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:

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Specifications

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

Institutional Characteristics Included **Excluded**

Other Professions

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

ness; Education; Agriculture Natural Resources, & Environmental Science:

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 Underrespresented 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 facultly 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."

Summary Tables

Analytic Sample

	Wh (non-Hi	ite spanic)	Hispa Latii	′	Asia Pacific	,	Oth URI		No US Cit		A Race,	
	М	F	М	F	М	F	М	F	М	F	М	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
AII	6,651	3,670	225	164	582	252	217	243	1,027	492	8,702	4,821

Institutions included in this analysis

Auburn University Clemson University Duke University

Florida International University

Florida State University Georgetown University

Indiana University Bloomington

Iowa State University
Johns Hopkins University

Lehigh University

North Carolina A&T State University North Carolina State University North Dakota State University Northern Arizona University

Purdue University

University at Albany (SUNY) University of Alabama University of Arkansas University of California, Davis

University of Kansas

University of Minnesota Twin Cities University of Missouri Columbia University of Missouri Kansas City

University of North Carolina at Chapel Hill

University of Rochester University of Virginia

Virginia Polytech. Instit. & State University

Washington State University West Virginia University

All Disciplines

	laborative on Academic Careers			i.					111 2 11	oup iiiico							
in High	er Education (COACHE)	TO	ΓAL		GEN	IDER				i	RA	CE/ET	HNIC	ITY		1	
Means ar	nd Standard Deviations			M	en	Wor	nen	Wh	iite	Hisp/I	Latino	Asian/	Pac Isl	Other	URM	Non-c	itizen
		mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Distri	bution of Workload																
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
Mento	oring																
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
	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
	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
	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
	tmental Engagement																
	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
_	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
_	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
	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	1.02
	etmental Quality	0.00	1111	0.04	1.00	0.22	1.11	0.00	1.11	0.10	1.10	0.02	1.10	0.00	1110	0.00	1.00
_	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	•	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	0.9
_	Scholarly productivity of tenured fac.	3.56		3.56		3.58		3.59		3.54	1.05	3.30	1.11	3.54	1.09	3.52	1.10
			1.10		1.09		1.12		1.10							3.90	
	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	3.71	0.92
	Teaching effectiveness of tenured fac.	3.69	0.98	3.68	0.97	3.70	1.01	3.70	0.98		1.02		0.95	3.59	1.10		0.94
	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
	tmental Collegiality	0.04	0.00	0.04	0.04	0.00	0.00	0.00	0.04	0.70	4.04	0.70	0.04	0.07	0.00	0.04	0.00
-	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	, , ,	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		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
	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
	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
	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
	ooration																
	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
	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
	e Clarity					,											
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	, 8	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	1.1
Appre	ciation & Recognition																
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		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		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		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
	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
Q215I																	
	1 Satisfaction																
Globa		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
Globa	1 Satisfaction		1.14	4.00	1.07	3.77 3.59	1.25 1.26	3.98 3.84	1.10	3.56 3.30	1.32	3.65 3.51	1.24 1.22	3.29	1.44 1.48	3.92 3.75	1.11

All Disciplines by Race/Ethnicity and Gender

	"Education (CO ACLIE)	1	W/I	TTT		LITE	DANII	○ /T A/TT	NIO.	ACTAN	V NT/DAG	TOT AN	IDED	1 .	OTHE	D LIDM			IONIC	777777	NT I
0	r Education (COACHE)	3.6		IITE w				C/LATI			•	CISLAN				R URM				ITIZEI	
Means an	d Standard Deviations	Me		Wor		Me		Wor		Me		Wor		Me		Wor		M			men
Dietrih	oution of Workload	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
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	1.14	2.90	1.05	3.00	1.16	2.92	1.21	3.32	1.08	3.03	1.13
Mento		3.13	1.15	2.03	1.17	3.03	1.17	2.70	1.24	3.19	1.11	2.90	1.03	3.00	1.10	2.52	1.21	3.32	1.00	3.03	1.13
	8	2.52	1.00	2.52	4.00	2.50	4.00	2.66	4.05	2.62	4.45	2.60	1.20	2.54	1.24	2.62	4.20	2.65	4.04	274	4.00
•	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		1.11		1.09		1.12		1.00	3.62	1.01		1.12		1.19		1.07		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 3.19	0.88	3.93	1.09	4.29	0.94	3.69	1.00	4.01 3.23	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		1.38		1.38	2.98	1.45	3.35	1.30		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
	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
_	tmental Engagement											1									
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
Depart	tmental Quality																				
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
Depart	tmental Collegiality																				
_	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
`	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
-	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
_	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
	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
	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
	oration																				
	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
	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
	e Clarity	0.00	1.00	0.40	1.00	0.00	1.10	0.01	1.12	0.40	1.01	0.02	0.00	0.00	1.11	0.24	1.10	0.01	1.01	0.00	1.01
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
	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
	ciation & Recognition	0.70		0.00		0.00	1100	11.10	0.1.0	0.01		0.00		0.10	1120	0.01		0.00		0.00	
	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
	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
	Recognition for scholarly/creative work	3.45	1.12	3.33	1.11	3.22	1.24		1.10	3.31	1.22	3.40	1.06	3.29	1.09		1.17		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		1.05	3.29	1.04
Q215E	Recognition for outreach	3.11	1.03	3.02	1.07	2.90	1.16	3.15		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 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	
Q215L 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	
_	Satisfaction	5.70	1.02	0.04	1.00	J. 4 0	1.10	0.00	1.00	0.01	1.01	0.00	1.00	0.40	1.12	0.20	1.10	0.70	0.00	0.02	1.00
Q212A	Dept. colleagues committed to diversity	4.07	1.02	3.83	1 22	3.58	1 20	3.53	1 25	3.72	1.21	3.48	1.20	3.33	1.40	3.27	1 46	3.97	1.07	3.82	1.10
	Leadership for support of diversity	4.07	1.02		1.22		1.30		1.35		1.21		1.29		1.42		1.46		1.07		1.19
Q212B		3.95	1.06	3.65	1.23		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	
Q^{230A}	Department as a place to work	3.88	1.12	3.72	1.10	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

Phys Sci, Bio Sci, Engi, Tech, Math, Stats

	E Leading (CO ACLUE)	1	XX//T	TTT		TITC	DANII	○ /T. A /T!T	N IO	LACTAN	T /DA	O TOT AN	IDED	ĺ.	OTHE	D LIDA			ONLO	TTTTT	NT I
0	r Education (COACHE)			ITE				C/LATI				ISLAN			_	R URM				ITIZEN	
Means an	d Standard Deviations	M		Wor		M		Wot		M		Wot		M		Wor		M		Wor	
Dietrik	oution of Workload	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Q70H		2 17	1 10	2.91	1 25	3.03	1.20	2.47	1 20	3.22	1 17	2.79	1 21	3.17	1 1 1	3.24	1 10	2.40	1.00	2 16	1.10
	Equitability of distribution of teaching load Equity of committee assignments	3.17	1.19	2.88	1.25	2.93	1.20	2.47	1.28	3.17	1.17	2.79	1.21	3.00	1.14	3.25	1.18	3.48	1.09	3.16	1.19
Q60D Monto		3.14	1.12	2.00	1.19	2.93	1.25	2.07	1.17	3.17	1.13	2.02	0.95	3.00	1.10	3.23	1.33	3.30	1.05	3.21	1.15
Mento	8	0.40				0.07				0.00		0.45		0.70		0.04		0.70		0.00	
•	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
	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
Depart	tmental Engagement																				
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
	tmental Quality																				
_	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
_	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
•	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
	tmental Collegiality	3.00	0.01	3.00	0.02	3.03	0.03	3.72	0.74	3.03	0.00	3.00	0.75	3.00	0.00	5.72	0.75	3.02	0.11	3.03	0.71
_		2.05	0.00	3.82	0.00	2.62	0.00	2.60	0.00	2.62	0.05	2.64	0.05	2.47	1.01	2.52	1.00	2 00	0.00	2.05	1.05
-	Professional interaction w/ pre-tenure	3.85	0.86		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
-	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
_	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
	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
	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
	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
	oration															ı					
_	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
	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
Tenur	e Clarity															,					
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
Appre	ciation & Recognition																				
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
	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		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	
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	
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
_	Satisfaction							1						-							
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		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
	Department as a place to work	3.84	1.11		1.18			3.57	1.00	3.51		3.40	1.19	3.30	1.34	3.90	1.26	3.88	1.09	3.91	
~	- transmit no a panee to work	0.0		J., .		0.0.		0.0.		0.0.		0.10		5.55		0.00		0.00			

Social Sciences

	r Education (COACHE)	1	W/I	HTE		LITE	DANII	C/LATI	NO	ACTAI	NI /DA	SISLAN	IDED	1 4	OTHE	R URM	r	1 8	ION C	ITIZEI	NT
0	d Standard Deviations	M		Wo1	mon	M		Wo		M	.,	Wor		M	_	Wo		M		1	men
Means an	d Standard Deviations	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
Distrib	oution of Workload	Incan	94	mean	- 54	mean		mean		mean	- 54	mean	54	mean	54	mean		mean		mean	
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
Mento	1 ,																				
	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
_	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
•	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
	tmental Engagement																				
_	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
	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
	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
	Discussions of the 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
	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
_	tmental Quality	0.10		0.20		0.20		2.00		0.12		0.20		0.10		2.02		0.00		U.LL	
_	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	· · · · · · · · · · · · · · · · · · ·	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
_	tmental Collegiality	0.00				011.0		0.0.		0.00		011.0		0.00				0.0.		0.00	
_	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
_		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
	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
-	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
	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
-	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
	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
	oration									'						'					
O105A	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
	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
	e Clarity									'						'					
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
Appre	ciation & Recognition																				
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
	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
	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
Global	Satisfaction																				
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
	Leadership for support of diversity	3.89	1.06		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	
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

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_	er Education (COACHE)			HTE				C/LATI			,	CISLAN				R URM				CITIZEI	
Means an	nd Standard Deviations	M	en	Wor		M	en	Woi		M		Woi	men	M		Wor		M	en	Wo:	men
Dietril	oution of Workload	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
		2.05	4.04	0.40	4.00	0.05	1.10	0.44	4.07	0.40	4.00	0.40	4.40	0.00	4.00	2.05	1.01	0.47	1.10	2.00	4.00
Q70H	Equitability of distribution of teaching load	3.25	1.21	3.13	1.22	3.25	1.12	3.41	1.27	3.48	1.03	3.19	1.18	3.26	1.22	3.25	1.24	3.47	1.13	3.26	
Q60D	Equity of committee assignments	3.13	1.15	2.82	1.15	3.04	1.13	2.87	1.26	3.24	1.09	2.87	1.06	2.95	1.16	2.90	1.15	3.31	1.11	3.02	1.12
Mento	8																				
•	Mentoring within dept.	3.54	1.20	3.53	1.32	3.50	1.21	3.77	1.36	3.69	1.20	3.73	1.26	3.83	1.21	3.63	1.40	3.61	1.25	3.73	
Q125B	Mentoring outside department	3.35	1.04	3.58	1.12	3.44	1.10	3.85	1.16	3.27	1.05	3.60	1.00	3.71	1.00	3.58	1.24	3.36	1.07	3.65	1.03
-	Mentoring outside inst.	3.76	0.95	4.08	0.92	3.82	1.14	4.23	0.95	3.79	0.99	4.08	0.88	3.98	1.04	4.21	0.99	3.69	1.01	3.99	0.95
Q130A	Effectiveness of mentoring of pre-tenure	3.29	1.30	3.20	1.37	2.95	1.39	3.21	1.42	3.37	1.32	3.29	1.35	3.16	1.39	2.99	1.45	3.33	1.34	3.18	1.38
Q130B	Effectiveness of mentoring of associates	2.62	1.22	2.29	1.22	2.28	1.17	2.34	1.25	2.59	1.22	2.39	1.34	2.50	1.27	2.08	1.12	2.54	1.25	2.20	1.13
	Support for faculty to be good mentors	2.44	1.10	2.26	1.09	2.06	0.95	2.33	1.15	2.53	1.14	2.16	1.14	2.43	1.23	2.08	1.04	2.52	1.14	2.27	1.12
Depar	tmental Engagement																				
Q190A	Discussions about undergrad learning	3.41	1.18	3.52	1.22	3.13	1.33	3.27	1.34	3.19	1.18	3.33	1.25	3.35	1.28	3.09	1.42	3.38	1.18	3.33	1.24
Q190B	Discussions about grad learning	3.54	1.13	3.64	1.17	3.35	1.25	3.79	1.10	3.59	1.10	3.35	1.21	3.61	1.24	3.40	1.27	3.65	1.06	3.44	1.20
Q190C	Discussions of effective teaching practices	3.32	1.04	3.44	1.06	3.09	1.12	3.31	1.18	3.33	0.96	3.34	1.01	3.29	1.16	3.13	1.21	3.33	1.05	3.31	1.08
O190D	Discussions of use of technology	3.19	1.02	3.20	1.03	3.03	1.15	3.15	1.18	3.26	0.95	3.07	0.99	3.18	1.16	3.02	1.17	3.13	1.04	3.00	1.09
_	Discussions of current research methods	3.25	1.08	3.17	1.14	2.95	1.23	3.39	1.10	3.42	1.11	3.17	1.09	3.25	1.19	2.93	1.22	3.41	1.09	3.15	
_	tmental Quality																				
_	Intellectual vitality of tenured faculty	3.66	1.11	3.65	1.15	3.27	1.27	3.72	1.03	3.49	1.16	3.36	1.14	3.72	1.09	3.56	1.15	3.63	1.09	3.53	1.13
Q195B	Intellectual vitality of pre-tenure faculty	4.12	0.88	4.13	0.88	3.82	1.14	4.09	0.88	3.87	0.93	3.80	0.99	3.90	1.04	3.99	0.94	3.89	1.00	3.99	0.90
Q195C	Scholarly productivity of tenured fac.	3.56	1.11	3.57	1.14	3.33	1.17	3.76	0.92	3.45	1.12	3.27	1.16	3.64	1.10	3.56	1.04	3.55	1.12	3.51	1.10
-	Scholarly productivity of pre-tenure fac.	3.98	0.88	4.02	0.90	3.62	1.13	4.03	0.82	3.72	0.96	3.72	0.90	3.86	0.98	3.90	0.97	3.84	1.04	3.81	0.97
	Teaching effectiveness of tenured fac.	3.76	0.99	3.74	1.00	3.57	1.02	3.64	1.02	3.84	0.82	3.68	1.01	3.75	1.00	3.57	1.12	3.79	0.97	3.72	
-	Teaching effectiveness of pre-tenure fac.	3.99	0.83	4.02	0.83	3.79	0.92	3.93	0.79	3.91	0.70	3.85	0.87	3.90	0.94	3.82	0.91	3.95	0.79	3.89	
		3.99	0.03	4.02	0.03	3.79	0.92	3.93	0.79	3.91	0.70	3.03	0.07	3.90	0.94	3.02	0.91	3.93	0.79	3.09	0.01
	tmental Collegiality	2.07	0.04	2.00	0.00	2.50	4.40	2.00	0.00	2.02	0.00	0.70	0.00	274	4.07	2.74	0.05	2.04	1.00	2.04	4.00
_	Professional interaction w/ pre-tenure	3.87	0.91	3.88	0.93	3.58	1.10	3.96	0.89	3.92	0.88	3.72	0.96	3.74	1.07	3.71	0.95	3.84	1.00	3.81	1.02
	Personal interaction w/ pre-tenure	3.73	0.92	3.77	0.95	3.50	1.10	3.86	0.88	3.79	0.90	3.67	0.90	3.60	0.98	3.66	0.91	3.77	0.99	3.79	1.00
-	How well you fit in your dept.	3.73	1.22	3.63	1.25	3.44	1.32	3.81	1.15	3.88	1.11	3.67	1.13	3.60	1.27	3.33	1.32	3.76	1.10	3.74	1.13
	Professional interaction w/ tenured	3.83	0.99	3.75	1.05	3.42	1.15	3.80	1.00	3.77	0.95	3.55	0.98	3.76	1.00	3.40	1.08	3.83	0.93	3.63	
•	Personal interaction w/ tenured	3.74	0.96	3.69	1.01	3.42	1.14	3.73	1.05	3.65	1.00	3.60	0.91	3.63	0.95	3.40	1.03	3.73	0.96	3.61	1.05
	My colleagues "pitch in" when needed.	3.78	1.16	3.66	1.25	3.43	1.24	3.45	1.35	3.95	0.95	3.70	1.13	3.73	1.22	3.70	1.25	3.82	1.09	3.77	1.06
	My dept. is collegial.	3.99	1.17	3.87	1.26	3.57	1.38	3.65	1.43	4.05	1.07	3.93	1.20	3.97	1.18	3.67	1.35	4.03	1.11	4.00	1.11
	oration					1		1										1			
_	Collaboration with other members in dept.	3.78	1.04	3.59	1.15	3.45	1.16	3.48	1.21	3.79	0.99	3.34	1.15	3.55	1.22	3.31	1.22	3.71	1.10	3.64	
	Collaboration faculty outside dept.	3.49	1.03	3.36	1.06	3.32	1.05	3.36	1.12	3.53	1.05	3.26	1.02	3.33	1.11	3.27	1.13	3.49	1.06	3.48	1.01
Tenur	e Clarity																				
Q136E	Clarity of whether I will achieve tenure	3.64	1.10	3.31	1.22	3.56	1.42	4.17	0.96	3.67	1.09	3.12	1.07	3.44	1.28	3.48	1.13	3.67	1.14	3.56	1.14
Q139A	Consistency of messages about tenure	3.20	1.32	3.08	1.41	3.39	1.42	3.46	1.41	3.67	1.09	3.20	1.32	3.41	1.34	2.94	1.28	3.39	1.28	3.22	1.36
Q139B	Tenure decisions are performance-based	3.76	1.15	3.53	1.25	3.61	1.42	4.17	0.82	3.79	1.18	3.79	1.07	3.52	1.25	3.15	1.40	3.92	1.15	3.88	1.14
Appre	ciation & Recognition																				
Q215A	Recognition for teaching efforts	3.38	1.15	3.25	1.17	3.04	1.20	3.40	1.19	3.43	1.06	3.38	1.08	3.13	1.18	3.12	1.16	3.51	1.11	3.34	1.11
	Recognition for student advising	3.10	1.08	2.94	1.08	2.90	1.19	3.12	1.14	3.25	1.07	3.16	1.03	2.94	1.02	2.93	1.11	3.24	1.08	3.17	
Q215C		3.44	1.14	3.34	1.10	3.13	1.24	3.56	1.03	3.41		3.43	1.05	3.37	1.03	3.13	1.18	3.55	1.10	3.44	
Q215D		3.16	1.14	2.98	1.16	2.95	1.18	3.20	1.11		1.12	3.04	1.16	2.97	1.17	2.89	1.16		1.09	3.36	
Q215E		3.13	1.06	3.03	1.10	2.84	1.15	3.24	1.10	3.29	1.06	3.14	1.00	2.95	1.14	2.89	1.18	3.29	1.01	3.26	
Q215L	Recognition from your dept. head or chair?	3.71	1.22	3.48	1.26	3.07	1.44	3.52		3.59	1.28	3.69	1.13	3.54	1.25	3.34	1.29	3.79	1.12	3.51	
Q215I	Recognition from your colleagues/peers?	3.70	1.03	3.54	1.09	3.35	1.23	3.63			0.98	3.65	1.09	3.62	1.07	3.25	1.20	3.78	1.00	3.64	
_	Satisfaction					2.00		2.00													
Q212A	Dept. colleagues committed to diversity	4.11	1.02	3.90	1.20	3.51	1.35	3.57	1.33	3.97	1.14	3.57	1.31	3.40	1.41	3.18	1.50	3.96	1.13	3.88	1.17
Q212R Q212B	Leadership for support of diversity	3.95	1.02	3.71	1.21	3.22	1.36	3.36	1.28		1.17	3.28	1.29	3.28	1.47	2.99	1.51		1.17		1.19
•	Department as a place to work	3.89	1.13	3.73	1.19		1.27	3.75	1.20	3.89		3.75	1.13	3.76	1.26	3.55	1.38		1.07		1.07
Q23011	Department as a place to work	5.03	1.13	5.73	1.13	0.00	1.41	0.73	1.20	5.09	1.00	5.75	1.10	5.70	1.20	5.55	1.50	5.09	1.07	5.77	1.07

The Coll	laborative on Academic C	areers							2	All Di.	scipline.	s						
	r Education (COACHE		TO	ΓAL		GEN	IDER					RA	CE/ET	HNICI	TY			
Frequenc	y Distributions																	
			#	0/	M		Woi #	men %		nite %	Hisp/	Latino %	Asian/	'Pac Isl	Other	· URM %	Non-c	ritizens %
Distrib	oution of Workload		#	%	#	%	#	70	#	70	#	70	#	%	#	70	#	70
Distrik	oution of workload	very dissatisfied	1346	10%	812	9%	534	11%	1064	10%	41	11%	87	11%	42	9%	112	7%
		dissatisfied	2578	19%	1494	17%	1084	23%	2066	20%	80	21%	130	16%	89	19%	213	14%
	How equitably the teaching workload is	neither satisfied nor dissatisfied	2715	20%	1760	20%	955	20%	2012	20%	82	21%	194	23%	84	18%	343	23%
Q70H	distributed across faculty	satisfied	4736	35%	3202	37%	1534	32%	3571	35%	128	33%	301	36%	170	37%	566	37%
	in your department	very satisfied	1651	12%	1112	13%	539	11%	1239	12%	49	13%	86	10%	57	12%	220	15%
	m your department	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%
		very dissatisfied	1460	11%	808	9%	652	14%	1151	11%	53	14%	80	10%	58	13%	118	8%
	How equitably	dissatisfied	2966	22%	1656	19%	1310	27%	2363	23%	100	26%	146	18%	111	24%	246	16%
0.600	committee assignments	neither satisfied nor dissatisfied	3216	24%	2106	24%	1110	23%	2376	23%	85	22%	242	29%	108	24%	405	27%
Q60D	are distributed across	satisfied	4354	32%	3056	35%	1298	27%	3328	32%	110	28%	273	33%	132	29%	511	34%
	faculty in your department	very satisfied	1124	8%	803	9%	321	7%	847	8%	33	8%	58	7%	38	8%	148	10%
	перагинен	decline to answer	143 217	1% 2%	96 150	1% 2%	47 67	1%	97 127	1%	4	1% 1%	8 22	1% 3%	6 5	1% 1%	28 59	2% 4%
Mento	rina	not applicable	217	270	150	270	67	1%	121	1%	4	1 70	22	3%	5	170	59	470
MEHLO	ımg	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%
	Mentoring from	somewhat effective	4159	31%	2699	32%	1460	31%	3199	32%	114	30%	249	31%	120	26%	477	32%
Q125A	someone in your	very effective	2490	19%	1449	17%	1041	22%	1781	18%	92	24%	160	20%	108	24%	349	23%
	department	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%
		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%
	Mentoring from	neither effective nor ineffective	2474	19%	1775	21%	699	15%	1894	19%	62	16%	182	22%	68	15%	268	18%
Q125B	someone outside your	somewhat effective	2897	22%	1712	20%	1185	25%	2179	21%	106	28%	183	23%	139	31%	290	19%
Q120D	department at your	very effective	1125	8%	504	6%	621	13%	805	8%	64	17%	61	8%	71	16%	124	8%
	institution	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%
		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%
	Mentoring from	neither effective nor ineffective somewhat effective	1962	15% 31%	1475 2555	17% 30%	487	10%	1489 3272	15% 32%	45	12% 30%	156 221	19%	45 126	10% 28%	227	15%
Q125C	someone outside your	very effective	4148 2625	31% 20%	1242	30% 15%	1593 1383	34% 29%	1974	32% 19%	116 112	30% 29%	134	27% 17%	126 162	36%	413 243	28% 16%
	institution	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%
		not applicable	1771	1070	1013	1070	032	0 /0	1000	1070	70	1070	1-72	1070	O1	0 /0	2-10	10/0

in Highe	r Education (COACHE	<u> </u>	TO	ГAL		GEN	DER					RA	CE/E7	THNIC	TY			
Frequenc	y Distributions											·- ·		·				
					M			men		nite	1 '	Latino	,	Pac Isl		· URM		citizens
		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%
	There is effective	somewhat agree	4774	36%	3172	37%	1602	34%	3734	37%	116	30%	264	33%	148	33%	512	34%
Q130A	mentoring of pre-tenure	strongly agree	2172	16%	1386	16%	786	17%	1643	16%	60	16%	128	16%	65	14%	276	18%
	faculty in my department.	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%
		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%
	There is effective	neither agree nor disagree	1940	19%	1480	21%	460	14%	1531	18%	53	18%	167	25%	52	17%	137	19%
Q130B	mentoring of tenured	somewhat agree	1905	18%	1364	20%	541	16%	1592	19%	46	15%	106	16%	43	14%	118	16%
Q150D	associate professors in	strongly agree	472	5%	333	5%	139	4%	386	5%	14	5%	24	4%	12	4%	36	5%
	my department.	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%
		strongly disagree	2302	22%	1404	20%	898	26%	1831	22%	84	28%	149	22%	97	31%	141	19%
	36 2 2 2 2	somewhat disagree	3015	29%	1933	28%	1082	32%	2517	30%	101	34%	153	23%	85	27%	159	22%
	My institution provides	neither agree nor disagree	2364	23%	1718	25%	646	19%	1887	23%	55	18%	176	26%	63	20%	183	25%
Q130C	adequate support for faculty to be good	somewhat agree	1300	13% 3%	928	13% 3%	372 94	11% 3%	1060	13% 3%	25 12	8% 4%	82 18	12% 3%	31	10%	102 31	14% 4%
	mentors.	strongly agree I don't know	307 899	3% 9%	213 620	3% 9%	279	3% 8%	235 691	3% 8%	20	4% 7%	73	3% 11%	11 23	4% 7%	92	4% 13%
	mentors.	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%
Depart	tmental Engageme		0.	170		170	.,	070	0.	170		170	10	0,0		070	10	070
1		never	818	6%	473	6%	345	7%	582	6%	45	12%	48	6%	54	12%	89	6%
	Undergraduate student	seldom	1616	12%	1055	12%	561	12%	1206	12%	52	14%	95	12%	72	16%	191	13%
O100 A	learning - How often do	occasionally	3652	28%	2418	29%	1234	26%	2747	27%	101	27%	274	34%	103	23%	427	29%
Q190A	you engage with faculty in your department in	regularly	4159	32%	2783	33%	1376	30%	3231	32%	109	29%	249	31%	112	25%	458	31%
	conversations about.	frequently	2631	20%	1583	19%	1048	23%	2085	21%	65	17%	123	15%	94	21%	264	18%
	conversations about.	decline to answer	240	2%	147	2%	93	2%	185	2%	4	1%	14	2%	6	1%	31	2%
	Graduate student	never	639	5%	379	4%	260	6%	478	5%	30	8%	42	5%	39	9%	50	3%
	learning - How often do	seldom	1268	10%	800	9%	468	10%	933	9%	35	9%	83	10%	67	15%	150	10%
Q190B	you engage with faculty	occasionally	3462	26%	2274	27%	1188	26%	2613	26%	94	25%	235	29%	118	27%	402	28%
	in your department in	regularly	4493	34%	3016	36%	1477	32%	3471	35%	121	32%	278	35%	111	25%	512	35%
	conversations about.	frequently	3030	23% 2%	1855	22% 2%	1175 89	25% 2%	2368	24% 2%	91 5	24%	153	19%	97 9	22% 2%	321 25	22% 2%
		decline to answer	224 570	2% 4%	135 371	2% 4%	199	2% 4%	173 410	2% 4%	35	1% 9%	12 29	1% 4%	31	2% 7%	25 65	2% 4%
	Effective teaching	never seldom	2053	16%	1339	16%	714	15%	1556	16%	56	15%	125	16%	99	22%	217	15%
	practices - How often do	occasionally	4847	37%	3191	38%	1656	36%	3694	37%	134	36%	321	40%	141	32%	557	38%
Q190C	you engage with faculty	regularly	3750	29%	2447	29%	1303	28%	2885	29%	111	30%	237	30%	97	22%	420	29%
	in your department in	frequently	1820	14%	1053	12%	767	16%	1436	14%	40	11%	85	11%	70	16%	189	13%
	conversations about.	decline to answer	76	1%	58	1%	18	0%	55	1%	0	0%	6	1%	3	1%	12	1%
	Effective use of	never	699	5%	420	5%	279	6%	501	5%	43	11%	30	4%	42	10%	83	6%
	technology - How often	seldom	2473	19%	1543	18%	930	20%	1869	19%	74	20%	154	19%	99	22%	277	19%
O190D	do you engage with	occasionally	5298	40%	3440	41%	1858	40%	4083	41%	131	35%	344	43%	150	34%	590	40%
A170D	faculty in your	regularly	3192	24%	2121	25%	1071	23%	2466	25%	85	23%	195	24%	94	21%	352	24%
	department in	frequently	1382	11%	878	10%	504	11%	1064	11%	43	11%	74	9%	55	12%	146	10%
	conversations about.	decline to answer	72	1%	57	1%	15	0%	53	1%	0	0%	6	1%	1	0%	12	1%

