

COACHE

The Collaborative on Academic Careers in Higher Education

The initiative to improve
faculty recruitment, retention,
and work/life quality

Clemson University
Tenure-Track Faculty Job Satisfaction Survey
Institutional Report
2007-2008



HARVARD
GRADUATE SCHOOL OF EDUCATION

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The Collaborative on Academic Careers in Higher Education

TABLE OF CONTENTS

Guide to Your Institutional Report	i
Content	i
Method	vii
Statistical Terms in the Institutional Report	ix
Executive Summary	1
Survey Results	10
Response Rate, Weight Scales, and Peer Group	11
Theme I: Tenure	12
Theme II: Nature of the Work	70
Theme III: Policies and Practices	125
Theme IV: Climate, Culture, and Collegiality	150
Theme V: Global Satisfaction	190
Analysis by Academic Area	213
Appendix A: Frequency Tables	
Appendix B: Open-Ended Responses	
Appendix C: Survey Instrument	

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Guide to Your Institutional Report

COACHE

The Collaborative on Academic Careers in Higher Education

GUIDE TO YOUR COACHE INSTITUTIONAL REPORT

One of the great strengths of an institution of higher education is its faculty. Research literature demonstrates that the faculty are affected by their perception of the values and rewards in their work environment and that supportive environments promote faculty satisfaction, which can lead to increased productivity and retention. With this understanding, the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education developed the Tenure-Track Faculty Job Satisfaction Survey to be a diagnostic and comparative management tool for college and university policymakers. The first stage of this endeavor consisted of focus groups with pre-tenure faculty designed to elicit information on what comprises workplace and career satisfaction. This work, combined with the extant literature on faculty satisfaction, reviews of institutional satisfaction surveys, and conversations with numerous stakeholders, led to the development of the survey. We have now administered the Tenure-Track Faculty Job Satisfaction Survey at over one hundred colleges and universities, each of whom receives their custom version of this benchmarking report and comparative analysis.

Membership in the Collaborative, however, does not conclude with delivery of this report. Our mission to make the academy a more attractive place to work is advanced only when supported by institutional action. To that end, COACHE is your partner and a resource for maximizing the ability of your data to initiate dialogue, recruit talented new scholars, and further the work satisfaction of all faculty at your institution. Please contact us at any time to discuss the continuing benefits of COACHE participation.

CONTENTS

The data provided in your COACHE Institutional Report tell the unique story of your junior faculty's experiences working at your institution. The report is comprised of an executive summary, a question-by-question analysis of survey results, special analyses, and highly detailed appendices. This guide will acquaint you with the contents and organization of your report as you navigate through its various layers.

I. Executive Summary

The executive summary gives an overview of what your pre-tenure, tenure-track faculty members think about working at your institution. It shows, in a condensed fashion, your institution's strengths and weaknesses, in relation to the five peer institutions you chose for comparison, as well as in relation to all COACHE universities. The Executive Summary is composed of four parts, each of which represents a different aspect of the data or level of analysis. Together, these four components provide a comprehensive distillation of the data.

A. Institutional Profile, by Theme. The survey collects information according to five themes:

- *Tenure:* Clarity and reasonableness of tenure process and criteria
- *Nature of the Work:* Satisfaction with work-related duties and support services
- *Policies and Practices:* Policy importance, effectiveness, and satisfaction
- *Climate, Culture, Collegiality:* Satisfaction with cultural and interpersonal aspects of work environment
- *Global Satisfaction:* Overall satisfaction with the institution as workplace

The institutional profile features an "at-a-glance" bar chart showing your pre-tenure faculty's mean scores among those at your benchmark peers.¹ Each bar in the chart shows the percentage of items within a particular theme on which your institution scored in the a) top third (ranked first or second; green), b) middle third (ranked third or fourth; gray), and c) bottom third (ranked fifth or sixth; red). Mean scores are averages of responses on a five-point Likert-type scale. The names of your five peer institutions appear below the chart.

¹ The results of the survey's demographic questions (1 through 18) are in Appendix A, "Frequency Tables."

B. Results Presented by Theme. This section presents five charts showing the results of the individual survey items by theme. Each chart shows:

1. your junior faculty's mean scores for each survey item;
2. how each mean score ranks relative to your five peers – overall, by gender, and by race; and
3. gender and race differences within your institution.²

For each theme, we display the responses to each survey item ranked *highest to lowest* by mean rating on a five-point scale (5 = highest).

Column 1 mean ratings show where your pre-tenure faculty are on average most satisfied and least satisfied.

Columns 2, 3, and 4 show, for each item, how the mean ratings of your pre-tenure faculty rank in relation to the means at your five peers, for faculty overall, grouped by gender, and grouped by race (i.e., white faculty and faculty of color³). A plus sign (+) in a cell indicates that your faculty's mean score on that item ranked in the top two out of six peers (your institution plus your five peer institutions). A minus sign (-) indicates that your faculty's mean score on that item ranked in the bottom two out of six peers. A blank cell indicates a score ranking third or fourth among peer scores. For Columns 3 and 4, we used the following symbols: *F* = *Females*, *M* = *Males*, *W* = *White Faculty*, and *C* = *Faculty of Color*. As with the overall scores, a "+" or "-" symbol indicates respectively a mean score in the top or bottom third of your peer group. For example, "F+" indicates that the female faculty at your institution had a mean score on that item ranking in the top two out of six peers (your institution plus your five peer institutions).

Columns 5 and 6 highlight for each question any disparities *within your institution* based on gender and race. Because each of these columns compares means between two distinct groups on your campus (i.e., men and women; whites and faculty of color), we used a test of statistical significance. The letter designations (e.g., F, M, W, C) in a given cell indicate responses where the difference between the two means is large enough that it is very unlikely (less than 5% chance) to have occurred by chance alone. Where there are no statistically significant differences, the cells are left blank. The letter designations and "greater than" (>) and "less than" (<) symbols indicate which group has the higher score.

C. Policies and Practices Summary. For each of 16 policies, respondents rated how important the policy is or would be to their success and how effective each policy is at their institution. This section of your report consists of two charts. For each policy, the top chart shows the percentage of respondents who indicated that it was both important and effective, whereas the bottom chart shows the percentage who indicated that it was important and ineffective (or not offered). Higher percentages in the top chart indicate relatively successful policies, whereas higher percentages in the bottom chart indicate policies that your junior faculty think would lead to their success, but that are currently absent or not working well at your institution.

D. Best and Worst Aspects about Working at Your Institution. Respondents saw a list of aspects of working at an institution (e.g., support for teaching; quality of graduate students), and chose the two they perceived to be the "best" at your institution and two they perceived to be the "worst." The table in this section shows the four aspects most frequently mentioned as one of the two best aspects at your institution, and the four most frequently chosen as one of the two worst aspects, overall, by gender, and by race. The two columns to the right show how many other peers (out of 5) and how many other COACHE universities also had the item in their top four best (or worst) aspects. See *Appendix C* for the list of aspects from which respondents made their choices.

² Only statistically significant differences are shown here (see below, *Statistical Terms in the Institutional Report*).

³ To ensure the confidentiality of all responses, "faculty of color" as a category is not further disaggregated by racial and ethnic groups.

II. Survey Results

The survey results begin with the survey response rates, weight scales, and your selected peers. Then, for each survey item (excluding the demographic questions and the *special questions* outlined below), the Report presents, in three pages, the results of pre-tenure faculty respondents as a whole (Overall Results), for males and females separately (Gender Results), and for white faculty and faculty of color (Race Results).

To understand the format of your COACHE survey results, refer to the descriptions below and to the sample page at right.

A. At your institution: Statements under this heading compare the mean scores of sub-groups defined by gender or by race. A *t-test* at the standard $p < .05$ level was used to determine statistically significant differences.⁴

B. Compared to your peers: These statements indicate the rank of your faculty's mean score relative to those at your five COACHE peers (i.e., out of six).

C. Among all universities: These statements indicate the percentile⁵ of your faculty's mean score relative to all participating COACHE universities. In the context of this survey, higher percentile ranks indicate strengths; lower ranks indicate weaknesses.

D. Across all universities: These statements compare the mean scores of gender or racial subgroups across all survey respondents at COACHE universities, based on *t-tests* (see "At your institution" above).

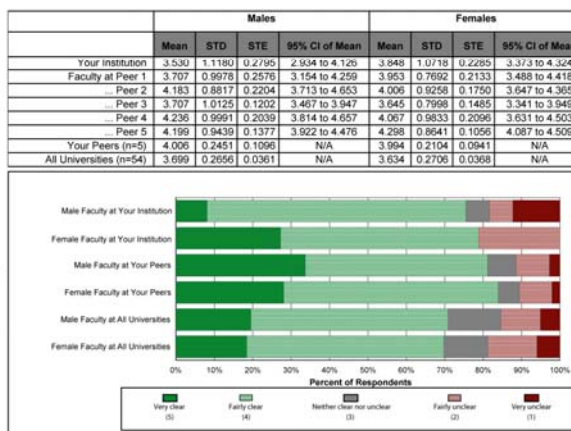
E. Data table: This table contains the mean ratings of faculty at your institution, at your peer institutions, and across all universities. Further descriptive statistics are provided: standard deviation (SD), standard error (SE), and the 95% confidence interval (CI) of the mean. The rows labeled "Your peers" and "All Universities" indicate the mean of the five peer mean scores and of all COACHE universities, respectively. No CI is given for the mean of your five peers or of all universities, as these means are calculated directly, without the need for statistical inference. Also, means are not reported in demographic categories where there were too few respondents at your institution or at your peers.

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

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

GENDER RESULTS

- At your institution:**
- Within your institution, there were no significant gender differences in clarity of the tenure process.
- Compared to your peers:**
- In relation to male junior faculty at your peers, your male junior faculty ranked sixth on clarity of the tenure process.
 - In relation to female junior faculty at your peers, your female junior faculty ranked fifth on clarity of the tenure process.
- Among all universities:**
- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on clarity of the tenure process.
 - Among female junior faculty at all universities, your female junior faculty ranked in the 80th percentile on clarity of the tenure process.
- Across all universities:**
- Across all universities, there were no significant gender differences in clarity of the tenure process.



⁴ *Significance tests* were performed to determine whether the difference between group mean scores is *statistically* significant (i.e., there was at most 5% likelihood that the difference between groups occurred by chance alone). However, even when the difference is not statistically significant, it can be meaningful and *practically* significant. For example, differences in means between subgroups with fewer than 30 participants are difficult to detect with statistical tests. Under such circumstances, meaningful differences might exist regardless of these test results.

⁵ *Percentile* indicates the percent of scores that fall at or below your institution's score.

Therefore, the pages of results for most COACHE survey questions present the following information:

	Your mean score's rank relative to your peers	Your percentile rank among all universities	Differences between groups within your institution	Differences between groups across all universities	Table of means: your institution, your peers, all universities	Frequency chart: your institution, your peers, all universities
<i>Overall results</i>	•	•			•	•
<i>Gender results</i>	•	•	•	•	•	•
<i>Race results</i>	•	•	•	•	•	•
<i>Academic area results</i>	•	•	•			

Interpreting Results: Means and Frequencies. While a group's mean score on an item gives valuable information about the group's central tendency, the frequency can tell you the extent to which the group is polarized in their responses. For example, consider the following two hypothetical cases:

- 1) In one case, half of a group of pre-tenure faculty chose "1" on a 5-point scale (e.g., *Very dissatisfied*), and half chose "5" (*Very satisfied*);
- 2) In the second case, every respondent in the group chose "3" (*Neither satisfied nor dissatisfied*).

In both cases, the mean score is 3.0; however, whereas in the second case the mean reflects individuals' attitudes very accurately, in the first case, the mean (*Neither satisfied nor dissatisfied*) does not actually reflect the attitude of anyone in the group. Rather, this group seems to be made up of two sub-groups with very different attitudes. It is important to take into account the polarization of scores when considering policy changes in order to gain a greater understanding of how faculty members will be affected.

For actual percentages of each response at your institution, see Appendix A, "Frequency Tables."

New Questions for 2007-08. In response to requests from member institutions, some survey dimensions were added or altered for the 2007-08 survey administration. For these few items, peer comparisons are unavailable. However, we do present your faculty's responses alongside those of faculty at institutions who were administered these new questions.

III. Special Analyses

Importance and Effectiveness of Policies and Practices. For this section (Theme III; Questions 34a and 34b) respondents saw a list of 16 policies common at academic workplaces; for each, they rated how *important* the policy is or would be to their success, and how *effective* it is at their institution. Respondents could also indicate that the policy is not offered at their institution.

The results are summarized in five tables: overall, for males, for females, for white faculty, and for faculty of color. The columns of most interest are those that show the percent of faculty who rated the policy as: *important*, but *ineffective* or *not offered* (Column 2) and the percent who rated it as both *important* and *effective* (Column 3). Policies with higher percentages in Column 2 are working well at your institution, whereas those with higher percentages in Column 3 are working less well, and can perhaps be targeted for improvement.

Best and Worst Aspects of Working at This Institution. For these questions (Theme V; Questions 44a and 44b), respondents saw a list of 28 common attributes of institutions as workplaces, and chose the two they perceived to be the “best” and the two they perceived to be the “worst.” The table presented in this section shows (overall, by gender, and by race) the four aspects most frequently mentioned as one of the two *best* aspects, and the four most frequently chosen as one of the two *worst* aspects. The two columns to the right show how many peers (out of 5) and how many other COACHE institutions also had the item in their top four best or worst aspects. See Appendix C (“Survey Instrument”) to see the list of aspects from which respondents chose.

The second page of these results lists the responses submitted by faculty who named their own best or worst aspects instead of or in addition to choosing from the list.

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

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

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

- A. At your institution:** The first set of tables shows the relative performance of the academic areas within your institution. For each item, your pre-tenure faculty’s mean scores are shown for 12 academic areas, listed in order from highest to lowest mean. To protect the identity of respondents, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from an academic area within an institution) are not reported.
- B. Compared to peers and all COACHE universities:** The second set of tables shows, for each item, your pre-tenure faculty’s mean score for each academic area as expressed as a ranking among at your peers (rank 1-6) and as a percentile among all universities for that academic area. Again, to protect the identity of respondents, cells with fewer than five data points are not reported.

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

IV. Appendices

Appendix A: Frequency Tables. This appendix shows, for each survey item, the percent of respondents at your institution who chose each response option.

Demographic results include the combined percentage at your five peers and at all universities.

For questions in each of the five themes, percentages of each response option chosen by your pre-tenure faculty are shown for each survey item overall, by gender, and by race. The following percentages are also shown in the frequency tables for each item:

- Percentages at each of your five peers separately
- The mean percentage for all five peers combined
- The mean percentage for all universities

Also included in the Frequency Tables are the mean scores for your institution, for your peers individually, for your peers combined, and for all universities combined. These latter two means may differ from the “mean of the means” reported in the “Survey Results” tables in that the means here are calculated by adding each individual respondent’s rating and dividing by the total number of responses at your peers (i.e., the respondent is the unit of analysis). The means in the “Survey Results” tables, on the other hand, are calculated by adding each institution’s mean, then dividing by the number of institutions (i.e., the institution is the unit of analysis).

As explained earlier in this Guide, the relative frequencies of each response for each item can provide crucial information not given by the mean score alone. While a group’s mean score on an item gives valuable information about the group’s central tendency, the frequency can tell you how polarized the group is in their responses.

Appendix B: Open-ended Responses. This section shows the comments written by your pre-tenure faculty in response to follow-up questions to three survey items and to one open-ended question:

Q27b. On what are tenure decisions in your department primarily based? Subjects were asked this follow-up question if they responded “Somewhat disagree” or “Strongly disagree” to Question 27a (“From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.”).

Q46a. Who serves as the chief academic officer at your institution? Subjects responding “other” were asked to specify.

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution? Subjects responding “For no more than 5 years after earning tenure” to this question were asked to specify their reasons.

Q51. Please use the space below to tell us the number one thing that you, personally, think your institution should do in order to be a great place to work.

Appendix C: Survey Instrument. For your reference, a “static” version of the web-based instrument is provided in the first appendix. Please note that this medium does not accurately indicate survey “skip” patterns, where some items may be skipped because of responses to previous questions. For information about survey development and validation, see the *COACHE Overview*, below.

Appendix D: Responses to Custom Questions. For institutions that appended additional, custom questions to the COACHE survey, the results are displayed in cross-tabulations and/or open-ended narrative in this section.

METHOD

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

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

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

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

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

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

We solicited feedback about the survey by conducting follow-up interviews with a sub-sample of the respondents of the pilot study. The survey was revised in light of this feedback. The current version of the survey was revised further, taking into account feedback provided by respondents in survey administrations since the pilot study.

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

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to 2007 (new hires are unable to respond meaningfully to many questions)
- Not *clinical*/faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

See "Survey Results" for response rates at your institution by gender and by race.

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

Data Conditioning. For a participant's responses to be included in the data set, s/he had to provide at least one meaningful response for Questions 19 through 51. The responses of faculty who either terminated the survey before Question 19 or chose only *NA* or *Decline to Respond* for all questions were removed from the data set.

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

In responses to open-ended questions (Appendix B), individually-identifying words or phrases that would compromise the respondent's anonymity were either excised or emended by COACHE analysts. Where this occurred, the analyst substituted that portion of the original response with brackets containing an ellipsis or alternate word or phrase (e.g., [...] or [under-represented minority]).

STATISTICAL TERMS IN THE INSTITUTIONAL REPORT

95% Confidence Interval of the Mean (C.I.). A range of numbers within which the mean score of a *population* (e.g., all pre-tenure faculty at an institution, including both respondents and non-respondents) is 95% likely to fall. For example, suppose that on a survey item the mean score of your female pre-tenure faculty respondents were 3.00, and the 95% C.I. interval were 2.00 to 4.00. The mean score of all your female pre-tenure faculty (if they were to respond to the survey) would be 95% likely to fall within that range. This range is influenced by the respondent group's mean score and the variability of scores, as well as by the number of respondents in the group. Given the same mean score, smaller intervals around the mean score reflect more certainty than do larger intervals that the respondent group's mean score is close to that of the group's population.

In the tables of means for each question in the report, C.I.'s are provided for the mean scores of respondent groups at an institution. However, the average of your peer institutions' mean scores and that of all COACHE colleges or universities can be calculated directly, so C.I.s are not necessary there.

Data Weighting (Weight Scale). The purpose of "weighting" data is to adjust for the under- or over-representation in the data set of subgroups defined by race and gender (e.g., white males, Asian females, etc.). The weight scale for a set of data is based on the difference between the proportion of each race/gender subgroup in the respondent group with the proportion of the subgroup in the institution's population of pre-tenure faculty as a whole. Applying these weights to the data thus allows the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution's actual population of pre-tenure faculty. (See "Survey Results" for your institution's weight scales.)

Response Rate. The percent of pre-tenure faculty at an institution who responded to the survey. Response rate is calculated here for each of the categories defined by the intersection of gender and race (e.g., white males, Hispanic/Latino females, Black males). These response rates determine the weight scale used to balance the sample.

Standard Deviation (s.d.). A measure of the "spread" of scores from a group of respondents. Literally, s.d. reflects the average difference between individuals' scores and the mean score of the group. A larger s.d. indicates greater variation in a group's scores, whereas a smaller s.d. indicates less variation.

Standard Error of the Mean (s.e.). A measure of the certainty with which the mean score of a respondent group (e.g., the subset of an institution's faculty of color that completed the survey) can be considered to reflect the mean score of the population (e.g., all faculty of color at an institution) from which the respondent group came.

(Statistically) Significant Difference. A difference in the mean scores of two *groups of respondents* (e.g., men versus women respondents at an institution) that is at most 5% likely to have occurred by chance alone. A statistically significant difference between groups is considered to reflect an actual difference in the groups' *populations* (e.g., mean score of all men versus that of all women at an institution, including non-respondents). Significance tests of group differences are swayed partially by the number of subjects in each group, with differences between larger groups being easier to achieve statistical significance than those between smaller groups. Therefore, when differences between small groups fail to achieve *statistical* significance, as is often the case with gender and race differences within institutions, they nevertheless can be meaningful and *practically* significant.

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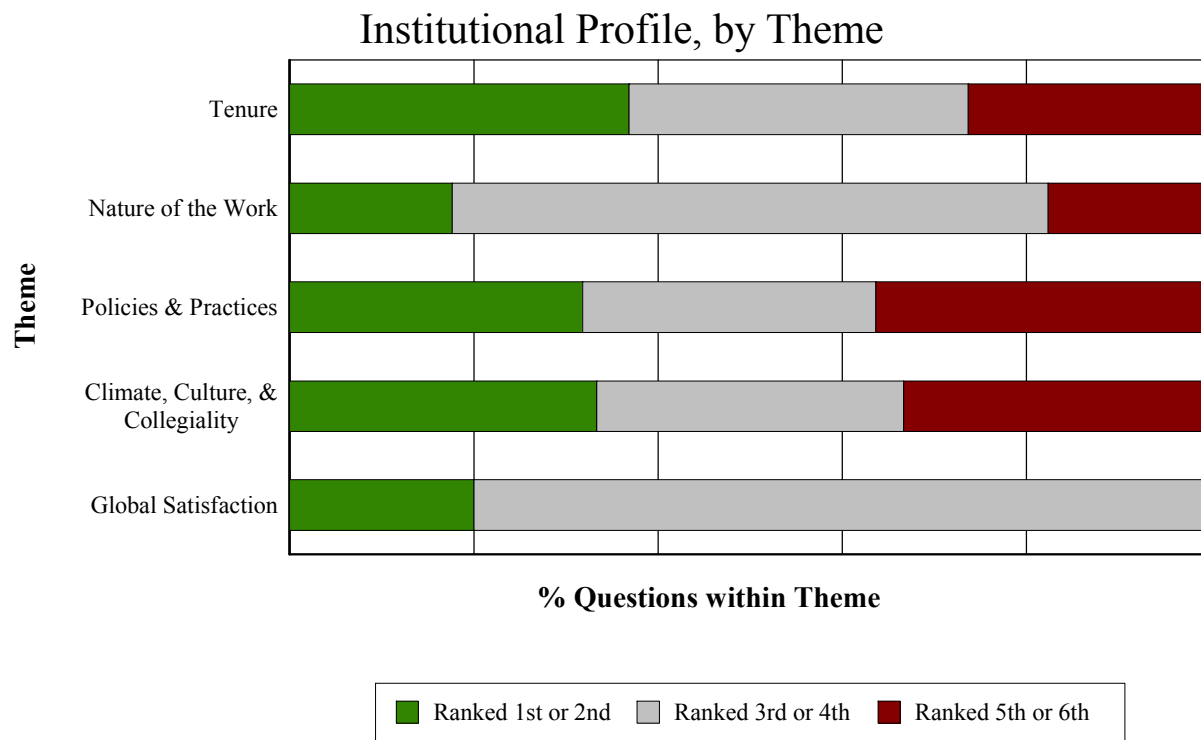
Tenure-Track Faculty Job Satisfaction Survey Executive Summary

INSTITUTIONAL PROFILE, BY THEME

The COACHE survey is organized around five themes:

- I. Tenure
- II. Nature of the work
- III. Policies and practices
- IV. Climate, culture, and collegiality
- V. Global satisfaction

This chart summarizes your institution's mean scores *relative to your peer group* (see below) for each theme taken as a whole. Green, grey, and red bars indicate the percentage of survey items within each theme whose scores at your institution rank in the top two, middle two, or bottom two of your peer group.



Who are my peers? At the conclusion of COACHE survey administration, we asked your institutional representative to select five peer COACHE institutions that would form the comparison group for this report. In alphabetical order, those peers are:

- North Carolina State University
- UNC Chapel Hill
- University of South Carolina
- University of Virginia
- Virginia Polytechnic Institute and State University

Clemson University

RESULTS PRESENTED BY THEME

Theme I. Tenure		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q27a	perception that tenure decisions are based primarily on performance.	3.96	+	M+	W+/C+	M > F	
Q25b	reasonableness of the expectations for performance as a teacher.	3.96					
Q19	clarity of the tenure process.	3.85	+	M+	W+/C+		
Q24b	clarity of the expectations for performance as a teacher.	3.80	+	M+	W+/C+		C > W
Q24a	clarity of the expectations for performance as a scholar.	3.77	-	F-	W-/C+		C > W
Q25a	reasonableness of the expectations for performance as a scholar.	3.73	-	M-/F-	W-		
Q20	clarity of the criteria for tenure.	3.72		M+	C+		
Q22	clarity of the body of evidence that will be considered in making decisions about their own tenure.	3.69	+	M+/F+	W+/C+		
Q23	clarity of their own prospects for earning tenure.	3.66	-	M-/F+	W-		
Q25c	reasonableness of the expectations for performance as a student advisor.	3.58		F-	W-	M > F	
Q25d	reasonableness of the expectations for performance as a department colleague.	3.57		F-	W-		
Q21	clarity of the standards for tenure.	3.47	+	M+/F+	W+/C+		
Q25e	reasonableness of the expectations for performance as a campus citizen.	3.44	-	F-	W-		
Q26	receiving consistent messages from senior colleagues about the requirements of tenure.	3.43	+	M+/F+	W+/C+		
Q25f	reasonableness of the expectations for performance as a community member.	3.40		F-	W-		
Q24c	clarity of the expectations for performance as a student advisor.	3.33	+	M+	W+/C+		
Q24d	clarity of the expectations for performance as a department colleague.	3.19		M+/F-	W-		
Q24e	clarity of the expectations for performance as a campus citizen.	2.96		F-	W-		
Q24f	clarity of the expectations for performance as a community member.	2.88	-	F-	W-		

RESULTS PRESENTED BY THEME (cont.)

Theme II. Nature of the Work		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q29d	satisfaction with the discretion they have over the content of the courses they teach.	4.59	+	M+/F-			
Q30d	satisfaction with the influence they have over the focus of their research.	4.39		F-	C-	M > F	
Q29c	satisfaction with the influence they have over which courses they teach.	4.25			C+		
Q29a	satisfaction with the level of the courses they teach.	4.22		F+	C+		
Q29e	satisfaction with the number of students they teach.	3.94		M+/F-			
Q33a	satisfaction with the quality of clerical/administrative services.	3.81	+	M+/F+	W+/C+		C > W
Q29b	satisfaction with the number of courses they teach.	3.78	-	M-/F-	W-/C-		
Q28a	satisfaction with the way they spend their time as faculty members.	3.74		M-	W-/C+		C > W
Q33c	satisfaction with the quality of teaching services.	3.68	+	M+/F+	W+		
Q29f	satisfaction with the quality of undergraduate students with whom they interact.	3.63			C+		
Q28b	satisfaction with the number of hours they work as faculty members in an average week.	3.51	N/A	N/A	N/A		
Q33d	satisfaction with the quality of computing services.	3.47	-	F-	W-		
Q29g	satisfaction with the quality of graduate students with whom they interact.	3.45	-	M-/F-	W-/C-		
Q33b	satisfaction with the quality of research services.	3.26		M-	W-/C+		
Q31	satisfaction with the quality of facilities.	3.25		F+	C+		C > W
Q30b	satisfaction with the amount of time they have to conduct research.	3.03		M-		M > F	
Q30c	satisfaction with the amount of research funding they are expected to find.	3.02		M-	C-		
Q32	satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.	3.02					

RESULTS PRESENTED BY THEME (cont.)

Theme III. Policies and Practices		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q35e	colleagues are respectful of their efforts to balance work and home responsibilities.	3.80	N/A	N/A	N/A		
Q34b-06	effectiveness of professional assistance for improving teaching.	3.76	+	M+/F+	W+/C+		
Q35d	departmental colleagues do what they can to make raising children and the tenure-track compatible.	3.67	+	F+	W+/C+		
Q34b-03	effectiveness of periodic, formal performance reviews.	3.66	+	M+/F+	W+/C+		C > W
Q35c	departmental colleagues do what they can to make having children and the tenure-track compatible.	3.63			C+		
Q34b-04	effectiveness of written summary of periodic performance reviews.	3.57	+	M+/F+	W+/C+		C > W
Q34b-10	effectiveness of an upper limit on committee assignments.	3.50		M+	C+	M > F	
Q34b-11	effectiveness of an upper limit on teaching obligations.	3.38	-	M-/F-	W-	M > F	
Q34b-02	effectiveness of informal mentoring.	3.35	-	M-/F-	W-/C-		
Q34b-07	effectiveness of travel funds to present papers or conduct research.	3.34		F-	C-		
Q34b-15	effectiveness of stop-the-tenure-clock for parental or other family reasons.	3.32				F > M	
Q36	satisfaction with compensation.	3.23					
Q34b-09	effectiveness of paid or unpaid personal leave during the probationary period.	3.17					
Q37	satisfaction with the balance they are able to strike between professional time and personal or family time.	3.09	+	F+	W+		
Q34b-12	effectiveness of peer reviews of teaching and research.	2.98	-	M-/F-	W-/C-		
Q34b-05	effectiveness of professional assistance in obtaining externally funded grants.	2.87	+	M+	W+		
Q34b-08	effectiveness of paid or unpaid research leave during the probationary period.	2.83	-	M-/F-	W-		
Q34b-01	effectiveness of formal mentoring program.	2.83	-	F-	W-/C-		
Q35a	institution does what it can to make having children and the tenure-track compatible.	2.77	-	M-/F-	W-/C-	M > F	
Q34b-16	effectiveness of spousal/partner hiring program.	2.68					
Q35b	institution does what it can to make raising children and the tenure-track compatible.	2.65	-	F-	W-/C-	M > F	
Q34b-14	effectiveness of financial assistance with housing.	2.41	+	M+/F+	W+/C+		
Q34b-13	effectiveness of childcare.	1.93	-	M-/F-	W-	M > F	

RESULTS PRESENTED BY THEME (cont.)

Theme IV. Climate, Culture, and Collegiality		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q43b	sense that they receive fair treatment from their colleagues regardless of their own race/ethnicity.	4.58	N/A	N/A	N/A		
Q43c	sense that they receive fair treatment from their colleagues regardless of their own sexual orientation.	4.47	N/A	N/A	N/A		
Q43a	sense that they receive fair treatment from their colleagues regardless of their own gender.	4.35	N/A	N/A	N/A	M > F	C > W
Q42	sense of collegiality at their institution	4.21	N/A	N/A	N/A		
Q39d	satisfaction with the amount of personal interaction they have with junior colleagues in their dept.	4.05	+	M+	W+/C+		
Q38a	satisfaction with the fairness of their immediate supervisor's evaluation of their work.	4.03	-	F+	W-		
Q39c	satisfaction with the amount of professional interaction they have with junior colleagues in their dept.	3.95	+	M+/F+	W+/C+		
Q40	satisfaction with how well they "fit" in their department.	3.80		M+/F-	C+		
Q39b	satisfaction with the amount of personal interaction they have with senior colleagues in their dept.	3.74	+	M+/F-	C+	M > F	
Q39a	satisfaction with the amount of professional interaction they have with senior colleagues in their dept.	3.50		F-			
Q38b	satisfaction with the interest senior faculty take in their professional development.	3.49	-	M-/F-	W-		
Q41	satisfaction with the intellectual vitality of the senior colleagues in their department.	3.32		F-	W-/C+		C > W
Q38c	satisfaction with their opportunities to collaborate with senior faculty.	3.25	-	M-/F-	W-/C+		

Theme V. Global Satisfaction		1	2	3	4	5	6
		Mean	Peer Comparison			Differences at Your Institution	
			Overall	Gender	Race	Gender	Race
Q45a	satisfaction with their departments as places to work.	3.99		M+/F+	C+		
Q48	sense that if they had to do it over again, they would accept their current position.	3.94		M-	W-/C+		
Q50	rating their institution as a place for junior faculty to work.	3.93		F+	C+		
Q45b	satisfaction with their institution as a place to work.	3.74					
Q46b	satisfaction that the CAO at their institution seems to care about the quality of life for junior faculty.	3.57	+	M+/F+	W+/C+		

POLICIES AND PRACTICES SUMMARY

Table 1. Policies rated by faculty as *important* and *effective*

This table shows, for each of 16 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important or very important to their success*, and *effective or very effective*. The policies and practices with the highest percent of faculty with this response pattern can be viewed as exemplars of successful policies at your institution.

Policy or practice for junior faculty	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
Periodic, formal performance reviews for junior faculty	150	62% (1)	56%* (2)	75% (1)	59% (1)	75% (1)
Written summary of periodic performance reviews for junior faculty	147	60% (2)	56%* (2)	70% (2)	57% (2)	74% (2)
Professional assistance for improving teaching	138	58% (3)	56%* (2)	62% (3)	56% (3)	66%* (4)
An upper limit on committee assignments for tenure-track faculty	134	52% (4)	56%* (2)	44% (7)	47%* (5)	67% (3)
An upper limit on teaching obligations	138	51% (5)	58% (1)	38% (8)	47%* (5)	66%* (4)
Travel funds to present papers or conduct research	152	50% (6)	46% (6)	58%* (4)	50% (4)	49% (7)
Informal mentoring	147	47% (7)	41% (7)	58%* (4)	45% (7)	54% (6)
Professional assistance in obtaining externally funded grants	139	33% (8)	35% (8)	28% (10)	34% (8)	29% (10)
Peer reviews of teaching or research/creative work	137	32% (9)	30% (9)	36% (9)	29% (9)	41% (8)
Stop-the-clock for parental or other family reasons	66	26% (10)	13% (14)	48% (6)	24% (10)	30% (9)
Paid or unpaid personal leave during the pre-tenure period	94	23% (11)	24% (10)	21% (12)	23% (11)	21%* (13)
Formal mentoring program for junior faculty	144	19% (12)	19% (12)	20% (13)	19% (12)	21%* (13)
Paid or unpaid research leave during the pre-tenure period	119	18%* (13)	21% (11)	14% (14)	16%* (13)	26% (11)
Spousal/partner hiring program	99	18%* (13)	16% (13)	23% (11)	16%* (13)	23% (12)
Childcare	106	1% (15)	2% (15)	0%* (15)	0%* (15)	5% (15)
Financial assistance with housing	101	0% (16)	0% (16)	0%* (15)	0%* (15)	0% (16)

Table 2. Policies rated by faculty as *important*, but *ineffective*

This table shows, for each of 16 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important or very important to their success*, but *ineffective or very ineffective (or not offered)* at your institution. The policies and practices with the highest percent of faculty with this response pattern should be targeted for improvement.

Policy or practice for junior faculty	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
Childcare	106	67% (1)	57% (1)	82% (1)	66% (1)	68% (1)
Paid or unpaid research leave during the pre-tenure period	119	50% (2)	47% (2)	55% (2)	51% (2)	44% (3)
Spousal/partner hiring program	99	38% (3)	35% (4)	45% (4)	38% (3)	40% (4)
Professional assistance in obtaining externally funded grants	139	34% (4)	31% (5)	41% (6)	36% (4)	28% (7)
Stop-the-clock for parental or other family reasons	66	33%* (5)	38% (3)	26% (11)	31% (7)	37% (5)
Formal mentoring program for junior faculty	144	33%* (5)	26% (9)	46% (3)	32% (6)	34% (6)
Peer reviews of teaching or research/creative work	137	31% (7)	28% (8)	38% (7)	33% (5)	26%* (8)
Financial assistance with housing	101	30% (8)	29%* (6)	33% (9)	25%* (10)	47% (2)
An upper limit on committee assignments for tenure-track faculty	134	28% (9)	20%* (12)	42% (5)	30%* (8)	20%* (11)
An upper limit on teaching obligations	138	27% (10)	23% (11)	36% (8)	30%* (8)	17% (13)
Travel funds to present papers or conduct research	152	24%* (11)	29%* (6)	15%* (12)	25%* (10)	20%* (11)
Paid or unpaid personal leave during the pre-tenure period	94	24%* (11)	20%* (12)	31% (10)	25%* (10)	21% (10)
Informal mentoring	147	21% (13)	24% (10)	15%* (12)	19% (13)	26%* (8)
Written summary of periodic performance reviews for junior faculty	147	12%* (14)	12% (15)	13% (14)	14%* (14)	6% (15)
Periodic, formal performance reviews for junior faculty	150	12%* (14)	14% (14)	8% (15)	14%* (14)	4% (16)
Professional assistance for improving teaching	138	3% (16)	2% (16)	4% (16)	1% (16)	9% (14)

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

BEST AND WORST ASPECTS

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

Question 44b. Check the two *worst aspects* about working at your institution.*

These items were most frequently rated as the <u>best aspects</u> about working at your institution.*			# of institutions where item ranked among the top four responses		These items were most frequently rated as the <u>worst aspects</u> about working at your institution.*			# of institutions where item ranked among the top four responses	
			YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)				YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)
Overall	1.	Cost of living	1	25	1.	Quality of graduate students	4	18	
	2.	Academic freedom	2	13	2.	Quality of facilities	3	15	
	3.	My sense of "fit" here	4	53	3.	Geographic location	1	25	
	4.	Quality of colleagues	4	47	4.	Childcare policies/practices (or lack thereof)	0	1	
					4.	Compensation	4	47	
Male	1.	Cost of living	2	28	4.	Teaching load	0	27	
	2.	My sense of "fit" here	5	56	1.	Quality of graduate students	4	27	
	3.	Academic freedom	2	14	2.	Quality of facilities	4	21	
	4.	Geographic location	4	40	3.	Geographic location	1	25	
	4.	Quality of colleagues	5	54	3.	Compensation	5	47	
Female	1.	Cost of living	1	21					
	2.	Support of colleagues	4	46	1.	Availability/quality of childcare facilities	0	5	
	3.	Academic freedom	2	16	2.	Childcare policies/practices (or lack thereof)	1	5	
	4.	My sense of "fit" here	2	51	3.	Geographic location	2	25	
					4.	Quality of graduate students	0	6	
White Faculty					4.	Lack of diversity	1	19	
	1.	Cost of living	1	23	1.	Quality of graduate students	2	12	
	2.	Academic freedom	2	13	2.	Quality of facilities	4	20	
	3.	My sense of "fit" here	5	55	3.	Compensation	5	48	
	4.	Geographic location	4	37	4.	Absence of others like me	1	10	
Faculty of Color					4.	Childcare policies/practices (or lack thereof)	0	1	
	1.	Quality of colleagues	2	34	4.	Teaching load	0	29	
	2.	Support of colleagues	3	40	1.	Geographic location	2	29	
	3.	My sense of "fit" here	3	37	2.	Teaching load	0	22	
	4.	Cost of living	3	33	2.	Quality of graduate students	3	22	
				4.	Childcare policies/practices (or lack thereof)	1	2		
				4.	Lack of support for research/creative work (e.g., leave)	1	25		

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

COACHE

Tenure-Track Faculty Job Satisfaction Survey Survey Results

RESPONSE RATE and WEIGHT SCALE

Overall response rates (All Universities)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	12,454	7,363	5,076	9,053	3,280	121
N of Responders	7,364	4,115	3,249	5,510	1,845	9
Response Rate	59%	56%	64%	61%	56%	

Response rates of your peers (All Peers)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	1,355	804	551	998	357	-
N of Responders	832	470	362	618	214	-
Response Rate	61%	58%	66%	62%	60%	

Response rates of your faculty population

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	241	162	79	187	54	-
N of Responders	159	107	52	126	33	-
Response Rate	66%	66%	66%	67%	61%	

Weight scale applied to survey respondents, by gender and race

	Asian, Asian American, or Pacific Islander	Black, African-American	Hispanic or Latino	White, Non-Hispanic
Male	1.1005	1.4718	0.7518	0.9826
Female	1.0893	1.4568	0.7441	0.9725

PEER GROUP

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

- North Carolina State University
- UNC Chapel Hill
- University of South Carolina
- University of Virginia
- Virginia Polytechnic Institute and State University

COACHE

Theme I
Tenure

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

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

OVERALL RESULTS

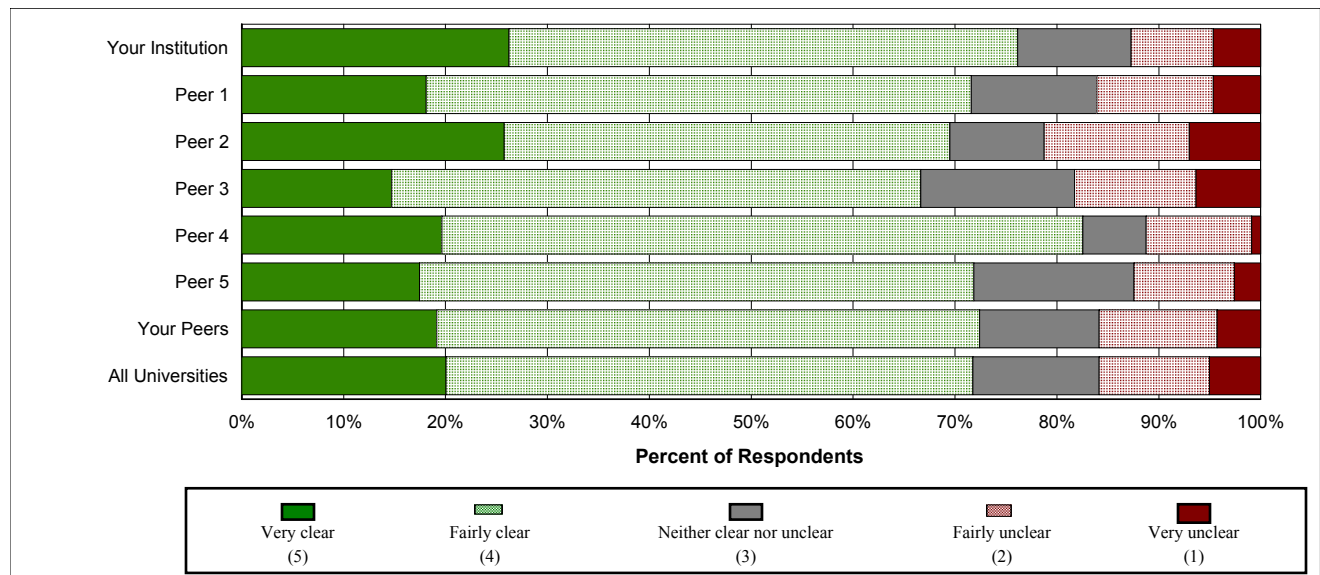
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 77th percentile on clarity of the tenure process.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.850	1.0423	0.0829	3.686 to 4.014
Faculty at Peer 1	3.690	1.0601	0.0849	3.522 to 3.857
... Peer 2	3.670	1.1865	0.0938	3.485 to 3.856
... Peer 3	3.567	1.0744	0.0724	3.425 to 3.710
... Peer 4	3.901	0.8968	0.0735	3.756 to 4.046
... Peer 5	3.743	0.9444	0.0787	3.587 to 3.898
Your Peers (n=5)	3.714	0.1093	0.0489	N/A
All Universities (n=64)	3.710	0.2267	0.0283	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

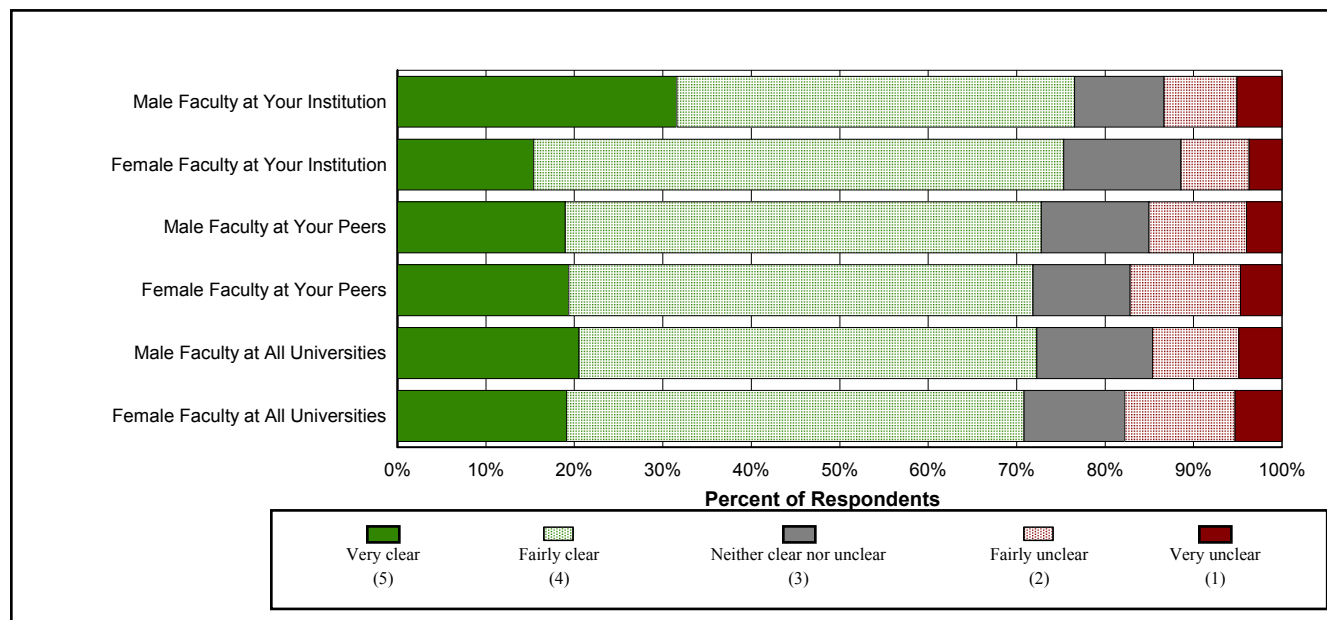
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 69th percentile on clarity of the tenure process.
- Among female junior faculty at all universities, your female junior faculty ranked in the 66th percentile on clarity of the tenure process.

Across all universities:

- Across all universities, male junior faculty found the tenure process to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.897	1.0862	0.1055	3.687 to 4.106	3.756	0.9380	0.1301	3.495 to 4.017
Faculty at Peer 1	3.757	1.0414	0.1098	3.539 to 3.975	3.591	1.0757	0.1324	3.327 to 3.856
... Peer 2	3.578	1.2390	0.1352	3.309 to 3.847	3.800	1.1136	0.1277	3.545 to 4.054
... Peer 3	3.533	1.0463	0.0918	3.351 to 3.715	3.618	1.1125	0.1173	3.385 to 3.851
... Peer 4	3.974	0.7710	0.0817	3.812 to 4.137	3.781	1.0428	0.1346	3.512 to 4.051
... Peer 5	3.791	0.8932	0.1025	3.587 to 3.996	3.676	0.9943	0.1206	3.435 to 3.916
Your Peers (n =5)	3.727	0.1588	0.0710	N/A	3.693	0.0842	0.0376	N/A
All Universities (n=64)	3.733	0.2600	0.0325	N/A	3.668	0.2597	0.0325	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

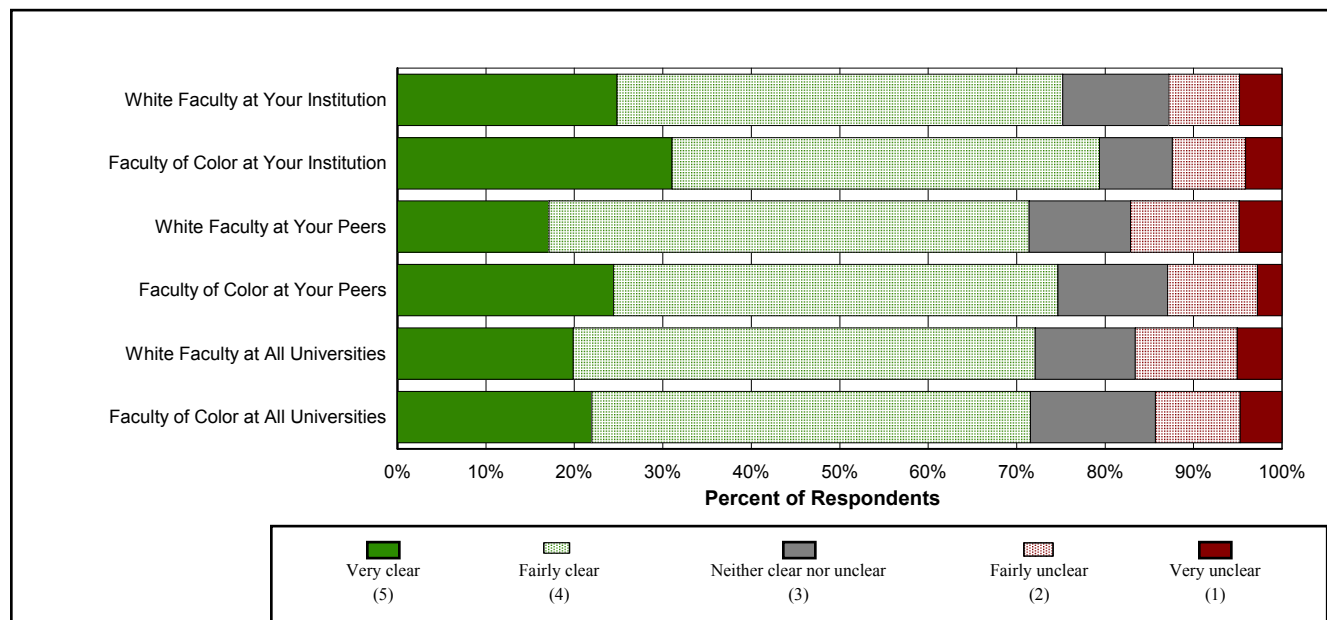
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on clarity of the tenure process.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 73rd percentile on clarity of the tenure process.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.824	1.0436	0.0933	3.640 to 4.009	3.939	1.0294	0.1792	3.574 to 4.304
Faculty at Peer 1	3.596	1.0786	0.1006	3.397 to 3.795	3.892	0.9853	0.1539	3.581 to 4.203
... Peer 2	3.580	1.2503	0.1137	3.355 to 3.805	3.917	0.9532	0.1526	3.608 to 4.226
... Peer 3	3.648	1.0473	0.0808	3.488 to 3.807	3.313	1.1187	0.1551	3.001 to 3.624
... Peer 4	3.807	0.8801	0.0851	3.639 to 3.976	4.147	0.9101	0.1404	3.864 to 4.431
... Peer 5	3.696	0.9353	0.0908	3.516 to 3.876	3.899	0.9604	0.1558	3.583 to 4.215
Your Peers (n=5)	3.666	0.0818	0.0366	N/A	3.834	0.2774	0.1240	N/A
All Universities (n=64)	3.703	0.2405	0.0301	N/A	3.745	0.3315	0.0414	N/A



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

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

OVERALL RESULTS

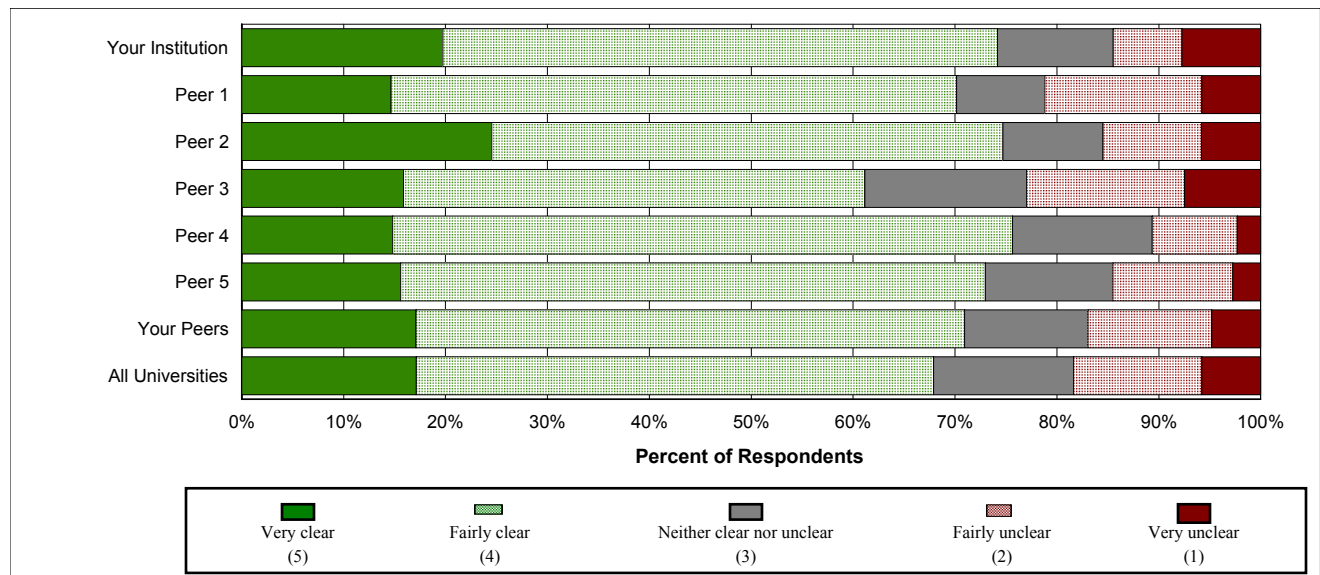
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 75th percentile on clarity of the criteria for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.717	1.0913	0.0868	3.546 to 3.889
Faculty at Peer 1	3.578	1.1231	0.0899	3.401 to 3.756
... Peer 2	3.779	1.0825	0.0856	3.610 to 3.948
... Peer 3	3.465	1.1574	0.0780	3.312 to 3.619
... Peer 4	3.775	0.9131	0.0748	3.627 to 3.923
... Peer 5	3.714	0.9550	0.0796	3.556 to 3.871
Your Peers (n=5)	3.662	0.1224	0.0547	N/A
All Universities (n=64)	3.609	0.1984	0.0248	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

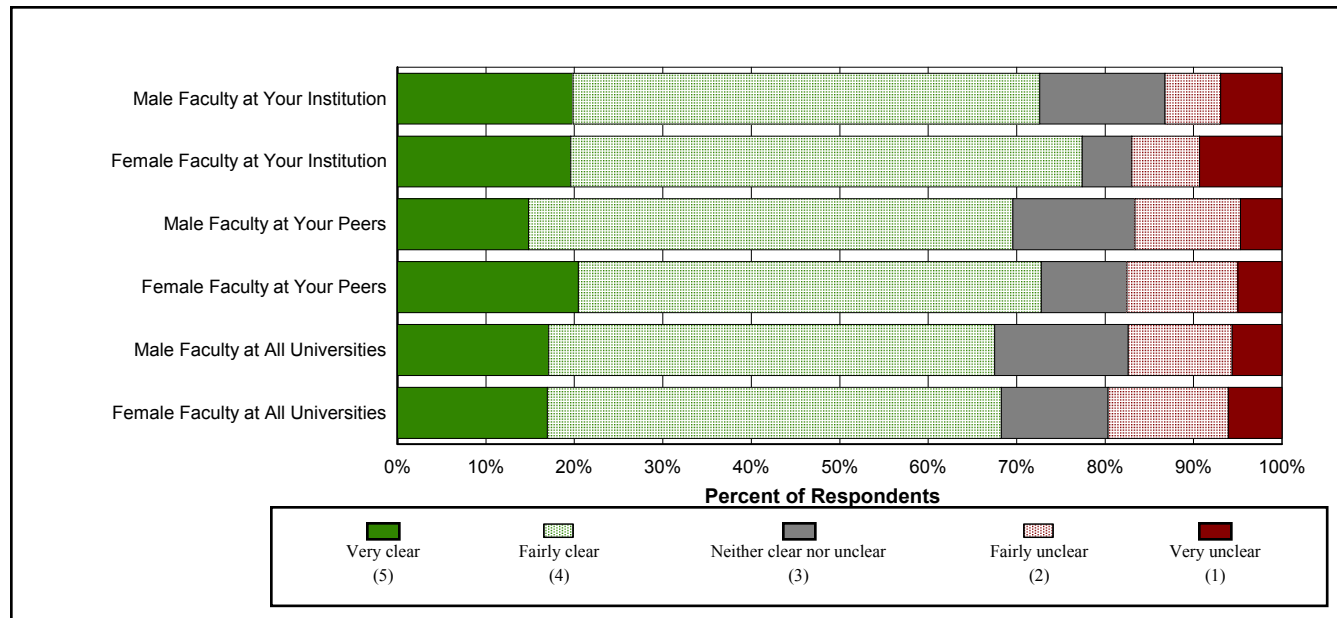
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th percentile on clarity of the criteria for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on clarity of the criteria for tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.722	1.0598	0.1029	3.518 to 3.926	3.706	1.1526	0.1598	3.386 to 4.027
Faculty at Peer 1	3.615	1.0317	0.1087	3.399 to 3.832	3.524	1.2336	0.1518	3.221 to 3.827
... Peer 2	3.658	1.1549	0.1260	3.408 to 3.909	3.950	0.9701	0.1113	3.728 to 4.171
... Peer 3	3.394	1.1476	0.1006	3.195 to 3.593	3.571	1.1653	0.1228	3.327 to 3.815
... Peer 4	3.781	0.8410	0.0891	3.604 to 3.958	3.766	1.0104	0.1304	3.505 to 4.027
... Peer 5	3.705	0.9150	0.1050	3.496 to 3.914	3.726	0.9977	0.1210	3.484 to 3.967
Your Peers (n =5)	3.631	0.1306	0.0584	N/A	3.707	0.1513	0.0677	N/A
All Universities (n=64)	3.615	0.2205	0.0276	N/A	3.595	0.2451	0.0306	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

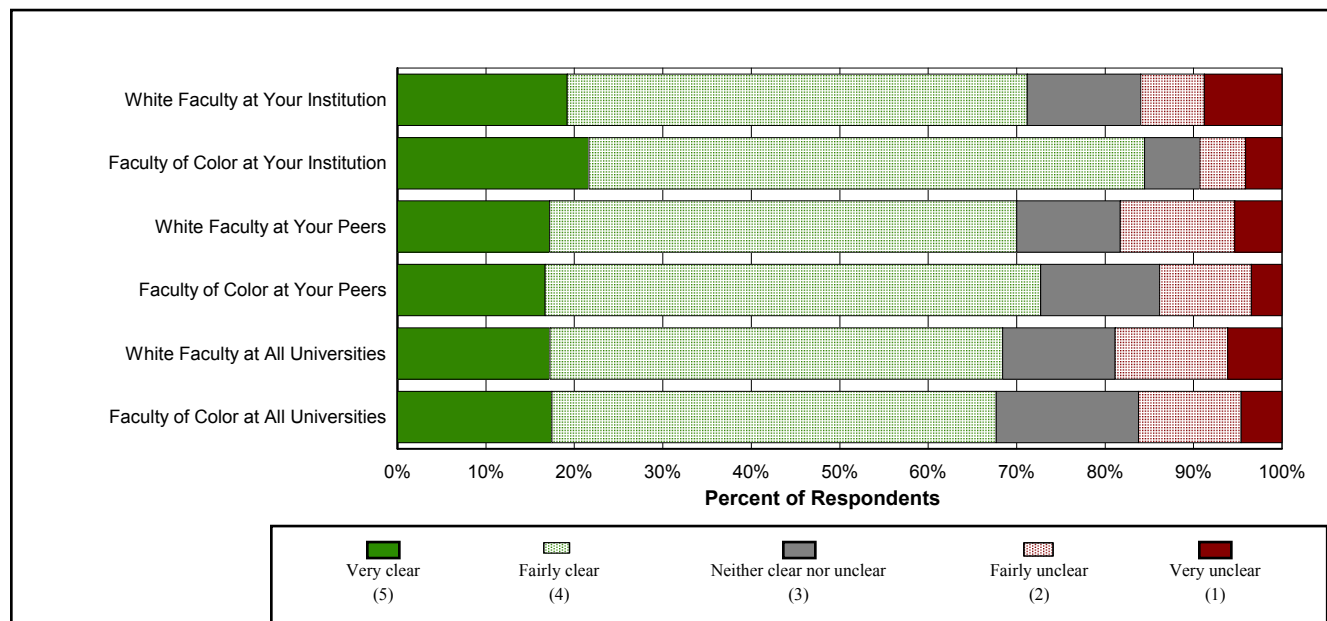
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on clarity of the criteria for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 83rd percentile on clarity of the criteria for tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.656	1.1321	0.1013	3.456 to 3.856	3.927	0.8856	0.1542	3.613 to 4.241
Faculty at Peer 1	3.491	1.1524	0.1075	3.278 to 3.704	3.768	1.0226	0.1597	3.445 to 4.091
... Peer 2	3.727	1.1247	0.1022	3.524 to 3.929	3.925	0.9386	0.1503	3.620 to 4.229
... Peer 3	3.540	1.1436	0.0882	3.366 to 3.714	3.228	1.1658	0.1617	2.904 to 3.553
... Peer 4	3.729	0.9330	0.0902	3.550 to 3.908	3.897	0.8508	0.1313	3.632 to 4.162
... Peer 5	3.692	0.9748	0.0947	3.504 to 3.880	3.787	0.8932	0.1449	3.493 to 4.080
Your Peers (n=5)	3.636	0.1003	0.0448	N/A	3.721	0.2537	0.1135	N/A
All Universities (n=64)	3.606	0.2013	0.0252	N/A	3.642	0.3050	0.0381	N/A



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

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

OVERALL RESULTS

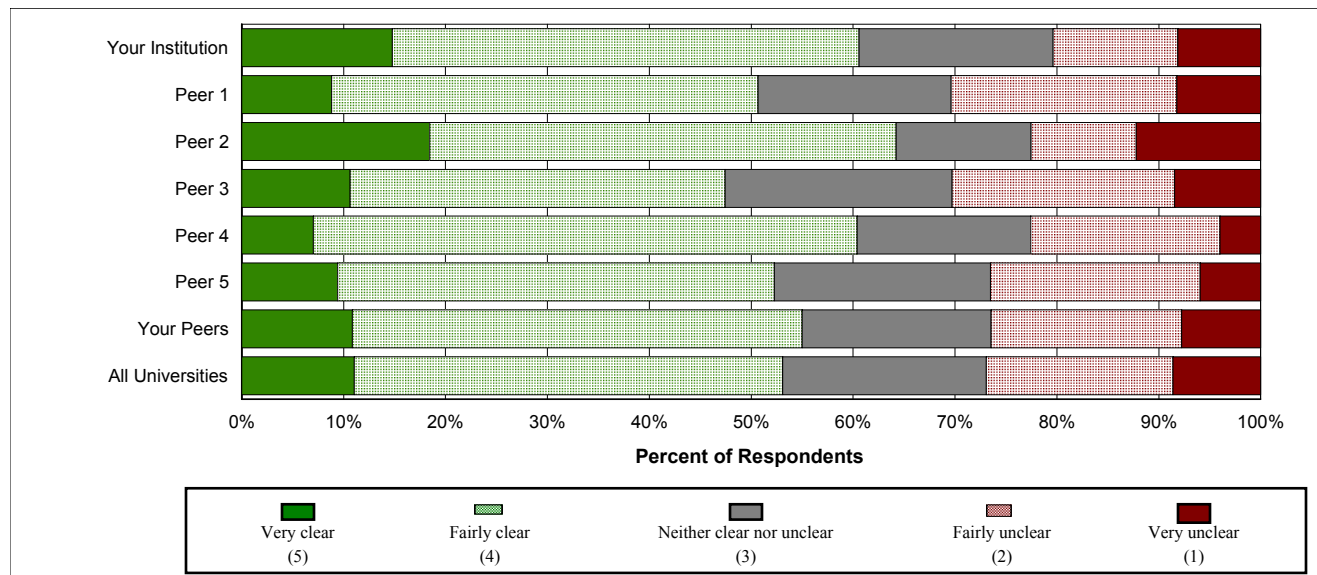
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 81st percentile on clarity of standards for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.469	1.1289	0.0898	3.292 to 3.646
Faculty at Peer 1	3.209	1.1518	0.0925	3.026 to 3.392
... Peer 2	3.479	1.2373	0.0981	3.285 to 3.673
... Peer 3	3.194	1.1469	0.0773	3.041 to 3.346
... Peer 4	3.409	1.0213	0.0837	3.243 to 3.574
... Peer 5	3.292	1.0780	0.0898	3.115 to 3.470
Your Peers (n=5)	3.317	0.1115	0.0499	N/A
All Universities (n=64)	3.286	0.2281	0.0285	N/A



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

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

GENDER RESULTS**At your institution:**

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

Compared to your peers:

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

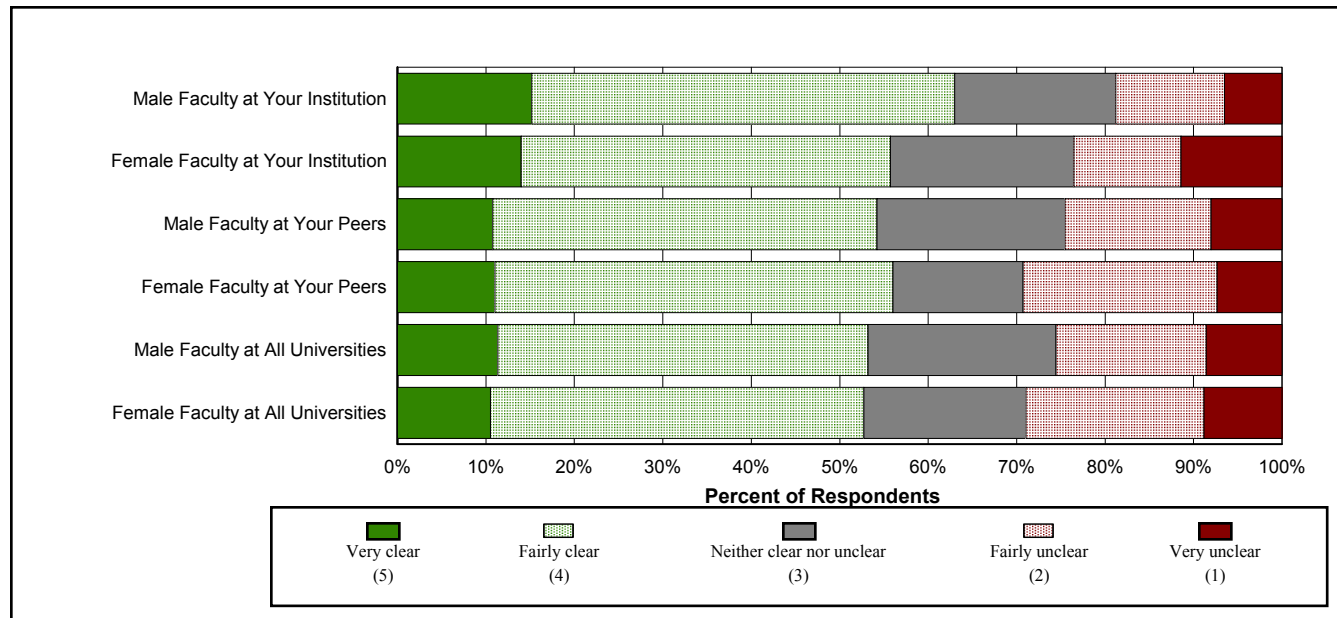
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 84th percentile on clarity of standards for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 67th percentile on clarity of standards for tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.529	1.0921	0.1061	3.318 to 3.739	3.348	1.1911	0.1652	3.016 to 3.679
Faculty at Peer 1	3.207	1.1073	0.1174	2.974 to 3.440	3.212	1.2091	0.1488	2.915 to 3.509
... Peer 2	3.388	1.3108	0.1430	3.104 to 3.673	3.608	1.1314	0.1306	3.348 to 3.868
... Peer 3	3.217	1.1023	0.0967	3.026 to 3.408	3.159	1.2070	0.1272	2.906 to 3.412
... Peer 4	3.462	1.0057	0.1066	3.251 to 3.674	3.321	1.0376	0.1340	3.053 to 3.589
... Peer 5	3.344	1.0222	0.1173	3.110 to 3.577	3.222	1.1319	0.1373	2.948 to 3.496
Your Peers (n =5)	3.324	0.0988	0.0442	N/A	3.304	0.1606	0.0718	N/A
All Universities (n=64)	3.304	0.2594	0.0324	N/A	3.255	0.2746	0.0343	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

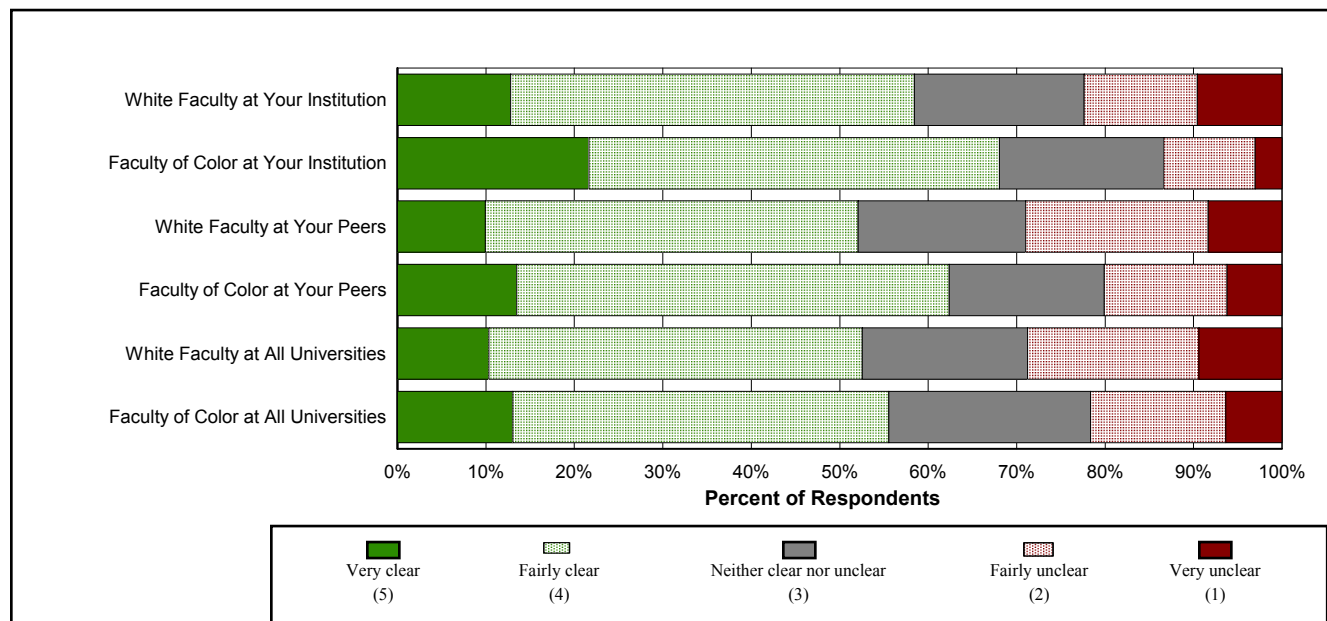
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 75th percentile on clarity of standards for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 83rd percentile on clarity of standards for tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.392	1.1517	0.1030	3.188 to 3.596	3.732	0.9857	0.1716	3.383 to 4.082
Faculty at Peer 1	3.090	1.1614	0.1083	2.875 to 3.305	3.474	1.0909	0.1725	3.125 to 3.823
... Peer 2	3.389	1.2682	0.1158	3.160 to 3.618	3.724	1.1259	0.1803	3.359 to 4.089
... Peer 3	3.227	1.1218	0.0865	3.056 to 3.398	3.088	1.2155	0.1686	2.750 to 3.427
... Peer 4	3.281	1.0027	0.0969	3.089 to 3.474	3.744	1.0157	0.1567	3.428 to 4.061
... Peer 5	3.246	1.0950	0.1064	3.035 to 3.457	3.447	1.0165	0.1649	3.113 to 3.781
Your Peers (n=5)	3.247	0.0964	0.0431	N/A	3.495	0.2377	0.1063	N/A
All Universities (n=64)	3.247	0.2441	0.0305	N/A	3.406	0.2967	0.0371	N/A



Question 22. I find the body of evidence that will be considered in making my tenure decision to be...

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

OVERALL RESULTS

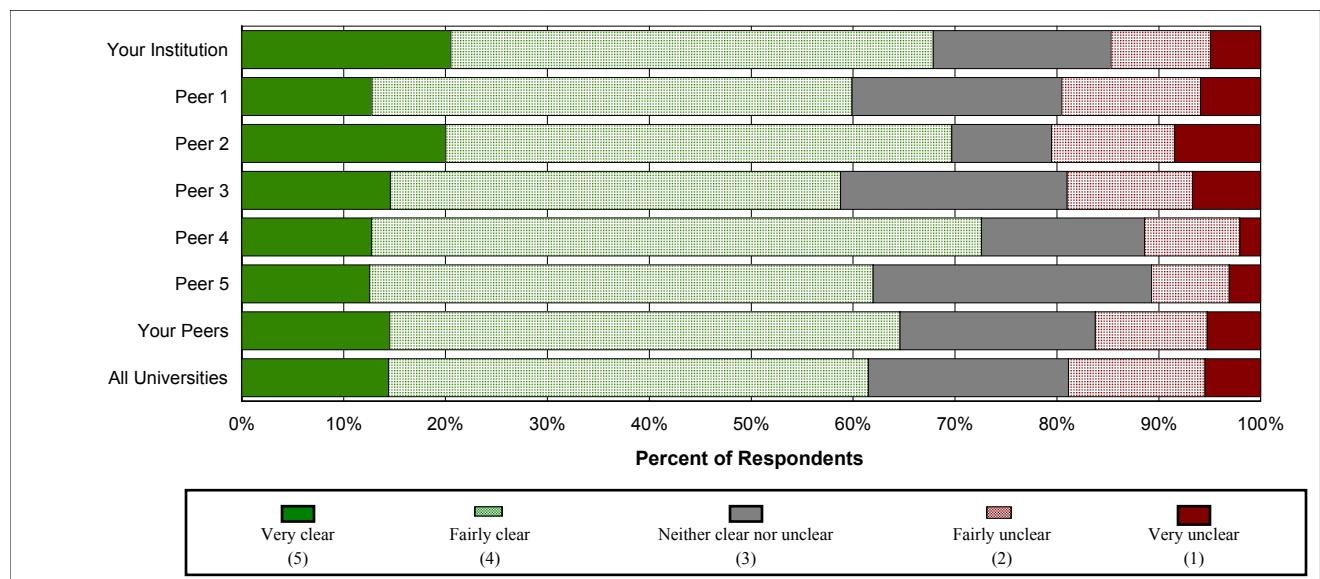
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 83rd percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.687	1.0560	0.0840	3.521 to 3.853
Faculty at Peer 1	3.472	1.0896	0.0887	3.297 to 3.648
... Peer 2	3.607	1.1600	0.0923	3.425 to 3.790
... Peer 3	3.477	1.0931	0.0737	3.331 to 3.622
... Peer 4	3.719	0.8888	0.0731	3.575 to 3.864
... Peer 5	3.607	0.9181	0.0770	3.455 to 3.759
Your Peers (n=5)	3.577	0.0928	0.0415	N/A
All Universities (n=64)	3.516	0.1889	0.0236	N/A



Question 22. I find the body of evidence that will be considered in making my tenure decision to be...

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

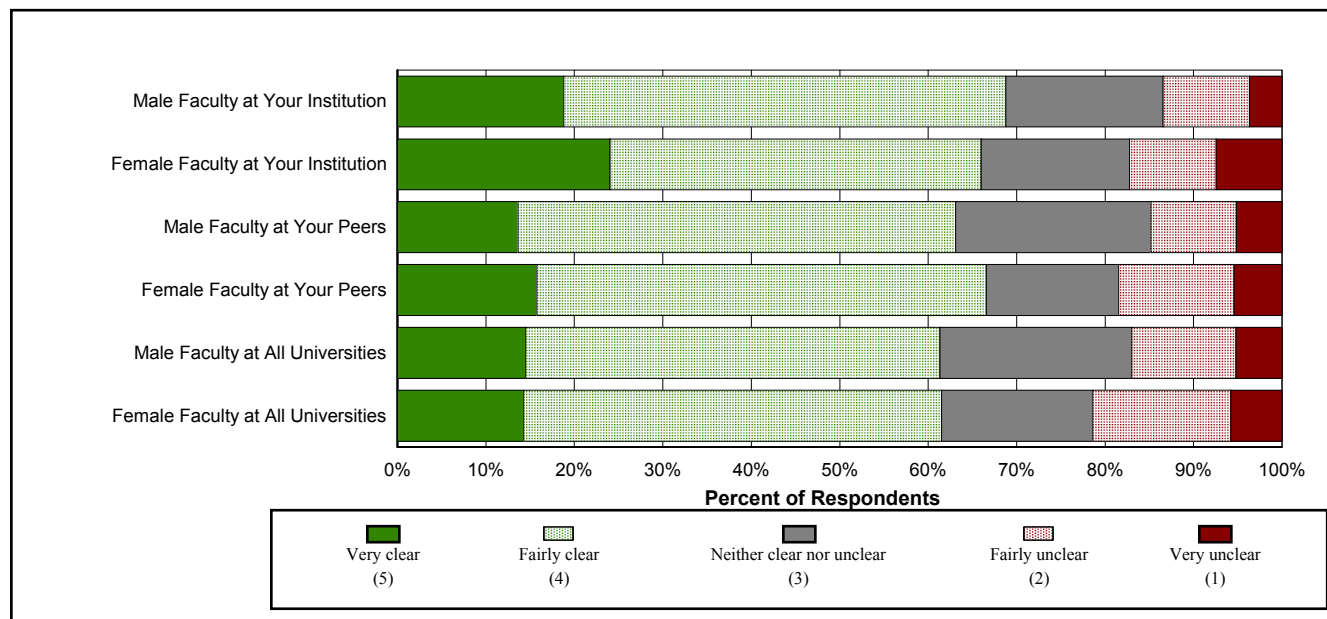
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 77th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 73rd percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.704	0.9997	0.0971	3.511 to 3.896	3.653	1.1607	0.1610	3.330 to 3.976
Faculty at Peer 1	3.473	1.0700	0.1147	3.245 to 3.701	3.471	1.1153	0.1394	3.192 to 3.749
... Peer 2	3.479	1.2235	0.1343	3.212 to 3.746	3.788	1.0595	0.1223	3.544 to 4.031
... Peer 3	3.461	1.0897	0.0956	3.272 to 3.650	3.500	1.0979	0.1157	3.270 to 3.730
... Peer 4	3.818	0.7626	0.0808	3.657 to 3.979	3.556	1.0304	0.1341	3.287 to 3.824
... Peer 5	3.608	0.8085	0.0927	3.423 to 3.792	3.607	1.0295	0.1267	3.353 to 3.860
Your Peers (n =5)	3.568	0.1360	0.0608	N/A	3.584	0.1121	0.0501	N/A
All Universities (n=64)	3.536	0.2167	0.0271	N/A	3.486	0.2484	0.0311	N/A



Question 22. I find the body of evidence that will be considered in making my tenure decision to be...

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

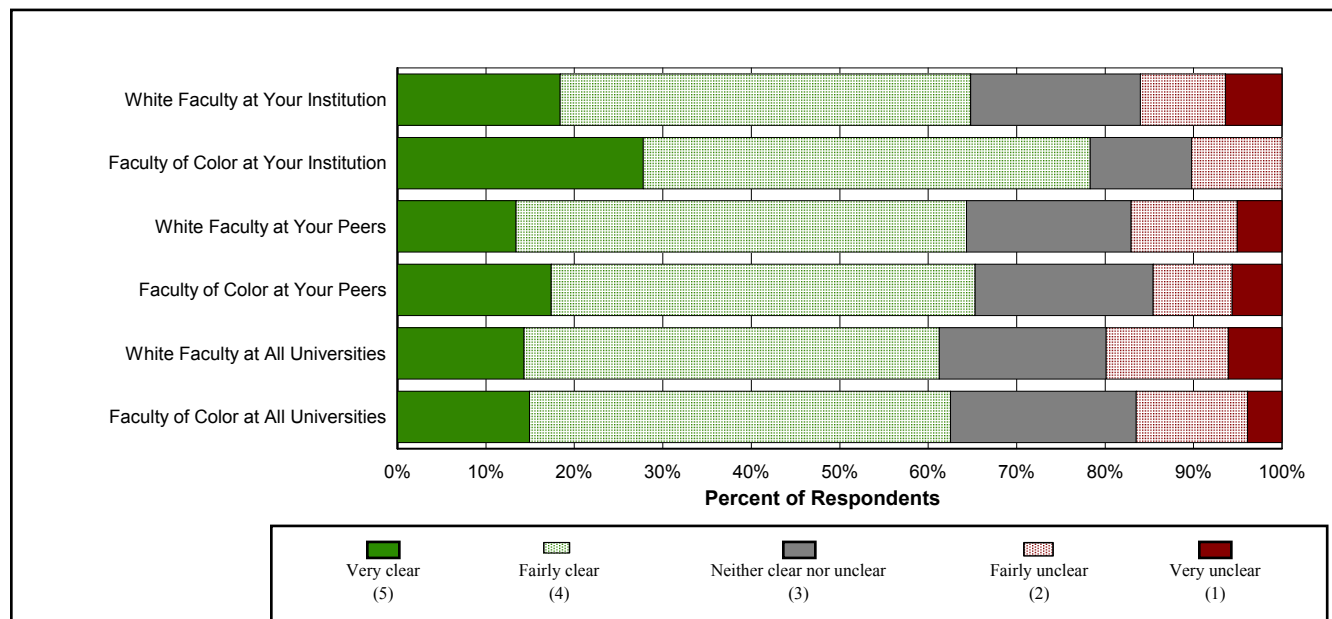
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 75th percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 92nd percentile on clarity of the body of evidence that will be considered in making decisions about their own tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.608	1.0874	0.0973	3.416 to 3.801	3.959	0.8699	0.1514	3.650 to 4.267
Faculty at Peer 1	3.437	1.0791	0.1024	3.234 to 3.640	3.548	1.1178	0.1767	3.191 to 3.906
... Peer 2	3.568	1.1589	0.1058	3.359 to 3.778	3.717	1.1630	0.1887	3.335 to 4.099
... Peer 3	3.558	1.0674	0.0824	3.396 to 3.721	3.217	1.1323	0.1570	2.902 to 3.532
... Peer 4	3.658	0.8800	0.0855	3.489 to 3.828	3.878	0.8975	0.1385	3.598 to 4.158
... Peer 5	3.559	0.9285	0.0910	3.379 to 3.740	3.764	0.8716	0.1414	3.478 to 4.051
Your Peers (n=5)	3.556	0.0705	0.0315	N/A	3.625	0.2300	0.1029	N/A
All Universities (n=64)	3.496	0.2189	0.0274	N/A	3.571	0.2650	0.0331	N/A



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

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

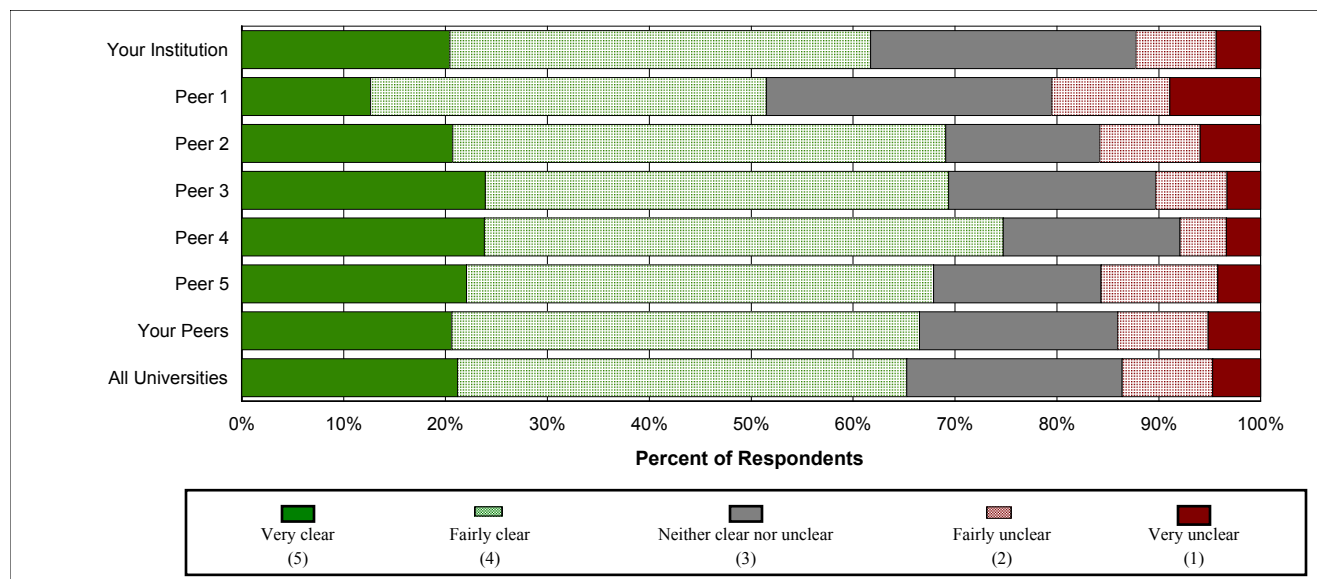
OVERALL RESULTS**Compared to your peers:**

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on clarity of their own sense of whether or not they will achieve tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.655	1.0265	0.0819	3.494 to 3.817
Faculty at Peer 1	3.347	1.1243	0.0906	3.168 to 3.526
... Peer 2	3.680	1.0892	0.0867	3.509 to 3.852
... Peer 3	3.797	0.9837	0.0669	3.665 to 3.929
... Peer 4	3.873	0.9535	0.0784	3.718 to 4.028
... Peer 5	3.701	1.0520	0.0883	3.526 to 3.875
Your Peers (n=5)	3.680	0.1801	0.0805	N/A
All Universities (n=64)	3.681	0.2454	0.0307	N/A



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

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

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in clarity of their own sense of whether or not they would achieve tenure.

Compared to your peers:

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

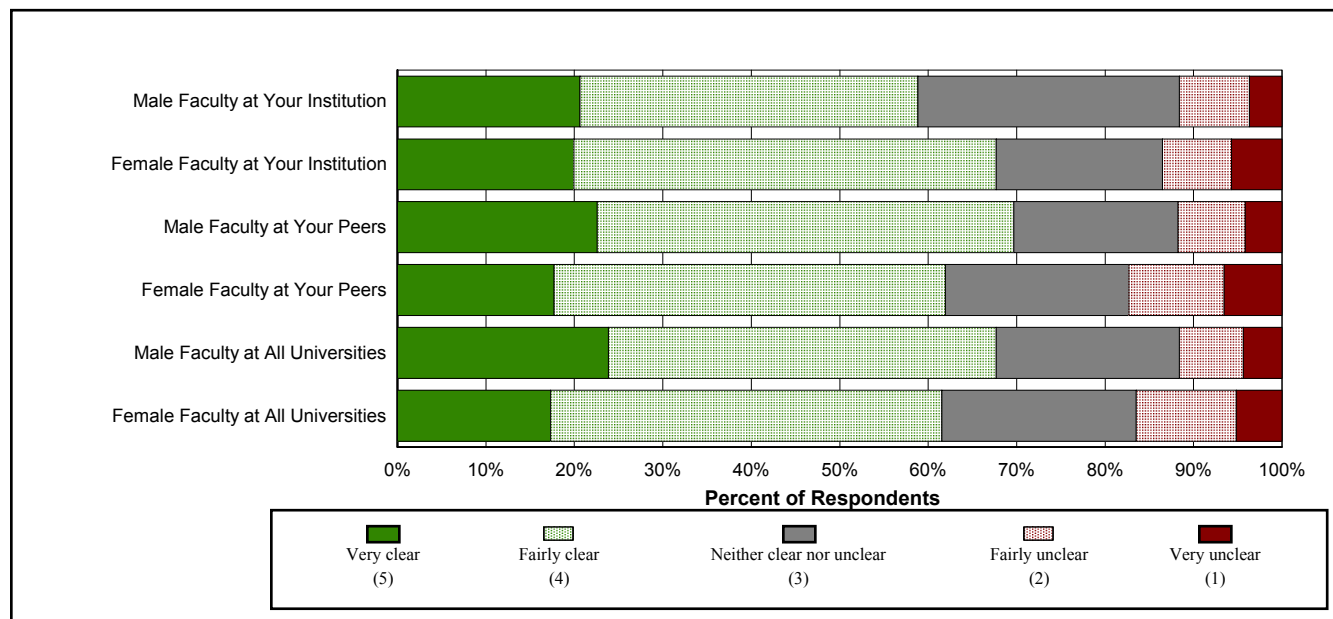
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on clarity of their own sense of whether or not they will achieve tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 63rd percentile on clarity of their own sense of whether or not they will achieve tenure.

Across all universities:

- Across all universities, male junior faculty found their own sense of whether or not they would achieve tenure to be clearer than did female junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.642	1.0098	0.0981	3.447 to 3.836	3.684	1.0603	0.1485	3.386 to 3.982
Faculty at Peer 1	3.461	1.0531	0.1123	3.238 to 3.684	3.186	1.1920	0.1467	2.893 to 3.479
... Peer 2	3.755	1.0382	0.1140	3.529 to 3.982	3.575	1.1356	0.1311	3.313 to 3.836
... Peer 3	3.876	0.9639	0.0855	3.707 to 4.045	3.681	1.0011	0.1061	3.470 to 3.892
... Peer 4	3.945	0.9226	0.0983	3.750 to 4.141	3.757	0.9809	0.1266	3.503 to 4.010
... Peer 5	3.779	1.0262	0.1177	3.545 to 4.014	3.589	1.0714	0.1319	3.326 to 3.853
Your Peers (n =5)	3.763	0.1659	0.0742	N/A	3.558	0.1974	0.0883	N/A
All Universities (n=64)	3.756	0.2430	0.0304	N/A	3.572	0.3206	0.0401	N/A



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

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

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in clarity of their own sense of whether or not they would achieve tenure.

Compared to your peers:

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

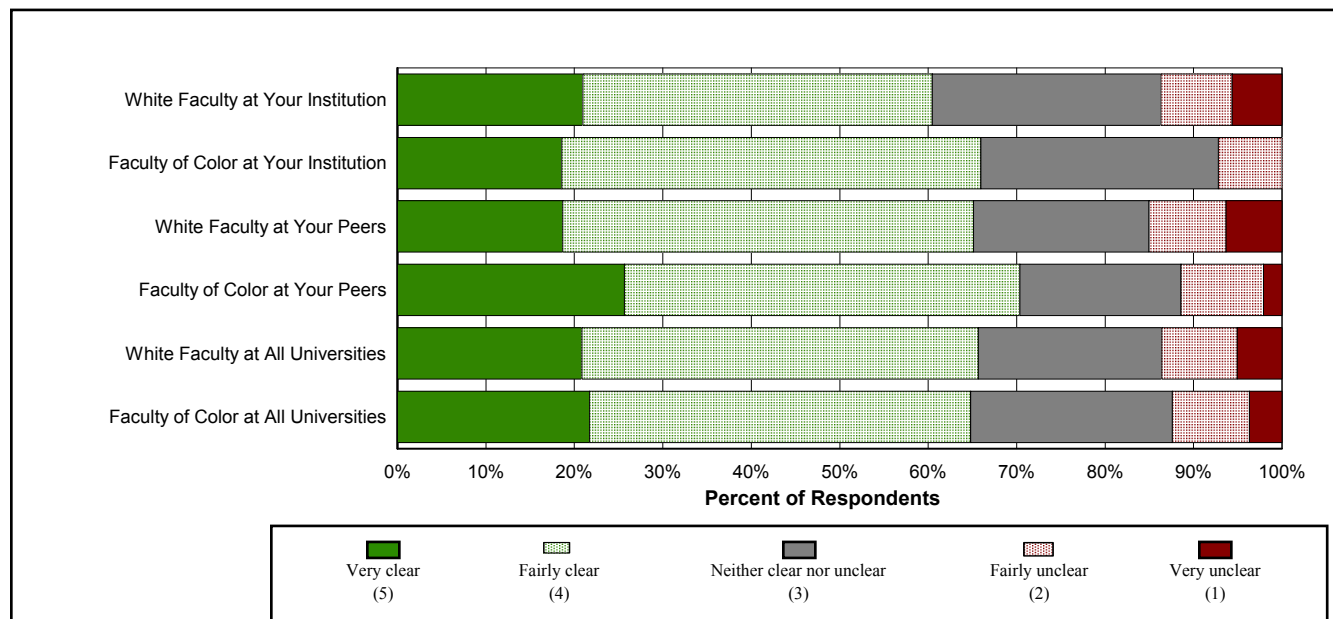
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 34th percentile on clarity of their own sense of whether or not they will achieve tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 59th percentile on clarity of their own sense of whether or not they will achieve tenure.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.621	1.0746	0.0965	3.430 to 3.812	3.773	0.8074	0.1406	3.487 to 4.060
Faculty at Peer 1	3.233	1.1550	0.1082	3.018 to 3.447	3.600	0.9997	0.1581	3.280 to 3.919
... Peer 2	3.660	1.0551	0.0963	3.470 to 3.851	3.736	1.1863	0.1924	3.346 to 4.126
... Peer 3	3.795	1.0060	0.0783	3.640 to 3.950	3.802	0.9079	0.1271	3.547 to 4.058
... Peer 4	3.786	0.9670	0.0935	3.601 to 3.972	4.108	0.8780	0.1371	3.831 to 4.385
... Peer 5	3.647	1.1110	0.1089	3.431 to 3.863	3.878	0.8255	0.1339	3.606 to 4.149
Your Peers (n=5)	3.624	0.2052	0.0918	N/A	3.825	0.1686	0.0754	N/A
All Universities (n=64)	3.679	0.2559	0.0320	N/A	3.704	0.3186	0.0398	N/A



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

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

OVERALL RESULTS

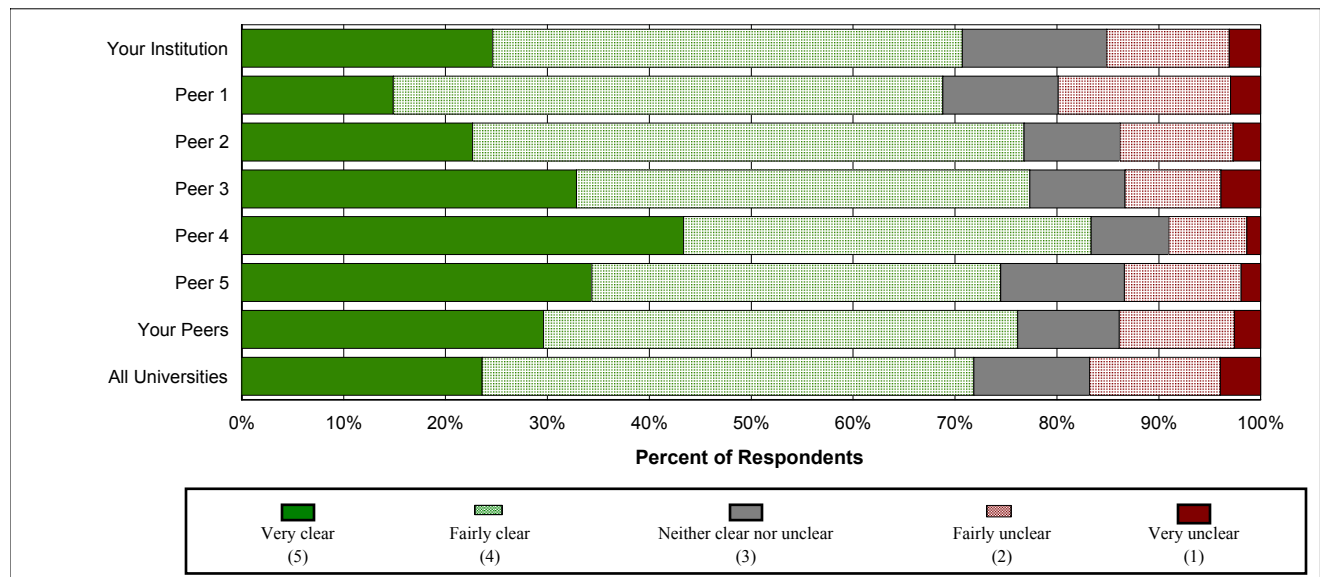
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 53rd percentile on clarity of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.771	1.0460	0.0832	3.607 to 3.936
Faculty at Peer 1	3.608	1.0535	0.0846	3.441 to 3.775
... Peer 2	3.829	0.9916	0.0786	3.674 to 3.984
... Peer 3	3.930	1.0805	0.0732	3.786 to 4.074
... Peer 4	4.164	0.9605	0.0787	4.008 to 4.319
... Peer 5	3.936	1.0459	0.0875	3.763 to 4.109
Your Peers (n=5)	3.893	0.1798	0.0804	N/A
All Universities (n=64)	3.747	0.2348	0.0294	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

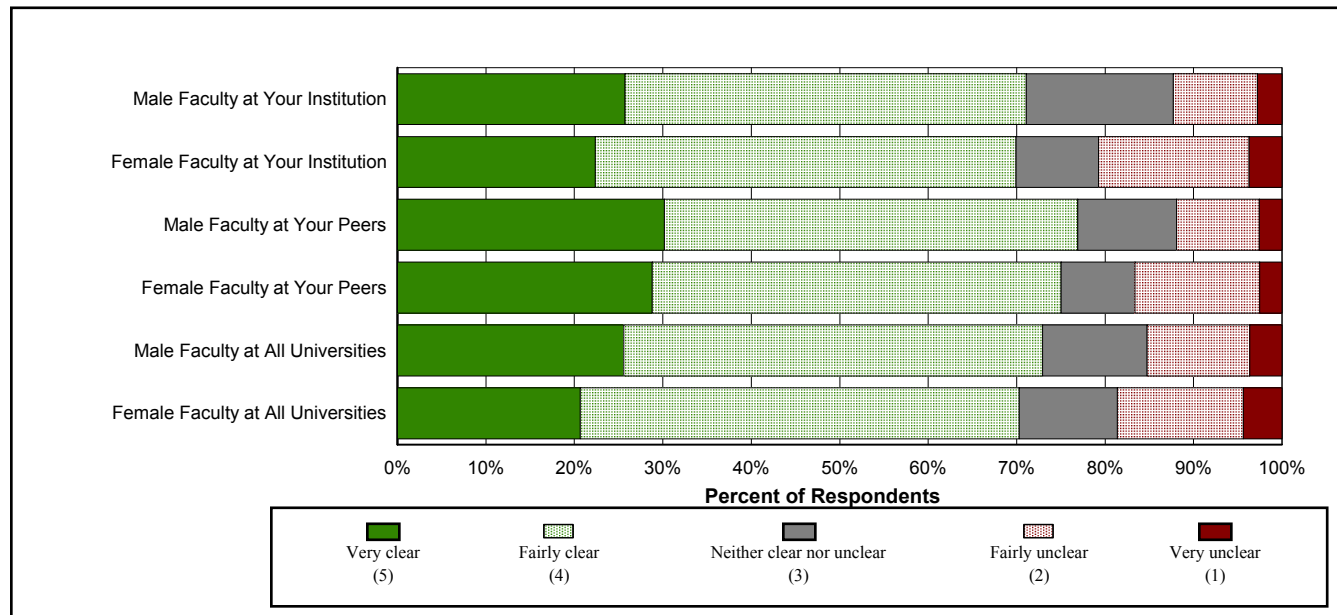
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 58th percentile on clarity of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 50th percentile on clarity of the expectations for performance as a scholar.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.817	1.0104	0.0981	3.623 to 4.012	3.678	1.1074	0.1536	3.370 to 3.987
Faculty at Peer 1	3.637	1.0013	0.1061	3.426 to 3.848	3.568	1.1179	0.1376	3.293 to 3.842
... Peer 2	3.760	1.0440	0.1139	3.534 to 3.987	3.927	0.9141	0.1055	3.716 to 4.137
... Peer 3	4.010	1.0675	0.0940	3.824 to 4.196	3.811	1.0859	0.1151	3.583 to 4.040
... Peer 4	4.191	0.9103	0.0965	4.000 to 4.383	4.119	1.0279	0.1327	3.853 to 4.384
... Peer 5	4.030	0.9222	0.1065	3.817 to 4.242	3.808	1.1537	0.1399	3.529 to 4.087
Your Peers (n =5)	3.926	0.1997	0.0893	N/A	3.846	0.1795	0.0803	N/A
All Universities (n=64)	3.796	0.2523	0.0315	N/A	3.680	0.2455	0.0307	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

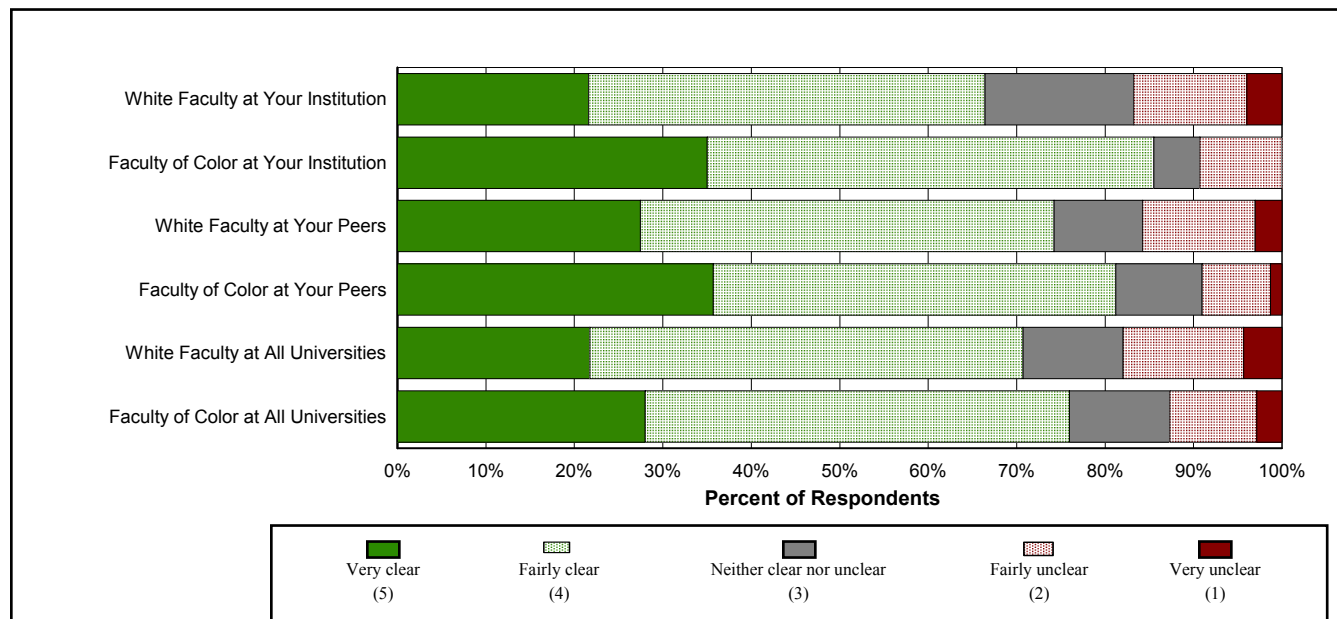
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 42nd percentile on clarity of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 78th percentile on clarity of the expectations for performance as a scholar.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.672	1.0716	0.0959	3.483 to 3.862	4.112	0.8656	0.1507	3.805 to 4.419
Faculty at Peer 1	3.534	1.0820	0.1009	3.334 to 3.734	3.774	0.9588	0.1516	3.468 to 4.081
... Peer 2	3.780	1.0320	0.0942	3.594 to 3.967	3.962	0.8527	0.1365	3.686 to 4.239
... Peer 3	3.930	1.0271	0.0797	3.772 to 4.087	3.931	1.2350	0.1713	3.587 to 4.275
... Peer 4	4.011	1.0093	0.0976	3.817 to 4.204	4.568	0.6982	0.1077	4.350 to 4.786
... Peer 5	3.890	1.0995	0.1068	3.679 to 4.102	4.092	0.8435	0.1387	3.810 to 4.373
Your Peers (n=5)	3.829	0.1651	0.0738	N/A	4.065	0.2708	0.1211	N/A
All Universities (n=64)	3.702	0.2229	0.0279	N/A	3.884	0.3436	0.0430	N/A



Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?

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

OVERALL RESULTS

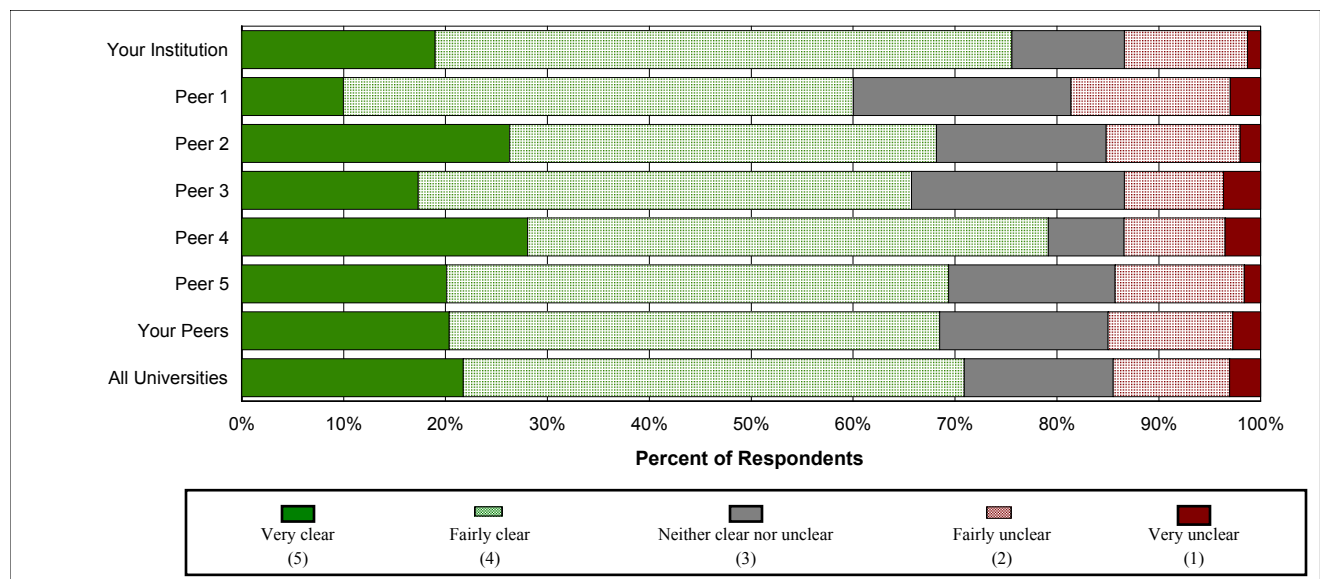
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 66th percentile on clarity of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.799	0.9259	0.0756	3.649 to 3.948
Faculty at Peer 1	3.484	0.9821	0.0807	3.324 to 3.643
... Peer 2	3.773	1.0323	0.0816	3.612 to 3.934
... Peer 3	3.660	0.9942	0.0678	3.527 to 3.794
... Peer 4	3.903	1.0315	0.0848	3.736 to 4.071
... Peer 5	3.736	0.9642	0.0806	3.577 to 3.895
Your Peers (n=5)	3.711	0.1383	0.0619	N/A
All Universities (n=64)	3.752	0.2194	0.0274	N/A



Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

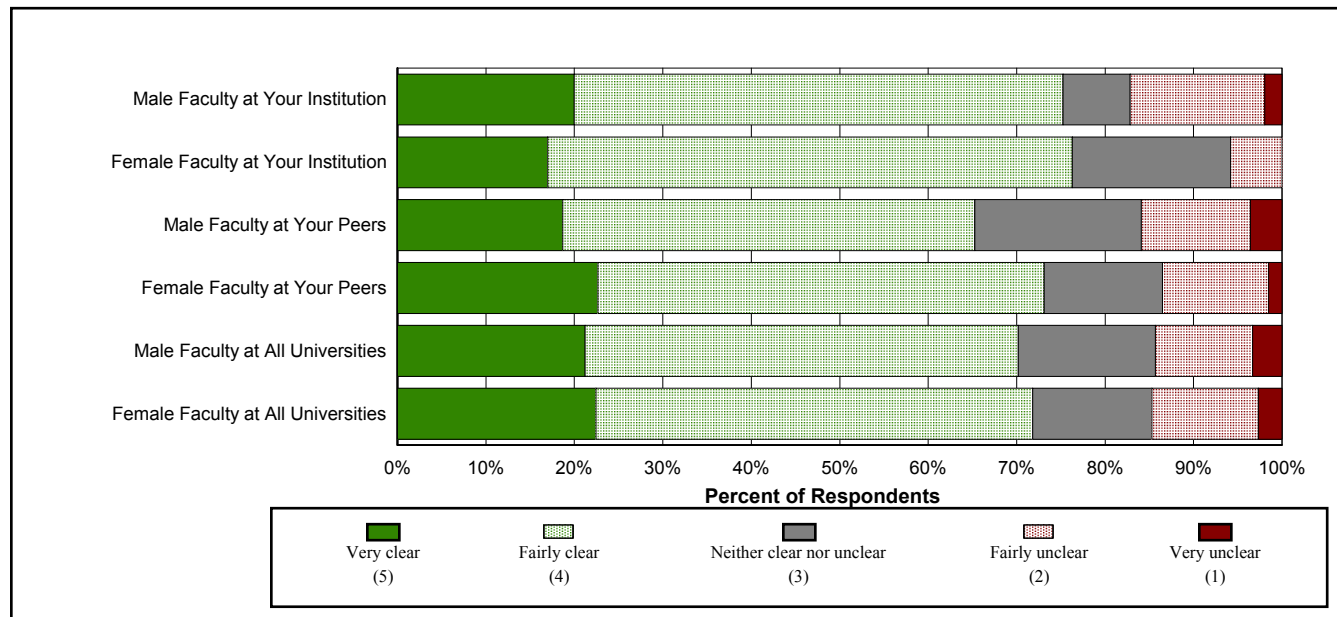
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 59th percentile on clarity of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 72nd percentile on clarity of the expectations for performance as a teacher.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.761	1.0012	0.1001	3.562 to 3.959	3.874	0.7486	0.1059	3.662 to 4.087
Faculty at Peer 1	3.435	0.9699	0.1065	3.223 to 3.647	3.551	0.9939	0.1233	3.304 to 3.797
... Peer 2	3.661	1.0467	0.1142	3.434 to 3.888	3.930	0.9944	0.1141	3.703 to 4.157
... Peer 3	3.613	0.9805	0.0870	3.440 to 3.785	3.731	1.0107	0.1077	3.517 to 3.945
... Peer 4	3.845	1.1203	0.1194	3.608 to 4.083	3.997	0.8756	0.1130	3.771 to 4.223
... Peer 5	3.669	0.9955	0.1149	3.440 to 3.898	3.827	0.9226	0.1119	3.604 to 4.050
Your Peers (n =5)	3.645	0.1313	0.0587	N/A	3.807	0.1569	0.0702	N/A
All Universities (n=64)	3.737	0.2436	0.0304	N/A	3.769	0.2683	0.0335	N/A



Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

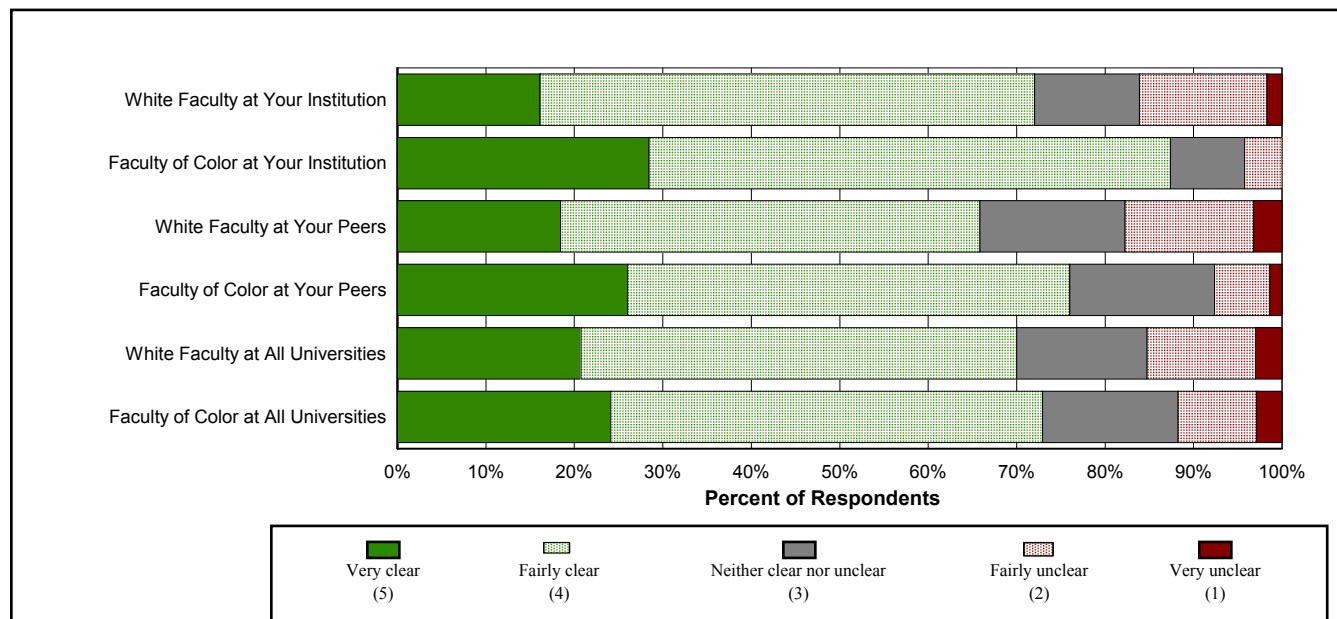
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 52nd percentile on clarity of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on clarity of the expectations for performance as a teacher.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.703	0.9594	0.0883	3.528 to 3.878	4.116	0.6960	0.1230	3.865 to 4.367
Faculty at Peer 1	3.435	0.9839	0.0947	3.247 to 3.623	3.585	0.9744	0.1541	3.274 to 3.897
... Peer 2	3.682	1.0882	0.0989	3.487 to 3.878	4.021	0.8221	0.1316	3.754 to 4.287
... Peer 3	3.643	1.0011	0.0784	3.488 to 3.798	3.714	0.9715	0.1347	3.444 to 3.984
... Peer 4	3.769	1.1183	0.1086	3.553 to 3.984	4.256	0.6739	0.1040	4.046 to 4.466
... Peer 5	3.637	0.9634	0.0936	3.452 to 3.823	4.076	0.8988	0.1478	3.776 to 4.375
Your Peers (n=5)	3.633	0.1097	0.0490	N/A	3.930	0.2453	0.1097	N/A
All Universities (n=64)	3.725	0.2302	0.0288	N/A	3.824	0.2917	0.0365	N/A



Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?

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

OVERALL RESULTS

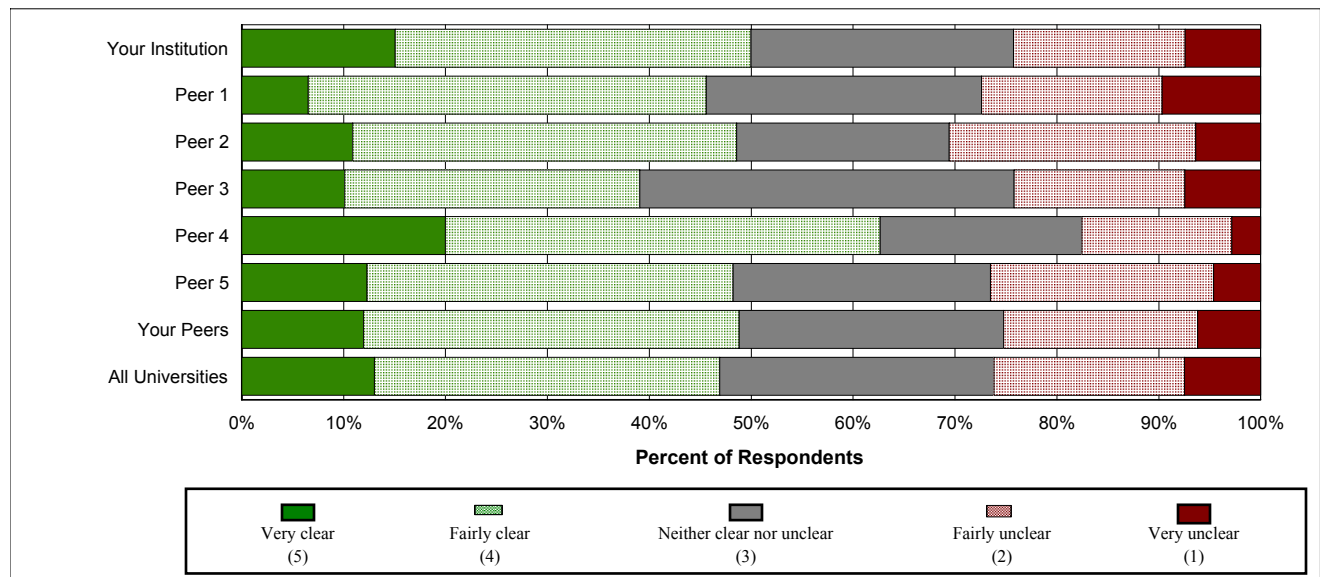
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 75th percentile on clarity of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.334	1.1268	0.0936	3.149 to 3.519
Faculty at Peer 1	3.151	1.1060	0.0900	2.973 to 3.329
... Peer 2	3.225	1.1002	0.0911	3.045 to 3.405
... Peer 3	3.175	1.0617	0.0731	3.031 to 3.320
... Peer 4	3.623	1.0509	0.0873	3.450 to 3.795
... Peer 5	3.294	1.0775	0.0911	3.114 to 3.474
Your Peers (n=5)	3.294	0.1717	0.0768	N/A
All Universities (n=64)	3.263	0.2129	0.0266	N/A



Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

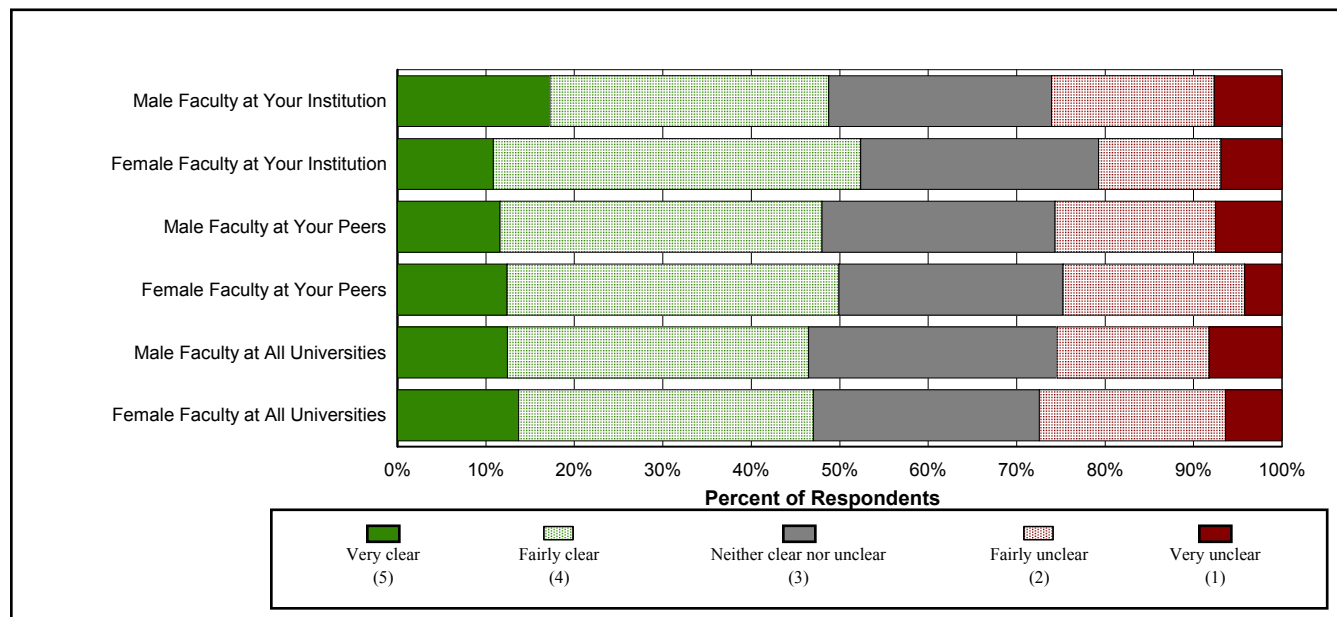
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 64th percentile on clarity of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on clarity of the expectations for performance as a student advisor.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.323	1.1665	0.1191	3.086 to 3.559	3.356	1.0438	0.1491	3.056 to 3.655
Faculty at Peer 1	3.199	1.1372	0.1205	2.959 to 3.438	3.077	1.0548	0.1340	2.809 to 3.345
... Peer 2	3.182	1.1650	0.1336	2.916 to 3.448	3.285	1.0203	0.1219	3.042 to 3.529
... Peer 3	3.154	1.0394	0.0926	2.971 to 3.337	3.208	1.0933	0.1186	2.972 to 3.444
... Peer 4	3.613	1.0693	0.1153	3.383 to 3.842	3.639	1.0234	0.1332	3.372 to 3.906
... Peer 5	3.173	1.0593	0.1240	2.926 to 3.420	3.457	1.0829	0.1323	3.192 to 3.721
Your Peers (n =5)	3.264	0.1749	0.0782	N/A	3.333	0.1961	0.0877	N/A
All Universities (n=64)	3.252	0.2401	0.0300	N/A	3.269	0.2687	0.0336	N/A



Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

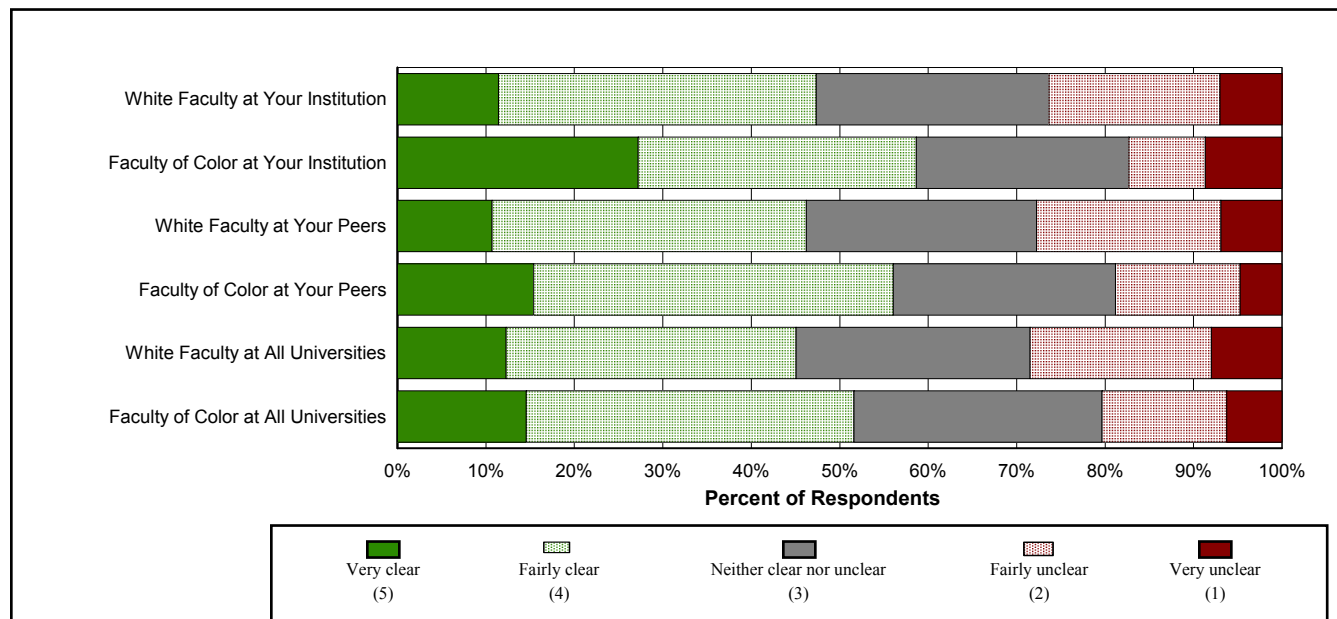
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 55th percentile on clarity of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 83rd percentile on clarity of the expectations for performance as a student advisor.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.254	1.1067	0.1037	3.048 to 3.459	3.599	1.1550	0.2074	3.175 to 4.022
Faculty at Peer 1	3.010	1.1241	0.1072	2.798 to 3.223	3.442	1.0226	0.1597	3.119 to 3.765
... Peer 2	3.193	1.1471	0.1104	2.974 to 3.412	3.307	0.9444	0.1532	2.996 to 3.617
... Peer 3	3.188	1.0531	0.0835	3.023 to 3.353	3.138	1.0858	0.1506	2.835 to 3.440
... Peer 4	3.502	1.0601	0.1045	3.295 to 3.709	3.929	0.9712	0.1499	3.626 to 4.232
... Peer 5	3.216	1.0624	0.1037	3.011 to 3.422	3.579	1.0744	0.1816	3.210 to 3.948
Your Peers (n=5)	3.222	0.1583	0.0708	N/A	3.479	0.2683	0.1200	N/A
All Universities (n=64)	3.209	0.2070	0.0259	N/A	3.396	0.3090	0.0386	N/A



Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?

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

OVERALL RESULTS

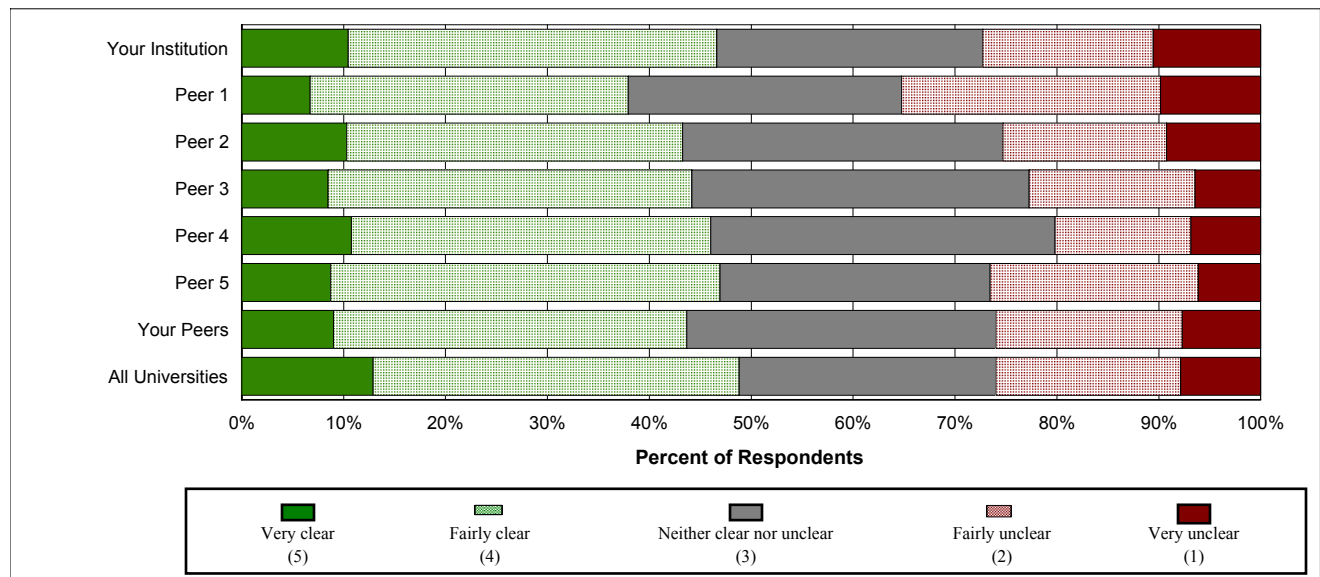
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 33rd percentile on clarity of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.193	1.1480	0.0919	3.011 to 3.374
Faculty at Peer 1	2.996	1.1233	0.0902	2.818 to 3.174
... Peer 2	3.191	1.1245	0.0892	3.014 to 3.367
... Peer 3	3.235	1.0306	0.0703	3.097 to 3.374
... Peer 4	3.298	1.0579	0.0870	3.126 to 3.470
... Peer 5	3.230	1.0627	0.0892	3.054 to 3.406
Your Peers (n=5)	3.190	0.1030	0.0461	N/A
All Universities (n=64)	3.279	0.1951	0.0244	N/A



Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

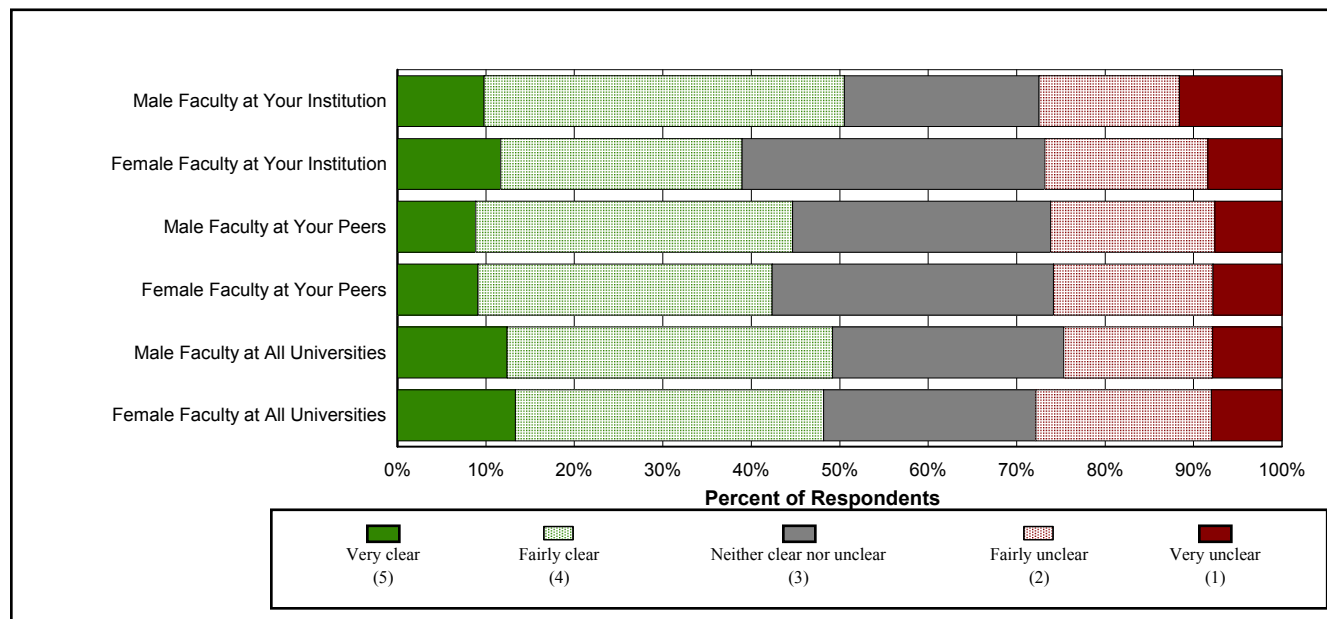
Among all universities:

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

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.212	1.1716	0.1149	2.984 to 3.440	3.154	1.0987	0.1524	2.848 to 3.460
Faculty at Peer 1	3.092	1.1615	0.1238	2.846 to 3.338	2.862	1.0543	0.1288	2.605 to 3.119
... Peer 2	3.192	1.0963	0.1196	2.954 to 3.430	3.188	1.1552	0.1334	2.922 to 3.454
... Peer 3	3.204	1.0104	0.0900	3.026 to 3.382	3.280	1.0575	0.1121	3.058 to 3.503
... Peer 4	3.322	1.0698	0.1140	3.096 to 3.549	3.259	1.0387	0.1341	2.990 to 3.527
... Peer 5	3.176	1.0740	0.1248	2.927 to 3.425	3.303	1.0468	0.1269	3.049 to 3.556
Your Peers (n =5)	3.197	0.0738	0.0330	N/A	3.178	0.1629	0.0729	N/A
All Universities (n=64)	3.291	0.2186	0.0273	N/A	3.257	0.2385	0.0298	N/A



Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

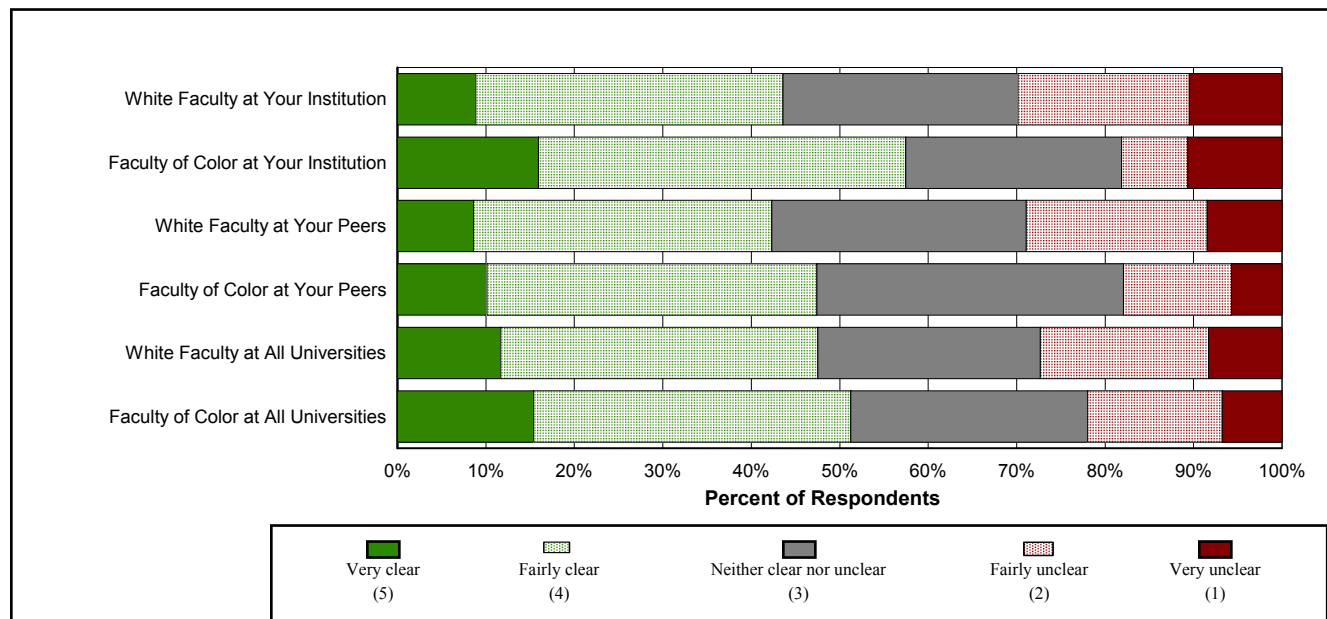
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th percentile on clarity of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 64th percentile on clarity of the expectations for performance as a department colleague.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.121	1.1401	0.1024	2.918 to 3.324	3.446	1.1439	0.2022	3.033 to 3.858
Faculty at Peer 1	2.926	1.1250	0.1054	2.717 to 3.135	3.146	1.1150	0.1741	2.794 to 3.498
... Peer 2	3.211	1.1704	0.1068	3.000 to 3.423	3.134	0.9594	0.1536	2.823 to 3.445
... Peer 3	3.273	0.9959	0.0778	3.120 to 3.427	3.114	1.1247	0.1575	2.798 to 3.430
... Peer 4	3.133	1.0735	0.1043	2.926 to 3.339	3.730	0.9212	0.1421	3.443 to 4.017
... Peer 5	3.133	1.0822	0.1051	2.925 to 3.342	3.572	0.9242	0.1540	3.259 to 3.885
Your Peers (n=5)	3.135	0.1173	0.0524	N/A	3.339	0.2596	0.1161	N/A
All Universities (n=64)	3.236	0.1872	0.0234	N/A	3.379	0.3140	0.0392	N/A



Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?

