

SELECTED FINDINGS FROM  
THE COACHE SURVEY OF  
FACULTY JOB SATISFACTION

# COACHE Summary Tables

## Selected Dimensions on Faculty Workplace Climate

by Discipline, Race/Ethnicity, and Gender

collaborative on  
academic careers  
in higher education



---

This release of summary tables from COACHE survey results was prepared for the UC ADVANCE PAID Roundtable, “Workplace Climate: Assessments and Interventions to Improve Diversity Among STEM Faculty,” held at the University of California, Davis, on April 23, 2014. The authors are especially grateful to Dr. Kimberlee Shauman for her feedback in the development of this report.

Direct inquiries, feedback, and requests to commission additional summary tables to:

**The Collaborative on Academic Careers in Higher Education (COACHE)**  
Harvard Graduate School of Education  
8 Story Street, Suite 5-3  
Cambridge, MA 02138

**Email:** [coache@gse.harvard.edu](mailto:coache@gse.harvard.edu)

**Web:** [www.coache.org](http://www.coache.org)

**Voice:** 617-495-5285

**Fax:** 617-496-9350

**Suggested citation:**

Benson, R.T. & Mathews, K.R. (2014). *COACHE Summary Tables: Selected Dimensions in Faculty Workplace Climate by Discipline, Race/Ethnicity, and Gender*. Cambridge, MA: Harvard Graduate School of Education.

# Specifications

<b>Respondent Characteristics</b>	<b><i>Included</i></b>	<b><i>Excluded</i></b>
<b>Race/Ethnicity</b>	White (non-Hispanic); Hispanic/Latino; Asian/Pacific Islander; Black/African-American; American Indian/Native Alaskan	Multiracial, Other
<b>US Citizenship Status</b>	US Citizen; Resident Alien; Non-resident Alien; Other	(None)
<b>Tenure status</b>	Pre-tenure, Tenured (full-time)	Non-tenure-track (full-time)
<b>Rank</b>	Assistant, Associate, Full	Instructor/Lecturer, Other
<b>Academic Area</b>	Social Sciences; Physical Sciences; Biological Sciences; Engineering, Computer Science, Math and Statistics; Humanities; Visual & Performing Arts; Health & Human Ecology; Business; Education; Agriculture Natural Resources, & Environmental Science; Other Professions	Medical Schools & Health Professions

<b>Institutional Characteristics</b>	<b><i>Included</i></b>	<b><i>Excluded</i></b>
<b>Carnegie Classification</b>	RU/H, RU/VH	DRU, Master's S/M/L, Baccalaureate and others
<b>Survey Years</b>	2011-12, 2012-13, 2013-14	2005-06, 2006-07, 2007-08, 2008-09, 2010-11

## Comments on subgroups and scope

For the purposes of this analysis, resident aliens, non-resident aliens, and respondents selecting “other” for US citizenship status were grouped regardless of their race/ethnicity into a “Non-citizen” category. Thus, all other racial/ethnic groups represent faculty who are US citizens.

In addition, Black/African American faculty and American Indian/Native Alaskan faculty are combined in the “Other Underrepresented Minority” (URM) category. This decision was made due to the small sample size of these groups and in response to discussions with the UC Davis Roundtable to account separately and specifically for Hispanic/Latino faculty, who typically are aggregated into the URM category.

These tables exclude faculty identifying as “Multiracial” or “Other” because they are few in number; because the wide range of racial/ethnic identifications included in these groups make generalizations about these faculty problematic; and because to balance the analytical opportunities of the COACHE survey data with an economy of focus.

Finally, academic areas were grouped as follows: Social Sciences into “Social Sciences” or “SBS”; Physical Sciences, Biological Sciences, and Engineering, Computer Science, Mathematics and Statistics into “Phys Sci, Bio Sci, Engi, Comp Sci, Math & Stats” or “STEM”; other included disciplines are “Other Faculty.”

# Analytic Sample

	White (non-Hispanic)		Hispanic/ Latino		Asian/ Pacific Isle		Other URM		Not US Citizen		All Race/Ethn	
	M	F	M	F	M	F	M	F	M	F	M	F
STEM	2,298	634	67	31	372	73	49	22	527	136	3,313	896
SBS	1,054	719	39	30	25	46	34	51	123	79	1,275	925
Other	3,299	2,317	119	103	185	133	134	170	377	277	4,114	3,000
All	6,651	3,670	225	164	582	252	217	243	1,027	492	8,702	4,821

## Institutions included in this analysis

Auburn University	University at Albany (SUNY)
Clemson University	University of Alabama
Duke University	University of Arkansas
Florida International University	University of California, Davis
Florida State University	University of Kansas
Georgetown University	University of Minnesota Twin Cities
Indiana University Bloomington	University of Missouri Columbia
Iowa State University	University of Missouri Kansas City
Johns Hopkins University	University of North Carolina at Chapel Hill
Lehigh University	University of Rochester
North Carolina A&T State University	University of Virginia
North Carolina State University	Virginia Polytech. Instit. & State University
North Dakota State University	Washington State University
Northern Arizona University	West Virginia University
Purdue University	

Means and Standard Deviations		TOTAL		GENDER				RACE/ETHNICITY									
				Men		Women		White		Hisp/Latino		Asian/Pac Isl		Other URM		Non-citizens	
		mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
<b>Distribution of Workload</b>																	
Q70H	Equitability of distribution of teaching load	3.21	1.20	3.28	1.18	3.10	1.22	3.19	1.21	3.17	1.21	3.21	1.17	3.25	1.19	3.39	1.14
Q60D	Equity of committee assignments	3.05	1.16	3.16	1.14	2.86	1.17	3.04	1.17	2.92	1.20	3.10	1.10	2.96	1.18	3.23	1.11
<b>Mentoring</b>																	
Q125A	Mentoring within dept.	3.55	1.24	3.54	1.20	3.56	1.31	3.52	1.24	3.62	1.28	3.62	1.20	3.57	1.36	3.68	1.22
Q125B	Mentoring outside department	3.42	1.08	3.31	1.05	3.60	1.11	3.40	1.08	3.68	1.12	3.39	1.02	3.60	1.15	3.40	1.08
Q125C	Mentoring outside inst.	3.89	0.96	3.75	0.97	4.12	0.91	3.89	0.95	4.05	1.00	3.76	0.96	4.13	1.03	3.80	0.99
Q130A	Effectiveness of mentoring of pre-tenure	3.25	1.32	3.30	1.28	3.17	1.37	3.27	1.31	3.07	1.37	3.22	1.32	3.01	1.41	3.31	1.33
Q130B	Effectiveness of mentoring of associates	2.49	1.21	2.60	1.19	2.28	1.21	2.51	1.21	2.35	1.21	2.50	1.17	2.22	1.20	2.49	1.22
Q130C	Support for faculty to be good mentors	2.39	1.10	2.45	1.10	2.25	1.09	2.38	1.09	2.21	1.10	2.42	1.11	2.21	1.14	2.55	1.16
<b>Departmental Engagement</b>																	
Q190A	Discussions about undergrad learning	3.48	1.14	3.47	1.11	3.49	1.19	3.51	1.13	3.26	1.25	3.39	1.08	3.28	1.31	3.43	1.12
Q190B	Discussions about grad learning	3.62	1.10	3.62	1.07	3.62	1.14	3.64	1.09	3.56	1.19	3.53	1.08	3.37	1.24	3.63	1.05
Q190C	Discussions of effective teaching practices	3.32	1.04	3.29	1.02	3.37	1.06	3.34	1.03	3.17	1.10	3.28	0.97	3.17	1.16	3.31	1.02
Q190D	Discussions of use of technology	3.16	1.02	3.18	1.01	3.13	1.04	3.17	1.02	3.03	1.16	3.16	0.97	3.05	1.15	3.14	1.02
Q190E	Discussions of current research methods	3.30	1.11	3.34	1.09	3.22	1.14	3.30	1.11	3.18	1.19	3.32	1.10	3.03	1.19	3.39	1.09
<b>Departmental Quality</b>																	
Q195A	Intellectual vitality of tenured faculty	3.65	1.11	3.65	1.09	3.64	1.13	3.68	1.10	3.53	1.13	3.37	1.14	3.58	1.14	3.60	1.09
Q195B	Intellectual vitality of pre-tenure faculty	4.10	0.89	4.08	0.90	4.13	0.89	4.15	0.87	3.99	1.00	3.81	0.96	3.93	0.99	3.98	0.91
Q195C	Scholarly productivity of tenured fac.	3.56	1.10	3.56	1.09	3.58	1.12	3.59	1.10	3.54	1.05	3.30	1.11	3.54	1.09	3.52	1.10
Q195D	Scholarly productivity of pre-tenure fac.	3.98	0.90	3.96	0.90	4.02	0.90	4.02	0.88	3.84	0.99	3.74	0.92	3.86	0.98	3.90	0.92
Q195G	Teaching effectiveness of tenured fac.	3.69	0.98	3.68	0.97	3.70	1.01	3.70	0.98	3.52	1.02	3.57	0.95	3.59	1.10	3.71	0.94
Q195H	Teaching effectiveness of pre-tenure fac.	3.92	0.82	3.90	0.82	3.96	0.83	3.95	0.82	3.80	0.87	3.73	0.80	3.85	0.91	3.88	0.79
<b>Departmental Collegiality</b>																	
Q205A	Professional interaction w/ pre-tenure	3.84	0.93	3.84	0.91	3.83	0.96	3.86	0.91	3.72	1.01	3.72	0.94	3.67	0.99	3.84	0.98
Q205B	Personal interaction w/ pre-tenure	3.71	0.93	3.69	0.92	3.74	0.96	3.72	0.93	3.62	1.03	3.63	0.92	3.58	0.96	3.75	0.96
Q205C	How well you fit in your dept.	3.65	1.22	3.69	1.21	3.57	1.25	3.65	1.24	3.56	1.24	3.65	1.15	3.42	1.32	3.73	1.13
Q205D	Professional interaction w/ tenured	3.74	1.01	3.78	0.98	3.68	1.07	3.78	1.00	3.58	1.11	3.61	1.00	3.48	1.07	3.72	1.02
Q205E	Personal interaction w/ tenured	3.66	0.99	3.68	0.96	3.64	1.03	3.69	0.98	3.54	1.09	3.56	0.98	3.42	1.06	3.64	1.00
Q210A	My colleagues "pitch in" when needed.	3.70	1.17	3.74	1.14	3.64	1.22	3.71	1.18	3.45	1.26	3.68	1.09	3.67	1.24	3.78	1.07
Q210C	My dept. is collegial.	3.93	1.19	3.97	1.17	3.87	1.24	3.95	1.19	3.72	1.29	3.79	1.23	3.78	1.26	3.98	1.14
<b>Collaboration</b>																	
Q105A	Collaboration with other members in dept.	3.69	1.11	3.75	1.07	3.56	1.16	3.73	1.09	3.45	1.17	3.51	1.11	3.35	1.25	3.67	1.11
Q105E	Collaboration faculty outside dept.	3.50	1.04	3.54	1.04	3.43	1.06	3.51	1.04	3.36	1.14	3.43	1.03	3.29	1.14	3.56	1.01
<b>Tenure Clarity</b>																	
Q136E	Clarity of whether I will achieve tenure	3.54	1.15	3.63	1.11	3.43	1.19	3.51	1.16	3.73	1.20	3.39	1.15	3.41	1.18	3.66	1.09
Q139A	Consistency of messages about tenure	3.22	1.33	3.28	1.29	3.14	1.38	3.16	1.35	3.38	1.31	3.29	1.36	3.10	1.38	3.35	1.28
Q139B	Tenure decisions are performance-based	3.75	1.20	3.82	1.17	3.66	1.24	3.69	1.21	3.84	1.08	3.72	1.18	3.40	1.34	3.95	1.15
<b>Appreciation &amp; Recognition</b>																	
Q215A	Recognition for teaching efforts	3.31	1.14	3.35	1.13	3.23	1.15	3.31	1.14	3.15	1.20	3.26	1.09	3.13	1.16	3.41	1.08
Q215B	Recognition for student advising	3.07	1.07	3.13	1.06	2.97	1.07	3.05	1.06	2.94	1.17	3.18	1.04	2.98	1.09	3.25	1.07
Q215C	Recognition for scholarly/creative work	3.40	1.12	3.44	1.13	3.34	1.10	3.41	1.12	3.30	1.19	3.34	1.17	3.21	1.13	3.50	1.09
Q215D	Recognition for service contributions	3.13	1.13	3.19	1.12	3.02	1.14	3.11	1.14	2.96	1.20	3.17	1.09	2.95	1.17	3.33	1.04
Q215E	Recognition for outreach	3.10	1.05	3.13	1.04	3.04	1.07	3.08	1.05	3.01	1.11	3.15	1.02	2.93	1.15	3.28	0.99
Q215L	Recognition from your dept. head or chair?	3.59	1.23	3.65	1.22	3.47	1.24	3.61	1.23	3.38	1.30	3.46	1.27	3.35	1.29	3.67	1.17
Q215I	Recognition from your colleagues/peers?	3.63	1.05	3.68	1.03	3.53	1.08	3.64	1.05	3.44	1.11	3.56	1.02	3.34	1.16	3.71	0.99
<b>Global Satisfaction</b>																	
Q212A	Dept. colleagues committed to diversity	3.92	1.14	4.00	1.07	3.77	1.25	3.98	1.10	3.56	1.32	3.65	1.24	3.29	1.44	3.92	1.11
Q212B	Leadership for support of diversity	3.77	1.17	3.88	1.10	3.59	1.26	3.84	1.13	3.30	1.32	3.51	1.22	3.19	1.48	3.75	1.15
Q250A	Department as a place to work	3.80	1.15	3.85	1.13	3.71	1.18	3.82	1.14	3.65	1.19	3.62	1.16	3.61	1.32	3.84	1.08

