



# DIGITAL ACCESS TO SCHOLARSHIP AT HARVARD

## COACHE Summary Tables: Selected Dimensions on Faculty Workplace Climate by Discipline, Race/Ethnicity, and Gender

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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



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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.

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# Specifications

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

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

## Comments on subgroups and scope

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

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

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

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

# Analytic Sample

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

## Institutions included in this analysis

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

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

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

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



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

Means and Standard Deviations		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd	mean	sd
<b>Distribution of Workload</b>																					
Q70H	Equitability of distribution of teaching load	3.25	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	1.20
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
<b>Mentoring</b>																					
Q125A	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	1.24
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
Q125C	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
Q130C	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
<b>Departmental Engagement</b>																					
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
Q190D	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
Q190E	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	1.16
<b>Departmental Quality</b>																					
Q195A	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
Q195D	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
Q195G	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	0.97
Q195H	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	0.81
<b>Departmental Collegiality</b>																					
Q205A	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
Q205B	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
Q205C	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
Q205D	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	1.04
Q205E	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
Q210A	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
Q210C	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
<b>Collaboration</b>																					
Q105A	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	1.13
Q105E	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
<b>Tenure Clarity</b>																					
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
<b>Appreciation &amp; Recognition</b>																					
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
Q215B	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	1.08
Q215C	Recognition for scholarly/creative work	3.44	1.14	3.34	1.10	3.13	1.24	3.56	1.03	3.41	1.22	3.43	1.05	3.37	1.03	3.13	1.18	3.55	1.10	3.44	1.03
Q215D	Recognition for service contributions	3.16	1.14	2.98	1.16	2.95	1.18	3.20	1.11	3.29	1.12	3.04	1.16	2.97	1.17	2.89	1.16	3.32	1.09	3.36	1.03
Q215E	Recognition for outreach	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	0.97
Q215L	Recognition from your dept. head or chair?	3.71	1.22	3.48	1.26	3.07	1.44	3.52	1.12	3.59	1.28	3.69	1.13	3.54	1.25	3.34	1.29	3.79	1.12	3.51	1.19
Q215I	Recognition from your colleagues/peers?	3.70	1.03	3.54	1.09	3.35	1.23	3.63	0.98	3.72	0.98	3.65	1.09	3.62	1.07	3.25	1.20	3.78	1.00	3.64	1.01
<b>Global Satisfaction</b>																					
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
Q212B	Leadership for support of diversity	3.95	1.08	3.71	1.21	3.22	1.36	3.36	1.28	3.76	1.17	3.28	1.29	3.28	1.47	2.99	1.51	3.79	1.17	3.62	1.19
Q250A	Department as a place to work	3.89	1.13	3.73	1.19	3.55	1.27	3.75	1.20	3.89	1.06	3.75	1.13	3.76	1.26	3.55	1.38	3.89	1.07	3.77	1.07

Frequency Distributions

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

Frequency Distributions

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

Frequency Distributions

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



Frequency Distributions

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

Frequency Distributions

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

Frequency Distributions

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



Frequency Distributions

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

Frequency Distributions

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

Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q130A	There is effective mentoring of pre-tenure faculty in my department.	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%
		neither agree nor disagree	782	12%	353	10%	27	12%	13	8%	97	17%	28	12%	25	12%	23	10%	143	14%	62	13%
		somewhat agree	2489	38%	1245	35%	69	31%	47	29%	189	33%	75	31%	69	32%	79	33%	356	35%	156	32%
		strongly agree	1051	16%	592	16%	31	14%	29	18%	86	15%	42	17%	31	15%	34	14%	187	19%	89	18%
		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%	
Q130B	There is effective mentoring of tenured associate professors in my department.	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%
		neither agree nor disagree	1170	21%	361	13%	35	19%	18	15%	138	27%	29	17%	35	22%	17	11%	102	19%	35	17%
		somewhat agree	1137	20%	455	17%	34	19%	12	10%	81	16%	25	15%	23	15%	20	13%	89	17%	29	14%
		strongly agree	274	5%	112	4%	6	3%	8	7%	14	3%	10	6%	6	4%	6	4%	33	6%	3	1%
		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%	
Q130C	My institution provides adequate support for faculty to be good mentors.	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%
		neither agree nor disagree	1360	25%	527	19%	34	19%	21	18%	139	28%	37	22%	40	25%	23	15%	145	27%	38	19%
		somewhat agree	754	14%	306	11%	16	9%	9	8%	64	13%	18	11%	18	11%	13	8%	76	14%	26	13%
		strongly agree	160	3%	75	3%	6	3%	6	5%	15	3%	3	2%	6	4%	5	3%	26	5%	5	2%
		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	3%	
<b>Departmental Engagement</b>																						
Q190A	Undergraduate student learning - How often do you engage with faculty in your department in conversations about.	never	352	5%	230	6%	25	11%	20	13%	32	6%	16	7%	15	7%	39	16%	49	5%	40	9%
		seldom	785	12%	421	12%	34	15%	18	12%	70	12%	25	11%	36	18%	36	15%	130	13%	61	13%
		occasionally	1817	28%	930	26%	59	27%	42	27%	196	35%	78	33%	54	26%	49	21%	292	29%	135	29%
		regularly	2166	33%	1065	30%	64	29%	45	29%	179	32%	70	29%	52	25%	60	25%	322	33%	136	29%
		frequently	1248	19%	837	24%	36	16%	29	19%	79	14%	44	18%	46	23%	48	20%	174	18%	90	19%
	decline to answer	112	2%	73	2%	2	1%	2	1%	9	2%	5	2%	1	0%	5	2%	23	2%	8	2%	
Q190B	Graduate student learning - How often do you engage with faculty in your department in conversations about.	never	294	5%	184	5%	19	9%	11	7%	28	5%	14	6%	14	7%	25	11%	24	2%	26	6%
		seldom	602	9%	331	9%	24	11%	11	7%	50	9%	33	14%	32	16%	35	15%	92	9%	58	12%
		occasionally	1718	27%	895	25%	58	26%	36	23%	172	30%	63	26%	52	25%	66	28%	274	28%	128	27%
		regularly	2335	36%	1136	32%	66	30%	55	35%	197	35%	81	34%	49	24%	62	26%	369	37%	143	30%
		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%	
Q190C	Effective teaching practices - How often do you engage with faculty in your department in conversations about.	never	276	4%	134	4%	22	10%	13	8%	22	4%	7	3%	11	5%	20	8%	40	4%	25	5%
		seldom	1024	16%	532	15%	33	15%	23	15%	87	15%	38	16%	46	23%	53	22%	149	15%	68	14%
		occasionally	2440	38%	1254	35%	76	35%	58	37%	232	41%	89	37%	68	33%	73	31%	375	38%	182	39%
		regularly	1871	29%	1014	29%	70	32%	41	26%	161	28%	76	32%	46	23%	51	22%	299	30%	121	26%
		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%	
Q190D	Effective use of technology - How often do you engage with faculty in your department in conversations about.	never	310	5%	191	5%	27	12%	16	10%	20	4%	10	4%	17	8%	25	11%	46	5%	37	8%
		seldom	1174	18%	695	20%	44	20%	30	19%	109	19%	45	19%	41	20%	58	24%	175	18%	102	22%
		occasionally	2635	41%	1448	41%	75	34%	56	36%	244	43%	100	42%	72	35%	78	33%	414	42%	176	37%
		regularly	1641	25%	825	23%	51	23%	34	22%	132	23%	63	26%	47	23%	47	20%	250	25%	102	22%
		frequently	677	10%	387	11%	23	10%	20	13%	56	10%	18	8%	26	13%	29	12%	96	10%	50	11%
	decline to answer	43	1%	10	0%	0	0%	0	0%	4	1%	2	1%	1	0%	0	0%	9	1%	3	1%	

Frequency Distributions

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

Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q195H	very dissatisfied	57	1%	30	1%	4	2%	1	1%	3	1%	3	1%	4	2%	5	2%	10	1%	3	1%
	dissatisfied	262	4%	122	3%	16	7%	8	5%	25	4%	11	5%	9	4%	10	4%	21	2%	14	3%
	neither satisfied nor dissatisfied	1097	17%	553	16%	42	19%	24	15%	157	28%	53	22%	43	21%	43	18%	195	20%	95	20%
	satisfied	3143	49%	1616	46%	99	45%	81	52%	258	46%	107	45%	83	41%	102	43%	447	45%	208	44%
	very satisfied	1337	21%	863	24%	35	16%	26	17%	71	13%	33	14%	45	22%	47	20%	165	17%	80	17%
	I don't know	354	5%	238	7%	15	7%	13	8%	30	5%	24	10%	11	5%	18	8%	116	12%	47	10%
	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%	
<b>Departmental Collegiality</b>																					
Q205A	very dissatisfied	83	1%	51	1%	11	5%	3	2%	10	2%	6	3%	7	3%	5	2%	22	2%	13	3%
	dissatisfied	476	7%	306	9%	21	10%	8	5%	47	8%	22	9%	20	10%	24	10%	68	7%	45	10%
	neither satisfied nor dissatisfied	1058	16%	586	17%	44	20%	35	22%	132	24%	44	19%	47	23%	49	21%	167	17%	76	16%
	satisfied	3229	50%	1612	45%	97	44%	68	44%	241	43%	115	49%	85	42%	106	45%	463	47%	189	40%
	very satisfied	1419	22%	854	24%	37	17%	39	25%	105	19%	40	17%	38	19%	41	17%	234	24%	121	26%
	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%
Q205B	very dissatisfied	88	1%	53	1%	12	6%	4	3%	11	2%	5	2%	7	3%	5	2%	22	2%	14	3%
	dissatisfied	551	9%	317	9%	22	10%	9	6%	44	8%	20	8%	18	9%	19	8%	66	7%	37	8%
	neither satisfied nor dissatisfied	1581	24%	797	22%	58	27%	38	24%	165	30%	52	22%	66	33%	66	28%	226	23%	101	22%
	satisfied	2884	45%	1459	41%	83	38%	65	42%	229	41%	113	48%	72	36%	97	41%	440	45%	188	40%
	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	3%	2	1%	3	1%	10	1%	6	1%
	not applicable	204	3%	141	4%	8	4%	3	2%	20	4%	7	3%	5	2%	11	5%	27	3%	20	4%
Q205C	very dissatisfied	450	7%	314	9%	20	9%	11	7%	36	6%	17	7%	24	12%	28	12%	51	5%	33	7%
	dissatisfied	813	13%	505	14%	34	16%	18	12%	56	10%	28	12%	27	13%	36	15%	94	10%	45	10%
	neither satisfied nor dissatisfied	883	14%	520	15%	31	14%	27	17%	94	17%	43	18%	30	15%	41	17%	159	16%	74	16%
	satisfied	2349	36%	1242	35%	82	38%	56	36%	225	40%	96	41%	69	34%	75	32%	404	41%	193	41%
	very satisfied	1909	30%	942	27%	51	23%	42	27%	140	25%	49	21%	50	25%	52	22%	264	27%	116	25%
	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%
Q205D	very dissatisfied	160	2%	124	3%	13	6%	5	3%	17	3%	13	5%	9	4%	13	5%	29	3%	22	5%
	dissatisfied	588	9%	429	12%	30	14%	20	13%	55	10%	23	10%	27	13%	33	14%	81	8%	66	14%
	neither satisfied nor dissatisfied	1026	16%	578	16%	44	20%	36	23%	130	23%	60	25%	41	20%	64	27%	182	19%	84	18%
	satisfied	3176	49%	1572	44%	92	42%	54	35%	250	45%	104	44%	87	43%	89	38%	467	48%	199	43%
	very satisfied	1464	23%	811	23%	38	17%	39	25%	96	17%	32	14%	35	17%	33	14%	215	22%	92	20%
	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%
Q205E	very dissatisfied	148	2%	120	3%	12	6%	5	3%	15	3%	8	3%	12	6%	13	5%	33	3%	25	5%
	dissatisfied	576	9%	351	10%	29	13%	18	12%	61	11%	21	9%	19	9%	32	14%	74	8%	52	11%
	neither satisfied nor dissatisfied	1494	23%	809	23%	58	27%	44	28%	167	30%	64	27%	64	32%	64	27%	246	25%	102	22%
	satisfied	2950	46%	1490	42%	76	35%	51	33%	211	38%	106	45%	70	35%	89	38%	440	45%	203	43%
	very satisfied	1187	18%	711	20%	40	18%	36	23%	92	16%	32	14%	32	16%	29	12%	177	18%	78	17%
	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%
Q210A	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%
	neither satisfied nor dissatisfied	807	13%	363	10%	36	17%	24	15%	124	22%	37	16%	24	12%	19	8%	157	16%	80	17%
	satisfied	2640	41%	1366	39%	79	36%	51	33%	217	39%	97	41%	79	39%	100	42%	409	42%	197	42%
	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%



Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q210C	On the whole, my department is collegial.	strongly disagree	358	6%	255	7%	19	9%	16	10%	47	8%	18	8%	18	9%	22	9%	56	6%	24	5%
		somewhat disagree	531	8%	385	11%	26	12%	16	10%	41	7%	19	8%	14	7%	25	11%	70	7%	36	8%
		neither agree nor disagree	566	9%	311	9%	25	11%	16	10%	88	16%	26	11%	24	12%	21	9%	95	10%	48	10%
		somewhat agree	2304	36%	1167	33%	70	32%	58	37%	193	35%	83	35%	76	38%	88	37%	364	37%	168	36%
		strongly agree	2670	41%	1406	40%	78	36%	48	31%	182	33%	85	36%	69	34%	77	32%	388	39%	184	39%
		decline to answer	22	0%	15	0%	0	0%	2	1%	5	1%	6	3%	1	0%	4	2%	9	1%	5	1%
		not applicable	2	0%	3	0%	0	0%	0	0%	0	0%	2	0%	0	0%	0	0%	1	0%	1	0%
<b>Collaboration</b>																						
Q105A	Opportunities for collaboration with other members of your department	very dissatisfied	254	4%	204	6%	14	6%	10	6%	37	6%	17	7%	24	11%	23	10%	52	5%	32	7%
		dissatisfied	591	9%	475	13%	33	15%	32	20%	51	9%	38	16%	32	15%	42	17%	94	9%	55	11%
		neither satisfied nor dissatisfied	1071	16%	675	19%	44	20%	35	22%	134	23%	58	24%	40	19%	46	19%	172	17%	101	21%
		satisfied	2878	44%	1350	37%	86	39%	50	31%	238	42%	88	36%	72	34%	88	36%	449	44%	172	36%
		very satisfied	1694	26%	821	23%	43	19%	31	19%	107	19%	33	14%	44	21%	38	16%	232	23%	110	23%
		decline to answer	21	0%	27	1%	1	0%	2	1%	3	1%	1	0%	0	0%	3	1%	7	1%	4	1%
		not applicable	54	1%	58	2%	2	1%	2	1%	3	1%	7	3%	1	0%	2	1%	5	0%	9	2%
Q105E	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	240	4%	154	4%	17	8%	9	6%	29	5%	13	5%	14	7%	20	8%	41	4%	16	3%
		dissatisfied	808	12%	535	15%	37	17%	29	18%	69	12%	34	14%	37	17%	39	16%	90	9%	53	11%
		neither satisfied nor dissatisfied	1605	24%	978	27%	48	22%	38	23%	141	25%	66	27%	53	25%	70	29%	275	27%	131	27%
		satisfied	2669	41%	1304	36%	82	37%	57	35%	242	42%	104	43%	72	34%	76	31%	396	39%	187	39%
		very satisfied	1062	16%	530	15%	33	15%	24	15%	76	13%	15	6%	33	15%	30	12%	164	16%	75	16%
		decline to answer	29	0%	23	1%	1	0%	3	2%	1	0%	2	1%	2	1%	3	1%	7	1%	3	1%
		not applicable	150	2%	86	2%	5	2%	2	1%	15	3%	8	3%	2	1%	4	2%	38	4%	18	4%
<b>Tenure Clarity</b>																						
Q136E	The clarity of whether or not I will achieve tenure.	very unclear	62	7%	69	9%	6	16%	0	0%	4	8%	7	11%	4	8%	7	9%	21	5%	19	7%
		somewhat unclear	99	11%	135	17%	4	11%	5	12%	4	8%	7	11%	4	8%	15	18%	31	7%	32	12%
		neither clear nor unclear	153	17%	119	15%	4	11%	2	5%	13	25%	18	27%	9	19%	16	20%	92	20%	55	20%
		somewhat clear	422	46%	322	41%	14	37%	22	52%	20	38%	24	36%	20	42%	32	39%	192	42%	104	38%
		very clear	171	19%	132	17%	9	24%	12	29%	10	19%	7	11%	10	21%	11	13%	104	23%	51	19%
		decline to answer	14	2%	7	1%	1	3%	1	2%	1	2%	3	5%	1	2%	1	1%	13	3%	10	4%
Q139A	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	110	12%	133	17%	3	8%	3	7%	6	12%	10	15%	7	15%	13	16%	49	11%	36	13%
		somewhat disagree	208	23%	186	24%	10	26%	11	27%	11	21%	9	14%	9	19%	23	29%	57	13%	50	19%
		neither agree nor disagree	120	13%	73	9%	4	11%	2	5%	9	17%	11	17%	3	6%	8	10%	76	17%	44	16%
		somewhat agree	310	34%	251	32%	14	37%	13	32%	14	27%	19	29%	21	44%	21	26%	178	39%	77	29%
		strongly agree	158	17%	134	17%	6	16%	12	29%	12	23%	14	21%	7	15%	14	18%	81	18%	53	20%
		decline to answer	7	1%	4	1%	1	3%	0	0%	0	0%	1	2%	1	2%	1	1%	6	1%	4	1%
		not applicable	4	0%	0	0%	0	0%	0	0%	2	3%	0	0%	0	0%	0	0%	4	1%	4	1%
Q139B	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	strongly disagree	59	6%	61	8%	5	13%	0	0%	3	6%	5	8%	2	4%	12	15%	28	6%	16	6%
		somewhat disagree	81	9%	106	14%	1	3%	1	2%	2	4%	9	14%	12	25%	9	11%	18	4%	19	7%
		neither agree nor disagree	151	16%	118	15%	8	21%	7	17%	13	25%	6	9%	5	10%	16	20%	63	14%	38	14%
		somewhat agree	320	35%	269	34%	13	34%	19	46%	18	35%	26	39%	17	35%	19	24%	155	34%	88	33%
		strongly agree	277	30%	207	27%	9	24%	13	32%	16	31%	17	26%	11	23%	20	25%	176	39%	96	36%
		decline to answer	23	3%	15	2%	2	5%	1	2%	0	0%	1	2%	1	2%	3	4%	10	2%	11	4%
		not applicable	6	1%	5	1%	0	0%	0	0%	2	3%	0	0%	1	1%	1	0%	1	0%	0	0%
<b>Appreciation &amp; Recognition</b>																						
Q215A	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	423	7%	271	8%	27	12%	13	8%	47	8%	15	6%	20	10%	21	9%	54	6%	32	7%
		dissatisfied	1174	18%	771	22%	42	19%	32	21%	78	14%	43	18%	41	20%	48	20%	120	12%	91	20%
		neither satisfied nor dissatisfied	1271	20%	702	20%	46	21%	35	22%	142	25%	66	28%	50	25%	64	27%	235	24%	94	20%
		satisfied	2500	39%	1288	36%	78	36%	47	30%	214	38%	80	34%	66	33%	66	28%	411	42%	179	39%
		very satisfied	870	14%	406	11%	20	9%	22	14%	52	9%	22	9%	19	9%	28	12%	126	13%	53	11%
		decline to answer	47	1%	22	1%	1	0%	5	3%	6	1%	2	1%	3	1%	3	1%	15	2%	3	1%
		not applicable	146	2%	71	2%	3	1%	2	1%	18	3%	7	3%	3	1%	7	3%	19	2%	12	3%

