

COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Tenure-Track Faculty Job Satisfaction Survey

Institutional Report:
North Carolina State University

2005-2006



HARVARD
GRADUATE SCHOOL OF EDUCATION

8 Story Street, 5th Floor • Cambridge, Mass. 02138 • 617.496.9348 • coache@gse.harvard.edu • www.coache.org

Acknowledgements: Many people and organizations are responsible for making the COACHE project possible. We would especially like to thank the following:

The Ford Foundation
The Atlantic Philanthropies
Harvard Graduate School of Education
Research Data Technology, Inc.
David Volpe
Kiernan Mathews
Cheryl Browne
Richard Light
Carolyn Leung

Reproduction: No part of this report or its appendices may be reproduced in any form without written permission from the Collaborative on Academic Careers in Higher Education (COACHE), such as that given in a participation agreement signed by representatives of participating institutions and COACHE. Any reproduction of the report material must include a credit line.

Contact information:

Dr. Cathy A. Trower
The Collaborative on Academic Careers in Higher Education (COACHE)
Harvard Graduate School of Education
8 Story Street, 5th Floor
Cambridge, MA 02138

Email: coache@gse.harvard.edu
URL: <http://www.coache.org>
Voice: 617-496-9344
Fax: 617-496-9350

Copyright © 2006 by The President and Fellows of Harvard College. All Rights Reserved

TABLE OF CONTENTS

Introduction	1
Overview	1
Suggestions for Further Action	1
Method	2
Survey Results	4
How to Read This Report	5
Response Rate, Weight Scales, and Peer Group	6
Section I: Tenure	7
Section II: Nature of Work	64
Section III: Policies and Practices	118
“Effectiveness Gap” Analysis	118
Section IV: Climate, Culture, and Collegiality	137
Section V: Global Satisfaction	173
Best/Worst Aspects of Working at Your Institution	173
Analysis by Academic Area	196
Appendix A: Frequency Tables	
Appendix B: Open-Ended Responses	
Appendix C: Survey Instrument	

INTRODUCTION

Overview

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

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

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

Suggestions for Further Action

To derive the greatest impact and value from your COACHE report, you may wish to consider these suggestions for further action:

- Share the report, especially the Executive Summary, with deans, department chairs, and faculty leaders, and then convene the group to discuss major findings, implications, and action steps.
- Ask leaders of academic areas with especially high scores to share “best practices” with other department chairs and deans.
- Share the report with the Chief Diversity/Affirmative Action Officer and other administrators to discuss major findings, implications, and action steps.
- Share the Executive Summary or the entire report with junior faculty. Invite them to meet in plenary sessions or in academic or demographic sub-groups, with no others present, to discuss the major findings and to recommend changes in policy and practice.
- Share this report with relevant committees on campus (e.g., Committee on the Status of Minorities/Women) to discuss findings and implications.
- Discuss highlights from the report and policy or strategy implications with the institution’s governing board.

- Organize a meeting and debriefing, or at least a conference call, among counterparts at the peer institutions that you have selected. Discuss best practices and common problems.
- Organize a workshop for department chairs that distills what the institution has learned from the report and from conversations with COACHE peers.
- Identify aspects of the report that could be used to bolster recruitment of new faculty.
- Ask institutional research and human resources staff to analyze the relationship (or disconnects) between reported results and institutional policies and practices.
- Instruct institutional research staff to consider the detailed results in the frequency tables (Appendix A) to provide a more in-depth, locally-relevant analysis for academic leaders.
- Contact COACHE staff about our follow-up services, such as an on-site visit or additional statistical analyses.

Method

Development of the Survey

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

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 experts on survey development, COACHE researchers developed a web-based survey prototype that was then tested in a pilot study of 1,188 junior faculty members at 12 institutions.

We solicited feedback about the survey by conducting follow-up interviews with a sub-sample of the respondents of the pilot study. The survey was revised in light of this feedback.

Survey Administration

Identification of subjects

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

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to Summer 2005 (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 page 6 for response rates at your institution by race and gender.

Procedure for subject recruitment and participation

Subjects first received a letter about the survey from their institution's president or chief academic officer. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Participants accessed a secure server through their own unique link provided by COACHE and responded to a series of 50 multiple-choice and open ended questions (see Appendix C). The average survey completion time was approximately 20 minutes.

Data Conditioning

Criteria for including a participant's responses in the data set

For a participant's responses to be included in the data set, s/he had to give at least one meaningful response for Questions 19-50. The responses of respondents who either terminated the survey before Question 19 or chose only *NA* or *Decline to Respond* for these questions were removed from the data set.

Sample balancing/data weighting

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by race and gender (e.g., Hispanic males, Asian females, etc.). Applying these weights to the data thus allowed the relative proportions of subgroups in the data set for each institution to more accurately reflect the proportions in that institution's actual population of junior faculty. (See page 6 for your institution's weight scale).

COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Survey Results

HOW TO READ THIS REPORT

This section presents the results of each survey question for the group as a whole (Overall Results), for males and females separately (Gender Results), and for white faculty and faculty of color (Race Results). Below we explain each type of statement in detail.

A. At your institution:

Statements under this heading compare the mean scores of subgroups defined by gender or by race. A *t*-test conducted at the standard $p < .05$ level was used to test for statistically significant differences. *Because differences in means between subgroups with fewer than 30 participants are difficult to detect with statistical tests, meaningful differences might exist regardless of the test results.*

B. Compared to your peers:

These statements indicate your faculty's mean score relative to those at your peer institutions. A score that is more than one *s.d.* above (or below) the mean lies somewhere in the top (or bottom) 16% of scores; a score that is less than one *s.d.* from the mean lies somewhere within the middle 68% of scores.

C. Among all universities:

These statements indicate your faculty's mean score relative to all participating COACHE universities. A score's percentile rank specifies the percentage of all scores that are at or below that score. In the context of this survey, higher percentile ranks indicate strengths; lower ones indicate weaknesses.

D. Across all universities:

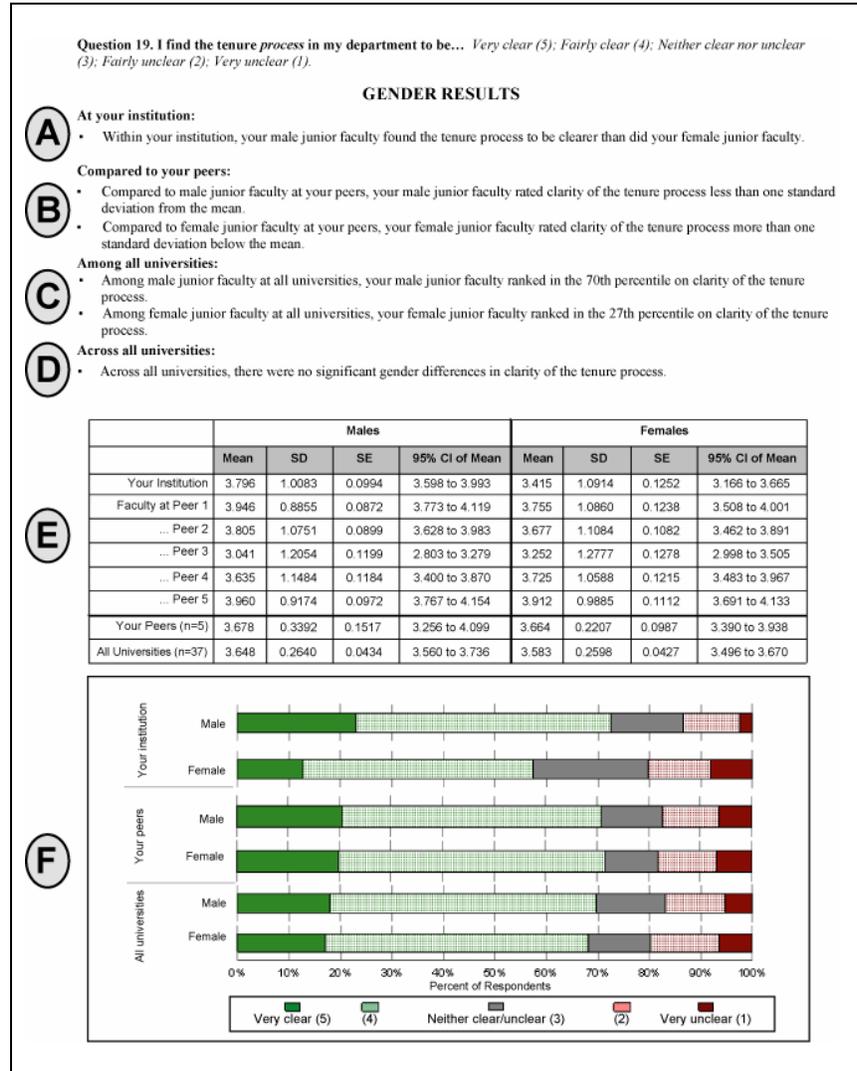
These statements compare the mean scores of gender or racial subgroups across all survey respondents at COACHE universities, based on *t*-tests (see A above).

E. Means, standard deviations, standard errors, and confidence intervals:

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 lines labeled "Your peers" and "All Universities" indicate the mean of the mean scores of the peer ratings and of all universities, respectively.

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 combined, and at all COACHE universities combined. Exact frequencies can be seen in the frequency tables (Appendix A).



RESPONSE RATE and WEIGHT SCALE

Overall response rates (All Universities)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	7804	4670	3118	5715	2040	49
N of Responders	4515	2534	1981	3377	1129	9
Response Rate	58%	54%	64%	59%	55%	

Response rates of your peers (All Peers)

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
N of Population	1745	1041	690	1246	465	34
N of Responders	999	575	424	755	237	7
Response Rate	57%	55%	61%	61%	51%	

Response rates of your faculty population

	Total	Males	Females	White Faculty	Faculty of Color	Missing Race Data
Your N of Population	238	148	90	173	65	-
Your N of Responders	150	90	60	108	42	-
Response Rate	63%	61%	67%	62%	65%	

Weight scale applied to survey respondents, by gender and race

	White, Non-Hispanic	Asian/Pacific Islander	Black, Non-Hispanic	Other
Male	1.04613	1.20073	1.20143	0.38827
Female	0.95677	1.09817	1.09881	0.3551

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:

- Iowa State University
- Michigan State University
- Ohio State University
- University of Arizona
- University of Minnesota

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

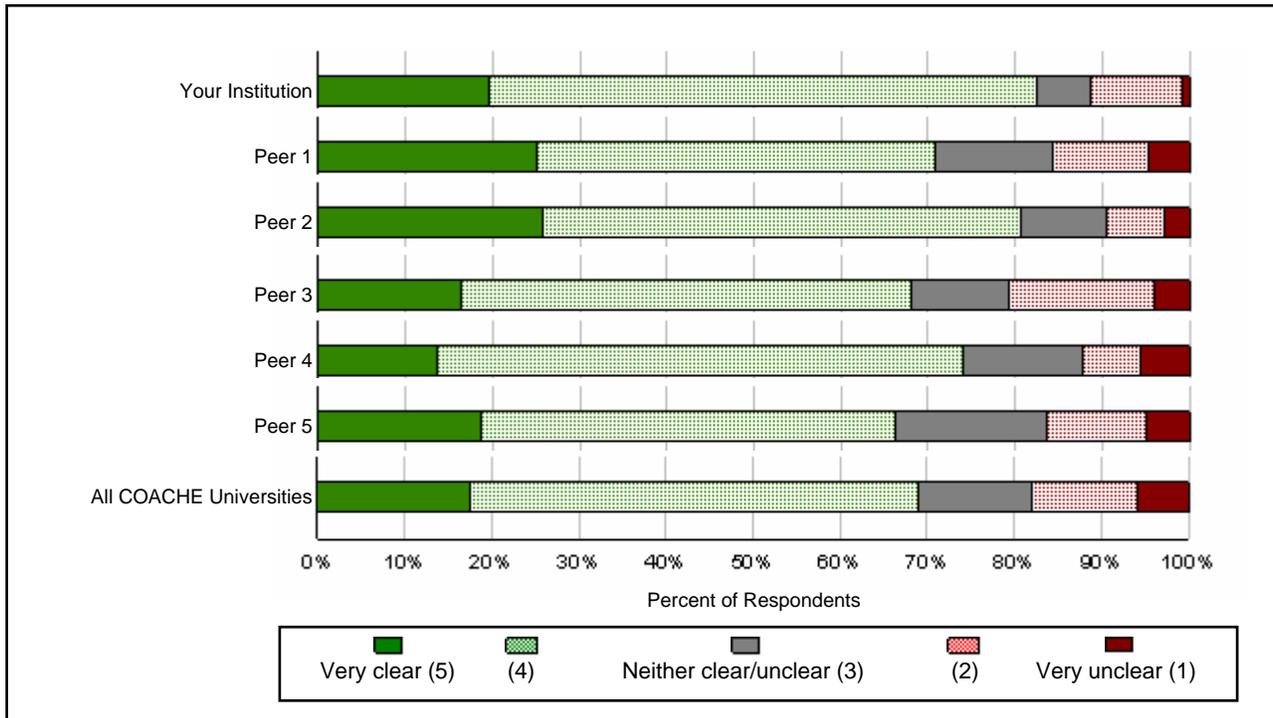
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the tenure process more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on clarity of the tenure process.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.901	0.8968	0.0735	3.756 to 4.046
Faculty at Peer 1	3.755	1.0915	0.0693	3.619 to 3.892
... Peer 2	3.941	0.9521	0.0735	3.796 to 4.086
... Peer 3	3.596	1.0642	0.0740	3.450 to 3.742
... Peer 4	3.699	0.9790	0.0705	3.560 to 3.838
... Peer 5	3.639	1.0607	0.0793	3.482 to 3.795
Your Peers (n=5)	3.726	0.1201	0.0537	3.577 to 3.875
All Universities (n=37)	3.626	0.2232	0.0367	3.551 to 3.700



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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the tenure process more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the tenure process less than one standard deviation from the mean.

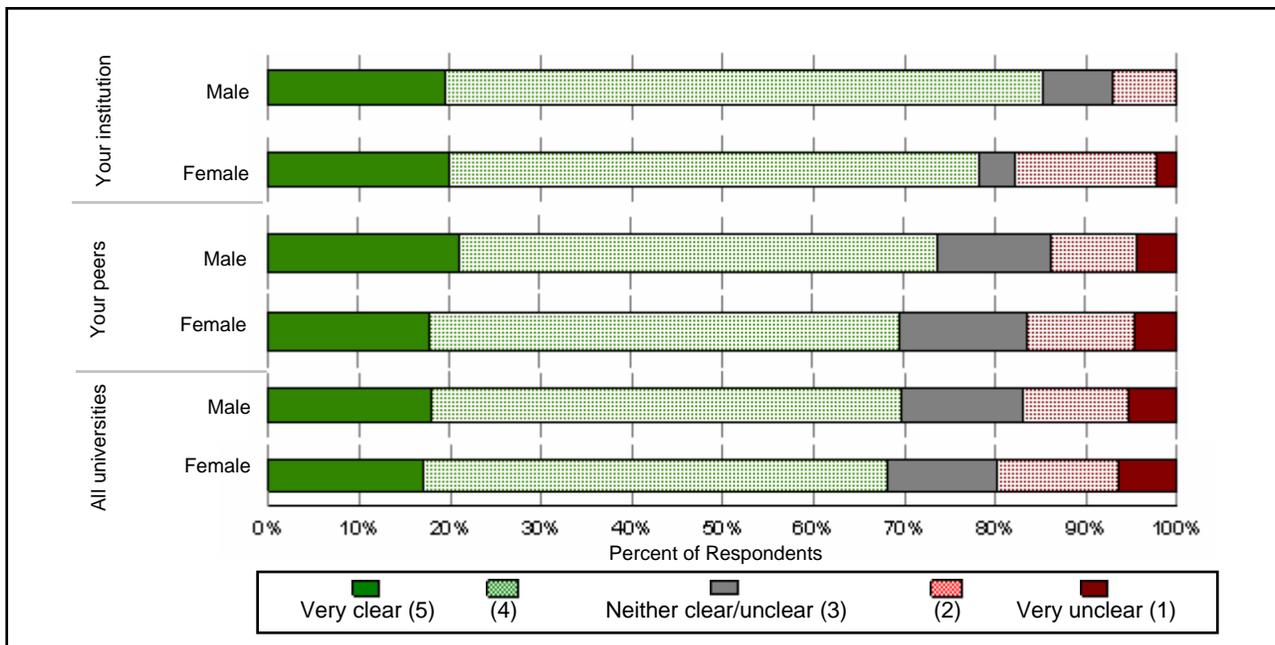
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th percentile on clarity of the tenure process.
- Among female junior faculty at all universities, your female junior faculty ranked in the 81st 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.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.974	0.7710	0.0817	3.812 to 4.137	3.781	1.0428	0.1346	3.512 to 4.051
Faculty at Peer 1	3.805	1.0751	0.0899	3.628 to 3.983	3.677	1.1084	0.1082	3.462 to 3.891
... Peer 2	3.960	0.9174	0.0972	3.767 to 4.154	3.912	0.9885	0.1112	3.691 to 4.133
... Peer 3	3.571	1.1049	0.1030	3.367 to 3.775	3.632	1.0103	0.1053	3.422 to 3.841
... Peer 4	3.711	0.9855	0.0889	3.535 to 3.887	3.678	0.9669	0.1156	3.448 to 3.909
... Peer 5	3.796	1.0083	0.0994	3.598 to 3.993	3.415	1.0914	0.1252	3.166 to 3.665
Your Peers (n=5)	3.769	0.1275	0.0570	3.610 to 3.927	3.663	0.1579	0.0706	3.467 to 3.859
All Universities (n=37)	3.648	0.2640	0.0434	3.560 to 3.736	3.583	0.2598	0.0427	3.496 to 3.670



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, your junior faculty of color found the tenure process to be clearer than did your white junior faculty.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the tenure process less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the tenure process more than one standard deviation above the mean.

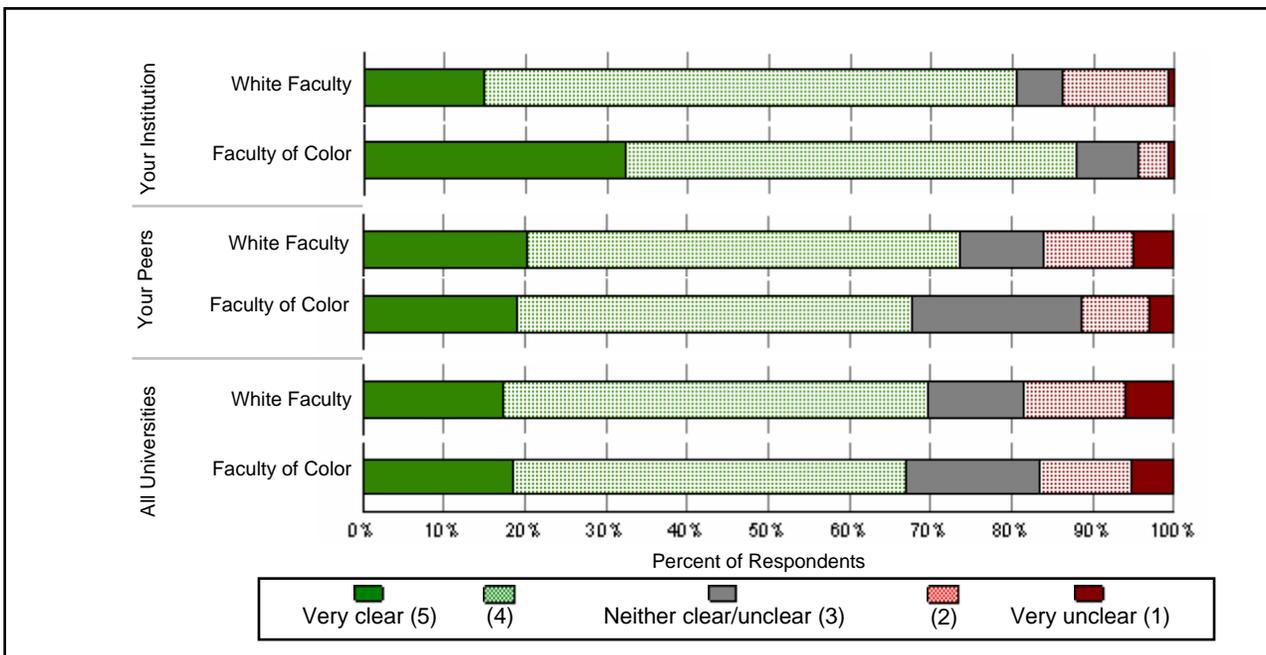
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th percentile on clarity of the tenure process.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 97th 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	3.807	0.8801	0.0851	3.639 to 3.976	4.147	0.9101	0.1404	3.864 to 4.431
Faculty at Peer 1	3.776	1.1167	0.0790	3.620 to 3.931	3.695	0.9875	0.1440	3.405 to 3.985
... Peer 2	3.939	0.9898	0.0871	3.767 to 4.112	3.944	0.8149	0.1305	3.680 to 4.208
... Peer 3	3.632	1.0671	0.0905	3.453 to 3.811	3.499	1.0748	0.1344	3.231 to 3.768
... Peer 4	3.644	1.0171	0.0833	3.479 to 3.809	3.884	0.8235	0.1256	3.630 to 4.137
... Peer 5	3.656	1.0736	0.0921	3.474 to 3.838	3.603	1.0169	0.1551	3.290 to 3.916
Your Peers (n=5)	3.729	0.1168	0.0522	3.584 to 3.874	3.725	0.1673	0.0748	3.517 to 3.933
All Universities (n=37)	3.624	0.2316	0.0381	3.546 to 3.701	3.651	0.3594	0.0591	3.531 to 3.771



Question 20. I find the tenure criteria to be... *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

OVERALL RESULTS

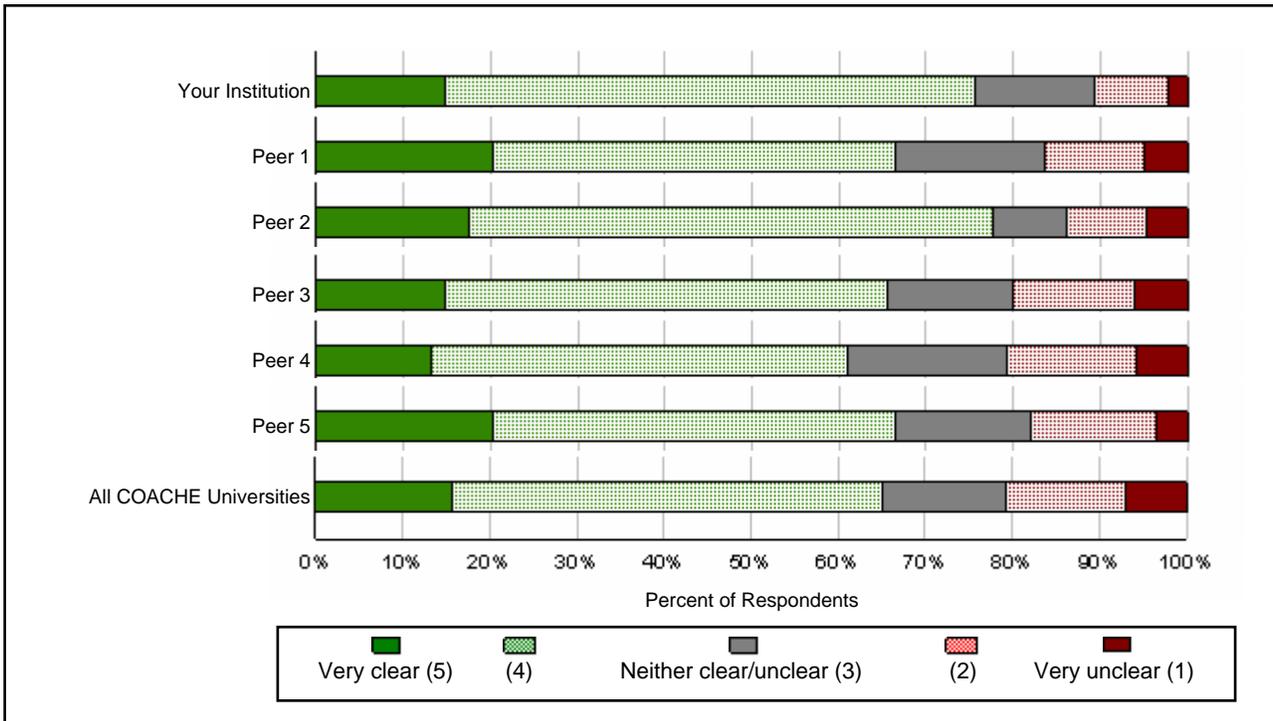
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the criteria for tenure more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th percentile on clarity of the criteria for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.775	0.9131	0.0748	3.627 to 3.923
Faculty at Peer 1	3.655	1.0823	0.0687	3.519 to 3.790
... Peer 2	3.765	1.0148	0.0783	3.611 to 3.920
... Peer 3	3.542	1.0824	0.0754	3.394 to 3.691
... Peer 4	3.476	1.0729	0.0772	3.324 to 3.629
... Peer 5	3.652	1.0845	0.0811	3.492 to 3.812
Your Peers (n=5)	3.618	0.1001	0.0447	3.494 to 3.742
All Universities (n=37)	3.538	0.1922	0.0316	3.474 to 3.602



Question 20. I find the tenure criteria 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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the criteria for tenure more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the criteria for tenure more than one standard deviation above the mean.

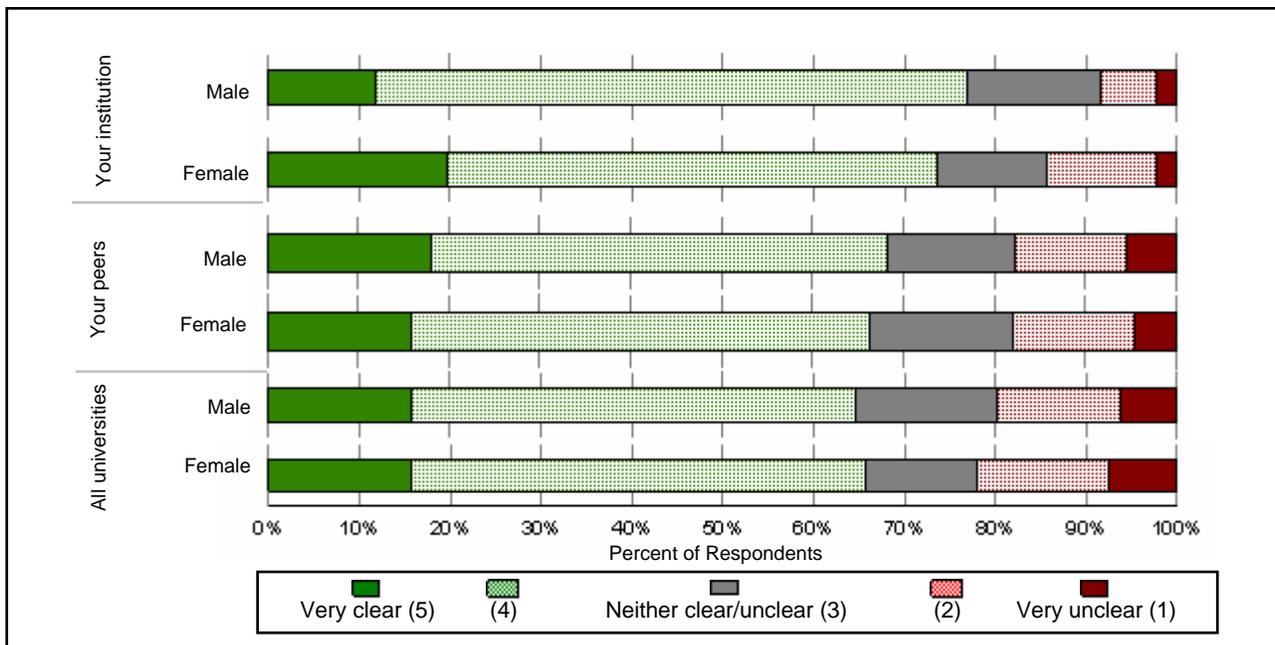
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on clarity of the criteria for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 89th 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	3.781	0.8410	0.0891	3.604 to 3.958	3.766	1.0104	0.1304	3.505 to 4.027
Faculty at Peer 1	3.683	1.0789	0.0902	3.504 to 3.861	3.610	1.0840	0.1058	3.401 to 3.820
... Peer 2	3.756	1.0198	0.1081	3.541 to 3.971	3.779	1.0090	0.1135	3.553 to 4.005
... Peer 3	3.524	1.1487	0.1076	3.311 to 3.737	3.568	0.9940	0.1036	3.362 to 3.774
... Peer 4	3.502	1.0923	0.0985	3.307 to 3.697	3.432	1.0361	0.1238	3.185 to 3.679
... Peer 5	3.687	1.0597	0.1044	3.480 to 3.894	3.602	1.1142	0.1278	3.348 to 3.857
Your Peers (n=5)	3.630	0.0996	0.0445	3.507 to 3.754	3.598	0.1106	0.0495	3.461 to 3.736
All Universities (n=37)	3.554	0.2314	0.0380	3.477 to 3.631	3.514	0.2295	0.0377	3.437 to 3.590



Question 20. I find the tenure criteria 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:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the criteria for tenure more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the criteria for tenure more than one standard deviation above the mean.