The Coll	laborative on Academic C	arears							2	All Di	sciplines	ſ.						
in Higher	r Education (COACHE		TO	ΓAL		GEN	DER				1	RA	CE/E7	HNICI	TY		ı.	
Frequency	y Distributions				M	en	Wor	men	Wł	nite	Hisp/	Latino	Asian/	Pac Isl	Other	URM	Non-c	citizens
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	Use of current research	never	838	6%	467	6%	371	8%	619	6%	39	10%	50	6%	48	11%	82	6%
	methodologies - How	seldom	2135	16%	1322	16%	813	17%	1652	16%	65	17%	123	15%	96	22%	199	14%
O190E	often do you engage with	occasionally	4316	33%	2769	33%	1547	33%	3320	33%	112	30%	262	33%	149	34%	473	32%
QIJOL	faculty in your	regularly	3704	28%	2499	30%	1205	26%	2827	28%	104	28%	242	30%	83	19%	448	31%
	department in	frequently	2007	15%	1323	16%	684	15%	1530	15%	54	14%	120	15%	61	14%	242	17%
	conversations about.	decline to answer	116	1%	79	1%	37	1%	88	1%	2	1%	6	1%	4	1%	16	1%
Depart	tmental Quality																	
		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%
	The intellectual vitality of	neither satisfied nor dissatisfied	2170	16%	1383	16%	787	17%	1549	15%	73	19%	186	23%	77	17%	285	19%
Q195A	tenured faculty in your	satisfied	5584	42%	3730	44%	1854	39%	4363	43%	151	40%	299	37%	162	36%	609	41%
Q17511	department	very satisfied	2837	21%	1754	21%	1083	23%	2283	23%	70	19%	114	14%	93	21%	277	19%
	асраниен	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%
		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%
	The intellectual vitality of	neither satisfied nor dissatisfied	1568	12%	1017	12%	551	12%	1064	11%	44	12%	167	21%	71	16%	222	15%
Q195B	pre-tenure faculty in your	satisfied	5707	43%	3760	44%	1947	41%	4354	43%	162	43%	358	44%	170	38%	663	45%
QIJJD	department	very satisfied	4533	34%	2832	33%	1701	36%	3701	37%	118	31%	177	22%	133	30%	404	27%
	department	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%
		very dissatisfied	606	5%	381	4%	225	5%	440	4%	11	3%	63	8%	20	4%	72	5%
	The	dissatisfied	1841	14%	1206	14%	635	14%	1408	14%	57	15%	122	15%	55	12%	199	13%
	research/scholarly/creati	neither satisfied nor dissatisfied	2603	20%	1682	20%	921	20%	1911	19%	82	22%	201	25%	103	23%	306	21%
O195C	ve productivity of	satisfied	5187	39%	3433	40%	1754	37%	4014	40%	149	39%	302	37%	157	35%	565	38%
`	tenured faculty in your	very satisfied	2543	19%	1564	18%	979	21%	2057	20%	63	17%	88	11%	82	18%	253	17%
	department	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%
		very dissatisfied	187	1%	122	1%	65	1%	122	1%	10	3%	19	2%	9	2%	27	2%
	The	dissatisfied	665	5%	444	5%	221	5%	481	5%	29	8%	47	6%	29	6%	79	5%
	research/scholarly/creati	neither satisfied nor dissatisfied	2022	15%	1343	16%	679	14%	1430	14%	58	15%	192	24%	87	19%	255	17%
Q195D	ve productivity of pre-	satisfied	5901	45%	3888	46%	2013	43%	4558	45%	169	45%	359	44%	168	38%	647	44%
	tenure faculty in your	very satisfied I don't know	3673	28%	2261	27%	1412	30%	2973	29%	89	24%	142	18%	115	26%	354	24%
	department		234	2%	133	2%	101	2%	155	2%	9	2%	18	2%	13	3%	39	3%
		decline to answer	260	2%	163	2% 2%	97	2% 2%	168 229	2%	6 8	2% 2%	18 14	2% 2%	19 8	4% 29/	49 31	3% 2%
		not applicable	290 353	2% 3%	177	3%	113 130	3%	261	2% 3%	7	2%	26	3%		2% 5%	36	2%
		very dissatisfied dissatisfied	1239	3% 9%	223 793	3% 9%	446	3% 10%	966	3% 10%	61	2% 16%	71	3% 9%	23 43	5% 10%	98	2% 7%
	The teaching	neither satisfied nor dissatisfied	2565	20%	1676	20%	889	19%	1906	19%	74	20%	196	9% 25%	43 92	21%	297	20%
	effectiveness of tenured	satisfied	5738	20% 44%	3795	20% 45%	1943	42%	4457	45%	148	20% 39%	353	25% 44%	92 162	37%	618	43%
Q195G	faculty in your	very satisfied	2290	18%	1406	45% 17%	884	42% 19%	1829	18%	52	14%	96	12%	82	19%	231	16%
	department	I don't know	732	6%	439	5%	293	6%	484	5%	29	8%	45	6%	oz 25	6%	149	10%
	acparement	decline to answer	97	1%	58	5% 1%	39	1%	57	5% 1%	3	0% 1%	6	1%	25 11	3%	20	10%
		not applicable	67	1%	42	0%	25	1%	54	1%	1	0%	5	1%	2	3% 0%	5	0%
		пот аррисание	U/	1 /0	42	U /0	20	1 /0	54	1 /0	'	U /0	5	1 /0	2	U /0	5	U /0

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of 2	
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The Call	laborative on Academic C	arpors							2	All Di	sciplines	i						
in Highe	r Education (COACHE		TO	ΓAL		GEN	DER				1	RA	СЕ/ЕТ	HNICI	TY		i	
Frequenc	y Distributions				M	en	Wo	men	Wł	nite	Hisp/	Latino	Asian/	Pac Isl	Other	URM	Non-c	citizens
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		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%
	The teaching	neither satisfied nor dissatisfied	2302	18%	1534	18%	768	17%	1650	16%	66	18%	210	26%	86	20%	290	20%
Q195H	effectiveness of pre-	satisfied	6144	47%	4030	48%	2114	45%	4759	48%	180	48%	365	46%	185	42%	655	45%
	tenure faculty in your	very satisfied	2702	21%	1653	20%	1049	23%	2200	22%	61	16%	104	13%	92	21%	245	17%
	department	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%
Damam	· Callaniali	not applicable	344	3%	214	3%	130	3%	277	3%	8	2%	16	2%	9	2%	34	2%
Depar	tmental Collegiality		044	00/	400	00/	70	00/	404	40/		407	40	00/	40	00/	0.5	00/
	The	very dissatisfied dissatisfied	211	2%	133	2%	78	2%	134	1%	14	4%	16	2%	12	3%	35	2%
	The amount of professional interaction	neither satisfied nor dissatisfied	1037	8%	632	8%	405	9%	782	8%	29	8%	69	9%	44	10%	113	8%
O205A	you have with pre-tenure		2238 6205	17% 48%	1448 4115	17% 49%	790 2090	17% 45%	1644 4841	16% 48%	79 165	21% 44%	176 356	22% 45%	96 191	22% 44%	243 652	17% 45%
Q20311	faculty in your	very satisfied	2928	22%	1833	22%	1095	24%	2273	23%	76	20%	145	18%	79	18%	355	24%
	department	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%
		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%
	The amount of personal	neither satisfied nor dissatisfied	3150	24%	2096	25%	1054	23%	2378	24%	96	26%	217	27%	132	30%	327	23%
Q205B	interaction you have with	satisfied	5630	43%	3708	44%	1922	41%	4343	43%	148	40%	342	43%	169	38%	628	43%
	pre-tenure faculty in your	very satisfied	2414	18%	1448	17%	966	21%	1868	19%	68	18%	117	15%	68	15%	293	20%
	department	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%
		very dissatisfied	984	8%	581	7%	403	9%	764	8%	31	8%	53	7%	52	12%	84	6%
	How well you fit in your	dissatisfied	1656	13%	1024	12%	632	14%	1318	13%	52	14%	84	11%	63	14%	139	10%
	department (e.g. your	neither satisfied nor dissatisfied	1902	15%	1197	14%	705	15%	1403	14%	58	16%	137	17%	71	16%	233	16%
Q205C	sense of belonging in	satisfied	4791	37%	3129	37%	1662	36%	3591	36%	138	37%	321	40%	144	33%	597	41%
	your department)	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%
	771	very dissatisfied	405	3%	228	3%	177	4%	284	3%	18	5%	30	4%	22	5%	51	4%
	The amount of professional interaction	dissatisfied neither satisfied nor dissatisfied	1352	10%	781	9%	571	12%	1017	10%	50	13%	78	10%	60	14%	147	10%
Q205D	you have with tenured	satisfied	2245 6090	17% 47%	1423 4072	17% 48%	822 2018	18% 43%	1604 4748	16% 47%	80 146	21% 39%	190 354	24% 44%	105 176	24% 40%	266 666	18% 46%
Q203D	faculty in your	very satisfied	2855	22%	1848	22%	1007	22%	2275	23%	77	21%	128	16%	68	15%	307	21%
	department	decline to answer	83	1%	49	1%	34	1%	50	1%	2	1%	13	2%	7	2%	11	1%
	1	not applicable	27	0%	16	0%	11	0%	20	0%	1	0%	3	0%	1	0%	2	0%
		very dissatisfied	391	3%	220	3%	171	4%	268	3%	17	5%	23	3%	25	6%	58	4%
	777	dissatisfied	1233	9%	759	9%	474	10%	927	9%	47	13%	82	10%	51	12%	126	9%
	The amount of personal	neither satisfied nor dissatisfied	3112	24%	2029	24%	1083	23%	2303	23%	102	27%	231	29%	128	29%	348	24%
Q205E	interaction you have with tenured faculty in your	satisfied	5686	44%	3747	45%	1939	42%	4440	44%	127	34%	317	40%	159	36%	643	44%
	department	very satisfied	2414	18%	1528	18%	886	19%	1898	19%	76	20%	124	16%	61	14%	255	18%
	асрагинен	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%
		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%
	My departmental	neither satisfied nor dissatisfied	1671	13%	1148	14%	523	11%	1170	12%	60	16%	161	20%	43	10%	237	16%
Q210A	colleagues "pitch in"	satisfied	5235	40%	3424	41%	1811	39%	4006	40%	130	35%	314	39%	179	41%	606	42%
	when needed.	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%

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The Coll	laborative on Academic C	areers							2	All Di	scipline.	s						
in Highe	r Education (COACHE y Distributions		TO	ΓAL		GEN	DER				1		CE/ET	HNICI	TY]	
rrequerie	y Distributions		#	%	M #	en %	Wor	men %	Wł #	nite %	Hisp/	Latino %	Asian/	Pac Isl	Other	URM %	Non-c	itizens %
		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%
	0 1 11	neither agree nor disagree	1220	9%	798	9%	422	9%	877	9%	41	11%	114	14%	45	10%	143	10%
Q210C	On the whole, my	somewhat agree	4571	35%	3007	36%	1564	34%	3471	35%	128	34%	276	35%	164	37%	532	37%
	department is collegial.	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%
Collab	oration																	
		very dissatisfied	667	5%	381	4%	286	6%	458	5%	24	6%	54	7%	47	10%	84	6%
	Owner of wide of the	dissatisfied	1443	11%	801	9%	642	14%	1066	10%	65	17%	89	11%	74	16%	149	10%
	Opportunities for collaboration with other	neither satisfied nor dissatisfied	2376	18%	1461	17%	915	19%	1746	17%	79	21%	192	24%	86	19%	273	18%
Q105A	members of your	satisfied	5471	41%	3723	43%	1748	37%	4228	42%	136	35%	326	40%	160	35%	621	42%
	department	very satisfied	3153	24%	2120	25%	1033	22%	2515	25%	74	19%	140	17%	82	18%	342	23%
	асранинен	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%
		very dissatisfied	553	4%	341	4%	212	4%	394	4%	26	7%	42	5%	34	7%	57	4%
	Opportunities for	dissatisfied	1731	13%	1041	12%	690	15%	1343	13%	66	17%	103	13%	76	17%	143	10%
	collaboration within your	neither satisfied nor dissatisfied	3405	26%	2122	25%	1283	27%	2583	25%	86	22%	207	25%	123	27%	406	27%
Q105E	institution, faculty	satisfied	5189	39%	3461	40%	1728	36%	3973	39%	139	36%	346	42%	148	33%	583	39%
	outside your department	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%
Tenur	e Clarity										1							
		very unclear	199	7%	97	6%	102	8%	131	8%	6	8%	11	9%	11	8%	40	6%
	777 1 1 6 1 1	somewhat unclear	336	12%	142	9%	194	16%	234	14%	9	11%	11	9%	19	15%	63	9%
Q136E	The clarity of whether or		481	17%	271	18%	210	17%	272	16%	6	8%	31	26%	25	19%	147	20%
	not I will achieve tenure.		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%
		strongly disagree somewhat disagree	370 574	13% 21%	175 295	12% 20%	195 279	16% 23%	243 394	14% 23%	6 21	8% 27%	16 20	14% 17%	20 32	16% 25%	85 107	12% 15%
	I have received	neither agree nor disagree	350	13%	212	14%	138	11%	193	11%	6	8%	20	17%	11	9%	120	17%
Q139A	consistent messages from	somewhat agree	918	33%	537	36%	381	31%	561	33%	27	34%	33	28%	42	33%	255	35%
Q13711	tenured faculty about the	strongly agree	491	18%	264	18%	227	18%	292	17%	18	23%	26	22%	21	16%	134	19%
	requirements for tenure.	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%
		strongly disagree	191	7%	97	6%	94	8%	120	7%	5	6%	8	7%	14	11%	44	6%
	In my opinion, tenure	somewhat disagree	258	9%	114	8%	144	12%	187	11%	2	3%	11	9%	21	16%	37	5%
	decisions here are made	neither agree nor disagree	425	15%	240	16%	185	15%	269	16%	15	19%	19	16%	21	16%	101	14%
Q139B	primarily on performance	somewhat agree	944	34%	523	35%	421	34%	589	35%	32	41%	44	37%	36	28%	243	34%
	based criteria rather than	strongly agree	842	31%	489	32%	353	29%	484	29%	22	28%	33	28%	31	24%	272	38%
	on non-performance- based criteria.	decline to answer	67	2%	36	2%	31	3%	38	2%	3	4%	1	1%	4	3%	21	3%
	Dased Criteria.	not applicable	15	1%	7	0%	8	1%	11	1%	0	0%	2	2%	1	1%	1	0%
Appre	ciation & Recognit																	
		very dissatisfied	923	7%	571	7%	352	8%	694	7%	40	11%	62	8%	41	9%	86	6%
	Homesticks 1	dissatisfied	2440	19%	1455	17%	985	21%	1945	20%	74	20%	121	15%	89	20%	211	15%
	How satisfied are you with the recognition you	neither satisfied nor dissatisfied	2705	21%	1744	21%	961	21%	1973	20%	81	22%	208	26%	114	26%	329	23%
Q215A	receive for your teaching	satisfied	4929	38%	3269	39%	1660	36%	3788	38%	125	34%	294	37%	132	30%	590	41%
	efforts?	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%

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	r Education (COACHE		TO	ΓAL		GEN	DER		I		1		CE/ET	HNICI	TY			1
0	y Distributions	,											,					
			,,	0./		en	Wor			nite	1	Latino	,	Pac Isl		URM	Non-c	
		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%
	How satisfied are you	neither satisfied nor dissatisfied	3793	29%	2491	30%	1302	28%	2898	29%	97	26%	246	31%	141	32%	411	28%
Q215B	with the recognition you	satisfied	3603	28%	2422	29%	1181	26%	2679	27%	96	26%	249	31%	104	24%	475	33%
	receive for your student	very satisfied	867	7%	606	7%	261	6%	619	6%	27	7%	56	7%	30	7%	135	9%
	advising?	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%
		very dissatisfied	898	7%	601	7%	297	6%	653	7%	38	10%	79	10%	44	10%	84	6%
	How satisfied are you	dissatisfied	1979	15%	1189	14%	790	17%	1575	16%	57	15%	104	13%	58	13%	185	13%
	with the recognition you	neither satisfied nor dissatisfied	2829	22%	1712	20%	1117	24%	2119	21%	76	20%	174	22%	142	32%	318	22%
Q215C	receive for your	satisfied	5247	40%	3477	41%	1770	38%	4047	41%	146	39%	315	40%	135	31%	604	42%
	scholarly/creative work?	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%
		very dissatisfied dissatisfied	1216	9%	740	9%	476	10%	947	10%	55	15%	74	9%	60	14%	80	6%
	How satisfied are you	neither satisfied nor dissatisfied	2607	20% 27%	1506 2278	18% 27%	1101	24% 26%	2114 2577	21% 26%	77 87	21% 23%	117 255	15% 32%	90 126	21% 29%	209 425	14% 29%
Q215D	with the recognition you	satisfied	3470 4268	33%	2872	34%	1192 1396	30%	3259	33%	117	31%	257	32%	118	27%	425 517	36%
Q213D	receive for your service	very satisfied	1198	9%	820	10%	378	8%	912	9%	28	8%	69	9%	36	8%	153	11%
	contributions?	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%
		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%
	How satisfied are you	neither satisfied nor dissatisfied	3624	28%	2398	29%	1226	27%	2756	28%	95	25%	250	32%	130	30%	393	27%
Q215E	with the recognition you receive for your	satisfied	2713	21%	1837	22%	876	19%	2043	21%	91	24%	173	22%	88	20%	318	22%
	outreach?	very satisfied	724	6%	475	6%	249	5%	536	5%	17	5%	47	6%	31	7%	93	6%
	outreach:	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%
		very dissatisfied	1011	8%	618	8%	393	9%	746	8%	40	12%	82	11%	49	12%	94	7%
	For all of your work, how		1242	10%	710	9%	532	12%	953	11%	44	13%	65	9%	52	13%	128	9%
0.04.51	•	neither satisfied nor dissatisfied	1955	16%	1163	15%	792	18%	1414	16%	62	18%	147	20%	81	20%	251	18%
Q215L	,	satisfied	4179	35%	2748	36%	1431	33%	3199	35%	108	31%	234	33%	126	30%	512	37%
	from your department head or chair?	very satisfied	2852	24%	1952	26%	900	21%	2200	24%	69	20%	154	21%	81	20%	348	25%
	nead of chair	decline to answer not applicable	313 349	3% 3%	190 226	2% 3%	123 123	3% 3%	210 299	2% 3%	10	3% 3%	23 15	3% 2%	16 9	4% 2%	54 15	4% 1%
		very dissatisfied	581	4%	338	4%	243	5%	424	4%	25	7%	41	5%	37	8%	54	4%
	For all of your work, how		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%
Q215I	recognition you receive	satisfied	5435	42%	3615	43%	1820	39%	4207	42%	149	40%	327	41%	141	32%	611	42%
`	from your	very satisfied	2514	19%	1702	20%	812	18%	1972	20%	55	15%	124	16%	68	15%	295	20%
	colleagues/peers?	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%
Global	Satisfaction																	
	On the whole, my	strongly disagree	656	5%	323	4%	333	7%	398	4%	42	11%	73	9%	75	17%	68	5%
	department colleagues	somewhat disagree	1090	8%	540	6%	550	12%	807	8%	43	11%	71	9%	70	16%	99	7%
	are committed to	neither agree nor disagree	1657	13%	1110	13%	547	12%	1195	12%	57	15%	128	16%	51	12%	226	16%
Q212A	supporting and	somewhat agree	4595	35%	3048	36%	1547	33%	3548	36%	121	32%	289	36%	130	30%	507	35%
	promoting diversity and	strongly agree	4789	37%	3181	38%	1608	35%	3846	38%	106	28%	215	27%	109	25%	513	35%
	inclusion in the	decline to answer	209	2%	160	2%	49	1%	156	2%	4	1%	15	2%	4	1%	30	2%
	department.	not applicable	53	0%	49	1%	4	0%	42	0%	1	0%	4	1%	0	0%	6	0%

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

The Co	llaborative on Academic C	areers							1	All Disci	iplines i	by Race,	/Ethn	icity and	d Gena	ler						
	er Education (COACHE			WH	ITE		HIS	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URM	[]	1	NON-CI	ITIZEI	N
0	cy Distributions	,		1					,			,										
1	-,		M	en	Wor	nen	N	Ien	Wo	men	M	en	Wo	men	Ν	Ien	Wo	men	M	en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Distri	bution of Workload							1				,										
		very dissatisfied	647	10%	417	11%	19	8%	22	13%	56	10%	31	13%	21	10%	21	9%	69	7%	43	9%
	TT 1. 11 .1	dissatisfied	1225	19%	841	23%	43	19%	37	23%	71	12%	59	24%	38	18%	51	21%	117	11%	96	20%
	How equitably the teaching workload is	neither satisfied nor dissatisfied	1291	20%	721	20%	55	25%	27	16%	146	25%	48	19%	43	20%	41	17%	225	22%	118	24%
Q70H	distributed across faculty	satisfied	2402	36%	1169	32%	79	35%	49	30%	220	38%	81	33%	82	38%	88	36%	419	41%	147	30%
	in your department	very satisfied	843	13%	396	11%	23	10%	26	16%	66	11%	20	8%	26	12%	31	13%	154	15%	66	14%
	m your department	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%
		very dissatisfied	634	10%	517	14%	26	12%	27	16%	52	9%	28	11%	26	12%	32	13%	70	7%	48	10%
	How equitably	dissatisfied	1323	20%	1040	28%	50	22%	50	30%	93	16%	53	21%	48	22%	63	26%	142	14%	104	21%
	committee assignments	neither satisfied nor dissatisfied	1565	24%	811	22%	55	24%	30	18%	157	27%	85	34%	57	26%	51	21%	272	27%	133	27%
Q60D		satisfied	2340	35%	988	27%	70	31%	40	24%	207	36%	66	26%	65	30%	67	28%	374	36%	137	28%
	faculty in your	very satisfied	608	9%	239	7%	19	8%	14	9%	49	8%	9	4%	17	8%	21	9%	110	11%	38	8%
	department	decline to answer	68	1%	29	1%	2	1%	2	1%	7	1%	1	0%	1	0%	5	2%	18	2%	10	2%
3.5		not applicable	91	1%	36	1%	3	1%	1	1%	14	2%	8	3%	2	1%	3	1%	40	4%	19	4%
Ment	oring																					
		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%
	Mentoring from	neither effective nor ineffective	926	14%	373	10%	37	17%	15	9%	92	16%	27	11%	31	15%	22	9%	140	14%	51	11%
Q125A	someone in your	somewhat effective	2080	32%	1119	31%	67	30%	47	29%	174	31%	75	31%	58	27%	62	26%	320	32%	157	33%
	department	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 3	8%	29	12% 0%	21	10%	34	14%	92	9%	51 1	11%
		decline to answer	37	1%	16	0%	0	0%	1	1%	_	1%	1	- , ,	0	0%	4	2%	6 72	1%		0%
		not applicable very ineffective	663 304	10% 5%	186 153	5% 4%	17 13	8% 6%	3 7	2% 4%	75 25	13% 4%	14 5	6% 2%	19 13	9% 6%	15 15	6% 6%	41	7% 4%	28 16	6% 3%
		somewhat ineffective	307	5% 5%	207	4% 6%	8	4%	6	4% 4%	33	4% 6%	16	2% 7%	11	5%	14	6%	68	4% 7%	25	5%
	Mentoring from	neither effective nor ineffective	1360	21%	534	15%	42	19%	20	12%	140	25%	42	17%	39	18%	29	12%	194	19%	74	15%
	someone outside vour	somewhat effective	1275	19%	904	25%	63	28%	43	27%	120	21%	63	26%	67	31%	72	30%	187	19%	103	21%
Q125E	department at your	very effective	356	5%	449	12%	23	10%	41	25%	31	5%	30	12%	29	14%	42	17%	65	6%	59	12%
	institution	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%
		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%
	Mantagina Caran	neither effective nor ineffective	1119	17%	370	10%	31	14%	14	9%	129	23%	27	11%	26	12%	19	8%	170	17%	57	12%
01250	Mentoring from	somewhat effective	2014	31%	1258	35%	73	33%	43	27%	139	24%	82	34%	62	29%	64	26%	267	26%	146	30%
Q125C	someone outside your institution	very effective	942	14%	1032	29%	44	20%	68	42%	67	12%	67	28%	58	27%	104	43%	131	13%	112	23%
	msutuuon	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%		6%												