Means and Standard Deviations		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
<b>Distribution of Workload</b>																					
Q70H	Equitability of distribution of teaching load	3.24	1.20	3.08	1.22	3.20	1.14	3.12	1.31	3.30	1.14	3.00	1.20	3.26	1.19	3.25	1.20	3.48	1.11	3.21	1.19
Q60D	Equity of committee assignments	3.15	1.15	2.83	1.17	3.03	1.17	2.78	1.24	3.19	1.11	2.90	1.05	3.00	1.16	2.92	1.21	3.32	1.08	3.03	1.13
<b>Mentoring</b>																					
Q125A	Mentoring within dept.	3.52	1.20	3.52	1.32	3.59	1.23	3.66	1.35	3.63	1.15	3.60	1.30	3.51	1.34	3.62	1.38	3.65	1.21	3.74	1.22
Q125B	Mentoring outside department	3.30	1.04	3.57	1.11	3.50	1.09	3.90	1.12	3.28	1.00	3.62	1.01	3.55	1.12	3.65	1.19	3.30	1.07	3.59	1.09
Q125C	Mentoring outside inst.	3.76	0.96	4.11	0.90	3.83	1.05	4.32	0.87	3.59	0.96	4.10	0.88	3.93	1.09	4.29	0.94	3.69	1.00	4.01	0.94
Q130A	Effectiveness of mentoring of pre-tenure	3.31	1.27	3.18	1.37	3.07	1.36	3.07	1.40	3.24	1.29	3.19	1.38	3.05	1.38	2.98	1.45	3.35	1.30	3.23	1.39
Q130B	Effectiveness of mentoring of associates	2.62	1.19	2.29	1.22	2.42	1.22	2.26	1.21	2.52	1.14	2.45	1.25	2.32	1.21	2.12	1.18	2.59	1.24	2.25	1.12
Q130C	Support for faculty to be good mentors	2.45	1.09	2.25	1.09	2.19	1.09	2.23	1.12	2.46	1.12	2.30	1.08	2.32	1.16	2.10	1.10	2.62	1.16	2.35	1.13
<b>Departmental Engagement</b>																					
Q190A	Discussions about undergrad learning	3.50	1.10	3.53	1.17	3.24	1.23	3.29	1.27	3.37	1.06	3.43	1.12	3.38	1.22	3.18	1.37	3.46	1.09	3.38	1.19
Q190B	Discussions about grad learning	3.63	1.07	3.67	1.13	3.49	1.21	3.67	1.15	3.56	1.06	3.45	1.12	3.46	1.23	3.29	1.24	3.68	1.00	3.53	1.14
Q190C	Discussions of effective teaching practices	3.30	1.02	3.40	1.05	3.14	1.10	3.22	1.11	3.26	0.97	3.33	0.97	3.20	1.12	3.15	1.19	3.31	1.00	3.31	1.07
Q190D	Discussions of use of technology	3.19	1.01	3.15	1.03	3.00	1.16	3.08	1.16	3.17	0.97	3.14	0.96	3.12	1.13	2.99	1.17	3.18	0.99	3.06	1.09
Q190E	Discussions of current research methods	3.34	1.09	3.23	1.13	3.09	1.22	3.32	1.13	3.35	1.09	3.28	1.12	3.19	1.15	2.89	1.20	3.47	1.05	3.24	1.16
<b>Departmental Quality</b>																					
Q195A	Intellectual vitality of tenured faculty	3.69	1.08	3.67	1.13	3.41	1.18	3.69	1.05	3.36	1.13	3.38	1.15	3.56	1.15	3.59	1.14	3.62	1.08	3.56	1.12
Q195B	Intellectual vitality of pre-tenure faculty	4.13	0.87	4.17	0.87	3.92	1.08	4.08	0.87	3.79	0.95	3.85	0.96	3.85	1.03	4.01	0.95	3.96	0.91	4.02	0.91
Q195C	Scholarly productivity of tenured fac.	3.59	1.09	3.60	1.13	3.45	1.09	3.67	0.98	3.27	1.10	3.36	1.13	3.54	1.10	3.54	1.09	3.52	1.11	3.53	1.09
Q195D	Scholarly productivity of pre-tenure fac.	4.00	0.88	4.06	0.89	3.72	1.07	4.01	0.83	3.71	0.93	3.80	0.88	3.85	0.95	3.87	1.01	3.90	0.92	3.90	0.92
Q195G	Teaching effectiveness of tenured fac.	3.69	0.98	3.72	1.00	3.50	1.01	3.54	1.04	3.56	0.93	3.58	1.00	3.60	1.06	3.58	1.13	3.72	0.93	3.68	0.96
Q195H	Teaching effectiveness of pre-tenure fac.	3.92	0.82	3.99	0.83	3.74	0.92	3.88	0.80	3.72	0.78	3.75	0.84	3.85	0.92	3.85	0.91	3.88	0.79	3.87	0.79
<b>Departmental Collegiality</b>																					
Q205A	Professional interaction w/ pre-tenure	3.87	0.89	3.85	0.95	3.61	1.05	3.86	0.93	3.72	0.94	3.71	0.96	3.64	1.02	3.68	0.97	3.86	0.95	3.81	1.04
Q205B	Personal interaction w/ pre-tenure	3.70	0.91	3.76	0.96	3.50	1.06	3.78	0.96	3.62	0.92	3.67	0.91	3.53	0.99	3.63	0.93	3.75	0.93	3.74	1.01
Q205C	How well you fit in your dept.	3.70	1.22	3.57	1.27	3.50	1.26	3.65	1.20	3.68	1.15	3.57	1.16	3.47	1.32	3.38	1.31	3.76	1.11	3.68	1.16
Q205D	Professional interaction w/ tenured	3.81	0.97	3.72	1.06	3.52	1.11	3.66	1.09	3.64	0.98	3.51	1.03	3.56	1.07	3.41	1.07	3.78	0.98	3.59	1.10
Q205E	Personal interaction w/ tenured	3.70	0.95	3.67	1.02	3.48	1.11	3.62	1.07	3.56	0.99	3.58	0.96	3.46	1.07	3.39	1.06	3.67	0.97	3.56	1.07
Q210A	My colleagues "pitch in" when needed.	3.75	1.15	3.63	1.23	3.47	1.26	3.43	1.26	3.72	1.07	3.61	1.14	3.66	1.24	3.68	1.24	3.79	1.08	3.75	1.07
Q210C	My dept. is collegial.	4.00	1.16	3.88	1.25	3.74	1.29	3.69	1.30	3.77	1.23	3.86	1.22	3.82	1.23	3.74	1.28	3.98	1.14	3.98	1.14
<b>Collaboration</b>																					
Q105A	Collaboration with other members in dept.	3.80	1.05	3.60	1.15	3.50	1.15	3.38	1.19	3.58	1.09	3.35	1.13	3.38	1.28	3.32	1.22	3.72	1.08	3.58	1.16
Q105E	Collaboration faculty outside dept.	3.55	1.03	3.43	1.06	3.35	1.16	3.37	1.12	3.48	1.04	3.32	0.99	3.35	1.14	3.24	1.13	3.57	1.01	3.55	1.01
<b>Tenure Clarity</b>																					
Q136E	Clarity of whether I will achieve tenure	3.60	1.12	3.40	1.21	3.43	1.41	4.00	0.92	3.55	1.14	3.27	1.15	3.60	1.17	3.31	1.18	3.74	1.05	3.52	1.15
Q139A	Consistency of messages about tenure	3.22	1.31	3.09	1.39	3.27	1.26	3.49	1.36	3.29	1.35	3.29	1.38	3.26	1.34	3.00	1.40	3.42	1.24	3.23	1.35
Q139B	Tenure decisions are performance-based	3.76	1.18	3.60	1.24	3.56	1.30	4.10	0.78	3.81	1.10	3.65	1.25	3.49	1.23	3.34	1.40	3.98	1.13	3.89	1.17
<b>Appreciation &amp; Recognition</b>																					
Q215A	Recognition for teaching efforts	3.36	1.14	3.23	1.16	3.10	1.20	3.22	1.20	3.27	1.10	3.23	1.07	3.12	1.16	3.14	1.16	3.46	1.05	3.29	1.13
Q215B	Recognition for student advising	3.10	1.06	2.94	1.07	2.90	1.19	2.99	1.14	3.21	1.05	3.11	1.01	3.02	1.07	2.95	1.12	3.32	1.05	3.11	1.09
Q215C	Recognition for scholarly/creative work	3.45	1.12	3.33	1.11	3.22	1.24	3.42	1.10	3.31	1.22	3.40	1.06	3.29	1.09	3.13	1.17	3.53	1.10	3.42	1.06
Q215D	Recognition for service contributions	3.17	1.13	2.99	1.15	2.91	1.24	3.04	1.14	3.21	1.09	3.07	1.09	3.01	1.17	2.90	1.18	3.34	1.05	3.29	1.04
Q215E	Recognition for outreach	3.11	1.03	3.02	1.07	2.90	1.16	3.15	1.02	3.18	1.04	3.09	0.95	2.96	1.13	2.90	1.16	3.31	0.99	3.23	1.00
Q215L	Recognition from your dept. head or chair?	3.69	1.21	3.46	1.25	3.31	1.39	3.47	1.16	3.41	1.31	3.57	1.17	3.43	1.29	3.29	1.30	3.71	1.16	3.58	1.17
Q215I	Recognition from your colleagues/peers?	3.70	1.02	3.54	1.08	3.40	1.16	3.50	1.03	3.57	1.01	3.55	1.05	3.46	1.12	3.23	1.19	3.75	0.99	3.62	1.00
<b>Global Satisfaction</b>																					
Q212A	Dept. colleagues committed to diversity	4.07	1.02	3.83	1.22	3.58	1.30	3.53	1.35	3.72	1.21	3.48	1.29	3.33	1.42	3.27	1.46	3.97	1.07	3.82	1.19
Q212B	Leadership for support of diversity	3.95	1.06	3.65	1.23	3.28	1.37	3.34	1.25	3.62	1.18	3.25	1.26	3.32	1.46	3.08	1.49	3.82	1.11	3.60	1.21
Q250A	Department as a place to work	3.88	1.12	3.72	1.18	3.65	1.22	3.65	1.17	3.62	1.15	3.62	1.17	3.59	1.31	3.63	1.33	3.88	1.08	3.77	1.10

Means and Standard Deviations		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
<b>Distribution of Workload</b>																					
Q70H	Equitability of distribution of teaching load	3.17	1.19	2.91	1.25	3.03	1.20	2.47	1.28	3.22	1.17	2.79	1.21	3.17	1.14	3.24	1.18	3.48	1.09	3.16	1.19
Q60D	Equity of committee assignments	3.14	1.12	2.88	1.19	2.93	1.25	2.87	1.17	3.17	1.13	2.82	0.95	3.00	1.10	3.25	1.33	3.36	1.05	3.21	1.15
<b>Mentoring</b>																					
Q125A	Mentoring within dept.	3.49	1.21	3.52	1.32	3.67	1.25	3.35	1.40	3.60	1.12	3.45	1.30	2.76	1.46	3.61	1.29	3.73	1.19	3.82	1.09
Q125B	Mentoring outside department	3.24	1.03	3.60	1.07	3.63	1.09	3.90	1.25	3.29	0.95	3.67	0.94	3.09	1.31	4.13	1.02	3.31	1.06	3.51	1.17
Q125C	Mentoring outside inst.	3.70	0.97	4.05	0.85	3.82	0.89	4.48	0.73	3.48	0.90	4.04	0.82	3.72	1.16	4.61	0.61	3.71	1.00	3.92	0.90
Q130A	Effectiveness of mentoring of pre-tenure	3.31	1.25	3.12	1.41	3.15	1.29	2.86	1.53	3.21	1.26	3.09	1.33	2.73	1.35	3.27	1.28	3.38	1.29	3.38	1.34
Q130B	Effectiveness of mentoring of associates	2.61	1.15	2.34	1.22	2.68	1.24	1.76	0.89	2.49	1.09	2.57	1.18	1.97	1.08	2.69	1.45	2.60	1.24	2.32	1.20
Q130C	Support for faculty to be good mentors	2.43	1.06	2.32	1.14	2.23	1.10	1.90	0.97	2.46	1.11	2.50	0.98	2.09	1.03	2.67	1.30	2.66	1.19	2.45	1.19
<b>Departmental Engagement</b>																					
Q190A	Discussions about undergrad learning	3.63	1.00	3.67	1.05	3.37	1.11	3.40	1.16	3.47	0.98	3.61	0.95	3.51	1.08	3.14	1.39	3.51	1.02	3.37	1.16
Q190B	Discussions about grad learning	3.67	0.99	3.69	1.04	3.63	1.19	3.53	1.01	3.58	1.01	3.65	0.90	3.23	1.20	3.09	1.15	3.68	0.96	3.63	1.10
Q190C	Discussions of effective teaching practices	3.32	1.01	3.42	1.05	3.22	1.10	3.23	0.94	3.26	0.97	3.44	0.86	3.07	1.09	3.00	1.15	3.31	0.98	3.32	1.05
Q190D	Discussions of use of technology	3.26	0.99	3.19	1.03	3.05	1.23	3.13	0.86	3.15	0.97	3.36	0.95	2.95	1.10	2.95	1.25	3.23	0.95	3.17	1.08
Q190E	Discussions of current research methods	3.41	1.09	3.39	1.13	3.25	1.23	3.47	1.07	3.32	1.05	3.51	1.09	3.00	1.16	2.77	1.02	3.49	1.01	3.43	1.14
<b>Departmental Quality</b>																					
Q195A	Intellectual vitality of tenured faculty	3.69	1.02	3.68	1.10	3.50	1.02	3.71	1.01	3.30	1.10	3.31	1.16	3.29	1.13	3.94	0.80	3.64	1.05	3.69	1.08
Q195B	Intellectual vitality of pre-tenure faculty	4.16	0.82	4.29	0.80	4.00	1.07	3.96	0.84	3.78	0.93	3.88	0.88	3.90	0.88	3.95	1.05	4.01	0.83	4.08	0.85
Q195C	Scholarly productivity of tenured fac.	3.60	1.04	3.62	1.08	3.56	0.93	3.68	0.98	3.20	1.06	3.37	1.07	3.29	1.09	3.58	1.07	3.49	1.09	3.58	1.03
Q195D	Scholarly productivity of pre-tenure fac.	4.02	0.85	4.13	0.84	3.78	1.00	4.00	0.82	3.72	0.89	3.82	0.85	3.93	0.71	3.80	1.15	3.95	0.83	3.96	0.80
Q195G	Teaching effectiveness of tenured fac.	3.56	0.96	3.61	1.00	3.43	0.88	3.27	1.12	3.45	0.94	3.41	1.01	3.07	1.10	3.53	0.90	3.67	0.91	3.69	0.88
Q195H	Teaching effectiveness of pre-tenure fac.	3.80	0.81	3.86	0.82	3.65	0.89	3.72	0.74	3.63	0.80	3.60	0.79	3.66	0.85	3.72	0.75	3.82	0.77	3.85	0.71
<b>Departmental Collegiality</b>																					
Q205A	Professional interaction w/ pre-tenure	3.85	0.86	3.82	0.98	3.62	0.92	3.68	0.98	3.63	0.95	3.61	0.95	3.47	1.01	3.53	1.02	3.88	0.88	3.85	1.05
Q205B	Personal interaction w/ pre-tenure	3.64	0.88	3.68	0.96	3.47	0.97	3.57	1.07	3.55	0.91	3.55	0.97	3.47	1.10	3.39	0.78	3.74	0.87	3.62	1.00
Q205C	How well you fit in your dept.	3.65	1.22	3.45	1.32	3.55	1.15	3.34	1.17	3.63	1.14	3.41	1.23	3.25	1.35	3.65	1.39	3.78	1.10	3.70	1.14
Q205D	Professional interaction w/ tenured	3.77	0.95	3.66	1.08	3.56	1.00	3.38	1.29	3.60	0.97	3.51	1.15	3.25	1.10	3.30	1.22	3.77	0.98	3.58	1.17
Q205E	Personal interaction w/ tenured	3.62	0.93	3.57	1.03	3.52	0.92	3.31	1.04	3.53	0.97	3.55	1.06	3.20	1.17	3.40	1.14	3.64	0.95	3.47	1.04
Q210A	My colleagues "pitch in" when needed.	3.70	1.14	3.57	1.23	3.50	1.25	3.43	1.10	3.61	1.10	3.41	1.22	3.59	1.26	3.90	1.02	3.77	1.09	3.66	1.09
Q210C	My dept. is collegial.	3.96	1.15	3.86	1.24	3.88	1.18	3.79	0.96	3.65	1.27	3.69	1.34	3.61	1.20	4.00	1.03	3.96	1.15	4.05	1.13
<b>Collaboration</b>																					
Q105A	Collaboration with other members in dept.	3.82	1.06	3.66	1.16	3.58	1.08	3.10	1.18	3.49	1.12	3.31	1.15	3.02	1.42	3.50	1.10	3.73	1.06	3.58	1.18
Q105E	Collaboration faculty outside dept.	3.66	1.02	3.72	1.03	3.38	1.27	3.45	1.12	3.48	1.01	3.52	0.93	3.46	1.28	3.55	1.06	3.65	0.96	3.75	0.97
<b>Tenure Clarity</b>																					
Q136E	Clarity of whether I will achieve tenure	3.44	1.19	3.49	1.15	3.29	1.60	3.57	0.98	3.48	1.12	3.46	1.33	3.78	0.97	2.17	0.75	3.79	0.98	3.52	1.17
Q139A	Consistency of messages about tenure	3.18	1.30	3.07	1.39	3.14	0.90	3.88	1.46	2.92	1.41	3.17	1.59	2.78	1.20	2.17	1.47	3.48	1.20	3.30	1.37
Q139B	Tenure decisions are performance-based	3.70	1.24	3.63	1.25	3.14	1.07	4.57	0.53	3.71	1.04	3.00	1.41	3.89	1.17	3.00	1.41	4.04	1.13	4.17	1.07
<b>Appreciation &amp; Recognition</b>																					
Q215A	Recognition for teaching efforts	3.31	1.12	3.23	1.12	3.08	1.18	2.54	1.10	3.20	1.11	3.06	1.10	2.93	1.16	3.32	1.32	3.46	1.01	3.27	1.17
Q215B	Recognition for student advising	3.13	1.02	3.00	1.05	2.88	1.18	2.45	1.10	3.20	1.03	3.07	1.05	3.00	1.12	3.25	1.25	3.38	1.02	3.27	1.04
Q215C	Recognition for scholarly/creative work	3.44	1.11	3.36	1.13	3.21	1.25	3.31	1.19	3.30	1.19	3.35	1.08	3.12	1.05	3.18	1.10	3.55	1.09	3.63	1.03
Q215D	Recognition for service contributions	3.19	1.12	3.04	1.10	2.87	1.35	2.71	1.04	3.18	1.08	3.04	1.01	2.95	1.15	3.00	1.23	3.40	0.99	3.40	1.01
Q215E	Recognition for outreach	3.11	0.99	3.10	1.01	3.08	1.23	2.86	0.79	3.14	1.04	3.05	0.89	2.93	1.14	3.15	1.23	3.33	0.96	3.24	0.98
Q215L	Recognition from your dept. head or chair?	3.63	1.20	3.46	1.24	3.32	1.32	3.17	1.27	3.35	1.31	3.34	1.29	3.18	1.32	3.21	1.32	3.70	1.18	3.77	1.12
Q215I	Recognition from your colleagues/peers?	3.68	1.01	3.56	1.05	3.36	1.06	3.12	1.21	3.52	1.01	3.43	1.01	3.28	1.16	3.05	1.23	3.76	0.95	3.68	1.00
<b>Global Satisfaction</b>																					
Q212A	Dept. colleagues committed to diversity	3.97	1.02	3.62	1.27	3.60	1.26	3.57	1.35	3.60	1.21	3.32	1.29	3.11	1.38	3.71	1.06	3.97	1.02	3.78	1.18
Q212B	Leadership for support of diversity	3.97	1.03	3.61	1.26	3.40	1.34	3.55	1.06	3.56	1.17	3.31	1.18	3.61	1.30	3.77	1.31	3.84	1.07	3.81	1.10
Q250A	Department as a place to work	3.84	1.11	3.74	1.18	3.54	1.22	3.57	1.00	3.51	1.14	3.40	1.19	3.30	1.34	3.90	1.26	3.88	1.09	3.91	1.07