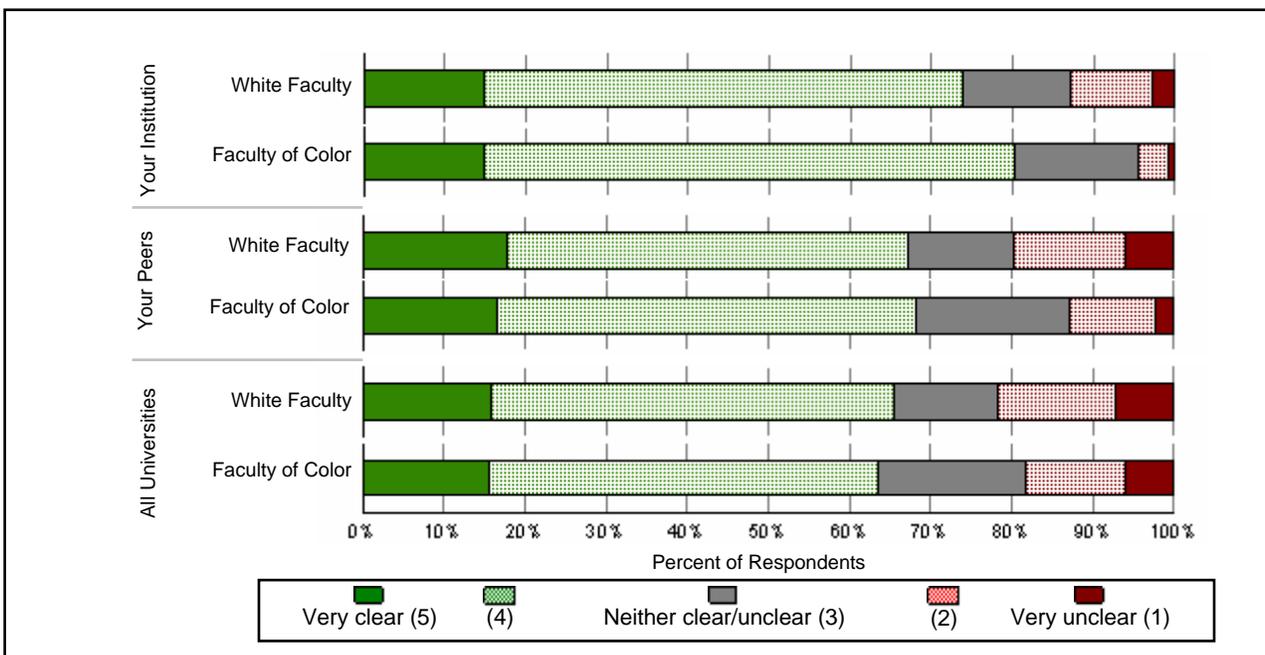
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 89th percentile on clarity of the criteria for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th 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	3.729	0.9330	0.0902	3.550 to 3.908	3.897	0.8508	0.1313	3.632 to 4.162
Faculty at Peer 1	3.636	1.1105	0.0785	3.481 to 3.791	3.712	0.9610	0.1402	3.430 to 3.994
... Peer 2	3.718	1.0725	0.0944	3.531 to 3.905	3.882	0.7777	0.1245	3.630 to 4.135
... Peer 3	3.536	1.1174	0.0951	3.348 to 3.724	3.560	1.0150	0.1269	3.306 to 3.813
... Peer 4	3.423	1.0818	0.0886	3.248 to 3.598	3.656	1.0317	0.1573	3.338 to 3.973
... Peer 5	3.640	1.1355	0.0974	3.448 to 3.833	3.678	0.9031	0.1377	3.400 to 3.956
Your Peers (n=5)	3.590	0.1018	0.0455	3.464 to 3.717	3.698	0.1054	0.0471	3.567 to 3.828
All Universities (n=37)	3.539	0.1963	0.0323	3.474 to 3.605	3.583	0.3138	0.0516	3.478 to 3.687



Question 21. I find the tenure standards to be... *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

OVERALL RESULTS

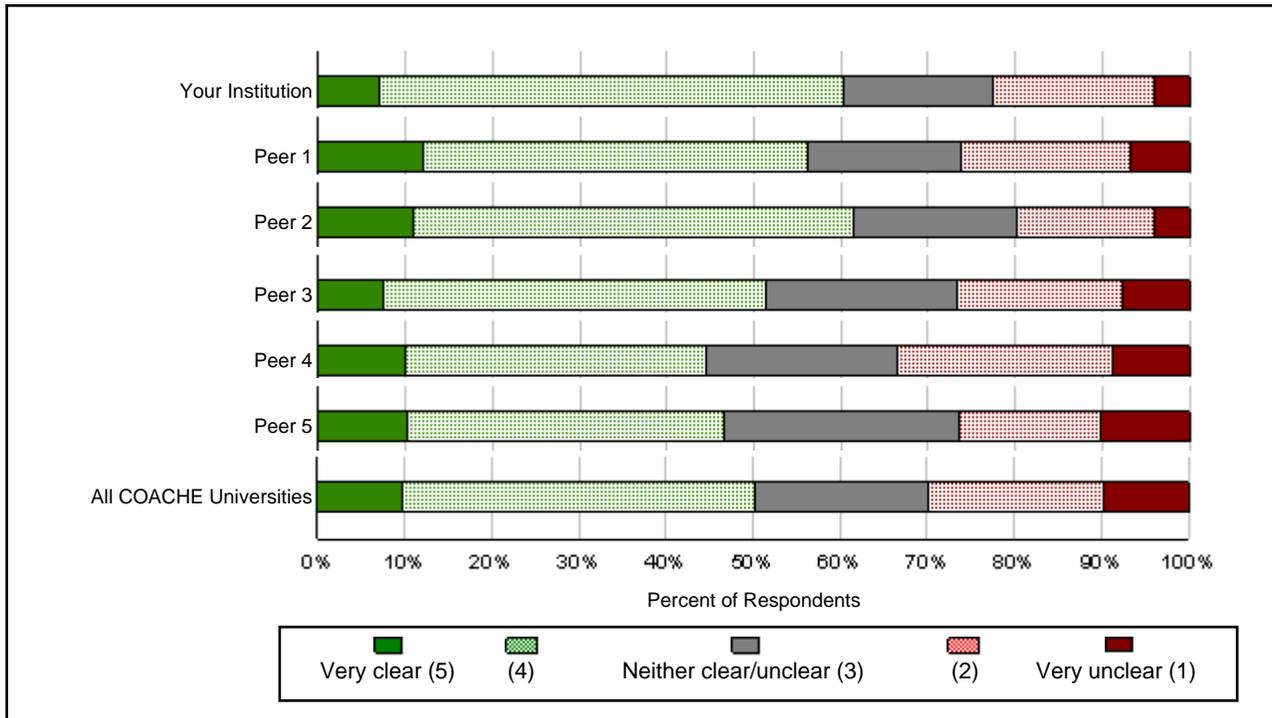
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the standards for tenure more than one standard deviation above the mean.

Among all universities:

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

	Mean	SD	SE	95% CI of Mean
Your Institution	3.409	1.0213	0.0837	3.243 to 3.574
Faculty at Peer 1	3.354	1.1217	0.0714	3.213 to 3.494
... Peer 2	3.485	1.0287	0.0794	3.329 to 3.642
... Peer 3	3.246	1.0746	0.0749	3.099 to 3.394
... Peer 4	3.123	1.1507	0.0830	2.959 to 3.287
... Peer 5	3.199	1.1679	0.0873	3.027 to 3.371
Your Peers (n=5)	3.282	0.1265	0.0566	3.125 to 3.439
All Universities (n=37)	3.215	0.2130	0.0350	3.144 to 3.286



Question 21. I find the tenure standards 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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.

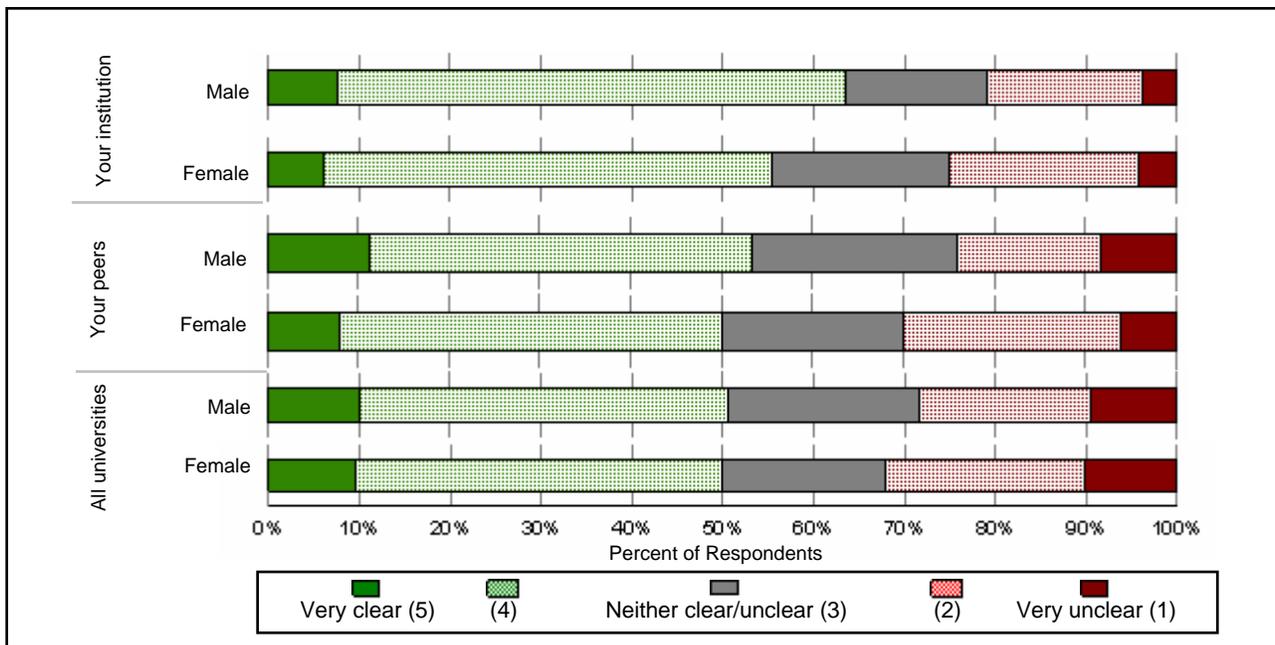
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 89th percentile on clarity of standards for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th 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	3.462	1.0057	0.1066	3.251 to 3.674	3.321	1.0376	0.1340	3.053 to 3.589
Faculty at Peer 1	3.421	1.1637	0.0977	3.228 to 3.614	3.247	1.0534	0.1028	3.044 to 3.451
... Peer 2	3.541	1.0066	0.1067	3.329 to 3.753	3.406	1.0484	0.1180	3.171 to 3.640
... Peer 3	3.234	1.0704	0.1002	3.036 to 3.433	3.263	1.0797	0.1126	3.040 to 3.487
... Peer 4	3.102	1.1971	0.1084	2.887 to 3.317	3.158	1.0642	0.1272	2.904 to 3.412
... Peer 5	3.321	1.1593	0.1142	3.094 to 3.547	3.026	1.1582	0.1329	2.761 to 3.291
Your Peers (n=5)	3.324	0.1509	0.0675	3.136 to 3.511	3.220	0.1254	0.0561	3.064 to 3.376
All Universities (n=37)	3.233	0.2583	0.0425	3.147 to 3.319	3.179	0.2444	0.0402	3.098 to 3.261



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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the standards for tenure less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the standards for tenure more than one standard deviation above the mean.

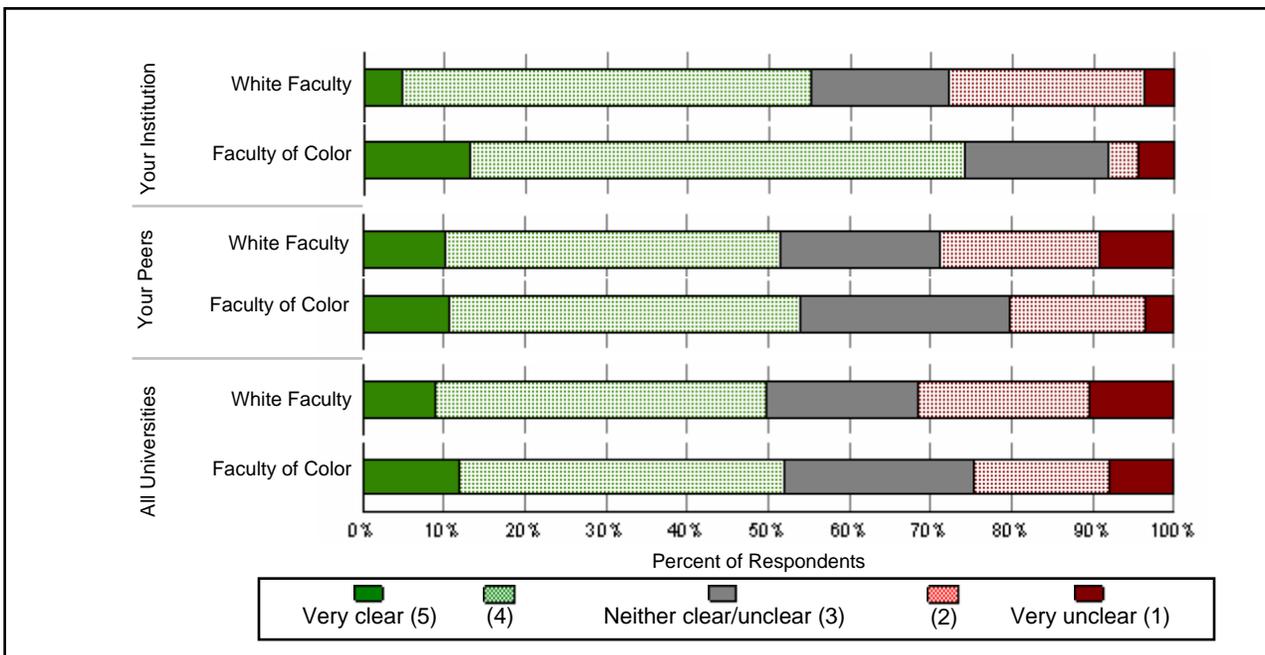
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on clarity of standards for tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th 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	3.281	1.0027	0.0969	3.089 to 3.474	3.744	1.0157	0.1567	3.428 to 4.061
Faculty at Peer 1	3.261	1.1296	0.0801	3.103 to 3.419	3.629	1.0402	0.1517	3.324 to 3.935
... Peer 2	3.401	1.0885	0.0958	3.212 to 3.591	3.692	0.7563	0.1211	3.447 to 3.937
... Peer 3	3.248	1.1217	0.0955	3.059 to 3.436	3.244	0.9843	0.1230	2.998 to 3.489
... Peer 4	3.089	1.1445	0.0941	2.903 to 3.275	3.237	1.1780	0.1796	2.875 to 3.600
... Peer 5	3.178	1.2360	0.1060	2.968 to 3.387	3.246	0.9174	0.1399	2.964 to 3.528
Your Peers (n=5)	3.235	0.1032	0.0462	3.107 to 3.364	3.410	0.2060	0.0921	3.154 to 3.665
All Universities (n=37)	3.178	0.2165	0.0356	3.106 to 3.250	3.349	0.3129	0.0514	3.245 to 3.453



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

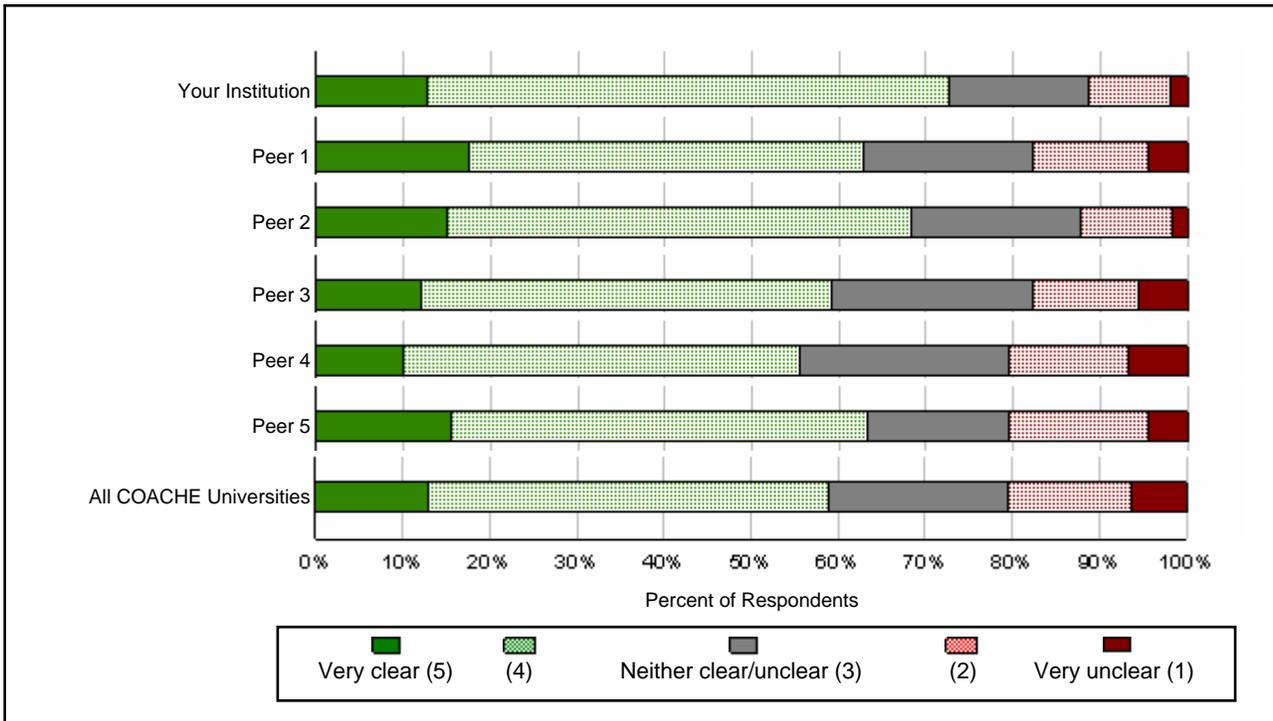
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 95th 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	3.719	0.8888	0.0731	3.575 to 3.864
Faculty at Peer 1	3.583	1.0695	0.0680	3.448 to 3.717
... Peer 2	3.695	0.9162	0.0709	3.555 to 3.835
... Peer 3	3.479	1.0381	0.0725	3.336 to 3.622
... Peer 4	3.382	1.0581	0.0768	3.231 to 3.533
... Peer 5	3.538	1.0945	0.0818	3.376 to 3.699
Your Peers (n=5)	3.535	0.1043	0.0467	3.406 to 3.665
All Universities (n=37)	3.448	0.1836	0.0302	3.387 to 3.510



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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure less than one standard deviation from the mean.

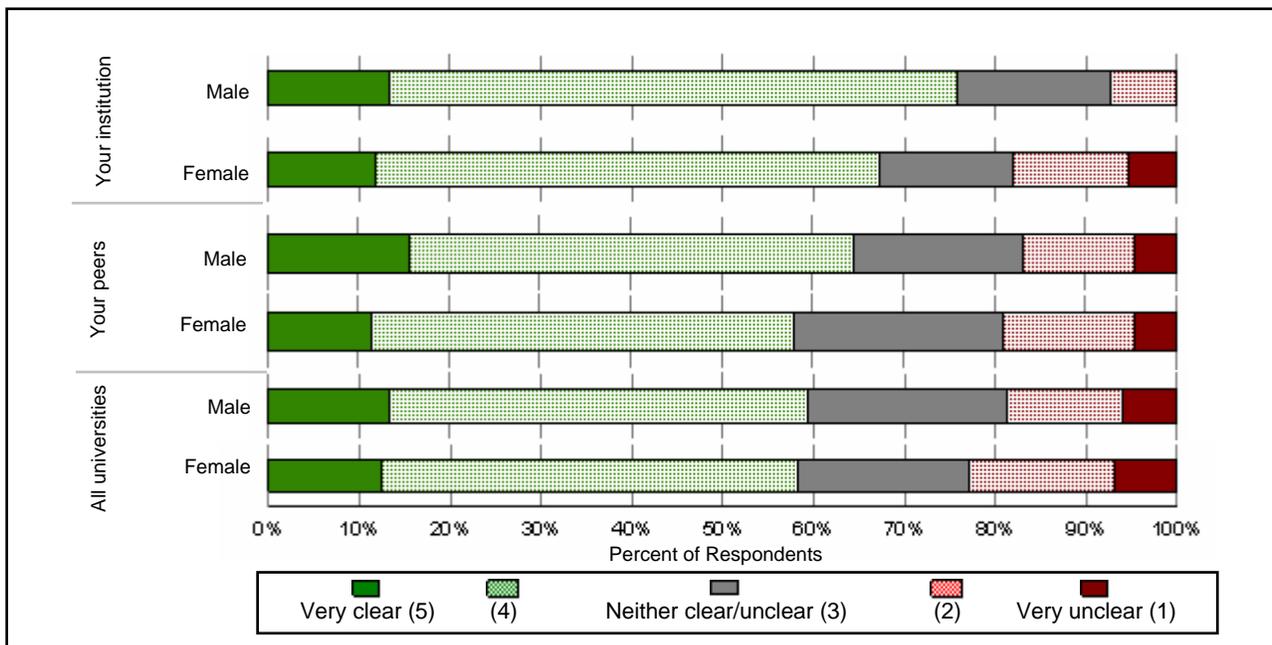
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 95th 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 70th 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	3.818	0.7626	0.0808	3.657 to 3.979	3.556	1.0304	0.1341	3.287 to 3.824
Faculty at Peer 1	3.629	1.0423	0.0872	3.456 to 3.801	3.509	1.1007	0.1079	3.295 to 3.723
... Peer 2	3.728	0.9409	0.1003	3.528 to 3.927	3.648	0.8864	0.0997	3.449 to 3.847
... Peer 3	3.483	1.0699	0.1002	3.285 to 3.682	3.472	0.9952	0.1043	3.265 to 3.679
... Peer 4	3.407	1.0801	0.0982	3.213 to 3.601	3.340	1.0168	0.1224	3.096 to 3.584
... Peer 5	3.690	1.0597	0.1044	3.483 to 3.898	3.320	1.1049	0.1267	3.068 to 3.573
Your Peers (n=5)	3.587	0.1228	0.0549	3.435 to 3.740	3.458	0.1198	0.0536	3.309 to 3.607
All Universities (n=37)	3.471	0.2189	0.0360	3.398 to 3.544	3.412	0.2261	0.0372	3.337 to 3.487



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:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the body of evidence that will be considered in making decisions about their own tenure more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the body of evidence that will be considered in making decisions about their own tenure more than one standard deviation above the mean.

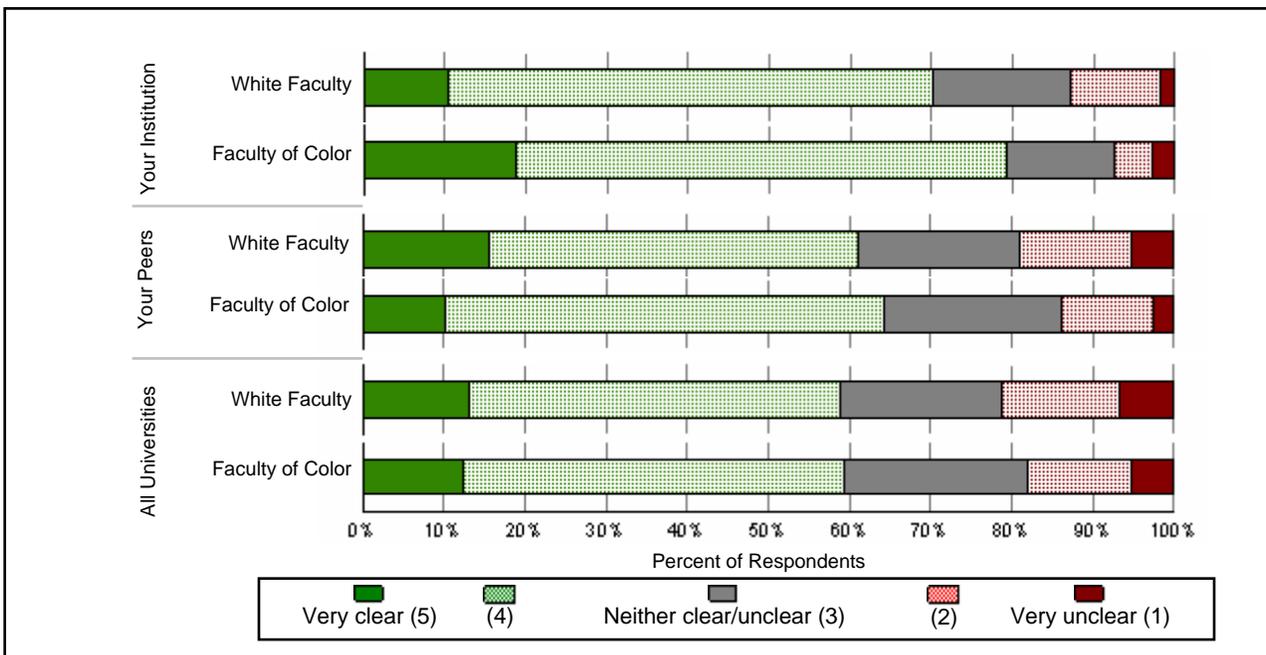
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 86th 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	3.658	0.8800	0.0855	3.489 to 3.828	3.878	0.8975	0.1385	3.598 to 4.158
Faculty at Peer 1	3.575	1.0863	0.0770	3.423 to 3.727	3.604	0.9796	0.1429	3.317 to 3.892
... Peer 2	3.667	0.9542	0.0843	3.500 to 3.834	3.764	0.7752	0.1241	3.512 to 4.015
... Peer 3	3.518	1.0401	0.0889	3.342 to 3.694	3.376	1.0211	0.1276	3.121 to 3.631
... Peer 4	3.291	1.0921	0.0898	3.113 to 3.468	3.701	0.8678	0.1355	3.427 to 3.975
... Peer 5	3.575	1.1545	0.0990	3.379 to 3.771	3.458	0.8708	0.1328	3.190 to 3.726
Your Peers (n=5)	3.525	0.1265	0.0566	3.368 to 3.682	3.580	0.1452	0.0649	3.400 to 3.761
All Universities (n=37)	3.424	0.2145	0.0353	3.352 to 3.495	3.511	0.2796	0.0460	3.418 to 3.605



Question 23. I feel that my own prospects for earning tenure are... *Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).*

OVERALL RESULTS

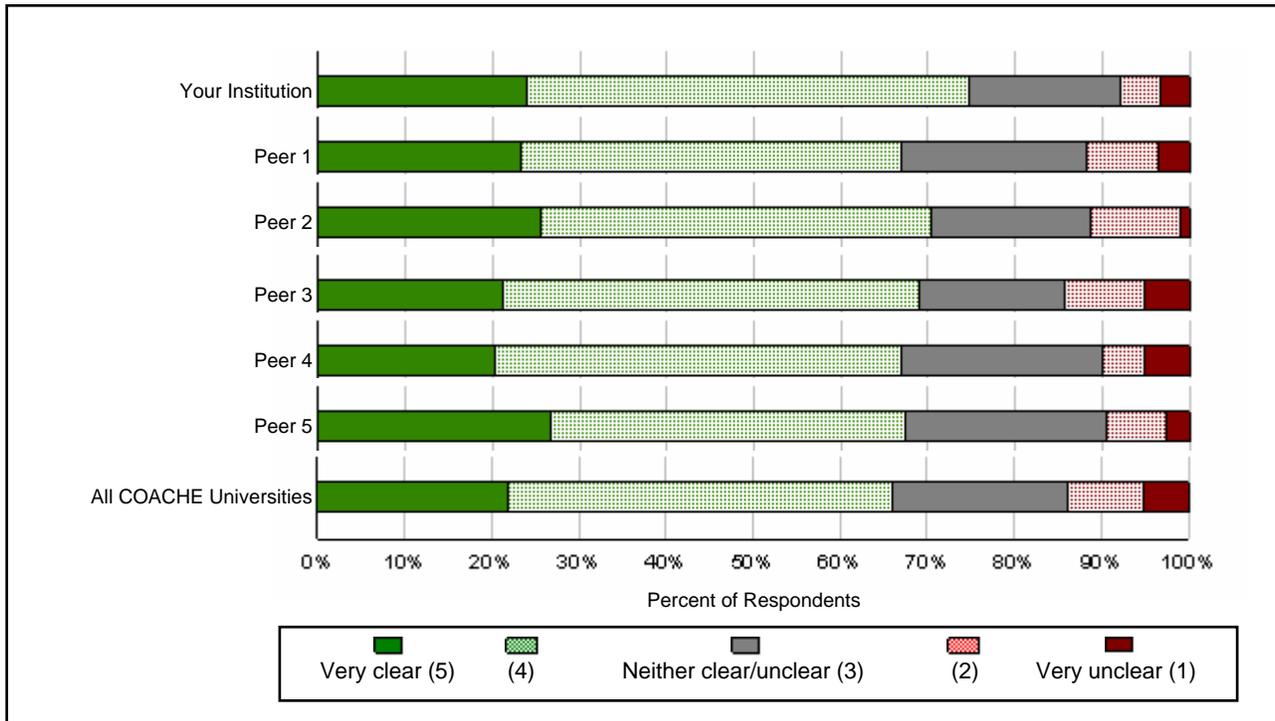
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of their own prospects for earning tenure more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 78th percentile on clarity of their own prospects for earning tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.873	0.9535	0.0784	3.718 to 4.028
Faculty at Peer 1	3.750	1.0165	0.0656	3.621 to 3.880
... Peer 2	3.832	0.9769	0.0763	3.682 to 3.983
... Peer 3	3.706	1.0514	0.0733	3.561 to 3.850
... Peer 4	3.720	1.0113	0.0730	3.576 to 3.864
... Peer 5	3.821	1.0015	0.0757	3.671 to 3.970
Your Peers (n=5)	3.766	0.0518	0.0232	3.701 to 3.830
All Universities (n=37)	3.706	0.2443	0.0402	3.624 to 3.787



Question 23. I feel that my own prospects for earning tenure are... *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 prospects for earning tenure.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of their own prospects for earning tenure more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of their own prospects for earning tenure more than one standard deviation above the mean.

