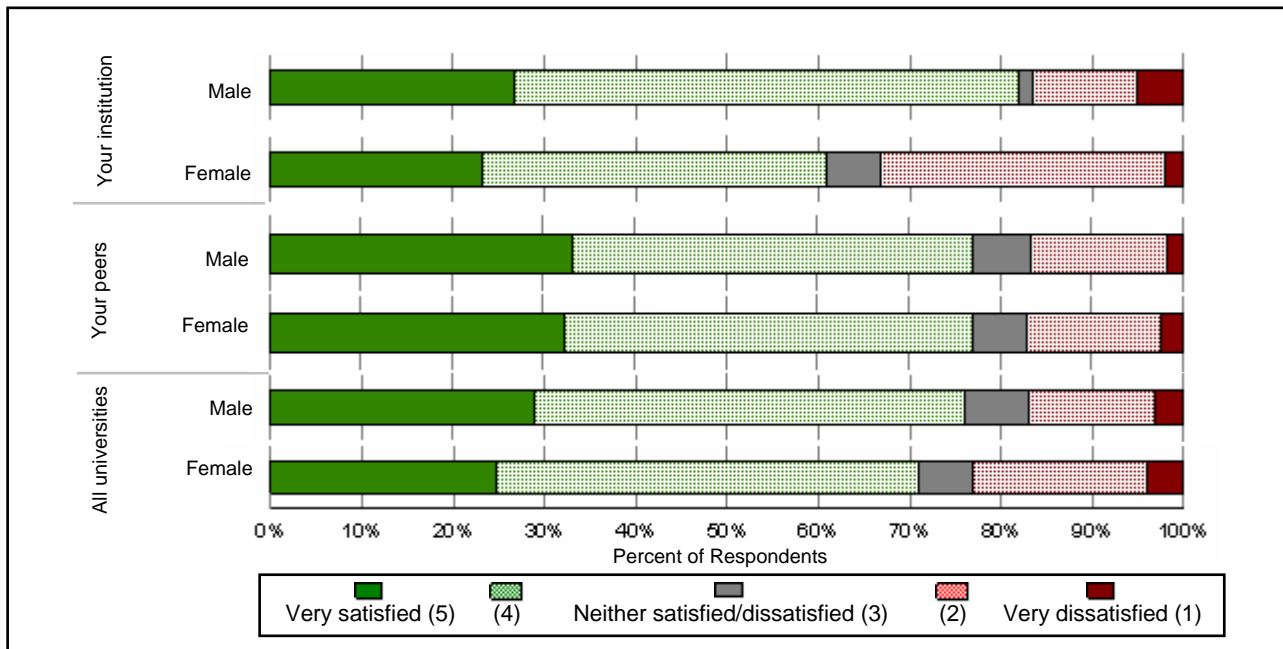
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th percentile on satisfaction with the way they spend their time as faculty members.
- Among female junior faculty at all universities, your female junior faculty ranked in the 19th percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.869	1.0762	0.1438	3.580 to 4.157	3.489	1.2112	0.1786	3.129 to 3.849
Faculty at Peer 1	3.946	0.9282	0.1399	3.664 to 4.229	4.213	0.8932	0.2049	3.782 to 4.643
... Peer 2	3.819	1.2088	0.1253	3.570 to 4.068	3.771	1.0208	0.1171	3.538 to 4.005
... Peer 3	4.109	0.9165	0.1449	3.816 to 4.402	3.992	1.0184	0.1960	3.589 to 4.394
... Peer 4	3.777	1.2048	0.1029	3.574 to 3.981	3.618	1.2354	0.1229	3.374 to 3.862
... Peer 5	3.931	1.0120	0.1176	3.697 to 4.166	3.891	1.1294	0.1380	3.615 to 4.166
Your Peers (n=5)	3.917	0.1158	0.0518	3.773 to 4.060	3.897	0.2012	0.0900	3.647 to 4.147
All Universities (n=37)	3.833	0.2091	0.0344	3.764 to 3.903	3.689	0.2122	0.0349	3.618 to 3.759



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

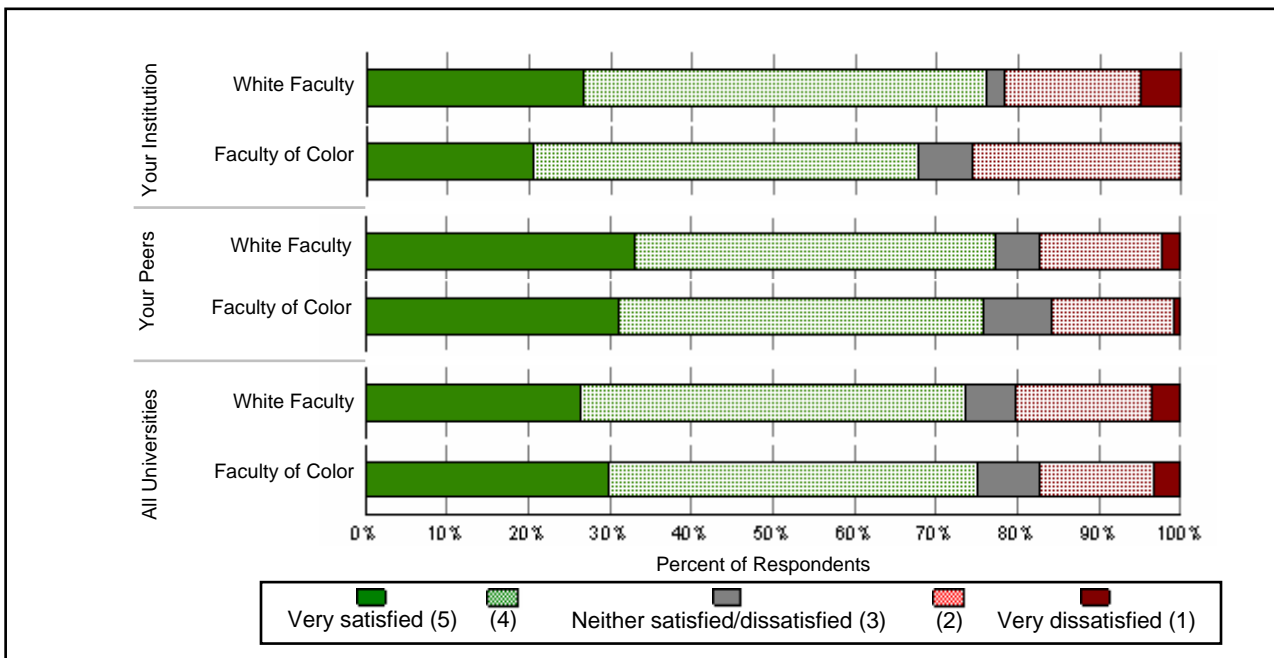
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 49th percentile on satisfaction with the way they spend their time as faculty members.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.759	1.1756	0.1268	3.507 to 4.011	3.627	0.9980	0.2495	3.095 to 4.158
Faculty at Peer 1	3.962	0.9545	0.1407	3.678 to 4.245	4.237	0.8065	0.1956	3.822 to 4.652
... Peer 2	3.823	1.1313	0.1020	3.621 to 4.025	3.738	1.1163	0.1646	3.407 to 4.070
... Peer 3	4.114	0.9840	0.1420	3.828 to 4.400	3.914	0.8870	0.2035	3.486 to 4.341
... Peer 4	3.734	1.2031	0.0912	3.554 to 3.914	3.687	1.2670	0.1584	3.371 to 4.004
... Peer 5	3.905	1.1086	0.1082	3.691 to 4.120	3.944	0.9428	0.1571	3.625 to 4.263
Your Peers (n=5)	3.908	0.1288	0.0576	3.748 to 4.068	3.904	0.1935	0.0865	3.664 to 4.144
All Universities (n=37)	3.736	0.2005	0.0330	3.669 to 3.803	3.857	0.2938	0.0483	3.759 to 3.955



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

OVERALL RESULTS

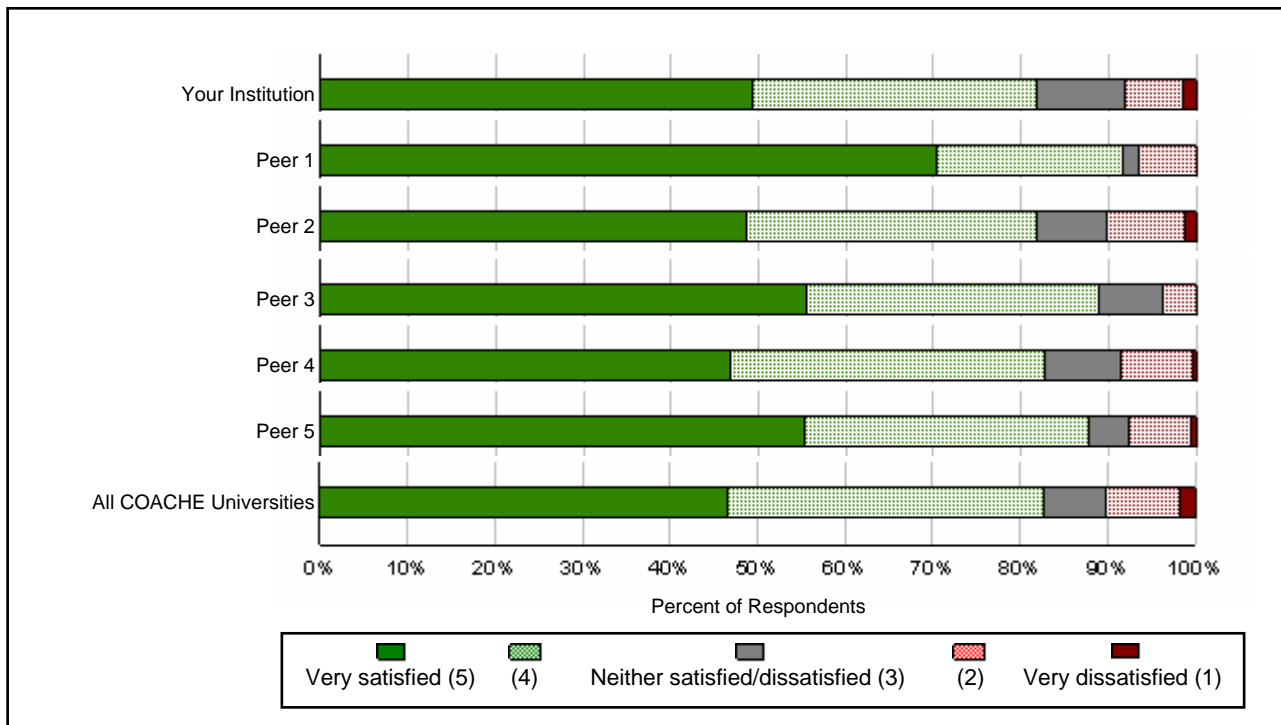
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 70th percentile on satisfaction with the level of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.215	0.9982	0.0993	4.018 to 4.412
Faculty at Peer 1	4.556	0.8203	0.1050	4.346 to 4.766
... Peer 2	4.191	1.0151	0.0783	4.037 to 4.346
... Peer 3	4.405	0.8069	0.0979	4.210 to 4.601
... Peer 4	4.206	0.9365	0.0616	4.084 to 4.327
... Peer 5	4.349	0.8943	0.0767	4.197 to 4.501
Your Peers (n=5)	4.342	0.1351	0.0604	4.174 to 4.509
All Universities (n=37)	4.172	0.1544	0.0254	4.120 to 4.223



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

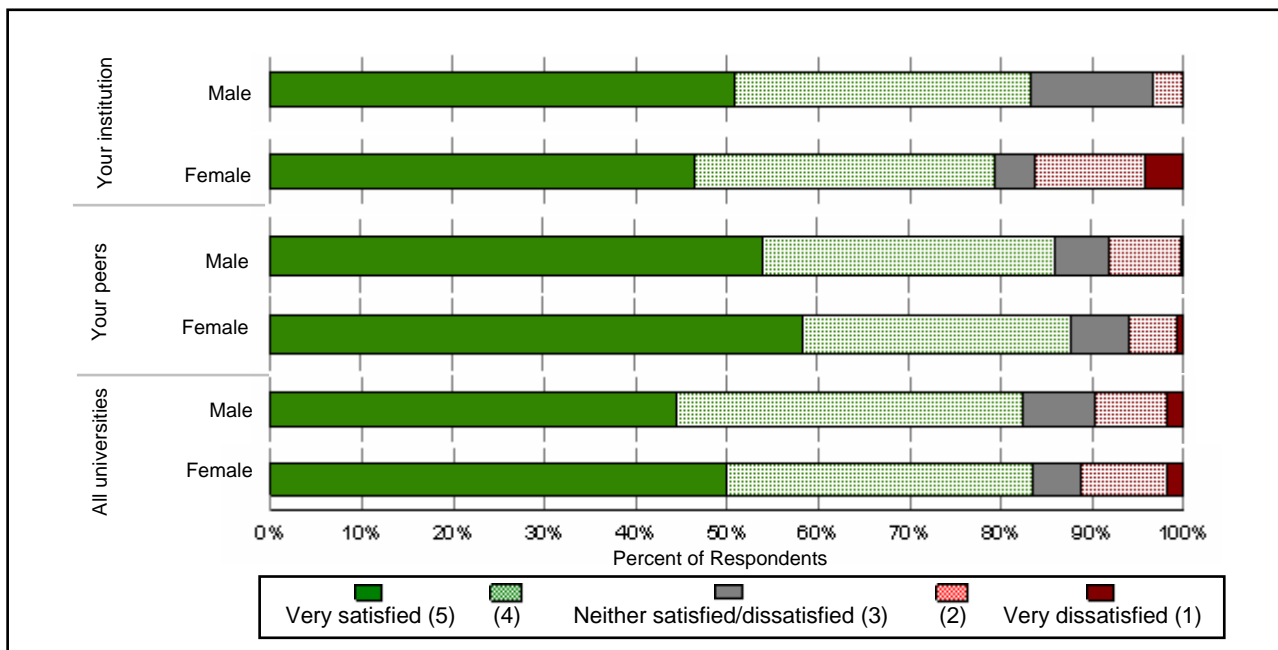
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on satisfaction with the level of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 11th percentile on satisfaction with the level of the courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.306	0.8284	0.1117	4.082 to 4.530	4.051	1.1577	0.1707	3.707 to 4.395
Faculty at Peer 1	4.479	0.8989	0.1371	4.203 to 4.756	4.722	0.5583	0.1316	4.444 to 5.000
... Peer 2	4.173	0.9807	0.1022	3.970 to 4.376	4.221	1.0553	0.1210	3.980 to 4.462
... Peer 3	4.366	0.8148	0.1272	4.109 to 4.624	4.479	0.7874	0.1515	4.168 to 4.791
... Peer 4	4.198	0.9295	0.0806	4.038 to 4.357	4.221	0.9455	0.0955	4.032 to 4.411
... Peer 5	4.364	0.9025	0.1087	4.147 to 4.580	4.330	0.8845	0.1081	4.114 to 4.546
Your Peers (n=5)	4.316	0.1147	0.0513	4.174 to 4.458	4.395	0.1891	0.0846	4.160 to 4.629
All Universities (n=37)	4.140	0.1685	0.0277	4.084 to 4.197	4.215	0.1976	0.0325	4.149 to 4.281



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

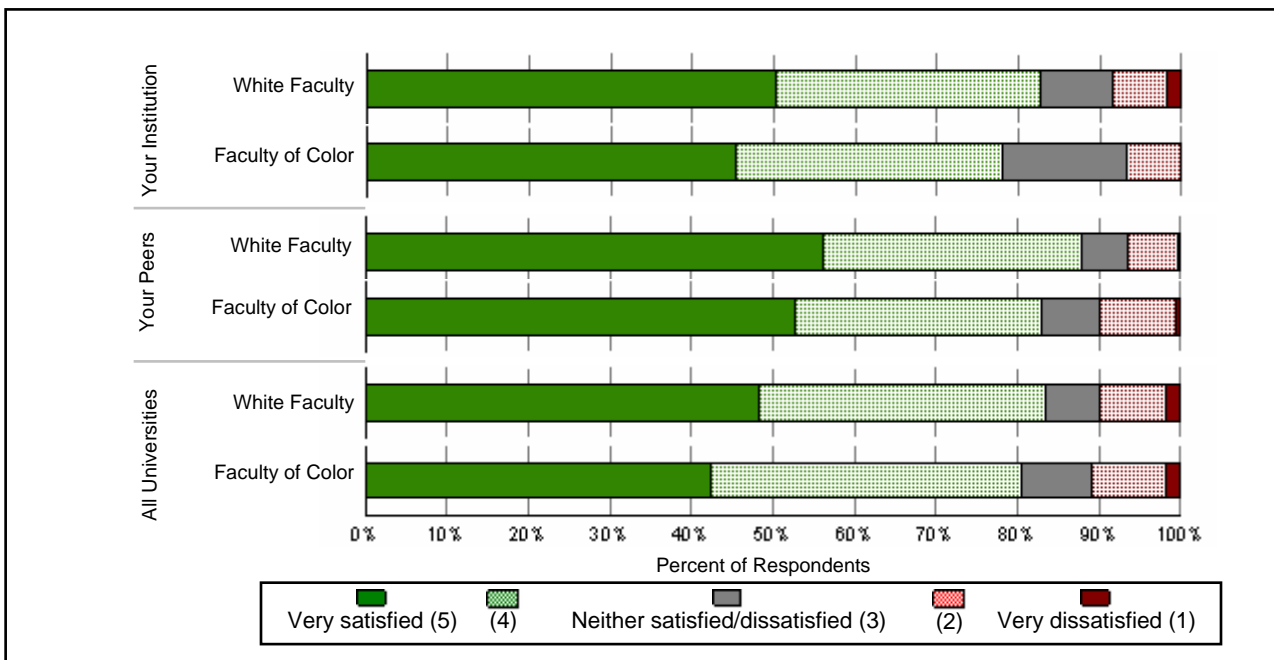
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 62nd percentile on satisfaction with the level of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 68th percentile on satisfaction with the level of the courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.227	1.0186	0.1105	4.007 to 4.446	4.165	0.8817	0.2204	3.695 to 4.635
Faculty at Peer 1	4.571	0.7507	0.1132	4.343 to 4.800	4.515	0.9772	0.2370	4.013 to 5.018
... Peer 2	4.208	1.0198	0.0920	4.026 to 4.390	4.142	1.0022	0.1494	3.841 to 4.443
... Peer 3	4.489	0.7034	0.1005	4.287 to 4.691	4.120	0.9875	0.2265	3.644 to 4.596
... Peer 4	4.242	0.9290	0.0717	4.101 to 4.384	4.084	0.9511	0.1198	3.844 to 4.323
... Peer 5	4.335	0.8965	0.0883	4.160 to 4.510	4.401	0.8856	0.1542	4.087 to 4.715
Your Peers (n=5)	4.369	0.1402	0.0627	4.195 to 4.543	4.252	0.1728	0.0773	4.038 to 4.467
All Universities (n=37)	4.173	0.2396	0.0394	4.093 to 4.253	4.106	0.2285	0.0376	4.030 to 4.183



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

OVERALL RESULTS

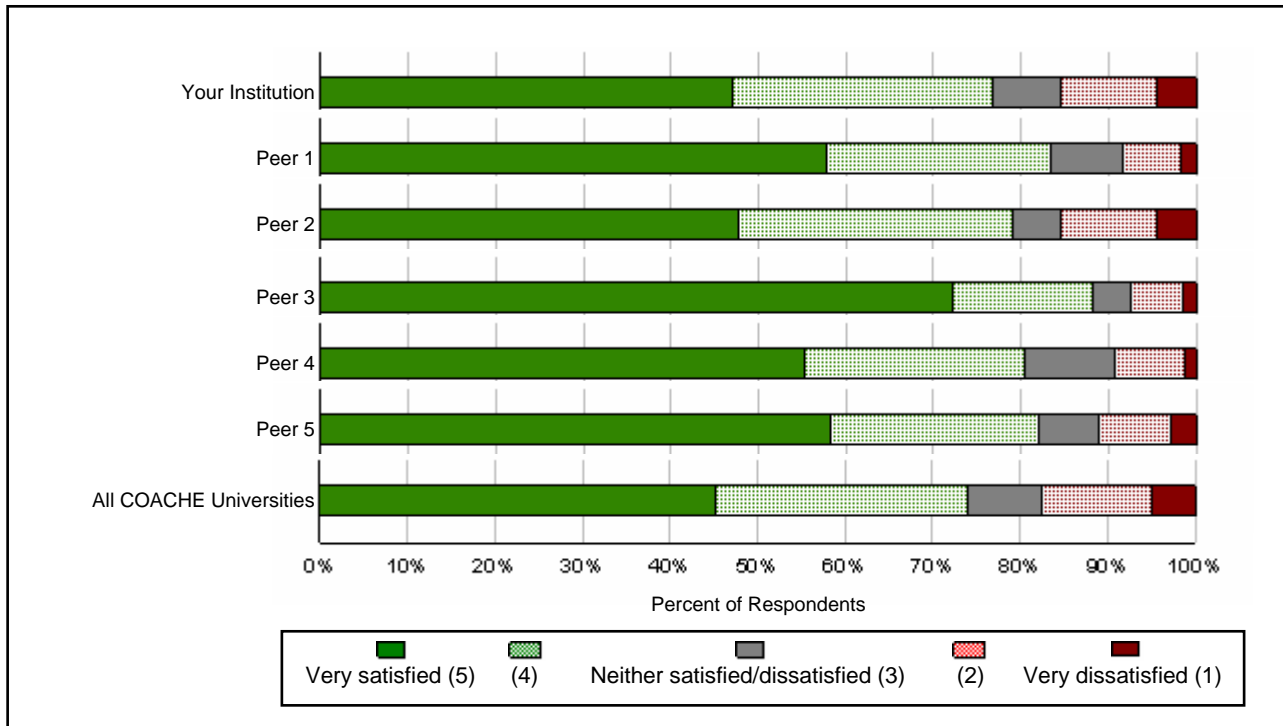
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 59th percentile on satisfaction with the number of courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.039	1.1895	0.1184	3.804 to 4.274
Faculty at Peer 1	4.310	0.9800	0.1245	4.062 to 4.559
... Peer 2	4.067	1.1422	0.0879	3.893 to 4.240
... Peer 3	4.516	0.9264	0.1115	4.294 to 4.739
... Peer 4	4.251	1.0287	0.0675	4.118 to 4.384
... Peer 5	4.263	1.0789	0.0922	4.081 to 4.446
Your Peers (n=5)	4.282	0.1437	0.0643	4.103 to 4.460
All Universities (n=37)	3.873	0.4078	0.0670	3.737 to 4.009



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

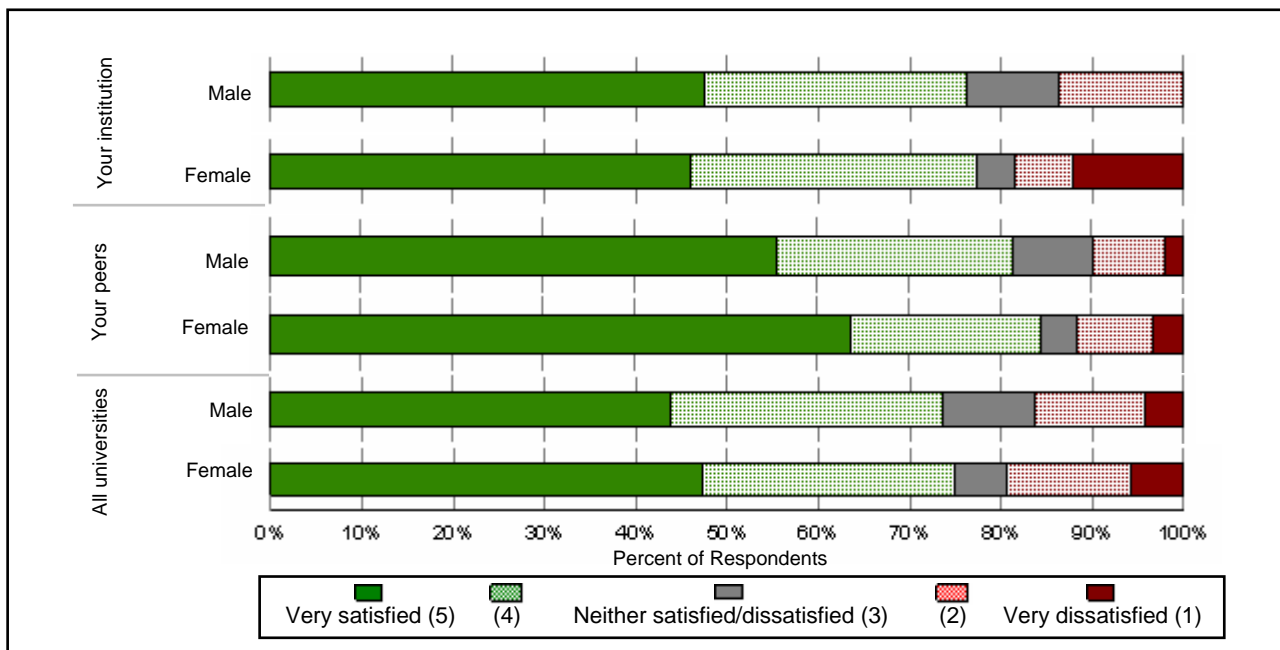
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th percentile on satisfaction with the number of courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on satisfaction with the number of courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.101	1.0664	0.1438	3.813 to 4.389	3.928	1.3180	0.1943	3.537 to 4.319
Faculty at Peer 1	4.347	0.8282	0.1249	4.095 to 4.598	4.231	1.2717	0.2997	3.599 to 4.864
... Peer 2	3.983	1.1262	0.1168	3.751 to 4.215	4.205	1.1552	0.1325	3.941 to 4.469
... Peer 3	4.410	1.0455	0.1613	4.084 to 4.736	4.723	0.6436	0.1239	4.469 to 4.978
... Peer 4	4.257	0.9458	0.0817	4.095 to 4.418	4.240	1.1321	0.1144	4.013 to 4.467
... Peer 5	4.256	1.0710	0.1280	4.001 to 4.512	4.273	1.0870	0.1328	4.008 to 4.538
Your Peers (n=5)	4.251	0.1458	0.0652	4.070 to 4.432	4.334	0.1956	0.0875	4.092 to 4.577
All Universities (n=37)	3.859	0.4254	0.0699	3.717 to 4.001	3.896	0.4339	0.0713	3.751 to 4.040



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

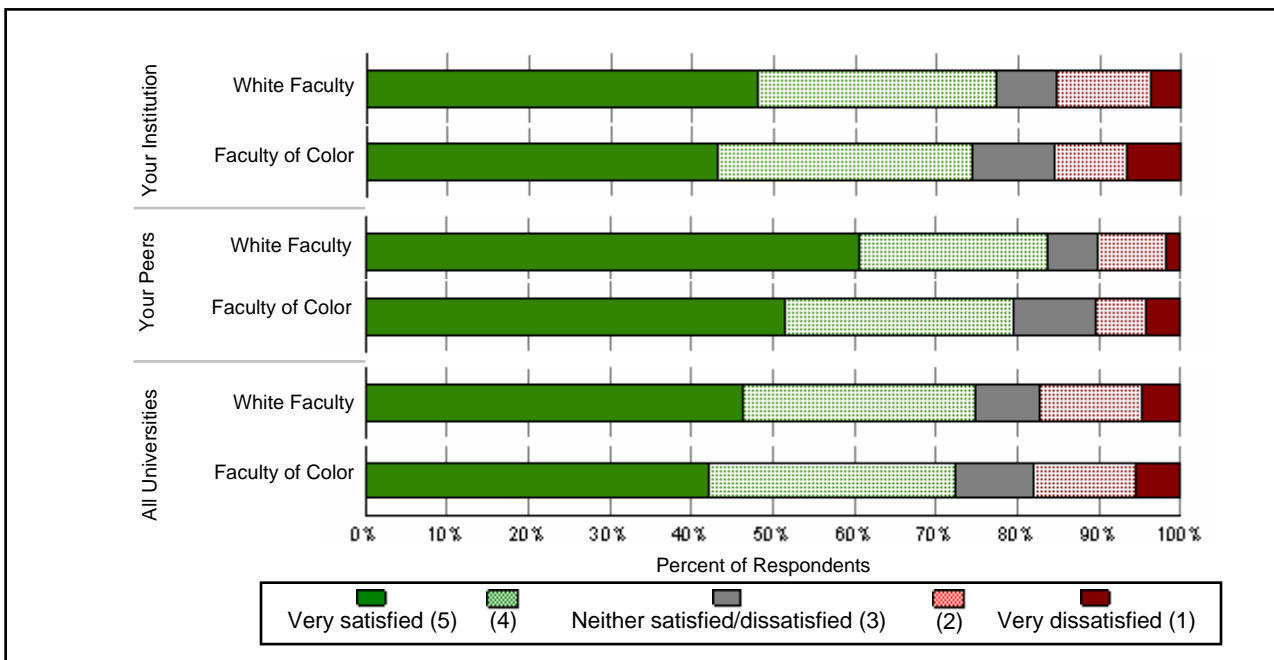
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 57th percentile on satisfaction with the number of courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 51st percentile on satisfaction with the number of courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.060	1.1818	0.1282	3.805 to 4.315	3.951	1.2183	0.3046	3.302 to 4.601
Faculty at Peer 1	4.331	1.0111	0.1507	4.028 to 4.635	4.252	0.8921	0.2164	3.793 to 4.711
... Peer 2	4.146	1.1383	0.1026	3.942 to 4.349	3.843	1.1413	0.1683	3.504 to 4.182
... Peer 3	4.617	0.7972	0.1127	4.391 to 4.844	4.163	1.1627	0.2667	3.603 to 4.724
... Peer 4	4.276	1.0072	0.0772	4.124 to 4.429	4.166	1.0805	0.1372	3.891 to 4.440
... Peer 5	4.232	1.0990	0.1083	4.017 to 4.447	4.379	1.0035	0.1721	4.029 to 4.729
Your Peers (n=5)	4.320	0.1604	0.0717	4.121 to 4.520	4.161	0.1771	0.0792	3.941 to 4.381
All Universities (n=37)	3.855	0.5124	0.0842	3.684 to 4.026	3.857	0.3936	0.0647	3.726 to 3.989



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

OVERALL RESULTS

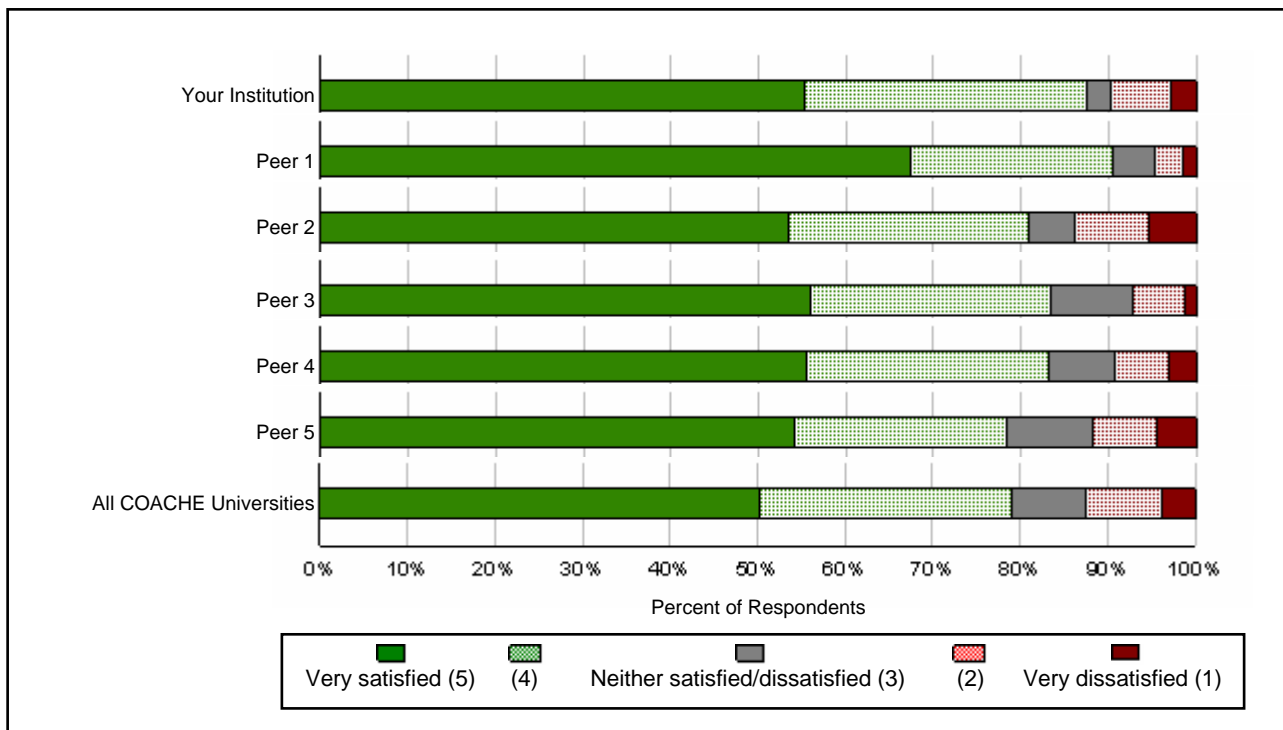
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 81st percentile on satisfaction with the influence they have over which courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.302	1.0447	0.1040	4.095 to 4.508
Faculty at Peer 1	4.516	0.8565	0.1088	4.298 to 4.733
... Peer 2	4.152	1.1983	0.0922	3.970 to 4.334
... Peer 3	4.310	0.9977	0.1210	4.068 to 4.551
... Peer 4	4.266	1.0607	0.0696	4.128 to 4.403
... Peer 5	4.163	1.1414	0.0975	3.970 to 4.356
Your Peers (n=5)	4.281	0.1318	0.0589	4.118 to 4.445
All Universities (n=37)	4.132	0.2141	0.0352	4.061 to 4.204



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the influence they have over which courses they teach.

Compared to your peers:

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

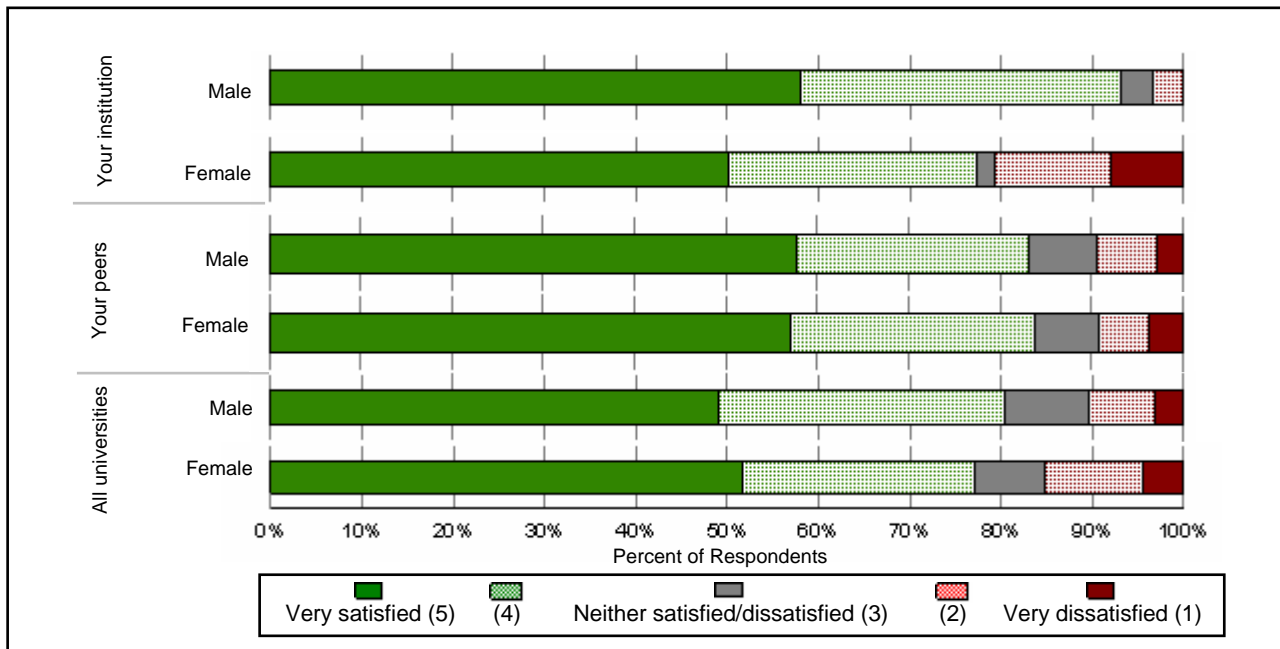
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on satisfaction with the influence they have over which courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.478	0.7354	0.0992	4.279 to 4.677	3.988	1.2767	0.1882	3.608 to 4.367
Faculty at Peer 1	4.422	0.9629	0.1452	4.129 to 4.715	4.722	0.4479	0.1056	4.499 to 4.945
... Peer 2	4.105	1.2586	0.1305	3.846 to 4.365	4.227	1.1136	0.1277	3.973 to 4.482
... Peer 3	4.358	0.8955	0.1399	4.075 to 4.640	4.219	1.1331	0.2181	3.770 to 4.667
... Peer 4	4.352	0.9404	0.0812	4.192 to 4.513	4.096	1.1909	0.1203	3.857 to 4.334
... Peer 5	4.182	1.1414	0.1364	3.910 to 4.454	4.138	1.1398	0.1393	3.860 to 4.416
Your Peers (n=5)	4.284	0.1194	0.0534	4.136 to 4.432	4.280	0.2262	0.1012	3.999 to 4.561
All Universities (n=37)	4.157	0.2413	0.0397	4.076 to 4.237	4.096	0.2576	0.0423	4.010 to 4.182



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

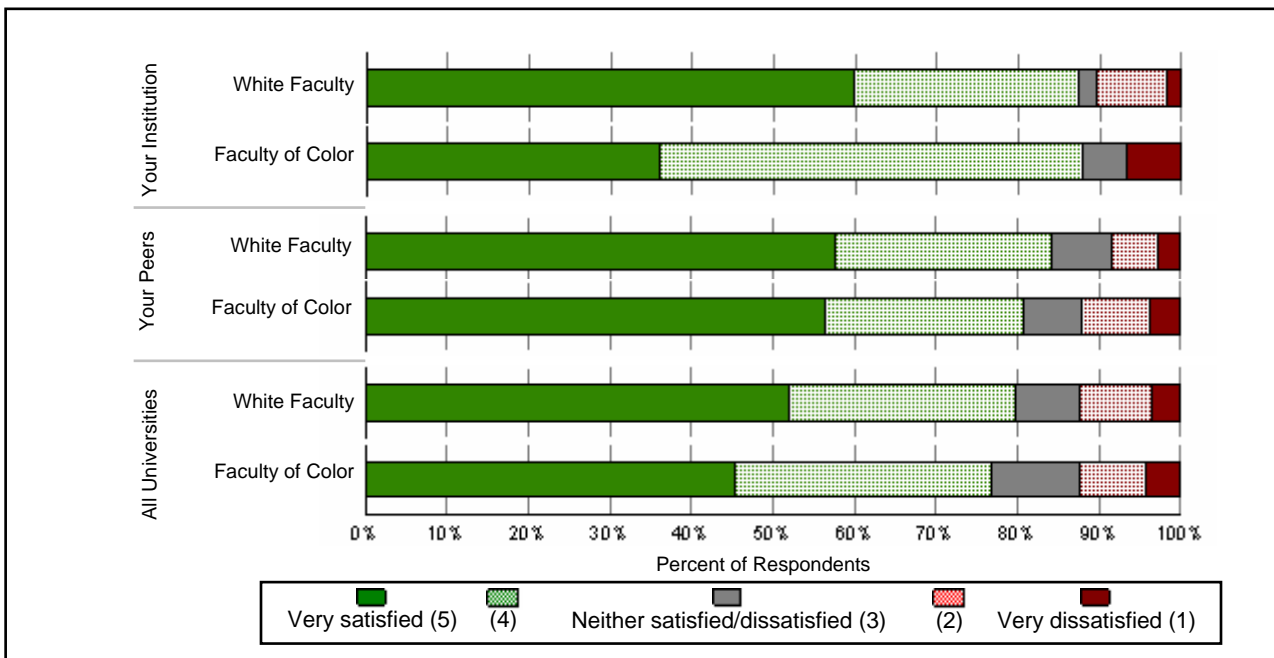
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th percentile on satisfaction with the influence they have over which courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 57th percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.350	1.0519	0.1141	4.123 to 4.577	4.104	0.9922	0.2480	3.576 to 4.633
Faculty at Peer 1	4.516	0.7781	0.1160	4.282 to 4.750	4.515	1.0357	0.2512	3.983 to 5.048
... Peer 2	4.216	1.1604	0.1046	4.009 to 4.423	3.968	1.2767	0.1882	3.589 to 4.347
... Peer 3	4.366	0.9159	0.1308	4.102 to 4.629	4.120	1.1650	0.2673	3.558 to 4.681
... Peer 4	4.305	1.0372	0.0795	4.148 to 4.462	4.129	1.1142	0.1415	3.846 to 4.412
... Peer 5	4.116	1.1568	0.1140	3.890 to 4.342	4.334	1.0770	0.1847	3.959 to 4.710
Your Peers (n=5)	4.304	0.1354	0.0605	4.136 to 4.472	4.213	0.1908	0.0853	3.976 to 4.450
All Universities (n=37)	4.130	0.2751	0.0452	4.038 to 4.222	4.099	0.2613	0.0430	4.011 to 4.186



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

OVERALL RESULTS

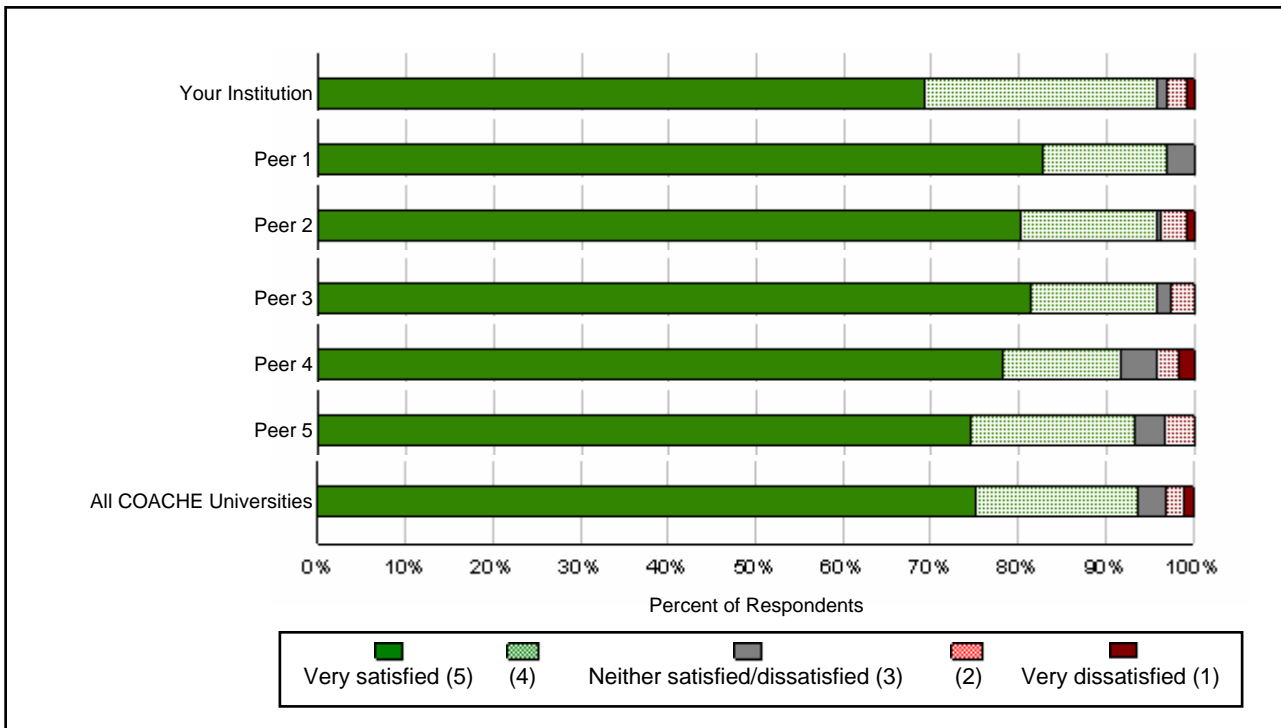
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	4.612	0.7426	0.0739	4.466 to 4.759
Faculty at Peer 1	4.797	0.4767	0.0601	4.677 to 4.917
... Peer 2	4.717	0.6730	0.0518	4.614 to 4.819
... Peer 3	4.745	0.6407	0.0789	4.588 to 4.903
... Peer 4	4.639	0.8476	0.0561	4.528 to 4.749
... Peer 5	4.645	0.6900	0.0592	4.528 to 4.762
Your Peers (n=5)	4.708	0.0602	0.0269	4.634 to 4.783
All Universities (n=37)	4.646	0.1031	0.0169	4.611 to 4.680



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

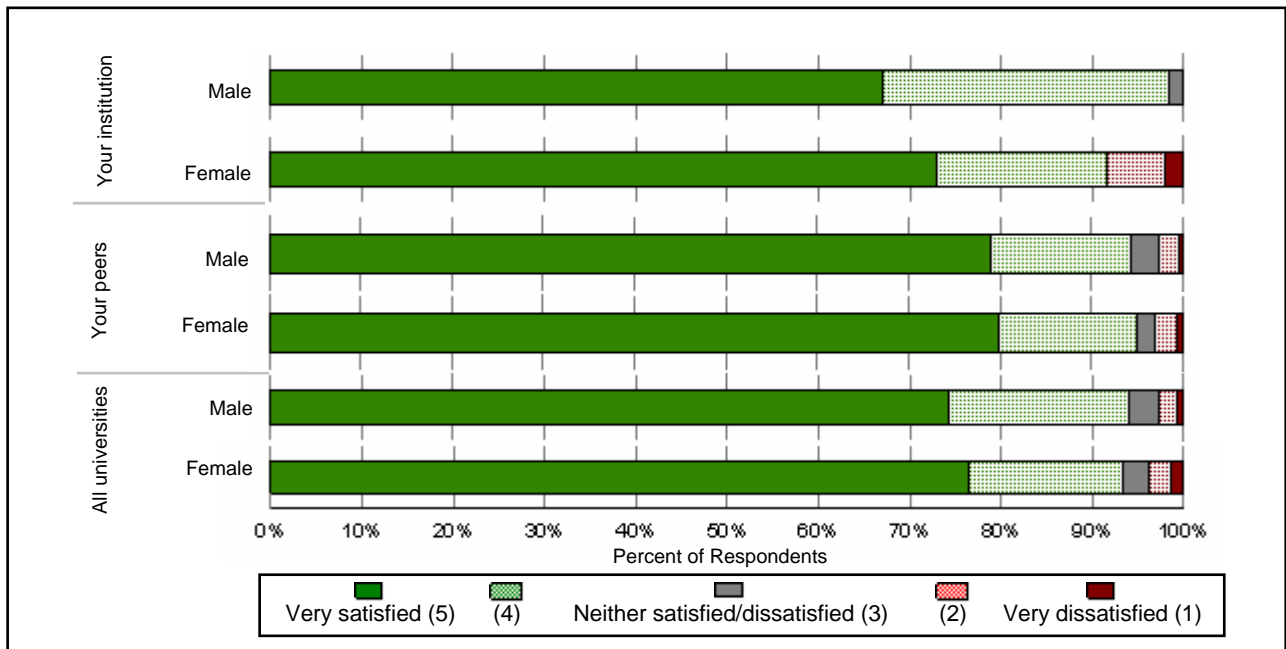
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on satisfaction with the discretion they have over the content of the courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.653	0.4999	0.0674	4.518 to 4.788	4.540	0.9488	0.1399	4.258 to 4.821
Faculty at Peer 1	4.724	0.5378	0.0811	4.561 to 4.888	4.947	0.2233	0.0512	4.840 to 5.055
... Peer 2	4.672	0.7919	0.0821	4.508 to 4.835	4.791	0.4788	0.0549	4.681 to 4.900
... Peer 3	4.803	0.6053	0.0945	4.612 to 4.994	4.627	0.6859	0.1372	4.344 to 4.910
... Peer 4	4.707	0.6867	0.0602	4.588 to 4.826	4.508	1.0126	0.1023	4.305 to 4.711
... Peer 5	4.613	0.7401	0.0885	4.437 to 4.790	4.687	0.6315	0.0777	4.532 to 4.842
Your Peers (n=5)	4.704	0.0624	0.0279	4.626 to 4.781	4.712	0.1490	0.0667	4.527 to 4.897
All Universities (n=37)	4.656	0.1038	0.0171	4.621 to 4.690	4.633	0.1676	0.0276	4.577 to 4.689



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

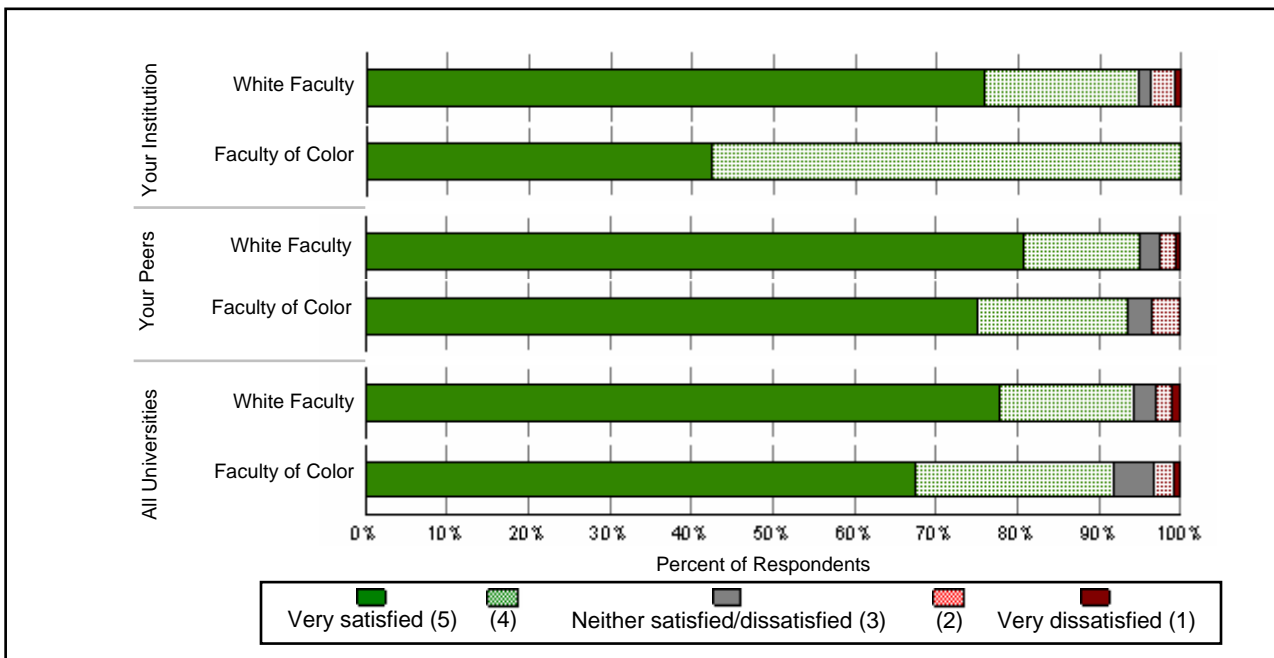
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 14th percentile on satisfaction with the discretion they have over the content of the courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.659	0.7799	0.0846	4.490 to 4.827	4.423	0.4961	0.1240	4.159 to 4.687
Faculty at Peer 1	4.809	0.4482	0.0661	4.676 to 4.942	4.762	0.5455	0.1323	4.482 to 5.043
... Peer 2	4.770	0.6444	0.0581	4.655 to 4.885	4.565	0.7330	0.1081	4.347 to 4.783
... Peer 3	4.766	0.5951	0.0859	4.593 to 4.938	4.673	0.7454	0.1757	4.303 to 5.044
... Peer 4	4.669	0.8164	0.0630	4.544 to 4.793	4.533	0.9218	0.1190	4.295 to 4.771
... Peer 5	4.623	0.7399	0.0733	4.478 to 4.769	4.724	0.5034	0.0863	4.548 to 4.900
Your Peers (n=5)	4.727	0.0696	0.0311	4.641 to 4.814	4.651	0.0890	0.0398	4.541 to 4.762
All Universities (n=37)	4.662	0.1468	0.0241	4.613 to 4.711	4.566	0.1296	0.0213	4.523 to 4.609



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

OVERALL RESULTS

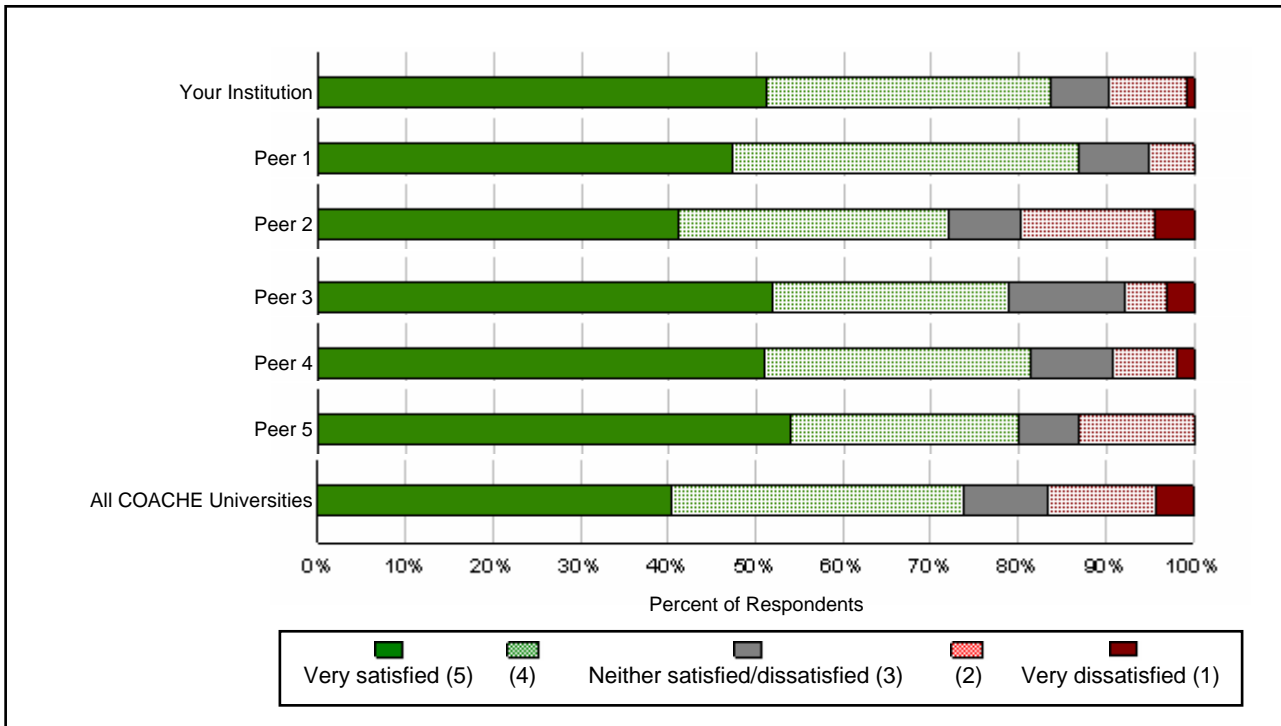
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 97th percentile on satisfaction with the number of students they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.243	1.0010	0.0996	4.046 to 4.441
Faculty at Peer 1	4.292	0.8110	0.1030	4.086 to 4.498
... Peer 2	3.887	1.2262	0.0943	3.701 to 4.073
... Peer 3	4.196	1.0227	0.1240	3.949 to 4.444
... Peer 4	4.210	1.0133	0.0667	4.079 to 4.341
... Peer 5	4.209	1.0427	0.0888	4.033 to 4.384
Your Peers (n=5)	4.159	0.1400	0.0626	3.985 to 4.333
All Universities (n=37)	3.921	0.2324	0.0382	3.843 to 3.998



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

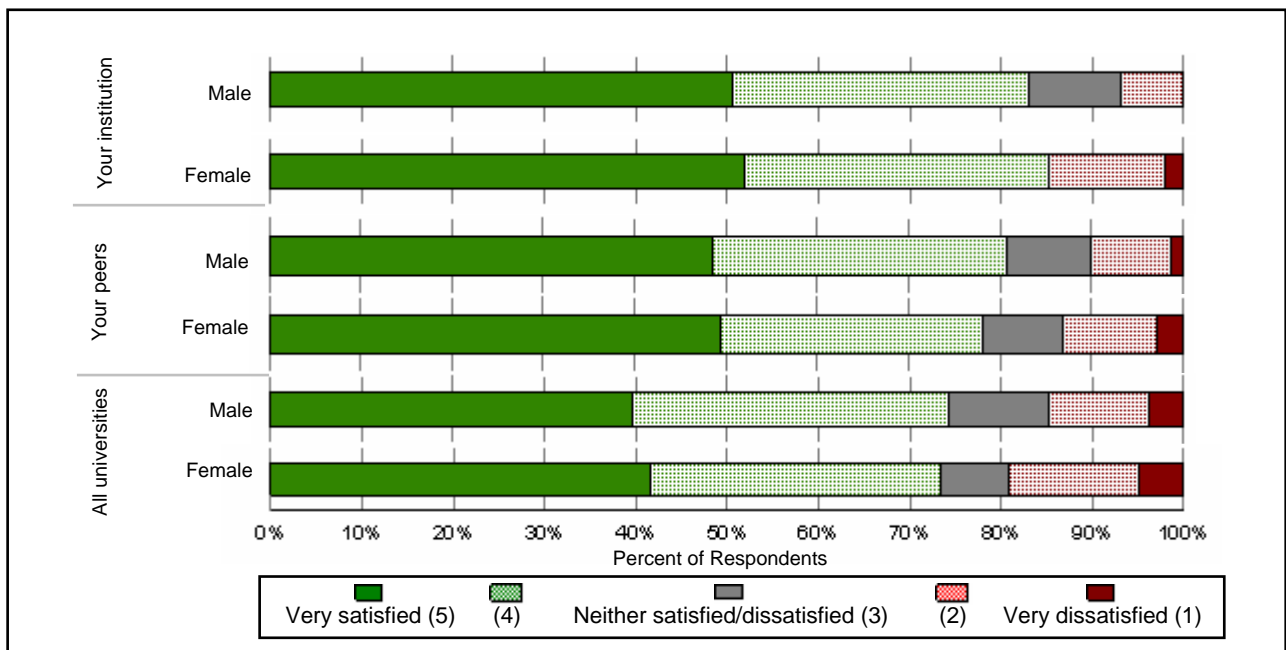
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on satisfaction with the number of students they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 86th percentile on satisfaction with the number of students they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.267	0.9138	0.1232	4.020 to 4.514	4.201	1.0958	0.1616	3.876 to 4.527
Faculty at Peer 1	4.277	0.7258	0.1107	4.054 to 4.500	4.321	0.9762	0.2239	3.851 to 4.792
... Peer 2	3.942	1.1262	0.1168	3.710 to 4.174	3.796	1.3310	0.1527	3.492 to 4.100
... Peer 3	4.305	0.9985	0.1559	3.990 to 4.620	3.990	1.0357	0.1993	3.580 to 4.399
... Peer 4	4.235	0.9667	0.0838	4.070 to 4.401	4.161	1.0724	0.1083	3.946 to 4.376
... Peer 5	4.135	1.0568	0.1254	3.885 to 4.385	4.305	1.0224	0.1249	4.056 to 4.555
Your Peers (n=5)	4.179	0.1317	0.0589	4.015 to 4.342	4.115	0.1991	0.0890	3.868 to 4.362
All Universities (n=37)	3.955	0.2128	0.0350	3.884 to 4.026	3.887	0.3306	0.0543	3.777 to 3.997



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

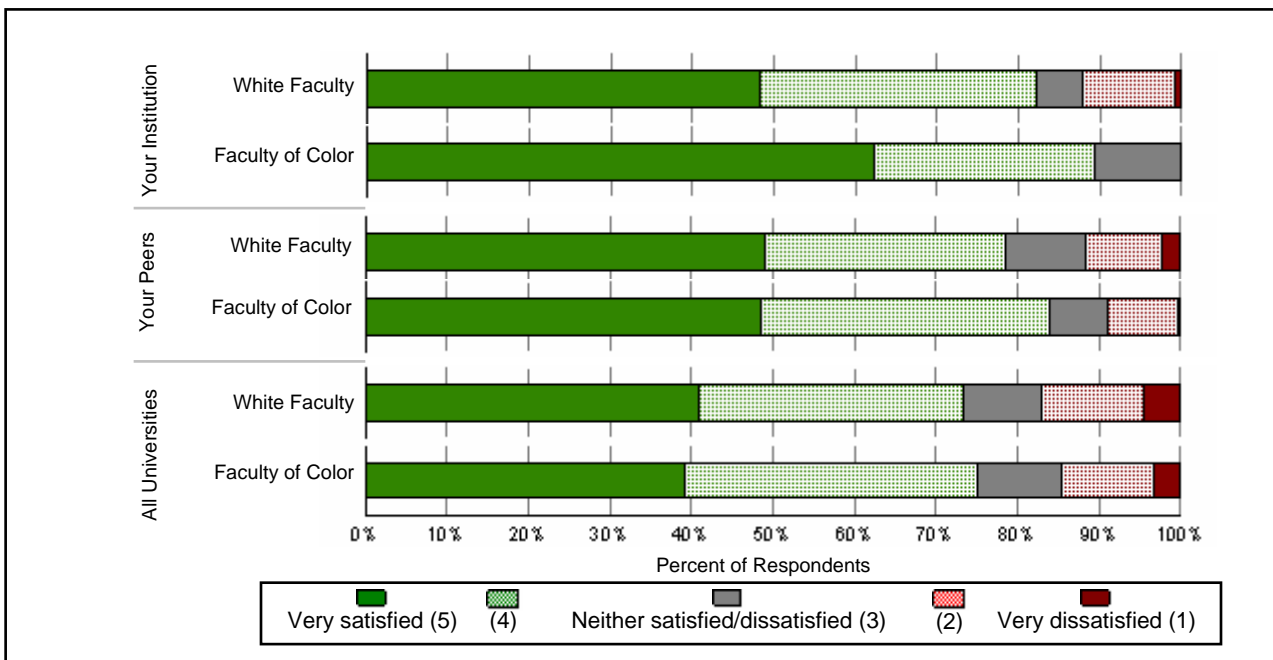
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th percentile on satisfaction with the number of students they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 100th percentile on satisfaction with the number of students they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.176	1.0386	0.1127	3.952 to 4.400	4.517	0.7071	0.1768	4.141 to 4.894
Faculty at Peer 1	4.225	0.8664	0.1292	3.965 to 4.485	4.479	0.6056	0.1469	4.167 to 4.790
... Peer 2	3.892	1.2644	0.1140	3.667 to 4.118	3.872	1.1130	0.1641	3.541 to 4.202
... Peer 3	4.126	1.1111	0.1587	3.807 to 4.445	4.437	0.6781	0.1556	4.110 to 4.764
... Peer 4	4.187	1.0614	0.0819	4.025 to 4.348	4.288	0.8662	0.1091	4.070 to 4.506
... Peer 5	4.242	1.0284	0.1013	4.041 to 4.443	4.089	1.0819	0.1829	3.717 to 4.460
Your Peers (n=5)	4.135	0.1275	0.0570	3.976 to 4.293	4.233	0.2264	0.1012	3.952 to 4.514
All Universities (n=37)	3.894	0.2767	0.0455	3.802 to 3.986	3.988	0.3048	0.0501	3.886 to 4.089



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

OVERALL RESULTS

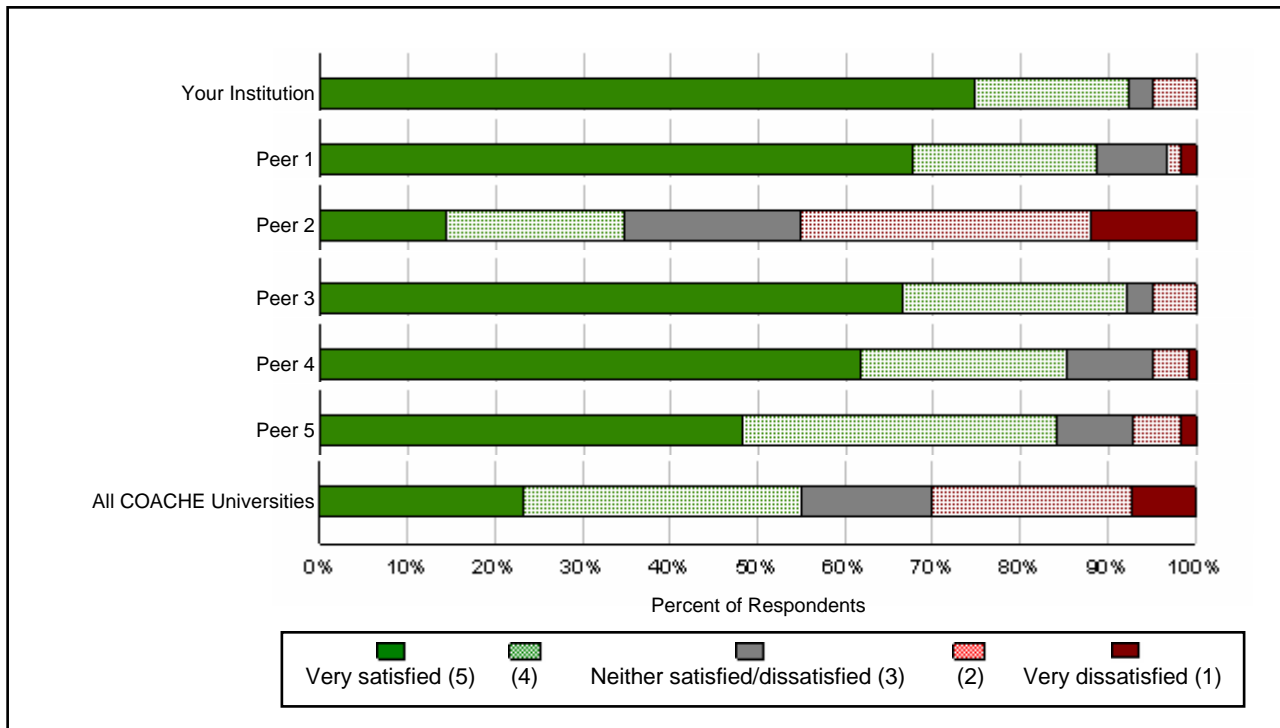
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with the quality of undergraduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.621	0.7538	0.0827	4.456 to 4.785
Faculty at Peer 1	4.511	0.8420	0.1078	4.296 to 4.727
... Peer 2	2.915	1.2737	0.1016	2.715 to 3.116
... Peer 3	4.538	0.7770	0.0987	4.340 to 4.735
... Peer 4	4.415	0.8905	0.0813	4.254 to 4.576
... Peer 5	4.235	0.9606	0.0896	4.057 to 4.412
Your Peers (n=5)	4.123	0.6130	0.2741	3.362 to 4.884
All Universities (n=37)	3.428	0.5592	0.0919	3.242 to 3.615



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

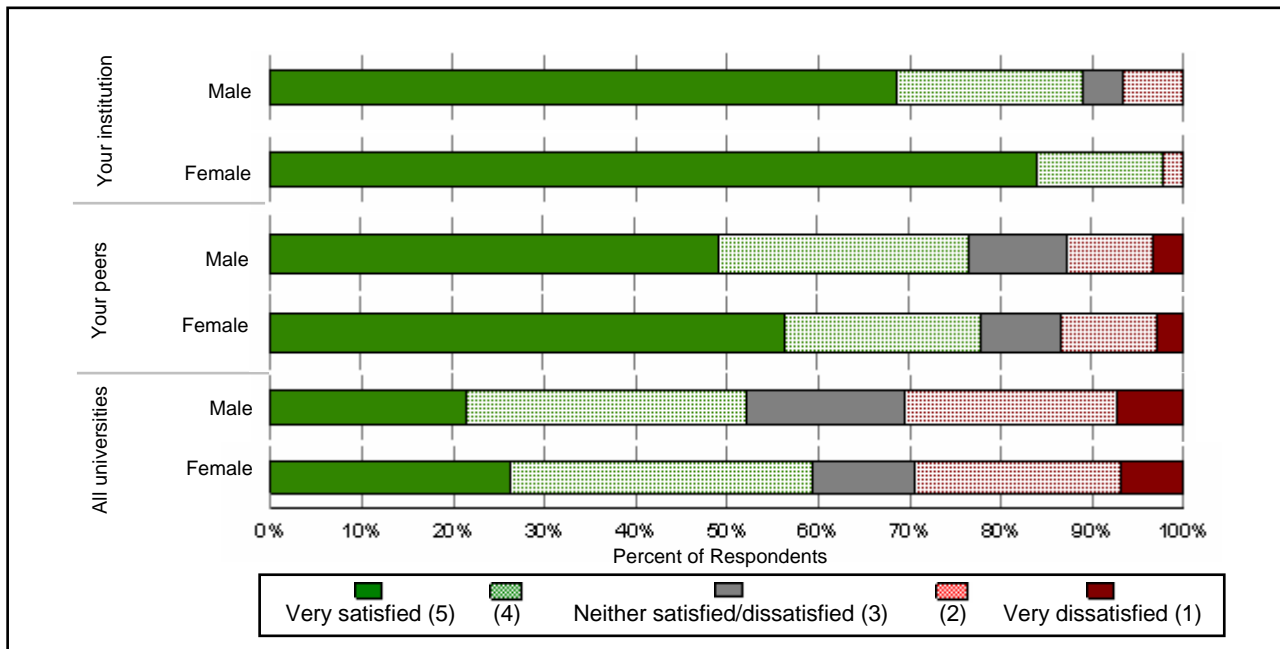
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.508	0.8793	0.1357	4.234 to 4.782	4.793	0.5508	0.0860	4.619 to 4.967
Faculty at Peer 1	4.423	0.9145	0.1379	4.145 to 4.701	4.716	0.5703	0.1383	4.423 to 5.009
... Peer 2	2.862	1.2526	0.1335	2.596 to 3.127	3.007	1.2963	0.1561	2.696 to 3.318
... Peer 3	4.599	0.6704	0.1088	4.378 to 4.819	4.415	0.9091	0.1856	4.032 to 4.799
... Peer 4	4.383	0.8712	0.0999	4.184 to 4.582	4.497	0.9170	0.1382	4.218 to 4.776
... Peer 5	4.213	0.8322	0.1102	3.992 to 4.434	4.261	1.0717	0.1407	3.980 to 4.543
Your Peers (n=5)	4.096	0.6291	0.2814	3.315 to 4.877	4.179	0.6043	0.2702	3.429 to 4.930
All Universities (n=37)	3.360	0.6249	0.1027	3.152 to 3.569	3.529	0.5399	0.0888	3.349 to 3.709



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

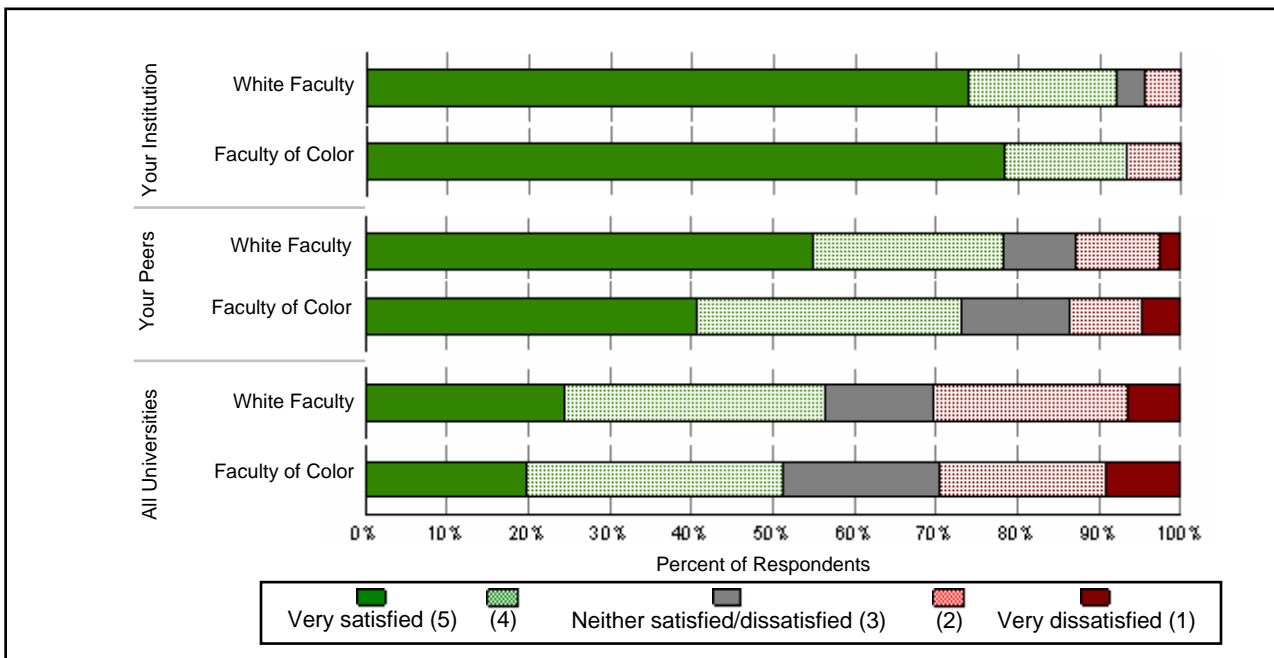
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 100th percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.614	0.7375	0.0881	4.438 to 4.790	4.650	0.8356	0.2318	4.145 to 5.155
Faculty at Peer 1	4.643	0.7100	0.1070	4.427 to 4.859	4.150	1.0424	0.2528	3.614 to 4.686
... Peer 2	2.925	1.2445	0.1141	2.699 to 3.151	2.885	1.3562	0.2200	2.439 to 3.330
... Peer 3	4.552	0.8264	0.1218	4.307 to 4.798	4.482	0.6124	0.1531	4.156 to 4.808
... Peer 4	4.448	0.8348	0.0885	4.272 to 4.624	4.296	1.0282	0.1847	3.919 to 4.673
... Peer 5	4.310	0.9676	0.1043	4.102 to 4.517	3.958	0.8899	0.1652	3.620 to 4.297
Your Peers (n=5)	4.176	0.6351	0.2840	3.387 to 4.964	3.954	0.5618	0.2512	3.257 to 4.652
All Universities (n=37)	3.427	0.6221	0.1023	3.220 to 3.635	3.362	0.5276	0.0867	3.186 to 3.538



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

OVERALL RESULTS

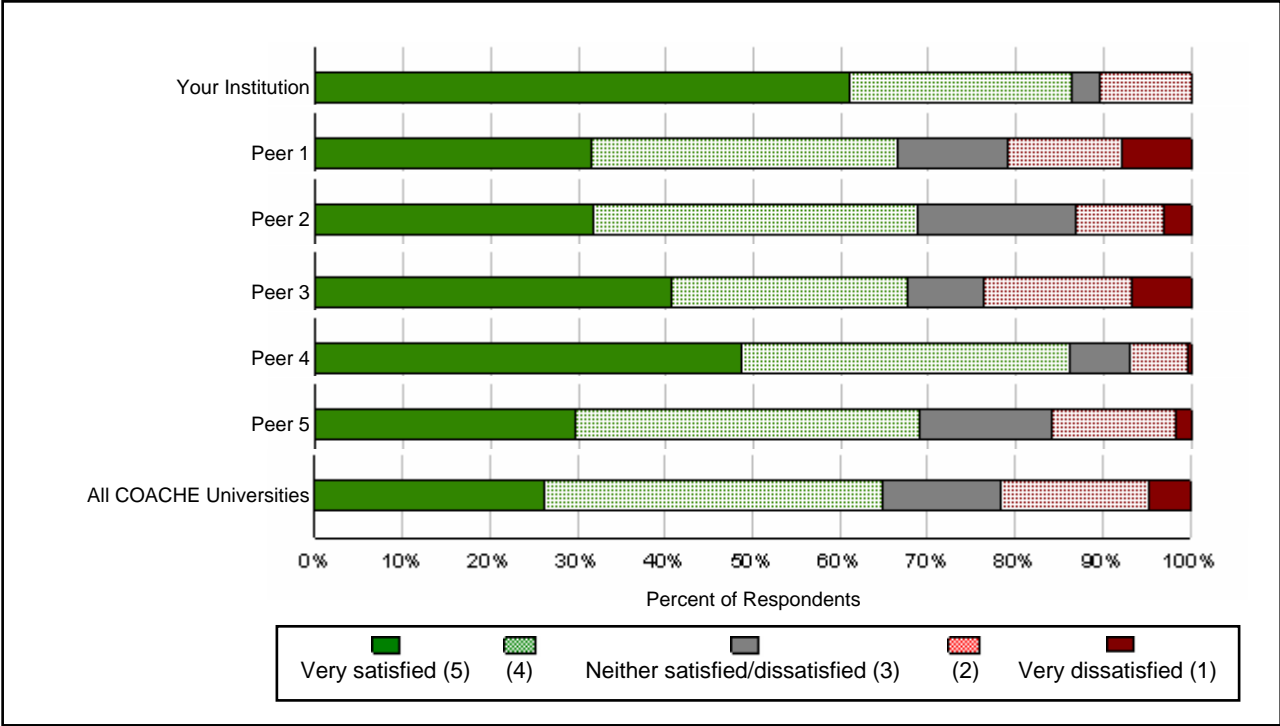
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with the quality of graduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.369	0.9725	0.0958	4.179 to 4.559
Faculty at Peer 1	3.688	1.2543	0.1593	3.369 to 4.006
... Peer 2	3.842	1.0746	0.0844	3.675 to 4.009
... Peer 3	3.777	1.3534	0.2167	3.339 to 4.216
... Peer 4	4.274	0.8861	0.0583	4.159 to 4.389
... Peer 5	3.807	1.1011	0.0966	3.616 to 3.999
Your Peers (n=5)	3.878	0.2048	0.0916	3.624 to 4.132
All Universities (n=37)	3.569	0.3060	0.0503	3.467 to 3.671



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

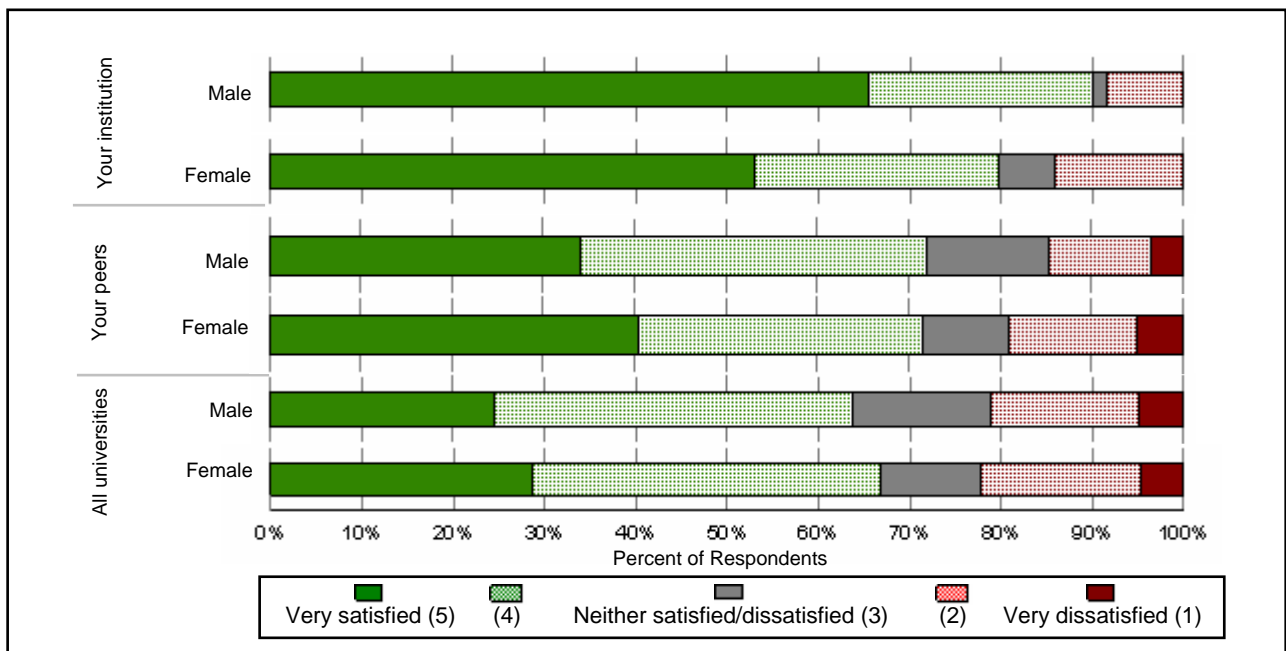
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.471	0.8997	0.1192	4.232 to 4.709	4.183	1.0408	0.1535	3.874 to 4.492
Faculty at Peer 1	3.468	1.2152	0.1832	3.098 to 3.837	4.169	1.2134	0.2860	3.565 to 4.772
... Peer 2	3.885	1.1442	0.1206	3.646 to 4.125	3.768	0.9788	0.1154	3.538 to 3.998
... Peer 3	3.899	1.2432	0.2486	3.386 to 4.412	3.506	1.5000	0.4009	2.640 to 4.372
... Peer 4	4.324	0.8340	0.0720	4.181 to 4.466	4.177	0.9486	0.0963	3.986 to 4.368
... Peer 5	3.831	0.9390	0.1147	3.602 to 4.060	3.776	1.2498	0.1575	3.462 to 4.091
Your Peers (n=5)	3.881	0.2719	0.1216	3.544 to 4.219	3.879	0.2586	0.1156	3.558 to 4.200
All Universities (n=37)	3.517	0.3620	0.0595	3.397 to 3.638	3.631	0.3294	0.0541	3.522 to 3.741



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

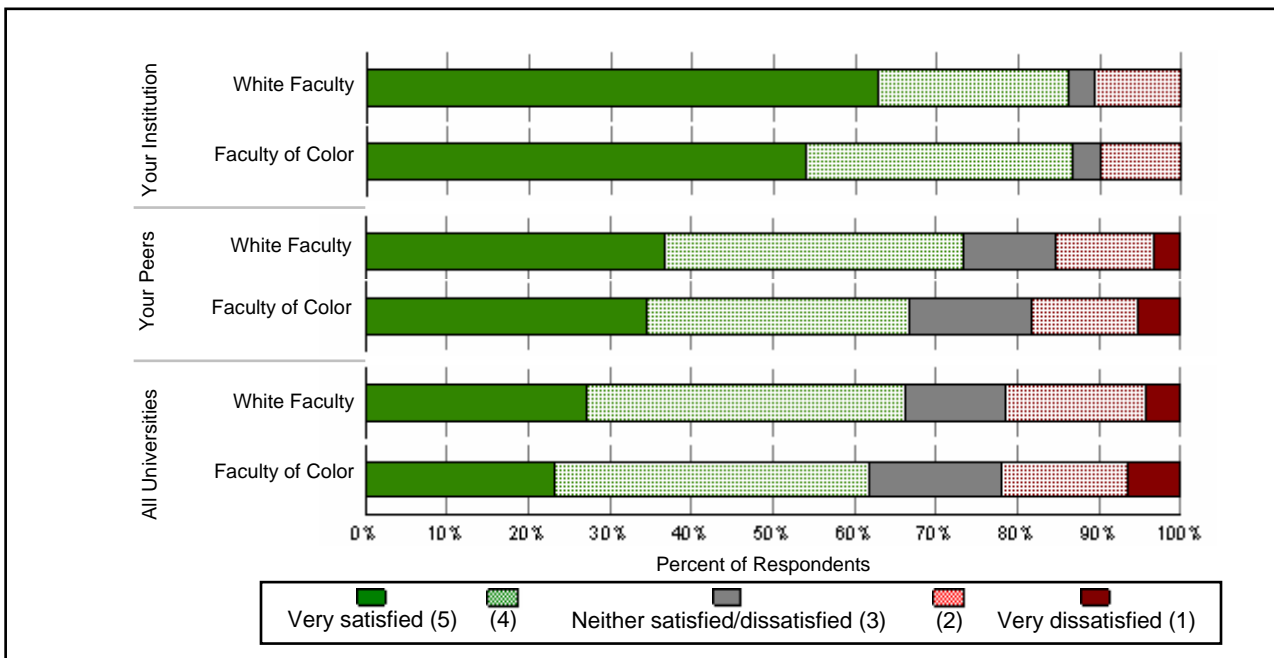
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 97th percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.385	0.9665	0.1042	4.178 to 4.592	4.307	0.9843	0.2387	3.801 to 4.813
Faculty at Peer 1	3.665	1.2721	0.1876	3.288 to 4.043	3.756	1.1990	0.2997	3.117 to 4.395
... Peer 2	3.839	1.0751	0.0994	3.642 to 4.036	3.852	1.0727	0.1599	3.530 to 4.174
... Peer 3	3.898	1.2106	0.2421	3.398 to 4.397	3.495	1.5469	0.4134	2.602 to 4.388
... Peer 4	4.314	0.8792	0.0672	4.181 to 4.447	4.133	0.8975	0.1159	3.901 to 4.365
... Peer 5	3.851	1.0703	0.1076	3.637 to 4.064	3.646	1.1604	0.2084	3.220 to 4.071
Your Peers (n=5)	3.913	0.2154	0.0963	3.646 to 4.181	3.776	0.2143	0.0959	3.510 to 4.042
All Universities (n=37)	3.580	0.3847	0.0632	3.452 to 3.709	3.502	0.3956	0.0650	3.370 to 3.634



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

OVERALL RESULTS

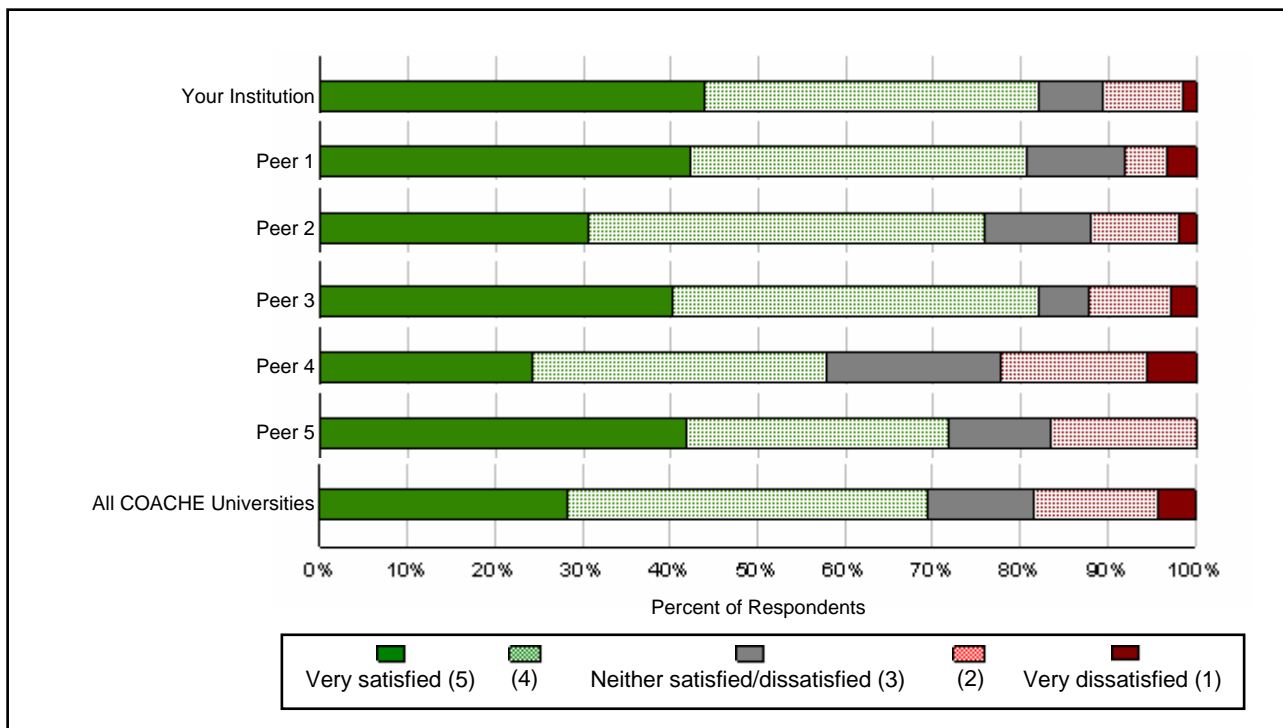
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with what's expected of them as researchers.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.137	1.0138	0.1009	3.937 to 4.337
Faculty at Peer 1	4.115	0.9999	0.1260	3.863 to 4.366
... Peer 2	3.927	0.9768	0.0754	3.778 to 4.076
... Peer 3	4.072	1.0646	0.1301	3.812 to 4.332
... Peer 4	3.539	1.1975	0.0793	3.383 to 3.695
... Peer 5	3.968	1.1130	0.0937	3.783 to 4.153
Your Peers (n=5)	3.924	0.2041	0.0913	3.671 to 4.178
All Universities (n=37)	3.704	0.2759	0.0454	3.612 to 3.796



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

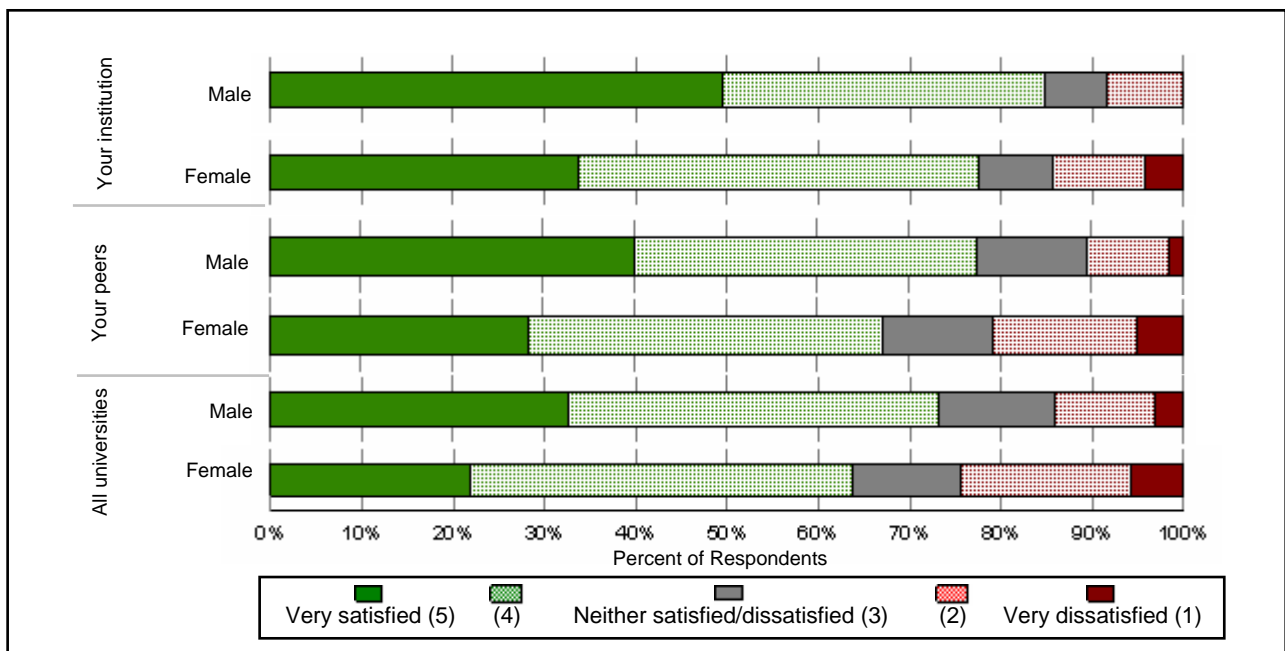
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on satisfaction with what's expected of them as researchers.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on satisfaction with what's expected of them as researchers.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.256	0.9335	0.1259	4.003 to 4.508	3.927	1.0826	0.1596	3.605 to 4.248
Faculty at Peer 1	4.220	0.9502	0.1432	3.931 to 4.509	3.895	1.0709	0.2457	3.378 to 4.411
... Peer 2	3.969	0.9501	0.0985	3.774 to 4.165	3.857	1.0061	0.1162	3.625 to 4.088
... Peer 3	4.269	0.7984	0.1262	4.014 to 4.525	3.707	1.3000	0.2502	3.193 to 4.221
... Peer 4	3.641	1.1414	0.0993	3.445 to 3.838	3.338	1.2472	0.1273	3.086 to 3.591
... Peer 5	4.177	0.9997	0.1162	3.946 to 4.409	3.680	1.1640	0.1422	3.397 to 3.964
Your Peers (n=5)	4.055	0.2310	0.1033	3.769 to 4.342	3.695	0.1968	0.0880	3.451 to 3.940
All Universities (n=37)	3.849	0.2663	0.0438	3.760 to 3.937	3.502	0.3140	0.0516	3.397 to 3.607



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

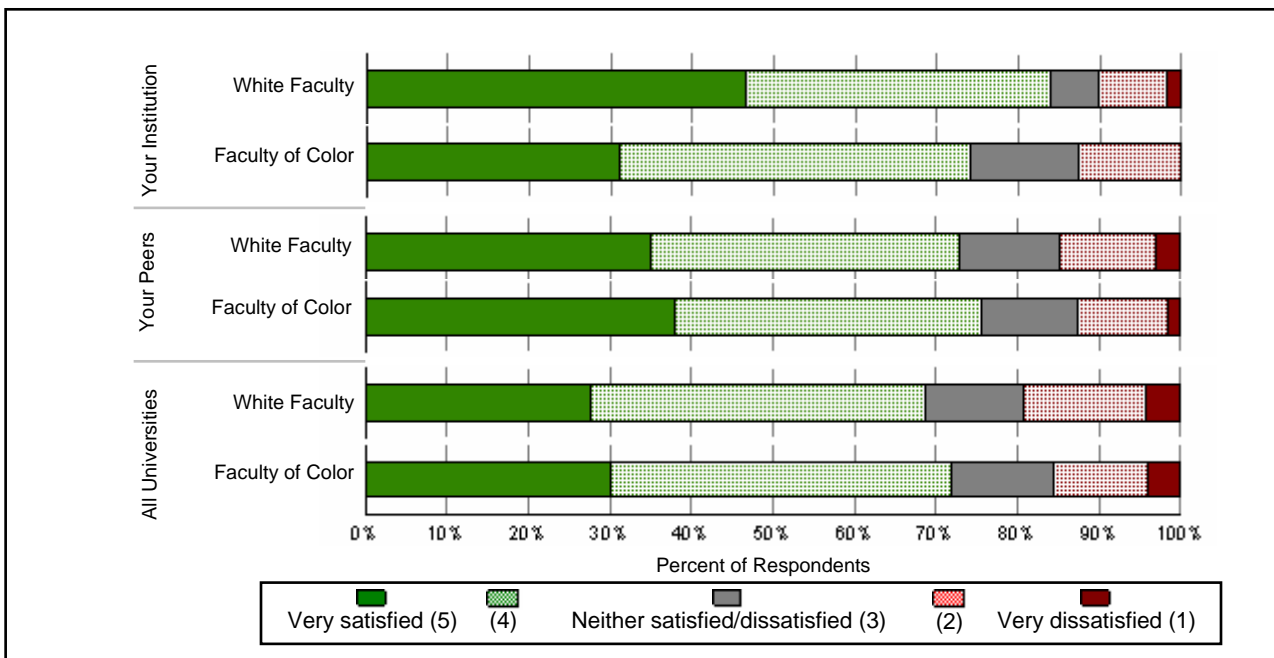
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with what's expected of them as researchers.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 59th percentile on satisfaction with what's expected of them as researchers.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.186	1.0100	0.1089	3.970 to 4.403	3.925	0.9798	0.2530	3.382 to 4.467
Faculty at Peer 1	3.954	1.0417	0.1536	3.645 to 4.263	4.577	0.6910	0.1676	4.222 to 4.932
... Peer 2	3.920	1.0130	0.0917	3.739 to 4.102	3.947	0.8720	0.1286	3.688 to 4.206
... Peer 3	4.079	1.1173	0.1613	3.755 to 4.404	4.048	0.9177	0.2105	3.605 to 4.490
... Peer 4	3.510	1.2031	0.0931	3.326 to 3.694	3.638	1.1787	0.1509	3.337 to 3.940
... Peer 5	4.032	1.0556	0.1030	3.828 to 4.237	3.744	1.2497	0.2083	3.321 to 4.167
Your Peers (n=5)	3.899	0.2025	0.0906	3.648 to 4.151	3.991	0.3267	0.1461	3.585 to 4.397
All Universities (n=37)	3.676	0.2633	0.0433	3.588 to 3.764	3.827	0.3598	0.0592	3.707 to 3.947



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

OVERALL RESULTS

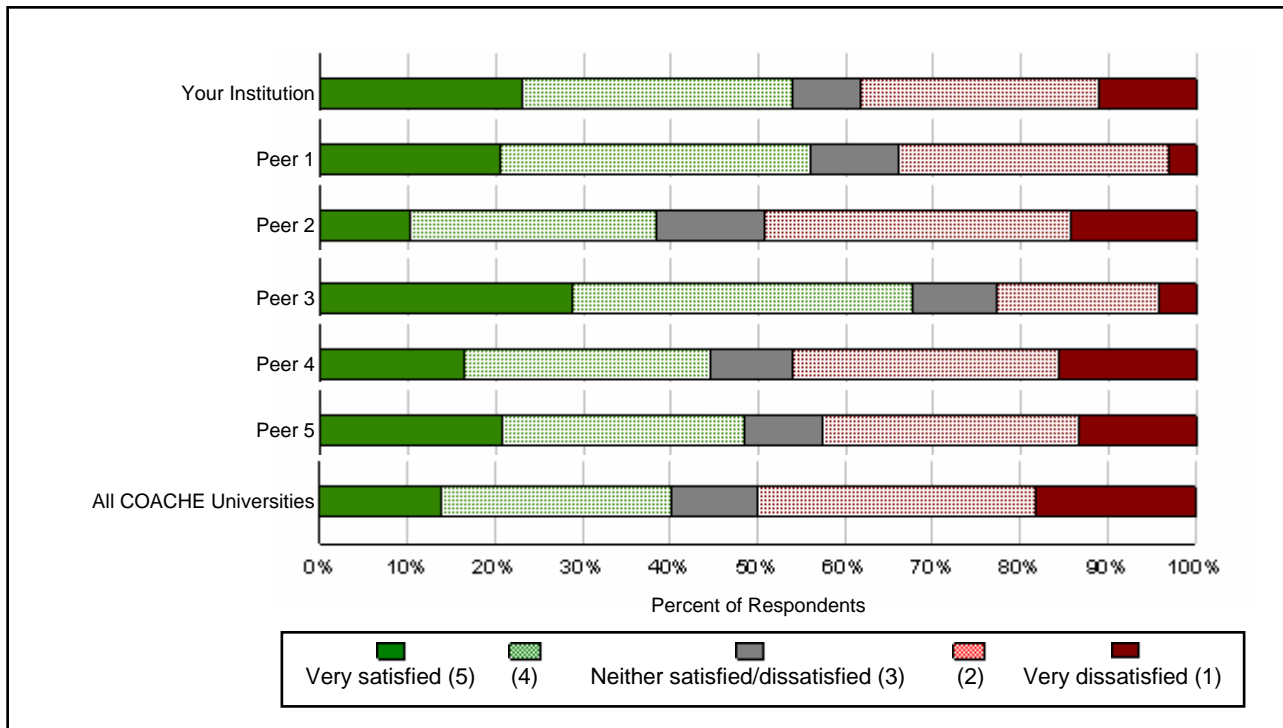
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on satisfaction with the amount of time they have to conduct research.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.276	1.3645	0.1358	3.007 to 3.546
Faculty at Peer 1	3.391	1.2110	0.1538	3.084 to 3.699
... Peer 2	2.850	1.2507	0.0968	2.659 to 3.041
... Peer 3	3.692	1.1957	0.1450	3.403 to 3.981
... Peer 4	2.994	1.3605	0.0884	2.819 to 3.168
... Peer 5	3.133	1.3903	0.1167	2.903 to 3.364
Your Peers (n=5)	3.212	0.2992	0.1338	2.841 to 3.584
All Universities (n=37)	2.777	0.4090	0.0672	2.641 to 2.914



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

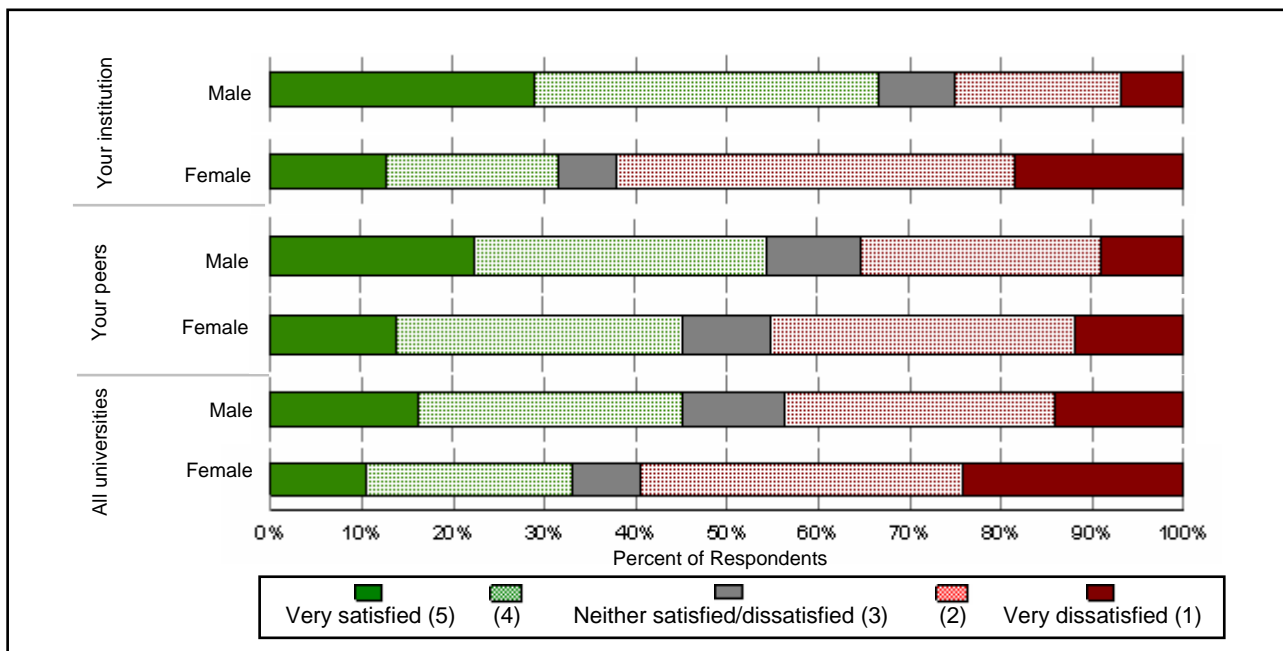
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on satisfaction with the amount of time they have to conduct research.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on satisfaction with the amount of time they have to conduct research.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.636	1.2412	0.1674	3.300 to 3.971	2.636	1.3197	0.1946	2.244 to 3.027
Faculty at Peer 1	3.364	1.2471	0.1880	2.985 to 3.743	3.452	1.1167	0.2632	2.897 to 4.007
... Peer 2	2.984	1.2979	0.1353	2.716 to 3.253	2.628	1.1547	0.1333	2.362 to 2.894
... Peer 3	3.841	1.1523	0.1800	3.477 to 4.205	3.409	1.2273	0.2362	2.923 to 3.894
... Peer 4	3.107	1.3681	0.1173	2.875 to 3.339	2.775	1.3267	0.1320	2.513 to 3.037
... Peer 5	3.336	1.3356	0.1542	3.029 to 3.644	2.853	1.3957	0.1705	2.512 to 3.193
Your Peers (n=5)	3.326	0.2937	0.1314	2.962 to 3.691	3.023	0.3404	0.1523	2.601 to 3.446
All Universities (n=37)	2.938	0.4286	0.0705	2.795 to 3.081	2.551	0.4299	0.0707	2.408 to 2.695



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

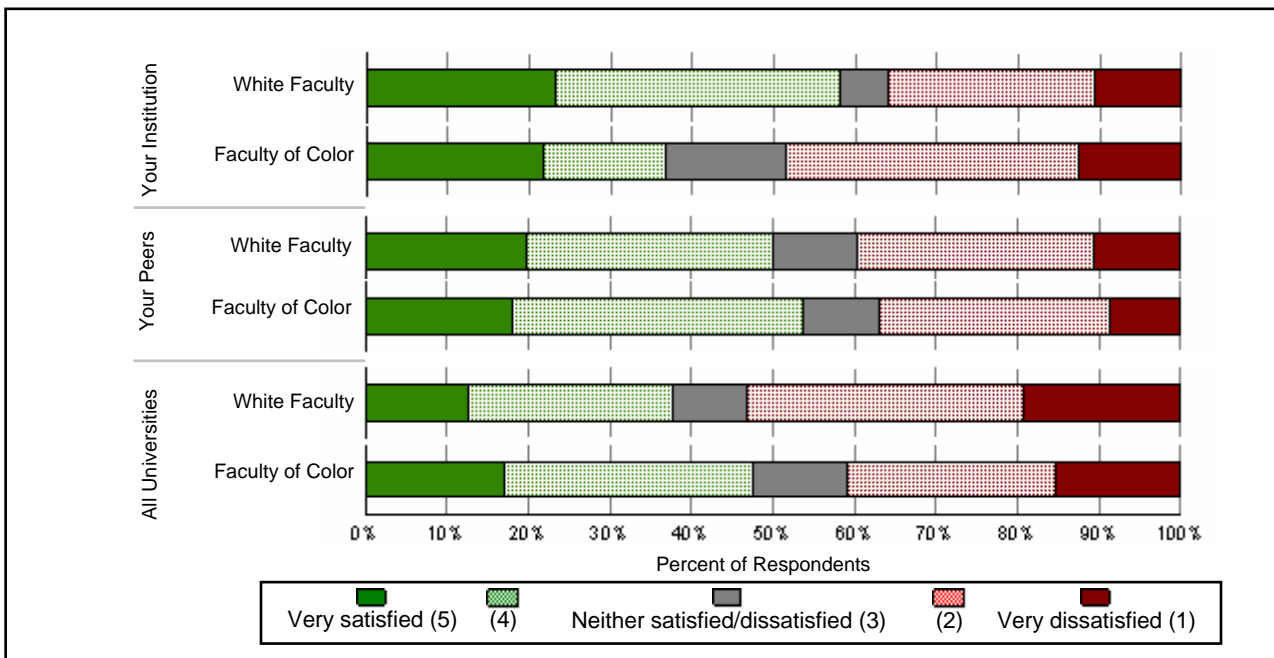
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on satisfaction with the amount of time they have to conduct research.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 35th percentile on satisfaction with the amount of time they have to conduct research.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.346	1.3741	0.1482	3.052 to 3.641	2.972	1.2579	0.3248	2.276 to 3.669
Faculty at Peer 1	3.247	1.2543	0.1849	2.875 to 3.620	3.833	0.9270	0.2318	3.339 to 4.327
... Peer 2	2.790	1.2483	0.1135	2.566 to 3.015	3.016	1.2422	0.1831	2.648 to 3.385
... Peer 3	3.798	1.1344	0.1621	3.472 to 4.124	3.330	1.3105	0.3007	2.699 to 3.962
... Peer 4	3.000	1.3642	0.1037	2.795 to 3.205	2.972	1.3477	0.1685	2.635 to 3.308
... Peer 5	3.129	1.4069	0.1373	2.857 to 3.401	3.148	1.3383	0.2200	2.701 to 3.594
Your Peers (n=5)	3.193	0.3384	0.1513	2.773 to 3.613	3.260	0.3127	0.1398	2.872 to 3.648
All Universities (n=37)	2.691	0.4263	0.0701	2.548 to 2.833	3.067	0.5139	0.0845	2.896 to 3.238