Means and Standard Deviations		WHITE		HISPANIC/LATINO		ASIAN/PAC ISLANDER		OTHER URM		NON-CITIZEN											
		Men	Women	Men	Women	Men	Women	Men	Women	Men	Women										
		mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd								
<b>Distribution of Workload</b>																					
Q70H	Equitability of distribution of teaching load	3.38	1.17	3.09	1.16	3.33	1.06	2.83	1.21	3.20	1.35	2.80	1.19	3.38	1.13	3.24	1.11	3.49	1.12	3.11	1.15
Q60D	Equity of committee assignments	3.23	1.17	2.81	1.22	3.16	1.17	2.32	1.19	3.20	0.87	3.12	1.16	3.15	1.26	2.88	1.35	3.21	1.14	2.75	1.08
<b>Mentoring</b>																					
Q125A	Mentoring within dept.	3.48	1.16	3.49	1.31	3.81	1.30	3.54	1.25	3.57	1.25	3.44	1.42	3.21	1.22	3.60	1.40	3.47	1.18	3.63	1.38
Q125B	Mentoring outside department	3.24	1.06	3.51	1.11	3.52	1.12	4.11	0.83	3.25	1.34	3.58	1.21	3.52	1.16	3.68	1.04	3.04	1.04	3.51	1.19
Q125C	Mentoring outside inst.	3.87	0.94	4.23	0.86	3.86	1.01	4.55	0.60	3.67	1.20	4.26	0.98	4.00	1.20	4.46	0.85	3.63	0.96	4.24	0.96
Q130A	Effectiveness of mentoring of pre-tenure	3.38	1.23	3.16	1.32	3.31	1.37	2.80	1.16	2.64	1.44	3.07	1.55	3.06	1.37	2.82	1.51	3.31	1.23	3.15	1.52
Q130B	Effectiveness of mentoring of associates	2.65	1.19	2.23	1.19	2.36	1.29	2.50	1.24	2.43	1.29	2.40	1.10	2.14	1.01	1.96	1.19	2.70	1.23	2.30	1.02
Q130C	Support for faculty to be good mentors	2.53	1.11	2.16	1.03	2.70	1.56	2.16	1.12	2.05	1.02	2.38	1.02	2.20	1.06	1.92	1.20	2.75	1.08	2.48	1.05
<b>Departmental Engagement</b>																					
Q190A	Discussions about undergrad learning	3.46	1.03	3.46	1.08	3.34	1.10	3.26	1.13	3.04	1.02	3.43	1.00	3.33	1.19	3.48	1.20	3.46	1.08	3.57	1.03
Q190B	Discussions about grad learning	3.79	1.01	3.72	1.07	3.66	1.10	3.39	1.42	3.08	1.44	3.42	1.20	3.22	1.18	3.02	1.16	3.75	0.99	3.62	0.98
Q190C	Discussions of effective teaching practices	3.22	0.99	3.28	1.03	3.15	1.04	2.89	1.03	2.76	1.09	3.14	1.05	3.03	1.02	3.30	1.16	3.27	0.95	3.32	1.07
Q190D	Discussions of use of technology	3.01	1.00	2.94	1.00	2.82	1.10	2.75	1.32	2.84	1.11	3.02	0.85	3.09	1.04	2.90	1.15	3.13	1.00	3.03	1.09
Q190E	Discussions of current research methods	3.46	1.07	3.29	1.11	3.23	1.16	2.93	1.27	3.12	1.36	3.20	1.23	3.18	1.01	2.82	1.24	3.53	1.10	3.22	1.15
<b>Departmental Quality</b>																					
Q195A	Intellectual vitality of tenured faculty	3.76	1.11	3.76	1.12	3.68	1.12	3.57	1.17	3.22	1.38	3.53	1.20	3.33	1.31	3.57	1.20	3.50	1.15	3.46	1.17
Q195B	Intellectual vitality of pre-tenure faculty	4.13	0.93	4.21	0.89	4.11	0.87	4.15	0.86	3.42	1.32	3.95	1.02	3.61	1.17	4.09	0.95	3.94	0.97	4.01	1.03
Q195C	Scholarly productivity of tenured fac.	3.66	1.11	3.69	1.13	3.63	1.05	3.35	1.13	2.92	1.38	3.58	1.16	3.52	1.09	3.47	1.27	3.54	1.09	3.50	1.14
Q195D	Scholarly productivity of pre-tenure fac.	4.03	0.90	4.14	0.88	3.92	0.97	3.93	0.92	3.38	1.28	3.98	0.90	3.72	1.08	3.81	1.12	3.88	0.90	4.06	0.91
Q195G	Teaching effectiveness of tenured fac.	3.78	0.94	3.77	0.98	3.39	1.17	3.46	0.98	3.18	1.22	3.60	0.93	3.70	1.06	3.64	1.28	3.77	0.93	3.54	1.08
Q195H	Teaching effectiveness of pre-tenure fac.	3.99	0.77	4.03	0.81	3.73	0.98	3.84	0.90	3.59	0.91	3.75	0.81	3.90	0.92	4.00	0.95	3.91	0.84	3.85	0.88
<b>Departmental Collegiality</b>																					
Q205A	Professional interaction w/ pre-tenure	3.89	0.90	3.81	0.97	3.70	1.13	3.71	0.98	3.50	1.06	3.83	0.96	3.53	0.76	3.65	0.99	3.80	1.06	3.73	1.09
Q205B	Personal interaction w/ pre-tenure	3.76	0.94	3.78	0.96	3.51	1.12	3.71	1.08	3.46	0.98	3.85	0.85	3.35	0.88	3.61	1.06	3.79	1.00	3.77	1.02
Q205C	How well you fit in your dept.	3.68	1.22	3.47	1.26	3.62	1.27	3.39	1.34	3.04	1.37	3.53	1.14	3.28	1.46	3.41	1.26	3.68	1.21	3.45	1.28
Q205D	Professional interaction w/ tenured	3.85	0.97	3.67	1.07	3.74	1.19	3.46	1.14	3.33	1.24	3.42	1.01	3.25	1.14	3.50	1.01	3.65	1.12	3.47	1.19
Q205E	Personal interaction w/ tenured	3.77	0.97	3.66	1.02	3.59	1.31	3.54	1.14	3.29	1.12	3.56	0.91	3.16	1.24	3.38	1.16	3.66	1.09	3.55	1.17
Q210A	My colleagues "pitch in" when needed.	3.73	1.15	3.60	1.19	3.54	1.35	3.36	1.10	3.46	1.22	3.65	1.04	3.47	1.32	3.56	1.33	3.83	0.98	3.82	1.03
Q210C	My dept. is collegial.	4.08	1.11	3.92	1.22	4.03	1.16	3.71	1.12	3.42	1.38	3.93	1.08	3.52	1.42	3.86	1.14	3.95	1.20	3.80	1.22
<b>Collaboration</b>																					
Q105A	Collaboration with other members in dept.	3.80	1.05	3.57	1.16	3.54	1.27	3.32	1.12	3.29	1.20	3.44	1.05	3.21	1.22	3.29	1.27	3.69	1.13	3.40	1.26
Q105E	Collaboration faculty outside dept.	3.50	1.03	3.42	1.03	3.43	1.30	3.32	1.16	3.04	1.30	3.16	0.97	3.28	1.08	3.00	1.17	3.47	1.09	3.41	1.01
<b>Tenure Clarity</b>																					
Q136E	Clarity of whether I will achieve tenure	3.74	0.99	3.59	1.22	3.33	1.37	3.90	0.74	3.25	1.71	3.44	1.21	3.82	1.08	3.22	1.24	3.80	0.99	3.39	1.18
Q139A	Consistency of messages about tenure	3.39	1.25	3.13	1.34	3.17	1.27	3.22	1.20	3.25	2.06	3.56	1.41	3.27	1.49	3.35	1.56	3.29	1.27	3.17	1.26
Q139B	Tenure decisions are performance-based	3.88	1.18	3.78	1.20	3.73	1.27	3.56	0.53	4.50	1.00	3.82	1.38	3.09	1.22	3.86	1.32	3.96	1.11	3.45	1.32
<b>Appreciation &amp; Recognition</b>																					
Q215A	Recognition for teaching efforts	3.38	1.13	3.17	1.12	3.31	1.26	3.26	1.10	3.21	1.25	3.05	0.96	3.30	1.05	3.13	1.12	3.33	1.05	3.16	1.12
Q215B	Recognition for student advising	3.05	1.05	2.89	1.03	2.92	1.20	2.92	1.09	3.04	1.16	3.02	0.91	3.35	1.14	2.89	1.09	3.27	1.09	2.66	1.06
Q215C	Recognition for scholarly/creative work	3.53	1.12	3.29	1.10	3.49	1.23	3.07	1.21	2.71	1.46	3.43	1.06	3.24	1.30	3.13	1.20	3.36	1.18	3.03	1.09
Q215D	Recognition for service contributions	3.19	1.09	2.97	1.17	2.85	1.27	2.74	1.26	3.13	1.15	3.17	1.01	3.24	1.20	2.90	1.22	3.19	1.15	2.91	1.04
Q215E	Recognition for outreach	3.05	1.02	2.92	1.06	2.78	1.05	3.11	0.83	2.87	0.92	2.96	0.92	3.04	1.12	2.83	1.07	3.24	1.07	3.08	1.18
Q215L	Recognition from your dept. head or chair?	3.75	1.16	3.43	1.25	3.92	1.19	3.54	1.17	3.14	1.46	3.60	1.06	3.37	1.35	3.19	1.35	3.52	1.19	3.46	1.21
Q215I	Recognition from your colleagues/peers?	3.72	1.03	3.51	1.09	3.59	1.09	3.39	0.96	3.13	1.03	3.48	1.02	3.12	1.17	3.24	1.16	3.59	1.08	3.47	0.95
<b>Global Satisfaction</b>																					
Q212A	Dept. colleagues committed to diversity	4.15	0.98	3.81	1.22	3.76	1.22	3.32	1.47	3.52	1.44	3.49	1.22	3.33	1.53	3.36	1.45	3.96	1.08	3.70	1.27
Q212B	Leadership for support of diversity	3.89	1.06	3.50	1.27	3.29	1.49	3.04	1.32	3.39	1.37	3.07	1.32	3.03	1.57	3.04	1.44	3.83	1.09	3.18	1.36
Q250A	Department as a place to work	3.95	1.09	3.65	1.16	4.11	0.97	3.36	1.19	3.25	1.57	3.63	1.22	3.30	1.38	3.77	1.19	3.82	1.05	3.55	1.21