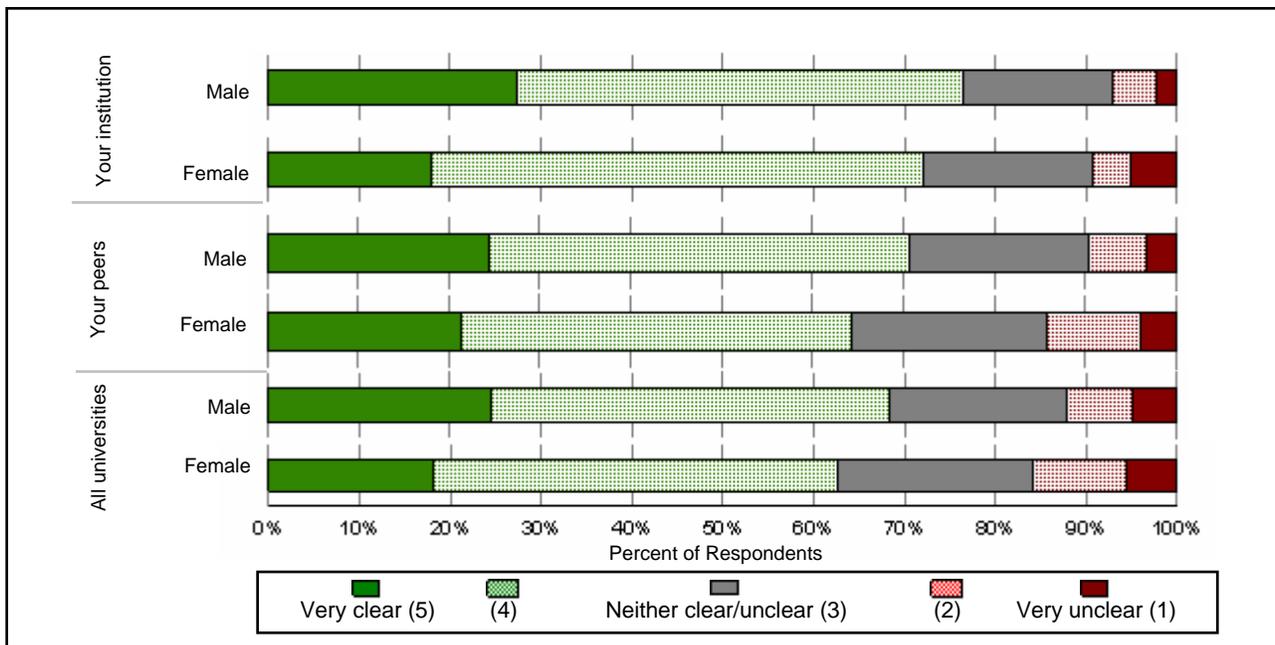
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on clarity of their own prospects for earning tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 65th percentile on clarity of their own prospects for earning tenure.

Across all universities:

- Across all universities, male junior faculty found their own prospects for earning 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	3.945	0.9226	0.0983	3.750 to 4.141	3.757	0.9809	0.1266	3.503 to 4.010
Faculty at Peer 1	3.828	1.0021	0.0841	3.662 to 3.994	3.620	1.0241	0.1034	3.415 to 3.826
... Peer 2	3.882	0.9566	0.1026	3.678 to 4.086	3.761	0.9955	0.1135	3.535 to 3.987
... Peer 3	3.686	1.0689	0.1001	3.488 to 3.884	3.733	1.0293	0.1073	3.520 to 3.946
... Peer 4	3.747	1.0228	0.0922	3.565 to 3.930	3.673	0.9878	0.1189	3.436 to 3.910
... Peer 5	3.981	0.8246	0.0825	3.817 to 4.145	3.595	1.1558	0.1335	3.329 to 3.861
Your Peers (n=5)	3.825	0.1029	0.0460	3.697 to 3.953	3.676	0.0634	0.0283	3.598 to 3.755
All Universities (n=37)	3.782	0.2619	0.0431	3.695 to 3.870	3.592	0.3081	0.0507	3.489 to 3.695



Question 23. I feel that my own prospects for earning tenure are... *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 prospects for earning tenure.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of their own prospects for earning tenure less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of their own prospects for earning tenure more than one standard deviation above the mean.

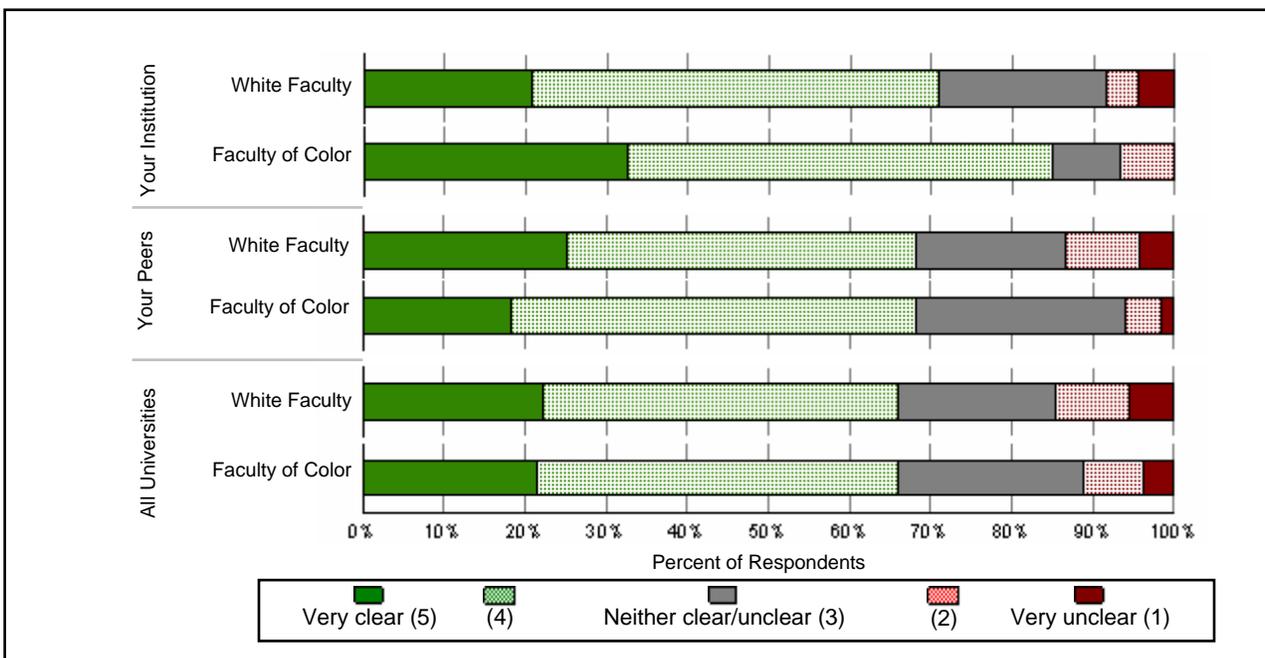
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th percentile on clarity of their own prospects for earning tenure.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 92nd percentile on clarity of their own prospects for earning tenure.

Across all universities:

- Across all universities, there were no significant race differences in clarity of their own prospects for earning tenure.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.786	0.9670	0.0935	3.601 to 3.972	4.108	0.8780	0.1371	3.831 to 4.385
Faculty at Peer 1	3.801	1.0348	0.0743	3.654 to 3.948	3.596	0.9286	0.1384	3.317 to 3.875
... Peer 2	3.761	1.0364	0.0916	3.580 to 3.943	4.020	0.6866	0.1144	3.788 to 4.252
... Peer 3	3.682	1.1061	0.0938	3.496 to 3.867	3.770	0.9253	0.1166	3.537 to 4.003
... Peer 4	3.697	1.0912	0.0894	3.521 to 3.874	3.797	0.6375	0.0984	3.598 to 3.995
... Peer 5	3.851	1.0000	0.0867	3.680 to 4.023	3.755	1.0014	0.1545	3.443 to 4.067
Your Peers (n=5)	3.759	0.0634	0.0284	3.680 to 3.837	3.787	0.1357	0.0607	3.619 to 3.956
All Universities (n=37)	3.698	0.2428	0.0399	3.617 to 3.779	3.759	0.3195	0.0525	3.653 to 3.866



Question 24a. Is what's expected in order to earn tenure *clear* to you regarding your performance as a *scholar*? Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).

OVERALL RESULTS

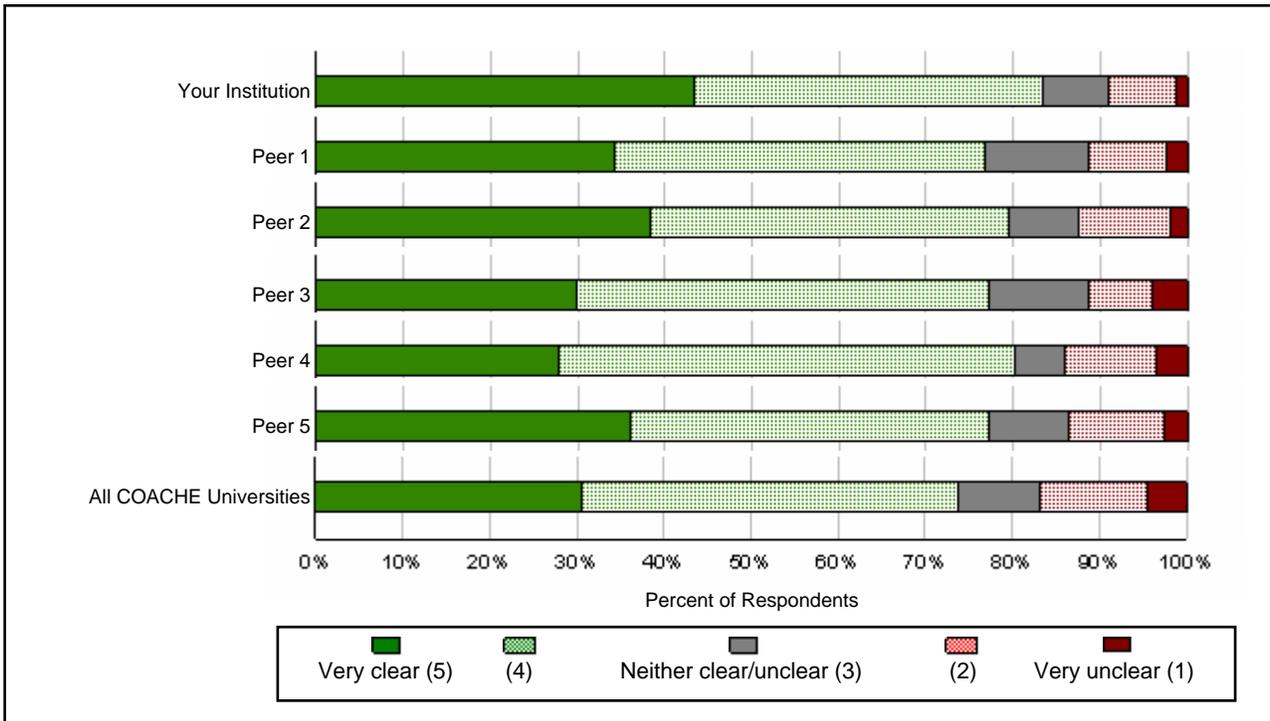
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a scholar more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 97th percentile on clarity of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.164	0.9605	0.0787	4.008 to 4.319
Faculty at Peer 1	3.972	1.0270	0.0653	3.843 to 4.101
... Peer 2	4.033	1.0351	0.0801	3.875 to 4.191
... Peer 3	3.917	1.0289	0.0717	3.776 to 4.059
... Peer 4	3.902	1.0393	0.0752	3.754 to 4.051
... Peer 5	3.969	1.0798	0.0819	3.807 to 4.130
Your Peers (n=5)	3.959	0.0463	0.0207	3.901 to 4.016
All Universities (n=37)	3.805	0.2509	0.0412	3.721 to 3.888



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

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a scholar more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a scholar more than one standard deviation above the mean.

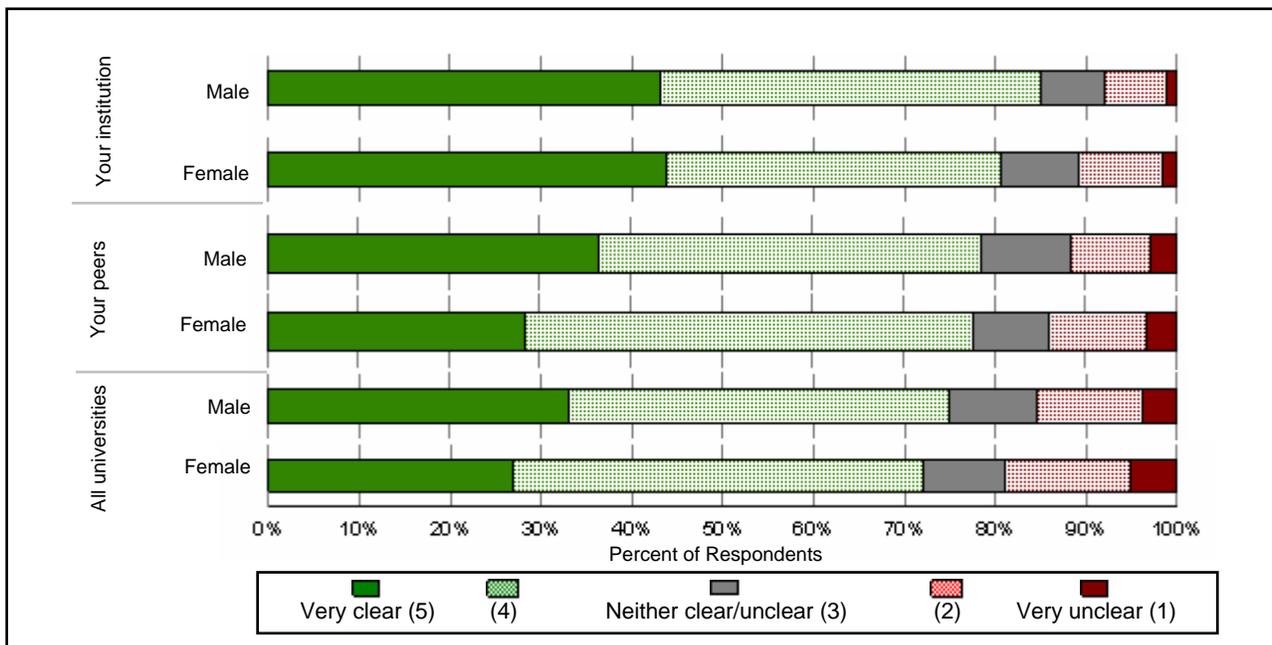
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd 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 95th percentile on clarity of the expectations for performance as a scholar.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.191	0.9103	0.0965	4.000 to 4.383	4.119	1.0279	0.1327	3.853 to 4.384
Faculty at Peer 1	4.066	1.0224	0.0858	3.896 to 4.236	3.825	1.0151	0.0991	3.629 to 4.021
... Peer 2	4.052	1.0385	0.1107	3.832 to 4.272	4.007	1.0312	0.1160	3.776 to 4.238
... Peer 3	3.922	0.9784	0.0916	3.741 to 4.104	3.911	1.0880	0.1134	3.685 to 4.136
... Peer 4	3.930	1.0692	0.0968	3.738 to 4.121	3.856	0.9821	0.1182	3.620 to 4.092
... Peer 5	4.060	1.0677	0.1068	3.848 to 4.272	3.839	1.0865	0.1263	3.587 to 4.091
Your Peers (n=5)	4.006	0.0655	0.0293	3.925 to 4.087	3.887	0.0665	0.0297	3.805 to 3.970
All Universities (n=37)	3.862	0.2689	0.0442	3.772 to 3.952	3.718	0.2599	0.0427	3.631 to 3.805



Question 24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar? *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, your junior faculty of color found the expectations for performance as a scholar to be clearer than did your white junior faculty.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a scholar more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a scholar more than one standard deviation above the mean.

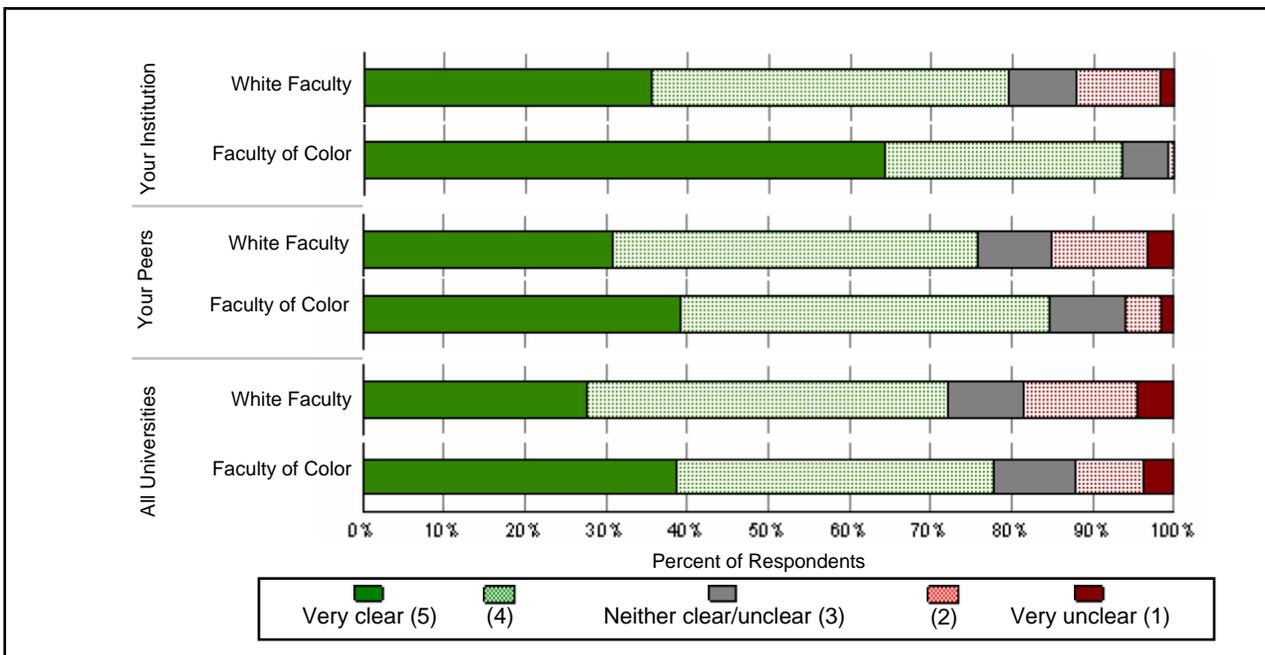
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 95th 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 100th percentile on clarity of the expectations for performance as a scholar.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.011	1.0093	0.0976	3.817 to 4.204	4.568	0.6982	0.1077	4.350 to 4.786
Faculty at Peer 1	3.929	1.0694	0.0756	3.780 to 4.078	4.104	0.8137	0.1200	3.863 to 4.346
... Peer 2	3.944	1.0481	0.0926	3.761 to 4.128	4.250	0.9532	0.1526	3.941 to 4.559
... Peer 3	3.930	1.0501	0.0891	3.754 to 4.106	3.884	1.0057	0.1267	3.631 to 4.137
... Peer 4	3.805	1.0848	0.0889	3.630 to 3.981	4.241	0.7581	0.1184	4.002 to 4.481
... Peer 5	3.802	1.1217	0.0980	3.608 to 3.996	4.315	0.8443	0.1288	4.056 to 4.575
Your Peers (n=5)	3.882	0.0643	0.0287	3.802 to 3.962	4.159	0.1538	0.0688	3.968 to 4.350
All Universities (n=37)	3.740	0.2341	0.0385	3.662 to 3.818	4.002	0.3625	0.0596	3.881 to 4.123



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

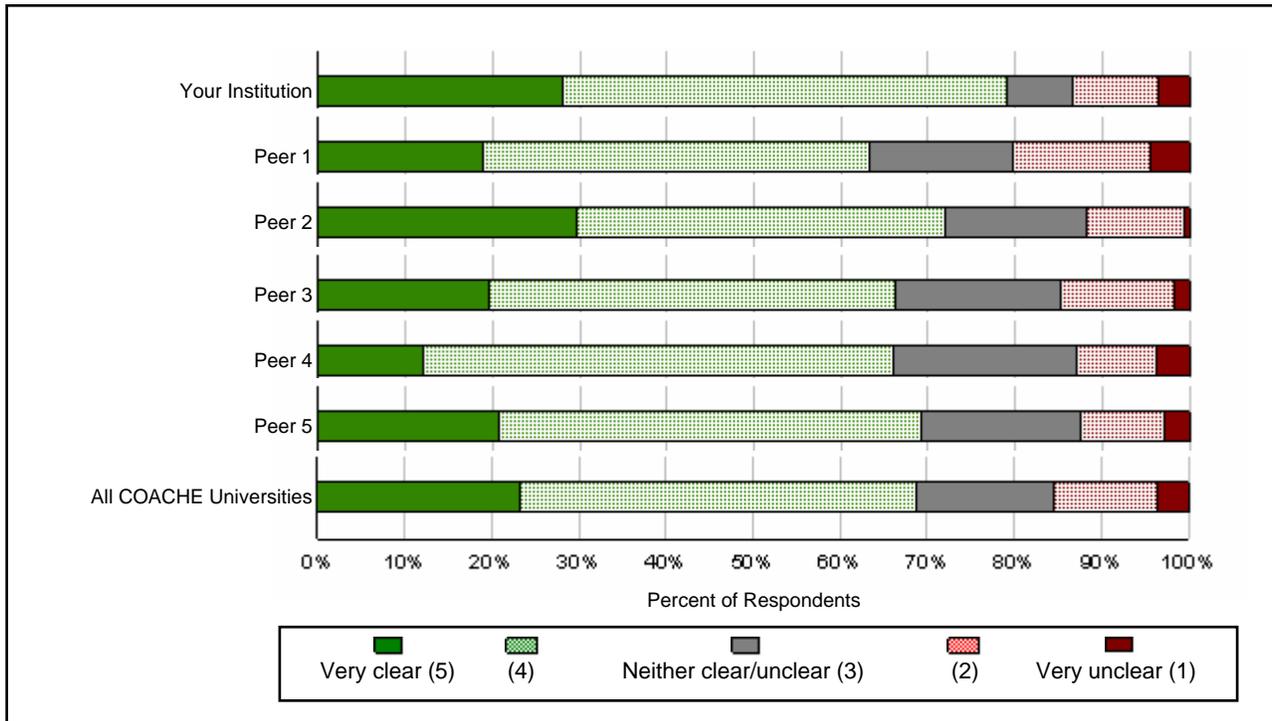
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a teacher more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 81st percentile on clarity of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.903	1.0315	0.0848	3.736 to 4.071
Faculty at Peer 1	3.575	1.1047	0.0710	3.436 to 3.715
... Peer 2	3.894	0.9790	0.0758	3.744 to 4.043
... Peer 3	3.692	0.9940	0.0696	3.555 to 3.829
... Peer 4	3.613	0.9394	0.0689	3.477 to 3.749
... Peer 5	3.745	0.9982	0.0757	3.595 to 3.894
Your Peers (n=5)	3.704	0.1120	0.0501	3.565 to 3.843
All Universities (n=37)	3.773	0.2019	0.0332	3.705 to 3.840



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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a teacher more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a teacher more than one standard deviation above the mean.

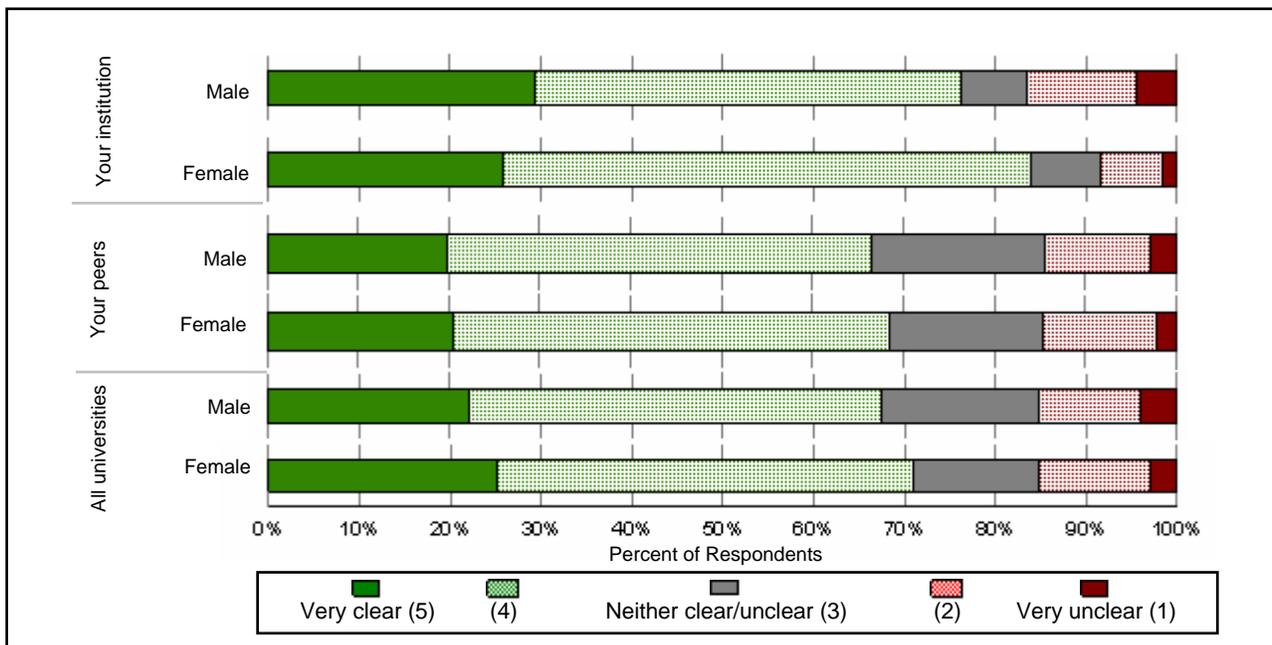
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th percentile on clarity of the expectations for performance as a teacher.
- Among female junior faculty at all universities, your female junior faculty ranked in the 84th 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	3.845	1.1203	0.1194	3.608 to 4.083	3.997	0.8756	0.1130	3.771 to 4.223
Faculty at Peer 1	3.624	1.1170	0.0944	3.437 to 3.811	3.499	1.0823	0.1072	3.286 to 3.711
... Peer 2	3.965	0.8982	0.0957	3.775 to 4.155	3.793	1.0515	0.1183	3.557 to 4.028
... Peer 3	3.535	0.9955	0.0936	3.350 to 3.721	3.909	0.9632	0.1010	3.708 to 4.109
... Peer 4	3.597	0.9552	0.0865	3.426 to 3.768	3.641	0.9077	0.1135	3.415 to 3.868
... Peer 5	3.738	1.0114	0.1006	3.538 to 3.937	3.755	0.9796	0.1147	3.527 to 3.984
Your Peers (n=5)	3.692	0.1515	0.0678	3.504 to 3.880	3.719	0.1395	0.0624	3.546 to 3.893
All Universities (n=37)	3.740	0.2291	0.0377	3.664 to 3.817	3.810	0.2463	0.0405	3.728 to 3.892



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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a teacher less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a teacher more than one standard deviation above the mean.