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

OVERALL RESULTS

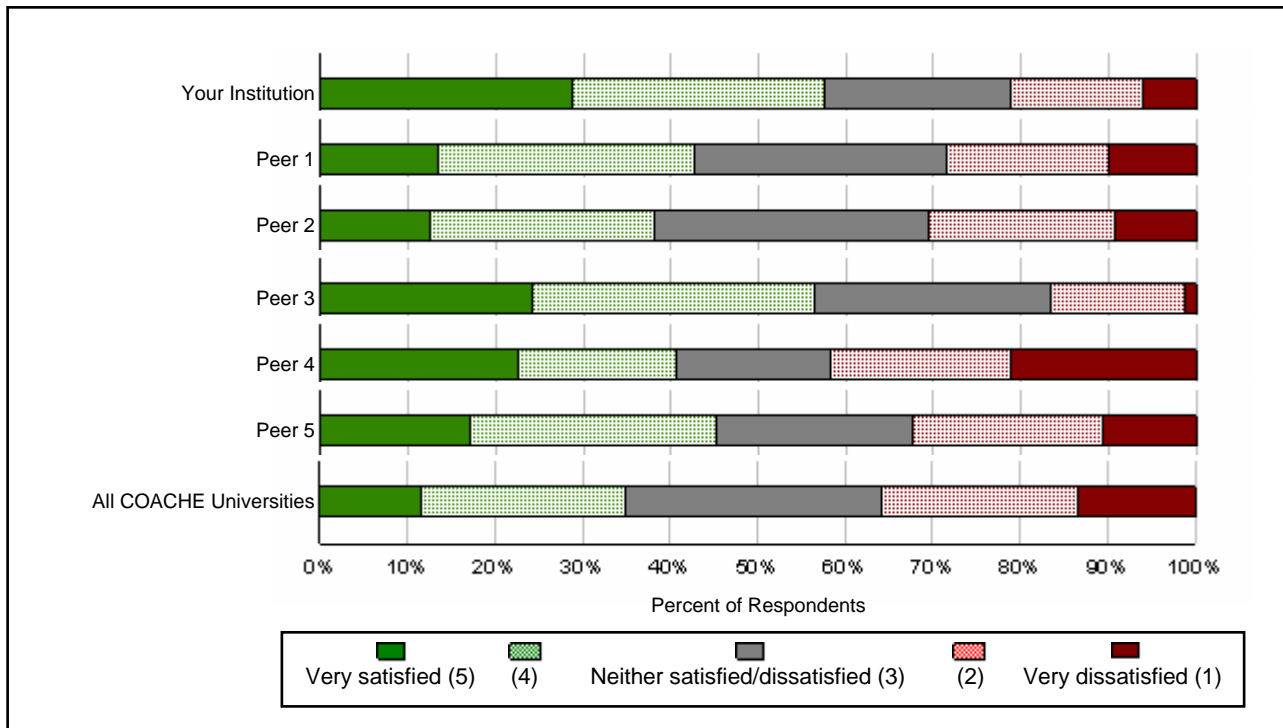
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 97th percentile on satisfaction with the amount of research funding they are expected to find.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.590	1.2303	0.1297	3.332 to 3.848
Faculty at Peer 1	3.174	1.1760	0.1518	2.870 to 3.478
... Peer 2	3.109	1.1729	0.0933	2.925 to 3.293
... Peer 3	3.624	1.0622	0.1338	3.357 to 3.892
... Peer 4	3.005	1.4632	0.0989	2.810 to 3.200
... Peer 5	3.192	1.2555	0.1101	2.974 to 3.410
Your Peers (n=5)	3.221	0.2121	0.0949	2.957 to 3.484
All Universities (n=37)	2.935	0.2711	0.0446	2.844 to 3.025



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

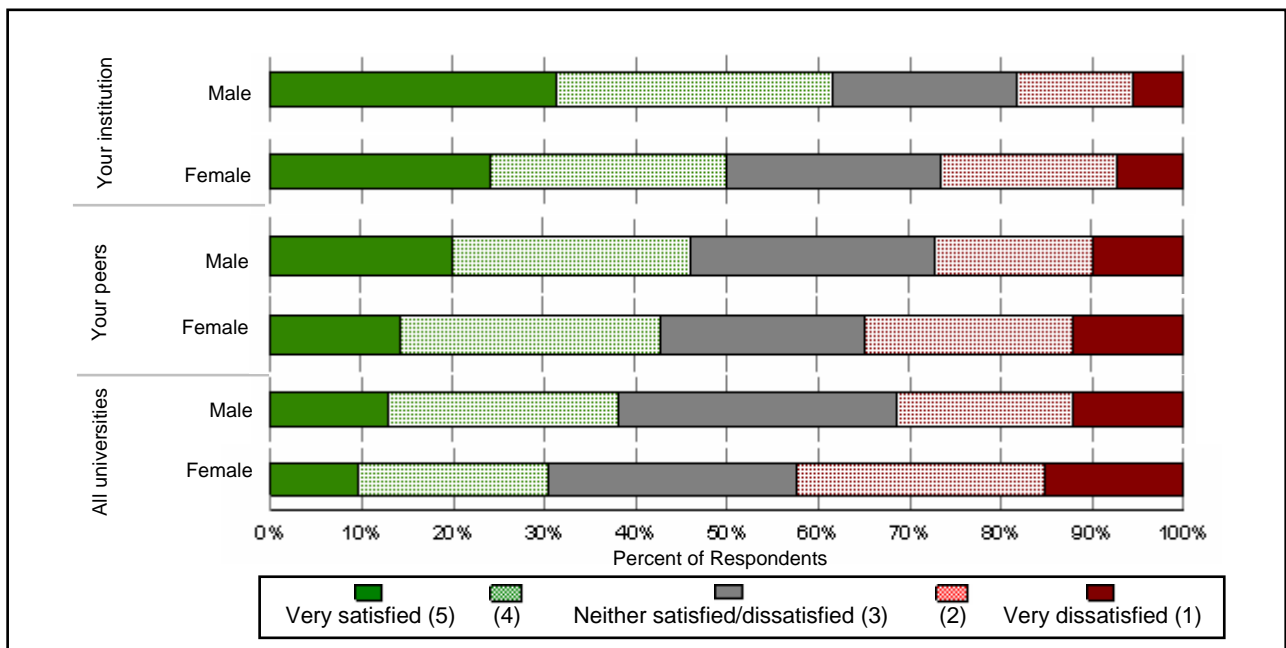
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with the amount of research funding they are expected to find.
- Among female junior faculty at all universities, your female junior faculty ranked in the 97th percentile on satisfaction with the amount of research funding they are expected to find.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.692	1.1906	0.1684	3.353 to 4.030	3.401	1.2610	0.1994	2.998 to 3.804
Faculty at Peer 1	3.223	1.1780	0.1796	2.861 to 3.586	3.062	1.1617	0.2817	2.465 to 3.659
... Peer 2	3.206	1.1497	0.1226	2.963 to 3.450	2.944	1.1777	0.1408	2.664 to 3.225
... Peer 3	3.583	1.0698	0.1691	3.240 to 3.925	3.715	1.0471	0.2183	3.262 to 4.168
... Peer 4	3.115	1.4344	0.1283	2.862 to 3.369	2.794	1.4795	0.1526	2.491 to 3.097
... Peer 5	3.327	1.3261	0.1596	3.008 to 3.645	3.005	1.1452	0.1466	2.712 to 3.298
Your Peers (n=5)	3.291	0.1605	0.0718	3.092 to 3.490	3.104	0.3183	0.1423	2.709 to 3.499
All Universities (n=37)	3.030	0.2717	0.0447	2.940 to 3.121	2.807	0.3526	0.0580	2.689 to 2.924



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

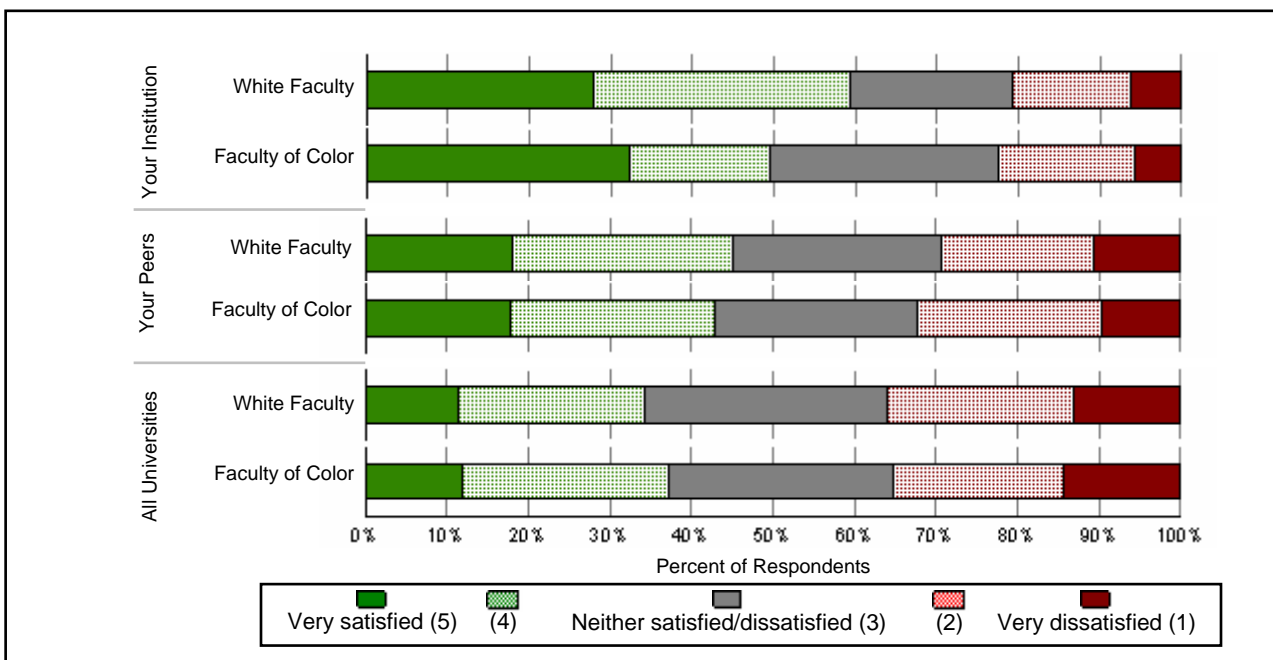
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on satisfaction with the amount of research funding they are expected to find.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 97th percentile on satisfaction with the amount of research funding they are expected to find.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.603	1.2283	0.1409	3.323 to 3.884	3.537	1.2392	0.3312	2.821 to 4.252
Faculty at Peer 1	3.092	1.2026	0.1813	2.727 to 3.458	3.414	1.0588	0.2647	2.850 to 3.978
... Peer 2	3.125	1.1441	0.1058	2.916 to 3.335	3.061	1.2494	0.1951	2.666 to 3.455
... Peer 3	3.745	0.9923	0.1479	3.446 to 4.043	3.224	1.1331	0.2671	2.660 to 3.787
... Peer 4	2.975	1.4569	0.1159	2.747 to 3.204	3.101	1.4743	0.1888	2.724 to 3.479
... Peer 5	3.205	1.2365	0.1243	2.959 to 3.452	3.139	1.3135	0.2359	2.657 to 3.621
Your Peers (n=5)	3.229	0.2684	0.1200	2.895 to 3.562	3.188	0.1253	0.0560	3.032 to 3.343
All Universities (n=37)	2.910	0.3212	0.0528	2.803 to 3.018	2.983	0.3434	0.0565	2.869 to 3.098



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

OVERALL RESULTS

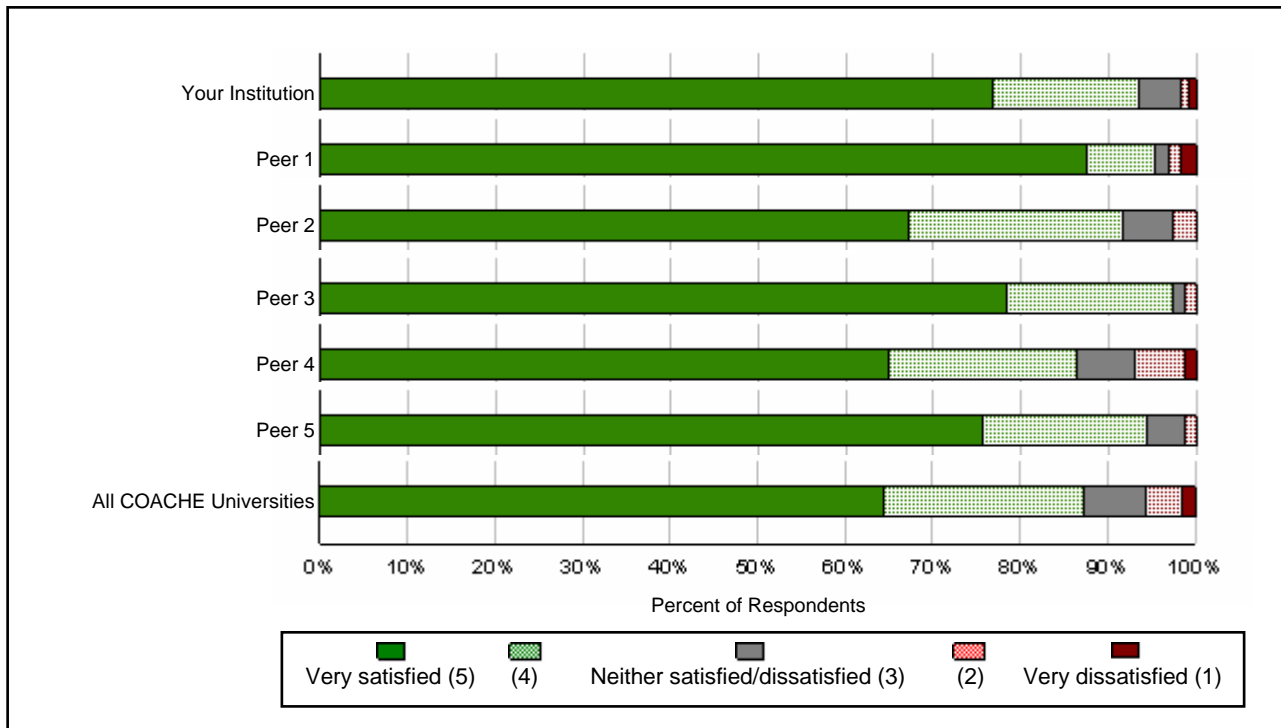
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on satisfaction with the influence they have over the focus of their research.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.677	0.7075	0.0704	4.537 to 4.817
Faculty at Peer 1	4.779	0.7002	0.0882	4.603 to 4.955
... Peer 2	4.563	0.7120	0.0551	4.454 to 4.672
... Peer 3	4.742	0.5588	0.0678	4.607 to 4.877
... Peer 4	4.429	0.9560	0.0624	4.306 to 4.552
... Peer 5	4.689	0.6188	0.0519	4.586 to 4.791
Your Peers (n=5)	4.640	0.1285	0.0575	4.481 to 4.800
All Universities (n=37)	4.424	0.1989	0.0327	4.358 to 4.491



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

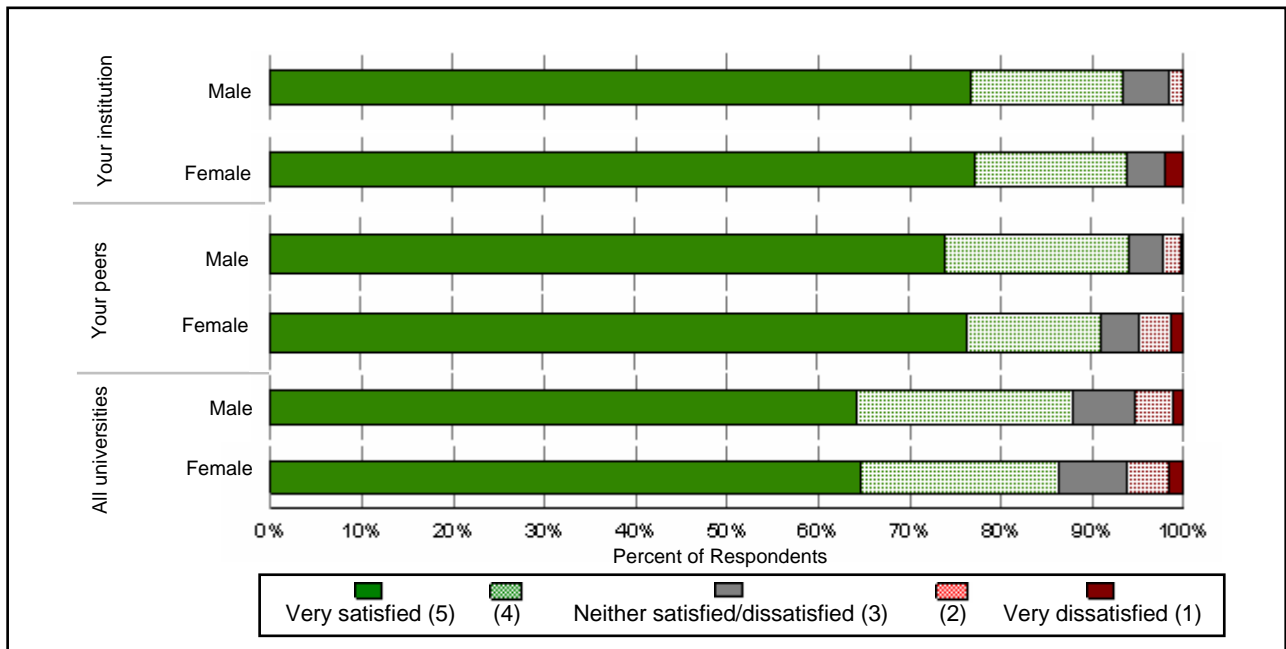
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on satisfaction with the influence they have over the focus of their research.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th percentile on satisfaction with the influence they have over the focus of their research.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.683	0.6621	0.0893	4.504 to 4.862	4.666	0.7581	0.1118	4.440 to 4.891
Faculty at Peer 1	4.774	0.5979	0.0901	4.592 to 4.956	4.789	0.8932	0.2049	4.359 to 5.220
... Peer 2	4.527	0.7558	0.0784	4.371 to 4.683	4.623	0.6488	0.0754	4.473 to 4.773
... Peer 3	4.764	0.4294	0.0671	4.629 to 4.900	4.700	0.7105	0.1367	4.419 to 4.981
... Peer 4	4.496	0.8682	0.0747	4.349 to 4.644	4.299	1.0516	0.1052	4.090 to 4.508
... Peer 5	4.711	0.5552	0.0641	4.583 to 4.839	4.658	0.6814	0.0832	4.492 to 4.824
Your Peers (n=5)	4.655	0.1190	0.0532	4.507 to 4.802	4.614	0.1670	0.0747	4.407 to 4.821
All Universities (n=37)	4.434	0.1998	0.0329	4.368 to 4.501	4.417	0.2369	0.0389	4.338 to 4.496



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

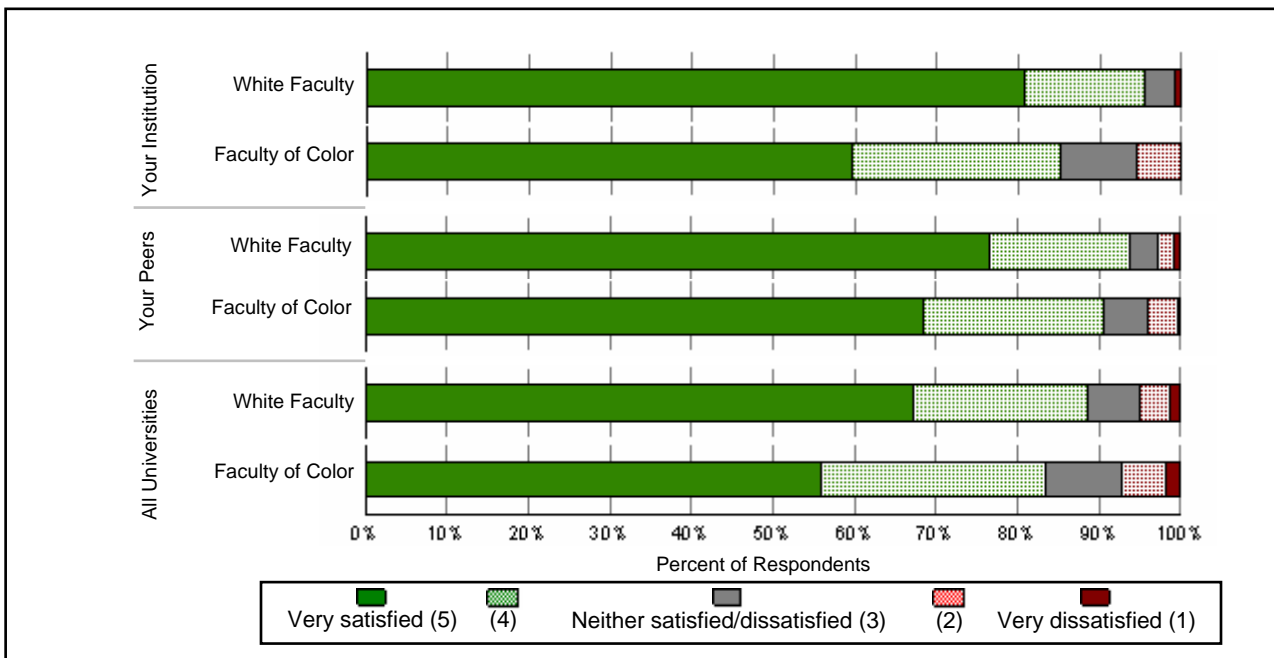
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 95th percentile on satisfaction with the influence they have over the focus of their research.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 59th percentile on satisfaction with the influence they have over the focus of their research.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.742	0.6366	0.0686	4.606 to 4.879	4.392	0.9286	0.2398	3.878 to 4.906
Faculty at Peer 1	4.782	0.6888	0.1016	4.577 to 4.986	4.772	0.7300	0.1770	4.397 to 5.147
... Peer 2	4.619	0.6678	0.0605	4.499 to 4.739	4.403	0.8043	0.1199	4.161 to 4.644
... Peer 3	4.760	0.5901	0.0843	4.591 to 4.930	4.680	0.4648	0.1066	4.456 to 4.904
... Peer 4	4.468	0.9062	0.0693	4.332 to 4.605	4.297	1.0675	0.1334	4.030 to 4.564
... Peer 5	4.719	0.5970	0.0583	4.603 to 4.834	4.587	0.6719	0.1105	4.363 to 4.811
Your Peers (n=5)	4.670	0.1150	0.0515	4.527 to 4.812	4.548	0.1750	0.0783	4.330 to 4.765
All Universities (n=37)	4.460	0.2116	0.0348	4.389 to 4.530	4.320	0.2615	0.0430	4.233 to 4.407



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

OVERALL RESULTS

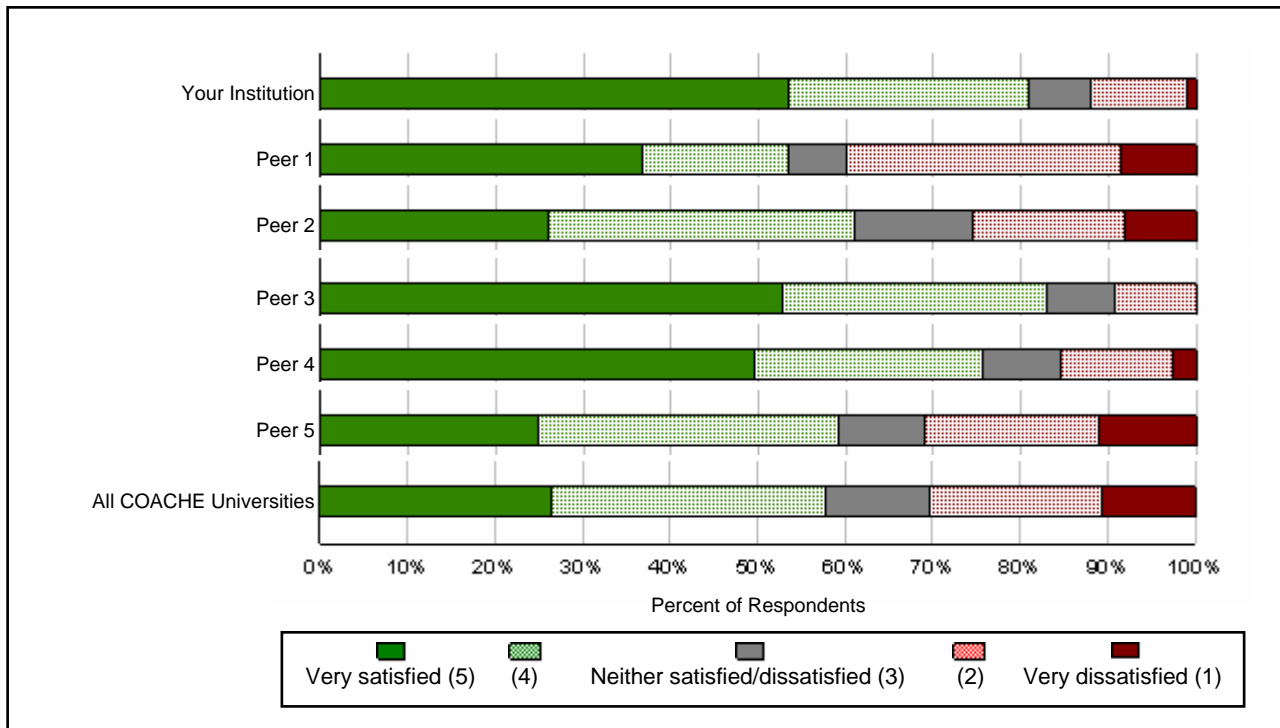
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 97th percentile on satisfaction with the quality of facilities.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.212	1.0448	0.1045	4.005 to 4.419
Faculty at Peer 1	3.419	1.4545	0.1862	3.046 to 3.791
... Peer 2	3.531	1.2699	0.0983	3.337 to 3.725
... Peer 3	4.266	0.9434	0.1144	4.038 to 4.494
... Peer 4	4.070	1.1715	0.0766	3.919 to 4.221
... Peer 5	3.418	1.3440	0.1128	3.195 to 3.640
Your Peers (n=5)	3.741	0.3568	0.1596	3.298 to 4.184
All Universities (n=37)	3.336	0.3978	0.0654	3.203 to 3.468



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

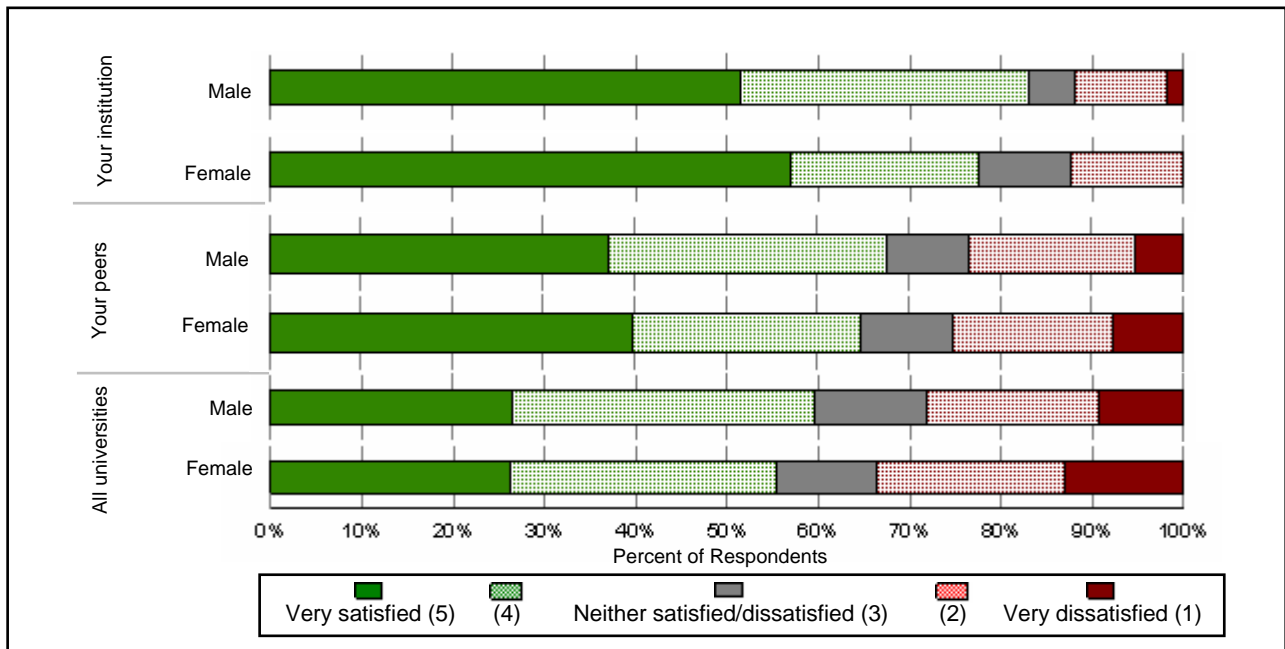
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with the quality of facilities.
- Among female junior faculty at all universities, your female junior faculty ranked in the 97th percentile on satisfaction with the quality of facilities.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.208	1.0252	0.1395	3.928 to 4.488	4.219	1.0670	0.1573	3.902 to 4.536
Faculty at Peer 1	3.460	1.4527	0.2215	3.013 to 3.907	3.330	1.4530	0.3425	2.608 to 4.053
... Peer 2	3.546	1.3143	0.1363	3.276 to 3.817	3.506	1.2108	0.1408	3.225 to 3.786
... Peer 3	4.141	0.9602	0.1500	3.838 to 4.444	4.504	0.8765	0.1687	4.157 to 4.851
... Peer 4	4.082	1.0890	0.0941	3.896 to 4.269	4.047	1.2726	0.1273	3.794 to 4.299
... Peer 5	3.578	1.2754	0.1473	3.285 to 3.872	3.196	1.3880	0.1696	2.857 to 3.534
Your Peers (n=5)	3.762	0.2892	0.1293	3.403 to 4.121	3.716	0.4886	0.2185	3.110 to 4.323
All Universities (n=37)	3.391	0.3588	0.0590	3.271 to 3.510	3.268	0.4853	0.0798	3.106 to 3.429



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

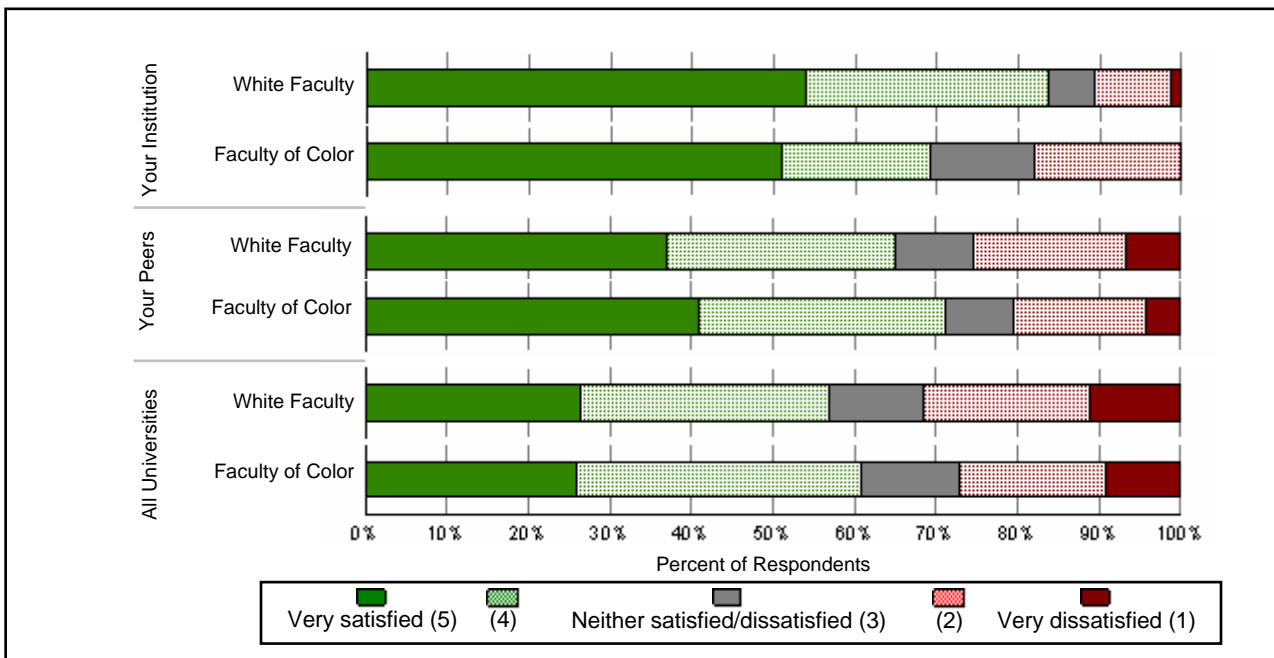
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with the quality of facilities.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 97th percentile on satisfaction with the quality of facilities.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.257	1.0104	0.1096	4.039 to 4.475	4.020	1.1813	0.3050	3.366 to 4.675
Faculty at Peer 1	3.360	1.4630	0.2181	2.921 to 3.800	3.594	1.4017	0.3504	2.847 to 4.341
... Peer 2	3.472	1.2945	0.1172	3.240 to 3.704	3.701	1.1767	0.1754	3.347 to 4.054
... Peer 3	4.221	0.9154	0.1308	3.958 to 4.484	4.421	0.9931	0.2278	3.942 to 4.899
... Peer 4	4.091	1.1697	0.0892	3.915 to 4.267	3.998	1.1699	0.1486	3.701 to 4.295
... Peer 5	3.345	1.3835	0.1350	3.077 to 3.613	3.664	1.1867	0.1951	3.269 to 4.060
Your Peers (n=5)	3.698	0.3788	0.1694	3.227 to 4.168	3.876	0.3055	0.1366	3.496 to 4.255
All Universities (n=37)	3.335	0.4051	0.0666	3.200 to 3.470	3.435	0.4470	0.0735	3.286 to 3.584



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

OVERALL RESULTS

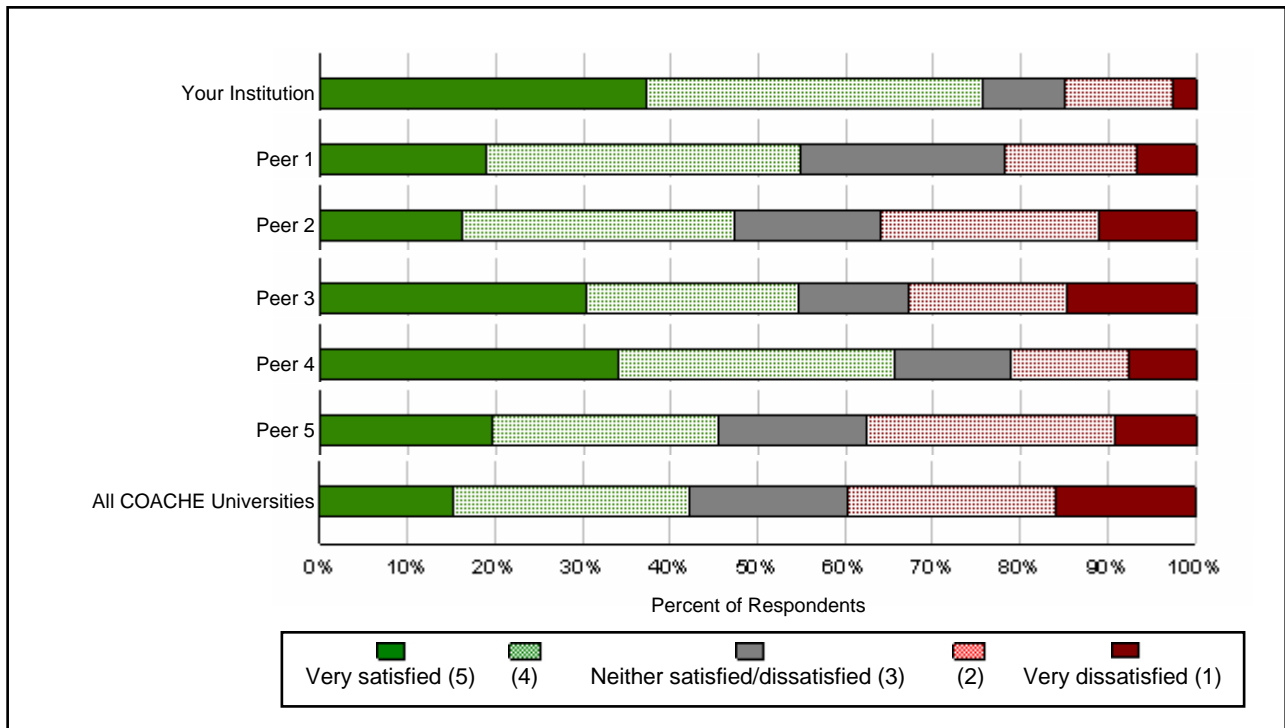
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.949	1.1091	0.1115	3.728 to 4.170
Faculty at Peer 1	3.454	1.1538	0.1477	3.158 to 3.749
... Peer 2	3.162	1.2804	0.1019	2.961 to 3.363
... Peer 3	3.375	1.4530	0.1996	2.974 to 3.775
... Peer 4	3.708	1.2839	0.0862	3.538 to 3.878
... Peer 5	3.183	1.2810	0.1119	2.961 to 3.404
Your Peers (n=5)	3.376	0.1995	0.0892	3.128 to 3.624
All Universities (n=37)	2.935	0.3682	0.0605	2.812 to 3.058



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

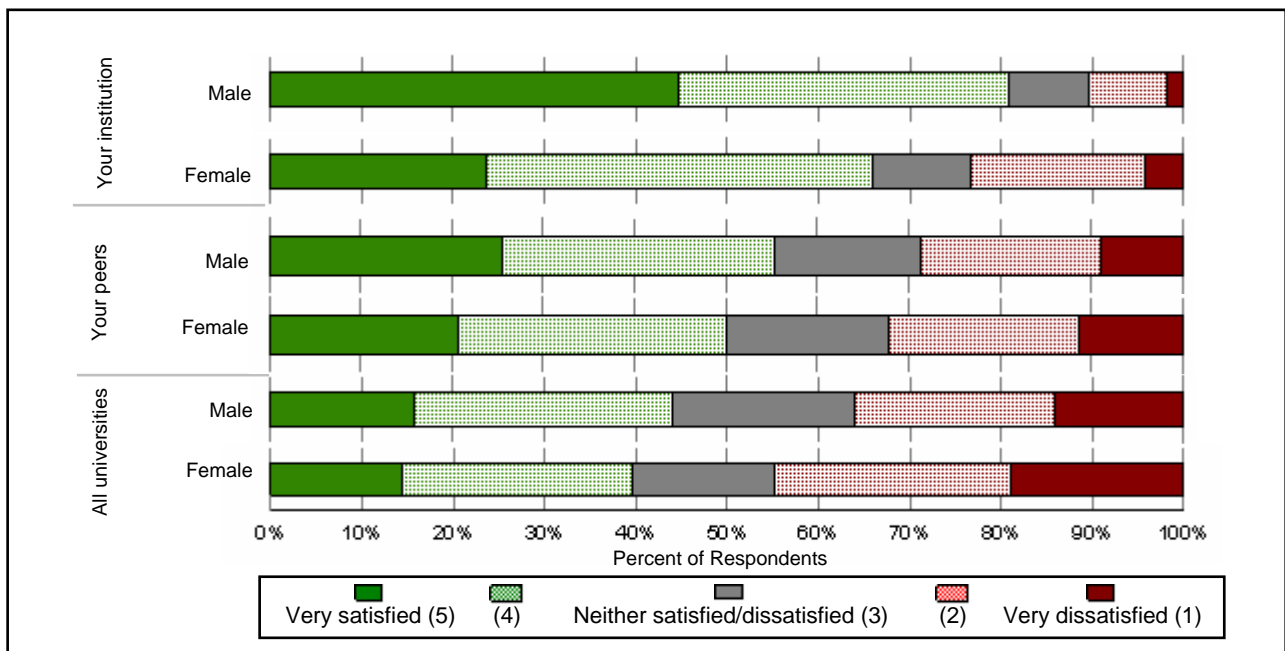
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.133	1.0232	0.1392	3.854 to 4.412	3.620	1.1577	0.1726	3.272 to 3.968
Faculty at Peer 1	3.529	1.1381	0.1756	3.174 to 3.883	3.305	1.1722	0.2689	2.740 to 3.870
... Peer 2	3.241	1.3142	0.1401	2.963 to 3.519	3.028	1.2292	0.1469	2.735 to 3.322
... Peer 3	3.422	1.4524	0.2567	2.899 to 3.946	3.283	1.4522	0.3169	2.622 to 3.944
... Peer 4	3.767	1.2421	0.1094	3.551 to 3.984	3.590	1.3312	0.1380	3.316 to 3.864
... Peer 5	3.205	1.2839	0.1546	2.896 to 3.513	3.152	1.2761	0.1621	2.828 to 3.476
Your Peers (n=5)	3.433	0.2050	0.0917	3.178 to 3.687	3.272	0.1875	0.0839	3.039 to 3.504
All Universities (n=37)	2.982	0.4125	0.0678	2.845 to 3.120	2.858	0.3759	0.0618	2.733 to 2.983



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

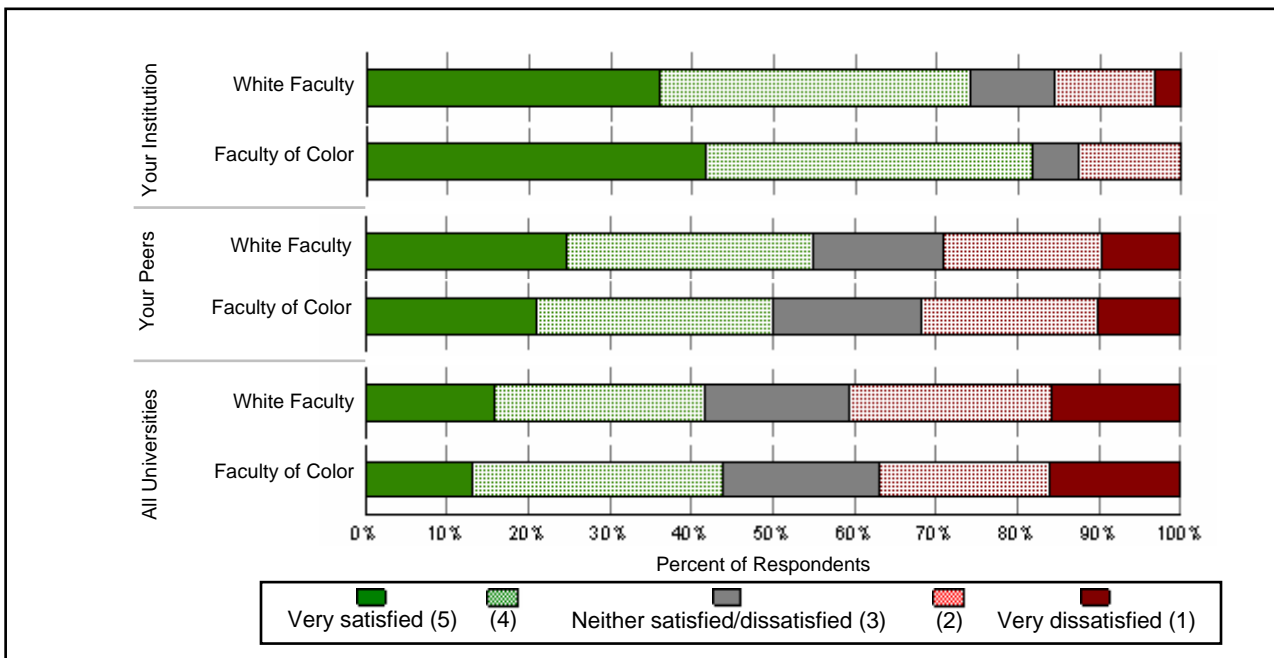
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 100th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.912	1.1316	0.1235	3.667 to 4.158	4.105	0.9661	0.2494	3.570 to 4.640
Faculty at Peer 1	3.406	1.1739	0.1770	3.049 to 3.763	3.585	1.0815	0.2623	3.029 to 4.141
... Peer 2	3.138	1.2633	0.1183	2.904 to 3.373	3.228	1.3103	0.1975	2.830 to 3.627
... Peer 3	3.535	1.4217	0.2403	3.047 to 4.024	2.962	1.4530	0.3425	2.239 to 3.684
... Peer 4	3.756	1.2658	0.0988	3.561 to 3.951	3.538	1.3163	0.1728	3.192 to 3.885
... Peer 5	3.196	1.3108	0.1331	2.932 to 3.460	3.140	1.1914	0.2043	2.724 to 3.555
Your Peers (n=5)	3.406	0.2259	0.1010	3.126 to 3.687	3.291	0.2379	0.1064	2.995 to 3.586
All Universities (n=37)	2.913	0.4200	0.0690	2.773 to 3.053	2.978	0.4213	0.0693	2.837 to 3.118



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

OVERALL RESULTS

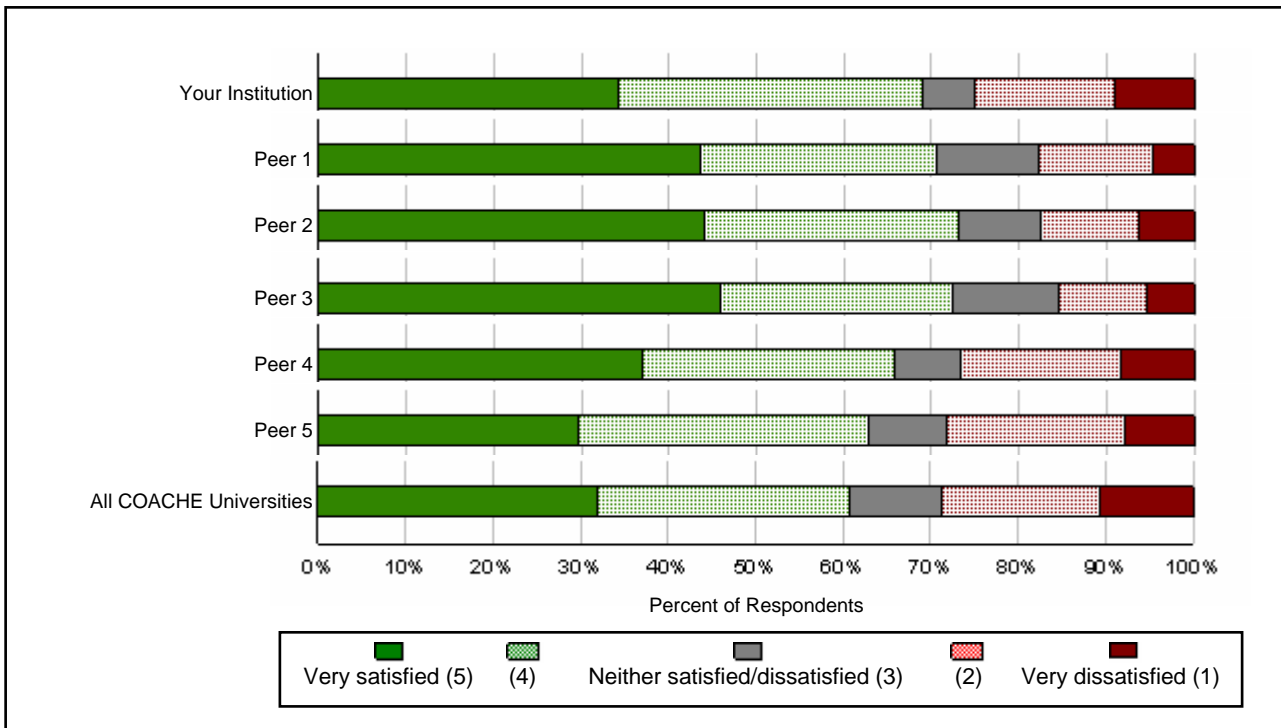
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 76th percentile on satisfaction with the quality of clerical/administrative services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.691	1.3696	0.1363	3.420 to 3.961
Faculty at Peer 1	3.918	1.2221	0.1552	3.608 to 4.228
... Peer 2	3.936	1.2622	0.0980	3.742 to 4.129
... Peer 3	3.972	1.2362	0.1522	3.668 to 4.276
... Peer 4	3.676	1.3575	0.0884	3.502 to 3.850
... Peer 5	3.562	1.3131	0.1110	3.343 to 3.782
Your Peers (n=5)	3.813	0.1631	0.0730	3.610 to 4.015
All Universities (n=37)	3.505	0.3190	0.0524	3.399 to 3.612



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the quality of clerical/administrative services.

Compared to your peers:

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

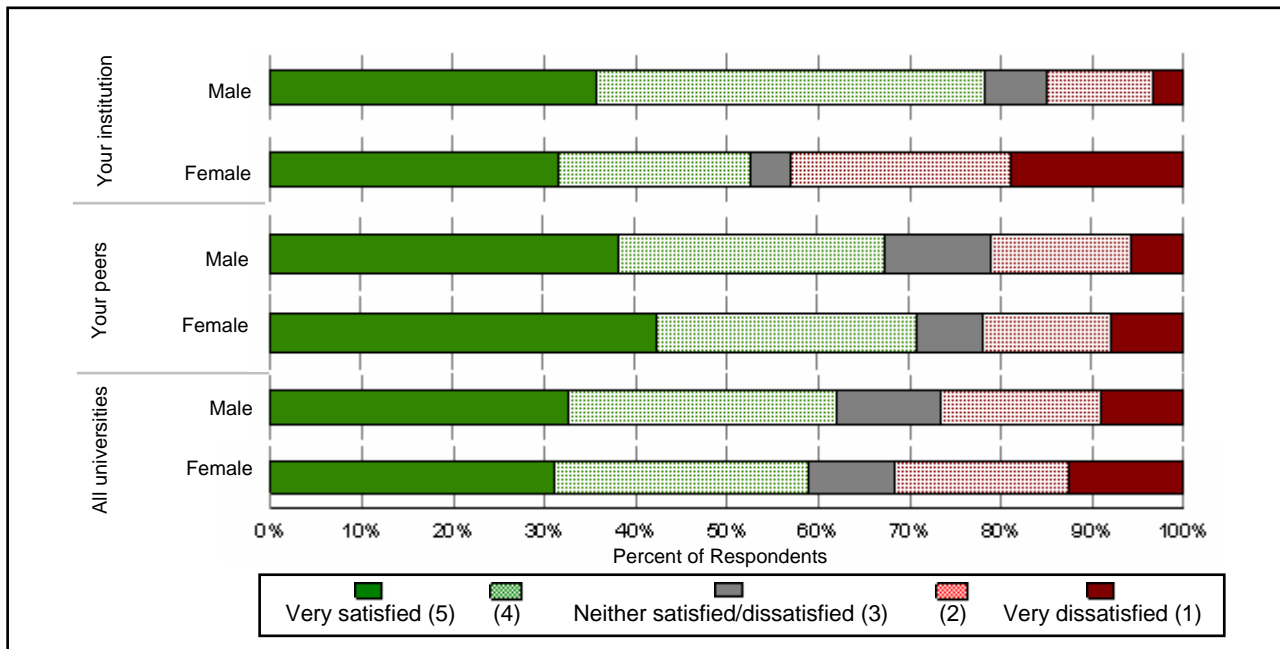
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on satisfaction with the quality of clerical/administrative services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.954	1.0857	0.1464	3.660 to 4.247	3.221	1.5664	0.2310	2.756 to 3.687
Faculty at Peer 1	3.909	1.2164	0.1855	3.535 to 4.284	3.936	1.2343	0.2832	3.341 to 4.531
... Peer 2	4.016	1.1421	0.1191	3.780 to 4.253	3.800	1.3879	0.1613	3.479 to 4.122
... Peer 3	3.990	1.2247	0.1936	3.598 to 4.381	3.939	1.2504	0.2452	3.434 to 4.444
... Peer 4	3.716	1.2987	0.1114	3.496 to 3.936	3.597	1.4295	0.1430	3.314 to 3.881
... Peer 5	3.314	1.2845	0.1503	3.014 to 3.614	3.898	1.2829	0.1567	3.585 to 4.211
Your Peers (n=5)	3.789	0.2598	0.1162	3.466 to 4.112	3.834	0.1286	0.0575	3.674 to 3.994
All Universities (n=37)	3.555	0.3556	0.0585	3.436 to 3.673	3.437	0.3515	0.0578	3.320 to 3.554



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

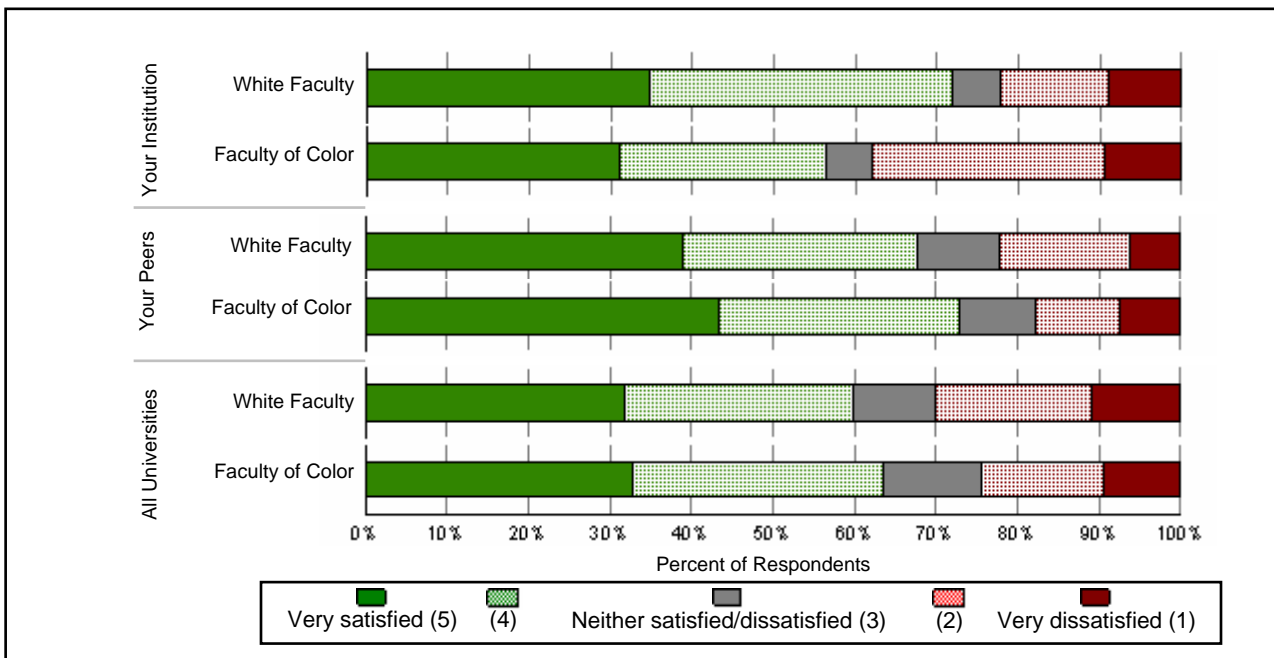
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on satisfaction with the quality of clerical/administrative services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.757	1.3474	0.1453	3.468 to 4.046	3.402	1.4360	0.3708	2.607 to 4.197
Faculty at Peer 1	3.888	1.1967	0.1784	3.529 to 4.248	4.002	1.2834	0.3113	3.342 to 4.662
... Peer 2	3.887	1.3278	0.1207	3.648 to 4.126	4.073	1.0532	0.1570	3.757 to 4.389
... Peer 3	4.013	1.1011	0.1606	3.690 to 4.337	3.837	1.5071	0.3458	3.111 to 4.564
... Peer 4	3.652	1.4082	0.1074	3.440 to 3.864	3.755	1.2103	0.1513	3.453 to 4.058
... Peer 5	3.470	1.3228	0.1297	3.213 to 3.727	3.880	1.2423	0.2070	3.459 to 4.300
Your Peers (n=5)	3.782	0.1950	0.0872	3.540 to 4.024	3.909	0.1141	0.0510	3.768 to 4.051
All Universities (n=37)	3.471	0.3428	0.0564	3.357 to 3.585	3.620	0.3894	0.0640	3.490 to 3.750



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

OVERALL RESULTS

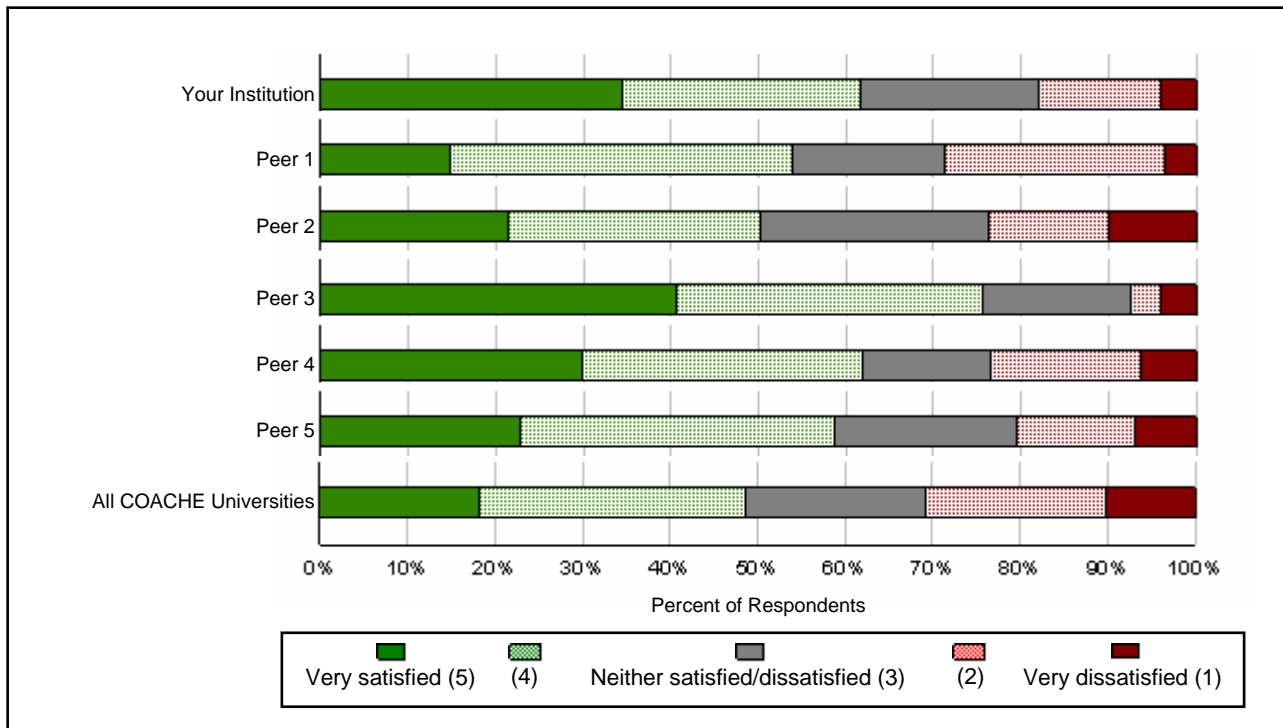
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on satisfaction with the quality of research services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.743	1.1836	0.1190	3.507 to 3.979
Faculty at Peer 1	3.365	1.1184	0.1456	3.073 to 3.656
... Peer 2	3.380	1.2219	0.0975	3.187 to 3.572
... Peer 3	4.049	1.0605	0.1336	3.782 to 4.316
... Peer 4	3.618	1.2602	0.0833	3.454 to 3.782
... Peer 5	3.543	1.1680	0.1002	3.345 to 3.741
Your Peers (n=5)	3.591	0.2486	0.1112	3.282 to 3.900
All Universities (n=37)	3.168	0.3405	0.0560	3.055 to 3.282



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

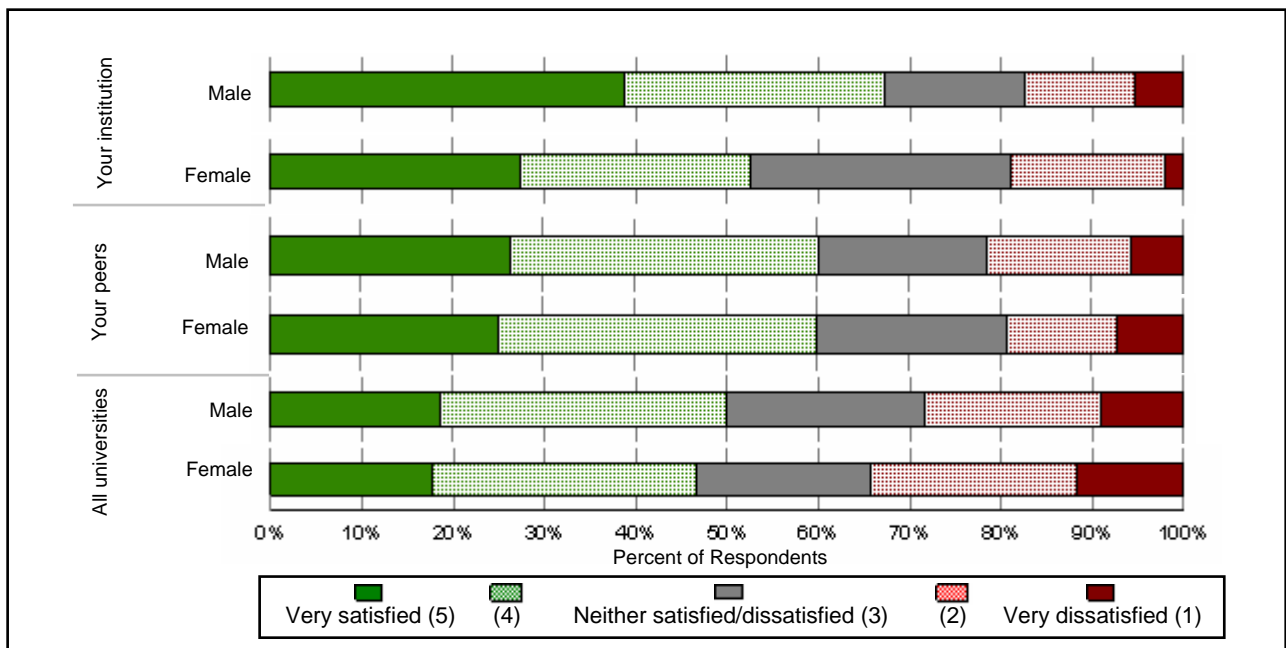
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th percentile on satisfaction with the quality of research services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 92nd percentile on satisfaction with the quality of research services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.832	1.2137	0.1667	3.498 to 4.167	3.588	1.1321	0.1669	3.252 to 3.924
Faculty at Peer 1	3.350	1.1844	0.1850	2.977 to 3.724	3.393	0.9510	0.2241	2.921 to 3.866
... Peer 2	3.471	1.1828	0.1268	3.219 to 3.723	3.226	1.2597	0.1506	2.926 to 3.527
... Peer 3	4.044	1.0246	0.1662	3.707 to 4.381	4.059	1.1128	0.2226	3.600 to 4.519
... Peer 4	3.625	1.1856	0.1028	3.422 to 3.828	3.604	1.3568	0.1385	3.329 to 3.879
... Peer 5	3.468	1.2545	0.1489	3.171 to 3.765	3.645	1.0608	0.1316	3.382 to 3.907
Your Peers (n=5)	3.592	0.2425	0.1084	3.290 to 3.893	3.586	0.2808	0.1256	3.237 to 3.934
All Universities (n=37)	3.213	0.3527	0.0580	3.095 to 3.330	3.105	0.3884	0.0639	2.976 to 3.235



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

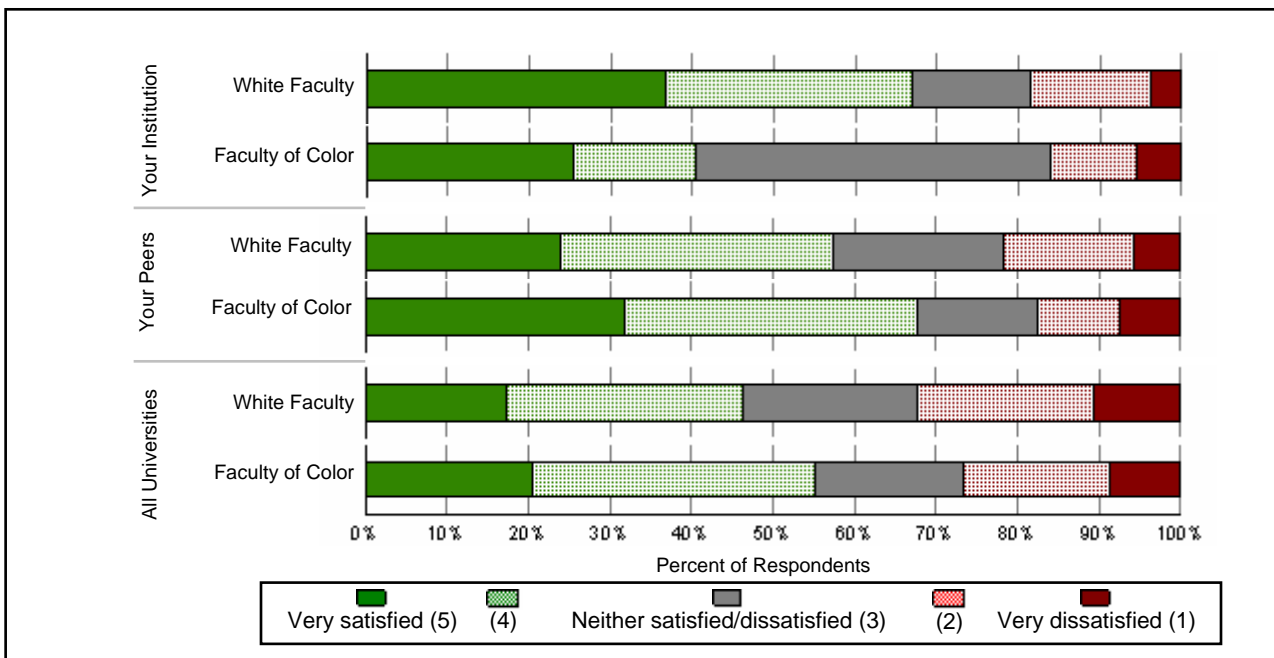
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on satisfaction with the quality of research services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 62nd percentile on satisfaction with the quality of research services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.814	1.1859	0.1294	3.557 to 4.071	3.441	1.1470	0.2961	2.806 to 4.076
Faculty at Peer 1	3.193	1.1259	0.1717	2.846 to 3.539	3.859	0.9270	0.2318	3.365 to 4.353
... Peer 2	3.367	1.2018	0.1131	3.143 to 3.591	3.414	1.2421	0.1873	3.036 to 3.792
... Peer 3	4.064	0.9390	0.1416	3.779 to 4.350	4.004	1.2978	0.2977	3.378 to 4.629
... Peer 4	3.579	1.2537	0.0970	3.388 to 3.771	3.747	1.2722	0.1616	3.424 to 4.070
... Peer 5	3.496	1.1908	0.1185	3.261 to 3.731	3.703	1.0895	0.1842	3.329 to 4.078
Your Peers (n=5)	3.540	0.2929	0.1310	3.176 to 3.903	3.746	0.1956	0.0875	3.503 to 3.988
All Universities (n=37)	3.109	0.3705	0.0609	2.985 to 3.232	3.308	0.3976	0.0654	3.176 to 3.441



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

OVERALL RESULTS

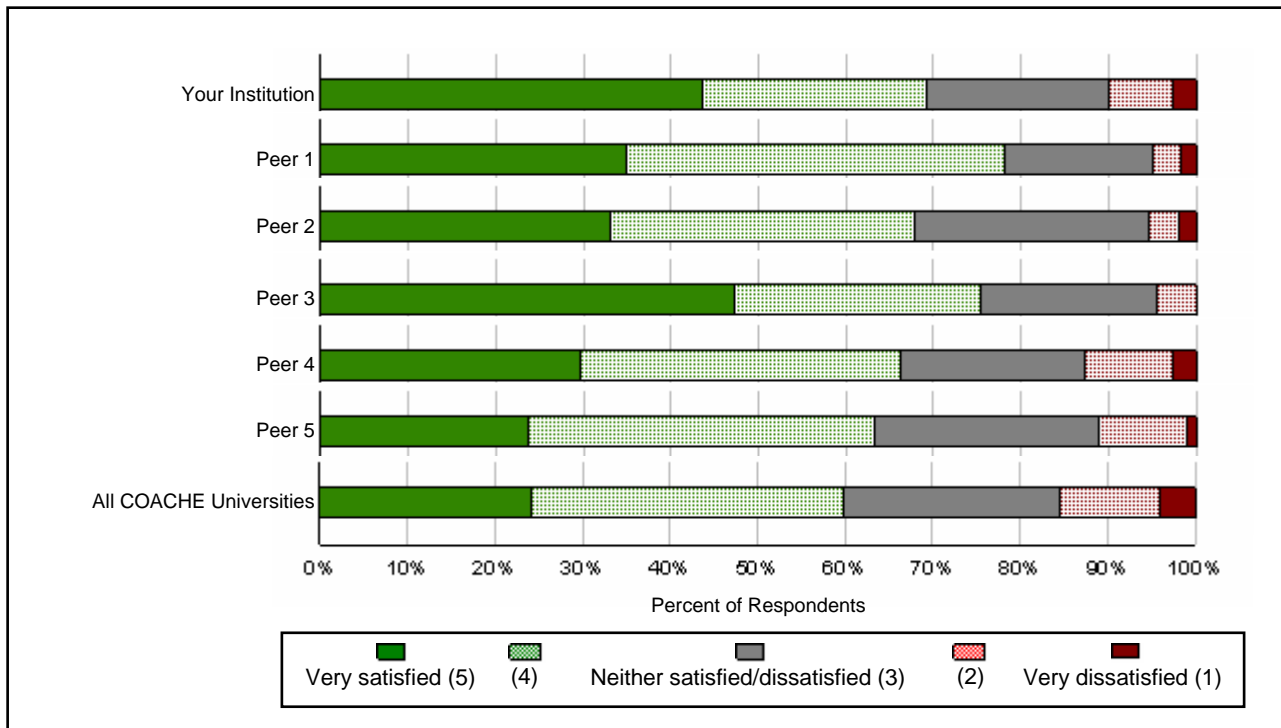
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on satisfaction with the quality of teaching services.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.001	1.1069	0.1130	3.777 to 4.226
Faculty at Peer 1	4.063	0.8919	0.1151	3.832 to 4.293
... Peer 2	3.936	0.9565	0.0749	3.788 to 4.084
... Peer 3	4.183	0.9060	0.1141	3.955 to 4.411
... Peer 4	3.807	1.0698	0.0718	3.665 to 3.948
... Peer 5	3.749	0.9830	0.0862	3.578 to 3.919
Your Peers (n=5)	3.947	0.1601	0.0716	3.749 to 4.146
All Universities (n=37)	3.643	0.2365	0.0389	3.564 to 3.722



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the quality of teaching services.

Compared to your peers:

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

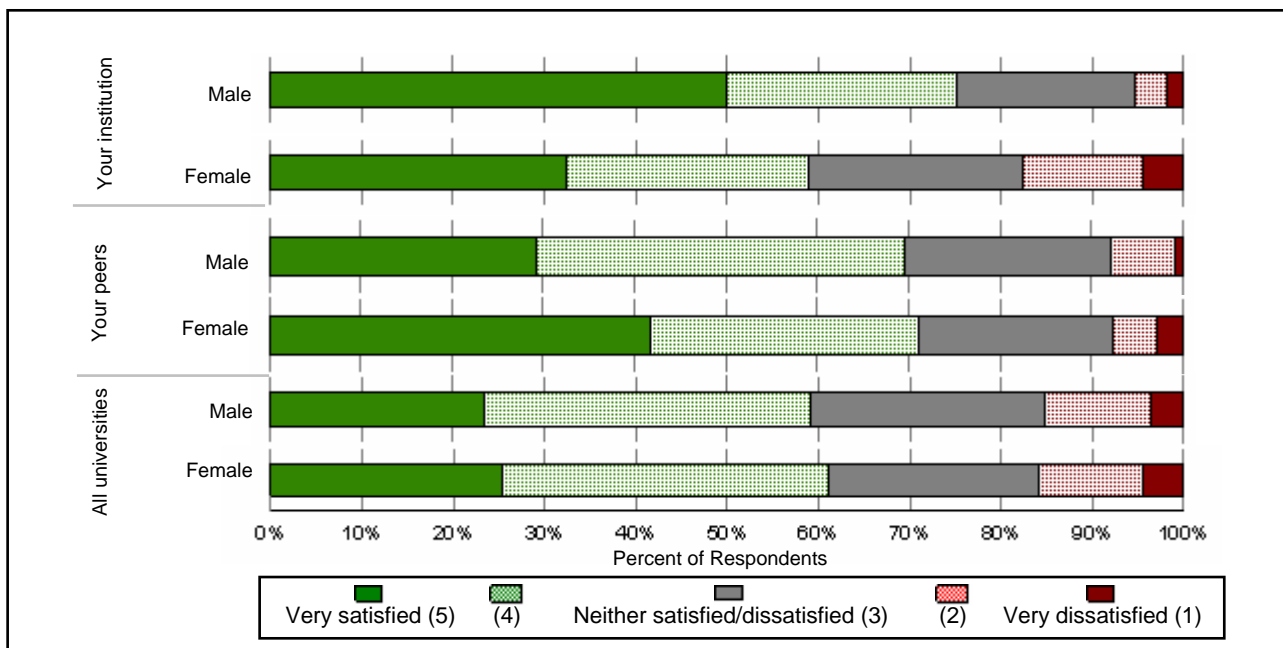
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with the quality of teaching services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 62nd percentile on satisfaction with the quality of teaching services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.177	0.9881	0.1370	3.902 to 4.452	3.691	1.1827	0.1783	3.331 to 4.050
Faculty at Peer 1	4.038	0.7948	0.1241	3.787 to 4.289	4.111	1.0709	0.2457	3.594 to 4.627
... Peer 2	3.905	0.9551	0.1007	3.705 to 4.105	3.988	0.9571	0.1120	3.765 to 4.212
... Peer 3	4.165	0.8857	0.1456	3.870 to 4.460	4.215	0.9326	0.1829	3.838 to 4.592
... Peer 4	3.769	0.9700	0.0857	3.600 to 3.939	3.879	1.1904	0.1228	3.635 to 4.123
... Peer 5	3.621	0.9646	0.1161	3.389 to 3.853	3.929	0.9800	0.1255	3.678 to 4.180
Your Peers (n=5)	3.900	0.1919	0.0858	3.661 to 4.138	4.024	0.1226	0.0548	3.872 to 4.177
All Universities (n=37)	3.647	0.2597	0.0427	3.560 to 3.734	3.638	0.2687	0.0442	3.548 to 3.727



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

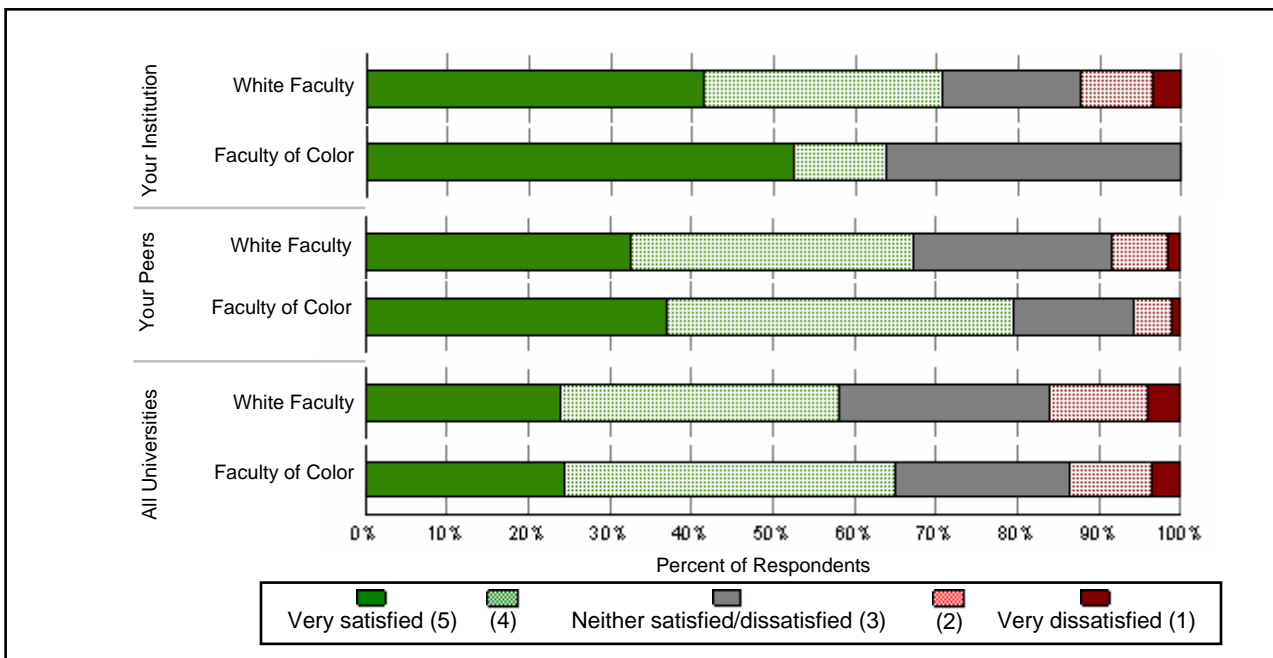
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd percentile on satisfaction with the quality of teaching services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 92nd percentile on satisfaction with the quality of teaching services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.962	1.1353	0.1261	3.711 to 4.213	4.162	0.9286	0.2398	3.647 to 4.676
Faculty at Peer 1	3.980	0.9019	0.1375	3.702 to 4.257	4.286	0.8235	0.1997	3.862 to 4.709
... Peer 2	3.844	0.9757	0.0894	3.667 to 4.021	4.199	0.8684	0.1309	3.935 to 4.463
... Peer 3	4.184	0.9114	0.1374	3.907 to 4.461	4.179	0.8932	0.2049	3.749 to 4.610
... Peer 4	3.796	1.0917	0.0858	3.627 to 3.966	3.842	1.0082	0.1302	3.582 to 4.102
... Peer 5	3.681	0.9908	0.1011	3.481 to 3.882	3.976	0.9375	0.1608	3.649 to 4.303
Your Peers (n=5)	3.897	0.1725	0.0771	3.683 to 4.111	4.096	0.1628	0.0728	3.894 to 4.298
All Universities (n=37)	3.586	0.2715	0.0446	3.495 to 3.676	3.742	0.2873	0.0472	3.646 to 3.838



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

OVERALL RESULTS

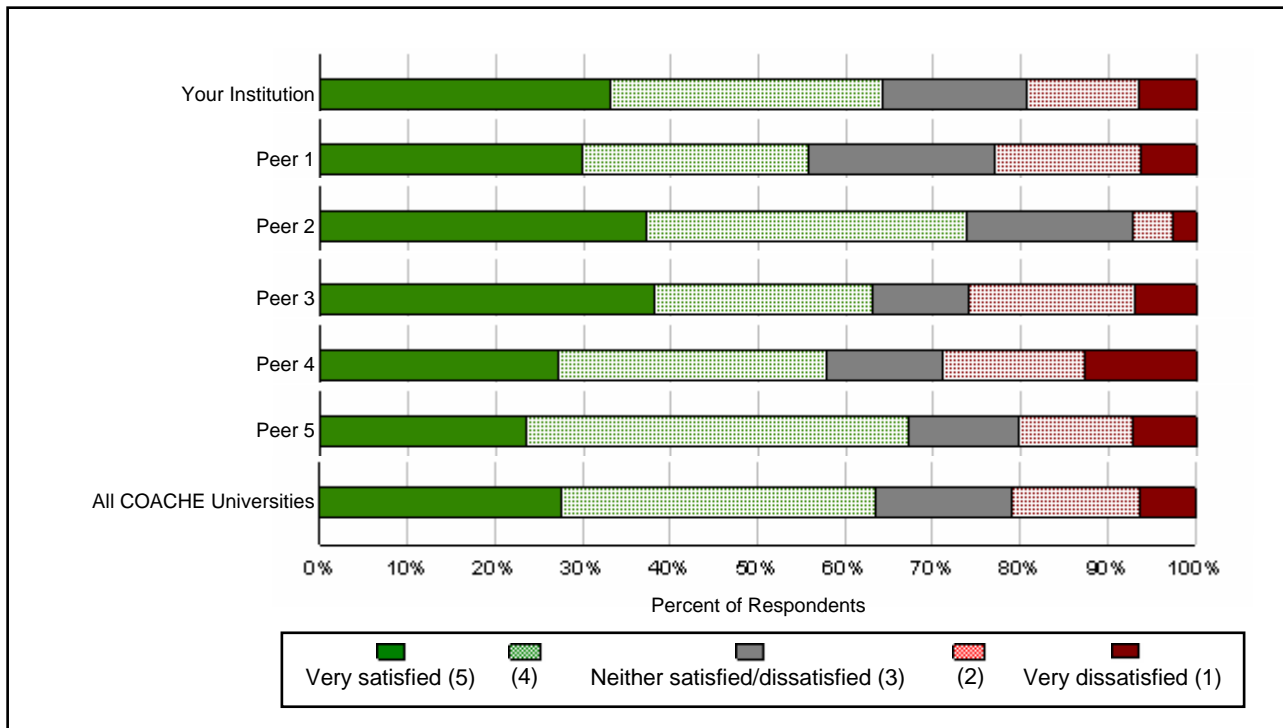
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on satisfaction with the quality of computing services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.713	1.2395	0.1233	3.468 to 3.957
Faculty at Peer 1	3.563	1.2514	0.1589	3.245 to 3.881
... Peer 2	4.011	1.0089	0.0788	3.856 to 4.167
... Peer 3	3.682	1.3473	0.1646	3.353 to 4.011
... Peer 4	3.434	1.3822	0.0902	3.256 to 3.612
... Peer 5	3.632	1.1848	0.1005	3.433 to 3.830
Your Peers (n=5)	3.664	0.1923	0.0860	3.426 to 3.903
All Universities (n=37)	3.601	0.2410	0.0396	3.521 to 3.681



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

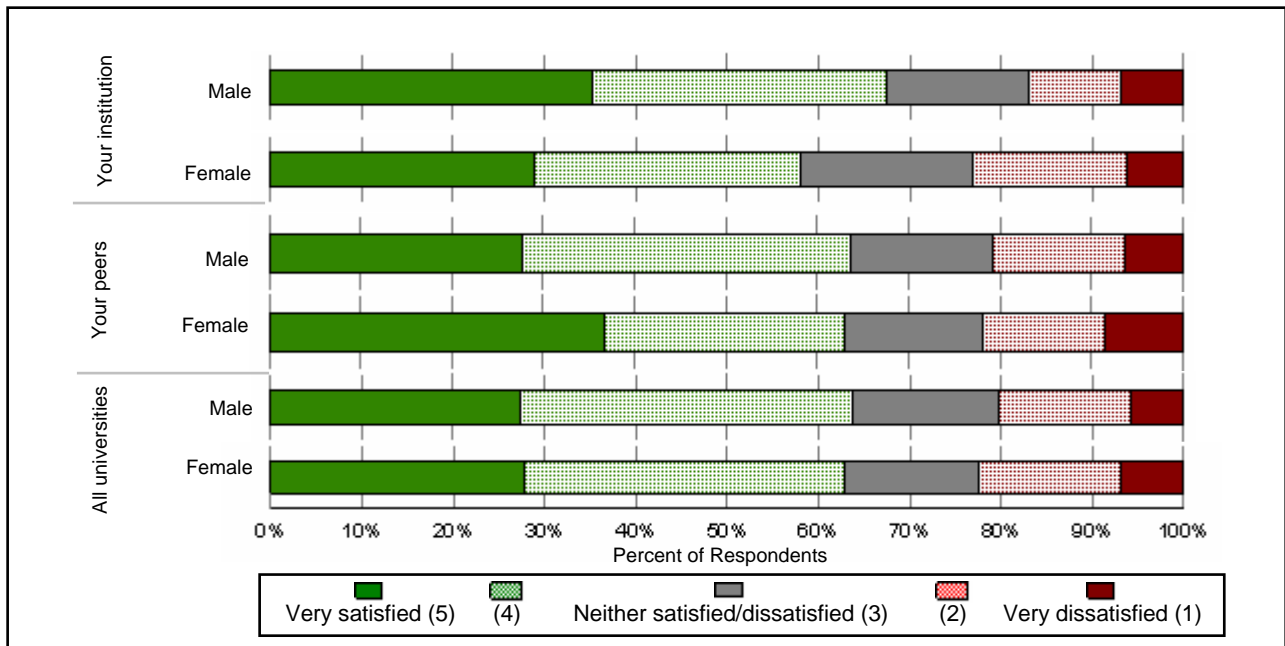
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on satisfaction with the quality of computing services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on satisfaction with the quality of computing services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.789	1.2278	0.1656	3.457 to 4.121	3.576	1.2460	0.1837	3.206 to 3.946
Faculty at Peer 1	3.585	1.2415	0.1893	3.203 to 3.967	3.519	1.2719	0.2918	2.906 to 4.132
... Peer 2	4.000	1.0220	0.1077	3.786 to 4.215	4.029	0.9924	0.1154	3.799 to 4.259
... Peer 3	3.685	1.2039	0.1904	3.300 to 4.070	3.676	1.5351	0.2954	3.069 to 4.283
... Peer 4	3.440	1.3092	0.1123	3.218 to 3.662	3.423	1.4765	0.1484	3.129 to 3.718
... Peer 5	3.499	1.2018	0.1416	3.216 to 3.781	3.809	1.1451	0.1399	3.529 to 4.088
Your Peers (n=5)	3.642	0.1976	0.0884	3.396 to 3.887	3.691	0.2143	0.0958	3.425 to 3.957
All Universities (n=37)	3.628	0.2639	0.0434	3.540 to 3.716	3.570	0.3077	0.0506	3.468 to 3.673



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

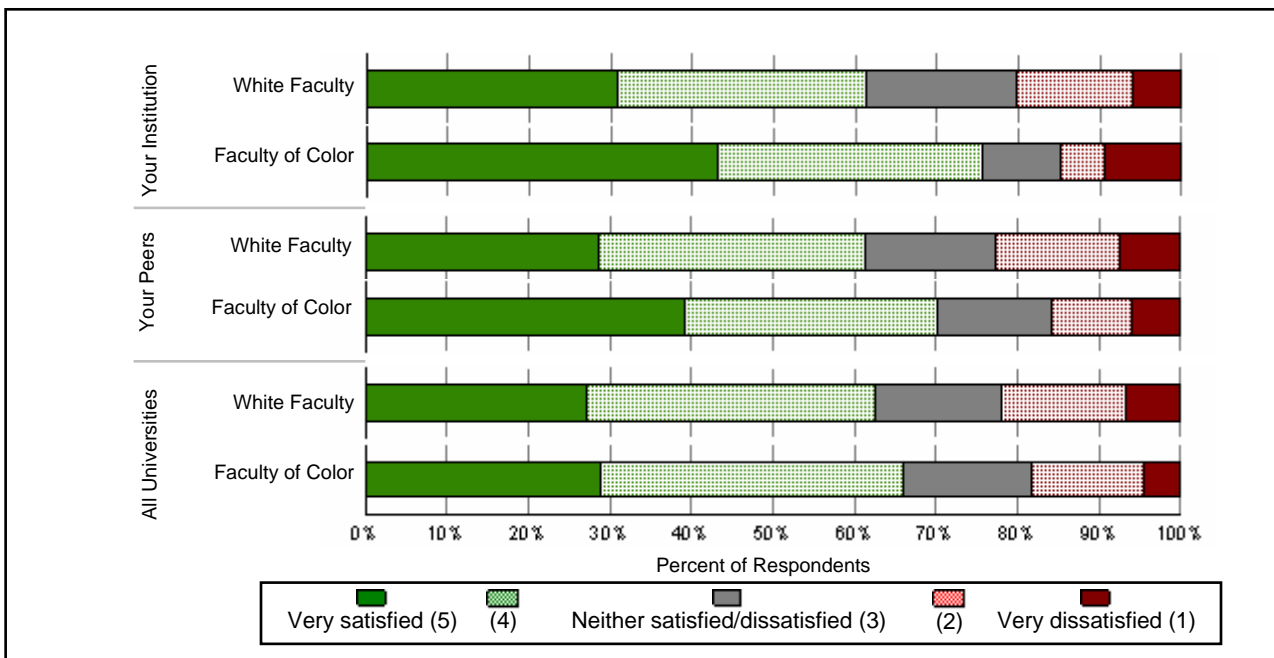
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th percentile on satisfaction with the quality of computing services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 76th percentile on satisfaction with the quality of computing services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.659	1.2192	0.1315	3.398 to 3.920	3.946	1.3499	0.3485	3.198 to 4.693
Faculty at Peer 1	3.386	1.2345	0.1840	3.015 to 3.757	4.062	1.1315	0.2744	3.480 to 4.644
... Peer 2	4.012	0.9701	0.0889	3.836 to 4.188	4.009	1.1035	0.1645	3.678 to 4.341
... Peer 3	3.559	1.3526	0.1952	3.166 to 3.952	4.093	1.2521	0.2873	3.489 to 4.696
... Peer 4	3.501	1.3746	0.1048	3.294 to 3.708	3.205	1.3748	0.1732	2.859 to 3.552
... Peer 5	3.519	1.2213	0.1203	3.280 to 3.758	4.015	0.9856	0.1643	3.682 to 4.349
Your Peers (n=5)	3.595	0.2161	0.0966	3.327 to 3.864	3.877	0.3372	0.1508	3.458 to 4.296
All Universities (n=37)	3.557	0.2600	0.0427	3.470 to 3.643	3.703	0.3519	0.0579	3.586 to 3.820



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

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

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

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

At your institution overall

1. Spousal/partner hiring program
2. Professional assistance in obtaining externally funded grants
3. Childcare

Males

1. Spousal/partner hiring program
2. Professional assistance in obtaining externally funded grants
3. Paid or unpaid personal leave during the probationary period
3. Periodic, formal performance reviews for junior faculty
3. Childcare

Females

1. Professional assistance in obtaining externally funded grants
2. Childcare
3. Peer reviews of teaching and research

White faculty

1. Spousal/partner hiring program
2. Childcare
3. Professional assistance in obtaining externally funded grants

Faculty of color

1. Paid or unpaid personal leave during the probationary period
 2. Written summary of periodic performance reviews for junior faculty
 2. Professional assistance in obtaining externally funded grants
-

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

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

Stanford University	At Your Institution				
	Overall	Males	Females	White faculty	Faculty of color
Spousal/partner hiring program	41% (1)	43% (1)	39%* (6)	50% (1)	16% (13)
Professional assistance in obtaining externally funded grants	40% (2)	33% (2)	54% (1)	39% (3)	45%* (2)
Childcare	37% (3)	31%* (3)	50% (2)	41% (2)	27%* (8)
Periodic, formal performance reviews for junior faculty	34%* (4)	31%* (3)	42% (4)	32% (5)	44% (4)
Written summary of periodic performance reviews for junior faculty	34%* (4)	30% (6)	41% (5)	31% (6)	45%* (2)
Formal mentoring program for junior faculty	32%* (6)	28%* (7)	39%* (6)	30% (7)	38% (7)
Peer reviews of teaching and research	32%* (6)	23% (11)	48% (3)	34% (4)	26% (10)
An upper limit on committee assignments for tenure-track faculty	26% (8)	28%* (7)	22% (9)	26% (9)	27%* (8)
Paid or unpaid personal leave during the probationary period	25% (9)	31%* (3)	16% (14)	14%* (12)	53% (1)
Financial assistance with housing	24% (10)	26% (9)	20%* (10)	27% (8)	9% (16)
Paid or unpaid research leave during the probationary period	21% (11)	24% (10)	17% (13)	15%* (10)	40% (6)
Informal mentoring	20% (12)	17% (12)	26% (8)	15%* (10)	42% (5)
An upper limit on teaching obligations	13%* (13)	10%* (14)	20%* (10)	14%* (12)	11% (15)
Travel funds to present papers or conduct research	13%* (13)	10%* (14)	18% (12)	11% (14)	22% (11)
Stop-the-tenure-clock for parental or other family reasons	9% (15)	12% (13)	5% (16)	6%* (15)	17% (12)
Professional assistance for improving teaching	7% (16)	6% (16)	9% (15)	6%* (15)	12% (14)

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

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

OVERALL RESULTS

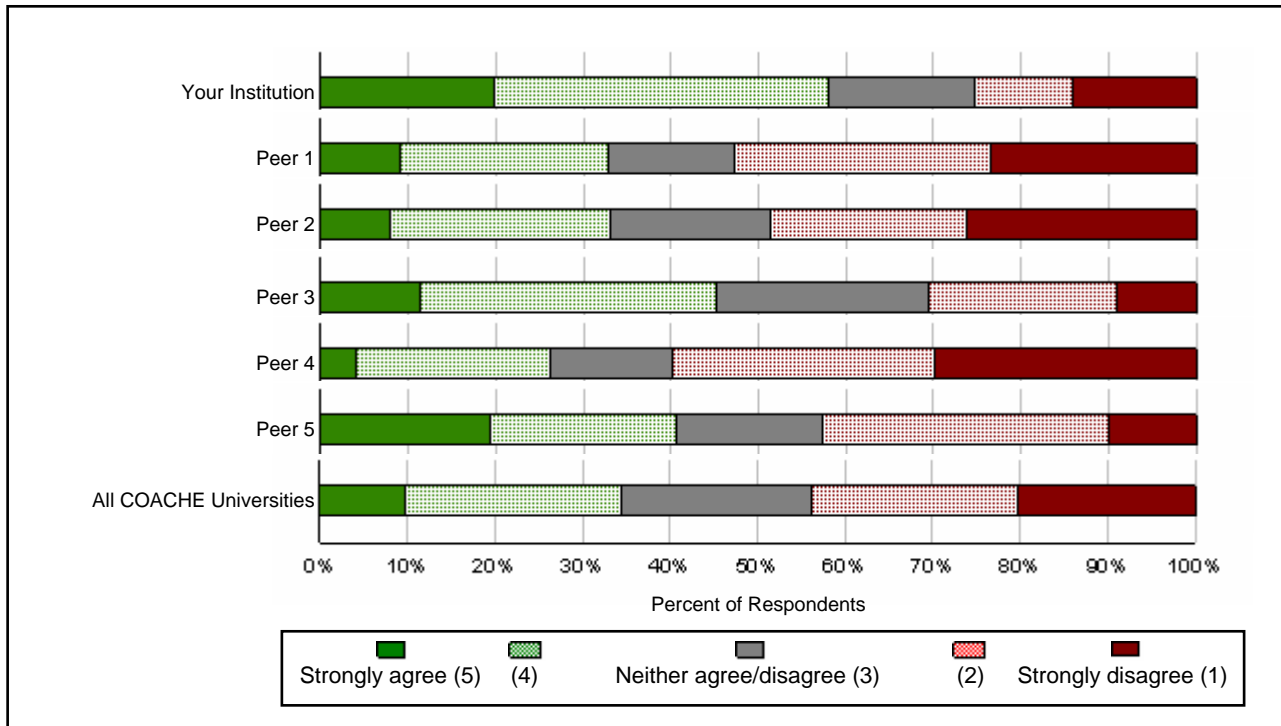
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.383	1.2605	0.1351	3.114 to 3.652
Faculty at Peer 1	2.656	1.3214	0.2039	2.245 to 3.068
... Peer 2	2.663	1.3045	0.1261	2.413 to 2.913
... Peer 3	3.170	1.2016	0.1606	2.848 to 3.492
... Peer 4	2.408	1.2442	0.0905	2.229 to 2.586
... Peer 5	3.073	1.3006	0.1349	2.805 to 3.341
Your Peers (n=5)	2.794	0.2843	0.1272	2.441 to 3.147
All Universities (n=37)	2.771	0.3455	0.0568	2.656 to 2.887



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

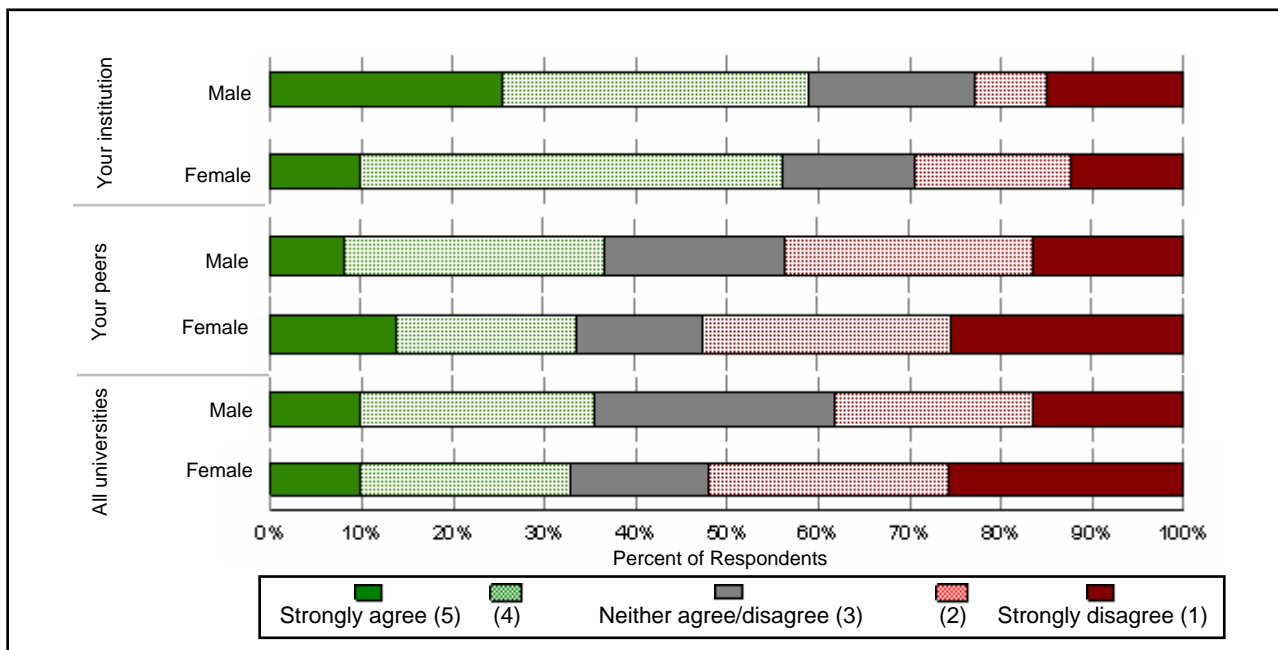
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.463	1.2861	0.1876	3.085 to 3.841	3.239	1.2142	0.1920	2.851 to 3.628
Faculty at Peer 1	2.676	1.2940	0.2538	2.154 to 3.199	2.627	1.3636	0.3409	1.900 to 3.354
... Peer 2	2.867	1.3037	0.1669	2.534 to 3.201	2.288	1.2143	0.1790	1.928 to 2.649
... Peer 3	3.106	1.0258	0.1786	2.742 to 3.470	3.284	1.4129	0.2946	2.673 to 3.895
... Peer 4	2.509	1.2009	0.1178	2.275 to 2.742	2.233	1.2776	0.1386	1.957 to 2.508
... Peer 5	3.088	1.2625	0.1768	2.733 to 3.443	3.050	1.3443	0.2074	2.631 to 3.469
Your Peers (n=5)	2.849	0.2320	0.1038	2.561 to 3.137	2.696	0.4138	0.1851	2.183 to 3.210
All Universities (n=37)	2.865	0.3224	0.0530	2.757 to 2.972	2.630	0.4490	0.0738	2.480 to 2.780



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

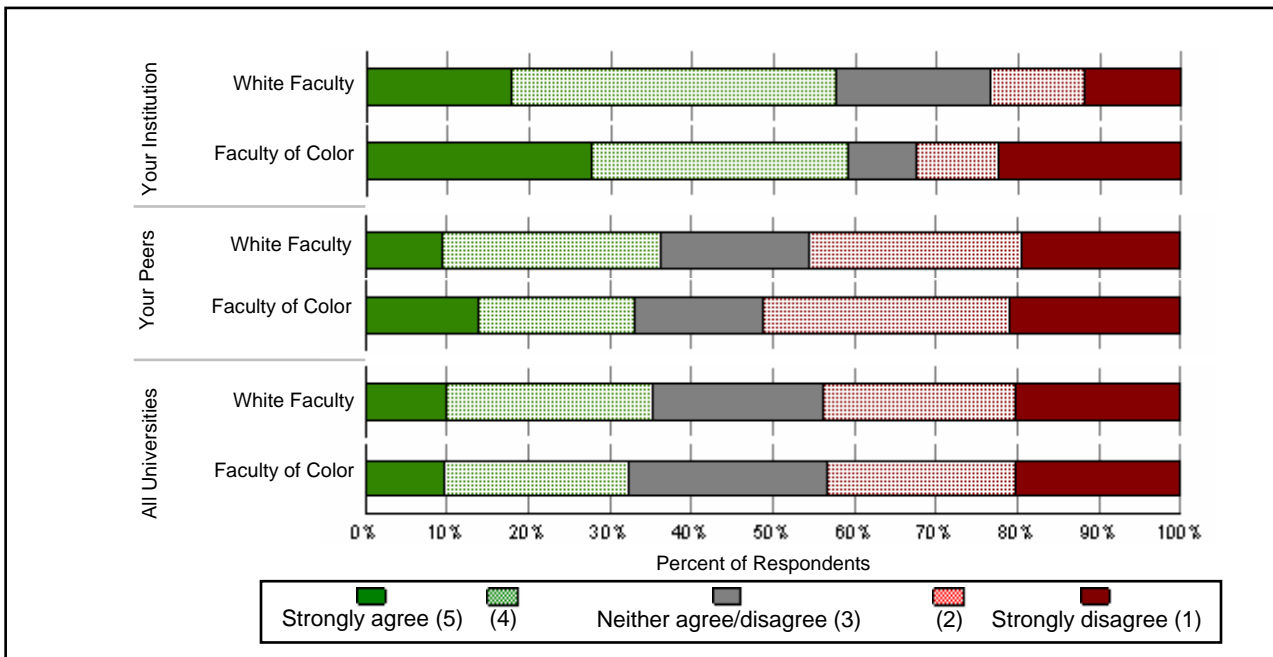
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 95th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.400	1.2442	0.1456	3.110 to 3.690	3.316	1.3420	0.3587	2.541 to 4.091
Faculty at Peer 1	2.689	1.3043	0.2205	2.241 to 3.137	2.491	1.3997	0.5290	1.196 to 3.785
... Peer 2	2.588	1.2832	0.1409	2.307 to 2.868	2.936	1.3617	0.2780	2.361 to 3.511
... Peer 3	3.305	1.1043	0.1746	2.952 to 3.658	2.729	1.3095	0.3274	2.031 to 3.427
... Peer 4	2.451	1.2491	0.1056	2.243 to 2.660	2.251	1.2166	0.1738	1.901 to 2.600
... Peer 5	3.000	1.3001	0.1543	2.692 to 3.308	3.341	1.2629	0.2693	2.781 to 3.901
Your Peers (n=5)	2.807	0.3078	0.1376	2.424 to 3.189	2.749	0.3745	0.1675	2.284 to 3.214
All Universities (n=37)	2.786	0.3544	0.0583	2.668 to 2.904	2.783	0.4569	0.0751	2.630 to 2.935



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

OVERALL RESULTS

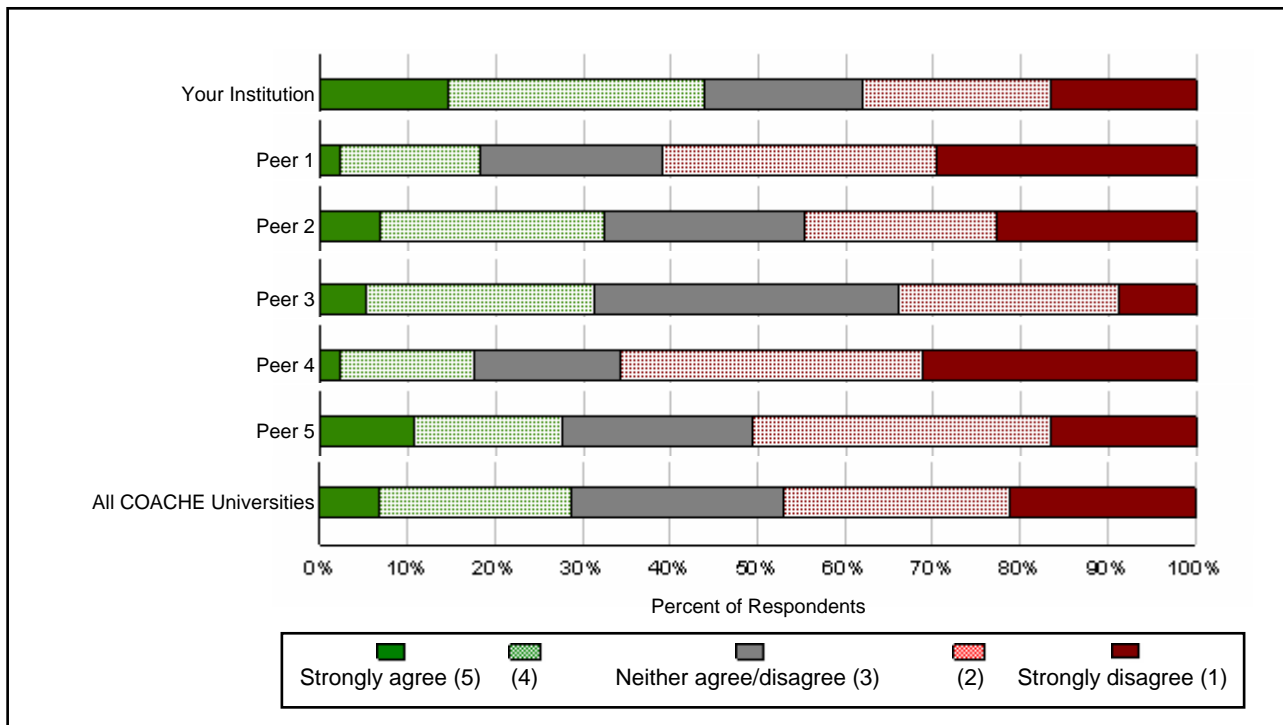
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.036	1.2940	0.1420	2.753 to 3.318
Faculty at Peer 1	2.299	1.1317	0.1726	1.950 to 2.647
... Peer 2	2.719	1.2420	0.1212	2.478 to 2.959
... Peer 3	2.934	1.0544	0.1397	2.654 to 3.214
... Peer 4	2.227	1.1191	0.0810	2.067 to 2.387
... Peer 5	2.710	1.2143	0.1233	2.465 to 2.955
Your Peers (n=5)	2.578	0.2703	0.1209	2.242 to 2.913
All Universities (n=37)	2.677	0.2899	0.0477	2.580 to 2.773



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

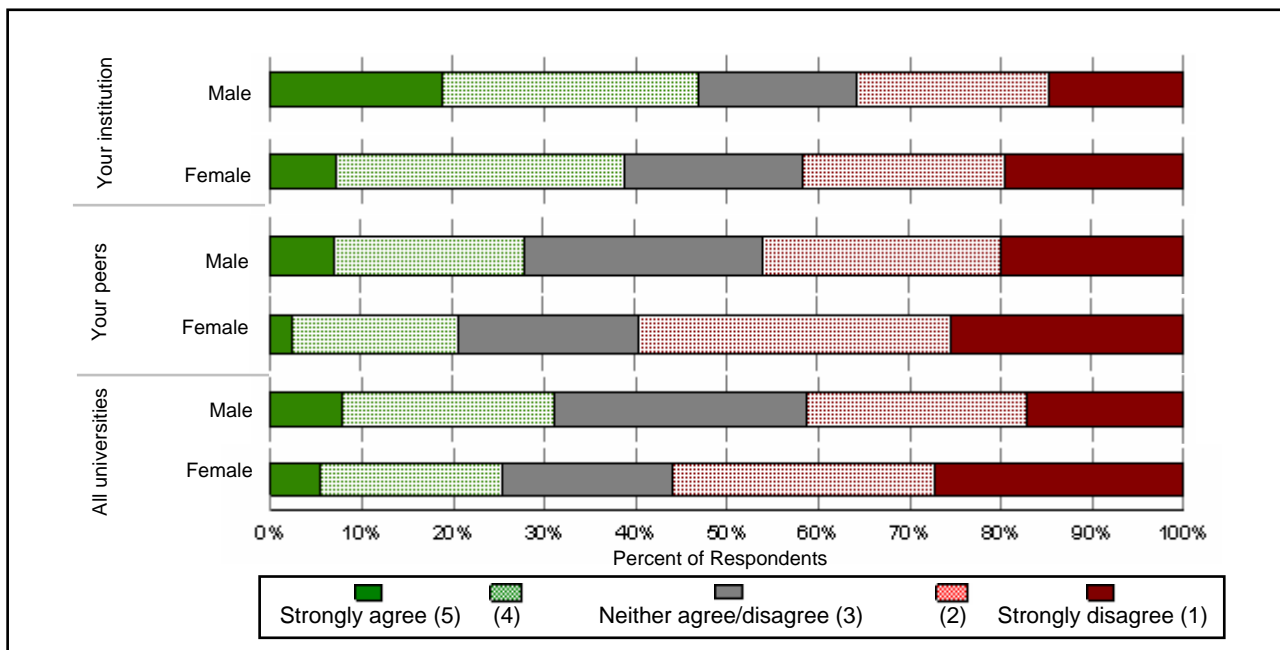
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.151	1.3044	0.1989	2.749 to 3.552	2.846	1.2627	0.1996	2.442 to 3.250
Faculty at Peer 1	2.329	1.1863	0.2283	1.860 to 2.798	2.253	1.0308	0.2577	1.704 to 2.802
... Peer 2	2.889	1.2957	0.1701	2.548 to 3.230	2.439	1.0969	0.1600	2.117 to 2.761
... Peer 3	3.059	1.0273	0.1762	2.701 to 3.418	2.703	1.0471	0.2183	2.250 to 3.156
... Peer 4	2.376	1.0855	0.1054	2.167 to 2.585	1.964	1.1157	0.1210	1.723 to 2.204
... Peer 5	2.800	1.2786	0.1709	2.458 to 3.143	2.558	1.1038	0.1724	2.209 to 2.906
Your Peers (n=5)	2.691	0.2887	0.1291	2.332 to 3.049	2.383	0.2564	0.1147	2.065 to 2.702
All Universities (n=37)	2.797	0.3227	0.0531	2.690 to 2.905	2.491	0.3795	0.0624	2.364 to 2.617