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The Coll	laborative on Academic C	areers							£	All Disc	iplines .	by Race	/Ethn	icity and	d Gena	ter						
	r Education (COACHE			WH	ITE		HI	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URM	1	1	NON-C	TIZE	N
requenc	y Distributions		N	Ien	Wo	men	λ	len	Wo	men	М	en	Wo	men	ν	1en	Wo	men	М	en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	% %
		strongly disagree	694	11%	556	15%	36	16%	25	16%	75	13%	37	15%	39	18%	57	24%	123	12%	80	17
		somewhat disagree	1243	19%	703	20%	44	20%	44	27%	85	15%	42	17%	42	20%	38	16%	146	14%	68	14
	TT1 : CC .:	neither agree nor disagree	782	12%	353	10%	27	12%	13	8%	97	17%	28	12%	25	12%	23	10%	143	14%	62	13
24204	There is effective	somewhat agree	2489	38%	1245	35%	69	31%	47	29%	189	33%	75	31%	69	32%	79	33%	356	35%	156	32
Q130A	mentoring of pre-tenure	strongly agree	1051	16%	592	16%	31	14%	29	18%	86	15%	42	17%	31	15%	34	14%	187	19%	89	18
	faculty in my department.	I don't know	212	3%	123	3%	11	5%	2	1%	23	4%	12	5%	5	2%	8	3%	36	4%	19	4
		decline to answer	24	0%	11	0%	1	0%	1	1%	3	1%	2	1%	1	0%	3	1%	8	1%	3	1
		not applicable	45	1%	18	0%	4	2%	0	0%	12	2%	3	1%	1	0%	0	0%	10	1%	6	1
		strongly disagree	1079	19%	859	31%	51	28%	36	31%	111	22%	42	25%	51	32%	57	37%	109	21%	58	29
		somewhat disagree	1476	27%	806	29%	42	23%	41	35%	102	20%	42	25%	34	22%	48	31%	124	23%	54	27
	There is effective	neither agree nor disagree	1170	21%	361	13%	35	19%	18	15%	138	27%	29	17%	35	22%	17	11%	102	19%	35	17
D130B	mentoring of tenured	somewhat agree	1137	20%	455	17%	34	19%	12	10%	81	16%	25	15%	23	15%	20	13%	89	17%	29	14
\$130B	associate professors in	strongly agree	274	5%	112	4%	6	3%	8	7%	14	3%	10	6%	6	4%	6	4%	33	6%	3	1
	my department.	I don't know	277	5%	125	5%	8	4%	1	1%	31	6%	15	9%	7	4%	5	3%	42	8%	15	7
		decline to answer	21	0%	8	0%	0	0%	1	1%	4	1%	2	1%	0	0%	2	1%	3	1%	0	0
		not applicable	115	2%	31	1%	7	4%	1	1%	23	5%	4	2%	2	1%	0	0%	26	5%	8	4
		strongly disagree	1100	20%	731	27%	52	28%	32	27%	110	22%	39	23%	47	30%	50	32%	95	18%	46	23
		somewhat disagree	1623	29%	894	32%	58	32%	43	36%	109	22%	44	26%	36	23%	49	32%	107	20%	52	26
	My institution provides	neither agree nor disagree	1360	25%	527	19%	34	19%	21	18%	139	28%	37	22%	40	25%	23	15%	145	27%	38	19
0130C	adequate support for	somewhat agree	754	14%	306	11%	16	9%	9	8%	64	13%	18	11%	18	11%	13	8%	76	14%	26	13
Z130C	faculty to be good	strongly agree	160	3%	75	3%	6	3%	6	5%	15	3%	3	2%	6	4%	5	3%	26	5%	5	2
	mentors.	I don't know	485	9%	206	7%	14	8%	6	5%	47	9%	26	15%	11	7%	12	8%	63	12%	29	14
		decline to answer	19	0%	9	0%	0	0%	1	1%	4	1%	0	0%	0	0%	3	2%	3	1%	0	0
		not applicable	48	1%	9	0%	3	2%	0	0%	16	3%	2	1%	0	0%	0	0%	13	2%	6	39
epar	tmental Engageme	ent																				
	Undergraduate student	never	352	5%	230	6%	25	11%	20	13%	32	6%	16	7%	15	7%	39	16%	49	5%	40	9
	learning - How often do	seldom	785	12%	421	12%	34	15%	18	12%	70	12%	25	11%	36	18%	36	15%	130	13%	61	13
0190 A	you engage with faculty	occasionally	1817	28%	930	26%	59	27%	42	27%	196	35%	78	33%	54	26%	49	21%	292	29%	135	29
217071	in your department in	regularly	2166	33%	1065	30%	64	29%	45	29%	179	32%	70	29%	52	25%	60	25%	322	33%	136	29
	conversations about.	frequently	1248	19%	837	24%	36	16%	29	19%	79	14%	44	18%	46	23%	48	20%	174	18%	90	19
	conversations about	decline to answer	112	2%	73	2%	2	1%	2	1%	9	2%	5	2%	1	0%	5	2%	23	2%	8	2
	Graduate student	never	294	5%	184	5%	19	9%	11	7%	28	5%	14	6%	14	7%	25	11%	24	2%	26	6
	learning - How often do	seldom	602	9%	331	9%	24	11%	11	7%	50	9%	33	14%	32	16%	35	15%	92	9%	58	12
D190B	you engage with faculty	occasionally	1718	27%	895	25%	58	26%	36	23%	172	30%	63	26%	52	25%	66	28%	274	28%	128	27
	in your department in	regularly	2335	36%	1136	32%	66	30%	55	35%	197	35%	81	34%	49	24%	62	26%	369	37%	143	30
	conversations about.	frequently	1426	22%	942	26%	51	23%	40	26%	110	19%	43	18%	51	25%	46	19%	217	22%	104	22
		decline to answer	105	2%	68	2%	2	1%	3	2%	8	1%	4	2%	6	3%	3	1%	14	1%	11	2
	Effective teaching	never	276	4%	134	4%	22	10%	13	8%	22	4%	7	3%	11	5%	20	8%	40	4%	25	5
	practices - How often do	seldom	1024	16%	532	15%	33	15%	23	15%	87	15%	38	16%	46	23%	53	22%	149	15%	68	14
D190C	you engage with faculty	occasionally	2440	38%	1254	35%	76	35%	58	37%	232	41%	89	37%	68	33%	73	31%	375	38%	182	39
	in your department in	regularly	1871	29%	1014	29%	70	32%	41	26%	161	28%	76	32%	46	23%	51	22%	299	30%	121	26
	conversations about.	frequently	828	13%	608	17%	19	9%	21	13%	58	10%	27	11%	31	15%	39	16%	117	12%	72	15
		decline to answer	41	1%	14	0%	0	0%	0	0%	5	1%	1	0%	2	1%	1	0%	10	1%	2	0
	Effective use of	never	310	5%	191	5%	27	12%	16	10%	20	4%	10	4%	17	8%	25	11%	46	5%	37	8
	0.	seldom	1174	18%	695	20%	44	20%	30	19%	109	19%	45	19%	41	20%	58	24%	175	18%	102	22
)190D	do you engage with	occasionally	2635	41%	1448	41%	75	34%	56	36%	244	43%	100	42%	72	35%	78	33%	414	42%	176	37
	faculty in your	regularly	1641	25%	825	23%	51	23%	34	22%	132	23%	63	26%	47	23%	47	20%	250	25%	102	22
	department in	frequently	677	10%	387	11%	23	10%	20	13%	56	10%	18	8%	26	13%	29	12%	96	10%	50	11
	conversations about.	decline to answer	43	1%	10	0%	0	0%	0	0%	4	1%	2	1%	1	0%	0	0%	9	1%	3	19

in Higher Education (COACHE)		WH	ITE		HIS	SPANIC	/LAT	INO	ASIA	N/PAC	ISLAN	NDER		OTHE	R URM	1	N	NON-CI	ITIZEI	N
Frequency Distributions																				
		en	Wor			len		men		len		men		[en		men		en		men
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Use of current research never	349	5%	270	8%	27	12%	12	8%	31	5%	19	8%	15	7%	33	14%	45	5%	37	8%
methodologies - How seldom	1031	16%	621	17%	44	20%	21	13%	90	16%	33	14%	40	20%	56 75	24%	117	12%	82	17%
Q190E often do you engage with occasionally faculty in your regularly	2137	33%	1183	33% 26%	60	27%	52 45	33%	179	32%	83 66	35%	74 40	36%	75	32%	319	32%	154	33% 25%
faculty in your regularly department in frequently	1893	29% 16%	934 522	15%	59 29	27% 13%	25	29% 16%	176 85	31% 15%	35	28% 15%	34	20% 17%	43 27	18% 11%	331 167	33% 17%	117 75	16%
conversations about. decline to answer	62	1%	26	1%	29 1	0%	25 1	1%	4	1%	2	1%	34 1	0%	3	1%	11	1%	75 5	1%
Departmental Quality	02	1 /0	20	1 /0	_	0 76	•	1 /0	4	1 /0		1 /0	_	0 70	J	1 /0		1 /0	J	1 /0
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%
The intellectual vitality of	2924	45%	1439	40%	84	38%	67	43%	203	36%	96	40%	81	38%	81	34%	438	44%	171	36%
Q195A tenured faculty in your	1417	22%	866	24%	36	16%	34	22%	80	14%	34	14%	41	19%	52	22%	180	18%	97	20%
department 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%
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%
The intellectual vitality of neither satisfied nor dissatisfied	692	11%	372	10%	23	10%	21	13%	125	22%	42	17%	33	16%	38	16%	144	14%	78	16%
Q195B pre-tenure faculty in your satisfied	2867	44%	1487	41%	91	41%	71	45%	249	44%	109	45%	80	38%	90	38%	473	47%	190	40%
department 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%
very dissatisfied	263	4%	177	5%	10	5%	1	1%	47	8%	16	7%	9	4%	11	5%	52	5%	20	4%
The dissatisfied	922	14%	486	14%	35	16%	22	14%	81	14%	41	17%	31	15%	24	10%	137	14%	62	13%
research/scholarly/creati neither satisfied nor dissatisfied	1251	19%	660	18%	51	23%	31	20%	149	26%	52	21%	37	18%	66	28%	194	19%	112	24%
Q195C ve productivity of satisfied	2656	41%	1358	38%	83	38%	66	42%	212	37%	90	37%	83	39%	74	31%	399	40%	166	35%
tenured faculty in your very satisfied I don't know	1271 55	19%	786 50	22% 1%	34 4	15%	29 5	18% 3%	55 8	10%	33 5	14% 2%	36 1	17% 0%	46 8	19% 3%	168 16	17% 2%	85 13	18% 3%
department decline to answer	101	1% 2%	63	2%	3	2% 1%	2	3% 1%	13	1% 2%	5	2%	13	6%	7	3% 3%	34	3%	18	3% 4%
not applicable	8	0%	9	0%	1	0%	1	1%	2	0%	0	0%	1	0%	1	0%	5	0%	0	0%
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%
The neither satisfied nor dissatisfied	962	15%	468	13%	34	15%	24	15%	140	25%	52	21%	45	21%	42	18%	162	16%	93	20%
research/scholarly/creati	3010	46%	1548	43%	96	43%	73	46%	247	44%	112	46%	80	38%	88	37%	455	45%	192	40%
Q195D ve productivity of pre-	1830	28%	1143	32%	46	21%	43	27%	97	17%	45	19%	51	24%	64	27%	237	24%	117	25%
tenure faculty in your I don't know	88	1%	67	2%	5	2%	4	3%	12	2%	6	2%	4	2%	9	4%	24	2%	15	3%
department 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%
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%
The teaching neither satisfied nor dissatisfied	1241	19%	665	19%	50	23%	24	15%	143	26%	53	22%	42	21%	50	21%	200	20%	97	21%
Q195G effectiveness of tenured satisfied	2950	46%	1507	42%	86	39%	62	40%	253	45%	100	42%	81	40%	81	34%	425	43%	193	41%
faculty in your very satisfied	1122	17%	707	20%	28	13%	24	15%	64	11%	32	13%	35	17%	47	20%	157	16%	74	16%
department 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%