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

OVERALL RESULTS

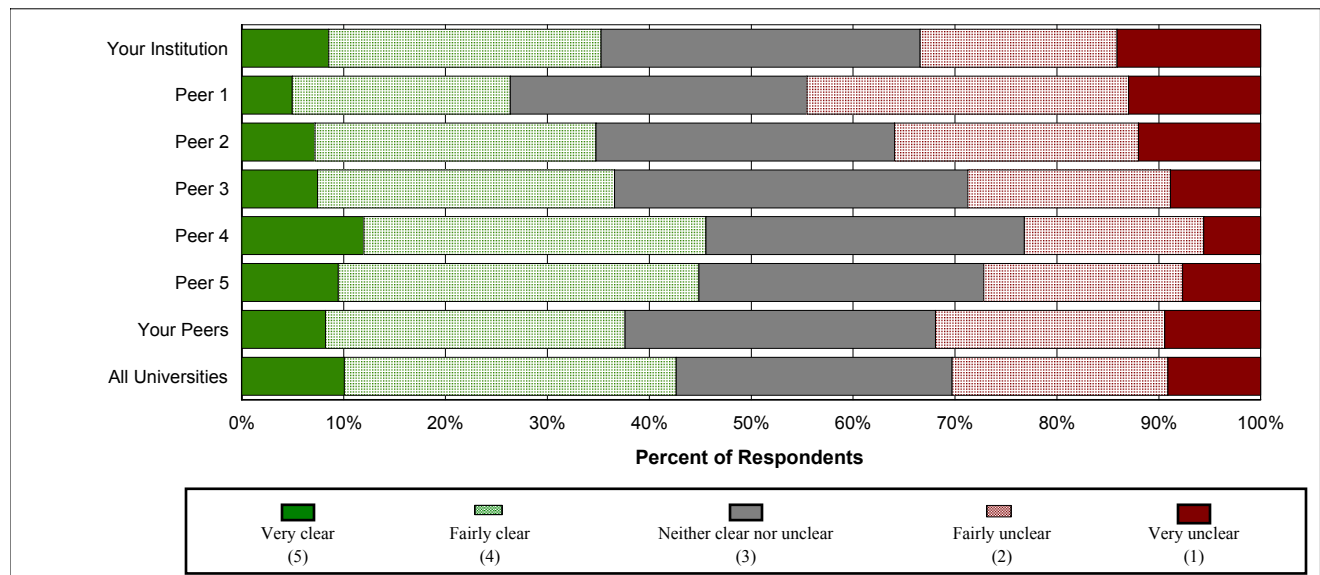
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 27th percentile on clarity of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.963	1.1665	0.0946	2.776 to 3.149
Faculty at Peer 1	2.738	1.0918	0.0886	2.563 to 2.913
... Peer 2	2.940	1.1379	0.0914	2.760 to 3.121
... Peer 3	3.064	1.0702	0.0732	2.920 to 3.208
... Peer 4	3.288	1.0690	0.0882	3.114 to 3.462
... Peer 5	3.196	1.0820	0.0908	3.016 to 3.375
Your Peers (n=5)	3.045	0.1935	0.0865	N/A
All Universities (n=64)	3.134	0.2797	0.0350	N/A



Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

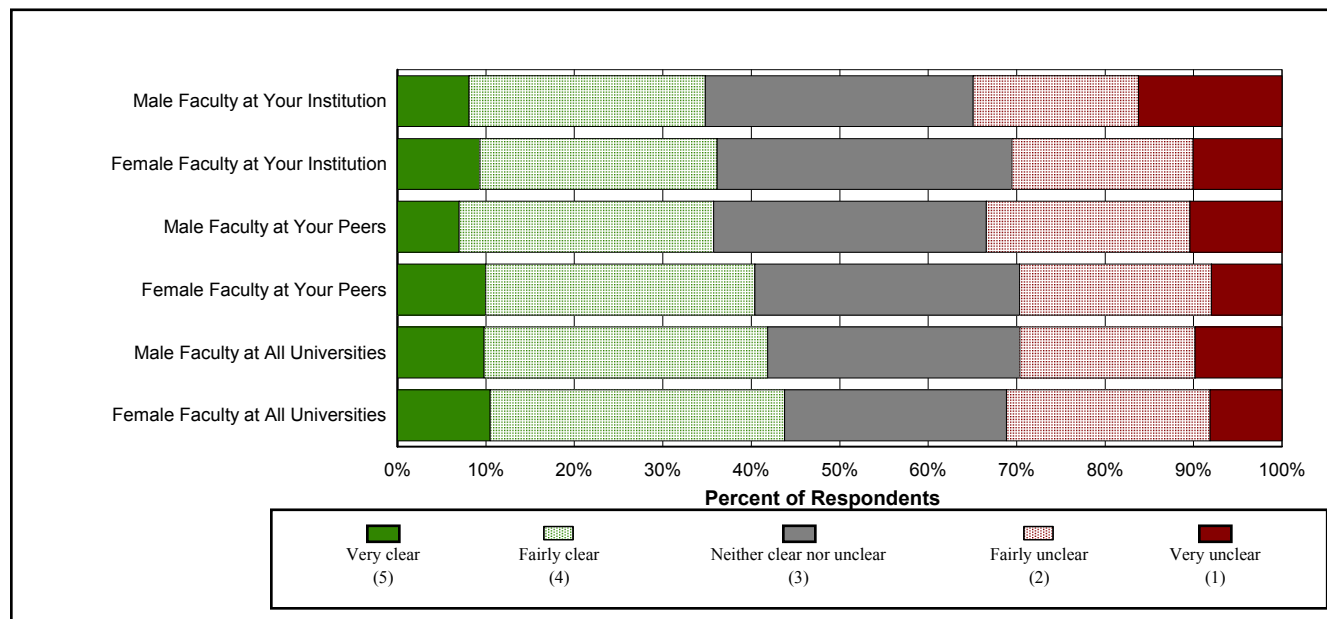
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 25th percentile on clarity of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 36th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.917	1.1889	0.1189	2.682 to 3.153	3.049	1.1165	0.1548	2.738 to 3.360
Faculty at Peer 1	2.823	1.1172	0.1205	2.583 to 3.062	2.621	1.0463	0.1288	2.364 to 2.878
... Peer 2	2.819	1.0873	0.1201	2.580 to 3.058	3.114	1.1792	0.1380	2.839 to 3.389
... Peer 3	2.968	1.0390	0.0929	2.784 to 3.152	3.202	1.1003	0.1166	2.970 to 3.433
... Peer 4	3.231	1.0871	0.1159	3.000 to 3.461	3.382	1.0376	0.1351	3.111 to 3.652
... Peer 5	3.105	1.1265	0.1310	2.844 to 3.366	3.318	1.0210	0.1238	3.070 to 3.565
Your Peers (n =5)	2.989	0.1605	0.0718	N/A	3.127	0.2695	0.1205	N/A
All Universities (n=64)	3.122	0.3101	0.0388	N/A	3.149	0.3210	0.0401	N/A



Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

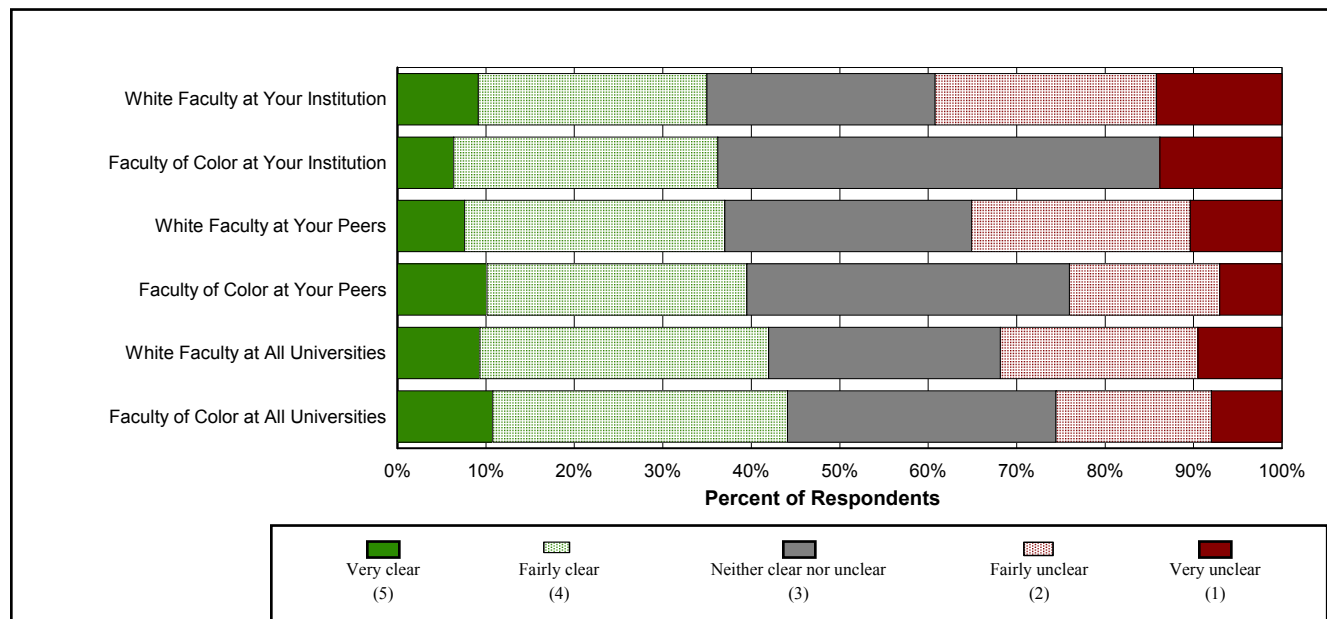
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 22nd percentile on clarity of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 45th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.907	1.1972	0.1093	2.691 to 3.124	3.150	1.0136	0.1792	2.784 to 3.515
Faculty at Peer 1	2.608	1.1010	0.1045	2.401 to 2.815	3.010	1.0405	0.1625	2.682 to 3.339
... Peer 2	2.980	1.1789	0.1085	2.765 to 3.195	2.829	0.9819	0.1614	2.502 to 3.156
... Peer 3	3.078	1.0656	0.0837	2.913 to 3.243	3.021	1.0829	0.1502	2.720 to 3.323
... Peer 4	3.175	1.0971	0.1066	2.964 to 3.386	3.591	0.9383	0.1465	3.295 to 3.887
... Peer 5	3.117	1.0668	0.1036	2.911 to 3.322	3.474	1.0668	0.1778	3.113 to 3.835
Your Peers (n=5)	2.991	0.2021	0.0904	N/A	3.185	0.2941	0.1315	N/A
All Universities (n=64)	3.099	0.2800	0.0350	N/A	3.213	0.3313	0.0414	N/A



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

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

OVERALL RESULTS

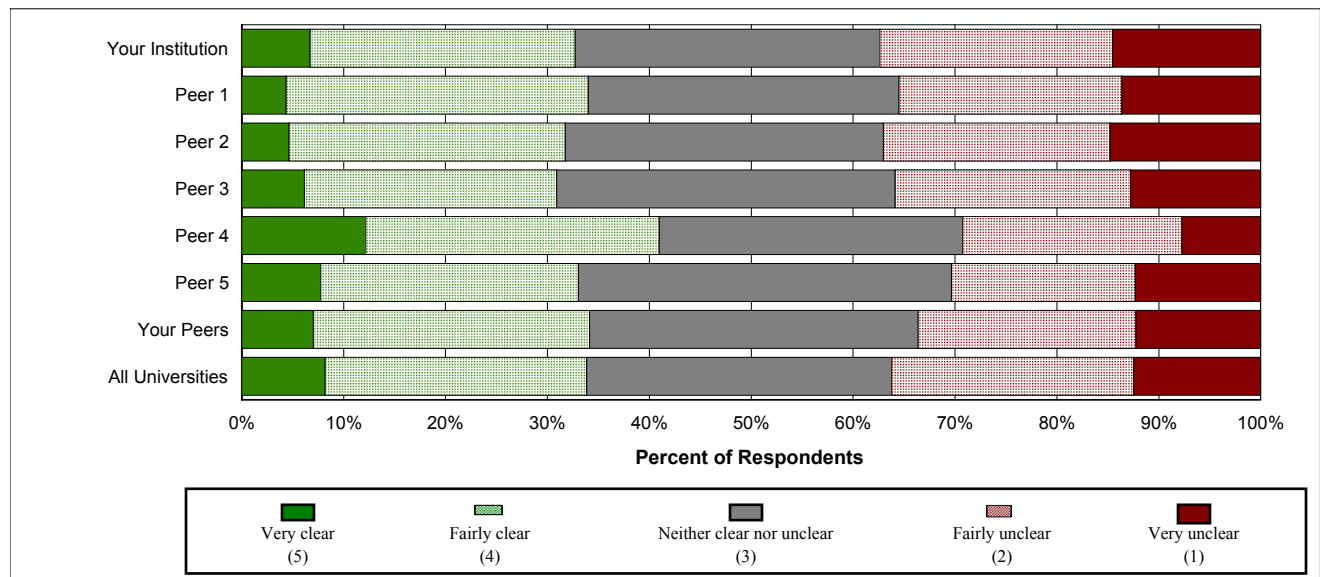
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on clarity of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.876	1.1537	0.0958	2.686 to 3.065
Faculty at Peer 1	2.892	1.1245	0.0912	2.712 to 3.072
... Peer 2	2.846	1.1348	0.0906	2.667 to 3.025
... Peer 3	2.884	1.1109	0.0759	2.734 to 3.034
... Peer 4	3.162	1.1285	0.0937	2.977 to 3.347
... Peer 5	2.982	1.1048	0.0947	2.794 to 3.169
Your Peers (n=5)	2.953	0.1135	0.0508	N/A
All Universities (n=64)	2.933	0.2243	0.0280	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

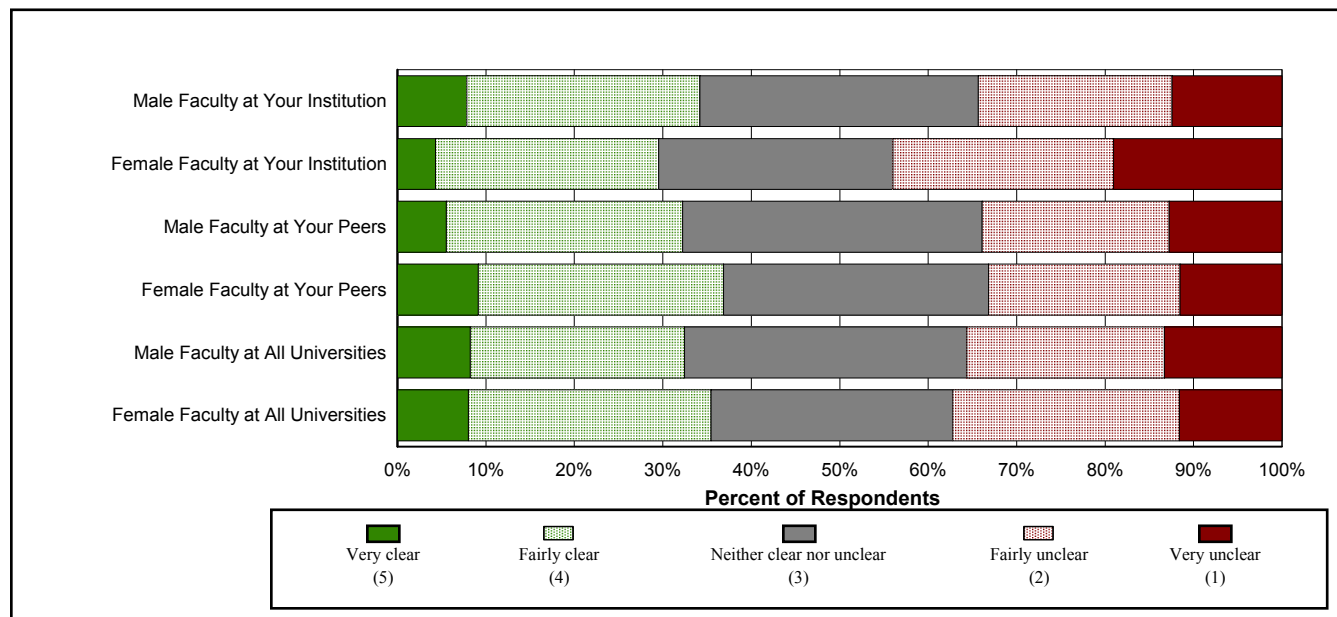
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 55th percentile on clarity of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 17th percentile on clarity of the expectations for performance as a community member.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.953	1.1364	0.1142	2.726 to 3.179	2.708	1.1733	0.1730	2.359 to 3.056
Faculty at Peer 1	2.922	1.0740	0.1151	2.693 to 3.151	2.849	1.1883	0.1474	2.555 to 3.144
... Peer 2	2.785	1.0981	0.1213	2.544 to 3.027	2.931	1.1700	0.1351	2.662 to 3.200
... Peer 3	2.722	1.0687	0.0956	2.533 to 2.911	3.116	1.1322	0.1200	2.878 to 3.355
... Peer 4	3.155	1.1260	0.1214	2.914 to 3.397	3.173	1.1322	0.1474	2.878 to 3.468
... Peer 5	2.971	1.0747	0.1275	2.716 to 3.225	2.996	1.1368	0.1410	2.714 to 3.278
Your Peers (n =5)	2.911	0.1517	0.0678	N/A	3.013	0.1183	0.0529	N/A
All Universities (n=64)	2.918	0.2743	0.0343	N/A	2.946	0.2494	0.0312	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

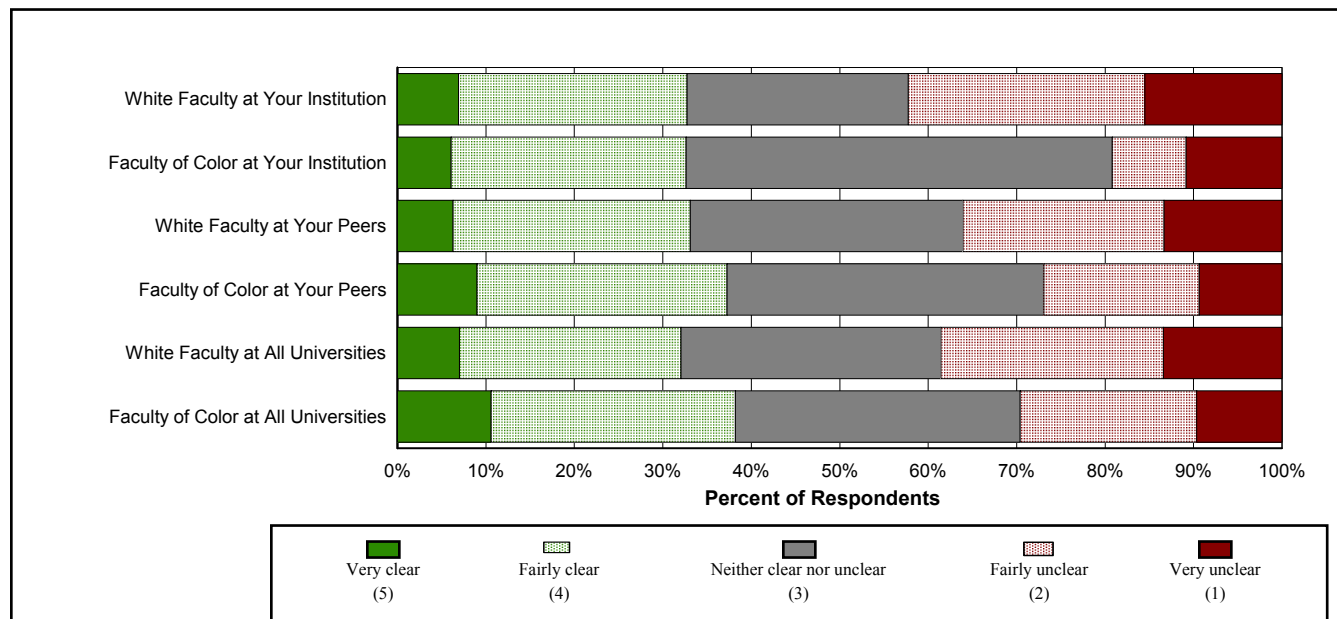
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on clarity of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 53rd percentile on clarity of the expectations for performance as a community member.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.819	1.1788	0.1095	2.602 to 3.036	3.087	1.0077	0.1871	2.703 to 3.470
Faculty at Peer 1	2.790	1.1246	0.1058	2.580 to 2.999	3.123	1.1094	0.1776	2.763 to 3.483
... Peer 2	2.886	1.1479	0.1052	2.677 to 3.094	2.736	1.0866	0.1763	2.379 to 3.093
... Peer 3	2.917	1.1020	0.0863	2.747 to 3.088	2.779	1.1305	0.1583	2.461 to 3.097
... Peer 4	3.028	1.1502	0.1122	2.805 to 3.251	3.530	0.9997	0.1581	3.210 to 3.849
... Peer 5	2.880	1.1050	0.1100	2.662 to 3.098	3.330	1.0166	0.1718	2.980 to 3.679
Your Peers (n=5)	2.900	0.0767	0.0343	N/A	3.100	0.3077	0.1376	N/A
All Universities (n=64)	2.871	0.2269	0.0284	N/A	3.096	0.3400	0.0425	N/A



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

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

OVERALL RESULTS

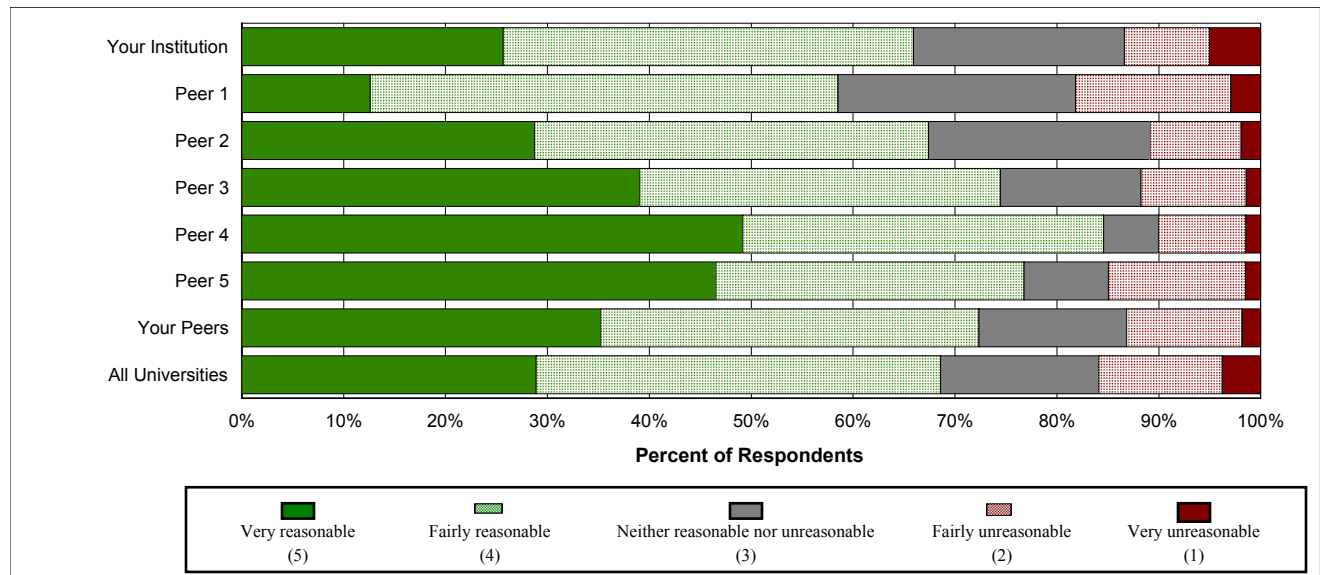
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on reasonableness of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.732	1.0874	0.0865	3.561 to 3.903
Faculty at Peer 1	3.500	1.0118	0.0813	3.340 to 3.661
... Peer 2	3.833	0.9928	0.0787	3.678 to 3.989
... Peer 3	4.004	1.0349	0.0712	3.863 to 4.144
... Peer 4	4.223	0.9917	0.0824	4.060 to 4.385
... Peer 5	4.069	1.0996	0.0929	3.885 to 4.253
Your Peers (n=5)	3.926	0.2467	0.1103	N/A
All Universities (n=64)	3.778	0.2371	0.0296	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

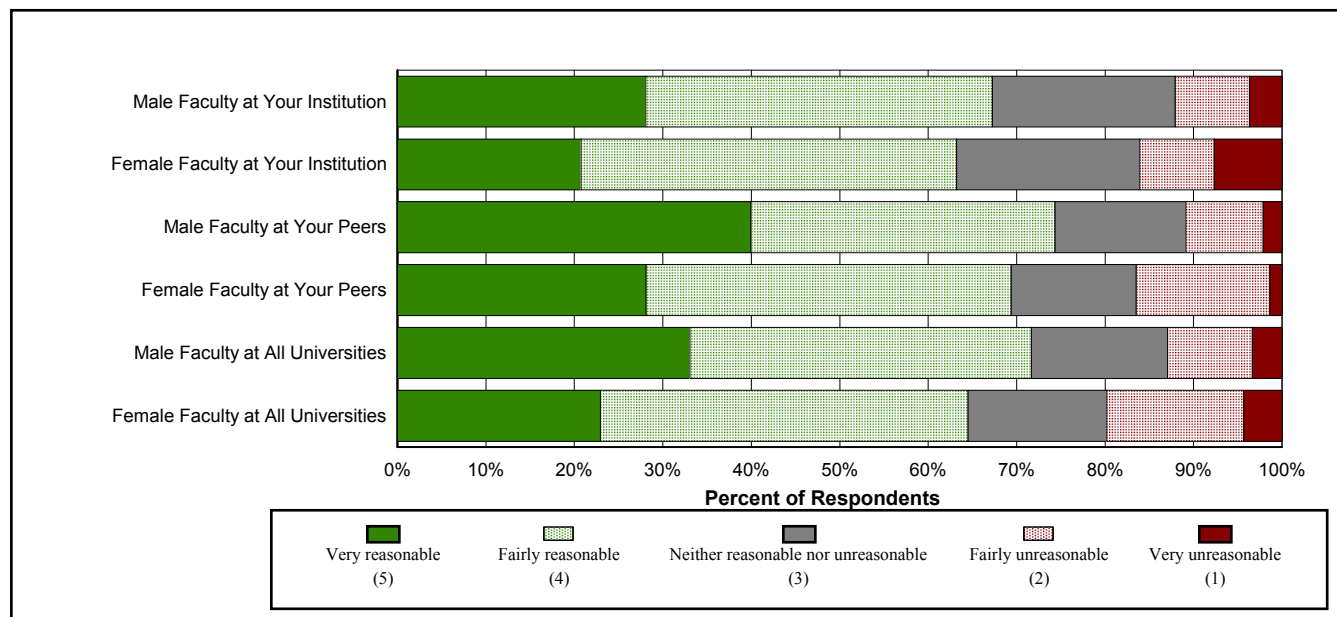
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 34th percentile on reasonableness of the expectations for performance as a scholar.
- Among female junior faculty at all universities, your female junior faculty ranked in the 39th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.796	1.0615	0.1031	3.591 to 4.000	3.602	1.1292	0.1566	3.287 to 3.916
Faculty at Peer 1	3.657	0.9628	0.1021	3.455 to 3.860	3.275	1.0344	0.1273	3.020 to 3.529
... Peer 2	3.825	1.0505	0.1146	3.597 to 4.053	3.846	0.9238	0.1067	3.633 to 4.058
... Peer 3	4.139	0.9608	0.0870	3.967 to 4.311	3.815	1.1003	0.1166	3.583 to 4.047
... Peer 4	4.336	0.9717	0.1036	4.130 to 4.542	4.030	0.9912	0.1313	3.767 to 4.293
... Peer 5	4.107	1.1309	0.1315	3.845 to 4.369	4.015	1.0589	0.1303	3.755 to 4.276
Your Peers (n =5)	4.013	0.2413	0.1079	N/A	3.796	0.2748	0.1229	N/A
All Universities (n=64)	3.884	0.2481	0.0310	N/A	3.633	0.2874	0.0359	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

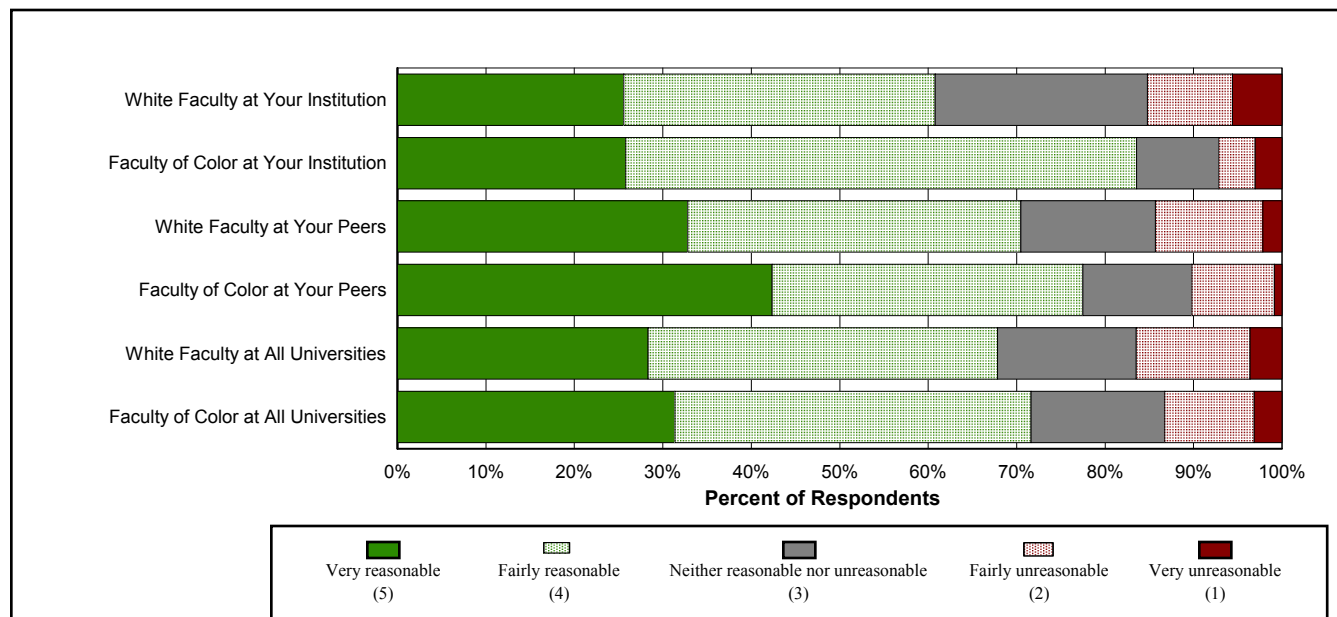
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th percentile on reasonableness of the expectations for performance as a scholar.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 64th percentile on reasonableness of the expectations for performance as a scholar.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.656	1.1250	0.1006	3.457 to 3.855	3.992	0.8699	0.1514	3.683 to 4.300
Faculty at Peer 1	3.466	1.0491	0.0978	3.273 to 3.660	3.576	0.8941	0.1414	3.290 to 3.862
... Peer 2	3.787	0.9847	0.0899	3.609 to 3.965	3.961	1.0173	0.1629	3.631 to 4.291
... Peer 3	3.977	1.0244	0.0810	3.817 to 4.137	4.087	1.0635	0.1489	3.788 to 4.386
... Peer 4	4.080	1.0300	0.1005	3.880 to 4.279	4.615	0.8062	0.1275	4.357 to 4.873
... Peer 5	4.030	1.1233	0.1107	3.811 to 4.250	4.198	1.0170	0.1672	3.859 to 4.537
Your Peers (n=5)	3.868	0.2240	0.1002	N/A	4.087	0.3371	0.1507	N/A
All Universities (n=64)	3.760	0.2282	0.0285	N/A	3.866	0.3458	0.0432	N/A



Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?

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

OVERALL RESULTS

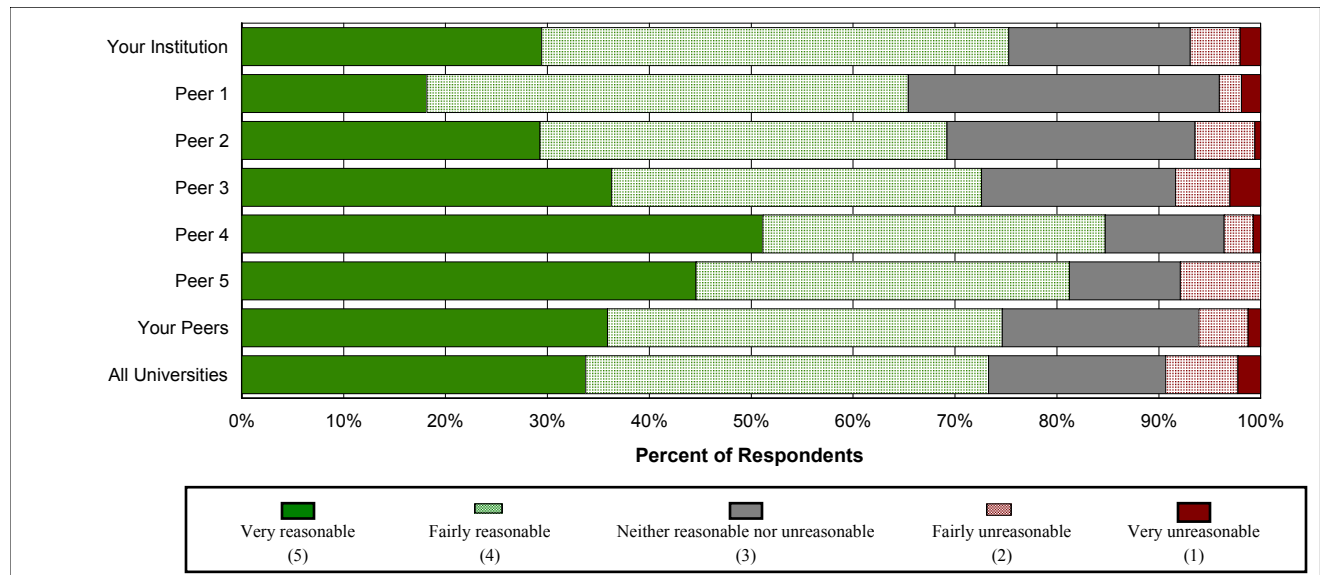
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 45th percentile on reasonableness of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.958	0.9156	0.0748	3.810 to 4.106
Faculty at Peer 1	3.776	0.8368	0.0688	3.641 to 3.912
... Peer 2	3.915	0.9040	0.0715	3.774 to 4.056
... Peer 3	3.975	1.0143	0.0707	3.836 to 4.115
... Peer 4	4.316	0.8474	0.0711	4.175 to 4.457
... Peer 5	4.179	0.8967	0.0761	4.029 to 4.330
Your Peers (n=5)	4.032	0.1921	0.0859	N/A
All Universities (n=64)	3.955	0.2323	0.0290	N/A



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

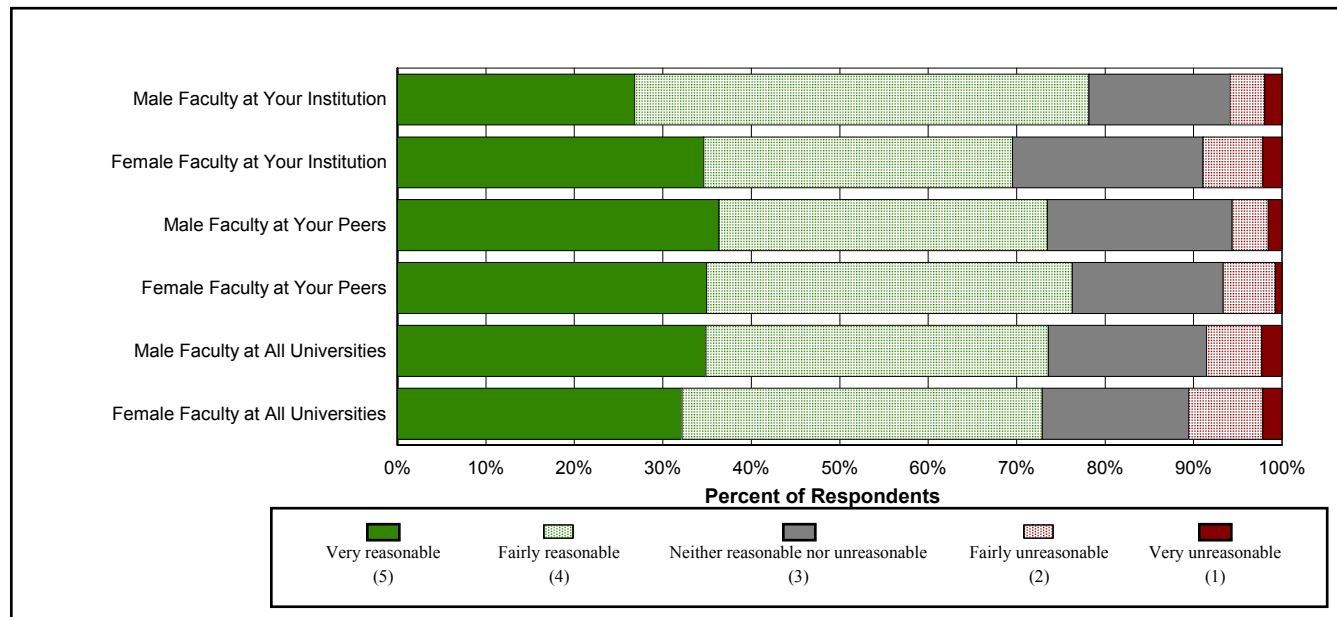
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 48th percentile on reasonableness of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 53rd percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.972	0.8770	0.0877	3.798 to 4.146	3.930	0.9881	0.1397	3.650 to 4.211
Faculty at Peer 1	3.793	0.8366	0.0918	3.610 to 3.975	3.754	0.8370	0.1038	3.547 to 3.962
... Peer 2	3.916	0.8367	0.0913	3.734 to 4.097	3.914	0.9729	0.1116	3.691 to 4.136
... Peer 3	3.958	1.0284	0.0943	3.771 to 4.145	3.999	0.9942	0.1066	3.788 to 4.211
... Peer 4	4.370	0.8906	0.0966	4.177 to 4.562	4.228	0.7727	0.1024	4.023 to 4.433
... Peer 5	4.096	0.9589	0.1122	3.872 to 4.319	4.293	0.8121	0.1000	4.094 to 4.493
Your Peers (n =5)	4.026	0.1970	0.0881	N/A	4.038	0.1994	0.0892	N/A
All Universities (n=64)	3.976	0.2474	0.0309	N/A	3.924	0.2624	0.0328	N/A



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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

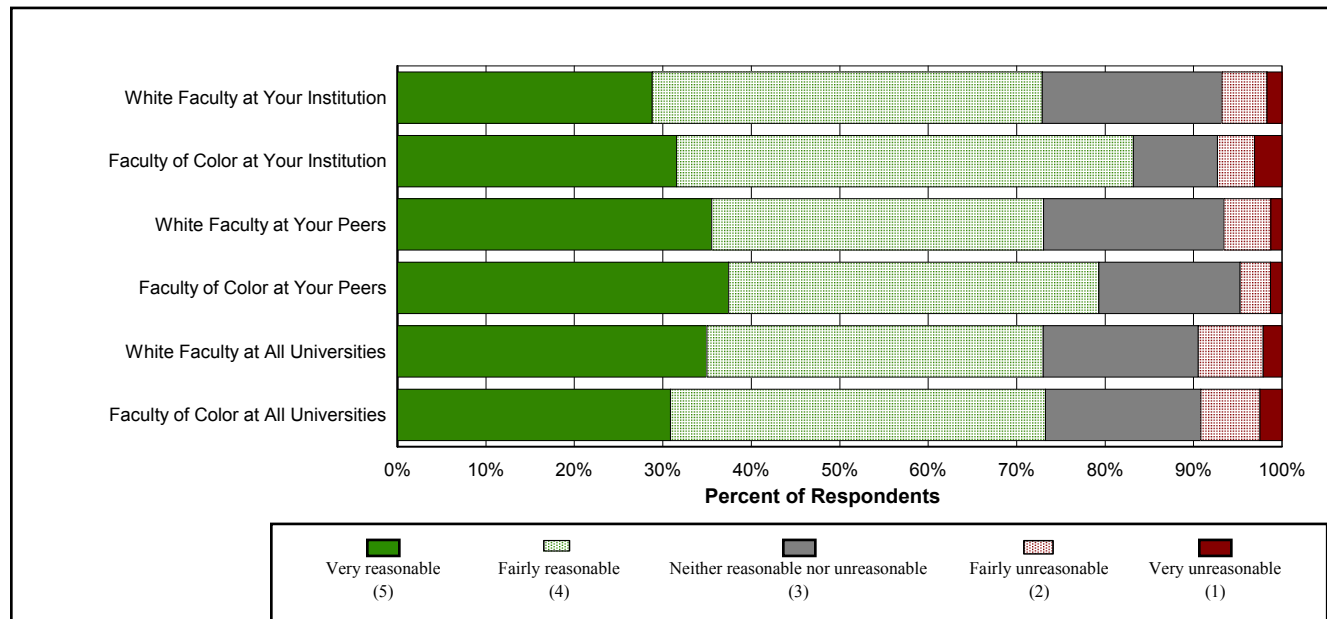
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 44th percentile on reasonableness of the expectations for performance as a teacher.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 66th percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.932	0.9181	0.0845	3.765 to 4.099	4.043	0.8992	0.1590	3.719 to 4.367
Faculty at Peer 1	3.787	0.8825	0.0849	3.618 to 3.955	3.755	0.6982	0.1104	3.532 to 3.978
... Peer 2	3.865	0.9086	0.0826	3.701 to 4.028	4.053	0.8882	0.1422	3.765 to 4.341
... Peer 3	3.968	1.0154	0.0813	3.807 to 4.128	3.999	1.0098	0.1428	3.712 to 4.286
... Peer 4	4.264	0.9027	0.0889	4.087 to 4.440	4.461	0.6686	0.1071	4.244 to 4.677
... Peer 5	4.153	0.8975	0.0889	3.977 to 4.330	4.265	0.8898	0.1463	3.969 to 4.562
Your Peers (n=5)	4.007	0.1776	0.0794	N/A	4.107	0.2402	0.1074	N/A
All Universities (n=64)	3.963	0.2275	0.0284	N/A	3.924	0.3271	0.0409	N/A



Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?

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

OVERALL RESULTS

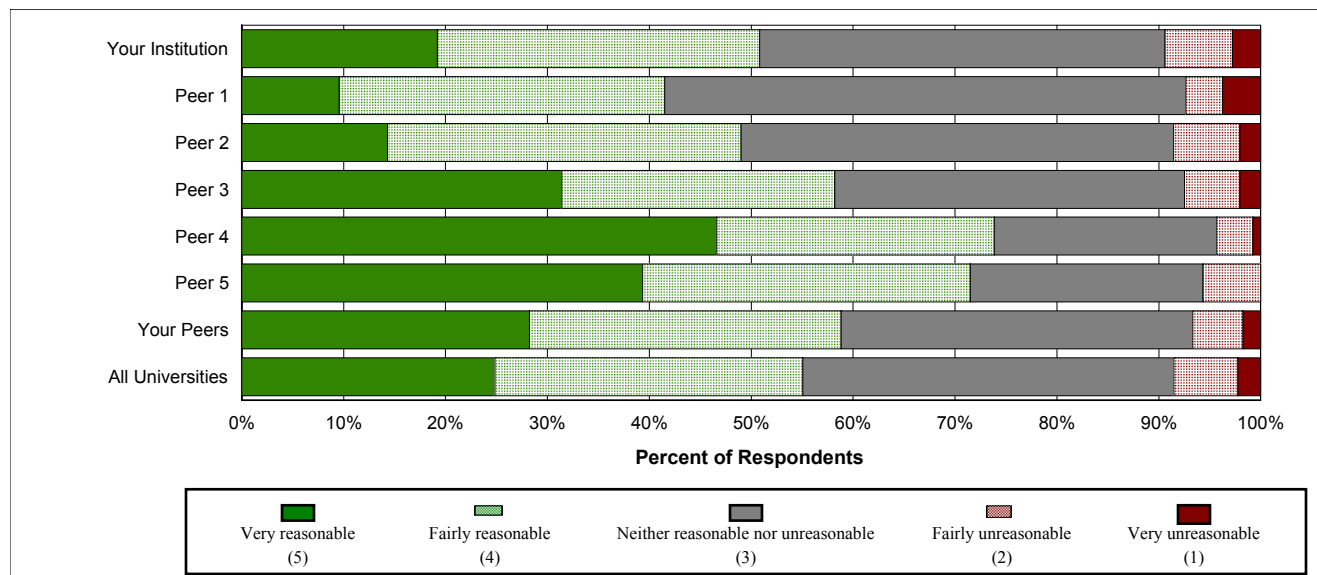
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.579	0.9600	0.0797	3.421 to 3.736
Faculty at Peer 1	3.400	0.8376	0.0682	3.265 to 3.535
... Peer 2	3.527	0.8697	0.0720	3.385 to 3.670
... Peer 3	3.801	1.0157	0.0731	3.656 to 3.945
... Peer 4	4.154	0.9412	0.0798	3.996 to 4.312
... Peer 5	4.052	0.9120	0.0791	3.895 to 4.208
Your Peers (n=5)	3.787	0.2907	0.1300	N/A
All Universities (n=64)	3.692	0.2584	0.0323	N/A



Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?

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

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty found the expectations for performance as a student advisor to be more reasonable than did female junior faculty.

Compared to your peers:

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

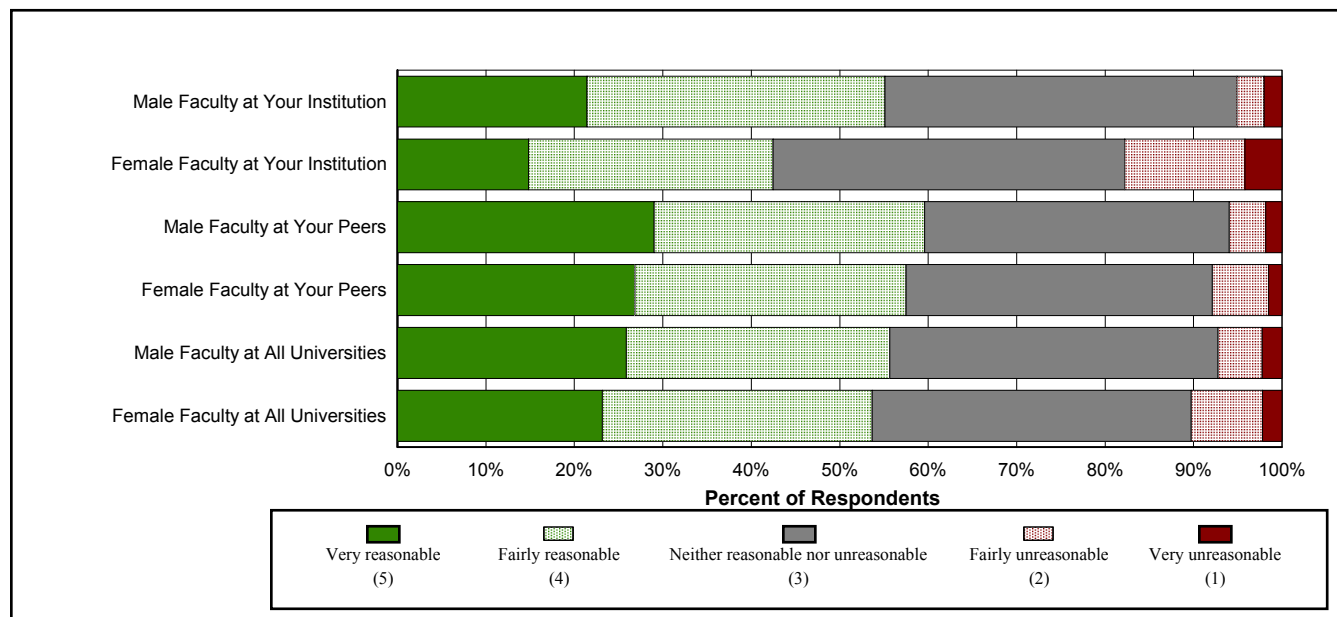
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 47th percentile on reasonableness of the expectations for performance as a student advisor.
- Among female junior faculty at all universities, your female junior faculty ranked in the 23rd percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.694	0.9071	0.0926	3.510 to 3.878	3.353	1.0212	0.1459	3.060 to 3.646
Faculty at Peer 1	3.446	0.8066	0.0855	3.276 to 3.616	3.329	0.8757	0.1112	3.107 to 3.552
... Peer 2	3.567	0.9104	0.1044	3.359 to 3.775	3.473	0.8218	0.0982	3.277 to 3.669
... Peer 3	3.773	1.0175	0.0961	3.583 to 3.964	3.839	1.0117	0.1124	3.615 to 4.063
... Peer 4	4.273	0.8929	0.0980	4.078 to 4.468	3.961	0.9813	0.1311	3.698 to 4.224
... Peer 5	3.980	0.9088	0.1094	3.761 to 4.198	4.147	0.9100	0.1138	3.919 to 4.374
Your Peers (n =5)	3.808	0.2953	0.1321	N/A	3.750	0.3046	0.1362	N/A
All Universities (n=64)	3.720	0.2803	0.0350	N/A	3.643	0.2724	0.0341	N/A



Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

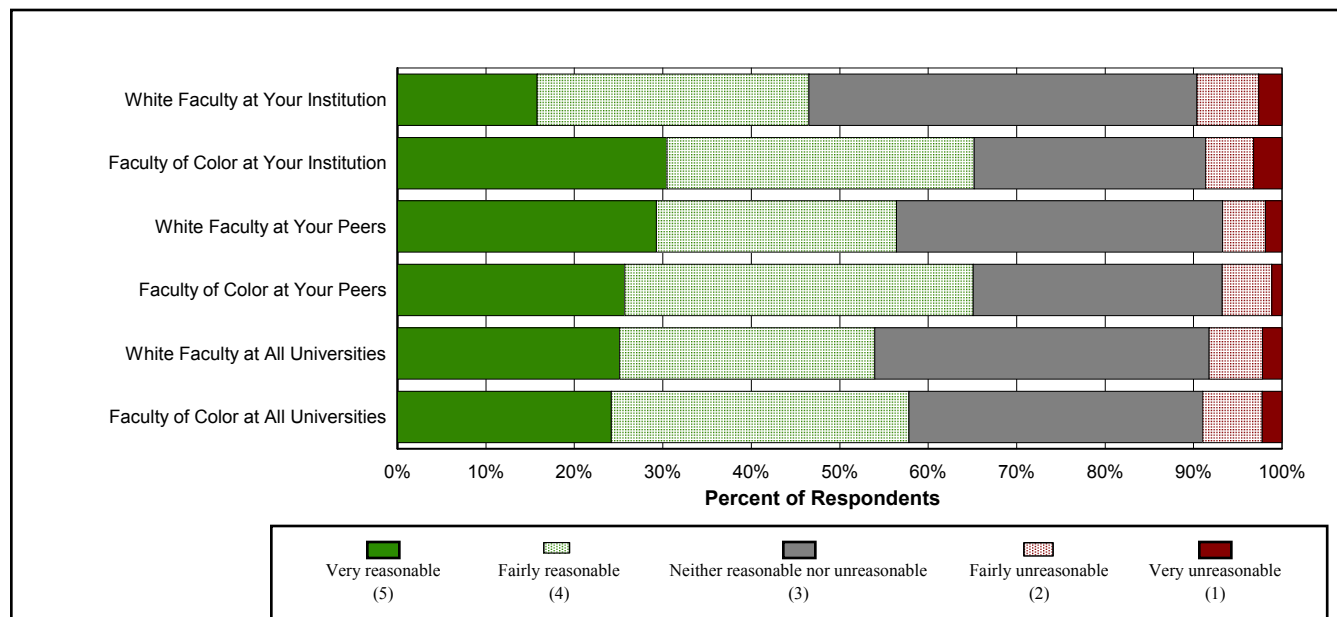
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 28th percentile on reasonableness of the expectations for performance as a student advisor.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 67th percentile on reasonableness of the expectations for performance as a student advisor.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.500	0.9295	0.0871	3.328 to 3.673	3.838	1.0292	0.1849	3.460 to 4.215
Faculty at Peer 1	3.383	0.8419	0.0803	3.224 to 3.542	3.435	0.8257	0.1289	3.174 to 3.695
... Peer 2	3.515	0.8973	0.0863	3.344 to 3.686	3.558	0.7753	0.1258	3.303 to 3.813
... Peer 3	3.770	1.0588	0.0882	3.595 to 3.944	3.890	0.8721	0.1246	3.640 to 4.141
... Peer 4	4.137	0.9913	0.0996	3.939 to 4.335	4.199	0.8027	0.1269	3.942 to 4.456
... Peer 5	4.049	0.8969	0.0901	3.870 to 4.228	4.062	0.9544	0.1637	3.729 to 4.395
Your Peers (n=5)	3.771	0.2922	0.1307	N/A	3.829	0.2912	0.1302	N/A
All Universities (n=64)	3.686	0.2545	0.0318	N/A	3.708	0.3344	0.0418	N/A



Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?

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

OVERALL RESULTS

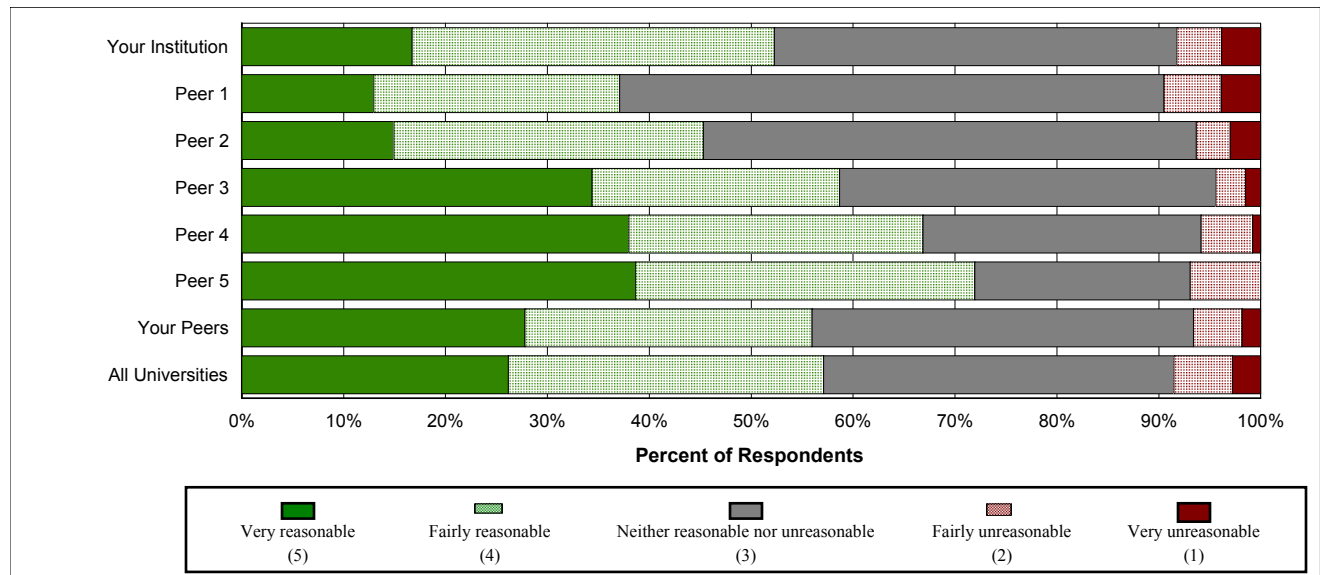
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 31st percentile on reasonableness of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.569	0.9485	0.0759	3.419 to 3.719
Faculty at Peer 1	3.367	0.9140	0.0734	3.222 to 3.512
... Peer 2	3.510	0.8964	0.0711	3.369 to 3.650
... Peer 3	3.872	0.9744	0.0689	3.736 to 4.008
... Peer 4	3.982	0.9740	0.0823	3.820 to 4.145
... Peer 5	4.037	0.9310	0.0798	3.879 to 4.195
Your Peers (n=5)	3.754	0.2667	0.1193	N/A
All Universities (n=64)	3.720	0.2414	0.0302	N/A



Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

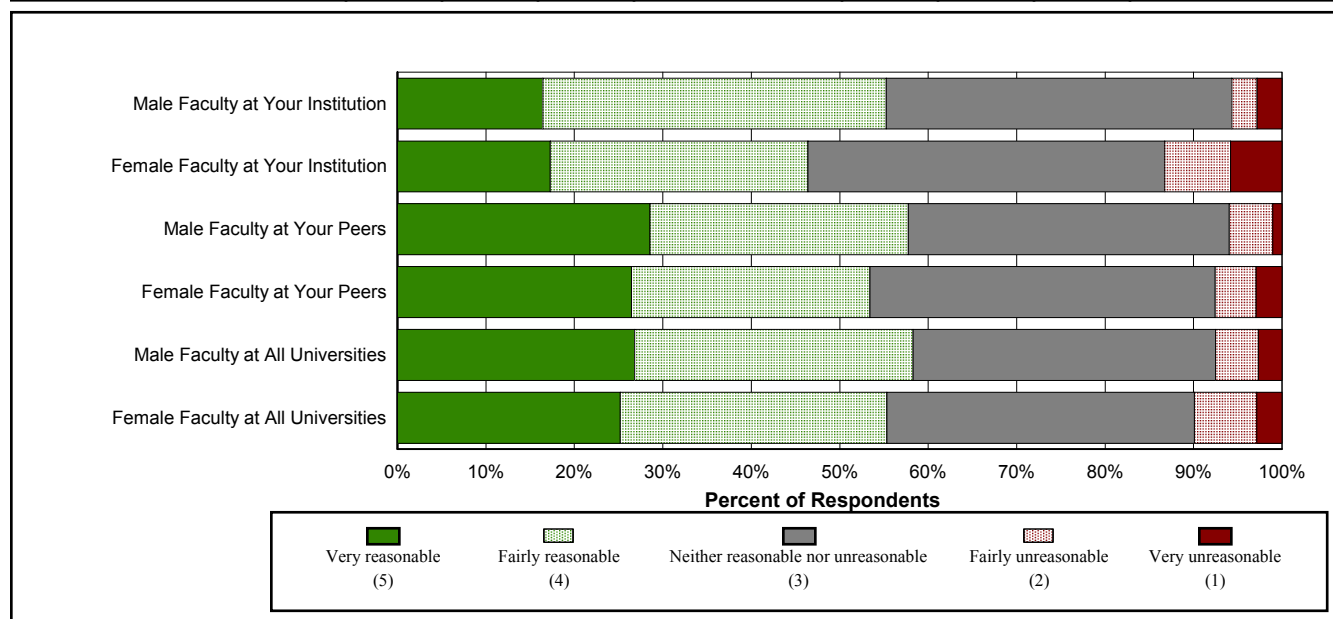
Among all universities:

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

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.632	0.8900	0.0873	3.459 to 3.805	3.446	1.0454	0.1450	3.155 to 3.737
Faculty at Peer 1	3.513	0.8660	0.0923	3.330 to 3.697	3.164	0.9399	0.1148	2.934 to 3.393
... Peer 2	3.533	0.9051	0.0988	3.337 to 3.730	3.476	0.8838	0.1021	3.272 to 3.679
... Peer 3	3.846	0.9573	0.0897	3.668 to 4.023	3.907	0.9957	0.1074	3.694 to 4.121
... Peer 4	4.071	0.9374	0.1023	3.867 to 4.274	3.837	1.0138	0.1355	3.566 to 4.109
... Peer 5	4.000	0.9345	0.1109	3.779 to 4.222	4.086	0.9261	0.1149	3.856 to 4.315
Your Peers (n =5)	3.793	0.2318	0.1037	N/A	3.694	0.3311	0.1481	N/A
All Universities (n=64)	3.749	0.2492	0.0312	N/A	3.678	0.2725	0.0341	N/A



Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

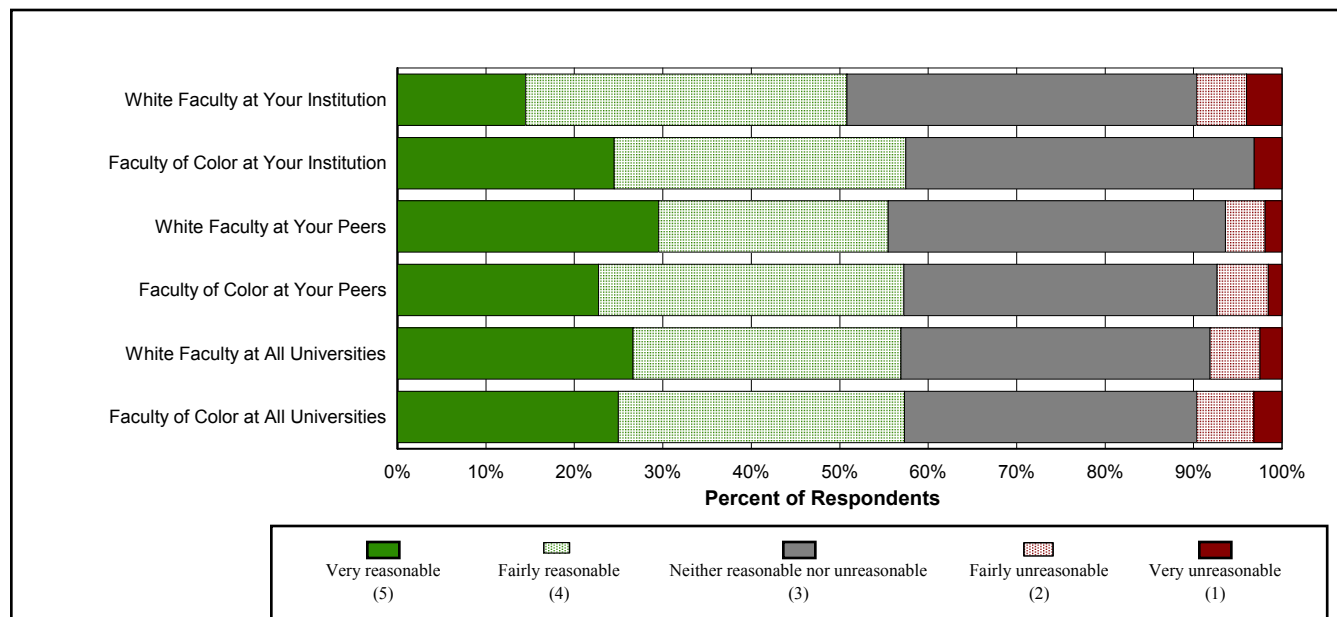
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 17th percentile on reasonableness of the expectations for performance as a department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 59th percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.516	0.9460	0.0850	3.348 to 3.685	3.756	0.9354	0.1654	3.419 to 4.094
Faculty at Peer 1	3.347	0.9627	0.0902	3.168 to 3.525	3.410	0.7612	0.1189	3.170 to 3.651
... Peer 2	3.551	0.9023	0.0824	3.388 to 3.714	3.397	0.8619	0.1380	3.118 to 3.677
... Peer 3	3.927	0.9941	0.0806	3.767 to 4.086	3.701	0.8888	0.1283	3.443 to 3.959
... Peer 4	3.983	0.9225	0.0918	3.801 to 4.165	3.981	1.0951	0.1754	3.626 to 4.336
... Peer 5	4.028	0.9591	0.0954	3.839 to 4.218	4.066	0.8447	0.1428	3.775 to 4.356
Your Peers (n=5)	3.767	0.2698	0.1207	N/A	3.711	0.2783	0.1245	N/A
All Universities (n=64)	3.729	0.2388	0.0298	N/A	3.695	0.3087	0.0386	N/A



Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?

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

OVERALL RESULTS

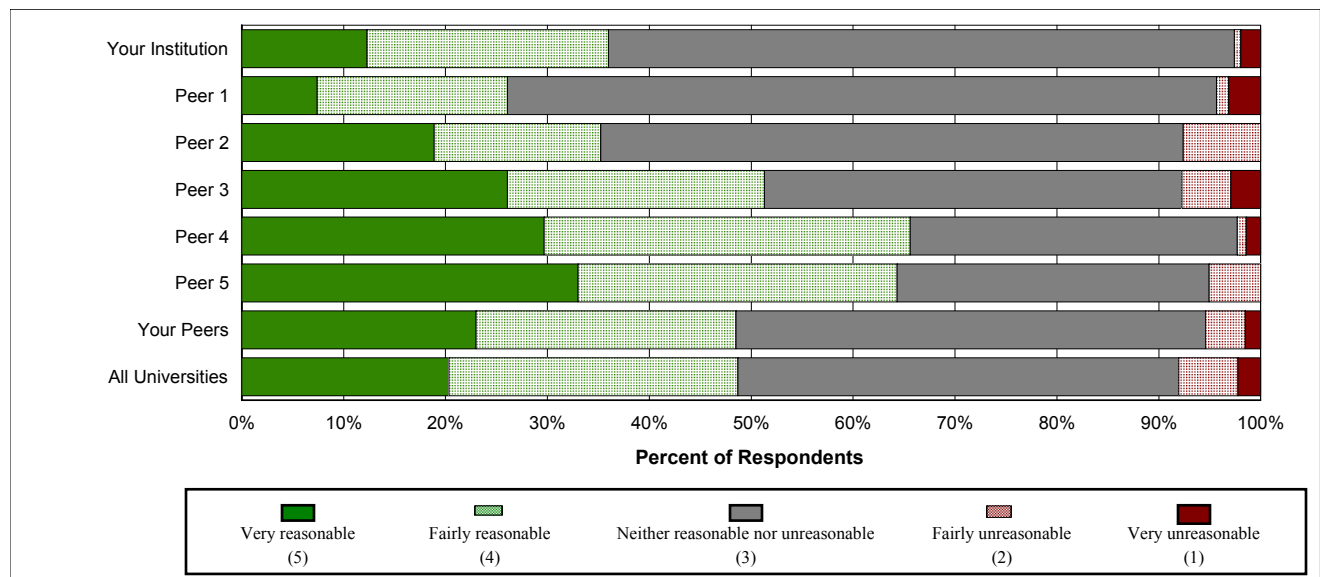
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 31st percentile on reasonableness of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.438	0.7925	0.0643	3.311 to 3.565
Faculty at Peer 1	3.260	0.7209	0.0585	3.145 to 3.376
... Peer 2	3.465	0.8524	0.0685	3.330 to 3.600
... Peer 3	3.667	1.0129	0.0724	3.524 to 3.810
... Peer 4	3.915	0.8856	0.0748	3.767 to 4.063
... Peer 5	3.923	0.9045	0.0776	3.770 to 4.076
Your Peers (n=5)	3.646	0.2574	0.1151	N/A
All Universities (n=64)	3.588	0.2551	0.0319	N/A



Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

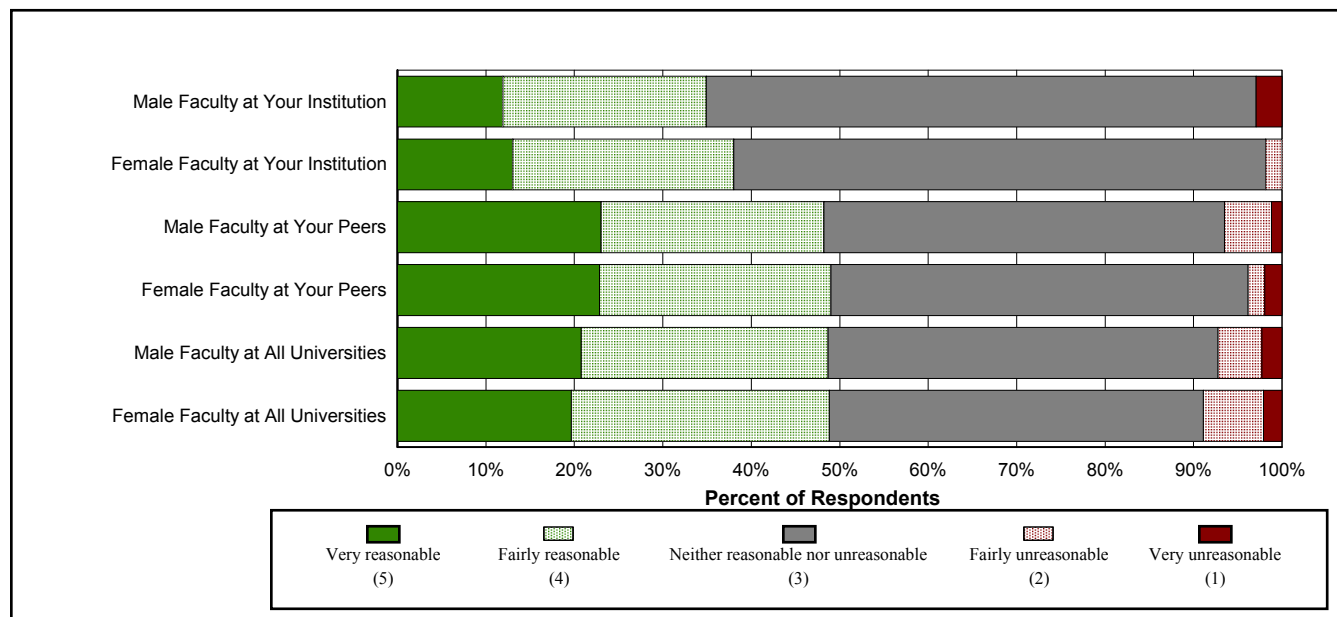
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 33rd percentile on reasonableness of the expectations for performance as a campus citizen.
- Among female junior faculty at all universities, your female junior faculty ranked in the 34th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.410	0.8136	0.0814	3.248 to 3.571	3.492	0.7468	0.1036	3.284 to 3.700
Faculty at Peer 1	3.312	0.7934	0.0856	3.142 to 3.482	3.189	0.6085	0.0749	3.039 to 3.338
... Peer 2	3.387	0.8415	0.0929	3.202 to 3.572	3.577	0.8618	0.1009	3.376 to 3.778
... Peer 3	3.656	0.9486	0.0896	3.478 to 3.833	3.682	1.0928	0.1192	3.445 to 3.920
... Peer 4	3.945	0.9101	0.0993	3.747 to 4.142	3.868	0.8465	0.1131	3.641 to 4.094
... Peer 5	3.876	0.9419	0.1110	3.655 to 4.097	3.988	0.8568	0.1071	3.774 to 4.202
Your Peers (n =5)	3.635	0.2531	0.1132	N/A	3.661	0.2756	0.1233	N/A
All Universities (n=64)	3.600	0.2663	0.0333	N/A	3.575	0.2858	0.0357	N/A



Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

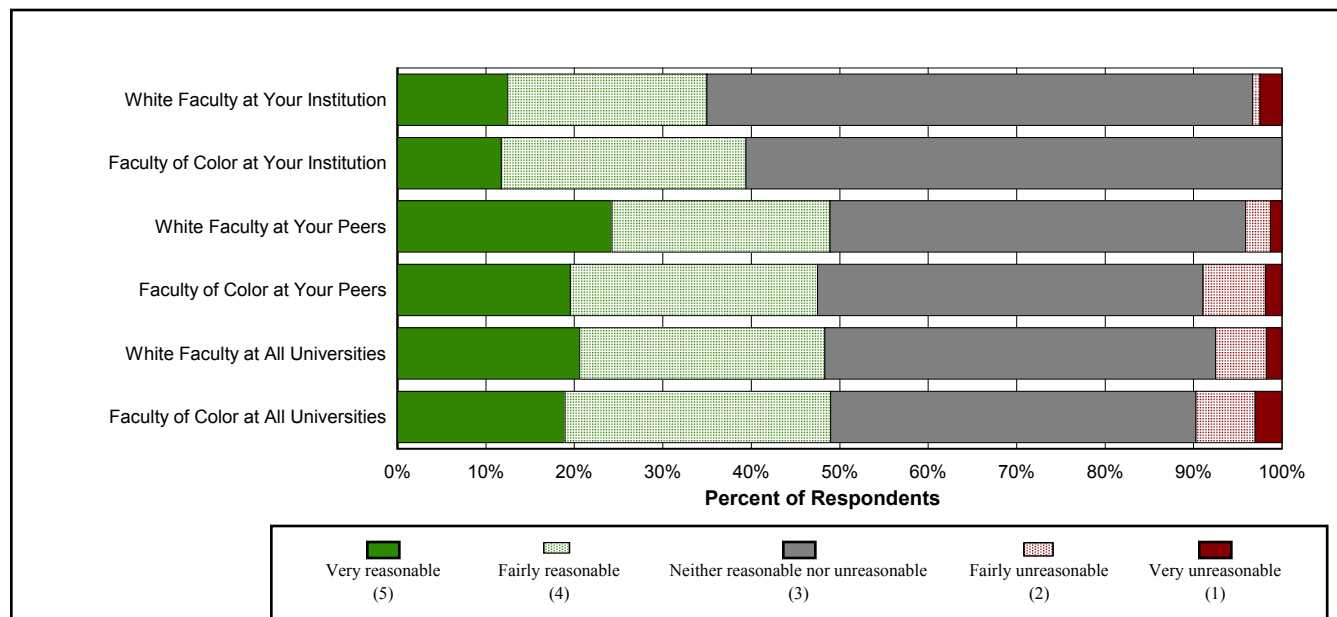
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 28th percentile on reasonableness of the expectations for performance as a campus citizen.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 50th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.416	0.8122	0.0741	3.269 to 3.563	3.511	0.7064	0.1249	3.257 to 3.766
Faculty at Peer 1	3.289	0.7152	0.0679	3.155 to 3.424	3.199	0.7293	0.1139	2.968 to 3.429
... Peer 2	3.543	0.8497	0.0782	3.388 to 3.697	3.248	0.8099	0.1331	2.977 to 3.518
... Peer 3	3.740	1.0107	0.0834	3.575 to 3.905	3.451	0.9918	0.1417	3.166 to 3.736
... Peer 4	3.902	0.8956	0.0891	3.725 to 4.079	3.953	0.8589	0.1375	3.674 to 4.231
... Peer 5	3.912	0.9176	0.0918	3.730 to 4.094	3.960	0.8656	0.1443	3.667 to 4.253
Your Peers (n=5)	3.677	0.2358	0.1054	N/A	3.562	0.3330	0.1489	N/A
All Universities (n=64)	3.596	0.2590	0.0324	N/A	3.552	0.3162	0.0395	N/A



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

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

OVERALL RESULTS

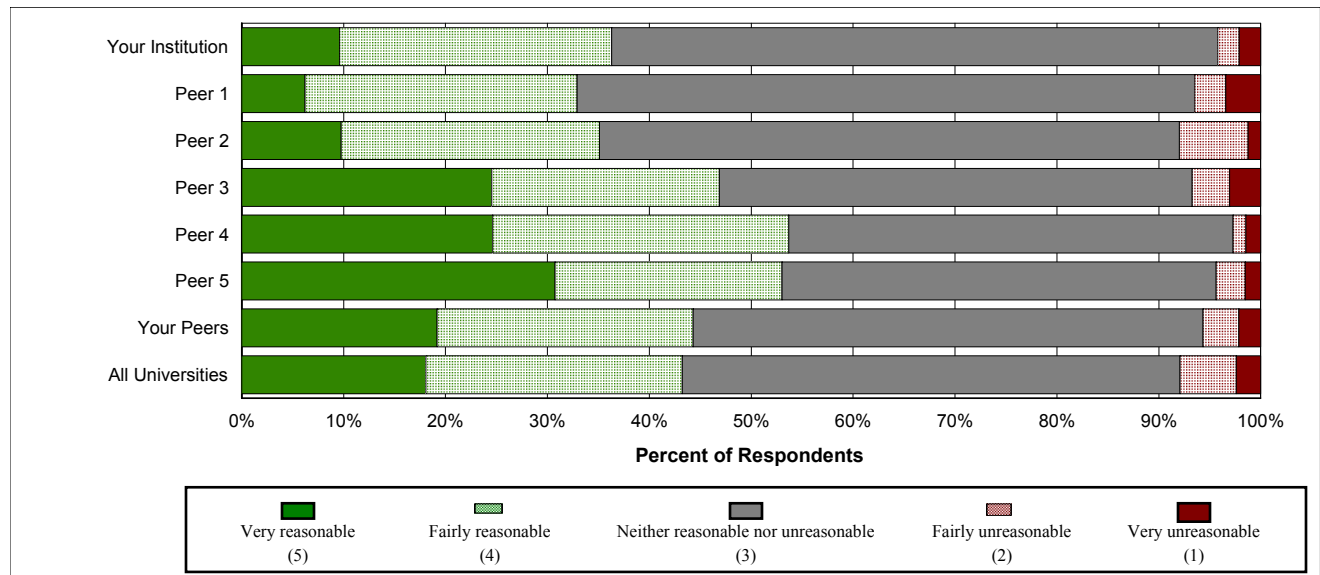
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.396	0.7737	0.0643	3.269 to 3.523
Faculty at Peer 1	3.292	0.7645	0.0620	3.170 to 3.415
... Peer 2	3.357	0.7872	0.0628	3.232 to 3.481
... Peer 3	3.616	0.9958	0.0717	3.475 to 3.757
... Peer 4	3.742	0.9132	0.0777	3.588 to 3.895
... Peer 5	3.779	0.9596	0.0848	3.611 to 3.947
Your Peers (n=5)	3.557	0.1986	0.0888	N/A
All Universities (n=64)	3.510	0.2282	0.0285	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

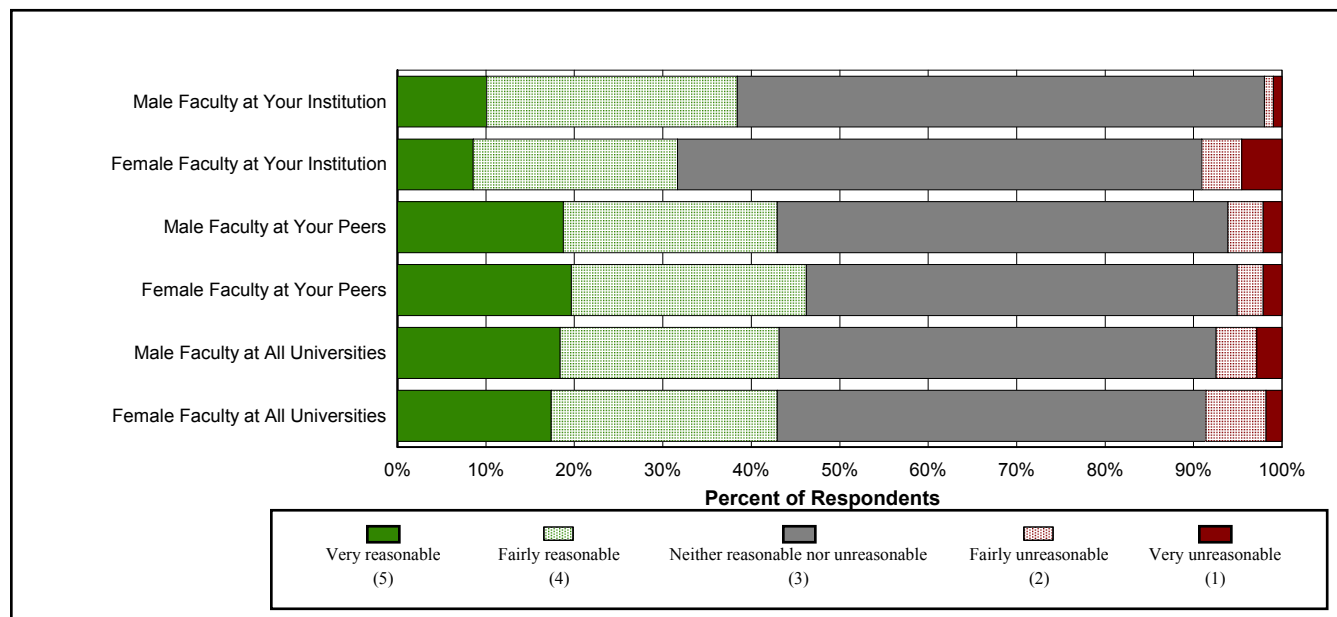
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 47th percentile on reasonableness of the expectations for performance as a community member.
- Among female junior faculty at all universities, your female junior faculty ranked in the 25th percentile on reasonableness of the expectations for performance as a community member.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.455	0.7285	0.0732	3.310 to 3.600	3.266	0.8512	0.1255	3.013 to 3.519
Faculty at Peer 1	3.292	0.8089	0.0867	3.120 to 3.464	3.292	0.7000	0.0868	3.119 to 3.466
... Peer 2	3.338	0.7593	0.0839	3.171 to 3.505	3.382	0.8165	0.0943	3.195 to 3.570
... Peer 3	3.568	0.9852	0.0939	3.382 to 3.755	3.680	1.0073	0.1106	3.460 to 3.900
... Peer 4	3.772	0.9047	0.0999	3.574 to 3.971	3.692	0.9243	0.1235	3.445 to 3.940
... Peer 5	3.700	0.9740	0.1181	3.464 to 3.936	3.887	0.9326	0.1204	3.646 to 4.128
Your Peers (n =5)	3.534	0.1911	0.0855	N/A	3.587	0.2185	0.0977	N/A
All Universities (n=64)	3.512	0.2597	0.0325	N/A	3.499	0.2431	0.0304	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

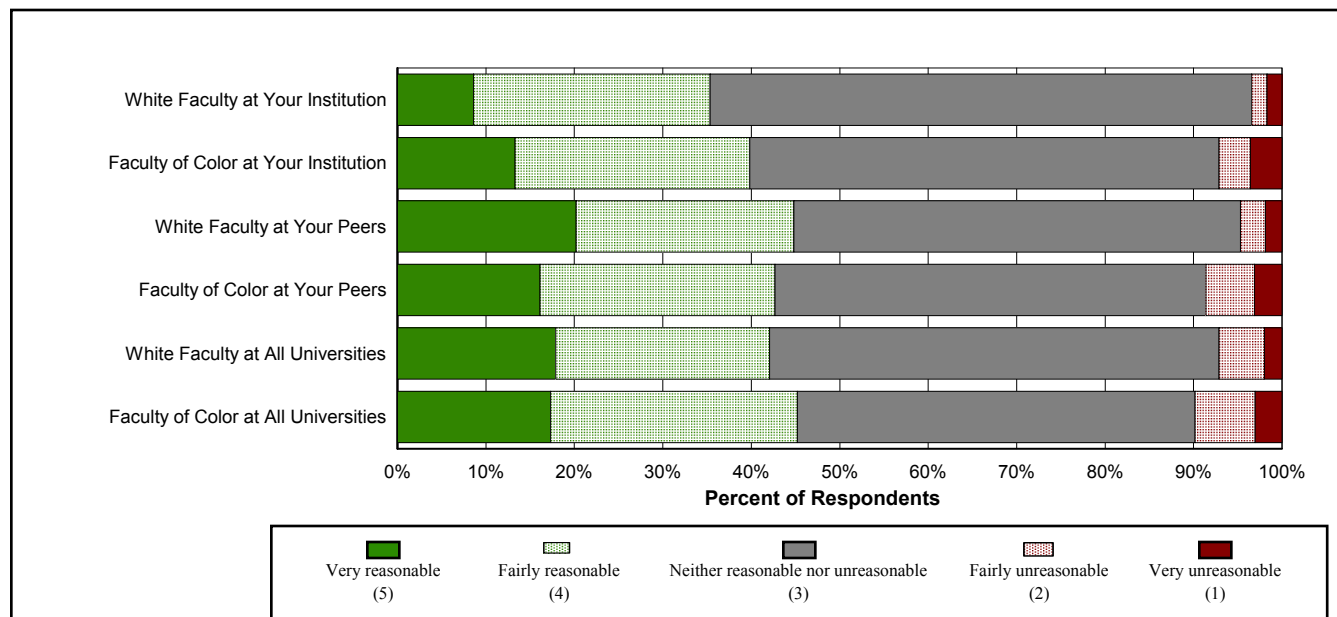
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st percentile on reasonableness of the expectations for performance as a community member.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 42nd percentile on reasonableness of the expectations for performance as a community member.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.388	0.7401	0.0687	3.252 to 3.524	3.424	0.8939	0.1660	3.084 to 3.764
Faculty at Peer 1	3.264	0.7873	0.0741	3.117 to 3.411	3.356	0.6918	0.1108	3.131 to 3.580
... Peer 2	3.440	0.7853	0.0720	3.298 to 3.583	3.124	0.7663	0.1243	2.872 to 3.376
... Peer 3	3.692	0.9871	0.0814	3.531 to 3.853	3.377	0.9886	0.1458	3.083 to 3.670
... Peer 4	3.728	0.9191	0.0924	3.545 to 3.911	3.778	0.8978	0.1438	3.487 to 4.069
... Peer 5	3.798	0.9071	0.0941	3.611 to 3.985	3.720	1.0842	0.1833	3.348 to 4.093
Your Peers (n=5)	3.584	0.2007	0.0898	N/A	3.471	0.2444	0.1093	N/A
All Universities (n=64)	3.508	0.2364	0.0296	N/A	3.496	0.2783	0.0348	N/A



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

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

OVERALL RESULTS

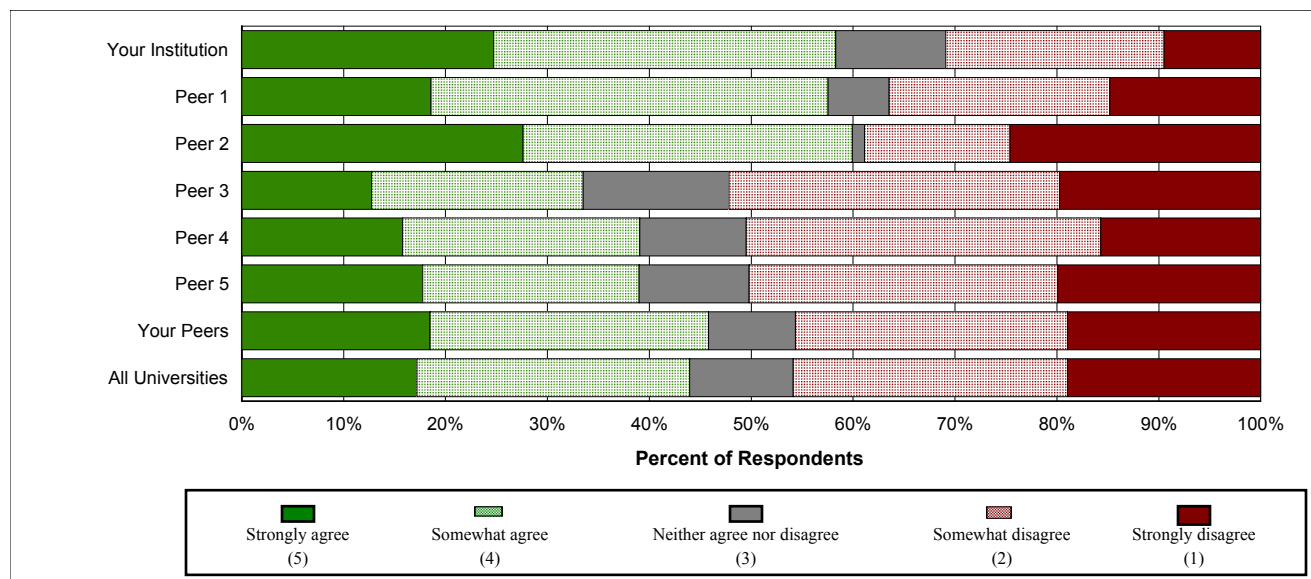
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 83rd percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.426	1.3139	0.1055	3.218 to 3.635
Faculty at Peer 1	3.248	1.3788	0.1115	3.028 to 3.469
... Peer 2	3.241	1.5590	0.1236	2.996 to 3.485
... Peer 3	2.743	1.3317	0.0912	2.563 to 2.923
... Peer 4	2.887	1.3637	0.1140	2.661 to 3.112
... Peer 5	2.866	1.4132	0.1212	2.627 to 3.106
Your Peers (n=5)	2.997	0.2079	0.0930	N/A
All Universities (n=64)	2.963	0.4283	0.0535	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

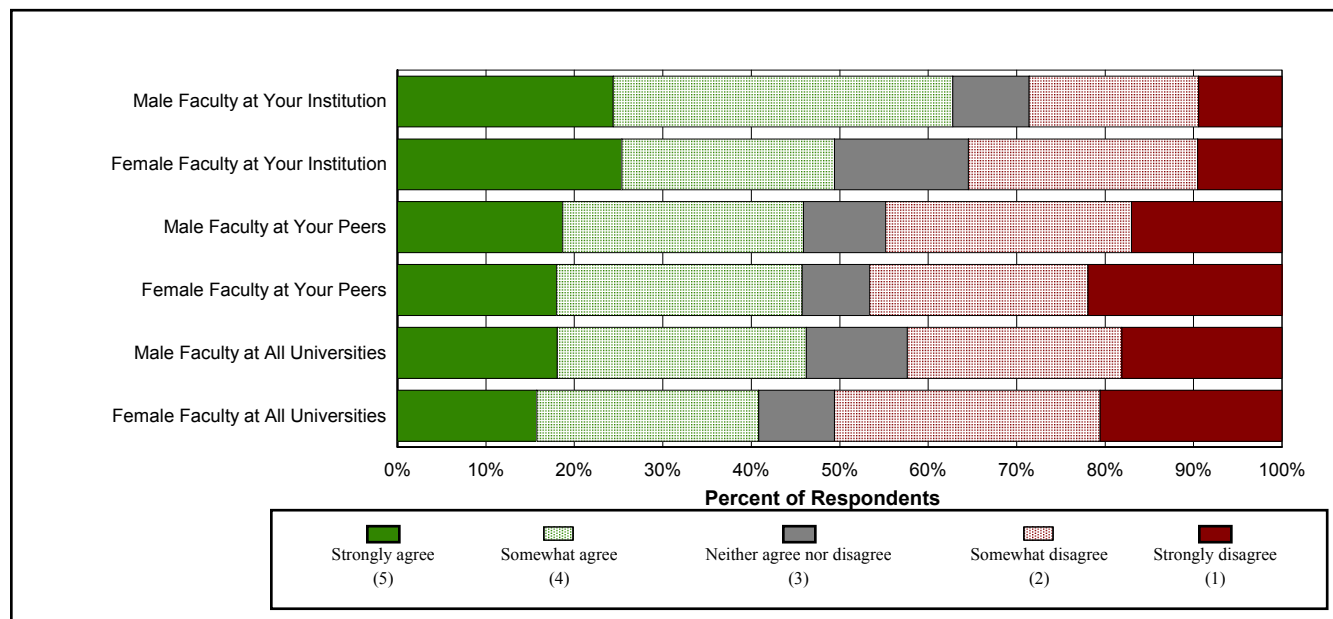
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 80th percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that they had received consistent messages from senior colleagues about the requirements for tenure.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.491	1.2988	0.1280	3.237 to 3.745	3.298	1.3283	0.1842	2.928 to 3.668
Faculty at Peer 1	3.348	1.3035	0.1397	3.070 to 3.626	3.109	1.4609	0.1798	2.750 to 3.468
... Peer 2	3.164	1.5910	0.1746	2.817 to 3.512	3.346	1.5219	0.1746	2.998 to 3.694
... Peer 3	2.772	1.3020	0.1169	2.541 to 3.004	2.702	1.3706	0.1453	2.413 to 2.990
... Peer 4	2.939	1.3530	0.1451	2.651 to 3.228	2.797	1.3757	0.1838	2.429 to 3.166
... Peer 5	2.911	1.3771	0.1634	2.585 to 3.237	2.805	1.4486	0.1797	2.447 to 3.164
Your Peers (n =5)	3.027	0.2038	0.0911	N/A	2.952	0.2401	0.1074	N/A
All Universities (n=64)	3.038	0.4192	0.0524	N/A	2.854	0.4718	0.0590	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

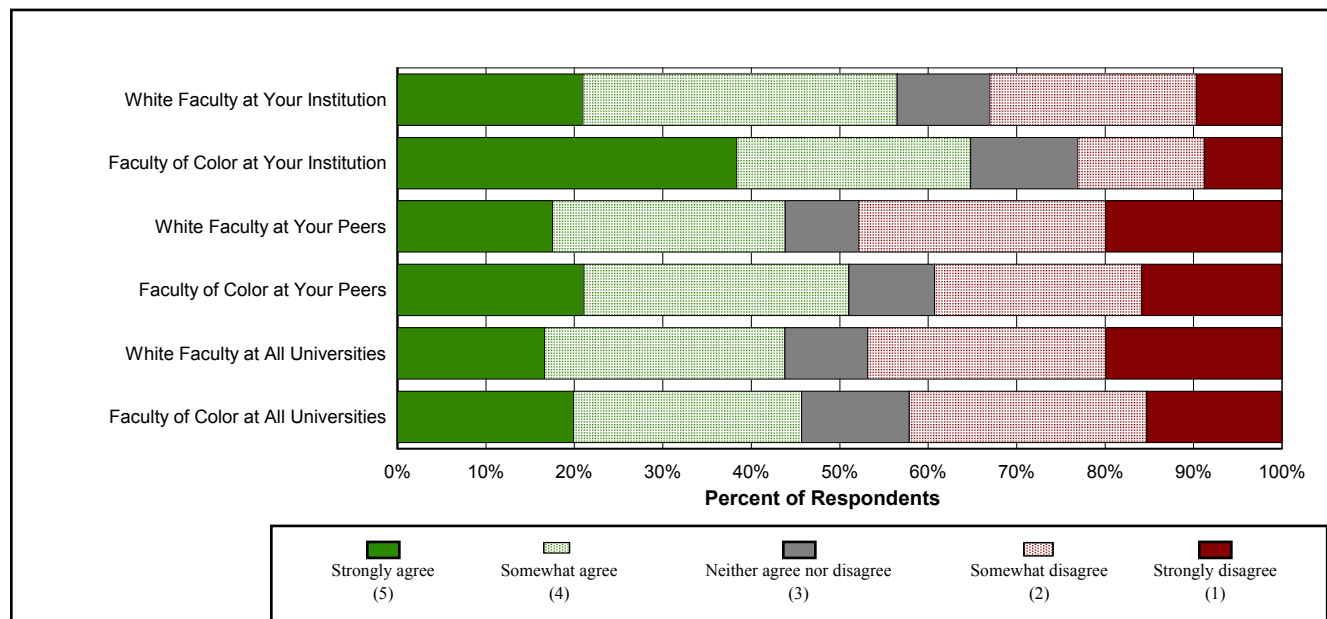
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 83rd percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 92nd percentile on reporting having received consistent messages from senior colleagues about the requirements for tenure.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that they had received consistent messages from senior colleagues about the requirements for tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.347	1.3016	0.1169	3.116 to 3.579	3.713	1.3293	0.2387	3.225 to 4.200
Faculty at Peer 1	3.111	1.3661	0.1279	2.858 to 3.365	3.560	1.3908	0.2227	3.109 to 4.011
... Peer 2	3.264	1.5349	0.1395	2.987 to 3.540	3.175	1.6333	0.2650	2.638 to 3.712
... Peer 3	2.805	1.3560	0.1062	2.596 to 3.015	2.544	1.2207	0.1726	2.197 to 2.891
... Peer 4	2.761	1.3757	0.1356	2.492 to 3.029	3.218	1.3000	0.2055	2.803 to 3.634
... Peer 5	2.735	1.4171	0.1396	2.458 to 3.012	3.349	1.2949	0.2254	2.890 to 3.808
Your Peers (n=5)	2.935	0.2128	0.0952	N/A	3.169	0.3402	0.1522	N/A
All Universities (n=64)	2.936	0.4238	0.0530	N/A	3.081	0.4765	0.0596	N/A



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

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

OVERALL RESULTS

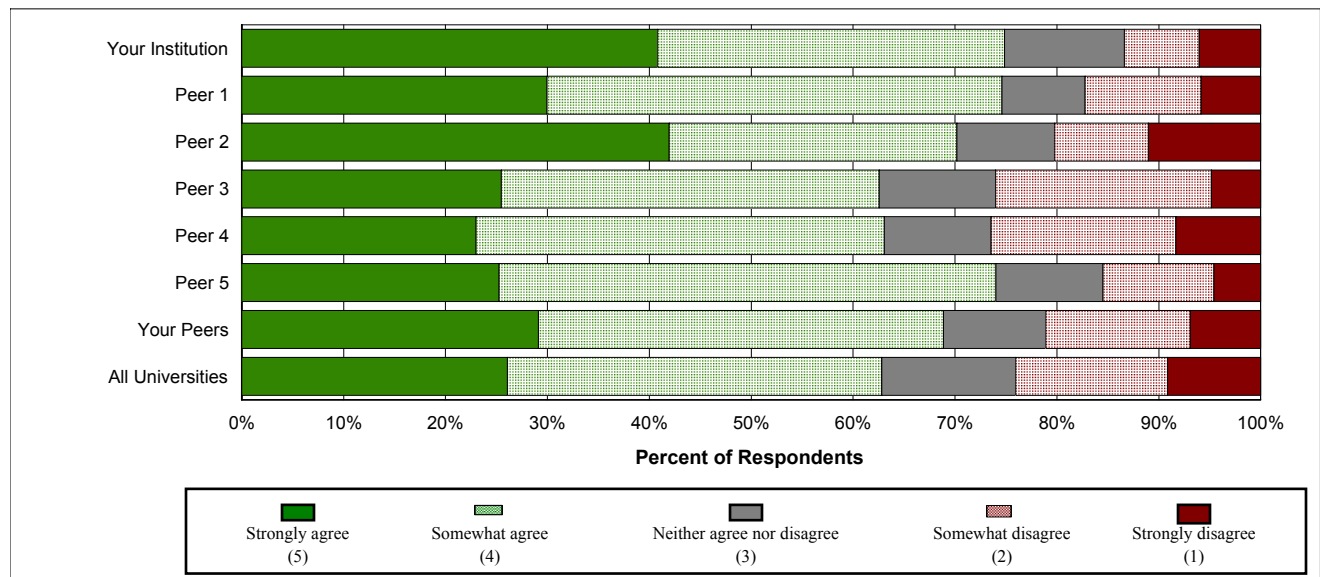
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.963	1.1724	0.0970	3.771 to 4.155
Faculty at Peer 1	3.815	1.1860	0.1006	3.616 to 4.014
... Peer 2	3.809	1.3732	0.1103	3.591 to 4.027
... Peer 3	3.572	1.2087	0.0840	3.406 to 3.737
... Peer 4	3.513	1.2602	0.1057	3.304 to 3.722
... Peer 5	3.792	1.0705	0.0925	3.609 to 3.975
Your Peers (n=5)	3.700	0.1305	0.0583	N/A
All Universities (n=64)	3.557	0.3542	0.0443	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

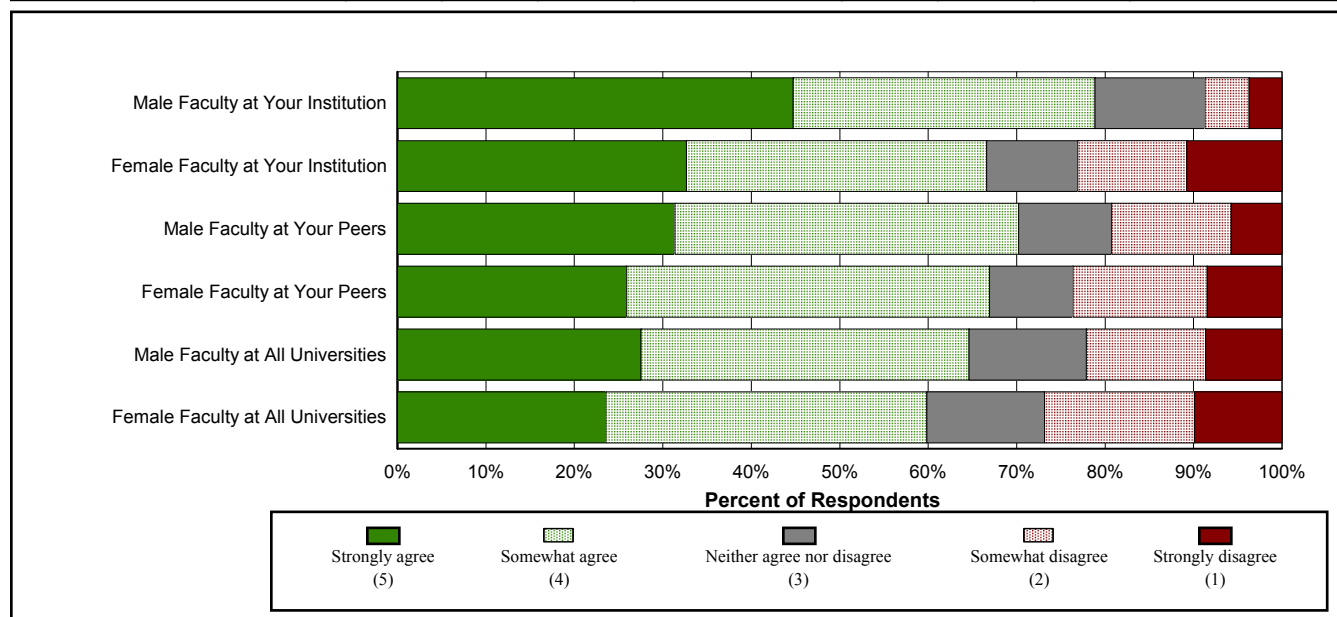
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- Among female junior faculty at all universities, your female junior faculty ranked in the 67th percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.111	1.0588	0.1064	3.900 to 4.322	3.654	1.3277	0.1937	3.264 to 4.044
Faculty at Peer 1	3.942	1.1225	0.1263	3.690 to 4.193	3.639	1.2410	0.1602	3.318 to 3.959
... Peer 2	3.811	1.3283	0.1476	3.517 to 4.104	3.807	1.4207	0.1651	3.478 to 4.137
... Peer 3	3.696	1.1299	0.1031	3.492 to 3.900	3.396	1.2915	0.1385	3.121 to 3.671
... Peer 4	3.559	1.3098	0.1438	3.273 to 3.845	3.442	1.1818	0.1539	3.134 to 3.750
... Peer 5	3.820	1.0434	0.1238	3.573 to 4.067	3.751	1.0979	0.1383	3.475 to 4.028
Your Peers (n =5)	3.766	0.1293	0.0578	N/A	3.607	0.1636	0.0732	N/A
All Universities (n=64)	3.614	0.3833	0.0479	N/A	3.466	0.3825	0.0478	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

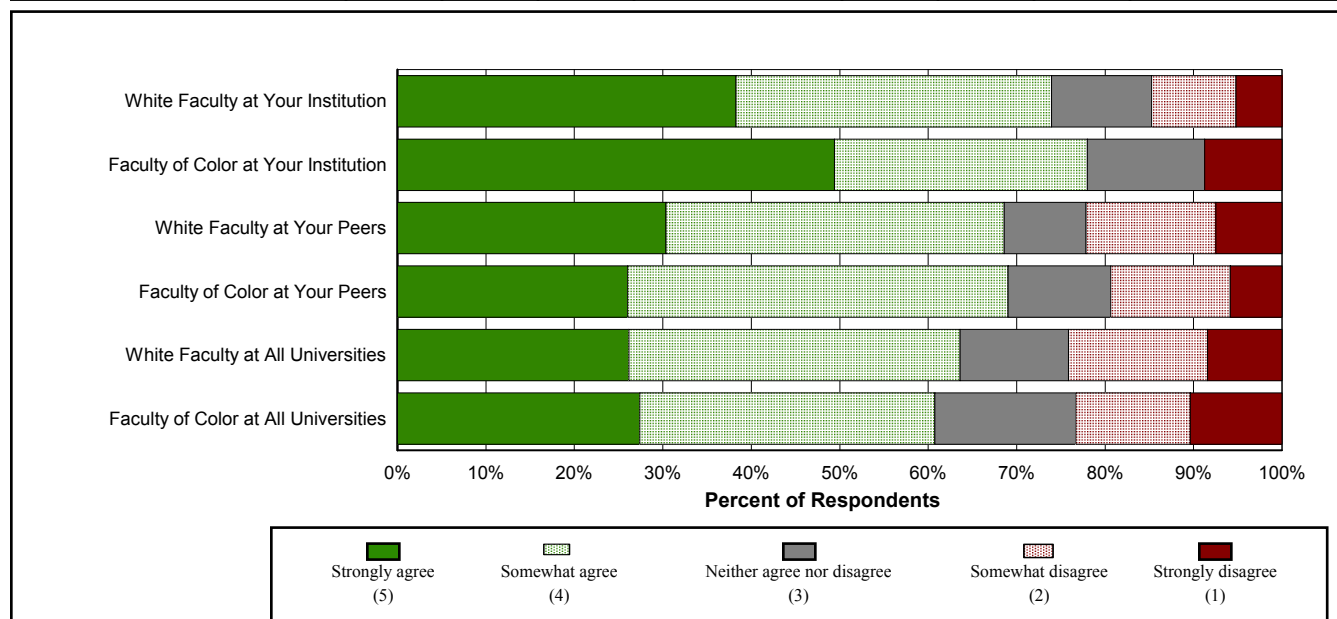
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 91st percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 92nd percentile on reporting the perception that tenure decisions are made primarily on performance-based criteria.

Across all universities:

- Across all universities, there were no significant race differences in reporting the perception that tenure decisions are made primarily on performance-based criteria.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.923	1.1583	0.1080	3.709 to 4.137	4.098	1.2164	0.2185	3.652 to 4.545
Faculty at Peer 1	3.734	1.2778	0.1284	3.480 to 3.989	3.968	0.9052	0.1431	3.678 to 4.257
... Peer 2	3.767	1.3986	0.1288	3.512 to 4.022	3.928	1.2734	0.2094	3.503 to 4.352
... Peer 3	3.735	1.1442	0.0910	3.555 to 3.915	3.058	1.2751	0.1822	2.692 to 3.425
... Peer 4	3.481	1.2889	0.1276	3.228 to 3.734	3.598	1.1808	0.1867	3.220 to 3.975
... Peer 5	3.749	1.1063	0.1112	3.528 to 3.969	3.938	0.9407	0.1590	3.615 to 4.261
Your Peers (n=5)	3.693	0.1068	0.0478	N/A	3.698	0.3471	0.1552	N/A
All Universities (n=64)	3.572	0.3267	0.0408	N/A	3.545	0.4527	0.0566	N/A



COACHE

Theme II
Nature of the Work

Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.

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

OVERALL RESULTS

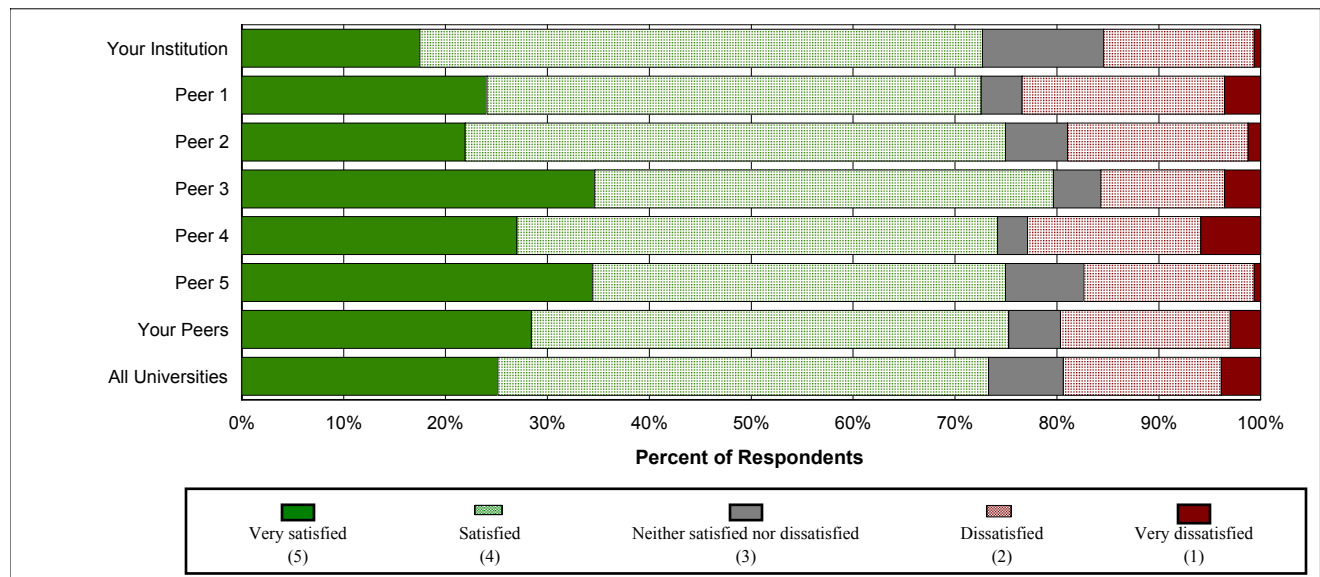
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 47th percentile on satisfaction with the way they spend their time as faculty members.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.742	0.9317	0.0744	3.595 to 3.888
Faculty at Peer 1	3.697	1.1510	0.0922	3.515 to 3.879
... Peer 2	3.767	1.0445	0.0831	3.603 to 3.931
... Peer 3	3.950	1.1009	0.0746	3.803 to 4.097
... Peer 4	3.724	1.2099	0.1005	3.526 to 3.923
... Peer 5	3.914	1.0695	0.0901	3.736 to 4.092
Your Peers (n=5)	3.811	0.1025	0.0458	N/A
All Universities (n=64)	3.752	0.1794	0.0224	N/A



Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

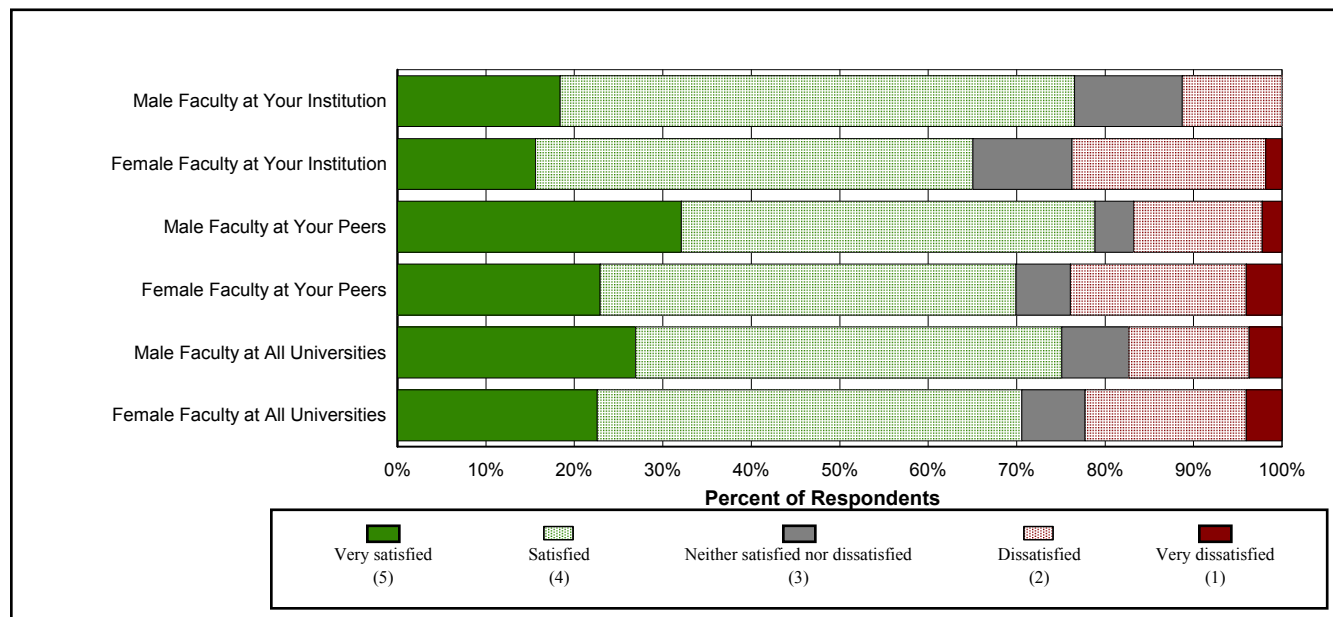
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 42nd percentile on satisfaction with the way they spend their time as faculty members.
- Among female junior faculty at all universities, your female junior faculty ranked in the 31st percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.837	0.8559	0.0835	3.671 to 4.002	3.551	1.0454	0.1450	3.260 to 3.842
Faculty at Peer 1	3.856	1.1208	0.1188	3.620 to 4.093	3.472	1.1490	0.1404	3.191 to 3.752
... Peer 2	3.873	1.0152	0.1114	3.651 to 4.095	3.618	1.0583	0.1222	3.375 to 3.862
... Peer 3	4.073	1.0473	0.0922	3.891 to 4.256	3.769	1.1517	0.1221	3.526 to 4.011
... Peer 4	3.864	1.1500	0.1233	3.618 to 4.109	3.495	1.2627	0.1658	3.163 to 3.827
... Peer 5	3.931	1.0120	0.1176	3.697 to 4.166	3.891	1.1294	0.1380	3.615 to 4.166
Your Peers (n =5)	3.919	0.0813	0.0363	N/A	3.649	0.1606	0.0718	N/A
All Universities (n=64)	3.810	0.2299	0.0287	N/A	3.669	0.2120	0.0265	N/A



Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.

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

RACE RESULTS

At your institution:

- Within your institution, junior faculty of color were more satisfied than were white junior faculty with the way they spend their time as faculty members.

Compared to your peers:

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

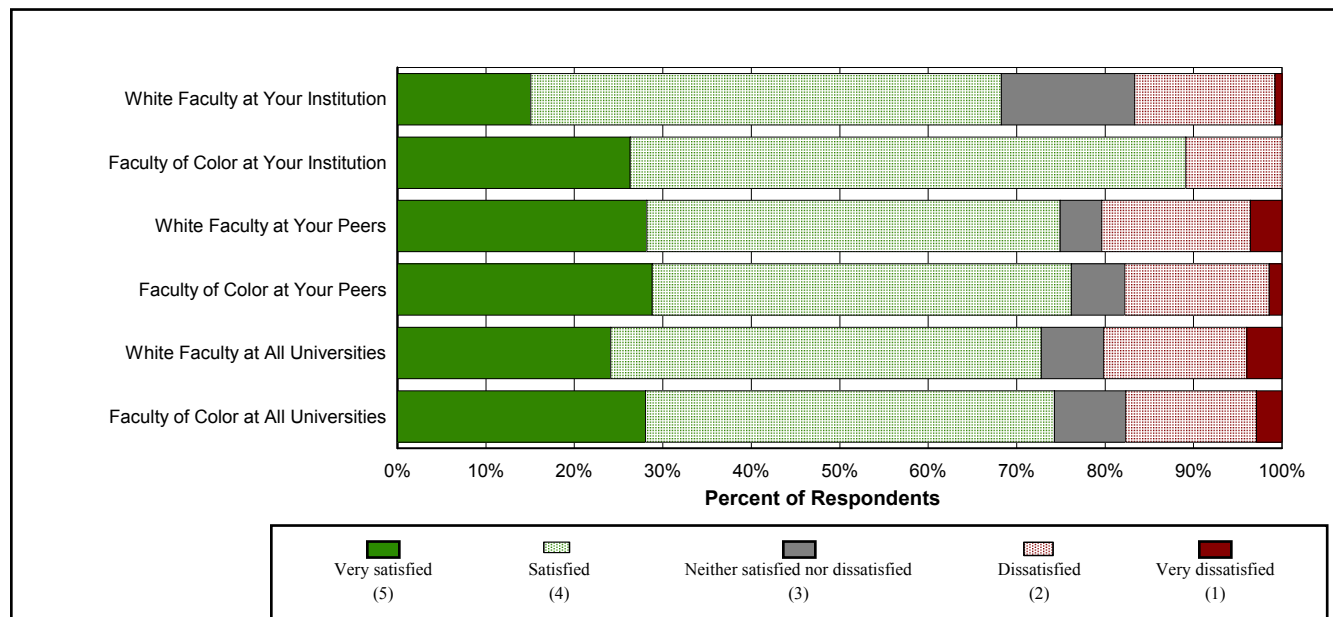
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 34th percentile on satisfaction with the way they spend their time as faculty members.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on satisfaction with the way they spend their time as faculty members.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.659	0.9442	0.0841	3.493 to 3.826	4.046	0.8006	0.1438	3.752 to 4.339
Faculty at Peer 1	3.620	1.1885	0.1113	3.399 to 3.841	3.857	1.0291	0.1588	3.537 to 4.178
... Peer 2	3.806	1.0238	0.0935	3.621 to 3.991	3.659	1.0914	0.1770	3.301 to 4.018
... Peer 3	3.930	1.0865	0.0841	3.764 to 4.096	4.015	1.1460	0.1605	3.693 to 4.338
... Peer 4	3.693	1.2214	0.1192	3.457 to 3.929	3.810	1.1779	0.1862	3.433 to 4.187
... Peer 5	3.905	1.1086	0.1082	3.691 to 4.120	3.944	0.9428	0.1571	3.625 to 4.263
Your Peers (n=5)	3.791	0.1197	0.0535	N/A	3.857	0.1216	0.0544	N/A
All Universities (n=64)	3.727	0.2076	0.0260	N/A	3.817	0.2817	0.0352	N/A



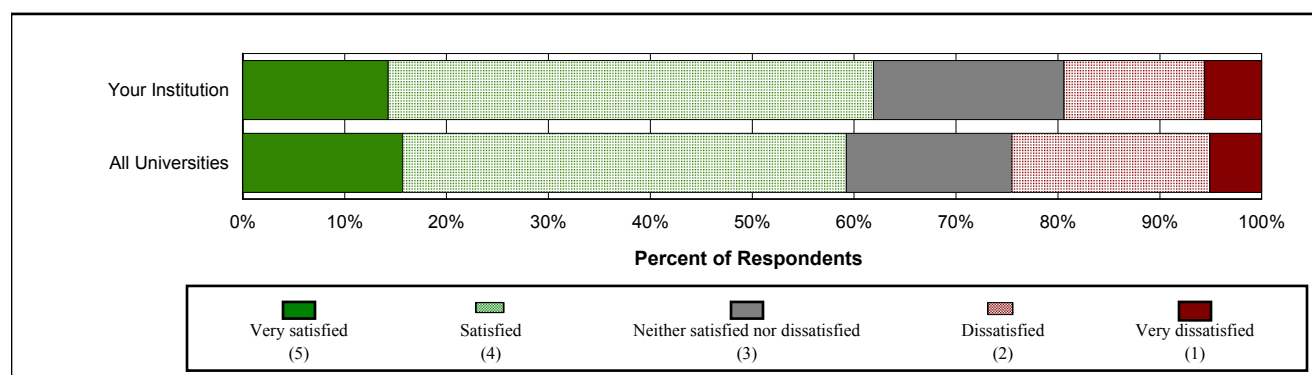
Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.

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

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.512	1.0742	0.0857	3.343 to 3.681
All Universities (n=9)	3.454	0.1668	0.0556	N/A



Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.

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

GENDER RESULTS

At your institution:

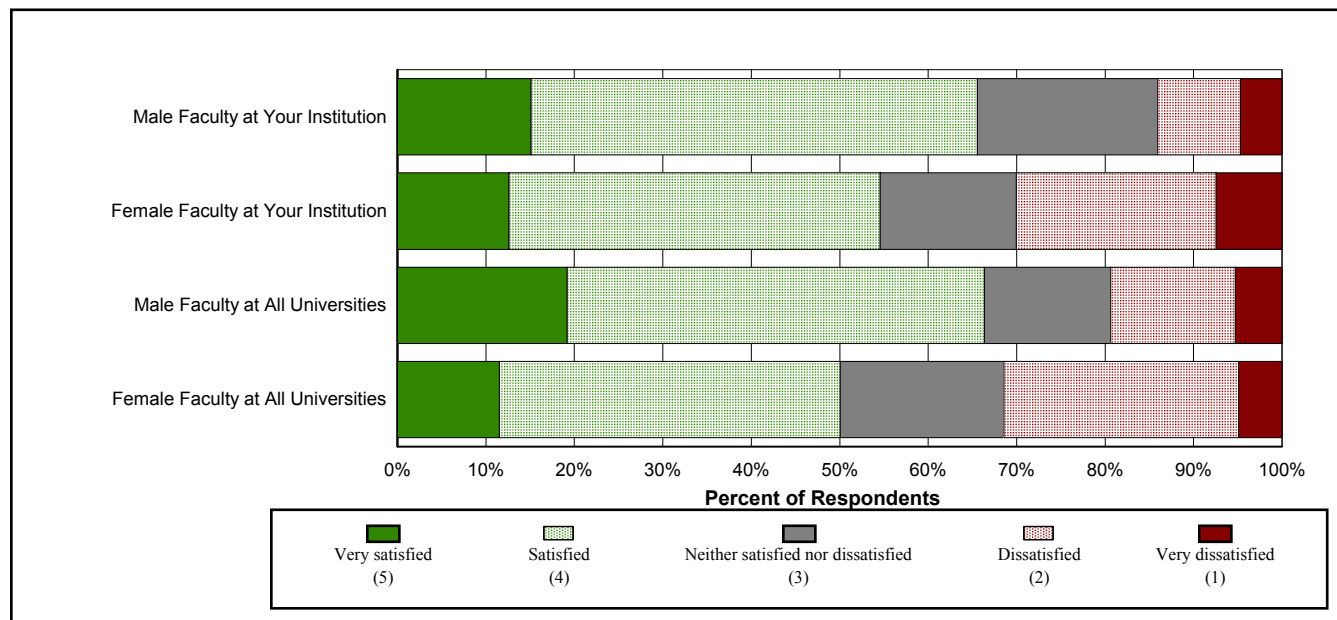
- Within your institution, there were no significant gender differences in junior faculty's satisfaction with the number of hours their work as faculty members in an average week.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the number of hours their work as faculty members in an average week.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.619	1.0084	0.0984	3.424 to 3.814	3.297	1.1721	0.1625	2.971 to 3.623
All Universities (n=9)	3.609	0.2226	0.0742	N/A	3.252	0.1672	0.0557	N/A



Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.

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

RACE RESULTS

At your institution:

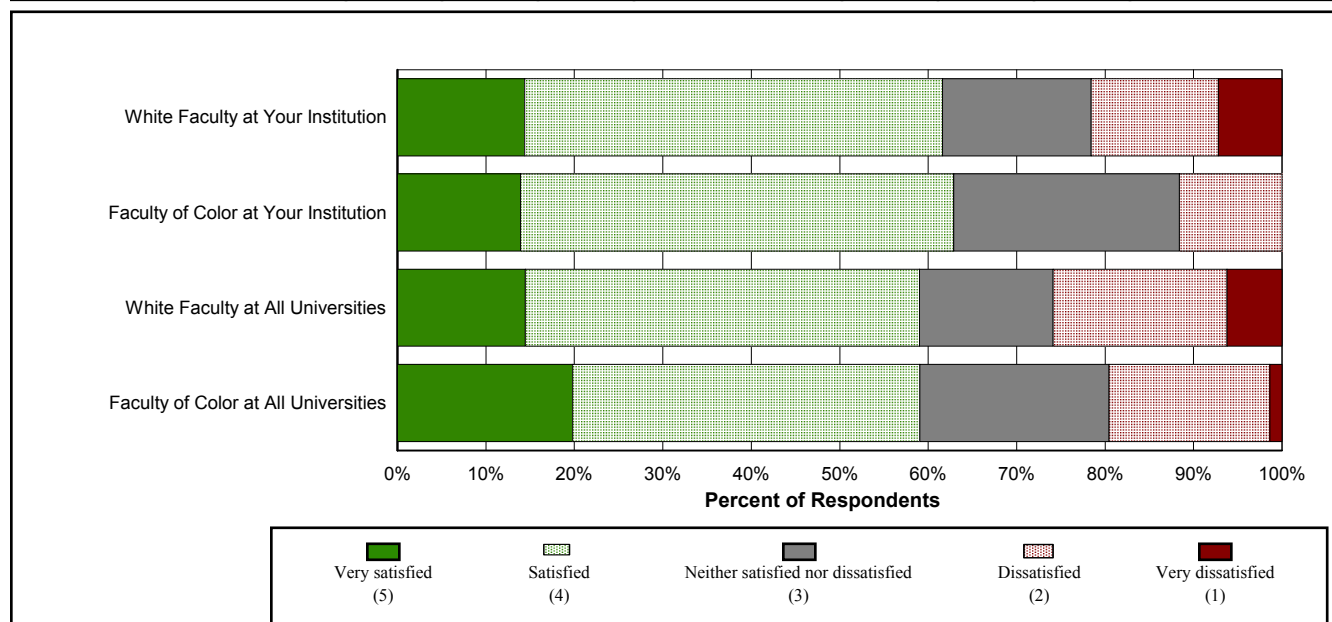
- Within your institution, there were no significant race differences in junior faculty's satisfaction with the number of hours their work as faculty members in an average week.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with the number of hours their work as faculty members in an average week.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.472	1.1213	0.1003	3.274 to 3.671	3.652	0.8379	0.1481	3.350 to 3.954
All Universities (n=9)	3.414	0.1935	0.0645	N/A	3.579	0.2031	0.0677	N/A



Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.

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

OVERALL RESULTS

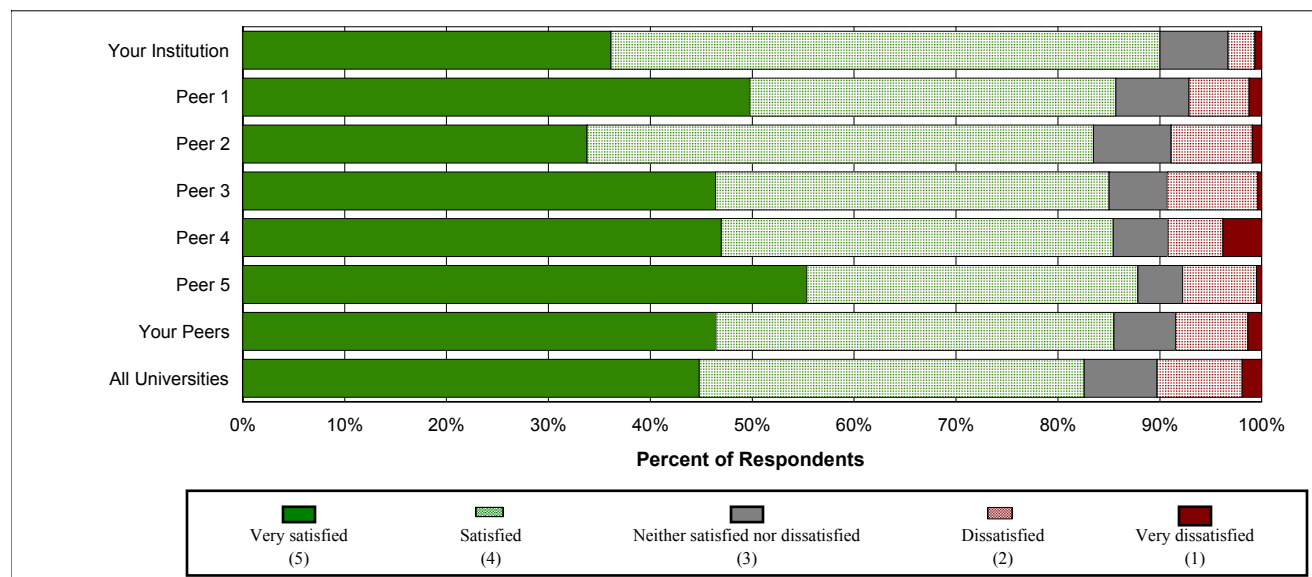
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on satisfaction with the level of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.222	0.7427	0.0611	4.101 to 4.343
Faculty at Peer 1	4.271	0.9270	0.0762	4.120 to 4.421
... Peer 2	4.075	0.9080	0.0720	3.933 to 4.217
... Peer 3	4.217	0.9381	0.0665	4.086 to 4.349
... Peer 4	4.194	1.0313	0.0859	4.024 to 4.364
... Peer 5	4.349	0.8943	0.0767	4.197 to 4.501
Your Peers (n=5)	4.221	0.0904	0.0404	N/A
All Universities (n=64)	4.152	0.1533	0.0192	N/A



Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

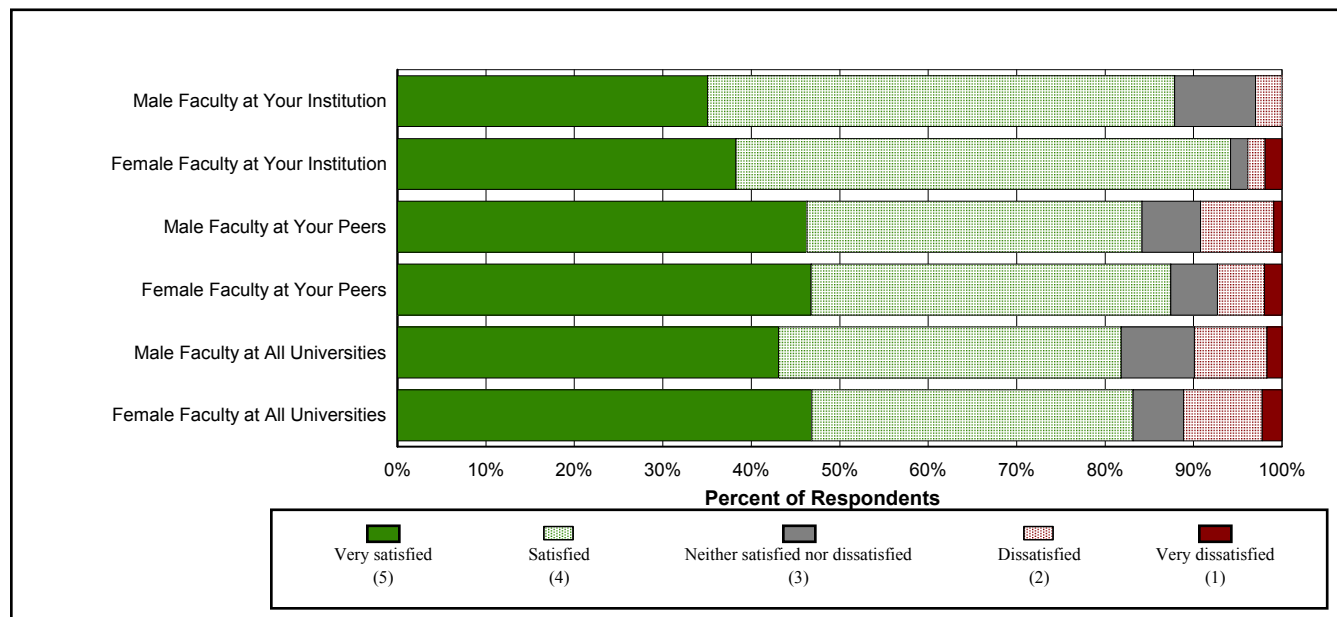
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 61st percentile on satisfaction with the level of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 75th percentile on satisfaction with the level of the courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.199	0.7279	0.0735	4.053 to 4.345	4.267	0.7697	0.1088	4.048 to 4.485
Faculty at Peer 1	4.289	0.9279	0.1019	4.087 to 4.492	4.245	0.9244	0.1147	4.016 to 4.474
... Peer 2	3.961	0.9315	0.1016	3.759 to 4.163	4.237	0.8641	0.0998	4.038 to 4.436
... Peer 3	4.222	0.9020	0.0841	4.055 to 4.389	4.211	0.9854	0.1075	3.997 to 4.425
... Peer 4	4.179	1.0622	0.1145	3.951 to 4.406	4.219	0.9834	0.1291	3.960 to 4.477
... Peer 5	4.364	0.9025	0.1087	4.147 to 4.580	4.330	0.8845	0.1081	4.114 to 4.546
Your Peers (n =5)	4.203	0.1362	0.0609	N/A	4.248	0.0426	0.0190	N/A
All Universities (n=64)	4.133	0.1858	0.0232	N/A	4.166	0.1905	0.0238	N/A



Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

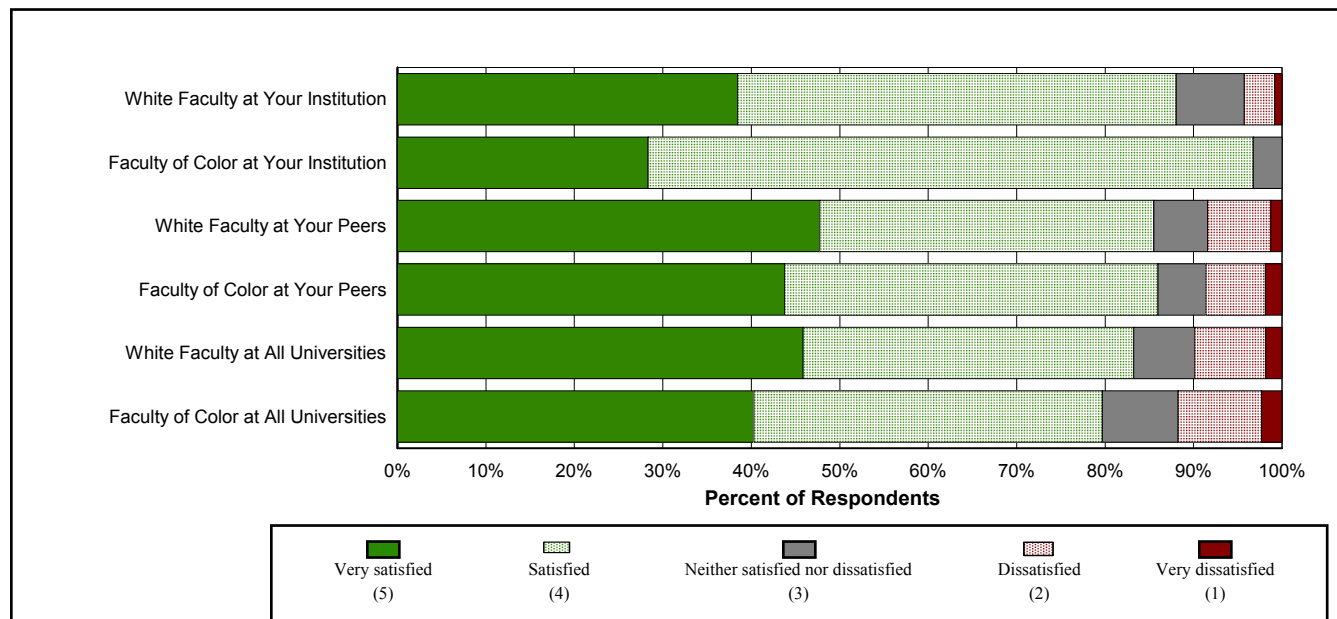
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on satisfaction with the level of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 81st percentile on satisfaction with the level of the courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.214	0.7934	0.0734	4.068 to 4.359	4.251	0.5059	0.0909	4.065 to 4.436
Faculty at Peer 1	4.300	0.9688	0.0937	4.114 to 4.486	4.212	0.8030	0.1254	3.958 to 4.465
... Peer 2	4.080	0.8794	0.0803	3.921 to 4.239	4.062	0.9871	0.1581	3.742 to 4.382
... Peer 3	4.209	0.9334	0.0755	4.060 to 4.358	4.244	0.9536	0.1406	3.961 to 4.527
... Peer 4	4.253	0.9826	0.0968	4.061 to 4.445	4.043	1.1346	0.1772	3.685 to 4.401
... Peer 5	4.335	0.8965	0.0883	4.160 to 4.510	4.401	0.8856	0.1542	4.087 to 4.715
Your Peers (n=5)	4.235	0.0886	0.0396	N/A	4.192	0.1311	0.0586	N/A
All Universities (n=64)	4.173	0.2058	0.0257	N/A	4.060	0.2479	0.0310	N/A



Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.

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

OVERALL RESULTS

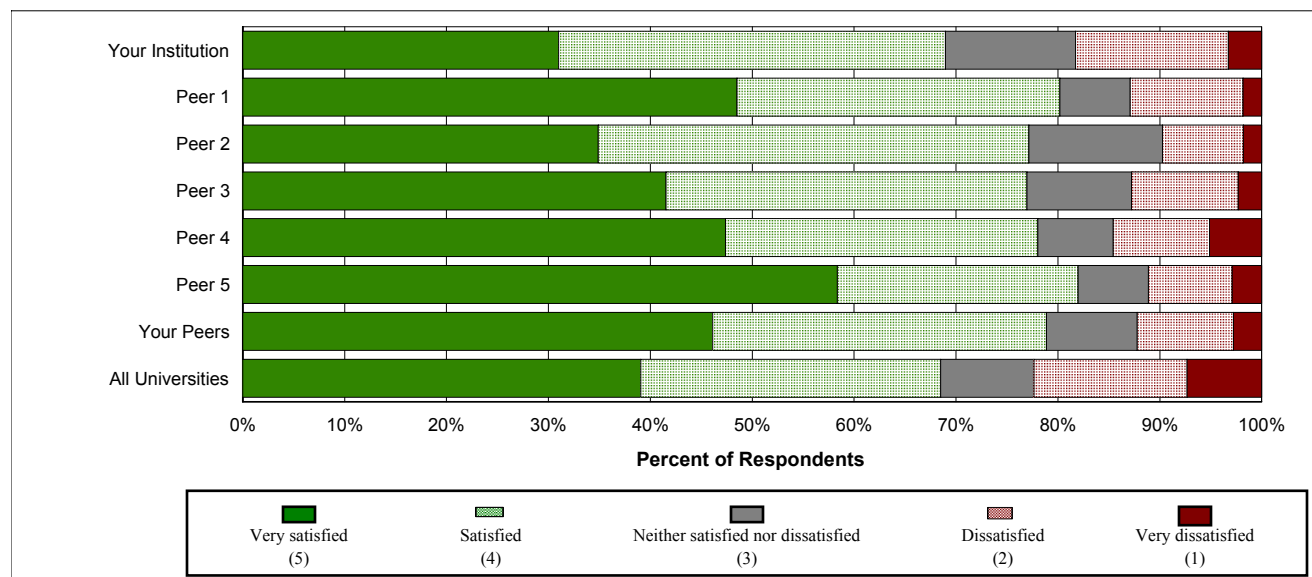
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on satisfaction with the number of courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.784	1.1326	0.0928	3.601 to 3.968
Faculty at Peer 1	4.140	1.0821	0.0889	3.964 to 4.316
... Peer 2	4.005	0.9937	0.0788	3.850 to 4.161
... Peer 3	4.034	1.0793	0.0765	3.883 to 4.185
... Peer 4	4.057	1.1980	0.0998	3.860 to 4.255
... Peer 5	4.263	1.0789	0.0922	4.081 to 4.446
Your Peers (n=5)	4.100	0.0932	0.0417	N/A
All Universities (n=64)	3.779	0.4764	0.0596	N/A



Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

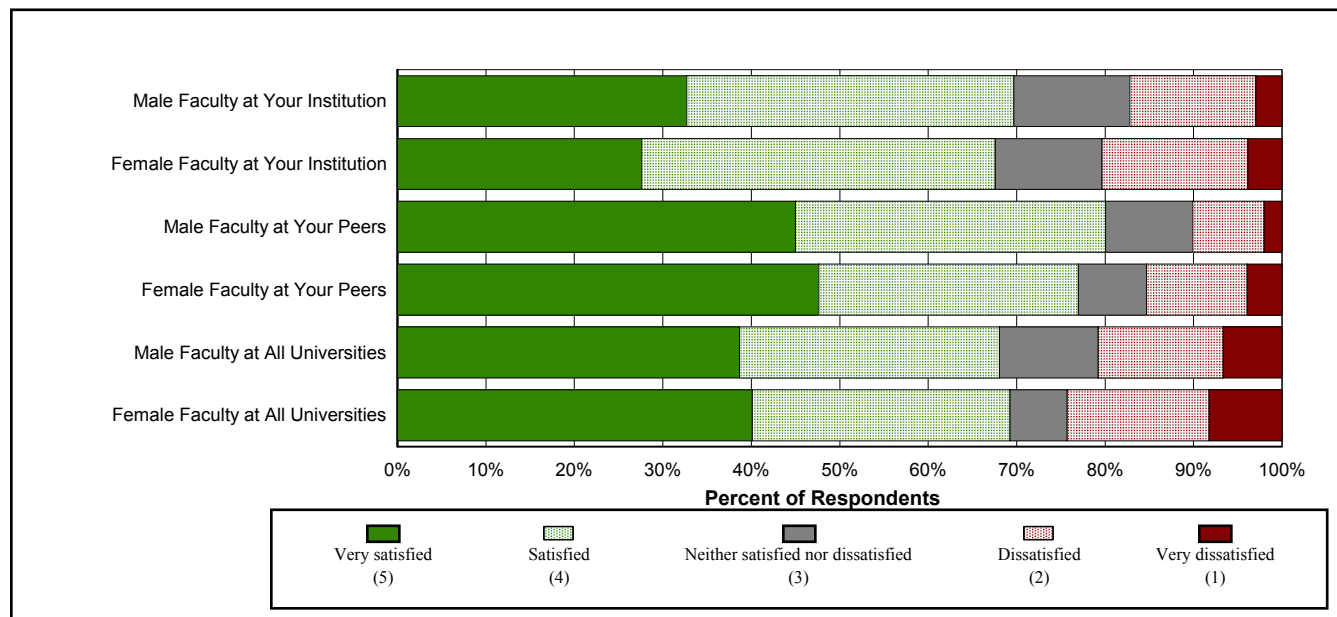
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 42nd percentile on satisfaction with the number of courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 36th percentile on satisfaction with the number of courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.822	1.1224	0.1128	3.598 to 4.046	3.710	1.1496	0.1626	3.383 to 4.037
Faculty at Peer 1	4.137	0.9834	0.1079	3.922 to 4.352	4.144	1.1962	0.1484	3.847 to 4.440
... Peer 2	4.037	0.9116	0.0995	3.839 to 4.235	3.960	1.0750	0.1241	3.713 to 4.208
... Peer 3	4.026	1.0670	0.0995	3.829 to 4.223	4.046	1.0959	0.1196	3.808 to 4.284
... Peer 4	4.190	1.0622	0.1145	3.962 to 4.417	3.845	1.3494	0.1772	3.490 to 4.199
... Peer 5	4.256	1.0710	0.1280	4.001 to 4.512	4.273	1.0870	0.1328	4.008 to 4.538
Your Peers (n =5)	4.129	0.0883	0.0395	N/A	4.054	0.1474	0.0659	N/A
All Universities (n=64)	3.792	0.4907	0.0613	N/A	3.768	0.5170	0.0646	N/A



Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

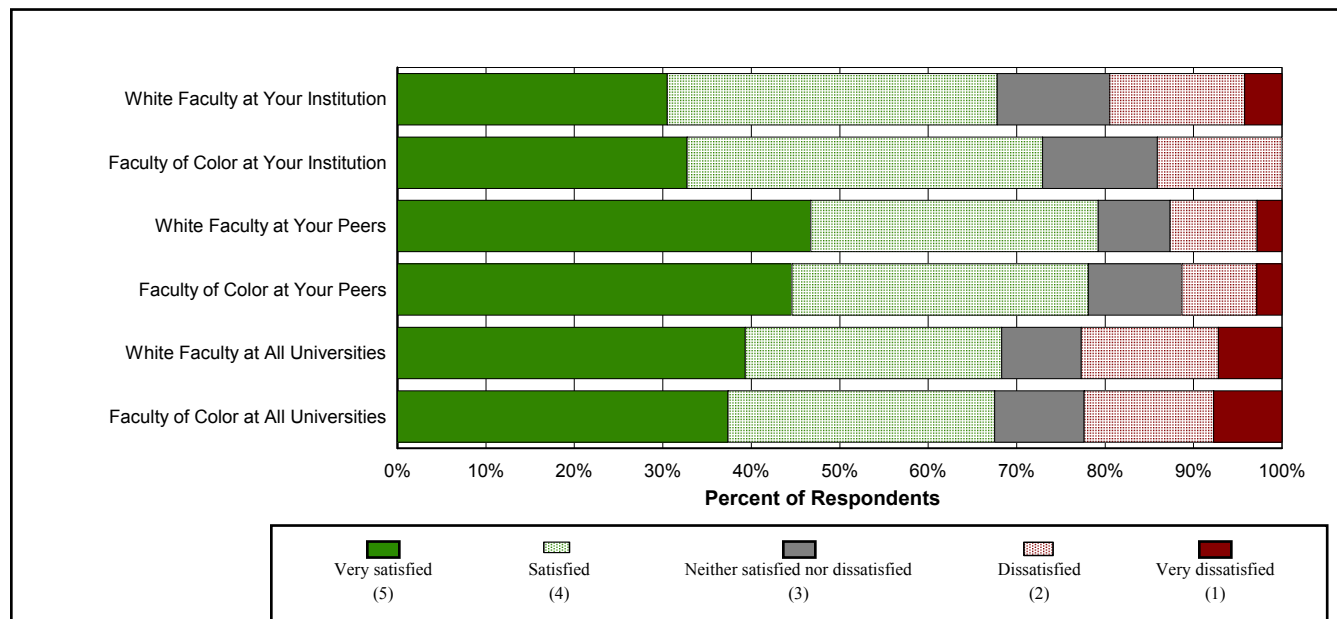
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 36th percentile on satisfaction with the number of courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 52nd percentile on satisfaction with the number of courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.746	1.1658	0.1073	3.533 to 3.958	3.916	0.9816	0.1763	3.556 to 4.276
Faculty at Peer 1	4.113	1.1134	0.1076	3.900 to 4.327	4.193	0.9931	0.1551	3.880 to 4.507
... Peer 2	4.022	0.9659	0.0882	3.848 to 4.197	3.959	1.0714	0.1716	3.612 to 4.306
... Peer 3	4.086	1.0287	0.0832	3.921 to 4.250	3.865	1.2153	0.1792	3.505 to 4.226
... Peer 4	4.068	1.2293	0.1211	3.828 to 4.308	4.030	1.1150	0.1741	3.678 to 4.381
... Peer 5	4.232	1.0990	0.1083	4.017 to 4.447	4.379	1.0035	0.1721	4.029 to 4.729
Your Peers (n=5)	4.104	0.0702	0.0314	N/A	4.085	0.1819	0.0813	N/A
All Universities (n=64)	3.777	0.5230	0.0654	N/A	3.748	0.5145	0.0643	N/A



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

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

OVERALL RESULTS

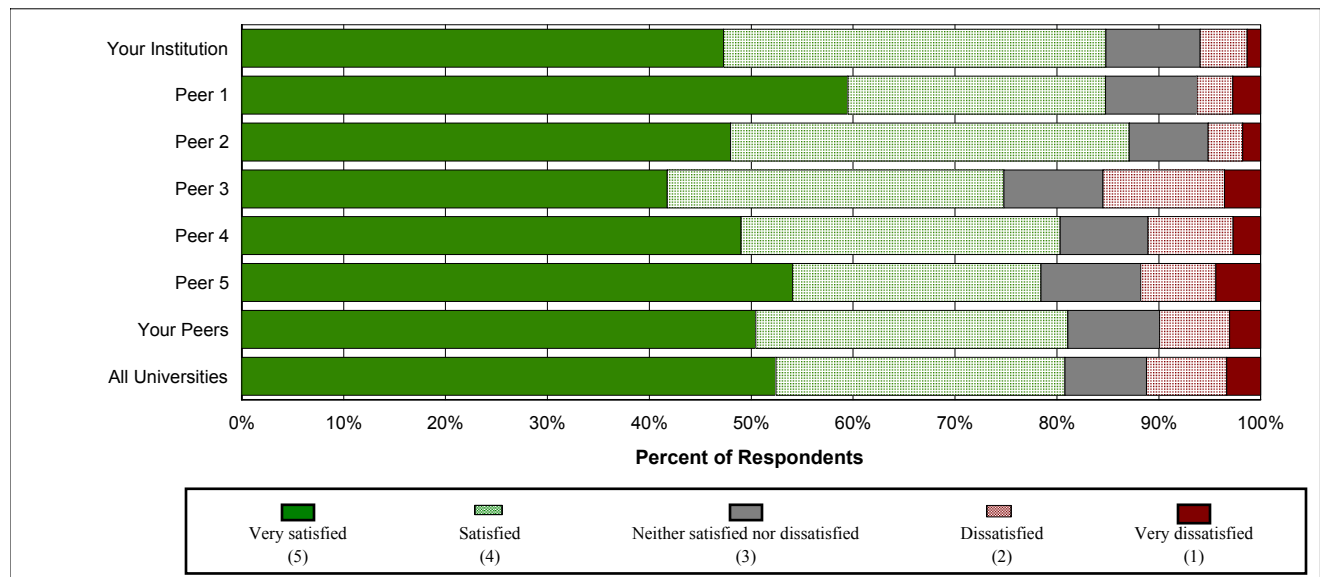
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 56th percentile on satisfaction with the influence they have over which courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.248	0.9051	0.0744	4.101 to 4.395
Faculty at Peer 1	4.353	0.9796	0.0805	4.194 to 4.512
... Peer 2	4.281	0.9020	0.0715	4.140 to 4.423
... Peer 3	3.975	1.1478	0.0816	3.814 to 4.136
... Peer 4	4.156	1.0627	0.0886	3.981 to 4.331
... Peer 5	4.163	1.1414	0.0975	3.970 to 4.356
Your Peers (n=5)	4.186	0.1286	0.0575	N/A
All Universities (n=64)	4.187	0.1972	0.0247	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

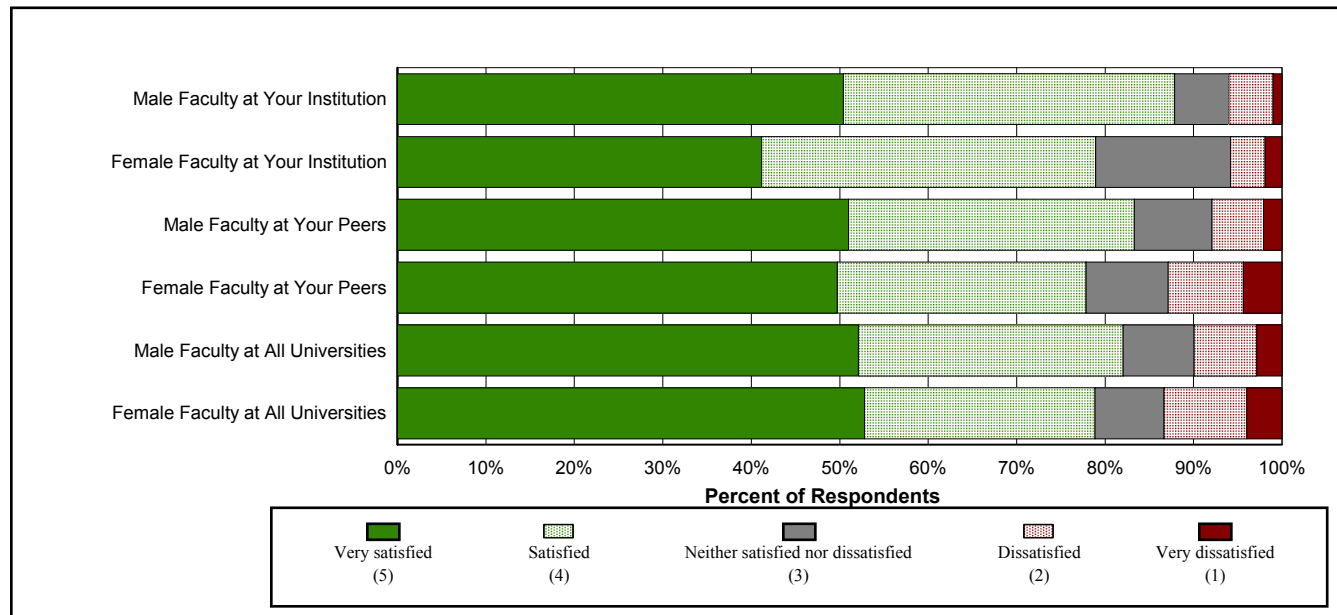
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 58th percentile on satisfaction with the influence they have over which courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 48th percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.312	0.8759	0.0885	4.137 to 4.488	4.123	0.9434	0.1334	3.855 to 4.392
Faculty at Peer 1	4.499	0.7817	0.0858	4.329 to 4.670	4.153	1.1533	0.1431	3.868 to 4.439
... Peer 2	4.340	0.7503	0.0819	4.177 to 4.502	4.198	1.0376	0.1198	3.960 to 4.437
... Peer 3	3.956	1.0954	0.1026	3.753 to 4.160	4.002	1.2150	0.1326	3.738 to 4.265
... Peer 4	4.237	0.9726	0.1049	4.028 to 4.445	4.026	1.1739	0.1541	3.718 to 4.335
... Peer 5	4.182	1.1414	0.1364	3.910 to 4.454	4.138	1.1398	0.1393	3.860 to 4.416
Your Peers (n =5)	4.243	0.1794	0.0802	N/A	4.104	0.0762	0.0341	N/A
All Universities (n=64)	4.214	0.2215	0.0277	N/A	4.143	0.2521	0.0315	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

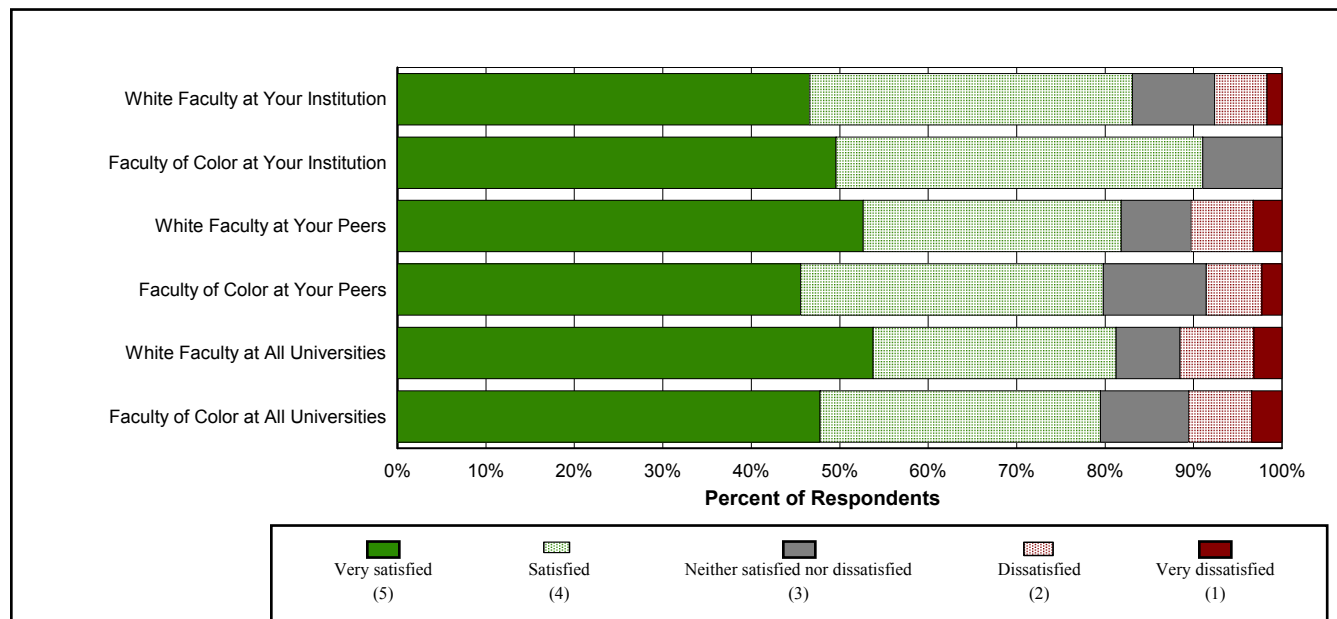
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 45th percentile on satisfaction with the influence they have over which courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.204	0.9528	0.0877	4.030 to 4.378	4.406	0.6633	0.1211	4.158 to 4.654
Faculty at Peer 1	4.420	0.9602	0.0933	4.236 to 4.605	4.222	1.0127	0.1563	3.906 to 4.537
... Peer 2	4.356	0.8529	0.0779	4.202 to 4.510	4.078	0.9997	0.1601	3.754 to 4.402
... Peer 3	3.960	1.1803	0.0957	3.771 to 4.149	4.025	1.0319	0.1521	3.718 to 4.331
... Peer 4	4.191	1.0950	0.1079	3.977 to 4.405	4.065	0.9726	0.1519	3.758 to 4.372
... Peer 5	4.116	1.1568	0.1140	3.890 to 4.342	4.334	1.0770	0.1847	3.959 to 4.710
Your Peers (n=5)	4.209	0.1656	0.0741	N/A	4.145	0.1157	0.0518	N/A
All Universities (n=64)	4.203	0.2433	0.0304	N/A	4.133	0.2569	0.0321	N/A



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

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

OVERALL RESULTS

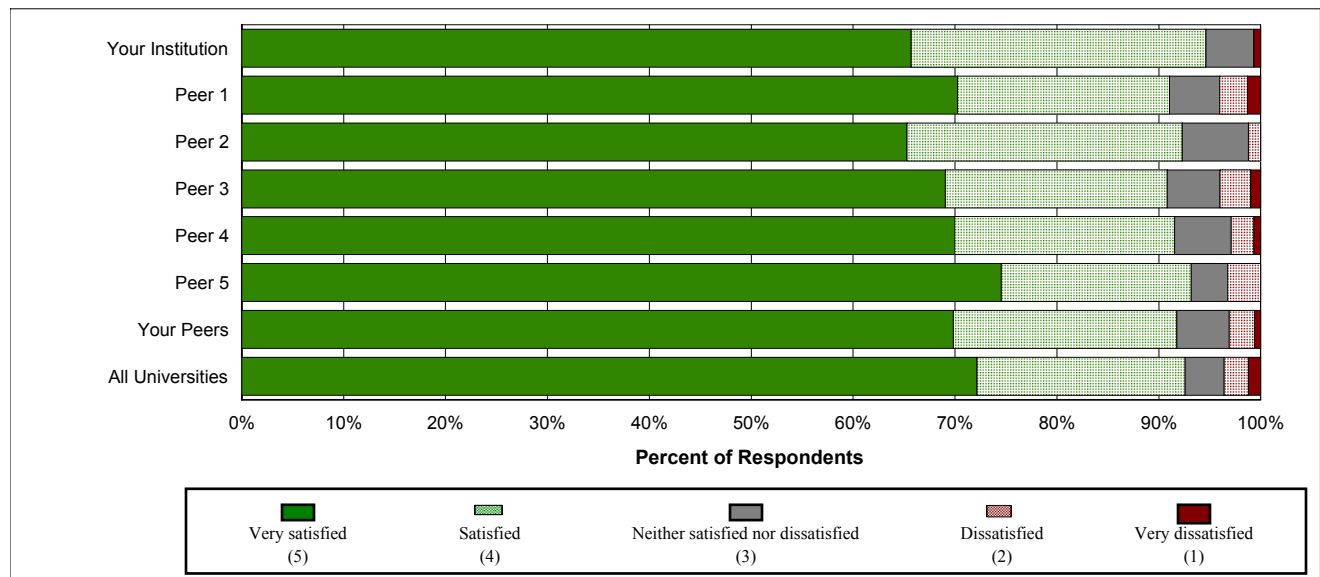
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 38th percentile on satisfaction with the discretion they have over the content of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.590	0.6455	0.0531	4.485 to 4.695
Faculty at Peer 1	4.560	0.8171	0.0674	4.427 to 4.693
... Peer 2	4.564	0.6671	0.0529	4.459 to 4.668
... Peer 3	4.549	0.8043	0.0569	4.437 to 4.661
... Peer 4	4.580	0.7510	0.0628	4.455 to 4.704
... Peer 5	4.645	0.6900	0.0592	4.528 to 4.762
Your Peers (n=5)	4.580	0.0342	0.0153	N/A
All Universities (n=64)	4.600	0.1291	0.0161	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

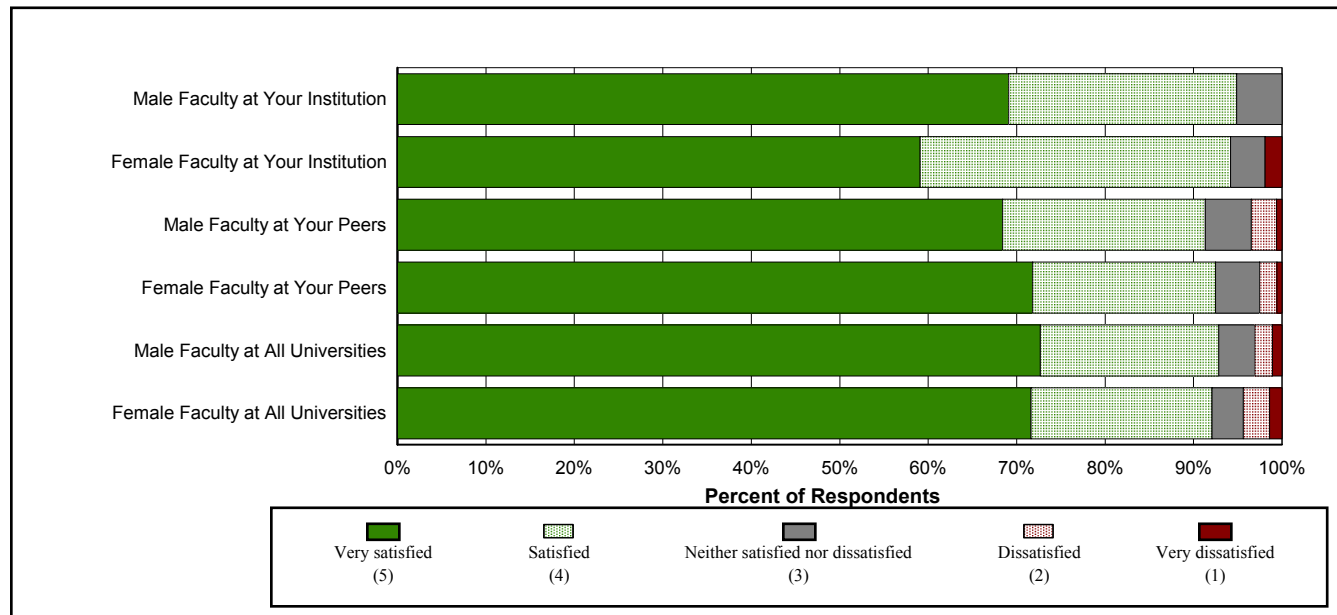
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 58th percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 25th percentile on satisfaction with the discretion they have over the content of the courses they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.639	0.5732	0.0579	4.525 to 4.754	4.494	0.7547	0.1067	4.279 to 4.708
Faculty at Peer 1	4.547	0.8568	0.0946	4.358 to 4.735	4.578	0.7640	0.0948	4.389 to 4.767
... Peer 2	4.534	0.6961	0.0760	4.383 to 4.685	4.606	0.6325	0.0730	4.460 to 4.751
... Peer 3	4.503	0.8125	0.0751	4.354 to 4.652	4.616	0.7889	0.0866	4.444 to 4.788
... Peer 4	4.585	0.7214	0.0778	4.430 to 4.739	4.571	0.7936	0.1051	4.360 to 4.782
... Peer 5	4.613	0.7401	0.0885	4.437 to 4.790	4.687	0.6315	0.0777	4.532 to 4.842
Your Peers (n =5)	4.556	0.0387	0.0173	N/A	4.612	0.0413	0.0185	N/A
All Universities (n=64)	4.613	0.1272	0.0159	N/A	4.579	0.1915	0.0239	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

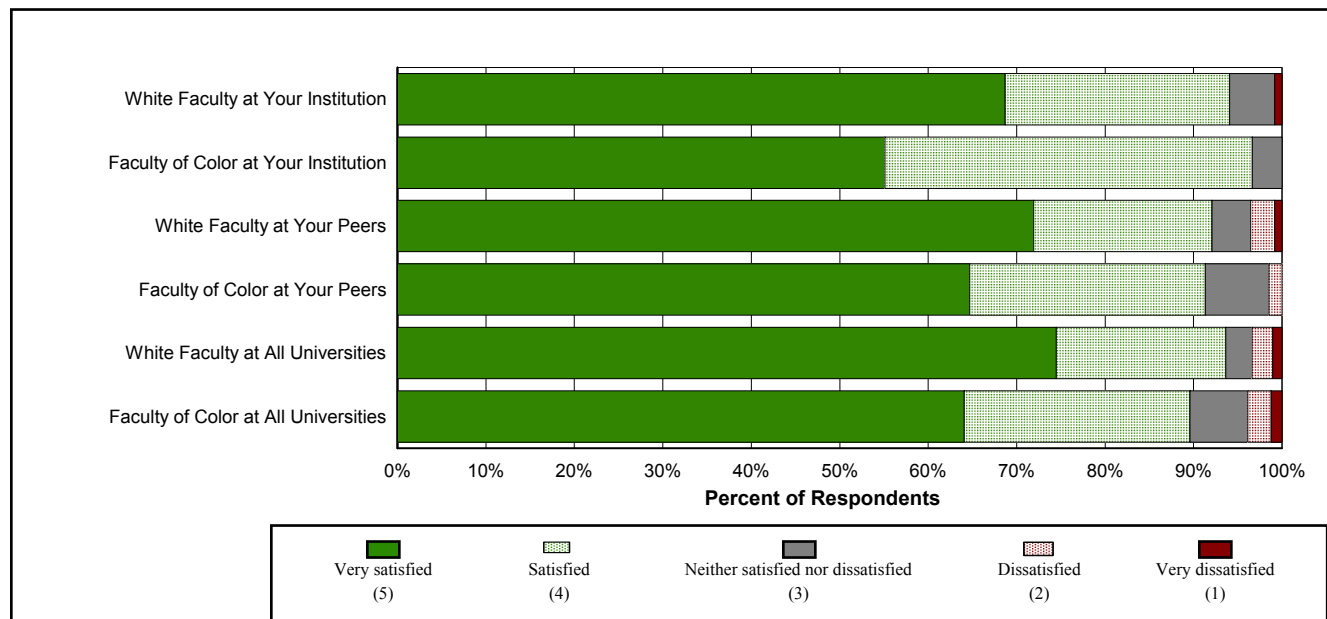
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 31st percentile on satisfaction with the discretion they have over the content of the courses they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 55th percentile on satisfaction with the discretion they have over the content of the courses they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.611	0.6643	0.0612	4.490 to 4.732	4.518	0.5617	0.1026	4.308 to 4.727
Faculty at Peer 1	4.585	0.8227	0.0799	4.427 to 4.744	4.510	0.8001	0.1249	4.258 to 4.763
... Peer 2	4.613	0.6606	0.0603	4.494 to 4.732	4.430	0.6735	0.1079	4.211 to 4.648
... Peer 3	4.532	0.8465	0.0682	4.397 to 4.667	4.606	0.6379	0.0941	4.416 to 4.795
... Peer 4	4.628	0.7399	0.0733	4.482 to 4.773	4.457	0.7690	0.1201	4.215 to 4.700
... Peer 5	4.623	0.7399	0.0733	4.478 to 4.769	4.724	0.5034	0.0863	4.548 to 4.900
Your Peers (n=5)	4.596	0.0354	0.0158	N/A	4.545	0.1077	0.0481	N/A
All Universities (n=64)	4.636	0.1429	0.0179	N/A	4.485	0.2010	0.0251	N/A



Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.