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

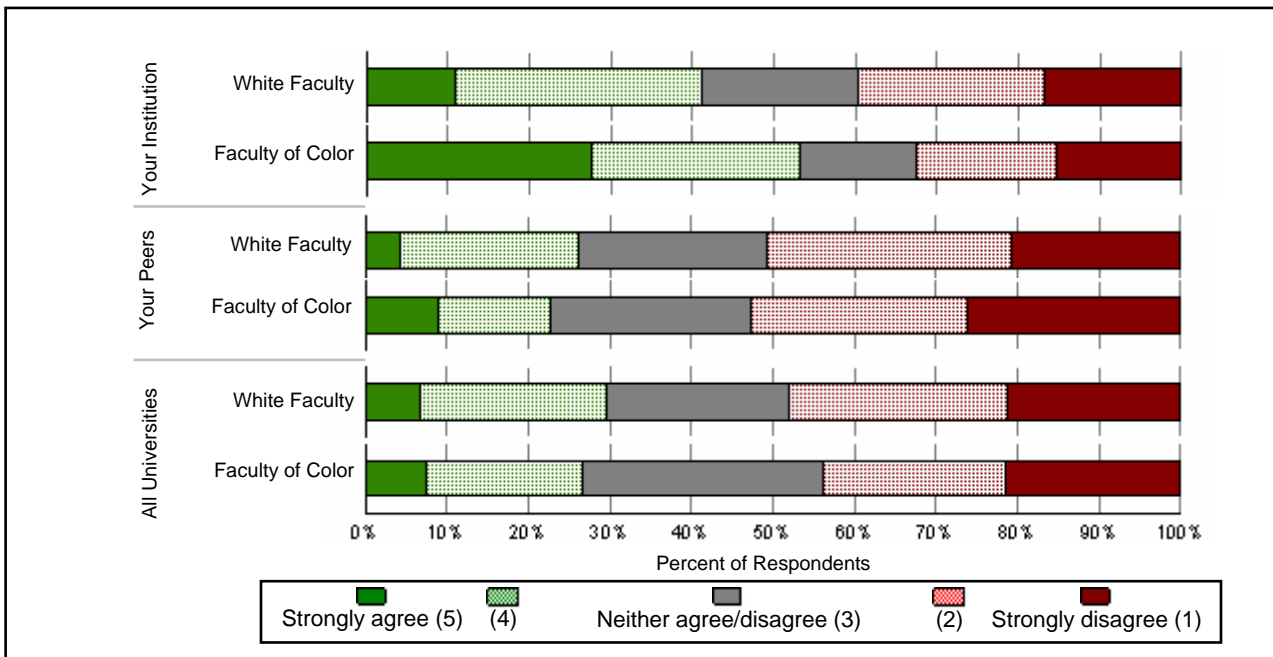
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.957	1.2777	0.1538	2.650 to 3.264	3.328	1.3325	0.3561	2.558 to 4.097
Faculty at Peer 1	2.371	1.1234	0.1899	1.985 to 2.757	1.962	1.1180	0.3953	1.028 to 2.897
... Peer 2	2.640	1.2430	0.1364	2.368 to 2.911	2.998	1.2026	0.2564	2.465 to 3.531
... Peer 3	3.011	0.9627	0.1504	2.707 to 3.315	2.674	1.2183	0.3046	2.025 to 3.323
... Peer 4	2.269	1.1102	0.0935	2.084 to 2.454	2.077	1.1307	0.1599	1.755 to 2.398
... Peer 5	2.650	1.1920	0.1386	2.374 to 2.927	2.932	1.2328	0.2571	2.399 to 3.465
Your Peers (n=5)	2.588	0.2587	0.1157	2.267 to 2.909	2.529	0.4310	0.1927	1.993 to 3.064
All Universities (n=37)	2.662	0.3018	0.0496	2.562 to 2.763	2.778	0.5198	0.0855	2.605 to 2.951



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

OVERALL RESULTS

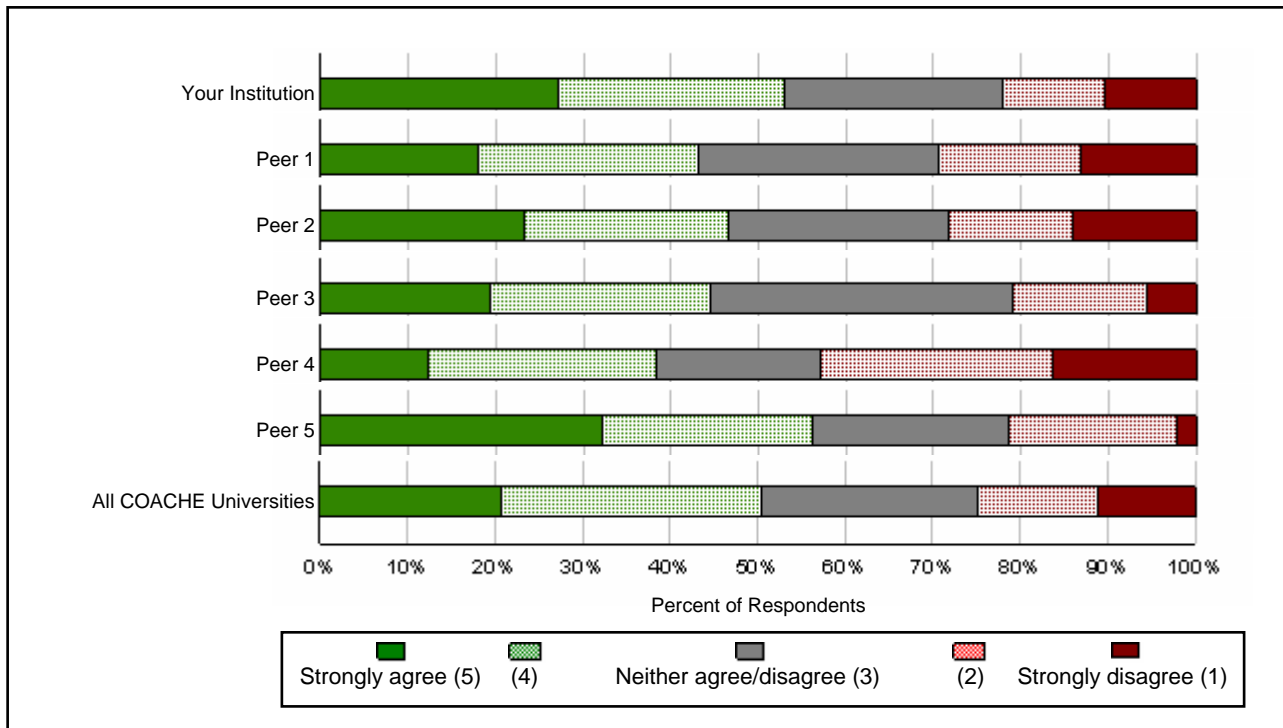
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.476	1.2565	0.1396	3.198 to 3.754
Faculty at Peer 1	3.185	1.2840	0.1936	2.794 to 3.575
... Peer 2	3.275	1.3108	0.1256	3.026 to 3.524
... Peer 3	3.374	1.1634	0.1569	3.059 to 3.688
... Peer 4	2.911	1.3066	0.0963	2.721 to 3.101
... Peer 5	3.650	1.1631	0.1193	3.413 to 3.887
Your Peers (n=5)	3.279	0.2412	0.1079	2.979 to 3.578
All Universities (n=37)	3.361	0.3096	0.0509	3.258 to 3.465



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

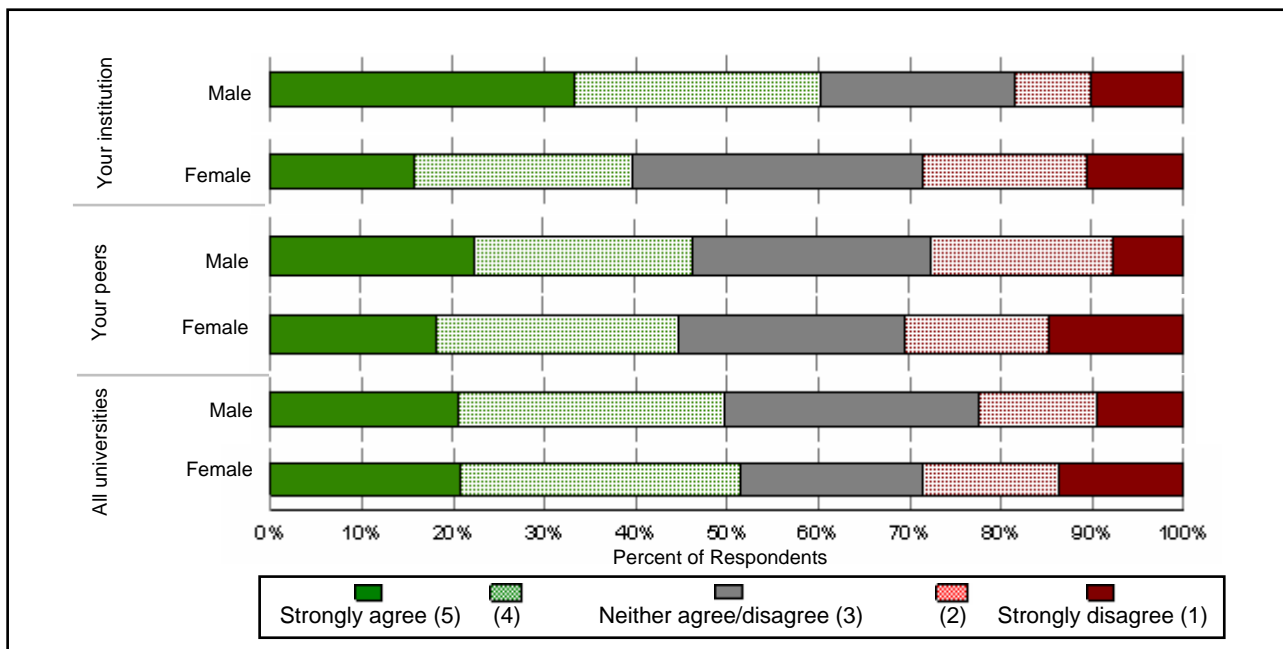
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.649	1.2629	0.1904	3.265 to 4.033	3.161	1.2044	0.1980	2.760 to 3.563
Faculty at Peer 1	3.308	1.2778	0.2415	2.812 to 3.803	2.990	1.2748	0.3187	2.311 to 3.669
... Peer 2	3.357	1.4153	0.1797	2.998 to 3.716	3.127	1.1481	0.1675	2.790 to 3.464
... Peer 3	3.350	1.0491	0.1855	2.972 to 3.729	3.414	1.3058	0.2723	2.849 to 3.978
... Peer 4	3.081	1.2268	0.1209	2.841 to 3.321	2.605	1.3497	0.1500	2.306 to 2.903
... Peer 5	3.581	1.1772	0.1602	3.260 to 3.903	3.762	1.1372	0.1776	3.403 to 4.121
Your Peers (n=5)	3.336	0.1591	0.0712	3.138 to 3.533	3.180	0.3908	0.1748	2.694 to 3.665
All Universities (n=37)	3.398	0.4126	0.0678	3.260 to 3.535	3.307	0.3959	0.0651	3.175 to 3.439



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

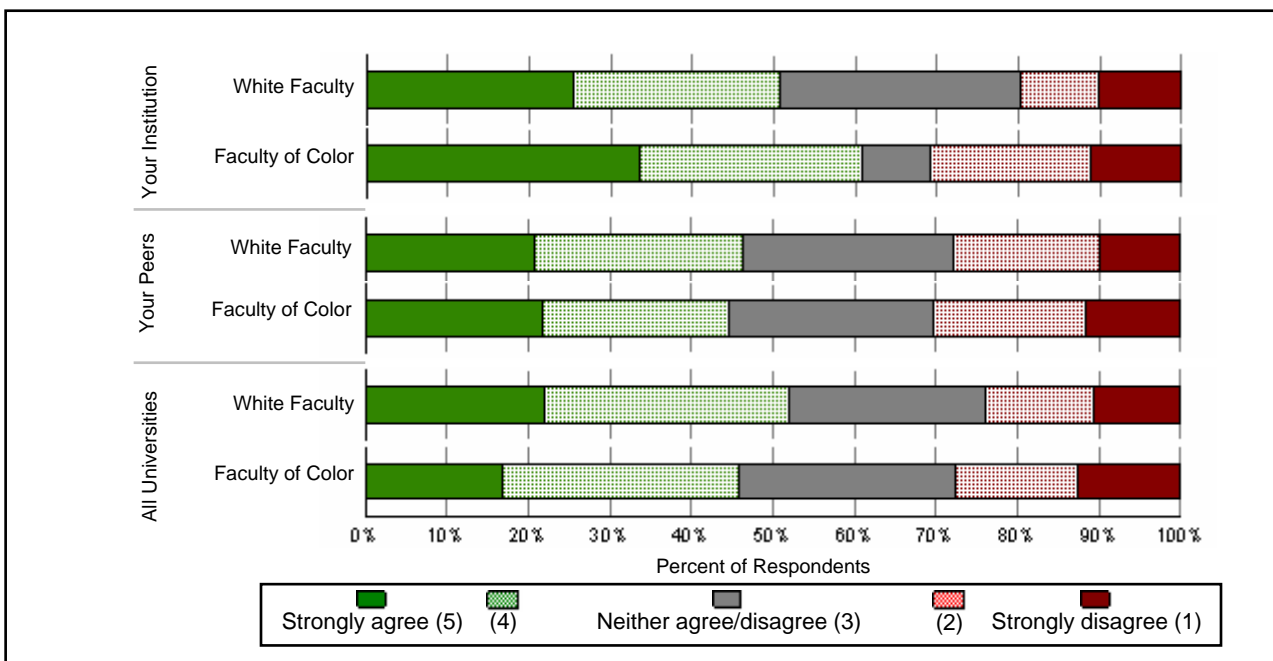
Among all universities:

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

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.464	1.2477	0.1524	3.160 to 3.768	3.521	1.2956	0.3463	2.773 to 4.269
Faculty at Peer 1	3.170	1.2240	0.2099	2.743 to 3.597	3.236	1.4697	0.4648	2.184 to 4.287
... Peer 2	3.305	1.3035	0.1397	3.027 to 3.583	3.159	1.3361	0.2849	2.567 to 3.752
... Peer 3	3.477	1.0591	0.1696	3.134 to 3.820	3.046	1.3229	0.3307	2.341 to 3.751
... Peer 4	2.883	1.3258	0.1137	2.658 to 3.108	3.010	1.2484	0.1802	2.648 to 3.373
... Peer 5	3.620	1.2091	0.1445	3.332 to 3.909	3.746	1.0072	0.2014	3.330 to 4.162
Your Peers (n=5)	3.291	0.2547	0.1139	2.975 to 3.607	3.239	0.2658	0.1189	2.909 to 3.569
All Universities (n=37)	3.388	0.3496	0.0575	3.271 to 3.504	3.250	0.3910	0.0643	3.119 to 3.380



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

OVERALL RESULTS

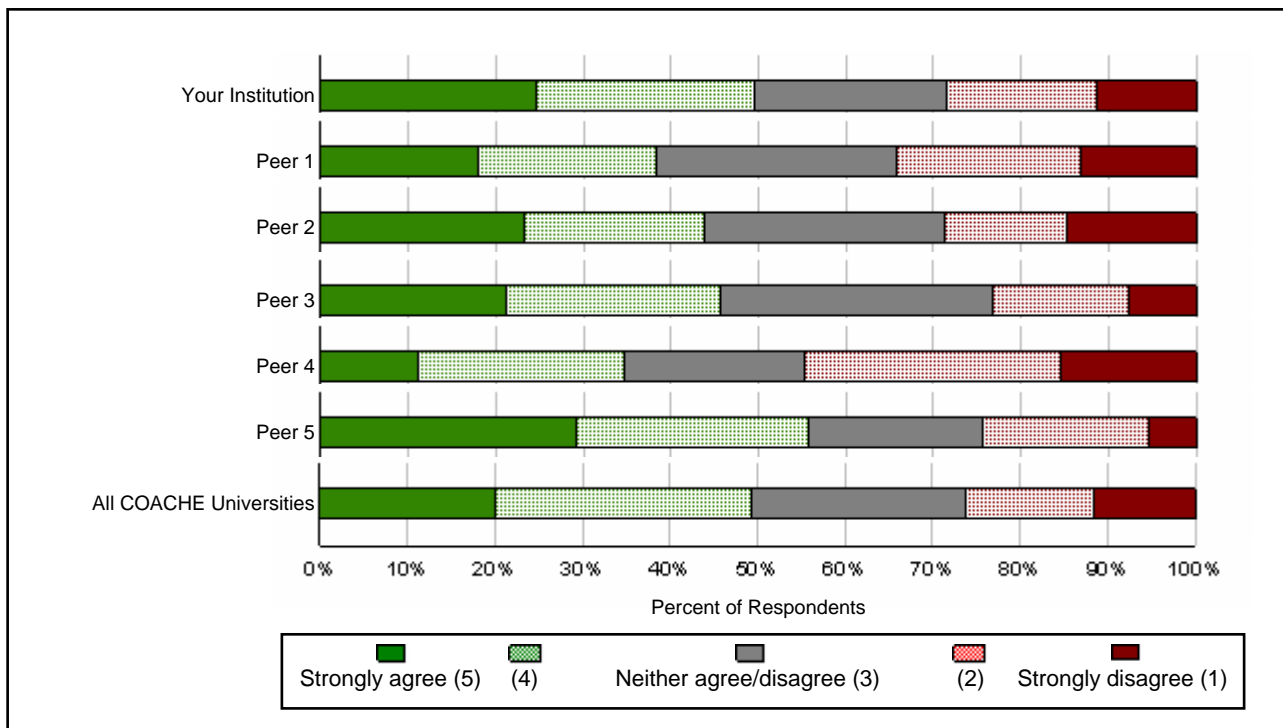
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 43rd percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.342	1.3036	0.1457	3.052 to 3.632
Faculty at Peer 1	3.090	1.2937	0.1950	2.696 to 3.483
... Peer 2	3.236	1.3079	0.1259	2.987 to 3.485
... Peer 3	3.358	1.2263	0.1639	3.030 to 3.687
... Peer 4	2.855	1.2734	0.0939	2.670 to 3.040
... Peer 5	3.552	1.2234	0.1230	3.308 to 3.796
Your Peers (n=5)	3.218	0.2365	0.1058	2.924 to 3.512
All Universities (n=37)	3.331	0.3013	0.0495	3.231 to 3.432



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

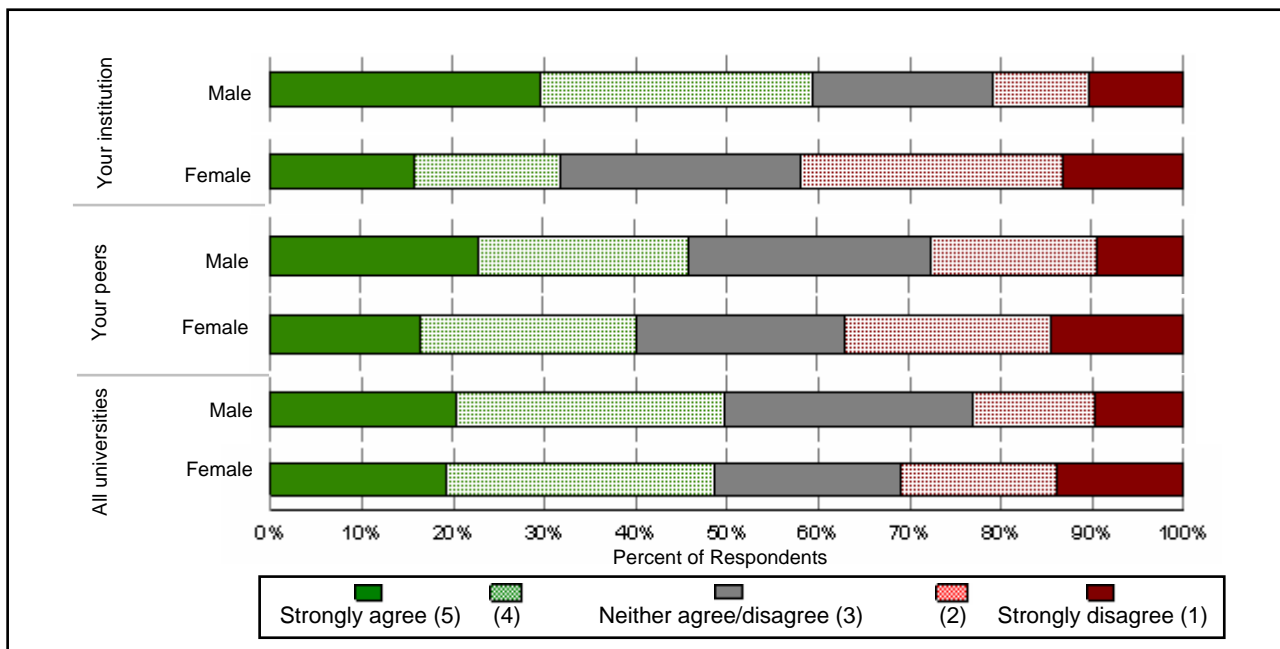
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 78th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.576	1.2631	0.1926	3.188 to 3.965	2.925	1.2723	0.2092	2.500 to 3.349
Faculty at Peer 1	3.283	1.2936	0.2490	2.771 to 3.795	2.814	1.2478	0.3026	2.173 to 3.456
... Peer 2	3.331	1.4261	0.1826	2.966 to 3.696	3.069	1.1226	0.1638	2.740 to 3.399
... Peer 3	3.372	1.1233	0.1955	2.974 to 3.770	3.334	1.3583	0.2832	2.746 to 3.921
... Peer 4	3.067	1.1938	0.1171	2.835 to 3.299	2.465	1.2835	0.1435	2.179 to 2.750
... Peer 5	3.537	1.2657	0.1691	3.198 to 3.876	3.577	1.1660	0.1778	3.218 to 3.936
Your Peers (n=5)	3.318	0.1517	0.0678	3.130 to 3.506	3.052	0.3891	0.1740	2.569 to 3.535
All Universities (n=37)	3.387	0.4083	0.0671	3.250 to 3.523	3.248	0.4130	0.0679	3.111 to 3.386



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

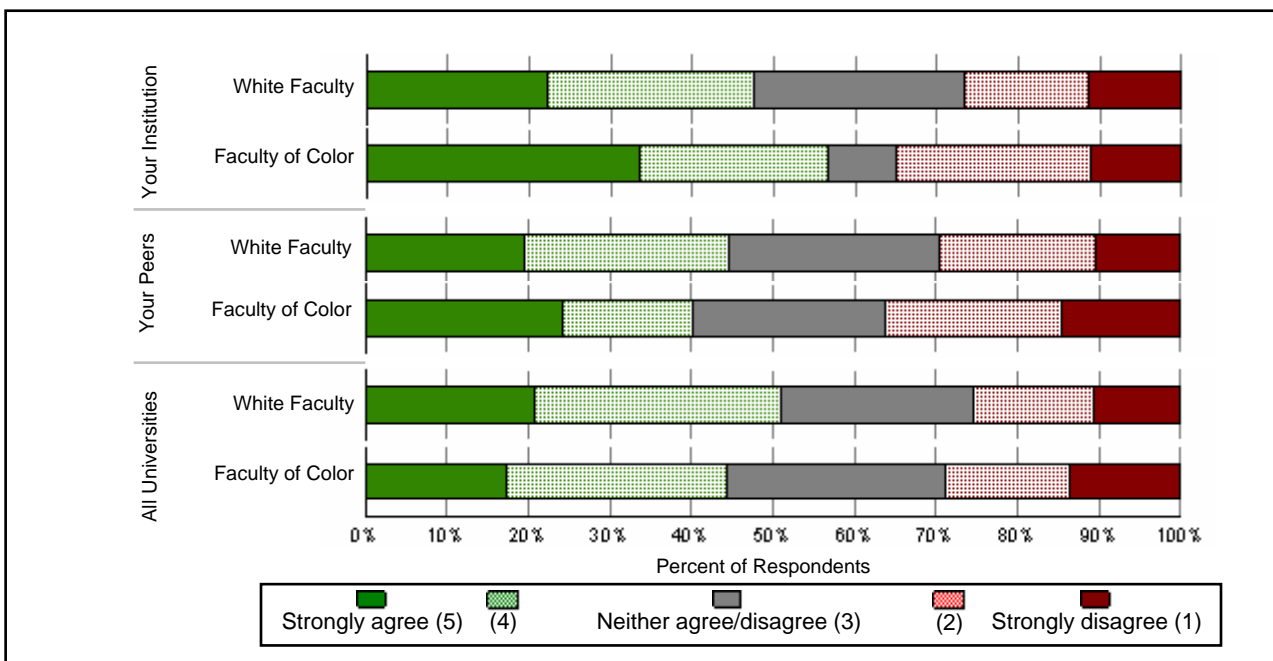
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 38th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 70th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.315	1.2946	0.1594	2.997 to 3.633	3.439	1.3420	0.3587	2.664 to 4.214
Faculty at Peer 1	3.047	1.2176	0.2058	2.629 to 3.465	3.265	1.5476	0.5159	2.075 to 4.455
... Peer 2	3.290	1.3048	0.1383	3.016 to 3.565	3.006	1.3210	0.3031	2.369 to 3.643
... Peer 3	3.470	1.1399	0.1802	3.105 to 3.834	2.994	1.3448	0.3362	2.277 to 3.711
... Peer 4	2.823	1.2568	0.1078	2.609 to 3.036	2.971	1.3170	0.1901	2.589 to 3.354
... Peer 5	3.585	1.1856	0.1378	3.310 to 3.859	3.438	1.3291	0.2658	2.890 to 3.987
Your Peers (n=5)	3.243	0.2777	0.1242	2.898 to 3.588	3.135	0.1857	0.0830	2.904 to 3.365
All Universities (n=37)	3.355	0.3349	0.0551	3.243 to 3.466	3.266	0.4254	0.0699	3.124 to 3.408



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

OVERALL RESULTS

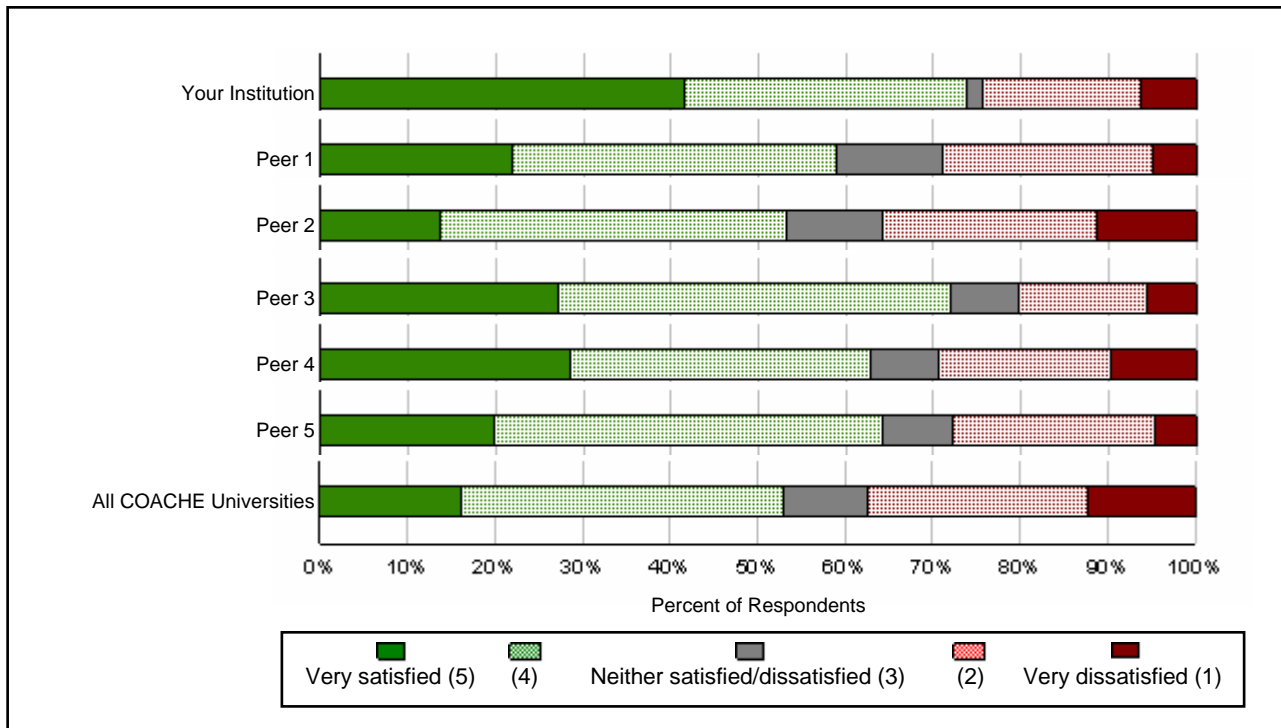
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with their compensation.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.845	1.2726	0.1254	3.597 to 4.094
Faculty at Peer 1	3.471	1.2123	0.1578	3.155 to 3.787
... Peer 2	3.199	1.2562	0.0990	3.003 to 3.394
... Peer 3	3.732	1.1918	0.1456	3.441 to 4.023
... Peer 4	3.524	1.3201	0.0863	3.354 to 3.694
... Peer 5	3.517	1.1912	0.1000	3.319 to 3.715
Your Peers (n=5)	3.489	0.1707	0.0763	3.277 to 3.700
All Universities (n=37)	3.138	0.3354	0.0551	3.027 to 3.250



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

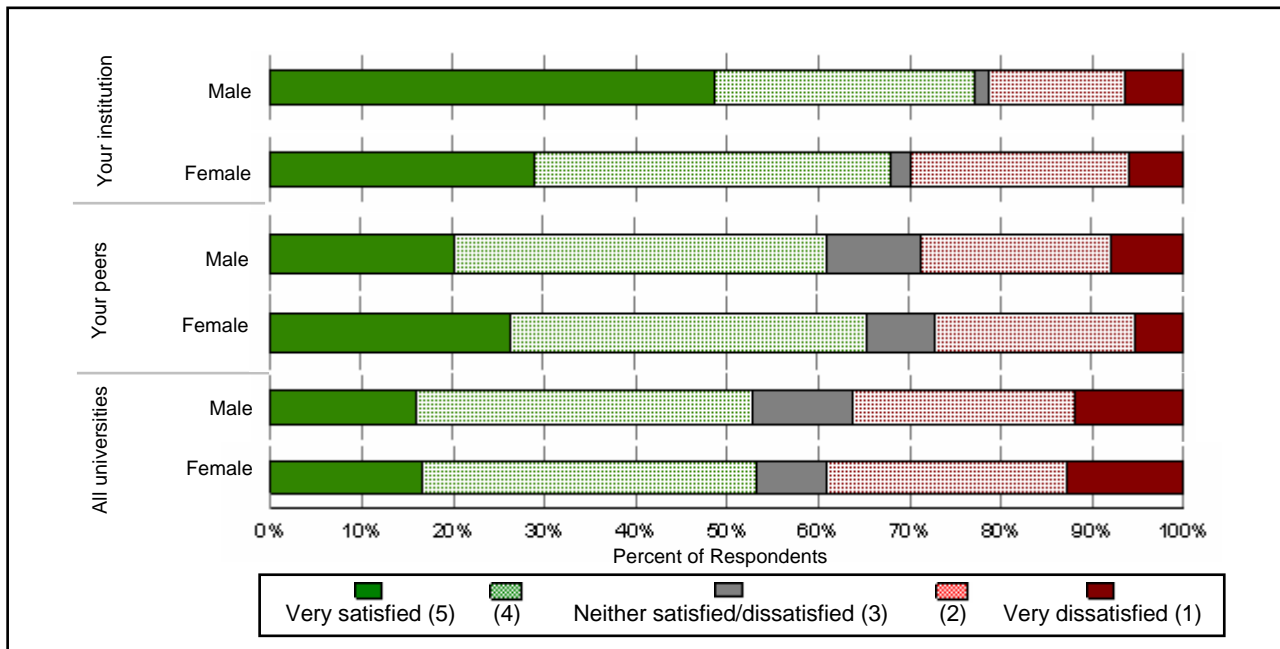
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with their compensation.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th percentile on satisfaction with their compensation.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.978	1.2463	0.1665	3.645 to 4.312	3.609	1.2762	0.1862	3.234 to 3.984
Faculty at Peer 1	3.419	1.2178	0.1879	3.039 to 3.798	3.587	1.1911	0.2889	2.974 to 4.199
... Peer 2	3.181	1.2907	0.1353	2.912 to 3.450	3.229	1.2088	0.1445	2.941 to 3.517
... Peer 3	3.561	1.1697	0.1827	3.192 to 3.931	4.070	1.1767	0.2308	3.595 to 4.545
... Peer 4	3.385	1.3769	0.1189	3.150 to 3.621	3.789	1.2071	0.1207	3.549 to 4.029
... Peer 5	3.680	1.0951	0.1265	3.428 to 3.932	3.292	1.2580	0.1537	2.986 to 3.599
Your Peers (n=5)	3.445	0.1688	0.0755	3.236 to 3.655	3.593	0.3127	0.1399	3.205 to 3.982
All Universities (n=37)	3.134	0.3734	0.0614	3.009 to 3.258	3.152	0.3761	0.0618	3.027 to 3.277



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

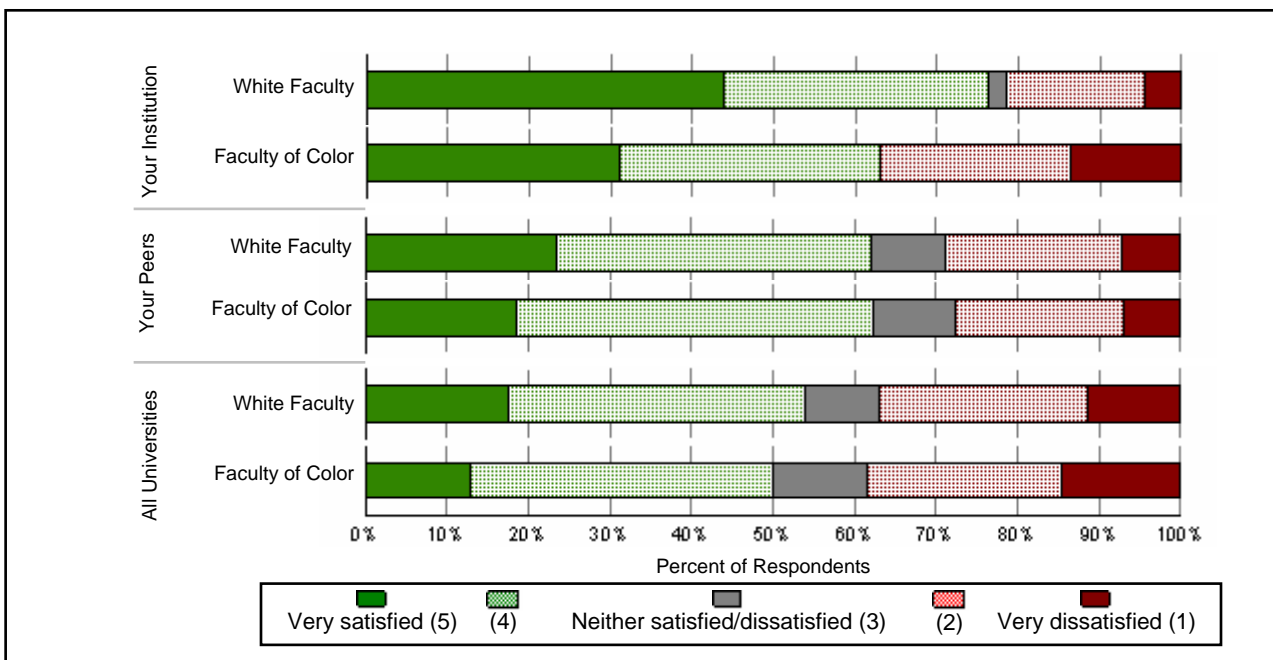
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with their compensation.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 78th percentile on satisfaction with their compensation.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.944	1.2431	0.1333	3.679 to 4.209	3.436	1.3693	0.3423	2.707 to 4.166
Faculty at Peer 1	3.427	1.2433	0.1896	3.044 to 3.809	3.599	1.1110	0.2778	3.007 to 4.191
... Peer 2	3.143	1.2626	0.1167	2.911 to 3.374	3.356	1.1964	0.1804	2.992 to 3.720
... Peer 3	3.817	1.0990	0.1586	3.498 to 4.136	3.448	1.3501	0.3097	2.797 to 4.098
... Peer 4	3.506	1.3689	0.1047	3.300 to 3.713	3.583	1.1770	0.1483	3.287 to 3.880
... Peer 5	3.578	1.1786	0.1150	3.350 to 3.806	3.308	1.2129	0.1994	2.904 to 3.713
Your Peers (n=5)	3.494	0.2189	0.0979	3.222 to 3.766	3.459	0.1170	0.0523	3.314 to 3.604
All Universities (n=37)	3.185	0.3385	0.0556	3.072 to 3.298	3.008	0.4425	0.0727	2.860 to 3.155



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

OVERALL RESULTS

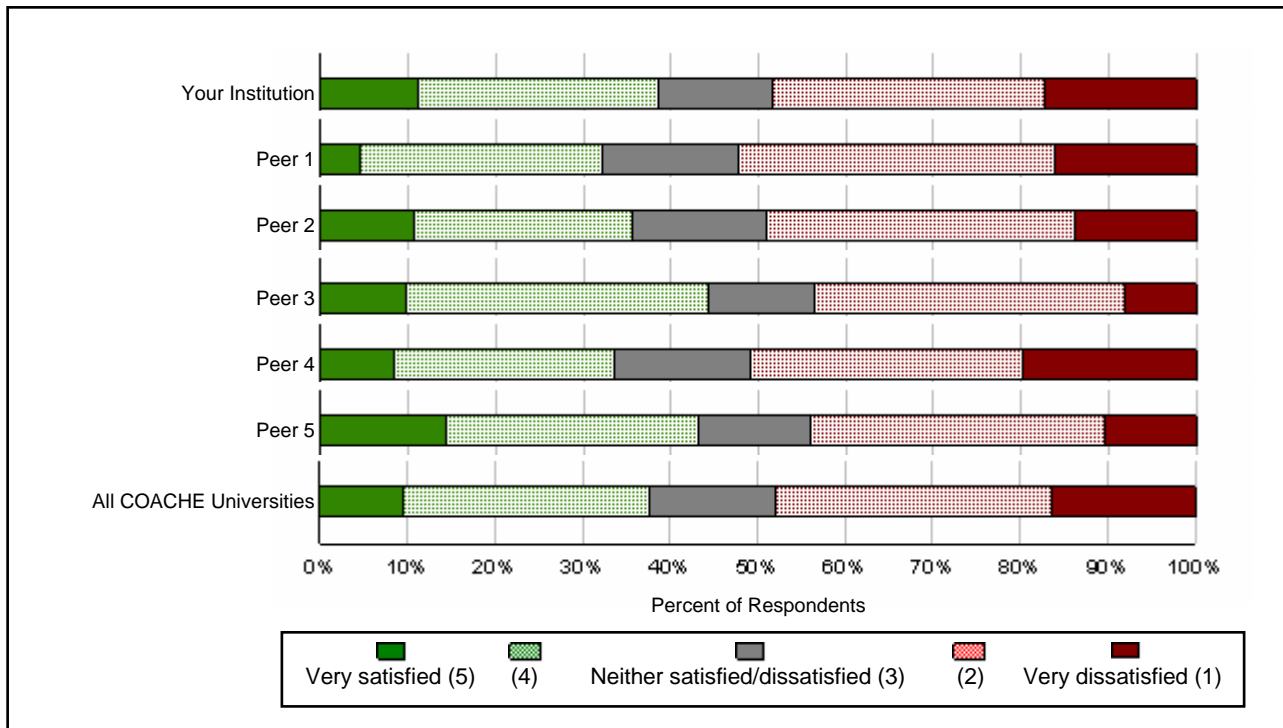
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 65th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.840	1.2860	0.1273	2.587 to 3.092
Faculty at Peer 1	2.683	1.1746	0.1542	2.374 to 2.992
... Peer 2	2.832	1.2548	0.0986	2.637 to 3.026
... Peer 3	3.021	1.1907	0.1455	2.731 to 3.312
... Peer 4	2.712	1.2686	0.0829	2.548 to 2.875
... Peer 5	3.029	1.2648	0.1069	2.817 to 3.240
Your Peers (n=5)	2.855	0.1474	0.0659	2.672 to 3.038
All Universities (n=37)	2.841	0.1928	0.0317	2.777 to 2.905



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

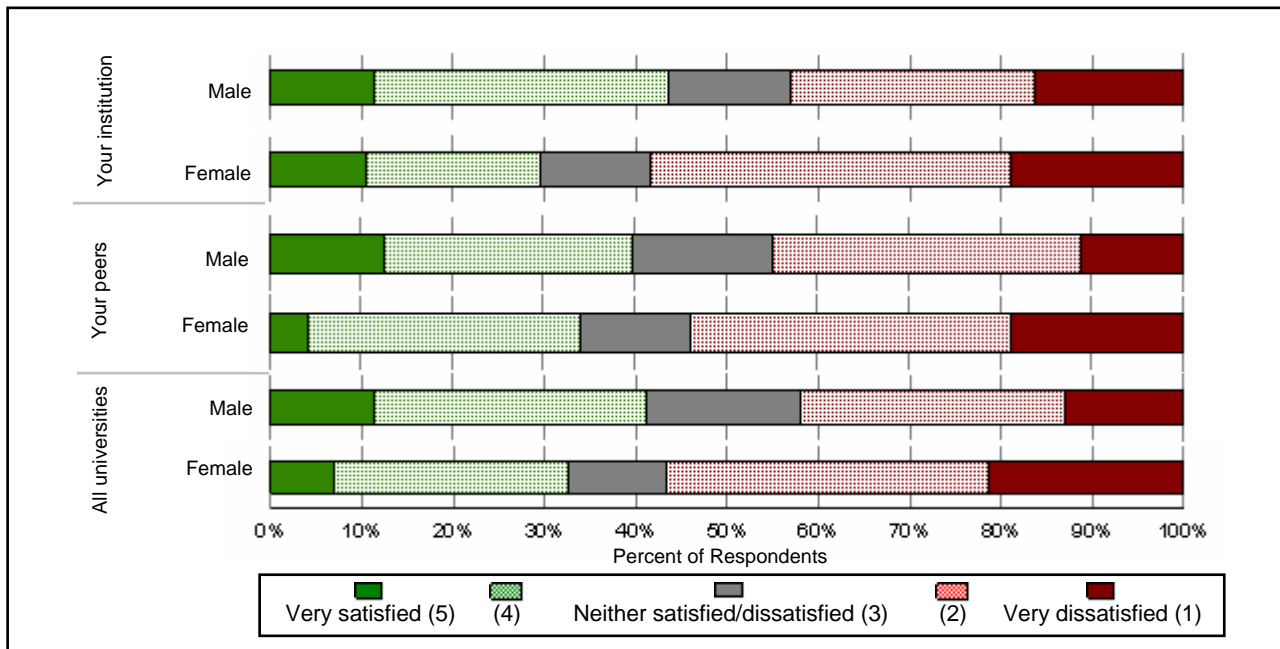
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.958	1.2657	0.1691	2.619 to 3.297	2.626	1.2914	0.1904	2.242 to 3.009
Faculty at Peer 1	2.811	1.1456	0.1789	2.449 to 3.173	2.407	1.1911	0.2889	1.795 to 3.020
... Peer 2	2.865	1.2973	0.1360	2.595 to 3.135	2.774	1.1953	0.1419	2.492 to 3.057
... Peer 3	3.108	1.1974	0.1870	2.730 to 3.486	2.850	1.1666	0.2288	2.378 to 3.321
... Peer 4	2.852	1.2503	0.1076	2.639 to 3.065	2.438	1.2575	0.1264	2.187 to 2.688
... Peer 5	3.187	1.3237	0.1549	2.878 to 3.496	2.813	1.1621	0.1420	2.529 to 3.096
Your Peers (n=5)	2.965	0.1526	0.0682	2.775 to 3.154	2.656	0.1927	0.0862	2.417 to 2.896
All Universities (n=37)	3.004	0.2635	0.0433	2.916 to 3.092	2.613	0.2286	0.0376	2.537 to 2.689



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

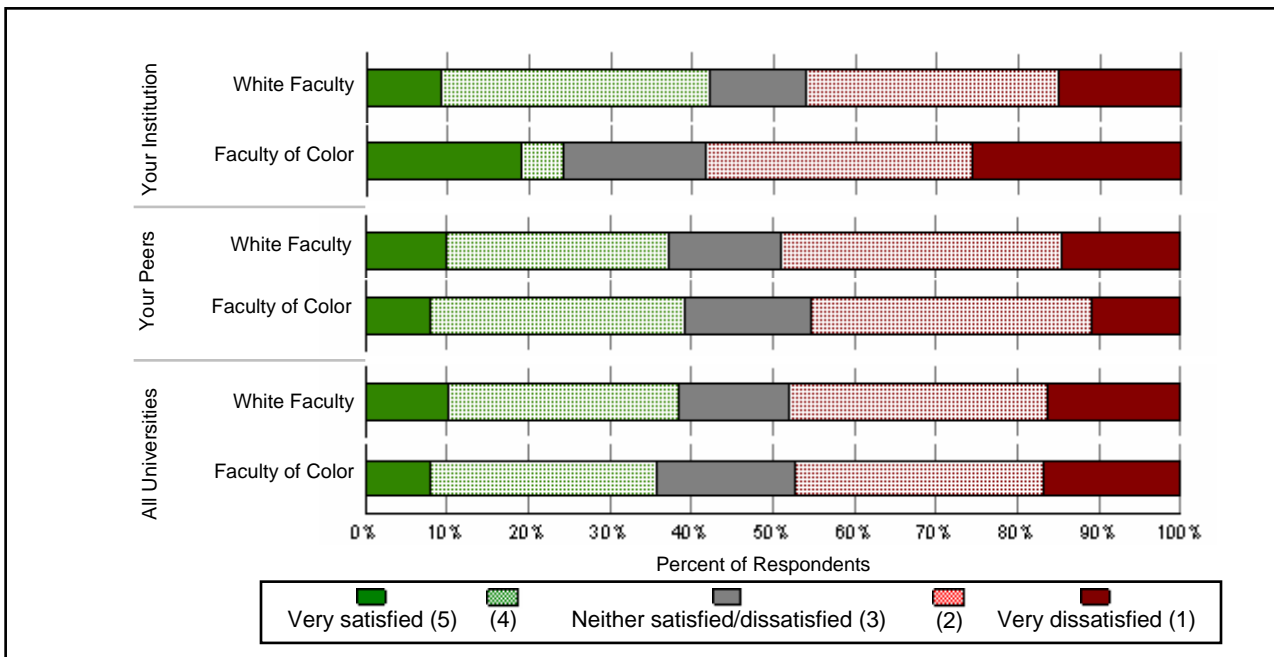
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 57th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 32nd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.901	1.2774	0.1377	2.627 to 3.174	2.590	1.2732	0.3183	1.911 to 3.268
Faculty at Peer 1	2.508	1.1283	0.1721	2.161 to 2.855	3.223	1.1235	0.2901	2.601 to 3.845
... Peer 2	2.755	1.2718	0.1176	2.522 to 2.988	3.042	1.1830	0.1764	2.687 to 3.397
... Peer 3	3.128	1.1769	0.1699	2.786 to 3.470	2.664	1.1722	0.2689	2.099 to 3.229
... Peer 4	2.761	1.2510	0.0957	2.572 to 2.950	2.543	1.3066	0.1646	2.214 to 2.872
... Peer 5	3.018	1.3129	0.1281	2.764 to 3.272	3.067	1.1051	0.1868	2.688 to 3.447
Your Peers (n=5)	2.834	0.2182	0.0976	2.563 to 3.105	2.908	0.2590	0.1158	2.586 to 3.229
All Universities (n=37)	2.859	0.2002	0.0329	2.793 to 2.926	2.806	0.3460	0.0569	2.690 to 2.921



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

OVERALL RESULTS

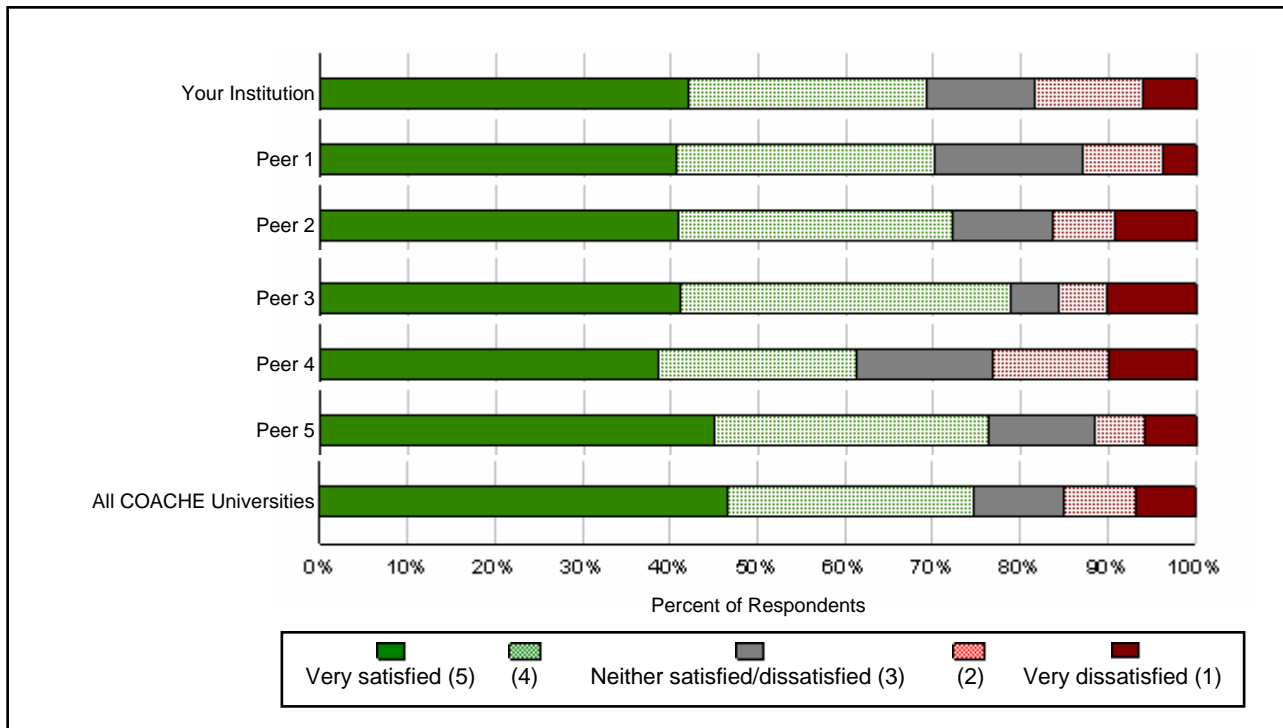
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.869	1.2583	0.1483	3.573 to 4.165
Faculty at Peer 1	3.938	1.1290	0.1536	3.630 to 4.247
... Peer 2	3.874	1.2746	0.1097	3.657 to 4.091
... Peer 3	3.940	1.2797	0.1710	3.598 to 4.283
... Peer 4	3.667	1.3778	0.1089	3.452 to 3.882
... Peer 5	4.040	1.1521	0.1047	3.833 to 4.247
Your Peers (n=5)	3.892	0.1244	0.0557	3.737 to 4.047
All Universities (n=37)	3.980	0.1550	0.0255	3.928 to 4.032



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the fairness of their immediate supervisor's evaluation of their work.

Compared to your peers:

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

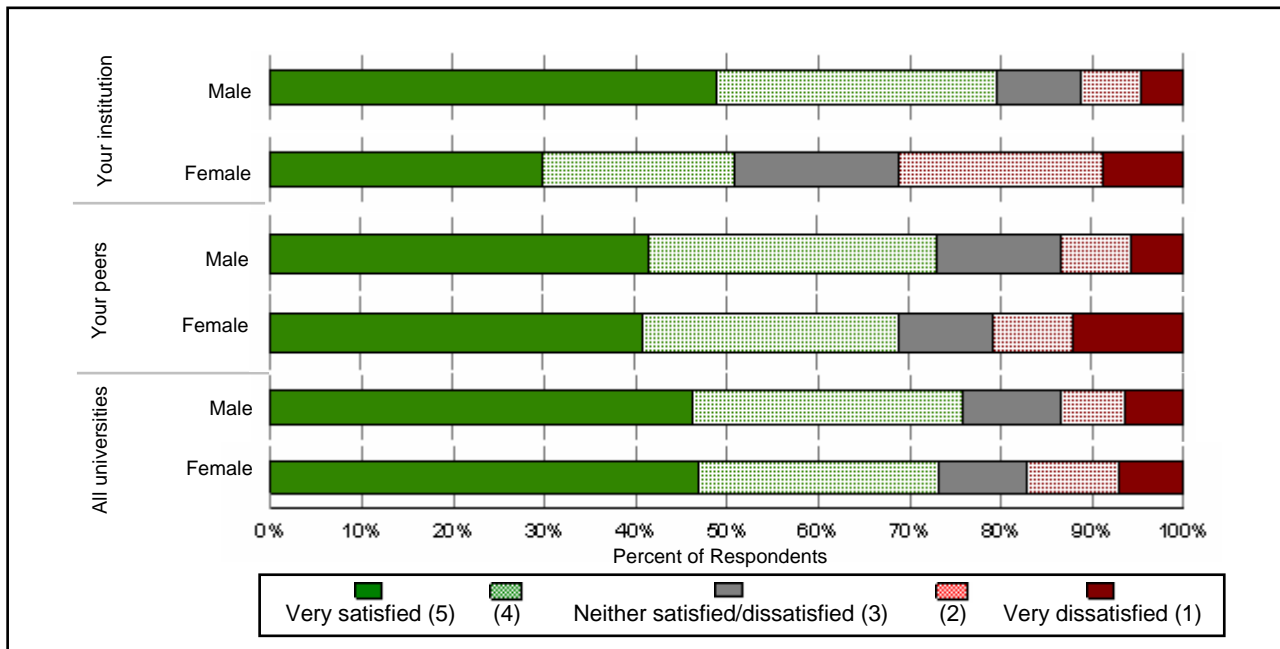
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 68th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 5th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.122	1.0997	0.1739	3.770 to 4.473	3.403	1.3459	0.2379	2.918 to 3.889
Faculty at Peer 1	3.912	1.0951	0.1754	3.557 to 4.267	4.000	1.2111	0.3127	3.329 to 4.671
... Peer 2	3.940	1.1843	0.1377	3.666 to 4.215	3.761	1.3731	0.1758	3.410 to 4.113
... Peer 3	4.082	1.0833	0.1886	3.698 to 4.466	3.684	1.4872	0.3101	3.041 to 4.328
... Peer 4	3.880	1.2569	0.1303	3.621 to 4.139	3.241	1.4465	0.1767	2.888 to 3.594
... Peer 5	3.966	1.1878	0.1440	3.678 to 4.253	4.158	1.0943	0.1503	3.856 to 4.459
Your Peers (n=5)	3.956	0.0691	0.0309	3.870 to 4.042	3.769	0.3131	0.1400	3.380 to 4.158
All Universities (n=37)	3.996	0.2540	0.0418	3.912 to 4.081	3.945	0.2690	0.0442	3.855 to 4.035



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

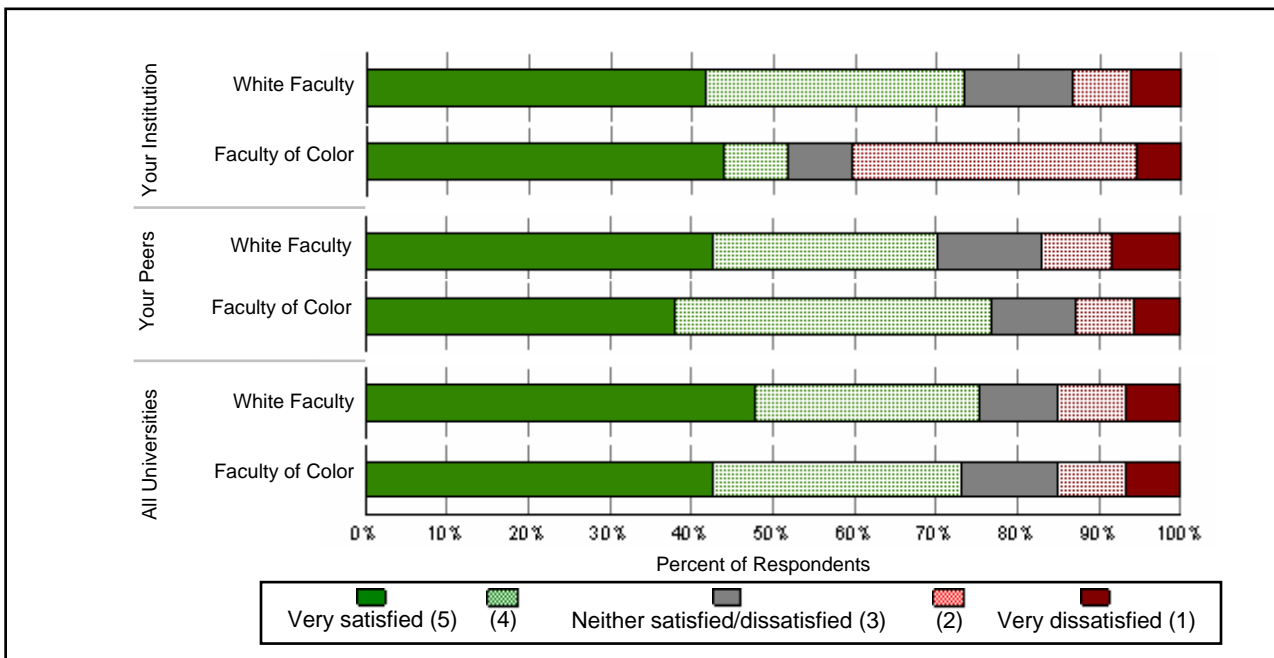
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 46th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 3rd percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.952	1.2009	0.1525	3.647 to 4.257	3.499	1.4967	0.4733	2.428 to 4.570
Faculty at Peer 1	3.855	1.1948	0.1889	3.473 to 4.237	4.194	0.8601	0.2299	3.697 to 4.691
... Peer 2	3.963	1.3075	0.1328	3.700 to 4.227	3.628	1.1677	0.1894	3.244 to 4.012
... Peer 3	3.923	1.2968	0.2077	3.503 to 4.344	3.993	1.2367	0.2999	3.357 to 4.629
... Peer 4	3.638	1.4102	0.1339	3.373 to 3.904	3.748	1.2997	0.1857	3.375 to 4.121
... Peer 5	3.983	1.1945	0.1266	3.731 to 4.234	4.233	1.0000	0.1768	3.872 to 4.593
Your Peers (n=5)	3.873	0.1249	0.0559	3.717 to 4.028	3.959	0.2390	0.1069	3.662 to 4.256
All Universities (n=37)	3.985	0.1693	0.0278	3.928 to 4.041	3.962	0.2764	0.0454	3.870 to 4.054



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

OVERALL RESULTS

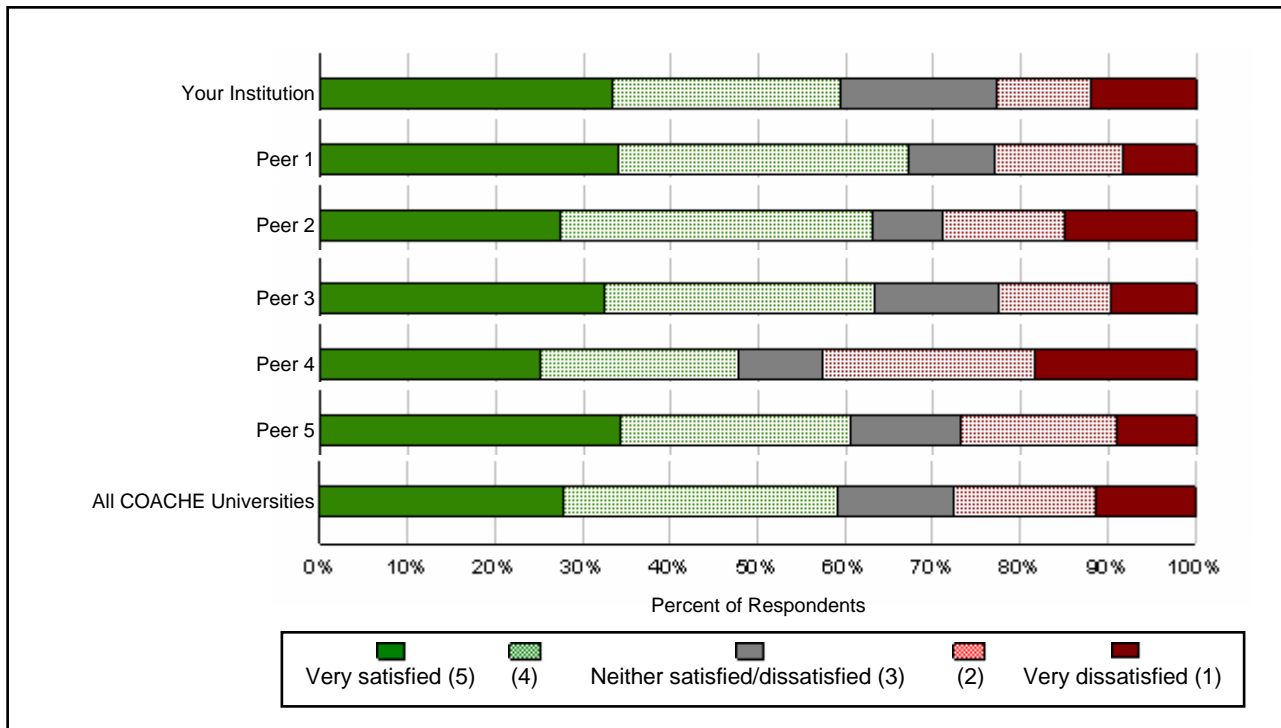
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on satisfaction with the interest senior faculty take in their professional development.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.581	1.3672	0.1367	3.310 to 3.852
Faculty at Peer 1	3.697	1.2975	0.1661	3.365 to 4.030
... Peer 2	3.464	1.3846	0.1085	3.250 to 3.678
... Peer 3	3.634	1.3378	0.1647	3.305 to 3.963
... Peer 4	3.117	1.5022	0.0986	2.923 to 3.311
... Peer 5	3.589	1.3574	0.1147	3.362 to 3.815
Your Peers (n=5)	3.500	0.2062	0.0922	3.244 to 3.756
All Universities (n=37)	3.480	0.2106	0.0346	3.410 to 3.551



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the interest senior faculty take in their professional development.

Compared to your peers:

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

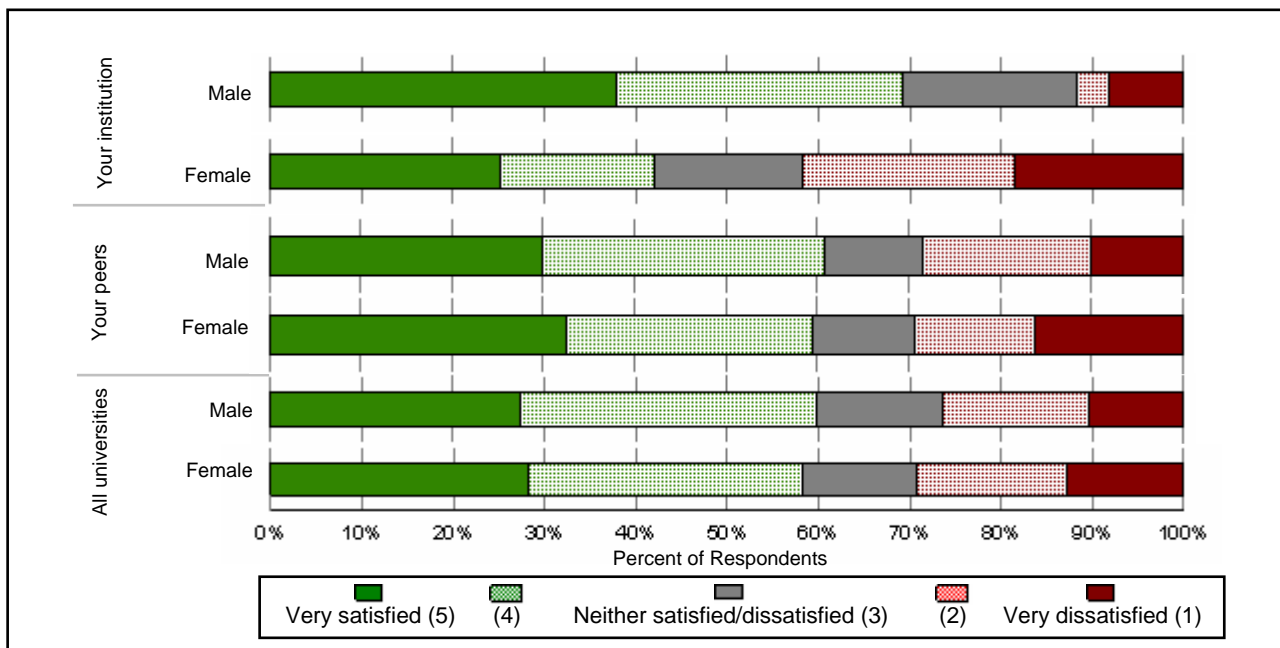
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on satisfaction with the interest senior faculty take in their professional development.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on satisfaction with the interest senior faculty take in their professional development.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.872	1.1653	0.1586	3.554 to 4.190	3.071	1.4630	0.2157	2.636 to 3.505
Faculty at Peer 1	3.633	1.2919	0.1970	3.236 to 4.031	3.834	1.3017	0.3068	3.186 to 4.481
... Peer 2	3.424	1.3618	0.1420	3.142 to 3.706	3.534	1.4020	0.1664	3.202 to 3.866
... Peer 3	3.718	1.2527	0.1981	3.318 to 4.119	3.471	1.4458	0.2835	2.887 to 4.055
... Peer 4	3.227	1.4374	0.1242	2.981 to 3.472	2.902	1.5655	0.1581	2.589 to 3.216
... Peer 5	3.602	1.3747	0.1598	3.284 to 3.921	3.569	1.3378	0.1647	3.241 to 3.898
Your Peers (n=5)	3.521	0.1756	0.0785	3.303 to 3.739	3.462	0.3059	0.1368	3.082 to 3.842
All Universities (n=37)	3.502	0.2558	0.0421	3.416 to 3.587	3.447	0.3078	0.0506	3.344 to 3.550



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

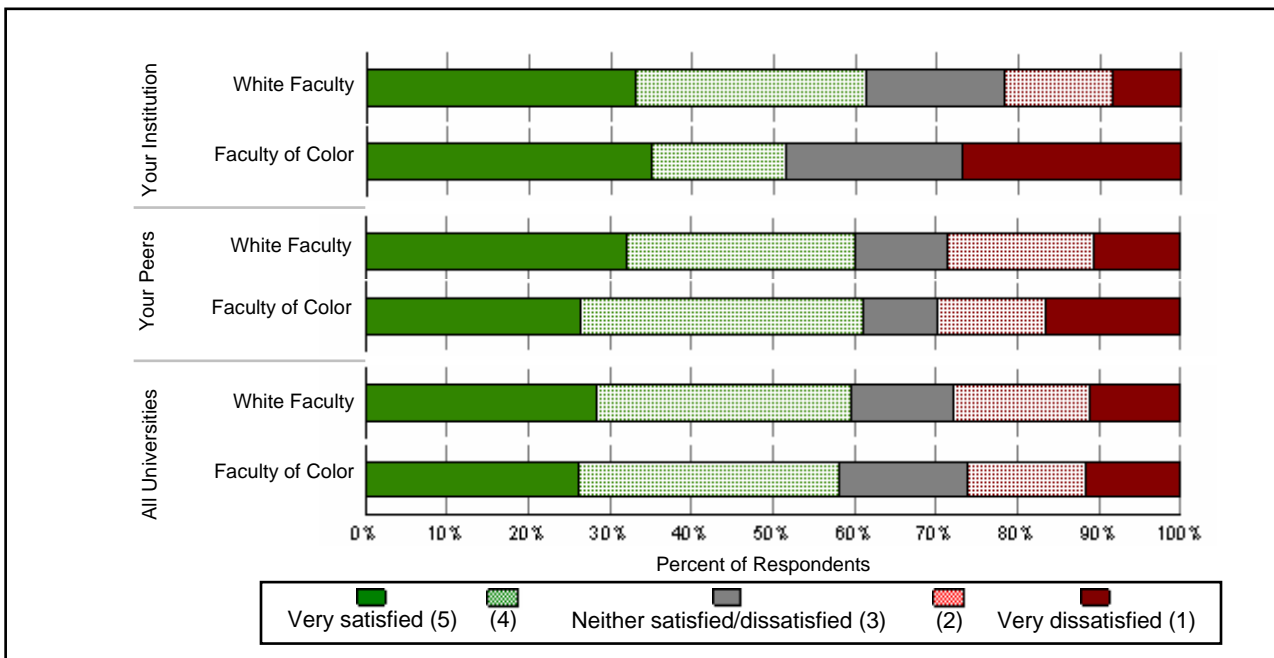
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 76th percentile on satisfaction with the interest senior faculty take in their professional development.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 35th percentile on satisfaction with the interest senior faculty take in their professional development.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.641	1.3235	0.1436	3.355 to 3.926	3.325	1.5776	0.4073	2.452 to 4.199
Faculty at Peer 1	3.693	1.2793	0.1907	3.309 to 4.077	3.710	1.3463	0.3366	2.993 to 4.428
... Peer 2	3.506	1.3876	0.1277	3.253 to 3.759	3.346	1.3763	0.2052	2.933 to 3.760
... Peer 3	3.783	1.2752	0.1860	3.409 to 4.158	3.144	1.3725	0.3149	2.483 to 3.806
... Peer 4	3.059	1.4426	0.1106	2.840 to 3.277	3.317	1.6401	0.2083	2.901 to 3.734
... Peer 5	3.601	1.3849	0.1352	3.333 to 3.869	3.544	1.2713	0.2149	3.107 to 3.980
Your Peers (n=5)	3.528	0.2524	0.1129	3.215 to 3.842	3.412	0.1955	0.0874	3.170 to 3.655
All Universities (n=37)	3.473	0.2414	0.0397	3.393 to 3.554	3.463	0.3251	0.0535	3.355 to 3.572



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

OVERALL RESULTS

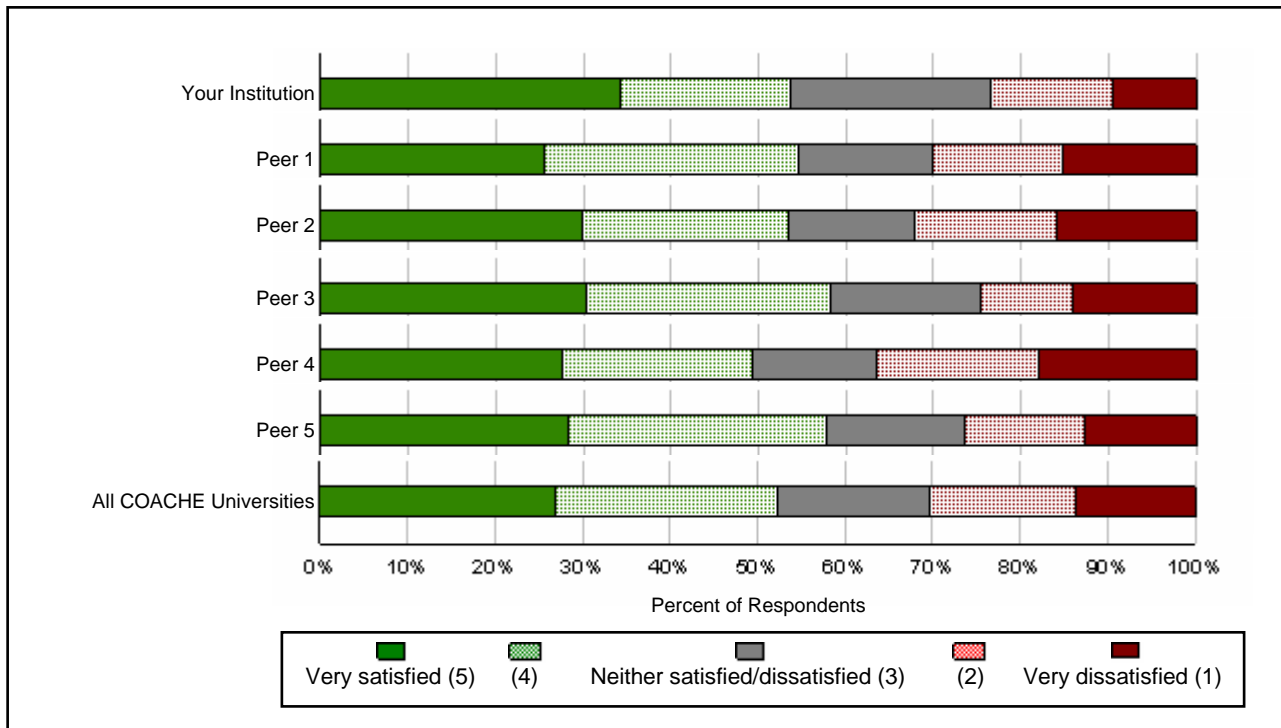
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 89th percentile on satisfaction with their opportunities to collaborate with senior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.549	1.3206	0.1355	3.280 to 3.818
Faculty at Peer 1	3.350	1.4021	0.1926	2.963 to 3.736
... Peer 2	3.353	1.4292	0.1171	3.121 to 3.584
... Peer 3	3.502	1.4101	0.1777	3.146 to 3.857
... Peer 4	3.225	1.4836	0.0998	3.028 to 3.421
... Peer 5	3.468	1.3575	0.1177	3.235 to 3.701
Your Peers (n=5)	3.379	0.0984	0.0440	3.257 to 3.502
All Universities (n=37)	3.355	0.2323	0.0382	3.277 to 3.432



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with their opportunities to collaborate with senior faculty.

Compared to your peers:

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

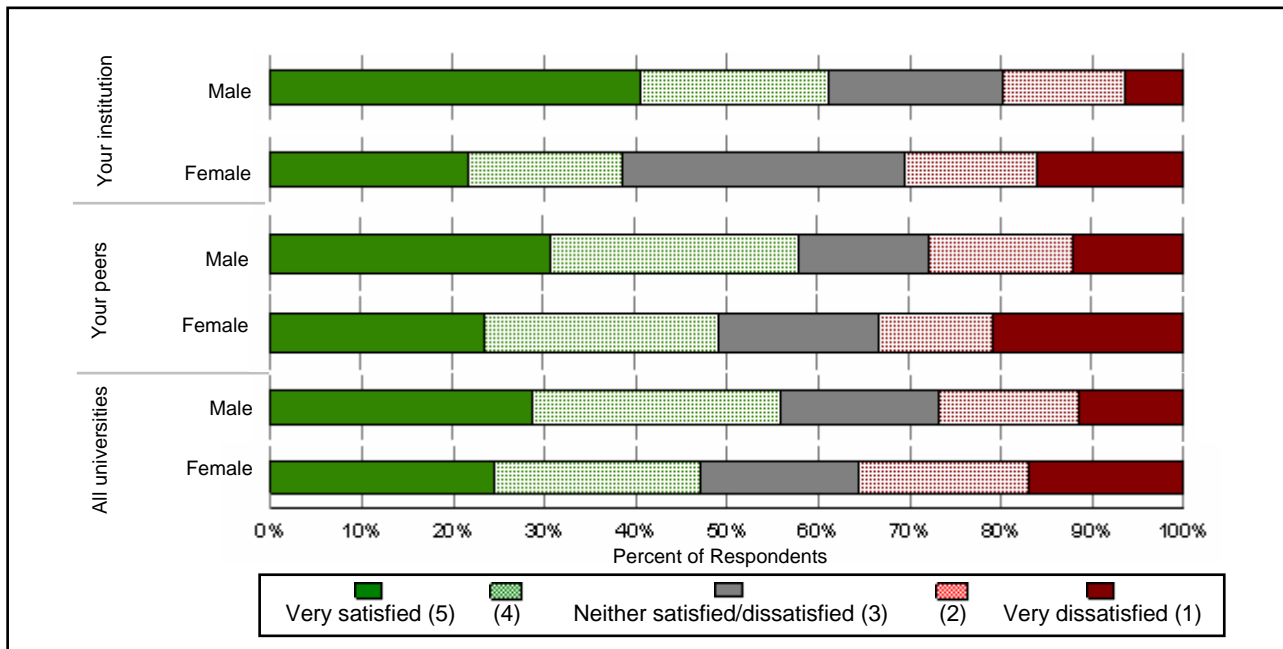
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 46th percentile on satisfaction with their opportunities to collaborate with senior faculty.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.754	1.2460	0.1680	3.417 to 4.091	3.132	1.3395	0.2118	2.704 to 3.561
Faculty at Peer 1	3.327	1.4739	0.2391	2.843 to 3.811	3.402	1.2000	0.3098	2.737 to 4.066
... Peer 2	3.412	1.3954	0.1496	3.115 to 3.710	3.240	1.4752	0.1873	2.866 to 3.615
... Peer 3	3.698	1.3063	0.2119	3.269 to 4.128	3.127	1.4945	0.2989	2.510 to 3.744
... Peer 4	3.375	1.4314	0.1265	3.124 to 3.625	2.931	1.5201	0.1576	2.618 to 3.244
... Peer 5	3.633	1.2408	0.1483	3.337 to 3.929	3.239	1.4471	0.1823	2.874 to 3.603
Your Peers (n=5)	3.489	0.1481	0.0662	3.305 to 3.673	3.188	0.1555	0.0695	2.995 to 3.381
All Universities (n=37)	3.442	0.2415	0.0397	3.361 to 3.522	3.214	0.3568	0.0587	3.095 to 3.333



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

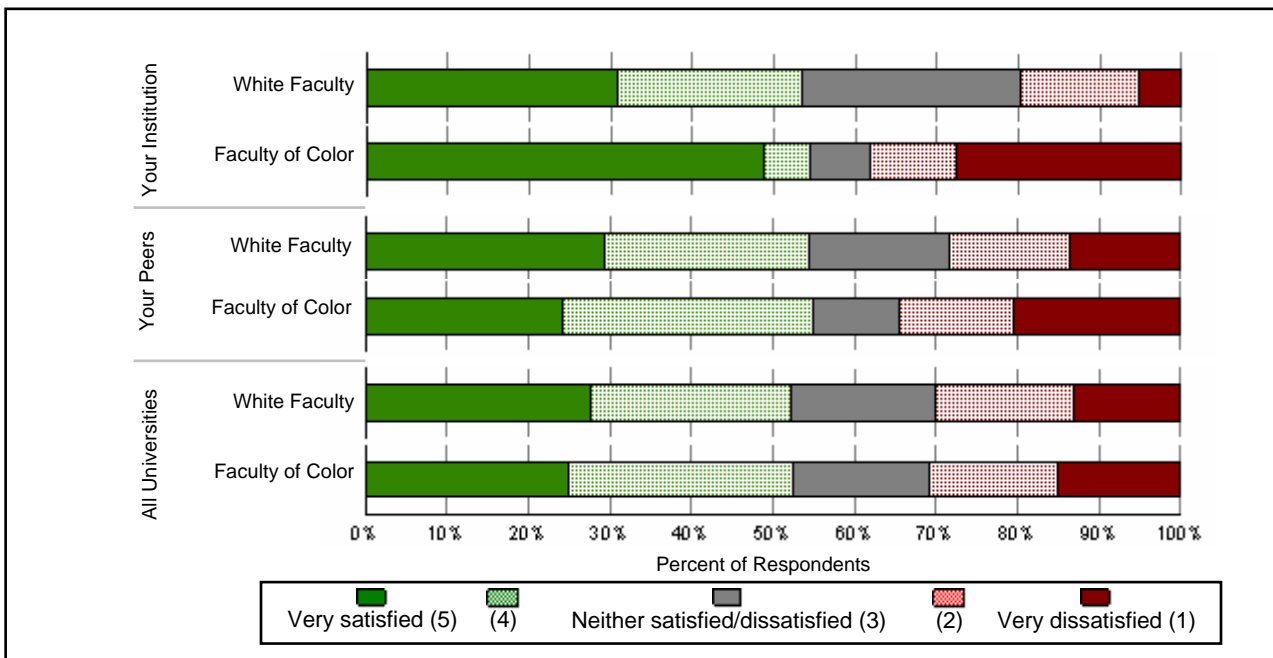
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 84th percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 59th percentile on satisfaction with their opportunities to collaborate with senior faculty.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.591	1.2278	0.1364	3.319 to 3.862	3.374	1.7613	0.4707	2.358 to 4.391
Faculty at Peer 1	3.163	1.3084	0.2123	2.733 to 3.593	3.848	1.4996	0.3872	3.017 to 4.678
... Peer 2	3.497	1.4439	0.1383	3.223 to 3.771	2.939	1.3638	0.2156	2.503 to 3.375
... Peer 3	3.676	1.3330	0.2010	3.270 to 4.081	2.968	1.4471	0.3320	2.271 to 3.666
... Peer 4	3.202	1.4667	0.1152	2.974 to 3.429	3.303	1.5232	0.1983	2.906 to 3.700
... Peer 5	3.550	1.3841	0.1370	3.279 to 3.822	3.147	1.2435	0.2233	2.691 to 3.604
Your Peers (n=5)	3.418	0.2011	0.0899	3.168 to 3.667	3.241	0.3306	0.1478	2.831 to 3.652
All Universities (n=37)	3.370	0.2469	0.0406	3.288 to 3.453	3.319	0.3904	0.0642	3.189 to 3.449



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

OVERALL RESULTS

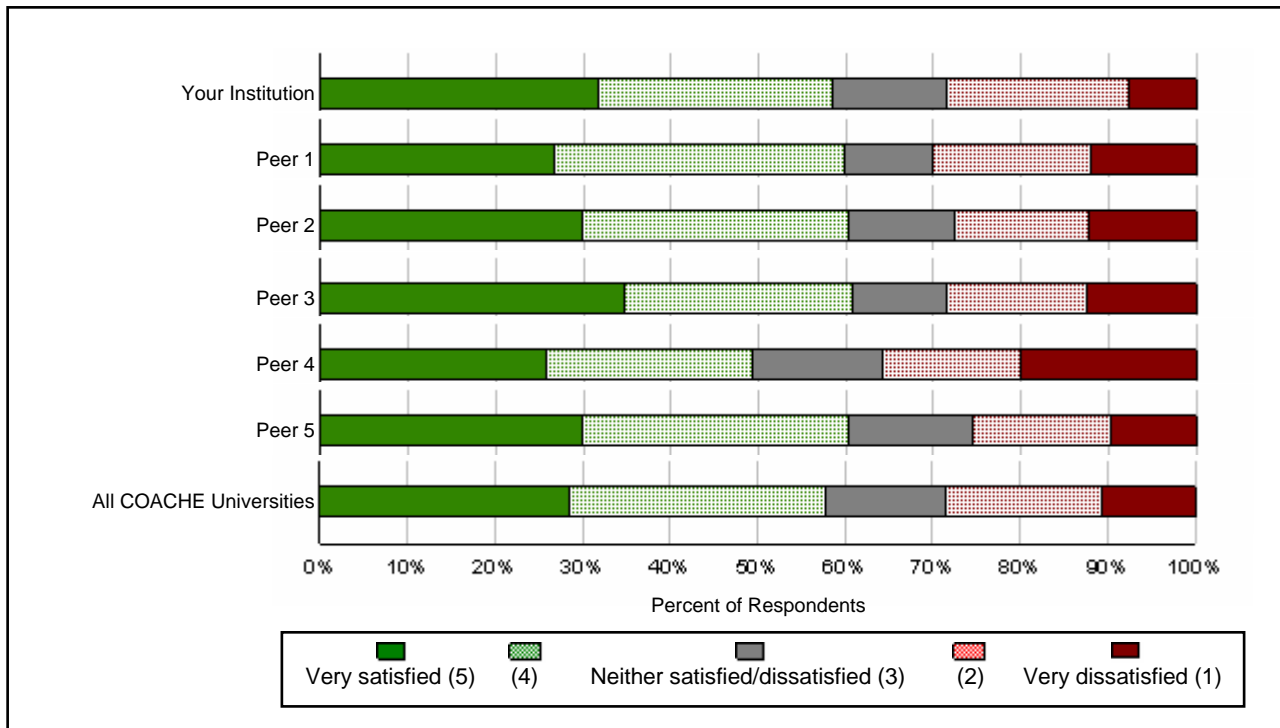
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.539	1.3469	0.1340	3.274 to 3.805
Faculty at Peer 1	3.443	1.3592	0.1755	3.092 to 3.794
... Peer 2	3.505	1.3567	0.1066	3.294 to 3.715
... Peer 3	3.546	1.4268	0.1756	3.195 to 3.897
... Peer 4	3.192	1.4821	0.0979	2.999 to 3.385
... Peer 5	3.549	1.3367	0.1134	3.325 to 3.773
Your Peers (n=5)	3.447	0.1333	0.0596	3.281 to 3.612
All Universities (n=37)	3.473	0.2250	0.0370	3.398 to 3.548



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

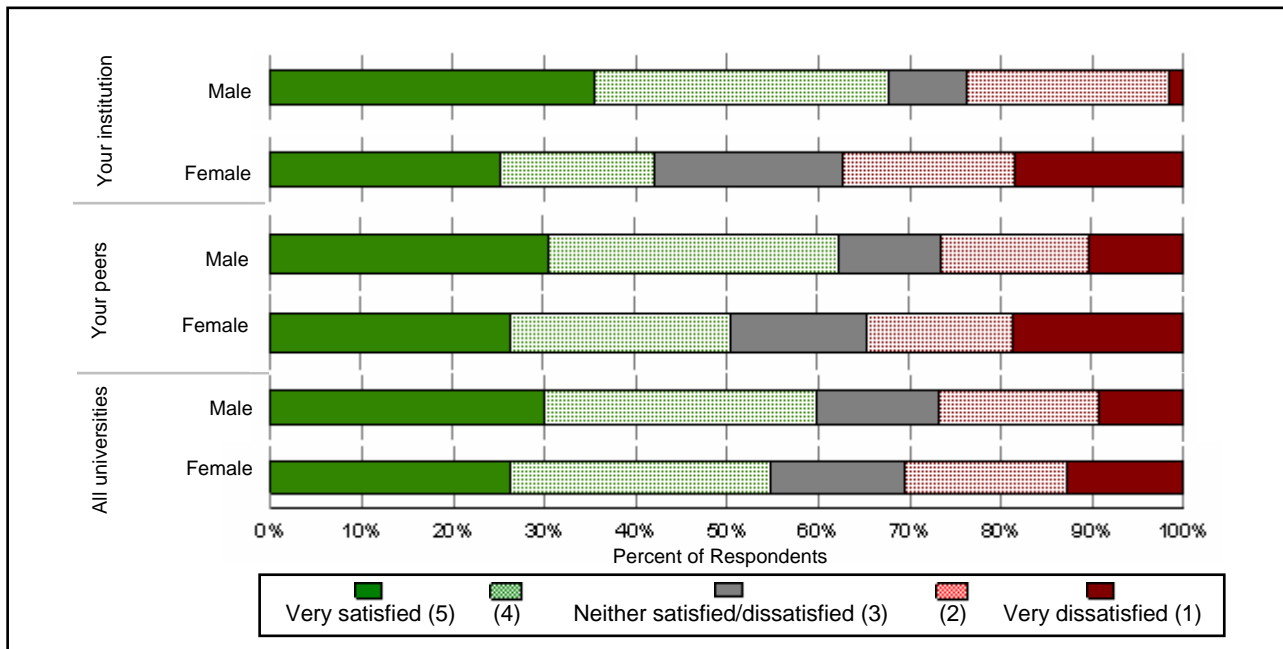
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.778	1.1903	0.1605	3.456 to 4.100	3.114	1.4441	0.2129	2.686 to 3.543
Faculty at Peer 1	3.442	1.3310	0.2054	3.027 to 3.857	3.446	1.4229	0.3354	2.738 to 4.153
... Peer 2	3.608	1.3074	0.1370	3.336 to 3.880	3.327	1.4121	0.1676	2.992 to 3.661
... Peer 3	3.780	1.4000	0.2214	3.332 to 4.228	3.094	1.3846	0.2715	2.535 to 3.654
... Peer 4	3.338	1.4520	0.1254	3.090 to 3.586	2.896	1.4885	0.1527	2.593 to 3.200
... Peer 5	3.641	1.1846	0.1386	3.365 to 3.917	3.423	1.4784	0.1820	3.059 to 3.786
Your Peers (n=5)	3.562	0.1551	0.0694	3.369 to 3.754	3.237	0.2109	0.0943	2.975 to 3.499
All Universities (n=37)	3.527	0.2823	0.0464	3.433 to 3.622	3.386	0.3107	0.0511	3.282 to 3.489



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

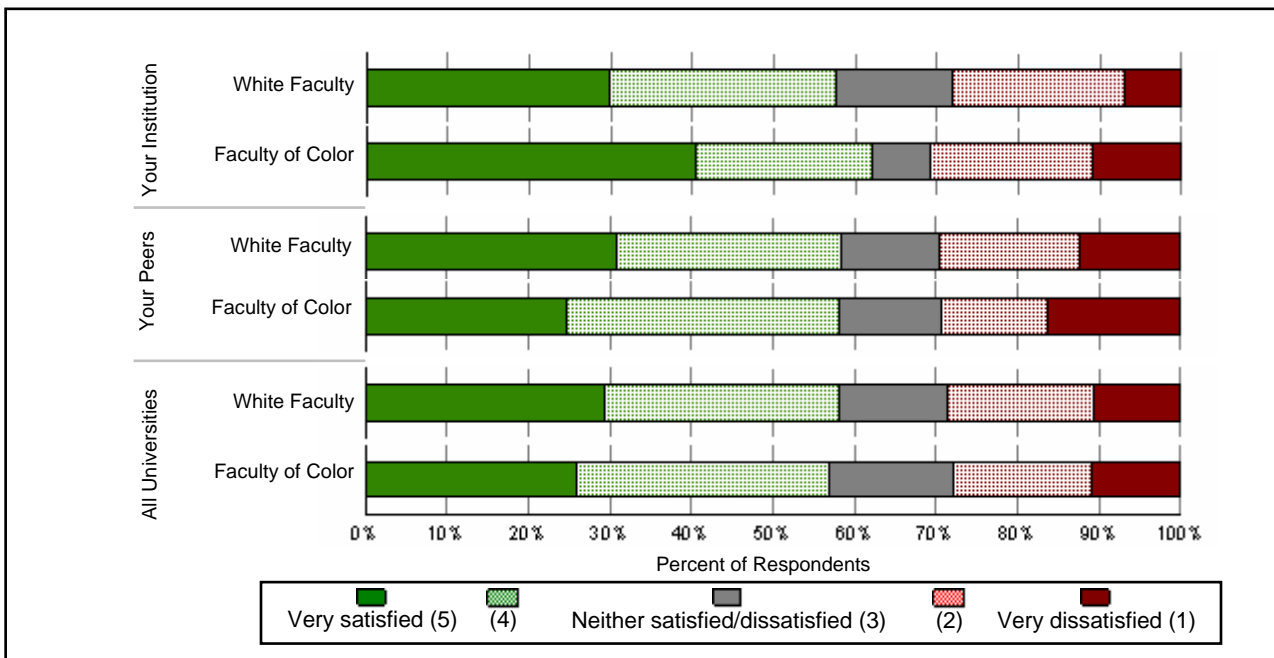
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 76th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.524	1.3183	0.1422	3.241 to 3.807	3.607	1.4996	0.3872	2.777 to 4.437
Faculty at Peer 1	3.386	1.3351	0.2013	2.980 to 3.792	3.612	1.4087	0.3522	2.861 to 4.362
... Peer 2	3.555	1.3872	0.1277	3.302 to 3.807	3.364	1.2703	0.1915	2.978 to 3.750
... Peer 3	3.716	1.3880	0.2025	3.309 to 4.124	2.988	1.3945	0.3199	2.316 to 3.660
... Peer 4	3.167	1.4687	0.1133	2.943 to 3.391	3.275	1.5100	0.1933	2.889 to 3.662
... Peer 5	3.528	1.3741	0.1341	3.262 to 3.794	3.626	1.2012	0.2060	3.207 to 4.045
Your Peers (n=5)	3.470	0.1843	0.0824	3.242 to 3.699	3.373	0.2361	0.1056	3.080 to 3.666
All Universities (n=37)	3.488	0.2270	0.0373	3.413 to 3.564	3.442	0.3130	0.0515	3.338 to 3.547



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

OVERALL RESULTS

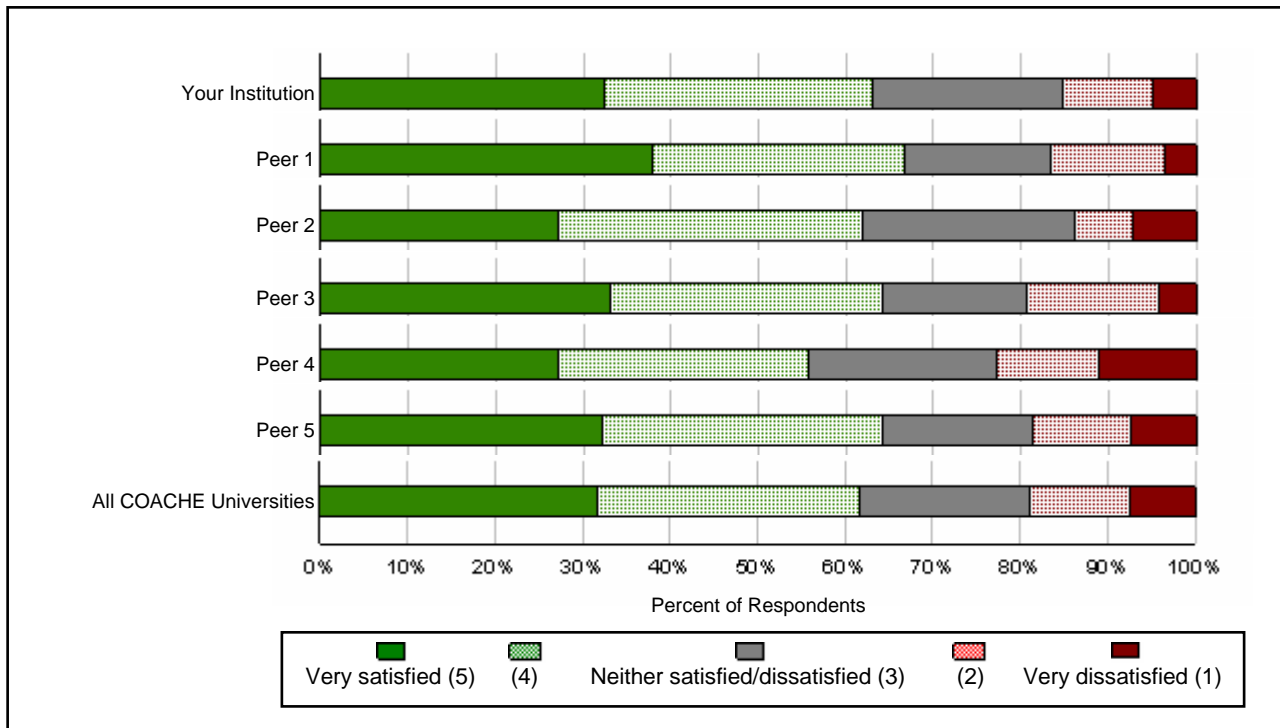
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.752	1.1845	0.1191	3.516 to 3.989
Faculty at Peer 1	3.845	1.1665	0.1506	3.544 to 4.147
... Peer 2	3.679	1.1325	0.0898	3.502 to 3.857
... Peer 3	3.735	1.1930	0.1469	3.441 to 4.028
... Peer 4	3.490	1.3103	0.0866	3.319 to 3.660
... Peer 5	3.702	1.2234	0.1038	3.497 to 3.908
Your Peers (n=5)	3.690	0.1153	0.0516	3.547 to 3.834
All Universities (n=37)	3.674	0.2087	0.0343	3.604 to 3.743



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

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the amount of personal interaction they have with senior colleagues in their department.