The Coll	laborative on Academic C	areers							1	All Disc	iplines .	by Race	/Ethn	icity and	l Gend	ler						
	r Education (COACHE		1	WH	ITE		HIS	SPANIC	Z/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URM	[]	1	NON-C	ITIZEI	N '
0	y Distributions	,							,			,										
			M			men		[en		men		en		men		[en		men		en		men
		1	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		very dissatisfied dissatisfied	57 262	1% 4%	30 122	1% 3%	4 16	2% 7%	1 8	1% 5%	3 25	1% 4%	3 11	1% 5%	4 9	2% 4%	5 10	2% 4%	10 21	1% 2%	3 14	1% 3%
	The teaching	neither satisfied nor dissatisfied	1097	17%	553	16%	42	19%	24	15%	157	28%	53	22%	43	21%	43	18%	195	20%	95	20%
	effectiveness of pre-	satisfied	3143	49%	1616	46%	99	45%	81	52%	258	46%	107	45%	83	41%	102	43%	447	45%	208	44%
Q195H	tenure faculty in your	very satisfied	1337	21%	863	24%	35	16%	26	17%	71	13%	33	14%	45	22%	47	20%	165	17%	80	17%
	department	I don't know	354	5%	238	7%	15	7%	13	8%	30	5%	24	10%	11	5%	18	8%	116	12%	47	10%
	1	decline to answer	41	1%	24	1%	2	1%	1	1%	5	1%	2	1%	5	2%	6	3%	11	1%	8	2%
		not applicable	174	3%	103	3%	6	3%	2	1%	11	2%	5	2%	3	1%	6	3%	20	2%	14	3%
Depar	tmental Collegialit																	- 7.0				
1		very dissatisfied	83	1%	51	1%	11	5%	3	2%	10	2%	6	3%	7	3%	5	2%	22	2%	13	3%
	The amount of	dissatisfied	476	7%	306	9%	21	10%	8	5%	47	8%	22	9%	20	10%	24	10%	68	7%	45	10%
	professional interaction	neither satisfied nor dissatisfied	1058	16%	586	17%	44	20%	35	22%	132	24%	44	19%	47	23%	49	21%	167	17%	76	16%
Q205A	you have with pre-tenure	satisfied	3229	50%	1612	45%	97	44%	68	44%	241	43%	115	49%	85	42%	106	45%	463	47%	189	40%
	faculty in your	very satisfied	1419	22%	854	24%	37	17%	39	25%	105	19%	40	17%	38	19%	41	17%	234	24%	121	26%
	department	decline to answer	31	0%	15	0%	1	0%	2	1%	7	1%	5	2%	2	1%	4	2%	7	1%	6	1%
		not applicable	159	2%	119	3%	7	3%	1	1%	17	3%	5	2%	3	1%	8	3%	22	2%	17	4%
		very dissatisfied	88	1%	53	1%	12	6%	4	3%	11	2%	5	2%	7	3%	5	2%	22	2%	14	3%
	The amount of personal	dissatisfied	551	9%	317	9%	22	10%	9	6%	44	8%	20	8%	18	9%	19	8%	66	7%	37	8%
COOFF	interaction you have with	neither satisfied nor dissatisfied	1581	24%	797	22%	58	27%	38	24%	165	30%	52	22%	66	33%	66	28%	226	23%	101	22%
Q205B	pre-tenure faculty in your	satisfied	2884	45%	1459	41%	83	38%	65	42%	229	41%	113	48%	72	36%	97	41%	440	45%	188	40%
	department	very satisfied	1107	17%	761	21%	33	15%	35	22%	84	15%	33	14%	32	16%	36	15%	192	20%	101	22%
		decline to answer	40	1%	15	0%	2	1%	2	1%	6	1%	7 7	3%	2	1%	3	1%	10	1%	6	1%
		not applicable very dissatisfied	204 450	3% 7%	141 314	4% 9%	8 20	4% 9%	3 11	2% 7%	20 36	4% 6%	17	3% 7%	5 24	2% 12%	11 28	5% 12%	27 51	3% 5%	20 33	4% 7%
		dissatisfied	813	13%	505	9% 14%	34	9% 16%	18	12%	56	10%	28	12%	24 27	13%	26 36	15%	94	10%	33 45	10%
	How well you fit in your	neither satisfied nor dissatisfied	883	14%	520	15%	31	14%	27	17%	94	17%	43	18%	30	15%	41	17%	159	16%	74	16%
Q205C	department (e.g. your	satisfied	2349	36%	1242	35%	82	38%	56	36%	225	40%	96	41%	69	34%	75	32%	404	41%	193	41%
~~~	sense of belonging in	very satisfied	1909	30%	942	27%	51	23%	42	27%	140	25%	49	21%	50	25%	52	22%	264	27%	116	25%
	your department)	decline to answer	43	1%	16	0%	0	0%	2	1%	6	1%	4	2%	1	0%	5	2%	10	1%	5	1%
		not applicable	8	0%	4	0%	0	0%	0	0%	2	0%	0	0%	1	0%	0	0%	1	0%	1	0%
		very dissatisfied	160	2%	124	3%	13	6%	5	3%	17	3%	13	5%	9	4%	13	5%	29	3%	22	5%
	The amount of	dissatisfied	588	9%	429	12%	30	14%	20	13%	55	10%	23	10%	27	13%	33	14%	81	8%	66	14%
	professional interaction	neither satisfied nor dissatisfied	1026	16%	578	16%	44	20%	36	23%	130	23%	60	25%	41	20%	64	27%	182	19%	84	18%
Q205D	you have with tenured	satisfied	3176	49%	1572	44%	92	42%	54	35%	250	45%	104	44%	87	43%	89	38%	467	48%	199	43%
	faculty in your	very satisfied	1464	23%	811	23%	38	17%	39	25%	96	17%	32	14%	35	17%	33	14%	215	22%	92	20%
	department	decline to answer	31	0%	19	1%	0	0%	2	1%	8	1%	5	2%	2	1%	5	2%	8	1%	3	1%
		not applicable	10	0%	10	0%	1	0%	0	0%	3	1%	0	0%	1	0%	0	0%	1	0%	1	0%
		very dissatisfied	148	2%	120	3%	12	6%	5	3%	15	3%	8	3%	12	6%	13	5%	33	3%	25	5%
	The amount of personal	dissatisfied	576	9%	351	10%	29	13%	18	12%	61	11%	21	9%	19	9%	32	14%	74	8%	52	11%
Q205E	interaction you have with	neither satisfied nor dissatisfied satisfied	1494 2950	23%	809	23% 42%	58 76	27% 35%	44 51	28% 33%	167 211	30% 38%	64	27% 45%	64	32% 35%	64	27% 38%	246 440	25% 45%	102	22% 43%
Q203E	tenured faculty in your	very satisfied	1187	46% 18%	1490 711	20%	76 40	35% 18%	36	23%	92	36% 16%	106 32	45% 14%	70 32	35% 16%	89 29	12%	177	18%	203 78	43% 17%
	department	decline to answer	49	1%	22	1%	1	0%	1	1%	8	1%	5	2%	2	1%	6	3%	9	1%	3	1%
		not applicable	51	1%	40	1%	2	1%	1	1%	5	1%	1	0%	3	1%	4	2%	4	0%	4	1%
		very dissatisfied	340	5%	239	7%	21	10%	12	8%	25	4%	13	5%	17	8%	20	8%	42	4%	19	4%
		dissatisfied	805	12%	584	16%	33	15%	31	20%	46	8%	33	14%	24	12%	30	13%	89	9%	45	10%
	My departmental	neither satisfied nor dissatisfied	807	13%	363	10%	36	17%	24	15%	124	22%	37	16%	24	12%	19	8%	157	16%	80	17%
Q210A	colleagues "pitch in"	satisfied	2640	41%	1366	39%	79	36%	51	33%	217	39%	97	41%	79	39%	100	42%	409	42%	197	42%
	when needed.	very satisfied	1814	28%	963	27%	49	22%	35	22%	136	24%	51	22%	55	27%	65	27%	263	27%	113	24%
		decline to answer	31	0%	16	0%	0	0%	3	2%	6	1%	4	2%	1	0%	3	1%	15	2%	3	1%
		not applicable	16	0%	11	0%	0	0%	0	0%	4	1%	2	1%	2	1%	0	0%	8	1%	9	2%

not applicable

146

2%

71

2%

3

1%

2

1%

18

3%

7

3%

3

1%

3%

19

2%

12

3%

19

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42

The Col	laborative on Academic C	arpers	All Disciplines by Race/Ethnicity and Gender																			
	er Education (COACHE		1	WH	ITE		HIS	SPANIC				N/PAC				OTHE	R URN	1	1	NON-C	ITIZEI	N
0	y Distributions	,							,			·										
			M	en	Wo	men	M	en	Wo	men	M	len	Wo	men	N	<b>I</b> en	Wo	men	M	[en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		very dissatisfied	448	7%	296	8%	30	14%	17	11%	37	7%	15	6%	18	9%	25	11%	60	6%	32	7%
	How satisfied are you	dissatisfied neither satisfied nor dissatisfied	1181 1926	18% 30%	840 972	24% 28%	48 47	22% 22%	30 50	19% 32%	85 168	15% 30%	42 78	18% 33%	38 65	19% 32%	47 76	20% 32%	127 285	13% 29%	98 126	21% 27%
Q215B	with the recognition you	satisfied	1788	28%	891	25%	62	29%	34	22%	179	32%	70	30%	54	27%	50	21%	339	35%	136	29%
Q213D	receive for your student	very satisfied	440	7%	179	5%	13	6%	14	9%	43	8%	13	6%	12	6%	18	8%	98	10%	37	8%
	advising?	decline to answer	56	1%	25	1%	1	0%	4	3%	6	1%	2	1%	2	1%	3	1%	16	2%	3	1%
		not applicable	592	9%	328	9%	16	7%	7	4%	39	7%	15	6%	13	6%	18	8%	55	6%	32	7%
		very dissatisfied	432	7%	221	6%	28	13%	10	6%	64	11%	15	6%	18	9%	26	11%	59	6%	25	5%
	II	dissatisfied	931	14%	644	18%	37	17%	20	13%	77	14%	27	11%	22	11%	36	15%	122	12%	63	14%
	How satisfied are you with the recognition you	neither satisfied nor dissatisfied	1312	20%	807	23%	36	17%	40	26%	107	19%	67	29%	63	31%	79	33%	194	20%	124	27%
Q215C	receive for your	satisfied	2671	42%	1376	39%	88	41%	58	37%	223	40%	92	39%	76	38%	59	25%	419	43%	185	40%
	scholarly/creative work?	very satisfied	992	15%	434	12%	26	12%	23	15%	76	14%	29	12%	20	10%	30	13%	164	17%	61	13%
		decline to answer	52	1%	24	1%	2	1%	3	2%	4	1%	2	1%	2	1%	4	2%	14	1%	3	1%
		not applicable	41	1%	25	1%	0	0%	2	1%	6	1%	3	1%	1	0%	3	1%	8	1%	3	1%
		very dissatisfied	568	9%	379	11%	39	18%	16	10%	50	9%	24	10%	26	13%	34	14%	57	6%	23	5%
	How satisfied are you	dissatisfied	1214	19%	900	25%	45	21%	32	21%	75	13%	42	18%	41	20%	49	21%	131	13%	78	17%
Q215D	with the recognition you	neither satisfied nor dissatisfied satisfied	1717 2197	27% 34%	860 1062	24% 30%	42 75	19% 35%	45 42	29% 27%	181 182	32% 33%	74 75	31% 32%	53 63	26% 31%	73 55	31% 23%	285 355	29% 36%	140 162	30% 35%
Q213D	receive for your service	very satisfied	630	10%	282	30% 8%	14	6%	14	9%	54	10%	15	32% 6%	16	8%	20	23% 8%	106	11%	47	10%
	contributions?	decline to answer	49	1%	25	1%	1	0%	4	3%	7	1%	3	1%	2	1%	4	2%	20	2%	2	0%
		not applicable	56	1%	23	1%	1	0%	3	2%	8	1%	2	1%	1	0%	2	1%	26	3%	12	3%
		very dissatisfied	385	6%	248	7%	27	12%	9	6%	38	7%	10	4%	24	12%	28	12%	40	4%	18	4%
		dissatisfied	777	12%	478	14%	32	15%	18	12%	50	9%	31	13%	29	14%	44	19%	73	7%	39	8%
	How satisfied are you	neither satisfied nor dissatisfied	1852	29%	904	26%	42	19%	53	34%	174	31%	76	32%	60	30%	70	30%	270	28%	123	27%
Q215E	with the recognition you receive for your	satisfied	1374	21%	669	19%	58	27%	33	21%	127	23%	46	20%	46	23%	42	18%	232	24%	86	19%
	outreach?	very satisfied	355	6%	181	5%	6	3%	11	7%	37	7%	10	4%	12	6%	19	8%	65	7%	28	6%
	odireacii	decline to answer	92	1%	39	1%	1	0%	6	4%	9	2%	3	1%	2	1%	5	2%	33	3%	6	1%
		not applicable	1596	25%	1012	29%	51	24%	26	17%	122	22%	59	25%	29	14%	29	12%	267	27%	164	35%
		very dissatisfied	435	8%	311	10%	30	15%	10	7%	65	13%	17	8%	24	12%	25	11%	64	7%	30	7%
	For all of your work, how		546	9%	407	13%	26	13%	18	12%	47	9%	18	8%	14	7%	38	17%	77	8%	51	11%
02151	•	neither satisfied nor dissatisfied	839	15%	575	18%	31	16%	31	21%	96	19%	51	23%	43	22%	38	17%	154	16%	97	21%
QZISL	recognition you receive from your department	satisfied	2112	37%	1087	33%	57	29%	51	35%	160	32%	74	33%	59	30%	67	31%	360	38%	152	33%
	head or chair?	very satisfied decline to answer	1520	26% 2%	680 88	21% 3%	44	22% 3%	25 5	17% 3%	106	21% 3%	48	22% 4%	40	20% 5%	41	19% 3%	242 38	26%	106	23% 4%
	nead of chair.	not applicable	122 192	3%	00 107	3%	5 6	3% 3%	5 5	3%	15 10	3% 2%	8 5	2%	10 6	3%	6 3	3% 1%	12	4% 1%	16 3	4% 1%
		very dissatisfied	242	4%	182	5%	17	8%	8	5%	29	5%	12	5%	13	6%	24	10%	37	4%	17	4%
	For all of your work, how	ž.	581	9%	431	12%	32	15%	16	10%	38	7%	21	9%	25	12%	34	14%	54	6%	37	8%
		neither satisfied nor dissatisfied	1384	22%	824	23%	48	22%	41	26%	154	28%	66	28%	52	26%	67	28%	233	24%	128	28%
Q215I		satisfied	2799	44%	1408	40%	83	38%	66	42%	238	43%	89	38%	72	36%	69	29%	423	43%	188	41%
	from your	very satisfied	1338	21%	634	18%	34	16%	21	13%	83	15%	41	17%	35	17%	33	14%	212	22%	83	18%
	colleagues/peers?	decline to answer	59	1%	36	1%	2	1%	3	2%	9	2%	5	2%	3	1%	10	4%	15	2%	8	2%
		not applicable	28	0%	16	0%	1	0%	1	1%	6	1%	1	0%	2	1%	0	0%	6	1%	3	1%
Globa	l Satisfaction																					
	On the whole, my	strongly disagree	179	3%	219	6%	23	11%	19	12%	49	9%	24	10%	32	16%	43	18%	40	4%	28	6%
	department colleagues	somewhat disagree	395	6%	412	12%	22	10%	21	13%	37	7%	34	14%	33	16%	37	16%	53	5%	46	10%
0.515	are committed to	neither agree nor disagree	798	12%	397	11%	40	18%	17	11%	90	16%	38	16%	23	11%	28	12%	159	16%	67	14%
Q212A	supporting and	somewhat agree	2360	37%	1188	34%	67	31%	54	35%	210	38%	79	33%	62	31%	68	29%	349	36%	158	34%
		strongly agree	2558	40%	1288	36%	63	29%	43	28%	158	28%	57	24%	50	25%	59	25%	352	36%	161	35%
	inclusion in the department.	decline to answer	121	2%	35	1%	2	1%	2	1%	10	2%	5	2%	2	1%	2	1%	25	3%	5	1%
	перапинент.	not applicable	39	1%	3	0%	1	0%	0	0%	4	1%	0	0%	0	0%	0	0%	5	1%	1	0%

The Col	laborative on Academic C	areers							1	4ll Disc	riplines	by Race	/Ethn	iicity an	d Gene	der						
	r Education (COACHE			WH	ITE		HIS	SPANIC	C/LAT	INO	ASIA	N/PAC	ISLA	NDER	1	OTHE	R URN	1	]	NON-C	TIZE	N
_	y Distributions	,																				
			M	en	Wo	men	M	<b>I</b> en	Wo	men	M	<b>I</b> en	Wo	omen	N	1en	Wo	men	N	len	Wo	omen
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	hert	strongly disagree	230	4%	262	7%	31	14%	16	10%	41	7%	34	14%	37	18%	51	22%	54	5%	35	8%
	There is visible	somewhat disagree	423	7%	456	13%	38	17%	29	19%	50	9%	24	10%	27	13%	46	19%	59	6%	52	11%
O212B	leadership at my	neither agree nor disagree	1039	16%	533	15%	35	16%	23	15%	124	22%	58	24%	24	12%	22	9%	184	19%	95	20%
Q212B	institution for the	somewhat agree	2353	36%	1233	35%	63	29%	61	39%	187	34%	79	33%	60	30%	64	27%	360	37%	155	33%
	support and promotion of diversity on campus	strongly agree	2235	35%	1016	29%	49	22%	26	17%	140	25%	35	15%	52 2	26%	51	22%	294	30%	121	26%
	or diversity on eampus	decline to answer	138 32	2% 0%	36 6	1% 0%	1	0% 0%	1 0	1% 0%	13 3	2% 1%	7 0	3% 0%	0	1% 0%	3 0	1% 0%	24 8	2% 1%	5 3	1% 1%
		not applicable strongly disagree	318	5%	206	6%	16	7%	8	5%	38	7%	16	7%	19	9%	27	11%	49	5%	24	5%
		somewhat disagree	586	9%	448	13%	26	12%	21	14%	60	11%	25	11%	32	16%	24	10%	66	7%	38	8%
	All things considered,	neither agree nor disagree	749	12%	478	14%	30	14%	29	19%	101	18%	41	18%	19	9%	27	11%	128	13%	77	17%
O250A	your department as a	somewhat agree	2610	41%	1355	39%	81	38%	54	35%	224	40%	89	38%	73	36%	81	34%	426	44%	192	41%
<b>_</b>	place to work	strongly agree	2109	33%	1001	28%	56	26%	41	26%	127	23%	54	23%	57	28%	71	30%	288	30%	122	26%
	1	decline to answer	28	0%	26	1%	5	2%	2	1%	5	1%	7	3%	1	0%	6	3%	14	1%	10	2%
		not applicable	14	0%	5	0%	1	0%	0	0%	1	0%	0	0%	1	0%	0	0%	0	0%	0	0%
Depar	ture intentions	1.													•							
	Which of the following	actively sought an outside job offer	1641	22%	1016	25%	66	26%	44	24%	97	16%	43	18%	52	22%	72	27%	226	21%	98	19%
	have you done at this	received a formal job offer	964	13%	457	11%	44	17%	25	14%	80	13%	17	7%	38	16%	36	13%	140	13%	57	11%
Q225	institution in the past five	renegotiated terms of employment	863	12%	532	13%	28	11%	25	14%	49	8%	15	6%	28	12%	24	9%	85	8%	46	9%
	years? (check all that	none of the above	3630	49%	1899	46%	100	40%	73	40%	312	51%	134	56%	96	41%	113	42%	546	50%	260	50%
	apply)	decline to answer	337	5%	203	5%	15	6%	15	8%	73	12%	32	13%	19	8%	22	8%	96	9%	56	11%
		base salary	2455	44%	1208	40%	103	55%	54	41%	264	52%	90	41%	74	43%	108	51%	371	42%	139	33%
		supplemental salary	226	4%	106	4%	7	4%	4	3%	14	3%	7	3%	9	5%	9	4%	43	5%	15	4%
		tenure clock	43	1%	53	2%	4	2%	2	2%	4	1%	5	2%	2	1%	9	4%	28	3%	17	4%
	If you could negotiate	teaching load	487	9%	345	12%	9	5%	16	12%	47	9%	23	11%	19	11%	21	10%	83	9%	71	17%
	adjustments to your	administrative responsibilities	228	4%	136	5%	7	4%	5	4%	9	2%	6	3%	9	5%	5	2%	15	2%	7	2%
Q235	employment, which one	equipment	111	2%	50	2%	0	0%	2	2%	10	2%	3	1%	3	2%	2	1%	21	2%	5	1%
	of the following item(s)	employment for spouse/partner	185	3%	129	4%	6	3%	9	7%	17	3%	15	7%	9	5%	7	3%	74	8%	55	13%
	would you most like to adjust?	lab/research support	643	12%	331	11%	18	10%	17	13%	55	11%	36	17%	16	9%	14	7%	116	13%	35	8%
	aujustr	sabbatical or other leave time	389	7%	292	10%	13	7%	9	7%	14	3%	11	5%	13	7%	23	11%	46	5%	42	10%
		other (please specify)	215	4%	143	5%	3	2%	8	6%	16	3%	6	3%	4	2%	6	3%	19	2%	12	3%
		there is nothing I wish to adjust decline to answer	453 119	8% 2%	150 49	5% 2%	12 5	6% 3%	3 2	2% 2%	32 25	6% 5%	10 5	5% 2%	10 6	6% 3%	8 1	4% 0%	43 29	5% 3%	6 13	1% 3%
		for no more than five years	1207	22%	546	20%	38	22%	17	15%	71	14%	22	14%	36	24%	33	21%	85	3% 17%	31	16%
	Q255A - How long do	more than five years but less than ten	902	17%	466	17%	21	12%	14	12%	58	12%	16	10%	23	15%	17	11%	44	9%	13	7%
O255A	you plan to remain at this		1348	25%	616	23%	33	19%	24	21%	121	24%	27	17%	29	19%	17	11%	107	21%	34	17%
~	institution?	I don't know	1812	33%	973	36%	76	43%	52	45%	187	38%	79	49%	53	35%	70	45%	251	49%	105	53%
		decline to answer	190	3%	103	4%	8	5%	8	7%	57	12%	17	11%	10	7%	17	11%	26	5%	17	9%
		to improve your salary/benefits	1057	16%	511	15%	51	24%	33	21%	111	20%	32	14%	30	15%	42	18%	165	17%	64	14%
		for a more collegial workplace	206	3%	192	5%	8	4%	8	5%	26	5%	9	4%	13	6%	9	4%	24	2%	24	5%
		employer w/ more resources	633	10%	442	13%	24	11%	14	9%	68	12%	35	15%	19	9%	16	7%	124	13%	60	13%
		institution w/ priorities like yours	678	11%	373	11%	25	12%	16	10%	59	11%	28	12%	21	10%	22	9%	104	11%	43	9%
		for an admin. position in higher ed.	270	4%	155	4%	9	4%	8	5%	37	7%	7	3%	24	12%	11	5%	26	3%	11	2%
	If you were to choose to	to pursue a nonacademic job	98	2%	46	1%	1	0%	1	1%	3	1%	1	0%	6	3%	3	1%	5	1%	5	1%
Q260	leave your institution,	spousal/partner employment	182	3%	161	5%	9	4%	12	8%	15	3%	16	7%	6	3%	11	5%	82	8%	56	12%
Q200	what would be your	for other family or personal needs	303	5%	199	6%	10	5%	10	6%	30	5%	25	11%	12	6%	17	7%	85	9%	51	11%
	primary reason?	to improve your quality of life	403	6%	284	8%	17	8%	6	4%	24	4%	24	10%	15	7%	26	11%	66	7%	43	9%
		to retire	1669	26%	640	18%	35	16%	16	10%	76	14%	17	7%	31	15%	28	12%	53	5%	17	4%
		improve geographic location	473	7%	278	8%	17	8%	18	12%	33	6%	17	7%	10	5%	23	10%	120	12%	43	9%
		other (please specify)	92	1%	67	2%	1	0%	2	1%	10	2%	4	2%	4	2%	8	3%	16	2%	12	3%
		no reason I would choose to leave	179	3%	83	2%	4	2%	4	3%	28	5%	4	2%	5	2%	6	3%	46	5%	13	3%
		decline to answer	168	3%	88	3%	4	2%	7	5%	36	6%	13	6%	6	3%	14	6%	54	6%	21	5%

The Col	laborative on Academic C	areers								Phys So	ci, Bio	Sci, En	gi, Tec	h, Math	, Stats	r						
	er Education (COACHE			WH	ΙΤΕ		HIS	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URN	1	1	NON-C	ITIZE	N
Frequenc	y Distributions			1																		
			M	en	Wo	men	M	len	Wo	omen	M	[en	Wo	men	N	Ien	Wo	men	M	len	Wo	omen
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Distrib	oution of Workload																					
		very dissatisfied	246	11%	100	16%	8	12%	9	29%	39	11%	13	18%	4	8%	1	5%	35	7%	11	8%
	How equitably the	dissatisfied	444	19%	153	24%	16	24%	7	23%	56	15%	18	25%	10	20%	6	27%	52	10%	29	22%
OFOLI	teaching workload is	neither satisfied nor dissatisfied	476	21%	132	21%	14	21%	7	23%	92	25%	13	18%	13	27%	4	18%	133	25%	36	27%
Q70H	distributed across faculty	satisfied	836	37%	175	28%	22	33%	5	16%	130	35%	23	32%	16	33%	7	32%	210	40%	33	25%
	in your department	very satisfied decline to answer	241	11%	62 1	10% 0%	6 0	9% 0%	2 1	6%	42 3	11% 1%	3 1	4% 1%	5	10%	3 1	14%	79 4	15% 1%	19 2	14%
		not applicable	15 23	1% 1%	8	1%	1	1%	0	3% 0%	3 7	2%	2	3%	0 1	0% 2%	0	5% 0%	10	2%	4	1% 3%
		very dissatisfied	220	10%	84	13%	12	18%	4	13%	38	10%	7	10%	5	10%	2	9%	36	7%	12	9%
	How equitably	dissatisfied	439	19%	178	28%	13	19%	9	29%	59	16%	, 17	23%	10	20%	5	23%	57	11%	19	14%
	committee assignments	neither satisfied nor dissatisfied	564	25%	144	23%	15	22%	5	16%	94	25%	30	41%	15	31%	3	14%	150	29%	42	31%
Q60D	are distributed across	satisfied	842	37%	161	25%	22	33%	11	35%	135	36%	16	22%	14	29%	6	27%	204	39%	36	27%
	faculty in your	very satisfied	174	8%	55	9%	5	7%	1	3%	30	8%	1	1%	3	6%	4	18%	52	10%	17	13%
	department	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%
Mento	ring																					
		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%
	Mentoring from	neither effective nor ineffective	311	14%	64	10%	9	14%	4	13%	68	19%	9	13%	2	4%	4	18%	55	11%	13	10%
O125A	someone in your	somewhat effective	722	32%	211	34%	19	29%	8	27%	110	30%	23	32%	15	32%	4	18%	170	33%	49	37%
Q12571	department	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%
		very ineffective	110	5%	26	4%	4	6%	2	7%	13	4%	0	0%	6	13%	1	5%	17	3%	6	5%
	Mantarina from	somewhat ineffective neither effective nor ineffective	115	5%	34	5%	0	0%	0 4	0%	19	5% 28%	6	8%	4	9%	0	0% 5%	38	7% 17%	11	8% 14%
	Mentoring from someone outside your	somewhat effective	479 431	21% 19%	96 182	15% 29%	10 20	15% 30%	6	13% 20%	101 70	28% 19%	14 19	19% 26%	8 11	17% 23%	1 8	5% 36%	89 92	18%	18 32	24%
Q125B	department at your	very effective	98	4%	76	12%	7	11%	8	27%	20	6%	10	14%	4	23 <i>%</i> 9%	6	27%	32	6%	32 17	13%
	institution	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%
		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%
	Mentoring from	neither effective nor ineffective	377	17%	89	14%	10	15%	3	10%	97	27%	11	15%	3	6%	1	5%	83	16%	15	11%
O125C	someone outside vour	somewhat effective	693	31%	223	36%	25	38%	6	20%	85	24%	24	33%	19	40%	5	23%	126	24%	48	36%
Q123C	institution	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%