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

OVERALL RESULTS

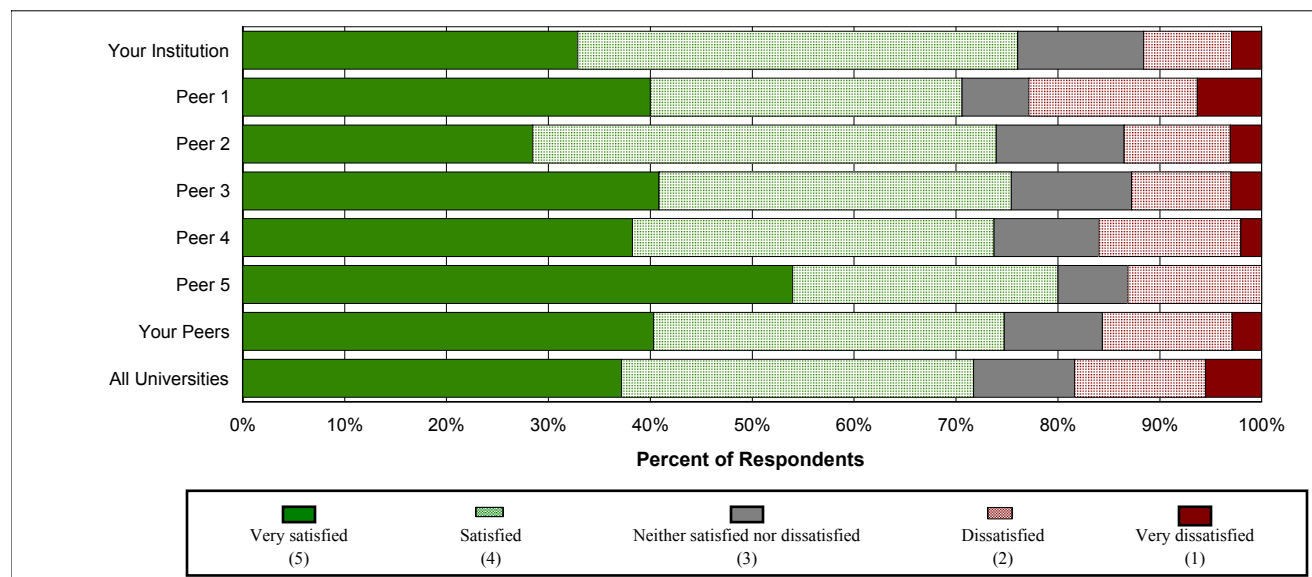
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on satisfaction with the number of students they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.944	1.0497	0.0860	3.774 to 4.114
Faculty at Peer 1	3.815	1.2743	0.1051	3.607 to 4.022
... Peer 2	3.858	1.0587	0.0840	3.692 to 4.024
... Peer 3	4.005	1.0923	0.0769	3.853 to 4.157
... Peer 4	3.939	1.1018	0.0918	3.758 to 4.121
... Peer 5	4.209	1.0427	0.0888	4.033 to 4.384
Your Peers (n=5)	3.965	0.1383	0.0619	N/A
All Universities (n=64)	3.851	0.2942	0.0368	N/A



Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

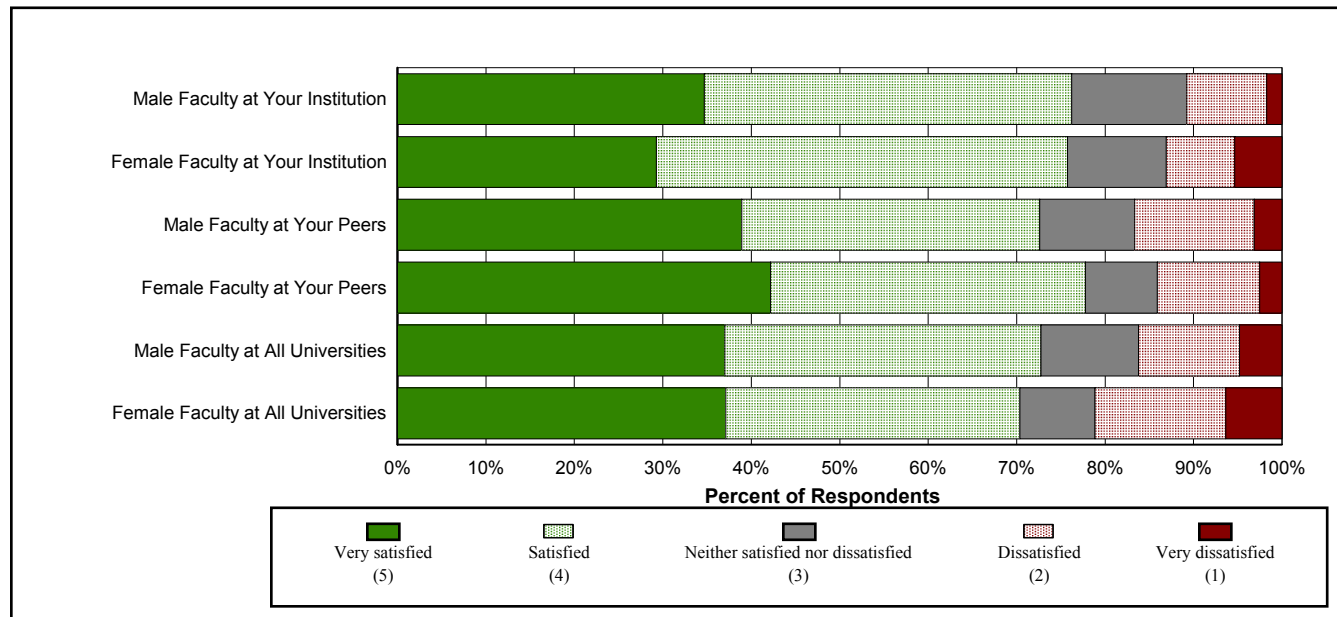
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 66th percentile on satisfaction with the number of students they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 52nd percentile on satisfaction with the number of students they teach.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the number of students they teach.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.984	1.0148	0.1020	3.781 to 4.186	3.865	1.1080	0.1567	3.551 to 4.180
Faculty at Peer 1	3.765	1.2937	0.1420	3.483 to 4.048	3.882	1.2465	0.1558	3.571 to 4.193
... Peer 2	3.807	1.0632	0.1160	3.576 to 4.037	3.931	1.0499	0.1212	3.690 to 4.173
... Peer 3	3.982	1.1093	0.1026	3.779 to 4.185	4.037	1.0677	0.1158	3.807 to 4.267
... Peer 4	3.897	1.1391	0.1228	3.652 to 4.141	4.008	1.0421	0.1368	3.734 to 4.282
... Peer 5	4.135	1.0568	0.1254	3.885 to 4.385	4.305	1.0224	0.1249	4.056 to 4.555
Your Peers (n =5)	3.917	0.1321	0.0591	N/A	4.033	0.1470	0.0657	N/A
All Universities (n=64)	3.887	0.3063	0.0383	N/A	3.800	0.3485	0.0436	N/A



Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

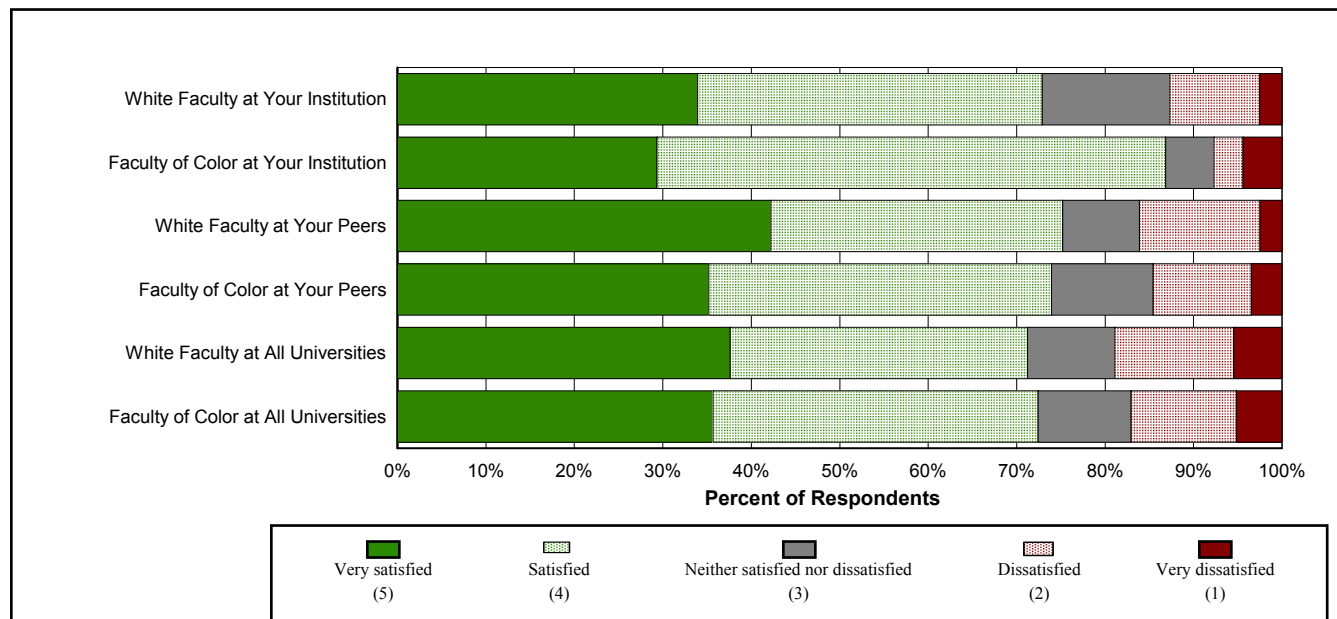
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 64th percentile on satisfaction with the number of students they teach.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 66th percentile on satisfaction with the number of students they teach.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.916	1.0543	0.0971	3.723 to 4.108	4.041	1.0312	0.1852	3.662 to 4.419
Faculty at Peer 1	3.933	1.2383	0.1203	3.695 to 4.172	3.577	1.3390	0.2091	3.155 to 4.000
... Peer 2	3.872	1.0892	0.0994	3.675 to 4.069	3.819	0.9573	0.1533	3.509 to 4.130
... Peer 3	4.026	1.1069	0.0889	3.850 to 4.202	3.937	1.0397	0.1517	3.632 to 4.242
... Peer 4	3.864	1.1325	0.1116	3.643 to 4.086	4.132	0.9756	0.1524	3.824 to 4.440
... Peer 5	4.242	1.0284	0.1013	4.041 to 4.443	4.089	1.0819	0.1829	3.717 to 4.460
Your Peers (n=5)	3.988	0.1399	0.0626	N/A	3.911	0.2003	0.0896	N/A
All Universities (n=64)	3.845	0.3110	0.0389	N/A	3.858	0.4145	0.0518	N/A



Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.

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

OVERALL RESULTS

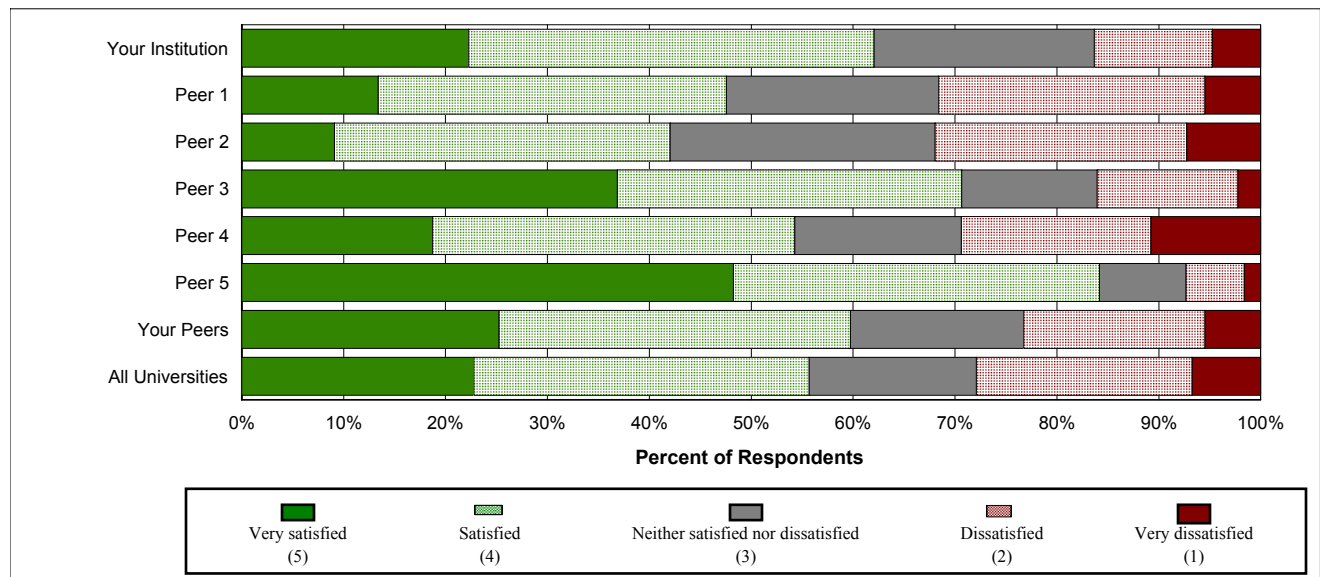
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 78th percentile on satisfaction with the quality of undergraduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.633	1.0925	0.0907	3.454 to 3.812
Faculty at Peer 1	3.239	1.1627	0.1008	3.040 to 3.439
... Peer 2	3.119	1.1241	0.0957	2.930 to 3.309
... Peer 3	3.892	1.1100	0.0925	3.710 to 4.075
... Peer 4	3.329	1.2845	0.1122	3.107 to 3.551
... Peer 5	4.235	0.9606	0.0896	4.057 to 4.412
Your Peers (n=5)	3.563	0.4281	0.1914	N/A
All Universities (n=64)	3.438	0.4833	0.0604	N/A



Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

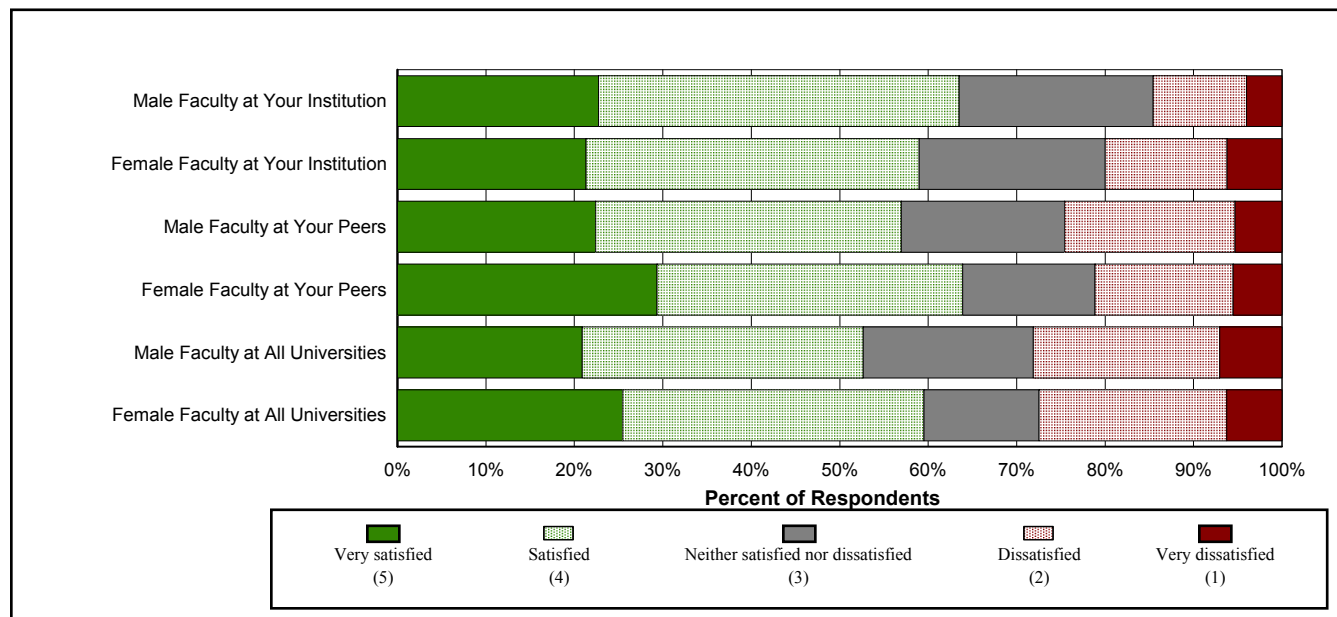
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 78th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 67th percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.677	1.0634	0.1074	3.464 to 3.890	3.541	1.1450	0.1670	3.205 to 3.877
Faculty at Peer 1	3.245	1.1355	0.1294	2.987 to 3.503	3.231	1.1990	0.1602	2.910 to 3.552
... Peer 2	2.969	1.1241	0.1325	2.704 to 3.233	3.329	1.1005	0.1355	3.058 to 3.599
... Peer 3	3.808	1.1125	0.1193	3.571 to 4.045	4.024	1.0917	0.1446	3.735 to 4.314
... Peer 4	3.238	1.3036	0.1457	2.947 to 3.528	3.483	1.2426	0.1740	3.134 to 3.833
... Peer 5	4.213	0.8322	0.1102	3.992 to 4.434	4.261	1.0717	0.1407	3.980 to 4.543
Your Peers (n =5)	3.494	0.4515	0.2019	N/A	3.666	0.4048	0.1810	N/A
All Universities (n=64)	3.384	0.5427	0.0678	N/A	3.513	0.4613	0.0577	N/A



Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

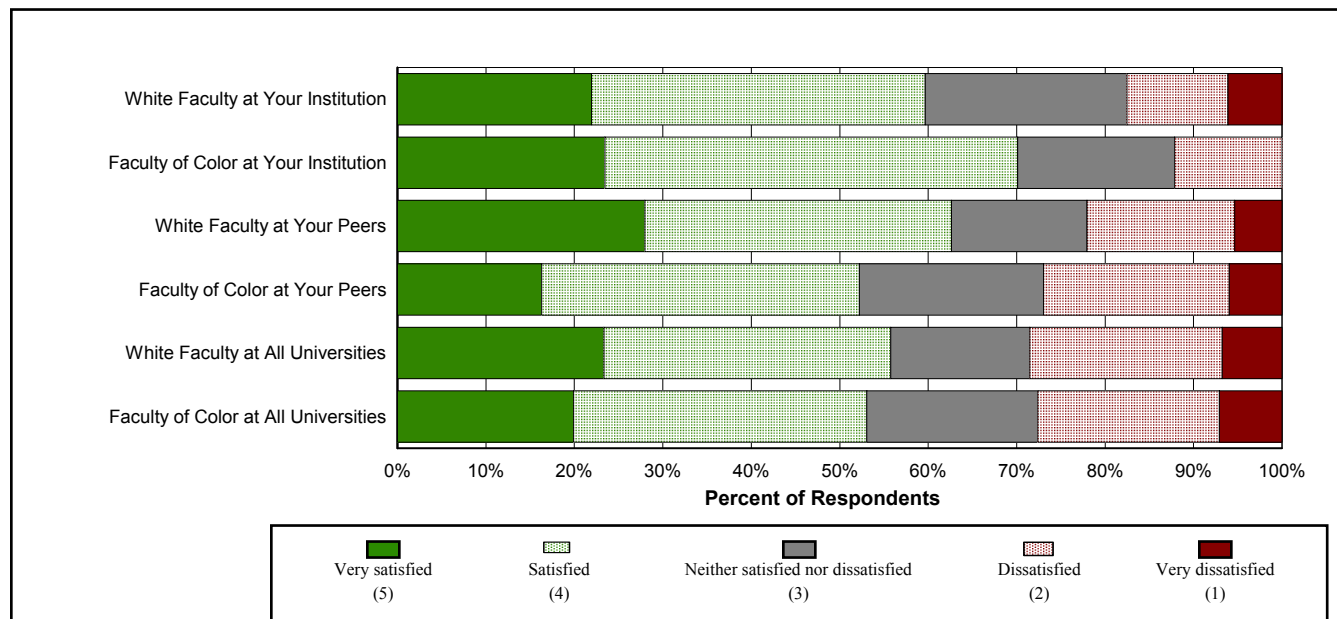
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 75th percentile on satisfaction with the quality of undergraduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 81st percentile on satisfaction with the quality of undergraduate students with whom they interact.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.579	1.1309	0.1059	3.369 to 3.789	3.814	0.8928	0.1604	3.487 to 4.142
Faculty at Peer 1	3.291	1.2069	0.1232	3.047 to 3.536	3.133	1.0355	0.1702	2.788 to 3.479
... Peer 2	3.114	1.0726	0.1062	2.904 to 3.325	3.132	1.2583	0.2097	2.706 to 3.558
... Peer 3	4.015	1.0701	0.1020	3.813 to 4.217	3.496	1.1440	0.1962	3.097 to 3.895
... Peer 4	3.430	1.2425	0.1282	3.175 to 3.684	3.061	1.3659	0.2245	2.606 to 3.517
... Peer 5	4.310	0.9676	0.1043	4.102 to 4.517	3.958	0.8899	0.1652	3.620 to 4.297
Your Peers (n=5)	3.632	0.4542	0.2031	N/A	3.356	0.3374	0.1509	N/A
All Universities (n=64)	3.438	0.5357	0.0670	N/A	3.383	0.4980	0.0623	N/A



Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.

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

OVERALL RESULTS

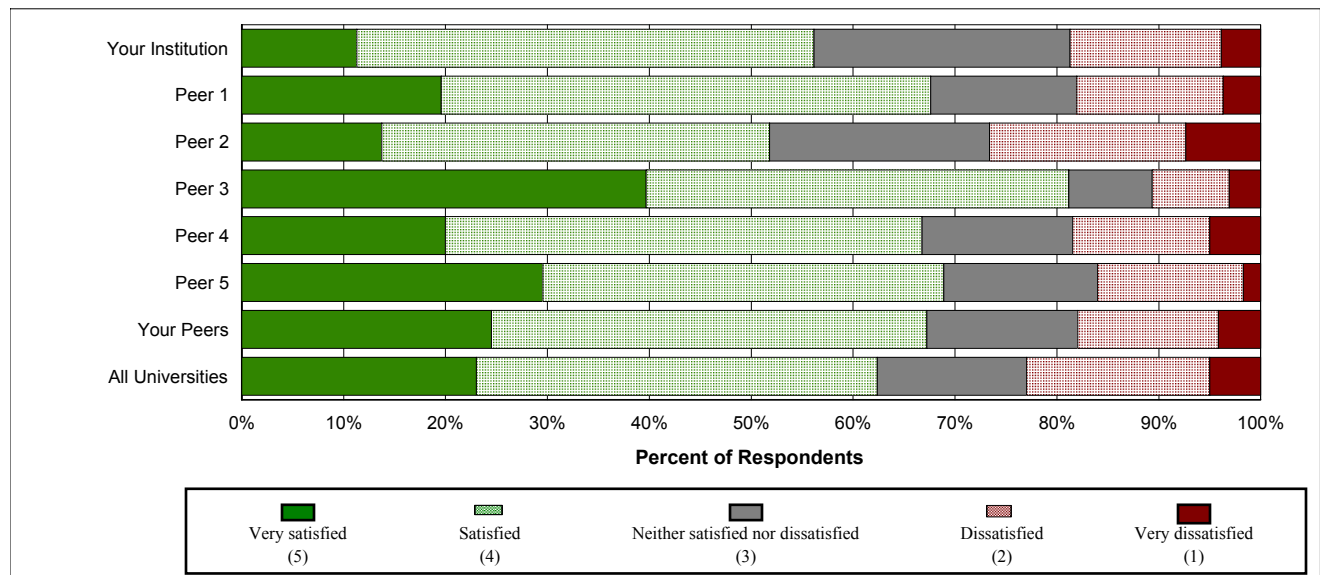
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 36th percentile on satisfaction with the quality of graduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.449	0.9955	0.0841	3.283 to 3.615
Faculty at Peer 1	3.655	1.0492	0.0862	3.484 to 3.825
... Peer 2	3.316	1.1601	0.0950	3.128 to 3.504
... Peer 3	4.071	1.0272	0.0732	3.927 to 4.216
... Peer 4	3.633	1.1102	0.0952	3.445 to 3.821
... Peer 5	3.807	1.1011	0.0966	3.616 to 3.999
Your Peers (n=5)	3.697	0.2464	0.1102	N/A
All Universities (n=64)	3.575	0.2673	0.0334	N/A



Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

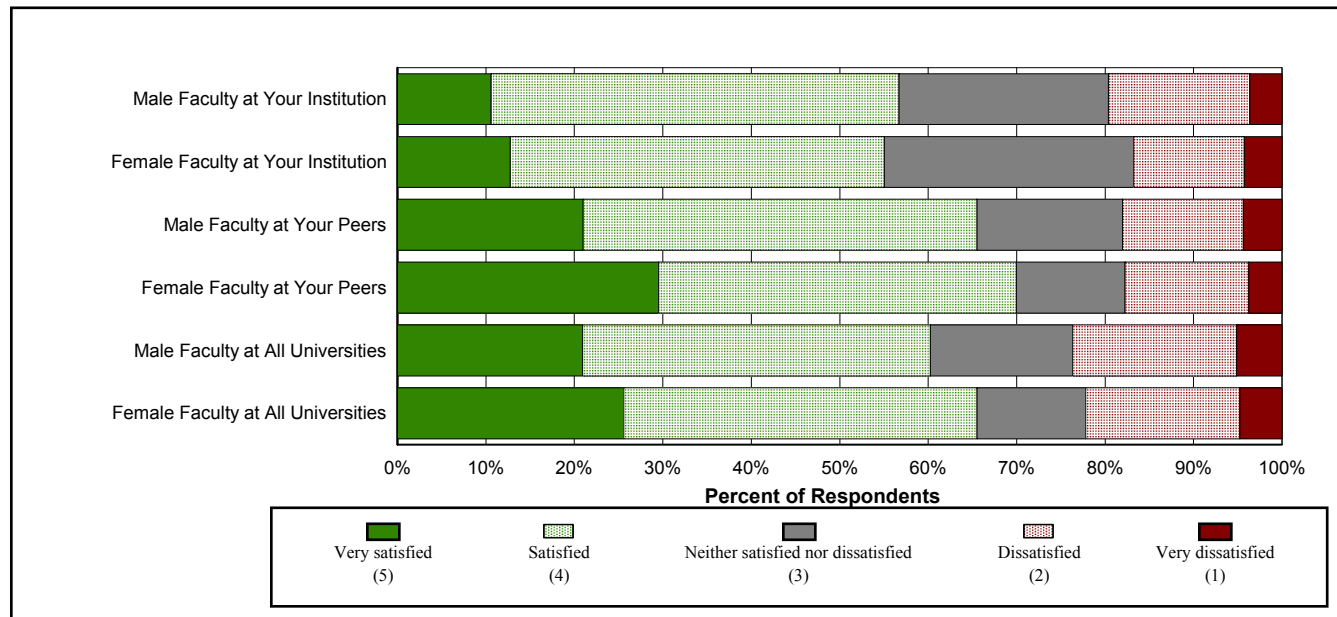
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 44th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among female junior faculty at all universities, your female junior faculty ranked in the 25th percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.440	0.9857	0.1017	3.238 to 3.642	3.468	1.0152	0.1497	3.166 to 3.769
Faculty at Peer 1	3.585	1.0774	0.1162	3.354 to 3.816	3.758	1.0022	0.1273	3.503 to 4.013
... Peer 2	3.134	1.1291	0.1262	2.883 to 3.386	3.584	1.1481	0.1382	3.308 to 3.860
... Peer 3	4.023	1.0415	0.0963	3.833 to 4.214	4.144	1.0012	0.1119	3.921 to 4.366
... Peer 4	3.630	1.0989	0.1214	3.389 to 3.872	3.637	1.1270	0.1534	3.330 to 3.945
... Peer 5	3.831	0.9390	0.1147	3.602 to 4.060	3.776	1.2498	0.1575	3.462 to 4.091
Your Peers (n =5)	3.641	0.2974	0.1330	N/A	3.780	0.1957	0.0875	N/A
All Universities (n=64)	3.523	0.3115	0.0389	N/A	3.641	0.2985	0.0373	N/A



Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

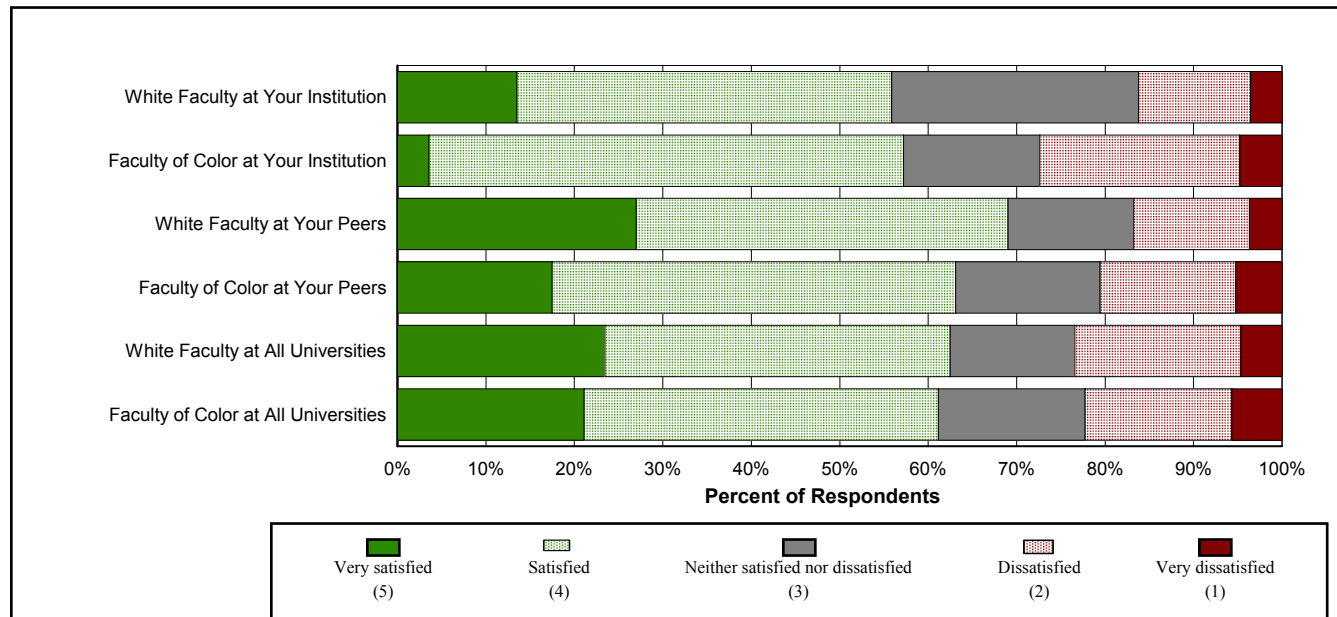
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 45th percentile on satisfaction with the quality of graduate students with whom they interact.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 22nd percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.495	0.9943	0.0944	3.308 to 3.683	3.286	0.9862	0.1831	2.911 to 3.661
Faculty at Peer 1	3.813	0.9637	0.0927	3.630 to 3.997	3.327	1.2000	0.1897	2.944 to 3.711
... Peer 2	3.320	1.1846	0.1109	3.100 to 3.540	3.305	1.0713	0.1811	2.937 to 3.673
... Peer 3	4.078	1.0387	0.0840	3.912 to 4.244	4.048	0.9862	0.1487	3.748 to 4.348
... Peer 4	3.716	1.0973	0.1108	3.496 to 3.936	3.413	1.1152	0.1809	3.046 to 3.779
... Peer 5	3.851	1.0703	0.1076	3.637 to 4.064	3.646	1.1604	0.2084	3.220 to 4.071
Your Peers (n=5)	3.756	0.2482	0.1110	N/A	3.548	0.2777	0.1242	N/A
All Universities (n=64)	3.578	0.3295	0.0412	N/A	3.543	0.3330	0.0419	N/A



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

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

OVERALL RESULTS

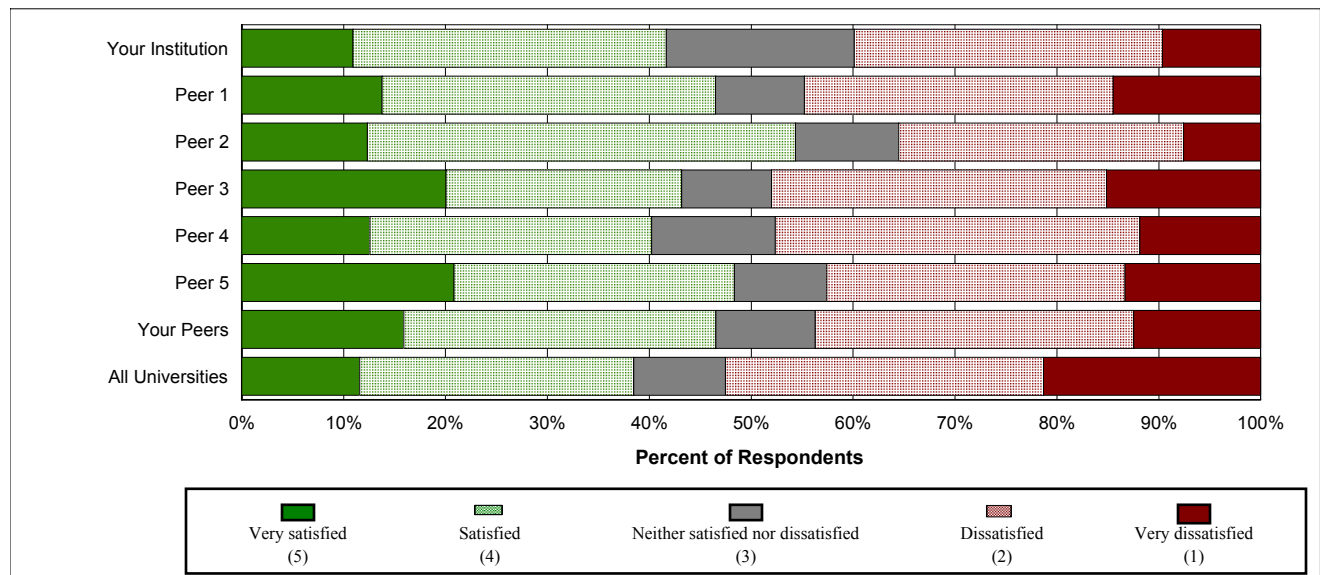
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.031	1.1939	0.0953	2.842 to 3.219
Faculty at Peer 1	3.010	1.3369	0.1070	2.799 to 3.221
... Peer 2	3.236	1.2279	0.0974	3.043 to 3.428
... Peer 3	3.001	1.4025	0.0961	2.812 to 3.190
... Peer 4	2.933	1.2796	0.1070	2.721 to 3.144
... Peer 5	3.133	1.3903	0.1167	2.903 to 3.364
Your Peers (n=5)	3.063	0.1080	0.0483	N/A
All Universities (n=64)	2.762	0.4430	0.0554	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

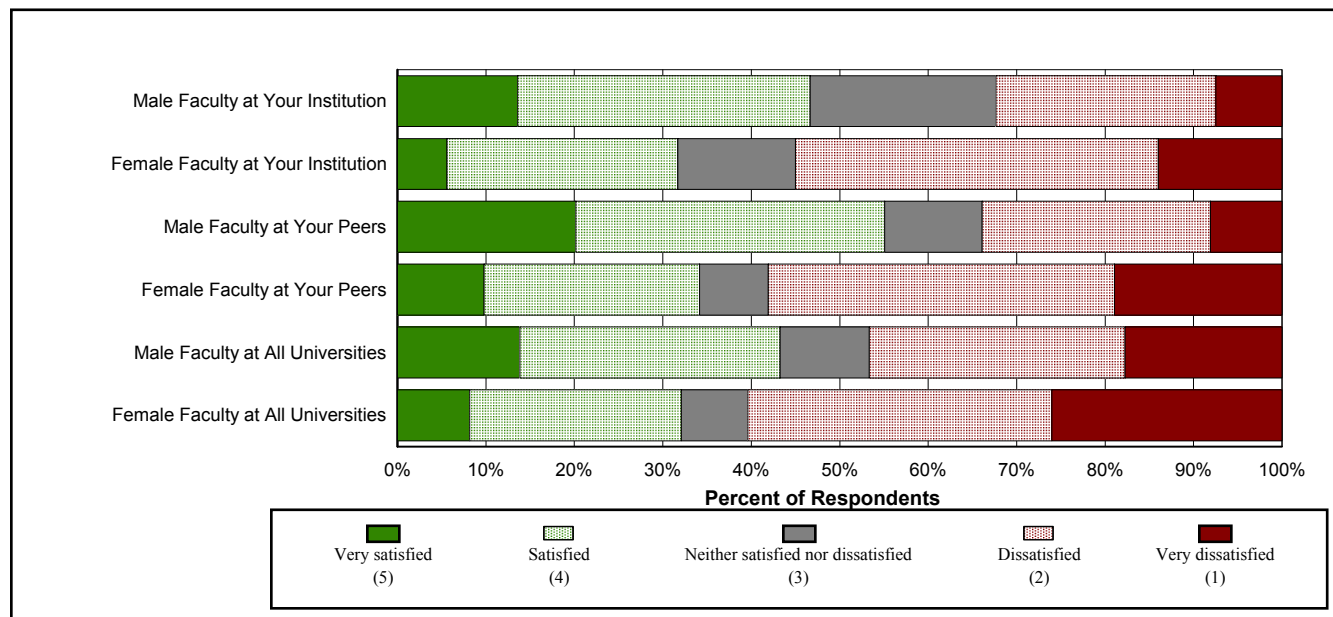
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 66th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 63rd percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.204	1.1743	0.1146	2.976 to 3.431	2.683	1.1658	0.1617	2.359 to 3.008
Faculty at Peer 1	3.399	1.2676	0.1344	3.132 to 3.666	2.461	1.2235	0.1495	2.163 to 2.760
... Peer 2	3.561	1.1281	0.1231	3.316 to 3.805	2.773	1.2010	0.1387	2.497 to 3.050
... Peer 3	3.233	1.4231	0.1278	2.980 to 3.486	2.671	1.3064	0.1385	2.396 to 2.946
... Peer 4	3.134	1.2016	0.1288	2.878 to 3.390	2.590	1.3320	0.1780	2.233 to 2.947
... Peer 5	3.336	1.3356	0.1542	3.029 to 3.644	2.853	1.3957	0.1705	2.512 to 3.193
Your Peers (n =5)	3.332	0.1455	0.0650	N/A	2.670	0.1371	0.0613	N/A
All Universities (n=64)	2.927	0.4930	0.0616	N/A	2.539	0.4243	0.0530	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

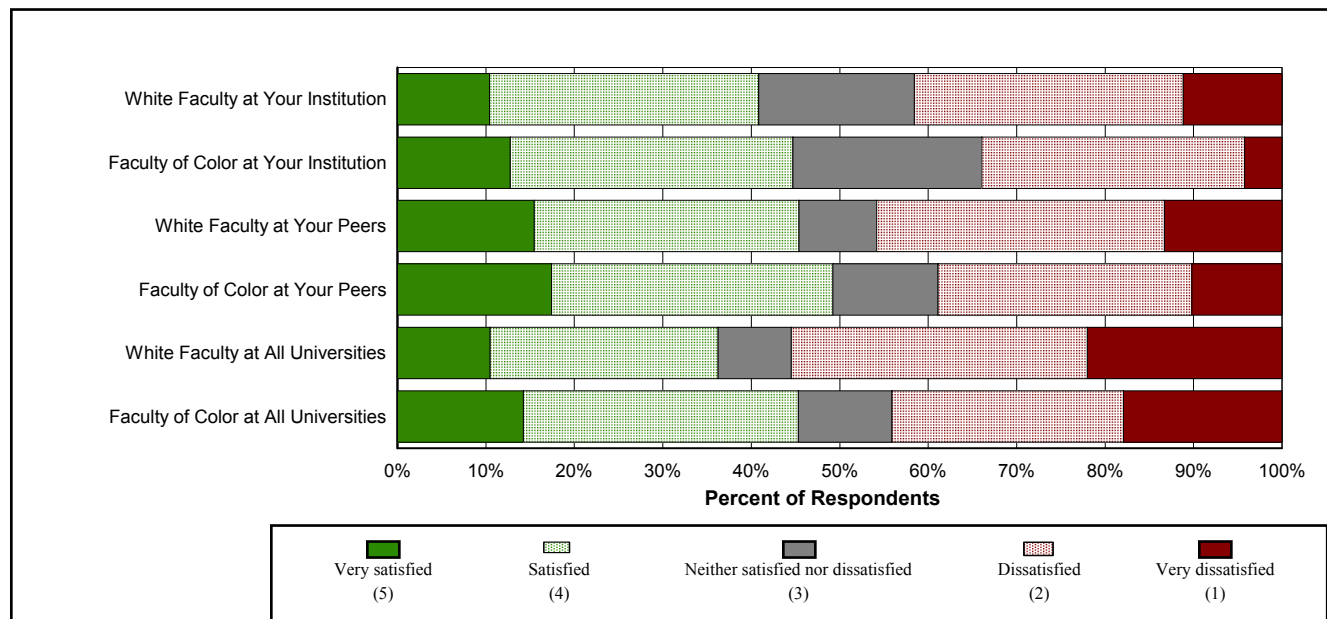
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 75th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 64th percentile on satisfaction with the amount of time they have to conduct research/produce creative work.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.985	1.2132	0.1085	2.770 to 3.200	3.193	1.0897	0.1926	2.800 to 3.586
Faculty at Peer 1	2.927	1.3609	0.1275	2.675 to 3.180	3.183	1.2574	0.1940	2.791 to 3.575
... Peer 2	3.227	1.2449	0.1136	3.002 to 3.452	3.258	1.1722	0.1877	2.878 to 3.638
... Peer 3	2.999	1.3726	0.1072	2.787 to 3.210	3.009	1.4977	0.2140	2.579 to 3.439
... Peer 4	2.804	1.2335	0.1215	2.563 to 3.045	3.279	1.3370	0.2114	2.852 to 3.707
... Peer 5	3.129	1.4069	0.1373	2.857 to 3.401	3.148	1.3383	0.2200	2.701 to 3.594
Your Peers (n=5)	3.017	0.1486	0.0665	N/A	3.175	0.0961	0.0430	N/A
All Universities (n=64)	2.693	0.4441	0.0555	N/A	2.976	0.5667	0.0708	N/A



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

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

OVERALL RESULTS

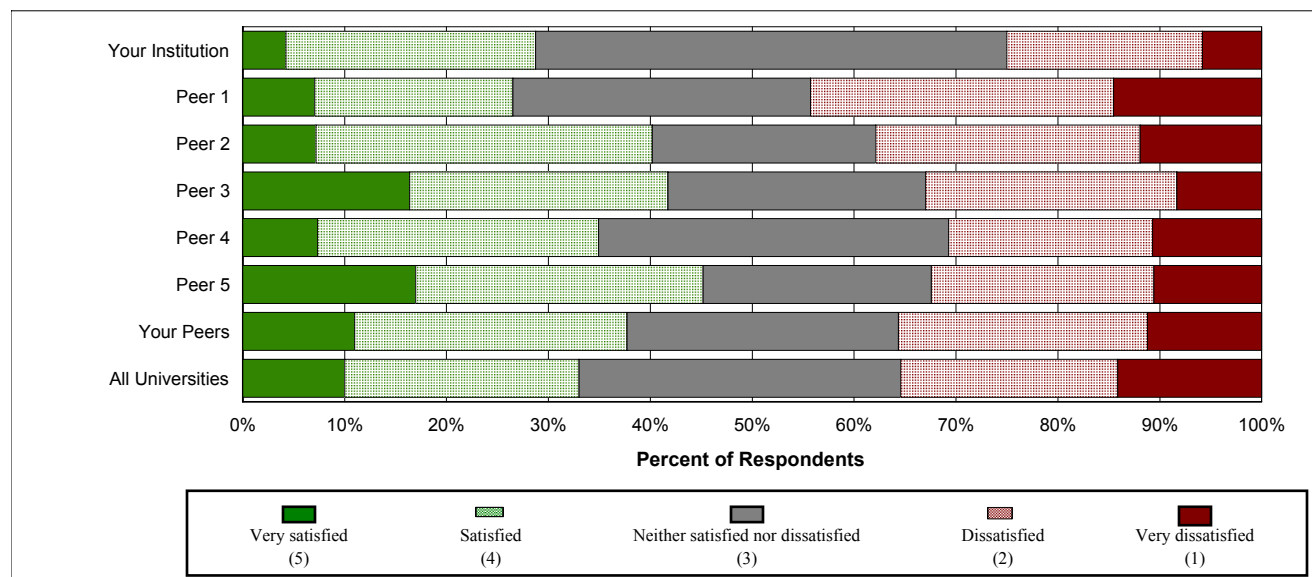
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 66th percentile on satisfaction with the amount of external funding they are expected to find.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.021	0.9131	0.0774	2.868 to 3.174
Faculty at Peer 1	2.747	1.1530	0.0954	2.559 to 2.936
... Peer 2	2.976	1.1731	0.0978	2.782 to 3.169
... Peer 3	3.168	1.2097	0.0851	3.000 to 3.336
... Peer 4	3.009	1.1148	0.0942	2.822 to 3.195
... Peer 5	3.192	1.2555	0.1101	2.974 to 3.410
Your Peers (n=5)	3.018	0.1599	0.0715	N/A
All Universities (n=64)	2.935	0.2726	0.0341	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

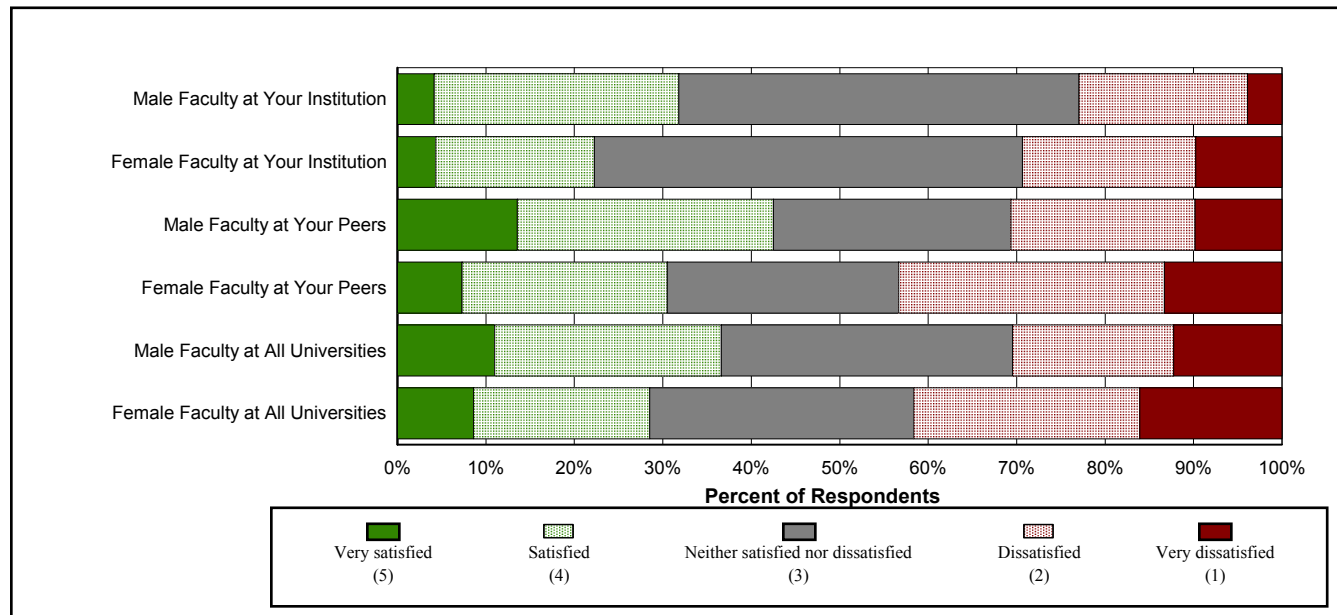
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 55th percentile on satisfaction with the amount of external funding they are expected to find.
- Among female junior faculty at all universities, your female junior faculty ranked in the 59th percentile on satisfaction with the amount of external funding they are expected to find.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.091	0.8881	0.0916	2.909 to 3.273	2.875	0.9480	0.1413	2.590 to 3.160
Faculty at Peer 1	2.897	1.1612	0.1290	2.641 to 3.154	2.549	1.1105	0.1377	2.274 to 2.824
... Peer 2	3.168	1.1799	0.1327	2.904 to 3.433	2.678	1.1221	0.1392	2.400 to 2.956
... Peer 3	3.193	1.2297	0.1127	2.970 to 3.417	3.131	1.1799	0.1295	2.873 to 3.388
... Peer 4	3.192	1.0494	0.1138	2.966 to 3.418	2.697	1.1421	0.1540	2.389 to 3.006
... Peer 5	3.327	1.3261	0.1596	3.008 to 3.645	3.005	1.1452	0.1466	2.712 to 3.298
Your Peers (n =5)	3.156	0.1407	0.0629	N/A	2.812	0.2186	0.0978	N/A
All Universities (n=64)	3.049	0.3062	0.0383	N/A	2.794	0.3250	0.0406	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

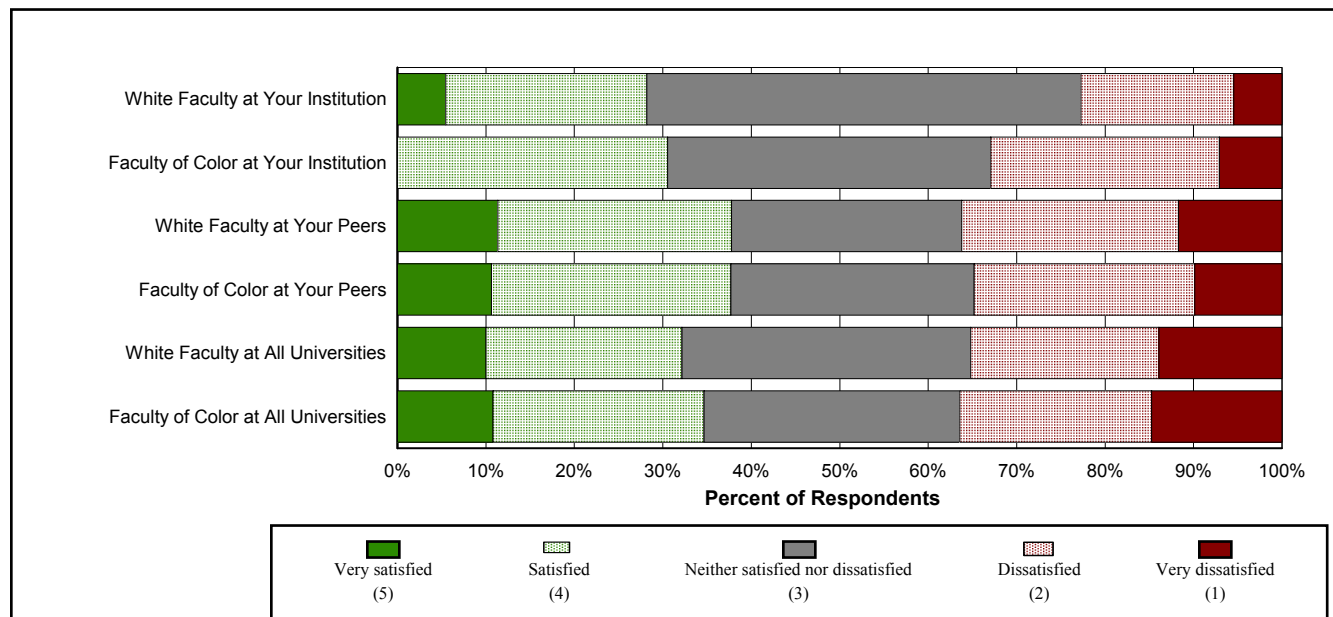
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 72nd percentile on satisfaction with the amount of external funding they are expected to find.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 44th percentile on satisfaction with the amount of external funding they are expected to find.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.055	0.9129	0.0870	2.882 to 3.227	2.905	0.9071	0.1684	2.560 to 3.251
Faculty at Peer 1	2.793	1.2230	0.1182	2.559 to 3.027	2.653	0.9231	0.1478	2.353 to 2.952
... Peer 2	2.979	1.1436	0.1090	2.763 to 3.195	2.967	1.2551	0.2152	2.529 to 3.405
... Peer 3	3.162	1.2047	0.0968	2.971 to 3.353	3.188	1.2259	0.1788	2.828 to 3.548
... Peer 4	2.921	1.1054	0.1105	2.702 to 3.140	3.238	1.1065	0.1750	2.884 to 3.592
... Peer 5	3.205	1.2365	0.1243	2.959 to 3.452	3.139	1.3135	0.2359	2.657 to 3.621
Your Peers (n=5)	3.012	0.1531	0.0685	N/A	3.037	0.2128	0.0952	N/A
All Universities (n=64)	2.930	0.3034	0.0379	N/A	2.942	0.3632	0.0454	N/A



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

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

OVERALL RESULTS

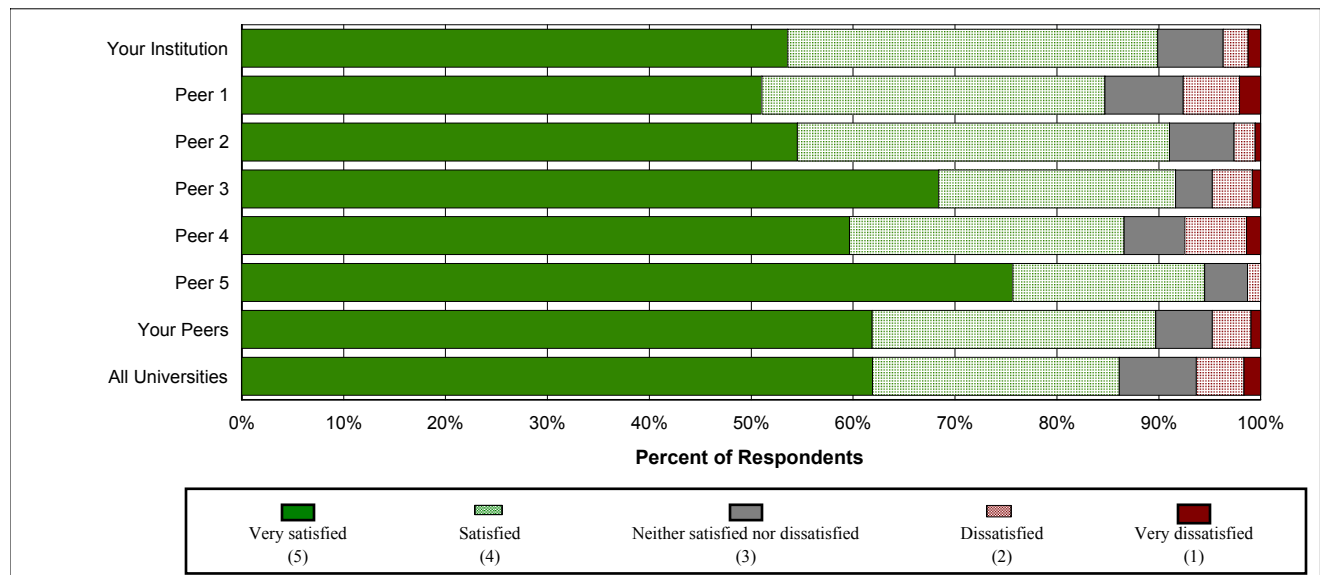
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on satisfaction with the influence they have over the focus of their research/creative work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.386	0.8201	0.0657	4.256 to 4.515
Faculty at Peer 1	4.261	0.9406	0.0753	4.112 to 4.410
... Peer 2	4.424	0.7562	0.0600	4.306 to 4.543
... Peer 3	4.545	0.8182	0.0566	4.434 to 4.657
... Peer 4	4.374	0.9483	0.0790	4.218 to 4.530
... Peer 5	4.689	0.6188	0.0519	4.586 to 4.791
Your Peers (n=5)	4.459	0.1468	0.0657	N/A
All Universities (n=64)	4.401	0.1822	0.0228	N/A



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

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

GENDER RESULTS

At your institution:

- Within your institution, male junior faculty were more satisfied than were female junior faculty with the influence they have over the focus of their research/creative work.

Compared to your peers:

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

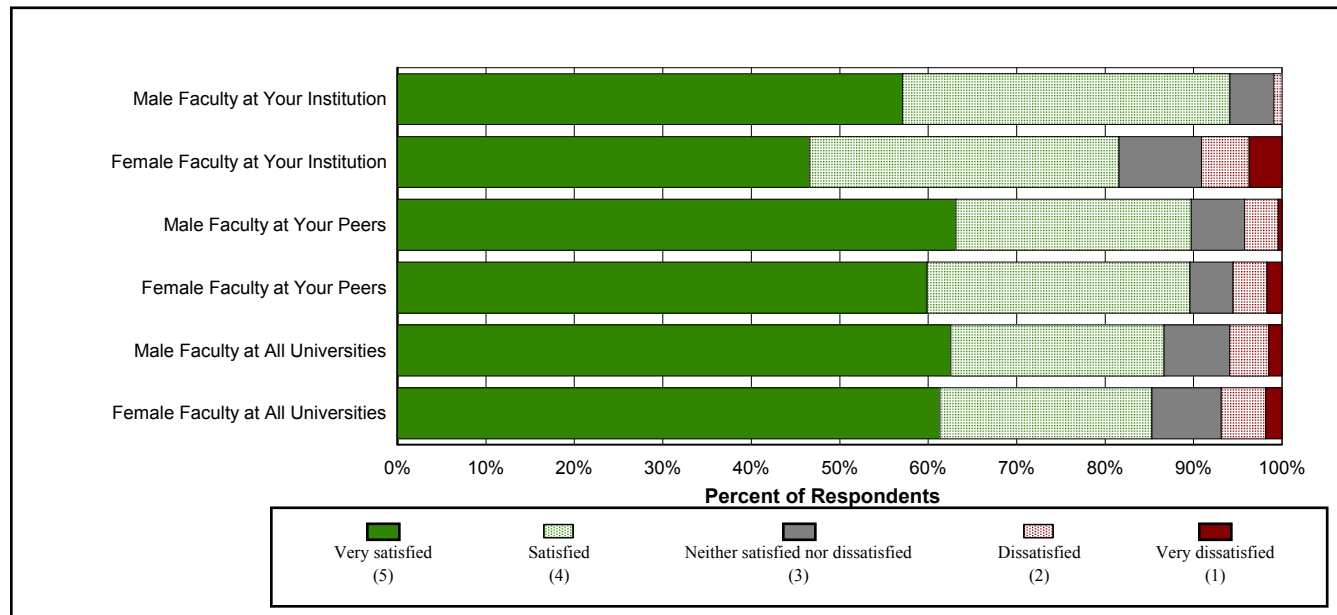
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 69th percentile on satisfaction with the influence they have over the focus of their research/creative work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 14th percentile on satisfaction with the influence they have over the focus of their research/creative work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the influence they have over the focus of their research/creative work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.502	0.6354	0.0623	4.379 to 4.626	4.153	1.0566	0.1465	3.859 to 4.448
Faculty at Peer 1	4.306	0.9253	0.0981	4.111 to 4.501	4.198	0.9548	0.1166	3.965 to 4.430
... Peer 2	4.400	0.7592	0.0828	4.235 to 4.565	4.459	0.7526	0.0869	4.286 to 4.632
... Peer 3	4.525	0.7933	0.0721	4.382 to 4.668	4.573	0.8509	0.0907	4.393 to 4.754
... Peer 4	4.467	0.8590	0.0926	4.283 to 4.651	4.223	1.0465	0.1374	3.947 to 4.498
... Peer 5	4.711	0.5552	0.0641	4.583 to 4.839	4.658	0.6814	0.0832	4.492 to 4.824
Your Peers (n =5)	4.482	0.1358	0.0607	N/A	4.422	0.1845	0.0825	N/A
All Universities (n=64)	4.418	0.1888	0.0236	N/A	4.379	0.2277	0.0285	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

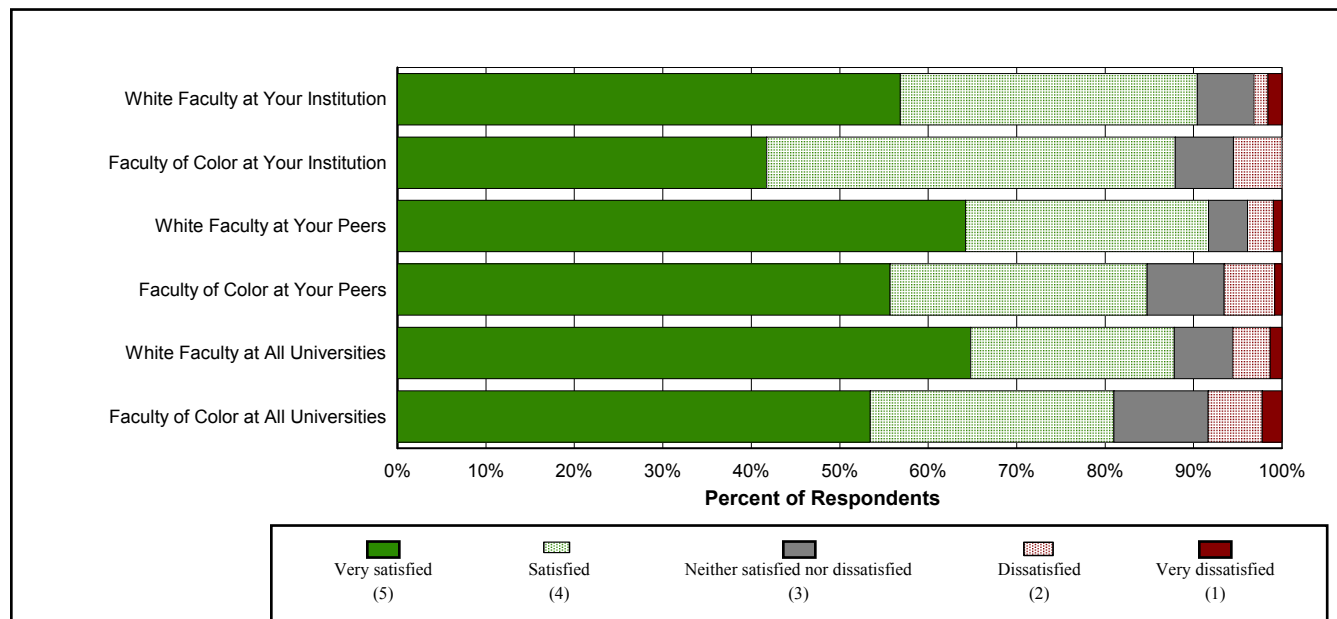
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 38th percentile on satisfaction with the influence they have over the focus of their research/creative work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 50th percentile on satisfaction with the influence they have over the focus of their research/creative work.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.425	0.8125	0.0727	4.281 to 4.569	4.242	0.8312	0.1493	3.937 to 4.547
Faculty at Peer 1	4.399	0.8442	0.0791	4.242 to 4.555	3.974	1.1127	0.1717	3.627 to 4.321
... Peer 2	4.477	0.7412	0.0677	4.343 to 4.611	4.281	0.7828	0.1253	4.027 to 4.535
... Peer 3	4.571	0.7779	0.0613	4.450 to 4.692	4.458	0.9333	0.1347	4.187 to 4.729
... Peer 4	4.382	0.9425	0.0924	4.199 to 4.566	4.352	0.9631	0.1523	4.044 to 4.660
... Peer 5	4.719	0.5970	0.0583	4.603 to 4.834	4.587	0.6719	0.1105	4.363 to 4.811
Your Peers (n=5)	4.510	0.1241	0.0555	N/A	4.330	0.2060	0.0921	N/A
All Universities (n=64)	4.457	0.1894	0.0237	N/A	4.239	0.2595	0.0324	N/A



Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).

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

OVERALL RESULTS

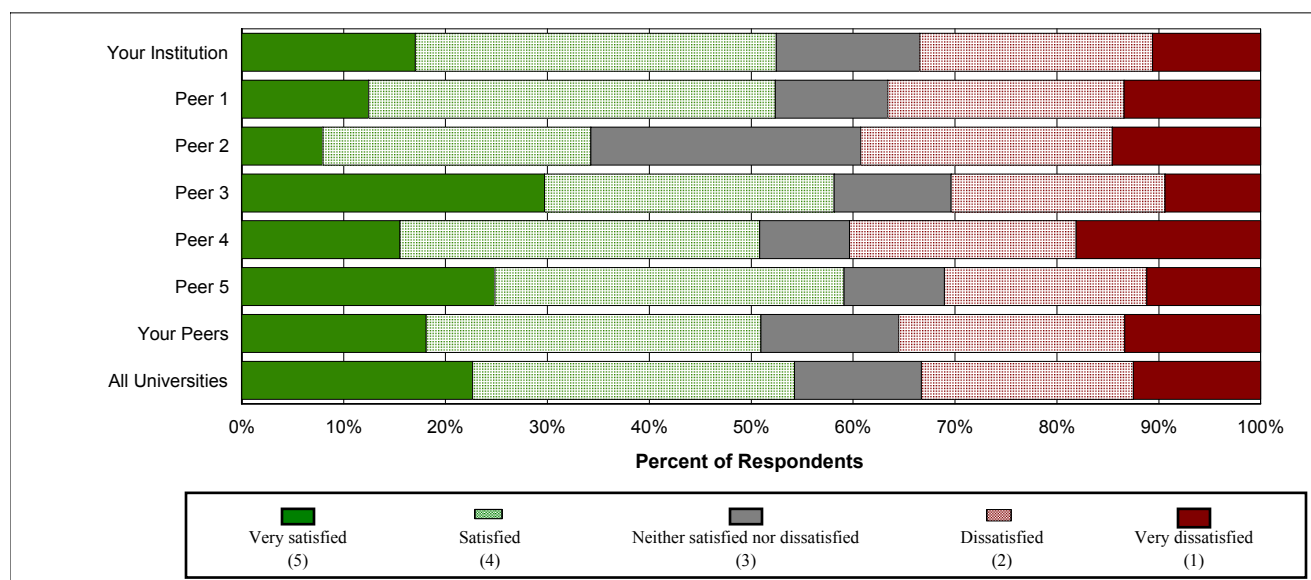
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 45th percentile on satisfaction with the quality of facilities.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.255	1.2829	0.1027	3.052 to 3.457
Faculty at Peer 1	3.148	1.2976	0.1039	2.943 to 3.353
... Peer 2	2.884	1.2098	0.0959	2.695 to 3.074
... Peer 3	3.481	1.3510	0.0928	3.298 to 3.664
... Peer 4	3.079	1.3935	0.1157	2.850 to 3.308
... Peer 5	3.418	1.3440	0.1128	3.195 to 3.640
Your Peers (n=5)	3.202	0.2206	0.0987	N/A
All Universities (n=64)	3.311	0.4062	0.0508	N/A



Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

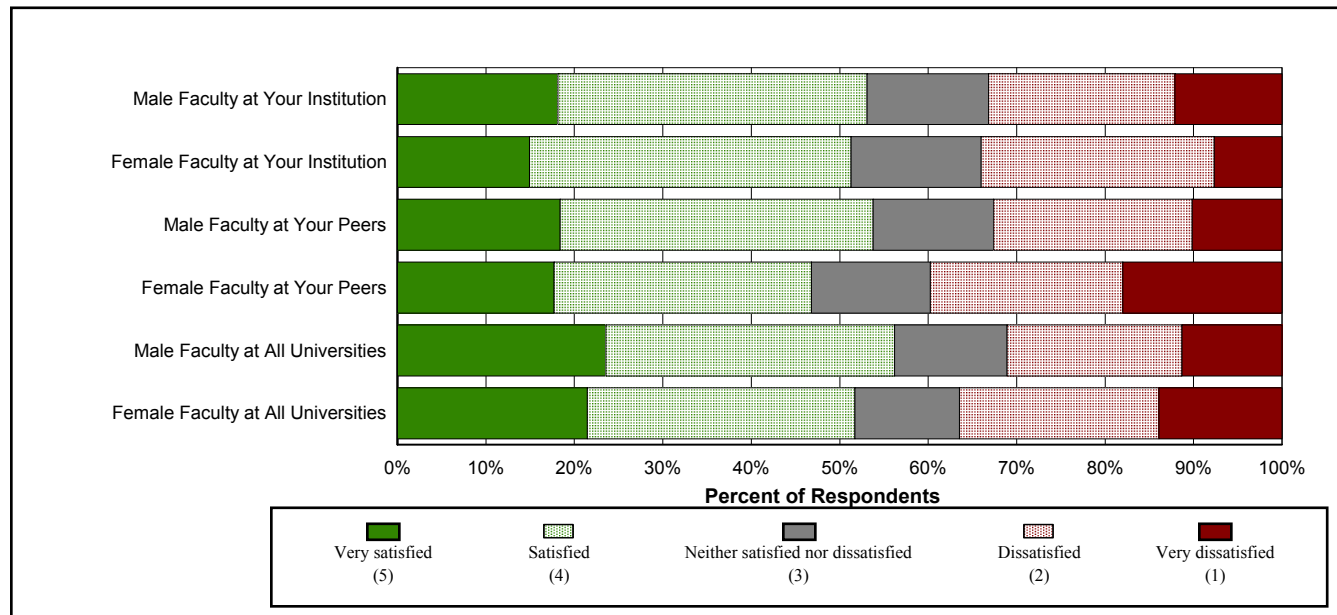
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th percentile on satisfaction with the quality of facilities.
- Among female junior faculty at all universities, your female junior faculty ranked in the 52nd percentile on satisfaction with the quality of facilities.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.259	1.3138	0.1288	3.004 to 3.515	3.245	1.2187	0.1690	2.906 to 3.584
Faculty at Peer 1	3.369	1.2461	0.1321	3.107 to 3.631	2.836	1.3036	0.1593	2.518 to 3.154
... Peer 2	2.855	1.1562	0.1261	2.604 to 3.106	2.926	1.2667	0.1463	2.634 to 3.217
... Peer 3	3.462	1.2495	0.1118	3.241 to 3.684	3.509	1.4846	0.1592	3.192 to 3.825
... Peer 4	3.206	1.3716	0.1471	2.913 to 3.498	2.871	1.3995	0.1838	2.503 to 3.239
... Peer 5	3.578	1.2754	0.1473	3.285 to 3.872	3.196	1.3880	0.1696	2.857 to 3.534
Your Peers (n =5)	3.294	0.2511	0.1123	N/A	3.067	0.2543	0.1137	N/A
All Universities (n=64)	3.373	0.3774	0.0472	N/A	3.228	0.4903	0.0613	N/A



Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).

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

RACE RESULTS

At your institution:

- Within your institution, junior faculty of color were more satisfied than were white junior faculty with the quality of facilities.

Compared to your peers:

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

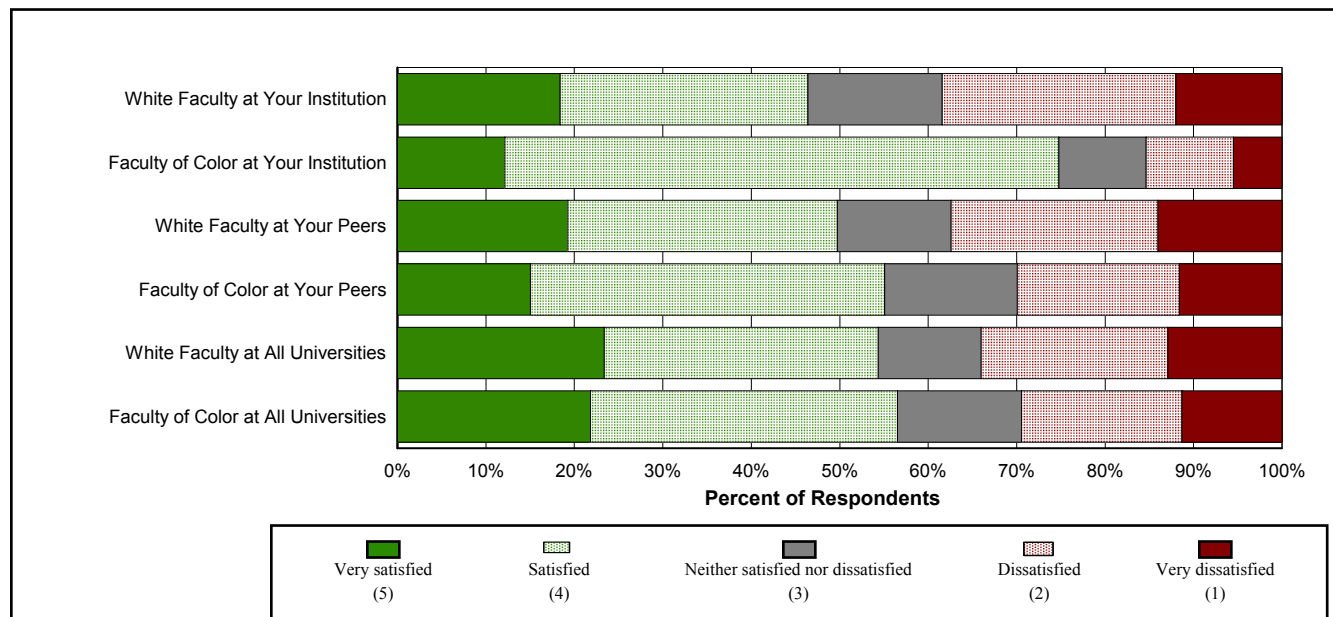
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 34th percentile on satisfaction with the quality of facilities.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 72nd percentile on satisfaction with the quality of facilities.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.144	1.3188	0.1180	2.910 to 3.377	3.660	1.0333	0.1856	3.281 to 4.039
Faculty at Peer 1	3.158	1.3458	0.1260	2.908 to 3.407	3.128	1.1537	0.1780	2.769 to 3.488
... Peer 2	2.869	1.2011	0.1096	2.652 to 3.086	2.926	1.2361	0.1979	2.525 to 3.327
... Peer 3	3.472	1.3805	0.1081	3.259 to 3.686	3.510	1.2471	0.1782	3.151 to 3.868
... Peer 4	3.033	1.3830	0.1356	2.764 to 3.302	3.199	1.4176	0.2214	2.752 to 3.647
... Peer 5	3.345	1.3835	0.1350	3.077 to 3.613	3.664	1.1867	0.1951	3.269 to 4.060
Your Peers (n=5)	3.175	0.2152	0.0962	N/A	3.286	0.2665	0.1192	N/A
All Universities (n=64)	3.308	0.4143	0.0518	N/A	3.376	0.4521	0.0565	N/A



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

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

OVERALL RESULTS

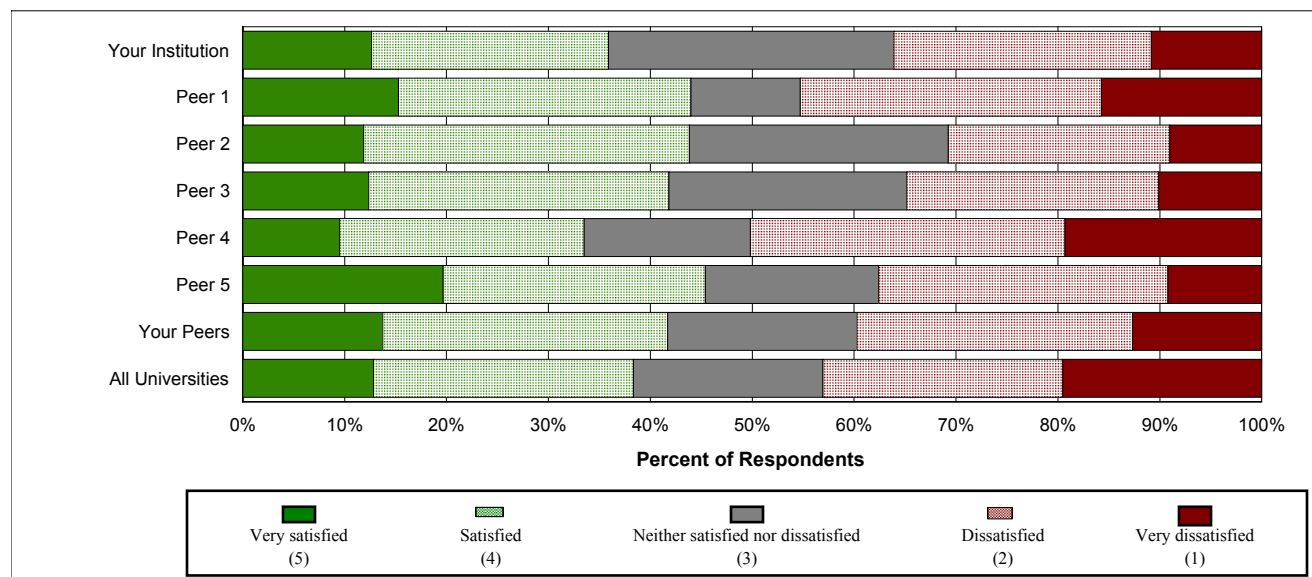
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 66th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.016	1.1909	0.1003	2.818 to 3.215
Faculty at Peer 1	2.983	1.3554	0.1114	2.762 to 3.203
... Peer 2	3.159	1.1844	0.0958	2.970 to 3.348
... Peer 3	3.093	1.1954	0.0843	2.926 to 3.259
... Peer 4	2.735	1.2824	0.1084	2.521 to 2.950
... Peer 5	3.183	1.2810	0.1119	2.961 to 3.404
Your Peers (n=5)	3.031	0.1630	0.0729	N/A
All Universities (n=64)	2.886	0.4001	0.0500	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

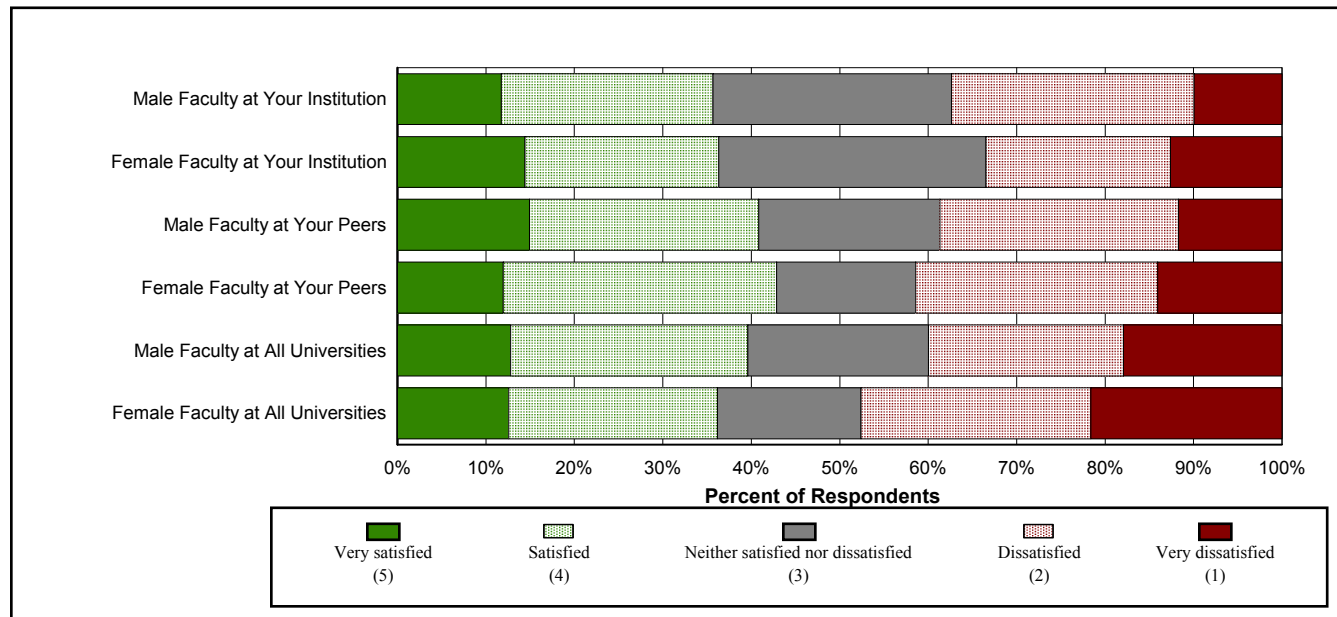
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 55th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.001	1.1669	0.1204	2.762 to 3.240	3.047	1.2370	0.1804	2.683 to 3.410
Faculty at Peer 1	2.981	1.3503	0.1465	2.690 to 3.272	2.985	1.3619	0.1716	2.642 to 3.328
... Peer 2	3.183	1.1057	0.1221	2.940 to 3.426	3.124	1.2689	0.1506	2.824 to 3.424
... Peer 3	3.073	1.2259	0.1119	2.851 to 3.294	3.123	1.1481	0.1276	2.869 to 3.376
... Peer 4	2.828	1.3073	0.1426	2.545 to 3.112	2.583	1.2227	0.1634	2.256 to 2.910
... Peer 5	3.205	1.2839	0.1546	2.896 to 3.513	3.152	1.2761	0.1621	2.828 to 3.476
Your Peers (n =5)	3.054	0.1386	0.0620	N/A	2.993	0.2133	0.0954	N/A
All Universities (n=64)	2.945	0.4338	0.0542	N/A	2.795	0.4172	0.0521	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

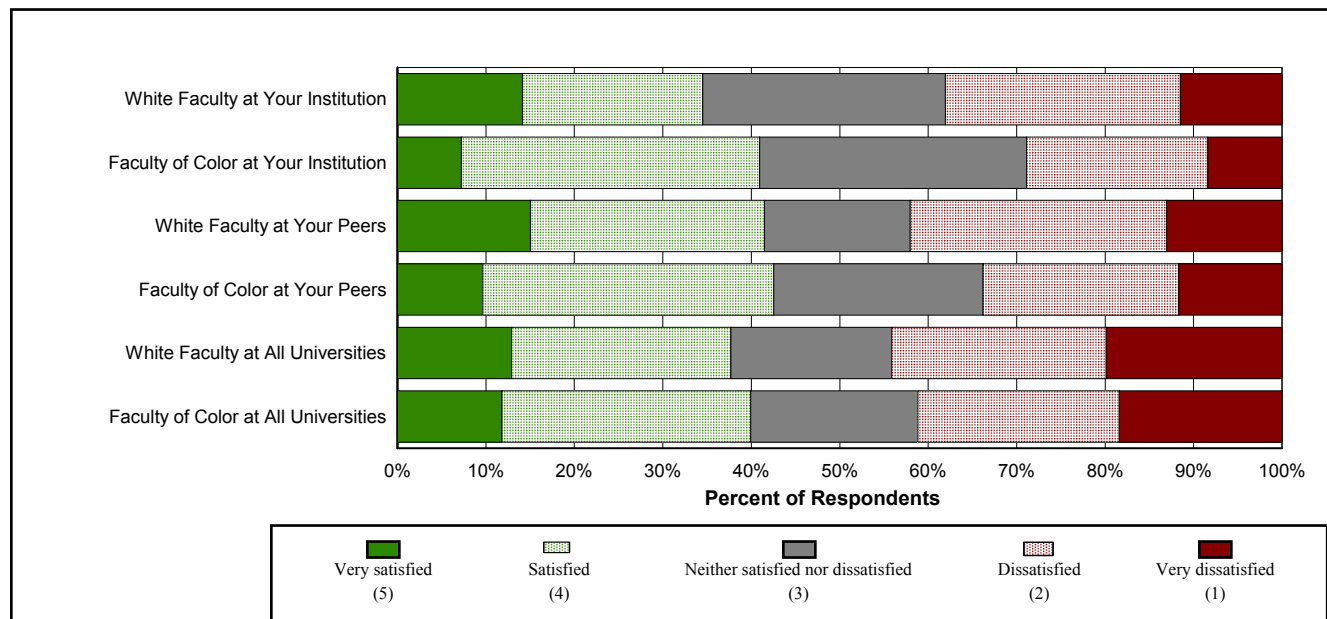
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 61st percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 67th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.991	1.2229	0.1150	2.763 to 3.219	3.109	1.0467	0.1978	2.703 to 3.514
Faculty at Peer 1	2.975	1.3571	0.1306	2.716 to 3.233	2.999	1.3507	0.2136	2.567 to 3.431
... Peer 2	3.089	1.2521	0.1168	2.858 to 3.320	3.346	0.9371	0.1520	3.038 to 3.654
... Peer 3	3.110	1.2317	0.0989	2.914 to 3.305	3.035	1.0623	0.1566	2.719 to 3.350
... Peer 4	2.704	1.2749	0.1281	2.450 to 2.958	2.815	1.2915	0.2017	2.407 to 3.222
... Peer 5	3.196	1.3108	0.1331	2.932 to 3.460	3.140	1.1914	0.2043	2.724 to 3.555
Your Peers (n=5)	3.015	0.1706	0.0763	N/A	3.067	0.1746	0.0781	N/A
All Universities (n=64)	2.866	0.4332	0.0542	N/A	2.922	0.4598	0.0575	N/A



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

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

OVERALL RESULTS

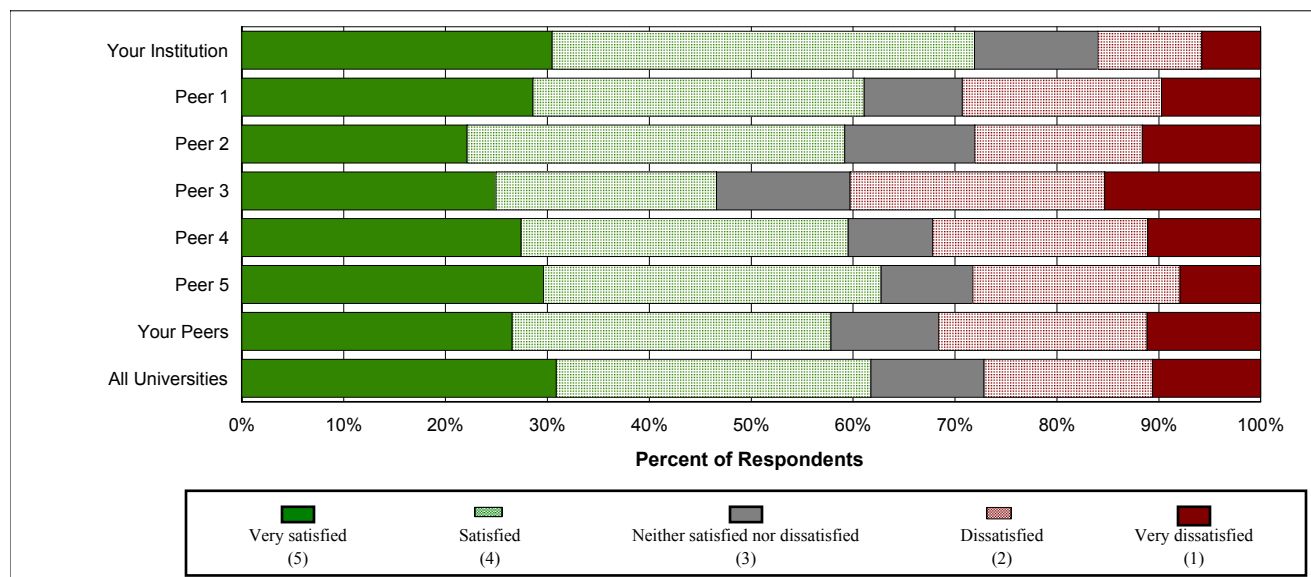
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 83rd percentile on satisfaction with the quality of clerical/administrative services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.806	1.1531	0.0929	3.622 to 3.989
Faculty at Peer 1	3.506	1.3553	0.1089	3.291 to 3.721
... Peer 2	3.416	1.2750	0.1014	3.216 to 3.617
... Peer 3	3.160	1.4338	0.0982	2.966 to 3.353
... Peer 4	3.437	1.3769	0.1151	3.209 to 3.664
... Peer 5	3.562	1.3131	0.1110	3.343 to 3.782
Your Peers (n=5)	3.416	0.1384	0.0619	N/A
All Universities (n=64)	3.548	0.2842	0.0355	N/A



Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service:

Clerical/administrative services.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

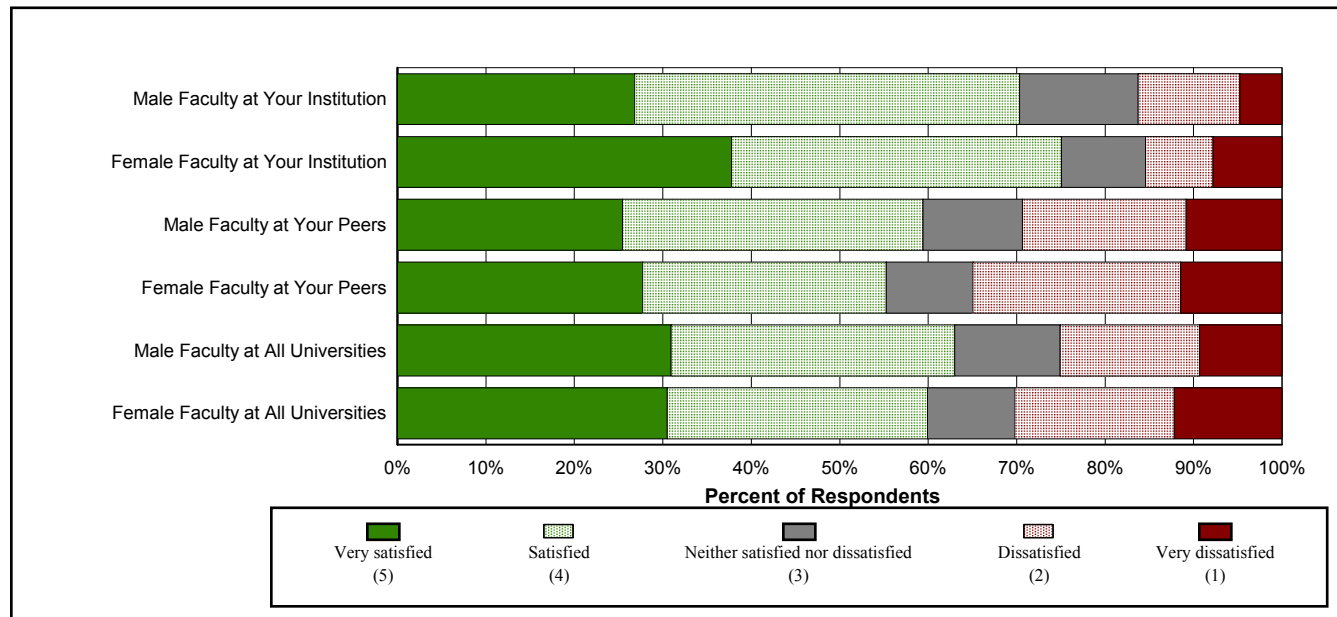
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 75th percentile on satisfaction with the quality of clerical/administrative services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 91st percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.761	1.1188	0.1102	3.542 to 3.979	3.896	1.2151	0.1701	3.554 to 4.238
Faculty at Peer 1	3.698	1.3205	0.1400	3.420 to 3.976	3.232	1.3542	0.1667	2.899 to 3.565
... Peer 2	3.397	1.2392	0.1352	3.128 to 3.666	3.444	1.3121	0.1525	3.140 to 3.748
... Peer 3	3.310	1.3221	0.1187	3.075 to 3.545	2.946	1.5492	0.1642	2.620 to 3.273
... Peer 4	3.514	1.4291	0.1532	3.209 to 3.818	3.306	1.2778	0.1707	2.963 to 3.648
... Peer 5	3.314	1.2845	0.1503	3.014 to 3.614	3.898	1.2829	0.1567	3.585 to 4.211
Your Peers (n =5)	3.446	0.1461	0.0653	N/A	3.365	0.3122	0.1396	N/A
All Universities (n=64)	3.595	0.3040	0.0380	N/A	3.480	0.3660	0.0457	N/A



Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service:

Clerical/administrative services.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

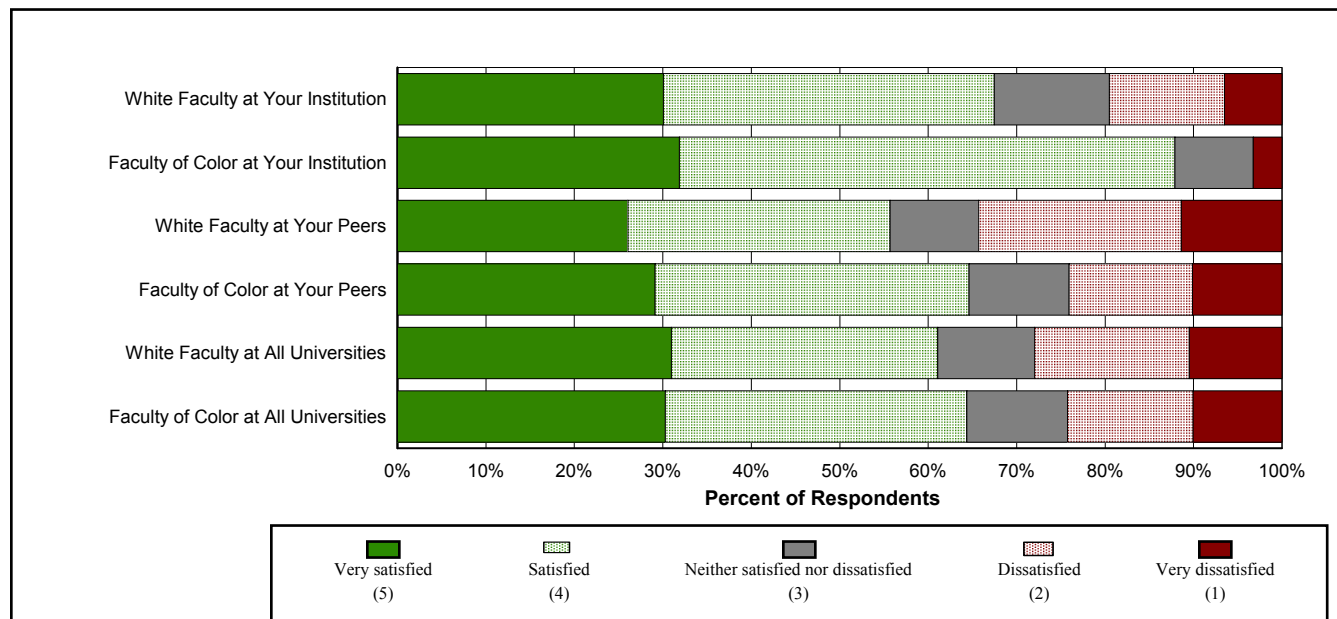
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on satisfaction with the quality of clerical/administrative services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 98th percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.715	1.2065	0.1088	3.500 to 3.930	4.133	0.8325	0.1495	3.827 to 4.438
Faculty at Peer 1	3.501	1.3844	0.1297	3.245 to 3.758	3.517	1.2706	0.1984	3.116 to 3.918
... Peer 2	3.394	1.2841	0.1177	3.161 to 3.627	3.477	1.2345	0.1977	3.077 to 3.878
... Peer 3	3.022	1.4076	0.1099	2.805 to 3.239	3.616	1.4259	0.2037	3.207 to 4.026
... Peer 4	3.417	1.4236	0.1410	3.138 to 3.697	3.486	1.2518	0.1955	3.091 to 3.882
... Peer 5	3.470	1.3228	0.1297	3.213 to 3.727	3.880	1.2423	0.2070	3.459 to 4.300
Your Peers (n=5)	3.361	0.1738	0.0777	N/A	3.595	0.1505	0.0673	N/A
All Universities (n=64)	3.536	0.3049	0.0381	N/A	3.603	0.3679	0.0460	N/A



Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.

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

OVERALL RESULTS

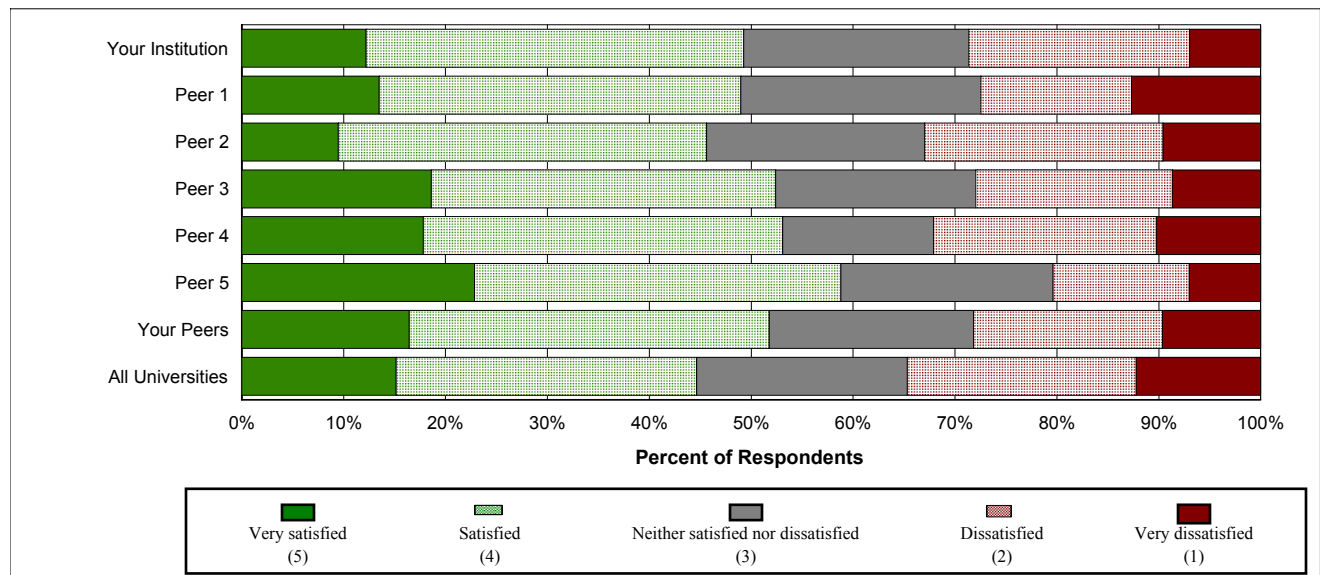
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on satisfaction with the quality of research services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.259	1.1364	0.0947	3.071 to 3.446
Faculty at Peer 1	3.223	1.2451	0.1027	3.020 to 3.426
... Peer 2	3.125	1.1662	0.0949	2.938 to 3.313
... Peer 3	3.344	1.2274	0.0849	3.176 to 3.511
... Peer 4	3.286	1.2733	0.1096	3.069 to 3.502
... Peer 5	3.543	1.1680	0.1002	3.345 to 3.741
Your Peers (n=5)	3.304	0.1396	0.0624	N/A
All Universities (n=64)	3.129	0.3558	0.0445	N/A



Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

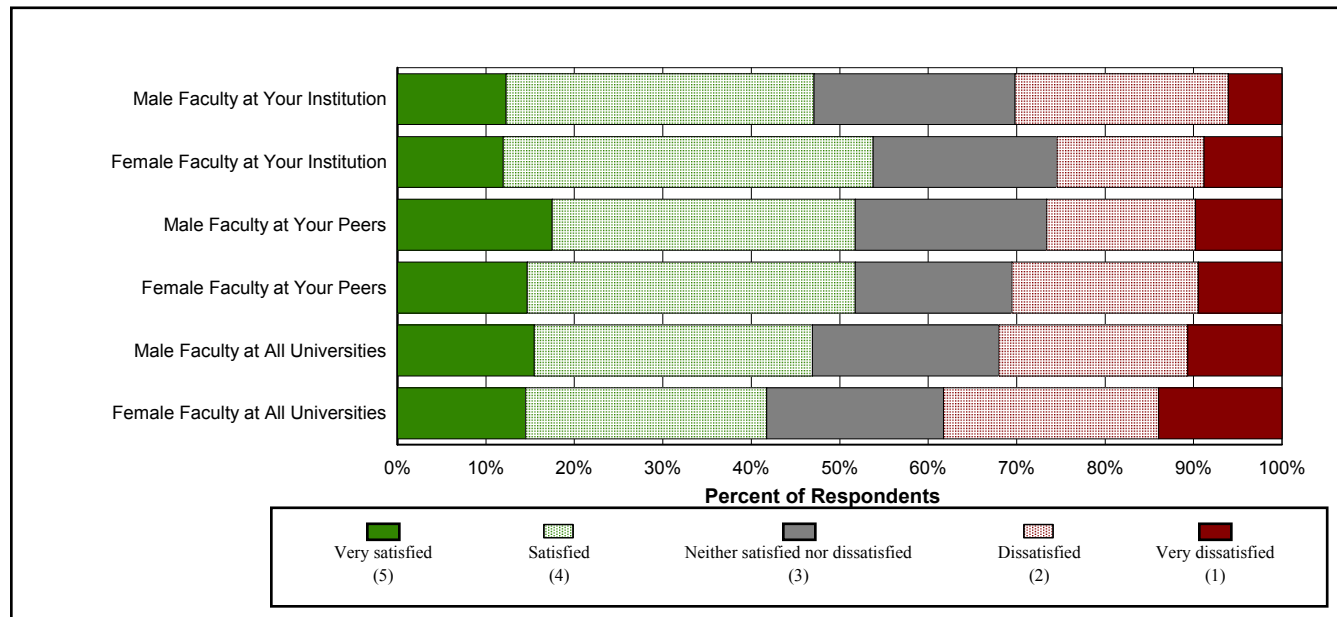
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 55th percentile on satisfaction with the quality of research services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on satisfaction with the quality of research services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.231	1.1286	0.1146	3.004 to 3.459	3.315	1.1505	0.1678	2.977 to 3.653
Faculty at Peer 1	3.451	1.2357	0.1332	3.186 to 3.716	2.882	1.1712	0.1500	2.582 to 3.182
... Peer 2	3.093	1.1518	0.1272	2.840 to 3.346	3.174	1.1829	0.1424	2.890 to 3.458
... Peer 3	3.330	1.1511	0.1038	3.125 to 3.536	3.363	1.3287	0.1433	3.078 to 3.648
... Peer 4	3.302	1.3073	0.1435	3.017 to 3.588	3.256	1.2143	0.1684	2.918 to 3.595
... Peer 5	3.468	1.2545	0.1489	3.171 to 3.765	3.645	1.0608	0.1316	3.382 to 3.907
Your Peers (n =5)	3.329	0.1346	0.0602	N/A	3.264	0.2484	0.1111	N/A
All Universities (n=64)	3.197	0.3729	0.0466	N/A	3.040	0.3912	0.0489	N/A



Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

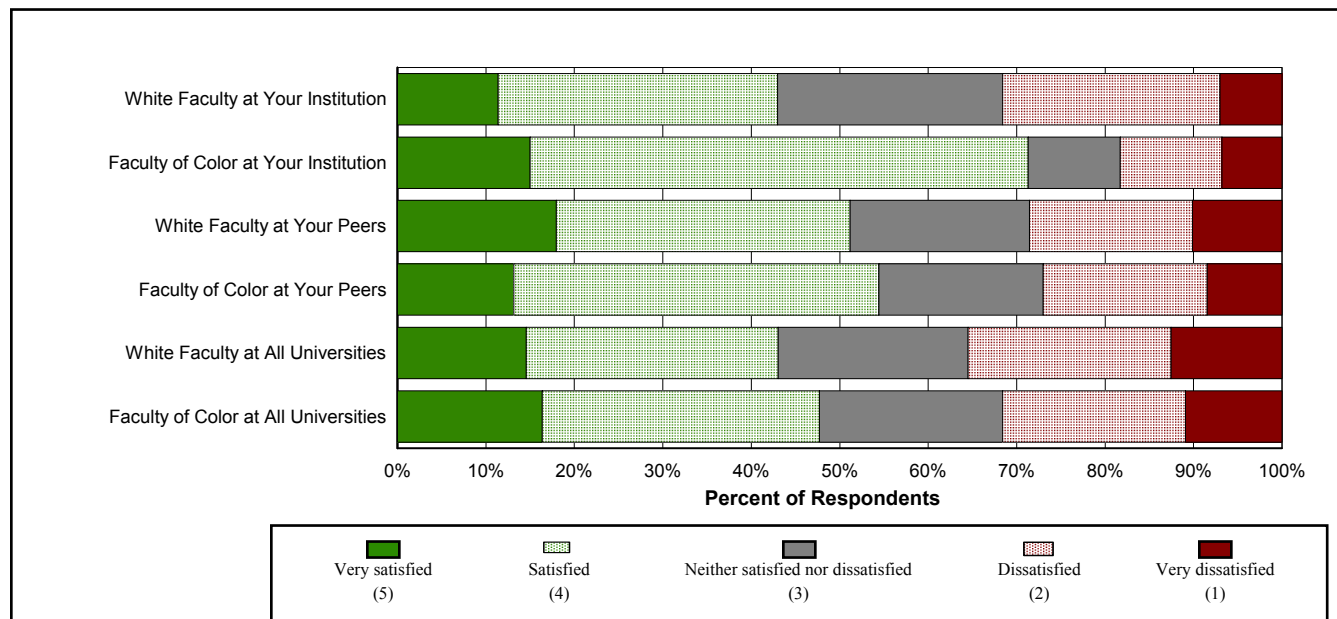
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on satisfaction with the quality of research services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on satisfaction with the quality of research services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.157	1.1284	0.1057	2.948 to 3.367	3.612	1.0750	0.1963	3.210 to 4.013
Faculty at Peer 1	3.326	1.2956	0.1247	3.079 to 3.574	3.003	1.0327	0.1654	2.668 to 3.337
... Peer 2	3.170	1.1919	0.1126	2.946 to 3.393	3.012	1.0848	0.1737	2.661 to 3.364
... Peer 3	3.318	1.2113	0.0958	3.129 to 3.507	3.428	1.2764	0.1823	3.061 to 3.794
... Peer 4	3.213	1.2954	0.1336	2.948 to 3.479	3.459	1.2092	0.1888	3.077 to 3.841
... Peer 5	3.496	1.1908	0.1185	3.261 to 3.731	3.703	1.0895	0.1842	3.329 to 4.078
Your Peers (n=5)	3.305	0.1130	0.0506	N/A	3.321	0.2733	0.1222	N/A
All Universities (n=64)	3.096	0.3698	0.0462	N/A	3.216	0.4360	0.0545	N/A



Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.

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

OVERALL RESULTS

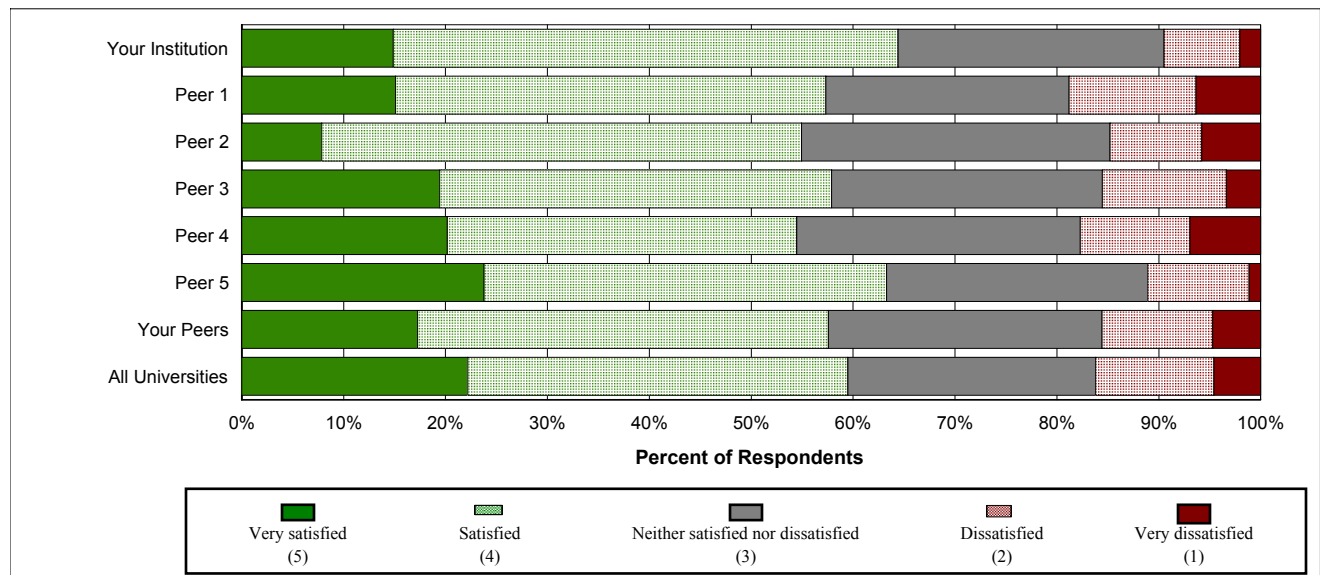
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 63rd percentile on satisfaction with the quality of teaching services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.678	0.8955	0.0765	3.526 to 3.829
Faculty at Peer 1	3.473	1.1112	0.0953	3.284 to 3.661
... Peer 2	3.422	0.9777	0.0804	3.263 to 3.581
... Peer 3	3.584	1.0400	0.0730	3.440 to 3.728
... Peer 4	3.500	1.1243	0.0957	3.311 to 3.689
... Peer 5	3.749	0.9830	0.0862	3.578 to 3.919
Your Peers (n=5)	3.546	0.1143	0.0511	N/A
All Universities (n=64)	3.609	0.2412	0.0302	N/A



Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

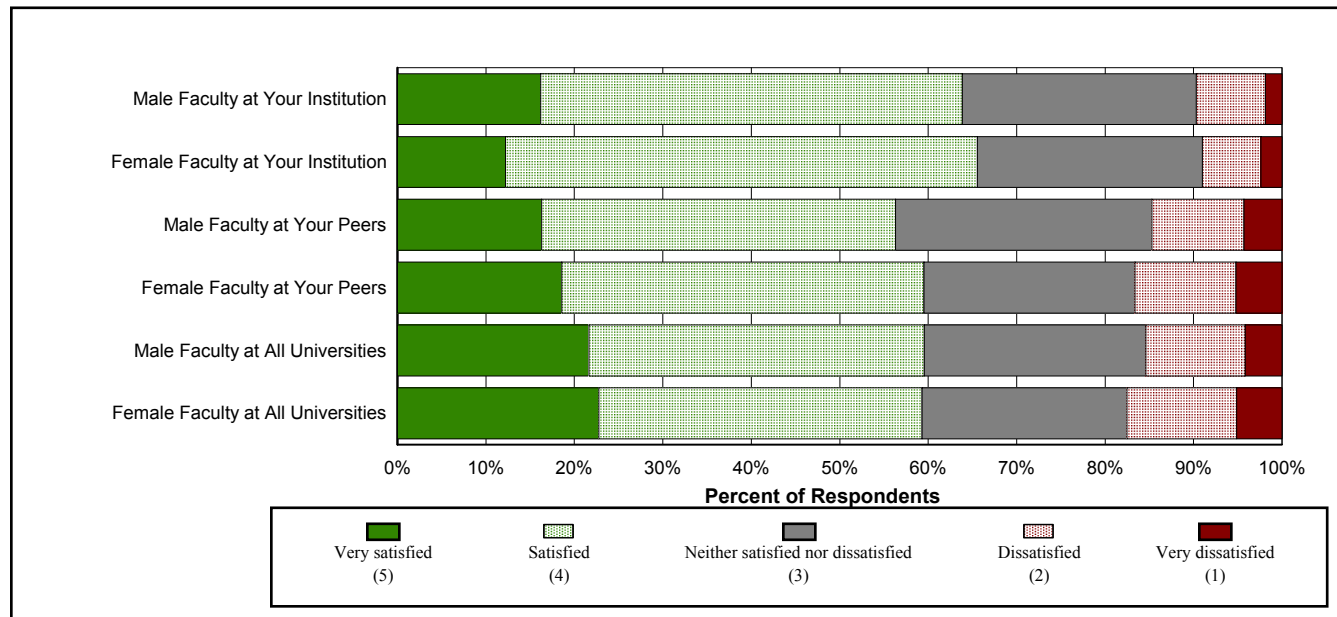
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 67th percentile on satisfaction with the quality of teaching services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 63rd percentile on satisfaction with the quality of teaching services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.684	0.9124	0.0956	3.494 to 3.874	3.664	0.8611	0.1270	3.408 to 3.920
Faculty at Peer 1	3.530	1.0753	0.1242	3.282 to 3.777	3.398	1.1517	0.1475	3.103 to 3.693
... Peer 2	3.449	0.9333	0.1043	3.241 to 3.657	3.382	1.0256	0.1244	3.133 to 3.630
... Peer 3	3.610	1.0076	0.0935	3.424 to 3.795	3.550	1.0807	0.1159	3.320 to 3.780
... Peer 4	3.468	1.1644	0.1263	3.216 to 3.719	3.556	1.0563	0.1451	3.265 to 3.847
... Peer 5	3.621	0.9646	0.1161	3.389 to 3.853	3.929	0.9800	0.1255	3.678 to 4.180
Your Peers (n =5)	3.535	0.0706	0.0316	N/A	3.563	0.1971	0.0881	N/A
All Universities (n=64)	3.616	0.2424	0.0303	N/A	3.594	0.3066	0.0383	N/A



Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

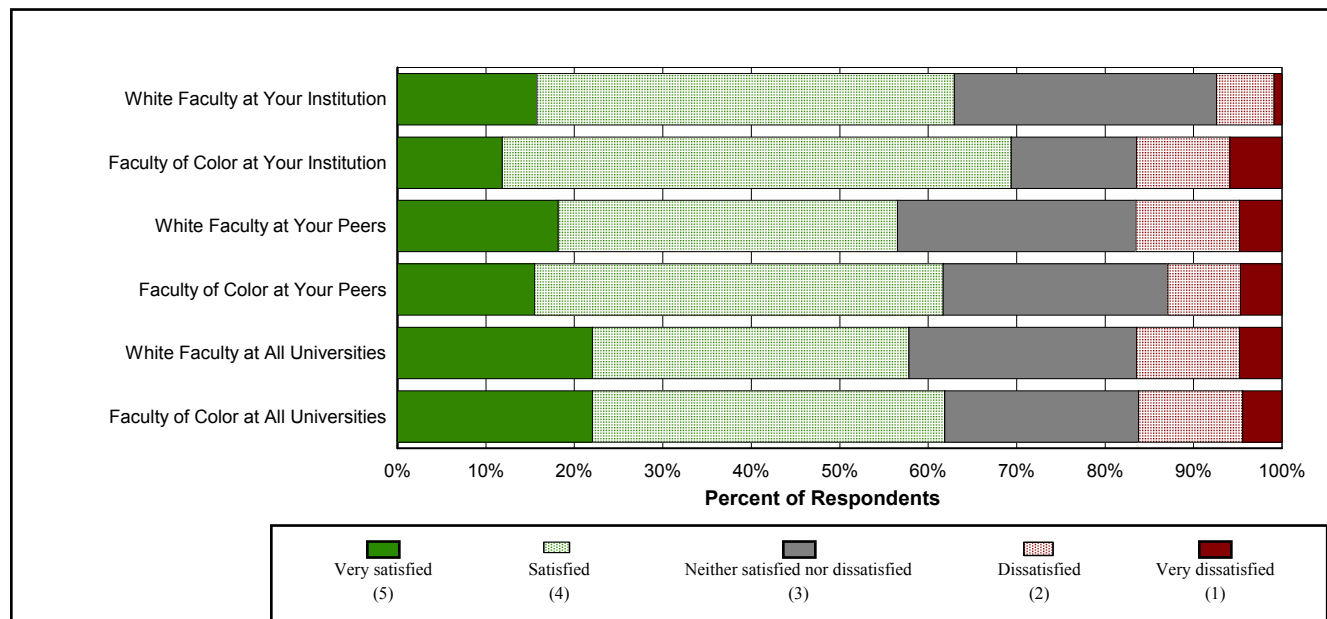
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 75th percentile on satisfaction with the quality of teaching services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 44th percentile on satisfaction with the quality of teaching services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.704	0.8417	0.0810	3.543 to 3.864	3.589	1.0673	0.1982	3.183 to 3.995
Faculty at Peer 1	3.534	1.1810	0.1205	3.295 to 3.774	3.361	0.9097	0.1438	3.070 to 3.652
... Peer 2	3.402	0.9685	0.0928	3.218 to 3.586	3.472	1.0030	0.1606	3.147 to 3.797
... Peer 3	3.576	1.0750	0.0855	3.407 to 3.745	3.614	0.9065	0.1351	3.342 to 3.886
... Peer 4	3.477	1.0807	0.1092	3.260 to 3.694	3.557	1.2183	0.1926	3.168 to 3.947
... Peer 5	3.681	0.9908	0.1011	3.481 to 3.882	3.976	0.9375	0.1608	3.649 to 4.303
Your Peers (n=5)	3.534	0.0940	0.0420	N/A	3.596	0.2080	0.0930	N/A
All Universities (n=64)	3.586	0.2563	0.0320	N/A	3.632	0.3319	0.0415	N/A



Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service:

Computing services.

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

OVERALL RESULTS

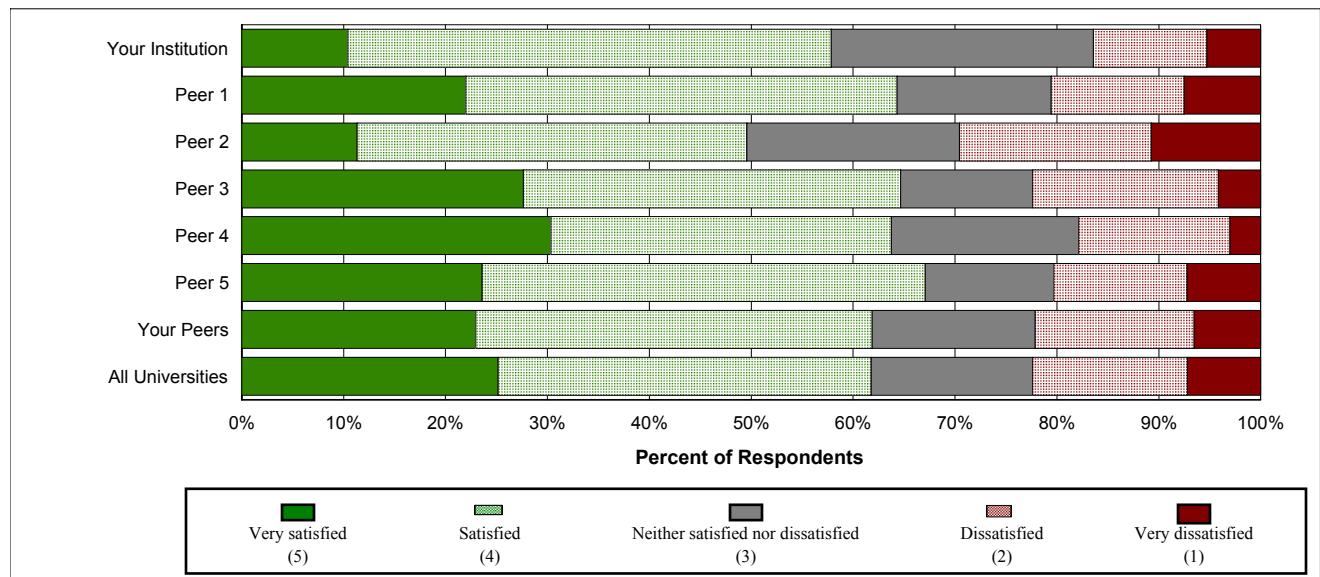
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 31st percentile on satisfaction with the quality of computing services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.466	1.0018	0.0815	3.305 to 3.627
Faculty at Peer 1	3.583	1.1995	0.0973	3.390 to 3.775
... Peer 2	3.206	1.2040	0.0958	3.017 to 3.395
... Peer 3	3.658	1.1834	0.0811	3.498 to 3.818
... Peer 4	3.732	1.1392	0.0949	3.544 to 3.919
... Peer 5	3.632	1.1848	0.1005	3.433 to 3.830
Your Peers (n=5)	3.562	0.1844	0.0825	N/A
All Universities (n=64)	3.574	0.2690	0.0336	N/A



Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service:

Computing services.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

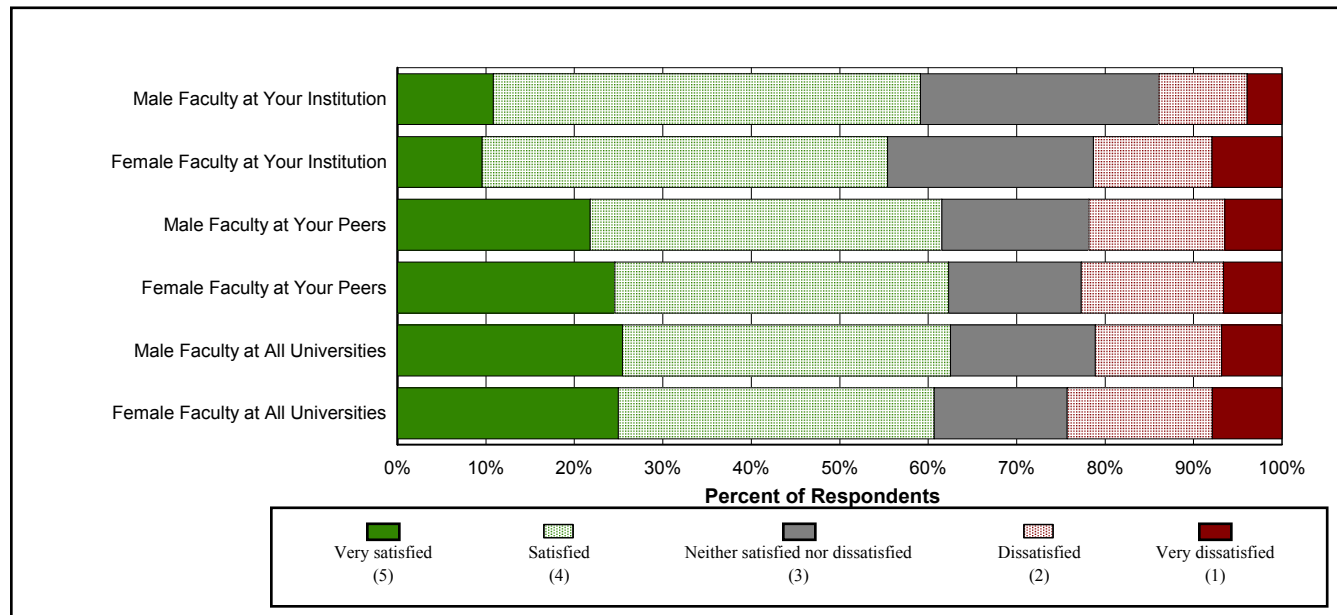
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th percentile on satisfaction with the quality of computing services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 23rd percentile on satisfaction with the quality of computing services.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.521	0.9537	0.0954	3.332 to 3.710	3.358	1.0815	0.1514	3.054 to 3.662
Faculty at Peer 1	3.554	1.2212	0.1325	3.290 to 3.817	3.621	1.1712	0.1431	3.335 to 3.907
... Peer 2	3.313	1.1627	0.1269	3.061 to 3.565	3.052	1.2302	0.1430	2.767 to 3.337
... Peer 3	3.645	1.1816	0.1057	3.436 to 3.854	3.676	1.1860	0.1264	3.425 to 3.928
... Peer 4	3.739	1.1061	0.1186	3.503 to 3.975	3.720	1.1870	0.1572	3.405 to 4.034
... Peer 5	3.499	1.2018	0.1416	3.216 to 3.781	3.809	1.1451	0.1399	3.529 to 4.088
Your Peers (n =5)	3.550	0.1440	0.0644	N/A	3.576	0.2689	0.1202	N/A
All Universities (n=64)	3.600	0.2643	0.0330	N/A	3.535	0.3390	0.0424	N/A



Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service:

Computing services.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

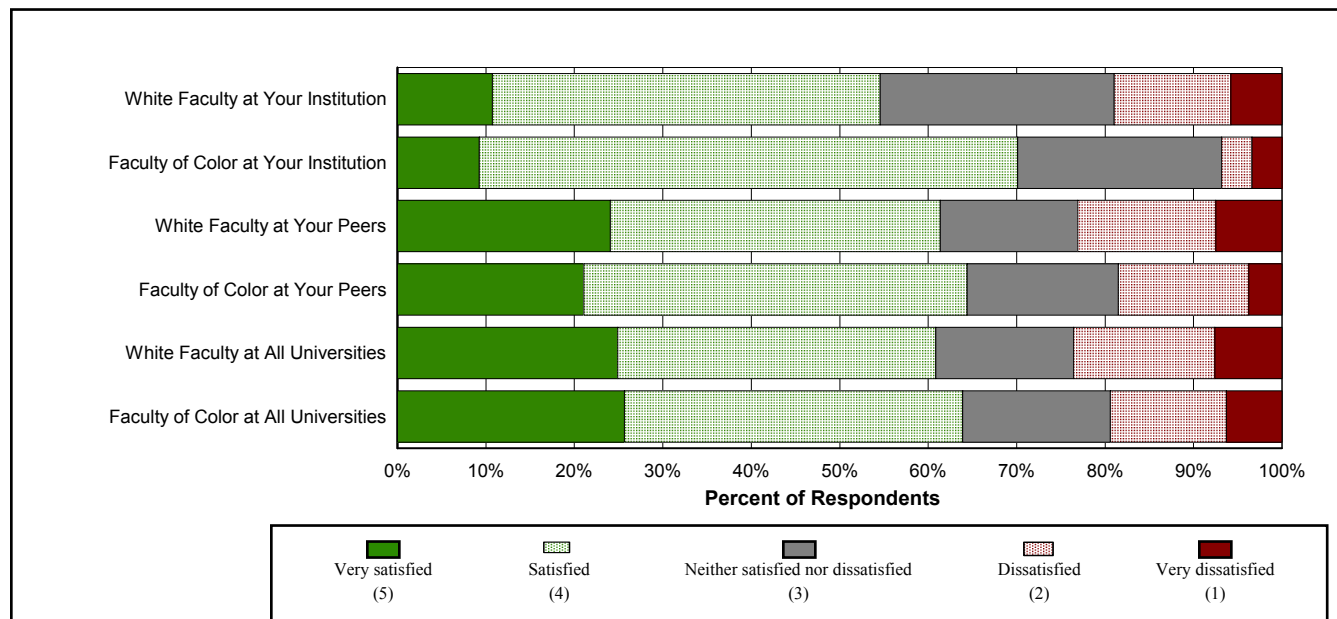
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 28th percentile on satisfaction with the quality of computing services.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 56th percentile on satisfaction with the quality of computing services.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.405	1.0332	0.0939	3.219 to 3.591	3.691	0.8226	0.1502	3.384 to 3.998
Faculty at Peer 1	3.744	1.1933	0.1128	3.521 to 3.968	3.231	1.1155	0.1764	2.875 to 3.588
... Peer 2	3.129	1.2311	0.1129	2.905 to 3.352	3.415	1.1082	0.1775	3.056 to 3.775
... Peer 3	3.651	1.2009	0.0941	3.465 to 3.837	3.680	1.1245	0.1590	3.360 to 3.999
... Peer 4	3.699	1.1561	0.1139	3.473 to 3.925	3.818	1.0935	0.1708	3.473 to 4.164
... Peer 5	3.519	1.2213	0.1203	3.280 to 3.758	4.015	0.9856	0.1643	3.682 to 4.349
Your Peers (n=5)	3.548	0.2230	0.0997	N/A	3.632	0.2797	0.1251	N/A
All Universities (n=64)	3.545	0.2746	0.0343	N/A	3.638	0.4060	0.0507	N/A



COACHE

Theme III Policies & Practices

III. POLICIES AND PRACTICES

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

Question 34B. Please rate how effective or ineffective each policy has been at your institution.

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

For detailed distributions of responses, please see Appendix A.

	ALL FACULTY				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	106	67% (1)	1%	32%	62%
Paid or unpaid research leave during the pre-tenure period	119	50% (2)	18%	32%	35%
Spousal/partner hiring program	99	38% (3)	18%	44%	13%
Professional assistance in obtaining externally funded grants	139	34% (4)	33%	33%	3%
Stop-the-clock for parental or other family reasons	66	33% (5)	26%	41%	26%
Formal mentoring program for junior faculty	144	33% (5)	19%	48%	23%
Peer reviews of teaching or research/creative work	137	31% (7)	32%	37%	14%
Financial assistance with housing	101	30% (8)	0%	70%	77%
An upper limit on committee assignments for tenure-track faculty	134	28% (9)	52%	21%	13%
An upper limit on teaching obligations	138	27% (10)	51%	21%	6%
Travel funds to present papers or conduct research	152	24% (11)	50%	26%	7%
Paid or unpaid personal leave during the pre-tenure period	94	24% (11)	23%	53%	23%
Informal mentoring	147	21% (13)	47%	32%	5%
Written summary of periodic performance reviews for junior faculty	147	12% (14)	60%	28%	0%
Periodic, formal performance reviews for junior faculty	150	12% (14)	62%	26%	0%
Professional assistance for improving teaching	138	3% (16)	58%	39%	3%

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

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

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

III. POLICIES AND PRACTICES, by GENDER

	MALES				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	66	57% (1)	2%	41%	53%
Paid or unpaid research leave during the pre-tenure period	77	47% (2)	21%	33%	27%
Stop-the-clock for parental or other family reasons	41	38% (3)	13%	50%	29%
Spousal/partner hiring program	65	35% (4)	16%	49%	11%
Professional assistance in obtaining externally funded grants	92	31% (5)	35%	34%	5%
Travel funds to present papers or conduct research	100	29% (6)	46%	25%	9%
Financial assistance with housing	63	29% (6)	0%	71%	69%
Peer reviews of teaching or research/creative work	94	28% (8)	30%	42%	14%
Formal mentoring program for junior faculty	96	26% (9)	19%	55%	20%
Informal mentoring	97	24% (10)	41%	35%	6%
An upper limit on teaching obligations	92	23% (11)	58%	19%	4%
An upper limit on committee assignments for tenure-track faculty	86	20% (12)	56%	24%	9%
Paid or unpaid personal leave during the pre-tenure period	61	20% (12)	24%	56%	17%
Periodic, formal performance reviews for junior faculty	103	14% (14)	56%	30%	0%
Written summary of periodic performance reviews for junior faculty	101	12% (15)	56%	32%	0%
Professional assistance for improving teaching	90	2% (16)	56%	42%	3%

	FEMALES				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	40	82% (1)	0%	18%	75%
Paid or unpaid research leave during the pre-tenure period	42	55% (2)	14%	31%	49%
Formal mentoring program for junior faculty	48	46% (3)	20%	34%	30%
Spousal/partner hiring program	34	45% (4)	23%	33%	16%
An upper limit on committee assignments for tenure-track faculty	48	42% (5)	44%	14%	19%
Professional assistance in obtaining externally funded grants	47	41% (6)	28%	31%	0%
Peer reviews of teaching or research/creative work	43	38% (7)	36%	27%	14%
An upper limit on teaching obligations	46	36% (8)	38%	25%	10%
Financial assistance with housing	38	33% (9)	0%	67%	90%
Paid or unpaid personal leave during the pre-tenure period	33	31% (10)	21%	47%	34%
Stop-the-clock for parental or other family reasons	25	26% (11)	48%	26%	21%
Travel funds to present papers or conduct research	52	15% (12)	58%	28%	2%
Informal mentoring	50	15% (12)	58%	27%	2%
Written summary of periodic performance reviews for junior faculty	46	13% (14)	70%	17%	0%
Periodic, formal performance reviews for junior faculty	47	8% (15)	75%	17%	0%
Professional assistance for improving teaching	48	4% (16)	62%	34%	2%

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

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

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

III. POLICIES AND PRACTICES, by RACE/ETHNICITY

	WHITE FACULTY				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	86	66% (1)	0%	34%	64%
Paid or unpaid research leave during the pre-tenure period	94	51% (2)	16%	33%	36%
Spousal/partner hiring program	74	38% (3)	16%	46%	12%
Professional assistance in obtaining externally funded grants	111	36% (4)	34%	30%	3%
Peer reviews of teaching or research/creative work	110	33% (5)	29%	38%	16%
Formal mentoring program for junior faculty	117	32% (6)	19%	49%	25%
Stop-the-clock for parental or other family reasons	45	31% (7)	24%	45%	22%
An upper limit on committee assignments for tenure-track faculty	105	30% (8)	47%	23%	14%
An upper limit on teaching obligations	110	30% (8)	47%	23%	6%
Travel funds to present papers or conduct research	122	25% (10)	50%	25%	7%
Financial assistance with housing	79	25% (10)	0%	75%	82%
Paid or unpaid personal leave during the pre-tenure period	77	25% (10)	23%	52%	23%
Informal mentoring	119	19% (13)	45%	35%	5%
Periodic, formal performance reviews for junior faculty	121	14% (14)	59%	27%	0%
Written summary of periodic performance reviews for junior faculty	118	14% (14)	57%	30%	0%
Professional assistance for improving teaching	108	1% (16)	56%	44%	2%

	FACULTY OF COLOR				
	A	B	C	D	E
Policy/Practice	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Childcare	20	68% (1)	5%	27%	52%
Financial assistance with housing	22	47% (2)	0%	53%	60%
Paid or unpaid research leave during the pre-tenure period	25	44% (3)	26%	29%	32%
Spousal/partner hiring program	25	40% (4)	23%	37%	14%
Stop-the-clock for parental or other family reasons	21	37% (5)	30%	33%	33%
Formal mentoring program for junior faculty	27	34% (6)	21%	45%	18%
Professional assistance in obtaining externally funded grants	28	28% (7)	29%	43%	5%
Peer reviews of teaching or research/creative work	27	26% (8)	41%	33%	4%
Informal mentoring	28	26% (8)	54%	21%	4%
Paid or unpaid personal leave during the pre-tenure period	17	21% (10)	21%	58%	21%
An upper limit on committee assignments for tenure-track faculty	29	20% (11)	67%	13%	8%
Travel funds to present papers or conduct research	30	20% (11)	49%	31%	3%
An upper limit on teaching obligations	28	17% (13)	66%	17%	5%
Professional assistance for improving teaching	30	9% (14)	66%	25%	7%
Written summary of periodic performance reviews for junior faculty	29	6% (15)	74%	20%	0%
Periodic, formal performance reviews for junior faculty	29	4% (16)	75%	21%	0%

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

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

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

Question 35a. My institution does what it can to make having children and the tenure-track compatible.