Compared to your peers:

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

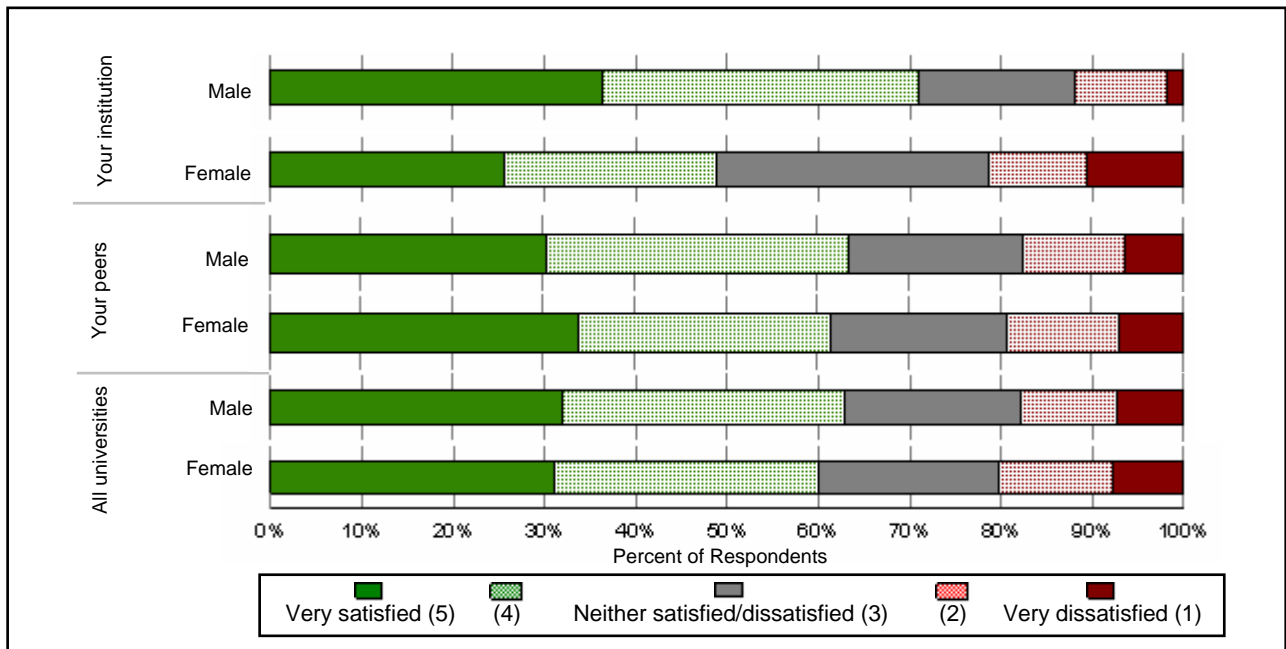
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.934	1.0337	0.1407	3.652 to 4.217	3.427	1.2908	0.1924	3.039 to 3.815
Faculty at Peer 1	3.699	1.2071	0.1841	3.328 to 4.071	4.176	0.9843	0.2387	3.670 to 4.682
... Peer 2	3.744	1.0006	0.1055	3.534 to 3.953	3.566	1.2841	0.1546	3.258 to 3.875
... Peer 3	3.750	1.2245	0.1936	3.358 to 4.142	3.706	1.1416	0.2239	3.244 to 4.167
... Peer 4	3.559	1.2965	0.1133	3.334 to 3.783	3.359	1.3201	0.1333	3.094 to 3.623
... Peer 5	3.741	1.1795	0.1381	3.466 to 4.016	3.649	1.2692	0.1562	3.337 to 3.961
Your Peers (n=5)	3.699	0.0722	0.0323	3.609 to 3.788	3.691	0.2695	0.1205	3.357 to 4.026
All Universities (n=37)	3.711	0.2921	0.0480	3.614 to 3.808	3.624	0.2318	0.0381	3.547 to 3.702



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

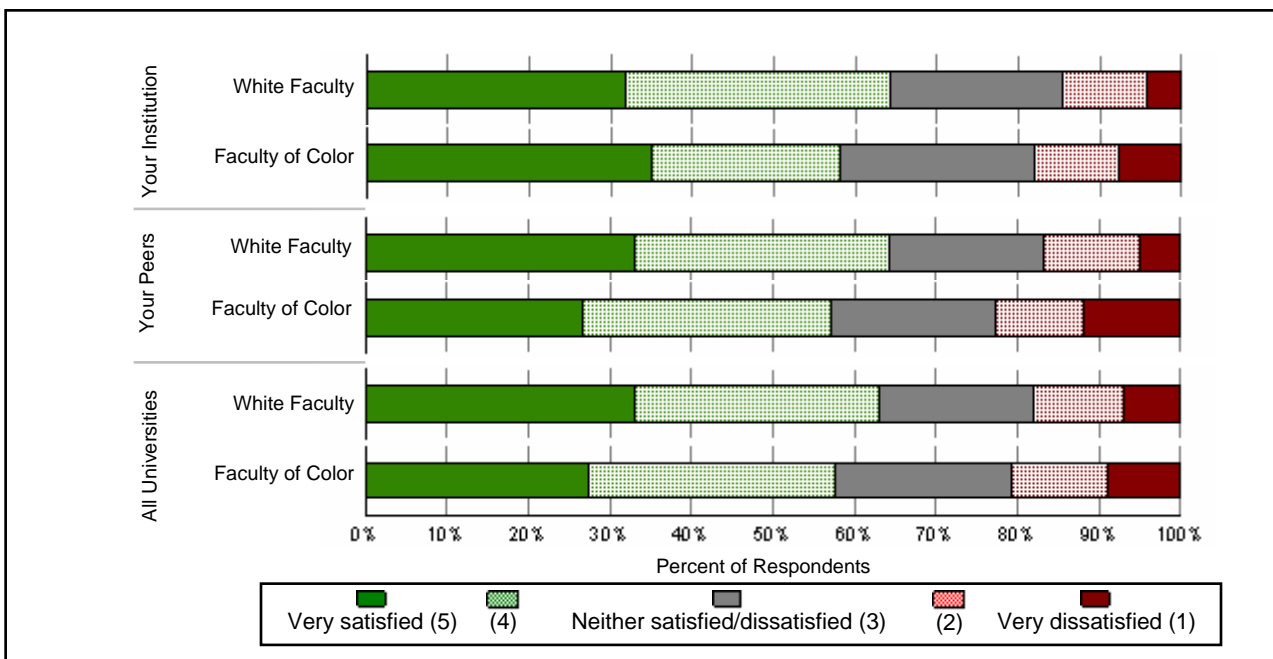
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 62nd percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 65th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.771	1.1480	0.1253	3.522 to 4.020	3.673	1.3597	0.3511	2.920 to 4.426
Faculty at Peer 1	3.874	1.1199	0.1688	3.534 to 4.215	3.761	1.2854	0.3214	3.076 to 4.446
... Peer 2	3.818	1.1008	0.1022	3.615 to 4.020	3.286	1.1881	0.1812	2.920 to 3.652
... Peer 3	3.847	1.1295	0.1647	3.515 to 4.179	3.367	1.2588	0.2888	2.760 to 3.974
... Peer 4	3.509	1.2440	0.0960	3.319 to 3.698	3.426	1.4769	0.1891	3.047 to 3.804
... Peer 5	3.726	1.2513	0.1233	3.482 to 3.971	3.620	1.1396	0.1899	3.235 to 4.006
Your Peers (n=5)	3.755	0.1328	0.0594	3.590 to 3.920	3.492	0.1739	0.0778	3.276 to 3.708
All Universities (n=37)	3.689	0.2445	0.0402	3.608 to 3.771	3.559	0.3437	0.0565	3.444 to 3.674



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

OVERALL RESULTS

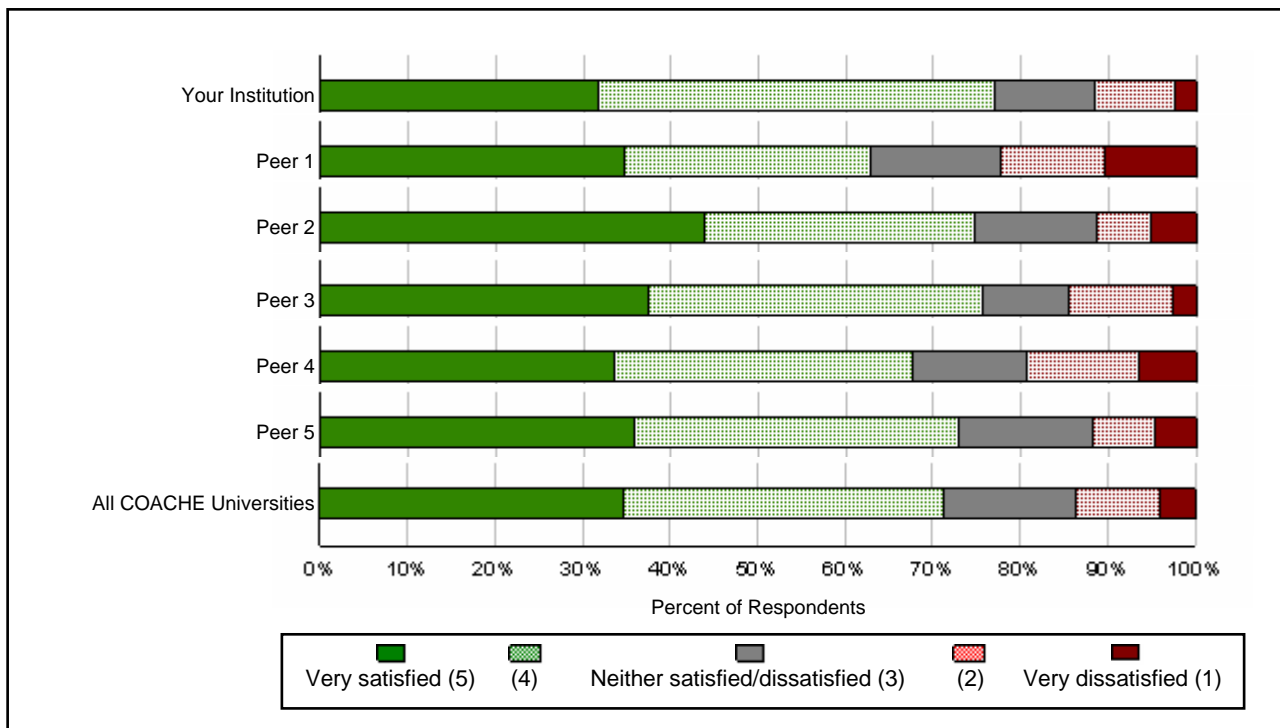
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 62nd percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.949	1.0619	0.1073	3.736 to 4.162
Faculty at Peer 1	3.649	1.3250	0.1711	3.307 to 3.991
... Peer 2	4.021	1.1148	0.0881	3.847 to 4.195
... Peer 3	3.956	1.0995	0.1408	3.674 to 4.238
... Peer 4	3.752	1.2192	0.0804	3.593 to 3.910
... Peer 5	3.924	1.0957	0.0940	3.738 to 4.110
Your Peers (n=5)	3.860	0.1381	0.0618	3.689 to 4.032
All Universities (n=37)	3.888	0.1466	0.0241	3.839 to 3.936



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

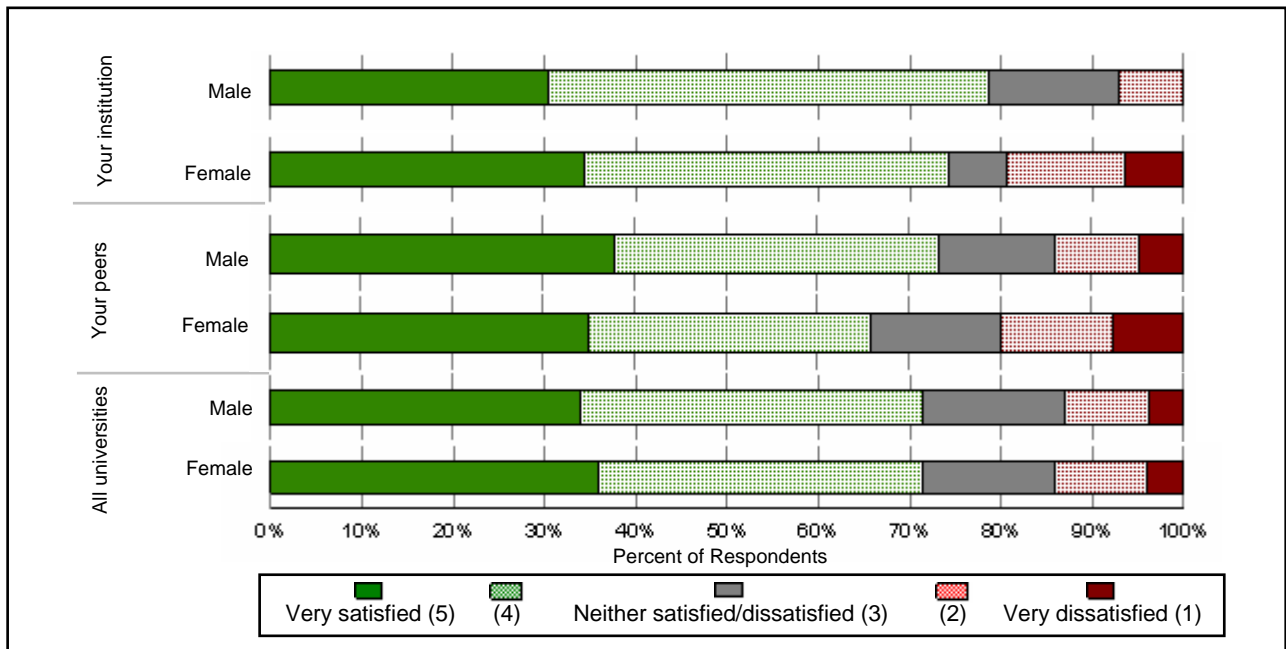
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 41st percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.018	0.8793	0.1208	3.776 to 4.260	3.828	1.2345	0.1840	3.458 to 4.199
Faculty at Peer 1	3.807	1.2390	0.1912	3.421 to 4.193	3.318	1.4530	0.3425	2.596 to 4.041
... Peer 2	4.061	1.0683	0.1126	3.837 to 4.285	3.951	1.1711	0.1400	3.672 to 4.230
... Peer 3	4.090	1.0100	0.1638	3.758 to 4.422	3.682	1.1955	0.2493	3.165 to 4.199
... Peer 4	3.755	1.2812	0.1111	3.535 to 3.975	3.746	1.1283	0.1146	3.519 to 3.973
... Peer 5	3.898	1.0296	0.1213	3.656 to 4.139	3.961	1.1650	0.1456	3.670 to 4.252
Your Peers (n=5)	3.922	0.1336	0.0597	3.756 to 4.088	3.732	0.2342	0.1047	3.441 to 4.023
All Universities (n=37)	3.890	0.1888	0.0310	3.827 to 3.953	3.876	0.1953	0.0321	3.811 to 3.941



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

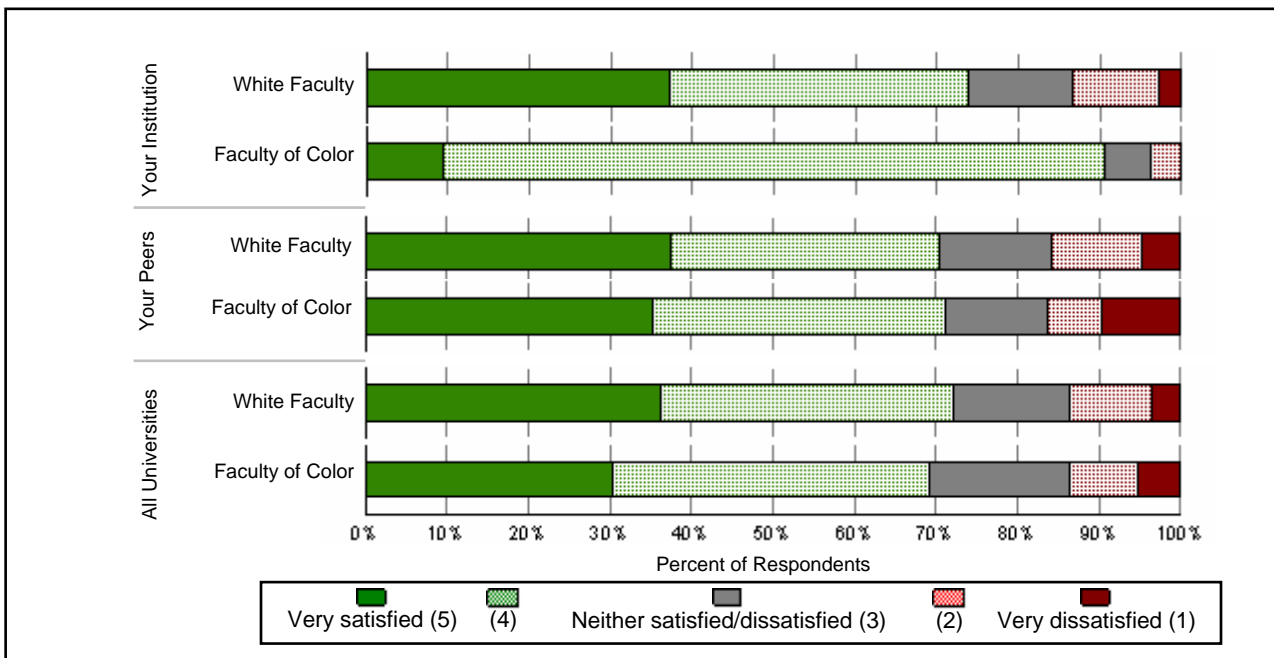
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 70th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.946	1.1170	0.1226	3.702 to 4.190	3.962	0.6799	0.1755	3.585 to 4.338
Faculty at Peer 1	3.586	1.3197	0.1990	3.185 to 3.987	3.835	1.3170	0.3292	3.133 to 4.537
... Peer 2	4.014	1.1140	0.1034	3.809 to 4.219	4.040	1.1160	0.1682	3.701 to 4.379
... Peer 3	3.911	1.1656	0.1777	3.552 to 4.269	4.098	0.9112	0.2148	3.644 to 4.551
... Peer 4	3.857	1.1387	0.0876	3.684 to 4.030	3.391	1.3584	0.1739	3.043 to 3.739
... Peer 5	3.994	1.0611	0.1045	3.787 to 4.201	3.664	1.1814	0.2057	3.245 to 4.083
Your Peers (n=5)	3.872	0.1540	0.0689	3.681 to 4.063	3.805	0.2581	0.1154	3.485 to 4.126
All Universities (n=37)	3.911	0.1695	0.0279	3.855 to 3.968	3.797	0.2633	0.0433	3.709 to 3.885



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

OVERALL RESULTS

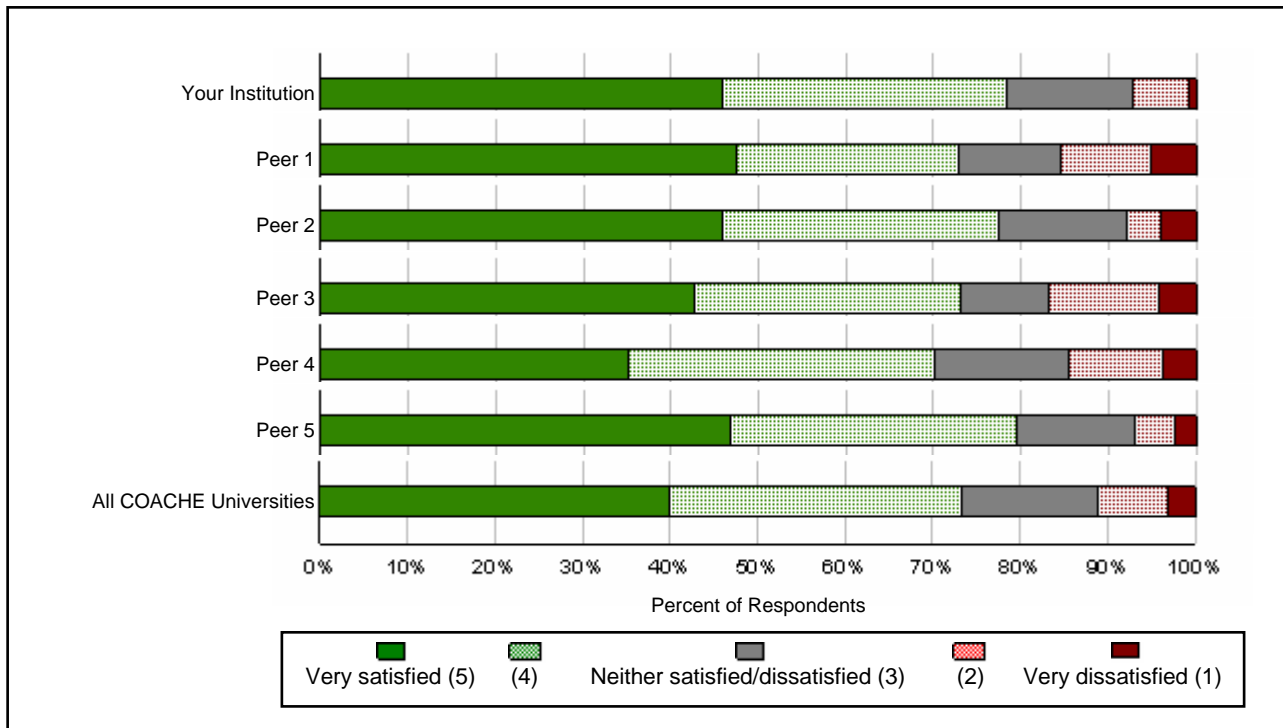
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 86th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.163	0.9918	0.1023	3.960 to 4.366
Faculty at Peer 1	3.996	1.2073	0.1572	3.681 to 4.311
... Peer 2	4.115	1.0298	0.0814	3.954 to 4.275
... Peer 3	3.946	1.1932	0.1528	3.640 to 4.251
... Peer 4	3.867	1.1183	0.0734	3.723 to 4.012
... Peer 5	4.168	0.9803	0.0844	4.002 to 4.335
Your Peers (n=5)	4.018	0.1099	0.0491	3.882 to 4.155
All Universities (n=37)	3.985	0.1458	0.0240	3.937 to 4.034



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

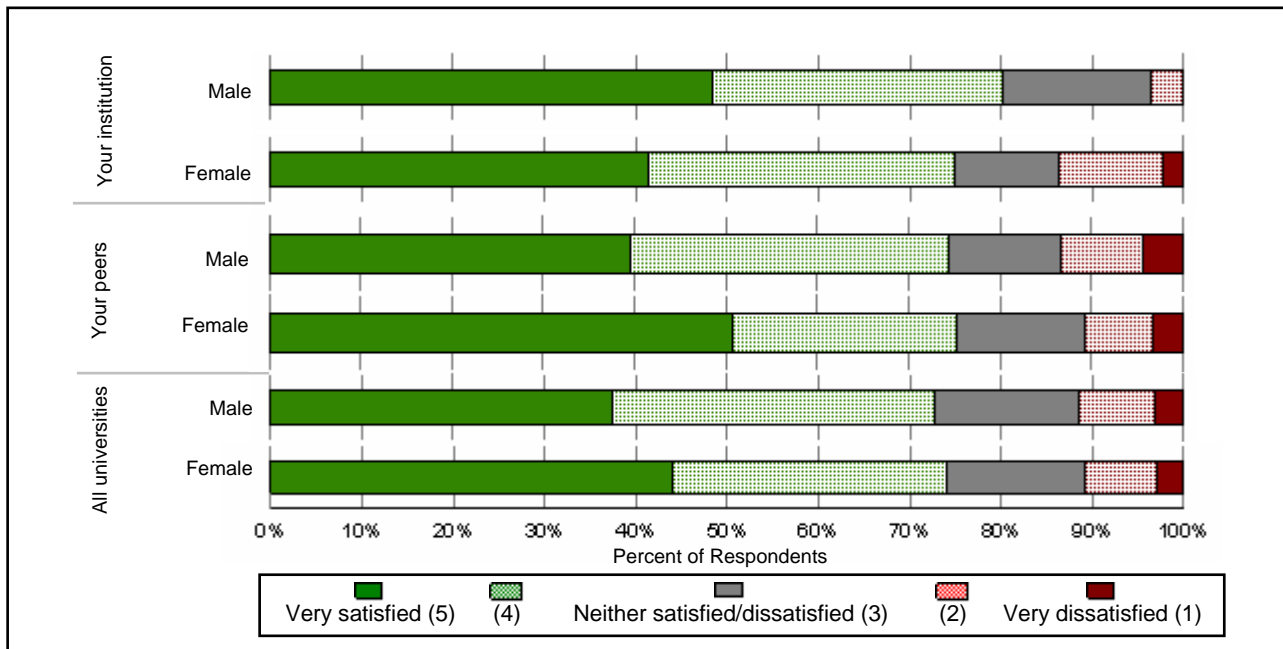
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 49th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.250	0.8686	0.1205	4.008 to 4.492	4.003	1.1127	0.1717	3.656 to 4.350
Faculty at Peer 1	3.949	1.1742	0.1812	3.583 to 4.315	4.100	1.2780	0.3100	3.443 to 4.757
... Peer 2	4.106	0.9597	0.1012	3.905 to 4.307	4.130	1.1122	0.1329	3.864 to 4.395
... Peer 3	3.894	1.2094	0.1962	3.496 to 4.291	4.052	1.1601	0.2419	3.551 to 4.554
... Peer 4	3.800	1.2000	0.1041	3.594 to 4.006	3.997	0.9894	0.0994	3.799 to 4.194
... Peer 5	4.061	1.0526	0.1241	3.814 to 4.309	4.322	0.8697	0.1096	4.103 to 4.541
Your Peers (n=5)	3.962	0.1111	0.0497	3.824 to 4.100	4.120	0.1105	0.0494	3.983 to 4.257
All Universities (n=37)	3.972	0.1851	0.0304	3.910 to 4.034	4.009	0.2123	0.0349	3.939 to 4.080



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

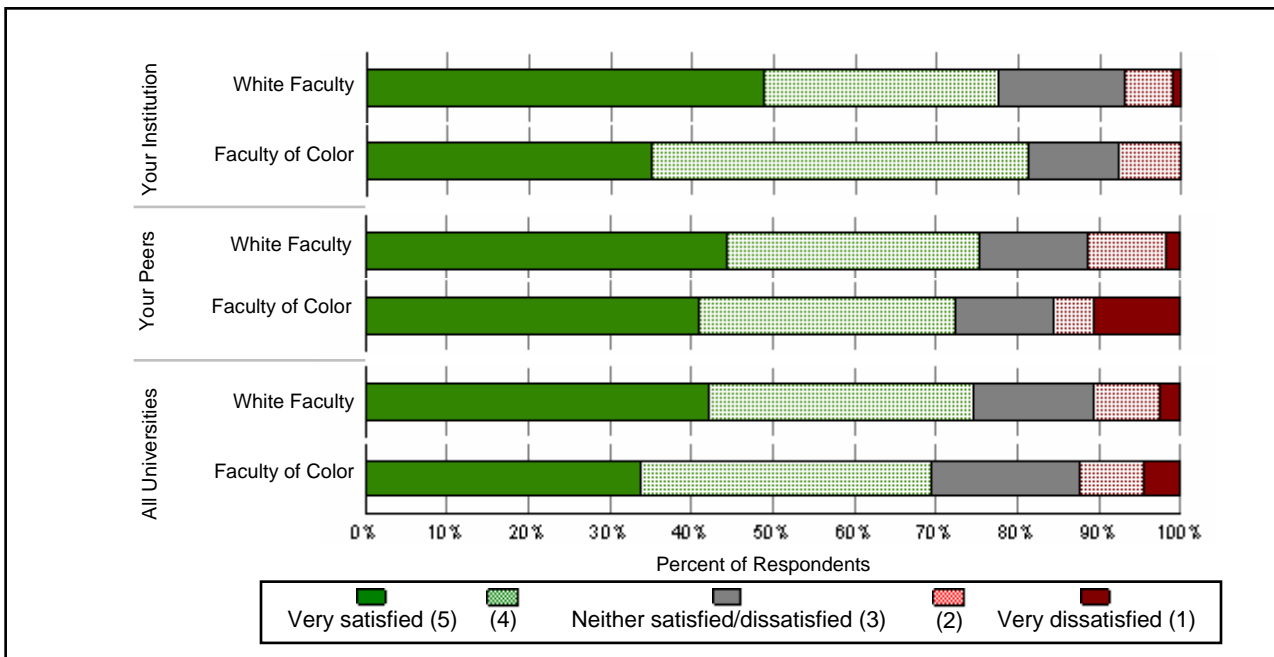
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the amount of personal interaction they have with junior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.183	0.9864	0.1110	3.962 to 4.404	4.085	0.9978	0.2576	3.533 to 4.638
Faculty at Peer 1	4.056	1.1402	0.1739	3.705 to 4.407	3.825	1.3636	0.3409	3.098 to 4.551
... Peer 2	4.135	1.0052	0.0933	3.950 to 4.320	4.057	1.0916	0.1646	3.725 to 4.388
... Peer 3	3.919	1.1890	0.1813	3.553 to 4.284	4.031	1.2019	0.2833	3.434 to 4.629
... Peer 4	3.929	1.0248	0.0786	3.774 to 4.084	3.657	1.3191	0.1675	3.322 to 3.992
... Peer 5	4.279	0.8339	0.0830	4.114 to 4.444	3.774	1.2780	0.2192	3.328 to 4.220
Your Peers (n=5)	4.063	0.1347	0.0603	3.896 to 4.231	3.869	0.1532	0.0685	3.679 to 4.059
All Universities (n=37)	4.013	0.1963	0.0323	3.947 to 4.078	3.839	0.2350	0.0386	3.761 to 3.917



Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

OVERALL RESULTS

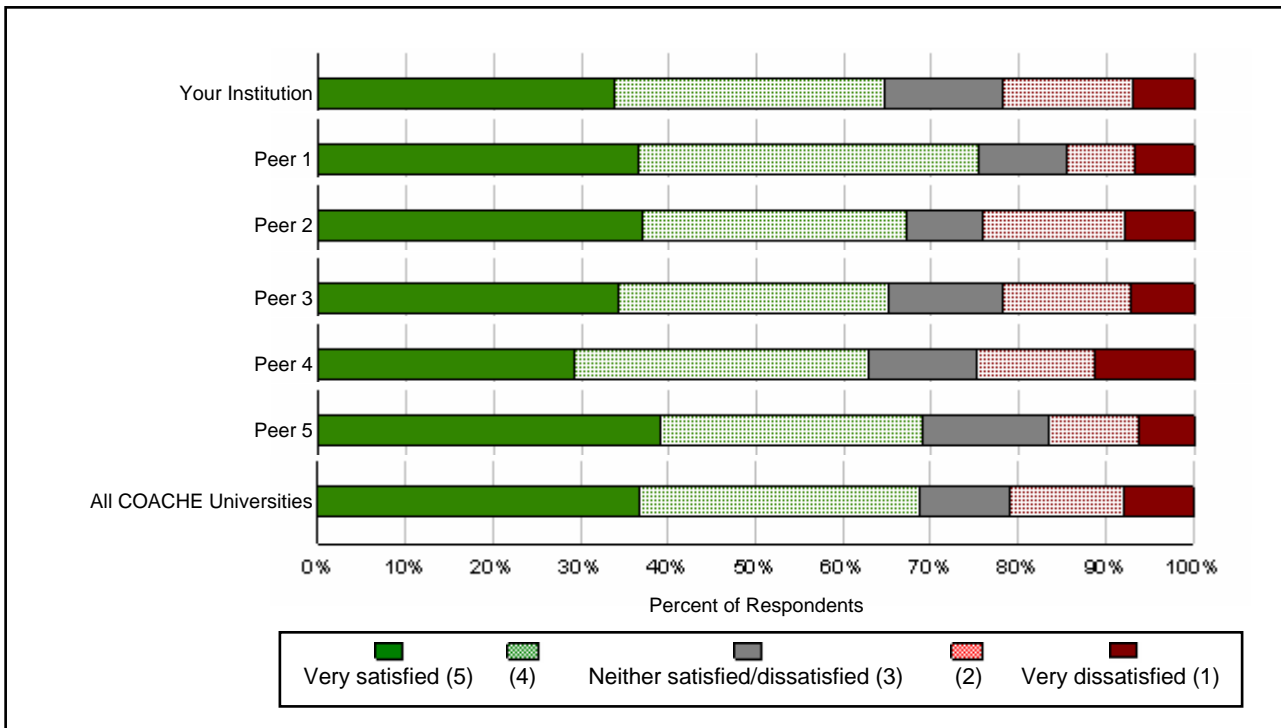
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on satisfaction with how well they "fit" in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.694	1.2982	0.1292	3.438 to 3.950
Faculty at Peer 1	3.906	1.1681	0.1483	3.609 to 4.202
... Peer 2	3.722	1.2939	0.1013	3.522 to 3.922
... Peer 3	3.705	1.2968	0.1596	3.386 to 4.024
... Peer 4	3.557	1.3515	0.0887	3.382 to 3.731
... Peer 5	3.854	1.1985	0.1017	3.653 to 4.055
Your Peers (n=5)	3.749	0.1226	0.0548	3.596 to 3.901
All Universities (n=37)	3.776	0.1502	0.0247	3.726 to 3.826



Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with how well they "fit" in their department.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with how well they "fit" in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with how well they "fit" in their department.

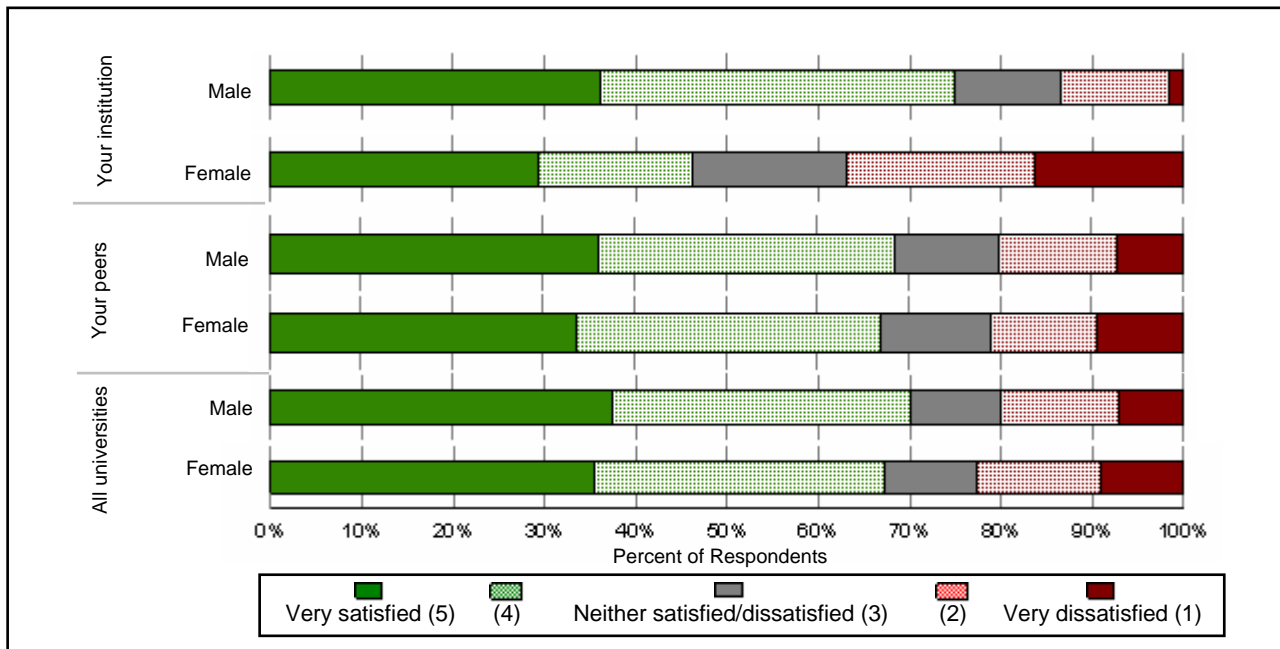
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on satisfaction with how well they "fit" in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 3rd percentile on satisfaction with how well they "fit" in their department.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with how well they "fit" in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.958	1.0445	0.1408	3.676 to 4.241	3.223	1.4546	0.2145	2.791 to 3.655
Faculty at Peer 1	3.859	1.2240	0.1867	3.482 to 4.235	4.001	1.0260	0.2354	3.506 to 4.495
... Peer 2	3.699	1.3113	0.1367	3.427 to 3.970	3.762	1.2664	0.1503	3.462 to 4.062
... Peer 3	3.776	1.2245	0.1936	3.384 to 4.167	3.570	1.3931	0.2732	3.007 to 4.132
... Peer 4	3.678	1.2896	0.1114	3.457 to 3.898	3.320	1.4041	0.1418	3.039 to 3.602
... Peer 5	3.847	1.2187	0.1417	3.565 to 4.130	3.862	1.1751	0.1458	3.571 to 4.153
Your Peers (n=5)	3.772	0.0741	0.0332	3.680 to 3.864	3.703	0.2374	0.1062	3.408 to 3.998
All Universities (n=37)	3.814	0.2356	0.0387	3.736 to 3.893	3.715	0.2306	0.0379	3.638 to 3.792



Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with how well they "fit" in their department.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.

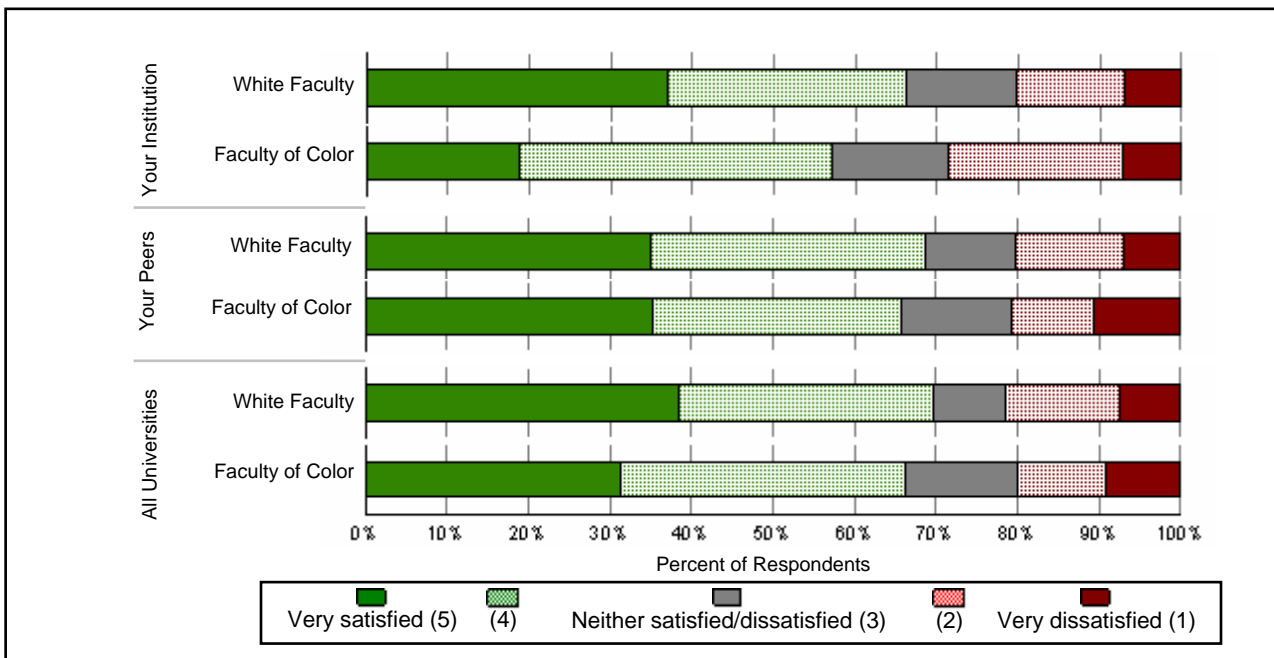
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on satisfaction with how well they "fit" in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 16th percentile on satisfaction with how well they "fit" in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with how well they "fit" in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.761	1.3036	0.1406	3.482 to 4.041	3.401	1.2579	0.3248	2.704 to 4.098
Faculty at Peer 1	3.813	1.1662	0.1738	3.462 to 4.163	4.167	1.1130	0.2699	3.595 to 4.740
... Peer 2	3.774	1.3101	0.1206	3.535 to 4.013	3.577	1.2500	0.1863	3.202 to 3.953
... Peer 3	3.848	1.2085	0.1763	3.493 to 4.203	3.237	1.3985	0.3208	2.563 to 3.911
... Peer 4	3.539	1.3349	0.1021	3.338 to 3.741	3.617	1.3962	0.1788	3.260 to 3.975
... Peer 5	3.847	1.2235	0.1206	3.607 to 4.086	3.877	1.1177	0.1863	3.499 to 4.256
Your Peers (n=5)	3.764	0.1157	0.0518	3.620 to 3.908	3.695	0.3119	0.1395	3.308 to 4.082
All Universities (n=37)	3.794	0.1499	0.0247	3.744 to 3.844	3.710	0.3131	0.0515	3.606 to 3.815



Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

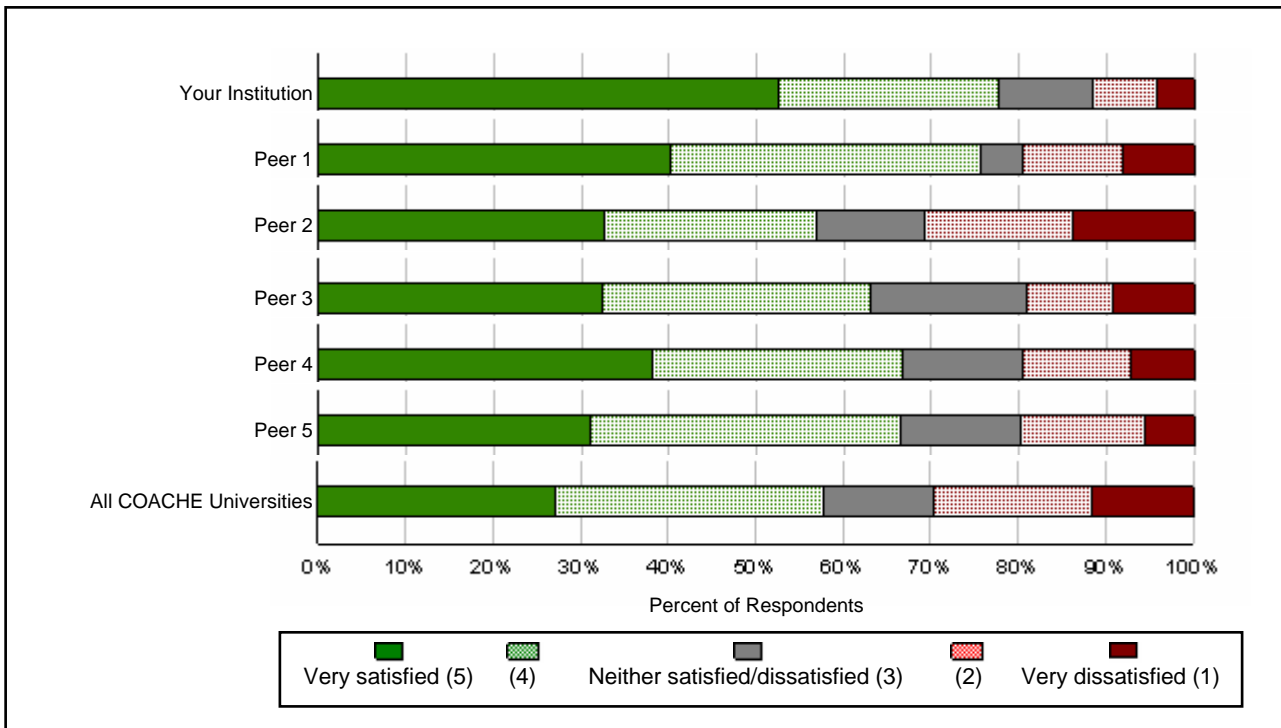
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.144	1.1527	0.1147	3.916 to 4.372
Faculty at Peer 1	3.879	1.2713	0.1615	3.556 to 4.202
... Peer 2	3.447	1.4274	0.1128	3.224 to 3.670
... Peer 3	3.668	1.2645	0.1556	3.358 to 3.979
... Peer 4	3.781	1.2817	0.0847	3.614 to 3.948
... Peer 5	3.719	1.2142	0.1023	3.517 to 3.922
Your Peers (n=5)	3.699	0.1442	0.0645	3.520 to 3.878
All Universities (n=37)	3.406	0.2742	0.0451	3.315 to 3.498



Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

Compared to your peers:

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

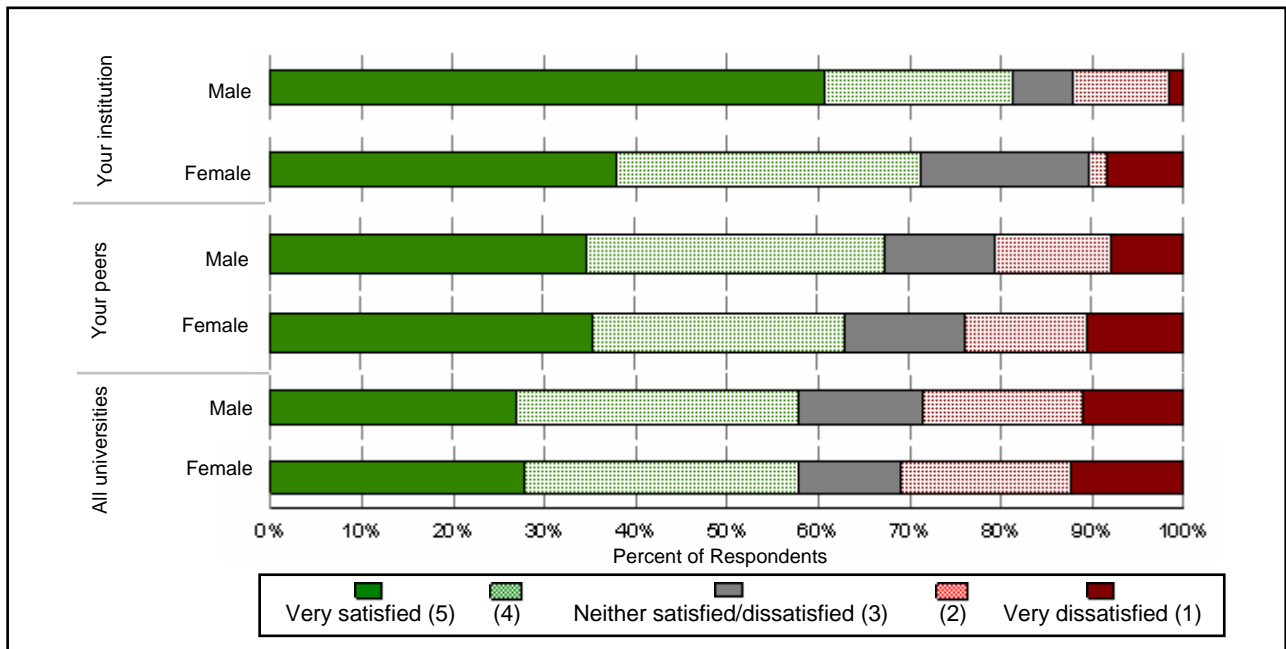
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 95th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.280	1.0948	0.1476	3.984 to 4.576	3.902	1.1947	0.1761	3.547 to 4.257
Faculty at Peer 1	3.750	1.2911	0.1969	3.353 to 4.147	4.142	1.1816	0.2711	3.572 to 4.711
... Peer 2	3.472	1.4079	0.1484	3.177 to 3.767	3.403	1.4510	0.1734	3.057 to 3.749
... Peer 3	3.827	1.2347	0.1952	3.432 to 4.222	3.362	1.2733	0.2497	2.848 to 3.877
... Peer 4	3.839	1.2108	0.1050	3.631 to 4.046	3.667	1.3668	0.1395	3.390 to 3.944
... Peer 5	3.787	1.1833	0.1376	3.512 to 4.061	3.627	1.2439	0.1520	3.324 to 3.931
Your Peers (n=5)	3.735	0.1350	0.0604	3.567 to 3.903	3.640	0.2777	0.1242	3.295 to 3.985
All Universities (n=37)	3.414	0.3321	0.0546	3.303 to 3.524	3.395	0.3251	0.0535	3.286 to 3.503



Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.

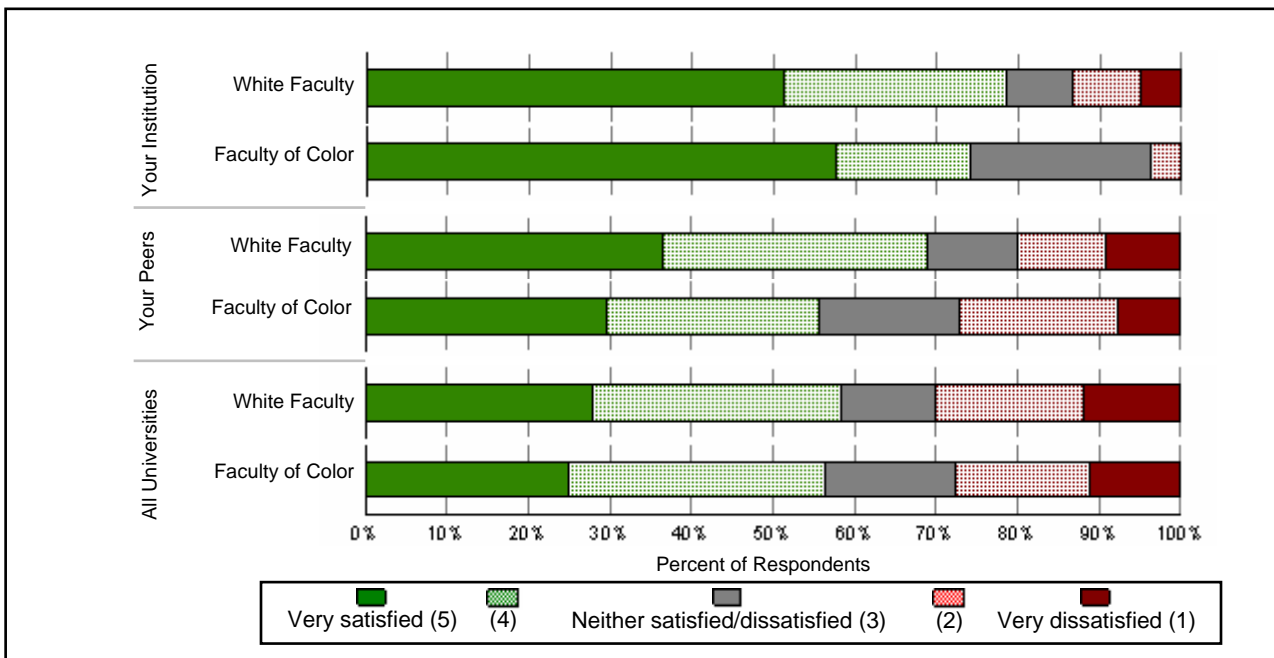
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 100th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.113	1.1776	0.1270	3.861 to 4.366	4.278	0.9978	0.2576	3.726 to 4.831
Faculty at Peer 1	3.856	1.2464	0.1858	3.481 to 4.230	3.945	1.3284	0.3222	3.262 to 4.628
... Peer 2	3.555	1.4397	0.1337	3.290 to 3.820	3.147	1.3780	0.2077	2.728 to 3.566
... Peer 3	3.813	1.2918	0.1884	3.434 to 4.192	3.195	1.1165	0.2561	2.657 to 3.733
... Peer 4	3.743	1.3061	0.1011	3.543 to 3.943	3.909	1.2062	0.1532	3.603 to 4.215
... Peer 5	3.836	1.1989	0.1170	3.604 to 4.068	3.313	1.1742	0.1957	2.916 to 3.710
Your Peers (n=5)	3.761	0.1097	0.0491	3.624 to 3.897	3.502	0.3517	0.1573	3.065 to 3.938
All Universities (n=37)	3.384	0.3368	0.0554	3.272 to 3.496	3.423	0.3198	0.0526	3.316 to 3.529



Question 42a. There is a feeling of unity and cohesion among the faculty in my department. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

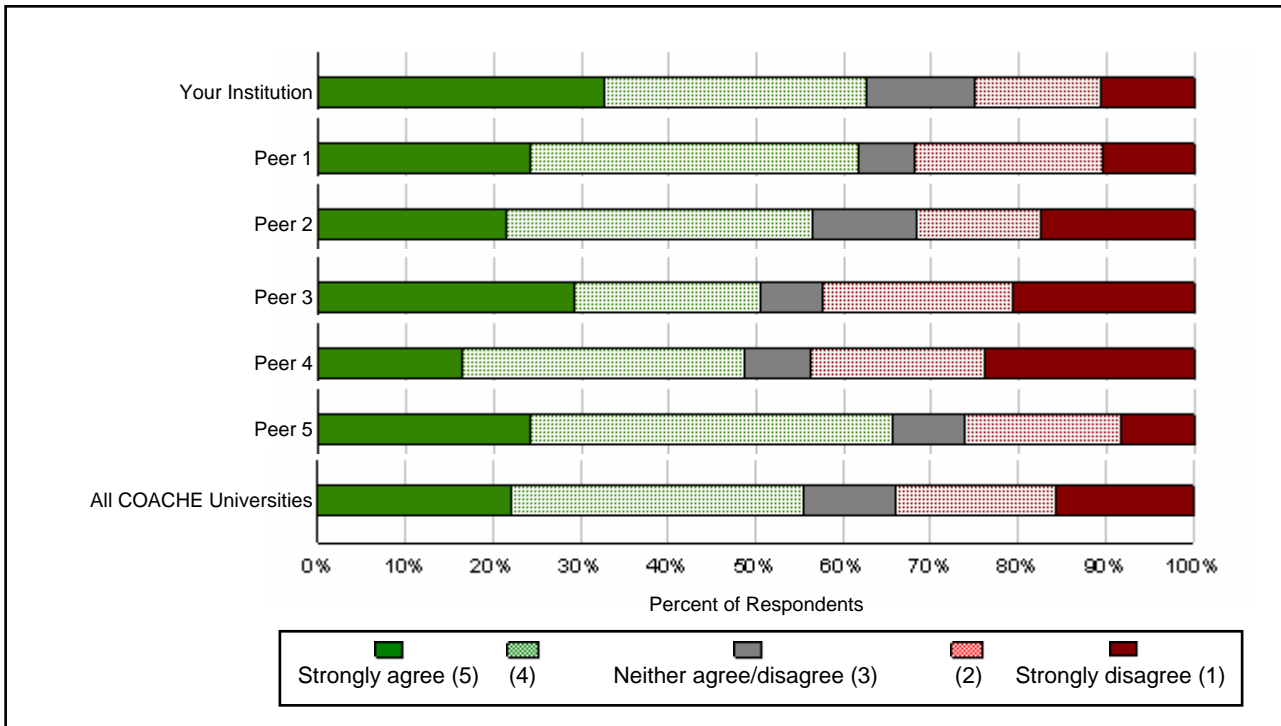
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reporting a feeling of unity and cohesion among the faculty in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.595	1.3615	0.1355	3.326 to 3.864
Faculty at Peer 1	3.436	1.3253	0.1697	3.097 to 3.776
... Peer 2	3.285	1.3858	0.1099	3.068 to 3.503
... Peer 3	3.164	1.5443	0.1915	2.782 to 3.547
... Peer 4	2.974	1.4609	0.0963	2.784 to 3.164
... Peer 5	3.552	1.2635	0.1064	3.342 to 3.763
Your Peers (n=5)	3.282	0.2027	0.0906	3.031 to 3.534
All Universities (n=37)	3.304	0.2256	0.0371	3.228 to 3.379



Question 42a. There is a feeling of unity and cohesion among the faculty in my department. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty agreed to a greater extent than did your female junior faculty that there is a feeling of unity and cohesion among the faculty in their department.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their department.

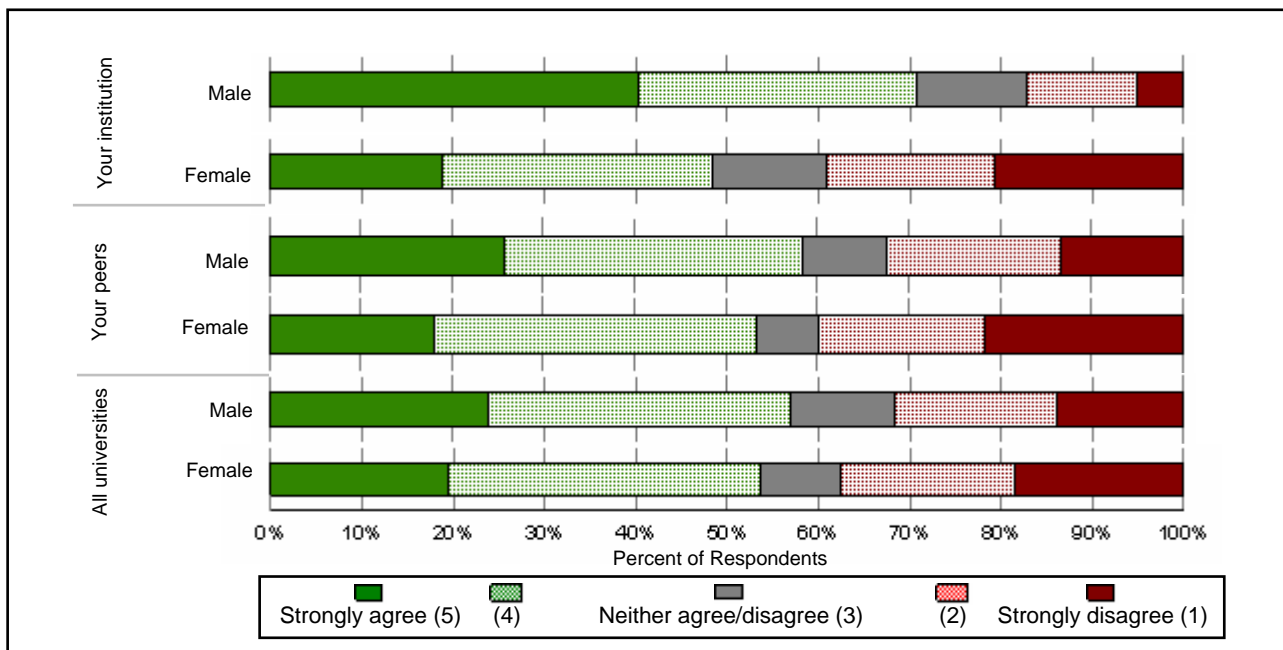
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th percentile on reporting a feeling of unity and cohesion among the faculty in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 38th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that there is a feeling of unity and cohesion among the faculty in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.887	1.2175	0.1642	3.557 to 4.216	3.076	1.4235	0.2099	2.653 to 3.499
Faculty at Peer 1	3.480	1.3138	0.2027	3.071 to 3.890	3.349	1.3460	0.3088	2.700 to 3.998
... Peer 2	3.381	1.3728	0.1447	3.093 to 3.668	3.118	1.3978	0.1683	2.782 to 3.453
... Peer 3	3.371	1.4925	0.2360	2.893 to 3.848	2.755	1.5564	0.3113	2.113 to 3.398
... Peer 4	3.017	1.4374	0.1246	2.771 to 3.264	2.890	1.4887	0.1512	2.590 to 3.190
... Peer 5	3.681	1.2184	0.1416	3.399 to 3.963	3.375	1.2895	0.1575	3.061 to 3.690
Your Peers (n=5)	3.386	0.2154	0.0963	3.119 to 3.653	3.097	0.2455	0.1098	2.793 to 3.402
All Universities (n=37)	3.397	0.3056	0.0502	3.295 to 3.499	3.167	0.3023	0.0497	3.066 to 3.267



Question 42a. There is a feeling of unity and cohesion among the faculty in my department. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their department.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.

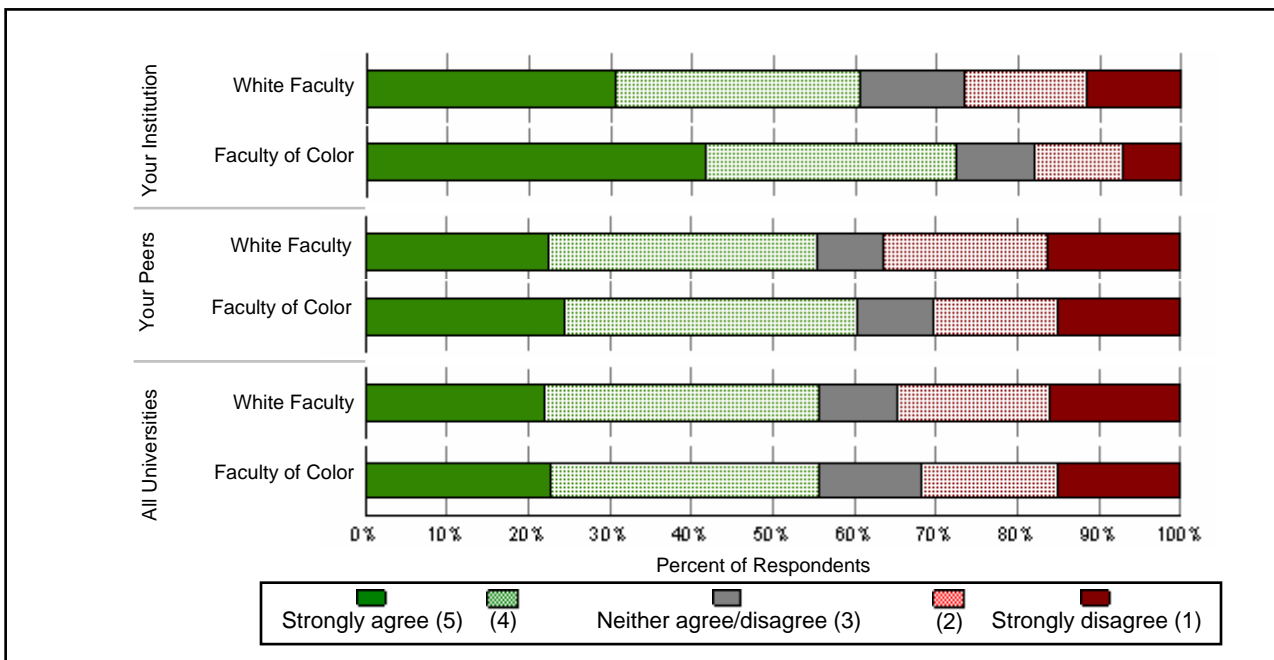
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th percentile on reporting a feeling of unity and cohesion among the faculty in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 95th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.528	1.3786	0.1487	3.233 to 3.824	3.887	1.2365	0.3193	3.202 to 4.571
Faculty at Peer 1	3.270	1.2543	0.1870	2.893 to 3.647	3.932	1.3693	0.3423	3.203 to 4.662
... Peer 2	3.384	1.3834	0.1279	3.130 to 3.637	2.998	1.3787	0.2127	2.569 to 3.428
... Peer 3	3.192	1.5842	0.2311	2.727 to 3.657	3.069	1.4326	0.3377	2.356 to 3.781
... Peer 4	2.882	1.4859	0.1143	2.656 to 3.107	3.292	1.3445	0.1721	2.948 to 3.637
... Peer 5	3.516	1.3101	0.1279	3.262 to 3.769	3.679	1.1055	0.1843	3.305 to 4.053
Your Peers (n=5)	3.249	0.2135	0.0955	2.984 to 3.514	3.394	0.3588	0.1605	2.949 to 3.840
All Universities (n=37)	3.269	0.2415	0.0397	3.189 to 3.350	3.384	0.3346	0.0550	3.272 to 3.495



Question 42b. There is a feeling of unity and cohesion among the faculty in my School. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

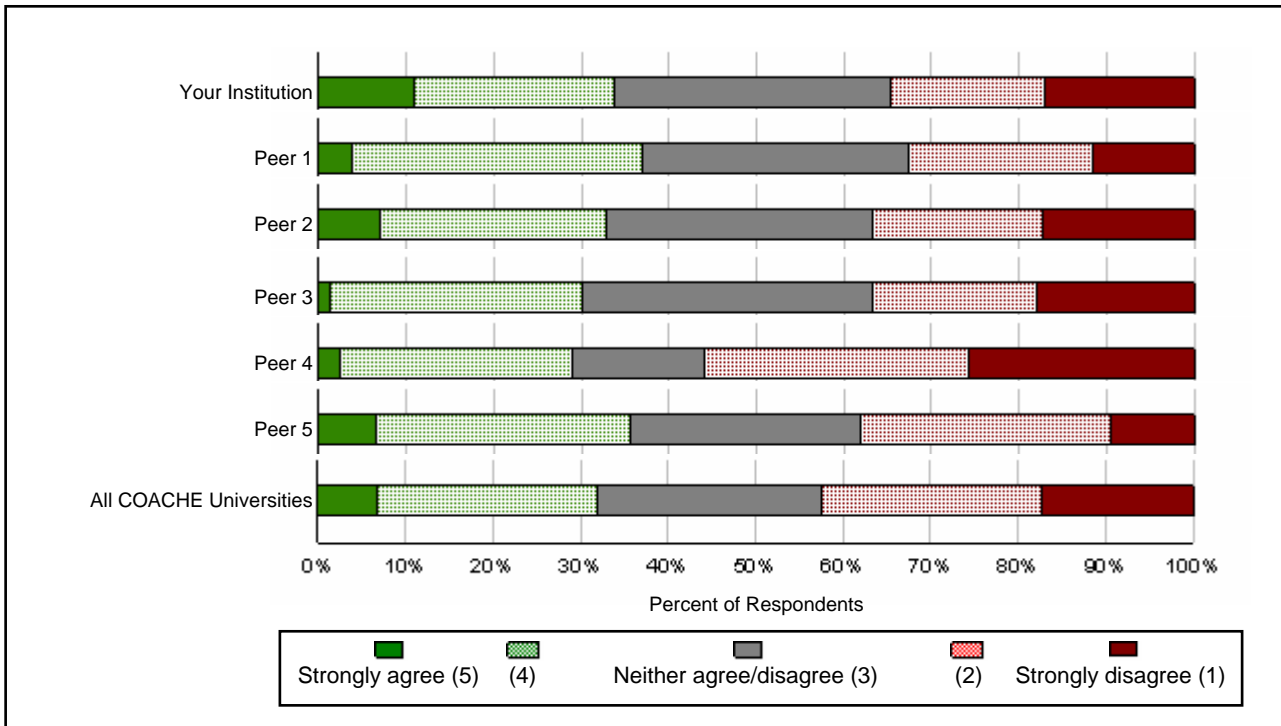
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their School.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on reporting a feeling of unity and cohesion among the faculty in their School.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.932	1.1792	0.1272	2.679 to 3.185
Faculty at Peer 1	2.965	1.0727	0.1473	2.669 to 3.260
... Peer 2	2.857	1.1856	0.1006	2.658 to 3.056
... Peer 3	2.769	1.1122	0.1401	2.489 to 3.049
... Peer 4	2.497	1.2079	0.0814	2.336 to 2.657
... Peer 5	2.945	1.1185	0.0970	2.753 to 3.137
Your Peers (n=5)	2.807	0.1699	0.0760	2.596 to 3.018
All Universities (n=37)	2.824	0.1920	0.0316	2.760 to 2.888



Question 42b. There is a feeling of unity and cohesion among the faculty in my School. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their School.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their School.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their School.

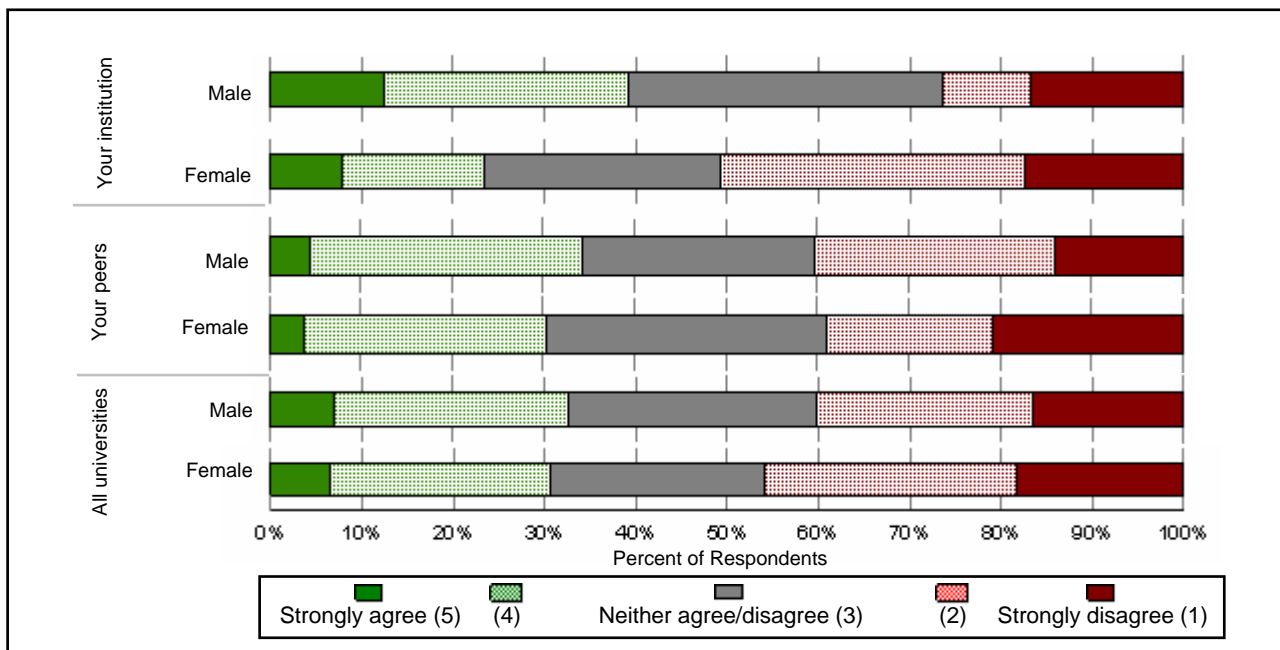
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd percentile on reporting a feeling of unity and cohesion among the faculty in their School.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on reporting a feeling of unity and cohesion among the faculty in their School.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.085	1.1692	0.1670	2.749 to 3.421	2.631	1.1637	0.1913	2.243 to 3.019
Faculty at Peer 1	2.951	1.0777	0.1772	2.591 to 3.310	2.994	1.0607	0.2652	2.429 to 3.559
... Peer 2	2.914	1.1717	0.1302	2.655 to 3.173	2.752	1.2046	0.1582	2.435 to 3.069
... Peer 3	2.767	1.0927	0.1773	2.408 to 3.126	2.772	1.1412	0.2282	2.301 to 3.243
... Peer 4	2.521	1.1904	0.1044	2.315 to 2.728	2.446	1.2297	0.1296	2.188 to 2.704
... Peer 5	3.077	1.0713	0.1271	2.824 to 3.331	2.757	1.1456	0.1455	2.466 to 3.048
Your Peers (n=5)	2.846	0.1900	0.0850	2.610 to 3.082	2.744	0.1745	0.0780	2.528 to 2.961
All Universities (n=37)	2.844	0.2097	0.0345	2.774 to 2.914	2.782	0.2721	0.0447	2.691 to 2.873



Question 42b. There is a feeling of unity and cohesion among the faculty in my School. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their School.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their School.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their School.

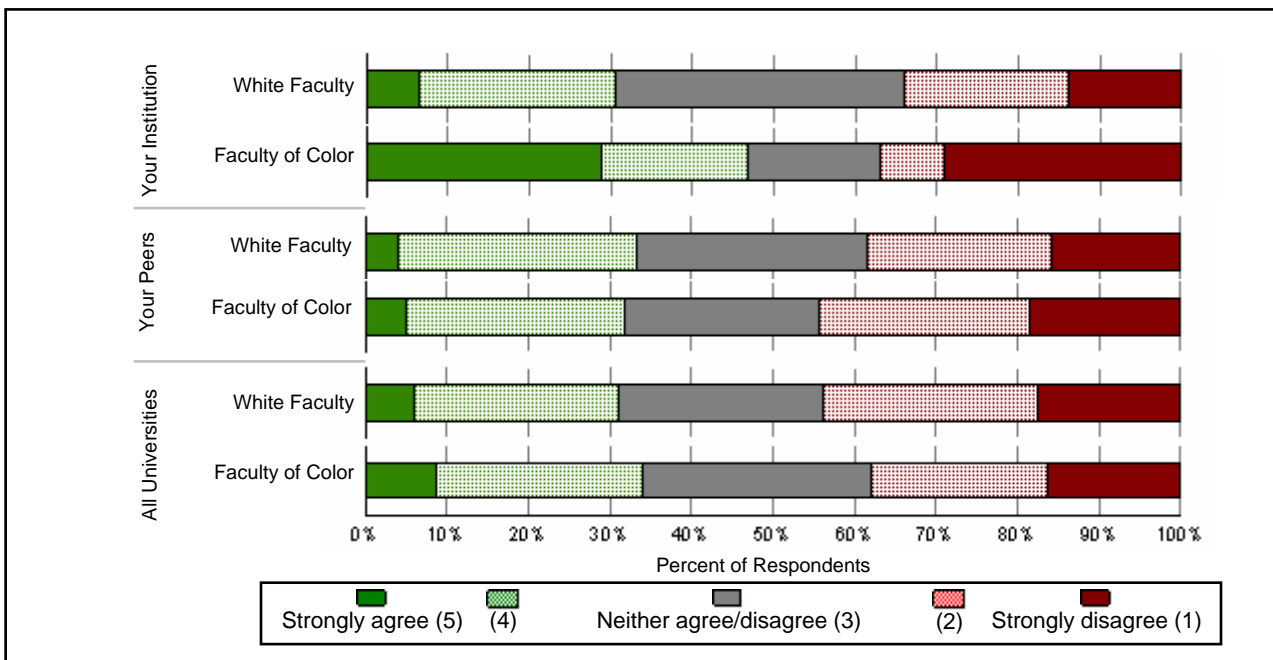
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on reporting a feeling of unity and cohesion among the faculty in their School.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 76th percentile on reporting a feeling of unity and cohesion among the faculty in their School.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.891	1.1220	0.1313	2.630 to 3.153	3.095	1.4595	0.4048	2.213 to 3.977
Faculty at Peer 1	2.903	1.0812	0.1731	2.552 to 3.253	3.146	1.0127	0.2706	2.561 to 3.731
... Peer 2	2.973	1.1670	0.1155	2.744 to 3.203	2.529	1.2093	0.1988	2.126 to 2.933
... Peer 3	2.874	1.0242	0.1527	2.567 to 3.182	2.427	1.2571	0.2963	1.802 to 3.052
... Peer 4	2.433	1.1853	0.0926	2.251 to 2.616	2.726	1.2551	0.1677	2.390 to 3.062
... Peer 5	2.962	1.1099	0.1099	2.744 to 3.180	2.880	1.1460	0.2058	2.460 to 3.300
Your Peers (n=5)	2.829	0.2013	0.0900	2.579 to 3.079	2.742	0.2557	0.1144	2.424 to 3.059
All Universities (n=37)	2.775	0.2009	0.0330	2.709 to 2.842	2.952	0.2906	0.0478	2.855 to 3.049



Question 43. On the whole, my department treats junior faculty fairly compared to one another. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

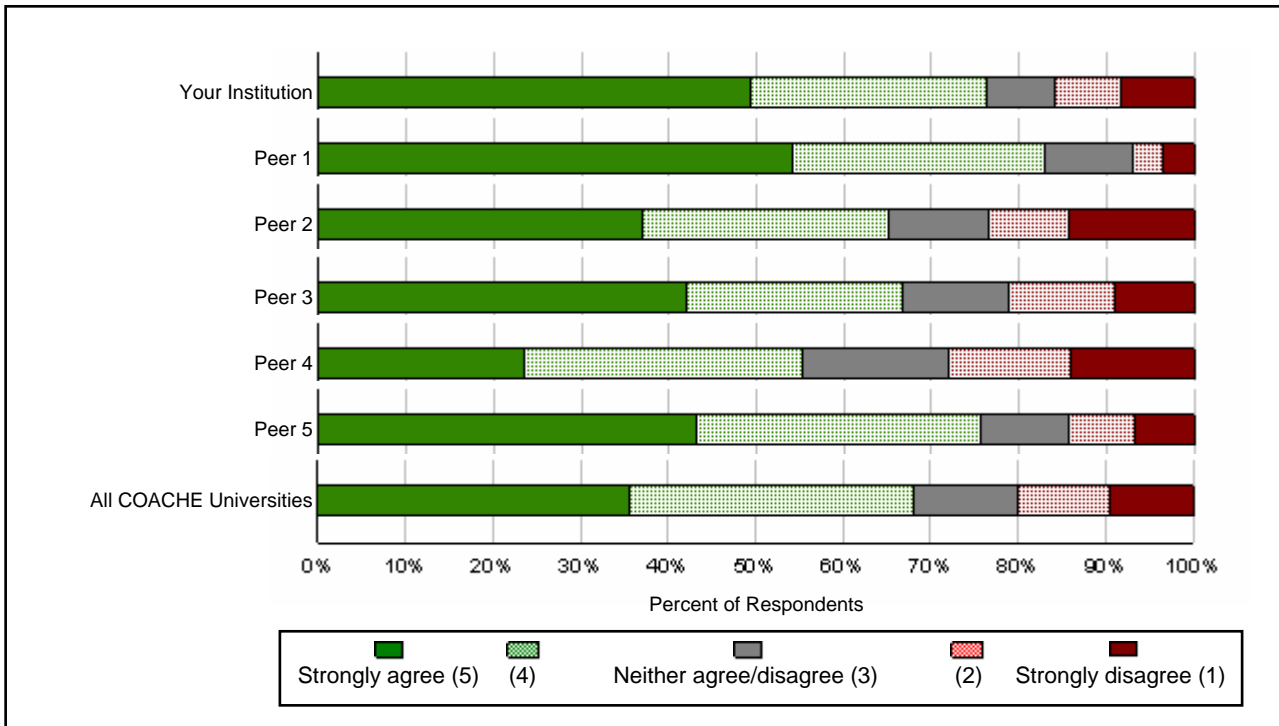
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reporting that their department treats junior faculty fairly compared to one another.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.015	1.3146	0.1363	3.744 to 4.286
Faculty at Peer 1	4.268	1.0056	0.1309	4.005 to 4.530
... Peer 2	3.642	1.3917	0.1111	3.423 to 3.861
... Peer 3	3.785	1.3566	0.1709	3.443 to 4.127
... Peer 4	3.366	1.3635	0.0909	3.186 to 3.545
... Peer 5	3.976	1.1937	0.1031	3.772 to 4.180
Your Peers (n=5)	3.807	0.3044	0.1361	3.429 to 4.185
All Universities (n=37)	3.750	0.2086	0.0343	3.681 to 3.820



Question 43. On the whole, my department treats junior faculty fairly compared to one another. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty agreed to a greater extent than did your female junior faculty that their department treats junior faculty fairly compared to one another.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting that their department treats junior faculty fairly compared to one another.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.

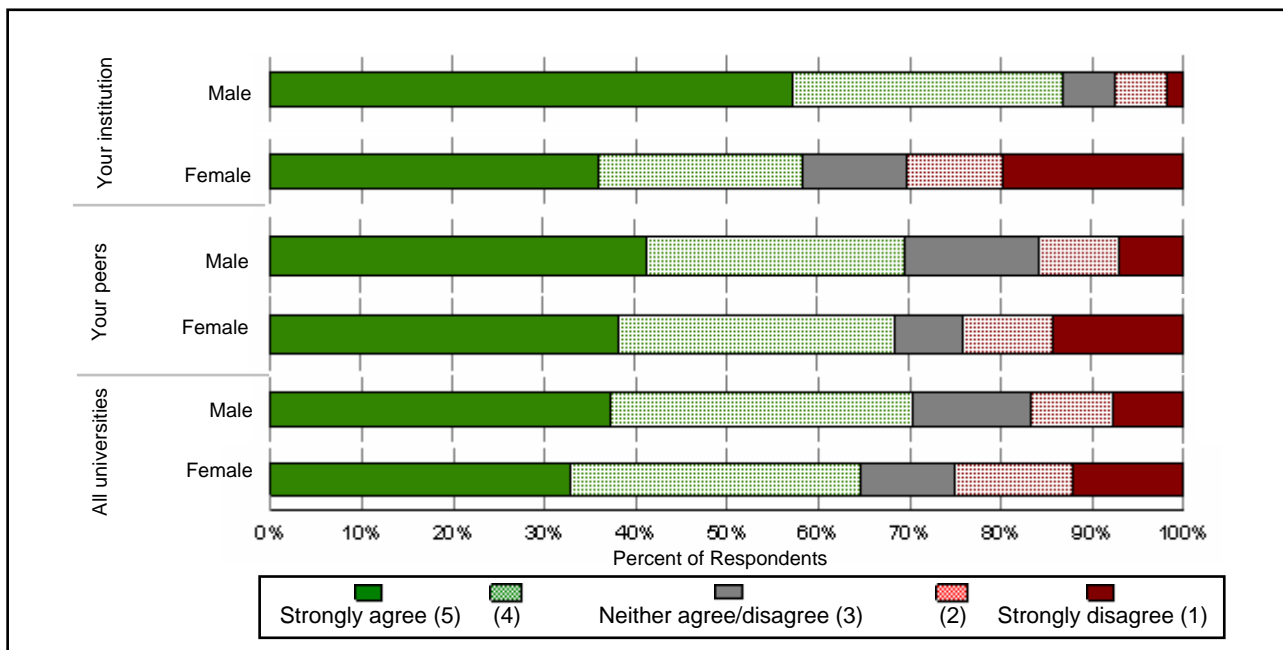
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on reporting that their department treats junior faculty fairly compared to one another.
- Among female junior faculty at all universities, your female junior faculty ranked in the 27th percentile on reporting that their department treats junior faculty fairly compared to one another.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their department treats junior faculty fairly compared to one another.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.345	0.9683	0.1369	4.070 to 4.620	3.442	1.5154	0.2311	2.975 to 3.908
Faculty at Peer 1	4.177	1.0057	0.1552	3.863 to 4.490	4.470	0.9772	0.2370	3.968 to 4.973
... Peer 2	3.785	1.3637	0.1445	3.497 to 4.072	3.393	1.4182	0.1720	3.050 to 3.737
... Peer 3	3.906	1.2309	0.1997	3.501 to 4.310	3.556	1.4999	0.3000	2.937 to 4.176
... Peer 4	3.508	1.2802	0.1119	3.287 to 3.730	3.081	1.4341	0.1479	2.787 to 3.375
... Peer 5	4.023	1.1423	0.1346	3.754 to 4.291	3.908	1.2482	0.1585	3.591 to 4.225
Your Peers (n=5)	3.880	0.2263	0.1012	3.599 to 4.161	3.682	0.4761	0.2129	3.091 to 4.273
All Universities (n=37)	3.837	0.2568	0.0422	3.751 to 3.922	3.620	0.2735	0.0450	3.528 to 3.711



Question 43. On the whole, my department treats junior faculty fairly compared to one another. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.

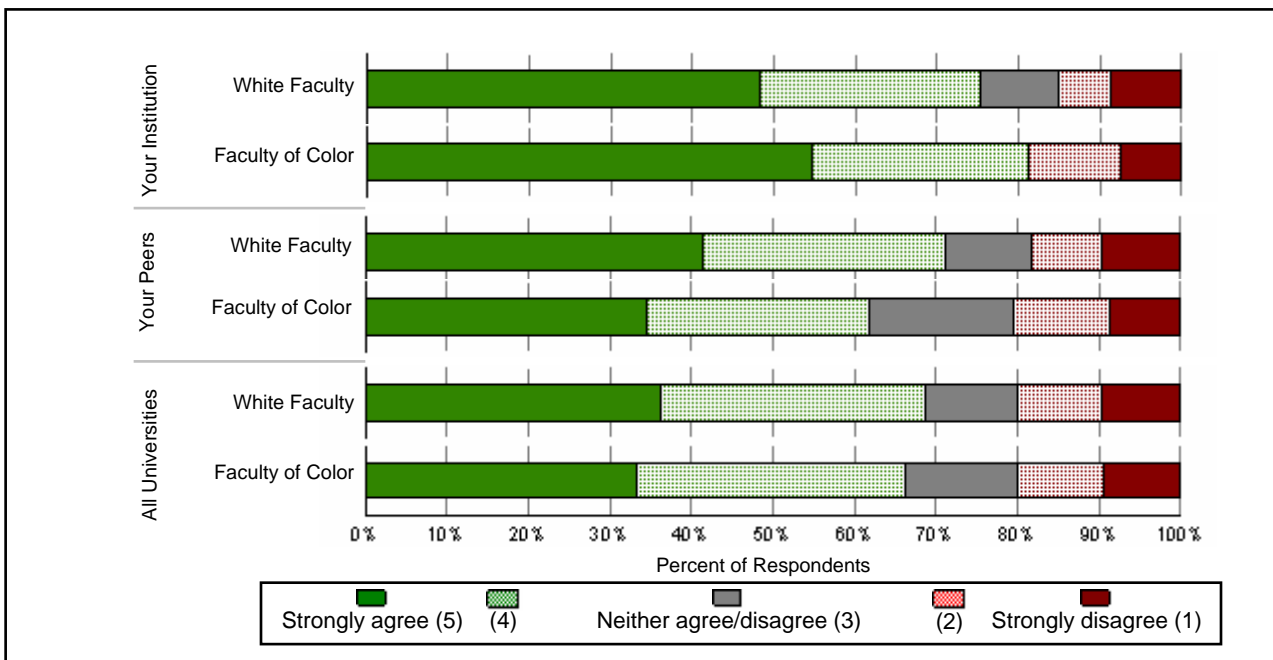
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th percentile on reporting that their department treats junior faculty fairly compared to one another.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 95th percentile on reporting that their department treats junior faculty fairly compared to one another.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.995	1.3154	0.1480	3.701 to 4.290	4.095	1.3093	0.3499	3.339 to 4.851
Faculty at Peer 1	4.173	1.0982	0.1675	3.835 to 4.511	4.543	0.6092	0.1523	4.219 to 4.868
... Peer 2	3.791	1.3481	0.1257	3.542 to 4.040	3.213	1.4631	0.2258	2.757 to 3.669
... Peer 3	3.845	1.3722	0.2023	3.437 to 4.252	3.575	1.2888	0.3126	2.913 to 4.238
... Peer 4	3.388	1.3749	0.1070	3.177 to 3.600	3.287	1.3303	0.1717	2.943 to 3.630
... Peer 5	4.040	1.2121	0.1212	3.799 to 4.280	3.749	1.1238	0.1927	3.356 to 4.141
Your Peers (n=5)	3.847	0.2671	0.1194	3.516 to 4.179	3.673	0.4761	0.2129	3.082 to 4.264
All Universities (n=37)	3.748	0.2266	0.0372	3.672 to 3.823	3.747	0.3271	0.0538	3.638 to 3.856



Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.

Stanford University

Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable institution.

		# of institutions where item ranked among the top four responses			# of institutions where item ranked among the top four responses	
		YOUR PEERS (n = 5)	ALL UNIV. (n = 37)		YOUR PEERS (n = 5)	ALL UNIV. (n = 37)
OVERALL	1. Quality of colleagues	5	27	1. Cost of living	2	6
	2. Quality of graduate students	2	3	2. Unrelenting pressure to perform	1	9
	3. Geographic location	1	23	3. Spousal/partner hiring program (or lack thereof)	2	4
	4. Quality of undergraduate students	3	6	4. Tenure requirements in general	1	3
	4. Support for research (e.g., research leave)	2	4			
MALES	1. Quality of colleagues	5	31	1. Cost of living	2	6
	2. Quality of graduate students	2	4	2. Unrelenting pressure to perform	1	2
	3. Geographic location	2	22	3. Spousal/partner hiring program (or lack thereof)	2	5
	4. Support for research (e.g., research leave)	2	4	4. Tenure criteria clarity	1	7
	4. My sense of "fit" here	3	32			
FEMALES	4. Quality of facilities	0	4			
	1. Quality of colleagues	4	25	1. Cost of living	1	6
	2. Quality of graduate students	1	3	2. Unrelenting pressure to perform	1	12
	3. Geographic location	1	24	3. Spousal/partner hiring program (or lack thereof)	2	7
	4. Quality of undergraduate students	3	5	3. My lack of "fit" here	0	2
WHITE FACULTY						
	1. Quality of colleagues	5	29	1. Cost of living	2	6
	2. Quality of graduate students	2	3	2. Unrelenting pressure to perform	1	7
	3. Geographic location	1	22	3. Spousal/partner hiring program (or lack thereof)	2	4
	4. Support for research (e.g., research leave)	2	4	4. Tenure criteria clarity	2	11
FACULTY OF COLOR						
	1. Quality of colleagues	4	19	1. Cost of living	2	7
	2. Quality of graduate students	2	5	2. Unrelenting pressure to perform	1	6
	3. Geographic location	1	18	3. Tenure requirements in general	1	3
	4. Quality of undergraduate students	2	3	4. Lack of assistance for grant proposals	1	6
				4. Availability/quality of childcare facilities	0	1

Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.

Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable institution.

In addition to or instead of checking the two best/worst aspects about working at their institution, some junior faculty provided the following comments:

Stanford University

BEST ASPECTS

- Top research University.
- Collaboration w/ Med School colleagues--Engineering and Medicine on same campus.
- Near spouse's job.
- Prestige of institution -- opens doors.
- Opportunities to be creative in my field as both a researcher and teacher.
- Brand' name of the institution.
- Junior faculty are full and valued Departmental citizens.
- Funding for research (other than leave time).
- Industry interaction.

WORST ASPECTS

- Overhead and salary offset levels.
- Too much work.
- Failure to deliver start-up package in a reasonable amount of time.
- Tension & disagreements between the Senior Administration and Faculty; financial pressures from the Senior Administration.

- Cost of living as a percent of salary.
- Lack of sponsoring a top tier journal.
- Work load.
- Lack of support for Graduate programs in Humanities.
- Overburdened Administrative support.
- Lack of Graduate students.
- Lack of interactions/everyone too busy because of pressures to perform.
- Cost of doing business.
- Lack of mentoring.
- In limited cases, faculty-student interaction issues arise.

Question 45a. All things considered, how satisfied are you with your department as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

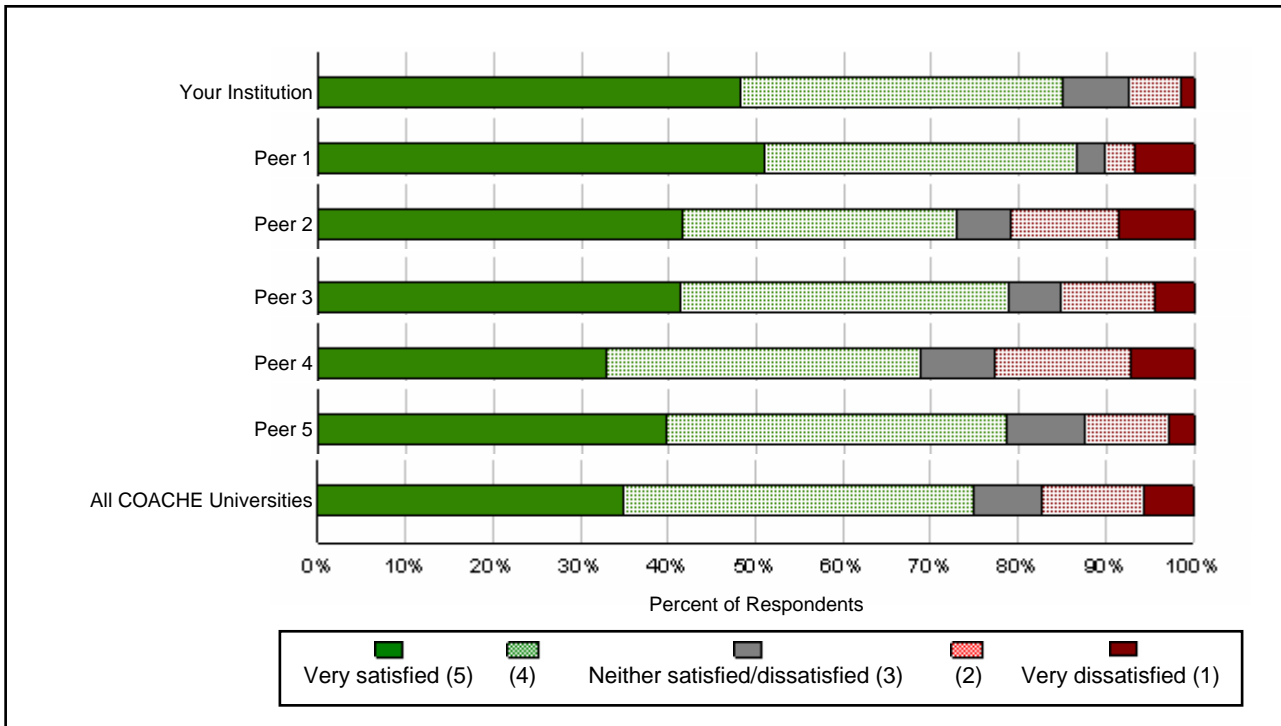
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with their department as a place to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with their department as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.244	0.9619	0.0948	4.056 to 4.432
Faculty at Peer 1	4.207	1.0987	0.1395	3.928 to 4.486
... Peer 2	3.849	1.2626	0.0992	3.653 to 4.045
... Peer 3	4.007	1.1692	0.1450	3.717 to 4.296
... Peer 4	3.715	1.2973	0.0855	3.546 to 3.884
... Peer 5	4.029	1.0533	0.0884	3.854 to 4.204
Your Peers (n=5)	3.961	0.1675	0.0749	3.753 to 4.169
All Universities (n=37)	3.866	0.1919	0.0316	3.802 to 3.930



Question 45a. All things considered, how satisfied are you with your department as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their department as a place to work.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with their department as a place to work.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with their department as a place to work.

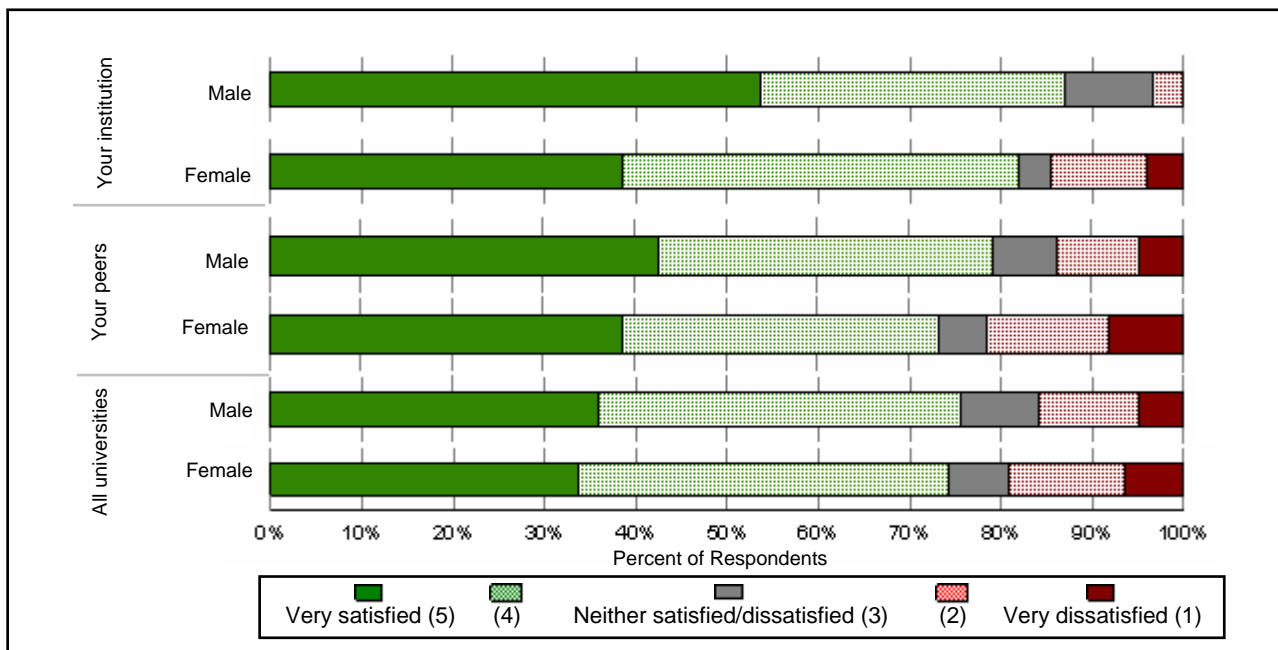
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 97th percentile on satisfaction with their department as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on satisfaction with their department as a place to work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their department as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.371	0.7920	0.1058	4.159 to 4.583	4.018	1.1011	0.1606	3.695 to 4.341
Faculty at Peer 1	4.236	1.1226	0.1712	3.891 to 4.581	4.148	1.0394	0.2385	3.647 to 4.649
... Peer 2	3.871	1.2910	0.1353	3.603 to 4.140	3.810	1.2219	0.1450	3.521 to 4.100
... Peer 3	4.208	0.9573	0.1533	3.898 to 4.518	3.625	1.3609	0.2669	3.075 to 4.175
... Peer 4	3.842	1.1182	0.0970	3.650 to 4.034	3.466	1.4788	0.1501	3.168 to 3.764
... Peer 5	4.000	1.0763	0.1243	3.753 to 4.248	4.069	1.0267	0.1254	3.819 to 4.319
Your Peers (n=5)	4.032	0.1646	0.0736	3.827 to 4.236	3.824	0.2579	0.1153	3.503 to 4.144
All Universities (n=37)	3.900	0.2652	0.0436	3.812 to 3.989	3.807	0.2478	0.0407	3.725 to 3.890



Question 45a. All things considered, how satisfied are you with your department as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their department as a place to work.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with their department as a place to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with their department as a place to work.

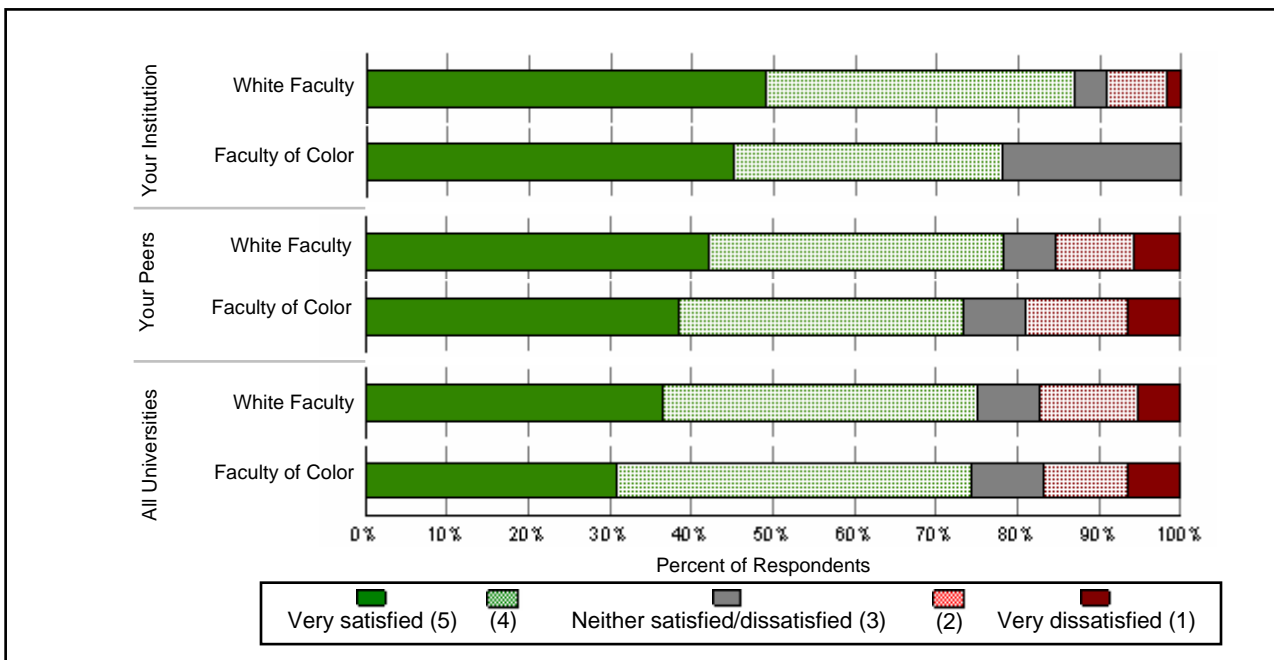
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with their department as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 95th percentile on satisfaction with their department as a place to work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their department as a place to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.247	0.9958	0.1068	4.035 to 4.459	4.232	0.7500	0.1875	3.832 to 4.631
Faculty at Peer 1	4.182	1.0809	0.1611	3.857 to 4.507	4.276	1.1345	0.2752	3.693 to 4.860
... Peer 2	3.937	1.2582	0.1158	3.707 to 4.166	3.601	1.2719	0.1917	3.214 to 3.988
... Peer 3	4.104	1.1375	0.1659	3.770 to 4.438	3.671	1.2019	0.2833	3.073 to 4.269
... Peer 4	3.714	1.3045	0.1006	3.516 to 3.913	3.717	1.2775	0.1622	3.392 to 4.041
... Peer 5	4.025	1.0731	0.1047	3.817 to 4.233	4.043	0.9908	0.1629	3.712 to 4.373
Your Peers (n=5)	3.993	0.1612	0.0721	3.792 to 4.193	3.862	0.2570	0.1149	3.542 to 4.181
All Universities (n=37)	3.869	0.2153	0.0354	3.797 to 3.941	3.835	0.2884	0.0474	3.738 to 3.931



Question 45b. All things considered, how satisfied are you with your institution as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

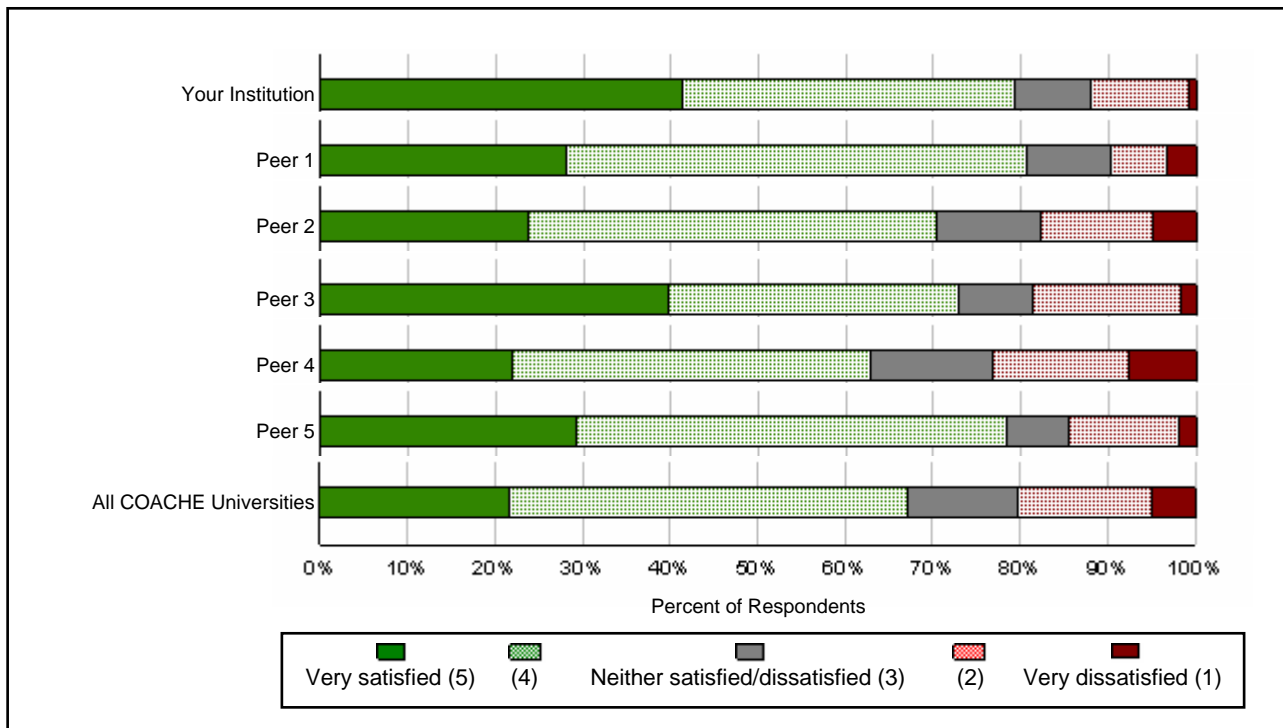
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with their institution as a place to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on satisfaction with their institution as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.080	0.9983	0.0988	3.884 to 4.276
Faculty at Peer 1	3.957	0.9667	0.1228	3.712 to 4.202
... Peer 2	3.717	1.1003	0.0864	3.546 to 3.888
... Peer 3	3.922	1.1564	0.1423	3.638 to 4.206
... Peer 4	3.536	1.2233	0.0805	3.377 to 3.694
... Peer 5	3.909	1.0367	0.0870	3.737 to 4.081
Your Peers (n=5)	3.808	0.1599	0.0715	3.610 to 4.006
All Universities (n=37)	3.623	0.2295	0.0377	3.547 to 3.700



Question 45b. All things considered, how satisfied are you with your institution as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with their institution as a place to work.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.

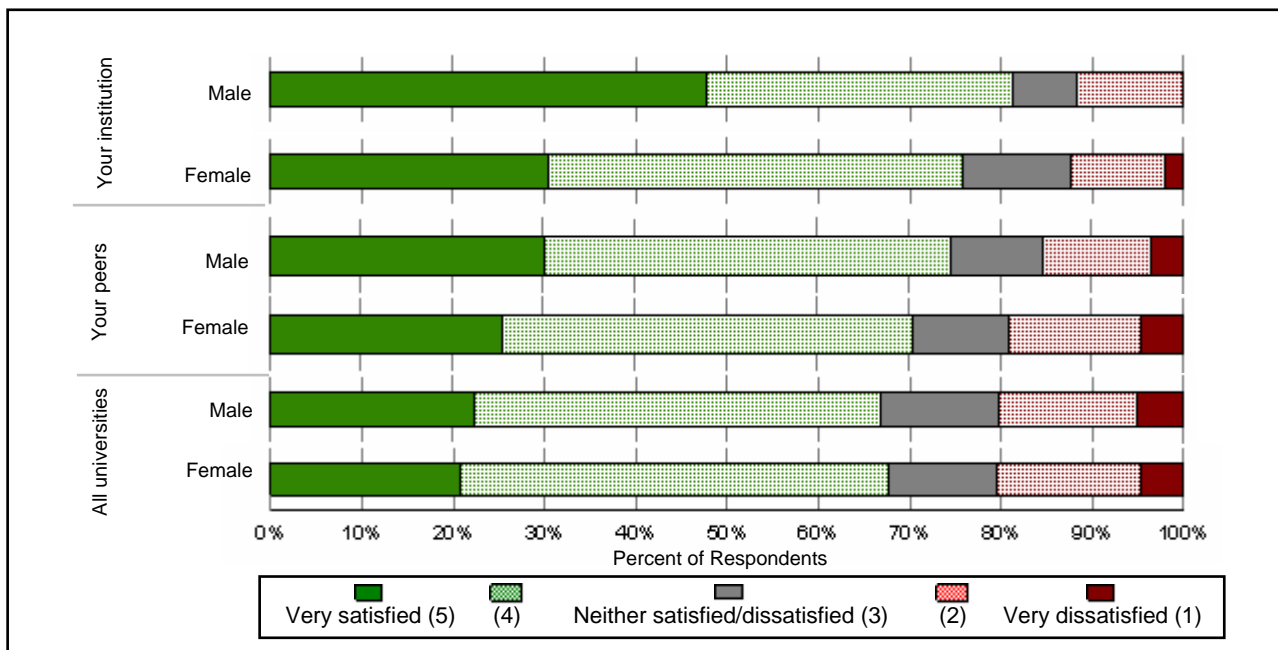
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on satisfaction with their institution as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 92nd percentile on satisfaction with their institution as a place to work.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.173	0.9740	0.1313	3.910 to 4.437	3.918	1.0070	0.1469	3.623 to 4.214
Faculty at Peer 1	3.960	0.9997	0.1525	3.653 to 4.268	3.950	0.8870	0.2035	3.523 to 4.378
... Peer 2	3.740	1.1226	0.1177	3.506 to 3.973	3.678	1.0710	0.1271	3.425 to 3.932
... Peer 3	3.952	1.1486	0.1816	3.585 to 4.320	3.863	1.1666	0.2288	3.392 to 4.334
... Peer 4	3.619	1.1720	0.1016	3.418 to 3.820	3.373	1.2717	0.1285	3.118 to 3.628
... Peer 5	4.027	0.8844	0.1021	3.824 to 4.231	3.745	1.1565	0.1413	3.462 to 4.027
Your Peers (n=5)	3.860	0.1543	0.0690	3.668 to 4.051	3.722	0.1980	0.0885	3.476 to 3.968
All Universities (n=37)	3.617	0.2752	0.0452	3.525 to 3.708	3.630	0.2437	0.0401	3.548 to 3.711



Question 45b. All things considered, how satisfied are you with your institution as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with their institution as a place to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with their institution as a place to work.

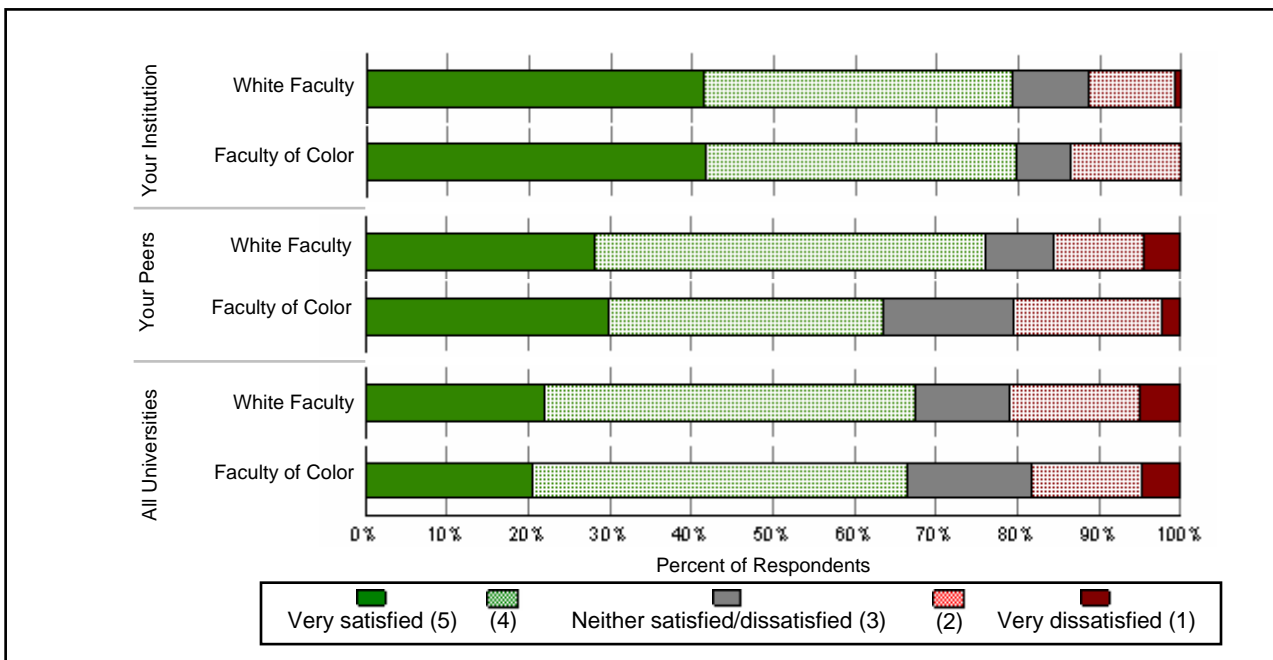
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on satisfaction with their institution as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 92nd percentile on satisfaction with their institution as a place to work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

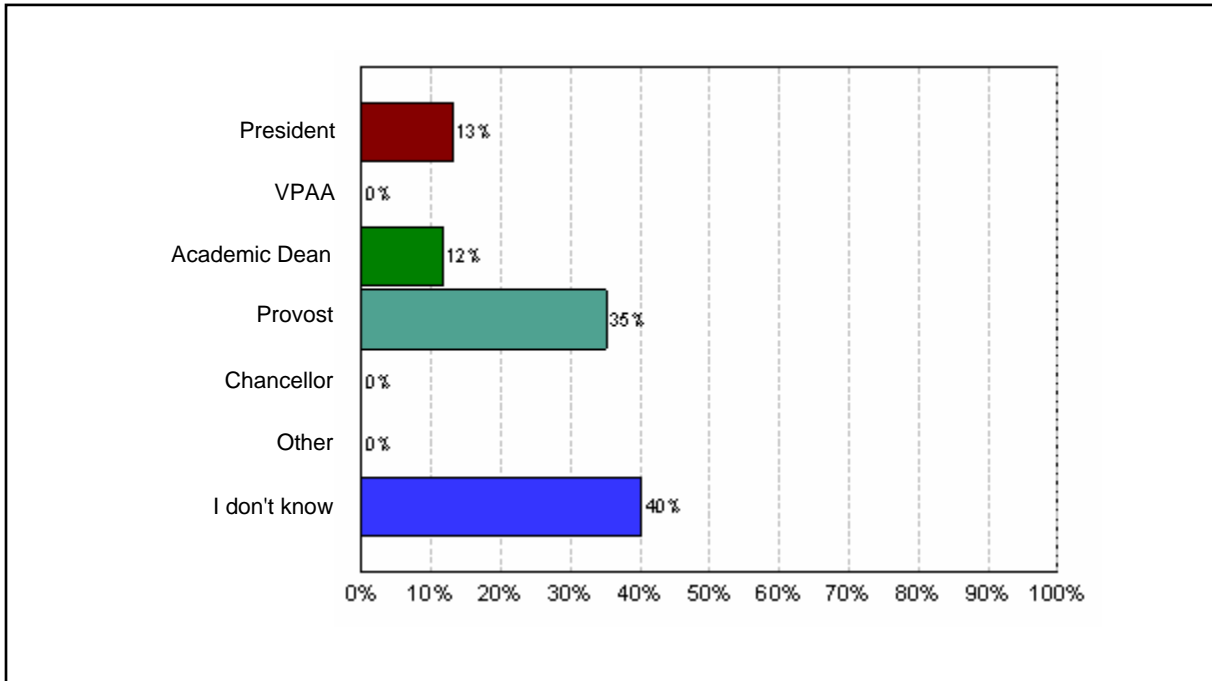
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.081	1.0041	0.1083	3.866 to 4.296	4.077	0.9662	0.2416	3.562 to 4.592
Faculty at Peer 1	3.936	0.9522	0.1419	3.649 to 4.222	4.017	0.9983	0.2421	3.504 to 4.531
... Peer 2	3.793	1.0881	0.1002	3.595 to 3.991	3.502	1.1270	0.1699	3.160 to 3.845
... Peer 3	4.005	1.1109	0.1620	3.679 to 4.331	3.650	1.2230	0.2806	3.060 to 4.239
... Peer 4	3.538	1.2067	0.0928	3.354 to 3.721	3.528	1.2667	0.1609	3.207 to 3.850
... Peer 5	3.933	1.0113	0.0987	3.737 to 4.129	3.825	1.1032	0.1814	3.457 to 4.193
Your Peers (n=5)	3.841	0.1665	0.0745	3.634 to 4.048	3.704	0.1936	0.0866	3.464 to 3.945
All Universities (n=37)	3.606	0.2614	0.0430	3.519 to 3.693	3.655	0.2924	0.0481	3.558 to 3.753



Question 46a. Who serves as the chief academic officer at your institution? *President; Vice President for Academic Affairs; Academic Dean; Provost; Chancellor; Other; I don't know.*

Stanford University

OVERALL RESULTS



No peer data on this dimension is included in your report.

Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

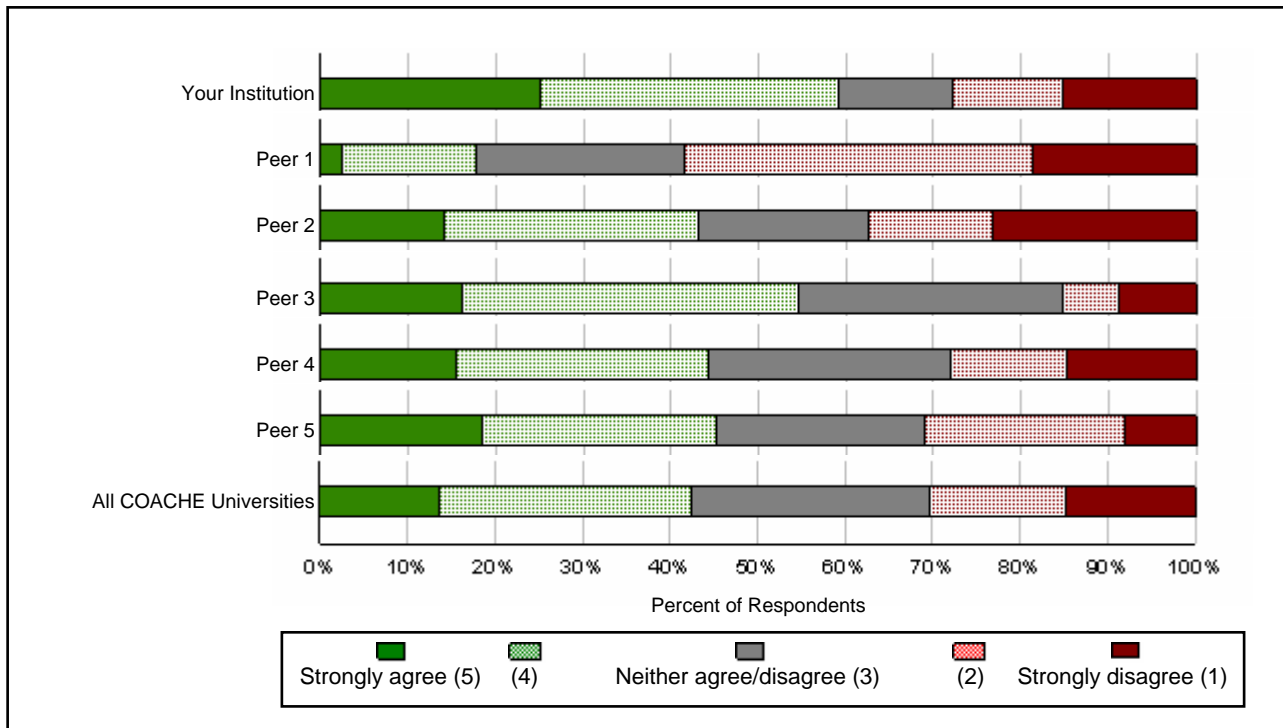
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 81st percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.411	1.3225	0.1707	3.070 to 3.753
Faculty at Peer 1	2.430	1.0339	0.1656	2.095 to 2.765
... Peer 2	2.968	1.3878	0.1416	2.687 to 3.249
... Peer 3	3.470	1.1439	0.1634	3.141 to 3.798
... Peer 4	3.171	1.2879	0.0963	2.981 to 3.361
... Peer 5	3.243	1.2272	0.1456	2.953 to 3.534
Your Peers (n=5)	3.056	0.3520	0.1574	2.619 to 3.493
All Universities (n=37)	3.172	0.3369	0.0554	3.060 to 3.284



Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

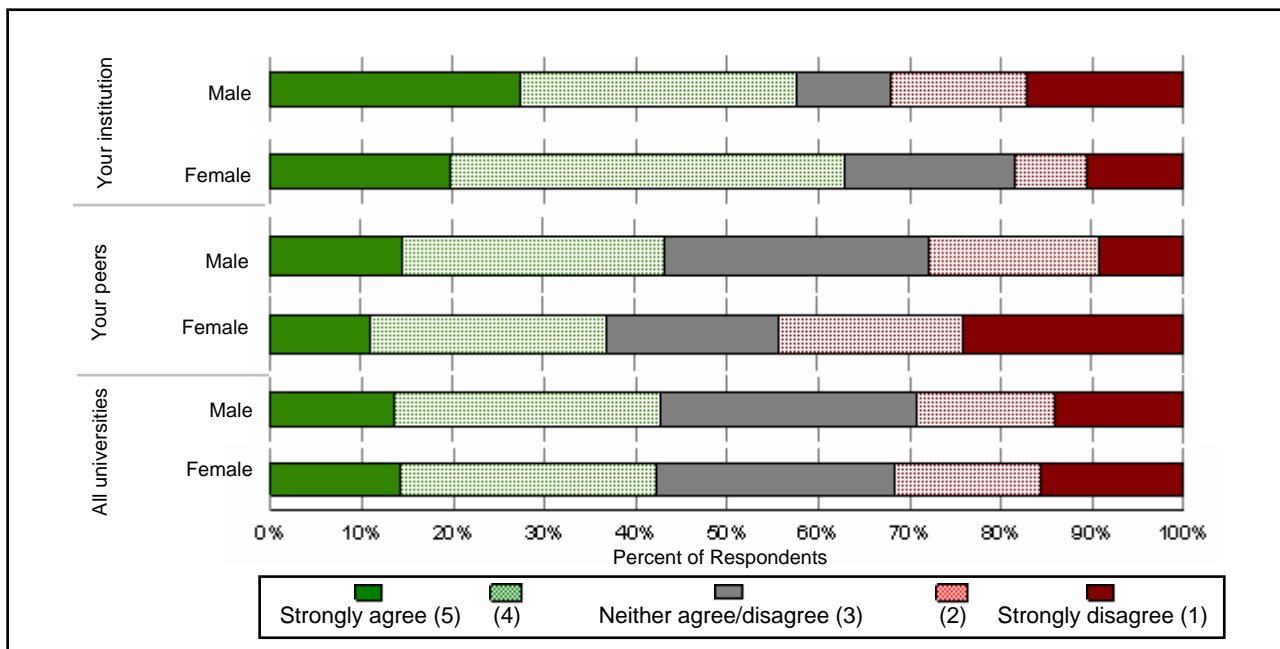
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 76th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 86th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.356	1.4172	0.2362	2.877 to 3.836	3.534	1.1479	0.2343	3.049 to 4.019
Faculty at Peer 1	2.730	0.9682	0.1976	2.321 to 3.139	2.000	0.9661	0.2494	1.465 to 2.535
... Peer 2	3.089	1.3619	0.1804	2.727 to 3.450	2.730	1.4119	0.2261	2.273 to 3.188
... Peer 3	3.652	0.9775	0.1785	3.287 to 4.017	3.106	1.2935	0.2967	2.482 to 3.729
... Peer 4	3.223	1.2280	0.1222	2.981 to 3.465	3.075	1.3535	0.1532	2.770 to 3.380
... Peer 5	3.354	1.1206	0.1794	2.990 to 3.717	3.072	1.3313	0.2353	2.592 to 3.552
Your Peers (n=5)	3.209	0.3037	0.1358	2.832 to 3.587	2.797	0.4214	0.1884	2.273 to 3.320
All Universities (n=37)	3.191	0.3427	0.0563	3.076 to 3.305	3.140	0.4092	0.0673	3.004 to 3.277



Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

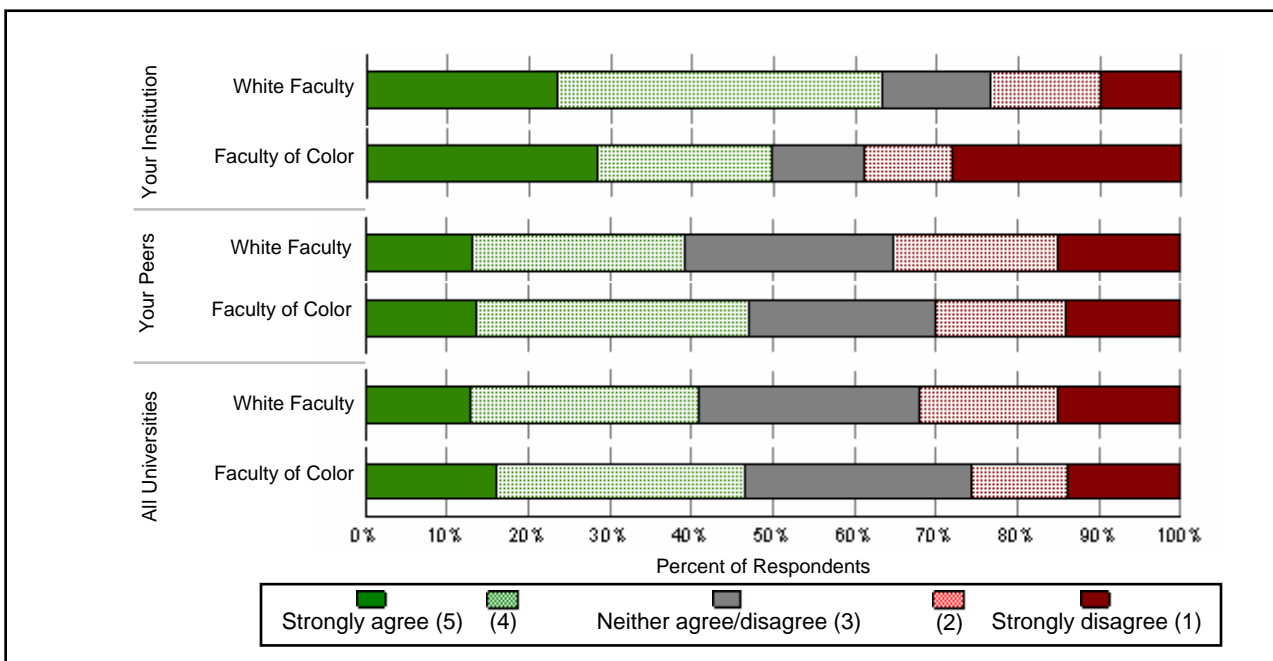
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 38th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

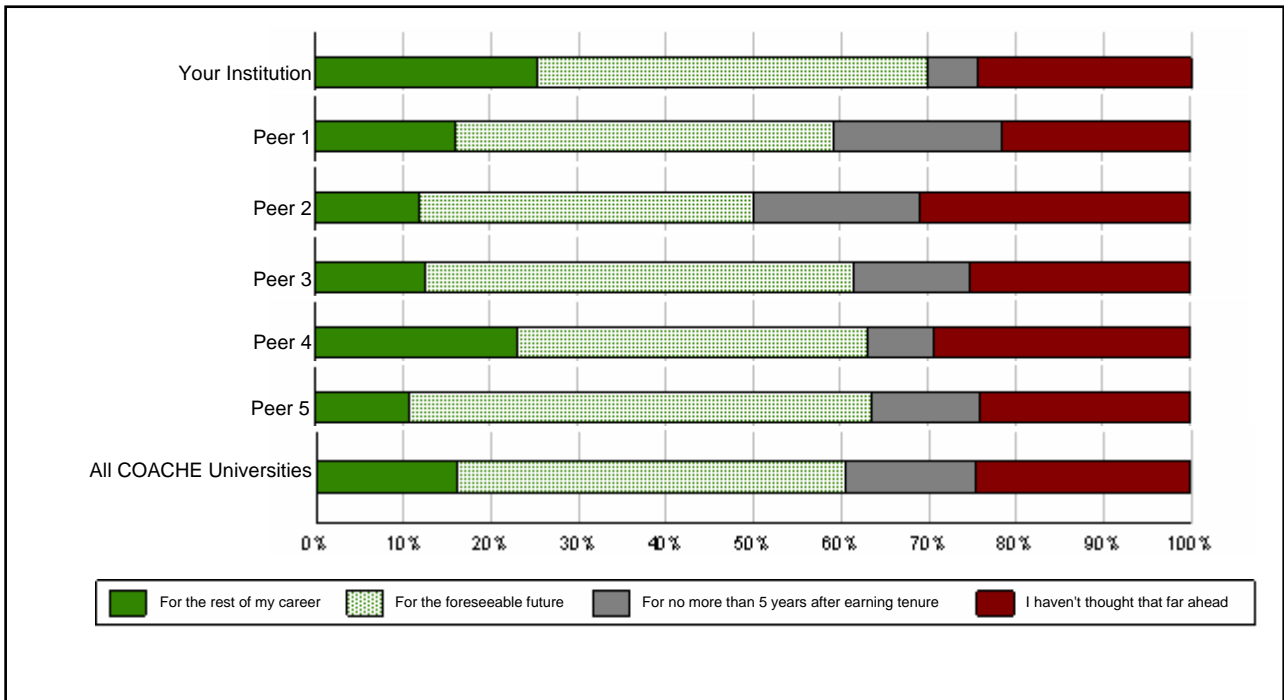
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.533	1.2261	0.1808	3.169 to 3.898	3.111	1.5336	0.4099	2.225 to 3.996
Faculty at Peer 1	2.274	1.0302	0.1947	1.874 to 2.673	2.852	0.9000	0.2713	2.247 to 3.456
... Peer 2	2.979	1.4042	0.1644	2.651 to 3.306	2.934	1.3344	0.2782	2.357 to 3.512
... Peer 3	3.441	1.0878	0.1866	3.062 to 3.821	3.555	1.2579	0.3248	2.858 to 4.251
... Peer 4	3.137	1.2572	0.1116	2.916 to 3.357	3.274	1.3593	0.1885	2.896 to 3.653
... Peer 5	3.254	1.2117	0.1664	2.920 to 3.588	3.204	1.2717	0.2997	2.571 to 3.836
Your Peers (n=5)	3.017	0.4012	0.1794	2.519 to 3.515	3.164	0.2517	0.1126	2.851 to 3.476
All Universities (n=37)	3.103	0.3139	0.0516	2.998 to 3.208	3.332	0.4732	0.0778	3.174 to 3.489



Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); For no more than 5 years after earning tenure (5Y); I haven't thought that far ahead (DK).*

OVERALL RESULTS

	RC	FF	5Y	DK
Your Institution	25%	45%	6%	24%
Faculty at Peer 1	16%	43%	19%	22%
... Peer 2	12%	38%	19%	31%
... Peer 3	13%	49%	13%	25%
... Peer 4	23%	40%	7%	29%
... Peer 5	11%	53%	12%	24%
All Universities (n=37)	17%	43%	15%	25%

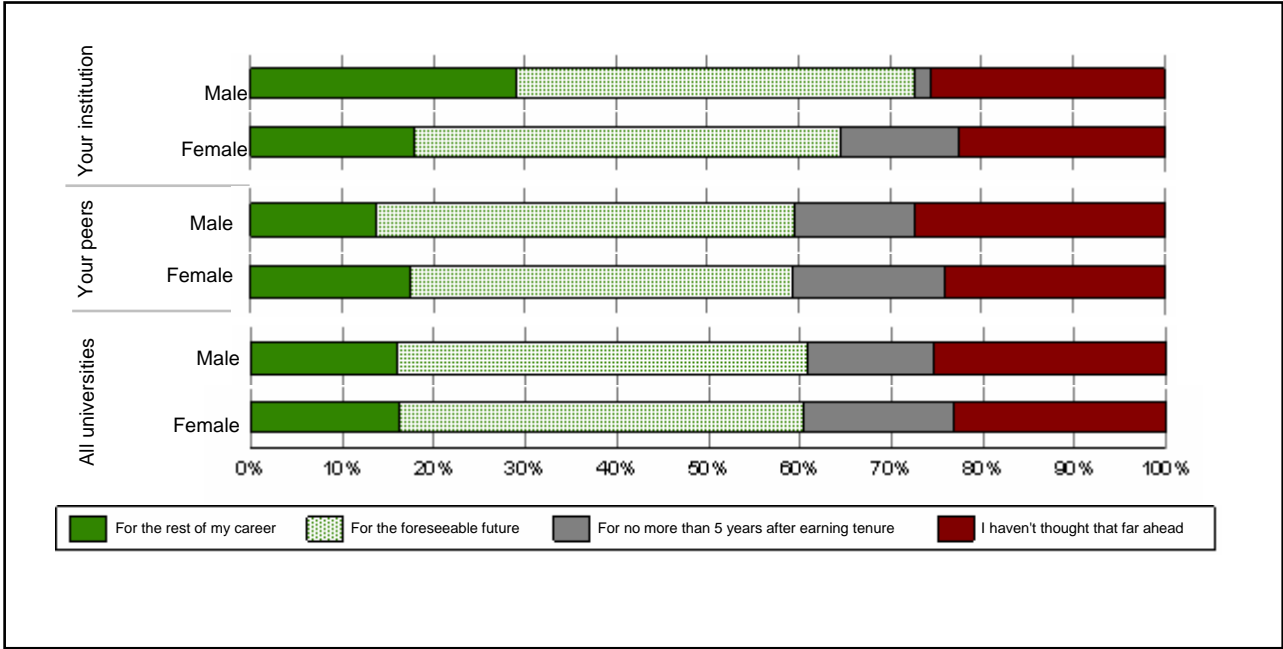


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in appendix for more detail.

Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); For no more than 5 years after earning tenure (5Y); I haven't thought that far ahead (DK).*

GENDER RESULTS

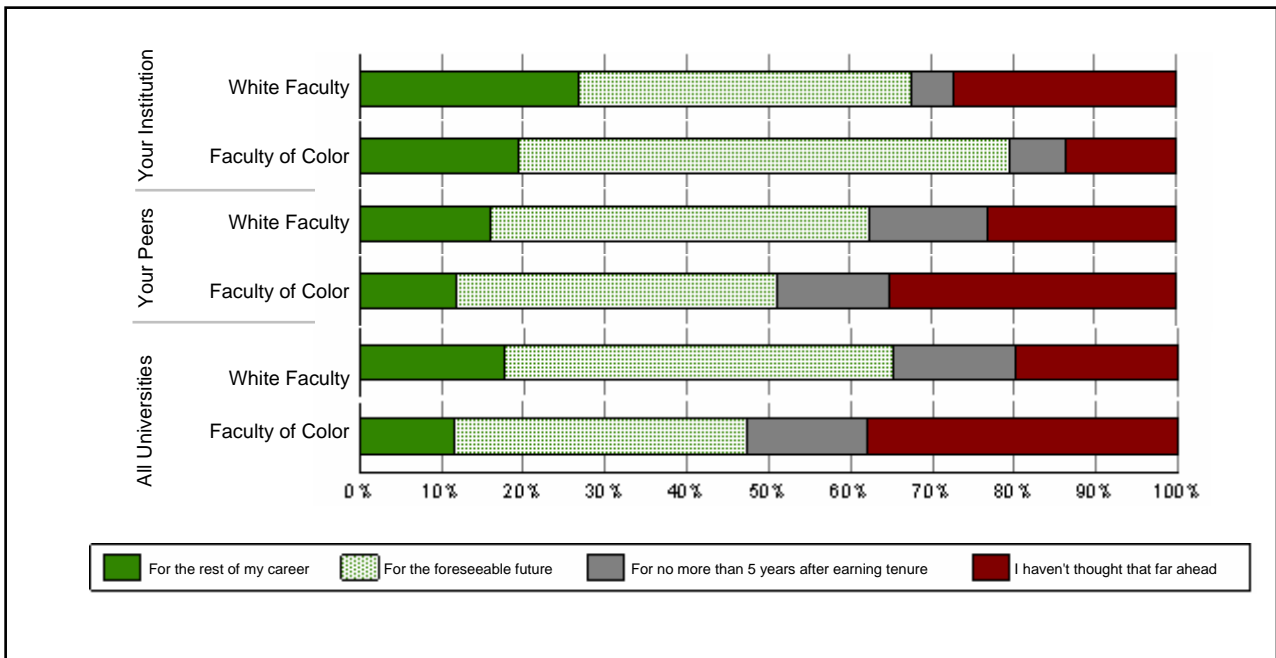
	Males				Females			
	RC	FF	5Y	DK	RC	FF	5Y	DK
Your Institution	29%	44%	2%	26%	18%	47%	13%	22%
Faculty at Peer 1	13%	44%	20%	24%	24%	41%	18%	17%
... Peer 2	10%	40%	17%	32%	15%	35%	22%	28%
... Peer 3	12%	51%	9%	28%	14%	44%	23%	20%
... Peer 4	23%	42%	8%	28%	24%	36%	6%	33%
... Peer 5	11%	53%	12%	25%	11%	53%	14%	23%
All Universities (n=37)	18%	43%	14%	25%	17%	43%	17%	24%



Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); For no more than 5 years after earning tenure (5Y); I haven't thought that far ahead (DK).*

RACE RESULTS

	White Faculty				Faculty of Color			
	RC	FF	5Y	DK	RC	FF	5Y	DK
Your Institution	27%	41%	5%	27%	19%	60%	7%	14%
Faculty at Peer 1	17%	45%	21%	16%	13%	37%	14%	35%
... Peer 2	13%	43%	17%	26%	9%	24%	24%	44%
... Peer 3	15%	46%	14%	25%	5%	58%	10%	27%
... Peer 4	24%	44%	8%	25%	22%	29%	5%	44%
... Peer 5	11%	54%	12%	23%	10%	49%	15%	27%
All Universities (n=37)	18%	46%	15%	20%	13%	36%	15%	37%



Question 48. If I had to do it over again, I would accept my current position. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

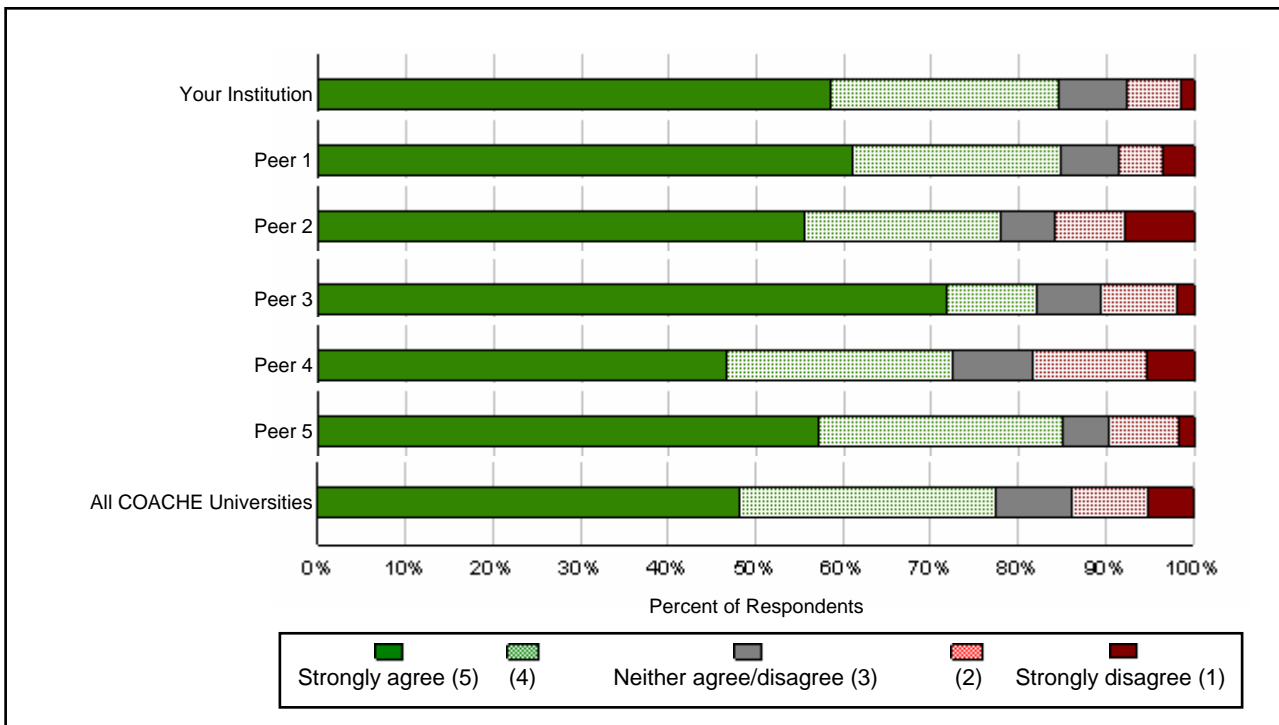
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on reporting that if they had to do it over again, they would accept their current position.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.338	0.9692	0.0964	4.147 to 4.529
Faculty at Peer 1	4.334	1.0351	0.1348	4.064 to 4.603
... Peer 2	4.097	1.2483	0.0993	3.901 to 4.293
... Peer 3	4.411	1.0829	0.1375	4.136 to 4.686
... Peer 4	3.951	1.2508	0.0832	3.787 to 4.115
... Peer 5	4.306	0.9853	0.0839	4.140 to 4.472
Your Peers (n=5)	4.220	0.1700	0.0760	4.009 to 4.431
All Universities (n=37)	4.058	0.2039	0.0335	3.990 to 4.126



Question 48. If I had to do it over again, I would accept my current position. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting that if they had to do it over again, they would accept their current position.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.

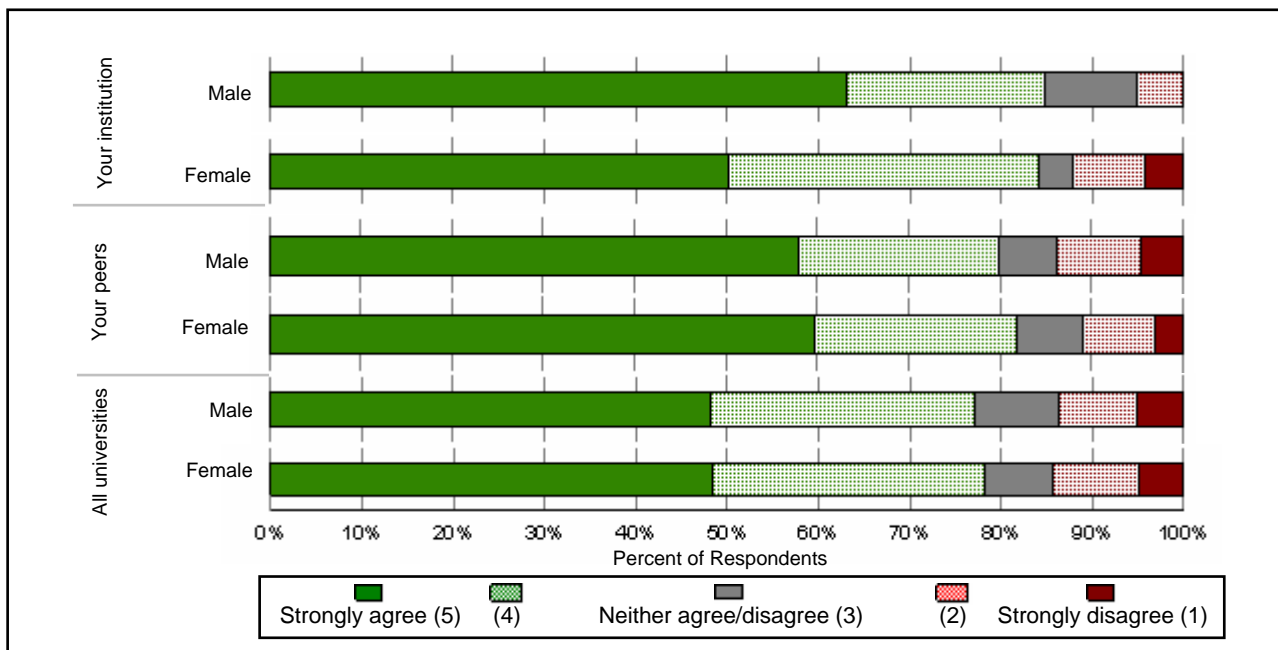
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on reporting that if they had to do it over again, they would accept their current position.
- Among female junior faculty at all universities, your female junior faculty ranked in the 76th percentile on reporting that if they had to do it over again, they would accept their current position.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.427	0.8689	0.1172	4.193 to 4.662	4.179	1.0670	0.1573	3.862 to 4.496
Faculty at Peer 1	4.275	1.0417	0.1627	3.946 to 4.604	4.454	1.0123	0.2386	3.950 to 4.957
... Peer 2	4.072	1.3727	0.1463	3.781 to 4.363	4.139	1.0615	0.1269	3.886 to 4.392
... Peer 3	4.360	1.1358	0.1819	3.992 to 4.728	4.521	0.9722	0.2027	4.100 to 4.941
... Peer 4	3.941	1.2314	0.1076	3.728 to 4.154	3.970	1.2769	0.1310	3.710 to 4.230
... Peer 5	4.320	1.0519	0.1215	4.078 to 4.562	4.286	0.8985	0.1132	4.060 to 4.512
Your Peers (n=5)	4.194	0.1604	0.0717	3.994 to 4.393	4.274	0.2019	0.0903	4.023 to 4.525
All Universities (n=37)	4.061	0.2261	0.0372	3.986 to 4.137	4.055	0.2532	0.0416	3.971 to 4.140



Question 48. If I had to do it over again, I would accept my current position. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.

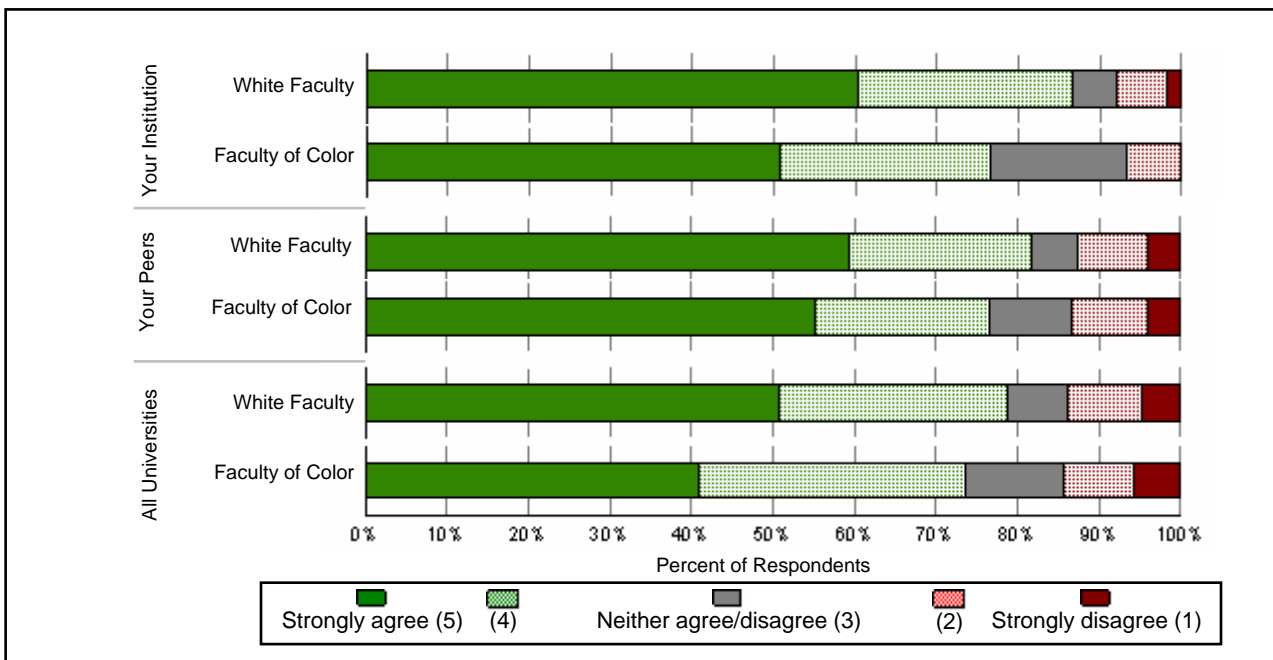
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on reporting that if they had to do it over again, they would accept their current position.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on reporting that if they had to do it over again, they would accept their current position.

Across all universities:

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that if they had to do it over again, they would accept their current position.

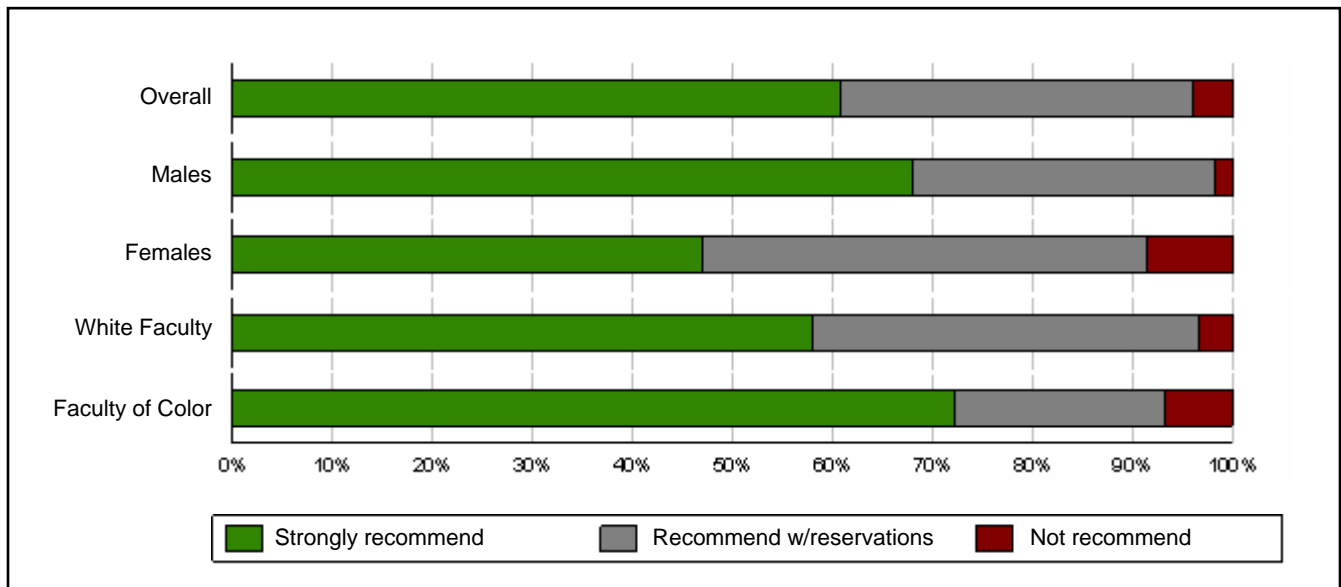
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.371	0.9787	0.1062	4.160 to 4.582	4.206	0.9164	0.2291	3.717 to 4.694
Faculty at Peer 1	4.332	1.0051	0.1533	4.023 to 4.642	4.338	1.1110	0.2778	3.746 to 4.930
... Peer 2	4.133	1.2458	0.1162	3.903 to 4.363	3.996	1.2541	0.1912	3.610 to 4.382
... Peer 3	4.503	1.0113	0.1525	4.195 to 4.810	4.115	1.1967	0.2821	3.520 to 4.710
... Peer 4	3.938	1.2603	0.0984	3.744 to 4.133	3.992	1.2246	0.1555	3.681 to 4.303
... Peer 5	4.317	1.0141	0.1009	4.117 to 4.518	4.268	0.9021	0.1483	3.967 to 4.569
Your Peers (n=5)	4.245	0.1928	0.0862	4.005 to 4.484	4.142	0.1404	0.0628	3.968 to 4.316
All Universities (n=37)	4.097	0.2103	0.0346	4.027 to 4.167	3.909	0.2704	0.0444	3.819 to 3.999



Question 49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you: *Strongly recommend your department as a place to work; Recommend your department with reservations; Not recommend your department as a place to work.*

RESULTS

- Within your institution, there were no significant gender differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.
- Within your institution, there were no significant race differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.



ACADEMIC AREA RESULTS

Stanford University	Strongly recommend	Recommend w/reservations	Not recommend
Humanities	46%	44%	10%
Visual and Performing Arts	*	*	*
Social Sciences	52%	38%	10%
Physical Sciences	61%	39%	0%
Biological Sciences	25%	75%	0%
Engineering/CompSci/Math/Stats	74%	26%	0%
Health & Human Ecology	-	-	-
Agri/Nat Resources/Env Sciences	-	-	-
Business	76%	24%	0%
Education	*	*	*
Medical / Health Professions	79%	21%	0%
Other Professions	*	*	*

Note:

- * indicates less than 5 faculty responded from an academic area
- indicates no faculty responded from an academic area

Question 50. How do you rate your *institution* as a place for junior faculty to work? Great (5); Good (4); So-so (3); Bad (2); Awful (1).

OVERALL RESULTS

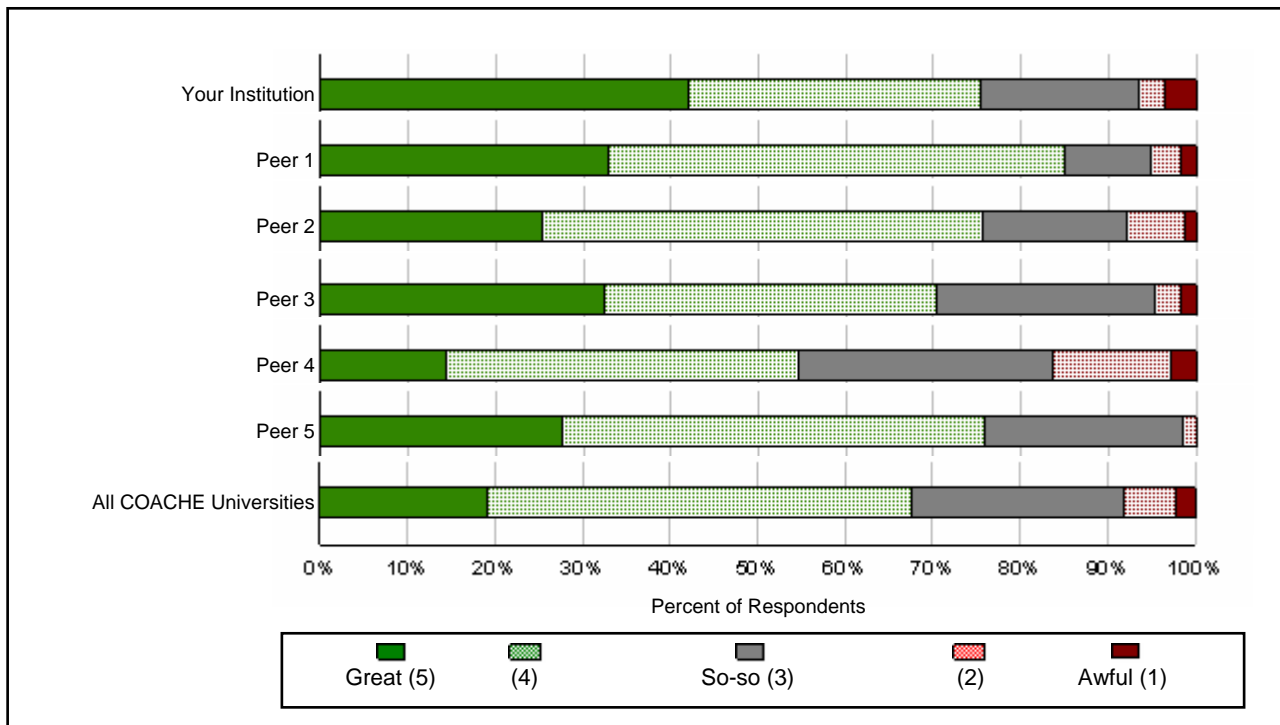
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on rating their institution as a place for junior faculty to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.075	0.9771	0.0967	3.883 to 4.267
Faculty at Peer 1	4.109	0.8454	0.1101	3.889 to 4.330
... Peer 2	3.918	0.8852	0.0700	3.780 to 4.056
... Peer 3	3.962	0.9191	0.1131	3.736 to 4.187
... Peer 4	3.496	1.0100	0.0665	3.365 to 3.627
... Peer 5	4.021	0.7509	0.0635	3.896 to 4.146
Your Peers (n=5)	3.901	0.2125	0.0950	3.637 to 4.165
All Universities (n=37)	3.739	0.1992	0.0327	3.673 to 3.806



Question 50. How do you rate your institution as a place for junior faculty to work? Great (5); Good (4); So-so (3); Bad (2); Awful (1).

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's ratings of their institution as a place for junior faculty to work.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on rating their institution as a place for junior faculty to work.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.

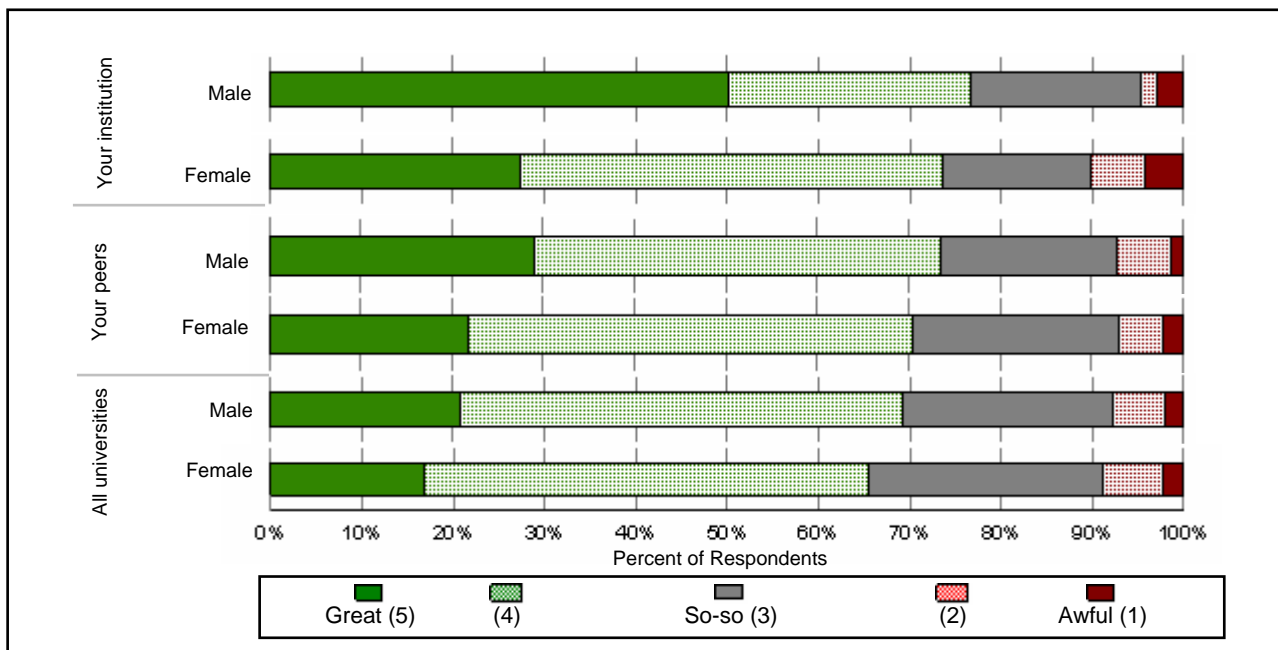
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on rating their institution as a place for junior faculty to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on rating their institution as a place for junior faculty to work.

Across all universities:

- Across all universities, male junior faculty rated their institution as a place for junior faculty to work more highly than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.190	0.9395	0.1255	3.939 to 4.442	3.866	0.9962	0.1469	3.570 to 4.161
Faculty at Peer 1	4.132	0.8330	0.1285	3.873 to 4.392	4.059	0.8725	0.2116	3.610 to 4.507
... Peer 2	3.954	0.9535	0.1005	3.754 to 4.154	3.855	0.7882	0.0942	3.667 to 4.043
... Peer 3	3.946	0.9846	0.1557	3.631 to 4.261	3.991	0.8077	0.1584	3.665 to 4.317
... Peer 4	3.583	0.9365	0.0806	3.424 to 3.743	3.321	1.0831	0.1105	3.102 to 3.541
... Peer 5	4.090	0.7476	0.0863	3.918 to 4.262	3.923	0.7385	0.0916	3.740 to 4.106
Your Peers (n=5)	3.941	0.1933	0.0864	3.701 to 4.181	3.830	0.2633	0.1177	3.503 to 4.157
All Universities (n=37)	3.769	0.2222	0.0365	3.695 to 3.843	3.695	0.2203	0.0362	3.621 to 3.768



Question 50. How do you rate your institution as a place for junior faculty to work? Great (5); Good (4); So-so (3); Bad (2); Awful (1).

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's ratings of their institution as a place for junior faculty to work.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.

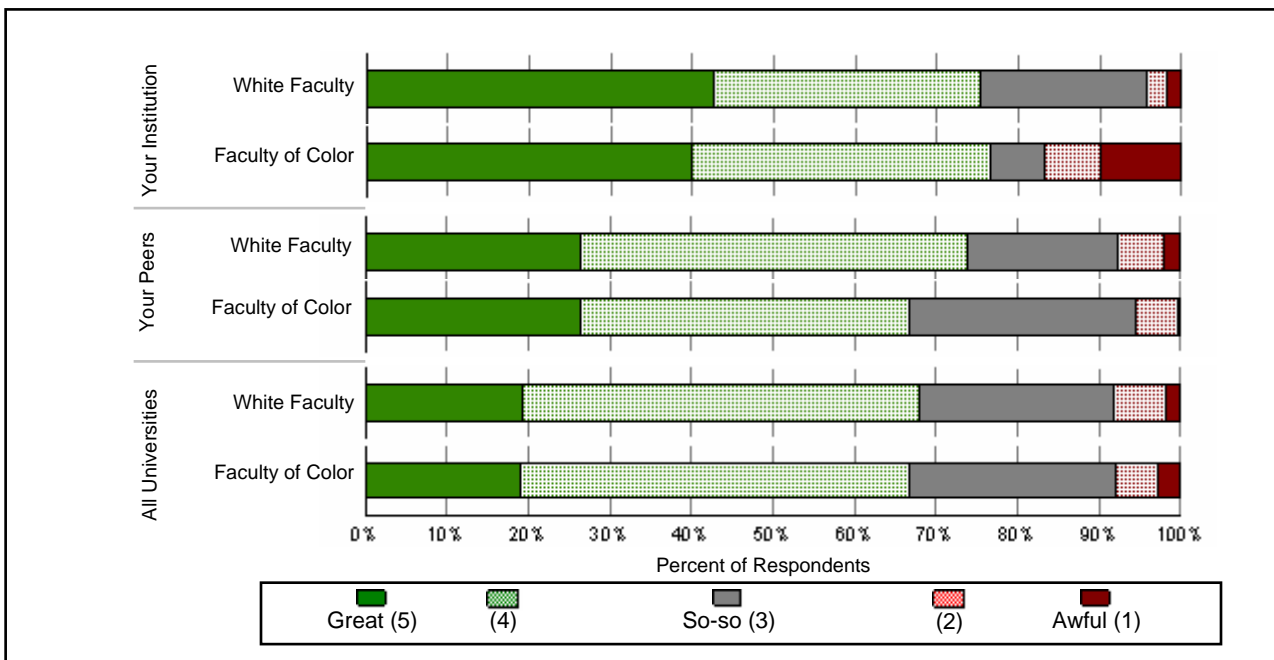
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th percentile on rating their institution as a place for junior faculty to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 78th percentile on rating their institution as a place for junior faculty to work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's ratings of their institution as a place for junior faculty to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.117	0.9478	0.1022	3.914 to 4.321	3.899	1.1180	0.2795	3.303 to 4.495
Faculty at Peer 1	4.047	0.8880	0.1354	3.774 to 4.320	4.288	0.6818	0.1704	3.925 to 4.651
... Peer 2	3.903	0.8904	0.0823	3.740 to 4.066	3.962	0.8614	0.1314	3.697 to 4.227
... Peer 3	4.060	0.8850	0.1291	3.800 to 4.320	3.639	0.9297	0.2133	3.191 to 4.087
... Peer 4	3.480	0.9972	0.0767	3.329 to 3.632	3.549	1.0433	0.1325	3.284 to 3.814
... Peer 5	4.047	0.7622	0.0751	3.898 to 4.196	3.933	0.7161	0.1177	3.694 to 4.172
Your Peers (n=5)	3.908	0.2212	0.0989	3.633 to 4.182	3.874	0.2620	0.1172	3.549 to 4.199
All Universities (n=37)	3.740	0.2145	0.0353	3.669 to 3.812	3.745	0.2855	0.0469	3.650 to 3.840



COACHE

the collaborative on academic careers in higher education

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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	*

* 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 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	*

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

ACADEMIC AREA RESULTS

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

Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	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	*

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

ACADEMIC AREA RESULTS

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

Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	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	*

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ACADEMIC AREA RESULTS

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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	-

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Appendix A: Frequency Tables

APPENDIX A: FREQUENCY TABLES

Appendix A consists of frequency tables for all the closed-ended questions in the survey. Whereas the core report presents the average ratings for each question, as well as a bar chart illustrating (but not specifying) frequencies of each response, these tables show the percentage of people who gave each response for each question.

The tables are numbered to match the numbers of the survey question:

- Survey questions 1 through 18 are demographic questions. There is no Table 2-1 (i.e., Table 3-1 follows Table 1-1) because Question 2 in the survey is an open-ended question (see Appendix B for responses to open-ended questions), and thus not amenable to reporting as a frequency table. These results are provided for overall populations only, and are not further broken down into results by sex or race.
- Survey questions 19 through 50 ask about various aspects of the workplace. These results are provided as frequencies overall (indicated as Table/ Question number /-1), by gender (-2), and by race (-3).

The components of the tables are described as follows:

- Questions 1-18 (Demographic Questions)
 1. Each table shows a given question's frequencies for respondents at your institution, for respondents at your five peer institutions pooled, and for respondents at all universities pooled.
 2. *Valid Responders* indicates the number of respondents who answered the question, not including those who chose *NA* (Not Applicable) or *Decline to Answer*.
 3. The possible responses are listed in the left-most column, and the percent of valid responders who chose each response is listed to the right of each response.
 4. Below these percentages is listed the number who chose NA or Decline to Answer.
- Questions 19-50 (Workplace Questions)
 1. Each table shows a given question's frequencies for respondents at your institution, for respondents at each of your five peer institutions, for your five peer institutions pooled, and for respondents at all universities pooled.
 2. The rest of the table for each of these questions is similar to that for each Demographic question, but means are also given. The means for "all peers" and for "all universities" are pooled; these means differ from the "mean of the means" reported in the core report in that the means here are calculated by adding each individual's rating and dividing by the total number of responses (i.e., the faculty respondent is the unit of analysis). The means in the core report, on the other hand, are calculated by adding the institutions' means, then dividing by the number of institutions (i.e., the institution is the unit of analysis). We use this latter method in the core report because we believe the institutional means more faithfully represent the differences between institutions, regardless of the size of their faculty.

Please note that the percentages for each response sometimes do not add up to exactly 100% due to rounding. The data are *weighted* to match the proportion of each race/sex combination (e.g., Hispanic females) in the survey sample to the population of each institution. (See page 6 in the core report for weight values at your institution and page 3 for an explanation of sample balancing/data weighting.) The number of respondents choosing each response is then rounded to the nearest percentage.

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 1-1

I. Demographics

Q1. Are you employed full time in a tenure-track position?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	694 100%	4506 100%
Yes	100%	100%	100%
No	0%	0%	0%
Not included in base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 3-1

I. Demographics

Q3. What is the highest degree you have earned?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	693 100%	4496 100%
Doctorate (including J.D.)	99%	96%	94%
Master's	1%	4%	6%
Bachelor's	0%	0%	<1%
Not included in base:			
Decline to Answer	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 4-1

I. Demographics

Q4. In what year did you earn your highest degree?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	689 100%	4482 100%
Before 1997	24%	28%	26%
1997-1999	27%	26%	24%
2000-2002	32%	30%	34%
2003-2005	18%	16%	16%
Not included in base:			
Decline to Answer	-	5	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 5-1

I. Demographics

Q5. Did you hold a postdoctoral appointment?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	687 100%	4454 100%
Yes	52%	48%	38%
No	48%	52%	62%
Not included in base:			
Decline to Answer	-	7	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6a-1

I. Demographics

Q6a. Is this your first tenure-track appointment?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	691 100%	4487 100%
Yes	82%	80%	79%
No	18%	20%	21%
Not included in base:			
Decline to Answer	-	3	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6b-1

I. Demographics

Q6b. How many years on the tenure track did you complete elsewhere?

BASE: Not first tenure-track appointment

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	20 100%	140 100%	912 100%
1 year or less	10%	13%	10%
2 years	6%	27%	22%
3 years	30%	21%	20%
4 years	33%	10%	14%
5 or more years	15%	23%	22%
Full tenure	7%	6%	12%
Not included in base:			
Decline to Answer	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6c-1

I. Demographics

Q6c. Did you leave that prior appointment voluntarily?

BASE: Not first tenure-track appointment

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	20 100%	139 100%	914 100%
Yes	100%	99%	96%
No	0%	1%	4%
Not included in base:			
Decline to Answer	-	2	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6d-1

I. Demographics

Q6d. Did your current faculty appointment begin with credit for prior service elsewhere?

BASE: Not first tenure-track appointment

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	19 100%	137 100%	891 100%
Yes	32%	32%	36%
No	68%	68%	64%
Not included in base:			
Decline to Answer	1	4	30

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6e-1

I. Demographics

Q6e. How many years of credit for prior service elsewhere did you receive?

BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	6 100%	40 100%	301 100%
1 year or less	0%	15%	14%
2 years	18%	14%	27%
3 years	32%	38%	28%
4 years	13%	18%	10%
5 or more years	38%	11%	17%
Full tenure	0%	3%	3%
Not included in base:			
Decline to Answer	-	4	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 7-1

I. Demographics

Q7. Please indicate the year in which your current faculty appointment began.

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	689 100%	4475 100%
Before 1999	4%	9%	3%
1999	4%	8%	5%
2000	13%	13%	12%
2001	17%	14%	16%
2002	11%	15%	20%
2003	25%	17%	21%
2004	26%	24%	23%
Not included in base:			
Decline to Answer	-	5	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 8-1

I. Demographics

Q8. What is your rank?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	689 100%	4493 100%
Professor	0%	1%	1%
Associate Professor	11%	22%	10%
Assistant Professor	89%	77%	89%
Instructor/ Lecturer	0%	<1%	<1%
Not included in base:			
Decline to Answer	-	5	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 9-1

I. Demographics

Q9. Do you hold a joint appointment (formal responsibilities in more than one department)?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	689 100%	4489 100%
Yes	10%	16%	10%
No	90%	84%	90%
Not included in base:			
Decline to Answer	-	5	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 11-1

I. Demographics

Q11. What is your race/ethnicity?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	694 100%	4506 100%
- White, Non-Hispanic	80%	76%	74%
- NET: Color	20%	24%	26%
Asian/ Pacific Islander	11%	13%	14%
American Indian/ Native Alaskan	3%	1%	1%
Hispanic	3%	4%	4%
Black, Non-Hispanic	3%	5%	6%
Other	0%	1%	1%
Not included in base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 12-1

I. Demographics

Q12. What is your citizenship status?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	106 100%	676 100%	4398 100%
U.S. Citizen	64%	73%	78%
Non-U.S. Citizen	36%	27%	22%
Not included in base:			
Decline to Answer	3	18	107

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 13-1

I. Demographics

Q13. What is your gender?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	694 100%	4506 100%
Male	65%	64%	60%
Female	35%	36%	40%
Not included in base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 14-1

I. Demographics

Q14. Age (In what year were you born?)

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	106 100%	669 100%	4341 100%
30 OR LESS	10%	4%	4%
31-35	38%	31%	28%
36-40	41%	37%	32%
41-45	11%	18%	18%
46+	1%	10%	18%
MEAN (Age)	36	38	39
Not included in base:			
Decline to Answer	3	25	165

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 15-1

I. Demographics

Q15. What is your annual salary?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	107 100%	667 100%	4362 100%
Less than \$30,000	0%	0%	<1%
\$30,000 to \$44,999	0%	1%	4%
\$45,000 to \$59,999	2%	23%	39%
\$60,000 to \$74,999	30%	28%	26%
\$75,000 to \$89,999	9%	18%	14%
\$90,000 or above	58%	31%	16%
MEAN (In \$1000s)	\$ 89	\$ 78	\$ 69
Not included in base:			
Decline to Answer	2	27	144

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 16a-1

I. Demographics

Q16a. How many children under the age of 18 live with you at home?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	685 100%	4442 100%
- None	50%	47%	50%
- NET: 1+	50%	53%	50%
1	28%	21%	21%
2	22%	24%	22%
3	0%	6%	5%
4+	1%	1%	2%
MEAN (Including None)	0.7	0.9	0.9
MEAN (Excluding None)	1.5	1.8	1.8
Not included in base:			
Decline to Answer	-	9	64

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 16b-1

I. Demographics

Q16b. How many other dependents (e.g., an adult that requires your care) live with you at home?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	687 100%	4431 100%
- None	86%	82%	81%
- NET: 1+	14%	18%	19%
1	14%	16%	17%
2	0%	1%	2%
3	0%	<1%	1%
4+	0%	<1%	1%
MEAN (Including None)	0.1	0.2	0.2
MEAN (Excluding None)	1.0	1.2	1.3
Not included in base:			
Decline to Answer	-	7	75

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 17-1

I. Demographics

Q17. Which statement most clearly describes your household's employment situation?

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	109 100%	676 100%	4354 100%
- I do not have a spouse/ partner	11%	16%	19%
- NET: Have a spouse/ partner	89%	84%	81%
My spouse/ partner is not employed	18%	19%	18%
My spouse/ partner is employed full-time at this institution	20%	19%	17%
My spouse/ partner is employed full-time elsewhere	36%	31%	32%
My spouse/ partner is employed part-time at this institution	6%	5%	5%
My spouse/ partner is employed part-time elsewhere	9%	10%	10%
Not included in base:			
Decline to Answer	-	18	152

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 18-1

I. Demographics

Q18. Do you and your spouse/partner reside in separate communities for work reasons?

BASE: Have a spouse/partner

	STAN- FORD	All Peers	All Univ
	-----	-----	-----
Valid responders:	97 100%	566 100%	3533 100%
Yes	5%	11%	9%
No	92%	85%	88%
Not included in base:			
Decline to Answer	-	2	6
Not applicable	3	19	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-1

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	108 100%	- 100%	- 100%	- 100%	- 100%	- 100%	689 100%	4483 100%
- NET: Clear (5,4)	73%	82%	71%	76%	50%	72%	65%	69%
Very clear (5)	18%	22%	21%	25%	9%	17%	16%	18%
Fairly clear (4)	54%	59%	50%	52%	41%	54%	49%	51%
- Neither clear nor unclear (3)	13%	12%	12%	16%	14%	16%	14%	13%
Fairly unclear (2)	13%	3%	11%	6%	21%	10%	13%	12%
Very unclear (1)	1%	3%	7%	1%	15%	3%	8%	6%
- NET: Unclear (2,1)	14%	6%	18%	8%	36%	12%	21%	18%
Mean	3.753	3.942	3.669	3.923	3.073	3.743	3.525	3.626
Not included in base:								
Decline to Answer	1	1	-	2	2	-	5	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-2

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	70 100%	- 100%	- 100%	- 100%	- 100%	- 100%	438 100%	2683 100%	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	251 100%	1800 100%
- NET: Clear (5,4)	78%	78%	71%	83%	57%	75%	68%	70%	62%	89%	71%	64%	35%	68%	59%	68%
Very clear (5)	22%	26%	21%	30%	9%	18%	17%	18%	12%	15%	21%	15%	8%	17%	15%	17%
Fairly clear (4)	57%	52%	50%	53%	48%	57%	51%	52%	50%	74%	50%	49%	27%	51%	45%	51%
- Neither clear nor unclear (3)	16%	18%	9%	12%	13%	13%	13%	14%	8%	0%	17%	23%	17%	19%	16%	12%
Fairly unclear (2)	6%	2%	13%	5%	17%	11%	12%	11%	26%	5%	6%	9%	28%	9%	14%	13%
Very unclear (1)	0%	2%	7%	0%	13%	1%	7%	5%	4%	5%	6%	3%	20%	4%	10%	7%
- NET: Unclear (2,1)	6%	4%	20%	5%	30%	12%	19%	17%	30%	11%	13%	13%	49%	13%	24%	20%
Mean	3.941	3.968	3.635	4.076	3.244	3.791	3.599	3.651	3.405	3.890	3.725	3.633	2.738	3.676	3.397	3.589
Not included in base:																
Decline to Answer	1	1	-	2	1	-	4	17	-	-	-	-	1	-	1	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-3

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure process to be...

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	86 100%	- 100%	- 100%	- 100%	- 100%	- 100%	525 100%	3320 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	164 100%	1163 100%
- NET: Clear (5,4)	75%	86%	70%	78%	48%	71%	65%	70%	64%	69%	72%	70%	54%	74%	66%	67%
Very clear (5)	18%	19%	18%	25%	10%	14%	15%	17%	18%	33%	28%	22%	6%	28%	20%	19%
Fairly clear (4)	57%	67%	52%	53%	38%	57%	50%	52%	46%	36%	44%	48%	48%	47%	46%	48%
- Neither clear nor unclear (3)	12%	10%	9%	18%	13%	16%	13%	12%	18%	18%	20%	10%	18%	15%	17%	16%
Fairly unclear (2)	12%	0%	13%	4%	20%	10%	13%	12%	18%	13%	3%	15%	24%	8%	13%	11%
Very unclear (1)	2%	4%	7%	0%	18%	3%	9%	6%	0%	0%	5%	5%	4%	2%	4%	5%
- NET: Unclear (2,1)	13%	4%	21%	4%	38%	13%	22%	19%	18%	13%	8%	20%	28%	10%	17%	17%
Mean	3.781	3.960	3.601	3.997	3.012	3.696	3.484	3.623	3.642	3.890	3.862	3.672	3.277	3.899	3.657	3.634
Not included in base:																
Decline to Answer	1	1	-	2	1	-	4	15	-	-	-	-	1	-	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-1

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

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

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	688 100%	4482 100%
- NET: Clear (5,4)	65%	77%	67%	75%	45%	73%	62%	65%
Very clear (5)	16%	21%	20%	17%	9%	16%	15%	16%
Fairly clear (4)	49%	55%	47%	58%	36%	57%	47%	49%
- Neither clear nor unclear (3)	17%	17%	13%	14%	19%	13%	15%	14%
Fairly unclear (2)	13%	3%	14%	4%	21%	12%	14%	14%
Very unclear (1)	5%	3%	6%	6%	15%	3%	8%	7%
- NET: Unclear (2,1)	18%	6%	20%	11%	37%	15%	23%	21%
Mean	3.573	3.882	3.607	3.754	3.013	3.714	3.462	3.530
Not included in base:								
Decline to Answer	-	1	-	2	3	-	6	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-2

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

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

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	438 100%	2683 100%	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	250 100%	1799 100%
- NET: Clear (5,4)	66%	78%	69%	77%	47%	72%	63%	65%	62%	74%	64%	71%	41%	75%	61%	66%
Very clear (5)	18%	17%	20%	20%	9%	15%	15%	16%	10%	30%	21%	12%	9%	17%	16%	16%
Fairly clear (4)	48%	61%	49%	58%	38%	57%	48%	49%	52%	44%	43%	60%	31%	58%	44%	50%
- Neither clear nor unclear (3)	19%	18%	10%	15%	19%	14%	15%	15%	14%	15%	17%	12%	18%	11%	15%	12%
Fairly unclear (2)	12%	2%	15%	0%	23%	13%	15%	14%	16%	5%	12%	13%	18%	10%	13%	14%
Very unclear (1)	3%	2%	6%	8%	11%	1%	7%	6%	8%	5%	7%	4%	24%	5%	11%	8%
- NET: Unclear (2,1)	15%	5%	21%	8%	34%	14%	22%	20%	24%	11%	19%	17%	42%	15%	24%	22%
Mean	3.663	3.878	3.617	3.821	3.101	3.705	3.491	3.541	3.405	3.890	3.591	3.627	2.840	3.726	3.410	3.515
Not included in base:																
Decline to Answer	-	1	-	2	1	-	4	17	-	-	-	-	2	-	2	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-3

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

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

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	524 100%	3318 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	164 100%	1164 100%
- NET: Clear (5,4)	65%	75%	69%	76%	44%	73%	62%	66%	64%	81%	60%	75%	46%	72%	61%	64%
Very clear (5)	17%	19%	21%	19%	11%	14%	16%	16%	9%	27%	18%	11%	3%	20%	13%	16%
Fairly clear (4)	48%	56%	48%	57%	33%	59%	47%	50%	55%	54%	43%	63%	43%	52%	48%	48%
- Neither clear nor unclear (3)	18%	19%	12%	16%	17%	12%	15%	13%	13%	11%	16%	6%	24%	15%	17%	18%
Fairly unclear (2)	12%	2%	15%	2%	21%	11%	14%	14%	18%	7%	11%	13%	23%	13%	15%	12%
Very unclear (1)	5%	4%	4%	6%	18%	4%	9%	7%	5%	0%	12%	6%	8%	0%	7%	6%
- NET: Unclear (2,1)	17%	6%	19%	8%	39%	15%	23%	22%	23%	7%	24%	20%	31%	13%	22%	18%
Mean	3.604	3.839	3.672	3.800	2.986	3.692	3.461	3.525	3.451	4.013	3.421	3.595	3.104	3.787	3.462	3.547
Not included in base:																
Decline to Answer	-	1	-	2	2	-	5	17	-	-	-	-	1	-	1	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-1

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

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

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	686 100%	4474 100%
- NET: Clear (5,4)	56%	66%	51%	53%	32%	52%	46%	50%
Very clear (5)	10%	7%	12%	8%	5%	9%	8%	10%
Fairly clear (4)	46%	59%	39%	45%	27%	43%	38%	41%
- Neither clear nor unclear (3)	19%	17%	17%	20%	17%	21%	18%	20%
Fairly unclear (2)	19%	14%	20%	18%	28%	21%	22%	20%
Very unclear (1)	7%	3%	12%	9%	23%	6%	13%	10%
- NET: Unclear (2,1)	26%	18%	32%	27%	51%	27%	36%	30%
Mean	3.339	3.519	3.187	3.254	2.640	3.292	3.055	3.205
Not included in base:								
Decline to Answer	-	1	2	2	2	-	8	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-2

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

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

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	435 100%	2678 100%	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	250 100%	1797 100%
- NET: Clear (5,4)	58%	69%	52%	59%	34%	52%	48%	51%	51%	60%	49%	41%	28%	52%	43%	50%
Very clear (5)	12%	11%	13%	10%	5%	11%	9%	10%	6%	0%	10%	4%	6%	8%	7%	9%
Fairly clear (4)	46%	58%	38%	49%	29%	41%	39%	41%	45%	60%	39%	38%	22%	45%	36%	41%
- Neither clear nor unclear (3)	19%	20%	13%	22%	19%	22%	19%	21%	18%	10%	24%	18%	13%	20%	18%	18%
Fairly unclear (2)	18%	9%	23%	14%	26%	23%	22%	19%	20%	26%	15%	25%	32%	17%	23%	22%
Very unclear (1)	5%	2%	12%	5%	21%	3%	12%	9%	10%	5%	12%	16%	27%	10%	16%	10%
- NET: Unclear (2,1)	23%	11%	35%	19%	46%	26%	33%	28%	30%	31%	27%	40%	59%	27%	39%	32%
Mean	3.429	3.656	3.180	3.444	2.724	3.344	3.118	3.227	3.169	3.242	3.199	2.892	2.474	3.222	2.944	3.173
Not included in base:																
Decline to Answer	-	1	2	2	1	-	7	22	-	-	-	-	1	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-3

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

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

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	522 100%	3313 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	164 100%	1161 100%
- NET: Clear (5,4)	51%	67%	52%	56%	32%	52%	46%	50%	73%	63%	48%	43%	34%	54%	45%	52%
Very clear (5)	10%	0%	10%	8%	5%	8%	7%	9%	9%	29%	18%	6%	5%	14%	13%	12%
Fairly clear (4)	41%	67%	42%	48%	26%	44%	39%	41%	65%	34%	29%	37%	29%	41%	33%	40%
- Neither clear nor unclear (3)	21%	12%	15%	19%	16%	20%	16%	19%	8%	30%	23%	26%	22%	24%	24%	23%
Fairly unclear (2)	20%	17%	21%	14%	27%	21%	22%	21%	14%	7%	17%	31%	33%	19%	23%	17%
Very unclear (1)	7%	4%	12%	12%	26%	7%	15%	10%	5%	0%	12%	0%	11%	2%	7%	8%
- NET: Unclear (2,1)	27%	21%	33%	25%	53%	28%	37%	32%	18%	7%	29%	31%	44%	21%	30%	25%
Mean	3.275	3.413	3.167	3.277	2.579	3.246	3.008	3.167	3.592	3.839	3.243	3.172	2.845	3.447	3.203	3.315
Not included in base:																
Decline to Answer	-	1	2	2	1	-	7	21	-	-	-	-	2	-	2	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-1

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

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

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	686 100%	4454 100%
- NET: Clear (5,4)	65%	75%	59%	68%	44%	62%	57%	59%
Very clear (5)	16%	21%	15%	14%	7%	13%	12%	13%
Fairly clear (4)	49%	53%	43%	54%	37%	49%	44%	46%
- Neither clear nor unclear (3)	15%	19%	20%	17%	24%	27%	22%	21%
Fairly unclear (2)	16%	4%	12%	9%	20%	8%	13%	14%
Very unclear (1)	4%	3%	10%	6%	12%	3%	8%	6%
- NET: Unclear (2,1)	20%	7%	22%	15%	32%	11%	21%	20%
Mean	3.577	3.860	3.429	3.609	3.056	3.607	3.393	3.451
Not included in base:								
Decline to Answer	-	2	-	1	3	2	8	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-2

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

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

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	71 100%	- 100%	- 100%	- 100%	- 100%	- 100%	438 100%	2667 100%	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1787 100%
- NET: Clear (5,4)	64%	75%	57%	73%	50%	59%	58%	59%	66%	74%	61%	59%	31%	66%	53%	58%
Very clear (5)	17%	22%	14%	19%	6%	12%	12%	13%	14%	20%	17%	4%	7%	14%	12%	12%
Fairly clear (4)	48%	53%	43%	54%	44%	48%	46%	46%	52%	54%	44%	55%	24%	52%	41%	46%
- Neither clear nor unclear (3)	17%	23%	18%	20%	24%	31%	23%	22%	12%	10%	22%	11%	25%	22%	21%	19%
Fairly unclear (2)	17%	0%	14%	0%	15%	10%	11%	13%	14%	11%	9%	26%	29%	4%	16%	16%
Very unclear (1)	1%	2%	11%	7%	11%	0%	8%	6%	8%	5%	8%	4%	15%	7%	10%	7%
- NET: Unclear (2,1)	18%	2%	24%	7%	26%	10%	18%	19%	22%	16%	17%	30%	44%	12%	26%	23%
Mean	3.614	3.921	3.364	3.774	3.192	3.608	3.444	3.479	3.507	3.740	3.537	3.288	2.784	3.607	3.303	3.408
Not included in base:																
Decline to Answer	-	2	-	1	1	-	4	32	-	-	-	-	2	2	4	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-3

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

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

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	522 100%	3299 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	164 100%	1154 100%
- NET: Clear (5,4)	65%	72%	62%	67%	43%	59%	56%	59%	66%	81%	49%	73%	47%	71%	58%	59%
Very clear (5)	16%	17%	15%	15%	7%	12%	12%	13%	14%	33%	15%	11%	4%	15%	13%	12%
Fairly clear (4)	49%	55%	47%	52%	36%	47%	44%	46%	52%	48%	34%	62%	42%	56%	45%	47%
- Neither clear nor unclear (3)	16%	21%	18%	19%	22%	29%	22%	20%	11%	11%	25%	11%	30%	20%	23%	23%
Fairly unclear (2)	15%	2%	11%	9%	20%	8%	13%	15%	18%	7%	14%	10%	19%	6%	13%	13%
Very unclear (1)	4%	4%	9%	6%	15%	3%	9%	7%	5%	0%	12%	6%	4%	2%	6%	5%
- NET: Unclear (2,1)	19%	7%	20%	15%	35%	11%	22%	21%	23%	7%	26%	16%	23%	8%	19%	18%
Mean	3.593	3.788	3.490	3.606	3.003	3.559	3.370	3.439	3.514	4.070	3.253	3.621	3.235	3.764	3.466	3.483
Not included in base:																
Decline to Answer	-	2	-	1	2	2	7	35	-	-	-	-	2	-	2	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-1

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	671 100%	4390 100%
- NET: Clear (5,4)	44%	60%	65%	68%	30%	68%	53%	66%
Very clear (5)	7%	17%	24%	10%	8%	22%	16%	22%
Fairly clear (4)	37%	43%	41%	59%	22%	46%	37%	44%
- Neither clear nor unclear (3)	40%	26%	21%	21%	33%	16%	24%	20%
Fairly unclear (2)	11%	13%	9%	6%	19%	11%	13%	9%
Very unclear (1)	6%	2%	6%	5%	18%	4%	9%	5%
- NET: Unclear (2,1)	16%	14%	14%	11%	37%	16%	22%	14%
Mean	3.297	3.605	3.686	3.618	2.822	3.701	3.370	3.690
Not included in base:								
Decline to Answer	3	8	3	4	7	2	23	116

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-2

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	2626 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	242 100%	1764 100%
- NET: Clear (5,4)	51%	67%	63%	80%	35%	74%	57%	68%	32%	44%	68%	46%	20%	60%	46%	63%
Very clear (5)	8%	21%	27%	13%	8%	24%	17%	25%	6%	6%	17%	4%	8%	20%	13%	18%
Fairly clear (4)	43%	45%	36%	67%	27%	50%	40%	44%	26%	38%	50%	42%	12%	40%	33%	44%
- Neither clear nor unclear (3)	33%	26%	23%	14%	31%	9%	22%	19%	51%	25%	17%	32%	37%	26%	28%	22%
Fairly unclear (2)	10%	5%	7%	0%	18%	14%	12%	7%	12%	31%	11%	18%	21%	8%	16%	10%
Very unclear (1)	6%	2%	7%	5%	16%	3%	9%	5%	4%	0%	4%	4%	22%	6%	10%	6%
- NET: Unclear (2,1)	16%	7%	14%	5%	34%	17%	21%	12%	17%	31%	15%	22%	43%	14%	26%	16%
Mean	3.360	3.780	3.699	3.822	2.924	3.779	3.451	3.757	3.179	3.194	3.664	3.239	2.622	3.589	3.225	3.591
Not included in base:																
Decline to Answer	2	4	1	4	5	-	13	74	1	4	2	-	2	2	10	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-3

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

I feel that my own prospects for earning tenure are...

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3263 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1126 100%
- NET: Clear (5,4)	40%	54%	66%	77%	28%	66%	52%	66%	59%	75%	62%	39%	36%	76%	55%	66%
Very clear (5)	7%	12%	22%	11%	8%	22%	15%	22%	9%	31%	29%	6%	8%	23%	19%	21%
Fairly clear (4)	34%	43%	45%	66%	20%	44%	38%	44%	50%	45%	32%	34%	28%	53%	36%	45%
- Neither clear nor unclear (3)	42%	29%	19%	11%	30%	17%	23%	19%	31%	18%	26%	51%	41%	13%	30%	23%
Fairly unclear (2)	13%	15%	10%	5%	20%	12%	14%	9%	0%	7%	6%	10%	14%	11%	10%	7%
Very unclear (1)	4%	2%	5%	6%	21%	5%	11%	6%	10%	0%	6%	0%	9%	0%	5%	4%
- NET: Unclear (2,1)	18%	17%	15%	12%	41%	17%	25%	15%	10%	7%	13%	10%	23%	11%	15%	11%
Mean	3.245	3.467	3.675	3.697	2.740	3.647	3.315	3.679	3.492	3.991	3.719	3.352	3.114	3.878	3.545	3.722
Not included in base:																
Decline to Answer	3	7	2	4	2	2	17	71	-	1	1	-	5	-	7	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	687 100%	4448 100%
- NET: Clear (5,4)	83%	86%	78%	84%	62%	74%	73%	74%
Very clear (5)	37%	41%	37%	37%	26%	34%	33%	31%
Fairly clear (4)	46%	44%	41%	47%	35%	40%	40%	43%
- Neither clear nor unclear (3)	9%	6%	7%	4%	14%	12%	10%	9%
Fairly unclear (2)	5%	5%	10%	9%	17%	11%	12%	12%
Very unclear (1)	3%	3%	4%	3%	8%	2%	5%	4%
- NET: Unclear (2,1)	8%	8%	14%	12%	25%	13%	17%	17%
Mean	4.096	4.155	3.969	4.063	3.552	3.936	3.842	3.830
Not included in base:								
Decline to Answer	3	1	1	1	3	1	7	43
Not Applicable	-	-	-	-	-	-	-	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	436 100%	2659 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	251 100%	1788 100%
- NET: Clear (5,4)	86%	91%	74%	87%	63%	78%	74%	75%	78%	74%	86%	78%	58%	70%	71%	72%
Very clear (5)	43%	49%	35%	49%	28%	35%	35%	33%	27%	25%	40%	14%	23%	33%	29%	27%
Fairly clear (4)	43%	42%	39%	38%	35%	42%	38%	42%	51%	50%	45%	64%	36%	37%	42%	45%
- Neither clear nor unclear (3)	8%	5%	8%	3%	14%	12%	10%	10%	12%	11%	5%	7%	12%	12%	10%	9%
Fairly unclear (2)	3%	2%	13%	8%	18%	10%	13%	12%	8%	10%	5%	11%	17%	13%	12%	14%
Very unclear (1)	3%	2%	4%	3%	5%	0%	3%	4%	2%	5%	4%	4%	13%	5%	7%	5%
- NET: Unclear (2,1)	6%	5%	17%	10%	23%	10%	16%	15%	10%	15%	9%	15%	29%	18%	19%	19%
Mean	4.189	4.334	3.877	4.234	3.637	4.030	3.901	3.886	3.923	3.792	4.120	3.730	3.386	3.808	3.741	3.746
Not included in base:																
Decline to Answer	2	1	1	1	2	1	6	29	1	-	-	-	1	-	1	14
Not Applicable	-	-	-	-	-	-	-	11	-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	85 100%	- 100%	- 100%	- 100%	- 100%	- 100%	525 100%	3297 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	163 100%	1150 100%
- NET: Clear (5,4)	83%	83%	76%	82%	60%	73%	71%	72%	82%	93%	84%	90%	67%	78%	79%	78%
Very clear (5)	38%	35%	33%	32%	26%	34%	31%	28%	33%	59%	48%	56%	26%	37%	40%	39%
Fairly clear (4)	45%	48%	43%	50%	34%	40%	40%	45%	49%	33%	36%	35%	41%	41%	39%	39%
- Neither clear nor unclear (3)	8%	6%	7%	4%	13%	11%	10%	9%	13%	7%	8%	5%	14%	15%	11%	10%
Fairly unclear (2)	6%	6%	13%	10%	19%	13%	14%	14%	0%	0%	2%	4%	11%	6%	6%	8%
Very unclear (1)	2%	4%	3%	4%	8%	2%	5%	5%	5%	0%	6%	0%	7%	0%	4%	4%
- NET: Unclear (2,1)	8%	11%	17%	14%	27%	15%	19%	18%	5%	0%	8%	4%	19%	6%	10%	12%
Mean	4.109	4.033	3.896	3.962	3.517	3.890	3.779	3.769	4.045	4.522	4.176	4.416	3.669	4.092	4.045	4.003
Not included in base:																
Decline to Answer	2	1	1	1	1	-	4	28	1	-	-	-	2	1	3	15
Not Applicable	-	-	-	-	-	-	-	9	-	-	-	-	-	-	-	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	105 100%	- 100%	- 100%	- 100%	- 100%	- 100%	685 100%	4413 100%
- NET: Clear (5,4)	77%	69%	70%	74%	43%	69%	61%	69%
Very clear (5)	23%	12%	23%	23%	13%	20%	18%	23%
Fairly clear (4)	54%	57%	47%	51%	30%	49%	43%	46%
- Neither clear nor unclear (3)	13%	17%	17%	18%	23%	16%	19%	16%
Fairly unclear (2)	8%	9%	9%	6%	24%	13%	15%	12%
Very unclear (1)	3%	5%	4%	2%	11%	2%	6%	4%
- NET: Unclear (2,1)	10%	14%	13%	8%	34%	14%	20%	15%
Mean	3.872	3.619	3.767	3.869	3.107	3.736	3.526	3.732
Not included in base:								
Decline to Answer	3	1	1	1	3	1	7	44
Not Applicable	1	-	1	-	1	-	2	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	436 100%	2645 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1767 100%
- NET: Clear (5,4)	78%	66%	68%	80%	42%	66%	59%	67%	75%	75%	74%	61%	44%	74%	63%	71%
Very clear (5)	25%	15%	21%	31%	12%	18%	18%	22%	19%	5%	27%	6%	14%	22%	18%	25%
Fairly clear (4)	53%	50%	47%	49%	30%	48%	41%	45%	56%	70%	47%	54%	30%	51%	45%	46%
- Neither clear nor unclear (3)	14%	18%	19%	15%	26%	19%	21%	17%	10%	15%	14%	25%	17%	13%	16%	14%
Fairly unclear (2)	5%	11%	8%	2%	22%	12%	13%	11%	13%	5%	10%	15%	28%	13%	16%	12%
Very unclear (1)	3%	5%	5%	3%	10%	3%	6%	4%	2%	5%	3%	0%	11%	0%	5%	3%
- NET: Unclear (2,1)	8%	16%	13%	4%	32%	15%	20%	15%	15%	11%	12%	15%	39%	13%	21%	15%
Mean	3.925	3.607	3.714	4.046	3.120	3.669	3.512	3.701	3.771	3.643	3.856	3.523	3.081	3.827	3.549	3.778
Not included in base:																
Decline to Answer	2	1	1	1	2	1	6	31	1	-	-	-	1	-	1	14
Not Applicable	-	-	-	-	-	-	-	24	1	-	1	-	1	-	2	25

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	84 100%	- 100%	- 100%	- 100%	- 100%	- 100%	523 100%	3268 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	162 100%	1144 100%
- NET: Clear (5,4)	76%	69%	67%	79%	42%	67%	60%	68%	79%	67%	79%	54%	45%	79%	64%	71%
Very clear (5)	23%	8%	23%	24%	13%	15%	17%	22%	24%	23%	25%	21%	10%	37%	22%	27%
Fairly clear (4)	54%	61%	44%	56%	29%	51%	43%	46%	54%	45%	54%	34%	35%	42%	42%	45%
- Neither clear nor unclear (3)	14%	19%	17%	13%	22%	17%	19%	15%	8%	13%	16%	36%	26%	13%	21%	17%
Fairly unclear (2)	9%	6%	11%	5%	25%	14%	16%	13%	3%	20%	1%	10%	19%	8%	11%	9%
Very unclear (1)	1%	6%	4%	2%	11%	2%	6%	4%	9%	0%	3%	0%	9%	0%	4%	4%
- NET: Unclear (2,1)	9%	12%	16%	7%	36%	16%	22%	16%	13%	20%	5%	10%	28%	8%	15%	12%
Mean	3.887	3.589	3.701	3.932	3.085	3.637	3.482	3.701	3.809	3.706	3.953	3.648	3.181	4.076	3.666	3.820
Not included in base:																
Decline to Answer	2	1	1	1	1	-	4	29	1	-	-	-	2	1	3	15
Not Applicable	1	-	1	-	1	-	2	37	-	-	-	-	1	-	1	11

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4270 100%
- NET: Clear (5,4)	60%	50%	42%	50%	31%	48%	41%	47%
Very clear (5)	17%	9%	12%	5%	8%	12%	10%	14%
Fairly clear (4)	43%	41%	29%	45%	23%	36%	31%	33%
- Neither clear nor unclear (3)	21%	33%	30%	31%	27%	25%	28%	28%
Fairly unclear (2)	17%	11%	23%	18%	26%	22%	22%	19%
Very unclear (1)	3%	6%	6%	2%	16%	5%	9%	7%
- NET: Unclear (2,1)	19%	17%	29%	19%	42%	27%	31%	26%
Mean	3.545	3.356	3.194	3.335	2.811	3.294	3.110	3.281
Not included in base:								
Decline to Answer	3	1	1	1	3	1	7	50
Not Applicable	2	-	4	2	5	4	14	185

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	68 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2571 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1700 100%
- NET: Clear (5,4)	61%	53%	41%	54%	34%	45%	42%	47%	58%	45%	43%	42%	25%	52%	39%	47%
Very clear (5)	18%	8%	12%	7%	8%	8%	9%	13%	15%	10%	13%	0%	9%	18%	12%	15%
Fairly clear (4)	43%	44%	29%	47%	26%	37%	33%	34%	43%	35%	30%	42%	16%	34%	28%	32%
- Neither clear nor unclear (3)	23%	29%	29%	32%	26%	25%	28%	28%	17%	39%	31%	27%	28%	26%	29%	27%
Fairly unclear (2)	13%	11%	23%	11%	23%	24%	21%	17%	23%	11%	22%	31%	33%	19%	25%	21%
Very unclear (1)	3%	7%	7%	3%	17%	6%	10%	8%	2%	5%	4%	0%	14%	3%	7%	6%
- NET: Unclear (2,1)	16%	18%	30%	14%	40%	30%	31%	25%	25%	16%	26%	31%	47%	22%	31%	26%
Mean	3.594	3.361	3.149	3.444	2.858	3.173	3.100	3.271	3.454	3.345	3.268	3.102	2.719	3.457	3.126	3.295
Not included in base:																
Decline to Answer	2	1	1	1	2	1	6	33	1	-	-	-	1	-	1	18
Not Applicable	1	-	2	-	3	2	8	96	1	-	2	2	1	1	6	89

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	515 100%	3152 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1118 100%
- NET: Clear (5,4)	54%	52%	40%	55%	30%	43%	40%	44%	84%	44%	47%	33%	34%	66%	45%	53%
Very clear (5)	16%	6%	9%	5%	8%	11%	8%	13%	19%	16%	20%	6%	10%	17%	14%	16%
Fairly clear (4)	38%	46%	30%	50%	22%	32%	31%	31%	64%	28%	27%	27%	24%	50%	30%	37%
- Neither clear nor unclear (3)	25%	29%	28%	27%	27%	28%	28%	28%	3%	43%	34%	43%	26%	16%	30%	27%
Fairly unclear (2)	20%	10%	26%	16%	26%	25%	23%	21%	3%	13%	15%	24%	28%	11%	19%	13%
Very unclear (1)	1%	8%	6%	2%	17%	4%	9%	7%	9%	0%	5%	0%	11%	7%	6%	6%
- NET: Unclear (2,1)	21%	19%	32%	18%	43%	29%	33%	28%	13%	13%	20%	24%	40%	18%	26%	20%
Mean	3.479	3.318	3.114	3.393	2.775	3.216	3.062	3.227	3.809	3.470	3.412	3.138	2.936	3.579	3.266	3.434
Not included in base:																
Decline to Answer	2	1	1	1	1	-	4	33	1	-	-	-	2	1	3	18
Not Applicable	2	-	4	2	2	1	9	150	-	-	-	-	3	2	5	35

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	682 100%	4401 100%
- NET: Clear (5,4)	47%	54%	47%	42%	34%	47%	43%	48%
Very clear (5)	16%	12%	11%	9%	9%	9%	10%	14%
Fairly clear (4)	31%	41%	36%	33%	25%	38%	33%	34%
- Neither clear nor unclear (3)	28%	34%	23%	37%	26%	26%	27%	26%
Fairly unclear (2)	21%	6%	23%	15%	23%	20%	20%	18%
Very unclear (1)	5%	6%	6%	6%	16%	6%	10%	8%
- NET: Unclear (2,1)	26%	13%	30%	21%	40%	27%	30%	26%
Mean	3.325	3.466	3.222	3.249	2.881	3.230	3.131	3.270
Not included in base:								
Decline to Answer	3	1	1	1	3	1	7	50
Not Applicable	2	-	1	-	3	1	5	55

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	68 100%	- 100%	- 100%	- 100%	- 100%	- 100%	432 100%	2634 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	250 100%	1766 100%
- NET: Clear (5,4)	48%	53%	42%	43%	39%	48%	43%	48%	44%	55%	57%	39%	26%	45%	42%	48%
Very clear (5)	18%	11%	12%	12%	9%	6%	10%	14%	13%	15%	10%	4%	10%	12%	10%	14%
Fairly clear (4)	31%	42%	30%	31%	29%	42%	33%	35%	31%	40%	47%	35%	17%	33%	32%	34%
- Neither clear nor unclear (3)	29%	36%	23%	36%	24%	21%	26%	27%	25%	30%	23%	39%	30%	34%	30%	25%
Fairly unclear (2)	18%	7%	29%	16%	20%	24%	21%	16%	27%	5%	14%	14%	30%	15%	19%	20%
Very unclear (1)	5%	5%	6%	4%	17%	6%	10%	9%	4%	11%	6%	8%	14%	6%	9%	8%
- NET: Unclear (2,1)	23%	12%	36%	20%	38%	31%	31%	25%	31%	16%	20%	22%	44%	21%	28%	28%
Mean	3.384	3.480	3.112	3.310	2.928	3.176	3.115	3.277	3.215	3.438	3.401	3.129	2.790	3.303	3.158	3.259
Not included in base:																
Decline to Answer	2	1	1	1	2	1	6	33	1	-	-	-	1	-	1	17
Not Applicable	1	-	1	-	2	1	4	33	1	-	-	-	1	-	1	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	521 100%	3263 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1137 100%
- NET: Clear (5,4)	46%	52%	46%	46%	34%	43%	42%	46%	51%	57%	52%	27%	37%	60%	46%	53%
Very clear (5)	15%	9%	10%	10%	10%	8%	9%	13%	19%	24%	14%	6%	9%	10%	12%	16%
Fairly clear (4)	31%	44%	36%	36%	24%	35%	32%	34%	32%	34%	37%	22%	28%	50%	35%	37%
- Neither clear nor unclear (3)	28%	35%	23%	36%	25%	25%	27%	26%	24%	29%	22%	41%	29%	32%	29%	26%
Fairly unclear (2)	21%	6%	24%	12%	25%	25%	21%	19%	19%	7%	23%	26%	19%	4%	17%	14%
Very unclear (1)	5%	6%	7%	6%	16%	7%	10%	9%	5%	7%	3%	6%	15%	4%	8%	7%
- NET: Unclear (2,1)	26%	12%	31%	18%	41%	32%	32%	28%	24%	14%	27%	31%	34%	8%	25%	22%
Mean	3.303	3.422	3.176	3.331	2.857	3.133	3.093	3.227	3.414	3.598	3.352	2.962	2.967	3.572	3.254	3.394
Not included in base:																
Decline to Answer	2	1	1	1	1	-	4	33	1	-	-	-	2	1	3	17
Not Applicable	2	-	1	-	2	-	3	38	-	-	-	-	1	1	2	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	680 100%	4406 100%
- NET: Clear (5,4)	44%	37%	45%	41%	26%	45%	37%	46%
Very clear (5)	14%	6%	8%	9%	6%	9%	8%	12%
Fairly clear (4)	29%	31%	37%	32%	19%	35%	29%	34%
- Neither clear nor unclear (3)	32%	36%	23%	32%	27%	28%	28%	26%
Fairly unclear (2)	18%	16%	25%	23%	30%	20%	25%	20%
Very unclear (1)	6%	11%	7%	4%	17%	8%	11%	8%
- NET: Unclear (2,1)	24%	27%	32%	27%	48%	27%	35%	28%
Mean	3.274	3.052	3.149	3.180	2.675	3.196	2.987	3.229
Not included in base:								
Decline to Answer	3	1	1	1	3	2	8	47
Not Applicable	5	-	2	-	4	-	6	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	67 100%	- 100%	- 100%	- 100%	- 100%	- 100%	431 100%	2633 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	249 100%	1773 100%
- NET: Clear (5,4)	46%	30%	43%	46%	28%	43%	37%	45%	40%	50%	49%	31%	21%	47%	38%	47%
Very clear (5)	16%	7%	7%	11%	6%	8%	7%	11%	11%	5%	10%	4%	7%	12%	8%	13%
Fairly clear (4)	30%	24%	36%	34%	22%	35%	29%	34%	29%	45%	39%	27%	14%	35%	30%	34%
- Neither clear nor unclear (3)	36%	45%	22%	29%	25%	27%	27%	27%	23%	19%	25%	36%	29%	29%	28%	24%
Fairly unclear (2)	12%	14%	27%	20%	29%	18%	24%	19%	30%	20%	20%	29%	33%	21%	25%	22%
Very unclear (1)	6%	11%	8%	4%	18%	11%	12%	8%	7%	11%	5%	4%	16%	3%	8%	7%
- NET: Unclear (2,1)	18%	25%	35%	25%	47%	30%	36%	28%	37%	31%	25%	33%	49%	24%	34%	28%
Mean	3.380	3.008	3.061	3.279	2.698	3.105	2.955	3.210	3.071	3.140	3.292	2.985	2.628	3.318	3.044	3.257
Not included in base:																
Decline to Answer	2	1	1	1	2	2	7	32	1	-	-	-	1	-	1	15
Not Applicable	2	-	2	-	2	-	4	35	2	-	-	-	2	-	2	18

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen (e.g., service committees)

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	520 100%	3270 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1136 100%
- NET: Clear (5,4)	45%	38%	42%	45%	25%	42%	36%	45%	38%	33%	55%	27%	29%	55%	41%	50%
Very clear (5)	13%	4%	6%	8%	6%	8%	7%	11%	19%	11%	14%	11%	7%	16%	12%	14%
Fairly clear (4)	32%	34%	36%	37%	19%	34%	29%	34%	18%	22%	41%	16%	21%	39%	29%	36%
- Neither clear nor unclear (3)	30%	33%	24%	32%	26%	27%	27%	26%	38%	47%	22%	32%	29%	33%	30%	27%
Fairly unclear (2)	20%	19%	27%	20%	30%	24%	26%	22%	10%	7%	16%	36%	31%	2%	19%	16%
Very unclear (1)	4%	10%	7%	4%	19%	7%	11%	8%	14%	13%	7%	6%	12%	10%	10%	8%
- NET: Unclear (2,1)	24%	29%	34%	23%	49%	31%	37%	29%	24%	20%	23%	41%	42%	13%	29%	24%
Mean	3.297	3.030	3.066	3.258	2.632	3.117	2.940	3.196	3.185	3.118	3.386	2.909	2.820	3.474	3.141	3.324
Not included in base:																
Decline to Answer	2	1	1	1	1	-	4	28	1	-	-	-	2	2	4	19
Not Applicable	5	-	1	-	3	-	4	36	-	-	1	-	1	-	2	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	662 100%	4347 100%
- NET: Clear (5,4)	42%	29%	30%	25%	19%	33%	26%	36%
Very clear (5)	16%	3%	7%	7%	6%	8%	6%	10%
Fairly clear (4)	27%	26%	24%	18%	13%	25%	20%	26%
- Neither clear nor unclear (3)	30%	40%	29%	35%	29%	37%	32%	30%
Fairly unclear (2)	20%	20%	26%	25%	32%	18%	26%	23%
Very unclear (1)	8%	11%	14%	15%	20%	12%	16%	11%
- NET: Unclear (2,1)	28%	31%	40%	40%	52%	30%	41%	35%
Mean	3.213	2.894	2.823	2.785	2.525	2.982	2.755	2.997
Not included in base:								
Decline to Answer	3	1	1	1	3	2	8	53
Not Applicable	10	-	7	1	11	6	24	106

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	419 100%	2590 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1758 100%
- NET: Clear (5,4)	43%	28%	27%	29%	18%	35%	26%	35%	40%	30%	36%	19%	19%	30%	27%	37%
Very clear (5)	19%	2%	7%	9%	5%	5%	6%	9%	9%	5%	6%	4%	6%	11%	7%	11%
Fairly clear (4)	24%	26%	20%	20%	13%	30%	20%	26%	31%	25%	29%	15%	13%	19%	20%	27%
- Neither clear nor unclear (3)	35%	40%	29%	39%	30%	34%	33%	32%	21%	39%	29%	27%	28%	40%	32%	27%
Fairly unclear (2)	15%	23%	25%	23%	31%	19%	26%	22%	28%	15%	28%	30%	33%	17%	26%	25%
Very unclear (1)	7%	9%	18%	10%	20%	12%	16%	12%	12%	16%	8%	25%	19%	12%	15%	11%
- NET: Unclear (2,1)	22%	32%	44%	33%	51%	31%	42%	34%	39%	31%	36%	54%	53%	30%	41%	36%
Mean	3.331	2.895	2.720	2.955	2.522	2.971	2.739	2.985	2.983	2.890	2.990	2.438	2.529	2.996	2.783	3.015
Not included in base:																
Decline to Answer	2	1	1	1	2	2	7	36	1	-	-	-	1	-	1	17
Not Applicable	6	-	5	-	8	3	16	74	4	-	2	1	3	2	8	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	504 100%	3221 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1126 100%
- NET: Clear (5,4)	43%	29%	26%	25%	16%	29%	23%	34%	37%	27%	44%	26%	26%	46%	35%	41%
Very clear (5)	13%	2%	3%	6%	6%	7%	5%	9%	26%	6%	17%	11%	5%	11%	10%	13%
Fairly clear (4)	31%	27%	22%	19%	11%	23%	18%	25%	11%	22%	28%	15%	21%	35%	25%	28%
- Neither clear nor unclear (3)	31%	37%	27%	35%	30%	35%	32%	29%	27%	46%	35%	32%	28%	41%	35%	31%
Fairly unclear (2)	18%	23%	33%	22%	32%	23%	28%	25%	26%	13%	7%	36%	34%	2%	18%	18%
Very unclear (1)	8%	10%	14%	17%	22%	13%	17%	12%	10%	13%	14%	6%	12%	11%	12%	10%
- NET: Unclear (2,1)	26%	33%	47%	39%	54%	35%	45%	37%	36%	26%	21%	41%	45%	13%	30%	28%
Mean	3.225	2.879	2.674	2.750	2.460	2.880	2.670	2.943	3.166	2.937	3.255	2.904	2.739	3.330	3.028	3.152
Not included in base:																
Decline to Answer	2	1	1	1	1	-	4	31	1	-	-	-	2	2	4	22
Not Applicable	9	-	4	1	10	5	20	82	1	-	2	-	1	-	4	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	656 100%	4309 100%
- NET: Reasonable (5,4)	75%	90%	73%	80%	51%	77%	69%	73%
Very reasonable (5)	39%	42%	37%	36%	23%	47%	34%	37%
Somewhat reasonable (4)	36%	48%	37%	43%	29%	30%	34%	36%
- Neither reasonable (3) nor unreasonable	9%	5%	9%	5%	17%	8%	11%	10%
Somewhat unreasonable (2)	12%	3%	14%	10%	21%	13%	15%	13%
Very unreasonable (1)	4%	2%	3%	4%	11%	1%	5%	5%
- NET: Unreasonable (2,1)	16%	5%	18%	15%	32%	15%	21%	17%
Mean	3.928	4.252	3.886	3.966	3.310	4.069	3.772	3.876
Not included in base:								
Decline to Answer	8	4	3	3	15	4	29	155
Not Applicable	1	1	1	-	7	-	9	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	420 100%	2579 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1731 100%
- NET: Reasonable (5,4)	74%	88%	72%	82%	53%	75%	69%	75%	77%	94%	75%	75%	48%	80%	69%	69%
Very reasonable (5)	41%	47%	42%	42%	25%	53%	39%	42%	34%	29%	28%	24%	18%	38%	27%	29%
Somewhat reasonable (4)	32%	41%	31%	40%	27%	22%	30%	33%	43%	65%	47%	51%	31%	41%	42%	40%
- Neither reasonable nor unreasonable (3)	12%	5%	10%	6%	17%	10%	11%	10%	4%	6%	7%	4%	17%	6%	10%	9%
Somewhat unreasonable (2)	11%	5%	16%	9%	21%	14%	15%	11%	13%	0%	12%	13%	22%	13%	15%	16%
Very unreasonable (1)	3%	2%	2%	3%	10%	1%	5%	4%	6%	0%	5%	9%	13%	2%	7%	5%
- NET: Unreasonable (2,1)	15%	7%	18%	12%	31%	15%	20%	15%	19%	0%	18%	21%	35%	15%	21%	22%
Mean	3.969	4.258	3.938	4.099	3.374	4.107	3.824	3.986	3.849	4.236	3.800	3.684	3.186	4.015	3.681	3.712
Not included in base:																
Decline to Answer	4	2	1	1	9	2	15	94	4	2	2	2	6	2	14	60
Not Applicable	1	-	1	-	6	-	7	16	-	1	-	-	1	-	2	11

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

BASE: Clarity regarding your performance as: A scholar (e.g., research and creative work) is applicable

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	494 100%	3192 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1118 100%
- NET: Reasonable (5,4)	81%	89%	74%	80%	48%	75%	67%	72%	48%	93%	73%	80%	61%	84%	74%	76%
Very reasonable (5)	39%	39%	36%	34%	21%	46%	33%	35%	39%	50%	38%	43%	29%	49%	39%	41%
Somewhat reasonable (4)	43%	50%	37%	45%	27%	29%	34%	37%	9%	43%	35%	36%	32%	36%	35%	35%
- Neither reasonable nor unreasonable (3)	7%	5%	7%	2%	19%	10%	11%	10%	19%	7%	14%	16%	10%	2%	10%	9%
Somewhat unreasonable (2)	8%	4%	17%	12%	21%	13%	16%	14%	26%	0%	6%	5%	23%	13%	13%	11%
Very unreasonable (1)	4%	2%	2%	6%	12%	2%	6%	5%	7%	0%	7%	0%	5%	0%	4%	5%
- NET: Unreasonable (2,1)	12%	7%	19%	18%	33%	15%	22%	18%	32%	0%	14%	5%	29%	13%	16%	15%
Mean	4.038	4.185	3.885	3.902	3.232	4.030	3.723	3.845	3.484	4.434	3.891	4.181	3.555	4.198	3.923	3.964
Not included in base:																
Decline to Answer	7	4	3	3	12	3	25	111	1	-	-	-	3	1	4	44
Not Applicable	-	1	1	-	7	-	9	22	1	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	648 100%	4270 100%
- NET: Reasonable (5,4)	77%	80%	71%	85%	54%	81%	70%	77%
Very reasonable (5)	40%	45%	39%	39%	29%	45%	38%	43%
Somewhat reasonable (4)	37%	35%	32%	46%	24%	37%	32%	33%
- Neither reasonable nor unreasonable (3)	15%	16%	23%	10%	33%	11%	22%	15%
Somewhat unreasonable (2)	4%	3%	5%	3%	10%	8%	7%	7%
Very unreasonable (1)	4%	0%	2%	2%	4%	0%	2%	2%
- NET: Unreasonable (2,1)	8%	3%	7%	5%	14%	8%	9%	9%
Mean	4.043	4.226	4.011	4.182	3.655	4.179	3.966	4.085
Not included in base:								
Decline to Answer	8	4	3	3	16	4	30	156
Not Applicable	2	1	2	-	9	1	14	31

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	413 100%	2555 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	235 100%	1714 100%
- NET: Reasonable (5,4)	78%	76%	70%	82%	55%	78%	68%	77%	73%	89%	71%	91%	50%	86%	72%	76%
Very reasonable (5)	39%	48%	44%	41%	31%	42%	39%	44%	42%	39%	31%	35%	26%	48%	35%	41%
Somewhat reasonable (4)	39%	28%	26%	41%	24%	36%	29%	32%	32%	50%	40%	56%	25%	38%	37%	35%
- Neither reasonable nor unreasonable (3)	14%	19%	25%	11%	31%	12%	22%	15%	18%	11%	19%	9%	36%	9%	20%	13%
Somewhat unreasonable (2)	3%	5%	4%	4%	10%	10%	7%	6%	7%	0%	7%	0%	10%	5%	6%	8%
Very unreasonable (1)	5%	0%	1%	3%	4%	0%	2%	2%	2%	0%	3%	0%	3%	0%	2%	2%
- NET: Unreasonable (2,1)	8%	5%	5%	7%	14%	10%	9%	8%	9%	0%	9%	0%	14%	5%	8%	10%
Mean	4.047	4.200	4.075	4.142	3.692	4.096	3.966	4.108	4.034	4.281	3.906	4.267	3.585	4.293	3.966	4.051
Not included in base:																
Decline to Answer	4	2	1	1	10	2	16	98	4	2	2	2	6	2	14	59
Not Applicable	2	1	2	-	8	1	13	23	-	-	-	-	1	-	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

BASE: Clarity regarding your performance as: A teacher is applicable

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	488 100%	3156 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1114 100%
- NET: Reasonable (5,4)	82%	80%	71%	87%	50%	80%	69%	77%	57%	81%	69%	78%	64%	86%	73%	76%
Very reasonable (5)	46%	45%	44%	40%	29%	43%	38%	44%	15%	45%	27%	37%	30%	51%	36%	39%
Somewhat reasonable (4)	35%	34%	27%	47%	21%	37%	30%	32%	42%	36%	43%	41%	34%	35%	37%	37%
- Neither reasonable nor unreasonable (3)	14%	16%	22%	10%	36%	13%	23%	14%	19%	19%	25%	10%	22%	4%	18%	15%
Somewhat unreasonable (2)	2%	4%	6%	0%	11%	7%	7%	7%	14%	0%	3%	12%	7%	10%	6%	5%
Very unreasonable (1)	2%	0%	2%	2%	3%	0%	2%	2%	10%	0%	2%	0%	7%	0%	3%	3%
- NET: Unreasonable (2,1)	4%	4%	7%	2%	14%	7%	9%	9%	24%	0%	5%	12%	14%	10%	9%	8%
Mean	4.212	4.211	4.058	4.230	3.632	4.153	3.967	4.100	3.379	4.267	3.886	4.020	3.729	4.265	3.963	4.043
Not included in base:																
Decline to Answer	7	4	3	3	12	3	25	115	1	-	-	-	4	1	5	41
Not Applicable	1	1	2	-	9	1	14	26	1	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

BASE: Clarity regarding your performance as: An advisor to students is applicable

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	603 100%	4003 100%
- NET: Reasonable (5,4)	73%	69%	54%	67%	49%	71%	59%	63%
Very reasonable (5)	40%	38%	32%	36%	27%	39%	33%	34%
Somewhat reasonable (4)	33%	31%	22%	31%	22%	32%	26%	29%
- Neither reasonable nor unreasonable (3)	23%	27%	39%	31%	40%	23%	34%	29%
Somewhat unreasonable (2)	2%	4%	6%	1%	7%	6%	6%	6%
Very unreasonable (1)	2%	0%	1%	0%	4%	0%	2%	2%
- NET: Unreasonable (2,1)	4%	4%	8%	1%	11%	6%	7%	8%
Mean	4.062	4.039	3.765	4.014	3.607	4.052	3.829	3.867
Not included in base:								
Decline to Answer	8	6	3	5	23	6	44	204
Not Applicable	2	1	10	1	19	2	33	114

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

BASE: Clarity regarding your performance as: An advisor to students is applicable

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	382 100%	2402 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	221 100%	1601 100%
- NET: Reasonable (5,4)	74%	70%	55%	63%	54%	69%	60%	64%	70%	67%	52%	75%	39%	74%	57%	62%
Very reasonable (5)	41%	43%	33%	35%	30%	35%	34%	35%	37%	28%	29%	39%	21%	45%	31%	32%
Somewhat reasonable (4)	33%	27%	21%	28%	24%	34%	26%	29%	33%	39%	24%	37%	18%	29%	26%	30%
- Neither reasonable nor unreasonable (3)	19%	30%	43%	37%	33%	24%	34%	29%	30%	22%	31%	20%	53%	21%	33%	29%
Somewhat unreasonable (2)	4%	0%	1%	0%	9%	6%	5%	5%	0%	11%	15%	5%	4%	5%	8%	7%
Very unreasonable (1)	3%	0%	1%	0%	4%	0%	2%	2%	0%	0%	1%	0%	4%	0%	2%	2%
- NET: Unreasonable (2,1)	7%	0%	2%	0%	13%	6%	6%	7%	0%	11%	16%	5%	8%	5%	9%	10%
Mean	4.055	4.137	3.842	3.977	3.673	3.980	3.858	3.901	4.074	3.840	3.634	4.094	3.482	4.147	3.779	3.816
Not included in base:																
Decline to Answer	4	4	1	4	12	4	25	126	4	2	2	2	11	2	19	77
Not Applicable	2	1	6	1	17	1	26	75	-	-	3	-	3	-	6	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

BASE: Clarity regarding your performance as: An advisor to students is applicable

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	456 100%	2946 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	147 100%	1058 100%
- NET: Reasonable (5,4)	74%	69%	53%	74%	48%	70%	59%	62%	69%	69%	55%	46%	53%	76%	59%	66%
Very reasonable (5)	39%	36%	31%	40%	26%	39%	33%	35%	41%	45%	33%	25%	30%	41%	34%	32%
Somewhat reasonable (4)	35%	34%	22%	34%	22%	31%	26%	27%	28%	24%	22%	22%	23%	35%	25%	34%
- Neither reasonable nor unreasonable (3)	23%	26%	42%	24%	42%	26%	35%	31%	21%	31%	30%	54%	30%	13%	29%	24%
Somewhat unreasonable (2)	3%	5%	4%	2%	7%	4%	5%	5%	0%	0%	13%	0%	7%	11%	8%	7%
Very unreasonable (1)	0%	0%	1%	0%	2%	0%	1%	2%	10%	0%	2%	0%	10%	0%	4%	3%
- NET: Unreasonable (2,1)	3%	5%	5%	2%	10%	4%	6%	7%	10%	0%	15%	0%	17%	11%	12%	10%
Mean	4.104	3.998	3.783	4.116	3.625	4.049	3.845	3.872	3.900	4.148	3.713	3.709	3.549	4.062	3.779	3.854
Not included in base:																
Decline to Answer	7	6	3	5	17	5	37	154	1	-	-	-	6	1	7	50
Not Applicable	1	1	6	1	18	1	27	85	1	-	4	-	2	-	6	28

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	617 100%	4157 100%
- NET: Reasonable (5,4)	61%	68%	64%	68%	52%	72%	63%	64%
Very reasonable (5)	35%	40%	35%	30%	25%	39%	33%	35%
Somewhat reasonable (4)	26%	28%	29%	38%	26%	33%	30%	29%
- Neither reasonable nor unreasonable (3)	31%	32%	27%	31%	39%	21%	30%	28%
Somewhat unreasonable (2)	5%	0%	7%	1%	6%	7%	5%	5%
Very unreasonable (1)	3%	0%	2%	0%	3%	0%	2%	2%
- NET: Unreasonable (2,1)	8%	0%	9%	1%	10%	7%	7%	8%
Mean	3.846	4.085	3.884	3.971	3.643	4.037	3.868	3.890
Not included in base:								
Decline to Answer	8	5	3	6	26	6	47	216
Not Applicable	3	2	8	1	13	-	25	77

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	391 100%	2482 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	226 100%	1675 100%
- NET: Reasonable (5,4)	61%	66%	65%	68%	57%	71%	64%	65%	59%	73%	63%	68%	42%	73%	61%	63%
Very reasonable (5)	38%	41%	37%	30%	28%	37%	33%	36%	28%	39%	32%	31%	21%	41%	31%	34%
Somewhat reasonable (4)	23%	25%	28%	38%	29%	34%	30%	29%	32%	34%	31%	37%	21%	32%	29%	29%
- Neither reasonable nor unreasonable (3)	30%	34%	29%	32%	36%	22%	31%	28%	34%	27%	23%	28%	45%	21%	30%	27%
Somewhat unreasonable (2)	5%	0%	4%	0%	4%	8%	4%	5%	4%	0%	12%	4%	10%	6%	8%	7%
Very unreasonable (1)	3%	0%	2%	0%	3%	0%	2%	2%	2%	0%	1%	0%	3%	0%	1%	3%
- NET: Unreasonable (2,1)	8%	0%	6%	0%	8%	8%	6%	7%	7%	0%	13%	4%	13%	6%	9%	9%
Mean	3.880	4.069	3.931	3.982	3.735	4.000	3.897	3.914	3.780	4.118	3.808	3.950	3.461	4.086	3.816	3.855
Not included in base:																
Decline to Answer	4	3	1	4	14	4	26	131	4	2	2	3	13	2	21	85
Not Applicable	3	2	6	1	12	-	21	55	-	-	2	-	2	-	4	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

BASE: Clarity regarding your performance as: A colleague in your department is applicable

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	465 100%	3075 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	152 100%	1082 100%
- NET: Reasonable (5,4)	62%	69%	64%	75%	48%	69%	62%	64%	57%	65%	64%	46%	63%	82%	65%	65%
Very reasonable (5)	34%	38%	34%	36%	26%	41%	33%	36%	36%	45%	38%	11%	24%	32%	30%	32%
Somewhat reasonable (4)	27%	31%	30%	39%	22%	28%	28%	28%	21%	20%	27%	36%	38%	50%	35%	32%
- Neither reasonable nor unreasonable (3)	33%	31%	28%	25%	41%	24%	31%	29%	25%	35%	24%	49%	31%	12%	27%	26%
Somewhat unreasonable (2)	4%	0%	6%	0%	8%	7%	6%	5%	9%	0%	10%	5%	0%	7%	5%	6%
Very unreasonable (1)	1%	0%	2%	0%	2%	0%	1%	2%	10%	0%	2%	0%	7%	0%	3%	3%
- NET: Unreasonable (2,1)	5%	0%	8%	0%	11%	7%	7%	7%	19%	0%	12%	5%	7%	7%	7%	9%
Mean	3.900	4.078	3.885	4.119	3.613	4.028	3.870	3.908	3.638	4.103	3.880	3.518	3.740	4.066	3.860	3.841
Not included in base:																
Decline to Answer	7	5	3	6	20	5	40	163	1	-	-	-	6	1	7	53
Not Applicable	2	2	5	1	13	-	21	58	1	-	3	-	1	-	4	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	93 100%	- 100%	- 100%	- 100%	- 100%	- 100%	608 100%	4135 100%
- NET: Reasonable (5,4)	59%	60%	58%	55%	46%	64%	56%	59%
Very reasonable (5)	33%	31%	29%	27%	21%	33%	27%	29%
Somewhat reasonable (4)	26%	28%	29%	27%	26%	31%	28%	30%
- Neither reasonable nor unreasonable (3)	34%	39%	31%	41%	43%	31%	37%	33%
Somewhat unreasonable (2)	4%	2%	9%	4%	5%	5%	6%	6%
Very unreasonable (1)	2%	0%	2%	0%	5%	0%	2%	2%
- NET: Unreasonable (2,1)	6%	2%	10%	4%	10%	5%	8%	8%
Mean	3.839	3.889	3.762	3.773	3.521	3.923	3.733	3.775
Not included in base:								
Decline to Answer	8	7	4	5	26	5	47	209
Not Applicable	3	2	9	3	17	3	33	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	386 100%	2458 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	221 100%	1677 100%
- NET: Reasonable (5,4)	62%	61%	56%	52%	53%	63%	56%	59%	53%	56%	63%	61%	34%	66%	54%	59%
Very reasonable (5)	35%	36%	32%	30%	24%	32%	29%	29%	29%	22%	26%	20%	14%	34%	24%	28%
Somewhat reasonable (4)	27%	26%	24%	22%	29%	31%	27%	30%	24%	34%	37%	41%	20%	32%	31%	31%
- Neither reasonable nor unreasonable (3)	29%	36%	35%	45%	37%	29%	36%	34%	44%	44%	26%	31%	56%	32%	39%	32%
Somewhat unreasonable (2)	5%	3%	7%	3%	5%	8%	6%	5%	2%	0%	11%	8%	5%	2%	6%	6%
Very unreasonable (1)	3%	0%	2%	0%	5%	0%	2%	2%	0%	0%	0%	0%	4%	0%	1%	2%
- NET: Unreasonable (2,1)	9%	3%	9%	3%	10%	8%	8%	7%	2%	0%	11%	8%	9%	2%	7%	9%
Mean	3.860	3.943	3.757	3.796	3.607	3.876	3.753	3.784	3.798	3.784	3.772	3.721	3.350	3.988	3.699	3.764
Not included in base:																
Decline to Answer	4	5	1	2	14	3	26	131	4	2	2	3	12	2	21	77
Not Applicable	3	2	7	1	14	1	26	75	-	-	2	2	2	1	7	34

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen (e.g., service committees)

BASE: Clarity regarding your performance as: A campus citizen (e.g., service committees) is applicable

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	458 100%	3058 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	149 100%	1076 100%
- NET: Reasonable (5,4)	62%	56%	57%	62%	43%	63%	54%	59%	50%	69%	62%	31%	56%	68%	59%	60%
Very reasonable (5)	33%	27%	29%	31%	19%	33%	27%	30%	36%	43%	31%	17%	26%	32%	29%	26%
Somewhat reasonable (4)	29%	29%	28%	32%	24%	30%	28%	29%	14%	26%	31%	14%	31%	36%	30%	34%
- Neither reasonable nor unreasonable (3)	34%	41%	33%	35%	49%	32%	39%	34%	35%	31%	26%	59%	26%	28%	30%	30%
Somewhat unreasonable (2)	4%	2%	8%	3%	5%	5%	5%	5%	5%	0%	12%	10%	6%	4%	7%	7%
Very unreasonable (1)	0%	0%	2%	0%	3%	0%	1%	2%	10%	0%	0%	0%	11%	0%	3%	3%
- NET: Unreasonable (2,1)	4%	2%	10%	3%	8%	5%	7%	7%	15%	0%	12%	10%	17%	4%	11%	10%
Mean	3.902	3.807	3.746	3.905	3.514	3.912	3.730	3.794	3.606	4.114	3.811	3.373	3.541	3.960	3.743	3.723
Not included in base:																
Decline to Answer	7	6	4	5	19	4	38	153	1	1	-	-	7	1	9	55
Not Applicable	2	2	5	3	16	2	28	86	1	-	4	-	1	-	5	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	573 100%	4020 100%
- NET: Reasonable (5,4)	60%	52%	53%	49%	38%	53%	48%	53%
Very reasonable (5)	33%	25%	26%	22%	17%	31%	24%	27%
Somewhat reasonable (4)	27%	27%	27%	27%	21%	22%	24%	26%
- Neither reasonable nor unreasonable (3)	35%	43%	42%	49%	52%	43%	46%	39%
Somewhat unreasonable (2)	2%	4%	4%	2%	5%	3%	4%	5%
Very unreasonable (1)	2%	2%	1%	0%	5%	2%	2%	3%
- NET: Unreasonable (2,1)	4%	6%	5%	2%	10%	4%	6%	8%
Mean	3.865	3.695	3.726	3.697	3.414	3.779	3.630	3.694
Not included in base:								
Decline to Answer	8	7	5	5	28	6	51	234
Not Applicable	3	4	13	6	18	3	45	146

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	59 100%	- 100%	- 100%	- 100%	- 100%	- 100%	366 100%	2396 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	207 100%	1624 100%
- NET: Reasonable (5,4)	65%	55%	54%	50%	45%	49%	50%	54%	50%	45%	50%	48%	24%	58%	44%	52%
Very reasonable (5)	35%	30%	32%	26%	20%	28%	26%	27%	29%	17%	18%	11%	11%	34%	20%	26%
Somewhat reasonable (4)	30%	26%	23%	24%	25%	21%	24%	27%	21%	28%	32%	37%	13%	24%	24%	26%
- Neither reasonable nor unreasonable (3)	30%	39%	42%	47%	45%	45%	44%	39%	47%	49%	42%	52%	67%	40%	50%	39%
Somewhat unreasonable (2)	2%	3%	2%	3%	5%	5%	4%	4%	3%	6%	6%	0%	4%	0%	3%	6%
Very unreasonable (1)	3%	3%	1%	0%	5%	1%	3%	3%	0%	0%	1%	0%	5%	2%	2%	2%
- NET: Unreasonable (2,1)	5%	6%	3%	3%	10%	6%	6%	7%	3%	6%	8%	0%	9%	2%	6%	9%
Mean	3.910	3.767	3.813	3.734	3.508	3.700	3.673	3.708	3.771	3.562	3.586	3.598	3.223	3.887	3.555	3.673
Not included in base:																
Decline to Answer	4	5	2	2	14	4	28	143	4	2	2	3	14	2	23	91
Not Applicable	2	4	9	2	14	1	31	87	1	-	4	4	4	2	14	58

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., service, outreach)

BASE: Clarity regarding your performance as: A member of the broader community (e.g., service, outreach) is applicable

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2968 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	145 100%	1052 100%
- NET: Reasonable (5,4)	62%	47%	50%	53%	36%	51%	46%	52%	54%	64%	59%	39%	46%	59%	53%	55%
Very reasonable (5)	32%	22%	26%	26%	16%	31%	24%	28%	38%	33%	26%	12%	22%	30%	25%	24%
Somewhat reasonable (4)	30%	25%	24%	27%	20%	20%	22%	25%	15%	32%	34%	27%	24%	30%	29%	30%
- Neither reasonable nor unreasonable (3)	35%	45%	47%	44%	56%	47%	49%	41%	36%	36%	29%	61%	40%	30%	37%	35%
Somewhat unreasonable (2)	3%	5%	2%	3%	5%	2%	3%	5%	0%	0%	9%	0%	3%	4%	4%	6%
Very unreasonable (1)	0%	2%	1%	0%	3%	0%	1%	2%	11%	0%	2%	0%	11%	6%	5%	4%
- NET: Unreasonable (2,1)	3%	7%	3%	3%	8%	2%	5%	7%	11%	0%	11%	0%	14%	11%	10%	10%
Mean	3.907	3.600	3.729	3.760	3.407	3.798	3.630	3.708	3.706	3.966	3.716	3.507	3.432	3.720	3.629	3.654
Not included in base:																
Decline to Answer	7	6	5	5	21	5	42	172	1	1	-	-	7	1	9	63
Not Applicable	2	3	10	5	17	3	38	113	1	1	4	1	1	-	7	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-1

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received mixed messages about the requirements for tenure from senior colleagues

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	663 100%	4323 100%
- NET: Disagree (5,4)	46%	46%	37%	47%	25%	39%	35%	32%
Strongly disagree (5)	23%	17%	20%	17%	9%	18%	15%	14%
Somewhat disagree (4)	23%	29%	17%	30%	16%	21%	20%	18%
- Neither agree (3) nor disagree	15%	13%	8%	12%	14%	11%	11%	11%
Somewhat agree (2)	24%	30%	34%	27%	33%	30%	32%	32%
Strongly agree (1)	15%	11%	21%	14%	28%	20%	22%	24%
- NET: Agree (2,1)	40%	41%	56%	41%	62%	50%	54%	57%
Mean	3.141	3.099	2.800	3.086	2.438	2.866	2.746	2.657
Not included in base:								
Decline to Answer	5	4	1	2	7	2	17	97
Not Applicable/ Don't know	3	1	-	-	8	5	14	85

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-2

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received mixed messages about the requirements for tenure from senior colleagues

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	421 100%	2574 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	242 100%	1749 100%
- NET: Disagree (5,4)	50%	48%	41%	50%	26%	39%	37%	35%	39%	42%	31%	41%	22%	39%	32%	28%
Strongly disagree (5)	26%	12%	23%	14%	11%	17%	15%	16%	17%	26%	16%	24%	5%	19%	15%	12%
Somewhat disagree (4)	23%	36%	18%	36%	16%	23%	22%	19%	21%	15%	15%	17%	17%	20%	17%	16%
- Neither agree nor disagree (3)	18%	15%	8%	12%	17%	14%	14%	12%	8%	10%	7%	12%	6%	6%	7%	9%
Somewhat agree (2)	22%	26%	32%	28%	34%	28%	31%	30%	28%	37%	37%	27%	31%	34%	33%	35%
Strongly agree (1)	10%	12%	19%	11%	22%	19%	19%	22%	25%	11%	25%	21%	41%	22%	28%	28%
- NET: Agree (2,1)	32%	38%	52%	38%	56%	46%	50%	52%	53%	48%	62%	47%	72%	55%	61%	63%
Mean	3.339	3.100	2.923	3.148	2.588	2.911	2.841	2.764	2.775	3.097	2.595	2.967	2.143	2.805	2.581	2.499
Not included in base:																
Decline to Answer	4	3	1	2	4	1	11	64	1	1	-	-	3	1	5	33
Not Applicable/ Don't know	1	1	-	-	6	4	10	61	1	-	-	-	3	1	4	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-3

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received mixed messages about the requirements for tenure from senior colleagues

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	3231 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	154 100%	1092 100%
- NET: Disagree (5,4)	44%	44%	36%	48%	25%	36%	34%	32%	52%	50%	39%	44%	26%	48%	38%	33%
Strongly disagree (5)	22%	18%	21%	17%	10%	16%	15%	14%	27%	12%	16%	17%	5%	26%	14%	15%
Somewhat disagree (4)	22%	26%	15%	30%	15%	21%	19%	18%	25%	38%	23%	27%	21%	23%	24%	17%
- Neither agree nor disagree (3)	11%	11%	7%	12%	15%	8%	11%	10%	28%	20%	10%	12%	9%	21%	13%	14%
Somewhat agree (2)	29%	33%	35%	26%	30%	33%	32%	32%	4%	19%	33%	31%	45%	21%	33%	34%
Strongly agree (1)	15%	11%	23%	14%	31%	23%	24%	26%	16%	12%	18%	13%	20%	9%	16%	20%
- NET: Agree (2,1)	44%	45%	57%	40%	61%	56%	55%	58%	20%	31%	51%	44%	65%	30%	49%	53%
Mean	3.076	3.069	2.774	3.102	2.429	2.735	2.705	2.625	3.421	3.191	2.871	3.029	2.471	3.349	2.879	2.753
Not included in base:																
Decline to Answer	4	4	1	2	5	1	13	58	1	-	-	-	2	1	3	40
Not Applicable/ Don't know	1	-	-	-	4	2	7	46	2	1	-	-	4	3	8	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-1

II. Tenure

Q27a. Please indicate whether you agree or disagree with the following statement.