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The Call	laborative on Academic C	areers								Phys S	ci, Bio	Sci, Eng	gi, Tec	h, Math	, Stats	;						
in Highe	r Education (COACHE			WH	ITE		HIS	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHER	R URN	1	1	NON-C	TIZE	N
Frequenc	y Distributions			[en		men		Ien		men		[en		omen		len		omen		[en		men
		armound discount	#	% 10%	# 119	% 19%	# 10	% 15%	#	% 30%	# 45	% 12%	#	% 13%	# 10	% 21%	3	% 14%	# 59	% 11%	# 18	% 14%
		strongly disagree somewhat disagree	225 437	19%	107	17%	9	14%	9 3	10%	53	15%	9 17	24%	13	28%	4	18%	75	15%	15	11%
		neither agree nor disagree	299	13%	65	10%	11	17%	3	10%	63	17%	8	11%	4	9%	1	5%	73	14%	20	15%
	There is effective	somewhat agree	863	38%	209	34%	24	36%	9	30%	124	34%	21	29%	13	28%	12	55%	184	36%	45	34%
Q130A	mentoring of pre-tenure	strongly agree	352	16%	105	17%	24 7	11%	4	13%	44	12%	10	14%	4	9%	2	9%	97	19%	43 27	20%
	faculty in my department.	I don't know	72	3%	14	2%	4	6%	1	3%	19	5%	5	7%	3	6%	0	0%	20	4%	7	5%
		decline to answer	9	0%	1	0%	0	0%	1	3%	3	1%	0	0%	0	0%	0	0%	5	1%	0	0%
		not applicable	11	0%	2	0%	1	2%	Ö	0%	10	3%	2	3%	0	0%	0	0%	3	1%	1	1%
		strongly disagree	370	19%	139	29%	13	23%	10	45%	68	21%	11	19%	17	45%	4	25%	53	19%	17	30%
		somewhat disagree	532	27%	135	29%	9	16%	7	32%	70	21%	17	29%	7	18%	5	31%	72	26%	8	14%
	There is effective	neither agree nor disagree	467	24%	76	16%	16	28%	3	14%	93	28%	12	20%	8	21%	1	6%	54	19%	13	23%
	mentoring of tenured	somewhat agree	395	20%	70	15%	12	21%	1	5%	48	15%	10	17%	4	11%	4	25%	40	14%	8	14%
Q130B	associate professors in	strongly agree	77	4%	24	5%	3	5%	0	0%	6	2%	3	5%	0	0%	2	13%	21	8%	1	2%
	my department.	I don't know	98	5%	19	4%	3	5%	0	0%	26	8%	4	7%	2	5%	0	0%	23	8%	7	13%
	, ,	decline to answer	7	0%	1	0%	0	0%	1	5%	4	1%	1	2%	0	0%	0	0%	2	1%	0	0%
		not applicable	38	2%	8	2%	1	2%	0	0%	14	4%	1	2%	0	0%	0	0%	15	5%	2	4%
		strongly disagree	390	20%	123	26%	16	28%	9	41%	69	21%	7	12%	12	32%	2	13%	49	18%	13	23%
		somewhat disagree	585	29%	140	30%	16	28%	5	23%	73	22%	18	31%	11	29%	4	25%	58	21%	13	23%
	My institution provides	neither agree nor disagree	503	25%	98	21%	14	25%	5	23%	86	26%	12	20%	7	18%	4	25%	72	26%	9	16%
04206	adequate support for	somewhat agree	257	13%	54	11%	4	7%	1	5%	42	13%	9	15%	4	11%	0	0%	41	15%	11	20%
Q130C	faculty to be good	strongly agree	43	2%	19	4%	2	4%	0	0%	9	3%	0	0%	0	0%	2	13%	17	6%	1	2%
	mentors.	I don't know	176	9%	34	7%	4	7%	1	5%	33	10%	12	20%	4	11%	4	25%	35	13%	8	14%
		decline to answer	8	0%	1	0%	0	0%	1	5%	4	1%	0	0%	0	0%	0	0%	2	1%	0	0%
		not applicable	22	1%	3	1%	1	2%	0	0%	13	4%	1	2%	0	0%	0	0%	6	2%	1	2%
Depart	tmental Engageme	ent																				
	Undergraduate student	never	62	3%	16	3%	5	8%	2	7%	10	3%	2	3%	1	2%	4	18%	15	3%	10	8%
	learning - How often do	seldom	219	10%	68	11%	8	12%	5	17%	41	11%	4	6%	7	16%	3	14%	66	13%	20	15%
Q190A	you engage with faculty	occasionally	657	29%	167	27%	19	29%	7	23%	131	36%	27	38%	15	33%	5	23%	151	30%	38	29%
Q17011	in your department in	regularly	836	37%	209	34%	24	37%	11	37%	119	33%	25	35%	12	27%	6	27%	182	36%	41	31%
	conversations about.	frequently	464	21%	152	25%	9	14%	5	17%	55	15%	13	18%	10	22%	4	18%	84	17%	24	18%
		decline to answer	14	1%	4	1%	0	0%	0	0%	3	1%	0	0%	0	0%	0	0%	7	1%	0	0%
	Graduate student	never	64	3%	22	4%	6	9%	1	3%	14	4%	0	0%	3	7%	3	14%	7	1%	6	5%
	learning - How often do	seldom	197	9%	52	8%	4	6%	4	13%	29	8%	7	10%	9	20%	2	9%	48	10%	14	11%
Q190B	you engage with faculty	occasionally	624	28%	170	28%	14	22%	7	23%	116	32%	24	34%	16	36%	9	41%	149	30%	36	27%
`	in your department in	regularly	890	40%	223	36%	25	38%	14	47%	132	37%	27	38%	7	16%	6	27%	191	38%	44	33%
	conversations about.	frequently	465	21%	147	24%	16	25%	4	13%	65	18%	13	18%	9	20%	2	9%	106	21%	33	25%
		decline to answer	12	1%	2	0%	0	0%	0	0%	3	1%	0	0%	1	2%	0	0%	4	1%	0	0%
	Effective teaching	never	88	4%	23	4%	6	9%	1	3%	13	4%	0	0%	2	4%	2	9%	15	3%	8	6%
	practices - How often do	seldom	343	15%	90	15%	9	14%	5	17%	54	15%	10	14%	13	29%	5	23%	86	17%	14	11%
Q190C	you engage with faculty	occasionally	861	38%	212	34%	21	32%	12	40%	153	43%	27	38%	14	31%	9	41%	186	37%	58	44%
	in your department in	regularly	657 289	29% 13%	184 106	30% 17%	23 6	35% 9%	10 2	33% 7%	97 38	27% 11%	27 7	38% 10%	10 5	22% 11%	3 3	14% 14%	159 55	31% 11%	33 20	25% 15%
	conversations about.	frequently decline to answer	14	1%	106	0%	0	9% 0%	0	7% 0%	4	11%	0	0%	ວ 1	2%	0	0%	55 4	11%	0	0%
	Effective use of	never	85	4%	29	5%	9	14%	1	3%	13	4%	2	3%	3	7%	3	14%	19	4%	9	7%
	technology - How often	seldom	375	17%	121	20%	13	20%	5	3 <i>7</i> %	70	19%	9	13%	13	29%	5	23%	81	16%	24	18%
	do you engage with	occasionally	907	40%	238	39%	16	25%	14	47%	159	44%	29	41%	16	36%	7	32%	212	42%	52	39%
Q190D	faculty in your	regularly	614	27%	159	26%	20	31%	9	30%	78	22%	22	31%	7	16%	4	18%	144	29%	31	23%
	department in	frequently	253	11%	68	11%	7	11%	1	3%	35	10%	8	11%	5	11%	3	14%	44	9%	17	13%
	conversations about.	decline to answer	18	1%	1	0%	0	0%	Ö	0%	4	1%	1	1%	1	2%	0	0%	5	1%	0	0%
				1 /0	•	0 / 0	•	0 / 0	•	0 / 0		1 /0	•	1 /0	•	_ /0	•	0 / 0	•	1 /0	J	0 / 0

The Coll	laborative on Academic C	arrers								Phys S	ci, Bio	Sci, En	gi, Tec	h, Math	, Stats	s						
	r Education (COACHE			WH	ITE		HIS	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHER	R URM	1	1	NON-CI	TIZE	N
Frequenc	y Distributions		M	en	Wo	men	N	Ien	Wo	men	Μ	[en	Wo	men	N	1en	Wo	omen	Μ	en	Wo	omen
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	Use of current research	never	120	5%	43	7%	7	11%	2	7%	19	5%	4	6%	3	7%	2	9%	16	3%	8	6%
	methodologies - How	seldom	313	14%	79	13%	11	17%	3	10%	56	16%	7	10%	13	29%	7	32%	64	13%	17	13%
O190E	often do you engage with	,	711	32%	192	31%	16	25%	8	27%	116	32%	21	30%	16	36%	8	36%	159	31%	46	35%
	faculty in your	regularly	698	31%	192	31%	21	32%	13	43%	119	33%	24	34%	5	11%	4	18%	181	36%	34	26%
	department in	frequently	390	17%	107	17%	10	15%	4	13%	45	13%	13	18%	7	16%	1	5%	81	16%	28	21%
-	conversations about.	decline to answer	20	1%	3	0%	0	0%	0	0%	4	1%	2	3%	1	2%	0	0%	4	1%	0	0%
Depar	tmental Quality																					
		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%
	The intellectual vitality of	neither satisfied nor dissatisfied	374	17%	108	17%	18	28%	7	23%	96	27%	18	25%	4	8%	3	14%	89	17%	28	21%
Q195A	tenured faculty in your	satisfied	1071	47%	254	41%	27	42%	10	33%	125	35%	27	38%	20	42%	10	45%	238	46%	55	41%
	department	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 1	2% 0%	7 2	1% 0%	0 0	0% 0%	1 0	3% 0%	9 2	2% 1%	2	3% 0%	5 1	10% 2%	2	9% 0%	19 1	4% 0%	1 0	1% 0%
		not applicable 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%
	The intellectual vitality of	satisfied	1056	47%	262	42%	23	35%	, 12	40%	163	45%	35	49%	22	46%	10	45%	265	51%	57	43%
Q195B	pre-tenure faculty in your	very satisfied	794	35%	269	43%	23	35%	8	27%	70	19%	16	22%	10	21%	6	27%	128	25%	44	33%
	department	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%
		very dissatisfied	70	3%	23	4%	0	0%	0	0%	30	8%	4	6%	2	4%	1	5%	30	6%	4	3%
	771	dissatisfied	306	14%	81	13%	10	15%	4	13%	51	14%	11	15%	10	21%	2	9%	63	12%	17	13%
	The	neither satisfied nor dissatisfied	468	21%	129	21%	17	26%	7	23%	109	30%	18	25%	8	17%	4	18%	103	20%	31	23%
O105C	research/scholarly/creati ve productivity of	satisfied	963	43%	243	39%	27	42%	11	37%	129	36%	29	40%	18	38%	9	41%	211	41%	53	40%
Q175C	tenured faculty in your	very satisfied	405	18%	128	21%	9	14%	6	20%	26	7%	8	11%	4	8%	3	14%	75	15%	23	17%
	department	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%
		very dissatisfied	21	1%	7	1%	1	2%	0	0%	8	2%	1	1%	0	0%	1	5%	5	1%	1	1%
	The	dissatisfied	107	5%	18	3%	8	12%	0	0%	16	4%	4	6%	2	4%	2	9%	22	4%	4	3%
	research/scholarly/creati	neither satisfied nor dissatisfied	315	14%	81	13%	7	11%	9	30%	95	26%	13	18%	6	13%	3	14%	83	16%	25	19%
Q195D	ve productivity of pre-	satisfied	1086	48%	272	44%	30	46%	10	33%	160	44%	38	53%	27	56%	8	36%	253	49%	66	50%
	tenure faculty in your	very satisfied	628	28%	217	35%	13	20%	9	30%	58	16%	12	17%	7	15%	6	27%	116	23%	31	23%
	department	I don't know decline to answer	31	1%	10	2%	2	3%	1	3%	9	2%	1	1%	0	0%	1	5%	12	2%	5	4%
		not applicable	35 41	2% 2%	7 10	1% 2%	1	2% 5%	1 0	3% 0%	9 7	2% 2%	2 1	3%	5 1	10% 2%	1 0	5% 0%	18 6	3% 1%	0 1	0% 1%
		very dissatisfied	62	3%	17	3%	0	0%	0	0%	12	3%	4	1% 6%	5	11%	1	5%	12	2%	2	2%
		dissatisfied	262	12%	70	11%	10	15%	9	30%	39	3 <i>/</i> 0 11%	7	10%	6	13%	1	5%	32	2 % 6%	10	8%
	The teaching	neither satisfied nor dissatisfied	510	23%	135	22%	18	28%	5	30 % 17%	102	28%	, 19	27%	13	29%	5	23%	115	23%	26	20%
	O	satisfied	1042	46%	255	41%	25	38%	8	27%	153	43%	30	42%	15	33%	11	50%	223	44%	61	46%
Q195G	faculty in your	very satisfied	267	12%	99	16%	5	8%	4	13%	31	9%	6	8%	2	4%	1	5%	67	13%	16	12%
	department	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%
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The Coll	laborative on Academic C	areers								Phys S	ci, Bio	Sci, En	gi, Tec	h, Math	, Stat.	s						
in Highe	r Education (COACHE			WH	ITE		HIS	SPANIC	Z/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URM	1	1	NON-C	TIZE	N
Frequenc	y Distributions			ien	Wo	men	N	Ien	W	omen	M	[en	W/c	omen	1	Лen	Wo	men	М	[en	Wo	men
			#	.cm %	#	%	#	%	#	% %	#	%	#	% %	#	%	#	%	#	%	#	%
		very dissatisfied dissatisfied	25 106	1% 5%	5 22	1% 4%	0 7	0% 11%	0	0% 3%	2 20	1% 6%	1 4	1% 6%	1 2	2% 4%	0	0% 5%	6 10	1% 2%	0	0% 2%
	The teaching	neither satisfied nor dissatisfied satisfied	456	20%	136 278	22% 45%	13 27	20% 42%	8 13	27% 43%	115	32% 42%	19 34	27% 48%	12 21	27%	5 10	23%	109 241	22% 48%	30 64	23% 48%
Q195H	effectiveness of pre- tenure faculty in your	very satisfied	1148 335	51% 15%	118	19%	8	12%	3	10%	151 40	11%	5	40 % 7%	5	47% 11%	2	45% 9%	70	14%	19	14%
	department	I don't know	111	5%	44	7%	7	11%	4	13%	17	5%	5	7%	1	2%	3	14%	57	11%	15	11%
		decline to answer	17	1%	1	0%	1	2%	1	3%	5	1%	1	1%	2	4%	1	5%	4	1%	0	0%
Depar	tmental Collegialit	not applicable	48	2%	12	2%	2	3%	0	0%	8	2%	2	3%	1	2%	0	0%	5	1%	2	2%
Depar	illichtal Coneglant	y very dissatisfied	30	1%	12	2%	2	3%	0	0%	7	2%	2	3%	0	0%	0	0%	5	1%	4	3%
	The amount of	dissatisfied	151	7%	54	9%	5	8%	4	13%	34	10%	6	8%	10	22%	4	18%	34	7%	12	9%
	professional interaction	neither satisfied nor dissatisfied	376	17%	116	19%	14	22%	7	23%	93	26%	18	25%	9	20%	4	18%	85	17%	21	16%
Q205A	you have with pre-tenure		1200	53%	266	43%	32	50%	11	37%	149	42%	31	44%	18	40%	8	36%	249	50%	54	41%
	faculty in your department	very satisfied decline to answer	430 12	19% 1%	152 3	25% 0%	7 1	11% 2%	6 2	20% 7%	57 6	16% 2%	10 2	14% 3%	6 1	13% 2%	3 1	14% 5%	112 5	22% 1%	38 1	29% 1%
	асраганен	not applicable	44	2%	12	2%	3	5%	0	0%	11	3%	2	3%	1	2%	2	9%	11	2%	3	2%
		very dissatisfied	32	1%	10	2%	3	5%	2	7%	8	2%	3	4%	3	7%	0	0%	7	1%	5	4%
	The amount of personal	dissatisfied	189	8%	59	10%	6	9%	2	7%	32	9%	5	7%	4	9%	3	14%	35	7%	10	8%
OZOFR	interaction you have with	neither satisfied nor dissatisfied	605	27%	163	27%	15	23%	6	20%	108	30%	20	28%	13	29%	5	23%	118	24%	38	29%
Q205B	pre-tenure faculty in your	satisfied very satisfied	1024 311	46% 14%	240 121	39% 20%	30 5	47% 8%	14 4	47% 13%	147 43	41% 12%	30 9	42% 13%	16 7	36% 16%	10 0	45% 0%	242 82	48% 16%	51 24	38% 18%
	department	decline to answer	17	1%	2	0%	2	3%	2	7%	5	1%	2	3%	1	2%	1	5%	7	1%	1	1%
		not applicable	65	3%	20	3%	3	5%	0	0%	14	4%	2	3%	1	2%	3	14%	10	2%	4	3%
		very dissatisfied	167	7%	72	12%	5	8%	2	7%	26	7%	8	11%	6	13%	3	14%	24	5%	5	4%
	How well you fit in your	dissatisfied neither satisfied nor dissatisfied	279	12%	91 87	15% 14%	8 9	13% 14%	5 8	17% 27%	30	8% 19%	7 15	10% 21%	8	18% 18%	0	0% 23%	47	9% 16%	21	16% 13%
Q205C	department (e.g. your	satisfied	331 835	15% 37%	210	34%	9 31	48%	9	30%	68 150	42%	27	38%	8 13	29%	5 5	23%	81 205	41%	17 53	40%
( )	sense of belonging in	very satisfied	612	27%	151	25%	11	17%	5	17%	77	22%	12	17%	9	20%	7	32%	137	27%	35	26%
	your department)	decline to answer	17	1%	2	0%	0	0%	1	3%	4	1%	2	3%	1	2%	2	9%	6	1%	2	2%
		not applicable	2	0%	2	0%	0	0%	0	0%	2	1%	0	0%	0	0%	0	0%	1	0%	0	0%
	The amount of	very dissatisfied dissatisfied	58 197	3% 9%	26 75	4% 12%	2 10	3% 16%	2 7	7% 23%	12 32	3% 9%	6 5	8% 7%	1 13	2% 29%	2	9% 14%	13 45	3% 9%	10 15	8% 11%
	professional interaction	neither satisfied nor dissatisfied	385	17%	114	19%	9	14%	5	17%	93	26%	19	27%	10	22%	5	23%	94	19%	25	19%
Q205D	you have with tenured	satisfied	1153	51%	263	43%	35	55%	8	27%	156	44%	26	37%	14	31%	7	32%	235	47%	53	40%
	faculty in your	very satisfied	435	19%	134	22%	7	11%	7	23%	55	15%	13	18%	6	13%	3	14%	108	22%	29	22%
	department	decline to answer	14	1%	2 1	0%	0 1	0%	1	3%	6	2%	2	3%	1	2%	2	9%	5	1%	1	1%
		not applicable very dissatisfied	51	0% 2%	22	0% 4%	2	2% 3%	0	0% 3%	3 11	1% 3%	0 4	0% 6%	0 4	0% 9%	0	0% 9%	1 13	0% 3%	0 7	0% 5%
	771	dissatisfied	214	10%	70	11%	6	9%	5	17%	34	10%	6	8%	7	16%	2	9%	44	9%	16	12%
	The amount of personal interaction you have with	neither satisfied nor dissatisfied	577	26%	162	26%	18	28%	11	37%	114	32%	19	27%	16	36%	4	18%	134	27%	33	25%
Q205E	tenured faculty in your	satisfied	1040	46%	239	39%	30	47%	8	27%	135	38%	28	39%	10	22%	10	45%	222	44%	58	44%
	department	very satisfied decline to answer	321 21	14% 1%	111 4	18% 1%	6 1	9% 2%	4 1	13% 3%	52 6	15% 2%	12 2	17% 3%	7 1	16% 2%	2 2	9% 9%	81 6	16% 1%	17 1	13% 1%
		not applicable	19	1%	7	1%	1	2%	0	3 <i>%</i> 0%	5	2 /⁄ 1%	0	3 <i>%</i> 0%	0	0%	0	0%	1	0%	1	1%
		very dissatisfied	122	5%	41	7%	5	8%	2	7%	21	6%	6	8%	3	7%	1	5%	23	5%	4	3%
		dissatisfied	277	12%	109	18%	11	17%	4	13%	31	9%	12	17%	8	18%	1	5%	45	9%	17	13%
O2104	My departmental	neither satisfied nor dissatisfied	323	14%	69	11%	10	16%	5	17%	83	23%	10	14%	5	11%	2	9%	86	17%	31	23%
Q210A	colleagues "pitch in" when needed.	satisfied very satisfied	927 574	41% 26%	238 151	39% 25%	23 15	36% 23%	14 3	47% 10%	138 74	39% 21%	28 12	39% 17%	16 12	36% 27%	11 5	50% 23%	201 131	40% 26%	44 33	33% 25%
		decline to answer	15	1%	0	0%	0	0%	2	7%	6	2%	3	4%	1	2%	2	23 <i>%</i> 9%	10	2%	0	0%
		not applicable	5	0%	6	1%	0	0%	0	0%	4	1%	0	0%	0	0%	0	0%	5	1%	4	3%

The Coll	laborative on Academic C	areers								Phys S	ci, Bio	Sci, En	gi, Tec	h, Math	, Stat.	s						
in Highe	r Education (COACHE y Distributions			WH	ITE		НІ	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URN	1	1	NON-CI	TIZE	N
rrequenc	y Distributions		M	len %	Wo.	men %	M #	len %	Wo	men %	M #	len %	Wo	omen %	N #	Ien %	Wo	omen %	M #	len %	Wo #	omen %
		strongly disagree	125	6%	43	7%	3	5%	0	0%	38	11%	9	13%	3	7%	1	5%	31	6%	5	4%
		somewhat disagree	181	8% 10%	66 61	11% 10%	8 6	13% 9%	4 4	13% 13%	25 61	7% 17%	5	7% 7%	5 10	11% 22%	1 1	5% 5%	32 54	6% 11%	13 12	10% 9%
Q210C	On the whole, my	neither agree nor disagree somewhat agree	225 831	37%	204	33%	24	38%	14	47%	124	35%	5 28	39%	14	31%	11	5% 50%	187	37%	43	32%
Q210C	department is collegial.	strongly agree	869	39%	239	39%	23	36%	6	20%	102	29%	21	30%	12	27%	6	27%	191	38%	60	45%
		decline to answer	12	1%	0	0%	0	0%	2	7%	5	1%	3	4%	1	2%	2	9%	6	1%	0	0%
		not applicable	0	0%	1	0%	0	0%	0	0%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%
Collab	oration	постирушения		070	Ė	070		070		070		170		070		070		070		070		070
		very dissatisfied	87	4%	27	4%	2	3%	2	7%	28	8%	5	7%	9	19%	1	5%	24	5%	9	7%
	Onnormalities for	dissatisfied	218	10%	98	16%	13	20%	7	23%	37	10%	12	17%	10	21%	3	14%	47	9%	16	12%
	Opportunities for collaboration with other	neither satisfied nor dissatisfied	332	15%	100	16%	7	11%	11	37%	86	24%	20	28%	8	17%	6	27%	91	18%	29	22%
Q105A	members of your	satisfied	998	44%	228	36%	33	50%	4	13%	150	41%	22	31%	11	23%	8	36%	231	45%	46	35%
	department	very satisfied	617	27%	167	27%	11	17%	5	17%	60	16%	11	15%	9	19%	4	18%	118	23%	32	24%
	серагинен	decline to answer	4	0%	3	0%	0	0%	1	3%	2	1%	1	1%	0	0%	0	0%	4	1%	0	0%
		not applicable	16	1%	2	0%	0	0%	0	0%	1	0%	1	1%	0	0%	0	0%	1	0%	1	1%
		very dissatisfied	78	3%	16	3%	7	11%	2	7%	18	5%	3	4%	4	9%	1	5%	15	3%	2	2%
	Opportunities for	dissatisfied	234	10%	67	11%	11	17%	4	13%	40	11%	5	7%	7	15%	3	14%	36	7%	12	9%
	collaboration within your	neither satisfied nor dissatisfied	483	21%	135	22%	11	17%	6	20%	93	26%	21	29%	11	23%	4	18%	145	28%	32	24%
Q105E	institution, faculty	satisfied	984	43%	248	40%	24	36%	13	43%	161	44%	33	46%	12	26%	11	50%	211	41%	52	39%
	outside your department	very satisfied	427	19%	145	23%	13	20%	4	13%	43	12%	7	10%	12	26%	3	14%	89	17%	30	23%
	, ,	decline to answer	6	0%	3	0%	0	0%	1	3%	1	0%	2	3%	0	0%	0	0%	3	1%	0	0%
-	<b>0</b> 1 1	not applicable	60	3%	11	2%	0	0%	0	0%	8	2%	1	1%	1	2%	0	0%	17	3%	5	4%
Tenur	e Clarity																					
		very unclear	27	10%	8	5%	2	25%	0	0%	2	8%	1	8%	0	0%	1	17%	8	4%	4	5%
	m 1	somewhat unclear	27	10%	25	17%	0	0%	1	13%	1	4%	2	15%	1	11%	3	50%	13	6%	12	16%
Q136E	The clarity of whether or		49	19%	28	19%	0	0%	2	25%	8	33%	4	31%	2	22%	2	33%	45	20%	15	20%
`	not I will achieve tenure.		113	43%	57	39%	4	50%	3	38%	8	33%	2	15%	4	44%	0	0%	104	46%	26	35%
		very clear	41	16%	28	19%	1	13%	1	13%	4	17%	4	31%	2	22%	0	0%	49	22%	16	22%
		decline to answer	5	2%	0	0%	1	13%	1	13%	1	4%	0	0%	0	0%	0	0%	7	3%	1	1%
		strongly disagree	35 52	13% 20%	24 37	16% 25%	0 2	0% 25%	1 0	13% 0%	4 7	17% 29%	3 1	23% 8%	1 4	11% 44%	3 1	50% 17%	20 31	9% 14%	12 9	16% 12%
	I have received	somewhat disagree	42	16%	15	10%	2	25 <i>%</i>	2	25%	5	21%	2	15%	0	0%	0	0%	29	13%	12	16%
Q139A	consistent messages from	neither agree nor disagree somewhat agree	86	33%	43	29%	3	38%	1	13%	3	13%	3	23%	4	44%	2	33%	98	44%	25	34%
Q13311	tenured faculty about the	strongly agree	41	16%	26	18%	0	0%	4	50%	5	21%	3	23%	0	0%	0	0%	38	17%	15	20%
	requirements for tenure.	decline to answer	1	0%	1	1%	1	13%	0	0%	0	0%	0	0%	0	0%	0	0%	4	2%	1	1%
		not applicable	3	1%	0	0%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	4	2%	0	0%
		strongly disagree	25	10%	11	8%	1	13%	0	0%	2	8%	2	15%	0	0%	1	17%	15	7%	3	4%
	In my opinion, tenure	somewhat disagree	17	7%	21	14%	0	0%	0	0%	0	0%	3	23%	2	22%	1	17%	6	3%	4	5%
	decisions here are made	neither soree nor dissoree	45	17%	20	14%	3	38%	0	0%	5	21%	2	15%	0	0%	2	33%	26	12%	6	8%
Q139B	primarily on performance	somewhat agree	92	35%	51	35%	3	38%	3	38%	13	54%	3	23%	4	44%	1	17%	80	36%	24	32%
	based criteria rather than	strongly agree	77	30%	42	29%	0	0%	4	50%	4	17%	2	15%	3	33%	1	17%	92	41%	35	47%
	on non-performance- based criteria.	decline to answer	4	2%	0	0%	1	13%	1	13%	0	0%	0	0%	0	0%	0	0%	4	2%	2	3%
	Dascu Cittelia.	not applicable	0	0%	1	1%	0	0%	0	0%	0	0%	1	8%	0	0%	0	0%	1	0%	0	0%
Appre	ciation & Recognit	ion																				
		very dissatisfied	150	7%	40	7%	8	13%	5	17%	33	9%	6	8%	6	13%	2	9%	24	5%	11	8%
	How satisfied are you	dissatisfied	416	19%	136	22%	11	17%	8	27%	53	15%	15	21%	9	20%	5	23%	61	12%	24	18%
	with the recognition you	neither satisfied nor dissatisfied	489	22%	137	22%	16	25%	8	27%	95	27%	20	28%	13	29%	4	18%	130	26%	29	22%
Q215A	receive for your teaching	satisfied	865	39%	220	36%	22	34%	4	13%	129	36%	21	30%	12	27%	6	27%	217	43%	46	35%
	efforts?	very satisfied	269	12%	68	11%	5	8%	1	3%	29	8%	5	7%	3	7%	5	23%	58	12%	17	13%
		decline to answer	15	1%	4	1%	0	0%	3	10%	6	2%	1	1%	2	4%	0	0%	7	1%	0	0%
		not applicable	30	1%	8	1%	2	3%	1	3%	11	3%	3	4%	0	0%	0	0%	3	1%	5	4%

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The Col	laborative on Academic C	areers	Phys Sci, Bio Sci, Engi, Tech, Math, Stats  WHITE HISPANIC/LATINO ASIAN/PAC ISLANDER OTHER URM																			
	r Education (COACHE		I	WH	ITE		HIS	SPANIC	C/LAT	INO	ASIA	N/PAC	: ISLA]	NDER		OTHER	R URN	1	1	NON-C	TIZE	N
0	y Distributions	<i>'</i>										·										
				Ien		men		Ien		omen		Ien		omen		Ien		men		en		omen
		very dissatisfied	# 146	% <b>7%</b>	43	% <b>7%</b>	9	% 14%	5	17%	# 24	% <b>7%</b>	# 6	% 8%	4	9%	3	% 14%	# 28	% <b>6%</b>	5	4%