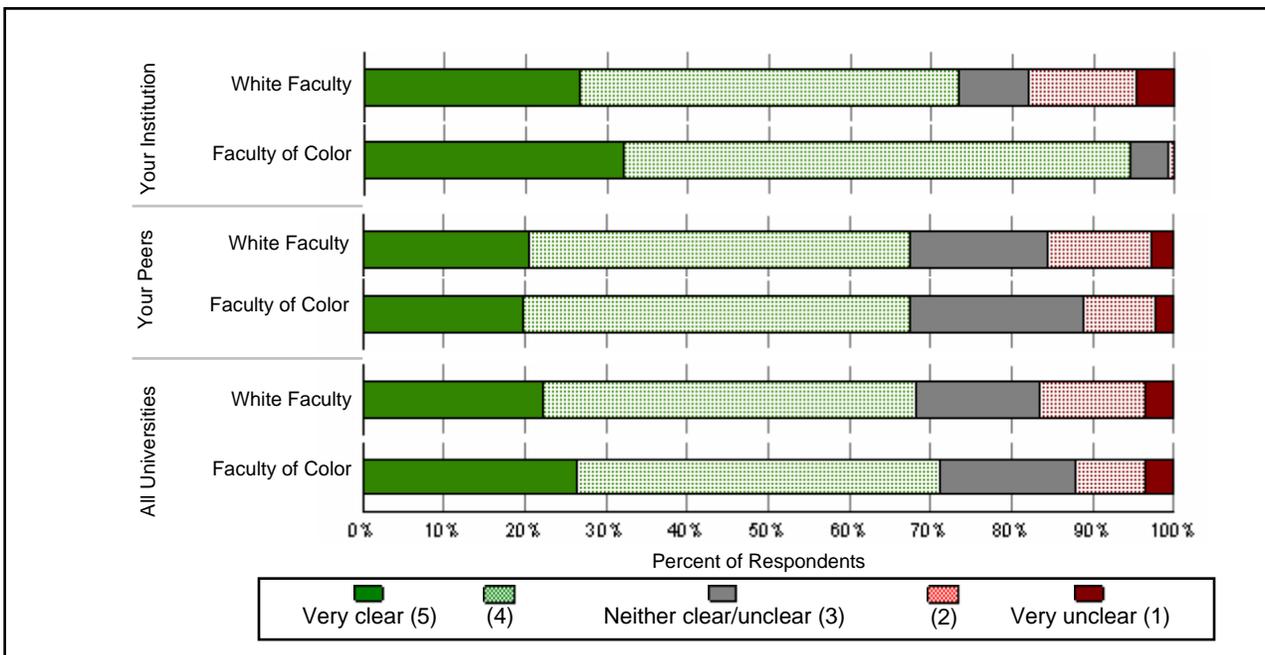
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th 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 92nd 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	3.769	1.1183	0.1086	3.553 to 3.984	4.256	0.6739	0.1040	4.046 to 4.466
Faculty at Peer 1	3.540	1.1266	0.0805	3.381 to 3.698	3.686	0.9848	0.1468	3.390 to 3.982
... Peer 2	3.923	0.9718	0.0859	3.753 to 4.093	3.823	1.0010	0.1603	3.498 to 4.147
... Peer 3	3.715	0.9688	0.0825	3.552 to 3.879	3.628	1.0435	0.1315	3.366 to 3.891
... Peer 4	3.546	0.9754	0.0810	3.386 to 3.706	3.845	0.7599	0.1202	3.602 to 4.089
... Peer 5	3.763	1.0101	0.0883	3.589 to 3.938	3.706	0.9577	0.1461	3.411 to 4.001
Your Peers (n=5)	3.697	0.1438	0.0643	3.519 to 3.876	3.738	0.0830	0.0371	3.635 to 3.841
All Universities (n=37)	3.733	0.2122	0.0349	3.662 to 3.803	3.874	0.3137	0.0516	3.770 to 3.979



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

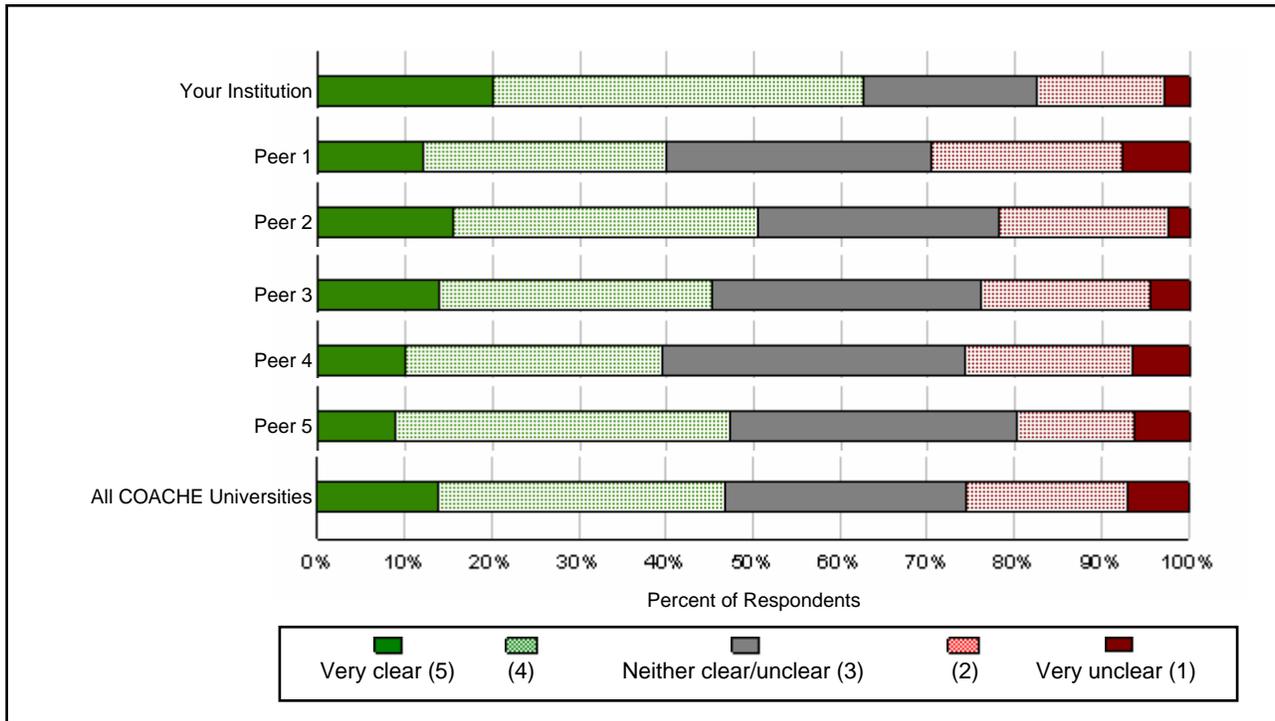
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a student advisor more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on clarity of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.623	1.0509	0.0873	3.450 to 3.795
Faculty at Peer 1	3.147	1.1277	0.0726	3.004 to 3.290
... Peer 2	3.416	1.0604	0.0844	3.249 to 3.582
... Peer 3	3.307	1.0806	0.0758	3.157 to 3.456
... Peer 4	3.171	1.0641	0.0811	3.010 to 3.331
... Peer 5	3.300	1.0221	0.0789	3.145 to 3.456
Your Peers (n=5)	3.268	0.0984	0.0440	3.146 to 3.390
All Universities (n=37)	3.338	0.2084	0.0343	3.269 to 3.408



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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a student advisor more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a student advisor more than one standard deviation above the mean.

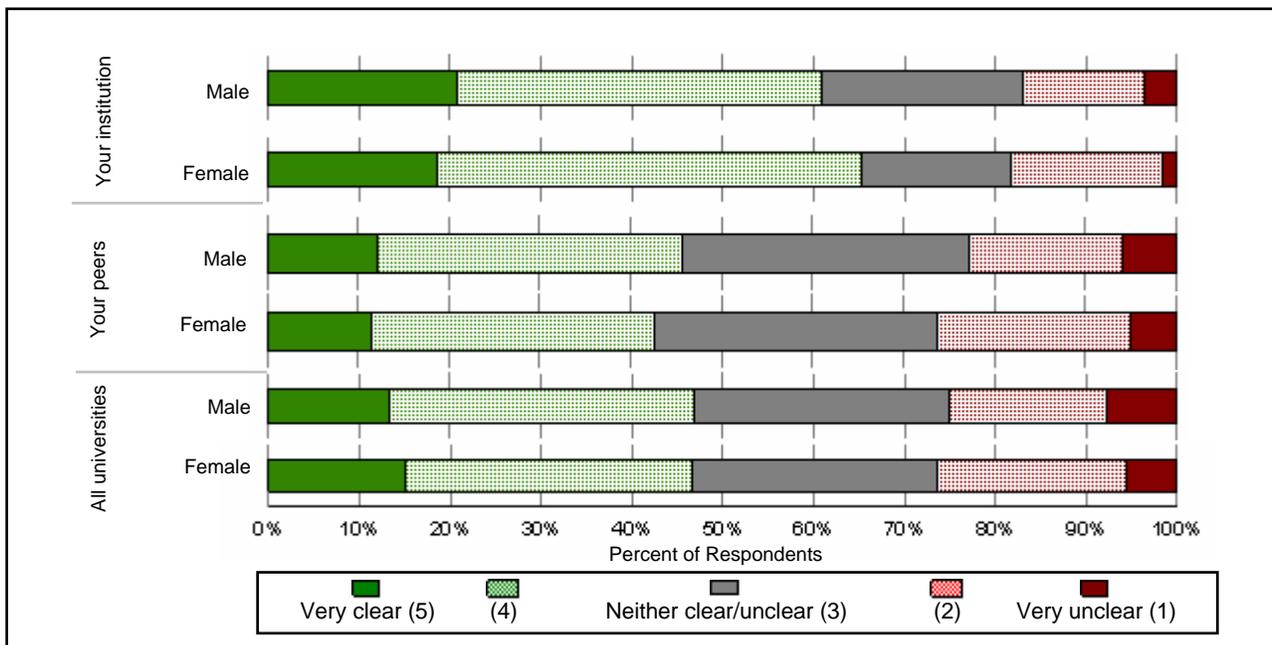
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd 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 89th 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	3.613	1.0693	0.1153	3.383 to 3.842	3.639	1.0234	0.1332	3.372 to 3.906
Faculty at Peer 1	3.198	1.1372	0.0965	3.008 to 3.389	3.067	1.1099	0.1099	2.849 to 3.285
... Peer 2	3.493	1.0013	0.1086	3.277 to 3.709	3.301	1.1162	0.1306	3.040 to 3.561
... Peer 3	3.215	1.0689	0.1010	3.015 to 3.416	3.434	1.0882	0.1141	3.207 to 3.660
... Peer 4	3.235	1.1045	0.1053	3.026 to 3.444	3.061	0.9816	0.1247	2.812 to 3.310
... Peer 5	3.314	1.0409	0.1057	3.104 to 3.524	3.281	0.9955	0.1181	3.045 to 3.516
Your Peers (n=5)	3.291	0.1083	0.0484	3.157 to 3.426	3.229	0.1445	0.0646	3.049 to 3.408
All Universities (n=37)	3.319	0.2397	0.0394	3.239 to 3.399	3.357	0.2504	0.0412	3.274 to 3.441



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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a student advisor more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a student advisor more than one standard deviation above the mean.

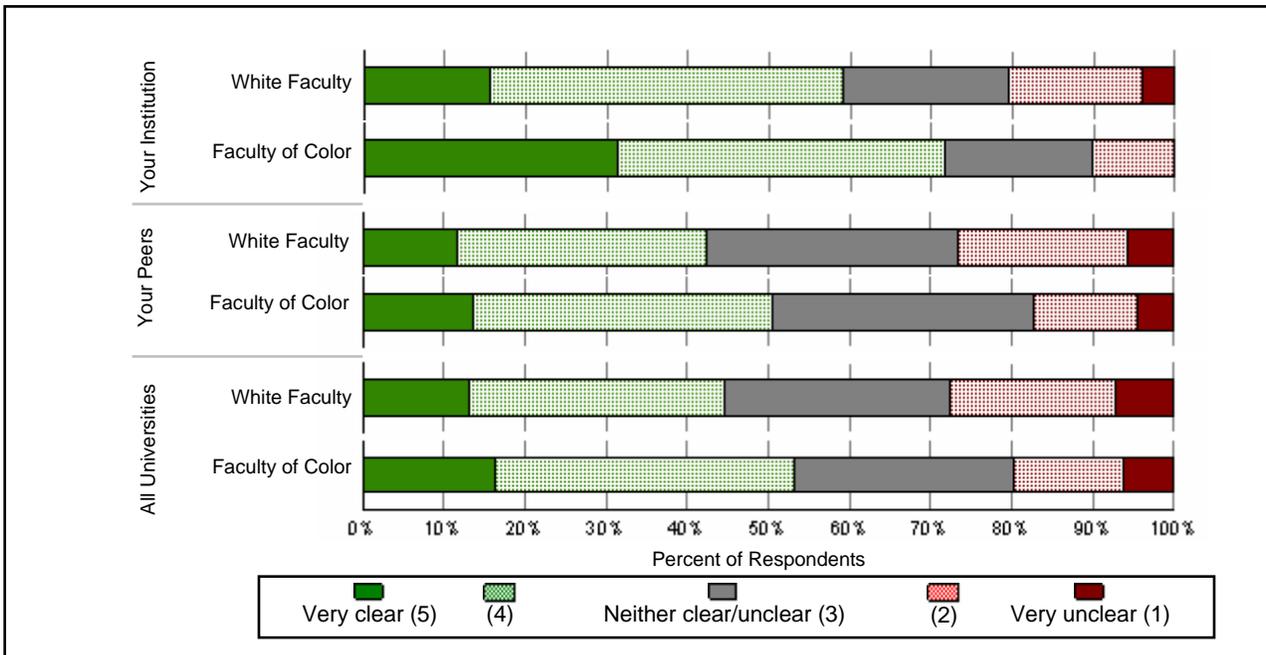
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd 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 86th 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	3.502	1.0601	0.1045	3.295 to 3.709	3.929	0.9712	0.1499	3.626 to 4.232
Faculty at Peer 1	3.100	1.1425	0.0814	2.939 to 3.260	3.300	1.0463	0.1596	2.978 to 3.622
... Peer 2	3.317	1.1015	0.1006	3.118 to 3.516	3.646	0.8668	0.1406	3.361 to 3.931
... Peer 3	3.288	1.0475	0.0895	3.111 to 3.465	3.356	1.1250	0.1429	3.070 to 3.642
... Peer 4	3.053	1.0283	0.0892	2.877 to 3.229	3.567	1.0421	0.1690	3.225 to 3.910
... Peer 5	3.326	1.0452	0.0931	3.141 to 3.510	3.249	0.9464	0.1460	2.954 to 3.544
Your Peers (n=5)	3.217	0.1162	0.0520	3.073 to 3.361	3.424	0.1552	0.0694	3.231 to 3.617
All Universities (n=37)	3.263	0.1971	0.0324	3.198 to 3.329	3.510	0.3463	0.0569	3.394 to 3.625



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

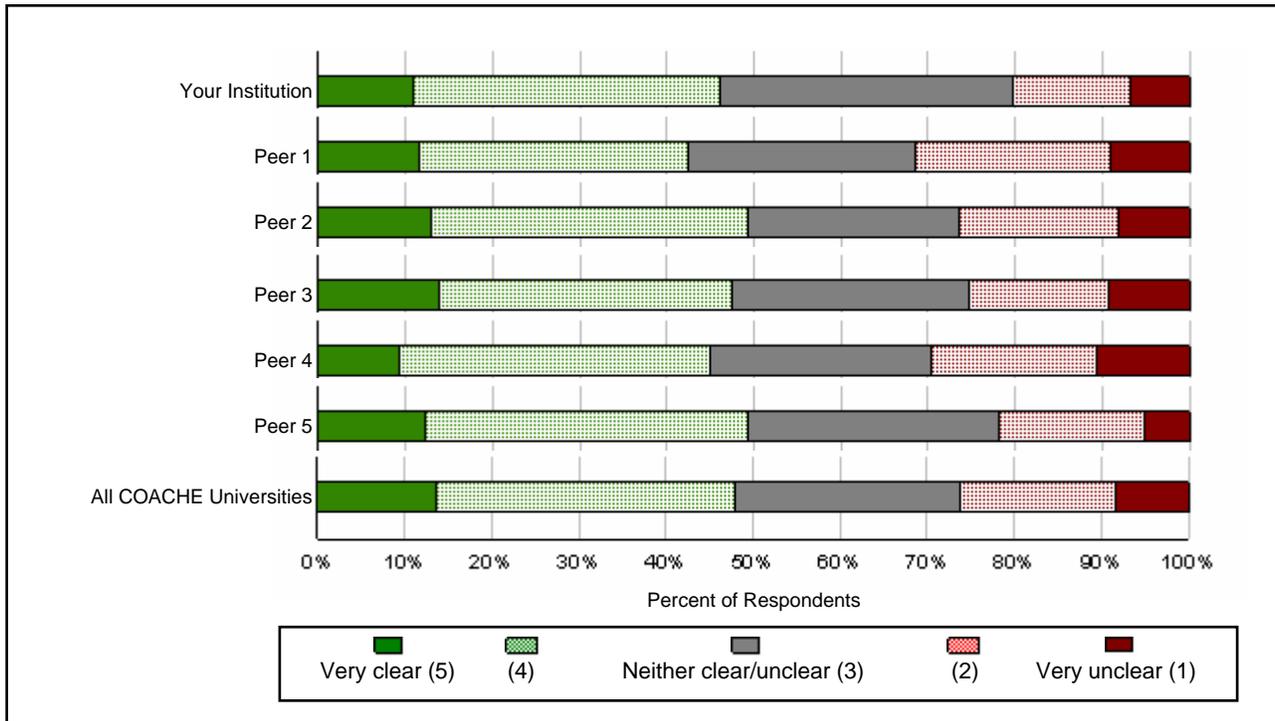
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a department colleague less than one standard deviation from the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 49th percentile on clarity of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.298	1.0579	0.0870	3.126 to 3.470
Faculty at Peer 1	3.134	1.1651	0.0746	2.987 to 3.281
... Peer 2	3.275	1.1469	0.0896	3.098 to 3.452
... Peer 3	3.268	1.1620	0.0812	3.108 to 3.428
... Peer 4	3.139	1.1492	0.0843	2.972 to 3.305
... Peer 5	3.347	1.0619	0.0800	3.190 to 3.505
Your Peers (n=5)	3.233	0.0833	0.0373	3.129 to 3.336
All Universities (n=37)	3.327	0.1899	0.0312	3.264 to 3.391



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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a department colleague less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a department colleague less than one standard deviation from the mean.

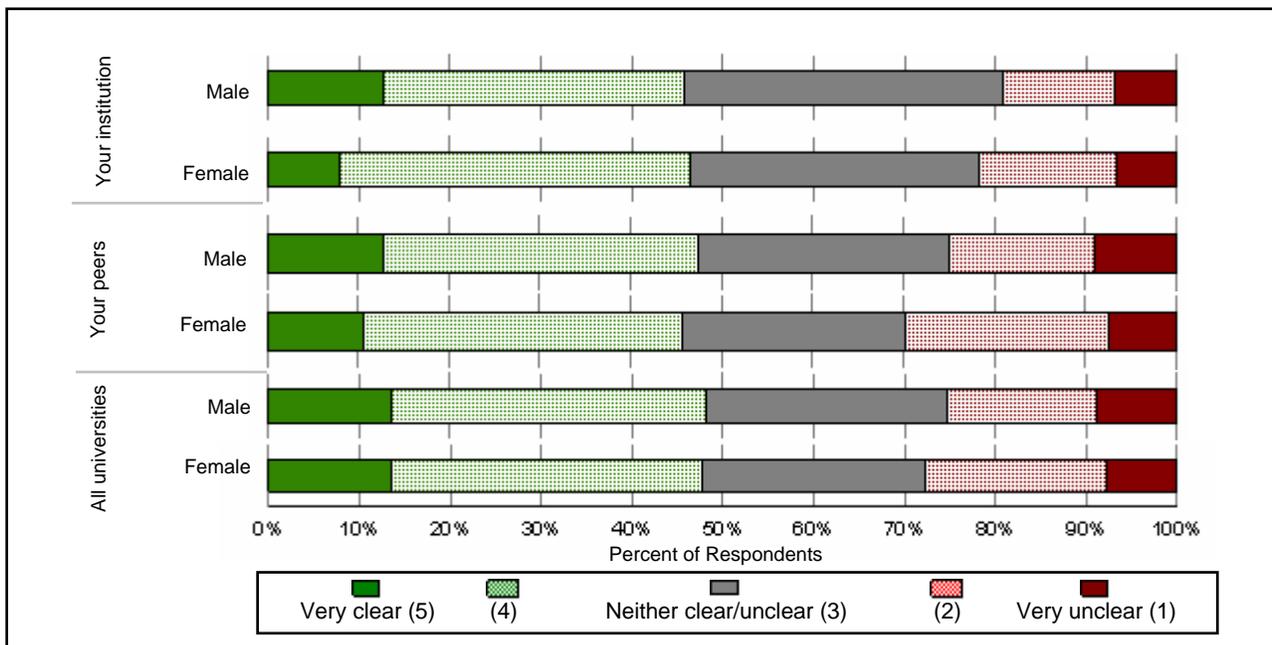
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th 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 41st 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	3.322	1.0698	0.1140	3.096 to 3.549	3.259	1.0387	0.1341	2.990 to 3.527
Faculty at Peer 1	3.210	1.1499	0.0968	3.018 to 3.401	3.016	1.1740	0.1157	2.786 to 3.245
... Peer 2	3.301	1.1700	0.1262	3.051 to 3.552	3.237	1.1200	0.1268	2.984 to 3.490
... Peer 3	3.294	1.1632	0.1089	3.079 to 3.510	3.231	1.1570	0.1213	2.990 to 3.472
... Peer 4	3.111	1.2066	0.1092	2.895 to 3.327	3.190	1.0289	0.1286	2.933 to 3.447
... Peer 5	3.392	1.0132	0.1003	3.193 to 3.591	3.283	1.1213	0.1303	3.023 to 3.543
Your Peers (n=5)	3.262	0.0950	0.0425	3.144 to 3.380	3.191	0.0927	0.0414	3.076 to 3.306
All Universities (n=37)	3.337	0.2298	0.0378	3.260 to 3.413	3.311	0.2087	0.0343	3.241 to 3.380



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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a department colleague less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a department colleague more than one standard deviation above the mean.

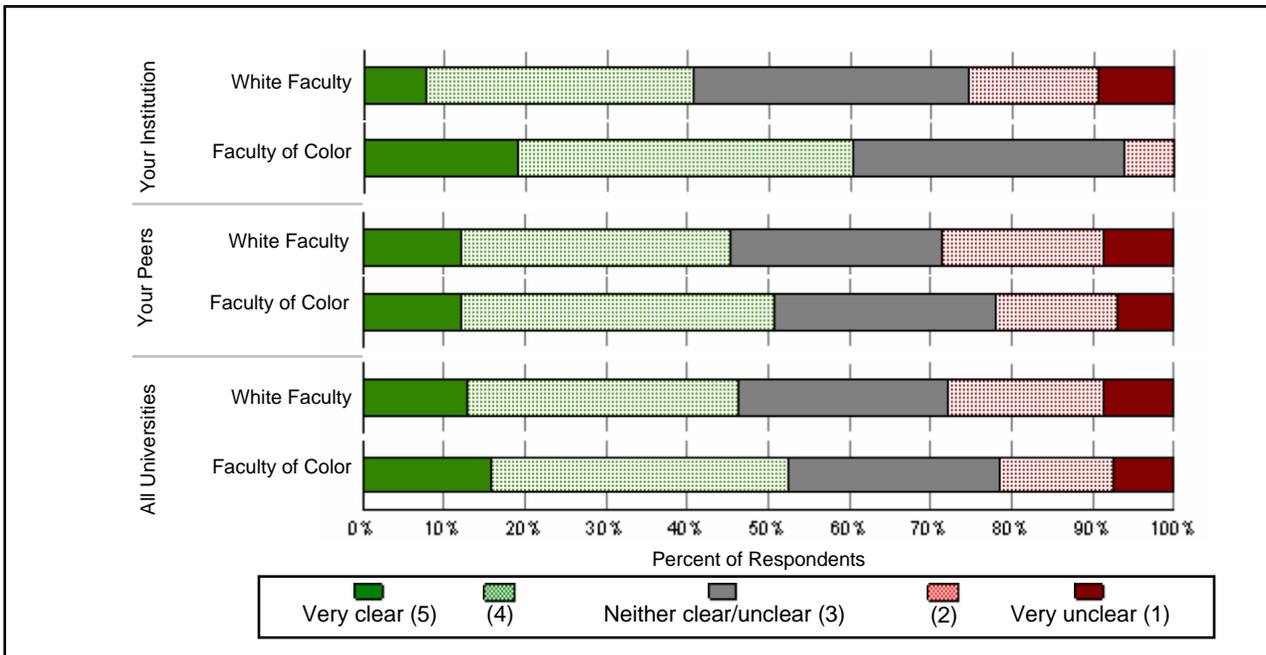
Among all universities:

- 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 department colleague.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 81st 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	3.133	1.0735	0.1043	2.926 to 3.339	3.730	0.9212	0.1421	3.443 to 4.017
Faculty at Peer 1	3.023	1.1827	0.0841	2.857 to 3.188	3.482	1.0027	0.1495	3.180 to 3.783
... Peer 2	3.216	1.1407	0.1012	3.016 to 3.417	3.423	1.1517	0.1893	3.039 to 3.807
... Peer 3	3.345	1.1487	0.0974	3.152 to 3.538	3.058	1.1622	0.1476	2.763 to 3.353
... Peer 4	3.037	1.1691	0.0974	2.844 to 3.230	3.484	1.0151	0.1585	3.164 to 3.804
... Peer 5	3.391	1.0679	0.0926	3.208 to 3.575	3.255	1.0364	0.1580	2.936 to 3.574
Your Peers (n=5)	3.203	0.1523	0.0681	3.013 to 3.392	3.340	0.1641	0.0734	3.137 to 3.544
All Universities (n=37)	3.255	0.1718	0.0282	3.198 to 3.312	3.486	0.3318	0.0545	3.375 to 3.596



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

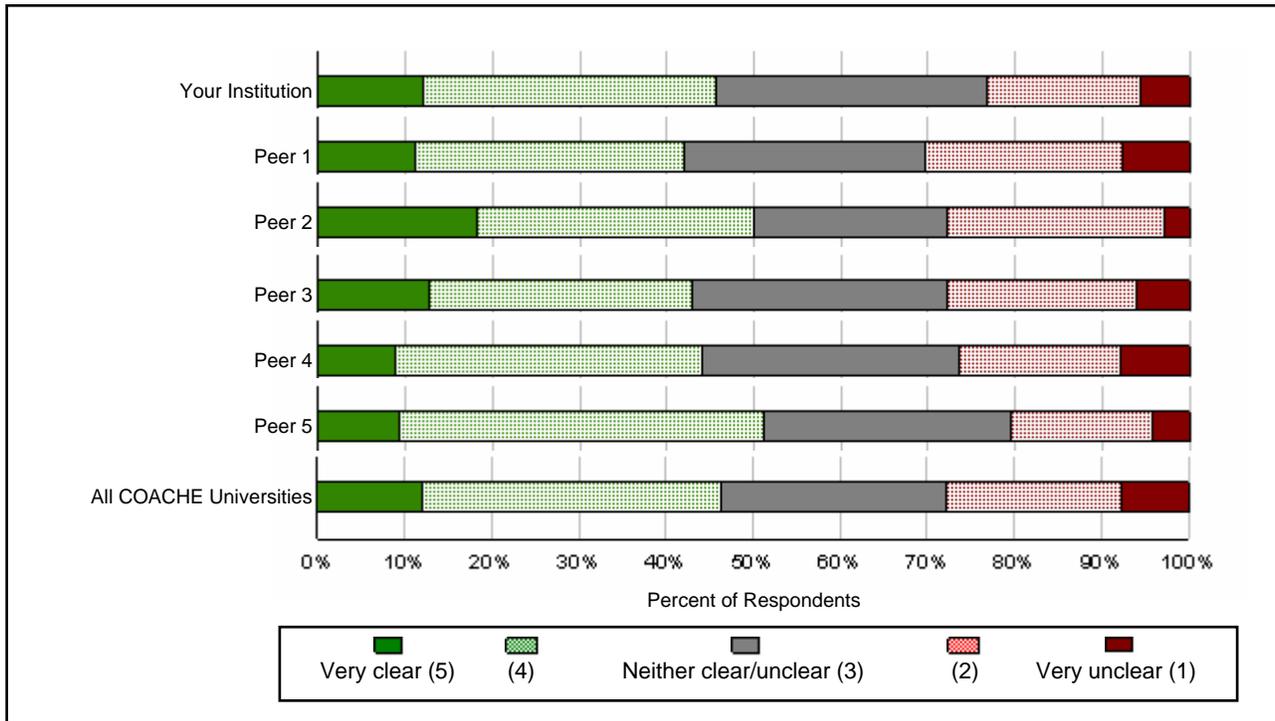
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a campus citizen less than one standard deviation from the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 59th percentile on clarity of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.288	1.0690	0.0882	3.114 to 3.462
Faculty at Peer 1	3.153	1.1241	0.0723	3.011 to 3.296
... Peer 2	3.372	1.1370	0.0882	3.198 to 3.546
... Peer 3	3.219	1.1162	0.0780	3.065 to 3.373
... Peer 4	3.186	1.0866	0.0790	3.030 to 3.342
... Peer 5	3.357	1.0088	0.0767	3.206 to 3.508
Your Peers (n=5)	3.258	0.0900	0.0402	3.146 to 3.369
All Universities (n=37)	3.277	0.2113	0.0347	3.206 to 3.347



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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a campus citizen less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a campus citizen more than one standard deviation above the mean.

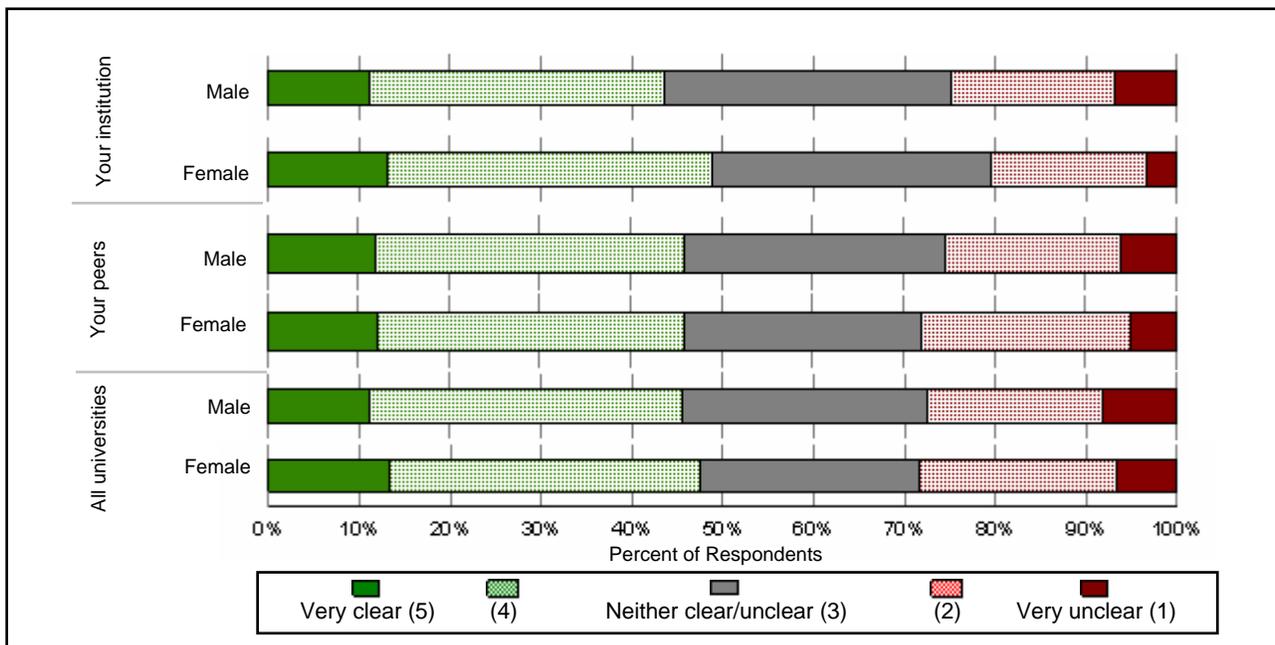
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st 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 73rd percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.231	1.0871	0.1159	3.000 to 3.461	3.382	1.0376	0.1351	3.111 to 3.652
Faculty at Peer 1	3.224	1.1180	0.0945	3.037 to 3.411	3.042	1.1242	0.1113	2.821 to 3.262
... Peer 2	3.393	1.1178	0.1198	3.154 to 3.631	3.344	1.1571	0.1302	3.084 to 3.603
... Peer 3	3.132	1.0615	0.0994	2.935 to 3.329	3.341	1.1773	0.1234	3.096 to 3.587
... Peer 4	3.187	1.1450	0.1041	2.981 to 3.393	3.184	0.9740	0.1181	2.949 to 3.420
... Peer 5	3.369	1.0164	0.1016	3.168 to 3.571	3.339	0.9982	0.1168	3.106 to 3.572
Your Peers (n=5)	3.261	0.1024	0.0458	3.134 to 3.388	3.250	0.1207	0.0540	3.100 to 3.400
All Universities (n=37)	3.269	0.2661	0.0437	3.181 to 3.358	3.287	0.2158	0.0355	3.215 to 3.359



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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a campus citizen less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a campus citizen more than one standard deviation above the mean.

