

COACHE

The Collaborative on Academic Careers in Higher Education

COACHE OVERVIEW

Introduction

The principal purposes of the Collaborative on Academic Careers in Higher Education (COACHE) survey are two-fold: (1) to enlighten academic leaders about the experiences and concerns of full-time, tenure-track 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, pre-tenure, tenure-track faculty, especially with regard to the promotion and tenure process, work-family balance, and organizational climate and culture.

This COACHE Tenure-Track Job Satisfaction Survey provides academic leaders with a powerful lever to enhance the quality of work life for 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.

Survey Method

Design

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 COACHE instrument was developed and validated in stages over a period of several years.

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

Drawing from the focus groups, prior surveys on job satisfaction among academics and other professionals, and consultation with Harvard University and advisory board experts on survey development, COACHE researchers developed a web-based survey prototype that was then tested in a pilot study of 1,188 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. The current version of the survey was revised further, taking into account feedback provided by respondents in survey administrations since the pilot study.

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 2006 (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 “Survey Results” for response rates at your institution by gender and by race.

Procedure for subject recruitment and participation

Subjects first received a letter about the survey from a senior administrator (e.g., president, provost, or dean) at their institution. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Participants accessed a secure server through their own unique link provided by COACHE and responded to a series of 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 provide at least one meaningful response for Questions 19 through 51. The responses of faculty who either terminated the survey before Question 19 or chose only *NA* or *Decline to Respond* for all 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., White males, Asian females, etc.). Applying these weights to the data thus allowed the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution’s actual population of junior faculty. (See “Survey Results” below for your institution’s weight scale.)

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 this report 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 discuss what they have done to achieve success.
- Share this report with the Chief Diversity/Affirmative Action Officer and other administrators to discuss major findings, implications, and action steps.

- Share this report with junior faculty. Invite them to meet as a group, with no others present, to discuss major findings and to recommend changes in policy and practice. Junior faculty might also meet by academic area, by race/ethnicity (or as faculty of color), and by gender.
- Share this report with relevant committees on campus (Committee on the Status of Minorities, or women) to discuss findings and implications.
- Discuss highlights from this report and policy or strategy implications with your institution's governing board.
- Organize a meeting and debriefing, or at least a conference call, among the academic leaders of 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.

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Survey Results

RESPONSE RATE and WEIGHT SCALE

Overall response rates (All Universities)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	10,469	6,193	4,261	7,561	2,787	121
N of Responders	6,159	3,434	2,725	4,594	1,556	9
Response Rate	59%	55%	64%	61%	56%	

Response rates of your peers (All Peers)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	575	315	260	472	103	-
N of Responders	345	181	164	285	60	-
Response Rate	60%	57%	63%	60%	58%	

Response rates of your faculty population

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	204	88	116	137	67	-
N of Responders	114	47	67	75	39	-
Response Rate	56%	53%	58%	55%	58%	

Weight scale applied to survey respondents, by gender and race

	Asian/Pacific Islander	Black, Non-Hispanic	Hispanic/Latino	Multi-Racial	Other	White, Non-Hispanic
Male	1.0519	1.2041	0.7755	0.5700	N/A	1.0861
Female	0.9399	1.0759	0.6930	N/A	3.8760	0.9706

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:

- Appalachian State University
- Fayetteville State University
- UNC Pembroke
- UNC Wilmington
- Western Carolina University

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Survey Results

Theme I: Tenure

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

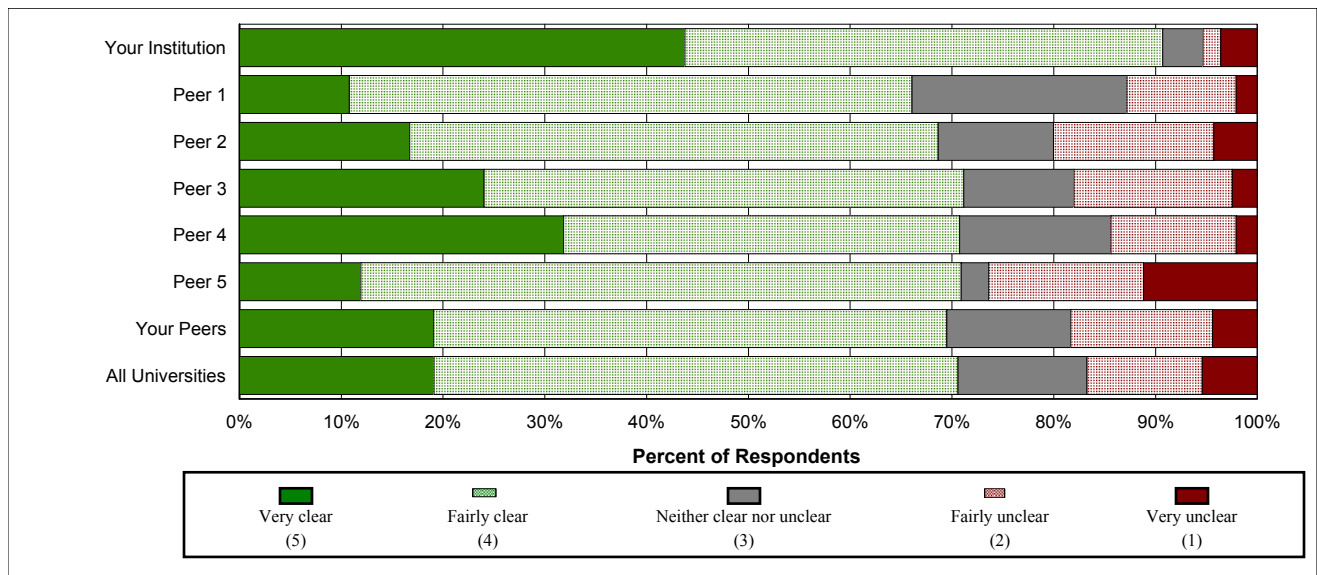
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on clarity of the tenure process.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on clarity of the tenure process.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.255	0.8989	0.0842	4.089 to 4.422
Faculty at Peer 1	3.620	0.9185	0.1401	3.337 to 3.902
... Peer 2	3.611	1.0598	0.1249	3.362 to 3.860
... Peer 3	3.747	1.0461	0.1016	3.546 to 3.949
... Peer 4	3.861	1.0605	0.1531	3.553 to 4.169
... Peer 5	3.453	1.2034	0.1438	3.166 to 3.740
Your Peers (n=5)	3.658	0.1379	0.0617	N/A
All Universities (n=54)	3.675	0.2341	0.0319	N/A



Question 19. I find the tenure process in my department to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on clarity of the tenure process.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on clarity of the tenure process.

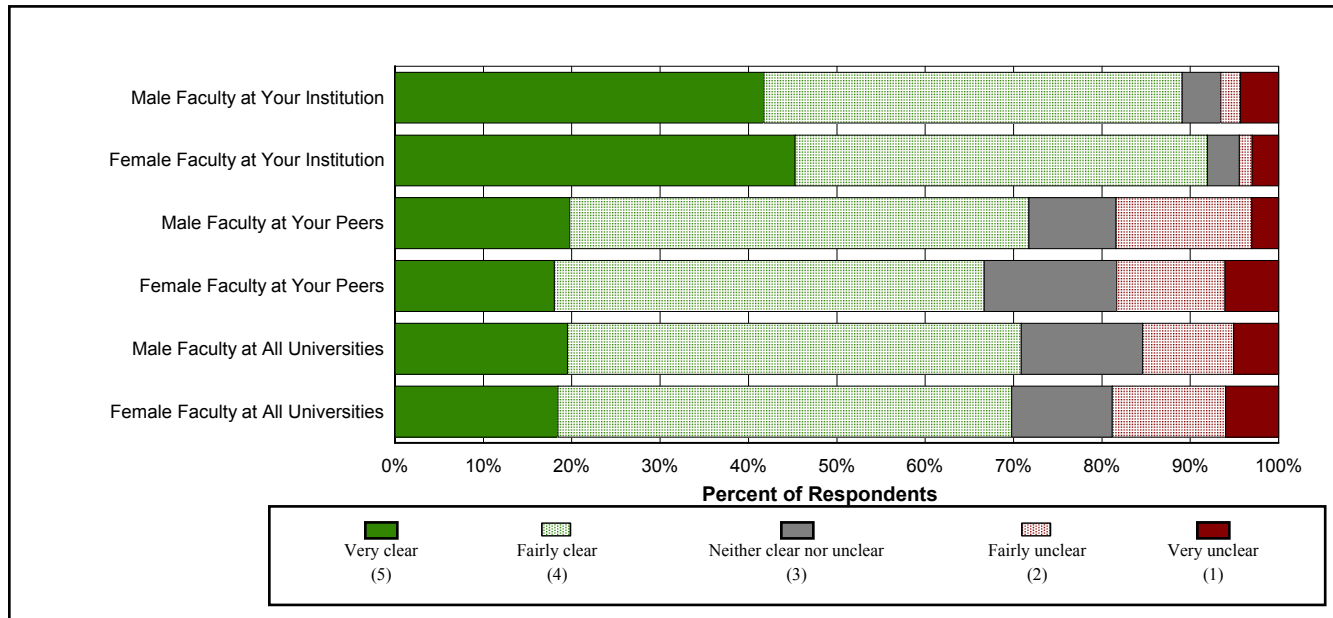
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 98th percentile on clarity of the tenure process.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on clarity of the tenure process.

Across all universities:

- Across all universities, male junior faculty found the tenure process 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	4.199	0.9439	0.1377	3.922 to 4.476	4.298	0.8641	0.1056	4.087 to 4.509
Faculty at Peer 1	3.727	0.6863	0.1463	3.423 to 4.031	3.492	1.0963	0.2392	2.993 to 3.991
... Peer 2	3.574	1.1790	0.1864	3.196 to 3.951	3.656	0.8877	0.1569	3.336 to 3.976
... Peer 3	3.704	1.0056	0.1437	3.415 to 3.993	3.796	1.0781	0.1428	3.510 to 4.082
... Peer 4	4.004	0.9636	0.1821	3.631 to 4.378	3.673	1.1522	0.2576	3.134 to 4.212
... Peer 5	3.494	1.1955	0.1914	3.106 to 3.882	3.400	1.2121	0.2177	2.955 to 3.844
Your Peers (n =5)	3.701	0.1743	0.0779	N/A	3.603	0.1405	0.0628	N/A
All Universities (n=54)	3.699	0.2656	0.0361	N/A	3.634	0.2706	0.0368	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of the tenure process.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on clarity of the tenure process.

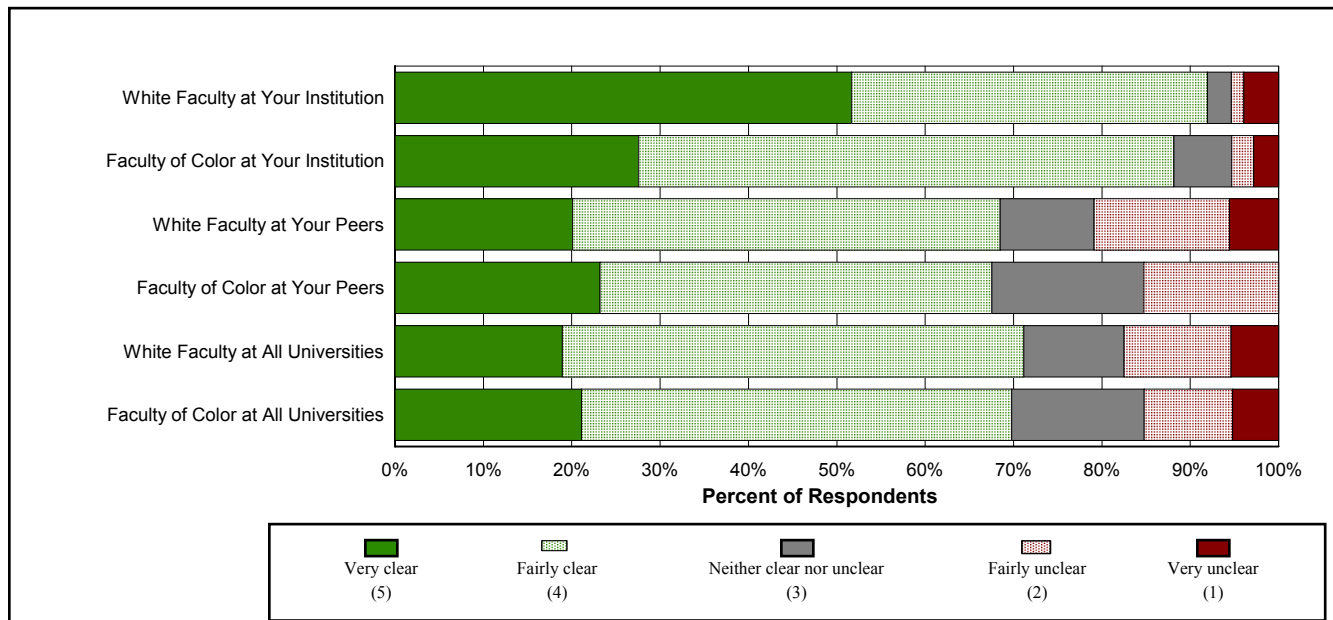
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on clarity of the tenure process.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th 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	4.343	0.9164	0.1058	4.132 to 4.554	4.076	0.8411	0.1347	3.803 to 4.349
Faculty at Peer 1	3.655	0.9362	0.1539	3.343 to 3.967	3.417	0.7454	0.3043	2.634 to 4.199
... Peer 2	3.572	1.0616	0.1287	3.315 to 3.829	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	3.858	1.0478	0.1081	3.644 to 4.073	2.969	0.7993	0.2307	2.461 to 3.477
... Peer 4	3.579	1.2883	0.2630	3.035 to 4.123	4.134	0.6654	0.1358	3.853 to 4.415
... Peer 5	3.439	1.2568	0.1665	3.105 to 3.772	3.507	0.9295	0.2578	2.945 to 4.068
Your Peers (n=5)	3.621	0.1376	0.0615	N/A	3.755	0.6209	0.2777	N/A
All Universities (n=54)	3.672	0.2501	0.0340	N/A	3.705	0.3357	0.0457	N/A



Question 20. I find the tenure criteria (what things are evaluated) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

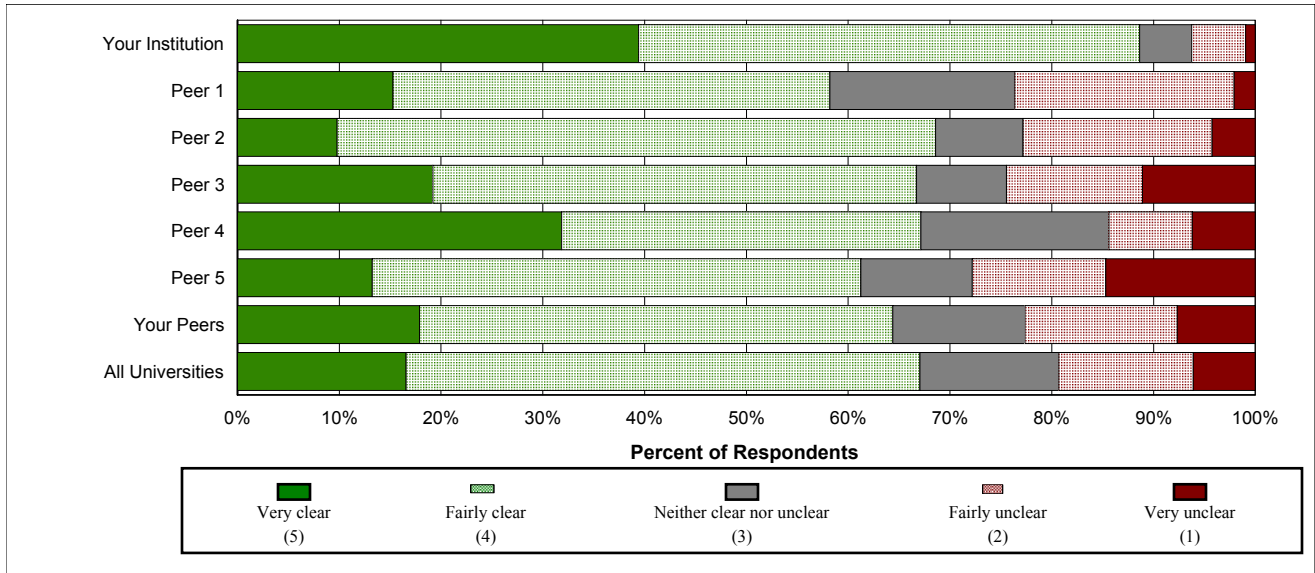
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on clarity of the criteria for tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on clarity of the criteria for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.208	0.8571	0.0803	4.049 to 4.367
Faculty at Peer 1	3.478	1.0616	0.1619	3.151 to 3.804
... Peer 2	3.513	1.0270	0.1210	3.272 to 3.754
... Peer 3	3.504	1.2607	0.1224	3.261 to 3.746
... Peer 4	3.784	1.1637	0.1680	3.446 to 4.122
... Peer 5	3.320	1.2618	0.1508	3.019 to 3.621
Your Peers (n=5)	3.520	0.1496	0.0669	N/A
All Universities (n=54)	3.582	0.2054	0.0280	N/A



Question 20. I find the tenure criteria (what things are evaluated) 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:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on clarity of the criteria for tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on clarity of the criteria for tenure.

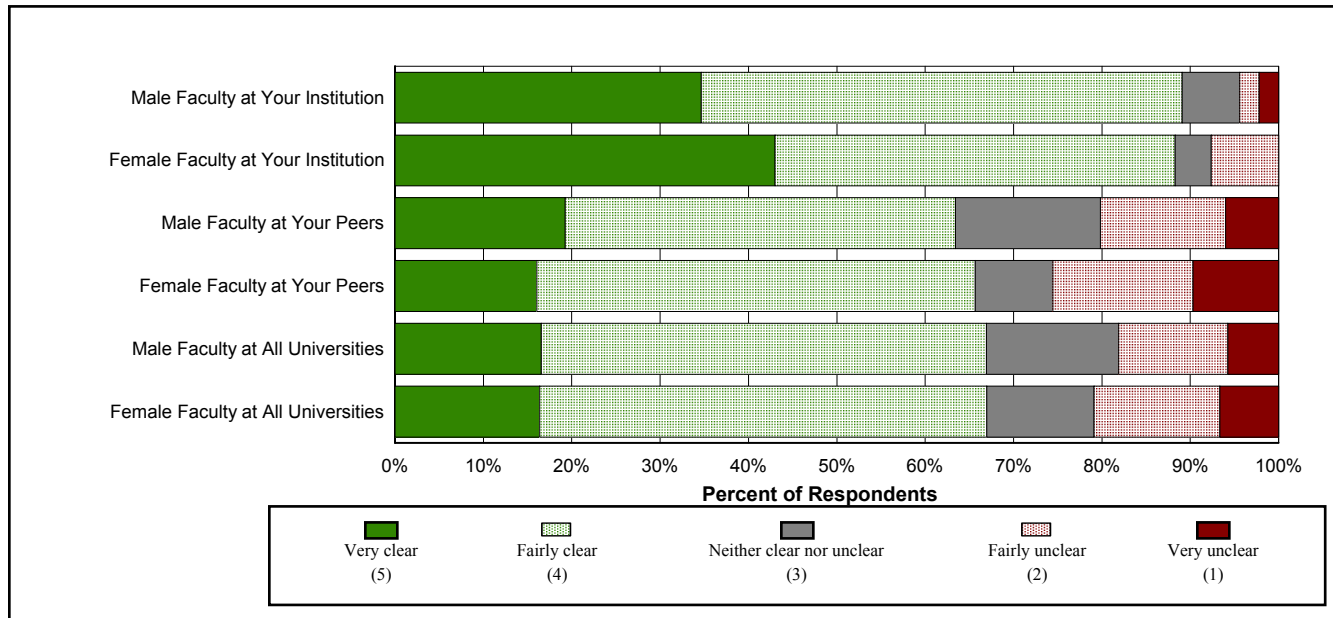
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on clarity of the criteria for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th 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	4.171	0.8074	0.1178	3.934 to 4.408	4.237	0.8900	0.1087	4.020 to 4.454
Faculty at Peer 1	3.727	0.9136	0.1948	3.322 to 4.132	3.181	1.1086	0.2419	2.677 to 3.686
... Peer 2	3.473	1.0488	0.1658	3.138 to 3.808	3.563	0.9980	0.1764	3.203 to 3.922
... Peer 3	3.487	1.1973	0.1710	3.143 to 3.831	3.522	1.3122	0.1738	3.174 to 3.871
... Peer 4	3.879	1.0926	0.2065	3.456 to 4.303	3.659	1.2410	0.2775	3.078 to 4.240
... Peer 5	3.260	1.2345	0.1977	2.859 to 3.660	3.398	1.2895	0.2316	2.925 to 3.871
Your Peers (n =5)	3.565	0.2159	0.0965	N/A	3.465	0.1645	0.0736	N/A
All Universities (n=54)	3.596	0.2305	0.0314	N/A	3.558	0.2527	0.0344	N/A



Question 20. I find the tenure criteria (what things are evaluated) 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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of the criteria for tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on clarity of the criteria for tenure.

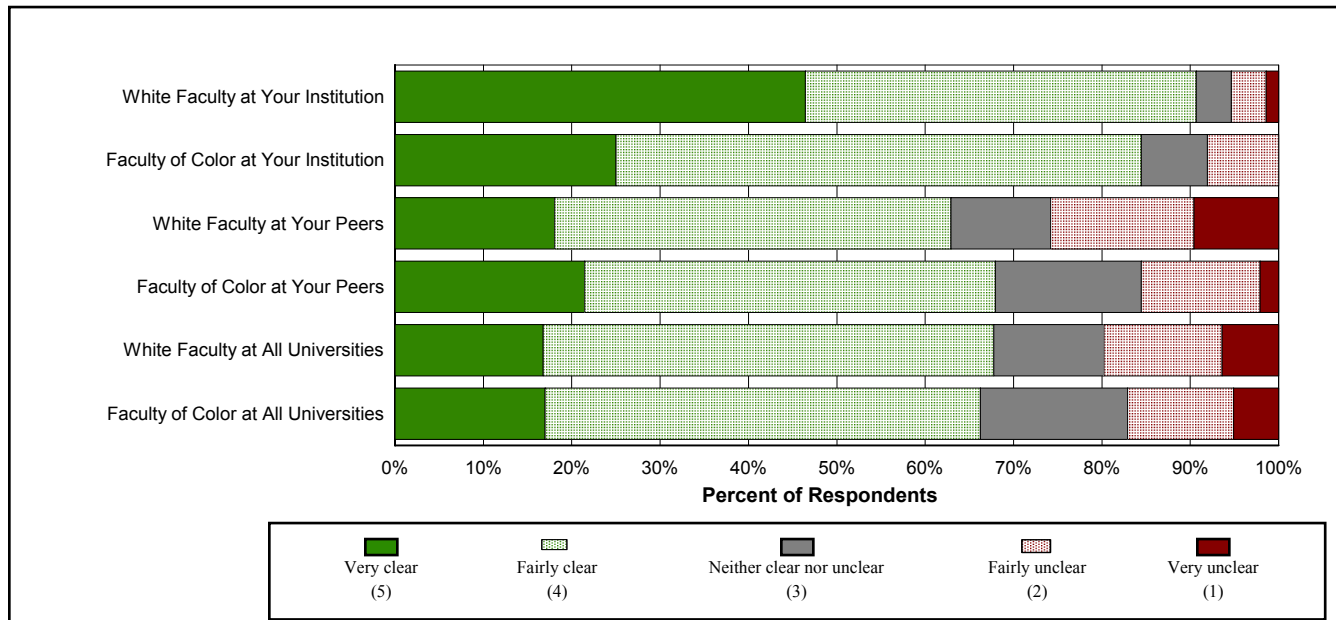
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on clarity of the criteria for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 93rd 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	4.303	0.8322	0.0961	4.112 to 4.495	4.014	0.8619	0.1380	3.734 to 4.293
Faculty at Peer 1	3.410	1.0743	0.1766	3.052 to 3.769	3.865	0.9428	0.3849	2.875 to 4.854
... Peer 2	3.484	1.0360	0.1256	3.233 to 3.735	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.593	1.2826	0.1323	3.330 to 3.855	2.880	0.8620	0.2488	2.333 to 3.428
... Peer 4	3.496	1.4142	0.2887	2.899 to 4.094	4.062	0.7638	0.1559	3.739 to 4.384
... Peer 5	3.298	1.2837	0.1700	2.957 to 3.638	3.407	1.1513	0.3193	2.711 to 4.103
Your Peers (n=5)	3.456	0.0983	0.0439	N/A	3.718	0.5235	0.2341	N/A
All Universities (n=54)	3.584	0.2126	0.0289	N/A	3.610	0.3084	0.0420	N/A



Question 21. I find the tenure standards (the performance threshold) to be...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

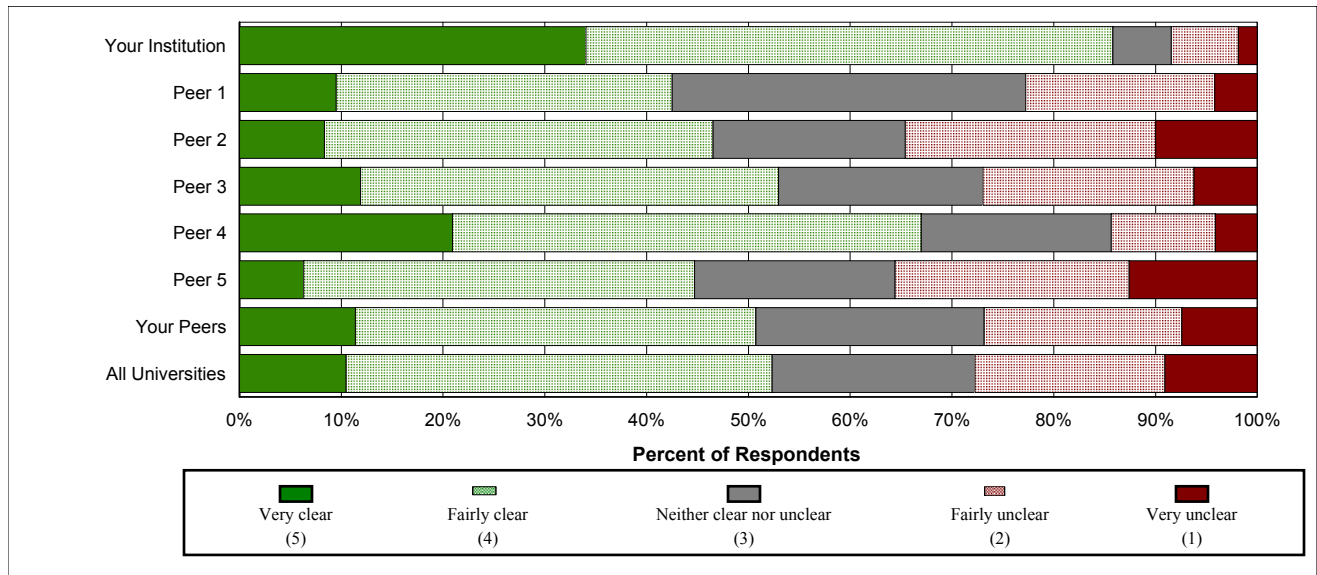
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on clarity of the standards for tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th percentile on clarity of standards for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.095	0.9135	0.0856	3.926 to 4.265
Faculty at Peer 1	3.251	1.0078	0.1537	2.941 to 3.561
... Peer 2	3.103	1.1566	0.1363	2.832 to 3.375
... Peer 3	3.317	1.1289	0.1097	3.099 to 3.534
... Peer 4	3.695	1.0475	0.1512	3.390 to 3.999
... Peer 5	3.029	1.1649	0.1392	2.751 to 3.306
Your Peers (n=5)	3.279	0.2317	0.1036	N/A
All Universities (n=54)	3.260	0.2357	0.0321	N/A



Question 21. I find the tenure standards (the performance threshold) 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:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on clarity of the standards for tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on clarity of the standards for tenure.

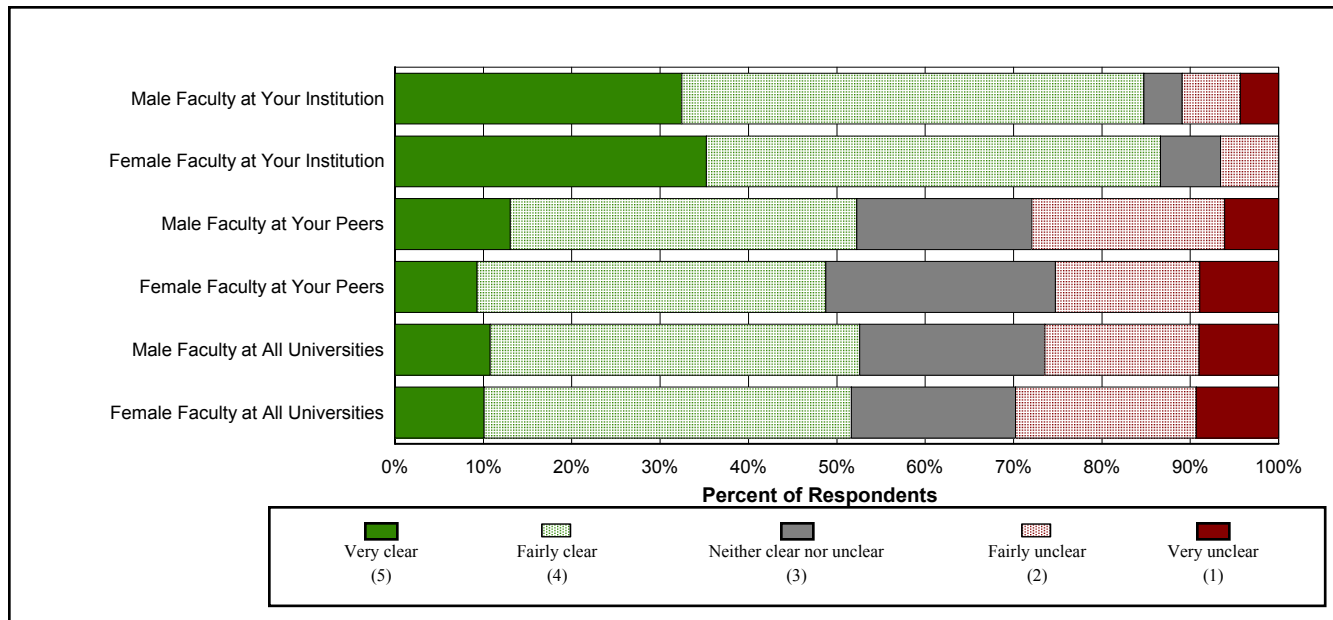
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th percentile on clarity of standards for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th 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	4.019	0.9998	0.1458	3.726 to 4.313	4.153	0.8446	0.1032	3.947 to 4.359
Faculty at Peer 1	3.363	0.9791	0.2087	2.929 to 3.797	3.117	1.0191	0.2224	2.654 to 3.581
... Peer 2	3.111	1.1790	0.1864	2.734 to 3.488	3.094	1.1280	0.1994	2.687 to 3.500
... Peer 3	3.366	1.0241	0.1463	3.072 to 3.660	3.262	1.2104	0.1603	2.941 to 3.583
... Peer 4	3.851	1.0369	0.1960	3.449 to 4.253	3.489	1.0235	0.2289	3.010 to 3.968
... Peer 5	2.872	1.1666	0.1868	2.494 to 3.250	3.231	1.1276	0.2025	2.817 to 3.645
Your Peers (n =5)	3.313	0.3257	0.1456	N/A	3.239	0.1406	0.0629	N/A
All Universities (n=54)	3.279	0.2660	0.0362	N/A	3.226	0.2848	0.0388	N/A



Question 21. I find the tenure standards (the performance threshold) 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, white junior faculty found the standards for tenure to be clearer than did junior faculty of color.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of the standards for tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on clarity of the standards for tenure.

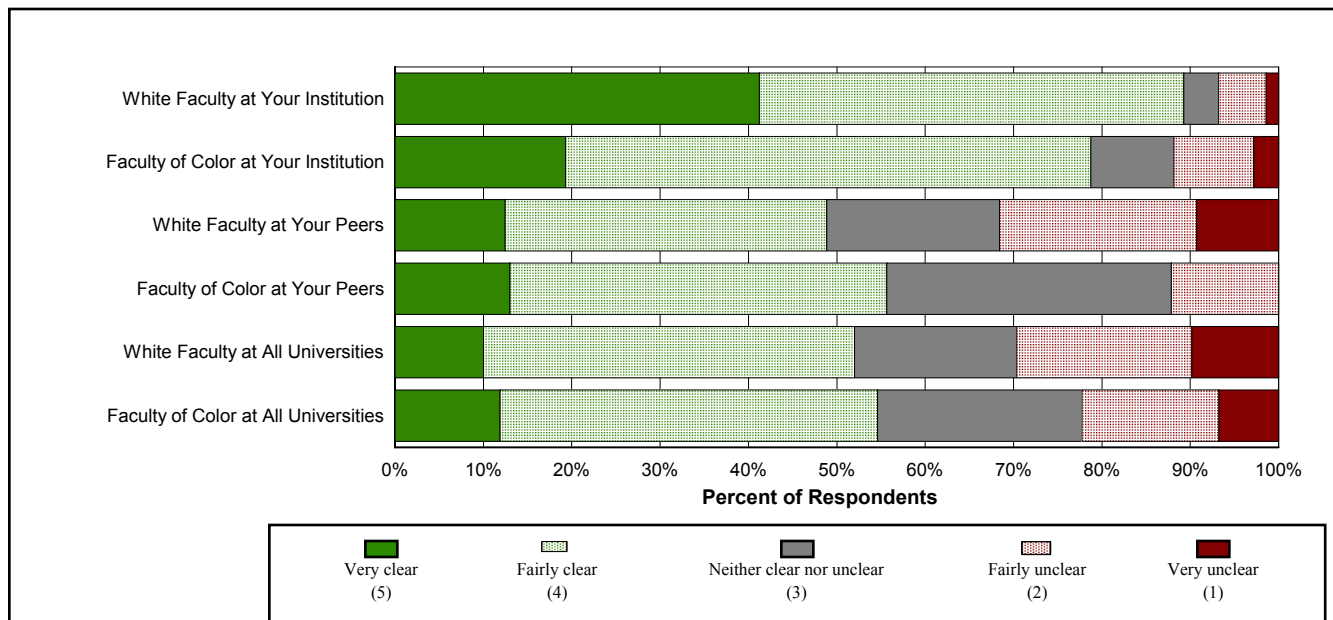
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on clarity of standards for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 93rd 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	4.223	0.8575	0.0990	4.026 to 4.420	3.834	0.9573	0.1533	3.524 to 4.144
Faculty at Peer 1	3.203	1.0613	0.1745	2.849 to 3.557	3.527	0.5000	0.2041	3.002 to 4.052
... Peer 2	3.073	1.1545	0.1400	2.794 to 3.353	4.000	1.1180	0.5590	2.221 to 5.779
... Peer 3	3.379	1.1576	0.1194	3.142 to 3.616	2.880	0.7592	0.2192	2.398 to 3.363
... Peer 4	3.456	1.2903	0.2634	2.911 to 4.001	3.925	0.6654	0.1358	3.644 to 4.206
... Peer 5	2.910	1.2035	0.1594	2.591 to 3.229	3.494	0.8427	0.2337	2.985 to 4.003
Your Peers (n=5)	3.204	0.1989	0.0890	N/A	3.565	0.3985	0.1782	N/A
All Universities (n=54)	3.225	0.2504	0.0341	N/A	3.375	0.3004	0.0409	N/A



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

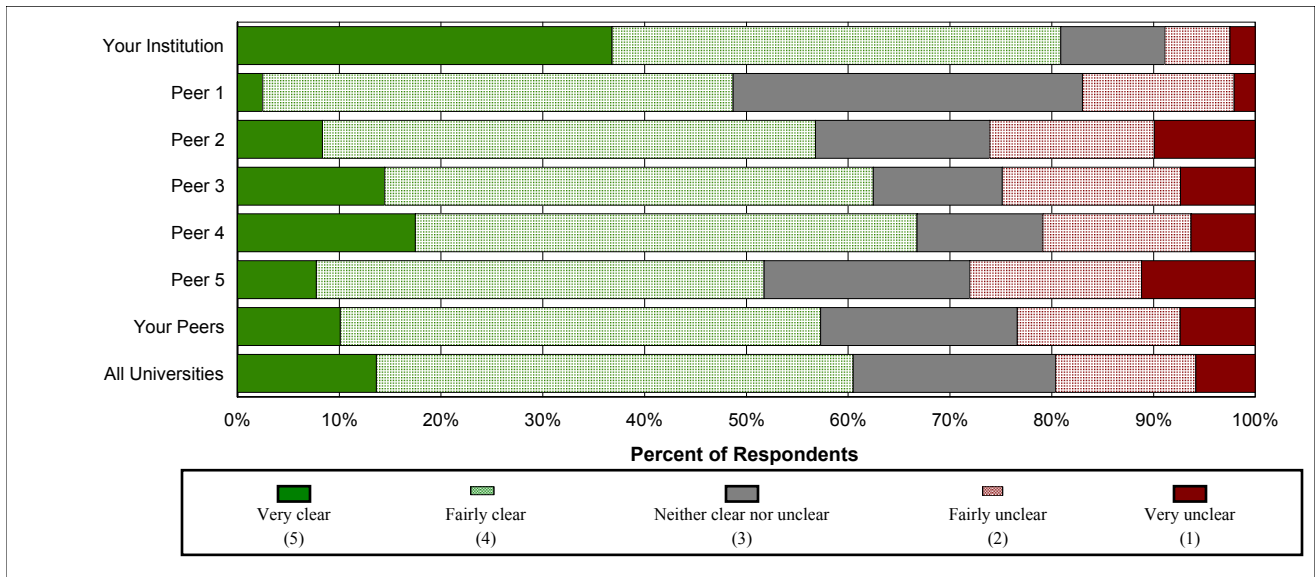
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 100th 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	4.063	0.9946	0.0932	3.878 to 4.248
Faculty at Peer 1	3.321	0.8443	0.1288	3.061 to 3.581
... Peer 2	3.291	1.1358	0.1338	3.024 to 3.558
... Peer 3	3.447	1.1555	0.1128	3.223 to 3.671
... Peer 4	3.571	1.1271	0.1644	3.240 to 3.902
... Peer 5	3.203	1.1451	0.1369	2.930 to 3.476
Your Peers (n=5)	3.367	0.1287	0.0575	N/A
All Universities (n=54)	3.487	0.1917	0.0261	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on clarity of the body of evidence that will be considered in making decisions about their own tenure.

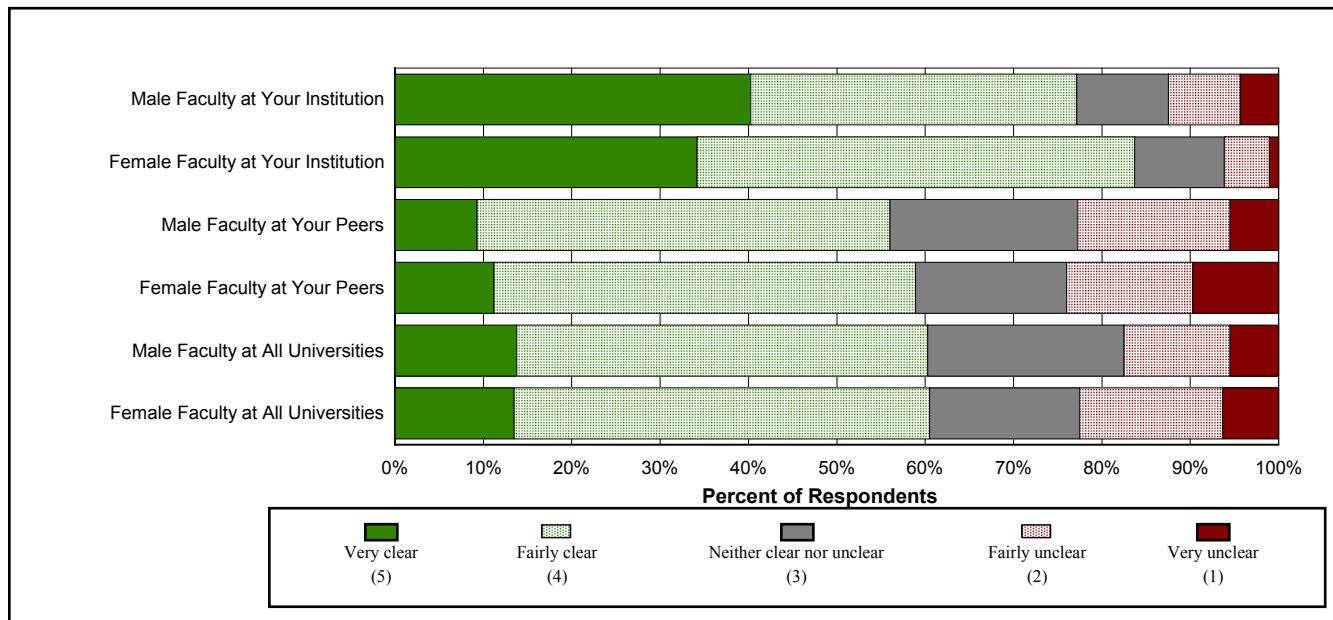
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th 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 100th 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	4.006	1.1109	0.1620	3.679 to 4.332	4.106	0.9030	0.1103	3.886 to 4.327
Faculty at Peer 1	3.500	0.7230	0.1541	3.179 to 3.820	3.109	0.8985	0.1961	2.700 to 3.518
... Peer 2	3.223	1.1289	0.1785	2.862 to 3.584	3.375	1.1388	0.2013	2.964 to 3.786
... Peer 3	3.420	1.0510	0.1501	3.118 to 3.721	3.479	1.2392	0.1656	3.147 to 3.811
... Peer 4	3.526	1.0177	0.1923	3.131 to 3.920	3.633	1.2697	0.2913	3.021 to 4.245
... Peer 5	3.186	1.1739	0.1880	2.805 to 3.566	3.225	1.1062	0.1987	2.819 to 3.631
Your Peers (n =5)	3.371	0.1408	0.0630	N/A	3.364	0.1844	0.0824	N/A
All Universities (n=54)	3.511	0.2192	0.0298	N/A	3.451	0.2557	0.0348	N/A



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, white junior faculty found the body of evidence that will be considered in making decisions about their own tenure to be clearer than did junior faculty of color.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on clarity of the body of evidence that will be considered in making decisions about their own tenure.

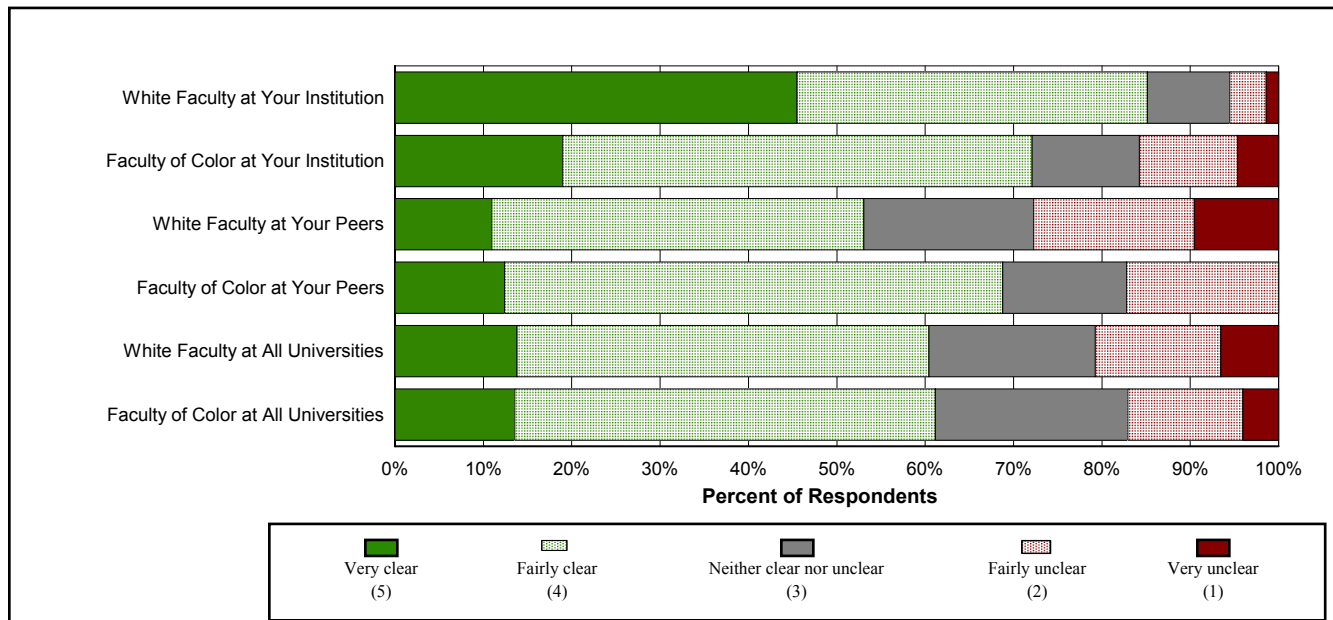
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th 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 80th 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	4.237	0.8770	0.1013	4.035 to 4.439	3.706	1.0939	0.1752	3.352 to 4.061
Faculty at Peer 1	3.266	0.8512	0.1399	2.982 to 3.549	3.641	0.7638	0.3118	2.839 to 4.442
... Peer 2	3.263	1.1326	0.1374	2.989 to 3.537	4.125	1.0897	0.5449	2.391 to 5.859
... Peer 3	3.521	1.1786	0.1222	3.278 to 3.763	2.937	0.8620	0.2488	2.389 to 3.485
... Peer 4	3.167	1.3744	0.2805	2.587 to 3.748	3.975	0.5833	0.1216	3.723 to 4.227
... Peer 5	3.122	1.1857	0.1571	2.807 to 3.436	3.521	0.8356	0.2318	3.016 to 4.026
Your Peers (n=5)	3.268	0.1381	0.0618	N/A	3.640	0.4138	0.1851	N/A
All Universities (n=54)	3.469	0.2282	0.0311	N/A	3.536	0.2630	0.0358	N/A



Question 23. My sense of whether or not I will achieve tenure is...

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

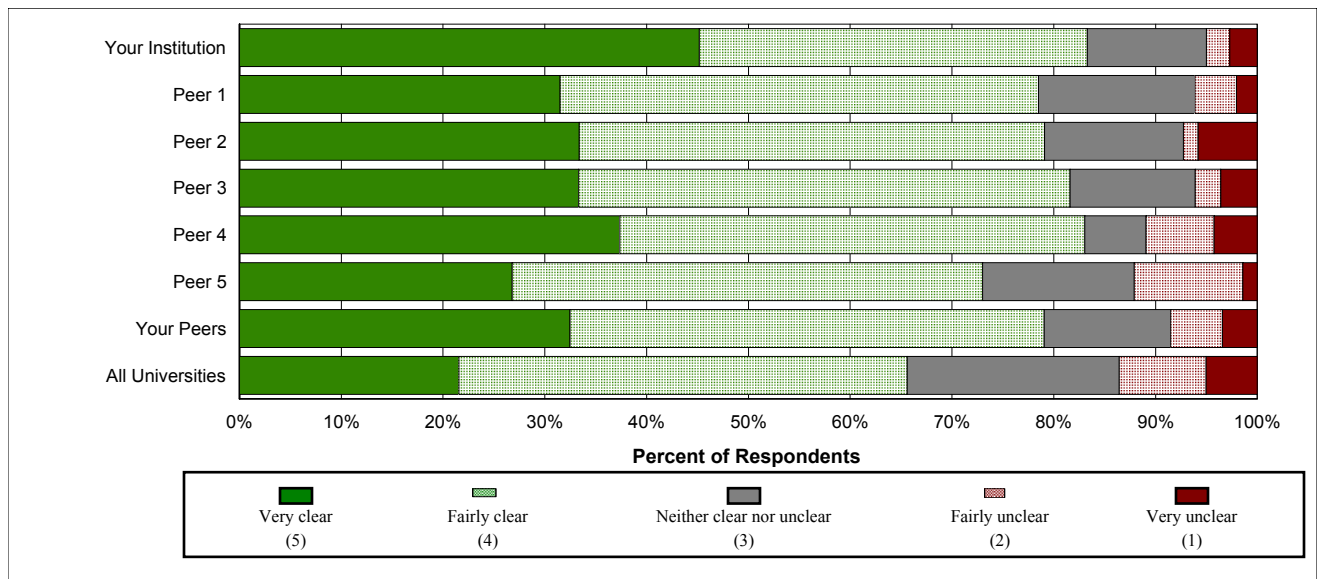
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on clarity of their own sense of whether or not they will achieve tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 98th percentile on clarity of their own sense of whether or not they will achieve tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.208	0.9410	0.0881	4.033 to 4.382
Faculty at Peer 1	4.018	0.9167	0.1382	3.740 to 4.297
... Peer 2	3.994	1.0211	0.1220	3.751 to 4.238
... Peer 3	4.052	0.9600	0.0941	3.865 to 4.239
... Peer 4	4.053	1.0305	0.1503	3.750 to 4.355
... Peer 5	3.863	0.9618	0.1158	3.632 to 4.094
Your Peers (n=5)	3.996	0.0702	0.0314	N/A
All Universities (n=54)	3.686	0.2593	0.0353	N/A



Question 23. My sense of whether or not I will achieve tenure is...

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 sense of whether or not they would achieve tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on clarity of their own sense of whether or not they will achieve tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on clarity of their own sense of whether or not they will achieve tenure.

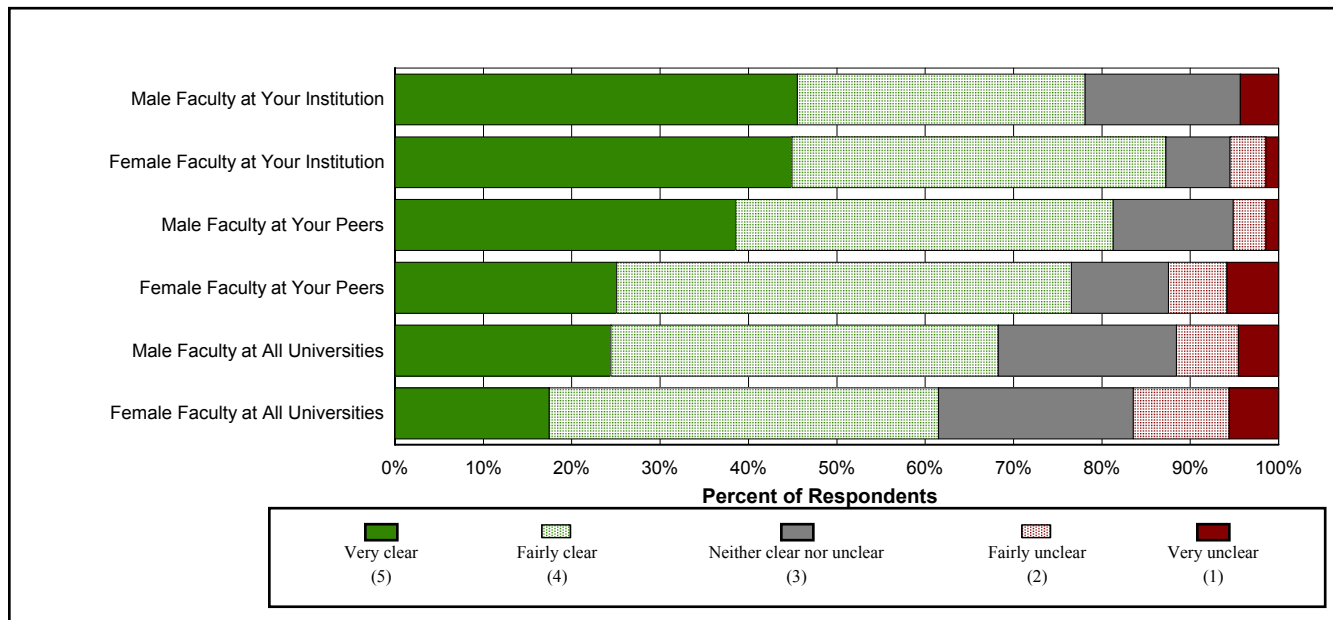
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 94th percentile on clarity of their own sense of whether or not they will achieve tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 98th percentile on clarity of their own sense of whether or not they will achieve tenure.

Across all universities:

- Across all universities, male junior faculty found their own sense of whether or not they would achieve 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	4.149	0.9961	0.1453	3.857 to 4.442	4.252	0.8992	0.1099	4.033 to 4.471
Faculty at Peer 1	4.318	0.6998	0.1492	4.007 to 4.628	3.678	0.9791	0.2087	3.244 to 4.112
... Peer 2	4.172	0.8927	0.1429	3.883 to 4.461	3.774	1.1276	0.2025	3.361 to 4.188
... Peer 3	4.128	0.8152	0.1189	3.889 to 4.367	3.970	1.0590	0.1403	3.689 to 4.251
... Peer 4	4.123	0.8594	0.1624	3.790 to 4.456	3.956	1.2343	0.2832	3.361 to 4.551
... Peer 5	3.921	1.0472	0.1677	3.581 to 4.260	3.785	0.8327	0.1520	3.474 to 4.096
Your Peers (n =5)	4.132	0.1271	0.0568	N/A	3.833	0.1129	0.0505	N/A
All Universities (n=54)	3.766	0.2548	0.0347	N/A	3.569	0.3416	0.0465	N/A



Question 23. My sense of whether or not I will achieve tenure is...

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 sense of whether or not they would achieve tenure.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of their own sense of whether or not they will achieve tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on clarity of their own sense of whether or not they will achieve tenure.

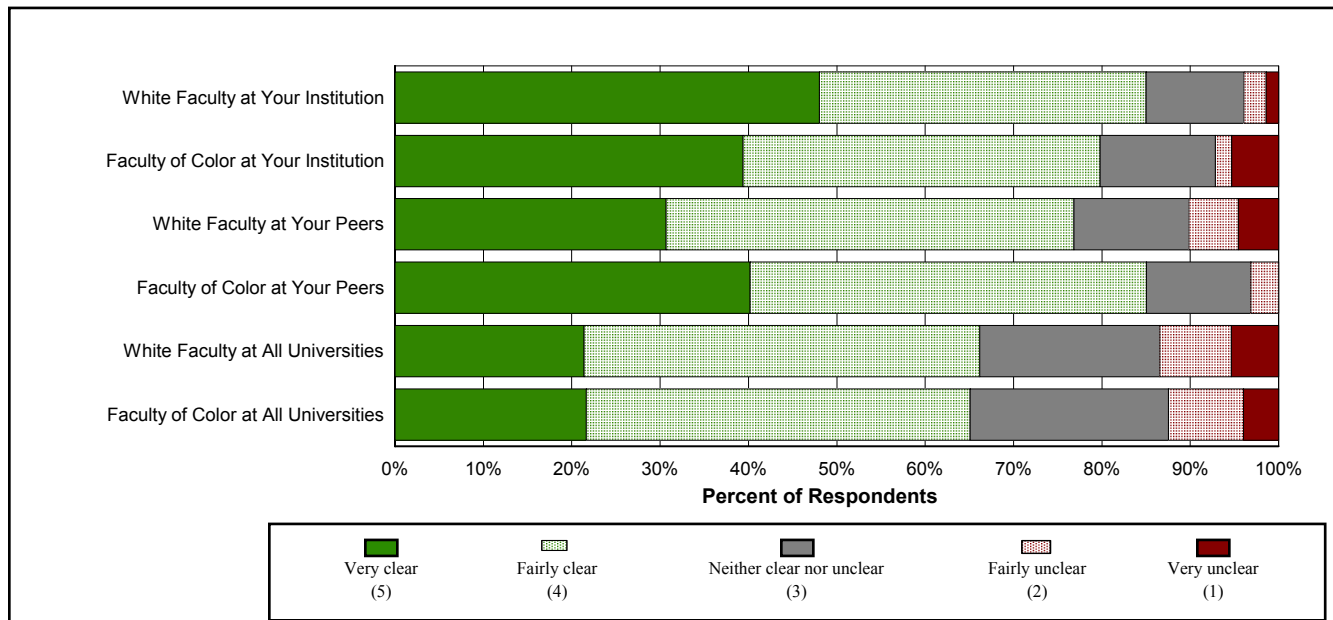
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on clarity of their own sense of whether or not they will achieve tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on clarity of their own sense of whether or not they will achieve tenure.

Across all universities:

- Across all universities, there were no significant race differences in clarity of their own sense of whether or not they would achieve tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.277	0.8573	0.0990	4.079 to 4.474	4.067	1.0714	0.1716	3.719 to 4.414
Faculty at Peer 1	3.979	0.9444	0.1532	3.668 to 4.289	4.250	0.6872	0.2805	3.529 to 4.971
... Peer 2	3.972	1.0294	0.1267	3.719 to 4.225	4.625	0.8292	0.4146	3.306 to 5.944
... Peer 3	4.075	0.9979	0.1040	3.869 to 4.282	3.894	0.5528	0.1596	3.542 to 4.245
... Peer 4	3.790	1.1895	0.2428	3.288 to 4.293	4.316	0.7480	0.1560	3.992 to 4.639
... Peer 5	3.822	0.9839	0.1315	3.559 to 4.086	4.019	0.8285	0.2298	3.519 to 4.520
Your Peers (n=5)	3.928	0.1062	0.0475	N/A	4.221	0.2533	0.1133	N/A
All Universities (n=54)	3.687	0.2672	0.0364	N/A	3.703	0.3329	0.0453	N/A



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

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

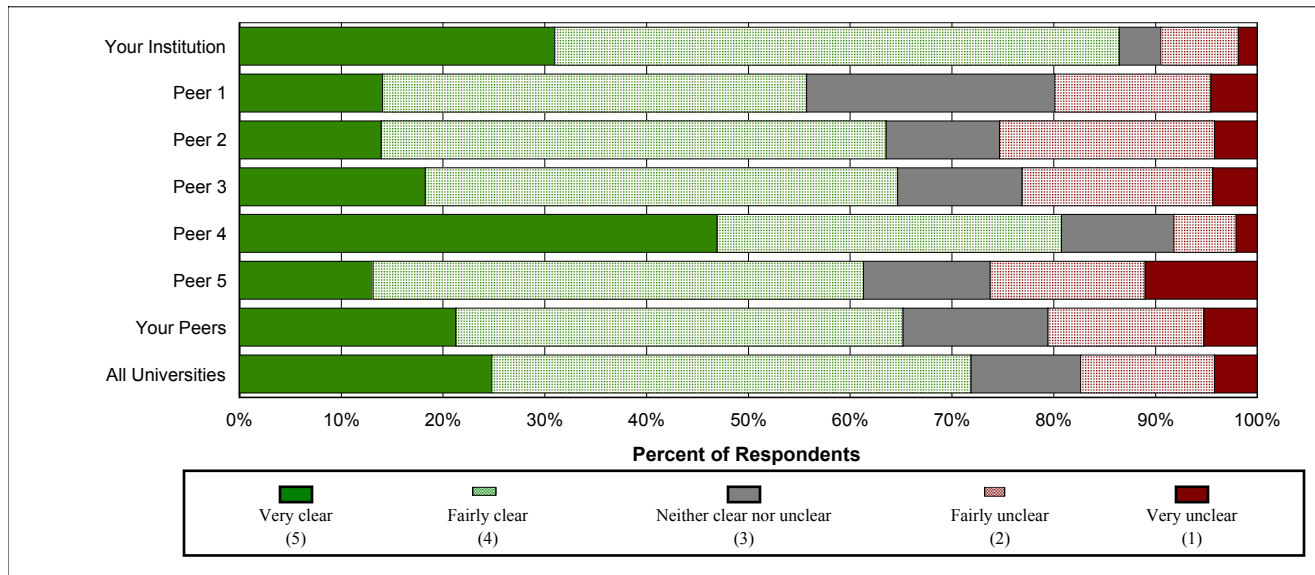
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on clarity of the expectations for performance as a scholar.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 91st percentile on clarity of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.061	0.9309	0.0872	3.888 to 4.233
Faculty at Peer 1	3.453	1.0616	0.1619	3.126 to 3.780
... Peer 2	3.479	1.0869	0.1272	3.226 to 3.733
... Peer 3	3.555	1.1285	0.1101	3.336 to 3.773
... Peer 4	4.174	0.9860	0.1423	3.888 to 4.461
... Peer 5	3.372	1.2131	0.1440	3.085 to 3.659
Your Peers (n=5)	3.607	0.2897	0.1296	N/A
All Universities (n=54)	3.751	0.2514	0.0342	N/A



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

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:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on clarity of the expectations for performance as a scholar.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on clarity of the expectations for performance as a scholar.

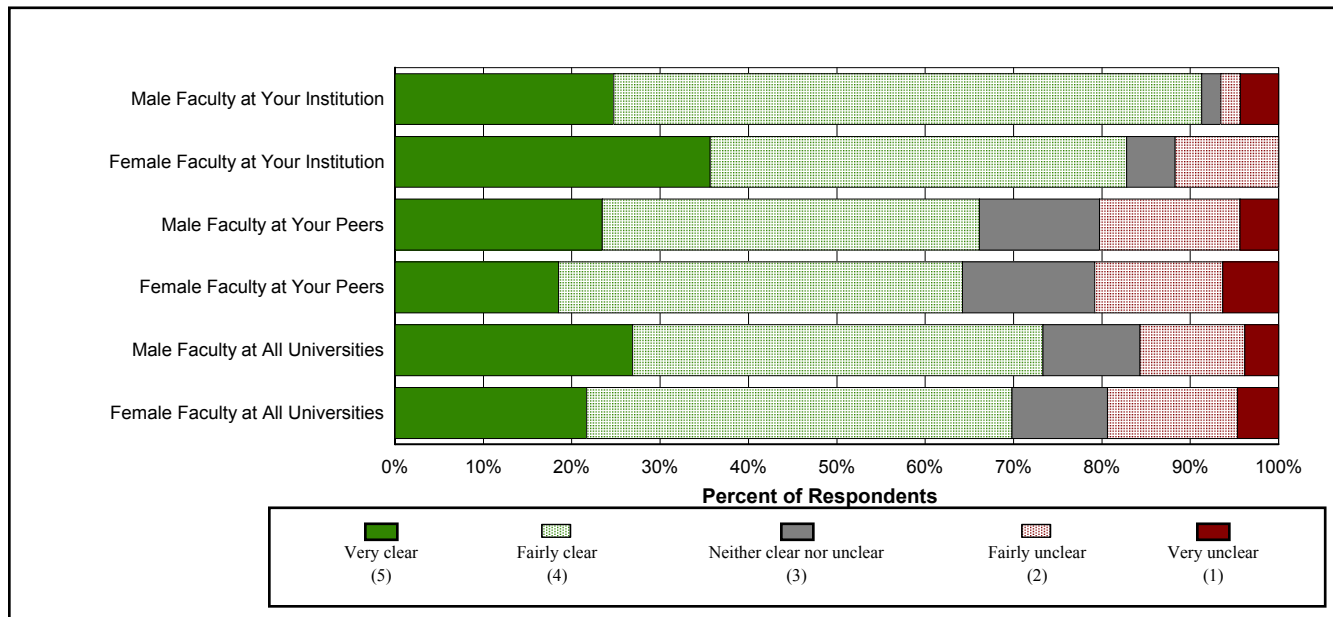
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 80th 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 94th 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	4.052	0.8606	0.1255	3.799 to 4.304	4.067	0.9769	0.1193	3.829 to 4.306
Faculty at Peer 1	3.636	1.0245	0.2184	3.182 to 4.090	3.236	1.0519	0.2296	2.757 to 3.715
... Peer 2	3.525	1.1822	0.1869	3.147 to 3.903	3.424	0.9544	0.1661	3.086 to 3.763
... Peer 3	3.548	1.0314	0.1473	3.252 to 3.844	3.562	1.2068	0.1613	3.239 to 3.885
... Peer 4	4.214	0.9395	0.1775	3.850 to 4.578	4.122	1.0440	0.2335	3.633 to 4.611
... Peer 5	3.324	1.2227	0.1958	2.927 to 3.720	3.432	1.1973	0.2117	3.000 to 3.864
Your Peers (n =5)	3.649	0.3002	0.1342	N/A	3.555	0.3019	0.1350	N/A
All Universities (n=54)	3.807	0.2699	0.0367	N/A	3.675	0.2581	0.0351	N/A



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

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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of the expectations for performance as a scholar.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on clarity of the expectations for performance as a scholar.

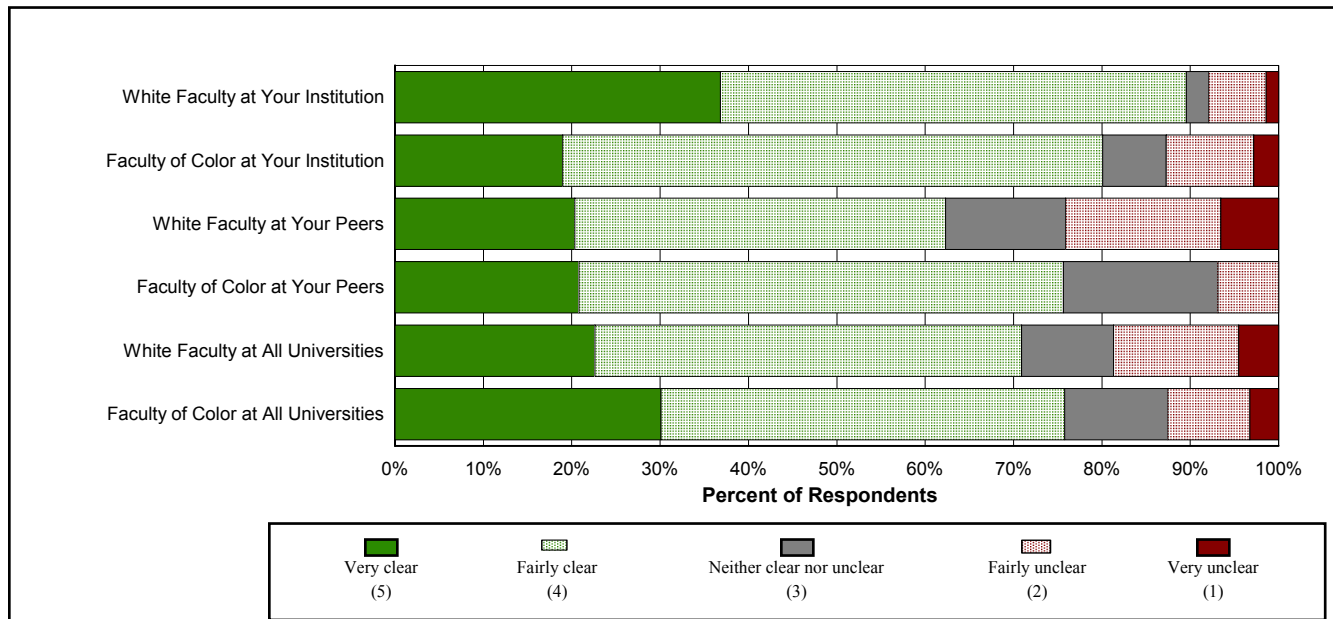
Among all universities:

- 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 43rd 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	4.171	0.8698	0.1004	3.971 to 4.371	3.835	0.9917	0.1588	3.514 to 4.157
Faculty at Peer 1	3.401	1.1235	0.1847	3.027 to 3.776	3.751	0.4714	0.1925	3.256 to 4.246
... Peer 2	3.450	1.0972	0.1321	3.186 to 3.713	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.635	1.1433	0.1186	3.400 to 3.871	2.993	0.8620	0.2488	2.446 to 3.541
... Peer 4	3.874	1.1659	0.2380	3.382 to 4.366	4.464	0.6442	0.1315	4.192 to 4.736
... Peer 5	3.240	1.2907	0.1695	2.901 to 3.580	3.897	0.4742	0.1315	3.610 to 4.183
Your Peers (n=5)	3.520	0.2172	0.0971	N/A	3.896	0.5268	0.2356	N/A
All Universities (n=54)	3.703	0.2363	0.0322	N/A	3.901	0.3706	0.0504	N/A



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

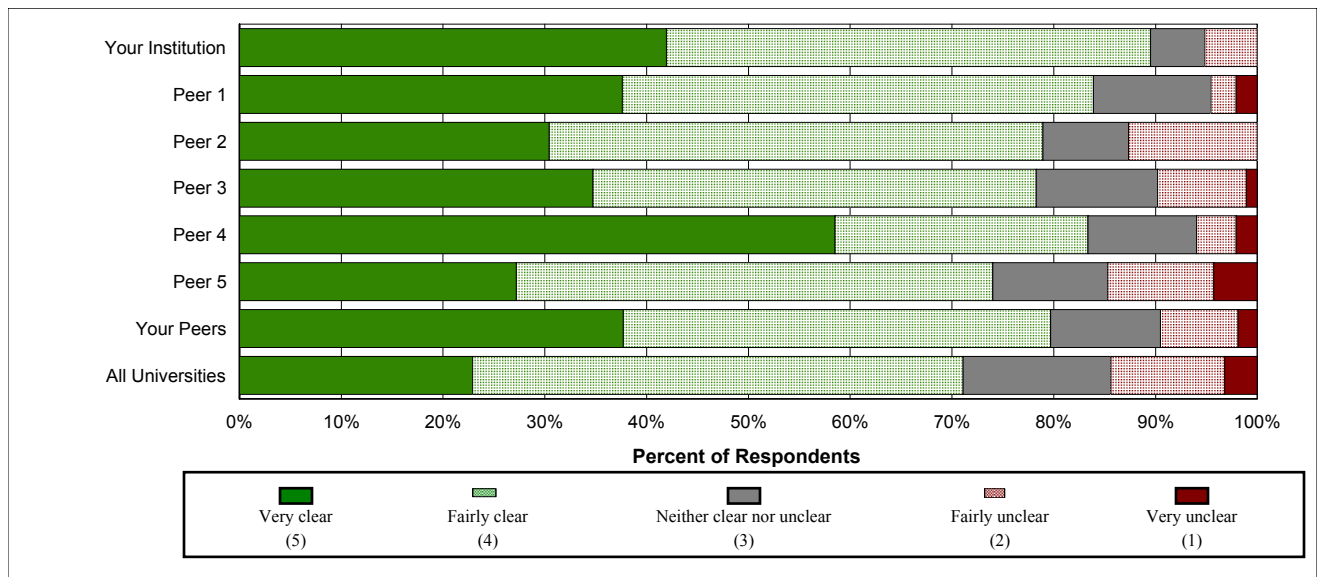
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on clarity of the expectations for performance as a teacher.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 96th percentile on clarity of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.263	0.7908	0.0751	4.114 to 4.412
Faculty at Peer 1	4.149	0.8782	0.1339	3.879 to 4.419
... Peer 2	3.968	0.9359	0.1095	3.749 to 4.186
... Peer 3	4.022	0.9227	0.0900	3.843 to 4.200
... Peer 4	4.338	0.9647	0.1392	4.058 to 4.619
... Peer 5	3.823	1.0717	0.1290	3.565 to 4.080
Your Peers (n=5)	4.060	0.1743	0.0779	N/A
All Universities (n=54)	3.764	0.2278	0.0310	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on clarity of the expectations for performance as a teacher.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on clarity of the expectations for performance as a teacher.

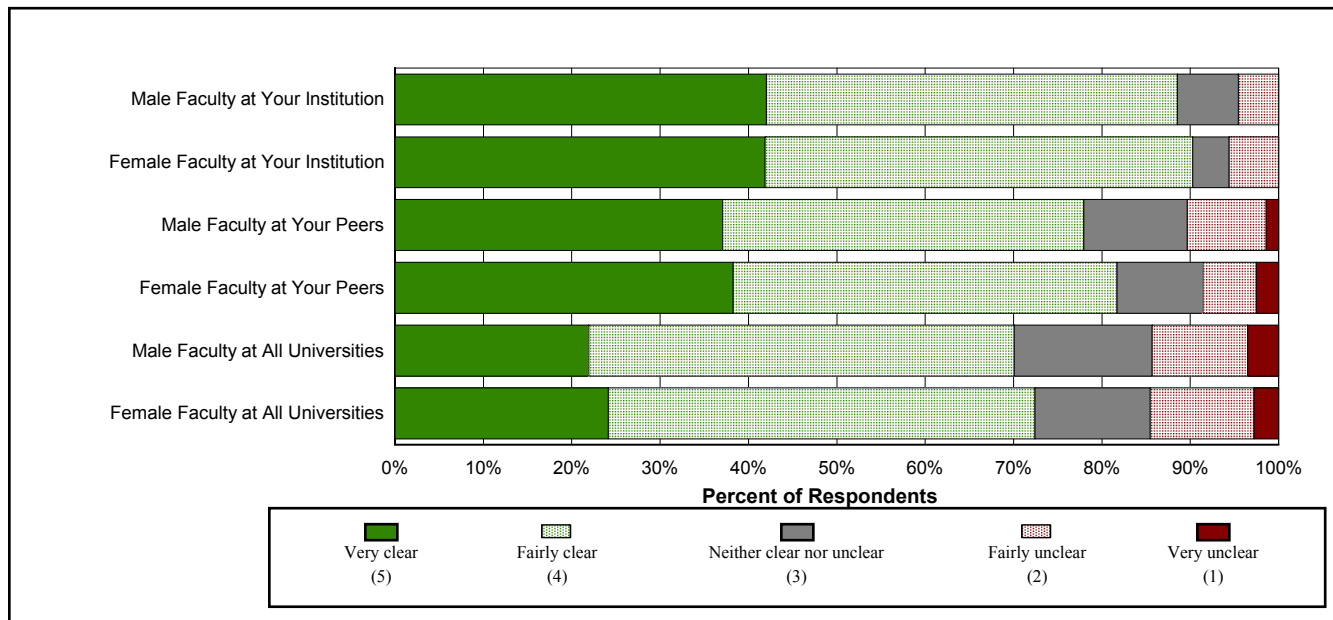
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 96th 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 94th 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	4.260	0.7717	0.1150	4.028 to 4.492	4.265	0.8036	0.0989	4.068 to 4.463
Faculty at Peer 1	4.136	0.8144	0.1736	3.775 to 4.498	4.164	0.9404	0.2052	3.736 to 4.592
... Peer 2	3.966	0.9351	0.1478	3.667 to 4.265	3.970	0.9369	0.1631	3.637 to 4.302
... Peer 3	3.843	1.0102	0.1443	3.553 to 4.134	4.226	0.7904	0.1056	4.014 to 4.438
... Peer 4	4.352	0.9340	0.1765	3.990 to 4.714	4.320	1.0050	0.2247	3.850 to 4.791
... Peer 5	3.867	1.1135	0.1783	3.506 to 4.228	3.763	1.0132	0.1850	3.385 to 4.142
Your Peers (n =5)	4.033	0.1901	0.0850	N/A	4.089	0.1991	0.0890	N/A
All Universities (n=54)	3.742	0.2522	0.0343	N/A	3.792	0.2707	0.0368	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on clarity of the expectations for performance as a teacher.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on clarity of the expectations for performance as a teacher.

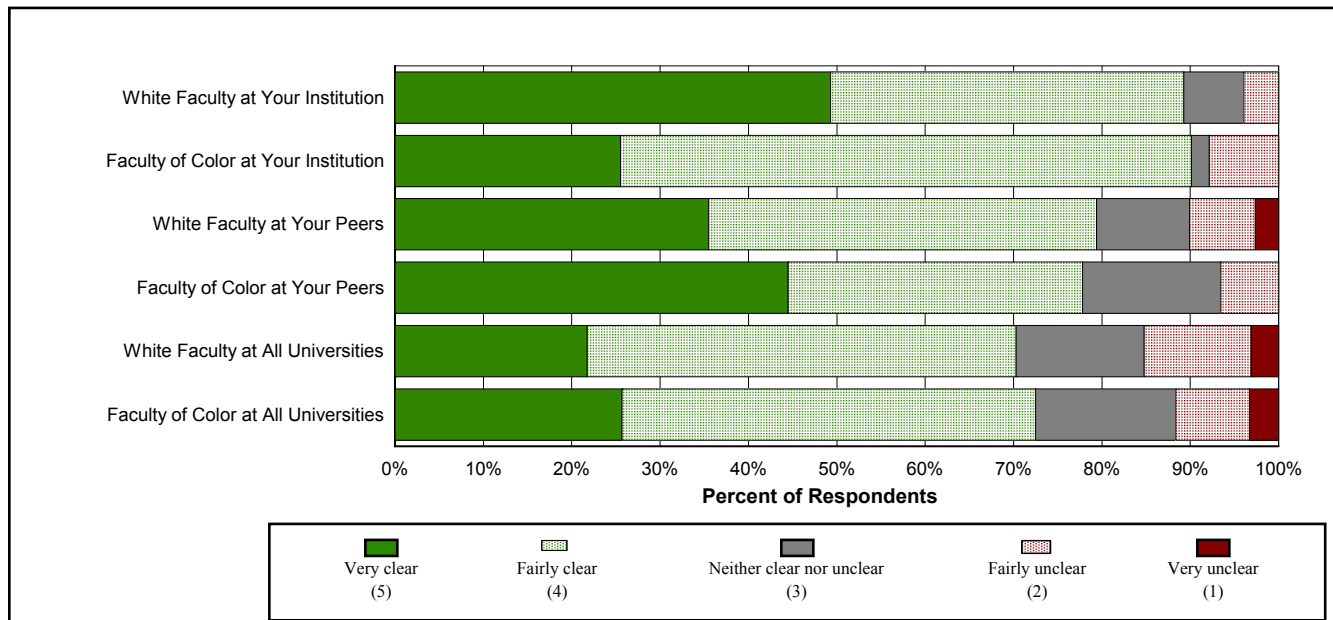
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 98th 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 85th 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	4.346	0.7745	0.0894	4.168 to 4.524	4.078	0.7949	0.1325	3.809 to 4.347
Faculty at Peer 1	4.136	0.9053	0.1488	3.834 to 4.438	4.224	0.6872	0.2805	3.503 to 4.945
... Peer 2	3.942	0.9461	0.1139	3.714 to 4.169	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	4.092	0.9257	0.0960	3.901 to 4.283	3.534	0.8292	0.2394	3.007 to 4.061
... Peer 4	4.083	1.0769	0.2198	3.628 to 4.537	4.585	0.7592	0.1550	4.265 to 4.906
... Peer 5	3.856	1.0762	0.1438	3.568 to 4.144	3.693	1.0491	0.2910	3.059 to 4.327
Your Peers (n=5)	4.022	0.1053	0.0471	N/A	4.157	0.4781	0.2138	N/A
All Universities (n=54)	3.737	0.2420	0.0329	N/A	3.832	0.3108	0.0423	N/A



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

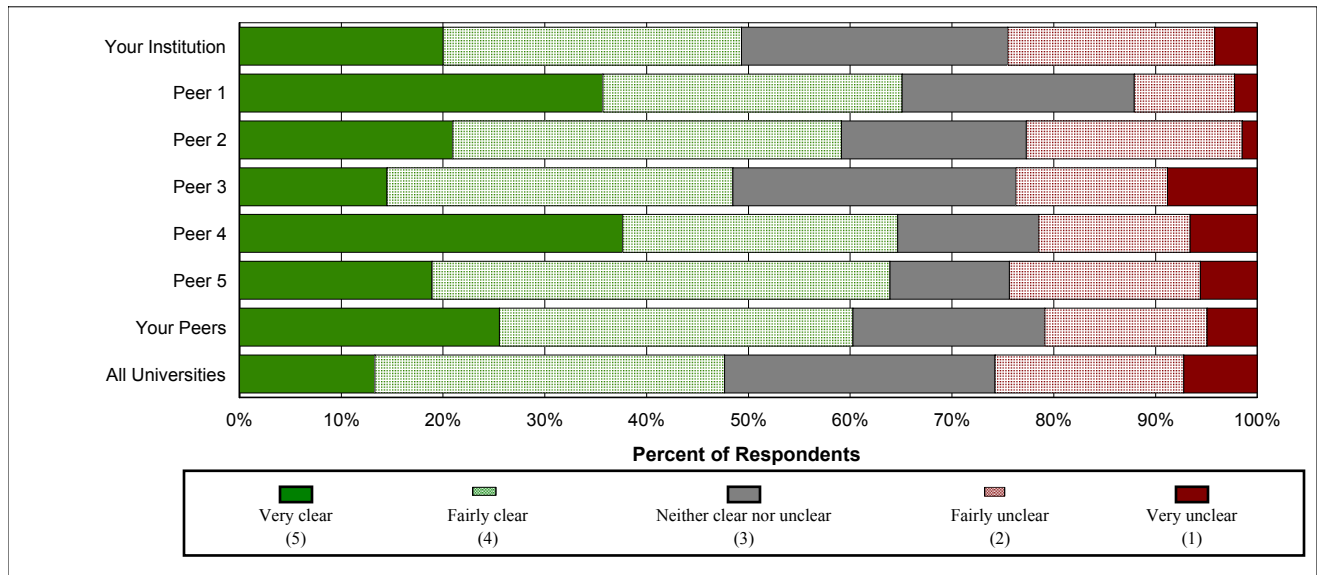
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on clarity of the expectations for performance as a student advisor.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 80th percentile on clarity of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.406	1.1173	0.1129	3.182 to 3.630
Faculty at Peer 1	3.865	1.0851	0.1716	3.518 to 4.212
... Peer 2	3.559	1.0753	0.1304	3.299 to 3.820
... Peer 3	3.305	1.1369	0.1131	3.080 to 3.529
... Peer 4	3.742	1.2893	0.1922	3.355 to 4.130
... Peer 5	3.529	1.1554	0.1381	3.254 to 3.805
Your Peers (n=5)	3.600	0.1921	0.0859	N/A
All Universities (n=54)	3.280	0.2164	0.0295	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on clarity of the expectations for performance as a student advisor.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on clarity of the expectations for performance as a student advisor.