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

OVERALL RESULTS

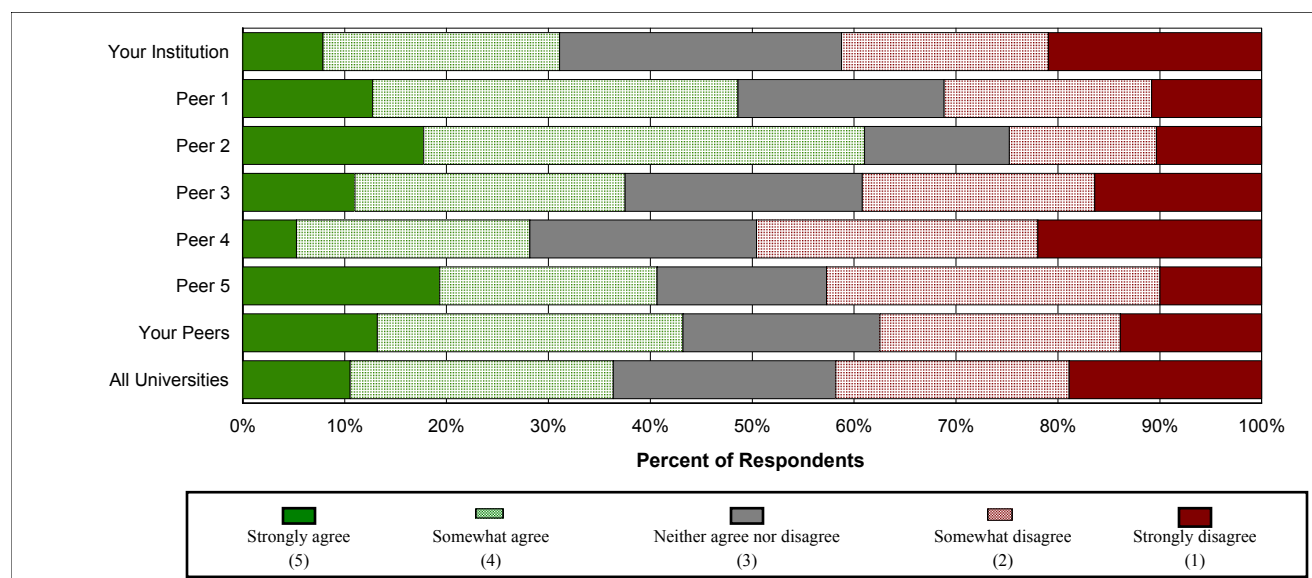
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 42nd percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.768	1.2332	0.1239	2.522 to 3.014
Faculty at Peer 1	3.194	1.2189	0.1178	2.960 to 3.428
... Peer 2	3.437	1.2027	0.1112	3.217 to 3.657
... Peer 3	2.930	1.2677	0.1025	2.727 to 3.132
... Peer 4	2.619	1.2377	0.1283	2.364 to 2.874
... Peer 5	3.073	1.3006	0.1349	2.805 to 3.341
Your Peers (n=5)	3.050	0.2724	0.1218	N/A
All Universities (n=64)	2.862	0.3888	0.0486	N/A



Question 35a. My institution does what it can to make having children and the tenure-track compatible.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

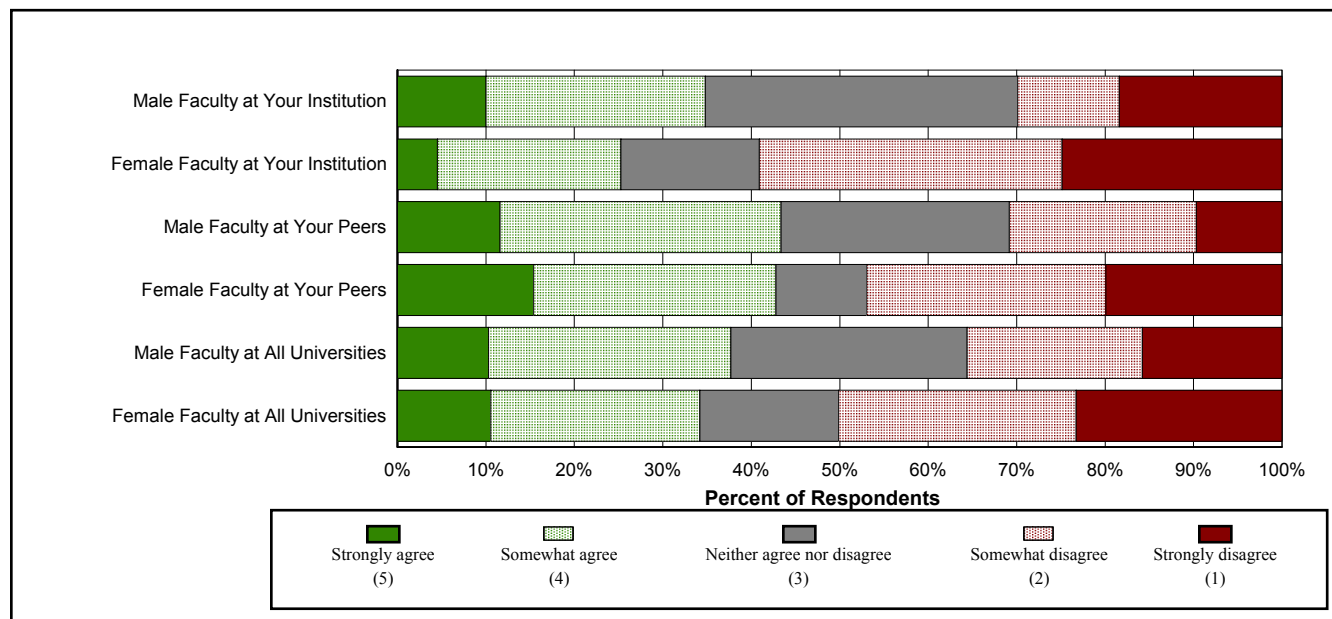
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 56th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 36th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.965	1.2142	0.1555	2.654 to 3.276	2.458	1.2085	0.1960	2.061 to 2.855
Faculty at Peer 1	3.194	1.1461	0.1531	2.887 to 3.501	3.194	1.2941	0.1812	2.830 to 3.558
... Peer 2	3.521	1.0877	0.1404	3.240 to 3.802	3.328	1.3122	0.1738	2.980 to 3.676
... Peer 3	3.057	1.1999	0.1294	2.800 to 3.315	2.762	1.3310	0.1626	2.438 to 3.087
... Peer 4	2.862	1.0964	0.1478	2.565 to 3.158	2.233	1.3150	0.2133	1.801 to 2.666
... Peer 5	3.088	1.2625	0.1768	2.733 to 3.443	3.050	1.3443	0.2074	2.631 to 3.469
Your Peers (n =5)	3.144	0.2169	0.0970	N/A	2.913	0.3884	0.1737	N/A
All Universities (n=64)	2.967	0.3906	0.0488	N/A	2.713	0.4593	0.0574	N/A



Question 35a. My institution does what it can to make having children and the tenure-track compatible.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

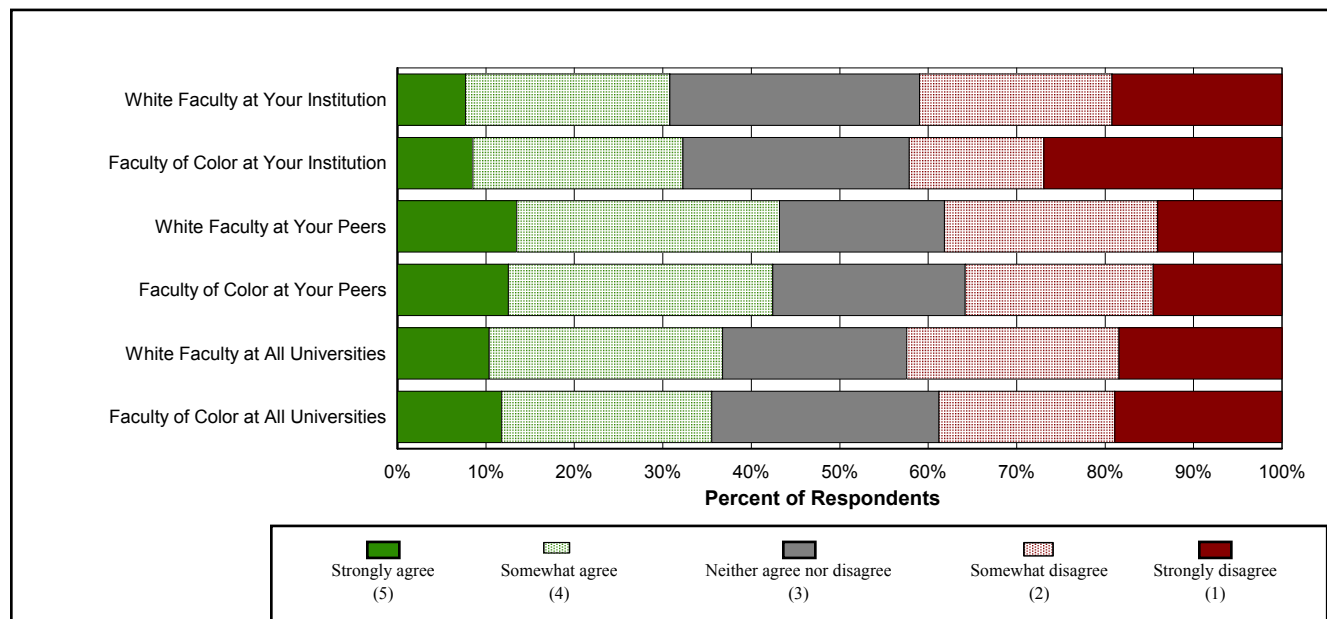
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 48th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 39th percentile on reporting that their institution does what it can to make having children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.783	1.2158	0.1377	2.509 to 3.057	2.717	1.2954	0.2827	2.127 to 3.307
Faculty at Peer 1	3.196	1.2341	0.1363	2.924 to 3.467	3.190	1.1634	0.2327	2.710 to 3.670
... Peer 2	3.528	1.2096	0.1282	3.273 to 3.783	3.174	1.1753	0.2221	2.719 to 3.630
... Peer 3	3.002	1.2531	0.1139	2.776 to 3.227	2.654	1.2713	0.2247	2.195 to 3.112
... Peer 4	2.498	1.2093	0.1548	2.188 to 2.807	2.869	1.2609	0.2229	2.414 to 3.323
... Peer 5	3.000	1.3001	0.1543	2.692 to 3.308	3.341	1.2629	0.2693	2.781 to 3.901
Your Peers (n=5)	3.045	0.3345	0.1496	N/A	3.046	0.2489	0.1113	N/A
All Universities (n=64)	2.863	0.3918	0.0490	N/A	2.896	0.4906	0.0623	N/A



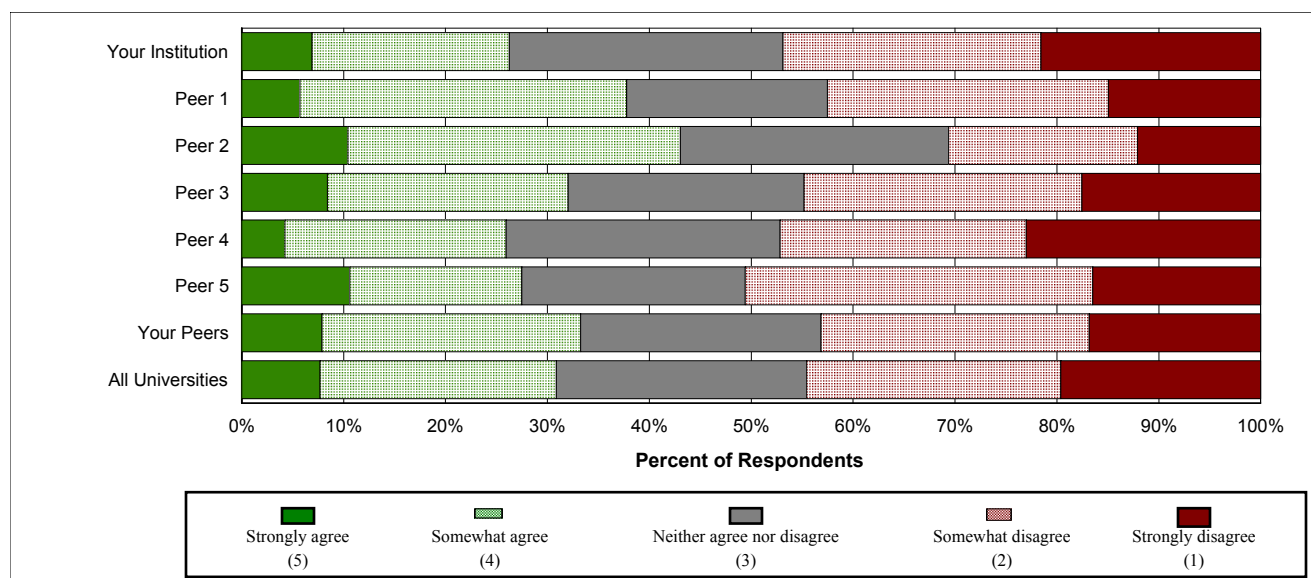
Question 35b. My institution does what it can to make raising children and the tenure-track compatible.*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)***OVERALL RESULTS****Compared to your peers:**

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 39th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.647	1.1991	0.1187	2.411 to 2.882
Faculty at Peer 1	2.860	1.1928	0.1148	2.633 to 3.088
... Peer 2	3.108	1.1713	0.1092	2.891 to 3.324
... Peer 3	2.781	1.2316	0.0992	2.585 to 2.977
... Peer 4	2.600	1.2109	0.1242	2.354 to 2.847
... Peer 5	2.710	1.2143	0.1233	2.465 to 2.955
Your Peers (n=5)	2.812	0.1708	0.0764	N/A
All Universities (n=64)	2.744	0.3220	0.0403	N/A



Question 35b. My institution does what it can to make raising children and the tenure-track compatible.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

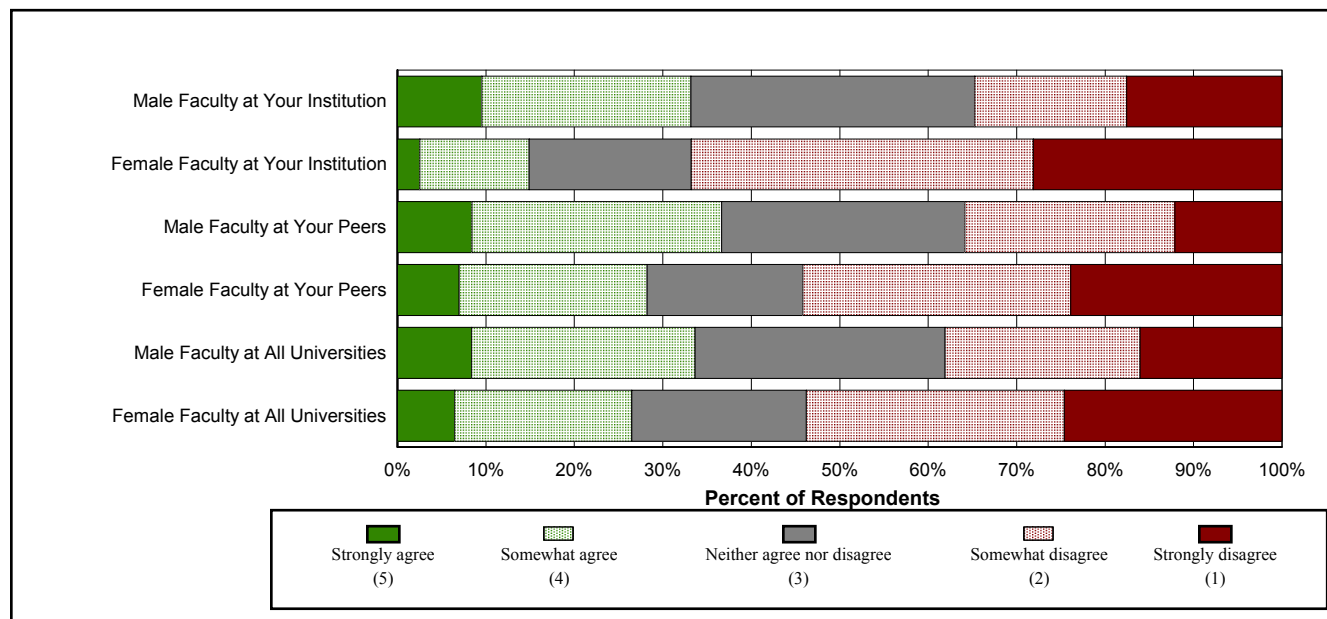
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 58th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 25th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.904	1.2083	0.1510	2.603 to 3.206	2.225	1.0683	0.1733	1.874 to 2.576
Faculty at Peer 1	2.952	1.1650	0.1543	2.643 to 3.261	2.754	1.2182	0.1706	2.411 to 3.097
... Peer 2	3.266	1.0543	0.1350	2.996 to 3.537	2.890	1.2766	0.1737	2.541 to 3.238
... Peer 3	2.975	1.1751	0.1246	2.728 to 3.223	2.507	1.2542	0.1556	2.197 to 2.818
... Peer 4	2.861	1.0998	0.1444	2.572 to 3.150	2.148	1.2165	0.2000	1.742 to 2.553
... Peer 5	2.800	1.2786	0.1709	2.458 to 3.143	2.558	1.1038	0.1724	2.209 to 2.906
Your Peers (n =5)	2.971	0.1607	0.0718	N/A	2.571	0.2523	0.1128	N/A
All Universities (n=64)	2.879	0.3494	0.0437	N/A	2.545	0.3889	0.0486	N/A



Question 35b. My institution does what it can to make raising children and the tenure-track compatible.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

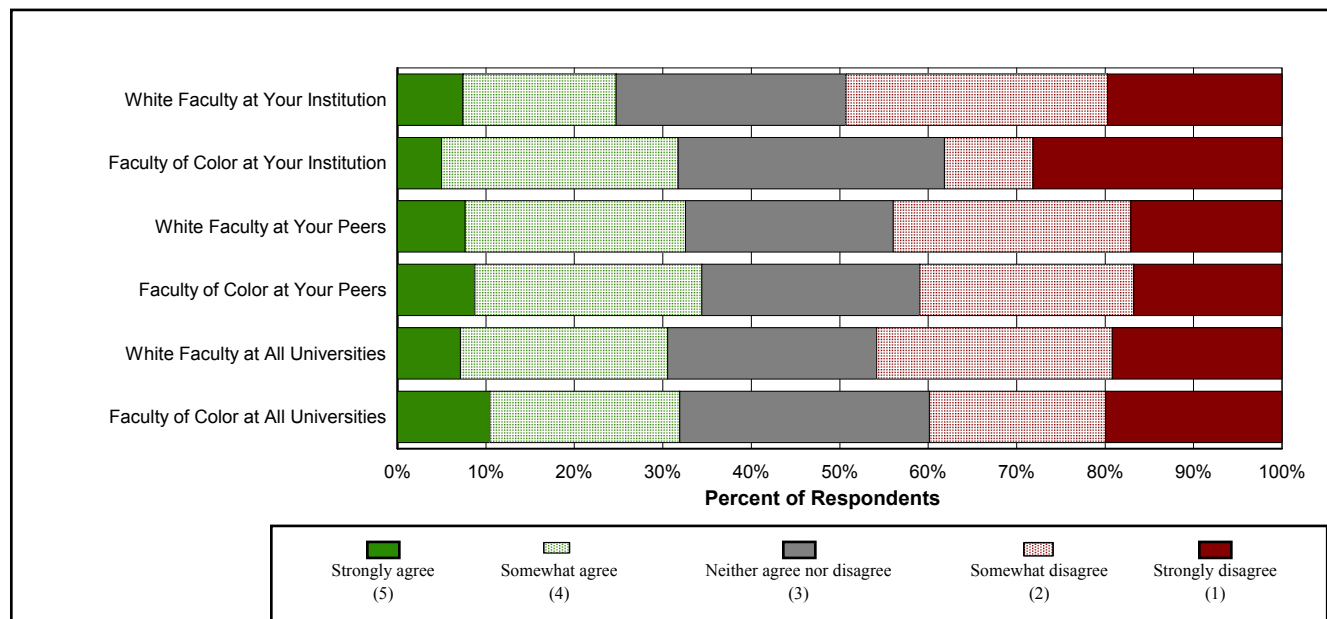
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 42nd percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 39th percentile on reporting that their institution does what it can to make raising children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.631	1.1910	0.1323	2.368 to 2.894	2.704	1.2196	0.2661	2.149 to 3.259
Faculty at Peer 1	2.821	1.2039	0.1321	2.558 to 3.084	2.963	1.1552	0.2310	2.487 to 3.440
... Peer 2	3.150	1.1948	0.1274	2.897 to 3.403	2.984	1.0899	0.2098	2.553 to 3.415
... Peer 3	2.825	1.2099	0.1091	2.609 to 3.040	2.603	1.2911	0.2319	2.130 to 3.077
... Peer 4	2.511	1.1666	0.1470	2.218 to 2.805	2.789	1.2805	0.2264	2.327 to 3.251
... Peer 5	2.650	1.1920	0.1386	2.374 to 2.927	2.932	1.2328	0.2571	2.399 to 3.465
Your Peers (n=5)	2.792	0.2140	0.0957	N/A	2.854	0.1428	0.0639	N/A
All Universities (n=64)	2.727	0.3277	0.0410	N/A	2.826	0.5073	0.0639	N/A



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

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

OVERALL RESULTS

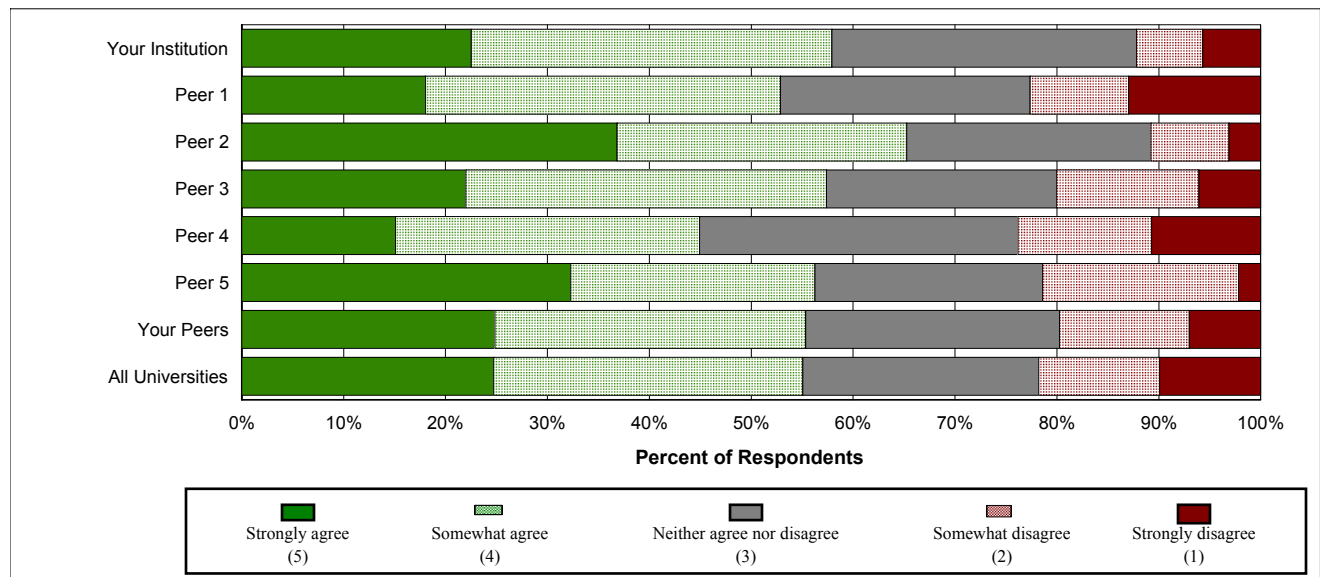
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.626	1.0768	0.1046	3.419 to 3.834
Faculty at Peer 1	3.353	1.2637	0.1277	3.100 to 3.607
... Peer 2	3.882	1.0968	0.1018	3.680 to 4.084
... Peer 3	3.533	1.1648	0.0924	3.350 to 3.715
... Peer 4	3.255	1.2179	0.1243	3.008 to 3.502
... Peer 5	3.650	1.1631	0.1193	3.413 to 3.887
Your Peers (n=5)	3.534	0.2214	0.0990	N/A
All Universities (n=64)	3.481	0.3012	0.0376	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

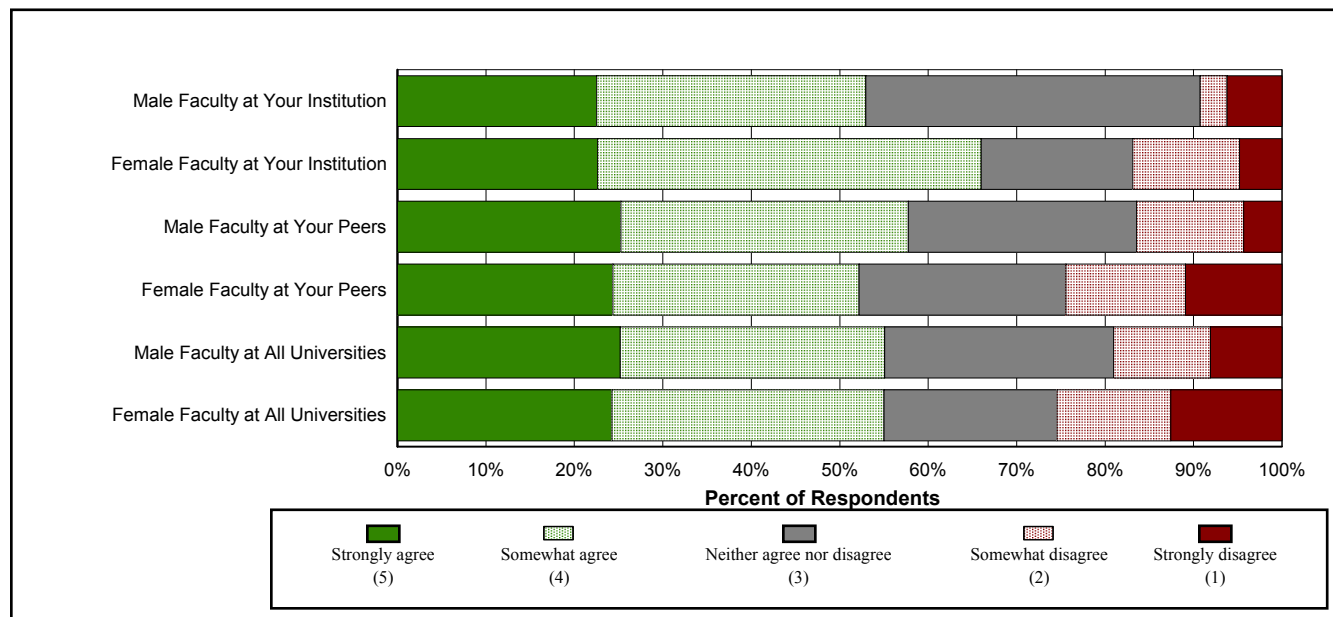
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 63rd percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 75th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.600	1.0571	0.1301	3.340 to 3.859	3.669	1.1079	0.1752	3.315 to 4.023
Faculty at Peer 1	3.442	1.2080	0.1614	3.119 to 3.766	3.230	1.3284	0.2050	2.816 to 3.644
... Peer 2	4.010	1.0382	0.1298	3.751 to 4.270	3.691	1.1455	0.1588	3.372 to 4.010
... Peer 3	3.767	0.9532	0.0999	3.568 to 3.965	3.211	1.3313	0.1614	2.889 to 3.533
... Peer 4	3.311	1.0677	0.1414	3.028 to 3.594	3.164	1.3865	0.2220	2.715 to 3.614
... Peer 5	3.581	1.1772	0.1602	3.260 to 3.903	3.762	1.1372	0.1776	3.403 to 4.121
Your Peers (n =5)	3.622	0.2459	0.1100	N/A	3.412	0.2591	0.1159	N/A
All Universities (n=64)	3.531	0.3833	0.0479	N/A	3.412	0.3974	0.0497	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

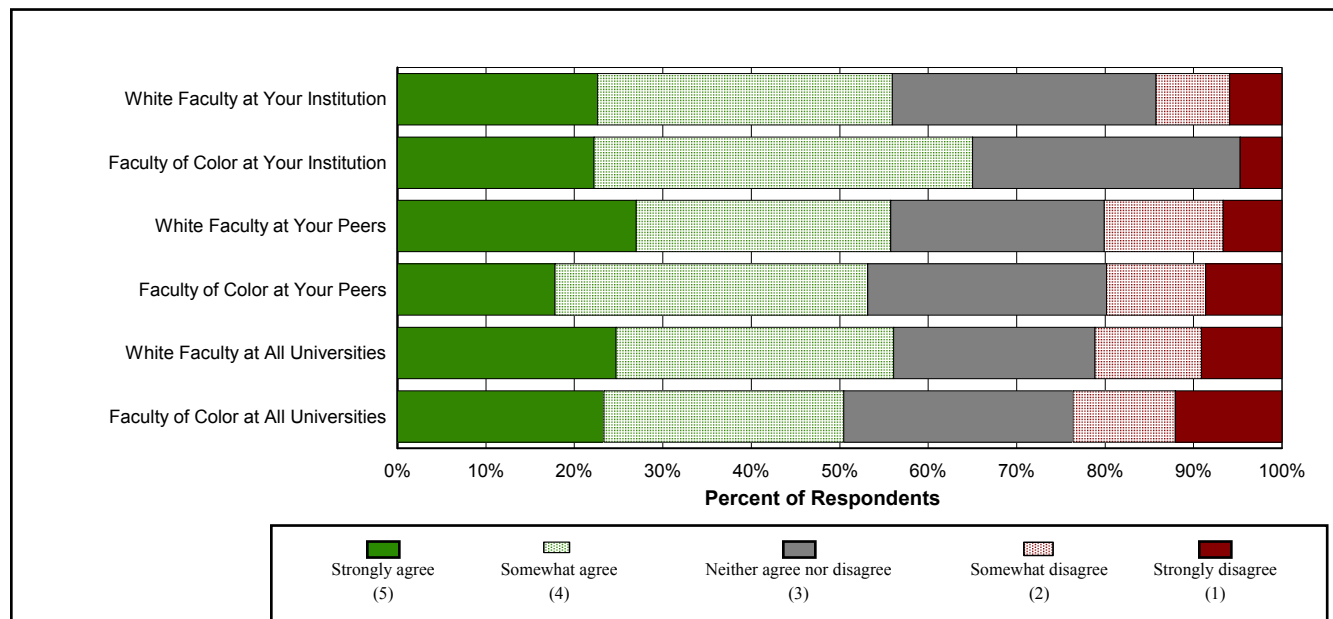
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 88th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.584	1.1042	0.1205	3.344 to 3.823	3.777	0.9502	0.2026	3.356 to 4.198
Faculty at Peer 1	3.440	1.2162	0.1423	3.156 to 3.723	3.148	1.3659	0.2732	2.584 to 3.712
... Peer 2	3.972	1.1217	0.1196	3.734 to 4.209	3.631	0.9949	0.1880	3.245 to 4.017
... Peer 3	3.629	1.1250	0.0994	3.432 to 3.826	3.132	1.2164	0.2185	2.686 to 3.579
... Peer 4	3.140	1.2211	0.1563	2.827 to 3.453	3.466	1.1973	0.2024	3.055 to 3.877
... Peer 5	3.620	1.2091	0.1445	3.332 to 3.909	3.746	1.0072	0.2014	3.330 to 4.162
Your Peers (n=5)	3.560	0.2716	0.1215	N/A	3.425	0.2489	0.1113	N/A
All Universities (n=64)	3.506	0.3262	0.0408	N/A	3.381	0.4578	0.0577	N/A



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

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

OVERALL RESULTS

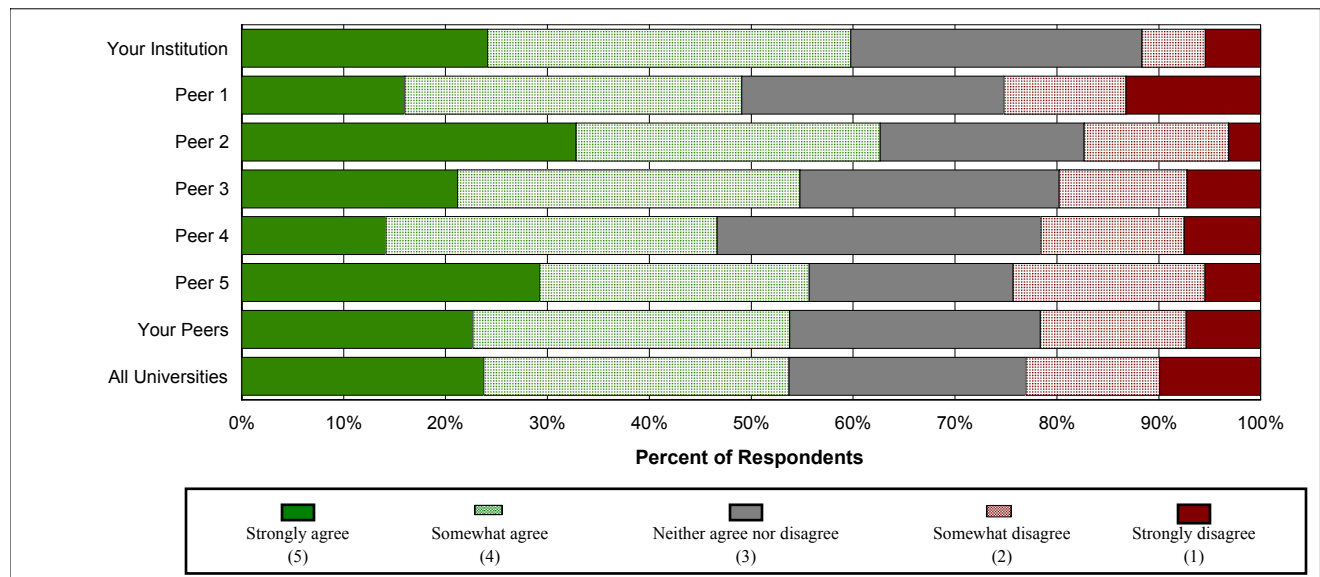
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.668	1.0766	0.1022	3.466 to 3.871
Faculty at Peer 1	3.267	1.2674	0.1255	3.018 to 3.515
... Peer 2	3.750	1.1635	0.1085	3.535 to 3.965
... Peer 3	3.490	1.1746	0.0926	3.307 to 3.672
... Peer 4	3.318	1.1520	0.1176	3.084 to 3.551
... Peer 5	3.552	1.2234	0.1230	3.308 to 3.796
Your Peers (n=5)	3.475	0.1732	0.0775	N/A
All Universities (n=64)	3.445	0.2936	0.0367	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

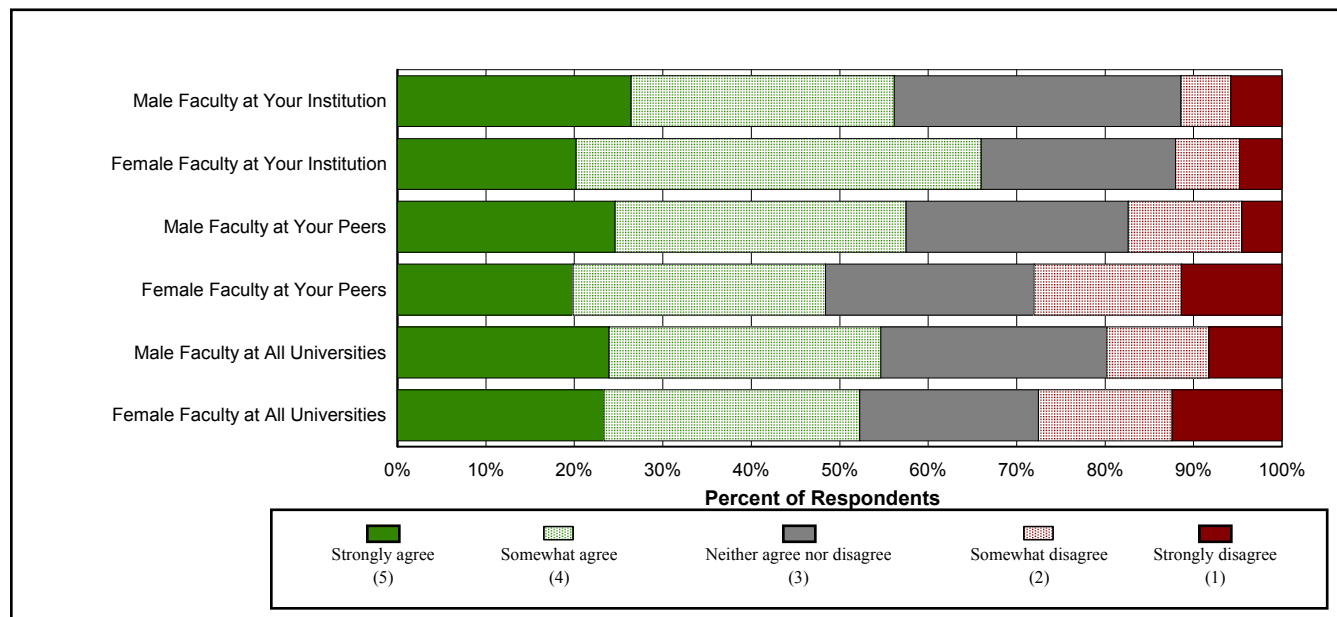
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 66th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among female junior faculty at all universities, your female junior faculty ranked in the 84th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.654	1.0999	0.1305	3.393 to 3.914	3.693	1.0341	0.1635	3.362 to 4.024
Faculty at Peer 1	3.423	1.2090	0.1574	3.108 to 3.738	3.048	1.3188	0.2011	2.642 to 3.454
... Peer 2	3.903	1.0857	0.1357	3.631 to 4.174	3.519	1.2258	0.1716	3.175 to 3.864
... Peer 3	3.739	0.9743	0.1010	3.538 to 3.939	3.139	1.3232	0.1605	2.819 to 3.459
... Peer 4	3.409	0.9961	0.1297	3.149 to 3.668	3.156	1.3252	0.2179	2.715 to 3.598
... Peer 5	3.537	1.2657	0.1691	3.198 to 3.876	3.577	1.1660	0.1778	3.218 to 3.936
Your Peers (n =5)	3.602	0.1912	0.0855	N/A	3.288	0.2164	0.0968	N/A
All Universities (n=64)	3.505	0.3666	0.0458	N/A	3.356	0.4124	0.0515	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

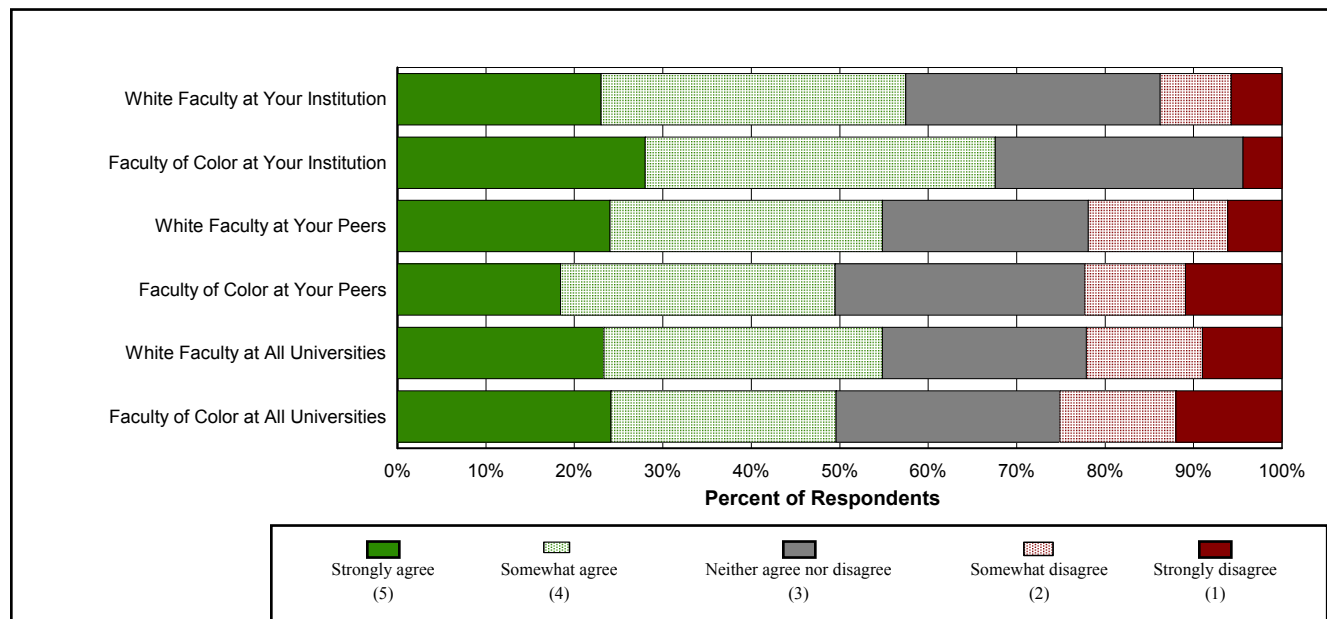
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 69th percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 91st percentile on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.610	1.0971	0.1176	3.376 to 3.843	3.868	0.9709	0.1982	3.458 to 4.278
Faculty at Peer 1	3.384	1.2244	0.1404	3.105 to 3.664	2.988	1.3279	0.2604	2.452 to 3.525
... Peer 2	3.812	1.1979	0.1284	3.557 to 4.067	3.579	1.0425	0.1970	3.174 to 3.983
... Peer 3	3.571	1.1401	0.1004	3.372 to 3.769	3.161	1.2339	0.2181	2.717 to 3.606
... Peer 4	3.189	1.1148	0.1416	2.906 to 3.472	3.567	1.1940	0.2048	3.151 to 3.984
... Peer 5	3.585	1.1856	0.1378	3.310 to 3.859	3.438	1.3291	0.2658	2.890 to 3.987
Your Peers (n=5)	3.508	0.2095	0.0937	N/A	3.347	0.2339	0.1046	N/A
All Universities (n=64)	3.471	0.3139	0.0392	N/A	3.366	0.4646	0.0581	N/A



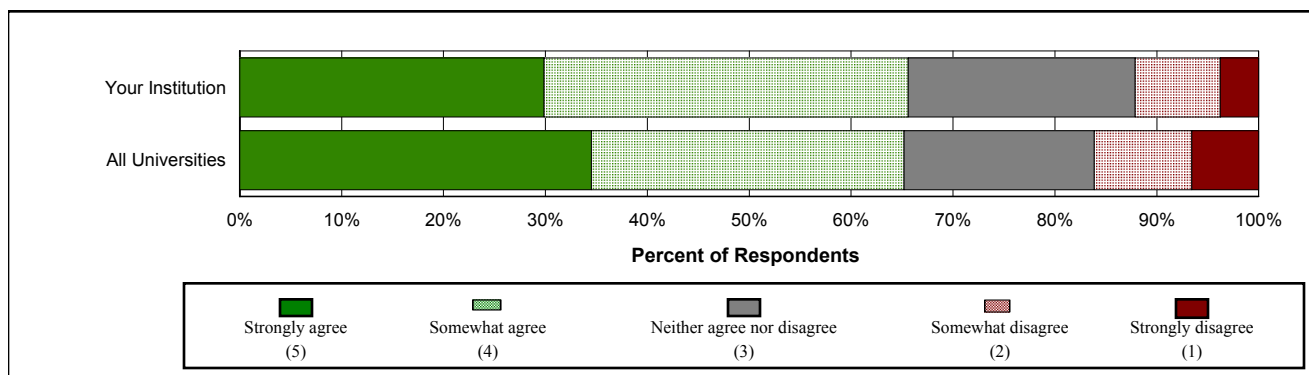
Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.

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

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.796	1.0741	0.0942	3.609 to 3.982
All Universities (n=9)	3.770	0.1232	0.0411	N/A



Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)***GENDER RESULTS****At your institution:**

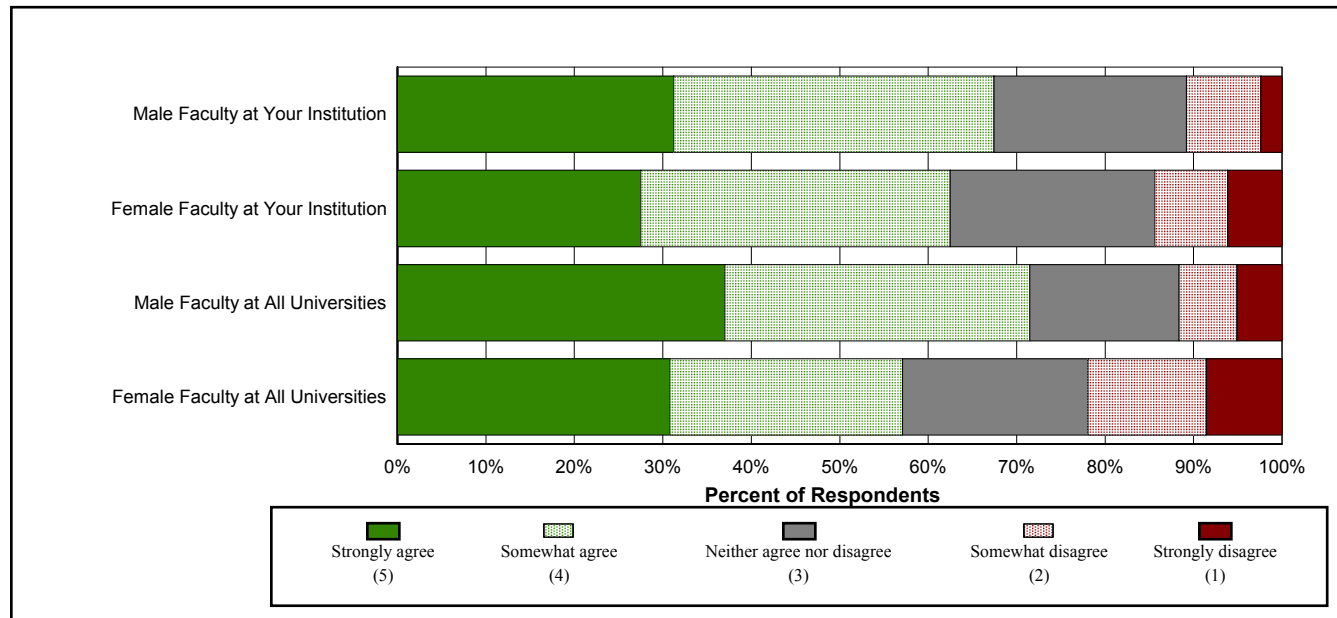
- Within your institution, there were no significant gender differences in junior faculty's reporting that their colleagues are respectful of their efforts to balance work and home responsibilities.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their colleagues are respectful of their efforts to balance work and home responsibilities.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.854	1.0312	0.1132	3.629 to 4.080	3.694	1.1351	0.1656	3.361 to 4.028
All Universities (n=9)	3.917	0.1424	0.0475	N/A	3.574	0.1616	0.0539	N/A



Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)***RACE RESULTS****At your institution:**

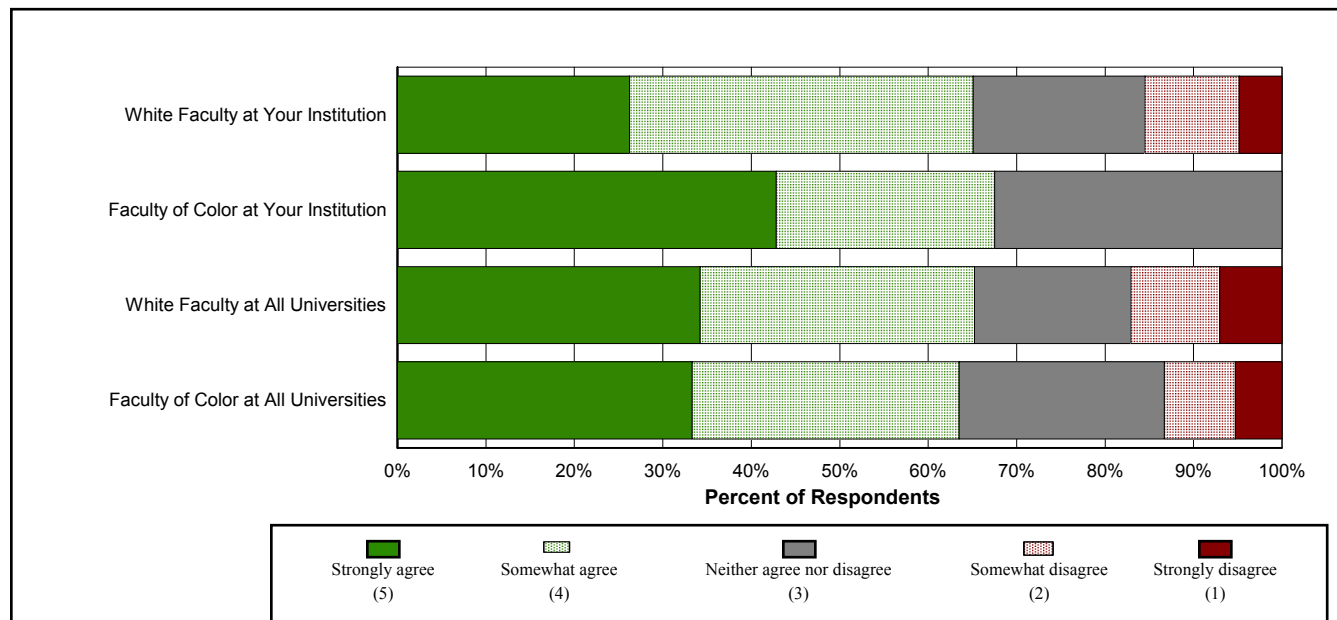
- Within your institution, there were no significant race differences in junior faculty's reporting that their colleagues are respectful of their efforts to balance work and home responsibilities.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that their colleagues are respectful of their efforts to balance work and home responsibilities.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.710	1.1116	0.1095	3.492 to 3.927	4.103	0.8575	0.1650	3.764 to 4.443
All Universities (n=9)	3.753	0.1570	0.0523	N/A	3.782	0.3561	0.1187	N/A



Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

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

OVERALL RESULTS

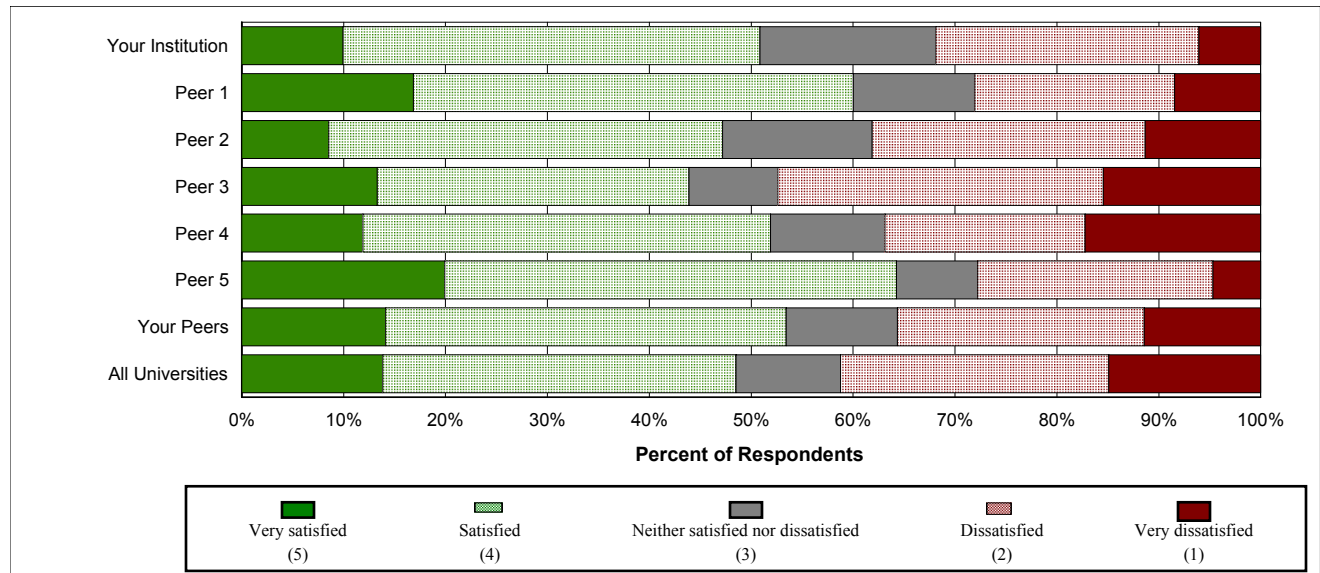
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on satisfaction with their compensation.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.229	1.1273	0.0911	3.049 to 3.409
Faculty at Peer 1	3.404	1.2304	0.0998	3.206 to 3.601
... Peer 2	3.063	1.1798	0.0945	2.876 to 3.249
... Peer 3	2.944	1.3321	0.0915	2.763 to 3.124
... Peer 4	3.097	1.3261	0.1113	2.877 to 3.317
... Peer 5	3.517	1.1912	0.1000	3.319 to 3.715
Your Peers (n=5)	3.205	0.2177	0.0974	N/A
All Universities (n=64)	3.062	0.4652	0.0582	N/A



Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

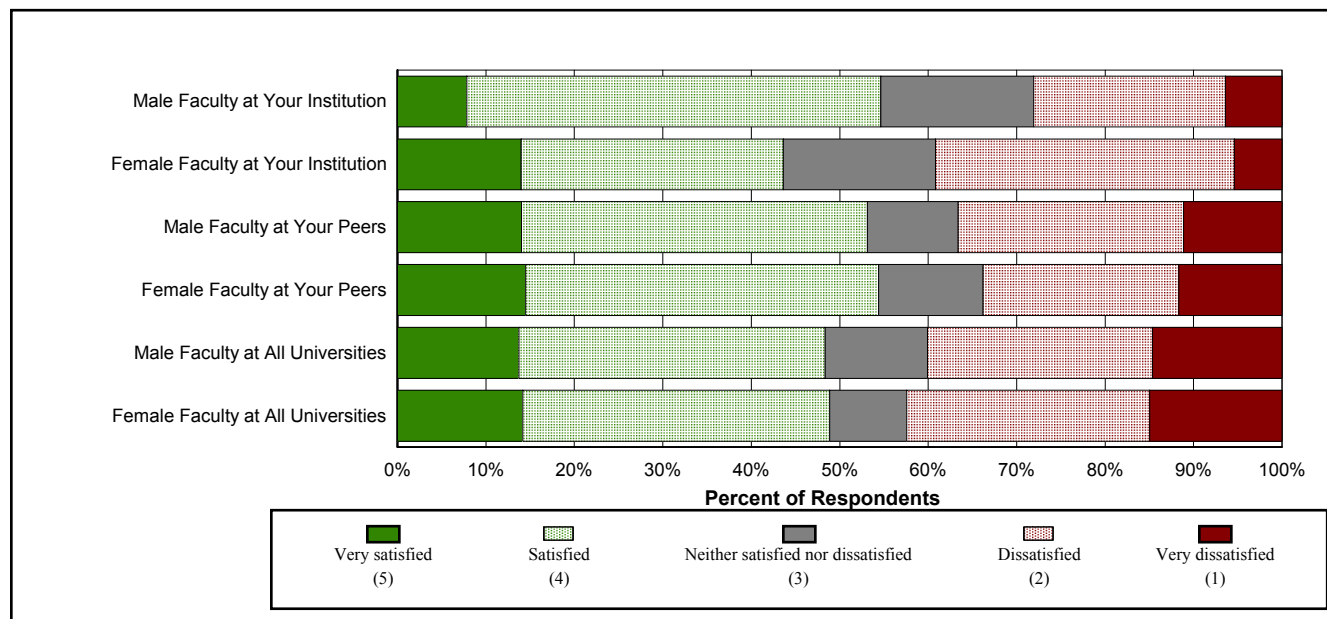
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 64th percentile on satisfaction with their compensation.
- Among female junior faculty at all universities, your female junior faculty ranked in the 58th percentile on satisfaction with their compensation.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their compensation.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.280	1.0981	0.1093	3.063 to 3.497	3.130	1.1772	0.1632	2.803 to 3.458
Faculty at Peer 1	3.403	1.2854	0.1386	3.128 to 3.679	3.404	1.1544	0.1421	3.120 to 3.688
... Peer 2	3.078	1.2137	0.1332	2.813 to 3.343	3.040	1.1387	0.1333	2.775 to 3.306
... Peer 3	2.915	1.2688	0.1144	2.689 to 3.142	2.983	1.4140	0.1499	2.686 to 3.281
... Peer 4	2.895	1.3025	0.1396	2.617 to 3.172	3.449	1.3040	0.1758	3.096 to 3.801
... Peer 5	3.680	1.0951	0.1265	3.428 to 3.932	3.292	1.2580	0.1537	2.986 to 3.599
Your Peers (n =5)	3.194	0.3034	0.1357	N/A	3.234	0.1891	0.0846	N/A
All Universities (n=64)	3.074	0.4797	0.0600	N/A	3.056	0.4924	0.0616	N/A



Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

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

Compared to your peers:

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

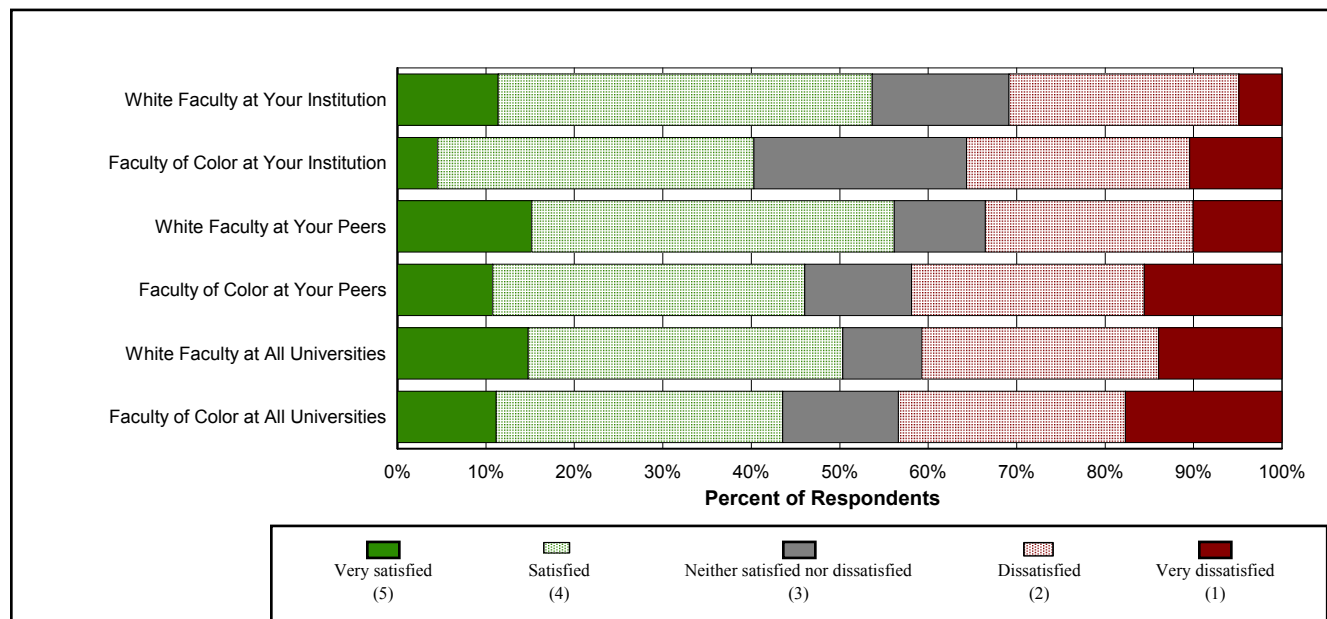
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 66th percentile on satisfaction with their compensation.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 52nd percentile on satisfaction with their compensation.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.293	1.1170	0.1007	3.093 to 3.492	2.987	1.1235	0.2051	2.568 to 3.407
Faculty at Peer 1	3.433	1.2400	0.1167	3.202 to 3.664	3.338	1.1922	0.1909	2.952 to 3.724
... Peer 2	3.185	1.1497	0.1054	2.976 to 3.393	2.720	1.2473	0.2051	2.304 to 3.136
... Peer 3	2.999	1.3380	0.1051	2.792 to 3.207	2.765	1.2932	0.1829	2.397 to 3.133
... Peer 4	3.194	1.2860	0.1273	2.941 to 3.447	2.838	1.4033	0.2219	2.389 to 3.287
... Peer 5	3.578	1.1786	0.1150	3.350 to 3.806	3.308	1.2129	0.1994	2.904 to 3.713
Your Peers (n=5)	3.278	0.2037	0.0911	N/A	2.994	0.2717	0.1215	N/A
All Universities (n=64)	3.104	0.4688	0.0586	N/A	2.936	0.5601	0.0700	N/A



Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

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

OVERALL RESULTS

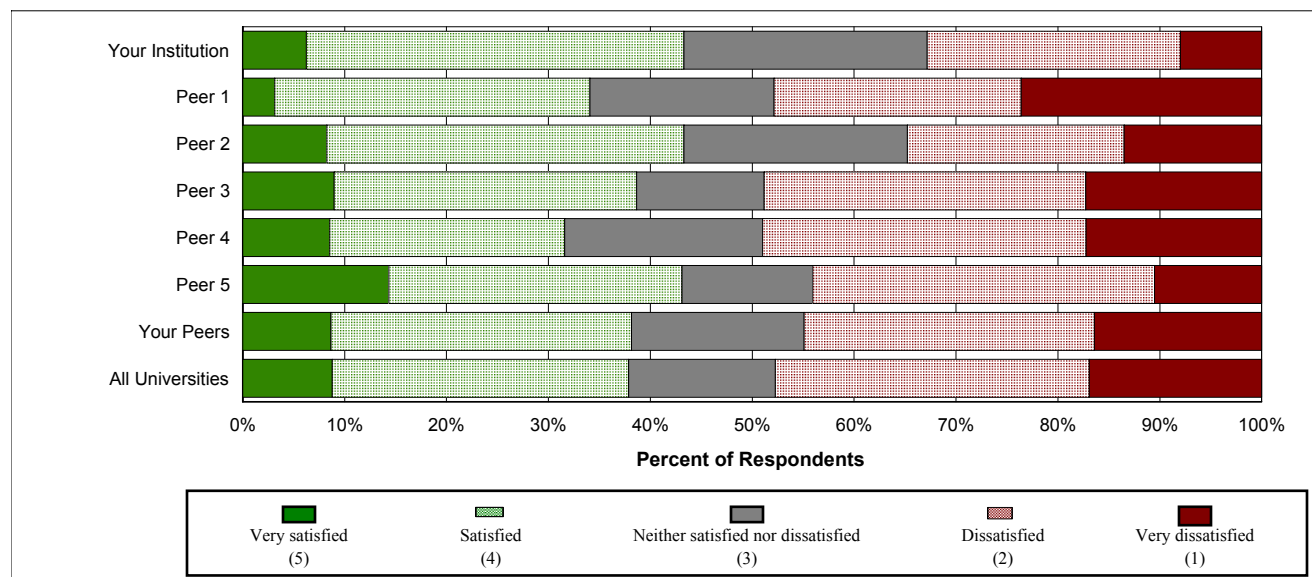
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.087	1.0845	0.0874	2.915 to 3.260
Faculty at Peer 1	2.658	1.2328	0.1003	2.459 to 2.856
... Peer 2	3.033	1.2142	0.0972	2.841 to 3.225
... Peer 3	2.815	1.2806	0.0884	2.641 to 2.990
... Peer 4	2.739	1.2500	0.1045	2.533 to 2.946
... Peer 5	3.029	1.2648	0.1069	2.817 to 3.240
Your Peers (n=5)	2.855	0.1521	0.0680	N/A
All Universities (n=64)	2.820	0.2051	0.0256	N/A



Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

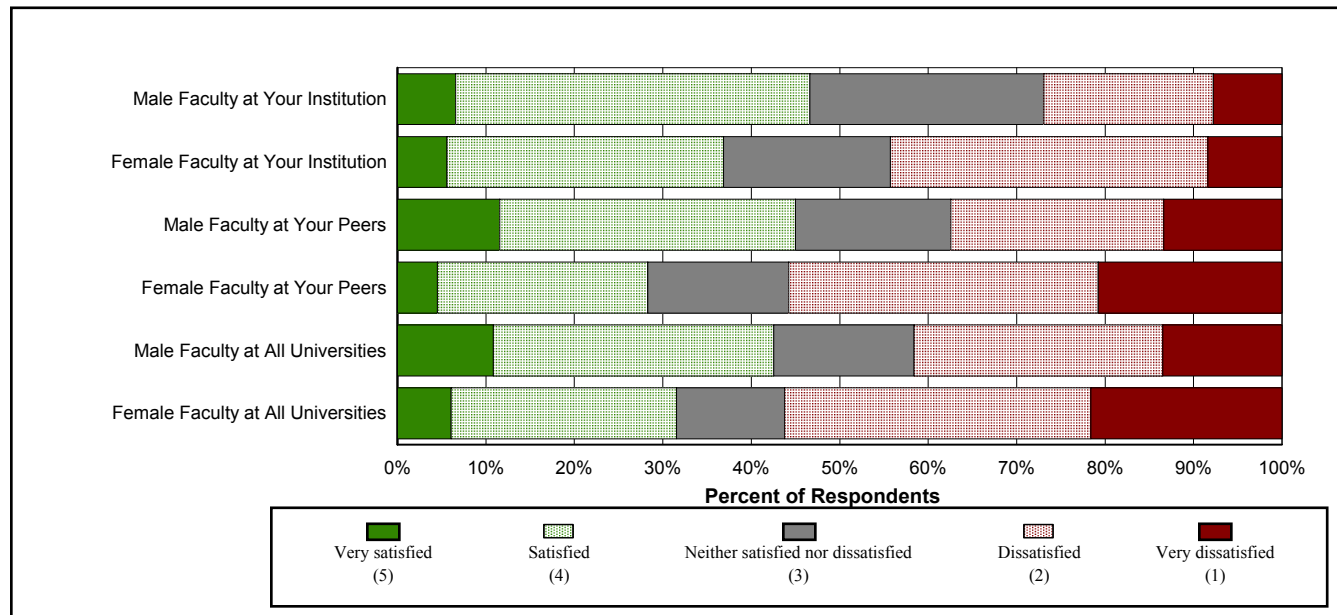
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.185	1.0668	0.1056	2.975 to 3.394	2.898	1.0992	0.1524	2.592 to 3.204
Faculty at Peer 1	2.926	1.2537	0.1368	2.654 to 3.199	2.302	1.1171	0.1365	2.029 to 2.574
... Peer 2	3.290	1.1310	0.1241	3.043 to 3.537	2.660	1.2281	0.1437	2.373 to 2.946
... Peer 3	2.959	1.2922	0.1170	2.727 to 3.191	2.612	1.2380	0.1320	2.350 to 2.874
... Peer 4	2.923	1.2536	0.1344	2.655 to 3.190	2.427	1.1780	0.1574	2.111 to 2.742
... Peer 5	3.187	1.3237	0.1549	2.878 to 3.496	2.813	1.1621	0.1420	2.529 to 3.096
Your Peers (n =5)	3.057	0.1524	0.0682	N/A	2.563	0.1794	0.0802	N/A
All Universities (n=64)	2.983	0.2566	0.0321	N/A	2.598	0.2396	0.0299	N/A



Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

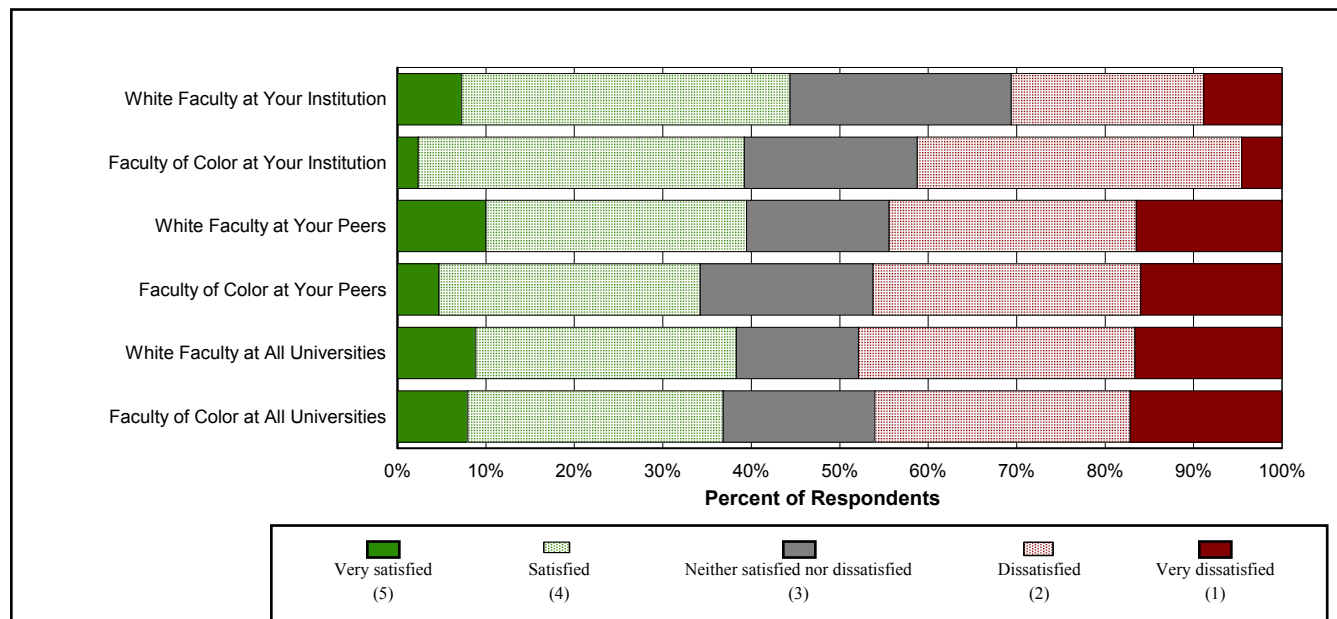
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 91st percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 73rd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.121	1.1042	0.0992	2.925 to 3.318	2.958	0.9978	0.1822	2.585 to 3.330
Faculty at Peer 1	2.703	1.2360	0.1173	2.471 to 2.936	2.559	1.2018	0.1900	2.175 to 2.944
... Peer 2	3.058	1.2055	0.1105	2.839 to 3.277	2.962	1.2338	0.2028	2.550 to 3.373
... Peer 3	2.908	1.2892	0.1016	2.708 to 3.109	2.513	1.1973	0.1710	2.169 to 2.857
... Peer 4	2.741	1.2692	0.1257	2.492 to 2.990	2.734	1.1998	0.1874	2.355 to 3.113
... Peer 5	3.018	1.3129	0.1281	2.764 to 3.272	3.067	1.1051	0.1868	2.688 to 3.447
Your Peers (n=5)	2.886	0.1426	0.0638	N/A	2.767	0.2176	0.0973	N/A
All Universities (n=64)	2.827	0.2199	0.0275	N/A	2.816	0.3064	0.0383	N/A



COACHE

Theme IV
Climate, Culture & Collegiality

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

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

OVERALL RESULTS

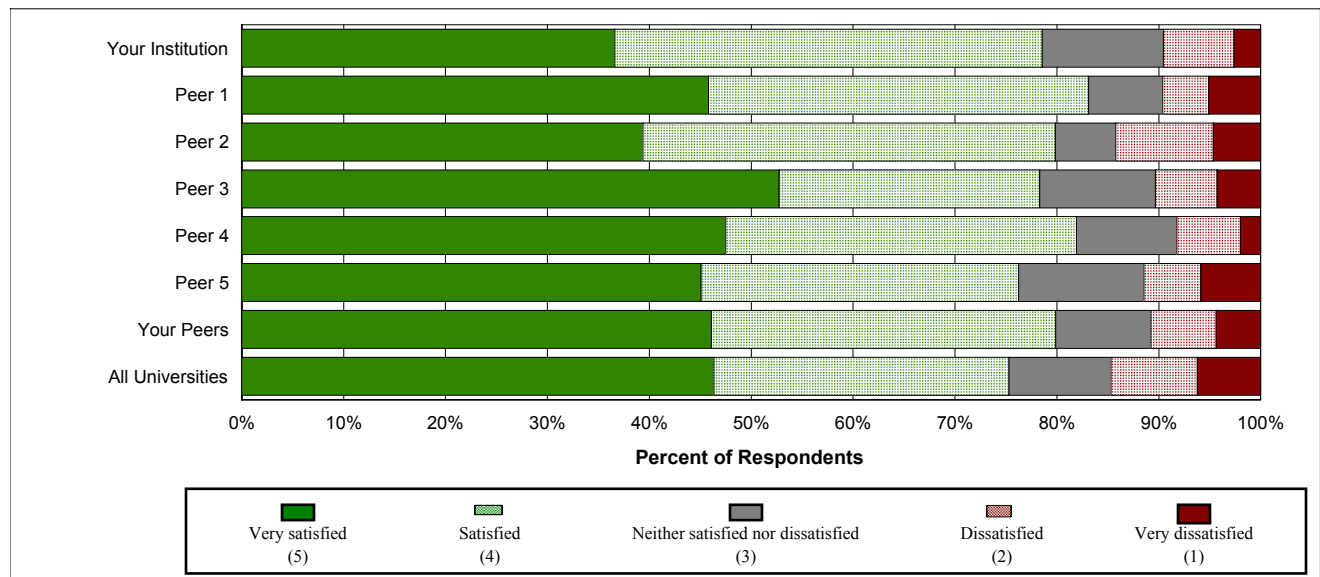
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 61st percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.030	1.0032	0.0816	3.869 to 4.192
Faculty at Peer 1	4.142	1.1005	0.0920	3.961 to 4.324
... Peer 2	4.003	1.0975	0.0896	3.826 to 4.180
... Peer 3	4.165	1.1052	0.0800	4.007 to 4.322
... Peer 4	4.192	1.0403	0.0899	4.014 to 4.370
... Peer 5	4.040	1.1521	0.1047	3.833 to 4.247
Your Peers (n=5)	4.109	0.0735	0.0329	N/A
All Universities (n=64)	4.007	0.1657	0.0207	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

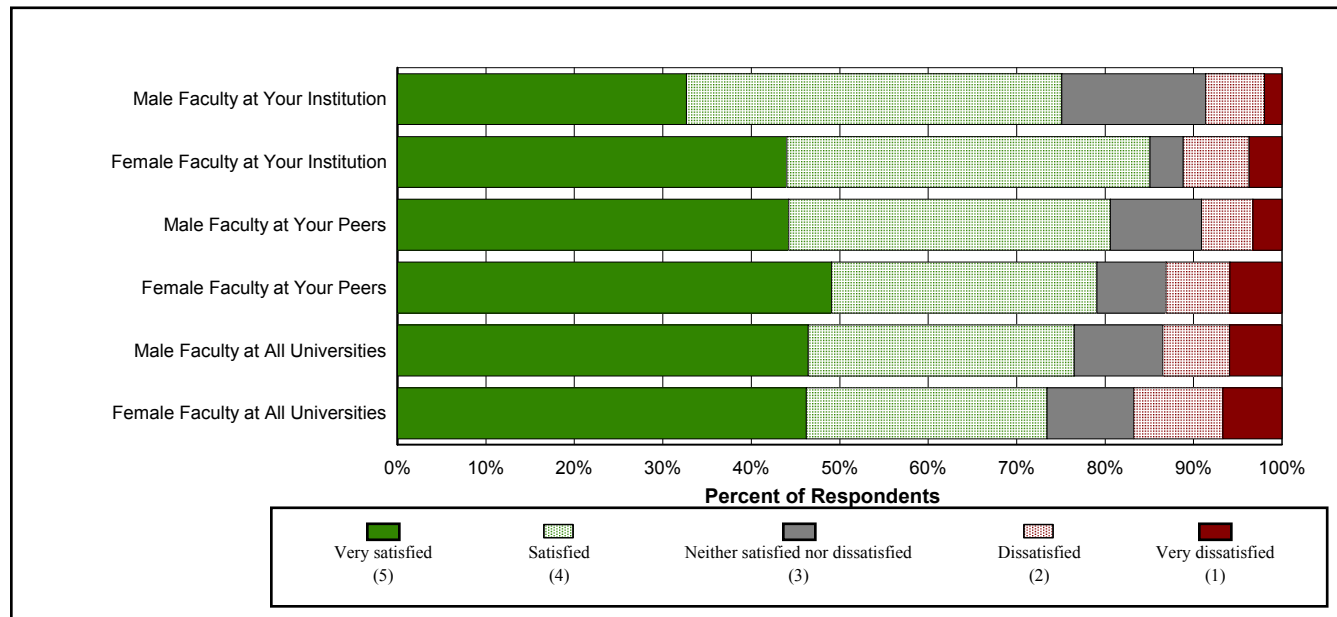
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.971	0.9736	0.0978	3.777 to 4.165	4.142	1.0498	0.1456	3.850 to 4.434
Faculty at Peer 1	4.216	0.9614	0.1075	4.002 to 4.430	4.044	1.2468	0.1571	3.730 to 4.358
... Peer 2	3.948	1.0534	0.1163	3.717 to 4.180	4.092	1.1471	0.1391	3.814 to 4.369
... Peer 3	4.265	0.9808	0.0935	4.080 to 4.450	4.026	1.2417	0.1380	3.752 to 4.301
... Peer 4	4.228	0.8913	0.1003	4.028 to 4.427	4.136	1.2189	0.1644	3.807 to 4.466
... Peer 5	3.966	1.1878	0.1440	3.678 to 4.253	4.158	1.0943	0.1503	3.856 to 4.459
Your Peers (n =5)	4.124	0.1379	0.0617	N/A	4.091	0.0510	0.0228	N/A
All Universities (n=64)	4.036	0.2407	0.0301	N/A	3.962	0.2578	0.0322	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

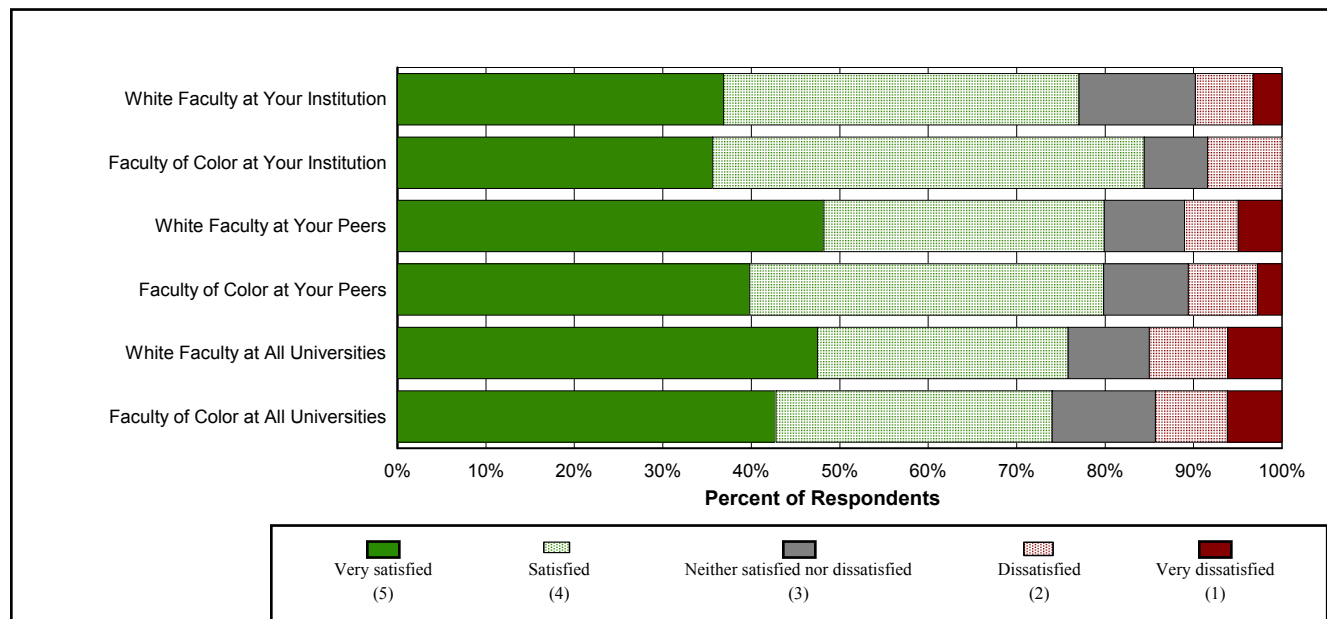
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 50th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 77th percentile on satisfaction with the fairness with which their immediate supervisors evaluate their work.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.008	1.0283	0.0931	3.824 to 4.192	4.116	0.8899	0.1652	3.777 to 4.454
Faculty at Peer 1	4.153	1.1585	0.1120	3.931 to 4.375	4.117	0.9061	0.1510	3.810 to 4.424
... Peer 2	4.073	1.1202	0.1045	3.866 to 4.280	3.793	1.0126	0.1712	3.445 to 4.141
... Peer 3	4.272	1.0598	0.0874	4.099 to 4.445	3.806	1.1860	0.1788	3.446 to 4.167
... Peer 4	4.128	1.0232	0.1044	3.920 to 4.335	4.365	1.0799	0.1752	4.010 to 4.720
... Peer 5	3.983	1.1945	0.1266	3.731 to 4.234	4.233	1.0000	0.1768	3.872 to 4.593
Your Peers (n=5)	4.122	0.0952	0.0426	N/A	4.063	0.2287	0.1023	N/A
All Universities (n=64)	4.022	0.1837	0.0230	N/A	3.963	0.2689	0.0336	N/A



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

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

OVERALL RESULTS

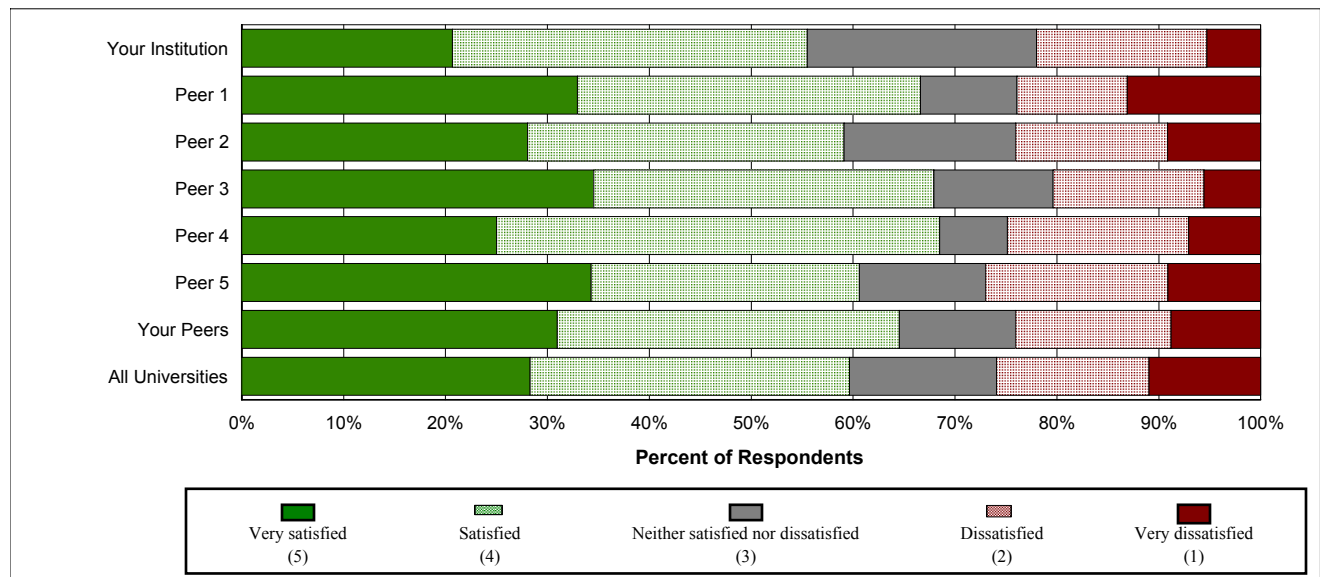
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 44th percentile on satisfaction with the interest senior faculty take in their professional development.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.489	1.1443	0.0931	3.305 to 3.673
Faculty at Peer 1	3.626	1.3937	0.1138	3.401 to 3.850
... Peer 2	3.540	1.2930	0.1045	3.333 to 3.746
... Peer 3	3.766	1.2297	0.0849	3.598 to 3.933
... Peer 4	3.616	1.2426	0.1058	3.407 to 3.825
... Peer 5	3.589	1.3574	0.1147	3.362 to 3.815
Your Peers (n=5)	3.627	0.0754	0.0337	N/A
All Universities (n=64)	3.511	0.2042	0.0255	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

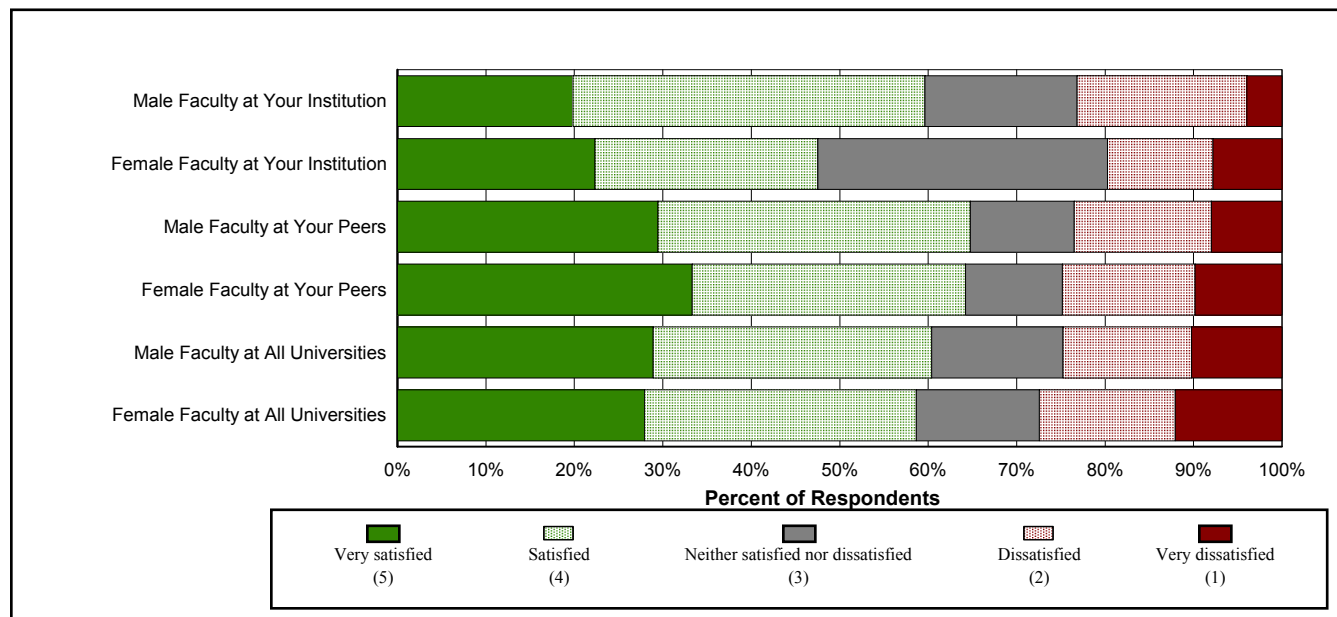
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 41st percentile on satisfaction with the interest senior faculty take in their professional development.
- Among female junior faculty at all universities, your female junior faculty ranked in the 45th percentile on satisfaction with the interest senior faculty take in their professional development.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.523	1.1265	0.1127	3.299 to 3.747	3.423	1.1745	0.1645	3.093 to 3.753
Faculty at Peer 1	3.685	1.2704	0.1386	3.410 to 3.961	3.545	1.5299	0.1883	3.169 to 3.921
... Peer 2	3.459	1.3724	0.1516	3.158 to 3.761	3.658	1.1880	0.1410	3.377 to 3.940
... Peer 3	3.766	1.1956	0.1087	3.551 to 3.981	3.765	1.2745	0.1351	3.497 to 4.034
... Peer 4	3.624	1.1376	0.1249	3.376 to 3.873	3.602	1.3852	0.1868	3.227 to 3.976
... Peer 5	3.602	1.3747	0.1598	3.284 to 3.921	3.569	1.3378	0.1647	3.241 to 3.898
Your Peers (n =5)	3.627	0.1014	0.0453	N/A	3.628	0.0785	0.0351	N/A
All Universities (n=64)	3.543	0.2556	0.0319	N/A	3.471	0.2823	0.0353	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

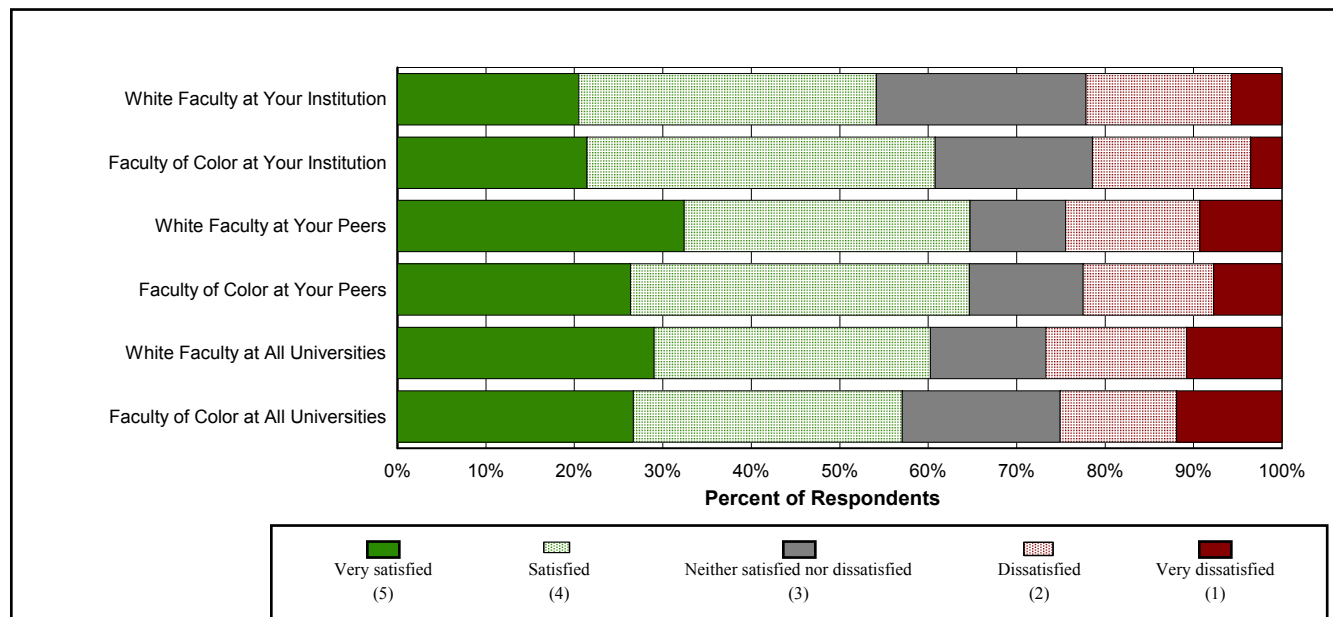
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 36th percentile on satisfaction with the interest senior faculty take in their professional development.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 66th percentile on satisfaction with the interest senior faculty take in their professional development.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.467	1.1536	0.1044	3.261 to 3.674	3.572	1.0991	0.2041	3.154 to 3.991
Faculty at Peer 1	3.639	1.4205	0.1342	3.373 to 3.905	3.596	1.3105	0.2126	3.165 to 4.026
... Peer 2	3.567	1.3141	0.1220	3.325 to 3.809	3.466	1.2219	0.2009	3.058 to 3.873
... Peer 3	3.782	1.2194	0.0961	3.593 to 3.972	3.712	1.2617	0.1802	3.349 to 4.074
... Peer 4	3.578	1.2262	0.1226	3.335 to 3.821	3.722	1.2830	0.2081	3.300 to 4.143
... Peer 5	3.601	1.3849	0.1352	3.333 to 3.869	3.544	1.2713	0.2149	3.107 to 3.980
Your Peers (n=5)	3.633	0.0784	0.0351	N/A	3.608	0.0982	0.0439	N/A
All Universities (n=64)	3.517	0.2335	0.0292	N/A	3.467	0.3530	0.0441	N/A



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

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

OVERALL RESULTS

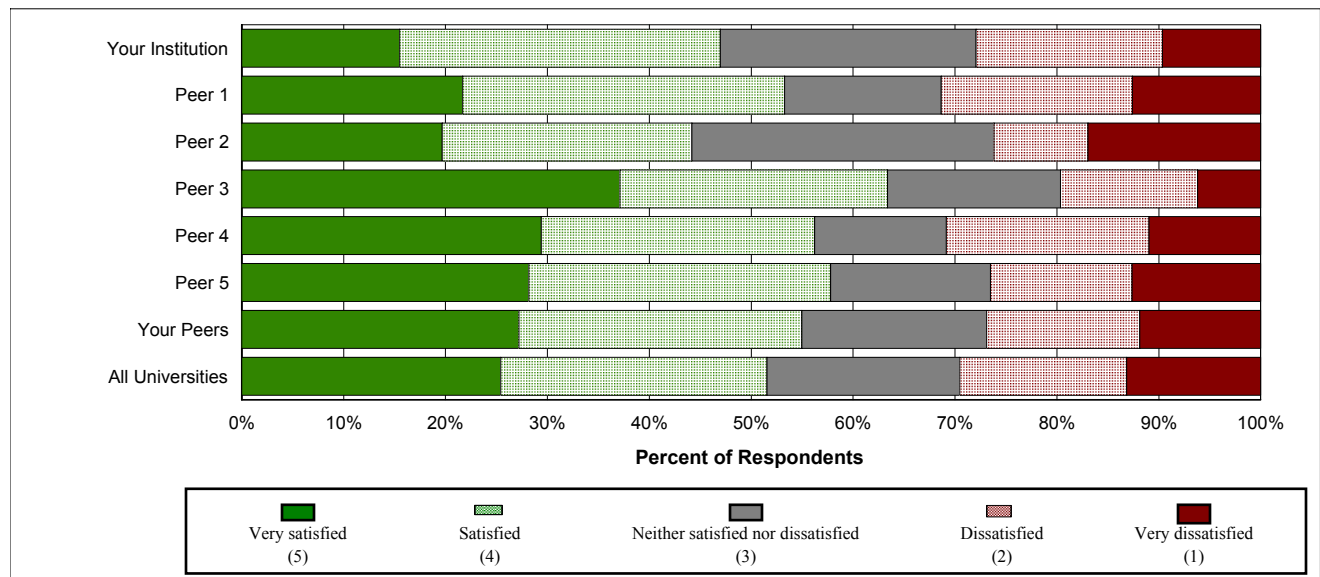
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 34th percentile on satisfaction with their opportunities to collaborate with senior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.249	1.1979	0.0981	3.055 to 3.443
Faculty at Peer 1	3.310	1.3425	0.1111	3.090 to 3.530
... Peer 2	3.207	1.3238	0.1085	2.993 to 3.422
... Peer 3	3.747	1.2598	0.0886	3.572 to 3.922
... Peer 4	3.438	1.3593	0.1170	3.207 to 3.670
... Peer 5	3.468	1.3575	0.1177	3.235 to 3.701
Your Peers (n=5)	3.434	0.1821	0.0815	N/A
All Universities (n=64)	3.343	0.2175	0.0272	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

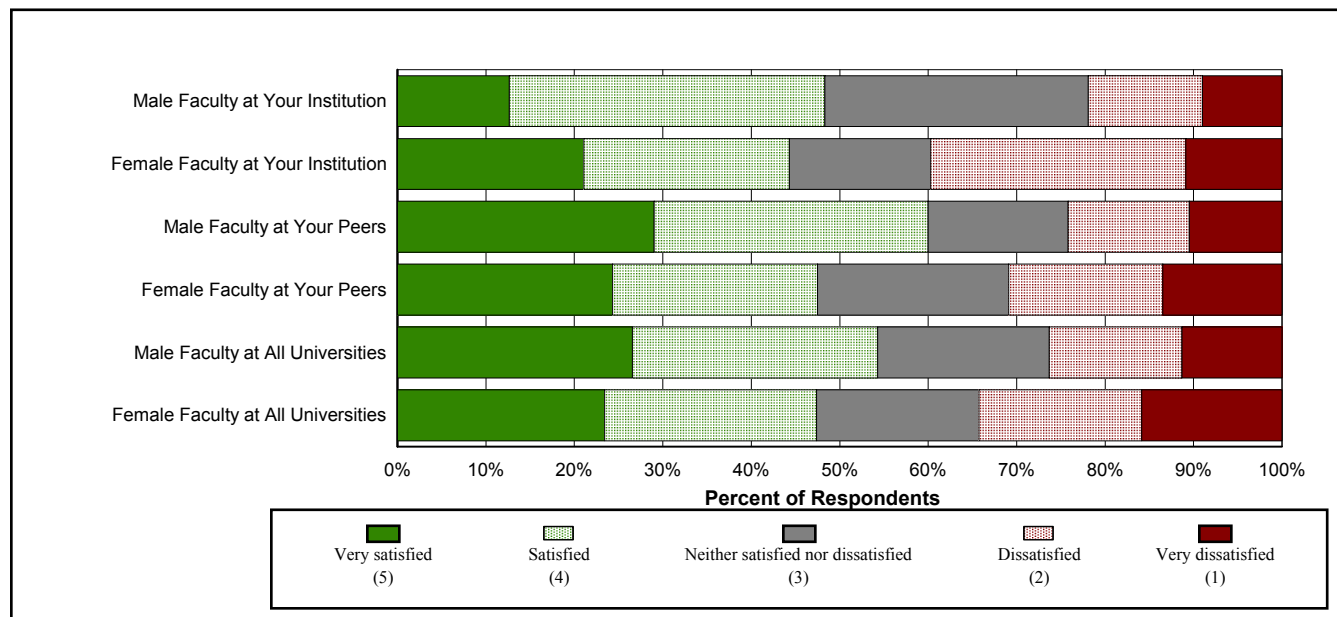
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 45th percentile on satisfaction with their opportunities to collaborate with senior faculty.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.301	1.1322	0.1138	3.075 to 3.526	3.148	1.3116	0.1855	2.775 to 3.521
Faculty at Peer 1	3.496	1.2357	0.1356	3.226 to 3.766	3.053	1.4302	0.1802	2.693 to 3.413
... Peer 2	3.190	1.4206	0.1569	2.878 to 3.503	3.234	1.1948	0.1460	2.943 to 3.526
... Peer 3	3.842	1.1997	0.1100	3.625 to 4.060	3.607	1.3266	0.1456	3.318 to 3.897
... Peer 4	3.555	1.3808	0.1516	3.254 to 3.857	3.235	1.2990	0.1801	2.873 to 3.596
... Peer 5	3.633	1.2408	0.1483	3.337 to 3.929	3.239	1.4471	0.1823	2.874 to 3.603
Your Peers (n =5)	3.543	0.2118	0.0947	N/A	3.274	0.1812	0.0811	N/A
All Universities (n=64)	3.432	0.2431	0.0304	N/A	3.207	0.3122	0.0390	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

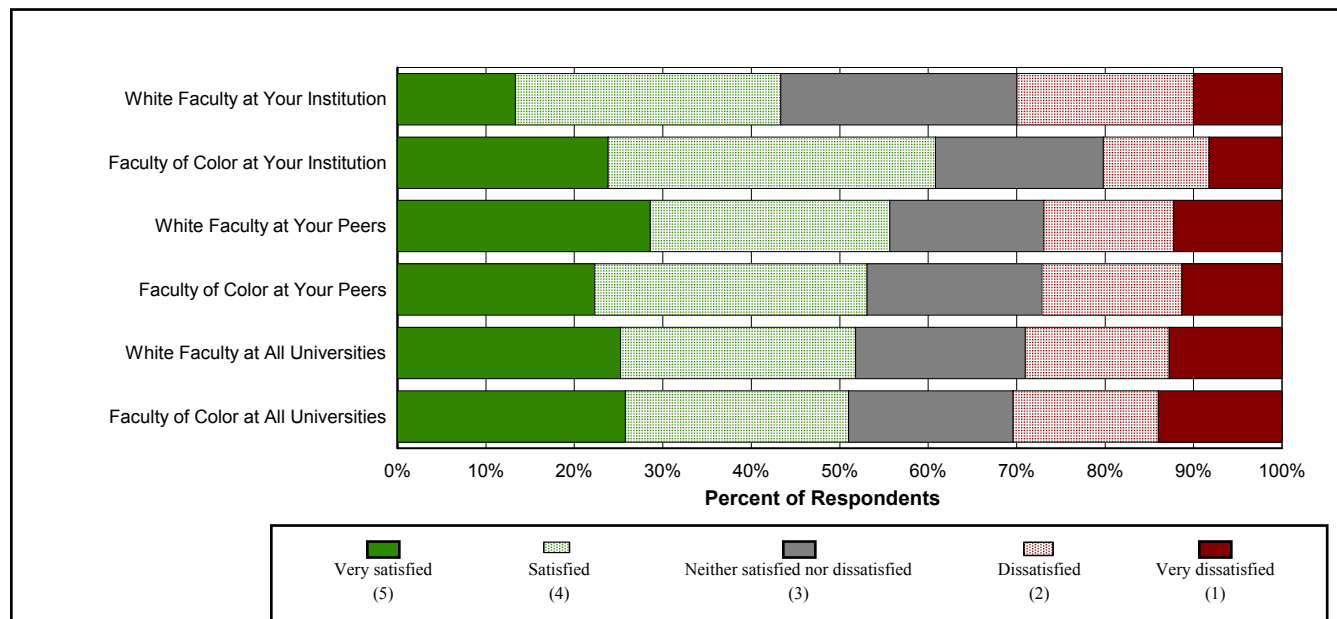
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 25th percentile on satisfaction with their opportunities to collaborate with senior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 80th percentile on satisfaction with their opportunities to collaborate with senior faculty.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.167	1.1856	0.1082	2.953 to 3.381	3.562	1.1895	0.2209	3.109 to 4.014
Faculty at Peer 1	3.327	1.3872	0.1329	3.064 to 3.590	3.271	1.2002	0.1973	2.871 to 3.671
... Peer 2	3.239	1.3206	0.1242	2.993 to 3.485	3.114	1.3287	0.2214	2.664 to 3.563
... Peer 3	3.737	1.2602	0.1012	3.537 to 3.937	3.777	1.2584	0.1836	3.408 to 4.147
... Peer 4	3.401	1.3805	0.1409	3.121 to 3.680	3.536	1.2953	0.2074	3.117 to 3.956
... Peer 5	3.550	1.3841	0.1370	3.279 to 3.822	3.147	1.2435	0.2233	2.691 to 3.604
Your Peers (n=5)	3.451	0.1759	0.0787	N/A	3.369	0.2525	0.1129	N/A
All Universities (n=64)	3.352	0.2534	0.0317	N/A	3.324	0.3719	0.0465	N/A



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

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

OVERALL RESULTS

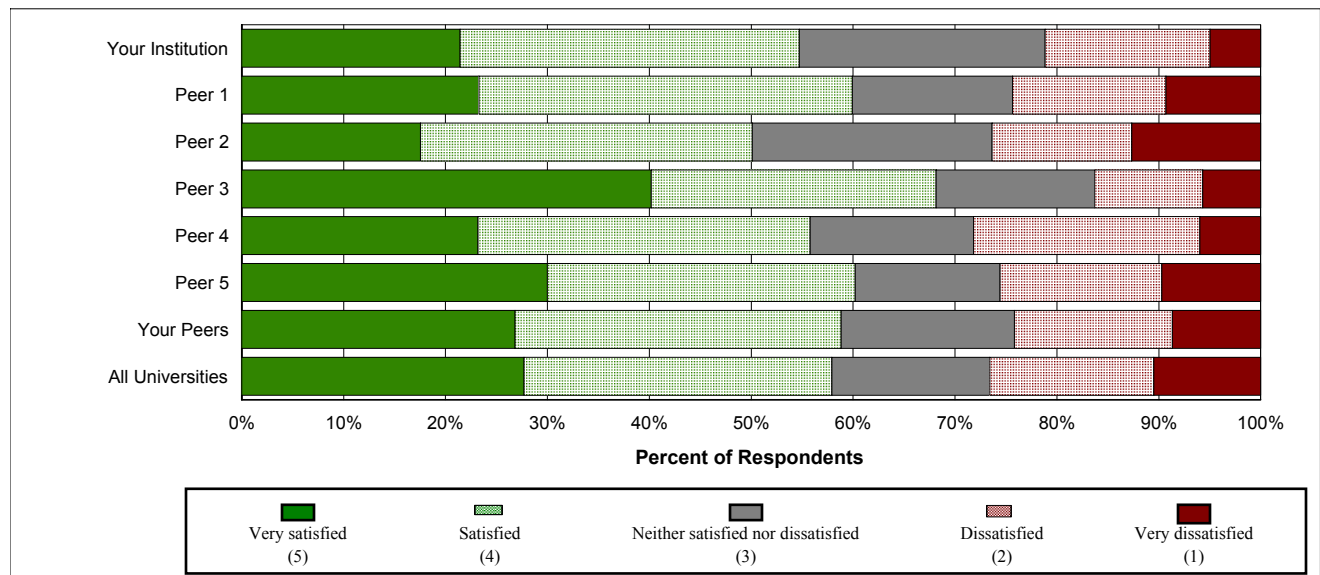
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 48th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.500	1.1385	0.0927	3.317 to 3.683
Faculty at Peer 1	3.496	1.2635	0.1021	3.294 to 3.698
... Peer 2	3.286	1.2738	0.1023	3.084 to 3.488
... Peer 3	3.864	1.2144	0.0840	3.698 to 4.029
... Peer 4	3.448	1.2275	0.1037	3.243 to 3.653
... Peer 5	3.549	1.3367	0.1134	3.325 to 3.773
Your Peers (n=5)	3.529	0.1893	0.0847	N/A
All Universities (n=64)	3.485	0.2102	0.0263	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

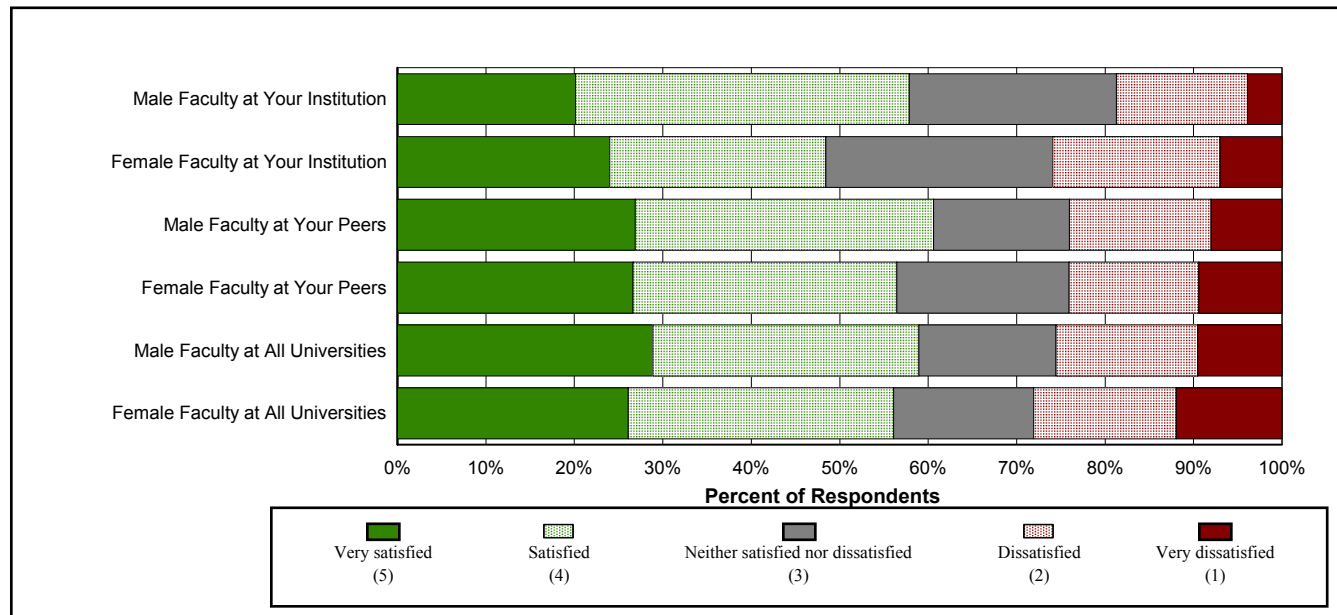
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 55th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 47th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.553	1.0938	0.1088	3.337 to 3.769	3.395	1.2166	0.1720	3.049 to 3.741
Faculty at Peer 1	3.485	1.2491	0.1339	3.219 to 3.751	3.511	1.2822	0.1578	3.196 to 3.826
... Peer 2	3.247	1.2995	0.1426	2.963 to 3.530	3.344	1.2432	0.1465	3.052 to 3.636
... Peer 3	3.984	1.1654	0.1064	3.773 to 4.195	3.699	1.2578	0.1333	3.434 to 3.964
... Peer 4	3.415	1.2788	0.1387	3.139 to 3.690	3.504	1.1418	0.1540	3.196 to 3.813
... Peer 5	3.641	1.1846	0.1386	3.365 to 3.917	3.423	1.4784	0.1820	3.059 to 3.786
Your Peers (n =5)	3.554	0.2494	0.1115	N/A	3.496	0.1181	0.0528	N/A
All Universities (n=64)	3.527	0.2679	0.0335	N/A	3.421	0.2696	0.0337	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

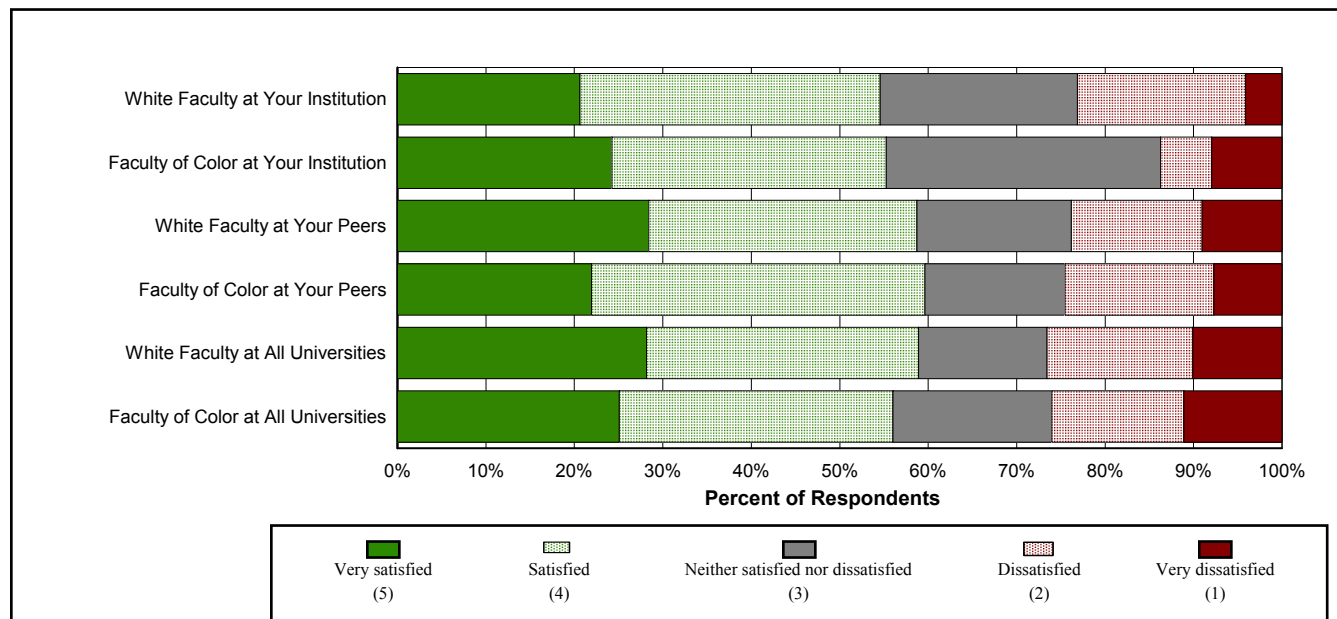
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 45th percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 72nd percentile on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.480	1.1362	0.1033	3.275 to 3.684	3.578	1.1397	0.2081	3.152 to 4.003
Faculty at Peer 1	3.544	1.2714	0.1191	3.308 to 3.780	3.385	1.2297	0.1969	2.987 to 3.784
... Peer 2	3.314	1.2614	0.1161	3.084 to 3.544	3.208	1.3052	0.2146	2.773 to 3.643
... Peer 3	3.909	1.2186	0.0963	3.719 to 4.099	3.718	1.1914	0.1702	3.376 to 4.061
... Peer 4	3.418	1.2343	0.1234	3.173 to 3.663	3.528	1.1977	0.1894	3.145 to 3.911
... Peer 5	3.528	1.3741	0.1341	3.262 to 3.794	3.626	1.2012	0.2060	3.207 to 4.045
Your Peers (n=5)	3.543	0.2011	0.0899	N/A	3.493	0.1803	0.0806	N/A
All Universities (n=64)	3.504	0.2272	0.0284	N/A	3.440	0.3113	0.0389	N/A



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

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

OVERALL RESULTS

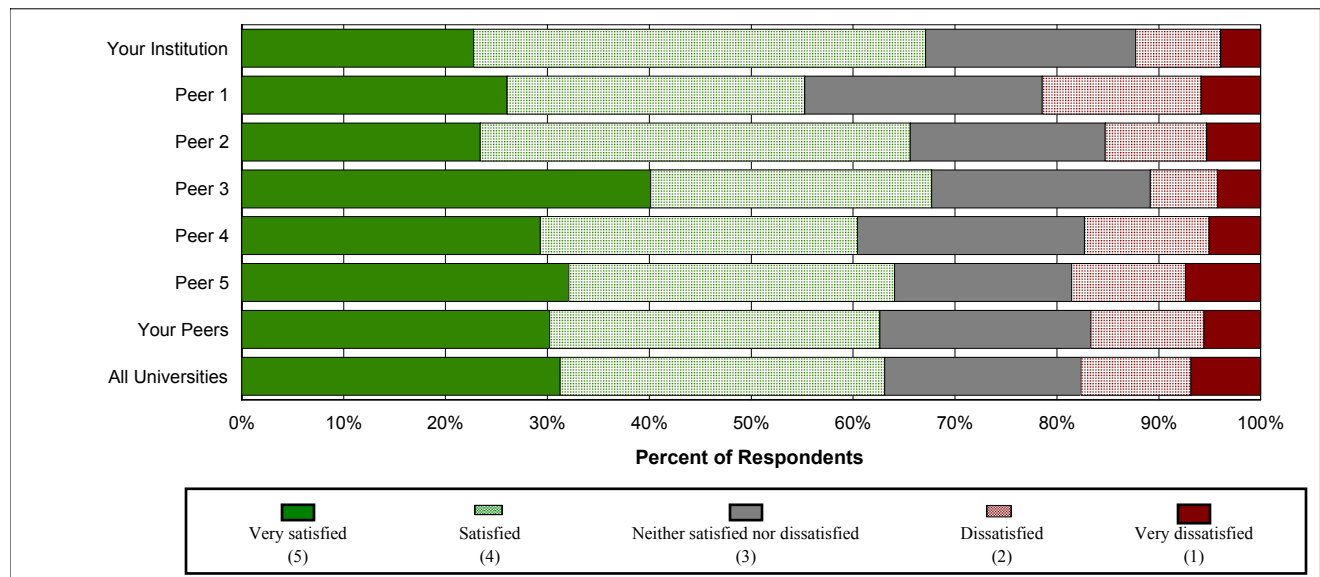
Compared to your peers:

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

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.737	1.0307	0.0836	3.571 to 3.902
Faculty at Peer 1	3.541	1.2071	0.0989	3.345 to 3.736
... Peer 2	3.685	1.1237	0.0905	3.506 to 3.864
... Peer 3	3.928	1.1264	0.0781	3.774 to 4.082
... Peer 4	3.674	1.1738	0.0992	3.478 to 3.870
... Peer 5	3.702	1.2234	0.1038	3.497 to 3.908
Your Peers (n=5)	3.706	0.1248	0.0558	N/A
All Universities (n=64)	3.699	0.1908	0.0238	N/A



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

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

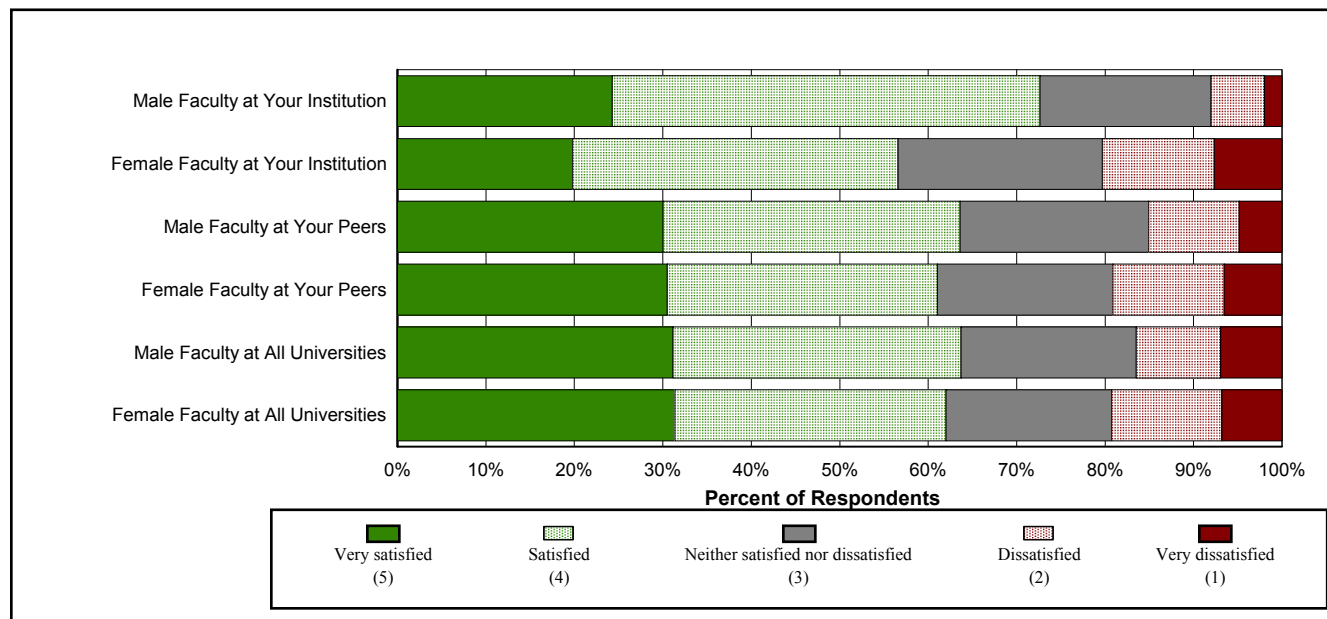
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 80th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 20th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.869	0.9196	0.0920	3.687 to 4.052	3.484	1.1679	0.1620	3.159 to 3.809
Faculty at Peer 1	3.490	1.1860	0.1302	3.231 to 3.749	3.607	1.2317	0.1516	3.305 to 3.910
... Peer 2	3.734	1.0482	0.1158	3.503 to 3.964	3.613	1.1990	0.1413	3.332 to 3.895
... Peer 3	3.990	1.1097	0.1009	3.790 to 4.190	3.839	1.1434	0.1226	3.595 to 4.083
... Peer 4	3.729	1.0924	0.1192	3.492 to 3.966	3.583	1.2797	0.1710	3.240 to 3.926
... Peer 5	3.741	1.1795	0.1381	3.466 to 4.016	3.649	1.2692	0.1562	3.337 to 3.961
Your Peers (n =5)	3.737	0.1580	0.0707	N/A	3.658	0.0928	0.0415	N/A
All Universities (n=64)	3.714	0.2684	0.0335	N/A	3.673	0.2327	0.0291	N/A



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

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

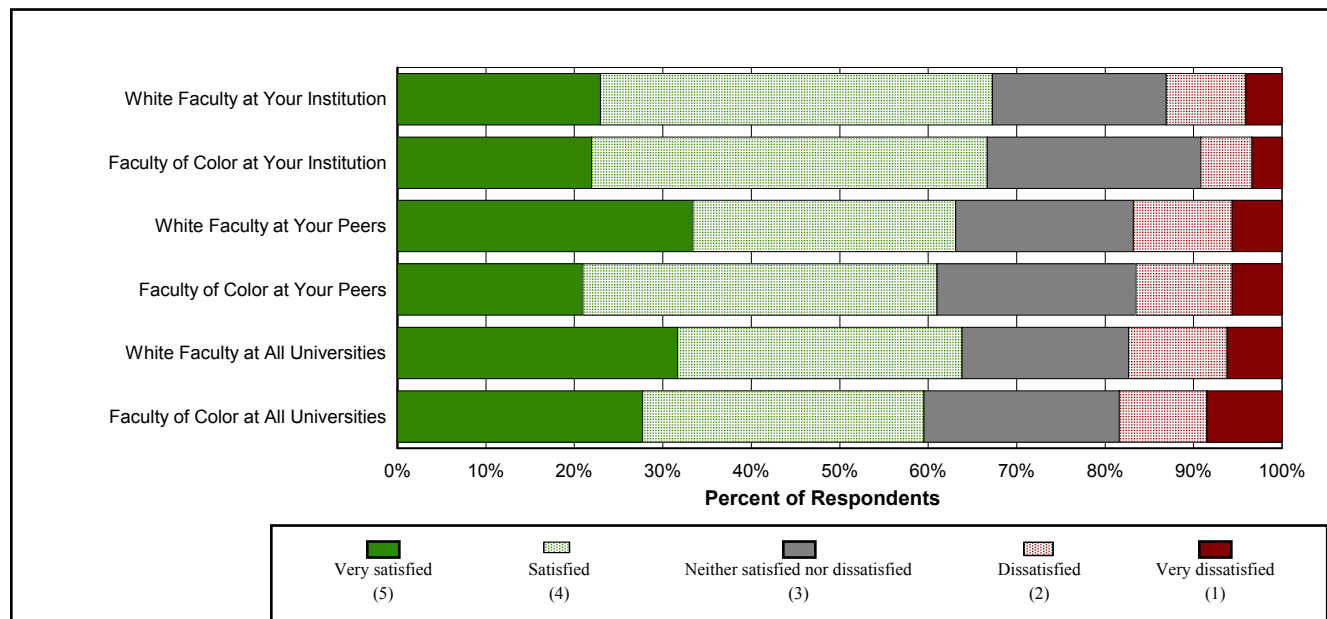
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 50th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 70th percentile on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.730	1.0405	0.0942	3.544 to 3.917	3.760	0.9894	0.1806	3.390 to 4.129
Faculty at Peer 1	3.560	1.2373	0.1185	3.325 to 3.795	3.501	1.1169	0.1766	3.143 to 3.858
... Peer 2	3.789	1.0825	0.0997	3.592 to 3.986	3.387	1.1693	0.1949	2.992 to 3.783
... Peer 3	4.013	1.1159	0.0885	3.839 to 4.188	3.652	1.1167	0.1595	3.331 to 3.973
... Peer 4	3.614	1.2320	0.1232	3.369 to 3.858	3.831	0.9972	0.1577	3.512 to 4.150
... Peer 5	3.726	1.2513	0.1233	3.482 to 3.971	3.620	1.1396	0.1899	3.235 to 4.006
Your Peers (n=5)	3.740	0.1586	0.0709	N/A	3.598	0.1494	0.0668	N/A
All Universities (n=64)	3.719	0.2230	0.0279	N/A	3.603	0.3116	0.0390	N/A



Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.

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

OVERALL RESULTS

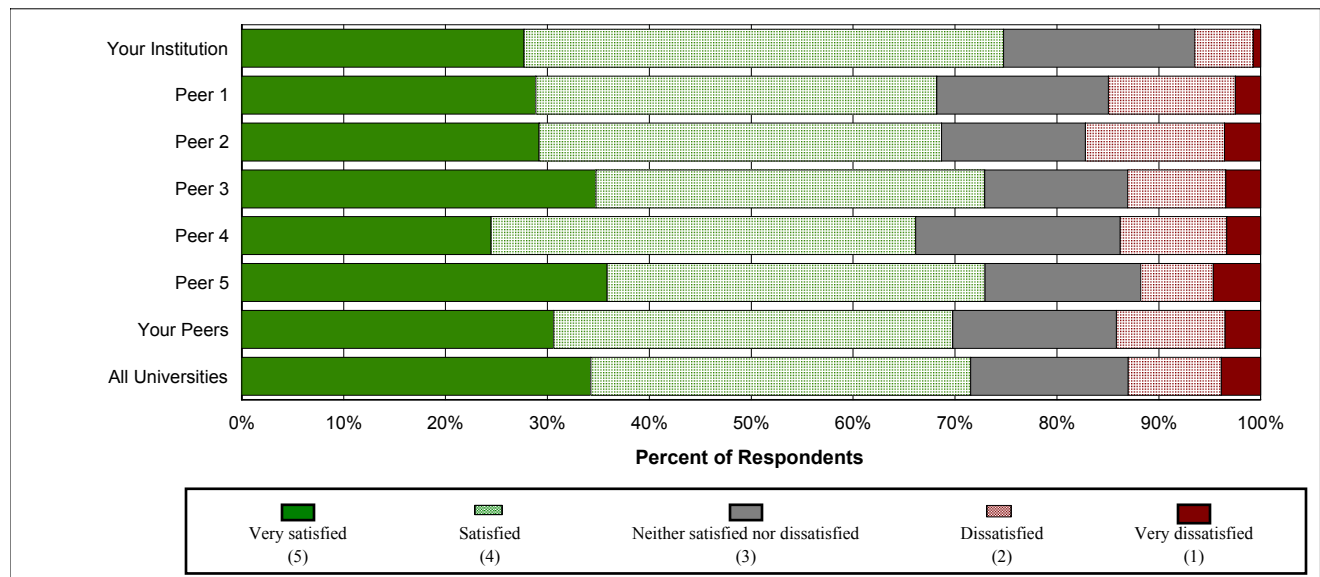
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 64th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.953	0.8744	0.0714	3.812 to 4.094
Faculty at Peer 1	3.797	1.0794	0.0890	3.621 to 3.973
... Peer 2	3.771	1.1219	0.0901	3.593 to 3.949
... Peer 3	3.912	1.0903	0.0756	3.763 to 4.061
... Peer 4	3.735	1.0532	0.0893	3.558 to 3.912
... Peer 5	3.924	1.0957	0.0940	3.738 to 4.110
Your Peers (n=5)	3.828	0.0765	0.0342	N/A
All Universities (n=64)	3.889	0.1338	0.0167	N/A



Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

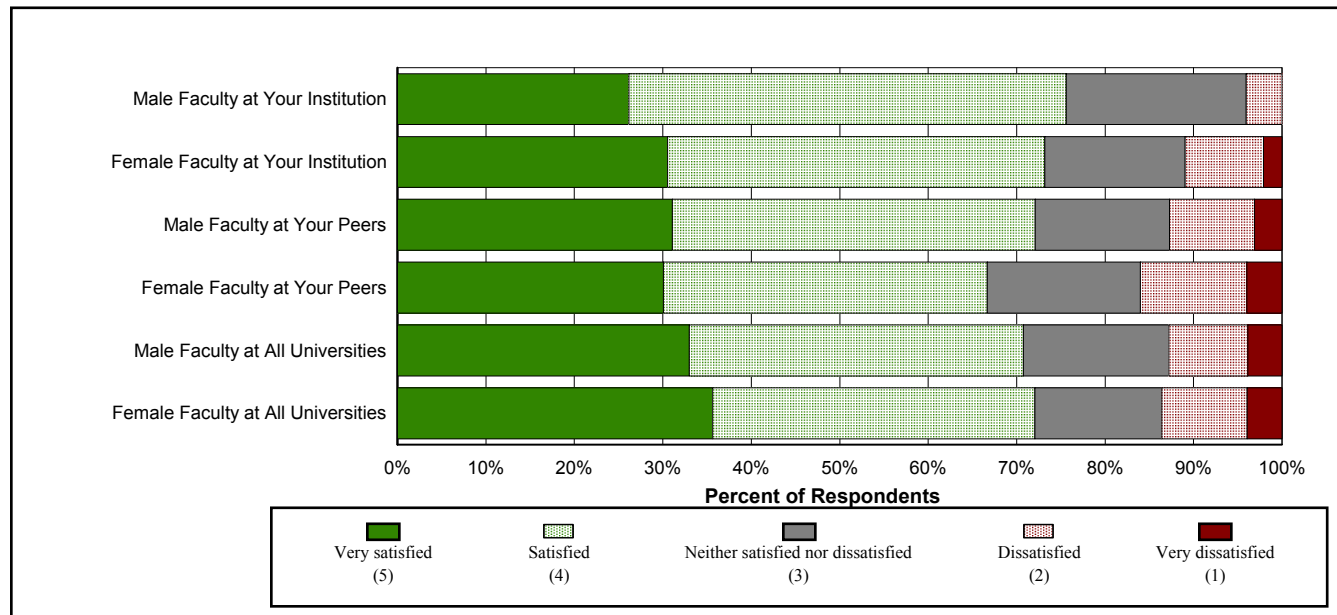
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 53rd percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.977	0.7951	0.0803	3.818 to 4.137	3.907	1.0050	0.1394	3.627 to 4.186
Faculty at Peer 1	3.907	1.0265	0.1134	3.682 to 4.133	3.650	1.1270	0.1398	3.371 to 3.929
... Peer 2	3.914	1.0500	0.1160	3.684 to 4.145	3.564	1.1778	0.1378	3.290 to 3.839
... Peer 3	3.978	1.0780	0.0972	3.785 to 4.170	3.815	1.1007	0.1194	3.578 to 4.053
... Peer 4	3.670	1.0977	0.1191	3.433 to 3.907	3.847	0.9701	0.1320	3.582 to 4.112
... Peer 5	3.898	1.0296	0.1213	3.656 to 4.139	3.961	1.1650	0.1456	3.670 to 4.252
Your Peers (n =5)	3.873	0.1055	0.0472	N/A	3.768	0.1423	0.0636	N/A
All Universities (n=64)	3.871	0.1821	0.0228	N/A	3.901	0.2197	0.0275	N/A



Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

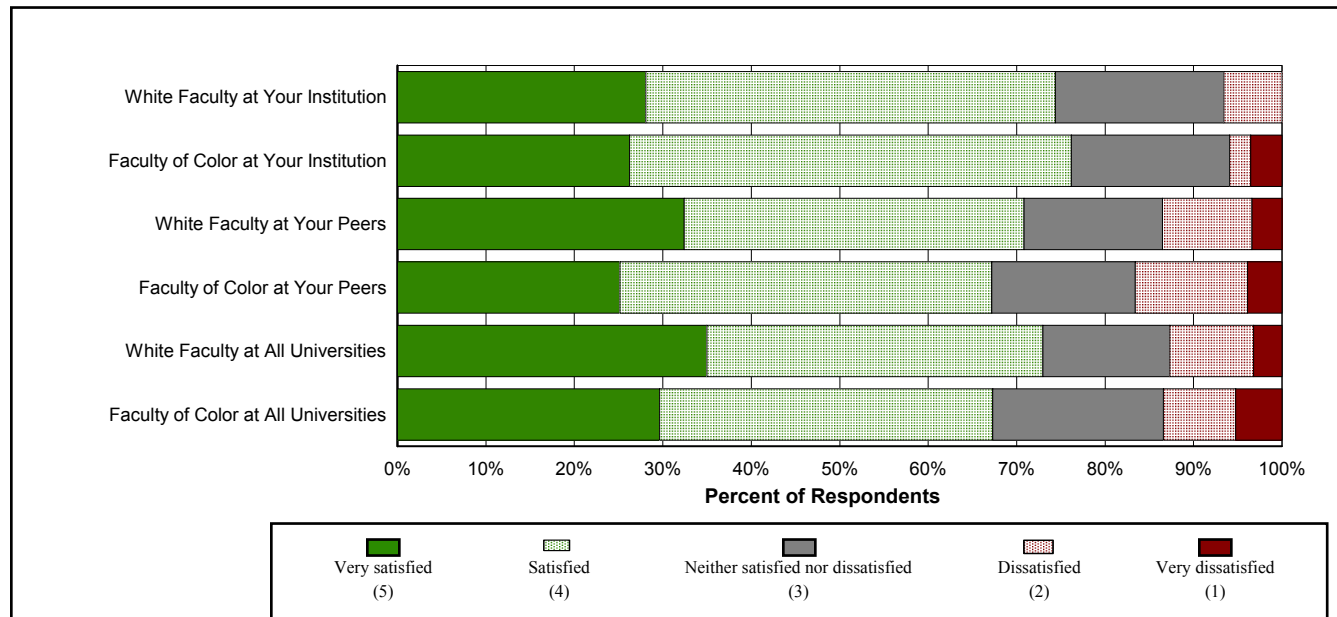
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 61st percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 66th percentile on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.959	0.8566	0.0779	3.805 to 4.113	3.930	0.9443	0.1754	3.570 to 4.289
Faculty at Peer 1	3.867	1.0911	0.1040	3.661 to 4.073	3.631	1.0228	0.1681	3.290 to 3.972
... Peer 2	3.833	1.0897	0.0999	3.636 to 4.031	3.591	1.2083	0.2014	3.182 to 4.000
... Peer 3	3.921	1.1179	0.0884	3.746 to 4.095	3.884	0.9922	0.1432	3.596 to 4.172
... Peer 4	3.700	1.0518	0.1062	3.489 to 3.911	3.821	1.0491	0.1638	3.490 to 4.152
... Peer 5	3.994	1.0611	0.1045	3.787 to 4.201	3.664	1.1814	0.2057	3.245 to 4.083
Your Peers (n=5)	3.863	0.0978	0.0438	N/A	3.718	0.1140	0.0510	N/A
All Universities (n=64)	3.920	0.1561	0.0195	N/A	3.782	0.2707	0.0338	N/A



Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.

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

OVERALL RESULTS

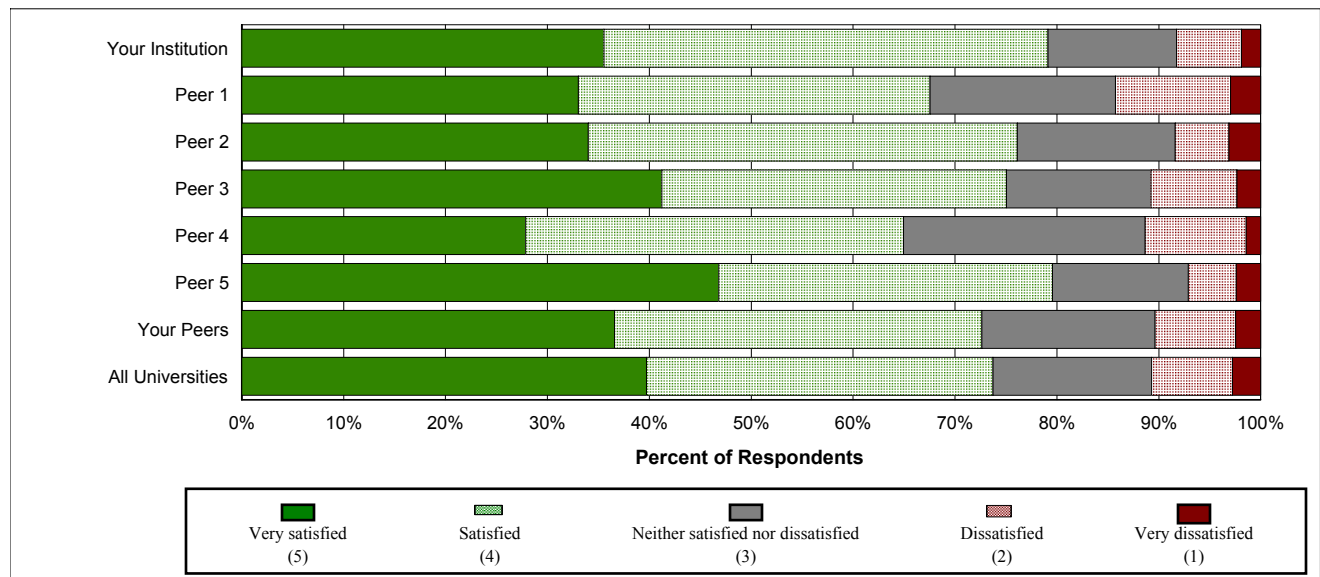
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 69th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.045	0.9653	0.0788	3.889 to 4.201
Faculty at Peer 1	3.834	1.0960	0.0907	3.655 to 4.013
... Peer 2	3.987	1.0157	0.0816	3.825 to 4.148
... Peer 3	4.032	1.0543	0.0738	3.887 to 4.178
... Peer 4	3.801	1.0064	0.0851	3.632 to 3.969
... Peer 5	4.168	0.9803	0.0844	4.002 to 4.335
Your Peers (n=5)	3.964	0.1346	0.0602	N/A
All Universities (n=64)	4.000	0.1355	0.0169	N/A



Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

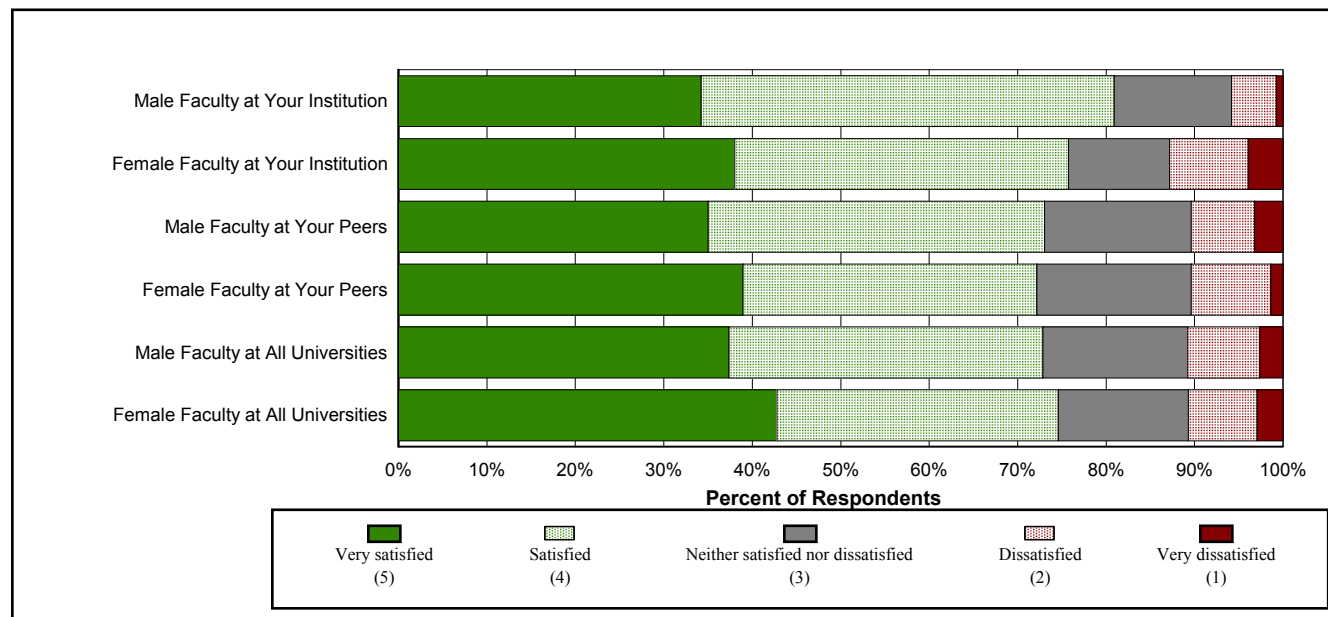
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 42nd percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.086	0.8768	0.0886	3.910 to 4.261	3.970	1.1087	0.1538	3.661 to 4.278
Faculty at Peer 1	3.842	1.1374	0.1272	3.589 to 4.096	3.823	1.0431	0.1284	3.567 to 4.080
... Peer 2	4.054	0.9416	0.1040	3.847 to 4.261	3.889	1.0847	0.1270	3.636 to 4.142
... Peer 3	3.982	1.0767	0.0987	3.787 to 4.178	4.103	1.0178	0.1104	3.884 to 4.323
... Peer 4	3.782	0.9732	0.1062	3.571 to 3.994	3.830	1.0540	0.1409	3.548 to 4.113
... Peer 5	4.061	1.0526	0.1241	3.814 to 4.309	4.322	0.8697	0.1096	4.103 to 4.541
Your Peers (n =5)	3.945	0.1130	0.0505	N/A	3.994	0.1930	0.0863	N/A
All Universities (n=64)	3.968	0.1860	0.0233	N/A	4.038	0.2170	0.0271	N/A



Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

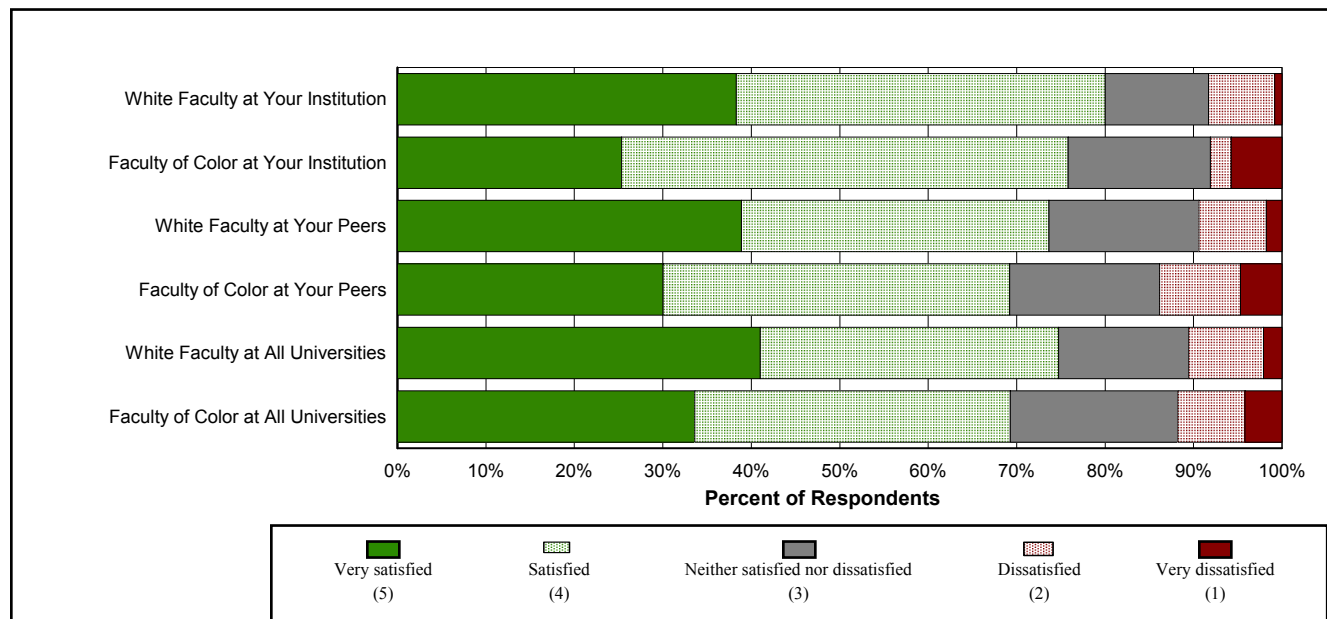
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 72nd percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 45th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.092	0.9309	0.0850	3.924 to 4.260	3.873	1.0672	0.1948	3.474 to 4.271
Faculty at Peer 1	3.889	1.1167	0.1074	3.676 to 4.102	3.711	1.0236	0.1661	3.375 to 4.048
... Peer 2	4.060	0.9244	0.0847	3.892 to 4.228	3.775	1.2385	0.2064	3.356 to 4.194
... Peer 3	4.082	1.0464	0.0835	3.918 to 4.247	3.865	1.0643	0.1552	3.552 to 4.177
... Peer 4	3.757	1.0453	0.1051	3.548 to 3.965	3.910	0.8942	0.1396	3.628 to 4.192
... Peer 5	4.279	0.8339	0.0830	4.114 to 4.444	3.774	1.2780	0.2192	3.328 to 4.220
Your Peers (n=5)	4.014	0.1781	0.0797	N/A	3.807	0.0710	0.0318	N/A
All Universities (n=64)	4.031	0.1708	0.0214	N/A	3.869	0.2580	0.0322	N/A



Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.

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

OVERALL RESULTS

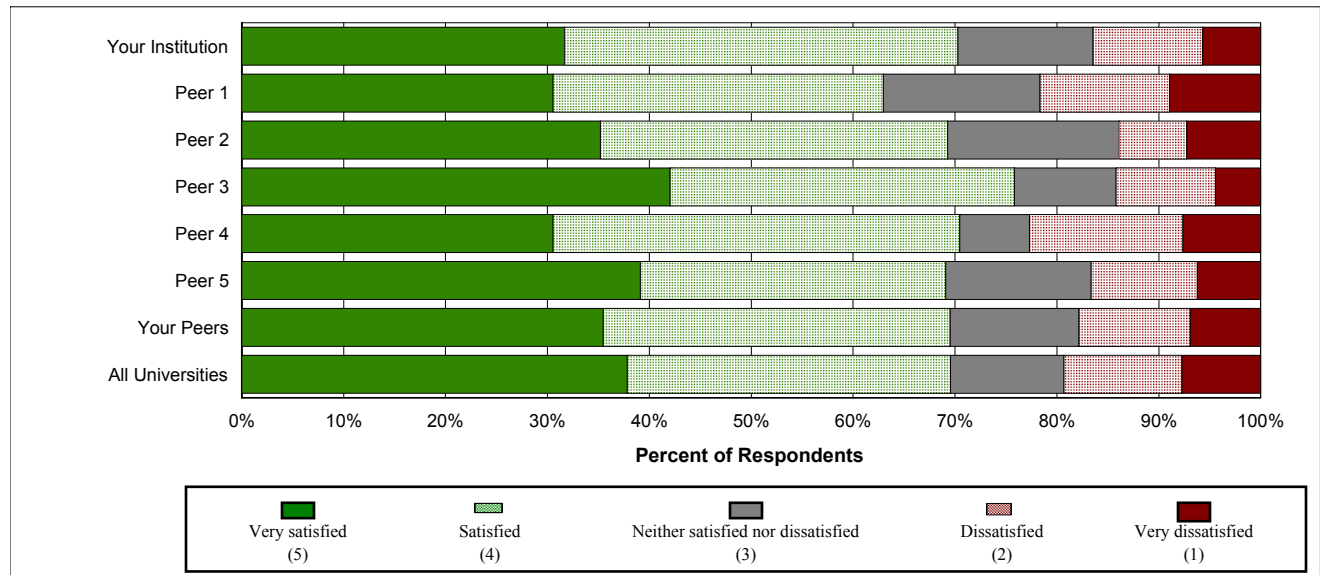
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 52nd percentile on satisfaction with how well they "fit" in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.798	1.1712	0.0947	3.611 to 3.985
Faculty at Peer 1	3.629	1.2884	0.1038	3.424 to 3.834
... Peer 2	3.833	1.2026	0.0963	3.643 to 4.023
... Peer 3	3.993	1.1416	0.0786	3.838 to 4.147
... Peer 4	3.707	1.3019	0.1096	3.491 to 3.924
... Peer 5	3.854	1.1985	0.1017	3.653 to 4.055
Your Peers (n=5)	3.803	0.1254	0.0561	N/A
All Universities (n=64)	3.804	0.1699	0.0212	N/A



Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

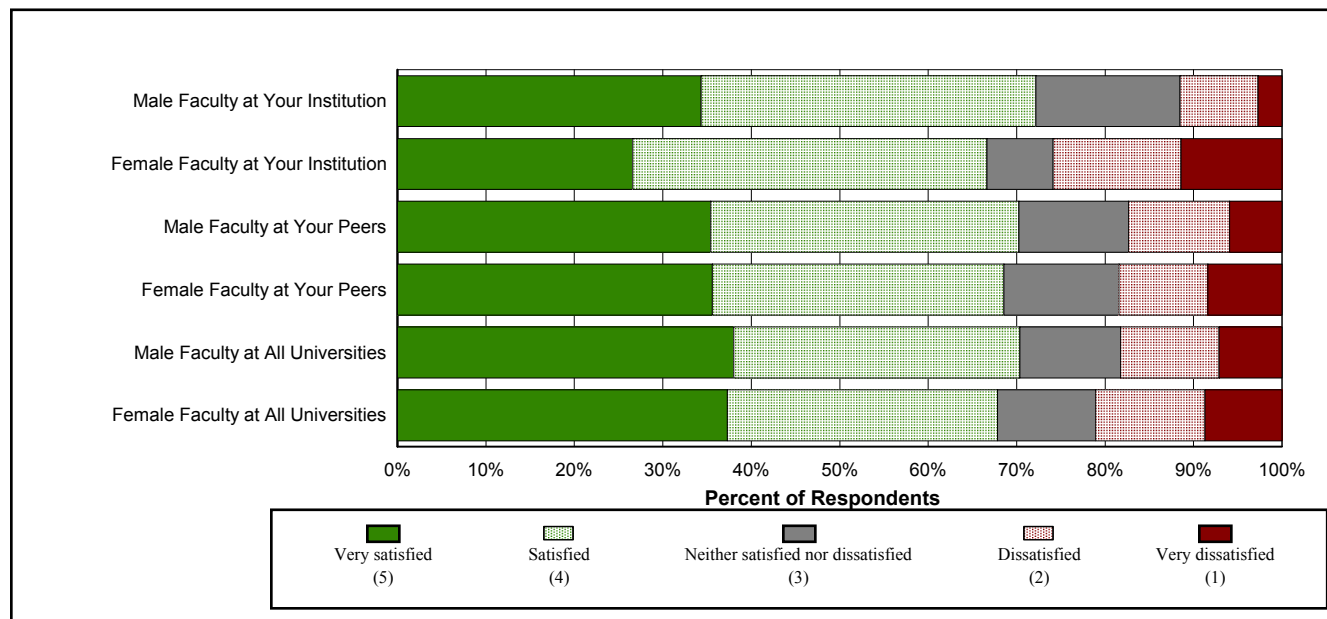
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 61st percentile on satisfaction with how well they "fit" in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 25th percentile on satisfaction with how well they "fit" in their department.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with how well they "fit" in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.923	1.0595	0.1054	3.713 to 4.132	3.559	1.3227	0.1834	3.191 to 3.928
Faculty at Peer 1	3.697	1.2005	0.1287	3.441 to 3.953	3.536	1.3861	0.1693	3.198 to 3.874
... Peer 2	3.754	1.2129	0.1331	3.489 to 4.019	3.947	1.1859	0.1388	3.671 to 4.224
... Peer 3	4.077	1.0604	0.0960	3.887 to 4.267	3.875	1.2345	0.1309	3.614 to 4.135
... Peer 4	3.743	1.2615	0.1360	3.473 to 4.013	3.646	1.3577	0.1831	3.279 to 4.013
... Peer 5	3.847	1.2187	0.1417	3.565 to 4.130	3.862	1.1751	0.1458	3.571 to 4.153
Your Peers (n =5)	3.824	0.1356	0.0607	N/A	3.773	0.1554	0.0695	N/A
All Universities (n=64)	3.830	0.2356	0.0295	N/A	3.753	0.2583	0.0323	N/A



Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.

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

RACE RESULTS

At your institution:

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

Compared to your peers:

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

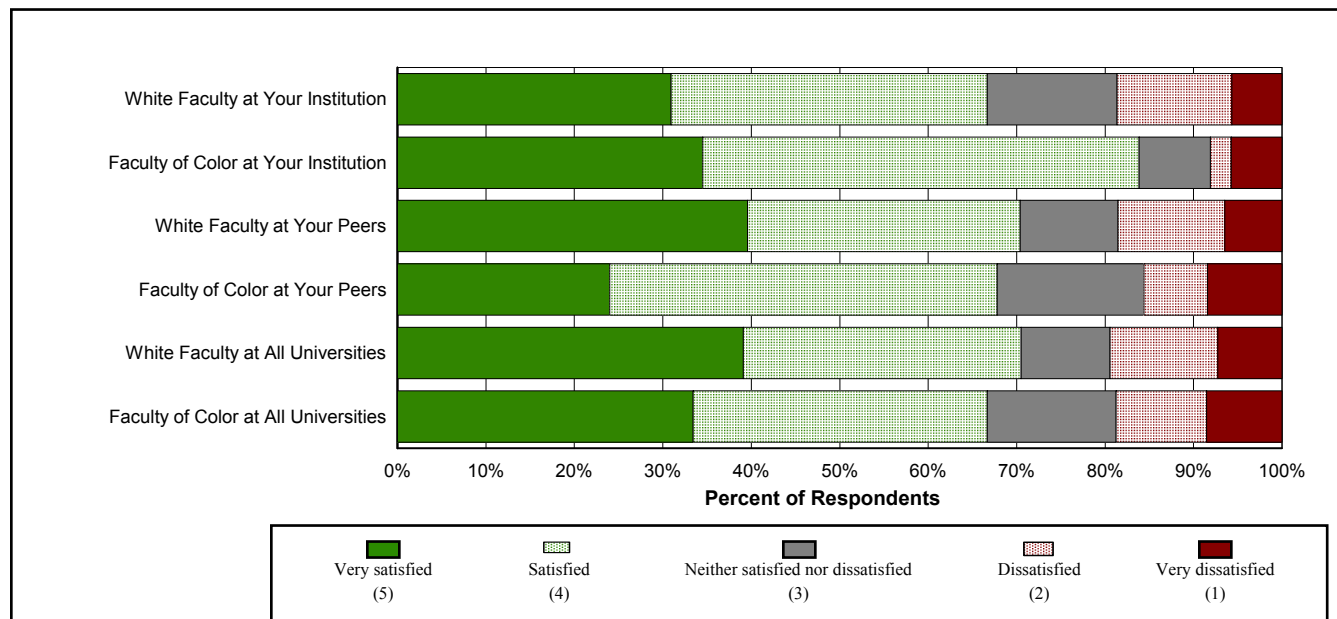
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 28th percentile on satisfaction with how well they "fit" in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on satisfaction with how well they "fit" in their department.

Across all universities:

- Across all universities, white junior faculty were more satisfied than were junior faculty of color with how well they "fit" in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.733	1.1899	0.1073	3.520 to 3.945	4.045	1.0646	0.1944	3.647 to 4.442
Faculty at Peer 1	3.707	1.3040	0.1221	3.465 to 3.949	3.458	1.2237	0.1935	3.066 to 3.849
... Peer 2	3.893	1.2434	0.1140	3.667 to 4.119	3.663	1.0412	0.1712	3.316 to 4.010
... Peer 3	4.069	1.1229	0.0882	3.895 to 4.243	3.742	1.1699	0.1671	3.406 to 4.078
... Peer 4	3.731	1.2717	0.1272	3.479 to 3.984	3.647	1.3632	0.2129	3.216 to 4.077
... Peer 5	3.847	1.2235	0.1206	3.607 to 4.086	3.877	1.1177	0.1863	3.499 to 4.256
Your Peers (n=5)	3.849	0.1299	0.0581	N/A	3.677	0.1369	0.0612	N/A
All Universities (n=64)	3.829	0.1786	0.0223	N/A	3.728	0.3073	0.0384	N/A



Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.