		dissatisfied	381	17%	148	24%	14	22%	6	20%	53	15%	12	17%	10	22%	1	5%	56	11%	26	20%
	How satisfied are you	neither satisfied nor dissatisfied	753	34%	190	31%	16	25%	8	27%	113	32%	24	34%	12	27%	7	32%	152	30%	38	29%
Q215B	with the recognition you	satisfied	636	28%	155	25%	17	27%	2	7%	116	33%	21	30%	12	27%	6	27%	187	37%	42	32%
	receive for your student advising?	very satisfied	148	7%	39	6%	4	6%	1	3%	25	7%	4	6%	3	7%	3	14%	53	11%	14	11%
	advisingr	decline to answer	17	1%	4	1%	0	0%	3	10%	6	2%	1	1%	2	4%	0	0%	7	1%	0	0%
		not applicable	153	7%	34	6%	4	6%	5	17%	19	5%	3	4%	2	4%	2	9%	17	3%	7	5%
		very dissatisfied	148	7%	37	6%	7	11%	3	10%	39	11%	6	8%	4	9%	2	9%	28	6%	5	4%
	How satisfied are you	dissatisfied	316	14% 22%	116 135	19% 22%	15 6	23%	3 6	10% 20%	47 74	13% 21%	6 23	8% 32%	6 17	13% 38%	3	14% 36%	58 108	12% 22%	13 33	10% 25%
O215C	with the recognition you	neither satisfied nor dissatisfied	486 934	42%	225	37%	28	9% 44%	11	37%	144	40%	23 26	37%	17 13	36% 29%	8 7	32%	211	42%	55	42%
Q213C	receive for your	satisfied very satisfied	319	14%	90	15%	7	11%	3	10%	43	12%	8	11%	3	7%	2	9%	87	17%	25	19%
	scholarly/creative work?	decline to answer	19	1%	4	1%	1	2%	3	10%	4	1%	1	1%	2	4%	0	0%	6	1%	0	0%
		not applicable	12	1%	6	1%	0	0%	1	3%	5	1%	1	1%	0	0%	0	0%	2	0%	1	1%
		very dissatisfied	190	9%	49	8%	15	23%	4	13%	34	10%	5	7%	5	11%	4	18%	24	5%	6	5%
	How satisfied are you	dissatisfied	411	18%	156	25%	11	17%	5	17%	42	12%	14	20%	11	24%	2	9%	58	12%	17	13%
	with the recognition you	neither satisfied nor dissatisfied	602	27%	170	28%	9	14%	9	30%	127	36%	26	37%	11	24%	8	36%	150	30%	41	31%
Q215D	receive for your service	satisfied	776	35%	178	29%	23	36%	6	20%	112	31%	19	27%	13	29%	6	27%	200	40%	50	38%
	contributions?	very satisfied	216	10%	49	8%	5	8%	0	0%	30	8%	4	6%	3	7%	2	9%	49	10%	15	11%
		decline to answer	20	1%	6	1%	0	0%	3	10%	6	2%	2	3%	2	4%	0	0%	9	2%	0	0%
		not applicable	19	1%	5	1%	1	2%	3	10%	5	1%	1	1%	0	0%	0	0%	10	2%	3	2%
		very dissatisfied dissatisfied	119 272	5% 12%	37 78	6% 13%	9 5	14% 8%	1 5	3% 17%	29 28	8% 8%	3 9	4% 13%	6 7	13% 16%	3 2	14% 9%	22 34	4% 7%	5 14	4% 11%
	How satisfied are you	neither satisfied nor dissatisfied	705	32%	191	31%	12	19%	11	37%	120	34%	27	38%	13	29%	6	27%	155	31%	45	34%
Q215E	with the recognition you	satisfied	475	21%	136	22%	21	33%	4	13%	85	24%	14	20%	12	27%	7	32%	138	28%	28	21%
22.02	receive for your	very satisfied	113	5%	31	5%	3	5%	0	0%	20	6%	2	3%	2	4%	2	9%	33	7%	10	8%
	outreach?	decline to answer	29	1%	8	1%	0	0%	3	10%	7	2%	1	1%	2	4%	0	0%	14	3%	1	1%
		not applicable	521	23%	132	22%	14	22%	6	20%	67	19%	15	21%	3	7%	2	9%	104	21%	29	22%
		very dissatisfied	158	8%	53	9%	7	12%	3	11%	46	14%	10	15%	7	16%	3	16%	37	8%	6	5%
	For all of your work, how		194	10%	72	13%	10	18%	4	15%	31	10%	4	6%	4	9%	2	11%	37	8%	12	9%
		neither satisfied nor dissatisfied	323	16%	102	18%	8	14%	5	19%	58	18%	15	22%	10	23%	5	26%	81	16%	22	17%
Q215L	recognition you receive	satisfied	761	38%	200	36%	20	35%	8	30%	113	35%	24	35%	13	30%	6	32%	186	38%	48	38%
	from your department head or chair?	very satisfied	473	24%	113	20%	11	19%	3	11%	58	18%	11	16%	6	14%	3	16%	125	25%	36	28%
	nead of chair	decline to answer not applicable	46	2%	10 9	2% 2%	1 0	2%	3 1	11%	11	3%	4	6% 0%	4	9%	0	0%	22 3	4%	2	2% 2%
		very dissatisfied	34 83	2% 4%	32	2% 5%	4	0% 6%	4	4% 13%	4 20	1% 6%	0 5	7%	0	0% 9%	0	0% 14%	16	1% 3%	2 6	5%
	For all of your work, how	*	188	8%	61	10%	10	16%	3	10%	26	7%	4	6%	7	16%	3	14%	28	6%	7	5%
		neither satisfied nor dissatisfied	512	23%	153	25%	15	23%	7	23%	97	27%	23	32%	10	22%	6	27%	114	23%	34	26%
Q215I			979	44%	259	42%	29	45%	10	33%	156	44%	29	41%	17	38%	6	27%	230	46%	57	43%
	from your	very satisfied	441	20%	102	17%	6	9%	2	7%	45	13%	7	10%	5	11%	2	9%	102	20%	25	19%
	colleagues/peers?	decline to answer	22	1%	5	1%	0	0%	3	10%	8	2%	3	4%	2	4%	2	9%	8	2%	2	2%
		not applicable	9	0%	1	0%	0	0%	1	3%	4	1%	0	0%	0	0%	0	0%	2	0%	1	1%
Global	Satisfaction																					
	On the whole, my	strongly disagree	64	3%	53	9%	7	11%	2	7%	36	10%	8	11%	9	20%	1	5%	18	4%	6	5%
	department colleagues	somewhat disagree	145	6%	84	14%	6	9%	6	20%	23	6%	12	17%	6	13%	2	9%	21	4%	17	13%
00101	are committed to	neither agree nor disagree	344	15%	81	13%	7	11%	3	10%	63	18%	12	17%	6	13%	3	14%	85	17%	21	16%
Q212A	supporting and	somewhat agree	867	39%	216	35%	28	44%	8	27%	144	40%	24	34%	17	38%	11	50%	191	38%	43	32%
	promoting diversity and inclusion in the	strongly agree decline to answer	764	34%	176	29%	15	23%	9	30%	80	22%	13	18%	6	13%	4	18%	168	34%	44	33%
	department.	not applicable	46 13	2% 1%	3 1	0% 0%	1 0	2% 0%	2	7% 0%	8	2% 1%	2	3% 0%	0	2% 0%	1 0	5% 0%	17 1	3% 0%	2 0	2% 0%
		not applicable	13	1 70		070	U	070	U	U70	3	1 70	U	U 7/0	U	070	U	070		0 /0	U	U //o

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The Col	laborative on Academic C	areers								Phys S	ci, Bio	Sci, En	gi, Teo	h, Math	b, Stat	s						
	r Education (COACHE		İ	WH	ITE		HIS	SPANIC	C/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URN	Л	]	NON-C	ITIZE	N
_	y Distributions	,										, i										
				Ien		men		Ien		omen		Ien		omen		Aen .		omen		Ien		men
		atas and discourse	#	%	#	%	#	420/	#	%	#	%	#	% 8%	#	%	#	%	#	%	#	5%
	There is visible	strongly disagree somewhat disagree	68 132	3% 6%	47 88	8% 14%	8 9	13% 14%	0 5	0% 17%	29 28	8% 8%	6 10	8% 14%	5 4	11% 9%	2 2	9% 9%	26 22	5% 4%	6 10	5% 8%
	leadership at my	neither agree nor disagree	377	17%	101	16%	11	17%	10	33%	86	24%	20	28%	6	13%	3	14%	96	19%	28	21%
O212B	institution for the	somewhat agree	823	37%	190	31%	20	31%	7	23%	125	35%	21	30%	17	38%	7	32%	196	39%	47	35%
	support and promotion	strongly agree	773	34%	183	30%	15	23%	7	23%	78	22%	11	15%	12	27%	8	36%	141	28%	41	31%
	of diversity on campus	decline to answer	57	3%	4	1%	1	2%	1	3%	9	3%	3	4%	1	2%	0	0%	17	3%	1	1%
		not applicable	13	1%	1	0%	0	0%	0	0%	2	1%	0	0%	0	0%	0	0%	3	1%	0	0%
		strongly disagree	111	5%	30	5%	5	8%	1	3%	25	7%	6	9%	6	13%	2	9%	28	6%	7	5%
		somewhat disagree	213	10%	83	14%	9	14%	3	10%	43	12%	9	13%	9	20%	1	5%	33	7%	7	5%
	All things considered,	neither agree nor disagree	279	13%	87	14%	10	16%	7	23%	76	21%	17	25%	2	4%	2	9%	56	11%	17	13%
Q250A	your department as a	somewhat agree	940	42%	218	36%	25	39%	13	43%	139	39%	24	35%	20	44%	8	36%	224	45%	59	45%
	place to work	strongly agree	676	30%	186	30%	14	22%	4	13%	67	19%	12	17%	7	16%	8	36%	146	30%	40	31%
		decline to answer	7	0%	6	1%	1	2%	2	7%	4	1%	1	1%	1	2%	1	5%	6	1%	1	1%
_		not applicable	1	0%	1	0%	0	0%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Depar	ture intentions																					
	Which of the following	actively sought an outside job offer	446	18%	151	21%	13	18%	8	22%	54	14%	10	14%	13	25%	5	20%	83	15%	18	13%
0005	have you done at this	received a formal job offer	301	12%	90	13%	11	15%	5	14%	46	12%	3	4%	6	12%	4	16%	65	12%	14	10%
Q225		e renegotiated terms of employment	239	10%	86	12%	5	7%	4	11%	28	7%	3	4%	4	8%	1	4%	30	6%	13	9%
	years? (check all that	none of the above	1379	55%	361	50%	37	51%	18	50%	202	53%	47	66%	22	43%	12	48%	302	56%	82	58%
	apply)	decline to answer	124	5%	30	4%	7	10%	1 7	3%	54	14%	8	11%	6	12%	3	12%	58	11%	15	11%
		base salary	775	39%	150	29%	31	53%	-	27%	168	51%	27	41%	15	37%	6	29%	175	38%	31	26%
		supplemental salary tenure clock	79	4% 0%	15 7	3% 1%	2	3% 0%	0	0% 0%	7	2% 1%	1 0	2% 0%	3	7% 0%	1 0	5% 0%	22 16	5% 3%	5 4	4% 3%
	If you could negotiate	teaching load	173	9%	56	11%	4	7%	4	15%	23	7%	11	17%	5	12%	5	24%	43	3 <i>%</i> 9%	26	22%
	adjustments to your	administrative responsibilities	78	9 % 4%	25	5%	3	7 % 5%	0	0%	7	2%	2	3%	1	2%	0	0%	7	2%	5	4%
	employment, which one	equipment	62	3%	19	3 <i>%</i> 4%	0	0%	0	0%	8	2%	0	0%	1	2%	0	0%	16	3%	0	0%
Q235	of the following item(s)	employment for spouse/partner	54	3%	29	6%	2	3%	3	12%	7	2%	5	8%	2	5%	1	5%	40	9%	11	9%
	would you most like to	lab/research support	348	17%	137	26%	10	17%	10	38%	42	13%	16	24%	6	15%	4	19%	80	17%	17	14%
	adjust?	sabbatical or other leave time	100	5%	22	4%	2	3%	0	0%	8	2%	0	0%	2	5%	2	10%	15	3%	10	8%
	,	other (please specify)	86	4%	24	5%	0	0%	1	4%	9	3%	2	3%	1	2%	0	0%	10	2%	3	3%
		there is nothing I wish to adjust	184	9%	30	6%	3	5%	0	0%	25	8%	2	3%	3	7%	2	10%	26	6%	2	2%
		decline to answer	44	2%	12	2%	2	3%	1	4%	21	6%	0	0%	2	5%	0	0%	15	3%	4	3%
		for no more than five years	392	20%	83	18%	10	18%	2	9%	41	13%	9	16%	12	32%	4	25%	38	14%	8	14%
	Q255A - How long do	more than five years but less than ten	285	15%	67	14%	5	9%	1	5%	34	10%	7	13%	2	5%	0	0%	19	7%	3	5%
Q255A	you plan to remain at this	ten years or more	530	27%	119	26%	13	24%	4	18%	85	26%	8	14%	9	24%	3	19%	58	22%	10	18%
	institution?	I don't know	671	34%	175	38%	26	47%	14	64%	121	37%	27	48%	10	27%	9	56%	134	50%	30	54%
		decline to answer	75	4%	19	4%	1	2%	1	5%	44	14%	5	9%	4	11%	0	0%	18	7%	5	9%
		to improve your salary/benefits	270	12%	46	8%	16	25%	6	20%	63	18%	10	14%	5	11%	1	5%	76	15%	12	9%
		for a more collegial workplace	79	4%	38	6%	3	5%	1	3%	15	4%	5	7%	3	7%	4	18%	16	3%	10	8%
		employer w/ more resources	263	12%	119	19%	10	16%	4	13%	49	14%	10	14%	4	9%	2	9%	79	16%	25	19%
		institution w/ priorities like yours	274	12%	62	10%	10	16%	2	7%	37	10%	11	16%	4	9%	1	5%	47	10%	14	11%
		for an admin. position in higher ed.	113	5%	38	6%	1	2%	3	10%	28	8%	1	1%	7	16%	2	9%	11	2%	3	2%
	If you were to choose to	to pursue a nonacademic job	39	2%	12	2%	1	2%	1	3%	3	1%	1	1%	3	7%	1	5%	2	0%	1	1%
Q260	leave your institution,	spousal/partner employment	62	3%	39	6%	3	5%	3	10%	10	3%	5	7%	1	2%	1	5%	45	9%	17	13%
,	what would be your	for other family or personal needs	120	5%	38	6%	4	6%	1	3%	24	7%	4	6%	3	7%	3	14%	43	9%	16	12%
	primary reason?	to improve your quality of life	124	6%	46	8%	2	3%	1	3%	12	3%	4	6%	3	7%	2	9%	26	5%	8	6%
		to retire	576	26%	91	15%	7	11%	1	3%	48	14%	8	12%	4	9%	0	0%	32	7%	3	2%
		improve geographic location	141	6% 29/	39	6% 2%	5	8%	3	10%	17	5%	2	3%	3	7%	2	9% 5%	52	11%	13	10%
		other (please specify)	37	2%	11	2%	0	0% 2%	1	3%	6	2% 5%	0	0% 3%	2	4%	1	5% 0%	5	1%	2	2% 5%
		no reason I would choose to leave decline to answer	72 57	3%	12 20	2%	1	2% 2%	0	0% 10%	16	5% 8%	2	3% 9%	1	2% 4%	0	0%	26 32	5% 7%	6	5%
		decime to answer	57	3%	20	3%		2%	3	10%	27	0%	6	9%	2	4%	2	9%	32	1%	1	1%

#### Social Sciences

The Col	laborative on Academic C	areers										Social S	cience.	s								
	er Education (COACHE			WH	ITE	1	HI	SPANIC	/LAT	INO	ASIA	AN/PAC	ISLAI	NDER		OTHE	R URM	1	]	NON-C	ITIZE	N
_	cy Distributions			1								·										
			M	en	Wo	men	N	<b>I</b> en	Wo	men	N	Men	Wo	men	M	<b>I</b> en	Wo	men	N	<b>I</b> en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Distrib	bution of Workload	1																				
		very dissatisfied	85	8%	71	10%	3	8%	4	13%	4	16%	7	16%	2	6%	3	6%	12	10%	7	9%
	How equitably the	dissatisfied	177	17%	168	24%	4	10%	9	30%	3	12%	12	27%	7	21%	12	24%	9	7%	17	22%
O70H	teaching workload is	neither satisfied nor dissatisfied	191	18%	158	22%	13	33%	8	27%	7	28%	11	25%	5	15%	11 20	22%	21	17%	21	27%
Q/0H	distributed across faculty	satisfied very satisfied	428 157	41% 15%	244 63	34% 9%	15 4	38% 10%	6 3	20% 10%	6 5	24% 20%	11 3	25% 7%	16 4	47% 12%	20 5	39% 10%	64 14	52% 11%	23 8	29% 10%
	in your department	decline to answer	7	1%	1	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%	1	1%	2	3%
		very dissatisfied	99	9%	117	16%	4	10%	8	27%	0	0%	4	9%	4	12%	9	18%	11	9%	9	11%
	How equitably	dissatisfied	197	19%	198	28%	7	18%	10	33%	6	24%	10	23%	7	21%	14	27%	20	16%	24	30%
	committee assignments	neither satisfied nor dissatisfied	219	21%	141	20%	10	26%	4	13%	9	36%	10	23%	8	24%	8	16%	33	27%	17	22%
Q60D	are distributed across	satisfied	399	38%	199	28%	13	33%	5	17%	9	36%	15	34%	10	29%	12	24%	40	33%	20	25%
	faculty in your	very satisfied	114	11%	50	7%	4	10%	1	3%	1	4%	4	9%	5	15%	7	14%	13	11%	2	3%
	department	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%
Mento	oring																					
		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%
	Mentoring from	neither effective nor ineffective	167	16%	85	12%	4	10%	2	7%	4	16%	6	14%	7	21%	4	8%	27	22%	8	10%
Q125A	someone in your	somewhat effective	304	29%	204	29%	9	23%	11	37%	8	32%	11	25%	6	18%	17	33%	40	33%	17	22%
	department	very effective have not received	133 144	13% 14%	146 83	21% 12%	10 10	26% 26%	5 5	17% 17%	5 2	20% 8%	10 6	23% 14%	4 2	12% 6%	12 7	24% 14%	17 13	14% 11%	22 9	29% 12%
		decline to answer	7	14%	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%
		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%
	Mentoring from	neither effective nor ineffective	215	21%	116	16%	4	10%	2	7%	6	24%	8	18%	4	12%	7	14%	29	24%	12	16%
O125B	someone outside your	somewhat effective	162	16%	153	22%	12	31%	9	30%	2	8%	7	16%	12	36%	19	37%	18	15%	8	10%
Q123D	department at your	very effective	54	5%	75	11%	3	8%	6	20%	4	16%	7	16%	4	12%	7	14%	4	3%	10	13%
	institution	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%
		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%
	Mentoring from	neither effective nor ineffective	160	15%	63	9%	4	10%	1	3%	4	16%	4	9%	3	9%	3	6%	25	20%	8	10%
Q125C	someone outside your	somewhat effective very effective	338 181	33% 17%	238 248	34% 35%	14 7	36% 18%	7 12	23% 40%	6	28% 24%	11 18	25% 41%	7 12	21% 36%	11 24	22% 47%	37	30% 11%	18 27	23% 35%
	institution	have not received	145	14%	80	35% 11%	8	21%	7	23%	1	24% 4%	7	16%	12	3%	24 8	16%	13 20	16%	14	35% 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%
		not approacte	100	10/0	70	1 /0	J	0 /0	J	1070	0	12/0		2 /0	U	1070	_	7/0	20	1070	U	1070

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The Coll	laborative on Academic C	areers										Social S	cience.	s								
0	r Education (COACHE	E)		WH	ITE		HI	SPANIC	Z/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URN	1	]	NON-C	ITIZE	N
Frequenc	y Distributions		N	<b>I</b> en	Wo	men	Ν	<b>I</b> en	We	omen	Ν	1en	Wo	men	Ν	Лen	Wo	men	Ν	<b>I</b> en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		strongly disagree	87	8%	92	13%	3	8%	2	7%	9	36%	11	25%	6	18%	14	27%	15	12%	16	21%
		somewhat disagree	193	19%	163	23%	10	26%	14	47%	2	8%	5	11%	7	21%	10	20%	15	12%	13	17%
	There is effective	neither agree nor disagree	127	12%	77	11%	4	10%	5	17%	5	20%	6	14%	3	9%	4	8%	18	15%	5	6%
O130A	mentoring of pre-tenure	somewhat agree	405	39%	240	34%	9	23%	6	20%	7	28%	10	23%	13	39%	13	25%	52	43%	22	29%
(10011	faculty in my department.	strongly agree	166	16%	109	15%	9	23%	3	10%	2	8%	10	23%	4	12%	8	16%	14	11%	17	22%
		I don't know	45	4%	22	3%	4	10%	0	0%	0	0%	2	5%	0	0%	1	2%	6	5%	2	3%
		decline to answer	5	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	1	1%	0	0%
		not applicable	12	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	2	3%
		strongly disagree	162	18%	180	33%	8	31%	4	20%	8	38%	5	19%	7	32%	12	43%	13	19%	7	21%
		somewhat disagree	248	27%	164	30%	4	15%	8	40%	1	5%	6	23%	6	27%	10	36%	14	20%	12	35%
	There is effective	neither agree nor disagree	186	21%	68	13%	5	19%	4	20%	8	38%	5	19%	6	27%	0	0%	14	20%	6	18%
Q130B	mentoring of tenured	somewhat agree	181	20%	93	17%	4	15%	2	10%	3	14%	4	15%	2	9%	4	14%	16	23%	5	15%
Z-0	associate professors in	strongly agree	50	6%	16	3%	1	4%	2	10%	1	5%	0	0%	0	0%	1	4%	3	4%	0	0%
	my department.	I don't know	52	6%	21	4%	3	12%	0	0%	0	0%	4	15%	1	5%	0	0%	6	9%	2	6%
		decline to answer	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%
		not applicable	19	2%	2	0%	1	4%	0	0%	0	0%	2	8%	0	0%	0	0%	3	4%	2	6%
		strongly disagree	154	17%	145	27%	6	23%	6	30%	9	43%	5	19%	7	32%	13	46%	10	14%	5	15%
		somewhat disagree	271	30%	203	37%	5	19%	7	35%	3	14%	6	23%	4	18%	7	25%	11	16%	9	26%
	My institution provides	neither agree nor disagree	207	23%	86	16%	2	8%	4	20%	8	38%	7	27%	7	32%	2	7%	24	35%	9	26%
O130C	adequate support for	somewhat agree	132	15%	54	10%	3	12%	1	5%	1	5%	3	12%	2	9%	3	11%	12	17%	3	9%
Q150C	faculty to be good	strongly agree	34	4%	11	2%	4	15%	1	5%	0	0%	0	0%	0	0%	1	4%	2	3%	1	3%
	mentors.	I don't know	89	10%	45	8%	6	23%	1	5%	0	0%	4	15%	2	9%	1	4%	8	12%	6	18%
		decline to answer	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%
		not applicable	11	1%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	0	0%	2	3%	1	3%
Depart	tmental Engageme	ent																				
	TTo doment or a dome	never	38	4%	33	5%	1	3%	2	7%	3	12%	1	2%	3	9%	4	8%	5	4%	3	4%
	Undergraduate student	seldom	134	13%	88	13%	8	21%	3	11%	2	8%	6	14%	4	12%	7	14%	19	16%	5	7%
O100 A	learning - How often do	occasionally	341	33%	235	34%	13	33%	13	46%	12	48%	17	39%	11	33%	10	20%	31	25%	29	39%
Q190A	you engage with faculty	regularly	338	33%	207	30%	9	23%	4	14%	7	28%	13	30%	9	27%	19	38%	43	35%	22	29%
	in your department in	frequently	168	16%	135	19%	7	18%	5	18%	1	4%	7	16%	6	18%	10	20%	20	16%	16	21%
	conversations about.	decline to answer	11	1%	3	0%	1	3%	1	4%	0	0%	0	0%	0	0%	0	0%	4	3%	0	0%
	C 1 1	never	28	3%	23	3%	2	5%	5	18%	6	24%	4	9%	3	9%	6	12%	2	2%	1	1%
	Graduate student	seldom	72	7%	63	9%	3	8%	1	4%	1	4%	4	9%	5	15%	10	20%	14	11%	10	13%
O100B	learning - How often do	occasionally	258	25%	187	27%	10	26%	8	29%	6	24%	14	32%	11	33%	14	28%	23	19%	18	24%
Q190B	you engage with faculty	regularly	377	37%	227	32%	14	36%	6	21%	7	28%	12	27%	8	24%	15	30%	53	43%	32	43%
	in your department in	frequently	276	27%	191	27%	9	23%	8	29%	4	16%	9	20%	5	15%	4	8%	27	22%	13	17%
	conversations about.	decline to answer	19	2%	10	1%	1	3%	0	0%	1	4%	1	2%	1	3%	1	2%	3	2%	1	1%
	T165 -: 1:	never	46	4%	28	4%	3	8%	4	14%	5	20%	2	5%	1	3%	2	4%	6	5%	3	4%
	Effective teaching	seldom	167	16%	121	17%	6	15%	3	11%	2	8%	10	23%	9	27%	13	26%	15	12%	12	16%
01006	practices - How often do	occasionally	432	42%	278	40%	15	38%	14	50%	13	52%	17	39%	15	45%	12	24%	49	40%	31	41%
Q190C	you engage with faculty	regularly	264	26%	174	25%	12	31%	6	21%	4	16%	10	23%	4	12%	14	28%	41	34%	16	21%
	in your department in conversations about.	frequently	111	11%	98	14%	3	8%	1	4%	1	4%	5	11%	4	12%	9	18%	9	7%	13	17%
	conversations about.	decline to answer	10	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%
	Effective use of	never	67	7%	53	8%	6	15%	6	21%	2	8%	0	0%	2	6%	6	12%	6	5%	6	8%
	technology - How often	seldom	216	21%	157	22%	7	18%	6	21%	8	32%	13	30%	7	21%	12	24%	24	20%	17	23%
04000	do you engage with	occasionally	456	44%	320	46%	16	41%	9	32%	10	40%	19	43%	13	39%	18	36%	50	41%	29	39%
Q190D	faculty in your	regularly	191	19%	116	17%	8	21%	3	11%	2	8%	10	23%	8	24%	9	18%	29	24%	15	20%
	department in	frequently	87	8%	53	8%	2	5%	4	14%	3	12%	2	5%	3	9%	5	10%	11	9%	8	11%
	conversations about.	decline to answer	13	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%
			1 .5	1 /0	-	0 /0		0 / 0	•	0 /0	J	0 / 0	•	0 / 0	•	0 / 0	Ü	0 / 0	_	- /0	J	5 70

Transperse   Description   Condense   Cond	The Coll	laborative on Academic C	aroors										Social S	Science.	s								
More					WH	ITE		HI	SPANIC	C/LAT	INO	ASIA	AN/PAC	ISLA	NDER		OTHE	R URM	1	]	NON-C	ITIZE	N
But of canware measures   Review   46   48   42   65   65   4   100   4   44   44   44   46   40   65   15   6   15   6   7   100   5   15   6   7   100   5   15   6   7   100   5   15   6   7   100   5   15   100   5   15   100   5   15   1	Frequenc	y Distributions	,																				
Departmental content assert   46																							
Part		Hea of current research	norre																				
Q1996  Embody was engage with **Constrolly**   343   33%   230   33%   10   26%   8   29%   7   28%   13   30%   14   42%   15   30%   38   31%   28   35%   40   40%   41   40%   5   16%   5   20%   12   27%   61   30%   41   42%   61   5   30%   48   82   24%   42   34%   82   24%   42   34%   82   24%   42   34%   82   24%   42   34%   82   24%   42   34%   82   24%   42   34%   82   24%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   42   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34%   34				_																			