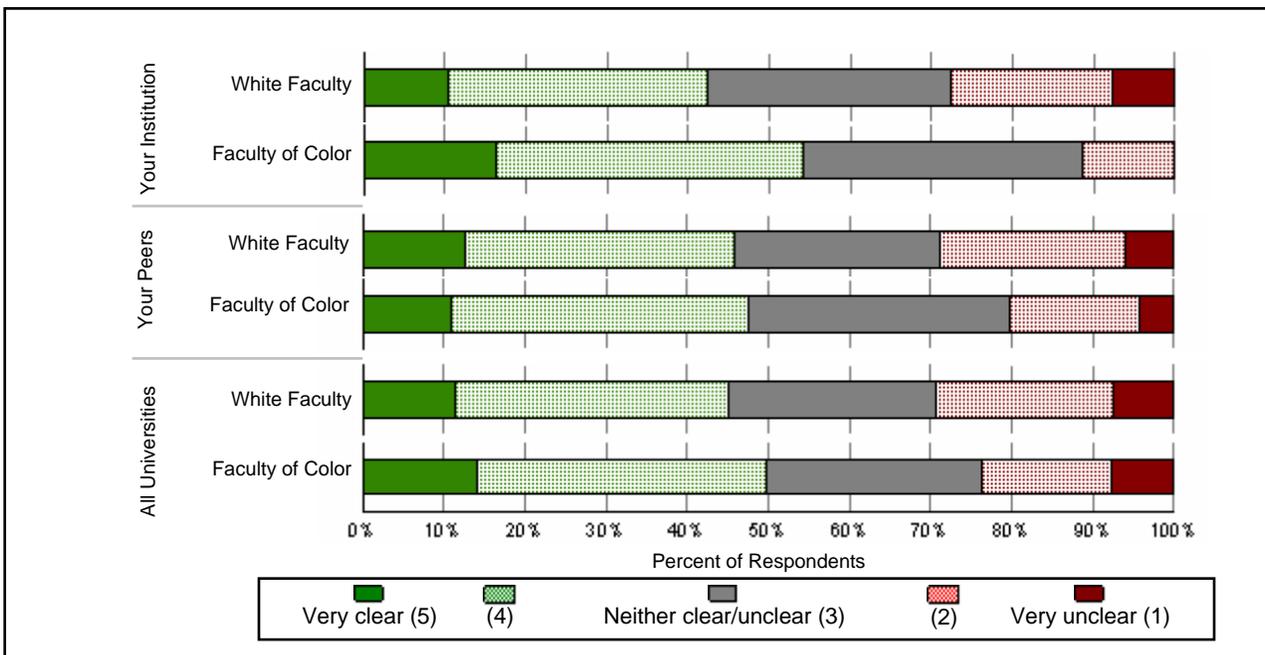
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 46th 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 86th percentile on clarity of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.175	1.0971	0.1066	2.964 to 3.386	3.591	0.9383	0.1465	3.295 to 3.887
Faculty at Peer 1	3.107	1.1281	0.0802	2.948 to 3.265	3.306	1.0898	0.1662	2.971 to 3.642
... Peer 2	3.342	1.1585	0.1028	3.139 to 3.545	3.445	1.0584	0.1695	3.102 to 3.788
... Peer 3	3.218	1.1230	0.0956	3.029 to 3.407	3.222	1.0565	0.1331	2.956 to 3.488
... Peer 4	3.109	1.1219	0.0922	2.927 to 3.292	3.460	0.8941	0.1414	3.175 to 3.746
... Peer 5	3.400	1.0348	0.0908	3.220 to 3.579	3.269	0.9174	0.1399	2.986 to 3.551
Your Peers (n=5)	3.235	0.1194	0.0534	3.087 to 3.383	3.340	0.0958	0.0428	3.221 to 3.459
All Universities (n=37)	3.225	0.2108	0.0347	3.155 to 3.295	3.386	0.2936	0.0483	3.288 to 3.483



Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community? Very clear (5); Fairly clear (4); Neither clear nor unclear (3); Fairly unclear (2); Very unclear (1).

OVERALL RESULTS

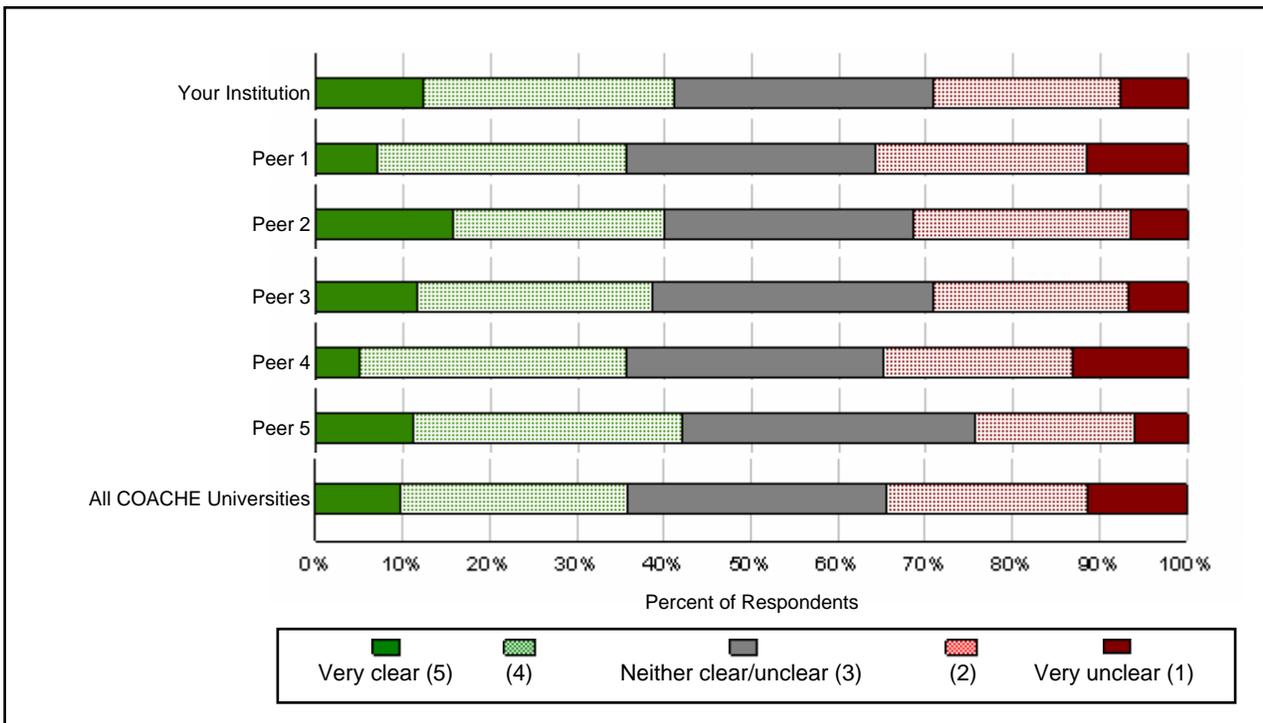
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 70th percentile on clarity of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.162	1.1285	0.0937	2.977 to 3.347
Faculty at Peer 1	2.951	1.1255	0.0722	2.808 to 3.093
... Peer 2	3.176	1.1771	0.0922	2.994 to 3.358
... Peer 3	3.141	1.1069	0.0775	2.989 to 3.294
... Peer 4	2.925	1.1195	0.0825	2.762 to 3.088
... Peer 5	3.227	1.0888	0.0825	3.065 to 3.390
Your Peers (n=5)	3.084	0.1228	0.0549	2.932 to 3.237
All Universities (n=37)	3.022	0.2015	0.0331	2.955 to 3.090



Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community? 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:

- Compared to male junior faculty at your peers, your male junior faculty rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.

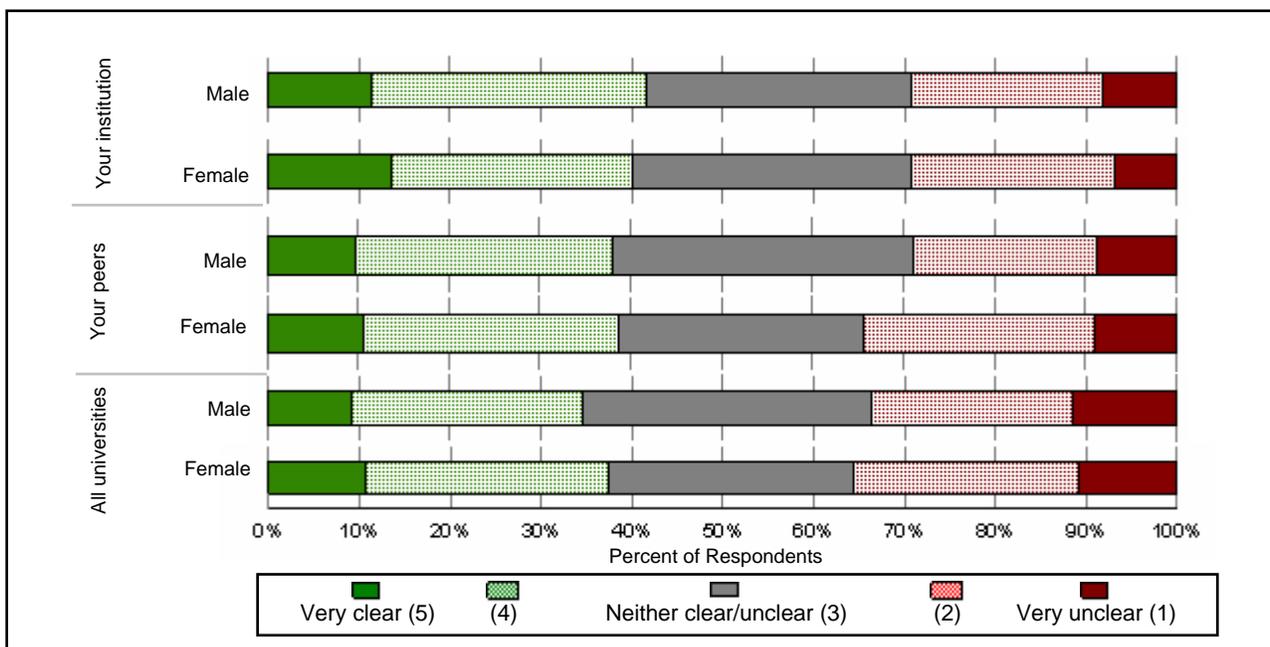
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 68th 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 81st percentile on clarity of the expectations for performance as a community member.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.155	1.1260	0.1214	2.914 to 3.397	3.173	1.1322	0.1474	2.878 to 3.468
Faculty at Peer 1	3.005	1.1019	0.0931	2.821 to 3.189	2.865	1.1525	0.1136	2.640 to 3.090
... Peer 2	3.260	1.1392	0.1236	3.015 to 3.506	3.059	1.2079	0.1368	2.787 to 3.331
... Peer 3	3.071	1.0689	0.1006	2.872 to 3.270	3.241	1.1509	0.1206	3.001 to 3.480
... Peer 4	2.902	1.1335	0.1048	2.694 to 3.109	2.964	1.0923	0.1334	2.698 to 3.231
... Peer 5	3.268	1.0614	0.1056	3.058 to 3.478	3.169	1.1228	0.1314	2.907 to 3.431
Your Peers (n=5)	3.101	0.1435	0.0642	2.923 to 3.279	3.059	0.1354	0.0605	2.891 to 3.228
All Universities (n=37)	3.012	0.2645	0.0435	2.924 to 3.100	3.034	0.2090	0.0344	2.964 to 3.103



Question 24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community? 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, your junior faculty of color found the expectations for performance as a community member to be clearer than did your white junior faculty.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated clarity of the expectations for performance as a community member less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated clarity of the expectations for performance as a community member more than one standard deviation above the mean.

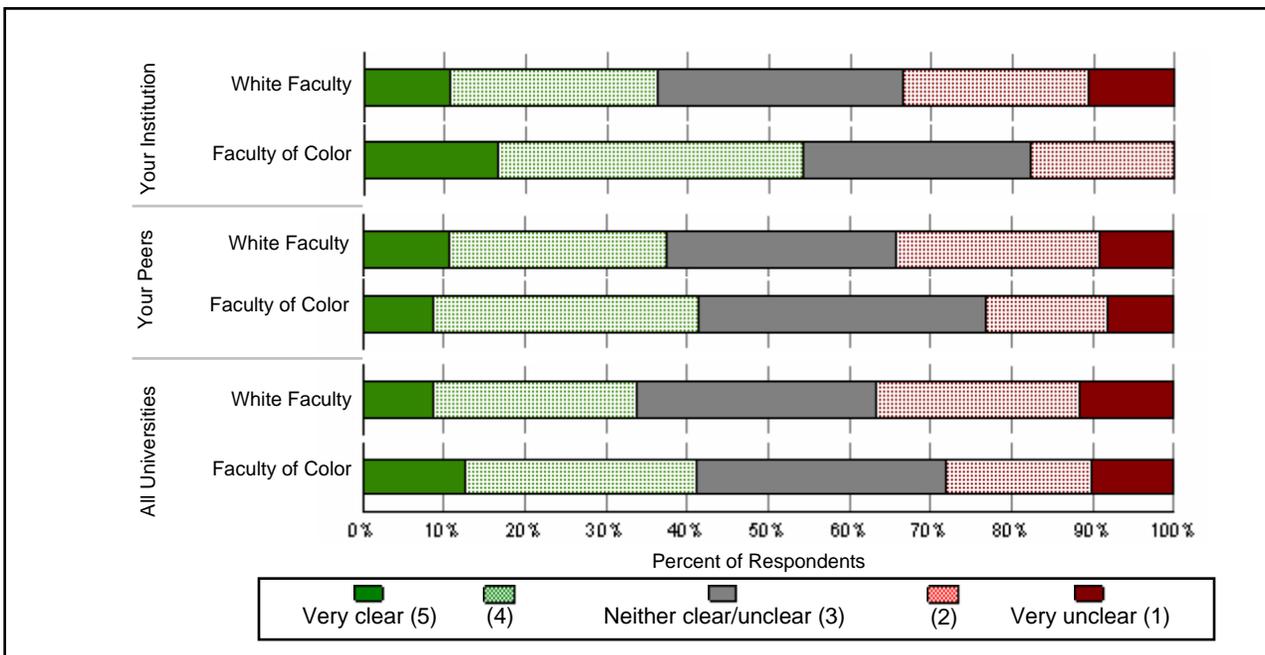
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th 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 89th percentile on clarity of the expectations for performance as a community member.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.028	1.1502	0.1122	2.805 to 3.251	3.530	0.9997	0.1581	3.210 to 3.849
Faculty at Peer 1	2.898	1.1181	0.0793	2.742 to 3.054	3.123	1.1455	0.1747	2.770 to 3.476
... Peer 2	3.125	1.2147	0.1086	2.910 to 3.340	3.302	1.0287	0.1669	2.964 to 3.640
... Peer 3	3.147	1.0895	0.0927	2.964 to 3.330	3.126	1.1029	0.1401	2.846 to 3.406
... Peer 4	2.869	1.1234	0.0939	2.683 to 3.055	3.118	1.0533	0.1665	2.781 to 3.455
... Peer 5	3.207	1.1305	0.0988	3.011 to 3.402	3.271	0.9481	0.1446	2.979 to 3.563
Your Peers (n=5)	3.049	0.1381	0.0618	2.878 to 3.221	3.188	0.0809	0.0362	3.087 to 3.288
All Universities (n=37)	2.942	0.2076	0.0341	2.873 to 3.011	3.214	0.3502	0.0576	3.098 to 3.331



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

OVERALL RESULTS

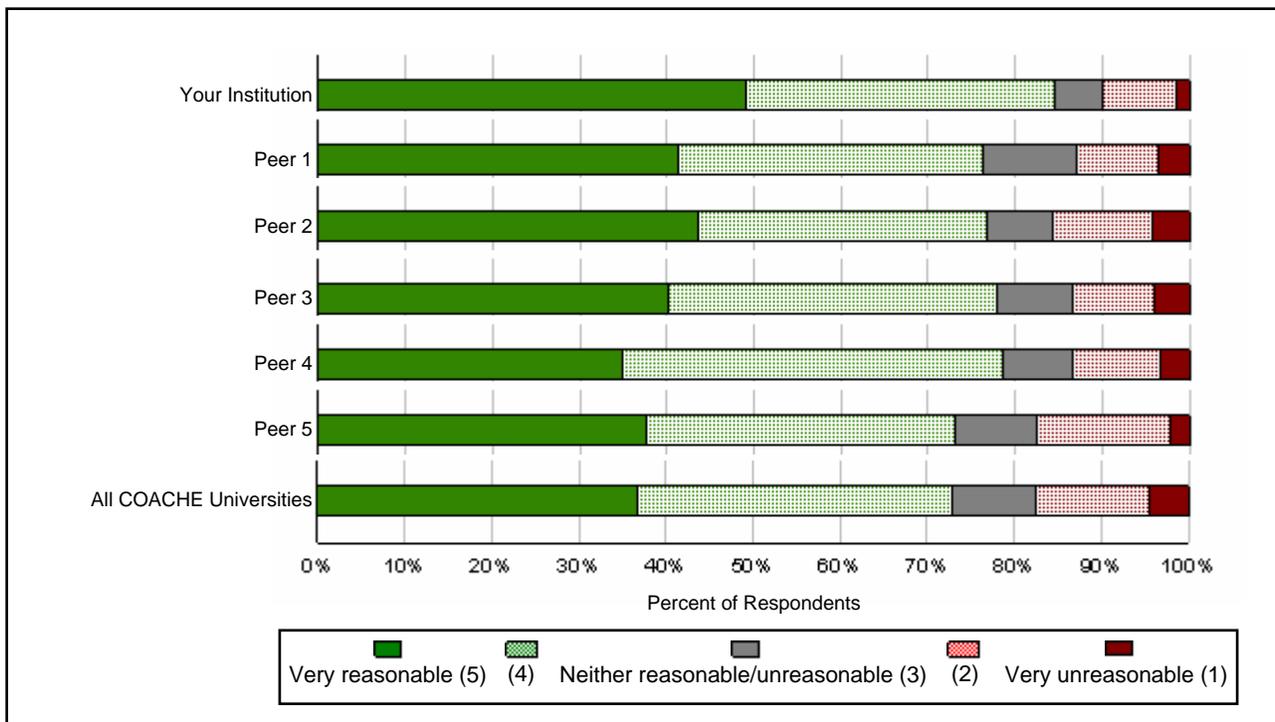
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a scholar more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 97th percentile on reasonableness of the expectations for performance as a scholar.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.223	0.9917	0.0824	4.060 to 4.385
Faculty at Peer 1	4.013	1.1060	0.0711	3.873 to 4.153
... Peer 2	4.006	1.1684	0.0912	3.826 to 4.186
... Peer 3	4.007	1.1077	0.0787	3.852 to 4.162
... Peer 4	3.968	1.0592	0.0775	3.816 to 4.121
... Peer 5	3.911	1.1430	0.0877	3.738 to 4.084
Your Peers (n=5)	3.981	0.0386	0.0173	3.933 to 4.029
All Universities (n=37)	3.869	0.2413	0.0397	3.788 to 3.949



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

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a scholar more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a scholar more than one standard deviation above the mean.

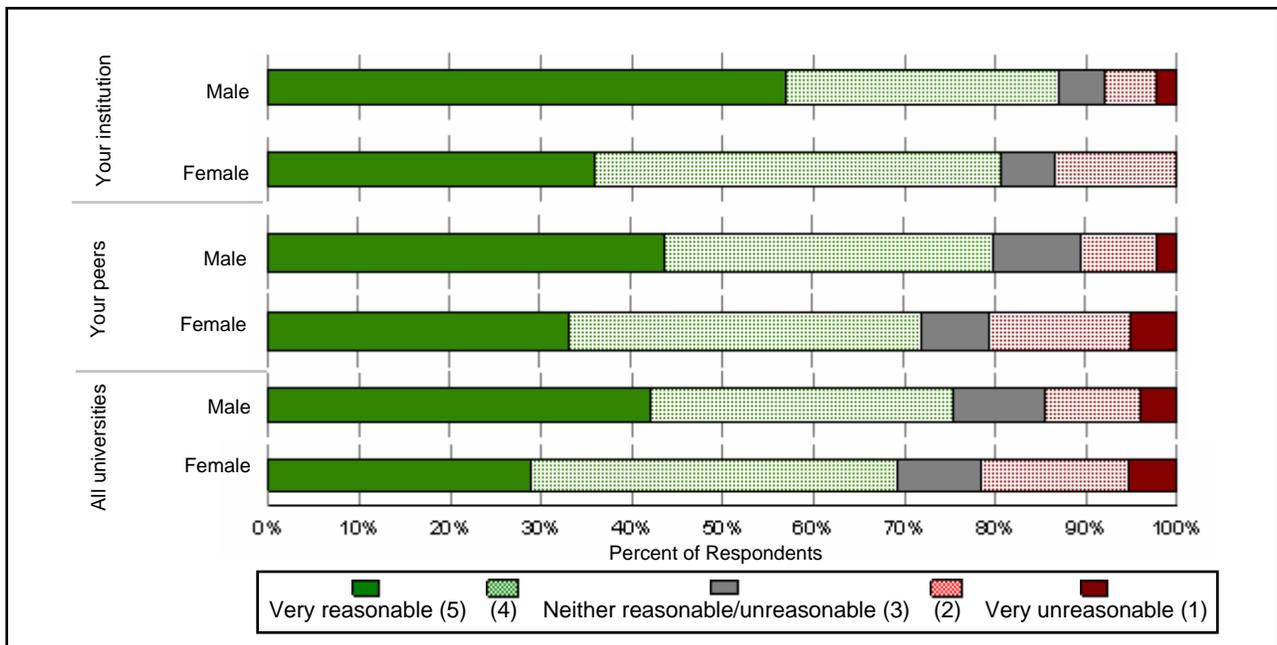
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th 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 89th 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	4.336	0.9717	0.1036	4.130 to 4.542	4.030	0.9912	0.1313	3.767 to 4.293
Faculty at Peer 1	4.169	1.0383	0.0881	3.995 to 4.343	3.771	1.1508	0.1134	3.546 to 3.995
... Peer 2	4.094	1.1020	0.1188	3.858 to 4.331	3.881	1.2271	0.1389	3.604 to 4.157
... Peer 3	4.131	1.0380	0.0994	3.934 to 4.328	3.838	1.1666	0.1237	3.592 to 4.083
... Peer 4	4.033	0.9782	0.0897	3.856 to 4.211	3.859	1.1790	0.1430	3.574 to 4.145
... Peer 5	4.111	1.0120	0.1028	3.907 to 4.315	3.630	1.2537	0.1467	3.337 to 3.922
Your Peers (n=5)	4.108	0.0448	0.0201	4.052 to 4.163	3.796	0.0908	0.0406	3.683 to 3.908
All Universities (n=37)	3.989	0.2457	0.0404	3.907 to 4.071	3.701	0.3083	0.0507	3.598 to 3.803



Question 25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar? *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, your junior faculty of color found the expectations for performance as a scholar to be more reasonable than did your white junior faculty.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a scholar more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a scholar more than one standard deviation above the mean.

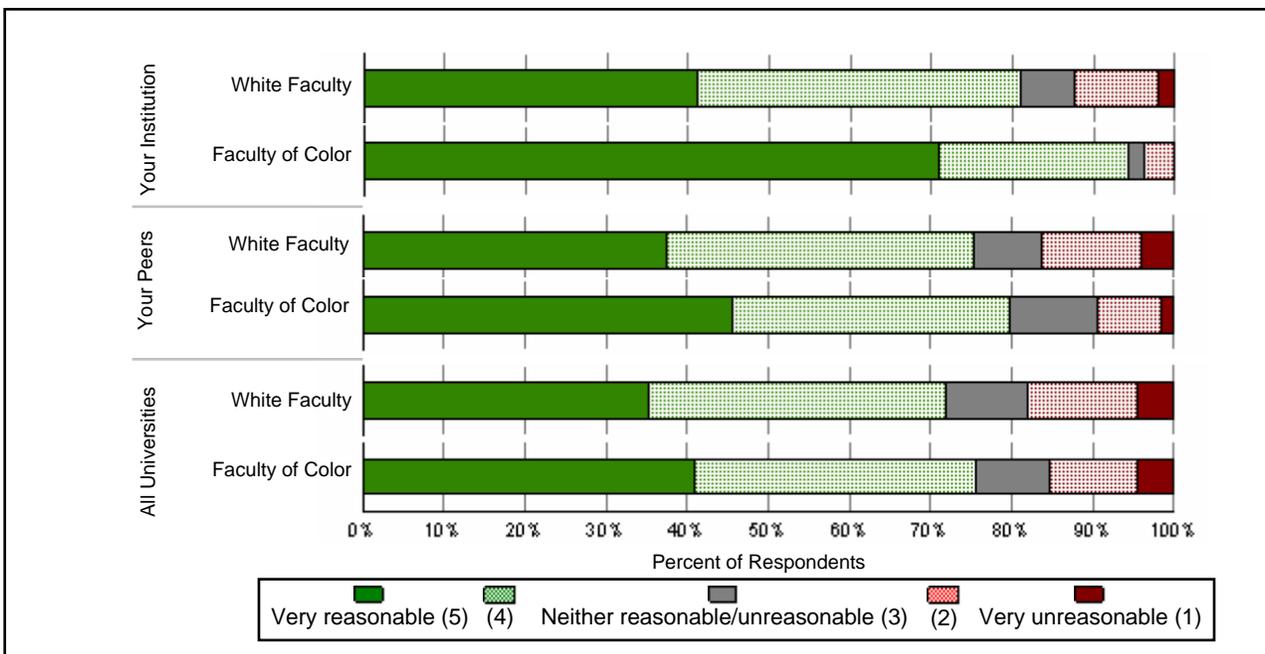
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd 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 100th 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	4.080	1.0300	0.1005	3.880 to 4.279	4.615	0.8062	0.1275	4.357 to 4.873
Faculty at Peer 1	4.003	1.1293	0.0807	3.844 to 4.163	4.043	1.0101	0.1506	3.740 to 4.347
... Peer 2	3.900	1.1677	0.1044	3.694 to 4.107	4.257	1.1259	0.1803	3.892 to 4.622
... Peer 3	3.979	1.1650	0.1006	3.780 to 4.178	4.082	0.9576	0.1226	3.837 to 4.327
... Peer 4	3.870	1.0834	0.0894	3.693 to 4.046	4.328	0.8815	0.1412	4.042 to 4.614
... Peer 5	3.868	1.1817	0.1044	3.662 to 4.075	3.998	1.0116	0.1561	3.683 to 4.313
Your Peers (n=5)	3.924	0.0564	0.0252	3.854 to 3.994	4.142	0.1279	0.0572	3.983 to 4.300
All Universities (n=37)	3.842	0.2155	0.0354	3.770 to 3.913	4.004	0.3716	0.0611	3.880 to 4.128



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

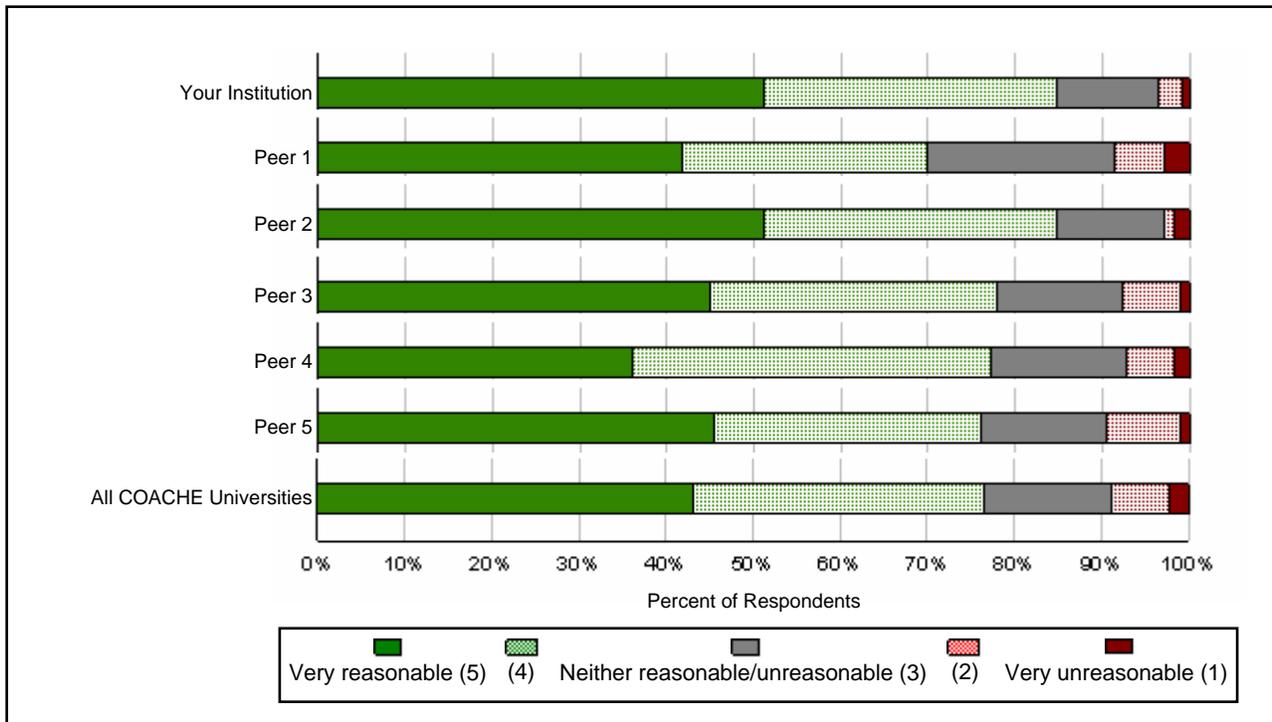
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a teacher more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on reasonableness of the expectations for performance as a teacher.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.316	0.8474	0.0711	4.175 to 4.457
Faculty at Peer 1	4.004	1.0634	0.0691	3.868 to 4.140
... Peer 2	4.314	0.8617	0.0675	4.181 to 4.447
... Peer 3	4.140	0.9666	0.0694	4.003 to 4.277
... Peer 4	4.043	0.9392	0.0696	3.906 to 4.181
... Peer 5	4.110	1.0242	0.0781	3.956 to 4.264
Your Peers (n=5)	4.122	0.1073	0.0480	3.989 to 4.255
All Universities (n=37)	4.101	0.1645	0.0270	4.046 to 4.155



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:

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a teacher more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a teacher less than one standard deviation from the mean.