Frequency Distributions			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q215B	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	448	7%	296	8%	30	14%	17	11%	37	7%	15	6%	18	9%	25	11%	60	6%	32	7%
		dissatisfied	1181	18%	840	24%	48	22%	30	19%	85	15%	42	18%	38	19%	47	20%	127	13%	98	21%
		neither satisfied nor dissatisfied	1926	30%	972	28%	47	22%	50	32%	168	30%	78	33%	65	32%	76	32%	285	29%	126	27%
		satisfied	1788	28%	891	25%	62	29%	34	22%	179	32%	70	30%	54	27%	50	21%	339	35%	136	29%
		very satisfied	440	7%	179	5%	13	6%	14	9%	43	8%	13	6%	12	6%	18	8%	98	10%	37	8%
		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%
Q215C	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	432	7%	221	6%	28	13%	10	6%	64	11%	15	6%	18	9%	26	11%	59	6%	25	5%
		dissatisfied	931	14%	644	18%	37	17%	20	13%	77	14%	27	11%	22	11%	36	15%	122	12%	63	14%
		neither satisfied nor dissatisfied	1312	20%	807	23%	36	17%	40	26%	107	19%	67	29%	63	31%	79	33%	194	20%	124	27%
		satisfied	2671	42%	1376	39%	88	41%	58	37%	223	40%	92	39%	76	38%	59	25%	419	43%	185	40%
		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%
Q215D	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	568	9%	379	11%	39	18%	16	10%	50	9%	24	10%	26	13%	34	14%	57	6%	23	5%
		dissatisfied	1214	19%	900	25%	45	21%	32	21%	75	13%	42	18%	41	20%	49	21%	131	13%	78	17%
		neither satisfied nor dissatisfied	1717	27%	860	24%	42	19%	45	29%	181	32%	74	31%	53	26%	73	31%	285	29%	140	30%
		satisfied	2197	34%	1062	30%	75	35%	42	27%	182	33%	75	32%	63	31%	55	23%	355	36%	162	35%
		very satisfied	630	10%	282	8%	14	6%	14	9%	54	10%	15	6%	16	8%	20	8%	106	11%	47	10%
		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%
Q215E	How satisfied are you with the recognition you receive for your outreach?	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%
		neither satisfied nor dissatisfied	1852	29%	904	26%	42	19%	53	34%	174	31%	76	32%	60	30%	70	30%	270	28%	123	27%
		satisfied	1374	21%	669	19%	58	27%	33	21%	127	23%	46	20%	46	23%	42	18%	232	24%	86	19%
		very satisfied	355	6%	181	5%	6	3%	11	7%	37	7%	10	4%	12	6%	19	8%	65	7%	28	6%
		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%
Q215L	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	435	8%	311	10%	30	15%	10	7%	65	13%	17	8%	24	12%	25	11%	64	7%	30	7%
		dissatisfied	546	9%	407	13%	26	13%	18	12%	47	9%	18	8%	14	7%	38	17%	77	8%	51	11%
		neither satisfied nor dissatisfied	839	15%	575	18%	31	16%	31	21%	96	19%	51	23%	43	22%	38	17%	154	16%	97	21%
		satisfied	2112	37%	1087	33%	57	29%	51	35%	160	32%	74	33%	59	30%	67	31%	360	38%	152	33%
		very satisfied	1520	26%	680	21%	44	22%	25	17%	106	21%	48	22%	40	20%	41	19%	242	26%	106	23%
		decline to answer	122	2%	88	3%	5	3%	5	3%	15	3%	8	4%	10	5%	6	3%	38	4%	16	4%
		not applicable	192	3%	107	3%	6	3%	5	3%	10	2%	5	2%	6	3%	3	1%	12	1%	3	1%
Q215I	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	242	4%	182	5%	17	8%	8	5%	29	5%	12	5%	13	6%	24	10%	37	4%	17	4%
		dissatisfied	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%
		satisfied	2799	44%	1408	40%	83	38%	66	42%	238	43%	89	38%	72	36%	69	29%	423	43%	188	41%
		very satisfied	1338	21%	634	18%	34	16%	21	13%	83	15%	41	17%	35	17%	33	14%	212	22%	83	18%
		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%
<b>Global Satisfaction</b>																						
Q212A	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	179	3%	219	6%	23	11%	19	12%	49	9%	24	10%	32	16%	43	18%	40	4%	28	6%
		somewhat disagree	395	6%	412	12%	22	10%	21	13%	37	7%	34	14%	33	16%	37	16%	53	5%	46	10%
		neither agree nor disagree	798	12%	397	11%	40	18%	17	11%	90	16%	38	16%	23	11%	28	12%	159	16%	67	14%
		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%
		decline to answer	121	2%	35	1%	2	1%	2	1%	10	2%	5	2%	2	1%	2	1%	25	3%	5	1%
		not applicable	39	1%	3	0%	1	0%	0	0%	4	1%	0	0%	0	0%	0	0%	5	1%	1	0%

Frequency Distributions			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q212B	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	230	4%	262	7%	31	14%	16	10%	41	7%	34	14%	37	18%	51	22%	54	5%	35	8%
		somewhat disagree	423	7%	456	13%	38	17%	29	19%	50	9%	24	10%	27	13%	46	19%	59	6%	52	11%
		neither agree nor disagree	1039	16%	533	15%	35	16%	23	15%	124	22%	58	24%	24	12%	22	9%	184	19%	95	20%
		somewhat agree	2353	36%	1233	35%	63	29%	61	39%	187	34%	79	33%	60	30%	64	27%	360	37%	155	33%
		strongly agree	2235	35%	1016	29%	49	22%	26	17%	140	25%	35	15%	52	26%	51	22%	294	30%	121	26%
		decline to answer	138	2%	36	1%	1	0%	1	1%	13	2%	7	3%	2	1%	3	1%	24	2%	5	1%
		not applicable	32	0%	6	0%	1	0%	0	0%	3	1%	0	0%	0	0%	0	0%	8	1%	3	1%
Q250A	All things considered, your department as a place to work	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%
		neither agree nor disagree	749	12%	478	14%	30	14%	29	19%	101	18%	41	18%	19	9%	27	11%	128	13%	77	17%
		somewhat agree	2610	41%	1355	39%	81	38%	54	35%	224	40%	89	38%	73	36%	81	34%	426	44%	192	41%
		strongly agree	2109	33%	1001	28%	56	26%	41	26%	127	23%	54	23%	57	28%	71	30%	288	30%	122	26%
		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%
<b>Departure intentions</b>																						
Q225	Which of the following have you done at this institution in the past five years? (check all that apply)	actively sought an outside job offer	1641	22%	1016	25%	66	26%	44	24%	97	16%	43	18%	52	22%	72	27%	226	21%	98	19%
		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%
		renegotiated terms of employment	863	12%	532	13%	28	11%	25	14%	49	8%	15	6%	28	12%	24	9%	85	8%	46	9%
		none of the above	3630	49%	1899	46%	100	40%	73	40%	312	51%	134	56%	96	41%	113	42%	546	50%	260	50%
		decline to answer	337	5%	203	5%	15	6%	15	8%	73	12%	32	13%	19	8%	22	8%	96	9%	56	11%
Q235	If you could negotiate adjustments to your employment, which one of the following item(s) would you most like to adjust?	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%
		teaching load	487	9%	345	12%	9	5%	16	12%	47	9%	23	11%	19	11%	21	10%	83	9%	71	17%
		administrative responsibilities	228	4%	136	5%	7	4%	5	4%	9	2%	6	3%	9	5%	5	2%	15	2%	7	2%
		equipment	111	2%	50	2%	0	0%	2	2%	10	2%	3	1%	3	2%	2	1%	21	2%	5	1%
		employment for spouse/partner	185	3%	129	4%	6	3%	9	7%	17	3%	15	7%	9	5%	7	3%	74	8%	55	13%
		lab/research support	643	12%	331	11%	18	10%	17	13%	55	11%	36	17%	16	9%	14	7%	116	13%	35	8%
		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	453	8%	150	5%	12	6%	3	2%	32	6%	10	5%	10	6%	8	4%	43	5%	6	1%
		decline to answer	119	2%	49	2%	5	3%	2	2%	25	5%	5	2%	6	3%	1	0%	29	3%	13	3%
Q255A	Q255A - How long do you plan to remain at this institution?	for no more than five years	1207	22%	546	20%	38	22%	17	15%	71	14%	22	14%	36	24%	33	21%	85	17%	31	16%
		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%
		ten years or more	1348	25%	616	23%	33	19%	24	21%	121	24%	27	17%	29	19%	17	11%	107	21%	34	17%
		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%
Q260	If you were to choose to leave your institution, what would be your primary reason?	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%
		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%
		spousal/partner employment	182	3%	161	5%	9	4%	12	8%	15	3%	16	7%	6	3%	11	5%	82	8%	56	12%
		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%
		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%



Frequency Distributions

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

Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q130A	There is effective mentoring of pre-tenure faculty in my department.	strongly disagree	225	10%	119	19%	10	15%	9	30%	45	12%	9	13%	10	21%	3	14%	59	11%	18	14%
		somewhat disagree	437	19%	107	17%	9	14%	3	10%	53	15%	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%
		somewhat agree	863	38%	209	34%	24	36%	9	30%	124	34%	21	29%	13	28%	12	55%	184	36%	45	34%
		strongly agree	352	16%	105	17%	7	11%	4	13%	44	12%	10	14%	4	9%	2	9%	97	19%	27	20%
		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%	0	0%	10	3%	2	3%	0	0%	0	0%	3	1%	1	1%	
Q130B	There is effective mentoring of tenured associate professors in my department.	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%
		neither agree nor disagree	467	24%	76	16%	16	28%	3	14%	93	28%	12	20%	8	21%	1	6%	54	19%	13	23%
		somewhat agree	395	20%	70	15%	12	21%	1	5%	48	15%	10	17%	4	11%	4	25%	40	14%	8	14%
		strongly agree	77	4%	24	5%	3	5%	0	0%	6	2%	3	5%	0	0%	2	13%	21	8%	1	2%
		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%	
Q130C	My institution provides adequate support for faculty to be good mentors.	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%
		neither agree nor disagree	503	25%	98	21%	14	25%	5	23%	86	26%	12	20%	7	18%	4	25%	72	26%	9	16%
		somewhat agree	257	13%	54	11%	4	7%	1	5%	42	13%	9	15%	4	11%	0	0%	41	15%	11	20%
		strongly agree	43	2%	19	4%	2	4%	0	0%	9	3%	0	0%	0	0%	2	13%	17	6%	1	2%
		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%	
<b>Departmental Engagement</b>																						
Q190A	Undergraduate student learning - How often do you engage with faculty in your department in conversations about.	never	62	3%	16	3%	5	8%	2	7%	10	3%	2	3%	1	2%	4	18%	15	3%	10	8%
		seldom	219	10%	68	11%	8	12%	5	17%	41	11%	4	6%	7	16%	3	14%	66	13%	20	15%
		occasionally	657	29%	167	27%	19	29%	7	23%	131	36%	27	38%	15	33%	5	23%	151	30%	38	29%
		regularly	836	37%	209	34%	24	37%	11	37%	119	33%	25	35%	12	27%	6	27%	182	36%	41	31%
		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%	
Q190B	Graduate student learning - How often do you engage with faculty in your department in conversations about.	never	64	3%	22	4%	6	9%	1	3%	14	4%	0	0%	3	7%	3	14%	7	1%	6	5%
		seldom	197	9%	52	8%	4	6%	4	13%	29	8%	7	10%	9	20%	2	9%	48	10%	14	11%
		occasionally	624	28%	170	28%	14	22%	7	23%	116	32%	24	34%	16	36%	9	41%	149	30%	36	27%
		regularly	890	40%	223	36%	25	38%	14	47%	132	37%	27	38%	7	16%	6	27%	191	38%	44	33%
		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%	
Q190C	Effective teaching practices - How often do you engage with faculty in your department in conversations about.	never	88	4%	23	4%	6	9%	1	3%	13	4%	0	0%	2	4%	2	9%	15	3%	8	6%
		seldom	343	15%	90	15%	9	14%	5	17%	54	15%	10	14%	13	29%	5	23%	86	17%	14	11%
		occasionally	861	38%	212	34%	21	32%	12	40%	153	43%	27	38%	14	31%	9	41%	186	37%	58	44%
		regularly	657	29%	184	30%	23	35%	10	33%	97	27%	27	38%	10	22%	3	14%	159	31%	33	25%
		frequently	289	13%	106	17%	6	9%	2	7%	38	11%	7	10%	5	11%	3	14%	55	11%	20	15%
	decline to answer	14	1%	1	0%	0	0%	0	0%	4	1%	0	0%	1	2%	0	0%	4	1%	0	0%	
Q190D	Effective use of technology - How often do you engage with faculty in your department in conversations about.	never	85	4%	29	5%	9	14%	1	3%	13	4%	2	3%	3	7%	3	14%	19	4%	9	7%
		seldom	375	17%	121	20%	13	20%	5	17%	70	19%	9	13%	13	29%	5	23%	81	16%	24	18%
		occasionally	907	40%	238	39%	16	25%	14	47%	159	44%	29	41%	16	36%	7	32%	212	42%	52	39%
		regularly	614	27%	159	26%	20	31%	9	30%	78	22%	22	31%	7	16%	4	18%	144	29%	31	23%
		frequently	253	11%	68	11%	7	11%	1	3%	35	10%	8	11%	5	11%	3	14%	44	9%	17	13%
	decline to answer	18	1%	1	0%	0	0%	0	0%	4	1%	1	1%	1	2%	0	0%	5	1%	0	0%	

Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q190E	Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	never	120	5%	43	7%	7	11%	2	7%	19	5%	4	6%	3	7%	2	9%	16	3%	8	6%
		seldom	313	14%	79	13%	11	17%	3	10%	56	16%	7	10%	13	29%	7	32%	64	13%	17	13%
		occasionally	711	32%	192	31%	16	25%	8	27%	116	32%	21	30%	16	36%	8	36%	159	31%	46	35%
		regularly	698	31%	192	31%	21	32%	13	43%	119	33%	24	34%	5	11%	4	18%	181	36%	34	26%
		frequently	390	17%	107	17%	10	15%	4	13%	45	13%	13	18%	7	16%	1	5%	81	16%	28	21%
	decline to answer	20	1%	3	0%	0	0%	0	0%	4	1%	2	3%	1	2%	0	0%	4	1%	0	0%	
<b>Departmental Quality</b>																						
Q195A	The intellectual vitality of tenured faculty in your department	very dissatisfied	75	3%	26	4%	3	5%	0	0%	23	6%	7	10%	2	4%	0	0%	26	5%	7	5%
		dissatisfied	262	12%	78	13%	7	11%	4	13%	60	17%	9	13%	12	25%	1	5%	47	9%	11	8%
		neither satisfied nor dissatisfied	374	17%	108	17%	18	28%	7	23%	96	27%	18	25%	4	8%	3	14%	89	17%	28	21%
		satisfied	1071	47%	254	41%	27	42%	10	33%	125	35%	27	38%	20	42%	10	45%	238	46%	55	41%
		very satisfied	440	19%	144	23%	9	14%	7	23%	43	12%	9	13%	4	8%	4	18%	85	17%	30	23%
		I don't know	5	0%	3	0%	1	2%	1	3%	4	1%	0	0%	0	0%	2	9%	10	2%	1	1%
Q195B	The intellectual vitality of pre-tenure faculty in your department	decline to answer	36	2%	7	1%	0	0%	1	3%	9	2%	2	3%	5	10%	2	9%	19	4%	1	1%
		not applicable	1	0%	2	0%	0	0%	0	0%	2	1%	0	0%	1	2%	0	0%	1	0%	0	0%
		very dissatisfied	20	1%	6	1%	2	3%	0	0%	10	3%	1	1%	0	0%	1	5%	7	1%	2	2%
		dissatisfied	80	4%	14	2%	5	8%	1	3%	18	5%	4	6%	4	8%	1	5%	18	3%	2	2%
		neither satisfied nor dissatisfied	232	10%	51	8%	7	11%	7	23%	80	22%	13	18%	6	13%	2	9%	67	13%	24	18%
		satisfied	1056	47%	262	42%	23	35%	12	40%	163	45%	35	49%	22	46%	10	45%	265	51%	57	43%
Q195C	The research/scholarly/creative productivity of tenured faculty in your department	very satisfied	794	35%	269	43%	23	35%	8	27%	70	19%	16	22%	10	21%	6	27%	128	25%	44	33%
		I don't know	12	1%	4	1%	2	3%	1	3%	6	2%	0	0%	0	0%	1	5%	8	2%	3	2%
		decline to answer	35	2%	7	1%	1	2%	1	3%	8	2%	2	3%	5	10%	1	5%	17	3%	0	0%
		not applicable	35	2%	9	1%	2	3%	0	0%	7	2%	1	1%	1	2%	0	0%	5	1%	1	1%
		very dissatisfied	70	3%	23	4%	0	0%	0	0%	30	8%	4	6%	2	4%	1	5%	30	6%	4	3%
		dissatisfied	306	14%	81	13%	10	15%	4	13%	51	14%	11	15%	10	21%	2	9%	63	12%	17	13%
Q195D	The research/scholarly/creative productivity of pre-tenure faculty in your department	neither satisfied nor dissatisfied	468	21%	129	21%	17	26%	7	23%	109	30%	18	25%	8	17%	4	18%	103	20%	31	23%
		satisfied	963	43%	243	39%	27	42%	11	37%	129	36%	29	40%	18	38%	9	41%	211	41%	53	40%
		very satisfied	405	18%	128	21%	9	14%	6	20%	26	7%	8	11%	4	8%	3	14%	75	15%	23	17%
		I don't know	16	1%	9	1%	1	2%	1	3%	5	1%	0	0%	0	0%	2	9%	10	2%	3	2%
		decline to answer	34	2%	7	1%	0	0%	1	3%	10	3%	2	3%	5	10%	1	5%	20	4%	2	2%
		not applicable	2	0%	2	0%	1	2%	0	0%	2	1%	0	0%	1	2%	0	0%	3	1%	0	0%
Q195E	The teaching effectiveness of tenured faculty in your department	very dissatisfied	21	1%	7	1%	1	2%	0	0%	8	2%	1	1%	0	0%	1	5%	5	1%	1	1%
		dissatisfied	107	5%	18	3%	8	12%	0	0%	16	4%	4	6%	2	4%	2	9%	22	4%	4	3%
		neither satisfied nor dissatisfied	315	14%	81	13%	7	11%	9	30%	95	26%	13	18%	6	13%	3	14%	83	16%	25	19%
		satisfied	1086	48%	272	44%	30	46%	10	33%	160	44%	38	53%	27	56%	8	36%	253	49%	66	50%
		very satisfied	628	28%	217	35%	13	20%	9	30%	58	16%	12	17%	7	15%	6	27%	116	23%	31	23%
		I don't know	31	1%	10	2%	2	3%	1	3%	9	2%	1	1%	0	0%	1	5%	12	2%	5	4%
Q195F	The teaching effectiveness of pre-tenure faculty in your department	decline to answer	35	2%	7	1%	1	2%	1	3%	9	2%	2	3%	5	10%	1	5%	18	3%	0	0%
		not applicable	41	2%	10	2%	3	5%	0	0%	7	2%	1	1%	1	2%	0	0%	6	1%	1	1%
		very dissatisfied	62	3%	17	3%	0	0%	0	0%	12	3%	4	6%	5	11%	1	5%	12	2%	2	2%
		dissatisfied	262	12%	70	11%	10	15%	9	30%	39	11%	7	10%	6	13%	1	5%	32	6%	10	8%
		neither satisfied nor dissatisfied	510	23%	135	22%	18	28%	5	17%	102	28%	19	27%	13	29%	5	23%	115	23%	26	20%
		satisfied	1042	46%	255	41%	25	38%	8	27%	153	43%	30	42%	15	33%	11	50%	223	44%	61	46%
Q195G	The teaching effectiveness of tenured faculty in your department	very satisfied	267	12%	99	16%	5	8%	4	13%	31	9%	6	8%	2	4%	1	5%	67	13%	16	12%
		I don't know	80	4%	35	6%	7	11%	2	7%	12	3%	4	6%	1	2%	2	9%	47	9%	15	11%
		decline to answer	16	1%	2	0%	0	0%	2	7%	5	1%	1	1%	2	4%	1	5%	5	1%	1	1%
		not applicable	7	0%	3	0%	0	0%	0	0%	4	1%	0	0%	1	2%	0	0%	1	0%	2	2%

Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q195H	very dissatisfied	25	1%	5	1%	0	0%	0	0%	2	1%	1	1%	1	2%	0	0%	6	1%	0	0%
	dissatisfied	106	5%	22	4%	7	11%	1	3%	20	6%	4	6%	2	4%	1	5%	10	2%	3	2%
	neither satisfied nor dissatisfied	456	20%	136	22%	13	20%	8	27%	115	32%	19	27%	12	27%	5	23%	109	22%	30	23%
	satisfied	1148	51%	278	45%	27	42%	13	43%	151	42%	34	48%	21	47%	10	45%	241	48%	64	48%
	very satisfied	335	15%	118	19%	8	12%	3	10%	40	11%	5	7%	5	11%	2	9%	70	14%	19	14%
	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%
not applicable	48	2%	12	2%	2	3%	0	0%	8	2%	2	3%	1	2%	0	0%	5	1%	2	2%	
<b>Departmental Collegiality</b>																					
Q205A	very dissatisfied	30	1%	12	2%	2	3%	0	0%	7	2%	2	3%	0	0%	0	0%	5	1%	4	3%
	dissatisfied	151	7%	54	9%	5	8%	4	13%	34	10%	6	8%	10	22%	4	18%	34	7%	12	9%
	neither satisfied nor dissatisfied	376	17%	116	19%	14	22%	7	23%	93	26%	18	25%	9	20%	4	18%	85	17%	21	16%
	satisfied	1200	53%	266	43%	32	50%	11	37%	149	42%	31	44%	18	40%	8	36%	249	50%	54	41%
	very satisfied	430	19%	152	25%	7	11%	6	20%	57	16%	10	14%	6	13%	3	14%	112	22%	38	29%
	decline to answer	12	1%	3	0%	1	2%	2	7%	6	2%	2	3%	1	2%	1	5%	5	1%	1	1%
	not applicable	44	2%	12	2%	3	5%	0	0%	11	3%	2	3%	1	2%	2	9%	11	2%	3	2%
Q205B	very dissatisfied	32	1%	10	2%	3	5%	2	7%	8	2%	3	4%	3	7%	0	0%	7	1%	5	4%
	dissatisfied	189	8%	59	10%	6	9%	2	7%	32	9%	5	7%	4	9%	3	14%	35	7%	10	8%
	neither satisfied nor dissatisfied	605	27%	163	27%	15	23%	6	20%	108	30%	20	28%	13	29%	5	23%	118	24%	38	29%
	satisfied	1024	46%	240	39%	30	47%	14	47%	147	41%	30	42%	16	36%	10	45%	242	48%	51	38%
	very satisfied	311	14%	121	20%	5	8%	4	13%	43	12%	9	13%	7	16%	0	0%	82	16%	24	18%
	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%
Q205C	very dissatisfied	167	7%	72	12%	5	8%	2	7%	26	7%	8	11%	6	13%	3	14%	24	5%	5	4%
	dissatisfied	279	12%	91	15%	8	13%	5	17%	30	8%	7	10%	8	18%	0	0%	47	9%	21	16%
	neither satisfied nor dissatisfied	331	15%	87	14%	9	14%	8	27%	68	19%	15	21%	8	18%	5	23%	81	16%	17	13%
	satisfied	835	37%	210	34%	31	48%	9	30%	150	42%	27	38%	13	29%	5	23%	205	41%	53	40%
	very satisfied	612	27%	151	25%	11	17%	5	17%	77	22%	12	17%	9	20%	7	32%	137	27%	35	26%
	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%
Q205D	very dissatisfied	58	3%	26	4%	2	3%	2	7%	12	3%	6	8%	1	2%	2	9%	13	3%	10	8%
	dissatisfied	197	9%	75	12%	10	16%	7	23%	32	9%	5	7%	13	29%	3	14%	45	9%	15	11%
	neither satisfied nor dissatisfied	385	17%	114	19%	9	14%	5	17%	93	26%	19	27%	10	22%	5	23%	94	19%	25	19%
	satisfied	1153	51%	263	43%	35	55%	8	27%	156	44%	26	37%	14	31%	7	32%	235	47%	53	40%
	very satisfied	435	19%	134	22%	7	11%	7	23%	55	15%	13	18%	6	13%	3	14%	108	22%	29	22%
	decline to answer	14	1%	2	0%	0	0%	1	3%	6	2%	2	3%	1	2%	2	9%	5	1%	1	1%
	not applicable	1	0%	1	0%	1	2%	0	0%	3	1%	0	0%	0	0%	0	0%	1	0%	0	0%
Q205E	very dissatisfied	51	2%	22	4%	2	3%	1	3%	11	3%	4	6%	4	9%	2	9%	13	3%	7	5%
	dissatisfied	214	10%	70	11%	6	9%	5	17%	34	10%	6	8%	7	16%	2	9%	44	9%	16	12%
	neither satisfied nor dissatisfied	577	26%	162	26%	18	28%	11	37%	114	32%	19	27%	16	36%	4	18%	134	27%	33	25%
	satisfied	1040	46%	239	39%	30	47%	8	27%	135	38%	28	39%	10	22%	10	45%	222	44%	58	44%
	very satisfied	321	14%	111	18%	6	9%	4	13%	52	15%	12	17%	7	16%	2	9%	81	16%	17	13%
	decline to answer	21	1%	4	1%	1	2%	1	3%	6	2%	2	3%	1	2%	2	9%	6	1%	1	1%
	not applicable	19	1%	7	1%	1	2%	0	0%	5	1%	0	0%	0	0%	0	0%	1	0%	1	1%
Q210A	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%
	neither satisfied nor dissatisfied	323	14%	69	11%	10	16%	5	17%	83	23%	10	14%	5	11%	2	9%	86	17%	31	23%
	satisfied	927	41%	238	39%	23	36%	14	47%	138	39%	28	39%	16	36%	11	50%	201	40%	44	33%
	very satisfied	574	26%	151	25%	15	23%	3	10%	74	21%	12	17%	12	27%	5	23%	131	26%	33	25%
	decline to answer	15	1%	0	0%	0	0%	2	7%	6	2%	3	4%	1	2%	2	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%

Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN						
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women				
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%			
Q210C	On the whole, my department is collegial.	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%	66	11%	8	13%	4	13%	25	7%	5	7%	5	11%	1	5%	32	6%	13	10%		
		neither agree nor disagree	225	10%	61	10%	6	9%	4	13%	61	17%	5	7%	10	22%	1	5%	54	11%	12	9%		
		somewhat agree	831	37%	204	33%	24	38%	14	47%	124	35%	28	39%	14	31%	11	50%	187	37%	43	32%		
		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%	0	0%	2	1%	0	0%	0	0%	0	0%	0	0%		
<b>Collaboration</b>																								
Q105A	Opportunities for collaboration with other members of your department	very dissatisfied	87	4%	27	4%	2	3%	2	7%	28	8%	5	7%	9	19%	1	5%	24	5%	9	7%		
		dissatisfied	218	10%	98	16%	13	20%	7	23%	37	10%	12	17%	10	21%	3	14%	47	9%	16	12%		
		neither satisfied nor dissatisfied	332	15%	100	16%	7	11%	11	37%	86	24%	20	28%	8	17%	6	27%	91	18%	29	22%		
		satisfied	998	44%	228	36%	33	50%	4	13%	150	41%	22	31%	11	23%	8	36%	231	45%	46	35%		
		very satisfied	617	27%	167	27%	11	17%	5	17%	60	16%	11	15%	9	19%	4	18%	118	23%	32	24%		
		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	1%	0	0%	0	0%	0	0%	1	0%	1	1%		
Q105E	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	78	3%	16	3%	7	11%	2	7%	18	5%	3	4%	4	9%	1	5%	15	3%	2	2%		
		dissatisfied	234	10%	67	11%	11	17%	4	13%	40	11%	5	7%	7	15%	3	14%	36	7%	12	9%		
		neither satisfied nor dissatisfied	483	21%	135	22%	11	17%	6	20%	93	26%	21	29%	11	23%	4	18%	145	28%	32	24%		
		satisfied	984	43%	248	40%	24	36%	13	43%	161	44%	33	46%	12	26%	11	50%	211	41%	52	39%		
		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%		
		not applicable	60	3%	11	2%	0	0%	0	0%	0	0%	8	2%	1	1%	1	2%	0	0%	17	3%	5	4%
<b>Tenure Clarity</b>																								
Q136E	The clarity of whether or not I will achieve tenure.	very unclear	27	10%	8	5%	2	25%	0	0%	2	8%	1	8%	0	0%	1	17%	8	4%	4	5%		
		somewhat unclear	27	10%	25	17%	0	0%	1	13%	1	4%	2	15%	1	11%	3	50%	13	6%	12	16%		
		neither clear nor unclear	49	19%	28	19%	0	0%	2	25%	8	33%	4	31%	2	22%	2	33%	45	20%	15	20%		
		somewhat clear	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%		
Q139A	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	35	13%	24	16%	0	0%	1	13%	4	17%	3	23%	1	11%	3	50%	20	9%	12	16%		
		somewhat disagree	52	20%	37	25%	2	25%	0	0%	7	29%	1	8%	4	44%	1	17%	31	14%	9	12%		
		neither agree nor disagree	42	16%	15	10%	2	25%	2	25%	5	21%	2	15%	0	0%	0	0%	29	13%	12	16%		
		somewhat agree	86	33%	43	29%	3	38%	1	13%	3	13%	3	23%	4	44%	2	33%	98	44%	25	34%		
		strongly agree	41	16%	26	18%	0	0%	4	50%	5	21%	3	23%	0	0%	0	0%	38	17%	15	20%		
		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%	1	8%	0	0%	0	0%	0	0%	4	2%	0	0%		
Q139B	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	strongly disagree	25	10%	11	8%	1	13%	0	0%	2	8%	2	15%	0	0%	1	17%	15	7%	3	4%		
		somewhat disagree	17	7%	21	14%	0	0%	0	0%	0	0%	3	23%	2	22%	1	17%	6	3%	4	5%		
		neither agree nor disagree	45	17%	20	14%	3	38%	0	0%	5	21%	2	15%	0	0%	2	33%	26	12%	6	8%		
		somewhat agree	92	35%	51	35%	3	38%	3	38%	13	54%	3	23%	4	44%	1	17%	80	36%	24	32%		
		strongly agree	77	30%	42	29%	0	0%	4	50%	4	17%	2	15%	3	33%	1	17%	92	41%	35	47%		
		decline to answer	4	2%	0	0%	1	13%	1	13%	0	0%	0	0%	0	0%	0	0%	4	2%	2	3%		
		not applicable	0	0%	1	1%	0	0%	0	0%	1	8%	0	0%	0	0%	0	0%	1	0%	0	0%		
<b>Appreciation &amp; Recognition</b>																								
Q215A	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	150	7%	40	7%	8	13%	5	17%	33	9%	6	8%	6	13%	2	9%	24	5%	11	8%		
		dissatisfied	416	19%	136	22%	11	17%	8	27%	53	15%	15	21%	9	20%	5	23%	61	12%	24	18%		
		neither satisfied nor dissatisfied	489	22%	137	22%	16	25%	8	27%	95	27%	20	28%	13	29%	4	18%	130	26%	29	22%		
		satisfied	865	39%	220	36%	22	34%	4	13%	129	36%	21	30%	12	27%	6	27%	217	43%	46	35%		
		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%		