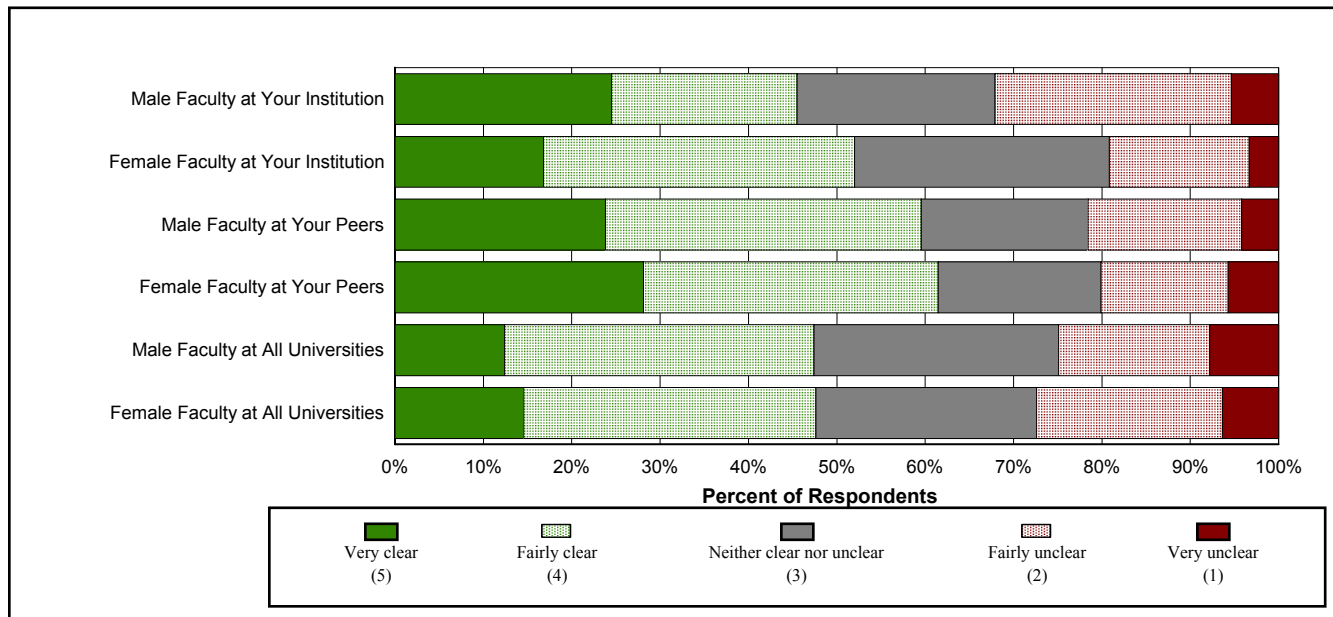
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 63rd 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 78th 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	3.326	1.2504	0.2002	2.920 to 3.731	3.463	1.0144	0.1321	3.199 to 3.728
Faculty at Peer 1	4.000	0.9733	0.2233	3.531 to 4.469	3.727	1.1606	0.2533	3.198 to 4.255
... Peer 2	3.527	1.0930	0.1773	3.167 to 3.886	3.600	1.0520	0.1921	3.207 to 3.993
... Peer 3	3.253	1.1503	0.1696	2.911 to 3.595	3.361	1.1217	0.1512	3.058 to 3.664
... Peer 4	3.657	1.1487	0.2211	3.203 to 4.112	3.862	1.4741	0.3474	3.129 to 4.595
... Peer 5	3.444	1.2152	0.1946	3.050 to 3.838	3.639	1.0640	0.1911	3.249 to 4.029
Your Peers (n=5)	3.576	0.2492	0.1115	N/A	3.638	0.1651	0.0739	N/A
All Universities (n=54)	3.271	0.2414	0.0329	N/A	3.285	0.2722	0.0370	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on clarity of the expectations for performance as a student advisor.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on clarity of the expectations for performance as a student advisor.

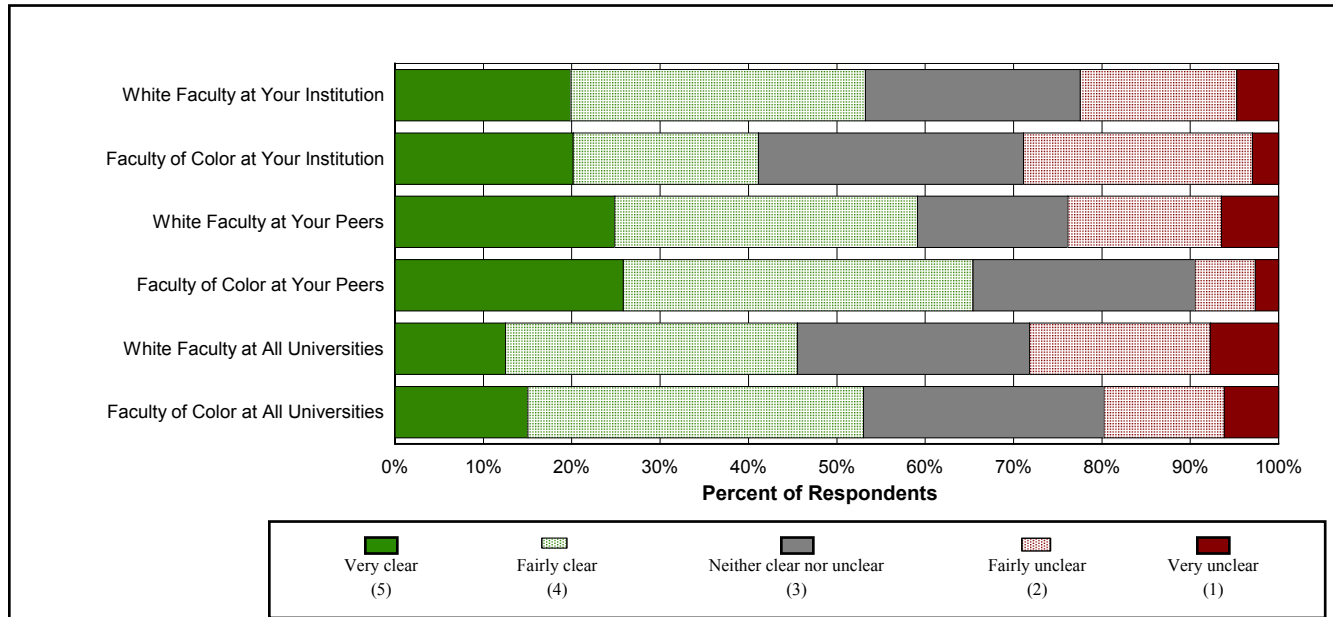
Among all universities:

- 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 39th 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	3.460	1.1247	0.1395	3.181 to 3.738	3.295	1.1018	0.1918	2.904 to 3.685
Faculty at Peer 1	3.839	1.1238	0.1927	3.447 to 4.231	4.000	0.8165	0.3333	3.143 to 4.857
... Peer 2	3.530	1.0893	0.1362	3.258 to 3.802	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.354	1.1649	0.1235	3.109 to 3.599	2.978	0.8620	0.2488	2.430 to 3.526
... Peer 4	3.434	1.4089	0.2938	2.825 to 4.043	4.058	1.0650	0.2271	3.585 to 4.530
... Peer 5	3.525	1.2155	0.1610	3.202 to 3.847	3.546	0.8427	0.2337	3.037 to 4.055
Your Peers (n=5)	3.537	0.1647	0.0737	N/A	3.791	0.4852	0.2170	N/A
All Universities (n=54)	3.221	0.2103	0.0286	N/A	3.421	0.3372	0.0459	N/A



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

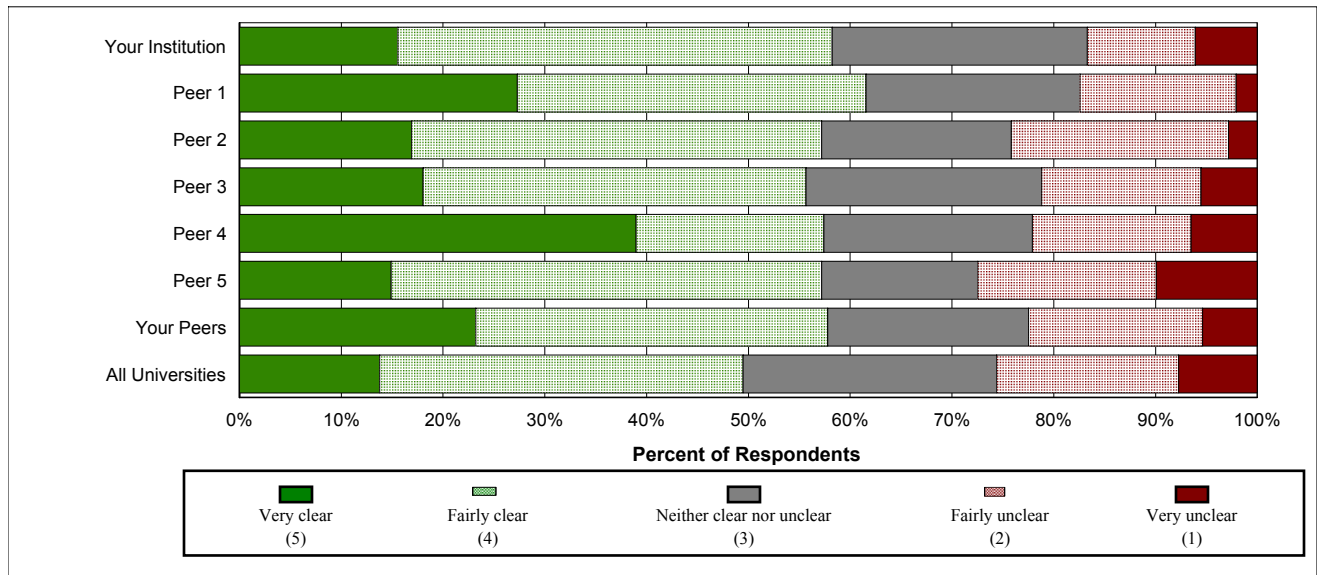
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on clarity of the expectations for performance as a department colleague.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 91st percentile on clarity of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.510	1.0844	0.1034	3.305 to 3.715
Faculty at Peer 1	3.693	1.1148	0.1700	3.350 to 4.036
... Peer 2	3.471	1.0800	0.1273	3.218 to 3.725
... Peer 3	3.470	1.1007	0.1079	3.256 to 3.684
... Peer 4	3.678	1.3031	0.1921	3.291 to 4.065
... Peer 5	3.347	1.2119	0.1459	3.056 to 3.638
Your Peers (n=5)	3.532	0.1334	0.0596	N/A
All Universities (n=54)	3.299	0.1953	0.0266	N/A



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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on clarity of the expectations for performance as a department colleague.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on clarity of the expectations for performance as a department colleague.

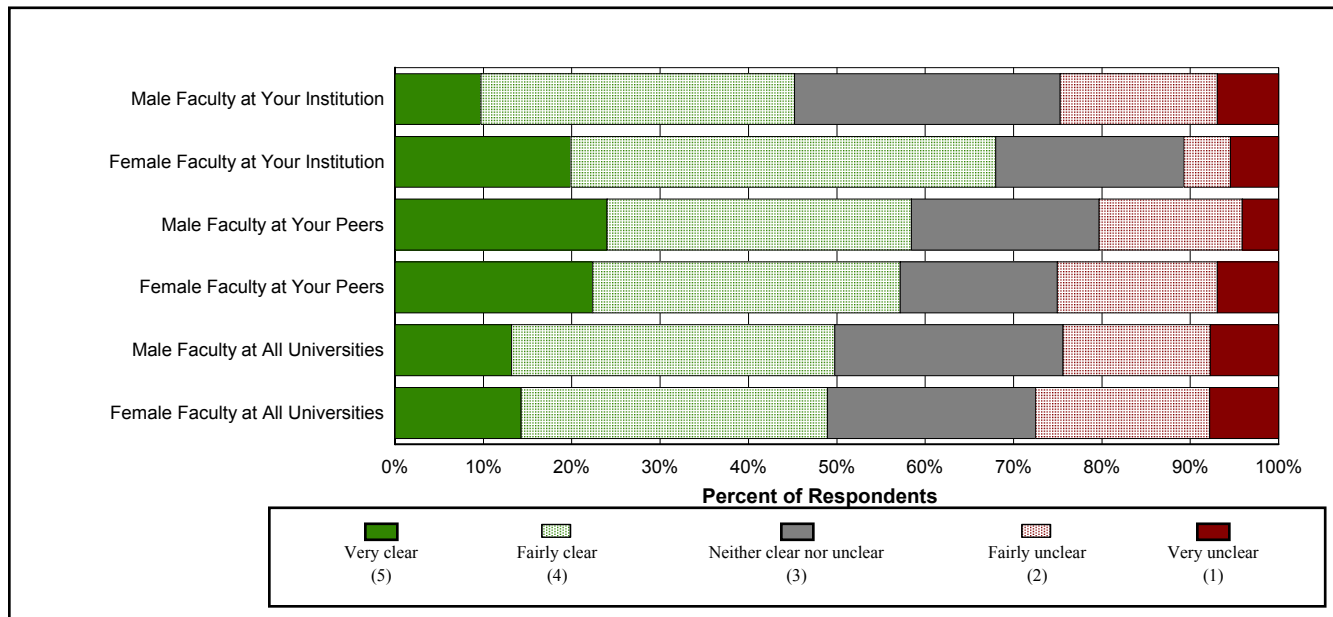
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 39th 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 98th 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	3.233	1.0832	0.1615	2.907 to 3.558	3.717	1.0452	0.1296	3.458 to 3.976
Faculty at Peer 1	3.910	0.9000	0.1919	3.511 to 4.309	3.436	1.2563	0.2741	2.864 to 4.008
... Peer 2	3.486	1.0830	0.1734	3.135 to 3.837	3.455	1.0757	0.1872	3.073 to 3.836
... Peer 3	3.485	1.1180	0.1614	3.161 to 3.810	3.453	1.0856	0.1451	3.162 to 3.743
... Peer 4	3.795	1.1875	0.2285	3.325 to 4.265	3.521	1.4279	0.3276	2.833 to 4.209
... Peer 5	3.222	1.2233	0.1959	2.826 to 3.619	3.514	1.1762	0.2147	3.074 to 3.953
Your Peers (n =5)	3.580	0.2453	0.1097	N/A	3.475	0.0348	0.0156	N/A
All Universities (n=54)	3.308	0.2235	0.0304	N/A	3.279	0.2363	0.0322	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on clarity of the expectations for performance as a department colleague.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on clarity of the expectations for performance as a department colleague.

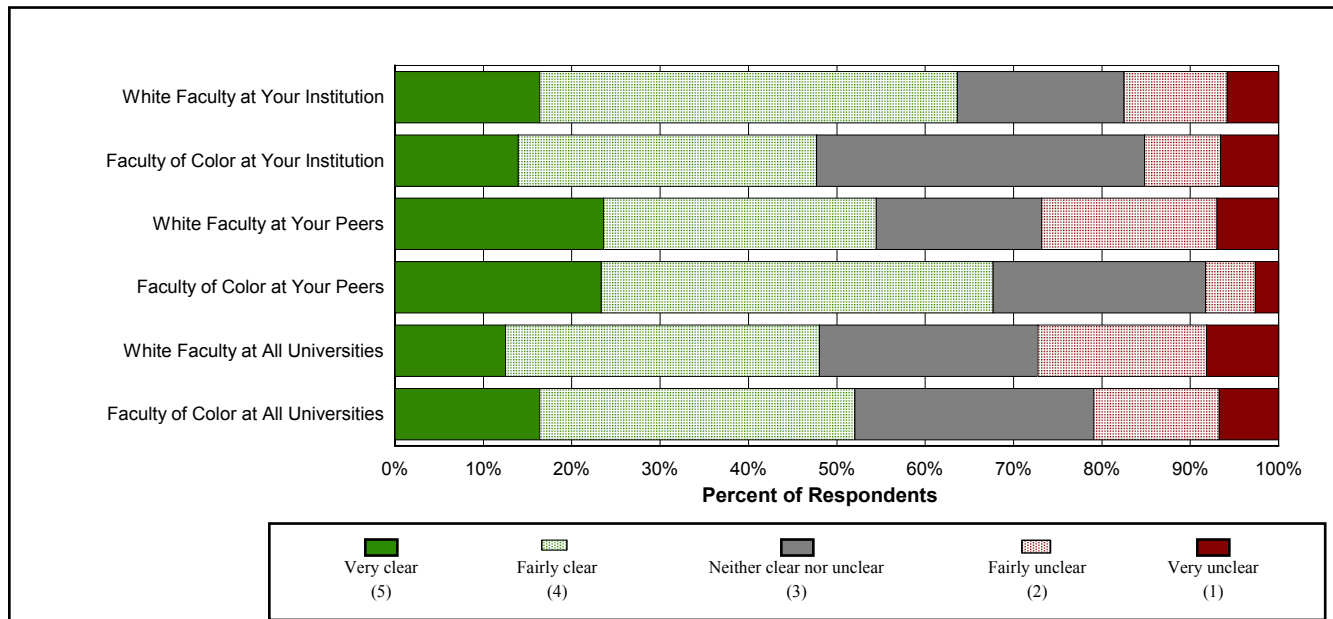
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 94th 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 48th 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	3.567	1.0691	0.1269	3.314 to 3.820	3.399	1.1046	0.1769	3.041 to 3.757
Faculty at Peer 1	3.727	1.1593	0.1906	3.340 to 4.113	3.501	0.7638	0.3118	2.700 to 4.303
... Peer 2	3.441	1.0898	0.1322	3.177 to 3.705	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.473	1.1081	0.1155	3.244 to 3.703	3.445	1.0274	0.2966	2.792 to 4.098
... Peer 4	3.288	1.4855	0.3032	2.661 to 3.915	4.094	0.9000	0.1919	3.695 to 4.493
... Peer 5	3.284	1.2637	0.1689	2.946 to 3.622	3.591	0.9295	0.2578	3.029 to 4.152
Your Peers (n=5)	3.443	0.1617	0.0723	N/A	3.801	0.3678	0.1645	N/A
All Universities (n=54)	3.251	0.1906	0.0259	N/A	3.408	0.3211	0.0437	N/A



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

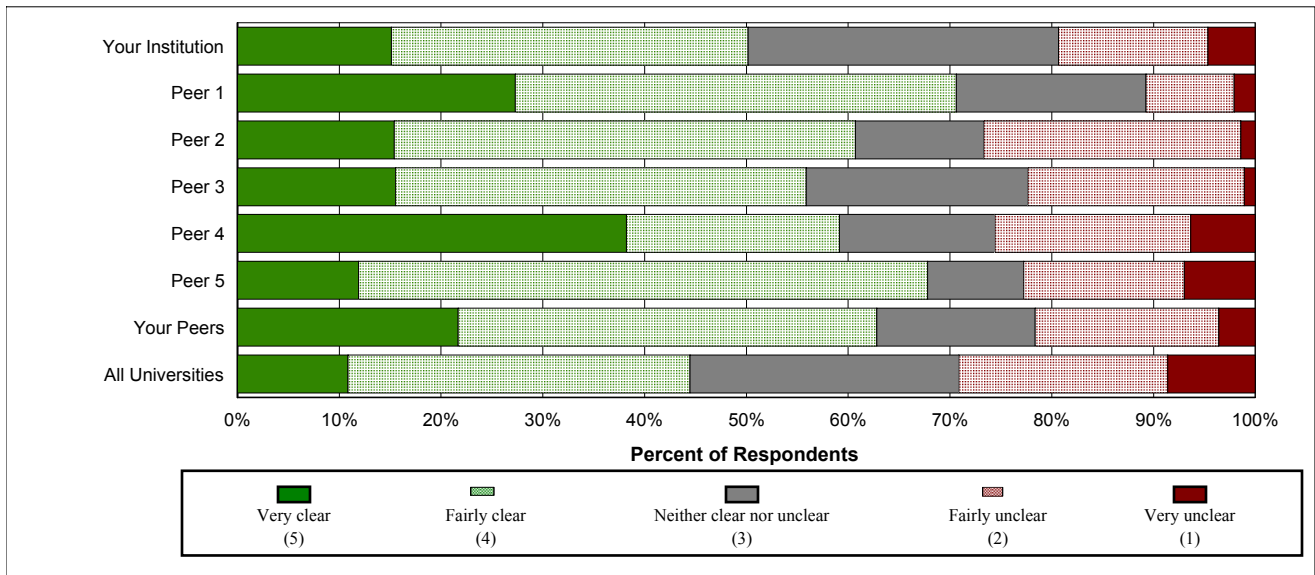
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on clarity of the expectations for performance as a campus citizen.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 85th percentile on clarity of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.413	1.0688	0.1033	3.208 to 3.618
Faculty at Peer 1	3.851	1.0100	0.1540	3.540 to 4.162
... Peer 2	3.480	1.0614	0.1242	3.233 to 3.728
... Peer 3	3.480	1.0247	0.1000	3.282 to 3.678
... Peer 4	3.654	1.3457	0.1963	3.259 to 4.050
... Peer 5	3.500	1.1051	0.1321	3.236 to 3.763
Your Peers (n=5)	3.593	0.1446	0.0646	N/A
All Universities (n=54)	3.176	0.2728	0.0371	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on clarity of the expectations for performance as a campus citizen.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on clarity of the expectations for performance as a campus citizen.

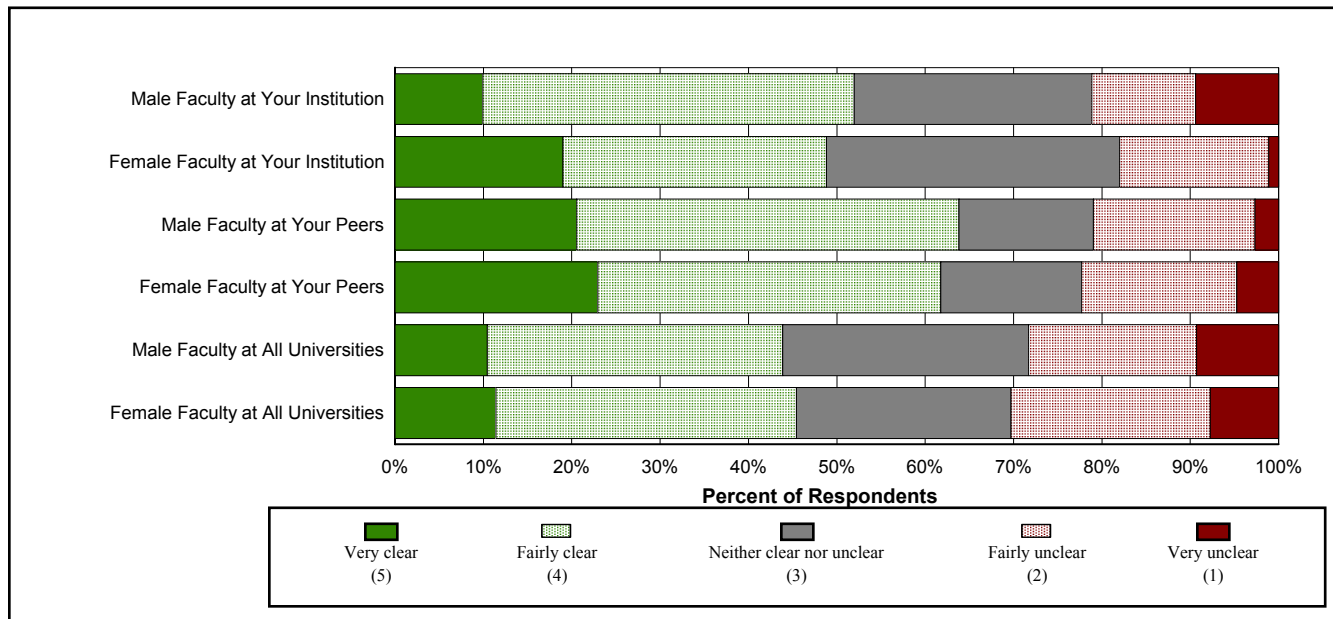
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th 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 83rd 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	3.314	1.1067	0.1668	2.977 to 3.650	3.487	1.0370	0.1306	3.226 to 3.748
Faculty at Peer 1	4.000	0.8528	0.1818	3.622 to 4.378	3.674	1.1269	0.2459	3.161 to 4.187
... Peer 2	3.451	1.0485	0.1658	3.116 to 3.786	3.515	1.0765	0.1874	3.133 to 3.897
... Peer 3	3.456	0.9918	0.1417	3.171 to 3.741	3.507	1.0516	0.1405	3.225 to 3.788
... Peer 4	3.758	1.2273	0.2362	3.272 to 4.243	3.524	1.4629	0.3271	2.839 to 4.209
... Peer 5	3.373	1.1206	0.1794	3.009 to 3.736	3.664	1.0640	0.1911	3.273 to 4.054
Your Peers (n=5)	3.608	0.2363	0.1057	N/A	3.577	0.0754	0.0337	N/A
All Universities (n=54)	3.167	0.3071	0.0418	N/A	3.188	0.3161	0.0430	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on clarity of the expectations for performance as a campus citizen.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on clarity of the expectations for performance as a campus citizen.

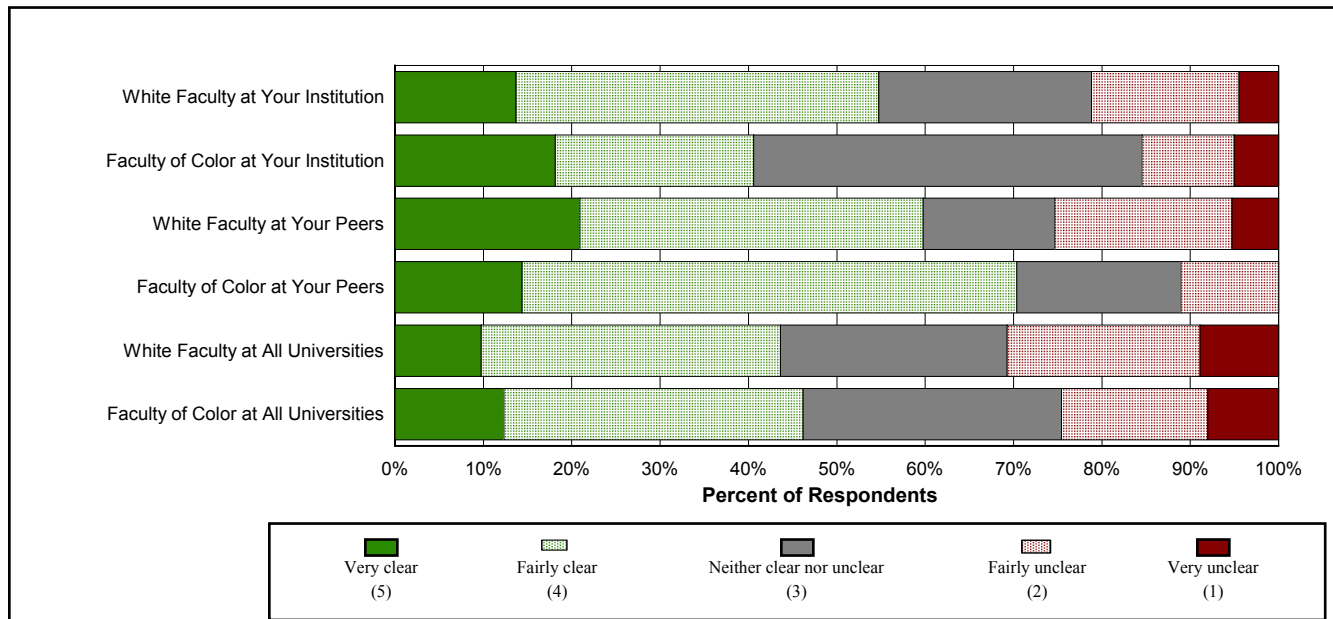
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 87th 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 67th 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	3.428	1.0579	0.1256	3.177 to 3.678	3.382	1.0897	0.1816	3.014 to 3.751
Faculty at Peer 1	3.902	1.0076	0.1657	3.566 to 4.238	3.555	0.9574	0.3909	2.550 to 4.560
... Peer 2	3.463	1.0845	0.1306	3.203 to 3.724	4.000	0.0000	0.0000	4.000 to 4.000
... Peer 3	3.486	1.0638	0.1103	3.267 to 3.706	3.434	0.6401	0.1848	3.027 to 3.841
... Peer 4	3.162	1.4337	0.2927	2.557 to 3.767	4.153	1.0597	0.2210	3.695 to 4.612
... Peer 5	3.489	1.1413	0.1512	3.187 to 3.792	3.540	0.9295	0.2578	2.979 to 4.102
Your Peers (n=5)	3.501	0.2357	0.1054	N/A	3.737	0.2850	0.1275	N/A
All Universities (n=54)	3.138	0.2755	0.0375	N/A	3.259	0.3362	0.0458	N/A



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

Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1)

OVERALL RESULTS

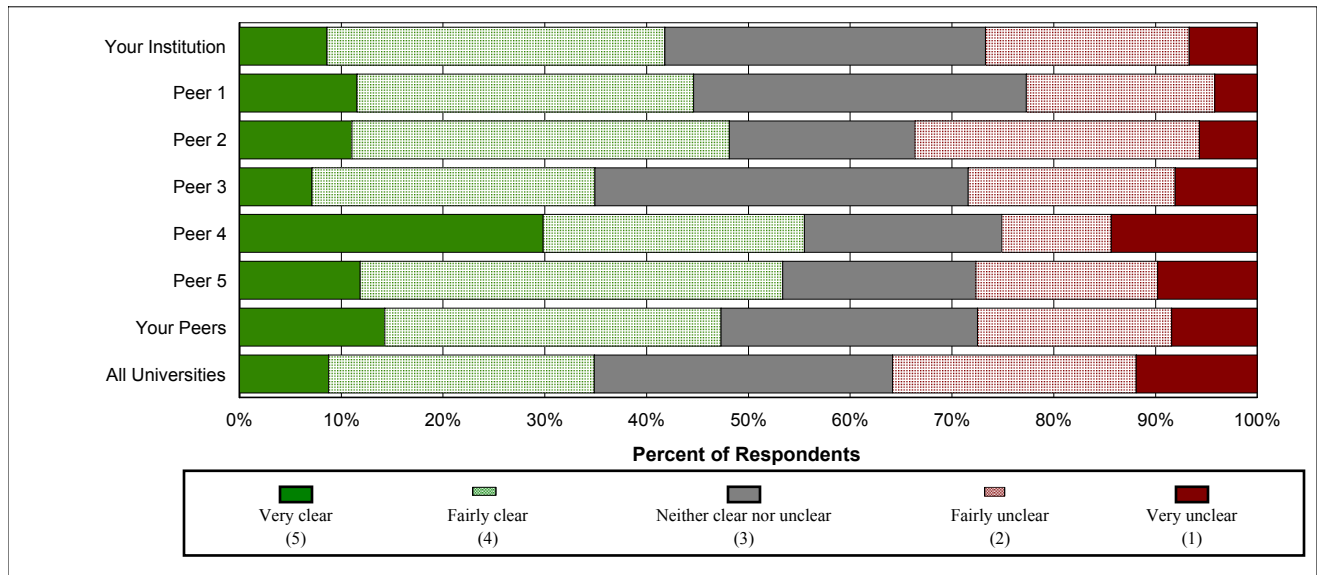
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on clarity of the expectations for performance as a community member.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 80th percentile on clarity of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.170	1.0519	0.1003	2.971 to 3.369
Faculty at Peer 1	3.293	1.0416	0.1588	2.972 to 3.613
... Peer 2	3.198	1.1256	0.1317	2.936 to 3.461
... Peer 3	3.056	1.0461	0.1021	2.853 to 3.258
... Peer 4	3.459	1.3969	0.2016	3.053 to 3.864
... Peer 5	3.278	1.1701	0.1399	2.999 to 3.557
Your Peers (n=5)	3.257	0.1314	0.0588	N/A
All Universities (n=54)	2.959	0.2202	0.0300	N/A



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

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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on clarity of the expectations for performance as a community member.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on clarity of the expectations for performance as a community member.

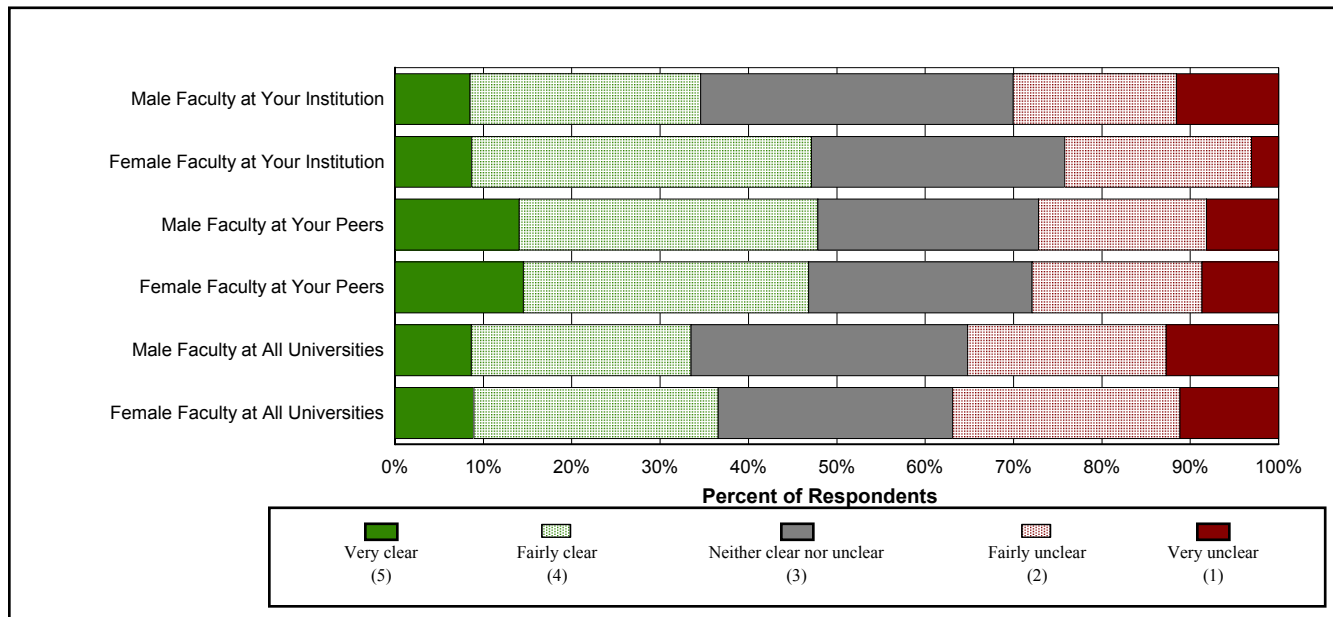
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 63rd 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 93rd 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	3.015	1.1147	0.1662	2.680 to 3.350	3.285	0.9966	0.1236	3.038 to 3.532
Faculty at Peer 1	3.318	1.0174	0.2169	2.867 to 3.769	3.263	1.0648	0.2324	2.779 to 3.748
... Peer 2	3.238	1.2039	0.1904	2.853 to 3.623	3.152	1.0187	0.1773	2.790 to 3.513
... Peer 3	3.080	0.9655	0.1379	2.803 to 3.357	3.028	1.1099	0.1483	2.730 to 3.325
... Peer 4	3.516	1.3491	0.2550	2.993 to 4.039	3.384	1.4448	0.3231	2.708 to 4.060
... Peer 5	3.176	1.1666	0.1868	2.798 to 3.554	3.409	1.1577	0.2079	2.985 to 3.834
Your Peers (n=5)	3.266	0.1472	0.0658	N/A	3.247	0.1432	0.0641	N/A
All Universities (n=54)	2.942	0.2701	0.0368	N/A	2.974	0.2467	0.0336	N/A



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

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

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on clarity of the expectations for performance as a community member.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on clarity of the expectations for performance as a community member.

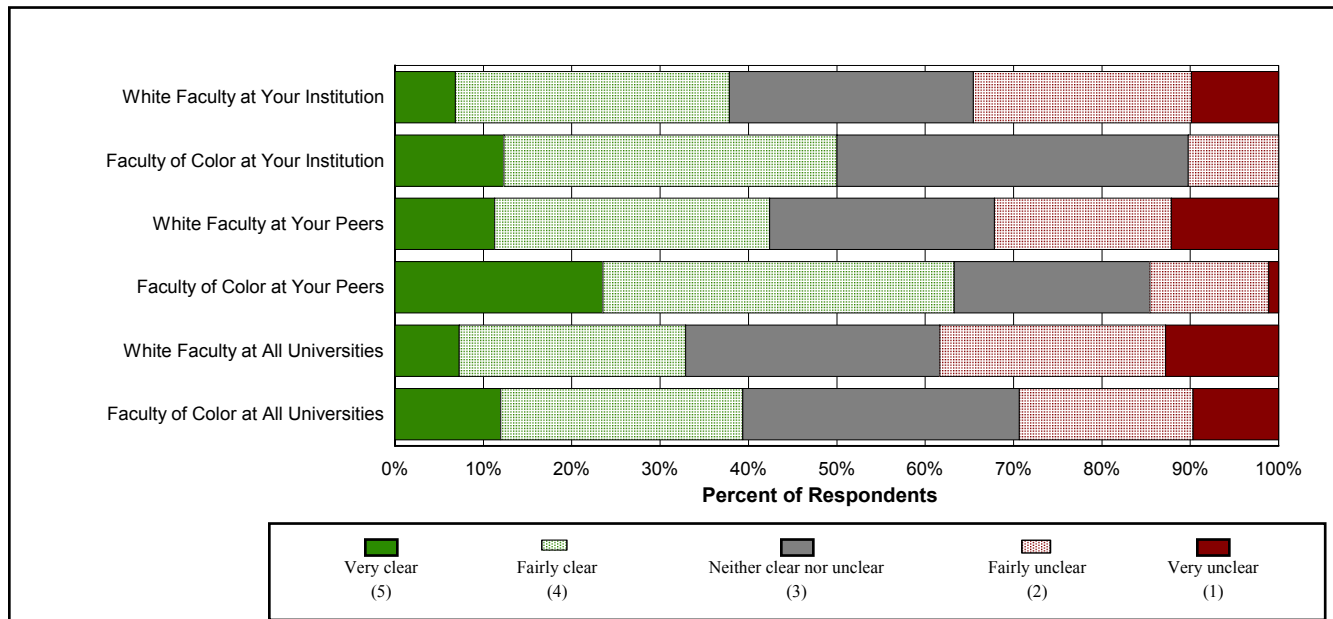
Among all universities:

- 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 community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 91st 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	3.002	1.1041	0.1292	2.745 to 3.260	3.521	0.8581	0.1411	3.235 to 3.807
Faculty at Peer 1	3.247	1.0502	0.1727	2.897 to 3.597	3.555	0.9574	0.3909	2.550 to 4.560
... Peer 2	3.160	1.1245	0.1354	2.889 to 3.430	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.034	1.0416	0.1080	2.820 to 3.249	3.205	1.0801	0.3118	2.519 to 3.891
... Peer 4	2.747	1.4506	0.2961	2.135 to 3.360	4.145	0.9538	0.1947	3.742 to 4.548
... Peer 5	3.279	1.2104	0.1603	2.958 to 3.600	3.275	0.9730	0.2699	2.687 to 3.863
Your Peers (n=5)	3.093	0.1928	0.0862	N/A	3.711	0.4689	0.2097	N/A
All Universities (n=54)	2.890	0.2230	0.0304	N/A	3.122	0.3539	0.0482	N/A



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

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

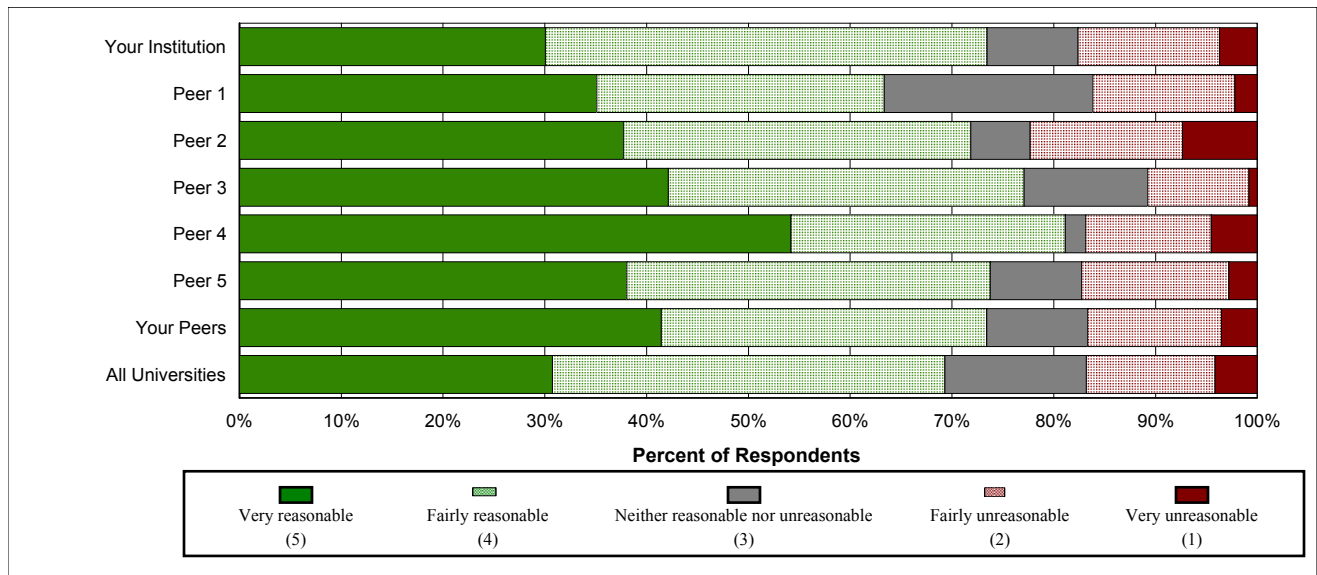
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reasonableness of the expectations for performance as a scholar.

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.822	1.1605	0.1087	3.607 to 4.037
Faculty at Peer 1	3.801	1.1267	0.1760	3.446 to 4.157
... Peer 2	3.800	1.2861	0.1537	3.493 to 4.106
... Peer 3	4.077	1.0260	0.1001	3.878 to 4.275
... Peer 4	4.139	1.1901	0.1718	3.794 to 4.485
... Peer 5	3.917	1.1299	0.1341	3.650 to 4.185
Your Peers (n=5)	3.947	0.1397	0.0625	N/A
All Universities (n=54)	3.791	0.2518	0.0343	N/A



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

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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on reasonableness of the expectations for performance as a scholar.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reasonableness of the expectations for performance as a scholar.

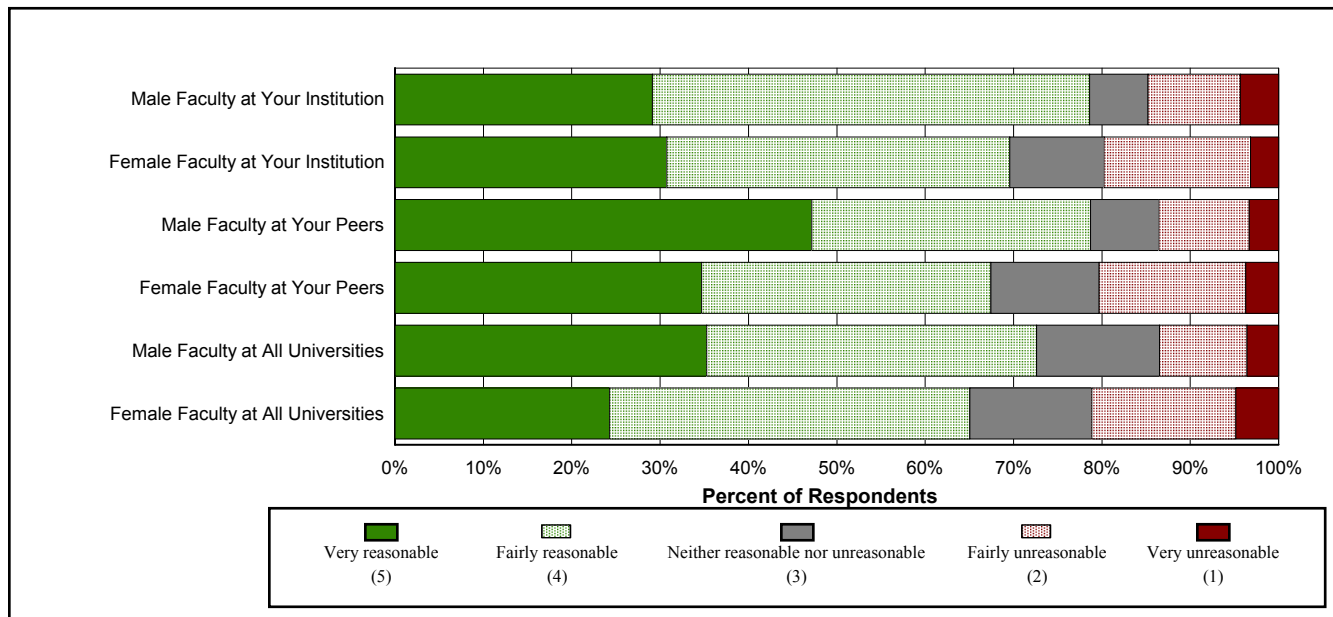
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 48th 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	3.886	1.0765	0.1570	3.570 to 4.202	3.773	1.2096	0.1478	3.478 to 4.069
Faculty at Peer 1	4.199	0.9798	0.2191	3.741 to 4.658	3.371	1.0754	0.2347	2.882 to 3.861
... Peer 2	3.977	1.2598	0.2017	3.568 to 4.385	3.581	1.2895	0.2316	3.108 to 4.054
... Peer 3	4.159	0.9334	0.1333	3.891 to 4.428	3.981	1.0937	0.1461	3.688 to 4.274
... Peer 4	4.310	1.1606	0.2193	3.860 to 4.760	3.914	1.2031	0.2690	3.351 to 4.477
... Peer 5	3.804	1.1519	0.1844	3.430 to 4.177	4.060	1.0879	0.1923	3.667 to 4.452
Your Peers (n =5)	4.090	0.1789	0.0800	N/A	3.781	0.2622	0.1172	N/A
All Universities (n=54)	3.908	0.2589	0.0352	N/A	3.633	0.3051	0.0415	N/A



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

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:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on reasonableness of the expectations for performance as a scholar.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on reasonableness of the expectations for performance as a scholar.

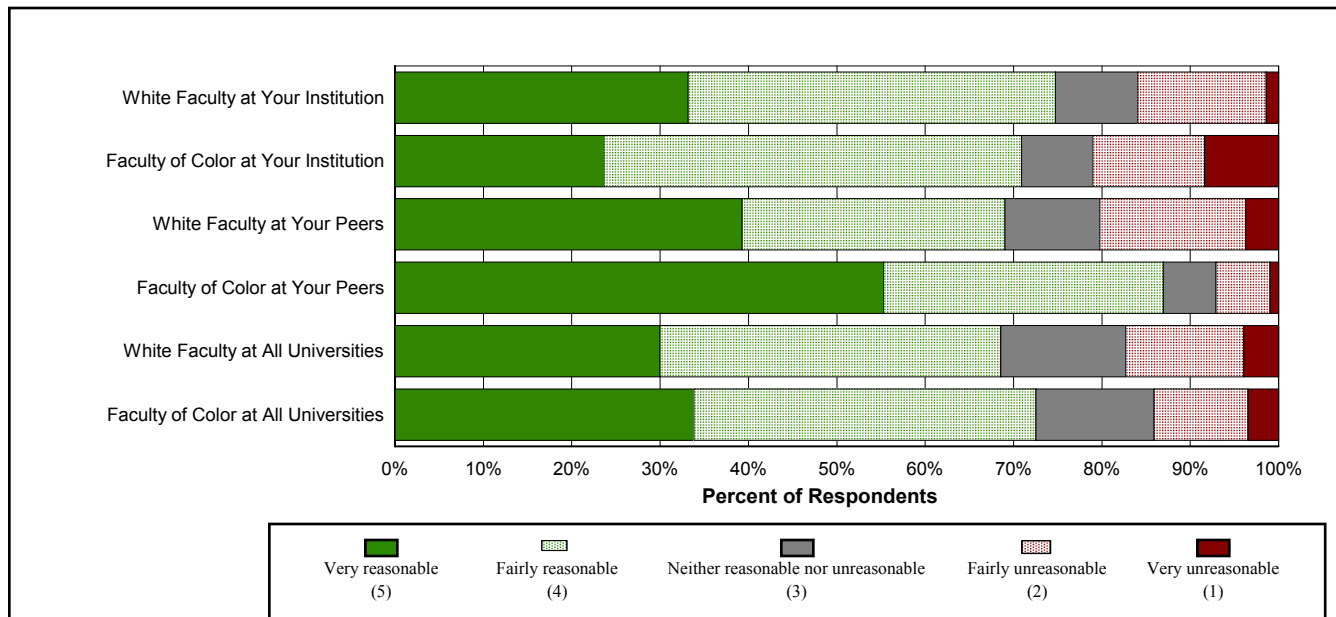
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 74th 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 26th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.905	1.0605	0.1225	3.661 to 4.149	3.651	1.2979	0.2078	3.231 to 4.072
Faculty at Peer 1	3.677	1.1486	0.1941	3.283 to 4.072	4.474	0.7454	0.3043	3.692 to 5.256
... Peer 2	3.775	1.2886	0.1586	3.459 to 4.092	4.500	1.2247	0.6124	2.551 to 6.449
... Peer 3	4.055	1.0361	0.1074	3.842 to 4.269	4.223	0.9242	0.2668	3.636 to 4.810
... Peer 4	3.832	1.3744	0.2805	3.251 to 4.412	4.436	0.8650	0.1766	4.070 to 4.801
... Peer 5	3.878	1.1756	0.1544	3.569 to 4.187	4.076	0.8635	0.2395	3.554 to 4.597
Your Peers (n=5)	3.843	0.1253	0.0560	N/A	4.342	0.1651	0.0738	N/A
All Universities (n=54)	3.773	0.2377	0.0323	N/A	3.888	0.3745	0.0510	N/A



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

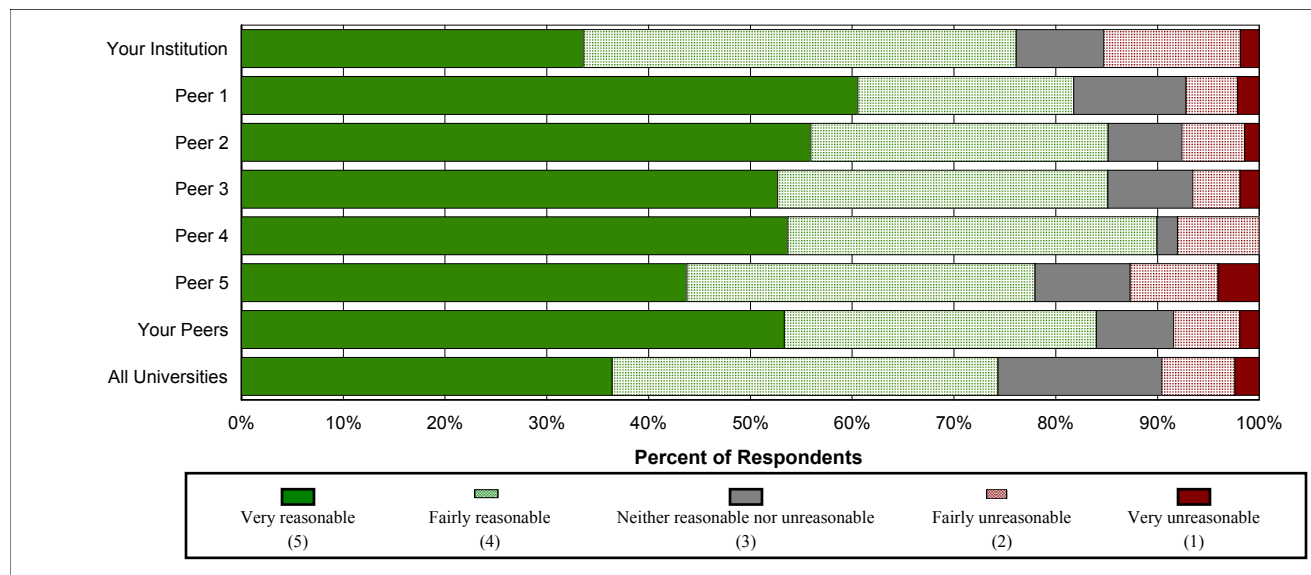
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on reasonableness of the expectations for performance as a teacher.

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.926	1.0785	0.1024	3.723 to 4.129
Faculty at Peer 1	4.330	1.0116	0.1561	4.015 to 4.645
... Peer 2	4.320	0.9699	0.1151	4.091 to 4.550
... Peer 3	4.294	0.9433	0.0921	4.111 to 4.476
... Peer 4	4.356	0.8777	0.1267	4.101 to 4.611
... Peer 5	4.050	1.1024	0.1337	3.783 to 4.317
Your Peers (n=5)	4.270	0.1119	0.0500	N/A
All Universities (n=54)	3.988	0.2359	0.0321	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reasonableness of the expectations for performance as a teacher.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reasonableness of the expectations for performance as a teacher.

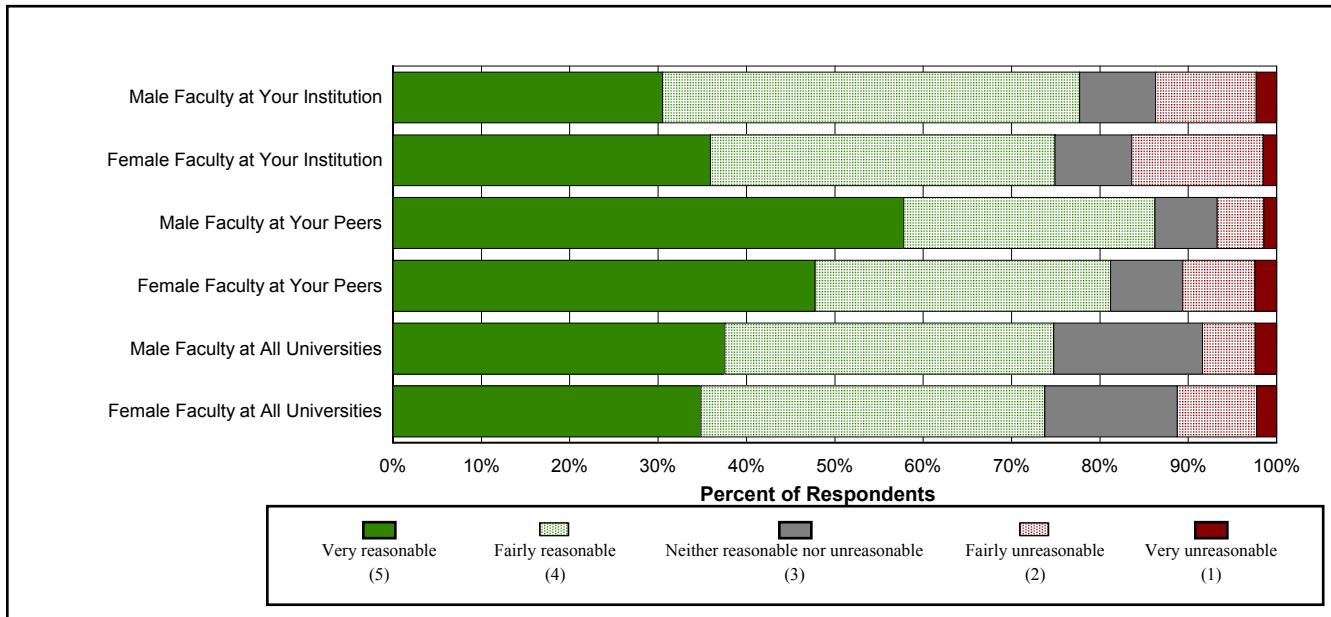
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th 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, male junior faculty found the expectations for performance as a teacher 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	3.922	1.0198	0.1520	3.616 to 4.228	3.929	1.1164	0.1374	3.655 to 4.204
Faculty at Peer 1	4.380	0.9500	0.2073	3.948 to 4.813	4.272	1.0648	0.2324	3.787 to 4.757
... Peer 2	4.379	0.9957	0.1594	4.056 to 4.702	4.250	0.9354	0.1654	3.913 to 4.587
... Peer 3	4.317	0.9559	0.1366	4.043 to 4.592	4.267	0.9306	0.1244	4.018 to 4.516
... Peer 4	4.409	0.8594	0.1624	4.075 to 4.742	4.287	0.9000	0.2012	3.865 to 4.708
... Peer 5	4.304	0.9207	0.1494	4.002 to 4.607	3.719	1.2297	0.2245	3.260 to 4.178
Your Peers (n =5)	4.358	0.0401	0.0179	N/A	4.159	0.2203	0.0985	N/A
All Universities (n=54)	4.015	0.2492	0.0339	N/A	3.951	0.2710	0.0369	N/A



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

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reasonableness of the expectations for performance as a teacher.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on reasonableness of the expectations for performance as a teacher.

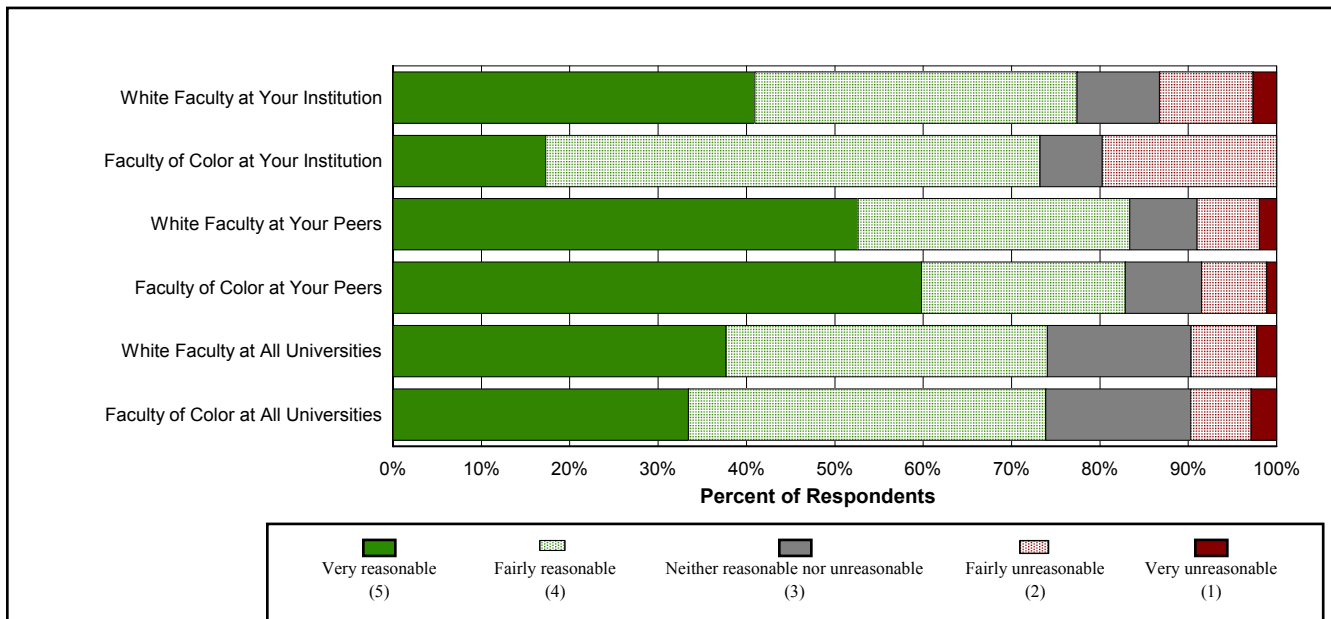
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 44th 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 24th percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.024	1.0829	0.1250	3.775 to 4.273	3.707	1.0274	0.1712	3.360 to 4.055
Faculty at Peer 1	4.259	1.0375	0.1729	3.908 to 4.610	4.723	0.7454	0.3043	3.941 to 5.505
... Peer 2	4.314	0.9496	0.1160	4.083 to 4.546	4.500	1.2247	0.6124	2.551 to 6.449
... Peer 3	4.271	0.9520	0.0987	4.075 to 4.467	4.453	0.8620	0.2488	3.905 to 5.001
... Peer 4	4.205	0.9991	0.2039	3.783 to 4.627	4.501	0.7071	0.1443	4.202 to 4.800
... Peer 5	4.202	1.0514	0.1418	3.918 to 4.486	3.474	1.1513	0.3193	2.778 to 4.170
Your Peers (n=5)	4.250	0.0423	0.0189	N/A	4.330	0.4383	0.1960	N/A
All Universities (n=54)	3.998	0.2289	0.0312	N/A	3.947	0.3409	0.0464	N/A



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

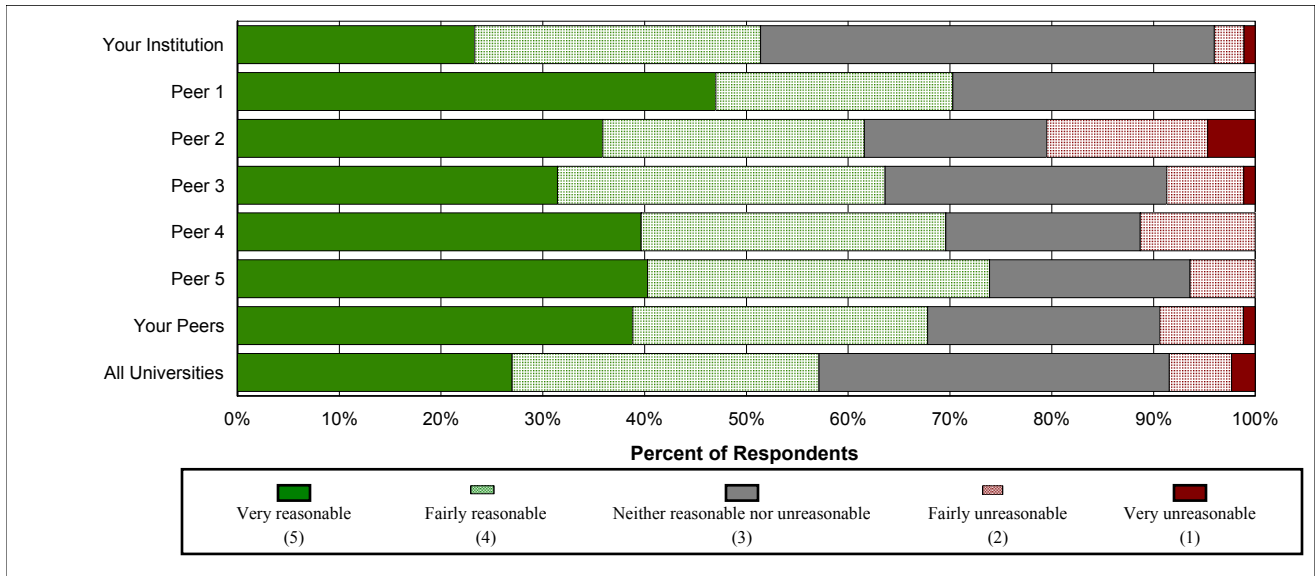
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on reasonableness of the expectations for performance as a student advisor.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 37th percentile on reasonableness of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.695	0.8921	0.0901	3.516 to 3.874
Faculty at Peer 1	4.173	0.8635	0.1383	3.893 to 4.453
... Peer 2	3.723	1.2217	0.1515	3.420 to 4.026
... Peer 3	3.852	0.9950	0.1000	3.654 to 4.051
... Peer 4	3.979	1.0215	0.1540	3.669 to 4.290
... Peer 5	4.078	0.9032	0.1087	3.861 to 4.295
Your Peers (n=5)	3.961	0.1595	0.0713	N/A
All Universities (n=54)	3.734	0.2619	0.0356	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reasonableness of the expectations for performance as a student advisor.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reasonableness of the expectations for performance as a student advisor.

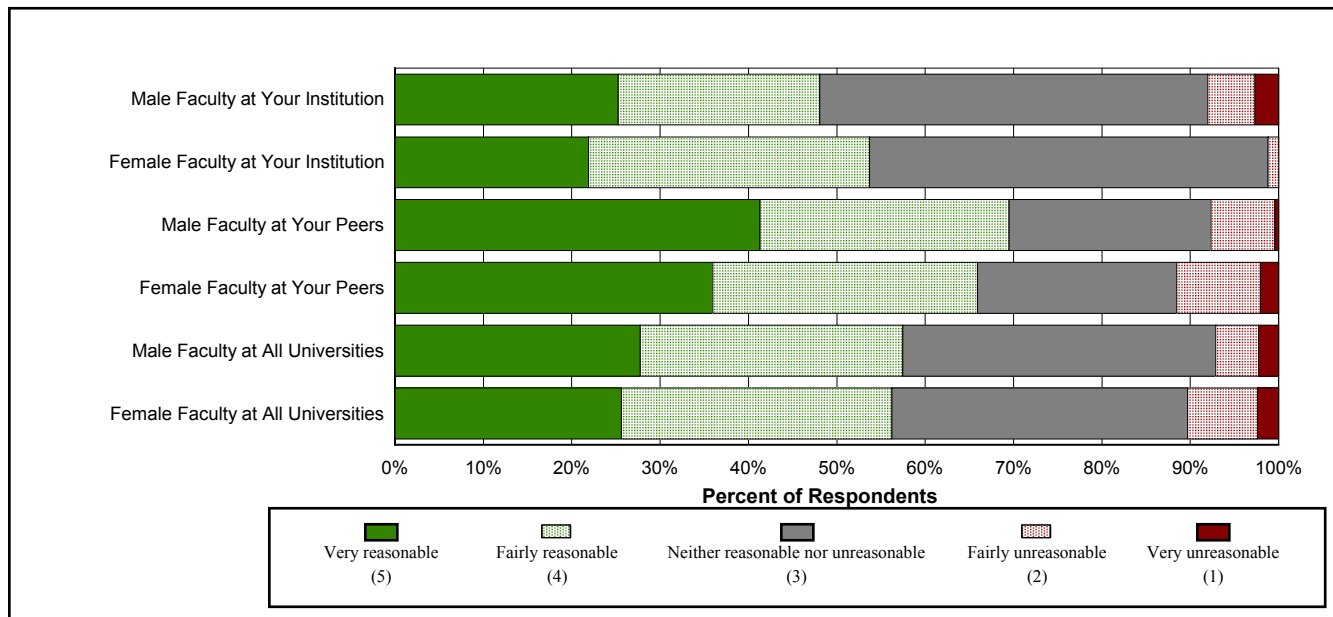
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 31st 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 50th percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.626	0.9997	0.1601	3.302 to 3.950	3.744	0.8097	0.1054	3.533 to 3.955
Faculty at Peer 1	4.263	0.8487	0.1947	3.854 to 4.672	4.076	0.8646	0.1933	3.671 to 4.481
... Peer 2	3.807	1.1010	0.1835	3.435 to 4.180	3.621	1.3497	0.2506	3.107 to 4.134
... Peer 3	3.867	0.9798	0.1461	3.572 to 4.161	3.836	1.0075	0.1371	3.561 to 4.111
... Peer 4	3.958	0.9798	0.1922	3.562 to 4.354	4.008	1.0787	0.2543	3.472 to 4.545
... Peer 5	4.239	0.8487	0.1377	3.961 to 4.518	3.874	0.9282	0.1667	3.534 to 4.214
Your Peers (n =5)	4.027	0.1893	0.0847	N/A	3.883	0.1575	0.0704	N/A
All Universities (n=54)	3.758	0.2858	0.0389	N/A	3.691	0.2734	0.0372	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on reasonableness of the expectations for performance as a student advisor.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on reasonableness of the expectations for performance as a student advisor.

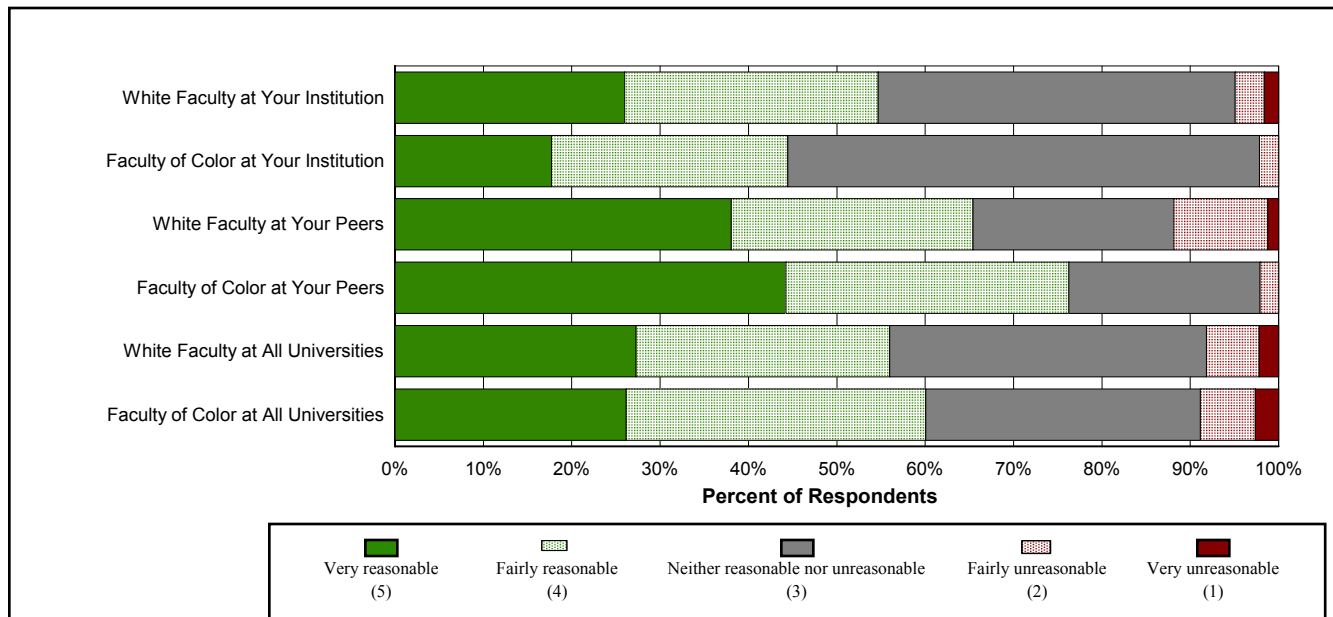
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 44th 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 33rd percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.741	0.9287	0.1152	3.511 to 3.971	3.600	0.8097	0.1410	3.313 to 3.887
Faculty at Peer 1	4.131	0.8793	0.1531	3.819 to 4.442	4.388	0.7454	0.3043	3.606 to 5.171
... Peer 2	3.689	1.2353	0.1582	3.373 to 4.006	4.625	0.8292	0.4146	3.306 to 5.944
... Peer 3	3.838	1.0100	0.1077	3.624 to 4.052	3.950	0.8528	0.2571	3.378 to 4.523
... Peer 4	3.679	1.1436	0.2438	3.172 to 4.186	4.274	0.7938	0.1692	3.922 to 4.625
... Peer 5	4.180	0.9084	0.1214	3.937 to 4.424	3.682	0.7994	0.2217	3.199 to 4.166
Your Peers (n=5)	3.904	0.2138	0.0956	N/A	4.184	0.3318	0.1484	N/A
All Universities (n=54)	3.729	0.2545	0.0346	N/A	3.747	0.3479	0.0473	N/A



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

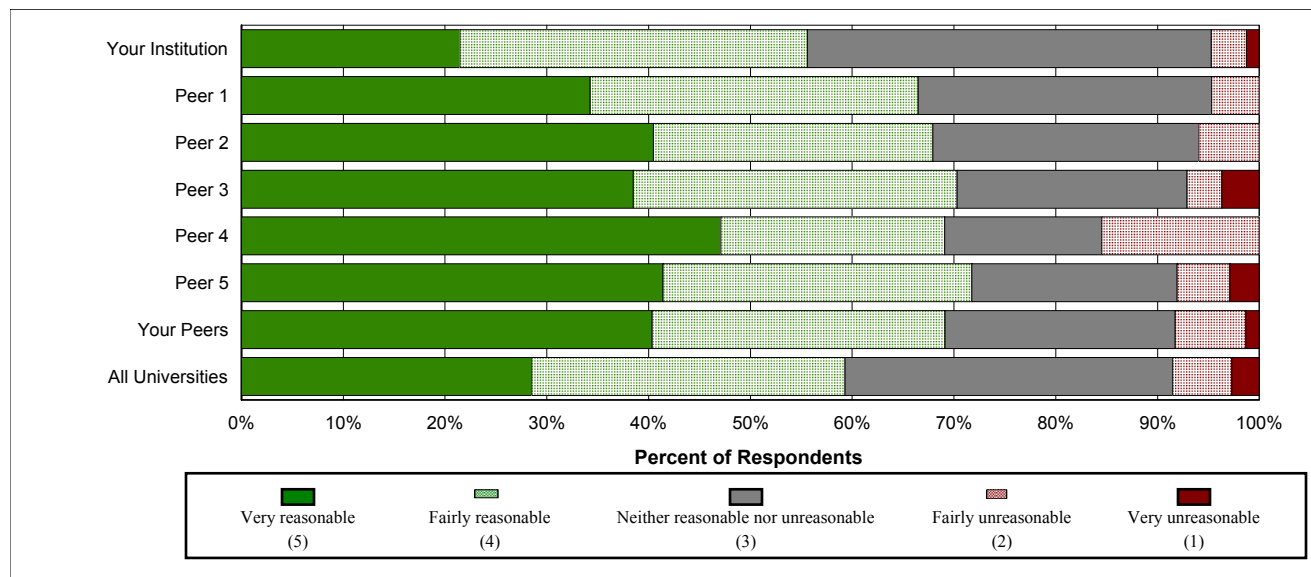
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on reasonableness of the expectations for performance as a department colleague.

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.711	0.9036	0.0862	3.540 to 3.881
Faculty at Peer 1	3.961	0.9101	0.1404	3.677 to 4.244
... Peer 2	4.025	0.9470	0.1148	3.795 to 4.254
... Peer 3	3.980	1.0245	0.1019	3.778 to 4.183
... Peer 4	4.007	1.1155	0.1663	3.672 to 4.342
... Peer 5	4.022	1.0293	0.1258	3.771 to 4.273
Your Peers (n=5)	3.999	0.0248	0.0111	N/A
All Universities (n=54)	3.766	0.2365	0.0322	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reasonableness of the expectations for performance as a department colleague.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on reasonableness of the expectations for performance as a department colleague.

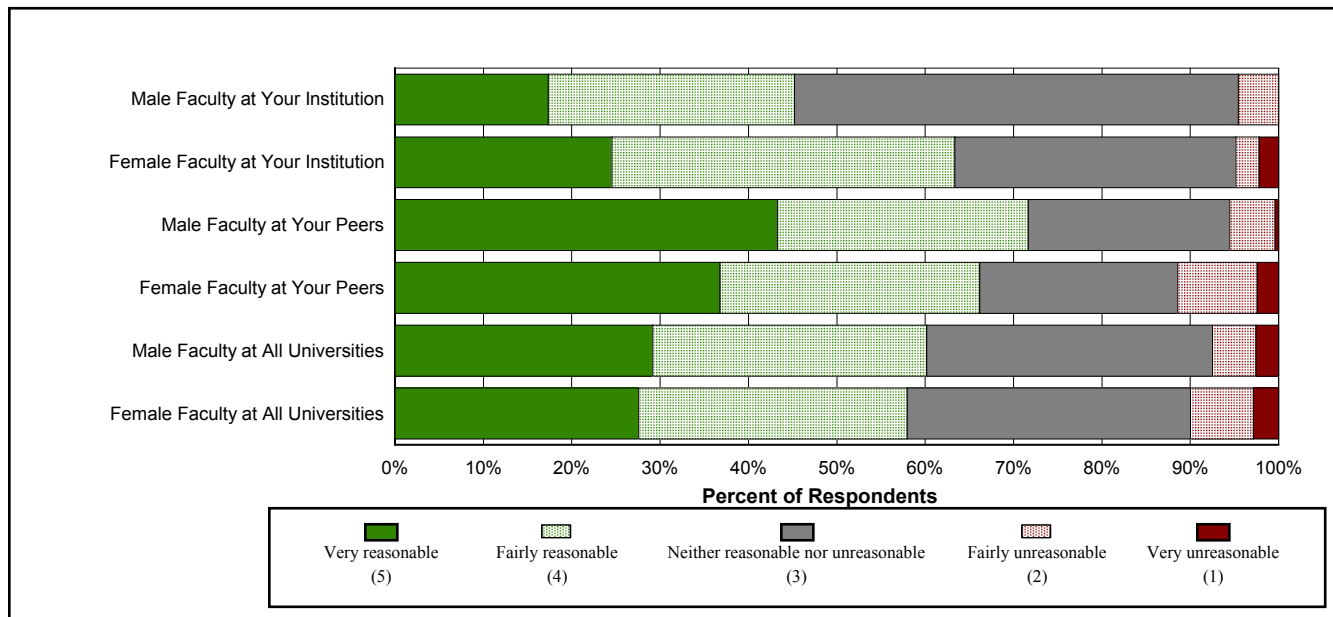
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 26th 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 54th percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

- Across all universities, male junior faculty found the expectations for performance as a department colleague 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	3.580	0.8273	0.1233	3.331 to 3.828	3.808	0.9429	0.1169	3.575 to 4.042
Faculty at Peer 1	4.095	0.8677	0.1893	3.700 to 4.490	3.809	0.9209	0.2010	3.390 to 4.228
... Peer 2	4.104	0.8620	0.1437	3.812 to 4.395	3.938	1.0289	0.1819	3.567 to 4.308
... Peer 3	4.060	0.8992	0.1298	3.798 to 4.321	3.886	1.1229	0.1542	3.577 to 4.196
... Peer 4	4.087	1.0714	0.2101	3.654 to 4.520	3.904	1.1650	0.2673	3.343 to 4.466
... Peer 5	4.105	0.9805	0.1612	3.779 to 4.432	3.917	1.0755	0.1964	3.516 to 4.319
Your Peers (n =5)	4.090	0.0166	0.0074	N/A	3.891	0.0442	0.0198	N/A
All Universities (n=54)	3.793	0.2464	0.0335	N/A	3.727	0.2697	0.0367	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reasonableness of the expectations for performance as a department colleague.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on reasonableness of the expectations for performance as a department colleague.

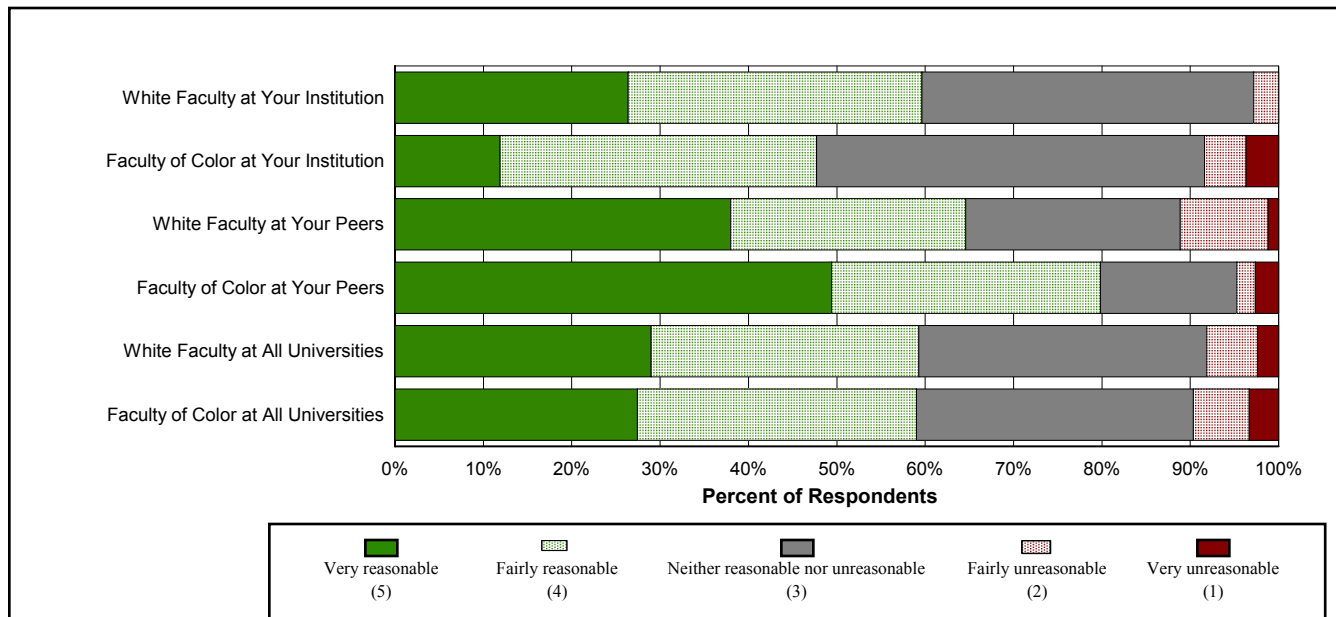
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 52nd 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 26th percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.832	0.8500	0.1009	3.631 to 4.033	3.475	0.9573	0.1533	3.165 to 3.785
Faculty at Peer 1	3.904	0.9061	0.1510	3.597 to 4.211	4.278	0.8975	0.3664	3.336 to 5.220
... Peer 2	4.016	0.9526	0.1182	3.780 to 4.253	4.400	0.8165	0.4714	2.372 to 6.428
... Peer 3	4.003	1.0056	0.1066	3.791 to 4.215	3.829	1.1547	0.3333	3.095 to 4.563
... Peer 4	3.605	1.2765	0.2662	3.053 to 4.157	4.419	0.7173	0.1529	4.101 to 4.737
... Peer 5	3.983	1.0627	0.1446	3.693 to 4.273	4.167	0.8635	0.2395	3.646 to 4.689
Your Peers (n=5)	3.902	0.1538	0.0688	N/A	4.219	0.2150	0.0962	N/A
All Universities (n=54)	3.777	0.2300	0.0313	N/A	3.735	0.3186	0.0434	N/A



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

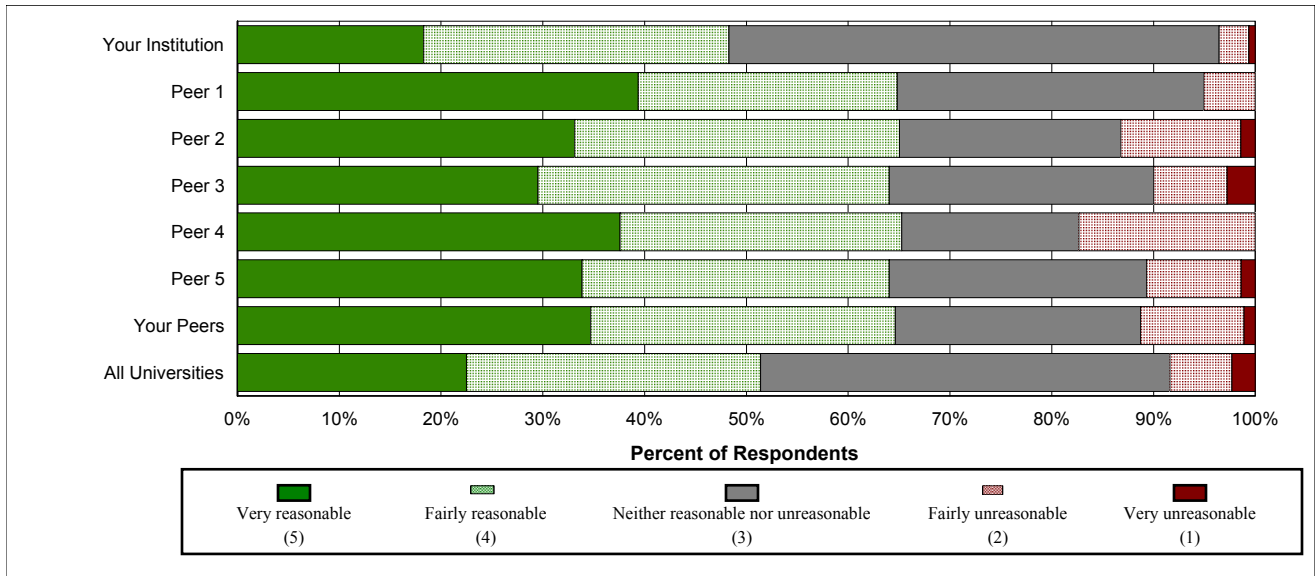
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on reasonableness of the expectations for performance as a campus citizen.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 39th percentile on reasonableness of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.624	0.8471	0.0819	3.462 to 3.786
Faculty at Peer 1	3.991	0.9383	0.1448	3.699 to 4.284
... Peer 2	3.836	1.0656	0.1265	3.583 to 4.088
... Peer 3	3.808	1.0090	0.0994	3.611 to 4.005
... Peer 4	3.855	1.1230	0.1638	3.525 to 4.185
... Peer 5	3.858	1.0254	0.1234	3.612 to 4.105
Your Peers (n=5)	3.870	0.0634	0.0283	N/A
All Universities (n=54)	3.632	0.2550	0.0347	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reasonableness of the expectations for performance as a campus citizen.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reasonableness of the expectations for performance as a campus citizen.