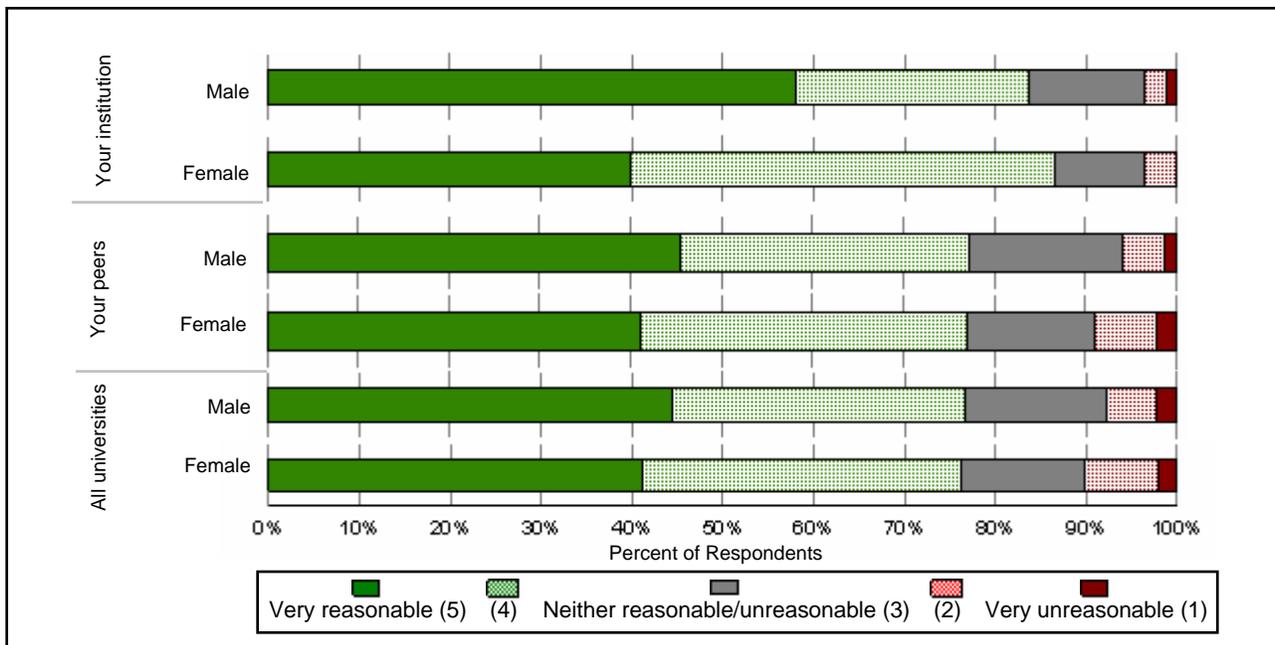
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd 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 76th percentile on reasonableness of the expectations for performance as a teacher.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.370	0.8906	0.0966	4.177 to 4.562	4.228	0.7727	0.1024	4.023 to 4.433
Faculty at Peer 1	4.087	1.0142	0.0860	3.917 to 4.257	3.868	1.1182	0.1130	3.644 to 4.092
... Peer 2	4.304	0.9078	0.0985	4.108 to 4.500	4.329	0.8085	0.0915	4.146 to 4.511
... Peer 3	4.134	0.9560	0.0929	3.950 to 4.318	4.149	0.9791	0.1044	3.941 to 4.356
... Peer 4	4.100	0.9380	0.0856	3.931 to 4.270	3.937	0.9310	0.1182	3.701 to 4.174
... Peer 5	4.146	0.9504	0.0955	3.956 to 4.335	4.059	1.1144	0.1304	3.799 to 4.319
Your Peers (n=5)	4.154	0.0779	0.0348	4.057 to 4.251	4.068	0.1622	0.0725	3.867 to 4.270
All Universities (n=37)	4.126	0.1726	0.0284	4.068 to 4.183	4.064	0.2076	0.0341	3.994 to 4.133



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:

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a teacher more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a teacher more than one standard deviation above the mean.

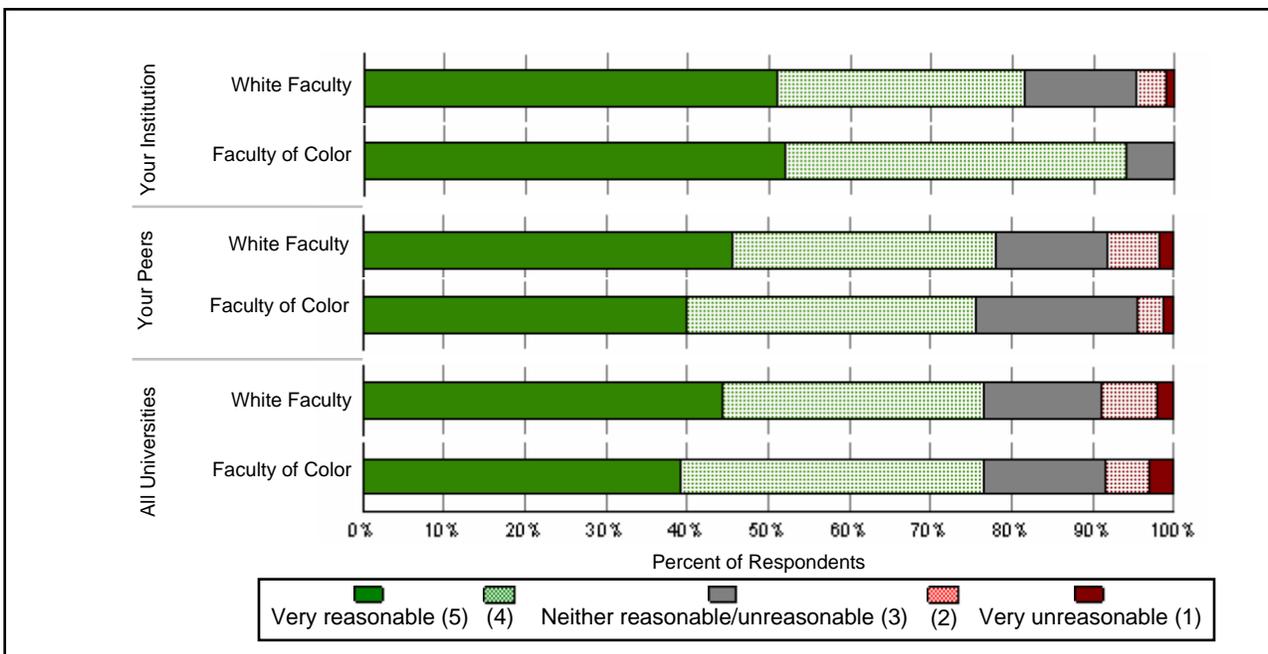
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 92nd 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 92nd 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	4.264	0.9027	0.0889	4.087 to 4.440	4.461	0.6686	0.1071	4.244 to 4.677
Faculty at Peer 1	4.011	1.0785	0.0782	3.856 to 4.165	3.984	1.0106	0.1490	3.684 to 4.284
... Peer 2	4.300	0.8888	0.0798	4.142 to 4.458	4.347	0.7675	0.1229	4.098 to 4.596
... Peer 3	4.152	1.0037	0.0874	3.979 to 4.325	4.108	0.8771	0.1142	3.879 to 4.336
... Peer 4	4.027	0.9416	0.0790	3.871 to 4.183	4.101	0.9280	0.1486	3.801 to 4.402
... Peer 5	4.186	1.0400	0.0916	4.005 to 4.368	3.953	0.9498	0.1448	3.661 to 4.246
Your Peers (n=5)	4.135	0.1072	0.0479	4.002 to 4.268	4.099	0.1385	0.0619	3.927 to 4.271
All Universities (n=37)	4.103	0.1606	0.0264	4.049 to 4.156	4.077	0.3032	0.0498	3.976 to 4.178



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

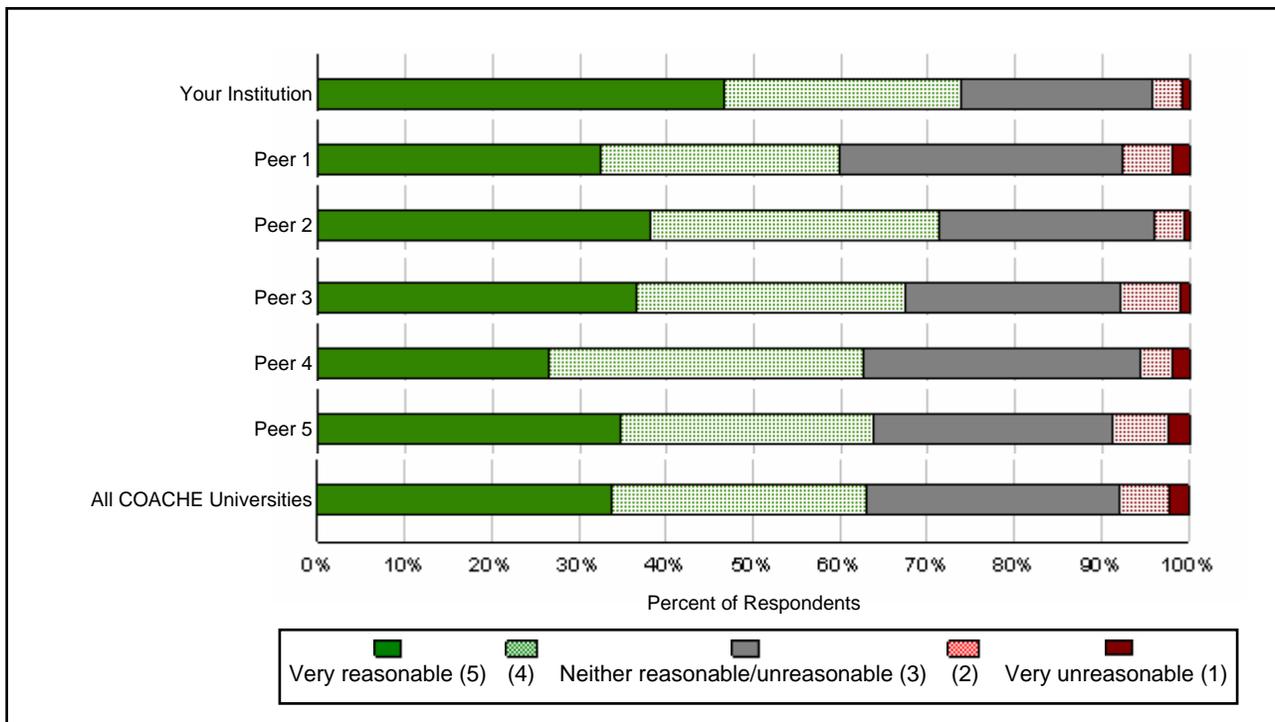
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a student advisor more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 97th percentile on reasonableness of the expectations for performance as a student advisor.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.154	0.9412	0.0798	3.996 to 4.312
Faculty at Peer 1	3.825	1.0206	0.0673	3.693 to 3.958
... Peer 2	4.047	0.9043	0.0738	3.902 to 4.193
... Peer 3	3.949	0.9906	0.0721	3.807 to 4.092
... Peer 4	3.815	0.9301	0.0726	3.672 to 3.958
... Peer 5	3.873	1.0514	0.0829	3.709 to 4.037
Your Peers (n=5)	3.902	0.0868	0.0388	3.794 to 4.010
All Universities (n=37)	3.872	0.1782	0.0293	3.813 to 3.932



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a student advisor more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a student advisor more than one standard deviation above the mean.

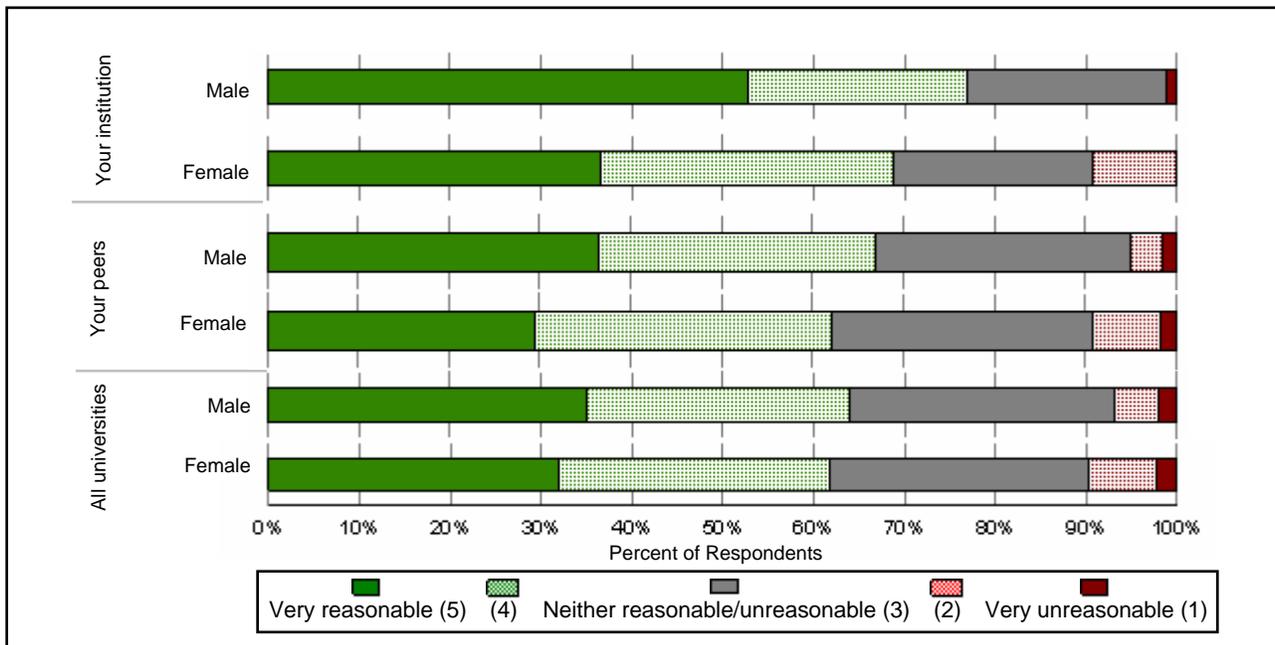
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 100th 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 73rd 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	4.273	0.8929	0.0980	4.078 to 4.468	3.961	0.9813	0.1311	3.698 to 4.224
Faculty at Peer 1	3.939	0.9865	0.0852	3.770 to 4.107	3.643	1.0420	0.1064	3.432 to 3.854
... Peer 2	4.080	0.9380	0.1049	3.872 to 4.289	3.999	0.8619	0.1030	3.794 to 4.205
... Peer 3	4.041	0.9500	0.0927	3.857 to 4.225	3.820	1.0254	0.1119	3.597 to 4.042
... Peer 4	3.831	0.9388	0.0908	3.651 to 4.011	3.787	0.9126	0.1209	3.545 to 4.029
... Peer 5	3.943	0.9937	0.1030	3.738 to 4.147	3.773	1.1188	0.1357	3.503 to 4.044
Your Peers (n=5)	3.967	0.0875	0.0391	3.858 to 4.075	3.804	0.1144	0.0512	3.662 to 3.946
All Universities (n=37)	3.902	0.2069	0.0340	3.833 to 3.971	3.825	0.1901	0.0313	3.762 to 3.888



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:

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a student advisor more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a student advisor more than one standard deviation above the mean.

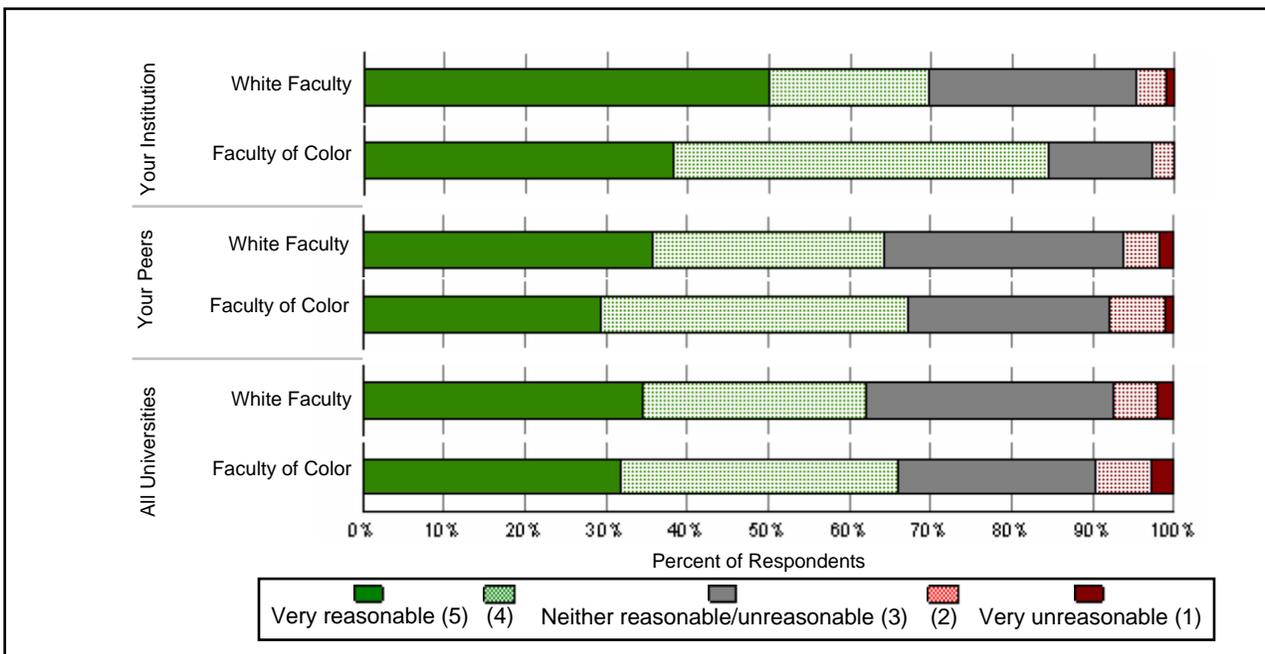
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 97th 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 86th 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	4.137	0.9913	0.0996	3.939 to 4.335	4.199	0.8027	0.1269	3.942 to 4.456
Faculty at Peer 1	3.807	1.0400	0.0761	3.657 to 3.957	3.885	0.9310	0.1437	3.595 to 4.175
... Peer 2	4.077	0.9035	0.0854	3.908 to 4.246	3.983	0.9028	0.1465	3.686 to 4.280
... Peer 3	3.929	1.0164	0.0902	3.750 to 4.107	4.005	0.9285	0.1219	3.761 to 4.249
... Peer 4	3.794	0.9113	0.0812	3.634 to 3.955	3.883	0.9805	0.1612	3.556 to 4.210
... Peer 5	3.992	1.0562	0.0960	3.802 to 4.182	3.628	0.9718	0.1537	3.318 to 3.939
Your Peers (n=5)	3.920	0.1082	0.0484	3.785 to 4.054	3.877	0.1338	0.0598	3.711 to 4.043
All Universities (n=37)	3.862	0.1726	0.0284	3.804 to 3.919	3.901	0.2961	0.0487	3.802 to 3.999



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

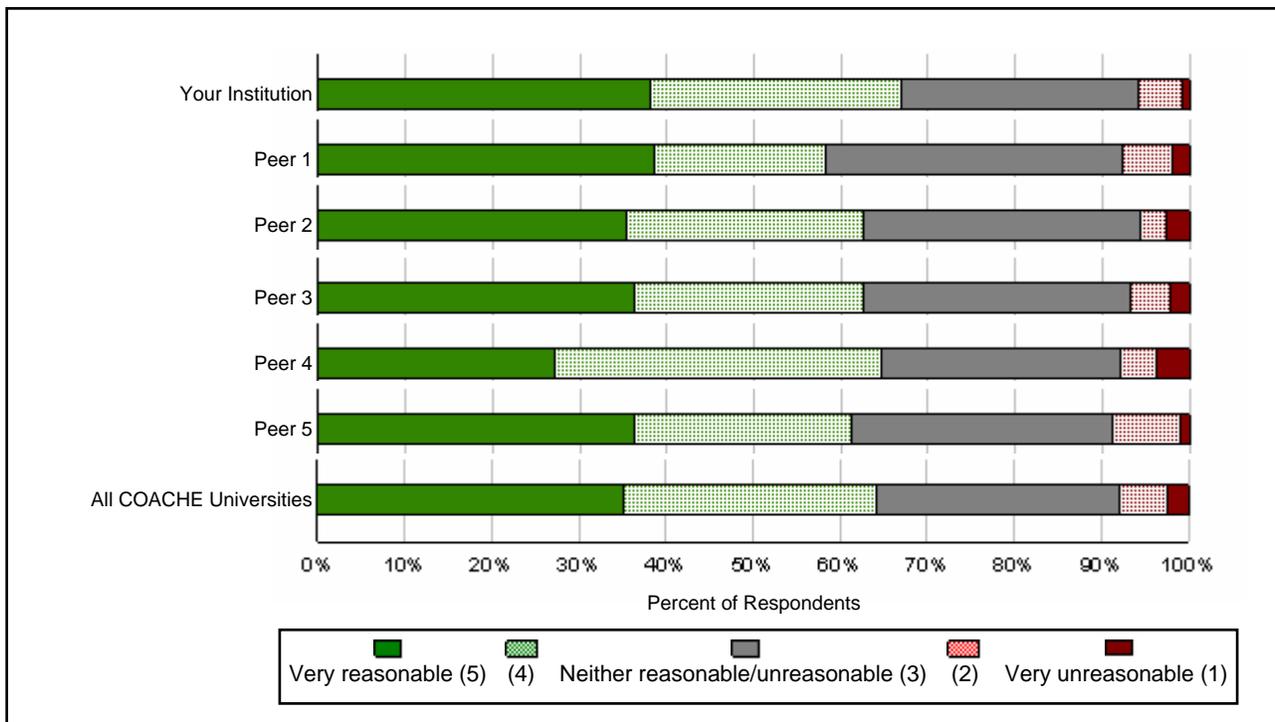
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a department colleague more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 76th percentile on reasonableness of the expectations for performance as a department colleague.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.982	0.9740	0.0823	3.820 to 4.145
Faculty at Peer 1	3.872	1.0625	0.0696	3.734 to 4.009
... Peer 2	3.897	1.0075	0.0796	3.740 to 4.054
... Peer 3	3.899	1.0263	0.0741	3.753 to 4.045
... Peer 4	3.801	1.0089	0.0750	3.653 to 3.949
... Peer 5	3.876	1.0443	0.0799	3.718 to 4.033
Your Peers (n=5)	3.869	0.0358	0.0160	3.824 to 3.913
All Universities (n=37)	3.894	0.1464	0.0241	3.845 to 3.943



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:

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a department colleague more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a department colleague less than one standard deviation from the mean.

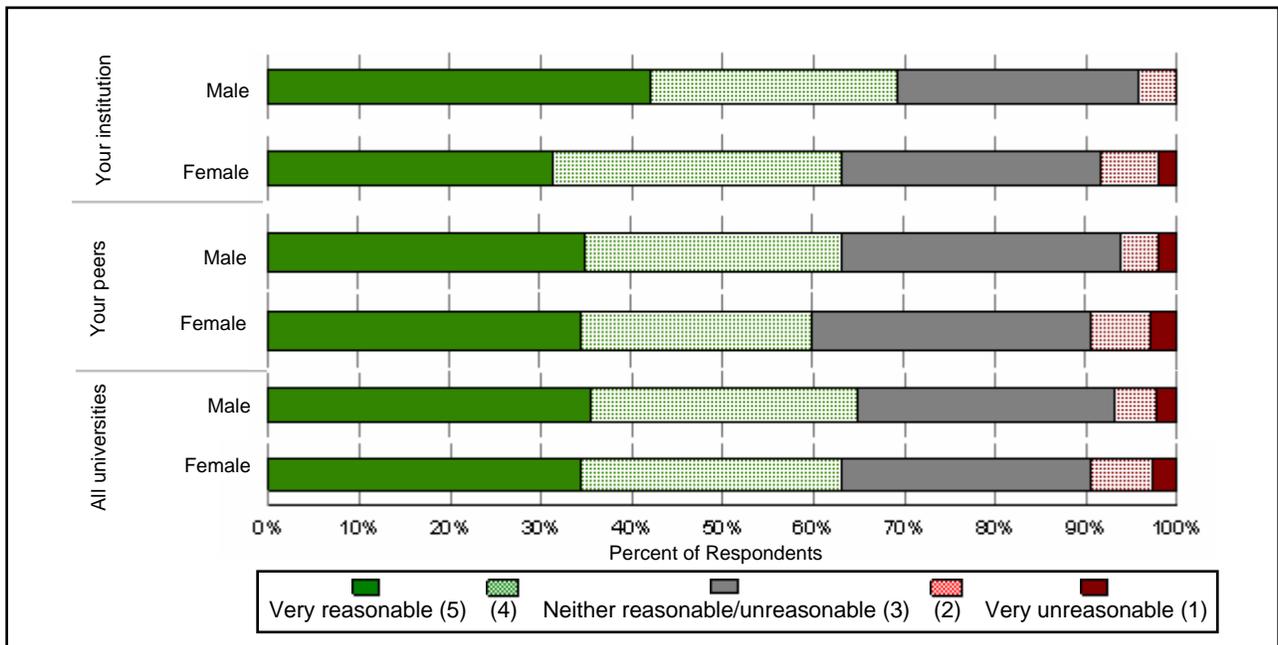
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 81st 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 43rd percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

- Across all universities, there were no significant gender differences in reasonableness 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	4.071	0.9374	0.1023	3.867 to 4.274	3.837	1.0138	0.1355	3.566 to 4.109
Faculty at Peer 1	3.908	1.0244	0.0875	3.735 to 4.081	3.811	1.1106	0.1133	3.586 to 4.036
... Peer 2	3.850	1.0583	0.1162	3.619 to 4.081	3.962	0.9458	0.1078	3.748 to 4.177
... Peer 3	4.032	0.9849	0.0961	3.842 to 4.223	3.717	1.0429	0.1118	3.494 to 3.939
... Peer 4	3.822	0.9377	0.0860	3.652 to 3.993	3.761	1.1314	0.1437	3.473 to 4.048
... Peer 5	3.890	1.0025	0.1013	3.689 to 4.091	3.855	1.0973	0.1284	3.599 to 4.111
Your Peers (n=5)	3.901	0.0724	0.0324	3.811 to 3.990	3.821	0.0846	0.0378	3.716 to 3.926
All Universities (n=37)	3.921	0.1582	0.0260	3.868 to 3.974	3.854	0.1900	0.0312	3.790 to 3.917



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:

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a department colleague more than one standard deviation above the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a department colleague less than one standard deviation from the mean.