Segretary   Segr		0																					
Conversation should	Q190E	, 00	2																				
Pepartmental Quality		department in																					
very dissuratived dissuratived dissuratived with the product of th		conversations about.						0		0		0				0			0%				
Characterise dissatisfied   126   12%   78   11%   4   10%   5   18%   4   13%   4   13%   5   13%   6   12%   5   15%   9   18%   19   15%   16   21%   15%   15%   16   21%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15%   15	Depart	tmental Quality																					
The intellectual viality of declared and product of the product of		•	very dissatisfied	45	4%	31	4%	2	5%	1	4%	4	17%	4	9%	4	12%	2	4%	7	6%	3	4%
Part			dissatisfied	126	12%	78	11%	4	10%	5	18%	3	13%	4	9%	5	15%	9	18%	19	15%	16	21%
Appendix		The intellectual vitality of	neither satisfied nor dissatisfied	130	13%	114	16%	7	18%	6	21%	4	17%	9	20%	7	21%	8	16%	22	18%	15	19%
department   very statistical   1 don't know   1 do	O195A	,	satisfied	442	43%	272	38%	16	41%	9	32%	8	33%	17	39%	10	29%	15	30%	48	39%	24	31%
Hotel town   1	Q17511	, ,	very satisfied	276	27%	195	28%	9	23%	7	25%	4	17%	9	20%	7	21%		24%	22	18%	16	21%
Processor   Proc																							
Very dissatisfied   18   2%   8   1%   1   3%   0   0%   3   133%   2   5%   6   1   3%   0   0%   4   3%   2   3%   dissatisfied   52   5%   3   2   5%   6   18%   3   38%   2   5%   6   18%   3   38%   2   3%   dissatisfied   113   11%   66   9%   2   5%   2   7%   4   17%   5   11%   7   21%   8   16%   24   20%   11   14%   277   39%   20   5%   1   3   4%   6   5%   2   5%   1   3   30%   9   26%   14   28%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   27   35%   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   47   48%   49   40%   49   40%   47   48%   49   40%   47   48%   49   40%   47												-				-							
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`	tenure faculty in your	very satisfied	231	22%	181	26%	7	18%	6	21%	2	8%	5	11%	9	27%	15	30%	25	21%	13	17%
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	professional interaction	neither satisfied nor dissatisfied	159	16%	109	16%	9	23%	9	32%	7	29%	8	19%	14	42%	6	12%	25	21%	14	19%
Q205A	you have with pre-tenure	satisfied	515	50%	321	46%	15	38%	11	39%	9	38%	20	47%	13	39%	25	50%	48	40%	30	40%
	faculty in your	very satisfied	239	23%	163	23%	9	23%	6	21%	4	17%	10	23%	3	9%	7	14%	32	26%	19	25%
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Q205B	interaction you have with	satisfied	476	46%	300	43%	13	33%	8	29%	9	38%	20	47%	10	30%	22	44%	53	44%	33	44%
	pre-tenure faculty in your	very satisfied	204	20%	157	22%	7	18%	8	29%	3	13%	9	21%	3	9%	8	16%	28	23%	17	23%
	department	decline to answer	9	1%	3	0%	0	0%	0	0%	0	0%	2	5%	0	0%	1	2%	2	2%	1	1%
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	TT 11 (*	dissatisfied	153	15%	119	17%	6	15%	3	11%	5	21%	5	12%	4	12%	9	18%	12	10%	4	5%
	How well you fit in your	neither satisfied nor dissatisfied	140	14%	115	16%	5	13%	5	18%	5	21%	9	21%	5	15%	10	20%	20	17%	14	19%
Q205C	department (e.g. your	satisfied	357	35%	238	34%	14	36%	10	36%	6	25%	18	42%	9	27%	15	30%	43	36%	32	43%
	sense of belonging in	very satisfied	303	30%	164	23%	11	28%	6	21%	4	17%	8	19%	8	24%	11	22%	33	27%	14	19%
	your department)	decline to answer	10	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	4	3%	0	0%
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		very dissatisfied	24	2%	28	4%	3	8%	1	4%	2	8%	2	5%	2	6%	1	2%	7	6%	5	7%
	The amount of	dissatisfied	82	8%	89	13%	2	5%	4	14%	4	17%	6	14%	8	24%	9	18%	14	12%	14	19%
	professional interaction	neither satisfied nor dissatisfied	176	17%	113	16%	9	23%	11	39%	7	29%	11	26%	5	15%	9	18%	17	14%	11	15%
O205D	you have with tenured	satisfied	476	46%	317	45%	13	33%	5	18%	6	25%	20	47%	14	42%	23	46%	55	45%	31	41%
	faculty in your	very satisfied	258	25%	144	21%	12	31%	7	25%	5	21%	4	9%	3	9%	6	12%	25	21%	14	19%
	department	decline to answer	8	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	3	2%	0	0%
	•	not applicable	1	0%	3	0%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
		very dissatisfied	23	2%	25	4%	4	10%	1	4%	1	4%	1	2%	3	9%	3	6%	7	6%	7	9%
		dissatisfied	93	9%	76	11%	4	10%	4	14%	5	21%	4	9%	7	21%	10	20%	9	7%	5	7%
	The amount of personal	neither satisfied nor dissatisfied	207	20%	138	20%	8	21%	9	32%	8	33%	13	30%	8	24%	8	16%	27	22%	18	24%
Q205E	interaction you have with	satisfied	462	45%	318	46%	11	28%	7	25%	6	25%	20	47%	8	24%	20	40%	49	40%	30	40%
	tenured faculty in your	very satisfied	226	22%	130	19%	12	31%	7	25%	4	17%	5	12%	5	15%	7	14%	26	21%	15	20%
	department	decline to answer	10	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	3	2%	0	0%
		not applicable	4	0%	7	1%	0	0%	0	0%	0	0%	0	0%	2	6%	0	0%	0	0%	0	0%
		very dissatisfied	54	5%	39	6%	5	13%	1	4%	2	8%	2	5%	4	12%	6	12%	4	3%	3	4%
		dissatisfied	132	13%	131	19%	5	13%	6	21%	3	13%	4	9%	4	12%	7	14%	9	7%	6	8%
	My departmental	neither satisfied nor dissatisfied	124	12%	62	9%	3	8%	7	25%	6	25%	9	21%	4	12%	2	4%	17	14%	10	13%
O210A	colleagues "pitch in"	satisfied	426	42%	300	43%	16	41%	10	36%	8	33%	20	47%	13	39%	23	46%	61	50%	36	48%
221011	when needed.	very satisfied	279	27%	164	23%	10	26%	4	14%	5	21%	8	19%	7	21%	12	24%	27	22%	18	24%
		decline to answer	9	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%
		not applicable	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	1	2% 1%	2	3%
		пос аррисание	1	0 /0	U	U /0	U	0 /0	U	U /0	U	0 /0	U	0 /0		J /0	U	0 /0		1 /0	2	J /0

**COACHE Summary Tables** 

Selected Dimensions on Faculty Workplace Climate

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The Coll	laborative on Academic C	arrers	Social Sciences  WHITE   HISPANIC/LATINO   ASIAN/PAC ISLANDER																			
	er Education (COACHE			WH	ITE		HIS	SPANIC	/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHER	R URM	1	1	NON-CI	TIZE	N
Frequenc	y Distributions		М	en	Wo	men	М	Ien	Wo	men	λ	1en	Wo	omen	ν	len	Wo	men	М	en	Wo	omen
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		very dissatisfied	80	8%	53	8%	5	13%	3	11%	2	8%	2	5%	1	3%	5	10%	9	8%	11	15%
	How satisfied are you	dissatisfied	202	20%	195	28%	10	26%	5	18%	7	29%	9	21%	7	21%	11	22%	16	13%	22	29%
	with the recognition you	neither satisfied nor dissatisfied	319	31%	199	29%	6	15%	11	39%	5	21%	17	40%	9	27%	16	32%	30	25%	23	31%
Q215B	receive for your student	satisfied	291	29%	169	24%	13	33%	5	18%	8	33%	12	28%	8	24%	10	20%	43	36%	15	20%
	advising?	very satisfied	61	6%	30	4%	2	5%	2	7%	2	8%	1	2%	6	18%	3	6%	10	8%	2	3%
		decline to answer	12	1%	1	0%	0	0%	1	4%	0	0%	1	2%	0	0%	1	2%	3	3%	0	0%
		not applicable	53	5%	46	7%	3	8%	1	4%	0	0%	1	2%	2	6%	4	8%	9	8%	2	3%
		very dissatisfied	59 145	6% 14%	46 130	7% 19%	5 2	13% 5%	4 4	14% 14%	7 5	29% 21%	2 6	5% 14%	6 1	18% 3%	6 6	12% 12%	12 15	10% 13%	6 21	8% 28%
	How satisfied are you	dissatisfied	185	18%	167	24%	8	21%	9	32%	3	13%	12	28%	10	30%	19	38%	23	19%	17	23%
Q215C	with the recognition you	neither satisfied nor dissatisfied satisfied	435	43%	270	39%	17	44%	8	29%	6	25%	16	37%	11	33%	10	20%	23 51	43%	27	36%
Q213C	receive for your	very satisfied	179	18%	76	11%	7	18%	3	11%	3	13%	6	14%	5	15%	7	14%	15	13%	4	5%
	scholarly/creative work?	decline to answer	11	1%	1	0%	0	0%	0	0%	0	0%	1	2%	0	0%	1	2%	2	2%	0	0%
		not applicable	4	0%	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	2	2%	0	0%
		very dissatisfied	78	8%	78	11%	8	21%	5	18%	1	4%	3	7%	3	9%	8	16%	11	9%	5	7%
		dissatisfied	193	19%	184	27%	8	21%	7	25%	8	33%	7	16%	6	18%	9	18%	18	15%	24	32%
	How satisfied are you	neither satisfied nor dissatisfied	280	28%	163	24%	7	18%	8	29%	5	21%	14	33%	9	27%	16	32%	36	30%	22	29%
Q215D	with the recognition you	satisfied	358	35%	203	29%	14	36%	4	14%	7	29%	16	37%	10	30%	10	20%	34	28%	19	25%
	receive for your service contributions?	very satisfied	91	9%	59	9%	2	5%	3	11%	3	13%	2	5%	5	15%	5	10%	14	12%	4	5%
	Contributions	decline to answer	10	1%	1	0%	0	0%	1	4%	0	0%	1	2%	0	0%	1	2%	3	3%	0	0%
		not applicable	8	1%	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	4	3%	1	1%
		very dissatisfied	58	6%	48	7%	4	10%	1	4%	1	4%	2	5%	2	6%	4	8%	6	5%	5	7%
	How satisfied are you	dissatisfied	105	10%	91	13%	6	15%	1	4%	3	13%	6	14%	5	15%	12	24%	7	6%	6	8%
	with the recognition you	neither satisfied nor dissatisfied	274	27%	165	24%	9	23%	12	43%	9	38%	11	26%	10	30%	15	30%	27	23%	13	17%
Q215E	receive for your	satisfied	171	17%	105	15%	8	21%	3	11%	1	4%	9	21%	4	12%	7	14%	21	18%	11	15%
	outreach?	very satisfied	42	4%	24	3%	0	0%	1	4%	1	4%	0	0%	3	9%	3	6%	7	6%	4	5%
		decline to answer	23	2%	6	1%	0	0%	2	7%	0	0%	2	5%	0	0%	1	2%	5	4%	2	3%
		not applicable	345	34%	254	37%	12	31%	8	29%	9	38%	13	30%	9	27%	8	16%	47	39%	34	45%
	Ear all of	very dissatisfied	62	7%	58 93	9%	3	8% 5%	1 5	4%	5	23%	1 5	3% 13%	6 0	18% 0%	7	14% 18%	10	9%	5	7% 16%
	For all of your work, how	neither satisfied nor dissatisfied	73 136	8% 15%	119	14% 19%	2	5% 8%	5	19% 19%	1 5	5% 23%	12	30%	6	18%	9 7	14%	11 18	10% 16%	12 12	16%
O215I	recognition you receive	satisfied	351	39%	204	32%	16	43%	9	33%	6	27%	13	33%	13	39%	16	32%	46	41%	26	35%
Q213L	from your department	very satisfied	247	27%	133	21%	13	35%	6	22%	4	18%	9	23%	5	15%	8	16%	20	18%	14	19%
	head or chair?	decline to answer	15	2%	19	3%	0	0%	0	0%	0	0%	0	0%	2	6%	3	6%	6	5%	4	5%
		not applicable	26	3%	17	3%	0	0%	1	4%	1	5%	0	0%	1	3%	0	0%	2	2%	1	1%
		very dissatisfied	41	4%	36	5%	2	5%	1	4%	2	8%	1	2%	3	9%	5	10%	7	6%	3	4%
	For all of your work, how	dissatisfied	88	9%	91	13%	5	13%	3	11%	3	13%	6	14%	7	21%	6	12%	11	9%	8	11%
	satisfied are you with the	neither satisfied nor dissatisfied	199	20%	159	23%	7	18%	11	39%	11	46%	14	33%	10	30%	13	26%	27	23%	19	25%
Q215I	recognition you receive	satisfied	461	45%	279	40%	18	46%	10	36%	6	25%	14	33%	9	27%	17	34%	50	42%	36	48%
	from your	very satisfied	214	21%	117	17%	7	18%	3	11%	2	8%	7	16%	4	12%	5	10%	22	18%	6	8%
	colleagues/peers?	decline to answer	12	1%	8	1%	0	0%	0	0%	0	0%	1	2%	0	0%	4	8%	2	2%	2	3%
		not applicable	3	0%	3	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	1	1%
Global	l Satisfaction																					
	On the whole, my	strongly disagree	22	2%	44	6%	3	8%	5	18%	3	13%	4	9%	7	21%	8	16%	4	3%	5	7%
	department colleagues	somewhat disagree	59	6%	85	12%	2	5%	4	14%	3	13%	4	9%	4	12%	8	16%	9	7%	11	15%
00101	are committed to	neither agree nor disagree	110	11%	71	10%	9	23%	3	11%	4	17%	12	28%	2	6%	6	12%	20	17%	10	13%
Q212A	supporting and promoting diversity and	somewhat agree	369	36%	250	36%	11	28%	9	32%	5	21%	13	30%	11	33%	14	28%	40	33%	23	31%
	inclusion in the	strongly agree decline to answer	443	43%	239	34%	13	33%	7	25%	8	33%	10	23%	9	27%	14	28%	45	37%	25	33%
	department.	not applicable	17 3	2% 0%	9	1% 0%	0 1	0% 3%	0	0% 0%	0	4% 0%	0	0% 0%	0	0% 0%	0	0% 0%	2 1	2% 1%	0 1	0% 1%
		посаррнеави	3	0 %	U	0 %		3%	U	U70	U	U70	U	0 %	U	0%	U	070		1 /0		1 70

OTHER URM

NON-CITIZEN

rrequerie	y Distributions		M	en	Wor	men	N	Ien	Wo	men	Ν	1en	Wo	men	N	<b>I</b> en	Wo	men	Μ	[en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		strongly disagree	37	4%	67	10%	6	15%	5	18%	2	8%	8	19%	9	27%	12	24%	4	3%	11	15%
	There is visible	somewhat disagree	75	7%	101	14%	8	21%	6	21%	5	21%	5	12%	4	12%	7	14%	11	9%	15	20%
	leadership at my	neither agree nor disagree	173	17%	104	15%	4	10%	2	7%	5	21%	12	28%	5	15%	5	10%	23	19%	12	16%
Q212B	institution for the	somewhat agree	392	38%	250	36%	9	23%	13	46%	4	17%	12	28%	7	21%	19	38%	41	34%	22	29%
	support and promotion	strongly agree	325	32%	165	24%	11	28%	2	7%	7	29%	6	14%	8	24%	7	14%	37	31%	14	19%
	of diversity on campus	decline to answer	19	2%	10	1%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	3	2%	0	0%
		not applicable	2	0%	1	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	1	1%
		strongly disagree	40	4%	39	6%	1	3%	2	7%	6	25%	4	9%	5	15%	3	6%	4	3%	7	9%
		somewhat disagree	91	9%	92	13%	1	3%	4	14%	2	8%	4	9%	5	15%	4	8%	11	9%	6	8%
	All things considered,	neither agree nor disagree	114	11%	110	16%	6	15%	10	36%	2	8%	4	9%	5	15%	10	20%	19	16%	17	23%
Q250A	your department as a	somewhat agree	401	39%	273	39%	14	36%	6	21%	8	33%	20	47%	11	33%	15	31%	51	43%	27	36%
	place to work	strongly agree	361	36%	172	25%	15	38%	6	21%	6	25%	9	21%	7	21%	16	33%	32	27%	17	23%
		decline to answer	8	1%	7	1%	2	5%	0	0%	0	0%	2	5%	0	0%	1	2%	2	2%	1	1%
		not applicable	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Depart	ture intentions																					
	Which of the following	actively sought an outside job offer	319	26%	245	29%	12	24%	9	31%	9	28%	9	19%	9	23%	17	31%	42	29%	27	29%
	have you done at this	received a formal job offer	156	13%	71	9%	9	18%	0	0%	5	16%	5	10%	4	10%	6	11%	23	16%	14	15%
Q225		e renegotiated terms of employment	192	16%	125	15%	10	20%	2	7%	5	16%	4	8%	4	10%	3	5%	19	13%	10	11%
	years? (check all that	none of the above	518	42%	357	43%	16	33%	13	45%	10	31%	26	54%	19	48%	22	40%	53	36%	35	37%
	apply)	decline to answer	48	4%	33	4%	2	4%	5	17%	3	9%	4	8%	4	10%	7	13%	10	7%	8	9%
		base salary	425	52%	269	47%	14	48%	15	58%	9	47%	16	41%	14	48%	20	43%	45	45%	26	40%
		supplemental salary	19	2%	22	4%	3	10%	0	0%	0	0%	2	5%	0	0%	1	2%	5	5%	3	5%
		tenure clock	7	1%	12	2%	0	0%	2	8%	0	0%	0	0%	1	3%	4	9%	2	2%	4	6%
	If you could negotiate	teaching load	96	12%	79	14%	3	10%	3	12%	3	16%	4	10%	4	14%	3	6%	10	10%	6	9%
	adjustments to your	administrative responsibilities	27	3%	21	4%	1	3%	0	0%	0	0%	0	0%	1	3%	0	0%	1	1%	0	0%
Q235		* *	9	1%	4	1%	0	0%	0	0%	0	0%	1	3%	0	0%	1	2%	0	0%	0	0%
	of the following item(s)	employment for spouse/partner	28	3%	23	4%	1	3%	0	0%	1	5%	3	8%	2	7%	2	4%	4	4%	8	12%
	would you most like to	lab/research support	48	6%	42	7%	2	7%	3	12%	3	16%	3	8%	1	3%	6	13%	8	8%	2	3%
	adjust?	sabbatical or other leave time	76	9%	51	9%	2	7%	3	12%	1	5%	5	13%	4	14%	8	17%	9	9%	8	12%
		other (please specify)	22	3%	16	3%	0	0%	0	0%	1	5%	2	5%	1	3%	0	0%	3	3%	6	9%
		there is nothing I wish to adjust	43	5%	21	4%	1	3%	0	0%	1	5%	2	5%	1	3%	1	2%	7	7%	0	0%
		decline to answer	24	3%	8	1%	2	7%	0	0%	0	0%	1	3%	0	0%	1	2%	6	6%	2	3%
	O2554 II. 11.	for no more than five years	205	23%	105	20%	4	15%	3	16%	4	20%	4	16%	7	32%	4	14%	7	10%	5	15%
O2EE A	Q255A - How long do	more than five years but less than ten	155	17%	85	16%	6	23%	3	16%	1	5%	2	8%	4	18%	4	14%	9	13%	4	12%
Q255A	you plan to remain at this	· ·	207	23%	113	21%	4	15%	3	16%	2	10%	3	12%	3	14%	1	4%	13	19%	7	21%
	institution?	I don't know	284	32%	210	39%	11 1	42%	9	47%	8	40%	14	56%	6	27%	15	54%	35	51%	17	50%
		decline to answer	35	4%	21	4% 20%		4%	1	5%	5 8	25%	2 7	8%	2 7	9%	4	14%	5 20	7%	1	3% 15%
		to improve your salary/benefits for a more collegial workplace	198 26	20% 3%	140	6%	8 0	21% 0%	4	14% 11%	3	33%		16% 7%	2	21%	13 1	27% 2%	20	17% 2%	11 4	
		employer w/ more resources	107	3% 11%	41 83	12%	6	15%	3 2	7%	3 4	13% 17%	3 9	21%	3	6% 9%	4	8%	10	2% 8%	9	5% 12%
		institution w/ priorities like yours	107	10%	80	12%	4	10%	6	21%	2	8%	9 5	12%	6	18%	4	8%	17	14%	9	12%
		for an admin. position in higher ed.	19	2%	25	4%	0	0%	2	7%	0	0%	0	0%	1	3%	1	2%	4	3%	1	1%
	If you were to choose to	to pursue a nonacademic job	9	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%
		spousal/partner employment	27	3%	39	6%	2	5%	1	1%	0	0%	3	7%	0	0%	3	6%	10	8%	7	9%
Q260	what would be your	for other family or personal needs	42	4%	29	4%	1	3%	1	4%	2	8%	6	14%	1	3%	3	6%	10	8%	10	13%
	primary reason?	to improve your quality of life	59	6%	49	7%	5	13%	2	7%	0	0%	3	7%	3	9%	5	10%	5	4%	8	11%
	r,	to improve your quanty of me	259	26%	101	15%	4	10%	3	11%	2	8%	2	5%	9	27%	4	8%	5	4 % 4%	3	4%
		improve geographic location	96	9%	54	8%	5	13%	3	11%	1	4%	3	7%	1	3%	5	10%	22	18%	6	8%
		other (please specify)	10	1%	18	3%	1	3%	0	0%	0	0%	1	2%	0	0%	0	0%	1	1%	5	7%
		no reason I would choose to leave	25	2%	16	2%	2	5%	0	0%	1	4%	0	0%	0	0%	3	6%	1	1%	0	0%
		decline to answer	33	3%	14	2%	1	3%	1	4%	1	4%	1	2%	0	0%	3	6%	11	9%	2	3%
			00	0 /0	1-7	2 /0	•	070	•	770	•	770		2/0	0	070	U	070		0 /0	_	370

HISPANIC/LATINO

WHITE

The Collaborative on Academic Careers

in Higher Education (COACHE)

Frequency Distributions

The Col	llaborative on Academic C	aronre										Other 1	Eaculty	,								
	er Education (COACHI		1	WH	ITE		Н	SPANIC	Z/LAT	INO	ASIA	N/PAC	: ISLA	NDER		OTHE	R URN	Л	۱ ا	NON-C	ITIZE	N
0	cy Distributions	-)		****			111	0111111	,, 13:11	1110	110111	1,1110	10111	1221			c ora,	-	-			. ,
1	.,		M	en	Wo	men	Ν	1en	Wo	men	N	<b>I</b> en	Wo	men	N	<b>I</b> en	Wo	men	M	[en	Wo	omen
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Distri	bution of Workload	1																				
		very dissatisfied	316	10%	246	11%	8	7%	9	9%	13	7%	11	8%	15	11%	17	10%	22	6%	25	9%
	How equitably the	dissatisfied	604	18%	520	23%	23	19%	21	20%	12	7%	29	22%	21	16%	33	20%	56	15%	50	18%
	teaching workload is	neither satisfied nor dissatisfied	624	19%	431	19%	28	24%	12	12%	47	26%	24	18%	25	19%	26	15%	71	19%	61	22%
Q70H	distributed across faculty	satisfied	1138	35%	750	33%	42	36%	38	37%	84	46%	47	36%	50	38%	61	36%	145	39%	91	33%
	in your department	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%
		very dissatisfied	315	10%	316	14%	10	8%	15	15%	14	8%	17	13%	17	13%	21	12%	23	6%	27	10%
	How equitably	dissatisfied	687	21%	664	29%	30	25%	31	30%	28	15%	26	20%	31	23%	44	26%	65	17%	61	22%
O(0D)	committee assignments	neither satisfied nor dissatisfied	782	24%	526	23%	30	25%	21	20%	54	29%	45	34%	34	26%	40	24%	89	24%	74	27%
Q60D	are distributed across faculty in your	satisfied	1099	33%	628	27%	35	29%	24	23%	63	34%	35	26%	41	31%	49	29%	130	34%	81	29%
	department	very satisfied decline to answer	320	10%	134	6%	10	8%	12	12%	18	10%	4	3%	9 1	7%	10	6%	45	12%	19	7% 2%
	department	not applicable	32 54	1% 2%	23 21	1% 1%	2	2% 2%	0	0% 0%	2 5	1% 3%	1 5	1% 4%	0	1% 0%	2	1% 2%	7 18	2% 5%	6 8	2% 3%
Monte	min a	пот аррпсавіе	54	270	21	1 70		270	U	0%	5	3%	5	470	U	0%	<u>ي</u>	270	10	3%	0	3%
Mento	ring	·	000	70/	005	4.00/	44	00/	40	4.00/	40	F0/	40	00/	40	00/	40	440/	20	00/	00	00/
		very ineffective somewhat ineffective	236 289	7% 9%	225 227	10% 10%	11 7	9%	10 10	10% 10%	10	5% 10%	10 10	8% 8%	10	8% 2%	18	11% 7%	30 32	8% 9%	22	8% 7%
		neither effective nor ineffective	448	9% 14%	224	10%	24	6% 20%	9	9%	18 20	11%	10	8% 10%	3 22	2% 17%	12 14	7% 8%	32 58	9% 16%	18 30	11%
	Mentoring from	somewhat effective	1054	33%	704	31%	39	33%	28	28%	56	30%	41	33%	37	28%	41	0% 24%	110	30%	91	33%
Q125A	someone in your	very effective	552	17%	482	21%	20	33 / ₈ 17%	37	37%	41	22%	33	26%	39	29%	44	26%	87	23%	70	26%
	department	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%
		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%
	Mentoring from	neither effective nor ineffective	666	21%	322	14%	28	24%	14	14%	33	18%	20	16%	27	20%	21	12%	76	20%	44	16%
O125D	someone outside your	somewhat effective	682	21%	569	25%	31	26%	28	28%	48	26%	37	30%	44	33%	45	27%	77	21%	63	23%
Q125B	department at your	very effective	204	6%	298	13%	13	11%	27	27%	7	4%	13	10%	21	16%	29	17%	29	8%	32	12%
	institution	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%
		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%
	Mentoring from	neither effective nor ineffective	582	18%	218	10%	17	14%	10	10%	28	15%	12	10%	20	15%	15	9%	62	17%	34	12%
Q125C	someone outside your	somewhat effective	983	30%	797	35%	34	29%	30	30%	47	26%	47	38%	36	27%	48	28%	104	28%	80	29%
	institution	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%