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

OVERALL RESULTS

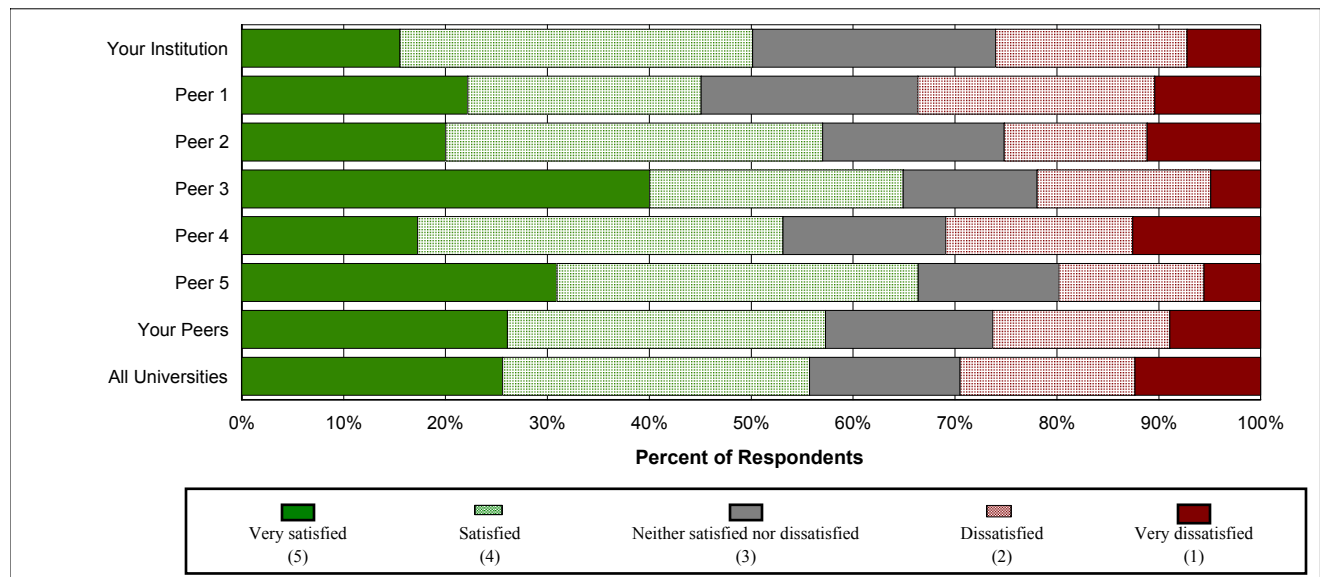
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 38th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.324	1.1577	0.0942	3.138 to 3.510
Faculty at Peer 1	3.232	1.3195	0.1074	3.020 to 3.445
... Peer 2	3.407	1.2782	0.1040	3.202 to 3.613
... Peer 3	3.781	1.2781	0.0882	3.607 to 3.955
... Peer 4	3.269	1.2951	0.1099	3.052 to 3.487
... Peer 5	3.719	1.2142	0.1023	3.517 to 3.922
Your Peers (n=5)	3.482	0.2276	0.1018	N/A
All Universities (n=64)	3.395	0.2773	0.0347	N/A



Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

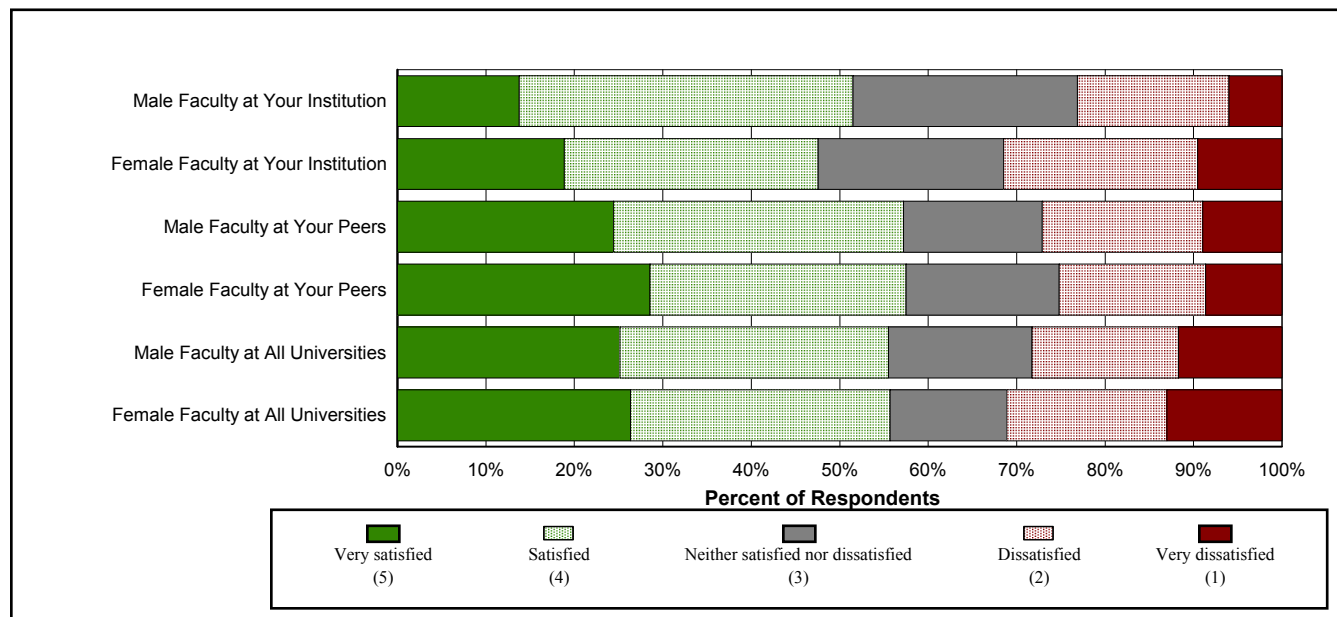
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 44th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 36th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.361	1.1051	0.1111	3.141 to 3.582	3.254	1.2456	0.1727	2.907 to 3.601
Faculty at Peer 1	3.215	1.2911	0.1392	2.938 to 3.492	3.257	1.3561	0.1682	2.921 to 3.593
... Peer 2	3.304	1.2745	0.1425	3.020 to 3.588	3.555	1.2634	0.1499	3.256 to 3.854
... Peer 3	3.729	1.2792	0.1163	3.499 to 3.960	3.853	1.2741	0.1351	3.585 to 4.121
... Peer 4	3.242	1.3120	0.1423	2.959 to 3.525	3.316	1.2681	0.1726	2.970 to 3.662
... Peer 5	3.787	1.1833	0.1376	3.512 to 4.061	3.627	1.2439	0.1520	3.324 to 3.931
Your Peers (n =5)	3.455	0.2493	0.1115	N/A	3.522	0.2165	0.0968	N/A
All Universities (n=64)	3.407	0.3278	0.0410	N/A	3.379	0.3045	0.0381	N/A



Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.

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

RACE RESULTS

At your institution:

- Within your institution, junior faculty of color were more satisfied than were white junior faculty with the intellectual vitality of the senior colleagues in their department.

Compared to your peers:

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

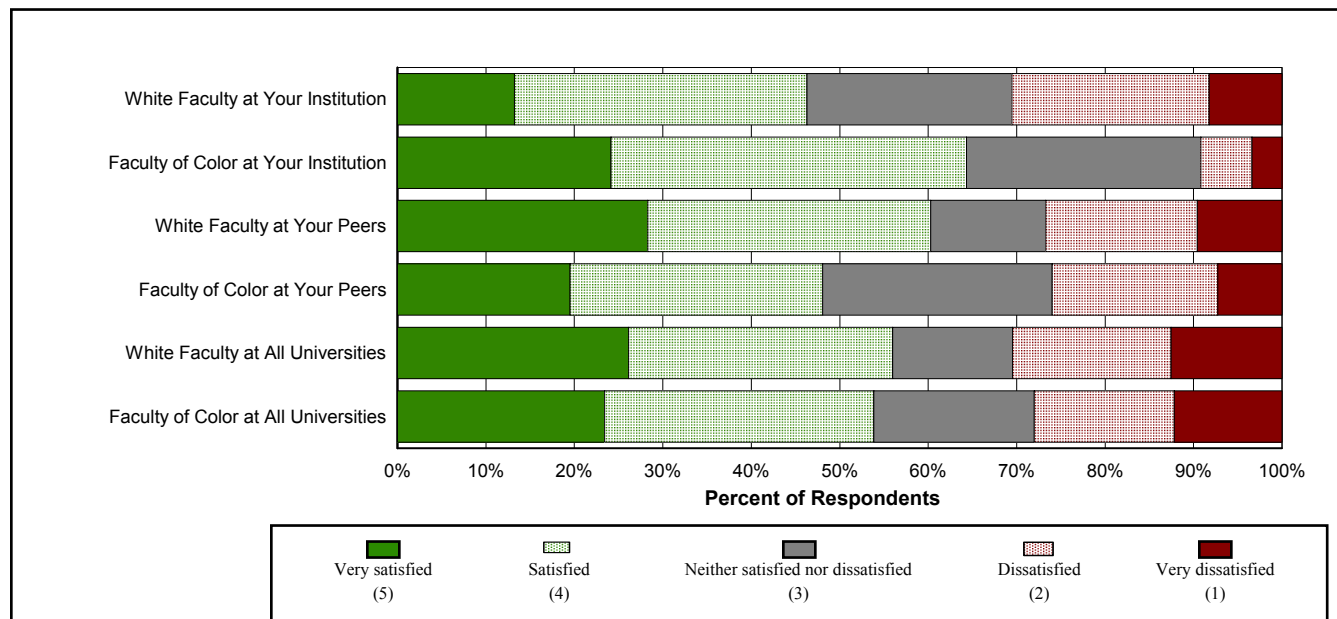
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 28th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.207	1.1707	0.1064	2.996 to 3.418	3.759	0.9978	0.1822	3.386 to 4.131
Faculty at Peer 1	3.286	1.3663	0.1285	3.032 to 3.541	3.107	1.1558	0.1875	2.727 to 3.487
... Peer 2	3.474	1.3212	0.1232	3.230 to 3.718	3.221	1.0929	0.1822	2.851 to 3.591
... Peer 3	3.869	1.2165	0.0959	3.680 to 4.059	3.494	1.4151	0.2022	3.088 to 3.901
... Peer 4	3.150	1.3132	0.1320	2.888 to 3.411	3.581	1.2031	0.1902	3.196 to 3.965
... Peer 5	3.836	1.1989	0.1170	3.604 to 4.068	3.313	1.1742	0.1957	2.916 to 3.710
Your Peers (n=5)	3.523	0.2884	0.1290	N/A	3.343	0.1737	0.0777	N/A
All Universities (n=64)	3.391	0.3197	0.0400	N/A	3.371	0.3959	0.0495	N/A



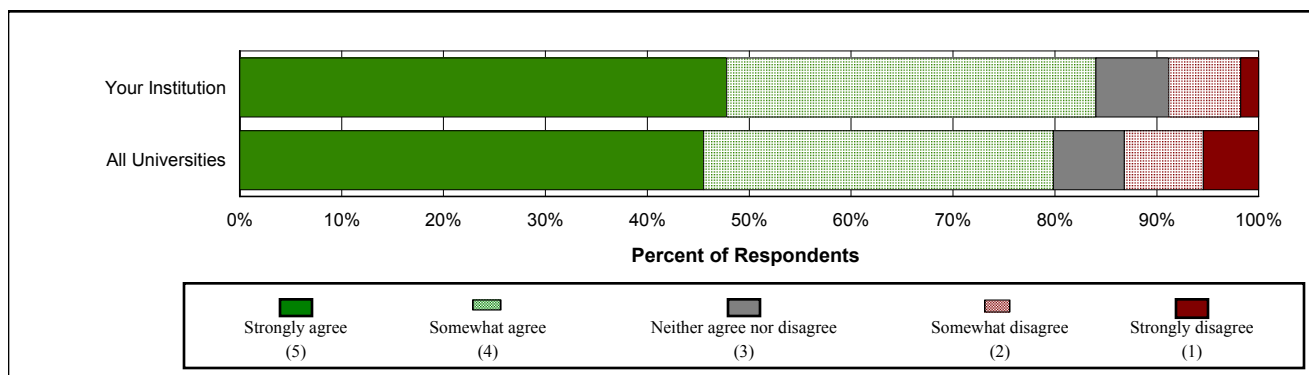
Question 42. On the whole, my institution is collegial.

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

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.212	0.9848	0.0794	4.055 to 4.369
All Universities (n=9)	4.068	0.1852	0.0617	N/A



Question 42. On the whole, my institution is collegial.

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

GENDER RESULTS**At your institution:**

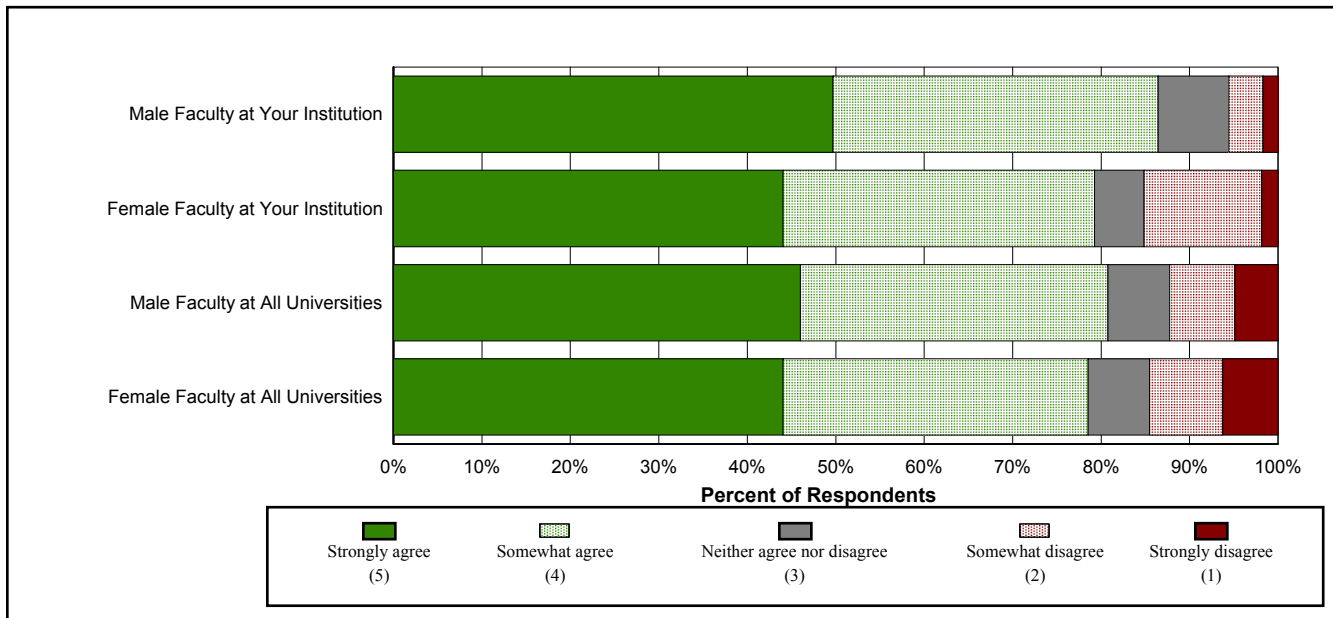
- Within your institution, there were no significant gender differences in junior faculty's reporting that, on the whole, their institution is collegial.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that, on the whole, their institution is collegial.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.289	0.9116	0.0903	4.110 to 4.468	4.063	1.0992	0.1524	3.757 to 4.369
All Universities (n=9)	4.096	0.2477	0.0826	N/A	4.018	0.1387	0.0462	N/A



Question 42. On the whole, my institution is collegial.

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

RACE RESULTS

At your institution:

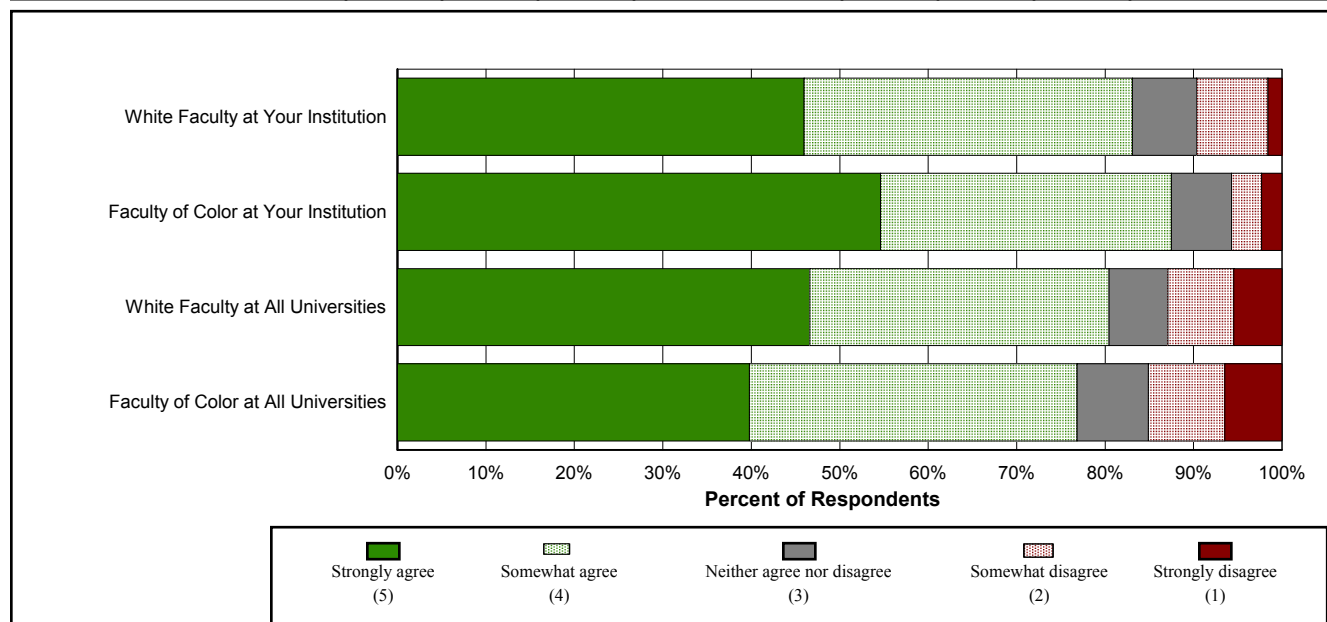
- Within your institution, there were no significant race differences in junior faculty's reporting that, on the whole, their institution is collegial.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that, on the whole, their institution is collegial.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.178	0.9841	0.0884	4.003 to 4.353	4.340	0.9775	0.1785	3.975 to 4.705
All Universities (n=9)	4.087	0.1757	0.0586	N/A	3.950	0.3503	0.1168	N/A



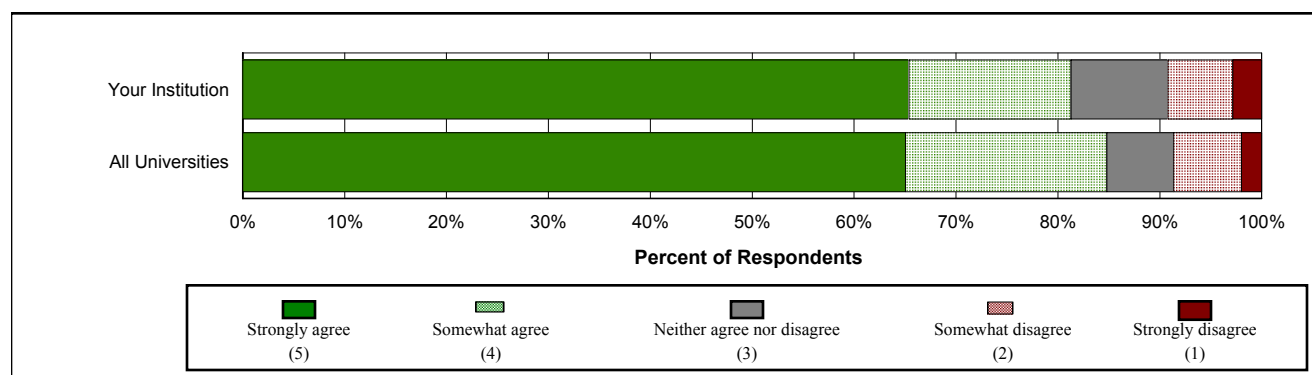
Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.

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

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.346	1.0734	0.0914	4.166 to 4.527
All Universities (n=9)	4.393	0.1230	0.0410	N/A



Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)***GENDER RESULTS****At your institution:**

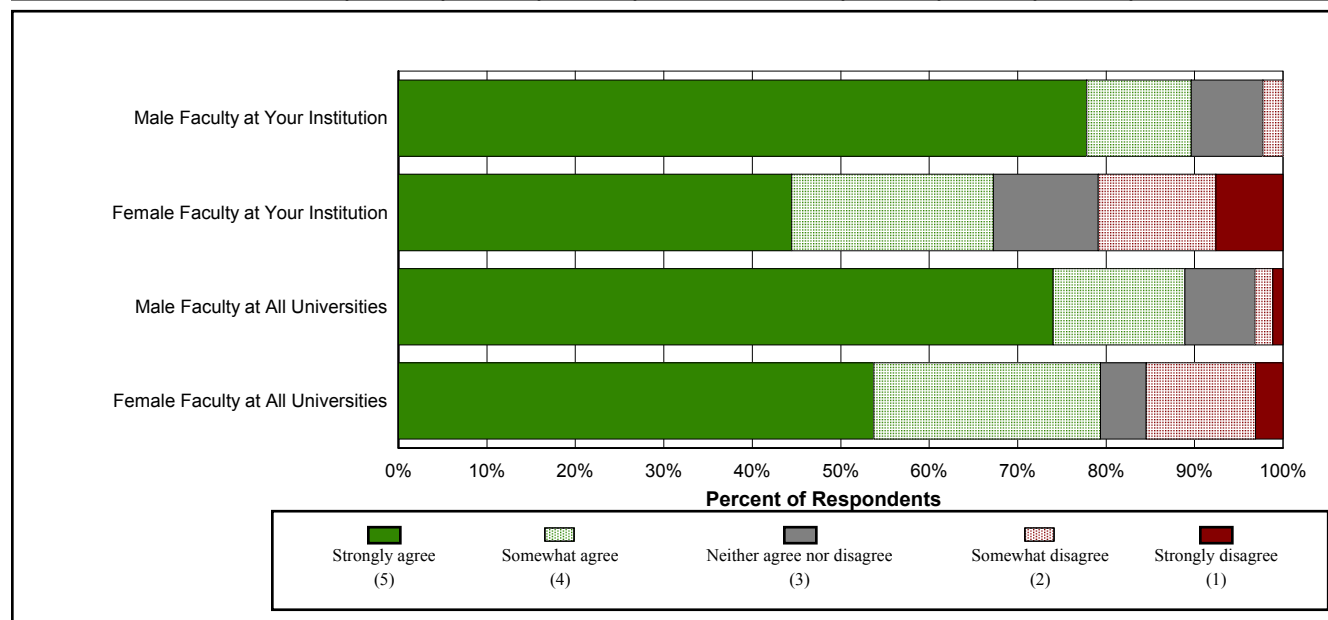
- Within your institution, male junior faculty agreed to a greater extent than did female junior faculty that they receive fair treatment from their colleagues regardless of their own gender.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that they receive fair treatment from their colleagues regardless of their own gender.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.652	0.7244	0.0777	4.497 to 4.806	3.832	1.3287	0.1861	3.458 to 4.205
All Universities (n=9)	4.586	0.0930	0.0310	N/A	4.145	0.2360	0.0787	N/A



Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.

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

RACE RESULTS

At your institution:

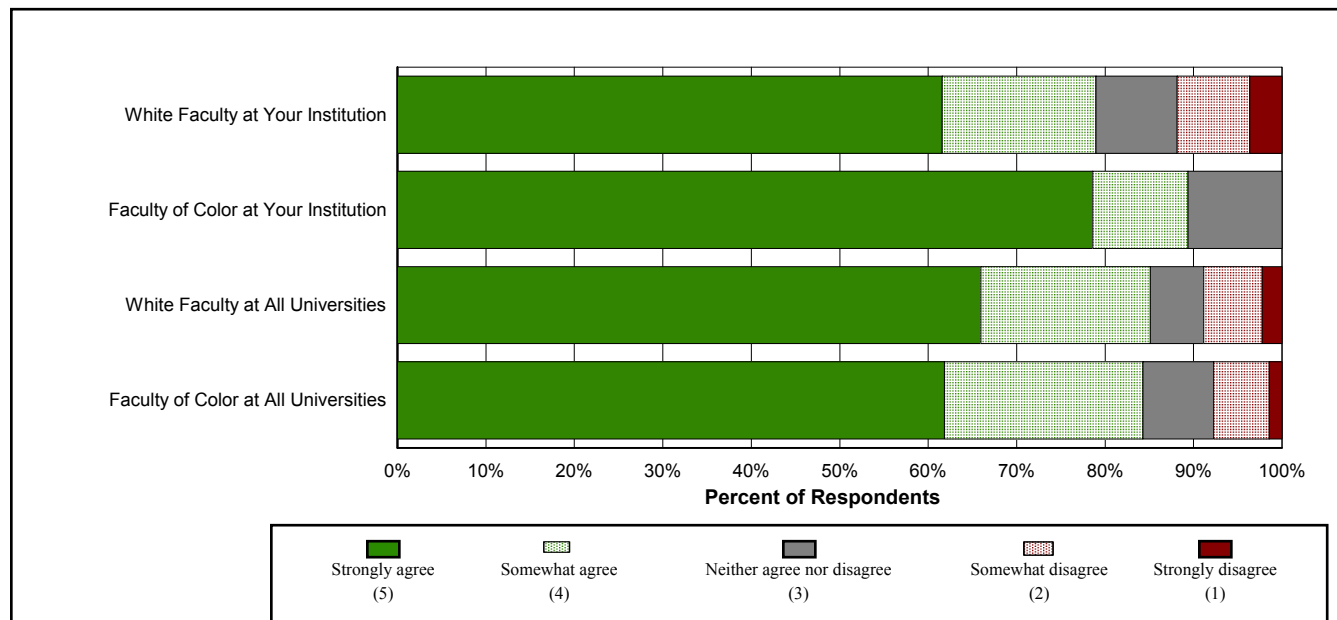
- Within your institution, junior faculty of color agreed to a greater extent than did white junior faculty that they receive fair treatment from their colleagues regardless of their own gender.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own gender.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.250	1.1426	0.1094	4.033 to 4.467	4.680	0.6488	0.1205	4.433 to 4.926
All Universities (n=9)	4.399	0.1465	0.0488	N/A	4.369	0.1587	0.0529	N/A



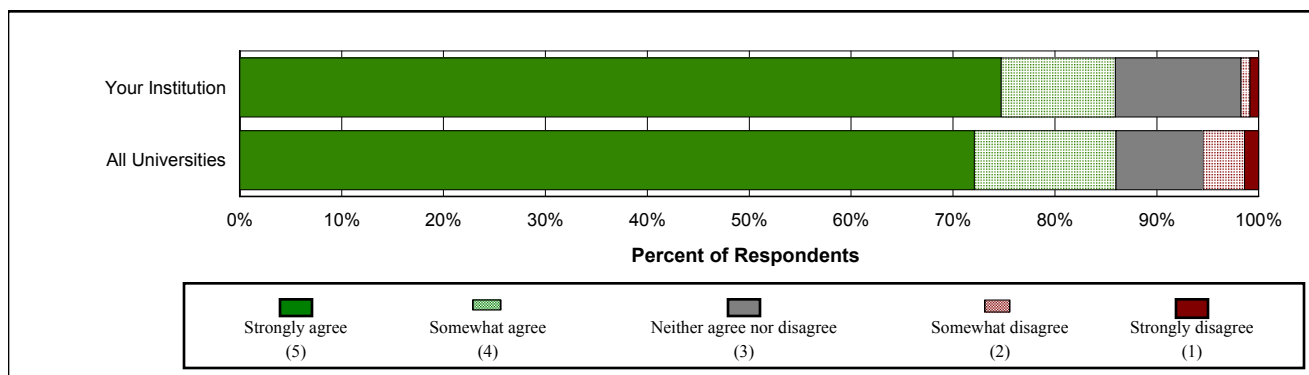
Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.

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

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.581	0.7980	0.0708	4.441 to 4.721
All Universities (n=9)	4.512	0.1040	0.0347	N/A



Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)***GENDER RESULTS****At your institution:**

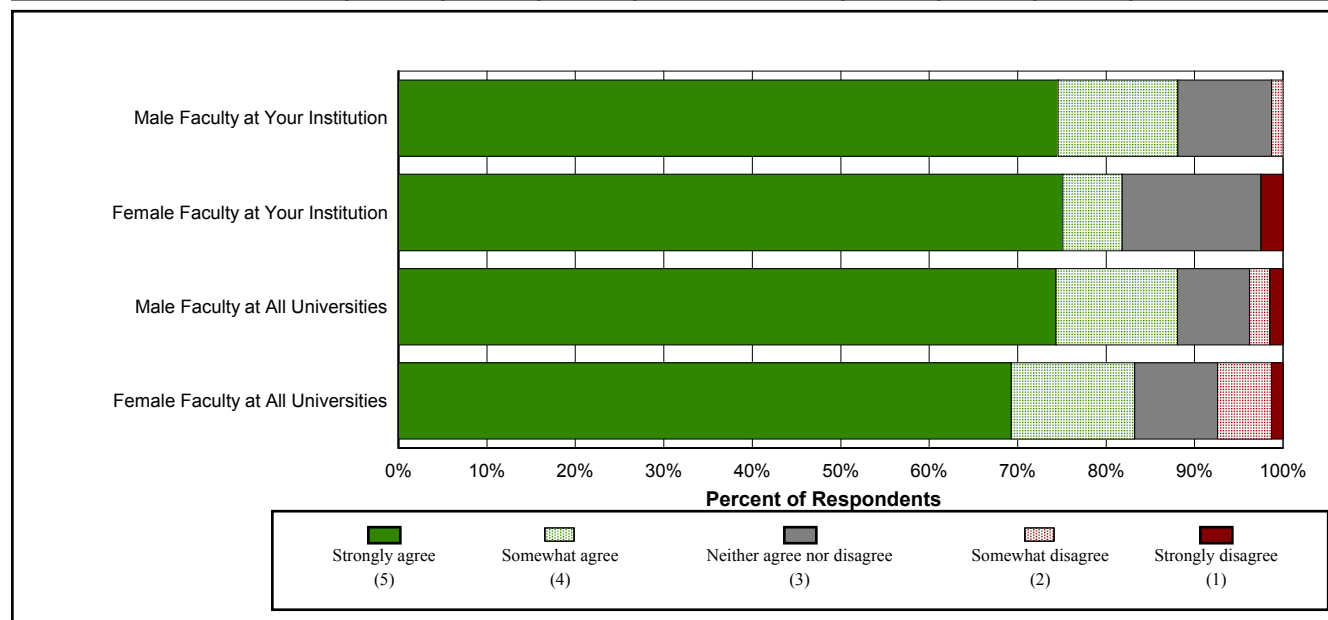
- Within your institution, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.613	0.7222	0.0788	4.457 to 4.770	4.519	0.9244	0.1410	4.234 to 4.803
All Universities (n=9)	4.571	0.1176	0.0392	N/A	4.438	0.1857	0.0619	N/A



Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.

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

RACE RESULTS

At your institution:

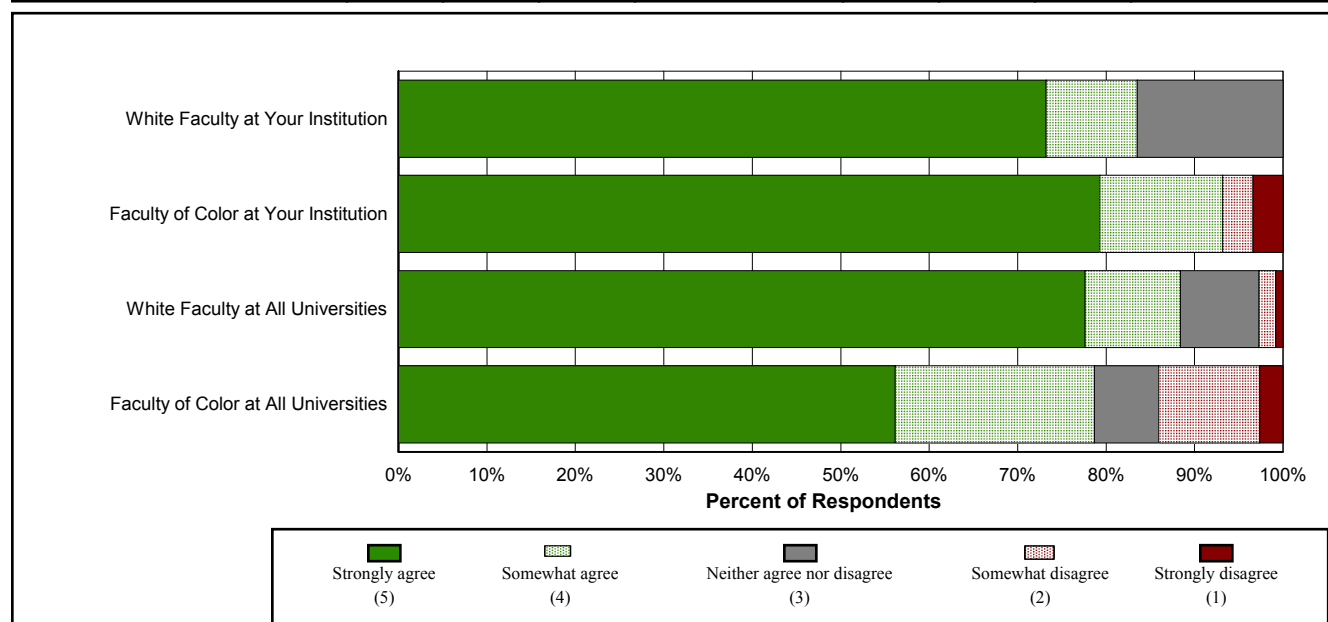
- Within your institution, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that they receive fair treatment from their colleagues regardless of their own race/ethnicity.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.567	0.7586	0.0770	4.414 to 4.720	4.622	0.9123	0.1666	4.281 to 4.962
All Universities (n=9)	4.624	0.0832	0.0277	N/A	4.181	0.3237	0.1079	N/A



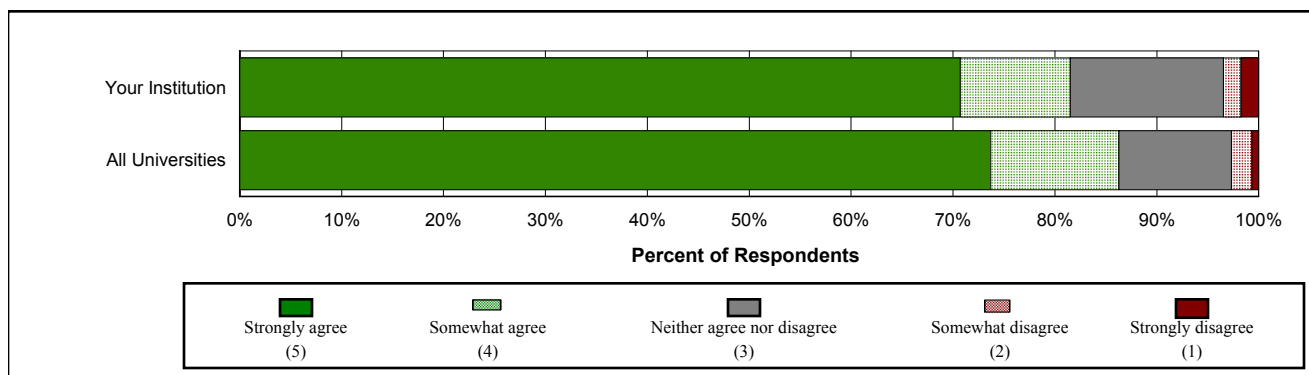
Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.

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

OVERALL RESULTS

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.470	0.9319	0.0877	4.296 to 4.644
All Universities (n=9)	4.567	0.0830	0.0277	N/A



Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.*Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)***GENDER RESULTS****At your institution:**

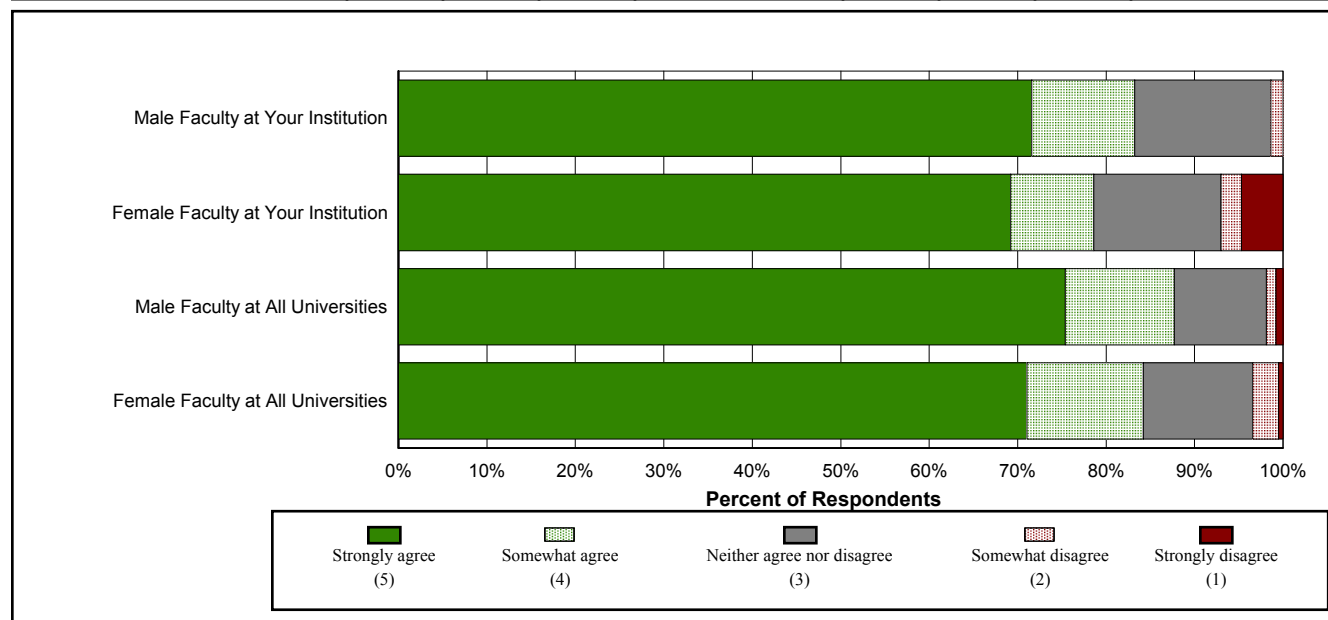
- Within your institution, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.534	0.7982	0.0941	4.346 to 4.722	4.361	1.1177	0.1746	4.008 to 4.714
All Universities (n=9)	4.604	0.1014	0.0338	N/A	4.513	0.1403	0.0468	N/A



Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.

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

RACE RESULTS

At your institution:

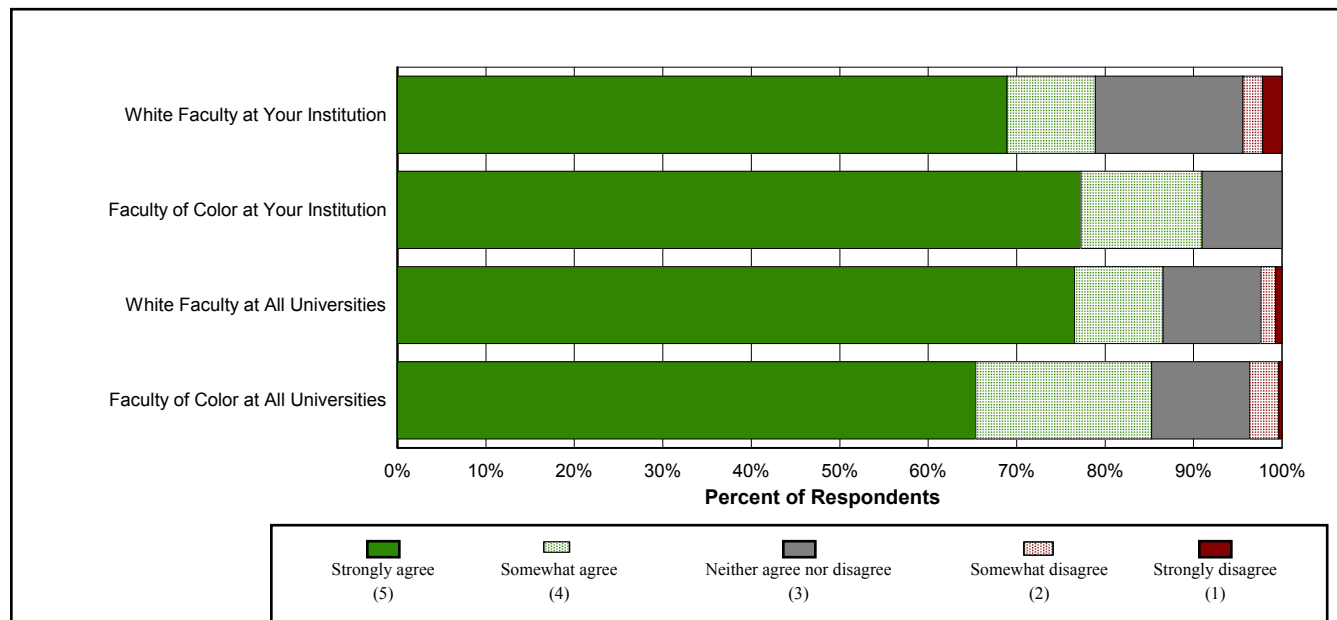
- Within your institution, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

This question is a new addition to the 2007-08 COACHE survey instrument. Peer and other comparison data will be available at a later date.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that they receive fair treatment from their colleagues regardless of their own sexual orientation.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.412	0.9876	0.1041	4.205 to 4.619	4.682	0.6210	0.1295	4.414 to 4.951
All Universities (n=9)	4.599	0.1073	0.0358	N/A	4.466	0.1520	0.0507	N/A



COACHE

Theme V
Global Satisfaction

BEST AND WORST ASPECTS

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

Question 44b. Check the two *worst aspects* about working at your institution.*

These items were most frequently rated as the <u>best aspects</u> about working at your institution.*		# of institutions where item ranked among the top four responses		These items were most frequently rated as the <u>worst aspects</u> about working at your institution.*		# of institutions where item ranked among the top four responses	
		YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)			YOUR PEERS (n = 5)	ALL UNIVERSITIES (n = 64)
Overall	1. Cost of living	1	25	1. Quality of graduate students	4	18	
	2. Academic freedom	2	13	2. Quality of facilities	3	15	
	3. My sense of "fit" here	4	53	3. Geographic location	1	25	
	4. Quality of colleagues	4	47	4. Childcare policies/practices (or lack thereof)	0	1	
				4. Compensation	4	47	
				4. Teaching load	0	27	
	Male	1. Cost of living	2	28	1. Quality of graduate students	4	27
		2. My sense of "fit" here	5	56	2. Quality of facilities	4	21
		3. Academic freedom	2	14	3. Geographic location	1	25
4. Geographic location		4	40	3. Compensation	5	47	
4. Quality of colleagues		5	54				
Female	1. Cost of living	1	21	1. Availability/quality of childcare facilities	0	5	
	2. Support of colleagues	4	46	2. Childcare policies/practices (or lack thereof)	1	5	
	3. Academic freedom	2	16	3. Geographic location	2	25	
	4. My sense of "fit" here	2	51	4. Quality of graduate students	0	6	
				4. Lack of diversity	1	19	
	White Faculty	1. Cost of living	1	23	1. Quality of graduate students	2	12
		2. Academic freedom	2	13	2. Quality of facilities	4	20
		3. My sense of "fit" here	5	55	3. Compensation	5	48
		4. Geographic location	4	37	4. Absence of others like me	1	10
				4. Childcare policies/practices (or lack thereof)	0	1	
				4. Teaching load	0	29	
	Faculty of Color	1. Quality of colleagues	2	34	1. Geographic location	2	29
		2. Support of colleagues	3	40	2. Teaching load	0	22
		3. My sense of "fit" here	3	37	2. Quality of graduate students	3	22
4. Cost of living		3	33	4. Childcare policies/practices (or lack thereof)	1	2	
				4. Lack of support for research/creative work (e.g., leave)	1	25	

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

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

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

In addition to or instead of checking the two best/worst aspects about working at their institution, some junior faculty provided the following comments:

BEST ASPECTS

- support from JUNIOR colleagues hired the same year as I
- One or two stellar colleagues in my area of study
- Unique program
- Declared focus to develop my area of research in the institution
- Opportunity to work with graduate students
- Recreational opportunities
- Quality of life
- Quality of living
- My faculty mentor
- collegiality
- Support from Department Chair and College Dean
- Overall culture of openness in the institution from the President on down.

WORST ASPECTS

- Institutional support for pure inquiry (there is an over emphasis on short term economic development)
- lack of graduate program in department
- Not enough time in the day.
- Benefits: Dental Insurance is abysmal and the health insurance is not much better
- Unprofessional behavior of one or more colleagues
- Quality of administrative staff and infrastructure
- Dean of the college extremely difficult to work with
- not any colleagues in my research area (or even close)
- lack of funding to attract.maintain better graduate students
- Grad student TAs must teach too many sections
- Some senior colleagues
- Weaknesses in the degree offered
- Poor mentor support
- Number of Departmental TA positions
- Too few graduate students coming in willing to work in a different area of study like what I research
- Undergraduate majors curriculum needs altered

Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

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

OVERALL RESULTS

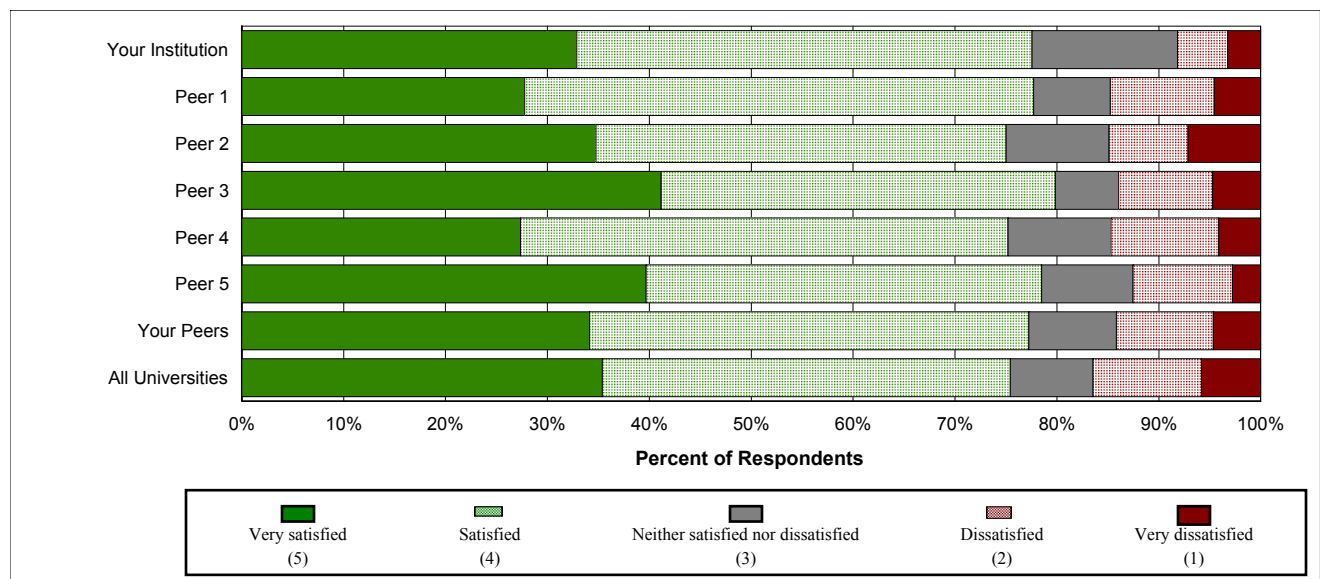
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 70th percentile on satisfaction with their departments as places to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.990	0.9803	0.0787	3.835 to 4.146
Faculty at Peer 1	3.862	1.0825	0.0878	3.688 to 4.035
... Peer 2	3.878	1.1722	0.0942	3.692 to 4.064
... Peer 3	4.024	1.1337	0.0782	3.870 to 4.178
... Peer 4	3.837	1.1025	0.0925	3.654 to 4.020
... Peer 5	4.029	1.0533	0.0884	3.854 to 4.204
Your Peers (n=5)	3.926	0.0831	0.0372	N/A
All Universities (n=64)	3.886	0.1824	0.0228	N/A



Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their departments as places to work.

Compared to your peers:

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

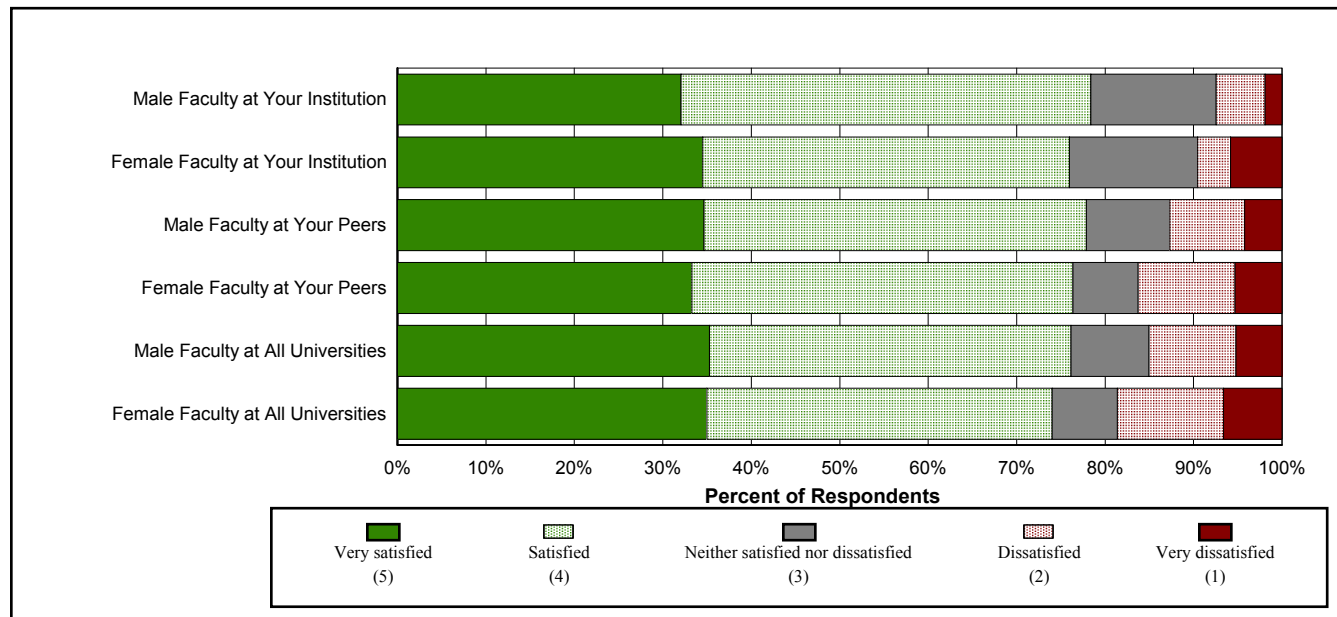
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 69th percentile on satisfaction with their departments as places to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 77th percentile on satisfaction with their departments as places to work.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.011	0.9295	0.0916	3.829 to 4.192	3.951	1.0714	0.1486	3.653 to 4.249
Faculty at Peer 1	3.934	0.9872	0.1065	3.722 to 4.146	3.762	1.1846	0.1458	3.471 to 4.053
... Peer 2	3.845	1.1869	0.1303	3.586 to 4.104	3.926	1.1539	0.1360	3.655 to 4.197
... Peer 3	4.111	1.0220	0.0929	3.927 to 4.295	3.903	1.2581	0.1334	3.638 to 4.168
... Peer 4	3.892	1.0617	0.1138	3.665 to 4.118	3.743	1.1548	0.1557	3.431 to 4.055
... Peer 5	4.000	1.0763	0.1243	3.753 to 4.248	4.069	1.0267	0.1254	3.819 to 4.319
Your Peers (n =5)	3.956	0.0927	0.0415	N/A	3.881	0.1191	0.0533	N/A
All Universities (n=64)	3.911	0.2499	0.0312	N/A	3.838	0.2318	0.0290	N/A



Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their departments as places to work.

Compared to your peers:

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

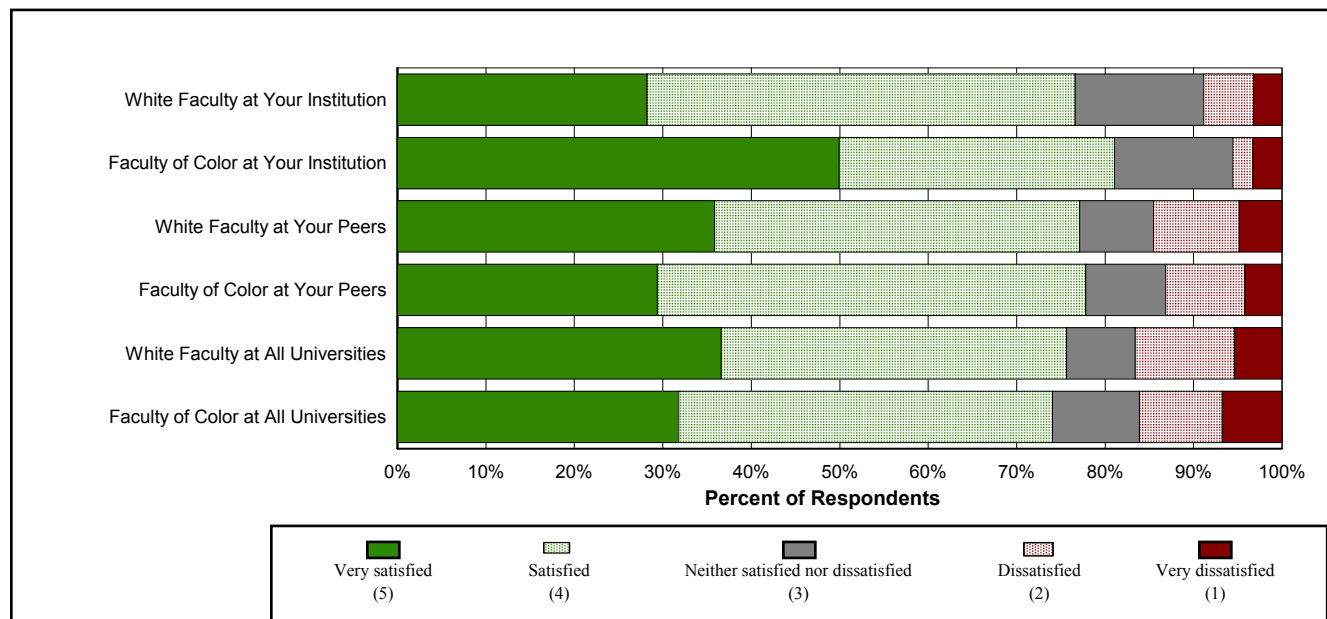
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 53rd percentile on satisfaction with their departments as places to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 94th percentile on satisfaction with their departments as places to work.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.928	0.9686	0.0870	3.755 to 4.100	4.221	0.9974	0.1791	3.855 to 4.587
Faculty at Peer 1	3.908	1.1207	0.1054	3.699 to 4.116	3.759	0.9532	0.1526	3.450 to 4.068
... Peer 2	3.883	1.1988	0.1104	3.665 to 4.102	3.862	1.0668	0.1754	3.506 to 4.218
... Peer 3	4.069	1.1208	0.0883	3.895 to 4.244	3.876	1.1606	0.1658	3.543 to 4.210
... Peer 4	3.793	1.0654	0.1060	3.583 to 4.003	3.952	1.1854	0.1851	3.577 to 4.326
... Peer 5	4.025	1.0731	0.1047	3.817 to 4.233	4.043	0.9908	0.1629	3.712 to 4.373
Your Peers (n=5)	3.936	0.0998	0.0446	N/A	3.898	0.0948	0.0424	N/A
All Universities (n=64)	3.902	0.2027	0.0253	N/A	3.830	0.2777	0.0347	N/A



Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

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

OVERALL RESULTS

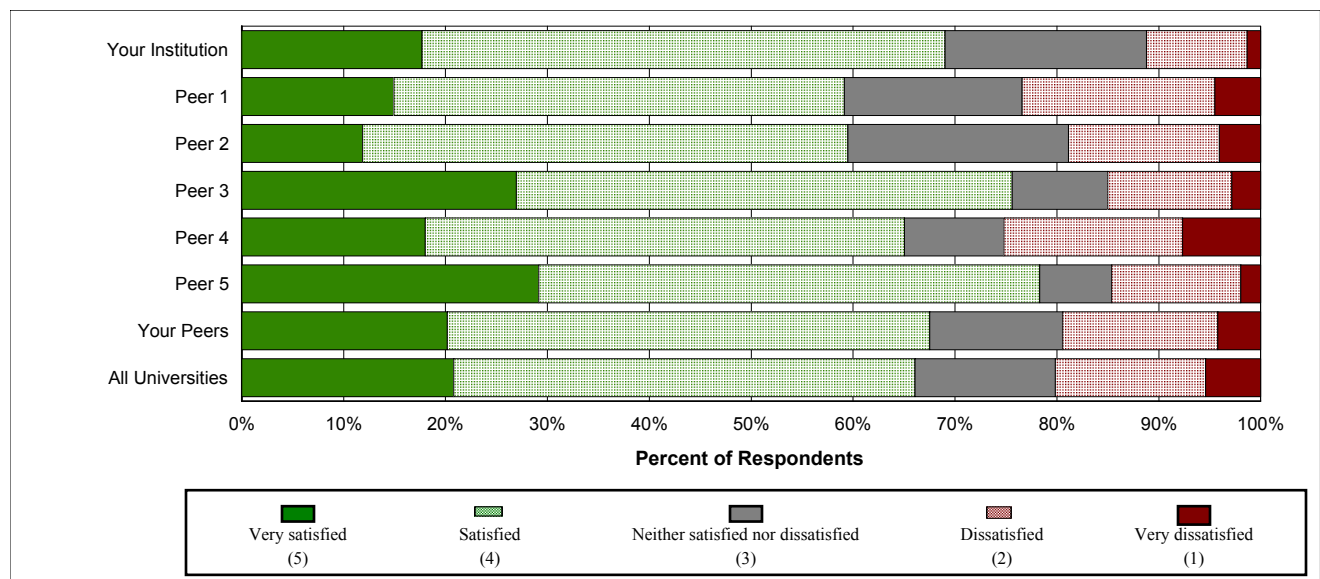
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 69th percentile on satisfaction with their institution as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.742	0.9058	0.0728	3.598 to 3.885
Faculty at Peer 1	3.461	1.0968	0.0887	3.286 to 3.637
... Peer 2	3.484	0.9991	0.0802	3.326 to 3.643
... Peer 3	3.847	1.0461	0.0722	3.705 to 3.990
... Peer 4	3.502	1.2030	0.1010	3.302 to 3.702
... Peer 5	3.909	1.0367	0.0870	3.737 to 4.081
Your Peers (n=5)	3.641	0.1951	0.0872	N/A
All Universities (n=64)	3.613	0.2562	0.0320	N/A



Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

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

GENDER RESULTS

At your institution:

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

Compared to your peers:

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

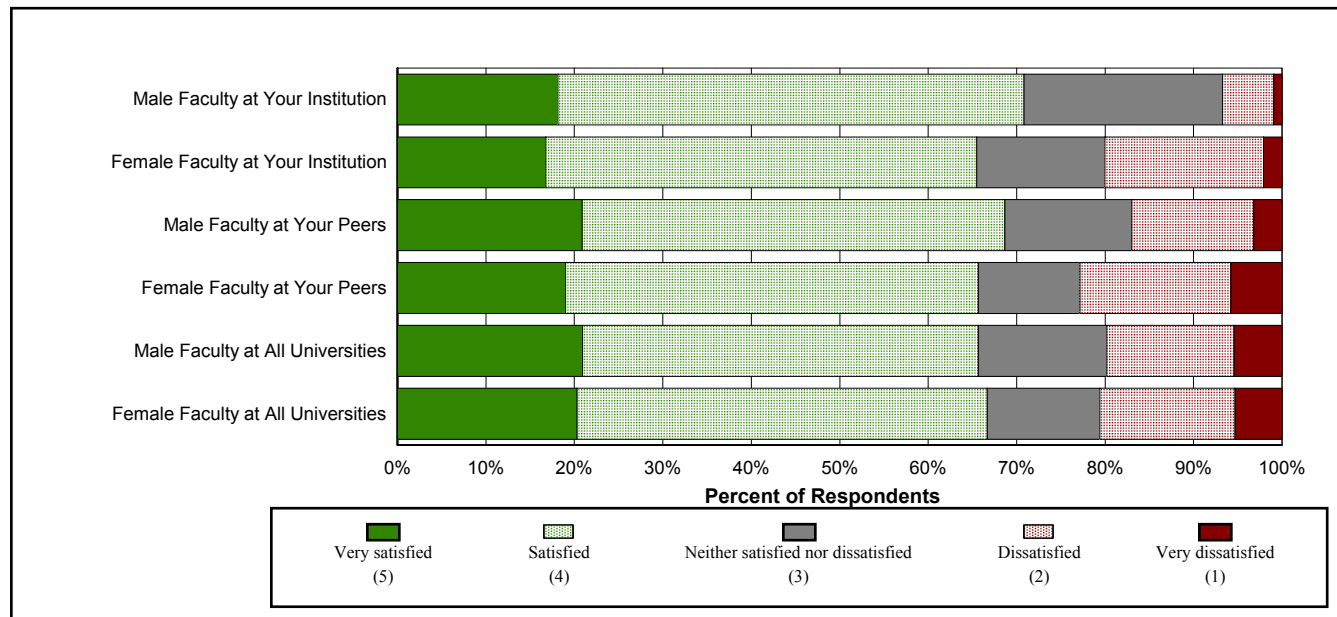
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on satisfaction with their institution as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 47th percentile on satisfaction with their institution as a place to work.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.813	0.8331	0.0821	3.650 to 3.976	3.602	1.0219	0.1417	3.317 to 3.886
Faculty at Peer 1	3.554	1.0149	0.1088	3.337 to 3.770	3.333	1.1888	0.1463	3.040 to 3.625
... Peer 2	3.414	1.0336	0.1135	3.188 to 3.639	3.588	0.9549	0.1125	3.363 to 3.812
... Peer 3	3.869	1.0066	0.0915	3.688 to 4.050	3.818	1.0971	0.1163	3.586 to 4.049
... Peer 4	3.608	1.1558	0.1239	3.361 to 3.854	3.319	1.2486	0.1684	2.981 to 3.656
... Peer 5	4.027	0.8844	0.1021	3.824 to 4.231	3.745	1.1565	0.1413	3.462 to 4.027
Your Peers (n =5)	3.694	0.2225	0.0995	N/A	3.560	0.2055	0.0919	N/A
All Universities (n=64)	3.613	0.2871	0.0359	N/A	3.610	0.2779	0.0347	N/A



Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?
Very satisfied (5); Satisfied (4); Neither satisfied nor dissatisfied (3); Dissatisfied (2); Very dissatisfied (1)

RACE RESULTS

At your institution:

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

Compared to your peers:

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

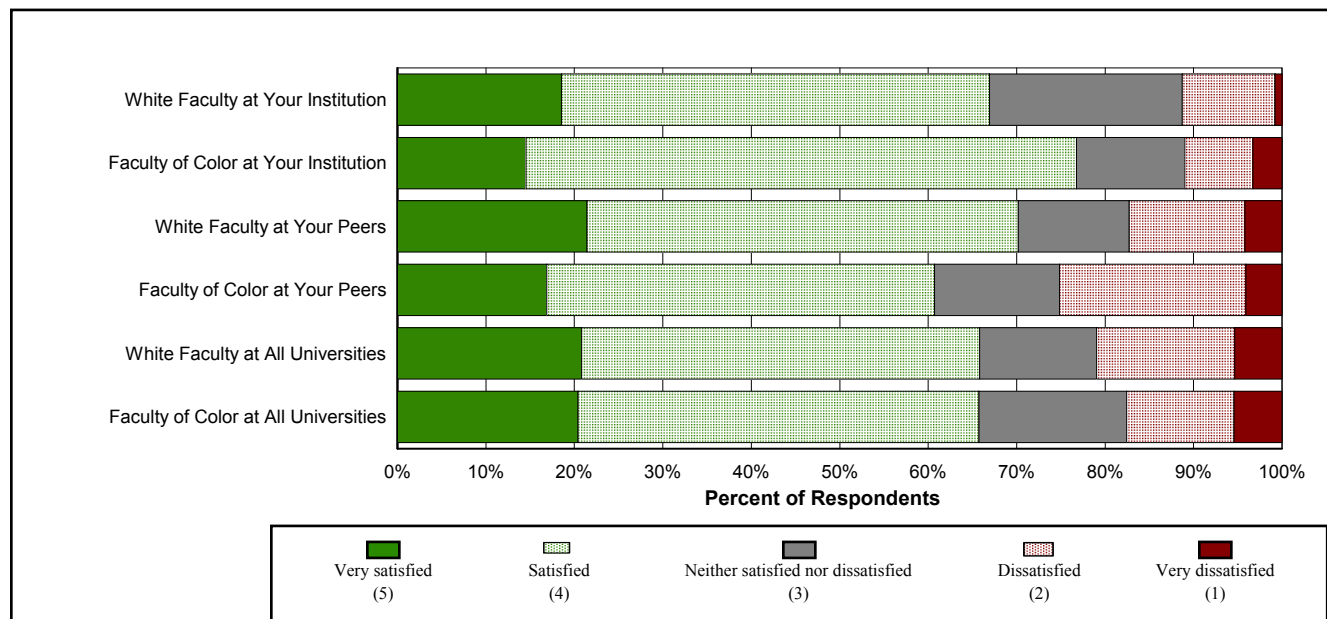
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on satisfaction with their institution as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 67th percentile on satisfaction with their institution as a place to work.

Across all universities:

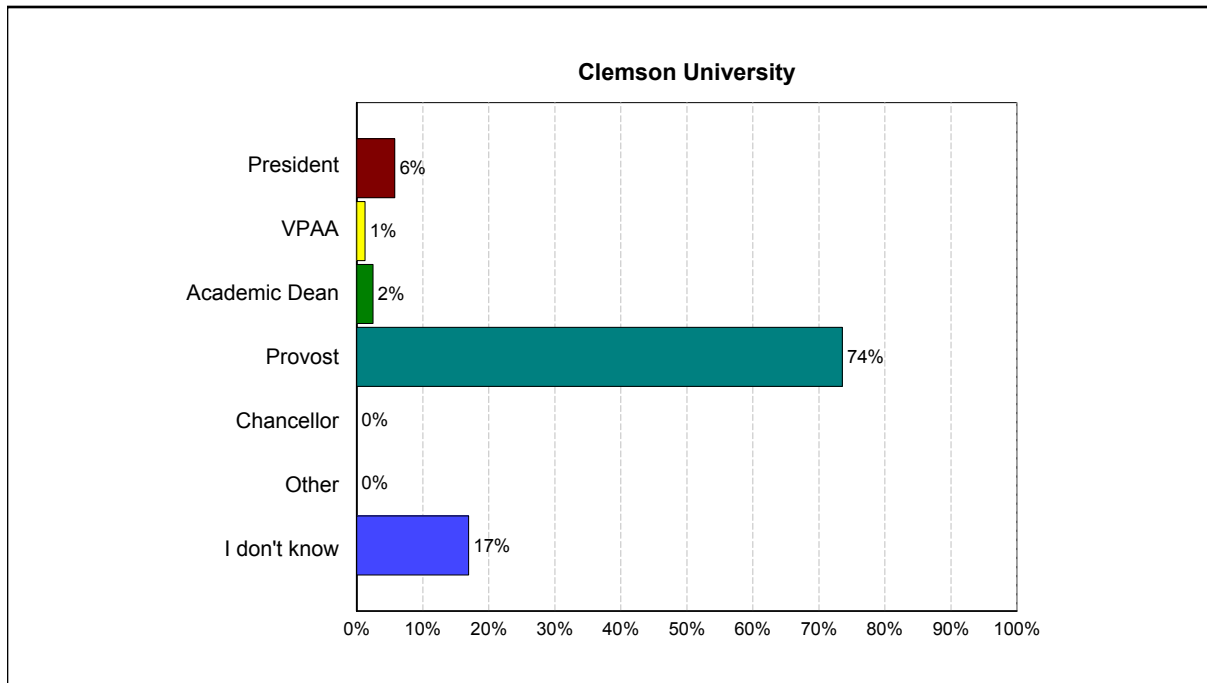
- Across all universities, there were no significant race differences in junior faculty's satisfaction with their institution as a place to work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.734	0.9079	0.0815	3.573 to 3.895	3.770	0.8951	0.1608	3.442 to 4.098
Faculty at Peer 1	3.530	1.1255	0.1054	3.321 to 3.738	3.306	0.9858	0.1578	2.987 to 3.626
... Peer 2	3.588	1.0028	0.0923	3.405 to 3.771	3.193	0.9548	0.1570	2.875 to 3.511
... Peer 3	3.832	1.0704	0.0844	3.665 to 3.998	3.898	0.9611	0.1373	3.622 to 4.174
... Peer 4	3.622	1.1078	0.1102	3.403 to 3.840	3.195	1.3754	0.2148	2.760 to 3.629
... Peer 5	3.933	1.0113	0.0987	3.737 to 4.129	3.825	1.1032	0.1814	3.457 to 4.193
Your Peers (n=5)	3.701	0.1545	0.0691	N/A	3.483	0.3122	0.1396	N/A
All Universities (n=64)	3.603	0.2728	0.0341	N/A	3.632	0.3169	0.0396	N/A



Question 46a. Who serves as the chief academic officer at your institution? *(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)*

OVERALL RESULTS



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

Question 46b. Please indicate your level of agreement or disagreement with the following statement: The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.
Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1)

OVERALL RESULTS

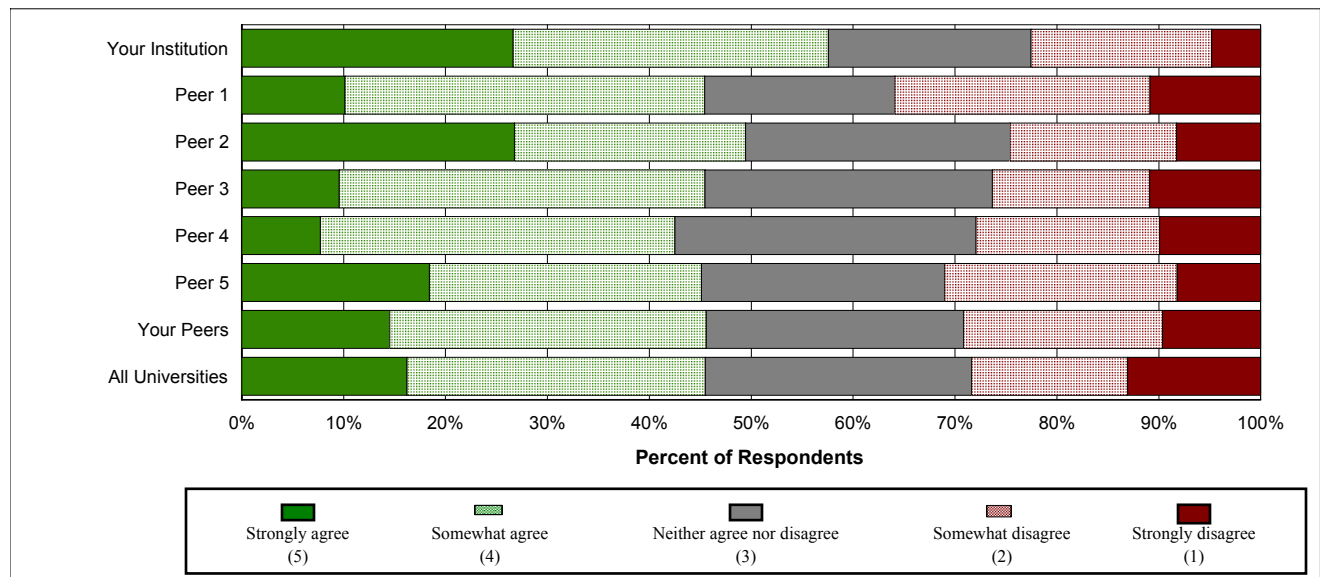
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.569	1.1788	0.1099	3.351 to 3.786
Faculty at Peer 1	3.088	1.2125	0.1373	2.815 to 3.361
... Peer 2	3.434	1.2901	0.1360	3.163 to 3.704
... Peer 3	3.178	1.1447	0.1049	2.970 to 3.386
... Peer 4	3.124	1.1152	0.1247	2.876 to 3.372
... Peer 5	3.243	1.2272	0.1456	2.953 to 3.534
Your Peers (n=5)	3.213	0.1219	0.0545	N/A
All Universities (n=64)	3.203	0.3261	0.0408	N/A



Question 46b. Please indicate your level of agreement or disagreement with the following statement: The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

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

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Compared to your peers:

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

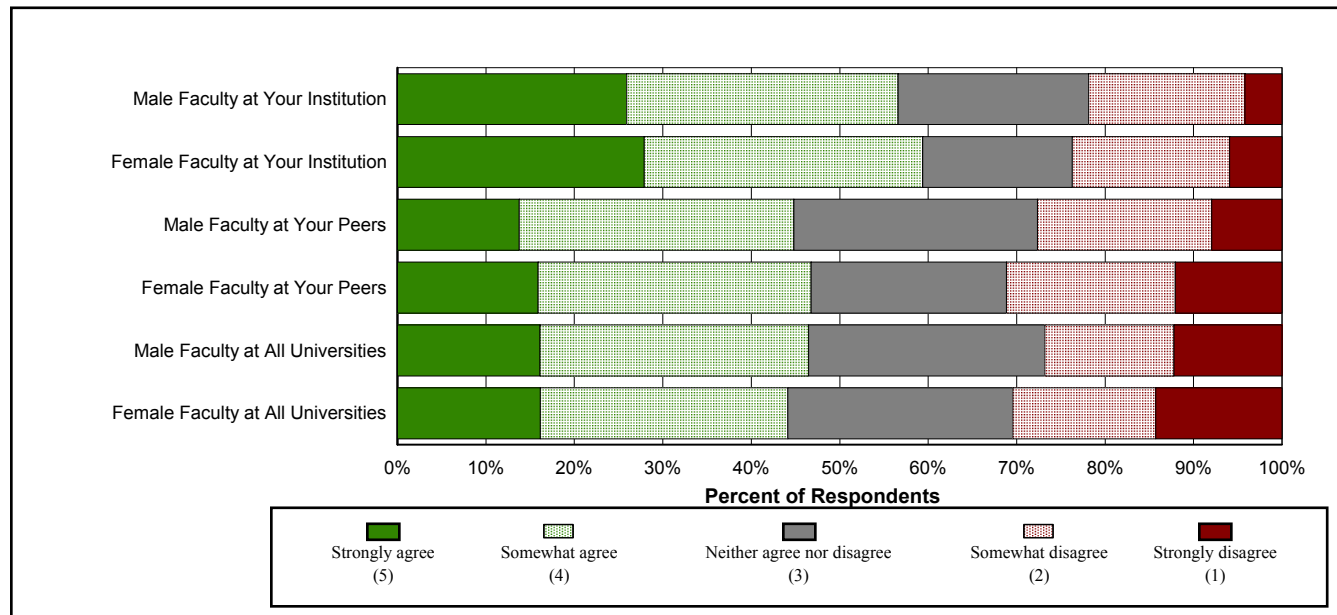
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among female junior faculty at all universities, your female junior faculty ranked in the 92nd percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.564	1.1634	0.1352	3.295 to 3.834	3.577	1.2048	0.1882	3.196 to 3.957
Faculty at Peer 1	3.118	1.1776	0.1796	2.756 to 3.481	3.049	1.2532	0.2118	2.618 to 3.479
... Peer 2	3.434	1.2313	0.1660	3.101 to 3.767	3.432	1.3774	0.2328	2.959 to 3.906
... Peer 3	2.987	1.1304	0.1332	2.721 to 3.253	3.477	1.1080	0.1616	3.152 to 3.803
... Peer 4	3.255	1.0355	0.1527	2.948 to 3.563	2.942	1.1867	0.2035	2.527 to 3.356
... Peer 5	3.354	1.1206	0.1794	2.990 to 3.717	3.072	1.3313	0.2353	2.592 to 3.552
Your Peers (n =5)	3.230	0.1607	0.0719	N/A	3.194	0.2177	0.0973	N/A
All Universities (n=64)	3.236	0.3307	0.0413	N/A	3.156	0.3959	0.0495	N/A



Question 46b. Please indicate your level of agreement or disagreement with the following statement: The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

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

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Compared to your peers:

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

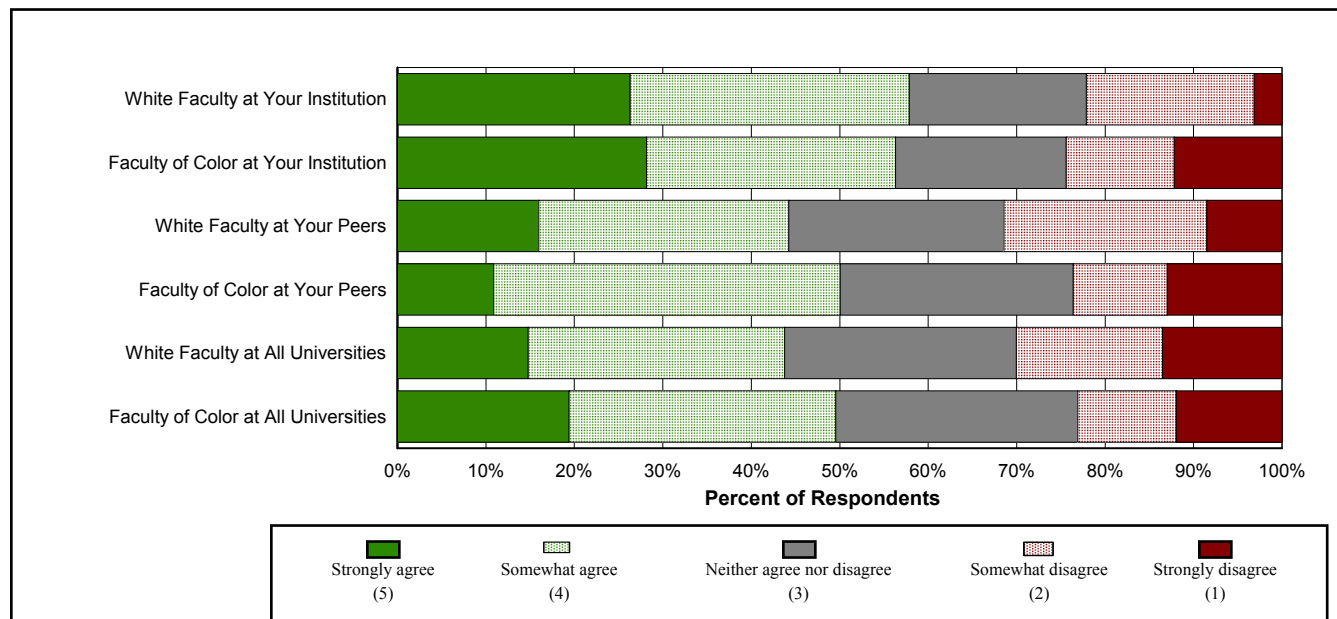
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 94th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 64th percentile on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

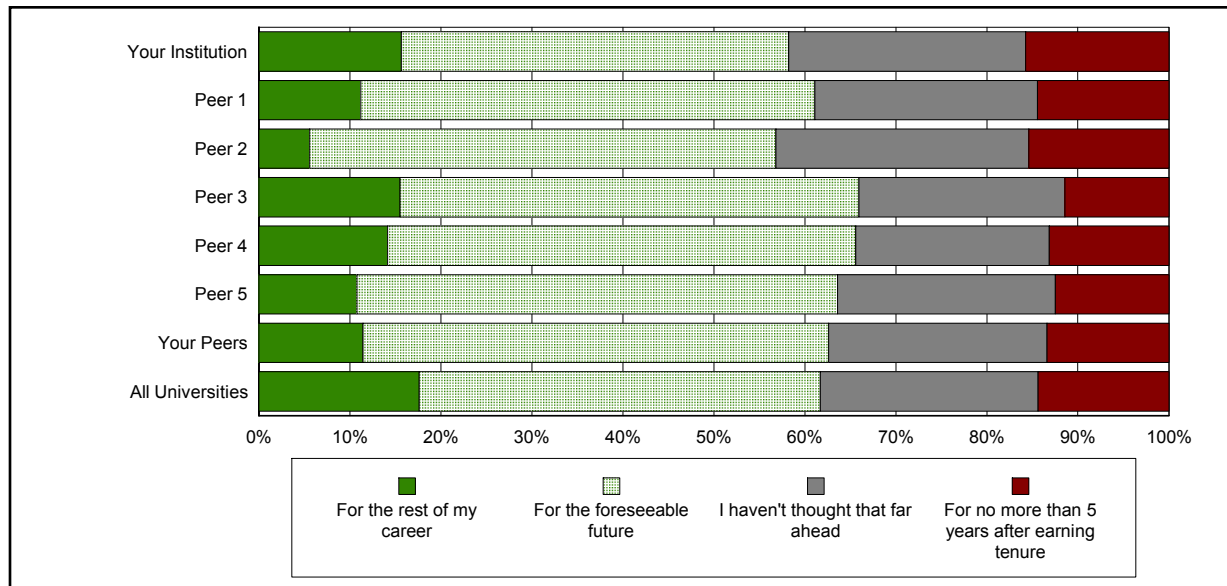
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.589	1.1562	0.1186	3.353 to 3.825	3.479	1.2806	0.2864	2.879 to 4.078
Faculty at Peer 1	3.150	1.2533	0.1705	2.808 to 3.492	2.979	1.0921	0.2229	2.518 to 3.440
... Peer 2	3.388	1.2958	0.1607	3.067 to 3.709	3.545	1.2687	0.2537	3.021 to 4.068
... Peer 3	3.161	1.1767	0.1276	2.907 to 3.414	3.221	1.0588	0.1816	2.851 to 3.590
... Peer 4	3.061	1.0614	0.1444	2.771 to 3.351	3.269	1.2016	0.2356	2.784 to 3.754
... Peer 5	3.254	1.2117	0.1664	2.920 to 3.588	3.204	1.2717	0.2997	2.571 to 3.836
Your Peers (n=5)	3.203	0.1110	0.0497	N/A	3.243	0.1809	0.0809	N/A
All Universities (n=64)	3.150	0.3243	0.0405	N/A	3.339	0.4406	0.0551	N/A



Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

OVERALL RESULTS

	RC	FF	DK	5Y
Your Institution	16%	43%	26%	16%
Faculty at Peer 1	11%	50%	24%	14%
... Peer 2	6%	51%	28%	15%
... Peer 3	16%	50%	23%	11%
... Peer 4	14%	51%	21%	13%
... Peer 5	11%	53%	24%	12%
Your Peers (n=5)	11%	51%	24%	13%
All Universities (n=64)	18%	44%	24%	14%

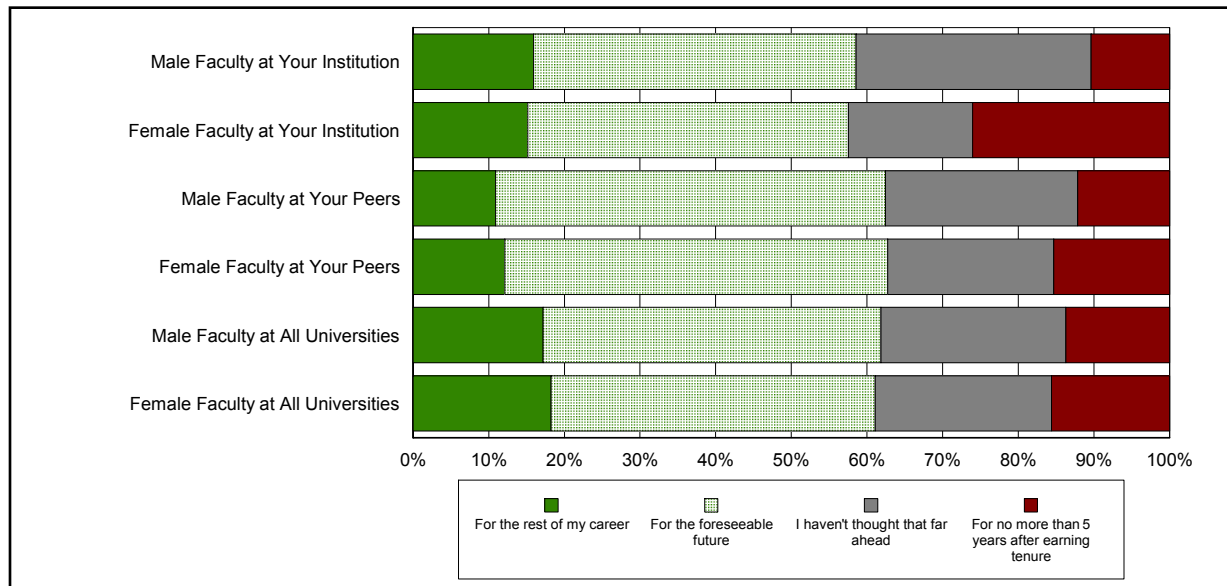


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

GENDER RESULTS

	Males				Females			
	RC	FF	DK	5Y	RC	FF	DK	5Y
Your Institution	16%	43%	31%	10%	15%	42%	16%	26%
Faculty at Peer 1	11%	50%	26%	13%	12%	50%	22%	17%
... Peer 2	4%	53%	28%	15%	8%	49%	27%	16%
... Peer 3	11%	51%	26%	11%	22%	49%	17%	12%
... Peer 4	18%	51%	22%	10%	8%	53%	21%	19%
... Peer 5	11%	53%	25%	12%	11%	53%	23%	14%
Your Peers (n=5)	11%	52%	25%	12%	12%	51%	22%	15%
All Universities (n=64)	17%	45%	24%	14%	18%	43%	23%	16%

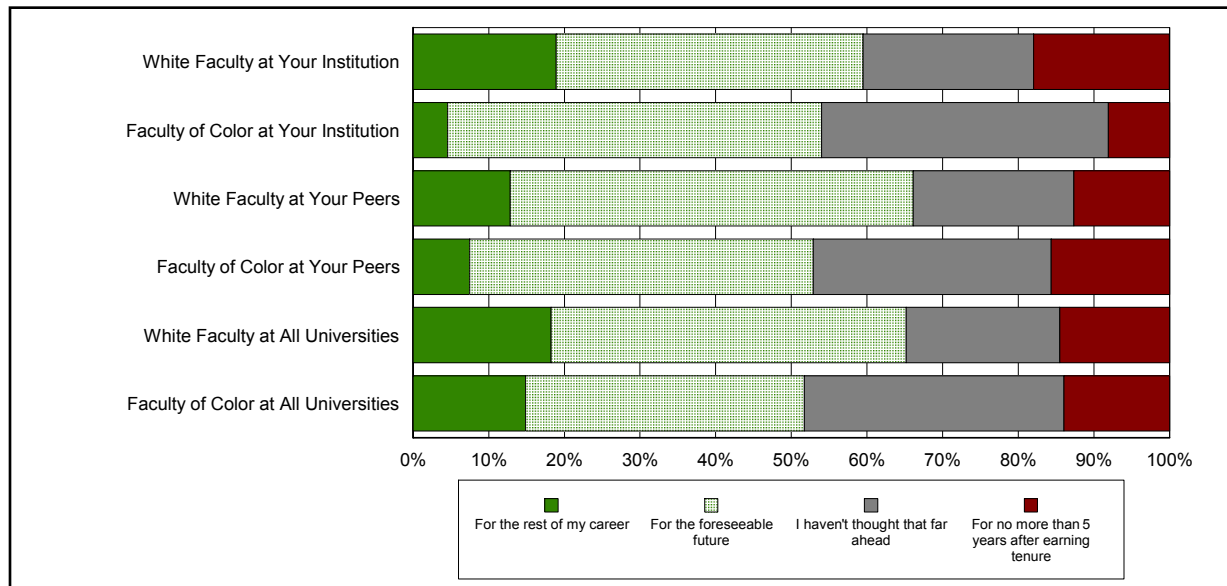


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in Appendix B for more detail.

Question 47. Assuming you achieve tenure, how long do you plan to remain at your institution? *For the rest of my career (RC); For the foreseeable future (FF); I haven't thought that far ahead (DK); For no more than 5 years after earning tenure (5Y).*

RACE RESULTS

	White Faculty				Faculty of Color			
	RC	FF	DK	5Y	RC	FF	DK	5Y
Your Institution	19%	41%	23%	18%	5%	49%	38%	8%
Faculty at Peer 1	12%	51%	21%	16%	8%	47%	33%	12%
... Peer 2	5%	55%	24%	16%	7%	42%	38%	13%
... Peer 3	19%	52%	20%	9%	4%	45%	30%	21%
... Peer 4	17%	54%	18%	11%	8%	45%	29%	18%
... Peer 5	11%	54%	23%	12%	10%	49%	27%	15%
Your Peers (n=5)	13%	53%	21%	13%	7%	45%	31%	16%
All Universities (n=64)	18%	47%	20%	15%	15%	37%	34%	14%



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

Question 48. Please indicate your level of agreement or disagreement with the following statement: If I could do it over, I would again choose to work at this institution.

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

OVERALL RESULTS

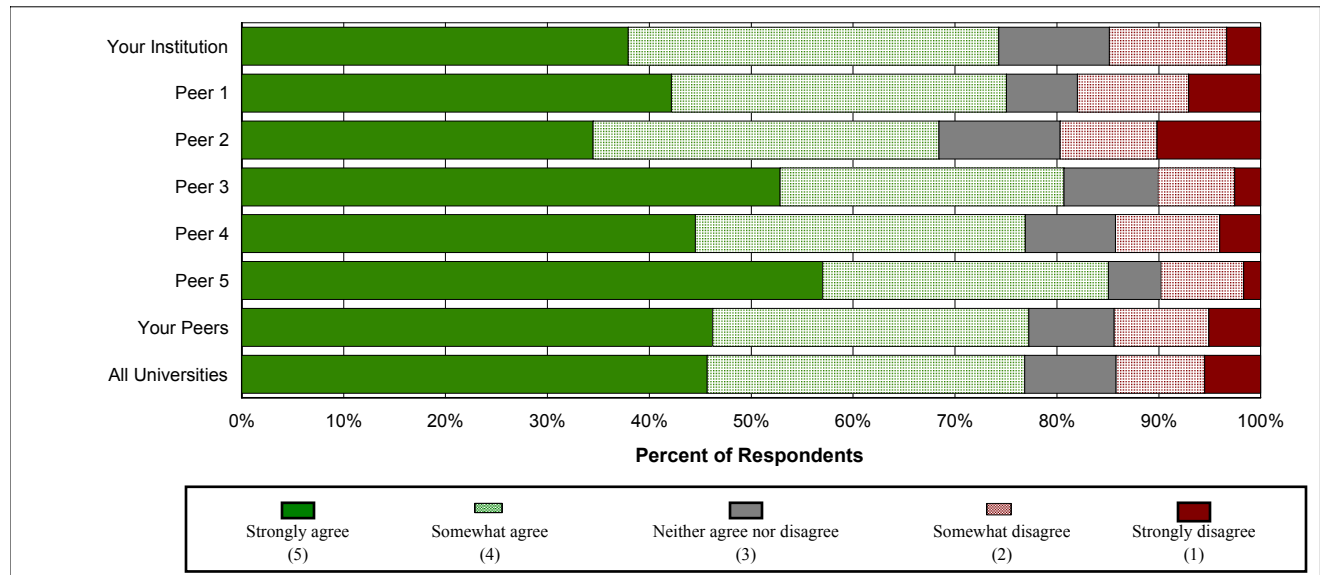
Compared to your peers:

- In relation to junior faculty at your peers, your junior faculty ranked fourth on reporting that if they could do it over, they would again choose to work at this institution.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 28th percentile on reporting that if they could do it over, they would again choose to work at this institution.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.940	1.1247	0.0937	3.755 to 4.126
Faculty at Peer 1	3.922	1.2520	0.1047	3.715 to 4.129
... Peer 2	3.731	1.3100	0.1059	3.521 to 3.940
... Peer 3	4.209	1.0546	0.0737	4.064 to 4.354
... Peer 4	4.032	1.1694	0.1003	3.833 to 4.230
... Peer 5	4.306	0.9853	0.0839	4.140 to 4.472
Your Peers (n=5)	4.040	0.2045	0.0915	N/A
All Universities (n=64)	4.028	0.1984	0.0248	N/A



Question 48. Please indicate your level of agreement or disagreement with the following statement: If I could do it over, I would again choose to work at this institution.

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

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's reporting that if they could do it over, they would again choose to work at this institution.

Compared to your peers:

- In relation to male junior faculty at your peers, your male junior faculty ranked fifth on reporting that if they could do it over, they would again choose to work at this institution.
- In relation to female junior faculty at your peers, your female junior faculty ranked fourth on reporting that if they could do it over, they would again choose to work at this institution.

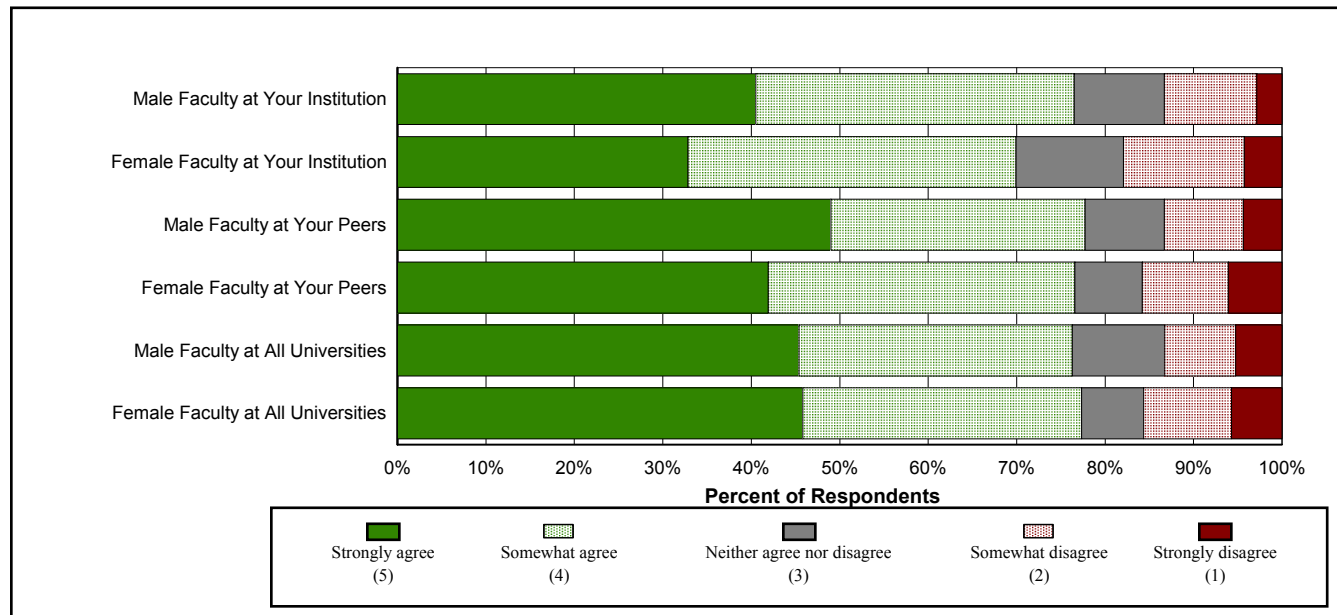
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 44th percentile on reporting that if they could do it over, they would again choose to work at this institution.
- Among female junior faculty at all universities, your female junior faculty ranked in the 20th percentile on reporting that if they could do it over, they would again choose to work at this institution.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that if they could do it over, they would again choose to work at this institution.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.009	1.0992	0.1122	3.786 to 4.231	3.805	1.1590	0.1673	3.469 to 4.142
Faculty at Peer 1	4.061	1.1584	0.1287	3.805 to 4.317	3.728	1.3433	0.1706	3.387 to 4.070
... Peer 2	3.758	1.2999	0.1435	3.473 to 4.044	3.690	1.3209	0.1568	3.377 to 4.002
... Peer 3	4.240	0.9649	0.0888	4.064 to 4.416	4.166	1.1634	0.1247	3.918 to 4.414
... Peer 4	4.073	1.1959	0.1313	3.812 to 4.334	3.961	1.1229	0.1542	3.651 to 4.270
... Peer 5	4.320	1.0519	0.1215	4.078 to 4.562	4.286	0.8985	0.1132	4.060 to 4.512
Your Peers (n =5)	4.090	0.1931	0.0864	N/A	3.966	0.2346	0.1049	N/A
All Universities (n=64)	4.032	0.2289	0.0286	N/A	4.018	0.2436	0.0305	N/A



Question 48. Please indicate your level of agreement or disagreement with the following statement: If I could do it over, I would again choose to work at this institution.

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

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that if they could do it over, they would again choose to work at this institution.

Compared to your peers:

- In relation to white junior faculty at your peers, your white junior faculty ranked fifth on reporting that if they could do it over, they would again choose to work at this institution.
- In relation to junior faculty of color at your peers, your junior faculty of color ranked second on reporting that if they could do it over, they would again choose to work at this institution.

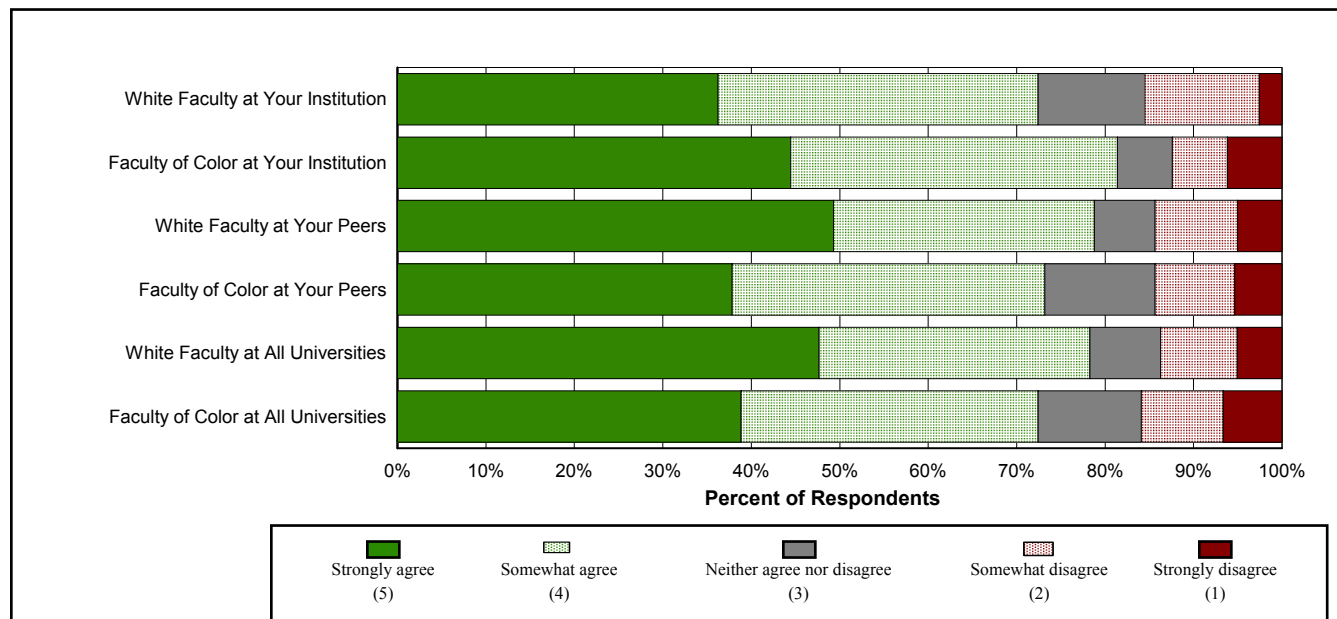
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 19th percentile on reporting that if they could do it over, they would again choose to work at this institution.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 75th percentile on reporting that if they could do it over, they would again choose to work at this institution.

Across all universities:

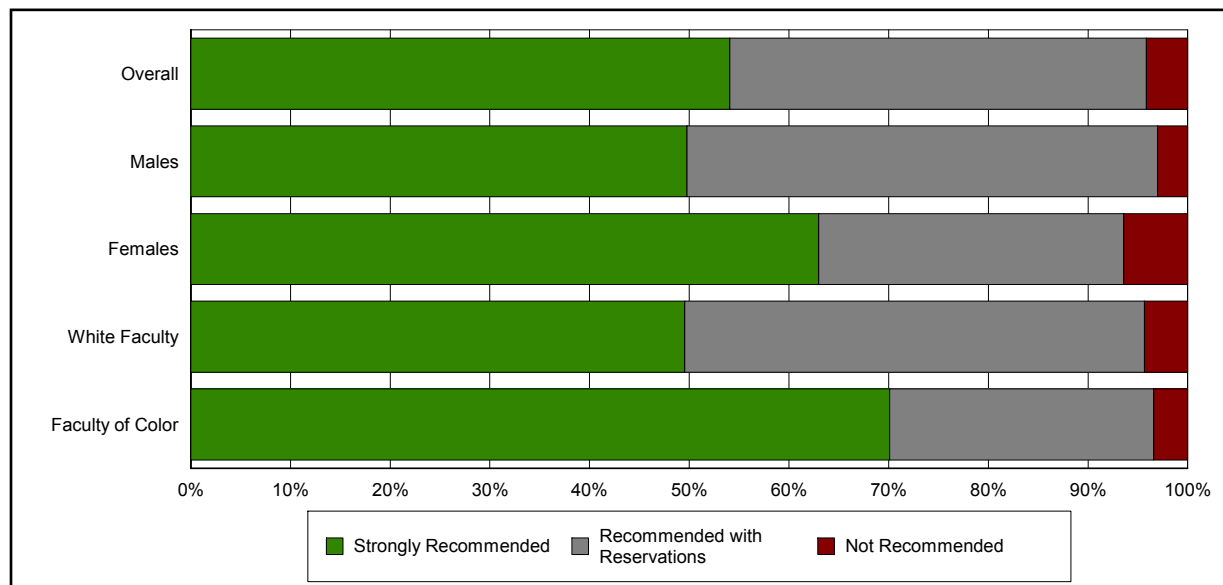
- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that if they could do it over, they would again choose to work at this institution.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.906	1.1062	0.1027	3.702 to 4.109	4.072	1.1952	0.2259	3.609 to 4.536
Faculty at Peer 1	4.025	1.2529	0.1211	3.785 to 4.265	3.683	1.2054	0.2009	3.276 to 4.091
... Peer 2	3.730	1.3169	0.1223	3.488 to 3.972	3.732	1.2831	0.2109	3.305 to 4.160
... Peer 3	4.257	1.0169	0.0806	4.098 to 4.417	4.043	1.1601	0.1711	3.699 to 4.388
... Peer 4	4.106	1.1441	0.1162	3.875 to 4.336	3.837	1.2021	0.1925	3.448 to 4.227
... Peer 5	4.317	1.0141	0.1009	4.117 to 4.518	4.268	0.9021	0.1483	3.967 to 4.569
Your Peers (n=5)	4.087	0.2068	0.0925	N/A	3.913	0.2164	0.0968	N/A
All Universities (n=64)	4.071	0.2125	0.0266	N/A	3.887	0.2639	0.0330	N/A



Question 49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you: *Strongly recommend your department as a place to work; Recommend your department with reservations; Not recommend your department as a place to work.*

- Within your institution, there were no significant gender differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.
- Within your institution, there were no significant race differences in junior faculty's recommendations of their department as a place for a candidate for a tenure-track faculty position to work.



ACADEMIC AREA RESULTS

	Strongly recommended	Recommended w/reservations	Not recommended
Humanities	60%	25%	15%
Social Sciences	65%	35%	0%
Physical Sciences	50%	50%	0%
Biological Sciences	66%	22%	12%
Visual & Performing Arts	37%	63%	0%
Engineering/Comp Sci/Math/Stats	54%	43%	2%
Health & Human Ecology	67%	17%	17%
Agri/Nat Resources/Env Sciences	39%	61%	0%
Business	24%	76%	0%
Education	68%	32%	0%
Medical/Health Professions	-	-	-
Other Professions	*	*	*

Note:

- * indicates less than 5 faculty responded from an academic area
- indicates no faculty responded from an academic area

Question 50. How do you rate your institution as a place for junior faculty to work?

Great (5); Good (4); So-so (3); Bad (2); Awful (1)

OVERALL RESULTS

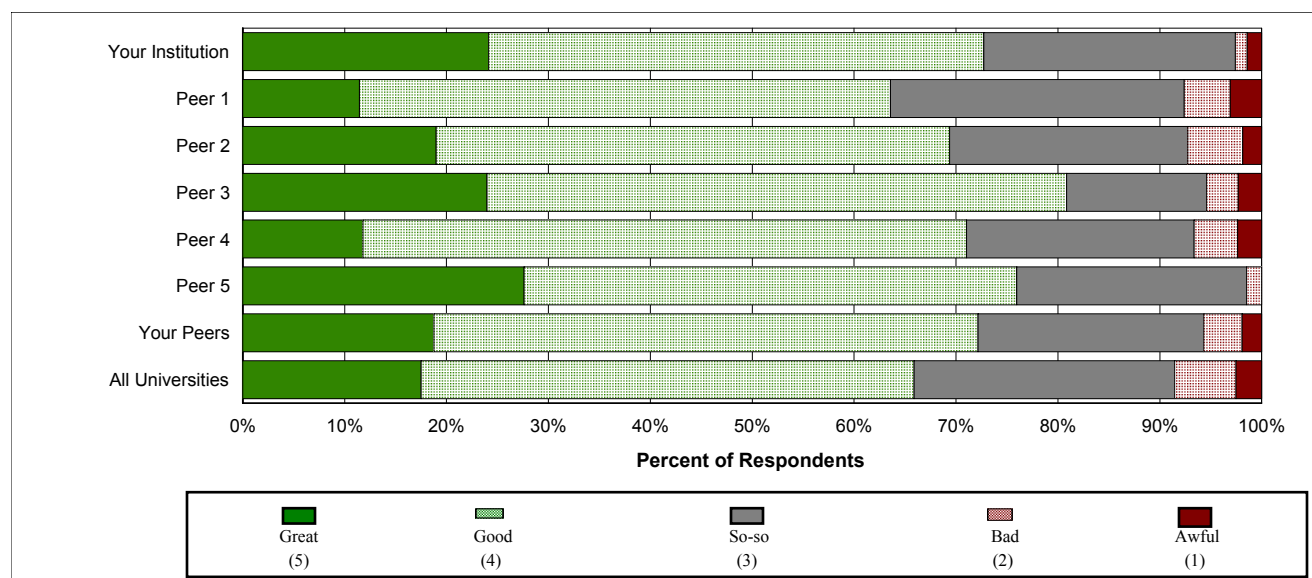
Compared to your peers:

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

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 84th percentile on rating their institution as a place for junior faculty to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.929	0.8137	0.0671	3.796 to 4.061
Faculty at Peer 1	3.644	0.8570	0.0695	3.506 to 3.781
... Peer 2	3.792	0.8886	0.0723	3.650 to 3.935
... Peer 3	3.971	0.8540	0.0592	3.855 to 4.088
... Peer 4	3.738	0.8280	0.0705	3.599 to 3.878
... Peer 5	4.021	0.7509	0.0635	3.896 to 4.146
Your Peers (n=5)	3.833	0.1421	0.0635	N/A
All Universities (n=64)	3.723	0.2202	0.0275	N/A



Question 50. How do you rate your institution as a place for junior faculty to work?

Great (5); Good (4); So-so (3); Bad (2); Awful (1)

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's ratings of their institution as a place for junior faculty to work.

Compared to your peers:

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

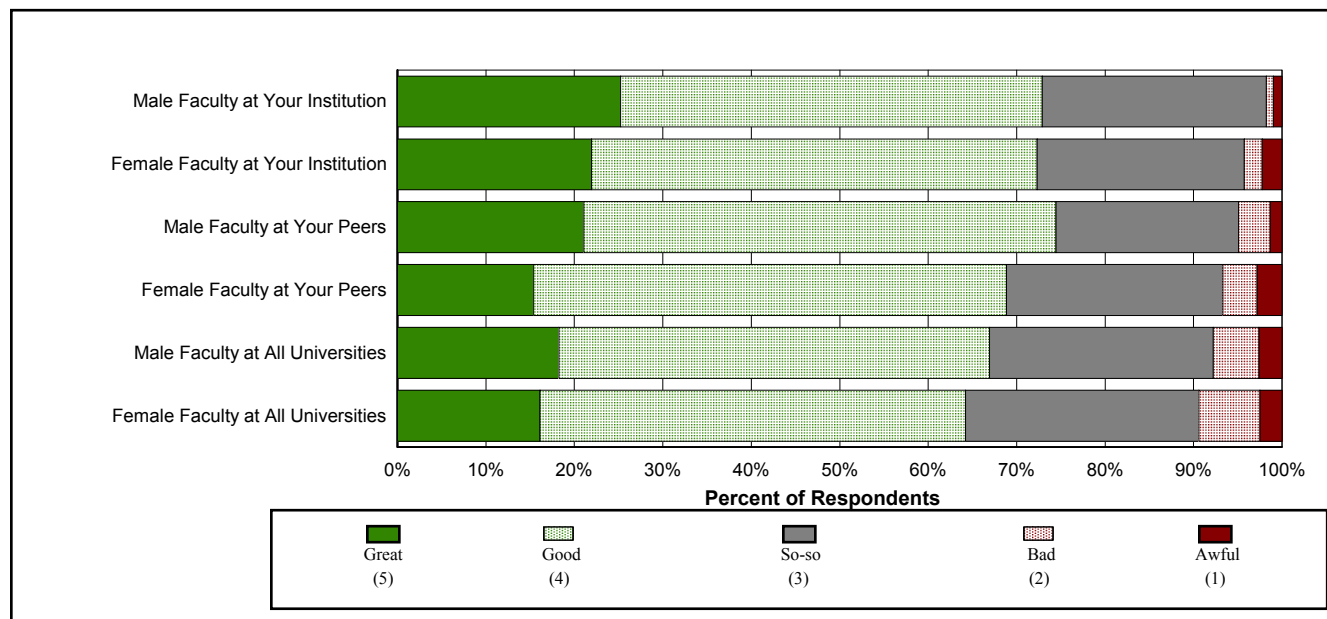
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st percentile on rating their institution as a place for junior faculty to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st percentile on rating their institution as a place for junior faculty to work.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.954	0.7961	0.0800	3.795 to 4.112	3.877	0.8475	0.1223	3.631 to 4.123
Faculty at Peer 1	3.758	0.8379	0.0903	3.578 to 3.938	3.485	0.8567	0.1055	3.275 to 3.696
... Peer 2	3.751	0.8808	0.0973	3.557 to 3.945	3.855	0.8948	0.1077	3.640 to 4.070
... Peer 3	4.075	0.7761	0.0703	3.936 to 4.214	3.821	0.9340	0.1007	3.621 to 4.021
... Peer 4	3.790	0.8133	0.0887	3.613 to 3.966	3.650	0.8423	0.1146	3.420 to 3.880
... Peer 5	4.090	0.7476	0.0863	3.918 to 4.262	3.923	0.7385	0.0916	3.740 to 4.106
Your Peers (n =5)	3.893	0.1554	0.0695	N/A	3.747	0.1587	0.0710	N/A
All Universities (n=64)	3.748	0.2433	0.0304	N/A	3.684	0.2334	0.0292	N/A



Question 50. How do you rate your institution as a place for junior faculty to work?

Great (5); Good (4); So-so (3); Bad (2); Awful (1)

RACE RESULTS

At your institution:

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

Compared to your peers:

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

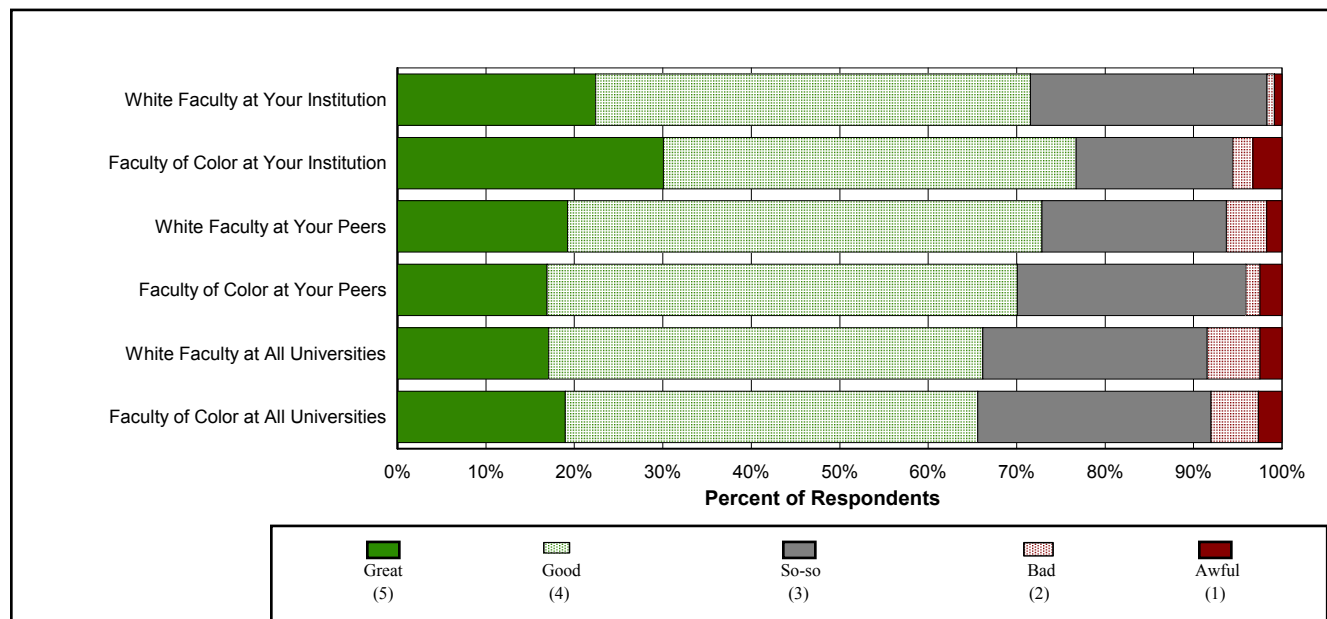
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 83rd percentile on rating their institution as a place for junior faculty to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 83rd percentile on rating their institution as a place for junior faculty to work.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.914	0.7720	0.0717	3.772 to 4.056	3.979	0.9504	0.1707	3.631 to 4.328
Faculty at Peer 1	3.616	0.8967	0.0844	3.448 to 3.783	3.707	0.7280	0.1166	3.471 to 3.943
... Peer 2	3.787	0.8992	0.0839	3.621 to 3.953	3.807	0.8535	0.1422	3.519 to 4.096
... Peer 3	4.008	0.8228	0.0648	3.880 to 4.136	3.847	0.9371	0.1367	3.572 to 4.123
... Peer 4	3.743	0.7636	0.0775	3.589 to 3.897	3.726	0.9633	0.1504	3.422 to 4.030
... Peer 5	4.047	0.7622	0.0751	3.898 to 4.196	3.933	0.7161	0.1177	3.694 to 4.172
Your Peers (n=5)	3.840	0.1635	0.0731	N/A	3.804	0.0825	0.0369	N/A
All Universities (n=64)	3.723	0.2324	0.0291	N/A	3.738	0.2799	0.0350	N/A



COACHE

Special Analysis
by Academic Area

COACHE

The Collaborative on Academic Careers in Higher Education

ANALYSIS BY ACADEMIC AREA

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

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

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

At your institution

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

Compared to peers and all COACHE universities

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

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

ACADEMIC AREA RESULTS

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

Question 19. I find the tenure process in my department to be... <i>Very clear (5)...Very unclear (1)</i>			Question 20. I find the tenure criteria (what things are evaluated) to be... <i>Very clear (5)...Very unclear (1)</i>			Question 21. I find the tenure standards (the performance threshold) to be... <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.141	1	Physical Sciences	4.325	1	Health & Human Ecology	4.141
2	Engineering/Comp Sci/Math/Stats	4.103	2	Health & Human Ecology	4.281	2	Physical Sciences	3.880
3	Education	4.094	3	Engineering/Comp Sci/Math/Stats	3.967	3	Engineering/Comp Sci/Math/Stats	3.728
4	Visual & Performing Arts	4.003	4	Education	3.810	4	Humanities	3.600
5	Biological Sciences	3.989	5	Biological Sciences	3.772	5	Visual & Performing Arts	3.586
6	Humanities	3.918	6	Visual & Performing Arts	3.690	6	Education	3.424
7	Social Sciences	3.802	7	Humanities	3.646	7	Social Sciences	3.082
8	Physical Sciences	3.745	8	Social Sciences	3.279	8	Business	3.035
9	Other Professions	3.200	9	Business	3.237	9	Agri/Nat Resources/Env Sciences	2.891
10	Agri/Nat Resources/Env Sciences	3.152	10	Other Professions	3.198	10	Biological Sciences	2.880
11	Business	2.923	11	Agri/Nat Resources/Env Sciences	2.978	11	Other Professions	2.798
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 22. I find the body of evidence that will be considered in making my tenure decision to be... <i>Very clear (5)...Very unclear (1)</i>			Question 23. My sense of whether or not I will achieve tenure is... <i>Very clear (5)...Very unclear (1)</i>			Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.141	1	Education	4.094	1	Health & Human Ecology	4.580
2	Physical Sciences	4.110	2	Health & Human Ecology	4.001	2	Education	4.139
3	Education	4.045	3	Humanities	3.961	3	Physical Sciences	4.095
4	Engineering/Comp Sci/Math/Stats	3.879	4	Engineering/Comp Sci/Math/Stats	3.712	4	Engineering/Comp Sci/Math/Stats	4.084
5	Visual & Performing Arts	3.806	5	Agri/Nat Resources/Env Sciences	3.567	5	Humanities	3.835
6	Humanities	3.553	6	Business	3.494	6	Visual & Performing Arts	3.690
7	Social Sciences	3.476	7	Visual & Performing Arts	3.481	7	Agri/Nat Resources/Env Sciences	3.238
8	Business	3.370	8	Physical Sciences	3.447	8	Biological Sciences	3.230
9	Biological Sciences	3.326	9	Biological Sciences	3.446	9	Social Sciences	3.222
10	Agri/Nat Resources/Env Sciences	3.152	10	Social Sciences	3.337	10	Business	3.136
11	Other Professions	2.998	11	Other Professions	3.000	11	Other Professions	3.000
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher? <i>Very clear (5)...Very unclear (1)</i>			Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor? <i>Very clear (5)...Very unclear (1)</i>			Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague? <i>Very clear (5)...Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Education	4.142	1	Engineering/Comp Sci/Math/Stats	3.636	1	Social Sciences	3.804
2	Engineering/Comp Sci/Math/Stats	3.948	2	Social Sciences	3.605	2	Visual & Performing Arts	3.793
3	Visual & Performing Arts	3.898	3	Health & Human Ecology	3.597	3	Health & Human Ecology	3.329
4	Physical Sciences	3.893	4	Visual & Performing Arts	3.429	4	Engineering/Comp Sci/Math/Stats	3.327
5	Business	3.864	5	Business	3.352	5	Humanities	3.223
6	Social Sciences	3.812	6	Humanities	3.240	6	Agri/Nat Resources/Env Sciences	3.019
7	Biological Sciences	3.664	7	Biological Sciences	3.217	7	Physical Sciences	3.014
8	Humanities	3.592	8	Agri/Nat Resources/Env Sciences	2.917	8	Biological Sciences	3.000
9	Health & Human Ecology	3.508	9	Physical Sciences	2.758	9	Business	2.828
10	Other Professions	3.397	10	Education	2.635	10	Education	2.247
11	Agri/Nat Resources/Env Sciences	3.096	11	Other Professions	2.599	11	Other Professions	2.200
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen? <i>Very clear (5)...Very unclear (1)</i>			Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)? <i>Very clear (5)...Very unclear (1)</i>			Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)? <i>Very reasonable (5)...Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	3.329	1	Health & Human Ecology	3.497	1	Physical Sciences	4.218
2	Visual & Performing Arts	3.326	2	Engineering/Comp Sci/Math/Stats	3.109	2	Health & Human Ecology	4.140
3	Humanities	3.306	3	Business	3.043	3	Education	4.107
4	Physical Sciences	3.216	4	Physical Sciences	2.893	4	Engineering/Comp Sci/Math/Stats	3.943
5	Engineering/Comp Sci/Math/Stats	3.108	5	Humanities	2.858	5	Humanities	3.754
6	Business	3.077	6	Social Sciences	2.834	6	Visual & Performing Arts	3.690
7	Social Sciences	2.632	7	Visual & Performing Arts	2.754	7	Agri/Nat Resources/Env Sciences	3.498
8	Other Professions	2.599	8	Biological Sciences	2.557	8	Social Sciences	3.351
9	Agri/Nat Resources/Env Sciences	2.569	9	Agri/Nat Resources/Env Sciences	2.475	9	Biological Sciences	3.327
10	Biological Sciences	2.448	10	Education	2.234	10	Business	3.155
11	Education	2.152	-	Medical/Health Professions	*	11	Other Professions	2.800
-	Medical/Health Professions	*	-	Other Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague? <i>Very reasonable (5)...Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Education	4.390	1	Engineering/Comp Sci/Math/Stats	3.963	1	Health & Human Ecology	4.000
2	Physical Sciences	4.110	2	Social Sciences	3.609	2	Social Sciences	3.936
3	Engineering/Comp Sci/Math/Stats	4.033	3	Humanities	3.604	3	Visual & Performing Arts	3.793
4	Health & Human Ecology	4.000	4	Health & Human Ecology	3.601	4	Engineering/Comp Sci/Math/Stats	3.762
5	Humanities	3.971	5	Visual & Performing Arts	3.533	5	Humanities	3.495
6	Business	3.965	6	Business	3.498	6	Physical Sciences	3.351
7	Visual & Performing Arts	3.948	7	Agri/Nat Resources/Env Sciences	3.233	7	Agri/Nat Resources/Env Sciences	3.345
8	Social Sciences	3.943	8	Education	3.199	8	Biological Sciences	3.314
9	Biological Sciences	3.640	9	Biological Sciences	3.098	9	Business	3.225
10	Other Professions	3.397	10	Physical Sciences	3.016	10	Education	3.095
11	Agri/Nat Resources/Env Sciences	3.363	11	Other Professions	2.800	11	Other Professions	2.800
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)? <i>Very reasonable (5)...Very unreasonable (1)</i>			Question 26. I have received consistent messages from senior colleagues about the requirements for tenure. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	3.834	1	Health & Human Ecology	4.000	1	Health & Human Ecology	4.333
2	Business	3.560	2	Engineering/Comp Sci/Math/Stats	3.529	2	Visual & Performing Arts	4.065
3	Humanities	3.554	3	Social Sciences	3.457	3	Humanities	3.683
4	Engineering/Comp Sci/Math/Stats	3.539	4	Humanities	3.455	4	Engineering/Comp Sci/Math/Stats	3.668
5	Visual & Performing Arts	3.533	5	Business	3.448	5	Physical Sciences	3.528
6	Other Professions	3.399	6	Visual & Performing Arts	3.247	6	Education	3.280
7	Physical Sciences	3.324	7	Physical Sciences	3.244	7	Social Sciences	2.930
8	Social Sciences	3.313	8	Agri/Nat Resources/Env Sciences	3.189	8	Biological Sciences	2.862
9	Biological Sciences	3.230	9	Education	3.110	9	Agri/Nat Resources/Env Sciences	2.849
10	Education	3.188	10	Biological Sciences	2.882	10	Business	2.840
11	Agri/Nat Resources/Env Sciences	2.999	-	Medical/Health Professions	*	11	Other Professions	2.399
-	Medical/Health Professions	*	-	Other Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 27a. In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.399	1	Business	4.416	1	Education	3.907
2	Engineering/Comp Sci/Math/Stats	4.240	2	Engineering/Comp Sci/Math/Stats	3.927	2	Physical Sciences	3.881
3	Physical Sciences	4.140	3	Physical Sciences	3.893	3	Business	3.853
4	Humanities	4.119	4	Humanities	3.775	4	Social Sciences	3.812
5	Education	3.999	5	Social Sciences	3.746	5	Humanities	3.507
6	Visual & Performing Arts	3.961	6	Visual & Performing Arts	3.717	6	Engineering/Comp Sci/Math/Stats	3.484
7	Social Sciences	3.728	7	Agri/Nat Resources/Env Sciences	3.478	7	Agri/Nat Resources/Env Sciences	3.480
8	Biological Sciences	3.591	8	Education	3.437	8	Biological Sciences	3.338
9	Agri/Nat Resources/Env Sciences	3.451	9	Biological Sciences	3.326	9	Health & Human Ecology	3.165
10	Business	3.261	10	Health & Human Ecology	3.165	10	Other Professions	3.002
-	Medical/Health Professions	*	11	Other Professions	2.800	11	Visual & Performing Arts	2.743
-	Other Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	4.626	1	Physical Sciences	4.879	1	Health & Human Ecology	4.597
2	Physical Sciences	4.554	2	Business	4.179	2	Biological Sciences	4.447
3	Health & Human Ecology	4.399	3	Biological Sciences	4.002	3	Engineering/Comp Sci/Math/Stats	4.399
3	Other Professions	4.399	4	Agri/Nat Resources/Env Sciences	4.000	4	Business	4.370
5	Humanities	4.350	5	Engineering/Comp Sci/Math/Stats	3.863	5	Agri/Nat Resources/Env Sciences	4.335
6	Biological Sciences	4.229	6	Social Sciences	3.860	6	Physical Sciences	4.229
7	Social Sciences	4.205	7	Education	3.812	7	Humanities	4.188
8	Engineering/Comp Sci/Math/Stats	4.145	8	Health & Human Ecology	3.794	8	Education	4.142
9	Business	4.077	9	Humanities	3.376	9	Social Sciences	4.008
10	Agri/Nat Resources/Env Sciences	4.000	10	Visual & Performing Arts	3.067	10	Visual & Performing Arts	3.949
11	Education	3.859	11	Other Professions	2.000	11	Other Professions	3.401
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	5.000	1	Physical Sciences	4.340	1	Physical Sciences	4.568
2	Business	4.786	2	Visual & Performing Arts	4.262	2	Humanities	4.116
3	Physical Sciences	4.784	3	Health & Human Ecology	4.198	3	Business	3.864
4	Humanities	4.730	4	Engineering/Comp Sci/Math/Stats	4.093	4	Visual & Performing Arts	3.794
5	Education	4.718	5	Agri/Nat Resources/Env Sciences	4.064	5	Engineering/Comp Sci/Math/Stats	3.584
6	Biological Sciences	4.664	6	Business	3.880	6	Education	3.511
7	Social Sciences	4.598	7	Social Sciences	3.812	7	Agri/Nat Resources/Env Sciences	3.448
8	Visual & Performing Arts	4.482	8	Humanities	3.755	8	Biological Sciences	3.326
9	Agri/Nat Resources/Env Sciences	4.469	9	Education	3.624	9	Health & Human Ecology	3.198
10	Engineering/Comp Sci/Math/Stats	4.442	10	Other Professions	3.599	10	Social Sciences	3.081
11	Other Professions	4.399	11	Biological Sciences	3.348	-	Medical/Health Professions	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Other Professions	*

Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Humanities	3.999	1	Business	3.821	1	Visual & Performing Arts	3.563
2	Education	3.625	2	Physical Sciences	3.653	2	Health & Human Ecology	3.501
3	Agri/Nat Resources/Env Sciences	3.565	3	Social Sciences	3.289	3	Biological Sciences	3.325
4	Physical Sciences	3.541	4	Engineering/Comp Sci/Math/Stats	3.224	4	Engineering/Comp Sci/Math/Stats	3.041
5	Business	3.411	5	Health & Human Ecology	3.163	5	Agri/Nat Resources/Env Sciences	3.023
6	Engineering/Comp Sci/Math/Stats	3.335	6	Humanities	3.033	6	Social Sciences	3.016
7	Biological Sciences	3.327	7	Agri/Nat Resources/Env Sciences	2.913	7	Physical Sciences	2.987
8	Social Sciences	2.876	8	Education	2.626	8	Business	2.932
9	Other Professions	2.800	9	Biological Sciences	2.353	9	Humanities	2.778
-	Health & Human Ecology	*	10	Visual & Performing Arts	2.000	10	Education	2.730
-	Medical/Health Professions	*	11	Other Professions	1.800	-	Medical/Health Professions	*
-	Visual & Performing Arts	*	-	Medical/Health Professions	*	-	Other Professions	*

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

ACADEMIC AREA RESULTS

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

Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	4.780	1	Engineering/Comp Sci/Math/Stats	3.755	1	Health & Human Ecology	3.834
2	Education	4.671	2	Visual & Performing Arts	3.584	2	Other Professions	3.395
3	Business	4.619	3	Health & Human Ecology	3.499	3	Biological Sciences	3.356
4	Physical Sciences	4.502	4	Education	3.328	4	Engineering/Comp Sci/Math/Stats	3.301
5	Health & Human Ecology	4.501	5	Physical Sciences	3.274	5	Physical Sciences	3.002
6	Social Sciences	4.467	6	Humanities	3.222	6	Social Sciences	2.884
7	Engineering/Comp Sci/Math/Stats	4.382	7	Social Sciences	2.958	7	Agri/Nat Resources/Env Sciences	2.718
8	Agri/Nat Resources/Env Sciences	4.369	8	Biological Sciences	2.895	8	Education	2.672
9	Biological Sciences	4.313	9	Agri/Nat Resources/Env Sciences	2.849	9	Visual & Performing Arts	2.638
10	Humanities	4.248	10	Business	2.054	10	Humanities	2.555
11	Other Professions	2.798	11	Other Professions	2.000	11	Business	2.370
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service: Clerical/administrative services. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	4.676	1	Physical Sciences	3.701	1	Physical Sciences	4.432
2	Education	4.387	2	Engineering/Comp Sci/Math/Stats	3.621	2	Agri/Nat Resources/Env Sciences	4.137
3	Engineering/Comp Sci/Math/Stats	4.039	3	Visual & Performing Arts	3.579	3	Other Professions	4.000
4	Health & Human Ecology	3.998	4	Health & Human Ecology	3.331	4	Education	3.907
5	Humanities	3.881	5	Social Sciences	3.159	5	Health & Human Ecology	3.800
6	Business	3.672	6	Education	3.150	6	Visual & Performing Arts	3.754
7	Physical Sciences	3.586	7	Humanities	3.030	7	Social Sciences	3.720
8	Social Sciences	3.409	8	Business	2.853	8	Engineering/Comp Sci/Math/Stats	3.641
9	Agri/Nat Resources/Env Sciences	3.390	9	Other Professions	2.796	9	Humanities	3.587
10	Biological Sciences	2.772	10	Agri/Nat Resources/Env Sciences	2.762	10	Biological Sciences	3.218
11	Other Professions	2.601	11	Biological Sciences	2.666	11	Business	3.026
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service: Computing services. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 35a. My institution does what it can to make having children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 35b. My institution does what it can to make raising children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Agri/Nat Resources/Env Sciences	4.169	1	Business	3.433	1	Agri/Nat Resources/Env Sciences	3.163
2	Visual & Performing Arts	3.878	2	Physical Sciences	3.346	2	Physical Sciences	3.024
3	Physical Sciences	3.741	3	Engineering/Comp Sci/Math/Stats	3.167	3	Business	3.022
4	Health & Human Ecology	3.667	4	Agri/Nat Resources/Env Sciences	2.742	4	Engineering/Comp Sci/Math/Stats	2.994
5	Education	3.529	5	Visual & Performing Arts	2.523	5	Visual & Performing Arts	2.639
6	Humanities	3.468	6	Education	2.368	6	Social Sciences	2.310
7	Biological Sciences	3.462	7	Humanities	2.168	7	Humanities	2.155
8	Social Sciences	3.410	8	Social Sciences	2.091	8	Education	1.456
9	Engineering/Comp Sci/Math/Stats	3.396	-	Biological Sciences	*	-	Biological Sciences	*
10	Business	2.978	-	Health & Human Ecology	*	-	Health & Human Ecology	*
11	Other Professions	2.399	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Medical/Health Professions	*	-	Other Professions	*	-	Other Professions	*

Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Biological Sciences	4.308	1	Biological Sciences	4.308	1	Health & Human Ecology	4.599
2	Education	3.738	2	Education	3.869	2	Biological Sciences	4.365
3	Engineering/Comp Sci/Math/Stats	3.715	3	Engineering/Comp Sci/Math/Stats	3.818	3	Education	4.156
4	Humanities	3.614	4	Business	3.747	4	Agri/Nat Resources/Env Sciences	3.977
5	Visual & Performing Arts	3.597	5	Agri/Nat Resources/Env Sciences	3.738	5	Engineering/Comp Sci/Math/Stats	3.906
6	Business	3.590	6	Visual & Performing Arts	3.597	6	Business	3.820
7	Agri/Nat Resources/Env Sciences	3.484	7	Humanities	3.434	7	Visual & Performing Arts	3.752
8	Physical Sciences	3.292	8	Physical Sciences	3.294	8	Humanities	3.640
9	Social Sciences	3.108	9	Social Sciences	2.889	9	Social Sciences	3.395
-	Health & Human Ecology	*	-	Health & Human Ecology	*	10	Physical Sciences	3.199
-	Medical/Health Professions	*	-	Medical/Health Professions	*	11	Other Professions	2.601
-	Other Professions	*	-	Other Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	3.666	1	Business	3.775	1	Health & Human Ecology	4.499
2	Social Sciences	3.542	2	Social Sciences	3.411	2	Visual & Performing Arts	4.377
3	Agri/Nat Resources/Env Sciences	3.542	3	Biological Sciences	3.109	3	Biological Sciences	4.324
4	Engineering/Comp Sci/Math/Stats	3.532	4	Engineering/Comp Sci/Math/Stats	3.103	4	Social Sciences	4.269
5	Biological Sciences	3.530	5	Humanities	3.060	5	Education	4.141
6	Business	3.149	6	Agri/Nat Resources/Env Sciences	3.025	6	Engineering/Comp Sci/Math/Stats	4.130
7	Visual & Performing Arts	3.042	7	Other Professions	2.998	7	Business	3.946
8	Education	2.999	8	Physical Sciences	2.987	8	Agri/Nat Resources/Env Sciences	3.718
9	Other Professions	2.798	9	Education	2.965	9	Humanities	3.604
10	Physical Sciences	2.691	10	Health & Human Ecology	2.834	10	Other Professions	3.601
11	Humanities	2.387	11	Visual & Performing Arts	2.326	11	Physical Sciences	3.569
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	3.949	1	Physical Sciences	3.986	1	Physical Sciences	4.140
2	Physical Sciences	3.882	2	Visual & Performing Arts	3.855	2	Health & Human Ecology	4.000
3	Health & Human Ecology	3.667	3	Health & Human Ecology	3.334	3	Visual & Performing Arts	3.908
4	Social Sciences	3.613	4	Engineering/Comp Sci/Math/Stats	3.291	4	Humanities	3.715
5	Engineering/Comp Sci/Math/Stats	3.494	5	Social Sciences	3.221	5	Social Sciences	3.680
6	Humanities	3.482	6	Agri/Nat Resources/Env Sciences	3.175	6	Business	3.661
7	Business	3.280	7	Business	3.155	7	Engineering/Comp Sci/Math/Stats	3.411
8	Agri/Nat Resources/Env Sciences	3.241	8	Humanities	3.024	8	Agri/Nat Resources/Env Sciences	3.349
9	Education	3.236	9	Education	3.002	9	Education	3.191
10	Biological Sciences	3.219	10	Biological Sciences	2.991	10	Biological Sciences	2.773
-	Medical/Health Professions	*	11	Other Professions	2.798	-	Medical/Health Professions	*
-	Other Professions	*	-	Medical/Health Professions	*	-	Other Professions	*

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

ACADEMIC AREA RESULTS

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

Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues. <i>Very satisfied (5)...Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	4.381	1	Business	4.405	1	Education	4.575
2	Education	4.272	2	Education	4.375	2	Social Sciences	4.402
3	Social Sciences	4.206	3	Physical Sciences	4.122	3	Physical Sciences	4.120
4	Health & Human Ecology	3.834	4	Humanities	4.011	4	Humanities	4.118
5	Visual & Performing Arts	3.753	5	Social Sciences	4.008	5	Engineering/Comp Sci/Math/Stats	4.018
6	Humanities	3.703	6	Engineering/Comp Sci/Math/Stats	3.977	6	Visual & Performing Arts	4.000
7	Agri/Nat Resources/Env Sciences	3.676	7	Visual & Performing Arts	3.961	7	Business	3.954
8	Biological Sciences	3.641	8	Agri/Nat Resources/Env Sciences	3.818	8	Biological Sciences	3.854
9	Physical Sciences	3.639	9	Health & Human Ecology	3.667	9	Agri/Nat Resources/Env Sciences	3.835
10	Engineering/Comp Sci/Math/Stats	3.532	10	Biological Sciences	3.421	10	Health & Human Ecology	3.834
11	Other Professions	2.399	11	Other Professions	2.800	11	Other Professions	2.998
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department. <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 42. On the whole, my institution is collegial. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Social Sciences	4.206	1	Visual & Performing Arts	4.063	1	Social Sciences	4.608
2	Health & Human Ecology	4.000	2	Health & Human Ecology	3.832	2	Health & Human Ecology	4.501
3	Education	3.953	3	Physical Sciences	3.828	3	Physical Sciences	4.349
4	Visual & Performing Arts	3.949	4	Business	3.672	4	Biological Sciences	4.313
5	Engineering/Comp Sci/Math/Stats	3.906	5	Engineering/Comp Sci/Math/Stats	3.469	5	Education	4.284
6	Business	3.768	6	Education	3.425	6	Engineering/Comp Sci/Math/Stats	4.283
7	Physical Sciences	3.759	7	Humanities	3.099	7	Visual & Performing Arts	4.222
8	Humanities	3.631	8	Social Sciences	3.081	8	Agri/Nat Resources/Env Sciences	4.154
9	Biological Sciences	3.530	9	Agri/Nat Resources/Env Sciences	2.848	9	Humanities	3.966
10	Agri/Nat Resources/Env Sciences	3.240	10	Biological Sciences	2.557	10	Business	3.880
11	Other Professions	3.202	11	Other Professions	2.399	11	Other Professions	3.200
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Medical/Health Professions	*

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

ACADEMIC AREA RESULTS

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

Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Business	4.889	1	Business	4.889	1	Business	4.889
2	Biological Sciences	4.692	2	Education	4.793	2	Visual & Performing Arts	4.769
3	Engineering/Comp Sci/Math/Stats	4.550	3	Visual & Performing Arts	4.769	3	Education	4.689
4	Visual & Performing Arts	4.539	4	Humanities	4.692	4	Biological Sciences	4.636
5	Agri/Nat Resources/Env Sciences	4.526	5	Health & Human Ecology	4.601	5	Health & Human Ecology	4.601
6	Health & Human Ecology	4.401	6	Engineering/Comp Sci/Math/Stats	4.551	6	Social Sciences	4.591
7	Social Sciences	4.247	7	Agri/Nat Resources/Env Sciences	4.476	7	Agri/Nat Resources/Env Sciences	4.415
8	Education	4.132	8	Social Sciences	4.428	8	Engineering/Comp Sci/Math/Stats	4.407
9	Humanities	4.065	9	Biological Sciences	4.385	9	Physical Sciences	4.169
10	Physical Sciences	3.782	10	Physical Sciences	4.299	10	Humanities	4.076
11	Other Professions	2.802	-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Medical/Health Professions	*	-	Other Professions	*	-	Other Professions	*

Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work? <i>Very satisfied (5)...Very dissatisfied (1)</i>			Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty. <i>Strongly agree (5)...Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Visual & Performing Arts	4.272	1	Visual & Performing Arts	4.209	1	Agri/Nat Resources/Env Sciences	3.881
2	Health & Human Ecology	4.166	2	Health & Human Ecology	4.166	2	Engineering/Comp Sci/Math/Stats	3.818
3	Education	4.143	3	Business	4.000	3	Social Sciences	3.799
4	Social Sciences	4.072	4	Physical Sciences	3.999	4	Visual & Performing Arts	3.649
5	Engineering/Comp Sci/Math/Stats	4.029	5	Engineering/Comp Sci/Math/Stats	3.876	5	Physical Sciences	3.623
6	Physical Sciences	4.001	6	Agri/Nat Resources/Env Sciences	3.827	6	Education	3.469
7	Agri/Nat Resources/Env Sciences	4.001	7	Education	3.718	7	Humanities	3.263
8	Business	3.957	8	Humanities	3.482	8	Business	2.557
9	Biological Sciences	3.856	9	Social Sciences	3.461	9	Biological Sciences	2.502
10	Humanities	3.835	10	Other Professions	3.200	-	Health & Human Ecology	*
11	Other Professions	3.200	11	Biological Sciences	3.005	-	Medical/Health Professions	*
-	Medical/Health Professions	*	-	Medical/Health Professions	*	-	Other Professions	*

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

ACADEMIC AREA RESULTS

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

Question 48. If I could do it over, I would again choose to work at this institution. <i>Strongly agree (5)...Strongly disagree (1)</i>			Question 50. How do you rate your institution as a place for junior faculty to work? <i>Great (5)... Awful (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.333	1	Physical Sciences	4.364
2	Visual & Performing Arts	4.261	2	Health & Human Ecology	4.168
3	Social Sciences	4.149	3	Engineering/Comp Sci/Math/Stats	4.096
4	Education	4.143	4	Visual & Performing Arts	4.001
5	Engineering/Comp Sci/Math/Stats	4.055	5	Agri/Nat Resources/Env Sciences	3.894
6	Physical Sciences	4.000	6	Social Sciences	3.861
7	Biological Sciences	3.732	7	Education	3.812
8	Agri/Nat Resources/Env Sciences	3.694	8	Business	3.755
9	Humanities	3.592	9	Humanities	3.667
10	Business	3.396	10	Biological Sciences	3.437
-	Medical/Health Professions	*	-	Medical/Health Professions	*
-	Other Professions	*	-	Other Professions	*

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

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 19. I find the tenure process in my department to be...	Peers (n = 6)	2	1	4	5	3	2	1	4	5	2	-	5
	Institutions (n = 64)	63rd	88th	45th	34th	53rd	75th	89th	61st	16th	81st	-	31st
Question 20. I find the tenure criteria (what things are evaluated) to be...	Peers (n = 6)	4	2	6	1	4	1	1	4	4	5	-	5
	Institutions (n = 64)	50th	69th	13th	94th	39th	75th	100th	59th	33rd	69th	-	38th
Question 21. I find the tenure standards (the performance threshold) to be...	Peers (n = 6)	2	2	6	1	4	1	1	4	5	3	-	5
	Institutions (n = 64)	67th	75th	25th	86th	20th	84th	100th	63rd	39th	70th	-	34th
Question 22. I find the body of evidence that will be considered in making my tenure decision to be...	Peers (n = 6)	6	3	6	1	4	1	1	4	5	3	-	4
	Institutions (n = 64)	39th	78th	28th	94th	25th	80th	98th	61st	39th	92nd	-	36th
Question 23. My sense of whether or not I will achieve tenure is...	Peers (n = 6)	1	4	6	6	4	5	2	3	5	2	-	6
	Institutions (n = 64)	66th	31st	16th	23rd	34th	52nd	83rd	70th	50th	83rd	-	19th
Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar (e.g., research and creative work)?	Peers (n = 6)	4	3	6	5	4	3	1	4	6	2	-	6
	Institutions (n = 64)	64th	56th	11th	64th	19th	80th	100th	59th	20th	84th	-	25th
Question 24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?	Peers (n = 6)	3	3	3	4	4	2	4	3	3	2	-	5
	Institutions (n = 64)	38th	56th	56th	42nd	55th	67th	52nd	63rd	59th	77th	-	27th
Question 24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?	Peers (n = 6)	3	2	2	6	3	3	4	4	3	6	-	5
	Institutions (n = 64)	63rd	63rd	83rd	17th	59th	78th	84th	66th	64th	14th	-	27th
Question 24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?	Peers (n = 6)	4	3	1	5	4	3	3	2	4	6	-	6
	Institutions (n = 64)	48th	84th	92nd	19th	39th	56th	77th	77th	25th	8th	-	16th
Question 24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?	Peers (n = 6)	3	2	6	2	4	4	3	4	4	6	-	5
	Institutions (n = 64)	72nd	64th	14th	58th	23rd	53rd	78th	63rd	53rd	11th	-	28th
Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community (e.g., outreach)?	Peers (n = 6)	3	4	5	4	4	5	1	4	2	6	-	-
	Institutions (n = 64)	61st	38th	41st	52nd	34th	56th	92nd	66th	67th	14th	-	-
Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar (e.g., research and creative work)?	Peers (n = 6)	5	2	6	4	4	3	1	3	5	3	-	6
	Institutions (n = 64)	44th	53rd	8th	61st	27th	61st	94th	72nd	19th	80th	-	14th
Question 25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?	Peers (n = 6)	5	4	4	6	4	3	4	3	3	1	-	5
	Institutions (n = 64)	45th	50th	34th	58th	33rd	52nd	66th	67th	50th	86th	-	20th
Question 25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?	Peers (n = 6)	4	4	4	6	4	3	4	4	5	6	-	6
	Institutions (n = 64)	52nd	39th	48th	6th	31st	70th	63rd	63rd	31st	20th	-	13th
Question 25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?	Peers (n = 6)	4	3	5	6	4	3	2	3	5	6	-	6
	Institutions (n = 64)	38th	59th	63rd	23rd	25th	56th	81st	70th	17th	16th	-	14th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen?	Peers (n = 6)	4	3	6	5	3	5	2	4	5	6	-	4
	Institutions (n = 64)	56th	50th	19th	28th	31st	50th	80th	59th	42nd	25th	-	36th
Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community (e.g., outreach)?	Peers (n = 6)	4	5	5	5	4	3	1	3	4	6	-	-
	Institutions (n = 64)	64th	27th	36th	31st	20th	50th	89th	73rd	55th	19th	-	-
Question 26. I have received consistent messages from senior colleagues about the requirements for tenure.	Peers (n = 6)	2	1	6	2	4	1	1	3	4	2	-	4
	Institutions (n = 64)	86th	100th	36th	70th	34th	91st	98th	75th	42nd	78th	-	41st
Question 27a. In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance-based criteria.	Peers (n = 6)	1	2	5	3	4	1	2	3	5	1	-	-
	Institutions (n = 64)	84th	81st	48th	81st	41st	86th	94th	67th	48th	88th	-	-
Question 28a. Please indicate your level of satisfaction or dissatisfaction with the following: The way you spend your time as a faculty member.	Peers (n = 6)	4	4	3	3	3	2	4	2	3	6	-	6
	Institutions (n = 64)	52nd	56th	45th	61st	33rd	70th	44th	67th	78th	30th	-	13th
Question 28b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of hours you work as a faculty member in an average week.	Peers (n = 2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 29a. Please indicate your level of satisfaction or dissatisfaction with the following: The level of the courses you teach.	Peers (n = 6)	3	4	4	1	2	3	1	3	5	5	-	1
	Institutions (n = 64)	75th	86th	58th	88th	53rd	47th	77th	67th	38th	27th	-	67th
Question 29b. Please indicate your level of satisfaction or dissatisfaction with the following: The number of courses you teach.	Peers (n = 6)	6	6	6	1	2	5	2	3	5	6	-	6
	Institutions (n = 64)	25th	28th	48th	94th	77th	53rd	59th	78th	59th	39th	-	13th
Question 29c. Please indicate your level of satisfaction or dissatisfaction with the following: The degree of influence you have over which courses you teach.	Peers (n = 6)	5	6	6	3	3	1	1	2	3	4	-	6
	Institutions (n = 64)	38th	31st	13th	55th	61st	75th	83rd	78th	72nd	45th	-	14th
Question 29d. Please indicate your level of satisfaction or dissatisfaction with the following: The discretion you have over the content of the courses you teach.	Peers (n = 6)	4	5	6	2	1	3	1	4	3	2	-	6
	Institutions (n = 64)	53rd	23rd	9th	69th	52nd	48th	100th	63rd	69th	61st	-	31st
Question 29e. Please indicate your level of satisfaction or dissatisfaction with the following: The number of students you teach.	Peers (n = 6)	4	3	4	2	3	1	1	3	4	6	-	4
	Institutions (n = 64)	53rd	80th	56th	80th	34th	59th	80th	75th	53rd	20th	-	36th
Question 29f. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of undergraduate students with whom you interact.	Peers (n = 6)	2	3	4	1	2	2	2	2	3	5	-	-
	Institutions (n = 64)	88th	77th	39th	91st	55th	72nd	63rd	77th	73rd	47th	-	-
Question 29g. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of graduate students with whom you interact.	Peers (n = 6)	1	-	6	3	2	5	-	4	4	5	-	6
	Institutions (n = 64)	80th	-	16th	72nd	50th	48th	-	73rd	50th	34th	-	19th
Question 30b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of time you have to conduct research/produce creative work.	Peers (n = 6)	3	4	1	1	3	4	2	2	4	6	-	6
	Institutions (n = 64)	72nd	39th	88th	94th	41st	66th	83rd	75th	73rd	48th	-	27th
Question 30c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of external funding you are expected to find.	Peers (n = 6)	4	2	3	5	3	3	1	2	5	4	-	-
	Institutions (n = 64)	45th	92nd	50th	27th	64th	58th	88th	84th	33rd	41st	-	-

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 30d. Please indicate your level of satisfaction or dissatisfaction with the following: The influence you have over the focus of your research/creative work.	Peers (n = 6)	6	3	5	3	3	3	3	2	4	2	-	6
	Institutions (n = 64)	16th	81st	17th	53rd	27th	64th	75th	78th	64th	83rd	-	13th
Question 31. Please indicate your level of satisfaction or dissatisfaction with the following: The quality of facilities (i.e., office, labs, classrooms).	Peers (n = 6)	3	1	4	4	3	2	1	4	5	1	-	6
	Institutions (n = 64)	48th	89th	34th	41st	33rd	77th	78th	69th	9th	55th	-	22nd
Question 32. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	Peers (n = 6)	4	3	4	6	2	1	1	4	5	4	-	2
	Institutions (n = 64)	47th	55th	50th	39th	69th	73rd	94th	67th	23rd	50th	-	72nd
Question 33a. How satisfied or dissatisfied are you with the quality of the following type of support service: Clerical/administrative services.	Peers (n = 6)	2	1	3	4	2	1	1	3	3	1	-	6
	Institutions (n = 64)	53rd	97th	28th	45th	41st	86th	88th	72nd	53rd	89th	-	22nd
Question 33b. How satisfied or dissatisfied are you with the quality of the following type of support service: Research services.	Peers (n = 6)	5	2	3	2	4	1	3	3	5	5	-	5
	Institutions (n = 64)	50th	88th	52nd	70th	33rd	86th	80th	66th	38th	53rd	-	44th
Question 33c. How satisfied or dissatisfied are you with the quality of the following type of support service: Teaching services.	Peers (n = 6)	3	2	2	2	3	2	2	2	5	1	-	1
	Institutions (n = 64)	48th	70th	58th	92nd	39th	59th	67th	95th	25th	66th	-	81st
Question 33d. How satisfied or dissatisfied are you with the quality of the following type of support service: Computing services.	Peers (n = 6)	5	4	3	4	2	4	4	2	4	5	-	6
	Institutions (n = 64)	34th	66th	47th	59th	67th	45th	64th	86th	19th	34th	-	13th
Question 35a. My institution does what it can to make having children and the tenure-track compatible.	Peers (n = 6)	4	5	6	4	-	3	-	3	4	5	-	-
	Institutions (n = 64)	22nd	41st	13th	64th	-	73rd	-	75th	80th	38th	-	-
Question 35b. My institution does what it can to make raising children and the tenure-track compatible.	Peers (n = 6)	4	4	6	4	-	3	-	1	5	6	-	-
	Institutions (n = 64)	25th	55th	23rd	64th	-	67th	-	94th	64th	17th	-	-
Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	Peers (n = 6)	3	3	5	5	1	2	-	1	4	3	-	-
	Institutions (n = 64)	53rd	67th	22nd	30th	88th	77th	-	84th	61st	72nd	-	-
Question 35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	Peers (n = 6)	3	2	6	5	1	2	-	2	4	3	-	-
	Institutions (n = 64)	34th	66th	16th	38th	88th	81st	-	94th	73rd	75th	-	-
Question 35e. My colleagues are respectful of my efforts to balance work and home responsibilities.	Peers (n = 2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Peers (n = 6)	6	5	1	5	2	3	1	2	6	4	-	3
	Institutions (n = 64)	25th	69th	84th	28th	77th	58th	83rd	80th	30th	59th	-	56th
Question 37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?	Peers (n = 6)	2	3	1	4	2	2	2	2	3	2	-	3
	Institutions (n = 64)	75th	53rd	88th	63rd	78th	70th	66th	88th	84th	69th	-	72nd
Question 38a. Please indicate your level of satisfaction or dissatisfaction with the following: The fairness with which your immediate supervisor evaluates your work.	Peers (n = 6)	6	3	3	3	2	3	1	4	5	3	-	5
	Institutions (n = 64)	9th	73rd	66th	23rd	72nd	70th	83rd	64th	53rd	64th	-	34th

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 38b. Please indicate your level of satisfaction or dissatisfaction with the following: The interest senior faculty take in your professional development.	Peers (n = 6)	5	2	5	2	3	3	4	4	4	5	-	-
	Institutions (n = 64)	33rd	78th	50th	58th	30th	52nd	70th	69th	38th	36th	-	-
Question 38c. Please indicate your level of satisfaction or dissatisfaction with the following: Your opportunities to collaborate with senior faculty.	Peers (n = 6)	4	2	4	2	3	5	4	4	4	4	-	5
	Institutions (n = 64)	33rd	77th	53rd	75th	22nd	38th	73rd	72nd	48th	39th	-	38th
Question 39a. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with senior colleagues in your department.	Peers (n = 6)	1	2	3	2	3	3	2	3	4	6	-	-
	Institutions (n = 64)	64th	70th	73rd	81st	19th	50th	86th	70th	67th	33rd	-	-
Question 39b. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with senior colleagues in your department.	Peers (n = 6)	4	3	2	6	4	3	4	1	1	2	-	6
	Institutions (n = 64)	38th	52nd	84th	34th	45th	41st	72nd	80th	86th	91st	-	13th
Question 39c. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of professional interaction you have with junior colleagues in your department.	Peers (n = 6)	2	3	3	3	3	1	4	1	3	2	-	6
	Institutions (n = 64)	64th	59th	55th	69th	17th	78th	58th	83rd	89th	75th	-	17th
Question 39d. Please indicate your level of satisfaction or dissatisfaction with the following: The amount of personal interaction you have with junior colleagues.	Peers (n = 6)	3	3	1	2	3	2	5	2	5	2	-	6
	Institutions (n = 64)	44th	66th	84th	64th	31st	63rd	56th	81st	45th	88th	-	14th
Question 40. Please indicate your level of satisfaction or dissatisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level) in your department.	Peers (n = 6)	5	3	2	3	3	1	4	4	5	4	-	6
	Institutions (n = 64)	28th	56th	78th	44th	31st	63rd	72nd	63rd	50th	63rd	-	22nd
Question 41. Please indicate your level of satisfaction or dissatisfaction with the following: The intellectual vitality of the senior colleagues in your department.	Peers (n = 6)	4	2	5	4	4	2	3	4	3	4	-	6
	Institutions (n = 64)	36th	83rd	31st	61st	19th	64th	83rd	63rd	70th	56th	-	27th
Question 42. On the whole, my institution is collegial.	Peers (n = 2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 43a. On the whole, I receive fair treatment from my colleagues regardless of my: gender.	Peers (n = 2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 43b. On the whole, I receive fair treatment from my colleagues regardless of my: race/ethnicity.	Peers (n = 2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 43c. On the whole, I receive fair treatment from my colleagues regardless of my: sexual orientation.	Peers (n = 2)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
	Institutions (n = 9)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Question 45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Peers (n = 6)	5	2	5	4	3	3	2	1	4	1	-	6
	Institutions (n = 64)	36th	83rd	63rd	58th	38th	64th	75th	89th	55th	78th	-	19th
Question 45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Peers (n = 6)	4	3	5	1	4	1	3	1	3	4	-	5
	Institutions (n = 64)	53rd	88th	39th	78th	39th	69th	88th	80th	78th	48th	-	33rd
Question 46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Peers (n = 6)	1	3	2	2	2	1	-	1	6	5	-	-
	Institutions (n = 64)	73rd	69th	92nd	70th	44th	88th	-	92nd	20th	55th	-	-

	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Engineering/ Comp Sci/ Math/Stats	Health & Human Ecology	Agri/Nat Resources/Env Sciences	Business	Education	Medical/Health Professions	Other Professions
Question 48. If I could do it over, I would again choose to work at this institution.	Peers (n = 6)	6	3	4	6	3	2	1	4	6	3	-	-
	Institutions (n = 64)	8th	59th	45th	53rd	41st	59th	75th	59th	17th	64th	-	-
Question 50. How do you rate your institution as a place for junior faculty to work?	Peers (n = 6)	4	3	4	2	3	2	2	1	4	3	-	-
	Institutions (n = 64)	48th	75th	67th	94th	39th	78th	92nd	83rd	53rd	63rd	-	-

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Appendix A Frequency Tables

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The Collaborative on Academic Careers in Higher Education

APPENDIX A: FREQUENCY TABLES

This appendix consists of frequency distributions for all the closed-ended (i.e., multiple choice) questions in the survey. Whereas the core report presents the average ratings for each question, as well as a bar chart illustrating (but not specifying) frequencies of each response, these tables show the percentage of respondents who gave each response for each question.