From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	651 100%	4271 100%
- NET: Agree (5,4)	69%	79%	64%	67%	45%	74%	61%	59%
Strongly agree (5)	31%	35%	25%	24%	10%	25%	21%	22%
Somewhat agree (4)	38%	44%	39%	44%	35%	49%	40%	37%
- Neither agree nor disagree (3)	6%	11%	12%	16%	16%	11%	14%	13%
Somewhat disagree (2)	17%	5%	14%	13%	22%	11%	15%	17%
Strongly disagree (1)	7%	5%	9%	3%	17%	5%	10%	10%
- NET: Disagree (2,1)	24%	10%	23%	16%	39%	15%	25%	27%
Mean	3.686	3.991	3.570	3.722	2.998	3.792	3.471	3.436
Not included in base:								
Decline to Answer	4	4	3	2	8	3	20	107
Not Applicable/ Don't know	4	1	4	2	9	7	24	128

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-2

II. Tenure

Q27a. Please indicate whether you agree or disagree with the following statement.

From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	416 100%	2561 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	235 100%	1710 100%
- NET: Agree (5,4)	80%	76%	68%	74%	48%	75%	64%	62%	50%	84%	57%	54%	39%	72%	57%	55%
Strongly agree (5)	40%	42%	27%	32%	12%	26%	23%	24%	15%	21%	23%	8%	6%	25%	17%	19%
Somewhat agree (4)	39%	34%	42%	43%	36%	50%	41%	37%	36%	63%	33%	45%	32%	47%	40%	36%
- Neither agree nor disagree (3)	5%	12%	8%	13%	15%	9%	11%	13%	8%	11%	21%	23%	18%	13%	18%	14%
Somewhat disagree (2)	12%	7%	15%	10%	21%	13%	15%	16%	27%	0%	14%	20%	24%	8%	15%	20%
Strongly disagree (1)	3%	5%	9%	3%	15%	3%	9%	9%	14%	5%	9%	4%	19%	7%	11%	11%
- NET: Disagree (2,1)	15%	12%	24%	13%	37%	16%	25%	25%	41%	5%	22%	23%	43%	15%	26%	31%
Mean	4.018	4.013	3.617	3.905	3.083	3.820	3.531	3.516	3.096	3.947	3.489	3.355	2.834	3.751	3.365	3.317
Not included in base:																
Decline to Answer	3	3	2	2	4	1	12	63	1	1	1	-	4	2	8	44
Not Applicable/ Don't know	3	1	1	1	7	4	14	75	1	-	3	2	2	3	10	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-3

II. Tenure

Q27a. Please indicate whether you agree or disagree with the following statement.

From what I can gather, tenure decisions are based primarily on performance rather than on politics, relationships or demographics

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	496 100%	3181 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1090 100%
- NET: Agree (5,4)	69%	75%	68%	69%	42%	72%	60%	61%	68%	89%	54%	61%	55%	80%	64%	54%
Strongly agree (5)	29%	32%	28%	22%	11%	24%	21%	23%	39%	44%	18%	32%	9%	29%	21%	20%
Somewhat agree (4)	40%	44%	40%	47%	32%	48%	40%	38%	29%	44%	36%	29%	45%	52%	42%	33%
- Neither agree nor disagree (3)	8%	14%	12%	14%	16%	11%	14%	13%	0%	6%	13%	23%	17%	9%	14%	16%
Somewhat disagree (2)	17%	7%	13%	14%	23%	12%	16%	17%	18%	0%	19%	10%	18%	6%	13%	18%
Strongly disagree (1)	6%	5%	7%	2%	18%	5%	10%	9%	13%	6%	15%	6%	11%	4%	9%	12%
- NET: Disagree (2,1)	23%	11%	20%	16%	42%	17%	26%	27%	32%	6%	34%	16%	29%	11%	23%	30%
Mean	3.699	3.910	3.690	3.725	2.926	3.749	3.455	3.477	3.629	4.213	3.231	3.711	3.245	3.938	3.522	3.315
Not included in base:																
Decline to Answer	3	4	2	2	5	1	14	65	1	-	1	-	3	2	6	42
Not Applicable/ Don't know	1	1	4	1	7	6	19	88	3	-	1	1	2	1	5	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-1

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	678 100%	4405 100%
- NET: Satisfied (5,4)	74%	84%	74%	82%	70%	75%	74%	74%
Very satisfied (5)	25%	32%	29%	37%	31%	34%	32%	27%
Somewhat satisfied (4)	49%	52%	45%	45%	39%	41%	42%	47%
- Neither satisfied (3) nor dissatisfied	3%	3%	6%	8%	6%	8%	6%	7%
Somewhat dissatisfied (2)	18%	13%	16%	9%	20%	17%	17%	16%
Very dissatisfied (1)	4%	0%	3%	1%	4%	1%	3%	4%
- NET: Dissatisfied (2,1)	22%	13%	20%	11%	24%	17%	19%	19%
Mean	3.733	4.033	3.801	4.068	3.723	3.914	3.845	3.782
Not included in base:								
Decline to Answer	6	3	1	4	6	2	15	97
Not Applicable	1	-	-	-	-	1	1	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-2

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	430 100%	2633 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	248 100%	1771 100%
- NET: Satisfied (5,4)	82%	81%	74%	83%	71%	76%	75%	76%	61%	89%	74%	81%	67%	74%	74%	71%
Very satisfied (5)	27%	27%	33%	38%	34%	33%	33%	29%	23%	42%	23%	34%	26%	37%	30%	25%
Somewhat satisfied (4)	55%	54%	40%	44%	38%	43%	42%	47%	38%	47%	51%	47%	41%	37%	44%	46%
- Neither satisfied nor dissatisfied (3)	2%	5%	6%	7%	4%	9%	6%	7%	6%	0%	6%	8%	9%	6%	7%	6%
Somewhat dissatisfied (2)	11%	14%	14%	10%	21%	15%	17%	14%	31%	11%	20%	7%	18%	18%	17%	19%
Very dissatisfied (1)	5%	0%	6%	0%	3%	0%	2%	3%	2%	0%	0%	4%	7%	2%	3%	4%
- NET: Dissatisfied (2,1)	16%	14%	20%	10%	24%	15%	19%	17%	33%	11%	20%	11%	24%	20%	20%	23%
Mean	3.869	3.946	3.819	4.109	3.777	3.931	3.867	3.848	3.489	4.213	3.771	3.992	3.618	3.891	3.807	3.684
Not included in base:																
Decline to Answer	4	2	1	4	4	1	11	64	2	1	-	-	2	1	4	33
Not Applicable	1	-	-	-	-	1	1	3	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-3

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	517 100%	3266 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1138 100%
- NET: Satisfied (5,4)	76%	83%	75%	84%	71%	74%	75%	74%	68%	88%	70%	76%	67%	77%	73%	75%
Very satisfied (5)	27%	29%	31%	40%	31%	36%	33%	26%	21%	42%	26%	26%	32%	30%	30%	30%
Somewhat satisfied (4)	49%	54%	45%	44%	40%	39%	42%	47%	47%	46%	44%	51%	35%	47%	42%	45%
- Neither satisfied nor dissatisfied (3)	2%	2%	6%	6%	6%	7%	6%	6%	7%	7%	7%	13%	6%	10%	8%	8%
Somewhat dissatisfied (2)	17%	15%	14%	9%	19%	18%	16%	17%	26%	6%	23%	11%	23%	13%	18%	14%
Very dissatisfied (1)	5%	0%	5%	2%	4%	1%	3%	4%	0%	0%	0%	0%	4%	0%	1%	3%
- NET: Dissatisfied (2,1)	22%	15%	19%	10%	23%	19%	19%	20%	26%	6%	23%	11%	27%	13%	19%	17%
Mean	3.759	3.962	3.823	4.114	3.734	3.905	3.850	3.760	3.627	4.237	3.738	3.914	3.687	3.944	3.828	3.844
Not included in base:																
Decline to Answer	5	3	1	4	3	1	12	66	1	-	-	-	3	1	4	30
Not Applicable	-	-	-	-	-	-	-	2	1	-	-	-	-	1	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-1

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	665 100%	4312 100%
- NET: Satisfied (5,4)	82%	92%	82%	89%	83%	88%	85%	83%
Very satisfied (5)	49%	70%	49%	56%	47%	55%	52%	47%
Somewhat satisfied (4)	33%	21%	33%	33%	36%	33%	33%	36%
- Neither satisfied nor dissatisfied (3)	10%	2%	8%	7%	9%	4%	7%	7%
Somewhat dissatisfied (2)	7%	7%	9%	4%	8%	7%	8%	8%
Very dissatisfied (1)	2%	0%	1%	0%	<1%	1%	1%	2%
- NET: Dissatisfied (2,1)	8%	7%	10%	4%	9%	8%	8%	10%
Mean	4.215	4.556	4.191	4.405	4.206	4.349	4.284	4.173
Not included in base:								
Decline to Answer	6	3	1	2	6	2	15	94
Not Applicable	2	2	1	-	6	6	15	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-2

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	420 100%	2582 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1729 100%
- NET: Satisfied (5,4)	83%	90%	81%	89%	81%	88%	84%	82%	79%	94%	82%	88%	86%	88%	86%	83%
Very satisfied (5)	51%	67%	47%	51%	47%	58%	51%	44%	46%	78%	52%	64%	47%	52%	54%	50%
Somewhat satisfied (4)	32%	23%	35%	38%	35%	30%	33%	38%	33%	17%	30%	24%	39%	36%	33%	34%
- Neither satisfied nor dissatisfied (3)	13%	0%	9%	7%	10%	3%	7%	8%	4%	6%	7%	8%	5%	6%	6%	5%
Somewhat dissatisfied (2)	3%	10%	9%	4%	8%	9%	8%	8%	12%	0%	10%	4%	8%	5%	7%	9%
Very dissatisfied (1)	0%	0%	1%	0%	0%	0%	<1%	2%	4%	0%	1%	0%	1%	1%	1%	2%
- NET: Dissatisfied (2,1)	3%	10%	10%	4%	8%	9%	8%	10%	16%	0%	11%	4%	9%	6%	8%	11%
Mean	4.306	4.479	4.173	4.366	4.198	4.364	4.268	4.153	4.051	4.722	4.221	4.479	4.221	4.330	4.312	4.203
Not included in base:																
Decline to Answer	4	2	1	2	4	1	10	59	2	1	-	-	3	1	5	34
Not Applicable	2	1	1	-	5	6	12	58	-	1	-	-	1	-	3	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-3

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	507 100%	3191 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	157 100%	1121 100%
- NET: Satisfied (5,4)	83%	93%	83%	92%	84%	86%	86%	84%	78%	88%	79%	77%	79%	93%	82%	80%
Very satisfied (5)	50%	68%	50%	58%	49%	55%	53%	48%	45%	76%	45%	46%	39%	57%	49%	42%
Somewhat satisfied (4)	33%	25%	33%	34%	35%	32%	33%	35%	33%	11%	34%	30%	39%	36%	34%	38%
- Neither satisfied nor dissatisfied (3)	9%	2%	7%	6%	7%	6%	6%	6%	15%	0%	11%	12%	12%	0%	8%	9%
Somewhat dissatisfied (2)	7%	4%	9%	2%	8%	8%	7%	8%	7%	12%	10%	11%	9%	5%	9%	9%
Very dissatisfied (1)	2%	0%	2%	0%	<1%	0%	1%	2%	0%	0%	0%	0%	0%	2%	<1%	2%
- NET: Dissatisfied (2,1)	8%	4%	10%	2%	8%	8%	8%	10%	7%	12%	10%	11%	9%	7%	10%	11%
Mean	4.227	4.571	4.208	4.489	4.242	4.335	4.308	4.198	4.165	4.515	4.142	4.120	4.084	4.401	4.206	4.101
Not included in base:																
Decline to Answer	5	3	1	2	4	1	11	65	1	-	-	-	3	1	4	28
Not Applicable	1	2	-	-	6	2	10	78	1	-	1	-	1	3	5	22

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-1

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	670 100%	4315 100%
- NET: Satisfied (5,4)	77%	83%	79%	88%	80%	82%	81%	74%
Very satisfied (5)	47%	58%	48%	72%	55%	58%	56%	45%
Somewhat satisfied (4)	30%	26%	31%	16%	25%	24%	26%	29%
- Neither satisfied (3) nor dissatisfied	8%	8%	6%	4%	10%	7%	8%	8%
Somewhat dissatisfied (2)	11%	7%	11%	6%	8%	8%	8%	13%
Very dissatisfied (1)	4%	2%	5%	1%	1%	3%	2%	5%
- NET: Dissatisfied (2,1)	15%	8%	16%	7%	9%	11%	11%	18%
Mean	4.039	4.310	4.067	4.516	4.251	4.263	4.240	3.969
Not included in base:								
Decline to Answer	6	3	1	1	6	2	14	93
Not Applicable	2	1	-	-	5	5	11	98

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-2

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	425 100%	2587 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1728 100%
- NET: Satisfied (5,4)	76%	86%	77%	84%	80%	81%	80%	74%	77%	78%	83%	96%	82%	84%	84%	75%
Very satisfied (5)	48%	54%	43%	68%	54%	59%	54%	44%	46%	67%	55%	80%	58%	58%	60%	47%
Somewhat satisfied (4)	29%	32%	33%	16%	26%	22%	27%	30%	31%	11%	28%	16%	23%	26%	23%	28%
- Neither satisfied nor dissatisfied (3)	10%	10%	7%	7%	12%	9%	9%	10%	4%	6%	4%	0%	6%	5%	5%	6%
Somewhat dissatisfied (2)	14%	5%	12%	7%	8%	8%	8%	12%	6%	11%	10%	4%	8%	9%	9%	14%
Very dissatisfied (1)	0%	0%	5%	2%	0%	3%	2%	4%	12%	6%	4%	0%	4%	3%	3%	6%
- NET: Dissatisfied (2,1)	14%	5%	17%	9%	8%	11%	10%	16%	18%	16%	13%	4%	12%	12%	12%	19%
Mean	4.101	4.347	3.983	4.410	4.257	4.256	4.214	3.968	3.928	4.231	4.205	4.723	4.240	4.273	4.284	3.970
Not included in base:																
Decline to Answer	4	2	1	1	4	1	9	58	2	1	-	-	3	1	5	34
Not Applicable	2	-	-	-	3	5	8	54	-	1	-	-	1	-	3	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-3

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3195 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1120 100%
- NET: Satisfied (5,4)	77%	84%	81%	92%	81%	80%	82%	75%	74%	80%	74%	76%	79%	88%	79%	72%
Very satisfied (5)	48%	60%	52%	76%	57%	57%	58%	46%	43%	51%	37%	59%	49%	62%	49%	42%
Somewhat satisfied (4)	29%	24%	29%	16%	24%	23%	24%	29%	31%	29%	38%	17%	30%	25%	30%	30%
- Neither satisfied nor dissatisfied (3)	7%	7%	5%	2%	9%	8%	7%	8%	10%	13%	8%	12%	14%	3%	10%	10%
Somewhat dissatisfied (2)	12%	7%	11%	6%	9%	9%	9%	13%	9%	6%	10%	6%	2%	7%	6%	12%
Very dissatisfied (1)	4%	2%	3%	0%	<1%	3%	2%	5%	7%	0%	8%	6%	4%	2%	5%	5%
- NET: Dissatisfied (2,1)	15%	9%	15%	6%	10%	12%	11%	17%	16%	6%	18%	12%	7%	9%	11%	18%
Mean	4.060	4.331	4.146	4.617	4.276	4.232	4.276	3.989	3.951	4.252	3.843	4.163	4.166	4.379	4.124	3.910
Not included in base:																
Decline to Answer	5	3	1	1	4	1	10	64	1	-	-	-	3	1	4	28
Not Applicable	1	1	-	-	3	2	7	75	1	-	-	-	2	3	4	23

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-1

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	4310 100%
- NET: Satisfied (5,4)	87%	90%	81%	84%	83%	78%	82%	79%
Very satisfied (5)	55%	67%	53%	56%	56%	54%	56%	50%
Somewhat satisfied (4)	32%	23%	28%	27%	28%	24%	26%	29%
- Neither satisfied (3) nor dissatisfied	3%	5%	5%	9%	8%	10%	7%	9%
Somewhat dissatisfied (2)	7%	3%	9%	6%	6%	7%	7%	9%
Very dissatisfied (1)	3%	1%	5%	1%	3%	4%	4%	4%
- NET: Dissatisfied (2,1)	10%	5%	14%	7%	9%	12%	10%	12%
Mean	4.302	4.516	4.152	4.310	4.266	4.163	4.243	4.130
Not included in base:								
Decline to Answer	6	3	1	2	6	2	15	96
Not Applicable	2	1	-	-	5	5	11	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-2

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2586 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1724 100%
- NET: Satisfied (5,4)	93%	86%	78%	87%	87%	78%	83%	80%	77%	100%	87%	78%	76%	79%	81%	77%
Very satisfied (5)	58%	65%	54%	55%	57%	57%	57%	49%	50%	72%	52%	59%	52%	51%	54%	52%
Somewhat satisfied (4)	35%	21%	23%	32%	29%	21%	26%	31%	27%	28%	34%	19%	24%	28%	28%	25%
- Neither satisfied nor dissatisfied (3)	3%	7%	7%	8%	6%	10%	7%	9%	2%	0%	1%	12%	12%	10%	8%	8%
Somewhat dissatisfied (2)	3%	5%	9%	6%	6%	8%	7%	7%	13%	0%	8%	6%	6%	7%	7%	11%
Very dissatisfied (1)	0%	2%	6%	0%	2%	4%	3%	3%	8%	0%	4%	4%	6%	4%	4%	5%
- NET: Dissatisfied (2,1)	3%	7%	15%	6%	7%	12%	10%	10%	21%	0%	12%	10%	12%	11%	11%	15%
Mean	4.478	4.422	4.105	4.358	4.352	4.182	4.267	4.157	3.988	4.722	4.227	4.219	4.096	4.138	4.202	4.089
Not included in base:																
Decline to Answer	4	2	1	2	4	1	10	59	2	1	-	-	3	1	5	37
Not Applicable	2	-	-	-	3	5	8	54	-	1	-	-	1	-	3	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-3

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over which courses you teach

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	511 100%	3191 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1119 100%
- NET: Satisfied (5,4)	87%	91%	82%	84%	85%	78%	83%	80%	88%	88%	79%	80%	76%	80%	79%	77%
Very satisfied (5)	60%	65%	58%	57%	57%	51%	57%	52%	36%	75%	41%	52%	50%	64%	53%	45%
Somewhat satisfied (4)	27%	27%	24%	27%	28%	27%	26%	28%	52%	12%	38%	28%	26%	16%	27%	31%
- Neither satisfied nor dissatisfied (3)	2%	4%	5%	12%	6%	9%	7%	8%	5%	7%	4%	0%	14%	11%	9%	11%
Somewhat dissatisfied (2)	8%	4%	8%	2%	6%	8%	6%	9%	0%	0%	11%	20%	5%	6%	8%	8%
Very dissatisfied (1)	2%	0%	5%	2%	3%	5%	3%	4%	7%	6%	6%	0%	4%	2%	4%	4%
- NET: Dissatisfied (2,1)	10%	4%	13%	4%	9%	13%	10%	12%	7%	6%	17%	20%	9%	9%	12%	12%
Mean	4.350	4.516	4.216	4.366	4.305	4.116	4.269	4.156	4.104	4.515	3.968	4.120	4.129	4.334	4.161	4.056
Not included in base:																
Decline to Answer	5	3	1	2	4	1	11	65	1	-	-	-	3	1	4	31
Not Applicable	1	1	-	-	3	2	7	78	1	-	-	-	2	3	4	22

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-1

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	662 100%	4309 100%
- NET: Satisfied (5,4)	96%	97%	96%	96%	92%	93%	94%	94%
Very satisfied (5)	69%	83%	80%	81%	78%	75%	79%	75%
Somewhat satisfied (4)	27%	14%	16%	14%	13%	19%	15%	19%
- Neither satisfied (3) nor dissatisfied	1%	3%	<1%	2%	4%	4%	3%	3%
Somewhat dissatisfied (2)	2%	0%	3%	3%	3%	3%	3%	2%
Very dissatisfied (1)	1%	0%	1%	0%	2%	0%	1%	1%
- NET: Dissatisfied (2,1)	3%	0%	4%	3%	4%	3%	3%	3%
Mean	4.612	4.797	4.717	4.745	4.639	4.645	4.685	4.647
Not included in base:								
Decline to Answer	6	3	1	2	6	2	15	94
Not Applicable	2	-	-	2	9	6	17	103

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-2

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	419 100%	2582 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1727 100%
- NET: Satisfied (5,4)	98%	96%	94%	96%	94%	93%	94%	94%	92%	100%	99%	96%	87%	94%	94%	93%
Very satisfied (5)	67%	77%	79%	86%	80%	73%	79%	74%	73%	95%	82%	71%	76%	76%	79%	76%
Somewhat satisfied (4)	31%	19%	15%	9%	15%	19%	15%	20%	19%	5%	17%	24%	11%	18%	15%	17%
- Neither satisfied nor dissatisfied (3)	2%	4%	1%	3%	4%	3%	3%	3%	0%	0%	0%	0%	5%	4%	3%	3%
Somewhat dissatisfied (2)	0%	0%	4%	2%	1%	4%	2%	2%	6%	0%	1%	4%	5%	2%	3%	2%
Very dissatisfied (1)	0%	0%	1%	0%	1%	0%	1%	1%	2%	0%	0%	0%	3%	0%	1%	1%
- NET: Dissatisfied (2,1)	0%	0%	5%	2%	2%	4%	3%	3%	8%	0%	1%	4%	8%	2%	4%	4%
Mean	4.653	4.724	4.672	4.803	4.707	4.613	4.693	4.647	4.540	4.947	4.791	4.627	4.508	4.687	4.673	4.646
Not included in base:																
Decline to Answer	4	2	1	2	4	1	10	60	2	1	-	-	3	1	5	34
Not Applicable	2	-	-	-	8	5	13	58	-	-	-	2	1	1	4	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-3

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of your courses

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	508 100%	3192 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1117 100%
- NET: Satisfied (5,4)	95%	98%	97%	96%	93%	92%	94%	94%	100%	94%	94%	95%	87%	98%	93%	92%
Very satisfied (5)	76%	83%	85%	82%	79%	74%	80%	78%	42%	82%	67%	78%	74%	75%	73%	67%
Somewhat satisfied (4)	19%	15%	12%	14%	13%	18%	14%	17%	58%	12%	27%	17%	13%	23%	19%	24%
- Neither satisfied nor dissatisfied (3)	1%	2%	0%	2%	4%	4%	3%	3%	0%	6%	2%	0%	5%	2%	3%	5%
Somewhat dissatisfied (2)	3%	0%	3%	2%	1%	4%	2%	2%	0%	0%	4%	5%	8%	0%	4%	2%
Very dissatisfied (1)	1%	0%	1%	0%	2%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Dissatisfied (2,1)	4%	0%	3%	2%	3%	4%	3%	3%	0%	0%	4%	5%	8%	0%	4%	3%
Mean	4.659	4.809	4.770	4.766	4.669	4.623	4.707	4.680	4.423	4.762	4.565	4.673	4.533	4.724	4.616	4.551
Not included in base:																
Decline to Answer	5	3	1	2	4	1	11	65	1	-	-	-	3	1	4	29
Not Applicable	1	-	-	1	6	3	10	77	1	-	-	1	4	3	7	26

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-1

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	4312 100%
- NET: Satisfied (5,4)	84%	87%	72%	79%	81%	80%	79%	74%
Very satisfied (5)	51%	47%	41%	52%	51%	54%	49%	40%
Somewhat satisfied (4)	33%	40%	31%	27%	30%	26%	30%	33%
- Neither satisfied (3) nor dissatisfied	7%	8%	8%	13%	9%	7%	9%	10%
Somewhat dissatisfied (2)	9%	5%	15%	5%	7%	13%	10%	12%
Very dissatisfied (1)	1%	0%	4%	3%	2%	0%	2%	4%
- NET: Dissatisfied (2,1)	10%	5%	20%	8%	9%	13%	12%	16%
Mean	4.243	4.292	3.887	4.196	4.210	4.209	4.134	3.935
Not included in base:								
Decline to Answer	6	3	1	2	6	2	15	94
Not Applicable	2	1	-	-	6	4	11	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-2

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	422 100%	2580 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1731 100%
- NET: Satisfied (5,4)	83%	88%	74%	82%	81%	78%	80%	74%	85%	84%	69%	73%	82%	83%	78%	73%
Very satisfied (5)	51%	42%	40%	59%	52%	50%	48%	40%	52%	58%	42%	38%	49%	59%	50%	42%
Somewhat satisfied (4)	32%	47%	34%	23%	29%	28%	31%	34%	33%	26%	26%	35%	33%	23%	28%	32%
- Neither satisfied nor dissatisfied (3)	10%	9%	9%	10%	10%	7%	9%	11%	0%	5%	6%	19%	7%	6%	8%	8%
Somewhat dissatisfied (2)	7%	2%	13%	5%	8%	15%	10%	11%	13%	11%	19%	4%	6%	11%	11%	14%
Very dissatisfied (1)	0%	0%	3%	3%	1%	0%	1%	4%	2%	0%	6%	4%	4%	0%	3%	5%
- NET: Dissatisfied (2,1)	7%	2%	17%	8%	9%	15%	11%	15%	15%	11%	25%	8%	11%	11%	14%	19%
Mean	4.267	4.277	3.942	4.305	4.235	4.135	4.155	3.953	4.201	4.321	3.796	3.990	4.161	4.305	4.099	3.909
Not included in base:																
Decline to Answer	4	2	1	2	4	1	10	61	2	1	-	-	3	1	5	33
Not Applicable	2	1	-	-	5	4	10	58	-	-	-	-	1	-	1	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-3

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	3191 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1121 100%
- NET: Satisfied (5,4)	82%	84%	74%	76%	80%	80%	78%	73%	89%	94%	68%	88%	87%	81%	82%	75%
Very satisfied (5)	48%	45%	41%	51%	52%	56%	49%	41%	62%	54%	41%	55%	48%	46%	47%	39%
Somewhat satisfied (4)	34%	39%	33%	25%	27%	23%	29%	32%	27%	41%	27%	33%	40%	35%	35%	36%
- Neither satisfied nor dissatisfied (3)	6%	9%	7%	14%	10%	9%	9%	10%	11%	6%	11%	12%	8%	0%	8%	10%
Somewhat dissatisfied (2)	11%	7%	13%	6%	9%	12%	10%	13%	0%	0%	21%	0%	3%	19%	10%	11%
Very dissatisfied (1)	1%	0%	6%	4%	2%	0%	3%	5%	0%	0%	0%	0%	2%	0%	1%	3%
- NET: Dissatisfied (2,1)	12%	7%	19%	10%	11%	12%	13%	17%	0%	0%	21%	0%	4%	19%	11%	15%
Mean	4.176	4.225	3.892	4.126	4.187	4.242	4.124	3.925	4.517	4.479	3.872	4.437	4.288	4.089	4.169	3.964
Not included in base:																
Decline to Answer	5	3	1	2	4	1	11	65	1	-	-	-	3	1	4	29
Not Applicable	1	1	-	-	6	2	9	78	1	-	-	-	1	2	2	22

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-1

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	519 100%	3774 100%
- NET: Satisfied (5,4)	92%	89%	35%	92%	85%	84%	71%	55%
Very satisfied (5)	75%	68%	14%	67%	62%	48%	46%	23%
Somewhat satisfied (4)	18%	21%	20%	25%	24%	36%	25%	32%
- Neither satisfied nor dissatisfied (3)	3%	8%	20%	3%	10%	8%	12%	15%
Somewhat dissatisfied (2)	5%	2%	33%	5%	4%	6%	13%	23%
Very dissatisfied (1)	0%	2%	12%	0%	1%	2%	4%	7%
- NET: Dissatisfied (2,1)	5%	3%	45%	5%	5%	7%	18%	30%
Mean	4.621	4.511	2.915	4.538	4.415	4.235	3.943	3.410
Not included in base:								
Decline to Answer	6	3	1	3	12	3	22	117
Not Applicable	21	2	10	4	109	28	153	615

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-2

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	335 100%	2272 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	184 100%	1502 100%
- NET: Satisfied (5,4)	89%	86%	33%	94%	85%	85%	71%	52%	98%	94%	37%	87%	86%	84%	71%	59%
Very satisfied (5)	69%	64%	13%	68%	58%	42%	44%	21%	84%	77%	16%	63%	70%	56%	49%	26%
Somewhat satisfied (4)	20%	22%	20%	26%	27%	43%	27%	31%	14%	17%	21%	24%	16%	28%	22%	33%
- Neither satisfied nor dissatisfied (3)	5%	9%	21%	3%	10%	10%	12%	17%	0%	6%	19%	4%	9%	6%	11%	11%
Somewhat dissatisfied (2)	7%	2%	32%	3%	5%	5%	13%	23%	2%	0%	35%	9%	2%	6%	14%	23%
Very dissatisfied (1)	0%	3%	14%	0%	0%	0%	5%	7%	0%	0%	9%	0%	2%	4%	4%	7%
- NET: Dissatisfied (2,1)	7%	5%	46%	3%	5%	5%	17%	30%	2%	0%	44%	9%	5%	10%	19%	29%
Mean	4.508	4.423	2.862	4.599	4.383	4.213	3.929	3.357	4.793	4.716	3.007	4.415	4.497	4.261	3.968	3.491
Not included in base:																
Decline to Answer	4	2	1	2	6	1	13	72	2	1	-	1	6	2	10	45
Not Applicable	17	-	5	3	67	20	94	355	4	2	5	2	42	7	58	260

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-3

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	401 100%	2805 100%	16 100%	- 100%	- 100%	- 100%	- 100%	- 100%	118 100%	969 100%
- NET: Satisfied (5,4)	92%	91%	35%	92%	88%	85%	72%	56%	93%	81%	33%	94%	76%	81%	66%	51%
Very satisfied (5)	74%	75%	14%	70%	61%	55%	48%	24%	78%	47%	15%	54%	63%	24%	37%	20%
Somewhat satisfied (4)	18%	16%	21%	22%	27%	30%	24%	32%	15%	34%	18%	40%	13%	57%	30%	31%
- Neither satisfied nor dissatisfied (3)	3%	7%	18%	2%	9%	8%	11%	13%	0%	12%	25%	6%	13%	9%	15%	19%
Somewhat dissatisfied (2)	5%	2%	36%	6%	2%	5%	13%	24%	7%	0%	24%	0%	10%	10%	12%	20%
Very dissatisfied (1)	0%	0%	10%	0%	1%	2%	4%	6%	0%	7%	17%	0%	0%	0%	6%	9%
- NET: Dissatisfied (2,1)	5%	2%	46%	6%	3%	7%	17%	30%	7%	7%	42%	0%	10%	10%	19%	30%
Mean	4.614	4.643	2.925	4.552	4.448	4.310	3.992	3.441	4.650	4.150	2.885	4.482	4.296	3.958	3.776	3.321
Not included in base:																
Decline to Answer	5	3	1	3	10	2	19	83	1	-	-	-	3	1	4	34
Not Applicable	16	2	4	2	81	20	109	447	5	-	6	2	27	8	44	168

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-1

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	625 100%	3958 100%
- NET: Satisfied (5,4)	86%	66%	69%	68%	86%	69%	75%	65%
Very satisfied (5)	61%	31%	32%	41%	49%	30%	38%	26%
Somewhat satisfied (4)	25%	35%	37%	27%	37%	39%	37%	39%
- Neither satisfied nor dissatisfied (3)	3%	13%	18%	9%	7%	15%	12%	13%
Somewhat dissatisfied (2)	10%	13%	10%	17%	7%	14%	10%	17%
Very dissatisfied (1)	0%	8%	3%	7%	<1%	2%	3%	5%
- NET: Dissatisfied (2,1)	10%	21%	13%	24%	7%	16%	13%	22%
Mean	4.369	3.688	3.842	3.777	4.274	3.807	3.976	3.647
Not included in base:								
Decline to Answer	6	3	1	4	6	2	16	115
Not Applicable	-	1	8	27	6	11	53	433

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-2

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	67 100%	- 100%	- 100%	- 100%	- 100%	- 100%	400 100%	2401 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	225 100%	1558 100%
- NET: Satisfied (5,4)	90%	59%	71%	69%	88%	73%	77%	64%	80%	83%	65%	65%	82%	63%	72%	67%
Very satisfied (5)	65%	20%	36%	43%	50%	22%	37%	25%	53%	56%	25%	36%	46%	40%	39%	29%
Somewhat satisfied (4)	24%	38%	35%	26%	38%	52%	39%	39%	27%	28%	40%	29%	36%	23%	33%	38%
- Neither satisfied nor dissatisfied (3)	2%	18%	14%	13%	6%	16%	12%	15%	6%	0%	24%	0%	9%	14%	13%	11%
Somewhat dissatisfied (2)	8%	14%	10%	15%	6%	10%	9%	16%	14%	11%	10%	21%	8%	20%	12%	18%
Very dissatisfied (1)	0%	9%	4%	3%	0%	1%	2%	5%	0%	6%	1%	14%	1%	3%	3%	5%
- NET: Dissatisfied (2,1)	8%	23%	14%	18%	6%	11%	12%	21%	14%	17%	11%	35%	9%	23%	15%	22%
Mean	4.471	3.468	3.885	3.899	4.324	3.831	4.001	3.622	4.183	4.169	3.768	3.506	4.177	3.776	3.933	3.685
Not included in base:																
Decline to Answer	4	2	1	4	4	1	11	72	2	1	-	1	2	1	5	43
Not Applicable	-	-	4	17	3	8	31	227	-	1	4	10	3	3	22	206

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-3

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	477 100%	2933 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	148 100%	1026 100%
- NET: Satisfied (5,4)	86%	66%	72%	72%	87%	70%	77%	66%	87%	69%	61%	56%	82%	66%	70%	62%
Very satisfied (5)	63%	31%	30%	40%	51%	32%	39%	27%	54%	32%	36%	43%	41%	22%	35%	23%
Somewhat satisfied (4)	23%	35%	41%	33%	36%	38%	38%	39%	33%	36%	25%	14%	42%	44%	35%	39%
- Neither satisfied nor dissatisfied (3)	3%	13%	14%	9%	7%	15%	11%	12%	3%	12%	30%	9%	8%	16%	16%	16%
Somewhat dissatisfied (2)	11%	13%	11%	15%	6%	14%	10%	17%	10%	13%	8%	21%	10%	14%	11%	16%
Very dissatisfied (1)	0%	9%	4%	3%	<1%	1%	2%	4%	0%	6%	2%	14%	0%	5%	3%	6%
- NET: Dissatisfied (2,1)	11%	22%	15%	19%	6%	15%	12%	21%	10%	19%	9%	35%	10%	18%	14%	22%
Mean	4.385	3.665	3.839	3.898	4.314	3.851	4.008	3.676	4.307	3.756	3.852	3.495	4.133	3.646	3.873	3.565
Not included in base:																
Decline to Answer	5	3	1	4	3	1	12	77	1	-	-	-	3	1	4	38
Not Applicable	-	-	6	23	3	6	39	325	-	1	2	4	3	4	14	108

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-1

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	4343 100%
- NET: Satisfied (5,4)	82%	81%	76%	82%	58%	72%	70%	69%
Very satisfied (5)	44%	42%	31%	40%	24%	42%	33%	28%
Somewhat satisfied (4)	38%	39%	45%	42%	34%	30%	37%	41%
- Neither satisfied nor dissatisfied (3)	7%	11%	12%	6%	20%	12%	14%	12%
Somewhat dissatisfied (2)	9%	5%	10%	10%	17%	17%	13%	14%
Very dissatisfied (1)	2%	3%	2%	3%	6%	0%	3%	4%
- NET: Dissatisfied (2,1)	11%	8%	12%	12%	22%	17%	16%	18%
Mean	4.137	4.115	3.927	4.072	3.539	3.968	3.835	3.752
Not included in base:								
Decline to Answer	7	3	2	4	11	2	21	123
Not Applicable	1	-	-	-	4	1	5	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-2

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	424 100%	2594 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1749 100%
- NET: Satisfied (5,4)	85%	84%	76%	88%	60%	79%	73%	73%	77%	74%	76%	71%	53%	61%	64%	64%
Very satisfied (5)	49%	47%	32%	44%	27%	50%	36%	33%	34%	31%	28%	33%	19%	31%	26%	22%
Somewhat satisfied (4)	35%	37%	44%	44%	34%	29%	37%	41%	44%	43%	48%	38%	34%	31%	38%	42%
- Neither satisfied nor dissatisfied (3)	7%	9%	14%	6%	21%	10%	14%	13%	8%	15%	9%	4%	18%	14%	13%	12%
Somewhat dissatisfied (2)	9%	5%	9%	5%	15%	11%	11%	11%	10%	5%	12%	17%	20%	24%	17%	18%
Very dissatisfied (1)	0%	2%	1%	0%	4%	0%	2%	3%	4%	5%	3%	8%	9%	0%	5%	6%
- NET: Dissatisfied (2,1)	9%	7%	10%	5%	19%	11%	13%	14%	14%	11%	15%	25%	29%	24%	22%	24%
Mean	4.256	4.220	3.969	4.269	3.641	4.177	3.948	3.885	3.927	3.895	3.857	3.707	3.338	3.680	3.638	3.554
Not included in base:																
Decline to Answer	5	2	1	4	6	1	14	78	2	1	1	-	5	1	8	45
Not Applicable	1	-	-	-	4	1	4	28	-	-	-	-	1	-	1	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30a-3

III. The Nature of Your Work

Q30a. Please indicate your level of satisfaction with the following:

What's expected of you as a researcher

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	3220 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1122 100%
- NET: Satisfied (5,4)	84%	78%	74%	82%	56%	74%	69%	69%	74%	88%	81%	81%	64%	64%	73%	72%
Very satisfied (5)	47%	33%	32%	43%	24%	43%	33%	28%	31%	70%	25%	32%	26%	37%	33%	30%
Somewhat satisfied (4)	37%	46%	42%	40%	33%	31%	36%	41%	43%	18%	56%	50%	38%	27%	40%	42%
- Neither satisfied nor dissatisfied (3)	6%	11%	12%	4%	21%	12%	14%	12%	13%	12%	12%	10%	15%	10%	12%	13%
Somewhat dissatisfied (2)	8%	7%	13%	10%	16%	14%	13%	15%	13%	0%	2%	8%	18%	27%	13%	12%
Very dissatisfied (1)	2%	4%	1%	4%	6%	0%	3%	4%	0%	0%	4%	0%	4%	0%	2%	4%
- NET: Dissatisfied (2,1)	10%	11%	14%	14%	22%	14%	17%	19%	13%	0%	7%	8%	22%	27%	15%	16%
Mean	4.186	3.954	3.920	4.079	3.510	4.032	3.821	3.727	3.925	4.577	3.947	4.048	3.638	3.744	3.880	3.823
Not included in base:																
Decline to Answer	5	3	2	4	6	1	15	81	2	-	-	-	5	1	6	42
Not Applicable	-	-	-	-	4	-	4	33	1	-	-	-	-	1	1	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-1

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	676 100%	4367 100%
- NET: Satisfied (5,4)	54%	56%	38%	68%	45%	48%	47%	40%
Very satisfied (5)	23%	20%	10%	29%	16%	21%	17%	14%
Somewhat satisfied (4)	31%	36%	28%	39%	28%	28%	30%	26%
- Neither satisfied (3) nor dissatisfied	8%	10%	12%	10%	9%	9%	10%	10%
Somewhat dissatisfied (2)	27%	31%	35%	19%	30%	29%	30%	32%
Very dissatisfied (1)	11%	3%	14%	4%	16%	13%	12%	18%
- NET: Dissatisfied (2,1)	38%	34%	49%	23%	46%	43%	43%	50%
Mean	3.276	3.391	2.850	3.692	2.994	3.133	3.094	2.858
Not included in base:								
Decline to Answer	7	4	3	2	7	2	18	112
Not Applicable	1	-	-	-	-	-	-	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-2

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	430 100%	2606 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1760 100%
- NET: Satisfied (5,4)	67%	53%	41%	75%	49%	54%	51%	45%	32%	62%	34%	54%	37%	40%	40%	33%
Very satisfied (5)	29%	22%	14%	33%	19%	24%	20%	16%	13%	17%	4%	21%	12%	16%	12%	10%
Somewhat satisfied (4)	38%	31%	27%	42%	30%	30%	31%	29%	19%	45%	30%	34%	24%	24%	28%	23%
- Neither satisfied nor dissatisfied (3)	8%	12%	16%	4%	9%	11%	11%	11%	6%	6%	6%	20%	11%	6%	9%	7%
Somewhat dissatisfied (2)	18%	30%	29%	19%	29%	25%	27%	29%	44%	33%	45%	18%	34%	36%	36%	35%
Very dissatisfied (1)	7%	5%	14%	2%	14%	10%	11%	14%	19%	0%	15%	8%	19%	18%	15%	24%
- NET: Dissatisfied (2,1)	25%	35%	43%	21%	43%	35%	38%	44%	62%	33%	60%	26%	53%	54%	51%	59%
Mean	3.636	3.364	2.984	3.841	3.107	3.336	3.222	3.033	2.636	3.452	2.628	3.409	2.775	2.853	2.870	2.599
Not included in base:																
Decline to Answer	5	2	2	2	5	1	13	74	2	2	1	-	2	1	6	39
Not Applicable	1	-	-	-	-	-	-	20	-	-	-	-	-	-	-	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-3

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	515 100%	3241 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1125 100%
- NET: Satisfied (5,4)	58%	50%	36%	71%	44%	48%	46%	38%	37%	73%	46%	55%	46%	48%	50%	48%
Very satisfied (5)	23%	20%	10%	30%	18%	21%	18%	13%	22%	23%	11%	25%	12%	20%	15%	17%
Somewhat satisfied (4)	35%	31%	25%	41%	26%	27%	28%	25%	15%	50%	36%	31%	34%	29%	35%	31%
- Neither satisfied nor dissatisfied (3)	6%	9%	13%	11%	9%	10%	10%	9%	15%	14%	9%	5%	11%	7%	9%	12%
Somewhat dissatisfied (2)	25%	37%	35%	14%	32%	27%	31%	34%	36%	13%	35%	34%	24%	36%	29%	26%
Very dissatisfied (1)	11%	4%	16%	4%	15%	15%	13%	19%	13%	0%	10%	6%	19%	9%	11%	15%
- NET: Dissatisfied (2,1)	36%	41%	51%	18%	47%	42%	43%	53%	48%	13%	45%	40%	43%	45%	41%	41%
Mean	3.346	3.247	2.790	3.798	3.000	3.129	3.081	2.779	2.972	3.833	3.016	3.330	2.972	3.148	3.135	3.085
Not included in base:																
Decline to Answer	5	3	3	2	4	1	14	72	2	1	-	-	3	1	5	41
Not Applicable	-	-	-	-	-	-	-	22	1	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-1

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	631 100%	4085 100%
- NET: Satisfied (5,4)	57%	43%	38%	56%	41%	45%	43%	35%
Very satisfied (5)	29%	13%	13%	24%	23%	17%	18%	12%
Somewhat satisfied (4)	29%	29%	26%	32%	18%	28%	25%	23%
- Neither satisfied (3) nor dissatisfied	21%	29%	31%	27%	18%	22%	24%	29%
Somewhat dissatisfied (2)	15%	18%	21%	15%	21%	22%	20%	22%
Very dissatisfied (1)	6%	10%	9%	1%	21%	11%	13%	13%
- NET: Dissatisfied (2,1)	21%	29%	31%	17%	42%	32%	33%	36%
Mean	3.590	3.174	3.109	3.624	3.005	3.192	3.148	2.974
Not included in base:								
Decline to Answer	8	4	4	2	7	2	18	130
Not Applicable	10	2	7	5	19	12	45	291

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-2

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	59 100%	- 100%	- 100%	- 100%	- 100%	- 100%	404 100%	2458 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	227 100%	1627 100%
- NET: Satisfied (5,4)	62%	41%	41%	55%	44%	50%	45%	38%	50%	47%	34%	60%	35%	38%	39%	30%
Very satisfied (5)	31%	17%	14%	23%	24%	22%	20%	13%	24%	6%	10%	27%	20%	10%	14%	10%
Somewhat satisfied (4)	30%	24%	26%	32%	20%	28%	25%	25%	26%	41%	24%	33%	15%	28%	24%	21%
- Neither satisfied nor dissatisfied (3)	20%	33%	32%	28%	18%	23%	25%	31%	23%	18%	30%	24%	17%	22%	23%	27%
Somewhat dissatisfied (2)	13%	16%	21%	15%	21%	14%	18%	19%	19%	23%	23%	16%	20%	33%	24%	27%
Very dissatisfied (1)	6%	9%	7%	2%	18%	13%	12%	12%	7%	12%	13%	0%	28%	7%	15%	15%
- NET: Dissatisfied (2,1)	18%	26%	27%	17%	38%	27%	30%	31%	27%	35%	36%	16%	48%	40%	39%	42%
Mean	3.692	3.223	3.206	3.583	3.115	3.327	3.239	3.073	3.401	3.062	2.944	3.715	2.794	3.005	2.986	2.825
Not included in base:																
Decline to Answer	7	2	2	2	5	1	12	77	2	2	2	-	2	1	6	53
Not Applicable	6	1	4	1	13	7	26	165	5	1	3	4	6	5	18	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-3

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of research funding you are expected to find

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	483 100%	3018 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	148 100%	1067 100%
- NET: Satisfied (5,4)	59%	39%	38%	61%	39%	47%	43%	34%	50%	53%	38%	39%	47%	38%	43%	37%
Very satisfied (5)	28%	13%	12%	26%	22%	16%	18%	11%	32%	13%	15%	16%	24%	21%	19%	12%
Somewhat satisfied (4)	32%	26%	26%	35%	17%	31%	25%	23%	17%	40%	23%	23%	23%	17%	24%	25%
- Neither satisfied nor dissatisfied (3)	20%	29%	33%	25%	19%	22%	25%	30%	28%	28%	25%	34%	14%	23%	22%	27%
Somewhat dissatisfied (2)	15%	20%	19%	13%	21%	19%	19%	23%	17%	13%	29%	21%	18%	32%	23%	21%
Very dissatisfied (1)	6%	11%	9%	0%	21%	12%	13%	13%	6%	6%	9%	6%	21%	7%	12%	14%
- NET: Dissatisfied (2,1)	21%	32%	28%	13%	42%	31%	33%	36%	22%	19%	37%	27%	39%	39%	35%	35%
Mean	3.603	3.092	3.125	3.745	2.975	3.205	3.149	2.968	3.537	3.414	3.061	3.224	3.101	3.139	3.141	2.994
Not included in base:																
Decline to Answer	6	3	3	2	4	1	13	85	2	1	1	-	3	1	5	45
Not Applicable	8	2	4	4	16	6	32	232	2	-	3	1	3	5	13	59

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-1

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	676 100%	4348 100%
- NET: Satisfied (5,4)	93%	95%	92%	97%	86%	94%	91%	87%
Very satisfied (5)	77%	88%	67%	78%	65%	76%	71%	64%
Somewhat satisfied (4)	17%	8%	25%	19%	22%	19%	20%	23%
- Neither satisfied (3) nor dissatisfied	5%	2%	6%	1%	7%	4%	5%	7%
Somewhat dissatisfied (2)	1%	1%	3%	1%	6%	1%	3%	4%
Very dissatisfied (1)	1%	2%	0%	0%	1%	0%	1%	1%
- NET: Dissatisfied (2,1)	2%	3%	3%	1%	7%	1%	4%	6%
Mean	4.677	4.779	4.563	4.742	4.429	4.689	4.581	4.445
Not included in base:								
Decline to Answer	7	3	2	2	8	2	17	117
Not Applicable	1	-	1	-	1	-	2	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-2

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	430 100%	2594 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	246 100%	1754 100%
- NET: Satisfied (5,4)	93%	96%	90%	100%	90%	94%	92%	88%	94%	95%	94%	92%	80%	95%	89%	86%
Very satisfied (5)	77%	84%	66%	76%	67%	77%	71%	64%	77%	95%	70%	82%	61%	74%	71%	65%
Somewhat satisfied (4)	17%	11%	25%	24%	23%	18%	21%	24%	17%	0%	24%	10%	19%	20%	18%	22%
- Neither satisfied nor dissatisfied (3)	5%	2%	6%	0%	5%	6%	5%	7%	4%	0%	5%	4%	9%	2%	5%	7%
Somewhat dissatisfied (2)	2%	2%	3%	0%	4%	0%	2%	4%	0%	0%	1%	4%	10%	3%	5%	5%
Very dissatisfied (1)	0%	0%	0%	0%	2%	0%	1%	1%	2%	5%	0%	0%	1%	0%	1%	2%
- NET: Dissatisfied (2,1)	2%	2%	3%	0%	5%	0%	3%	5%	2%	5%	1%	4%	10%	3%	5%	6%
Mean	4.683	4.774	4.527	4.764	4.496	4.711	4.600	4.456	4.666	4.789	4.623	4.700	4.299	4.658	4.547	4.428
Not included in base:																
Decline to Answer	5	2	1	2	5	1	11	77	2	1	1	-	3	1	5	40
Not Applicable	1	-	-	-	1	-	1	28	-	-	1	-	-	-	1	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-3

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	3228 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1120 100%
- NET: Satisfied (5,4)	95%	96%	92%	96%	88%	96%	92%	89%	85%	94%	91%	100%	80%	89%	88%	83%
Very satisfied (5)	81%	87%	72%	81%	66%	77%	73%	67%	60%	89%	54%	68%	61%	70%	64%	56%
Somewhat satisfied (4)	15%	8%	20%	15%	23%	19%	19%	21%	25%	6%	37%	32%	18%	19%	23%	28%
- Neither satisfied nor dissatisfied (3)	4%	2%	6%	2%	5%	2%	4%	6%	9%	0%	5%	0%	11%	11%	7%	9%
Somewhat dissatisfied (2)	0%	0%	2%	2%	5%	2%	3%	4%	6%	6%	5%	0%	8%	0%	5%	5%
Very dissatisfied (1)	1%	2%	0%	0%	1%	0%	1%	1%	0%	0%	0%	0%	1%	0%	<1%	2%
- NET: Dissatisfied (2,1)	1%	2%	2%	2%	6%	2%	3%	5%	6%	6%	5%	0%	10%	0%	5%	7%
Mean	4.742	4.782	4.619	4.760	4.468	4.719	4.616	4.495	4.392	4.772	4.403	4.680	4.297	4.587	4.468	4.302
Not included in base:																
Decline to Answer	5	3	2	2	5	1	13	75	2	-	-	-	3	1	4	42
Not Applicable	-	-	-	-	1	-	1	31	1	-	1	-	-	-	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-1

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4358 100%
- NET: Satisfied (5,4)	81%	54%	61%	83%	76%	59%	67%	58%
Very satisfied (5)	53%	37%	26%	53%	50%	25%	38%	26%
Somewhat satisfied (4)	28%	17%	35%	30%	26%	34%	30%	31%
- Neither satisfied (3) nor dissatisfied	7%	7%	13%	8%	9%	10%	10%	12%
Somewhat dissatisfied (2)	11%	31%	17%	9%	13%	20%	17%	20%
Very dissatisfied (1)	1%	9%	8%	0%	3%	11%	6%	11%
- NET: Dissatisfied (2,1)	12%	40%	26%	9%	15%	31%	23%	30%
Mean	4.212	3.419	3.531	4.266	4.070	3.418	3.759	3.431
Not included in base:								
Decline to Answer	7	4	2	2	7	2	17	108
Not Applicable	2	1	1	-	3	-	4	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-2

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2603 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1755 100%
- NET: Satisfied (5,4)	83%	55%	61%	80%	77%	64%	69%	59%	77%	50%	61%	89%	72%	52%	64%	55%
Very satisfied (5)	52%	38%	29%	44%	47%	28%	38%	26%	57%	33%	21%	69%	55%	21%	37%	26%
Somewhat satisfied (4)	31%	17%	32%	36%	31%	37%	31%	33%	21%	17%	40%	20%	17%	31%	27%	29%
- Neither satisfied nor dissatisfied (3)	5%	5%	13%	10%	8%	10%	9%	12%	10%	11%	15%	4%	10%	10%	11%	11%
Somewhat dissatisfied (2)	10%	33%	17%	10%	13%	18%	17%	19%	12%	28%	18%	7%	12%	22%	17%	21%
Very dissatisfied (1)	2%	7%	9%	0%	2%	8%	5%	9%	0%	11%	6%	0%	5%	16%	8%	13%
- NET: Dissatisfied (2,1)	12%	40%	26%	10%	14%	26%	22%	28%	12%	39%	24%	7%	17%	38%	25%	34%
Mean	4.208	3.460	3.546	4.141	4.082	3.578	3.799	3.484	4.219	3.330	3.506	4.504	4.047	3.196	3.688	3.351
Not included in base:																
Decline to Answer	5	2	1	2	5	1	11	70	2	2	1	-	2	1	6	38
Not Applicable	2	1	-	-	2	-	3	26	-	-	1	-	1	-	1	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-3

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	3235 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1123 100%
- NET: Satisfied (5,4)	84%	51%	58%	83%	77%	56%	66%	57%	69%	60%	69%	83%	72%	71%	71%	61%
Very satisfied (5)	54%	36%	26%	47%	51%	25%	38%	26%	51%	40%	26%	71%	45%	24%	37%	26%
Somewhat satisfied (4)	30%	16%	32%	36%	26%	30%	28%	30%	18%	20%	43%	12%	28%	47%	34%	35%
- Neither satisfied nor dissatisfied (3)	6%	7%	15%	8%	8%	10%	10%	12%	13%	6%	8%	6%	12%	11%	9%	12%
Somewhat dissatisfied (2)	9%	33%	17%	8%	12%	23%	17%	20%	18%	27%	19%	12%	15%	9%	16%	18%
Very dissatisfied (1)	1%	9%	10%	0%	3%	12%	7%	11%	0%	7%	3%	0%	1%	9%	4%	9%
- NET: Dissatisfied (2,1)	11%	42%	27%	8%	15%	35%	24%	32%	18%	34%	22%	12%	16%	19%	19%	27%
Mean	4.257	3.360	3.472	4.221	4.091	3.345	3.730	3.405	4.020	3.594	3.701	4.421	3.998	3.664	3.851	3.504
Not included in base:																
Decline to Answer	5	3	2	2	4	1	12	70	2	1	-	-	3	1	5	39
Not Applicable	1	1	-	-	1	-	2	30	1	-	1	-	2	-	2	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-1

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	627 100%	4141 100%
- NET: Satisfied (5,4)	76%	55%	47%	55%	66%	45%	55%	42%
Very satisfied (5)	37%	19%	16%	30%	34%	20%	25%	15%
Somewhat satisfied (4)	38%	36%	31%	24%	32%	26%	30%	27%
- Neither satisfied nor dissatisfied (3)	9%	23%	17%	13%	13%	17%	16%	18%
Somewhat dissatisfied (2)	12%	15%	25%	18%	14%	28%	20%	24%
Very dissatisfied (1)	3%	7%	11%	15%	8%	9%	9%	16%
- NET: Dissatisfied (2,1)	15%	22%	36%	33%	21%	38%	29%	40%
Mean	3.949	3.454	3.162	3.375	3.708	3.183	3.407	3.018
Not included in base:								
Decline to Answer	8	3	2	2	8	3	19	114
Not Applicable	2	2	9	16	12	9	48	250

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-2

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	400 100%	2494 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	227 100%	1647 100%
- NET: Satisfied (5,4)	81%	59%	51%	55%	66%	45%	57%	44%	66%	47%	40%	53%	64%	46%	51%	40%
Very satisfied (5)	45%	21%	18%	31%	36%	22%	27%	16%	24%	15%	13%	28%	30%	17%	21%	14%
Somewhat satisfied (4)	36%	38%	33%	24%	31%	23%	30%	28%	42%	32%	27%	25%	34%	29%	30%	25%
- Neither satisfied nor dissatisfied (3)	9%	19%	14%	15%	15%	17%	15%	20%	11%	31%	22%	8%	9%	17%	16%	15%
Somewhat dissatisfied (2)	9%	17%	23%	16%	12%	30%	19%	22%	19%	11%	28%	22%	18%	26%	22%	26%
Very dissatisfied (1)	2%	5%	11%	14%	7%	8%	9%	14%	4%	11%	11%	16%	9%	11%	11%	19%
- NET: Dissatisfied (2,1)	10%	22%	35%	30%	19%	38%	28%	36%	23%	22%	39%	38%	26%	37%	33%	45%
Mean	4.133	3.529	3.241	3.422	3.767	3.205	3.474	3.095	3.620	3.305	3.028	3.283	3.590	3.152	3.288	2.902
Not included in base:																
Decline to Answer	5	2	1	2	5	2	13	73	2	1	1	-	3	1	6	41
Not Applicable	2	2	5	10	8	5	30	132	-	-	4	6	4	4	18	118

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-3

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	474 100%	3061 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	153 100%	1080 100%
- NET: Satisfied (5,4)	74%	57%	45%	63%	66%	45%	55%	42%	82%	50%	53%	32%	65%	48%	54%	44%
Very satisfied (5)	36%	16%	17%	32%	37%	22%	26%	16%	42%	28%	15%	27%	23%	12%	20%	13%
Somewhat satisfied (4)	38%	41%	28%	32%	29%	23%	29%	26%	40%	23%	38%	5%	42%	36%	34%	31%
- Neither satisfied nor dissatisfied (3)	10%	21%	18%	9%	14%	17%	16%	18%	6%	30%	14%	23%	10%	15%	15%	19%
Somewhat dissatisfied (2)	12%	13%	27%	14%	14%	29%	20%	25%	13%	20%	20%	27%	14%	26%	20%	21%
Very dissatisfied (1)	3%	9%	11%	14%	7%	9%	9%	16%	0%	0%	13%	18%	10%	10%	11%	16%
- NET: Dissatisfied (2,1)	16%	23%	37%	28%	20%	38%	29%	41%	13%	20%	33%	45%	24%	36%	31%	37%
Mean	3.912	3.406	3.138	3.535	3.756	3.196	3.434	3.010	4.105	3.585	3.228	2.962	3.538	3.140	3.323	3.041
Not included in base:																
Decline to Answer	6	3	2	2	5	2	14	75	2	-	-	-	3	1	4	39
Not Applicable	1	2	8	15	9	7	40	198	1	-	1	1	4	2	8	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	671 100%	4354 100%
- NET: Satisfied (5,4)	69%	71%	73%	72%	66%	63%	68%	61%
Very satisfied (5)	34%	44%	44%	46%	37%	30%	39%	32%
Somewhat satisfied (4)	35%	27%	29%	27%	29%	33%	29%	29%
- Neither satisfied (3) nor dissatisfied	6%	12%	9%	12%	7%	9%	9%	11%
Somewhat dissatisfied (2)	16%	13%	11%	10%	18%	20%	16%	18%
Very dissatisfied (1)	9%	5%	6%	5%	8%	8%	7%	11%
- NET: Dissatisfied (2,1)	25%	18%	17%	16%	27%	28%	23%	29%
Mean	3.691	3.918	3.936	3.972	3.676	3.562	3.768	3.535
Not included in base:								
Decline to Answer	7	4	3	2	7	2	18	113
Not Applicable	1	-	1	2	1	2	5	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	426 100%	2603 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1751 100%
- NET: Satisfied (5,4)	78%	72%	73%	71%	67%	53%	67%	62%	53%	68%	73%	74%	63%	76%	70%	59%
Very satisfied (5)	36%	42%	45%	47%	37%	20%	37%	33%	32%	47%	42%	44%	37%	43%	41%	31%
Somewhat satisfied (4)	43%	30%	28%	24%	30%	33%	29%	29%	21%	21%	31%	31%	27%	33%	29%	28%
- Neither satisfied nor dissatisfied (3)	7%	9%	13%	16%	7%	13%	11%	11%	4%	16%	3%	4%	9%	3%	6%	9%
Somewhat dissatisfied (2)	12%	14%	10%	5%	20%	26%	17%	18%	24%	11%	12%	19%	15%	13%	14%	19%
Very dissatisfied (1)	3%	4%	3%	7%	6%	8%	6%	9%	19%	5%	11%	3%	13%	8%	10%	13%
- NET: Dissatisfied (2,1)	15%	19%	14%	12%	26%	34%	22%	27%	43%	16%	24%	21%	28%	21%	23%	32%
Mean	3.954	3.909	4.016	3.990	3.716	3.314	3.760	3.588	3.221	3.936	3.800	3.939	3.597	3.898	3.782	3.457
Not included in base:																
Decline to Answer	5	3	1	2	5	1	12	72	2	1	2	-	2	1	5	41
Not Applicable	1	-	1	1	-	2	4	25	-	-	-	1	1	-	2	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	510 100%	3238 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1116 100%
- NET: Satisfied (5,4)	72%	69%	72%	72%	66%	60%	67%	60%	56%	76%	75%	75%	66%	72%	72%	64%
Very satisfied (5)	35%	42%	44%	44%	38%	26%	38%	32%	31%	47%	45%	50%	34%	40%	41%	33%
Somewhat satisfied (4)	37%	27%	29%	27%	28%	34%	29%	28%	25%	28%	31%	24%	32%	32%	31%	31%
- Neither satisfied nor dissatisfied (3)	6%	11%	8%	16%	6%	9%	9%	10%	6%	13%	13%	0%	13%	9%	11%	12%
Somewhat dissatisfied (2)	13%	18%	11%	10%	19%	22%	17%	19%	29%	0%	11%	10%	18%	14%	12%	15%
Very dissatisfied (1)	9%	2%	8%	2%	10%	9%	8%	11%	9%	11%	1%	16%	3%	5%	5%	9%
- NET: Dissatisfied (2,1)	22%	20%	19%	12%	29%	31%	24%	30%	38%	11%	12%	25%	21%	19%	18%	25%
Mean	3.757	3.888	3.887	4.013	3.652	3.470	3.727	3.504	3.402	4.002	4.073	3.837	3.755	3.880	3.898	3.625
Not included in base:																
Decline to Answer	5	4	3	2	4	1	14	73	2	-	-	-	3	1	4	39
Not Applicable	-	-	-	2	1	1	4	23	1	-	1	-	-	1	1	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	645 100%	4198 100%
- NET: Satisfied (5,4)	62%	54%	50%	76%	62%	59%	59%	49%
Very satisfied (5)	35%	15%	21%	41%	30%	23%	26%	18%
Somewhat satisfied (4)	27%	39%	29%	35%	32%	36%	33%	31%
- Neither satisfied nor dissatisfied (3)	20%	18%	26%	17%	15%	21%	19%	21%
Somewhat dissatisfied (2)	14%	25%	14%	3%	17%	13%	15%	21%
Very dissatisfied (1)	4%	3%	10%	4%	6%	7%	7%	10%
- NET: Dissatisfied (2,1)	18%	29%	24%	7%	23%	20%	22%	31%
Mean	3.743	3.365	3.380	4.049	3.618	3.543	3.562	3.259
Not included in base:								
Decline to Answer	7	5	3	2	7	2	19	120
Not Applicable	3	2	9	5	7	6	30	188

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	410 100%	2510 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	235 100%	1687 100%
- NET: Satisfied (5,4)	67%	53%	53%	73%	64%	57%	60%	50%	53%	56%	46%	80%	57%	61%	57%	47%
Very satisfied (5)	39%	19%	23%	41%	26%	23%	25%	19%	27%	6%	18%	41%	38%	23%	27%	18%
Somewhat satisfied (4)	28%	34%	29%	33%	39%	34%	34%	31%	25%	50%	27%	39%	19%	39%	30%	29%
- Neither satisfied nor dissatisfied (3)	16%	13%	26%	19%	14%	20%	19%	22%	28%	27%	26%	13%	15%	22%	20%	19%
Somewhat dissatisfied (2)	12%	32%	13%	5%	15%	13%	15%	19%	17%	11%	15%	0%	20%	13%	15%	23%
Very dissatisfied (1)	5%	2%	8%	2%	6%	10%	7%	9%	2%	6%	13%	7%	7%	3%	8%	12%
- NET: Dissatisfied (2,1)	17%	34%	21%	7%	21%	23%	21%	28%	19%	17%	28%	7%	28%	17%	22%	34%
Mean	3.832	3.350	3.471	4.044	3.625	3.468	3.573	3.311	3.588	3.393	3.226	4.059	3.604	3.645	3.543	3.182
Not included in base:																
Decline to Answer	5	3	1	2	5	1	12	75	2	2	2	-	2	1	6	45
Not Applicable	3	2	6	4	4	4	19	115	-	-	3	2	4	2	11	74

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	489 100%	3099 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	156 100%	1099 100%
- NET: Satisfied (5,4)	67%	47%	48%	75%	61%	57%	57%	46%	40%	74%	56%	78%	64%	66%	65%	55%
Very satisfied (5)	37%	11%	20%	38%	28%	23%	24%	17%	25%	24%	25%	49%	37%	24%	31%	20%
Somewhat satisfied (4)	30%	35%	28%	37%	34%	34%	33%	29%	15%	50%	31%	29%	27%	42%	33%	35%
- Neither satisfied nor dissatisfied (3)	15%	19%	29%	21%	14%	21%	20%	21%	44%	14%	18%	6%	16%	20%	16%	18%
Somewhat dissatisfied (2)	15%	30%	15%	2%	18%	15%	16%	22%	10%	12%	10%	6%	14%	7%	11%	18%
Very dissatisfied (1)	4%	5%	8%	2%	6%	7%	6%	11%	6%	0%	15%	10%	6%	6%	8%	9%
- NET: Dissatisfied (2,1)	18%	34%	23%	4%	24%	22%	23%	32%	16%	12%	25%	16%	20%	14%	19%	27%
Mean	3.814	3.193	3.367	4.064	3.579	3.496	3.523	3.209	3.441	3.859	3.414	4.004	3.747	3.703	3.684	3.402
Not included in base:																
Decline to Answer	5	4	3	2	4	1	14	80	2	1	-	-	3	1	5	40
Not Applicable	2	2	8	5	6	4	26	156	1	-	1	-	1	2	4	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	639 100%	4177 100%
- NET: Satisfied (5,4)	69%	78%	68%	76%	66%	63%	68%	60%
Very satisfied (5)	44%	35%	33%	47%	30%	24%	32%	24%
Somewhat satisfied (4)	26%	43%	35%	28%	37%	40%	37%	36%
- Neither satisfied (3) nor dissatisfied	21%	17%	27%	20%	21%	26%	23%	25%
Somewhat dissatisfied (2)	7%	3%	3%	5%	10%	10%	7%	12%
Very dissatisfied (1)	3%	2%	2%	0%	3%	1%	2%	4%
- NET: Dissatisfied (2,1)	10%	5%	5%	5%	13%	11%	9%	15%
Mean	4.001	4.063	3.936	4.183	3.807	3.749	3.889	3.646
Not included in base:								
Decline to Answer	8	4	3	4	8	4	22	122
Not Applicable	5	2	3	4	14	10	33	207

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	405 100%	2498 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	234 100%	1680 100%
- NET: Satisfied (5,4)	75%	80%	67%	73%	66%	61%	67%	59%	59%	74%	70%	79%	67%	66%	69%	61%
Very satisfied (5)	50%	28%	31%	46%	24%	16%	27%	23%	32%	48%	36%	50%	40%	35%	39%	25%
Somewhat satisfied (4)	25%	52%	35%	28%	42%	45%	40%	36%	27%	26%	34%	29%	27%	31%	30%	36%
- Neither satisfied nor dissatisfied (3)	19%	15%	28%	24%	21%	24%	23%	26%	23%	21%	24%	12%	21%	27%	22%	23%
Somewhat dissatisfied (2)	4%	5%	3%	2%	12%	14%	8%	12%	13%	0%	4%	8%	7%	5%	5%	11%
Very dissatisfied (1)	2%	0%	2%	0%	1%	1%	1%	4%	4%	5%	1%	0%	6%	2%	3%	5%
- NET: Dissatisfied (2,1)	5%	5%	5%	2%	13%	14%	9%	15%	18%	5%	6%	8%	13%	6%	8%	16%
Mean	4.177	4.038	3.905	4.165	3.769	3.621	3.841	3.637	3.691	4.111	3.988	4.215	3.879	3.929	3.972	3.658
Not included in base:																
Decline to Answer	7	3	1	4	5	1	14	78	2	1	2	-	3	3	8	44
Not Applicable	3	2	3	4	9	6	23	124	2	-	1	1	4	4	10	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	77 100%	- 100%	- 100%	- 100%	- 100%	- 100%	484 100%	3082 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1095 100%
- NET: Satisfied (5,4)	71%	74%	63%	75%	65%	59%	65%	58%	64%	89%	83%	77%	72%	77%	78%	65%
Very satisfied (5)	41%	31%	30%	47%	32%	23%	31%	24%	53%	46%	41%	48%	24%	27%	34%	24%
Somewhat satisfied (4)	29%	43%	32%	28%	33%	36%	34%	34%	11%	43%	42%	29%	48%	50%	44%	41%
- Neither satisfied nor dissatisfied (3)	17%	21%	32%	21%	21%	28%	25%	26%	36%	6%	13%	17%	21%	19%	16%	21%
Somewhat dissatisfied (2)	9%	2%	3%	4%	12%	12%	8%	12%	0%	6%	4%	6%	4%	2%	4%	10%
Very dissatisfied (1)	3%	2%	3%	0%	2%	1%	2%	4%	0%	0%	0%	0%	4%	2%	2%	4%
- NET: Dissatisfied (2,1)	12%	5%	6%	4%	14%	13%	10%	16%	0%	6%	4%	6%	8%	4%	6%	14%
Mean	3.962	3.980	3.844	4.184	3.796	3.681	3.838	3.619	4.162	4.286	4.199	4.179	3.842	3.976	4.045	3.721
Not included in base:																
Decline to Answer	6	4	3	4	5	3	18	84	2	-	-	-	3	1	4	38
Not Applicable	4	2	2	4	11	7	26	169	1	-	1	-	3	2	7	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	4344 100%
- NET: Satisfied (5,4)	64%	56%	74%	63%	58%	67%	64%	63%
Very satisfied (5)	33%	30%	37%	38%	27%	24%	30%	28%
Somewhat satisfied (4)	31%	26%	37%	25%	31%	44%	34%	36%
- Neither satisfied nor dissatisfied (3)	17%	21%	19%	11%	13%	13%	15%	16%
Somewhat dissatisfied (2)	13%	17%	5%	19%	16%	13%	13%	15%
Very dissatisfied (1)	7%	6%	3%	7%	13%	7%	8%	6%
- NET: Dissatisfied (2,1)	19%	23%	7%	26%	29%	20%	21%	21%
Mean	3.713	3.563	4.011	3.682	3.434	3.632	3.654	3.637
Not included in base:								
Decline to Answer	7	4	3	2	7	2	18	112
Not Applicable	1	-	3	1	2	3	9	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2595 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1750 100%
- NET: Satisfied (5,4)	67%	58%	76%	61%	58%	66%	64%	64%	58%	52%	71%	66%	57%	68%	64%	63%
Very satisfied (5)	35%	29%	35%	34%	24%	17%	27%	27%	29%	32%	41%	46%	33%	32%	36%	28%
Somewhat satisfied (4)	32%	28%	41%	28%	34%	49%	37%	36%	29%	21%	29%	20%	24%	36%	28%	35%
- Neither satisfied nor dissatisfied (3)	15%	21%	18%	15%	15%	8%	15%	16%	19%	21%	21%	4%	11%	19%	16%	15%
Somewhat dissatisfied (2)	10%	14%	3%	21%	16%	18%	14%	14%	17%	22%	7%	15%	16%	7%	12%	16%
Very dissatisfied (1)	7%	7%	3%	3%	11%	8%	7%	6%	6%	5%	1%	15%	16%	6%	9%	7%
- NET: Dissatisfied (2,1)	17%	21%	7%	24%	27%	26%	21%	20%	23%	27%	8%	30%	32%	13%	21%	22%
Mean	3.789	3.585	4.000	3.685	3.440	3.499	3.625	3.652	3.576	3.519	4.029	3.676	3.423	3.809	3.703	3.615
Not included in base:																
Decline to Answer	5	3	1	2	5	1	12	72	2	1	2	-	2	1	5	41
Not Applicable	1	-	3	1	-	3	7	33	-	-	-	-	2	-	2	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	508 100%	3231 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1113 100%
- NET: Satisfied (5,4)	61%	47%	75%	60%	60%	64%	63%	63%	76%	81%	69%	73%	51%	78%	66%	66%
Very satisfied (5)	31%	25%	35%	33%	29%	21%	29%	27%	43%	44%	42%	56%	21%	33%	35%	29%
Somewhat satisfied (4)	31%	22%	40%	27%	31%	43%	34%	35%	33%	37%	27%	17%	30%	45%	32%	37%
- Neither satisfied nor dissatisfied (3)	18%	26%	17%	11%	14%	12%	15%	15%	9%	6%	26%	12%	11%	15%	15%	16%
Somewhat dissatisfied (2)	14%	20%	6%	21%	14%	15%	14%	15%	6%	7%	0%	11%	25%	6%	11%	14%
Very dissatisfied (1)	6%	7%	2%	8%	13%	9%	8%	7%	9%	6%	5%	4%	13%	2%	7%	5%
- NET: Dissatisfied (2,1)	20%	27%	8%	29%	26%	24%	22%	22%	15%	13%	5%	15%	38%	8%	18%	18%
Mean	3.659	3.386	4.012	3.559	3.501	3.519	3.622	3.609	3.946	4.062	4.009	4.093	3.205	4.015	3.756	3.719
Not included in base:																
Decline to Answer	5	4	3	2	4	1	14	74	2	-	-	-	3	1	4	38
Not Applicable	-	-	2	1	1	2	7	29	1	-	1	-	1	1	2	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Formal mentoring program for junior faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4378 100%
- NET: Important (5,4)	75%	77%	81%	77%	75%	87%	79%	80%
Very important (5)	39%	35%	36%	33%	37%	44%	38%	42%
Somewhat important (4)	36%	42%	44%	44%	39%	43%	42%	38%
- Neither important nor unimportant (3)	14%	17%	12%	14%	10%	9%	11%	11%
Somewhat unimportant (2)	8%	3%	5%	8%	11%	4%	7%	6%
Very unimportant (1)	3%	3%	2%	1%	3%	<1%	2%	3%
- NET: Unimportant (2,1)	11%	6%	7%	9%	15%	4%	9%	9%
Mean	4.007	4.030	4.080	3.986	3.941	4.261	4.055	4.107
Not included in base:								
Decline to Answer	6	5	4	3	7	2	21	128

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Formal mentoring program for junior faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	2615 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1762 100%
- NET: Important (5,4)	73%	72%	79%	73%	72%	85%	76%	76%	80%	89%	83%	84%	82%	90%	85%	87%
Very important (5)	34%	26%	31%	28%	33%	37%	32%	36%	47%	56%	45%	41%	44%	53%	47%	52%
Somewhat important (4)	38%	46%	48%	45%	39%	48%	44%	40%	33%	33%	39%	43%	38%	36%	38%	35%
- Neither important nor unimportant (3)	15%	19%	13%	17%	13%	10%	14%	13%	12%	11%	9%	8%	5%	7%	7%	7%
Somewhat unimportant (2)	8%	5%	5%	10%	12%	4%	8%	7%	6%	0%	6%	4%	11%	3%	6%	4%
Very unimportant (1)	3%	5%	2%	0%	4%	1%	2%	4%	2%	0%	1%	4%	2%	0%	1%	2%
- NET: Unimportant (2,1)	12%	9%	7%	10%	15%	5%	10%	11%	8%	0%	7%	8%	13%	3%	8%	6%
Mean	3.919	3.835	4.009	3.919	3.858	4.163	3.957	3.971	4.163	4.446	4.199	4.120	4.101	4.397	4.228	4.309
Not included in base:																
Decline to Answer	5	3	2	2	5	1	14	84	1	2	2	1	2	1	8	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Formal mentoring program for junior faculty

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3250 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1128 100%
- NET: Important (5,4)	71%	82%	81%	75%	75%	87%	80%	79%	93%	61%	80%	83%	75%	85%	78%	84%
Very important (5)	34%	36%	34%	27%	37%	43%	36%	39%	60%	33%	44%	52%	36%	48%	42%	51%
Somewhat important (4)	37%	46%	47%	48%	39%	45%	44%	40%	33%	29%	37%	31%	39%	37%	36%	33%
- Neither important nor unimportant (3)	16%	13%	12%	15%	11%	9%	11%	11%	7%	26%	12%	12%	6%	10%	11%	9%
Somewhat unimportant (2)	10%	2%	5%	9%	10%	4%	7%	6%	0%	6%	6%	5%	16%	3%	9%	5%
Very unimportant (1)	4%	2%	2%	2%	3%	0%	2%	3%	0%	6%	2%	0%	3%	2%	3%	2%
- NET: Unimportant (2,1)	13%	4%	7%	10%	13%	4%	9%	10%	0%	12%	8%	5%	19%	5%	11%	7%
Mean	3.880	4.120	4.058	3.891	3.955	4.262	4.054	4.056	4.533	3.759	4.142	4.306	3.890	4.258	4.061	4.253
Not included in base:																
Decline to Answer	4	4	4	3	4	1	16	85	2	1	-	-	3	1	5	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Informal mentoring

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4380 100%
- NET: Important (5,4)	97%	92%	94%	95%	95%	98%	95%	94%
Very important (5)	79%	65%	68%	71%	73%	74%	71%	66%
Somewhat important (4)	18%	27%	26%	24%	23%	24%	25%	28%
- Neither important nor unimportant (3)	3%	5%	2%	2%	2%	2%	2%	4%
Somewhat unimportant (2)	0%	2%	3%	4%	2%	0%	2%	1%
Very unimportant (1)	0%	2%	1%	0%	1%	0%	1%	1%
- NET: Unimportant (2,1)	0%	3%	4%	4%	2%	0%	2%	2%
Mean	4.763	4.517	4.562	4.619	4.649	4.715	4.626	4.565
Not included in base:								
Decline to Answer	6	5	4	3	7	2	21	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Informal mentoring

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	2618 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1762 100%
- NET: Important (5,4)	97%	88%	94%	92%	95%	96%	94%	92%	98%	100%	94%	100%	96%	100%	97%	96%
Very important (5)	78%	53%	63%	63%	66%	64%	64%	61%	82%	89%	75%	85%	84%	87%	83%	74%
Somewhat important (4)	19%	35%	30%	29%	28%	32%	30%	31%	16%	11%	19%	15%	12%	13%	14%	22%
- Neither important nor unimportant (3)	3%	7%	2%	3%	4%	4%	3%	5%	2%	0%	3%	0%	0%	0%	1%	2%
Somewhat unimportant (2)	0%	2%	2%	5%	1%	0%	2%	2%	0%	0%	3%	0%	3%	0%	2%	1%
Very unimportant (1)	0%	2%	2%	0%	1%	0%	1%	1%	0%	0%	0%	0%	1%	0%	<1%	<1%
- NET: Unimportant (2,1)	0%	5%	5%	5%	2%	0%	3%	3%	0%	0%	3%	0%	4%	0%	2%	1%
Mean	4.745	4.342	4.503	4.502	4.590	4.604	4.538	4.480	4.795	4.889	4.662	4.850	4.762	4.868	4.781	4.692
Not included in base:																
Decline to Answer	5	3	2	2	5	1	14	82	1	2	2	1	2	1	8	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Informal mentoring

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3252 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1128 100%
- NET: Important (5,4)	96%	96%	95%	93%	96%	99%	96%	94%	100%	81%	92%	100%	94%	94%	93%	93%
Very important (5)	76%	65%	69%	72%	74%	76%	72%	67%	93%	62%	65%	66%	68%	64%	66%	64%
Somewhat important (4)	20%	31%	26%	21%	22%	23%	24%	27%	7%	18%	27%	34%	26%	30%	27%	29%
- Neither important nor unimportant (3)	4%	0%	2%	2%	2%	1%	2%	3%	0%	19%	3%	0%	4%	6%	5%	5%
Somewhat unimportant (2)	0%	2%	2%	5%	2%	0%	2%	2%	0%	0%	4%	0%	1%	0%	2%	1%
Very unimportant (1)	0%	2%	2%	0%	1%	0%	1%	1%	0%	0%	0%	0%	1%	0%	<1%	1%
- NET: Unimportant (2,1)	0%	4%	4%	5%	2%	0%	3%	2%	0%	0%	4%	0%	2%	0%	2%	2%
Mean	4.724	4.545	4.575	4.605	4.668	4.752	4.647	4.577	4.928	4.432	4.526	4.665	4.582	4.588	4.561	4.530
Not included in base:																
Decline to Answer	4	4	4	3	4	1	16	82	2	1	-	-	3	1	5	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Periodic, formal performance reviews for junior faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4374 100%
- NET: Important (5,4)	89%	89%	89%	89%	83%	92%	88%	89%
Very important (5)	53%	63%	48%	49%	38%	58%	48%	53%
Somewhat important (4)	37%	26%	41%	41%	45%	34%	39%	36%
- Neither important nor unimportant (3)	3%	6%	5%	4%	10%	6%	7%	7%
Somewhat unimportant (2)	4%	5%	5%	6%	5%	1%	4%	3%
Very unimportant (1)	3%	0%	1%	0%	2%	1%	1%	1%
- NET: Unimportant (2,1)	7%	5%	6%	6%	7%	2%	5%	4%
Mean	4.315	4.466	4.299	4.320	4.126	4.466	4.291	4.365
Not included in base:								
Decline to Answer	6	5	4	3	7	2	21	132

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Periodic, formal performance reviews for junior faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	2617 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1757 100%
- NET: Important (5,4)	92%	84%	85%	92%	82%	90%	86%	87%	86%	100%	95%	84%	85%	95%	91%	92%
Very important (5)	53%	56%	39%	44%	35%	49%	42%	47%	53%	78%	63%	59%	45%	70%	60%	62%
Somewhat important (4)	39%	28%	46%	49%	47%	40%	44%	40%	32%	22%	32%	24%	40%	25%	31%	30%
- Neither important nor unimportant (3)	2%	9%	6%	0%	11%	7%	8%	8%	6%	0%	3%	12%	8%	3%	5%	5%
Somewhat unimportant (2)	5%	7%	7%	8%	5%	1%	5%	4%	2%	0%	1%	4%	5%	0%	2%	2%
Very unimportant (1)	2%	0%	1%	0%	2%	1%	1%	1%	6%	0%	1%	0%	2%	2%	1%	1%
- NET: Unimportant (2,1)	7%	7%	8%	8%	7%	3%	6%	5%	8%	0%	3%	4%	7%	2%	4%	3%
Mean	4.355	4.320	4.157	4.285	4.078	4.350	4.194	4.271	4.244	4.778	4.538	4.389	4.221	4.626	4.461	4.504
Not included in base:																
Decline to Answer	5	3	2	2	5	1	14	83	1	2	2	1	2	1	8	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Periodic, formal performance reviews for junior faculty

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3249 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1126 100%
- NET: Important (5,4)	88%	87%	87%	88%	80%	91%	86%	89%	96%	94%	93%	94%	92%	95%	93%	89%
Very important (5)	47%	58%	46%	45%	39%	58%	47%	52%	77%	76%	54%	61%	36%	60%	52%	54%
Somewhat important (4)	41%	29%	41%	43%	41%	33%	39%	36%	19%	18%	39%	32%	57%	35%	42%	35%
- Neither important nor unimportant (3)	3%	6%	6%	5%	12%	6%	8%	7%	4%	6%	2%	0%	3%	5%	3%	7%
Somewhat unimportant (2)	5%	6%	5%	6%	6%	1%	5%	3%	0%	0%	3%	6%	1%	0%	2%	2%
Very unimportant (1)	4%	0%	1%	0%	2%	2%	1%	1%	0%	0%	2%	0%	3%	0%	1%	2%
- NET: Unimportant (2,1)	9%	6%	6%	6%	8%	3%	6%	4%	0%	0%	5%	6%	4%	0%	3%	4%
Mean	4.214	4.390	4.263	4.272	4.103	4.441	4.256	4.359	4.735	4.696	4.401	4.482	4.206	4.554	4.403	4.381
Not included in base:																
Decline to Answer	4	4	4	3	4	1	16	86	2	1	-	-	3	1	5	46

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Written summary of periodic performance reviews for junior faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	672 100%	4371 100%
- NET: Important (5,4)	80%	82%	88%	86%	73%	86%	82%	86%
Very important (5)	41%	56%	51%	42%	31%	52%	44%	50%
Somewhat important (4)	39%	26%	37%	45%	43%	34%	38%	35%
- Neither important nor unimportant (3)	12%	8%	6%	6%	16%	9%	10%	9%
Somewhat unimportant (2)	4%	8%	5%	8%	7%	3%	6%	4%
Very unimportant (1)	4%	2%	1%	0%	4%	1%	2%	1%
- NET: Unimportant (2,1)	8%	10%	6%	8%	11%	5%	8%	5%
Mean	4.099	4.271	4.324	4.202	3.890	4.318	4.153	4.293
Not included in base:								
Decline to Answer	6	5	4	3	8	2	22	135

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Written summary of periodic performance reviews for junior faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2614 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1757 100%
- NET: Important (5,4)	81%	77%	85%	90%	72%	81%	79%	83%	77%	94%	94%	79%	77%	94%	87%	90%
Very important (5)	38%	46%	45%	34%	27%	47%	38%	44%	47%	78%	63%	56%	37%	59%	54%	59%
Somewhat important (4)	43%	31%	40%	55%	45%	34%	41%	39%	30%	17%	31%	24%	39%	35%	33%	31%
- Neither important nor unimportant (3)	10%	9%	7%	3%	17%	13%	12%	11%	16%	6%	4%	12%	13%	3%	8%	6%
Somewhat unimportant (2)	5%	12%	7%	8%	7%	5%	7%	4%	2%	0%	1%	8%	6%	2%	3%	3%
Very unimportant (1)	3%	2%	1%	0%	4%	1%	2%	2%	4%	0%	1%	0%	4%	2%	2%	1%
- NET: Unimportant (2,1)	8%	14%	8%	8%	11%	6%	9%	6%	6%	0%	3%	8%	10%	3%	5%	4%
Mean	4.076	4.060	4.205	4.167	3.830	4.198	4.049	4.193	4.140	4.723	4.522	4.270	4.006	4.485	4.336	4.443
Not included in base:																
Decline to Answer	5	3	2	2	6	1	14	86	1	2	2	1	2	1	8	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Written summary of periodic performance reviews for junior faculty

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3249 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1122 100%
- NET: Important (5,4)	77%	80%	87%	84%	72%	85%	80%	86%	91%	88%	90%	94%	79%	90%	87%	86%
Very important (5)	39%	56%	49%	39%	31%	52%	43%	51%	51%	55%	57%	51%	28%	51%	45%	49%
Somewhat important (4)	39%	24%	38%	45%	40%	33%	37%	35%	40%	32%	33%	43%	52%	39%	41%	36%
- Neither important nor unimportant (3)	15%	9%	6%	8%	16%	10%	11%	9%	4%	6%	4%	0%	15%	6%	8%	9%
Somewhat unimportant (2)	5%	9%	5%	8%	8%	3%	6%	4%	0%	6%	3%	6%	1%	5%	3%	3%
Very unimportant (1)	3%	2%	1%	0%	4%	2%	2%	1%	5%	0%	2%	0%	4%	0%	2%	2%
- NET: Unimportant (2,1)	8%	11%	6%	8%	12%	5%	9%	5%	5%	6%	5%	6%	5%	5%	5%	5%
Mean	4.046	4.237	4.294	4.150	3.866	4.306	4.124	4.296	4.320	4.371	4.405	4.377	3.974	4.360	4.248	4.286
Not included in base:																
Decline to Answer	4	4	4	3	4	1	16	86	2	1	-	-	4	1	6	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	665 100%	4356 100%
- NET: Important (5,4)	71%	82%	82%	77%	77%	87%	81%	85%
Very important (5)	41%	53%	54%	44%	46%	53%	50%	57%
Somewhat important (4)	30%	29%	28%	34%	31%	35%	31%	28%
- Neither important nor unimportant (3)	14%	10%	11%	10%	12%	5%	10%	9%
Somewhat unimportant (2)	10%	8%	5%	10%	5%	1%	5%	3%
Very unimportant (1)	6%	0%	1%	4%	6%	7%	4%	2%
- NET: Unimportant (2,1)	15%	8%	7%	13%	11%	8%	9%	6%
Mean	3.907	4.267	4.283	4.041	4.054	4.253	4.172	4.346
Not included in base:								
Decline to Answer	7	5	5	3	14	2	29	150

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2601 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	242 100%	1755 100%
- NET: Important (5,4)	70%	83%	77%	71%	75%	84%	78%	83%	73%	78%	91%	89%	80%	92%	86%	89%
Very important (5)	38%	47%	50%	37%	43%	43%	44%	52%	45%	67%	61%	56%	51%	66%	59%	65%
Somewhat important (4)	31%	37%	27%	34%	32%	41%	33%	30%	27%	11%	29%	32%	29%	26%	27%	24%
- Neither important nor unimportant (3)	15%	7%	14%	11%	13%	7%	11%	11%	13%	17%	6%	7%	10%	2%	7%	7%
Somewhat unimportant (2)	10%	9%	6%	12%	5%	1%	6%	4%	8%	6%	3%	4%	5%	0%	3%	2%
Very unimportant (1)	5%	0%	2%	5%	7%	8%	5%	3%	6%	0%	0%	0%	4%	6%	3%	2%
- NET: Unimportant (2,1)	15%	9%	9%	17%	12%	9%	11%	7%	15%	6%	3%	4%	10%	6%	6%	4%
Mean	3.873	4.210	4.160	3.854	3.994	4.099	4.061	4.258	3.970	4.390	4.486	4.411	4.171	4.467	4.365	4.476
Not included in base:																
Decline to Answer	5	3	4	2	9	1	19	99	2	2	2	1	5	1	10	51

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance in obtaining externally funded grants

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	507 100%	3235 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1121 100%
- NET: Important (5,4)	66%	82%	83%	78%	76%	88%	81%	84%	91%	81%	79%	73%	82%	85%	81%	87%
Very important (5)	38%	58%	52%	43%	42%	53%	48%	55%	53%	38%	60%	45%	57%	52%	54%	64%
Somewhat important (4)	28%	24%	31%	35%	33%	35%	33%	29%	38%	42%	19%	28%	25%	33%	27%	24%
- Neither important nor unimportant (3)	16%	11%	8%	6%	12%	5%	9%	10%	5%	7%	18%	22%	12%	4%	13%	8%
Somewhat unimportant (2)	11%	7%	6%	11%	6%	1%	5%	4%	4%	12%	3%	5%	3%	0%	3%	2%
Very unimportant (1)	7%	0%	2%	5%	7%	6%	5%	2%	0%	0%	0%	0%	4%	11%	3%	2%
- NET: Unimportant (2,1)	18%	7%	8%	15%	12%	7%	10%	6%	4%	12%	3%	5%	7%	11%	7%	4%
Mean	3.786	4.333	4.255	4.012	3.988	4.281	4.148	4.312	4.409	4.070	4.359	4.137	4.288	4.160	4.246	4.445
Not included in base:																
Decline to Answer	5	4	5	3	8	1	22	100	2	1	-	-	6	1	8	50

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance for improving teaching

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	672 100%	4372 100%
- NET: Important (5,4)	65%	63%	68%	67%	55%	71%	64%	70%
Very important (5)	24%	18%	22%	19%	10%	26%	18%	25%
Somewhat important (4)	41%	45%	46%	48%	45%	45%	46%	45%
- Neither important nor unimportant (3)	18%	16%	19%	22%	21%	15%	19%	17%
Somewhat unimportant (2)	11%	13%	9%	10%	17%	11%	12%	10%
Very unimportant (1)	6%	8%	4%	1%	7%	3%	5%	3%
- NET: Unimportant (2,1)	17%	21%	13%	11%	23%	14%	17%	13%
Mean	3.669	3.523	3.728	3.731	3.358	3.805	3.596	3.777
Not included in base:								
Decline to Answer	6	4	3	3	8	4	22	134

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance for improving teaching

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2614 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1758 100%
- NET: Important (5,4)	66%	53%	59%	62%	57%	69%	60%	66%	63%	84%	82%	75%	52%	74%	70%	75%
Very important (5)	24%	9%	15%	17%	10%	24%	14%	20%	24%	37%	33%	22%	11%	29%	24%	31%
Somewhat important (4)	42%	44%	45%	45%	47%	45%	46%	46%	39%	47%	49%	53%	41%	46%	46%	44%
- Neither important nor unimportant (3)	22%	21%	23%	27%	17%	15%	20%	19%	10%	5%	13%	12%	29%	15%	18%	14%
Somewhat unimportant (2)	8%	14%	13%	11%	17%	12%	14%	11%	16%	11%	1%	8%	16%	9%	9%	9%
Very unimportant (1)	3%	12%	4%	0%	8%	4%	6%	4%	10%	0%	3%	4%	3%	2%	3%	2%
- NET: Unimportant (2,1)	12%	26%	17%	11%	26%	16%	20%	15%	26%	11%	5%	12%	19%	10%	12%	12%
Mean	3.757	3.236	3.524	3.692	3.328	3.726	3.480	3.687	3.514	4.107	4.072	3.808	3.417	3.912	3.798	3.912
Not included in base:																
Decline to Answer	5	3	1	2	5	3	14	85	1	1	2	1	3	1	8	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Professional assistance for improving teaching

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	3248 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1124 100%
- NET: Important (5,4)	63%	61%	65%	69%	53%	71%	62%	67%	74%	70%	75%	60%	64%	71%	69%	77%
Very important (5)	19%	14%	16%	17%	10%	24%	15%	22%	46%	31%	38%	26%	12%	34%	27%	33%
Somewhat important (4)	44%	47%	49%	52%	43%	47%	47%	46%	28%	39%	38%	34%	52%	37%	42%	44%
- Neither important nor unimportant (3)	19%	15%	21%	17%	21%	15%	19%	17%	11%	18%	15%	40%	20%	14%	19%	16%
Somewhat unimportant (2)	13%	18%	10%	13%	17%	12%	14%	12%	4%	0%	4%	0%	15%	8%	8%	5%
Very unimportant (1)	4%	6%	4%	2%	8%	2%	5%	3%	12%	12%	6%	0%	1%	6%	4%	3%
- NET: Unimportant (2,1)	17%	24%	14%	14%	26%	13%	19%	15%	16%	12%	10%	0%	16%	15%	12%	8%
Mean	3.608	3.441	3.639	3.693	3.288	3.796	3.535	3.704	3.922	3.755	3.974	3.859	3.601	3.839	3.791	3.989
Not included in base:																
Decline to Answer	4	4	3	3	4	1	15	87	2	-	-	-	4	3	7	47

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Travel funds to present papers or conduct research

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4379 100%
- NET: Important (5,4)	83%	84%	96%	91%	84%	88%	89%	93%
Very important (5)	61%	58%	70%	62%	55%	68%	62%	73%
Somewhat important (4)	23%	27%	26%	29%	30%	20%	27%	20%
- Neither important nor unimportant (3)	11%	14%	3%	7%	6%	6%	6%	4%
Somewhat unimportant (2)	4%	2%	1%	0%	8%	4%	4%	2%
Very unimportant (1)	2%	0%	0%	2%	2%	2%	1%	1%
- NET: Unimportant (2,1)	6%	2%	1%	2%	10%	6%	5%	3%
Mean	4.359	4.401	4.648	4.488	4.278	4.489	4.446	4.631
Not included in base:								
Decline to Answer	6	5	3	3	7	3	21	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Travel funds to present papers or conduct research

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	2618 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1762 100%
- NET: Important (5,4)	80%	77%	96%	88%	83%	87%	87%	92%	90%	100%	96%	96%	87%	91%	92%	96%
Very important (5)	56%	51%	65%	58%	49%	59%	56%	67%	69%	72%	77%	69%	67%	81%	74%	82%
Somewhat important (4)	24%	26%	31%	30%	34%	28%	31%	25%	21%	28%	19%	27%	20%	9%	19%	14%
- Neither important nor unimportant (3)	12%	21%	3%	9%	6%	5%	7%	5%	8%	0%	4%	4%	6%	6%	5%	3%
Somewhat unimportant (2)	5%	2%	1%	0%	9%	7%	5%	2%	2%	0%	0%	0%	5%	0%	2%	1%
Very unimportant (1)	3%	0%	0%	3%	2%	1%	1%	1%	0%	0%	0%	0%	2%	3%	1%	<1%
- NET: Unimportant (2,1)	8%	2%	1%	3%	11%	8%	6%	3%	2%	0%	0%	0%	7%	3%	3%	2%
Mean	4.241	4.253	4.598	4.408	4.186	4.372	4.352	4.543	4.569	4.717	4.733	4.647	4.456	4.649	4.612	4.761
Not included in base:																
Decline to Answer	5	3	1	2	5	2	13	82	1	2	2	1	2	1	8	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Travel funds to present papers or conduct research

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	3253 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1126 100%
- NET: Important (5,4)	81%	85%	95%	91%	84%	87%	88%	93%	91%	82%	98%	89%	86%	92%	90%	94%
Very important (5)	57%	60%	69%	67%	53%	66%	62%	73%	77%	49%	70%	45%	60%	75%	63%	74%
Somewhat important (4)	25%	24%	26%	25%	31%	21%	26%	20%	14%	33%	28%	44%	26%	17%	27%	20%
- Neither important nor unimportant (3)	12%	13%	4%	6%	6%	7%	6%	4%	4%	18%	2%	11%	5%	3%	6%	4%
Somewhat unimportant (2)	5%	2%	1%	0%	9%	5%	5%	2%	0%	0%	0%	0%	4%	0%	1%	1%
Very unimportant (1)	1%	0%	0%	2%	1%	1%	1%	1%	5%	0%	0%	0%	5%	5%	3%	1%
- NET: Unimportant (2,1)	6%	2%	1%	2%	10%	6%	5%	3%	5%	0%	0%	0%	9%	5%	4%	2%
Mean	4.307	4.433	4.636	4.533	4.268	4.468	4.440	4.625	4.576	4.304	4.682	4.336	4.311	4.565	4.465	4.648
Not included in base:																
Decline to Answer	4	4	3	3	4	1	15	81	2	1	-	-	3	2	6	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	654 100%	4327 100%
- NET: Important (5,4)	83%	84%	93%	83%	82%	81%	85%	83%
Very important (5)	69%	70%	74%	65%	62%	63%	66%	62%
Somewhat important (4)	14%	15%	19%	18%	20%	17%	19%	21%
- Neither important nor unimportant (3)	11%	12%	6%	12%	11%	14%	11%	13%
Somewhat unimportant (2)	2%	2%	1%	3%	5%	3%	3%	3%
Very unimportant (1)	4%	2%	0%	2%	2%	2%	1%	2%
- NET: Unimportant (2,1)	6%	3%	1%	5%	6%	5%	4%	5%
Mean	4.422	4.488	4.663	4.416	4.357	4.365	4.454	4.380
Not included in base:								
Decline to Answer	10	4	5	4	21	6	40	179

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2586 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	231 100%	1741 100%
- NET: Important (5,4)	81%	79%	90%	83%	80%	72%	81%	78%	87%	95%	97%	84%	86%	92%	91%	90%
Very important (5)	65%	65%	67%	61%	57%	52%	60%	54%	77%	79%	86%	72%	73%	78%	78%	74%
Somewhat important (4)	16%	14%	23%	21%	23%	20%	22%	24%	10%	16%	11%	12%	14%	14%	13%	16%
- Neither important nor unimportant (3)	12%	16%	9%	12%	12%	20%	13%	16%	8%	5%	3%	13%	10%	6%	7%	8%
Somewhat unimportant (2)	2%	2%	1%	3%	6%	4%	4%	4%	2%	0%	0%	3%	2%	2%	1%	2%
Very unimportant (1)	5%	3%	0%	3%	2%	4%	2%	2%	2%	0%	0%	0%	1%	0%	<1%	1%
- NET: Unimportant (2,1)	7%	5%	1%	5%	8%	8%	6%	6%	4%	0%	0%	3%	3%	2%	2%	3%
Mean	4.330	4.365	4.562	4.361	4.272	4.123	4.334	4.233	4.578	4.737	4.834	4.530	4.545	4.690	4.674	4.599
Not included in base:																
Decline to Answer	9	3	2	2	8	4	19	113	2	1	2	2	14	2	21	65

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid research leave during the probationary period

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	497 100%	3210 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	157 100%	1117 100%
- NET: Important (5,4)	83%	89%	92%	83%	83%	77%	85%	82%	84%	71%	96%	84%	78%	92%	86%	84%
Very important (5)	68%	73%	74%	65%	61%	60%	66%	61%	75%	59%	74%	63%	63%	74%	68%	66%
Somewhat important (4)	15%	16%	18%	18%	22%	17%	19%	22%	9%	11%	22%	20%	15%	19%	18%	19%
- Neither important nor unimportant (3)	12%	9%	7%	12%	11%	16%	11%	12%	5%	23%	4%	12%	14%	6%	10%	13%
Somewhat unimportant (2)	1%	2%	1%	2%	5%	4%	3%	4%	5%	0%	0%	4%	5%	0%	2%	2%
Very unimportant (1)	4%	0%	0%	2%	1%	2%	1%	2%	5%	7%	0%	0%	4%	2%	2%	1%
- NET: Unimportant (2,1)	5%	2%	1%	5%	6%	6%	4%	5%	11%	7%	0%	4%	8%	2%	4%	3%
Mean	4.418	4.603	4.648	4.414	4.378	4.289	4.450	4.355	4.438	4.164	4.706	4.422	4.287	4.623	4.468	4.455
Not included in base:																
Decline to Answer	8	4	4	4	16	4	32	124	2	-	1	-	5	2	8	54

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid personal leave during the probationary period

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	651 100%	4310 100%
- NET: Important (5,4)	64%	63%	70%	59%	74%	52%	66%	61%
Very important (5)	34%	38%	44%	40%	43%	32%	40%	34%
Somewhat important (4)	30%	25%	26%	19%	31%	20%	25%	27%
- Neither important nor unimportant (3)	23%	24%	21%	32%	17%	36%	24%	27%
Somewhat unimportant (2)	7%	8%	8%	6%	6%	9%	7%	9%
Very unimportant (1)	6%	5%	1%	4%	4%	4%	3%	4%
- NET: Unimportant (2,1)	13%	13%	9%	9%	9%	12%	10%	13%
Mean	3.781	3.831	4.048	3.864	4.036	3.679	3.926	3.784
Not included in base:								
Decline to Answer	9	4	7	4	22	6	43	196

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid personal leave during the probationary period