Frequency Distributions

			TOTAL		GENDER				RACE/ETHNICITY									
			#	%	#	%	#	%	White	Hisp/Latino	Asian/Pac Isl	Other URM	Non-citizens					
			#	%	#	%	#	%	#	%	#	%	#	%				
<b>Distribution of Workload</b>																		
Q70H	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	1346	10%	812	9%	534	11%	1064	10%	41	11%	87	11%	112	7%		
		dissatisfied	2578	19%	1494	17%	1084	23%	2066	20%	80	21%	130	16%	89	19%	213	14%
		neither satisfied nor dissatisfied	2715	20%	1760	20%	955	20%	2012	20%	82	21%	194	23%	84	18%	343	23%
		satisfied	4736	35%	3202	37%	1534	32%	3571	35%	128	33%	301	36%	170	37%	566	37%
		very satisfied	1651	12%	1112	13%	539	11%	1239	12%	49	13%	86	10%	57	12%	220	15%
		decline to answer	104	1%	71	1%	33	1%	63	1%	3	1%	9	1%	8	2%	21	1%
		not applicable	305	0	194	2%	111	2%	238	2%	5	1%	19	2%	8	2%	35	2%
Q60D	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	1460	11%	808	9%	652	14%	1151	11%	53	14%	80	10%	58	13%	118	8%
		dissatisfied	2966	22%	1656	19%	1310	27%	2363	23%	100	26%	146	18%	111	24%	246	16%
		neither satisfied nor dissatisfied	3216	24%	2106	24%	1110	23%	2376	23%	85	22%	242	29%	108	24%	405	27%
		satisfied	4354	32%	3056	35%	1298	27%	3328	32%	110	28%	273	33%	132	29%	511	34%
		very satisfied	1124	8%	803	9%	321	7%	847	8%	33	8%	58	7%	38	8%	148	10%
		decline to answer	143	1%	96	1%	47	1%	97	1%	4	1%	8	1%	6	1%	28	2%
not applicable	217	2%	150	2%	67	1%	127	1%	4	1%	22	3%	5	1%	59	4%		
<b>Mentoring</b>																		
Q125A	Mentoring from someone in your department	very ineffective	1081	8%	620	7%	461	10%	837	8%	35	9%	55	7%	50	11%	104	7%
		somewhat ineffective	1165	9%	718	8%	447	9%	925	9%	28	7%	60	7%	31	7%	121	8%
		neither effective nor ineffective	1714	13%	1226	14%	488	10%	1299	13%	52	14%	119	15%	53	12%	191	13%
		somewhat effective	4159	31%	2699	32%	1460	31%	3199	32%	114	30%	249	31%	120	26%	477	32%
		very effective	2490	19%	1449	17%	1041	22%	1781	18%	92	24%	160	20%	108	24%	349	23%
		have not received	1519	11%	954	11%	565	12%	1204	12%	42	11%	75	9%	55	12%	143	10%
		decline to answer	69	1%	46	1%	23	0%	53	1%	1	0%	4	0%	4	1%	7	0%
not applicable	1092	8%	846	10%	246	5%	849	8%	20	5%	89	11%	34	7%	100	7%		
Q125B	Mentoring from someone outside your department at your institution	very ineffective	592	4%	396	5%	196	4%	457	5%	20	5%	30	4%	28	6%	57	4%
		somewhat ineffective	695	5%	427	5%	268	6%	514	5%	14	4%	49	6%	25	5%	93	6%
		neither effective nor ineffective	2474	19%	1775	21%	699	15%	1894	19%	62	16%	182	22%	68	15%	268	18%
		somewhat effective	2897	22%	1712	20%	1185	25%	2179	21%	106	28%	183	23%	139	31%	290	19%
		very effective	1125	8%	504	6%	621	13%	805	8%	64	17%	61	8%	71	16%	124	8%
		have not received	3186	24%	2028	24%	1158	24%	2523	25%	72	19%	149	18%	80	18%	362	24%
decline to answer	66	0%	50	1%	16	0%	51	1%	1	0%	5	1%	4	1%	5	0%		
not applicable	2254	17%	1666	19%	588	12%	1724	17%	45	12%	152	19%	40	9%	293	20%		
Q125C	Mentoring from someone outside your institution	very ineffective	295	2%	214	3%	81	2%	225	2%	11	3%	12	1%	13	3%	34	2%
		somewhat ineffective	411	3%	295	3%	116	2%	294	3%	10	3%	39	5%	16	4%	52	3%
		neither effective nor ineffective	1962	15%	1475	17%	487	10%	1489	15%	45	12%	156	19%	45	10%	227	15%
		somewhat effective	4148	31%	2555	30%	1593	34%	3272	32%	116	30%	221	27%	126	28%	413	28%
		very effective	2625	20%	1242	15%	1383	29%	1974	19%	112	29%	134	17%	162	36%	243	16%
		have not received	2002	15%	1348	16%	654	14%	1525	15%	49	13%	102	13%	51	11%	275	18%
		decline to answer	75	1%	50	1%	25	1%	59	1%	1	0%	5	1%	5	1%	5	0%
not applicable	1771	13%	1379	16%	392	8%	1309	13%	40	10%	142	18%	37	8%	243	16%		

Frequency Distributions

		TOTAL		GENDER				RACE/ETHNICITY										
		#	%	Men		Women		White		Hispanic/Latino		Asian/Pac Isl		Other URM		Non-citizens		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q130A	There is effective mentoring of pre-tenure faculty in my department.	strongly disagree	1722	13%	967	11%	755	16%	1250	12%	61	16%	112	14%	96	21%	203	14%
		somewhat disagree	2455	18%	1560	18%	895	19%	1946	19%	88	23%	127	16%	80	18%	214	14%
		neither agree nor disagree	1553	12%	1074	13%	479	10%	1135	11%	40	10%	125	15%	48	11%	205	14%
		somewhat agree	4774	36%	3172	37%	1602	34%	3734	37%	116	30%	264	33%	148	33%	512	34%
		strongly agree	2172	16%	1386	16%	786	17%	1643	16%	60	16%	128	16%	65	14%	276	18%
		I don't know	451	3%	287	3%	164	3%	335	3%	13	3%	35	4%	13	3%	55	4%
		decline to answer	57	0%	37	0%	20	0%	35	0%	2	1%	5	1%	4	1%	11	1%
not applicable	99	1%	72	1%	27	1%	63	1%	4	1%	15	2%	1	0%	16	1%		
Q130B	There is effective mentoring of tenured associate professors in my department.	strongly disagree	2453	24%	1401	20%	1052	31%	1938	23%	87	29%	153	23%	108	35%	167	23%
		somewhat disagree	2769	27%	1778	26%	991	29%	2282	27%	83	28%	144	21%	82	26%	178	24%
		neither agree nor disagree	1940	19%	1480	21%	460	14%	1531	18%	53	18%	167	25%	52	17%	137	19%
		somewhat agree	1905	18%	1364	20%	541	16%	1592	19%	46	15%	106	16%	43	14%	118	16%
		strongly agree	472	5%	333	5%	139	4%	386	5%	14	5%	24	4%	12	4%	36	5%
		I don't know	526	5%	365	5%	161	5%	402	5%	9	3%	46	7%	12	4%	57	8%
		decline to answer	41	0%	28	0%	13	0%	29	0%	1	0%	6	1%	2	1%	3	0%
not applicable	217	2%	173	2%	44	1%	146	2%	8	3%	27	4%	2	1%	34	5%		
Q130C	My institution provides adequate support for faculty to be good mentors.	strongly disagree	2302	22%	1404	20%	898	26%	1831	22%	84	28%	149	22%	97	31%	141	19%
		somewhat disagree	3015	29%	1933	28%	1082	32%	2517	30%	101	34%	153	23%	85	27%	159	22%
		neither agree nor disagree	2364	23%	1718	25%	646	19%	1887	23%	55	18%	176	26%	63	20%	183	25%
		somewhat agree	1300	13%	928	13%	372	11%	1060	13%	25	8%	82	12%	31	10%	102	14%
		strongly agree	307	3%	213	3%	94	3%	235	3%	12	4%	18	3%	11	4%	31	4%
		I don't know	899	9%	620	9%	279	8%	691	8%	20	7%	73	11%	23	7%	92	13%
		decline to answer	39	0%	26	0%	13	0%	28	0%	1	0%	4	1%	3	1%	3	0%
not applicable	97	1%	80	1%	17	0%	57	1%	3	1%	18	3%	0	0%	19	3%		
<b>Departmental Engagement</b>																		
Q190A	Undergraduate student learning - How often do you engage with faculty in your department in conversations about.	never	818	6%	473	6%	345	7%	582	6%	45	12%	48	6%	54	12%	89	6%
		seldom	1616	12%	1055	12%	561	12%	1206	12%	52	14%	95	12%	72	16%	191	13%
		occasionally	3652	28%	2418	29%	1234	26%	2747	27%	101	27%	274	34%	103	23%	427	29%
		regularly	4159	32%	2783	33%	1376	30%	3231	32%	109	29%	249	31%	112	25%	458	31%
		frequently	2631	20%	1583	19%	1048	23%	2085	21%	65	17%	123	15%	94	21%	264	18%
decline to answer	240	2%	147	2%	93	2%	185	2%	4	1%	14	2%	6	1%	31	2%		
Q190B	Graduate student learning - How often do you engage with faculty in your department in conversations about.	never	639	5%	379	4%	260	6%	478	5%	30	8%	42	5%	39	9%	50	3%
		seldom	1268	10%	800	9%	468	10%	933	9%	35	9%	83	10%	67	15%	150	10%
		occasionally	3462	26%	2274	27%	1188	26%	2613	26%	94	25%	235	29%	118	27%	402	28%
		regularly	4493	34%	3016	36%	1477	32%	3471	35%	121	32%	278	35%	111	25%	512	35%
		frequently	3030	23%	1855	22%	1175	25%	2368	24%	91	24%	153	19%	97	22%	321	22%
decline to answer	224	2%	135	2%	89	2%	173	2%	5	1%	12	1%	9	2%	25	2%		
Q190C	Effective teaching practices - How often do you engage with faculty in your department in conversations about.	never	570	4%	371	4%	199	4%	410	4%	35	9%	29	4%	31	7%	65	4%
		seldom	2053	16%	1339	16%	714	15%	1556	16%	56	15%	125	16%	99	22%	217	15%
		occasionally	4847	37%	3191	38%	1656	36%	3694	37%	134	36%	321	40%	141	32%	557	38%
		regularly	3750	29%	2447	29%	1303	28%	2885	29%	111	30%	237	30%	97	22%	420	29%
		frequently	1820	14%	1053	12%	767	16%	1436	14%	40	11%	85	11%	70	16%	189	13%
decline to answer	76	1%	58	1%	18	0%	55	1%	0	0%	6	1%	3	1%	12	1%		
Q190D	Effective use of technology - How often do you engage with faculty in your department in conversations about.	never	699	5%	420	5%	279	6%	501	5%	43	11%	30	4%	42	10%	83	6%
		seldom	2473	19%	1543	18%	930	20%	1869	19%	74	20%	154	19%	99	22%	277	19%
		occasionally	5298	40%	3440	41%	1858	40%	4083	41%	131	35%	344	43%	150	34%	590	40%
		regularly	3192	24%	2121	25%	1071	23%	2466	25%	85	23%	195	24%	94	21%	352	24%
		frequently	1382	11%	878	10%	504	11%	1064	11%	43	11%	74	9%	55	12%	146	10%
decline to answer	72	1%	57	1%	15	0%	53	1%	0	0%	6	1%	1	0%	12	1%		

Frequency Distributions

			TOTAL		GENDER				RACE/ETHNICITY									
					Men		Women		White		Hispanic/Latino		Asian/Pacific Islander		Other URM		Non-citizens	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q190E	Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	never	838	6%	467	6%	371	8%	619	6%	39	10%	50	6%	48	11%	82	6%
		seldom	2135	16%	1322	16%	813	17%	1652	16%	65	17%	123	15%	96	22%	199	14%
		occasionally	4316	33%	2769	33%	1547	33%	3320	33%	112	30%	262	33%	149	34%	473	32%
		regularly	3704	28%	2499	30%	1205	26%	2827	28%	104	28%	242	30%	83	19%	448	31%
		frequently	2007	15%	1323	16%	684	15%	1530	15%	54	14%	120	15%	61	14%	242	17%
	decline to answer	116	1%	79	1%	37	1%	88	1%	2	1%	6	1%	4	1%	16	1%	
<b>Departmental Quality</b>																		
Q195A	The intellectual vitality of tenured faculty in your department	very dissatisfied	635	5%	398	5%	237	5%	456	5%	23	6%	59	7%	21	5%	76	5%
		dissatisfied	1656	13%	1049	12%	607	13%	1253	12%	51	13%	123	15%	65	15%	164	11%
		neither satisfied nor dissatisfied	2170	16%	1383	16%	787	17%	1549	15%	73	19%	186	23%	77	17%	285	19%
		satisfied	5584	42%	3730	44%	1854	39%	4363	43%	151	40%	299	37%	162	36%	609	41%
		very satisfied	2837	21%	1754	21%	1083	23%	2283	23%	70	19%	114	14%	93	21%	277	19%
		I don't know	77	1%	45	1%	32	1%	39	0%	3	1%	8	1%	9	2%	18	1%
		decline to answer	254	2%	160	2%	94	2%	162	2%	6	2%	17	2%	20	4%	49	3%
	not applicable	19	0%	12	0%	7	0%	11	0%	1	0%	3	0%	1	0%	3	0%	
Q195B	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	189	1%	126	1%	63	1%	114	1%	12	3%	24	3%	9	2%	30	2%
		dissatisfied	587	4%	398	5%	189	4%	431	4%	21	6%	42	5%	31	7%	62	4%
		neither satisfied nor dissatisfied	1568	12%	1017	12%	551	12%	1064	11%	44	12%	167	21%	71	16%	222	15%
		satisfied	5707	43%	3760	44%	1947	41%	4354	43%	162	43%	358	44%	170	38%	663	45%
		very satisfied	4533	34%	2832	33%	1701	36%	3701	37%	118	31%	177	22%	133	30%	404	27%
		I don't know	109	1%	65	1%	44	1%	67	1%	6	2%	9	1%	9	2%	18	1%
		decline to answer	252	2%	157	2%	95	2%	163	2%	7	2%	17	2%	17	4%	48	3%
	not applicable	287	2%	176	2%	111	2%	222	2%	8	2%	15	2%	8	2%	34	2%	
Q195C	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	606	5%	381	4%	225	5%	440	4%	11	3%	63	8%	20	4%	72	5%
		dissatisfied	1841	14%	1206	14%	635	14%	1408	14%	57	15%	122	15%	55	12%	199	13%
		neither satisfied nor dissatisfied	2603	20%	1682	20%	921	20%	1911	19%	82	22%	201	25%	103	23%	306	21%
		satisfied	5187	39%	3433	40%	1754	37%	4014	40%	149	39%	302	37%	157	35%	565	38%
		very satisfied	2543	19%	1564	18%	979	21%	2057	20%	63	17%	88	11%	82	18%	253	17%
		I don't know	165	1%	84	1%	81	2%	105	1%	9	2%	13	2%	9	2%	29	2%
		decline to answer	259	2%	164	2%	95	2%	164	2%	5	1%	18	2%	20	4%	52	4%
	not applicable	28	0%	17	0%	11	0%	17	0%	2	1%	2	0%	2	0%	5	0%	
Q195D	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	187	1%	122	1%	65	1%	122	1%	10	3%	19	2%	9	2%	27	2%
		dissatisfied	665	5%	444	5%	221	5%	481	5%	29	8%	47	6%	29	6%	79	5%
		neither satisfied nor dissatisfied	2022	15%	1343	16%	679	14%	1430	14%	58	15%	192	24%	87	19%	255	17%
		satisfied	5901	45%	3888	46%	2013	43%	4558	45%	169	45%	359	44%	168	38%	647	44%
		very satisfied	3673	28%	2261	27%	1412	30%	2973	29%	89	24%	142	18%	115	26%	354	24%
		I don't know	234	2%	133	2%	101	2%	155	2%	9	2%	18	2%	13	3%	39	3%
		decline to answer	260	2%	163	2%	97	2%	168	2%	6	2%	18	2%	19	4%	49	3%
	not applicable	290	2%	177	2%	113	2%	229	2%	8	2%	14	2%	8	2%	31	2%	
Q195G	The teaching effectiveness of tenured faculty in your department	very dissatisfied	353	3%	223	3%	130	3%	261	3%	7	2%	26	3%	23	5%	36	2%
		dissatisfied	1239	9%	793	9%	446	10%	966	10%	61	16%	71	9%	43	10%	98	7%
		neither satisfied nor dissatisfied	2565	20%	1676	20%	889	19%	1906	19%	74	20%	196	25%	92	21%	297	20%
		satisfied	5738	44%	3795	45%	1943	42%	4457	45%	148	39%	353	44%	162	37%	618	43%
		very satisfied	2290	18%	1406	17%	884	19%	1829	18%	52	14%	96	12%	82	19%	231	16%
		I don't know	732	6%	439	5%	293	6%	484	5%	29	8%	45	6%	25	6%	149	10%
		decline to answer	97	1%	58	1%	39	1%	57	1%	3	1%	6	1%	11	3%	20	1%
	not applicable	67	1%	42	0%	25	1%	54	1%	1	0%	5	1%	2	0%	5	0%	