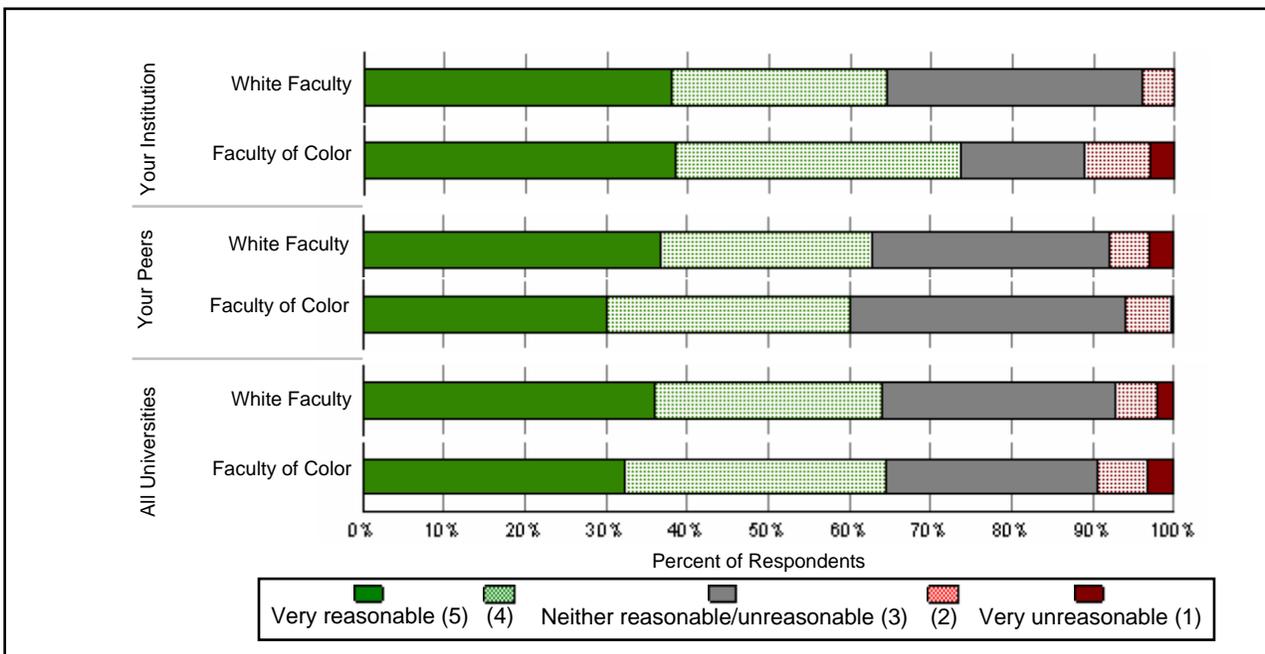
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th 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 68th percentile on reasonableness of the expectations for performance as a department colleague.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.983	0.9225	0.0918	3.801 to 4.165	3.981	1.0951	0.1754	3.626 to 4.336
Faculty at Peer 1	3.829	1.0805	0.0792	3.673 to 3.986	3.992	0.9780	0.1442	3.702 to 4.282
... Peer 2	3.872	1.0327	0.0931	3.687 to 4.056	3.959	0.9149	0.1504	3.654 to 4.264
... Peer 3	3.948	1.0399	0.0916	3.767 to 4.130	3.767	0.9627	0.1253	3.517 to 4.018
... Peer 4	3.779	1.0424	0.0881	3.605 to 3.953	3.874	0.8714	0.1378	3.595 to 4.153
... Peer 5	4.000	1.0557	0.0922	3.818 to 4.183	3.599	0.9434	0.1492	3.297 to 3.901
Your Peers (n=5)	3.886	0.0798	0.0357	3.787 to 3.985	3.838	0.1428	0.0638	3.661 to 4.016
All Universities (n=37)	3.895	0.1475	0.0242	3.846 to 3.944	3.882	0.2575	0.0423	3.796 to 3.968



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

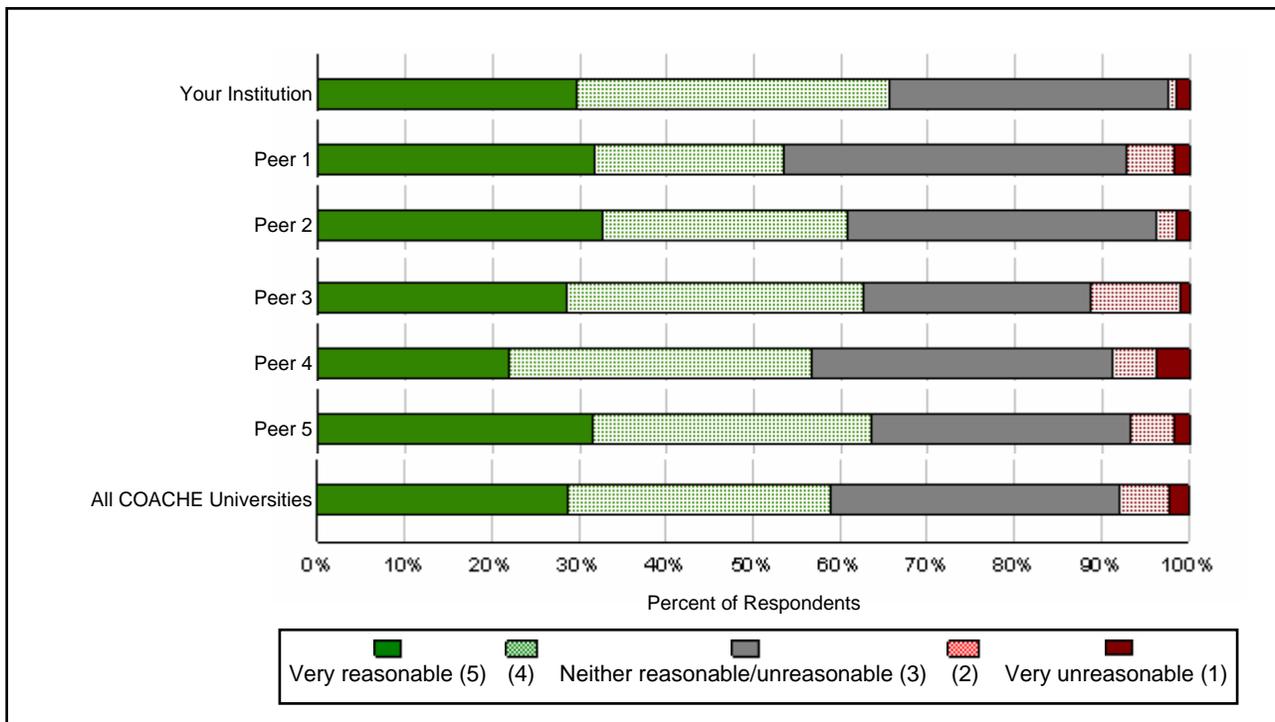
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated reasonableness of the expectations for performance as a campus citizen more than one standard deviation above the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 89th percentile on reasonableness of the expectations for performance as a campus citizen.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.915	0.8856	0.0748	3.767 to 4.063
Faculty at Peer 1	3.761	1.0136	0.0670	3.629 to 3.893
... Peer 2	3.879	0.9391	0.0740	3.733 to 4.025
... Peer 3	3.787	0.9988	0.0730	3.643 to 3.931
... Peer 4	3.658	0.9945	0.0735	3.513 to 3.803
... Peer 5	3.867	0.9898	0.0766	3.715 to 4.018
Your Peers (n=5)	3.790	0.0801	0.0358	3.691 to 3.890
All Universities (n=37)	3.776	0.1399	0.0230	3.730 to 3.823



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:

- Compared to male junior faculty at your peers, your male junior faculty rated reasonableness of the expectations for performance as a campus citizen more than one standard deviation above the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.

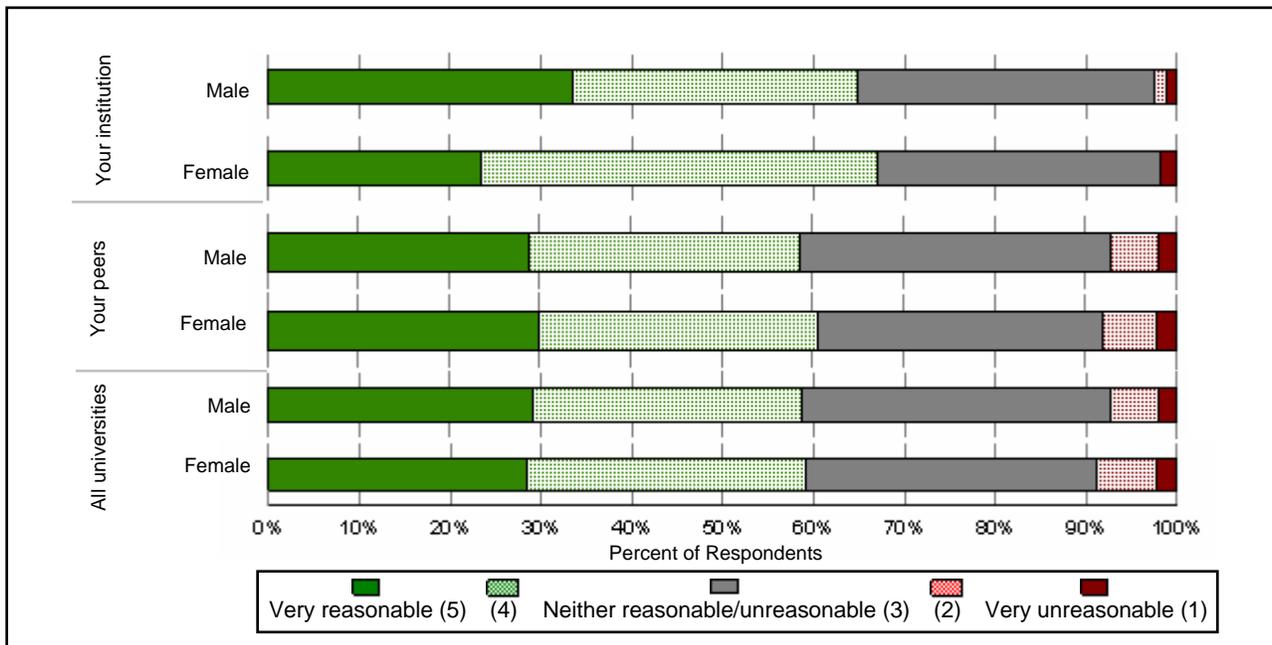
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 92nd 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 78th 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	3.945	0.9101	0.0993	3.747 to 4.142	3.868	0.8465	0.1131	3.641 to 4.094
Faculty at Peer 1	3.722	1.0103	0.0873	3.549 to 3.895	3.825	1.0154	0.1042	3.618 to 4.032
... Peer 2	3.841	0.9754	0.1071	3.628 to 4.054	3.931	0.8964	0.1015	3.729 to 4.133
... Peer 3	3.848	0.9730	0.0959	3.658 to 4.038	3.703	1.0233	0.1116	3.481 to 3.925
... Peer 4	3.644	0.9492	0.0881	3.469 to 3.819	3.682	1.0680	0.1305	3.421 to 3.942
... Peer 5	3.859	1.0078	0.1034	3.654 to 4.065	3.877	0.9655	0.1138	3.650 to 4.104
Your Peers (n=5)	3.783	0.0854	0.0382	3.677 to 3.889	3.803	0.0969	0.0433	3.683 to 3.924
All Universities (n=37)	3.786	0.1798	0.0296	3.727 to 3.846	3.764	0.1516	0.0249	3.714 to 3.815



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:

- Compared to white junior faculty at your peers, your white junior faculty rated reasonableness of the expectations for performance as a campus citizen less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated reasonableness of the expectations for performance as a campus citizen more than one standard deviation above the mean.

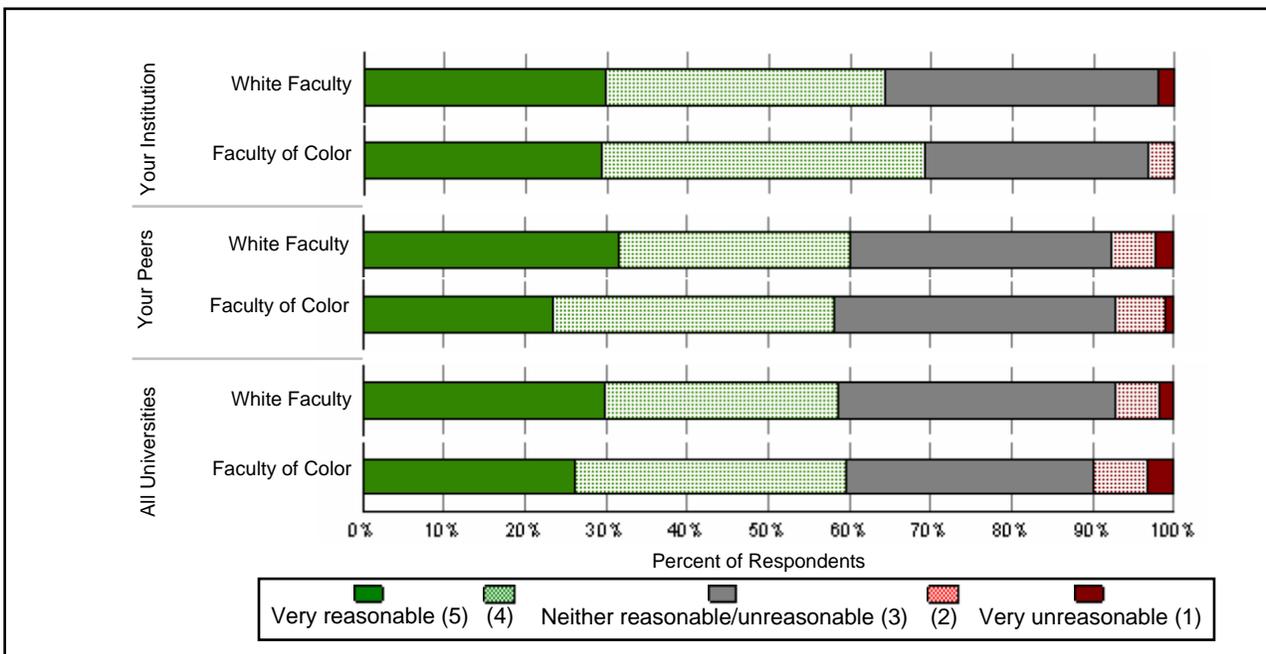
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 81st 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 78th percentile on reasonableness of the expectations for performance as a campus citizen.

Across all universities:

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

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.902	0.8956	0.0891	3.725 to 4.079	3.953	0.8589	0.1375	3.674 to 4.231
Faculty at Peer 1	3.783	1.0091	0.0740	3.637 to 3.929	3.692	1.0348	0.1597	3.369 to 4.014
... Peer 2	3.897	0.9406	0.0848	3.729 to 4.065	3.837	0.9326	0.1513	3.530 to 4.143
... Peer 3	3.818	1.0346	0.0929	3.634 to 4.002	3.709	0.9252	0.1205	3.468 to 3.950
... Peer 4	3.651	1.0395	0.0869	3.479 to 3.823	3.683	0.8213	0.1315	3.417 to 3.949
... Peer 5	3.928	1.0171	0.0906	3.749 to 4.108	3.737	0.8841	0.1381	3.458 to 4.017
Your Peers (n=5)	3.816	0.0974	0.0436	3.695 to 3.936	3.731	0.0557	0.0249	3.662 to 3.801
All Universities (n=37)	3.775	0.1654	0.0272	3.720 to 3.830	3.752	0.2471	0.0406	3.670 to 3.835



Question 25f. Is what's expected in order to earn tenure *reasonable* to you regarding your performance as a *member of the broader community*? Very reasonable (5); Fairly reasonable (4); Neither reasonable nor unreasonable (3); Fairly unreasonable (2); Very unreasonable (1).

OVERALL RESULTS

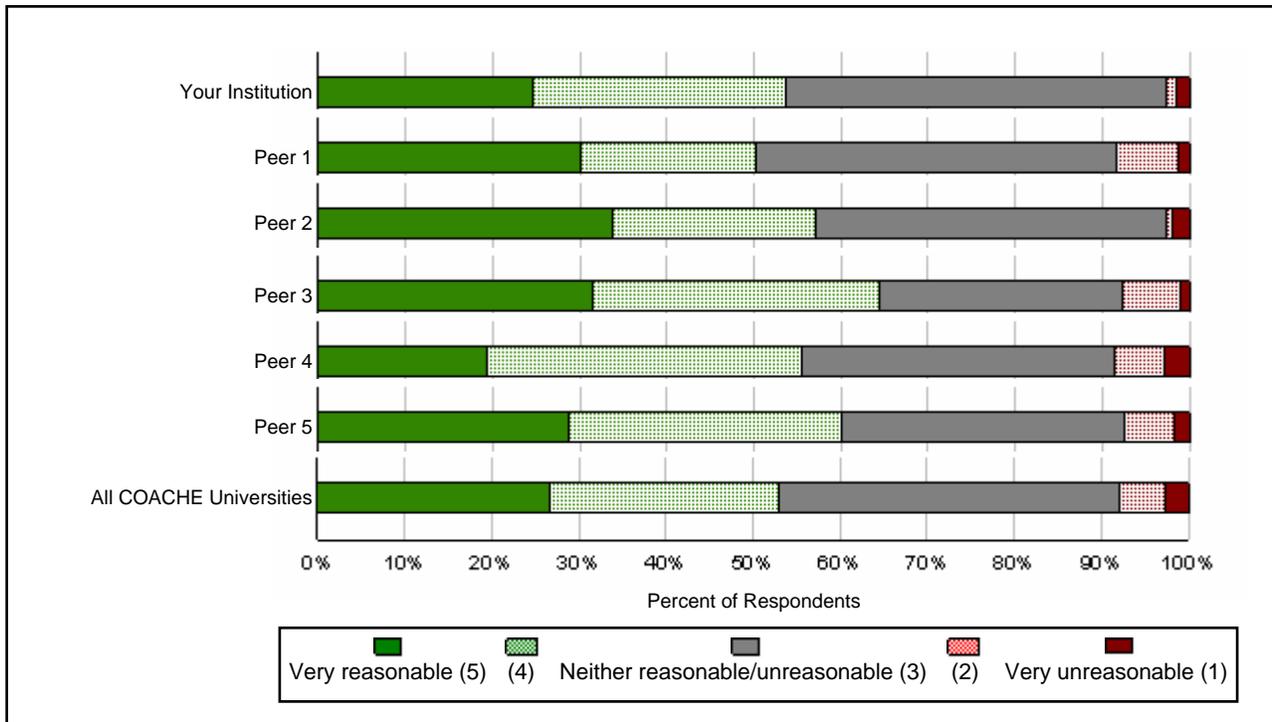
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty rated the reasonableness of the expectations for performance as a community member less than one standard deviation from the mean.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 73rd percentile on reasonableness of the expectations for performance as a community member.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.742	0.9132	0.0777	3.588 to 3.895
Faculty at Peer 1	3.707	1.0168	0.0673	3.574 to 3.839
... Peer 2	3.863	0.9644	0.0775	3.710 to 4.016
... Peer 3	3.871	0.9690	0.0707	3.732 to 4.011
... Peer 4	3.633	0.9514	0.0723	3.491 to 3.776
... Peer 5	3.799	0.9979	0.0770	3.647 to 3.951
Your Peers (n=5)	3.775	0.0920	0.0411	3.661 to 3.889
All Universities (n=37)	3.681	0.1350	0.0222	3.636 to 3.726



Question 25f. Is what's expected in order to earn tenure *reasonable* to you regarding your performance as a *member of the broader community*? 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:

- Compared to male junior faculty at your peers, your male junior faculty rated the reasonableness of the expectations for performance as a community member less than one standard deviation from the mean.
- Compared to female junior faculty at your peers, your female junior faculty rated the reasonableness of the expectations for performance as a community member more than one standard deviation below the mean.

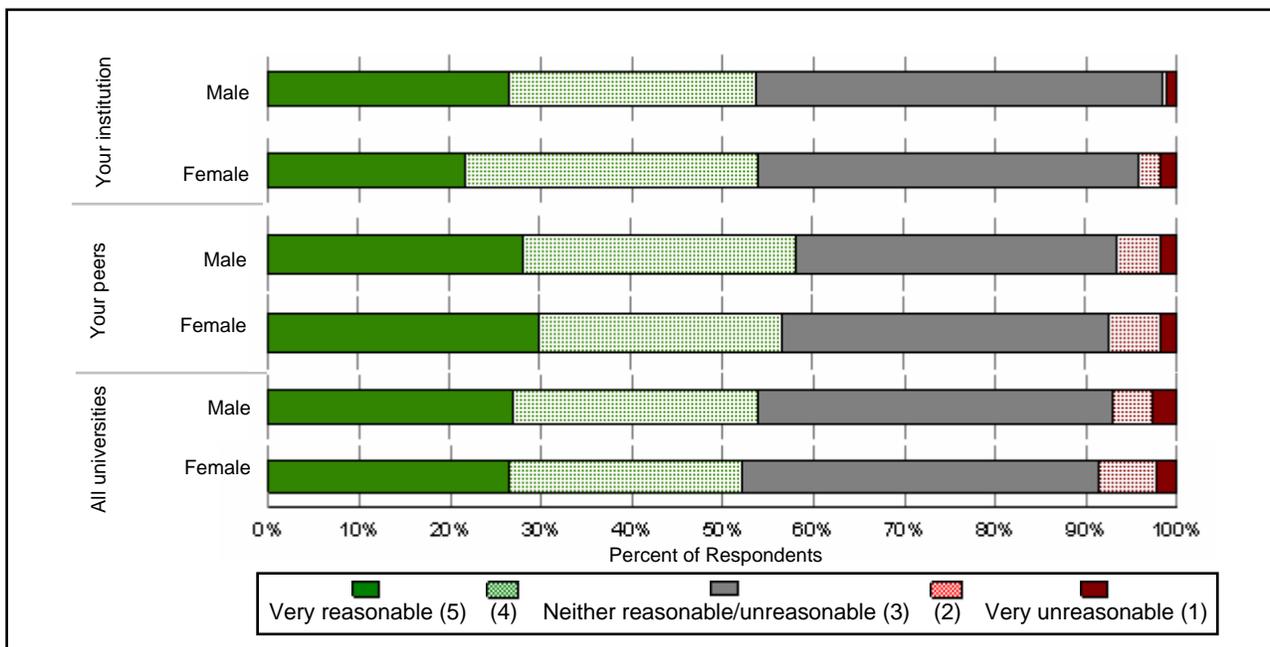
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd 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 57th 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	3.772	0.9047	0.0999	3.574 to 3.971	3.692	0.9243	0.1235	3.445 to 3.940
Faculty at Peer 1	3.705	0.9919	0.0863	3.534 to 3.875	3.710	1.0500	0.1072	3.498 to 3.923
... Peer 2	3.882	0.9746	0.1090	3.665 to 4.099	3.838	0.9528	0.1100	3.618 to 4.057
... Peer 3	3.925	0.9521	0.0938	3.738 to 4.111	3.798	0.9811	0.1064	3.586 to 4.010
... Peer 4	3.535	0.9350	0.0884	3.360 to 3.710	3.807	0.9550	0.1223	3.563 to 4.052
... Peer 5	3.856	0.9492	0.0969	3.663 to 4.048	3.720	1.0540	0.1242	3.473 to 3.968
Your Peers (n=5)	3.780	0.1433	0.0641	3.602 to 3.958	3.775	0.0503	0.0225	3.712 to 3.837
All Universities (n=37)	3.688	0.1918	0.0315	3.624 to 3.752	3.667	0.1607	0.0264	3.614 to 3.721



Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community? 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:

- Compared to white junior faculty at your peers, your white junior faculty rated the reasonableness of the expectations for performance as a community member less than one standard deviation from the mean.
- Compared to junior faculty of color at your peers, your junior faculty of color rated the reasonableness of the expectations for performance as a community member more than one standard deviation above the mean.

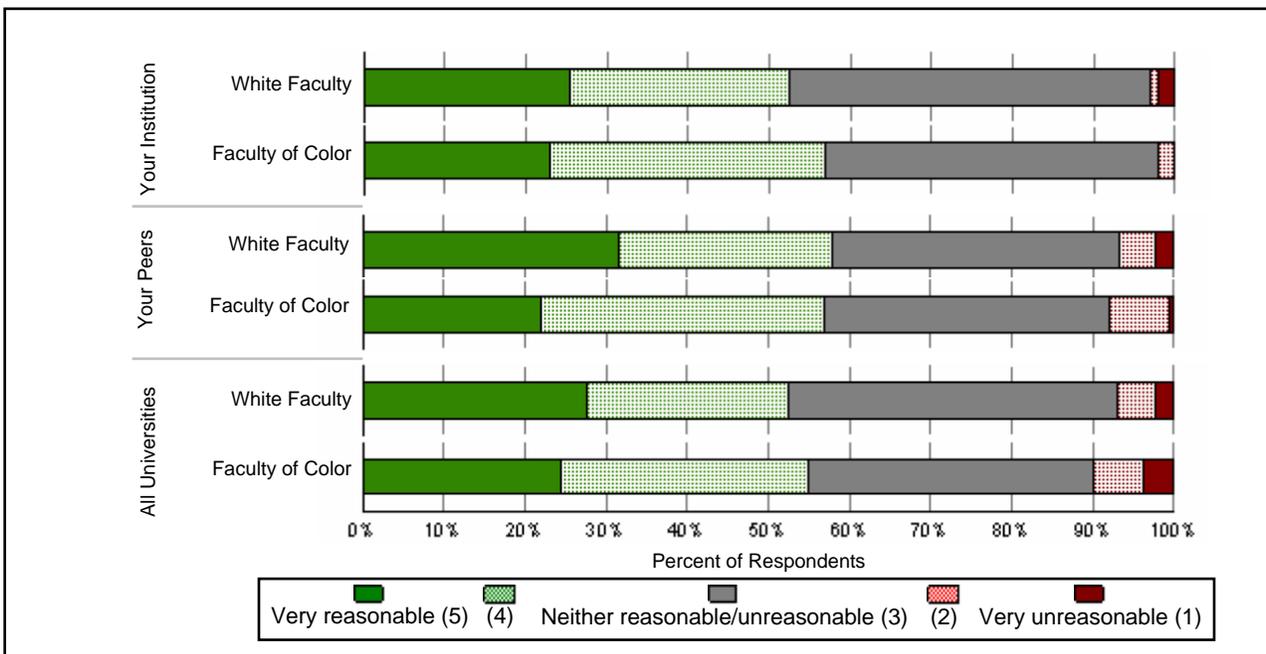
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th 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 73rd 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	3.728	0.9191	0.0924	3.545 to 3.911	3.778	0.8978	0.1438	3.487 to 4.069
Faculty at Peer 1	3.702	1.0310	0.0758	3.553 to 3.852	3.721	0.9583	0.1479	3.422 to 4.020
... Peer 2	3.885	0.9844	0.0906	3.705 to 4.064	3.811	0.8956	0.1472	3.513 to 4.110
... Peer 3	3.922	0.9889	0.0881	3.747 to 4.096	3.737	0.8907	0.1170	3.503 to 3.971
... Peer 4	3.640	0.9554	0.0822	3.477 to 3.803	3.610	0.9432	0.1551	3.296 to 3.924
... Peer 5	3.875	1.0271	0.0911	3.694 to 4.055	3.640	0.8767	0.1369	3.363 to 3.916
Your Peers (n=5)	3.805	0.1119	0.0501	3.666 to 3.944	3.704	0.0720	0.0322	3.614 to 3.793
All Universities (n=37)	3.672	0.1721	0.0283	3.615 to 3.729	3.678	0.2011	0.0331	3.611 to 3.746



Question 26. I have received mixed messages about the requirements for tenure from senior colleagues. *Strongly disagree (5); Somewhat disagree (4); Neither agree nor disagree (3); Somewhat agree (2); Strongly agree (1).*

OVERALL RESULTS

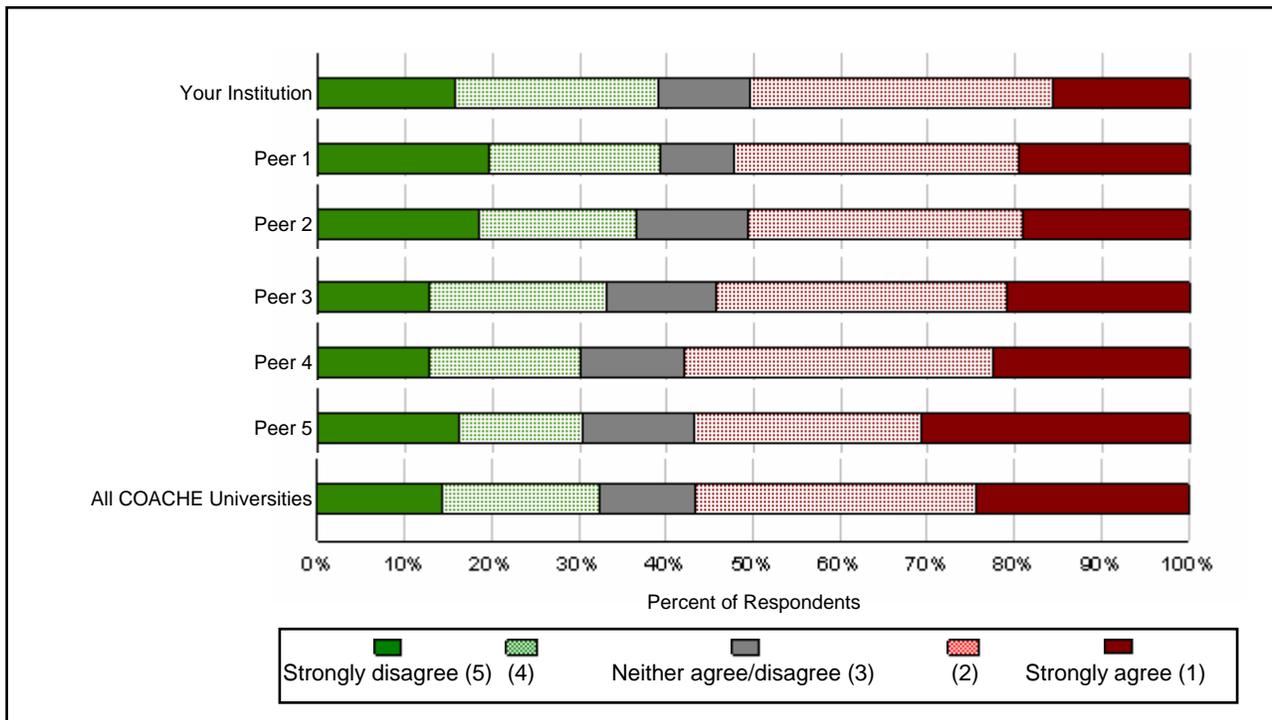
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 89th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.887	1.3637	0.1140	2.661 to 3.112
Faculty at Peer 1	2.872	1.4384	0.0925	2.689 to 3.054
... Peer 2	2.853	1.4078	0.1113	2.633 to 3.073
... Peer 3	2.705	1.3364	0.0947	2.518 to 2.892
... Peer 4	2.622	1.3364	0.0967	2.431 to 2.812
... Peer 5	2.587	1.4750	0.1115	2.367 to 2.807
Your Peers (n=5)	2.728	0.1166	0.0521	2.583 to 2.873
All Universities (n=37)	2.643	0.2632	0.0433	2.556 to 2.731



Question 26. I have received mixed messages about the requirements for tenure from senior colleagues. *Strongly disagree (5); Somewhat disagree (4); Neither agree nor disagree (3); Somewhat agree (2); Strongly agree (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in reporting not having received mixed messages from senior colleagues about the requirements for tenure.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.