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	420 100%	2578 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	231 100%	1732 100%
- NET: Important (5,4)	58%	55%	63%	55%	70%	43%	60%	53%	73%	79%	81%	66%	81%	64%	75%	72%
Very important (5)	28%	23%	36%	33%	34%	20%	31%	26%	44%	68%	58%	55%	63%	49%	58%	47%
Somewhat important (4)	30%	32%	27%	22%	36%	23%	30%	28%	29%	11%	23%	12%	19%	15%	17%	25%
- Neither important nor unimportant (3)	25%	30%	25%	33%	18%	39%	27%	31%	21%	11%	16%	29%	13%	31%	20%	20%
Somewhat unimportant (2)	10%	7%	11%	6%	7%	13%	9%	10%	2%	11%	4%	4%	3%	3%	4%	6%
Very unimportant (1)	7%	7%	1%	5%	4%	5%	4%	5%	4%	0%	0%	0%	2%	2%	1%	2%
- NET: Unimportant (2,1)	17%	14%	12%	12%	11%	18%	13%	15%	6%	11%	4%	4%	6%	5%	5%	8%
Mean	3.622	3.567	3.868	3.719	3.887	3.393	3.740	3.585	4.060	4.368	4.354	4.166	4.361	4.064	4.266	4.079
Not included in base:																
Decline to Answer	8	3	3	2	9	4	22	122	2	1	3	2	13	2	21	74

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Paid or unpaid personal leave during the probationary period

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	493 100%	3202 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1108 100%
- NET: Important (5,4)	60%	60%	68%	57%	74%	48%	64%	58%	77%	71%	76%	65%	73%	66%	72%	69%
Very important (5)	27%	39%	42%	37%	44%	29%	39%	31%	63%	37%	51%	50%	41%	43%	44%	43%
Somewhat important (4)	33%	22%	26%	20%	30%	19%	25%	27%	14%	34%	25%	15%	33%	23%	27%	26%
- Neither important nor unimportant (3)	26%	24%	24%	34%	16%	39%	26%	28%	12%	23%	14%	24%	19%	25%	20%	22%
Somewhat unimportant (2)	8%	11%	8%	4%	7%	10%	8%	10%	5%	0%	7%	11%	3%	3%	5%	6%
Very unimportant (1)	6%	4%	0%	5%	3%	3%	3%	5%	5%	7%	3%	0%	5%	6%	4%	3%
- NET: Unimportant (2,1)	14%	15%	8%	9%	10%	13%	11%	14%	11%	7%	10%	11%	8%	9%	9%	8%
Mean	3.664	3.793	4.014	3.810	4.044	3.601	3.894	3.703	4.249	3.938	4.143	4.044	4.008	3.946	4.028	4.018
Not included in base:																
Decline to Answer	7	4	6	4	17	4	35	133	2	-	1	-	4	2	7	63

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4370 100%
- NET: Important (5,4)	90%	88%	93%	95%	84%	87%	88%	89%
Very important (5)	69%	54%	71%	54%	53%	53%	58%	60%
Somewhat important (4)	21%	34%	22%	41%	31%	34%	31%	29%
- Neither important nor unimportant (3)	9%	12%	4%	3%	12%	9%	8%	8%
Somewhat unimportant (2)	1%	0%	3%	0%	2%	2%	2%	2%
Very unimportant (1)	0%	0%	1%	2%	2%	1%	1%	1%
- NET: Unimportant (2,1)	1%	0%	3%	2%	4%	3%	3%	3%
Mean	4.578	4.414	4.601	4.454	4.311	4.365	4.418	4.459
Not included in base:								
Decline to Answer	6	4	3	4	7	3	21	136

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	430 100%	2612 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1758 100%
- NET: Important (5,4)	86%	84%	93%	95%	83%	85%	87%	86%	96%	95%	93%	96%	87%	91%	91%	94%
Very important (5)	64%	52%	72%	48%	48%	44%	53%	52%	77%	58%	70%	66%	62%	66%	65%	72%
Somewhat important (4)	22%	32%	22%	47%	35%	41%	34%	34%	19%	37%	22%	29%	25%	25%	26%	22%
- Neither important nor unimportant (3)	12%	16%	2%	3%	12%	9%	9%	10%	4%	5%	6%	4%	10%	9%	8%	5%
Somewhat unimportant (2)	2%	0%	3%	0%	2%	4%	2%	3%	0%	0%	1%	0%	3%	0%	1%	1%
Very unimportant (1)	0%	0%	1%	3%	3%	1%	2%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	2%	0%	4%	3%	5%	6%	4%	3%	0%	0%	1%	0%	3%	0%	1%	1%
Mean	4.491	4.356	4.593	4.373	4.234	4.217	4.345	4.338	4.732	4.532	4.615	4.620	4.463	4.567	4.547	4.638
Not included in base:																
Decline to Answer	5	3	1	2	4	2	12	87	1	1	2	2	3	1	9	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on committee assignments for tenure-track faculty

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	512 100%	3245 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1125 100%
- NET: Important (5,4)	87%	91%	92%	94%	86%	85%	89%	89%	100%	77%	96%	100%	78%	94%	88%	89%
Very important (5)	64%	53%	67%	50%	56%	49%	56%	59%	91%	55%	81%	66%	43%	67%	62%	63%
Somewhat important (4)	24%	38%	25%	43%	30%	36%	32%	30%	9%	22%	15%	34%	35%	27%	26%	26%
- Neither important nor unimportant (3)	11%	9%	4%	4%	10%	10%	8%	8%	0%	23%	4%	0%	15%	6%	10%	8%
Somewhat unimportant (2)	1%	0%	4%	0%	3%	3%	3%	2%	0%	0%	0%	0%	1%	0%	<1%	1%
Very unimportant (1)	0%	0%	1%	2%	1%	1%	1%	1%	0%	0%	0%	0%	6%	0%	2%	1%
- NET: Unimportant (2,1)	1%	0%	4%	2%	4%	4%	3%	3%	0%	0%	0%	0%	7%	0%	2%	2%
Mean	4.498	4.448	4.538	4.391	4.376	4.293	4.405	4.449	4.911	4.317	4.777	4.661	4.093	4.617	4.458	4.486
Not included in base:																
Decline to Answer	4	4	3	4	5	1	17	89	2	-	-	-	2	2	4	47

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	673 100%	4365 100%
- NET: Important (5,4)	94%	97%	100%	97%	93%	93%	96%	95%
Very important (5)	77%	73%	82%	71%	63%	71%	71%	73%
Somewhat important (4)	17%	24%	18%	26%	30%	23%	25%	22%
- Neither important nor unimportant (3)	5%	3%	0%	0%	4%	5%	3%	4%
Somewhat unimportant (2)	0%	0%	0%	1%	2%	2%	1%	1%
Very unimportant (1)	1%	0%	0%	2%	1%	0%	1%	<1%
- NET: Unimportant (2,1)	1%	0%	0%	3%	3%	2%	2%	1%
Mean	4.701	4.693	4.818	4.630	4.518	4.625	4.642	4.661
Not included in base:								
Decline to Answer	6	4	3	3	8	3	21	141

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	429 100%	2612 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1754 100%
- NET: Important (5,4)	95%	100%	100%	97%	91%	92%	95%	94%	94%	89%	100%	96%	96%	95%	96%	97%
Very important (5)	75%	72%	80%	69%	57%	64%	67%	67%	81%	74%	85%	76%	74%	80%	78%	81%
Somewhat important (4)	20%	28%	20%	29%	34%	28%	28%	27%	12%	16%	15%	20%	23%	16%	18%	16%
- Neither important nor unimportant (3)	5%	0%	0%	0%	5%	5%	3%	4%	4%	11%	0%	0%	3%	5%	3%	2%
Somewhat unimportant (2)	0%	0%	0%	0%	2%	3%	1%	1%	0%	0%	0%	4%	1%	0%	1%	1%
Very unimportant (1)	0%	0%	0%	3%	2%	0%	1%	<1%	2%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	0%	0%	0%	3%	4%	3%	2%	2%	2%	0%	0%	4%	1%	0%	1%	1%
Mean	4.695	4.724	4.801	4.606	4.430	4.533	4.587	4.595	4.711	4.631	4.845	4.677	4.693	4.750	4.739	4.760
Not included in base:																
Decline to Answer	5	3	1	2	5	2	13	88	1	1	2	1	3	1	8	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

An upper limit on teaching obligations

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	513 100%	3239 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1126 100%
- NET: Important (5,4)	93%	95%	100%	96%	93%	93%	95%	95%	100%	100%	100%	100%	92%	94%	96%	95%
Very important (5)	74%	73%	82%	71%	64%	72%	72%	73%	91%	72%	81%	72%	56%	64%	68%	73%
Somewhat important (4)	19%	22%	18%	25%	29%	21%	24%	22%	9%	28%	19%	28%	36%	30%	29%	22%
- Neither important nor unimportant (3)	6%	5%	0%	0%	4%	5%	3%	4%	0%	0%	0%	0%	5%	6%	3%	4%
Somewhat unimportant (2)	0%	0%	0%	2%	1%	2%	1%	1%	0%	0%	0%	0%	3%	0%	1%	1%
Very unimportant (1)	1%	0%	0%	2%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant (2,1)	1%	0%	0%	4%	3%	2%	2%	1%	0%	0%	0%	0%	3%	0%	1%	1%
Mean	4.650	4.685	4.821	4.602	4.537	4.636	4.646	4.658	4.911	4.718	4.808	4.724	4.457	4.585	4.630	4.670
Not included in base:																
Decline to Answer	4	4	3	3	5	1	16	96	2	-	-	-	3	2	5	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Peer reviews of teaching and research

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	675 100%	4373 100%
- NET: Important (5,4)	84%	84%	87%	83%	73%	84%	81%	83%
Very important (5)	51%	41%	46%	36%	30%	41%	38%	39%
Somewhat important (4)	33%	43%	41%	47%	43%	43%	43%	44%
- Neither important nor unimportant (3)	8%	11%	7%	13%	17%	12%	13%	11%
Somewhat unimportant (2)	5%	3%	2%	4%	8%	4%	5%	5%
Very unimportant (1)	3%	2%	4%	0%	2%	0%	2%	1%
- NET: Unimportant (2,1)	8%	5%	6%	4%	10%	4%	7%	6%
Mean	4.242	4.181	4.232	4.160	3.905	4.208	4.100	4.153
Not included in base:								
Decline to Answer	6	4	3	3	7	2	19	133

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Peer reviews of teaching and research

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	430 100%	2615 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	245 100%	1758 100%
- NET: Important (5,4)	87%	86%	83%	87%	72%	82%	79%	82%	80%	79%	94%	75%	75%	87%	83%	85%
Very important (5)	55%	40%	41%	39%	29%	37%	36%	35%	45%	42%	53%	32%	30%	46%	41%	46%
Somewhat important (4)	32%	46%	42%	49%	43%	44%	44%	46%	35%	37%	41%	44%	45%	42%	42%	40%
- Neither important nor unimportant (3)	10%	9%	9%	8%	18%	16%	14%	12%	4%	15%	4%	25%	14%	6%	11%	9%
Somewhat unimportant (2)	2%	2%	2%	5%	8%	3%	5%	5%	10%	5%	1%	0%	10%	6%	6%	4%
Very unimportant (1)	2%	2%	5%	0%	2%	0%	2%	2%	6%	0%	1%	0%	1%	0%	1%	1%
- NET: Unimportant (2,1)	3%	5%	7%	5%	10%	3%	7%	6%	16%	5%	3%	0%	11%	6%	6%	5%
Mean	4.361	4.190	4.119	4.206	3.892	4.162	4.061	4.090	4.030	4.163	4.423	4.070	3.930	4.272	4.171	4.246
Not included in base:																
Decline to Answer	5	3	1	2	5	1	12	85	1	1	2	1	2	1	7	48

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Peer reviews of teaching and research

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	3246 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1126 100%
- NET: Important (5,4)	84%	84%	89%	80%	72%	83%	80%	83%	84%	82%	80%	94%	77%	89%	82%	84%
Very important (5)	48%	36%	45%	32%	28%	43%	37%	39%	66%	55%	48%	50%	34%	32%	41%	42%
Somewhat important (4)	36%	49%	45%	48%	43%	39%	44%	44%	19%	27%	32%	43%	43%	57%	41%	42%
- Neither important nor unimportant (3)	9%	9%	4%	15%	17%	12%	12%	11%	5%	18%	18%	6%	17%	11%	15%	11%
Somewhat unimportant (2)	5%	5%	3%	5%	10%	5%	6%	5%	4%	0%	0%	0%	2%	0%	1%	4%
Very unimportant (1)	2%	2%	4%	0%	1%	0%	2%	1%	7%	0%	2%	0%	3%	0%	2%	1%
- NET: Unimportant (2,1)	7%	7%	7%	5%	12%	5%	8%	6%	10%	0%	2%	0%	6%	0%	2%	5%
Mean	4.222	4.112	4.227	4.078	3.872	4.206	4.070	4.137	4.327	4.377	4.248	4.437	4.019	4.216	4.197	4.198
Not included in base:																
Decline to Answer	4	4	3	3	4	1	15	88	2	-	-	-	3	1	4	45

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	650 100%	4236 100%
- NET: Important	(5,4) 78%	66%	56%	80%	77%	66%	69%	58%
Very important	(5) 66%	52%	36%	67%	57%	46%	50%	38%
Somewhat important	(4) 12%	13%	20%	13%	20%	20%	19%	20%
- Neither important nor unimportant	(3) 15%	21%	29%	13%	14%	20%	19%	24%
Somewhat unimportant	(2) 1%	7%	3%	2%	4%	4%	4%	5%
Very unimportant	(1) 6%	6%	12%	6%	6%	9%	8%	13%
- NET: Unimportant	(2,1) 7%	13%	15%	8%	9%	14%	12%	18%
Mean	4.318	3.987	3.656	4.324	4.184	3.891	3.990	3.654
Not included in base:								
Decline to Answer	8	6	9	4	11	14	44	270

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	414 100%	2541 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1695 100%
- NET: Important (5,4)	76%	54%	50%	77%	73%	58%	63%	54%	81%	89%	67%	84%	83%	77%	78%	65%
Very important (5)	59%	41%	30%	60%	51%	34%	43%	30%	79%	74%	46%	80%	69%	63%	63%	49%
Somewhat important (4)	17%	12%	20%	18%	23%	24%	21%	24%	2%	16%	21%	3%	15%	14%	15%	15%
- Neither important nor unimportant (3)	17%	29%	33%	15%	16%	21%	22%	26%	12%	5%	21%	8%	9%	19%	14%	20%
Somewhat unimportant (2)	2%	7%	3%	3%	4%	8%	5%	7%	0%	5%	3%	0%	2%	0%	2%	3%
Very unimportant (1)	5%	10%	14%	5%	6%	13%	9%	13%	6%	0%	9%	8%	5%	3%	6%	12%
- NET: Unimportant (2,1)	7%	17%	17%	8%	10%	21%	14%	20%	6%	5%	12%	8%	7%	3%	8%	15%
Mean	4.226	3.682	3.495	4.247	4.075	3.581	3.823	3.514	4.481	4.579	3.922	4.471	4.396	4.337	4.284	3.865
Not included in base:																
Decline to Answer	7	5	6	4	7	6	28	159	2	1	3	1	4	7	16	111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Childcare

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	500 100%	3161 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	150 100%	1074 100%
- NET: Important (5,4)	75%	67%	60%	79%	78%	65%	70%	56%	88%	64%	45%	82%	74%	70%	65%	64%
Very important (5)	61%	51%	38%	67%	56%	43%	50%	36%	88%	58%	32%	66%	60%	57%	52%	43%
Somewhat important (4)	15%	16%	23%	12%	22%	22%	21%	20%	0%	6%	13%	16%	14%	12%	13%	21%
- Neither important nor unimportant (3)	18%	18%	25%	13%	13%	20%	18%	24%	7%	30%	39%	11%	17%	22%	25%	23%
Somewhat unimportant (2)	1%	9%	3%	2%	3%	6%	4%	5%	0%	0%	3%	0%	6%	0%	3%	5%
Very unimportant (1)	6%	7%	11%	6%	6%	10%	8%	14%	5%	6%	13%	6%	3%	8%	8%	8%
- NET: Unimportant (2,1)	7%	16%	15%	8%	9%	15%	12%	20%	5%	6%	16%	6%	9%	8%	10%	13%
Mean	4.235	3.951	3.717	4.315	4.177	3.832	3.989	3.586	4.654	4.093	3.478	4.354	4.210	4.111	3.993	3.855
Not included in base:																
Decline to Answer	6	5	6	4	5	8	29	173	2	1	3	-	6	5	15	97

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	668 100%	4310 100%
- NET: Important (5,4)	97%	56%	40%	69%	79%	44%	59%	43%
Very important (5)	82%	31%	20%	41%	53%	22%	35%	21%
Somewhat important (4)	15%	25%	20%	28%	26%	22%	24%	22%
- Neither important nor unimportant (3)	1%	25%	28%	22%	13%	27%	22%	29%
Somewhat unimportant (2)	2%	13%	18%	7%	5%	16%	11%	12%
Very unimportant (1)	1%	6%	14%	2%	3%	14%	8%	16%
- NET: Unimportant (2,1)	3%	19%	32%	9%	8%	29%	19%	28%
Mean	4.751	3.614	3.136	4.003	4.201	3.235	3.662	3.200
Not included in base:								
Decline to Answer	6	4	6	3	9	3	26	195

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	425 100%	2582 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1728 100%
- NET: Important (5,4)	98%	60%	40%	66%	80%	44%	60%	44%	94%	48%	40%	76%	76%	44%	57%	41%
Very important (5)	83%	28%	21%	39%	53%	20%	35%	21%	79%	37%	19%	45%	51%	25%	35%	20%
Somewhat important (4)	15%	33%	19%	26%	27%	24%	25%	23%	14%	11%	22%	31%	24%	19%	22%	21%
- Neither important nor unimportant (3)	0%	16%	25%	27%	11%	22%	19%	28%	2%	42%	33%	12%	18%	33%	27%	31%
Somewhat unimportant (2)	2%	17%	18%	5%	5%	19%	12%	13%	2%	5%	18%	11%	4%	11%	10%	12%
Very unimportant (1)	0%	7%	18%	3%	4%	15%	9%	16%	2%	5%	9%	0%	2%	12%	6%	15%
- NET: Unimportant (2,1)	2%	24%	35%	7%	9%	34%	21%	28%	4%	11%	27%	11%	6%	23%	16%	27%
Mean	4.797	3.577	3.077	3.952	4.207	3.158	3.645	3.210	4.669	3.689	3.234	4.103	4.189	3.344	3.691	3.185
Not included in base:																
Decline to Answer	5	3	5	2	6	1	17	118	1	1	2	1	3	2	9	78

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Financial assistance with housing

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	508 100%	3205 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1106 100%
- NET: Important (5,4)	96%	53%	39%	68%	78%	39%	57%	39%	100%	65%	43%	72%	80%	63%	64%	55%
Very important (5)	79%	29%	15%	42%	52%	19%	33%	18%	95%	36%	33%	40%	54%	32%	41%	29%
Somewhat important (4)	17%	24%	24%	27%	26%	19%	24%	21%	5%	29%	11%	32%	25%	31%	23%	27%
- Neither important nor unimportant (3)	1%	23%	26%	24%	13%	27%	21%	30%	0%	29%	32%	18%	13%	25%	23%	28%
Somewhat unimportant (2)	2%	17%	18%	6%	4%	18%	12%	13%	0%	0%	15%	10%	7%	8%	9%	9%
Very unimportant (1)	1%	7%	16%	2%	4%	17%	10%	18%	0%	6%	10%	0%	0%	4%	4%	8%
- NET: Unimportant (2,1)	3%	24%	35%	8%	8%	34%	21%	32%	0%	6%	25%	10%	7%	12%	13%	17%
Mean	4.703	3.513	3.034	3.995	4.181	3.070	3.594	3.063	4.947	3.899	3.415	4.027	4.269	3.796	3.878	3.597
Not included in base:																
Decline to Answer	4	4	6	3	5	2	20	130	2	-	-	-	4	1	5	65

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Stop-the-tenure-clock for parental or other family reasons

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	667 100%	4315 100%
- NET: Important (5,4)	88%	79%	80%	85%	81%	83%	82%	76%
Very important (5)	67%	57%	54%	56%	64%	54%	58%	47%
Somewhat important (4)	21%	22%	26%	28%	18%	29%	24%	28%
- Neither important nor unimportant (3)	7%	11%	12%	14%	10%	8%	11%	15%
Somewhat unimportant (2)	1%	3%	2%	0%	3%	4%	3%	3%
Very unimportant (1)	4%	6%	5%	1%	6%	4%	5%	6%
- NET: Unimportant (2,1)	5%	9%	7%	1%	8%	8%	8%	9%
Mean	4.456	4.206	4.216	4.382	4.311	4.249	4.272	4.072
Not included in base:								
Decline to Answer	6	5	6	3	8	4	27	190

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Stop-the-tenure-clock for parental or other family reasons

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2578 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	244 100%	1737 100%
- NET: Important (5,4)	88%	72%	71%	83%	76%	78%	76%	69%	88%	95%	94%	88%	92%	91%	92%	85%
Very important (5)	61%	46%	44%	49%	54%	43%	48%	37%	78%	79%	71%	72%	82%	70%	75%	62%
Somewhat important (4)	27%	26%	27%	35%	22%	36%	28%	33%	10%	16%	23%	16%	10%	21%	17%	22%
- Neither important nor unimportant (3)	8%	14%	18%	15%	13%	10%	14%	19%	4%	5%	4%	12%	5%	6%	6%	9%
Somewhat unimportant (2)	0%	5%	2%	0%	4%	6%	4%	4%	2%	0%	1%	0%	0%	2%	1%	2%
Very unimportant (1)	3%	9%	9%	2%	7%	6%	7%	7%	6%	0%	0%	0%	3%	2%	1%	4%
- NET: Unimportant (2,1)	3%	14%	11%	2%	11%	12%	11%	12%	8%	0%	1%	0%	3%	3%	2%	6%
Mean	4.424	3.939	3.955	4.271	4.116	4.021	4.058	3.875	4.513	4.737	4.642	4.601	4.688	4.565	4.643	4.366
Not included in base:																
Decline to Answer	5	4	5	2	6	2	19	121	1	1	2	1	2	2	8	69

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Stop-the-tenure-clock for parental or other family reasons

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	3212 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1103 100%
- NET: Important (5,4)	87%	83%	80%	87%	83%	84%	83%	76%	93%	70%	80%	76%	78%	82%	78%	76%
Very important (5)	63%	58%	52%	55%	64%	56%	58%	47%	83%	53%	60%	60%	64%	49%	58%	48%
Somewhat important (4)	24%	24%	28%	32%	19%	28%	25%	29%	11%	17%	20%	16%	14%	33%	20%	27%
- Neither important nor unimportant (3)	7%	9%	13%	13%	9%	6%	10%	14%	7%	18%	11%	17%	15%	16%	15%	17%
Somewhat unimportant (2)	1%	4%	1%	0%	2%	5%	2%	3%	0%	0%	5%	0%	6%	0%	3%	3%
Very unimportant (1)	5%	4%	6%	0%	7%	5%	5%	7%	0%	12%	4%	6%	1%	2%	4%	4%
- NET: Unimportant (2,1)	6%	9%	7%	0%	9%	10%	8%	10%	0%	12%	9%	6%	7%	2%	7%	7%
Mean	4.383	4.280	4.199	4.425	4.306	4.243	4.277	4.051	4.759	3.985	4.263	4.238	4.327	4.269	4.256	4.135
Not included in base:																
Decline to Answer	4	4	5	3	4	3	20	122	2	1	1	-	4	1	7	68

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Spousal/ partner hiring program

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	662 100%	4302 100%
- NET: Important	(5,4) 73%	68%	71%	80%	59%	69%	67%	63%
Very important	(5) 43%	51%	46%	48%	35%	42%	42%	36%
Somewhat important	(4) 29%	17%	26%	32%	23%	27%	25%	27%
- Neither important nor unimportant	(3) 19%	21%	19%	11%	20%	17%	18%	21%
Somewhat unimportant	(2) 3%	5%	3%	3%	11%	6%	7%	5%
Very unimportant	(1) 6%	6%	6%	6%	11%	9%	8%	11%
- NET: Unimportant	(2,1) 8%	11%	9%	9%	22%	14%	15%	16%
Mean	4.021	4.006	4.015	4.122	3.613	3.880	3.855	3.724
Not included in base:								
Decline to Answer	6	5	5	4	10	8	32	204

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Spousal/ partner hiring program

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	421 100%	2577 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	242 100%	1725 100%
- NET: Important (5,4)	71%	67%	63%	78%	57%	66%	63%	62%	76%	69%	85%	84%	62%	73%	73%	64%
Very important (5)	38%	44%	37%	41%	30%	36%	35%	32%	53%	63%	60%	63%	45%	50%	53%	43%
Somewhat important (4)	33%	23%	27%	37%	27%	30%	28%	30%	23%	5%	25%	21%	17%	23%	20%	22%
- Neither important nor unimportant (3)	20%	16%	22%	10%	16%	15%	17%	21%	16%	31%	14%	12%	26%	19%	20%	21%
Somewhat unimportant (2)	3%	7%	5%	3%	14%	7%	8%	6%	2%	0%	1%	4%	6%	3%	3%	4%
Very unimportant (1)	5%	10%	10%	9%	13%	11%	11%	11%	6%	0%	0%	0%	7%	5%	3%	10%
- NET: Unimportant (2,1)	8%	17%	14%	12%	27%	19%	20%	17%	8%	0%	1%	4%	12%	8%	7%	14%
Mean	3.953	3.848	3.762	3.975	3.478	3.717	3.680	3.653	4.140	4.321	4.436	4.421	3.874	4.102	4.160	3.830
Not included in base:																
Decline to Answer	5	4	3	2	7	5	21	122	1	1	2	2	3	3	10	82

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Spousal/ partner hiring program

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	507 100%	3207 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	156 100%	1095 100%
- NET: Important (5,4)	68%	71%	71%	81%	57%	67%	66%	59%	93%	57%	73%	76%	63%	76%	69%	73%
Very important (5)	37%	51%	44%	45%	33%	41%	40%	33%	68%	48%	49%	60%	42%	46%	47%	45%
Somewhat important (4)	30%	20%	27%	36%	24%	26%	26%	26%	26%	9%	23%	17%	20%	30%	22%	28%
- Neither important nor unimportant (3)	22%	18%	18%	10%	21%	16%	18%	23%	7%	31%	23%	11%	16%	21%	20%	17%
Somewhat unimportant (2)	4%	4%	4%	4%	10%	7%	7%	6%	0%	6%	3%	0%	15%	0%	6%	4%
Very unimportant (1)	7%	6%	8%	5%	12%	10%	9%	12%	0%	6%	2%	13%	6%	3%	5%	6%
- NET: Unimportant (2,1)	10%	11%	11%	9%	22%	18%	16%	18%	0%	12%	4%	13%	22%	3%	11%	10%
Mean	3.879	4.053	3.963	4.126	3.568	3.798	3.811	3.620	4.607	3.865	4.160	4.110	3.771	4.165	3.998	4.030
Not included in base:																
Decline to Answer	4	4	4	3	5	5	22	127	2	1	1	1	5	3	10	76

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		88 100%	- 100%	- 100%	- 100%	- 100%	- 100%	514 100%	3541 100%
- NET: Effective	(5,4)	40%	23%	40%	36%	32%	38%	35%	41%
Very effective	(5)	7%	2%	12%	10%	7%	10%	9%	13%
Somewhat effective	(4)	33%	21%	28%	26%	25%	28%	26%	28%
- Neither effective nor ineffective	(3)	18%	33%	12%	23%	10%	17%	15%	17%
Somewhat ineffective	(2)	20%	20%	19%	13%	16%	17%	17%	17%
Very ineffective	(1)	22%	24%	29%	29%	42%	28%	33%	25%
- NET: Ineffective	(2,1)	42%	44%	48%	42%	58%	45%	50%	42%
Mean		2.818	2.564	2.752	2.748	2.391	2.762	2.618	2.870
Not included in base:									
Decline to Answer		7	5	6	3	10	2	26	182
Not Applicable		14	15	28	22	65	24	154	783

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	58 100%	- 100%	- 100%	- 100%	- 100%	- 100%	323 100%	2122 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	191 100%	1418 100%
- NET: Effective (5,4)	38%	20%	40%	28%	33%	34%	33%	38%	44%	30%	40%	46%	31%	45%	38%	46%
Very effective (5)	8%	0%	11%	3%	7%	6%	7%	12%	5%	8%	15%	19%	6%	16%	12%	15%
Somewhat effective (4)	30%	20%	29%	25%	26%	28%	26%	26%	39%	23%	26%	27%	24%	28%	26%	31%
- Neither effective nor ineffective (3)	23%	37%	14%	25%	9%	23%	17%	20%	8%	23%	8%	20%	13%	9%	12%	12%
Somewhat ineffective (2)	23%	19%	18%	12%	19%	16%	17%	17%	16%	23%	20%	14%	10%	19%	16%	17%
Very ineffective (1)	17%	25%	27%	35%	40%	28%	32%	26%	33%	23%	32%	19%	46%	27%	33%	25%
- NET: Ineffective (2,1)	39%	44%	46%	47%	58%	43%	50%	42%	49%	46%	52%	33%	56%	46%	50%	42%
Mean	2.893	2.511	2.779	2.492	2.416	2.678	2.581	2.822	2.673	2.686	2.708	3.125	2.343	2.876	2.681	2.941
Not included in base:																
Decline to Answer	5	3	3	2	6	1	16	115	2	2	3	1	3	1	10	67
Not Applicable	8	10	19	18	42	14	103	462	7	5	9	4	22	10	51	321

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Formal mentoring program for junior faculty

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	72 100%	- 100%	- 100%	- 100%	- 100%	- 100%	378 100%	2583 100%	16 100%	- 100%	- 100%	- 100%	- 100%	- 100%	136 100%	958 100%
- NET: Effective (5,4)	38%	15%	37%	35%	29%	36%	32%	39%	48%	44%	47%	37%	40%	44%	43%	47%
Very effective (5)	8%	3%	9%	6%	6%	10%	7%	12%	0%	0%	20%	20%	9%	12%	13%	18%
Somewhat effective (4)	30%	12%	28%	29%	23%	27%	25%	27%	48%	44%	27%	17%	31%	32%	30%	29%
- Neither effective nor ineffective (3)	20%	39%	14%	26%	11%	14%	16%	16%	7%	15%	7%	15%	8%	27%	13%	18%
Somewhat ineffective (2)	20%	18%	17%	13%	17%	19%	17%	18%	19%	24%	26%	13%	13%	9%	17%	14%
Very ineffective (1)	21%	27%	32%	26%	43%	30%	34%	26%	27%	17%	20%	35%	39%	20%	28%	22%
- NET: Ineffective (2,1)	42%	46%	49%	39%	60%	49%	51%	45%	46%	41%	46%	48%	52%	29%	44%	36%
Mean	2.835	2.459	2.652	2.748	2.325	2.666	2.540	2.797	2.743	2.859	3.009	2.747	2.567	3.078	2.835	3.066
Not included in base:																
Decline to Answer	5	4	6	3	6	1	20	122	2	1	1	-	3	1	6	60
Not Applicable	11	12	23	19	58	19	131	630	4	3	5	3	7	5	24	153

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	657 100%	4205 100%
- NET: Effective (5,4)	70%	68%	69%	73%	58%	67%	65%	67%
Very effective (5)	31%	32%	28%	36%	24%	31%	28%	29%
Somewhat effective (4)	39%	36%	41%	37%	33%	36%	37%	38%
- Neither effective nor ineffective (3)	10%	20%	12%	11%	11%	13%	12%	11%
Somewhat ineffective (2)	11%	8%	10%	6%	17%	12%	12%	11%
Very ineffective (1)	9%	4%	9%	10%	14%	8%	10%	10%
- NET: Ineffective (2,1)	20%	12%	20%	16%	31%	20%	23%	22%
Mean	3.722	3.845	3.676	3.836	3.366	3.699	3.604	3.638
Not included in base:								
Decline to Answer	7	5	6	3	9	2	25	174
Not Applicable	4	2	3	1	6	1	12	126

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	421 100%	2517 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	236 100%	1688 100%
- NET: Effective (5,4)	73%	59%	65%	72%	60%	63%	63%	65%	65%	88%	75%	76%	54%	73%	69%	70%
Very effective (5)	38%	28%	24%	25%	24%	28%	25%	27%	18%	41%	34%	60%	25%	35%	34%	31%
Somewhat effective (4)	35%	31%	41%	47%	36%	35%	38%	38%	47%	47%	41%	16%	29%	38%	35%	39%
- Neither effective nor ineffective (3)	11%	26%	14%	15%	14%	12%	15%	13%	9%	6%	7%	4%	6%	14%	8%	8%
Somewhat ineffective (2)	10%	12%	9%	9%	16%	17%	13%	12%	13%	0%	12%	0%	18%	6%	11%	11%
Very ineffective (1)	7%	3%	12%	5%	11%	8%	9%	10%	13%	6%	6%	20%	22%	7%	13%	11%
- NET: Ineffective (2,1)	17%	15%	21%	14%	27%	25%	22%	21%	26%	6%	18%	20%	40%	13%	23%	22%
Mean	3.879	3.696	3.567	3.779	3.464	3.569	3.565	3.612	3.432	4.176	3.861	3.954	3.170	3.879	3.673	3.677
Not included in base:																
Decline to Answer	5	3	2	2	6	1	15	110	2	2	3	1	2	1	10	64
Not Applicable	2	1	2	-	2	1	6	73	2	1	1	1	3	-	6	54

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Informal mentoring

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	497 100%	3130 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1075 100%
- NET: Effective (5,4)	74%	70%	70%	76%	57%	70%	66%	68%	54%	62%	67%	62%	59%	58%	62%	66%
Very effective (5)	30%	33%	29%	39%	22%	33%	29%	29%	34%	29%	23%	29%	30%	22%	26%	28%
Somewhat effective (4)	43%	37%	40%	38%	35%	36%	37%	39%	20%	34%	44%	32%	29%	37%	35%	37%
- Neither effective nor ineffective (3)	11%	16%	10%	9%	12%	10%	11%	10%	4%	30%	16%	17%	8%	23%	16%	13%
Somewhat ineffective (2)	10%	11%	10%	5%	17%	14%	13%	12%	17%	0%	12%	10%	17%	7%	11%	11%
Very ineffective (1)	5%	2%	11%	10%	14%	7%	10%	10%	25%	7%	6%	11%	16%	12%	11%	11%
- NET: Ineffective (2,1)	15%	14%	20%	14%	30%	21%	23%	22%	42%	7%	18%	21%	33%	19%	22%	22%
Mean	3.836	3.871	3.679	3.912	3.356	3.758	3.623	3.646	3.200	3.771	3.669	3.584	3.398	3.495	3.545	3.614
Not included in base:																
Decline to Answer	5	4	6	3	6	1	20	119	2	1	-	-	2	1	4	55
Not Applicable	2	2	3	1	5	-	11	86	2	-	-	-	1	1	1	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	576 100%	3996 100%
- NET: Effective (5,4)	49%	66%	65%	65%	40%	51%	54%	60%
Very effective (5)	16%	18%	18%	13%	12%	14%	15%	21%
Somewhat effective (4)	33%	48%	47%	52%	28%	37%	40%	39%
- Neither effective nor ineffective (3)	11%	12%	11%	19%	20%	18%	16%	17%
Somewhat ineffective (2)	23%	17%	12%	5%	16%	14%	13%	13%
Very ineffective (1)	17%	5%	12%	11%	24%	17%	16%	10%
- NET: Ineffective (2,1)	40%	22%	24%	16%	40%	31%	29%	23%
Mean	3.075	3.568	3.469	3.512	2.872	3.172	3.236	3.471
Not included in base:								
Decline to Answer	7	6	6	3	12	2	29	185
Not Applicable	29	2	9	4	54	21	89	325

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	2369 100%	24 100%	- 100%	- 100%	- 100%	- 100%	- 100%	207 100%	1627 100%
- NET: Effective (5,4)	53%	57%	63%	70%	43%	41%	53%	58%	39%	83%	68%	55%	33%	66%	57%	63%
Very effective (5)	18%	19%	10%	16%	10%	9%	11%	18%	13%	17%	32%	9%	15%	22%	21%	25%
Somewhat effective (4)	36%	38%	53%	55%	33%	33%	41%	40%	26%	67%	36%	46%	19%	44%	37%	38%
- Neither effective nor ineffective (3)	9%	13%	11%	21%	20%	25%	18%	19%	16%	11%	12%	15%	18%	8%	13%	14%
Somewhat ineffective (2)	24%	25%	14%	3%	15%	14%	14%	13%	19%	0%	7%	10%	20%	14%	12%	12%
Very ineffective (1)	13%	5%	12%	6%	22%	20%	15%	10%	26%	6%	13%	20%	29%	13%	18%	10%
- NET: Ineffective (2,1)	37%	30%	26%	9%	36%	34%	29%	23%	45%	6%	20%	31%	49%	26%	30%	23%
Mean	3.204	3.407	3.353	3.716	2.958	2.968	3.196	3.426	2.808	3.889	3.663	3.123	2.705	3.490	3.308	3.537
Not included in base:																
Decline to Answer	5	4	2	2	7	1	17	114	2	2	4	1	5	1	13	71
Not Applicable	17	2	7	3	36	8	57	217	13	-	2	1	17	12	32	108

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	60 100%	- 100%	- 100%	- 100%	- 100%	- 100%	431 100%	2958 100%	13 100%	- 100%	- 100%	- 100%	- 100%	- 100%	145 100%	1037 100%
- NET: Effective (5,4)	47%	63%	63%	65%	39%	47%	52%	59%	56%	73%	70%	65%	42%	65%	60%	63%
Very effective (5)	14%	16%	14%	14%	13%	12%	13%	20%	24%	24%	28%	12%	9%	19%	18%	23%
Somewhat effective (4)	33%	47%	48%	51%	27%	35%	39%	39%	32%	49%	42%	53%	33%	46%	42%	40%
- Neither effective nor ineffective (3)	14%	14%	12%	18%	19%	17%	16%	17%	0%	6%	9%	21%	21%	22%	16%	17%
Somewhat ineffective (2)	21%	18%	11%	4%	16%	16%	14%	14%	29%	13%	12%	9%	19%	5%	13%	10%
Very ineffective (1)	18%	5%	14%	13%	26%	19%	18%	10%	15%	7%	8%	5%	19%	8%	11%	10%
- NET: Ineffective (2,1)	39%	23%	25%	17%	42%	36%	31%	24%	44%	20%	20%	13%	37%	13%	24%	20%
Mean	3.048	3.524	3.380	3.489	2.844	3.050	3.170	3.438	3.202	3.699	3.699	3.589	2.951	3.632	3.433	3.566
Not included in base:																
Decline to Answer	5	4	6	3	8	1	23	123	2	2	-	-	4	1	7	61
Not Applicable	22	2	8	3	48	14	75	253	7	-	1	1	5	7	14	72

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	498 100%	3783 100%
- NET: Effective (5,4)	39%	64%	65%	65%	27%	41%	49%	56%
Very effective (5)	17%	19%	18%	16%	7%	14%	14%	19%
Somewhat effective (4)	22%	45%	47%	50%	20%	27%	36%	36%
- Neither effective nor ineffective (3)	18%	14%	10%	13%	22%	21%	16%	18%
Somewhat ineffective (2)	17%	16%	12%	9%	13%	15%	13%	14%
Very ineffective (1)	26%	6%	13%	12%	37%	23%	21%	12%
- NET: Ineffective (2,1)	43%	22%	25%	22%	51%	38%	34%	26%
Mean	2.880	3.563	3.444	3.471	2.461	2.933	3.084	3.373
Not included in base:								
Decline to Answer	8	6	8	3	12	3	31	189
Not Applicable	38	5	12	13	93	42	165	535

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	42 100%	- 100%	- 100%	- 100%	- 100%	- 100%	328 100%	2259 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	170 100%	1524 100%
- NET: Effective (5,4)	44%	53%	64%	75%	28%	32%	47%	54%	30%	88%	66%	47%	25%	57%	54%	58%
Very effective (5)	20%	22%	10%	20%	6%	10%	11%	17%	11%	12%	29%	8%	10%	20%	19%	23%
Somewhat effective (4)	23%	31%	54%	56%	22%	21%	36%	37%	18%	75%	36%	39%	15%	36%	35%	35%
- Neither effective nor ineffective (3)	18%	18%	10%	15%	25%	29%	19%	20%	19%	6%	11%	10%	15%	8%	11%	16%
Somewhat ineffective (2)	18%	23%	13%	3%	12%	17%	14%	13%	15%	0%	12%	20%	17%	13%	13%	14%
Very ineffective (1)	20%	5%	13%	7%	35%	23%	20%	12%	37%	6%	12%	23%	43%	23%	22%	12%
- NET: Ineffective (2,1)	38%	29%	26%	10%	47%	40%	34%	26%	52%	6%	24%	43%	60%	36%	35%	26%
Mean	3.057	3.420	3.352	3.783	2.520	2.790	3.049	3.335	2.516	3.875	3.594	2.881	2.318	3.180	3.150	3.429
Not included in base:																
Decline to Answer	7	4	4	2	7	1	18	115	2	2	4	1	4	2	13	74
Not Applicable	22	3	9	9	56	20	97	325	16	2	2	4	38	22	68	209

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	368 100%	2797 100%	13 100%	- 100%	- 100%	- 100%	- 100%	- 100%	129 100%	985 100%
- NET: Effective (5,4)	37%	61%	61%	66%	27%	40%	48%	55%	46%	73%	73%	64%	27%	46%	54%	58%
Very effective (5)	16%	17%	15%	11%	9%	11%	12%	19%	24%	24%	24%	28%	2%	25%	18%	21%
Somewhat effective (4)	22%	43%	47%	55%	18%	28%	35%	36%	22%	49%	49%	36%	25%	21%	37%	37%
- Neither effective nor ineffective (3)	21%	17%	12%	14%	20%	16%	16%	18%	8%	6%	6%	12%	29%	41%	18%	19%
Somewhat ineffective (2)	16%	15%	13%	5%	14%	19%	14%	14%	21%	20%	10%	20%	13%	0%	12%	12%
Very ineffective (1)	26%	7%	14%	15%	40%	25%	23%	12%	24%	0%	11%	5%	31%	13%	15%	11%
- NET: Ineffective (2,1)	42%	22%	27%	21%	53%	44%	37%	27%	45%	20%	21%	24%	44%	13%	27%	23%
Mean	2.847	3.487	3.359	3.414	2.431	2.818	3.008	3.345	3.015	3.773	3.658	3.627	2.536	3.435	3.299	3.451
Not included in base:																
Decline to Answer	6	4	8	3	8	1	24	126	2	2	-	-	3	2	7	63
Not Applicable	31	5	11	12	79	30	136	411	7	-	1	1	14	13	29	123

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	67 100%	- 100%	- 100%	- 100%	- 100%	- 100%	457 100%	3442 100%
- NET: Effective (5,4)	27%	23%	25%	32%	26%	26%	26%	30%
Very effective (5)	5%	6%	8%	8%	8%	5%	7%	8%
Somewhat effective (4)	22%	17%	17%	24%	19%	21%	19%	21%
- Neither effective nor ineffective (3)	20%	36%	22%	35%	14%	24%	23%	23%
Somewhat ineffective (2)	23%	15%	15%	13%	20%	23%	18%	20%
Very ineffective (1)	30%	26%	37%	20%	39%	26%	32%	27%
- NET: Ineffective (2,1)	53%	41%	52%	33%	59%	50%	50%	48%
Mean	2.488	2.617	2.438	2.875	2.357	2.550	2.506	2.630
Not included in base:								
Decline to Answer	7	5	6	3	17	3	34	206
Not Applicable	35	9	41	18	93	42	202	858

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	42 100%	- 100%	- 100%	- 100%	- 100%	- 100%	303 100%	2100 100%	24 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1342 100%
- NET: Effective (5,4)	28%	23%	22%	33%	24%	23%	24%	28%	25%	21%	31%	31%	32%	31%	30%	32%
Very effective (5)	5%	5%	7%	9%	6%	5%	6%	8%	3%	7%	10%	5%	12%	5%	8%	9%
Somewhat effective (4)	23%	18%	15%	24%	19%	18%	18%	20%	22%	14%	22%	25%	19%	26%	22%	23%
- Neither effective nor ineffective (3)	24%	37%	25%	42%	13%	28%	25%	25%	15%	36%	17%	23%	17%	18%	20%	18%
Somewhat ineffective (2)	23%	13%	14%	8%	23%	23%	18%	20%	22%	21%	17%	22%	14%	24%	19%	21%
Very ineffective (1)	25%	27%	39%	17%	40%	26%	33%	26%	38%	22%	34%	24%	37%	27%	31%	29%
- NET: Ineffective (2,1)	48%	40%	53%	25%	63%	49%	51%	47%	60%	43%	51%	46%	51%	51%	50%	50%
Mean	2.593	2.610	2.377	3.003	2.274	2.535	2.469	2.627	2.305	2.634	2.552	2.654	2.552	2.574	2.577	2.634
Not included in base:																
Decline to Answer	5	3	2	2	12	2	22	128	2	2	4	1	5	1	13	78
Not Applicable	23	5	24	13	55	21	118	472	12	4	17	4	38	21	84	386

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	344 100%	2491 100%	15 100%	- 100%	- 100%	- 100%	- 100%	- 100%	114 100%	951 100%
- NET: Effective (5,4)	23%	23%	24%	32%	26%	24%	25%	28%	39%	21%	30%	34%	29%	34%	30%	34%
Very effective (5)	6%	8%	7%	6%	7%	4%	6%	7%	0%	0%	10%	13%	11%	11%	10%	11%
Somewhat effective (4)	18%	15%	16%	26%	19%	21%	19%	20%	39%	21%	20%	21%	18%	24%	20%	23%
- Neither effective nor ineffective (3)	22%	39%	18%	37%	15%	22%	22%	23%	16%	30%	34%	31%	12%	34%	27%	23%
Somewhat ineffective (2)	24%	15%	17%	12%	18%	25%	18%	21%	18%	16%	11%	16%	28%	16%	18%	19%
Very ineffective (1)	31%	23%	42%	20%	42%	29%	34%	29%	27%	34%	25%	19%	31%	16%	26%	24%
- NET: Ineffective (2,1)	55%	38%	59%	32%	59%	54%	53%	50%	45%	50%	37%	36%	59%	32%	44%	43%
Mean	2.435	2.696	2.298	2.858	2.308	2.451	2.441	2.567	2.670	2.368	2.778	2.919	2.508	2.969	2.702	2.794
Not included in base:																
Decline to Answer	5	4	6	3	11	2	26	144	2	1	-	-	6	1	8	63
Not Applicable	30	6	32	15	76	29	159	700	5	3	8	2	17	13	44	158

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	510 100%	3479 100%
- NET: Effective	(5,4)	58%	51%	52%	48%	47%	57%	51%	47%
Very effective	(5)	27%	17%	19%	14%	12%	22%	17%	14%
Somewhat effective	(4)	31%	34%	33%	35%	34%	35%	34%	33%
- Neither effective nor ineffective	(3)	30%	36%	31%	23%	30%	27%	30%	33%
Somewhat ineffective	(2)	8%	9%	12%	12%	10%	11%	11%	11%
Very ineffective	(1)	4%	4%	4%	17%	13%	5%	8%	10%
- NET: Ineffective	(2,1)	12%	13%	16%	29%	23%	17%	19%	20%
Mean		3.689	3.518	3.511	3.162	3.229	3.569	3.399	3.310
Not included in base:									
Decline to Answer		7	4	9	3	12	5	33	197
Not Applicable		23	9	28	19	64	30	151	831

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	322 100%	2089 100%	27 100%	- 100%	- 100%	- 100%	- 100%	- 100%	188 100%	1389 100%
- NET: Effective (5,4)	54%	41%	47%	45%	46%	47%	46%	44%	65%	73%	61%	54%	49%	70%	60%	50%
Very effective (5)	25%	10%	17%	11%	12%	14%	13%	12%	31%	34%	23%	18%	14%	33%	23%	17%
Somewhat effective (4)	30%	31%	31%	34%	34%	33%	33%	32%	35%	40%	38%	36%	35%	37%	37%	33%
- Neither effective nor ineffective (3)	37%	40%	34%	20%	30%	32%	32%	35%	14%	27%	26%	28%	30%	19%	26%	30%
Somewhat ineffective (2)	8%	13%	12%	16%	10%	14%	12%	11%	9%	0%	12%	4%	11%	7%	9%	10%
Very ineffective (1)	0%	5%	6%	19%	14%	7%	10%	10%	12%	0%	2%	14%	11%	4%	6%	9%
- NET: Ineffective (2,1)	8%	19%	18%	35%	24%	21%	22%	21%	20%	0%	14%	18%	22%	11%	15%	19%
Mean	3.712	3.275	3.402	3.021	3.196	3.337	3.268	3.254	3.644	4.069	3.684	3.392	3.297	3.878	3.623	3.393
Not included in base:																
Decline to Answer	5	3	6	2	9	3	23	127	2	1	3	1	3	2	10	70
Not Applicable	13	5	19	15	40	18	98	483	10	4	9	4	24	12	54	347

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Professional assistance for improving teaching

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	380 100%	2513 100%	17 100%	- 100%	- 100%	- 100%	- 100%	- 100%	130 100%	965 100%
- NET: Effective (5,4)	59%	43%	49%	52%	46%	58%	50%	46%	54%	73%	61%	36%	49%	53%	55%	50%
Very effective (5)	21%	11%	14%	12%	12%	23%	15%	13%	47%	35%	32%	20%	12%	18%	22%	16%
Somewhat effective (4)	38%	32%	35%	41%	33%	35%	35%	32%	6%	38%	29%	16%	37%	35%	33%	34%
- Neither effective nor ineffective (3)	28%	42%	30%	26%	31%	26%	30%	34%	35%	21%	34%	12%	29%	29%	28%	31%
Somewhat ineffective (2)	7%	13%	16%	3%	9%	10%	11%	11%	12%	0%	3%	38%	15%	15%	12%	10%
Very ineffective (1)	5%	3%	5%	18%	15%	6%	10%	10%	0%	7%	2%	14%	7%	3%	5%	9%
- NET: Ineffective (2,1)	12%	15%	21%	21%	24%	16%	20%	21%	12%	7%	5%	52%	22%	18%	17%	19%
Mean	3.635	3.359	3.371	3.244	3.196	3.587	3.350	3.282	3.891	3.948	3.850	2.900	3.325	3.499	3.543	3.382
Not included in base:																
Decline to Answer	5	4	8	3	9	3	27	135	2	-	1	-	3	2	6	62
Not Applicable	20	7	24	15	54	21	122	687	3	2	4	4	10	9	29	144

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	562 100%	3904 100%
- NET: Effective (5,4)	76%	55%	56%	82%	62%	68%	63%	65%
Very effective (5)	48%	29%	26%	60%	42%	28%	35%	30%
Somewhat effective (4)	29%	26%	30%	22%	20%	40%	28%	34%
- Neither effective nor ineffective (3)	8%	28%	15%	4%	14%	10%	14%	12%
Somewhat ineffective (2)	5%	14%	16%	4%	10%	10%	11%	13%
Very ineffective (1)	10%	4%	13%	9%	15%	13%	12%	11%
- NET: Ineffective (2,1)	15%	17%	29%	13%	25%	22%	24%	24%
Mean	3.987	3.630	3.406	4.196	3.643	3.606	3.623	3.605
Not included in base:								
Decline to Answer	7	5	8	3	11	2	28	181
Not Applicable	20	10	16	15	45	18	104	421

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	359 100%	2316 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	203 100%	1588 100%
- NET: Effective (5,4)	77%	45%	53%	79%	58%	69%	59%	61%	75%	78%	61%	87%	71%	66%	69%	70%
Very effective (5)	49%	27%	24%	57%	41%	25%	34%	27%	45%	36%	31%	65%	43%	32%	38%	35%
Somewhat effective (4)	28%	19%	29%	22%	17%	44%	26%	34%	30%	42%	31%	22%	28%	34%	31%	35%
- Neither effective nor ineffective (3)	10%	33%	17%	7%	19%	10%	17%	14%	5%	15%	12%	0%	3%	10%	8%	8%
Somewhat ineffective (2)	2%	16%	16%	4%	10%	6%	11%	13%	10%	7%	16%	5%	10%	14%	12%	13%
Very ineffective (1)	10%	6%	14%	10%	14%	15%	13%	12%	10%	0%	11%	8%	16%	10%	11%	9%
- NET: Ineffective (2,1)	12%	22%	30%	14%	24%	21%	24%	25%	20%	7%	27%	13%	26%	24%	23%	22%
Mean	4.041	3.446	3.324	4.125	3.610	3.576	3.560	3.520	3.895	4.064	3.548	4.313	3.716	3.645	3.736	3.731
Not included in base:																
Decline to Answer	5	3	4	2	7	1	17	117	2	2	4	1	3	1	11	64
Not Applicable	14	6	11	12	25	13	66	267	6	4	6	3	20	5	38	154

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Travel funds to present papers or conduct research

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2874 100%	17 100%	- 100%	- 100%	- 100%	- 100%	- 100%	138 100%	1029 100%
- NET: Effective (5,4)	82%	58%	53%	83%	64%	65%	63%	65%	55%	48%	63%	79%	53%	77%	63%	64%
Very effective (5)	51%	33%	26%	64%	43%	24%	36%	31%	35%	20%	28%	47%	37%	39%	34%	30%
Somewhat effective (4)	31%	25%	27%	19%	21%	40%	27%	34%	21%	28%	36%	32%	16%	38%	29%	35%
- Neither effective nor ineffective (3)	6%	24%	12%	3%	13%	11%	13%	11%	18%	38%	22%	8%	15%	6%	17%	13%
Somewhat ineffective (2)	4%	13%	18%	5%	9%	10%	11%	13%	9%	14%	11%	0%	14%	10%	11%	13%
Very ineffective (1)	8%	5%	16%	8%	14%	15%	13%	11%	18%	0%	4%	13%	19%	6%	9%	10%
- NET: Ineffective (2,1)	12%	19%	34%	14%	22%	24%	25%	24%	27%	14%	14%	13%	32%	16%	20%	22%
Mean	4.125	3.664	3.282	4.260	3.715	3.495	3.604	3.600	3.453	3.533	3.731	3.998	3.383	3.945	3.682	3.620
Not included in base:																
Decline to Answer	5	4	8	3	7	1	23	124	2	1	-	-	3	1	5	57
Not Applicable	17	8	13	12	33	16	82	336	3	2	3	3	12	1	22	85

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		57 100%	- 100%	- 100%	- 100%	- 100%	- 100%	421 100%	2612 100%
- NET: Effective	(5,4)	64%	57%	63%	55%	57%	63%	59%	42%
Very effective	(5)	53%	41%	48%	36%	37%	46%	42%	26%
Somewhat effective	(4)	11%	16%	15%	19%	20%	17%	18%	16%
- Neither effective nor ineffective	(3)	14%	24%	20%	29%	19%	21%	21%	26%
Somewhat ineffective	(2)	3%	14%	5%	7%	11%	4%	8%	10%
Very ineffective	(1)	20%	5%	12%	9%	13%	13%	11%	22%
- NET: Ineffective	(2,1)	23%	19%	17%	16%	24%	16%	19%	32%
Mean		3.737	3.747	3.818	3.663	3.576	3.793	3.711	3.139
Not included in base:									
Decline to Answer		9	7	13	3	19	6	48	247
Not Applicable		43	17	49	22	88	49	225	1646

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	278 100%	1587 100%	23 100%	- 100%	- 100%	- 100%	- 100%	- 100%	143 100%	1025 100%
- NET: Effective (5,4)	58%	51%	57%	48%	56%	53%	54%	38%	73%	70%	72%	70%	59%	77%	69%	48%
Very effective (5)	48%	30%	42%	28%	37%	37%	36%	22%	59%	62%	59%	52%	36%	59%	52%	32%
Somewhat effective (4)	9%	21%	16%	20%	19%	16%	18%	16%	14%	8%	13%	19%	23%	18%	17%	16%
- Neither effective nor ineffective (3)	18%	25%	24%	38%	21%	29%	25%	30%	7%	23%	13%	13%	16%	10%	14%	19%
Somewhat ineffective (2)	0%	17%	5%	7%	11%	4%	9%	10%	7%	8%	6%	6%	10%	3%	7%	8%
Very ineffective (1)	24%	7%	14%	8%	12%	14%	12%	21%	14%	0%	8%	11%	15%	10%	10%	24%
- NET: Ineffective (2,1)	24%	24%	19%	15%	23%	19%	20%	32%	20%	8%	14%	17%	25%	12%	17%	33%
Mean	3.575	3.499	3.666	3.528	3.587	3.564	3.587	3.075	3.986	4.242	4.086	3.938	3.551	4.140	3.952	3.238
Not included in base:																
Decline to Answer	7	4	7	2	12	3	28	157	2	3	6	1	7	3	20	91
Not Applicable	30	13	30	14	52	27	136	956	13	4	19	8	36	22	89	690

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid research leave during the probationary period

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	43 100%	- 100%	- 100%	- 100%	- 100%	- 100%	307 100%	1884 100%	14 100%	- 100%	- 100%	- 100%	- 100%	- 100%	114 100%	728 100%
- NET: Effective (5,4)	72%	59%	60%	52%	62%	60%	60%	43%	39%	54%	70%	66%	43%	70%	59%	40%
Very effective (5)	60%	43%	52%	33%	40%	43%	43%	27%	31%	36%	38%	43%	29%	53%	39%	24%
Somewhat effective (4)	12%	16%	8%	18%	22%	17%	16%	16%	7%	18%	32%	23%	14%	17%	21%	17%
- Neither effective nor ineffective (3)	11%	19%	19%	33%	16%	23%	20%	24%	21%	38%	24%	18%	28%	16%	24%	29%
Somewhat ineffective (2)	2%	16%	7%	6%	11%	5%	8%	9%	5%	9%	3%	9%	12%	0%	6%	11%
Very ineffective (1)	15%	6%	15%	10%	11%	12%	12%	24%	35%	0%	4%	6%	17%	15%	10%	20%
- NET: Ineffective (2,1)	17%	22%	22%	16%	22%	17%	20%	33%	40%	9%	6%	16%	28%	15%	16%	31%
Mean	3.998	3.728	3.750	3.597	3.688	3.744	3.709	3.141	2.951	3.806	3.981	3.871	3.273	3.927	3.715	3.134
Not included in base:																
Decline to Answer	7	5	10	3	13	4	36	174	2	2	3	-	6	2	12	74
Not Applicable	37	13	40	17	74	42	186	1277	6	4	9	5	14	7	39	369

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	287 100%	2054 100%
- NET: Effective (5,4)	41%	22%	30%	27%	35%	39%	33%	27%
Very effective (5)	28%	13%	15%	16%	16%	16%	15%	13%
Somewhat effective (4)	13%	10%	15%	11%	20%	23%	17%	14%
- Neither effective nor ineffective (3)	33%	65%	45%	55%	33%	36%	42%	42%
Somewhat ineffective (2)	2%	3%	11%	11%	11%	7%	9%	9%
Very ineffective (1)	25%	10%	14%	7%	21%	19%	16%	22%
- NET: Ineffective (2,1)	27%	13%	25%	18%	32%	26%	25%	31%
Mean	3.163	3.119	3.066	3.177	2.991	3.097	3.068	2.863
Not included in base:								
Decline to Answer	9	8	13	4	22	3	51	275
Not Applicable	62	26	80	39	137	73	356	2176

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	24 100%	- 100%	- 100%	- 100%	- 100%	- 100%	189 100%	1246 100%	15 100%	- 100%	- 100%	- 100%	- 100%	- 100%	98 100%	808 100%
- NET: Effective (5,4)	33%	17%	26%	15%	30%	27%	25%	22%	53%	37%	37%	56%	47%	58%	47%	34%
Very effective (5)	28%	13%	6%	4%	9%	12%	9%	9%	26%	12%	29%	44%	29%	23%	27%	20%
Somewhat effective (4)	4%	4%	20%	11%	21%	16%	16%	13%	26%	25%	8%	12%	18%	35%	19%	14%
- Neither effective nor ineffective (3)	36%	70%	49%	68%	40%	43%	50%	47%	26%	49%	37%	24%	18%	22%	28%	33%
Somewhat ineffective (2)	0%	4%	10%	11%	14%	9%	10%	9%	5%	0%	12%	12%	6%	4%	7%	9%
Very ineffective (1)	31%	9%	15%	6%	16%	21%	15%	21%	16%	14%	13%	9%	30%	16%	18%	24%
- NET: Ineffective (2,1)	31%	13%	24%	17%	30%	29%	25%	31%	21%	14%	25%	20%	36%	20%	25%	33%
Mean	3.000	3.080	2.934	2.960	2.938	2.891	2.946	2.788	3.426	3.224	3.283	3.709	3.098	3.453	3.301	2.979
Not included in base:																
Decline to Answer	7	5	8	3	14	2	32	177	2	3	5	1	8	2	19	98
Not Applicable	41	17	50	24	91	39	221	1276	21	10	30	15	47	34	135	900

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Paid or unpaid personal leave during the probationary period

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	27 100%	- 100%	- 100%	- 100%	- 100%	- 100%	201 100%	1431 100%	11 100%	- 100%	- 100%	- 100%	- 100%	- 100%	87 100%	623 100%
- NET: Effective (5,4)	53%	28%	28%	25%	37%	37%	32%	26%	10%	10%	36%	31%	33%	43%	33%	29%
Very effective (5)	39%	14%	15%	14%	13%	13%	14%	13%	0%	10%	15%	20%	23%	24%	19%	13%
Somewhat effective (4)	14%	14%	12%	11%	24%	24%	19%	13%	10%	0%	21%	11%	10%	20%	14%	16%
- Neither effective nor ineffective (3)	31%	59%	44%	58%	34%	38%	42%	43%	38%	78%	47%	47%	31%	29%	42%	39%
Somewhat ineffective (2)	0%	4%	9%	11%	11%	6%	9%	8%	7%	0%	15%	13%	11%	8%	11%	11%
Very ineffective (1)	17%	9%	20%	6%	18%	19%	17%	23%	46%	12%	2%	9%	25%	19%	14%	21%
- NET: Ineffective (2,1)	17%	13%	29%	17%	30%	25%	25%	31%	53%	12%	17%	22%	36%	28%	25%	32%
Mean	3.582	3.194	2.936	3.165	3.009	3.066	3.041	2.849	2.111	2.946	3.317	3.207	2.954	3.197	3.130	2.897
Not included in base:																
Decline to Answer	7	6	11	3	17	1	38	197	2	2	2	1	6	3	13	79
Not Applicable	53	21	65	32	113	58	290	1707	9	5	15	7	24	15	66	470

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	470 100%	3263 100%
- NET: Effective	(5,4)	52%	51%	57%	58%	48%	61%	55%	46%
Very effective	(5)	34%	18%	28%	27%	23%	29%	25%	21%
Somewhat effective	(4)	18%	34%	29%	31%	25%	32%	29%	26%
- Neither effective nor ineffective	(3)	22%	23%	6%	21%	21%	15%	16%	21%
Somewhat ineffective	(2)	17%	11%	14%	18%	11%	10%	12%	15%
Very ineffective	(1)	8%	14%	23%	3%	19%	14%	17%	18%
- NET: Ineffective	(2,1)	26%	26%	37%	21%	31%	24%	29%	33%
Mean		3.521	3.291	3.259	3.607	3.203	3.509	3.337	3.163
Not included in base:									
Decline to Answer		7	7	9	3	15	3	37	210
Not Applicable		26	15	37	18	82	36	188	1032

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	315 100%	2013 100%	24 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1251 100%
- NET: Effective (5,4)	52%	54%	59%	59%	46%	59%	54%	47%	54%	45%	54%	55%	52%	63%	56%	46%
Very effective (5)	32%	11%	32%	25%	24%	28%	26%	20%	38%	36%	22%	30%	18%	29%	25%	22%
Somewhat effective (4)	19%	43%	27%	34%	22%	31%	28%	27%	16%	9%	32%	25%	34%	34%	31%	23%
- Neither effective nor ineffective (3)	21%	21%	7%	22%	23%	22%	18%	23%	25%	27%	4%	19%	17%	6%	11%	17%
Somewhat ineffective (2)	21%	12%	16%	16%	12%	3%	12%	14%	9%	9%	11%	21%	10%	19%	14%	16%
Very ineffective (1)	7%	13%	19%	2%	19%	16%	16%	16%	13%	19%	31%	5%	21%	12%	19%	21%
- NET: Ineffective (2,1)	28%	25%	34%	19%	31%	19%	28%	30%	22%	28%	42%	26%	31%	31%	33%	38%
Mean	3.500	3.275	3.373	3.633	3.209	3.514	3.364	3.207	3.567	3.334	3.027	3.544	3.188	3.502	3.282	3.092
Not included in base:																
Decline to Answer	5	5	5	2	11	2	25	136	2	2	4	1	4	1	12	74
Not Applicable	14	8	18	10	46	21	103	550	12	8	19	8	37	14	85	482

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	344 100%	2372 100%	14 100%	- 100%	- 100%	- 100%	- 100%	- 100%	125 100%	892 100%
- NET: Effective (5,4)	58%	50%	54%	62%	47%	59%	53%	45%	28%	57%	63%	47%	52%	65%	58%	49%
Very effective (5)	37%	12%	24%	29%	23%	31%	25%	20%	20%	38%	39%	20%	23%	20%	28%	22%
Somewhat effective (4)	21%	38%	31%	33%	24%	28%	29%	25%	7%	19%	24%	28%	29%	45%	30%	28%
- Neither effective nor ineffective (3)	17%	24%	7%	23%	17%	17%	16%	20%	46%	19%	3%	14%	33%	11%	16%	23%
Somewhat ineffective (2)	15%	15%	18%	15%	14%	10%	14%	16%	27%	0%	5%	26%	3%	11%	8%	13%
Very ineffective (1)	10%	12%	20%	0%	22%	15%	17%	19%	0%	24%	28%	13%	12%	13%	18%	15%
- NET: Ineffective (2,1)	26%	26%	38%	15%	36%	24%	31%	35%	27%	24%	34%	38%	15%	24%	26%	27%
Mean	3.592	3.240	3.195	3.754	3.106	3.519	3.307	3.116	3.211	3.472	3.402	3.160	3.468	3.477	3.420	3.288
Not included in base:																
Decline to Answer	5	4	9	3	12	1	29	144	2	3	-	-	3	2	8	66
Not Applicable	20	11	31	14	68	31	156	819	6	4	6	3	14	5	32	214

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	548 100%	3700 100%
- NET: Effective (5,4)	76%	74%	66%	73%	67%	73%	69%	62%
Very effective (5)	43%	46%	42%	38%	39%	42%	41%	32%
Somewhat effective (4)	33%	28%	24%	35%	28%	31%	28%	30%
- Neither effective nor ineffective (3)	10%	16%	11%	16%	16%	11%	14%	15%
Somewhat ineffective (2)	8%	8%	12%	9%	9%	12%	10%	12%
Very ineffective (1)	5%	2%	10%	3%	7%	5%	7%	11%
- NET: Ineffective (2,1)	13%	10%	23%	11%	17%	17%	17%	23%
Mean	4.013	4.090	3.758	3.969	3.825	3.933	3.873	3.600
Not included in base:								
Decline to Answer	7	6	9	3	11	3	32	187
Not Applicable	20	6	22	9	53	24	115	619

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	360 100%	2271 100%	27 100%	- 100%	- 100%	- 100%	- 100%	- 100%	188 100%	1429 100%
- NET: Effective (5,4)	80%	69%	65%	69%	65%	77%	68%	62%	69%	87%	69%	82%	71%	67%	72%	62%
Very effective (5)	47%	35%	47%	35%	39%	44%	41%	32%	35%	73%	34%	45%	40%	40%	42%	32%
Somewhat effective (4)	33%	34%	18%	34%	26%	33%	27%	30%	34%	13%	34%	37%	31%	27%	30%	29%
- Neither effective nor ineffective (3)	10%	21%	13%	18%	20%	10%	16%	16%	11%	7%	8%	9%	8%	11%	9%	13%
Somewhat ineffective (2)	8%	8%	12%	10%	9%	9%	10%	12%	8%	7%	13%	5%	9%	16%	11%	13%
Very ineffective (1)	2%	3%	10%	2%	5%	4%	6%	10%	12%	0%	10%	4%	11%	7%	8%	13%
- NET: Ineffective (2,1)	10%	11%	22%	12%	15%	12%	15%	22%	20%	7%	23%	9%	20%	23%	20%	26%
Mean	4.154	3.898	3.795	3.902	3.836	4.051	3.880	3.627	3.716	4.535	3.694	4.129	3.800	3.774	3.858	3.559
Not included in base:																
Decline to Answer	5	4	4	2	7	2	20	117	2	2	5	1	3	1	12	69
Not Applicable	10	3	14	3	28	14	63	311	10	3	9	5	25	10	52	308

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

An upper limit on teaching obligations

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	67 100%	- 100%	- 100%	- 100%	- 100%	- 100%	411 100%	2717 100%	16 100%	- 100%	- 100%	- 100%	- 100%	- 100%	136 100%	983 100%
- NET: Effective (5,4)	75%	74%	65%	80%	67%	71%	69%	61%	84%	76%	68%	50%	67%	80%	69%	63%
Very effective (5)	44%	40%	44%	41%	39%	41%	41%	33%	39%	68%	38%	27%	39%	45%	41%	32%
Somewhat effective (4)	31%	34%	21%	39%	28%	29%	28%	29%	45%	8%	30%	23%	28%	35%	28%	31%
- Neither effective nor ineffective (3)	12%	17%	14%	13%	15%	10%	14%	15%	5%	15%	5%	25%	19%	11%	14%	16%
Somewhat ineffective (2)	7%	7%	11%	7%	12%	15%	11%	13%	11%	9%	17%	13%	1%	2%	7%	10%
Very ineffective (1)	6%	2%	10%	0%	6%	4%	6%	11%	0%	0%	10%	12%	12%	7%	9%	11%
- NET: Ineffective (2,1)	14%	10%	21%	7%	18%	19%	17%	24%	11%	9%	27%	25%	13%	9%	17%	21%
Mean	3.986	4.014	3.786	4.141	3.827	3.888	3.883	3.589	4.123	4.352	3.684	3.409	3.820	4.080	3.841	3.632
Not included in base:																
Decline to Answer	5	4	8	3	7	1	23	124	2	2	2	-	3	2	9	62
Not Applicable	15	4	18	7	45	20	94	494	4	2	5	2	8	4	20	125

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	60 100%	- 100%	- 100%	- 100%	- 100%	- 100%	468 100%	3464 100%
- NET: Effective (5,4)	43%	43%	46%	37%	35%	46%	42%	47%
Very effective (5)	21%	9%	15%	13%	9%	13%	12%	13%
Somewhat effective (4)	21%	34%	31%	23%	26%	32%	30%	34%
- Neither effective nor ineffective (3)	24%	32%	26%	30%	26%	29%	28%	25%
Somewhat ineffective (2)	19%	17%	15%	21%	13%	16%	15%	16%
Very ineffective (1)	14%	7%	12%	13%	26%	10%	16%	12%
- NET: Ineffective (2,1)	33%	25%	27%	34%	39%	25%	31%	28%
Mean	3.168	3.206	3.214	3.031	2.779	3.246	3.075	3.194
Not included in base:								
Decline to Answer	7	6	8	3	13	3	33	187
Not Applicable	42	20	17	17	96	43	193	855

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	311 100%	2113 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	157 100%	1351 100%
- NET: Effective (5,4)	52%	41%	44%	40%	38%	46%	42%	46%	27%	50%	50%	30%	28%	46%	41%	49%
Very effective (5)	26%	12%	14%	15%	10%	11%	12%	11%	14%	0%	16%	10%	7%	17%	12%	15%
Somewhat effective (4)	26%	29%	30%	25%	28%	35%	30%	34%	14%	50%	34%	20%	22%	29%	29%	34%
- Neither effective nor ineffective (3)	26%	34%	31%	29%	25%	29%	29%	27%	21%	24%	18%	30%	27%	28%	24%	21%
Somewhat ineffective (2)	17%	18%	11%	20%	10%	15%	13%	15%	24%	13%	22%	22%	21%	16%	20%	18%
Very ineffective (1)	6%	6%	14%	10%	27%	9%	16%	12%	28%	13%	10%	17%	25%	10%	15%	11%
- NET: Ineffective (2,1)	23%	24%	25%	31%	37%	25%	29%	27%	52%	25%	32%	39%	45%	26%	34%	30%
Mean	3.488	3.228	3.195	3.138	2.832	3.234	3.089	3.175	2.617	3.126	3.246	2.839	2.650	3.264	3.048	3.223
Not included in base:																
Decline to Answer	5	4	4	2	9	2	21	120	2	2	4	1	4	1	12	67
Not Applicable	28	9	11	13	57	20	110	467	14	11	6	5	39	22	83	388

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Peer reviews of teaching and research

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	49 100%	- 100%	- 100%	- 100%	- 100%	- 100%	347 100%	2530 100%	12 100%	- 100%	- 100%	- 100%	- 100%	- 100%	121 100%	934 100%
- NET: Effective (5,4)	41%	38%	41%	40%	34%	42%	39%	46%	51%	56%	59%	29%	38%	64%	49%	50%
Very effective (5)	20%	7%	15%	19%	8%	13%	12%	12%	26%	16%	16%	0%	11%	16%	13%	15%
Somewhat effective (4)	21%	32%	27%	21%	26%	29%	27%	34%	24%	39%	43%	29%	26%	48%	37%	35%
- Neither effective nor ineffective (3)	24%	31%	29%	30%	22%	29%	28%	25%	23%	36%	18%	29%	35%	27%	28%	26%
Somewhat ineffective (2)	18%	24%	17%	19%	12%	17%	16%	16%	26%	0%	11%	26%	15%	9%	13%	15%
Very ineffective (1)	17%	7%	13%	12%	32%	11%	17%	13%	0%	8%	11%	16%	12%	0%	10%	9%
- NET: Ineffective (2,1)	35%	31%	29%	30%	44%	28%	33%	30%	26%	8%	22%	42%	27%	9%	23%	24%
Mean	3.086	3.071	3.135	3.159	2.651	3.154	3.002	3.147	3.510	3.556	3.414	2.718	3.103	3.711	3.286	3.321
Not included in base:																
Decline to Answer	5	4	8	3	9	1	25	126	2	2	1	-	3	2	8	61
Not Applicable	33	17	15	16	81	27	157	678	8	3	2	1	15	15	37	177

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	46 100%	- 100%	- 100%	- 100%	- 100%	- 100%	307 100%	1817 100%
- NET: Effective (5,4)	43%	3%	23%	27%	19%	10%	17%	15%
Very effective (5)	19%	0%	12%	11%	5%	5%	7%	7%
Somewhat effective (4)	23%	3%	11%	16%	14%	5%	11%	8%
- Neither effective nor ineffective (3)	18%	59%	36%	22%	22%	38%	32%	41%
Somewhat ineffective (2)	8%	7%	11%	18%	16%	9%	13%	10%
Very ineffective (1)	32%	31%	30%	33%	43%	43%	38%	33%
- NET: Ineffective (2,1)	40%	38%	41%	51%	59%	52%	51%	44%
Mean	2.904	2.339	2.650	2.543	2.219	2.191	2.355	2.456
Not included in base:								
Decline to Answer	8	5	14	4	17	6	46	312
Not Applicable	54	31	94	25	117	74	341	2376

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	31 100%	- 100%	- 100%	- 100%	- 100%	- 100%	203 100%	1147 100%	15 100%	- 100%	- 100%	- 100%	- 100%	- 100%	104 100%	670 100%
- NET: Effective (5,4)	42%	4%	28%	21%	15%	8%	16%	14%	45%	0%	15%	46%	25%	12%	20%	17%
Very effective (5)	24%	0%	12%	4%	4%	3%	5%	6%	10%	0%	11%	31%	7%	8%	10%	9%
Somewhat effective (4)	18%	4%	15%	17%	11%	5%	11%	8%	35%	0%	4%	15%	18%	4%	10%	9%
- Neither effective nor ineffective (3)	24%	69%	39%	26%	29%	47%	38%	45%	5%	28%	32%	8%	10%	24%	19%	34%
Somewhat ineffective (2)	7%	4%	6%	22%	23%	9%	15%	12%	10%	15%	21%	8%	4%	9%	10%	8%
Very ineffective (1)	28%	23%	28%	31%	33%	36%	31%	29%	40%	57%	32%	38%	61%	55%	51%	40%
- NET: Ineffective (2,1)	35%	27%	34%	53%	56%	45%	46%	41%	50%	72%	53%	46%	65%	64%	61%	49%
Mean	3.029	2.546	2.782	2.401	2.311	2.302	2.442	2.505	2.648	1.709	2.405	2.936	2.052	2.011	2.185	2.372
Not included in base:																
Decline to Answer	7	3	7	3	14	2	30	202	2	2	7	1	2	3	16	110
Not Applicable	33	19	59	13	76	42	208	1350	21	12	35	11	41	33	133	1026

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Childcare

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	227 100%	1280 100%	14 100%	- 100%	- 100%	- 100%	- 100%	- 100%	80 100%	537 100%
- NET: Effective (5,4)	43%	5%	20%	23%	18%	8%	16%	14%	43%	0%	32%	42%	22%	13%	22%	19%
Very effective (5)	15%	0%	13%	12%	5%	4%	7%	7%	30%	0%	9%	7%	6%	7%	6%	7%
Somewhat effective (4)	28%	5%	7%	10%	13%	4%	9%	7%	13%	0%	23%	35%	16%	6%	16%	11%
- Neither effective nor ineffective (3)	13%	56%	32%	25%	24%	39%	32%	42%	30%	64%	46%	10%	18%	35%	31%	39%
Somewhat ineffective (2)	6%	10%	12%	21%	14%	9%	13%	9%	13%	0%	8%	8%	22%	8%	12%	14%
Very ineffective (1)	39%	29%	35%	31%	45%	43%	39%	35%	14%	36%	14%	40%	38%	44%	34%	29%
- NET: Ineffective (2,1)	45%	39%	48%	52%	59%	52%	52%	44%	27%	36%	22%	48%	60%	52%	47%	43%
Mean	2.734	2.364	2.507	2.520	2.188	2.175	2.311	2.419	3.311	2.280	3.037	2.619	2.300	2.245	2.479	2.544
Not included in base:																
Decline to Answer	6	5	8	3	10	2	29	204	2	-	6	1	7	4	17	108
Not Applicable	48	24	73	20	98	60	273	1850	6	7	22	5	19	15	68	526

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	94 100%	- 100%	- 100%	- 100%	- 100%	- 100%	369 100%	1839 100%
- NET: Effective (5,4)	65%	0%	12%	24%	47%	10%	29%	14%
Very effective (5)	42%	0%	7%	13%	22%	4%	14%	7%
Somewhat effective (4)	23%	0%	5%	11%	25%	6%	15%	7%
- Neither effective nor ineffective (3)	10%	40%	42%	15%	14%	44%	26%	39%
Somewhat ineffective (2)	11%	6%	6%	28%	10%	4%	10%	9%
Very ineffective (1)	14%	54%	40%	33%	29%	43%	36%	38%
- NET: Ineffective (2,1)	25%	60%	46%	61%	39%	46%	46%	47%
Mean	3.690	1.863	2.334	2.429	2.999	2.258	2.614	2.368
Not included in base:								
Decline to Answer	6	7	11	4	14	5	42	275
Not Applicable	9	27	102	23	51	80	283	2392

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	60 100%	- 100%	- 100%	- 100%	- 100%	- 100%	253 100%	1230 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	116 100%	609 100%
- NET: Effective (5,4)	63%	0%	13%	26%	49%	9%	30%	15%	69%	0%	10%	19%	42%	14%	27%	13%
Very effective (5)	45%	0%	5%	15%	22%	6%	14%	7%	38%	0%	10%	7%	21%	0%	13%	6%
Somewhat effective (4)	18%	0%	8%	11%	28%	2%	16%	8%	31%	0%	0%	12%	20%	14%	14%	6%
- Neither effective nor ineffective (3)	11%	42%	41%	18%	15%	46%	26%	38%	9%	34%	43%	7%	13%	39%	24%	40%
Somewhat ineffective (2)	9%	8%	6%	28%	11%	3%	11%	9%	13%	0%	7%	30%	7%	4%	9%	8%
Very ineffective (1)	17%	51%	39%	28%	26%	42%	33%	37%	9%	66%	40%	44%	38%	43%	41%	40%
- NET: Ineffective (2,1)	26%	58%	46%	56%	36%	45%	44%	46%	22%	66%	47%	74%	45%	47%	50%	47%
Mean	3.659	1.910	2.334	2.569	3.088	2.272	2.674	2.390	3.746	1.673	2.332	2.088	2.808	2.232	2.483	2.323
Not included in base:																
Decline to Answer	5	4	7	3	11	2	28	175	1	3	4	1	3	3	14	99
Not Applicable	6	15	61	13	29	43	162	1294	3	12	40	10	23	37	122	1098

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Financial assistance with housing

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	273 100%	1260 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	96 100%	579 100%
- NET: Effective (5,4)	62%	0%	3%	25%	48%	9%	29%	14%	80%	0%	29%	21%	44%	15%	30%	15%
Very effective (5)	37%	0%	3%	18%	21%	5%	14%	7%	64%	0%	14%	0%	24%	0%	13%	8%
Somewhat effective (4)	25%	0%	0%	7%	27%	4%	15%	7%	17%	0%	15%	21%	20%	15%	16%	7%
- Neither effective nor ineffective (3)	10%	41%	46%	14%	14%	46%	26%	42%	10%	38%	35%	18%	16%	35%	25%	33%
Somewhat ineffective (2)	11%	4%	8%	30%	9%	5%	10%	7%	9%	10%	3%	23%	12%	0%	9%	12%
Very ineffective (1)	17%	55%	42%	31%	30%	40%	35%	37%	0%	52%	34%	39%	28%	51%	36%	40%
- NET: Ineffective (2,1)	28%	59%	51%	61%	39%	45%	46%	44%	9%	62%	37%	62%	39%	51%	45%	52%
Mean	3.526	1.862	2.129	2.509	2.994	2.294	2.612	2.393	4.345	1.863	2.713	2.203	3.018	2.134	2.619	2.312
Not included in base:																
Decline to Answer	4	5	9	3	10	2	29	188	2	2	3	1	4	3	13	86
Not Applicable	8	23	80	20	41	64	227	1886	1	5	21	3	11	17	57	505

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	44 100%	- 100%	- 100%	- 100%	- 100%	- 100%	293 100%	1821 100%
- NET: Effective (5,4)	75%	28%	30%	40%	39%	49%	39%	32%
Very effective (5)	62%	7%	14%	21%	15%	31%	19%	19%
Somewhat effective (4)	13%	21%	16%	19%	24%	18%	20%	13%
- Neither effective nor ineffective (3)	16%	51%	48%	40%	32%	35%	39%	43%
Somewhat ineffective (2)	7%	4%	5%	6%	10%	5%	7%	7%
Very ineffective (1)	2%	17%	17%	13%	18%	11%	15%	18%
- NET: Ineffective (2,1)	9%	21%	22%	19%	28%	16%	22%	25%
Mean	4.260	2.968	3.045	3.289	3.083	3.541	3.197	3.077
Not included in base:								
Decline to Answer	9	9	17	4	22	4	56	324
Not Applicable	56	28	87	30	130	70	345	2361

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	27	-	-	-	-	-	181	1067	17	-	-	-	-	-	112	753
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective (5,4)	65%	19%	28%	30%	35%	44%	33%	25%	91%	51%	33%	64%	45%	57%	48%	42%
Very effective (5)	61%	0%	10%	17%	15%	19%	13%	14%	64%	25%	20%	31%	16%	49%	27%	27%
Somewhat effective (4)	4%	19%	17%	13%	21%	25%	19%	11%	27%	25%	13%	33%	29%	8%	20%	15%
- Neither effective nor ineffective (3)	24%	67%	54%	52%	40%	39%	47%	50%	5%	12%	40%	15%	22%	29%	26%	33%
Somewhat ineffective (2)	12%	0%	3%	9%	13%	6%	7%	7%	0%	13%	9%	0%	6%	3%	6%	7%
Very ineffective (1)	0%	14%	16%	9%	12%	11%	13%	19%	5%	25%	19%	21%	26%	11%	20%	18%
- NET: Ineffective (2,1)	12%	14%	19%	19%	25%	17%	20%	25%	5%	37%	27%	21%	33%	14%	26%	25%
Mean	4.138	2.896	3.030	3.187	3.123	3.356	3.139	2.945	4.453	3.142	3.069	3.518	3.027	3.815	3.293	3.265
Not included in base:																
Decline to Answer	7	7	7	3	18	2	37	212	2	2	10	1	4	2	18	112
Not Applicable	38	18	58	18	90	40	224	1421	19	11	30	11	39	31	122	940

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Stop-the-tenure-clock for parental or other family reasons

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	216 100%	1287 100%	12 100%	- 100%	- 100%	- 100%	- 100%	- 100%	77 100%	533 100%
- NET: Effective (5,4)	81%	31%	29%	44%	38%	45%	38%	32%	58%	21%	31%	28%	44%	62%	41%	32%
Very effective (5)	63%	11%	18%	22%	16%	30%	20%	21%	58%	0%	4%	18%	14%	34%	14%	16%
Somewhat effective (4)	18%	20%	10%	21%	22%	15%	18%	12%	0%	21%	28%	11%	31%	28%	26%	16%
- Neither effective nor ineffective (3)	13%	44%	46%	36%	35%	36%	38%	43%	25%	67%	54%	54%	25%	31%	42%	41%
Somewhat ineffective (2)	4%	5%	6%	8%	13%	6%	8%	6%	17%	0%	3%	0%	3%	0%	2%	7%
Very ineffective (1)	2%	20%	19%	12%	15%	12%	15%	18%	0%	12%	12%	18%	28%	7%	16%	19%
- NET: Ineffective (2,1)	6%	25%	25%	20%	28%	19%	24%	25%	17%	12%	14%	18%	31%	7%	18%	27%
Mean	4.358	2.965	3.028	3.345	3.112	3.446	3.192	3.099	3.996	2.974	3.084	3.096	2.991	3.827	3.213	3.024
Not included in base:																
Decline to Answer	7	5	8	3	14	1	32	209	2	4	9	1	8	3	24	115
Not Applicable	48	24	72	23	103	58	281	1838	8	4	15	6	26	13	65	523

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-1

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	43 100%	- 100%	- 100%	- 100%	- 100%	- 100%	304 100%	2066 100%
- NET: Effective (5,4)	35%	15%	36%	29%	16%	43%	29%	25%
Very effective (5)	25%	7%	22%	14%	5%	21%	15%	14%
Somewhat effective (4)	10%	7%	13%	15%	11%	22%	14%	11%
- Neither effective nor ineffective (3)	20%	37%	24%	19%	39%	30%	30%	35%
Somewhat ineffective (2)	4%	17%	15%	13%	16%	6%	13%	10%
Very ineffective (1)	41%	31%	26%	39%	29%	22%	28%	31%
- NET: Ineffective (2,1)	45%	48%	40%	52%	45%	28%	41%	40%
Mean	2.744	2.426	2.921	2.522	2.463	3.141	2.760	2.681
Not included in base:								
Decline to Answer	9	7	15	3	22	4	52	302
Not Applicable	57	30	72	26	145	64	338	2138

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-2

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	26 100%	- 100%	- 100%	- 100%	- 100%	- 100%	195 100%	1283 100%	17 100%	- 100%	- 100%	- 100%	- 100%	- 100%	110 100%	783 100%
- NET: Effective (5,4)	33%	9%	40%	30%	18%	41%	30%	24%	38%	34%	28%	27%	12%	45%	29%	27%
Very effective (5)	25%	9%	22%	11%	4%	18%	14%	12%	25%	0%	23%	20%	6%	26%	18%	17%
Somewhat effective (4)	8%	0%	18%	19%	13%	23%	16%	12%	13%	34%	5%	7%	6%	19%	11%	10%
- Neither effective nor ineffective (3)	24%	43%	27%	22%	39%	35%	33%	36%	13%	17%	19%	13%	39%	23%	24%	33%
Somewhat ineffective (2)	4%	18%	9%	11%	20%	0%	11%	10%	4%	17%	25%	17%	8%	13%	16%	9%
Very ineffective (1)	38%	30%	24%	37%	22%	24%	26%	30%	44%	33%	28%	43%	41%	20%	31%	31%
- NET: Ineffective (2,1)	43%	48%	33%	48%	43%	24%	37%	40%	48%	50%	53%	60%	49%	32%	47%	40%
Mean	2.765	2.401	3.045	2.567	2.566	3.106	2.797	2.649	2.711	2.515	2.699	2.438	2.275	3.188	2.695	2.735
Not included in base:																
Decline to Answer	7	4	7	2	17	2	32	190	2	3	9	1	6	2	20	112
Not Applicable	39	18	47	18	95	38	216	1227	18	12	25	9	50	26	122	911

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-3

IV. Policies and Practices

Q34b. How effective for you have been the following at your institution?

Spousal/ partner hiring program

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	220 100%	1443 100%	11 100%	- 100%	- 100%	- 100%	- 100%	- 100%	85 100%	623 100%
- NET: Effective (5,4)	28%	15%	35%	29%	13%	43%	29%	24%	56%	14%	36%	29%	22%	40%	30%	27%
Very effective (5)	17%	5%	25%	14%	5%	22%	16%	14%	47%	14%	16%	15%	5%	17%	13%	14%
Somewhat effective (4)	11%	10%	10%	15%	8%	21%	13%	10%	10%	0%	20%	14%	17%	23%	17%	13%
- Neither effective nor ineffective (3)	17%	38%	24%	27%	40%	32%	32%	37%	28%	36%	24%	0%	37%	22%	25%	31%
Somewhat ineffective (2)	3%	14%	13%	7%	17%	3%	11%	9%	7%	26%	18%	28%	15%	14%	18%	12%
Very ineffective (1)	51%	33%	27%	37%	30%	21%	28%	31%	10%	25%	22%	43%	26%	24%	27%	30%
- NET: Ineffective (2,1)	55%	47%	40%	44%	47%	25%	39%	39%	16%	51%	40%	71%	41%	38%	45%	42%
Mean	2.396	2.390	2.928	2.612	2.413	3.195	2.776	2.674	3.774	2.522	2.906	2.297	2.594	2.952	2.719	2.698
Not included in base:																
Decline to Answer	7	5	8	3	15	1	32	197	2	2	8	-	7	3	20	105
Not Applicable	48	24	64	23	117	51	277	1695	9	6	9	4	28	13	61	443

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	488 100%	2912 100%
- NET: Agree	(5,4)	58%	33%	33%	45%	26%	41%	33%	34%
Strongly agree	(5)	20%	9%	8%	11%	4%	19%	9%	10%
Somewhat agree	(4)	38%	24%	25%	34%	22%	21%	24%	25%
- Neither agree nor disagree	(3)	17%	14%	18%	24%	14%	17%	17%	22%
Somewhat disagree	(2)	11%	29%	22%	21%	30%	33%	28%	24%
Strongly disagree	(1)	14%	24%	26%	9%	30%	10%	22%	20%
- NET: Disagree	(2,1)	25%	53%	49%	31%	60%	43%	50%	44%
Mean		3.383	2.656	2.663	3.170	2.408	3.073	2.701	2.801
Not included in base:									
Decline to Answer		6	5	11	3	15	3	38	224
Not Applicable/ Don't know		16	18	51	11	42	46	168	1370

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. *My institution does what it can to make having children and the tenure-track compatible*

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	56 100%	- 100%	- 100%	- 100%	- 100%	- 100%	307 100%	1736 100%	31 100%	- 100%	- 100%	- 100%	- 100%	- 100%	182 100%	1176 100%
- NET: Agree (5,4)	59%	34%	41%	43%	27%	39%	35%	36%	56%	31%	19%	49%	25%	44%	31%	33%
Strongly agree (5)	25%	7%	7%	5%	4%	19%	8%	10%	10%	12%	9%	23%	4%	20%	12%	10%
Somewhat agree (4)	34%	27%	34%	38%	23%	20%	27%	26%	46%	19%	10%	26%	20%	23%	19%	23%
- Neither agree nor disagree (3)	18%	16%	21%	22%	18%	21%	20%	26%	15%	12%	13%	27%	7%	10%	12%	15%
Somewhat disagree (2)	8%	27%	15%	31%	30%	32%	27%	22%	17%	32%	35%	5%	30%	34%	29%	26%
Strongly disagree (1)	15%	23%	23%	3%	25%	9%	19%	17%	12%	25%	32%	19%	38%	12%	28%	26%
- NET: Disagree (2,1)	23%	50%	38%	34%	55%	40%	46%	38%	29%	56%	67%	24%	68%	47%	57%	52%
Mean	3.463	2.676	2.867	3.106	2.509	3.088	2.781	2.905	3.239	2.627	2.288	3.284	2.233	3.050	2.567	2.649
Not included in base:																
Decline to Answer	5	3	7	2	11	1	25	143	1	2	4	1	4	3	13	80
Not Applicable/ Don't know	10	16	29	9	31	26	111	821	6	2	22	2	10	20	57	550

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	69 100%	- 100%	- 100%	- 100%	- 100%	- 100%	384 100%	2191 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	104 100%	720 100%
- NET: Agree (5,4)	58%	34%	31%	50%	28%	39%	34%	35%	59%	25%	42%	31%	20%	47%	32%	32%
Strongly agree (5)	18%	9%	6%	11%	4%	17%	8%	10%	28%	10%	15%	13%	3%	29%	12%	10%
Somewhat agree (4)	40%	26%	25%	39%	24%	22%	25%	25%	32%	15%	27%	18%	17%	19%	20%	22%
- Neither agree nor disagree (3)	19%	14%	19%	27%	13%	16%	17%	21%	8%	15%	16%	14%	16%	18%	16%	24%
Somewhat disagree (2)	11%	29%	23%	16%	30%	34%	27%	24%	10%	32%	21%	40%	30%	28%	29%	23%
Strongly disagree (1)	12%	23%	28%	7%	29%	11%	22%	20%	22%	27%	21%	16%	34%	7%	23%	20%
- NET: Disagree (2,1)	23%	51%	50%	23%	59%	45%	49%	44%	33%	59%	42%	55%	64%	35%	52%	43%
Mean	3.400	2.689	2.588	3.305	2.451	3.000	2.704	2.807	3.316	2.491	2.936	2.729	2.251	3.341	2.690	2.783
Not included in base:																
Decline to Answer	4	4	8	3	9	2	26	146	2	1	3	-	6	2	12	77
Not Applicable/ Don't know	14	10	34	9	32	35	119	997	2	8	17	2	10	11	49	373

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	496 100%	2973 100%
- NET: Agree	(5,4)	44%	18%	32%	31%	18%	27%	24%	29%
Strongly agree	(5)	14%	2%	7%	5%	2%	11%	5%	7%
Somewhat agree	(4)	29%	16%	26%	26%	16%	17%	19%	22%
- Neither agree nor disagree	(3)	18%	21%	23%	35%	17%	22%	22%	24%
Somewhat disagree	(2)	22%	31%	22%	25%	34%	34%	30%	26%
Strongly disagree	(1)	17%	30%	23%	9%	31%	16%	24%	21%
- NET: Disagree	(2,1)	38%	61%	45%	34%	66%	51%	54%	47%
Mean		3.036	2.299	2.719	2.934	2.227	2.710	2.517	2.673
Not included in base:									
Decline to Answer		6	5	11	3	16	3	39	227
Not Applicable/ Don't know		20	18	51	10	38	42	159	1306

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	313 100%	1792 100%	31 100%	- 100%	- 100%	- 100%	- 100%	- 100%	183 100%	1180 100%
- NET: Agree (5,4)	47%	18%	38%	36%	19%	29%	27%	31%	39%	19%	23%	23%	15%	24%	20%	25%
Strongly agree (5)	19%	4%	8%	8%	2%	14%	6%	8%	7%	0%	5%	0%	2%	5%	3%	5%
Somewhat agree (4)	28%	14%	30%	28%	17%	16%	21%	23%	32%	19%	18%	23%	13%	19%	17%	20%
- Neither agree nor disagree (3)	17%	27%	26%	30%	22%	25%	25%	28%	19%	12%	17%	44%	7%	17%	16%	19%
Somewhat disagree (2)	21%	23%	13%	31%	34%	28%	27%	24%	22%	44%	36%	14%	34%	44%	35%	29%
Strongly disagree (1)	15%	33%	22%	3%	24%	17%	21%	17%	20%	25%	24%	19%	43%	15%	29%	27%
- NET: Disagree (2,1)	36%	56%	35%	34%	59%	46%	48%	41%	42%	69%	60%	33%	78%	59%	64%	56%
Mean	3.151	2.329	2.889	3.059	2.376	2.800	2.646	2.804	2.846	2.253	2.439	2.703	1.964	2.558	2.296	2.474
Not included in base:																
Decline to Answer	5	3	7	2	12	1	26	144	1	2	4	1	4	3	13	83
Not Applicable/ Don't know	14	15	32	8	28	20	103	763	6	2	19	2	10	21	55	543

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	389 100%	2234 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	107 100%	738 100%
- NET: Agree (5,4)	41%	20%	31%	35%	19%	26%	25%	29%	53%	9%	38%	20%	13%	34%	23%	27%
Strongly agree (5)	11%	3%	6%	3%	2%	9%	4%	7%	28%	0%	11%	13%	2%	18%	8%	7%
Somewhat agree (4)	30%	17%	25%	32%	17%	17%	20%	23%	26%	9%	26%	7%	12%	16%	15%	19%
- Neither agree nor disagree (3)	19%	20%	22%	36%	16%	22%	21%	22%	14%	26%	26%	31%	20%	21%	23%	29%
Somewhat disagree (2)	23%	35%	21%	22%	37%	34%	31%	27%	17%	15%	24%	34%	26%	33%	27%	23%
Strongly disagree (1)	17%	26%	26%	7%	29%	18%	23%	21%	15%	49%	13%	16%	40%	13%	27%	21%
- NET: Disagree (2,1)	40%	60%	47%	29%	65%	52%	54%	48%	33%	64%	37%	50%	67%	46%	54%	44%
Mean	2.957	2.371	2.640	3.011	2.269	2.650	2.518	2.668	3.328	1.962	2.998	2.674	2.077	2.932	2.512	2.687
Not included in base:																
Decline to Answer	4	4	8	3	10	2	27	152	2	1	3	-	6	2	12	75
Not Applicable/ Don't know	18	10	34	8	29	31	112	948	2	8	17	2	9	11	46	358

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	490 100%	3011 100%
- NET: Agree	(5,4)	53%	43%	47%	45%	38%	56%	45%	50%
Strongly agree	(5)	27%	18%	23%	19%	12%	32%	20%	21%
Somewhat agree	(4)	26%	25%	24%	25%	26%	24%	25%	30%
- Neither agree nor disagree	(3)	25%	28%	25%	35%	19%	22%	23%	25%
Somewhat disagree	(2)	12%	16%	14%	15%	26%	19%	20%	14%
Strongly disagree	(1)	10%	13%	14%	6%	16%	2%	12%	11%
- NET: Disagree	(2,1)	22%	29%	28%	21%	43%	21%	32%	25%
Mean		3.476	3.185	3.275	3.374	2.911	3.650	3.215	3.349
Not included in base:									
Decline to Answer		6	4	12	3	15	4	38	225
Not Applicable/ Don't know		22	18	46	12	46	44	166	1270

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	311 100%	1802 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	179 100%	1209 100%
- NET: Agree (5,4)	60%	47%	51%	41%	40%	52%	46%	50%	40%	37%	39%	50%	35%	63%	43%	51%
Strongly agree (5)	33%	21%	28%	18%	14%	31%	22%	20%	16%	13%	14%	22%	9%	34%	17%	21%
Somewhat agree (4)	27%	25%	23%	24%	26%	21%	24%	29%	24%	25%	25%	28%	26%	29%	26%	31%
- Neither agree nor disagree (3)	21%	25%	22%	35%	24%	24%	25%	28%	32%	31%	30%	34%	9%	19%	21%	20%
Somewhat disagree (2)	8%	18%	11%	24%	25%	21%	20%	13%	18%	13%	20%	0%	30%	16%	20%	15%
Strongly disagree (1)	10%	10%	16%	0%	11%	2%	9%	10%	11%	19%	10%	16%	27%	3%	16%	14%
- NET: Disagree (2,1)	18%	28%	27%	24%	36%	23%	29%	22%	29%	32%	30%	16%	56%	18%	36%	29%
Mean	3.649	3.308	3.357	3.350	3.081	3.581	3.291	3.383	3.161	2.990	3.127	3.414	2.605	3.762	3.084	3.299
Not included in base:																
Decline to Answer	5	3	7	2	11	1	25	142	1	1	5	1	4	3	14	83
Not Applicable/ Don't know	13	14	27	10	33	23	107	756	8	3	19	2	14	21	59	515

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

c. My colleagues do what they can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	2266 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	108 100%	745 100%
- NET: Agree (5,4)	51%	44%	47%	51%	38%	52%	45%	52%	61%	40%	47%	26%	41%	69%	46%	46%
Strongly agree (5)	25%	15%	25%	17%	13%	34%	20%	22%	34%	30%	17%	26%	10%	26%	18%	17%
Somewhat agree (4)	25%	29%	22%	33%	25%	18%	24%	30%	27%	10%	30%	0%	31%	43%	28%	29%
- Neither agree nor disagree (3)	30%	27%	25%	34%	18%	26%	24%	24%	8%	31%	26%	37%	22%	10%	23%	27%
Somewhat disagree (2)	10%	17%	16%	11%	26%	19%	20%	13%	20%	12%	7%	27%	27%	21%	20%	15%
Strongly disagree (1)	10%	12%	12%	4%	18%	3%	12%	11%	11%	17%	21%	10%	11%	0%	11%	13%
- NET: Disagree (2,1)	20%	29%	28%	16%	44%	22%	32%	24%	31%	29%	27%	37%	38%	21%	31%	28%
Mean	3.464	3.170	3.305	3.477	2.883	3.620	3.214	3.391	3.521	3.236	3.159	3.046	3.010	3.746	3.219	3.221
Not included in base:																
Decline to Answer	4	4	8	3	9	3	27	150	2	-	4	-	6	2	12	75
Not Applicable/ Don't know	19	11	29	10	36	34	120	919	2	6	17	2	11	9	45	351

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-1

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	495 100%	3087 100%
- NET: Agree	(5,4)	49%	38%	44%	46%	35%	56%	43%	49%
Strongly agree	(5)	25%	18%	23%	21%	11%	29%	19%	20%
Somewhat agree	(4)	25%	20%	21%	25%	23%	26%	23%	29%
- Neither agree nor disagree	(3)	22%	27%	28%	31%	21%	20%	24%	25%
Somewhat disagree	(2)	17%	21%	14%	16%	29%	19%	21%	15%
Strongly disagree	(1)	11%	13%	15%	8%	15%	5%	12%	12%
- NET: Disagree	(2,1)	29%	34%	29%	23%	45%	24%	34%	26%
Mean		3.342	3.090	3.236	3.358	2.855	3.552	3.160	3.315
Not included in base:									
Decline to Answer		6	4	12	3	15	4	38	223
Not Applicable/ Don't know		23	18	46	11	46	39	160	1196

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-2

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	314 100%	1861 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	182 100%	1226 100%
- NET: Agree (5,4)	59%	45%	47%	43%	38%	56%	45%	50%	32%	29%	37%	50%	29%	56%	39%	49%
Strongly agree (5)	30%	22%	28%	20%	14%	30%	22%	20%	16%	12%	14%	22%	6%	28%	15%	19%
Somewhat agree (4)	30%	23%	19%	23%	24%	26%	23%	29%	16%	17%	23%	28%	22%	28%	24%	29%
- Neither agree nor disagree (3)	20%	26%	28%	34%	26%	20%	26%	27%	26%	29%	27%	26%	11%	21%	20%	21%
Somewhat disagree (2)	11%	19%	7%	20%	27%	17%	19%	13%	29%	24%	27%	8%	33%	21%	25%	17%
Strongly disagree (1)	10%	10%	18%	3%	9%	7%	10%	10%	13%	18%	9%	16%	28%	2%	16%	14%
- NET: Disagree (2,1)	21%	29%	25%	23%	36%	25%	29%	23%	42%	42%	36%	24%	61%	24%	41%	31%
Mean	3.576	3.283	3.331	3.372	3.067	3.537	3.272	3.373	2.925	2.814	3.069	3.334	2.465	3.577	2.964	3.227
Not included in base:																
Decline to Answer	5	3	7	2	11	1	25	141	1	1	5	1	4	3	14	82
Not Applicable/ Don't know	14	15	28	9	31	20	104	698	8	2	18	2	15	19	56	498

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-3

IV. Policies and Practices

Q35. Please indicate your level of agreement with the following statements.

d. My colleagues do what they can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	390 100%	2327 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	106 100%	760 100%
- NET: Agree (5,4)	47%	37%	46%	52%	33%	55%	43%	51%	57%	45%	35%	26%	39%	56%	41%	44%
Strongly agree (5)	22%	14%	24%	20%	11%	29%	19%	21%	34%	33%	18%	26%	13%	31%	21%	17%
Somewhat agree (4)	25%	23%	21%	32%	23%	27%	24%	30%	23%	12%	17%	0%	26%	26%	20%	27%
- Neither agree nor disagree (3)	26%	29%	27%	31%	20%	23%	24%	24%	8%	22%	32%	32%	22%	10%	23%	27%
Somewhat disagree (2)	15%	23%	14%	10%	31%	18%	21%	15%	24%	14%	13%	33%	25%	23%	22%	15%
Strongly disagree (1)	11%	12%	13%	7%	16%	4%	12%	11%	11%	19%	20%	10%	15%	10%	15%	14%
- NET: Disagree (2,1)	27%	35%	28%	17%	46%	22%	33%	25%	35%	33%	33%	42%	40%	33%	37%	29%
Mean	3.315	3.047	3.290	3.470	2.823	3.585	3.175	3.356	3.439	3.265	3.006	2.994	2.971	3.438	3.104	3.191
Not included in base:																
Decline to Answer	4	4	8	3	9	3	27	150	2	-	4	-	6	2	12	73
Not Applicable/ Don't know	20	10	28	9	35	30	112	857	2	8	18	2	11	9	48	339

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-1

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	4327 100%
- NET: Satisfied (5,4)	74%	59%	53%	72%	63%	64%	61%	53%
Very satisfied (5)	41%	22%	14%	27%	28%	20%	22%	16%
Somewhat satisfied (4)	32%	37%	39%	45%	34%	44%	39%	37%
- Neither satisfied (3) nor dissatisfied	2%	12%	11%	8%	8%	8%	9%	10%
Somewhat dissatisfied (2)	18%	24%	25%	15%	20%	23%	21%	25%
Very dissatisfied (1)	6%	5%	11%	6%	10%	5%	8%	12%
- NET: Dissatisfied (2,1)	24%	29%	36%	20%	29%	28%	30%	37%
Mean	3.845	3.471	3.199	3.732	3.524	3.517	3.459	3.197
Not included in base:								
Decline to Answer	6	7	8	3	10	2	30	179
Not Applicable	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-2

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	424 100%	2594 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	240 100%	1733 100%
- NET: Satisfied (5,4)	77%	59%	50%	66%	58%	71%	60%	53%	68%	59%	59%	83%	73%	54%	65%	53%
Very satisfied (5)	49%	18%	16%	19%	26%	22%	21%	16%	29%	29%	10%	44%	33%	17%	24%	17%
Somewhat satisfied (4)	28%	41%	34%	47%	32%	49%	38%	37%	39%	29%	49%	39%	40%	37%	41%	37%
- Neither satisfied nor dissatisfied (3)	2%	12%	14%	12%	9%	4%	10%	11%	2%	12%	6%	0%	6%	13%	8%	8%
Somewhat dissatisfied (2)	15%	22%	24%	15%	21%	23%	21%	24%	24%	29%	26%	14%	17%	23%	21%	26%
Very dissatisfied (1)	6%	7%	12%	7%	12%	1%	9%	12%	6%	0%	10%	3%	5%	10%	7%	13%
- NET: Dissatisfied (2,1)	21%	29%	36%	22%	33%	24%	31%	36%	30%	29%	36%	17%	22%	32%	28%	39%
Mean	3.978	3.419	3.181	3.561	3.385	3.680	3.415	3.209	3.609	3.587	3.229	4.070	3.789	3.292	3.538	3.178
Not included in base:																
Decline to Answer	5	4	4	2	7	1	18	106	1	3	5	1	2	1	12	73
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-3

IV. Policies and Practices

Q36. How satisfied are you with your compensation (that is, your salary and benefits)?