The tables are numbered to match the numbers of the survey question:

- Survey questions 1 through 18 are demographic questions. These results are provided for your faculty overall, and are not further broken down into results by sex or race/ethnicity.
- Survey questions 19 through 50 ask about various aspects of the workplace. These results are provided as frequencies overall (indicated as *Table/Question number/-1*), by gender (*-2*), and by race/ethnicity (*-3*).

The components of the tables are described as follows:

Questions 1-18 (Demographic Questions)

- Each table shows a given question's frequencies for respondents at your institution, for respondents at your five peer institutions pooled, and for respondents at all COACHE universities pooled.
- "(%) base" indicates the number of respondents who answered the question, not including those who chose NA (Not Applicable) or Decline to Answer.
- The response choices are listed in the left-most column, and the percent of valid responders who chose each response is listed to the right of each response.
- Below these percentages is listed the number who chose NA or Decline to Answer.

Questions 19-50 (Workplace Questions)

- Each table shows a given question's frequencies for respondents at your institution, for respondents at each of your five peer institutions individually, for your five peer institutions pooled, and for respondents at all COACHE universities pooled.
- The rest of the table for each of these questions is similar to that for each demographic question, but means are also given. The means for "all peers" and for "all universities" are pooled; these means differ from the "mean of the means" reported in the core report in that the means here are calculated by adding each individual's rating and dividing by the total number of responses (i.e., the respondent is the unit of analysis). The means in the core report, on the other hand, are calculated by adding the institutions' means, then dividing by the number of institutions (i.e., the institution is the unit of analysis).

Please note that the percentages for each response sometimes do not add up to exactly 100% due to data weighting and rounding. The data are *weighted* to match the proportion of each race/gender combination (e.g., Hispanic/Latino females) in the survey sample to the population of each institution. (See the *Guide to Your Institutional Report* for an explanation of sample balancing/data weighting and the first page of your *Survey Results* for weight values at your institution.) The number of respondents choosing each response is then rounded to the nearest percentage.

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 1-1

I. Demographics

Q1. Are you employed full-time in a pre-tenure position on the tenure-track?

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	832	7355
	100%	100%	100%
Yes	100%	100%	100%
No	0%	0%	0%
Not included in (%) base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 3-1

I. Demographics

Q3. What is the highest degree you have earned?

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	832	7335
	100%	100%	100%
Doctorate (Ph.D., J.D., M.D., etc.)	94%	96%	93%
Master's	6%	4%	7%
Bachelor's	0%	<1%	<1%
Associate's	0%	0%	0%
Not included in (%) base:			
Decline to Answer	-	-	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 5-1

I. Demographics

Q5. Did you hold a postdoctoral appointment?

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	158	825	7257
	100%	100%	100%
Yes	38%	42%	38%
No	62%	58%	62%
Not included in (%) base:			
Decline to Answer	1	7	98

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6a-1

I. Demographics

Q6a. Is this your first tenure-track appointment?

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	829	7317
	100%	100%	100%
Yes	88%	84%	81%
No	12%	16%	19%
Not included in (%) base:			
Decline to Answer	-	3	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6b-1

I. Demographics

Q6b. How many years on the tenure track did you complete elsewhere?

BASE: Not first tenure-track appointment

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	20	134	1376
	100%	100%	100%
1 year or less	10%	12%	11%
2 years	22%	16%	21%
3 years	19%	23%	19%
4 years	15%	16%	14%
5 or more years	20%	25%	22%
Full tenure	15%	7%	13%
Not included in (%) base:			
Decline to Answer	-	1	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6d-1

I. Demographics

Q6d. Did your current faculty appointment begin with credit for prior service elsewhere?

BASE: Not first tenure-track appointment

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	20	130	1353
	100%	100%	100%
Yes	34%	36%	37%
No	66%	64%	63%
Not included in (%) base:			
Decline to Answer	-	6	40

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 6e-1

I. Demographics

Q6e. How many years of credit for prior service elsewhere did you receive?

BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	7	39	460
	100%	100%	100%
1 year or less	28%	13%	19%
2 years	14%	20%	34%
3 years	57%	28%	26%
4 years	0%	31%	9%
5 or more years	0%	9%	13%
Not included in (%) base:			
Decline to Answer	-	7	47

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 7-1

I. Demographics

Q7. Please indicate the year in which your current faculty appointment began.

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	829	7299
	100%	100%	100%
Before 1999	0%	3%	2%
1999	1%	4%	3%
2000	1%	10%	8%
2001	3%	13%	13%
2002	8%	14%	17%
2003	9%	19%	20%
2004	12%	22%	21%
2005	19%	11%	10%
2006	44%	6%	4%
2007	2%	0%	<1%
Not included in (%) base:			
Decline to Answer	-	3	56

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 8-1

I. Demographics

Q8. What is your rank?

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	831	7335
	100%	100%	100%
Professor	0%	1%	1%
Associate Professor	7%	9%	9%
Assistant Professor or Assistant Professor (Conditional)	92%	91%	90%
Instructor/Lecturer	0%	0%	<1%
Other	1%	0%	<1%
Not included in (%) base:			
Decline to Answer	-	1	20

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 9-1

I. Demographics

Q9. Do you hold a joint appointment or budgetary cross-appointment (formal responsibilities in more than one department)?

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	830	7323
	100%	100%	100%
Yes	7%	12%	10%
No	93%	88%	90%
Not included in (%) base:			
Decline to Answer	-	2	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 11-1

I. Demographics

Q11. What is your race?

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	832	7355
	100%	100%	100%
- White	78%	73%	74%
- NET: Color	22%	27%	26%
Asian, Asian American or Pacific Islander	15%	15%	14%
Black or African American	5%	7%	6%
Hispanic or Latino	3%	3%	4%
American Indian/ Native Alaskan	0%	<1%	1%
Other	0%	1%	1%
Multi racial	0%	<1%	<1%
Visible Minority (Canada)	0%	0%	<1%
Not included in (%) base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 12-1

I. Demographics

Q12. What is your citizenship status?

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	157	813	7188
	100%	100%	100%
- United States	100%	100%	98%
U.S. Citizen	75%	77%	76%
Non-U.S. Citizen	25%	23%	22%
- Canada	0%	0%	2%
Canadian Citizen	0%	0%	1%
Non-Canadian Citizen	0%	0%	1%
Not included in (%) base:			
Decline to Answer	2	19	330

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 13-1

I. Demographics

Q13. What is your gender?

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	159	832	7355
	100%	100%	100%
Male	67%	59%	59%
Female	33%	41%	41%
Not included in (%) base:			
Decline to Answer	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 14-1

I. Demographics

Q14. Age (In what year were you born?)

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	155	809	7110
	100%	100%	100%
30 or less	11%	3%	4%
31-35	33%	33%	27%
36-40	32%	33%	32%
41-45	14%	18%	17%
46+	10%	13%	19%
MEAN (Age)	37	39	40
Not included in (%) base:			
Decline to Answer	4	23	245

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 15-1

I. Demographics

Q15. What is your annual salary?

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	153	809	7102
	100%	100%	100%
Less than \$30,000	0%	0%	<1%
\$30,000 to \$44,999	1%	1%	4%
\$45,000 to \$59,999	29%	30%	39%
\$60,000 to \$74,999	40%	31%	27%
\$75,000 to \$89,999	18%	19%	14%
\$90,000 or above	12%	19%	16%
MEAN (In \$1000s)	\$ 71	\$ 74	\$ 69
Not included in (%) base:			
Decline to Answer	6	23	253

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 16a-1

I. Demographics

Q16a. How many children under the age of 18 live with you at home?

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	156	824	7252
	100%	100%	100%
- None	53%	47%	50%
- NET: 1+	47%	53%	50%
1	18%	21%	21%
2	23%	25%	22%
3	5%	6%	6%
4+	1%	1%	1%
MEAN (Including None)	0.8	0.9	0.9
MEAN (Excluding None)	1.7	1.8	1.8
Not included in (%) base:			
Decline to Answer	3	8	103

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 16b-1

I. Demographics

Q16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

	Overall		
	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	155	822	7236
	100%	100%	100%
- None	74%	82%	80%
- NET: 1+	26%	18%	20%
1	24%	16%	17%
2	1%	1%	2%
3	1%	<1%	1%
4+	0%	<1%	<1%
MEAN (Including None)	0.3	0.2	0.2
MEAN (Excluding None)	1.1	1.1	1.2
Not included in (%) base:			
Decline to Answer	4	10	119

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 17-1

I. Demographics

Q17. Which statement most clearly describes your household's employment situation?

	Overall		
	Clem- son	All Peers	All Univ
(%) base:	154 100%	806 100%	7101 100%
- I do not have a spouse/partner	21%	16%	19%
- NET: Have a spouse/partner	79%	84%	81%
My spouse/partner is not employed	21%	20%	19%
My spouse/partner is employed full-time at this institution	19%	19%	16%
My spouse/partner is employed full-time elsewhere	24%	32%	31%
My spouse/partner is employed part-time at this institution	5%	5%	5%
My spouse/partner is employed part-time elsewhere	10%	9%	10%
Not included in (%) base:			
Decline to Answer	5	26	254

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 18-1

I. Demographics

Q18. Do you and your spouse/partner reside in separate communities for work reasons?

BASE: Have a spouse/partner that is employed

	Overall		

	Clem-	All	All
	son	Peers	Univ
	-----	-----	-----
(%) base:	88	507	4346
	100%	100%	100%
Yes	11%	9%	10%
No	89%	91%	90%
Not included in (%) base:			
Decline to Answer	2	1	13
Not applicable	-	8	66

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-1

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

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

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----						-----	
(%) base:		158	-	-	-	-	-	829	7307
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	76%	72%	70%	67%	83%	72%	72%	71%
Very clear	(5)	26%	18%	26%	15%	20%	17%	19%	19%
Fairly clear	(4)	50%	53%	44%	52%	63%	54%	53%	52%
- Neither clear nor unclear	(3)	11%	12%	9%	15%	6%	16%	12%	13%
Fairly unclear	(2)	8%	11%	14%	12%	10%	10%	12%	11%
Very unclear	(1)	5%	5%	7%	6%	1%	3%	5%	5%
- NET: Unclear	(2,1)	13%	16%	21%	18%	11%	12%	16%	16%
Mean		3.850	3.690	3.670	3.567	3.901	3.743	3.701	3.695
Not included in (%) base:									
Decline to Answer		1	1	1	-	1	-	3	48
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-2

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

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

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		106 100%	- 100%	- 100%	- 100%	- 100%	- 100%	493 100%	4320 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	336 100%	2987 100%
- NET: Clear	(5,4)	77%	75%	66%	63%	85%	75%	72%	72%	75%	67%	75%	71%	78%	68%	72%	71%
Very clear	(5)	32%	19%	24%	14%	19%	18%	19%	20%	15%	16%	28%	16%	20%	17%	19%	19%
Fairly clear	(4)	45%	55%	42%	49%	66%	57%	53%	52%	60%	51%	47%	56%	58%	51%	53%	52%
- Neither clear nor unclear	(3)	10%	12%	11%	17%	8%	13%	13%	13%	13%	13%	6%	12%	4%	19%	11%	12%
Fairly unclear	(2)	8%	9%	14%	15%	7%	11%	11%	10%	8%	15%	15%	8%	15%	9%	12%	12%
Very unclear	(1)	5%	5%	9%	5%	0%	1%	4%	5%	4%	4%	4%	9%	2%	4%	5%	6%
- NET: Unclear	(2,1)	13%	14%	23%	19%	7%	12%	15%	15%	11%	20%	19%	17%	18%	13%	17%	18%
Mean		3.897	3.757	3.578	3.533	3.974	3.791	3.710	3.720	3.756	3.591	3.800	3.618	3.781	3.676	3.687	3.660
Not included in (%) base:																	
Decline to Answer		1	-	-	-	1	-	1	33	-	1	1	-	-	-	2	15
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 19-3

II. Tenure

Q19. This set of items addresses various aspects surrounding tenure in your department.

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

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	610	5403	36	-	-	-	-	-	219	1904
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	75%	69%	66%	70%	81%	71%	71%	72%	79%	77%	78%	55%	88%	74%	74%	71%
Very clear	(5)	25%	16%	25%	16%	15%	14%	17%	19%	31%	23%	29%	10%	32%	28%	24%	21%
Fairly clear	(4)	50%	53%	42%	54%	66%	57%	54%	53%	48%	54%	50%	45%	56%	47%	50%	50%
- Neither clear nor unclear	(3)	12%	11%	10%	14%	6%	16%	12%	12%	8%	15%	7%	18%	8%	15%	13%	15%
Fairly unclear	(2)	8%	15%	14%	10%	13%	10%	12%	11%	8%	4%	15%	19%	4%	8%	11%	9%
Very unclear	(1)	5%	5%	10%	6%	1%	3%	5%	5%	4%	3%	0%	8%	1%	2%	3%	5%
- NET: Unclear	(2,1)	13%	20%	23%	16%	14%	13%	17%	17%	12%	8%	15%	27%	4%	10%	14%	14%
Mean		3.824	3.596	3.580	3.648	3.807	3.696	3.663	3.686	3.939	3.892	3.917	3.313	4.147	3.899	3.806	3.720
Not included in (%) base:																	
Decline to Answer		1	-	-	-	1	-	1	28	-	1	1	-	-	-	2	19
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-1

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) in my department to be...

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		158	-	-	-	-	-	829	7307
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	74%	70%	75%	61%	76%	73%	70%	67%
Very clear	(5)	20%	15%	25%	16%	15%	16%	17%	17%
Fairly clear	(4)	54%	56%	50%	45%	61%	57%	53%	51%
- Neither clear nor unclear	(3)	11%	9%	10%	16%	14%	13%	12%	14%
Fairly unclear	(2)	7%	15%	10%	16%	8%	12%	12%	13%
Very unclear	(1)	8%	6%	6%	7%	2%	3%	5%	6%
- NET: Unclear	(2,1)	14%	21%	15%	23%	11%	15%	18%	19%
Mean		3.717	3.578	3.779	3.465	3.775	3.714	3.646	3.597
Not included in (%) base:									
Decline to Answer		1	1	1	-	1	-	3	48
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-2

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) in my department to be...

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		106	-	-	-	-	-	493	4321	52	-	-	-	-	-	336	2986
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	73%	73%	70%	56%	77%	72%	68%	67%	77%	66%	81%	69%	74%	75%	73%	68%
Very clear	(5)	20%	11%	22%	15%	12%	15%	15%	17%	20%	21%	28%	17%	20%	17%	20%	17%
Fairly clear	(4)	53%	63%	49%	40%	65%	57%	54%	50%	58%	45%	52%	53%	54%	58%	52%	51%
- Neither clear nor unclear	(3)	14%	9%	11%	20%	15%	14%	14%	15%	6%	8%	8%	10%	12%	11%	10%	12%
Fairly unclear	(2)	6%	13%	10%	18%	6%	13%	12%	12%	8%	20%	9%	12%	12%	10%	13%	14%
Very unclear	(1)	7%	5%	8%	7%	2%	1%	5%	6%	9%	7%	3%	8%	2%	5%	5%	6%
- NET: Unclear	(2,1)	13%	17%	18%	25%	8%	14%	17%	18%	17%	27%	12%	21%	14%	15%	18%	20%
Mean		3.722	3.615	3.658	3.394	3.781	3.705	3.611	3.602	3.706	3.524	3.950	3.571	3.766	3.726	3.698	3.588
Not included in (%) base:																	
Decline to Answer		1	-	-	-	1	-	1	31	-	1	1	-	-	-	2	17
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 20-3

II. Tenure

Q20. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure criteria (what things are evaluated) in my department to be...

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		122	-	-	-	-	-	610	5401	36	-	-	-	-	-	219	1905
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	71%	66%	73%	64%	74%	73%	69%	68%	84%	79%	80%	53%	80%	72%	72%	67%
Very clear	(5)	19%	15%	24%	18%	15%	14%	17%	17%	22%	15%	27%	8%	15%	20%	16%	17%
Fairly clear	(4)	52%	52%	49%	45%	59%	59%	52%	51%	63%	64%	53%	46%	65%	52%	56%	50%
- Neither clear nor unclear	(3)	13%	9%	10%	15%	13%	12%	12%	13%	6%	8%	9%	19%	15%	15%	13%	16%
Fairly unclear	(2)	7%	18%	10%	15%	10%	11%	13%	13%	5%	10%	9%	17%	4%	13%	11%	12%
Very unclear	(1)	9%	7%	7%	7%	3%	4%	5%	6%	4%	3%	3%	10%	1%	0%	4%	5%
- NET: Unclear	(2,1)	16%	25%	17%	21%	13%	15%	19%	19%	9%	13%	11%	28%	4%	13%	15%	17%
Mean		3.656	3.491	3.727	3.540	3.729	3.692	3.628	3.588	3.927	3.768	3.925	3.228	3.897	3.787	3.696	3.621
Not included in (%) base:																	
Decline to Answer		1	-	-	-	1	-	1	30	-	1	1	-	-	-	2	18
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-1

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) in my department to be...

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		158	-	-	-	-	-	826	7292
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	61%	51%	64%	47%	60%	52%	54%	53%
Very clear	(5)	15%	9%	18%	11%	7%	9%	11%	11%
Fairly clear	(4)	46%	42%	46%	37%	53%	43%	44%	42%
- Neither clear nor unclear	(3)	19%	19%	13%	22%	17%	21%	19%	20%
Fairly unclear	(2)	12%	22%	10%	22%	19%	21%	19%	19%
Very unclear	(1)	8%	8%	12%	8%	4%	6%	8%	9%
- NET: Unclear	(2,1)	20%	30%	23%	30%	23%	27%	27%	27%
Mean		3.469	3.209	3.479	3.194	3.409	3.292	3.307	3.275
Not included in (%) base:									
Decline to Answer		1	3	2	-	1	-	6	63
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-2

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) in my department to be...

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		106	-	-	-	-	-	491	4310	52	-	-	-	-	-	335	2982
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	63%	49%	59%	47%	64%	52%	54%	53%	56%	53%	71%	48%	55%	52%	56%	53%
Very clear	(5)	15%	7%	20%	9%	8%	11%	11%	11%	14%	12%	17%	13%	6%	8%	11%	11%
Fairly clear	(4)	48%	43%	40%	38%	56%	41%	43%	42%	42%	41%	54%	36%	49%	45%	44%	42%
- Neither clear nor unclear	(3)	18%	25%	17%	27%	15%	22%	22%	21%	21%	11%	8%	15%	20%	20%	15%	18%
Fairly unclear	(2)	12%	17%	8%	18%	17%	23%	16%	17%	12%	29%	14%	28%	21%	17%	22%	20%
Very unclear	(1)	6%	9%	16%	8%	4%	3%	8%	9%	11%	7%	7%	9%	4%	10%	7%	9%
- NET: Unclear	(2,1)	19%	26%	24%	26%	21%	26%	25%	26%	24%	37%	21%	36%	25%	27%	30%	29%
Mean		3.529	3.207	3.388	3.217	3.462	3.344	3.315	3.291	3.348	3.212	3.608	3.159	3.321	3.222	3.296	3.251
Not included in (%) base:																	
Decline to Answer		1	1	-	-	1	-	2	42	-	1	2	-	-	-	3	21
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 21-3

II. Tenure

Q21. This set of items addresses various aspects surrounding tenure in your department.

I find the tenure standards (the performance threshold) in my department to be...

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	609	5393	36	-	-	-	-	-	217	1899
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	58%	45%	60%	48%	55%	52%	52%	52%	68%	63%	76%	45%	74%	54%	62%	55%
Very clear	(5)	13%	9%	17%	11%	5%	8%	10%	10%	22%	9%	21%	10%	13%	14%	13%	13%
Fairly clear	(4)	46%	37%	42%	38%	50%	44%	42%	42%	46%	53%	55%	35%	61%	41%	49%	42%
- Neither clear nor unclear	(3)	19%	19%	16%	23%	17%	20%	19%	19%	19%	18%	7%	21%	18%	24%	17%	22%
Fairly unclear	(2)	13%	26%	10%	22%	24%	21%	21%	20%	10%	14%	11%	22%	4%	19%	14%	16%
Very unclear	(1)	10%	10%	14%	7%	4%	7%	8%	9%	3%	5%	7%	12%	4%	2%	7%	7%
- NET: Unclear	(2,1)	22%	35%	24%	29%	28%	28%	29%	29%	13%	19%	18%	34%	8%	21%	21%	22%
Mean		3.392	3.090	3.389	3.227	3.281	3.246	3.247	3.236	3.732	3.474	3.724	3.088	3.744	3.447	3.476	3.385
Not included in (%) base:																	
Decline to Answer		1	-	1	-	1	-	2	38	-	3	1	-	-	-	4	25
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-1

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
-----		-----						
(%) base:		158	-	-	-	-	-	819
		100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	68%	60%	70%	59%	73%	62%	64%
Very clear	(5)	21%	13%	20%	15%	13%	13%	15%
Fairly clear	(4)	47%	47%	50%	44%	60%	49%	50%
- Neither clear nor unclear	(3)	17%	21%	10%	22%	16%	27%	19%
Fairly unclear	(2)	10%	14%	12%	12%	9%	8%	11%
Very unclear	(1)	5%	6%	8%	7%	2%	3%	5%
- NET: Unclear	(2,1)	15%	20%	21%	19%	11%	11%	17%
Mean		3.687	3.472	3.607	3.477	3.719	3.607	3.568
Not included in (%) base:								
Decline to Answer		1	6	3	-	2	2	13
Not Applicable		-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-2

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		106	-	-	-	-	-	488	4291	52	-	-	-	-	-	331	2964
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	69%	59%	66%	55%	76%	59%	63%	62%	66%	61%	74%	65%	67%	66%	66%	61%
Very clear	(5)	19%	11%	16%	16%	13%	12%	14%	15%	24%	15%	25%	12%	12%	14%	16%	14%
Fairly clear	(4)	50%	48%	50%	39%	62%	48%	49%	47%	42%	46%	49%	52%	56%	52%	51%	47%
- Neither clear nor unclear	(3)	18%	25%	11%	27%	17%	31%	22%	21%	17%	15%	7%	16%	15%	22%	15%	18%
Fairly unclear	(2)	10%	9%	9%	12%	7%	10%	10%	12%	10%	20%	16%	12%	13%	4%	13%	15%
Very unclear	(1)	4%	7%	13%	6%	0%	0%	5%	5%	7%	4%	3%	7%	5%	7%	6%	6%
- NET: Unclear	(2,1)	13%	16%	22%	19%	7%	10%	15%	17%	17%	25%	18%	20%	18%	12%	19%	21%
Mean		3.704	3.473	3.479	3.461	3.818	3.608	3.559	3.537	3.653	3.471	3.788	3.500	3.556	3.607	3.580	3.473
Not included in (%) base:																	
Decline to Answer		1	3	1	-	1	-	5	61	-	3	2	-	1	2	8	39
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 22-3

II. Tenure

Q22. This set of items addresses various aspects surrounding tenure in your department.

I find the body of evidence that will be considered in making my tenure decision to be...

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122 100%	- 100%	- 100%	- 100%	- 100%	- 100%	603 100%	5371 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	216 100%	1884 100%
- NET: Clear	(5,4)	65%	61%	70%	62%	70%	59%	64%	61%	78%	59%	70%	47%	79%	71%	64%	62%
Very clear	(5)	18%	12%	17%	16%	10%	12%	14%	14%	28%	15%	28%	10%	19%	15%	17%	15%
Fairly clear	(4)	46%	49%	52%	46%	60%	47%	50%	47%	51%	44%	42%	38%	61%	56%	47%	47%
- Neither clear nor unclear	(3)	19%	16%	9%	21%	17%	29%	19%	19%	11%	30%	11%	26%	13%	20%	21%	22%
Fairly unclear	(2)	10%	18%	12%	11%	11%	8%	12%	14%	10%	5%	12%	17%	5%	6%	9%	12%
Very unclear	(1)	6%	5%	9%	6%	2%	3%	5%	6%	0%	7%	7%	9%	3%	2%	6%	5%
- NET: Unclear	(2,1)	16%	23%	21%	17%	13%	11%	17%	20%	10%	12%	19%	26%	7%	8%	15%	17%
Mean		3.608	3.437	3.568	3.558	3.658	3.559	3.557	3.498	3.959	3.548	3.717	3.217	3.878	3.764	3.596	3.549
Not included in (%) base:																	
Decline to Answer		1	4	1	-	2	2	8	60	-	3	2	-	-	-	5	40
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-1

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

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

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----						-----	
(%) base:		157	-	-	-	-	-	818	7188
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	62%	51%	69%	69%	75%	68%	67%	64%
Very clear	(5)	20%	13%	21%	24%	24%	22%	21%	21%
Fairly clear	(4)	41%	39%	48%	45%	51%	46%	46%	44%
- Neither clear nor unclear	(3)	26%	28%	15%	20%	17%	16%	20%	22%
Fairly unclear	(2)	8%	12%	10%	7%	5%	11%	9%	9%
Very unclear	(1)	4%	9%	6%	3%	3%	4%	5%	5%
- NET: Unclear	(2,1)	12%	21%	16%	10%	8%	16%	14%	14%
Mean		3.655	3.347	3.680	3.797	3.873	3.701	3.687	3.662
Not included in (%) base:									
Decline to Answer		2	4	3	4	2	2	14	167
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-2

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

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

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		106	-	-	-	-	-	485	4249	51	-	-	-	-	-	332	2939
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	59%	53%	72%	72%	76%	74%	70%	67%	68%	49%	64%	65%	72%	60%	62%	61%
Very clear	(5)	21%	15%	21%	26%	27%	24%	23%	23%	20%	10%	20%	20%	18%	20%	18%	18%
Fairly clear	(4)	38%	39%	51%	46%	49%	50%	47%	44%	48%	39%	44%	45%	54%	40%	44%	43%
- Neither clear nor unclear	(3)	30%	31%	15%	21%	17%	9%	19%	21%	19%	24%	15%	20%	19%	26%	21%	22%
Fairly unclear	(2)	8%	9%	7%	3%	5%	14%	7%	8%	8%	15%	14%	13%	4%	8%	11%	11%
Very unclear	(1)	4%	6%	6%	4%	2%	3%	4%	4%	6%	13%	7%	2%	5%	6%	6%	5%
- NET: Unclear	(2,1)	12%	16%	12%	7%	7%	17%	11%	12%	14%	27%	21%	15%	9%	14%	17%	17%
Mean		3.642	3.461	3.755	3.876	3.945	3.779	3.772	3.728	3.684	3.186	3.575	3.681	3.757	3.589	3.562	3.566
Not included in (%) base:																	
Decline to Answer		1	2	1	3	2	-	8	104	1	1	2	1	-	2	6	63
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 23-3

II. Tenure

Q23. This set of items addresses various aspects surrounding tenure in your department.

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

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121 100%	- 100%	- 100%	- 100%	- 100%	- 100%	603 100%	5340 100%	36 100%	- 100%	- 100%	- 100%	- 100%	- 100%	214 100%	1848 100%
- NET: Clear	(5,4)	60%	49%	70%	70%	71%	66%	66%	65%	66%	56%	66%	68%	85%	76%	69%	64%
Very clear	(5)	21%	10%	17%	24%	21%	22%	19%	21%	19%	19%	31%	23%	32%	23%	25%	21%
Fairly clear	(4)	40%	40%	53%	45%	50%	44%	46%	44%	47%	37%	35%	45%	53%	53%	44%	43%
- Neither clear nor unclear	(3)	26%	27%	15%	19%	21%	17%	20%	21%	27%	30%	16%	23%	8%	13%	19%	24%
Fairly unclear	(2)	8%	11%	10%	7%	4%	12%	9%	9%	7%	12%	11%	6%	7%	11%	9%	8%
Very unclear	(1)	6%	12%	6%	4%	5%	5%	6%	5%	0%	2%	7%	2%	0%	0%	2%	4%
- NET: Unclear	(2,1)	14%	23%	15%	11%	8%	17%	15%	14%	7%	14%	17%	8%	7%	11%	11%	12%
Mean		3.621	3.233	3.660	3.795	3.786	3.647	3.642	3.654	3.773	3.600	3.736	3.802	4.108	3.878	3.812	3.684
Not included in (%) base:																	
Decline to Answer		2	1	1	3	1	2	8	92	-	3	2	1	1	-	7	75
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		158	-	-	-	-	-	824	7259
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	71%	69%	77%	77%	83%	74%	76%	73%
Very clear	(5)	25%	15%	23%	33%	43%	34%	30%	25%
Fairly clear	(4)	46%	54%	54%	44%	40%	40%	47%	48%
- Neither clear nor unclear	(3)	14%	11%	9%	9%	8%	12%	10%	11%
Fairly unclear	(2)	12%	17%	11%	9%	8%	11%	11%	13%
Very unclear	(1)	3%	3%	3%	4%	1%	2%	3%	4%
- NET: Unclear	(2,1)	15%	20%	14%	13%	9%	13%	14%	16%
Mean		3.771	3.608	3.829	3.930	4.164	3.936	3.893	3.777
Not included in (%) base:									
Decline to Answer		1	3	2	-	1	1	7	77
Not Applicable		-	-	-	2	-	-	2	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		106	-	-	-	-	-	489	4290	52	-	-	-	-	-	334	2969
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	71%	71%	73%	78%	85%	78%	77%	74%	70%	66%	82%	77%	81%	70%	75%	72%
Very clear	(5)	26%	12%	22%	39%	43%	35%	31%	27%	22%	19%	24%	24%	44%	33%	28%	22%
Fairly clear	(4)	45%	59%	51%	39%	42%	42%	46%	46%	48%	46%	58%	53%	37%	37%	47%	49%
- Neither clear nor unclear	(3)	17%	14%	12%	10%	7%	12%	11%	11%	9%	8%	5%	8%	9%	12%	8%	10%
Fairly unclear	(2)	10%	11%	10%	9%	7%	10%	9%	11%	17%	25%	13%	10%	9%	13%	14%	14%
Very unclear	(1)	3%	4%	5%	3%	1%	0%	3%	4%	4%	1%	0%	5%	2%	5%	3%	4%
- NET: Unclear	(2,1)	12%	15%	14%	12%	8%	10%	12%	15%	21%	27%	13%	15%	11%	18%	17%	18%
Mean		3.817	3.637	3.760	4.010	4.191	4.030	3.930	3.820	3.678	3.568	3.927	3.811	4.119	3.808	3.839	3.715
Not included in (%) base:																	
Decline to Answer		1	1	-	-	1	1	3	50	-	1	2	-	-	-	3	27
Not Applicable		-	-	-	1	-	-	1	12	-	-	-	1	-	-	1	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24a-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(<div>%) base:		122	-	-	-	-	-	607	5378	36	-	-	-	-	-	216	1881
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	66%	66%	74%	78%	80%	73%	75%	71%	85%	74%	85%	74%	94%	78%	81%	77%
Very clear	(5)	22%	15%	23%	30%	35%	34%	28%	23%	35%	15%	21%	41%	64%	37%	35%	31%
Fairly clear	(4)	45%	52%	50%	48%	44%	40%	47%	48%	50%	59%	64%	33%	29%	41%	46%	46%
- Neither clear nor unclear	(3)	17%	10%	11%	10%	8%	11%	10%	11%	5%	15%	4%	8%	6%	15%	10%	11%
Fairly unclear	(2)	13%	21%	11%	8%	10%	13%	12%	14%	9%	9%	10%	13%	1%	6%	8%	9%
Very unclear	(1)	4%	4%	4%	4%	2%	2%	3%	4%	0%	2%	0%	5%	0%	0%	2%	3%
- NET: Unclear	(2,1)	17%	24%	15%	12%	12%	15%	15%	18%	9%	10%	10%	17%	1%	6%	10%	13%
Mean		3.672	3.534	3.780	3.930	4.011	3.890	3.839	3.729	4.112	3.774	3.962	3.931	4.568	4.092	4.047	3.914
Not included in (<div>%) base:																	
Decline to Answer		1	-	1	-	1	-	2	44	-	3	1	-	-	1	5	33
Not Applicable		-	-	-	2	-	-	2	10	-	-	-	-	-	-	-	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
(%) base:		150	-	-	-	-	-	814
		100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	76%	60%	68%	66%	79%	69%	68%
Very clear	(5)	19%	10%	26%	17%	28%	20%	21%
Fairly clear	(4)	57%	50%	42%	48%	51%	49%	48%
- Neither clear nor unclear	(3)	11%	21%	17%	21%	7%	16%	17%
Fairly unclear	(2)	12%	16%	13%	10%	10%	13%	12%
Very unclear	(1)	1%	3%	2%	4%	3%	2%	3%
- NET: Unclear	(2,1)	13%	19%	15%	13%	13%	14%	15%
Mean		3.799	3.484	3.773	3.660	3.903	3.736	3.708
Not included in (%) base:								
Decline to Answer		2	3	1	1	1	1	7
Not Applicable		7	7	-	4	1	-	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		100	-	-	-	-	-	481	4251	50	-	-	-	-	-	333	2932
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	75%	56%	64%	64%	76%	66%	65%	68%	76%	65%	75%	68%	84%	74%	73%	70%
Very clear	(5)	20%	9%	22%	15%	29%	18%	19%	20%	17%	12%	33%	21%	26%	22%	23%	22%
Fairly clear	(4)	55%	48%	42%	49%	47%	48%	47%	48%	59%	54%	42%	48%	58%	51%	50%	48%
- Neither clear nor unclear	(3)	8%	25%	20%	22%	7%	19%	19%	17%	18%	16%	11%	19%	8%	13%	14%	14%
Fairly unclear	(2)	15%	15%	12%	10%	12%	12%	12%	12%	6%	16%	14%	10%	7%	13%	12%	13%
Very unclear	(1)	2%	3%	3%	4%	5%	3%	4%	3%	0%	3%	0%	3%	2%	0%	2%	3%
- NET: Unclear	(2,1)	17%	19%	16%	14%	16%	15%	16%	15%	6%	19%	14%	13%	8%	13%	14%	15%
Mean		3.761	3.435	3.661	3.613	3.845	3.669	3.644	3.689	3.874	3.551	3.930	3.731	3.997	3.827	3.800	3.742
Not included in (%) base:																	
Decline to Answer		1	1	-	1	1	1	4	54	1	1	1	-	-	-	2	27
Not Applicable		6	6	-	2	1	-	9	47	1	1	-	2	-	-	3	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24b-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

b. A teacher

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	598	5315	35	-	-	-	-	-	216	1868
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	72%	60%	64%	65%	73%	67%	66%	68%	87%	60%	79%	68%	95%	79%	75%	71%
Very clear	(5)	16%	8%	25%	17%	27%	15%	19%	20%	28%	14%	30%	18%	32%	37%	25%	23%
Fairly clear	(4)	56%	52%	39%	48%	47%	51%	47%	48%	59%	46%	49%	50%	63%	42%	50%	48%
- Neither clear nor unclear	(3)	12%	18%	17%	21%	9%	17%	17%	16%	8%	29%	15%	21%	4%	13%	17%	16%
Fairly unclear	(2)	14%	19%	16%	10%	13%	14%	14%	13%	4%	8%	7%	8%	1%	8%	6%	9%
Very unclear	(1)	2%	3%	3%	4%	5%	2%	3%	3%	0%	4%	0%	3%	0%	0%	2%	3%
- NET: Unclear	(2,1)	16%	22%	18%	14%	18%	16%	17%	16%	4%	11%	7%	11%	1%	8%	8%	13%
Mean		3.703	3.435	3.682	3.643	3.769	3.637	3.637	3.685	4.116	3.585	4.021	3.714	4.256	4.076	3.903	3.785
Not included in (%) base:																	
Decline to Answer		2	-	-	1	1	-	2	45	-	3	1	-	-	1	5	37
Not Applicable		6	7	-	4	1	-	12	72	1	-	-	-	-	-	-	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		145	-	-	-	-	-	793	6880
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	50%	46%	49%	39%	63%	48%	48%	45%
Very clear	(5)	15%	7%	11%	10%	20%	12%	12%	12%
Fairly clear	(4)	35%	39%	38%	29%	43%	36%	36%	33%
- Neither clear nor unclear	(3)	26%	27%	21%	37%	20%	25%	27%	28%
Fairly unclear	(2)	17%	18%	24%	17%	15%	22%	19%	19%
Very unclear	(1)	7%	10%	6%	7%	3%	5%	6%	8%
- NET: Unclear	(2,1)	24%	27%	31%	24%	18%	27%	25%	27%
Mean		3.334	3.151	3.225	3.175	3.623	3.294	3.282	3.227
Not included in (%) base:									
Decline to Answer		2	2	-	1	2	1	6	90
Not Applicable		12	4	15	8	3	4	33	384

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
96		-	-	-	-	-	-	472	4084	49	-	-	-	-	-	321	2796
100%		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	49%	49%	46%	39%	61%	45%	47%	45%	52%	41%	52%	39%	65%	52%	49%	45%
Very clear	(5)	17%	7%	14%	8%	21%	8%	11%	12%	11%	5%	7%	13%	19%	18%	12%	13%
Fairly clear	(4)	32%	42%	32%	31%	40%	37%	36%	33%	41%	35%	45%	26%	47%	34%	37%	32%
- Neither clear nor unclear	(3)	25%	26%	22%	37%	22%	25%	27%	28%	27%	28%	20%	37%	16%	26%	26%	27%
Fairly unclear	(2)	18%	14%	23%	16%	14%	24%	18%	18%	14%	24%	25%	18%	17%	19%	20%	22%
Very unclear	(1)	8%	11%	9%	8%	4%	6%	8%	8%	7%	7%	3%	7%	2%	3%	4%	7%
- NET: Unclear	(2,1)	26%	25%	32%	24%	17%	30%	25%	26%	21%	31%	28%	24%	18%	22%	25%	28%
Mean		3.323	3.199	3.182	3.154	3.613	3.173	3.257	3.227	3.356	3.077	3.285	3.208	3.639	3.457	3.320	3.228
Not included in (%) base:																	
Decline to Answer		2	1	-	1	1	1	4	58	-	1	-	-	1	-	2	33
Not Applicable		9	-	9	3	3	2	17	210	3	4	6	5	-	1	15	174

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24c-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

c. An advisor to students

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		112	-	-	-	-	-	579	5068	34	-	-	-	-	-	214	1812
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	47%	41%	48%	40%	59%	43%	46%	43%	59%	55%	50%	37%	72%	66%	54%	50%
Very clear	(5)	11%	5%	11%	10%	16%	11%	11%	12%	27%	9%	10%	10%	31%	17%	15%	14%
Fairly clear	(4)	36%	36%	37%	30%	44%	32%	35%	32%	31%	46%	40%	27%	40%	50%	40%	35%
- Neither clear nor unclear	(3)	26%	25%	20%	36%	20%	28%	27%	28%	24%	30%	23%	38%	18%	16%	26%	29%
Fairly unclear	(2)	19%	22%	24%	17%	17%	25%	21%	21%	9%	10%	24%	16%	10%	11%	14%	15%
Very unclear	(1)	7%	12%	8%	7%	4%	4%	7%	8%	9%	5%	3%	9%	0%	7%	5%	6%
- NET: Unclear	(2,1)	26%	34%	32%	24%	20%	29%	27%	29%	17%	15%	27%	25%	10%	18%	19%	21%
Mean		3.254	3.010	3.193	3.188	3.502	3.216	3.219	3.177	3.599	3.442	3.307	3.138	3.929	3.579	3.453	3.367
Not included in (%) base:																	
Decline to Answer		1	1	-	1	2	-	4	57	1	1	-	-	-	1	2	33
Not Applicable		11	4	12	8	3	1	28	306	1	-	2	-	-	2	5	78

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
(%) base:		156	-	-	-	-	-	819
		100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	47%	38%	43%	44%	46%	47%	44%
Very clear	(5)	10%	7%	10%	8%	11%	9%	9%
Fairly clear	(4)	36%	31%	33%	36%	35%	38%	35%
- Neither clear nor unclear	(3)	26%	27%	31%	33%	34%	26%	31%
Fairly unclear	(2)	17%	25%	16%	16%	13%	20%	18%
Very unclear	(1)	11%	10%	9%	6%	7%	6%	8%
- NET: Unclear	(2,1)	27%	35%	25%	23%	20%	27%	26%
Mean		3.193	2.996	3.191	3.235	3.298	3.230	3.192
Not included in (%) base:								
Decline to Answer		2	1	1	-	1	1	4
Not Applicable		1	1	1	5	1	1	9

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		104	-	-	-	-	-	483	4238	52	-	-	-	-	-	336	2932
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	51%	43%	42%	44%	46%	48%	45%	47%	39%	31%	45%	44%	46%	45%	42%	47%
Very clear	(5)	10%	10%	9%	6%	13%	6%	9%	12%	12%	3%	12%	11%	8%	12%	9%	12%
Fairly clear	(4)	41%	33%	33%	38%	33%	42%	36%	36%	27%	28%	33%	33%	39%	33%	33%	35%
- Neither clear nor unclear	(3)	22%	23%	35%	32%	35%	21%	30%	27%	34%	32%	26%	35%	32%	34%	32%	25%
Fairly unclear	(2)	16%	25%	14%	18%	12%	24%	18%	18%	18%	26%	20%	14%	15%	15%	18%	20%
Very unclear	(1)	12%	9%	9%	6%	7%	6%	8%	9%	8%	11%	9%	7%	7%	6%	8%	8%
- NET: Unclear	(2,1)	27%	34%	23%	24%	19%	31%	26%	26%	27%	37%	29%	21%	22%	21%	26%	29%
Mean		3.212	3.092	3.192	3.204	3.322	3.176	3.199	3.244	3.154	2.862	3.188	3.280	3.259	3.303	3.182	3.217
Not included in (%) base:																	
Decline to Answer		2	1	-	-	1	1	3	62	-	-	1	-	-	-	1	32
Not Applicable		1	1	-	4	1	1	7	52	-	-	1	1	-	-	2	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24d-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

d. A colleague in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	603	5311	35	-	-	-	-	-	216	1859
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	44%	35%	47%	45%	41%	43%	43%	46%	57%	44%	32%	41%	60%	60%	46%	49%
Very clear	(5)	9%	7%	11%	9%	8%	8%	9%	11%	16%	6%	7%	8%	19%	10%	10%	14%
Fairly clear	(4)	35%	28%	36%	37%	33%	35%	34%	35%	42%	38%	25%	33%	41%	50%	36%	35%
- Neither clear nor unclear	(3)	27%	25%	26%	33%	34%	25%	29%	25%	24%	30%	46%	32%	33%	32%	35%	27%
Fairly unclear	(2)	19%	29%	16%	17%	16%	25%	20%	19%	7%	18%	17%	16%	6%	4%	13%	16%
Very unclear	(1)	10%	10%	11%	5%	9%	7%	8%	9%	11%	8%	5%	11%	0%	4%	6%	7%
- NET: Unclear	(2,1)	30%	39%	27%	21%	25%	32%	28%	28%	18%	27%	21%	27%	6%	8%	19%	24%
Mean		3.121	2.926	3.211	3.273	3.133	3.133	3.150	3.201	3.446	3.146	3.134	3.114	3.730	3.572	3.309	3.323
Not included in (%) base:																	
Decline to Answer		1	1	-	-	1	-	2	56	1	-	1	-	-	1	2	37
Not Applicable		1	-	1	4	1	-	6	64	-	1	-	1	-	1	3	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----						-----	
(%) base:		152	-	-	-	-	-	810	7104
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	35%	26%	35%	37%	46%	45%	37%	41%
Very clear	(5)	9%	5%	7%	7%	12%	9%	8%	10%
Fairly clear	(4)	27%	21%	28%	29%	34%	35%	29%	31%
- Neither clear nor unclear	(3)	31%	29%	29%	35%	31%	28%	31%	28%
Fairly unclear	(2)	19%	32%	24%	20%	18%	20%	22%	22%
Very unclear	(1)	14%	13%	12%	9%	6%	8%	9%	9%
- NET: Unclear	(2,1)	33%	45%	36%	29%	23%	27%	32%	31%
Mean		2.963	2.738	2.940	3.064	3.288	3.196	3.043	3.100
Not included in (%) base:									
Decline to Answer		2	3	2	-	1	2	8	110
Not Applicable		5	2	4	6	2	-	14	141

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		100	-	-	-	-	-	478	4181	52	-	-	-	-	-	332	2923
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	35%	29%	30%	33%	44%	43%	35%	40%	36%	23%	42%	42%	49%	47%	40%	42%
Very clear	(5)	8%	7%	5%	5%	11%	8%	7%	9%	9%	3%	11%	11%	13%	12%	10%	10%
Fairly clear	(4)	27%	23%	25%	29%	32%	35%	29%	31%	27%	20%	31%	30%	36%	35%	30%	32%
- Neither clear nor unclear	(3)	30%	30%	30%	36%	32%	27%	31%	29%	33%	28%	29%	33%	31%	29%	30%	26%
Fairly unclear	(2)	19%	28%	29%	21%	18%	18%	23%	21%	21%	36%	17%	18%	17%	21%	22%	23%
Very unclear	(1)	16%	12%	12%	10%	7%	11%	10%	10%	10%	14%	12%	8%	3%	3%	8%	9%
- NET: Unclear	(2,1)	35%	41%	41%	31%	25%	30%	33%	31%	31%	50%	29%	25%	20%	24%	30%	32%
Mean		2.917	2.823	2.819	2.968	3.231	3.105	2.986	3.085	3.049	2.621	3.114	3.202	3.382	3.318	3.124	3.122
Not included in (%) base:																	
Decline to Answer		2	3	1	-	1	2	7	80	-	-	1	-	-	-	1	29
Not Applicable		5	1	1	5	1	-	8	91	-	1	3	1	1	-	6	50

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24e-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

e. A campus citizen

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117	-	-	-	-	-	597	5269	35	-	-	-	-	-	214	1835
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	35%	25%	38%	37%	42%	42%	37%	41%	36%	28%	25%	36%	54%	55%	38%	43%
Very clear	(5)	9%	5%	8%	7%	10%	8%	8%	9%	6%	6%	5%	8%	16%	16%	10%	11%
Fairly clear	(4)	26%	21%	30%	30%	32%	34%	30%	31%	30%	23%	20%	28%	38%	39%	29%	32%
- Neither clear nor unclear	(3)	26%	20%	27%	36%	30%	27%	29%	27%	50%	48%	36%	31%	34%	33%	37%	31%
Fairly unclear	(2)	25%	40%	21%	18%	20%	24%	24%	23%	0%	13%	32%	26%	12%	2%	18%	18%
Very unclear	(1)	14%	14%	14%	9%	8%	7%	10%	10%	14%	10%	7%	8%	0%	10%	7%	8%
- NET: Unclear	(2,1)	39%	55%	35%	27%	28%	31%	34%	33%	14%	23%	39%	33%	12%	13%	25%	26%
Mean		2.907	2.608	2.980	3.078	3.175	3.117	3.003	3.069	3.150	3.010	2.829	3.021	3.591	3.474	3.155	3.190
Not included in (%) base:																	
Decline to Answer		1	2	1	-	1	-	4	59	1	1	1	-	-	2	4	50
Not Applicable		5	2	2	6	1	-	11	103	-	-	2	-	1	-	3	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-1

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		144	-	-	-	-	-	803	7007
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	33%	34%	32%	31%	41%	33%	34%	33%
Very clear	(5)	7%	4%	5%	6%	12%	8%	7%	8%
Fairly clear	(4)	26%	30%	27%	25%	29%	25%	27%	26%
- Neither clear nor unclear	(3)	30%	30%	31%	33%	30%	37%	32%	30%
Fairly unclear	(2)	23%	22%	22%	23%	22%	18%	22%	24%
Very unclear	(1)	15%	14%	15%	13%	8%	12%	12%	13%
- NET: Unclear	(2,1)	37%	36%	37%	36%	29%	30%	34%	36%
Mean		2.876	2.892	2.846	2.884	3.162	2.982	2.945	2.922
Not included in (%) base:									
Decline to Answer		2	2	1	-	2	2	7	120
Not Applicable		13	4	3	6	3	6	22	228

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-2

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		99	-	-	-	-	-	473	4123	45	-	-	-	-	-	330	2884
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	34%	30%	31%	24%	42%	35%	32%	32%	30%	40%	33%	41%	40%	30%	37%	35%
Very clear	(5)	8%	5%	2%	3%	11%	5%	5%	8%	4%	3%	8%	10%	13%	11%	9%	8%
Fairly clear	(4)	26%	24%	28%	21%	30%	30%	26%	25%	25%	37%	25%	30%	27%	19%	28%	27%
- Neither clear nor unclear	(3)	31%	40%	30%	37%	29%	34%	34%	32%	27%	17%	33%	28%	31%	40%	30%	27%
Fairly unclear	(2)	22%	19%	24%	23%	21%	19%	21%	22%	25%	27%	19%	23%	22%	17%	22%	26%
Very unclear	(1)	12%	12%	15%	16%	8%	12%	13%	13%	19%	16%	14%	8%	7%	12%	11%	12%
- NET: Unclear	(2,1)	34%	31%	40%	39%	29%	31%	34%	36%	44%	42%	34%	31%	29%	30%	33%	38%
Mean		2.953	2.922	2.785	2.722	3.155	2.971	2.894	2.912	2.708	2.849	2.931	3.116	3.173	2.996	3.017	2.936
Not included in (%) base:																	
Decline to Answer		2	2	-	-	2	2	6	84	-	-	1	-	-	-	1	36
Not Applicable		6	1	2	5	2	3	14	145	7	3	1	1	1	2	8	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 24f-3

II. Tenure

Q24. Is what's expected in order to earn tenure clear to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		114	-	-	-	-	-	594	5190	31	-	-	-	-	-	209	1818
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Clear	(5,4)	33%	33%	35%	32%	36%	29%	33%	32%	33%	37%	23%	26%	54%	46%	36%	37%
Very clear	(5)	7%	4%	5%	6%	11%	7%	6%	7%	6%	6%	5%	6%	17%	11%	9%	10%
Fairly clear	(4)	26%	29%	30%	26%	26%	23%	27%	25%	27%	31%	18%	20%	37%	35%	27%	27%
- Neither clear nor unclear	(3)	25%	25%	30%	33%	30%	35%	31%	29%	48%	43%	34%	33%	28%	41%	36%	33%
Fairly unclear	(2)	27%	27%	19%	22%	23%	23%	23%	25%	8%	10%	32%	26%	18%	2%	19%	19%
Very unclear	(1)	16%	15%	16%	12%	11%	13%	13%	14%	11%	11%	11%	14%	0%	11%	10%	10%
- NET: Unclear	(2,1)	42%	42%	35%	34%	33%	35%	36%	39%	19%	20%	43%	40%	18%	13%	28%	29%
Mean		2.819	2.790	2.886	2.917	3.028	2.880	2.902	2.866	3.087	3.123	2.736	2.779	3.530	3.330	3.067	3.082
Not included in (%) base:																	
Decline to Answer		1	1	-	-	1	-	2	66	1	1	1	-	1	2	5	53
Not Applicable		9	1	2	5	2	5	15	176	4	3	1	1	1	-	6	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
(%) base:		158	-	-	-	-	-	809
		100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	66%	59%	67%	74%	85%	77%	72%
Very reasonable	(5)	26%	13%	29%	39%	49%	47%	35%
Fairly reasonable	(4)	40%	46%	39%	35%	35%	30%	37%
- Neither reasonable nor unreasonable	(3)	21%	23%	22%	14%	5%	8%	15%
Fairly unreasonable	(2)	8%	15%	9%	10%	9%	13%	11%
Very unreasonable	(1)	5%	3%	2%	1%	1%	1%	2%
- NET: Unreasonable	(2,1)	13%	18%	11%	12%	10%	15%	13%
Mean		3.732	3.500	3.833	4.004	4.223	4.069	3.925
Not included in (%) base:								
Decline to Answer		1	3	2	6	4	3	18
Not Applicable		-	-	-	1	1	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		106	-	-	-	-	-	480	4210	52	-	-	-	-	-	329	2912
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	67%	64%	66%	79%	87%	75%	75%	72%	63%	50%	69%	68%	81%	80%	69%	66%
Very reasonable	(5)	28%	16%	31%	44%	57%	53%	40%	34%	21%	9%	25%	33%	36%	38%	28%	24%
Fairly reasonable	(4)	39%	49%	35%	36%	30%	22%	35%	38%	42%	41%	44%	35%	45%	41%	41%	42%
- Neither reasonable nor unreasonable	(3)	21%	24%	21%	13%	5%	10%	15%	15%	21%	22%	22%	15%	6%	6%	15%	15%
Fairly unreasonable	(2)	8%	8%	10%	6%	6%	14%	8%	10%	8%	25%	7%	17%	13%	13%	15%	15%
Very unreasonable	(1)	4%	3%	2%	2%	2%	1%	2%	3%	8%	3%	1%	1%	0%	2%	1%	4%
- NET: Unreasonable	(2,1)	12%	11%	12%	7%	8%	15%	11%	13%	16%	28%	9%	18%	13%	15%	17%	19%
Mean		3.796	3.657	3.825	4.139	4.336	4.107	4.019	3.896	3.602	3.275	3.846	3.815	4.030	4.015	3.788	3.658
Not included in (%) base:																	
Decline to Answer		1	1	-	6	2	1	11	100	-	1	2	-	2	2	7	66
Not Applicable		-	-	-	1	-	-	1	18	-	-	-	-	1	-	1	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25a-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

a. A scholar (e.g., research and creative work)

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	596	5274	36	-	-	-	-	-	213	1848
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	61%	56%	66%	74%	81%	75%	71%	69%	84%	64%	70%	74%	94%	84%	76%	72%
Very reasonable	(5)	26%	15%	26%	36%	41%	46%	33%	29%	26%	8%	37%	48%	71%	49%	41%	32%
Fairly reasonable	(4)	35%	41%	41%	38%	40%	29%	38%	39%	58%	57%	33%	27%	23%	36%	36%	40%
- Neither reasonable nor unreasonable	(3)	24%	23%	22%	14%	7%	10%	15%	15%	9%	23%	22%	12%	2%	2%	13%	14%
Fairly unreasonable	(2)	10%	17%	10%	9%	10%	13%	12%	13%	4%	11%	5%	13%	4%	13%	9%	10%
Very unreasonable	(1)	6%	3%	2%	2%	2%	2%	2%	4%	3%	2%	3%	0%	0%	0%	1%	4%
- NET: Unreasonable	(2,1)	15%	21%	12%	11%	12%	15%	14%	16%	7%	13%	8%	13%	4%	13%	10%	13%
Mean		3.656	3.466	3.787	3.977	4.080	4.030	3.877	3.775	3.992	3.576	3.961	4.087	4.615	4.198	4.060	3.867
Not included in (%) base:																	
Decline to Answer		1	-	1	5	2	3	11	113	-	3	1	1	2	-	7	53
Not Applicable		-	-	-	1	1	-	2	23	-	-	-	-	-	-	-	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		150	-	-	-	-	-	794	7042
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	75%	65%	69%	73%	85%	81%	74%	73%
Very reasonable	(5)	29%	18%	29%	36%	51%	45%	36%	34%
Fairly reasonable	(4)	46%	47%	40%	36%	34%	37%	39%	38%
- Neither reasonable nor unreasonable	(3)	18%	31%	24%	19%	12%	11%	20%	18%
Fairly unreasonable	(2)	5%	2%	6%	5%	3%	8%	5%	7%
Very unreasonable	(1)	2%	2%	1%	3%	1%	0%	1%	2%
- NET: Unreasonable	(2,1)	7%	4%	6%	8%	4%	8%	6%	9%
Mean		3.958	3.776	3.915	3.975	4.316	4.179	4.023	3.954
Not included in (%) base:									
Decline to Answer		2	3	1	8	7	3	21	171
Not Applicable		7	7	-	2	1	1	11	74

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		100	-	-	-	-	-	466	4163	50	-	-	-	-	-	327	2880
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	78%	64%	69%	73%	84%	78%	73%	73%	70%	67%	70%	72%	87%	86%	76%	72%
Very reasonable	(5)	27%	19%	27%	35%	58%	42%	36%	35%	35%	17%	32%	38%	40%	48%	35%	32%
Fairly reasonable	(4)	51%	45%	42%	38%	26%	36%	37%	38%	35%	50%	37%	34%	47%	38%	41%	39%
- Neither reasonable nor unreasonable	(3)	16%	33%	26%	19%	13%	12%	21%	19%	22%	27%	21%	18%	10%	9%	17%	18%
Fairly unreasonable	(2)	4%	0%	5%	3%	2%	10%	4%	6%	7%	5%	8%	8%	4%	5%	6%	9%
Very unreasonable	(1)	2%	2%	0%	4%	1%	0%	2%	2%	2%	1%	1%	1%	0%	0%	1%	2%
- NET: Unreasonable	(2,1)	6%	2%	5%	8%	4%	10%	6%	8%	9%	7%	9%	9%	4%	5%	7%	10%
Mean		3.972	3.793	3.916	3.958	4.370	4.096	4.020	3.978	3.930	3.754	3.914	3.999	4.228	4.293	4.026	3.920
Not included in (%) base:																	
Decline to Answer		1	1	-	8	4	1	15	106	1	1	1	-	2	2	6	65
Not Applicable		6	6	-	1	-	1	8	47	1	1	-	1	1	-	3	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25b-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

b. A teacher

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116 100%	- 100%	- 100%	- 100%	- 100%	- 100%	583 100%	5205 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	211 100%	1837 100%
- NET: Reasonable	(5,4)	73%	66%	66%	72%	81%	80%	73%	72%	83%	65%	79%	73%	94%	86%	78%	73%
Very reasonable	(5)	29%	20%	28%	36%	51%	43%	36%	35%	32%	14%	33%	38%	52%	51%	36%	31%
Fairly reasonable	(4)	44%	45%	38%	37%	31%	37%	37%	37%	52%	51%	46%	35%	42%	35%	42%	42%
- Neither reasonable nor unreasonable	(3)	20%	30%	27%	19%	14%	13%	20%	18%	10%	32%	17%	20%	6%	4%	17%	18%
Fairly unreasonable	(2)	5%	2%	7%	6%	4%	7%	5%	7%	4%	3%	2%	2%	0%	10%	3%	6%
Very unreasonable	(1)	2%	3%	0%	3%	1%	0%	1%	2%	3%	0%	2%	4%	0%	0%	1%	3%
- NET: Unreasonable	(2,1)	7%	5%	7%	9%	5%	7%	7%	9%	7%	3%	4%	7%	0%	10%	5%	9%
Mean		3.932	3.787	3.865	3.968	4.264	4.153	4.003	3.967	4.043	3.755	4.053	3.999	4.461	4.265	4.078	3.919
Not included in (%) base:																	
Decline to Answer		2	-	-	7	3	3	13	117	-	3	1	1	4	-	8	54
Not Applicable		6	7	-	1	1	1	10	61	1	-	-	1	-	-	1	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		145	-	-	-	-	-	762	6615
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	51%	42%	49%	58%	74%	71%	58%	55%
Very reasonable	(5)	19%	10%	14%	31%	47%	39%	28%	25%
Fairly reasonable	(4)	32%	32%	35%	27%	27%	32%	30%	30%
- Neither reasonable nor unreasonable	(3)	40%	51%	42%	34%	22%	23%	35%	37%
Fairly unreasonable	(2)	7%	4%	6%	5%	4%	6%	5%	6%
Very unreasonable	(1)	3%	4%	2%	2%	1%	0%	2%	2%
- NET: Unreasonable	(2,1)	9%	7%	9%	7%	4%	6%	7%	8%
Mean		3.579	3.400	3.527	3.801	4.154	4.052	3.777	3.699
Not included in (%) base:									
Decline to Answer		2	2	-	10	6	5	24	223
Not Applicable		12	4	15	9	2	2	31	317

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		96	-	-	-	-	-	450	3917	49	-	-	-	-	-	311	2697
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	55%	44%	51%	57%	77%	69%	59%	56%	42%	38%	47%	59%	69%	74%	57%	53%
Very reasonable	(5)	21%	9%	18%	30%	53%	35%	29%	27%	15%	10%	10%	33%	37%	45%	27%	23%
Fairly reasonable	(4)	34%	34%	33%	27%	24%	34%	30%	30%	28%	28%	37%	26%	32%	29%	30%	30%
- Neither reasonable nor unreasonable	(3)	40%	52%	40%	34%	22%	24%	35%	36%	40%	50%	45%	35%	22%	21%	35%	37%
Fairly unreasonable	(2)	3%	1%	6%	7%	0%	6%	4%	5%	14%	8%	6%	4%	9%	5%	6%	8%
Very unreasonable	(1)	2%	4%	3%	2%	1%	0%	2%	2%	4%	4%	1%	2%	0%	0%	2%	2%
- NET: Unreasonable	(2,1)	5%	5%	9%	8%	1%	6%	6%	7%	18%	11%	8%	6%	9%	5%	8%	10%
Mean		3.694	3.446	3.567	3.773	4.273	3.980	3.798	3.737	3.353	3.329	3.473	3.839	3.961	4.147	3.746	3.643
Not included in (%) base:																	
Decline to Answer		2	1	-	8	3	3	16	138	-	1	-	2	3	2	8	86
Not Applicable		9	-	9	7	1	1	18	188	3	4	6	2	1	-	13	129

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25c-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

c. An advisor to students

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		112	-	-	-	-	-	553	4865	34	-	-	-	-	-	208	1750
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	47%	39%	47%	56%	70%	70%	56%	54%	65%	46%	55%	64%	85%	76%	63%	58%
Very reasonable	(5)	16%	10%	15%	33%	50%	39%	29%	26%	30%	9%	13%	28%	38%	41%	24%	24%
Fairly reasonable	(4)	31%	29%	32%	24%	20%	31%	27%	28%	35%	38%	42%	36%	46%	35%	39%	34%
- Neither reasonable nor unreasonable	(3)	44%	53%	46%	35%	25%	26%	37%	38%	26%	48%	34%	33%	13%	13%	30%	33%
Fairly unreasonable	(2)	7%	5%	4%	6%	4%	4%	5%	6%	5%	0%	12%	3%	3%	11%	5%	7%
Very unreasonable	(1)	3%	3%	3%	3%	1%	0%	2%	2%	3%	6%	0%	0%	0%	0%	1%	2%
- NET: Unreasonable	(2,1)	10%	8%	7%	9%	5%	4%	7%	8%	9%	6%	12%	3%	3%	11%	6%	9%
Mean		3.500	3.383	3.515	3.770	4.137	4.049	3.769	3.697	3.838	3.435	3.558	3.890	4.199	4.062	3.798	3.702
Not included in (%) base:																	
Decline to Answer		1	1	-	9	4	5	19	165	1	1	-	1	2	-	5	58
Not Applicable		11	4	12	7	2	1	26	245	1	-	2	2	-	-	5	71

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		156	-	-	-	-	-	790	6929
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	52%	37%	45%	59%	67%	72%	55%	57%
Very reasonable	(5)	17%	13%	15%	34%	38%	39%	28%	27%
Fairly reasonable	(4)	36%	24%	30%	24%	29%	33%	28%	30%
- Neither reasonable nor unreasonable	(3)	39%	53%	48%	37%	27%	21%	38%	35%
Fairly unreasonable	(2)	4%	6%	3%	3%	5%	7%	5%	6%
Very unreasonable	(1)	4%	4%	3%	1%	1%	0%	2%	3%
- NET: Unreasonable	(2,1)	8%	9%	6%	4%	6%	7%	6%	8%
Mean		3.569	3.367	3.510	3.872	3.982	4.037	3.748	3.722
Not included in (%) base:									
Decline to Answer		2	1	1	9	8	5	24	239
Not Applicable		1	1	1	6	2	-	11	110

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	463 100%	4088 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	326 100%	2842 100%
- NET: Reasonable	(5,4)	55%	44%	46%	58%	69%	71%	57%	58%	46%	28%	44%	59%	63%	73%	53%	55%
Very reasonable	(5)	16%	15%	16%	32%	42%	37%	28%	27%	17%	10%	13%	37%	31%	41%	27%	26%
Fairly reasonable	(4)	39%	29%	30%	26%	27%	34%	29%	31%	29%	18%	31%	22%	32%	32%	26%	30%
- Neither reasonable nor unreasonable	(3)	39%	50%	47%	36%	27%	22%	37%	35%	40%	58%	51%	38%	28%	21%	40%	35%
Fairly unreasonable	(2)	3%	4%	5%	4%	4%	8%	5%	5%	7%	8%	1%	1%	6%	6%	4%	7%
Very unreasonable	(1)	3%	2%	2%	1%	0%	0%	1%	2%	6%	6%	4%	2%	2%	0%	3%	3%
- NET: Unreasonable	(2,1)	6%	6%	7%	5%	4%	8%	6%	7%	13%	15%	5%	3%	8%	6%	7%	10%
Mean		3.632	3.513	3.533	3.846	4.071	4.000	3.786	3.752	3.446	3.164	3.476	3.907	3.837	4.086	3.694	3.679
Not included in (%) base:																	
Decline to Answer		2	1	-	7	4	3	16	146	-	-	1	2	3	2	8	93
Not Applicable		1	1	-	5	1	-	7	71	-	-	1	1	1	-	3	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25d-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

d. A colleague in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(<div>%) base:		121	-	-	-	-	-	581	5126	35	-	-	-	-	-	209	1803
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	51%	35%	47%	62%	64%	69%	56%	57%	57%	41%	41%	49%	74%	82%	55%	56%
Very reasonable	(5)	15%	15%	17%	37%	38%	41%	30%	27%	24%	9%	10%	25%	38%	32%	21%	24%
Fairly reasonable	(4)	36%	20%	30%	24%	27%	28%	26%	30%	33%	32%	31%	24%	35%	50%	33%	32%
- Neither reasonable nor unreasonable	(3)	40%	53%	48%	34%	32%	24%	38%	35%	39%	53%	49%	47%	15%	12%	38%	34%
Fairly unreasonable	(2)	6%	7%	2%	3%	4%	7%	4%	5%	0%	3%	7%	4%	8%	7%	5%	7%
Very unreasonable	(1)	4%	4%	3%	2%	0%	0%	2%	2%	3%	3%	2%	0%	3%	0%	2%	3%
- NET: Unreasonable	(2,1)	10%	11%	5%	5%	4%	7%	6%	8%	3%	6%	9%	4%	11%	7%	7%	10%
Mean		3.516	3.347	3.551	3.927	3.983	4.028	3.774	3.739	3.756	3.410	3.397	3.701	3.981	4.066	3.674	3.674
Not included in (<div>%) base:																	
Decline to Answer		1	1	-	8	4	5	18	173	1	-	1	1	4	-	6	66
Not Applicable		1	-	1	4	2	-	7	81	-	1	-	2	-	-	4	29

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		152	-	-	-	-	-	779	6840
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	36%	26%	35%	51%	66%	64%	48%	49%
Very reasonable	(5)	12%	7%	19%	26%	30%	33%	23%	21%
Fairly reasonable	(4)	24%	19%	16%	25%	36%	31%	25%	28%
- Neither reasonable nor unreasonable	(3)	61%	70%	57%	41%	32%	31%	46%	44%
Fairly unreasonable	(2)	1%	1%	8%	5%	1%	5%	4%	5%
Very unreasonable	(1)	2%	3%	0%	3%	1%	0%	2%	2%
- NET: Unreasonable	(2,1)	3%	4%	8%	8%	2%	5%	6%	8%
Mean		3.438	3.260	3.465	3.667	3.915	3.923	3.637	3.600
Not included in (%) base:									
Decline to Answer		2	3	2	8	6	4	24	249
Not Applicable		5	2	4	10	2	3	20	192

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		100	-	-	-	-	-	458	4012	52	-	-	-	-	-	321	2827
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	35%	30%	33%	50%	65%	63%	48%	49%	38%	20%	38%	54%	67%	66%	48%	48%
Very reasonable	(5)	12%	10%	16%	24%	34%	32%	23%	21%	13%	4%	24%	29%	23%	34%	23%	20%
Fairly reasonable	(4)	23%	20%	18%	25%	31%	31%	25%	28%	25%	16%	14%	25%	44%	32%	25%	28%
- Neither reasonable nor unreasonable	(3)	62%	65%	56%	43%	33%	29%	46%	44%	60%	76%	58%	38%	31%	32%	47%	43%
Fairly unreasonable	(2)	0%	1%	10%	7%	1%	8%	5%	5%	2%	1%	4%	2%	0%	2%	2%	6%
Very unreasonable	(1)	3%	4%	0%	1%	1%	0%	1%	2%	0%	2%	0%	6%	2%	0%	2%	2%
- NET: Unreasonable	(2,1)	3%	5%	10%	7%	3%	8%	7%	7%	2%	4%	4%	8%	2%	2%	4%	8%
Mean		3.410	3.312	3.387	3.656	3.945	3.876	3.629	3.610	3.492	3.189	3.577	3.682	3.868	3.988	3.648	3.584
Not included in (%) base:																	
Decline to Answer		2	3	1	7	4	2	18	165	-	-	1	1	2	2	6	84
Not Applicable		5	1	1	6	1	1	10	126	-	1	3	4	1	1	10	66

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25e-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

e. A campus citizen

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	570 100%	5063 100%	35 100%	- 100%	- 100%	- 100%	- 100%	- 100%	209 100%	1776 100%
- NET: Reasonable	(5,4)	35%	26%	38%	53%	64%	63%	49%	49%	39%	26%	28%	46%	69%	68%	45%	49%
Very reasonable	(5)	12%	8%	20%	30%	30%	33%	25%	22%	12%	6%	16%	15%	29%	32%	18%	19%
Fairly reasonable	(4)	22%	18%	18%	23%	34%	30%	24%	27%	28%	20%	12%	31%	40%	36%	27%	30%
- Neither reasonable nor unreasonable	(3)	62%	70%	59%	41%	34%	32%	47%	44%	61%	69%	53%	41%	28%	28%	45%	41%
Fairly unreasonable	(2)	1%	2%	4%	3%	0%	5%	3%	5%	0%	0%	19%	9%	3%	4%	7%	6%
Very unreasonable	(1)	3%	2%	0%	3%	2%	0%	1%	2%	0%	6%	0%	4%	0%	0%	2%	3%
- NET: Unreasonable	(2,1)	3%	4%	4%	6%	2%	5%	4%	7%	0%	6%	19%	13%	3%	4%	9%	10%
Mean		3.416	3.289	3.543	3.740	3.902	3.912	3.680	3.616	3.511	3.199	3.248	3.451	3.953	3.960	3.519	3.553
Not included in (%) base:																	
Decline to Answer		1	2	1	7	4	4	18	171	1	1	1	1	2	-	6	78
Not Applicable		5	2	2	8	2	2	16	148	-	-	2	2	-	-	4	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-1

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		Overall						
		Clem-						All
		son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All
								Univ
(%) base:		144	-	-	-	-	-	767
		100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	36%	33%	35%	47%	54%	53%	44%
Very reasonable	(5)	10%	6%	10%	25%	25%	31%	19%
Fairly reasonable	(4)	27%	27%	25%	22%	29%	22%	25%
- Neither reasonable	(3)	59%	61%	57%	46%	44%	43%	50%
nor unreasonable								49%
Fairly unreasonable	(2)	2%	3%	7%	4%	1%	3%	4%
Very unreasonable	(1)	2%	3%	1%	3%	1%	2%	2%
- NET: Unreasonable	(2,1)	4%	6%	8%	7%	3%	4%	6%
								7%
Mean		3.396	3.292	3.357	3.616	3.742	3.779	3.549
								3.533
Not included in (%) base:								
Decline to Answer		2	2	1	9	7	5	25
								279
Not Applicable		13	4	3	12	2	3	24
								265

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-2

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	450 100%	3932 100%	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	317 100%	2752 100%
- NET: Reasonable	(5,4)	38%	32%	36%	44%	54%	49%	43%	44%	32%	34%	35%	51%	54%	58%	46%	44%
Very reasonable	(5)	10%	7%	8%	23%	27%	28%	19%	19%	9%	4%	12%	26%	22%	34%	20%	18%
Fairly reasonable	(4)	28%	25%	27%	21%	27%	21%	24%	25%	23%	29%	23%	24%	32%	24%	26%	26%
- Neither reasonable nor unreasonable	(3)	60%	61%	55%	49%	45%	45%	51%	49%	59%	60%	59%	43%	42%	40%	49%	48%
Fairly unreasonable	(2)	1%	2%	8%	5%	<1%	5%	4%	4%	5%	4%	5%	2%	2%	0%	3%	6%
Very unreasonable	(1)	1%	4%	1%	3%	1%	1%	2%	3%	5%	2%	1%	3%	2%	2%	2%	2%
- NET: Unreasonable	(2,1)	2%	6%	9%	7%	2%	6%	6%	7%	9%	7%	7%	6%	4%	2%	5%	8%
Mean		3.455	3.292	3.338	3.568	3.772	3.700	3.527	3.545	3.266	3.292	3.382	3.680	3.692	3.887	3.580	3.516
Not included in (%) base:																	
Decline to Answer		2	2	-	8	6	3	20	176	-	-	1	1	2	2	6	103
Not Applicable		6	1	2	7	1	1	12	156	7	3	1	5	1	2	12	109

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 25f-3

II. Tenure

Q25. Is what's expected in order to earn tenure reasonable to you regarding your performance as:

f. A member of the broader community (e.g., outreach)

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		114	-	-	-	-	-	564	4941	31	-	-	-	-	-	203	1743
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Reasonable	(5,4)	35%	32%	39%	50%	52%	51%	45%	44%	40%	35%	24%	38%	57%	59%	41%	46%
Very reasonable	(5)	9%	6%	11%	28%	25%	31%	20%	19%	13%	6%	8%	14%	23%	30%	15%	17%
Fairly reasonable	(4)	27%	26%	29%	22%	27%	20%	25%	24%	27%	29%	16%	24%	34%	30%	26%	28%
- Neither reasonable nor unreasonable	(3)	61%	60%	57%	44%	45%	47%	50%	50%	53%	62%	57%	53%	41%	30%	50%	45%
Fairly unreasonable	(2)	2%	4%	2%	4%	1%	2%	3%	5%	4%	0%	19%	2%	2%	4%	5%	6%
Very unreasonable	(1)	2%	4%	2%	2%	2%	0%	2%	2%	4%	3%	0%	6%	0%	6%	3%	3%
- NET: Unreasonable	(2,1)	3%	8%	4%	6%	3%	2%	5%	7%	7%	3%	19%	9%	2%	11%	8%	9%
Mean		3.388	3.264	3.440	3.692	3.728	3.798	3.586	3.542	3.424	3.356	3.124	3.377	3.778	3.720	3.447	3.506
Not included in (%) base:																	
Decline to Answer		1	1	-	7	5	5	18	193	1	1	1	2	2	-	7	86
Not Applicable		9	1	2	9	2	3	17	203	4	3	1	3	-	-	7	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-1

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received consistent messages from senior colleagues about requirements for tenure

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		155	-	-	-	-	-	805	7096
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	58%	58%	60%	34%	39%	39%	45%	43%
Strongly agree	(5)	25%	19%	28%	13%	16%	18%	18%	17%
Somewhat agree	(4)	34%	39%	32%	21%	23%	21%	27%	26%
- Neither agree nor disagree	(3)	11%	6%	1%	14%	10%	11%	9%	10%
Somewhat disagree	(2)	21%	22%	14%	32%	35%	30%	27%	27%
Strongly disagree	(1)	9%	15%	25%	20%	16%	20%	19%	20%
- NET: Disagree	(2,1)	31%	36%	39%	52%	50%	50%	46%	47%
Mean		3.426	3.248	3.241	2.743	2.887	2.866	2.983	2.946
Not included in (%) base:									
Decline to Answer		2	5	1	1	4	2	13	143
Not Applicable/ Don't know		2	-	1	6	2	5	14	115

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-2

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received consistent messages from senior colleagues about requirements for tenure

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		103	-	-	-	-	-	475	4175	52	-	-	-	-	-	329	2921
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	63%	60%	59%	32%	39%	39%	45%	45%	49%	54%	61%	35%	40%	39%	45%	41%
Strongly agree	(5)	24%	18%	26%	14%	19%	17%	18%	18%	25%	20%	30%	11%	10%	19%	18%	16%
Somewhat agree	(4)	38%	43%	33%	19%	19%	23%	27%	27%	24%	34%	32%	24%	30%	20%	28%	25%
- Neither agree nor disagree	(3)	9%	7%	1%	15%	9%	14%	10%	11%	15%	4%	1%	14%	13%	6%	8%	8%
Somewhat disagree	(2)	19%	22%	11%	37%	41%	28%	28%	25%	26%	22%	18%	26%	24%	34%	25%	29%
Strongly disagree	(1)	9%	11%	29%	16%	11%	19%	17%	18%	10%	20%	19%	25%	23%	22%	22%	22%
- NET: Disagree	(2,1)	29%	32%	40%	53%	53%	46%	45%	44%	35%	42%	37%	51%	47%	55%	47%	51%
Mean		3.491	3.348	3.164	2.772	2.939	2.911	3.011	3.021	3.298	3.109	3.346	2.702	2.797	2.805	2.944	2.839
Not included in (%) base:																	
Decline to Answer		2	4	-	1	2	1	8	92	-	1	1	-	2	1	5	52
Not Applicable/ Don't know		2	-	1	5	1	4	11	86	-	-	-	1	1	1	4	30

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 26-3

II. Tenure

Q26. Please indicate whether you agree or disagree with the following statement.

I have received consistent messages from senior colleagues about requirements for tenure

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121 100%	- 100%	- 100%	- 100%	- 100%	- 100%	597 100%	5287 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	208 100%	1808 100%
- NET: Agree	(5,4)	56%	52%	61%	34%	35%	36%	43%	43%	65%	70%	56%	31%	50%	48%	51%	45%
Strongly agree	(5)	21%	16%	25%	15%	16%	16%	17%	17%	38%	25%	35%	4%	16%	26%	20%	19%
Somewhat agree	(4)	36%	36%	36%	19%	19%	21%	26%	26%	26%	46%	21%	26%	34%	23%	31%	26%
- Neither agree nor disagree	(3)	10%	7%	2%	15%	10%	8%	9%	9%	12%	4%	0%	11%	13%	21%	9%	12%
Somewhat disagree	(2)	23%	25%	14%	31%	36%	33%	28%	27%	14%	13%	16%	36%	31%	21%	24%	27%
Strongly disagree	(1)	10%	16%	23%	19%	19%	23%	20%	21%	9%	13%	29%	22%	7%	9%	17%	16%
- NET: Disagree	(2,1)	33%	41%	37%	50%	55%	56%	48%	48%	23%	26%	44%	58%	37%	30%	40%	43%
Mean		3.347	3.111	3.264	2.805	2.761	2.735	2.929	2.909	3.713	3.560	3.175	2.544	3.218	3.349	3.140	3.053
Not included in (%) base:																	
Decline to Answer		1	1	-	1	3	1	6	80	1	4	1	-	1	1	7	63
Not Applicable/ Don't know		1	-	-	4	2	2	8	63	1	-	1	2	-	3	6	52

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-1

II. Tenure

Q27a. In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance-based criteria (e.g., politics, relationships, and/or demographics).

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		146	-	-	-	-	-	778	6934
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	75%	75%	70%	63%	63%	74%	68%	64%
Strongly agree	(5)	41%	30%	42%	25%	23%	25%	29%	27%
Somewhat agree	(4)	34%	45%	28%	37%	40%	49%	39%	37%
- Neither agree nor disagree	(3)	12%	8%	10%	11%	10%	11%	10%	13%
Somewhat disagree	(2)	7%	11%	9%	21%	18%	11%	15%	15%
Strongly disagree	(1)	6%	6%	11%	5%	8%	5%	7%	9%
- NET: Disagree	(2,1)	13%	17%	20%	26%	26%	15%	22%	24%
Mean		3.963	3.815	3.809	3.572	3.513	3.792	3.690	3.584
Not included in (%) base:									
Decline to Answer		2	2	1	1	4	3	11	159
Not Applicable/ Don't know		11	15	5	12	4	7	42	262

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-2

II. Tenure

Q27a. In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance-based criteria (e.g., politics, relationships, and/or demographics).

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		99	-	-	-	-	-	457	4106	47	-	-	-	-	-	321	2827
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	79%	77%	68%	66%	65%	75%	70%	66%	67%	72%	74%	58%	59%	72%	66%	61%
Strongly agree	(5)	45%	35%	42%	28%	26%	26%	31%	29%	33%	23%	41%	22%	18%	25%	26%	24%
Somewhat agree	(4)	34%	42%	25%	38%	39%	50%	38%	37%	34%	49%	32%	36%	41%	47%	40%	37%
- Neither agree nor disagree	(3)	12%	10%	12%	13%	9%	9%	11%	12%	10%	5%	7%	9%	13%	13%	9%	13%
Somewhat disagree	(2)	5%	9%	12%	19%	15%	13%	14%	13%	12%	15%	5%	24%	23%	8%	16%	17%
Strongly disagree	(1)	4%	5%	8%	2%	10%	3%	6%	8%	11%	8%	15%	8%	5%	7%	9%	10%
- NET: Disagree	(2,1)	9%	13%	20%	21%	25%	16%	20%	22%	23%	23%	20%	33%	28%	15%	24%	27%
Mean		4.111	3.942	3.811	3.696	3.559	3.820	3.758	3.652	3.654	3.639	3.807	3.396	3.442	3.751	3.593	3.484
Not included in (%) base:																	
Decline to Answer		2	2	-	1	3	1	8	95	-	-	1	-	1	2	4	64
Not Applicable/ Don't know		6	9	3	9	4	4	29	151	5	6	2	3	-	3	14	111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 27a-3

II. Tenure

Q27a. In my opinion, tenure decisions here are made primarily on performance-based criteria (e.g., research/creative work, teaching, and/or service) rather than on non-performance-based criteria (e.g., politics, relationships, and/or demographics).

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		113	-	-	-	-	-	570	5145	33	-	-	-	-	-	208	1789
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	74%	72%	69%	68%	62%	72%	68%	65%	78%	80%	73%	46%	66%	80%	68%	61%
Strongly agree	(5)	38%	32%	42%	29%	24%	24%	30%	27%	49%	25%	41%	14%	21%	29%	25%	26%
Somewhat agree	(4)	36%	39%	27%	39%	38%	48%	38%	38%	29%	54%	32%	32%	45%	52%	43%	35%
- Neither agree nor disagree	(3)	11%	5%	8%	12%	11%	11%	10%	12%	13%	14%	15%	10%	10%	9%	12%	15%
Somewhat disagree	(2)	10%	15%	11%	17%	18%	12%	15%	15%	0%	5%	3%	34%	20%	6%	14%	13%
Strongly disagree	(1)	5%	8%	12%	3%	10%	5%	7%	8%	9%	2%	9%	10%	4%	4%	6%	10%
- NET: Disagree	(2,1)	15%	23%	23%	20%	28%	17%	22%	23%	9%	6%	12%	44%	24%	11%	20%	24%
Mean		3.923	3.734	3.767	3.735	3.481	3.749	3.698	3.602	4.098	3.968	3.928	3.058	3.598	3.938	3.669	3.532
Not included in (%) base:																	
Decline to Answer		1	1	-	1	3	1	6	94	1	1	1	-	1	2	5	65
Not Applicable/ Don't know		10	14	3	9	3	6	35	193	1	1	2	3	1	1	7	70

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-1

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		157	-	-	-	-	-	818	7206
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	73%	73%	75%	80%	74%	75%	76%	74%
Very satisfied	(5)	17%	24%	22%	35%	27%	34%	29%	25%
Satisfied	(4)	55%	49%	53%	45%	47%	41%	47%	48%
- Neither satisfied nor dissatisfied	(3)	12%	4%	6%	5%	3%	8%	5%	7%
Dissatisfied	(2)	15%	20%	18%	12%	17%	17%	16%	15%
Very dissatisfied	(1)	1%	4%	1%	4%	6%	1%	3%	3%
- NET: Dissatisfied	(2,1)	15%	23%	19%	16%	23%	17%	19%	19%
Mean		3.742	3.697	3.767	3.950	3.724	3.914	3.820	3.769
Not included in (%) base:									
Decline to Answer		2	1	3	2	5	2	13	142
Not Applicable		-	-	-	-	-	1	1	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-2

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		105	-	-	-	-	-	486	4253	52	-	-	-	-	-	333	2953
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	77%	79%	79%	82%	79%	76%	79%	76%	65%	64%	69%	76%	66%	74%	70%	71%
Very satisfied	(5)	18%	30%	26%	40%	32%	33%	33%	28%	16%	16%	17%	26%	19%	37%	23%	23%
Satisfied	(4)	58%	49%	54%	41%	47%	43%	46%	48%	49%	48%	52%	50%	47%	37%	47%	48%
- Neither satisfied nor dissatisfied	(3)	12%	1%	5%	6%	2%	9%	4%	7%	11%	8%	8%	3%	5%	6%	6%	7%
Dissatisfied	(2)	11%	17%	15%	10%	15%	15%	14%	13%	22%	24%	22%	15%	20%	18%	20%	19%
Very dissatisfied	(1)	0%	3%	1%	2%	5%	0%	2%	3%	2%	4%	1%	5%	8%	2%	4%	4%
- NET: Dissatisfied	(2,1)	11%	20%	16%	13%	20%	15%	16%	17%	24%	28%	23%	20%	28%	20%	24%	22%
Mean		3.837	3.856	3.873	4.073	3.864	3.931	3.932	3.837	3.551	3.472	3.618	3.769	3.495	3.891	3.658	3.672
Not included in (%) base:																	
Decline to Answer		2	1	1	1	3	1	7	94	-	-	2	1	2	1	6	48
Not Applicable		-	-	-	-	-	1	1	5	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28-3

III. The Nature of Your Work

Q28. Please indicate your level of satisfaction with the following:

The way you spend your time as a faculty member

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		123	-	-	-	-	-	604	5336	33	-	-	-	-	-	214	1870
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	68%	71%	77%	79%	73%	74%	75%	73%	89%	75%	69%	82%	78%	77%	76%	75%
Very satisfied	(5)	15%	22%	23%	33%	27%	36%	29%	25%	26%	28%	19%	40%	27%	30%	29%	28%
Satisfied	(4)	53%	49%	54%	46%	46%	39%	47%	49%	63%	47%	50%	42%	51%	47%	47%	47%
- Neither satisfied nor dissatisfied	(3)	15%	3%	5%	5%	4%	7%	5%	7%	0%	7%	10%	2%	1%	10%	6%	8%
Dissatisfied	(2)	16%	21%	16%	12%	17%	18%	16%	16%	11%	18%	22%	13%	17%	13%	16%	14%
Very dissatisfied	(1)	1%	5%	2%	4%	7%	1%	4%	3%	0%	0%	0%	4%	4%	0%	2%	3%
- NET: Dissatisfied	(2,1)	17%	26%	18%	16%	24%	19%	20%	19%	11%	18%	22%	16%	21%	13%	18%	17%
Mean		3.659	3.620	3.806	3.930	3.693	3.905	3.806	3.752	4.046	3.857	3.659	4.015	3.810	3.944	3.861	3.820
Not included in (%) base:																	
Decline to Answer		-	1	1	1	3	1	7	91	2	-	2	1	2	1	6	51
Not Applicable		-	-	-	-	-	-	-	4	-	-	-	-	-	1	1	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28b-1

III. The Nature of Your Work

Q28b. Please indicate your level of satisfaction with the following:

The number of hours you work as a faculty member in an average week

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
-----		-----						
(%) base:		157	-	-	-	-	-	-
		100%	0%	0%	0%	0%	0%	0%
- NET: Satisfied	(5,4)	62%	0%	0%	0%	0%	0%	0%
Very satisfied	(5)	14%	0%	0%	0%	0%	0%	0%
Satisfied	(4)	48%	0%	0%	0%	0%	0%	0%
- Neither satisfied	(3)	19%	0%	0%	0%	0%	0%	0%
nor dissatisfied								
Dissatisfied	(2)	14%	0%	0%	0%	0%	0%	0%
Very dissatisfied	(1)	6%	0%	0%	0%	0%	0%	0%
- NET: Dissatisfied	(2,1)	19%	0%	0%	0%	0%	0%	0%
Mean		3.512	-	-	-	-	-	-
Not included in (%) base:								
Decline to Answer		1	-	-	-	-	-	-
Not Applicable		1	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28b-2

III. The Nature of Your Work

Q28b. Please indicate your level of satisfaction with the following:

The number of hours you work as a faculty member in an average week

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		105	-	-	-	-	-	-	645	52	-	-	-	-	-	-	440
		100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Satisfied	(5,4)	66%	0%	0%	0%	0%	0%	0%	66%	55%	0%	0%	0%	0%	0%	0%	50%
Very satisfied	(5)	15%	0%	0%	0%	0%	0%	0%	18%	13%	0%	0%	0%	0%	0%	0%	12%
Satisfied	(4)	50%	0%	0%	0%	0%	0%	0%	48%	42%	0%	0%	0%	0%	0%	0%	38%
- Neither satisfied nor dissatisfied	(3)	20%	0%	0%	0%	0%	0%	0%	15%	15%	0%	0%	0%	0%	0%	0%	19%
Dissatisfied	(2)	9%	0%	0%	0%	0%	0%	0%	14%	23%	0%	0%	0%	0%	0%	0%	26%
Very dissatisfied	(1)	5%	0%	0%	0%	0%	0%	0%	5%	7%	0%	0%	0%	0%	0%	0%	5%
- NET: Dissatisfied	(2,1)	14%	0%	0%	0%	0%	0%	0%	19%	30%	0%	0%	0%	0%	0%	0%	31%
Mean		3.619	-	-	-	-	-	-	3.594	3.297	-	-	-	-	-	-	3.255
Not included in (%) base:																	
Decline to Answer		1	-	-	-	-	-	-	11	-	-	-	-	-	-	-	6
Not Applicable		1	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 28b-3

III. The Nature of Your Work

Q28b. Please indicate your level of satisfaction with the following:

The number of hours you work as a faculty member in an average week

		White Faculty							Faculty of Color								
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	-	842	35	-	-	-	-	-	-	244
		100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Satisfied	(5,4)	62%	0%	0%	0%	0%	0%	0%	59%	63%	0%	0%	0%	0%	0%	0%	60%
Very satisfied	(5)	14%	0%	0%	0%	0%	0%	0%	14%	14%	0%	0%	0%	0%	0%	0%	21%
Satisfied	(4)	47%	0%	0%	0%	0%	0%	0%	45%	49%	0%	0%	0%	0%	0%	0%	39%
- Neither satisfied nor dissatisfied	(3)	17%	0%	0%	0%	0%	0%	0%	15%	26%	0%	0%	0%	0%	0%	0%	22%
Dissatisfied	(2)	14%	0%	0%	0%	0%	0%	0%	20%	12%	0%	0%	0%	0%	0%	0%	17%
Very dissatisfied	(1)	7%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Dissatisfied	(2,1)	22%	0%	0%	0%	0%	0%	0%	26%	12%	0%	0%	0%	0%	0%	0%	18%
Mean		3.472	-	-	-	-	-	-	3.414	3.652	-	-	-	-	-	-	3.604
Not included in (%) base:																	
Decline to Answer		-	-	-	-	-	-	-	10	1	-	-	-	-	-	-	7
Not Applicable		1	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-1

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		148	-	-	-	-	-	787	7044
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	90%	86%	84%	85%	85%	88%	85%	83%
Very satisfied	(5)	36%	50%	34%	46%	47%	55%	46%	45%
Satisfied	(4)	54%	36%	50%	39%	38%	33%	39%	38%
- Neither satisfied nor dissatisfied	(3)	7%	7%	8%	6%	5%	4%	6%	7%
Dissatisfied	(2)	3%	6%	8%	9%	5%	7%	7%	8%
Very dissatisfied	(1)	1%	1%	1%	<1%	4%	1%	1%	2%
- NET: Dissatisfied	(2,1)	3%	7%	9%	9%	9%	8%	9%	10%
Mean		4.222	4.271	4.075	4.217	4.194	4.349	4.217	4.156
Not included in (%) base:									
Decline to Answer		2	2	2	2	3	2	11	140
Not Applicable		9	7	-	19	2	6	34	171

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-2

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		98	-	-	-	-	-	461	4160	50	-	-	-	-	-	327	2884
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	88%	85%	79%	84%	85%	88%	84%	83%	94%	87%	90%	86%	87%	88%	87%	83%
Very satisfied	(5)	35%	52%	29%	45%	48%	58%	46%	43%	38%	47%	41%	48%	45%	52%	47%	47%
Satisfied	(4)	53%	33%	50%	39%	37%	30%	38%	39%	56%	39%	49%	38%	41%	36%	41%	37%
- Neither satisfied nor dissatisfied	(3)	9%	8%	9%	9%	4%	3%	7%	8%	2%	6%	5%	1%	8%	6%	5%	6%
Dissatisfied	(2)	3%	6%	12%	6%	9%	9%	8%	8%	2%	6%	3%	13%	0%	5%	6%	9%
Very dissatisfied	(1)	0%	1%	0%	1%	3%	0%	1%	2%	2%	1%	2%	0%	5%	1%	2%	2%
- NET: Dissatisfied	(2,1)	3%	7%	12%	7%	12%	9%	9%	9%	4%	8%	5%	13%	5%	6%	8%	11%
Mean		4.199	4.289	3.961	4.222	4.179	4.364	4.197	4.151	4.267	4.245	4.237	4.211	4.219	4.330	4.246	4.163
Not included in (%) base:																	
Decline to Answer		2	2	-	1	2	1	6	92	-	-	2	1	1	1	5	48
Not Applicable		7	5	-	14	2	6	27	100	2	2	-	5	-	-	7	71

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29a-3

III. The Nature of Your Work

Q29a. Please indicate your level of satisfaction with the following:

The level of the courses you teach

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		115	-	-	-	-	-	579	5205	34	-	-	-	-	-	208	1839
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	88%	86%	82%	84%	88%	86%	85%	84%	97%	85%	86%	87%	78%	93%	86%	81%
Very satisfied	(5)	38%	54%	34%	46%	49%	55%	47%	46%	28%	40%	32%	46%	43%	57%	43%	40%
Satisfied	(4)	50%	32%	48%	38%	40%	32%	38%	37%	68%	45%	54%	41%	35%	36%	43%	40%
- Neither satisfied nor dissatisfied	(3)	8%	6%	9%	6%	4%	6%	6%	7%	3%	10%	3%	5%	9%	0%	6%	8%
Dissatisfied	(2)	3%	7%	7%	10%	4%	8%	7%	8%	0%	4%	10%	6%	9%	5%	7%	9%
Very dissatisfied	(1)	1%	2%	1%	0%	4%	0%	1%	2%	0%	0%	1%	2%	4%	2%	2%	2%
- NET: Dissatisfied	(2,1)	4%	8%	8%	10%	8%	8%	9%	10%	0%	4%	11%	8%	13%	7%	9%	11%
Mean		4.214	4.300	4.080	4.209	4.253	4.335	4.230	4.186	4.251	4.212	4.062	4.244	4.043	4.401	4.181	4.071
Not included in (%) base:																	
Decline to Answer		1	1	1	1	3	1	7	92	1	1	1	1	-	1	4	48
Not Applicable		8	7	-	14	2	2	25	135	1	-	-	5	-	3	9	36

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-1

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		149	-	-	-	-	-	788	7053
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	69%	80%	77%	77%	78%	82%	79%	71%
Very satisfied	(5)	31%	49%	35%	42%	47%	58%	46%	42%
Satisfied	(4)	38%	32%	42%	35%	31%	24%	33%	30%
- Neither satisfied nor dissatisfied	(3)	13%	7%	13%	10%	7%	7%	9%	9%
Dissatisfied	(2)	15%	11%	8%	10%	9%	8%	9%	14%
Very dissatisfied	(1)	3%	2%	2%	2%	5%	3%	3%	6%
- NET: Dissatisfied	(2,1)	18%	13%	10%	13%	15%	11%	12%	19%
Mean		3.784	4.140	4.005	4.034	4.057	4.263	4.092	3.878
Not included in (%) base:									
Decline to Answer		1	2	2	2	3	2	11	137
Not Applicable		9	7	-	19	2	5	33	164

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-2

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		99	-	-	-	-	-	461	4169	50	-	-	-	-	-	327	2884
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	70%	79%	81%	77%	82%	81%	80%	72%	68%	82%	71%	77%	71%	84%	77%	71%
Very satisfied	(5)	33%	46%	32%	39%	49%	59%	44%	41%	28%	53%	39%	44%	44%	58%	47%	42%
Satisfied	(4)	37%	33%	49%	38%	33%	22%	36%	31%	40%	30%	32%	32%	27%	26%	30%	29%
- Neither satisfied nor dissatisfied	(3)	13%	11%	11%	12%	7%	9%	10%	11%	12%	1%	17%	8%	7%	5%	8%	7%
Dissatisfied	(2)	14%	10%	7%	8%	7%	8%	8%	13%	16%	12%	9%	14%	13%	9%	12%	15%
Very dissatisfied	(1)	3%	0%	1%	3%	3%	3%	2%	5%	4%	4%	3%	1%	9%	3%	4%	7%
- NET: Dissatisfied	(2,1)	17%	10%	8%	11%	10%	11%	10%	18%	20%	16%	12%	15%	22%	12%	15%	22%
Mean		3.822	4.137	4.037	4.026	4.190	4.256	4.119	3.901	3.710	4.144	3.960	4.046	3.845	4.273	4.055	3.846
Not included in (%) base:																	
Decline to Answer		1	2	-	1	2	1	6	89	-	-	2	1	1	1	5	49
Not Applicable		7	5	-	14	2	5	26	95	2	2	-	5	-	-	7	70

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29b-3

III. The Nature of Your Work

Q29b. Please indicate your level of satisfaction with the following:

The number of courses you teach

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	579	5216	34	-	-	-	-	-	208	1837
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	68%	81%	76%	80%	78%	80%	79%	72%	73%	78%	79%	68%	78%	88%	77%	70%
Very satisfied	(5)	31%	48%	36%	42%	51%	57%	46%	42%	33%	50%	33%	39%	39%	62%	44%	39%
Satisfied	(4)	37%	34%	41%	37%	27%	23%	33%	30%	40%	28%	46%	29%	39%	25%	34%	30%
- Neither satisfied nor dissatisfied	(3)	13%	4%	15%	8%	6%	8%	8%	9%	13%	13%	7%	18%	11%	3%	11%	10%
Dissatisfied	(2)	15%	12%	7%	11%	10%	9%	10%	14%	14%	9%	11%	9%	7%	7%	9%	14%
Very dissatisfied	(1)	4%	3%	1%	1%	6%	3%	3%	5%	0%	0%	3%	6%	4%	2%	3%	6%
- NET: Dissatisfied	(2,1)	19%	15%	8%	12%	16%	12%	13%	19%	14%	9%	14%	14%	10%	9%	11%	20%
Mean		3.746	4.113	4.022	4.086	4.068	4.232	4.102	3.895	3.916	4.193	3.959	3.865	4.030	4.379	4.067	3.830
Not included in (%) base:																	
Decline to Answer		-	1	1	1	3	1	7	87	1	1	1	1	-	1	4	50
Not Applicable		8	7	-	14	2	2	25	128	1	-	-	5	-	3	8	36

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-1

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over the courses you teach

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		148	-	-	-	-	-	787	7038
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	85%	85%	87%	75%	80%	78%	81%	81%
Very satisfied	(5)	47%	60%	48%	42%	49%	54%	50%	52%
Satisfied	(4)	38%	25%	39%	33%	31%	24%	31%	29%
- Neither satisfied nor dissatisfied	(3)	9%	9%	8%	10%	9%	10%	9%	8%
Dissatisfied	(2)	5%	4%	3%	12%	8%	7%	7%	8%
Very dissatisfied	(1)	1%	3%	2%	4%	3%	4%	3%	3%
- NET: Dissatisfied	(2,1)	6%	6%	5%	15%	11%	12%	10%	11%
Mean		4.248	4.353	4.281	3.975	4.156	4.163	4.174	4.181
Not included in (%) base:									
Decline to Answer		1	1	2	2	3	2	10	140
Not Applicable		10	7	-	20	2	5	35	177

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-2

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over the courses you teach

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	461 100%	4162 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	327 100%	2876 100%
- NET: Satisfied	(5,4)	88%	89%	92%	74%	84%	78%	83%	82%	79%	79%	80%	76%	75%	79%	78%	79%
Very satisfied	(5)	50%	64%	46%	38%	50%	57%	50%	52%	41%	53%	51%	47%	47%	51%	50%	52%
Satisfied	(4)	37%	25%	46%	36%	33%	21%	33%	30%	38%	26%	29%	30%	28%	28%	28%	27%
- Neither satisfied nor dissatisfied	(3)	6%	9%	6%	12%	7%	10%	9%	9%	15%	9%	10%	6%	11%	10%	9%	8%
Dissatisfied	(2)	5%	1%	1%	11%	8%	8%	6%	7%	4%	7%	7%	13%	9%	7%	9%	9%
Very dissatisfied	(1)	1%	1%	1%	3%	1%	4%	2%	3%	2%	5%	3%	5%	5%	4%	4%	4%
- NET: Dissatisfied	(2,1)	6%	2%	2%	14%	9%	12%	8%	9%	6%	12%	9%	18%	14%	11%	13%	14%
Mean		4.312	4.499	4.340	3.956	4.237	4.182	4.227	4.215	4.123	4.153	4.198	4.002	4.026	4.138	4.100	4.132
Not included in (%) base:																	
Decline to Answer		1	1	-	1	2	1	5	89	-	-	2	1	1	1	5	51
Not Applicable		8	6	-	15	2	5	28	102	2	2	-	5	-	-	7	76

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29c-3

III. The Nature of Your Work

Q29c. Please indicate your level of satisfaction with the following:

The degree of influence you have over the courses you teach

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		116	-	-	-	-	-	577	5201	33	-	-	-	-	-	210	1837
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	83%	88%	88%	74%	81%	78%	81%	81%	91%	79%	84%	76%	79%	80%	80%	79%
Very satisfied	(5)	47%	63%	53%	43%	53%	51%	52%	54%	50%	52%	34%	39%	40%	64%	45%	46%
Satisfied	(4)	36%	25%	35%	32%	28%	27%	29%	27%	41%	27%	51%	38%	39%	16%	35%	33%
- Neither satisfied nor dissatisfied	(3)	9%	6%	7%	9%	9%	9%	8%	8%	9%	16%	9%	13%	9%	11%	12%	10%
Dissatisfied	(2)	6%	4%	4%	13%	7%	8%	8%	8%	0%	3%	2%	8%	12%	6%	6%	7%
Very dissatisfied	(1)	2%	3%	1%	4%	4%	5%	3%	3%	0%	3%	4%	2%	0%	2%	2%	4%
- NET: Dissatisfied	(2,1)	8%	7%	5%	17%	11%	13%	11%	11%	0%	6%	6%	10%	12%	9%	8%	11%
Mean		4.204	4.420	4.356	3.960	4.191	4.116	4.189	4.211	4.406	4.222	4.078	4.025	4.065	4.334	4.135	4.096
Not included in (%) base:																	
Decline to Answer		-	1	1	1	3	1	7	90	1	-	1	1	-	1	3	50
Not Applicable		8	7	-	15	2	2	27	140	2	-	-	5	-	3	8	37

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-1

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of the courses you teach

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		148	-	-	-	-	-	787	7029
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	95%	91%	92%	91%	92%	93%	92%	93%
Very satisfied	(5)	66%	70%	65%	69%	70%	75%	70%	72%
Satisfied	(4)	29%	21%	27%	22%	22%	19%	22%	20%
- Neither satisfied nor dissatisfied	(3)	5%	5%	6%	5%	6%	4%	5%	4%
Dissatisfied	(2)	0%	3%	1%	3%	2%	3%	2%	2%
Very dissatisfied	(1)	1%	1%	0%	1%	1%	0%	1%	1%
- NET: Dissatisfied	(2,1)	1%	4%	1%	4%	3%	3%	3%	3%
Mean		4.590	4.560	4.564	4.549	4.580	4.645	4.576	4.604
Not included in (%) base:									
Decline to Answer		1	1	2	2	4	2	11	136
Not Applicable		10	8	-	18	2	6	35	190

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-2

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of the courses you teach

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	463 100%	4155 100%	50 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	2874 100%
- NET: Satisfied	(5,4)	95%	92%	91%	90%	91%	93%	91%	93%	94%	89%	95%	92%	93%	94%	92%	92%
Very satisfied	(5)	69%	70%	64%	65%	70%	73%	68%	72%	59%	71%	67%	75%	70%	76%	72%	72%
Satisfied	(4)	26%	22%	27%	25%	21%	19%	23%	21%	35%	19%	27%	17%	23%	18%	20%	20%
- Neither satisfied nor dissatisfied	(3)	5%	3%	8%	5%	7%	3%	5%	4%	4%	8%	4%	5%	4%	4%	5%	4%
Dissatisfied	(2)	0%	3%	1%	3%	3%	4%	3%	2%	0%	3%	1%	2%	2%	2%	2%	3%
Very dissatisfied	(1)	0%	2%	0%	1%	0%	0%	1%	1%	2%	0%	0%	1%	2%	0%	1%	1%
- NET: Dissatisfied	(2,1)	0%	5%	1%	4%	3%	4%	3%	3%	2%	3%	1%	4%	4%	2%	3%	4%
Mean		4.639	4.547	4.534	4.503	4.585	4.613	4.551	4.614	4.494	4.578	4.606	4.616	4.571	4.687	4.612	4.590
Not included in (%) base:																	
Decline to Answer		1	1	-	1	2	1	5	88	-	-	2	1	2	1	6	48
Not Applicable		8	7	-	12	2	5	26	109	2	2	-	6	-	1	9	81

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29d-3

III. The Nature of Your Work

Q29d. Please indicate your level of satisfaction with the following:

The discretion you have over the content of the courses you teach

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	578	5204	33	-	-	-	-	-	209	1825
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	94%	92%	93%	91%	93%	92%	92%	94%	97%	90%	91%	91%	87%	98%	91%	90%
Very satisfied	(5)	69%	73%	70%	69%	73%	74%	72%	75%	55%	65%	52%	70%	61%	75%	64%	64%
Satisfied	(4)	25%	19%	23%	22%	20%	18%	20%	18%	42%	25%	39%	21%	26%	23%	27%	26%
- Neither satisfied nor dissatisfied	(3)	5%	5%	6%	4%	4%	4%	4%	3%	3%	6%	9%	9%	10%	2%	7%	6%
Dissatisfied	(2)	0%	2%	2%	4%	2%	4%	3%	2%	0%	4%	0%	0%	3%	0%	2%	3%
Very dissatisfied	(1)	1%	2%	0%	1%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Dissatisfied	(2,1)	1%	4%	2%	5%	3%	4%	4%	3%	0%	4%	0%	0%	3%	0%	2%	4%
Mean		4.611	4.585	4.613	4.532	4.628	4.623	4.591	4.646	4.518	4.510	4.430	4.606	4.457	4.724	4.535	4.483
Not included in (%) base:																	
Decline to Answer		-	1	1	1	4	1	8	88	1	-	1	1	-	1	3	48
Not Applicable		8	7	-	13	2	3	26	139	2	1	-	5	-	3	9	51

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-1

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
-----		-----						
(%) base:		149	-	-	-	-	-	791
		100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	76%	71%	74%	75%	74%	80%	75%
Very satisfied	(5)	33%	40%	28%	41%	38%	54%	40%
Satisfied	(4)	43%	31%	46%	35%	35%	26%	35%
- Neither satisfied	(3)	12%	7%	13%	12%	10%	7%	10%
nor dissatisfied								
Dissatisfied	(2)	9%	17%	10%	10%	14%	13%	12%
Very dissatisfied	(1)	3%	6%	3%	3%	2%	0%	3%
- NET: Dissatisfied	(2,1)	12%	23%	14%	13%	16%	13%	15%
								17%
Mean		3.944	3.815	3.858	4.005	3.939	4.209	3.964
								3.889
Not included in (%) base:								
Decline to Answer		1	2	2	2	3	2	11
Not Applicable		9	7	-	16	2	4	30
								174

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-2

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		99	-	-	-	-	-	464	4162	50	-	-	-	-	-	327	2883
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	76%	68%	72%	74%	72%	78%	73%	74%	76%	74%	77%	78%	77%	83%	78%	72%
Very satisfied	(5)	35%	39%	26%	41%	39%	50%	39%	38%	29%	42%	32%	41%	37%	59%	42%	38%
Satisfied	(4)	41%	29%	46%	33%	33%	28%	34%	36%	46%	33%	45%	37%	40%	23%	36%	34%
- Neither satisfied nor dissatisfied	(3)	13%	9%	14%	13%	9%	7%	11%	11%	11%	3%	10%	9%	12%	6%	8%	9%
Dissatisfied	(2)	9%	15%	10%	9%	18%	15%	13%	11%	8%	19%	10%	10%	7%	11%	12%	14%
Very dissatisfied	(1)	2%	8%	3%	3%	1%	0%	3%	4%	5%	4%	3%	2%	3%	0%	3%	6%
- NET: Dissatisfied	(2,1)	11%	23%	14%	13%	19%	15%	16%	15%	13%	23%	13%	13%	10%	11%	14%	20%
Mean		3.984	3.765	3.807	3.982	3.897	4.135	3.916	3.924	3.865	3.882	3.931	4.037	4.008	4.305	4.031	3.839
Not included in (%) base:																	
Decline to Answer		1	2	-	1	2	1	6	89	-	-	2	1	1	1	5	48
Not Applicable		7	5	-	12	2	4	23	101	2	3	-	4	-	-	7	72

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29e-3

III. The Nature of Your Work

Q29e. Please indicate your level of satisfaction with the following:

The number of students you teach

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116 100%	- 100%	- 100%	- 100%	- 100%	- 100%	581 100%	5207 100%	34 100%	- 100%	- 100%	- 100%	- 100%	- 100%	210 100%	1838 100%
- NET: Satisfied	(5,4)	73%	74%	75%	75%	72%	80%	75%	73%	87%	65%	70%	75%	79%	81%	73%	73%
Very satisfied	(5)	34%	45%	31%	43%	35%	56%	42%	39%	29%	30%	21%	33%	46%	46%	34%	36%
Satisfied	(4)	39%	28%	44%	32%	37%	23%	33%	34%	58%	35%	49%	42%	32%	35%	39%	37%
- Neither satisfied nor dissatisfied	(3)	14%	4%	8%	12%	11%	9%	9%	10%	5%	12%	24%	12%	10%	0%	12%	11%
Dissatisfied	(2)	10%	20%	13%	10%	15%	12%	13%	12%	3%	10%	5%	10%	12%	19%	11%	11%
Very dissatisfied	(1)	3%	3%	4%	3%	3%	0%	3%	5%	4%	13%	2%	2%	0%	0%	4%	5%
- NET: Dissatisfied	(2,1)	13%	23%	16%	13%	18%	12%	16%	17%	8%	23%	7%	12%	12%	19%	15%	16%
Mean		3.916	3.933	3.872	4.026	3.864	4.242	3.991	3.892	4.041	3.577	3.819	3.937	4.132	4.089	3.889	3.882
Not included in (%) base:																	
Decline to Answer		-	1	1	1	3	1	7	88	1	1	1	1	-	1	4	48
Not Applicable		8	7	-	12	2	2	24	136	1	-	-	4	-	2	6	38

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-1

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		145	-	-	-	-	-	659	6248
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	62%	48%	42%	71%	54%	84%	59%	55%
Very satisfied	(5)	22%	13%	9%	37%	19%	48%	25%	22%
Satisfied	(4)	40%	34%	33%	34%	36%	36%	34%	33%
- Neither satisfied nor dissatisfied	(3)	22%	21%	26%	13%	16%	8%	17%	17%
Dissatisfied	(2)	12%	26%	25%	14%	19%	6%	18%	22%
Very dissatisfied	(1)	5%	5%	7%	2%	11%	2%	6%	6%
- NET: Dissatisfied	(2,1)	16%	32%	32%	16%	29%	7%	24%	28%
Mean		3.633	3.239	3.119	3.892	3.329	4.235	3.546	3.428
Not included in (%) base:									
Decline to Answer		1	2	2	7	3	3	17	172
Not Applicable		13	23	20	69	16	28	156	935

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-2

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	392 100%	3722 100%	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	268 100%	2526 100%
- NET: Satisfied	(5,4)	64%	48%	33%	68%	51%	85%	56%	53%	59%	47%	55%	75%	59%	84%	64%	59%
Very satisfied	(5)	23%	13%	9%	32%	16%	42%	22%	21%	21%	14%	10%	44%	23%	56%	29%	24%
Satisfied	(4)	41%	35%	24%	35%	35%	43%	34%	32%	38%	33%	45%	31%	36%	28%	35%	35%
- Neither satisfied nor dissatisfied	(3)	22%	19%	31%	15%	17%	10%	19%	19%	21%	23%	19%	11%	15%	6%	15%	13%
Dissatisfied	(2)	11%	29%	28%	15%	19%	5%	20%	22%	14%	22%	20%	12%	18%	6%	16%	21%
Very dissatisfied	(1)	4%	4%	8%	2%	12%	0%	6%	6%	6%	8%	6%	2%	8%	4%	5%	6%
- NET: Dissatisfied	(2,1)	15%	33%	36%	17%	31%	5%	25%	28%	20%	30%	26%	14%	26%	10%	21%	28%
Mean		3.677	3.245	2.969	3.808	3.238	4.213	3.467	3.390	3.541	3.231	3.329	4.024	3.483	4.261	3.661	3.483
Not included in (%) base:																	
Decline to Answer		1	1	1	3	2	1	8	110	-	1	1	4	1	2	9	62
Not Applicable		8	13	12	40	9	20	94	520	5	10	9	29	7	7	62	415

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29f-3

III. The Nature of Your Work

Q29f. Please indicate your level of satisfaction with the following:

The quality of undergraduate students with whom you interact

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		112	-	-	-	-	-	482	4626	33	-	-	-	-	-	178	1622
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	60%	53%	42%	74%	59%	85%	63%	56%	70%	36%	41%	61%	41%	81%	49%	52%
Very satisfied	(5)	22%	16%	8%	43%	19%	55%	28%	23%	23%	9%	12%	18%	18%	24%	15%	19%
Satisfied	(4)	38%	37%	35%	31%	40%	30%	35%	33%	47%	28%	29%	43%	23%	57%	34%	34%
- Neither satisfied nor dissatisfied	(3)	23%	15%	25%	13%	16%	8%	15%	16%	18%	34%	29%	15%	17%	9%	22%	20%
Dissatisfied	(2)	11%	25%	27%	13%	14%	5%	17%	22%	12%	28%	19%	17%	31%	10%	22%	20%
Very dissatisfied	(1)	6%	7%	6%	1%	11%	2%	5%	6%	0%	2%	11%	6%	11%	0%	6%	7%
- NET: Dissatisfied	(2,1)	18%	32%	33%	14%	25%	7%	22%	28%	12%	30%	30%	24%	42%	10%	28%	28%
Mean		3.579	3.291	3.114	4.015	3.430	4.310	3.636	3.451	3.814	3.133	3.132	3.496	3.061	3.958	3.301	3.360
Not included in (%) base:																	
Decline to Answer		-	2	2	6	3	2	15	115	1	-	-	1	-	1	2	57
Not Applicable		12	16	17	52	11	20	115	691	1	7	4	18	5	8	41	244

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-1

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		140	-	-	-	-	-	762	6391
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	56%	68%	52%	81%	67%	69%	68%	64%
Very satisfied	(5)	11%	20%	14%	40%	20%	30%	25%	24%
Satisfied	(4)	45%	48%	38%	41%	47%	39%	43%	40%
- Neither satisfied nor dissatisfied	(3)	25%	14%	22%	8%	15%	15%	14%	14%
Dissatisfied	(2)	15%	14%	19%	8%	13%	14%	13%	17%
Very dissatisfied	(1)	4%	4%	7%	3%	5%	2%	4%	4%
- NET: Dissatisfied	(2,1)	19%	18%	27%	11%	18%	16%	18%	21%
Mean		3.449	3.655	3.316	4.071	3.633	3.807	3.718	3.631
Not included in (%) base:									
Decline to Answer		2	1	4	4	4	2	15	169
Not Applicable		17	8	8	19	10	11	55	795

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-2

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		94	-	-	-	-	-	455	3829	46	-	-	-	-	-	307	2561
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	57%	65%	43%	80%	67%	73%	66%	63%	55%	72%	65%	83%	67%	63%	71%	67%
Very satisfied	(5)	11%	18%	10%	37%	18%	22%	22%	23%	13%	22%	20%	43%	23%	40%	30%	26%
Satisfied	(4)	46%	47%	33%	42%	49%	52%	44%	40%	42%	50%	45%	40%	44%	23%	41%	40%
- Neither satisfied nor dissatisfied	(3)	24%	14%	27%	9%	17%	16%	16%	16%	28%	15%	14%	6%	12%	14%	12%	12%
Dissatisfied	(2)	16%	18%	22%	8%	11%	10%	13%	17%	13%	10%	15%	8%	18%	20%	13%	17%
Very dissatisfied	(1)	4%	4%	8%	3%	6%	1%	4%	4%	4%	4%	6%	2%	4%	3%	4%	4%
- NET: Dissatisfied	(2,1)	20%	21%	31%	11%	16%	11%	18%	21%	17%	13%	21%	10%	22%	23%	17%	21%
Mean		3.440	3.585	3.134	4.023	3.630	3.831	3.660	3.597	3.468	3.758	3.584	4.144	3.637	3.776	3.806	3.680
Not included in (%) base:																	
Decline to Answer		2	1	1	2	3	1	8	105	-	-	3	2	1	1	7	64
Not Applicable		11	3	3	11	5	8	30	418	6	5	4	8	4	3	25	377

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 29g-3

III. The Nature of Your Work

Q29g. Please indicate your level of satisfaction with the following:

The quality of graduate students with whom you interact

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		109	-	-	-	-	-	566	4729	31	-	-	-	-	-	197	1662
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	56%	74%	51%	82%	68%	70%	70%	65%	57%	54%	53%	79%	62%	66%	63%	62%
Very satisfied	(5)	14%	22%	16%	41%	24%	32%	28%	25%	4%	14%	7%	37%	8%	22%	18%	22%
Satisfied	(4)	42%	52%	35%	41%	44%	38%	42%	40%	54%	40%	47%	43%	54%	44%	45%	40%
- Neither satisfied nor dissatisfied	(3)	28%	13%	22%	7%	14%	15%	14%	14%	15%	17%	22%	11%	16%	16%	16%	17%
Dissatisfied	(2)	13%	11%	19%	8%	13%	14%	13%	17%	23%	21%	20%	7%	15%	14%	15%	16%
Very dissatisfied	(1)	4%	2%	8%	3%	4%	1%	4%	4%	5%	7%	4%	2%	7%	5%	5%	5%
- NET: Dissatisfied	(2,1)	16%	13%	27%	11%	17%	15%	16%	21%	27%	28%	25%	9%	22%	18%	21%	21%
Mean		3.495	3.813	3.320	4.078	3.716	3.851	3.778	3.649	3.286	3.327	3.305	4.048	3.413	3.646	3.547	3.579
Not included in (%) base:																	
Decline to Answer		1	1	2	2	3	1	9	108	1	-	2	2	1	1	6	61
Not Applicable		14	6	5	13	7	6	37	594	4	2	3	6	3	4	18	201

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-1

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research/produce creative work

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		157	-	-	-	-	-	813	7172
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	42%	46%	54%	43%	40%	48%	46%	41%
Very satisfied	(5)	11%	14%	12%	20%	13%	21%	16%	13%
Satisfied	(4)	31%	33%	42%	23%	28%	28%	30%	28%
- Neither satisfied nor dissatisfied	(3)	18%	9%	10%	9%	12%	9%	10%	10%
Dissatisfied	(2)	30%	30%	28%	33%	36%	29%	31%	31%
Very dissatisfied	(1)	10%	14%	8%	15%	12%	13%	13%	18%
- NET: Dissatisfied	(2,1)	40%	45%	36%	48%	48%	43%	44%	50%
Mean		3.031	3.010	3.236	3.001	2.933	3.133	3.060	2.853
Not included in (%) base:									
Decline to Answer		2	1	2	6	6	2	17	157
Not Applicable		-	-	-	1	1	-	2	26

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-2

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research/produce creative work

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		105	-	-	-	-	-	482	4227	52	-	-	-	-	-	331	2945
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	47%	59%	67%	51%	44%	54%	55%	46%	32%	29%	36%	32%	33%	40%	34%	33%
Very satisfied	(5)	14%	20%	17%	25%	14%	24%	20%	15%	6%	5%	5%	13%	10%	16%	10%	9%
Satisfied	(4)	33%	38%	50%	26%	30%	30%	34%	31%	26%	25%	31%	19%	23%	24%	24%	24%
- Neither satisfied nor dissatisfied	(3)	21%	10%	8%	9%	17%	11%	11%	11%	13%	7%	13%	9%	4%	6%	8%	8%
Dissatisfied	(2)	25%	24%	21%	27%	32%	25%	26%	28%	41%	39%	37%	42%	42%	36%	39%	35%
Very dissatisfied	(1)	8%	7%	3%	13%	6%	10%	8%	15%	14%	25%	13%	18%	21%	18%	19%	24%
- NET: Dissatisfied	(2,1)	32%	32%	25%	40%	39%	35%	34%	43%	55%	64%	51%	59%	63%	54%	58%	59%
Mean		3.204	3.399	3.561	3.233	3.134	3.336	3.327	3.039	2.683	2.461	2.773	2.671	2.590	2.853	2.670	2.585
Not included in (%) base:																	
Decline to Answer		2	1	-	5	3	1	10	105	-	-	2	1	3	1	7	52
Not Applicable		-	-	-	1	-	-	1	21	-	-	-	-	1	-	1	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30b-3

III. The Nature of Your Work

Q30b. Please indicate your level of satisfaction with the following:

The amount of time you have to conduct research/produce creative work

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	599	5314	35	-	-	-	-	-	213	1858
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	41%	44%	55%	43%	36%	48%	45%	39%	45%	51%	53%	42%	51%	48%	49%	47%
Very satisfied	(5)	10%	14%	14%	18%	10%	21%	16%	12%	13%	13%	7%	27%	20%	20%	17%	15%
Satisfied	(4)	30%	30%	41%	26%	26%	27%	30%	27%	32%	38%	46%	15%	31%	29%	32%	32%
- Neither satisfied nor dissatisfied	(3)	18%	6%	7%	10%	11%	10%	9%	9%	21%	14%	19%	4%	16%	7%	12%	11%
Dissatisfied	(2)	30%	33%	30%	31%	41%	27%	32%	33%	30%	25%	21%	39%	22%	36%	29%	26%
Very dissatisfied	(1)	11%	16%	8%	15%	12%	15%	13%	19%	4%	10%	7%	15%	11%	9%	10%	16%
- NET: Dissatisfied	(2,1)	42%	49%	38%	46%	53%	42%	46%	52%	34%	35%	28%	54%	33%	45%	39%	42%
Mean		2.985	2.927	3.227	2.999	2.804	3.129	3.021	2.784	3.193	3.183	3.258	3.009	3.279	3.148	3.170	3.051
Not included in (%) base:																	
Decline to Answer		1	1	1	3	4	1	10	98	1	-	1	3	2	1	7	59
Not Applicable		-	-	-	1	1	-	2	20	-	-	-	-	-	-	-	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-1

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of external funding you are expected to find

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		139	-	-	-	-	-	764	6585
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	29%	27%	40%	42%	35%	45%	38%	35%
Very satisfied	(5)	4%	7%	7%	16%	7%	17%	11%	10%
Satisfied	(4)	24%	19%	33%	25%	28%	28%	27%	24%
- Neither satisfied nor dissatisfied	(3)	46%	29%	22%	25%	34%	22%	27%	31%
Dissatisfied	(2)	19%	30%	26%	25%	20%	22%	25%	22%
Very dissatisfied	(1)	6%	15%	12%	8%	11%	11%	11%	13%
- NET: Dissatisfied	(2,1)	25%	44%	38%	33%	31%	32%	36%	35%
Mean		3.021	2.747	2.976	3.168	3.009	3.192	3.026	2.974
Not included in (%) base:									
Decline to Answer		2	3	2	6	6	2	19	191
Not Applicable		18	7	14	11	4	12	48	579

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-2

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of external funding you are expected to find

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		94 100%	- 100%	- 100%	- 100%	- 100%	- 100%	456 100%	3922 100%	45 100%	- 100%	- 100%	- 100%	- 100%	- 100%	309 100%	2662 100%
- NET: Satisfied	(5,4)	32%	30%	47%	44%	41%	50%	43%	38%	22%	23%	30%	38%	24%	38%	31%	29%
Very satisfied	(5)	4%	10%	10%	16%	9%	22%	14%	12%	4%	3%	3%	17%	5%	10%	8%	9%
Satisfied	(4)	28%	19%	37%	28%	32%	28%	29%	27%	18%	20%	27%	21%	20%	28%	23%	21%
- Neither satisfied nor dissatisfied	(3)	45%	29%	23%	24%	35%	23%	27%	32%	48%	29%	20%	27%	33%	22%	26%	29%
Dissatisfied	(2)	19%	32%	19%	22%	16%	14%	21%	19%	20%	26%	36%	29%	26%	33%	30%	26%
Very dissatisfied	(1)	4%	9%	10%	10%	7%	13%	10%	11%	10%	22%	14%	6%	16%	7%	13%	15%
- NET: Dissatisfied	(2,1)	23%	41%	30%	32%	24%	27%	31%	30%	29%	48%	51%	35%	43%	40%	43%	42%
Mean		3.091	2.897	3.168	3.193	3.192	3.327	3.156	3.085	2.875	2.549	2.678	3.131	2.697	3.005	2.833	2.810
Not included in (%) base:																	
Decline to Answer		2	3	-	5	3	1	13	119	-	-	2	1	3	1	7	72
Not Applicable		11	6	5	6	2	7	25	311	7	2	9	6	2	5	23	268

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30c-3

III. The Nature of Your Work

Q30c. Please indicate your level of satisfaction with the following:

The amount of external funding you are expected to find

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		108	-	-	-	-	-	565	4857	31	-	-	-	-	-	199	1728
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	28%	30%	40%	41%	31%	47%	38%	34%	31%	19%	42%	45%	44%	38%	37%	35%
Very satisfied	(5)	5%	10%	7%	17%	7%	16%	12%	11%	0%	0%	9%	15%	8%	21%	10%	10%
Satisfied	(4)	23%	20%	33%	24%	24%	31%	26%	24%	31%	19%	33%	30%	37%	17%	27%	25%
- Neither satisfied nor dissatisfied	(3)	49%	24%	24%	26%	34%	22%	26%	31%	37%	40%	16%	24%	35%	23%	28%	28%
Dissatisfied	(2)	17%	30%	25%	26%	23%	19%	25%	22%	26%	29%	29%	21%	13%	32%	24%	22%
Very dissatisfied	(1)	5%	16%	12%	8%	12%	12%	11%	13%	7%	12%	13%	10%	8%	7%	10%	14%
- NET: Dissatisfied	(2,1)	23%	46%	37%	34%	35%	31%	36%	34%	33%	41%	41%	31%	21%	39%	35%	36%
Mean		3.055	2.793	2.979	3.162	2.921	3.205	3.028	2.983	2.905	2.653	2.967	3.188	3.238	3.139	3.021	2.949
Not included in (%) base:																	
Decline to Answer		1	2	1	3	4	1	11	123	1	1	1	3	2	1	9	67
Not Applicable		15	6	9	10	4	6	35	451	3	2	5	1	-	5	13	128

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-2

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research/creative work

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		104	-	-	-	-	-	479	4209	52	-	-	-	-	-	332	2931
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	94%	84%	91%	91%	89%	94%	90%	88%	82%	86%	91%	93%	83%	95%	90%	86%
Very satisfied	(5)	57%	56%	53%	67%	64%	77%	63%	63%	47%	45%	57%	71%	52%	74%	61%	61%
Satisfied	(4)	37%	28%	38%	24%	24%	18%	27%	26%	35%	41%	34%	22%	31%	20%	29%	25%
- Neither satisfied nor dissatisfied	(3)	5%	9%	5%	4%	6%	6%	6%	7%	9%	6%	8%	3%	5%	2%	5%	8%
Dissatisfied	(2)	1%	7%	4%	5%	4%	0%	4%	4%	5%	4%	0%	2%	10%	3%	4%	5%
Very dissatisfied	(1)	0%	1%	0%	0%	1%	0%	<1%	1%	4%	4%	1%	2%	2%	0%	2%	2%
- NET: Dissatisfied	(2,1)	1%	8%	4%	5%	5%	0%	4%	5%	9%	8%	1%	4%	11%	3%	5%	7%
Mean		4.502	4.306	4.400	4.525	4.467	4.711	4.480	4.440	4.153	4.198	4.459	4.573	4.223	4.658	4.435	4.385
Not included in (%) base:																	
Decline to Answer		2	1	-	7	3	1	12	109	-	-	2	1	2	1	6	55
Not Applicable		1	-	-	2	-	-	2	35	-	-	-	1	-	-	1	17

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 30d-3

III. The Nature of Your Work

Q30d. Please indicate your level of satisfaction with the following:

The influence you have over the focus of your research/creative work

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		122	-	-	-	-	-	597	5292	33	-	-	-	-	-	213	1847
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	90%	90%	92%	93%	87%	96%	92%	89%	88%	73%	87%	89%	86%	89%	84%	82%
Very satisfied	(5)	57%	56%	59%	70%	60%	77%	65%	65%	42%	42%	43%	64%	59%	70%	55%	53%
Satisfied	(4)	34%	35%	34%	23%	27%	19%	27%	24%	46%	31%	44%	24%	27%	19%	30%	29%
- Neither satisfied nor dissatisfied	(3)	6%	5%	5%	3%	7%	2%	4%	6%	7%	13%	10%	5%	4%	11%	9%	10%
Dissatisfied	(2)	2%	3%	2%	4%	5%	2%	3%	4%	5%	12%	3%	4%	10%	0%	6%	6%
Very dissatisfied	(1)	2%	2%	1%	1%	2%	0%	1%	1%	0%	3%	0%	1%	0%	0%	1%	2%
- NET: Dissatisfied	(2,1)	3%	4%	3%	4%	7%	2%	4%	5%	5%	14%	3%	6%	10%	0%	7%	8%
Mean		4.425	4.399	4.477	4.571	4.382	4.719	4.516	4.479	4.242	3.974	4.281	4.458	4.352	4.587	4.308	4.243
Not included in (%) base:																	
Decline to Answer		1	1	1	5	4	1	12	102	1	-	1	3	1	1	6	62
Not Applicable		-	-	-	2	-	-	2	37	1	-	-	1	-	-	1	15

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-1

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156	-	-	-	-	-	814	7137
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	52%	52%	34%	58%	51%	59%	51%	56%
Very satisfied	(5)	17%	12%	8%	30%	16%	25%	19%	24%
Satisfied	(4)	35%	40%	26%	28%	35%	34%	32%	32%
- Neither satisfied nor dissatisfied	(3)	14%	11%	26%	11%	9%	10%	14%	13%
Dissatisfied	(2)	23%	23%	25%	21%	22%	20%	22%	20%
Very dissatisfied	(1)	11%	13%	15%	9%	18%	11%	13%	12%
- NET: Dissatisfied	(2,1)	33%	37%	39%	30%	40%	31%	35%	31%
Mean		3.255	3.148	2.884	3.481	3.079	3.418	3.218	3.368
Not included in (%) base:									
Decline to Answer		3	1	2	5	5	2	15	157
Not Applicable		-	-	-	3	-	-	3	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-2

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		104	-	-	-	-	-	483	4212	52	-	-	-	-	-	331	2926
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	53%	61%	31%	58%	55%	64%	54%	58%	51%	40%	39%	59%	44%	52%	48%	53%
Very satisfied	(5)	18%	15%	8%	24%	17%	28%	19%	25%	15%	9%	8%	38%	13%	21%	19%	23%
Satisfied	(4)	35%	46%	23%	34%	38%	37%	35%	33%	36%	31%	31%	21%	31%	31%	28%	30%
- Neither satisfied nor dissatisfied	(3)	14%	10%	27%	13%	8%	10%	14%	13%	15%	13%	25%	9%	9%	10%	13%	12%
Dissatisfied	(2)	21%	20%	30%	23%	22%	18%	23%	19%	26%	28%	17%	18%	23%	22%	21%	22%
Very dissatisfied	(1)	12%	10%	12%	6%	15%	8%	10%	10%	8%	19%	19%	14%	23%	16%	18%	13%
- NET: Dissatisfied	(2,1)	33%	29%	42%	29%	37%	26%	33%	29%	34%	47%	36%	32%	47%	38%	39%	35%
Mean		3.259	3.369	2.855	3.462	3.206	3.578	3.299	3.437	3.245	2.836	2.926	3.509	2.871	3.196	3.099	3.269
Not included in (%) base:																	
Decline to Answer		3	1	-	4	3	1	9	103	-	-	2	1	2	1	6	53
Not Applicable		-	-	-	1	-	-	1	37	-	-	-	2	-	-	2	24

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 31-3

III. The Nature of Your Work

Q31. Please indicate your level of satisfaction with the following:

The quality of facilities (i.e., office, labs, classrooms)

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		122	-	-	-	-	-	599	5284	33	-	-	-	-	-	215	1853
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	46%	54%	34%	56%	48%	56%	50%	55%	75%	49%	34%	64%	58%	71%	54%	58%
Very satisfied	(5)	18%	15%	9%	32%	16%	25%	20%	24%	12%	7%	6%	23%	16%	24%	15%	23%
Satisfied	(4)	28%	39%	26%	25%	33%	30%	30%	31%	63%	42%	28%	41%	42%	47%	40%	35%
- Neither satisfied nor dissatisfied	(3)	15%	9%	24%	12%	10%	10%	13%	12%	10%	16%	33%	9%	7%	11%	15%	14%
Dissatisfied	(2)	26%	22%	27%	21%	24%	23%	23%	21%	10%	26%	19%	19%	18%	9%	19%	17%
Very dissatisfied	(1)	12%	16%	15%	10%	18%	12%	14%	12%	6%	9%	14%	8%	18%	9%	11%	11%
- NET: Dissatisfied	(2,1)	38%	37%	41%	31%	42%	35%	37%	33%	15%	35%	33%	27%	35%	19%	31%	28%
Mean		3.144	3.158	2.869	3.472	3.033	3.345	3.199	3.347	3.660	3.128	2.926	3.510	3.199	3.664	3.269	3.427
Not included in (%) base:																	
Decline to Answer		1	1	1	3	4	1	10	98	2	-	1	2	1	1	5	58
Not Applicable		-	-	-	2	-	-	2	49	-	-	-	1	-	-	1	12

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-1

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		141	-	-	-	-	-	774	6697
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	36%	44%	44%	42%	34%	45%	42%	41%
Very satisfied	(5)	13%	15%	12%	12%	9%	20%	14%	14%
Satisfied	(4)	23%	29%	32%	29%	24%	26%	28%	27%
- Neither satisfied nor dissatisfied	(3)	28%	11%	25%	23%	16%	17%	19%	18%
Dissatisfied	(2)	25%	30%	22%	25%	31%	28%	27%	23%
Very dissatisfied	(1)	11%	16%	9%	10%	19%	9%	12%	17%
- NET: Dissatisfied	(2,1)	36%	45%	31%	35%	50%	38%	39%	40%
Mean		3.016	2.983	3.159	3.093	2.735	3.183	3.036	2.982
Not included in (%) base:									
Decline to Answer		3	1	2	6	5	3	17	167
Not Applicable		15	8	6	13	5	9	41	490

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-2

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		94	-	-	-	-	-	463	3992	47	-	-	-	-	-	311	2706
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	36%	42%	40%	41%	37%	45%	41%	43%	36%	47%	50%	43%	28%	46%	43%	38%
Very satisfied	(5)	12%	17%	12%	13%	11%	22%	15%	15%	14%	12%	12%	11%	8%	17%	12%	13%
Satisfied	(4)	24%	25%	28%	28%	26%	23%	26%	29%	22%	35%	38%	32%	21%	29%	31%	25%
- Neither satisfied nor dissatisfied	(3)	27%	11%	34%	24%	17%	17%	21%	20%	30%	10%	13%	22%	15%	17%	16%	16%
Dissatisfied	(2)	27%	33%	20%	23%	28%	30%	27%	22%	21%	24%	25%	27%	35%	26%	27%	26%
Very dissatisfied	(1)	10%	14%	7%	12%	18%	8%	12%	15%	13%	18%	12%	7%	21%	11%	13%	20%
- NET: Dissatisfied	(2,1)	37%	47%	27%	35%	46%	38%	38%	36%	33%	43%	37%	35%	56%	37%	41%	46%
Mean		3.001	2.981	3.183	3.073	2.828	3.205	3.053	3.070	3.047	2.985	3.124	3.123	2.583	3.152	3.010	2.853
Not included in (%) base:																	
Decline to Answer		3	1	-	5	3	2	12	108	-	-	2	1	2	1	6	59
Not Applicable		10	4	2	5	3	5	19	252	5	4	3	8	2	4	22	238

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 32-3

III. The Nature of Your Work

Q32. Please indicate your level of satisfaction with the following:

The amount of access you have to Teaching Fellows, Graduate Assistants, et al.