Frequency Distributions

		TOTAL		GENDER				RACE/ETHNICITY									
				Men		Women		White		Hisp/Latino		Asian/Pac Isl		Other URM		Non-citizens	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q195H	very dissatisfied	120	1%	78	1%	42	1%	87	1%	5	1%	6	1%	9	2%	13	1%
	dissatisfied	498	4%	333	4%	165	4%	384	4%	24	6%	36	5%	19	4%	35	2%
	neither satisfied nor dissatisfied	2302	18%	1534	18%	768	17%	1650	16%	66	18%	210	26%	86	20%	290	20%
	satisfied	6144	47%	4030	48%	2114	45%	4759	48%	180	48%	365	46%	185	42%	655	45%
	very satisfied	2702	21%	1653	20%	1049	23%	2200	22%	61	16%	104	13%	92	21%	245	17%
	I don't know	866	7%	526	6%	340	7%	592	6%	28	7%	54	7%	29	7%	163	11%
	decline to answer	105	1%	64	1%	41	1%	65	1%	3	1%	7	1%	11	3%	19	1%
not applicable	344	3%	214	3%	130	3%	277	3%	8	2%	16	2%	9	2%	34	2%	
<b>Departmental Collegiality</b>																	
Q205A	very dissatisfied	211	2%	133	2%	78	2%	134	1%	14	4%	16	2%	12	3%	35	2%
	dissatisfied	1037	8%	632	8%	405	9%	782	8%	29	8%	69	9%	44	10%	113	8%
	neither satisfied nor dissatisfied	2238	17%	1448	17%	790	17%	1644	16%	79	21%	176	22%	96	22%	243	17%
	satisfied	6205	48%	4115	49%	2090	45%	4841	48%	165	44%	356	45%	191	44%	652	45%
	very satisfied	2928	22%	1833	22%	1095	24%	2273	23%	76	20%	145	18%	79	18%	355	24%
	decline to answer	80	1%	48	1%	32	1%	46	0%	3	1%	12	2%	6	1%	13	1%
not applicable	358	3%	208	2%	150	3%	278	3%	8	2%	22	3%	11	3%	39	3%	
Q205B	very dissatisfied	221	2%	140	2%	81	2%	141	1%	16	4%	16	2%	12	3%	36	2%
	dissatisfied	1103	8%	701	8%	402	9%	868	9%	31	8%	64	8%	37	8%	103	7%
	neither satisfied nor dissatisfied	3150	24%	2096	25%	1054	23%	2378	24%	96	26%	217	27%	132	30%	327	23%
	satisfied	5630	43%	3708	44%	1922	41%	4343	43%	148	40%	342	43%	169	38%	628	43%
	very satisfied	2414	18%	1448	17%	966	21%	1868	19%	68	18%	117	15%	68	15%	293	20%
	decline to answer	93	1%	60	1%	33	1%	55	1%	4	1%	13	2%	5	1%	16	1%
not applicable	446	3%	264	3%	182	4%	345	3%	11	3%	27	3%	16	4%	47	3%	
Q205C	very dissatisfied	984	8%	581	7%	403	9%	764	8%	31	8%	53	7%	52	12%	84	6%
	dissatisfied	1656	13%	1024	12%	632	14%	1318	13%	52	14%	84	11%	63	14%	139	10%
	neither satisfied nor dissatisfied	1902	15%	1197	14%	705	15%	1403	14%	58	16%	137	17%	71	16%	233	16%
	satisfied	4791	37%	3129	37%	1662	36%	3591	36%	138	37%	321	40%	144	33%	597	41%
	very satisfied	3615	28%	2414	29%	1201	26%	2851	29%	93	25%	189	24%	102	23%	380	26%
	decline to answer	92	1%	60	1%	32	1%	59	1%	2	1%	10	1%	6	1%	15	1%
not applicable	17	0%	12	0%	5	0%	12	0%	0	0%	2	0%	1	0%	2	0%	
Q205D	very dissatisfied	405	3%	228	3%	177	4%	284	3%	18	5%	30	4%	22	5%	51	4%
	dissatisfied	1352	10%	781	9%	571	12%	1017	10%	50	13%	78	10%	60	14%	147	10%
	neither satisfied nor dissatisfied	2245	17%	1423	17%	822	18%	1604	16%	80	21%	190	24%	105	24%	266	18%
	satisfied	6090	47%	4072	48%	2018	43%	4748	47%	146	39%	354	44%	176	40%	666	46%
	very satisfied	2855	22%	1848	22%	1007	22%	2275	23%	77	21%	128	16%	68	15%	307	21%
	decline to answer	83	1%	49	1%	34	1%	50	1%	2	1%	13	2%	7	2%	11	1%
not applicable	27	0%	16	0%	11	0%	20	0%	1	0%	3	0%	1	0%	2	0%	
Q205E	very dissatisfied	391	3%	220	3%	171	4%	268	3%	17	5%	23	3%	25	6%	58	4%
	dissatisfied	1233	9%	759	9%	474	10%	927	9%	47	13%	82	10%	51	12%	126	9%
	neither satisfied nor dissatisfied	3112	24%	2029	24%	1083	23%	2303	23%	102	27%	231	29%	128	29%	348	24%
	satisfied	5686	44%	3747	45%	1939	42%	4440	44%	127	34%	317	40%	159	36%	643	44%
	very satisfied	2414	18%	1528	18%	886	19%	1898	19%	76	20%	124	16%	61	14%	255	18%
	decline to answer	106	1%	69	1%	37	1%	71	1%	2	1%	13	2%	8	2%	12	1%
not applicable	115	1%	65	1%	50	1%	91	1%	3	1%	6	1%	7	2%	8	1%	
Q210A	very dissatisfied	748	6%	445	5%	303	7%	579	6%	33	9%	38	5%	37	8%	61	4%
	dissatisfied	1720	13%	997	12%	723	16%	1389	14%	64	17%	79	10%	54	12%	134	9%
	neither satisfied nor dissatisfied	1671	13%	1148	14%	523	11%	1170	12%	60	16%	161	20%	43	10%	237	16%
	satisfied	5235	40%	3424	41%	1811	39%	4006	40%	130	35%	314	39%	179	41%	606	42%
	very satisfied	3544	27%	2317	28%	1227	26%	2777	28%	84	22%	187	24%	120	27%	376	26%
	decline to answer	82	1%	53	1%	29	1%	47	0%	3	1%	10	1%	4	1%	18	1%
not applicable	52	0%	30	0%	22	0%	27	0%	0	0%	6	1%	2	0%	17	1%	

Frequency Distributions

		TOTAL		GENDER				RACE/ETHNICITY										
				Men		Women		White		Hisp/Latino		Asian/Pac Isl		Other URM		Non-citizens		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q210C	On the whole, my department is collegial.	strongly disagree	833	6%	498	6%	335	7%	613	6%	35	9%	65	8%	40	9%	80	6%
		somewhat disagree	1163	9%	682	8%	481	10%	916	9%	42	11%	60	8%	39	9%	106	7%
		neither agree nor disagree	1220	9%	798	9%	422	9%	877	9%	41	11%	114	14%	45	10%	143	10%
		somewhat agree	4571	35%	3007	36%	1564	34%	3471	35%	128	34%	276	35%	164	37%	532	37%
		strongly agree	5187	40%	3387	40%	1800	39%	4076	41%	126	34%	267	34%	146	33%	572	39%
		decline to answer	69	1%	37	0%	32	1%	37	0%	2	1%	11	1%	5	1%	14	1%
		not applicable	9	0%	5	0%	4	0%	5	0%	0	0%	2	0%	0	0%	2	0%
<b>Collaboration</b>																		
Q105A	Opportunities for collaboration with other members of your department	very dissatisfied	667	5%	381	4%	286	6%	458	5%	24	6%	54	7%	47	10%	84	6%
		dissatisfied	1443	11%	801	9%	642	14%	1066	10%	65	17%	89	11%	74	16%	149	10%
		neither satisfied nor dissatisfied	2376	18%	1461	17%	915	19%	1746	17%	79	21%	192	24%	86	19%	273	18%
		satisfied	5471	41%	3723	43%	1748	37%	4228	42%	136	35%	326	40%	160	35%	621	42%
		very satisfied	3153	24%	2120	25%	1033	22%	2515	25%	74	19%	140	17%	82	18%	342	23%
		decline to answer	69	1%	32	0%	37	1%	48	0%	3	1%	4	0%	3	1%	11	1%
		not applicable	143	1%	65	1%	78	2%	112	1%	4	1%	10	1%	3	1%	14	1%
Q105E	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	553	4%	341	4%	212	4%	394	4%	26	7%	42	5%	34	7%	57	4%
		dissatisfied	1731	13%	1041	12%	690	15%	1343	13%	66	17%	103	13%	76	17%	143	10%
		neither satisfied nor dissatisfied	3405	26%	2122	25%	1283	27%	2583	25%	86	22%	207	25%	123	27%	406	27%
		satisfied	5189	39%	3461	40%	1728	36%	3973	39%	139	36%	346	42%	148	33%	583	39%
		very satisfied	2042	15%	1368	16%	674	14%	1592	16%	57	15%	91	11%	63	14%	239	16%
		decline to answer	74	1%	40	0%	34	1%	52	1%	4	1%	3	0%	5	1%	10	1%
		not applicable	328	2%	210	2%	118	2%	236	2%	7	2%	23	3%	6	1%	56	4%
<b>Tenure Clarity</b>																		
Q136E	The clarity of whether or not I will achieve tenure.	very unclear	199	7%	97	6%	102	8%	131	8%	6	8%	11	9%	11	8%	40	6%
		somewhat unclear	336	12%	142	9%	194	16%	234	14%	9	11%	11	9%	19	15%	63	9%
		neither clear nor unclear	481	17%	271	18%	210	17%	272	16%	6	8%	31	26%	25	19%	147	20%
		somewhat clear	1172	43%	668	44%	504	40%	744	44%	36	45%	44	37%	52	40%	296	41%
		very clear	517	19%	304	20%	213	17%	303	18%	21	26%	17	14%	21	16%	155	21%
		decline to answer	52	2%	30	2%	22	2%	21	1%	2	3%	4	3%	2	2%	23	3%
Q139A	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	370	13%	175	12%	195	16%	243	14%	6	8%	16	14%	20	16%	85	12%
		somewhat disagree	574	21%	295	20%	279	23%	394	23%	21	27%	20	17%	32	25%	107	15%
		neither agree nor disagree	350	13%	212	14%	138	11%	193	11%	6	8%	20	17%	11	9%	120	17%
		somewhat agree	918	33%	537	36%	381	31%	561	33%	27	34%	33	28%	42	33%	255	35%
		strongly agree	491	18%	264	18%	227	18%	292	17%	18	23%	26	22%	21	16%	134	19%
		decline to answer	25	1%	15	1%	10	1%	11	1%	1	1%	1	1%	2	2%	10	1%
		not applicable	14	1%	8	1%	6	0%	4	0%	0	0%	2	2%	0	0%	8	1%
Q139B	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	strongly disagree	191	7%	97	6%	94	8%	120	7%	5	6%	8	7%	14	11%	44	6%
		somewhat disagree	258	9%	114	8%	144	12%	187	11%	2	3%	11	9%	21	16%	37	5%
		neither agree nor disagree	425	15%	240	16%	185	15%	269	16%	15	19%	19	16%	21	16%	101	14%
		somewhat agree	944	34%	523	35%	421	34%	589	35%	32	41%	44	37%	36	28%	243	34%
		strongly agree	842	31%	489	32%	353	29%	484	29%	22	28%	33	28%	31	24%	272	38%
		decline to answer	67	2%	36	2%	31	3%	38	2%	3	4%	1	1%	4	3%	21	3%
		not applicable	15	1%	7	0%	8	1%	11	1%	0	0%	2	2%	1	1%	1	0%
<b>Appreciation &amp; Recognition</b>																		
Q215A	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	923	7%	571	7%	352	8%	694	7%	40	11%	62	8%	41	9%	86	6%
		dissatisfied	2440	19%	1455	17%	985	21%	1945	20%	74	20%	121	15%	89	20%	211	15%
		neither satisfied nor dissatisfied	2705	21%	1744	21%	961	21%	1973	20%	81	22%	208	26%	114	26%	329	23%
		satisfied	4929	38%	3269	39%	1660	36%	3788	38%	125	34%	294	37%	132	30%	590	41%
		very satisfied	1618	12%	1087	13%	531	11%	1276	13%	42	11%	74	9%	47	11%	179	12%
		decline to answer	107	1%	72	1%	35	1%	69	1%	6	2%	8	1%	6	1%	18	1%
		not applicable	288	2%	189	2%	99	2%	217	2%	5	1%	25	3%	10	2%	31	2%