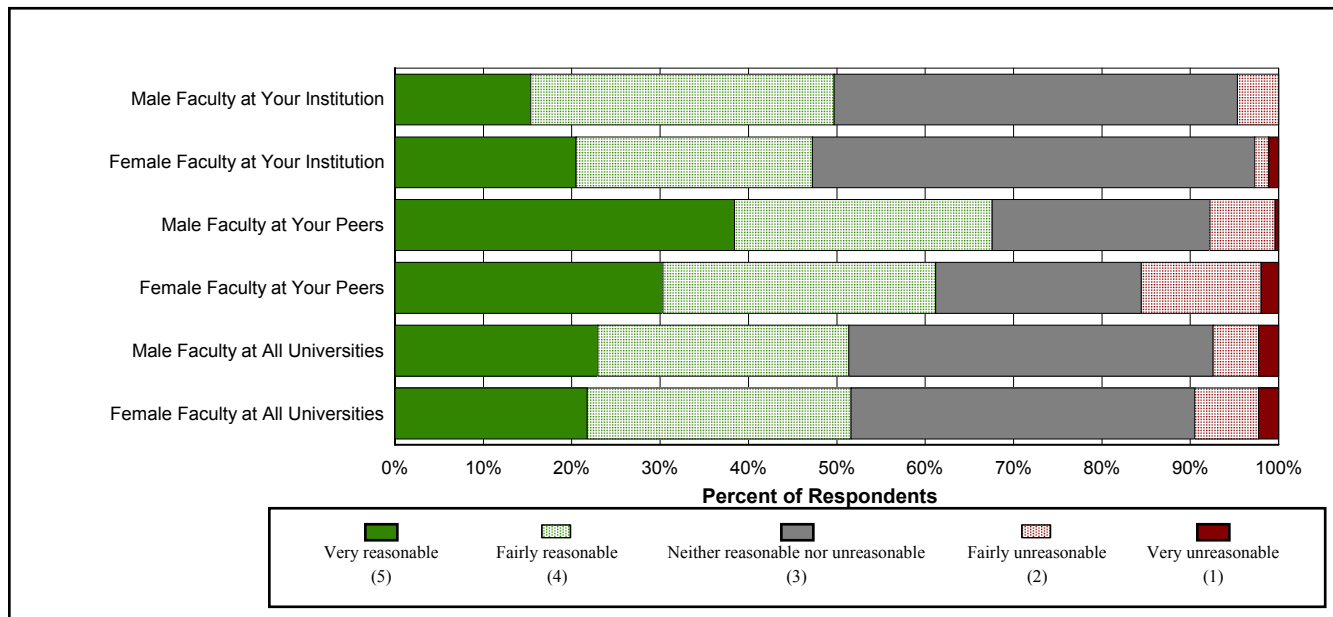
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 35th 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 43rd 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	3.604	0.8039	0.1212	3.359 to 3.848	3.639	0.8758	0.1103	3.418 to 3.859
Faculty at Peer 1	4.095	1.0191	0.2224	3.631 to 4.558	3.874	0.8330	0.1818	3.495 to 4.253
... Peer 2	4.142	0.8710	0.1395	3.859 to 4.424	3.469	1.1722	0.2072	3.046 to 3.891
... Peer 3	3.876	0.9611	0.1373	3.600 to 4.152	3.726	1.0482	0.1426	3.440 to 4.013
... Peer 4	3.925	1.0157	0.1955	3.524 to 4.327	3.767	1.2359	0.2764	3.188 to 4.345
... Peer 5	3.854	1.0045	0.1630	3.524 to 4.184	3.863	1.0502	0.1886	3.478 to 4.248
Your Peers (n =5)	3.978	0.1173	0.0525	N/A	3.740	0.1467	0.0656	N/A
All Universities (n=54)	3.646	0.2668	0.0363	N/A	3.616	0.2887	0.0393	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reasonableness of the expectations for performance as a campus citizen.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on reasonableness of the expectations for performance as a campus citizen.

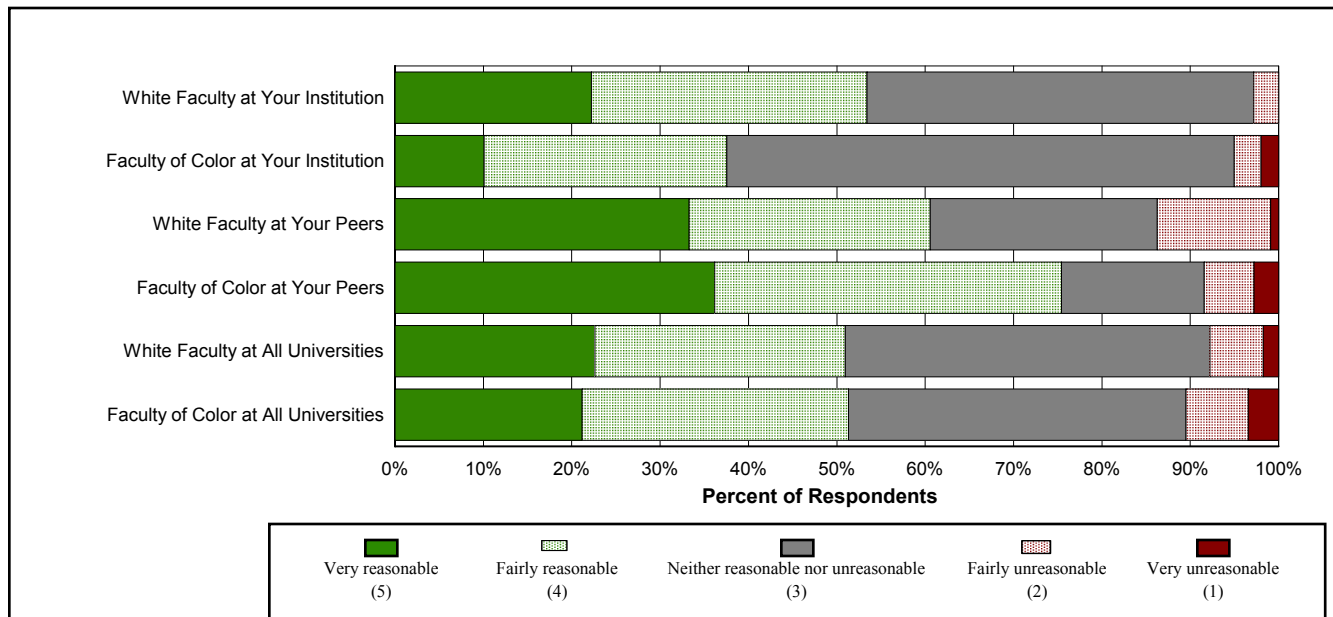
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 48th 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 33rd percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.728	0.8385	0.0995	3.530 to 3.927	3.406	0.8315	0.1386	3.125 to 3.688
Faculty at Peer 1	4.005	0.9428	0.1571	3.686 to 4.324	3.915	0.8975	0.3664	2.974 to 4.857
... Peer 2	3.826	1.0640	0.1300	3.566 to 4.085	4.125	1.0897	0.5449	2.391 to 5.859
... Peer 3	3.815	0.9883	0.1030	3.610 to 4.019	3.759	1.1642	0.3510	2.977 to 4.541
... Peer 4	3.494	1.1902	0.2430	2.992 to 3.997	4.221	0.9466	0.1974	3.811 to 4.630
... Peer 5	3.822	1.0708	0.1431	3.535 to 4.108	3.999	0.7845	0.2176	3.525 to 4.473
Your Peers (n=5)	3.792	0.1652	0.0739	N/A	4.004	0.1610	0.0720	N/A
All Universities (n=54)	3.641	0.2565	0.0349	N/A	3.586	0.3340	0.0455	N/A



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

Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1)

OVERALL RESULTS

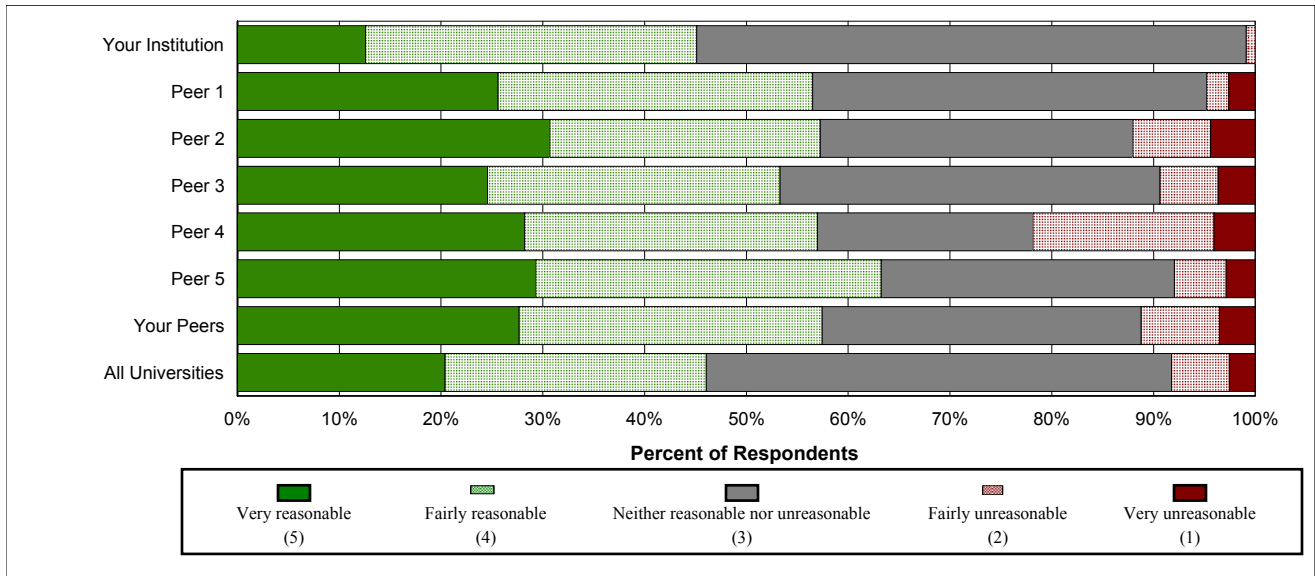
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on reasonableness of the expectations for performance as a community member.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 41st percentile on reasonableness of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.568	0.7209	0.0687	3.432 to 3.705
Faculty at Peer 1	3.747	0.9377	0.1464	3.451 to 4.043
... Peer 2	3.715	1.1129	0.1330	3.450 to 3.980
... Peer 3	3.649	1.0048	0.0995	3.451 to 3.846
... Peer 4	3.593	1.1696	0.1688	3.253 to 3.932
... Peer 5	3.818	0.9991	0.1212	3.576 to 4.059
Your Peers (n=5)	3.704	0.0779	0.0348	N/A
All Universities (n=54)	3.557	0.2254	0.0307	N/A



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

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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reasonableness of the expectations for performance as a community member.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on reasonableness of the expectations for performance as a community member.

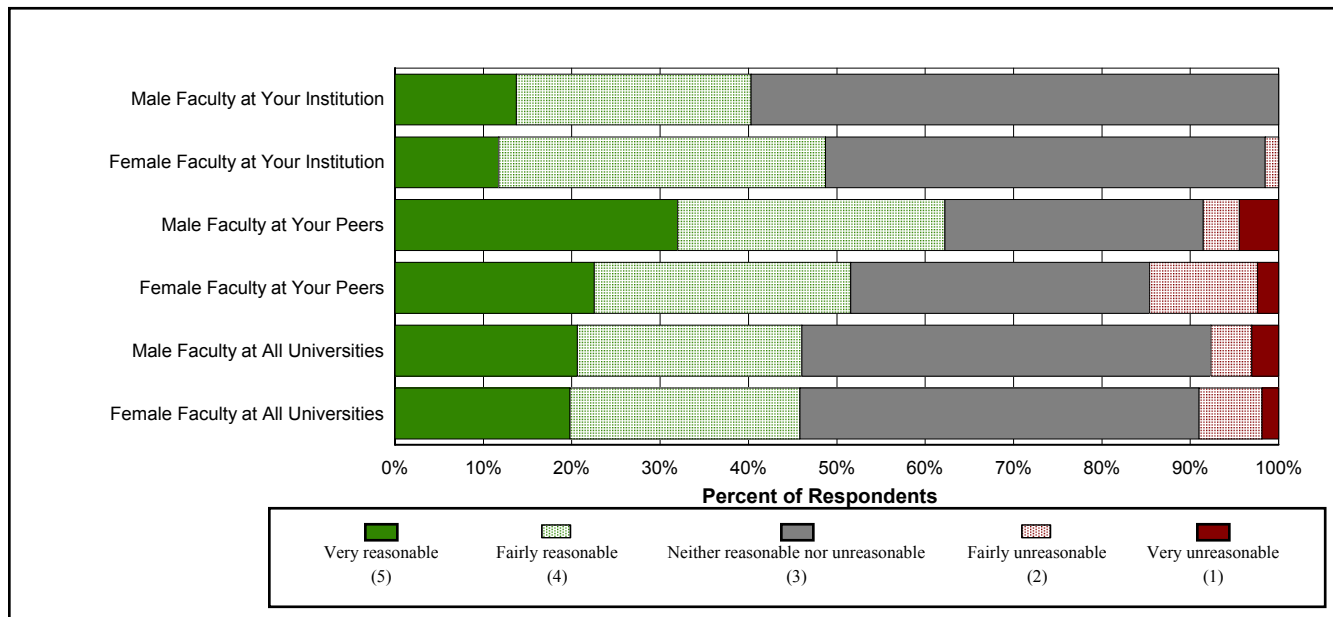
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 43rd 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 50th 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	3.540	0.7180	0.1070	3.325 to 3.756	3.589	0.7226	0.0896	3.410 to 3.768
Faculty at Peer 1	3.799	1.0296	0.2302	3.317 to 4.281	3.691	0.8357	0.1824	3.311 to 4.072
... Peer 2	3.954	1.0951	0.1754	3.599 to 4.309	3.419	1.0709	0.1923	3.027 to 3.812
... Peer 3	3.735	1.0153	0.1465	3.440 to 4.030	3.548	0.9910	0.1349	3.278 to 3.819
... Peer 4	3.716	1.1606	0.2193	3.266 to 4.166	3.431	1.1576	0.2588	2.889 to 3.972
... Peer 5	3.859	1.0177	0.1673	3.519 to 4.198	3.767	0.9742	0.1750	3.410 to 4.124
Your Peers (n =5)	3.812	0.0867	0.0388	N/A	3.571	0.1387	0.0620	N/A
All Universities (n=54)	3.560	0.2597	0.0353	N/A	3.547	0.2410	0.0328	N/A



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

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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reasonableness of the expectations for performance as a community member.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on reasonableness of the expectations for performance as a community member.

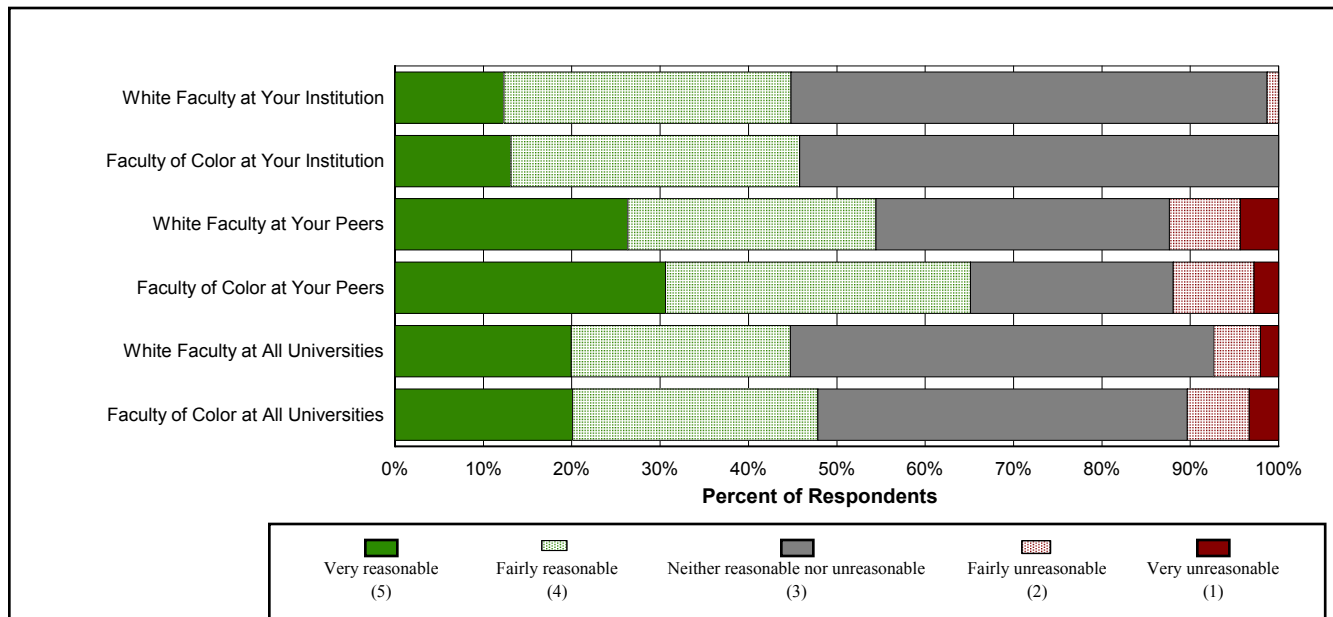
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st 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 50th 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	3.559	0.7212	0.0844	3.390 to 3.727	3.589	0.7202	0.1184	3.349 to 3.829
Faculty at Peer 1	3.716	0.9433	0.1594	3.392 to 4.040	3.915	0.8975	0.3664	2.974 to 4.857
... Peer 2	3.701	1.1142	0.1372	3.427 to 3.975	4.125	1.0897	0.5449	2.391 to 5.859
... Peer 3	3.682	0.9708	0.1018	3.479 to 3.884	3.411	1.2332	0.3718	2.583 to 4.240
... Peer 4	3.250	1.2332	0.2517	2.729 to 3.770	3.924	0.9965	0.2034	3.503 to 4.344
... Peer 5	3.855	1.0343	0.1395	3.575 to 4.135	3.675	0.8213	0.2278	3.179 to 4.172
Your Peers (n=5)	3.641	0.2048	0.0916	N/A	3.810	0.2451	0.1096	N/A
All Universities (n=54)	3.553	0.2356	0.0321	N/A	3.543	0.2834	0.0386	N/A



Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

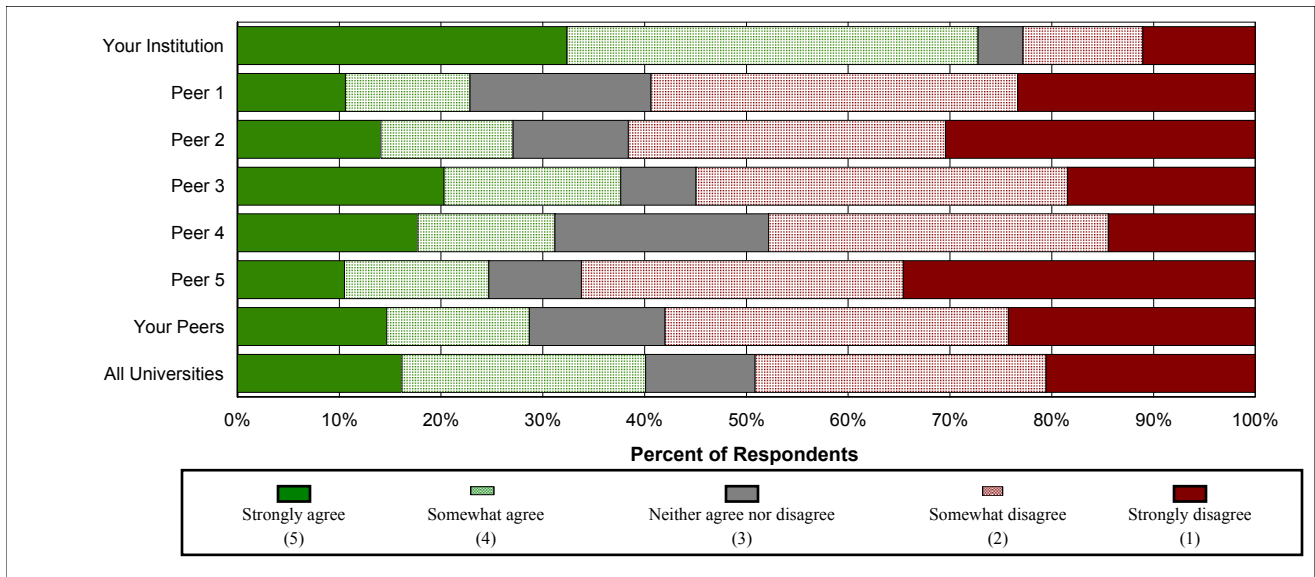
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on reporting having received consistent messages from senior colleagues about the requirements for tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 98th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.712	1.3278	0.1249	3.465 to 3.960
Faculty at Peer 1	2.507	1.2390	0.1912	2.121 to 2.893
... Peer 2	2.491	1.4028	0.1665	2.159 to 2.823
... Peer 3	2.846	1.4371	0.1416	2.565 to 3.126
... Peer 4	2.867	1.3123	0.1935	2.477 to 3.256
... Peer 5	2.344	1.3474	0.1610	2.023 to 2.666
Your Peers (n=5)	2.611	0.2081	0.0931	N/A
All Universities (n=54)	2.865	0.4107	0.0559	N/A



Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reporting having received consistent messages from senior colleagues about the requirements for tenure.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on reporting having received consistent messages from senior colleagues about the requirements for tenure.

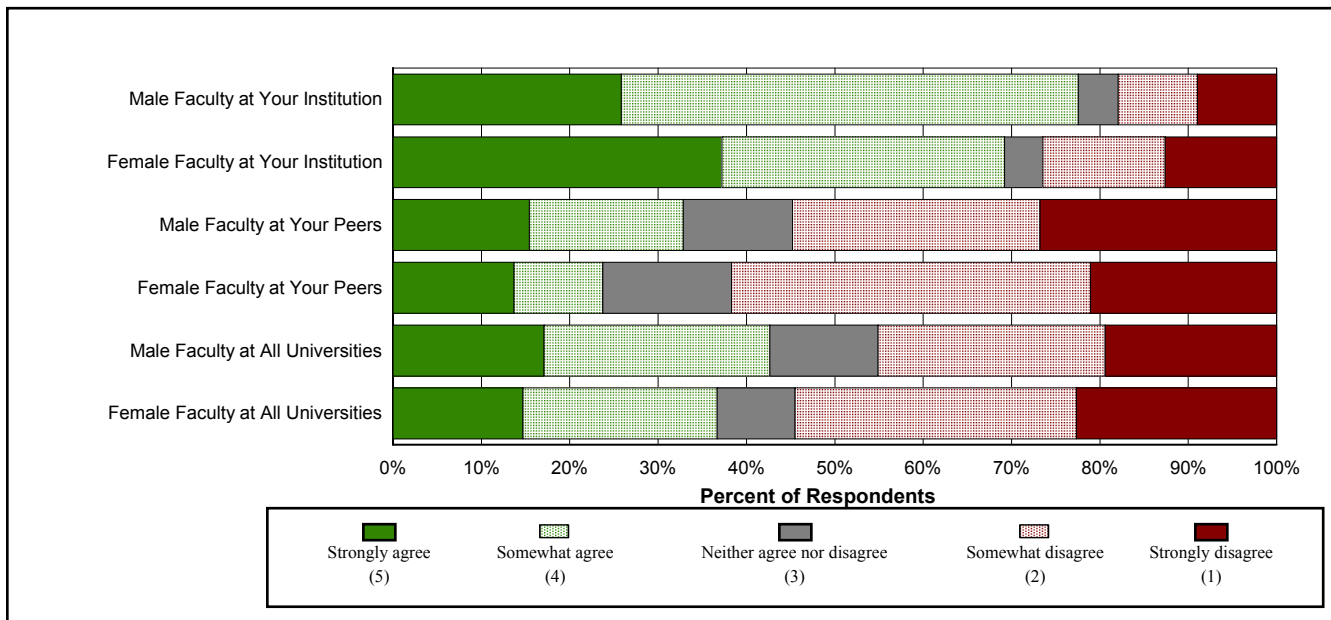
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 98th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on reporting having received consistent 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 received consistent 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	3.765	1.1779	0.1737	3.415 to 4.114	3.673	1.4158	0.1730	3.328 to 4.019
Faculty at Peer 1	2.570	1.2936	0.2823	1.982 to 3.159	2.436	1.1742	0.2562	1.901 to 2.970
... Peer 2	2.612	1.4973	0.2398	2.127 to 3.098	2.344	1.2651	0.2236	1.888 to 2.800
... Peer 3	2.984	1.4065	0.2052	2.571 to 3.397	2.693	1.4446	0.1930	2.306 to 3.080
... Peer 4	2.885	1.4231	0.2791	2.310 to 3.460	2.844	1.1522	0.2576	2.305 to 3.383
... Peer 5	2.285	1.3848	0.2246	1.829 to 2.740	2.417	1.2957	0.2290	1.950 to 2.885
Your Peers (n =5)	2.667	0.2477	0.1108	N/A	2.547	0.1897	0.0848	N/A
All Universities (n=54)	2.952	0.4095	0.0557	N/A	2.742	0.4451	0.0606	N/A



Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.

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 having received consistent messages from senior colleagues about the requirements for tenure.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on reporting having received consistent messages from senior colleagues about the requirements for tenure.

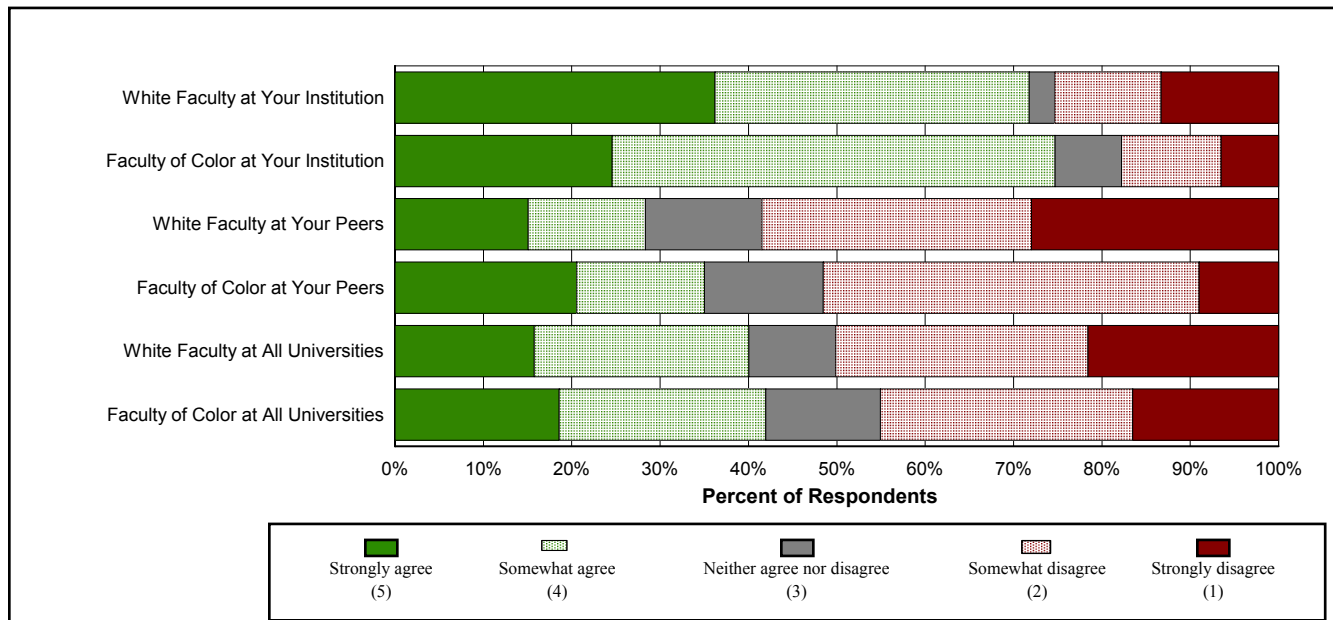
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 98th percentile on reporting having received consistent 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 96th percentile on reporting having received consistent 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 received consistent 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	3.694	1.4135	0.1643	3.366 to 4.021	3.750	1.1461	0.1835	3.378 to 4.121
Faculty at Peer 1	2.399	1.2310	0.2052	1.983 to 2.816	3.111	1.1547	0.4714	1.900 to 4.323
... Peer 2	2.472	1.3877	0.1683	2.136 to 2.808	3.143	1.6997	0.9813	-1.079 to 7.365
... Peer 3	2.851	1.4646	0.1535	2.546 to 3.156	2.806	1.1873	0.3427	2.052 to 3.561
... Peer 4	2.915	1.4420	0.3007	2.291 to 3.539	2.820	1.1666	0.2433	2.316 to 3.325
... Peer 5	2.210	1.3473	0.1785	1.852 to 2.567	2.871	1.2499	0.3466	2.116 to 3.627
Your Peers (n=5)	2.570	0.2708	0.1211	N/A	2.950	0.1463	0.0654	N/A
All Universities (n=54)	2.841	0.4060	0.0553	N/A	2.990	0.4626	0.0630	N/A



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

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

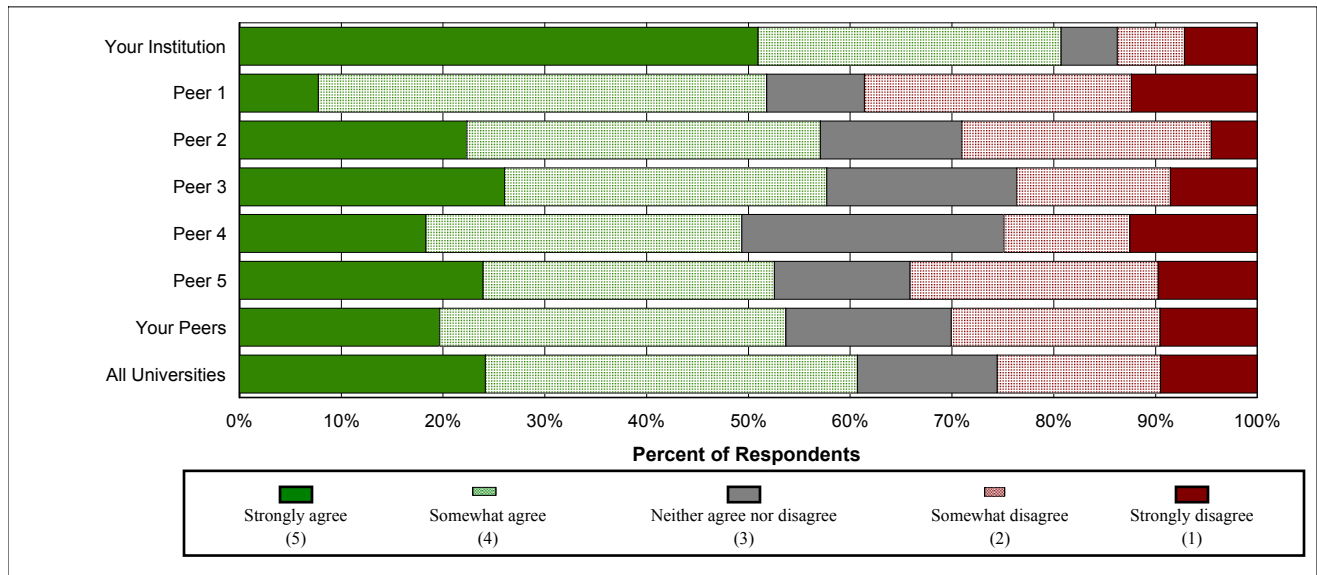
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on reporting the perception that tenure decisions are made primarily on performance-based criteria.

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	4.108	1.2467	0.1200	3.870 to 4.345
Faculty at Peer 1	3.086	1.2276	0.1966	2.688 to 3.484
... Peer 2	3.458	1.2052	0.1461	3.167 to 3.750
... Peer 3	3.516	1.2420	0.1230	3.272 to 3.760
... Peer 4	3.303	1.2576	0.1815	2.937 to 3.668
... Peer 5	3.326	1.3404	0.1602	3.007 to 3.646
Your Peers (n=5)	3.338	0.1491	0.0667	N/A
All Universities (n=54)	3.498	0.3511	0.0478	N/A



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

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on reporting the perception that tenure decisions are made primarily on performance-based criteria.

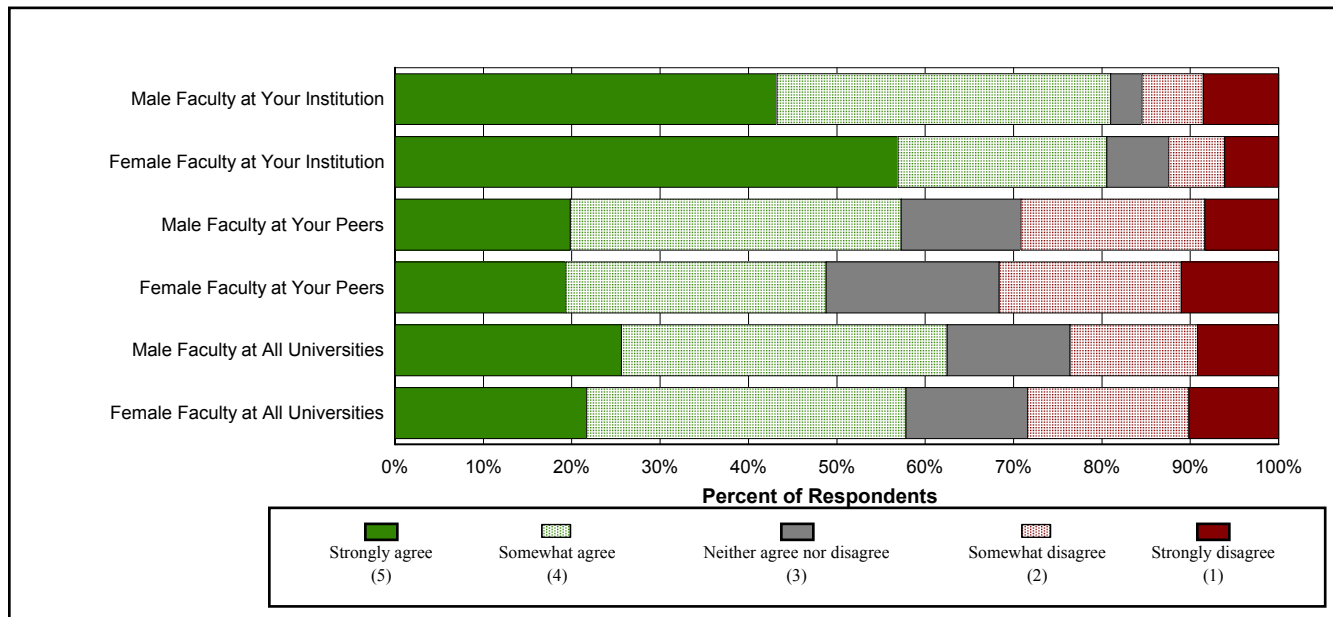
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 93rd percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- Among female junior faculty at all universities, your female junior faculty ranked in the 100th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

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 made primarily on performance-based criteria.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.002	1.2381	0.1846	3.630 to 4.374	4.189	1.2511	0.1576	3.874 to 4.504
Faculty at Peer 1	3.332	1.1684	0.2550	2.800 to 3.864	2.752	1.2273	0.2893	2.141 to 3.362
... Peer 2	3.492	1.2213	0.2008	3.084 to 3.899	3.419	1.1852	0.2129	2.985 to 3.854
... Peer 3	3.473	1.3064	0.1886	3.094 to 3.852	3.566	1.1772	0.1602	3.244 to 3.887
... Peer 4	3.429	1.2735	0.2365	2.944 to 3.913	3.123	1.2094	0.2775	2.541 to 3.706
... Peer 5	3.254	1.2708	0.2062	2.836 to 3.672	3.414	1.4128	0.2498	2.905 to 3.924
Your Peers (n=5)	3.396	0.0899	0.0402	N/A	3.255	0.2898	0.1296	N/A
All Universities (n=54)	3.553	0.3811	0.0519	N/A	3.409	0.3859	0.0525	N/A



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

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on reporting the perception that tenure decisions are made primarily on performance-based criteria.

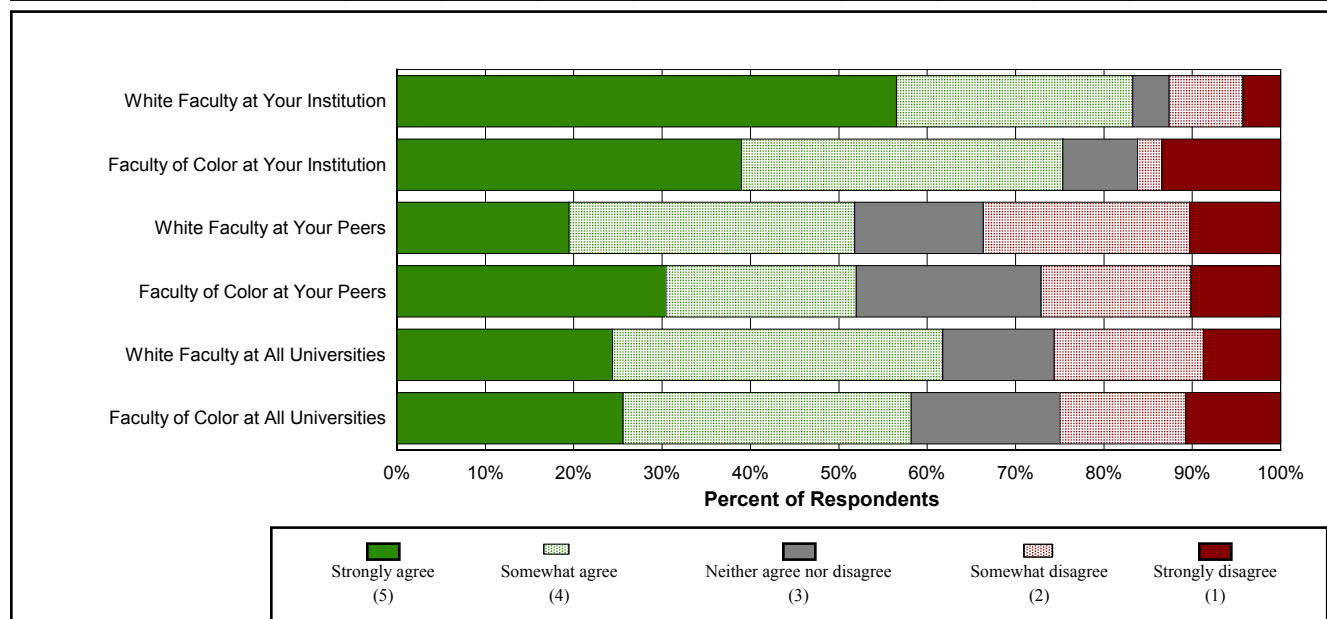
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 100th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 76th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

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 made primarily on performance-based criteria.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.229	1.1241	0.1325	3.964 to 4.493	3.847	1.3775	0.2296	3.381 to 4.313
Faculty at Peer 1	3.127	1.1898	0.2011	2.719 to 3.536	2.729	1.4790	0.7395	0.376 to 5.083
... Peer 2	3.447	1.2030	0.1492	3.148 to 3.745	4.000	1.2472	0.7201	0.902 to 7.098
... Peer 3	3.551	1.2115	0.1277	3.297 to 3.804	3.282	1.4337	0.4139	2.371 to 4.193
... Peer 4	2.997	1.3844	0.2826	2.412 to 3.581	3.598	1.0375	0.2118	3.160 to 4.036
... Peer 5	3.245	1.3801	0.1828	2.878 to 3.611	3.647	1.0491	0.2910	3.013 to 4.281
Your Peers (n=5)	3.273	0.2027	0.0907	N/A	3.451	0.4268	0.1909	N/A
All Universities (n=54)	3.518	0.3206	0.0436	N/A	3.481	0.4506	0.0613	N/A



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Survey Results

Theme II: Nature of the Work

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

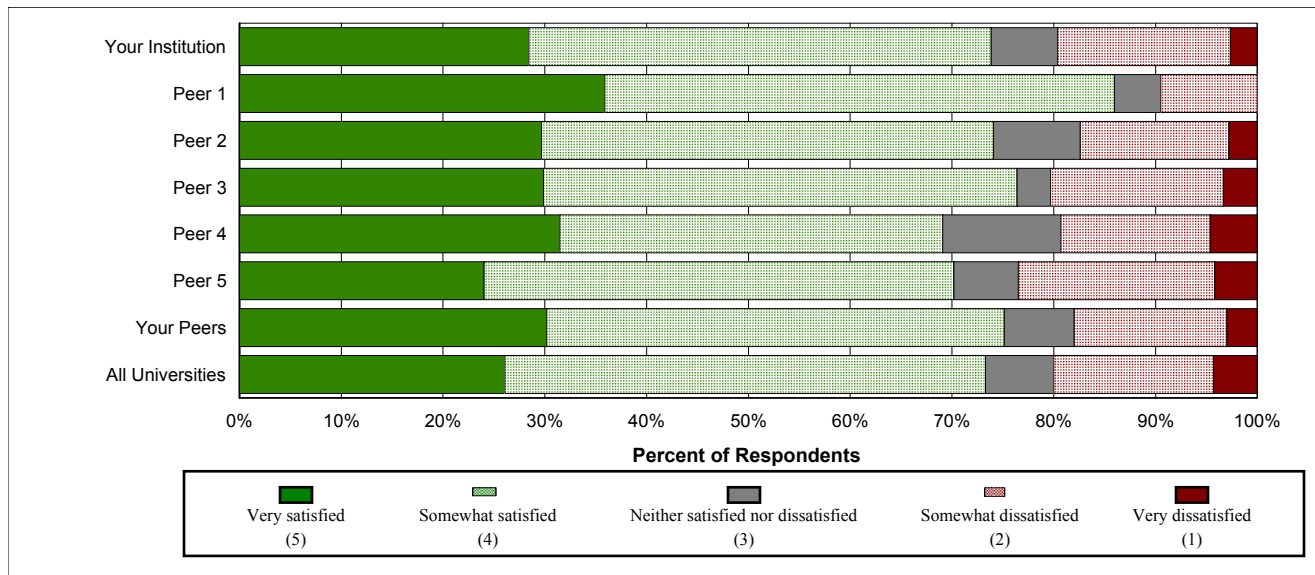
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth 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 57th percentile on satisfaction with the way they spend their time as faculty members.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.800	1.1026	0.1033	3.595 to 4.005
Faculty at Peer 1	4.124	0.8683	0.1324	3.856 to 4.391
... Peer 2	3.836	1.0970	0.1293	3.578 to 4.094
... Peer 3	3.826	1.1388	0.1117	3.605 to 4.048
... Peer 4	3.766	1.1590	0.1673	3.430 to 4.103
... Peer 5	3.666	1.1479	0.1362	3.394 to 3.937
Your Peers (n=5)	3.844	0.1526	0.0682	N/A
All Universities (n=54)	3.751	0.1836	0.0250	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the way they spend their time as faculty members.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the way they spend their time as faculty members.

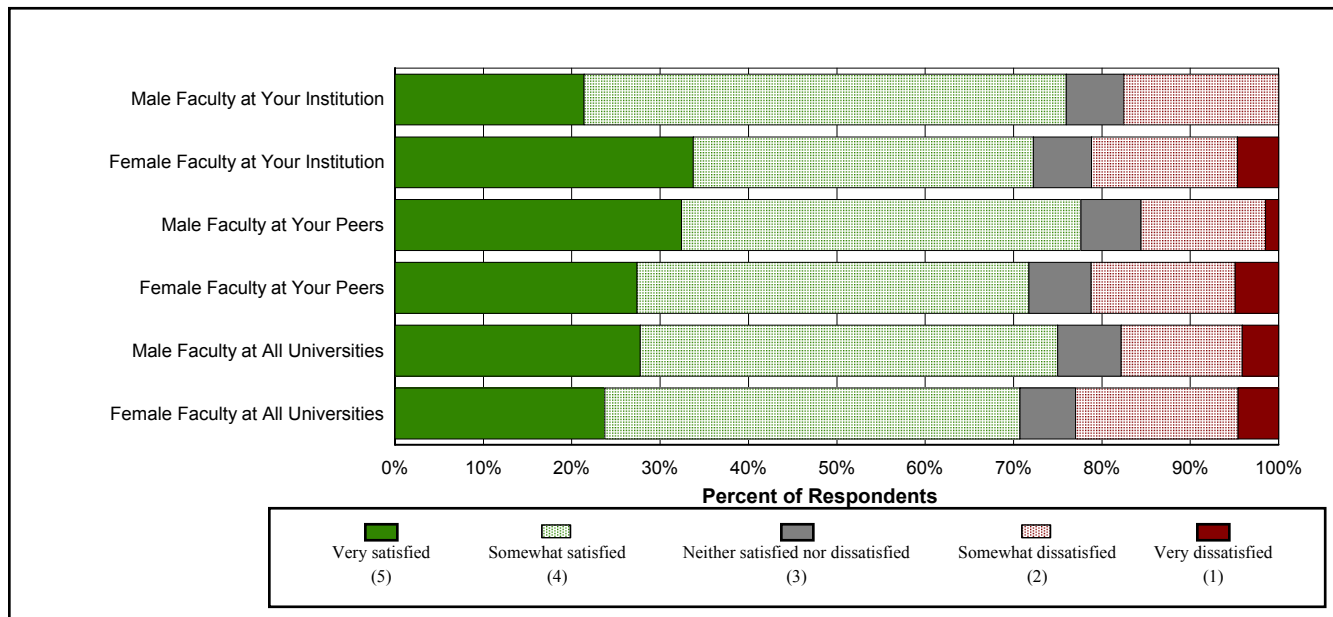
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 37th 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 76th 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	3.798	0.9596	0.1400	3.516 to 4.080	3.801	1.1918	0.1456	3.511 to 4.092
Faculty at Peer 1	3.999	0.9535	0.2033	3.577 to 4.422	4.271	0.7499	0.1636	3.930 to 4.613
... Peer 2	4.007	0.9351	0.1478	3.708 to 4.306	3.625	1.2437	0.2199	3.177 to 4.073
... Peer 3	3.922	1.0400	0.1501	3.620 to 4.224	3.718	1.2059	0.1611	3.395 to 4.041
... Peer 4	3.958	0.9994	0.1856	3.578 to 4.339	3.489	1.3126	0.3011	2.856 to 4.122
... Peer 5	3.762	1.2292	0.1968	3.363 to 4.160	3.545	1.0289	0.1819	3.174 to 3.916
Your Peers (n =5)	3.930	0.0895	0.0400	N/A	3.730	0.2816	0.1259	N/A
All Universities (n=54)	3.808	0.2362	0.0321	N/A	3.669	0.2231	0.0304	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the way they spend their time as faculty members.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the way they spend their time as faculty members.

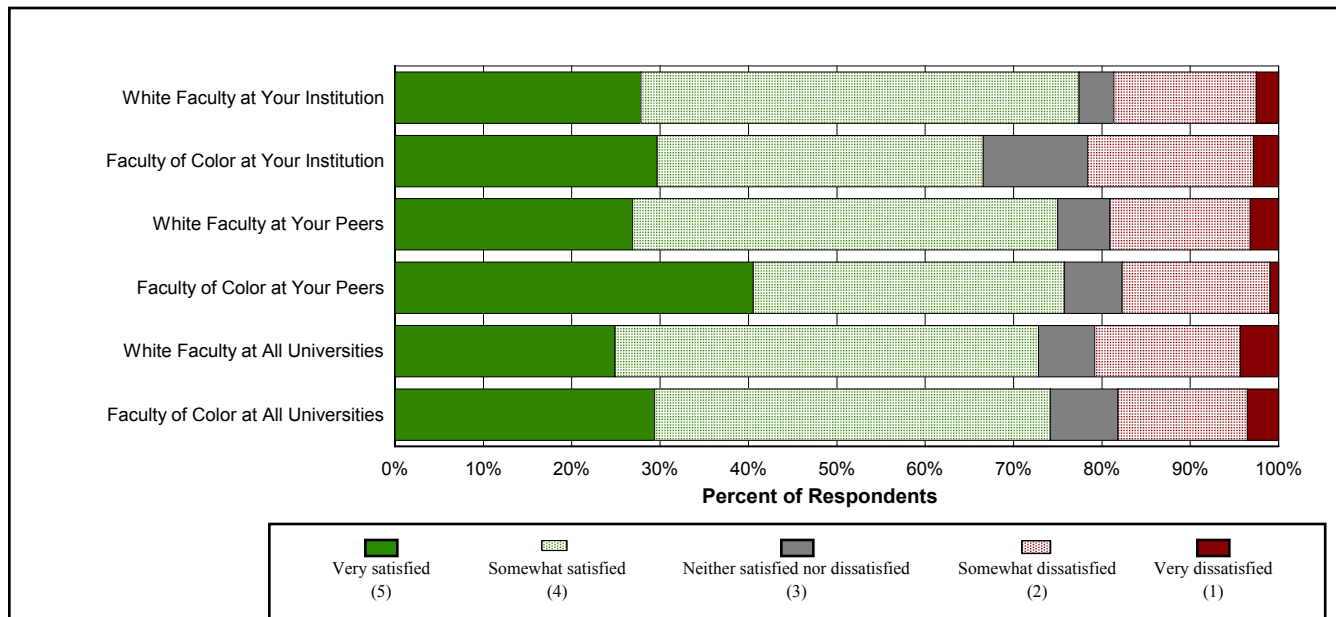
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 69th 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 37th percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction 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	3.840	1.0837	0.1251	3.591 to 4.090	3.717	1.1235	0.1799	3.353 to 4.082
Faculty at Peer 1	3.995	0.8699	0.1430	3.705 to 4.285	4.861	0.3727	0.1521	4.470 to 5.253
... Peer 2	3.826	1.0973	0.1331	3.561 to 4.092	4.125	1.0897	0.5449	2.391 to 5.859
... Peer 3	3.886	1.1225	0.1164	3.655 to 4.118	3.378	1.2332	0.3718	2.550 to 4.206
... Peer 4	3.580	1.1517	0.2351	3.094 to 4.066	3.948	1.1358	0.2318	3.469 to 4.428
... Peer 5	3.690	1.1920	0.1565	3.377 to 4.004	3.567	0.9231	0.2560	3.009 to 4.124
Your Peers (n=5)	3.796	0.1461	0.0653	N/A	3.976	0.5162	0.2308	N/A
All Universities (n=54)	3.725	0.2057	0.0280	N/A	3.818	0.2855	0.0388	N/A



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

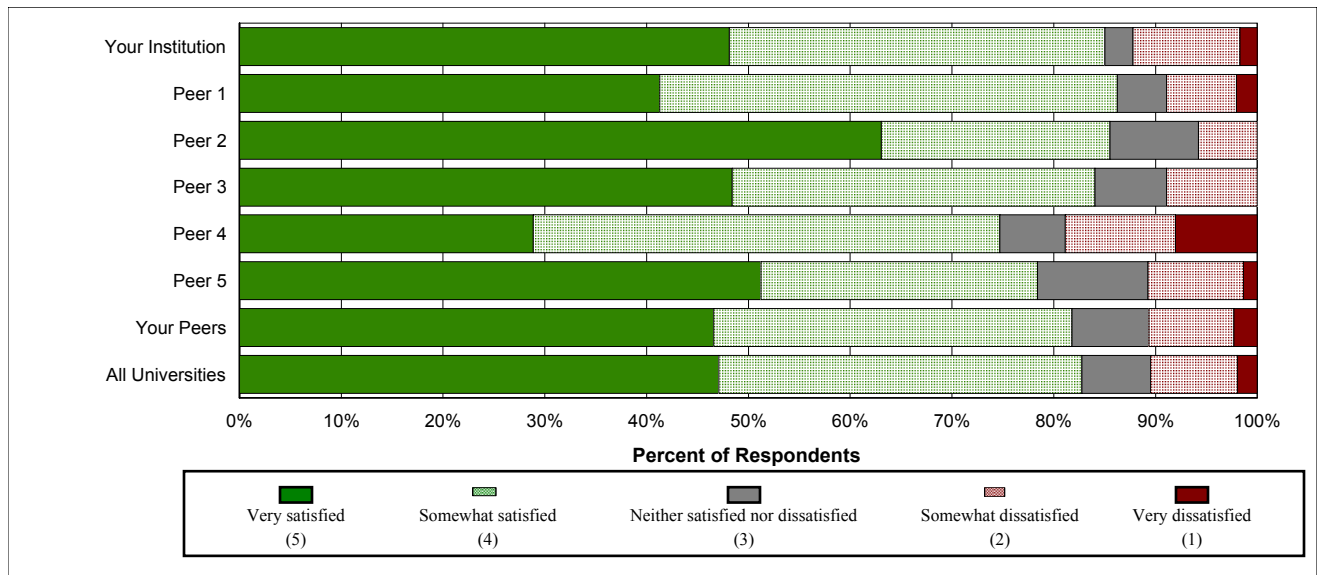
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third 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 54th percentile on satisfaction with the level of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.193	1.0239	0.0963	4.002 to 4.383
Faculty at Peer 1	4.166	0.9599	0.1447	3.874 to 4.458
... Peer 2	4.428	0.8666	0.1028	4.223 to 4.634
... Peer 3	4.236	0.9380	0.0920	4.053 to 4.418
... Peer 4	3.766	1.1990	0.1731	3.418 to 4.115
... Peer 5	4.176	1.0523	0.1249	3.926 to 4.425
Your Peers (n=5)	4.154	0.2158	0.0965	N/A
All Universities (n=54)	4.174	0.1427	0.0194	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the level of the courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the level of the courses they teach.

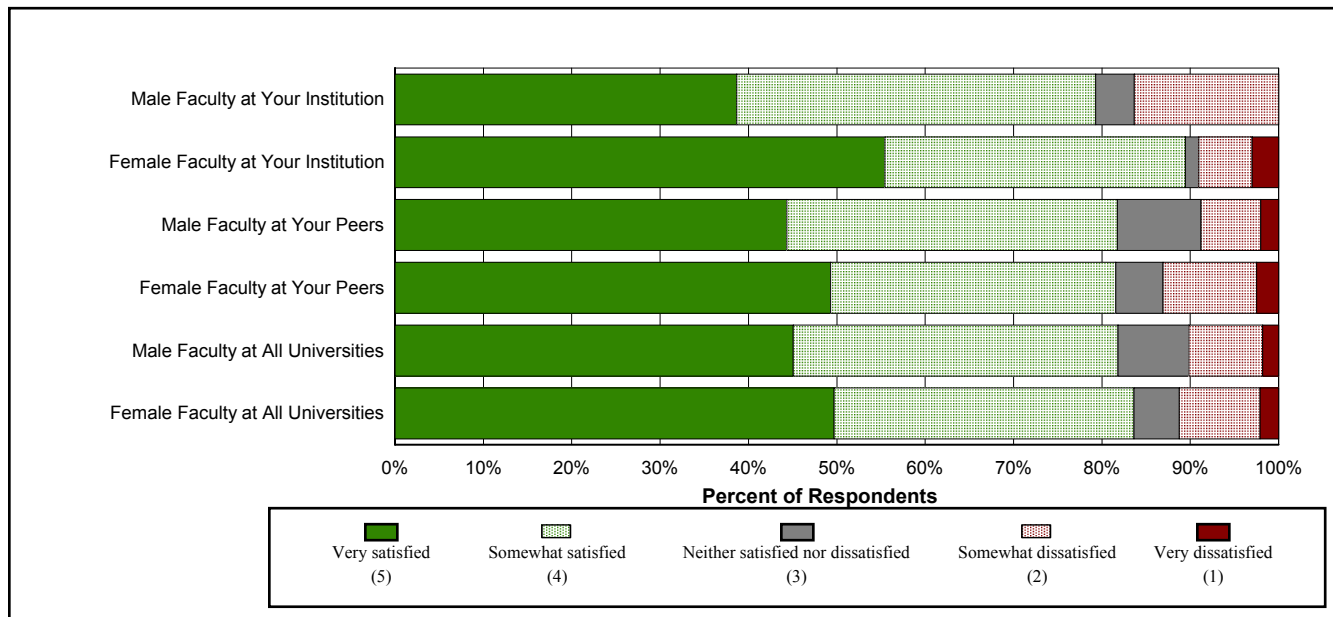
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th 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 76th 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	4.016	1.0518	0.1534	3.707 to 4.325	4.329	0.9843	0.1212	4.087 to 4.571
Faculty at Peer 1	4.090	0.9000	0.1919	3.691 to 4.489	4.251	1.0082	0.2150	3.804 to 4.699
... Peer 2	4.410	0.8602	0.1360	4.135 to 4.685	4.452	0.8739	0.1570	4.131 to 4.772
... Peer 3	4.222	0.8539	0.1233	3.974 to 4.470	4.251	1.0045	0.1342	3.982 to 4.520
... Peer 4	3.820	1.1561	0.2147	3.380 to 4.260	3.689	1.2588	0.2888	3.083 to 4.296
... Peer 5	4.221	0.9990	0.1600	3.898 to 4.545	4.118	1.1110	0.1964	3.718 to 4.519
Your Peers (n =5)	4.153	0.1951	0.0873	N/A	4.152	0.2549	0.1140	N/A
All Universities (n=54)	4.149	0.1752	0.0238	N/A	4.199	0.1869	0.0254	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the level of the courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the level of the courses they teach.

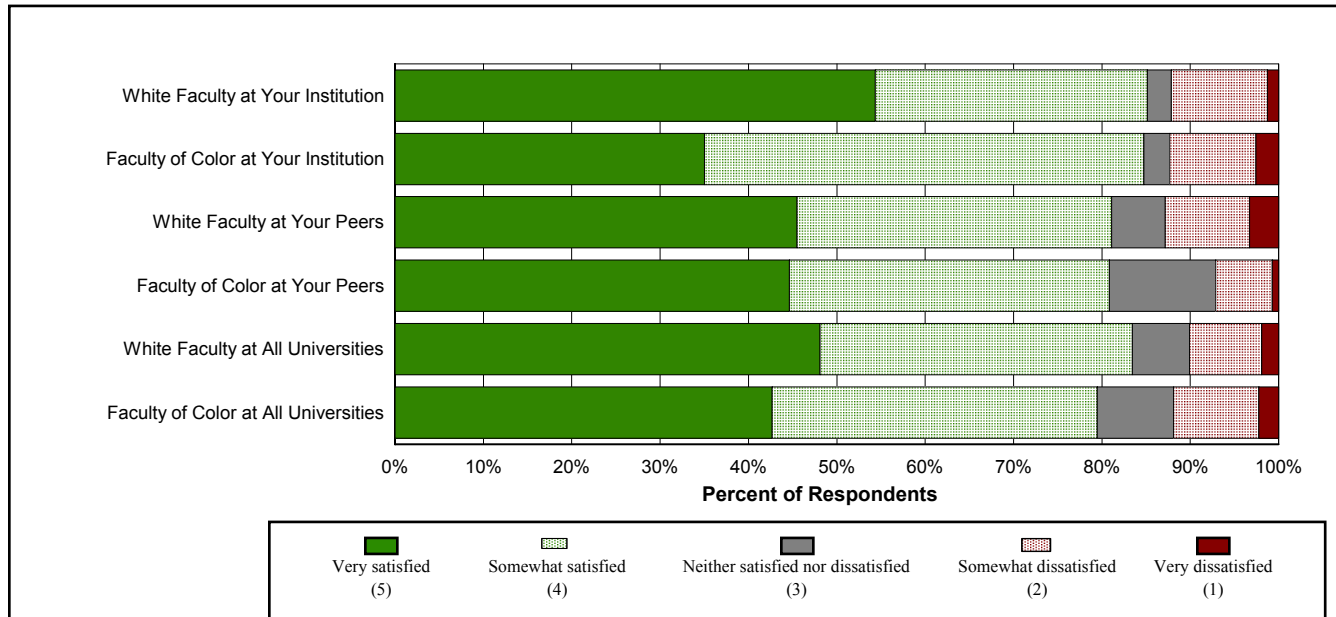
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 67th 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 43rd 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	4.261	1.0242	0.1183	4.025 to 4.497	4.049	1.0000	0.1622	3.720 to 4.377
Faculty at Peer 1	4.124	1.0045	0.1630	3.794 to 4.454	4.413	0.5000	0.2041	3.888 to 4.938
... Peer 2	4.417	0.8835	0.1079	4.202 to 4.633	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	4.290	0.8990	0.0932	4.105 to 4.475	3.831	1.1642	0.3510	3.049 to 4.613
... Peer 4	3.415	1.2883	0.2630	2.871 to 3.959	4.110	0.9965	0.2034	3.689 to 4.531
... Peer 5	4.276	1.0305	0.1353	4.005 to 4.546	3.777	1.0491	0.2910	3.143 to 4.411
Your Peers (n=5)	4.104	0.3571	0.1597	N/A	4.176	0.3657	0.1635	N/A
All Universities (n=54)	4.196	0.2077	0.0283	N/A	4.080	0.2449	0.0333	N/A



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

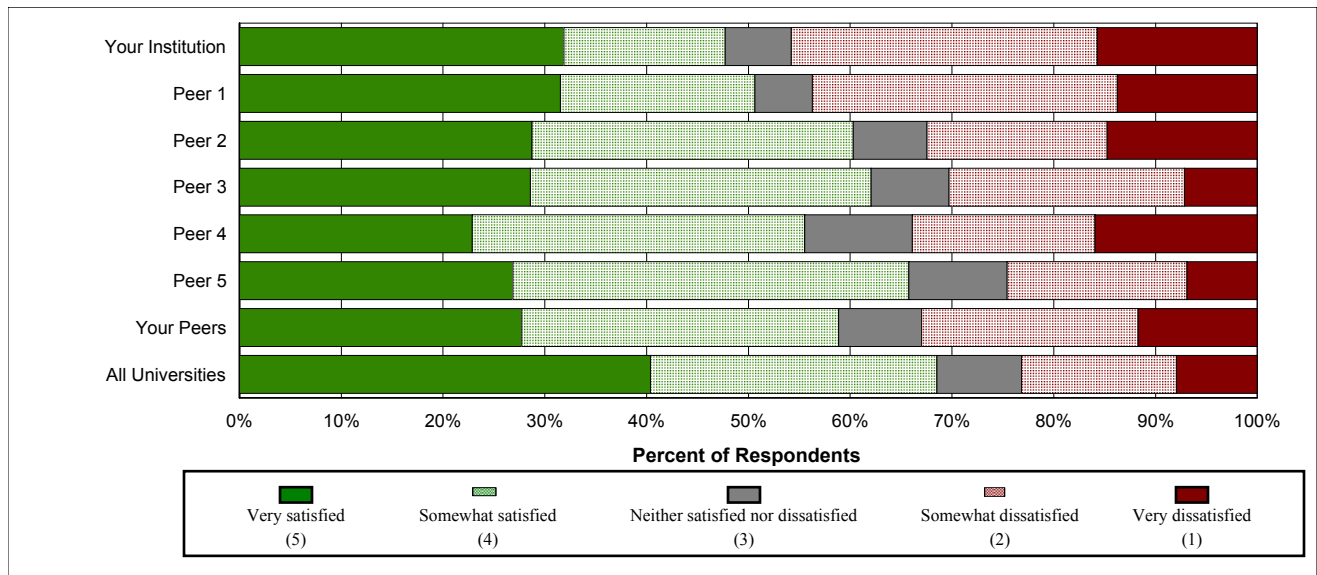
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the number of courses they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 13th percentile on satisfaction with the number of courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.181	1.5190	0.1429	2.898 to 3.464
Faculty at Peer 1	3.247	1.4979	0.2258	2.792 to 3.703
... Peer 2	3.418	1.4474	0.1718	3.076 to 3.761
... Peer 3	3.532	1.3370	0.1311	3.272 to 3.792
... Peer 4	3.286	1.4030	0.2025	2.878 to 3.693
... Peer 5	3.611	1.2399	0.1472	3.318 to 3.905
Your Peers (n=5)	3.419	0.1393	0.0623	N/A
All Universities (n=54)	3.778	0.4888	0.0665	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the number of courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with the number of courses they teach.

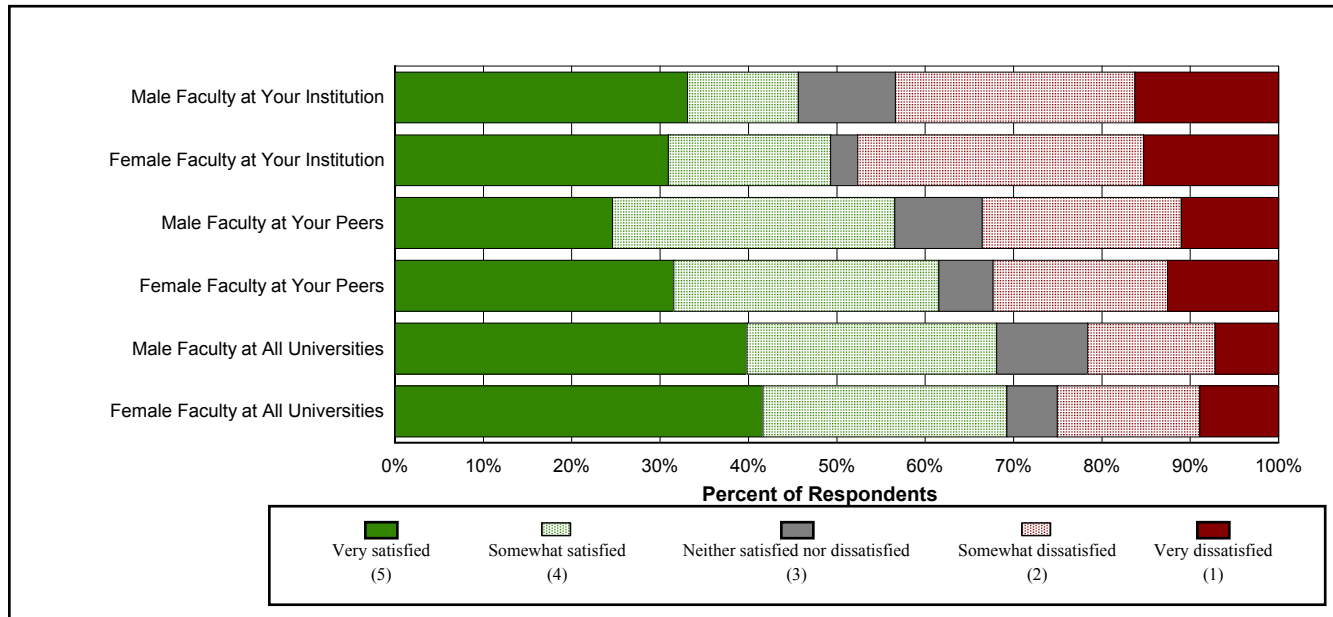
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 15th percentile on satisfaction with the number of courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 15th percentile on satisfaction with the number of courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.191	1.5295	0.2231	2.742 to 3.640	3.173	1.5107	0.1860	2.802 to 3.544
Faculty at Peer 1	2.862	1.5164	0.3233	2.190 to 3.534	3.685	1.3614	0.2902	3.081 to 4.288
... Peer 2	3.672	1.3565	0.2145	3.238 to 4.105	3.097	1.5103	0.2713	2.543 to 3.651
... Peer 3	3.698	1.1173	0.1613	3.373 to 4.022	3.345	1.4828	0.1981	2.948 to 3.742
... Peer 4	3.207	1.3828	0.2568	2.681 to 3.733	3.400	1.4220	0.3262	2.714 to 4.085
... Peer 5	3.394	1.2324	0.1973	2.994 to 3.793	3.884	1.2018	0.2125	3.450 to 4.317
Your Peers (n =5)	3.366	0.3109	0.1391	N/A	3.482	0.2743	0.1227	N/A
All Universities (n=54)	3.791	0.5073	0.0690	N/A	3.769	0.5308	0.0722	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the number of courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the number of courses they teach.

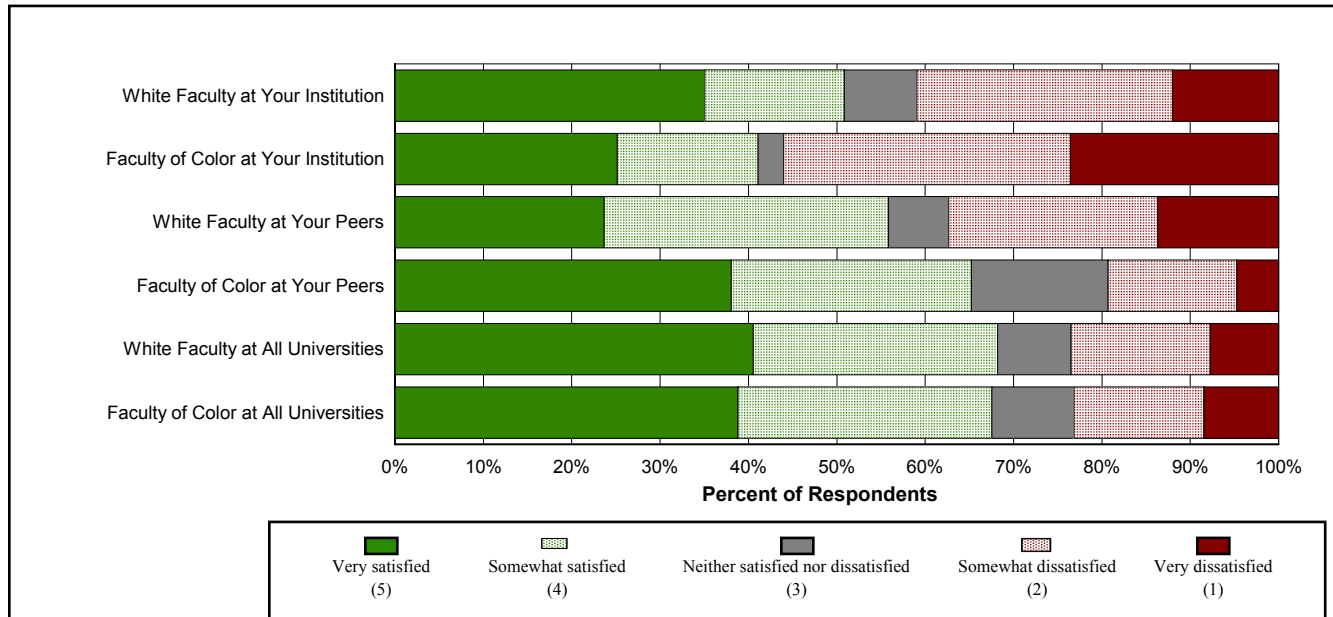
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 19th 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 7th percentile on satisfaction with the number of courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.330	1.4892	0.1720	2.987 to 3.672	2.867	1.4886	0.2415	2.377 to 3.356
Faculty at Peer 1	3.049	1.4935	0.2423	2.558 to 3.540	4.413	0.7638	0.3118	3.612 to 5.215
... Peer 2	3.407	1.4358	0.1754	3.057 to 3.757	3.750	1.5811	0.7906	1.234 to 6.266
... Peer 3	3.565	1.3485	0.1398	3.288 to 3.843	3.282	1.2332	0.3718	2.454 to 4.111
... Peer 4	2.835	1.3123	0.2679	2.281 to 3.389	3.726	1.3788	0.2814	3.144 to 4.308
... Peer 5	3.566	1.2880	0.1691	3.228 to 3.905	3.791	0.9911	0.2749	3.193 to 4.390
Your Peers (n=5)	3.285	0.2935	0.1313	N/A	3.793	0.3611	0.1615	N/A
All Universities (n=54)	3.775	0.5392	0.0734	N/A	3.747	0.5346	0.0728	N/A



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

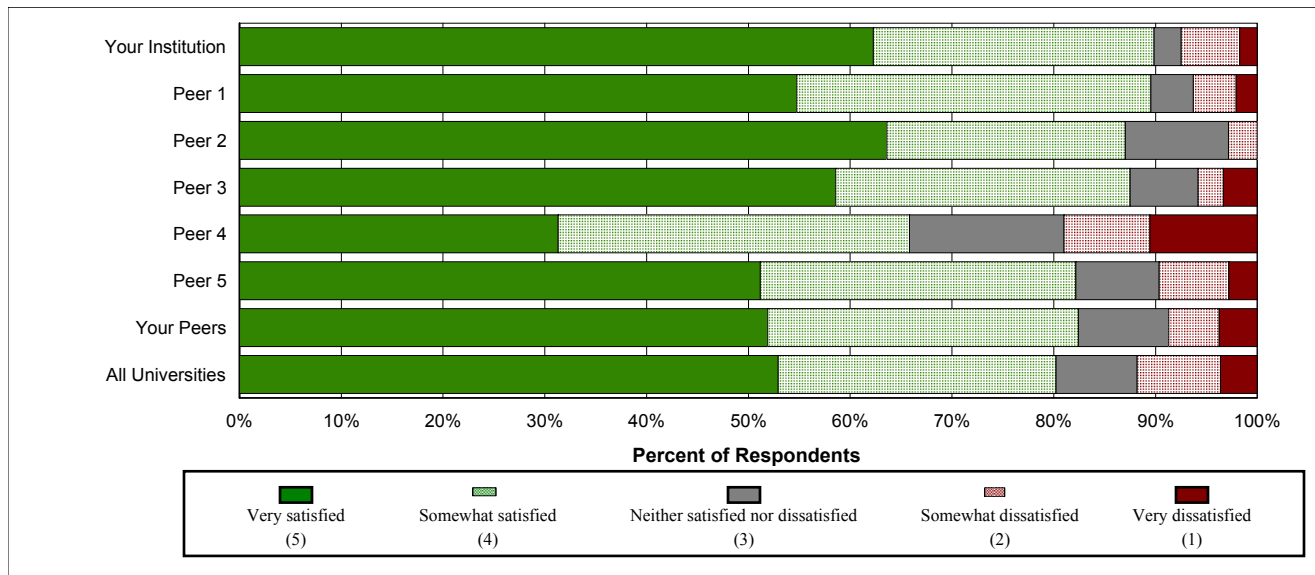
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second 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 91st percentile on satisfaction with the influence they have over which courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.429	0.9422	0.0890	4.253 to 4.606
Faculty at Peer 1	4.359	0.9372	0.1429	4.071 to 4.648
... Peer 2	4.478	0.7847	0.0931	4.292 to 4.664
... Peer 3	4.369	0.9962	0.0977	4.176 to 4.563
... Peer 4	3.676	1.2900	0.1882	3.298 to 4.055
... Peer 5	4.209	1.0405	0.1244	3.961 to 4.457
Your Peers (n=5)	4.218	0.2843	0.1271	N/A
All Universities (n=54)	4.177	0.2090	0.0284	N/A



Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the influence they have over which courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with the influence they have over which courses they teach.

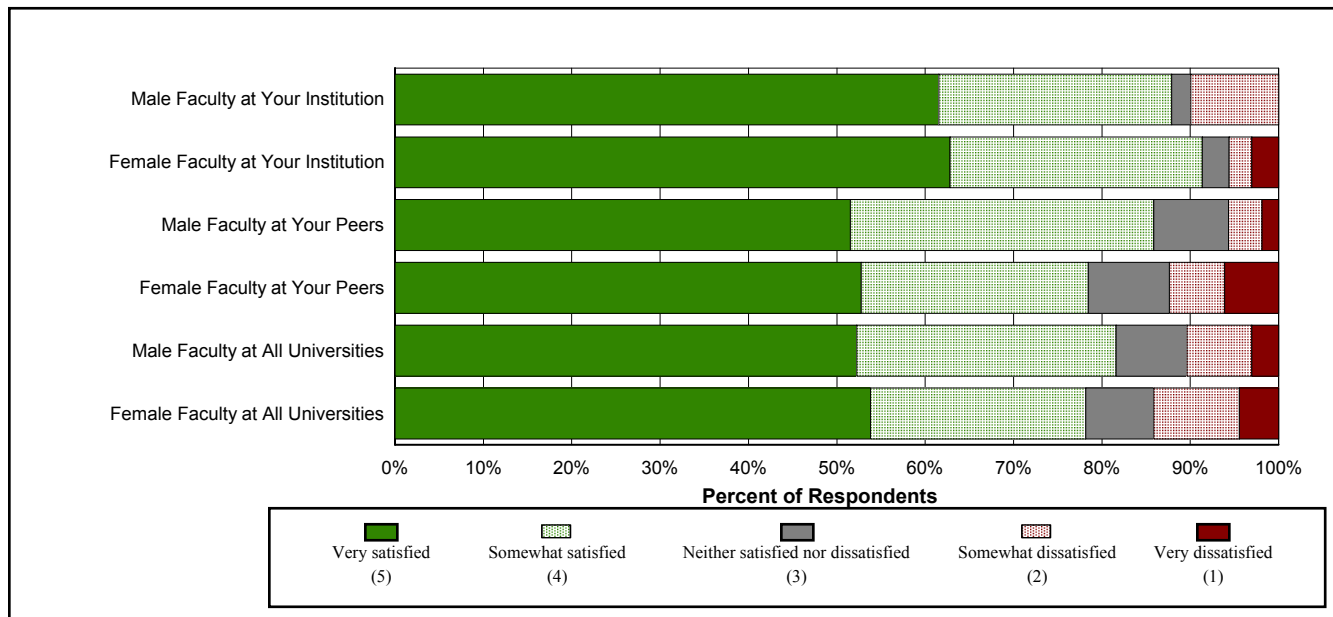
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 78th 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 91st percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty 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	4.395	0.9637	0.1421	4.109 to 4.681	4.455	0.9247	0.1138	4.228 to 4.683
Faculty at Peer 1	4.571	0.4949	0.1080	4.346 to 4.796	4.129	1.1792	0.2514	3.607 to 4.652
... Peer 2	4.600	0.6633	0.1049	4.388 to 4.813	4.323	0.8940	0.1606	3.995 to 4.650
... Peer 3	4.509	0.6455	0.0932	4.322 to 4.697	4.211	1.2015	0.1606	3.890 to 4.533
... Peer 4	3.734	1.1343	0.2106	3.303 to 4.165	3.589	1.4990	0.3533	2.844 to 4.334
... Peer 5	4.075	1.1183	0.1791	3.713 to 4.438	4.383	0.9044	0.1624	4.051 to 4.715
Your Peers (n =5)	4.298	0.3402	0.1521	N/A	4.127	0.2829	0.1265	N/A
All Universities (n=54)	4.205	0.2355	0.0320	N/A	4.134	0.2626	0.0357	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the influence they have over which courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the influence they have over which courses they teach.

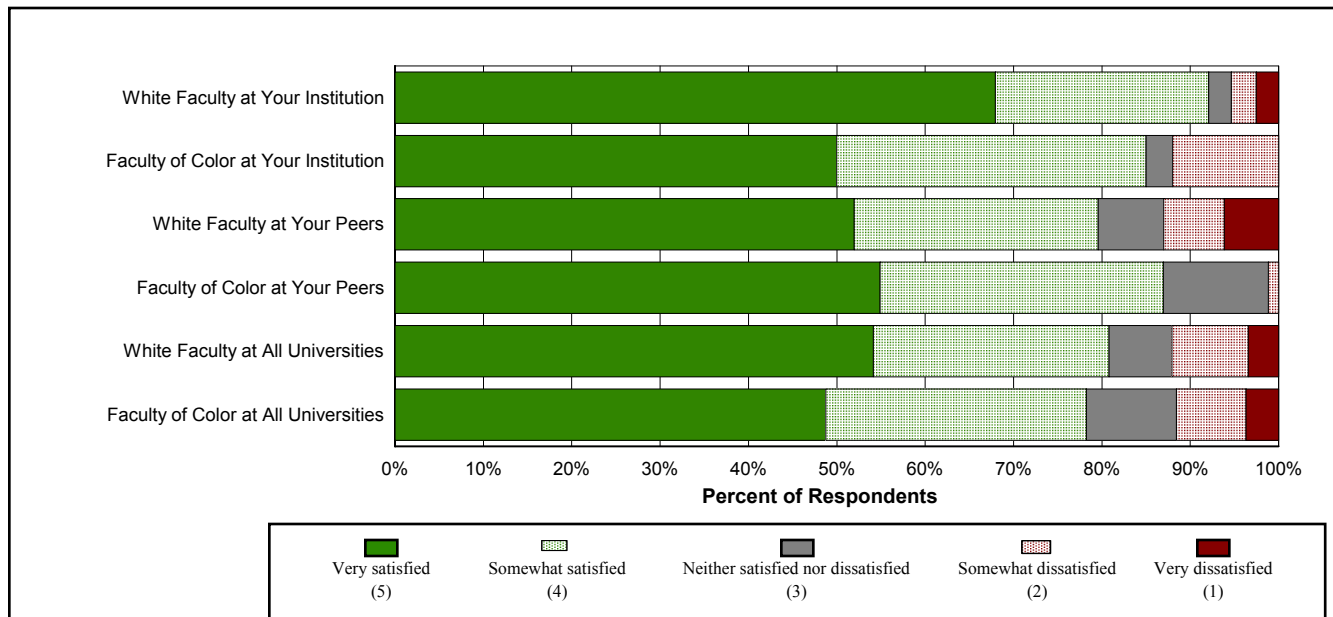
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 96th 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 69th 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	4.521	0.8848	0.1022	4.318 to 4.725	4.230	1.0242	0.1684	3.888 to 4.571
Faculty at Peer 1	4.345	0.9879	0.1624	4.016 to 4.674	4.441	0.5000	0.2041	3.917 to 4.966
... Peer 2	4.465	0.7979	0.0975	4.270 to 4.659	4.875	0.4330	0.2165	4.186 to 5.564
... Peer 3	4.345	1.0177	0.1055	4.135 to 4.554	4.555	0.7820	0.2358	4.030 to 5.080
... Peer 4	3.204	1.5270	0.3117	2.559 to 3.849	4.156	0.7011	0.1462	3.852 to 4.459
... Peer 5	4.261	1.0518	0.1393	3.982 to 4.540	4.007	0.9608	0.2665	3.426 to 4.587
Your Peers (n=5)	4.124	0.4644	0.2077	N/A	4.407	0.3051	0.1364	N/A
All Universities (n=54)	4.194	0.2604	0.0354	N/A	4.117	0.2634	0.0359	N/A



Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of the courses you teach.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

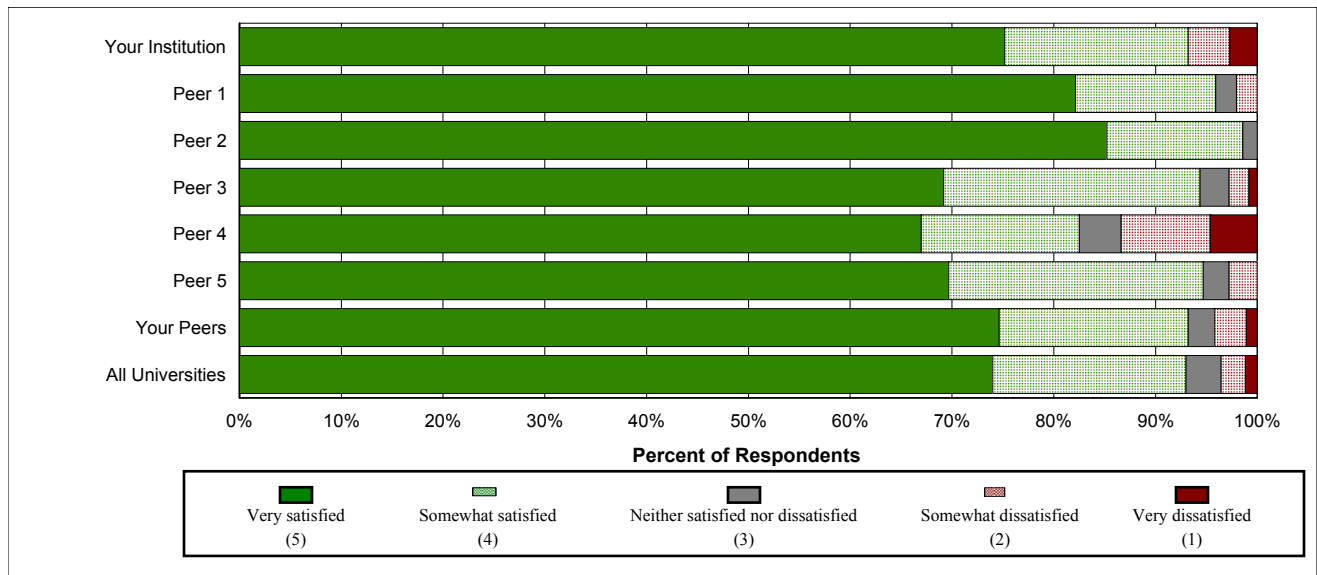
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 28th 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	4.589	0.9140	0.0864	4.418 to 4.760
Faculty at Peer 1	4.760	0.6077	0.0916	4.576 to 4.945
... Peer 2	4.838	0.4106	0.0487	4.741 to 4.935
... Peer 3	4.600	0.7287	0.0715	4.458 to 4.741
... Peer 4	4.315	1.1426	0.1649	3.983 to 4.647
... Peer 5	4.616	0.6790	0.0806	4.455 to 4.777
Your Peers (n=5)	4.626	0.1790	0.0801	N/A
All Universities (n=54)	4.623	0.1163	0.0158	N/A



Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content 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 discretion they have over the content of the courses they teach.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the discretion they have over the content of the courses they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the discretion they have over the content of the courses they teach.