The Coll	laborative on Academic C	areers										Other 1	Faculty	V								
in Highe	r Education (COACHE			WH	ITE		HI	SPANIC	Z/LAT	INO	ASIA	N/PAC	ISLA	NDER		OTHE	R URN	1	]	NON-C	ITIZE	N
Frequenc	y Distributions		M	[en	Wo	men	Ν	<b>I</b> en	Wo	men	N	Ien	Wo	omen	Ν	[en	Wo	men	N	<b>I</b> en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
		strongly disagree	382	12%	345	15%	23	19%	14	14%	21	11%	17	14%	23	17%	40	24%	49	13%	46	17%
		somewhat disagree	613	19%	433	19%	25	21%	27	27%	30	16%	20	16%	22	17%	24	14%	56	15%	40	15%
	There is effective	neither agree nor disagree	356	11%	211	9%	12	10%	5	5%	29	16%	14	11%	18	14%	18	11%	52	14%	37	14%
O130A	mentoring of pre-tenure	somewhat agree	1221	38%	796	35%	36	31%	32	32%	58	32%	44	35%	43	32%	54	32%	120	32%	89	33%
Q13011	faculty in my department	strongly agree	533	16%	378	17%	15	13%	22	22%	40	22%	22	18%	23	17%	24	14%	76	20%	45	16%
	ractity in my department	I don't know	95	3%	87	4%	3	3%	1	1%	4	2%	5	4%	2	2%	7	4%	10	3%	10	4%
		decline to answer	10	0%	9	0%	1	1%	0	0%	0	0%	2	2%	1	1%	2	1%	2	1%	3	1%
		not applicable	22	1%	14	1%	3	3%	0	0%	2	1%	1	1%	1	1%	0	0%	6	2%	3	1%
		strongly disagree	547	21%	540	31%	30	30%	22	29%	35	23%	26	31%	27	28%	41	37%	43	24%	34	30%
		somewhat disagree	696	26%	507	29%	29	29%	26	34%	31	20%	19	23%	21	21%	33	30%	38	21%	34	30%
	There is effective	neither agree nor disagree	517	19%	217	12%	14	14%	11	14%	37	24%	12	14%	21	21%	16	14%	34	19%	16	14%
O130B	mentoring of tenured	somewhat agree	561	21%	292	17%	18	18%	9	12%	30	19%	11	13%	17	17%	12	11%	33	18%	16	14%
Q150D	associate professors in	strongly agree	147	6%	72	4%	2	2%	6	8%	7	5%	7	8%	6	6%	3	3%	9	5%	2	2%
	my department.	I don't know	127	5%	85	5%	2	2%	1	1%	5	3%	7	8%	4	4%	5	5%	13	7%	6	5%
		decline to answer	9	0%	7	0%	0	0%	0	0%	0	0%	1	1%	0	0%	1	1%	1	1%	0	0%
		not applicable	58	2%	21	1%	5	5%	1	1%	9	6%	1	1%	2	2%	0	0%	8	4%	4	4%
		strongly disagree	556	21%	463	27%	30	30%	17	22%	32	21%	27	32%	28	29%	35	32%	36	20%	28	25%
		somewhat disagree	767	29%	551	32%	37	37%	31	41%	33	21%	20	24%	21	21%	38	34%	38	21%	30	27%
	My institution provides	neither agree nor disagree	650	24%	343	20%	18	18%	12	16%	45	29%	18	21%	26	27%	17	15%	49	27%	20	18%
01206	adequate support for	somewhat agree	365	14%	198	11%	9	9%	7	9%	21	14%	6	7%	12	12%	10	9%	23	13%	12	11%
Q130C	faculty to be good	strongly agree	83	3%	45	3%	0	0%	5	7%	6	4%	3	4%	6	6%	2	2%	7	4%	3	3%
	mentors.	I don't know	220	8%	127	7%	4	4%	4	5%	14	9%	10	12%	5	5%	7	6%	20	11%	15	13%
		decline to answer	6	0%	8	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	1	1%	0	0%
		not applicable	15	1%	6	0%	2	2%	0	0%	3	2%	0	0%	0	0%	0	0%	5	3%	4	4%
Depar	tmental Engageme	ent																				
		never	252	8%	181	8%	19	16%	16	16%	19	10%	13	11%	11	9%	31	19%	29	8%	27	10%
	Undergraduate student	seldom	432	14%	265	12%	18	16%	10	10%	27	15%	15	12%	25	20%	26	16%	45	12%	36	14%
04004	learning - How often do	occasionally	819	26%	528	24%	27	23%	22	22%	53	29%	34	28%	28	22%	34	21%	110	30%	68	26%
Q190A	you engage with faculty	regularly	992	31%	649	29%	31	27%	30	31%	53	29%	32	26%	31	25%	35	21%	97	27%	73	28%
	in your department in	frequently	616	19%	550	25%	20	17%	19	19%	23	13%	24	20%	30	24%	34	21%	70	19%	50	19%
	conversations about.	decline to answer	87	3%	66	3%	1	1%	1	1%	6	3%	5	4%	1	1%	5	3%	12	3%	8	3%
		never	202	6%	139	6%	11	9%	5	5%	8	4%	10	8%	8	6%	16	10%	15	4%	19	7%
	Graduate student	seldom	333	10%	216	10%	17	15%	6	6%	20	11%	22	18%	18	14%	23	14%	30	8%	34	13%
04000	learning - How often do	occasionally	836	26%	538	24%	34	29%	21	21%	50	28%	25	20%	25	20%	43	26%	102	28%	74	28%
Q190B	you engage with faculty	regularly	1068	33%	686	31%	27	23%	35	36%	58	32%	42	34%	34	27%	41	25%	125	34%	67	26%
	in your department in	frequently	685	21%	604	27%	26	22%	28	29%	41	23%	21	17%	37	29%	40	24%	84	23%	58	22%
	conversations about.	decline to answer	74	2%	56	3%	1	1%	3	3%	4	2%	3	2%	4	3%	2	1%	7	2%	10	4%
		never	142	4%	83	4%	13	11%	8	8%	4	2%	5	4%	8	6%	16	10%	19	5%	14	5%
	Effective teaching	seldom	514	16%	321	14%	18	16%	15	15%	31	17%	18	15%	24	19%	35	21%	48	13%	42	16%
04000	practices - How often do	occasionally	1147	36%	764	34%	40	34%	32	33%	66	36%	45	37%	39	31%	52	32%	140	39%	93	35%
Q190C	you engage with faculty	regularly	950	30%	656	29%	35	30%	25	26%	60	33%	39	32%	32	25%	34	21%	99	27%	72	27%
	in your department in	frequently	428	13%	404	18%	10	9%	18	18%	19	10%	15	12%	22	17%	27	16%	53	15%	39	15%
	conversations about.	decline to answer	17	1%	11	0%	0	0%	0	0%	1	1%	1	1%	1	1%	1	1%	4	1%	2	1%
	Effective use of	never	158	5%	109	5%	12	10%	9	9%	5	3%	8	7%	12	10%	16	10%	21	6%	22	8%
	technology - How often	seldom	583	18%	417	19%	24	21%	19	19%	31	17%	23	19%	21	17%	41	25%	70	19%	61	23%
	do you engage with	occasionally	1272	40%	890	40%	43	37%	33	34%	75	41%	52	42%	43	34%	53	32%	152	42%	95	36%
Q190D	faculty in your	regularly	836	26%	550	25%	23	20%	22	22%	52	29%	31	25%	32	25%	34	21%	77	21%	56	21%
	department in	frequently	337	11%	266	12%	14	12%	15	15%	18	10%	8	7%	18	14%	21	13%	41	11%	25	10%
	conversations about.	decline to answer	12	0%	7	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	2	1%	3	1%
		decime to answer	12	0 /0	'	0 /0	U	0 /0	U	0 /0	U	0 /0		1 /0	U	0 /0	U	0 /0	_	1 /0	5	1 /0

in Higher	er Education (COACHE)  cy Distributions  Use of current research never			WH	ITE		НІ	SPANIC	/LAT	INO	ASIA	N/PAC	ISLAN	NDER		OTHE	R URM	1	1	NON-CI	TIZEI	N
Frequency	Use of current research never methodologies - How seldom often do you engage with occasionally			en	Wo	men	Μ	en	Wo	men	M	<b>I</b> en	Wo	men	M	len	Wo	men	M	en	Wo	men
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
			183	6%	185	8%	16	14%	6	6%	8	4%	10	8%	10	8%	21	13%	20	6%	23	9%
	U		591	18%	419	19%	27	23%	11	11%	30	17%	19	15%	22	17%	40	24%	46	13%	53	20%
Q190E		occasionally	1083	34%	761	34%	34	29%	36	37%	56	31%	49	40%	44	35%	52	32%	122	34%	82	31%
QIJOL	faculty in your	regularly	882	28%	551	25%	23	20%	27	28%	52	29%	30	24%	26	21%	27	16%	108	30%	65	25%
	department in	frequently	429	13%	306	14%	15	13%	17	17%	35	19%	15	12%	24	19%	22	13%	63	17%	36	14%
	conversations about.	decline to answer	30	1%	17	1%	1	1%	1	1%	0	0%	0	0%	0	0%	3	2%	4	1%	3	1%
Depart	tmental Quality																					
		very dissatisfied	156	5%	123	5%	14	12%	3	3%	13	7%	8	6%	5	4%	8	5%	19	5%	14	5%
		dissatisfied	411	13%	298	13%	19	16%	12	12%	23	13%	24	19%	14	11%	24	15%	37	10%	34	13%
	201 1 11 1 1 1 1 1 1 1	neither satisfied nor dissatisfied	481	15%	342	15%	21	18%	14	14%	37	20%	22	17%	21	16%	34	21%	72	20%	59	22%
O105 A	The intellectual vitality of	satisfied	1411	44%	913	40%	41	35%	48	48%	70	39%	52	41%	51	40%	56	34%	152	41%	92	35%
Q195A	tenured faculty in your	very satisfied	701	22%	527	23%	18	15%	20	20%	33	18%	16	13%	30	23%	36	22%	73	20%	51	19%
	department	I don't know	16	0%	12	1%	0	0%	0	0%	2	1%	1	1%	2	2%	3	2%	3	1%	4	2%
		decline to answer	49	2%	42	2%	4	3%	1	1%	3	2%	3	2%	6	5%	4	2%	9	2%	11	4%
		not applicable	3	0%	3	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	2	1%	0	0%
		very dissatisfied	32	1%	30	1%	7	6%	2	2%	5	3%	3	2%	4	3%	3	2%	12	3%	3	1%
		dissatisfied	163	5%	90	4%	9	8%	3	3%	5	3%	10	8%	9	7%	8	5%	22	6%	12	5%
		neither satisfied nor dissatisfied	347	11%	255	11%	14	12%	12	12%	41	23%	24	19%	20	16%	28	17%	53	14%	43	16%
0.4050	The intellectual vitality of	entiefied	1390	43%	948	42%	48	41%	46	46%	77	43%	53	42%	48	37%	66	40%	159	43%	106	40%
Q195B	pre-tenure faculty in your	very satisfied	1136	35%	806	36%	33	28%	33	33%	44	24%	29	23%	38	29%	52	32%	96	26%	73	28%
	department	I don't know	24	1%	21	1%	0	0%	0	0%	2	1%	0	0%	3	2%	2	1%	2	1%	4	2%
		decline to answer	49	2%	44	2%	4	3%	1	1%	3	2%	4	3%	6	5%	2	1%	9	2%	13	5%
		not applicable	87	3%	66	3%	2	2%	2	2%	4	2%	3	2%	1	1%	4	2%	14	4%	11	4%
		very dissatisfied	150	5%	120	5%	9	8%	0	0%	12	7%	10	8%	5	4%	6	4%	19	5%	14	5%
		dissatisfied	472	15%	317	14%	20	17%	13	13%	24	13%	23	18%	17	13%	15	9%	52	14%	30	11%
	The	neither satisfied nor dissatisfied	611	19%	420	19%	25	21%	15	15%	39	22%	26	21%	22	17%	51	31%	66	18%	67	25%
	research/scholarly/creati	satisfied	1280	40%	837	37%	41	35%	49	49%	73	40%	45	36%	50	39%	52	32%	145	40%	89	34%
Q195C	ve productivity of	very satisfied	623	19%	480	21%	17	15%	18	18%	27	15%	15	12%	27	21%	31	19%	69	19%	47	18%
	tenured faculty in your	I don't know	36	1%	35	2%	2	2%	2	2%	3	2%	4	3%	1	1%	5	3%	5	1%	6	2%
	department	decline to answer	51	2%	46	2%	3	3%	1	1%	3	2%	3	2%	7	5%	4	2%	9	2%	12	5%
		not applicable	5	0%	5	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	1%	2	1%	0	0%
		very dissatisfied	39	1%	32	1%	8	7%	0	0%	4	2%	2	2%	2	2%	4	2%	14	4%	6	2%
		dissatisfied	164	5%	109	5%	10	9%	6	6%	15	8%	8	6%	9	7%	8	5%	26	7%	16	6%
	The	neither satisfied nor dissatisfied	496	15%	316	14%	21	18%	12	12%	41	23%	31	25%	27	21%	32	19%	53	14%	53	20%
	research/scholarly/creati	satisfied	1470	46%	971	43%	49	42%	49	49%	77	43%	54	43%	46	36%	65	39%	152	41%	101	38%
Q195D	ve productivity of pre-	very satisfied	877	27%	668	30%	23	20%	27	27%	35	19%	21	17%	34	26%	44	27%	92	25%	59	22%
	tenure faculty in your	I don't know	50	2%	49	2%	1	1%	2	2%	3	2%	3	2%	3	2%	5	3%	9	2%	7	3%
	department	decline to answer	50	2%	47	2%	3	3%	1	1%	3	2%	4	3%	7	5%	3	2%	10	3%	12	5%
		not applicable	82	3%	68	3%	2	2%	2	2%	3	2%	3	2%	1	1%	4	2%	11	3%	11	4%
		very dissatisfied	81	3%	63	3%	4	3%	1	1%	2	1%	4	3%	3	2%	9	5%	9	2%	7	3%
		dissatisfied	285	9%	200	9%	14	12%	17	17%	8	4%	10	8%	12	10%	16	10%	26	7%	, 17	7%
	The teaching	neither satisfied nor dissatisfied	558	9 % 17%	408	18%	24	21%	13	13%	36	20%	24	20%	22	18%	37	22%	58	16%	57	22%
	effectiveness of tenured	satisfied	1408	44%	951	43%	50	43%	44	45%	91	51%	50	41%	54	43%	56	34%	157	43%	104	40%
Q195G	faculty in your	very satisfied	662	21%	463	21%	17	45% 15%	17	45% 17%	31	17%	21	17%	26	43% 21%	32	19%	69	43% 19%	47	18%
	department	I don't know	164	21% 5%	116	5%	5	4%	5	5%	9	5%	14	11%	26 5	4%	32 11	7%	37	10%	23	9%
	department	decline to answer	104	0%	16	1%	5 1	4% 1%	0	0%	0	0%	0	0%	3	4% 2%	3	2%	4	1%	23 6	2%
			23	0% 1%			0	0%	1		1	0% 1%	0	0% 0%	0	2% 0%	3 1	2% 1%	2	1% 1%	0	2% 0%
		not applicable	23	1 70	16	1%	U	U70	1	1%	ı	1 70	U	U70	U	U70	1	I 70	2	1 70	U	U 70

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The Coll	Other Faculty																					
The Collaborative on Academic Careers in Higher Education (COACHE)				WH	ITE		HISPANIC/LATINO				ASIA	N/PAC	ISLA	NDER		OTHE	R URM	1	1	N		
Frequency Distributions		Men		Wo	Women		Men		Women		Men		Women		Men		Women		en	Women		
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
	The teaching	very dissatisfied dissatisfied neither satisfied nor dissatisfied	24 133 474	1% 4% 15%	21 75 320	1% 3% 14%	3 7 20	3% 6% 17%	1 5 10	1% 5% 10%	0 4 36	0% 2% 20%	1 6 24	1% 5% 20%	3 5 23	2% 4% 18%	4 8 28	2% 5% 17%	3 9 59	1% 2% 16%	1 9 52	0% 3% 20%
Q195H	effectiveness of pre- tenure faculty in your department	satisfied very satisfied I don't know decline to answer	1477 771 188 14	46% 24% 6% 0%	1014 564 140 18	45% 25% 6% 1%	58 20 4 1	50% 17% 3% 1%	57 17 6 0	58% 17% 6% 0%	95 29 11 0	53% 16% 6% 0%	50 23 15 1	41% 19% 12% 1%	51 31 7 3	41% 25% 6% 2%	76 30 12 3	46% 18% 7% 2%	163 70 41 4	45% 19% 11% 1%	108 48 24 7	41% 18% 9% 3%
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Q205B	The amount of personal interaction you have with pre-tenure faculty in your department	dissatisfied neither satisfied nor dissatisfied satisfied very satisfied decline to answer not applicable	275 768 1384 592 14 117	9% 24% 43% 19% 0% 4%	190 489 919 483 10 105	9% 22% 41% 22% 0% 5%	14 31 40 21 0 3	12% 27% 35% 18% 0% 3%	5 23 43 23 0 3	5% 23% 44% 23% 0% 3%	10 48 73 38 1 6	6% 27% 41% 21% 1% 3%	12 23 63 15 3 5	10% 19% 51% 12% 2% 4%	9 40 46 22 1	7% 32% 37% 18% 1% 2%	10 53 65 28 1 5	6% 32% 39% 17% 1% 3%	25 83 145 82 1	7% 23% 40% 23% 0% 4%	22 48 104 60 4 15	8% 19% 40% 23% 2% 6%
Q205C	How well you fit in your department (e.g. your sense of belonging in your department)	very dissatisfied dissatisfied neither satisfied nor dissatisfied satisfied very satisfied decline to answer not applicable	222 381 412 1157 994 16 5	7% 12% 13% 36% 31% 1% 0%	182 295 318 794 627 12 2	8% 13% 14% 36% 28% 1% 0%	12 20 17 37 29 0	10% 17% 15% 32% 25% 0%	5 10 14 37 31 1	5% 10% 14% 38% 32% 1% 0%	6 21 21 69 59 2 0	3% 12% 12% 39% 33% 1% 0%	6 16 19 51 29 2	5% 13% 15% 41% 24% 2% 0%	12 15 17 47 33 0	10% 12% 14% 38% 27% 0%	21 27 26 55 34 2	13% 16% 16% 33% 21% 1% 0%	18 35 58 156 94 0	5% 10% 16% 43% 26% 0%	17 20 43 108 67 3	7% 8% 17% 42% 26% 1% 0%
Q205D	The amount of professional interaction you have with tenured faculty in your department	very dissatisfied dissatisfied neither satisfied nor dissatisfied satisfied very satisfied decline to answer not applicable	78 309 465 1547 771 9 8	2% 10% 15% 49% 24% 0% 0%	70 265 351 992 533 13 6	3% 12% 16% 44% 24% 1% 0%	8 18 26 44 19 0	7% 16% 23% 38% 17% 0%	2 9 20 41 25 1 0	2% 9% 20% 42% 26% 1% 0%	3 19 30 88 36 2 0	2% 11% 17% 49% 20% 1% 0%	5 12 30 58 15 3	4% 10% 24% 47% 12% 2% 0%	6 6 26 59 26 1 0	5% 5% 21% 48% 21% 1% 0%	10 21 50 59 24 1	6% 13% 30% 36% 15% 1% 0%	9 22 71 177 82 0	2% 6% 20% 49% 23% 0% 0%	7 37 48 115 49 2 1	3% 14% 19% 44% 19% 1% 0%
Q205E	The amount of personal interaction you have with tenured faculty in your department	very dissatisfied dissatisfied neither satisfied nor dissatisfied satisfied very satisfied decline to answer not applicable	74 269 710 1448 640 18 28	2% 8% 22% 45% 20% 1%	73 205 509 933 470 14 26	3% 9% 23% 42% 21% 1%	6 19 32 35 22 0 1	5% 17% 28% 30% 19% 0% 1%	3 9 24 36 25 0	3% 9% 24% 37% 26% 0% 1%	3 22 45 70 36 2 0	2% 12% 25% 39% 20% 1% 0%	3 11 32 58 15 3	2% 9% 26% 47% 12% 2% 1%	5 40 52 20 1	4% 4% 32% 42% 16% 1%	8 20 52 59 20 2 4	5% 12% 32% 36% 12% 1% 2%	13 21 85 169 70 0	4% 6% 24% 47% 19% 0% 1%	11 31 51 115 46 2 3	4% 12% 20% 44% 18% 1%
Q210A	My departmental colleagues "pitch in" when needed.	very dissatisfied dissatisfied neither satisfied nor dissatisfied satisfied very satisfied decline to answer not applicable	164 396 360 1287 961 7 10	5% 12% 11% 40% 30% 0%	159 344 232 828 648 14 5	7% 15% 10% 37% 29% 1% 0%	11 17 23 40 24 0	10% 15% 20% 35% 21% 0% 0%	9 21 12 27 28 1 0	9% 21% 12% 28% 29% 1% 0%	2 12 35 71 57 0	1% 7% 20% 40% 32% 0% 0%	5 17 18 49 31 1	4% 14% 15% 40% 25% 1% 2%	10 12 15 50 36 0 1	8% 10% 12% 40% 29% 0% 1%	13 22 15 66 48 1 0	8% 13% 9% 40% 29% 1% 0%	15 35 54 147 105 3 2	4% 10% 15% 41% 29% 1% 1%	12 22 39 117 62 3	5% 9% 15% 45% 24% 1%

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**COACHE Summary Tables** 

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#### Other Faculty The Collaborative on Academic Careers WHITE HISPANIC/LATINO in Higher Education (COACHE) ASIAN/PAC ISLANDER OTHER URM NON-CITIZEN Frequency Distributions Men Women Men Women Men Women Men Women Men Women # # 0/0 0/0 # % % 9/0 % # % 0/0 # # # # # strongly disagree 125 4% 148 7% 17 15% 11 11% 10 6% 20 16% 23 19% 37 22% 24 7% 18 7% There is visible somewhat disagree 216 7% 267 12% 21 18% 18 18% 17 10% 9 7% 19 15% 37 22% 26 7% 27 10% leadership at my neither agree nor disagree 489 15% 328 15% 20 17% 11 11% 33 19% 26 21% 13 10% 14 8% 65 18% 55 21% O212B institution for the somewhat agree 1138 36% 793 36% 34 30% 41 42% 58 33% 46 37% 36 29% 38 23% 123 34% 86 33% support and promotion 23 26% strongly agree 1137 36% 668 30% 20% 17 17% 55 31% 18 15% 32 26% 36 22% 116 32% 66 of diversity on campus decline to answer 62 2% 22 1% 0 0% 0 0% 3 2% 4 3% 1% 3 2% 4 1% 4 2% 1 2 1% 4 0% 0 0% n 0% 1% 0 0% 0% 0% 3 1% 1% not applicable 17 0 strongly disagree 167 5% 137 6% 10 9% 5 5% 7 4% 6 5% 8 6% 22 13% 17 5% 10 4% somewhat disagree 282 9% 273 12% 16 14% 14 14% 15 8% 12 10% 18 15% 19 12% 22 6% 25 10% All things considered, neither agree nor disagree 356 11% 281 13% 14 13% 12 12% 23 13% 20 17% 12 10% 15 9% 53 15% 43 17% Q250A your department as a somewhat agree 1269 40% 864 39% 42 38% 35 36% 77 44% 45 38% 42 34% 58 35% 151 42% 106 41% 32% place to work strongly agree 1072 34% 643 29% 27 24% 31 54 31% 33 28% 43 35% 47 28% 110 31% 65 25% 4 decline to answer 13 0% 13 1% 2 2% 0 0% 1% 3% 0 0% 4 2% 6 2% 8 3% 12 0% 0% 1 1% 0 0% 0 0% 0 0% 1% 0% 0 0% 0 not applicable 4 1 0 0% Departure intentions actively sought an outside job offer 24% 23% 876 24% 620 41 31% 27 34 17% 24 20% 30 21% 50 27% 101 25% 53 19% Which of the following 507 14% 296 12% 24 18% 20 17% 29 15% 9 7% 28 20% 26 14% 52 13% 29 10% have you done at this received a formal job offer institution in the past five renegotiated terms of employment 12% 321 13 10% 16% 16 8% 8 7% 14% 20 11% 36 9% 23 8% 432 13% 19 20 years? (check all that 47% none of the above 1733 47% 1181 46% 47 36% 42 36% 100 51% 61 50% 55 39% 79 42% 191 143 51% apply) decline to answer 165 4% 140 5% 6 5% 9 8% 16 8% 20 16% 9 6% 12 6% 28 7% 33 12% base salary 1255 46% 789 42% 58 59% 32 41% 87 54% 47 42% 45 43% 82 57% 151 47% 82 35% supplemental salary 128 5% 69 4% 2 2% 4 5% 4% 4 4% 6 6% 7 5% 16 5% 7 3% 9 tenure clock 29 1% 34 2% 4 4% 0 0% 2 1% 5 4% 1% 5 3% 10 3% 4% 1 2 2% 9 7% 10% 30 9% 39 17% If you could negotiate teaching load 8% 210 11% 11% 21 13% 8 10 13 9% 218 5 7 2% 2 adjustments to your administrative responsibilities 123 4% 90 5% 3 3% 6% 2 1% 4 4% 7 7% 5 3% 1% employment, which one 5 equipment 40 1% 27 1% 0 0% 2 3% 2 1% 2 2% 2 2% 1% 5 2% 2% of the following item(s) employment for spouse/partner 103 4% 77 4% 3 3% 6 8% 9 6% 7 6% 5 5% 4 3% 30 9% 36 15% would you most like to lab/research support 247 9% 152 8% 6 6% 4 5% 10 6% 17 15% 9 9% 4 3% 28 9% 16 7% adjust? 8% 219 9% 6 8% 7 9% 22 7% 24 10% sabbatical or other leave time 213 12% 9 5 3% 6 5% 7% 13 other (please specify) 107 4% 103 5% 3 3% 7 9% 6 4% 2 2% 2 2% 6 4% 6 2% 3 1% 226 8% 99 5% 8 8% 3 4% 4% 6 5% 6 6% 5 3% 10 3% 4 2% there is nothing I wish to adjust 6 decline to answer 51 2% 29 2% 1 1% 1 1% 2% 4 4% 4 4% 0 0% 8 2% 7 3% 23% 24 25% 12 17% 18% 25 23% 23% 18 16% for no more than five years 610 358 21% 16% 26 9 11% 17 40 O255A - How long do 462 18% 314 18% 10 11% 10 14% 23 15% 7 9% 18% 13 12% 16 9% 6 5% more than five years but less than ten 17 you plan to remain at this ten years or more 23% 23% 16 20% 611 23% 384 22% 16 17% 17 34 20% 17 18% 13 12% 36 17 15% institution? I don't know 857 33% 588 34% 39 41% 29 39% 58 39% 38 48% 37 40% 46 42% 82 46% 58 53% decline to answer 80 3% 63 4% 6 6% 6 8% 8 5% 10 13% 4 4% 13 12% 3 2% 11 10% 24% 23% to improve your salary/benefits 589 19% 325 15% 27 24% 23 40 15 13% 18 15% 28 17% 69 19% 41 16% for a more collegial workplace 101 3% 113 5% 5 4% 4 4% 8 5% 1 1% 8 6% 4 2% 6 2% 10 4% employer w/ more resources 8% 240 8 7% 8 8% 8% 16 13% 10% 10 6% 35 10% 26 10% 263 11% 15 12 institution w/ priorities like yours 231 10% 8 12 40 20 299 9% 10% 11 8% 20 11% 10% 11 9% 17 10% 11% 8% for an admin. position in higher ed. 138 4% 92 4% 8 7% 3 3% 9 5% 6 5% 16 13% 8 5% 11 3% 7 3% If you were to choose to to pursue a nonacademic job 50 2% 30 1% 0 0% 0 0% 0 0% 0 0% 3 2% 2 1% 2 1% 4 2% leave your institution, spousal/partner employment 93 3% 83 4% 4 4% 8 8% 5 3% 8 7% 5 4% 7 4% 27 8% 32 12% what would be your 4% 8 32 9% 25 10% for other family or personal needs 141 4% 132 6% 5 8% 2% 15 13% 8 6% 11 7% 4 primary reason? 9% 17 to improve your quality of life 220 7% 189 9% 10 3 3% 12 7% 14% 9 7% 19 12% 35 10% 27 11% to retire 834 26% 448 20% 24 21% 12 12% 26 15% 7 6% 18 15% 24 15% 16 4% 11 4% improve geographic location 236 7% 185 8% 7 6% 12 12% 15 8% 12 10% 6 5% 16 10% 46 13% 24 9% other (please specify) 45 1% 38 2% 0 0% 1% 4 2% 3 3% 2 2% 7 4% 10 3% 5 2%

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#### **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