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		111 100%	- 100%	- 100%	- 100%	- 100%	- 100%	568 100%	4932 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	206 100%	1765 100%
- NET: Satisfied	(5,4)	34%	46%	41%	43%	33%	45%	42%	41%	41%	39%	50%	39%	36%	48%	42%	43%
Very satisfied	(5)	14%	14%	15%	14%	10%	22%	15%	15%	7%	18%	4%	6%	8%	12%	10%	13%
Satisfied	(4)	20%	32%	26%	28%	22%	23%	27%	26%	34%	21%	47%	33%	28%	36%	32%	30%
- Neither satisfied nor dissatisfied	(3)	27%	7%	22%	23%	13%	17%	17%	18%	30%	18%	35%	26%	24%	15%	24%	19%
Dissatisfied	(2)	27%	30%	26%	24%	36%	29%	28%	24%	20%	29%	10%	28%	18%	26%	22%	21%
Very dissatisfied	(1)	11%	17%	11%	11%	18%	9%	13%	17%	8%	14%	5%	7%	22%	10%	12%	17%
- NET: Dissatisfied	(2,1)	38%	46%	37%	35%	54%	38%	41%	41%	29%	43%	15%	35%	40%	36%	34%	38%
Mean		2.991	2.975	3.089	3.110	2.704	3.196	3.026	2.974	3.109	2.999	3.346	3.035	2.815	3.140	3.063	3.006
Not included in (%) base:																	
Decline to Answer		1	1	1	3	4	2	11	106	2	-	1	3	1	1	6	61
Not Applicable		12	6	5	10	5	7	32	393	3	3	1	3	-	2	8	97

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		154	-	-	-	-	-	810	7126
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	72%	61%	59%	47%	60%	63%	57%	62%
Very satisfied	(5)	30%	29%	22%	25%	27%	30%	26%	31%
Satisfied	(4)	41%	33%	37%	22%	32%	33%	31%	30%
- Neither satisfied nor dissatisfied	(3)	12%	10%	13%	13%	8%	9%	11%	11%
Dissatisfied	(2)	10%	20%	16%	25%	21%	20%	21%	17%
Very dissatisfied	(1)	6%	10%	12%	15%	11%	8%	11%	10%
- NET: Dissatisfied	(2,1)	16%	29%	28%	40%	32%	28%	32%	27%
Mean		3.806	3.506	3.416	3.160	3.437	3.562	3.395	3.555
Not included in (%) base:									
Decline to Answer		4	1	2	6	6	2	17	163
Not Applicable		1	1	1	1	1	2	5	66

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		103 100%	- 100%	- 100%	- 100%	- 100%	- 100%	481 100%	4210 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	329 100%	2916 100%
- NET: Satisfied	(5,4)	70%	68%	61%	52%	63%	53%	59%	63%	75%	51%	57%	39%	53%	76%	54%	59%
Very satisfied	(5)	27%	33%	19%	23%	32%	20%	25%	32%	38%	22%	26%	28%	19%	43%	28%	30%
Satisfied	(4)	44%	35%	41%	30%	31%	33%	34%	32%	37%	29%	31%	10%	34%	33%	26%	29%
- Neither satisfied nor dissatisfied	(3)	13%	11%	12%	14%	6%	13%	11%	12%	10%	8%	14%	11%	12%	3%	10%	10%
Dissatisfied	(2)	11%	11%	15%	23%	18%	26%	19%	16%	8%	32%	18%	28%	26%	13%	24%	19%
Very dissatisfied	(1)	5%	10%	13%	11%	13%	8%	11%	9%	8%	9%	10%	22%	8%	8%	12%	12%
- NET: Dissatisfied	(2,1)	16%	21%	28%	33%	31%	34%	30%	25%	15%	41%	29%	50%	34%	21%	36%	31%
Mean		3.761	3.698	3.397	3.310	3.514	3.314	3.439	3.614	3.896	3.232	3.444	2.946	3.306	3.898	3.330	3.470
Not included in (%) base:																	
Decline to Answer		4	1	-	5	3	1	10	104	-	-	2	1	3	1	7	59
Not Applicable		-	-	-	1	-	2	3	38	1	1	1	-	1	-	3	28

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33a-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

a. Clerical/ administrative services

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		120	-	-	-	-	-	596	5290	33	-	-	-	-	-	213	1835
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	67%	61%	58%	41%	58%	60%	54%	61%	88%	61%	61%	65%	63%	72%	64%	64%
Very satisfied	(5)	30%	32%	21%	21%	30%	26%	26%	31%	32%	22%	25%	37%	21%	40%	29%	30%
Satisfied	(4)	37%	29%	38%	20%	28%	34%	29%	30%	56%	40%	36%	28%	42%	32%	36%	33%
- Neither satisfied nor dissatisfied	(3)	13%	5%	11%	15%	10%	9%	11%	11%	9%	19%	18%	6%	5%	9%	12%	12%
Dissatisfied	(2)	13%	25%	21%	27%	18%	22%	23%	18%	0%	8%	3%	17%	28%	14%	14%	14%
Very dissatisfied	(1)	7%	9%	9%	16%	14%	9%	12%	10%	3%	12%	18%	12%	4%	5%	11%	10%
- NET: Dissatisfied	(2,1)	20%	34%	31%	44%	32%	31%	35%	28%	3%	20%	21%	29%	32%	19%	24%	24%
Mean		3.715	3.501	3.394	3.022	3.417	3.470	3.329	3.540	4.133	3.517	3.477	3.616	3.486	3.880	3.580	3.597
Not included in (%) base:																	
Decline to Answer		2	1	1	3	5	1	11	102	2	-	1	3	1	1	6	61
Not Applicable		1	-	1	1	1	1	4	39	-	1	-	-	-	1	1	27

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		144	-	-	-	-	-	779	6809
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	49%	49%	46%	52%	53%	59%	52%	48%
Very satisfied	(5)	12%	13%	9%	19%	18%	23%	16%	17%
Satisfied	(4)	37%	35%	36%	34%	35%	36%	35%	31%
- Neither satisfied nor dissatisfied	(3)	22%	24%	21%	20%	15%	21%	20%	21%
Dissatisfied	(2)	22%	15%	23%	19%	22%	13%	19%	21%
Very dissatisfied	(1)	7%	13%	10%	9%	10%	7%	10%	11%
- NET: Dissatisfied	(2,1)	29%	27%	33%	28%	32%	20%	28%	31%
Mean		3.259	3.223	3.125	3.344	3.286	3.543	3.303	3.220
Not included in (%) base:									
Decline to Answer		4	1	2	6	6	2	17	177
Not Applicable		11	9	7	5	9	6	36	368

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	467 100%	4032 100%	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	311 100%	2777 100%
- NET: Satisfied	(5,4)	47%	55%	44%	51%	53%	57%	52%	50%	54%	40%	48%	55%	54%	61%	52%	44%
Very satisfied	(5)	12%	20%	8%	15%	21%	23%	17%	17%	12%	3%	11%	24%	12%	23%	16%	16%
Satisfied	(4)	35%	34%	36%	36%	32%	34%	34%	33%	42%	37%	37%	31%	42%	39%	36%	29%
- Neither satisfied nor dissatisfied	(3)	23%	26%	24%	25%	14%	20%	22%	22%	21%	21%	18%	12%	17%	22%	17%	20%
Dissatisfied	(2)	24%	9%	22%	16%	23%	13%	17%	19%	17%	23%	25%	24%	19%	13%	21%	23%
Very dissatisfied	(1)	6%	10%	10%	8%	10%	10%	10%	9%	9%	16%	8%	9%	10%	3%	9%	13%
- NET: Dissatisfied	(2,1)	30%	20%	33%	24%	33%	23%	26%	28%	25%	39%	34%	34%	30%	17%	31%	36%
Mean		3.231	3.451	3.093	3.330	3.302	3.468	3.325	3.295	3.315	2.882	3.174	3.363	3.256	3.645	3.271	3.112
Not included in (%) base:																	
Decline to Answer		4	1	-	5	3	1	10	112	-	-	2	1	3	1	7	66
Not Applicable		6	3	2	2	4	4	16	209	5	6	5	3	5	2	21	160

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33b-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

b. Research services

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		112	-	-	-	-	-	569	5011	32	-	-	-	-	-	209	1798
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	43%	53%	49%	49%	49%	57%	51%	46%	71%	40%	38%	64%	63%	66%	54%	52%
Very satisfied	(5)	11%	20%	11%	19%	18%	23%	18%	16%	15%	0%	7%	19%	17%	24%	12%	18%
Satisfied	(4)	32%	33%	38%	30%	31%	34%	33%	30%	56%	40%	32%	46%	46%	42%	41%	34%
- Neither satisfied nor dissatisfied	(3)	25%	20%	20%	24%	17%	21%	21%	22%	10%	32%	25%	6%	10%	20%	18%	19%
Dissatisfied	(2)	25%	15%	21%	19%	23%	15%	18%	22%	11%	15%	31%	19%	20%	7%	19%	18%
Very dissatisfied	(1)	7%	13%	11%	8%	12%	7%	10%	11%	7%	12%	6%	10%	7%	6%	9%	10%
- NET: Dissatisfied	(2,1)	32%	27%	31%	27%	34%	22%	28%	32%	18%	28%	37%	30%	27%	14%	28%	29%
Mean		3.157	3.326	3.170	3.318	3.213	3.496	3.306	3.189	3.612	3.003	3.012	3.428	3.459	3.703	3.294	3.309
Not included in (%) base:																	
Decline to Answer		2	1	1	3	5	1	11	114	2	-	1	3	1	1	6	63
Not Applicable		10	5	7	5	9	4	31	306	1	4	-	-	-	2	5	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
-----		-----						
(%) base:		137	-	-	-	-	-	759
		100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	64%	57%	55%	58%	54%	63%	58%
Very satisfied	(5)	15%	15%	8%	19%	20%	24%	17%
Satisfied	(4)	50%	42%	47%	38%	34%	40%	40%
- Neither satisfied	(3)	26%	24%	30%	27%	28%	26%	27%
nor dissatisfied								25%
Dissatisfied	(2)	7%	12%	9%	12%	11%	10%	11%
Very dissatisfied	(1)	2%	6%	6%	3%	7%	1%	5%
- NET: Dissatisfied	(2,1)	9%	19%	15%	16%	18%	11%	16%
Mean		3.678	3.473	3.422	3.584	3.500	3.749	3.545
		3.611						
Not included in (%) base:								
Decline to Answer		4	2	2	6	5	4	19
Not Applicable		18	17	10	11	6	10	55
		410						

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		91 100%	- 100%	- 100%	- 100%	- 100%	- 100%	449 100%	4001 100%	46 100%	- 100%	- 100%	- 100%	- 100%	- 100%	310 100%	2762 100%
- NET: Satisfied	(5,4)	64%	56%	56%	57%	51%	61%	56%	59%	66%	59%	54%	59%	60%	66%	59%	60%
Very satisfied	(5)	16%	16%	7%	20%	22%	16%	17%	21%	12%	13%	9%	18%	18%	35%	18%	23%
Satisfied	(4)	48%	40%	49%	37%	30%	45%	40%	38%	53%	46%	45%	41%	42%	31%	41%	37%
- Neither satisfied nor dissatisfied	(3)	26%	30%	31%	29%	30%	24%	29%	26%	25%	15%	30%	23%	24%	27%	24%	23%
Dissatisfied	(2)	8%	8%	9%	11%	11%	14%	10%	11%	7%	19%	10%	14%	10%	5%	12%	12%
Very dissatisfied	(1)	2%	6%	5%	3%	7%	1%	4%	4%	2%	7%	7%	4%	6%	2%	5%	5%
- NET: Dissatisfied	(2,1)	10%	14%	13%	14%	19%	14%	15%	15%	9%	26%	17%	18%	16%	6%	17%	17%
Mean		3.684	3.530	3.449	3.610	3.468	3.621	3.538	3.617	3.664	3.398	3.382	3.550	3.556	3.929	3.556	3.602
Not included in (%) base:																	
Decline to Answer		4	2	-	5	3	1	11	117	-	-	2	1	2	3	7	66
Not Applicable		12	12	4	9	2	6	34	235	6	5	6	2	4	4	21	175

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33c-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

c. Teaching services

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		106	-	-	-	-	-	552	4962	31	-	-	-	-	-	206	1801
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	63%	61%	54%	57%	51%	59%	56%	58%	69%	50%	57%	61%	63%	77%	60%	62%
Very satisfied	(5)	16%	21%	7%	22%	18%	23%	18%	22%	12%	5%	9%	12%	25%	27%	14%	22%
Satisfied	(4)	47%	41%	47%	35%	33%	36%	38%	36%	58%	45%	48%	49%	39%	50%	46%	40%
- Neither satisfied nor dissatisfied	(3)	30%	17%	31%	25%	34%	28%	27%	26%	14%	37%	28%	31%	13%	19%	26%	22%
Dissatisfied	(2)	6%	14%	8%	15%	9%	12%	12%	11%	11%	9%	11%	4%	15%	2%	8%	11%
Very dissatisfied	(1)	1%	7%	6%	3%	6%	1%	5%	4%	6%	5%	4%	4%	9%	2%	5%	5%
- NET: Dissatisfied	(2,1)	7%	22%	15%	18%	15%	13%	17%	16%	16%	14%	15%	8%	24%	4%	13%	16%
Mean		3.704	3.534	3.402	3.576	3.477	3.681	3.537	3.601	3.589	3.361	3.472	3.614	3.557	3.976	3.566	3.638
Not included in (%) base:																	
Decline to Answer		2	2	1	3	4	3	13	122	2	-	1	3	1	1	6	61
Not Applicable		16	16	10	7	6	7	46	348	2	2	-	4	-	2	8	62

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-1

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		150	-	-	-	-	-	806	7075
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	58%	64%	50%	65%	64%	67%	62%	62%
Very satisfied	(5)	10%	22%	11%	28%	30%	24%	23%	25%
Satisfied	(4)	47%	42%	38%	37%	33%	44%	39%	37%
- Neither satisfied nor dissatisfied	(3)	26%	15%	21%	13%	18%	13%	16%	16%
Dissatisfied	(2)	11%	13%	19%	18%	15%	13%	16%	15%
Very dissatisfied	(1)	5%	7%	11%	4%	3%	7%	6%	7%
- NET: Dissatisfied	(2,1)	16%	21%	30%	22%	18%	20%	22%	22%
Mean		3.466	3.583	3.206	3.658	3.732	3.632	3.564	3.589
Not included in (%) base:									
Decline to Answer		4	1	2	5	5	2	15	168
Not Applicable		4	5	1	2	1	3	11	112

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-2

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		100	-	-	-	-	-	476	4177	51	-	-	-	-	-	330	2898
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	59%	61%	52%	65%	64%	66%	62%	63%	55%	69%	46%	65%	64%	68%	62%	61%
Very satisfied	(5)	11%	23%	13%	26%	30%	17%	22%	25%	10%	21%	9%	30%	31%	32%	25%	26%
Satisfied	(4)	48%	38%	39%	39%	34%	49%	39%	37%	46%	48%	37%	35%	33%	36%	38%	36%
- Neither satisfied nor dissatisfied	(3)	27%	18%	23%	14%	19%	8%	17%	17%	23%	11%	17%	11%	17%	19%	15%	15%
Dissatisfied	(2)	10%	14%	15%	15%	15%	18%	15%	14%	13%	12%	24%	22%	15%	7%	17%	16%
Very dissatisfied	(1)	4%	7%	9%	5%	2%	8%	6%	6%	8%	8%	13%	2%	4%	6%	6%	8%
- NET: Dissatisfied	(2,1)	14%	21%	24%	21%	17%	26%	22%	20%	21%	20%	37%	25%	19%	13%	23%	23%
Mean		3.521	3.554	3.313	3.645	3.739	3.499	3.556	3.609	3.358	3.621	3.052	3.676	3.720	3.809	3.574	3.560
Not included in (%) base:																	
Decline to Answer		4	1	-	4	3	1	9	107	-	-	2	1	2	1	6	61
Not Applicable		3	5	-	1	-	3	9	68	1	-	1	1	1	-	3	44

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 33d-3

III. The Nature of Your Work

Q33. How satisfied are you with the quality of these support services?

d. Computing services

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		118	-	-	-	-	-	593	5245	32	-	-	-	-	-	212	1830
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	55%	71%	46%	64%	62%	64%	61%	61%	70%	51%	58%	67%	68%	78%	63%	65%
Very satisfied	(5)	11%	29%	12%	29%	30%	21%	24%	25%	9%	7%	10%	24%	31%	33%	20%	26%
Satisfied	(4)	44%	42%	35%	35%	32%	43%	37%	36%	61%	43%	48%	43%	37%	45%	43%	38%
- Neither satisfied nor dissatisfied	(3)	26%	13%	21%	13%	19%	12%	15%	16%	23%	21%	21%	13%	15%	15%	17%	17%
Dissatisfied	(2)	13%	9%	21%	19%	15%	15%	16%	16%	3%	22%	14%	16%	16%	6%	15%	12%
Very dissatisfied	(1)	6%	8%	12%	4%	4%	9%	7%	7%	3%	6%	6%	4%	1%	2%	4%	6%
- NET: Dissatisfied	(2,1)	19%	17%	33%	23%	18%	24%	23%	23%	7%	29%	20%	20%	16%	8%	19%	19%
Mean		3.405	3.744	3.129	3.651	3.699	3.519	3.550	3.563	3.691	3.231	3.415	3.680	3.818	4.015	3.602	3.663
Not included in (%) base:																	
Decline to Answer		2	1	1	3	4	1	10	108	2	-	1	2	1	1	5	60
Not Applicable		3	2	1	2	1	2	8	78	1	3	-	-	-	1	3	34

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Formal mentoring program for junior faculty

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156	-	-	-	-	-	809	7156
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	68%	77%	65%	81%	81%	87%	78%	76%
Very important	(5)	21%	32%	33%	46%	48%	44%	41%	37%
Important	(4)	47%	45%	32%	35%	34%	43%	38%	39%
- Neither important nor unimportant	(3)	19%	13%	23%	10%	14%	9%	14%	13%
Unimportant	(2)	7%	6%	8%	7%	5%	4%	6%	7%
Very unimportant	(1)	6%	4%	3%	2%	0%	<1%	2%	3%
- NET: Unimportant	(2,1)	13%	9%	12%	9%	5%	4%	8%	10%
Mean		3.690	3.961	3.835	4.158	4.240	4.261	4.091	3.999
Not included in (%) base:									
Decline to Answer		3	6	3	6	6	2	23	199
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Formal mentoring program for junior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		104	-	-	-	-	-	480	4221	52	-	-	-	-	-	329	2935
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	64%	75%	53%	79%	79%	85%	74%	71%	76%	81%	84%	83%	85%	90%	84%	83%
Very important	(5)	16%	27%	24%	42%	48%	37%	36%	31%	31%	39%	46%	53%	48%	53%	48%	46%
Important	(4)	48%	48%	29%	38%	32%	48%	38%	40%	45%	42%	38%	30%	37%	36%	36%	37%
- Neither important nor unimportant	(3)	21%	15%	34%	10%	15%	10%	16%	16%	15%	11%	8%	11%	12%	7%	10%	10%
Unimportant	(2)	7%	8%	10%	8%	6%	4%	7%	8%	7%	3%	5%	4%	4%	3%	4%	5%
Very unimportant	(1)	9%	2%	4%	3%	0%	1%	2%	4%	2%	6%	3%	1%	0%	0%	2%	2%
- NET: Unimportant	(2,1)	15%	10%	14%	11%	6%	5%	9%	13%	9%	8%	8%	6%	4%	3%	6%	7%
Mean		3.554	3.891	3.589	4.067	4.212	4.163	3.985	3.860	3.962	4.059	4.193	4.288	4.286	4.397	4.245	4.198
Not included in (%) base:																	
Decline to Answer		3	4	-	5	3	1	14	131	-	1	3	1	3	1	10	68
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.1-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Formal mentoring program for junior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	596	5306	33	-	-	-	-	-	213	1849
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	67%	77%	63%	78%	80%	87%	77%	74%	70%	79%	70%	90%	84%	85%	81%	81%
Very important	(5)	18%	36%	28%	41%	49%	43%	40%	34%	30%	22%	47%	61%	43%	48%	44%	46%
Important	(4)	49%	40%	36%	37%	31%	45%	38%	40%	41%	57%	23%	28%	41%	37%	37%	36%
- Neither important nor unimportant	(3)	19%	16%	22%	12%	13%	9%	14%	14%	18%	8%	27%	4%	16%	10%	13%	12%
Unimportant	(2)	6%	6%	11%	9%	7%	4%	8%	8%	12%	5%	0%	0%	0%	3%	2%	5%
Very unimportant	(1)	8%	1%	3%	1%	0%	0%	1%	4%	0%	9%	3%	6%	0%	2%	4%	2%
- NET: Unimportant	(2,1)	14%	7%	15%	10%	7%	4%	9%	12%	12%	14%	3%	6%	0%	5%	6%	7%
Mean		3.639	4.049	3.729	4.084	4.230	4.262	4.068	3.936	3.879	3.771	4.119	4.396	4.265	4.258	4.155	4.178
Not included in (%) base:																	
Decline to Answer		1	3	3	4	5	1	15	125	2	3	1	2	1	1	8	74
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Informal mentoring

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156 100%	- 100%	- 100%	- 100%	- 100%	- 100%	812 100%	7148 100%
- NET: Important	(5,4)	83%	89%	88%	94%	97%	98%	93%	91%
Very important	(5)	37%	44%	48%	71%	71%	74%	62%	57%
Important	(4)	47%	45%	40%	23%	27%	24%	31%	33%
- Neither important nor unimportant	(3)	12%	6%	8%	4%	3%	2%	5%	6%
Unimportant	(2)	2%	4%	4%	2%	0%	0%	2%	2%
Very unimportant	(1)	2%	1%	1%	0%	0%	0%	<1%	1%
- NET: Unimportant	(2,1)	4%	5%	5%	2%	0%	0%	2%	3%
Mean		4.140	4.266	4.296	4.630	4.676	4.715	4.519	4.437
Not included in (%) base:									
Decline to Answer		3	3	3	6	6	2	20	206
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Informal mentoring

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104	-	-	-	-	-	481	4216	52	-	-	-	-	-	330	2933
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	79%	87%	84%	91%	96%	96%	91%	88%	93%	91%	92%	98%	98%	100%	96%	94%
Very important	(5)	23%	36%	36%	66%	64%	64%	54%	51%	63%	54%	64%	78%	81%	87%	73%	66%
Important	(4)	55%	51%	48%	25%	32%	32%	37%	37%	30%	37%	28%	20%	17%	13%	23%	28%
- Neither important nor unimportant	(3)	16%	8%	13%	7%	4%	4%	7%	8%	6%	4%	0%	1%	2%	0%	1%	4%
Unimportant	(2)	3%	4%	2%	2%	0%	0%	2%	3%	1%	5%	5%	1%	0%	0%	2%	2%
Very unimportant	(1)	3%	1%	0%	0%	0%	0%	<1%	1%	0%	0%	3%	0%	0%	0%	1%	1%
- NET: Unimportant	(2,1)	6%	5%	2%	2%	0%	0%	2%	4%	1%	5%	8%	1%	0%	0%	3%	2%
Mean		3.938	4.174	4.180	4.547	4.606	4.604	4.427	4.340	4.542	4.397	4.459	4.749	4.793	4.868	4.652	4.576
Not included in (%) base:																	
Decline to Answer		3	2	1	5	3	1	12	137	-	1	2	1	3	1	8	70
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.2-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Informal mentoring

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122 100%	- 100%	- 100%	- 100%	- 100%	- 100%	598 100%	5300 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	214 100%	1848 100%
- NET: Important	(5,4)	83%	90%	90%	94%	97%	99%	94%	91%	85%	85%	82%	93%	97%	94%	90%	90%
Very important	(5)	34%	49%	47%	71%	71%	76%	63%	58%	48%	31%	50%	71%	70%	64%	57%	56%
Important	(4)	50%	41%	43%	23%	27%	23%	30%	33%	36%	54%	32%	22%	27%	30%	33%	33%
- Neither important nor unimportant	(3)	12%	7%	6%	4%	3%	1%	4%	6%	13%	4%	13%	4%	3%	6%	6%	8%
Unimportant	(2)	2%	3%	3%	2%	0%	0%	2%	2%	2%	8%	5%	2%	0%	0%	3%	2%
Very unimportant	(1)	2%	0%	1%	0%	0%	0%	<1%	1%	0%	2%	0%	0%	0%	0%	<1%	1%
- NET: Unimportant	(2,1)	5%	3%	5%	2%	0%	0%	2%	3%	2%	10%	5%	2%	0%	0%	4%	2%
Mean		4.095	4.370	4.304	4.633	4.676	4.752	4.552	4.441	4.307	4.045	4.275	4.622	4.675	4.588	4.425	4.424
Not included in (%) base:																	
Decline to Answer		1	2	2	4	5	1	14	131	2	1	1	2	1	1	7	75
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Periodic, formal performance reviews for junior faculty

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156	-	-	-	-	-	811	7141
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	90%	94%	89%	87%	89%	92%	90%	88%
Very important	(5)	38%	52%	35%	50%	50%	58%	49%	47%
Important	(4)	52%	41%	54%	36%	39%	34%	41%	41%
- Neither important nor unimportant	(3)	8%	5%	9%	8%	6%	6%	7%	8%
Unimportant	(2)	0%	1%	1%	4%	3%	1%	2%	3%
Very unimportant	(1)	2%	0%	0%	1%	1%	1%	1%	1%
- NET: Unimportant	(2,1)	2%	1%	1%	5%	5%	2%	3%	4%
Mean		4.243	4.447	4.229	4.315	4.328	4.466	4.353	4.299
Not included in (%) base:									
Decline to Answer		3	3	4	7	6	2	21	214
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Periodic, formal performance reviews for junior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	480 100%	4213 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	331 100%	2928 100%
- NET: Important	(5,4)	89%	94%	88%	82%	88%	90%	88%	86%	92%	94%	91%	93%	92%	95%	93%	91%
Very important	(5)	33%	50%	24%	44%	48%	49%	43%	42%	47%	56%	50%	60%	53%	70%	58%	55%
Important	(4)	56%	44%	64%	39%	40%	40%	45%	44%	45%	38%	41%	33%	38%	25%	35%	36%
- Neither important nor unimportant	(3)	9%	5%	9%	12%	8%	7%	9%	9%	6%	5%	9%	3%	4%	3%	5%	6%
Unimportant	(2)	0%	2%	2%	4%	3%	1%	3%	4%	0%	1%	0%	3%	2%	0%	2%	2%
Very unimportant	(1)	2%	0%	0%	2%	1%	1%	1%	1%	2%	0%	0%	0%	2%	2%	1%	1%
- NET: Unimportant	(2,1)	2%	2%	2%	6%	5%	3%	4%	5%	2%	1%	0%	3%	4%	2%	2%	3%
Mean		4.186	4.423	4.102	4.186	4.293	4.350	4.262	4.211	4.357	4.481	4.411	4.500	4.387	4.626	4.483	4.425
Not included in (%) base:																	
Decline to Answer		3	3	1	6	3	1	14	140	-	-	3	1	3	1	7	74
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.3-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Periodic, formal performance reviews for junior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	596	5293	33	-	-	-	-	-	215	1847
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	91%	96%	86%	85%	91%	91%	89%	88%	87%	90%	97%	92%	83%	95%	91%	89%
Very important	(5)	39%	58%	34%	48%	50%	58%	49%	47%	33%	41%	38%	58%	49%	60%	49%	48%
Important	(4)	52%	38%	52%	37%	41%	33%	40%	41%	54%	49%	59%	34%	34%	35%	43%	40%
- Neither important nor unimportant	(3)	6%	4%	12%	9%	4%	6%	7%	8%	13%	7%	3%	8%	13%	5%	7%	8%
Unimportant	(2)	0%	1%	2%	5%	4%	1%	3%	3%	0%	3%	0%	0%	1%	0%	1%	2%
Very unimportant	(1)	2%	0%	0%	1%	1%	2%	1%	1%	0%	0%	0%	0%	3%	0%	1%	1%
- NET: Unimportant	(2,1)	2%	1%	2%	6%	5%	3%	4%	4%	0%	3%	0%	0%	4%	0%	1%	4%
Mean		4.255	4.528	4.183	4.260	4.358	4.441	4.342	4.291	4.200	4.283	4.354	4.498	4.249	4.554	4.381	4.323
Not included in (%) base:																	
Decline to Answer		1	3	3	4	5	1	16	138	2	-	1	3	1	1	6	76
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Written summary of periodic performance reviews for junior faculty

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156	-	-	-	-	-	811	7126
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	88%	87%	84%	78%	84%	86%	83%	85%
Very important	(5)	35%	47%	34%	45%	46%	52%	45%	45%
Important	(4)	53%	40%	49%	33%	37%	34%	38%	40%
- Neither important nor unimportant	(3)	9%	12%	14%	15%	10%	9%	12%	10%
Unimportant	(2)	0%	1%	2%	7%	4%	3%	3%	4%
Very unimportant	(1)	3%	1%	1%	<1%	2%	1%	1%	1%
- NET: Unimportant	(2,1)	3%	1%	3%	7%	6%	5%	5%	5%
Mean		4.188	4.315	4.147	4.156	4.212	4.318	4.223	4.231
Not included in (%) base:									
Decline to Answer		3	3	3	7	6	2	21	229
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Written summary of periodic performance reviews for junior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		104	-	-	-	-	-	479	4200	52	-	-	-	-	-	332	2925
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	87%	86%	77%	72%	79%	81%	78%	82%	92%	88%	94%	87%	92%	94%	90%	89%
Very important	(5)	33%	48%	25%	36%	47%	47%	40%	40%	40%	45%	47%	58%	46%	59%	51%	52%
Important	(4)	53%	38%	51%	35%	32%	34%	38%	42%	52%	43%	46%	29%	46%	35%	39%	37%
- Neither important nor unimportant	(3)	11%	13%	19%	19%	13%	13%	16%	12%	6%	11%	6%	10%	6%	3%	8%	8%
Unimportant	(2)	0%	0%	4%	9%	6%	5%	5%	4%	0%	1%	0%	3%	0%	2%	1%	3%
Very unimportant	(1)	3%	1%	1%	1%	2%	1%	1%	2%	2%	0%	0%	0%	2%	2%	1%	1%
- NET: Unimportant	(2,1)	3%	1%	5%	10%	8%	6%	6%	6%	2%	1%	0%	3%	2%	3%	2%	4%
Mean		4.141	4.321	3.963	3.976	4.144	4.198	4.107	4.137	4.282	4.307	4.406	4.413	4.327	4.485	4.390	4.365
Not included in (%) base:																	
Decline to Answer		3	3	1	6	3	1	14	152	-	-	2	1	3	1	7	77
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.4-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Written summary of periodic performance reviews for junior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	597	5282	33	-	-	-	-	-	214	1844
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	88%	89%	83%	76%	85%	85%	83%	84%	90%	83%	85%	84%	79%	90%	84%	86%
Very important	(5)	35%	51%	32%	43%	47%	52%	45%	45%	36%	37%	40%	54%	46%	51%	45%	45%
Important	(4)	53%	37%	51%	34%	39%	33%	38%	40%	54%	46%	45%	30%	33%	39%	39%	40%
- Neither important nor unimportant	(3)	9%	10%	13%	15%	9%	10%	12%	10%	10%	17%	15%	16%	14%	6%	14%	10%
Unimportant	(2)	0%	1%	3%	9%	4%	3%	4%	4%	0%	0%	0%	0%	3%	5%	1%	3%
Very unimportant	(1)	3%	1%	1%	1%	2%	2%	1%	1%	0%	0%	0%	0%	4%	0%	1%	1%
- NET: Unimportant	(2,1)	3%	2%	4%	9%	6%	5%	5%	5%	0%	0%	0%	0%	7%	5%	2%	4%
Mean		4.167	4.373	4.109	4.088	4.240	4.306	4.209	4.222	4.265	4.192	4.252	4.380	4.140	4.360	4.264	4.258
Not included in (%) base:																	
Decline to Answer		1	2	2	4	5	1	14	150	2	1	1	3	1	1	7	79
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance in obtaining externally funded grants

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		155	-	-	-	-	-	810	7103
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	81%	74%	80%	87%	86%	87%	83%	81%
Very important	(5)	42%	40%	41%	58%	62%	53%	51%	49%
Important	(4)	39%	34%	39%	29%	24%	35%	32%	32%
- Neither important nor unimportant	(3)	13%	15%	14%	8%	10%	5%	10%	12%
Unimportant	(2)	4%	9%	5%	3%	2%	1%	4%	5%
Very unimportant	(1)	3%	2%	1%	2%	3%	7%	3%	2%
- NET: Unimportant	(2,1)	6%	11%	6%	5%	5%	8%	7%	7%
Mean		4.141	4.013	4.130	4.379	4.403	4.253	4.243	4.213
Not included in (%) base:									
Decline to Answer		4	3	4	7	6	2	22	251
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance in obtaining externally funded grants

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		103	-	-	-	-	-	479	4179	52	-	-	-	-	-	331	2924
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	79%	72%	77%	86%	86%	84%	81%	79%	84%	77%	83%	88%	86%	92%	85%	85%
Very important	(5)	41%	33%	33%	57%	59%	43%	46%	45%	45%	49%	52%	59%	67%	66%	58%	55%
Important	(4)	38%	39%	45%	29%	26%	41%	35%	34%	40%	28%	31%	29%	19%	26%	27%	30%
- Neither important nor unimportant	(3)	13%	17%	19%	8%	8%	7%	12%	13%	14%	12%	6%	8%	12%	2%	8%	10%
Unimportant	(2)	5%	9%	2%	5%	1%	1%	4%	5%	1%	9%	9%	1%	2%	0%	4%	4%
Very unimportant	(1)	4%	2%	1%	1%	5%	8%	3%	3%	0%	1%	1%	3%	0%	6%	2%	2%
- NET: Unimportant	(2,1)	9%	11%	4%	5%	6%	9%	7%	8%	1%	11%	10%	5%	2%	6%	7%	5%
Mean		4.072	3.917	4.053	4.377	4.343	4.099	4.174	4.129	4.277	4.147	4.238	4.381	4.503	4.467	4.343	4.332
Not included in (%) base:																	
Decline to Answer		4	2	2	6	3	1	15	173	-	1	2	1	3	1	8	78
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.5-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance in obtaining externally funded grants

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	596	5266	33	-	-	-	-	-	213	1837
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	79%	75%	76%	85%	84%	88%	82%	80%	87%	72%	90%	92%	89%	85%	86%	84%
Very important	(5)	39%	41%	36%	54%	64%	53%	50%	47%	52%	38%	55%	70%	57%	52%	55%	55%
Important	(4)	40%	35%	40%	31%	21%	35%	32%	34%	35%	34%	35%	22%	32%	33%	31%	29%
- Neither important nor unimportant	(3)	14%	14%	16%	9%	11%	5%	11%	12%	11%	16%	8%	4%	7%	4%	8%	10%
Unimportant	(2)	4%	9%	6%	4%	1%	1%	4%	5%	2%	10%	2%	0%	4%	0%	3%	3%
Very unimportant	(1)	3%	2%	2%	1%	4%	6%	3%	2%	0%	2%	0%	4%	0%	11%	3%	2%
- NET: Unimportant	(2,1)	7%	11%	8%	6%	5%	7%	7%	7%	2%	12%	2%	4%	4%	11%	6%	6%
Mean		4.080	4.033	4.020	4.325	4.394	4.281	4.219	4.175	4.364	3.969	4.437	4.550	4.426	4.160	4.312	4.320
Not included in (%) base:																	
Decline to Answer		2	2	2	5	5	1	15	165	2	1	2	2	1	1	8	86
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance for improving teaching

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		153	-	-	-	-	-	805	7123
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	65%	66%	51%	60%	72%	71%	63%	67%
Very important	(5)	13%	18%	12%	21%	22%	26%	20%	22%
Important	(4)	52%	49%	39%	38%	50%	45%	44%	45%
- Neither important nor unimportant	(3)	20%	17%	34%	27%	15%	15%	22%	19%
Unimportant	(2)	11%	15%	14%	11%	10%	11%	12%	11%
Very unimportant	(1)	4%	2%	1%	3%	3%	3%	2%	3%
- NET: Unimportant	(2,1)	14%	17%	15%	13%	13%	14%	14%	14%
Mean		3.601	3.657	3.478	3.645	3.779	3.805	3.667	3.723
Not included in (%) base:									
Decline to Answer		6	6	4	6	7	4	27	232
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance for improving teaching

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		102	-	-	-	-	-	475	4196	51	-	-	-	-	-	331	2926
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	63%	67%	50%	59%	76%	69%	64%	63%	70%	66%	53%	60%	65%	74%	63%	72%
Very important	(5)	13%	17%	5%	20%	19%	24%	17%	18%	14%	18%	23%	23%	26%	29%	24%	28%
Important	(4)	50%	50%	45%	40%	57%	45%	47%	45%	56%	48%	30%	37%	39%	46%	40%	43%
- Neither important nor unimportant	(3)	22%	15%	32%	29%	13%	15%	22%	21%	15%	20%	35%	24%	18%	15%	23%	17%
Unimportant	(2)	10%	17%	16%	9%	9%	12%	13%	12%	13%	12%	11%	12%	11%	9%	11%	9%
Very unimportant	(1)	5%	1%	1%	2%	1%	4%	2%	3%	2%	3%	0%	3%	6%	2%	3%	2%
- NET: Unimportant	(2,1)	14%	18%	18%	12%	11%	16%	15%	15%	14%	14%	11%	16%	17%	10%	14%	11%
Mean		3.563	3.650	3.360	3.649	3.840	3.726	3.642	3.626	3.675	3.667	3.647	3.641	3.677	3.912	3.702	3.863
Not included in (%) base:																	
Decline to Answer		5	6	1	5	4	3	19	156	1	-	3	1	3	1	8	76
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.6-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Professional assistance for improving teaching

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		119	-	-	-	-	-	597	5280	33	-	-	-	-	-	209	1842
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	61%	67%	49%	54%	70%	71%	61%	64%	83%	65%	58%	77%	78%	71%	70%	75%
Very important	(5)	10%	16%	9%	16%	18%	24%	16%	19%	24%	21%	23%	38%	30%	34%	29%	30%
Important	(4)	51%	51%	40%	38%	51%	47%	45%	44%	58%	44%	35%	38%	48%	37%	41%	45%
- Neither important nor unimportant	(3)	23%	16%	33%	29%	14%	15%	22%	20%	10%	19%	35%	20%	18%	14%	22%	17%
Unimportant	(2)	11%	16%	17%	13%	13%	12%	14%	13%	8%	12%	6%	4%	3%	8%	7%	6%
Very unimportant	(1)	5%	1%	1%	4%	4%	2%	2%	3%	0%	3%	0%	0%	1%	6%	2%	2%
- NET: Unimportant	(2,1)	16%	17%	18%	16%	17%	13%	16%	16%	8%	16%	6%	4%	4%	15%	9%	8%
Mean		3.491	3.651	3.386	3.501	3.677	3.796	3.589	3.642	3.992	3.671	3.744	4.114	4.041	3.839	3.887	3.955
Not included in (%) base:																	
Decline to Answer		4	3	1	4	6	1	15	151	2	3	3	2	1	3	12	81
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Travel funds to present papers or conduct research

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156	-	-	-	-	-	810	7151
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	93%	92%	94%	87%	94%	88%	91%	93%
Very important	(5)	48%	58%	61%	62%	71%	68%	64%	67%
Important	(4)	44%	34%	33%	25%	23%	20%	27%	26%
- Neither important nor unimportant	(3)	5%	5%	5%	8%	5%	6%	6%	5%
Unimportant	(2)	0%	3%	1%	4%	1%	4%	3%	2%
Very unimportant	(1)	2%	1%	1%	1%	0%	2%	1%	1%
- NET: Unimportant	(2,1)	2%	4%	1%	5%	1%	6%	3%	3%
Mean		4.360	4.453	4.531	4.428	4.648	4.489	4.503	4.567
Not included in (%) base:									
Decline to Answer		3	4	3	6	6	3	22	204
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Travel funds to present papers or conduct research

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104 100%	- 100%	- 100%	- 100%	- 100%	- 100%	480 100%	4213 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	331 100%	2938 100%
- NET: Important	(5,4)	92%	88%	91%	88%	93%	87%	89%	91%	93%	97%	99%	87%	96%	91%	93%	96%
Very important	(5)	41%	51%	50%	57%	67%	59%	57%	60%	63%	67%	76%	68%	78%	81%	73%	77%
Important	(4)	51%	37%	41%	30%	26%	28%	32%	31%	30%	30%	22%	19%	19%	9%	20%	19%
- Neither important nor unimportant	(3)	6%	6%	8%	7%	6%	5%	7%	6%	4%	2%	0%	8%	4%	6%	4%	3%
Unimportant	(2)	0%	4%	1%	4%	1%	7%	3%	2%	0%	1%	0%	4%	0%	0%	1%	1%
Very unimportant	(1)	2%	1%	0%	1%	0%	1%	1%	1%	3%	0%	1%	1%	0%	3%	1%	1%
- NET: Unimportant	(2,1)	2%	5%	1%	5%	1%	8%	4%	3%	3%	1%	1%	6%	0%	3%	3%	2%
Mean		4.294	4.332	4.399	4.393	4.592	4.372	4.417	4.470	4.491	4.619	4.721	4.478	4.741	4.649	4.627	4.706
Not included in (%) base:																	
Decline to Answer		3	4	-	5	3	2	14	139	-	-	3	1	3	1	8	65
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.7-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Travel funds to present papers or conduct research

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122 100%	- 100%	- 100%	- 100%	- 100%	- 100%	599 100%	5303 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	211 100%	1848 100%
- NET: Important	(5,4)	92%	90%	97%	87%	92%	87%	90%	93%	94%	95%	85%	89%	100%	92%	92%	94%
Very important	(5)	46%	59%	60%	59%	71%	66%	63%	66%	55%	54%	64%	70%	73%	75%	67%	70%
Important	(4)	46%	31%	38%	28%	22%	21%	28%	26%	40%	41%	21%	19%	27%	17%	26%	24%
- Neither important nor unimportant	(3)	6%	4%	2%	7%	7%	7%	6%	5%	3%	5%	13%	9%	0%	3%	6%	4%
Unimportant	(2)	0%	4%	1%	5%	1%	5%	4%	2%	0%	0%	0%	0%	0%	0%	0%	1%
Very unimportant	(1)	2%	1%	0%	1%	0%	1%	<1%	1%	2%	0%	2%	2%	0%	5%	2%	1%
- NET: Unimportant	(2,1)	2%	5%	1%	6%	1%	6%	4%	3%	2%	0%	2%	2%	0%	5%	2%	2%
Mean		4.336	4.434	4.559	4.390	4.617	4.468	4.484	4.554	4.449	4.496	4.454	4.550	4.729	4.565	4.555	4.606
Not included in (%) base:																	
Decline to Answer		1	1	1	4	5	1	12	128	2	3	2	2	1	2	10	76
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid research leave during the pre-tenure period

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		155	-	-	-	-	-	801	7069
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	70%	68%	78%	82%	77%	81%	77%	80%
Very important	(5)	28%	38%	45%	59%	49%	63%	51%	55%
Important	(4)	42%	30%	33%	23%	28%	17%	26%	25%
- Neither important nor unimportant	(3)	24%	23%	17%	13%	17%	14%	17%	14%
Unimportant	(2)	3%	7%	5%	3%	3%	3%	4%	4%
Very unimportant	(1)	3%	1%	0%	2%	2%	2%	1%	2%
- NET: Unimportant	(2,1)	6%	8%	5%	5%	5%	5%	6%	5%
Mean		3.888	3.982	4.188	4.330	4.184	4.365	4.216	4.279
Not included in (%) base:									
Decline to Answer		4	5	4	7	9	6	31	286
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid research leave during the pre-tenure period

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104	-	-	-	-	-	471	4162	51	-	-	-	-	-	330	2908
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	69%	58%	66%	77%	70%	72%	69%	75%	72%	83%	95%	88%	89%	92%	89%	88%
Very important	(5)	25%	27%	35%	50%	42%	52%	42%	47%	35%	53%	61%	71%	60%	78%	65%	67%
Important	(4)	44%	31%	32%	27%	28%	20%	28%	28%	37%	29%	34%	17%	29%	14%	24%	21%
- Neither important nor unimportant	(3)	26%	28%	27%	16%	22%	20%	22%	18%	21%	17%	4%	9%	10%	6%	9%	9%
Unimportant	(2)	3%	13%	7%	5%	4%	4%	7%	5%	4%	0%	1%	1%	2%	2%	1%	2%
Very unimportant	(1)	3%	1%	0%	2%	4%	4%	2%	3%	3%	0%	0%	2%	0%	0%	1%	1%
- NET: Unimportant	(2,1)	6%	14%	7%	7%	8%	8%	9%	7%	7%	0%	1%	3%	2%	2%	2%	3%
Mean		3.848	3.700	3.939	4.192	4.010	4.123	4.006	4.118	3.970	4.361	4.543	4.527	4.467	4.690	4.517	4.511
Not included in (%) base:																	
Decline to Answer		3	5	1	6	6	4	22	191	1	-	3	1	3	2	8	95
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.8-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid research leave during the pre-tenure period

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121	-	-	-	-	-	595	5242	33	-	-	-	-	-	206	1827
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	69%	69%	79%	80%	77%	77%	77%	79%	71%	67%	74%	85%	77%	92%	79%	83%
Very important	(5)	27%	44%	44%	58%	50%	60%	52%	54%	34%	27%	50%	62%	46%	74%	51%	58%
Important	(4)	43%	25%	36%	23%	27%	17%	26%	25%	37%	41%	25%	23%	30%	19%	28%	25%
- Neither important nor unimportant	(3)	23%	22%	14%	14%	16%	16%	16%	14%	26%	27%	26%	10%	22%	6%	18%	14%
Unimportant	(2)	4%	8%	6%	3%	4%	4%	5%	4%	0%	6%	0%	4%	0%	0%	2%	2%
Very unimportant	(1)	3%	1%	0%	2%	3%	2%	2%	2%	2%	0%	0%	0%	1%	2%	<1%	1%
- NET: Unimportant	(2,1)	7%	9%	6%	6%	7%	6%	7%	6%	2%	6%	0%	4%	1%	2%	3%	3%
Mean		3.855	4.026	4.171	4.298	4.175	4.289	4.202	4.252	4.010	3.881	4.236	4.434	4.209	4.623	4.259	4.359
Not included in (%) base:																	
Decline to Answer		2	1	1	5	5	4	16	189	2	4	3	2	4	2	15	97
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid personal leave during the pre-tenure period

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		155	-	-	-	-	-	797	7036
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	48%	56%	53%	65%	54%	52%	57%	57%
Very important	(5)	18%	28%	20%	34%	22%	32%	27%	29%
Important	(4)	30%	28%	33%	31%	33%	20%	29%	28%
- Neither important nor unimportant	(3)	43%	32%	32%	24%	30%	36%	30%	30%
Unimportant	(2)	6%	9%	13%	7%	9%	9%	9%	9%
Very unimportant	(1)	3%	3%	2%	4%	6%	4%	4%	4%
- NET: Unimportant	(2,1)	9%	12%	15%	11%	16%	12%	13%	13%
Mean		3.549	3.696	3.547	3.829	3.537	3.679	3.671	3.689
Not included in (%) base:									
Decline to Answer		4	8	5	8	9	6	35	319
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid personal leave during the pre-tenure period

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		103	-	-	-	-	-	467	4138	52	-	-	-	-	-	330	2898
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	43%	45%	44%	57%	40%	43%	47%	49%	60%	70%	65%	76%	78%	64%	71%	68%
Very important	(5)	15%	16%	8%	27%	13%	20%	18%	21%	25%	45%	36%	42%	35%	49%	42%	41%
Important	(4)	28%	30%	36%	29%	26%	23%	29%	28%	35%	25%	29%	34%	43%	15%	29%	28%
- Neither important nor unimportant	(3)	48%	36%	39%	29%	37%	39%	36%	35%	33%	26%	22%	16%	19%	31%	22%	23%
Unimportant	(2)	7%	16%	14%	10%	13%	13%	13%	11%	4%	0%	11%	3%	4%	3%	4%	6%
Very unimportant	(1)	3%	2%	2%	4%	10%	5%	5%	5%	3%	4%	3%	5%	0%	2%	3%	2%
- NET: Unimportant	(2,1)	10%	18%	17%	14%	23%	18%	18%	16%	7%	4%	13%	8%	4%	5%	7%	8%
Mean		3.449	3.404	3.330	3.663	3.198	3.393	3.418	3.479	3.745	4.079	3.852	4.062	4.088	4.064	4.029	3.988
Not included in (%) base:																	
Decline to Answer		4	8	2	7	6	4	27	214	-	-	3	1	3	2	8	104
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.9-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Paid or unpaid personal leave during the pre-tenure period

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121 100%	- 100%	- 100%	- 100%	- 100%	- 100%	593 100%	5218 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	204 100%	1818 100%
- NET: Important	(5,4)	48%	55%	51%	64%	51%	48%	54%	54%	52%	60%	59%	69%	64%	66%	64%	65%
Very important	(5)	18%	25%	16%	32%	21%	29%	25%	27%	20%	35%	29%	38%	23%	43%	33%	36%
Important	(4)	30%	29%	34%	31%	30%	19%	29%	27%	32%	25%	30%	31%	41%	23%	30%	29%
- Neither important nor unimportant	(3)	42%	35%	31%	24%	29%	39%	31%	31%	46%	26%	35%	23%	32%	25%	28%	27%
Unimportant	(2)	7%	8%	15%	7%	13%	10%	11%	10%	0%	11%	6%	6%	0%	3%	6%	6%
Very unimportant	(1)	3%	3%	3%	5%	7%	3%	4%	5%	2%	3%	0%	2%	4%	6%	3%	3%
- NET: Unimportant	(2,1)	10%	11%	19%	12%	20%	13%	15%	15%	2%	14%	6%	8%	4%	9%	8%	8%
Mean		3.515	3.664	3.450	3.789	3.447	3.601	3.607	3.614	3.671	3.770	3.820	3.960	3.786	3.946	3.856	3.904
Not included in (%) base:																	
Decline to Answer		2	2	2	5	5	4	18	213	2	6	3	3	4	2	17	105
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on committee assignments for tenure-track faculty

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----						-----	
(%) base:		155	-	-	-	-	-	805	7122
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	85%	85%	87%	85%	88%	87%	86%	88%
Very important	(5)	37%	43%	45%	54%	52%	53%	50%	53%
Important	(4)	48%	42%	41%	31%	37%	34%	37%	35%
- Neither important nor unimportant	(3)	10%	12%	12%	13%	9%	9%	11%	10%
Unimportant	(2)	3%	2%	1%	1%	2%	2%	2%	2%
Very unimportant	(1)	2%	1%	0%	<1%	0%	1%	<1%	1%
- NET: Unimportant	(2,1)	5%	3%	1%	2%	2%	3%	2%	3%
Mean		4.147	4.253	4.309	4.370	4.379	4.365	4.337	4.369
Not included in (%) base:									
Decline to Answer		4	4	4	8	9	3	27	233
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on committee assignments for tenure-track faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		103	-	-	-	-	-	475	4195	52	-	-	-	-	-	330	2927
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	83%	80%	84%	80%	82%	85%	82%	85%	89%	92%	91%	92%	98%	91%	93%	92%
Very important	(5)	34%	32%	40%	47%	44%	44%	41%	45%	43%	59%	54%	65%	65%	66%	62%	63%
Important	(4)	48%	49%	44%	34%	39%	41%	41%	39%	46%	34%	37%	27%	33%	25%	31%	29%
- Neither important nor unimportant	(3)	11%	16%	16%	18%	14%	9%	15%	12%	8%	6%	7%	6%	2%	9%	6%	6%
Unimportant	(2)	3%	3%	0%	2%	4%	4%	2%	3%	2%	1%	3%	1%	0%	0%	1%	1%
Very unimportant	(1)	3%	1%	0%	0%	0%	1%	<1%	1%	1%	0%	0%	1%	0%	0%	<1%	<1%
- NET: Unimportant	(2,1)	6%	4%	0%	2%	4%	6%	3%	3%	3%	1%	3%	2%	0%	0%	1%	2%
Mean		4.085	4.075	4.237	4.251	4.223	4.217	4.204	4.255	4.270	4.495	4.416	4.540	4.634	4.567	4.527	4.531
Not included in (%) base:																	
Decline to Answer		4	4	-	7	6	2	18	158	-	-	4	1	3	1	8	75
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.10-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on committee assignments for tenure-track faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		121 100%	- 100%	- 100%	- 100%	- 100%	- 100%	597 100%	5284 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	208 100%	1838 100%
- NET: Important	(5,4)	82%	86%	90%	85%	90%	85%	87%	88%	95%	85%	77%	85%	84%	94%	85%	87%
Very important	(5)	40%	48%	44%	54%	48%	49%	49%	52%	29%	32%	50%	56%	63%	67%	52%	54%
Important	(4)	43%	38%	46%	32%	42%	36%	38%	36%	66%	53%	27%	29%	21%	27%	32%	33%
- Neither important nor unimportant	(3)	12%	12%	9%	13%	8%	10%	11%	9%	3%	10%	23%	12%	13%	6%	13%	10%
Unimportant	(2)	3%	1%	1%	1%	2%	3%	2%	2%	0%	5%	0%	2%	3%	0%	2%	2%
Very unimportant	(1)	2%	1%	0%	1%	0%	1%	1%	1%	2%	0%	0%	0%	0%	0%	0%	1%
- NET: Unimportant	(2,1)	6%	2%	1%	2%	2%	4%	2%	3%	2%	5%	0%	2%	3%	0%	2%	3%
Mean		4.136	4.312	4.322	4.362	4.360	4.293	4.333	4.363	4.186	4.121	4.273	4.396	4.432	4.617	4.348	4.386
Not included in (%) base:																	
Decline to Answer		2	1	1	6	5	1	14	148	2	3	3	2	4	2	13	85
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on teaching obligations

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		155	-	-	-	-	-	806	7118
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	95%	92%	97%	94%	97%	93%	95%	95%
Very important	(5)	54%	61%	56%	72%	77%	71%	67%	68%
Important	(4)	41%	31%	41%	21%	20%	23%	27%	27%
- Neither important nor unimportant	(3)	3%	5%	3%	3%	2%	5%	4%	4%
Unimportant	(2)	2%	2%	0%	2%	0%	2%	1%	1%
Very unimportant	(1)	0%	1%	0%	<1%	1%	0%	<1%	<1%
- NET: Unimportant	(2,1)	2%	3%	0%	3%	1%	2%	2%	1%
Mean		4.471	4.490	4.525	4.630	4.725	4.625	4.599	4.611
Not included in (%) base:									
Decline to Answer		4	5	4	8	7	3	26	236
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on teaching obligations

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		103	-	-	-	-	-	476	4195	52	-	-	-	-	-	330	2923
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	95%	91%	96%	94%	96%	92%	94%	94%	95%	93%	99%	94%	98%	95%	96%	96%
Very important	(5)	47%	53%	50%	67%	76%	64%	62%	63%	67%	72%	63%	80%	78%	80%	75%	75%
Important	(4)	48%	38%	45%	27%	20%	28%	31%	31%	27%	21%	36%	14%	21%	16%	21%	21%
- Neither important nor unimportant	(3)	3%	5%	4%	5%	2%	5%	4%	5%	4%	6%	1%	1%	2%	5%	3%	3%
Unimportant	(2)	2%	3%	0%	2%	0%	3%	1%	1%	1%	0%	0%	3%	0%	0%	1%	1%
Very unimportant	(1)	0%	1%	0%	0%	1%	0%	<1%	<1%	0%	1%	0%	1%	0%	0%	1%	1%
- NET: Unimportant	(2,1)	2%	4%	0%	2%	1%	3%	2%	1%	1%	1%	0%	4%	0%	0%	1%	1%
Mean		4.402	4.391	4.462	4.589	4.705	4.533	4.540	4.550	4.608	4.625	4.616	4.688	4.758	4.750	4.684	4.699
Not included in (%) base:																	
Decline to Answer		4	5	-	7	4	2	18	157	-	-	4	1	3	1	8	80
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.11-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

An upper limit on teaching obligations

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	595	5277	33	-	-	-	-	-	210	1842
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	94%	90%	96%	94%	96%	93%	94%	95%	98%	95%	98%	92%	100%	94%	96%	95%
Very important	(5)	54%	66%	55%	72%	78%	72%	69%	68%	52%	50%	56%	75%	73%	64%	64%	69%
Important	(4)	40%	24%	41%	23%	18%	21%	25%	27%	46%	46%	42%	17%	27%	30%	32%	27%
- Neither important nor unimportant	(3)	4%	7%	4%	3%	3%	5%	4%	4%	0%	2%	2%	6%	0%	6%	3%	4%
Unimportant	(2)	2%	1%	0%	2%	0%	2%	1%	1%	2%	3%	0%	2%	0%	0%	1%	1%
Very unimportant	(1)	0%	2%	0%	1%	1%	0%	1%	1%	0%	0%	0%	0%	0%	0%	0%	<1%
- NET: Unimportant	(2,1)	2%	3%	0%	3%	1%	2%	2%	1%	2%	3%	0%	2%	0%	0%	1%	1%
Mean		4.471	4.522	4.519	4.623	4.724	4.636	4.605	4.606	4.471	4.421	4.541	4.652	4.729	4.585	4.582	4.628
Not included in (%) base:																	
Decline to Answer		1	2	1	6	6	1	16	155	3	3	3	2	1	2	11	82
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Peer reviews of teaching or research/creative work

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		156	-	-	-	-	-	806	7119
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	79%	81%	78%	84%	82%	84%	82%	82%
Very important	(5)	24%	28%	28%	42%	36%	41%	36%	35%
Important	(4)	55%	53%	50%	42%	46%	43%	46%	47%
- Neither important nor unimportant	(3)	14%	15%	16%	13%	10%	12%	13%	12%
Unimportant	(2)	5%	3%	2%	3%	6%	4%	4%	4%
Very unimportant	(1)	3%	1%	3%	0%	1%	0%	1%	1%
- NET: Unimportant	(2,1)	7%	4%	6%	3%	8%	4%	5%	6%
Mean		3.923	4.045	3.979	4.233	4.090	4.208	4.118	4.095
Not included in (%) base:									
Decline to Answer		3	5	4	8	7	2	26	236
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Peer reviews of teaching or research/creative work

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104	-	-	-	-	-	476	4192	52	-	-	-	-	-	330	2927
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	75%	84%	71%	81%	84%	82%	80%	80%	85%	77%	89%	88%	80%	87%	84%	85%
Very important	(5)	20%	23%	21%	34%	34%	37%	30%	31%	32%	35%	39%	54%	39%	46%	44%	40%
Important	(4)	56%	61%	50%	48%	50%	44%	50%	49%	54%	42%	50%	33%	40%	42%	41%	45%
- Neither important nor unimportant	(3)	17%	11%	22%	15%	10%	16%	15%	14%	7%	21%	7%	10%	10%	6%	11%	11%
Unimportant	(2)	6%	4%	1%	3%	5%	3%	3%	5%	3%	3%	4%	2%	9%	6%	5%	4%
Very unimportant	(1)	2%	1%	6%	0%	1%	0%	1%	2%	4%	0%	0%	0%	2%	0%	<1%	1%
- NET: Unimportant	(2,1)	8%	5%	7%	3%	6%	3%	5%	7%	7%	3%	4%	2%	11%	6%	5%	5%
Mean		3.856	4.013	3.797	4.118	4.106	4.162	4.041	4.024	4.058	4.087	4.245	4.396	4.064	4.272	4.230	4.196
Not included in (%) base:																	
Decline to Answer		3	5	-	7	4	1	17	160	-	-	4	1	3	1	8	76
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.12-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Peer reviews of teaching or research/creative work

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	597	5280	33	-	-	-	-	-	209	1839
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	76%	83%	78%	82%	83%	83%	82%	81%	89%	77%	79%	90%	81%	89%	83%	84%
Very important	(5)	21%	28%	26%	39%	33%	43%	34%	33%	34%	29%	35%	53%	44%	32%	39%	39%
Important	(4)	55%	55%	52%	43%	49%	39%	47%	48%	55%	48%	44%	37%	37%	57%	44%	45%
- Neither important nor unimportant	(3)	16%	14%	18%	15%	9%	12%	14%	13%	6%	18%	8%	8%	13%	11%	12%	12%
Unimportant	(2)	6%	3%	2%	3%	7%	5%	4%	5%	2%	3%	2%	2%	6%	0%	3%	3%
Very unimportant	(1)	2%	0%	1%	0%	2%	0%	1%	1%	3%	2%	10%	0%	0%	0%	2%	1%
- NET: Unimportant	(2,1)	8%	3%	3%	3%	9%	5%	5%	6%	5%	5%	12%	2%	6%	0%	5%	4%
Mean		3.863	4.069	3.999	4.182	4.052	4.206	4.108	4.069	4.144	3.988	3.921	4.401	4.191	4.216	4.147	4.169
Not included in (%) base:																	
Decline to Answer		1	1	1	5	6	1	14	151	2	4	3	3	1	1	12	85
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Childcare

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		154	-	-	-	-	-	787	6923
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	55%	58%	49%	67%	57%	66%	60%	56%
Very important	(5)	32%	35%	27%	42%	34%	46%	37%	35%
Important	(4)	24%	22%	23%	24%	23%	20%	23%	21%
- Neither important nor unimportant	(3)	23%	23%	24%	19%	25%	20%	22%	24%
Unimportant	(2)	9%	4%	10%	4%	3%	4%	5%	6%
Very unimportant	(1)	13%	15%	17%	10%	14%	9%	13%	15%
- NET: Unimportant	(2,1)	22%	19%	27%	14%	18%	14%	18%	21%
Mean		3.522	3.583	3.324	3.852	3.595	3.891	3.656	3.556
Not included in (%) base:									
Decline to Answer		5	6	5	12	9	14	45	431
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Childcare

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		104	-	-	-	-	-	466	4090	51	-	-	-	-	-	321	2833
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	48%	57%	48%	66%	43%	58%	55%	52%	70%	59%	52%	68%	81%	77%	67%	61%
Very important	(5)	22%	26%	19%	34%	21%	34%	27%	28%	51%	48%	38%	53%	57%	63%	52%	46%
Important	(4)	26%	31%	29%	31%	22%	24%	28%	25%	19%	11%	13%	15%	23%	14%	15%	16%
- Neither important nor unimportant	(3)	30%	26%	25%	18%	32%	21%	24%	26%	9%	19%	21%	22%	14%	19%	19%	20%
Unimportant	(2)	9%	5%	13%	6%	5%	8%	7%	7%	8%	3%	6%	2%	0%	0%	2%	4%
Very unimportant	(1)	13%	12%	14%	11%	19%	13%	14%	15%	13%	19%	21%	8%	6%	3%	12%	15%
- NET: Unimportant	(2,1)	22%	17%	27%	17%	25%	21%	21%	22%	21%	22%	27%	10%	6%	3%	14%	19%
Mean		3.350	3.525	3.259	3.726	3.201	3.581	3.472	3.429	3.874	3.661	3.417	4.028	4.270	4.337	3.923	3.740
Not included in (%) base:																	
Decline to Answer		3	6	1	10	4	6	27	262	1	-	4	2	5	7	18	169
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.13-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Childcare

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		122	-	-	-	-	-	581	5155	32	-	-	-	-	-	206	1769
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	50%	52%	48%	69%	51%	65%	58%	54%	75%	71%	54%	59%	72%	70%	65%	63%
Very important	(5)	30%	35%	26%	44%	29%	43%	36%	34%	40%	35%	30%	36%	48%	57%	40%	39%
Important	(4)	21%	16%	22%	25%	22%	22%	22%	20%	34%	36%	24%	23%	24%	12%	25%	24%
- Neither important nor unimportant	(3)	24%	28%	20%	18%	28%	20%	22%	23%	18%	12%	32%	24%	17%	22%	21%	24%
Unimportant	(2)	10%	4%	13%	4%	2%	6%	6%	6%	5%	3%	4%	6%	7%	0%	4%	5%
Very unimportant	(1)	16%	16%	19%	9%	18%	10%	14%	17%	2%	14%	10%	11%	4%	8%	10%	9%
- NET: Unimportant	(2,1)	26%	21%	32%	13%	20%	15%	20%	23%	7%	17%	13%	17%	11%	8%	14%	14%
Mean		3.383	3.506	3.215	3.904	3.415	3.832	3.600	3.477	4.055	3.750	3.621	3.682	4.054	4.111	3.815	3.788
Not included in (%) base:																	
Decline to Answer		1	3	3	8	8	8	30	277	4	3	2	4	1	5	15	155
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Financial assistance with housing

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		153	-	-	-	-	-	804	7020
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	26%	29%	33%	44%	36%	44%	38%	42%
Very important	(5)	7%	12%	12%	20%	15%	22%	16%	20%
Important	(4)	18%	18%	21%	24%	22%	22%	21%	22%
- Neither important nor unimportant	(3)	38%	35%	35%	33%	34%	27%	33%	29%
Unimportant	(2)	21%	17%	17%	10%	10%	16%	14%	13%
Very unimportant	(1)	15%	19%	15%	13%	19%	14%	16%	15%
- NET: Unimportant	(2,1)	36%	36%	32%	24%	29%	29%	30%	28%
Mean		2.816	2.868	2.981	3.265	3.029	3.235	3.088	3.189
Not included in (%) base:									
Decline to Answer		6	5	4	8	8	3	28	335
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Financial assistance with housing

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		101	-	-	-	-	-	477	4139	52	-	-	-	-	-	327	2881
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	23%	25%	38%	46%	34%	44%	38%	43%	30%	36%	26%	40%	40%	44%	37%	42%
Very important	(5)	7%	9%	13%	22%	14%	20%	16%	20%	8%	15%	11%	16%	16%	25%	17%	21%
Important	(4)	17%	15%	25%	24%	20%	24%	22%	22%	22%	21%	15%	24%	24%	19%	21%	21%
- Neither important nor unimportant	(3)	41%	39%	33%	29%	29%	22%	31%	29%	33%	28%	37%	38%	43%	33%	36%	31%
Unimportant	(2)	19%	19%	13%	12%	9%	19%	14%	13%	24%	15%	24%	8%	11%	11%	13%	13%
Very unimportant	(1)	17%	17%	16%	13%	28%	15%	17%	16%	13%	21%	13%	14%	5%	12%	13%	15%
- NET: Unimportant	(2,1)	36%	36%	29%	25%	36%	34%	31%	29%	37%	36%	37%	21%	17%	23%	27%	28%
Mean		2.778	2.812	3.057	3.297	2.842	3.158	3.052	3.179	2.890	2.948	2.872	3.219	3.343	3.344	3.140	3.203
Not included in (%) base:																	
Decline to Answer		6	4	1	6	4	1	16	213	-	1	3	2	4	2	11	121
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.14-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Financial assistance with housing

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		119	-	-	-	-	-	593	5208	34	-	-	-	-	-	212	1812
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	20%	27%	27%	38%	29%	39%	33%	38%	45%	36%	49%	60%	55%	63%	52%	54%
Very important	(5)	6%	10%	6%	17%	9%	19%	12%	18%	13%	17%	30%	29%	30%	32%	27%	29%
Important	(4)	15%	17%	21%	22%	21%	19%	20%	21%	32%	19%	18%	31%	24%	31%	25%	25%
- Neither important nor unimportant	(3)	36%	34%	37%	35%	34%	27%	34%	30%	45%	37%	30%	26%	35%	25%	31%	29%
Unimportant	(2)	25%	20%	18%	12%	11%	18%	16%	14%	5%	11%	15%	4%	7%	8%	9%	9%
Very unimportant	(1)	18%	20%	18%	14%	25%	17%	18%	18%	5%	17%	6%	10%	4%	4%	9%	8%
- NET: Unimportant	(2,1)	43%	40%	36%	27%	36%	34%	34%	32%	11%	27%	21%	14%	11%	12%	17%	17%
Mean		2.647	2.770	2.786	3.144	2.767	3.070	2.930	3.056	3.413	3.085	3.519	3.653	3.701	3.796	3.529	3.572
Not included in (%) base:																	
Decline to Answer		4	2	2	6	7	2	19	223	2	3	2	2	1	1	9	112
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Stop-the-clock for parental or other family reasons

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		152	-	-	-	-	-	803	7018
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	65%	67%	66%	76%	73%	83%	73%	72%
Very important	(5)	29%	41%	37%	47%	39%	54%	44%	42%
Important	(4)	36%	25%	30%	29%	34%	29%	29%	30%
- Neither important nor unimportant	(3)	22%	16%	19%	15%	18%	8%	15%	17%
Unimportant	(2)	6%	7%	8%	3%	5%	4%	5%	4%
Very unimportant	(1)	7%	10%	8%	7%	4%	4%	7%	7%
- NET: Unimportant	(2,1)	13%	17%	15%	10%	9%	8%	12%	11%
Mean		3.735	3.808	3.801	4.069	3.994	4.249	3.985	3.960
Not included in (%) base:									
Decline to Answer		7	4	5	8	8	4	29	337
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Stop-the-clock for parental or other family reasons

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		100	-	-	-	-	-	473	4118	52	-	-	-	-	-	330	2900
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	57%	57%	58%	73%	62%	78%	66%	65%	80%	80%	78%	80%	92%	91%	83%	81%
Very important	(5)	19%	29%	22%	35%	29%	43%	31%	32%	47%	58%	57%	65%	56%	70%	62%	57%
Important	(4)	38%	28%	36%	39%	33%	36%	35%	34%	32%	21%	21%	14%	35%	21%	22%	25%
- Neither important nor unimportant	(3)	28%	21%	25%	15%	25%	10%	19%	21%	11%	10%	10%	14%	7%	6%	10%	11%
Unimportant	(2)	7%	9%	9%	3%	7%	6%	7%	5%	4%	4%	5%	2%	0%	2%	3%	2%
Very unimportant	(1)	8%	13%	8%	8%	6%	6%	8%	8%	5%	6%	7%	5%	2%	2%	4%	5%
- NET: Unimportant	(2,1)	15%	22%	18%	11%	13%	12%	15%	14%	9%	10%	11%	7%	2%	3%	7%	8%
Mean		3.531	3.510	3.535	3.883	3.717	4.021	3.739	3.751	4.128	4.216	4.175	4.333	4.446	4.565	4.339	4.256
Not included in (%) base:																	
Decline to Answer		7	4	2	7	5	2	21	234	-	-	3	1	3	2	8	103
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.15-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Stop-the-clock for parental or other family reasons

		White Faculty								Faculty of Color							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		118	-	-	-	-	-	591	5213	34	-	-	-	-	-	212	1805
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	64%	67%	68%	75%	75%	84%	74%	71%	70%	65%	60%	78%	70%	82%	71%	74%
Very important	(5)	27%	43%	38%	47%	37%	56%	44%	41%	34%	39%	32%	47%	45%	49%	42%	44%
Important	(4)	36%	25%	30%	28%	38%	28%	29%	30%	36%	27%	28%	31%	25%	33%	29%	30%
- Neither important nor unimportant	(3)	22%	13%	13%	15%	14%	6%	13%	16%	21%	23%	34%	12%	26%	16%	22%	18%
Unimportant	(2)	6%	9%	9%	3%	5%	5%	6%	4%	8%	3%	4%	2%	3%	0%	3%	3%
Very unimportant	(1)	8%	11%	10%	6%	6%	5%	7%	8%	2%	9%	2%	8%	0%	2%	5%	5%
- NET: Unimportant	(2,1)	14%	19%	18%	9%	11%	10%	13%	12%	10%	12%	6%	10%	3%	2%	7%	8%
Mean		3.684	3.796	3.787	4.071	3.942	4.243	3.976	3.926	3.914	3.835	3.837	4.064	4.127	4.269	4.011	4.057
Not included in (%) base:																	
Decline to Answer		5	1	3	6	7	3	20	219	2	3	2	2	1	1	9	118
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-1

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Spousal/partner hiring program

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		153	-	-	-	-	-	798	6996
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	58%	61%	64%	62%	56%	69%	62%	59%
Very important	(5)	33%	39%	38%	32%	29%	42%	36%	33%
Important	(4)	25%	22%	26%	30%	27%	27%	27%	26%
- Neither important nor unimportant	(3)	23%	21%	17%	23%	26%	17%	21%	22%
Unimportant	(2)	9%	6%	8%	6%	5%	6%	6%	6%
Very unimportant	(1)	10%	12%	11%	10%	13%	9%	11%	12%
- NET: Unimportant	(2,1)	19%	18%	19%	15%	18%	14%	17%	19%
Mean		3.627	3.698	3.731	3.694	3.551	3.880	3.708	3.614
Not included in (%) base:									
Decline to Answer		6	6	3	9	8	8	34	358
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-2

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Spousal/partner hiring program

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		102	-	-	-	-	-	473	4122	51	-	-	-	-	-	325	2874
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	52%	60%	62%	62%	47%	66%	59%	58%	71%	63%	67%	62%	72%	73%	67%	60%
Very important	(5)	29%	31%	34%	27%	23%	36%	30%	29%	41%	48%	46%	39%	41%	50%	44%	39%
Important	(4)	23%	28%	29%	35%	25%	30%	30%	29%	30%	15%	22%	23%	32%	23%	23%	21%
- Neither important nor unimportant	(3)	30%	25%	16%	20%	30%	15%	21%	23%	11%	16%	18%	26%	18%	19%	20%	22%
Unimportant	(2)	7%	6%	8%	7%	6%	7%	7%	7%	13%	5%	8%	3%	4%	3%	5%	6%
Very unimportant	(1)	12%	9%	14%	11%	16%	11%	12%	12%	6%	16%	7%	8%	6%	5%	8%	12%
- NET: Unimportant	(2,1)	18%	16%	22%	18%	23%	19%	19%	19%	19%	21%	14%	11%	9%	8%	13%	18%
Mean		3.507	3.664	3.601	3.603	3.305	3.717	3.576	3.564	3.868	3.744	3.919	3.824	3.977	4.102	3.901	3.685
Not included in (%) base:																	
Decline to Answer		5	5	-	7	3	5	20	230	1	1	3	2	5	3	13	128
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34a.16-3

IV. Policies and Practices

Q34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant each would be to your success.

Spousal/partner hiring program

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		119	-	-	-	-	-	589	5200	33	-	-	-	-	-	209	1796
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Important	(5,4)	54%	52%	61%	60%	49%	67%	58%	55%	72%	82%	74%	68%	76%	76%	75%	69%
Very important	(5)	30%	32%	34%	31%	26%	41%	33%	30%	42%	53%	50%	36%	37%	46%	44%	42%
Important	(4)	24%	20%	27%	30%	23%	26%	25%	25%	30%	28%	23%	32%	39%	30%	30%	27%
- Neither important nor unimportant	(3)	24%	28%	17%	23%	29%	16%	22%	23%	22%	6%	18%	21%	18%	21%	16%	19%
Unimportant	(2)	10%	7%	8%	7%	7%	7%	7%	7%	6%	3%	6%	2%	1%	0%	2%	5%
Very unimportant	(1)	12%	13%	14%	9%	15%	10%	12%	14%	0%	9%	2%	10%	6%	3%	7%	7%
- NET: Unimportant	(2,1)	22%	20%	23%	16%	22%	18%	19%	21%	6%	12%	8%	12%	7%	3%	9%	12%
Mean		3.499	3.496	3.586	3.659	3.377	3.798	3.592	3.503	4.089	4.135	4.138	3.808	3.998	4.165	4.037	3.933
Not included in (%) base:																	
Decline to Answer		4	3	1	6	7	5	22	231	3	3	2	3	1	3	12	127
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Formal mentoring program for junior faculty

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		110 100%	- 100%	- 100%	- 100%	- 100%	- 100%	644 100%	5623 100%
- NET: Effective	(5,4)	30%	42%	36%	39%	53%	38%	41%	40%
Very effective	(5)	2%	7%	11%	17%	16%	10%	12%	11%
Effective	(4)	27%	35%	26%	22%	36%	28%	29%	29%
- Neither effective nor ineffective	(3)	33%	22%	29%	18%	16%	17%	21%	20%
Ineffective	(2)	25%	28%	19%	18%	14%	17%	19%	20%
Very ineffective	(1)	12%	8%	15%	25%	17%	28%	19%	21%
- NET: Ineffective	(2,1)	37%	36%	35%	43%	32%	45%	38%	40%
Mean		2.825	3.040	2.968	2.870	3.205	2.762	2.964	2.895
Not included in (%) base:									
Decline to Answer		3	6	3	8	7	2	26	251
Not offered at my institution		34	24	12	-	-	-	36	470
I don't know/Not applicable		13	18	7	56	20	24	125	1011

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Formal mentoring program for junior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		76	-	-	-	-	-	386	3342	33	-	-	-	-	-	258	2280
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	28%	34%	28%	35%	52%	34%	37%	37%	32%	55%	47%	43%	55%	45%	48%	43%
Very effective	(5)	1%	5%	7%	13%	17%	6%	10%	10%	6%	9%	16%	21%	16%	16%	16%	12%
Effective	(4)	27%	29%	22%	22%	35%	28%	27%	27%	26%	46%	31%	22%	39%	28%	32%	31%
- Neither effective nor ineffective	(3)	40%	24%	33%	24%	18%	23%	24%	23%	18%	20%	23%	10%	11%	9%	15%	15%
Ineffective	(2)	21%	33%	21%	18%	11%	16%	20%	19%	33%	18%	17%	18%	21%	19%	18%	21%
Very ineffective	(1)	10%	9%	17%	23%	20%	28%	19%	21%	18%	7%	13%	28%	13%	27%	19%	21%
- NET: Ineffective	(2,1)	31%	42%	38%	41%	30%	43%	39%	40%	50%	25%	30%	46%	34%	46%	37%	42%
Mean		2.878	2.882	2.799	2.843	3.183	2.678	2.880	2.872	2.704	3.324	3.202	2.907	3.243	2.876	3.089	2.929
Not included in (%) base:																	
Decline to Answer		3	4	-	7	3	1	16	162	-	1	3	1	4	1	11	89
Not offered at my institution		19	7	10	-	-	-	16	247	15	17	3	-	-	-	20	223
I don't know/Not applicable		8	11	3	35	12	14	76	601	4	7	3	22	8	10	50	410

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.1-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Formal mentoring program for junior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		86	-	-	-	-	-	465	4081	24	-	-	-	-	-	179	1542
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	30%	42%	38%	36%	49%	36%	40%	37%	30%	42%	31%	47%	62%	44%	45%	46%
Very effective	(5)	2%	9%	10%	14%	11%	10%	11%	10%	3%	2%	13%	25%	30%	12%	16%	14%
Effective	(4)	27%	32%	29%	22%	38%	27%	29%	27%	27%	40%	18%	22%	32%	32%	28%	32%
- Neither effective nor ineffective	(3)	32%	18%	28%	19%	15%	14%	19%	19%	39%	30%	32%	16%	18%	27%	25%	22%
Ineffective	(2)	23%	31%	18%	21%	16%	19%	20%	21%	31%	22%	24%	11%	11%	9%	16%	15%
Very ineffective	(1)	16%	10%	16%	25%	20%	30%	21%	22%	0%	6%	14%	26%	8%	20%	14%	17%
- NET: Ineffective	(2,1)	39%	41%	34%	45%	36%	49%	41%	43%	31%	28%	37%	37%	20%	29%	31%	32%
Mean		2.773	3.010	2.984	2.793	3.043	2.666	2.889	2.815	3.018	3.092	2.929	3.101	3.648	3.078	3.157	3.106
Not included in (%) base:																	
Decline to Answer		1	3	3	5	6	1	17	162	2	3	1	3	1	1	9	89
Not offered at my institution		28	22	11	-	-	-	33	386	5	2	1	-	-	-	3	83
I don't know/Not applicable		8	13	5	46	13	19	96	802	5	5	2	11	7	5	29	209

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Informal mentoring

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		140	-	-	-	-	-	770	6696
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	52%	60%	51%	70%	76%	67%	65%	62%
Very effective	(5)	13%	15%	16%	28%	31%	31%	24%	23%
Effective	(4)	39%	45%	35%	42%	45%	36%	41%	39%
- Neither effective nor ineffective	(3)	27%	25%	27%	11%	8%	13%	16%	16%
Ineffective	(2)	13%	9%	14%	10%	12%	12%	11%	12%
Very ineffective	(1)	8%	6%	9%	9%	5%	8%	7%	9%
- NET: Ineffective	(2,1)	21%	15%	22%	19%	17%	20%	19%	22%
Mean		3.350	3.550	3.363	3.697	3.846	3.699	3.634	3.546
Not included in (%) base:									
Decline to Answer		3	3	3	8	7	2	23	253
Not offered at my institution		7	4	4	-	-	-	7	118
I don't know/Not applicable		9	12	7	9	3	1	31	287

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Informal mentoring

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		91	-	-	-	-	-	457	3963	49	-	-	-	-	-	313	2734
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	47%	59%	43%	69%	76%	63%	63%	61%	59%	62%	63%	71%	74%	73%	69%	64%
Very effective	(5)	9%	14%	10%	29%	31%	28%	23%	22%	20%	17%	25%	26%	31%	35%	27%	26%
Effective	(4)	38%	45%	33%	40%	46%	35%	40%	39%	40%	45%	38%	45%	43%	38%	42%	39%
- Neither effective nor ineffective	(3)	29%	27%	35%	13%	7%	12%	18%	18%	24%	22%	15%	9%	9%	14%	14%	13%
Ineffective	(2)	19%	12%	15%	12%	11%	17%	13%	12%	4%	6%	12%	8%	13%	6%	9%	12%
Very ineffective	(1)	5%	2%	8%	7%	6%	8%	6%	9%	13%	10%	10%	11%	4%	7%	9%	10%
- NET: Ineffective	(2,1)	24%	14%	23%	19%	17%	25%	20%	21%	16%	16%	22%	20%	16%	13%	18%	22%
Mean		3.271	3.564	3.223	3.723	3.843	3.569	3.596	3.522	3.496	3.531	3.560	3.661	3.853	3.879	3.690	3.582
Not included in (%) base:																	
Decline to Answer		3	2	1	7	3	1	14	164	-	1	2	1	4	1	9	89
Not offered at my institution		6	2	3	-	-	-	5	65	1	2	1	-	-	-	3	53
I don't know/Not applicable		7	8	3	4	1	1	17	160	2	4	3	5	2	-	14	127

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.2-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Informal mentoring

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		111	-	-	-	-	-	570	4965	29	-	-	-	-	-	200	1732
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	50%	61%	49%	67%	72%	70%	64%	62%	56%	59%	57%	79%	85%	58%	68%	62%
Very effective	(5)	13%	18%	15%	25%	29%	33%	24%	24%	11%	10%	20%	37%	36%	22%	25%	23%
Effective	(4)	37%	43%	34%	42%	43%	36%	40%	39%	44%	49%	37%	42%	49%	37%	43%	39%
- Neither effective nor ineffective	(3)	29%	24%	28%	13%	9%	10%	16%	16%	19%	27%	23%	5%	4%	23%	16%	18%
Ineffective	(2)	12%	9%	15%	13%	12%	14%	13%	13%	20%	10%	9%	2%	11%	7%	8%	11%
Very ineffective	(1)	9%	7%	8%	7%	7%	7%	7%	9%	5%	3%	10%	14%	0%	12%	8%	9%
- NET: Ineffective	(2,1)	20%	16%	23%	20%	19%	21%	20%	22%	25%	14%	20%	16%	11%	19%	16%	20%
Mean		3.344	3.561	3.326	3.648	3.750	3.758	3.611	3.546	3.370	3.528	3.469	3.861	4.101	3.495	3.700	3.548
Not included in (%) base:																	
Decline to Answer		1	2	2	5	6	1	15	167	2	1	1	3	1	1	8	86
Not offered at my institution		6	4	3	-	-	-	7	97	1	-	1	-	-	-	1	21
I don't know/Not applicable		6	6	4	7	2	-	19	202	3	5	3	2	1	1	12	85

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		150	-	-	-	-	-	741	6597
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	66%	68%	65%	58%	61%	51%	61%	61%
Very effective	(5)	16%	22%	12%	17%	22%	14%	17%	19%
Effective	(4)	50%	46%	53%	40%	40%	37%	43%	41%
- Neither effective nor ineffective	(3)	21%	17%	20%	18%	20%	18%	18%	18%
Ineffective	(2)	10%	11%	11%	12%	14%	14%	12%	12%
Very ineffective	(1)	3%	4%	4%	13%	5%	17%	8%	9%
- NET: Ineffective	(2,1)	13%	15%	15%	25%	18%	31%	21%	21%
Mean		3.659	3.704	3.573	3.377	3.598	3.172	3.487	3.500
Not included in (%) base:									
Decline to Answer		3	3	4	8	7	2	24	265
Not offered at my institution		-	1	-	-	-	-	1	34
I don't know/Not applicable		6	13	2	24	6	21	66	458

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		103	-	-	-	-	-	437	3865	47	-	-	-	-	-	304	2731
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	61%	67%	64%	52%	57%	41%	56%	59%	77%	69%	67%	66%	68%	66%	67%	64%
Very effective	(5)	15%	20%	10%	12%	19%	9%	14%	17%	19%	24%	15%	25%	26%	22%	22%	22%
Effective	(4)	46%	47%	54%	40%	38%	33%	43%	41%	58%	45%	52%	41%	42%	44%	45%	42%
- Neither effective nor ineffective	(3)	24%	22%	23%	22%	24%	25%	23%	20%	13%	11%	15%	12%	15%	8%	12%	15%
Ineffective	(2)	13%	9%	10%	16%	14%	14%	13%	13%	4%	14%	13%	7%	14%	14%	12%	12%
Very ineffective	(1)	2%	2%	4%	11%	5%	20%	8%	9%	6%	6%	5%	15%	4%	13%	9%	9%
- NET: Ineffective	(2,1)	14%	11%	13%	27%	19%	34%	21%	21%	10%	20%	18%	22%	17%	26%	21%	21%
Mean		3.597	3.727	3.567	3.265	3.515	2.968	3.411	3.458	3.796	3.673	3.581	3.524	3.734	3.490	3.596	3.561
Not included in (%) base:																	
Decline to Answer		3	3	1	7	3	1	15	171	-	-	3	1	4	1	8	95
Not offered at my institution		-	1	-	-	-	-	1	22	-	-	-	-	-	-	-	13
I don't know/Not applicable		1	8	2	17	6	8	41	295	5	5	-	7	1	12	26	163

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.3-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Periodic, formal performance reviews for junior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		119	-	-	-	-	-	543	4878	31	-	-	-	-	-	198	1718
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	62%	70%	63%	57%	54%	47%	58%	60%	82%	63%	71%	58%	81%	65%	67%	64%
Very effective	(5)	15%	25%	11%	17%	13%	12%	15%	18%	21%	15%	15%	20%	44%	19%	22%	22%
Effective	(4)	47%	45%	52%	41%	41%	35%	43%	41%	61%	48%	56%	38%	38%	46%	45%	43%
- Neither effective nor ineffective	(3)	22%	15%	20%	18%	23%	17%	19%	18%	14%	21%	18%	16%	13%	22%	18%	19%
Ineffective	(2)	12%	10%	12%	13%	17%	16%	14%	14%	4%	14%	8%	11%	4%	5%	9%	9%
Very ineffective	(1)	4%	5%	5%	12%	6%	19%	9%	9%	0%	2%	3%	15%	1%	8%	6%	8%
- NET: Ineffective	(2,1)	16%	15%	17%	24%	23%	36%	23%	23%	4%	16%	11%	26%	5%	13%	15%	17%
Mean		3.570	3.754	3.516	3.379	3.375	3.050	3.412	3.461	4.000	3.607	3.724	3.368	4.191	3.632	3.692	3.612
Not included in (%) base:																	
Decline to Answer		1	3	3	5	6	1	18	175	2	-	1	3	1	1	6	90
Not offered at my institution		-	1	-	-	-	-	1	25	-	-	-	-	-	-	-	9
I don't know/Not applicable		4	10	2	19	4	14	49	352	2	3	-	5	2	7	17	106

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		147	-	-	-	-	-	676	6273
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	62%	63%	53%	45%	57%	41%	52%	57%
Very effective	(5)	15%	17%	10%	14%	20%	14%	15%	18%
Effective	(4)	47%	46%	43%	31%	38%	27%	37%	39%
- Neither effective nor ineffective	(3)	22%	26%	29%	22%	21%	21%	24%	20%
Ineffective	(2)	12%	6%	10%	15%	11%	15%	12%	13%
Very ineffective	(1)	4%	5%	7%	17%	10%	23%	12%	10%
- NET: Ineffective	(2,1)	16%	11%	17%	33%	21%	38%	24%	23%
Mean		3.568	3.640	3.390	3.094	3.453	2.933	3.308	3.413
Not included in (%) base:									
Decline to Answer		3	3	3	9	7	3	25	282
Not offered at my institution		-	3	1	-	-	-	4	108
I don't know/Not applicable		9	19	7	40	20	42	127	692

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		101	-	-	-	-	-	406	3706	46	-	-	-	-	-	270	2567
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	58%	65%	44%	38%	51%	32%	46%	55%	70%	59%	68%	55%	68%	57%	61%	60%
Very effective	(5)	16%	19%	9%	8%	16%	10%	12%	16%	12%	14%	13%	22%	25%	20%	19%	20%
Effective	(4)	42%	46%	35%	29%	35%	21%	34%	39%	58%	46%	55%	33%	43%	36%	43%	40%
- Neither effective nor ineffective	(3)	26%	29%	38%	28%	28%	29%	30%	22%	15%	23%	16%	15%	10%	8%	15%	17%
Ineffective	(2)	14%	4%	10%	19%	9%	17%	12%	13%	8%	9%	11%	11%	14%	13%	11%	13%
Very ineffective	(1)	3%	2%	9%	16%	12%	23%	12%	11%	6%	8%	6%	19%	8%	23%	12%	10%
- NET: Ineffective	(2,1)	16%	6%	18%	35%	21%	40%	24%	23%	15%	18%	16%	29%	22%	36%	24%	23%
Mean		3.548	3.757	3.254	2.948	3.345	2.790	3.221	3.371	3.613	3.475	3.586	3.295	3.632	3.180	3.440	3.474
Not included in (%) base:																	
Decline to Answer		3	3	1	8	3	1	17	181	-	-	2	1	4	2	9	100
Not offered at my institution		-	1	-	-	-	-	1	57	-	2	1	-	-	-	3	51
I don't know/Not applicable		3	11	3	24	13	20	70	408	6	8	3	16	7	22	57	283

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.4-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Written summary of periodic performance reviews for junior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		116	-	-	-	-	-	491	4625	31	-	-	-	-	-	185	1648
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	58%	66%	50%	46%	51%	40%	50%	56%	78%	57%	63%	42%	71%	46%	57%	61%
Very effective	(5)	14%	17%	10%	15%	12%	11%	13%	17%	20%	16%	11%	13%	37%	25%	19%	20%
Effective	(4)	44%	48%	40%	31%	40%	28%	37%	39%	58%	42%	51%	29%	34%	21%	37%	41%
- Neither effective nor ineffective	(3)	24%	20%	30%	23%	22%	16%	23%	19%	17%	38%	26%	20%	21%	41%	28%	21%
Ineffective	(2)	14%	7%	11%	14%	14%	19%	13%	14%	6%	3%	7%	19%	4%	0%	8%	10%
Very ineffective	(1)	5%	6%	8%	17%	13%	25%	14%	11%	0%	2%	5%	18%	4%	13%	8%	9%
- NET: Ineffective	(2,1)	19%	14%	20%	31%	27%	44%	27%	25%	6%	5%	11%	38%	8%	13%	15%	19%
Mean		3.474	3.631	3.318	3.127	3.232	2.818	3.226	3.371	3.916	3.656	3.577	2.990	3.961	3.435	3.528	3.531
Not included in (%) base:																	
Decline to Answer		1	2	2	6	6	1	17	190	2	1	1	3	1	2	9	92
Not offered at my institution		-	3	1	-	-	-	4	86	-	-	-	-	-	-	-	22
I don't know/Not applicable		7	16	6	32	17	30	100	531	2	3	1	8	2	13	27	161

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		135	-	-	-	-	-	639	5717
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	34%	28%	31%	33%	30%	26%	30%	31%
Very effective	(5)	6%	6%	5%	9%	10%	5%	7%	8%
Effective	(4)	28%	23%	26%	23%	20%	21%	23%	23%
- Neither effective nor ineffective	(3)	28%	29%	25%	25%	24%	24%	26%	24%
Ineffective	(2)	21%	27%	23%	19%	23%	23%	23%	22%
Very ineffective	(1)	16%	15%	20%	24%	23%	26%	21%	23%
- NET: Ineffective	(2,1)	38%	43%	43%	42%	46%	50%	44%	45%
Mean		2.867	2.759	2.730	2.762	2.723	2.550	2.714	2.701
Not included in (%) base:									
Decline to Answer		4	3	4	10	8	3	29	307
Not offered at my institution		4	5	10	-	-	-	15	150
I don't know/Not applicable		16	23	9	52	23	42	149	1181

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		88	-	-	-	-	-	383	3414	47	-	-	-	-	-	255	2303
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	37%	32%	29%	32%	25%	23%	28%	30%	28%	23%	35%	34%	41%	31%	33%	31%
Very effective	(5)	7%	4%	4%	9%	6%	5%	6%	8%	6%	8%	6%	10%	17%	5%	9%	8%
Effective	(4)	31%	28%	25%	23%	19%	18%	23%	23%	22%	16%	29%	25%	23%	26%	24%	23%
- Neither effective nor ineffective	(3)	31%	26%	23%	26%	29%	28%	26%	27%	23%	34%	29%	24%	16%	18%	25%	21%
Ineffective	(2)	15%	28%	26%	18%	24%	23%	24%	21%	34%	26%	20%	19%	20%	24%	22%	23%
Very ineffective	(1)	17%	14%	22%	24%	22%	26%	22%	22%	15%	17%	17%	23%	24%	27%	21%	25%
- NET: Ineffective	(2,1)	32%	42%	48%	43%	47%	49%	46%	43%	48%	43%	36%	41%	44%	51%	42%	48%
Mean		2.948	2.795	2.624	2.736	2.623	2.535	2.670	2.723	2.716	2.710	2.872	2.800	2.907	2.574	2.781	2.669
Not included in (%) base:																	
Decline to Answer		4	2	2	8	3	2	18	203	-	1	2	2	5	1	11	104
Not offered at my institution		4	2	8	-	-	-	10	87	-	4	2	-	-	-	5	63
I don't know/Not applicable		11	15	4	29	13	21	82	649	5	8	5	23	10	21	67	532

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.5-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance in obtaining externally funded grants

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		106	-	-	-	-	-	462	4152	29	-	-	-	-	-	177	1565
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	35%	23%	32%	29%	30%	24%	28%	29%	31%	38%	29%	42%	31%	34%	36%	35%
Very effective	(5)	6%	0%	3%	6%	7%	4%	4%	7%	6%	15%	12%	18%	17%	11%	15%	10%
Effective	(4)	29%	23%	29%	23%	23%	21%	24%	22%	24%	24%	17%	24%	14%	24%	20%	25%
- Neither effective nor ineffective	(3)	24%	35%	27%	28%	18%	22%	26%	24%	43%	19%	21%	18%	37%	34%	24%	25%
Ineffective	(2)	23%	23%	21%	18%	25%	25%	22%	22%	15%	34%	32%	20%	19%	16%	25%	21%
Very ineffective	(1)	18%	19%	20%	25%	27%	29%	24%	25%	11%	9%	18%	20%	13%	16%	15%	19%
- NET: Ineffective	(2,1)	41%	42%	41%	43%	51%	54%	46%	47%	27%	43%	51%	40%	32%	32%	40%	40%
Mean		2.834	2.613	2.733	2.671	2.591	2.451	2.623	2.641	2.989	3.009	2.720	3.008	3.029	2.969	2.955	2.862
Not included in (%) base:																	
Decline to Answer		2	2	2	7	6	2	19	210	2	1	2	3	2	1	10	97
Not offered at my institution		3	5	3	-	-	-	8	112	1	-	7	-	-	-	7	38
I don't know/Not applicable		13	20	7	45	20	29	122	958	3	3	2	7	3	13	28	223

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance for improving teaching

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		134	-	-	-	-	-	653	5734
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	68%	58%	29%	37%	48%	57%	45%	47%
Very effective	(5)	15%	12%	4%	9%	18%	22%	12%	13%
Effective	(4)	53%	46%	25%	28%	30%	35%	32%	34%
- Neither effective nor ineffective	(3)	26%	28%	46%	39%	33%	27%	35%	32%
Ineffective	(2)	5%	11%	18%	13%	8%	11%	12%	12%
Very ineffective	(1)	1%	3%	7%	11%	11%	5%	8%	8%
- NET: Ineffective	(2,1)	6%	14%	25%	24%	19%	17%	20%	20%
Mean		3.760	3.527	3.016	3.108	3.347	3.569	3.292	3.320
Not included in (%) base:									
Decline to Answer		6	6	4	8	7	5	30	294
Not offered at my institution		4	3	6	-	-	-	8	114
I don't know/Not applicable		14	22	24	42	23	30	141	1212

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance for improving teaching

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		87	-	-	-	-	-	380	3399	47	-	-	-	-	-	273	2336
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	66%	56%	32%	38%	45%	47%	43%	45%	73%	60%	26%	36%	51%	70%	48%	51%
Very effective	(5)	14%	11%	1%	7%	15%	14%	9%	11%	17%	14%	8%	12%	22%	33%	17%	16%
Effective	(4)	52%	45%	30%	31%	30%	33%	34%	34%	56%	46%	18%	24%	30%	37%	31%	35%
- Neither effective nor ineffective	(3)	29%	30%	45%	36%	31%	32%	35%	35%	21%	25%	46%	41%	37%	19%	34%	29%
Ineffective	(2)	3%	14%	16%	17%	10%	14%	14%	12%	7%	8%	21%	8%	4%	7%	10%	12%
Very ineffective	(1)	2%	0%	7%	9%	14%	7%	7%	8%	0%	7%	7%	14%	7%	4%	8%	8%
- NET: Ineffective	(2,1)	5%	14%	23%	26%	24%	21%	22%	20%	7%	15%	28%	23%	11%	11%	18%	20%
Mean		3.722	3.529	3.030	3.104	3.233	3.337	3.232	3.272	3.831	3.524	2.996	3.112	3.554	3.878	3.377	3.390
Not included in (%) base:																	
Decline to Answer		5	6	1	7	3	3	20	197	1	-	3	1	4	2	9	96
Not offered at my institution		3	2	2	-	-	-	4	57	1	1	3	-	-	-	4	58
I don't know/Not applicable		12	15	14	29	13	18	89	700	3	7	10	13	10	12	52	513

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.6-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Professional assistance for improving teaching

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		104	-	-	-	-	-	468	4156	30	-	-	-	-	-	185	1578
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	66%	69%	34%	38%	44%	58%	48%	47%	76%	36%	20%	33%	56%	53%	38%	49%
Very effective	(5)	13%	16%	4%	10%	13%	23%	13%	12%	21%	4%	4%	7%	27%	18%	11%	14%
Effective	(4)	53%	52%	30%	28%	30%	35%	34%	34%	55%	32%	16%	27%	30%	35%	27%	35%
- Neither effective nor ineffective	(3)	29%	21%	39%	38%	33%	26%	32%	32%	14%	42%	61%	39%	34%	29%	42%	32%
Ineffective	(2)	4%	8%	20%	13%	9%	10%	12%	12%	7%	18%	14%	14%	6%	15%	13%	11%
Very ineffective	(1)	1%	3%	8%	10%	15%	6%	9%	8%	2%	3%	5%	14%	3%	3%	6%	7%
- NET: Ineffective	(2,1)	5%	11%	27%	23%	23%	16%	20%	21%	10%	21%	19%	28%	10%	18%	20%	19%
Mean		3.735	3.709	3.027	3.152	3.190	3.587	3.317	3.300	3.844	3.155	2.993	2.986	3.699	3.499	3.230	3.373
Not included in (%) base:																	
Decline to Answer		4	3	1	5	6	3	18	199	2	3	3	3	1	2	12	94
Not offered at my institution		2	2	4	-	-	-	6	75	2	1	1	-	-	-	2	39
I don't know/Not applicable		14	17	23	38	20	21	119	1000	1	5	1	4	3	9	22	212

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Travel funds to present papers or conduct research

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		141	-	-	-	-	-	708	6492
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	55%	49%	61%	55%	57%	68%	58%	60%
Very effective	(5)	9%	11%	20%	24%	21%	28%	21%	25%
Effective	(4)	47%	37%	41%	31%	36%	40%	37%	35%
- Neither effective nor ineffective	(3)	23%	19%	16%	18%	14%	10%	16%	14%
Ineffective	(2)	12%	24%	15%	15%	12%	10%	15%	14%
Very ineffective	(1)	9%	8%	8%	12%	17%	13%	11%	12%
- NET: Ineffective	(2,1)	21%	33%	23%	27%	29%	22%	27%	26%
Mean		3.337	3.188	3.499	3.406	3.323	3.606	3.405	3.471
Not included in (%) base:									
Decline to Answer		3	4	3	8	7	2	24	257
Not offered at my institution		10	6	6	-	-	-	12	101
I don't know/Not applicable		4	10	4	30	26	18	88	505

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Travel funds to present papers or conduct research

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		90	-	-	-	-	-	414	3787	51	-	-	-	-	-	294	2705
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	53%	47%	59%	51%	54%	69%	55%	58%	61%	51%	64%	60%	63%	66%	61%	63%
Very effective	(5)	11%	10%	18%	23%	20%	25%	19%	23%	6%	12%	23%	25%	24%	32%	23%	28%
Effective	(4)	42%	36%	42%	28%	34%	44%	36%	36%	55%	39%	41%	35%	39%	34%	38%	35%
- Neither effective nor ineffective	(3)	23%	19%	20%	17%	15%	10%	17%	16%	23%	18%	10%	20%	12%	10%	15%	10%
Ineffective	(2)	15%	26%	14%	18%	15%	6%	16%	14%	8%	22%	16%	12%	7%	14%	14%	15%
Very ineffective	(1)	9%	8%	7%	14%	17%	15%	12%	12%	9%	8%	11%	8%	18%	10%	10%	12%
- NET: Ineffective	(2,1)	24%	34%	21%	32%	32%	21%	28%	25%	17%	31%	26%	20%	25%	24%	25%	27%
Mean		3.298	3.145	3.493	3.283	3.251	3.576	3.344	3.442	3.405	3.246	3.508	3.581	3.444	3.645	3.491	3.513
Not included in (%) base:																	
Decline to Answer		3	4	-	7	3	1	15	174	-	-	3	1	4	1	8	83
Not offered at my institution		9	3	5	-	-	-	8	61	1	4	1	-	-	-	4	40
I don't know/Not applicable		4	8	2	17	17	13	57	330	-	3	2	13	9	5	31	175

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.7-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Travel funds to present papers or conduct research

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		111	-	-	-	-	-	512	4778	31	-	-	-	-	-	196	1714
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	57%	53%	65%	57%	58%	65%	59%	60%	51%	39%	51%	50%	55%	77%	53%	60%
Very effective	(5)	11%	12%	21%	26%	23%	24%	22%	25%	2%	9%	18%	17%	18%	39%	19%	25%
Effective	(4)	46%	41%	44%	30%	35%	40%	38%	36%	49%	30%	33%	33%	37%	38%	34%	35%
- Neither effective nor ineffective	(3)	21%	15%	14%	18%	10%	11%	14%	13%	30%	27%	20%	21%	22%	6%	20%	16%
Ineffective	(2)	14%	23%	15%	15%	12%	10%	15%	15%	6%	27%	13%	17%	13%	10%	17%	14%
Very ineffective	(1)	8%	9%	6%	11%	20%	15%	12%	12%	13%	7%	16%	13%	10%	6%	10%	11%
- NET: Ineffective	(2,1)	22%	32%	21%	26%	32%	24%	27%	27%	19%	34%	29%	29%	23%	16%	27%	24%
Mean		3.372	3.240	3.587	3.461	3.290	3.495	3.428	3.463	3.211	3.080	3.241	3.245	3.394	3.945	3.346	3.494
Not included in (%) base:																	
Decline to Answer		1	1	1	5	6	1	14	171	2	3	2	3	1	1	10	86
Not offered at my institution		9	5	2	-	-	-	7	79	1	1	4	-	-	-	5	21
I don't know/Not applicable		3	7	4	27	23	16	78	403	1	3	-	3	3	1	10	102

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid research leave during the pre-tenure period

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		77	-	-	-	-	-	465	4121
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	28%	46%	54%	54%	37%	63%	52%	43%
Very effective	(5)	8%	17%	23%	34%	16%	46%	29%	22%
Effective	(4)	21%	28%	31%	19%	21%	17%	23%	20%
- Neither effective nor ineffective	(3)	34%	24%	15%	26%	24%	21%	22%	24%
Ineffective	(2)	23%	20%	15%	6%	10%	4%	10%	12%
Very ineffective	(1)	15%	11%	16%	14%	29%	13%	16%	21%
- NET: Ineffective	(2,1)	38%	31%	30%	21%	39%	16%	26%	33%
Mean		2.829	3.218	3.313	3.527	2.845	3.793	3.383	3.108
Not included in (%) base:									
Decline to Answer		4	5	4	8	9	6	32	353
Not offered at my institution		42	32	39	-	-	-	72	713
I don't know/Not applicable		36	51	30	66	66	49	263	2168

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid research leave during the pre-tenure period

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		55	-	-	-	-	-	273	2462	21	-	-	-	-	-	192	1658
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	28%	35%	48%	51%	40%	53%	47%	39%	28%	58%	65%	57%	31%	77%	58%	48%
Very effective	(5)	9%	18%	13%	29%	19%	37%	24%	20%	5%	16%	43%	41%	11%	59%	36%	27%
Effective	(4)	20%	17%	36%	22%	21%	16%	23%	20%	23%	42%	22%	16%	21%	18%	22%	21%
- Neither effective nor ineffective	(3)	34%	29%	19%	29%	27%	29%	26%	28%	32%	18%	8%	21%	20%	10%	16%	18%
Ineffective	(2)	23%	29%	15%	10%	8%	4%	12%	12%	23%	11%	14%	2%	14%	3%	7%	12%
Very ineffective	(1)	14%	8%	17%	10%	25%	14%	15%	20%	17%	13%	13%	20%	35%	10%	18%	22%
- NET: Ineffective	(2,1)	37%	37%	33%	20%	33%	19%	27%	32%	40%	24%	27%	22%	49%	12%	25%	34%
Mean		2.858	3.085	3.111	3.503	3.014	3.564	3.297	3.062	2.754	3.364	3.684	3.558	2.583	4.140	3.504	3.176
Not included in (%) base:																	
Decline to Answer		3	5	1	7	6	3	22	234	1	-	3	1	4	3	10	119
Not offered at my institution		21	15	18	-	-	-	33	361	21	17	21	-	-	-	39	352
I don't know/Not applicable		28	36	17	42	42	27	165	1294	9	15	13	24	24	22	98	874

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.8-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid research leave during the pre-tenure period

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		59	-	-	-	-	-	332	2956	18	-	-	-	-	-	134	1165
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	25%	48%	55%	58%	38%	60%	53%	43%	39%	42%	53%	41%	33%	70%	47%	42%
Very effective	(5)	5%	17%	21%	37%	16%	43%	29%	23%	16%	18%	28%	26%	14%	53%	28%	21%
Effective	(4)	20%	31%	34%	21%	22%	17%	24%	20%	22%	24%	25%	15%	19%	17%	20%	21%
- Neither effective nor ineffective	(3)	33%	19%	9%	25%	22%	23%	21%	23%	35%	32%	28%	27%	29%	16%	26%	28%
Ineffective	(2)	27%	19%	19%	6%	10%	5%	11%	12%	12%	22%	4%	6%	11%	0%	8%	12%
Very ineffective	(1)	15%	15%	16%	11%	30%	12%	15%	22%	14%	3%	15%	26%	27%	15%	18%	18%
- NET: Ineffective	(2,1)	42%	33%	36%	17%	40%	17%	26%	34%	27%	26%	19%	32%	38%	15%	26%	30%
Mean		2.733	3.165	3.246	3.666	2.856	3.744	3.413	3.097	3.142	3.314	3.465	3.086	2.822	3.927	3.307	3.137
Not included in (%) base:																	
Decline to Answer		2	1	1	5	7	4	18	238	2	4	3	3	2	2	15	115
Not offered at my institution		33	29	31	-	-	-	60	570	8	4	8	-	-	-	12	143
I don't know/Not applicable		29	33	24	52	51	42	202	1668	7	18	6	15	15	7	60	500

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid personal leave during the pre-tenure period

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		72 100%	- 100%	- 100%	- 100%	- 100%	- 100%	381 100%	3371 100%
- NET: Effective	(5,4)	32%	61%	41%	28%	27%	39%	39%	33%
Very effective	(5)	8%	19%	6%	15%	8%	16%	13%	13%
Effective	(4)	24%	42%	35%	12%	19%	23%	26%	20%
- Neither effective nor ineffective	(3)	52%	25%	45%	47%	34%	36%	38%	41%
Ineffective	(2)	8%	9%	7%	7%	6%	7%	7%	10%
Very ineffective	(1)	8%	5%	7%	18%	34%	19%	16%	17%
- NET: Ineffective	(2,1)	16%	14%	14%	25%	39%	26%	23%	27%
Mean		3.167	3.608	3.265	2.990	2.613	3.097	3.122	3.013
Not included in (%) base:									
Decline to Answer		4	8	5	11	9	3	37	396
Not offered at my institution		21	9	11	-	-	-	19	286
I don't know/Not applicable		62	70	63	110	79	73	395	3301

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid personal leave during the pre-tenure period

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		50	-	-	-	-	-	223	1990	21	-	-	-	-	-	158	1382
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	32%	58%	33%	26%	19%	27%	32%	28%	32%	65%	53%	29%	37%	58%	47%	39%
Very effective	(5)	4%	15%	2%	7%	0%	12%	7%	9%	18%	24%	12%	27%	17%	23%	21%	18%
Effective	(4)	29%	43%	31%	19%	19%	16%	25%	19%	14%	41%	41%	2%	19%	35%	27%	21%
- Neither effective nor ineffective	(3)	54%	32%	54%	51%	44%	43%	46%	47%	46%	17%	32%	42%	21%	22%	28%	32%
Ineffective	(2)	4%	8%	9%	9%	4%	9%	8%	9%	18%	10%	5%	5%	8%	4%	6%	10%
Very ineffective	(1)	10%	2%	5%	14%	32%	21%	14%	16%	3%	8%	10%	24%	35%	16%	18%	19%
- NET: Ineffective	(2,1)	14%	11%	14%	23%	37%	29%	22%	25%	22%	18%	15%	29%	43%	20%	25%	29%
Mean		3.130	3.593	3.168	2.968	2.498	2.891	3.032	2.956	3.254	3.628	3.401	3.021	2.763	3.453	3.250	3.096
Not included in (%) base:																	
Decline to Answer		4	8	2	9	6	2	26	270	-	-	3	2	4	2	10	127
Not offered at my institution		10	5	6	-	-	-	11	149	11	4	4	-	-	-	8	137
I don't know/Not applicable		42	41	36	64	53	39	233	1944	20	29	26	46	26	34	162	1358

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.9-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Paid or unpaid personal leave during the pre-tenure period

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		58	-	-	-	-	-	267	2375	14	-	-	-	-	-	114	996
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	34%	67%	48%	34%	20%	37%	41%	32%	26%	50%	26%	11%	39%	43%	32%	33%
Very effective	(5)	10%	18%	6%	20%	2%	13%	13%	13%	0%	21%	6%	4%	17%	24%	13%	13%
Effective	(4)	24%	49%	41%	14%	17%	24%	29%	20%	26%	29%	20%	8%	22%	20%	19%	20%
- Neither effective nor ineffective	(3)	47%	24%	36%	43%	40%	38%	37%	41%	68%	28%	64%	57%	22%	29%	42%	40%
Ineffective	(2)	10%	4%	8%	10%	5%	6%	7%	9%	0%	19%	5%	0%	7%	8%	7%	10%
Very ineffective	(1)	9%	6%	8%	13%	35%	19%	15%	17%	5%	3%	5%	32%	31%	19%	18%	16%
- NET: Ineffective	(2,1)	19%	10%	16%	23%	40%	25%	22%	27%	5%	23%	9%	32%	38%	28%	26%	27%
Mean		3.169	3.687	3.299	3.184	2.477	3.066	3.169	3.009	3.158	3.448	3.186	2.521	2.872	3.197	3.014	3.023
Not included in (%) base:																	
Decline to Answer		2	2	2	7	7	1	19	277	2	6	3	4	2	3	18	120
Not offered at my institution		18	6	7	-	-	-	14	206	4	2	3	-	-	-	5	80
I don't know/Not applicable		46	51	50	91	62	58	311	2573	16	19	13	19	18	15	84	728

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117 100%	- 100%	- 100%	- 100%	- 100%	- 100%	598 100%	5229 100%
- NET: Effective	(5,4)	62%	48%	41%	45%	63%	61%	50%	46%
Very effective	(5)	17%	11%	7%	14%	33%	29%	18%	17%
Effective	(4)	44%	37%	34%	31%	30%	32%	33%	29%
- Neither effective nor ineffective	(3)	15%	27%	26%	27%	11%	15%	22%	21%
Ineffective	(2)	17%	14%	19%	18%	11%	10%	15%	16%
Very ineffective	(1)	7%	12%	14%	10%	15%	14%	13%	17%
- NET: Ineffective	(2,1)	23%	25%	33%	28%	26%	24%	28%	33%
Mean		3.495	3.219	3.005	3.199	3.541	3.509	3.275	3.136
Not included in (%) base:									
Decline to Answer		4	4	4	9	9	3	29	306
Not offered at my institution		17	22	21	-	-	-	43	450
I don't know/Not applicable		20	24	10	54	38	36	161	1369

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		78	-	-	-	-	-	364	3202	39	-	-	-	-	-	235	2028
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	65%	51%	48%	42%	64%	59%	51%	47%	55%	44%	28%	49%	60%	63%	49%	44%
Very effective	(5)	20%	9%	7%	11%	39%	28%	17%	17%	12%	14%	8%	17%	22%	29%	18%	18%
Effective	(4)	45%	42%	41%	30%	25%	31%	34%	31%	43%	30%	21%	31%	38%	34%	31%	26%
- Neither effective nor ineffective	(3)	19%	32%	21%	30%	15%	22%	24%	23%	7%	17%	34%	24%	6%	6%	18%	18%
Ineffective	(2)	13%	8%	18%	18%	9%	3%	12%	15%	23%	23%	21%	17%	15%	19%	19%	17%
Very ineffective	(1)	3%	9%	13%	10%	12%	16%	12%	15%	15%	16%	17%	10%	19%	12%	14%	21%
- NET: Ineffective	(2,1)	16%	17%	31%	28%	21%	19%	24%	30%	38%	39%	38%	28%	34%	31%	33%	38%
Mean		3.667	3.337	3.107	3.142	3.696	3.514	3.327	3.196	3.150	3.034	2.819	3.283	3.296	3.502	3.195	3.042
Not included in (%) base:																	
Decline to Answer		4	4	-	8	6	2	19	207	-	-	4	1	4	1	9	99
Not offered at my institution		8	9	5	-	-	-	14	205	9	13	16	-	-	-	29	245
I don't know/Not applicable		17	15	7	29	25	21	96	739	4	10	3	25	13	14	65	631

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.10-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on committee assignments for tenure-track faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		88	-	-	-	-	-	428	3786	29	-	-	-	-	-	170	1443
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	58%	47%	41%	49%	61%	59%	51%	45%	73%	50%	42%	33%	67%	65%	50%	49%
Very effective	(5)	14%	11%	8%	15%	31%	31%	19%	17%	27%	11%	3%	12%	36%	20%	16%	18%
Effective	(4)	43%	36%	32%	34%	29%	28%	32%	28%	47%	39%	39%	21%	30%	45%	34%	31%
- Neither effective nor ineffective	(3)	18%	24%	24%	25%	10%	17%	21%	20%	8%	31%	29%	34%	14%	11%	25%	24%
Ineffective	(2)	18%	16%	21%	18%	15%	10%	16%	17%	13%	10%	14%	17%	2%	11%	12%	13%
Very ineffective	(1)	7%	13%	14%	9%	14%	15%	12%	18%	6%	8%	15%	15%	17%	13%	14%	14%
- NET: Ineffective	(2,1)	24%	29%	35%	26%	29%	24%	29%	35%	19%	19%	29%	33%	19%	24%	25%	27%
Mean		3.412	3.153	3.001	3.281	3.484	3.519	3.278	3.088	3.747	3.344	3.016	2.961	3.674	3.477	3.267	3.263
Not included in (%) base:																	
Decline to Answer		2	1	1	6	7	1	16	203	2	3	3	3	2	2	13	103
Not offered at my institution		15	20	17	-	-	-	37	373	3	2	4	-	-	-	6	77
I don't know/Not applicable		19	16	8	45	30	31	130	1069	2	9	2	9	7	5	32	300

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on teaching obligations

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		130	-	-	-	-	-	679	6102
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	55%	68%	60%	60%	67%	73%	65%	60%
Very effective	(5)	13%	27%	20%	31%	37%	42%	31%	26%
Effective	(4)	42%	41%	40%	29%	30%	31%	34%	33%
- Neither effective nor ineffective	(3)	20%	12%	23%	22%	16%	11%	17%	16%
Ineffective	(2)	18%	15%	11%	9%	8%	12%	11%	14%
Very ineffective	(1)	6%	6%	6%	9%	9%	5%	7%	11%
- NET: Ineffective	(2,1)	25%	20%	17%	18%	17%	17%	18%	24%
Mean		3.380	3.691	3.574	3.634	3.774	3.933	3.709	3.512
Not included in (%) base:									
Decline to Answer		4	5	4	8	9	3	29	281
Not offered at my institution		8	14	6	-	-	-	20	169
I don't know/Not applicable		17	22	5	41	14	24	105	803

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on teaching obligations

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		88	-	-	-	-	-	405	3691	41	-	-	-	-	-	274	2411
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	62%	68%	56%	61%	67%	77%	65%	61%	42%	68%	67%	59%	66%	67%	65%	58%
Very effective	(5)	14%	27%	17%	31%	41%	44%	31%	26%	11%	27%	25%	31%	30%	40%	30%	27%
Effective	(4)	48%	41%	39%	30%	26%	33%	34%	35%	31%	41%	41%	29%	36%	27%	35%	31%
- Neither effective nor ineffective	(3)	17%	15%	27%	24%	17%	10%	19%	17%	26%	8%	16%	18%	15%	11%	14%	14%
Ineffective	(2)	20%	12%	9%	7%	8%	9%	9%	13%	15%	18%	13%	12%	9%	16%	13%	15%
Very ineffective	(1)	1%	6%	7%	8%	8%	4%	7%	10%	17%	6%	4%	11%	10%	7%	8%	13%
- NET: Ineffective	(2,1)	21%	18%	17%	15%	16%	12%	16%	22%	31%	23%	18%	23%	19%	23%	21%	28%
Mean		3.532	3.711	3.494	3.685	3.838	4.051	3.738	3.555	3.056	3.662	3.697	3.561	3.666	3.774	3.665	3.447
Not included in (%) base:																	
Decline to Answer		4	5	-	7	4	2	18	186	-	-	4	1	5	1	10	95
Not offered at my institution		4	6	2	-	-	-	8	70	4	8	3	-	-	-	12	99
I don't know/Not applicable		11	13	2	23	10	14	63	405	6	8	3	18	4	10	43	398

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.11-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

An upper limit on teaching obligations

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		101	-	-	-	-	-	494	4470	29	-	-	-	-	-	185	1632
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	51%	66%	61%	63%	66%	71%	65%	59%	69%	71%	58%	51%	68%	80%	64%	61%
Very effective	(5)	11%	31%	18%	34%	37%	41%	32%	26%	22%	18%	27%	21%	35%	45%	28%	27%
Effective	(4)	41%	35%	43%	29%	29%	29%	33%	33%	47%	53%	31%	30%	33%	35%	37%	34%
- Neither effective nor ineffective	(3)	21%	10%	22%	19%	18%	10%	17%	15%	15%	16%	24%	29%	12%	11%	19%	18%
Ineffective	(2)	20%	15%	10%	10%	7%	15%	11%	14%	12%	13%	12%	5%	12%	2%	9%	11%
Very ineffective	(1)	7%	8%	7%	8%	9%	4%	7%	11%	4%	0%	5%	14%	8%	7%	7%	10%
- NET: Ineffective	(2,1)	27%	24%	17%	18%	16%	19%	18%	25%	15%	13%	18%	20%	21%	9%	16%	21%
Mean		3.282	3.655	3.554	3.716	3.791	3.888	3.716	3.492	3.722	3.760	3.627	3.376	3.732	4.080	3.689	3.568
Not included in (%) base:																	
Decline to Answer		1	2	1	5	7	1	16	183	3	3	3	3	2	2	13	98
Not offered at my institution		7	12	5	-	-	-	17	137	1	2	1	-	-	-	3	32
I don't know/Not applicable		15	16	4	33	12	20	85	641	3	6	1	8	2	4	20	162

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Peer reviews of teaching or research/creative work

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		118	-	-	-	-	-	669	5655
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	37%	49%	48%	45%	61%	46%	50%	46%
Very effective	(5)	2%	6%	9%	12%	19%	13%	12%	11%
Effective	(4)	35%	43%	39%	33%	42%	32%	38%	35%
- Neither effective nor ineffective	(3)	35%	28%	27%	29%	18%	29%	26%	26%
Ineffective	(2)	13%	19%	17%	15%	11%	16%	16%	17%
Very ineffective	(1)	14%	4%	7%	11%	10%	10%	8%	11%
- NET: Ineffective	(2,1)	28%	23%	24%	26%	21%	25%	24%	28%
Mean		2.979	3.293	3.258	3.203	3.482	3.246	3.293	3.171
Not included in (%) base:									
Decline to Answer		3	5	4	8	7	3	27	288
Not offered at my institution		19	7	4	-	-	-	11	301
I don't know/Not applicable		19	20	5	46	12	43	125	1111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Peer reviews of teaching or research/creative work

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		80	-	-	-	-	-	402	3392	37	-	-	-	-	-	267	2263
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	36%	48%	43%	38%	64%	46%	48%	45%	41%	51%	56%	55%	55%	46%	53%	47%
Very effective	(5)	0%	10%	7%	6%	15%	11%	10%	10%	8%	2%	11%	21%	26%	17%	15%	11%
Effective	(4)	36%	38%	36%	33%	49%	35%	38%	35%	33%	49%	45%	34%	29%	29%	38%	35%
- Neither effective nor ineffective	(3)	41%	29%	33%	34%	15%	29%	28%	28%	21%	27%	19%	22%	23%	28%	23%	24%
Ineffective	(2)	12%	19%	19%	16%	13%	15%	17%	16%	15%	19%	14%	14%	8%	16%	14%	18%
Very ineffective	(1)	11%	4%	5%	11%	8%	9%	8%	11%	22%	3%	11%	10%	14%	10%	9%	11%
- NET: Ineffective	(2,1)	23%	23%	24%	27%	21%	25%	24%	27%	38%	22%	24%	23%	22%	26%	24%	30%
Mean		3.022	3.313	3.214	3.054	3.501	3.234	3.255	3.169	2.886	3.267	3.323	3.424	3.450	3.264	3.351	3.174
Not included in (%) base:																	
Decline to Answer		3	5	-	7	3	2	18	195	-	-	4	1	4	1	9	93
Not offered at my institution		13	5	3	-	-	-	8	153	6	3	1	-	-	-	4	148
I don't know/Not applicable		10	13	2	25	6	20	66	612	9	7	3	21	5	22	58	499

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.12-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Peer reviews of teaching or research/creative work

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		90	-	-	-	-	-	493	4132	28	-	-	-	-	-	176	1522
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	36%	52%	48%	48%	57%	42%	49%	44%	43%	45%	48%	35%	71%	64%	51%	51%
Very effective	(5)	3%	8%	9%	12%	13%	13%	11%	10%	0%	3%	9%	12%	34%	16%	14%	13%
Effective	(4)	33%	44%	40%	36%	44%	29%	38%	34%	43%	41%	39%	23%	37%	48%	36%	37%
- Neither effective nor ineffective	(3)	36%	21%	29%	28%	15%	29%	25%	26%	32%	40%	23%	35%	24%	27%	30%	26%
Ineffective	(2)	13%	22%	15%	16%	14%	17%	17%	18%	13%	13%	23%	13%	4%	9%	13%	15%
Very ineffective	(1)	15%	4%	8%	9%	14%	11%	9%	12%	12%	2%	6%	17%	1%	0%	6%	8%
- NET: Ineffective	(2,1)	28%	27%	22%	24%	28%	28%	26%	30%	25%	15%	29%	30%	5%	9%	19%	24%
Mean		2.956	3.283	3.274	3.264	3.275	3.154	3.253	3.118	3.054	3.312	3.215	3.007	3.988	3.711	3.406	3.316
Not included in (%) base:																	
Decline to Answer		1	1	1	5	6	1	14	190	2	4	3	3	1	2	13	99
Not offered at my institution		18	6	3	-	-	-	9	244	1	1	1	-	-	-	2	57
I don't know/Not applicable		15	17	5	36	10	27	95	866	5	3	-	10	2	15	30	245

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Childcare

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		40	-	-	-	-	-	341	2935
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	5%	18%	20%	10%	6%	10%	13%	19%
Very effective	(5)	0%	6%	1%	4%	2%	5%	4%	7%
Effective	(4)	5%	12%	19%	6%	4%	5%	9%	12%
- Neither effective nor ineffective	(3)	23%	25%	32%	45%	37%	38%	36%	36%
Ineffective	(2)	32%	27%	23%	10%	12%	9%	16%	15%
Very ineffective	(1)	40%	30%	26%	34%	44%	43%	35%	31%
- NET: Ineffective	(2,1)	72%	57%	48%	45%	57%	52%	51%	45%
Mean		1.930	2.357	2.463	2.355	2.070	2.191	2.300	2.506
Not included in (%) base:									
Decline to Answer		5	6	5	12	9	6	38	469
Not offered at my institution		64	15	19	-	-	-	33	360
I don't know/Not applicable		50	75	67	118	85	74	420	3590

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Childcare

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		30	-	-	-	-	-	209	1788	10	-	-	-	-	-	132	1148
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	7%	7%	25%	5%	7%	8%	10%	18%	0%	32%	11%	20%	5%	12%	16%	21%
Very effective	(5)	0%	0%	0%	0%	0%	3%	1%	6%	0%	14%	2%	13%	5%	8%	9%	8%
Effective	(4)	7%	7%	25%	5%	7%	5%	10%	12%	0%	18%	9%	6%	0%	4%	8%	13%
- Neither effective nor ineffective	(3)	30%	42%	38%	50%	50%	47%	46%	41%	0%	3%	22%	36%	19%	24%	21%	28%
Ineffective	(2)	26%	27%	21%	12%	11%	9%	16%	15%	49%	27%	25%	7%	14%	9%	16%	14%
Very ineffective	(1)	37%	24%	15%	33%	32%	36%	28%	27%	51%	38%	42%	38%	63%	55%	46%	37%
- NET: Ineffective	(2,1)	63%	51%	37%	45%	43%	45%	44%	41%	100%	65%	67%	45%	76%	64%	63%	51%
Mean		2.071	2.313	2.737	2.278	2.322	2.302	2.389	2.563	1.494	2.414	2.040	2.505	1.707	2.011	2.159	2.418
Not included in (%) base:																	
Decline to Answer		3	6	1	9	6	2	24	302	1	-	4	3	4	3	14	167
Not offered at my institution		35	10	11	-	-	-	21	181	30	5	8	-	-	-	12	179
I don't know/Not applicable		39	42	39	63	55	42	240	2081	11	33	29	55	30	33	180	1509

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.13-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Childcare

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		30	-	-	-	-	-	242	2069	10	-	-	-	-	-	99	866
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	0%	11%	23%	12%	3%	8%	12%	18%	22%	32%	13%	5%	12%	13%	15%	23%
Very effective	(5)	0%	2%	0%	4%	0%	4%	2%	7%	0%	14%	3%	5%	6%	7%	7%	7%
Effective	(4)	0%	9%	23%	7%	3%	4%	9%	11%	22%	18%	10%	0%	6%	6%	8%	15%
- Neither effective nor ineffective	(3)	23%	25%	24%	43%	48%	39%	36%	35%	22%	26%	47%	51%	18%	35%	36%	36%
Ineffective	(2)	32%	24%	25%	12%	3%	9%	15%	14%	30%	32%	17%	5%	30%	8%	18%	15%
Very ineffective	(1)	45%	40%	27%	33%	46%	43%	37%	33%	26%	11%	24%	39%	41%	44%	31%	25%
- NET: Ineffective	(2,1)	77%	64%	52%	45%	49%	52%	52%	47%	56%	43%	40%	44%	71%	52%	49%	41%
Mean		1.775	2.091	2.438	2.386	2.075	2.175	2.256	2.449	2.403	2.915	2.518	2.261	2.062	2.245	2.409	2.643
Not included in (%) base:																	
Decline to Answer		1	3	3	6	7	2	20	308	4	3	2	6	2	4	17	162
Not offered at my institution		54	8	15	-	-	-	23	282	11	6	4	-	-	-	10	78
I don't know/Not applicable		38	54	52	94	66	60	325	2772	11	22	16	24	19	15	95	818

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Financial assistance with housing

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		23	-	-	-	-	-	252	2679
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	0%	11%	4%	5%	4%	10%	7%	14%
Very effective	(5)	0%	8%	0%	0%	2%	4%	2%	6%
Effective	(4)	0%	3%	4%	5%	2%	6%	4%	8%
- Neither effective nor ineffective	(3)	62%	39%	68%	38%	43%	44%	43%	36%
Ineffective	(2)	18%	12%	12%	8%	17%	4%	10%	12%
Very ineffective	(1)	20%	37%	16%	49%	36%	43%	40%	38%
- NET: Ineffective	(2,1)	38%	50%	28%	58%	53%	46%	50%	50%
Mean		2.415	2.318	2.604	1.977	2.171	2.258	2.191	2.330
Not included in (%) base:									
Decline to Answer		6	5	4	10	8	5	32	410
Not offered at my institution		78	55	71	-	-	-	126	989
I don't know/Not applicable		52	64	61	127	90	80	422	3277

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Financial assistance with housing

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		19	-	-	-	-	-	167	1749	4	-	-	-	-	-	85	930
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	0%	5%	5%	5%	3%	9%	5%	16%	0%	18%	0%	4%	6%	14%	9%	12%
Very effective	(5)	0%	0%	0%	0%	0%	6%	1%	7%	0%	18%	0%	0%	6%	0%	4%	5%
Effective	(4)	0%	5%	5%	5%	3%	2%	4%	9%	0%	0%	0%	4%	0%	14%	5%	7%
- Neither effective nor ineffective	(3)	59%	45%	67%	34%	51%	46%	45%	35%	75%	33%	71%	46%	27%	39%	40%	37%
Ineffective	(2)	22%	18%	11%	9%	14%	3%	10%	13%	0%	6%	15%	8%	23%	4%	10%	11%
Very ineffective	(1)	19%	32%	16%	53%	32%	42%	40%	37%	25%	44%	15%	42%	44%	43%	41%	40%
- NET: Ineffective	(2,1)	41%	50%	27%	61%	46%	45%	49%	49%	25%	49%	29%	49%	67%	47%	51%	51%
Mean		2.398	2.228	2.617	1.908	2.248	2.272	2.178	2.364	2.500	2.430	2.557	2.132	2.020	2.232	2.216	2.265
Not included in (%) base:																	
Decline to Answer		6	4	1	8	4	2	20	270	-	1	3	2	4	3	12	140
Not offered at my institution		44	30	40	-	-	-	71	526	34	25	31	-	-	-	55	463
I don't know/Not applicable		38	40	33	66	55	43	236	1807	14	24	29	61	36	37	186	1470

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.14-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Financial assistance with housing

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		14 100%	- 100%	- 100%	- 100%	- 100%	- 100%	169 100%	1829 100%	10 100%	- 100%	- 100%	- 100%	- 100%	- 100%	83 100%	850 100%
- NET: Effective	(5,4)	0%	5%	6%	4%	3%	9%	5%	14%	0%	17%	0%	7%	6%	15%	9%	15%
Very effective	(5)	0%	0%	0%	0%	0%	5%	1%	6%	0%	17%	0%	0%	6%	0%	5%	7%
Effective	(4)	0%	5%	6%	4%	3%	4%	4%	8%	0%	0%	0%	7%	0%	15%	5%	8%
- Neither effective nor ineffective	(3)	64%	47%	64%	38%	55%	46%	47%	37%	58%	31%	76%	36%	23%	35%	35%	33%
Ineffective	(2)	7%	16%	12%	12%	12%	5%	11%	11%	34%	9%	11%	0%	24%	0%	8%	14%
Very ineffective	(1)	29%	32%	17%	46%	29%	40%	37%	38%	8%	44%	13%	57%	48%	51%	47%	38%
- NET: Ineffective	(2,1)	36%	47%	30%	58%	41%	45%	47%	49%	42%	52%	24%	57%	71%	51%	55%	52%
Mean		2.357	2.263	2.593	1.998	2.331	2.294	2.229	2.335	2.498	2.378	2.627	1.928	1.918	2.134	2.114	2.318
Not included in (%) base:																	
Decline to Answer		4	2	2	6	7	2	19	280	2	3	2	4	1	3	13	130
Not offered at my institution		64	44	50	-	-	-	94	756	15	11	21	-	-	-	31	232
I don't know/Not applicable		42	43	48	104	70	64	329	2565	10	21	13	23	20	17	93	712

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Stop-the-clock for parental or other family reasons

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		49	-	-	-	-	-	399	2973
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	43%	75%	66%	28%	27%	49%	53%	42%
Very effective	(5)	8%	29%	11%	12%	13%	31%	19%	19%
Effective	(4)	35%	46%	55%	16%	14%	18%	33%	24%
- Neither effective nor ineffective	(3)	39%	22%	23%	42%	49%	35%	32%	36%
Ineffective	(2)	15%	2%	6%	7%	8%	5%	5%	7%
Very ineffective	(1)	2%	1%	5%	22%	16%	11%	10%	14%
- NET: Ineffective	(2,1)	17%	3%	11%	29%	24%	16%	15%	22%
Mean		3.320	3.997	3.620	2.891	3.006	3.541	3.469	3.255
Not included in (%) base:									
Decline to Answer		7	4	5	10	9	4	32	466
Not offered at my institution		17	1	2	-	-	-	3	223
I don't know/Not applicable		86	57	53	129	89	70	398	3692

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Stop-the-clock for parental or other family reasons

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		29	-	-	-	-	-	228	1678	20	-	-	-	-	-	170	1295
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	28%	66%	65%	16%	24%	44%	46%	35%	66%	85%	68%	45%	33%	57%	62%	52%
Very effective	(5)	3%	22%	9%	4%	6%	19%	13%	14%	15%	36%	14%	22%	24%	49%	28%	25%
Effective	(4)	25%	44%	56%	11%	17%	25%	33%	21%	51%	49%	54%	23%	10%	8%	34%	27%
- Neither effective nor ineffective	(3)	49%	30%	20%	54%	52%	39%	37%	43%	25%	13%	26%	28%	44%	29%	25%	27%
Ineffective	(2)	19%	2%	9%	7%	6%	6%	6%	7%	10%	2%	2%	9%	11%	3%	5%	8%
Very ineffective	(1)	3%	2%	6%	24%	18%	11%	11%	15%	0%	0%	4%	19%	12%	11%	8%	14%
- NET: Ineffective	(2,1)	22%	4%	14%	31%	25%	17%	17%	22%	10%	2%	6%	27%	22%	14%	13%	21%
Mean		3.058	3.828	3.548	2.648	2.870	3.356	3.300	3.126	3.706	4.187	3.719	3.204	3.233	3.815	3.696	3.421
Not included in (%) base:																	
Decline to Answer		7	4	2	9	6	2	23	322	-	-	3	1	4	2	9	144
Not offered at my institution		12	1	-	-	-	-	1	134	5	-	2	-	-	-	2	90
I don't know/Not applicable		59	37	33	76	55	40	241	2219	27	20	20	52	33	31	157	1473

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.15-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Stop-the-clock for parental or other family reasons

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		34	-	-	-	-	-	283	2111	15	-	-	-	-	-	115	862
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	43%	84%	73%	29%	23%	45%	55%	44%	45%	55%	49%	27%	37%	62%	46%	39%
Very effective	(5)	11%	36%	15%	12%	9%	30%	21%	20%	0%	12%	3%	12%	22%	34%	15%	16%
Effective	(4)	31%	48%	59%	17%	14%	15%	34%	24%	45%	43%	46%	14%	15%	28%	32%	23%
- Neither effective nor ineffective	(3)	40%	11%	13%	40%	54%	36%	28%	35%	37%	45%	48%	48%	37%	31%	43%	39%
Ineffective	(2)	14%	3%	7%	9%	9%	6%	6%	7%	18%	0%	3%	5%	7%	0%	3%	7%
Very ineffective	(1)	3%	1%	7%	22%	14%	12%	11%	14%	0%	0%	0%	21%	19%	7%	8%	15%
- NET: Ineffective	(2,1)	17%	4%	14%	31%	23%	19%	17%	21%	18%	0%	3%	25%	26%	7%	10%	22%
Mean		3.341	4.151	3.670	2.876	2.944	3.446	3.487	3.286	3.271	3.662	3.492	2.929	3.141	3.827	3.425	3.178
Not included in (%) base:																	
Decline to Answer		5	1	3	7	7	1	19	305	2	3	2	3	2	3	13	161
Not offered at my institution		10	1	2	-	-	-	3	159	7	-	1	-	-	-	1	64
I don't know/Not applicable		74	39	40	103	67	58	306	2855	12	18	13	26	22	13	92	837

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-1

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Spousal/partner hiring program

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		86	-	-	-	-	-	414	3322
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	28%	29%	31%	14%	17%	43%	27%	28%
Very effective	(5)	4%	15%	6%	5%	8%	21%	11%	12%
Effective	(4)	23%	14%	25%	9%	9%	22%	16%	16%
- Neither effective nor ineffective	(3)	30%	14%	30%	46%	29%	30%	30%	31%
Ineffective	(2)	21%	25%	21%	8%	13%	6%	15%	13%
Very ineffective	(1)	21%	32%	17%	32%	41%	22%	28%	28%
- NET: Ineffective	(2,1)	42%	57%	39%	40%	54%	28%	43%	41%
Mean		2.685	2.558	2.817	2.466	2.298	3.141	2.664	2.709
Not included in (%) base:									
Decline to Answer		6	6	3	11	9	4	33	455
Not offered at my institution		12	3	5	-	-	-	8	225
I don't know/Not applicable		54	62	57	117	76	64	377	3353

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-2

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Spousal/partner hiring program

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		57	-	-	-	-	-	228	2018	28	-	-	-	-	-	186	1304
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	26%	24%	27%	17%	10%	41%	24%	27%	30%	34%	37%	10%	25%	45%	30%	29%
Very effective	(5)	3%	13%	6%	4%	0%	18%	8%	10%	6%	17%	6%	7%	17%	26%	14%	14%
Effective	(4)	23%	11%	21%	13%	10%	23%	16%	17%	24%	16%	31%	3%	8%	19%	16%	15%
- Neither effective nor ineffective	(3)	34%	18%	32%	43%	37%	35%	33%	33%	21%	10%	28%	49%	19%	23%	26%	29%
Ineffective	(2)	20%	23%	29%	8%	13%	0%	15%	13%	24%	27%	10%	8%	13%	13%	15%	13%
Very ineffective	(1)	19%	34%	12%	32%	40%	24%	27%	27%	25%	30%	25%	33%	43%	20%	30%	30%
- NET: Ineffective	(2,1)	39%	57%	41%	39%	53%	24%	42%	40%	49%	57%	35%	41%	56%	32%	44%	43%
Mean		2.713	2.465	2.800	2.498	2.168	3.106	2.631	2.709	2.627	2.648	2.839	2.420	2.441	3.188	2.704	2.709
Not included in (%) base:																	
Decline to Answer		5	5	-	9	6	2	22	298	1	1	3	2	4	2	11	157
Not offered at my institution		7	2	4	-	-	-	6	130	5	1	1	-	-	-	2	95
I don't know/Not applicable		37	44	34	68	54	38	238	1907	17	19	23	49	22	26	139	1446

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 34b.16-3

IV. Policies and Practices

Q34b. How effective or ineffective for you have been the following at your institution?