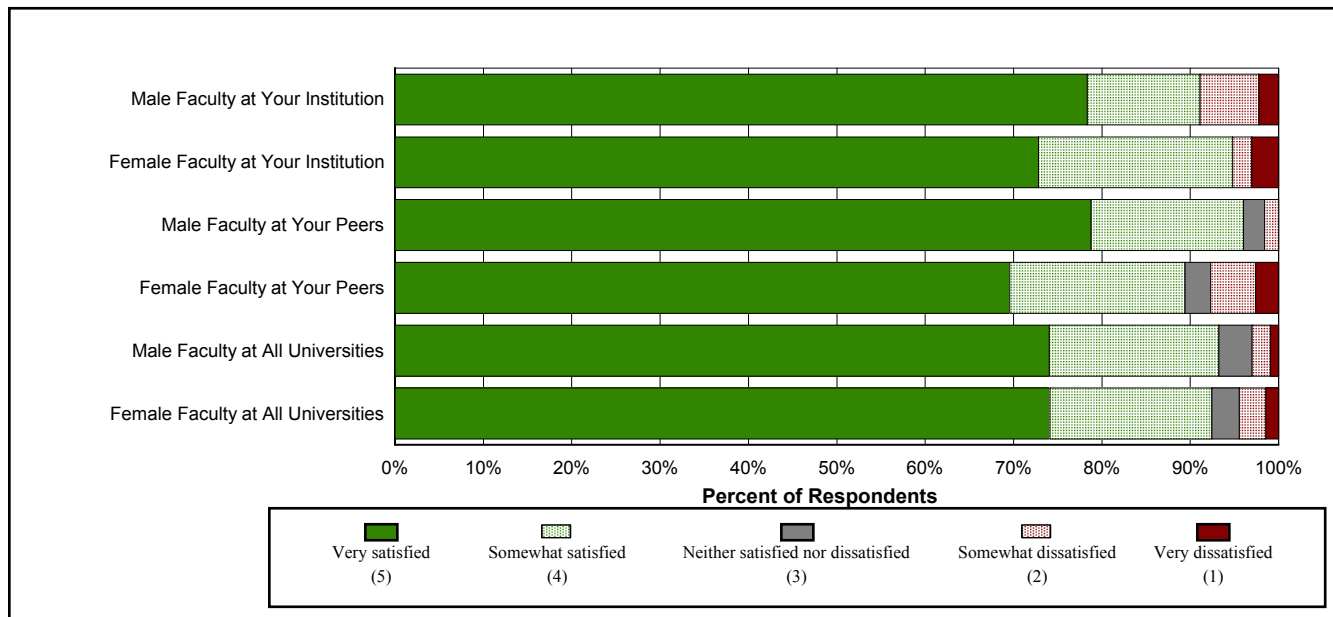
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th 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 41st 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	4.583	0.9458	0.1395	4.302 to 4.864	4.593	0.8907	0.1096	4.374 to 4.812
Faculty at Peer 1	4.909	0.2875	0.0613	4.782 to 5.036	4.591	0.7781	0.1659	4.246 to 4.936
... Peer 2	4.888	0.3307	0.0523	4.782 to 4.994	4.774	0.4892	0.0879	4.595 to 4.954
... Peer 3	4.617	0.6689	0.0966	4.423 to 4.811	4.580	0.7759	0.1037	4.373 to 4.788
... Peer 4	4.597	0.7200	0.1337	4.323 to 4.871	3.909	1.5035	0.3449	3.184 to 4.633
... Peer 5	4.648	0.6975	0.1117	4.422 to 4.874	4.576	0.6548	0.1157	4.340 to 4.812
Your Peers (n=5)	4.732	0.1373	0.0614	N/A	4.486	0.2981	0.1333	N/A
All Universities (n=54)	4.633	0.1174	0.0160	N/A	4.606	0.1869	0.0254	N/A



Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content 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 discretion they have over the content of the courses they teach.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the discretion they have over the content of the courses they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the discretion they have over the content of the courses they teach.

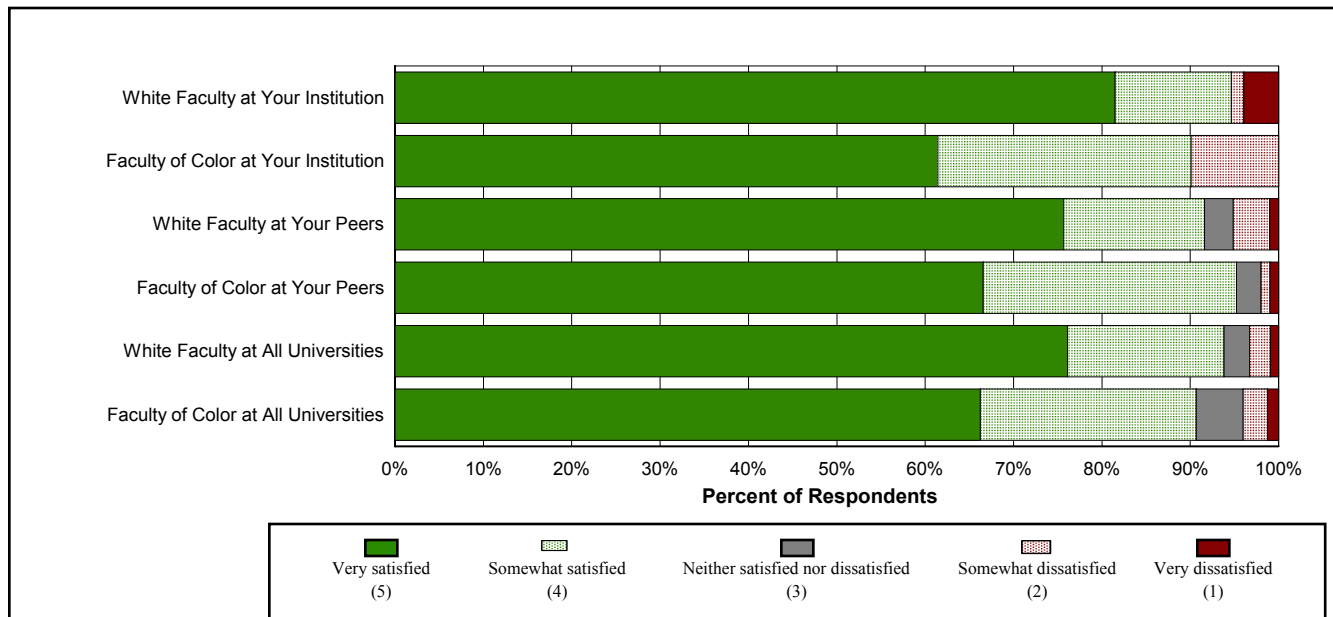
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 39th 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 20th 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	4.668	0.8844	0.1021	4.465 to 4.872	4.417	0.9362	0.1539	4.104 to 4.729
Faculty at Peer 1	4.776	0.6255	0.1015	4.571 to 4.982	4.666	0.4714	0.1925	4.171 to 5.160
... Peer 2	4.837	0.4087	0.0499	4.737 to 4.936	4.875	0.4330	0.2165	4.186 to 5.564
... Peer 3	4.607	0.7353	0.0762	4.456 to 4.759	4.543	0.6556	0.1977	4.103 to 4.984
... Peer 4	4.162	1.2472	0.2546	3.635 to 4.689	4.465	1.0000	0.2041	4.043 to 4.887
... Peer 5	4.673	0.6795	0.0892	4.494 to 4.851	4.391	0.6249	0.1733	4.013 to 4.769
Your Peers (n=5)	4.611	0.2382	0.1065	N/A	4.588	0.1699	0.0760	N/A
All Universities (n=54)	4.657	0.1368	0.0186	N/A	4.516	0.1886	0.0257	N/A



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

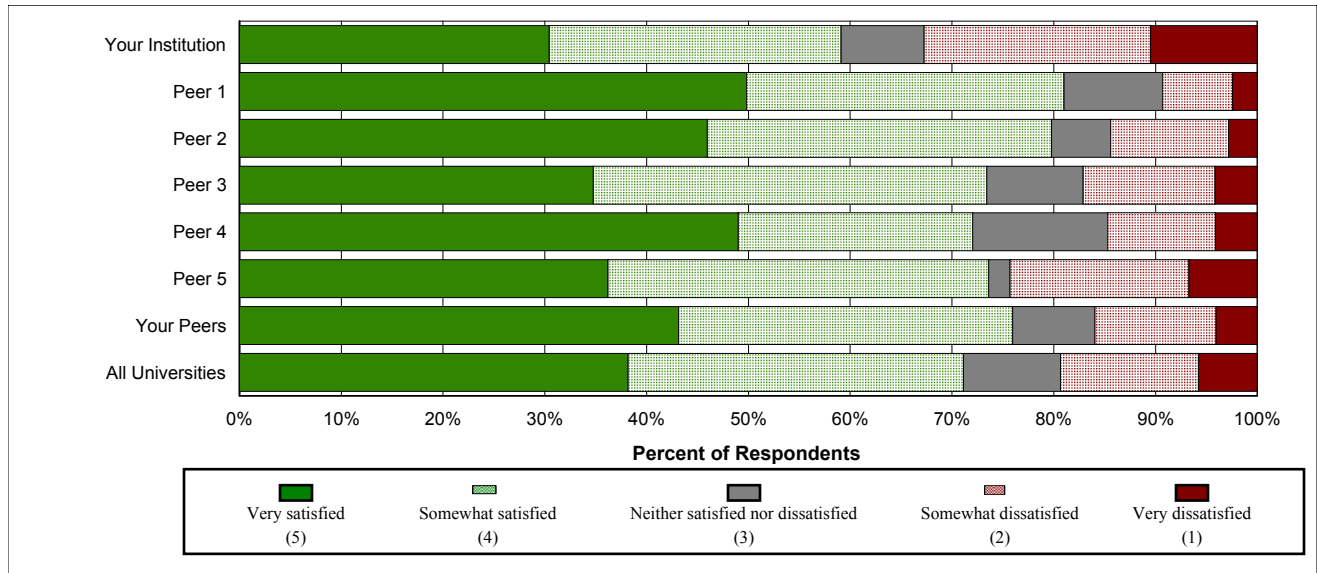
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth on satisfaction with the number of students they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 13th percentile on satisfaction with the number of students they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.463	1.3987	0.1316	3.203 to 3.724
Faculty at Peer 1	4.191	1.0131	0.1527	3.883 to 4.499
... Peer 2	4.085	1.0973	0.1302	3.825 to 4.344
... Peer 3	3.869	1.1776	0.1155	3.640 to 4.098
... Peer 4	4.022	1.1902	0.1718	3.677 to 4.368
... Peer 5	3.788	1.3022	0.1545	3.480 to 4.097
Your Peers (n=5)	3.991	0.1454	0.0650	N/A
All Universities (n=54)	3.842	0.3087	0.0420	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the number of students they teach.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the number of students they teach.

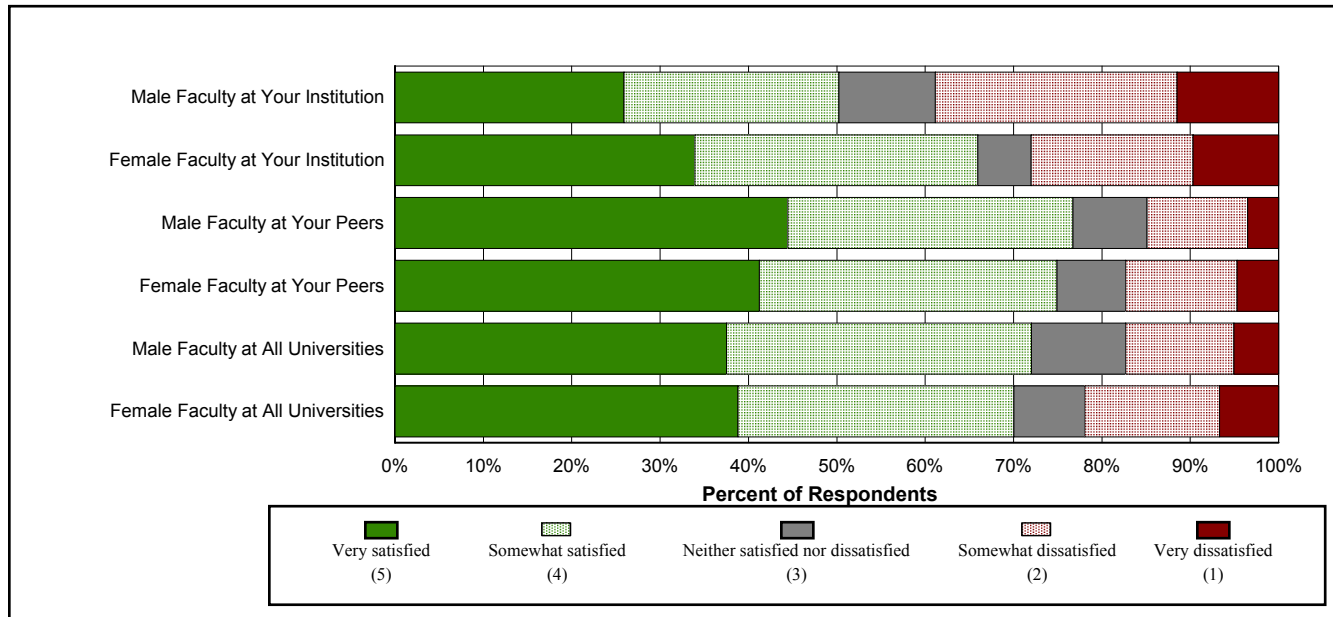
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 4th percentile on satisfaction with the number of students they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 22nd percentile on satisfaction with the number of students they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.258	1.4133	0.2061	2.843 to 3.673	3.622	1.3731	0.1690	3.284 to 3.959
Faculty at Peer 1	4.045	1.1472	0.2446	3.536 to 4.553	4.357	0.8282	0.1766	3.990 to 4.725
... Peer 2	4.100	0.9950	0.1573	3.782 to 4.419	4.065	1.2164	0.2185	3.618 to 4.511
... Peer 3	4.005	0.9680	0.1397	3.724 to 4.286	3.716	1.3190	0.1763	3.363 to 4.069
... Peer 4	4.129	1.1724	0.2177	3.683 to 4.575	3.868	1.2094	0.2775	3.285 to 4.451
... Peer 5	3.858	1.3689	0.2192	3.414 to 4.301	3.702	1.2103	0.2140	3.265 to 4.138
Your Peers (n =5)	4.027	0.0952	0.0426	N/A	3.942	0.2457	0.1099	N/A
All Universities (n=54)	3.871	0.3199	0.0435	N/A	3.802	0.3712	0.0505	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on satisfaction with the number of students they teach.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the number of students they teach.

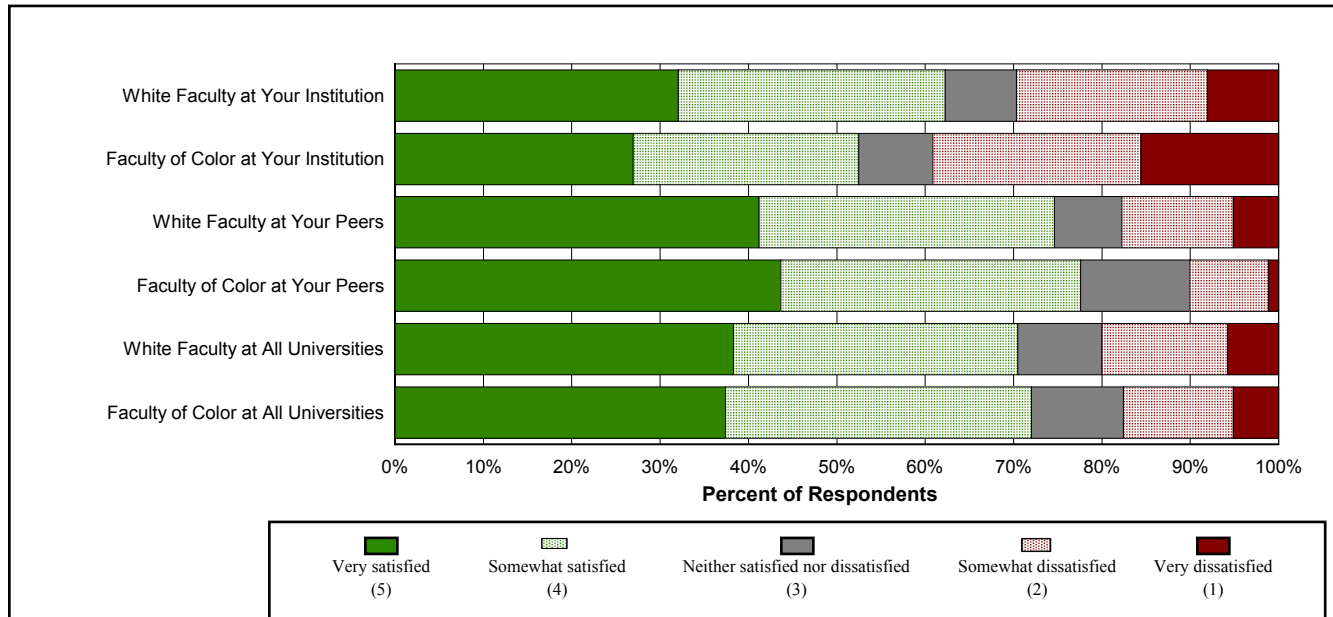
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 15th 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 11th percentile on satisfaction with the number of students they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.566	1.3384	0.1545	3.258 to 3.874	3.247	1.4500	0.2352	2.770 to 3.724
Faculty at Peer 1	4.191	1.0300	0.1671	3.852 to 4.529	4.193	0.8975	0.3664	3.251 to 5.134
... Peer 2	4.075	1.1239	0.1373	3.801 to 4.349	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.865	1.1667	0.1210	3.624 to 4.105	3.904	1.2662	0.3818	3.053 to 4.754
... Peer 4	3.706	1.3064	0.2667	3.154 to 4.257	4.331	0.9781	0.1996	3.918 to 4.744
... Peer 5	3.811	1.3191	0.1732	3.464 to 4.158	3.697	1.2114	0.3360	2.965 to 4.429
Your Peers (n=5)	3.929	0.1776	0.0794	N/A	4.100	0.2601	0.1163	N/A
All Universities (n=54)	3.830	0.3192	0.0434	N/A	3.867	0.4407	0.0600	N/A



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

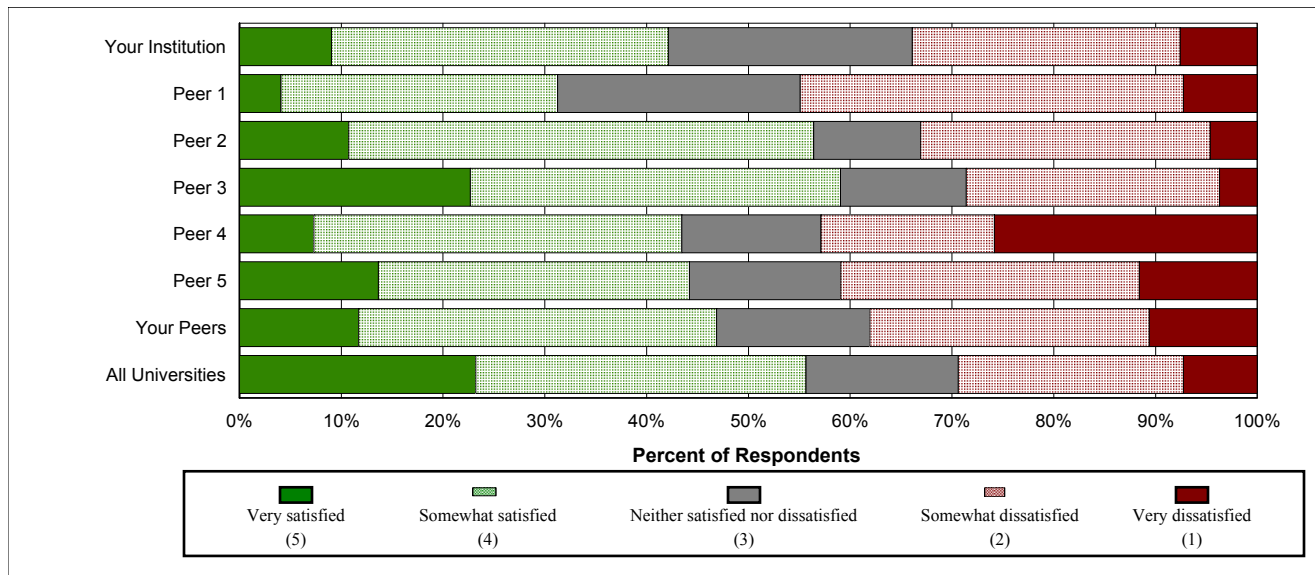
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third 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 24th percentile on satisfaction with the quality of undergraduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.097	1.1238	0.1091	2.881 to 3.314
Faculty at Peer 1	2.832	1.0432	0.1573	2.514 to 3.149
... Peer 2	3.295	1.1274	0.1377	3.020 to 3.570
... Peer 3	3.495	1.2072	0.1232	3.250 to 3.739
... Peer 4	2.821	1.3311	0.1942	2.430 to 3.212
... Peer 5	3.054	1.2707	0.1508	2.753 to 3.355
Your Peers (n=5)	3.099	0.2629	0.1176	N/A
All Universities (n=54)	3.423	0.4928	0.0671	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the quality of undergraduate students with whom they interact.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with the quality of undergraduate students with whom they interact.

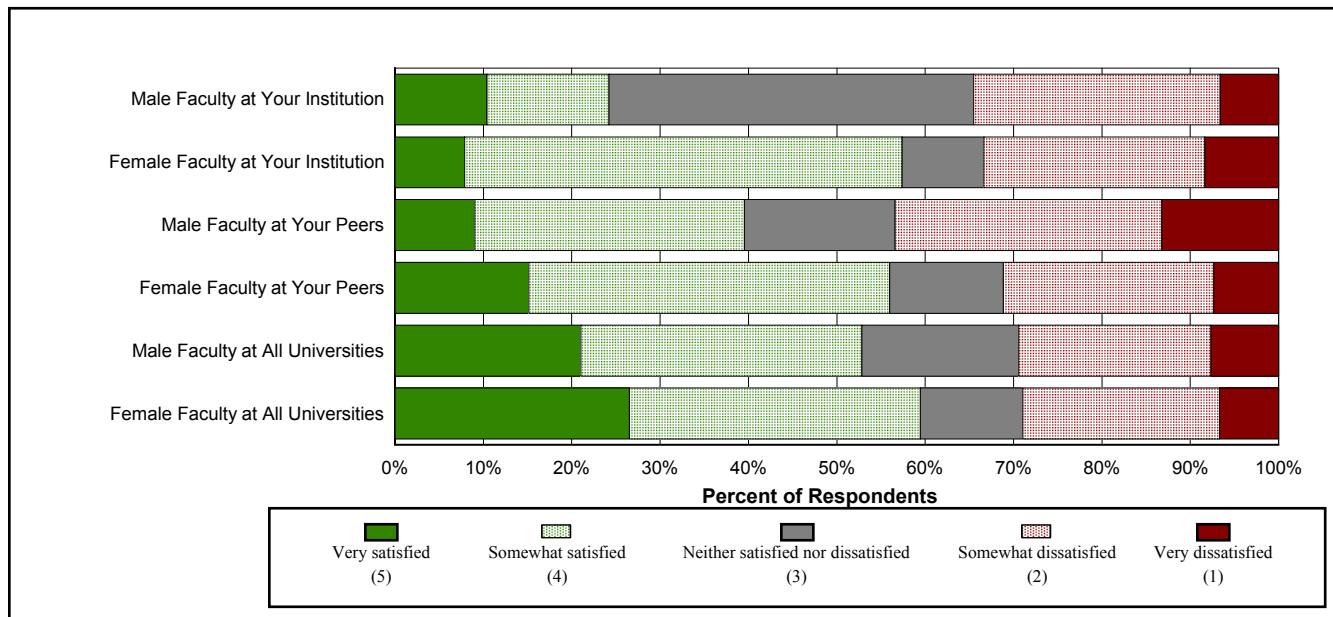
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 20th 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 31st percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.935	1.0510	0.1533	2.626 to 3.243	3.235	1.1654	0.1517	2.932 to 3.539
Faculty at Peer 1	2.544	0.9404	0.2005	2.127 to 2.961	3.158	1.0572	0.2254	2.689 to 3.627
... Peer 2	3.235	1.1587	0.1905	2.849 to 3.621	3.367	1.0796	0.1971	2.964 to 3.770
... Peer 3	3.551	1.1461	0.1709	3.207 to 3.896	3.429	1.2537	0.1755	3.076 to 3.781
... Peer 4	2.497	1.2101	0.2287	2.028 to 2.966	3.268	1.3704	0.3144	2.608 to 3.929
... Peer 5	2.769	1.2702	0.2034	2.358 to 3.181	3.410	1.1709	0.2070	2.988 to 3.832
Your Peers (n =5)	2.919	0.4099	0.1833	N/A	3.326	0.1008	0.0451	N/A
All Universities (n=54)	3.368	0.5454	0.0742	N/A	3.503	0.4852	0.0660	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the quality of undergraduate students with whom they interact.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked first on satisfaction with the quality of undergraduate students with whom they interact.

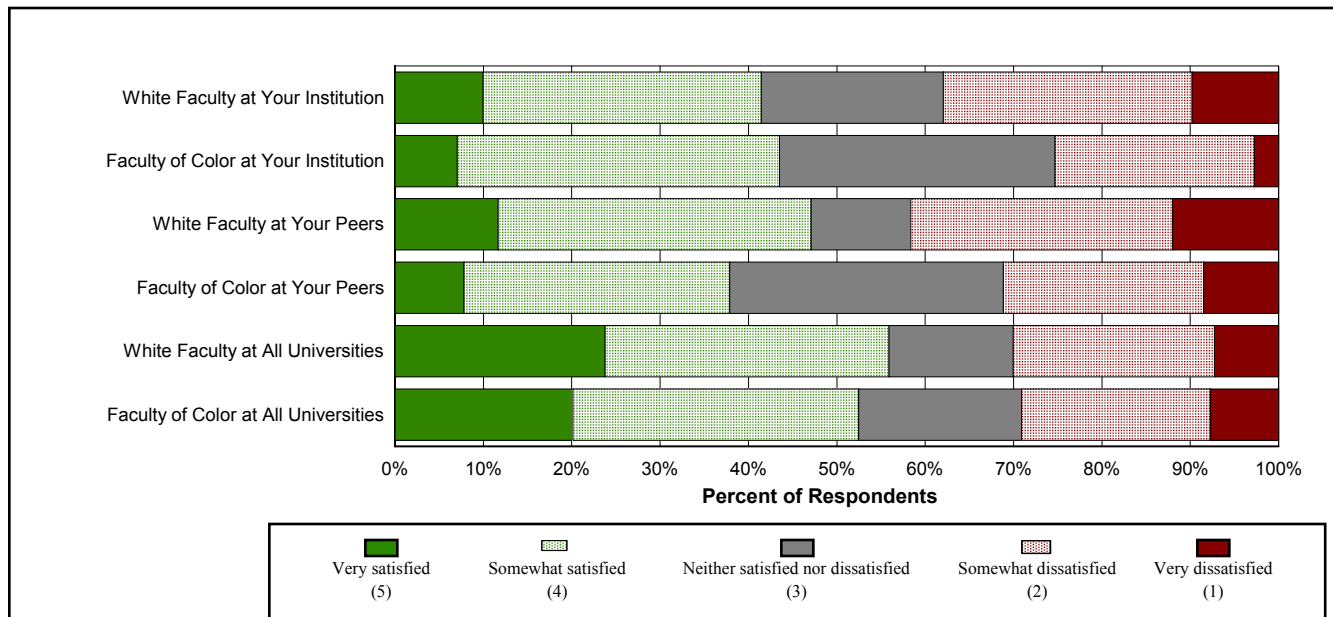
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 22nd 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 46th percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.037	1.1801	0.1400	2.758 to 3.316	3.225	0.9881	0.1670	2.886 to 3.565
Faculty at Peer 1	2.784	1.0725	0.1740	2.432 to 3.137	3.111	0.8165	0.3333	2.255 to 3.968
... Peer 2	3.301	1.1358	0.1431	3.015 to 3.587	3.125	0.8292	0.4146	1.806 to 4.444
... Peer 3	3.550	1.1841	0.1284	3.294 to 3.805	3.115	1.2792	0.3857	2.255 to 3.974
... Peer 4	2.503	1.3540	0.2764	1.931 to 3.074	3.147	1.2267	0.2558	2.617 to 3.678
... Peer 5	3.117	1.2876	0.1691	2.778 to 3.455	2.802	1.1666	0.3236	2.097 to 3.507
Your Peers (n=5)	3.051	0.3708	0.1658	N/A	3.060	0.1295	0.0579	N/A
All Universities (n=54)	3.424	0.5506	0.0749	N/A	3.358	0.5069	0.0690	N/A



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

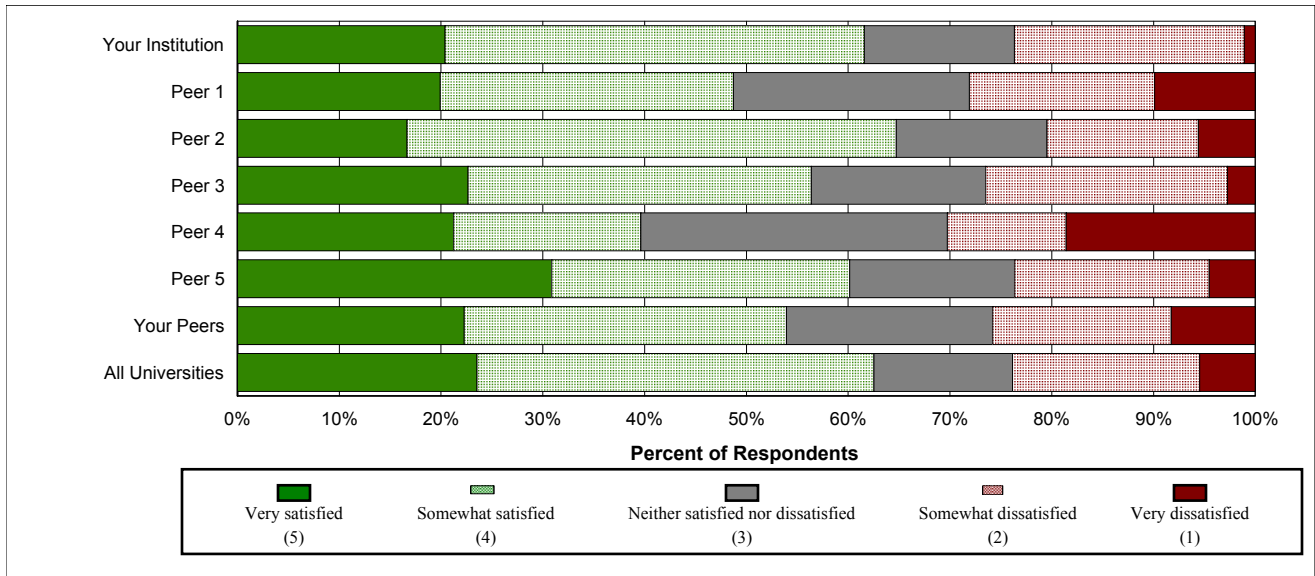
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second 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 54th percentile on satisfaction with the quality of graduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.572	1.0650	0.1135	3.347 to 3.798
Faculty at Peer 1	3.307	1.2399	0.2706	2.742 to 3.871
... Peer 2	3.553	1.0999	0.1497	3.253 to 3.854
... Peer 3	3.498	1.1654	0.1355	3.228 to 3.768
... Peer 4	3.120	1.3566	0.2660	2.572 to 3.668
... Peer 5	3.629	1.2237	0.1845	3.257 to 4.001
Your Peers (n=5)	3.421	0.1844	0.0825	N/A
All Universities (n=54)	3.567	0.2640	0.0359	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the quality of graduate students with whom they interact.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the quality of graduate students with whom they interact.

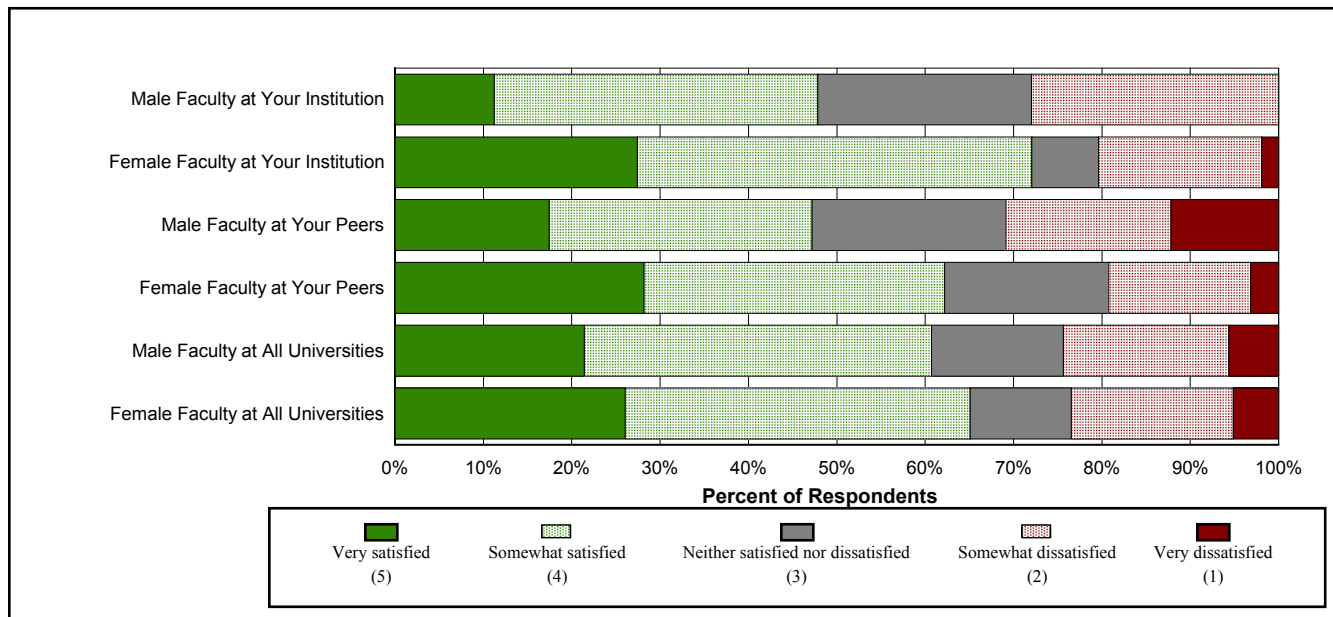
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 17th 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 72nd percentile on satisfaction with the quality of graduate 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 graduate students with whom they interact.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.311	0.9950	0.1658	2.974 to 3.648	3.772	1.0802	0.1498	3.471 to 4.073
Faculty at Peer 1	2.908	1.2398	0.3738	2.075 to 3.740	3.781	1.1000	0.3479	2.994 to 4.567
... Peer 2	3.497	1.1180	0.2041	3.080 to 3.915	3.625	1.0729	0.2190	3.172 to 4.078
... Peer 3	3.451	1.1167	0.1861	3.074 to 3.829	3.557	1.2074	0.1959	3.160 to 3.953
... Peer 4	2.964	1.4348	0.3587	2.200 to 3.729	3.347	1.1874	0.3755	2.497 to 4.196
... Peer 5	3.259	1.2990	0.2652	2.710 to 3.808	4.090	0.9097	0.2034	3.664 to 4.515
Your Peers (n =5)	3.216	0.2429	0.1086	N/A	3.680	0.2478	0.1108	N/A
All Universities (n=54)	3.521	0.3116	0.0424	N/A	3.626	0.3007	0.0409	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the quality of graduate students with whom they interact.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the quality of graduate students with whom they interact.

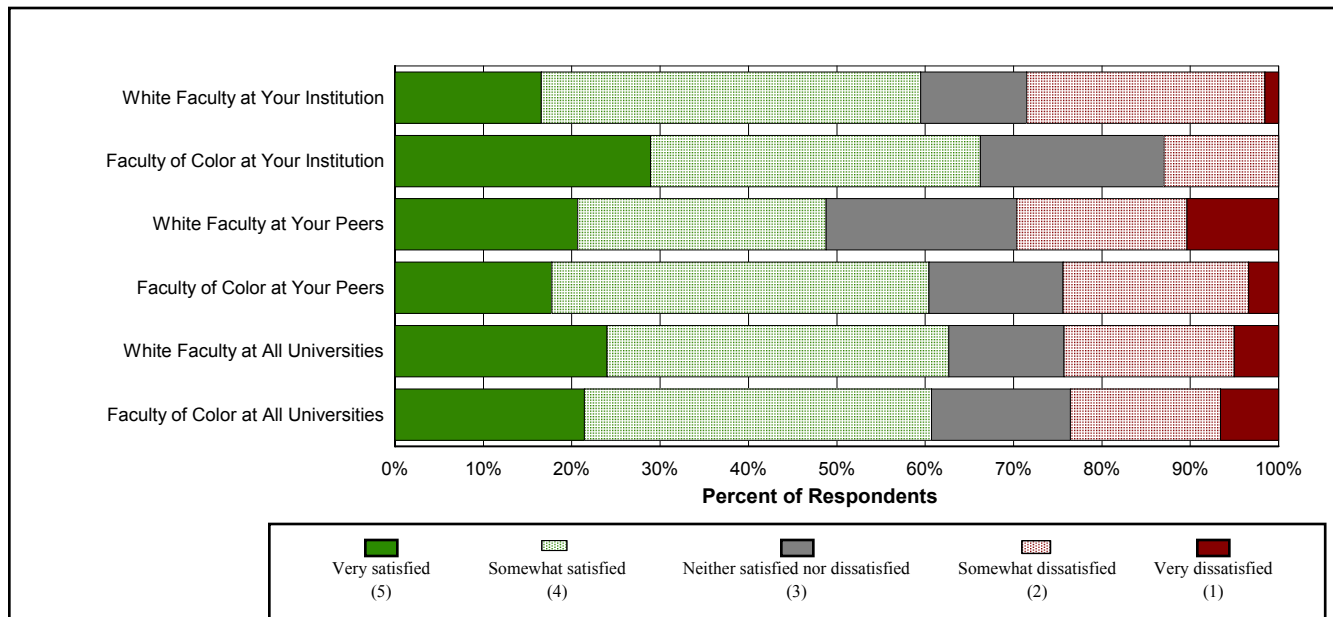
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th 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 81st percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.459	1.1025	0.1423	3.174 to 3.744	3.822	0.9583	0.1811	3.450 to 4.193
Faculty at Peer 1	3.033	1.2589	0.3053	2.386 to 3.681	4.310	0.4330	0.2165	3.621 to 4.999
... Peer 2	3.546	1.1086	0.1523	3.241 to 3.852	*	*	*	N/A
... Peer 3	3.546	1.1614	0.1398	3.267 to 3.825	2.787	0.9798	0.4382	1.571 to 4.004
... Peer 4	2.668	1.2472	0.3600	1.876 to 3.461	3.472	1.3477	0.3602	2.694 to 4.250
... Peer 5	3.680	1.3043	0.2205	3.232 to 4.128	3.444	0.8315	0.2772	2.805 to 4.083
Your Peers (n=5)	3.295	0.3836	0.1716	N/A	3.503	0.5403	0.2702	N/A
All Universities (n=54)	3.573	0.3365	0.0458	N/A	3.520	0.3695	0.0508	N/A



Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research/produce creative work.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

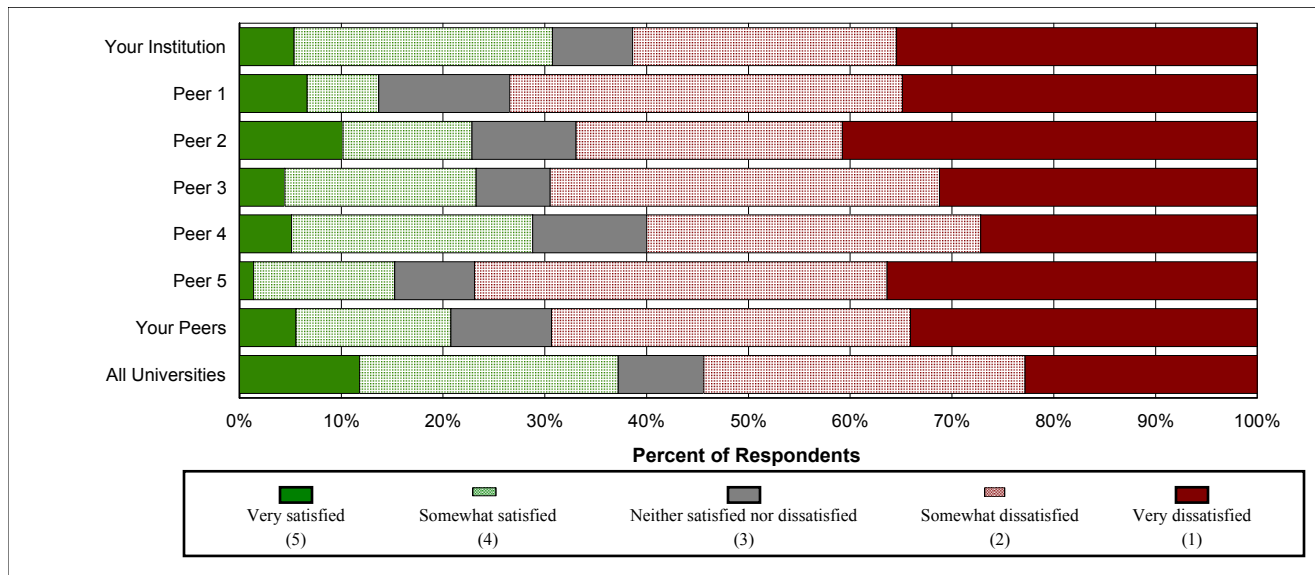
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the amount of time they have to conduct research/produce creative work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 26th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.393	1.3200	0.1242	2.147 to 2.639
Faculty at Peer 1	2.120	1.0868	0.1657	1.786 to 2.455
... Peer 2	2.253	1.3673	0.1634	1.927 to 2.579
... Peer 3	2.270	1.2225	0.1205	2.031 to 2.509
... Peer 4	2.468	1.2244	0.1805	2.104 to 2.831
... Peer 5	2.034	1.0342	0.1227	1.789 to 2.279
Your Peers (n=5)	2.229	0.1478	0.0661	N/A
All Universities (n=54)	2.718	0.4560	0.0620	N/A



Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research/produce creative work.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the amount of time they have to conduct research/produce creative work.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with the amount of time they have to conduct research/produce creative work.

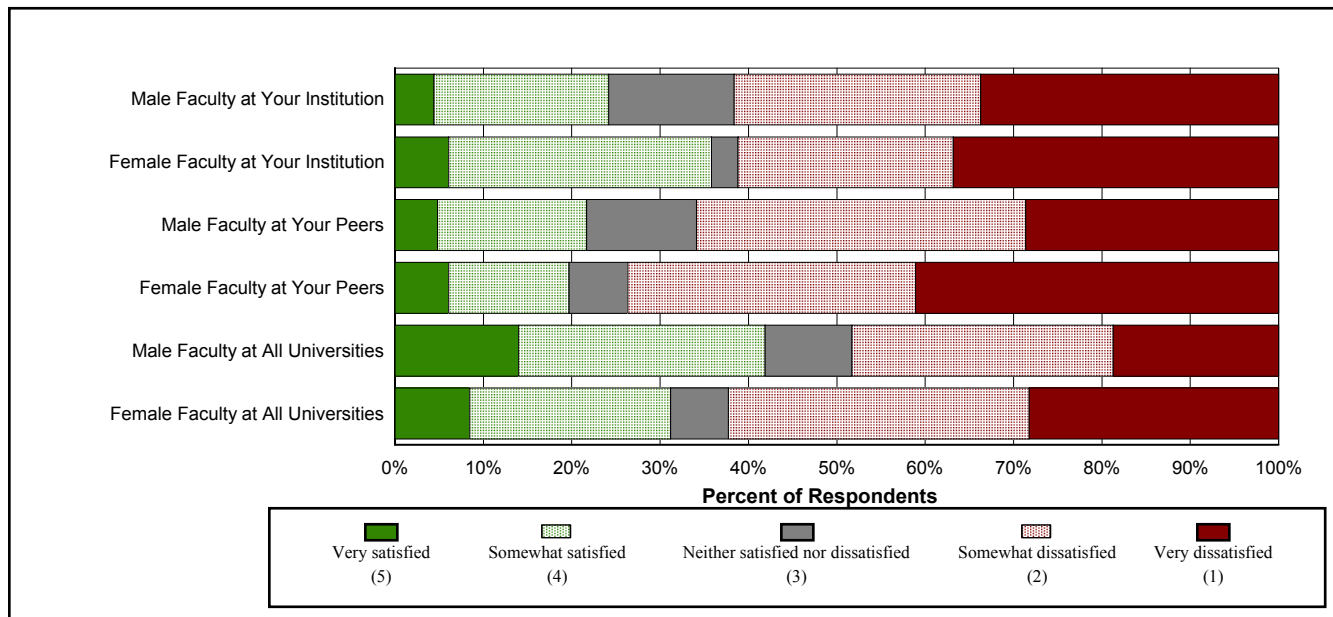
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 15th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 43rd percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

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/produce creative work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.333	1.2395	0.1808	1.969 to 2.697	2.439	1.3744	0.1692	2.101 to 2.777
Faculty at Peer 1	1.856	0.9404	0.2052	1.428 to 2.284	2.407	1.1748	0.2505	1.886 to 2.928
... Peer 2	2.598	1.3304	0.2158	2.160 to 3.035	1.844	1.3017	0.2301	1.374 to 2.313
... Peer 3	2.418	1.1263	0.1643	2.088 to 2.749	2.106	1.2773	0.1707	1.764 to 2.449
... Peer 4	2.588	1.2101	0.2287	2.119 to 3.057	2.292	1.2273	0.2893	1.682 to 2.902
... Peer 5	2.139	1.0812	0.1731	1.789 to 2.490	1.902	0.9662	0.1708	1.554 to 2.250
Your Peers (n =5)	2.320	0.2853	0.1276	N/A	2.110	0.2171	0.0971	N/A
All Universities (n=54)	2.888	0.5060	0.0689	N/A	2.492	0.4416	0.0601	N/A



Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research/produce creative 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 amount of time they have to conduct research/produce creative work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the amount of time they have to conduct research/produce creative work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the amount of time they have to conduct research/produce creative work.

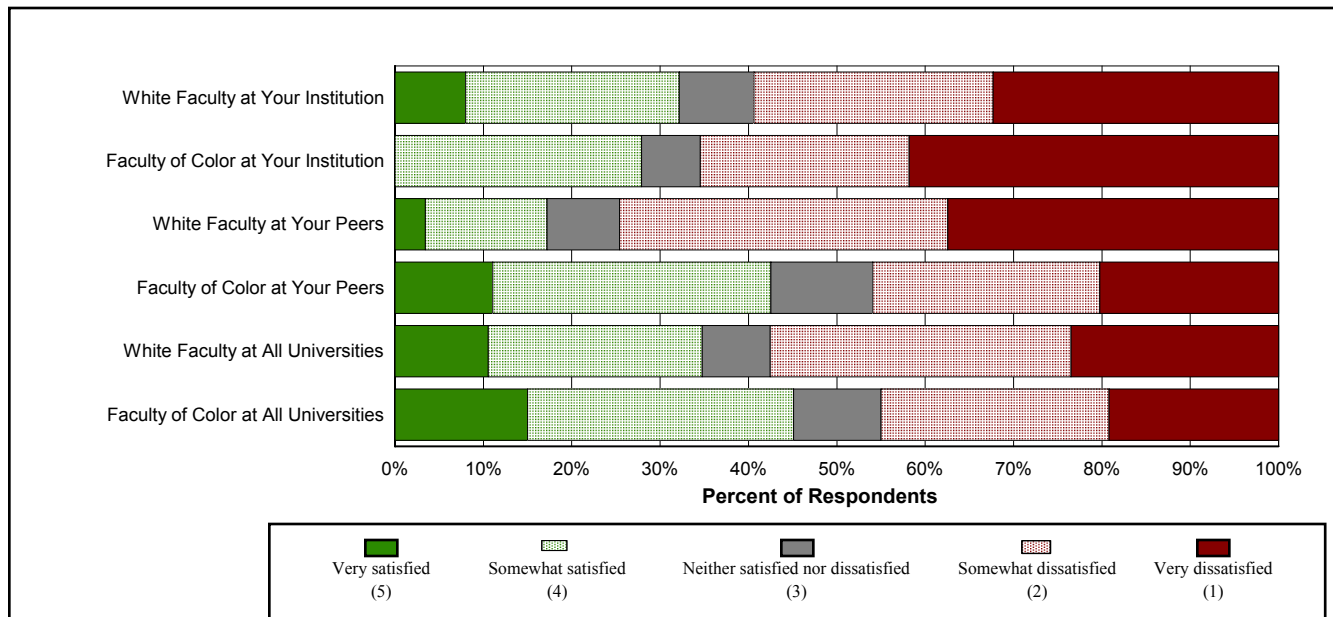
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 33rd percentile on satisfaction with the amount of time they have to conduct research/produce creative work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 17th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

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/produce creative work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.485	1.3680	0.1590	2.168 to 2.802	2.206	1.1655	0.1866	1.829 to 2.584
Faculty at Peer 1	1.830	0.8547	0.1405	1.545 to 2.115	3.784	1.2583	0.5137	2.463 to 5.104
... Peer 2	2.214	1.3553	0.1656	1.883 to 2.545	3.571	1.4142	0.8165	0.058 to 7.085
... Peer 3	2.307	1.2475	0.1294	2.050 to 2.564	1.970	0.9434	0.2983	1.295 to 2.645
... Peer 4	2.079	1.1149	0.2276	1.609 to 2.550	2.878	1.2498	0.2665	2.324 to 3.432
... Peer 5	2.000	1.0339	0.1358	1.729 to 2.272	2.167	1.0263	0.2846	1.547 to 2.788
Your Peers (n=5)	2.086	0.1662	0.0743	N/A	2.874	0.7253	0.3243	N/A
All Universities (n=54)	2.643	0.4512	0.0614	N/A	2.959	0.6022	0.0819	N/A



Question 30c. Please indicate your level of satisfaction with the following: The amount of external 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

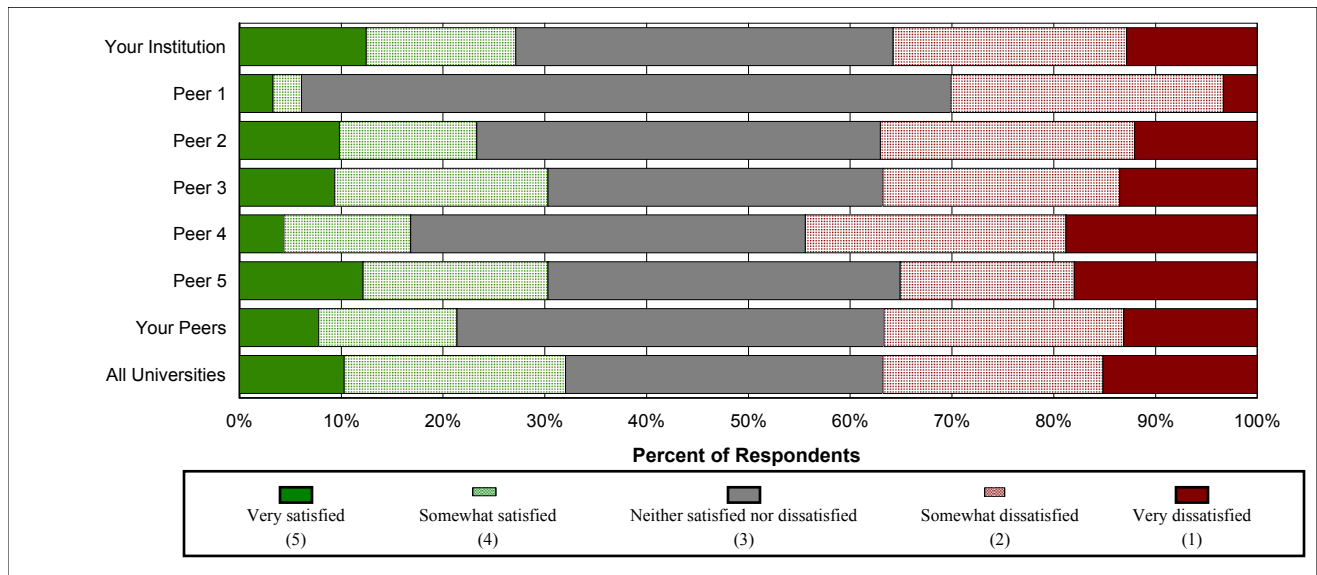
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with the amount of external funding they are expected to find.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 50th percentile on satisfaction with the amount of external funding they are expected to find.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.910	1.1815	0.1232	2.665 to 3.154
Faculty at Peer 1	2.759	0.7071	0.1250	2.505 to 3.014
... Peer 2	2.840	1.1236	0.1439	2.553 to 3.128
... Peer 3	2.893	1.1569	0.1200	2.655 to 3.132
... Peer 4	2.580	1.0858	0.1656	2.246 to 2.914
... Peer 5	2.894	1.2317	0.1528	2.588 to 3.199
Your Peers (n=5)	2.793	0.1174	0.0525	N/A
All Universities (n=54)	2.904	0.2818	0.0383	N/A



Question 30c. Please indicate your level of satisfaction with the following: The amount of external 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 external funding they are expected to find.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with the amount of external funding they are expected to find.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the amount of external funding they are expected to find.

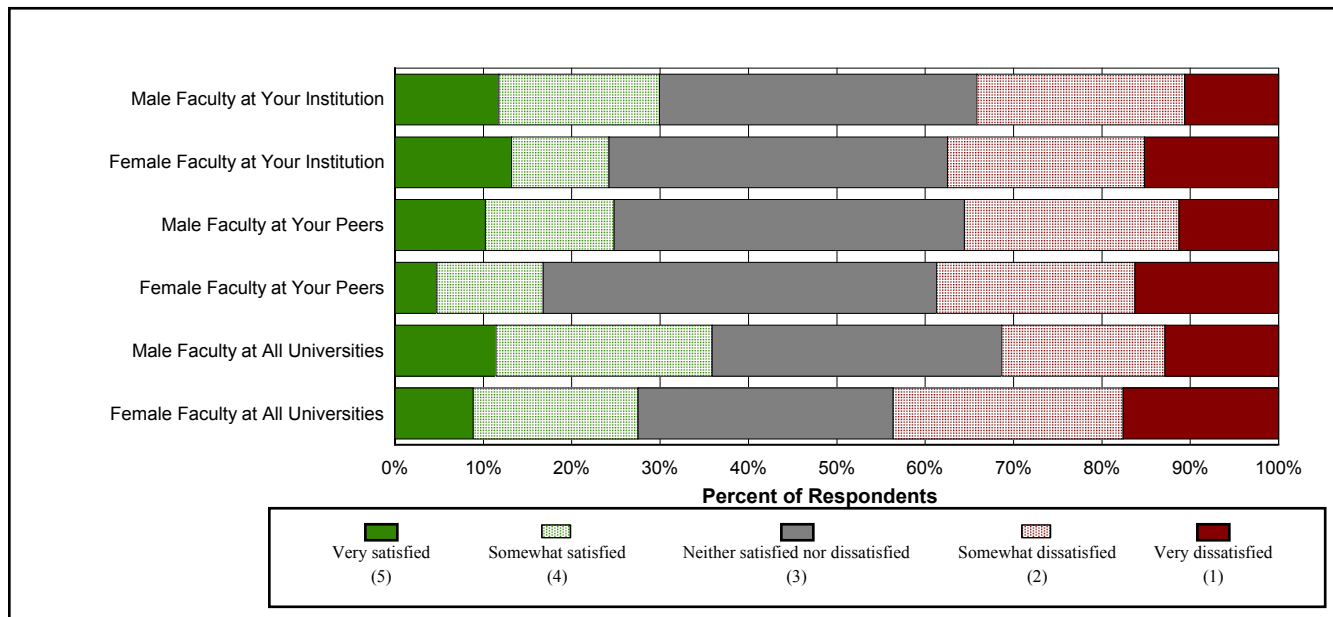
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 37th percentile on satisfaction with the amount of external funding they are expected to find.
- Among female junior faculty at all universities, your female junior faculty ranked in the 63rd percentile on satisfaction with the amount of external 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 external funding they are expected to find.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.969	1.1472	0.1730	2.620 to 3.318	2.848	1.2069	0.1742	2.497 to 3.198
Faculty at Peer 1	2.712	0.8806	0.2354	2.203 to 3.220	2.801	0.5329	0.1256	2.536 to 3.066
... Peer 2	3.151	1.1655	0.1970	2.751 to 3.551	2.423	0.9271	0.1818	2.049 to 2.798
... Peer 3	2.884	1.1288	0.1721	2.536 to 3.231	2.905	1.1805	0.1669	2.569 to 3.240
... Peer 4	2.698	1.0887	0.2095	2.267 to 3.128	2.392	1.0440	0.2610	1.835 to 2.948
... Peer 5	2.965	1.2189	0.2060	2.547 to 3.384	2.806	1.2405	0.2265	2.343 to 3.269
Your Peers (n =5)	2.882	0.1686	0.0754	N/A	2.665	0.2141	0.0957	N/A
All Universities (n=54)	3.031	0.3146	0.0428	N/A	2.751	0.3498	0.0476	N/A



Question 30c. Please indicate your level of satisfaction with the following: The amount of external 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 external funding they are expected to find.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the amount of external funding they are expected to find.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the amount of external funding they are expected to find.

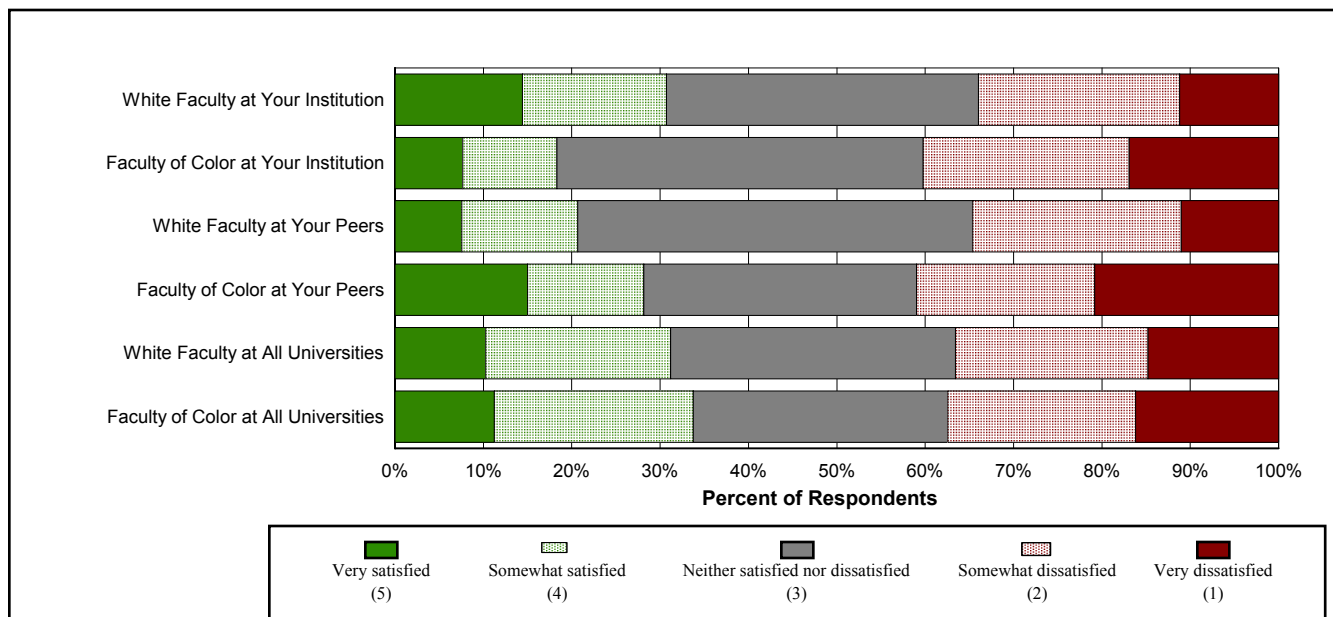
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 69th percentile on satisfaction with the amount of external funding they are expected to find.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 31st percentile on satisfaction with the amount of external 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 external 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	3.000	1.1914	0.1513	2.697 to 3.303	2.688	1.1136	0.2033	2.273 to 3.104
Faculty at Peer 1	2.690	0.5972	0.1149	2.454 to 2.926	3.093	1.0954	0.4899	1.732 to 4.453
... Peer 2	2.815	1.0900	0.1431	2.529 to 3.102	3.571	1.6330	0.9428	-0.485 to 7.628
... Peer 3	2.962	1.1242	0.1234	2.716 to 3.207	2.392	1.3565	0.4290	1.422 to 3.362
... Peer 4	2.677	1.0174	0.2169	2.226 to 3.128	2.481	1.1329	0.2472	1.966 to 2.997
... Peer 5	2.983	1.2207	0.1677	2.647 to 3.320	2.529	1.2472	0.3600	1.736 to 3.321
Your Peers (n=5)	2.825	0.1297	0.0580	N/A	2.813	0.4520	0.2021	N/A
All Universities (n=54)	2.901	0.3111	0.0423	N/A	2.914	0.3784	0.0515	N/A



Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research/creative work.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

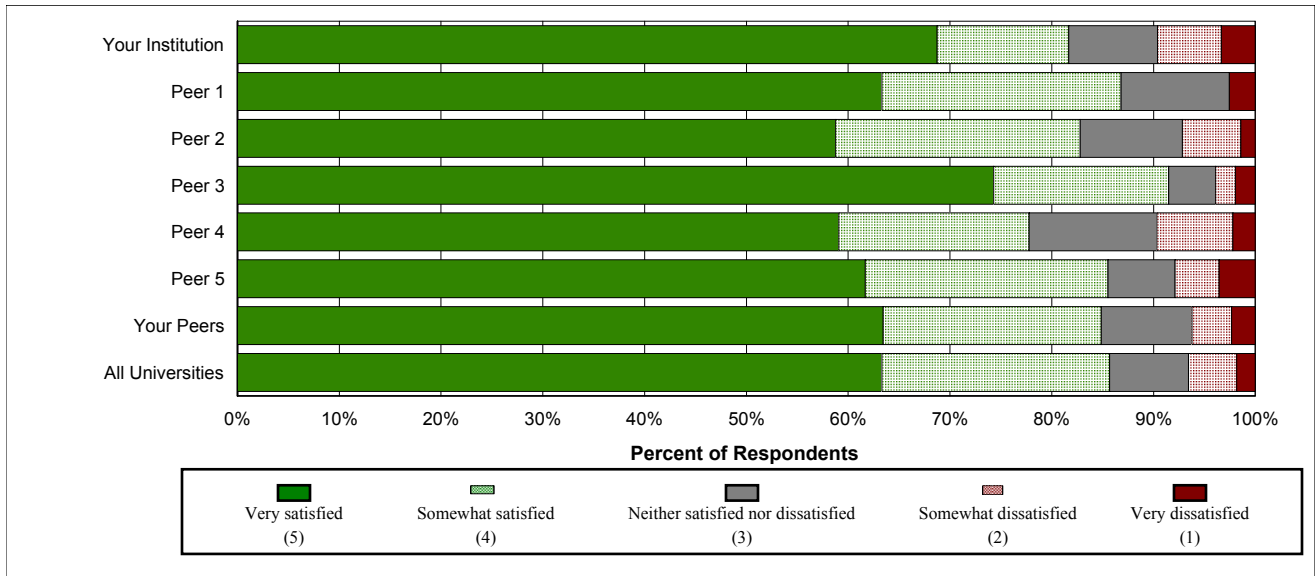
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on satisfaction with the influence they have over the focus of their research/creative work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 37th percentile on satisfaction with the influence they have over the focus of their research/creative work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.375	1.1040	0.1048	4.167 to 4.582
Faculty at Peer 1	4.450	0.8768	0.1353	4.177 to 4.724
... Peer 2	4.330	0.9633	0.1143	4.102 to 4.558
... Peer 3	4.600	0.8295	0.0817	4.438 to 4.762
... Peer 4	4.250	1.1075	0.1651	3.917 to 4.583
... Peer 5	4.358	0.9942	0.1197	4.119 to 4.597
Your Peers (n=5)	4.398	0.1197	0.0535	N/A
All Universities (n=54)	4.406	0.1905	0.0259	N/A



Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research/creative work.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the influence they have over the focus of their research/creative work.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the influence they have over the focus of their research/creative work.

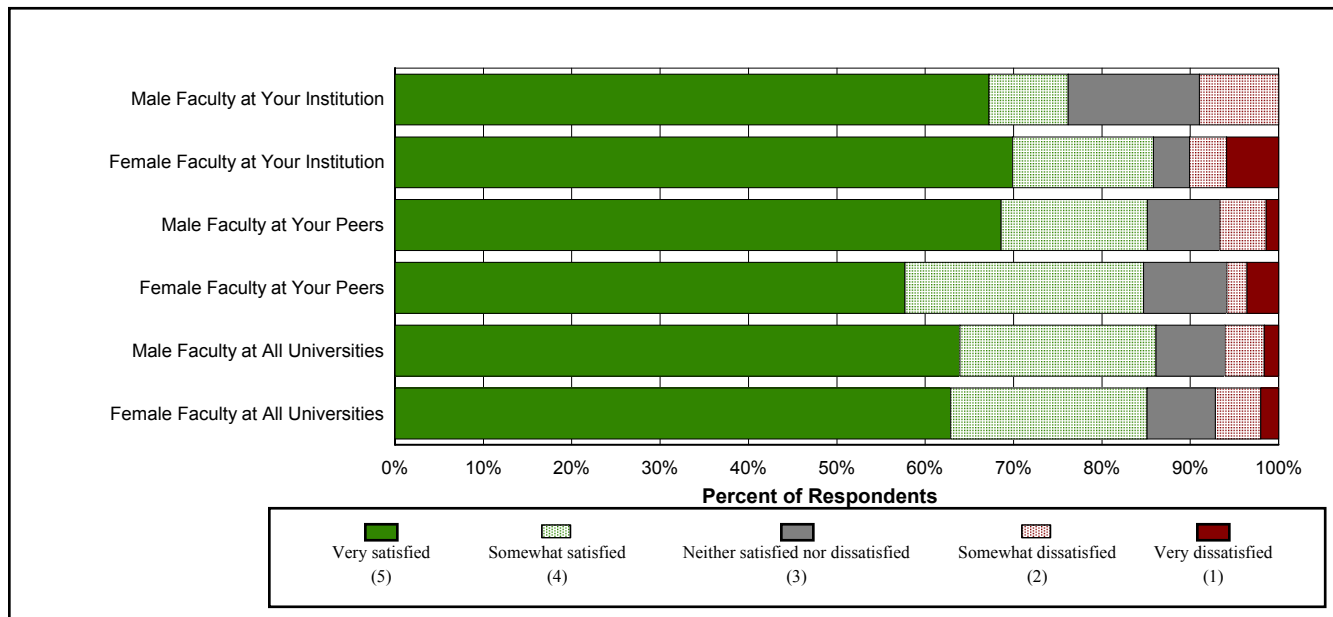
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 31st percentile on satisfaction with the influence they have over the focus of their research/creative work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 50th percentile on satisfaction with the influence they have over the focus of their research/creative work.

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/creative work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.345	1.0261	0.1513	4.040 to 4.649	4.398	1.1560	0.1434	4.111 to 4.684
Faculty at Peer 1	4.600	0.9695	0.2168	4.146 to 5.053	4.296	0.7497	0.1598	3.964 to 4.629
... Peer 2	4.293	0.9649	0.1545	3.980 to 4.606	4.375	0.9601	0.1697	4.029 to 4.721
... Peer 3	4.601	0.8420	0.1228	4.354 to 4.848	4.598	0.8189	0.1094	4.379 to 4.817
... Peer 4	4.320	1.0657	0.2051	3.899 to 4.742	4.150	1.1667	0.2750	3.570 to 4.730
... Peer 5	4.468	0.9181	0.1509	4.162 to 4.774	4.228	1.0675	0.1887	3.843 to 4.613
Your Peers (n =5)	4.456	0.1318	0.0589	N/A	4.329	0.1535	0.0687	N/A
All Universities (n=54)	4.423	0.1973	0.0269	N/A	4.388	0.2394	0.0326	N/A



Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research/creative 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 influence they have over the focus of their research/creative work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the influence they have over the focus of their research/creative work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the influence they have over the focus of their research/creative work.

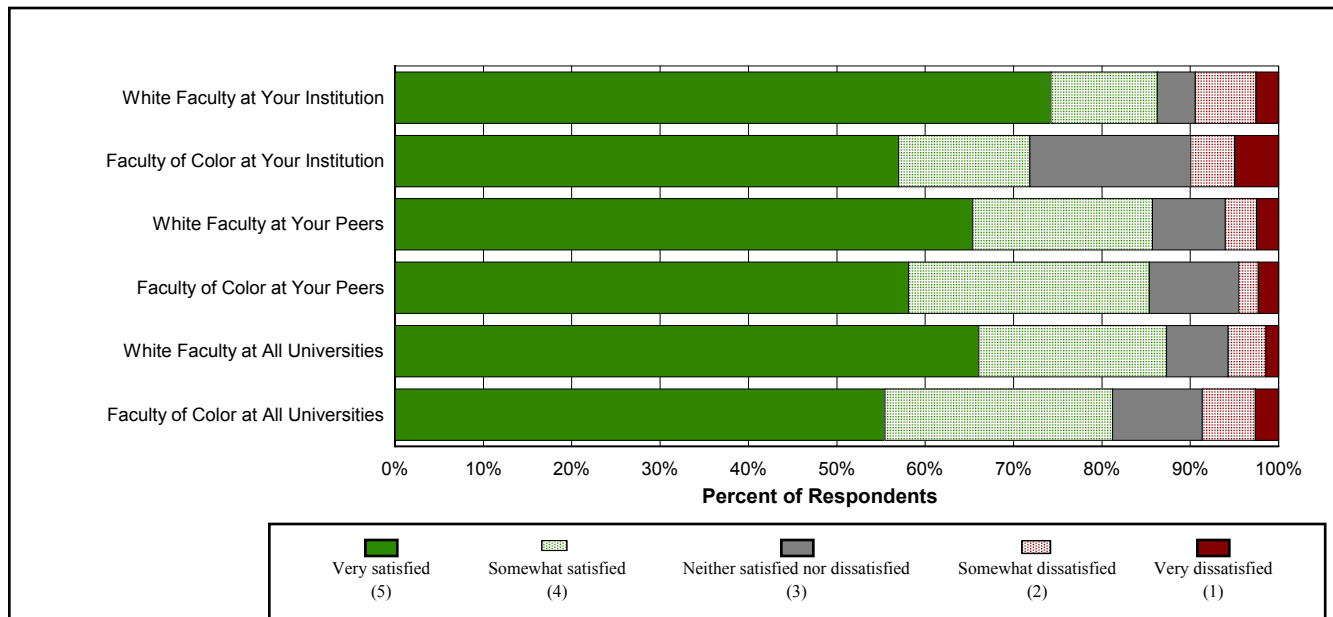
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 50th percentile on satisfaction with the influence they have over the focus of their research/creative work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th percentile on satisfaction with the influence they have over the focus of their research/creative work.

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/creative work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.485	1.0299	0.1197	4.246 to 4.723	4.139	1.1941	0.1963	3.741 to 4.537
Faculty at Peer 1	4.456	0.8958	0.1493	4.153 to 4.760	4.417	0.7454	0.3043	3.634 to 5.199
... Peer 2	4.323	0.9768	0.1185	4.086 to 4.559	4.571	0.4714	0.2722	3.400 to 5.742
... Peer 3	4.567	0.8475	0.0879	4.393 to 4.742	4.866	0.6000	0.1897	4.437 to 5.295
... Peer 4	4.290	1.0985	0.2242	3.826 to 4.754	4.206	1.1086	0.2419	3.701 to 4.710
... Peer 5	4.492	0.9200	0.1219	4.247 to 4.736	3.772	1.1426	0.3298	3.046 to 4.498
Your Peers (n=5)	4.426	0.1042	0.0466	N/A	4.366	0.3671	0.1642	N/A
All Universities (n=54)	4.462	0.1986	0.0270	N/A	4.254	0.2632	0.0358	N/A



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

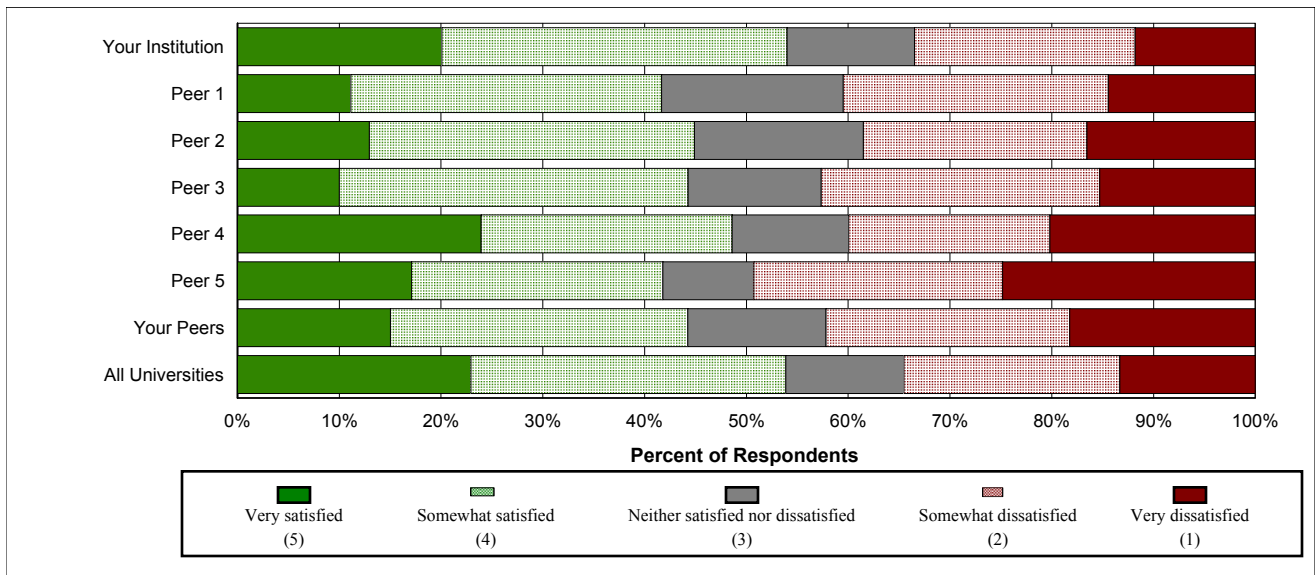
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first on satisfaction with the quality of facilities.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 48th percentile on satisfaction with the quality of facilities.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.288	1.3401	0.1261	3.038 to 3.538
Faculty at Peer 1	2.979	1.2567	0.1916	2.592 to 3.366
... Peer 2	3.028	1.3147	0.1571	2.715 to 3.342
... Peer 3	2.964	1.2772	0.1271	2.712 to 3.216
... Peer 4	3.124	1.4738	0.2173	2.686 to 3.562
... Peer 5	2.848	1.4564	0.1728	2.503 to 3.193
Your Peers (n=5)	2.989	0.0899	0.0402	N/A
All Universities (n=54)	3.290	0.4102	0.0558	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with the quality of facilities.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with the quality of facilities.

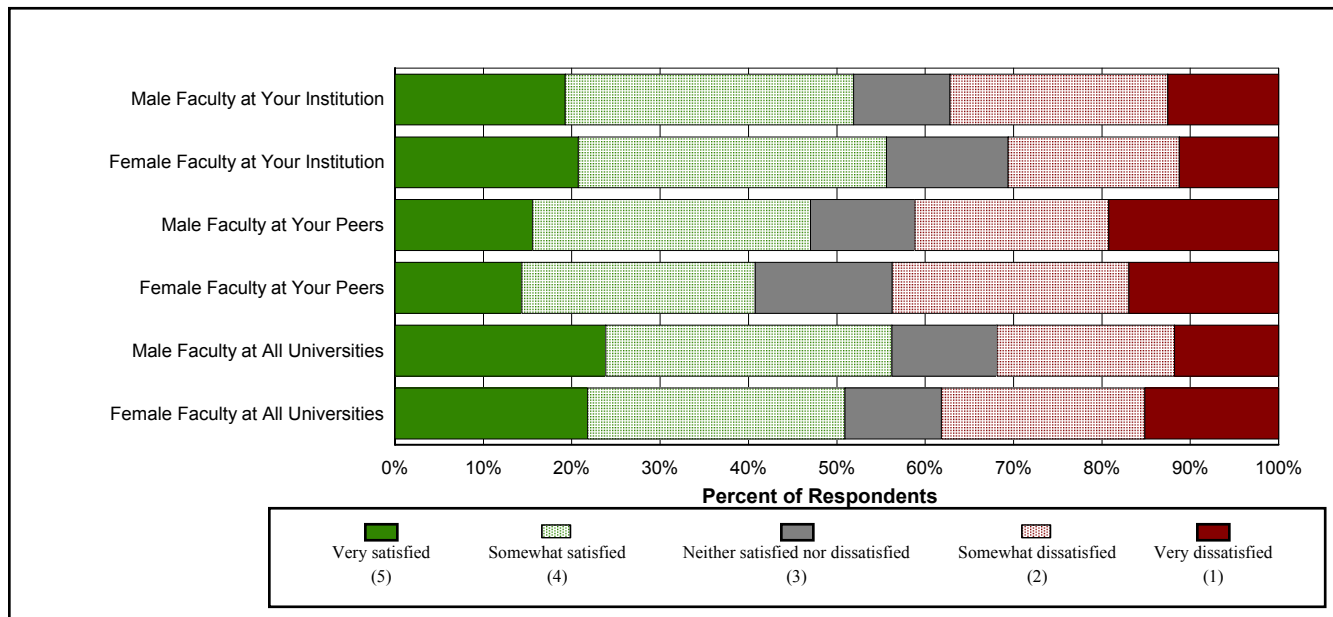
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 33rd percentile on satisfaction with the quality of facilities.
- Among female junior faculty at all universities, your female junior faculty ranked in the 61st percentile on satisfaction with the quality of facilities.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.214	1.3470	0.1965	2.818 to 3.609	3.345	1.3314	0.1639	3.018 to 3.672
Faculty at Peer 1	2.908	1.3453	0.2868	2.312 to 3.505	3.063	1.1547	0.2520	2.538 to 3.589
... Peer 2	2.999	1.2940	0.2046	2.585 to 3.413	3.067	1.3400	0.2446	2.566 to 3.567
... Peer 3	2.946	1.2752	0.1880	2.567 to 3.324	2.983	1.2787	0.1724	2.638 to 3.329
... Peer 4	3.224	1.5235	0.2932	2.621 to 3.827	2.989	1.3945	0.3199	2.317 to 3.661
... Peer 5	3.030	1.4841	0.2376	2.549 to 3.511	2.620	1.3863	0.2451	2.120 to 3.119
Your Peers (n =5)	3.022	0.1097	0.0491	N/A	2.944	0.1662	0.0743	N/A
All Universities (n=54)	3.364	0.3746	0.0510	N/A	3.194	0.5027	0.0684	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the quality of facilities.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the quality of facilities.