Frequency Distributions			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q215B	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	146	7%	43	7%	9	14%	5	17%	24	7%	6	8%	4	9%	3	14%	28	6%	5	4%
		dissatisfied	381	17%	148	24%	14	22%	6	20%	53	15%	12	17%	10	22%	1	5%	56	11%	26	20%
		neither satisfied nor dissatisfied	753	34%	190	31%	16	25%	8	27%	113	32%	24	34%	12	27%	7	32%	152	30%	38	29%
		satisfied	636	28%	155	25%	17	27%	2	7%	116	33%	21	30%	12	27%	6	27%	187	37%	42	32%
		very satisfied	148	7%	39	6%	4	6%	1	3%	25	7%	4	6%	3	7%	3	14%	53	11%	14	11%
		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%		
Q215C	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	148	7%	37	6%	7	11%	3	10%	39	11%	6	8%	4	9%	2	9%	28	6%	5	4%
		dissatisfied	316	14%	116	19%	15	23%	3	10%	47	13%	6	8%	6	13%	3	14%	58	12%	13	10%
		neither satisfied nor dissatisfied	486	22%	135	22%	6	9%	6	20%	74	21%	23	32%	17	38%	8	36%	108	22%	33	25%
		satisfied	934	42%	225	37%	28	44%	11	37%	144	40%	26	37%	13	29%	7	32%	211	42%	55	42%
		very satisfied	319	14%	90	15%	7	11%	3	10%	43	12%	8	11%	3	7%	2	9%	87	17%	25	19%
		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%		
Q215D	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	190	9%	49	8%	15	23%	4	13%	34	10%	5	7%	5	11%	4	18%	24	5%	6	5%
		dissatisfied	411	18%	156	25%	11	17%	5	17%	42	12%	14	20%	11	24%	2	9%	58	12%	17	13%
		neither satisfied nor dissatisfied	602	27%	170	28%	9	14%	9	30%	127	36%	26	37%	11	24%	8	36%	150	30%	41	31%
		satisfied	776	35%	178	29%	23	36%	6	20%	112	31%	19	27%	13	29%	6	27%	200	40%	50	38%
		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%		
Q215E	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	119	5%	37	6%	9	14%	1	3%	29	8%	3	4%	6	13%	3	14%	22	4%	5	4%
		dissatisfied	272	12%	78	13%	5	8%	5	17%	28	8%	9	13%	7	16%	2	9%	34	7%	14	11%
		neither satisfied nor dissatisfied	705	32%	191	31%	12	19%	11	37%	120	34%	27	38%	13	29%	6	27%	155	31%	45	34%
		satisfied	475	21%	136	22%	21	33%	4	13%	85	24%	14	20%	12	27%	7	32%	138	28%	28	21%
		very satisfied	113	5%	31	5%	3	5%	0	0%	20	6%	2	3%	2	4%	2	9%	33	7%	10	8%
		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%		
Q215L	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	158	8%	53	9%	7	12%	3	11%	46	14%	10	15%	7	16%	3	16%	37	8%	6	5%
		dissatisfied	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%
		satisfied	761	38%	200	36%	20	35%	8	30%	113	35%	24	35%	13	30%	6	32%	186	38%	48	38%
		very satisfied	473	24%	113	20%	11	19%	3	11%	58	18%	11	16%	6	14%	3	16%	125	25%	36	28%
		decline to answer	46	2%	10	2%	1	2%	3	11%	11	3%	4	6%	4	9%	0	0%	22	4%	2	2%
not applicable	34	2%	9	2%	0	0%	1	4%	4	1%	0	0%	0	0%	0	0%	3	1%	2	2%		
Q215I	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	83	4%	32	5%	4	6%	4	13%	20	6%	5	7%	4	9%	3	14%	16	3%	6	5%
		dissatisfied	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%
		satisfied	979	44%	259	42%	29	45%	10	33%	156	44%	29	41%	17	38%	6	27%	230	46%	57	43%
		very satisfied	441	20%	102	17%	6	9%	2	7%	45	13%	7	10%	5	11%	2	9%	102	20%	25	19%
		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%		
<b>Global Satisfaction</b>																						
Q212A	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	64	3%	53	9%	7	11%	2	7%	36	10%	8	11%	9	20%	1	5%	18	4%	6	5%
		somewhat disagree	145	6%	84	14%	6	9%	6	20%	23	6%	12	17%	6	13%	2	9%	21	4%	17	13%
		neither agree nor disagree	344	15%	81	13%	7	11%	3	10%	63	18%	12	17%	6	13%	3	14%	85	17%	21	16%
		somewhat agree	867	39%	216	35%	28	44%	8	27%	144	40%	24	34%	17	38%	11	50%	191	38%	43	32%
		strongly agree	764	34%	176	29%	15	23%	9	30%	80	22%	13	18%	6	13%	4	18%	168	34%	44	33%
		decline to answer	46	2%	3	0%	1	2%	2	7%	8	2%	2	3%	1	2%	1	5%	17	3%	2	2%
not applicable	13	1%	1	0%	0	0%	0	0%	3	1%	0	0%	0	0%	0	0%	1	0%	0	0%		

Frequency Distributions			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q212B	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	68	3%	47	8%	8	13%	0	0%	29	8%	6	8%	5	11%	2	9%	26	5%	6	5%
		somewhat disagree	132	6%	88	14%	9	14%	5	17%	28	8%	10	14%	4	9%	2	9%	22	4%	10	8%
		neither agree nor disagree	377	17%	101	16%	11	17%	10	33%	86	24%	20	28%	6	13%	3	14%	96	19%	28	21%
		somewhat agree	823	37%	190	31%	20	31%	7	23%	125	35%	21	30%	17	38%	7	32%	196	39%	47	35%
		strongly agree	773	34%	183	30%	15	23%	7	23%	78	22%	11	15%	12	27%	8	36%	141	28%	41	31%
		decline to answer	57	3%	4	1%	1	2%	1	3%	9	3%	3	4%	1	2%	0	0%	17	3%	1	1%
Q250A	All things considered, your department as a place to work	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%
		neither agree nor disagree	279	13%	87	14%	10	16%	7	23%	76	21%	17	25%	2	4%	2	9%	56	11%	17	13%
		somewhat agree	940	42%	218	36%	25	39%	13	43%	139	39%	24	35%	20	44%	8	36%	224	45%	59	45%
		strongly agree	676	30%	186	30%	14	22%	4	13%	67	19%	12	17%	7	16%	8	36%	146	30%	40	31%
Departure intentions		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%
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	446	18%	151	21%	13	18%	8	22%	54	14%	10	14%	13	25%	5	20%	83	15%	18	13%
		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%
		renegotiated terms of employment	239	10%	86	12%	5	7%	4	11%	28	7%	3	4%	4	8%	1	4%	30	6%	13	9%
		none of the above	1379	55%	361	50%	37	51%	18	50%	202	53%	47	66%	22	43%	12	48%	302	56%	82	58%
		decline to answer	124	5%	30	4%	7	10%	1	3%	54	14%	8	11%	6	12%	3	12%	58	11%	15	11%
Q235	If you could negotiate adjustments to your employment, which one of the following item(s) would you most like to adjust?	base salary	775	39%	150	29%	31	53%	7	27%	168	51%	27	41%	15	37%	6	29%	175	38%	31	26%
		supplemental salary	79	4%	15	3%	2	3%	0	0%	7	2%	1	2%	3	7%	1	5%	22	5%	5	4%
		tenure clock	7	0%	7	1%	0	0%	0	0%	2	1%	0	0%	0	0%	0	0%	16	3%	4	3%
		teaching load	173	9%	56	11%	4	7%	4	15%	23	7%	11	17%	5	12%	5	24%	43	9%	26	22%
		administrative responsibilities	78	4%	25	5%	3	5%	0	0%	7	2%	2	3%	1	2%	0	0%	7	2%	5	4%
		equipment	62	3%	19	4%	0	0%	0	0%	8	2%	0	0%	1	2%	0	0%	16	3%	0	0%
		employment for spouse/partner	54	3%	29	6%	2	3%	3	12%	7	2%	5	8%	2	5%	1	5%	40	9%	11	9%
		lab/research support	348	17%	137	26%	10	17%	10	38%	42	13%	16	24%	6	15%	4	19%	80	17%	17	14%
		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%
Q255A	Q255A - How long do you plan to remain at this institution?	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%
		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%
		ten years or more	530	27%	119	26%	13	24%	4	18%	85	26%	8	14%	9	24%	3	19%	58	22%	10	18%
Q260	If you were to choose to leave your institution, what would be your primary reason?	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%
		to 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%
		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%
		spousal/partner employment	62	3%	39	6%	3	5%	3	10%	10	3%	5	7%	1	2%	1	5%	45	9%	17	13%
		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%
		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%	39	6%	5	8%	3	10%	17	5%	2	3%	3	7%	2	9%	52	11%	13	10%
other (please specify)	37	2%	11	2%	0	0%	1	3%	6	2%	0	0%	2	4%	1	5%	5	1%	2	2%		
no reason I would choose to leave	72	3%	12	2%	1	2%	0	0%	16	5%	2	3%	1	2%	0	0%	26	5%	6	5%		
decline to answer	57	3%	20	3%	1	2%	3	10%	27	8%	6	9%	2	4%	2	9%	32	7%	1	1%		

Frequency Distributions

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



Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q130A	There is effective mentoring of pre-tenure faculty in my department.	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%
		neither agree nor disagree	127	12%	77	11%	4	10%	5	17%	5	20%	6	14%	3	9%	4	8%	18	15%	5	6%
		somewhat agree	405	39%	240	34%	9	23%	6	20%	7	28%	10	23%	13	39%	13	25%	52	43%	22	29%
		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%
Q130B	There is effective mentoring of tenured associate professors in my department.	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%
		neither agree nor disagree	186	21%	68	13%	5	19%	4	20%	8	38%	5	19%	6	27%	0	0%	14	20%	6	18%
		somewhat agree	181	20%	93	17%	4	15%	2	10%	3	14%	4	15%	2	9%	4	14%	16	23%	5	15%
		strongly agree	50	6%	16	3%	1	4%	2	10%	1	5%	0	0%	0	0%	1	4%	3	4%	0	0%
		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%
Q130C	My institution provides adequate support for faculty to be good mentors.	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%
		neither agree nor disagree	207	23%	86	16%	2	8%	4	20%	8	38%	7	27%	7	32%	2	7%	24	35%	9	26%
		somewhat agree	132	15%	54	10%	3	12%	1	5%	1	5%	3	12%	2	9%	3	11%	12	17%	3	9%
		strongly agree	34	4%	11	2%	4	15%	1	5%	0	0%	0	0%	0	0%	1	4%	2	3%	1	3%
		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%
<b>Departmental Engagement</b>																						
Q190A	Undergraduate student learning - How often do you engage with faculty in your department in conversations about.	never	38	4%	33	5%	1	3%	2	7%	3	12%	1	2%	3	9%	4	8%	5	4%	3	4%
		seldom	134	13%	88	13%	8	21%	3	11%	2	8%	6	14%	4	12%	7	14%	19	16%	5	7%
		occasionally	341	33%	235	34%	13	33%	13	46%	12	48%	17	39%	11	33%	10	20%	31	25%	29	39%
		regularly	338	33%	207	30%	9	23%	4	14%	7	28%	13	30%	9	27%	19	38%	43	35%	22	29%
		frequently	168	16%	135	19%	7	18%	5	18%	1	4%	7	16%	6	18%	10	20%	20	16%	16	21%
		decline to answer	11	1%	3	0%	1	3%	1	4%	0	0%	0	0%	0	0%	0	0%	4	3%	0	0%
Q190B	Graduate student learning - How often do you engage with faculty in your department in conversations about.	never	28	3%	23	3%	2	5%	5	18%	6	24%	4	9%	3	9%	6	12%	2	2%	1	1%
		seldom	72	7%	63	9%	3	8%	1	4%	1	4%	4	9%	5	15%	10	20%	14	11%	10	13%
		occasionally	258	25%	187	27%	10	26%	8	29%	6	24%	14	32%	11	33%	14	28%	23	19%	18	24%
		regularly	377	37%	227	32%	14	36%	6	21%	7	28%	12	27%	8	24%	15	30%	53	43%	32	43%
		frequently	276	27%	191	27%	9	23%	8	29%	4	16%	9	20%	5	15%	4	8%	27	22%	13	17%
decline to answer	19	2%	10	1%	1	3%	0	0%	1	4%	1	2%	1	3%	1	2%	3	2%	1	1%		
Q190C	Effective teaching practices - How often do you engage with faculty in your department in conversations about.	never	46	4%	28	4%	3	8%	4	14%	5	20%	2	5%	1	3%	2	4%	6	5%	3	4%
		seldom	167	16%	121	17%	6	15%	3	11%	2	8%	10	23%	9	27%	13	26%	15	12%	12	16%
		occasionally	432	42%	278	40%	15	38%	14	50%	13	52%	17	39%	15	45%	12	24%	49	40%	31	41%
		regularly	264	26%	174	25%	12	31%	6	21%	4	16%	10	23%	4	12%	14	28%	41	34%	16	21%
		frequently	111	11%	98	14%	3	8%	1	4%	1	4%	5	11%	4	12%	9	18%	9	7%	13	17%
decline to answer	10	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%		
Q190D	Effective use of technology - How often do you engage with faculty in your department in conversations about.	never	67	7%	53	8%	6	15%	6	21%	2	8%	0	0%	2	6%	6	12%	6	5%	6	8%
		seldom	216	21%	157	22%	7	18%	6	21%	8	32%	13	30%	7	21%	12	24%	24	20%	17	23%
		occasionally	456	44%	320	46%	16	41%	9	32%	10	40%	19	43%	13	39%	18	36%	50	41%	29	39%
		regularly	191	19%	116	17%	8	21%	3	11%	2	8%	10	23%	8	24%	9	18%	29	24%	15	20%
		frequently	87	8%	53	8%	2	5%	4	14%	3	12%	2	5%	3	9%	5	10%	11	9%	8	11%
decline to answer	13	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%		

Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q190E	Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	never	46	4%	42	6%	4	10%	4	14%	4	16%	5	11%	2	6%	10	20%	9	7%	6	8%
		seldom	127	12%	123	18%	6	15%	7	25%	4	16%	7	16%	5	15%	9	18%	7	6%	12	16%
		occasionally	343	33%	230	33%	10	26%	8	29%	7	28%	13	30%	14	42%	15	30%	38	31%	26	35%
		regularly	313	30%	191	27%	15	38%	5	18%	5	20%	12	27%	9	27%	12	24%	42	34%	18	24%
		frequently	189	18%	109	16%	4	10%	4	14%	5	20%	7	16%	3	9%	4	8%	23	19%	11	15%
		decline to answer	12	1%	6	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	2%	2	3%
<b>Departmental Quality</b>																						
Q195A	The intellectual vitality of tenured faculty in your department	very dissatisfied	45	4%	31	4%	2	5%	1	4%	4	17%	4	9%	4	12%	2	4%	7	6%	3	4%
		dissatisfied	126	12%	78	11%	4	10%	5	18%	3	13%	4	9%	5	15%	9	18%	19	15%	16	21%
		neither satisfied nor dissatisfied	130	13%	114	16%	7	18%	6	21%	4	17%	9	20%	7	21%	8	16%	22	18%	15	19%
		satisfied	442	43%	272	38%	16	41%	9	32%	8	33%	17	38%	10	29%	15	30%	48	39%	24	31%
		very satisfied	276	27%	195	28%	9	23%	7	25%	4	17%	9	20%	7	21%	12	24%	22	18%	16	21%
		I don't know	1	0%	2	0%	1	3%	0	0%	0	0%	1	2%	0	0%	2	4%	0	0%	0	0%
		decline to answer	14	1%	14	2%	0	0%	0	0%	0	0%	0	0%	1	3%	2	4%	5	4%	4	5%
		not applicable	1	0%	1	0%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%
Q195B	The intellectual vitality of pre-tenure faculty in your department	very dissatisfied	18	2%	8	1%	1	3%	0	0%	3	13%	2	5%	1	3%	0	0%	4	3%	2	3%
		dissatisfied	52	5%	32	5%	1	3%	2	7%	3	13%	2	5%	6	18%	3	6%	3	2%	5	6%
		neither satisfied nor dissatisfied	113	11%	66	9%	2	5%	2	7%	4	17%	5	11%	7	21%	8	16%	24	20%	11	14%
		satisfied	421	41%	277	39%	20	51%	13	46%	9	38%	21	48%	10	29%	14	28%	49	40%	27	35%
		very satisfied	400	39%	296	42%	11	28%	10	36%	5	21%	13	30%	9	26%	18	36%	35	28%	28	36%
		I don't know	4	0%	2	0%	2	5%	1	4%	0	0%	1	2%	0	0%	3	6%	0	0%	1	1%
		decline to answer	14	1%	14	2%	0	0%	0	0%	0	0%	0	0%	1	3%	2	4%	5	4%	4	5%
		not applicable	13	1%	12	2%	2	5%	0	0%	0	0%	0	0%	0	0%	2	4%	3	2%	0	0%
Q195C	The research/scholarly/creative productivity of tenured faculty in your department	very dissatisfied	43	4%	34	5%	1	3%	1	4%	5	21%	2	5%	2	6%	4	8%	3	2%	2	3%
		dissatisfied	144	14%	88	12%	5	13%	5	18%	6	25%	7	16%	4	12%	7	14%	22	18%	15	19%
		neither satisfied nor dissatisfied	172	17%	111	16%	9	23%	9	32%	1	4%	8	18%	7	21%	11	22%	25	20%	14	18%
		satisfied	413	40%	278	39%	15	38%	6	21%	10	42%	16	36%	15	44%	13	26%	43	35%	24	31%
		very satisfied	243	23%	178	25%	8	21%	5	18%	2	8%	10	23%	5	15%	12	24%	24	20%	15	19%
		I don't know	3	0%	6	1%	1	3%	2	7%	0	0%	1	2%	0	0%	1	2%	1	1%	4	5%
		decline to answer	16	2%	10	1%	0	0%	0	0%	0	0%	0	0%	1	3%	2	4%	5	4%	4	5%
		not applicable	1	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q195D	The research/scholarly/creative productivity of pre-tenure faculty in your department	very dissatisfied	14	1%	9	1%	1	3%	0	0%	3	13%	1	2%	1	3%	1	2%	1	1%	0	0%
		dissatisfied	51	5%	32	5%	2	5%	3	11%	3	13%	1	2%	2	6%	6	12%	7	6%	4	5%
		neither satisfied nor dissatisfied	151	15%	71	10%	6	15%	3	11%	4	17%	8	18%	12	35%	7	14%	26	21%	15	19%
		satisfied	454	44%	305	43%	17	44%	14	50%	10	42%	20	45%	7	21%	15	30%	50	41%	25	32%
		very satisfied	325	31%	258	36%	10	26%	7	25%	4	17%	12	27%	10	29%	14	28%	29	24%	27	35%
		I don't know	7	1%	8	1%	2	5%	1	4%	0	0%	2	5%	1	3%	3	6%	3	2%	3	4%
		decline to answer	16	2%	13	2%	0	0%	0	0%	0	0%	0	0%	1	3%	2	4%	5	4%	4	5%
		not applicable	17	2%	11	2%	1	3%	0	0%	0	0%	0	0%	0	0%	2	4%	2	2%	0	0%
Q195G	The teaching effectiveness of tenured faculty in your department	very dissatisfied	24	2%	14	2%	2	5%	0	0%	3	13%	1	2%	1	3%	4	8%	3	2%	3	4%
		dissatisfied	83	8%	66	9%	6	15%	5	18%	3	13%	4	9%	3	9%	5	10%	4	3%	9	12%
		neither satisfied nor dissatisfied	173	17%	122	17%	8	21%	6	21%	5	21%	10	23%	7	21%	8	16%	27	22%	14	19%
		satisfied	500	49%	301	43%	11	28%	10	36%	9	38%	20	45%	12	36%	14	28%	45	37%	28	37%
		very satisfied	193	19%	145	21%	6	15%	3	11%	2	8%	5	11%	7	21%	14	28%	21	17%	11	15%
		I don't know	43	4%	46	7%	6	15%	4	14%	2	8%	4	9%	3	9%	3	6%	18	15%	9	12%
		decline to answer	9	1%	4	1%	0	0%	0	0%	0	0%	0	0%	2	4%	3	2%	1	1%		
		not applicable	3	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

Frequency Distributions		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q195H	very dissatisfied	8	1%	4	1%	1	3%	0	0%	1	4%	1	2%	0	0%	1	2%	1	1%	2	3%
	dissatisfied	23	2%	25	4%	2	5%	2	7%	1	4%	1	2%	2	6%	1	2%	2	2%	2	3%
	neither satisfied nor dissatisfied	167	16%	97	14%	9	23%	6	21%	6	25%	10	23%	8	24%	10	20%	27	22%	13	17%
	satisfied	518	50%	324	46%	14	36%	11	39%	12	50%	23	52%	11	33%	16	32%	43	36%	36	48%
	very satisfied	231	22%	181	26%	7	18%	6	21%	2	8%	5	11%	9	27%	15	30%	25	21%	13	17%
	I don't know	55	5%	54	8%	4	10%	3	11%	2	8%	4	9%	3	9%	3	6%	18	15%	8	11%
	decline to answer	10	1%	5	1%	0	0%	0	0%	0	0%	0	0%	0	0%	2	4%	3	2%	1	1%
not applicable	16	2%	10	1%	2	5%	0	0%	0	0%	0	0%	0	0%	2	4%	2	2%	0	0%	
<b>Departmental Collegiality</b>																					
Q205A	very dissatisfied	16	2%	10	1%	3	8%	1	4%	1	4%	1	2%	0	0%	1	2%	6	5%	3	4%
	dissatisfied	71	7%	75	11%	1	3%	1	4%	3	13%	3	7%	2	6%	7	14%	6	5%	8	11%
	neither satisfied nor dissatisfied	159	16%	109	16%	9	23%	9	32%	7	29%	8	19%	14	42%	6	12%	25	21%	14	19%
	satisfied	515	50%	321	46%	15	38%	11	39%	9	38%	20	47%	13	39%	25	50%	48	40%	30	40%
	very satisfied	239	23%	163	23%	9	23%	6	21%	4	17%	10	23%	3	9%	7	14%	32	26%	19	25%
	decline to answer	8	1%	3	0%	0	0%	0	0%	0	0%	1	2%	0	0%	1	2%	2	2%	1	1%
	not applicable	17	2%	17	2%	2	5%	0	0%	0	0%	0	0%	1	3%	3	6%	2	2%	0	0%
Q205B	very dissatisfied	19	2%	9	1%	3	8%	1	4%	1	4%	0	0%	0	0%	2	4%	5	4%	3	4%
	dissatisfied	87	8%	68	10%	2	5%	2	7%	2	8%	3	7%	5	15%	6	12%	6	5%	5	7%
	neither satisfied nor dissatisfied	208	20%	145	21%	12	31%	9	32%	9	38%	9	21%	13	39%	8	16%	25	21%	15	20%
	satisfied	476	46%	300	43%	13	33%	8	29%	9	38%	20	47%	10	30%	22	44%	53	44%	33	44%
	very satisfied	204	20%	157	22%	7	18%	8	29%	3	13%	9	21%	3	9%	8	16%	28	23%	17	23%
	decline to answer	9	1%	3	0%	0	0%	0	0%	0	0%	2	5%	0	0%	1	2%	2	2%	1	1%
	not applicable	22	2%	16	2%	2	5%	0	0%	0	0%	0	0%	2	6%	3	6%	2	2%	1	1%
Q205C	very dissatisfied	61	6%	60	9%	3	8%	4	14%	4	17%	3	7%	6	18%	4	8%	9	7%	11	15%
	dissatisfied	153	15%	119	17%	6	15%	3	11%	5	21%	5	12%	4	12%	9	18%	12	10%	4	5%
	neither satisfied nor dissatisfied	140	14%	115	16%	5	13%	5	18%	5	21%	9	21%	5	15%	10	20%	20	17%	14	19%
	satisfied	357	35%	238	34%	14	36%	10	36%	6	25%	18	42%	9	27%	15	30%	43	36%	32	43%
	very satisfied	303	30%	164	23%	11	28%	6	21%	4	17%	8	19%	8	24%	11	22%	33	27%	14	19%
	decline to answer	10	1%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	4	3%	0	0%
	not applicable	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	3%	0	0%	0	0%	0	0%
Q205D	very dissatisfied	24	2%	28	4%	3	8%	1	4%	2	8%	2	5%	2	6%	1	2%	7	6%	5	7%
	dissatisfied	82	8%	89	13%	2	5%	4	14%	4	17%	6	14%	8	24%	9	18%	14	12%	14	19%
	neither satisfied nor dissatisfied	176	17%	113	16%	9	23%	11	39%	7	29%	11	26%	5	15%	9	18%	17	14%	11	15%
	satisfied	476	46%	317	45%	13	33%	5	18%	6	25%	20	47%	14	42%	23	46%	55	45%	31	41%
	very satisfied	258	25%	144	21%	12	31%	7	25%	5	21%	4	9%	3	9%	6	12%	25	21%	14	19%
	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%
Q205E	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%
	neither satisfied nor dissatisfied	207	20%	138	20%	8	21%	9	32%	8	33%	13	30%	8	24%	8	16%	27	22%	18	24%
	satisfied	462	45%	318	46%	11	28%	7	25%	6	25%	20	47%	8	24%	20	40%	49	40%	30	40%
	very satisfied	226	22%	130	19%	12	31%	7	25%	4	17%	5	12%	5	15%	7	14%	26	21%	15	20%
	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%
Q210A	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%
	neither satisfied nor dissatisfied	124	12%	62	9%	3	8%	7	25%	6	25%	9	21%	4	12%	2	4%	17	14%	10	13%
	satisfied	426	42%	300	43%	16	41%	10	36%	8	33%	20	47%	13	39%	23	46%	61	50%	36	48%
	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	1%	2	3%

Frequency Distributions

		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q210C	On the whole, my department is collegial.	strongly disagree	45	4%	43	6%	2	5%	2	7%	4	17%	2	5%	5	15%	4	8%	9	7%	6	8%
		somewhat disagree	79	8%	75	11%	3	8%	2	7%	1	4%	2	5%	4	12%	2	4%	8	7%	5	7%
		neither agree nor disagree	77	8%	60	9%	4	10%	4	14%	6	25%	8	19%	2	6%	6	12%	10	8%	13	17%
		somewhat agree	363	35%	235	34%	13	33%	14	50%	7	29%	16	37%	13	39%	23	46%	45	37%	25	33%
		strongly agree	454	44%	281	40%	17	44%	6	21%	6	25%	15	35%	9	27%	15	30%	47	39%	26	35%
		decline to answer	6	1%	4	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	2%
		not applicable	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Collaboration</b>																						
Q105A	Opportunities for collaboration with other members of your department	very dissatisfied	42	4%	45	6%	4	10%	2	7%	2	8%	1	2%	4	12%	5	10%	11	9%	7	9%
		dissatisfied	85	8%	87	12%	4	10%	5	17%	4	16%	9	20%	5	15%	10	20%	5	4%	13	17%
		neither satisfied nor dissatisfied	176	17%	143	20%	8	21%	6	20%	7	28%	9	20%	8	24%	9	18%	18	15%	16	21%
		satisfied	457	44%	261	37%	13	33%	12	40%	7	28%	18	41%	12	36%	16	31%	61	50%	24	31%
		very satisfied	268	26%	154	22%	10	26%	3	10%	4	16%	6	14%	4	12%	9	18%	24	20%	17	22%
		decline to answer	4	0%	5	1%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	2	2%	0	0%
		not applicable	11	1%	12	2%	0	0%	1	3%	1	4%	1	2%	0	0%	2	4%	1	1%	0	0%
Q105E	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	37	4%	24	3%	4	10%	3	10%	4	16%	1	2%	2	6%	5	10%	7	6%	3	4%
		dissatisfied	140	13%	107	15%	5	13%	3	10%	4	16%	12	27%	7	21%	12	24%	16	13%	12	16%
		neither satisfied nor dissatisfied	275	26%	204	29%	8	21%	7	23%	6	24%	11	25%	5	15%	14	27%	24	20%	18	23%
		satisfied	404	39%	244	35%	11	28%	12	40%	7	28%	17	39%	16	48%	12	24%	52	43%	34	44%
		very satisfied	160	15%	99	14%	9	23%	3	10%	3	12%	2	5%	2	6%	5	10%	16	13%	7	9%
		decline to answer	4	0%	5	1%	1	3%	1	3%	0	0%	0	0%	1	3%	1	2%	2	2%	0	0%
		not applicable	23	2%	24	3%	1	3%	1	3%	1	4%	1	2%	0	0%	2	4%	5	4%	3	4%
<b>Tenure Clarity</b>																						
Q136E	The clarity of whether or not I will achieve tenure.	very unclear	3	2%	14	9%	1	8%	0	0%	1	25%	2	12%	0	0%	2	9%	1	2%	4	10%
		somewhat unclear	13	10%	16	10%	3	25%	1	10%	0	0%	1	6%	2	18%	6	26%	5	10%	5	12%
		neither clear nor unclear	25	19%	26	17%	2	17%	0	0%	1	25%	3	18%	1	9%	3	13%	9	17%	9	21%
		somewhat clear	57	44%	61	39%	3	25%	8	80%	1	25%	8	47%	5	45%	9	39%	23	44%	17	40%
		very clear	27	21%	37	24%	3	25%	1	10%	1	25%	2	12%	3	27%	3	13%	12	23%	6	14%
		decline to answer	6	5%	1	1%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	2	4%	1	2%
Q139A	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	12	9%	20	13%	1	8%	0	0%	1	25%	2	12%	2	18%	5	22%	7	13%	4	10%
		somewhat disagree	24	18%	43	28%	4	33%	4	44%	1	25%	2	12%	2	18%	2	9%	5	10%	10	24%
		neither agree nor disagree	15	11%	16	10%	0	0%	0	0%	0	0%	2	12%	0	0%	3	13%	14	27%	9	21%
		somewhat agree	53	40%	49	32%	6	50%	4	44%	0	0%	5	29%	5	45%	6	26%	16	31%	11	26%
		strongly agree	22	17%	27	17%	1	8%	1	11%	2	50%	5	29%	2	18%	7	30%	9	17%	7	17%
		decline to answer	4	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	2%	0	0%
		not applicable	1	1%	0	0%	0	0%	0	0%	1	6%	0	0%	0	0%	0	0%	0	0%	1	2%
Q139B	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	strongly disagree	8	6%	8	5%	1	8%	0	0%	0	0%	2	12%	1	9%	2	9%	2	4%	4	10%
		somewhat disagree	9	7%	20	13%	1	8%	0	0%	0	0%	1	6%	3	27%	2	9%	3	6%	7	17%
		neither agree nor disagree	19	15%	19	12%	1	8%	4	44%	1	25%	2	12%	2	18%	2	9%	11	21%	6	14%
		somewhat agree	41	31%	53	34%	5	42%	5	56%	0	0%	5	29%	4	36%	7	30%	14	27%	13	31%
		strongly agree	46	35%	50	32%	3	25%	0	0%	3	75%	7	41%	1	9%	9	39%	21	40%	10	24%
		decline to answer	6	5%	4	3%	1	8%	0	0%	0	0%	0	0%	0	0%	1	4%	1	2%	2	5%
		not applicable	2	2%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
<b>Appreciation &amp; Recognition</b>																						
Q215A	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	63	6%	55	8%	4	10%	2	7%	3	13%	2	5%	2	6%	5	10%	8	7%	7	9%
		dissatisfied	189	19%	150	22%	6	15%	5	18%	4	17%	10	23%	6	18%	8	16%	16	13%	15	20%
		neither satisfied nor dissatisfied	195	19%	168	24%	11	28%	6	21%	5	21%	16	37%	7	21%	15	30%	33	28%	17	23%
		satisfied	417	41%	244	35%	10	26%	12	43%	9	38%	12	28%	16	48%	16	32%	48	40%	31	41%
		very satisfied	139	14%	65	9%	8	21%	2	7%	3	13%	2	5%	2	6%	4	8%	11	9%	5	7%
		decline to answer	10	1%	2	0%	0	0%	1	4%	0	0%	1	2%	0	0%	1	2%	3	3%	0	0%
		not applicable	5	0%	9	1%	0	0%	0	0%	0	0%	0	0%	1	2%	1	1%	0	0%		

Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q215B	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	80	8%	53	8%	5	13%	3	11%	2	8%	2	5%	1	3%	5	10%	9	8%	11	15%
		dissatisfied	202	20%	195	28%	10	26%	5	18%	7	29%	9	21%	7	21%	11	22%	16	13%	22	29%
		neither satisfied nor dissatisfied	319	31%	199	29%	6	15%	11	39%	5	21%	17	40%	9	27%	16	32%	30	25%	23	31%
		satisfied	291	29%	169	24%	13	33%	5	18%	8	33%	12	28%	8	24%	10	20%	43	36%	15	20%
		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%	
Q215C	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	59	6%	46	7%	5	13%	4	14%	7	29%	2	5%	6	18%	6	12%	12	10%	6	8%
		dissatisfied	145	14%	130	19%	2	5%	4	14%	5	21%	6	14%	1	3%	6	12%	15	13%	21	28%
		neither satisfied nor dissatisfied	185	18%	167	24%	8	21%	9	32%	3	13%	12	28%	10	30%	19	38%	23	19%	17	23%
		satisfied	435	43%	270	39%	17	44%	8	29%	6	25%	16	37%	11	33%	10	20%	51	43%	27	36%
		very satisfied	179	18%	76	11%	7	18%	3	11%	3	13%	6	14%	5	15%	7	14%	15	13%	4	5%
		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%	
Q215D	How satisfied are you with the recognition you receive for your service contributions?	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%
		neither satisfied nor dissatisfied	280	28%	163	24%	7	18%	8	29%	5	21%	14	33%	9	27%	16	32%	36	30%	22	29%
		satisfied	358	35%	203	29%	14	36%	4	14%	7	29%	16	37%	10	30%	10	20%	34	28%	19	25%
		very satisfied	91	9%	59	9%	2	5%	3	11%	3	13%	2	5%	5	15%	5	10%	14	12%	4	5%
		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%	
Q215E	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	58	6%	48	7%	4	10%	1	4%	1	4%	2	5%	2	6%	4	8%	6	5%	5	7%
		dissatisfied	105	10%	91	13%	6	15%	1	4%	3	13%	6	14%	5	15%	12	24%	7	6%	6	8%
		neither satisfied nor dissatisfied	274	27%	165	24%	9	23%	12	43%	9	38%	11	26%	10	30%	15	30%	27	23%	13	17%
		satisfied	171	17%	105	15%	8	21%	3	11%	1	4%	9	21%	4	12%	7	14%	21	18%	11	15%
		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%	
Q215L	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	62	7%	58	9%	3	8%	1	4%	5	23%	1	3%	6	18%	7	14%	10	9%	5	7%
		dissatisfied	73	8%	93	14%	2	5%	5	19%	1	5%	5	13%	0	0%	9	18%	11	10%	12	16%
		neither satisfied nor dissatisfied	136	15%	119	19%	3	8%	5	19%	5	23%	12	30%	6	18%	7	14%	18	16%	12	16%
		satisfied	351	39%	204	32%	16	43%	9	33%	6	27%	13	33%	13	39%	16	32%	46	41%	26	35%
		very satisfied	247	27%	133	21%	13	35%	6	22%	4	18%	9	23%	5	15%	8	16%	20	18%	14	19%
		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%	
Q215I	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	41	4%	36	5%	2	5%	1	4%	2	8%	1	2%	3	9%	5	10%	7	6%	3	4%
		dissatisfied	88	9%	91	13%	5	13%	3	11%	3	13%	6	14%	7	21%	6	12%	11	9%	8	11%
		neither satisfied nor dissatisfied	199	20%	159	23%	7	18%	11	39%	11	46%	14	33%	10	30%	13	26%	27	23%	19	25%
		satisfied	461	45%	279	40%	18	46%	10	36%	6	25%	14	33%	9	27%	17	34%	50	42%	36	48%
		very satisfied	214	21%	117	17%	7	18%	3	11%	2	8%	7	16%	4	12%	5	10%	22	18%	6	8%
		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%	
<b>Global Satisfaction</b>																						
Q212A	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	22	2%	44	6%	3	8%	5	18%	3	13%	4	9%	7	21%	8	16%	4	3%	5	7%
		somewhat disagree	59	6%	85	12%	2	5%	4	14%	3	13%	4	9%	4	12%	8	16%	9	7%	11	15%
		neither agree nor disagree	110	11%	71	10%	9	23%	3	11%	4	17%	12	28%	2	6%	6	12%	20	17%	10	13%
		somewhat agree	369	36%	250	36%	11	28%	9	32%	5	21%	13	30%	11	33%	14	28%	40	33%	23	31%
		strongly agree	443	43%	239	34%	13	33%	7	25%	8	33%	10	23%	9	27%	14	28%	45	37%	25	33%
		decline to answer	17	2%	9	1%	0	0%	0	0%	1	4%	0	0%	0	0%	0	0%	2	2%	0	0%
	not applicable	3	0%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	1	1%	1	1%	



Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q212B	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	37	4%	67	10%	6	15%	5	18%	2	8%	8	19%	9	27%	12	24%	4	3%	11	15%
		somewhat disagree	75	7%	101	14%	8	21%	6	21%	5	21%	5	12%	4	12%	7	14%	11	9%	15	20%
		neither agree nor disagree	173	17%	104	15%	4	10%	2	7%	5	21%	12	28%	5	15%	5	10%	23	19%	12	16%
		somewhat agree	392	38%	250	36%	9	23%	13	46%	4	17%	12	28%	7	21%	19	38%	41	34%	22	29%
		strongly agree	325	32%	165	24%	11	28%	2	7%	7	29%	6	14%	8	24%	7	14%	37	31%	14	19%
		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%
Q250A	All things considered, your department as a place to work	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%
		neither agree nor disagree	114	11%	110	16%	6	15%	10	36%	2	8%	4	9%	5	15%	10	20%	19	16%	17	23%
		somewhat agree	401	39%	273	39%	14	36%	6	21%	8	33%	20	47%	11	33%	15	31%	51	43%	27	36%
		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%		
<b>Departure intentions</b>																						
Q225	Which of the following have you done at this institution in the past five years? (check all that apply)	actively sought an outside job offer	319	26%	245	29%	12	24%	9	31%	9	28%	9	19%	9	23%	17	31%	42	29%	27	29%
		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%
		renegotiated terms of employment	192	16%	125	15%	10	20%	2	7%	5	16%	4	8%	4	10%	3	5%	19	13%	10	11%
		none of the above	518	42%	357	43%	16	33%	13	45%	10	31%	26	54%	19	48%	22	40%	53	36%	35	37%
		decline to answer	48	4%	33	4%	2	4%	5	17%	3	9%	4	8%	4	10%	7	13%	10	7%	8	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	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%
		teaching load	96	12%	79	14%	3	10%	3	12%	3	16%	4	10%	4	14%	3	6%	10	10%	6	9%
		administrative responsibilities	27	3%	21	4%	1	3%	0	0%	0	0%	0	0%	1	3%	0	0%	1	1%	0	0%
		equipment	9	1%	4	1%	0	0%	0	0%	0	0%	1	3%	0	0%	1	2%	0	0%	0	0%
		employment for spouse/partner	28	3%	23	4%	1	3%	0	0%	1	5%	3	8%	2	7%	2	4%	4	4%	8	12%
		lab/research support	48	6%	42	7%	2	7%	3	12%	3	16%	3	8%	1	3%	6	13%	8	8%	2	3%
		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%		
Q255A	Q255A - How long do you plan to remain at this institution?	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%
		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%
		ten years or more	207	23%	113	21%	4	15%	3	16%	2	10%	3	12%	3	14%	1	4%	13	19%	7	21%
		I don't know	284	32%	210	39%	11	42%	9	47%	8	40%	14	56%	6	27%	15	54%	35	51%	17	50%
		decline to answer	35	4%	21	4%	1	4%	1	5%	5	25%	2	8%	2	9%	4	14%	5	7%	1	3%
Q260	If you were to choose to leave your institution, what would be your primary reason?	to improve your salary/benefits	198	20%	140	20%	8	21%	4	14%	8	33%	7	16%	7	21%	13	27%	20	17%	11	15%
		for a more collegial workplace	26	3%	41	6%	0	0%	3	11%	3	13%	3	7%	2	6%	1	2%	2	2%	4	5%
		employer w/ more resources	107	11%	83	12%	6	15%	2	7%	4	17%	9	21%	3	9%	4	8%	10	8%	9	12%
		institution w/ priorities like yours	105	10%	80	12%	4	10%	6	21%	2	8%	5	12%	6	18%	4	8%	17	14%	9	12%
		to 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%
		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	4%	0	0%	3	7%	0	0%	3	6%	10	8%	7	9%
		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%
		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%
		to retire	259	26%	101	15%	4	10%	3	11%	2	8%	2	5%	9	27%	4	8%	5	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%		

Frequency Distributions

**Distribution of Workload**

		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q70H	How equitably the teaching workload is distributed across faculty in your department	very dissatisfied	316	10%	246	11%	8	7%	9	9%	13	7%	11	8%	15	11%	17	10%	22	6%	25	9%
		dissatisfied	604	18%	520	23%	23	19%	21	20%	12	7%	29	22%	21	16%	33	20%	56	15%	50	18%
		neither satisfied nor dissatisfied	624	19%	431	19%	28	24%	12	12%	47	26%	24	18%	25	19%	26	15%	71	19%	61	22%
		satisfied	1138	35%	750	33%	42	36%	38	37%	84	46%	47	36%	50	38%	61	36%	145	39%	91	33%
		very satisfied	445	14%	271	12%	13	11%	21	20%	19	10%	14	11%	17	13%	23	14%	61	16%	39	14%
		decline to answer	23	1%	16	1%	2	2%	0	0%	4	2%	1	1%	3	2%	4	2%	8	2%	5	2%
		not applicable	123	4%	70	3%	2	2%	2	2%	5	3%	5	4%	2	2%	5	3%	13	3%	5	2%

Q60D	How equitably committee assignments are distributed across faculty in your department	very dissatisfied	315	10%	316	14%	10	8%	15	15%	14	8%	17	13%	17	13%	21	12%	23	6%	27	10%
		dissatisfied	687	21%	664	29%	30	25%	31	30%	28	15%	26	20%	31	23%	44	26%	65	17%	61	22%
		neither satisfied nor dissatisfied	782	24%	526	23%	30	25%	21	20%	54	29%	45	34%	34	26%	40	24%	89	24%	74	27%
		satisfied	1099	33%	628	27%	35	29%	24	23%	63	34%	35	26%	41	31%	49	29%	130	34%	81	29%
		very satisfied	320	10%	134	6%	10	8%	12	12%	18	10%	4	3%	9	7%	10	6%	45	12%	19	7%
		decline to answer	32	1%	23	1%	2	2%	0	0%	2	1%	1	1%	1	1%	2	1%	7	2%	6	2%
		not applicable	54	2%	21	1%	2	2%	0	0%	5	3%	5	4%	0	0%	3	2%	18	5%	8	3%

**Mentoring**

Q125A	Mentoring from someone in your department	very ineffective	236	7%	225	10%	11	9%	10	10%	10	5%	10	8%	10	8%	18	11%	30	8%	22	8%
		somewhat ineffective	289	9%	227	10%	7	6%	10	10%	18	10%	10	8%	3	2%	12	7%	32	9%	18	7%
		neither effective nor ineffective	448	14%	224	10%	24	20%	9	9%	20	11%	12	10%	22	17%	14	8%	58	16%	30	11%
		somewhat effective	1054	33%	704	31%	39	33%	28	28%	56	30%	41	33%	37	28%	41	24%	110	30%	91	33%
		very effective	552	17%	482	21%	20	17%	37	37%	41	22%	33	26%	39	29%	44	26%	87	23%	70	26%
		have not received	348	11%	282	12%	9	8%	4	4%	17	9%	12	10%	12	9%	25	15%	31	8%	28	10%
		decline to answer	17	1%	9	0%	0	0%	1	1%	0	0%	1	1%	0	0%	2	1%	1	0%	1	0%

Q125B	Mentoring from someone outside your department at your institution	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%
		neither effective nor ineffective	666	21%	322	14%	28	24%	14	14%	33	18%	20	16%	27	20%	21	12%	76	20%	44	16%
		somewhat effective	682	21%	569	25%	31	26%	28	28%	48	26%	37	30%	44	33%	45	27%	77	21%	63	23%
		very effective	204	6%	298	13%	13	11%	27	27%	7	4%	13	10%	21	16%	29	17%	29	8%	32	12%
		have not received	754	23%	547	24%	15	13%	14	14%	35	19%	27	22%	19	14%	34	20%	77	21%	72	26%

Q125C	Mentoring from someone outside your institution	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%
		neither effective nor ineffective	582	18%	218	10%	17	14%	10	10%	28	15%	12	10%	20	15%	15	9%	62	17%	34	12%
		somewhat effective	983	30%	797	35%	34	29%	30	30%	47	26%	47	38%	36	27%	48	28%	104	28%	80	29%
		very effective	478	15%	629	28%	29	25%	42	42%	31	17%	32	26%	38	29%	68	40%	48	13%	61	22%

		have not received	491	15%	307	13%	12	10%	8	8%	26	14%	18	14%	16	12%	16	9%	64	17%	50	18%
		decline to answer	15	0%	11	0%	1	1%	0	0%	1	1%	0	0%	0	0%	3	2%	1	0%	0	0%
		not applicable	513	16%	203	9%	14	12%	6	6%	38	21%	11	9%	15	11%	9	5%	68	18%	36	13%

Frequency Distributions

		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q130A	There is effective mentoring of pre-tenure faculty in my department.	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%
		neither agree nor disagree	356	11%	211	9%	12	10%	5	5%	29	16%	14	11%	18	14%	18	11%	52	14%	37	14%
		somewhat agree	1221	38%	796	35%	36	31%	32	32%	58	32%	44	35%	43	32%	54	32%	120	32%	89	33%
		strongly agree	533	16%	378	17%	15	13%	22	22%	40	22%	22	18%	23	17%	24	14%	76	20%	45	16%
		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%	
Q130B	There is effective mentoring of tenured associate professors in my department.	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%
		neither agree nor disagree	517	19%	217	12%	14	14%	11	14%	37	24%	12	14%	21	21%	16	14%	34	19%	16	14%
		somewhat agree	561	21%	292	17%	18	18%	9	12%	30	19%	11	13%	17	17%	12	11%	33	18%	16	14%
		strongly agree	147	6%	72	4%	2	2%	6	8%	7	5%	7	8%	6	6%	3	3%	9	5%	2	2%
		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%	
Q130C	My institution provides adequate support for faculty to be good mentors.	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%
		neither agree nor disagree	650	24%	343	20%	18	18%	12	16%	45	29%	18	21%	26	27%	17	15%	49	27%	20	18%
		somewhat agree	365	14%	198	11%	9	9%	7	9%	21	14%	6	7%	12	12%	10	9%	23	13%	12	11%
		strongly agree	83	3%	45	3%	0	0%	5	7%	6	4%	3	4%	6	6%	2	2%	7	4%	3	3%
		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%	
<b>Departmental Engagement</b>																						
Q190A	Undergraduate student learning - How often do you engage with faculty in your department in conversations about.	never	252	8%	181	8%	19	16%	16	16%	19	10%	13	11%	11	9%	31	19%	29	8%	27	10%
		seldom	432	14%	265	12%	18	16%	10	10%	27	15%	15	12%	25	20%	26	16%	45	12%	36	14%
		occasionally	819	26%	528	24%	27	23%	22	22%	53	29%	34	28%	28	22%	34	21%	110	30%	68	26%
		regularly	992	31%	649	29%	31	27%	30	31%	53	29%	32	26%	31	25%	35	21%	97	27%	73	28%
		frequently	616	19%	550	25%	20	17%	19	19%	23	13%	24	20%	30	24%	34	21%	70	19%	50	19%
		decline to answer	87	3%	66	3%	1	1%	1	1%	6	3%	5	4%	1	1%	5	3%	12	3%	8	3%
Q190B	Graduate student learning - How often do you engage with faculty in your department in conversations about.	never	202	6%	139	6%	11	9%	5	5%	8	4%	10	8%	8	6%	16	10%	15	4%	19	7%
		seldom	333	10%	216	10%	17	15%	6	6%	20	11%	22	18%	18	14%	23	14%	30	8%	34	13%
		occasionally	836	26%	538	24%	34	29%	21	21%	50	28%	25	20%	25	20%	43	26%	102	28%	74	28%
		regularly	1068	33%	686	31%	27	23%	35	36%	58	32%	42	34%	34	27%	41	25%	125	34%	67	26%
		frequently	685	21%	604	27%	26	22%	28	29%	41	23%	21	17%	37	29%	40	24%	84	23%	58	22%
	decline to answer	74	2%	56	3%	1	1%	3	3%	4	2%	3	2%	4	3%	2	1%	7	2%	10	4%	
Q190C	Effective teaching practices - How often do you engage with faculty in your department in conversations about.	never	142	4%	83	4%	13	11%	8	8%	4	2%	5	4%	8	6%	16	10%	19	5%	14	5%
		seldom	514	16%	321	14%	18	16%	15	15%	31	17%	18	15%	24	19%	35	21%	48	13%	42	16%
		occasionally	1147	36%	764	34%	40	34%	32	33%	66	36%	45	37%	39	31%	52	32%	140	39%	93	35%
		regularly	950	30%	656	29%	35	30%	25	26%	60	33%	39	32%	32	25%	34	21%	99	27%	72	27%
		frequently	428	13%	404	18%	10	9%	18	18%	19	10%	15	12%	22	17%	27	16%	53	15%	39	15%
	decline to answer	17	1%	11	0%	0	0%	0	0%	1	1%	1	1%	1	1%	1	1%	4	1%	2	1%	
Q190D	Effective use of technology - How often do you engage with faculty in your department in conversations about.	never	158	5%	109	5%	12	10%	9	9%	5	3%	8	7%	12	10%	16	10%	21	6%	22	8%
		seldom	583	18%	417	19%	24	21%	19	19%	31	17%	23	19%	21	17%	41	25%	70	19%	61	23%
		occasionally	1272	40%	890	40%	43	37%	33	34%	75	41%	52	42%	43	34%	53	32%	152	42%	95	36%
		regularly	836	26%	550	25%	23	20%	22	22%	52	29%	31	25%	32	25%	34	21%	77	21%	56	21%
		frequently	337	11%	266	12%	14	12%	15	15%	18	10%	8	7%	18	14%	21	13%	41	11%	25	10%
	decline to answer	12	0%	7	0%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	2	1%	3	1%	



Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q190E	Use of current research methodologies - How often do you engage with faculty in your department in conversations about.	never	183	6%	185	8%	16	14%	6	6%	8	4%	10	8%	10	8%	21	13%	20	6%	23	9%
		seldom	591	18%	419	19%	27	23%	11	11%	30	17%	19	15%	22	17%	40	24%	46	13%	53	20%
		occasionally	1083	34%	761	34%	34	29%	36	37%	56	31%	49	40%	44	35%	52	32%	122	34%	82	31%
		regularly	882	28%	551	25%	23	20%	27	28%	52	29%	30	24%	26	21%	27	16%	108	30%	65	25%
		frequently	429	13%	306	14%	15	13%	17	17%	35	19%	15	12%	24	19%	22	13%	63	17%	36	14%
	decline to answer	30	1%	17	1%	1	1%	1	1%	0	0%	0	0%	0	0%	3	2%	4	1%	3	1%	
<b>Departmental Quality</b>																						
Q195A	The intellectual vitality of tenured faculty in your department	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%
		neither satisfied nor dissatisfied	481	15%	342	15%	21	18%	14	14%	37	20%	22	17%	21	16%	34	21%	72	20%	59	22%
		satisfied	1411	44%	913	40%	41	35%	48	48%	70	39%	52	41%	51	40%	56	34%	152	41%	92	35%
		very satisfied	701	22%	527	23%	18	15%	20	20%	33	18%	16	13%	30	23%	36	22%	73	20%	51	19%
		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%	
Q195B	The intellectual vitality of pre-tenure faculty in your department	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%
		satisfied	1390	43%	948	42%	48	41%	46	46%	77	43%	53	42%	48	37%	66	40%	159	43%	106	40%
		very satisfied	1136	35%	806	36%	33	28%	33	33%	44	24%	29	23%	38	29%	52	32%	96	26%	73	28%
		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%	
Q195C	The research/scholarly/creative productivity of tenured faculty in your department	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%
		neither satisfied nor dissatisfied	611	19%	420	19%	25	21%	15	15%	39	22%	26	21%	22	17%	51	31%	66	18%	67	25%
		satisfied	1280	40%	837	37%	41	35%	49	49%	73	40%	45	36%	50	39%	52	32%	145	40%	89	34%
		very satisfied	623	19%	480	21%	17	15%	18	18%	27	15%	15	12%	27	21%	31	19%	69	19%	47	18%
		I don't know	36	1%	35	2%	2	2%	2	2%	3	2%	4	3%	1	1%	5	3%	5	1%	6	2%
		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%	
Q195D	The research/scholarly/creative productivity of pre-tenure faculty in your department	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%
		neither satisfied nor dissatisfied	496	15%	316	14%	21	18%	12	12%	41	23%	31	25%	27	21%	32	19%	53	14%	53	20%
		satisfied	1470	46%	971	43%	49	42%	49	49%	77	43%	54	43%	46	36%	65	39%	152	41%	101	38%
		very satisfied	877	27%	668	30%	23	20%	27	27%	35	19%	21	17%	34	26%	44	27%	92	25%	59	22%
		I don't know	50	2%	49	2%	1	1%	2	2%	3	2%	3	2%	3	2%	5	3%	9	2%	7	3%
		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%	
Q195G	The teaching effectiveness of tenured faculty in your department	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%
		neither satisfied nor dissatisfied	558	17%	408	18%	24	21%	13	13%	36	20%	24	20%	22	18%	37	22%	58	16%	57	22%
		satisfied	1408	44%	951	43%	50	43%	44	45%	91	51%	50	41%	54	43%	56	34%	157	43%	104	40%
		very satisfied	662	21%	463	21%	17	15%	17	17%	31	17%	21	17%	26	21%	32	19%	69	19%	47	18%
		I don't know	164	5%	116	5%	5	4%	5	5%	9	5%	14	11%	5	4%	11	7%	37	10%	23	9%
		decline to answer	10	0%	16	1%	1	1%	0	0%	0	0%	0	0%	3	2%	3	2%	4	1%	6	2%
	not applicable	23	1%	16	1%	0	0%	1	1%	1	1%	0	0%	0	0%	1	1%	2	1%	0	0%	

Frequency Distributions

		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q195H	very dissatisfied	24	1%	21	1%	3	3%	1	1%	0	0%	1	1%	3	2%	4	2%	3	1%	1	0%
	dissatisfied	133	4%	75	3%	7	6%	5	5%	4	2%	6	5%	5	4%	8	5%	9	2%	9	3%
	neither satisfied nor dissatisfied	474	15%	320	14%	20	17%	10	10%	36	20%	24	20%	23	18%	28	17%	59	16%	52	20%
	satisfied	1477	46%	1014	45%	58	50%	57	58%	95	53%	50	41%	51	41%	76	46%	163	45%	108	41%
	very satisfied	771	24%	564	25%	20	17%	17	17%	29	16%	23	19%	31	25%	30	18%	70	19%	48	18%
	I don't know	188	6%	140	6%	4	3%	6	6%	11	6%	15	12%	7	6%	12	7%	41	11%	24	9%
	decline to answer	14	0%	18	1%	1	1%	0	0%	0	0%	1	1%	3	2%	3	2%	4	1%	7	3%
not applicable	110	3%	81	4%	2	2%	2	2%	3	2%	3	2%	2	2%	4	2%	13	4%	12	5%	
<b>Departmental Collegiality</b>																					
Q205A	very dissatisfied	37	1%	29	1%	6	5%	2	2%	2	1%	3	2%	7	6%	4	2%	11	3%	6	2%
	dissatisfied	254	8%	177	8%	15	13%	3	3%	10	6%	13	11%	8	6%	13	8%	28	8%	25	10%
	neither satisfied nor dissatisfied	523	16%	361	16%	21	18%	19	19%	32	18%	18	15%	24	19%	39	24%	57	16%	41	16%
	satisfied	1514	48%	1025	46%	50	43%	46	47%	83	47%	64	52%	54	44%	73	44%	166	46%	105	41%
	very satisfied	750	24%	539	24%	21	18%	27	28%	44	25%	20	16%	29	23%	31	19%	90	25%	64	25%
	decline to answer	11	0%	9	0%	0	0%	0	0%	1	1%	2	2%	1	1%	2	1%	0	0%	4	2%
	not applicable	98	3%	90	4%	2	2%	1	1%	6	3%	3	2%	1	1%	3	2%	9	2%	14	5%
Q205B	very dissatisfied	37	1%	34	2%	6	5%	1	1%	2	1%	2	2%	4	3%	3	2%	10	3%	6	2%
	dissatisfied	275	9%	190	9%	14	12%	5	5%	10	6%	12	10%	9	7%	10	6%	25	7%	22	8%
	neither satisfied nor dissatisfied	768	24%	489	22%	31	27%	23	23%	48	27%	23	19%	40	32%	53	32%	83	23%	48	19%
	satisfied	1384	43%	919	41%	40	35%	43	44%	73	41%	63	51%	46	37%	65	39%	145	40%	104	40%
	very satisfied	592	19%	483	22%	21	18%	23	23%	38	21%	15	12%	22	18%	28	17%	82	23%	60	23%
	decline to answer	14	0%	10	0%	0	0%	0	0%	1	1%	3	2%	1	1%	1	1%	1	0%	4	2%
	not applicable	117	4%	105	5%	3	3%	3	3%	6	3%	5	4%	2	2%	5	3%	15	4%	15	6%
Q205C	very dissatisfied	222	7%	182	8%	12	10%	5	5%	6	3%	6	5%	12	10%	21	13%	18	5%	17	7%
	dissatisfied	381	12%	295	13%	20	17%	10	10%	21	12%	16	13%	15	12%	27	16%	35	10%	20	8%
	neither satisfied nor dissatisfied	412	13%	318	14%	17	15%	14	14%	21	12%	19	15%	17	14%	26	16%	58	16%	43	17%
	satisfied	1157	36%	794	36%	37	32%	37	38%	69	39%	51	41%	47	38%	55	33%	156	43%	108	42%
	very satisfied	994	31%	627	28%	29	25%	31	32%	59	33%	29	24%	33	27%	34	21%	94	26%	67	26%
	decline to answer	16	1%	12	1%	0	0%	1	1%	2	1%	2	2%	0	0%	2	1%	0	0%	3	1%
	not applicable	5	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Q205D	very dissatisfied	78	2%	70	3%	8	7%	2	2%	3	2%	5	4%	6	5%	10	6%	9	2%	7	3%
	dissatisfied	309	10%	265	12%	18	16%	9	9%	19	11%	12	10%	6	5%	21	13%	22	6%	37	14%
	neither satisfied nor dissatisfied	465	15%	351	16%	26	23%	20	20%	30	17%	30	24%	26	21%	50	30%	71	20%	48	19%
	satisfied	1547	49%	992	44%	44	38%	41	42%	88	49%	58	47%	59	48%	59	36%	177	49%	115	44%
	very satisfied	771	24%	533	24%	19	17%	25	26%	36	20%	15	12%	26	21%	24	15%	82	23%	49	19%
	decline to answer	9	0%	13	1%	0	0%	1	1%	2	1%	3	2%	1	1%	1	1%	0	0%	2	1%
	not applicable	8	0%	6	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%
Q205E	very dissatisfied	74	2%	73	3%	6	5%	3	3%	3	2%	3	2%	5	4%	8	5%	13	4%	11	4%
	dissatisfied	269	8%	205	9%	19	17%	9	9%	22	12%	11	9%	5	4%	20	12%	21	6%	31	12%
	neither satisfied nor dissatisfied	710	22%	509	23%	32	28%	24	24%	45	25%	32	26%	40	32%	52	32%	85	24%	51	20%
	satisfied	1448	45%	933	42%	35	30%	36	37%	70	39%	58	47%	52	42%	59	36%	169	47%	115	44%
	very satisfied	640	20%	470	21%	22	19%	25	26%	36	20%	15	12%	20	16%	20	12%	70	19%	46	18%
	decline to answer	18	1%	14	1%	0	0%	0	0%	2	1%	3	2%	1	1%	2	1%	0	0%	2	1%
	not applicable	28	1%	26	1%	1	1%	1	1%	0	0%	1	1%	1	1%	4	2%	3	1%	3	1%
Q210A	very dissatisfied	164	5%	159	7%	11	10%	9	9%	2	1%	5	4%	10	8%	13	8%	15	4%	12	5%
	dissatisfied	396	12%	344	15%	17	15%	21	21%	12	7%	17	14%	12	10%	22	13%	35	10%	22	9%
	neither satisfied nor dissatisfied	360	11%	232	10%	23	20%	12	12%	35	20%	18	15%	15	12%	15	9%	54	15%	39	15%
	satisfied	1287	40%	828	37%	40	35%	27	28%	71	40%	49	40%	50	40%	66	40%	147	41%	117	45%
	very satisfied	961	30%	648	29%	24	21%	28	29%	57	32%	31	25%	36	29%	48	29%	105	29%	62	24%
	decline to answer	7	0%	14	1%	0	0%	1	1%	0	0%	1	1%	0	0%	1	1%	3	1%	3	1%
	not applicable	10	0%	5	0%	0	0%	0	0%	0	0%	2	2%	1	1%	0	0%	2	1%	3	1%

Frequency Distributions

		WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN				
		Men		Women		Men		Women		Men		Women		Men		Women		Men		Women		
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	
Q210C	On the whole, my department is collegial.	strongly disagree	188	6%	169	8%	14	12%	14	14%	5	3%	7	6%	10	8%	17	10%	16	4%	13	5%
		somewhat disagree	271	9%	244	11%	15	13%	10	10%	15	8%	12	10%	5	4%	22	13%	30	8%	18	7%
		neither agree nor disagree	264	8%	190	9%	15	13%	8	8%	21	12%	13	11%	12	10%	14	8%	31	9%	23	9%
		somewhat agree	1110	35%	728	33%	33	29%	30	31%	62	35%	39	32%	49	40%	54	33%	132	37%	100	39%
		strongly agree	1347	42%	886	40%	38	33%	36	37%	74	42%	49	40%	48	39%	56	34%	150	42%	98	38%
		decline to answer	4	0%	11	0%	0	0%	0	0%	0	0%	3	2%	0	0%	2	1%	1	0%	5	2%
		not applicable	1	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	0%	1	0%
<b>Collaboration</b>																						
Q105A	Opportunities for collaboration with other members of your department	very dissatisfied	125	4%	132	6%	8	7%	6	6%	7	4%	11	9%	11	8%	17	10%	17	5%	16	6%
		dissatisfied	288	9%	290	13%	16	14%	20	20%	10	5%	17	13%	17	13%	29	17%	42	11%	26	10%
		neither satisfied nor dissatisfied	563	17%	432	19%	29	25%	18	18%	41	22%	29	23%	24	18%	31	18%	63	17%	56	21%
		satisfied	1423	44%	861	38%	40	34%	34	33%	81	44%	48	38%	49	37%	64	38%	157	42%	102	37%
		very satisfied	809	25%	500	22%	22	19%	23	23%	43	23%	16	13%	31	23%	25	15%	90	24%	61	22%
		decline to answer	13	0%	19	1%	1	1%	0	0%	1	1%	0	0%	0	0%	3	2%	1	0%	4	1%
		not applicable	27	1%	44	2%	2	2%	1	1%	5	4%	1	1%	0	0%	3	1%	8	3%		
Q105E	Opportunities for collaboration within your institution, faculty outside your department	very dissatisfied	125	4%	114	5%	6	5%	4	4%	7	4%	9	7%	8	6%	14	8%	19	5%	11	4%
		dissatisfied	434	13%	361	16%	21	18%	22	22%	25	14%	17	13%	23	17%	24	14%	38	10%	29	11%
		neither satisfied nor dissatisfied	847	26%	639	28%	29	25%	25	25%	42	23%	34	27%	37	28%	52	31%	106	28%	81	30%
		satisfied	1281	39%	812	36%	47	40%	32	31%	74	40%	54	43%	44	33%	53	31%	133	36%	101	37%
		very satisfied	475	15%	286	13%	11	9%	17	17%	30	16%	6	5%	19	14%	22	13%	59	16%	38	14%
		decline to answer	19	1%	15	1%	0	0%	1	1%	0	0%	0	0%	1	1%	2	1%	2	1%	3	1%
		not applicable	67	2%	51	2%	4	3%	1	1%	6	5%	1	1%	2	1%	16	4%	10	4%		
<b>Tenure Clarity</b>																						
Q136E	The clarity of whether or not I will achieve tenure.	very unclear	32	6%	47	10%	3	17%	0	0%	1	4%	4	11%	4	14%	4	8%	12	7%	11	7%
		somewhat unclear	59	11%	94	19%	1	6%	3	13%	3	13%	4	11%	1	4%	6	11%	13	7%	15	10%
		neither clear nor unclear	79	15%	65	13%	2	11%	0	0%	4	17%	11	31%	6	21%	11	21%	38	22%	31	20%
		somewhat clear	252	48%	204	42%	7	39%	11	46%	11	46%	14	39%	11	39%	23	43%	65	37%	61	39%
		very clear	103	20%	67	14%	5	28%	10	42%	5	21%	1	3%	5	18%	8	15%	43	25%	29	19%
		decline to answer	3	1%	6	1%	0	0%	0	0%	0	0%	2	6%	1	4%	1	2%	4	2%	8	5%
Q139A	I have received consistent messages from tenured faculty about the requirements for tenure.	strongly disagree	63	12%	89	19%	2	11%	2	8%	1	4%	5	14%	4	14%	5	10%	22	13%	20	13%
		somewhat disagree	132	25%	106	22%	4	22%	7	29%	3	13%	6	17%	3	11%	20	39%	21	12%	31	20%
		neither agree nor disagree	63	12%	42	9%	2	11%	0	0%	4	17%	7	19%	3	11%	5	10%	33	19%	23	15%
		somewhat agree	171	33%	159	33%	5	28%	8	33%	11	46%	11	31%	12	43%	13	25%	64	37%	41	27%
		strongly agree	95	18%	81	17%	5	28%	7	29%	5	21%	6	17%	5	18%	7	14%	34	19%	31	20%
		decline to answer	2	0%	3	1%	0	0%	0	0%	0	0%	1	3%	1	4%	1	2%	1	1%	3	2%
		not applicable	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	2%
Q139B	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	strongly disagree	26	5%	42	9%	3	17%	0	0%	1	4%	1	3%	1	4%	9	18%	11	6%	9	6%
		somewhat disagree	55	10%	65	14%	0	0%	1	4%	2	8%	5	14%	7	25%	6	12%	9	5%	8	5%
		neither agree nor disagree	87	17%	79	16%	4	22%	3	13%	7	29%	2	6%	3	11%	12	24%	26	15%	26	17%
		somewhat agree	187	36%	165	34%	5	28%	11	46%	5	21%	18	50%	9	32%	11	22%	61	35%	51	34%
		strongly agree	154	29%	115	24%	6	33%	9	38%	9	38%	8	22%	7	25%	10	20%	63	36%	51	34%
		decline to answer	13	2%	11	2%	0	0%	0	0%	0	0%	1	3%	1	4%	2	4%	5	3%	7	5%
		not applicable	4	1%	3	1%	0	0%	0	0%	1	3%	0	0%	1	2%	0	0%	0	0%	0	0%
<b>Appreciation &amp; Recognition</b>																						
Q215A	How satisfied are you with the recognition you receive for your teaching efforts?	very dissatisfied	210	7%	176	8%	15	13%	6	6%	11	6%	7	6%	12	10%	14	8%	22	6%	14	5%
		dissatisfied	569	18%	485	22%	25	22%	19	19%	21	12%	18	15%	26	21%	35	21%	43	12%	52	20%
		neither satisfied nor dissatisfied	587	18%	397	18%	19	17%	21	21%	42	24%	30	25%	30	24%	45	27%	72	20%	48	19%
		satisfied	1218	38%	824	37%	46	40%	31	32%	76	43%	47	39%	38	31%	44	27%	146	41%	102	40%
		very satisfied	462	15%	273	12%	7	6%	19	19%	20	11%	15	12%	14	11%	19	12%	57	16%	31	12%
		decline to answer	22	1%	16	1%	1	1%	1	1%	0	0%	0	0%	1	1%	2	1%	5	1%	3	1%
		not applicable	111	3%	54	2%	1	1%	1	1%	7	4%	4	3%	3	2%	6	4%	15	4%	7	3%

Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q215B	How satisfied are you with the recognition you receive for your student advising?	very dissatisfied	222	7%	200	9%	16	14%	9	9%	11	6%	7	6%	13	10%	17	10%	23	6%	16	6%
		dissatisfied	598	19%	497	22%	24	21%	19	19%	25	14%	21	17%	21	17%	35	21%	55	15%	50	19%
		neither satisfied nor dissatisfied	854	27%	583	26%	25	22%	31	32%	50	28%	37	31%	44	35%	53	32%	103	29%	65	25%
		satisfied	861	27%	567	25%	32	28%	27	28%	55	31%	37	31%	34	27%	34	21%	109	30%	79	31%
		very satisfied	231	7%	110	5%	7	6%	11	11%	16	9%	8	7%	3	2%	12	7%	35	10%	21	8%
		decline to answer	27	1%	20	1%	1	1%	0	0%	0	0%	0	0%	0	0%	2	1%	6	2%	3	1%
	not applicable	386	12%	248	11%	9	8%	1	1%	20	11%	11	9%	9	7%	12	7%	29	8%	23	9%	
Q215C	How satisfied are you with the recognition you receive for your scholarly/creative work?	very dissatisfied	225	7%	138	6%	16	14%	3	3%	18	10%	7	6%	8	6%	18	11%	19	5%	14	5%
		dissatisfied	470	15%	398	18%	20	18%	13	13%	25	14%	15	12%	15	12%	27	16%	49	14%	29	11%
		neither satisfied nor dissatisfied	641	20%	505	23%	22	19%	25	26%	30	17%	32	26%	36	29%	52	32%	63	18%	74	29%
		satisfied	1302	41%	881	40%	43	38%	39	40%	73	41%	50	41%	52	42%	42	25%	157	44%	103	40%
		very satisfied	494	16%	268	12%	12	11%	17	17%	30	17%	15	12%	12	10%	21	13%	62	17%	32	12%
		decline to answer	22	1%	19	1%	1	1%	0	0%	0	0%	0	0%	0	0%	3	2%	6	2%	3	1%
	not applicable	25	1%	16	1%	0	0%	1	1%	1	1%	2	2%	1	1%	2	1%	4	1%	2	1%	
Q215D	How satisfied are you with the recognition you receive for your service contributions?	very dissatisfied	300	9%	252	11%	16	14%	7	7%	15	8%	16	13%	18	15%	22	13%	22	6%	12	5%
		dissatisfied	610	19%	560	25%	26	23%	20	20%	25	14%	21	17%	24	19%	38	23%	55	15%	37	14%
		neither satisfied nor dissatisfied	835	26%	527	24%	26	23%	28	29%	49	28%	34	28%	33	27%	49	30%	99	28%	77	30%
		satisfied	1063	33%	681	31%	38	33%	32	33%	63	36%	40	33%	40	32%	39	24%	121	34%	93	36%
		very satisfied	323	10%	174	8%	7	6%	11	11%	21	12%	9	7%	8	6%	13	8%	43	12%	28	11%
		decline to answer	19	1%	18	1%	1	1%	0	0%	1	1%	0	0%	0	0%	3	2%	8	2%	2	1%
	not applicable	29	1%	13	1%	0	0%	0	0%	3	2%	1	1%	1	1%	1	1%	12	3%	8	3%	
Q215E	How satisfied are you with the recognition you receive for your outreach?	very dissatisfied	208	7%	163	7%	14	12%	7	7%	8	5%	5	4%	16	13%	21	13%	12	3%	8	3%
		dissatisfied	400	13%	309	14%	21	18%	12	12%	19	11%	16	13%	17	14%	30	18%	32	9%	19	7%
		neither satisfied nor dissatisfied	873	27%	548	25%	21	18%	30	31%	45	25%	38	31%	37	30%	49	30%	88	24%	65	25%
		satisfied	728	23%	428	19%	29	25%	26	27%	41	23%	23	19%	30	24%	28	17%	73	20%	47	18%
		very satisfied	200	6%	126	6%	3	3%	10	10%	16	9%	8	7%	7	6%	14	8%	25	7%	14	5%
		decline to answer	40	1%	25	1%	1	1%	1	1%	2	1%	0	0%	0	0%	4	2%	14	4%	3	1%
	not applicable	730	23%	626	28%	25	22%	12	12%	46	26%	31	26%	17	14%	19	12%	116	32%	101	39%	
Q215L	For all of your work, how satisfied are you with the recognition you receive from your department head or chair?	very dissatisfied	215	7%	200	10%	20	19%	6	7%	14	9%	6	5%	11	9%	15	10%	17	5%	19	8%
		dissatisfied	279	10%	242	12%	14	13%	9	10%	15	10%	9	8%	10	8%	27	18%	29	8%	27	11%
		neither satisfied nor dissatisfied	380	13%	354	17%	20	19%	21	23%	33	21%	24	21%	27	23%	26	17%	55	16%	63	25%
		satisfied	1000	35%	683	33%	21	20%	34	37%	41	26%	37	33%	33	28%	45	30%	128	37%	78	31%
		very satisfied	800	28%	434	21%	20	19%	16	18%	44	28%	28	25%	29	24%	30	20%	97	28%	56	22%
		decline to answer	61	2%	59	3%	4	4%	2	2%	4	3%	4	4%	4	3%	3	2%	10	3%	10	4%
	not applicable	132	5%	81	4%	6	6%	3	3%	5	3%	5	4%	5	4%	3	2%	7	2%	0	0%	
Q215I	For all of your work, how satisfied are you with the recognition you receive from your colleagues/peers?	very dissatisfied	118	4%	114	5%	11	10%	3	3%	7	4%	6	5%	6	5%	16	10%	14	4%	8	3%
		dissatisfied	305	10%	279	13%	17	15%	10	10%	9	5%	11	9%	11	9%	25	15%	15	4%	22	9%
		neither satisfied nor dissatisfied	673	21%	512	23%	26	23%	23	23%	46	26%	29	24%	32	26%	48	29%	92	26%	75	29%
		satisfied	1359	43%	870	39%	36	32%	46	47%	76	43%	46	38%	46	37%	46	28%	143	40%	95	37%
		very satisfied	683	21%	415	19%	21	18%	16	16%	36	20%	27	22%	26	21%	26	16%	88	24%	52	20%
		decline to answer	25	1%	23	1%	2	2%	0	0%	1	1%	1	1%	1	1%	4	2%	5	1%	4	2%
	not applicable	16	1%	12	1%	1	1%	0	0%	2	1%	1	1%	2	2%	0	0%	3	1%	1	0%	
<b>Global Satisfaction</b>																						
Q212A	On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department.	strongly disagree	93	3%	122	5%	13	11%	12	12%	10	6%	12	10%	16	13%	34	21%	18	5%	17	7%
		somewhat disagree	191	6%	243	11%	14	12%	11	11%	11	6%	18	15%	23	19%	27	16%	23	6%	18	7%
		neither agree nor disagree	344	11%	245	11%	24	21%	11	11%	23	13%	14	11%	15	12%	19	12%	54	15%	36	14%
		somewhat agree	1124	35%	722	32%	28	24%	37	38%	61	34%	42	34%	34	27%	43	26%	118	33%	92	36%
		strongly agree	1351	42%	873	39%	35	30%	27	28%	70	40%	34	28%	35	28%	41	25%	139	39%	92	36%
		decline to answer	58	2%	23	1%	1	1%	0	0%	1	1%	3	2%	1	1%	1	1%	6	2%	3	1%
	not applicable	23	1%	2	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	3	1%	0	0%	

Frequency Distributions

			WHITE				HISPANIC/LATINO				ASIAN/PAC ISLANDER				OTHER URM				NON-CITIZEN			
			Men		Women		Men		Women		Men		Women		Men		Women		Men		Women	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q212B	There is visible leadership at my institution for the support and promotion of diversity on campus	strongly disagree	125	4%	148	7%	17	15%	11	11%	10	6%	20	16%	23	19%	37	22%	24	7%	18	7%
		somewhat disagree	216	7%	267	12%	21	18%	18	18%	17	10%	9	7%	19	15%	37	22%	26	7%	27	10%
		neither agree nor disagree	489	15%	328	15%	20	17%	11	11%	33	19%	26	21%	13	10%	14	8%	65	18%	55	21%
		somewhat agree	1138	36%	793	36%	34	30%	41	42%	58	33%	46	37%	36	29%	38	23%	123	34%	86	33%
		strongly agree	1137	36%	668	30%	23	20%	17	17%	55	31%	18	15%	32	26%	36	22%	116	32%	66	26%
		decline to answer	62	2%	22	1%	0	0%	0	0%	3	2%	4	3%	1	1%	3	2%	4	1%	4	2%
Q250A	All things considered, your department as a place to work	not applicable	17	1%	4	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	3	1%	2	1%
		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%
		neither agree nor disagree	356	11%	281	13%	14	13%	12	12%	23	13%	20	17%	12	10%	15	9%	53	15%	43	17%
		somewhat agree	1269	40%	864	39%	42	38%	35	36%	77	44%	45	38%	42	34%	58	35%	151	42%	106	41%
		strongly agree	1072	34%	643	29%	27	24%	31	32%	54	31%	33	28%	43	35%	47	28%	110	31%	65	25%
Departure intentions	Which of the following have you done at this institution in the past five years? (check all that apply)	decline to answer	13	0%	13	1%	2	2%	0	0%	1	1%	4	3%	0	0%	4	2%	6	2%	8	3%
		not applicable	12	0%	4	0%	1	1%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
		actively sought an outside job offer	876	24%	620	24%	41	31%	27	23%	34	17%	24	20%	30	21%	50	27%	101	25%	53	19%
		received a formal job offer	507	14%	296	12%	24	18%	20	17%	29	15%	9	7%	28	20%	26	14%	52	13%	29	10%
		renegotiated terms of employment	432	12%	321	13%	13	10%	19	16%	16	8%	8	7%	20	14%	20	11%	36	9%	23	8%
		none of the above	1733	47%	1181	46%	47	36%	42	36%	100	51%	61	50%	55	39%	79	42%	191	47%	143	51%
Q235	If you could negotiate adjustments to your employment, which one of the following item(s) would you most like to adjust?	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%	7	4%	4	4%	6	6%	7	5%	16	5%	7	3%
		tenure clock	29	1%	34	2%	4	4%	0	0%	2	1%	5	4%	1	1%	5	3%	10	3%	9	4%
		teaching load	218	8%	210	11%	2	2%	9	11%	21	13%	8	7%	10	10%	13	9%	30	9%	39	17%
		administrative responsibilities	123	4%	90	5%	3	3%	5	6%	2	1%	4	4%	7	7%	5	3%	7	2%	2	1%
		equipment	40	1%	27	1%	0	0%	2	3%	2	1%	2	2%	2	2%	1	1%	5	2%	5	2%
		employment for spouse/partner	103	4%	77	4%	3	3%	6	8%	9	6%	7	6%	5	5%	4	3%	30	9%	36	15%
		lab/research support	247	9%	152	8%	6	6%	4	5%	10	6%	17	15%	9	9%	4	3%	28	9%	16	7%
		sabbatical or other leave time	213	8%	219	12%	9	9%	6	8%	5	3%	6	5%	7	7%	13	9%	22	7%	24	10%
Q255A	Q255A - How long do you plan to remain at this institution?	other (please specify)	107	4%	103	5%	3	3%	7	9%	6	4%	2	2%	2	2%	6	4%	6	2%	3	1%
		there is nothing I wish to adjust	226	8%	99	5%	8	8%	3	4%	6	4%	6	5%	6	6%	5	3%	10	3%	4	2%
		decline to answer	51	2%	29	2%	1	1%	1	1%	4	2%	4	4%	4	4%	0	0%	8	2%	7	3%
		for no more than five years	610	23%	358	21%	24	25%	12	16%	26	17%	9	11%	17	18%	25	23%	40	23%	18	16%
		more than five years but less than ten	462	18%	314	18%	10	11%	10	14%	23	15%	7	9%	17	18%	13	12%	16	9%	6	5%
		ten years or more	611	23%	384	22%	16	17%	17	23%	34	23%	16	20%	17	18%	13	12%	36	20%	17	15%
Q260	If you were to choose to leave your institution, what would be your primary reason?	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%
		to improve your salary/benefits	589	19%	325	15%	27	24%	23	24%	40	23%	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	263	8%	240	11%	8	7%	8	8%	15	8%	16	13%	12	10%	10	6%	35	10%	26	10%
		institution w/ priorities like yours	299	9%	231	10%	11	10%	8	8%	20	11%	12	10%	11	9%	17	10%	40	11%	20	8%
		to 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%
		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%
		spousal/partner employment	93	3%	83	4%	4	4%	8	8%	5	3%	8	7%	5	4%	7	4%	27	8%	32	12%
		for other family or personal needs	141	4%	132	6%	5	4%	8	8%	4	2%	15	13%	8	6%	11	7%	32	9%	25	10%
		to improve your quality of life	220	7%	189	9%	10	9%	3	3%	12	7%	17	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	1%	4	2%	3	3%	2	2%	7	4%	10	3%	5	2%		
no reason I would choose to leave	82	3%	55	2%	1	1%	4	4%	11	6%	2	2%	4	3%	3	2%	19	5%	7	3%		
decline to answer	78	2%	54	2%	2	2%	3	3%	8	5%	6	5%	4	3%	9	5%	11	3%	18	7%		





## 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.

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