Frequency Distributions

			TOTAL		GENDER				RACE/ETHNICITY									
					Men		Women		White		Hispanic/Latino		Asian/Pac Isl		Other URM		Non-citizens	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q215B	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	978	8%	593	7%	385	8%	744	7%	47	13%	52	7%	43	10%	92	6%
		dissatisfied	2536	19%	1479	18%	1057	23%	2021	20%	78	21%	127	16%	85	19%	225	16%
		neither satisfied nor dissatisfied	3793	29%	2491	30%	1302	28%	2898	29%	97	26%	246	31%	141	32%	411	28%
		satisfied	3603	28%	2422	29%	1181	26%	2679	27%	96	26%	249	31%	104	24%	475	33%
		very satisfied	867	7%	606	7%	261	6%	619	6%	27	7%	56	7%	30	7%	135	9%
		decline to answer	118	1%	81	1%	37	1%	81	1%	5	1%	8	1%	5	1%	19	1%
		not applicable	1115	9%	715	9%	400	9%	920	9%	23	6%	54	7%	31	7%	87	6%
Q215C	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	898	7%	601	7%	297	6%	653	7%	38	10%	79	10%	44	10%	84	6%
		dissatisfied	1979	15%	1189	14%	790	17%	1575	16%	57	15%	104	13%	58	13%	185	13%
		neither satisfied nor dissatisfied	2829	22%	1712	20%	1117	24%	2119	21%	76	20%	174	22%	142	32%	318	22%
		satisfied	5247	40%	3477	41%	1770	38%	4047	41%	146	39%	315	40%	135	31%	604	42%
		very satisfied	1855	14%	1278	15%	577	12%	1426	14%	49	13%	105	13%	50	11%	225	16%
		decline to answer	110	1%	74	1%	36	1%	76	1%	5	1%	6	1%	6	1%	17	1%
		not applicable	92	1%	56	1%	36	1%	66	1%	2	1%	9	1%	4	1%	11	1%
Q215D	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	1216	9%	740	9%	476	10%	947	10%	55	15%	74	9%	60	14%	80	6%
		dissatisfied	2607	20%	1506	18%	1101	24%	2114	21%	77	21%	117	15%	90	21%	209	14%
		neither satisfied nor dissatisfied	3470	27%	2278	27%	1192	26%	2577	26%	87	23%	255	32%	126	29%	425	29%
		satisfied	4268	33%	2872	34%	1396	30%	3259	33%	117	31%	257	32%	118	27%	517	36%
		very satisfied	1198	9%	820	10%	378	8%	912	9%	28	8%	69	9%	36	8%	153	11%
		decline to answer	117	1%	79	1%	38	1%	74	1%	5	1%	10	1%	6	1%	22	2%
		not applicable	134	1%	92	1%	42	1%	79	1%	4	1%	10	1%	3	1%	38	3%
Q215E	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	827	6%	514	6%	313	7%	633	6%	36	10%	48	6%	52	12%	58	4%
		dissatisfied	1571	12%	961	11%	610	13%	1255	13%	50	13%	81	10%	73	17%	112	8%
		neither satisfied nor dissatisfied	3624	28%	2398	29%	1226	27%	2756	28%	95	25%	250	32%	130	30%	393	27%
		satisfied	2713	21%	1837	22%	876	19%	2043	21%	91	24%	173	22%	88	20%	318	22%
		very satisfied	724	6%	475	6%	249	5%	536	5%	17	5%	47	6%	31	7%	93	6%
		decline to answer	196	2%	137	2%	59	1%	131	1%	7	2%	12	2%	7	2%	39	3%
		not applicable	3355	26%	2065	25%	1290	28%	2608	26%	77	21%	181	23%	58	13%	431	30%
Q215L	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	1011	8%	618	8%	393	9%	746	8%	40	12%	82	11%	49	12%	94	7%
		dissatisfied	1242	10%	710	9%	532	12%	953	11%	44	13%	65	9%	52	13%	128	9%
		neither satisfied nor dissatisfied	1955	16%	1163	15%	792	18%	1414	16%	62	18%	147	20%	81	20%	251	18%
		satisfied	4179	35%	2748	36%	1431	33%	3199	35%	108	31%	234	33%	126	30%	512	37%
		very satisfied	2852	24%	1952	26%	900	21%	2200	24%	69	20%	154	21%	81	20%	348	25%
		decline to answer	313	3%	190	2%	123	3%	210	2%	10	3%	23	3%	16	4%	54	4%
		not applicable	349	3%	226	3%	123	3%	299	3%	11	3%	15	2%	9	2%	15	1%
Q215I	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	581	4%	338	4%	243	5%	424	4%	25	7%	41	5%	37	8%	54	4%
		dissatisfied	1269	10%	730	9%	539	12%	1012	10%	48	13%	59	7%	59	13%	91	6%
		neither satisfied nor dissatisfied	2997	23%	1871	22%	1126	24%	2208	22%	89	24%	220	28%	119	27%	361	25%
		satisfied	5435	42%	3615	43%	1820	39%	4207	42%	149	40%	327	41%	141	32%	611	42%
		very satisfied	2514	19%	1702	20%	812	18%	1972	20%	55	15%	124	16%	68	15%	295	20%
		decline to answer	150	1%	88	1%	62	1%	95	1%	5	1%	14	2%	13	3%	23	2%
		not applicable	64	0%	43	1%	21	0%	44	0%	2	1%	7	1%	2	0%	9	1%
<b>Global Satisfaction</b>																		
Q212A	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	656	5%	323	4%	333	7%	398	4%	42	11%	73	9%	75	17%	68	5%
		somewhat disagree	1090	8%	540	6%	550	12%	807	8%	43	11%	71	9%	70	16%	99	7%
		neither agree nor disagree	1657	13%	1110	13%	547	12%	1195	12%	57	15%	128	16%	51	12%	226	16%
		somewhat agree	4595	35%	3048	36%	1547	33%	3548	36%	121	32%	289	36%	130	30%	507	35%
		strongly agree	4789	37%	3181	38%	1608	35%	3846	38%	106	28%	215	27%	109	25%	513	35%
		decline to answer	209	2%	160	2%	49	1%	156	2%	4	1%	15	2%	4	1%	30	2%
		not applicable	53	0%	49	1%	4	0%	42	0%	1	0%	4	1%	0	0%	6	0%

Frequency Distributions

			TOTAL		GENDER				RACE/ETHNICITY									
					Men		Women		White		Hisp/Latino		Asian/Pac Isl		Other URM		Non-citizens	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q212B	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	791	6%	393	5%	398	9%	492	5%	47	13%	75	9%	88	20%	89	6%
		somewhat disagree	1204	9%	597	7%	607	13%	879	9%	67	18%	74	9%	73	17%	111	8%
		neither agree nor disagree	2137	16%	1406	17%	731	16%	1572	16%	58	16%	182	23%	46	10%	279	19%
		somewhat agree	4615	35%	3023	36%	1592	34%	3586	36%	124	33%	266	33%	124	28%	515	36%
		strongly agree	4019	31%	2770	33%	1249	27%	3251	33%	75	20%	175	22%	103	23%	415	29%
		decline to answer	230	2%	178	2%	52	1%	174	2%	2	1%	20	3%	5	1%	29	2%
			53	0%	44	1%	9	0%	38	0%	1	0%	3	0%	0	0%	11	1%
Q250A	All things considered, your department as a place to work	strongly disagree	721	6%	440	5%	281	6%	524	5%	24	6%	54	7%	46	11%	73	5%
		somewhat disagree	1326	10%	770	9%	556	12%	1034	10%	47	13%	85	11%	56	13%	104	7%
		neither agree nor disagree	1679	13%	1027	12%	652	14%	1227	12%	59	16%	142	18%	46	11%	205	14%
		somewhat agree	5185	40%	3414	41%	1771	38%	3965	40%	135	36%	313	40%	154	35%	618	43%
		strongly agree	3926	30%	2637	32%	1289	28%	3110	31%	97	26%	181	23%	128	29%	410	29%
		decline to answer	104	1%	53	1%	51	1%	54	1%	7	2%	12	2%	7	2%	24	2%
			22	0%	17	0%	5	0%	19	0%	1	0%	1	0%	1	0%	0	0%
<b>Departure intentions</b>																		
Q225	Which of the following have you done at this institution in the past five years? (check all that apply)	actively sought an outside job offer	3355	22%	2082	22%	1273	24%	2657	23%	110	25%	140	16%	124	25%	324	20%
		received a formal job offer	1858	12%	1266	13%	592	11%	1421	12%	69	16%	97	11%	74	15%	197	12%
		renegotiated terms of employment	1695	11%	1053	11%	642	12%	1395	12%	53	12%	64	8%	52	10%	131	8%
		none of the above	7163	48%	4684	49%	2479	47%	5529	48%	173	40%	446	52%	209	42%	806	50%
		decline to answer	868	6%	540	6%	328	6%	540	5%	30	7%	105	12%	41	8%	152	9%
Q235	If you could negotiate adjustments to your employment, which one of the following item(s) would you most like to adjust?	base salary	4866	43%	3267	45%	1599	40%	3663	43%	157	49%	354	49%	182	47%	510	39%
		supplemental salary	440	4%	299	4%	141	4%	332	4%	11	3%	21	3%	18	5%	58	4%
		tenure clock	167	1%	81	1%	86	2%	96	1%	6	2%	9	1%	11	3%	45	3%
		teaching load	1121	10%	645	9%	476	12%	832	10%	25	8%	70	10%	40	10%	154	12%
		administrative responsibilities	427	4%	268	4%	159	4%	364	4%	12	4%	15	2%	14	4%	22	2%
		equipment	207	2%	145	2%	62	2%	161	2%	2	1%	13	2%	5	1%	26	2%
		employment for spouse/partner	506	4%	291	4%	215	5%	314	4%	15	5%	32	4%	16	4%	129	10%
		lab/research support	1281	11%	848	12%	433	11%	974	11%	35	11%	91	13%	30	8%	151	12%
		sabbatical or other leave time	852	8%	475	6%	377	9%	681	8%	22	7%	25	3%	36	9%	88	7%
		other (please specify)	432	4%	257	4%	175	4%	358	4%	11	3%	22	3%	10	3%	31	2%
Q255A	Q255A - How long do you plan to remain at this institution?	there is nothing I wish to adjust	727	6%	550	8%	177	4%	603	7%	15	5%	42	6%	18	5%	49	4%
		decline to answer	254	2%	184	3%	70	2%	168	2%	7	2%	30	4%	7	2%	42	3%
		for no more than five years	2086	21%	1437	21%	649	19%	1753	21%	55	19%	93	14%	69	23%	116	16%
		more than five years but less than ten	1574	16%	1048	15%	526	16%	1368	17%	35	12%	74	11%	40	13%	57	8%
		ten years or more	2356	23%	1638	24%	718	22%	1964	24%	57	20%	148	23%	46	15%	141	20%
Q260	If you were to choose to leave your institution, what would be your primary reason?	I don't know	3658	36%	2379	35%	1279	38%	2785	34%	128	44%	266	41%	123	40%	356	50%
		decline to answer	453	4%	291	4%	162	5%	293	4%	16	5%	74	11%	27	9%	43	6%
		to improve your salary/benefits	2096	16%	1414	17%	682	15%	1568	16%	84	23%	143	18%	72	16%	229	16%
		for a more collegial workplace	519	4%	277	3%	242	5%	398	4%	16	4%	35	4%	22	5%	48	3%
		employer w/ more resources	1435	11%	868	10%	567	12%	1075	11%	38	10%	103	13%	35	8%	184	13%
		institution w/ priorities like yours	1369	11%	887	11%	482	10%	1051	11%	41	11%	87	11%	43	10%	147	10%
		for an admin. position in higher ed.	558	4%	366	4%	192	4%	425	4%	17	5%	44	6%	35	8%	37	3%
		to pursue a nonacademic job	169	1%	113	1%	56	1%	144	1%	2	1%	4	1%	9	2%	10	1%
		spousal/partner employment	550	4%	294	4%	256	6%	343	3%	21	6%	31	4%	17	4%	138	10%
		for other family or personal needs	742	6%	440	5%	302	7%	502	5%	20	5%	55	7%	29	7%	136	9%
		to improve your quality of life	908	7%	525	6%	383	8%	687	7%	23	6%	48	6%	41	9%	109	8%
		to retire	2582	20%	1864	22%	718	16%	2309	23%	51	14%	93	12%	59	13%	70	5%
		improve geographic location	1032	8%	653	8%	379	8%	751	8%	35	9%	50	6%	33	8%	163	11%
other (please specify)	216	2%	123	1%	93	2%	159	2%	3	1%	14	2%	12	3%	28	2%		
no reason I would choose to leave	372	3%	262	3%	110	2%	262	3%	8	2%	32	4%	11	3%	59	4%		
			411	3%	268	3%	143	3%	256	3%	11	3%	49	6%	20	5%	75	5%



Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Distribution of Workload</b>																						
Q70H	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	647	10%	417	11%	19	8%	22	13%	56	10%	31	13%	21	10%	21	9%	69	7%	43	9%
		dissatisfied	1225	19%	841	23%	43	19%	37	23%	71	12%	59	24%	38	18%	51	21%	117	11%	96	20%
		neither satisfied nor dissatisfied	1291	20%	721	20%	55	25%	27	16%	146	25%	48	19%	43	20%	41	17%	225	22%	118	24%
		satisfied	2402	36%	1169	32%	79	35%	49	30%	220	38%	81	33%	82	38%	88	36%	419	41%	147	30%
		very satisfied	843	13%	396	11%	23	10%	26	16%	66	11%	20	8%	26	12%	31	13%	154	15%	66	14%
		decline to answer	45	1%	18	0%	2	1%	1	1%	7	1%	2	1%	3	1%	5	2%	14	1%	7	1%
		not applicable	152	2%	86	2%	3	1%	2	1%	12	2%	7	3%	3	1%	5	2%	24	2%	11	2%
Q60D	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	634	10%	517	14%	26	12%	27	16%	52	9%	28	11%	26	12%	32	13%	70	7%	48	10%
		dissatisfied	1323	20%	1040	28%	50	22%	50	30%	93	16%	53	21%	48	22%	63	26%	142	14%	104	21%
		neither satisfied nor dissatisfied	1565	24%	811	22%	55	24%	30	18%	157	27%	85	34%	57	26%	51	21%	272	27%	133	27%
		satisfied	2340	35%	988	27%	70	31%	40	24%	207	36%	66	26%	65	30%	67	28%	374	36%	137	28%
		very satisfied	608	9%	239	7%	19	8%	14	9%	49	8%	9	4%	17	8%	21	9%	110	11%	38	8%
		decline to answer	68	1%	29	1%	2	1%	2	1%	7	1%	1	0%	1	0%	5	2%	18	2%	10	2%
not applicable	91	1%	36	1%	3	1%	1	1%	14	2%	8	3%	2	1%	3	1%	40	4%	19	4%		
<b>Mentoring</b>																						
Q125A	Mentoring from someone in your department	very ineffective	475	7%	362	10%	19	9%	16	10%	31	5%	24	10%	24	11%	26	11%	71	7%	33	7%
		somewhat ineffective	567	9%	358	10%	12	5%	16	10%	43	8%	17	7%	14	7%	17	7%	82	8%	39	8%
		neither effective nor ineffective	926	14%	373	10%	37	17%	15	9%	92	16%	27	11%	31	15%	22	9%	140	14%	51	11%
		somewhat effective	2080	32%	1119	31%	67	30%	47	29%	174	31%	75	31%	58	27%	62	26%	320	32%	157	33%
		very effective	1026	16%	755	21%	45	20%	47	29%	106	19%	54	22%	46	22%	62	26%	226	22%	123	25%
		have not received	769	12%	435	12%	26	12%	16	10%	46	8%	29	12%	21	10%	34	14%	92	9%	51	11%
		decline to answer	37	1%	16	0%	0	0%	1	1%	3	1%	1	0%	0	0%	4	2%	6	1%	1	0%
not applicable	663	10%	186	5%	17	8%	3	2%	75	13%	14	6%	19	9%	15	6%	72	7%	28	6%		
Q125B	Mentoring from someone outside your department at your institution	very ineffective	304	5%	153	4%	13	6%	7	4%	25	4%	5	2%	13	6%	15	6%	41	4%	16	3%
		somewhat ineffective	307	5%	207	6%	8	4%	6	4%	33	6%	16	7%	11	5%	14	6%	68	7%	25	5%
		neither effective nor ineffective	1360	21%	534	15%	42	19%	20	12%	140	25%	42	17%	39	18%	29	12%	194	19%	74	15%
		somewhat effective	1275	19%	904	25%	63	28%	43	27%	120	21%	63	26%	67	31%	72	30%	187	19%	103	21%
		very effective	356	5%	449	12%	23	10%	41	25%	31	5%	30	12%	29	14%	42	17%	65	6%	59	12%
		have not received	1625	25%	898	25%	41	18%	31	19%	93	16%	56	23%	30	14%	50	21%	239	24%	123	25%
decline to answer	39	1%	12	0%	1	0%	0	0%	5	1%	0	0%	0	0%	4	2%	5	0%	0	0%		
not applicable	1277	20%	447	12%	32	14%	13	8%	123	22%	29	12%	24	11%	16	7%	210	21%	83	17%		
Q125C	Mentoring from someone outside your institution	very ineffective	162	2%	63	2%	9	4%	2	1%	9	2%	3	1%	8	4%	5	2%	26	3%	8	2%
		somewhat ineffective	207	3%	87	2%	7	3%	3	2%	33	6%	6	2%	10	5%	6	2%	38	4%	14	3%
		neither effective nor ineffective	1119	17%	370	10%	31	14%	14	9%	129	23%	27	11%	26	12%	19	8%	170	17%	57	12%
		somewhat effective	2014	31%	1258	35%	73	33%	43	27%	139	24%	82	34%	62	29%	64	26%	267	26%	146	30%
		very effective	942	14%	1032	29%	44	20%	68	42%	67	12%	67	28%	58	27%	104	43%	131	13%	112	23%
		have not received	1039	16%	486	13%	27	12%	22	14%	68	12%	34	14%	24	11%	27	11%	190	19%	85	18%
		decline to answer	40	1%	19	1%	1	0%	0	0%	4	1%	1	0%	0	0%	5	2%	5	0%	0	0%
not applicable	1020	16%	289	8%	31	14%	9	6%	121	21%	21	9%	25	12%	12	5%	182	18%	61	13%		