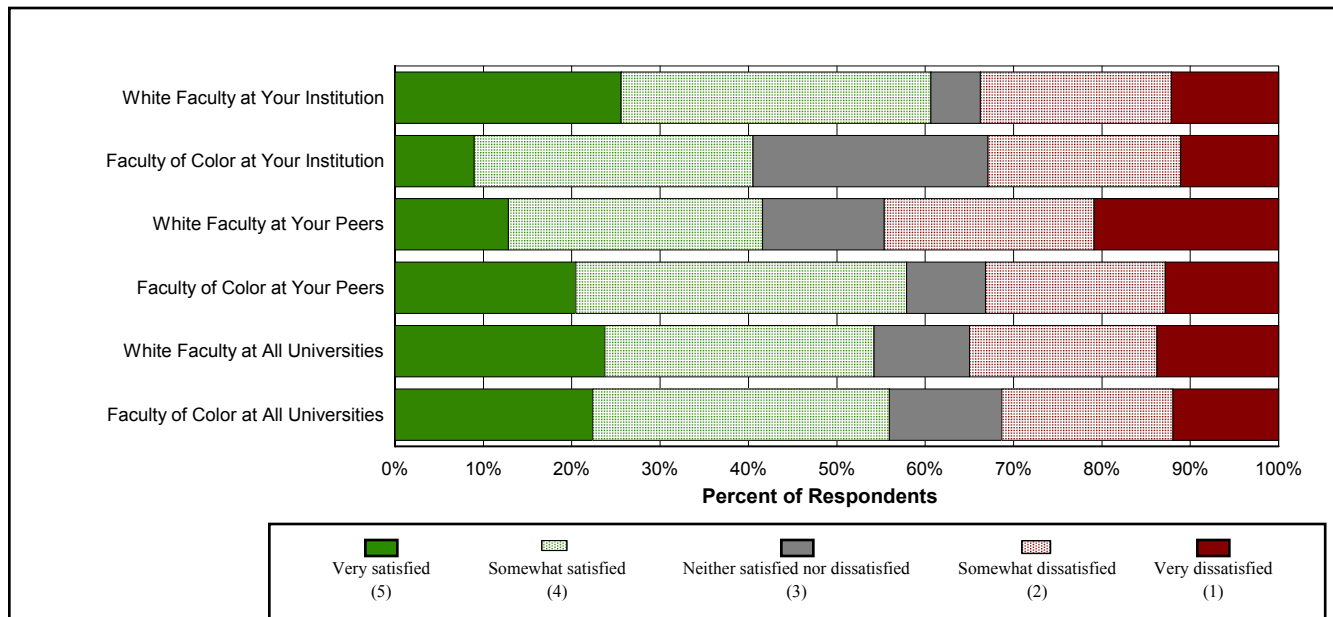
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 65th percentile on satisfaction with the quality of facilities.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on satisfaction with the quality of facilities.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the quality of facilities.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.403	1.3845	0.1609	3.083 to 3.724	3.055	1.2184	0.1951	2.660 to 3.450
Faculty at Peer 1	2.864	1.2555	0.2064	2.446 to 3.283	3.641	1.1180	0.4564	2.467 to 4.814
... Peer 2	2.999	1.3027	0.1603	2.679 to 3.319	3.875	1.4790	0.7395	1.522 to 6.228
... Peer 3	3.006	1.2839	0.1346	2.739 to 3.273	2.583	1.1180	0.3536	1.783 to 3.383
... Peer 4	2.783	1.4731	0.3072	2.146 to 3.420	3.456	1.4275	0.2977	2.839 to 4.073
... Peer 5	2.794	1.4711	0.1932	2.408 to 3.181	3.061	1.3500	0.3744	2.246 to 3.877
Your Peers (n=5)	2.889	0.0966	0.0432	N/A	3.323	0.4560	0.2039	N/A
All Universities (n=54)	3.292	0.4179	0.0569	N/A	3.350	0.4632	0.0630	N/A



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

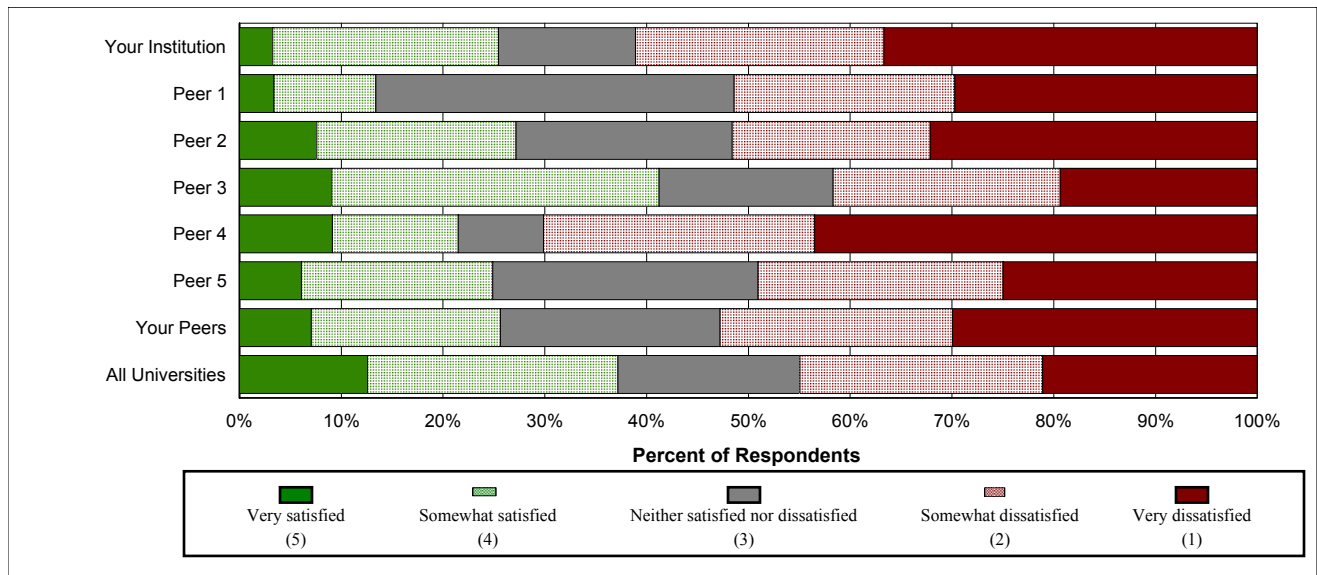
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 11th 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	2.309	1.2704	0.1303	2.051 to 2.568
Faculty at Peer 1	2.357	1.1270	0.2169	1.911 to 2.803
... Peer 2	2.510	1.3200	0.1613	2.188 to 2.832
... Peer 3	2.893	1.2950	0.1329	2.629 to 3.157
... Peer 4	2.170	1.3024	0.2141	1.736 to 2.604
... Peer 5	2.570	1.2223	0.1528	2.264 to 2.875
Your Peers (n=5)	2.500	0.2403	0.1074	N/A
All Universities (n=54)	2.837	0.4067	0.0553	N/A



Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

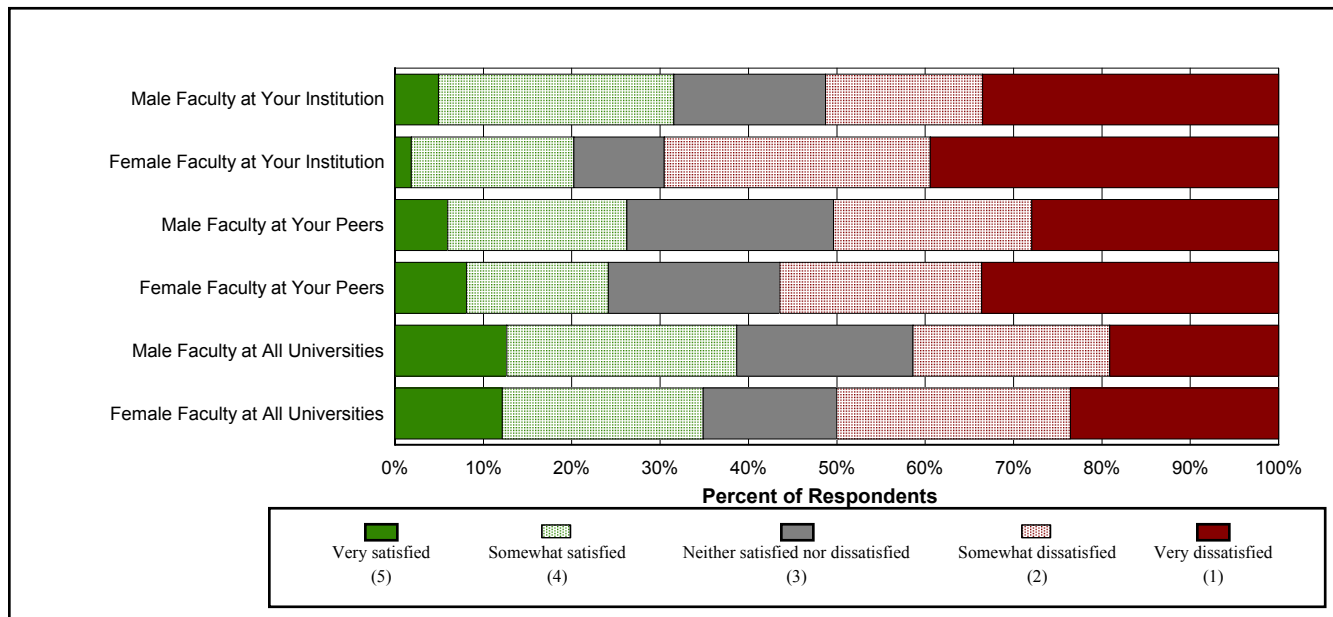
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 19th 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 7th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.517	1.3138	0.2027	2.107 to 2.926	2.131	1.2078	0.1659	1.798 to 2.464
Faculty at Peer 1	2.179	1.0285	0.3101	1.488 to 2.870	2.498	1.1726	0.2932	1.874 to 3.123
... Peer 2	2.741	1.3161	0.2135	2.309 to 3.174	2.207	1.2698	0.2358	1.724 to 2.690
... Peer 3	2.834	1.2037	0.1794	2.473 to 3.196	2.964	1.3705	0.1938	2.574 to 3.353
... Peer 4	2.325	1.3173	0.2747	1.755 to 2.894	1.930	1.2454	0.3328	1.211 to 2.649
... Peer 5	2.615	1.2083	0.2014	2.207 to 3.024	2.509	1.2387	0.2341	2.029 to 2.990
Your Peers (n=5)	2.539	0.2487	0.1112	N/A	2.422	0.3450	0.1543	N/A
All Universities (n=54)	2.908	0.4400	0.0599	N/A	2.734	0.4214	0.0573	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

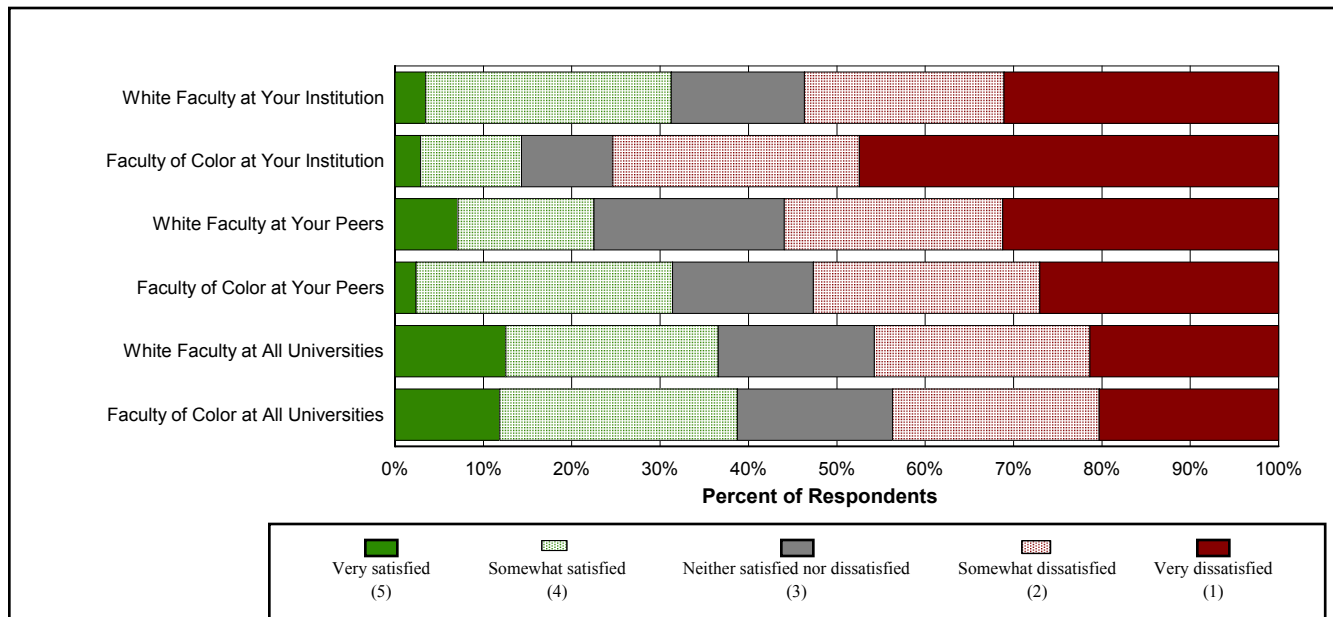
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 19th 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 6th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.500	1.2755	0.1633	2.173 to 2.826	1.944	1.1724	0.2011	1.535 to 2.353
Faculty at Peer 1	2.168	1.0285	0.2193	1.712 to 2.624	3.175	1.1662	0.5215	1.727 to 4.623
... Peer 2	2.504	1.3229	0.1654	2.173 to 2.834	2.714	1.2472	0.7201	-0.384 to 5.813
... Peer 3	3.000	1.2865	0.1379	2.726 to 3.274	1.833	1.0000	0.3536	0.997 to 2.670
... Peer 4	1.882	1.1315	0.2744	1.300 to 2.464	2.411	1.4098	0.3152	1.751 to 3.071
... Peer 5	2.569	1.2719	0.1781	2.212 to 2.927	2.571	1.0030	0.2782	1.965 to 3.177
Your Peers (n=5)	2.424	0.3792	0.1696	N/A	2.541	0.4361	0.1950	N/A
All Universities (n=54)	2.820	0.4372	0.0595	N/A	2.866	0.4772	0.0649	N/A



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

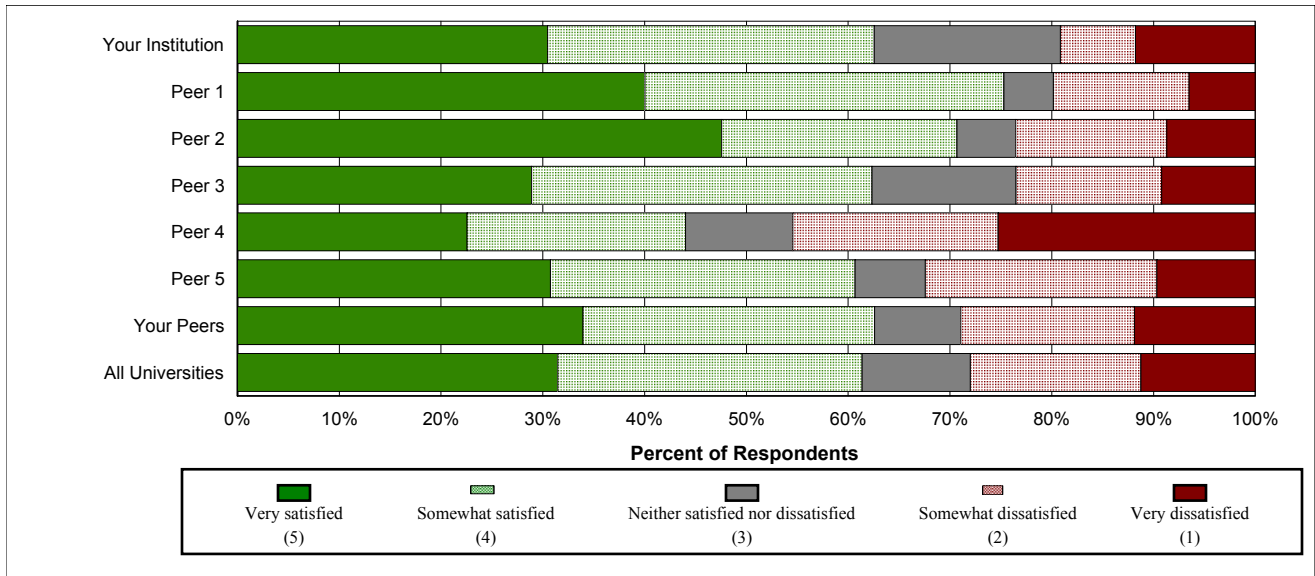
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on satisfaction with the quality of clerical/administrative services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 61st percentile on satisfaction with the quality of clerical/administrative services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.621	1.3174	0.1239	3.376 to 3.867
Faculty at Peer 1	3.890	1.2539	0.1890	3.509 to 4.271
... Peer 2	3.860	1.3702	0.1626	3.536 to 4.185
... Peer 3	3.585	1.2922	0.1267	3.334 to 3.837
... Peer 4	2.959	1.5331	0.2236	2.509 to 3.409
... Peer 5	3.493	1.3819	0.1640	3.166 to 3.820
Your Peers (n=5)	3.558	0.3363	0.1504	N/A
All Universities (n=54)	3.536	0.2966	0.0404	N/A



Question 33a. How satisfied are you with the quality of the following type of support service: Clerical/administrative services.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the quality of clerical/administrative services.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the quality of clerical/administrative services.

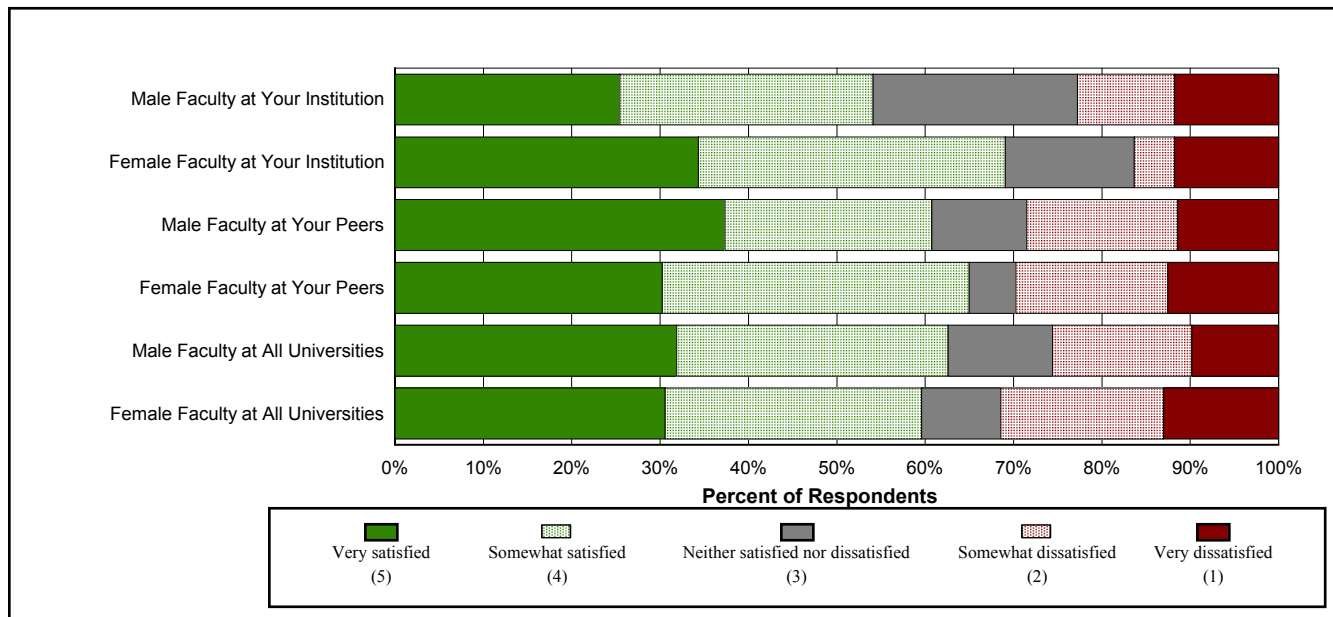
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 28th percentile on satisfaction with the quality of clerical/administrative services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 76th 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	3.450	1.3167	0.1921	3.063 to 3.836	3.753	1.2970	0.1597	3.434 to 4.072
Faculty at Peer 1	3.999	1.2432	0.2650	3.448 to 4.550	3.766	1.2498	0.2665	3.212 to 4.320
... Peer 2	3.900	1.4532	0.2327	3.429 to 4.371	3.813	1.2609	0.2229	3.358 to 4.267
... Peer 3	3.655	1.2849	0.1855	3.281 to 4.028	3.507	1.2956	0.1731	3.160 to 3.854
... Peer 4	3.022	1.4735	0.2736	2.462 to 3.583	2.861	1.6178	0.3813	2.056 to 3.665
... Peer 5	3.329	1.4133	0.2263	2.871 to 3.787	3.700	1.3136	0.2322	3.226 to 4.173
Your Peers (n=5)	3.581	0.3627	0.1622	N/A	3.529	0.3500	0.1565	N/A
All Universities (n=54)	3.590	0.3221	0.0438	N/A	3.457	0.3752	0.0511	N/A



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

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the quality of clerical/administrative services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with the quality of clerical/administrative services.

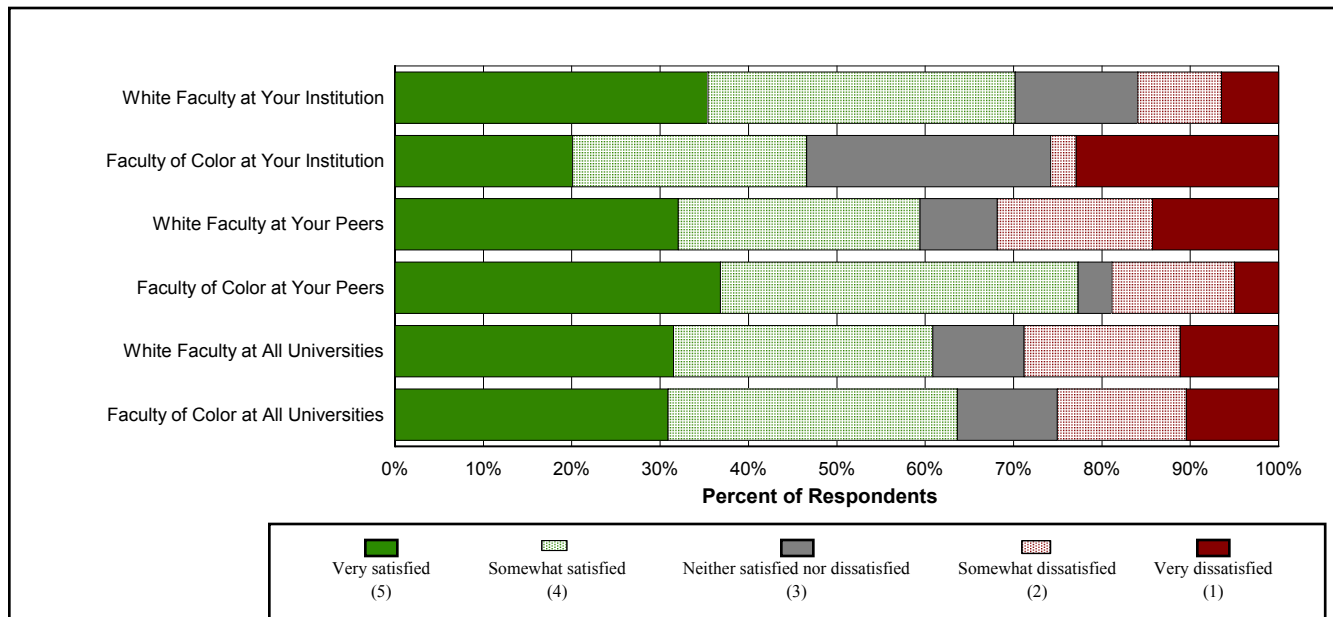
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 81st 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 15th percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction 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	3.831	1.2004	0.1386	3.555 to 4.108	3.179	1.4407	0.2337	2.706 to 3.653
Faculty at Peer 1	3.852	1.2881	0.2090	3.429 to 4.276	4.111	1.0000	0.4082	3.062 to 5.161
... Peer 2	3.851	1.3849	0.1692	3.513 to 4.189	4.125	1.0897	0.5449	2.391 to 5.859
... Peer 3	3.523	1.3085	0.1357	3.253 to 3.792	4.052	1.0833	0.3266	3.325 to 4.780
... Peer 4	2.665	1.5184	0.3099	2.023 to 3.306	3.261	1.5124	0.3154	2.607 to 3.915
... Peer 5	3.376	1.3998	0.1838	3.008 to 3.744	3.963	1.2499	0.3466	3.207 to 4.718
Your Peers (n=5)	3.453	0.4360	0.1950	N/A	3.903	0.3257	0.1457	N/A
All Universities (n=54)	3.524	0.3176	0.0432	N/A	3.590	0.3781	0.0514	N/A



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

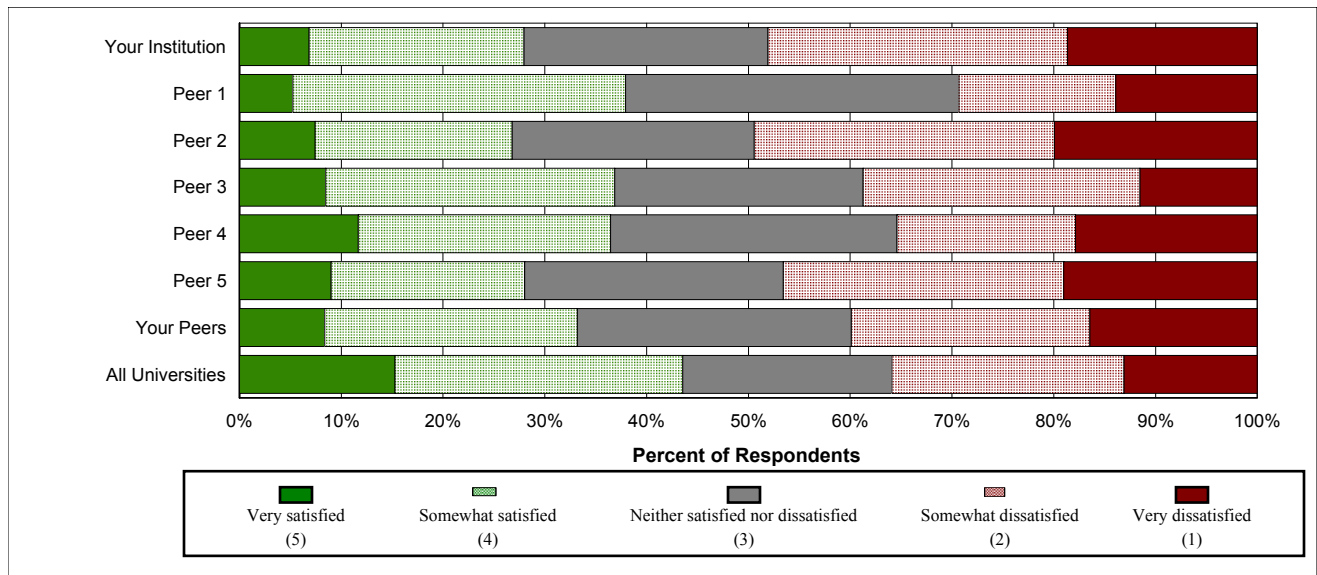
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with the quality of research services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 17th percentile on satisfaction with the quality of research services.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.681	1.2071	0.1201	2.443 to 2.919
Faculty at Peer 1	2.999	1.1150	0.1833	2.628 to 3.371
... Peer 2	2.649	1.2115	0.1469	2.356 to 2.942
... Peer 3	2.951	1.1816	0.1176	2.718 to 3.184
... Peer 4	2.949	1.2587	0.1836	2.580 to 3.319
... Peer 5	2.715	1.2170	0.1465	2.422 to 3.007
Your Peers (n=5)	2.853	0.1422	0.0636	N/A
All Universities (n=54)	3.098	0.3538	0.0481	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the quality of research services.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with the quality of research services.

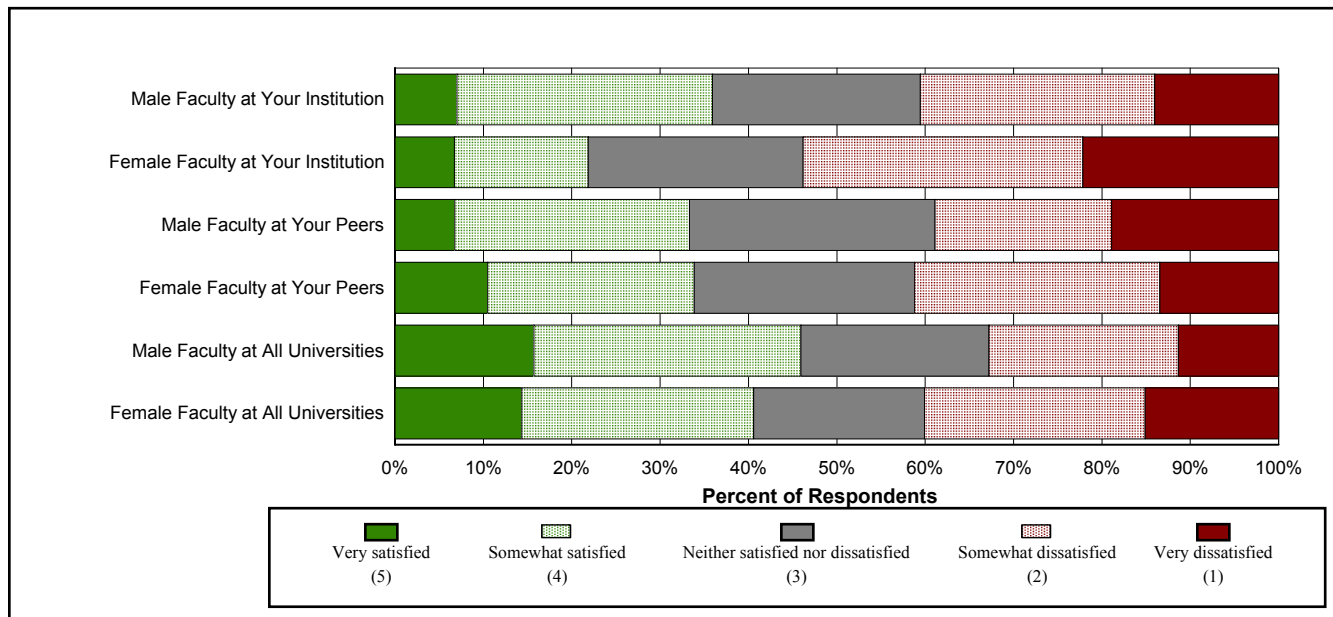
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 26th percentile on satisfaction with the quality of research services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 15th 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	2.884	1.1792	0.1820	2.516 to 3.251	2.526	1.1982	0.1560	2.214 to 2.838
Faculty at Peer 1	2.998	1.2910	0.3043	2.356 to 3.640	3.001	0.9177	0.2105	2.558 to 3.443
... Peer 2	2.556	1.1863	0.1924	2.166 to 2.946	2.767	1.2297	0.2245	2.307 to 3.226
... Peer 3	3.142	1.0235	0.1493	2.841 to 3.442	2.733	1.2712	0.1730	2.386 to 3.080
... Peer 4	2.860	1.2059	0.2279	2.392 to 3.327	3.074	1.3168	0.3021	2.440 to 3.709
... Peer 5	2.559	1.1863	0.1924	2.169 to 2.949	2.910	1.2164	0.2185	2.464 to 3.357
Your Peers (n =5)	2.823	0.2343	0.1048	N/A	2.897	0.1314	0.0588	N/A
All Universities (n=54)	3.175	0.3771	0.0513	N/A	2.998	0.3858	0.0525	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the quality of research services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the quality of research services.

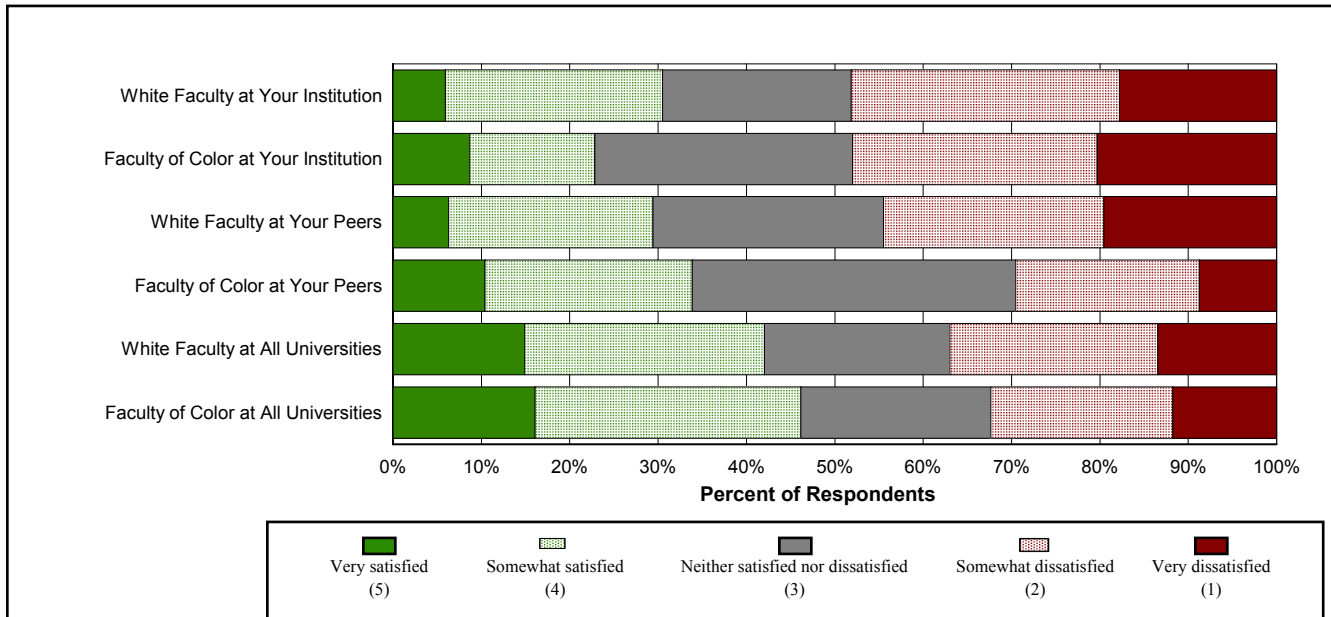
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 20th 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 17th 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	2.705	1.1930	0.1469	2.412 to 2.998	2.632	1.2269	0.2074	2.211 to 3.053
Faculty at Peer 1	2.960	1.1496	0.2065	2.538 to 3.382	3.190	0.8975	0.3664	2.248 to 4.132
... Peer 2	2.660	1.2188	0.1512	2.358 to 2.962	2.286	0.8165	0.4714	0.257 to 4.314
... Peer 3	2.903	1.1937	0.1251	2.655 to 3.152	3.335	1.0440	0.3302	2.588 to 4.082
... Peer 4	2.418	1.1517	0.2351	1.932 to 2.904	3.488	1.1699	0.2439	2.982 to 3.994
... Peer 5	2.640	1.2016	0.1606	2.319 to 2.962	3.000	1.2403	0.3440	2.250 to 3.749
Your Peers (n=5)	2.716	0.1961	0.0877	N/A	3.060	0.4192	0.1875	N/A
All Universities (n=54)	3.065	0.3634	0.0495	N/A	3.182	0.4404	0.0599	N/A



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

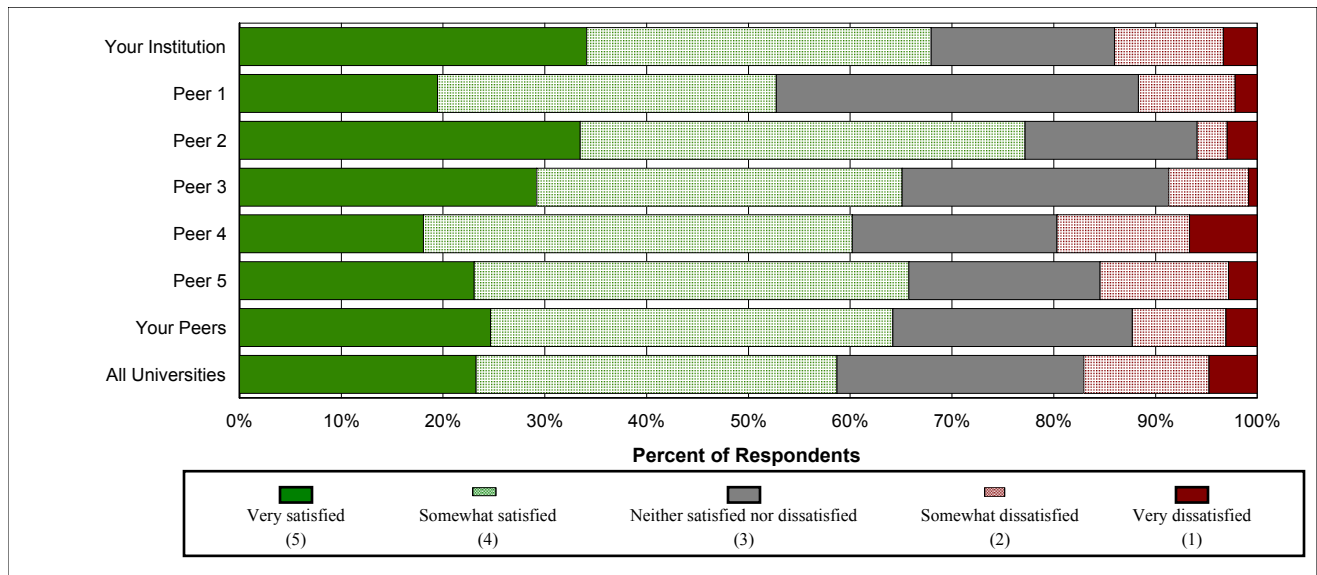
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third on satisfaction with the quality of teaching services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 85th percentile on satisfaction with the quality of teaching services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.847	1.1151	0.1073	3.634 to 4.060
Faculty at Peer 1	3.583	0.9871	0.1542	3.272 to 3.895
... Peer 2	4.018	0.9411	0.1125	3.794 to 4.243
... Peer 3	3.847	0.9397	0.0930	3.663 to 4.032
... Peer 4	3.520	1.0992	0.1587	3.200 to 3.839
... Peer 5	3.706	1.0537	0.1268	3.453 to 3.959
Your Peers (n=5)	3.735	0.1807	0.0808	N/A
All Universities (n=54)	3.602	0.2522	0.0343	N/A



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the quality of teaching services.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the quality of teaching services.

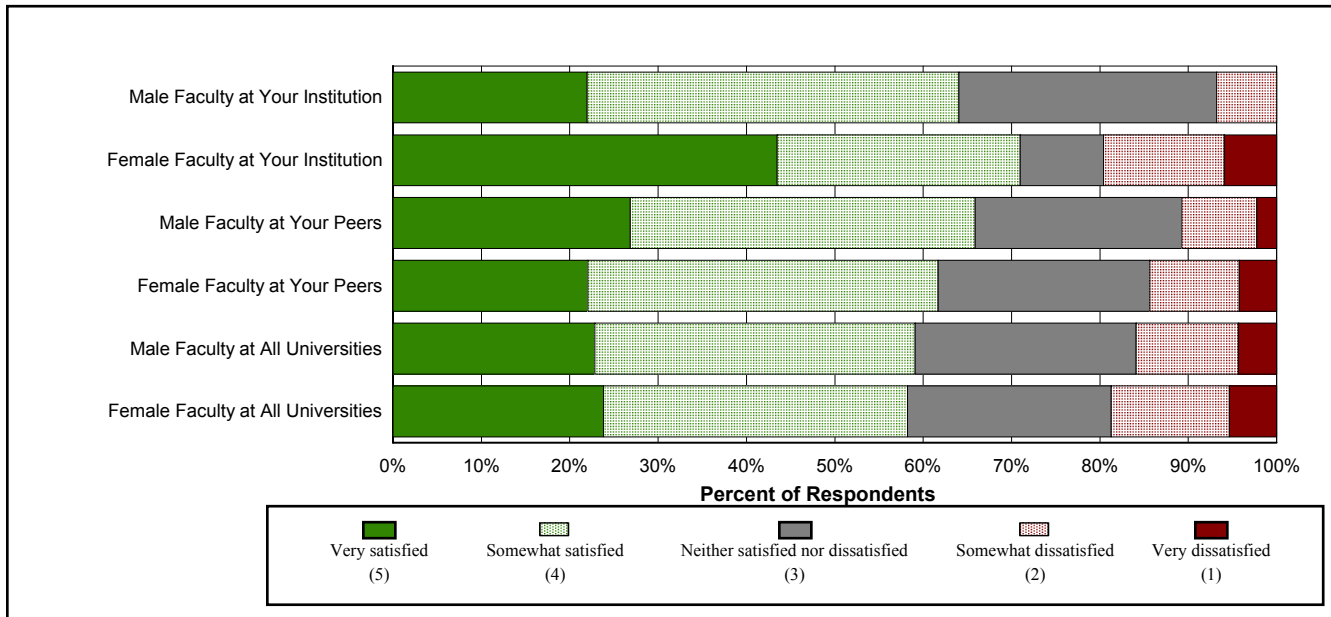
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 80th percentile on satisfaction with the quality of teaching services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 85th percentile on satisfaction with the quality of teaching services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.792	0.8589	0.1280	3.534 to 4.050	3.889	1.2667	0.1596	3.570 to 4.208
Faculty at Peer 1	3.761	0.9209	0.2010	3.342 to 4.180	3.372	1.0198	0.2280	2.894 to 3.849
... Peer 2	3.981	1.0365	0.1660	3.645 to 4.317	4.065	0.8006	0.1438	3.771 to 4.358
... Peer 3	3.790	0.9722	0.1418	3.505 to 4.075	3.912	0.9029	0.1217	3.668 to 4.156
... Peer 4	3.608	1.0006	0.1858	3.228 to 3.989	3.391	1.2230	0.2806	2.802 to 3.981
... Peer 5	3.846	1.0263	0.1643	3.513 to 4.178	3.519	1.0567	0.1929	3.124 to 3.913
Your Peers (n =5)	3.797	0.1209	0.0540	N/A	3.652	0.2836	0.1268	N/A
All Universities (n=54)	3.617	0.2533	0.0345	N/A	3.580	0.3198	0.0435	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the quality of teaching services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the quality of teaching services.

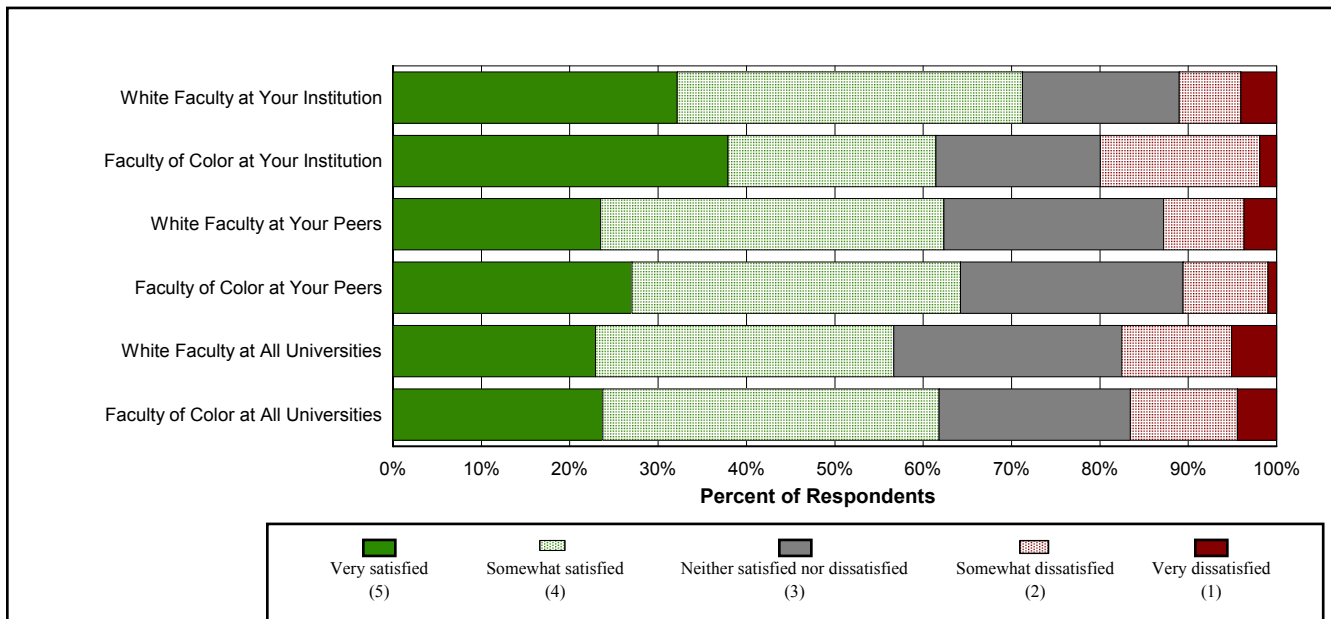
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th 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 61st percentile on satisfaction with the quality of teaching services.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction 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	3.883	1.0763	0.1286	3.627 to 4.140	3.775	1.1722	0.1901	3.390 to 4.160
Faculty at Peer 1	3.610	0.9914	0.1676	3.269 to 3.950	3.439	0.9574	0.3909	2.434 to 4.444
... Peer 2	4.014	0.9454	0.1164	3.782 to 4.247	4.125	0.8292	0.4146	2.806 to 5.444
... Peer 3	3.848	0.9401	0.0985	3.652 to 4.044	3.841	0.9360	0.2822	3.213 to 4.470
... Peer 4	3.331	1.1055	0.2257	2.864 to 3.798	3.703	1.0672	0.2178	3.253 to 4.154
... Peer 5	3.662	1.0902	0.1457	3.370 to 3.954	3.873	0.8635	0.2395	3.351 to 4.395
Your Peers (n=5)	3.693	0.2308	0.1032	N/A	3.796	0.2246	0.1005	N/A
All Universities (n=54)	3.570	0.2649	0.0361	N/A	3.645	0.3580	0.0487	N/A



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

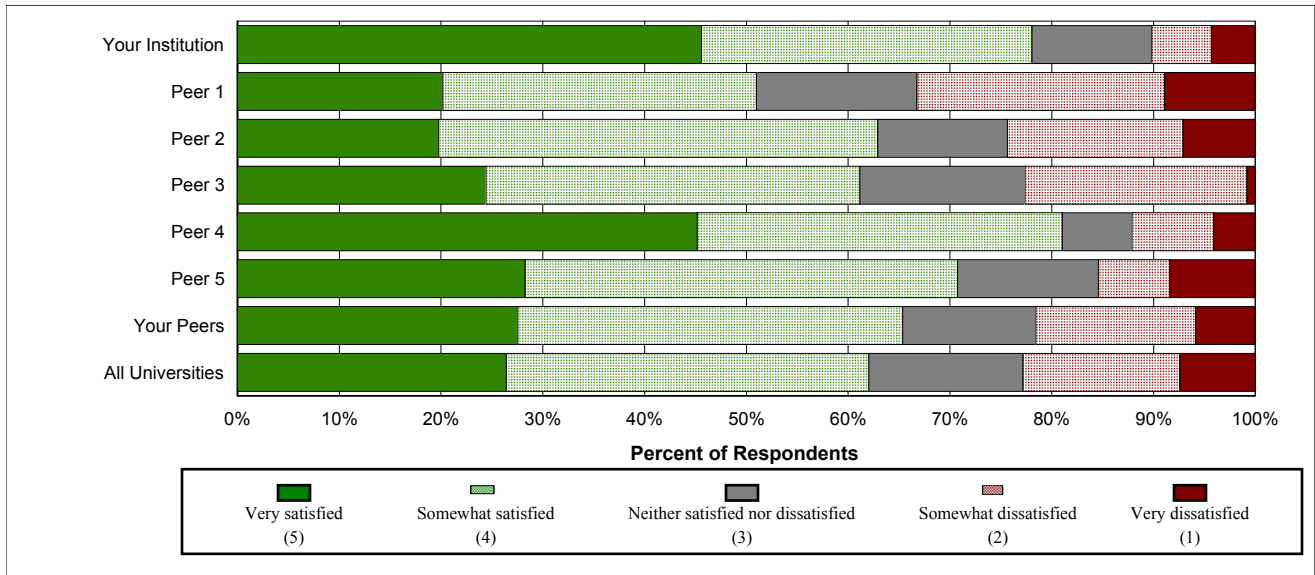
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the quality of computing services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 94th percentile on satisfaction with the quality of computing services.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.092	1.1050	0.1063	3.881 to 4.303
Faculty at Peer 1	3.290	1.2856	0.1938	2.899 to 3.681
... Peer 2	3.512	1.1902	0.1403	3.232 to 3.792
... Peer 3	3.621	1.0936	0.1072	3.409 to 3.834
... Peer 4	4.100	1.1069	0.1598	3.779 to 4.422
... Peer 5	3.752	1.1915	0.1424	3.468 to 4.036
Your Peers (n=5)	3.655	0.2693	0.1204	N/A
All Universities (n=54)	3.582	0.2773	0.0377	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked first on satisfaction with the quality of computing services.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the quality of computing services.

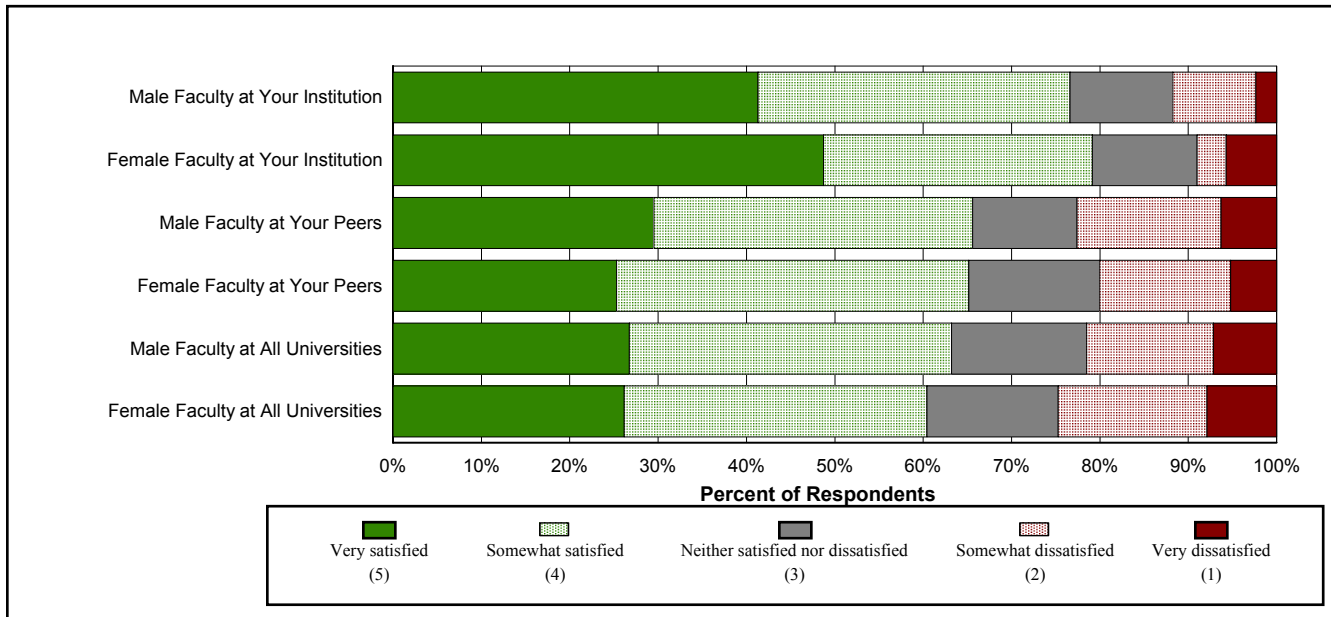
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 94th percentile on satisfaction with the quality of computing services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 96th 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	4.038	1.0435	0.1573	3.721 to 4.355	4.131	1.1438	0.1430	3.846 to 4.417
Faculty at Peer 1	3.362	1.3330	0.2842	2.771 to 3.954	3.207	1.2298	0.2622	2.662 to 3.753
... Peer 2	3.623	1.1790	0.1864	3.246 to 4.000	3.375	1.1924	0.2108	2.945 to 3.805
... Peer 3	3.596	1.0588	0.1528	3.288 to 3.903	3.650	1.1197	0.1496	3.350 to 3.950
... Peer 4	3.981	1.2298	0.2284	3.513 to 4.449	4.272	0.8487	0.1947	3.863 to 4.681
... Peer 5	3.748	1.2708	0.2062	3.331 to 4.166	3.756	1.0897	0.1926	3.364 to 4.149
Your Peers (n =5)	3.662	0.2024	0.0905	N/A	3.652	0.3661	0.1637	N/A
All Universities (n=54)	3.613	0.2773	0.0377	N/A	3.540	0.3403	0.0463	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the quality of computing services.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the quality of computing services.

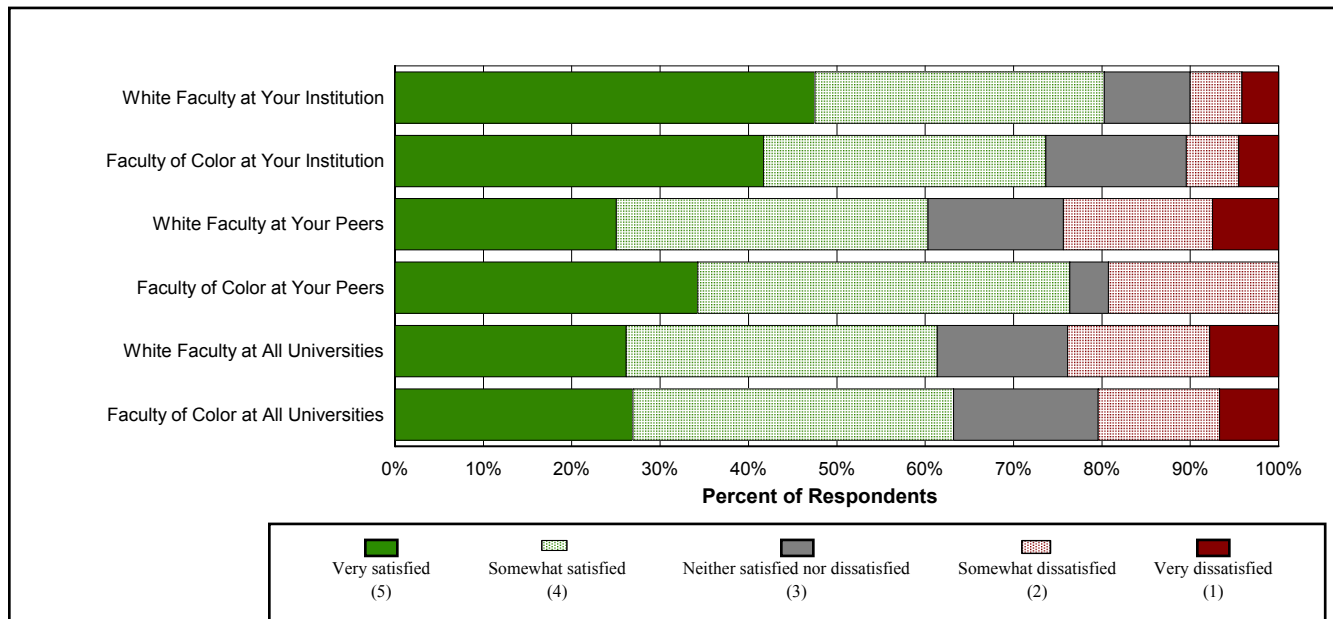
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 98th 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 83rd 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	4.136	1.0785	0.1280	3.880 to 4.391	4.004	1.1505	0.1891	3.620 to 4.387
Faculty at Peer 1	3.170	1.2881	0.2090	2.746 to 3.593	3.998	1.0000	0.4082	2.948 to 5.047
... Peer 2	3.517	1.1819	0.1433	3.231 to 3.803	3.375	1.2990	0.6495	1.308 to 5.442
... Peer 3	3.630	1.0939	0.1134	3.405 to 3.855	3.555	1.0757	0.3243	2.833 to 4.278
... Peer 4	3.710	1.2741	0.2601	3.172 to 4.248	4.481	0.7592	0.1550	4.161 to 4.802
... Peer 5	3.648	1.2772	0.1692	3.309 to 3.987	4.159	0.5329	0.1478	3.836 to 4.481
Your Peers (n=5)	3.535	0.1930	0.0863	N/A	3.914	0.4020	0.1798	N/A
All Universities (n=54)	3.558	0.2793	0.0380	N/A	3.630	0.4304	0.0586	N/A



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Survey Results

Theme III: Policies and Practices

III. POLICIES AND PRACTICES

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

The following five tables show (overall and grouped by gender and race), for each of 16 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *fairly* or *very important* to their success, but *fairly* or *very ineffective* (or *not offered*) (Column B); *fairly* or *very important* to their success, and *fairly* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

For detailed distributions of responses, please see Appendix A.

Policy/Practice	ALL FACULTY				E
	A	B	C	D	
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Paid or unpaid research leave during the pre-tenure period	94	61% (1)	18%	21%	33%
An upper limit on committee assignments for tenure-track faculty	90	53% (2)	20%	27%	25%
Financial assistance with housing	84	48% (3)	20%	32%	7%
Spousal/partner hiring program	43	46% (4)	9%	45%	22%
Childcare	45	39% (5)	26%	35%	12%
An upper limit on teaching obligations	107	39% (5)	45%	16%	3%
Professional assistance in obtaining externally funded grants	92	37% (7)	17%	46%	2%
Stop-the-clock for parental or other family reasons	47	35% (8)	28%	36%	9%
Travel funds to present papers or conduct research	109	35% (8)	50%	15%	0%
Paid or unpaid personal leave during the pre-tenure period	61	27% (10)	20%	53%	12%
Peer reviews of teaching or research/creative work	104	26% (11)	44%	30%	6%
Formal mentoring program for junior faculty	106	24% (12)	37%	39%	8%
Written summary of periodic performance reviews for junior faculty	108	14% (13)	60%	26%	0%
Informal mentoring	111	12% (14)	59%	29%	4%
Periodic, formal performance reviews for junior faculty	107	11% (15)	70%	19%	0%
Professional assistance for improving teaching	98	10% (16)	49%	41%	0%

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

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

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

III. POLICIES AND PRACTICES, by GENDER

	MALES				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Spousal/partner hiring program	21	51% (1)	0%	49%	26%
Paid or unpaid research leave during the pre-tenure period	38	50% (2)	9%	40%	39%
An upper limit on committee assignments for tenure-track faculty	40	45% (3)	23%	33%	18%
Financial assistance with housing	37	42% (4)	30%	28%	3%
Stop-the-clock for parental or other family reasons	18	34% (5)	4%	62%	12%
Travel funds to present papers or conduct research	43	29% (6)	50%	22%	0%
Professional assistance in obtaining externally funded grants	43	28% (7)	18%	53%	5%
An upper limit on teaching obligations	44	26% (8)	48%	25%	0%
Paid or unpaid personal leave during the pre-tenure period	22	25% (9)	18%	57%	5%
Childcare	18	25% (9)	24%	51%	0%
Peer reviews of teaching or research/creative work	42	21% (11)	55%	24%	2%
Formal mentoring program for junior faculty	42	17% (12)	33%	50%	5%
Written summary of periodic performance reviews for junior faculty	44	11% (13)	49%	40%	0%
Periodic, formal performance reviews for junior faculty	44	9% (14)	65%	26%	0%
Informal mentoring	46	9% (14)	52%	39%	7%
Professional assistance for improving teaching	42	5% (16)	44%	51%	0%

	FEMALES				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Paid or unpaid research leave during the pre-tenure period	56	68% (1)	24%	8%	29%
An upper limit on committee assignments for tenure-track faculty	50	61% (2)	17%	22%	30%
Financial assistance with housing	47	52% (3)	12%	36%	10%
Childcare	27	49% (4)	28%	24%	20%
An upper limit on teaching obligations	63	48% (5)	42%	10%	6%
Professional assistance in obtaining externally funded grants	49	45% (6)	16%	40%	0%
Spousal/partner hiring program	22	40% (7)	19%	41%	19%
Travel funds to present papers or conduct research	66	40% (7)	50%	10%	0%
Stop-the-clock for parental or other family reasons	29	36% (9)	45%	18%	8%
Peer reviews of teaching or research/creative work	62	30% (10)	36%	34%	9%
Formal mentoring program for junior faculty	64	29% (11)	39%	32%	9%
Paid or unpaid personal leave during the pre-tenure period	39	28% (12)	22%	50%	17%
Written summary of periodic performance reviews for junior faculty	64	16% (13)	69%	15%	0%
Professional assistance for improving teaching	56	14% (14)	53%	33%	0%
Informal mentoring	65	14% (14)	64%	23%	2%
Periodic, formal performance reviews for junior faculty	63	12% (16)	74%	14%	0%

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

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

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

III. POLICIES AND PRACTICES, by RACE/ETHNICITY

	WHITE FACULTY				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Paid or unpaid research leave during the pre-tenure period	63	59% (1)	22%	20%	34%
An upper limit on committee assignments for tenure-track faculty	61	51% (2)	20%	30%	26%
Financial assistance with housing	56	48% (3)	24%	28%	9%
Spousal/partner hiring program	27	41% (4)	14%	45%	22%
Professional assistance in obtaining externally funded grants	64	39% (5)	19%	42%	3%
An upper limit on teaching obligations	73	38% (6)	43%	19%	3%
Stop-the-clock for parental or other family reasons	28	36% (7)	24%	40%	11%
Childcare	28	35% (8)	25%	40%	17%
Travel funds to present papers or conduct research	72	30% (9)	55%	14%	0%
Peer reviews of teaching or research/creative work	69	27% (10)	41%	32%	7%
Paid or unpaid personal leave during the pre-tenure period	39	23% (11)	25%	52%	5%
Formal mentoring program for junior faculty	70	21% (12)	31%	48%	8%
Written summary of periodic performance reviews for junior faculty	72	12% (13)	55%	33%	0%
Professional assistance for improving teaching	65	12% (13)	46%	42%	0%
Informal mentoring	74	11% (15)	54%	36%	6%
Periodic, formal performance reviews for junior faculty	72	10% (16)	71%	20%	0%

	FACULTY OF COLOR				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Paid or unpaid research leave during the pre-tenure period	31	66% (1)	10%	25%	30%
An upper limit on committee assignments for tenure-track faculty	29	59% (2)	20%	22%	21%
Spousal/partner hiring program	16	54% (3)	0%	46%	23%
Financial assistance with housing	28	47% (4)	13%	40%	3%
Childcare	17	46% (5)	27%	26%	4%
Travel funds to present papers or conduct research	37	45% (6)	39%	16%	0%
An upper limit on teaching obligations	34	41% (7)	50%	9%	5%
Paid or unpaid personal leave during the pre-tenure period	22	35% (8)	11%	54%	25%
Stop-the-clock for parental or other family reasons	19	34% (9)	36%	29%	7%
Professional assistance in obtaining externally funded grants	28	32% (10)	13%	56%	0%
Formal mentoring program for junior faculty	36	30% (11)	48%	22%	5%
Peer reviews of teaching or research/creative work	35	24% (12)	50%	26%	5%
Written summary of periodic performance reviews for junior faculty	36	17% (13)	72%	11%	0%
Periodic, formal performance reviews for junior faculty	35	14% (14)	68%	18%	0%
Informal mentoring	37	13% (15)	70%	16%	0%
Professional assistance for improving teaching	33	6% (16)	55%	39%	0%

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

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

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

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

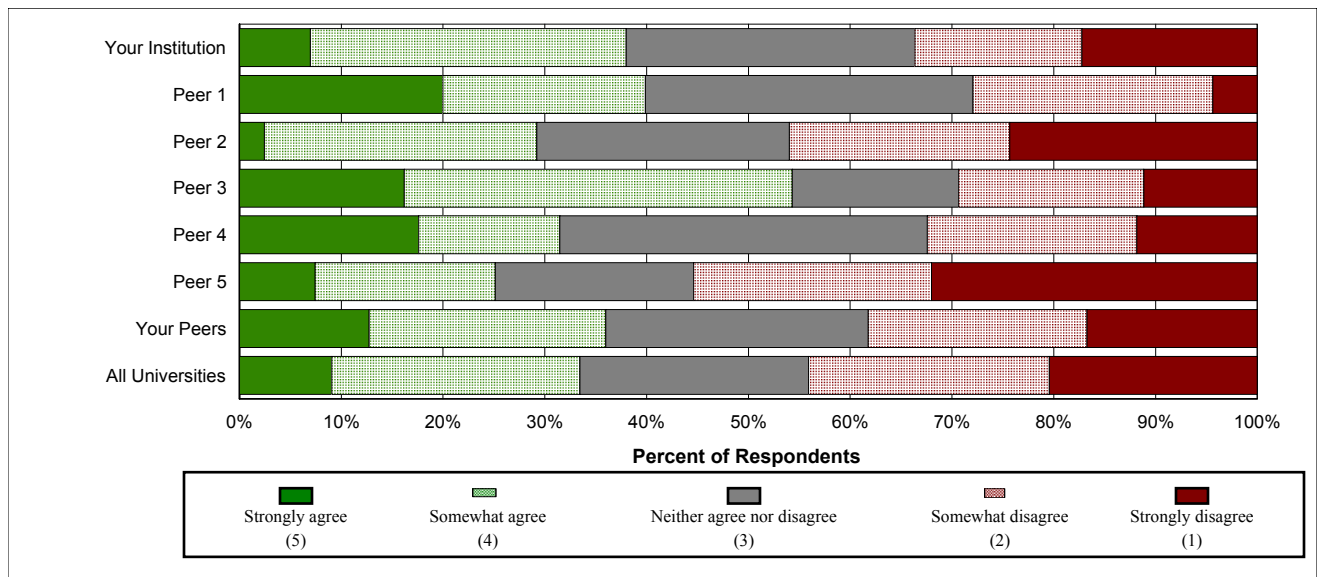
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth 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 69th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.941	1.2233	0.1484	2.644 to 3.237
Faculty at Peer 1	3.276	1.1779	0.2634	2.724 to 3.827
... Peer 2	2.614	1.1742	0.1812	2.248 to 2.979
... Peer 3	3.300	1.2689	0.1638	2.972 to 3.628
... Peer 4	3.048	1.2159	0.2432	2.546 to 3.550
... Peer 5	2.452	1.3126	0.2129	2.020 to 2.883
Your Peers (n=5)	2.938	0.3461	0.1548	N/A
All Universities (n=54)	2.780	0.3222	0.0438	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on reporting that their institution does what it can to make having children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on reporting that their institution does what it can to make having children and the tenure-track compatible.

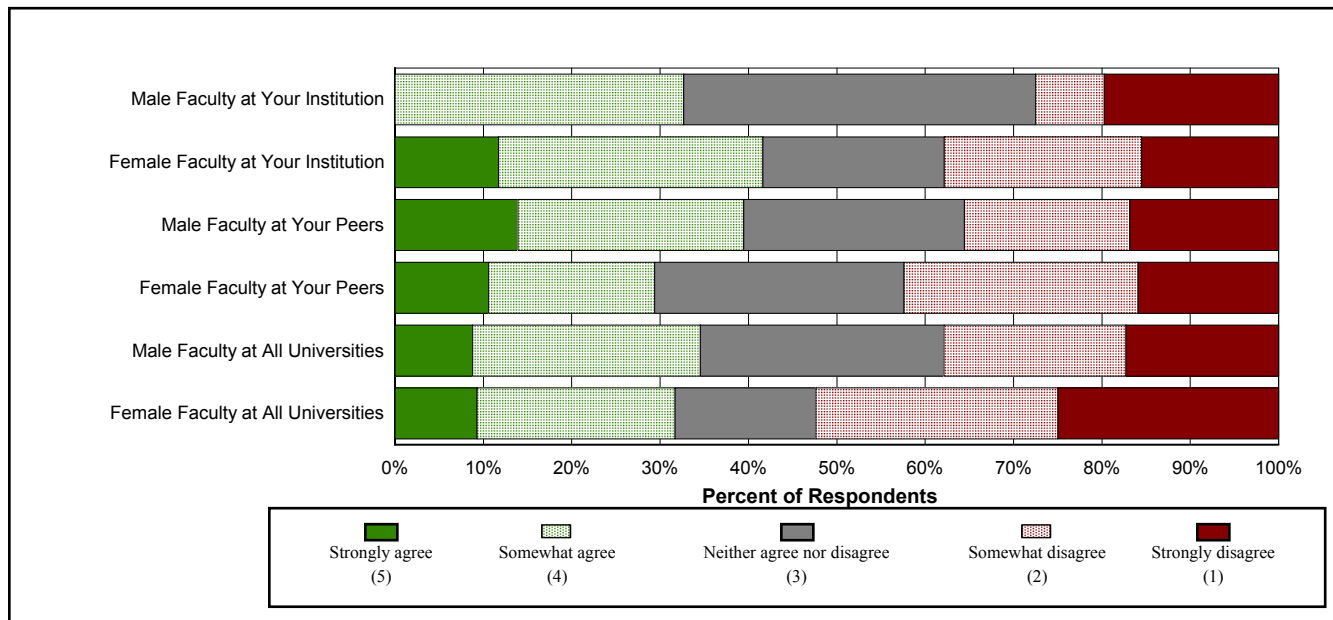
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th 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 80th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.854	1.0657	0.2051	2.432 to 3.275	3.000	1.3157	0.2055	2.585 to 3.415
Faculty at Peer 1	3.583	1.0375	0.2995	2.924 to 4.242	2.767	1.1990	0.4239	1.765 to 3.770
... Peer 2	2.670	1.2832	0.2425	2.173 to 3.168	2.500	0.9063	0.2422	1.977 to 3.023
... Peer 3	3.312	1.1356	0.2146	2.872 to 3.752	3.287	1.3746	0.2430	2.791 to 3.782
... Peer 4	2.926	1.3098	0.3382	2.201 to 3.652	3.234	1.0050	0.3178	2.515 to 3.953
... Peer 5	2.558	1.3704	0.2922	1.951 to 3.166	2.296	1.2103	0.3026	1.651 to 2.941
Your Peers (n =5)	3.010	0.3862	0.1727	N/A	2.817	0.3921	0.1754	N/A
All Universities (n=54)	2.882	0.3218	0.0438	N/A	2.636	0.4149	0.0565	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on reporting that their institution does what it can to make having children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on reporting that their institution does what it can to make having children and the tenure-track compatible.

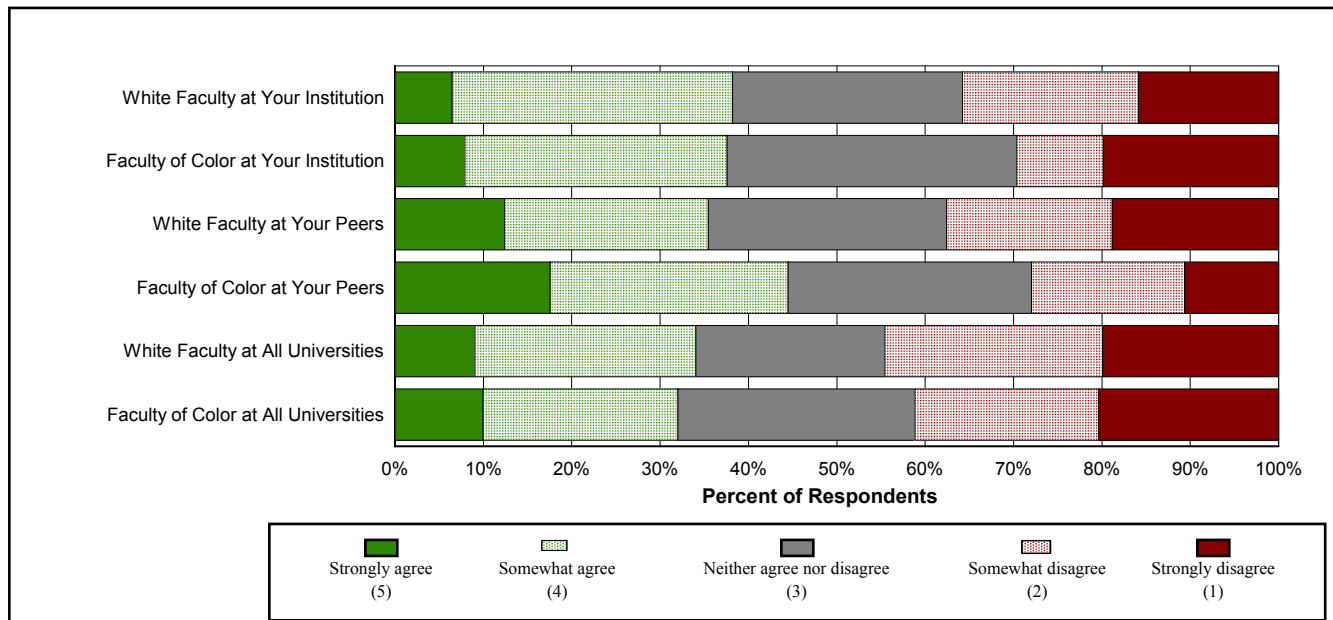
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 69th 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 63rd percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.930	1.1946	0.1801	2.567 to 3.293	2.960	1.2741	0.2601	2.422 to 3.498
Faculty at Peer 1	3.255	1.2273	0.2893	2.645 to 3.866	3.423	0.5000	0.3536	-1.069 to 7.915
... Peer 2	2.611	1.1869	0.1854	2.236 to 2.985	*	*	*	N/A
... Peer 3	3.274	1.2671	0.1678	2.938 to 3.611	3.816	1.2472	0.7201	0.718 to 6.915
... Peer 4	3.004	1.3009	0.3608	2.218 to 3.790	3.096	1.1149	0.3219	2.388 to 3.805
... Peer 5	2.427	1.2560	0.2186	1.981 to 2.872	2.601	1.6000	0.7155	0.614 to 4.588
Your Peers (n=5)	2.914	0.3418	0.1528	N/A	3.234	0.4458	0.2229	N/A
All Universities (n=54)	2.786	0.3363	0.0458	N/A	2.805	0.4384	0.0608	N/A



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

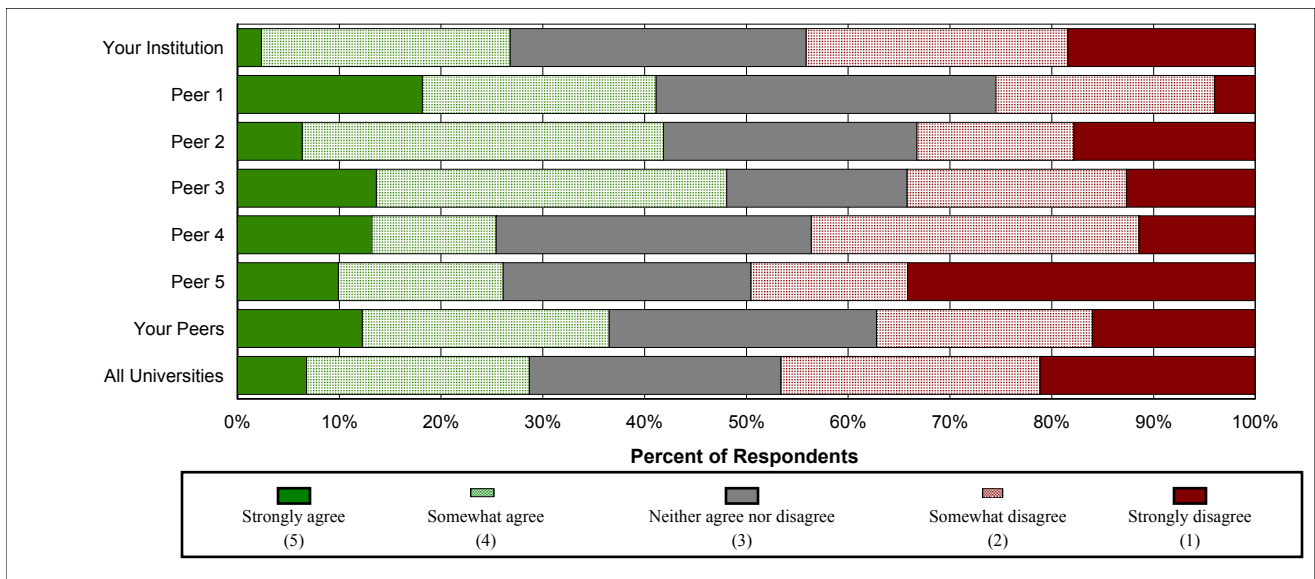
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 48th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.666	1.1304	0.1314	2.404 to 2.928
Faculty at Peer 1	3.298	1.1355	0.2421	2.795 to 3.802
... Peer 2	2.971	1.2067	0.1779	2.613 to 3.330
... Peer 3	3.149	1.2779	0.1573	2.835 to 3.463
... Peer 4	2.836	1.1662	0.2332	2.355 to 3.317
... Peer 5	2.523	1.3715	0.2225	2.072 to 2.974
Your Peers (n=5)	2.955	0.2669	0.1194	N/A
All Universities (n=54)	2.677	0.2794	0.0380	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reporting that their institution does what it can to make raising children and the tenure-track compatible.

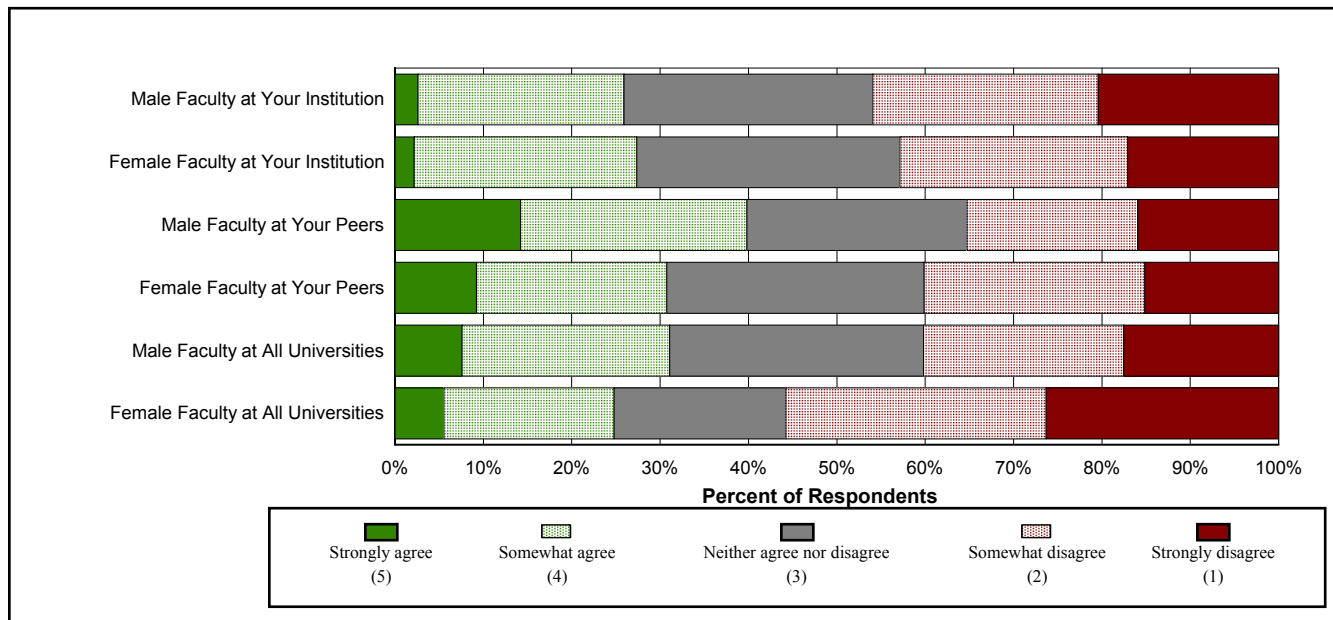
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th 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 67th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.622	1.1530	0.2141	2.183 to 3.060	2.696	1.1155	0.1663	2.361 to 3.031
Faculty at Peer 1	3.614	1.0030	0.2782	3.008 to 4.220	2.792	1.1331	0.3777	1.921 to 3.663
... Peer 2	2.990	1.3198	0.2370	2.506 to 3.474	2.933	0.9286	0.2398	2.419 to 3.448
... Peer 3	3.259	1.1455	0.1965	2.859 to 3.658	2.996	1.3919	0.2461	2.494 to 3.498
... Peer 4	2.676	1.1659	0.2915	2.055 to 3.298	3.105	1.0999	0.3666	2.259 to 3.950
... Peer 5	2.602	1.4630	0.3119	1.954 to 3.251	2.411	1.2183	0.3046	1.762 to 3.060
Your Peers (n =5)	3.028	0.3749	0.1676	N/A	2.847	0.2405	0.1076	N/A
All Universities (n=54)	2.810	0.3163	0.0430	N/A	2.482	0.3547	0.0483	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on reporting that their institution does what it can to make raising children and the tenure-track compatible.