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	505 100%	3215 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1112 100%
- NET: Satisfied (5,4)	76%	56%	51%	76%	62%	66%	61%	54%	63%	67%	59%	58%	67%	60%	62%	50%
Very satisfied (5)	44%	24%	14%	28%	30%	22%	24%	17%	31%	17%	14%	26%	22%	13%	18%	13%
Somewhat satisfied (4)	32%	33%	38%	48%	31%	44%	37%	37%	32%	50%	45%	32%	45%	46%	45%	37%
- Neither satisfied nor dissatisfied (3)	2%	11%	11%	7%	8%	9%	9%	9%	0%	14%	13%	11%	8%	4%	9%	11%
Somewhat dissatisfied (2)	17%	28%	27%	13%	19%	21%	21%	26%	23%	12%	19%	21%	22%	29%	21%	24%
Very dissatisfied (1)	5%	5%	12%	5%	11%	4%	9%	11%	14%	6%	9%	9%	4%	6%	7%	15%
- NET: Dissatisfied (2,1)	21%	33%	38%	17%	30%	25%	30%	37%	37%	18%	28%	30%	26%	36%	28%	38%
Mean	3.944	3.427	3.143	3.817	3.506	3.578	3.461	3.231	3.436	3.599	3.356	3.448	3.583	3.308	3.455	3.097
Not included in base:																
Decline to Answer	4	6	7	3	6	1	23	119	2	1	2	-	3	1	7	59
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-1

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	663 100%	4320 100%
- NET: Satisfied (5,4)	39%	32%	36%	44%	33%	43%	37%	38%
Very satisfied (5)	11%	5%	11%	10%	8%	14%	10%	10%
Somewhat satisfied (4)	28%	28%	25%	35%	25%	29%	27%	28%
- Neither satisfied nor dissatisfied (3)	13%	16%	15%	12%	16%	13%	15%	14%
Somewhat dissatisfied (2)	31%	36%	35%	35%	31%	34%	34%	32%
Very dissatisfied (1)	17%	16%	14%	8%	20%	11%	15%	16%
- NET: Dissatisfied (2,1)	48%	52%	49%	44%	51%	44%	48%	48%
Mean	2.840	2.683	2.832	3.021	2.712	3.029	2.837	2.830
Not included in base:								
Decline to Answer	7	6	6	3	9	2	27	176
Not Applicable	-	2	1	-	-	1	4	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-2

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2589 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	240 100%	1731 100%
- NET: Satisfied (5,4)	44%	33%	36%	45%	37%	47%	39%	41%	29%	29%	34%	42%	27%	37%	33%	33%
Very satisfied (5)	11%	7%	13%	12%	10%	21%	13%	11%	10%	0%	7%	4%	6%	5%	5%	7%
Somewhat satisfied (4)	32%	27%	23%	33%	27%	26%	27%	30%	19%	29%	28%	38%	21%	33%	28%	26%
- Neither satisfied nor dissatisfied (3)	13%	17%	15%	15%	17%	11%	15%	17%	12%	11%	15%	7%	13%	15%	13%	11%
Somewhat dissatisfied (2)	27%	39%	34%	33%	30%	33%	33%	29%	39%	30%	38%	40%	33%	34%	35%	35%
Very dissatisfied (1)	16%	10%	14%	7%	16%	9%	13%	13%	19%	29%	13%	11%	28%	13%	19%	21%
- NET: Dissatisfied (2,1)	43%	49%	48%	40%	46%	42%	45%	42%	58%	59%	51%	51%	61%	47%	54%	57%
Mean	2.958	2.811	2.865	3.108	2.852	3.187	2.943	2.975	2.626	2.407	2.774	2.850	2.438	2.813	2.651	2.614
Not included in base:																
Decline to Answer	5	3	2	2	6	1	15	104	2	3	4	1	3	1	12	72
Not Applicable	-	2	1	-	-	1	4	6	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-3

IV. Policies and Practices

Q37. How satisfied are you with the balance between professional time and personal or family time?

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	506 100%	3213 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	157 100%	1107 100%
- NET: Satisfied (5,4)	42%	26%	33%	48%	34%	44%	37%	38%	24%	52%	42%	30%	31%	41%	38%	36%
Very satisfied (5)	9%	2%	12%	11%	9%	16%	11%	10%	19%	12%	7%	6%	7%	8%	8%	8%
Somewhat satisfied (4)	33%	24%	22%	38%	25%	28%	26%	28%	5%	40%	34%	24%	24%	33%	30%	28%
- Neither satisfied nor dissatisfied (3)	12%	18%	13%	11%	17%	10%	14%	13%	17%	7%	22%	17%	10%	22%	16%	17%
Somewhat dissatisfied (2)	31%	35%	38%	35%	31%	34%	34%	32%	33%	41%	29%	37%	33%	33%	33%	31%
Very dissatisfied (1)	15%	21%	16%	6%	18%	12%	15%	16%	26%	0%	8%	16%	26%	5%	13%	17%
- NET: Dissatisfied (2,1)	46%	56%	54%	41%	49%	46%	49%	48%	58%	41%	37%	53%	59%	37%	46%	47%
Mean	2.901	2.508	2.755	3.128	2.761	3.018	2.831	2.842	2.590	3.223	3.042	2.664	2.543	3.067	2.857	2.797
Not included in base:																
Decline to Answer	5	5	6	3	6	1	21	116	2	1	1	-	3	1	6	59
Not Applicable	-	1	1	-	-	-	2	5	-	1	-	-	-	1	2	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-1

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction with the following.

Your immediate supervisor is evaluating your work fairly

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	524 100%	3931 100%
- NET: Satisfied (5,4)	69%	70%	72%	79%	61%	76%	70%	75%
Very satisfied (5)	42%	41%	41%	41%	39%	45%	41%	46%
Somewhat satisfied (4)	27%	29%	31%	38%	23%	31%	29%	28%
- Neither satisfied nor dissatisfied (3)	12%	17%	12%	6%	16%	12%	13%	10%
Somewhat dissatisfied (2)	12%	9%	7%	5%	13%	6%	9%	8%
Very dissatisfied (1)	6%	4%	9%	10%	10%	6%	8%	7%
- NET: Dissatisfied (2,1)	18%	13%	16%	16%	23%	11%	17%	15%
Mean	3.869	3.938	3.874	3.940	3.667	4.040	3.864	3.995
Not included in base:								
Decline to Answer	7	5	8	4	16	3	36	215
Not Applicable	29	7	29	10	69	18	134	360

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-2

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction with the following.

Your immediate supervisor is evaluating your work fairly

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	338 100%	2345 100%	26 100%	- 100%	- 100%	- 100%	- 100%	- 100%	185 100%	1586 100%
- NET: Satisfied (5,4)	79%	69%	74%	82%	69%	72%	72%	76%	51%	74%	68%	73%	47%	83%	67%	73%
Very satisfied (5)	49%	38%	40%	42%	44%	44%	42%	46%	30%	46%	42%	40%	29%	48%	40%	47%
Somewhat satisfied (4)	31%	30%	34%	40%	25%	28%	30%	29%	21%	27%	26%	33%	18%	35%	27%	26%
- Neither satisfied nor dissatisfied (3)	9%	19%	12%	9%	14%	15%	14%	11%	18%	13%	11%	0%	19%	8%	11%	9%
Somewhat dissatisfied (2)	7%	10%	7%	3%	11%	7%	8%	7%	23%	7%	8%	9%	17%	4%	10%	10%
Very dissatisfied (1)	5%	3%	7%	6%	6%	6%	6%	6%	9%	7%	13%	18%	17%	5%	12%	7%
- NET: Dissatisfied (2,1)	11%	13%	14%	9%	18%	13%	14%	13%	31%	13%	21%	27%	34%	9%	22%	17%
Mean	4.122	3.912	3.940	4.082	3.880	3.966	3.939	4.021	3.403	4.000	3.761	3.684	3.241	4.158	3.727	3.956
Not included in base:																
Decline to Answer	5	3	4	4	11	1	22	134	2	2	4	1	5	3	14	81
Not Applicable	19	4	18	8	45	8	82	221	11	3	10	3	25	11	52	139

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-3

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction with the following.

Your immediate supervisor is evaluating your work fairly

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	59 100%	- 100%	- 100%	- 100%	- 100%	- 100%	392 100%	2913 100%	13 100%	- 100%	- 100%	- 100%	- 100%	- 100%	131 100%	1018 100%
- NET: Satisfied (5,4)	73%	65%	73%	78%	62%	72%	69%	75%	52%	85%	68%	82%	59%	89%	73%	73%
Very satisfied (5)	42%	40%	49%	41%	38%	45%	43%	48%	44%	41%	20%	42%	41%	45%	36%	43%
Somewhat satisfied (4)	32%	25%	25%	37%	24%	27%	27%	28%	8%	43%	48%	40%	18%	44%	37%	30%
- Neither satisfied nor dissatisfied (3)	13%	20%	10%	6%	14%	15%	13%	10%	8%	8%	16%	6%	20%	3%	13%	12%
Somewhat dissatisfied (2)	7%	10%	7%	7%	12%	6%	9%	8%	35%	7%	7%	0%	15%	5%	9%	8%
Very dissatisfied (1)	6%	5%	9%	9%	12%	7%	9%	7%	5%	0%	9%	12%	5%	3%	6%	7%
- NET: Dissatisfied (2,1)	13%	15%	16%	17%	24%	13%	18%	15%	40%	7%	16%	12%	21%	8%	14%	15%
Mean	3.952	3.855	3.963	3.923	3.638	3.983	3.855	4.014	3.499	4.194	3.628	3.993	3.748	4.233	3.889	3.941
Not included in base:																
Decline to Answer	5	4	7	4	11	2	28	145	2	1	1	-	5	2	9	70
Not Applicable	23	5	21	9	59	15	109	277	7	2	8	2	10	3	25	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-1

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	4278 100%
- NET: Satisfied (5,4)	59%	67%	63%	63%	48%	61%	58%	59%
Very satisfied (5)	33%	34%	27%	32%	25%	34%	29%	28%
Somewhat satisfied (4)	26%	33%	36%	31%	23%	26%	28%	31%
- Neither satisfied nor dissatisfied (3)	18%	10%	8%	14%	10%	12%	10%	13%
Somewhat dissatisfied (2)	11%	15%	14%	13%	24%	18%	18%	16%
Very dissatisfied (1)	12%	8%	15%	10%	18%	9%	14%	11%
- NET: Dissatisfied (2,1)	23%	23%	29%	22%	43%	27%	32%	28%
Mean	3.581	3.697	3.464	3.634	3.117	3.589	3.407	3.481
Not included in base:								
Decline to Answer	7	5	6	4	11	2	28	190
Not Applicable	2	-	-	-	1	1	2	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-2

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	424 100%	2550 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	239 100%	1728 100%
- NET: Satisfied (5,4)	69%	65%	61%	69%	50%	59%	58%	60%	42%	72%	67%	52%	43%	62%	57%	58%
Very satisfied (5)	38%	32%	24%	30%	26%	37%	29%	27%	25%	39%	33%	36%	23%	31%	30%	28%
Somewhat satisfied (4)	31%	33%	37%	39%	24%	23%	29%	32%	17%	33%	34%	16%	20%	31%	27%	30%
- Neither satisfied nor dissatisfied (3)	19%	9%	10%	10%	11%	14%	11%	14%	16%	11%	5%	21%	8%	10%	9%	12%
Somewhat dissatisfied (2)	4%	19%	16%	14%	26%	17%	20%	16%	23%	6%	9%	11%	22%	19%	16%	17%
Very dissatisfied (1)	8%	7%	13%	7%	14%	9%	11%	10%	18%	11%	18%	15%	27%	9%	18%	13%
- NET: Dissatisfied (2,1)	12%	26%	30%	21%	39%	27%	31%	26%	42%	17%	28%	26%	49%	27%	34%	29%
Mean	3.872	3.633	3.424	3.718	3.227	3.602	3.437	3.505	3.071	3.834	3.534	3.471	2.902	3.569	3.353	3.445
Not included in base:																
Decline to Answer	5	3	2	4	7	1	17	118	2	2	4	1	3	1	11	71
Not Applicable	2	-	-	-	-	1	1	31	-	-	-	-	1	1	2	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-3

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction with the following.

The interest senior faculty take in your professional development

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	506 100%	3187 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	157 100%	1092 100%
- NET: Satisfied (5,4)	61%	67%	62%	69%	45%	58%	56%	60%	52%	69%	65%	45%	58%	69%	62%	58%
Very satisfied (5)	33%	34%	30%	36%	22%	39%	30%	28%	35%	35%	20%	22%	36%	19%	27%	26%
Somewhat satisfied (4)	28%	33%	32%	33%	23%	20%	26%	31%	17%	34%	45%	23%	22%	51%	35%	32%
- Neither satisfied nor dissatisfied (3)	17%	9%	10%	12%	12%	14%	12%	12%	21%	12%	4%	20%	2%	8%	6%	16%
Somewhat dissatisfied (2)	13%	17%	15%	11%	26%	20%	20%	17%	0%	6%	12%	19%	17%	12%	14%	14%
Very dissatisfied (1)	8%	7%	13%	8%	17%	9%	13%	11%	27%	13%	20%	16%	23%	11%	18%	12%
- NET: Dissatisfied (2,1)	22%	24%	28%	18%	43%	28%	32%	28%	27%	19%	31%	36%	40%	23%	32%	26%
Mean	3.641	3.693	3.506	3.783	3.059	3.601	3.412	3.486	3.325	3.710	3.346	3.144	3.317	3.544	3.391	3.464
Not included in base:																
Decline to Answer	5	4	6	4	6	1	21	125	2	1	1	-	4	1	7	65
Not Applicable	1	-	-	-	1	-	1	23	1	-	-	-	-	1	1	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-1

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	96 100%	- 100%	- 100%	- 100%	- 100%	- 100%	623 100%	4112 100%
- NET: Satisfied (5,4)	54%	55%	53%	58%	49%	58%	53%	52%
Very satisfied (5)	34%	26%	30%	30%	28%	28%	28%	27%
Somewhat satisfied (4)	19%	29%	23%	28%	22%	30%	25%	25%
- Neither satisfied nor dissatisfied (3)	23%	15%	15%	17%	14%	16%	15%	17%
Somewhat dissatisfied (2)	14%	15%	16%	11%	19%	14%	16%	17%
Very dissatisfied (1)	10%	15%	16%	14%	18%	13%	16%	14%
- NET: Dissatisfied (2,1)	23%	30%	32%	25%	37%	27%	32%	30%
Mean	3.549	3.350	3.353	3.502	3.225	3.468	3.347	3.354
Not included in base:								
Decline to Answer	7	5	7	6	11	2	31	194
Not Applicable	6	8	11	2	11	8	40	200

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-2

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	402 100%	2489 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	221 100%	1623 100%
- NET: Satisfied (5,4)	61%	52%	57%	65%	53%	63%	57%	56%	38%	60%	47%	46%	43%	50%	47%	47%
Very satisfied (5)	41%	31%	29%	33%	31%	30%	30%	29%	22%	13%	33%	25%	21%	25%	25%	24%
Somewhat satisfied (4)	21%	21%	28%	32%	22%	33%	27%	27%	17%	47%	15%	21%	21%	24%	22%	23%
- Neither satisfied nor dissatisfied (3)	19%	13%	13%	16%	14%	14%	14%	17%	31%	20%	17%	19%	14%	18%	17%	17%
Somewhat dissatisfied (2)	13%	18%	17%	10%	20%	15%	17%	15%	14%	7%	15%	12%	16%	13%	14%	19%
Very dissatisfied (1)	6%	16%	14%	9%	13%	8%	12%	12%	16%	13%	20%	23%	28%	19%	22%	17%
- NET: Dissatisfied (2,1)	20%	34%	30%	19%	33%	22%	29%	27%	31%	20%	36%	35%	43%	32%	36%	36%
Mean	3.754	3.327	3.412	3.698	3.375	3.633	3.463	3.460	3.132	3.402	3.240	3.127	2.931	3.239	3.136	3.191
Not included in base:																
Decline to Answer	5	3	3	5	7	1	19	123	2	2	4	1	4	1	12	71
Not Applicable	1	5	4	1	7	4	21	88	5	3	7	1	4	4	19	112

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-3

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction with the following.

Your opportunities to collaborate with senior faculty

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	78 100%	- 100%	- 100%	- 100%	- 100%	- 100%	477 100%	3051 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	146 100%	1061 100%
- NET: Satisfied (5,4)	53%	48%	57%	62%	47%	58%	54%	52%	54%	73%	43%	45%	57%	55%	53%	52%
Very satisfied (5)	31%	16%	35%	35%	27%	34%	30%	28%	49%	52%	15%	17%	30%	7%	22%	25%
Somewhat satisfied (4)	23%	32%	22%	28%	20%	25%	23%	25%	6%	22%	28%	28%	28%	48%	31%	27%
- Neither satisfied nor dissatisfied (3)	27%	21%	15%	18%	16%	16%	16%	18%	7%	0%	14%	14%	9%	16%	11%	17%
Somewhat dissatisfied (2)	15%	16%	14%	9%	21%	15%	16%	17%	11%	13%	21%	16%	11%	10%	14%	16%
Very dissatisfied (1)	5%	16%	14%	10%	17%	11%	14%	13%	28%	14%	22%	25%	23%	19%	21%	15%
- NET: Dissatisfied (2,1)	20%	31%	28%	19%	37%	26%	30%	30%	38%	27%	43%	41%	34%	29%	35%	31%
Mean	3.591	3.163	3.497	3.676	3.202	3.550	3.393	3.368	3.374	3.848	2.939	2.968	3.303	3.147	3.195	3.313
Not included in base:																
Decline to Answer	5	4	6	6	7	1	23	129	2	1	2	-	4	1	7	65
Not Applicable	4	7	8	2	9	3	29	154	1	1	3	-	3	5	11	46

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-1

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with senior colleagues in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	659 100%	4283 100%
- NET: Satisfied (5,4)	58%	60%	60%	61%	49%	60%	57%	58%
Very satisfied (5)	32%	27%	30%	35%	26%	30%	29%	28%
Somewhat satisfied (4)	27%	33%	31%	26%	24%	30%	28%	29%
- Neither satisfied nor dissatisfied (3)	13%	10%	12%	11%	15%	14%	13%	14%
Somewhat dissatisfied (2)	21%	18%	15%	16%	16%	16%	16%	18%
Very dissatisfied (1)	8%	12%	12%	12%	20%	10%	14%	11%
- NET: Dissatisfied (2,1)	29%	30%	27%	28%	36%	26%	30%	28%
Mean	3.539	3.443	3.505	3.546	3.192	3.549	3.403	3.471
Not included in base:								
Decline to Answer	7	5	7	4	11	2	30	190
Not Applicable	1	1	-	-	2	2	5	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-2

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with senior colleagues in your department

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	422 100%	2568 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1714 100%
- NET: Satisfied (5,4)	68%	59%	64%	70%	55%	64%	61%	60%	42%	61%	54%	43%	39%	55%	49%	55%
Very satisfied (5)	35%	26%	30%	42%	28%	27%	30%	30%	25%	28%	29%	20%	21%	34%	27%	26%
Somewhat satisfied (4)	32%	33%	34%	28%	27%	37%	31%	30%	17%	33%	24%	23%	18%	21%	22%	28%
- Neither satisfied nor dissatisfied (3)	9%	9%	12%	5%	13%	15%	12%	13%	21%	11%	12%	22%	17%	13%	15%	15%
Somewhat dissatisfied (2)	22%	22%	13%	17%	15%	15%	15%	17%	19%	11%	19%	15%	18%	17%	17%	18%
Very dissatisfied (1)	2%	10%	10%	9%	17%	6%	12%	9%	18%	17%	16%	19%	26%	15%	19%	13%
- NET: Dissatisfied (2,1)	24%	31%	23%	25%	32%	21%	27%	27%	37%	28%	35%	34%	44%	32%	36%	31%
Mean	3.778	3.442	3.608	3.780	3.338	3.641	3.518	3.535	3.114	3.446	3.327	3.094	2.896	3.423	3.200	3.375
Not included in base:																
Decline to Answer	5	3	3	4	7	1	18	118	2	2	4	1	4	1	12	71
Not Applicable	1	1	-	-	-	1	2	13	-	-	-	-	2	1	3	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-3

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with senior colleagues in your department

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	504 100%	3181 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1102 100%
- NET: Satisfied (5,4)	58%	59%	61%	66%	47%	58%	56%	58%	62%	62%	59%	44%	57%	68%	59%	57%
Very satisfied (5)	30%	23%	33%	40%	25%	32%	30%	29%	40%	37%	19%	17%	28%	22%	24%	26%
Somewhat satisfied (4)	28%	36%	28%	26%	22%	26%	26%	29%	22%	25%	39%	27%	28%	46%	34%	31%
- Neither satisfied nor dissatisfied (3)	14%	9%	11%	10%	16%	15%	13%	13%	7%	12%	14%	15%	9%	13%	12%	15%
Somewhat dissatisfied (2)	21%	20%	16%	15%	17%	18%	17%	18%	20%	12%	13%	20%	11%	9%	12%	17%
Very dissatisfied (1)	7%	12%	11%	10%	19%	10%	14%	11%	11%	13%	14%	21%	23%	9%	17%	11%
- NET: Dissatisfied (2,1)	28%	32%	28%	24%	36%	27%	31%	29%	31%	25%	27%	41%	34%	19%	29%	28%
Mean	3.524	3.386	3.555	3.716	3.167	3.528	3.413	3.481	3.607	3.612	3.364	2.988	3.275	3.626	3.372	3.441
Not included in base:																
Decline to Answer	5	4	6	4	7	1	22	127	2	1	2	-	4	1	7	62
Not Applicable	-	1	-	-	2	-	3	26	1	-	-	-	1	2	3	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-1

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with senior colleagues in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	654 100%	4261 100%
- NET: Satisfied (5,4)	63%	67%	62%	64%	56%	64%	61%	62%
Very satisfied (5)	32%	38%	27%	33%	27%	32%	30%	32%
Somewhat satisfied (4)	31%	29%	35%	31%	28%	32%	31%	30%
- Neither satisfied nor dissatisfied (3)	22%	17%	24%	16%	22%	17%	20%	19%
Somewhat dissatisfied (2)	10%	13%	7%	15%	12%	11%	11%	11%
Very dissatisfied (1)	5%	3%	7%	4%	11%	7%	8%	8%
- NET: Dissatisfied (2,1)	15%	17%	14%	19%	23%	19%	19%	19%
Mean	3.752	3.845	3.679	3.735	3.490	3.702	3.639	3.670
Not included in base:								
Decline to Answer	7	5	7	4	11	2	30	196
Not Applicable	3	1	3	-	4	3	10	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-2

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with senior colleagues in your department

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	64 100%	- 100%	- 100%	- 100%	- 100%	- 100%	418 100%	2547 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	237 100%	1714 100%
- NET: Satisfied (5,4)	71%	60%	65%	69%	59%	64%	63%	63%	49%	82%	56%	56%	50%	64%	58%	60%
Very satisfied (5)	36%	34%	23%	33%	28%	33%	29%	32%	26%	47%	35%	32%	25%	30%	31%	31%
Somewhat satisfied (4)	35%	26%	42%	35%	30%	31%	33%	31%	23%	35%	21%	23%	25%	34%	27%	29%
- Neither satisfied nor dissatisfied (3)	17%	21%	26%	9%	21%	18%	21%	19%	30%	6%	22%	30%	22%	16%	20%	20%
Somewhat dissatisfied (2)	10%	14%	5%	17%	9%	11%	10%	10%	11%	12%	10%	11%	17%	11%	13%	13%
Very dissatisfied (1)	2%	5%	5%	5%	11%	6%	7%	7%	11%	0%	12%	3%	11%	9%	9%	8%
- NET: Dissatisfied (2,1)	12%	19%	9%	22%	20%	17%	17%	18%	21%	12%	22%	14%	28%	20%	22%	20%
Mean	3.934	3.699	3.744	3.750	3.559	3.741	3.673	3.697	3.427	4.176	3.566	3.706	3.359	3.649	3.578	3.631
Not included in base:																
Decline to Answer	5	3	3	4	7	1	18	125	2	2	4	1	4	1	12	71
Not Applicable	2	-	1	-	4	2	6	28	1	1	2	-	-	1	4	21

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-3

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with senior colleagues in your department

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	499 100%	3168 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	156 100%	1093 100%
- NET: Satisfied (5,4)	64%	69%	66%	69%	56%	63%	62%	63%	58%	61%	51%	50%	54%	69%	57%	58%
Very satisfied (5)	32%	37%	31%	36%	25%	36%	31%	33%	35%	41%	15%	23%	34%	20%	26%	27%
Somewhat satisfied (4)	32%	32%	34%	32%	31%	27%	31%	30%	23%	21%	36%	27%	20%	49%	31%	30%
- Neither satisfied nor dissatisfied (3)	21%	16%	24%	14%	23%	18%	21%	19%	24%	19%	24%	25%	19%	14%	20%	22%
Somewhat dissatisfied (2)	10%	14%	5%	15%	13%	13%	11%	11%	10%	12%	12%	14%	8%	6%	10%	12%
Very dissatisfied (1)	4%	2%	5%	2%	9%	6%	6%	7%	8%	7%	13%	11%	19%	11%	14%	9%
- NET: Dissatisfied (2,1)	15%	16%	10%	18%	21%	19%	17%	18%	18%	19%	25%	25%	27%	17%	23%	21%
Mean	3.771	3.874	3.818	3.847	3.509	3.726	3.696	3.710	3.673	3.761	3.286	3.367	3.426	3.620	3.455	3.554
Not included in base:																
Decline to Answer	5	4	6	4	6	1	21	132	2	1	2	-	5	1	8	64
Not Applicable	2	1	2	-	4	2	9	35	1	-	1	-	-	1	1	14

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-1

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with junior colleagues in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	649 100%	4194 100%
- NET: Satisfied (5,4)	77%	63%	75%	76%	68%	73%	71%	71%
Very satisfied (5)	32%	35%	44%	37%	33%	36%	37%	35%
Somewhat satisfied (4)	45%	28%	31%	38%	34%	37%	34%	37%
- Neither satisfied nor dissatisfied (3)	11%	15%	14%	10%	13%	15%	14%	15%
Somewhat dissatisfied (2)	9%	12%	6%	12%	13%	7%	10%	10%
Very dissatisfied (1)	2%	10%	5%	3%	6%	5%	6%	4%
- NET: Dissatisfied (2,1)	12%	22%	11%	15%	19%	12%	16%	14%
Mean	3.949	3.649	4.021	3.956	3.752	3.924	3.864	3.886
Not included in base:								
Decline to Answer	7	5	6	4	10	2	28	185
Not Applicable	4	1	3	5	3	5	17	127

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-2

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with junior colleagues in your department

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	62 100%	- 100%	- 100%	- 100%	- 100%	- 100%	416 100%	2517 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	234 100%	1677 100%
- NET: Satisfied (5,4)	79%	67%	77%	81%	67%	75%	72%	71%	74%	55%	71%	64%	68%	70%	68%	71%
Very satisfied (5)	30%	38%	43%	40%	37%	31%	38%	34%	34%	28%	45%	32%	27%	43%	36%	36%
Somewhat satisfied (4)	48%	29%	34%	41%	31%	44%	35%	38%	40%	27%	26%	33%	40%	27%	32%	35%
- Neither satisfied nor dissatisfied (3)	14%	17%	15%	9%	11%	12%	13%	16%	6%	11%	13%	13%	16%	19%	15%	14%
Somewhat dissatisfied (2)	7%	10%	4%	9%	14%	9%	10%	9%	13%	17%	10%	18%	12%	4%	10%	10%
Very dissatisfied (1)	0%	7%	5%	2%	8%	3%	5%	4%	6%	17%	6%	5%	4%	6%	6%	4%
- NET: Dissatisfied (2,1)	7%	17%	9%	10%	21%	13%	15%	13%	19%	34%	16%	23%	16%	10%	17%	14%
Mean	4.018	3.807	4.061	4.090	3.755	3.898	3.895	3.883	3.828	3.318	3.951	3.682	3.746	3.961	3.809	3.889
Not included in base:																
Decline to Answer	5	3	2	4	7	1	17	114	2	2	4	1	3	1	11	70
Not Applicable	3	1	2	2	1	3	9	69	1	-	1	2	1	3	7	58

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-3

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction with the following.

The amount of professional interaction you have with junior colleagues in your department

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	496 100%	3131 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	153 100%	1064 100%
- NET: Satisfied (5,4)	74%	61%	74%	71%	72%	75%	72%	72%	91%	68%	77%	90%	53%	67%	67%	69%
Very satisfied (5)	37%	32%	43%	40%	35%	38%	38%	36%	9%	43%	47%	29%	28%	29%	35%	30%
Somewhat satisfied (4)	37%	29%	31%	31%	37%	37%	34%	36%	81%	25%	30%	61%	26%	38%	33%	39%
- Neither satisfied nor dissatisfied (3)	13%	14%	15%	12%	12%	16%	14%	14%	6%	18%	10%	5%	18%	12%	13%	17%
Somewhat dissatisfied (2)	11%	16%	6%	16%	12%	6%	10%	10%	4%	0%	6%	0%	16%	11%	9%	8%
Very dissatisfied (1)	3%	9%	5%	2%	4%	3%	4%	4%	0%	14%	7%	5%	13%	9%	10%	5%
- NET: Dissatisfied (2,1)	13%	25%	11%	18%	17%	9%	15%	14%	4%	14%	13%	5%	29%	21%	19%	14%
Mean	3.946	3.586	4.014	3.911	3.857	3.994	3.905	3.912	3.962	3.835	4.040	4.098	3.391	3.664	3.733	3.809
Not included in base:																
Decline to Answer	5	4	6	4	6	1	21	123	2	1	1	-	4	1	7	61
Not Applicable	3	1	2	4	2	2	11	81	1	-	1	1	1	3	6	46

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-1

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	95 100%	- 100%	- 100%	- 100%	- 100%	- 100%	648 100%	4180 100%
- NET: Satisfied (5,4)	78%	73%	77%	73%	70%	80%	74%	73%
Very satisfied (5)	46%	48%	46%	43%	35%	47%	42%	40%
Somewhat satisfied (4)	32%	25%	32%	30%	35%	33%	32%	33%
- Neither satisfied nor dissatisfied (3)	15%	12%	15%	10%	15%	13%	14%	16%
Somewhat dissatisfied (2)	6%	10%	4%	13%	11%	5%	8%	8%
Very dissatisfied (1)	1%	5%	4%	4%	4%	2%	4%	3%
- NET: Dissatisfied (2,1)	7%	15%	8%	17%	15%	7%	12%	11%
Mean	4.163	3.996	4.115	3.946	3.867	4.168	4.011	3.990
Not included in base:								
Decline to Answer	7	5	6	4	10	2	28	188
Not Applicable	7	2	3	5	1	6	18	137

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-2

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	61 100%	- 100%	- 100%	- 100%	- 100%	- 100%	416 100%	2507 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	233 100%	1673 100%
- NET: Satisfied (5,4)	80%	71%	80%	73%	68%	80%	74%	73%	75%	76%	73%	74%	75%	80%	75%	74%
Very satisfied (5)	48%	43%	40%	40%	35%	40%	39%	37%	41%	59%	56%	48%	35%	56%	48%	44%
Somewhat satisfied (4)	32%	29%	41%	33%	32%	39%	35%	35%	34%	17%	16%	26%	40%	24%	27%	30%
- Neither satisfied nor dissatisfied (3)	16%	14%	14%	8%	15%	11%	13%	16%	12%	6%	16%	14%	17%	17%	16%	15%
Somewhat dissatisfied (2)	4%	10%	2%	14%	13%	6%	9%	8%	11%	12%	7%	9%	7%	3%	7%	8%
Very dissatisfied (1)	0%	5%	3%	5%	5%	4%	4%	3%	2%	6%	5%	3%	2%	0%	3%	3%
- NET: Dissatisfied (2,1)	4%	14%	6%	19%	18%	10%	13%	11%	14%	18%	12%	13%	8%	3%	9%	11%
Mean	4.250	3.949	4.106	3.894	3.800	4.061	3.949	3.956	4.003	4.100	4.130	4.052	3.997	4.322	4.121	4.042
Not included in base:																
Decline to Answer	5	3	2	4	7	1	17	118	2	2	4	1	3	1	11	70
Not Applicable	4	1	2	2	1	3	9	75	3	1	1	2	-	4	8	63

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-3

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction with the following.

The amount of personal interaction you have with junior colleagues in your department

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	494 100%	3120 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	154 100%	1060 100%
- NET: Satisfied (5,4)	78%	72%	79%	70%	71%	84%	76%	75%	81%	74%	72%	84%	67%	65%	70%	69%
Very satisfied (5)	49%	49%	45%	44%	36%	48%	43%	42%	35%	42%	48%	39%	33%	42%	40%	34%
Somewhat satisfied (4)	29%	23%	34%	26%	35%	36%	33%	32%	46%	32%	24%	45%	34%	23%	30%	36%
- Neither satisfied nor dissatisfied (3)	15%	14%	13%	11%	17%	12%	14%	15%	11%	6%	19%	7%	12%	17%	14%	18%
Somewhat dissatisfied (2)	6%	12%	5%	17%	11%	4%	9%	8%	8%	6%	2%	0%	9%	8%	6%	8%
Very dissatisfied (1)	1%	2%	3%	3%	1%	0%	2%	3%	0%	14%	7%	10%	13%	11%	10%	5%
- NET: Dissatisfied (2,1)	7%	14%	8%	19%	13%	4%	10%	11%	8%	20%	8%	10%	21%	19%	16%	12%
Mean	4.183	4.056	4.135	3.919	3.929	4.279	4.064	4.034	4.085	3.825	4.057	4.031	3.657	3.774	3.841	3.864
Not included in base:																
Decline to Answer	5	4	6	4	6	1	21	127	2	1	1	-	4	1	7	61
Not Applicable	6	2	2	4	1	4	13	87	1	-	1	1	-	3	4	50

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-1

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction with the following.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	4307 100%
- NET: Satisfied (5,4)	65%	75%	67%	65%	63%	69%	67%	69%
Very satisfied (5)	34%	36%	37%	34%	29%	39%	34%	37%
Somewhat satisfied (4)	31%	39%	30%	31%	33%	30%	32%	32%
- Neither satisfied nor dissatisfied (3)	14%	10%	9%	13%	12%	14%	12%	10%
Somewhat dissatisfied (2)	15%	8%	16%	15%	14%	10%	13%	13%
Very dissatisfied (1)	7%	7%	8%	7%	11%	6%	9%	8%
- NET: Dissatisfied (2,1)	22%	15%	24%	22%	25%	17%	22%	21%
Mean	3.694	3.906	3.722	3.705	3.557	3.854	3.707	3.767
Not included in base:								
Decline to Answer	7	4	6	4	11	4	30	193
Not Applicable	1	-	-	-	-	1	1	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-2

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction with the following.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	424 100%	2579 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	239 100%	1728 100%
- NET: Satisfied (5,4)	75%	76%	65%	64%	67%	70%	68%	70%	46%	74%	71%	67%	55%	68%	65%	67%
Very satisfied (5)	36%	36%	36%	36%	32%	40%	35%	37%	29%	37%	38%	31%	25%	38%	33%	36%
Somewhat satisfied (4)	39%	40%	28%	28%	35%	30%	32%	33%	17%	37%	34%	36%	30%	30%	32%	32%
- Neither satisfied nor dissatisfied (3)	12%	5%	10%	18%	12%	13%	12%	10%	17%	21%	6%	4%	13%	17%	12%	10%
Somewhat dissatisfied (2)	12%	12%	19%	13%	12%	10%	13%	13%	21%	0%	12%	18%	17%	11%	13%	14%
Very dissatisfied (1)	2%	7%	6%	5%	10%	8%	8%	7%	16%	5%	11%	11%	15%	4%	10%	9%
- NET: Dissatisfied (2,1)	13%	19%	25%	18%	21%	17%	21%	20%	37%	5%	22%	29%	32%	16%	23%	23%
Mean	3.958	3.859	3.699	3.776	3.678	3.847	3.743	3.804	3.223	4.001	3.762	3.570	3.320	3.862	3.643	3.711
Not included in base:																
Decline to Answer	5	3	2	4	7	1	17	116	2	1	4	1	4	3	13	77
Not Applicable	1	-	-	-	-	1	1	4	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-3

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction with the following.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	505 100%	3205 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1101 100%
- NET: Satisfied (5,4)	66%	76%	69%	70%	61%	67%	66%	70%	57%	74%	61%	48%	70%	75%	67%	66%
Very satisfied (5)	37%	29%	40%	37%	29%	41%	35%	39%	19%	56%	29%	27%	30%	34%	33%	31%
Somewhat satisfied (4)	29%	47%	30%	34%	31%	27%	32%	31%	38%	17%	32%	21%	41%	41%	34%	35%
- Neither satisfied nor dissatisfied (3)	13%	7%	6%	13%	14%	14%	12%	9%	14%	20%	17%	12%	5%	14%	12%	14%
Somewhat dissatisfied (2)	13%	11%	18%	10%	14%	13%	14%	14%	21%	0%	11%	29%	10%	0%	9%	11%
Very dissatisfied (1)	7%	7%	7%	6%	11%	5%	8%	7%	7%	7%	11%	11%	14%	11%	11%	9%
- NET: Dissatisfied (2,1)	20%	17%	25%	16%	25%	18%	22%	21%	29%	7%	22%	40%	24%	11%	21%	20%
Mean	3.761	3.813	3.774	3.848	3.539	3.847	3.716	3.795	3.401	4.167	3.577	3.237	3.617	3.877	3.678	3.684
Not included in base:																
Decline to Answer	5	4	6	4	6	3	23	128	2	-	1	-	5	1	6	65
Not Applicable	-	-	-	-	-	-	-	1	1	-	-	-	-	1	1	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-1

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction with the following.

The intellectual vitality of the senior colleagues in your department

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	660 100%	4277 100%
- NET: Satisfied (5,4)	78%	76%	57%	63%	67%	66%	65%	58%
Very satisfied (5)	52%	40%	33%	32%	38%	31%	35%	27%
Somewhat satisfied (4)	25%	35%	24%	31%	28%	35%	30%	31%
- Neither satisfied nor dissatisfied (3)	11%	5%	12%	18%	14%	14%	13%	13%
Somewhat dissatisfied (2)	7%	11%	17%	10%	12%	14%	13%	18%
Very dissatisfied (1)	4%	8%	14%	9%	7%	6%	9%	12%
- NET: Dissatisfied (2,1)	11%	20%	31%	19%	19%	20%	22%	30%
Mean	4.144	3.879	3.447	3.668	3.781	3.719	3.684	3.438
Not included in base:								
Decline to Answer	7	4	9	4	14	2	34	215
Not Applicable	1	-	-	-	-	1	1	14

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-2

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction with the following.

The intellectual vitality of the senior colleagues in your department

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	421 100%	2567 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1710 100%
- NET: Satisfied (5,4)	81%	72%	56%	70%	69%	70%	66%	58%	71%	84%	59%	50%	62%	61%	62%	58%
Very satisfied (5)	61%	34%	32%	37%	38%	31%	35%	27%	38%	52%	33%	23%	39%	30%	35%	28%
Somewhat satisfied (4)	21%	37%	23%	33%	31%	39%	31%	31%	33%	32%	26%	27%	24%	31%	27%	30%
- Neither satisfied nor dissatisfied (3)	7%	7%	15%	13%	14%	11%	13%	14%	18%	0%	8%	26%	13%	18%	13%	11%
Somewhat dissatisfied (2)	10%	12%	17%	9%	11%	15%	13%	17%	2%	11%	16%	12%	15%	14%	14%	19%
Very dissatisfied (1)	2%	10%	12%	8%	6%	4%	8%	11%	8%	5%	18%	12%	10%	7%	11%	12%
- NET: Dissatisfied (2,1)	12%	21%	29%	17%	17%	19%	21%	29%	10%	16%	33%	24%	25%	21%	25%	31%
Mean	4.280	3.750	3.472	3.827	3.839	3.787	3.730	3.449	3.902	4.142	3.403	3.362	3.667	3.627	3.604	3.421
Not included in base:																
Decline to Answer	5	3	4	4	9	1	20	126	2	1	5	1	6	1	13	88
Not Applicable	1	-	-	-	-	1	1	7	-	-	-	-	-	-	-	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-3

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction with the following.

The intellectual vitality of the senior colleagues in your department

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	502 100%	3183 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	158 100%	1094 100%
- NET: Satisfied (5,4)	78%	76%	60%	70%	66%	72%	67%	58%	74%	75%	47%	40%	70%	47%	57%	56%
Very satisfied (5)	51%	36%	37%	38%	37%	35%	36%	28%	58%	52%	21%	15%	43%	17%	30%	25%
Somewhat satisfied (4)	27%	40%	24%	32%	29%	37%	31%	30%	17%	23%	26%	25%	26%	30%	26%	31%
- Neither satisfied nor dissatisfied (3)	8%	6%	11%	14%	15%	10%	12%	12%	22%	0%	17%	31%	12%	28%	17%	16%
Somewhat dissatisfied (2)	8%	9%	16%	6%	11%	13%	12%	18%	4%	19%	20%	23%	16%	20%	19%	16%
Very dissatisfied (1)	5%	9%	13%	10%	9%	5%	9%	12%	0%	7%	17%	6%	3%	6%	8%	11%
- NET: Dissatisfied (2,1)	13%	18%	29%	16%	20%	18%	21%	30%	4%	25%	37%	29%	19%	26%	27%	28%
Mean	4.113	3.856	3.555	3.813	3.743	3.836	3.736	3.442	4.278	3.945	3.147	3.195	3.909	3.313	3.520	3.426
Not included in base:																
Decline to Answer	5	4	8	4	10	1	27	146	2	-	2	-	4	1	6	68
Not Applicable	-	-	-	-	-	-	-	5	1	-	-	-	-	1	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-1

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	659 100%	4265 100%
- NET: Agree	(5,4)	63%	62%	57%	50%	49%	66%	56%	56%
Strongly agree	(5)	33%	24%	21%	29%	16%	24%	21%	22%
Somewhat agree	(4)	30%	37%	35%	21%	32%	41%	34%	33%
- Neither agree nor disagree	(3)	12%	6%	12%	7%	8%	8%	9%	10%
Somewhat disagree	(2)	14%	22%	14%	22%	20%	18%	18%	18%
Strongly disagree	(1)	11%	10%	18%	21%	24%	8%	17%	16%
- NET: Disagree	(2,1)	25%	32%	32%	42%	44%	26%	36%	34%
Mean		3.595	3.436	3.285	3.164	2.974	3.552	3.236	3.279
Not included in base:									
Decline to Answer		7	4	7	4	11	2	29	192
Not Applicable/ Don't know		1	1	2	1	2	1	6	49

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-2

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	421 100%	2559 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	238 100%	1706 100%
- NET: Agree (5,4)	71%	61%	59%	54%	50%	69%	57%	57%	48%	63%	53%	44%	47%	60%	53%	54%
Strongly agree (5)	40%	26%	23%	36%	17%	28%	23%	24%	19%	21%	19%	16%	15%	19%	18%	19%
Somewhat agree (4)	30%	35%	36%	18%	33%	42%	34%	33%	29%	42%	34%	28%	32%	41%	35%	34%
- Neither agree nor disagree (3)	12%	10%	14%	7%	6%	10%	9%	12%	13%	0%	8%	8%	11%	6%	8%	9%
Somewhat disagree (2)	12%	19%	12%	27%	23%	13%	19%	18%	18%	26%	17%	10%	13%	24%	18%	19%
Strongly disagree (1)	5%	10%	16%	12%	21%	8%	15%	14%	21%	11%	21%	37%	30%	9%	22%	19%
- NET: Disagree (2,1)	17%	29%	28%	40%	44%	21%	34%	32%	39%	37%	39%	47%	43%	33%	39%	38%
Mean	3.887	3.480	3.381	3.371	3.017	3.681	3.316	3.353	3.076	3.349	3.118	2.755	2.890	3.375	3.094	3.168
Not included in base:																
Decline to Answer	5	3	3	4	7	1	18	116	2	1	4	1	4	1	11	75
Not Applicable/ Don't know	1	1	1	-	1	1	3	24	-	-	2	1	1	-	3	25

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42a-3

V. Climate, Culture, and Collegiality

Q42a. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my department.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	504 100%	3173 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	155 100%	1092 100%
- NET: Agree (5,4)	60%	56%	61%	52%	45%	64%	54%	56%	72%	79%	43%	45%	63%	72%	59%	56%
Strongly agree (5)	31%	16%	23%	31%	17%	26%	22%	22%	42%	50%	17%	23%	15%	18%	20%	23%
Somewhat agree (4)	30%	40%	38%	21%	28%	38%	33%	34%	31%	30%	26%	22%	48%	54%	39%	33%
- Neither agree nor disagree (3)	13%	9%	9%	6%	8%	8%	8%	10%	9%	0%	20%	12%	5%	10%	10%	13%
Somewhat disagree (2)	15%	27%	14%	20%	21%	19%	19%	19%	11%	6%	14%	25%	17%	14%	15%	17%
Strongly disagree (1)	12%	9%	16%	22%	26%	9%	18%	16%	7%	15%	23%	18%	16%	4%	15%	15%
- NET: Disagree (2,1)	27%	36%	30%	42%	47%	29%	37%	35%	18%	21%	37%	43%	33%	18%	31%	32%
Mean	3.528	3.270	3.384	3.192	2.882	3.516	3.205	3.267	3.887	3.932	2.998	3.069	3.292	3.679	3.336	3.314
Not included in base:																
Decline to Answer	5	4	6	4	7	1	22	128	2	-	2	-	4	1	6	64
Not Applicable/ Don't know	-	-	1	-	1	-	2	33	1	1	2	1	1	1	4	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-1

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:		87 100%	- 100%	- 100%	- 100%	- 100%	- 100%	614 100%	3924 100%
- NET: Agree	(5,4)	34%	37%	33%	30%	29%	36%	32%	32%
Strongly agree	(5)	11%	4%	7%	1%	2%	6%	4%	7%
Somewhat agree	(4)	23%	33%	26%	29%	26%	29%	28%	25%
- Neither agree nor disagree	(3)	32%	31%	31%	33%	15%	26%	24%	26%
Somewhat disagree	(2)	18%	21%	19%	19%	30%	28%	25%	25%
Strongly disagree	(1)	17%	12%	17%	18%	26%	10%	18%	17%
- NET: Disagree	(2,1)	35%	33%	37%	37%	56%	38%	44%	42%
Mean		2.932	2.965	2.857	2.769	2.497	2.945	2.746	2.790
Not included in base:									
Decline to Answer		7	4	7	4	12	2	29	199
Not Applicable/ Don't know		15	9	20	3	10	8	50	382

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-2

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	58 100%	- 100%	- 100%	- 100%	- 100%	- 100%	397 100%	2367 100%	29 100%	- 100%	- 100%	- 100%	- 100%	- 100%	217 100%	1558 100%
- NET: Agree (5,4)	39%	40%	35%	29%	29%	39%	33%	33%	23%	31%	29%	32%	28%	31%	30%	31%
Strongly agree (5)	13%	3%	8%	2%	2%	8%	5%	7%	8%	6%	6%	0%	3%	4%	4%	6%
Somewhat agree (4)	27%	37%	27%	27%	27%	31%	29%	26%	16%	25%	23%	32%	25%	26%	26%	24%
- Neither agree nor disagree (3)	34%	25%	28%	31%	16%	27%	23%	27%	26%	43%	35%	36%	13%	26%	26%	23%
Somewhat disagree (2)	10%	25%	24%	24%	30%	29%	27%	24%	33%	13%	11%	8%	31%	27%	22%	28%
Strongly disagree (1)	17%	11%	14%	15%	25%	5%	16%	16%	17%	13%	24%	23%	28%	16%	22%	18%
- NET: Disagree (2,1)	26%	36%	37%	39%	55%	34%	43%	40%	51%	26%	36%	32%	59%	43%	44%	46%
Mean	3.085	2.951	2.914	2.767	2.521	3.077	2.787	2.829	2.631	2.994	2.752	2.772	2.446	2.757	2.672	2.730
Not included in base:																
Decline to Answer	5	3	3	4	7	1	18	127	2	1	4	1	5	1	12	72
Not Applicable/ Don't know	8	6	10	2	5	4	27	206	7	3	10	1	5	4	23	176

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42b-3

V. Climate, Culture, and Collegiality

Q42b. Please indicate your level of agreement with the following statements:

There is a feeling of unity and cohesion among the faculty in my School

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	70 100%	- 100%	- 100%	- 100%	- 100%	- 100%	474 100%	2925 100%	17 100%	- 100%	- 100%	- 100%	- 100%	- 100%	141 100%	999 100%
- NET: Agree (5,4)	31%	36%	36%	31%	26%	37%	32%	31%	47%	39%	25%	27%	38%	30%	32%	34%
Strongly agree (5)	6%	3%	8%	0%	2%	7%	4%	6%	29%	7%	4%	6%	5%	4%	5%	9%
Somewhat agree (4)	24%	33%	27%	31%	25%	30%	28%	25%	18%	33%	21%	22%	33%	26%	27%	25%
- Neither agree nor disagree (3)	35%	29%	33%	40%	16%	24%	25%	25%	16%	37%	22%	10%	12%	38%	22%	28%
Somewhat disagree (2)	20%	23%	16%	14%	30%	31%	25%	26%	8%	16%	30%	35%	31%	18%	27%	22%
Strongly disagree (1)	14%	13%	15%	15%	27%	8%	18%	18%	29%	8%	23%	28%	20%	14%	19%	16%
- NET: Disagree (2,1)	34%	36%	31%	29%	57%	40%	43%	44%	37%	24%	53%	63%	51%	32%	46%	38%
Mean	2.891	2.903	2.973	2.874	2.433	2.962	2.757	2.758	3.095	3.146	2.529	2.427	2.726	2.880	2.713	2.884
Not included in base:																
Decline to Answer	5	4	6	4	8	1	23	136	2	-	2	-	4	1	6	63
Not Applicable/ Don't know	12	6	15	2	5	3	32	273	2	3	5	1	5	5	18	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	93 100%	- 100%	- 100%	- 100%	- 100%	- 100%	640 100%	4171 100%
- NET: Agree (5,4)	76%	83%	65%	67%	55%	76%	66%	68%
Strongly agree (5)	49%	54%	37%	42%	23%	43%	36%	36%
Somewhat agree (4)	27%	29%	28%	25%	32%	33%	30%	33%
- Neither agree nor disagree (3)	8%	10%	11%	12%	17%	10%	13%	12%
Somewhat disagree (2)	7%	3%	9%	12%	14%	8%	10%	11%
Strongly disagree (1)	8%	4%	14%	9%	14%	7%	11%	10%
- NET: Disagree (2,1)	16%	7%	24%	21%	28%	14%	21%	20%
Mean	4.015	4.268	3.642	3.785	3.366	3.976	3.686	3.740
Not included in base:								
Decline to Answer	7	5	8	4	13	2	33	205
Not Applicable/ Don't know	9	2	4	2	5	8	21	130

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	59 100%	- 100%	- 100%	- 100%	- 100%	- 100%	412 100%	2498 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	228 100%	1673 100%
- NET: Agree (5,4)	87%	78%	68%	67%	60%	74%	67%	70%	58%	94%	59%	65%	45%	78%	62%	65%
Strongly agree (5)	57%	49%	41%	45%	25%	46%	37%	37%	36%	65%	30%	36%	21%	39%	32%	33%
Somewhat agree (4)	30%	29%	28%	22%	36%	28%	30%	33%	22%	29%	29%	29%	24%	40%	30%	32%
- Neither agree nor disagree (3)	6%	15%	12%	16%	16%	14%	15%	13%	11%	0%	10%	4%	18%	5%	10%	10%
Somewhat disagree (2)	6%	5%	8%	11%	12%	8%	10%	9%	11%	0%	11%	15%	17%	7%	11%	13%
Strongly disagree (1)	2%	2%	11%	6%	11%	5%	8%	8%	20%	6%	20%	15%	20%	10%	16%	12%
- NET: Disagree (2,1)	8%	7%	20%	16%	23%	13%	18%	17%	30%	6%	30%	31%	37%	17%	27%	25%
Mean	4.345	4.177	3.785	3.906	3.508	4.023	3.780	3.830	3.442	4.470	3.393	3.556	3.081	3.908	3.515	3.604
Not included in base:																
Decline to Answer	5	3	3	4	7	1	18	124	2	2	5	1	5	1	14	81
Not Applicable/ Don't know	7	1	2	2	3	3	12	78	2	1	1	1	2	5	10	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement with the following statements:

On the whole, my department treats junior faculty fairly compared to one another

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	75 100%	- 100%	- 100%	- 100%	- 100%	- 100%	490 100%	3101 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	150 100%	1070 100%
- NET: Agree (5,4)	75%	80%	70%	72%	58%	77%	68%	69%	81%	93%	51%	48%	46%	72%	57%	66%
Strongly agree (5)	48%	52%	41%	44%	23%	48%	37%	36%	55%	61%	26%	35%	24%	27%	30%	33%
Somewhat agree (4)	27%	28%	29%	28%	34%	29%	31%	32%	26%	31%	25%	13%	22%	45%	27%	33%
- Neither agree nor disagree (3)	10%	11%	10%	7%	15%	10%	11%	11%	0%	7%	15%	32%	24%	11%	18%	14%
Somewhat disagree (2)	7%	5%	8%	11%	12%	7%	9%	10%	11%	0%	13%	17%	19%	10%	14%	11%
Strongly disagree (1)	9%	5%	12%	10%	15%	7%	11%	10%	7%	0%	21%	4%	11%	7%	11%	9%
- NET: Disagree (2,1)	15%	9%	20%	21%	27%	14%	20%	20%	19%	0%	34%	21%	30%	17%	25%	20%
Mean	3.995	4.173	3.791	3.845	3.388	4.040	3.740	3.753	4.095	4.543	3.213	3.575	3.287	3.749	3.510	3.701
Not included in base:																
Decline to Answer	5	4	6	4	8	1	24	136	2	1	2	-	5	1	9	68
Not Applicable/ Don't know	7	2	2	1	4	5	15	97	2	-	1	1	1	3	6	33

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	671 100%	4349 100%
Quality of colleagues	64%	30%	25%	17%	51%	34%	36%	25%
Quality of graduate students	39%	5%	14%	5%	30%	5%	16%	8%
Geographic location	20%	13%	10%	10%	9%	27%	13%	19%
Quality of undergraduate students	12%	42%	3%	31%	14%	18%	16%	7%
Support for research (e.g., research leave)	12%	6%	11%	27%	18%	10%	14%	8%
My sense of "fit" here	10%	25%	24%	12%	10%	14%	16%	20%
Teaching load	8%	13%	12%	23%	8%	13%	12%	13%
Quality of facilities	8%	0%	14%	5%	14%	4%	10%	8%
Support of colleagues	7%	18%	13%	15%	7%	16%	12%	17%
Opportunities to collaborate with colleagues	4%	4%	8%	7%	13%	14%	11%	10%
Protection from service/ assignments	2%	2%	2%	0%	1%	1%	1%	2%
Commute	2%	3%	10%	13%	1%	2%	5%	7%
Presence of others like me	1%	5%	5%	5%	2%	4%	3%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Academic freedom	1%	3%	2%	0%	<1%	1%	1%	1%
Support for professional development	1%	1%	2%	2%	4%	1%	2%	3%
Spousal/ partner hiring program	1%	0%	5%	0%	0%	6%	3%	3%
Compensation	1%	3%	3%	4%	5%	2%	4%	4%
Support for teaching	0%	2%	1%	3%	1%	2%	2%	3%
Assistance for grant proposals	0%	0%	1%	0%	1%	1%	1%	2%
Childcare policies/ practices	0%	0%	0%	0%	0%	1%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	1%	1%	0%	0%	<1%	<1%
Diversity	0%	1%	1%	0%	2%	0%	1%	3%
Cost of living	0%	3%	22%	6%	0%	6%	7%	16%
Research requirements for tenure	0%	3%	1%	1%	0%	2%	1%	2%
Tenure requirements in general	0%	0%	3%	0%	0%	4%	1%	3%
Tenure criteria clarity	0%	0%	0%	0%	0%	0%	0%	1%
Tenure process clarity	0%	2%	1%	0%	0%	1%	1%	1%
Manageable or no pressure to perform	0%	5%	1%	0%	<1%	3%	2%	2%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Other	9%	8%	10%	4%	8%	8%	8%	8%
There are no positive aspects	0%	0%	1%	0%	1%	0%	<1%	1%
Not included in base:								
Decline to Answer	6	3	6	3	9	2	23	157

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2604 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1745 100%
Quality of colleagues	75%	30%	23%	24%	50%	38%	36%	26%	45%	31%	27%	4%	52%	28%	34%	23%
Quality of graduate students	38%	2%	17%	7%	28%	4%	16%	8%	39%	11%	10%	0%	33%	5%	15%	7%
Geographic location	18%	14%	13%	10%	9%	31%	15%	19%	24%	11%	4%	11%	9%	21%	11%	18%
Quality of facilities	10%	0%	12%	7%	12%	4%	9%	8%	4%	0%	17%	3%	18%	3%	11%	7%
Support for research (e.g., research leave)	10%	7%	11%	27%	19%	10%	15%	8%	14%	5%	12%	28%	16%	9%	13%	8%
My sense of "fit" here	10%	27%	24%	8%	12%	15%	17%	21%	10%	21%	25%	21%	6%	14%	15%	20%
Teaching load	8%	11%	8%	20%	8%	14%	11%	13%	8%	16%	18%	29%	8%	12%	14%	13%
Quality of undergraduate students	8%	44%	2%	30%	13%	13%	15%	6%	18%	37%	5%	33%	14%	25%	18%	7%
Support of colleagues	7%	11%	14%	17%	8%	15%	12%	16%	6%	32%	12%	12%	5%	18%	13%	19%
Opportunities to collaborate with colleagues	3%	7%	11%	7%	15%	15%	12%	11%	4%	0%	4%	8%	10%	12%	8%	8%
Presence of others like me	2%	7%	6%	7%	2%	3%	4%	4%	0%	0%	2%	0%	2%	5%	2%	2%
Protection from service/ assignments	2%	2%	2%	0%	2%	0%	1%	2%	2%	0%	1%	0%	0%	2%	1%	2%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Commute	2%	3%	10%	10%	1%	3%	5%	7%	2%	5%	9%	19%	1%	1%	5%	7%
Academic freedom	2%	5%	2%	0%	0%	0%	1%	1%	0%	0%	3%	0%	1%	3%	2%	1%
Support for teaching	0%	0%	1%	3%	2%	1%	2%	3%	0%	5%	0%	4%	0%	3%	2%	3%
Support for professional development	0%	2%	1%	3%	4%	1%	2%	3%	2%	0%	3%	0%	3%	2%	2%	4%
Assistance for grant proposals	0%	0%	1%	0%	1%	1%	1%	2%	0%	0%	1%	0%	1%	0%	1%	2%
Childcare policies/practices	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	2%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	1%	0%	0%	0%	<1%	<1%	0%	0%	0%	3%	0%	0%	<1%	1%
Spousal/ partner hiring program	0%	0%	4%	0%	0%	6%	2%	2%	2%	0%	8%	0%	0%	5%	3%	4%
Compensation	0%	5%	3%	4%	3%	2%	3%	4%	2%	0%	3%	4%	8%	2%	4%	4%
Diversity	0%	2%	0%	0%	2%	0%	1%	2%	0%	0%	4%	0%	2%	0%	2%	3%
Cost of living	0%	5%	22%	6%	0%	7%	8%	17%	0%	0%	23%	4%	0%	4%	7%	14%
Research requirements for tenure	0%	4%	1%	2%	0%	0%	1%	2%	0%	0%	1%	0%	0%	5%	1%	2%
Tenure requirements in general	0%	0%	4%	0%	0%	3%	2%	3%	0%	0%	0%	0%	0%	5%	1%	3%
Tenure criteria clarity	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Tenure process clarity	0%	2%	0%	0%	0%	0%	<1%	1%	0%	0%	4%	0%	0%	2%	1%	1%
Manageable or no pressure to perform	0%	7%	1%	0%	1%	3%	2%	2%	0%	0%	1%	0%	0%	3%	1%	2%
Other	8%	6%	11%	3%	6%	8%	7%	7%	10%	10%	8%	8%	12%	9%	9%	11%
There are no positive aspects	0%	0%	1%	0%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
Not included in base:																
Decline to Answer	5	2	2	2	6	1	14	96	1	1	4	1	2	1	9	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	3229 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1120 100%
Quality of colleagues	64%	26%	27%	22%	47%	38%	36%	25%	63%	41%	18%	0%	63%	21%	34%	22%
Quality of graduate students	38%	5%	13%	5%	32%	5%	16%	8%	40%	6%	19%	6%	22%	4%	14%	7%
Geographic location	19%	15%	9%	10%	9%	28%	14%	20%	27%	6%	11%	10%	9%	23%	12%	15%
Support for research (e.g., research leave)	12%	9%	11%	29%	16%	8%	14%	7%	10%	0%	12%	20%	24%	13%	16%	9%
My sense of "fit" here	10%	26%	27%	16%	10%	15%	17%	22%	11%	23%	16%	0%	9%	14%	13%	15%
Quality of facilities	10%	0%	11%	2%	16%	4%	9%	8%	0%	0%	20%	16%	8%	4%	10%	8%
Quality of undergraduate students	9%	50%	5%	33%	15%	20%	18%	7%	24%	20%	0%	27%	10%	11%	10%	4%
Teaching load	8%	11%	10%	23%	8%	12%	11%	13%	9%	17%	17%	23%	7%	17%	15%	13%
Support of colleagues	7%	20%	12%	17%	5%	14%	11%	17%	5%	11%	15%	11%	11%	22%	15%	18%
Opportunities to collaborate with colleagues	4%	0%	9%	6%	13%	16%	11%	9%	4%	17%	6%	11%	14%	8%	10%	12%
Protection from service/ assignments	2%	2%	2%	0%	1%	1%	1%	2%	0%	0%	2%	0%	0%	0%	<1%	2%
Commute	2%	2%	9%	14%	1%	1%	4%	7%	0%	7%	10%	11%	2%	6%	6%	7%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Presence of others like me	1%	6%	5%	2%	2%	5%	4%	3%	0%	0%	5%	12%	0%	0%	2%	4%
Academic freedom	1%	4%	3%	0%	<1%	2%	2%	1%	0%	0%	2%	0%	0%	0%	<1%	1%
Support for professional development	1%	0%	1%	2%	3%	2%	2%	2%	0%	4%	5%	0%	6%	0%	4%	6%
Spousal/ partner hiring program	1%	0%	5%	0%	0%	4%	2%	3%	0%	0%	6%	0%	0%	12%	4%	3%
Compensation	1%	4%	3%	2%	5%	1%	3%	4%	0%	0%	4%	12%	2%	6%	4%	4%
Support for teaching	0%	2%	1%	4%	1%	2%	2%	3%	0%	0%	0%	0%	2%	3%	1%	2%
Assistance for grant proposals	0%	0%	1%	0%	1%	0%	1%	2%	0%	0%	1%	0%	0%	3%	1%	3%
Childcare policies/ practices	0%	0%	0%	0%	0%	1%	<1%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	3%	4%	0%	0%	1%	<1%
Diversity	0%	0%	1%	0%	1%	0%	1%	2%	0%	6%	4%	0%	2%	0%	2%	4%
Cost of living	0%	4%	22%	2%	0%	5%	7%	15%	0%	0%	22%	19%	0%	9%	10%	18%
Research requirements for tenure	0%	0%	1%	0%	0%	3%	1%	2%	0%	11%	1%	6%	0%	0%	2%	2%
Tenure requirements in general	0%	0%	3%	0%	0%	3%	1%	3%	0%	0%	2%	0%	0%	7%	2%	2%
Tenure criteria clarity	0%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Tenure process clarity	0%	2%	2%	0%	0%	0%	1%	1%	0%	0%	0%	0%	0%	3%	1%	1%
Manageable or no pressure to perform	0%	2%	2%	0%	0%	3%	1%	2%	0%	12%	0%	0%	2%	3%	3%	2%
Other	10%	7%	9%	4%	9%	9%	8%	8%	7%	11%	14%	5%	6%	6%	9%	9%
There are no positive aspects	0%	0%	1%	0%	1%	0%	<1%	1%	0%	0%	0%	0%	0%	0%	0%	1%
Not included in base:																
Decline to Answer	4	3	6	3	6	1	19	106	2	-	1	-	2	1	4	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
	-----	-----	-----	-----	-----	-----	-----	-----
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	671 100%	4347 100%
Cost of living	56%	9%	0%	12%	28%	8%	14%	7%
Unrelenting pressure to perform	25%	8%	6%	4%	21%	7%	11%	8%
Spousal/ partner hiring program (or lack thereof)	12%	16%	8%	17%	2%	5%	7%	6%
Tenure requirements in general	9%	2%	<1%	8%	21%	4%	9%	5%
Tenure criteria clarity	8%	12%	10%	5%	12%	6%	10%	8%
Compensation	7%	6%	13%	6%	8%	14%	10%	16%
Too much service / too many assignments	6%	2%	11%	5%	6%	5%	6%	8%
Absence of others like me	6%	11%	5%	15%	4%	11%	7%	8%
Research requirements for tenure	6%	3%	4%	3%	9%	6%	6%	5%
Lack of assistance for grant proposals	6%	10%	4%	1%	4%	7%	5%	6%
Availability/ quality of childcare facilities	5%	5%	4%	9%	6%	7%	6%	4%
Quality of facilities	5%	14%	8%	3%	0%	9%	5%	7%
Support of colleagues	5%	0%	7%	8%	7%	6%	6%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
My lack of "fit" here	4%	5%	6%	6%	6%	10%	7%	6%
Lack of support for professional development	3%	2%	3%	2%	5%	3%	3%	4%
Lack of diversity	3%	5%	12%	13%	3%	14%	9%	7%
Opportunities to collaborate with colleagues	3%	5%	5%	5%	4%	5%	5%	4%
Lack of support for teaching	3%	0%	2%	2%	1%	4%	2%	2%
Lack of support for research	3%	19%	8%	8%	6%	11%	9%	13%
Childcare policies/practices (or lack thereof)	3%	9%	4%	5%	5%	5%	5%	3%
Commute	3%	3%	0%	3%	3%	2%	2%	2%
Teaching load	1%	6%	5%	3%	3%	4%	4%	8%
Tenure process clarity	1%	2%	2%	2%	11%	3%	5%	4%
Quality of graduate students	1%	14%	11%	8%	0%	14%	8%	8%
Geographic location	1%	4%	22%	20%	2%	8%	10%	12%
Quality of colleagues	0%	2%	4%	1%	1%	2%	2%	3%
Quality of undergraduate students	0%	0%	15%	0%	0%	0%	4%	7%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%
Other	10%	16%	13%	15%	12%	9%	12%	12%
There are no negative aspects	2%	2%	4%	4%	3%	4%	3%	3%
Not included in base:								
Decline to Answer	6	3	6	3	9	2	23	159

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	428 100%	2603 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	243 100%	1744 100%
Cost of living	65%	11%	0%	13%	36%	7%	17%	8%	39%	5%	0%	11%	14%	9%	8%	4%
Unrelenting pressure to perform	25%	6%	6%	5%	18%	5%	10%	6%	24%	11%	7%	3%	26%	8%	13%	10%
Spousal/ partner hiring program (or lack thereof)	12%	14%	7%	15%	1%	5%	6%	6%	12%	21%	9%	20%	4%	4%	8%	7%
Tenure criteria clarity	10%	7%	12%	5%	12%	6%	9%	8%	4%	21%	7%	3%	13%	6%	10%	8%
Tenure requirements in general	8%	2%	0%	8%	21%	4%	9%	5%	10%	0%	1%	8%	22%	5%	10%	5%
Compensation	8%	4%	14%	7%	11%	11%	10%	16%	4%	11%	11%	3%	2%	19%	9%	15%
Quality of facilities	7%	16%	11%	5%	0%	7%	6%	7%	2%	11%	2%	0%	0%	11%	4%	7%
Research requirements for tenure	7%	0%	2%	0%	9%	7%	5%	4%	4%	11%	7%	8%	10%	5%	8%	6%
Lack of assistance for grant proposals	6%	7%	4%	0%	4%	8%	5%	7%	4%	16%	3%	4%	2%	5%	4%	4%
Opportunities to collaborate with colleagues	5%	7%	5%	2%	4%	6%	4%	4%	0%	0%	5%	12%	5%	3%	5%	4%
Too much service / too many assignments	5%	2%	10%	5%	6%	4%	6%	8%	8%	0%	11%	4%	6%	6%	7%	10%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Availability/ quality of childcare facilities	5%	3%	2%	10%	6%	7%	5%	3%	6%	11%	6%	8%	6%	8%	7%	5%
Absence of others like me	3%	14%	3%	15%	4%	9%	7%	8%	10%	5%	8%	15%	5%	14%	9%	8%
Lack of support for teaching	3%	0%	1%	3%	2%	4%	2%	2%	2%	0%	3%	0%	1%	5%	2%	2%
Lack of support for professional development	3%	2%	2%	3%	4%	3%	3%	4%	4%	0%	4%	0%	8%	3%	4%	4%
Support of colleagues	2%	0%	7%	10%	5%	4%	5%	5%	10%	0%	8%	3%	9%	7%	7%	5%
Quality of graduate students	2%	18%	14%	7%	0%	19%	10%	10%	0%	5%	5%	8%	0%	8%	4%	6%
Lack of support for research	2%	23%	8%	8%	5%	13%	9%	12%	4%	11%	7%	8%	9%	9%	9%	14%
Geographic location	2%	6%	25%	20%	3%	6%	11%	12%	0%	0%	17%	18%	0%	12%	9%	11%
Lack of diversity	2%	2%	7%	7%	2%	11%	6%	5%	6%	11%	22%	25%	4%	18%	14%	9%
Childcare policies/ practices (or lack thereof)	2%	6%	1%	5%	4%	5%	4%	2%	4%	15%	9%	3%	7%	5%	7%	5%
Commute	2%	5%	0%	3%	3%	3%	2%	2%	4%	0%	0%	4%	3%	0%	1%	2%
Quality of colleagues	0%	2%	4%	0%	1%	2%	2%	3%	0%	0%	4%	4%	1%	2%	2%	3%
Quality of undergraduate students	0%	0%	18%	0%	0%	0%	4%	8%	0%	0%	11%	0%	0%	0%	3%	6%
My lack of "fit" here	0%	7%	7%	10%	4%	13%	8%	5%	12%	0%	3%	0%	8%	6%	5%	6%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Teaching load	0%	9%	6%	2%	3%	3%	4%	8%	4%	0%	3%	4%	3%	5%	3%	9%
Tenure process clarity	0%	2%	1%	3%	9%	4%	5%	4%	4%	0%	2%	0%	15%	2%	6%	4%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	10%	16%	12%	21%	11%	7%	12%	11%	10%	16%	13%	4%	13%	11%	12%	13%
There are no negative aspects	2%	2%	4%	5%	4%	3%	4%	4%	2%	0%	3%	4%	0%	5%	2%	2%
Not included in base:																
Decline to Answer	5	2	2	2	6	1	14	97	1	1	4	1	2	1	9	62

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Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	509 100%	3228 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	161 100%	1119 100%
Cost of living	56%	11%	0%	15%	29%	6%	14%	7%	56%	4%	0%	4%	26%	15%	13%	6%
Unrelenting pressure to perform	23%	9%	8%	2%	23%	7%	12%	8%	31%	4%	2%	10%	15%	4%	8%	7%
Spousal/ partner hiring program (or lack thereof)	14%	17%	7%	19%	2%	5%	7%	6%	4%	12%	9%	12%	1%	5%	6%	6%
Tenure criteria clarity	9%	16%	11%	5%	13%	8%	11%	9%	5%	0%	8%	5%	11%	0%	6%	7%
Absence of others like me	7%	13%	1%	12%	4%	7%	6%	7%	0%	6%	15%	26%	4%	23%	13%	9%
Quality of facilities	6%	15%	10%	2%	0%	9%	6%	8%	0%	12%	1%	6%	0%	6%	3%	5%
Tenure requirements in general	6%	2%	1%	10%	23%	4%	10%	5%	19%	0%	0%	0%	17%	6%	7%	4%
Support of colleagues	6%	0%	8%	7%	7%	5%	6%	5%	0%	0%	6%	11%	6%	6%	6%	5%
Compensation	6%	5%	16%	5%	8%	12%	10%	16%	10%	11%	3%	9%	5%	21%	9%	15%
Too much service / too many assignments	6%	2%	10%	6%	6%	4%	6%	9%	7%	0%	12%	0%	6%	8%	7%	6%
Research requirements for tenure	6%	5%	4%	4%	10%	6%	7%	6%	5%	0%	5%	0%	6%	6%	5%	3%
My lack of "fit" here	6%	6%	7%	7%	5%	11%	7%	6%	0%	0%	2%	5%	6%	8%	5%	6%
Lack of diversity	4%	4%	9%	8%	4%	12%	7%	5%	0%	7%	22%	30%	0%	20%	14%	12%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Opportunities to collaborate with colleagues	4%	4%	1%	5%	4%	6%	4%	4%	0%	6%	15%	5%	6%	0%	7%	6%
Lack of support for research	3%	15%	7%	8%	4%	14%	8%	14%	0%	29%	10%	6%	13%	3%	11%	11%
Lack of assistance for grant proposals	3%	9%	4%	2%	3%	7%	4%	6%	15%	14%	5%	0%	6%	6%	6%	6%
Availability/ quality of childcare facilities	3%	5%	5%	10%	5%	8%	6%	4%	15%	7%	1%	6%	7%	3%	4%	4%
Lack of support for teaching	2%	0%	2%	2%	1%	6%	2%	2%	5%	0%	0%	0%	1%	0%	<1%	2%
Childcare policies/ practices (or lack thereof)	2%	9%	5%	5%	5%	6%	5%	3%	5%	11%	1%	5%	7%	3%	5%	4%
Commute	2%	4%	0%	4%	2%	2%	2%	2%	5%	0%	0%	0%	7%	0%	2%	2%
Teaching load	2%	2%	4%	2%	2%	5%	3%	8%	0%	18%	5%	6%	5%	0%	6%	7%
Tenure process clarity	2%	2%	1%	2%	10%	4%	5%	4%	0%	0%	3%	0%	13%	0%	5%	4%
Quality of graduate students	1%	11%	13%	8%	0%	17%	8%	8%	0%	24%	6%	6%	0%	5%	5%	9%
Geographic location	1%	2%	20%	14%	2%	8%	9%	11%	0%	10%	27%	37%	2%	8%	14%	14%
Lack of support for professional development	1%	2%	3%	2%	5%	3%	4%	4%	14%	0%	3%	0%	6%	2%	3%	4%
Quality of colleagues	0%	2%	4%	2%	1%	2%	2%	3%	0%	0%	5%	0%	0%	3%	2%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Quality of undergraduate students	0%	0%	19%	0%	0%	0%	4%	8%	0%	0%	5%	0%	0%	0%	1%	6%
Academic freedom	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Other	12%	15%	13%	18%	13%	9%	13%	13%	4%	18%	11%	6%	7%	8%	10%	9%
There are no negative aspects	2%	2%	4%	4%	2%	4%	3%	3%	0%	0%	4%	6%	6%	5%	4%	5%
Not included in base:																
Decline to Answer	4	3	6	3	6	1	19	107	2	-	1	-	2	1	4	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-1

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:		103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	663 100%	4298 100%
- NET: Satisfied (5,4)		85%	87%	73%	79%	69%	79%	75%	75%
Very satisfied (5)		48%	51%	42%	41%	33%	40%	39%	35%
Somewhat satisfied (4)		37%	36%	31%	38%	36%	39%	36%	40%
- Neither satisfied nor dissatisfied (3)		8%	3%	6%	6%	8%	9%	7%	8%
Somewhat dissatisfied (2)		6%	3%	12%	11%	16%	10%	12%	12%
Very dissatisfied (1)		1%	7%	9%	4%	7%	3%	6%	6%
- NET: Dissatisfied (2,1)		7%	10%	21%	15%	23%	13%	18%	17%
Mean		4.244	4.207	3.849	4.007	3.715	4.029	3.890	3.871
Not included in base:									
Decline to Answer		6	4	7	5	13	2	31	203
Not Applicable		-	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-2

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	422 100%	2569 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	240 100%	1728 100%
- NET: Satisfied (5,4)	87%	86%	74%	86%	73%	77%	77%	75%	82%	89%	71%	66%	60%	81%	71%	74%
Very satisfied (5)	54%	55%	41%	45%	32%	40%	39%	36%	39%	42%	42%	35%	35%	39%	38%	34%
Somewhat satisfied (4)	33%	30%	33%	41%	41%	37%	37%	40%	43%	47%	29%	31%	25%	42%	33%	41%
- Neither satisfied nor dissatisfied (3)	10%	5%	5%	7%	10%	9%	8%	9%	4%	0%	9%	3%	5%	9%	6%	7%
Somewhat dissatisfied (2)	3%	2%	14%	5%	13%	11%	11%	11%	10%	6%	10%	22%	21%	7%	14%	13%
Very dissatisfied (1)	0%	7%	8%	2%	4%	3%	5%	5%	4%	5%	11%	8%	14%	3%	9%	7%
- NET: Dissatisfied (2,1)	3%	10%	21%	7%	17%	14%	16%	16%	14%	11%	21%	30%	35%	10%	23%	19%
Mean	4.371	4.236	3.871	4.208	3.842	4.000	3.956	3.904	4.018	4.148	3.810	3.625	3.466	4.069	3.774	3.821
Not included in base:																
Decline to Answer	5	3	3	4	9	1	20	128	1	1	4	1	5	1	12	75
Not Applicable	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-3

VI. Global Satisfaction

Q45a. All things considered, how satisfied are you with your department as a place to work?

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83	-	-	-	-	-	504	3199	20	-	-	-	-	-	158	1099
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied (5,4)	87%	87%	76%	82%	68%	79%	75%	75%	78%	86%	65%	68%	70%	78%	72%	74%
Very satisfied (5)	49%	47%	45%	45%	33%	40%	40%	36%	45%	62%	33%	27%	32%	37%	36%	31%
Somewhat satisfied (4)	38%	40%	31%	37%	35%	38%	36%	39%	33%	24%	32%	41%	37%	40%	36%	44%
- Neither satisfied nor dissatisfied (3)	4%	4%	5%	5%	10%	8%	7%	7%	22%	0%	10%	10%	4%	14%	8%	9%
Somewhat dissatisfied (2)	7%	2%	12%	10%	14%	11%	11%	12%	0%	7%	12%	15%	22%	6%	14%	10%
Very dissatisfied (1)	2%	7%	7%	4%	8%	3%	6%	5%	0%	7%	13%	7%	4%	2%	7%	7%
- NET: Dissatisfied (2,1)	9%	9%	20%	13%	22%	14%	18%	17%	0%	14%	25%	21%	26%	9%	20%	17%
Mean	4.247	4.182	3.937	4.104	3.714	4.025	3.916	3.890	4.232	4.276	3.601	3.671	3.717	4.043	3.805	3.816
Not included in base:																
Decline to Answer	4	4	6	4	9	1	24	133	2	-	2	1	4	1	7	70
Not Applicable	-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-1

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	664 100%	4307 100%
- NET: Satisfied (5,4)	79%	81%	70%	73%	63%	78%	71%	67%
Very satisfied (5)	41%	28%	24%	40%	22%	29%	26%	22%
Somewhat satisfied (4)	38%	53%	47%	33%	41%	49%	44%	45%
- Neither satisfied (3) nor dissatisfied	9%	10%	12%	9%	14%	7%	11%	13%
Somewhat dissatisfied (2)	11%	6%	13%	17%	16%	13%	14%	15%
Very dissatisfied (1)	1%	3%	5%	2%	8%	2%	5%	5%
- NET: Dissatisfied (2,1)	12%	10%	18%	19%	23%	15%	18%	20%
Mean	4.080	3.957	3.717	3.922	3.536	3.909	3.737	3.635
Not included in base:								
Decline to Answer	7	4	7	4	12	2	30	197
Not Applicable	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-2

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2576 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	241 100%	1732 100%
- NET: Satisfied (5,4)	81%	79%	71%	74%	66%	83%	73%	67%	76%	85%	69%	70%	56%	72%	67%	68%
Very satisfied (5)	48%	32%	26%	40%	23%	30%	28%	22%	30%	21%	20%	39%	19%	28%	24%	21%
Somewhat satisfied (4)	34%	47%	45%	34%	43%	53%	45%	45%	45%	63%	49%	31%	37%	44%	43%	47%
- Neither satisfied nor dissatisfied (3)	7%	9%	11%	9%	12%	9%	11%	13%	12%	10%	13%	8%	17%	5%	12%	12%
Somewhat dissatisfied (2)	12%	10%	13%	14%	15%	7%	12%	15%	10%	0%	14%	23%	16%	20%	16%	16%
Very dissatisfied (1)	0%	2%	5%	3%	6%	1%	4%	5%	2%	5%	4%	0%	11%	3%	6%	5%
- NET: Dissatisfied (2,1)	12%	12%	18%	17%	21%	9%	17%	20%	12%	5%	18%	23%	27%	23%	21%	20%
Mean	4.173	3.960	3.740	3.952	3.619	4.027	3.796	3.636	3.918	3.950	3.678	3.863	3.373	3.745	3.635	3.634
Not included in base:																
Decline to Answer	7	3	3	4	9	1	19	124	1	1	4	1	4	1	11	73
Not Applicable	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-3

VI. Global Satisfaction

Q45b. All things considered, how satisfied are you with your institution as a place to work?

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	505 100%	3205 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	159 100%	1102 100%
- NET: Satisfied (5,4)	79%	82%	75%	79%	64%	79%	73%	67%	80%	76%	56%	52%	58%	75%	62%	67%
Very satisfied (5)	41%	24%	25%	40%	21%	29%	26%	22%	42%	38%	20%	38%	25%	28%	27%	21%
Somewhat satisfied (4)	38%	58%	50%	39%	43%	50%	47%	45%	38%	37%	36%	14%	33%	46%	35%	46%
- Neither satisfied nor dissatisfied (3)	9%	9%	9%	4%	13%	7%	9%	12%	7%	12%	21%	23%	17%	7%	16%	15%
Somewhat dissatisfied (2)	11%	4%	11%	14%	15%	12%	12%	16%	14%	12%	19%	25%	18%	16%	18%	14%
Very dissatisfied (1)	1%	5%	5%	2%	8%	2%	5%	5%	0%	0%	4%	0%	6%	2%	3%	5%
- NET: Dissatisfied (2,1)	12%	9%	16%	17%	23%	14%	17%	21%	14%	12%	22%	25%	24%	18%	21%	18%
Mean	4.081	3.936	3.793	4.005	3.538	3.933	3.767	3.633	4.077	4.017	3.502	3.650	3.528	3.825	3.643	3.642
Not included in base:																
Decline to Answer	5	4	6	4	9	1	23	128	2	-	2	-	4	1	6	68
Not Applicable	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-1

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	662 100%	4272 100%
Provost	35%	46%	4%	11%	3%	34%	15%	38%
President	13%	16%	17%	29%	18%	9%	17%	15%
Academic Dean	12%	7%	24%	32%	49%	19%	31%	11%
Chancellor	0%	0%	13%	0%	0%	0%	3%	3%
Vice President for Academic Affairs	0%	1%	15%	0%	<1%	3%	5%	4%
Other	0%	1%	3%	2%	3%	1%	2%	1%
I don't know	40%	28%	25%	25%	26%	34%	28%	27%
Not included in base:								
Decline to Answer	6	4	6	4	12	5	32	234

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-2

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	422 100%	2559 100%	37 100%	- 100%	- 100%	- 100%	- 100%	- 100%	241 100%	1713 100%
Provost	40%	37%	3%	11%	4%	36%	14%	38%	27%	64%	6%	12%	1%	30%	16%	37%
Academic Dean	11%	7%	25%	39%	46%	21%	32%	12%	12%	5%	22%	19%	55%	16%	29%	10%
President	10%	16%	16%	22%	19%	4%	16%	14%	18%	15%	18%	44%	16%	16%	19%	17%
Chancellor	0%	0%	15%	0%	0%	0%	4%	3%	0%	0%	10%	0%	0%	0%	3%	4%
Vice President for Academic Affairs	0%	2%	11%	0%	1%	4%	4%	4%	0%	0%	21%	0%	0%	3%	6%	4%
Other	0%	2%	3%	3%	4%	2%	3%	1%	0%	0%	1%	0%	1%	0%	1%	1%
I don't know	39%	35%	27%	26%	26%	33%	28%	27%	43%	15%	22%	25%	26%	36%	26%	26%
Not included in base:																
Decline to Answer	5	3	2	4	9	3	21	141	1	1	4	1	3	2	11	94

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-3

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	83 100%	- 100%	- 100%	- 100%	- 100%	- 100%	502 100%	3182 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	160 100%	1090 100%
Provost	34%	47%	4%	15%	3%	33%	15%	39%	40%	41%	6%	0%	2%	34%	13%	35%
President	13%	18%	16%	27%	20%	7%	17%	15%	12%	12%	19%	37%	12%	18%	17%	17%
Academic Dean	10%	7%	23%	26%	45%	19%	29%	10%	17%	7%	26%	52%	63%	19%	38%	14%
Chancellor	0%	0%	13%	0%	0%	0%	3%	4%	0%	0%	13%	0%	0%	0%	3%	3%
Vice President for Academic Affairs	0%	0%	15%	0%	0%	2%	4%	4%	0%	6%	15%	0%	2%	8%	7%	7%
Other	0%	0%	4%	2%	3%	0%	2%	1%	0%	6%	0%	0%	2%	6%	2%	2%
I don't know	42%	28%	27%	30%	28%	39%	30%	28%	31%	29%	21%	11%	19%	15%	19%	23%
Not included in base:																
Decline to Answer	4	4	6	4	10	3	27	153	2	-	1	-	2	2	5	81

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-1

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:		63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	438 100%	2753 100%
- NET: Agree	(5,4)	59%	18%	43%	55%	44%	45%	43%	43%
Strongly agree	(5)	25%	2%	14%	16%	15%	18%	15%	14%
Somewhat agree	(4)	34%	15%	29%	38%	29%	27%	28%	29%
- Neither agree nor disagree	(3)	13%	24%	19%	30%	28%	24%	25%	27%
Somewhat disagree	(2)	13%	40%	14%	6%	13%	23%	17%	15%
Strongly disagree	(1)	15%	19%	23%	9%	15%	8%	15%	15%
- NET: Disagree	(2,1)	28%	58%	37%	15%	28%	31%	32%	30%
Mean		3.411	2.430	2.968	3.470	3.171	3.243	3.103	3.114
Not included in base:									
Decline to Answer		9	6	11	4	15	5	40	274
Not Applicable/ Don't know		37	21	59	17	51	68	216	1479

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-2

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

	Males								Females							
	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN-FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	43 100%	- 100%	- 100%	- 100%	- 100%	- 100%	281 100%	1668 100%	19 100%	- 100%	- 100%	- 100%	- 100%	- 100%	157 100%	1085 100%
- NET: Agree (5,4)	58%	21%	46%	58%	43%	49%	45%	43%	63%	13%	38%	47%	47%	39%	40%	42%
Strongly agree (5)	27%	4%	16%	19%	16%	18%	16%	13%	20%	0%	11%	11%	14%	19%	13%	14%
Somewhat agree (4)	30%	17%	30%	40%	27%	31%	29%	29%	43%	13%	27%	36%	32%	21%	28%	28%
- Neither agree nor disagree (3)	10%	36%	21%	32%	33%	23%	29%	28%	19%	7%	17%	26%	18%	25%	19%	26%
Somewhat disagree (2)	15%	35%	15%	7%	11%	25%	16%	15%	8%	47%	12%	6%	17%	19%	18%	16%
Strongly disagree (1)	17%	8%	19%	3%	13%	3%	11%	14%	11%	33%	32%	21%	18%	16%	23%	16%
- NET: Disagree (2,1)	32%	43%	34%	9%	24%	28%	27%	29%	19%	80%	44%	27%	35%	35%	41%	32%
Mean	3.356	2.730	3.089	3.652	3.223	3.354	3.220	3.129	3.534	2.000	2.730	3.106	3.075	3.072	2.892	3.090
Not included in base:																
Decline to Answer	8	4	4	4	11	1	23	161	2	2	6	1	4	4	17	113
Not Applicable/ Don't know	20	18	36	11	35	39	138	870	17	3	23	6	16	29	78	609

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-3

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	330 100%	1993 100%	18 100%	- 100%	- 100%	- 100%	- 100%	- 100%	108 100%	760 100%
- NET: Agree (5,4)	63%	18%	44%	50%	41%	42%	41%	41%	50%	17%	40%	68%	54%	57%	49%	47%
Strongly agree (5)	24%	0%	15%	15%	15%	21%	15%	13%	28%	9%	11%	21%	17%	10%	14%	16%
Somewhat agree (4)	40%	18%	29%	36%	26%	21%	26%	28%	21%	9%	29%	47%	37%	47%	35%	31%
- Neither agree nor disagree (3)	13%	17%	17%	36%	31%	26%	26%	27%	11%	42%	26%	12%	18%	16%	21%	28%
Somewhat disagree (2)	13%	39%	16%	6%	13%	27%	18%	17%	11%	41%	9%	8%	14%	8%	14%	12%
Strongly disagree (1)	10%	26%	23%	8%	15%	5%	15%	15%	28%	0%	24%	12%	15%	19%	16%	14%
- NET: Disagree (2,1)	23%	65%	39%	13%	28%	32%	33%	32%	39%	41%	34%	21%	28%	27%	30%	26%
Mean	3.533	2.274	2.979	3.441	3.137	3.254	3.079	3.069	3.111	2.852	2.934	3.555	3.274	3.204	3.176	3.230
Not included in base:																
Decline to Answer	7	4	9	4	11	4	32	181	2	2	2	-	4	1	8	93
Not Applicable/ Don't know	35	17	41	14	43	52	167	1160	2	4	18	3	8	16	49	319

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-1

VI. Global Satisfaction

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

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	614 100%	3959 100%
For the rest of my career	25%	16%	12%	13%	23%	11%	16%	16%
For the foreseeable future	45%	43%	38%	49%	40%	53%	43%	45%
No more than 5 years after earning tenure	6%	19%	19%	13%	7%	12%	13%	15%
I haven't thought that far ahead	24%	22%	31%	25%	29%	24%	27%	25%
Not included in base:								
Decline to Answer	10	7	16	13	34	10	80	547

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-2

VI. Global Satisfaction

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

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	397 100%	2379 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	217 100%	1580 100%
For the rest of my career	29%	13%	10%	12%	23%	11%	15%	16%	18%	24%	15%	14%	24%	11%	17%	16%
For the foreseeable future	44%	44%	40%	51%	42%	53%	45%	45%	47%	41%	35%	44%	36%	53%	41%	44%
No more than 5 years after earning tenure	2%	20%	17%	9%	8%	12%	12%	14%	13%	18%	22%	23%	6%	14%	15%	16%
I haven't thought that far ahead	26%	24%	32%	28%	28%	25%	28%	25%	22%	17%	28%	20%	33%	23%	27%	23%
Not included in base:																
Decline to Answer	7	4	10	7	18	6	45	321	4	3	6	5	16	5	35	226

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-3

VI. Global Satisfaction

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

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	463 100%	2947 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	151 100%	1012 100%
For the rest of my career	27%	17%	13%	15%	24%	11%	17%	18%	19%	13%	9%	5%	22%	10%	14%	11%
For the foreseeable future	41%	45%	43%	46%	44%	54%	46%	48%	60%	37%	24%	58%	29%	49%	35%	36%
No more than 5 years after earning tenure	5%	21%	17%	14%	8%	12%	13%	15%	7%	14%	24%	10%	5%	15%	13%	15%
I haven't thought that far ahead	27%	16%	26%	25%	25%	23%	24%	20%	14%	35%	44%	27%	44%	27%	38%	38%
Not included in base:																
Decline to Answer	8	7	12	10	29	7	66	387	2	-	4	2	5	3	14	160

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-1

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

		STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:		101 100%	- 100%	- 100%	- 100%	- 100%	- 100%	644 100%	4166 100%
- NET: Agree	(5,4)	85%	85%	78%	82%	72%	85%	79%	78%
Strongly agree	(5)	58%	61%	56%	72%	47%	57%	55%	48%
Somewhat agree	(4)	26%	24%	22%	10%	26%	28%	24%	29%
- Neither agree nor disagree	(3)	8%	7%	6%	7%	9%	5%	7%	8%
Somewhat disagree	(2)	6%	5%	8%	9%	13%	8%	10%	9%
Strongly disagree	(1)	2%	4%	8%	2%	5%	2%	5%	5%
- NET: Disagree	(2,1)	8%	9%	16%	11%	18%	10%	14%	14%
Mean		4.338	4.334	4.097	4.411	3.951	4.306	4.142	4.067
Not included in base:									
Decline to Answer		6	4	9	5	12	4	34	241
Not Applicable/ Don't know		2	3	3	3	5	2	15	99

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-2

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	414 100%	2509 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	230 100%	1657 100%
- NET: Agree (5,4)	85%	83%	78%	82%	72%	85%	78%	77%	84%	89%	78%	83%	73%	86%	80%	78%
Strongly agree (5)	63%	58%	58%	69%	45%	61%	55%	48%	50%	67%	52%	78%	50%	51%	55%	48%
Somewhat agree (4)	22%	25%	20%	13%	27%	23%	23%	29%	34%	22%	26%	5%	23%	35%	25%	30%
- Neither agree nor disagree (3)	10%	7%	4%	7%	10%	4%	7%	9%	4%	5%	10%	8%	7%	6%	8%	7%
Somewhat disagree (2)	5%	7%	9%	9%	12%	8%	10%	8%	8%	0%	7%	9%	14%	8%	9%	9%
Strongly disagree (1)	0%	3%	10%	3%	5%	3%	5%	5%	4%	6%	5%	0%	6%	0%	4%	5%
- NET: Disagree (2,1)	5%	10%	19%	11%	18%	11%	15%	14%	12%	6%	12%	9%	20%	8%	13%	14%
Mean	4.427	4.275	4.072	4.360	3.941	4.320	4.123	4.064	4.179	4.454	4.139	4.521	3.970	4.286	4.178	4.071
Not included in base:																
Decline to Answer	5	3	5	4	9	1	21	145	1	1	4	2	4	3	14	96
Not Applicable/ Don't know	1	2	2	1	2	-	7	46	1	1	1	2	3	2	8	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-3

VI. Global Satisfaction

Q48. If I had to do it over again, I would accept my current position.

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	81 100%	- 100%	- 100%	- 100%	- 100%	- 100%	488 100%	3116 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	156 100%	1050 100%
- NET: Agree (5,4)	87%	86%	79%	87%	72%	85%	79%	79%	77%	80%	76%	67%	75%	85%	77%	74%
Strongly agree (5)	60%	59%	58%	75%	47%	59%	56%	51%	51%	68%	49%	61%	47%	51%	52%	41%
Somewhat agree (4)	26%	28%	21%	12%	25%	26%	23%	28%	26%	13%	27%	6%	28%	35%	25%	33%
- Neither agree nor disagree (3)	6%	5%	5%	4%	9%	5%	7%	7%	17%	13%	8%	16%	8%	6%	9%	12%
Somewhat disagree (2)	6%	7%	8%	6%	13%	8%	10%	9%	7%	0%	8%	17%	12%	9%	10%	8%
Strongly disagree (1)	2%	2%	8%	2%	6%	2%	5%	5%	0%	7%	8%	0%	5%	0%	5%	6%
- NET: Disagree (2,1)	8%	9%	16%	9%	19%	10%	14%	14%	7%	7%	17%	17%	17%	9%	14%	14%
Mean	4.371	4.332	4.133	4.503	3.938	4.317	4.157	4.108	4.206	4.338	3.996	4.115	3.992	4.268	4.096	3.944
Not included in base:																
Decline to Answer	4	4	7	5	9	3	27	149	2	-	2	-	4	1	7	92
Not Applicable/ Don't know	2	2	2	2	5	2	13	70	-	1	1	1	-	-	2	29

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-1

VI. Global Satisfaction

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

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	100 100%	- 100%	- 100%	- 100%	- 100%	- 100%	649 100%	4171 100%
Strongly recommend your department as a place to work	61%	61%	55%	52%	32%	53%	47%	46%
Recommend your department with reservations	35%	37%	37%	42%	56%	40%	45%	47%
Not recommend your department as a place to work	4%	2%	8%	6%	12%	7%	8%	7%
Not included in base:								
Decline to Answer	9	7	9	6	17	6	45	335

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-2

VI. Global Satisfaction

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

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	417 100%	2503 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	1668 100%
Strongly recommend your department as a place to work	68%	59%	54%	59%	32%	53%	47%	47%	47%	65%	56%	39%	32%	53%	47%	46%
Recommend your department with reservations	30%	38%	36%	36%	58%	39%	45%	46%	44%	35%	40%	53%	53%	43%	46%	47%
Not recommend your department as a place to work	2%	3%	10%	5%	10%	8%	8%	7%	8%	0%	4%	8%	15%	4%	8%	7%
Not included in base:																
Decline to Answer	5	4	5	5	10	1	25	197	4	3	4	1	7	5	20	138

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-3

VI. Global Satisfaction

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

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	80 100%	- 100%	- 100%	- 100%	- 100%	- 100%	493 100%	3114 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	156 100%	1056 100%
Strongly recommend your department as a place to work	58%	61%	59%	56%	29%	51%	47%	47%	72%	60%	44%	39%	41%	58%	47%	45%
Recommend your department with reservations	39%	39%	32%	38%	58%	41%	45%	46%	21%	33%	52%	54%	50%	38%	47%	48%
Not recommend your department as a place to work	3%	0%	9%	6%	12%	7%	9%	7%	7%	7%	4%	7%	9%	4%	6%	7%
Not included in base:																
Decline to Answer	7	6	8	6	12	5	36	220	2	1	1	1	6	1	9	115

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-1

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	656 100%	4253 100%
- NET: Great/Good (5,4)	76%	85%	76%	70%	55%	76%	69%	68%
Great (5)	42%	33%	25%	32%	14%	28%	23%	19%
Good (4)	33%	52%	50%	38%	40%	48%	45%	48%
- So so (3)	18%	10%	17%	25%	29%	23%	23%	24%
Bad (2)	3%	3%	7%	3%	13%	1%	7%	6%
Awful (1)	3%	2%	1%	2%	3%	0%	2%	2%
- NET: Bad/Awful (2,1)	7%	5%	8%	5%	16%	1%	9%	8%
Mean	4.075	4.109	3.918	3.962	3.496	4.021	3.812	3.765
Not included in base:								
Decline to Answer	7	7	11	4	12	4	38	253

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-2

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	Males								Females							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	66 100%	- 100%	- 100%	- 100%	- 100%	- 100%	423 100%	2548 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	234 100%	1705 100%
- NET: Great/Good (5,4)	77%	81%	78%	72%	58%	79%	70%	69%	74%	94%	71%	67%	48%	72%	65%	65%
Great (5)	50%	37%	29%	32%	15%	32%	26%	21%	27%	23%	19%	32%	13%	22%	19%	17%
Good (4)	26%	44%	49%	40%	43%	47%	45%	48%	46%	71%	52%	34%	35%	50%	46%	49%
- So so (3)	19%	14%	11%	21%	30%	20%	21%	23%	16%	0%	26%	33%	27%	26%	25%	26%
Bad (2)	2%	5%	10%	4%	10%	1%	7%	6%	6%	0%	1%	0%	20%	2%	8%	6%
Awful (1)	3%	0%	1%	3%	2%	0%	1%	2%	4%	6%	1%	0%	4%	0%	2%	2%
- NET: Bad/Awful (2,1)	5%	5%	11%	7%	12%	1%	8%	8%	10%	6%	3%	0%	25%	2%	10%	9%
Mean	4.190	4.132	3.954	3.946	3.583	4.090	3.861	3.801	3.866	4.059	3.855	3.991	3.321	3.923	3.724	3.711
Not included in base:																
Decline to Answer	5	4	5	4	6	1	19	152	2	3	6	1	5	3	18	101

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-3

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

	White Faculty								Faculty of Color							
	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	STAN- FORD	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
Valid responders:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	500 100%	3174 100%	20 100%	- 100%	- 100%	- 100%	- 100%	- 100%	156 100%	1079 100%
- NET: Great/Good (5,4)	75%	84%	75%	79%	54%	77%	69%	68%	77%	88%	76%	41%	57%	72%	67%	67%
Great (5)	43%	30%	25%	34%	14%	29%	23%	19%	40%	41%	26%	27%	16%	21%	23%	19%
Good (4)	33%	54%	50%	45%	40%	48%	46%	49%	37%	47%	50%	14%	41%	51%	43%	48%
- So so (3)	21%	9%	16%	16%	30%	21%	22%	24%	7%	12%	19%	54%	25%	28%	26%	25%
Bad (2)	2%	5%	7%	2%	13%	2%	7%	6%	7%	0%	6%	5%	16%	0%	7%	5%
Awful (1)	2%	2%	2%	2%	3%	0%	2%	2%	10%	0%	0%	0%	1%	0%	<1%	3%
- NET: Bad/Awful (2,1)	4%	7%	9%	5%	16%	2%	9%	8%	17%	0%	6%	5%	17%	0%	8%	8%
Mean	4.117	4.047	3.903	4.060	3.480	4.047	3.811	3.770	3.899	4.288	3.962	3.639	3.549	3.933	3.816	3.749
Not included in base:																
Decline to Answer	5	6	7	4	8	3	28	161	2	1	4	-	4	1	9	93

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Appendix B: Open-ended Responses

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.

Q27b. 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.*

"Impact."
Standing in the field as determined by outside letters.
Letters from experts in my field, from outside the Department, and other unknown factors.
Research.
Of the two people who have received tenure in the last thirty years in my Department, one threatened a lawsuit, the other had numerous co-authored publications in a narrow sub-field. It's hard to generalize from such a small N.
Politics.
Reputation as a scholar who is believed to be a leader in one's field.
An external popularity contest -- recognition in outside letters. NOT: teaching, service, the quality of scholarship as evaluated by one's Departmental colleagues.
Research record.
Research excellence.
Research record and outside letters.
Academic performance; citizenship.
Research, publications, national profile.
Research publications.
No idea. I can't detect any consistent patterns.
In theory they should be primarily based on research, but in some cases personal relationships, politics, or personality, have played an important role in the decisions.
1. Performance/impact as a scholar; 2. Demographics (affirmative action); teaching, citizenship essentially irrelevant.
Research impact.
Publications, but some tenure decisions have historically been very unclear, idiosyncratic and illogical. Reappointment at this institution has recently been changed to a more tenure type review. This new criteria is completely unclear.
These questions are very difficult to answer -- so much so that they are essentially meaningless. In every situation like this, there is the announced, official set of criteria, which is of course "very clear," and then there is the practice, which is of course, "very murky." I have received numerous different interpretations and iterations of the standard, some of which are in conflict.
Research.
Purportedly it's based on significant and original scholarship. I was told to have two single author books (at top University presses), edited volumes don't count as books, co-authored works don't count for much (especially if you're the Junior person), and teaching is more important than at other "ivies" but not nearly as important as research (whatever that means). However, the tenure denial of a colleague recently (as well as other Departmental politics) has made it clear that if there is not a strong advocate among the Senior faculty who is willing not only to promote one but to combat any criticism then tenure is unlikely.

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

Subjects responding "For no more than 5 years after earning tenure" to this question were asked to specify their reasons:

Partner.
I do not like it there, with or without tenure.
Living costs too high; salary too low.
Well, I don't know for sure but I feel like its possible that I would move to a Department where I feel a better 'fit.'
The cost of living and lack of fit with Department make me think there may be someplace I'd be more comfortable in general.
Spousal hire unlikely.

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Appendix C: Survey Instrument

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

I. Demographic Background

These first items gather basic demographic information about you.

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

Yes

No

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

3. What is the highest degree you have earned?

Doctorate (including J.D.)

Master's

Bachelor's

Decline to answer

4. In what year did you earn your highest degree?

5. Did you hold a postdoctoral appointment?

Yes

No

Decline to answer

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

- Yes
- No
- Decline to answer

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

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

6c. Did you leave that prior appointment voluntarily?

- Yes
- No
- Decline to answer

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

- Yes
- No
- Decline to answer

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

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

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

8. What is your rank?

- Professor
- Associate Professor
- Assistant Professor
- Instructor/Lecturer
- Decline to answer

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

- Yes
- No
- Decline to answer

10. Name the department or departments in which you hold formal responsibilities.

- Decline to answer

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

- American Indian/Native Alaskan
- Asian/Pacific Islander
- White, Non-Hispanic
- Black, Non-Hispanic
- Hispanic
- Other (Please specify):
- Decline to answer

12. What is your citizenship status?

- U.S. citizen
- Non-U.S. citizen
- Decline to answer

13. What is your gender?

- Male
- Female
- Decline to answer

14. In what year were you born?

15. What is your annual salary?

- Less than \$30,000
- \$30,000 to \$44,999
- \$45,000 to \$59,999
- \$60,000 to \$74,999
- \$75,000 to \$89,999
- \$90,000 or above
- Decline to answer

16a. How many children under the age of 18 live with you at home?

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

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

- I do not have a spouse/partner.
- My spouse/partner is not employed.
- My spouse/partner is employed full-time at this institution.
- My spouse/partner is employed full-time elsewhere.
- My spouse/partner is employed part-time at this institution.
- My spouse/partner is employed part-time elsewhere.
- Decline to answer

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

- Yes
- No
- Not applicable
- Decline to answer

II. Tenure

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

	Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear	Decline to answer
19. I find the tenure <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. I feel that <i>my own prospects</i> for earning tenure are...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Is what's expected in order to earn tenure clear to you regarding your performance as:

	Not applicable	Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear	Decline to answer
a. a scholar (e.g., research and creative work)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. a teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. an advisor to students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. a colleague in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. a campus citizen (e.g., service, committees)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. a member of the broader community (e.g. service, outreach)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

	Not applicable	Very reasonable	Somewhat reasonable	Neither reasonable nor unreasonable	Somewhat unreasonable	Very unreasonable	Decline to answer
a. a scholar (e.g., research and creative work)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. a teacher	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. an advisor to students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. a colleague in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. a campus citizen (e.g., service, committees)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. a member of the broader community (e.g. service, outreach)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

27a. From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships or demographics.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Decline to answer

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 with the following:

	Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	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"/>
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 which 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"/>
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"/>
30a. What's expected of you as a researcher	<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	<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 satisfaction with the following:

	Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	Decline to answer
30c. The amount of research funding you are expected to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30d. The influence you have over the focus of your research	<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?

	Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	Decline to answer
a. Clerical/ administrative services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Research services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teaching services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IV. Policies and Practices

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

	Very important	Somewhat important	Neither important nor unimportant	Somewhat unimportant	Very unimportant	Decline to answer
Formal mentoring program for junior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Periodic, formal performance reviews for junior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written summary of periodic performance reviews for junior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance in obtaining externally funded grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance for improving teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel funds to present papers or conduct research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid or unpaid research leave during the probationary period	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid or unpaid personal leave during the probationary period	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An upper limit on committee assignments for tenure-track faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An upper limit on teaching obligations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer reviews of teaching and research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial assistance with housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stop-the-clock for parental or other family reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spousal/partner hiring program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. How effective for you have been the following at your institution? For each item, please mark the appropriate column.

	Not applicable	Very effective	Somewhat effective	Neither effective nor ineffective	Somewhat ineffective	Very ineffective	Decline to answer
Formal mentoring program for junior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Informal mentoring	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Periodic, formal performance reviews for junior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Written summary of periodic performance reviews for junior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance in obtaining externally funded grants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professional assistance for improving teaching	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Travel funds to present papers or conduct research.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid or unpaid research leave during the probationary period	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid or unpaid personal leave during the probationary period	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An upper limit on committee assignments for tenure-track faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
An upper limit on teaching obligations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Peer reviews of teaching and research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. (continued) How effective for you have been the following at your institution? For each item, please mark the appropriate column.

	Not applicable	Very effective	Somewhat effective	Neither effective nor ineffective	Somewhat ineffective	Very ineffective	Decline to answer
Childcare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial assistance with housing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stop-the-clock for parental or other family reasons	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spousal/partner hiring program	<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 with the following statements:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	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"/>

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

Not applicable/ I don't know	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	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 are you with the balance between professional time and personal or family time?

Not applicable/ I don't know	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	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 with the following:

	Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	Decline to answer
38a. Your immediate supervisor is evaluating your work fairly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38b. The interest senior faculty take in your professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38c. Your opportunities to collaborate with senior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39a. The amount of professional interaction you have with senior colleagues in your department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39b. The amount of personal interaction you have with senior colleagues in your department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of satisfaction with the following:

	Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	Decline to answer
39c. The amount of professional interaction you have with junior colleagues in your department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39d. The amount of personal interaction you have with junior colleagues in your department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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 senior colleagues in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate your level of agreement with the following statements:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
42a. There is a feeling of unity and cohesion among the faculty in my department.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42b. There is a feeling of unity and cohesion among the faculty in my School.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. On the whole, my department treats junior faculty fairly compared to one another.	<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, as opposed to a comparable institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Presence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My sense of "fit" here |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Protection from service/assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research requirements for tenure |
| <input type="checkbox"/> Support for research (e.g. research leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices | <input type="checkbox"/> Manageable or no pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Spousal/partner hiring program | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> There are no positive aspects. |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Decline to answer |
| <input type="checkbox"/> Diversity | |

44b. Please check the two (and only two) worst aspects about working at your institution, as opposed to a comparable institution.

- | | |
|---|--|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Absence of others like me |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My lack of "fit" here |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Too much service / too many assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research requirements for tenure |
| <input type="checkbox"/> Lack of support for research | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Lack of support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Lack of support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Lack of assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices (or lack thereof) | <input type="checkbox"/> Unrelenting pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Spousal/partner hiring program (or lack thereof) | <input type="checkbox"/> Other (Please specify): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> There are no negative aspects. |
| <input type="checkbox"/> Geographic location | <input type="checkbox"/> Decline to answer |
| <input type="checkbox"/> Lack of diversity | |

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

Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	Decline to answer
○	○	○	○	○	○	○

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

Not applicable	Very satisfied	Somewhat satisfied	Neither satisfied nor unsatisfied	Somewhat unsatisfied	Very unsatisfied	Decline to answer
○	○	○	○	○	○	○

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

- President
- Vice President for Academic Affairs
- Academic Dean
- Provost
- Other (Please specify):
- I don't know.
- Decline to answer

Please indicate your level of agreement with the following statement:

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

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

- For the rest of my career
- For the foreseeable future
- For no more than 5 years after earning tenure (Why?)
- I haven't thought that far ahead.
- Not applicable
- Decline to answer

Please indicate your level of agreement with the following statement:

48. If I had to do it over again, I would accept my current position.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

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

50. How do you rate your institution as a place for junior faculty to work?

- Great
- Good
- So-so
- Bad
- Awful
- Decline to answer

Thank you for taking the time to complete this survey. Your input is invaluable to our national understanding of faculty worklife as well as to your institution.