Frequency Distributions			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q190E	Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	never	349	5%	270	8%	27	12%	12	8%	31	5%	19	8%	15	7%	33	14%	45	5%	37	8%
		seldom	1031	16%	621	17%	44	20%	21	13%	90	16%	33	14%	40	20%	56	24%	117	12%	82	17%
		occasionally	2137	33%	1183	33%	60	27%	52	33%	179	32%	83	35%	74	36%	75	32%	319	32%	154	33%
		regularly	1893	29%	934	26%	59	27%	45	29%	176	31%	66	28%	40	20%	43	18%	331	33%	117	25%
		frequently	1008	16%	522	15%	29	13%	25	16%	85	15%	35	15%	34	17%	27	11%	167	17%	75	16%
	decline to answer	62	1%	26	1%	1	0%	1	1%	4	1%	2	1%	1	0%	3	1%	11	1%	5	1%	
<b>Departmental Quality</b>																						
Q195A	The intellectual vitality of tenured faculty in your department	very dissatisfied	276	4%	180	5%	19	9%	4	3%	40	7%	19	8%	11	5%	10	4%	52	5%	24	5%
		dissatisfied	799	12%	454	13%	30	14%	21	13%	86	15%	37	15%	31	15%	34	14%	103	10%	61	13%
		neither satisfied nor dissatisfied	985	15%	564	16%	46	21%	27	17%	137	24%	49	20%	32	15%	45	19%	183	18%	102	21%
		satisfied	2924	45%	1439	40%	84	38%	67	43%	203	36%	96	40%	81	38%	81	34%	438	44%	171	36%
		very satisfied	1417	22%	866	24%	36	16%	34	22%	80	14%	34	14%	41	19%	52	22%	180	18%	97	20%
		I don't know	22	0%	17	0%	2	1%	1	1%	6	1%	2	1%	2	1%	7	3%	13	1%	5	1%
		decline to answer	99	2%	63	2%	4	2%	2	1%	12	2%	5	2%	12	6%	8	3%	33	3%	16	3%
	not applicable	5	0%	6	0%	0	0%	1	1%	3	1%	0	0%	1	0%	0	0%	3	0%	0	0%	
Q195B	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	70	1%	44	1%	10	5%	2	1%	18	3%	6	2%	5	2%	4	2%	23	2%	7	1%
		dissatisfied	295	5%	136	4%	15	7%	6	4%	26	5%	16	7%	19	9%	12	5%	43	4%	19	4%
		neither satisfied nor dissatisfied	692	11%	372	10%	23	10%	21	13%	125	22%	42	17%	33	16%	38	16%	144	14%	78	16%
		satisfied	2867	44%	1487	41%	91	41%	71	45%	249	44%	109	45%	80	38%	90	38%	473	47%	190	40%
		very satisfied	2330	36%	1371	38%	67	30%	51	32%	119	21%	58	24%	57	27%	76	32%	259	26%	145	30%
		I don't know	40	1%	27	1%	4	2%	2	1%	8	1%	1	0%	3	1%	6	3%	10	1%	8	2%
		decline to answer	98	2%	65	2%	5	2%	2	1%	11	2%	6	2%	12	6%	5	2%	31	3%	17	4%
	not applicable	135	2%	87	2%	6	3%	2	1%	11	2%	4	2%	2	1%	6	3%	22	2%	12	3%	
Q195C	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	263	4%	177	5%	10	5%	1	1%	47	8%	16	7%	9	4%	11	5%	52	5%	20	4%
		dissatisfied	922	14%	486	14%	35	16%	22	14%	81	14%	41	17%	31	15%	24	10%	137	14%	62	13%
		neither satisfied nor dissatisfied	1251	19%	660	18%	51	23%	31	20%	149	26%	52	21%	37	18%	66	28%	194	19%	112	24%
		satisfied	2656	41%	1358	38%	83	38%	66	42%	212	37%	90	37%	83	39%	74	31%	399	40%	166	35%
		very satisfied	1271	19%	786	22%	34	15%	29	18%	55	10%	33	14%	36	17%	46	19%	168	17%	85	18%
		I don't know	55	1%	50	1%	4	2%	5	3%	8	1%	5	2%	1	0%	8	3%	16	2%	13	3%
		decline to answer	101	2%	63	2%	3	1%	2	1%	13	2%	5	2%	13	6%	7	3%	34	3%	18	4%
	not applicable	8	0%	9	0%	1	0%	1	1%	2	0%	0	0%	1	0%	1	0%	5	0%	0	0%	
Q195D	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	74	1%	48	1%	10	5%	0	0%	15	3%	4	2%	3	1%	6	3%	20	2%	7	1%
		dissatisfied	322	5%	159	4%	20	9%	9	6%	34	6%	13	5%	13	6%	16	7%	55	5%	24	5%
		neither satisfied nor dissatisfied	962	15%	468	13%	34	15%	24	15%	140	25%	52	21%	45	21%	42	18%	162	16%	93	20%
		satisfied	3010	46%	1548	43%	96	43%	73	46%	247	44%	112	46%	80	38%	88	37%	455	45%	192	40%
		very satisfied	1830	28%	1143	32%	46	21%	43	27%	97	17%	45	19%	51	24%	64	27%	237	24%	117	25%
		I don't know	88	1%	67	2%	5	2%	4	3%	12	2%	6	2%	4	2%	9	4%	24	2%	15	3%
		decline to answer	101	2%	67	2%	4	2%	2	1%	12	2%	6	2%	13	6%	6	3%	33	3%	16	3%
	not applicable	140	2%	89	2%	6	3%	2	1%	10	2%	4	2%	2	1%	6	3%	19	2%	12	3%	
Q195G	The teaching effectiveness of tenured faculty in your department	very dissatisfied	167	3%	94	3%	6	3%	1	1%	17	3%	9	4%	9	4%	14	6%	24	2%	12	3%
		dissatisfied	630	10%	336	9%	30	14%	31	20%	50	9%	21	9%	21	10%	22	9%	62	6%	36	8%
		neither satisfied nor dissatisfied	1241	19%	665	19%	50	23%	24	15%	143	26%	53	22%	42	21%	50	21%	200	20%	97	21%
		satisfied	2950	46%	1507	42%	86	39%	62	40%	253	45%	100	42%	81	40%	81	34%	425	43%	193	41%
		very satisfied	1122	17%	707	20%	28	13%	24	15%	64	11%	32	13%	35	17%	47	20%	157	16%	74	16%
		I don't know	287	4%	197	6%	18	8%	11	7%	23	4%	22	9%	9	4%	16	7%	102	10%	47	10%
		decline to answer	35	1%	22	1%	1	0%	2	1%	5	1%	1	0%	5	2%	6	3%	12	1%	8	2%
	not applicable	33	1%	21	1%	0	0%	1	1%	5	1%	0	0%	1	0%	1	0%	3	0%	2	0%	









Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
<b>Distribution of Workload</b>																						
Q70H	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	246	11%	100	16%	8	12%	9	29%	39	11%	13	18%	4	8%	1	5%	35	7%	11	8%
		dissatisfied	444	19%	153	24%	16	24%	7	23%	56	15%	18	25%	10	20%	6	27%	52	10%	29	22%
		neither satisfied nor dissatisfied	476	21%	132	21%	14	21%	7	23%	92	25%	13	18%	13	27%	4	18%	133	25%	36	27%
		satisfied	836	37%	175	28%	22	33%	5	16%	130	35%	23	32%	16	33%	7	32%	210	40%	33	25%
		very satisfied	241	11%	62	10%	6	9%	2	6%	42	11%	3	4%	5	10%	3	14%	79	15%	19	14%
		decline to answer	15	1%	1	0%	0	0%	1	3%	3	1%	1	1%	0	0%	1	5%	4	1%	2	1%
		not applicable	23	1%	8	1%	1	1%	0	0%	7	2%	2	3%	1	2%	0	0%	10	2%	4	3%
Q60D	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	220	10%	84	13%	12	18%	4	13%	38	10%	7	10%	5	10%	2	9%	36	7%	12	9%
		dissatisfied	439	19%	178	28%	13	19%	9	29%	59	16%	17	23%	10	20%	5	23%	57	11%	19	14%
		neither satisfied nor dissatisfied	564	25%	144	23%	15	22%	5	16%	94	25%	30	41%	15	31%	3	14%	150	29%	42	31%
		satisfied	842	37%	161	25%	22	33%	11	35%	135	36%	16	22%	14	29%	6	27%	204	39%	36	27%
		very satisfied	174	8%	55	9%	5	7%	1	3%	30	8%	1	1%	3	6%	4	18%	52	10%	17	13%
		decline to answer	26	1%	4	1%	0	0%	1	3%	5	1%	0	0%	0	0%	2	9%	8	2%	2	1%
not applicable	24	1%	7	1%	0	0%	0	0%	9	2%	2	3%	2	4%	0	0%	19	4%	6	4%		
<b>Mentoring</b>																						
Q125A	Mentoring from someone in your department	very ineffective	175	8%	71	11%	5	8%	4	13%	19	5%	8	11%	12	26%	1	5%	29	6%	4	3%
		somewhat ineffective	197	9%	52	8%	4	6%	2	7%	23	6%	4	6%	6	13%	3	14%	47	9%	13	10%
		neither effective nor ineffective	311	14%	64	10%	9	14%	4	13%	68	19%	9	13%	2	4%	4	18%	55	11%	13	10%
		somewhat effective	722	32%	211	34%	19	29%	8	27%	110	30%	23	32%	15	32%	4	18%	170	33%	49	37%
		very effective	341	15%	127	20%	15	23%	5	17%	60	17%	11	15%	3	6%	6	27%	122	24%	31	23%
		have not received	277	12%	70	11%	7	11%	7	23%	27	7%	11	15%	7	15%	2	9%	48	9%	14	11%
		decline to answer	13	1%	2	0%	0	0%	0	0%	3	1%	0	0%	0	0%	1	5%	5	1%	0	0%
		not applicable	233	10%	26	4%	7	11%	0	0%	51	14%	6	8%	2	4%	1	5%	40	8%	9	7%
Q125B	Mentoring from someone outside your department at your institution	very ineffective	110	5%	26	4%	4	6%	2	7%	13	4%	0	0%	6	13%	1	5%	17	3%	6	5%
		somewhat ineffective	115	5%	34	5%	0	0%	0	0%	19	5%	6	8%	4	9%	0	0%	38	7%	11	8%
		neither effective nor ineffective	479	21%	96	15%	10	15%	4	13%	101	28%	14	19%	8	17%	1	5%	89	17%	18	14%
		somewhat effective	431	19%	182	29%	20	30%	6	20%	70	19%	19	26%	11	23%	8	36%	92	18%	32	24%
		very effective	98	4%	76	12%	7	11%	8	27%	20	6%	10	14%	4	9%	6	27%	32	6%	17	13%
		have not received	600	26%	153	25%	13	20%	9	30%	54	15%	14	19%	10	21%	5	23%	133	26%	26	20%
decline to answer	14	1%	1	0%	0	0%	0	0%	4	1%	0	0%	0	0%	0	0%	4	1%	0	0%		
not applicable	422	19%	55	9%	12	18%	1	3%	80	22%	9	13%	4	9%	1	5%	111	22%	23	17%		
Q125C	Mentoring from someone outside your institution	very ineffective	61	3%	6	1%	2	3%	0	0%	6	2%	0	0%	3	6%	0	0%	10	2%	1	1%
		somewhat ineffective	88	4%	13	2%	0	0%	0	0%	19	5%	2	3%	3	6%	0	0%	23	4%	7	5%
		neither effective nor ineffective	377	17%	89	14%	10	15%	3	10%	97	27%	11	15%	3	6%	1	5%	83	16%	15	11%
		somewhat effective	693	31%	223	36%	25	38%	6	20%	85	24%	24	33%	19	40%	5	23%	126	24%	48	36%
		very effective	283	12%	155	25%	8	12%	14	47%	30	8%	17	24%	8	17%	12	55%	70	14%	24	18%
		have not received	403	18%	99	16%	7	11%	7	23%	41	11%	9	13%	7	15%	3	14%	106	21%	21	16%
		decline to answer	16	1%	1	0%	0	0%	0	0%	3	1%	0	0%	0	0%	0	0%	4	1%	0	0%
not applicable	348	15%	37	6%	14	21%	0	0%	80	22%	9	13%	4	9%	1	5%	94	18%	17	13%		





Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q190E	Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	never	120	5%	43	7%	7	11%	2	7%	19	5%	4	6%	3	7%	2	9%	16	3%	8	6%
		seldom	313	14%	79	13%	11	17%	3	10%	56	16%	7	10%	13	29%	7	32%	64	13%	17	13%
		occasionally	711	32%	192	31%	16	25%	8	27%	116	32%	21	30%	16	36%	8	36%	159	31%	46	35%
		regularly	698	31%	192	31%	21	32%	13	43%	119	33%	24	34%	5	11%	4	18%	181	36%	34	26%
		frequently	390	17%	107	17%	10	15%	4	13%	45	13%	13	18%	7	16%	1	5%	81	16%	28	21%
	decline to answer	20	1%	3	0%	0	0%	0	0%	4	1%	2	3%	1	2%	0	0%	4	1%	0	0%	
<b>Departmental Quality</b>																						
Q195A	The intellectual vitality of tenured faculty in your department	very dissatisfied	75	3%	26	4%	3	5%	0	0%	23	6%	7	10%	2	4%	0	0%	26	5%	7	5%
		dissatisfied	262	12%	78	13%	7	11%	4	13%	60	17%	9	13%	12	25%	1	5%	47	9%	11	8%
		neither satisfied nor dissatisfied	374	17%	108	17%	18	28%	7	23%	96	27%	18	25%	4	8%	3	14%	89	17%	28	21%
		satisfied	1071	47%	254	41%	27	42%	10	33%	125	35%	27	38%	20	42%	10	45%	238	46%	55	41%
		very satisfied	440	19%	144	23%	9	14%	7	23%	43	12%	9	13%	4	8%	4	18%	85	17%	30	23%
		I don't know	5	0%	3	0%	1	2%	1	3%	4	1%	0	0%	0	0%	2	9%	10	2%	1	1%
	decline to answer	36	2%	7	1%	0	0%	1	3%	9	2%	2	3%	5	10%	2	9%	19	4%	1	1%	
	not applicable	1	0%	2	0%	0	0%	0	0%	2	1%	0	0%	1	2%	0	0%	1	0%	0	0%	
Q195B	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	20	1%	6	1%	2	3%	0	0%	10	3%	1	1%	0	0%	1	5%	7	1%	2	2%
		dissatisfied	80	4%	14	2%	5	8%	1	3%	18	5%	4	6%	4	8%	1	5%	18	3%	2	2%
		neither satisfied nor dissatisfied	232	10%	51	8%	7	11%	7	23%	80	22%	13	18%	6	13%	2	9%	67	13%	24	18%
		satisfied	1056	47%	262	42%	23	35%	12	40%	163	45%	35	49%	22	46%	10	45%	265	51%	57	43%
		very satisfied	794	35%	269	43%	23	35%	8	27%	70	19%	16	22%	10	21%	6	27%	128	25%	44	33%
		I don't know	12	1%	4	1%	2	3%	1	3%	6	2%	0	0%	0	0%	1	5%	8	2%	3	2%
	decline to answer	35	2%	7	1%	1	2%	1	3%	8	2%	2	3%	5	10%	1	5%	17	3%	0	0%	
	not applicable	35	2%	9	1%	2	3%	0	0%	7	2%	1	1%	1	2%	0	0%	5	1%	1	1%	
Q195C	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	70	3%	23	4%	0	0%	0	0%	30	8%	4	6%	2	4%	1	5%	30	6%	4	3%
		dissatisfied	306	14%	81	13%	10	15%	4	13%	51	14%	11	15%	10	21%	2	9%	63	12%	17	13%
		neither satisfied nor dissatisfied	468	21%	129	21%	17	26%	7	23%	109	30%	18	25%	8	17%	4	18%	103	20%	31	23%
		satisfied	963	43%	243	39%	27	42%	11	37%	129	36%	29	40%	18	38%	9	41%	211	41%	53	40%
		very satisfied	405	18%	128	21%	9	14%	6	20%	26	7%	8	11%	4	8%	3	14%	75	15%	23	17%
		I don't know	16	1%	9	1%	1	2%	1	3%	5	1%	0	0%	0	0%	2	9%	10	2%	3	2%
	decline to answer	34	2%	7	1%	0	0%	1	3%	10	3%	2	3%	5	10%	1	5%	20	4%	2	2%	
	not applicable	2	0%	2	0%	1	2%	0	0%	2	1%	0	0%	1	2%	0	0%	3	1%	0	0%	
Q195D	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	21	1%	7	1%	1	2%	0	0%	8	2%	1	1%	0	0%	1	5%	5	1%	1	1%
		dissatisfied	107	5%	18	3%	8	12%	0	0%	16	4%	4	6%	2	4%	2	9%	22	4%	4	3%
		neither satisfied nor dissatisfied	315	14%	81	13%	7	11%	9	30%	95	26%	13	18%	6	13%	3	14%	83	16%	25	19%
		satisfied	1086	48%	272	44%	30	46%	10	33%	160	44%	38	53%	27	56%	8	36%	253	49%	66	50%
		very satisfied	628	28%	217	35%	13	20%	9	30%	58	16%	12	17%	7	15%	6	27%	116	23%	31	23%
		I don't know	31	1%	10	2%	2	3%	1	3%	9	2%	1	1%	0	0%	1	5%	12	2%	5	4%
	decline to answer	35	2%	7	1%	1	2%	1	3%	9	2%	2	3%	5	10%	1	5%	18	3%	0	0%	
	not applicable	41	2%	10	2%	3	5%	0	0%	7	2%	1	1%	1	2%	0	0%	6	1%	1	1%	
Q195G	The teaching effectiveness of tenured faculty in your department	very dissatisfied	62	3%	17	3%	0	0%	0	0%	12	3%	4	6%	5	11%	1	5%	12	2%	2	2%
		dissatisfied	262	12%	70	11%	10	15%	9	30%	39	11%	7	10%	6	13%	1	5%	32	6%	10	8%
		neither satisfied nor dissatisfied	510	23%	135	22%	18	28%	5	17%	102	28%	19	27%	13	29%	5	23%	115	23%	26	20%
		satisfied	1042	46%	255	41%	25	38%	8	27%	153	43%	30	42%	15	33%	11	50%	223	44%	61	46%
		very satisfied	267	12%	99	16%	5	8%	4	13%	31	9%	6	8%	2	4%	1	5%	67	13%	16	12%
		I don't know	80	4%	35	6%	7	11%	2	7%	12	3%	4	6%	1	2%	2	9%	47	9%	15	11%
	decline to answer	16	1%	2	0%	0	0%	2	7%	5	1%	1	1%	2	4%	1	5%	5	1%	1	1%	
	not applicable	7	0%	3	0%	0	0%	0	0%	4	1%	0	0%	1	2%	0	0%	1	0%	2	2%	









Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN					
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women			
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Distribution of Workload</b>																								
Q70H	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	85	8%	71	10%	3	8%	4	13%	4	16%	7	16%	2	6%	3	6%	12	10%	7	9%		
		dissatisfied	177	17%	168	24%	4	10%	9	30%	3	12%	12	27%	7	21%	12	24%	9	7%	17	22%		
		neither satisfied nor dissatisfied	191	18%	158	22%	13	33%	8	27%	7	28%	11	25%	5	15%	11	22%	21	17%	21	27%		
		satisfied	428	41%	244	34%	15	38%	6	20%	6	24%	11	25%	16	47%	20	39%	64	52%	23	29%		
		very satisfied	157	15%	63	9%	4	10%	3	10%	5	20%	3	7%	4	12%	5	10%	14	11%	8	10%		
		decline to answer	7	1%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%
		not applicable	6	1%	8	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	2	3%
Q60D	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	99	9%	117	16%	4	10%	8	27%	0	0%	4	9%	4	12%	9	18%	11	9%	9	11%		
		dissatisfied	197	19%	198	28%	7	18%	10	33%	6	24%	10	23%	7	21%	14	27%	20	16%	24	30%		
		neither satisfied nor dissatisfied	219	21%	141	20%	10	26%	4	13%	9	36%	10	23%	8	24%	8	16%	33	27%	17	22%		
		satisfied	399	38%	199	28%	13	33%	5	17%	9	36%	15	34%	10	29%	12	24%	40	33%	20	25%		
		very satisfied	114	11%	50	7%	4	10%	1	3%	1	4%	4	9%	5	15%	7	14%	13	11%	2	3%		
		decline to answer	10	1%	2	0%	0	0%	1	3%	0	0%	0	0%	0	0%	1	2%	3	2%	2	3%		
		not applicable	13	1%	8	1%	1	3%	1	3%	0	0%	1	2%	0	0%	0	0%	3	2%	5	6%		
<b>Mentoring</b>																								
Q125A	Mentoring from someone in your department	very ineffective	64	6%	66	9%	3	8%	2	7%	2	8%	6	14%	2	6%	7	14%	12	10%	7	9%		
		somewhat ineffective	81	8%	79	11%	1	3%	4	13%	2	8%	3	7%	5	15%	2	4%	3	2%	8	10%		
		neither effective nor ineffective	167	16%	85	12%	4	10%	2	7%	4	16%	6	14%	7	21%	4	8%	27	22%	8	10%		
		somewhat effective	304	29%	204	29%	9	23%	11	37%	8	32%	11	25%	6	18%	17	33%	40	33%	17	22%		
		very effective	133	13%	146	21%	10	26%	5	17%	5	20%	10	23%	4	12%	12	24%	17	14%	22	29%		
		have not received	144	14%	83	12%	10	26%	5	17%	2	8%	6	14%	2	6%	7	14%	13	11%	9	12%		
		decline to answer	7	1%	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%		
		not applicable	140	13%	38	5%	2	5%	1	3%	2	8%	2	5%	7	21%	1	2%	10	8%	6	8%		
Q125B	Mentoring from someone outside your department at your institution	very ineffective	49	5%	30	4%	2	5%	0	0%	2	8%	2	5%	2	6%	2	4%	7	6%	2	3%		
		somewhat ineffective	46	4%	34	5%	2	5%	1	3%	2	8%	2	5%	3	9%	3	6%	9	7%	5	6%		
		neither effective nor ineffective	215	21%	116	16%	4	10%	2	7%	6	24%	8	18%	4	12%	7	14%	29	24%	12	16%		
		somewhat effective	162	16%	153	22%	12	31%	9	30%	2	8%	7	16%	12	36%	19	37%	18	15%	8	10%		
		very effective	54	5%	75	11%	3	8%	6	20%	4	16%	7	16%	4	12%	7	14%	4	3%	10	13%		
		have not received	271	26%	198	28%	13	33%	8	27%	4	16%	15	34%	1	3%	11	22%	29	24%	25	32%		
		decline to answer	9	1%	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%		
not applicable	234	23%	95	13%	3	8%	4	13%	5	20%	3	7%	7	21%	1	2%	26	21%	15	19%				
Q125C	Mentoring from someone outside your institution	very ineffective	23	2%	12	2%	1	3%	0	0%	1	4%	1	2%	1	3%	1	2%	4	3%	2	3%		
		somewhat ineffective	25	2%	9	1%	2	5%	0	0%	3	12%	1	2%	3	9%	0	0%	3	2%	0	0%		
		neither effective nor ineffective	160	15%	63	9%	4	10%	1	3%	4	16%	4	9%	3	9%	3	6%	25	20%	8	10%		
		somewhat effective	338	33%	238	34%	14	36%	7	23%	7	28%	11	25%	7	21%	11	22%	37	30%	18	23%		
		very effective	181	17%	248	35%	7	18%	12	40%	6	24%	18	41%	12	36%	24	47%	13	11%	27	35%		
		have not received	145	14%	80	11%	8	21%	7	23%	1	4%	7	16%	1	3%	8	16%	20	16%	14	18%		
		decline to answer	9	1%	7	1%	0	0%	0	0%	0	0%	1	2%	0	0%	2	4%	0	0%	0	0%		
		not applicable	159	15%	49	7%	3	8%	3	10%	3	12%	1	2%	6	18%	2	4%	20	16%	8	10%		















Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
<b>Distribution of Workload</b>																						
Q70H	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	316	10%	246	11%	8	7%	9	9%	13	7%	11	8%	15	11%	17	10%	22	6%	25	9%
		dissatisfied	604	18%	520	23%	23	19%	21	20%	12	7%	29	22%	21	16%	33	20%	56	15%	50	18%
		neither satisfied nor dissatisfied	624	19%	431	19%	28	24%	12	12%	47	26%	24	18%	25	19%	26	15%	71	19%	61	22%
		satisfied	1138	35%	750	33%	42	36%	38	37%	84	46%	47	36%	50	38%	61	36%	145	39%	91	33%
		very satisfied	445	14%	271	12%	13	11%	21	20%	19	10%	14	11%	17	13%	23	14%	61	16%	39	14%
		decline to answer	23	1%	16	1%	2	2%	0	0%	4	2%	1	1%	3	2%	4	2%	8	2%	5	2%
		not applicable	123	4%	70	3%	2	2%	2	2%	5	3%	5	4%	2	2%	5	3%	13	3%	5	2%
Q60D	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	315	10%	316	14%	10	8%	15	15%	14	8%	17	13%	17	13%	21	12%	23	6%	27	10%
		dissatisfied	687	21%	664	29%	30	25%	31	30%	28	15%	26	20%	31	23%	44	26%	65	17%	61	22%
		neither satisfied nor dissatisfied	782	24%	526	23%	30	25%	21	20%	54	29%	45	34%	34	26%	40	24%	89	24%	74	27%
		satisfied	1099	33%	628	27%	35	29%	24	23%	63	34%	35	26%	41	31%	49	29%	130	34%	81	29%
		very satisfied	320	10%	134	6%	10	8%	12	12%	18	10%	4	3%	9	7%	10	6%	45	12%	19	7%
		decline to answer	32	1%	23	1%	2	2%	0	0%	2	1%	1	1%	1	1%	2	1%	7	2%	6	2%
		not applicable	54	2%	21	1%	2	2%	0	0%	5	3%	5	4%	0	0%	3	2%	18	5%	8	3%
<b>Mentoring</b>																						
Q125A	Mentoring from someone in your department	very ineffective	236	7%	225	10%	11	9%	10	10%	10	5%	10	8%	10	8%	18	11%	30	8%	22	8%
		somewhat ineffective	289	9%	227	10%	7	6%	10	10%	18	10%	10	8%	3	2%	12	7%	32	9%	18	7%
		neither effective nor ineffective	448	14%	224	10%	24	20%	9	9%	20	11%	12	10%	22	17%	14	8%	58	16%	30	11%
		somewhat effective	1054	33%	704	31%	39	33%	28	28%	56	30%	41	33%	37	28%	41	24%	110	30%	91	33%
		very effective	552	17%	482	21%	20	17%	37	37%	41	22%	33	26%	39	29%	44	26%	87	23%	70	26%
		have not received	348	11%	282	12%	9	8%	4	4%	17	9%	12	10%	12	9%	25	15%	31	8%	28	10%
		decline to answer	17	1%	9	0%	0	0%	1	1%	0	0%	1	1%	0	0%	2	1%	1	0%	1	0%
not applicable	290	9%	122	5%	8	7%	2	2%	22	12%	6	5%	10	8%	13	8%	22	6%	13	5%		
Q125B	Mentoring from someone outside your department at your institution	very ineffective	145	4%	97	4%	7	6%	5	5%	10	5%	3	2%	5	4%	12	7%	17	5%	8	3%
		somewhat ineffective	146	5%	139	6%	6	5%	5	5%	12	7%	8	6%	4	3%	11	7%	21	6%	9	3%
		neither effective nor ineffective	666	21%	322	14%	28	24%	14	14%	33	18%	20	16%	27	20%	21	12%	76	20%	44	16%
		somewhat effective	682	21%	569	25%	31	26%	28	28%	48	26%	37	30%	44	33%	45	27%	77	21%	63	23%
		very effective	204	6%	298	13%	13	11%	27	27%	7	4%	13	10%	21	16%	29	17%	29	8%	32	12%
		have not received	754	23%	547	24%	15	13%	14	14%	35	19%	27	22%	19	14%	34	20%	77	21%	72	26%
		decline to answer	16	0%	6	0%	1	1%	0	0%	1	1%	0	0%	0	0%	3	2%	1	0%	0	0%
not applicable	621	19%	297	13%	17	14%	8	8%	38	21%	17	14%	13	10%	14	8%	73	20%	45	16%		
Q125C	Mentoring from someone outside your institution	very ineffective	78	2%	45	2%	6	5%	2	2%	2	1%	2	2%	4	3%	4	2%	12	3%	5	2%
		somewhat ineffective	94	3%	65	3%	5	4%	3	3%	11	6%	3	2%	4	3%	6	4%	12	3%	7	3%
		neither effective nor ineffective	582	18%	218	10%	17	14%	10	10%	28	15%	12	10%	20	15%	15	9%	62	17%	34	12%
		somewhat effective	983	30%	797	35%	34	29%	30	30%	47	26%	47	38%	36	27%	48	28%	104	28%	80	29%
		very effective	478	15%	629	28%	29	25%	42	42%	31	17%	32	26%	38	29%	68	40%	48	13%	61	22%
		have not received	491	15%	307	13%	12	10%	8	8%	26	14%	18	14%	16	12%	16	9%	64	17%	50	18%
		decline to answer	15	0%	11	0%	1	1%	0	0%	1	1%	0	0%	0	0%	3	2%	1	0%	0	0%
not applicable	513	16%	203	9%	14	12%	6	6%	38	21%	11	9%	15	11%	9	5%	68	18%	36	13%		

















## About COACHE

The Collaborative on Academic Careers in Higher Education (COACHE) is a consortium of more than 200 colleges and universities across North America committed to making the academic workplace more attractive and equitable for faculty. Founded in 2002 with support from the Ford Foundation and Atlantic Philanthropies, COACHE is based at the Harvard Graduate School of Education and is now supported by its members.

Designed to generate not simply “interesting” data, but actionable diagnoses, COACHE’s suite of faculty job satisfaction surveys have been tested and continuously improved across multiple administration sites and cycles. Institutional reports and executive dashboards provide college leaders with a lever to increase the quality of work-life for their faculty; to advance a reputation as a great place for faculty to work; to provoke better questions from and more informed decisions by prospective faculty; and to generate ideas and initiatives from faculty that enrich and expand the range of possible improvements.

COACHE also brings academic leaders together to advance our mutual goals of maximizing the impact of the data, with many opportunities to meet with counterparts from peer institutions and to discuss COACHE findings on faculty affairs.

Call (617) 495-5285 to request an invitation for your college or university to participate.

collaborative on  
academic careers  
in higher education



[www.coache.org](http://www.coache.org)