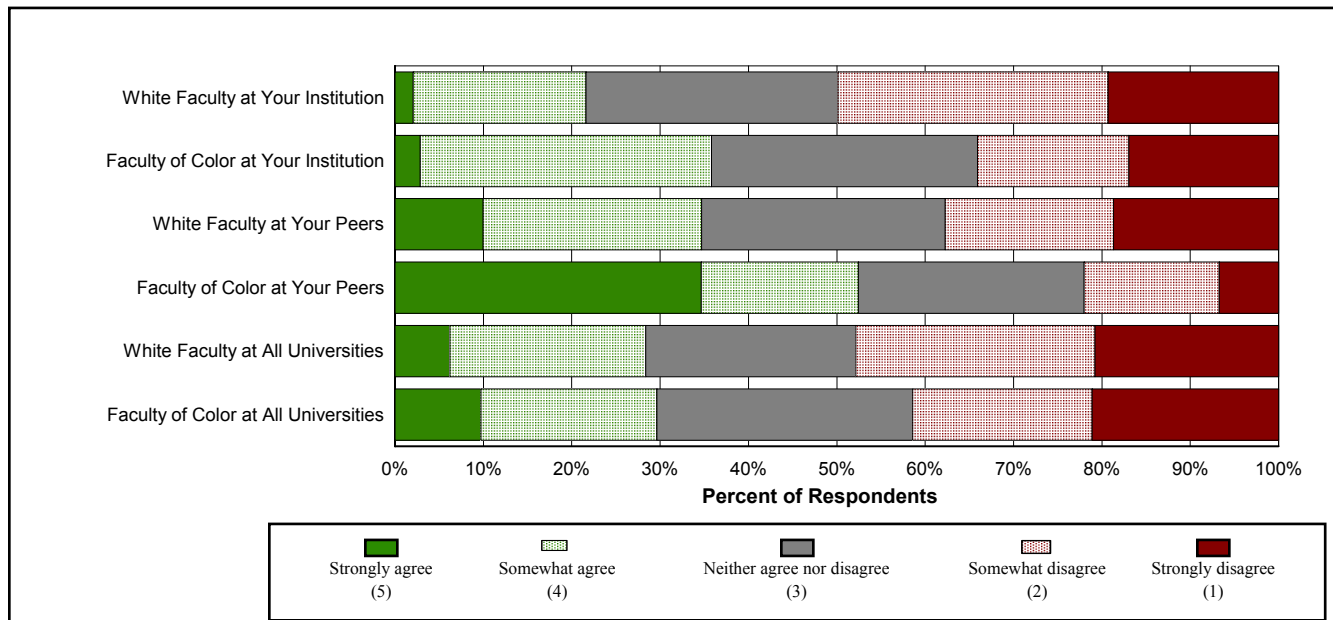
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st 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 65th 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	2.545	1.0776	0.1589	2.225 to 2.865	2.876	1.1867	0.2243	2.416 to 3.336
Faculty at Peer 1	3.230	1.1225	0.2510	2.705 to 3.755	3.846	1.0000	0.7071	-5.139 to 12.831
... Peer 2	2.932	1.1946	0.1801	2.569 to 3.295	4.500	1.0000	0.7071	-4.485 to 13.485
... Peer 3	3.114	1.2790	0.1624	2.789 to 3.439	3.701	1.0897	0.5449	1.967 to 5.435
... Peer 4	2.697	1.2016	0.3333	1.971 to 3.423	2.974	1.1149	0.3219	2.266 to 3.683
... Peer 5	2.440	1.3214	0.2336	1.964 to 2.917	2.896	1.5275	0.6236	1.293 to 4.499
Your Peers (n=5)	2.883	0.2852	0.1276	N/A	3.584	0.5942	0.2658	N/A
All Universities (n=54)	2.660	0.2903	0.0395	N/A	2.768	0.5078	0.0697	N/A



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

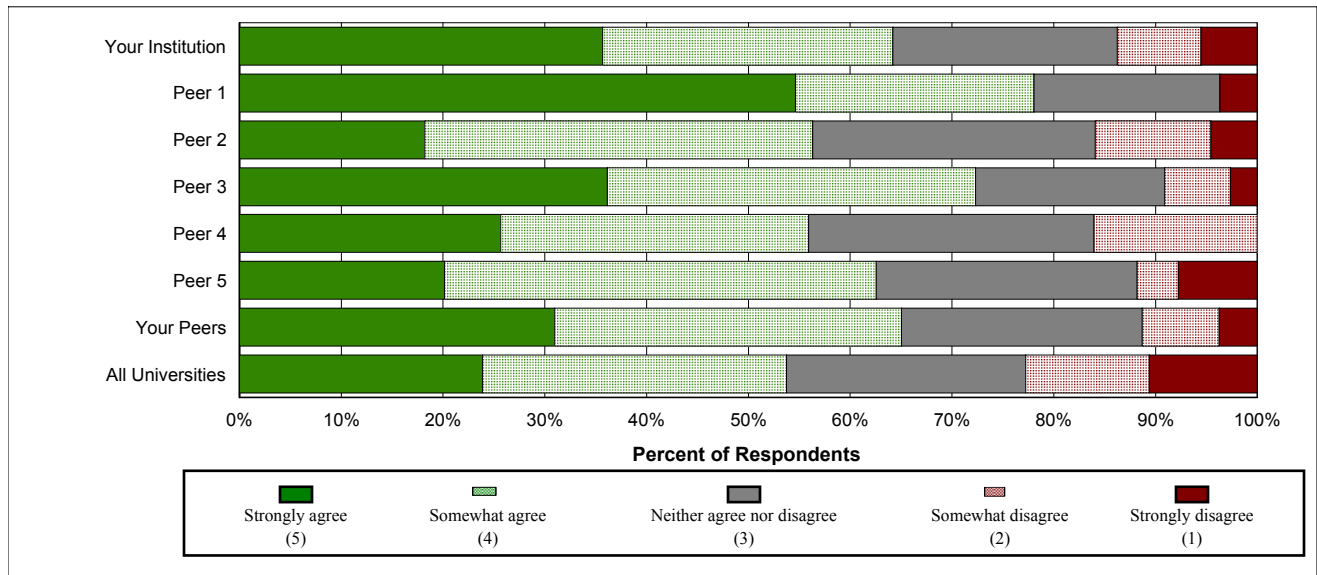
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third 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 91st 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	3.806	1.1704	0.1343	3.538 to 4.073
Faculty at Peer 1	4.253	1.0104	0.2062	3.826 to 4.680
... Peer 2	3.540	1.0456	0.1559	3.226 to 3.855
... Peer 3	3.967	1.0299	0.1268	3.714 to 4.220
... Peer 4	3.655	1.0477	0.2095	3.223 to 4.088
... Peer 5	3.632	1.1085	0.1600	3.310 to 3.954
Your Peers (n=5)	3.810	0.2643	0.1182	N/A
All Universities (n=54)	3.443	0.3124	0.0425	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

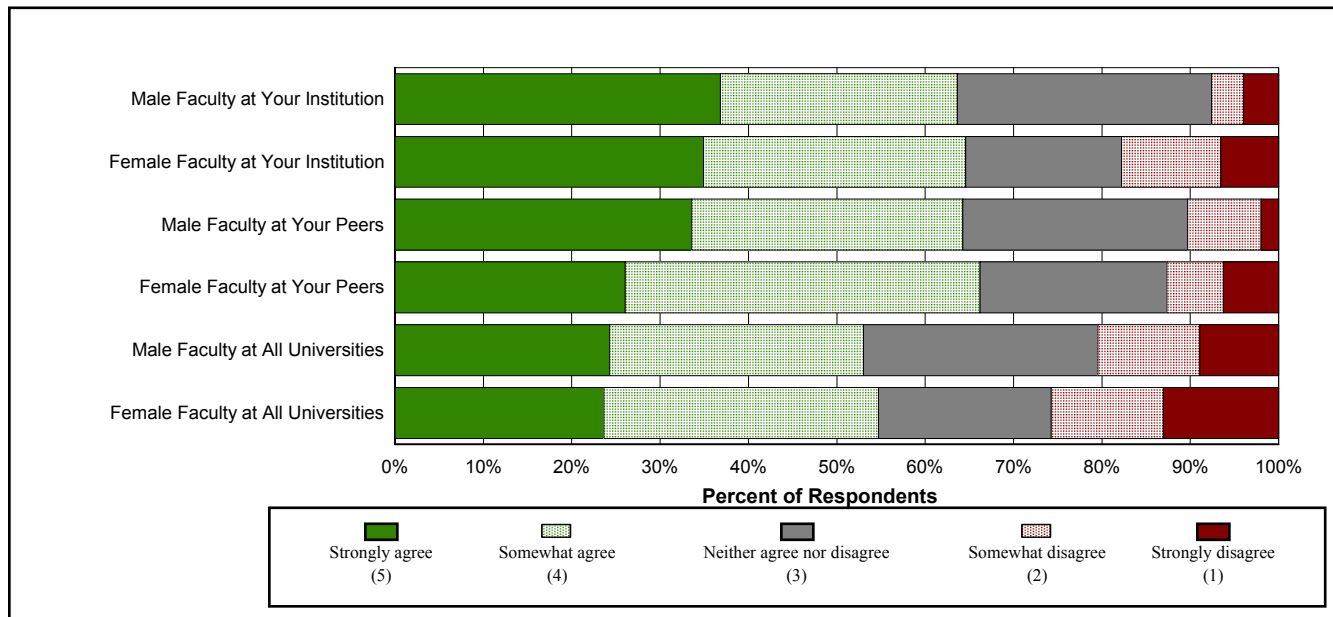
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 87th 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 83rd 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	3.889	1.0482	0.1946	3.490 to 4.287	3.752	1.2366	0.1804	3.389 to 4.115
Faculty at Peer 1	4.571	0.7284	0.1947	4.150 to 4.992	3.755	1.1662	0.3688	2.921 to 4.589
... Peer 2	3.460	1.1915	0.2213	3.006 to 3.913	3.688	0.6818	0.1704	3.324 to 4.051
... Peer 3	3.788	0.9324	0.1599	3.463 to 4.113	4.215	1.0821	0.1913	3.825 to 4.606
... Peer 4	3.550	1.0242	0.2644	2.983 to 4.118	3.814	1.0440	0.3302	3.068 to 4.561
... Peer 5	3.908	0.9071	0.1684	3.563 to 4.253	3.196	1.2388	0.2842	2.599 to 3.793
Your Peers (n =5)	3.855	0.3922	0.1754	N/A	3.734	0.3256	0.1456	N/A
All Universities (n=54)	3.479	0.3914	0.0533	N/A	3.396	0.4205	0.0572	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

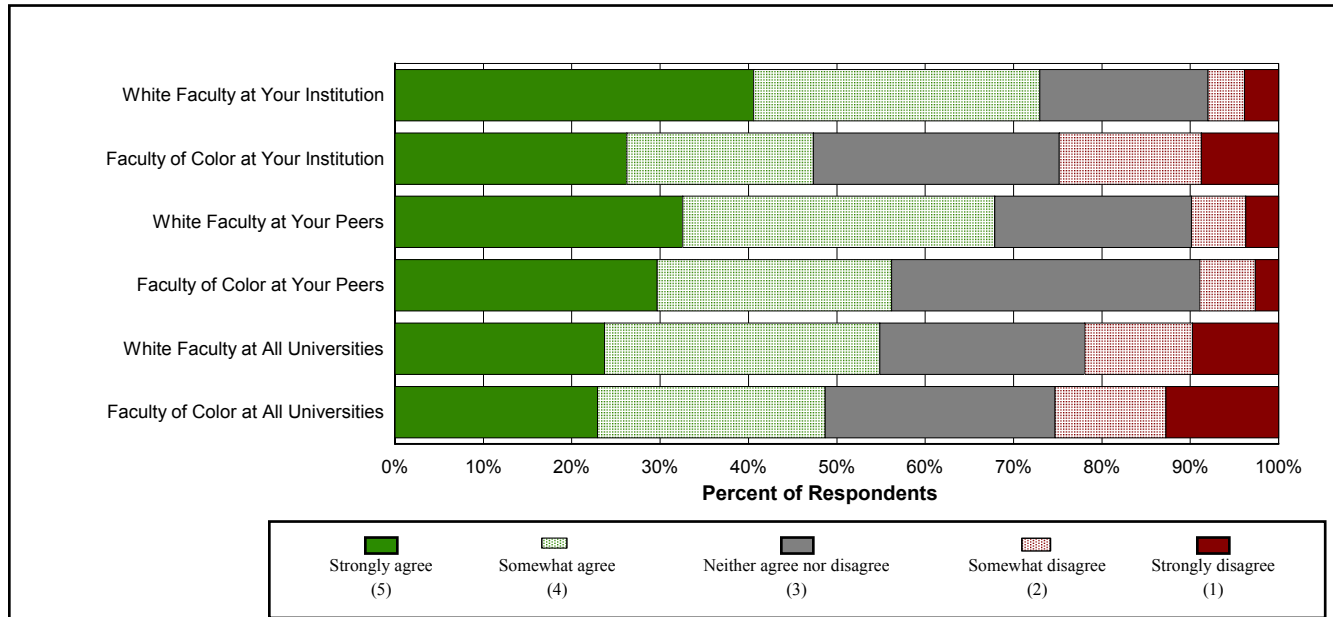
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 96th 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 59th 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	4.017	1.0593	0.1513	3.713 to 4.321	3.400	1.2873	0.2477	2.891 to 3.909
Faculty at Peer 1	4.299	1.0082	0.2150	3.852 to 4.746	3.846	1.0000	0.7071	-5.139 to 12.831
... Peer 2	3.544	1.0543	0.1589	3.223 to 3.865	*	*	*	N/A
... Peer 3	3.937	1.0468	0.1329	3.671 to 4.203	4.457	0.5000	0.2500	3.662 to 5.253
... Peer 4	3.848	0.9484	0.2630	3.275 to 4.421	3.449	1.1180	0.3227	2.739 to 4.160
... Peer 5	3.712	1.0875	0.1698	3.369 to 4.056	3.220	1.1606	0.4387	2.146 to 4.293
Your Peers (n=5)	3.868	0.2531	0.1132	N/A	3.743	0.4694	0.2347	N/A
All Universities (n=54)	3.468	0.3409	0.0464	N/A	3.335	0.4737	0.0651	N/A



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

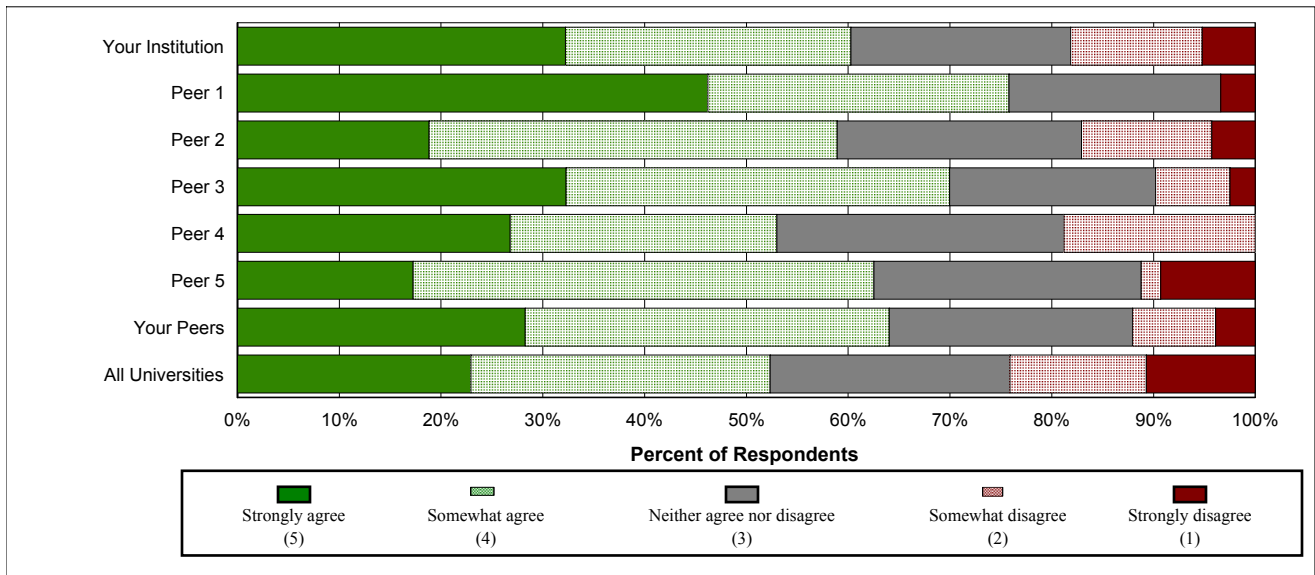
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third 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 89th 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	3.692	1.1968	0.1330	3.427 to 3.956
Faculty at Peer 1	4.152	0.9881	0.1938	3.753 to 4.552
... Peer 2	3.564	1.0588	0.1528	3.256 to 3.871
... Peer 3	3.900	1.0246	0.1225	3.655 to 4.144
... Peer 4	3.610	1.0762	0.2034	3.193 to 4.027
... Peer 5	3.593	1.1136	0.1575	3.276 to 3.909
Your Peers (n=5)	3.764	0.2291	0.1025	N/A
All Universities (n=54)	3.405	0.3033	0.0413	N/A



Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

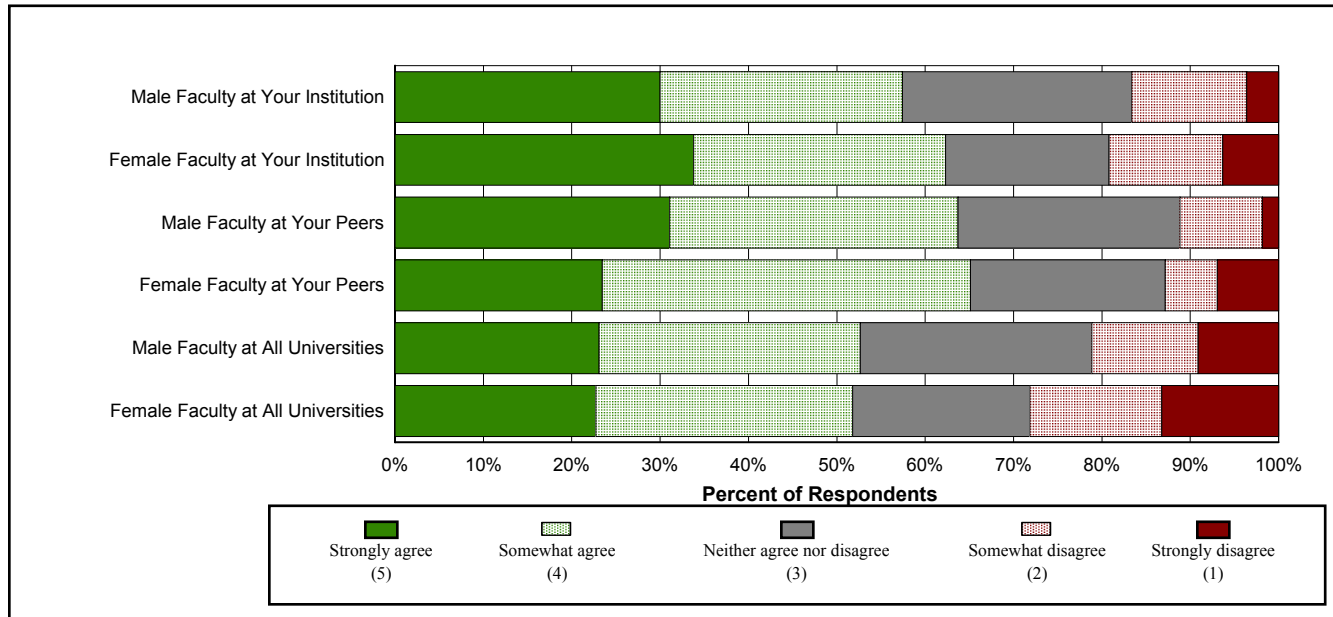
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 76th 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 87th 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	3.672	1.1246	0.1988	3.266 to 4.077	3.706	1.2417	0.1774	3.349 to 4.062
Faculty at Peer 1	4.374	0.7806	0.1952	3.958 to 4.790	3.755	1.1662	0.3688	2.921 to 4.589
... Peer 2	3.440	1.1709	0.2070	3.018 to 3.862	3.813	0.7262	0.1815	3.426 to 4.199
... Peer 3	3.834	0.9448	0.1553	3.519 to 4.149	3.996	1.1010	0.1917	3.605 to 4.386
... Peer 4	3.498	1.0672	0.2515	2.967 to 4.028	3.814	1.0440	0.3302	3.068 to 4.561
... Peer 5	3.944	0.8750	0.1597	3.617 to 4.271	3.063	1.2031	0.2690	2.500 to 3.626
Your Peers (n =5)	3.818	0.3380	0.1512	N/A	3.688	0.3230	0.1445	N/A
All Universities (n=54)	3.455	0.3786	0.0515	N/A	3.331	0.4330	0.0589	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

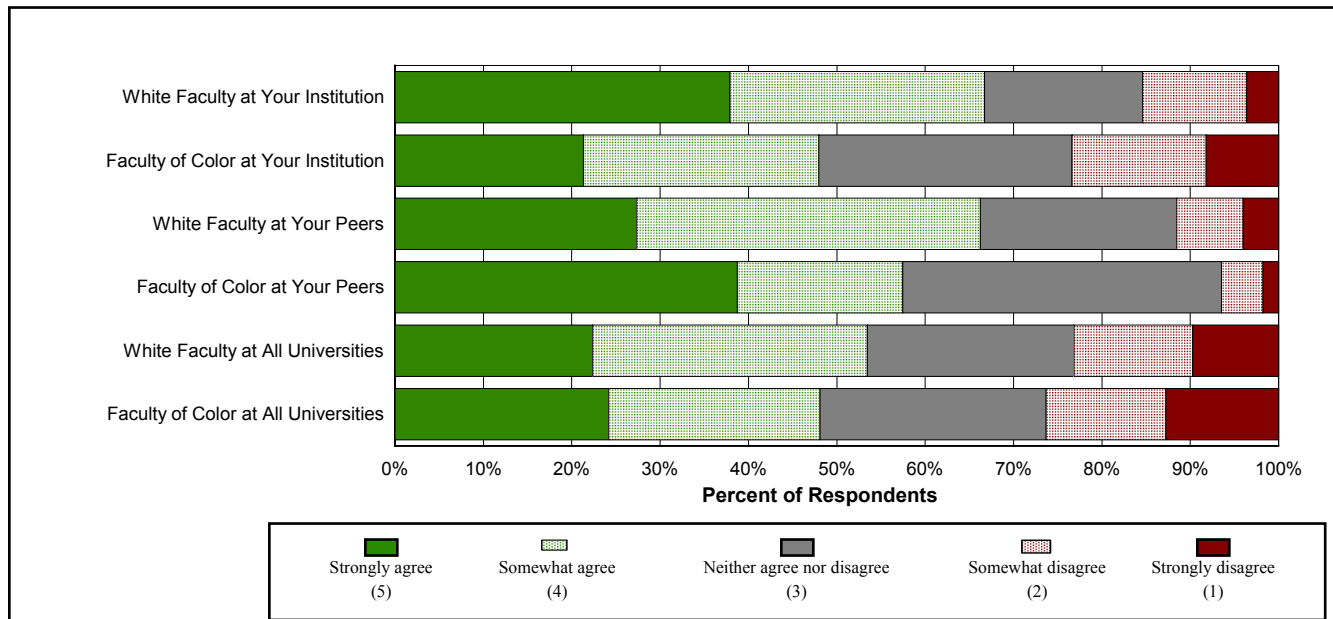
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 93rd 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 56th 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	3.855	1.1607	0.1610	3.532 to 4.178	3.377	1.2211	0.2268	2.912 to 3.841
Faculty at Peer 1	4.184	0.9860	0.2013	3.768 to 4.600	3.846	1.0000	0.7071	-5.139 to 12.831
... Peer 2	3.541	1.0572	0.1559	3.227 to 3.855	4.500	1.0000	0.7071	-4.485 to 13.485
... Peer 3	3.882	1.0396	0.1289	3.625 to 4.140	4.136	0.7483	0.3347	3.207 to 5.065
... Peer 4	3.646	0.9715	0.2597	3.085 to 4.207	3.574	1.1715	0.3131	2.898 to 4.251
... Peer 5	3.649	1.1089	0.1711	3.304 to 3.995	3.342	1.1110	0.3928	2.414 to 4.271
Your Peers (n=5)	3.780	0.2306	0.1031	N/A	3.880	0.4083	0.1826	N/A
All Universities (n=54)	3.429	0.3276	0.0446	N/A	3.332	0.4778	0.0650	N/A



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

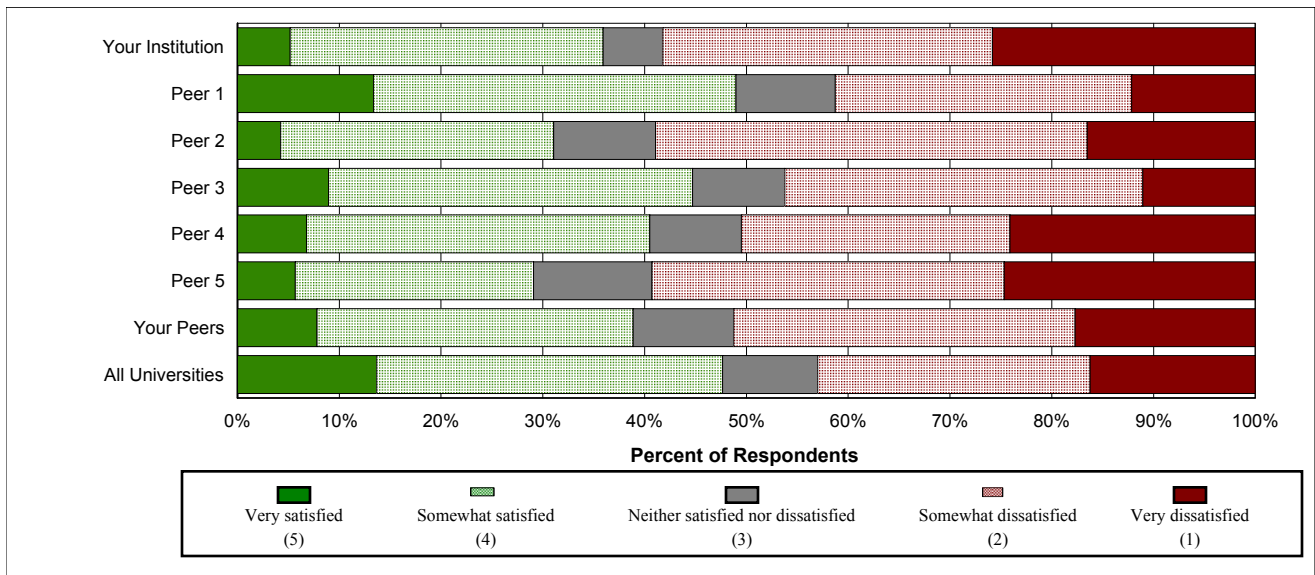
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth on satisfaction with their compensation.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 15th percentile on satisfaction with their compensation.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.571	1.3090	0.1231	2.327 to 2.815
Faculty at Peer 1	3.090	1.2830	0.1934	2.700 to 3.480
... Peer 2	2.598	1.1765	0.1386	2.322 to 2.875
... Peer 3	2.964	1.2365	0.1224	2.721 to 3.207
... Peer 4	2.727	1.3123	0.1914	2.342 to 3.112
... Peer 5	2.508	1.2467	0.1501	2.209 to 2.808
Your Peers (n=5)	2.777	0.2188	0.0979	N/A
All Universities (n=54)	3.022	0.4705	0.0640	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with their compensation.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on satisfaction with their compensation.

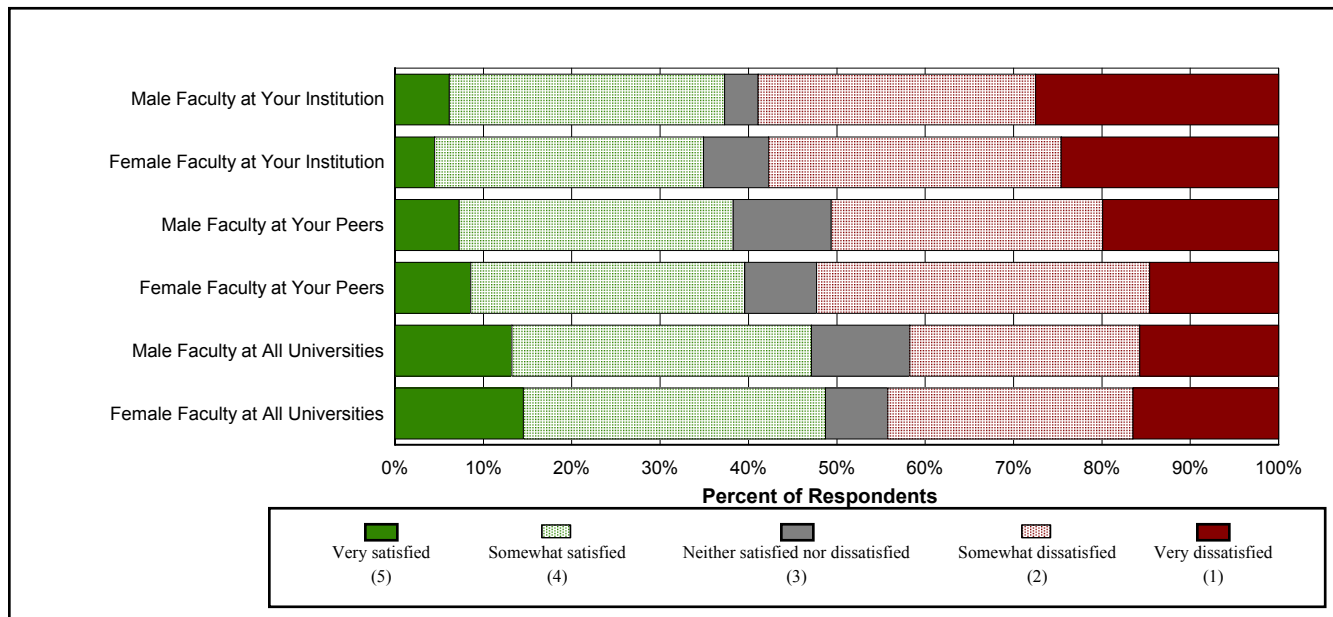
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 20th percentile on satisfaction with their compensation.
- Among female junior faculty at all universities, your female junior faculty ranked in the 17th percentile on satisfaction with their compensation.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.570	1.3457	0.1984	2.170 to 2.970	2.571	1.2831	0.1568	2.258 to 2.884
Faculty at Peer 1	3.090	1.2760	0.2720	2.525 to 3.656	3.089	1.2897	0.2750	2.517 to 3.661
... Peer 2	2.526	1.1616	0.1837	2.155 to 2.898	2.688	1.1842	0.2093	2.261 to 3.114
... Peer 3	2.981	1.2028	0.1755	2.628 to 3.334	2.945	1.2644	0.1705	2.603 to 3.287
... Peer 4	2.689	1.3377	0.2528	2.171 to 3.208	2.779	1.2675	0.2908	2.168 to 3.390
... Peer 5	2.462	1.2860	0.2114	2.033 to 2.891	2.563	1.1973	0.2117	2.131 to 2.995
Your Peers (n =5)	2.750	0.2473	0.1106	N/A	2.813	0.1860	0.0832	N/A
All Universities (n=54)	3.029	0.4786	0.0651	N/A	3.025	0.5099	0.0694	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with their compensation.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with their compensation.

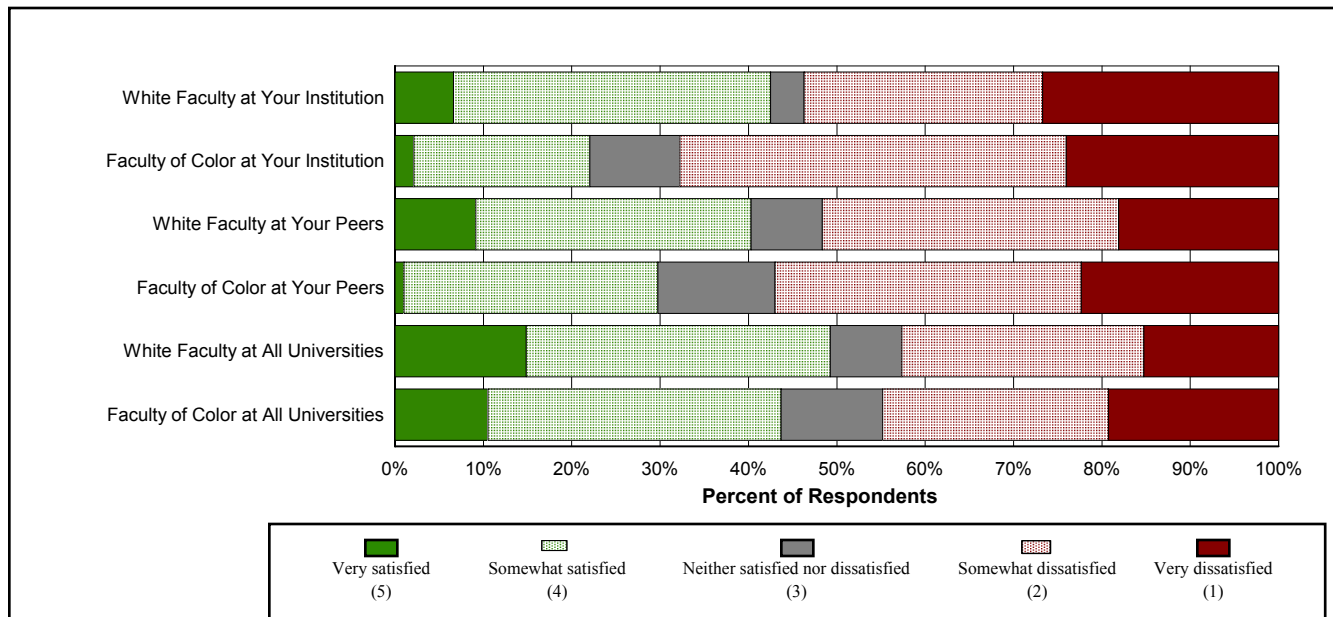
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 19th percentile on satisfaction with their compensation.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 17th percentile on satisfaction with their compensation.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.687	1.3660	0.1577	2.373 to 3.002	2.324	1.1534	0.1871	1.945 to 2.703
Faculty at Peer 1	3.195	1.2599	0.2044	2.781 to 3.609	2.467	1.2583	0.5137	1.147 to 3.788
... Peer 2	2.602	1.1649	0.1413	2.320 to 2.884	2.500	1.2247	0.6124	0.551 to 4.449
... Peer 3	3.031	1.2402	0.1300	2.773 to 3.290	2.469	1.1499	0.3467	1.697 to 3.242
... Peer 4	2.586	1.3819	0.2821	2.003 to 3.170	2.870	1.2127	0.2529	2.345 to 3.394
... Peer 5	2.571	1.3209	0.1765	2.217 to 2.925	2.266	0.7994	0.2217	1.783 to 2.749
Your Peers (n=5)	2.797	0.2635	0.1178	N/A	2.514	0.1961	0.0877	N/A
All Universities (n=54)	3.062	0.4732	0.0644	N/A	2.901	0.5792	0.0788	N/A



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

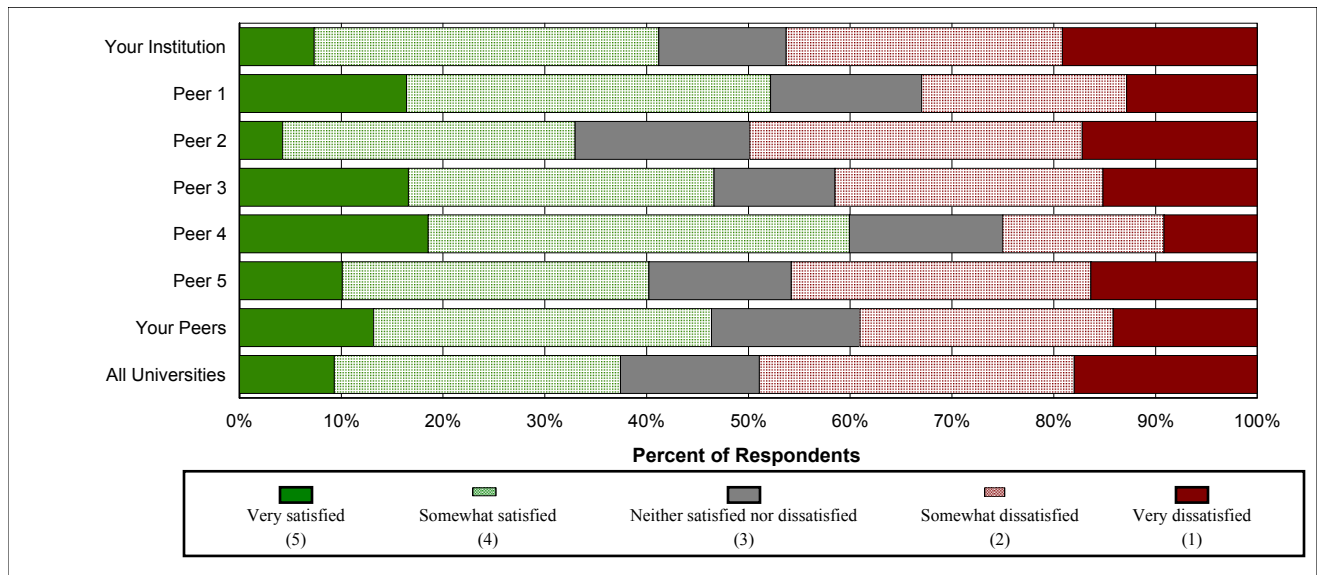
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 63rd 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	2.831	1.2861	0.1210	2.592 to 3.071
Faculty at Peer 1	3.228	1.3164	0.2007	2.822 to 3.633
... Peer 2	2.701	1.1860	0.1398	2.423 to 2.980
... Peer 3	3.065	1.3752	0.1362	2.795 to 3.335
... Peer 4	3.443	1.2126	0.1769	3.087 to 3.799
... Peer 5	2.882	1.2823	0.1555	2.571 to 3.192
Your Peers (n=5)	3.064	0.2588	0.1157	N/A
All Universities (n=54)	2.798	0.2067	0.0281	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the balance they are able to strike between professional time and personal or family time.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the balance they are able to strike between professional time and personal or family time.

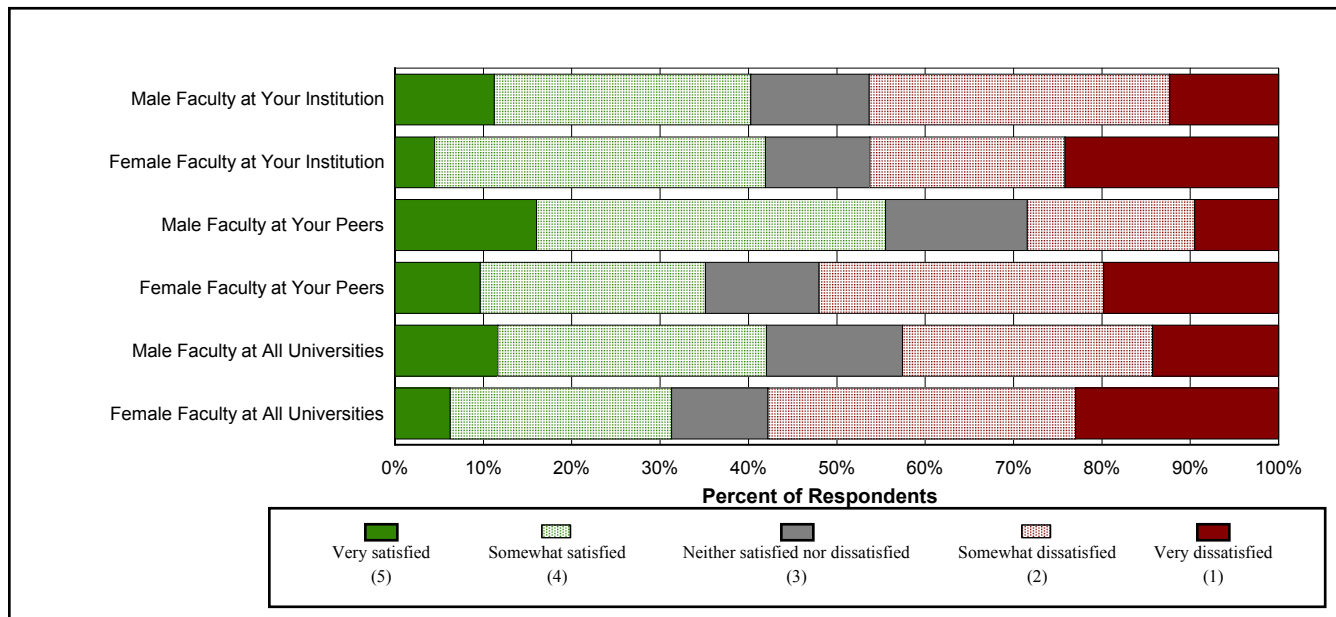
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 48th 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 81st percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

- Across all universities, 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	2.928	1.2581	0.1855	2.555 to 3.302	2.760	1.2953	0.1582	2.444 to 3.076
Faculty at Peer 1	3.590	1.1544	0.2461	3.078 to 4.102	2.801	1.3418	0.2928	2.190 to 3.412
... Peer 2	2.840	1.1377	0.1799	2.476 to 3.204	2.531	1.2243	0.2164	2.090 to 2.973
... Peer 3	3.375	1.2472	0.1819	3.009 to 3.741	2.717	1.4072	0.1897	2.337 to 3.097
... Peer 4	3.759	1.0708	0.2024	3.344 to 4.174	3.002	1.2762	0.2928	2.387 to 3.617
... Peer 5	3.115	1.3432	0.2208	2.667 to 3.563	2.596	1.1550	0.2074	2.172 to 3.020
Your Peers (n =5)	3.336	0.3286	0.1469	N/A	2.729	0.1652	0.0739	N/A
All Universities (n=54)	2.968	0.2652	0.0361	N/A	2.568	0.2374	0.0323	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the balance they are able to strike between professional time and personal or family time.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the balance they are able to strike between professional time and personal or family time.

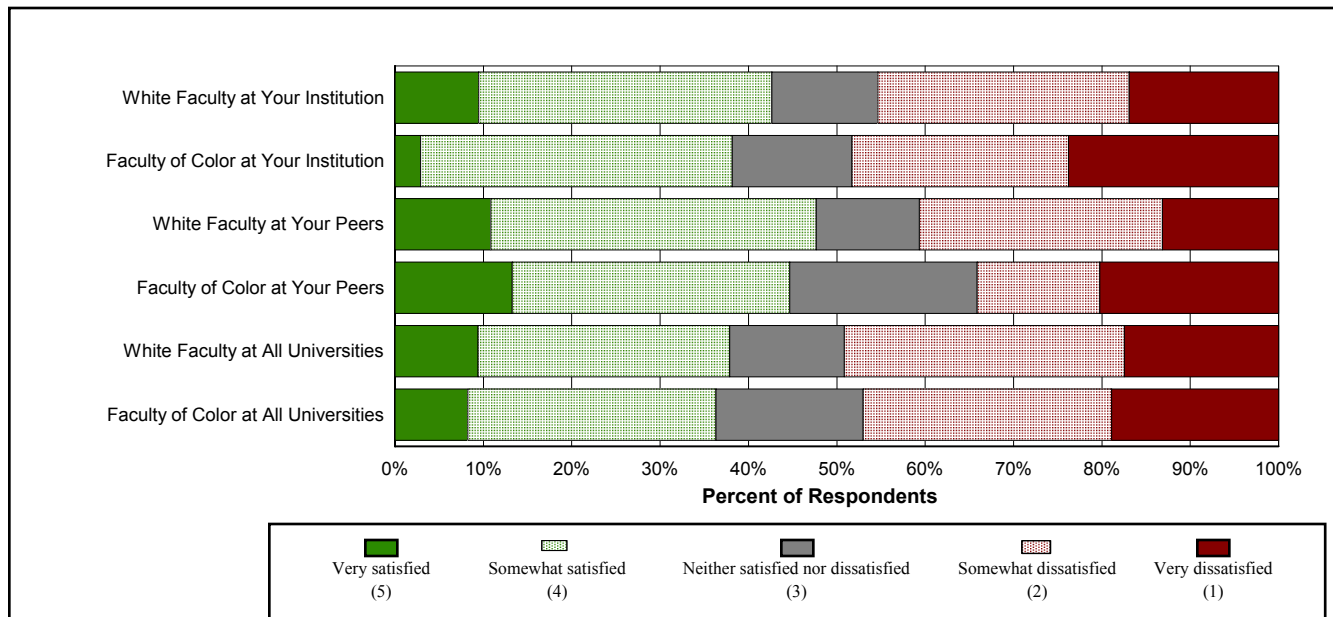
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 65th 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 48th 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	2.899	1.2918	0.1492	2.601 to 3.196	2.690	1.2488	0.2026	2.279 to 3.100
Faculty at Peer 1	3.168	1.3411	0.2176	2.727 to 3.609	3.621	1.0198	0.4561	2.355 to 4.888
... Peer 2	2.708	1.1639	0.1411	2.427 to 2.990	2.500	1.5000	0.7500	0.113 to 4.887
... Peer 3	3.102	1.3617	0.1427	2.819 to 3.386	2.794	1.4659	0.4420	1.809 to 3.778
... Peer 4	3.327	1.0274	0.2097	2.893 to 3.761	3.560	1.3777	0.2873	2.965 to 4.156
... Peer 5	2.929	1.3329	0.1797	2.569 to 3.290	2.702	1.0030	0.2782	2.096 to 3.308
Your Peers (n=5)	3.047	0.2120	0.0948	N/A	3.035	0.4637	0.2074	N/A
All Universities (n=54)	2.807	0.2203	0.0300	N/A	2.786	0.3187	0.0434	N/A



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Survey Results

Theme IV: Climate, Culture and Collegiality

Question 38a. Please indicate your level of satisfaction with the following: The fairness with which your immediate supervisor evaluates your work.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

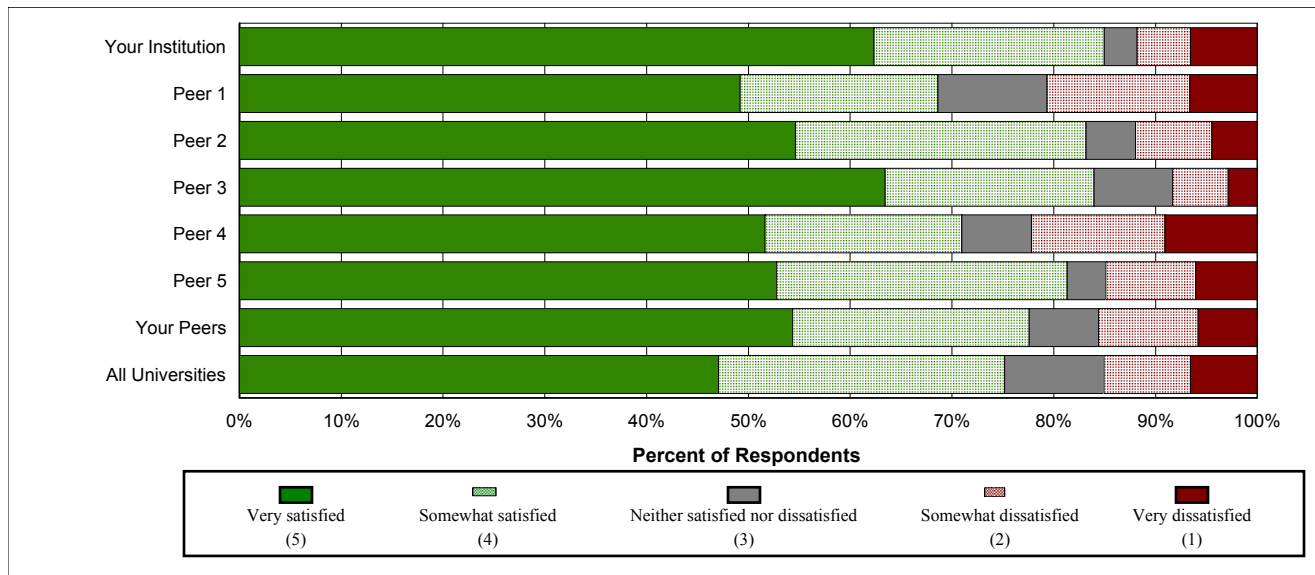
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 94th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.290	1.2041	0.1143	4.063 to 4.516
Faculty at Peer 1	3.905	1.3331	0.2033	3.495 to 4.316
... Peer 2	4.214	1.1109	0.1337	3.947 to 4.481
... Peer 3	4.362	1.0493	0.1049	4.154 to 4.570
... Peer 4	3.914	1.3737	0.2025	3.506 to 4.321
... Peer 5	4.132	1.2183	0.1523	3.827 to 4.436
Your Peers (n=5)	4.105	0.1761	0.0788	N/A
All Universities (n=54)	4.006	0.1699	0.0231	N/A



Question 38a. Please indicate your level of satisfaction with the following: The fairness with which your immediate supervisor evaluates your work.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- In relation to female junior faculty at your peers, your female junior faculty ranked third on satisfaction with the fairness with which their immediate supervisors evaluate their work.

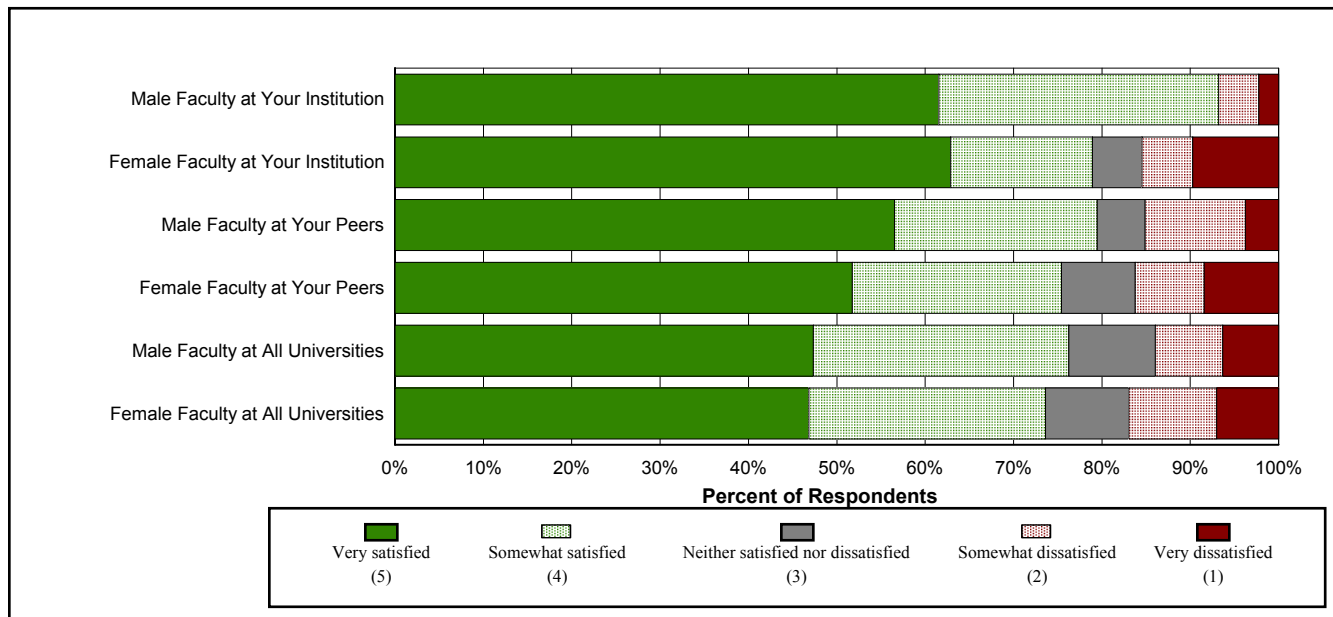
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 94th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 83rd percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the fairness with which their immediate supervisors evaluate their work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.457	0.8844	0.1318	4.192 to 4.723	4.166	1.3610	0.1675	3.832 to 4.501
Faculty at Peer 1	3.909	1.3111	0.2795	3.328 to 4.490	3.901	1.3553	0.2957	3.284 to 4.518
... Peer 2	4.177	1.2253	0.1988	3.774 to 4.579	4.258	0.9493	0.1705	3.910 to 4.606
... Peer 3	4.510	0.8785	0.1295	4.249 to 4.771	4.196	1.1559	0.1573	3.880 to 4.511
... Peer 4	4.041	1.2317	0.2370	3.554 to 4.529	3.741	1.5417	0.3537	2.998 to 4.484
... Peer 5	4.219	1.1056	0.1896	3.833 to 4.605	4.029	1.3287	0.2426	3.533 to 4.526
Your Peers (n =5)	4.171	0.2014	0.0901	N/A	4.025	0.1896	0.0848	N/A
All Universities (n=54)	4.033	0.2578	0.0351	N/A	3.965	0.2665	0.0363	N/A



Question 38a. Please indicate your level of satisfaction with the following: The fairness with which your immediate supervisor evaluates 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 with which their immediate supervisor evaluates their work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the fairness with which their immediate supervisors evaluate their work.

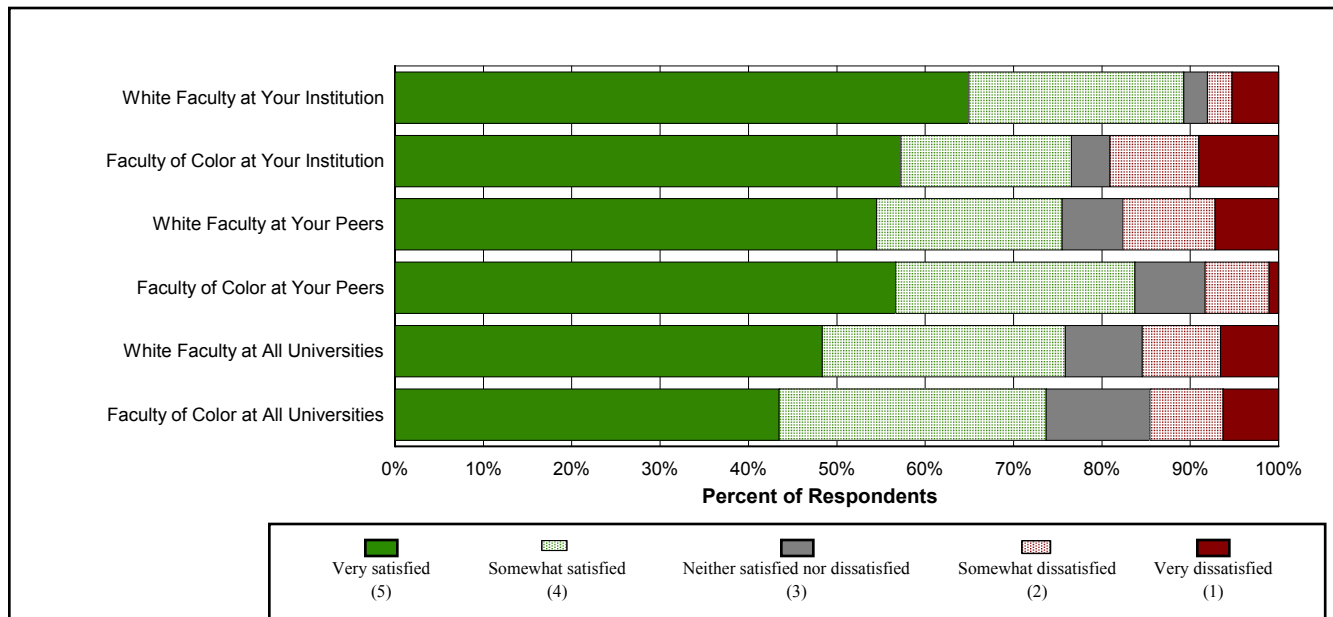
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 98th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 70th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with the fairness with which their immediate supervisors evaluate their work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.408	1.0627	0.1252	4.159 to 4.658	4.057	1.3865	0.2220	3.607 to 4.506
Faculty at Peer 1	3.893	1.3712	0.2254	3.436 to 4.350	3.975	1.0672	0.4357	2.855 to 5.095
... Peer 2	4.199	1.1259	0.1397	3.920 to 4.478	4.625	0.8292	0.4146	3.306 to 5.944
... Peer 3	4.305	1.0912	0.1157	4.075 to 4.535	4.772	0.4454	0.1343	4.472 to 5.071
... Peer 4	3.705	1.5133	0.3089	3.066 to 4.344	4.134	1.1535	0.2459	3.622 to 4.645
... Peer 5	4.155	1.2463	0.1728	3.808 to 4.502	4.043	1.0801	0.3118	3.356 to 4.729
Your Peers (n=5)	4.051	0.2200	0.0984	N/A	4.310	0.3246	0.1452	N/A
All Universities (n=54)	4.022	0.1863	0.0254	N/A	3.963	0.2870	0.0391	N/A



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

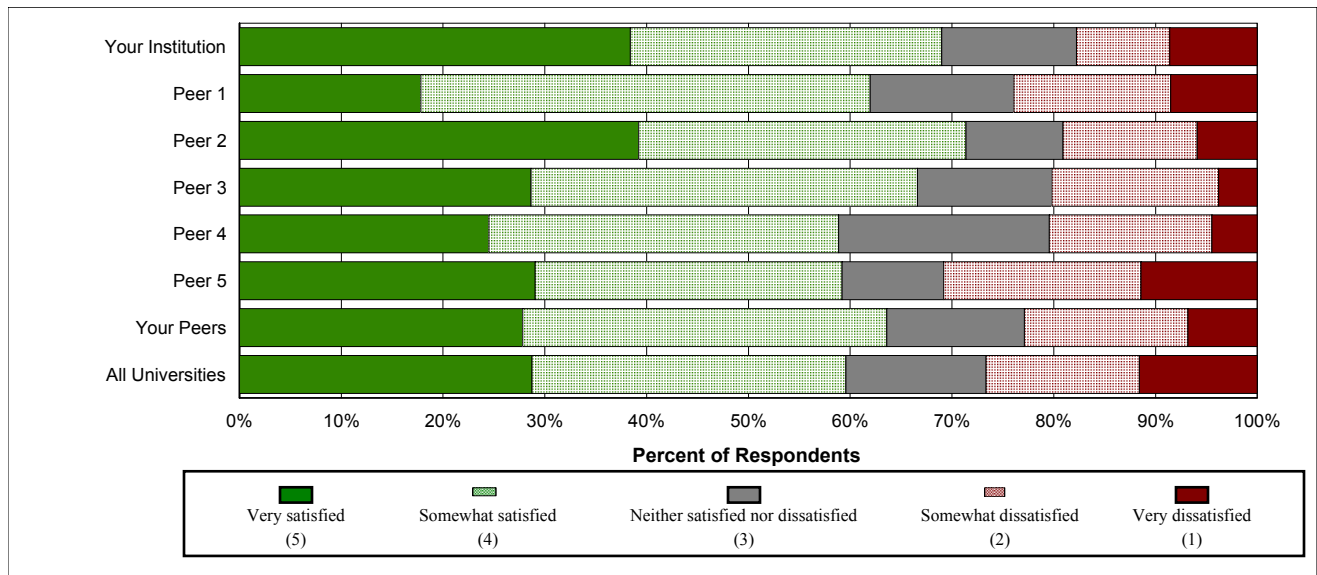
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second 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 94th percentile on satisfaction with the interest senior faculty take in their professional development.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.810	1.2854	0.1215	3.570 to 4.051
Faculty at Peer 1	3.473	1.2146	0.1831	3.104 to 3.843
... Peer 2	3.856	1.2263	0.1466	3.563 to 4.148
... Peer 3	3.713	1.1423	0.1148	3.485 to 3.941
... Peer 4	3.584	1.1544	0.1740	3.234 to 3.935
... Peer 5	3.460	1.3852	0.1692	3.122 to 3.798
Your Peers (n=5)	3.617	0.1501	0.0671	N/A
All Universities (n=54)	3.501	0.2178	0.0296	N/A



Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with the interest senior faculty take in their professional development.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with the interest senior faculty take in their professional development.

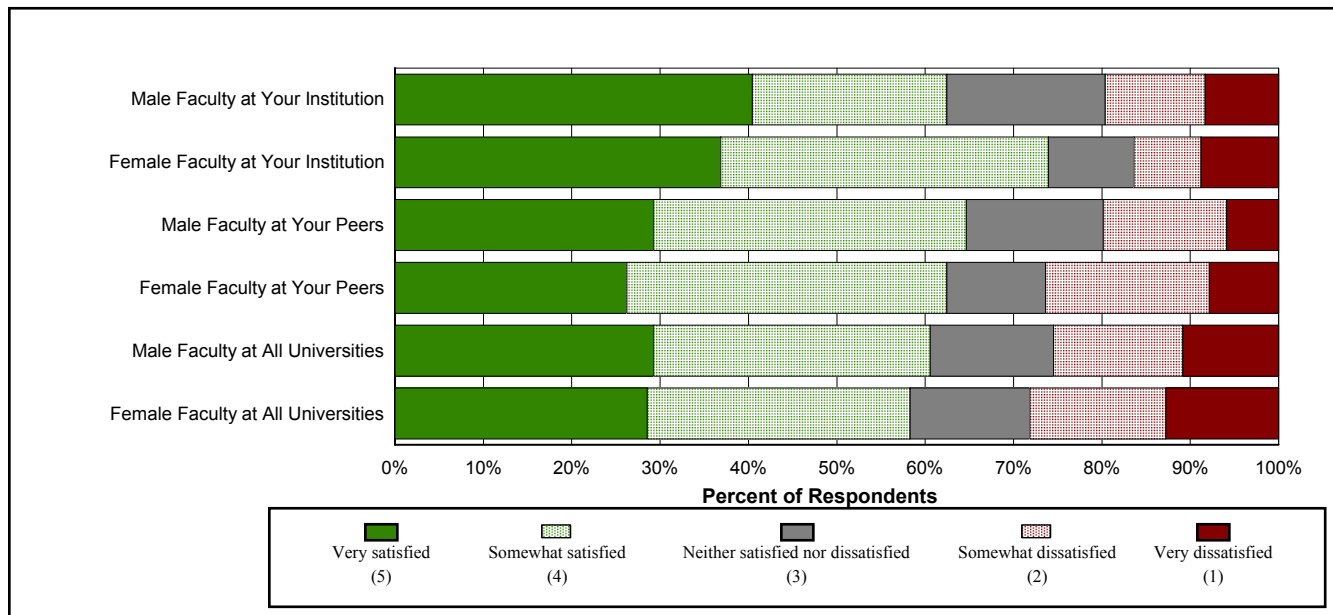
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 83rd 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 93rd 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	3.749	1.3218	0.1949	3.357 to 4.142	3.856	1.2582	0.1549	3.547 to 4.165
Faculty at Peer 1	3.546	1.0757	0.2293	3.069 to 4.023	3.391	1.3330	0.2842	2.800 to 3.982
... Peer 2	3.893	1.3213	0.2143	3.459 to 4.327	3.813	1.1022	0.1948	3.415 to 4.210
... Peer 3	3.801	1.0718	0.1616	3.475 to 4.127	3.620	1.1917	0.1607	3.298 to 3.942
... Peer 4	3.567	1.0613	0.2123	3.129 to 4.005	3.607	1.2653	0.2903	2.997 to 4.216
... Peer 5	3.602	1.3617	0.2269	3.142 to 4.063	3.290	1.3957	0.2507	2.778 to 3.802
Your Peers (n =5)	3.682	0.1392	0.0623	N/A	3.544	0.1843	0.0824	N/A
All Universities (n=54)	3.535	0.2648	0.0360	N/A	3.459	0.3022	0.0411	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the interest senior faculty take in their professional development.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with the interest senior faculty take in their professional development.

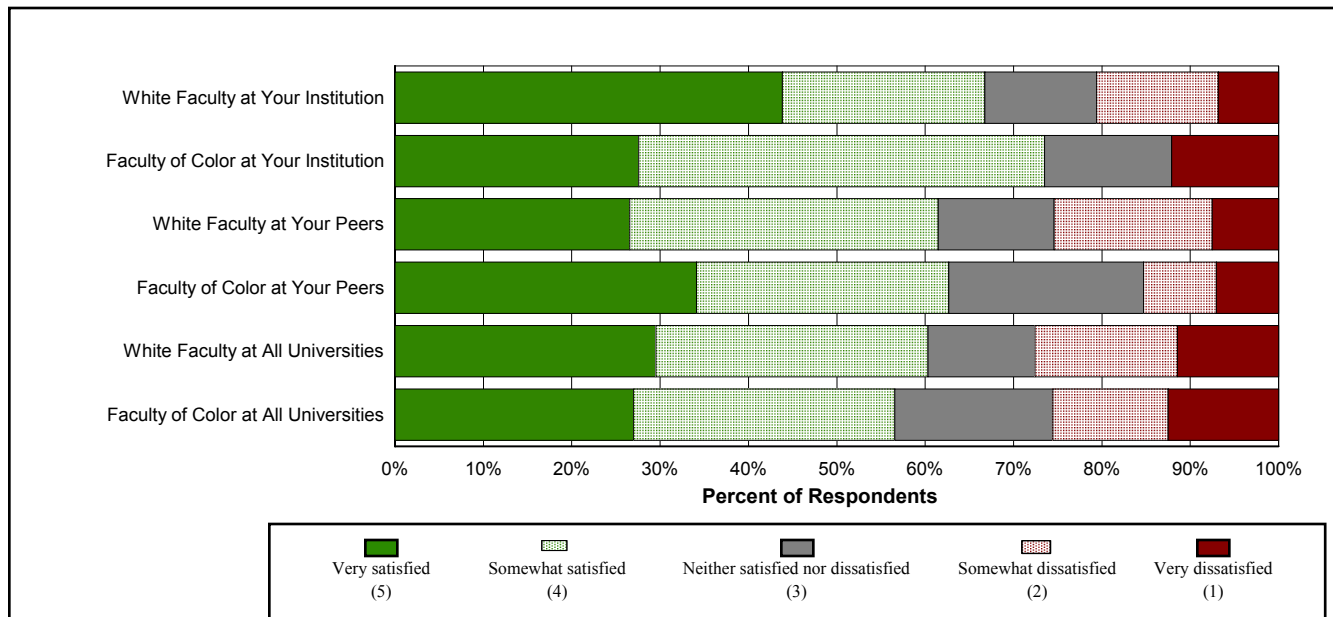
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 94th 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 87th 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	3.831	1.3035	0.1526	3.527 to 4.135	3.768	1.2499	0.2001	3.363 to 4.173
Faculty at Peer 1	3.459	1.2074	0.1959	3.062 to 3.856	3.559	1.2583	0.5137	2.238 to 4.879
... Peer 2	3.834	1.2381	0.1524	3.529 to 4.138	4.500	1.0000	0.5000	2.909 to 6.091
... Peer 3	3.764	1.1246	0.1192	3.527 to 4.001	3.314	1.2806	0.4050	2.398 to 4.230
... Peer 4	3.216	1.2143	0.2532	2.691 to 3.741	3.972	0.9258	0.2020	3.551 to 4.394
... Peer 5	3.482	1.4108	0.1920	3.097 to 3.867	3.376	1.2640	0.3506	2.613 to 4.140
Your Peers (n=5)	3.551	0.2238	0.1001	N/A	3.744	0.4422	0.1978	N/A
All Universities (n=54)	3.508	0.2508	0.0341	N/A	3.455	0.3577	0.0487	N/A



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

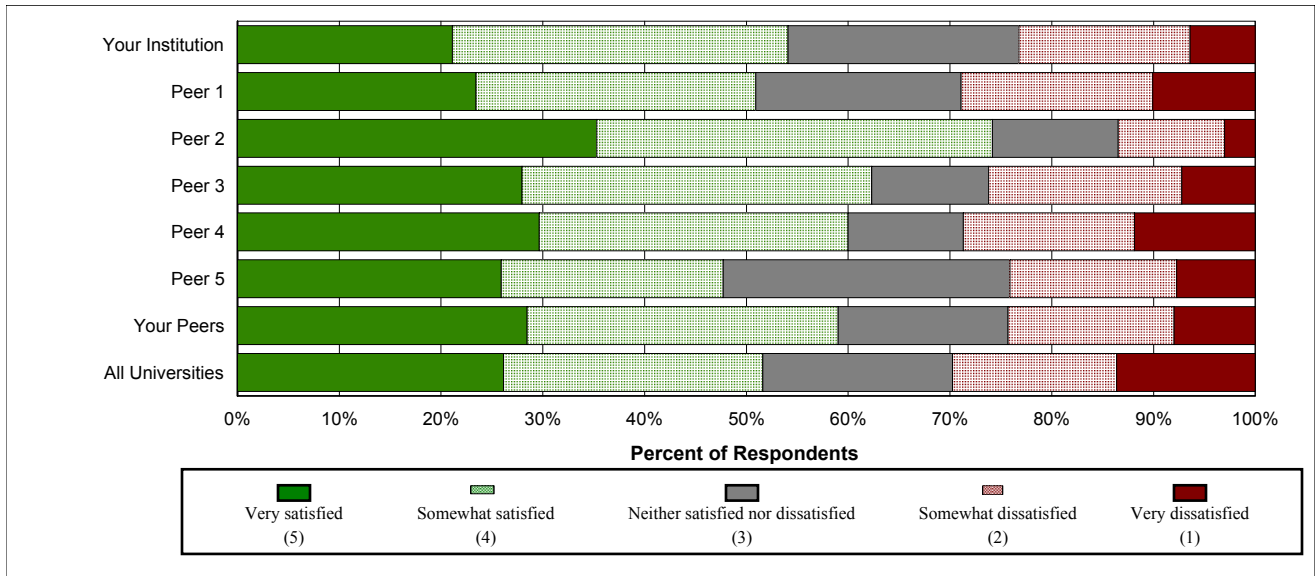
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth 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 70th percentile on satisfaction with their opportunities to collaborate with senior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.456	1.1946	0.1166	3.225 to 3.687
Faculty at Peer 1	3.354	1.2907	0.2067	2.935 to 3.772
... Peer 2	3.930	1.0676	0.1285	3.673 to 4.186
... Peer 3	3.568	1.2562	0.1282	3.314 to 3.823
... Peer 4	3.491	1.3703	0.2090	3.069 to 3.913
... Peer 5	3.418	1.2514	0.1589	3.100 to 3.736
Your Peers (n=5)	3.552	0.2020	0.0903	N/A
All Universities (n=54)	3.343	0.2221	0.0302	N/A



Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with their opportunities to collaborate with senior faculty.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with their opportunities to collaborate with senior faculty.

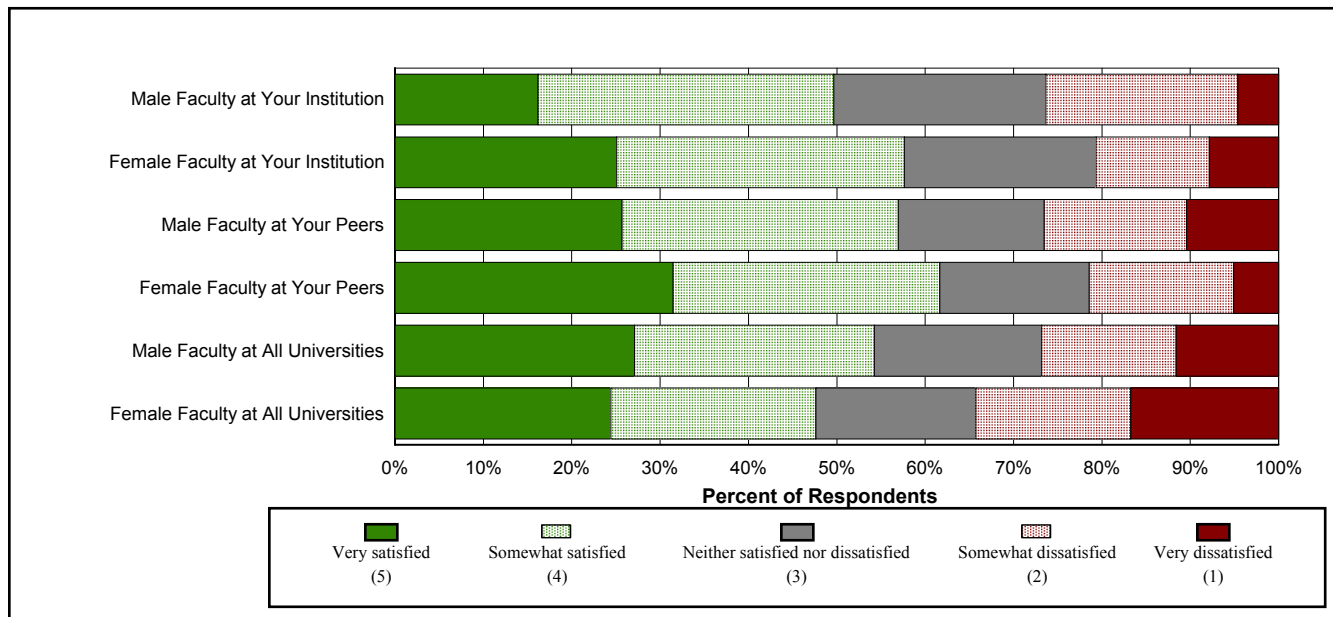
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 41st 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 89th 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	3.349	1.1155	0.1663	3.014 to 3.684	3.542	1.2449	0.1607	3.220 to 3.864
Faculty at Peer 1	3.278	1.2385	0.2919	2.662 to 3.894	3.427	1.3299	0.2902	2.822 to 4.033
... Peer 2	3.818	1.2324	0.1999	3.413 to 4.223	4.065	0.8006	0.1438	3.771 to 4.358
... Peer 3	3.733	1.2184	0.1816	3.367 to 4.099	3.381	1.2719	0.1781	3.023 to 3.739
... Peer 4	3.257	1.3988	0.2855	2.666 to 3.848	3.770	1.2806	0.2938	3.153 to 4.388
... Peer 5	3.200	1.2712	0.2180	2.756 to 3.644	3.686	1.1606	0.2193	3.236 to 4.136
Your Peers (n =5)	3.457	0.2625	0.1174	N/A	3.666	0.2483	0.1110	N/A
All Universities (n=54)	3.429	0.2444	0.0333	N/A	3.211	0.3290	0.0448	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with their opportunities to collaborate with senior faculty.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with their opportunities to collaborate with senior faculty.

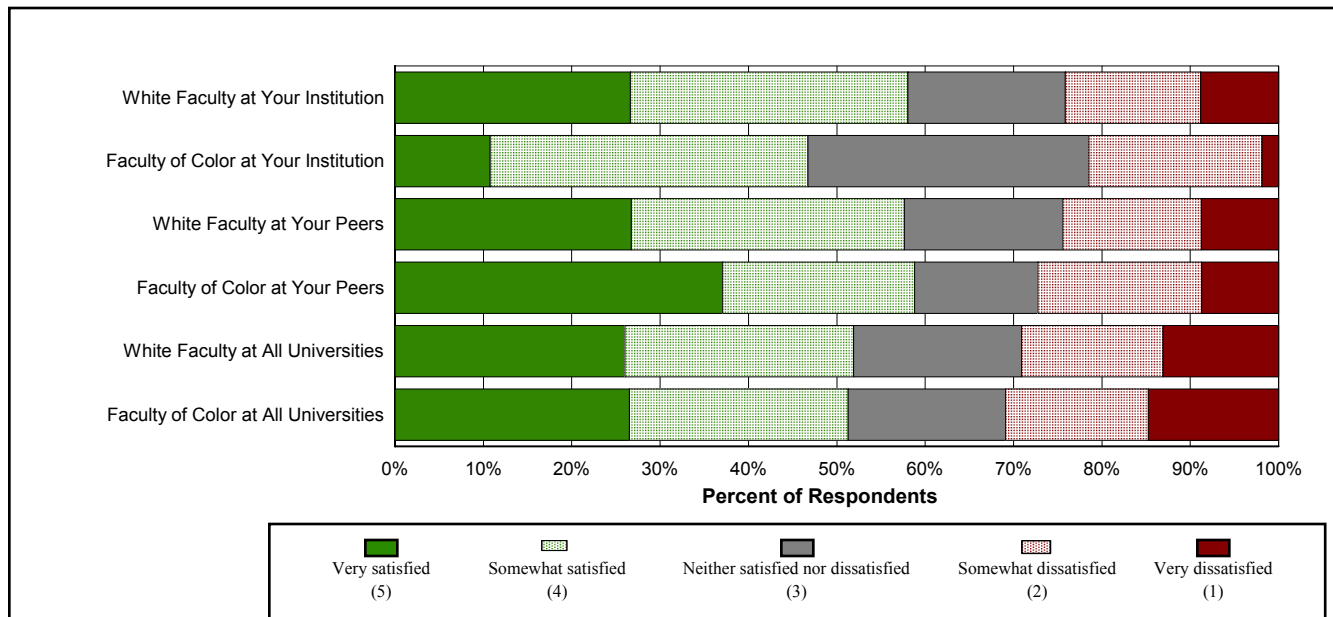
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th 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 57th 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	3.517	1.2738	0.1556	3.206 to 3.828	3.341	1.0236	0.1661	3.005 to 3.678
Faculty at Peer 1	3.358	1.2509	0.2178	2.914 to 3.801	3.334	1.4907	0.6086	1.770 to 4.899
... Peer 2	3.906	1.0774	0.1336	3.639 to 4.172	4.625	0.8292	0.4146	3.306 to 5.944
... Peer 3	3.626	1.2415	0.1339	3.360 to 3.892	3.071	1.3454	0.4254	2.108 to 4.033
... Peer 4	3.175	1.4035	0.2926	2.569 to 3.782	3.842	1.2207	0.2729	3.271 to 4.414
... Peer 5	3.495	1.2530	0.1772	3.139 to 3.851	3.122	1.1873	0.3427	2.368 to 3.876
Your Peers (n=5)	3.512	0.2471	0.1105	N/A	3.599	0.5811	0.2599	N/A
All Universities (n=54)	3.357	0.2577	0.0351	N/A	3.321	0.3855	0.0525	N/A



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

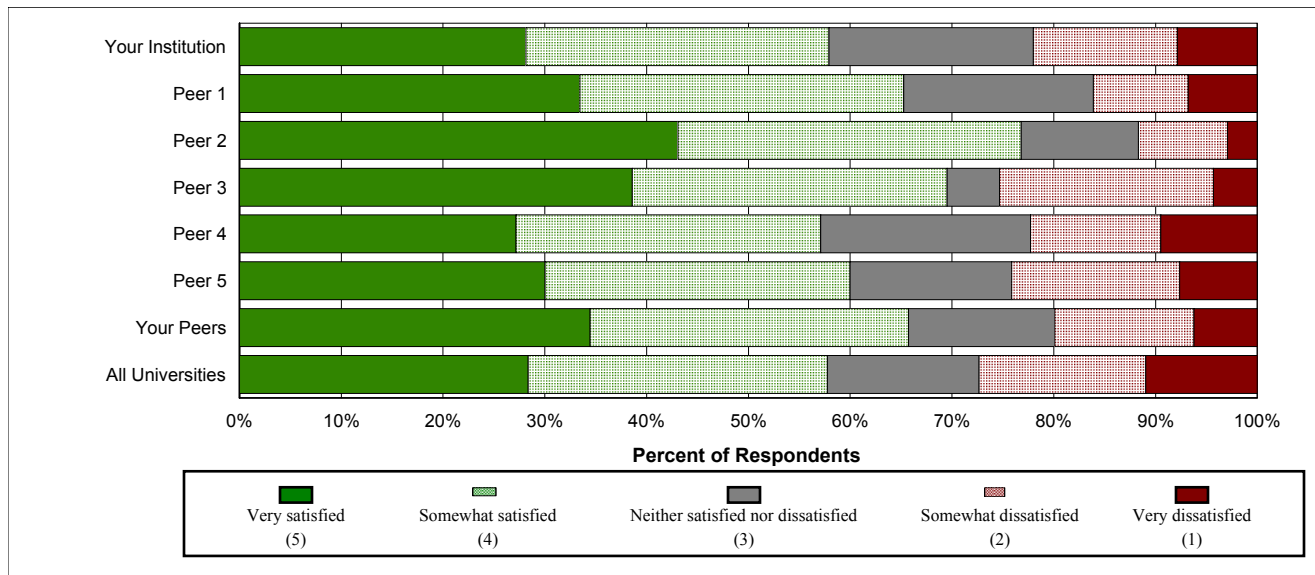
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 69th 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	3.562	1.2659	0.1191	3.326 to 3.798
Faculty at Peer 1	3.758	1.2162	0.1877	3.379 to 4.137
... Peer 2	4.053	1.0600	0.1258	3.802 to 4.304
... Peer 3	3.785	1.2676	0.1261	3.535 to 4.036
... Peer 4	3.525	1.2624	0.1861	3.150 to 3.900
... Peer 5	3.583	1.2854	0.1607	3.262 to 3.904
Your Peers (n=5)	3.741	0.1851	0.0828	N/A
All Universities (n=54)	3.478	0.2239	0.0305	N/A



Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

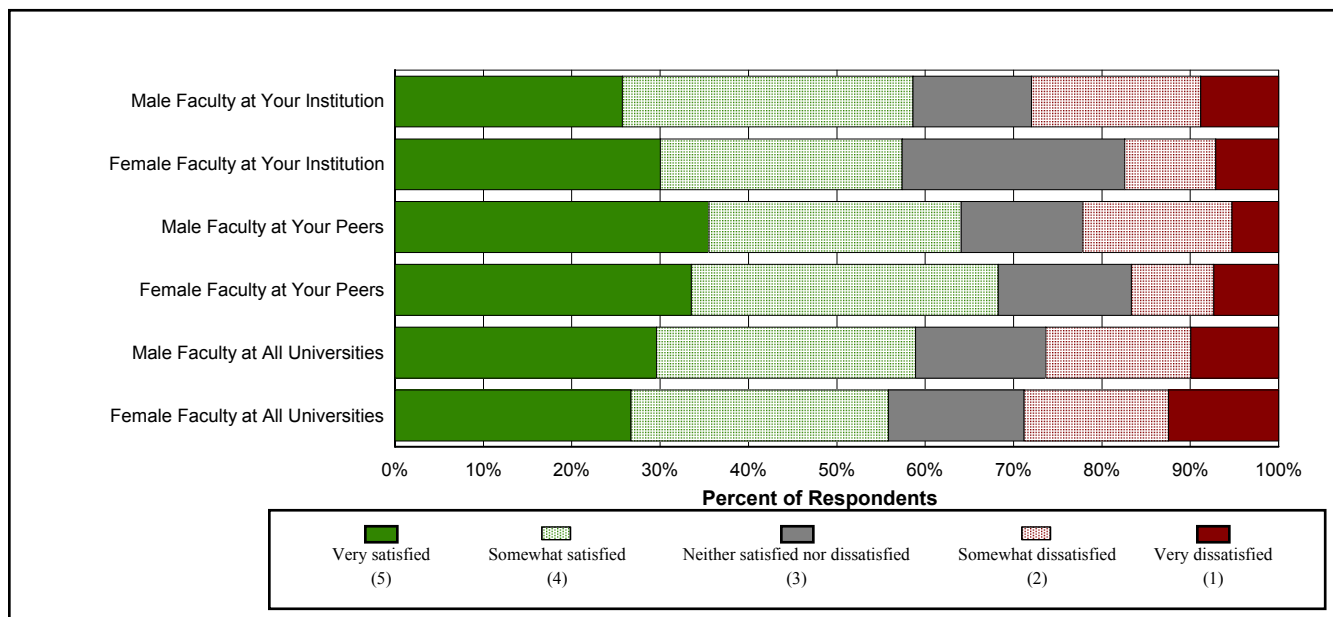
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th 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 81st 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	3.475	1.3026	0.1900	3.093 to 3.858	3.629	1.2350	0.1520	3.325 to 3.932
Faculty at Peer 1	3.905	1.1914	0.2600	3.363 to 4.448	3.591	1.2178	0.2657	3.037 to 4.146
... Peer 2	3.888	1.2152	0.1946	3.495 to 4.282	4.250	0.7906	0.1398	3.965 to 4.535
... Peer 3	4.008	1.1323	0.1670	3.672 to 4.344	3.540	1.3442	0.1813	3.177 to 3.903
... Peer 4	3.395	1.2657	0.2392	2.905 to 3.886	3.715	1.2273	0.2893	3.104 to 4.325
... Peer 5	3.411	1.2668	0.2141	2.976 to 3.846	3.796	1.2698	0.2358	3.313 to 4.279
Your Peers (n =5)	3.722	0.2633	0.1178	N/A	3.778	0.2524	0.1129	N/A
All Universities (n=54)	3.522	0.2854	0.0388	N/A	3.412	0.2885	0.0393	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

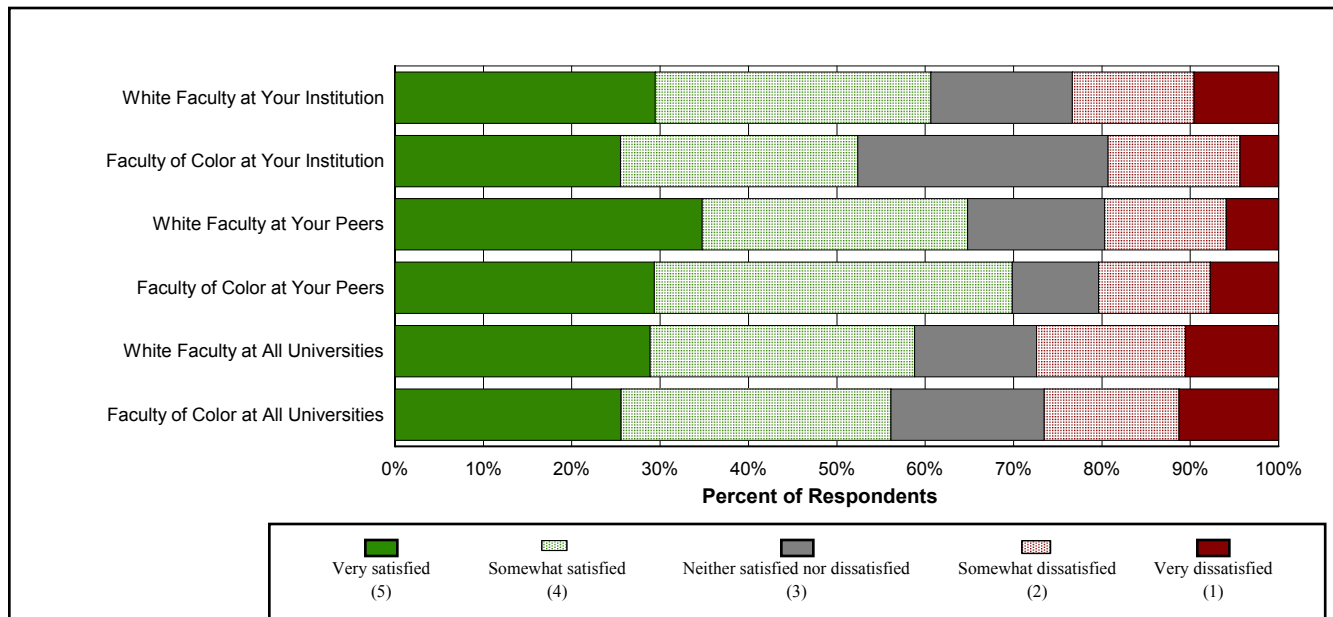
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 72nd 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 65th 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	3.572	1.2945	0.1505	3.272 to 3.872	3.542	1.2087	0.1935	3.150 to 3.934
Faculty at Peer 1	3.794	1.2044	0.2007	3.386 to 4.201	3.559	1.2583	0.5137	2.238 to 4.879
... Peer 2	4.042	1.0849	0.1325	3.777 to 4.307	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	3.873	1.2194	0.1285	3.617 to 4.128	3.154	1.4431	0.4351	2.184 to 4.123
... Peer 4	3.503	1.2247	0.2500	2.985 to 4.020	3.549	1.2984	0.2768	2.973 to 4.124
... Peer 5	3.487	1.3339	0.1868	3.112 to 3.862	3.917	1.0263	0.2846	3.297 to 4.538
Your Peers (n=5)	3.740	0.2154	0.0963	N/A	3.711	0.4108	0.1837	N/A
All Universities (n=54)	3.497	0.2421	0.0329	N/A	3.439	0.3194	0.0435	N/A