Spousal/partner hiring program

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		64	-	-	-	-	-	298	2342	22	-	-	-	-	-	116	980
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Effective	(5,4)	25%	27%	38%	16%	16%	43%	28%	27%	37%	34%	15%	8%	20%	40%	23%	30%
Very effective	(5)	5%	12%	7%	6%	9%	22%	11%	12%	3%	22%	3%	3%	7%	17%	11%	12%
Effective	(4)	20%	15%	31%	10%	7%	21%	18%	15%	33%	11%	12%	5%	13%	23%	12%	18%
- Neither effective nor ineffective	(3)	34%	13%	28%	41%	32%	32%	30%	32%	18%	14%	37%	60%	20%	22%	30%	29%
Ineffective	(2)	20%	25%	17%	9%	14%	3%	13%	13%	25%	26%	32%	5%	11%	14%	19%	14%
Very ineffective	(1)	22%	35%	18%	34%	38%	21%	29%	28%	20%	26%	16%	26%	48%	24%	27%	27%
- NET: Ineffective	(2,1)	42%	60%	35%	43%	52%	25%	42%	41%	45%	52%	48%	31%	59%	38%	46%	41%
Mean		2.661	2.433	2.920	2.443	2.339	3.195	2.687	2.695	2.753	2.782	2.537	2.538	2.207	2.952	2.606	2.742
Not included in (%) base:																	
Decline to Answer		4	3	1	7	7	1	19	300	3	3	2	4	2	3	14	155
Not offered at my institution		9	3	4	-	-	-	7	168	4	-	1	-	-	-	1	57
I don't know/Not applicable		47	46	42	91	58	51	287	2621	7	17	15	26	18	13	90	732

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		98	-	-	-	-	-	558	4684
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	31%	49%	61%	38%	28%	41%	43%	38%
Strongly agree	(5)	8%	13%	18%	11%	5%	19%	13%	11%
Somewhat agree	(4)	23%	36%	43%	27%	23%	21%	30%	27%
- Neither agree nor disagree	(3)	28%	20%	14%	23%	22%	17%	20%	21%
Somewhat disagree	(2)	20%	20%	14%	23%	28%	33%	23%	23%
Strongly disagree	(1)	21%	11%	10%	16%	22%	10%	14%	18%
- NET: Disagree	(2,1)	41%	31%	25%	39%	50%	43%	37%	41%
Mean		2.768	3.194	3.437	2.930	2.619	3.073	3.058	2.897
Not included in (%) base:									
Decline to Answer		7	5	5	9	8	3	30	362
Not Applicable/ Don't know		54	48	41	59	50	46	244	2309

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(< p>%) base:		60	-	-	-	-	-	320	2723	38	-	-	-	-	-	238	1961
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	35%	45%	62%	41%	30%	39%	44%	39%	25%	53%	60%	33%	25%	44%	43%	36%
Strongly agree	(5)	10%	11%	15%	10%	3%	19%	12%	11%	5%	15%	21%	12%	9%	20%	15%	11%
Somewhat agree	(4)	25%	34%	47%	31%	27%	20%	32%	29%	21%	38%	38%	21%	16%	23%	28%	25%
- Neither agree nor disagree	(3)	35%	27%	20%	26%	35%	21%	26%	26%	16%	12%	7%	19%	3%	10%	11%	15%
Somewhat disagree	(2)	11%	20%	11%	21%	23%	32%	21%	20%	34%	21%	19%	26%	35%	34%	26%	26%
Strongly disagree	(1)	18%	8%	7%	12%	12%	9%	10%	15%	25%	14%	15%	22%	37%	12%	19%	23%
- NET: Disagree	(2,1)	30%	28%	18%	33%	35%	40%	31%	35%	59%	35%	33%	47%	73%	47%	45%	49%
Mean		2.965	3.194	3.521	3.057	2.862	3.088	3.147	3.003	2.458	3.194	3.328	2.762	2.233	3.050	2.938	2.748
Not included in (%) base:																	
Decline to Answer		6	5	1	7	4	1	18	248	1	-	4	2	4	3	12	114
Not Applicable/ Don't know		41	32	27	38	33	26	155	1381	13	16	13	21	18	20	88	928

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35a-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

a. My institution does what it can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	76 100%	- 100%	- 100%	- 100%	- 100%	- 100%	418 100%	3524 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	140 100%	1160 100%
- NET: Agree (5,4)	31%	52%	62%	40%	23%	39%	44%	38%	32%	39%	59%	29%	38%	47%	42%	37%
Strongly agree (5)	8%	12%	21%	12%	5%	17%	14%	11%	9%	14%	8%	6%	6%	29%	11%	11%
Somewhat agree (4)	23%	40%	41%	27%	19%	22%	30%	28%	24%	25%	51%	23%	32%	19%	31%	25%
- Neither agree nor disagree (3)	28%	14%	16%	22%	25%	16%	19%	20%	26%	37%	10%	27%	16%	18%	22%	25%
Somewhat disagree (2)	22%	23%	15%	24%	24%	34%	24%	24%	15%	13%	12%	19%	34%	28%	21%	20%
Strongly disagree (1)	19%	11%	7%	14%	27%	11%	13%	18%	27%	10%	19%	25%	12%	7%	15%	18%
- NET: Disagree (2,1)	41%	34%	23%	38%	51%	45%	37%	42%	42%	24%	31%	44%	46%	35%	36%	38%
Mean	2.783	3.196	3.528	3.002	2.498	3.000	3.070	2.888	2.717	3.190	3.174	2.654	2.869	3.341	3.020	2.922
Not included in (%) base:																
Decline to Answer	3	2	2	7	7	2	20	229	4	3	3	2	1	2	11	133
Not Applicable/ Don't know	44	29	30	40	40	35	174	1678	10	19	11	19	10	11	70	630

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		101	-	-	-	-	-	566	4789
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	26%	38%	43%	32%	26%	27%	34%	31%
Strongly agree	(5)	7%	6%	10%	8%	4%	11%	8%	7%
Somewhat agree	(4)	19%	32%	33%	24%	22%	17%	26%	24%
- Neither agree	(3)	27%	20%	26%	23%	27%	22%	24%	24%
nor disagree									
Somewhat disagree	(2)	25%	28%	19%	27%	24%	34%	26%	25%
Strongly disagree	(1)	22%	15%	12%	18%	23%	16%	17%	19%
- NET: Disagree	(2,1)	47%	43%	31%	45%	47%	51%	43%	45%
Mean		2.647	2.860	3.108	2.781	2.600	2.710	2.819	2.748
Not included in (%) base:									
Decline to Answer		7	5	5	9	8	3	30	366
Not Applicable/ Don't know		51	47	42	58	48	42	236	2199

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	63 100%	- 100%	- 100%	- 100%	- 100%	- 100%	334 100%	2814 100%	38 100%	- 100%	- 100%	- 100%	- 100%	- 100%	232 100%	1975 100%
- NET: Agree (5,4)	33%	38%	48%	39%	29%	29%	37%	34%	15%	37%	37%	22%	21%	24%	28%	27%
Strongly agree (5)	10%	8%	8%	8%	5%	14%	8%	8%	3%	4%	14%	10%	3%	5%	7%	6%
Somewhat agree (4)	24%	31%	40%	32%	24%	16%	29%	26%	12%	34%	23%	12%	18%	19%	21%	21%
- Neither agree nor disagree (3)	32%	23%	31%	23%	35%	25%	27%	28%	18%	16%	19%	23%	12%	17%	18%	19%
Somewhat disagree (2)	17%	28%	13%	26%	24%	28%	24%	23%	39%	27%	27%	30%	24%	44%	30%	29%
Strongly disagree (1)	18%	11%	8%	12%	12%	17%	12%	15%	28%	19%	17%	25%	43%	15%	23%	25%
- NET: Disagree (2,1)	35%	39%	21%	37%	36%	46%	36%	38%	67%	46%	44%	55%	67%	59%	53%	54%
Mean	2.904	2.952	3.266	2.975	2.861	2.800	2.976	2.889	2.225	2.754	2.890	2.507	2.148	2.558	2.594	2.546
Not included in (%) base:																
Decline to Answer	6	5	1	7	4	1	18	250	1	-	4	2	4	3	12	117
Not Applicable/ Don't know	38	31	26	35	29	20	142	1288	13	16	16	23	19	21	95	911

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35b-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

b. My institution does what it can to make raising children and the tenure-track compatible

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	79 100%	- 100%	- 100%	- 100%	- 100%	- 100%	426 100%	3599 100%	22 100%	- 100%	- 100%	- 100%	- 100%	- 100%	140 100%	1190 100%
- NET: Agree (5,4)	25%	37%	43%	34%	23%	26%	33%	31%	32%	39%	44%	23%	33%	34%	34%	31%
Strongly agree (5)	7%	6%	12%	8%	3%	9%	8%	7%	5%	5%	5%	10%	7%	18%	8%	8%
Somewhat agree (4)	17%	31%	31%	26%	19%	17%	25%	24%	27%	34%	39%	13%	27%	16%	26%	23%
- Neither agree nor disagree (3)	26%	17%	28%	21%	29%	22%	23%	22%	30%	27%	22%	31%	22%	21%	25%	29%
Somewhat disagree (2)	30%	30%	18%	29%	22%	34%	27%	27%	10%	21%	20%	19%	28%	33%	24%	21%
Strongly disagree (1)	20%	16%	11%	15%	26%	18%	17%	19%	28%	13%	15%	26%	16%	13%	17%	19%
- NET: Disagree (2,1)	49%	46%	29%	45%	48%	52%	44%	46%	38%	34%	35%	46%	44%	46%	41%	40%
Mean	2.631	2.821	3.150	2.825	2.511	2.650	2.810	2.728	2.704	2.963	2.984	2.603	2.789	2.932	2.847	2.806
Not included in (%) base:																
Decline to Answer	3	2	2	7	7	2	20	236	4	3	3	2	1	2	11	130
Not Applicable/ Don't know	41	28	30	38	38	31	165	1596	10	19	12	20	10	11	71	603

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

c. My departmental colleagues do what they can to make having children and the tenure-track compatible

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		105	-	-	-	-	-	562	4860
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	58%	53%	65%	57%	45%	56%	56%	54%
Strongly agree	(5)	23%	18%	37%	22%	15%	32%	25%	23%
Somewhat agree	(4)	35%	35%	28%	35%	30%	24%	31%	31%
- Neither agree nor disagree	(3)	30%	24%	24%	23%	31%	22%	25%	24%
Somewhat disagree	(2)	6%	10%	8%	14%	13%	19%	13%	12%
Strongly disagree	(1)	6%	13%	3%	6%	11%	2%	7%	10%
- NET: Disagree	(2,1)	12%	23%	11%	20%	24%	21%	19%	22%
Mean		3.626	3.353	3.882	3.533	3.255	3.650	3.547	3.454
Not included in (%) base:									
Decline to Answer		7	6	7	9	8	4	34	368
Not Applicable/ Don't know		47	55	38	53	47	44	236	2127

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

c. My departmental colleagues do what they can to make having children and the tenure-track compatible

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	65 100%	- 100%	- 100%	- 100%	- 100%	- 100%	335 100%	2846 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	227 100%	2014 100%
- NET: Agree (5,4)	53%	56%	70%	65%	45%	52%	59%	54%	66%	48%	58%	46%	45%	63%	52%	54%
Strongly agree (5)	23%	17%	42%	23%	13%	31%	26%	23%	23%	19%	29%	21%	19%	34%	24%	23%
Somewhat agree (4)	30%	39%	28%	42%	32%	21%	33%	31%	43%	29%	29%	26%	26%	29%	28%	31%
- Neither agree nor disagree (3)	38%	24%	21%	24%	36%	24%	26%	26%	17%	25%	29%	21%	23%	19%	23%	20%
Somewhat disagree (2)	3%	10%	8%	9%	11%	21%	12%	11%	12%	9%	7%	20%	16%	16%	14%	14%
Strongly disagree (1)	6%	10%	2%	1%	7%	2%	4%	8%	5%	18%	5%	13%	16%	3%	11%	12%
- NET: Disagree (2,1)	9%	20%	9%	11%	19%	23%	16%	20%	17%	26%	13%	33%	32%	18%	25%	26%
Mean	3.600	3.442	4.010	3.767	3.311	3.581	3.651	3.500	3.669	3.230	3.691	3.211	3.164	3.762	3.394	3.390
Not included in (%) base:																
Decline to Answer	6	6	3	7	4	1	21	250	1	-	4	2	4	3	13	117
Not Applicable/ Don't know	36	31	21	32	30	23	137	1256	11	24	17	20	16	21	99	871

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35c-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

c. My departmental colleagues do what they can to make having children and the tenure-track compatible

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	82 100%	- 100%	- 100%	- 100%	- 100%	- 100%	416 100%	3646 100%	23 100%	- 100%	- 100%	- 100%	- 100%	- 100%	146 100%	1214 100%
- NET: Agree (5,4)	56%	58%	69%	60%	40%	52%	57%	56%	65%	42%	55%	45%	55%	69%	52%	49%
Strongly agree (5)	23%	19%	42%	25%	15%	34%	28%	24%	22%	16%	22%	10%	16%	26%	17%	20%
Somewhat agree (4)	33%	38%	27%	35%	25%	18%	30%	32%	43%	26%	33%	36%	39%	43%	35%	29%
- Neither agree nor disagree (3)	30%	19%	21%	21%	33%	26%	23%	22%	30%	37%	31%	29%	28%	10%	28%	27%
Somewhat disagree (2)	8%	14%	6%	15%	14%	19%	13%	12%	0%	0%	14%	11%	11%	21%	11%	13%
Strongly disagree (1)	6%	10%	4%	4%	13%	3%	6%	9%	5%	21%	0%	15%	7%	0%	9%	11%
- NET: Disagree (2,1)	14%	23%	10%	19%	27%	22%	19%	22%	5%	21%	14%	26%	18%	21%	20%	24%
Mean	3.584	3.440	3.972	3.629	3.140	3.620	3.595	3.492	3.777	3.148	3.631	3.132	3.466	3.746	3.411	3.340
Not included in (%) base:																
Decline to Answer	3	3	4	7	7	3	24	236	4	3	3	2	1	2	11	132
Not Applicable/ Don't know	38	36	28	33	40	34	171	1550	9	19	10	20	6	9	65	577

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

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

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----	-----	-----	-----	-----	-----	-----	-----
(%) base:		110	-	-	-	-	-	571	4981
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	60%	49%	63%	55%	47%	56%	54%	53%
Strongly agree	(5)	24%	16%	33%	21%	14%	29%	23%	22%
Somewhat agree	(4)	36%	33%	30%	34%	32%	26%	31%	31%
- Neither agree nor disagree	(3)	29%	26%	20%	25%	32%	20%	24%	23%
Somewhat disagree	(2)	6%	12%	14%	13%	14%	19%	14%	14%
Strongly disagree	(1)	5%	13%	3%	7%	8%	5%	7%	10%
- NET: Disagree	(2,1)	12%	25%	17%	20%	22%	24%	21%	24%
Mean		3.668	3.267	3.750	3.490	3.318	3.552	3.485	3.418
Not included in (%) base:									
Decline to Answer		7	5	6	9	8	4	32	364
Not Applicable/ Don't know		42	52	40	51	47	39	228	2010

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

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

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	70 100%	- 100%	- 100%	- 100%	- 100%	- 100%	345 100%	2938 100%	40 100%	- 100%	- 100%	- 100%	- 100%	- 100%	227 100%	2043 100%
- NET: Agree (5,4)	56%	54%	68%	63%	47%	56%	58%	54%	66%	43%	54%	43%	46%	56%	48%	51%
Strongly agree (5)	26%	18%	37%	24%	14%	30%	25%	23%	20%	13%	26%	18%	15%	28%	20%	21%
Somewhat agree (4)	30%	35%	31%	39%	33%	26%	33%	32%	46%	30%	28%	26%	31%	28%	28%	30%
- Neither agree nor disagree (3)	32%	26%	18%	26%	37%	20%	25%	26%	22%	26%	24%	25%	23%	21%	24%	20%
Somewhat disagree (2)	6%	11%	13%	10%	13%	17%	13%	12%	7%	13%	17%	16%	17%	21%	16%	16%
Strongly disagree (1)	6%	9%	2%	1%	4%	7%	4%	8%	5%	19%	6%	16%	14%	2%	12%	12%
- NET: Disagree (2,1)	11%	21%	14%	11%	16%	25%	17%	20%	12%	32%	22%	32%	31%	24%	28%	28%
Mean	3.654	3.423	3.903	3.739	3.409	3.537	3.623	3.483	3.693	3.048	3.519	3.139	3.156	3.577	3.276	3.323
Not included in (%) base:																
Decline to Answer	6	5	2	7	4	1	19	248	1	-	4	2	4	3	13	116
Not Applicable/ Don't know	31	29	22	30	28	20	130	1166	11	23	18	20	18	19	99	843

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35d-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

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

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	85 100%	- 100%	- 100%	- 100%	- 100%	- 100%	424 100%	3744 100%	25 100%	- 100%	- 100%	- 100%	- 100%	- 100%	147 100%	1237 100%
- NET: Agree (5,4)	57%	55%	67%	58%	39%	55%	56%	55%	68%	34%	52%	44%	62%	56%	49%	48%
Strongly agree (5)	23%	18%	37%	23%	13%	29%	25%	23%	28%	10%	22%	13%	17%	31%	18%	20%
Somewhat agree (4)	34%	37%	30%	34%	26%	27%	31%	32%	40%	24%	30%	31%	45%	26%	32%	28%
- Neither agree nor disagree (3)	29%	18%	15%	24%	36%	23%	23%	22%	28%	43%	33%	31%	24%	10%	29%	26%
Somewhat disagree (2)	8%	17%	14%	13%	17%	18%	15%	14%	0%	0%	16%	10%	7%	23%	11%	14%
Strongly disagree (1)	6%	9%	4%	5%	8%	4%	6%	9%	4%	23%	0%	15%	7%	10%	11%	12%
- NET: Disagree (2,1)	14%	26%	18%	18%	25%	22%	21%	23%	4%	23%	16%	25%	14%	33%	22%	26%
Mean	3.610	3.384	3.812	3.571	3.189	3.585	3.534	3.455	3.868	2.988	3.579	3.161	3.567	3.438	3.345	3.304
Not included in (%) base:																
Decline to Answer	3	2	3	7	7	3	22	235	4	3	3	2	1	2	11	129
Not Applicable/ Don't know	35	34	30	32	39	30	165	1453	7	18	10	19	7	9	63	557

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35e-1

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

e. My colleagues are respectful of my efforts to balance work and home responsibilities

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
(%) base:		129	-	-	-	-	-	-
		100%	0%	0%	0%	0%	0%	0%
- NET: Agree	(5,4)	66%	0%	0%	0%	0%	0%	0%
Strongly agree	(5)	30%	0%	0%	0%	0%	0%	0%
Somewhat agree	(4)	36%	0%	0%	0%	0%	0%	0%
- Neither agree	(3)	22%	0%	0%	0%	0%	0%	0%
nor disagree								
Somewhat disagree	(2)	8%	0%	0%	0%	0%	0%	0%
Strongly disagree	(1)	4%	0%	0%	0%	0%	0%	0%
- NET: Disagree	(2,1)	12%	0%	0%	0%	0%	0%	0%
Mean		3.796	-	-	-	-	-	-
Not included in (%) base:								
Decline to Answer		7	-	-	-	-	-	-
Not Applicable/ Don't know		23	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35e-2

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

e. My colleagues are respectful of my efforts to balance work and home responsibilities

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	82 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	528 100%	47 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	375 100%
- NET: Agree (5,4)	67%	0%	0%	0%	0%	0%	0%	72%	62%	0%	0%	0%	0%	0%	0%	58%
Strongly agree (5)	31%	0%	0%	0%	0%	0%	0%	37%	28%	0%	0%	0%	0%	0%	0%	31%
Somewhat agree (4)	36%	0%	0%	0%	0%	0%	0%	35%	35%	0%	0%	0%	0%	0%	0%	27%
- Neither agree nor disagree (3)	22%	0%	0%	0%	0%	0%	0%	17%	23%	0%	0%	0%	0%	0%	0%	21%
Somewhat disagree (2)	8%	0%	0%	0%	0%	0%	0%	7%	8%	0%	0%	0%	0%	0%	0%	13%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	5%	6%	0%	0%	0%	0%	0%	0%	8%
- NET: Disagree (2,1)	11%	0%	0%	0%	0%	0%	0%	11%	14%	0%	0%	0%	0%	0%	0%	21%
Mean	3.854	-	-	-	-	-	-	3.928	3.694	-	-	-	-	-	-	3.592
Not included in (%) base:																
Decline to Answer	6	-	-	-	-	-	-	38	1	-	-	-	-	-	-	16
Not Applicable/ Don't know	19	-	-	-	-	-	-	93	4	-	-	-	-	-	-	55

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 35e-3

IV. Policies and Practices

Q35. Please indicate your level of agreement or disagreement with the following statements.

e. My colleagues are respectful of my efforts to balance work and home responsibilities

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	101 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	707 100%	28 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	196 100%
- NET: Agree (5,4)	65%	0%	0%	0%	0%	0%	0%	67%	68%	0%	0%	0%	0%	0%	0%	64%
Strongly agree (5)	26%	0%	0%	0%	0%	0%	0%	35%	43%	0%	0%	0%	0%	0%	0%	32%
Somewhat agree (4)	39%	0%	0%	0%	0%	0%	0%	32%	25%	0%	0%	0%	0%	0%	0%	32%
- Neither agree nor disagree (3)	19%	0%	0%	0%	0%	0%	0%	17%	32%	0%	0%	0%	0%	0%	0%	24%
Somewhat disagree (2)	11%	0%	0%	0%	0%	0%	0%	10%	0%	0%	0%	0%	0%	0%	0%	8%
Strongly disagree (1)	5%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	5%
- NET: Disagree (2,1)	16%	0%	0%	0%	0%	0%	0%	16%	0%	0%	0%	0%	0%	0%	0%	12%
Mean	3.710	-	-	-	-	-	-	3.789	4.103	-	-	-	-	-	-	3.789
Not included in (%) base:																
Decline to Answer	3	-	-	-	-	-	-	37	4	-	-	-	-	-	-	18
Not Applicable/ Don't know	20	-	-	-	-	-	-	111	4	-	-	-	-	-	-	37

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-1

IV. Policies and Practices

Q36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-2

IV. Policies and Practices

Q36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		100	-	-	-	-	-	476	4157	52	-	-	-	-	-	326	2899
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	55%	60%	48%	42%	45%	71%	52%	52%	44%	61%	46%	46%	64%	54%	53%	50%
Very satisfied	(5)	8%	18%	12%	11%	8%	22%	14%	15%	14%	15%	4%	17%	19%	17%	14%	15%
Satisfied	(4)	47%	41%	36%	31%	37%	49%	38%	37%	30%	46%	42%	29%	45%	37%	39%	36%
- Neither satisfied nor dissatisfied	(3)	17%	13%	12%	9%	12%	4%	10%	11%	17%	10%	19%	8%	9%	13%	12%	9%
Dissatisfied	(2)	22%	16%	29%	36%	23%	23%	26%	24%	34%	24%	23%	26%	14%	23%	23%	26%
Very dissatisfied	(1)	6%	11%	11%	13%	20%	1%	11%	13%	5%	6%	12%	19%	12%	10%	12%	14%
- NET: Dissatisfied	(2,1)	28%	27%	40%	49%	43%	24%	38%	37%	39%	30%	35%	46%	26%	32%	35%	40%
Mean		3.280	3.403	3.078	2.915	2.895	3.680	3.165	3.177	3.130	3.404	3.040	2.983	3.449	3.292	3.206	3.109
Not included in (%) base:																	
Decline to Answer		6	5	1	7	3	1	17	190	-	1	4	1	5	1	12	103
Not Applicable		1	-	-	-	-	-	-	5	-	-	-	-	-	-	-	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 36-3

IV. Policies and Practices

Q36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		120	-	-	-	-	-	594	5237	32	-	-	-	-	-	209	1819
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	54%	65%	52%	46%	54%	66%	55%	53%	40%	50%	35%	38%	47%	60%	45%	47%
Very satisfied	(5)	11%	17%	9%	15%	13%	22%	15%	16%	5%	17%	7%	9%	8%	13%	11%	12%
Satisfied	(4)	42%	48%	43%	31%	40%	44%	40%	37%	36%	33%	28%	30%	40%	46%	34%	35%
- Neither satisfied nor dissatisfied	(3)	15%	7%	15%	8%	13%	9%	10%	9%	24%	23%	15%	11%	7%	4%	13%	13%
Dissatisfied	(2)	26%	19%	26%	32%	20%	21%	24%	25%	25%	22%	30%	31%	19%	29%	26%	24%
Very dissatisfied	(1)	5%	10%	8%	14%	14%	4%	10%	12%	10%	5%	20%	20%	26%	6%	16%	16%
- NET: Dissatisfied	(2,1)	31%	28%	34%	46%	34%	25%	35%	38%	36%	27%	50%	51%	45%	36%	42%	40%
Mean		3.293	3.433	3.185	2.999	3.194	3.578	3.252	3.187	2.987	3.338	2.720	2.765	2.838	3.308	2.981	3.040
Not included in (%) base:																	
Decline to Answer		3	2	2	6	6	1	17	194	3	4	3	2	2	1	12	99
Not Applicable		-	-	-	-	-	-	-	1	1	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-1

IV. Policies and Practices

Q37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		153	-	-	-	-	-	800	7059
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	43%	34%	43%	39%	32%	43%	38%	38%
Very satisfied	(5)	6%	3%	8%	9%	9%	14%	9%	9%
Satisfied	(4)	37%	31%	35%	30%	23%	29%	30%	29%
- Neither satisfied nor dissatisfied	(3)	24%	18%	22%	13%	19%	13%	17%	15%
Dissatisfied	(2)	25%	24%	21%	32%	32%	34%	29%	31%
Very dissatisfied	(1)	8%	24%	14%	17%	17%	11%	17%	16%
- NET: Dissatisfied	(2,1)	33%	48%	35%	49%	49%	44%	45%	47%
Mean		3.087	2.658	3.033	2.815	2.739	3.029	2.852	2.827
Not included in (%) base:									
Decline to Answer		5	7	5	10	7	2	31	284
Not Applicable		1	-	-	-	-	1	1	11

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-2

IV. Policies and Practices

Q37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		101	-	-	-	-	-	472	4160	52	-	-	-	-	-	328	2900
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	47%	44%	52%	44%	37%	47%	45%	42%	37%	21%	31%	30%	22%	37%	29%	32%
Very satisfied	(5)	7%	6%	9%	11%	11%	21%	11%	11%	6%	0%	7%	7%	5%	5%	5%	6%
Satisfied	(4)	40%	39%	43%	34%	26%	26%	34%	31%	31%	21%	24%	24%	18%	33%	24%	26%
- Neither satisfied nor dissatisfied	(3)	26%	17%	26%	12%	22%	11%	17%	17%	19%	19%	16%	14%	15%	15%	16%	13%
Dissatisfied	(2)	19%	21%	12%	28%	26%	33%	24%	29%	36%	29%	35%	36%	41%	34%	35%	35%
Very dissatisfied	(1)	8%	18%	10%	15%	15%	9%	14%	13%	8%	31%	18%	20%	22%	13%	21%	21%
- NET: Dissatisfied	(2,1)	27%	39%	22%	44%	41%	42%	38%	42%	44%	60%	53%	56%	63%	47%	56%	56%
Mean		3.185	2.926	3.290	2.959	2.923	3.187	3.050	2.976	2.898	2.302	2.660	2.612	2.427	2.813	2.567	2.612
Not included in (%) base:																	
Decline to Answer		5	7	1	8	3	1	20	185	-	-	4	2	4	1	10	99
Not Applicable		1	-	-	-	-	1	1	8	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 37-3

IV. Policies and Practices

Q37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		121	-	-	-	-	-	592	5240	32	-	-	-	-	-	209	1820
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	44%	35%	44%	42%	32%	44%	40%	38%	39%	31%	41%	27%	31%	41%	34%	37%
Very satisfied	(5)	7%	5%	9%	11%	10%	16%	10%	9%	2%	0%	7%	4%	5%	8%	4%	8%
Satisfied	(4)	37%	31%	35%	32%	22%	28%	30%	29%	37%	31%	34%	23%	26%	33%	29%	29%
- Neither satisfied nor dissatisfied	(3)	25%	16%	23%	11%	20%	10%	16%	14%	20%	22%	18%	17%	19%	22%	19%	17%
Dissatisfied	(2)	22%	27%	19%	31%	29%	34%	28%	32%	37%	18%	28%	33%	39%	33%	30%	29%
Very dissatisfied	(1)	9%	21%	14%	16%	19%	12%	16%	16%	5%	28%	12%	23%	12%	5%	17%	17%
- NET: Dissatisfied	(2,1)	31%	48%	33%	47%	48%	46%	44%	48%	41%	47%	40%	56%	51%	37%	47%	46%
Mean		3.121	2.703	3.058	2.908	2.741	3.018	2.893	2.829	2.958	2.559	2.962	2.513	2.734	3.067	2.736	2.820
Not included in (%) base:																	
Decline to Answer		2	4	2	7	6	1	20	187	3	3	3	3	1	1	11	97
Not Applicable		-	-	-	-	-	-	-	5	1	-	-	-	-	1	1	6

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-1

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The fairness with which your immediate supervisor evaluates your work

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
-----		-----						
(%) base:		150	-	-	-	-	-	735
		100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	79%	83%	80%	78%	82%	76%	80%
Very satisfied	(5)	37%	46%	39%	53%	47%	45%	46%
Satisfied	(4)	42%	37%	40%	26%	34%	31%	33%
- Neither satisfied	(3)	12%	7%	6%	11%	10%	12%	9%
nor dissatisfied								10%
Dissatisfied	(2)	7%	5%	10%	6%	6%	6%	6%
Very dissatisfied	(1)	3%	5%	5%	4%	2%	6%	4%
- NET: Dissatisfied	(2,1)	10%	10%	14%	10%	8%	11%	11%
								15%
Mean		4.030	4.142	4.003	4.165	4.192	4.040	4.112
								4.005
Not included in (%) base:								
Decline to Answer		4	6	7	10	11	3	38
Not Applicable		5	10	5	19	6	18	59
								522

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-2

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The fairness with which your immediate supervisor evaluates your work

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	439 100%	3803 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	297 100%	2686 100%
- NET: Satisfied	(5,4)	75%	84%	79%	84%	83%	72%	81%	77%	85%	81%	81%	70%	80%	83%	78%	73%
Very satisfied	(5)	33%	46%	34%	52%	44%	44%	45%	46%	44%	45%	47%	53%	52%	48%	49%	46%
Satisfied	(4)	42%	38%	45%	32%	39%	28%	36%	31%	41%	36%	34%	17%	28%	35%	29%	27%
- Neither satisfied nor dissatisfied	(3)	16%	9%	7%	8%	12%	15%	10%	10%	4%	5%	5%	16%	6%	8%	8%	9%
Dissatisfied	(2)	7%	5%	9%	5%	4%	7%	6%	7%	7%	4%	10%	8%	10%	4%	7%	10%
Very dissatisfied	(1)	2%	2%	5%	3%	<1%	6%	3%	6%	4%	9%	5%	6%	4%	5%	6%	7%
- NET: Dissatisfied	(2,1)	9%	7%	14%	7%	4%	13%	9%	13%	11%	13%	14%	14%	14%	9%	13%	17%
Mean		3.971	4.216	3.948	4.265	4.228	3.966	4.132	4.039	4.142	4.044	4.092	4.026	4.136	4.158	4.083	3.956
Not included in (%) base:																	
Decline to Answer		4	6	2	8	7	1	24	226	-	-	5	2	4	3	14	118
Not Applicable		5	5	-	13	5	8	31	324	-	5	5	7	1	11	28	198

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38a-3

V. Climate, Culture, and Collegiality

Q38a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The fairness with which your immediate supervisor evaluates your work

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		119	-	-	-	-	-	548	4807	31	-	-	-	-	-	187	1682
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	77%	83%	83%	81%	80%	72%	80%	76%	84%	83%	72%	69%	86%	89%	79%	74%
Very satisfied	(5)	37%	51%	43%	58%	45%	45%	49%	47%	36%	35%	28%	36%	55%	45%	39%	42%
Satisfied	(4)	40%	33%	40%	23%	36%	27%	31%	29%	49%	48%	43%	33%	31%	44%	40%	32%
- Neither satisfied nor dissatisfied	(3)	13%	5%	5%	12%	10%	15%	9%	9%	7%	13%	10%	11%	11%	3%	10%	12%
Dissatisfied	(2)	7%	6%	7%	3%	8%	6%	6%	9%	8%	2%	16%	15%	1%	5%	8%	8%
Very dissatisfied	(1)	3%	6%	5%	4%	2%	7%	5%	6%	0%	2%	2%	5%	2%	3%	3%	6%
- NET: Dissatisfied	(2,1)	10%	12%	13%	7%	10%	13%	11%	15%	8%	4%	18%	20%	3%	8%	11%	15%
Mean		4.008	4.153	4.073	4.272	4.128	3.983	4.135	4.025	4.116	4.117	3.793	3.806	4.365	4.233	4.046	3.946
Not included in (%) base:																	
Decline to Answer		1	2	5	7	7	2	22	226	3	4	3	3	4	2	15	118
Not Applicable		3	6	1	14	5	15	41	398	2	4	4	6	1	3	18	124

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-1

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The interest senior faculty take in your professional development

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		150	-	-	-	-	-	790	6991
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	55%	67%	59%	68%	68%	61%	65%	60%
Very satisfied	(5)	21%	33%	28%	35%	25%	34%	31%	28%
Satisfied	(4)	35%	34%	31%	33%	43%	26%	33%	31%
- Neither satisfied nor dissatisfied	(3)	23%	9%	17%	12%	7%	12%	12%	14%
Dissatisfied	(2)	17%	11%	15%	15%	18%	18%	15%	15%
Very dissatisfied	(1)	5%	13%	9%	6%	7%	9%	9%	11%
- NET: Dissatisfied	(2,1)	22%	24%	24%	20%	25%	27%	24%	26%
Mean		3.489	3.626	3.540	3.766	3.616	3.589	3.638	3.507
Not included in (%) base:									
Decline to Answer		5	5	7	9	11	2	33	303
Not Applicable		4	3	1	1	2	1	9	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-2

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The interest senior faculty take in your professional development

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	466 100%	4104 100%	51 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	2887 100%
- NET: Satisfied	(5,4)	60%	70%	55%	67%	71%	59%	65%	60%	48%	61%	65%	69%	64%	62%	65%	59%
Very satisfied	(5)	20%	29%	30%	33%	19%	37%	30%	28%	22%	39%	26%	36%	35%	31%	34%	28%
Satisfied	(4)	40%	42%	26%	34%	53%	23%	35%	32%	25%	23%	39%	33%	28%	31%	31%	31%
- Neither satisfied nor dissatisfied	(3)	17%	8%	16%	14%	7%	14%	12%	15%	33%	12%	17%	9%	6%	10%	11%	13%
Dissatisfied	(2)	19%	13%	18%	14%	16%	17%	15%	15%	12%	8%	11%	16%	22%	19%	15%	16%
Very dissatisfied	(1)	4%	9%	11%	5%	6%	9%	8%	10%	8%	19%	7%	6%	9%	9%	10%	12%
- NET: Dissatisfied	(2,1)	23%	22%	28%	19%	22%	27%	23%	25%	20%	27%	18%	22%	30%	27%	24%	28%
Mean		3.523	3.685	3.459	3.766	3.624	3.602	3.636	3.532	3.423	3.545	3.658	3.765	3.602	3.569	3.640	3.471
Not included in (%) base:																	
Decline to Answer		5	5	2	8	7	1	23	201	-	-	4	1	4	1	10	102
Not Applicable		3	2	-	1	1	1	5	47	1	1	1	-	1	1	4	13

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38b-3

V. Climate, Culture, and Collegiality

Q38b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The interest senior faculty take in your professional development

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		119	-	-	-	-	-	588	5194	31	-	-	-	-	-	202	1798
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	54%	69%	60%	68%	68%	58%	65%	60%	61%	61%	57%	67%	69%	69%	64%	58%
Very satisfied	(5)	20%	34%	31%	35%	23%	39%	33%	29%	21%	31%	19%	32%	32%	19%	27%	26%
Satisfied	(4)	34%	35%	29%	33%	45%	20%	32%	31%	39%	30%	38%	35%	38%	51%	37%	32%
- Neither satisfied nor dissatisfied	(3)	24%	8%	15%	11%	6%	14%	11%	13%	18%	13%	21%	13%	9%	8%	13%	17%
Dissatisfied	(2)	16%	7%	15%	16%	19%	20%	15%	16%	18%	19%	15%	12%	15%	12%	15%	14%
Very dissatisfied	(1)	6%	16%	10%	5%	7%	9%	9%	11%	4%	6%	7%	7%	7%	11%	8%	12%
- NET: Dissatisfied	(2,1)	22%	23%	25%	20%	26%	28%	24%	27%	21%	26%	22%	20%	22%	23%	22%	25%
Mean		3.467	3.639	3.567	3.782	3.578	3.601	3.647	3.516	3.572	3.596	3.466	3.712	3.722	3.544	3.612	3.478
Not included in (%) base:																	
Decline to Answer		2	1	4	6	7	1	19	196	3	4	3	3	4	1	15	107
Not Applicable		2	2	1	1	1	-	5	41	2	1	-	-	1	1	4	19

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-1

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

Your opportunities to collaborate with senior faculty

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		148	-	-	-	-	-	763	6709
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	47%	53%	44%	63%	56%	58%	56%	52%
Very satisfied	(5)	16%	22%	20%	37%	29%	28%	28%	26%
Satisfied	(4)	31%	32%	25%	26%	27%	30%	28%	26%
- Neither satisfied nor dissatisfied	(3)	25%	15%	30%	17%	13%	16%	18%	18%
Dissatisfied	(2)	18%	19%	9%	13%	20%	14%	15%	17%
Very dissatisfied	(1)	10%	13%	17%	6%	11%	13%	11%	13%
- NET: Dissatisfied	(2,1)	28%	31%	26%	20%	31%	27%	26%	30%
Mean		3.249	3.310	3.207	3.747	3.438	3.468	3.456	3.345
Not included in (%) base:									
Decline to Answer		4	5	6	9	11	2	33	311
Not Applicable		7	7	8	9	5	8	37	334

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-2

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

Your opportunities to collaborate with senior faculty

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		98	-	-	-	-	-	459	3995	50	-	-	-	-	-	304	2714
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	48%	61%	46%	68%	61%	63%	60%	55%	44%	43%	40%	57%	47%	50%	48%	47%
Very satisfied	(5)	13%	22%	21%	39%	33%	30%	30%	27%	21%	22%	17%	35%	23%	25%	25%	23%
Satisfied	(4)	36%	39%	25%	29%	28%	33%	31%	28%	23%	21%	24%	22%	24%	24%	23%	24%
- Neither satisfied nor dissatisfied	(3)	30%	13%	25%	15%	12%	14%	16%	19%	16%	19%	37%	19%	15%	18%	22%	18%
Dissatisfied	(2)	13%	20%	8%	12%	14%	15%	13%	15%	29%	18%	11%	16%	30%	13%	17%	19%
Very dissatisfied	(1)	9%	7%	20%	5%	12%	8%	10%	11%	11%	21%	12%	8%	8%	19%	13%	16%
- NET: Dissatisfied	(2,1)	22%	26%	29%	17%	27%	22%	24%	26%	40%	38%	22%	24%	38%	32%	30%	35%
Mean		3.301	3.496	3.190	3.842	3.555	3.633	3.560	3.445	3.148	3.053	3.234	3.607	3.235	3.239	3.300	3.198
Not included in (%) base:																	
Decline to Answer		4	5	2	8	7	1	23	205	-	-	4	1	4	1	9	106
Not Applicable		5	3	-	3	1	4	12	152	2	4	8	6	4	4	25	182

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 38c-3

V. Climate, Culture, and Collegiality

Q38c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

Your opportunities to collaborate with senior faculty

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		118	-	-	-	-	-	569	4968	31	-	-	-	-	-	193	1741
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	43%	55%	47%	62%	55%	58%	56%	52%	61%	49%	35%	68%	58%	55%	54%	51%
Very satisfied	(5)	13%	24%	20%	37%	28%	34%	29%	26%	24%	16%	20%	36%	32%	7%	24%	24%
Satisfied	(4)	30%	31%	27%	25%	27%	25%	27%	26%	37%	32%	16%	32%	26%	48%	30%	27%
- Neither satisfied nor dissatisfied	(3)	27%	13%	27%	19%	13%	16%	18%	18%	19%	21%	36%	12%	14%	16%	20%	19%
Dissatisfied	(2)	20%	17%	8%	13%	20%	15%	14%	17%	12%	22%	13%	15%	19%	10%	16%	16%
Very dissatisfied	(1)	10%	15%	18%	6%	12%	11%	12%	13%	8%	8%	15%	5%	9%	19%	11%	14%
- NET: Dissatisfied	(2,1)	30%	32%	25%	19%	32%	26%	26%	30%	20%	30%	28%	21%	28%	29%	27%	30%
Mean		3.167	3.327	3.239	3.737	3.401	3.550	3.476	3.358	3.562	3.271	3.114	3.777	3.536	3.147	3.399	3.310
Not included in (%) base:																	
Decline to Answer		1	1	3	6	7	1	18	204	3	4	3	3	4	1	15	107
Not Applicable		5	5	4	7	5	3	24	259	2	3	3	2	-	5	13	75

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-1

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with senior colleagues in your department

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-2

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with senior colleagues in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		100	-	-	-	-	-	471	4128	50	-	-	-	-	-	325	2867
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	58%	61%	51%	72%	55%	64%	61%	59%	48%	58%	49%	63%	57%	55%	57%	56%
Very satisfied	(5)	20%	21%	17%	45%	25%	27%	28%	28%	24%	26%	19%	34%	20%	34%	27%	26%
Satisfied	(4)	38%	40%	34%	27%	30%	37%	33%	31%	24%	32%	30%	29%	37%	21%	30%	30%
- Neither satisfied nor dissatisfied	(3)	23%	13%	21%	14%	14%	15%	15%	15%	26%	20%	27%	18%	20%	13%	19%	16%
Dissatisfied	(2)	15%	17%	14%	10%	24%	15%	16%	16%	19%	12%	13%	11%	20%	17%	14%	17%
Very dissatisfied	(1)	4%	8%	14%	4%	7%	6%	8%	9%	7%	10%	10%	8%	4%	15%	9%	12%
- NET: Dissatisfied	(2,1)	19%	26%	28%	14%	31%	21%	23%	25%	26%	22%	24%	19%	23%	32%	24%	29%
Mean		3.553	3.485	3.247	3.984	3.415	3.641	3.580	3.530	3.395	3.511	3.344	3.699	3.504	3.423	3.512	3.409
Not included in (%) base:																	
Decline to Answer		5	4	1	8	6	1	20	197	-	-	4	1	4	1	9	103
Not Applicable		2	-	-	2	-	1	4	27	2	1	1	-	1	1	4	32

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39a-3

V. Climate, Culture, and Collegiality

Q39a. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with senior colleagues in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		118	-	-	-	-	-	591	5185	32	-	-	-	-	-	205	1809
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	55%	61%	50%	69%	55%	58%	60%	58%	55%	56%	49%	66%	58%	68%	59%	56%
Very satisfied	(5)	21%	25%	19%	43%	22%	32%	30%	28%	24%	18%	13%	30%	26%	22%	22%	25%
Satisfied	(4)	34%	36%	31%	26%	33%	26%	30%	30%	31%	38%	37%	36%	32%	46%	37%	31%
- Neither satisfied nor dissatisfied	(3)	22%	17%	24%	16%	17%	15%	17%	15%	31%	14%	23%	15%	13%	13%	16%	18%
Dissatisfied	(2)	19%	11%	14%	10%	21%	18%	14%	17%	6%	23%	13%	13%	25%	9%	17%	16%
Very dissatisfied	(1)	4%	11%	12%	6%	7%	10%	9%	10%	8%	6%	14%	6%	3%	9%	8%	11%
- NET: Dissatisfied	(2,1)	23%	22%	26%	16%	28%	27%	23%	27%	14%	30%	27%	19%	28%	19%	25%	26%
Mean		3.480	3.544	3.314	3.909	3.418	3.528	3.573	3.495	3.578	3.385	3.208	3.718	3.528	3.626	3.492	3.438
Not included in (%) base:																	
Decline to Answer		2	1	2	6	7	1	17	200	3	3	3	3	2	1	12	100
Not Applicable		3	-	1	2	1	-	4	46	1	1	-	-	-	2	4	14

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-1

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with senior colleagues in your department

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		151	-	-	-	-	-	790	6947
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	67%	55%	66%	68%	60%	64%	63%	62%
Very satisfied	(5)	23%	26%	23%	40%	29%	32%	31%	31%
Satisfied	(4)	44%	29%	42%	28%	31%	32%	32%	32%
- Neither satisfied nor dissatisfied	(3)	21%	23%	19%	21%	22%	17%	21%	20%
Dissatisfied	(2)	8%	16%	10%	7%	12%	11%	11%	11%
Very dissatisfied	(1)	4%	6%	5%	4%	5%	7%	5%	7%
- NET: Dissatisfied	(2,1)	12%	21%	15%	11%	17%	19%	16%	18%
Mean		3.737	3.541	3.685	3.928	3.674	3.702	3.723	3.686
Not included in (%) base:									
Decline to Answer		5	6	5	9	9	2	31	318
Not Applicable		3	3	2	3	1	3	11	89

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-2

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with senior colleagues in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	466 100%	4086 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	2861 100%
- NET: Satisfied	(5,4)	73%	52%	67%	70%	64%	64%	64%	63%	57%	59%	64%	64%	54%	64%	61%	61%
Very satisfied	(5)	24%	23%	24%	43%	27%	33%	31%	30%	20%	30%	23%	37%	33%	30%	31%	31%
Satisfied	(4)	48%	29%	43%	28%	37%	31%	33%	33%	37%	29%	41%	27%	21%	34%	31%	30%
- Neither satisfied nor dissatisfied	(3)	19%	26%	20%	20%	22%	18%	21%	20%	23%	20%	18%	23%	23%	16%	20%	19%
Dissatisfied	(2)	6%	16%	10%	5%	9%	11%	10%	10%	13%	15%	11%	8%	18%	11%	12%	12%
Very dissatisfied	(1)	2%	5%	4%	4%	5%	6%	5%	7%	8%	6%	8%	4%	5%	9%	6%	7%
- NET: Dissatisfied	(2,1)	8%	21%	13%	10%	14%	17%	15%	17%	20%	21%	18%	13%	23%	20%	19%	19%
Mean		3.869	3.490	3.734	3.990	3.729	3.741	3.757	3.703	3.484	3.607	3.613	3.839	3.583	3.649	3.674	3.662
Not included in (%) base:																	
Decline to Answer		5	5	1	8	6	1	21	211	-	1	4	1	4	1	10	108
Not Applicable		3	3	1	1	1	2	7	55	-	-	1	2	-	1	4	34

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39b-3

V. Climate, Culture, and Collegiality

Q39b. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with senior colleagues in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		119 100%	- 100%	- 100%	- 100%	- 100%	- 100%	583 100%	5157 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	207 100%	1791 100%
- NET: Satisfied	(5,4)	67%	55%	68%	72%	58%	63%	64%	64%	67%	56%	59%	55%	66%	69%	60%	58%
Very satisfied	(5)	23%	29%	28%	44%	30%	36%	34%	32%	22%	19%	10%	27%	28%	20%	21%	27%
Satisfied	(4)	44%	26%	40%	28%	28%	27%	30%	32%	45%	37%	49%	27%	38%	49%	39%	32%
- Neither satisfied nor dissatisfied	(3)	20%	23%	19%	18%	22%	18%	20%	19%	24%	24%	20%	32%	22%	14%	23%	22%
Dissatisfied	(2)	9%	16%	9%	6%	13%	13%	11%	11%	6%	16%	12%	10%	11%	6%	11%	11%
Very dissatisfied	(1)	4%	6%	4%	4%	7%	6%	5%	6%	3%	5%	9%	4%	0%	11%	5%	8%
- NET: Dissatisfied	(2,1)	13%	22%	13%	10%	20%	19%	16%	17%	9%	20%	21%	13%	11%	17%	17%	19%
Mean		3.730	3.560	3.789	4.013	3.614	3.726	3.768	3.725	3.760	3.501	3.387	3.652	3.831	3.620	3.594	3.573
Not included in (%) base:																	
Decline to Answer		2	3	2	6	7	1	19	213	3	3	3	3	2	1	12	105
Not Applicable		2	3	1	3	1	2	10	62	1	-	1	-	-	1	1	28

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-1

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with junior colleagues in your department

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		149	-	-	-	-	-	784	6839
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	75%	68%	69%	73%	66%	73%	70%	71%
Very satisfied	(5)	28%	29%	29%	35%	24%	36%	31%	34%
Satisfied	(4)	47%	39%	39%	38%	42%	37%	39%	38%
- Neither satisfied nor dissatisfied	(3)	19%	17%	14%	14%	20%	15%	16%	15%
Dissatisfied	(2)	6%	12%	14%	10%	10%	7%	11%	9%
Very dissatisfied	(1)	1%	2%	4%	3%	3%	5%	3%	4%
- NET: Dissatisfied	(2,1)	6%	15%	17%	13%	14%	12%	14%	13%
Mean		3.953	3.797	3.771	3.912	3.735	3.924	3.833	3.882
Not included in (%) base:									
Decline to Answer		5	4	5	8	8	2	27	296
Not Applicable		5	8	1	4	3	5	21	220

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-2

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with junior colleagues in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	466 100%	4038 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	318 100%	2801 100%
- NET: Satisfied	(5,4)	76%	71%	75%	77%	63%	75%	72%	71%	73%	64%	60%	67%	72%	70%	66%	72%
Very satisfied	(5)	26%	32%	32%	37%	24%	31%	32%	33%	31%	25%	25%	32%	26%	43%	30%	35%
Satisfied	(4)	49%	39%	43%	40%	39%	44%	41%	39%	43%	39%	34%	35%	47%	27%	36%	37%
- Neither satisfied nor dissatisfied	(3)	20%	19%	12%	11%	22%	12%	15%	16%	16%	14%	17%	19%	17%	19%	17%	14%
Dissatisfied	(2)	4%	8%	11%	9%	11%	9%	10%	9%	9%	19%	18%	10%	9%	4%	12%	10%
Very dissatisfied	(1)	0%	2%	2%	3%	4%	3%	3%	4%	2%	3%	5%	4%	2%	6%	4%	4%
- NET: Dissatisfied	(2,1)	4%	10%	13%	12%	15%	13%	13%	12%	11%	21%	23%	14%	11%	10%	16%	14%
Mean		3.977	3.907	3.914	3.978	3.670	3.898	3.881	3.878	3.907	3.650	3.564	3.815	3.847	3.961	3.764	3.888
Not included in (%) base:																	
Decline to Answer		5	4	1	7	4	1	17	194	-	-	4	1	4	1	9	102
Not Applicable		5	6	1	-	1	3	10	120	-	2	-	4	2	3	11	100

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39c-3

V. Climate, Culture, and Collegiality

Q39c. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of professional interaction you have with junior colleagues in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		118	-	-	-	-	-	584	5091	31	-	-	-	-	-	201	1748
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	74%	74%	70%	71%	65%	75%	71%	73%	76%	55%	65%	80%	69%	67%	68%	67%
Very satisfied	(5)	28%	32%	31%	38%	23%	38%	33%	35%	26%	21%	24%	24%	27%	29%	25%	29%
Satisfied	(4)	46%	42%	39%	33%	42%	37%	38%	38%	50%	34%	40%	57%	41%	38%	43%	38%
- Neither satisfied nor dissatisfied	(3)	19%	10%	16%	16%	20%	16%	16%	14%	18%	33%	8%	7%	21%	12%	16%	19%
Dissatisfied	(2)	7%	14%	9%	9%	12%	6%	10%	9%	2%	10%	26%	11%	6%	11%	13%	9%
Very dissatisfied	(1)	0%	3%	4%	4%	3%	3%	3%	3%	4%	2%	2%	2%	4%	9%	4%	5%
- NET: Dissatisfied	(2,1)	7%	16%	14%	13%	15%	9%	13%	13%	6%	12%	28%	13%	10%	21%	16%	14%
Mean		3.959	3.867	3.833	3.921	3.700	3.994	3.870	3.918	3.930	3.631	3.591	3.884	3.821	3.664	3.726	3.776
Not included in (%) base:																	
Decline to Answer		2	1	2	6	7	1	17	197	3	3	3	2	1	1	10	99
Not Applicable		3	4	-	2	3	2	11	143	2	4	1	2	-	3	10	76

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-1

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with junior colleagues in your department

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		149	-	-	-	-	-	779	6827
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	79%	68%	76%	75%	65%	80%	73%	74%
Very satisfied	(5)	36%	33%	34%	41%	28%	47%	37%	39%
Satisfied	(4)	44%	34%	42%	34%	37%	33%	36%	35%
- Neither satisfied nor dissatisfied	(3)	13%	18%	15%	14%	24%	13%	17%	16%
Dissatisfied	(2)	6%	11%	5%	8%	10%	5%	8%	8%
Very dissatisfied	(1)	2%	3%	3%	2%	1%	2%	2%	3%
- NET: Dissatisfied	(2,1)	8%	14%	8%	11%	11%	7%	10%	10%
Mean		4.045	3.834	3.987	4.032	3.801	4.168	3.968	3.997
Not included in (%) base:									
Decline to Answer		5	5	5	9	8	2	29	304
Not Applicable		5	8	1	7	2	6	24	223

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-2

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with junior colleagues in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		97	-	-	-	-	-	459	4026	52	-	-	-	-	-	320	2801
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	81%	69%	79%	73%	65%	80%	73%	73%	76%	65%	73%	78%	66%	80%	73%	74%
Very satisfied	(5)	34%	34%	35%	39%	26%	40%	35%	37%	38%	31%	32%	45%	31%	56%	39%	43%
Satisfied	(4)	47%	35%	43%	34%	39%	39%	38%	37%	38%	34%	41%	33%	35%	24%	33%	32%
- Neither satisfied nor dissatisfied	(3)	13%	17%	15%	16%	24%	11%	17%	16%	11%	20%	16%	12%	23%	17%	17%	15%
Dissatisfied	(2)	5%	9%	4%	8%	10%	6%	7%	8%	9%	14%	8%	10%	10%	3%	9%	7%
Very dissatisfied	(1)	1%	5%	2%	3%	1%	4%	3%	3%	4%	0%	4%	1%	2%	0%	1%	3%
- NET: Dissatisfied	(2,1)	6%	14%	6%	11%	11%	10%	10%	11%	13%	14%	12%	11%	12%	3%	11%	10%
Mean		4.086	3.842	4.054	3.982	3.782	4.061	3.948	3.968	3.970	3.823	3.889	4.103	3.830	4.322	3.998	4.039
Not included in (%) base:																	
Decline to Answer		5	5	1	8	4	1	19	202	-	-	4	1	4	1	9	102
Not Applicable		5	7	1	3	2	3	15	124	-	1	-	4	-	4	9	99

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 39d-3

V. Climate, Culture, and Collegiality

Q39d. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The amount of personal interaction you have with junior colleagues in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		117	-	-	-	-	-	578	5083	32	-	-	-	-	-	202	1744
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	80%	69%	77%	76%	63%	84%	74%	75%	76%	63%	75%	73%	71%	65%	69%	70%
Very satisfied	(5)	38%	37%	37%	45%	28%	48%	39%	41%	25%	24%	26%	30%	27%	42%	29%	33%
Satisfied	(4)	42%	32%	40%	31%	35%	36%	35%	34%	50%	39%	48%	42%	43%	23%	40%	36%
- Neither satisfied nor dissatisfied	(3)	12%	16%	18%	15%	24%	12%	17%	15%	16%	24%	9%	13%	23%	17%	17%	19%
Dissatisfied	(2)	7%	12%	4%	7%	11%	4%	7%	8%	2%	10%	8%	13%	7%	8%	9%	7%
Very dissatisfied	(1)	1%	3%	1%	3%	2%	0%	2%	2%	6%	3%	8%	2%	0%	11%	4%	4%
- NET: Dissatisfied	(2,1)	8%	15%	6%	10%	13%	4%	9%	10%	8%	13%	16%	15%	7%	19%	14%	12%
Mean		4.092	3.889	4.060	4.082	3.757	4.279	4.024	4.042	3.873	3.711	3.775	3.865	3.910	3.774	3.808	3.867
Not included in (%) base:																	
Decline to Answer		2	2	2	7	7	1	19	204	3	3	3	2	1	1	10	100
Not Applicable		4	5	-	4	2	4	15	144	1	3	1	3	-	3	9	79

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-1

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		152	-	-	-	-	-	801	7031
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	70%	63%	69%	76%	70%	69%	70%	69%
Very satisfied	(5)	32%	31%	35%	42%	31%	39%	36%	37%
Satisfied	(4)	39%	32%	34%	34%	40%	30%	34%	33%
- Neither satisfied nor dissatisfied	(3)	13%	15%	17%	10%	7%	14%	13%	11%
Dissatisfied	(2)	11%	13%	7%	10%	15%	10%	11%	12%
Very dissatisfied	(1)	6%	9%	7%	4%	8%	6%	7%	8%
- NET: Dissatisfied	(2,1)	16%	22%	14%	14%	23%	17%	17%	20%
Mean		3.798	3.629	3.833	3.993	3.707	3.854	3.817	3.789
Not included in (%) base:									
Decline to Answer		5	4	5	9	9	4	31	308
Not Applicable		2	-	-	-	-	1	1	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-2

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		100	-	-	-	-	-	475	4140	52	-	-	-	-	-	326	2891
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	72%	66%	66%	78%	71%	70%	71%	70%	67%	59%	74%	73%	69%	68%	69%	68%
Very satisfied	(5)	34%	29%	33%	44%	31%	40%	36%	37%	27%	32%	39%	40%	29%	38%	36%	36%
Satisfied	(4)	38%	37%	33%	34%	40%	30%	35%	33%	40%	26%	35%	33%	40%	30%	33%	31%
- Neither satisfied nor dissatisfied	(3)	16%	15%	18%	11%	6%	13%	12%	11%	7%	16%	16%	9%	8%	17%	13%	11%
Dissatisfied	(2)	9%	12%	9%	9%	17%	10%	11%	12%	14%	14%	3%	11%	12%	11%	10%	13%
Very dissatisfied	(1)	3%	7%	7%	3%	6%	8%	6%	7%	11%	12%	8%	7%	11%	4%	8%	9%
- NET: Dissatisfied	(2,1)	12%	19%	16%	11%	23%	17%	17%	18%	26%	25%	10%	18%	23%	16%	18%	21%
Mean		3.923	3.697	3.754	4.077	3.743	3.847	3.841	3.824	3.559	3.536	3.947	3.875	3.646	3.862	3.783	3.739
Not included in (%) base:																	
Decline to Answer		5	4	1	8	4	1	18	200	-	-	4	1	5	3	12	108
Not Applicable		2	-	-	-	-	1	1	12	-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 40-3

V. Climate, Culture, and Collegiality

Q40. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

How well you "fit" (e.g., your sense of belonging, your comfort level) in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		120	-	-	-	-	-	592	5223	32	-	-	-	-	-	209	1808
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	67%	67%	70%	77%	71%	67%	71%	70%	84%	54%	67%	73%	69%	75%	67%	66%
Very satisfied	(5)	31%	34%	43%	47%	33%	41%	40%	39%	34%	22%	13%	26%	24%	34%	24%	31%
Satisfied	(4)	36%	33%	27%	30%	38%	27%	31%	32%	49%	32%	54%	47%	45%	41%	44%	35%
- Neither satisfied nor dissatisfied	(3)	15%	12%	14%	10%	5%	14%	11%	10%	8%	22%	24%	10%	12%	14%	17%	15%
Dissatisfied	(2)	13%	11%	8%	10%	17%	13%	12%	13%	2%	16%	3%	7%	10%	0%	8%	10%
Very dissatisfied	(1)	6%	10%	8%	3%	7%	5%	6%	7%	6%	8%	6%	9%	9%	11%	8%	9%
- NET: Dissatisfied	(2,1)	19%	21%	16%	14%	24%	18%	18%	20%	8%	23%	8%	16%	19%	11%	16%	19%
Mean		3.733	3.707	3.893	4.069	3.731	3.847	3.872	3.820	4.045	3.458	3.663	3.742	3.647	3.877	3.664	3.699
Not included in (%) base:																	
Decline to Answer		2	1	2	6	8	3	20	201	3	3	3	3	1	1	11	107
Not Applicable		1	-	-	-	-	-	-	8	1	-	-	-	-	1	1	8

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-1

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The intellectual vitality of the senior colleagues in your department

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		150	-	-	-	-	-	791	6973
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	50%	45%	57%	65%	53%	66%	58%	56%
Very satisfied	(5)	16%	22%	20%	40%	17%	31%	27%	26%
Satisfied	(4)	35%	23%	37%	25%	36%	35%	31%	30%
- Neither satisfied nor dissatisfied	(3)	24%	21%	18%	13%	16%	14%	16%	15%
Dissatisfied	(2)	19%	23%	14%	17%	18%	14%	17%	17%
Very dissatisfied	(1)	7%	10%	11%	5%	13%	6%	9%	12%
- NET: Dissatisfied	(2,1)	26%	34%	25%	22%	31%	20%	26%	29%
Mean		3.324	3.232	3.407	3.781	3.269	3.719	3.505	3.418
Not included in (%) base:									
Decline to Answer		7	6	8	10	11	2	37	344
Not Applicable		2	1	2	-	-	1	4	39

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-2

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The intellectual vitality of the senior colleagues in your department

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		98	-	-	-	-	-	468	4111	52	-	-	-	-	-	323	2861
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	51%	44%	55%	64%	53%	70%	58%	57%	48%	47%	59%	67%	54%	61%	58%	56%
Very satisfied	(5)	14%	21%	16%	38%	16%	31%	25%	26%	19%	24%	26%	43%	20%	30%	30%	27%
Satisfied	(4)	38%	23%	40%	26%	37%	39%	32%	31%	29%	23%	33%	24%	34%	31%	28%	30%
- Neither satisfied nor dissatisfied	(3)	25%	21%	16%	13%	18%	11%	16%	16%	21%	22%	20%	14%	13%	18%	17%	13%
Dissatisfied	(2)	17%	26%	16%	19%	15%	15%	18%	17%	22%	19%	11%	15%	25%	14%	16%	18%
Very dissatisfied	(1)	6%	9%	12%	5%	15%	4%	9%	11%	10%	13%	10%	5%	8%	7%	8%	13%
- NET: Dissatisfied	(2,1)	23%	35%	29%	24%	30%	19%	27%	28%	31%	32%	20%	20%	33%	21%	25%	31%
Mean		3.361	3.215	3.304	3.729	3.242	3.787	3.471	3.433	3.254	3.257	3.555	3.853	3.316	3.627	3.555	3.396
Not included in (%) base:																	
Decline to Answer		7	5	4	9	6	1	25	218	-	1	4	1	6	1	13	126
Not Applicable		2	-	-	-	-	1	1	23	-	1	2	-	-	-	3	16

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 41-3

V. Climate, Culture, and Collegiality

Q41. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

The intellectual vitality of the senior colleagues in your department

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		118	-	-	-	-	-	587	5186	32	-	-	-	-	-	204	1787
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	46%	49%	61%	69%	51%	72%	61%	57%	64%	37%	46%	52%	60%	47%	48%	54%
Very satisfied	(5)	13%	26%	25%	41%	15%	35%	30%	27%	24%	14%	7%	37%	23%	17%	20%	23%
Satisfied	(4)	33%	23%	37%	28%	35%	37%	32%	30%	40%	23%	38%	15%	37%	30%	28%	31%
- Neither satisfied nor dissatisfied	(3)	23%	17%	13%	12%	13%	10%	13%	13%	26%	32%	32%	16%	23%	28%	26%	19%
Dissatisfied	(2)	22%	23%	14%	14%	22%	13%	17%	18%	6%	24%	15%	26%	9%	20%	19%	16%
Very dissatisfied	(1)	8%	11%	12%	4%	14%	5%	9%	12%	3%	8%	8%	7%	8%	6%	7%	11%
- NET: Dissatisfied	(2,1)	31%	34%	26%	19%	36%	18%	26%	30%	9%	32%	23%	33%	17%	26%	26%	27%
Mean		3.207	3.286	3.474	3.869	3.150	3.836	3.561	3.428	3.759	3.107	3.221	3.494	3.581	3.313	3.344	3.387
Not included in (%) base:																	
Decline to Answer		4	2	4	7	9	1	23	225	3	4	4	3	2	1	15	118
Not Applicable		1	-	2	-	-	-	2	20	1	1	-	-	-	1	2	18

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42-1

V. Climate, Culture, and Collegiality

Q42. Please indicate your level of agreement or disagreement with the following statement.

On the whole, my institution is collegial

		Overall						
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers
								All Univ
100% base:		154	-	-	-	-	-	-
		100%	0%	0%	0%	0%	0%	0%
- NET: Agree (5,4)		84%	0%	0%	0%	0%	0%	0%
Strongly agree (5)		48%	0%	0%	0%	0%	0%	0%
Somewhat agree (4)		36%	0%	0%	0%	0%	0%	0%
- Neither agree (3) nor disagree		7%	0%	0%	0%	0%	0%	0%
Somewhat disagree (2)		7%	0%	0%	0%	0%	0%	0%
Strongly disagree (1)		2%	0%	0%	0%	0%	0%	0%
- NET: Disagree (2,1)		9%	0%	0%	0%	0%	0%	0%
Mean		4.212	-	-	-	-	-	-
Not included in (%) base:								
Decline to Answer		5	-	-	-	-	-	-
Not Applicable/ Don't know		1	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42-2

V. Climate, Culture, and Collegiality

Q42. Please indicate your level of agreement or disagreement with the following statement.

On the whole, my institution is collegial

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	102	-	-	-	-	-	-	625	52	-	-	-	-	-	-	430
	100%	0%	0%	0%	0%	0%	0%	100%	100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree (5,4)	86%	0%	0%	0%	0%	0%	0%	81%	79%	0%	0%	0%	0%	0%	0%	79%
Strongly agree (5)	50%	0%	0%	0%	0%	0%	0%	47%	44%	0%	0%	0%	0%	0%	0%	44%
Somewhat agree (4)	37%	0%	0%	0%	0%	0%	0%	34%	35%	0%	0%	0%	0%	0%	0%	35%
- Neither agree nor disagree (3)	8%	0%	0%	0%	0%	0%	0%	7%	6%	0%	0%	0%	0%	0%	0%	6%
Somewhat disagree (2)	4%	0%	0%	0%	0%	0%	0%	7%	13%	0%	0%	0%	0%	0%	0%	8%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	5%	2%	0%	0%	0%	0%	0%	0%	6%
- NET: Disagree (2,1)	6%	0%	0%	0%	0%	0%	0%	12%	15%	0%	0%	0%	0%	0%	0%	15%
Mean	4.289	-	-	-	-	-	-	4.115	4.063	-	-	-	-	-	-	4.023
Not included in (%) base:																
Decline to Answer	5	-	-	-	-	-	-	30	-	-	-	-	-	-	-	15
Not Applicable/ Don't know	1	-	-	-	-	-	-	3	-	-	-	-	-	-	-	1

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 42-3

V. Climate, Culture, and Collegiality

Q42. Please indicate your level of agreement or disagreement with the following statement.

On the whole, my institution is collegial

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	121 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	821 100%	32 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	235 100%
- NET: Agree (5,4)	83%	0%	0%	0%	0%	0%	0%	81%	87%	0%	0%	0%	0%	0%	0%	77%
Strongly agree (5)	46%	0%	0%	0%	0%	0%	0%	47%	55%	0%	0%	0%	0%	0%	0%	42%
Somewhat agree (4)	37%	0%	0%	0%	0%	0%	0%	34%	33%	0%	0%	0%	0%	0%	0%	35%
- Neither agree nor disagree (3)	7%	0%	0%	0%	0%	0%	0%	6%	7%	0%	0%	0%	0%	0%	0%	8%
Somewhat disagree (2)	8%	0%	0%	0%	0%	0%	0%	8%	3%	0%	0%	0%	0%	0%	0%	9%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	5%	2%	0%	0%	0%	0%	0%	0%	6%
- NET: Disagree (2,1)	10%	0%	0%	0%	0%	0%	0%	13%	6%	0%	0%	0%	0%	0%	0%	15%
Mean	4.178	-	-	-	-	-	-	4.103	4.340	-	-	-	-	-	-	3.987
Not included in (%) base:																
Decline to Answer	2	-	-	-	-	-	-	31	3	-	-	-	-	-	-	14
Not Applicable/ Don't know	-	-	-	-	-	-	-	2	1	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43a-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

a. On the whole, I receive fair treatment from my colleagues regardless of my gender

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		138	-	-	-	-	-	-	962
		100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree	(5,4)	81%	0%	0%	0%	0%	0%	0%	85%
Strongly agree	(5)	65%	0%	0%	0%	0%	0%	0%	66%
Somewhat agree	(4)	16%	0%	0%	0%	0%	0%	0%	19%
- Neither agree nor disagree	(3)	9%	0%	0%	0%	0%	0%	0%	6%
Somewhat disagree	(2)	6%	0%	0%	0%	0%	0%	0%	6%
Strongly disagree	(1)	3%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree	(2,1)	9%	0%	0%	0%	0%	0%	0%	8%
Mean		4.346	-	-	-	-	-	-	4.401
Not included in (%) base:									
Decline to Answer		7	-	-	-	-	-	-	60
Not Applicable/ Don't know		15	-	-	-	-	-	-	83

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43a-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

a. On the whole, I receive fair treatment from my colleagues regardless of my gender

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	86 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	537 100%	51 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	425 100%
- NET: Agree (5,4)	90%	0%	0%	0%	0%	0%	0%	89%	67%	0%	0%	0%	0%	0%	0%	80%
Strongly agree (5)	78%	0%	0%	0%	0%	0%	0%	75%	44%	0%	0%	0%	0%	0%	0%	54%
Somewhat agree (4)	12%	0%	0%	0%	0%	0%	0%	14%	23%	0%	0%	0%	0%	0%	0%	26%
- Neither agree nor disagree (3)	8%	0%	0%	0%	0%	0%	0%	7%	12%	0%	0%	0%	0%	0%	0%	5%
Somewhat disagree (2)	2%	0%	0%	0%	0%	0%	0%	2%	13%	0%	0%	0%	0%	0%	0%	12%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%	8%	0%	0%	0%	0%	0%	0%	3%
- NET: Disagree (2,1)	2%	0%	0%	0%	0%	0%	0%	3%	21%	0%	0%	0%	0%	0%	0%	15%
Mean	4.652	-	-	-	-	-	-	4.596	3.832	-	-	-	-	-	-	4.155
Not included in (%) base:																
Decline to Answer	7	-	-	-	-	-	-	44	-	-	-	-	-	-	-	16
Not Applicable/ Don't know	14	-	-	-	-	-	-	78	1	-	-	-	-	-	-	5

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43a-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

a. On the whole, I receive fair treatment from my colleagues regardless of my gender

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	107 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	735 100%	31 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	227 100%
- NET: Agree (5,4)	79%	0%	0%	0%	0%	0%	0%	85%	89%	0%	0%	0%	0%	0%	0%	85%
Strongly agree (5)	62%	0%	0%	0%	0%	0%	0%	66%	79%	0%	0%	0%	0%	0%	0%	63%
Somewhat agree (4)	17%	0%	0%	0%	0%	0%	0%	19%	11%	0%	0%	0%	0%	0%	0%	21%
- Neither agree nor disagree (3)	9%	0%	0%	0%	0%	0%	0%	6%	11%	0%	0%	0%	0%	0%	0%	8%
Somewhat disagree (2)	8%	0%	0%	0%	0%	0%	0%	6%	0%	0%	0%	0%	0%	0%	0%	6%
Strongly disagree (1)	4%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree (2,1)	12%	0%	0%	0%	0%	0%	0%	9%	0%	0%	0%	0%	0%	0%	0%	8%
Mean	4.250	-	-	-	-	-	-	4.406	4.680	-	-	-	-	-	-	4.385
Not included in (%) base:																
Decline to Answer	4	-	-	-	-	-	-	46	3	-	-	-	-	-	-	14
Not Applicable/ Don't know	13	-	-	-	-	-	-	73	2	-	-	-	-	-	-	10

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43b-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

b. On the whole, I receive fair treatment from my colleagues regardless of my race/ethnicity

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		127	-	-	-	-	-	-	907
		100%	0%	0%	0%	0%	0%	0%	100%
- NET: Agree	(5,4)	86%	0%	0%	0%	0%	0%	0%	86%
Strongly agree	(5)	75%	0%	0%	0%	0%	0%	0%	72%
Somewhat agree	(4)	11%	0%	0%	0%	0%	0%	0%	14%
- Neither agree nor disagree	(3)	12%	0%	0%	0%	0%	0%	0%	9%
Somewhat disagree	(2)	1%	0%	0%	0%	0%	0%	0%	4%
Strongly disagree	(1)	1%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree	(2,1)	2%	0%	0%	0%	0%	0%	0%	5%
Mean		4.581	-	-	-	-	-	-	4.511
Not included in (%) base:									
Decline to Answer		7	-	-	-	-	-	-	62
Not Applicable/ Don't know		26	-	-	-	-	-	-	135

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43b-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

b. On the whole, I receive fair treatment from my colleagues regardless of my race/ethnicity

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	84 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	531 100%	43 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	377 100%
- NET: Agree (5,4)	88%	0%	0%	0%	0%	0%	0%	88%	82%	0%	0%	0%	0%	0%	0%	84%
Strongly agree (5)	75%	0%	0%	0%	0%	0%	0%	74%	75%	0%	0%	0%	0%	0%	0%	69%
Somewhat agree (4)	14%	0%	0%	0%	0%	0%	0%	14%	7%	0%	0%	0%	0%	0%	0%	15%
- Neither agree nor disagree (3)	11%	0%	0%	0%	0%	0%	0%	8%	16%	0%	0%	0%	0%	0%	0%	9%
Somewhat disagree (2)	1%	0%	0%	0%	0%	0%	0%	3%	0%	0%	0%	0%	0%	0%	0%	5%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	0%	0%	0%	2%
- NET: Disagree (2,1)	1%	0%	0%	0%	0%	0%	0%	4%	3%	0%	0%	0%	0%	0%	0%	7%
Mean	4.613	-	-	-	-	-	-	4.553	4.519	-	-	-	-	-	-	4.452
Not included in (%) base:																
Decline to Answer	7	-	-	-	-	-	-	46	-	-	-	-	-	-	-	16
Not Applicable/ Don't know	17	-	-	-	-	-	-	82	9	-	-	-	-	-	-	53

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43b-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

b. On the whole, I receive fair treatment from my colleagues regardless of my race/ethnicity

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	95 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	675 100%	32 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	233 100%
- NET: Agree (5,4)	84%	0%	0%	0%	0%	0%	0%	88%	93%	0%	0%	0%	0%	0%	0%	80%
Strongly agree (5)	73%	0%	0%	0%	0%	0%	0%	77%	79%	0%	0%	0%	0%	0%	0%	57%
Somewhat agree (4)	10%	0%	0%	0%	0%	0%	0%	11%	14%	0%	0%	0%	0%	0%	0%	23%
- Neither agree nor disagree (3)	16%	0%	0%	0%	0%	0%	0%	9%	0%	0%	0%	0%	0%	0%	0%	7%
Somewhat disagree (2)	0%	0%	0%	0%	0%	0%	0%	2%	3%	0%	0%	0%	0%	0%	0%	9%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%	3%	0%	0%	0%	0%	0%	0%	3%
- NET: Disagree (2,1)	0%	0%	0%	0%	0%	0%	0%	3%	7%	0%	0%	0%	0%	0%	0%	12%
Mean	4.567	-	-	-	-	-	-	4.611	4.622	-	-	-	-	-	-	4.222
Not included in (%) base:																
Decline to Answer	4	-	-	-	-	-	-	47	3	-	-	-	-	-	-	15
Not Applicable/ Don't know	24	-	-	-	-	-	-	132	1	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43c-1

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

c. On the whole, I receive fair treatment from my colleagues regardless of my sexual orientation

Overall								
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	112 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	780 100%
- NET: Agree (5,4)	82%	0%	0%	0%	0%	0%	0%	87%
Strongly agree (5)	71%	0%	0%	0%	0%	0%	0%	74%
Somewhat agree (4)	11%	0%	0%	0%	0%	0%	0%	13%
- Neither agree (3) nor disagree	15%	0%	0%	0%	0%	0%	0%	11%
Somewhat disagree (2)	2%	0%	0%	0%	0%	0%	0%	2%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	1%
- NET: Disagree (2,1)	3%	0%	0%	0%	0%	0%	0%	3%
Mean	4.470	-	-	-	-	-	-	4.573
Not included in (%) base:								
Decline to Answer	7	-	-	-	-	-	-	62
Not Applicable/ Don't know	40	-	-	-	-	-	-	263

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43c-2

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

c. On the whole, I receive fair treatment from my colleagues regardless of my sexual orientation

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	71 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	461 100%	41 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	319 100%
- NET: Agree (5,4)	83%	0%	0%	0%	0%	0%	0%	88%	79%	0%	0%	0%	0%	0%	0%	85%
Strongly agree (5)	72%	0%	0%	0%	0%	0%	0%	75%	69%	0%	0%	0%	0%	0%	0%	71%
Somewhat agree (4)	12%	0%	0%	0%	0%	0%	0%	13%	9%	0%	0%	0%	0%	0%	0%	14%
- Neither agree nor disagree (3)	15%	0%	0%	0%	0%	0%	0%	10%	14%	0%	0%	0%	0%	0%	0%	12%
Somewhat disagree (2)	1%	0%	0%	0%	0%	0%	0%	1%	2%	0%	0%	0%	0%	0%	0%	2%
Strongly disagree (1)	0%	0%	0%	0%	0%	0%	0%	1%	5%	0%	0%	0%	0%	0%	0%	1%
- NET: Disagree (2,1)	1%	0%	0%	0%	0%	0%	0%	2%	7%	0%	0%	0%	0%	0%	0%	3%
Mean	4.534	-	-	-	-	-	-	4.601	4.361	-	-	-	-	-	-	4.532
Not included in (%) base:																
Decline to Answer	7	-	-	-	-	-	-	46	-	-	-	-	-	-	-	16
Not Applicable/ Don't know	29	-	-	-	-	-	-	152	11	-	-	-	-	-	-	111

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 43c-3

V. Climate, Culture, and Collegiality

Q43. Please indicate your level of agreement or disagreement with the following statements.

c. On the whole, I receive fair treatment from my colleagues regardless of my sexual orientation

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	88 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	605 100%	24 100%	- 0%	- 0%	- 0%	- 0%	- 0%	- 0%	174 100%
- NET: Agree (5,4)	79%	0%	0%	0%	0%	0%	0%	87%	91%	0%	0%	0%	0%	0%	0%	86%
Strongly agree (5)	69%	0%	0%	0%	0%	0%	0%	76%	77%	0%	0%	0%	0%	0%	0%	66%
Somewhat agree (4)	10%	0%	0%	0%	0%	0%	0%	11%	14%	0%	0%	0%	0%	0%	0%	20%
- Neither agree nor disagree (3)	17%	0%	0%	0%	0%	0%	0%	11%	9%	0%	0%	0%	0%	0%	0%	10%
Somewhat disagree (2)	2%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	3%
Strongly disagree (1)	2%	0%	0%	0%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	1%
- NET: Disagree (2,1)	4%	0%	0%	0%	0%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	3%
Mean	4.412	-	-	-	-	-	-	4.598	4.682	-	-	-	-	-	-	4.486
Not included in (%) base:																
Decline to Answer	4	-	-	-	-	-	-	47	3	-	-	-	-	-	-	15
Not Applicable/ Don't know	31	-	-	-	-	-	-	202	9	-	-	-	-	-	-	61

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	152 100%	- 100%	- 100%	- 100%	- 100%	- 100%	791 100%	6959 100%
Cost of living	31%	14%	30%	9%	13%	6%	14%	15%
Academic freedom	23%	22%	19%	1%	0%	1%	8%	8%
My sense of "fit" here	22%	22%	24%	21%	17%	15%	20%	21%
Quality of colleagues	17%	16%	24%	43%	16%	35%	28%	24%
Support of colleagues	16%	17%	18%	15%	20%	16%	17%	18%
Geographic location	15%	28%	13%	23%	30%	27%	24%	20%
Quality of undergraduate students	10%	4%	0%	5%	4%	18%	6%	7%
Opportunities to collaborate with colleagues	8%	9%	6%	18%	14%	14%	13%	9%
Commute	7%	9%	8%	4%	1%	2%	5%	7%
Teaching load	7%	14%	14%	9%	15%	14%	13%	12%
Quality of facilities	6%	7%	1%	6%	8%	4%	5%	7%
Compensation	5%	3%	3%	2%	8%	2%	4%	4%
Research/ creative work requirements for tenure	3%	1%	4%	1%	3%	2%	2%	2%
Spousal/ partner hiring program	3%	4%	3%	2%	2%	6%	3%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	152	-	-	-	-	-	791	6959
Tenure requirements in general	100% 3%	100% 1%	100% 4%	100% 1%	100% 4%	100% 4%	100% 2%	100% 3%
Support for professional development	3%	2%	4%	2%	3%	1%	3%	3%
Quality of graduate students	3%	5%	2%	12%	5%	5%	6%	7%
Protection from service/ assignments	3%	2%	1%	0%	5%	1%	1%	2%
Support for research/ creative work (e.g., leave)	2%	2%	8%	7%	5%	10%	6%	7%
Assistance for grant proposals	2%	0%	1%	3%	3%	1%	2%	2%
Support for teaching	2%	1%	1%	1%	1%	2%	1%	3%
Tenure process clarity	2%	1%	1%	0%	2%	1%	1%	1%
Presence of others like me	1%	2%	2%	3%	1%	4%	3%	3%
Manageable or no pressure to perform	1%	2%	1%	1%	4%	3%	2%	2%
Childcare policies/ practices	0%	0%	0%	0%	0%	1%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	0%	0%	0%	0%	<1%
Diversity	0%	1%	1%	1%	0%	0%	1%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-1

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Overall							
	Clem-						All	All
	son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:	152	-	-	-	-	-	791	6959
	100%	100%	100%	100%	100%	100%	100%	100%
Tenure criteria clarity	0%	1%	3%	<1%	5%	0%	2%	1%
Other	3%	7%	2%	10%	8%	8%	7%	7%
There are no positive aspects	1%	1%	2%	0%	1%	0%	1%	1%
Not included in (%) base:								
Decline to Answer	7	6	9	11	10	4	41	396

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99 100%	- 100%	- 100%	- 100%	- 100%	- 100%	466 100%	4090 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	2869 100%
Cost of living	29%	14%	33%	9%	17%	7%	16%	16%	34%	14%	26%	9%	6%	4%	12%	13%
My sense of "fit" here	25%	26%	23%	24%	21%	15%	22%	21%	18%	17%	25%	17%	9%	14%	17%	21%
Academic freedom	23%	19%	17%	2%	0%	0%	7%	7%	24%	27%	21%	1%	0%	3%	10%	8%
Quality of colleagues	18%	16%	26%	47%	18%	39%	30%	26%	15%	16%	23%	38%	13%	29%	25%	22%
Geographic location	17%	30%	15%	24%	35%	32%	27%	21%	11%	27%	11%	23%	21%	21%	21%	20%
Quality of undergraduate students	12%	7%	0%	3%	2%	13%	5%	7%	6%	0%	0%	9%	7%	26%	8%	7%
Support of colleagues	11%	14%	17%	12%	15%	15%	15%	16%	25%	22%	19%	18%	29%	19%	21%	21%
Opportunities to collaborate with colleagues	8%	9%	2%	15%	13%	15%	11%	10%	9%	9%	10%	23%	17%	12%	15%	8%
Quality of facilities	8%	9%	1%	6%	8%	5%	6%	8%	2%	3%	0%	6%	7%	3%	4%	6%
Teaching load	8%	12%	14%	10%	12%	15%	12%	11%	6%	18%	14%	8%	20%	12%	14%	12%
Commute	5%	8%	7%	2%	<1%	3%	4%	7%	11%	10%	9%	7%	2%	1%	6%	7%
Support for professional development	4%	3%	4%	3%	1%	1%	3%	3%	0%	0%	4%	1%	6%	2%	2%	3%
Compensation	4%	3%	5%	1%	7%	3%	4%	4%	7%	3%	1%	3%	10%	2%	4%	4%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	466	4090	52	-	-	-	-	-	324	2869
Research/ creative work requirements for tenure	100% 3%	100% 0%	100% 4%	100% 1%	100% 4%	100% 0%	100% 2%	100% 2%	100% 4%	100% 1%	100% 5%	100% 0%	100% 2%	100% 5%	100% 3%	100% 2%
Assistance for grant proposals	3%	0%	1%	3%	3%	1%	2%	2%	0%	0%	0%	3%	4%	0%	1%	2%
Quality of graduate students	3%	7%	1%	14%	9%	5%	7%	7%	2%	1%	3%	9%	0%	5%	4%	6%
Protection from service/ assignments	3%	0%	0%	0%	5%	0%	1%	2%	2%	5%	1%	0%	4%	2%	2%	2%
Tenure requirements in general	3%	1%	3%	2%	4%	3%	2%	3%	4%	0%	5%	0%	4%	5%	3%	3%
Spousal/ partner hiring program	2%	4%	4%	2%	0%	6%	3%	2%	6%	5%	1%	3%	6%	5%	4%	4%
Support for teaching	2%	0%	0%	1%	2%	1%	1%	3%	2%	1%	3%	1%	0%	3%	2%	3%
Presence of others like me	2%	3%	4%	5%	1%	3%	3%	3%	0%	1%	0%	0%	2%	5%	1%	3%
Support for research/ creative work (e.g., leave)	1%	2%	8%	4%	6%	10%	6%	7%	4%	1%	7%	11%	4%	10%	7%	7%
Tenure process clarity	1%	2%	0%	0%	1%	0%	1%	1%	4%	0%	3%	0%	2%	2%	1%	1%
Manageable or no pressure to perform	1%	2%	1%	1%	4%	3%	2%	2%	0%	1%	1%	2%	4%	3%	2%	2%
Childcare policies/ practices	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	2%	<1%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	1%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-2

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	99	-	-	-	-	-	466	4090	52	-	-	-	-	-	324	2869
Diversity	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	0%	3%	0%	1%	0%	0%	1%	3%	0%	0%	2%	1%	0%	0%	1%	3%
Tenure criteria clarity	0%	0%	4%	1%	4%	0%	2%	1%	0%	2%	1%	0%	8%	0%	2%	1%
Other	3%	6%	1%	8%	4%	8%	6%	6%	2%	10%	2%	11%	15%	9%	9%	8%
There are no positive aspects	1%	0%	3%	0%	1%	0%	1%	1%	2%	1%	0%	0%	0%	0%	<1%	1%
Not included in (%) base:																
Decline to Answer	7	4	5	10	5	3	27	262	-	3	4	1	5	2	14	134

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	587 100%	5173 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	203 100%	1786 100%
Cost of living	33%	9%	27%	8%	12%	5%	12%	14%	23%	27%	39%	13%	15%	9%	21%	17%
Academic freedom	24%	22%	20%	2%	0%	2%	9%	8%	19%	23%	16%	0%	0%	0%	8%	7%
My sense of "fit" here	21%	21%	23%	23%	18%	15%	21%	23%	25%	25%	26%	15%	13%	14%	19%	16%
Geographic location	19%	27%	12%	25%	27%	28%	24%	21%	0%	31%	16%	19%	38%	23%	25%	18%
Quality of colleagues	14%	18%	29%	46%	17%	39%	31%	25%	27%	13%	11%	33%	14%	21%	19%	22%
Support of colleagues	13%	20%	19%	16%	19%	15%	18%	18%	25%	11%	17%	10%	24%	23%	16%	19%
Quality of undergraduate students	11%	5%	0%	6%	6%	21%	7%	7%	6%	2%	0%	2%	0%	11%	3%	5%
Opportunities to collaborate with colleagues	7%	11%	7%	14%	14%	16%	12%	9%	12%	3%	2%	33%	15%	8%	13%	11%
Commute	7%	8%	9%	4%	0%	1%	5%	7%	7%	11%	4%	4%	4%	6%	6%	7%
Teaching load	7%	15%	13%	9%	14%	13%	12%	12%	8%	13%	18%	10%	18%	17%	15%	12%
Compensation	7%	4%	5%	2%	10%	1%	4%	4%	0%	0%	0%	2%	4%	6%	2%	4%
Quality of facilities	5%	8%	1%	6%	10%	4%	6%	7%	8%	3%	0%	4%	1%	4%	3%	7%
Support for professional development	3%	3%	4%	2%	0%	2%	2%	2%	0%	0%	3%	4%	11%	0%	4%	4%
Quality of graduate students	3%	5%	2%	11%	6%	5%	6%	7%	0%	3%	2%	15%	3%	4%	6%	6%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	587	5173	33	-	-	-	-	-	203	1786
Tenure requirements in general	100% 3%	100% 1%	100% 3%	100% 1%	100% 4%	100% 3%	100% 2%	100% 3%	100% 2%	100% 0%	100% 5%	100% 0%	100% 4%	100% 7%	100% 3%	100% 3%
Spousal/ partner hiring program	3%	2%	4%	2%	3%	4%	3%	2%	3%	10%	0%	1%	1%	12%	5%	3%
Support for teaching	2%	1%	1%	1%	2%	2%	1%	3%	0%	0%	0%	3%	0%	3%	1%	3%
Research/ creative work requirements for tenure	2%	1%	4%	0%	4%	3%	2%	2%	7%	0%	5%	2%	0%	0%	1%	3%
Tenure process clarity	2%	0%	1%	0%	1%	0%	<1%	1%	0%	3%	0%	0%	3%	3%	2%	1%
Assistance for grant proposals	2%	0%	1%	3%	2%	0%	1%	2%	3%	0%	0%	6%	7%	3%	3%	2%
Presence of others like me	2%	3%	1%	3%	2%	5%	3%	3%	0%	2%	6%	2%	0%	0%	2%	3%
Protection from service/ assignments	2%	2%	1%	0%	4%	1%	1%	2%	6%	3%	0%	0%	6%	0%	2%	2%
Manageable or no pressure to perform	1%	3%	1%	1%	3%	3%	2%	2%	0%	0%	3%	2%	6%	3%	3%	2%
Support for research/ creative work (e.g., leave)	1%	3%	8%	6%	6%	9%	6%	7%	7%	0%	7%	11%	4%	14%	7%	8%
Childcare policies/ practices	0%	0%	0%	0%	0%	1%	<1%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Availability/ quality of childcare facilities	0%	0%	0%	0%	0%	0%	0%	<1%	0%	0%	0%	0%	0%	0%	0%	<1%
Diversity	0%	0%	0%	1%	0%	0%	<1%	2%	0%	5%	4%	1%	0%	0%	2%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44a-3

VI. Global Satisfaction

Q44a. Please check the two (and only two) best aspects about working at your institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	587	5173	33	-	-	-	-	-	203	1786
Tenure criteria clarity	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Other	0%	0%	3%	1%	4%	0%	1%	1%	0%	3%	2%	0%	9%	0%	3%	1%
There are no positive aspects	3%	7%	2%	9%	10%	9%	7%	7%	0%	9%	2%	10%	4%	6%	6%	7%
Not included in (%) base:	0%	1%	0%	0%	1%	0%	<1%	1%	7%	0%	6%	0%	0%	0%	1%	2%
Decline to Answer	5	1	3	8	9	3	24	259	3	6	6	3	1	1	17	137

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	150 100%	- 100%	- 100%	- 100%	- 100%	- 100%	781 100%	6859 100%
Quality of graduate students	17%	13%	19%	6%	9%	14%	12%	9%
Quality of facilities	15%	11%	17%	10%	16%	9%	13%	8%
Geographic location	13%	17%	13%	2%	2%	8%	8%	12%
Teaching load	12%	5%	8%	3%	8%	4%	5%	11%
Compensation	12%	11%	17%	36%	21%	14%	21%	18%
Childcare policies/ practices (or lack thereof)	12%	2%	1%	4%	9%	5%	4%	3%
Lack of support for research/ creative work (e.g., leave)	11%	10%	6%	12%	19%	12%	12%	12%
Availability/ quality of childcare facilities	9%	7%	5%	5%	7%	7%	6%	4%
Absence of others like me	9%	10%	8%	11%	6%	11%	10%	8%
Quality of undergraduate students	7%	5%	6%	1%	8%	0%	4%	7%
My lack of "fit" here	7%	6%	5%	5%	10%	10%	7%	5%
Unrelenting pressure to perform	7%	15%	5%	8%	2%	7%	8%	8%
Lack of diversity	7%	11%	5%	3%	6%	14%	7%	7%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	150	-	-	-	-	-	781	6859
	100%	100%	100%	100%	100%	100%	100%	100%
Lack of assistance for grant proposals	7%	8%	8%	9%	5%	7%	8%	6%
Tenure criteria clarity	6%	6%	7%	11%	4%	6%	7%	7%
Spousal/ partner hiring program (or lack thereof)	6%	12%	6%	7%	7%	5%	7%	6%
Tenure requirements in general	5%	4%	2%	3%	2%	4%	3%	5%
Opportunities to collaborate with colleagues	5%	3%	7%	3%	8%	5%	5%	4%
Too much service / too many assignments	5%	6%	14%	7%	9%	5%	8%	9%
Quality of colleagues	4%	1%	3%	2%	6%	2%	3%	4%
Support of colleagues	4%	1%	4%	3%	3%	6%	3%	5%
Research/ creative work requirements for tenure	3%	3%	4%	4%	3%	6%	4%	5%
Tenure process clarity	3%	4%	3%	4%	4%	3%	4%	4%
Lack of support for professional development	2%	1%	2%	7%	2%	3%	3%	3%
Lack of support for teaching	1%	3%	4%	<1%	2%	4%	3%	2%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-1

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	150	-	-	-	-	-	781	6859
Commute	100% 1%	100% 2%	100% 1%	100% 2%	100% 1%	100% 2%	100% 2%	100% 3%
Cost of living	0%	5%	0%	5%	3%	8%	4%	9%
Academic freedom	0%	0%	1%	0%	0%	0%	<1%	<1%
Other	3%	17%	3%	13%	14%	9%	11%	10%
There are no negative aspects	4%	2%	6%	6%	2%	4%	4%	3%
Not included in (%) base:								
Decline to Answer	9	9	14	12	11	5	51	496

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98 100%	- 100%	- 100%	- 100%	- 100%	- 100%	456 100%	4013 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	324 100%	2846 100%
Quality of graduate students	20%	22%	26%	6%	11%	19%	16%	11%	13%	1%	10%	7%	6%	8%	6%	6%
Quality of facilities	18%	13%	20%	13%	16%	7%	14%	9%	8%	8%	13%	6%	17%	11%	10%	7%
Compensation	13%	16%	16%	39%	24%	11%	23%	19%	11%	4%	18%	32%	16%	19%	19%	16%
Geographic location	13%	21%	9%	3%	3%	6%	8%	13%	14%	12%	19%	1%	2%	12%	9%	11%
Teaching load	13%	5%	5%	3%	7%	3%	4%	10%	11%	5%	11%	5%	9%	5%	7%	12%
Childcare policies/ practices (or lack thereof)	10%	2%	0%	3%	5%	6%	3%	2%	15%	2%	3%	6%	14%	5%	6%	5%
Lack of support for research/ creative work (e.g., leave)	10%	7%	5%	14%	22%	13%	12%	12%	12%	14%	8%	8%	14%	9%	10%	14%
Lack of assistance for grant proposals	8%	9%	9%	10%	6%	8%	9%	7%	4%	8%	7%	8%	4%	5%	6%	5%
Quality of undergraduate students	7%	7%	8%	2%	10%	0%	5%	8%	7%	1%	4%	0%	6%	0%	2%	6%
Absence of others like me	7%	6%	9%	12%	8%	9%	9%	8%	11%	15%	8%	10%	4%	14%	10%	8%
Tenure criteria clarity	7%	4%	9%	13%	4%	6%	7%	8%	4%	8%	5%	9%	4%	6%	7%	7%
Unrelenting pressure to perform	7%	9%	3%	4%	3%	6%	5%	6%	7%	23%	8%	15%	2%	8%	12%	10%
Tenure requirements in general	7%	4%	2%	2%	2%	4%	3%	5%	2%	4%	1%	5%	0%	5%	3%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	456	4013	52	-	-	-	-	-	324	2846
Spousal/ partner hiring program (or lack thereof)	100% 6%	100% 9%	100% 5%	100% 5%	100% 6%	100% 6%	100% 6%	100% 6%	100% 4%	100% 15%	100% 8%	100% 9%	100% 8%	100% 4%	100% 9%	100% 6%
My lack of "fit" here	6%	5%	6%	5%	9%	14%	7%	5%	9%	6%	4%	4%	12%	6%	6%	6%
Quality of colleagues	4%	1%	3%	3%	5%	3%	3%	4%	4%	0%	3%	1%	8%	2%	2%	3%
Opportunities to collaborate with colleagues	4%	3%	9%	2%	7%	6%	5%	4%	7%	4%	4%	5%	11%	3%	5%	4%
Too much service / too many assignments	4%	3%	14%	5%	5%	4%	6%	8%	6%	10%	15%	9%	17%	6%	11%	11%
Research/ creative work requirements for tenure	4%	2%	4%	3%	1%	7%	3%	4%	2%	5%	4%	6%	6%	5%	5%	6%
Support of colleagues	3%	1%	0%	3%	5%	5%	3%	4%	6%	1%	9%	3%	0%	7%	4%	5%
Lack of diversity	3%	11%	4%	1%	5%	11%	6%	5%	13%	10%	7%	6%	6%	18%	9%	9%
Tenure process clarity	3%	3%	4%	5%	5%	4%	4%	4%	4%	5%	3%	2%	2%	2%	3%	4%
Availability/ quality of childcare facilities	3%	7%	3%	3%	4%	7%	5%	3%	22%	7%	8%	8%	11%	8%	8%	6%
Lack of support for teaching	2%	3%	1%	1%	1%	4%	2%	2%	0%	2%	7%	0%	4%	5%	3%	2%
Commute	1%	2%	1%	2%	0%	3%	2%	3%	0%	2%	1%	3%	4%	0%	2%	2%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-2

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	98	-	-	-	-	-	456	4013	52	-	-	-	-	-	324	2846
Lack of support for professional development	100% 1%	100% 0%	100% 3%	100% 7%	100% 3%	100% 3%	100% 3%	100% 3%	100% 3%	100% 1%	100% 1%	100% 7%	100% 1%	100% 3%	100% 3%	100% 4%
Cost of living	0%	6%	0%	4%	4%	7%	4%	10%	0%	4%	0%	6%	2%	9%	4%	7%
Academic freedom	0%	0%	1%	0%	0%	0%	<1%	<1%	0%	0%	1%	0%	0%	0%	<1%	<1%
Other	5%	13%	3%	14%	14%	8%	11%	10%	0%	22%	3%	10%	14%	11%	12%	11%
There are no negative aspects	5%	3%	8%	6%	4%	3%	5%	4%	2%	0%	3%	7%	0%	5%	3%	2%
Not included in (%) base:																
Decline to Answer	9	8	9	10	6	4	38	340	-	1	5	2	5	1	14	156

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118 100%	- 100%	- 100%	- 100%	- 100%	- 100%	582 100%	5125 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	199 100%	1734 100%
Quality of graduate students	17%	7%	16%	8%	7%	17%	11%	8%	17%	26%	27%	2%	15%	5%	15%	10%
Quality of facilities	17%	14%	18%	11%	20%	10%	14%	9%	7%	6%	16%	6%	6%	6%	8%	7%
Compensation	12%	13%	14%	37%	18%	12%	20%	18%	14%	6%	25%	35%	28%	22%	23%	17%
Childcare policies/ practices (or lack thereof)	11%	0%	2%	6%	6%	6%	4%	3%	16%	7%	0%	0%	16%	3%	5%	3%
Teaching load	11%	5%	10%	4%	9%	5%	6%	11%	17%	3%	0%	0%	4%	0%	1%	11%
Absence of others like me	10%	8%	9%	11%	8%	7%	9%	7%	3%	14%	7%	12%	2%	25%	11%	10%
Lack of support for research/ creative work (e.g., leave)	9%	6%	6%	13%	21%	14%	12%	13%	16%	18%	9%	7%	13%	4%	10%	12%
Geographic location	9%	15%	11%	3%	3%	8%	8%	11%	28%	22%	19%	0%	1%	8%	10%	15%
Lack of assistance for grant proposals	8%	8%	9%	10%	5%	7%	8%	6%	0%	9%	6%	7%	6%	7%	7%	7%
My lack of "fit" here	8%	4%	4%	3%	11%	11%	6%	5%	2%	8%	9%	9%	7%	9%	8%	5%
Availability/ quality of childcare facilities	8%	9%	7%	6%	6%	8%	7%	4%	14%	2%	0%	4%	10%	3%	4%	4%
Tenure criteria clarity	7%	5%	8%	9%	5%	8%	7%	8%	0%	6%	5%	16%	0%	0%	6%	6%
Unrelenting pressure to perform	7%	20%	5%	7%	3%	7%	8%	9%	5%	3%	6%	12%	1%	5%	5%	5%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	582	5125	32	-	-	-	-	-	199	1734
Quality of undergraduate students	100% 7%	100% 5%	100% 8%	100% 1%	100% 8%	100% 0%	100% 4%	100% 8%	100% 7%	100% 3%	100% 0%	100% 2%	100% 9%	100% 0%	100% 3%	100% 6%
Lack of diversity	7%	8%	4%	2%	2%	12%	5%	6%	3%	16%	8%	7%	15%	22%	13%	12%
Too much service / too many assignments	6%	8%	14%	6%	8%	4%	8%	10%	0%	2%	16%	12%	12%	9%	10%	7%
Tenure requirements in general	5%	4%	2%	4%	2%	4%	3%	5%	5%	5%	2%	0%	0%	7%	2%	4%
Opportunities to collaborate with colleagues	5%	4%	7%	4%	7%	6%	5%	4%	5%	3%	5%	0%	12%	0%	4%	5%
Research/ creative work requirements for tenure	4%	4%	4%	5%	4%	6%	5%	5%	0%	3%	3%	1%	0%	7%	3%	3%
Tenure process clarity	4%	5%	3%	4%	4%	4%	4%	4%	0%	2%	3%	2%	3%	0%	2%	4%
Support of colleagues	4%	2%	3%	1%	3%	6%	3%	5%	3%	0%	7%	9%	4%	7%	5%	5%
Quality of colleagues	3%	1%	3%	3%	6%	2%	3%	4%	7%	0%	3%	2%	6%	3%	3%	3%
Spousal/ partner hiring program (or lack thereof)	3%	11%	8%	8%	6%	5%	7%	6%	14%	14%	3%	4%	9%	5%	7%	7%
Lack of support for professional development	2%	1%	3%	6%	1%	3%	3%	3%	2%	0%	0%	11%	4%	2%	4%	3%
Lack of support for teaching	1%	3%	3%	1%	3%	6%	3%	2%	2%	3%	5%	0%	0%	0%	2%	2%
Commute	0%	2%	2%	2%	1%	2%	2%	3%	3%	4%	0%	2%	3%	0%	2%	3%

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 44b-3

VI. Global Satisfaction

Q44b. Please check the two (and only two) worst aspects about working at your institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	118	-	-	-	-	-	582	5125	32	-	-	-	-	-	199	1734
Cost of living	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
	0%	5%	0%	4%	3%	6%	4%	9%	0%	5%	0%	7%	3%	16%	6%	8%
Academic freedom	0%	0%	1%	0%	0%	0%	<1%	<1%	0%	0%	3%	0%	0%	0%	1%	<1%
Other	4%	18%	2%	11%	15%	9%	11%	11%	0%	14%	6%	16%	11%	9%	12%	8%
There are no negative aspects	4%	3%	6%	6%	2%	4%	4%	3%	3%	0%	3%	7%	3%	5%	4%	4%
Not included in (%) base:																
Decline to Answer	5	4	6	9	9	2	30	307	4	6	8	3	2	3	22	189

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-1

VI. Global Satisfaction

Q45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		154	-	-	-	-	-	800	7029
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	78%	78%	75%	80%	75%	79%	77%	75%
Very satisfied	(5)	33%	28%	35%	41%	27%	40%	35%	35%
Satisfied	(4)	45%	50%	40%	39%	48%	39%	43%	41%
- Neither satisfied nor dissatisfied	(3)	14%	8%	10%	6%	10%	9%	8%	8%
Dissatisfied	(2)	5%	10%	8%	9%	11%	10%	9%	11%
Very dissatisfied	(1)	3%	5%	7%	5%	4%	3%	5%	5%
- NET: Dissatisfied	(2,1)	8%	15%	15%	14%	15%	13%	14%	16%
Mean		3.990	3.862	3.878	4.024	3.837	4.029	3.933	3.884
Not included in (%) base:									
Decline to Answer		5	6	5	10	8	2	32	319
Not Applicable		-	-	-	-	-	-	-	7

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-2

VI. Global Satisfaction

Q45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		102	-	-	-	-	-	474	4135	52	-	-	-	-	-	326	2893
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	78%	79%	73%	84%	76%	77%	78%	76%	76%	76%	78%	74%	74%	81%	76%	74%
Very satisfied	(5)	32%	29%	34%	41%	30%	40%	35%	35%	34%	27%	36%	42%	23%	39%	34%	34%
Satisfied	(4)	46%	51%	39%	43%	46%	37%	43%	41%	41%	49%	41%	32%	51%	42%	42%	40%
- Neither satisfied nor dissatisfied	(3)	14%	10%	13%	5%	11%	9%	9%	9%	14%	4%	6%	8%	9%	9%	7%	7%
Dissatisfied	(2)	6%	7%	6%	7%	11%	11%	8%	10%	4%	15%	10%	12%	10%	7%	11%	12%
Very dissatisfied	(1)	2%	4%	8%	3%	3%	3%	4%	5%	6%	6%	5%	6%	6%	3%	5%	6%
- NET: Dissatisfied	(2,1)	7%	11%	14%	11%	14%	14%	13%	15%	10%	20%	16%	19%	17%	10%	17%	18%
Mean		4.011	3.934	3.845	4.111	3.892	4.000	3.966	3.915	3.951	3.762	3.926	3.903	3.743	4.069	3.885	3.840
Not included in (%) base:																	
Decline to Answer		5	5	1	9	3	1	19	212	-	1	4	1	5	1	13	107
Not Applicable		-	-	-	-	-	-	-	5	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45a-3

VI. Global Satisfaction

Q45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		121	-	-	-	-	-	592	5222	33	-	-	-	-	-	209	1806
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	77%	80%	75%	80%	72%	79%	77%	76%	81%	73%	75%	81%	83%	78%	78%	74%
Very satisfied	(5)	28%	32%	37%	45%	26%	40%	37%	36%	50%	18%	30%	30%	32%	37%	29%	31%
Satisfied	(4)	48%	48%	39%	35%	47%	38%	41%	40%	31%	55%	45%	51%	51%	40%	49%	43%
- Neither satisfied nor dissatisfied	(3)	15%	4%	10%	7%	13%	8%	8%	8%	13%	15%	12%	2%	3%	14%	9%	10%
Dissatisfied	(2)	6%	11%	7%	9%	11%	11%	10%	11%	2%	9%	8%	11%	9%	6%	9%	10%
Very dissatisfied	(1)	3%	5%	8%	4%	4%	3%	5%	5%	3%	3%	5%	6%	5%	2%	4%	7%
- NET: Dissatisfied	(2,1)	9%	16%	15%	13%	15%	14%	14%	16%	6%	12%	13%	17%	14%	9%	13%	16%
Mean		3.928	3.908	3.883	4.069	3.793	4.025	3.949	3.906	4.221	3.759	3.862	3.876	3.952	4.043	3.887	3.822
Not included in (%) base:																	
Decline to Answer		2	2	3	7	7	1	20	205	3	4	3	3	1	1	12	113
Not Applicable		-	-	-	-	-	-	-	4	-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-1

VI. Global Satisfaction

Q45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		154	-	-	-	-	-	801	7035
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	69%	59%	59%	76%	65%	78%	68%	67%
Very satisfied	(5)	18%	15%	12%	27%	18%	29%	21%	21%
Satisfied	(4)	51%	44%	48%	49%	47%	49%	47%	46%
- Neither satisfied nor dissatisfied	(3)	20%	17%	22%	9%	10%	7%	13%	14%
Dissatisfied	(2)	10%	19%	15%	12%	18%	13%	15%	14%
Very dissatisfied	(1)	1%	4%	4%	3%	8%	2%	4%	5%
- NET: Dissatisfied	(2,1)	11%	23%	19%	15%	25%	15%	19%	19%
Mean		3.742	3.461	3.484	3.847	3.502	3.909	3.653	3.632
Not included in (%) base:									
Decline to Answer		5	5	5	10	8	2	31	315
Not Applicable		-	-	-	-	-	-	-	4

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-2

VI. Global Satisfaction

Q45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		102	-	-	-	-	-	475	4141	52	-	-	-	-	-	326	2894
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	71%	58%	56%	78%	70%	83%	69%	67%	65%	61%	65%	73%	57%	72%	66%	67%
Very satisfied	(5)	18%	17%	12%	25%	20%	30%	21%	21%	17%	12%	12%	29%	14%	28%	20%	20%
Satisfied	(4)	53%	41%	44%	52%	50%	53%	48%	46%	49%	49%	53%	44%	43%	44%	47%	47%
- Neither satisfied nor dissatisfied	(3)	22%	24%	24%	9%	6%	9%	14%	15%	14%	8%	18%	10%	17%	5%	11%	13%
Dissatisfied	(2)	6%	17%	14%	11%	19%	7%	14%	14%	18%	21%	16%	14%	14%	20%	17%	15%
Very dissatisfied	(1)	1%	1%	6%	2%	5%	1%	3%	5%	2%	9%	1%	3%	12%	3%	5%	5%
- NET: Dissatisfied	(2,1)	7%	18%	20%	14%	24%	9%	17%	19%	20%	31%	17%	17%	27%	23%	22%	20%
Mean		3.813	3.554	3.414	3.869	3.608	4.027	3.700	3.640	3.602	3.333	3.588	3.818	3.319	3.745	3.586	3.620
Not included in (%) base:																	
Decline to Answer		5	4	1	9	3	1	18	208	-	1	4	1	5	1	13	107
Not Applicable		-	-	-	-	-	-	-	3	-	-	-	-	-	-	-	2

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 45b-3

VI. Global Satisfaction

Q45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(% base:		121	-	-	-	-	-	593	5228	33	-	-	-	-	-	209	1808
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Satisfied	(5,4)	67%	65%	64%	75%	68%	79%	71%	67%	77%	46%	48%	77%	58%	75%	60%	67%
Very satisfied	(5)	19%	17%	15%	27%	19%	29%	22%	21%	15%	11%	4%	26%	15%	28%	17%	20%
Satisfied	(4)	48%	48%	49%	48%	49%	50%	49%	46%	62%	35%	44%	51%	43%	46%	44%	47%
- Neither satisfied nor dissatisfied	(3)	22%	11%	21%	9%	14%	7%	12%	13%	12%	31%	22%	10%	0%	7%	15%	16%
Dissatisfied	(2)	10%	18%	10%	12%	13%	12%	13%	15%	8%	20%	27%	13%	29%	16%	21%	12%
Very dissatisfied	(1)	1%	5%	5%	4%	6%	2%	4%	5%	3%	3%	3%	0%	12%	2%	4%	5%
- NET: Dissatisfied	(2,1)	11%	24%	15%	16%	19%	14%	17%	20%	11%	23%	30%	13%	42%	18%	25%	18%
Mean		3.734	3.530	3.588	3.832	3.622	3.933	3.713	3.630	3.770	3.306	3.193	3.898	3.195	3.825	3.483	3.639
Not included in (%) base:																	
Decline to Answer		2	1	3	7	7	1	19	203	3	4	3	3	1	1	12	112
Not Applicable		-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	3

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-1

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	154 100%	- 100%	- 100%	- 100%	- 100%	- 100%	794 100%	6978 100%
Provost	74%	39%	53%	33%	46%	34%	41%	39%
President	6%	22%	13%	5%	5%	9%	11%	16%
Academic Dean	2%	1%	10%	15%	4%	19%	10%	9%
Vice President for Academic Affairs	1%	4%	3%	3%	1%	3%	3%	5%
Chancellor	0%	0%	0%	5%	9%	0%	3%	3%
Other	0%	0%	1%	1%	0%	1%	1%	1%
I don't know	17%	33%	20%	38%	33%	34%	32%	26%
Not included in (%) base:								
Decline to Answer	5	6	9	11	8	5	38	377

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-2

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	102 100%	- 100%	- 100%	- 100%	- 100%	- 100%	470 100%	4112 100%	52 100%	- 100%	- 100%	- 100%	- 100%	- 100%	323 100%	2866 100%
Provost	74%	46%	52%	30%	51%	36%	42%	40%	73%	30%	54%	38%	39%	30%	38%	37%
President	4%	16%	19%	4%	6%	4%	9%	15%	9%	31%	5%	6%	4%	16%	12%	18%
Academic Dean	3%	0%	12%	17%	2%	21%	11%	10%	2%	3%	7%	11%	8%	16%	9%	9%
Vice President for Academic Affairs	2%	4%	2%	4%	0%	4%	3%	5%	0%	5%	3%	2%	4%	3%	3%	5%
Chancellor	0%	0%	0%	4%	6%	0%	2%	3%	0%	0%	0%	7%	15%	0%	4%	4%
Other	0%	0%	2%	1%	0%	2%	1%	1%	0%	0%	0%	1%	0%	0%	<1%	1%
I don't know	18%	35%	12%	40%	35%	33%	31%	26%	16%	32%	31%	34%	30%	36%	33%	26%
Not included in (%) base:																
Decline to Answer	5	5	3	8	4	3	23	240	-	1	5	3	4	2	15	137

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46a-3

VI. Global Satisfaction

Q46a. Who serves as the chief academic officer at your institution?

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	121 100%	- 100%	- 100%	- 100%	- 100%	- 100%	589 100%	5186 100%	33 100%	- 100%	- 100%	- 100%	- 100%	- 100%	205 100%	1792 100%
Provost	77%	36%	51%	35%	44%	33%	40%	40%	62%	45%	60%	26%	52%	34%	43%	36%
President	6%	24%	11%	5%	4%	7%	10%	16%	3%	18%	19%	4%	9%	18%	13%	18%
Vice President for Academic Affairs	2%	4%	3%	2%	1%	2%	2%	5%	0%	6%	2%	8%	3%	8%	5%	7%
Academic Dean	2%	2%	13%	14%	6%	19%	11%	9%	6%	0%	0%	19%	1%	19%	8%	10%
Chancellor	0%	0%	0%	4%	11%	0%	3%	3%	0%	0%	0%	10%	6%	0%	3%	3%
Other	0%	0%	2%	1%	0%	0%	1%	1%	0%	0%	0%	0%	0%	6%	1%	1%
I don't know	14%	34%	20%	39%	34%	39%	34%	26%	29%	31%	19%	33%	29%	15%	26%	25%
Not included in (%) base:																
Decline to Answer	2	2	5	7	6	3	23	246	3	4	4	4	2	2	16	131

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-1

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

BASE: Indicated chief academic officer

		Overall							
		Clem-son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		114	-	-	-	-	-	438	4317
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	58%	45%	49%	45%	43%	45%	46%	44%
Strongly agree	(5)	27%	10%	27%	10%	8%	18%	14%	15%
Somewhat agree	(4)	31%	35%	23%	36%	35%	27%	31%	29%
- Neither agree nor disagree	(3)	20%	19%	26%	28%	30%	24%	26%	27%
Somewhat disagree	(2)	18%	25%	16%	15%	18%	23%	19%	16%
Strongly disagree	(1)	5%	11%	8%	11%	10%	8%	10%	13%
- NET: Disagree	(2,1)	23%	36%	25%	26%	28%	31%	29%	29%
Mean		3.569	3.088	3.434	3.178	3.124	3.243	3.216	3.165
Not included in (%) base:									
Decline to Answer		2	1	2	10	8	5	27	295
Not Applicable/ Don't know		12	21	29	91	64	68	272	1909

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-2

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

BASE: Indicated chief academic officer

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		73 100%	- 100%	- 100%	- 100%	- 100%	- 100%	264 100%	2577 100%	41 100%	- 100%	- 100%	- 100%	- 100%	- 100%	173 100%	1740 100%
- NET: Agree	(5,4)	57%	42%	48%	42%	43%	49%	45%	45%	59%	50%	52%	51%	41%	39%	47%	43%
Strongly agree	(5)	26%	11%	26%	4%	10%	18%	13%	15%	28%	9%	29%	19%	4%	19%	16%	15%
Somewhat agree	(4)	31%	31%	22%	38%	33%	31%	31%	29%	31%	40%	23%	33%	37%	21%	31%	28%
- Neither agree nor disagree	(3)	22%	25%	28%	26%	35%	23%	27%	28%	17%	10%	21%	32%	21%	25%	23%	25%
Somewhat disagree	(2)	18%	24%	17%	18%	14%	25%	19%	15%	18%	26%	16%	11%	24%	19%	19%	17%
Strongly disagree	(1)	4%	8%	7%	14%	7%	3%	9%	13%	6%	14%	11%	6%	14%	16%	11%	15%
- NET: Disagree	(2,1)	22%	33%	23%	33%	21%	28%	28%	28%	24%	40%	27%	16%	37%	35%	30%	32%
Mean		3.564	3.118	3.434	2.987	3.255	3.354	3.215	3.195	3.577	3.049	3.432	3.477	2.942	3.072	3.218	3.120
Not included in (%) base:																	
Decline to Answer		2	-	2	7	4	1	15	173	-	1	-	3	4	4	12	122
Not Applicable/ Don't know		9	13	18	51	44	39	165	1129	3	8	11	39	20	29	107	781

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 46b-3

VI. Global Satisfaction

Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

BASE: Indicated chief academic officer

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	93 100%	- 100%	- 100%	- 100%	- 100%	- 100%	309 100%	3144 100%	21 100%	- 100%	- 100%	- 100%	- 100%	- 100%	129 100%	1173 100%
- NET: Agree (5,4)	58%	50%	47%	46%	37%	42%	44%	43%	56%	37%	56%	45%	55%	57%	49%	47%
Strongly agree (5)	26%	13%	28%	10%	8%	21%	16%	15%	28%	5%	24%	7%	8%	10%	11%	17%
Somewhat agree (4)	32%	37%	19%	35%	30%	21%	29%	28%	28%	32%	32%	37%	47%	47%	38%	30%
- Neither agree nor disagree (3)	20%	13%	25%	26%	32%	26%	25%	26%	19%	29%	29%	34%	24%	16%	28%	28%
Somewhat disagree (2)	19%	26%	21%	17%	24%	27%	22%	17%	12%	23%	4%	13%	5%	8%	11%	12%
Strongly disagree (1)	3%	11%	7%	12%	7%	5%	9%	14%	12%	10%	11%	9%	16%	19%	12%	13%
- NET: Disagree (2,1)	22%	37%	29%	28%	31%	32%	31%	31%	24%	34%	15%	21%	21%	27%	23%	25%
Mean	3.589	3.150	3.388	3.161	3.061	3.254	3.205	3.124	3.479	2.979	3.545	3.221	3.269	3.204	3.241	3.274
Not included in (%) base:																
Decline to Answer	2	-	2	7	7	4	20	198	-	1	-	3	1	1	7	97
Not Applicable/ Don't know	10	19	23	76	48	52	217	1496	3	3	6	15	16	16	56	413

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-1

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	141 100%	- 100%	- 100%	- 100%	- 100%	- 100%	719 100%	6439 100%
For the rest of my career	16%	11%	6%	16%	14%	11%	12%	16%
For the foreseeable future	43%	50%	51%	50%	51%	53%	51%	45%
No more than 5 years after earning tenure	16%	14%	15%	11%	13%	12%	13%	14%
I haven't thought that far ahead	26%	24%	28%	23%	21%	24%	24%	24%
Not included in (%) base:								
Decline to Answer	17	29	24	23	19	7	102	821
Not applicable	1	2	6	-	-	3	11	95

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-2

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	92 100%	- 100%	- 100%	- 100%	- 100%	- 100%	430 100%	3815 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	289 100%	2624 100%
For the rest of my career	16%	11%	4%	11%	18%	11%	11%	16%	15%	12%	8%	22%	8%	11%	13%	17%
For the foreseeable future	43%	50%	53%	51%	51%	53%	52%	46%	42%	50%	49%	49%	53%	53%	50%	44%
No more than 5 years after earning tenure	10%	13%	15%	11%	10%	12%	12%	13%	26%	17%	16%	12%	19%	14%	15%	15%
I haven't thought that far ahead	31%	26%	28%	26%	22%	25%	25%	25%	16%	22%	27%	17%	21%	23%	22%	23%
Not included in (%) base:																
Decline to Answer	14	17	11	15	13	3	59	483	3	12	13	8	7	4	44	338
Not applicable	-	-	3	-	-	2	6	54	1	2	3	-	-	1	5	41

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 47-3

VI. Global Satisfaction

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution?

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	109 100%	- 100%	- 100%	- 100%	- 100%	- 100%	531 100%	4801 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	188 100%	1638 100%
For the rest of my career	19%	12%	5%	19%	17%	11%	13%	18%	5%	8%	7%	4%	8%	10%	7%	13%
For the foreseeable future	41%	51%	55%	52%	54%	54%	53%	48%	49%	47%	42%	45%	45%	49%	45%	37%
No more than 5 years after earning tenure	18%	16%	16%	9%	11%	12%	12%	14%	8%	12%	13%	21%	18%	15%	16%	14%
I haven't thought that far ahead	23%	21%	24%	20%	18%	23%	21%	20%	38%	33%	38%	30%	29%	27%	31%	36%
Not included in (%) base:																
Decline to Answer	15	16	16	16	18	4	70	560	3	13	8	7	1	3	33	260
Not applicable	-	2	6	-	-	3	11	70	1	-	-	-	-	-	-	26

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-1

VI. Global Satisfaction

Q48. If I could do it over, I would again choose to work at this institution.

		Overall							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
-----		-----						-----	
(%) base:		143	-	-	-	-	-	774	6815
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Agree	(5,4)	74%	75%	68%	81%	77%	85%	77%	77%
Strongly agree	(5)	38%	42%	34%	53%	45%	57%	47%	46%
Somewhat agree	(4)	36%	33%	34%	28%	32%	28%	31%	31%
- Neither agree	(3)	11%	7%	12%	9%	9%	5%	9%	9%
nor disagree									
Somewhat disagree	(2)	12%	11%	9%	8%	10%	8%	9%	9%
Strongly disagree	(1)	3%	7%	10%	3%	4%	2%	5%	5%
- NET: Disagree	(2,1)	15%	18%	20%	10%	14%	10%	14%	14%
Mean		3.940	3.922	3.731	4.209	4.032	4.306	4.048	4.036
Not included in (%) base:									
Decline to Answer		10	11	6	11	9	4	42	392
Not Applicable/ Don't know		6	4	1	4	5	2	17	148

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-2

VI. Global Satisfaction

Q48. If I could do it over, I would again choose to work at this institution.

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	95 100%	- 100%	- 100%	- 100%	- 100%	- 100%	461 100%	4034 100%	48 100%	- 100%	- 100%	- 100%	- 100%	- 100%	313 100%	2781 100%
- NET: Agree (5,4)	76%	78%	67%	82%	77%	85%	78%	77%	70%	71%	71%	79%	76%	86%	77%	77%
Strongly agree (5)	41%	46%	37%	51%	49%	61%	49%	46%	33%	36%	30%	55%	37%	51%	43%	46%
Somewhat agree (4)	36%	31%	30%	31%	28%	23%	29%	30%	37%	35%	40%	23%	39%	35%	34%	31%
- Neither agree nor disagree (3)	10%	9%	14%	10%	8%	4%	9%	10%	12%	5%	8%	9%	10%	6%	8%	7%
Somewhat disagree (2)	10%	9%	9%	7%	11%	8%	9%	8%	14%	13%	10%	8%	10%	8%	10%	10%
Strongly disagree (1)	3%	4%	10%	1%	4%	3%	4%	5%	4%	11%	11%	5%	4%	0%	6%	6%
- NET: Disagree (2,1)	13%	14%	19%	8%	15%	11%	13%	13%	18%	24%	21%	13%	14%	8%	16%	15%
Mean	4.009	4.061	3.758	4.240	4.073	4.320	4.096	4.043	3.805	3.728	3.690	4.166	3.961	4.286	3.977	4.026
Not included in (%) base:																
Decline to Answer	8	8	1	8	4	1	23	251	2	3	5	3	5	3	19	141
Not Applicable/ Don't know	4	2	1	4	3	-	10	67	2	2	-	-	2	2	6	80

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 48-3

VI. Global Satisfaction

Q48. If I could do it over, I would again choose to work at this institution.

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	114 100%	- 100%	- 100%	- 100%	- 100%	- 100%	574 100%	5085 100%	30 100%	- 100%	- 100%	- 100%	- 100%	- 100%	199 100%	1731 100%
- NET: Agree (5,4)	72%	78%	68%	82%	81%	85%	79%	78%	81%	69%	70%	77%	65%	85%	73%	74%
Strongly agree (5)	36%	49%	36%	55%	48%	59%	50%	49%	44%	27%	31%	44%	36%	51%	37%	39%
Somewhat agree (4)	36%	29%	32%	26%	34%	26%	29%	29%	37%	42%	38%	33%	29%	35%	35%	35%
- Neither agree nor disagree (3)	12%	5%	11%	8%	5%	5%	7%	8%	6%	12%	13%	13%	19%	6%	13%	11%
Somewhat disagree (2)	13%	11%	10%	9%	8%	8%	9%	9%	6%	11%	7%	3%	15%	9%	9%	9%
Strongly disagree (1)	3%	7%	10%	1%	5%	2%	5%	5%	6%	8%	10%	7%	1%	0%	6%	7%
- NET: Disagree (2,1)	16%	18%	21%	10%	14%	10%	14%	14%	12%	19%	17%	10%	16%	9%	14%	15%
Mean	3.906	4.025	3.730	4.257	4.106	4.317	4.099	4.078	4.072	3.683	3.732	4.043	3.837	4.268	3.900	3.914
Not included in (%) base:																
Decline to Answer	6	5	4	7	8	3	26	241	4	6	3	4	1	1	16	151
Not Applicable/ Don't know	4	3	1	2	3	2	11	106	2	1	-	2	2	-	6	42

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-1

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	Overall							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	145 100%	- 100%	- 100%	- 100%	- 100%	- 100%	771 100%	6809 100%
Strongly recommend your department as a place to work	54%	40%	49%	50%	43%	53%	47%	47%
Recommend your department with reservations	42%	55%	43%	47%	51%	40%	47%	46%
Not recommend your department as a place to work	4%	5%	9%	3%	6%	7%	6%	6%
Not included in (%) base:								
Decline to Answer	14	12	13	16	14	6	61	546

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-2

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	Males								Females							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	97 100%	- 100%	- 100%	- 100%	- 100%	- 100%	461 100%	4025 100%	47 100%	- 100%	- 100%	- 100%	- 100%	- 100%	310 100%	2784 100%
Strongly recommend your department as a place to work	50%	40%	50%	51%	45%	53%	48%	47%	63%	42%	46%	50%	38%	53%	46%	47%
Recommend your department with reservations	47%	54%	40%	46%	50%	39%	46%	46%	31%	55%	47%	48%	54%	43%	49%	46%
Not recommend your department as a place to work	3%	6%	10%	3%	5%	8%	6%	6%	6%	3%	7%	2%	8%	4%	5%	6%
Not included in (%) base:																
Decline to Answer	10	7	6	11	8	1	33	327	5	5	7	5	6	5	28	219

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 49-3

VI. Global Satisfaction

Q49. If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:

	White Faculty								Faculty of Color							
	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:	113 100%	- 100%	- 100%	- 100%	- 100%	- 100%	570 100%	5075 100%	32 100%	- 100%	- 100%	- 100%	- 100%	- 100%	201 100%	1734 100%
Strongly recommend your department as a place to work	50%	39%	52%	54%	39%	51%	48%	48%	70%	43%	38%	38%	51%	58%	45%	46%
Recommend your department with reservations	46%	55%	38%	43%	56%	41%	46%	46%	26%	54%	56%	58%	39%	38%	50%	47%
Not recommend your department as a place to work	4%	6%	10%	3%	5%	7%	6%	6%	3%	3%	5%	4%	9%	4%	5%	7%
Not included in (%) base:																
Decline to Answer	11	7	7	11	11	5	41	357	4	4	6	5	3	1	19	189

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-1

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

		Overall							
		Clem-					All	All	
		son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	Peers	Univ
(%) base:		147	-	-	-	-	-	788	6950
		100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good	(5,4)	73%	64%	69%	81%	71%	76%	73%	67%
Great	(5)	24%	11%	19%	24%	12%	28%	19%	19%
Good	(4)	49%	52%	50%	57%	59%	48%	54%	49%
- So so	(3)	25%	29%	23%	14%	22%	23%	22%	25%
Bad	(2)	1%	5%	5%	3%	4%	1%	4%	6%
Awful	(1)	1%	3%	2%	2%	2%	0%	2%	2%
- NET: Bad/Awful	(2,1)	3%	8%	7%	5%	7%	1%	6%	8%
Mean		3.929	3.644	3.792	3.971	3.738	4.021	3.842	3.757
Not included in (%) base:									
Decline to Answer		12	6	9	12	12	4	44	405
Not Applicable		-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-2

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

		Males								Females							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
(%) base:		98	-	-	-	-	-	471	4096	48	-	-	-	-	-	317	2854
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good	(5,4)	73%	69%	67%	84%	73%	79%	75%	69%	72%	56%	73%	76%	67%	72%	69%	65%
Great	(5)	25%	15%	17%	28%	14%	32%	21%	20%	22%	7%	21%	18%	8%	22%	16%	17%
Good	(4)	48%	54%	50%	57%	60%	47%	54%	49%	50%	49%	51%	57%	59%	50%	54%	48%
- So so	(3)	25%	27%	24%	12%	20%	20%	20%	24%	23%	32%	22%	17%	26%	26%	24%	26%
Bad	(2)	1%	1%	7%	3%	5%	1%	4%	5%	2%	9%	3%	3%	3%	2%	4%	6%
Awful	(1)	1%	3%	1%	1%	1%	0%	1%	2%	2%	3%	3%	4%	4%	0%	3%	2%
- NET: Bad/Awful	(2,1)	2%	4%	8%	4%	7%	1%	5%	7%	4%	12%	6%	8%	7%	2%	7%	9%
Mean		3.954	3.758	3.751	4.075	3.790	4.090	3.903	3.793	3.877	3.485	3.855	3.821	3.650	3.923	3.752	3.707
Not included in (%) base:																	
Decline to Answer		8	5	2	8	6	1	23	256	4	1	7	4	6	3	21	149
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE - Tenure Track Faculty Job Satisfaction Survey - Appendix A: Frequency Tables

Table 50-3

VI. Global Satisfaction

Q50. How do you rate your institution as a place for junior faculty to work?

		White Faculty								Faculty of Color							
		Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ	Clem- son	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All Peers	All Univ
100% base:		114	-	-	-	-	-	583	5180	33	-	-	-	-	-	205	1770
		100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
- NET: Great/Good	(5,4)	72%	66%	69%	82%	70%	77%	74%	67%	77%	59%	70%	77%	73%	72%	70%	67%
Great	(5)	22%	10%	20%	26%	11%	29%	20%	18%	30%	15%	17%	19%	13%	21%	17%	19%
Good	(4)	49%	56%	50%	56%	59%	48%	54%	49%	47%	44%	53%	58%	61%	51%	53%	48%
- So so	(3)	27%	25%	22%	13%	24%	21%	20%	25%	18%	38%	28%	16%	19%	28%	26%	25%
Bad	(2)	1%	5%	7%	3%	5%	2%	4%	6%	2%	3%	0%	3%	2%	0%	2%	5%
Awful	(1)	1%	4%	2%	2%	1%	0%	2%	2%	3%	0%	3%	4%	6%	0%	3%	3%
- NET: Bad/Awful	(2,1)	2%	10%	9%	5%	6%	2%	6%	8%	6%	3%	3%	7%	8%	0%	4%	7%
Mean		3.914	3.616	3.787	4.008	3.743	4.047	3.858	3.757	3.979	3.707	3.807	3.847	3.726	3.933	3.798	3.759
Not included in (%) base:																	
Decline to Answer		10	2	5	7	11	3	28	251	3	4	4	5	1	1	16	153
Not Applicable		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

COACHE

Appendix B Open-Ended Responses

Open-ended Responses

Some COACHE survey questions offered an opportunity for faculty to accompany certain responses with explanations in their own words. Following are the comments provided by respondents at your institution.

Q27b. On what are tenure decisions in your department primarily based? *Subjects responding "Somewhat disagree" or "Strongly disagree" to Question 27a ("From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.") were asked this follow-up question.*

Collegiality-- which can be a loaded assessment. There are also clearly tenured individuals in my department who do not get along. One worries about the implications of even appearing to get along with a marginal member of the department.
collegiality, professionalism
Departmental sociability, i.e., whether you chat up others and like the same non-job related things they do.
Don't know
None within my department, however, in other departments it is obvious that there have been popularity contests
Politics and agreeing with the status quo
Politics between a particular member of the department (on the P&T committee) and the chair, as well as the university. That member believes himself to be better than the rest of the department (therefore substituting his judgment for peer-review in our publications during the P&T process), and wants to elevate the standards for other faculty--while the university demands the same teaching load of 2-3 courses/per semester (making it difficult to meet the research and publication expectations e.g. 10 articles in top journals in 5 years).
Politics within a department...conflicts from hiring disagreements that persist...
Politics, whether the chair or other senior personnel like you, whether they agree with your scholarship/epistemology
Scholarly literature and acquiring funding
School of origin, personal relationships within Clemson and external to Clemson.
Strength of personal relationships. Sense that one is a 'good colleague.'
Unclear! Recent evaluations of committee are inconsistent across individuals. Moreover, feedback and requirements are inconsistently explained to different individual and/or at different times.
Whether or not you have a pretty format for your accomplishments, not whether your accomplishments are significant.
Whether you are liked by your colleagues
Who 'likes' you and who doesn't 'like' you and who is in the majority on the PRT committee

Q46a. Who serves as the chief academic officer at your institution? *Subjects responding "Other" were asked to specify:*

No other chief academic officers were mentioned

Q47. Assuming you achieve tenure, how long do you plan to remain at your institution? *Subjects responding "For no more than 5 years after earning tenure" to this question were asked to specify their reasons:*

Many reasons. The two most important: I cannot see myself living in this geographic region for the rest of my life and I need a more challenging, intellectual, research environment.
Research facilities support
Location
Intellectual and social climate - my values are out of synch with Clemson.
Relocation to be near family
Lack of institutional support for non-applied research.
The direction of my program does not seem to suit me.
Spousal hire
Plan to leave academia
My husband has [a medical condition] and our health benefits will run out here.
Poor facilities
Don't like social climate
Lack of social opportunities/peers - it will be amazing if I stay to tenure, although everything else about the job is great.
Looking for higher-quality institution and better geographic location
No ability to collaborate with related departments due to middle-management politics.
The work environment is dreadful, and the administration seems to be completely uncaring.
I will more than likely need to seek an institution that provides better health and dental care as I get older.
Lack of jobs for spouse, pay is lower than other institutions, poor quality of childcare/schools in area
Would like to live in a more urban setting
Don't like direction of department
Spouse in other city
Geographic location and lack of diversity because of the location.
Location

Q51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

Visit vibrant scholarly institutes and see what they have: the willingness to look outside is lacking. Correcting this, the university would see multiple ways to attract and RETAIN junior faculty.
Understand what research is and what it takes to make researchers here successful - give more than lip service to addressing issues. Forget about ratings in US News and World Report therefore, be less concerned with quantitation and more concerned with quality.
The administration has set clear overall goals but has failed to address the institutional obstacles in the way such as the lack of facility infrastructure and the over-burdening and inadequate regulatory elements presented to faculty.
This place would be perfect if my spouse could find a job here. Unfortunately we had no chance, no assistance. Many departments look down on spousal hire.
Clear expectations
Increase diversity of faculty
My institution really needs to stop focusing on climbing the public school national rankings. It is an obsession for the administration. Some of their 'recommendations' really make no sense, i.e. we should only go for PhD students, not MS students.
Support research by reducing contact hours, increasing the support for graduate students, and eliminating undergraduate research requirements.
Improve assistance in developing grant proposals--both at level of guidance from senior faculty and support from grant services staff
Greatly improve facilities and communications technology between campus and distant sites.
A semester off from teaching every fourth semester.
Grant money expectations are unrealistic in academia especially during this time of upcoming recession.
Mentor for junior faculty
Have better spousal hiring policies
Office for Research needs to be more transparent and considerate of faculty needs for facilities and research support.
Keep a better eye on (and be willing to do something about) the corruption that occurs at the departmental level that creates a climate of unfairness for junior faculty
Get better administrators, who can do the work to justify their salaries. This is especially true in research. In business the higher paid employees are responsible for getting the work. At this university, this responsibility falls on the lowest paid employees with no support to overcome the reputation of the University with typical sources for grants.
Pre-tenure sabbatical, more generous post-tenure sabbatical--and the obvious: higher pay in the humanities
Reduce the teaching load to 2-2, like in most research universities.
Better balance service and research requirements.
Structure loads to better allow for balance between teaching, research and personal life.
Provide maternity/paternity leave
Clemson could more consistently and explicitly protect its junior faculty from overweening service obligations that interfere with the production of research/scholarly work required for tenure.
Provide a child care program.
Two things: find a way to make upper-management support for junior faculty trickle down to middle-management and improve space problems
Stop asking junior faculty to teach overloads and give us more time to get research done.
Better facilities, classrooms (and classroom technology), and offices.
Pre-tenure leave & personal research/travel accounts
Reduce teaching loads
Bring average salaries in the humanities (not just sciences) up to 100% of the national average.
Deans and Provost listen more to junior faculty.
Childcare, Office Space
Support the creation of a degree that fully utilizes the experiences, education, and talent of the department's faculty, students, and facilities.

Q51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

Improve offices and classrooms.
Require improved writing standards for undergraduate students.
Provide clear direction and support to older faculty members
Our program is understaffed in the leadership end. We've been without a [head] for the four years I've been there and interim has too many responsibilities to give our small program the time it needs. No leadership creates problems and as a jr faculty member, I don't have any authority.
We need pre-tenure sabbatical, larger research/travel budget, summer funding, and policies, etc. that make it actually seem possible to have children pre-tenure.
Library
Clear and consistently applied tenure standards - the uncertainty has destroyed the collegiality among the assistant professors. My colleagues try to dummy down the standards - and often express disbelief that we could have top 20 tenure standards. I joined Clemson b/c of the top 20 vision - I like my students, and like the institution, but I don't want to be trapped in a department that is developing a culture of mediocrity - or of just doing enough to tenure.
Build the infrastructure needed to support the kind of research we are expected to do.
Raise the expectations for students' academic performance, insist on respectful behavior towards both faculty and fellow students, and support junior faculty's efforts to hold students to these high expectations.
Reduce to number of hours I am expected to work. It is expected in my department to work nonstop. You are to be at work from 8 to 5 every day, all day. There is no time to pursue research interests outside of family time.
Need to improve policies related to maternity/paternity leave and childcare. In order to retain young faculty, these need to be addressed.
A greater focus on research interaction between faculty, both within and across departments.
Increase office space, parking, and arrange transportation shuttles/buses/light rail to nearest 'city' (Greenville, SC).
Spend more money/effort developing quality of basic infrastructure (classrooms, offices, etc.) rather than on 'high-tech' improvements. Wireless classrooms are great, but I'd rather have effective climate control.
Replace the existing dean of the college to promote a much more cooperative environment to work in rather than one that is full of great conflict and low morale.
Re-orient tenure priorities to not overemphasize publishing to the detriment of all other professorial aspects.
Get a new building/facilities
Need better resources for research such as data, TA, etc.
Decide what we are in terms of identity
Clarify and support research expectations
Provide resources commensurate with research expectations
Mentoring, tenure clock flexibility (especially for having children), resources
The worst facility of any school I have ever seen.
Streamline access to journals... assess quality not quantity of publications... provide pre-tenure teaching relief... coordinate teaching loads for equitable distribution of effort required.
I think the computer services right now are pretty bad. I know they are doing a major reorganization of computing services (CCIT) but we are having too many outages and problems. These interrupt work and it's getting frustrating. Besides the random interruptions in emails and other services, they will update software licenses but not let us know so that suddenly academic software will stop working until we download the new versions. It's the little things that are the most bothersome. We have great computational infrastructure and high-power computing facilities but the day to day computer services are pretty bad.
The overemphasis on 'economic development' and thus lack of institutional support for 'pure' research is suffocating. The sciences (math, physics, chemistry, biology, etc...) should not be distributed in the colleges of engineering and agriculture.
Stop treating analysis people as support faculty.
Better support for faculty with children and no stay-at-home spouse (either single parents or two working parents)

Q51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

Childcare and maternity leave need to be looked into; also health care as a whole
Maintain existing facilities/programs instead of building new facilities for new programs
More colloquia / seminars, etc., to bring the faculty and students together on a more regular basis.
Put more emphasis on research quality, not just dollar numbers
Spouse hiring
Improve support functions (secretarial, computer support). Service aspect of these employees is poor.
Help with recruiting graduate students
Remove unprofessional colleague(s) from positions of responsibility.
Openness
The University could take pressure off junior faculty by not taking start-up funds away after the first two fiscal years. This puts WAY too much pressure on us during a critical time, and during a bad funding climate, is not realistic that we will obtain major grants in our first 2 years. I am not sure whether it is the college or the University that imposes this rule, but it is way too strict.
Improve the graduate curriculum and be more aggressive about seeking out talented graduate students.
Not make us fill out surveys like this.
Change is slow in academia, but I think it is coming. Clemson needs to look nationally to see how it compares to other schools, not just defend it's policies by saying they are traditional. In addition, Clemson needs to support departments that are doing well with resources, not only play catch-up with the other departments.
Attract high quality graduate student
More buildings for workspace.
Increase the number of faculty to serve the student population.
University has the worst park lot in the US. I waste a lot of time on finding a park lot.
Clarify and standardize the tenure process and requirements.
Less red tape, which makes it a struggle for us to get things done sometime.
Hire more qualified personnel in the office for Research responsible for IP and agreements with industry partners
To provide more university-wide research funding opportunities.
At the Department and College levels common goals and purpose should be established AND communicated. Individual faculty should then be more strongly encouraged to participate in these directions. I see our Department and College organized as a group of independent operators with little ability or motivation to work on collaborative projects. The tenure and promotion goals seem to enforce this current system.
Support from the College and University for the Department to be more competitive and advance. This includes competitive salaries and amount of TA support.
Active recruitment of graduate students
Better support system for research faculty members including stable positions and benefits between funding and prior to attaining funding.
My institution claims to be a top research university and was advertised this way to new faculty hired last year. In reality, it is still in 'transition' and the university was not as far along in the process as they claimed to be (e.g. senior faculty not happy with the new focus, not enough travel funding, support/resources, too much paperwork and a general lack of understanding RE: quality research and the time it takes). Thus, I feel that I was 'misadvertised' too during the job process and feel like the university does not have an understanding of what it takes to support new research-oriented faculty coming out of a top tier university.
My institution could stop making misleading statements about what junior faculty can expect in terms of childcare, spousal hiring procedures, and the direction of the university. This institution could also stop issuing edicts which come from upper levels of administration; the top-down management style does not suit me.
More administrative support and research services support.
Offer childcare
Back up the demands to be a top 20 with the resources to match a top 20

Q51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

On-campus child care
Redefine 'success' with other criteria besides numbers of publications and grant dollars
Domestic partner benefits
The University is child friendly socially, but the facilities are not. No changing stations in any bathroom on campus I have found, and no University daycare, or even a list of suggestions for new faculty.
Provide additional training and assistance regarding grant writing and submission process.
Improve the facilities (more classrooms, updates to older buildings). Ensure accessibility across campus.
More interaction between those that claim to be in charge and those that are affected by those people.
I really like my institution. The only thing I have a problem with is the poor health care and dental plans. The institution can't do much about it because it is a state institution. As we know some states do a better job providing for their employees than others. The state of South Carolina cares very little if any about their employees. This has really been my only problem with my job. If the health and dental coverage and prices were similar to other institutions/county governments/private companies that I have worked for over the past 14 years I would easily work here until retirement. But, at the current prices and level of coverage I will have to move on as I get older.
Tuition reduction/break for immediate family members (children and spouse/partner)
To provide child daycare.

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Appendix C Survey Instrument

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I. Demographic Background

Percent of Survey Completed

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Do you have tenure?

☐ Yes

☐ No

Next

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

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100%

1. Are you employed full-time in a pre-tenure position on the tenure-track?

☐ Yes

☐ No

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

2. Please provide the FULL name of the institution where you are employed.

Back

Next

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I. Demographic Background

Percent of Survey Completed

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25%

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75%

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3. What is the highest degree you have earned?

- ☐ Doctorate (Ph.D., J.D., M.D. etc.)
- ☐ Master's
- ☐ Bachelor's
- ☐ Associate's
- ☐ Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

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25%

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5. Did you hold a postdoctoral appointment?

- ☐ Yes
- ☐ No
- ☐ Decline to answer

6a. Is this your first tenure-track appointment?

- ☐ Yes
- ☐ No
- ☐ Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

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6b. How many years on the tenure track did you complete elsewhere?

- ☐ 1 year or less
- ☐ 2 years
- ☐ 3 years
- ☐ 4 years
- ☐ 5 or more years
- ☐ Full tenure
- ☐ Decline to answer

6d. Did your current faculty appointment begin with credit for prior service elsewhere?

- ☐ Yes
- ☐ No
- ☐ Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

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6e. How many years of credit for prior service did you receive?

- ☐ 1 year or less
- ☐ 2 years
- ☐ 3 years
- ☐ 4 years
- ☐ 5 or more years
- ☐ Decline to answer

[Back](#)

[Next](#)

COACHE

the collaborative on academic careers in higher education

TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

7. Please indicate the year in which your current faculty appointment began:

Please select your answer

8. What is your rank?

- ☐ Professor
- ☐ Associate Professor
- ☐ Assistant Professor or Assistant Professor (Conditional)
- ☐ Instructor/Lecturer
- ☐ Other
- ☐ Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

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9. Do you hold a joint appointment or budgetary cross-appointment (formal responsibilities in more than one department)?

- ☐ Yes
- ☐ No
- ☐ Decline to answer

10. Name the department(s) or division(s) in which you hold formal responsibilities.

If you hold a joint appointment or budgetary cross-appointment, respond to the survey questions about your *primary* department or division. If your formal responsibilities are evenly split, please choose one department as your primary:

Primary

Secondary

☐ Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

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11b. What is your race? *(Please check all that apply.)*

- ☐ **American Indian or Native Alaskan:**
A person having origins in any of the original peoples of North and South America (including Central America).
- ☐ **Asian, Asian-American, Asian-Canadian, or Pacific Islander:**
A person having origins in any of the original peoples of the Far East, Pacific Islands, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, Guam, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, and Samoa.
- ☐ **White (non-Hispanic):**
A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.
- ☐ **Black, African-American, or African-Canadian:**
A person having origins in any of the black racial groups of Africa.
- ☐ **Hispanic or Latino:**
A person of Cuban, Mexican, Puerto Rican, Brazilian, South or Central American, or other Hispanic or Latino culture or origin.
- ☐ Other
- ☐ Multiracial
- ☐ Decline to answer

12. What is your citizenship status?

- ☐ U.S. citizen
- ☐ Non-U.S. citizen
- ☐ Decline to answer

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%


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13. What is your gender?

- ☐ Male
- ☐ Female
- ☐ Decline to answer

14. In what year were you born?

Please select your answer 

15. What is your annual salary?

Please select your answer 

[Back](#)

[Next](#)

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

16a. How many children under the age of 18 live with you at home?

Please select your answer

16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

Please select your answer

17. Which statement most clearly describes your household's employment situation?

- ☐ I do not have a spouse/partner
- ☐ My spouse/partner is not employed
- ☐ My spouse/partner is employed full-time at this institution
- ☐ My spouse/partner is employed full-time elsewhere
- ☐ My spouse/partner is employed part-time at this institution
- ☐ My spouse/partner is employed part-time elsewhere
- ☐ Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

I. Demographic Background

Percent of Survey Completed

0%

25%

50%

75%

100%

18. Do you and your spouse reside in separate communities for work reasons?

- ☐ Yes
- ☐ No
- ☐ Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

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This set of items addresses various aspects surrounding tenure in your department.

	Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear	Decline to Answer
19. I find the tenure process in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I find the tenure criteria (what things are evaluated) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I find the tenure standards (the performance threshold) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I find the body of evidence that will be considered in making my tenure decision to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My						

sense of
whether or
not I will
achieve
tenure is...



Back

Next

II. Tenure

Percent of Survey Completed

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The following pairs of questions ask you to identify the clarity and the reasonableness of various aspects of tenure.

You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

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

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ This criterion does not apply to me (not applicable).

☐ Decline to answer

[Back](#)

[Next](#)

II. Tenure

Percent of Survey Completed

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You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24b. Is what's expected in order to earn tenure clear to you regarding your performance as: a teacher?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a teacher?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ This criterion does not apply to me (not applicable).

☐ Decline to answer

[Back](#)[Next](#)

II. Tenure

Percent of Survey Completed

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You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24c. Is what's expected in order to earn tenure clear to you regarding your performance as: an advisor to students?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as: an advisor to students?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ This criterion does not apply to me (not applicable).

☐ Decline to answer

[Back](#)

[Next](#)

II. Tenure

Percent of Survey Completed

0%

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You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24d. Is what's expected in order to earn tenure clear to you regarding your performance as: a colleague in your department?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a colleague in your department?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ This criterion does not apply to me (not applicable).

☐ Decline to answer

[Back](#)

[Next](#)

II. Tenure

Percent of Survey Completed

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You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

24e. Is what's expected in order to earn tenure clear to you regarding your performance as: a campus citizen?

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as: a campus citizen?

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ This criterion does not apply to me (not applicable).

☐ Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

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You must answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

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

Very clear	Fairly clear	Neither clear nor unclear	Fairly unclear	Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Very reasonable	Fairly reasonable	Neither reasonable nor unreasonable	Fairly unreasonable	Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ This criterion does not apply to me (not applicable).

☐ Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

0%

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Please indicate whether you agree or disagree with each of the following statements:

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

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

Questions? Read our [FAQ](#).

II. Tenure

Percent of Survey Completed

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27b. In your opinion, on what non-performance-based criteria are tenure decisions in your department primarily made?



☐ Decline to answer

[Back](#)

[Next](#)

0% 25% 50% 75% 100%

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work.

[illegible]

teach							
29e. The number of students you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29f. The quality of undergraduate students with whom you interact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Back

Next

III. The Nature of Your Work

Percent of Survey Completed

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These items continue to explore your day-to-day activities as a faculty member. Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work.

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
30b. The amount of time you have to conduct research/produce creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30c. The amount of external funding you are expected to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30d. The influence you have over the focus of your research/creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. The quality of facilities (i.e., office, labs, classrooms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

III. The Nature of Your Work

Percent of Survey Completed

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33. How satisfied are you with the quality of these support services?

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
a. Clerical/administrative services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Research services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Teaching services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

This set of questions addresses faculty policies and practices common at colleges and universities.

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

1. Formal mentoring program for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

2. Informal mentoring

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

3. Periodic, formal performance reviews for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)
[Next](#)

IV. Policies and Practices

Percent of Survey Completed

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Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

4. Written summary of periodic performance reviews for junior faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)
[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

5. Professional assistance in obtaining externally funded grants

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

6. Professional assistance for improving teaching

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

7. Travel funds to present papers or conduct research

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

8. Paid or unpaid research leave during the pre-tenure period

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

9. Paid or unpaid *personal* leave during the pre-tenure period

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

10. An upper limit on committee assignments for tenure-track faculty

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

11. An upper limit on teaching obligations

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

12. Peer reviews of teaching or research/creative work

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

13. Childcare

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

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100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

14. Financial assistance with housing

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

0% 25% 50% 75% 100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

15. Stop-the-clock for parental or other family reasons

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

IV. Policies and Practices

Percent of Survey Completed

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25%

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75%

100%

Regardless of whether the following policies and practices currently apply to your institution, please rate *how important or unimportant each would be to your success*. Then rate *how effective or ineffective each has been at your institution*. For each item, please mark the appropriate column.

POLICY/PRACTICE:

16. Spousal/partner hiring program

34a. *Importance or unimportance of policy to your success:*

Very important	Important	Neither important nor unimportant	Unimportant	Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. *Effectiveness or ineffectiveness of policy at your institution:*

Very effective	Effective	Neither effective nor ineffective	Ineffective	Very ineffective	Not offered at my institution	I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

☐ Decline to answer

[Back](#)

[Next](#)

0% 25% 50% 75% 100%

[illegible]

track compatible.							
35e. My colleagues are respectful of my efforts to balance work and home responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Back

Next

IV. Policies and Practices

Percent of Survey Completed

0%

25%

50%

75%

100%

36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

V. Climate, Culture and Collegiality

Percent of Survey Completed

0%

25%

50%

75%

100%

This set of questions addresses the climate, culture and collegiality of your workplace.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace.

	Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
38a. The fairness with which your immediate supervisor evaluates your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38b. The interest senior faculty take in your professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38c. Your opportunities to collaborate with senior faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39a. The amount of professional interaction you have with senior colleagues in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39b. The amount of							

<p>personal interaction you have with senior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>39c. The amount of professional interaction you have with junior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>39d. The amount of personal interaction you have with junior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>41. The intellectual vitality of the senior colleagues in your department</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Back

Next

V. Climate, Culture and Collegiality

Percent of Survey Completed

0%

25%

50%

75%

100%

Please indicate your level of agreement or disagreement with the following statement:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
42. On the whole, my institution is collegial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

43. Please indicate your level of agreement or disagreement with the following statements:

On the whole, I receive fair treatment from my colleagues regardless of my:

	Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
a. gender	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. race/ethnicity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. sexual orientation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0%

25%

50%

75%

100%

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

44a. Please check the two (and only two) best aspects about working at your institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Presence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My sense of "fit" here. |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Protection from service/assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research/creative work requirements for tenure |
| <input type="checkbox"/> Support for research/creative work (e.g., leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices | <input type="checkbox"/> Manageable or no pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Academic freedom |
| <input type="checkbox"/> Spousal/partner hiring program | <input type="checkbox"/> Other (<i>Please specify</i>): _____ |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Other (<i>Please specify</i>): _____ |
| <input type="checkbox"/> Geographic location | <input type="radio"/> There are no positive aspects |
| <input type="checkbox"/> Diversity | <input type="radio"/> Decline to answer |

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

44b. Please check the two (and only two) worst aspects about working at your institution.

- | | |
|---|---|
| <input type="checkbox"/> Quality of colleagues | <input type="checkbox"/> Absence of others like me. |
| <input type="checkbox"/> Support of colleagues | <input type="checkbox"/> My lack of "fit" here. |
| <input type="checkbox"/> Opportunities to collaborate with colleagues | <input type="checkbox"/> Too much service / too many assignments |
| <input type="checkbox"/> Quality of graduate students | <input type="checkbox"/> Commute |
| <input type="checkbox"/> Quality of undergraduate students | <input type="checkbox"/> Cost of living |
| <input type="checkbox"/> Quality of facilities | <input type="checkbox"/> Research/creative work requirements for tenure |
| <input type="checkbox"/> Lack of support for research/creative work (e.g., leave) | <input type="checkbox"/> Teaching load |
| <input type="checkbox"/> Lack of support for teaching | <input type="checkbox"/> Tenure requirements in general |
| <input type="checkbox"/> Lack of support for professional development | <input type="checkbox"/> Tenure criteria clarity |
| <input type="checkbox"/> Lack of assistance for grant proposals | <input type="checkbox"/> Tenure process clarity |
| <input type="checkbox"/> Childcare policies/practices (or lack thereof) | <input type="checkbox"/> Unrelenting pressure to perform |
| <input type="checkbox"/> Availability/quality of childcare facilities | <input type="checkbox"/> Academic freedom |
| <input type="checkbox"/> Spousal/partner hiring program (or lack thereof) | <input type="checkbox"/> Other (<i>Please specify</i>): |
| <input type="checkbox"/> Compensation | <input type="checkbox"/> Other (<i>Please specify</i>): |
| <input type="checkbox"/> Geographic location | <input type="radio"/> There are no negative aspects |
| <input type="checkbox"/> Lack of diversity | <input type="radio"/> Decline to answer |

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0%

25%

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75%

100%

45a. All things considered, how satisfied or dissatisfied are you with your department as a place to work?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45b. All things considered, how satisfied or dissatisfied are you with your institution as a place to work?

Not applicable/ I don't know	Very satisfied	Satisfied	Neither satisfied nor dissatisfied	Dissatisfied	Very dissatisfied	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

Questions? Read our [FAQ](#).

VI. Global Satisfaction

Percent of Survey Completed

0%

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100%

46a. Who serves as the chief academic officer at your institution? *(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)*

- ☐ President
- ☐ Chancellor
- ☐ Vice President for Academic Affairs
- ☐ Academic Dean
- ☐ Provost
- ☐ Other *(Please specify):*
- ☐ I don't know
- ☐ Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

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VI. Global Satisfaction

Percent of Survey Completed

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100%

Please indicate your level of agreement or disagreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

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75%

100%

47. Assuming you achieve tenure, how long do you plan to remain at your institution?

- ☐ For the rest of my career
- ☐ For the foreseeable future
- ☐ No more than 5 years after earning tenure. (Why?)
- ☐ I haven't thought that far ahead
- ☐ Not applicable
- ☐ Decline to answer

Please indicate your level of agreement or disagreement with the following statement:

48. If I could do it over, I would again choose to work at this institution.

Not applicable/ I don't know	Strongly agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Strongly disagree	Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[Back](#)

[Next](#)

VI. Global Satisfaction

Percent of Survey Completed

0% 25% 50% 75% 100%

49. If a candidate for a tenure-track faculty position asked you about your *department* as a place to work, would you:

- ☐ Strongly recommend your department as a place to work
- ☐ Recommend your department with reservations
- ☐ Not recommend your department as a place to work
- ☐ Decline to answer

50. How do you rate your *institution* as a place for junior faculty to work?

- ☐ Great
- ☐ Good
- ☐ So-so
- ☐ Bad
- ☐ Awful
- ☐ Decline to answer

[Back](#)

[Next](#)

Questions? Read our [FAQ](#).

VI. Global Satisfaction

Percent of Survey Completed

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100%

51. Please use the space below to tell us the number one thing that you, personally, feel your institution could do to improve the workplace.

☐ Decline to answer

52. Please use the space below to elaborate on any of the questions in the survey that you feel require further comment/explanation or to discuss any aspect of junior faculty/pre-tenure employment not covered, or covered insufficiently, in the survey.

☐ Decline to answer

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

Thanks for completing the standard portion of the COACHE survey.

We now request a few more minutes of your time, as your institution has designed additional questions customized for your academic community. Please proceed to this campus-specific section of the survey by clicking the "Next" button below.

Back

Next

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Questions? Read our [FAQ](#).

Thank you for taking the time to complete this survey. Your input is invaluable to our national understanding of faculty work/life as well as to your institution.

If you would like to review your responses prior to submission, click the review option to return to the beginning of your survey. From there, you may change any of the responses you have already given.

If you are ready to submit your responses, click the submit option.

- ☐ Review, return to the beginning of the survey
- ☐ Submit, complete the survey

[Back](#)

[Next](#)

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TENURE-TRACK FACULTY JOB SATISFACTION SURVEY

Questions? Read our [FAQ](#).

Your responses to the survey were successfully submitted.

Questions or comments? [Contact us](#).

For security purposes, please close your browser window to exit the survey.



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