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

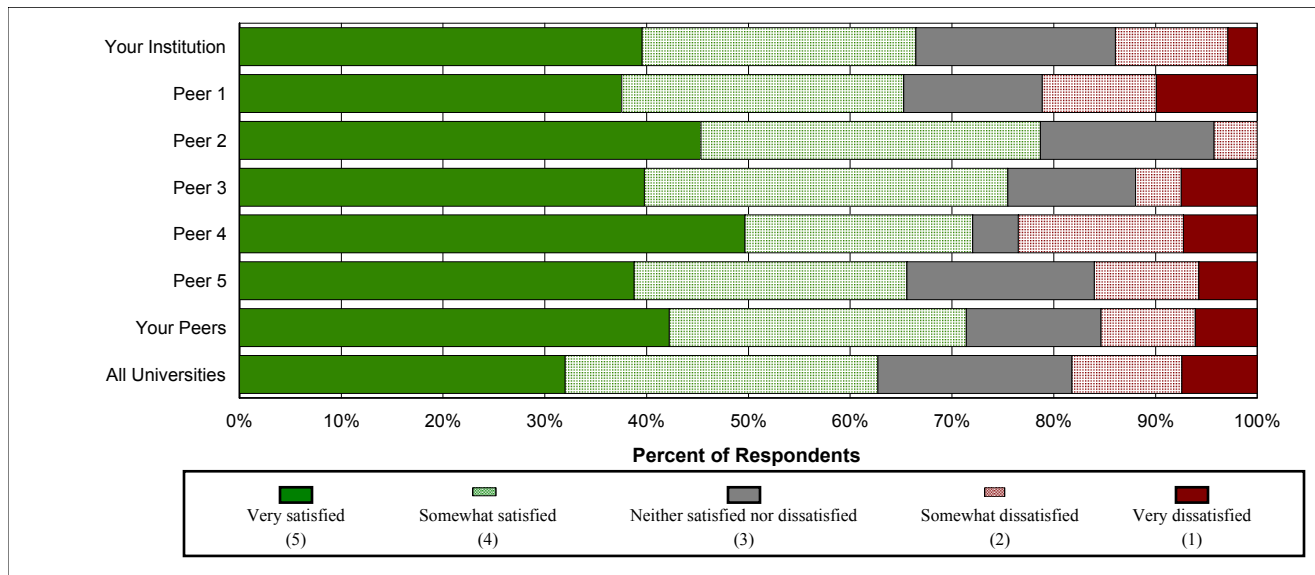
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth 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 89th 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	3.892	1.0965	0.1031	3.688 to 4.097
Faculty at Peer 1	3.718	1.3176	0.2009	3.312 to 4.123
... Peer 2	4.198	0.8602	0.1014	3.996 to 4.400
... Peer 3	3.958	1.1694	0.1169	3.726 to 4.190
... Peer 4	3.910	1.3382	0.2017	3.503 to 4.317
... Peer 5	3.826	1.2213	0.1503	3.526 to 4.126
Your Peers (n=5)	3.922	0.1603	0.0717	N/A
All Universities (n=54)	3.691	0.2026	0.0276	N/A



Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

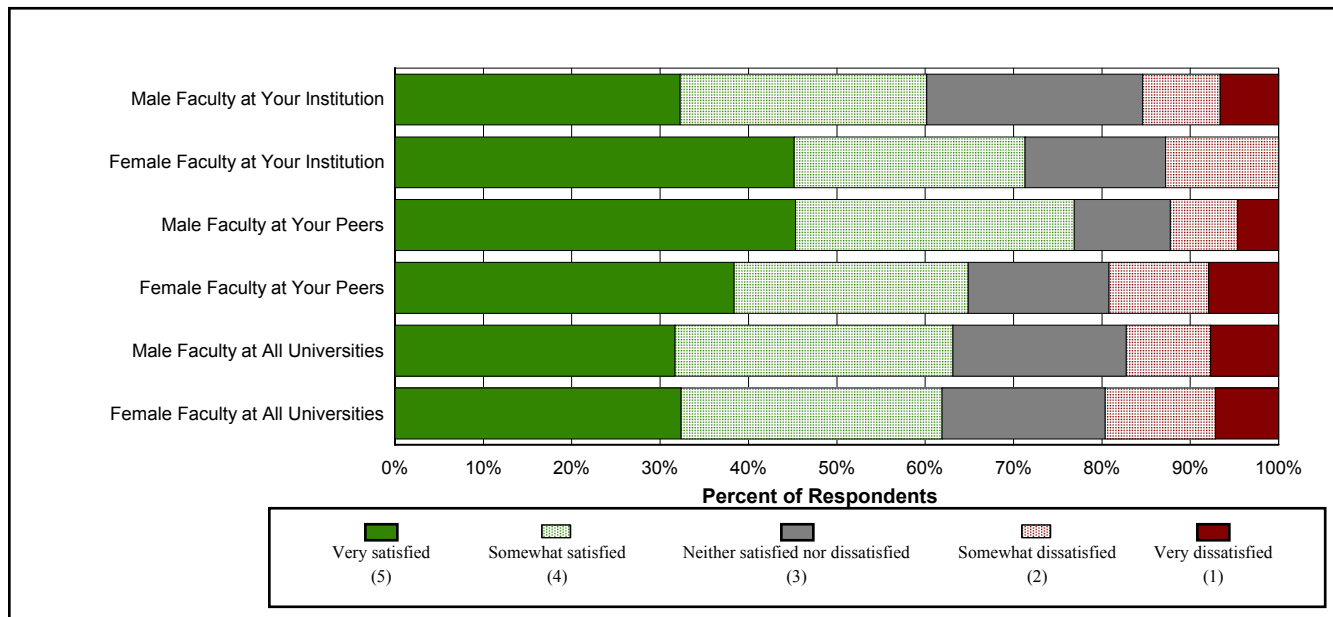
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th 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 93rd 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	3.704	1.1934	0.1741	3.354 to 4.055	4.037	0.9926	0.1222	3.793 to 4.281
Faculty at Peer 1	4.046	1.1862	0.2529	3.520 to 4.572	3.328	1.3619	0.2972	2.708 to 3.948
... Peer 2	4.257	0.7984	0.1262	4.002 to 4.513	4.125	0.9270	0.1639	3.791 to 4.459
... Peer 3	4.200	0.9798	0.1461	3.906 to 4.494	3.697	1.2680	0.1710	3.354 to 4.040
... Peer 4	4.070	1.2149	0.2338	3.589 to 4.550	3.672	1.4858	0.3604	2.908 to 4.436
... Peer 5	3.689	1.3081	0.2211	3.240 to 4.139	3.985	1.0920	0.1961	3.585 to 4.386
Your Peers (n =5)	4.053	0.1980	0.0886	N/A	3.762	0.2765	0.1237	N/A
All Universities (n=54)	3.699	0.2800	0.0381	N/A	3.675	0.2462	0.0335	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

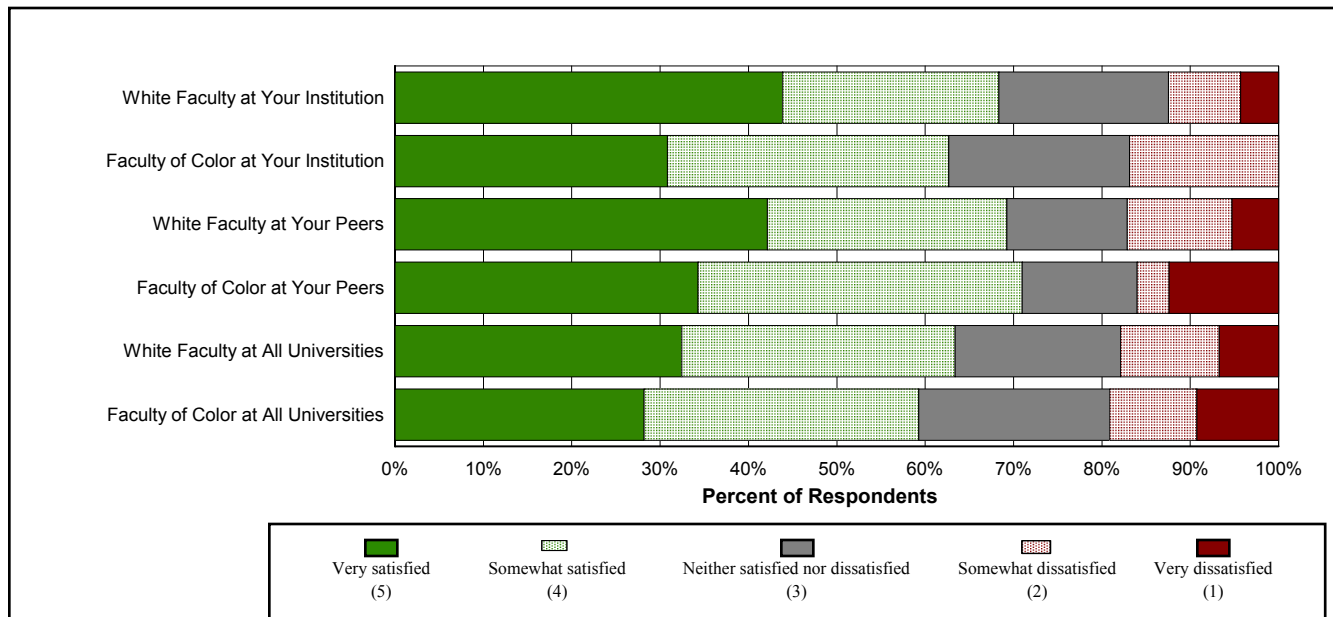
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 91st 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 76th 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	3.954	1.1505	0.1337	3.688 to 4.221	3.766	0.9858	0.1578	3.447 to 4.086
Faculty at Peer 1	3.862	1.2415	0.2041	3.449 to 4.276	2.886	1.5275	0.6236	1.283 to 4.489
... Peer 2	4.192	0.8788	0.1066	3.979 to 4.405	4.375	0.4330	0.2165	3.686 to 5.064
... Peer 3	4.044	1.1465	0.1215	3.802 to 4.285	3.344	1.2332	0.3718	2.516 to 4.172
... Peer 4	3.561	1.4693	0.3064	2.926 to 4.197	4.281	1.0389	0.2267	3.809 to 4.754
... Peer 5	3.790	1.2187	0.1674	3.454 to 4.126	3.957	1.2308	0.3414	3.213 to 4.700
Your Peers (n=5)	3.890	0.2162	0.0967	N/A	3.769	0.5701	0.2550	N/A
All Universities (n=54)	3.712	0.2382	0.0324	N/A	3.591	0.3319	0.0452	N/A



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

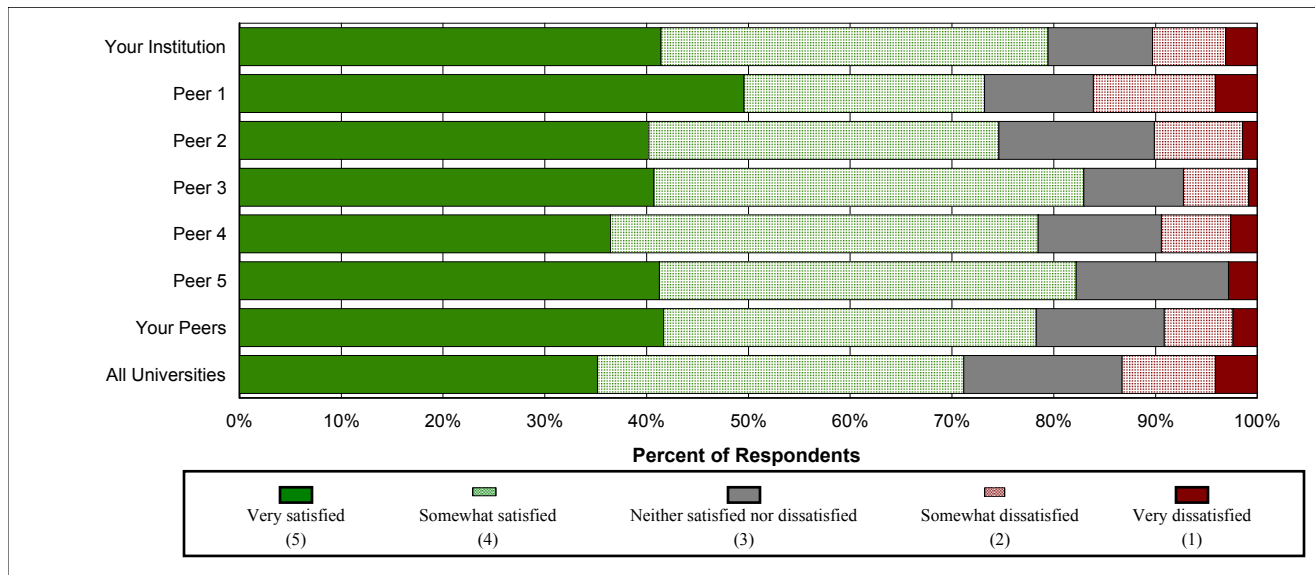
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked third 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 93rd percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.075	1.0653	0.1007	3.875 to 4.274
Faculty at Peer 1	4.026	1.2200	0.1860	3.650 to 4.401
... Peer 2	4.033	1.0139	0.1203	3.793 to 4.273
... Peer 3	4.156	0.9243	0.0924	3.972 to 4.339
... Peer 4	4.029	0.9646	0.1422	3.743 to 4.315
... Peer 5	4.178	0.9121	0.1149	3.948 to 4.408
Your Peers (n=5)	4.084	0.0679	0.0304	N/A
All Universities (n=54)	3.889	0.1417	0.0193	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

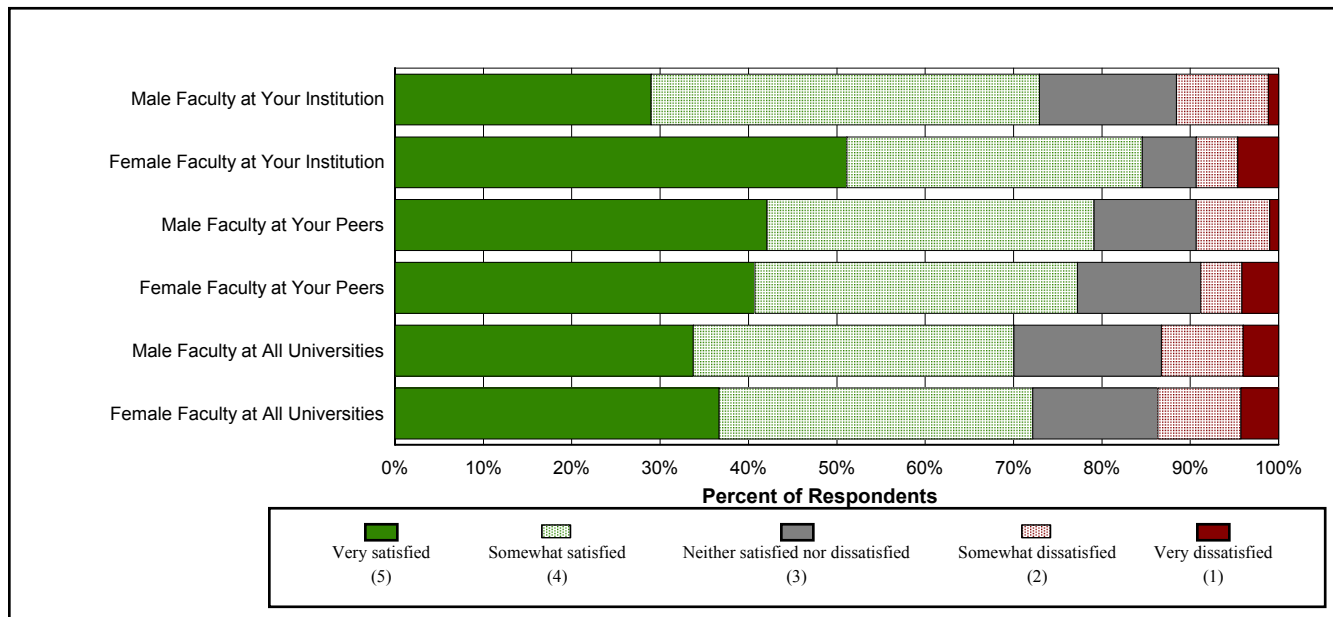
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 52nd 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 91st 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	3.892	1.0235	0.1493	3.591 to 4.192	4.217	1.0674	0.1324	3.953 to 4.482
Faculty at Peer 1	4.092	1.1642	0.2482	3.575 to 4.608	3.947	1.2688	0.2769	3.370 to 4.525
... Peer 2	4.007	1.0604	0.1677	3.668 to 4.346	4.065	0.9482	0.1703	3.717 to 4.412
... Peer 3	4.190	0.7701	0.1123	3.964 to 4.416	4.116	1.0400	0.1428	3.829 to 4.403
... Peer 4	4.134	0.9530	0.1801	3.764 to 4.503	3.876	0.9702	0.2287	3.393 to 4.358
... Peer 5	4.123	0.8529	0.1463	3.825 to 4.420	4.245	0.9704	0.1802	3.876 to 4.614
Your Peers (n =5)	4.109	0.0599	0.0268	N/A	4.050	0.1293	0.0578	N/A
All Universities (n=54)	3.865	0.1953	0.0266	N/A	3.909	0.2271	0.0309	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked third on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

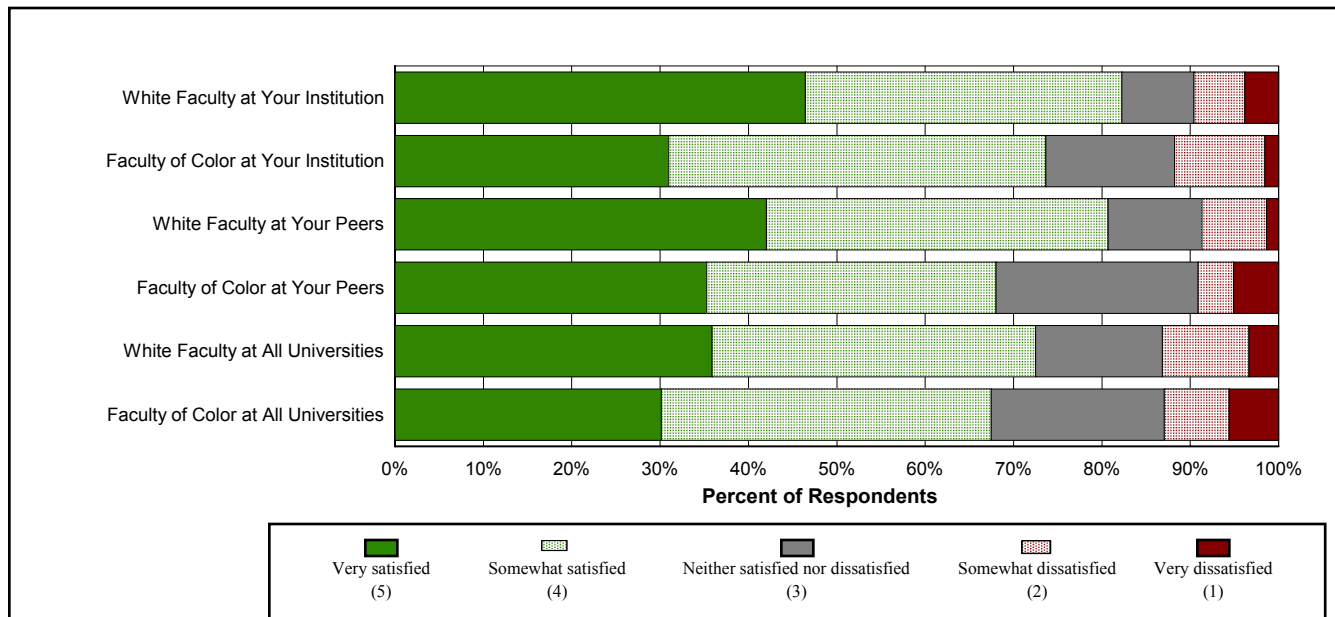
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 93rd 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 63rd percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.152	1.0530	0.1224	3.908 to 4.396	3.913	1.0748	0.1744	3.560 to 4.266
Faculty at Peer 1	4.087	1.1712	0.1926	3.696 to 4.477	3.672	1.3844	0.5652	2.220 to 5.125
... Peer 2	4.029	1.0217	0.1248	3.780 to 4.279	4.125	0.8292	0.4146	2.806 to 5.444
... Peer 3	4.236	0.8837	0.0937	4.050 to 4.423	3.576	1.0679	0.3220	2.859 to 4.294
... Peer 4	4.084	0.8620	0.1760	3.720 to 4.448	3.971	1.0650	0.2271	3.499 to 4.444
... Peer 5	4.197	0.8406	0.1177	3.960 to 4.433	4.108	1.1547	0.3333	3.374 to 4.841
Your Peers (n=5)	4.127	0.0772	0.0345	N/A	3.891	0.2258	0.1010	N/A
All Universities (n=54)	3.919	0.1653	0.0225	N/A	3.790	0.2700	0.0367	N/A



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

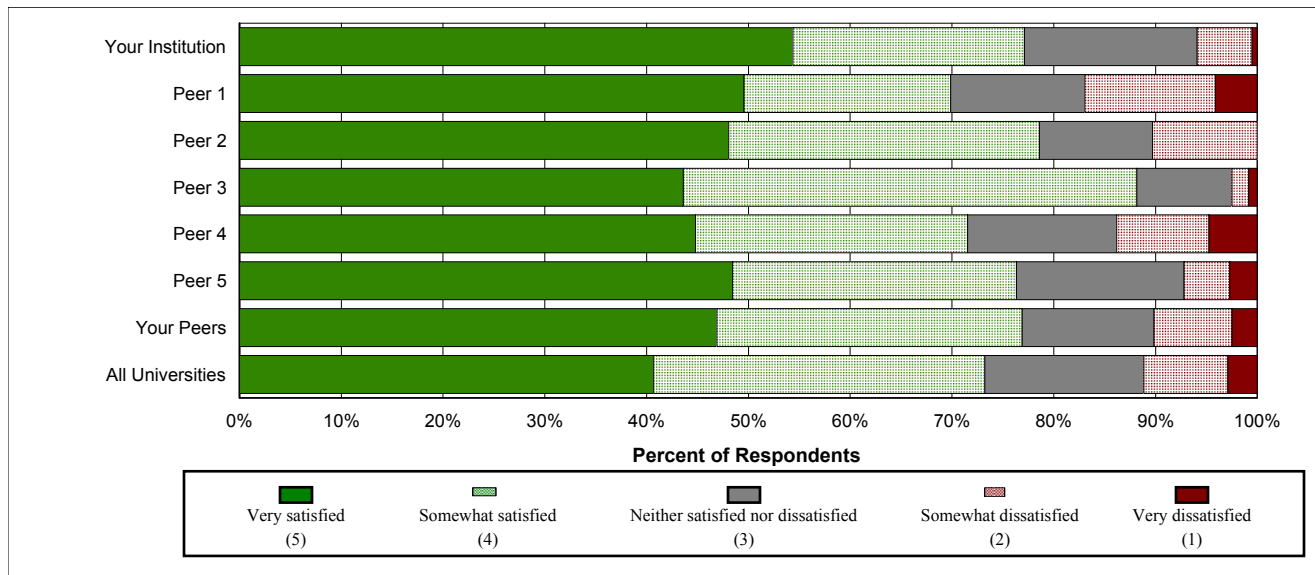
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second 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 96th 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	4.251	0.9564	0.0900	4.073 to 4.429
Faculty at Peer 1	3.984	1.2293	0.1875	3.606 to 4.362
... Peer 2	4.164	0.9897	0.1183	3.928 to 4.400
... Peer 3	4.284	0.7911	0.0791	4.127 to 4.441
... Peer 4	3.978	1.1514	0.1698	3.636 to 4.320
... Peer 5	4.149	1.0428	0.1284	3.892 to 4.405
Your Peers (n=5)	4.112	0.1167	0.0522	N/A
All Universities (n=54)	3.999	0.1417	0.0193	N/A



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, 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.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

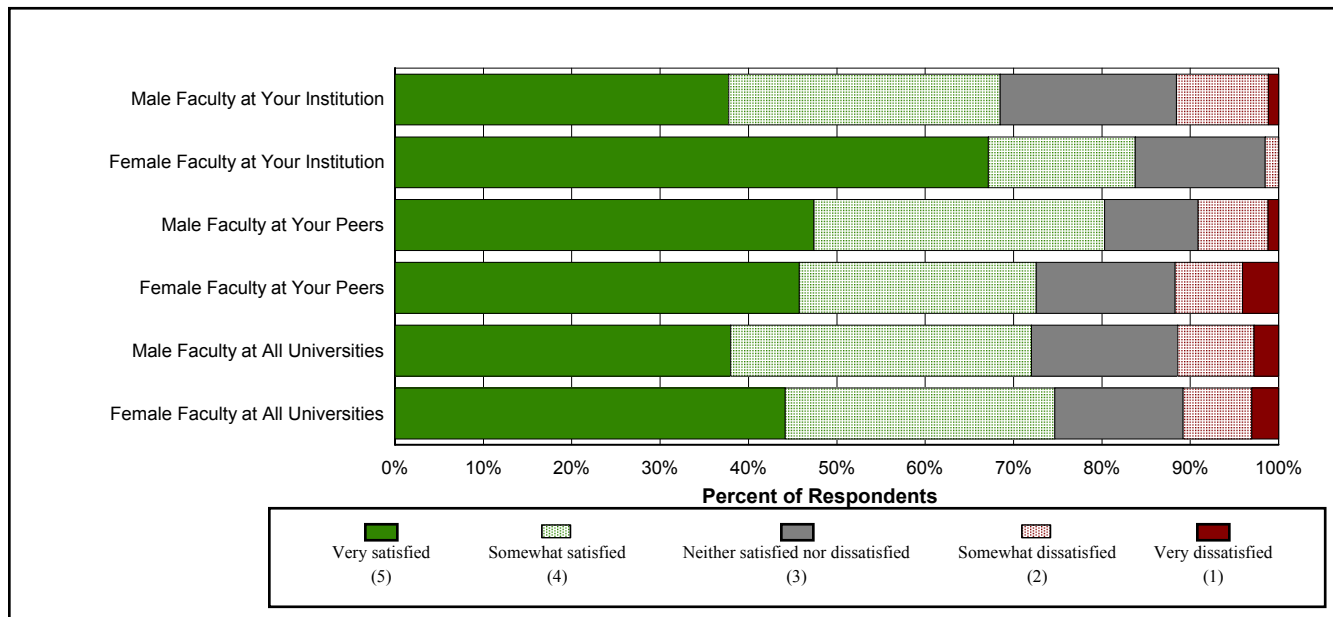
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 39th 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 98th 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	3.935	1.0882	0.1587	3.616 to 4.255	4.494	0.7412	0.0912	4.312 to 4.676
Faculty at Peer 1	4.137	1.0994	0.2344	3.650 to 4.625	3.802	1.3316	0.2906	3.196 to 4.408
... Peer 2	4.060	1.0365	0.1639	3.728 to 4.391	4.300	0.9000	0.1643	3.964 to 4.636
... Peer 3	4.334	0.5621	0.0820	4.169 to 4.500	4.226	0.9445	0.1297	3.965 to 4.486
... Peer 4	4.230	1.0221	0.1932	3.834 to 4.627	3.608	1.2472	0.2940	2.987 to 4.228
... Peer 5	4.108	1.0674	0.1831	3.735 to 4.480	4.193	1.0136	0.1792	3.828 to 4.559
Your Peers (n =5)	4.174	0.0977	0.0437	N/A	4.026	0.2714	0.1214	N/A
All Universities (n=54)	3.958	0.1910	0.0260	N/A	4.050	0.2275	0.0310	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked second on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

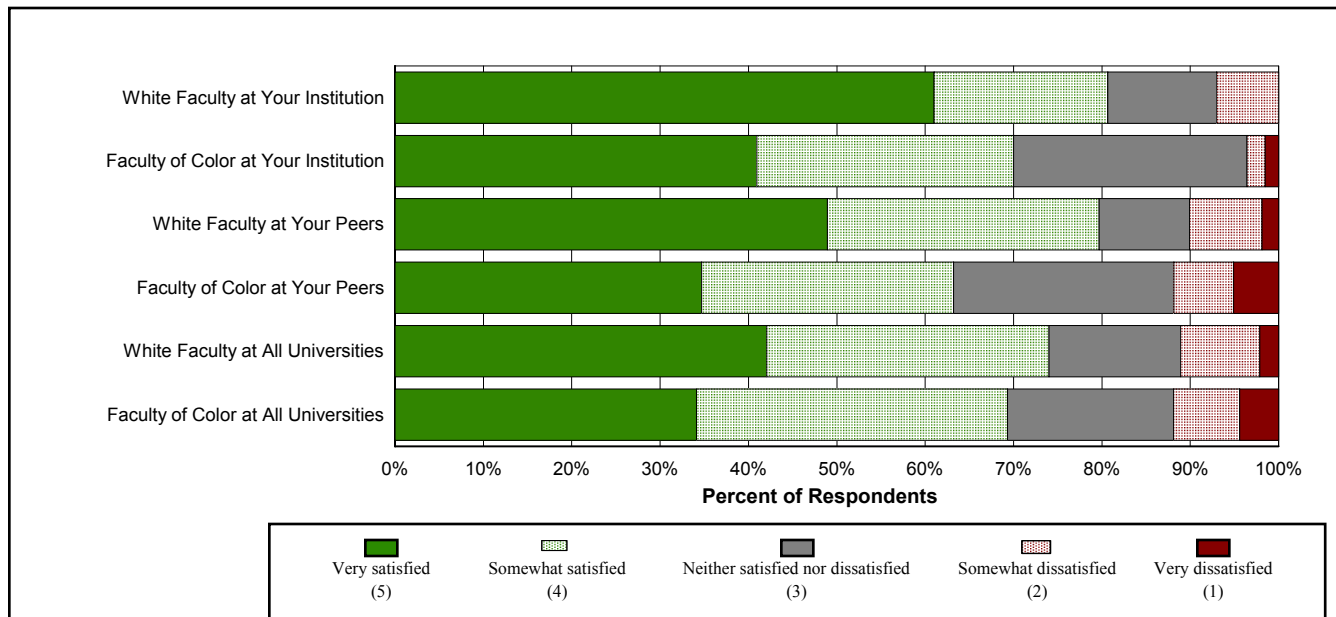
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 96th 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 76th 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	4.346	0.9383	0.1091	4.129 to 4.564	4.058	0.9750	0.1561	3.742 to 4.374
Faculty at Peer 1	4.116	1.1338	0.1864	3.738 to 4.494	3.224	1.4625	0.5971	1.689 to 4.759
... Peer 2	4.165	0.9937	0.1223	3.921 to 4.409	4.125	0.8292	0.4146	2.806 to 5.444
... Peer 3	4.350	0.7635	0.0809	4.189 to 4.511	3.812	0.9000	0.2713	3.207 to 4.417
... Peer 4	3.996	1.1902	0.2430	3.493 to 4.498	3.959	1.1069	0.2360	3.468 to 4.449
... Peer 5	4.205	1.0070	0.1370	3.930 to 4.480	3.928	1.1426	0.3298	3.202 to 4.654
Your Peers (n=5)	4.166	0.1156	0.0517	N/A	3.809	0.3093	0.1383	N/A
All Universities (n=54)	4.028	0.1821	0.0248	N/A	3.871	0.2664	0.0363	N/A



Question 40. 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.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

OVERALL RESULTS

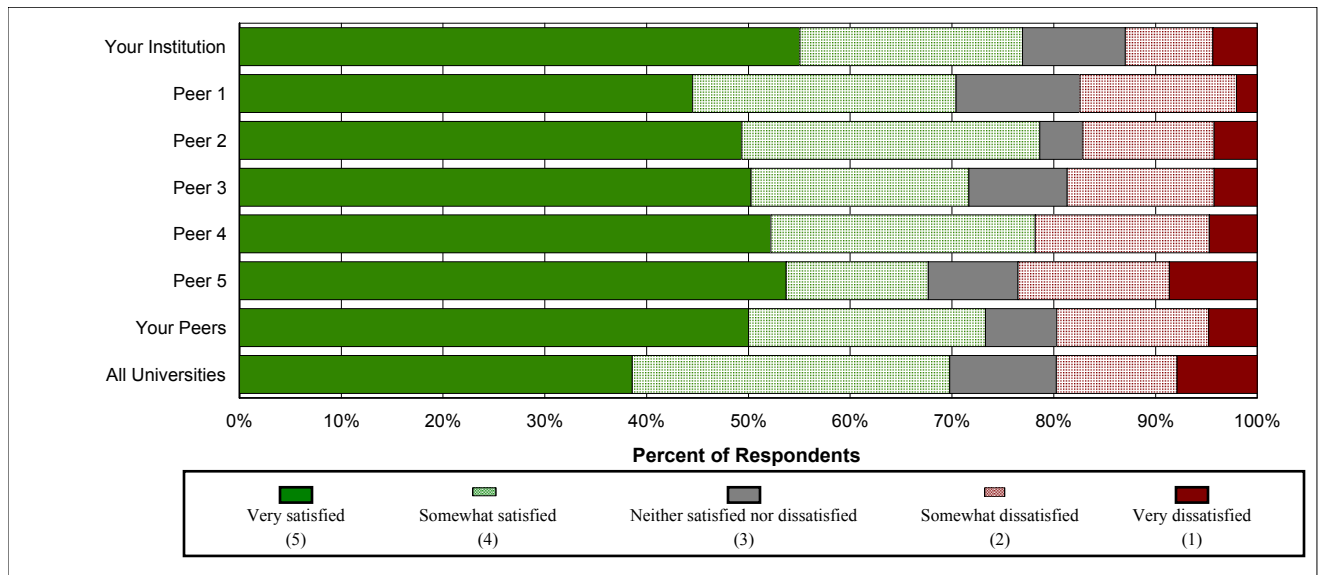
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first 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 96th percentile on satisfaction with how well they "fit" in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.147	1.1736	0.1109	3.927 to 4.366
Faculty at Peer 1	3.954	1.1862	0.1788	3.594 to 4.315
... Peer 2	4.066	1.1824	0.1393	3.788 to 4.344
... Peer 3	3.990	1.2603	0.1248	3.743 to 4.238
... Peer 4	4.039	1.2541	0.1829	3.671 to 4.407
... Peer 5	3.892	1.4093	0.1709	3.551 to 4.234
Your Peers (n=5)	3.988	0.0615	0.0275	N/A
All Universities (n=54)	3.807	0.1799	0.0245	N/A



Question 40. 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.

Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with how well they "fit" in their department.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on satisfaction with how well they "fit" in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on satisfaction with how well they "fit" in their department.

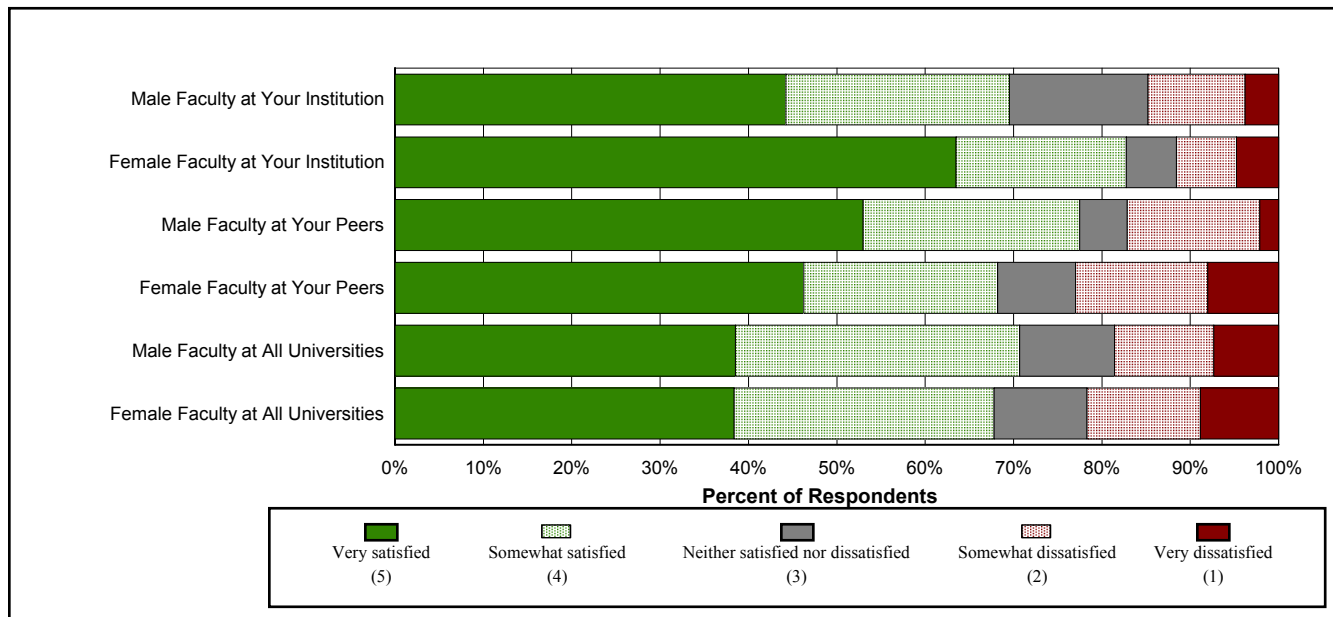
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 61st 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 94th 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	3.952	1.1842	0.1727	3.604 to 4.300	4.299	1.1507	0.1427	4.014 to 4.584
Faculty at Peer 1	4.136	1.0572	0.2254	3.668 to 4.605	3.747	1.2768	0.2722	3.181 to 4.314
... Peer 2	4.018	1.1935	0.1887	3.636 to 4.400	4.125	1.1659	0.2061	3.705 to 4.545
... Peer 3	4.131	1.0911	0.1592	3.811 to 4.452	3.832	1.3758	0.1855	3.460 to 4.204
... Peer 4	4.319	1.0302	0.1947	3.920 to 4.719	3.647	1.4529	0.3333	2.947 to 4.347
... Peer 5	3.954	1.3732	0.2289	3.490 to 4.419	3.821	1.4456	0.2556	3.300 to 4.342
Your Peers (n =5)	4.112	0.1246	0.0557	N/A	3.834	0.1595	0.0714	N/A
All Universities (n=54)	3.833	0.2491	0.0339	N/A	3.756	0.2696	0.0367	N/A



Question 40. 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.

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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with how well they "fit" in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on satisfaction with how well they "fit" in their department.

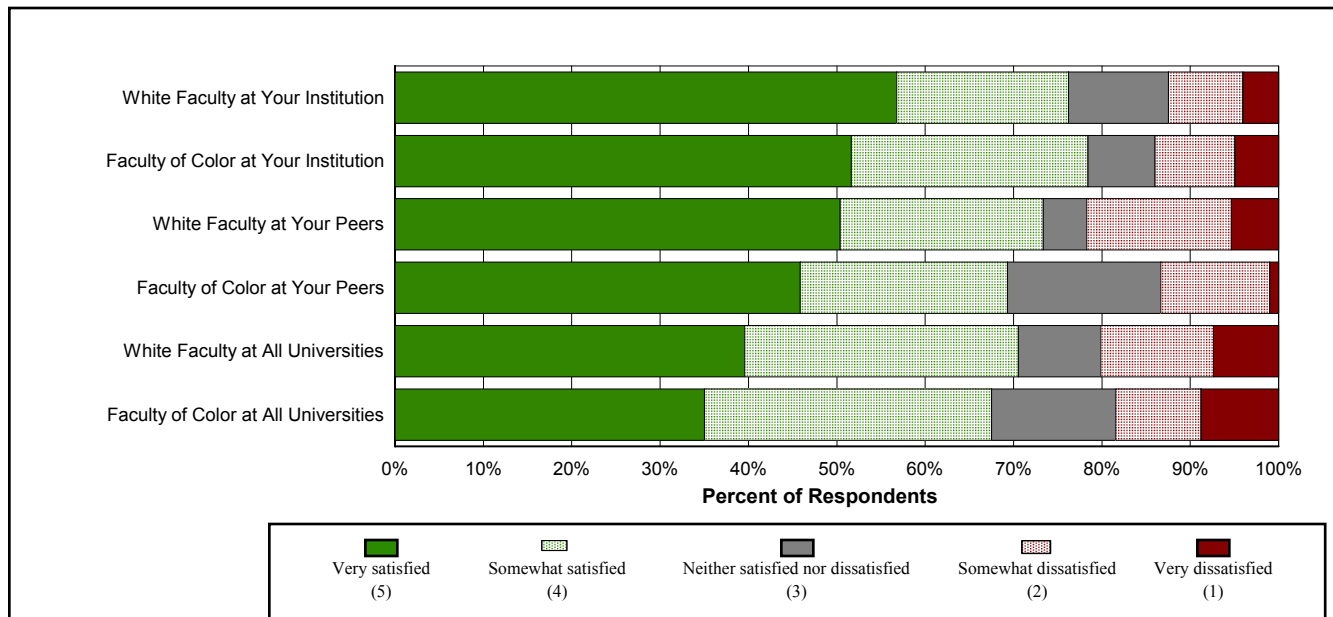
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 94th 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 87th 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	4.164	1.1627	0.1361	3.893 to 4.436	4.111	1.1873	0.1901	3.727 to 4.496
Faculty at Peer 1	3.989	1.2028	0.1951	3.594 to 4.385	3.748	1.0672	0.4357	2.628 to 4.868
... Peer 2	4.043	1.2058	0.1462	3.751 to 4.335	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	4.062	1.2706	0.1332	3.797 to 4.327	3.464	1.1355	0.3424	2.701 to 4.226
... Peer 4	3.829	1.3437	0.2743	3.261 to 4.396	4.252	1.1119	0.2318	3.771 to 4.733
... Peer 5	3.910	1.4681	0.1980	3.513 to 4.307	3.826	1.1200	0.3106	3.149 to 4.502
Your Peers (n=5)	3.967	0.0868	0.0388	N/A	4.008	0.4489	0.2008	N/A
All Universities (n=54)	3.826	0.1887	0.0257	N/A	3.753	0.3231	0.0440	N/A



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

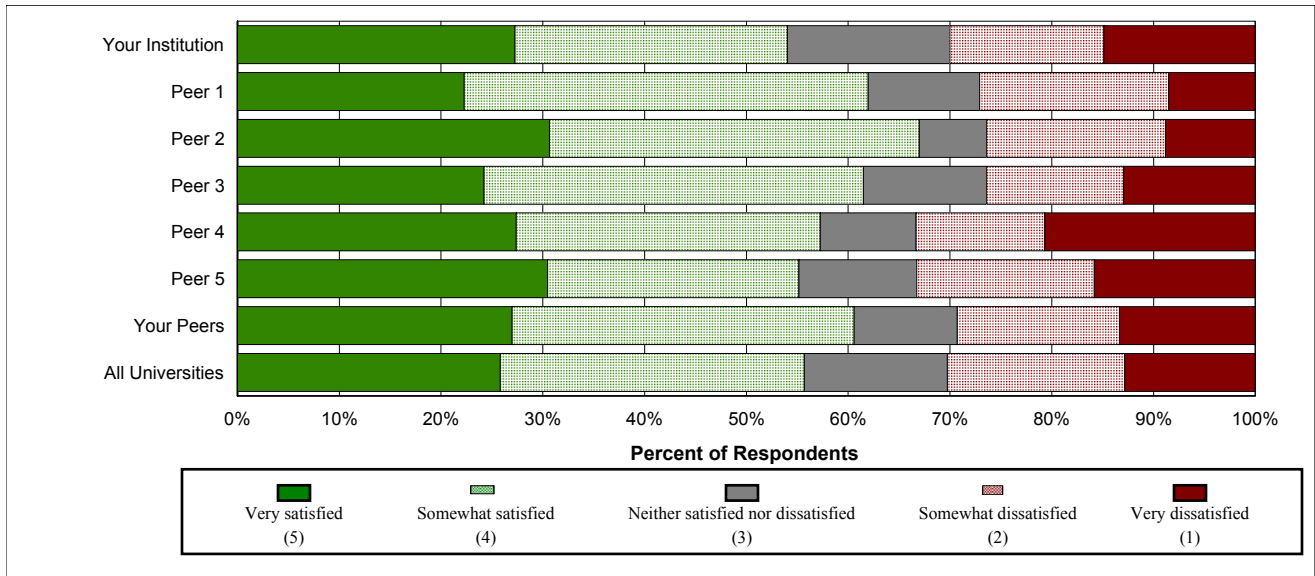
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 54th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.364	1.4256	0.1353	3.096 to 3.632
Faculty at Peer 1	3.487	1.2701	0.1915	3.100 to 3.873
... Peer 2	3.624	1.3016	0.1556	3.314 to 3.934
... Peer 3	3.464	1.3459	0.1339	3.198 to 3.730
... Peer 4	3.307	1.4752	0.2175	2.868 to 3.745
... Peer 5	3.365	1.4716	0.1798	3.006 to 3.724
Your Peers (n=5)	3.449	0.1092	0.0488	N/A
All Universities (n=54)	3.384	0.2651	0.0361	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on satisfaction with the intellectual vitality of the senior colleagues in their department.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on satisfaction with the intellectual vitality of the senior colleagues in their department.

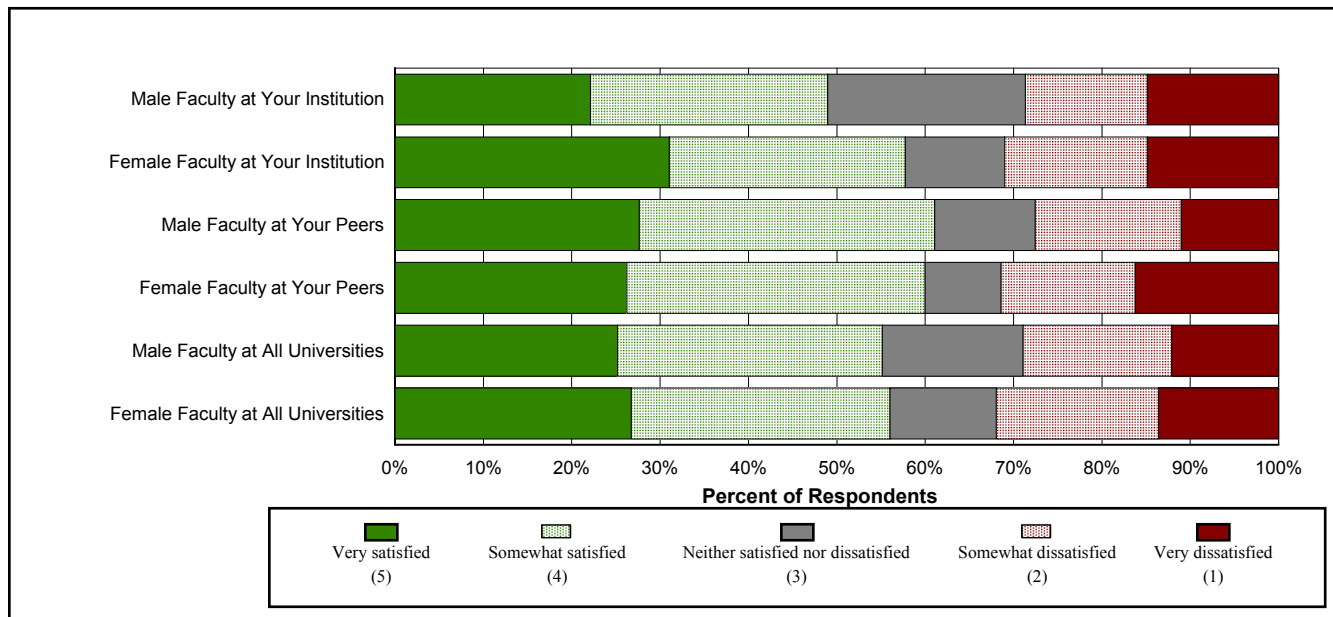
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 39th 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 69th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.276	1.3565	0.2022	2.868 to 3.683	3.429	1.4674	0.1806	3.069 to 3.790
Faculty at Peer 1	3.456	1.2332	0.2629	2.909 to 4.002	3.522	1.3056	0.2784	2.943 to 4.101
... Peer 2	3.685	1.3650	0.2186	3.243 to 4.128	3.548	1.2139	0.2180	3.103 to 3.994
... Peer 3	3.709	1.1585	0.1708	3.365 to 4.053	3.194	1.4518	0.1958	2.802 to 3.587
... Peer 4	3.389	1.3740	0.2597	2.857 to 3.922	3.185	1.6073	0.3788	2.386 to 3.984
... Peer 5	3.269	1.4551	0.2425	2.776 to 3.761	3.481	1.4783	0.2655	2.939 to 4.023
Your Peers (n =5)	3.502	0.1707	0.0763	N/A	3.386	0.1619	0.0724	N/A
All Universities (n=54)	3.393	0.3241	0.0441	N/A	3.372	0.2934	0.0399	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on satisfaction with the intellectual vitality of the senior colleagues in their department.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fourth on satisfaction with the intellectual vitality of the senior colleagues in their department.

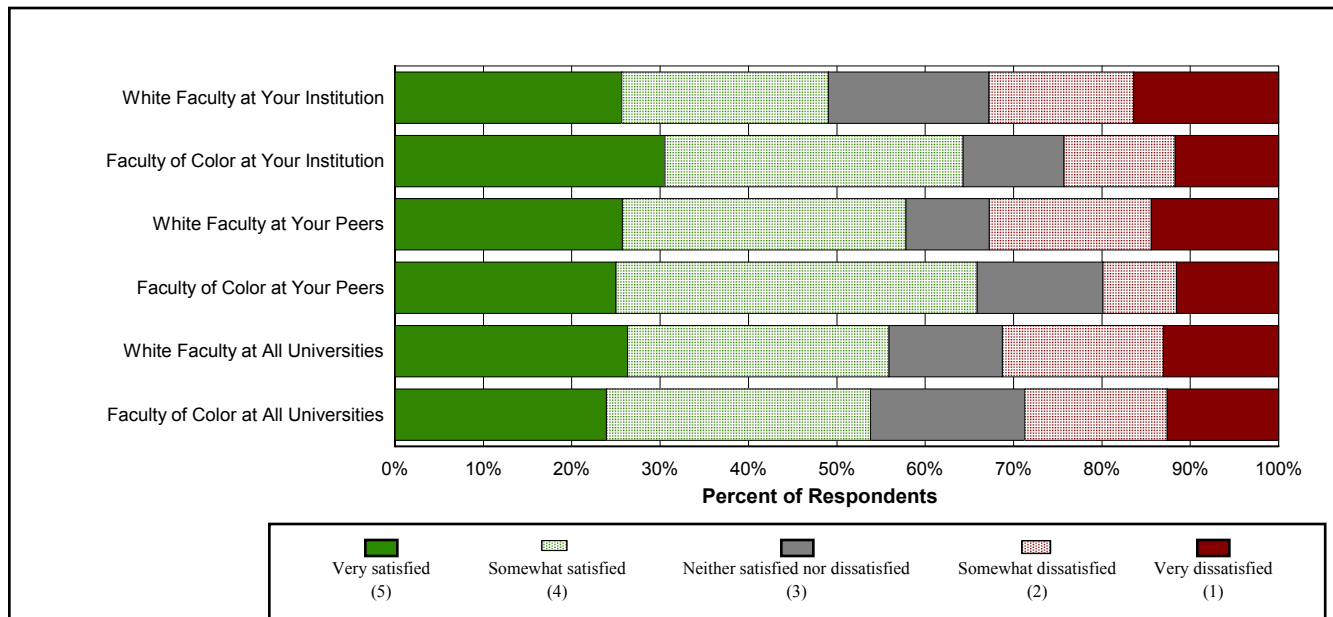
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 33rd 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 78th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the intellectual vitality of the senior colleagues in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.255	1.4241	0.1667	2.923 to 3.587	3.588	1.4086	0.2285	3.125 to 4.051
Faculty at Peer 1	3.502	1.2513	0.2030	3.091 to 3.914	3.394	1.3744	0.5611	1.952 to 4.837
... Peer 2	3.607	1.3243	0.1630	3.281 to 3.932	4.125	0.8292	0.4146	2.806 to 5.444
... Peer 3	3.524	1.3437	0.1416	3.242 to 3.805	3.030	1.3111	0.3953	2.149 to 3.911
... Peer 4	2.912	1.4696	0.3000	2.292 to 3.533	3.723	1.3461	0.2870	3.126 to 4.320
... Peer 5	3.276	1.5326	0.2086	2.857 to 3.694	3.698	1.1461	0.3179	3.006 to 4.391
Your Peers (n=5)	3.364	0.2512	0.1123	N/A	3.594	0.3654	0.1634	N/A
All Universities (n=54)	3.379	0.3134	0.0427	N/A	3.364	0.3974	0.0541	N/A



Question 43. Please indicate your level of agreement with the following statement: 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

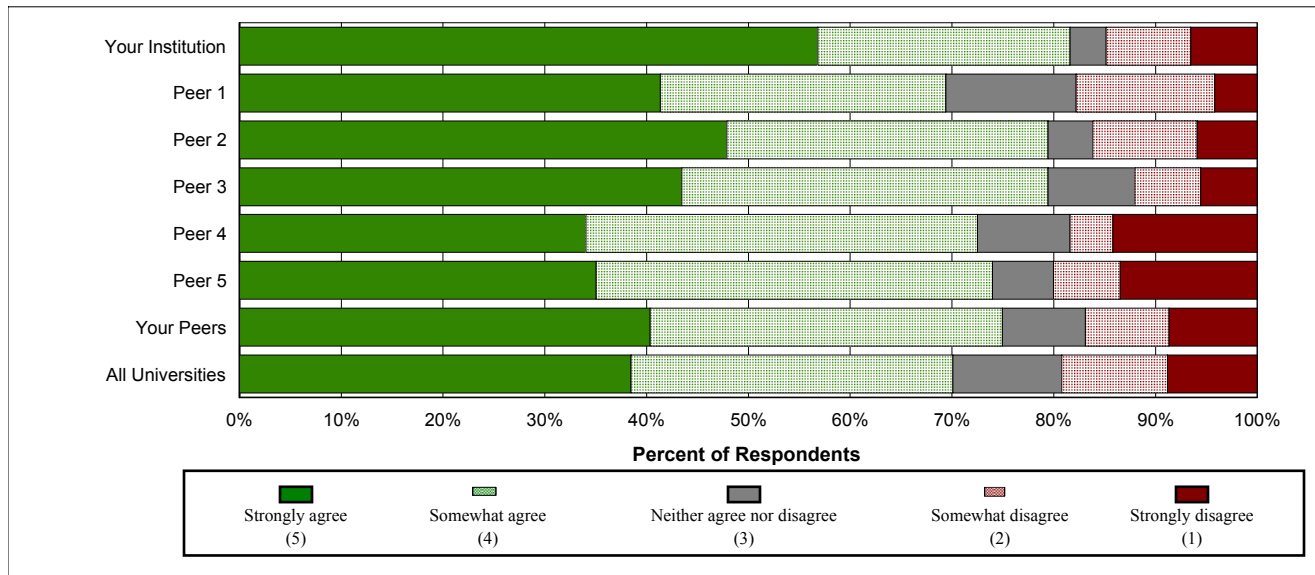
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked first 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 96th percentile on reporting that their department treats junior faculty fairly compared to one another.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.170	1.2545	0.1185	3.935 to 4.405
Faculty at Peer 1	3.888	1.2240	0.1867	3.511 to 4.265
... Peer 2	4.053	1.1939	0.1427	3.768 to 4.337
... Peer 3	4.053	1.1192	0.1131	3.829 to 4.277
... Peer 4	3.740	1.3315	0.1985	3.340 to 4.140
... Peer 5	3.755	1.3591	0.1686	3.418 to 4.092
Your Peers (n=5)	3.898	0.1368	0.0612	N/A
All Universities (n=54)	3.806	0.2249	0.0306	N/A



Question 43. Please indicate your level of agreement with the following statement: On the whole, my department treats junior faculty fairly compared to one another.

Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked second on reporting that their department treats junior faculty fairly compared to one another.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on reporting that their department treats junior faculty fairly compared to one another.

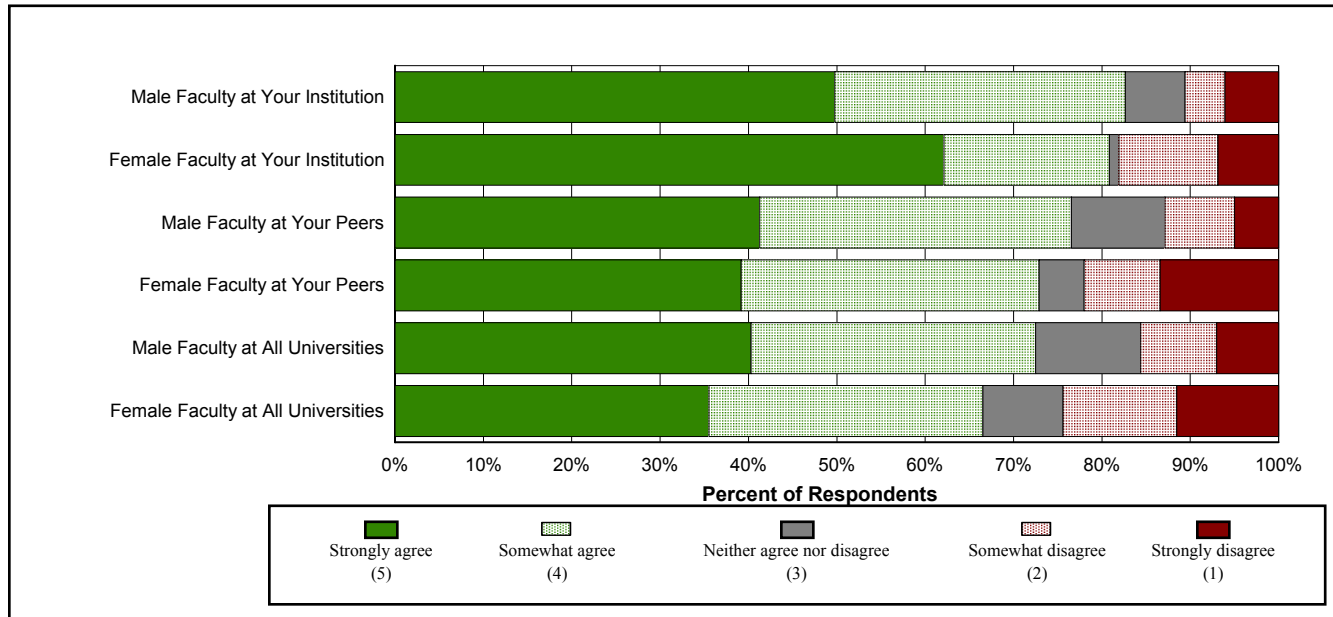
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 83rd 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 94th 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	4.158	1.1415	0.1683	3.819 to 4.496	4.180	1.3272	0.1634	3.853 to 4.506
Faculty at Peer 1	3.955	1.0215	0.2178	3.502 to 4.407	3.809	1.4013	0.3058	3.171 to 4.446
... Peer 2	3.965	1.2707	0.2035	3.553 to 4.377	4.161	1.0805	0.1941	3.765 to 4.558
... Peer 3	4.240	0.9162	0.1366	3.965 to 4.515	3.844	1.2479	0.1714	3.500 to 4.188
... Peer 4	4.042	0.9993	0.1923	3.646 to 4.437	3.313	1.6377	0.3860	2.499 to 4.127
... Peer 5	3.796	1.3266	0.2242	3.340 to 4.252	3.706	1.3940	0.2545	3.185 to 4.227
Your Peers (n =5)	3.999	0.1444	0.0646	N/A	3.767	0.2731	0.1221	N/A
All Universities (n=54)	3.901	0.2670	0.0363	N/A	3.661	0.2853	0.0388	N/A



Question 43. Please indicate your level of agreement with the following statement: 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:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on reporting that their department treats junior faculty fairly compared to one another.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked third on reporting that their department treats junior faculty fairly compared to one another.

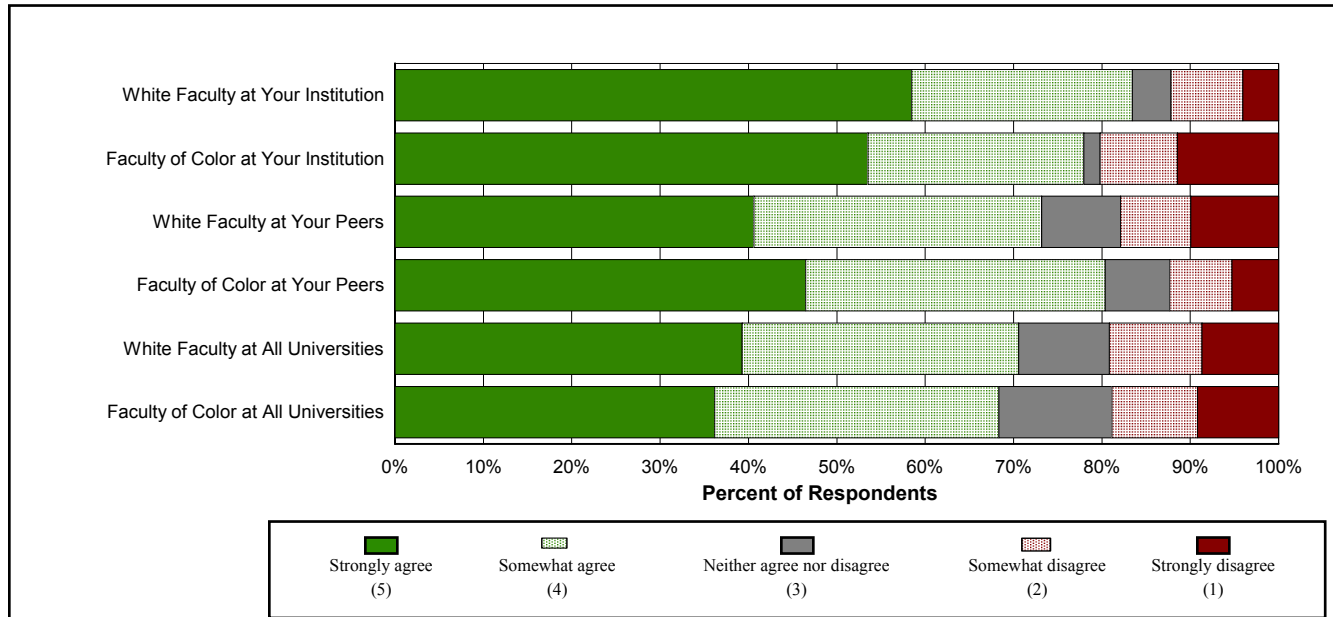
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 98th 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 83rd 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	4.257	1.1230	0.1314	3.995 to 4.519	3.998	1.4354	0.2299	3.532 to 4.463
Faculty at Peer 1	3.873	1.2338	0.2028	3.462 to 4.285	3.972	1.1547	0.4714	2.760 to 5.184
... Peer 2	4.029	1.2182	0.1499	3.729 to 4.328	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	4.055	1.1022	0.1175	3.821 to 4.288	4.040	1.2490	0.3950	3.146 to 4.933
... Peer 4	3.604	1.4368	0.2996	2.983 to 4.225	3.877	1.1862	0.2529	3.351 to 4.403
... Peer 5	3.737	1.4426	0.1982	3.339 to 4.135	3.826	0.8975	0.2591	3.255 to 4.396
Your Peers (n=5)	3.859	0.1716	0.0768	N/A	4.093	0.3368	0.1506	N/A
All Universities (n=54)	3.820	0.2548	0.0347	N/A	3.765	0.3149	0.0428	N/A



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Survey Results

Theme V: Global Satisfaction

BEST AND WORST ASPECTS

Question 44a. Check the two *best aspects* about working at your institution.

Question 44b. Check the two *worst aspects* about working at your 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 UNIVERSITIES (n = 54)		YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 54)
Overall	1. Geographic location	4	34	1. Cost of living	1	14
	2. Support of colleagues	4	37	2. Teaching load	3	22
	3. My sense of "fit" here	5	44	3. Compensation	4	41
	4. Quality of colleagues	3	41	4. Lack of support for research/creative work (e.g., leave)	5	34
Male	1. Geographic location	3	35	1. Cost of living	1	14
	2. Quality of colleagues	5	45	2. Compensation	4	41
	3. Diversity	1	4	3. Teaching load	3	19
	4. Support of colleagues	3	26	4. Quality of facilities	1	17
Female	1. Geographic location	5	36	4. Lack of support for research/creative work (e.g., leave)	5	30
	2. Support of colleagues	4	40	1. Teaching load	4	20
	3. My sense of "fit" here	5	42	2. Cost of living	1	14
	4. Quality of colleagues	4	36	3. Compensation	5	35
White Faculty	1. Support of colleagues	4	38	4. Lack of support for research/creative work (e.g., leave)	4	31
	2. My sense of "fit" here	4	46	1. Cost of living	1	14
	3. Geographic location	4	32	2. Compensation	4	41
	3. Quality of colleagues	5	44	3. Teaching load	4	23
Faculty of Color	1. Geographic location	2	29	4. Lack of support for research/creative work (e.g., leave)	4	34
	2. Diversity	1	4	1. Teaching load	2	17
	3. Support of colleagues	3	34	2. Cost of living	1	17
	4. My sense of "fit" here	4	32	3. Compensation	5	36
				4. Commute	0	4

* See Appendix A for percent of respondents choosing each aspect (overall, by gender, and by race).

Question 44a. Please check the two best aspects about working at your institution.

Question 44b. Please check the two worst aspects about working at your 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:

BEST ASPECTS

- Students' reasons for choosing higher education.
- Latino students
- My department chair is fantastic!!!!
- Quality teaching is valued.
- Balance between professional and personal life.
- Camaraderie among junior faculty.
- There are no other positive aspects.
- Technology infrastructure is good for a state institution.
- Working with 'minority' students.

WORST ASPECTS

- Too much bureaucracy.
- We are unionized.
- Mixed messages regarding evaluations.
- University politics
- Not having a graduate program, which would facilitate my research.
- Micromanagement by chair.
- Stress of too much to do with too few to do it.
- Lack of statistical services.
- A few colleagues who are evil.
- Compensation related to cost of living.
- High teaching load.
- Amount of control senior male faculty have in department.
- Quality of Senior Faculty at the University
- Quality AND support of colleagues, particularly senior faculty and Library Administrators.
- Inequity of assignments by chair.

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

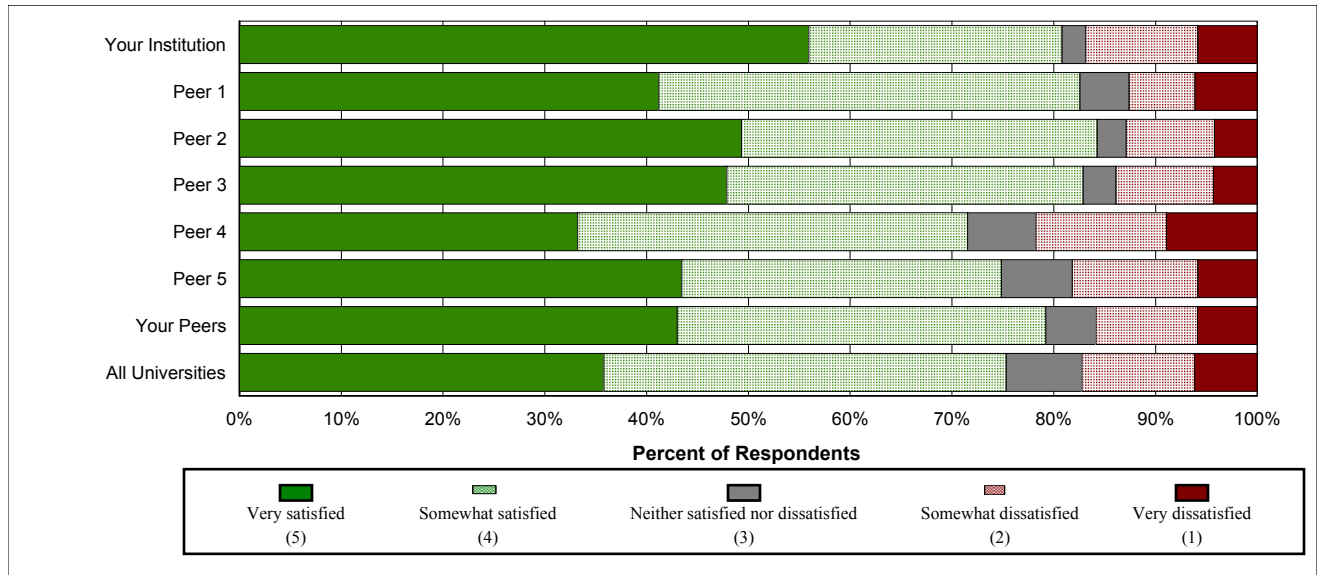
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked second on satisfaction with their departments as places to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 93rd percentile on satisfaction with their departments as places to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.141	1.2604	0.1191	3.905 to 4.377
Faculty at Peer 1	4.051	1.1578	0.1745	3.699 to 4.403
... Peer 2	4.165	1.0929	0.1288	3.908 to 4.422
... Peer 3	4.126	1.1071	0.1102	3.907 to 4.345
... Peer 4	3.741	1.2752	0.1860	3.366 to 4.115
... Peer 5	3.943	1.2324	0.1506	3.642 to 4.243
Your Peers (n=5)	4.005	0.1523	0.0681	N/A
All Universities (n=54)	3.877	0.1865	0.0254	N/A



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 departments as places to work.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked third on satisfaction with their departments as places to work.
- In relation to female junior faculty at your peers, your female junior faculty ranked second on satisfaction with their departments as places to work.

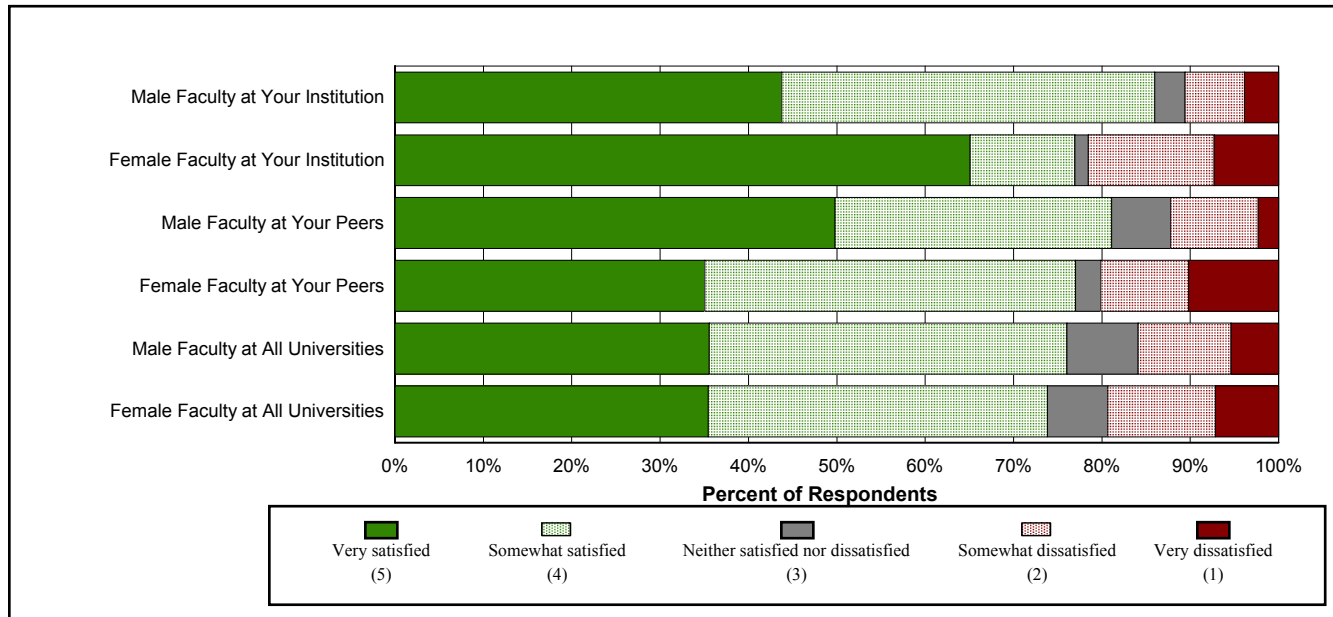
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 85th percentile on satisfaction with their departments as places to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th percentile on satisfaction with their departments as places to work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their departments as places to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.153	1.0552	0.1556	3.839 to 4.466	4.131	1.3851	0.1705	3.791 to 4.472
Faculty at Peer 1	4.363	0.8282	0.1766	3.996 to 4.730	3.696	1.3276	0.2830	3.107 to 4.284
... Peer 2	4.096	1.0440	0.1651	3.763 to 4.430	4.250	1.1456	0.2025	3.837 to 4.663
... Peer 3	4.389	0.9408	0.1387	4.110 to 4.669	3.836	1.1859	0.1599	3.516 to 4.157
... Peer 4	3.940	1.1628	0.2197	3.490 to 4.391	3.462	1.3905	0.3190	2.792 to 4.132
... Peer 5	4.027	1.2130	0.2022	3.617 to 4.438	3.843	1.2468	0.2239	3.385 to 4.300
Your Peers (n =5)	4.163	0.1810	0.0809	N/A	3.817	0.2566	0.1147	N/A
All Universities (n=54)	3.903	0.2498	0.0340	N/A	3.827	0.2477	0.0337	N/A



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 departments as places to work.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked first on satisfaction with their departments as places to work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on satisfaction with their departments as places to work.

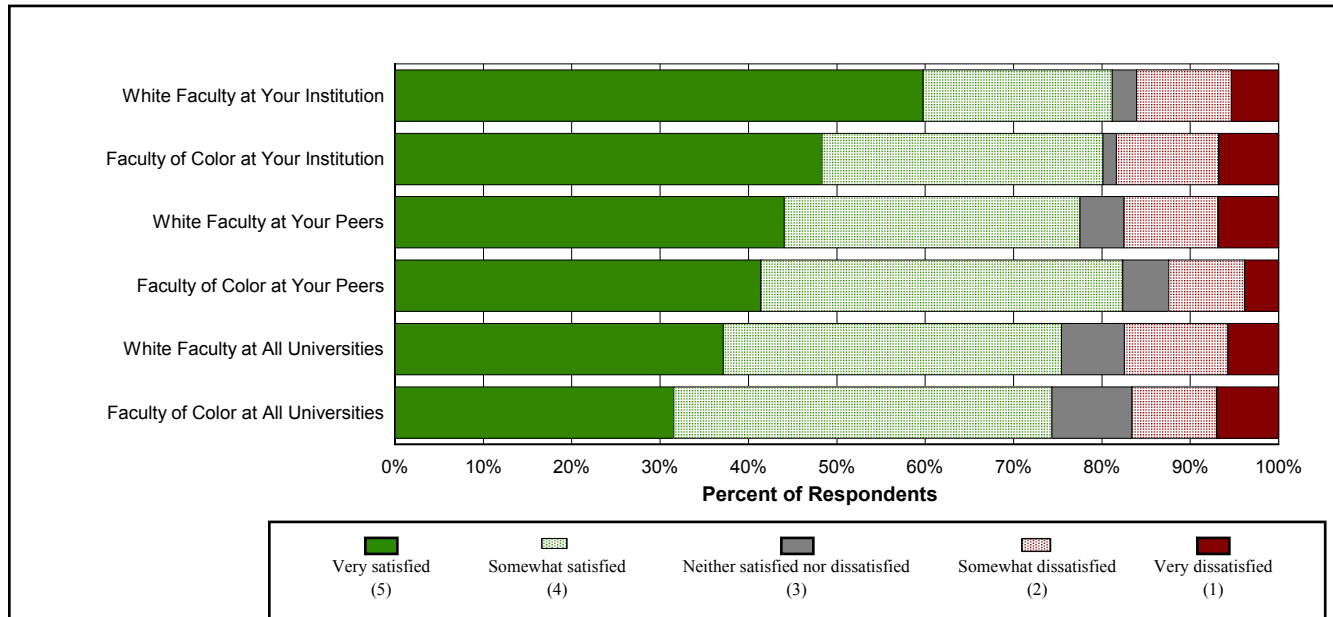
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 94th percentile on satisfaction with their departments as places to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 83rd percentile on satisfaction with their departments as places to work.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with their departments as places to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.195	1.2349	0.1445	3.907 to 4.483	4.033	1.2887	0.2064	3.615 to 4.451
Faculty at Peer 1	4.055	1.1807	0.1915	3.667 to 4.443	4.026	1.0000	0.4082	2.976 to 5.075
... Peer 2	4.146	1.1149	0.1352	3.876 to 4.416	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	4.191	1.0843	0.1143	3.964 to 4.419	3.652	1.2129	0.3657	2.838 to 4.467
... Peer 4	3.540	1.4136	0.2885	2.943 to 4.137	3.945	1.0632	0.2217	3.485 to 4.405
... Peer 5	3.929	1.2913	0.1741	3.579 to 4.278	4.000	0.9129	0.2635	3.420 to 4.580
Your Peers (n=5)	3.972	0.2341	0.1047	N/A	4.075	0.3631	0.1624	N/A
All Universities (n=54)	3.894	0.2106	0.0287	N/A	3.822	0.2812	0.0383	N/A



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

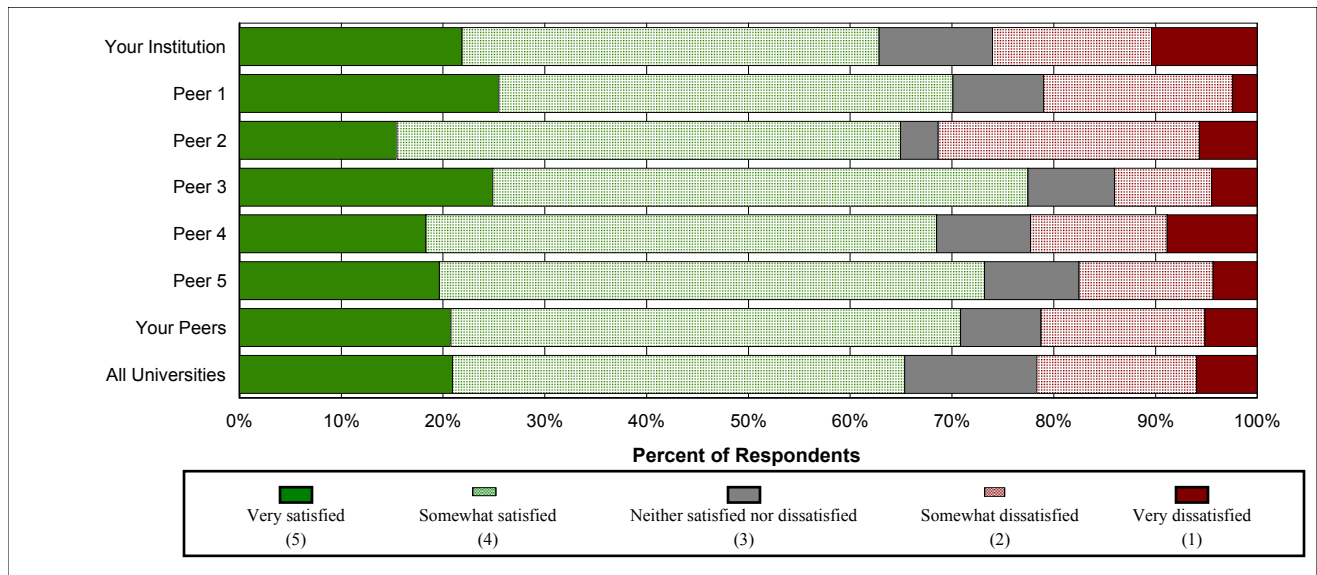
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fifth 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 24th percentile on satisfaction with their institution as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.483	1.2707	0.1206	3.244 to 3.722
Faculty at Peer 1	3.722	1.1104	0.1674	3.384 to 4.059
... Peer 2	3.434	1.1765	0.1386	3.157 to 3.710
... Peer 3	3.838	1.0639	0.1053	3.629 to 4.047
... Peer 4	3.557	1.1994	0.1750	3.205 to 3.909
... Peer 5	3.710	1.0653	0.1301	3.450 to 3.969
Your Peers (n=5)	3.652	0.1410	0.0631	N/A
All Universities (n=54)	3.587	0.2467	0.0336	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fourth on satisfaction with their institution as a place to work.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on satisfaction with their institution as a place to work.

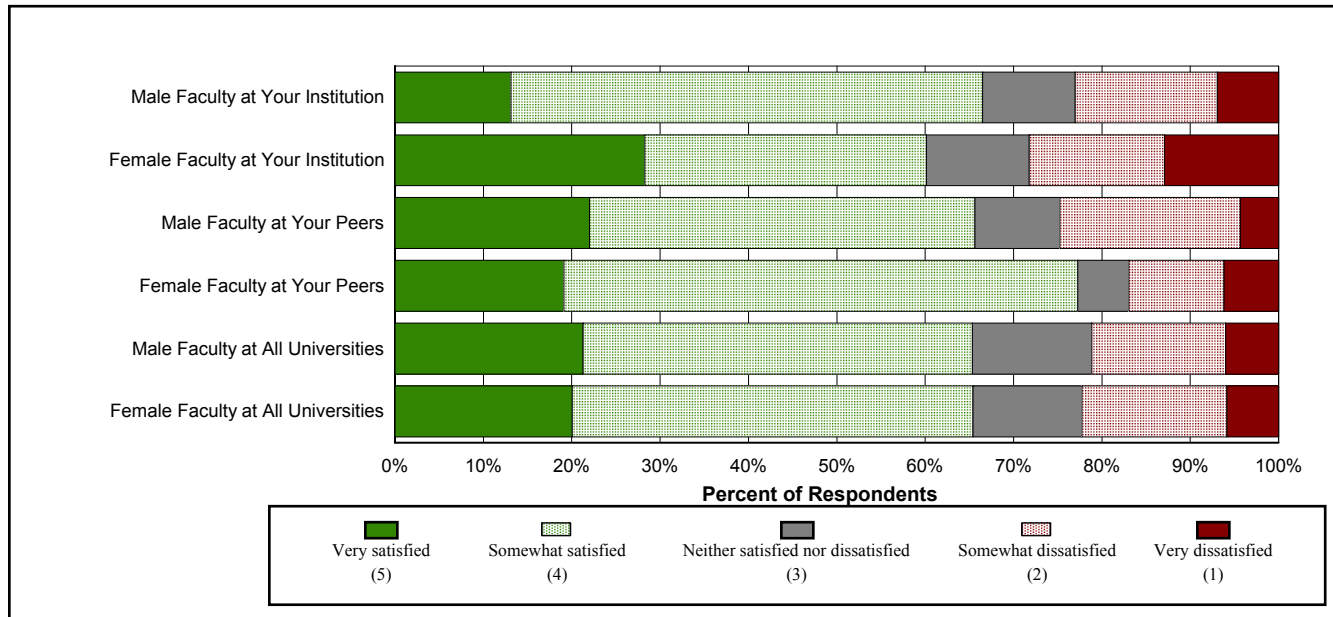
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 33rd 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 37th percentile on satisfaction with their institution as a place to work.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with their institution as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.497	1.1080	0.1652	3.164 to 3.830	3.473	1.3681	0.1684	3.136 to 3.809
Faculty at Peer 1	3.408	1.1931	0.2544	2.879 to 3.937	4.078	0.9000	0.1919	3.679 to 4.477
... Peer 2	3.380	1.1977	0.1894	2.997 to 3.763	3.500	1.1456	0.2025	3.087 to 3.913
... Peer 3	3.980	0.9563	0.1395	3.699 to 4.261	3.678	1.1290	0.1522	3.373 to 3.984
... Peer 4	3.508	1.2387	0.2341	3.027 to 3.988	3.626	1.1264	0.2584	3.083 to 4.169
... Peer 5	3.652	1.1094	0.1849	3.277 to 4.028	3.778	1.0067	0.1808	3.409 to 4.147
Your Peers (n =5)	3.586	0.2191	0.0980	N/A	3.732	0.1950	0.0872	N/A
All Universities (n=54)	3.595	0.2796	0.0380	N/A	3.573	0.2752	0.0374	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fourth on satisfaction with their institution as a place to work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on satisfaction with their institution as a place to work.

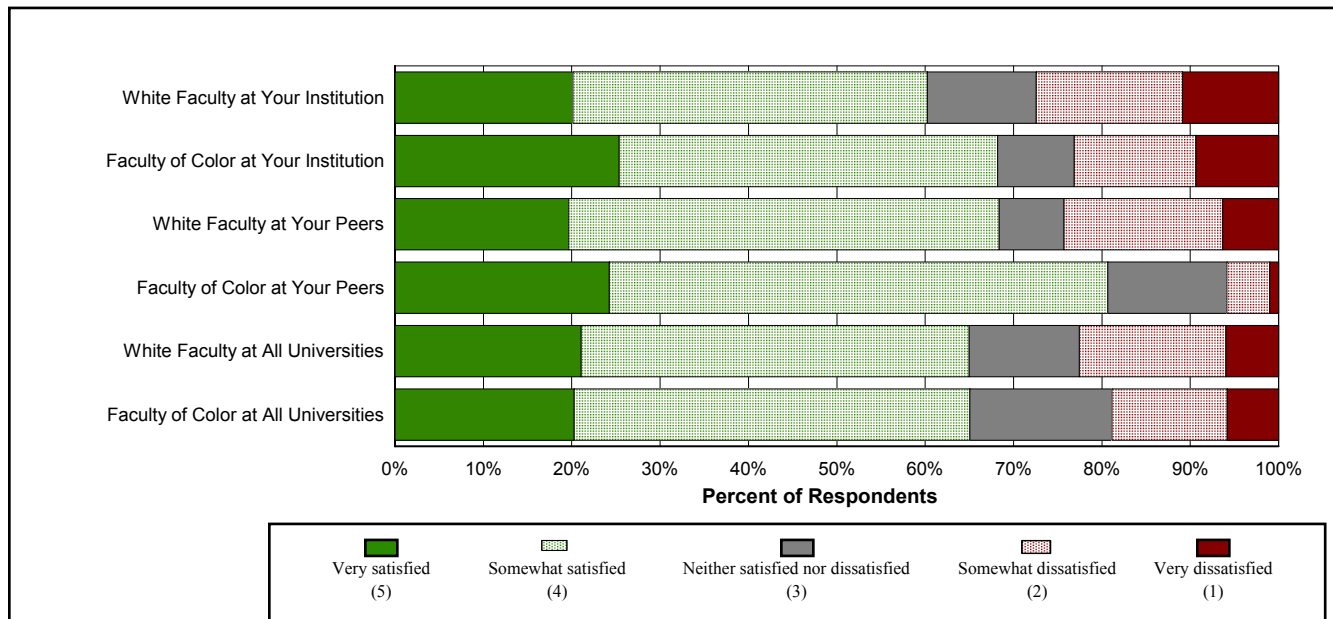
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 26th 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 52nd percentile on satisfaction with their institution as a place to work.

Across all universities:

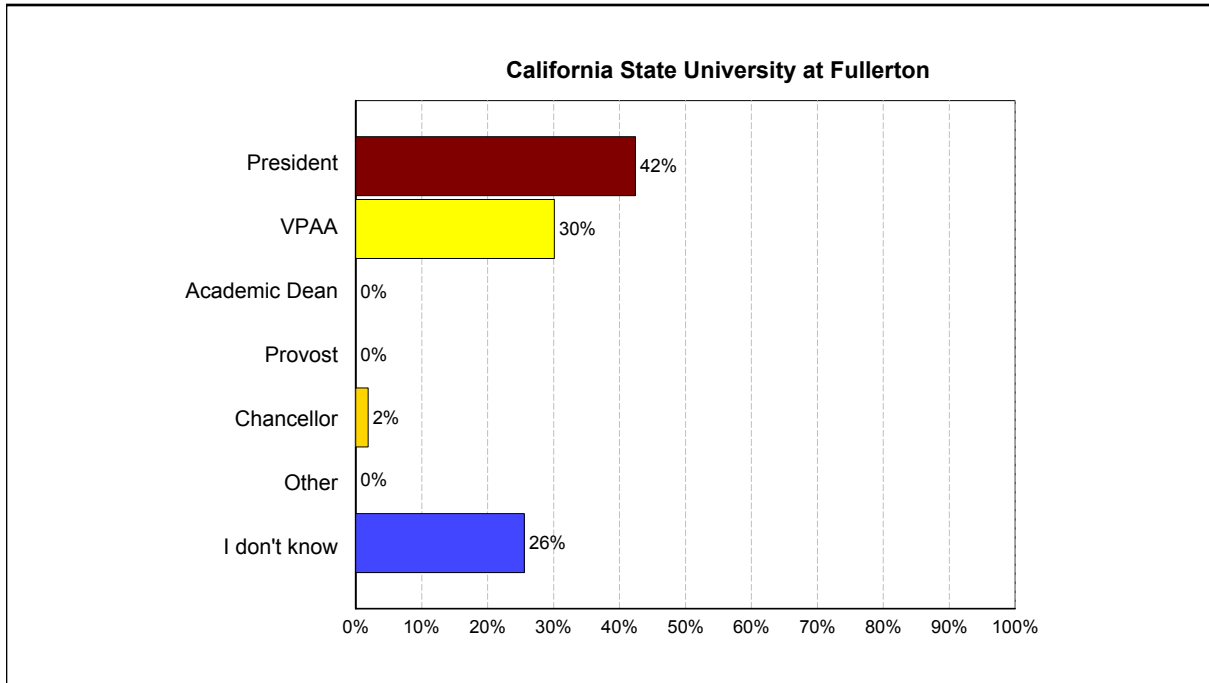
- Across all universities, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.421	1.2812	0.1500	3.122 to 3.720	3.611	1.2502	0.2028	3.200 to 4.021
Faculty at Peer 1	3.651	1.1028	0.1789	3.289 to 4.014	4.136	1.0672	0.4357	3.016 to 5.256
... Peer 2	3.411	1.1911	0.1444	3.122 to 3.699	4.125	0.8292	0.4146	2.806 to 5.444
... Peer 3	3.836	1.1184	0.1172	3.603 to 4.069	3.852	0.3857	0.1163	3.593 to 4.111
... Peer 4	3.335	1.2472	0.2546	2.809 to 3.862	3.782	1.1016	0.2297	3.305 to 4.258
... Peer 5	3.636	1.1340	0.1529	3.329 to 3.942	4.006	0.5774	0.1667	3.639 to 4.373
Your Peers (n=5)	3.574	0.1801	0.0806	N/A	3.980	0.1427	0.0638	N/A
All Universities (n=54)	3.575	0.2670	0.0363	N/A	3.606	0.3164	0.0431	N/A



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.*

OVERALL RESULTS



No peer data on this dimension is included in your report.

Question 46b. Please indicate your level of agreement with the following statement: 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

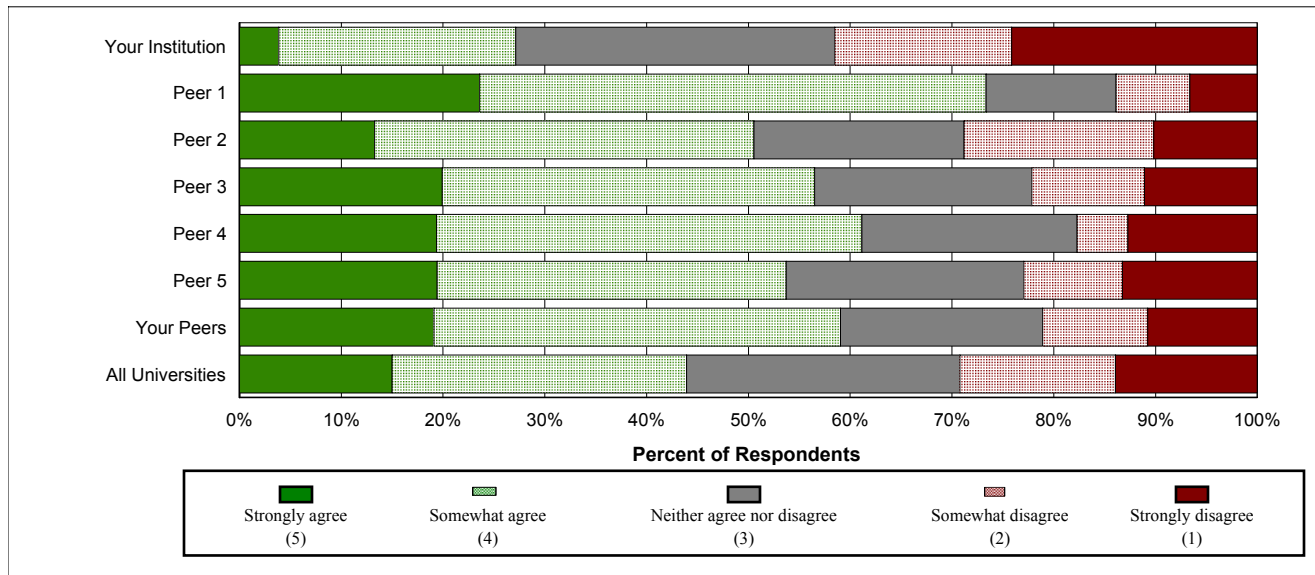
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth 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 9th 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	2.653	1.2038	0.1439	2.366 to 2.940
Faculty at Peer 1	3.764	1.0858	0.1982	3.359 to 4.170
... Peer 2	3.249	1.1920	0.1539	2.941 to 3.556
... Peer 3	3.432	1.2574	0.1442	3.145 to 3.719
... Peer 4	3.501	1.2247	0.1936	3.109 to 3.893
... Peer 5	3.369	1.2718	0.1799	3.008 to 3.731
Your Peers (n=5)	3.463	0.1721	0.0770	N/A
All Universities (n=54)	3.158	0.3215	0.0438	N/A



Question 46b. Please indicate your level of agreement with the following statement: 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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- In relation to female junior faculty at your peers, your female junior faculty ranked sixth on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

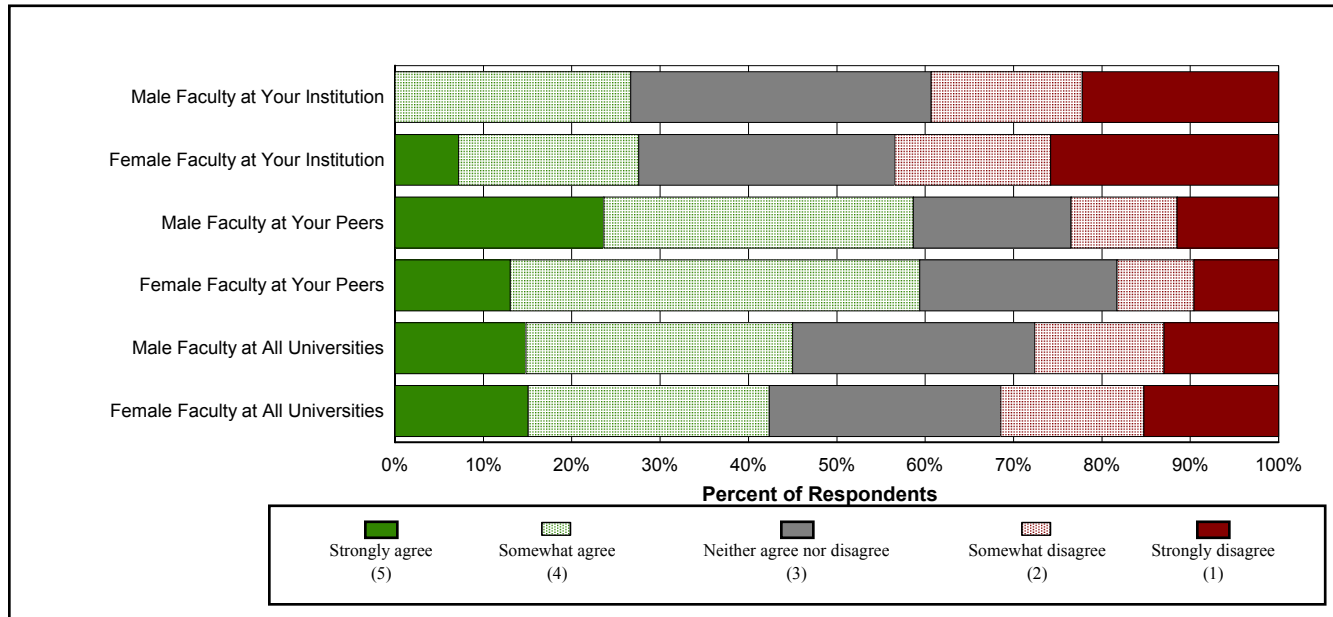
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 4th 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 13th 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	2.651	1.1184	0.2009	2.241 to 3.061	2.655	1.2676	0.2030	2.244 to 3.066
Faculty at Peer 1	3.691	1.2640	0.3506	2.927 to 4.455	3.830	0.9226	0.2238	3.356 to 4.304
... Peer 2	3.255	1.2500	0.2113	2.825 to 3.684	3.240	1.1056	0.2211	2.784 to 3.696
... Peer 3	3.596	1.1705	0.1874	3.217 to 3.976	3.205	1.3119	0.2157	2.768 to 3.643
... Peer 4	3.547	1.2368	0.2474	3.037 to 4.058	3.426	1.2037	0.3108	2.760 to 4.093
... Peer 5	3.275	1.4303	0.2569	2.751 to 3.800	3.527	0.9386	0.2153	3.075 to 3.980
Your Peers (n =5)	3.473	0.1760	0.0787	N/A	3.446	0.2257	0.1009	N/A
All Universities (n=54)	3.192	0.3218	0.0438	N/A	3.107	0.4060	0.0552	N/A



Question 46b. Please indicate your level of agreement with the following statement: 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:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked sixth on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

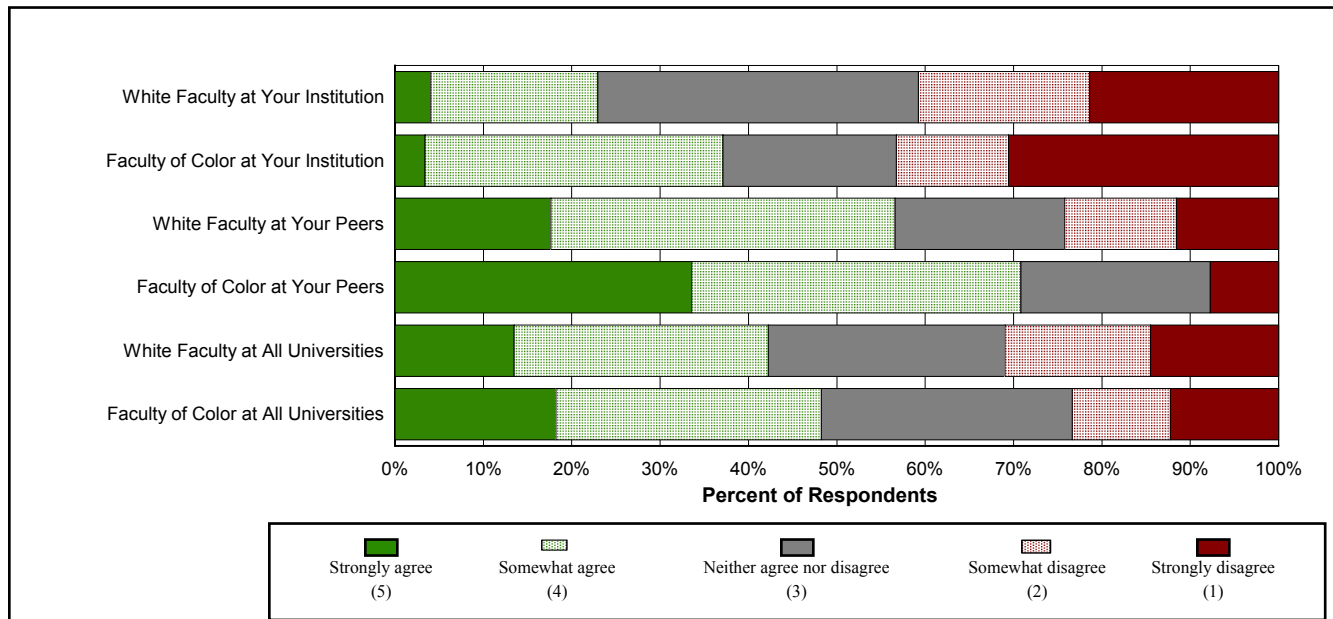
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 13th 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 7th 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.

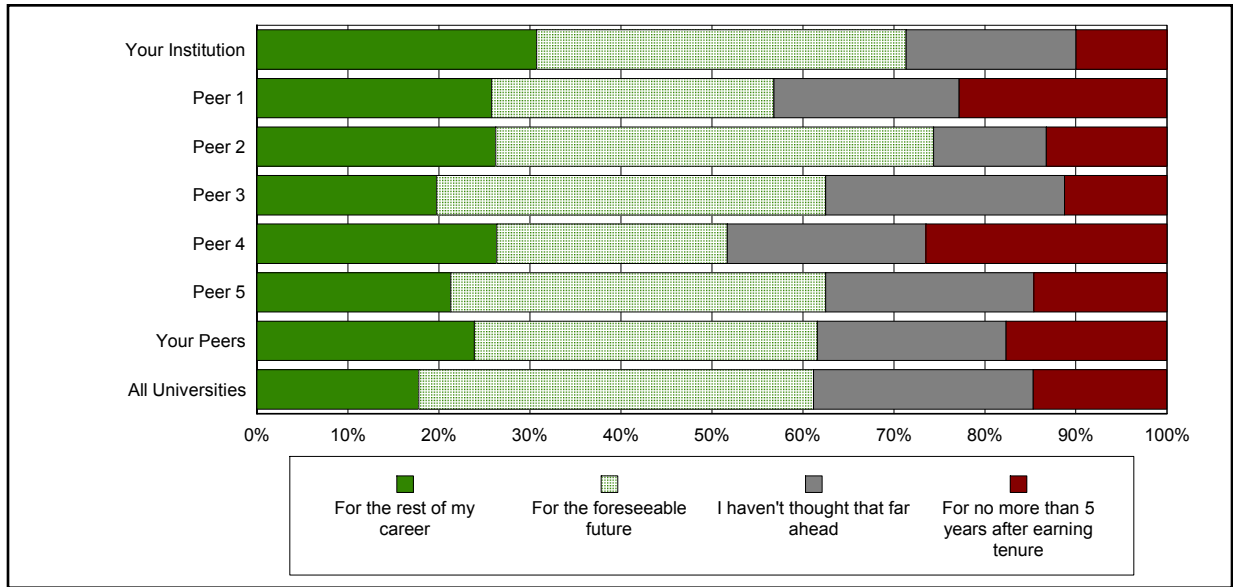
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.648	1.1351	0.1656	2.315 to 2.981	2.667	1.3330	0.2780	2.090 to 3.243
Faculty at Peer 1	3.790	1.0007	0.1963	3.386 to 4.194	3.606	1.5000	0.7500	1.219 to 5.993
... Peer 2	3.224	1.1897	0.1562	2.911 to 3.537	4.500	1.0000	0.7071	-4.485 to 13.485
... Peer 3	3.356	1.2974	0.1585	3.039 to 3.672	3.922	0.7370	0.2457	3.355 to 4.488
... Peer 4	3.295	1.2689	0.2837	2.701 to 3.889	3.704	1.1446	0.2559	3.168 to 4.239
... Peer 5	3.256	1.3150	0.2106	2.830 to 3.682	3.714	1.0757	0.3243	2.992 to 4.437
Your Peers (n=5)	3.384	0.2076	0.0928	N/A	3.889	0.3223	0.1442	N/A
All Universities (n=54)	3.102	0.3190	0.0434	N/A	3.308	0.4495	0.0612	N/A



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); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

OVERALL RESULTS

	RC	FF	DK	5Y
Your Institution	31%	41%	19%	10%
Faculty at Peer 1	26%	31%	20%	23%
... Peer 2	26%	48%	12%	13%
... Peer 3	20%	43%	26%	11%
... Peer 4	26%	25%	22%	26%
... Peer 5	21%	41%	23%	15%
Your Peers (n=5)	24%	38%	21%	18%
All Universities (n=54)	18%	43%	24%	15%

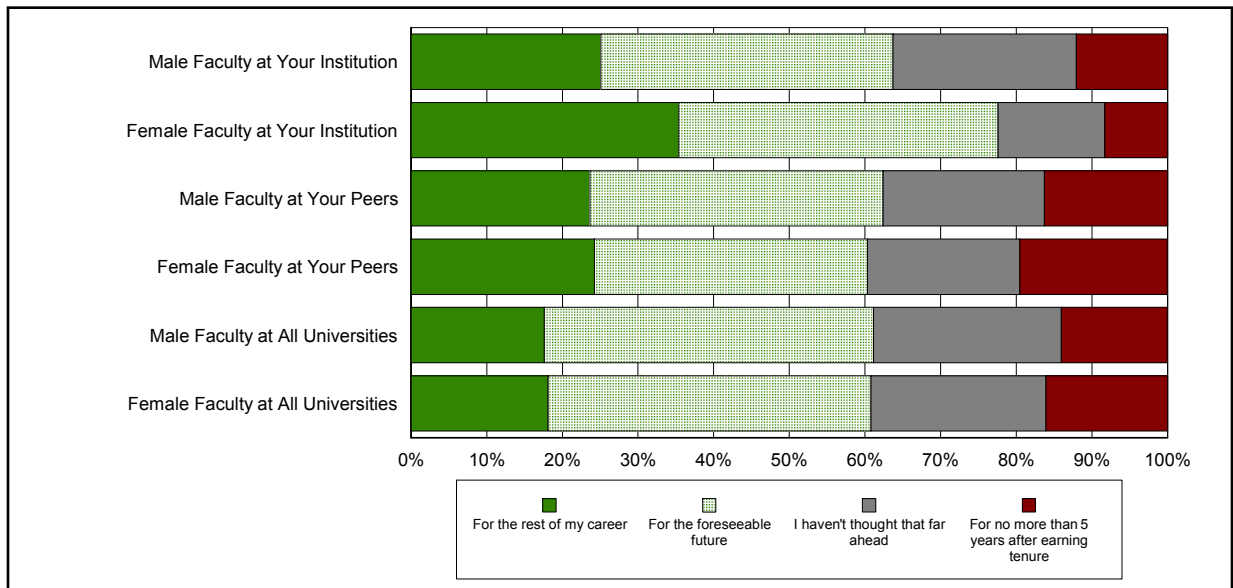


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

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); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

GENDER RESULTS

	Males				Females			
	RC	FF	DK	5Y	RC	FF	DK	5Y
Your Institution	25%	39%	24%	12%	35%	42%	14%	8%
Faculty at Peer 1	29%	19%	24%	29%	23%	45%	16%	16%
... Peer 2	28%	56%	9%	7%	24%	38%	17%	21%
... Peer 3	16%	47%	31%	7%	25%	37%	21%	17%
... Peer 4	28%	27%	27%	18%	24%	24%	16%	37%
... Peer 5	18%	45%	17%	21%	25%	37%	30%	7%
Your Peers (n=5)	24%	39%	21%	16%	24%	36%	20%	20%
All Universities (n=54)	18%	44%	25%	14%	18%	43%	23%	16%

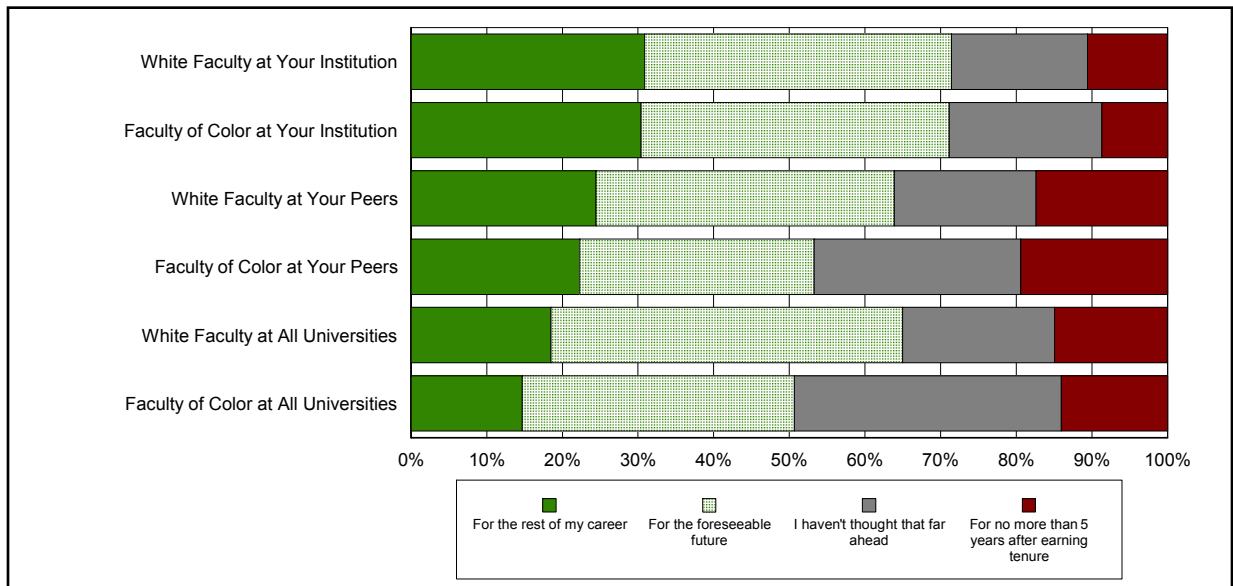


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

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); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

RACE RESULTS

	White Faculty				Faculty of Color			
	RC	FF	DK	5Y	RC	FF	DK	5Y
Your Institution	31%	41%	18%	11%	30%	41%	20%	9%
Faculty at Peer 1	25%	35%	20%	20%	30%	11%	22%	36%
... Peer 2	26%	49%	13%	13%	38%	38%	0%	25%
... Peer 3	21%	45%	21%	13%	15%	26%	59%	0%
... Peer 4	24%	33%	19%	24%	29%	17%	25%	29%
... Peer 5	27%	35%	21%	17%	0%	63%	31%	7%
Your Peers (n=5)	24%	39%	19%	17%	22%	31%	27%	19%
All Universities (n=54)	18%	46%	20%	15%	15%	36%	35%	14%



Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

Question 48. Please indicate your level of agreement with the following statement: 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

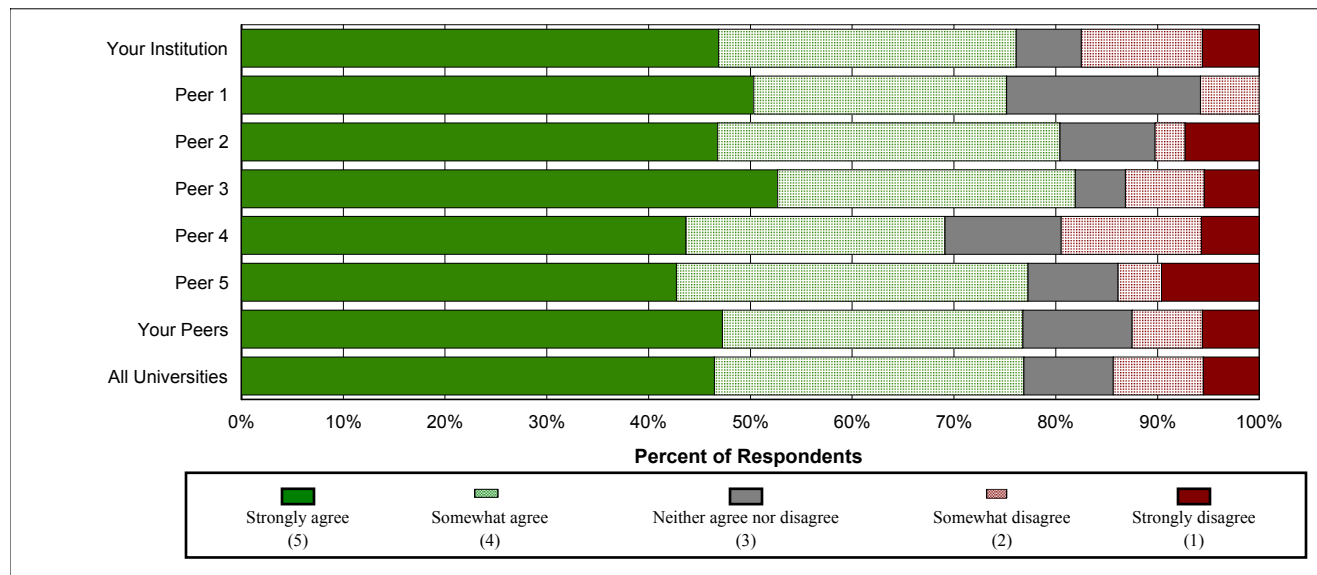
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth 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 43rd percentile on reporting that if they had to do it over again, they would accept their current position.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.999	1.2246	0.1178	3.766 to 4.233
Faculty at Peer 1	4.197	0.9108	0.1389	3.917 to 4.478
... Peer 2	4.097	1.1514	0.1386	3.820 to 4.374
... Peer 3	4.160	1.1666	0.1161	3.930 to 4.390
... Peer 4	3.876	1.2959	0.1954	3.482 to 4.270
... Peer 5	3.965	1.2676	0.1526	3.661 to 4.270
Your Peers (n=5)	4.059	0.1208	0.0540	N/A
All Universities (n=54)	4.035	0.2022	0.0275	N/A



Question 48. Please indicate your level of agreement with the following statement: 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:

- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on reporting that if they had to do it over again, they would accept their current position.
- In relation to female junior faculty at your peers, your female junior faculty ranked first on reporting that if they had to do it over again, they would accept their current position.

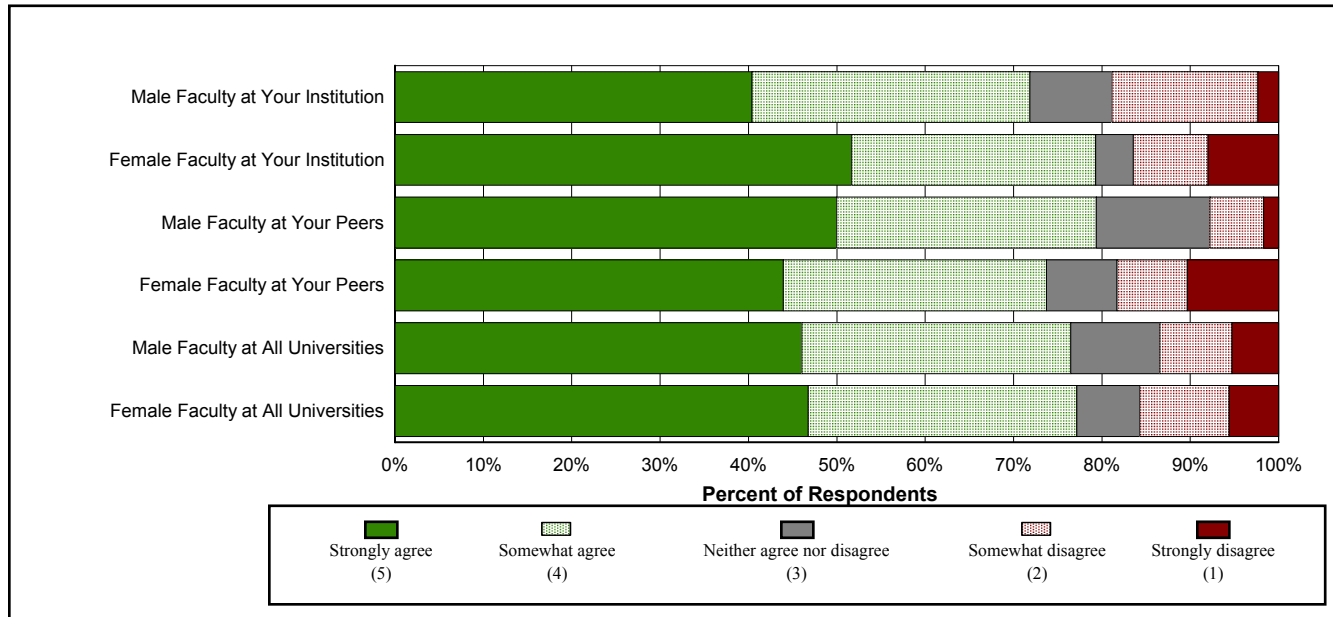
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 26th 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 52nd percentile on reporting that if they had to do it over again, they would accept their current position.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.910	1.1560	0.1743	3.559 to 4.262	4.065	1.2685	0.1586	3.749 to 4.382
Faculty at Peer 1	4.363	0.8814	0.1879	3.972 to 4.754	4.000	0.9209	0.2010	3.581 to 4.419
... Peer 2	4.123	0.9676	0.1570	3.805 to 4.441	4.065	1.3425	0.2411	3.572 to 4.557
... Peer 3	4.312	0.9972	0.1470	4.016 to 4.609	3.996	1.2787	0.1724	3.650 to 4.342
... Peer 4	4.067	1.1923	0.2338	3.585 to 4.548	3.619	1.4142	0.3333	2.915 to 4.322
... Peer 5	4.128	0.9908	0.1629	3.797 to 4.458	3.772	1.5000	0.2652	3.231 to 4.313
Your Peers (n =5)	4.199	0.1167	0.0522	N/A	3.890	0.1681	0.0752	N/A
All Universities (n=54)	4.038	0.2251	0.0306	N/A	4.026	0.2583	0.0351	N/A



Question 48. Please indicate your level of agreement with the following statement: 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:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reporting that if they had to do it over again, they would accept their current position.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on reporting that if they had to do it over again, they would accept their current position.

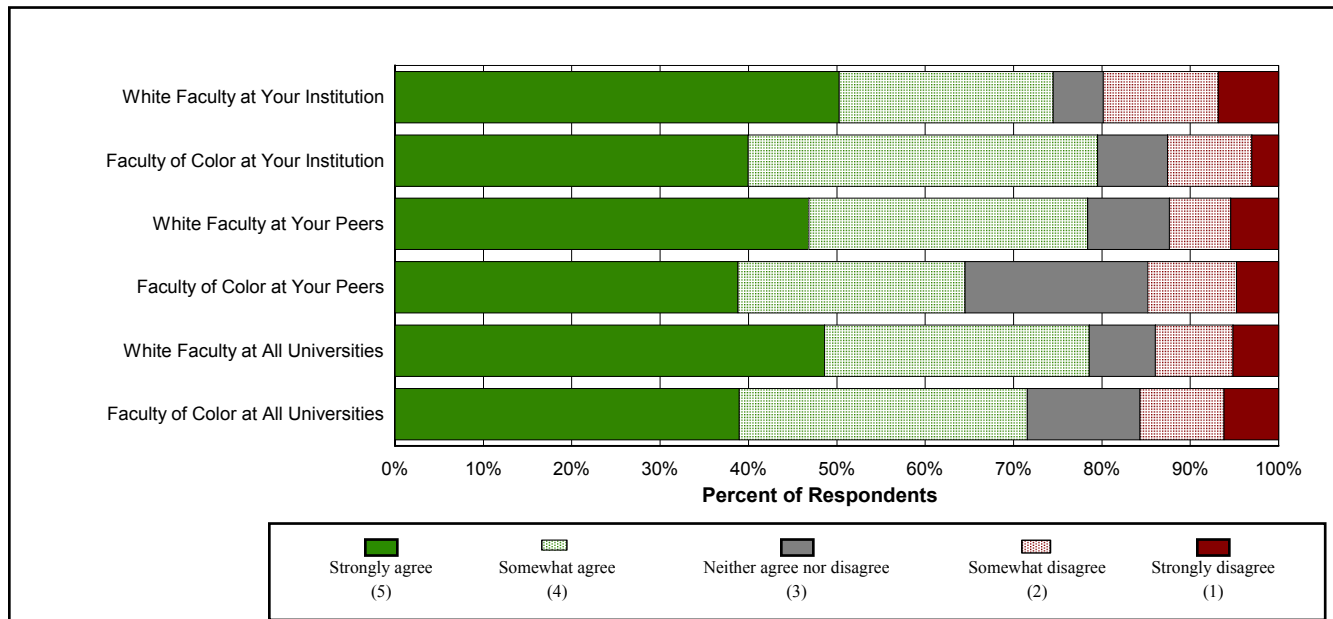
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th 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 67th percentile on reporting that if they had to do it over again, they would accept their current position.

Across all universities:

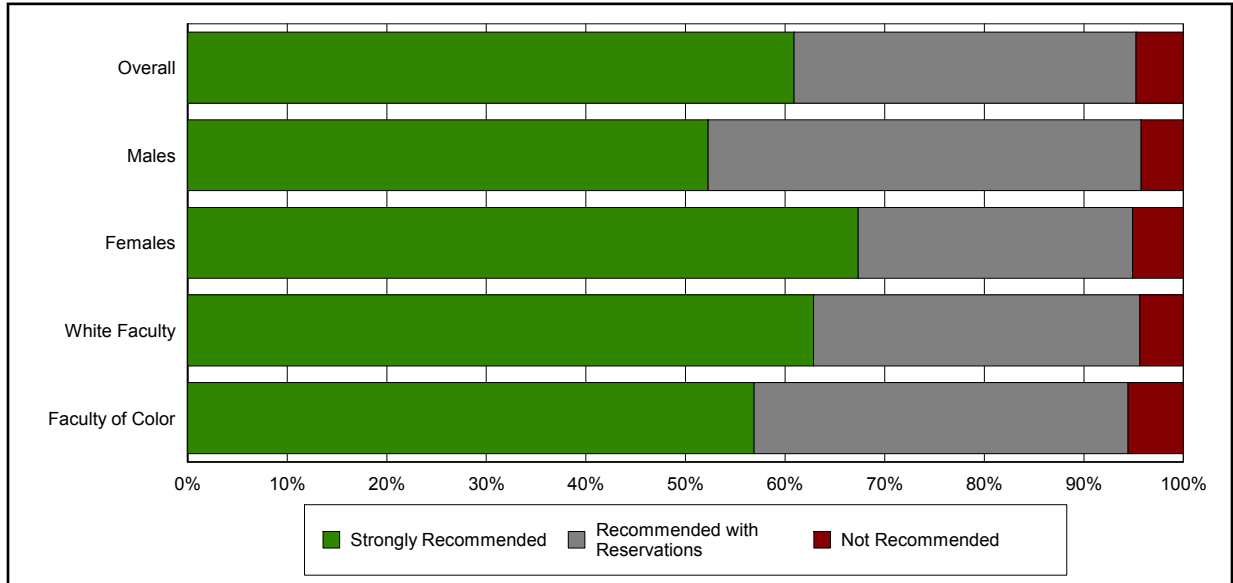
- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that if they had to do it over again, they would accept their current position.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.980	1.3054	0.1549	3.671 to 4.289	4.039	1.0523	0.1730	3.688 to 4.389
Faculty at Peer 1	4.301	0.8339	0.1371	4.023 to 4.579	3.602	1.2134	0.4953	2.329 to 4.876
... Peer 2	4.091	1.1642	0.1433	3.805 to 4.377	4.286	0.8165	0.4714	2.257 to 6.314
... Peer 3	4.247	1.1368	0.1192	4.010 to 4.484	3.379	1.2806	0.4050	2.462 to 4.295
... Peer 4	3.747	1.1990	0.2447	3.241 to 4.253	4.027	1.3955	0.3120	3.374 to 4.680
... Peer 5	3.984	1.3023	0.1740	3.635 to 4.333	3.894	1.0987	0.3047	3.230 to 4.558
Your Peers (n=5)	4.074	0.1983	0.0887	N/A	3.837	0.3181	0.1422	N/A
All Universities (n=54)	4.080	0.2156	0.0293	N/A	3.887	0.2697	0.0367	N/A



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.*

- 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

	Strongly recommended	Recommended w/reservations	Not recommended
Humanities	49%	51%	0%
Social Sciences	74%	19%	7%
Physical Sciences	*	*	*
Biological Sciences	65%	35%	0%
Visual & Performing Arts	72%	28%	0%
Engineering/Comp Sci/Math/Stats	41%	59%	0%
Health & Human Ecology	73%	27%	0%
Agri/Nat Resources/Env Sciences	-	-	-
Business	50%	50%	0%
Education	45%	39%	16%
Medical/Health Professions	*	*	*
Other Professions	49%	20%	32%

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

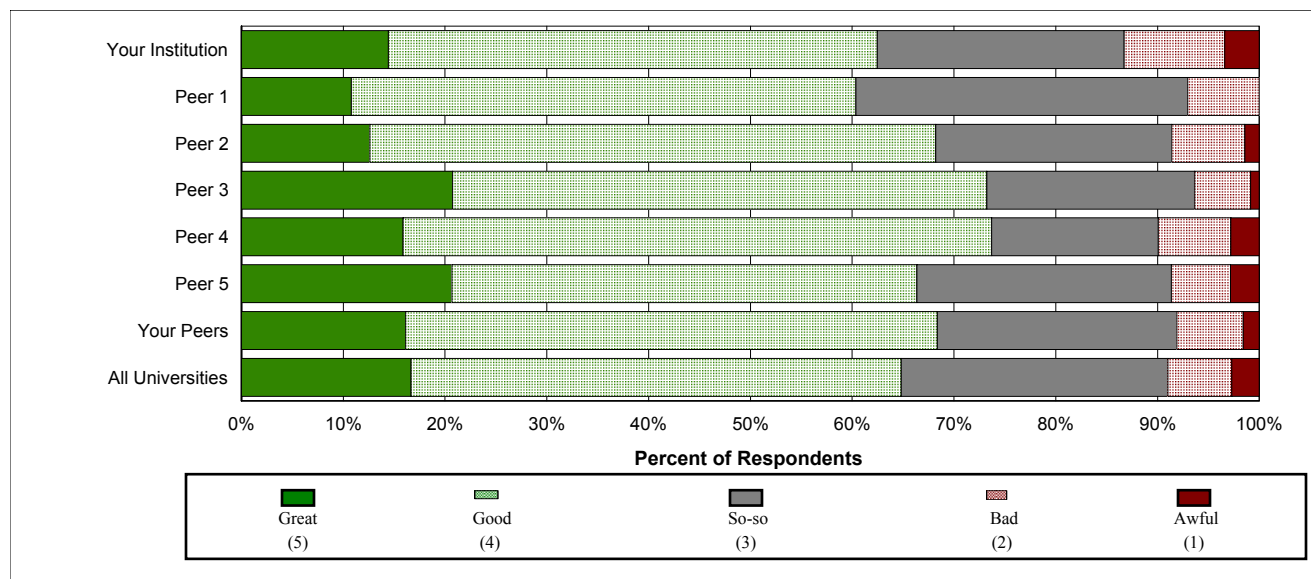
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked sixth 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 26th percentile on rating their institution as a place for junior faculty to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.602	0.9529	0.0913	3.421 to 3.783
Faculty at Peer 1	3.641	0.7692	0.1173	3.405 to 3.878
... Peer 2	3.708	0.8254	0.0980	3.513 to 3.904
... Peer 3	3.867	0.8325	0.0833	3.702 to 4.033
... Peer 4	3.768	0.9697	0.1445	3.477 to 4.060
... Peer 5	3.756	0.9452	0.1146	3.527 to 3.985
Your Peers (n=5)	3.748	0.0744	0.0333	N/A
All Universities (n=54)	3.698	0.2111	0.0287	N/A



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:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on rating their institution as a place for junior faculty to work.
- In relation to female junior faculty at your peers, your female junior faculty ranked fifth on rating their institution as a place for junior faculty to work.

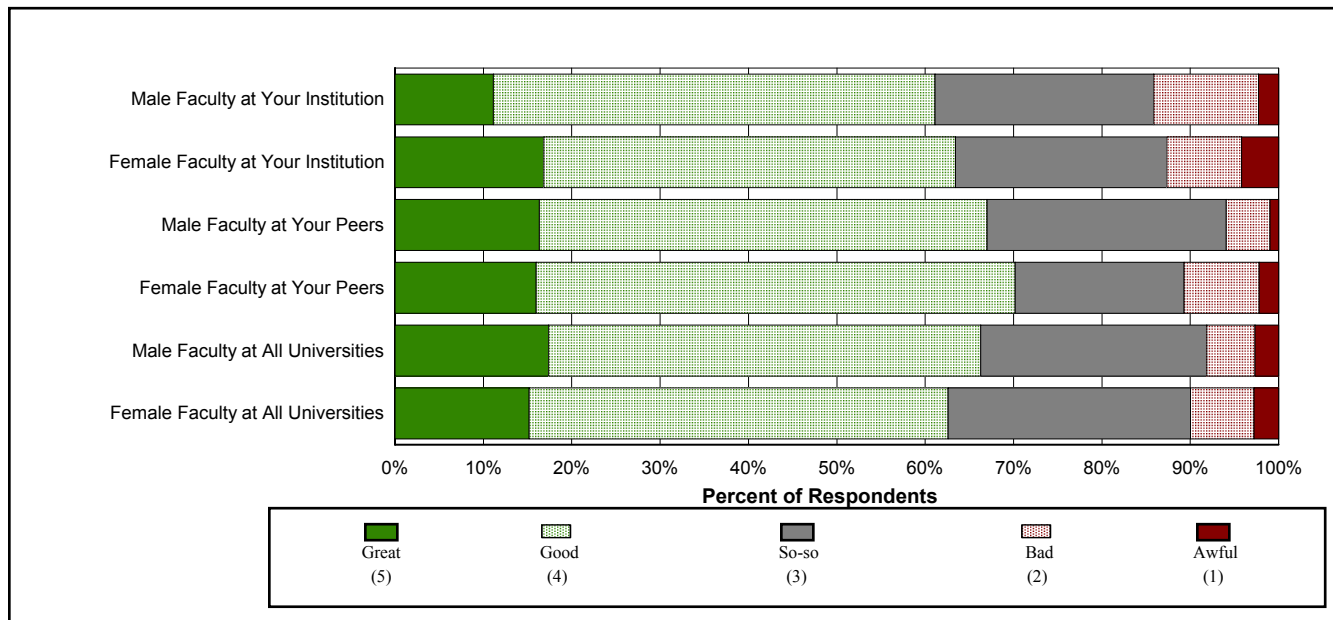
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 20th 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 41st percentile on rating their institution as a place for junior faculty to work.

Across all universities:

- Across all universities, male junior faculty rated their institution as a place for junior faculty to work more highly than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.559	0.9145	0.1379	3.281 to 3.837	3.634	0.9779	0.1213	3.392 to 3.876
Faculty at Peer 1	3.500	0.7230	0.1541	3.179 to 3.820	3.810	0.7737	0.1688	3.458 to 4.162
... Peer 2	3.804	0.7803	0.1249	3.551 to 4.057	3.594	0.8609	0.1522	3.283 to 3.904
... Peer 3	3.981	0.7146	0.1065	3.766 to 4.196	3.745	0.9084	0.1225	3.500 to 3.991
... Peer 4	3.755	0.9911	0.1944	3.355 to 4.156	3.786	0.9326	0.2140	3.336 to 4.235
... Peer 5	3.779	0.8854	0.1476	3.480 to 4.079	3.729	1.0073	0.1781	3.366 to 4.092
Your Peers (n =5)	3.764	0.1542	0.0690	N/A	3.733	0.0751	0.0336	N/A
All Universities (n=54)	3.728	0.2367	0.0322	N/A	3.650	0.2289	0.0311	N/A



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:

- In relation to white junior faculty at your peers, your white junior faculty ranked sixth on rating their institution as a place for junior faculty to work.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked fifth on rating their institution as a place for junior faculty to work.

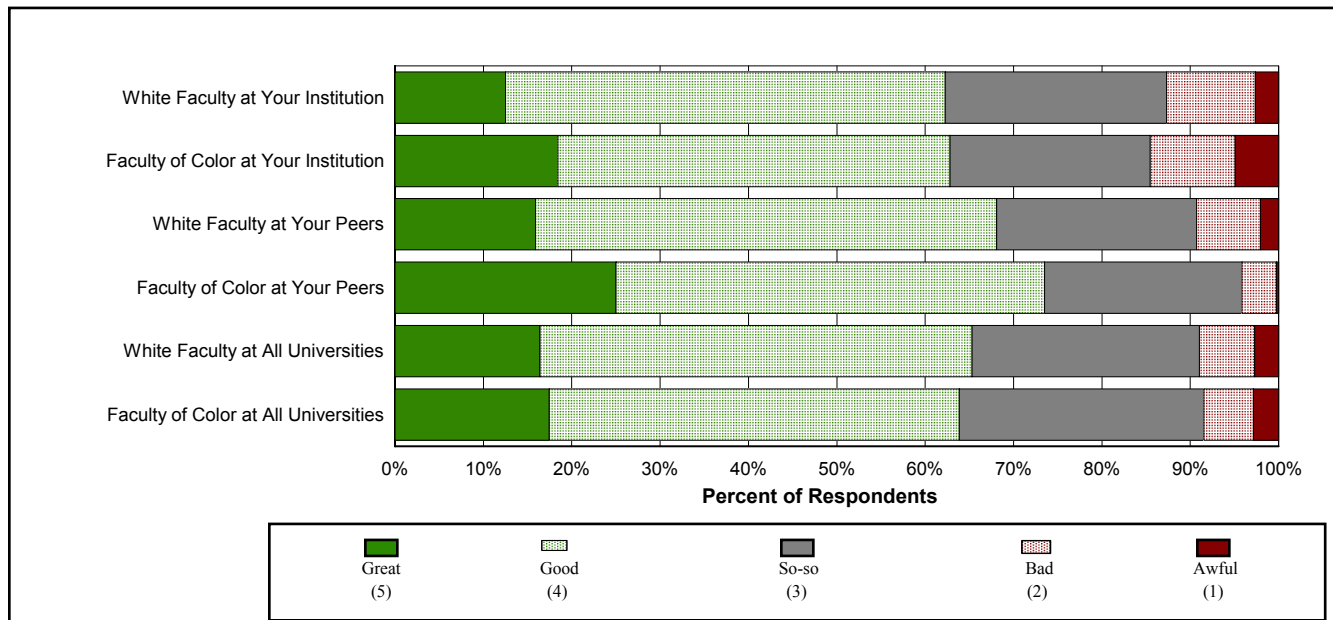
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 20th 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 39th percentile on rating their institution as a place for junior faculty to work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's ratings of their institution as a place for junior faculty to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.595	0.9229	0.1088	3.378 to 3.812	3.618	1.0026	0.1648	3.284 to 3.952
Faculty at Peer 1	3.681	0.8008	0.1317	3.414 to 3.948	3.413	0.5000	0.2041	2.888 to 3.938
... Peer 2	3.673	0.8175	0.0999	3.473 to 3.872	4.750	0.5000	0.2500	3.954 to 5.546
... Peer 3	3.891	0.8322	0.0882	3.716 to 4.067	3.697	0.8332	0.2512	3.137 to 4.257
... Peer 4	3.695	0.9526	0.1986	3.283 to 4.107	3.842	0.9833	0.2096	3.406 to 4.278
... Peer 5	3.691	1.0068	0.1358	3.419 to 3.963	4.001	0.5547	0.1538	3.666 to 4.336
Your Peers (n=5)	3.726	0.0829	0.0371	N/A	3.941	0.4485	0.2006	N/A
All Universities (n=54)	3.701	0.2259	0.0307	N/A	3.700	0.2798	0.0381	N/A



COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Survey Results

Analysis by Academic Area

ANALYSIS BY ACADEMIC AREA

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

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

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

At your institution

The first set of tables shows the relative performance of the academic areas *within your institution*. For each item, your junior faculty’s mean scores are shown for 12 academic areas, listed in order from highest to lowest mean. To protect the identity of respondents, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from an academic area within an institution) are not reported.

Compared to peers and all COACHE universities

The second set of tables show, for each item, your junior faculty’s mean score for each academic area as expressed as a ranking among your peers (rank 1 through 6) and as a percentile among all universities for that academic area. Again, to protect the identity of respondents, cells with fewer than five data points are not reported.

If your institution would like to receive custom analyses by school or college, please contact COACHE at coache@gse.harvard.edu.

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 19. I find the tenure process in my department to be... <i>Very clear (5)...Very unclear (1)</i>			Question 20. I find the tenure criteria (what things are evaluated) to be... <i>Very clear (5)...Very unclear (1)</i>			Question 21. I find the tenure standards (the performance threshold) 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	Social Sciences	4.716	1	Social Sciences	4.645	1	Humanities	4.679
2	Humanities	4.599	2	Biological Sciences	4.570	2	Social Sciences	4.645
3	Biological Sciences	4.570	3	Humanities	4.500	3	Biological Sciences	4.424
4	Health & Human Ecology	4.485	4	Engineering/Comp Sci/Math/Stats	4.480	4	Health & Human Ecology	4.051
5	Education	4.155	5	Health & Human Ecology	4.271	5	Engineering/Comp Sci/Math/Stats	3.955
6	Engineering/Comp Sci/Math/Stats	4.134	6	Business	4.154	6	Business	3.942
7	Business	3.958	7	Visual & Performing Arts	3.770	7	Education	3.859
8	Visual & Performing Arts	3.786	8	Education	3.605	8	Visual & Performing Arts	3.403
9	Other Professions	3.672	9	Other Professions	3.574	9	Other Professions	3.270
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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. My sense of whether or not I will achieve tenure is... <i>Very clear (5)...Very unclear (1)</i>			Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Humanities	4.575	1	Humanities	4.712	1	Social Sciences	4.488
2	Social Sciences	4.454	2	Social Sciences	4.604	2	Humanities	4.414
3	Biological Sciences	4.435	3	Biological Sciences	4.306	3	Biological Sciences	4.285
4	Business	4.090	4	Health & Human Ecology	4.249	4	Health & Human Ecology	4.016
5	Health & Human Ecology	4.081	5	Education	4.079	5	Business	3.942
6	Engineering/Comp Sci/Math/Stats	3.955	6	Engineering/Comp Sci/Math/Stats	3.979	6	Visual & Performing Arts	3.874
7	Visual & Performing Arts	3.581	7	Business	3.946	7	Engineering/Comp Sci/Math/Stats	3.819
8	Other Professions	3.368	8	Visual & Performing Arts	3.813	8	Education	3.506
9	Education	3.309	9	Other Professions	3.780	9	Other Professions	3.476
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.645
2	Health & Human Ecology	4.636
3	Humanities	4.503
4	Biological Sciences	4.301
5	Engineering/Comp Sci/Math/Stats	4.178
6	Education	4.096
7	Other Professions	4.000
8	Business	3.939
9	Visual & Performing Arts	3.781
-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*
-	Physical Sciences	*

Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/Comp Sci/Math/Stats	4.013
2	Biological Sciences	3.845
3	Other Professions	3.724
4	Social Sciences	3.703
5	Humanities	3.670
6	Health & Human Ecology	3.354
7	Business	2.863
8	Education	2.814
9	Visual & Performing Arts	2.741
-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*
-	Physical Sciences	*

Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.015
2	Humanities	3.842
3	Biological Sciences	3.731
4	Engineering/Comp Sci/Math/Stats	3.659
5	Health & Human Ecology	3.653
6	Education	3.427
7	Business	3.284
8	Other Professions	3.249
9	Visual & Performing Arts	2.927
-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*
-	Physical Sciences	*

Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Health & Human Ecology	3.961
2	Social Sciences	3.777
3	Humanities	3.746
4	Other Professions	3.389
5	Biological Sciences	3.312
6	Business	3.264
7	Education	3.100
8	Visual & Performing Arts	2.782
-	Agri/Nat Resources/Env Sciences	*
-	Engineering/Comp Sci/Math/Stats	*
-	Medical/Health Professions	*
-	Physical Sciences	*

Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.615
2	Engineering/Comp Sci/Math/Stats	3.512
3	Health & Human Ecology	3.347
4	Humanities	3.332
5	Education	3.181
6	Business	3.167
7	Biological Sciences	3.016
8	Other Professions	2.966
9	Visual & Performing Arts	2.833
-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*
-	Physical Sciences	*

Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)? <i>Very reasonable (5)...Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Biological Sciences	4.451
2	Social Sciences	4.269
3	Humanities	4.200
4	Health & Human Ecology	3.955
5	Business	3.727
6	Engineering/Comp Sci/Math/Stats	3.640
7	Other Professions	3.499
8	Visual & Performing Arts	3.466
9	Education	2.804
-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*
-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

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>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	4.415	1	Biological Sciences	4.130	1	Social Sciences	4.170
2	Health & Human Ecology	4.317	2	Social Sciences	4.030	2	Biological Sciences	4.016
3	Humanities	4.120	3	Other Professions	3.862	3	Health & Human Ecology	3.854
4	Business	3.867	4	Engineering/Comp Sci/Math/Stats	3.820	4	Humanities	3.797
5	Biological Sciences	3.859	5	Humanities	3.793	5	Other Professions	3.782
6	Engineering/Comp Sci/Math/Stats	3.797	6	Business	3.608	6	Education	3.720
7	Visual & Performing Arts	3.647	7	Health & Human Ecology	3.507	7	Engineering/Comp Sci/Math/Stats	3.678
8	Other Professions	3.439	8	Visual & Performing Arts	3.417	8	Business	3.375
9	Education	3.001	9	Education	3.237	9	Visual & Performing Arts	3.237
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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>			Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 26. I have received consistent messages from senior colleagues about the requirements for tenure. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	3.952	1	Humanities	3.792	1	Biological Sciences	4.720
2	Social Sciences	3.934	2	Engineering/Comp Sci/Math/Stats	3.672	2	Social Sciences	4.472
3	Humanities	3.931	3	Social Sciences	3.617	3	Humanities	4.032
4	Other Professions	3.695	4	Health & Human Ecology	3.601	4	Business	3.781
5	Business	3.509	5	Visual & Performing Arts	3.583	5	Health & Human Ecology	3.480
6	Biological Sciences	3.435	6	Other Professions	3.489	6	Visual & Performing Arts	3.383
7	Education	3.234	7	Biological Sciences	3.435	7	Engineering/Comp Sci/Math/Stats	3.185
8	Visual & Performing Arts	3.180	8	Education	3.435	8	Education	2.815
-	Agri/Nat Resources/Env Sciences	*	9	Business	3.427	9	Other Professions	2.771
-	Engineering/Comp Sci/Math/Stats	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 27a. In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria. <i>Strongly agree (5)...Strongly disagree (1)</i>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	5.000	1	Social Sciences	4.294	1	Education	4.486
2	Health & Human Ecology	4.475	2	Health & Human Ecology	4.261	2	Visual & Performing Arts	4.458
3	Humanities	4.309	3	Business	3.888	3	Humanities	4.268
4	Social Sciences	4.217	4	Biological Sciences	3.845	4	Health & Human Ecology	4.222
5	Engineering/Comp Sci/Math/Stats	4.162	5	Visual & Performing Arts	3.810	5	Business	4.158
6	Business	4.075	6	Humanities	3.757	6	Social Sciences	4.156
7	Visual & Performing Arts	4.038	7	Other Professions	3.382	7	Biological Sciences	3.818
8	Other Professions	4.000	8	Education	3.071	8	Other Professions	3.755
9	Education	2.495	9	Engineering/Comp Sci/Math/Stats	2.851	9	Engineering/Comp Sci/Math/Stats	3.160
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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>			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>			Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of the courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	3.866	1	Humanities	4.755	1	Social Sciences	4.859
2	Biological Sciences	3.667	2	Health & Human Ecology	4.612	2	Humanities	4.789
3	Health & Human Ecology	3.404	3	Other Professions	4.452	3	Health & Human Ecology	4.690
4	Business	3.302	4	Social Sciences	4.397	4	Business	4.644
5	Engineering/Comp Sci/Math/Stats	2.993	5	Business	4.302	5	Visual & Performing Arts	4.602
6	Social Sciences	2.964	6	Visual & Performing Arts	4.294	6	Biological Sciences	4.570
7	Education	2.563	7	Biological Sciences	4.253	7	Other Professions	4.561
8	Humanities	2.525	8	Education	4.210	8	Education	3.815
9	Other Professions	2.452	9	Engineering/Comp Sci/Math/Stats	3.194	9	Engineering/Comp Sci/Math/Stats	3.194
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

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>			Question 29f. Please indicate your level of satisfaction with the following: The quality of undergraduate students with whom you interact. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29g. Please indicate your level of satisfaction with the following: The quality of graduate students with whom you interact. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	3.768	1	Education	3.893	1	Health & Human Ecology	4.104
2	Biological Sciences	3.683	2	Health & Human Ecology	3.456	2	Social Sciences	4.040
3	Engineering/Comp Sci/Math/Stats	3.667	3	Visual & Performing Arts	3.453	3	Other Professions	4.000
4	Visual & Performing Arts	3.645	4	Social Sciences	3.308	4	Visual & Performing Arts	3.602
5	Other Professions	3.548	5	Humanities	2.939	5	Humanities	3.306
6	Social Sciences	3.504	6	Business	2.857	6	Business	3.292
7	Health & Human Ecology	3.488	7	Engineering/Comp Sci/Math/Stats	2.816	7	Education	3.127
8	Education	2.686	8	Biological Sciences	2.688	8	Biological Sciences	2.982
9	Humanities	2.648	9	Other Professions	2.324	-	Agri/Nat Resources/Env Sciences	*
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Engineering/Comp Sci/Math/Stats	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research/produce creative work. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 30c. Please indicate your level of satisfaction with the following: The amount of external funding you are expected to find. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research/creative work. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	3.022	1	Biological Sciences	3.882	1	Social Sciences	4.846
2	Visual & Performing Arts	2.864	2	Health & Human Ecology	3.554	2	Humanities	4.775
3	Biological Sciences	2.829	3	Social Sciences	3.176	3	Health & Human Ecology	4.670
4	Business	2.801	4	Business	2.989	4	Biological Sciences	4.574
5	Social Sciences	2.618	5	Visual & Performing Arts	2.873	5	Business	4.483
6	Other Professions	1.906	6	Education	2.544	6	Visual & Performing Arts	4.141
7	Engineering/Comp Sci/Math/Stats	1.832	7	Humanities	2.403	7	Education	4.032
8	Humanities	1.702	8	Engineering/Comp Sci/Math/Stats	2.358	8	Other Professions	3.761
9	Education	1.310	9	Other Professions	1.400	9	Engineering/Comp Sci/Math/Stats	2.574
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

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>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	3.866	1	Biological Sciences	3.264	1	Humanities	4.175
2	Humanities	3.561	2	Social Sciences	2.796	2	Biological Sciences	3.989
3	Business	3.483	3	Visual & Performing Arts	2.481	3	Education	3.683
4	Health & Human Ecology	3.377	4	Business	2.442	4	Social Sciences	3.678
5	Other Professions	3.300	5	Humanities	2.225	5	Health & Human Ecology	3.642
6	Social Sciences	3.192	6	Health & Human Ecology	2.081	6	Business	3.529
7	Engineering/Comp Sci/Math/Stats	3.001	7	Other Professions	1.843	7	Visual & Performing Arts	3.351
8	Visual & Performing Arts	2.946	8	Education	1.310	8	Other Professions	3.272
9	Education	2.933	-	Agri/Nat Resources/Env Sciences	*	9	Engineering/Comp Sci/Math/Stats	2.654
-	Agri/Nat Resources/Env Sciences	*	-	Engineering/Comp Sci/Math/Stats	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	3.298	1	Health & Human Ecology	4.229	1	Health & Human Ecology	4.747
2	Business	3.097	2	Social Sciences	4.072	2	Social Sciences	4.676
3	Visual & Performing Arts	3.015	3	Biological Sciences	4.037	3	Humanities	4.209
4	Humanities	2.566	4	Humanities	3.996	4	Business	4.183
5	Biological Sciences	2.529	5	Visual & Performing Arts	3.972	5	Education	4.075
6	Education	2.514	6	Education	3.933	6	Other Professions	3.783
7	Health & Human Ecology	2.445	7	Other Professions	3.768	7	Engineering/Comp Sci/Math/Stats	3.673
8	Other Professions	2.384	8	Business	3.309	8	Visual & Performing Arts	3.443
-	Agri/Nat Resources/Env Sciences	*	9	Engineering/Comp Sci/Math/Stats	2.626	9	Biological Sciences	3.291
-	Engineering/Comp Sci/Math/Stats	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

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>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	3.917	1	Social Sciences	3.478	1	Social Sciences	4.393
2	Health & Human Ecology	3.244	2	Health & Human Ecology	3.363	2	Health & Human Ecology	4.282
3	Biological Sciences	3.195	3	Biological Sciences	2.685	3	Education	3.966
4	Visual & Performing Arts	2.868	4	Humanities	2.528	4	Humanities	3.742
5	Humanities	2.814	5	Visual & Performing Arts	2.448	5	Biological Sciences	3.704
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	6	Business	3.591
-	Business	*	-	Business	*	7	Visual & Performing Arts	3.417
-	Education	*	-	Education	*	-	Agri/Nat Resources/Env Sciences	*
-	Engineering/Comp Sci/Math/Stats	*	-	Engineering/Comp Sci/Math/Stats	*	-	Engineering/Comp Sci/Math/Stats	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Other Professions	*	-	Other Professions	*	-	Other Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	4.433	1	Social Sciences	3.247	1	Social Sciences	3.429
2	Health & Human Ecology	4.197	2	Humanities	3.107	2	Business	3.177
3	Education	4.152	3	Education	2.795	3	Health & Human Ecology	3.119
4	Humanities	3.613	4	Visual & Performing Arts	2.643	4	Visual & Performing Arts	2.926
5	Business	3.398	5	Health & Human Ecology	2.391	5	Biological Sciences	2.843
6	Visual & Performing Arts	3.269	6	Business	2.214	6	Engineering/Comp Sci/Math/Stats	2.643
7	Biological Sciences	3.176	7	Other Professions	2.185	7	Humanities	2.304
-	Agri/Nat Resources/Env Sciences	*	8	Biological Sciences	1.715	8	Other Professions	2.208
-	Engineering/Comp Sci/Math/Stats	*	9	Engineering/Comp Sci/Math/Stats	1.606	9	Education	2.103
-	Medical/Health Professions	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Other Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 38a. Please indicate your level of satisfaction with the following: The fairness with which your immediate supervisor evaluates your work. <i>Very satisfied (5)...Very dissatisfied (1)</i>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	4.763	1	Biological Sciences	4.574	1	Health & Human Ecology	4.274
2	Humanities	4.507	2	Social Sciences	4.374	2	Biological Sciences	3.829
3	Health & Human Ecology	4.358	3	Health & Human Ecology	4.219	3	Engineering/Comp Sci/Math/Stats	3.827
4	Business	4.266	4	Humanities	4.002	4	Humanities	3.586
5	Visual & Performing Arts	4.206	5	Education	3.874	5	Education	3.330
6	Biological Sciences	4.128	6	Engineering/Comp Sci/Math/Stats	3.659	6	Visual & Performing Arts	3.323
7	Education	3.913	7	Business	3.612	7	Business	3.278
8	Other Professions	3.866	8	Visual & Performing Arts	3.399	8	Social Sciences	3.273
9	Engineering/Comp Sci/Math/Stats	3.339	9	Other Professions	2.869	9	Other Professions	2.542
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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>			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>			Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.405	1	Social Sciences	4.378	1	Health & Human Ecology	4.672
2	Education	3.996	2	Health & Human Ecology	4.306	2	Education	4.625
3	Social Sciences	3.799	3	Education	4.289	3	Social Sciences	4.176
4	Humanities	3.730	4	Other Professions	3.978	4	Humanities	4.125
5	Biological Sciences	3.398	5	Biological Sciences	3.818	5	Biological Sciences	4.118
6	Engineering/Comp Sci/Math/Stats	3.334	6	Humanities	3.794	6	Business	4.004
7	Visual & Performing Arts	3.329	7	Business	3.773	7	Visual & Performing Arts	3.763
8	Business	3.224	8	Engineering/Comp Sci/Math/Stats	3.659	8	Other Professions	3.564
9	Other Professions	3.076	9	Visual & Performing Arts	3.316	9	Engineering/Comp Sci/Math/Stats	3.212
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

Question 39d. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with junior colleagues. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 40. 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. <i>Very satisfied (5)...Very dissatisfied (1)</i>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.594	1	Social Sciences	4.468	1	Health & Human Ecology	4.107
2	Social Sciences	4.436	2	Health & Human Ecology	4.446	2	Biological Sciences	3.968
3	Education	4.427	3	Visual & Performing Arts	4.351	3	Humanities	3.593
4	Business	4.350	4	Humanities	4.346	4	Social Sciences	3.345
5	Humanities	4.259	5	Business	4.074	5	Visual & Performing Arts	3.340
6	Other Professions	4.195	6	Biological Sciences	3.818	6	Education	3.264
7	Biological Sciences	4.102	7	Engineering/Comp Sci/Math/Stats	3.653	7	Business	2.874
8	Engineering/Comp Sci/Math/Stats	3.987	8	Other Professions	3.640	8	Engineering/Comp Sci/Math/Stats	2.761
9	Visual & Performing Arts	3.620	9	Education	3.498	9	Other Professions	2.467
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

Question 43. On the whole, my department treats junior faculty fairly compared to one another. <i>Strongly agree (5)...Strongly disagree (1)</i>			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>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Humanities	4.574	1	Health & Human Ecology	4.654	1	Social Sciences	4.257
2	Social Sciences	4.552	2	Biological Sciences	4.570	2	Visual & Performing Arts	3.953
3	Health & Human Ecology	4.302	3	Social Sciences	4.557	3	Health & Human Ecology	3.810
4	Biological Sciences	4.269	4	Visual & Performing Arts	4.242	4	Humanities	3.542
5	Engineering/Comp Sci/Math/Stats	3.979	5	Humanities	4.207	5	Business	3.376
6	Other Professions	3.870	6	Business	3.815	6	Biological Sciences	2.995
7	Visual & Performing Arts	3.838	7	Other Professions	3.444	7	Other Professions	2.858
8	Education	3.815	8	Engineering/Comp Sci/Math/Stats	3.334	8	Education	2.657
9	Business	3.812	9	Education	3.222	9	Engineering/Comp Sci/Math/Stats	2.614
-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

ACADEMIC AREA RESULTS

The tables on this page present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question.

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>			Question 48. If I had to do it over again, I would accept my current position. <i>Strongly agree (5)...Strongly disagree (1)</i>			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	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	3.608	1	Social Sciences	4.750	1	Social Sciences	4.173
2	Education	3.357	2	Visual & Performing Arts	4.280	2	Visual & Performing Arts	3.898
3	Visual & Performing Arts	3.344	3	Humanities	4.223	3	Health & Human Ecology	3.735
4	Humanities	2.798	4	Health & Human Ecology	3.964	4	Humanities	3.622
5	Health & Human Ecology	2.269	5	Other Professions	3.847	5	Biological Sciences	3.581
6	Business	2.259	6	Business	3.843	6	Education	3.407
7	Biological Sciences	2.000	7	Biological Sciences	3.829	7	Business	3.233
8	Other Professions	1.982	8	Education	3.463	8	Other Professions	3.173
-	Agri/Nat Resources/Env Sciences	*	9	Engineering/Comp Sci/Math/Stats	2.336	9	Engineering/Comp Sci/Math/Stats	2.791
-	Engineering/Comp Sci/Math/Stats	*	-	Agri/Nat Resources/Env Sciences	*	-	Agri/Nat Resources/Env Sciences	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Physical Sciences	*	-	Physical Sciences	*	-	Physical Sciences	*

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

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 19. I find the tenure process in my department to be...	Peers (n = 6)	1	2	1	-	1	4	1	-	3	1	-	1
	Institutions (n = 54)	100th	69th	98th	-	91st	78th	96th	-	76th	91st	-	63rd
Question 20. I find the tenure criteria (what things are evaluated) to be...	Peers (n = 6)	1	1	1	-	1	1	1	-	1	4	-	1
	Institutions (n = 54)	100th	76th	98th	-	93rd	100th	98th	-	89th	67th	-	67th
Question 21. I find the tenure standards (the performance threshold) to be...	Peers (n = 6)	1	2	1	-	1	2	1	-	1	2	-	1
	Institutions (n = 54)	100th	69th	98th	-	94th	93rd	100th	-	96th	89th	-	70th
Question 22. I find the body of evidence that will be considered in making my tenure decision to be...	Peers (n = 6)	1	1	1	-	1	2	1	-	1	5	-	1
	Institutions (n = 54)	100th	70th	94th	-	98th	87th	96th	-	98th	50th	-	69th
Question 23. My sense of whether or not I will achieve tenure is...	Peers (n = 6)	1	4	1	-	2	5	1	-	5	4	-	2
	Institutions (n = 54)	100th	63rd	94th	-	89th	74th	94th	-	78th	83rd	-	67th
Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)?	Peers (n = 6)	1	2	1	-	2	3	1	-	5	2	-	2
	Institutions (n = 54)	96th	70th	98th	-	70th	52nd	83rd	-	63rd	44th	-	50th
Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?	Peers (n = 6)	1	6	1	-	1	4	1	-	5	4	-	2
	Institutions (n = 54)	98th	43rd	96th	-	96th	83rd	98th	-	61st	69th	-	78th
Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?	Peers (n = 6)	1	6	5	-	2	2	2	-	6	6	-	1
	Institutions (n = 54)	91st	15th	83rd	-	85th	96th	74th	-	35th	15th	-	91st
Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?	Peers (n = 6)	2	6	1	-	1	4	2	-	5	5	-	2
	Institutions (n = 54)	94th	22nd	94th	-	83rd	83rd	89th	-	48th	59th	-	63rd
Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?	Peers (n = 6)	2	6	3	-	2	-	1	-	5	5	-	3
	Institutions (n = 54)	94th	19th	89th	-	72nd	-	94th	-	63rd	43rd	-	72nd
Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)?	Peers (n = 6)	2	5	2	-	2	3	2	-	4	4	-	3
	Institutions (n = 54)	87th	41st	93rd	-	69th	89th	87th	-	72nd	59th	-	67th
Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)?	Peers (n = 6)	2	5	4	-	2	5	1	-	3	6	-	3
	Institutions (n = 54)	72nd	39th	80th	-	72nd	31st	76th	-	59th	15th	-	50th
Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?	Peers (n = 6)	4	6	4	-	2	4	4	-	5	6	-	5
	Institutions (n = 54)	57th	20th	85th	-	41st	26th	80th	-	43rd	11th	-	22nd
Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?	Peers (n = 6)	4	6	5	-	1	5	4	-	5	6	-	3
	Institutions (n = 54)	59th	30th	80th	-	81st	48th	57th	-	44th	19th	-	72nd
Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?	Peers (n = 6)	4	6	4	-	1	5	4	-	6	5	-	3
	Institutions (n = 54)	56th	19th	83rd	-	69th	39th	70th	-	20th	44th	-	65th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?	Peers (n = 6)	1	6	6	-	4	-	2	-	6	5	-	3
	Institutions (n = 54)	91st	22nd	65th	-	41st	-	85th	-	33rd	26th	-	56th
Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)?	Peers (n = 6)	2	4	6	-	3	4	3	-	3	6	-	3
	Institutions (n = 54)	87th	54th	46th	-	44th	48th	74th	-	46th	30th	-	56th
Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.	Peers (n = 6)	1	1	1	-	1	3	1	-	1	1	-	2
	Institutions (n = 54)	100th	87th	98th	-	96th	65th	89th	-	96th	70th	-	57th
Question 27a. In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	Peers (n = 6)	1	1	1	-	1	3	1	-	1	6	-	1
	Institutions (n = 54)	94th	93rd	98th	-	100th	85th	98th	-	94th	20th	-	87th
Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member.	Peers (n = 6)	4	2	1	-	1	6	1	-	5	6	-	6
	Institutions (n = 54)	50th	61st	87th	-	63rd	7th	83rd	-	43rd	17th	-	19th
Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach.	Peers (n = 6)	1	1	4	-	3	5	4	-	5	3	-	5
	Institutions (n = 54)	61st	70th	48th	-	37th	7th	59th	-	48th	74th	-	24th
Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach.	Peers (n = 6)	4	2	6	-	3	6	2	-	4	6	-	6
	Institutions (n = 54)	15th	65th	7th	-	50th	20th	52nd	-	24th	15th	-	15th
Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach.	Peers (n = 6)	1	3	4	-	3	5	3	-	5	2	-	4
	Institutions (n = 54)	89th	61st	54th	-	54th	6th	85th	-	70th	59th	-	65th
Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of the courses you teach.	Peers (n = 6)	3	4	3	-	3	6	3	-	4	6	-	3
	Institutions (n = 54)	56th	31st	54th	-	39th	4th	69th	-	52nd	9th	-	37th
Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach.	Peers (n = 6)	4	4	5	-	2	6	4	-	5	6	-	6
	Institutions (n = 54)	15th	41st	24th	-	48th	24th	57th	-	37th	7th	-	31st
Question 29f. Please indicate your level of satisfaction with the following: The quality of undergraduate students with whom you interact.	Peers (n = 6)	3	1	2	-	2	4	3	-	4	3	-	6
	Institutions (n = 54)	20th	59th	59th	-	41st	24th	76th	-	30th	65th	-	22nd
Question 29g. Please indicate your level of satisfaction with the following: The quality of graduate students with whom you interact.	Peers (n = 6)	4	4	1	-	4	-	1	-	4	6	-	1
	Institutions (n = 54)	35th	43rd	94th	-	30th	-	85th	-	41st	13th	-	74th
Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research/produce creative work.	Peers (n = 6)	2	1	1	-	1	5	1	-	3	6	-	4
	Institutions (n = 54)	19th	80th	41st	-	65th	17th	74th	-	37th	7th	-	28th
Question 30c. Please indicate your level of satisfaction with the following: The amount of external funding you are expected to find.	Peers (n = 6)	2	2	2	-	1	6	1	-	4	6	-	6
	Institutions (n = 54)	28th	74th	63rd	-	94th	17th	93rd	-	37th	31st	-	15th
Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research/creative work.	Peers (n = 6)	2	3	4	-	3	6	1	-	3	5	-	6
	Institutions (n = 54)	80th	31st	72nd	-	54th	4th	89th	-	46th	26th	-	17th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).	Peers (n = 6)	1	2	1	-	1	4	2	-	5	4	-	2
	Institutions (n = 54)	61st	65th	46th	-	69th	20th	70th	-	43rd	37th	-	67th
Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	Peers (n = 6)	3	3	4	-	3	-	2	-	5	6	-	4
	Institutions (n = 54)	31st	52nd	44th	-	69th	-	54th	-	30th	9th	-	26th
Question 33a. How satisfied are you with the quality of the following type of support service: Clerical/administrative services.	Peers (n = 6)	2	3	4	-	2	6	1	-	4	4	-	3
	Institutions (n = 54)	74th	43rd	44th	-	80th	7th	76th	-	50th	59th	-	54th
Question 33b. How satisfied are you with the quality of the following type of support service: Research services.	Peers (n = 6)	3	2	1	-	3	-	3	-	2	4	-	3
	Institutions (n = 54)	26th	57th	74th	-	30th	-	48th	-	56th	31st	-	31st
Question 33c. How satisfied are you with the quality of the following type of support service: Teaching services.	Peers (n = 6)	1	2	3	-	1	6	3	-	4	5	-	3
	Institutions (n = 54)	81st	83rd	91st	-	87th	6th	85th	-	39th	69th	-	65th
Question 33d. How satisfied are you with the quality of the following type of support service: Computing services.	Peers (n = 6)	1	4	1	-	4	4	1	-	1	3	-	4
	Institutions (n = 54)	83rd	44th	94th	-	56th	70th	100th	-	83rd	67th	-	59th
Question 35a. My institution does what it can to make having children and the tenure-track compatible.	Peers (n = 6)	4	1	1	-	1	-	1	-	-	-	-	-
	Institutions (n = 54)	61st	65th	96th	-	80th	-	87th	-	-	-	-	-
Question 35b. My institution does what it can to make raising children and the tenure-track compatible.	Peers (n = 6)	4	3	2	-	1	-	2	-	-	-	-	-
	Institutions (n = 54)	52nd	52nd	94th	-	61st	-	89th	-	-	-	-	-
Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	Peers (n = 6)	2	3	3	-	4	-	1	-	3	3	-	-
	Institutions (n = 54)	70th	59th	93rd	-	70th	-	94th	-	67th	80th	-	-
Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	Peers (n = 6)	3	3	2	-	4	-	1	-	4	3	-	-
	Institutions (n = 54)	56th	54th	94th	-	46th	-	94th	-	61st	89th	-	-
Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits).	Peers (n = 6)	1	3	2	-	4	6	3	-	5	3	-	4
	Institutions (n = 54)	69th	46th	74th	-	19th	6th	46th	-	17th	48th	-	33rd
Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time.	Peers (n = 6)	4	1	2	-	2	6	2	-	5	6	-	6
	Institutions (n = 54)	26th	81st	89th	-	59th	31st	78th	-	41st	20th	-	22nd
Question 38a. Please indicate your level of satisfaction with the following: The fairness with which your immediate supervisor evaluates your work.	Peers (n = 6)	2	3	1	-	2	5	2	-	3	5	-	5
	Institutions (n = 54)	80th	61st	91st	-	67th	7th	81st	-	72nd	41st	-	48th
Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development.	Peers (n = 6)	3	3	2	-	2	5	1	-	5	2	-	5
	Institutions (n = 54)	76th	43rd	91st	-	93rd	67th	93rd	-	69th	76th	-	26th
Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty.	Peers (n = 6)	4	6	5	-	2	3	2	-	4	6	-	6
	Institutions (n = 54)	70th	39th	52nd	-	67th	78th	96th	-	61st	69th	-	30th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	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.	Peers (n = 6)	4	6	3	-	3	5	2	-	4	3	-	4
	Institutions (n = 54)	59th	28th	76th	-	44th	44th	94th	-	52nd	80th	-	41st
Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.	Peers (n = 6)	5	6	1	-	2	4	1	-	6	2	-	4
	Institutions (n = 54)	43rd	19th	94th	-	65th	61st	93rd	-	59th	91st	-	69th
Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.	Peers (n = 6)	4	5	3	-	2	6	1	-	4	2	-	2
	Institutions (n = 54)	76th	46th	81st	-	54th	7th	93rd	-	65th	93rd	-	33rd
Question 39d. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with junior colleagues.	Peers (n = 6)	3	4	1	-	1	4	1	-	4	2	-	2
	Institutions (n = 54)	63rd	33rd	89th	-	59th	63rd	93rd	-	76th	78th	-	69th
Question 40. 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.	Peers (n = 6)	3	1	3	-	2	5	2	-	4	6	-	4
	Institutions (n = 54)	83rd	83rd	93rd	-	50th	35th	89th	-	63rd	33rd	-	39th
Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department.	Peers (n = 6)	2	2	4	-	2	5	3	-	6	4	-	5
	Institutions (n = 54)	65th	44th	43rd	-	74th	15th	93rd	-	31st	52nd	-	31st
Question 43. On the whole, my department treats junior faculty fairly compared to one another.	Peers (n = 6)	1	2	1	-	2	5	2	-	4	5	-	3
	Institutions (n = 54)	94th	54th	98th	-	76th	52nd	87th	-	44th	54th	-	63rd
Question 45a. All things considered, how satisfied are you with your department as a place to work?	Peers (n = 6)	3	1	1	-	1	5	2	-	5	6	-	4
	Institutions (n = 54)	70th	80th	96th	-	96th	11th	91st	-	54th	17th	-	26th
Question 45b. All things considered, how satisfied are you with your institution as a place to work?	Peers (n = 6)	1	3	1	-	3	6	3	-	4	6	-	5
	Institutions (n = 54)	59th	69th	96th	-	37th	4th	61st	-	37th	15th	-	24th
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.	Peers (n = 6)	3	6	3	-	3	-	4	-	6	4	-	6
	Institutions (n = 54)	48th	63rd	85th	-	35th	-	41st	-	19th	54th	-	15th
Question 48. If I had to do it over again, I would accept my current position.	Peers (n = 6)	4	2	1	-	2	6	3	-	4	5	-	5
	Institutions (n = 54)	56th	65th	94th	-	48th	2nd	63rd	-	41st	22nd	-	35th
Question 50. How do you rate your institution as a place for junior faculty to work?	Peers (n = 6)	2	3	1	-	3	6	3	-	5	6	-	5
	Institutions (n = 54)	48th	65th	89th	-	48th	2nd	69th	-	28th	35th	-	20th