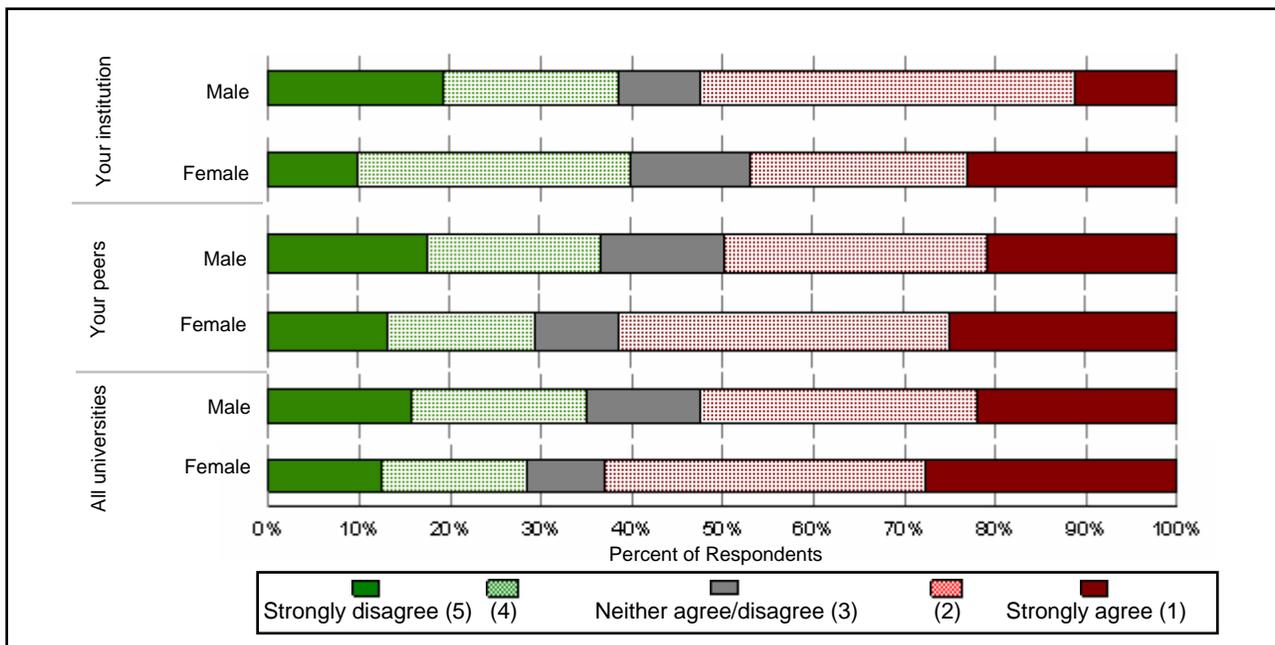
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 76th percentile on reporting not having received mixed messages from senior colleagues about the requirements for tenure.
- Among female junior faculty at all universities, your female junior faculty ranked in the 86th percentile on reporting not having received mixed 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 not received mixed 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	2.939	1.3530	0.1451	2.651 to 3.228	2.797	1.3757	0.1838	2.429 to 3.166
Faculty at Peer 1	2.987	1.4467	0.1227	2.744 to 3.230	2.692	1.4053	0.1385	2.417 to 2.967
... Peer 2	2.916	1.3889	0.1515	2.614 to 3.217	2.765	1.4246	0.1634	2.440 to 3.091
... Peer 3	2.936	1.3260	0.1264	2.685 to 3.186	2.382	1.2841	0.1361	2.112 to 2.653
... Peer 4	2.714	1.4011	0.1263	2.464 to 2.964	2.462	1.1935	0.1447	2.173 to 2.751
... Peer 5	2.632	1.4858	0.1486	2.337 to 2.927	2.524	1.4547	0.1680	2.189 to 2.859
Your Peers (n=5)	2.837	0.1383	0.0619	2.665 to 3.009	2.565	0.1427	0.0638	2.388 to 2.742
All Universities (n=37)	2.741	0.2789	0.0459	2.648 to 2.834	2.504	0.2887	0.0475	2.408 to 2.601



Question 26. I have received mixed messages about the requirements for tenure from senior colleagues. *Strongly disagree (5); Somewhat disagree (4); Neither agree nor disagree (3); Somewhat agree (2); Strongly agree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in reporting not having received mixed messages from senior colleagues about the requirements for tenure.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting not having received mixed messages from senior colleagues about the requirements of tenure.

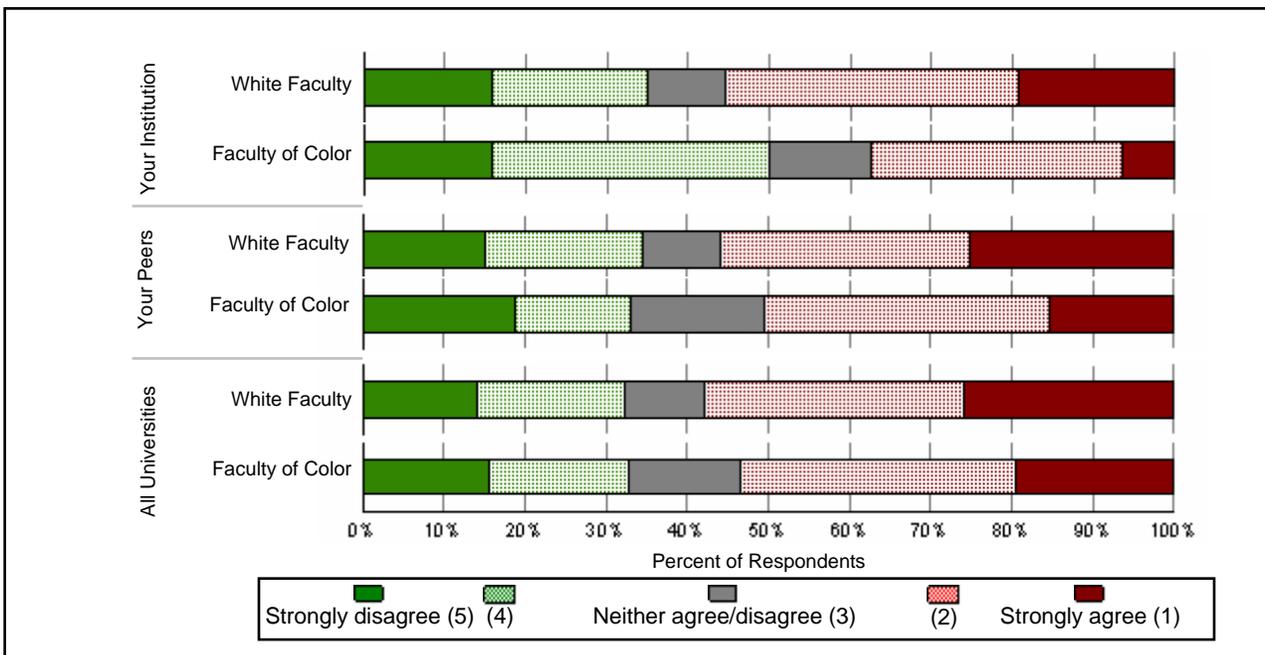
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th percentile on reporting not having received mixed 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 not having received mixed 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 not received mixed 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	2.761	1.3757	0.1356	2.492 to 3.029	3.218	1.3000	0.2055	2.803 to 3.634
Faculty at Peer 1	2.784	1.4404	0.1029	2.581 to 2.987	3.140	1.3977	0.2084	2.720 to 3.560
... Peer 2	2.756	1.4064	0.1263	2.506 to 3.006	3.101	1.3819	0.2303	2.634 to 3.569
... Peer 3	2.748	1.3732	0.1178	2.515 to 2.981	2.583	1.2395	0.1614	2.260 to 2.906
... Peer 4	2.532	1.2966	0.1066	2.322 to 2.743	2.925	1.4375	0.2218	2.477 to 3.373
... Peer 5	2.610	1.5503	0.1344	2.344 to 2.876	2.537	1.2000	0.1852	2.163 to 2.911
Your Peers (n=5)	2.686	0.0978	0.0437	2.565 to 2.808	2.857	0.2537	0.1135	2.542 to 3.172
All Universities (n=37)	2.625	0.2601	0.0428	2.538 to 2.711	2.783	0.3643	0.0599	2.662 to 2.905



Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

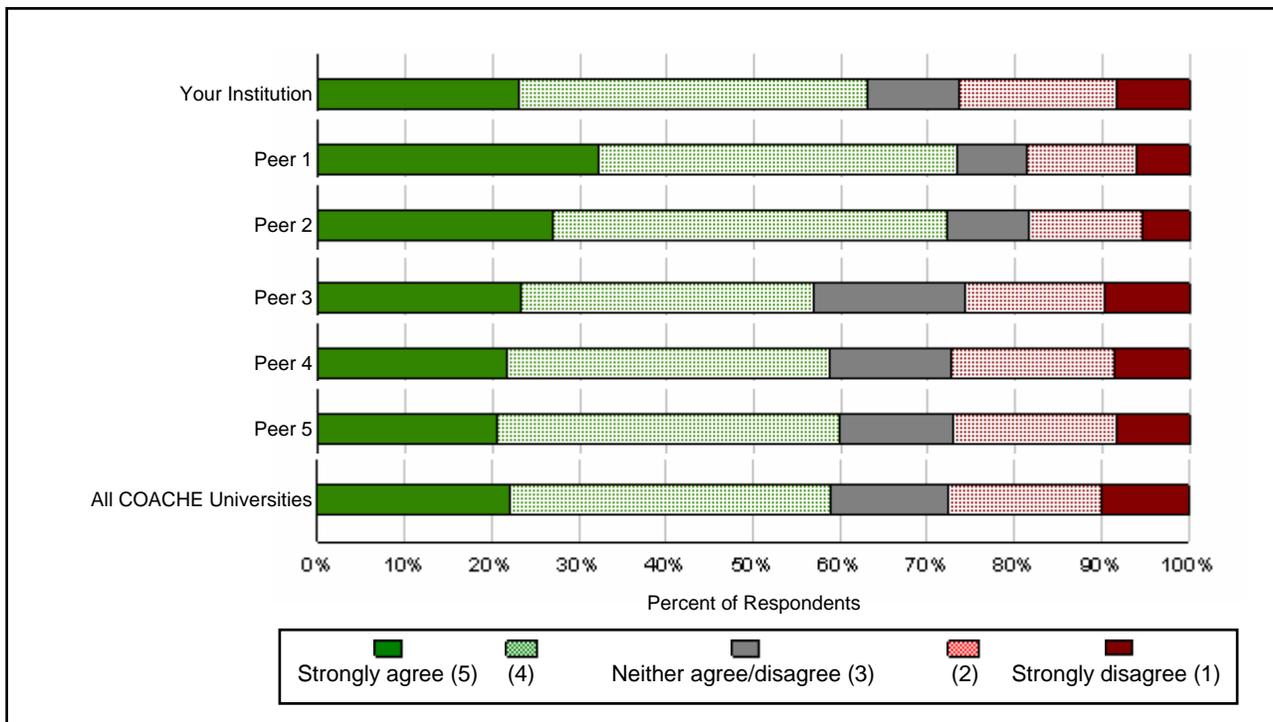
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 68th percentile on reporting the perception that tenure decisions are based primarily on performance.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.513	1.2602	0.1057	3.304 to 3.722
Faculty at Peer 1	3.809	1.1722	0.0757	3.660 to 3.958
... Peer 2	3.751	1.1310	0.0891	3.575 to 3.927
... Peer 3	3.446	1.2824	0.0905	3.268 to 3.625
... Peer 4	3.442	1.2497	0.0914	3.262 to 3.622
... Peer 5	3.448	1.2519	0.0952	3.260 to 3.636
Your Peers (n=5)	3.579	0.1650	0.0738	3.374 to 3.784
All Universities (n=37)	3.378	0.3436	0.0565	3.264 to 3.493



Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.

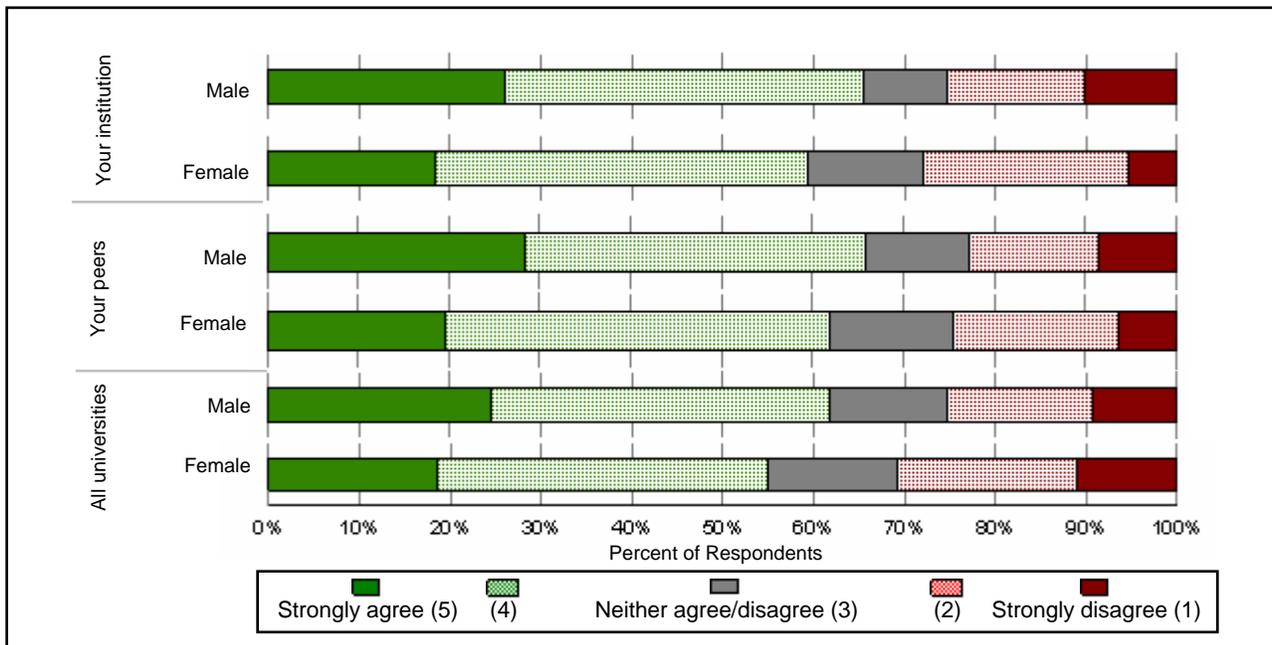
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 65th percentile on reporting the perception that tenure decisions are based primarily on performance.
- Among female junior faculty at all universities, your female junior faculty ranked in the 68th percentile on reporting the perception that tenure decisions are based primarily on performance.

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 based primarily on performance.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.559	1.3098	0.1438	3.273 to 3.845	3.442	1.1818	0.1539	3.134 to 3.750
Faculty at Peer 1	3.825	1.2331	0.1050	3.617 to 4.032	3.784	1.0838	0.1073	3.572 to 3.997
... Peer 2	3.684	1.2206	0.1332	3.419 to 3.949	3.845	1.0201	0.1163	3.614 to 4.077
... Peer 3	3.663	1.2432	0.1175	3.431 to 3.896	3.142	1.2599	0.1336	2.877 to 3.407
... Peer 4	3.440	1.2850	0.1168	3.209 to 3.671	3.446	1.1823	0.1455	3.155 to 3.736
... Peer 5	3.539	1.2878	0.1294	3.283 to 3.796	3.318	1.1887	0.1382	3.043 to 3.594
Your Peers (n=5)	3.630	0.1314	0.0588	3.467 to 3.793	3.507	0.2698	0.1206	3.172 to 3.842
All Universities (n=37)	3.441	0.3857	0.0634	3.312 to 3.569	3.273	0.3550	0.0584	3.154 to 3.391



Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, 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 based primarily on performance.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting the perception that tenure decisions are based primarily on performance.

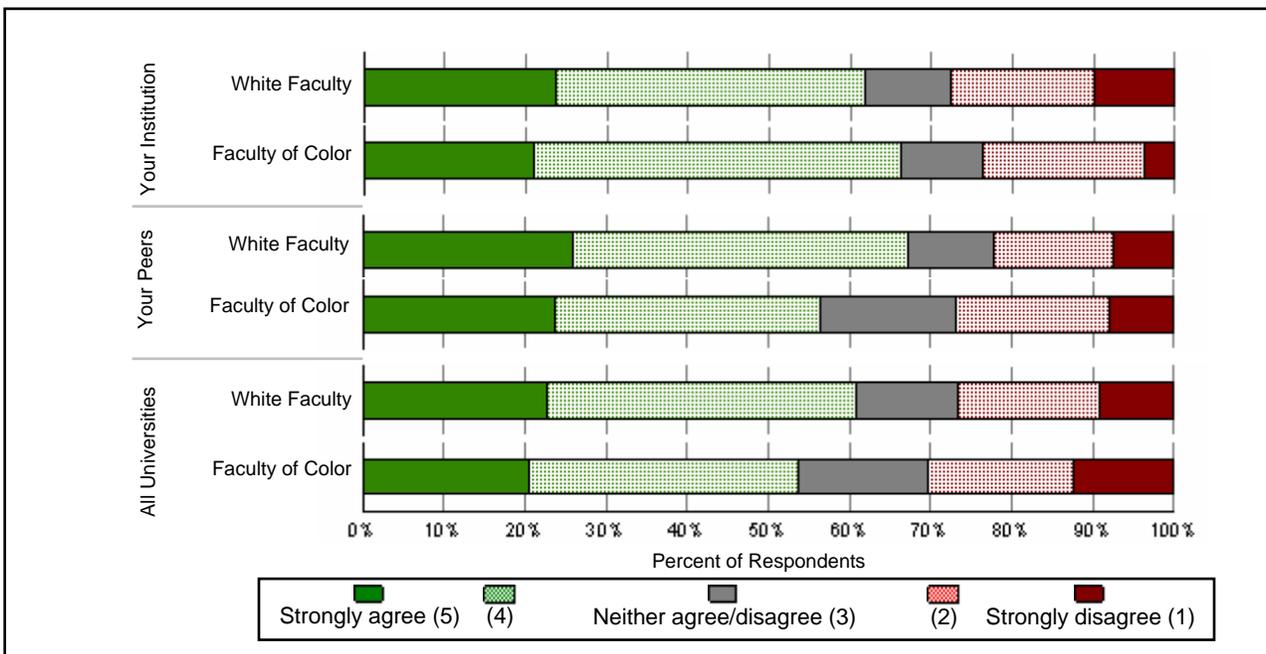
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 51st percentile on reporting the perception that tenure decisions are based primarily on performance.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 81st percentile on reporting the perception that tenure decisions are based primarily on performance.

Across all universities:

- Across all universities, white junior faculty agreed to a greater extent than did junior faculty of color that tenure decisions at their institutions are based primarily on performance.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.481	1.2889	0.1276	3.228 to 3.734	3.598	1.1808	0.1867	3.220 to 3.975
Faculty at Peer 1	3.786	1.1327	0.0813	3.626 to 3.946	3.879	1.3370	0.1993	3.477 to 4.281
... Peer 2	3.849	1.1002	0.0988	3.654 to 4.045	3.509	1.1990	0.1971	3.109 to 3.908
... Peer 3	3.501	1.2931	0.1113	3.281 to 3.722	3.302	1.2178	0.1534	2.995 to 3.609
... Peer 4	3.446	1.2388	0.1025	3.243 to 3.649	3.428	1.3017	0.2058	3.011 to 3.844
... Peer 5	3.589	1.2714	0.1111	3.369 to 3.809	3.149	1.1170	0.1724	2.801 to 3.497
Your Peers (n=5)	3.634	0.1577	0.0705	3.438 to 3.830	3.453	0.2451	0.1096	3.149 to 3.758
All Universities (n=37)	3.420	0.3100	0.0510	3.316 to 3.523	3.314	0.4248	0.0698	3.172 to 3.455



Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

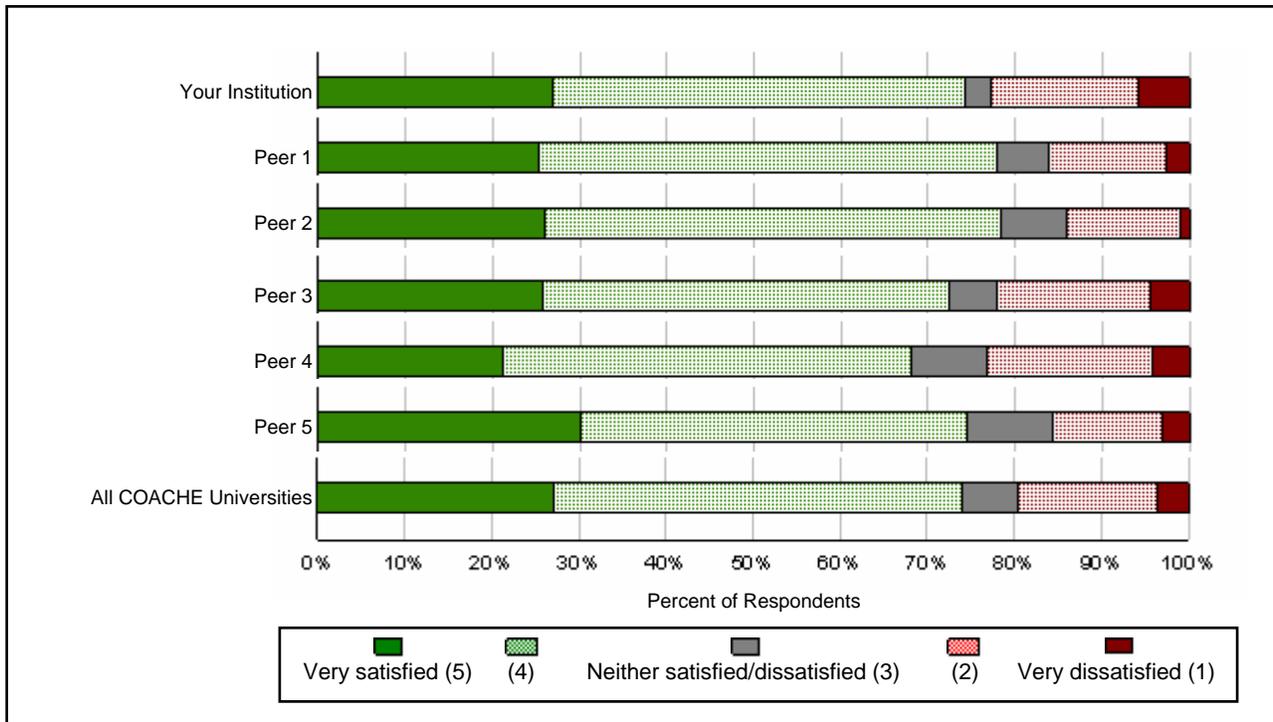
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 38th percentile on satisfaction with the way they spend their time as faculty members.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.724	1.2099	0.1005	3.526 to 3.923
Faculty at Peer 1	3.846	1.0363	0.0661	3.716 to 3.976
... Peer 2	3.892	0.9802	0.0765	3.741 to 4.043
... Peer 3	3.717	1.1744	0.0818	3.556 to 3.879
... Peer 4	3.619	1.1302	0.0816	3.458 to 3.780
... Peer 5	3.859	1.1050	0.0833	3.695 to 4.023
Your Peers (n=5)	3.787	0.1027	0.0459	3.659 to 3.914
All Universities (n=37)	3.772	0.1726	0.0284	3.714 to 3.830



Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the way they spend their time as faculty members.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the way they spend their time as faculty members.

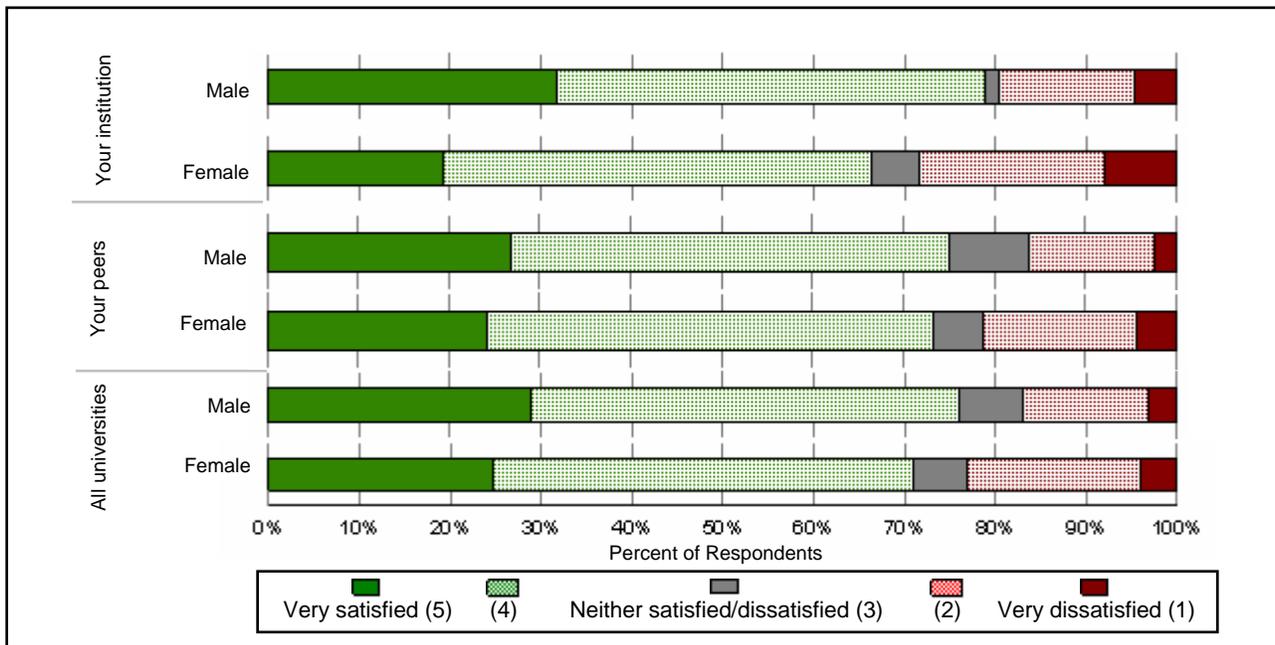
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st 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 24th 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	3.864	1.1500	0.1233	3.618 to 4.109	3.495	1.2627	0.1658	3.163 to 3.827
Faculty at Peer 1	3.904	0.9943	0.0837	3.738 to 4.070	3.755	1.0848	0.1059	3.546 to 3.965
... Peer 2	3.946	0.9512	0.1020	3.743 to 4.148	3.815	1.0070	0.1148	3.587 to 4.044
... Peer 3	3.751	1.1047	0.1035	3.546 to 3.956	3.670	1.2535	0.1307	3.410 to 3.929
... Peer 4	3.640	1.0716	0.0962	3.450 to 3.831	3.583	1.2285	0.1490	3.286 to 3.880
... Peer 5	3.923	1.0946	0.1089	3.707 to 4.139	3.768	1.1116	0.1284	3.513 to 4.024
Your Peers (n=5)	3.833	0.1181	0.0528	3.686 to 3.979	3.718	0.0824	0.0369	3.616 to 3.821
All Universities (n=37)	3.833	0.2091	0.0344	3.764 to 3.903	3.689	0.2122	0.0349	3.618 to 3.759



Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the way they spend their time as faculty members.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the way they spend their time as faculty members.

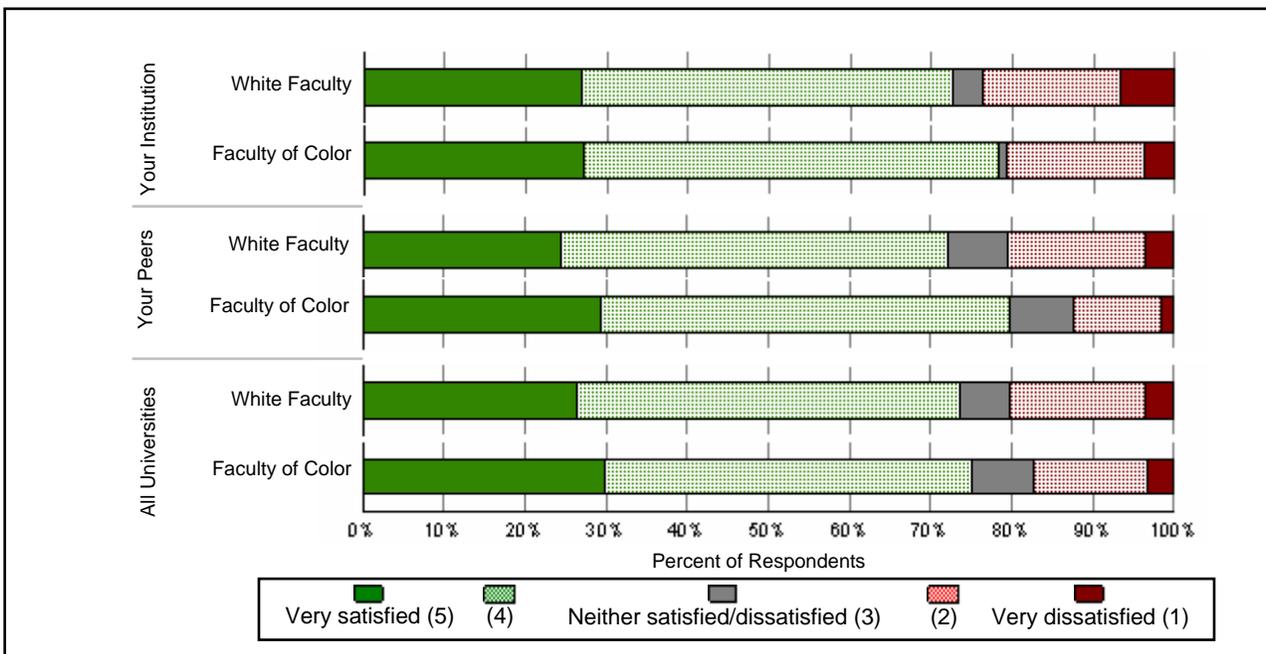
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th 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 41st 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	3.693	1.2214	0.1192	3.457 to 3.929	3.810	1.1779	0.1862	3.433 to 4.187
Faculty at Peer 1	3.811	1.0413	0.0740	3.666 to 3.957	3.948	1.0191	0.1486	3.649 to 4.248
... Peer 2	3.839	1.0098	0.0903	3.660 to 4.018	4.019	0.8619	0.1380	3.740 to 4.299
... Peer 3	3.661	1.1578	0.0986	3.466 to 3.856	3.865	1.1931	0.1491	3.567 to 4.163
... Peer 4	3.539	1.1647	0.0957	3.350 to 3.728	3.886	0.9695	0.1479	3.588 to 4.185
... Peer 5	3.775	1.1609	0.1007	3.576 to 3.974	4.036	0.8892	0.1356	3.762 to 4.310
Your Peers (n=5)	3.725	0.1111	0.0497	3.587 to 3.863	3.951	0.0685	0.0306	3.866 to 4.036
All Universities (n=37)	3.736	0.2005	0.0330	3.669 to 3.803	3.857	0.2938	0.0483	3.759 to 3.955



Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

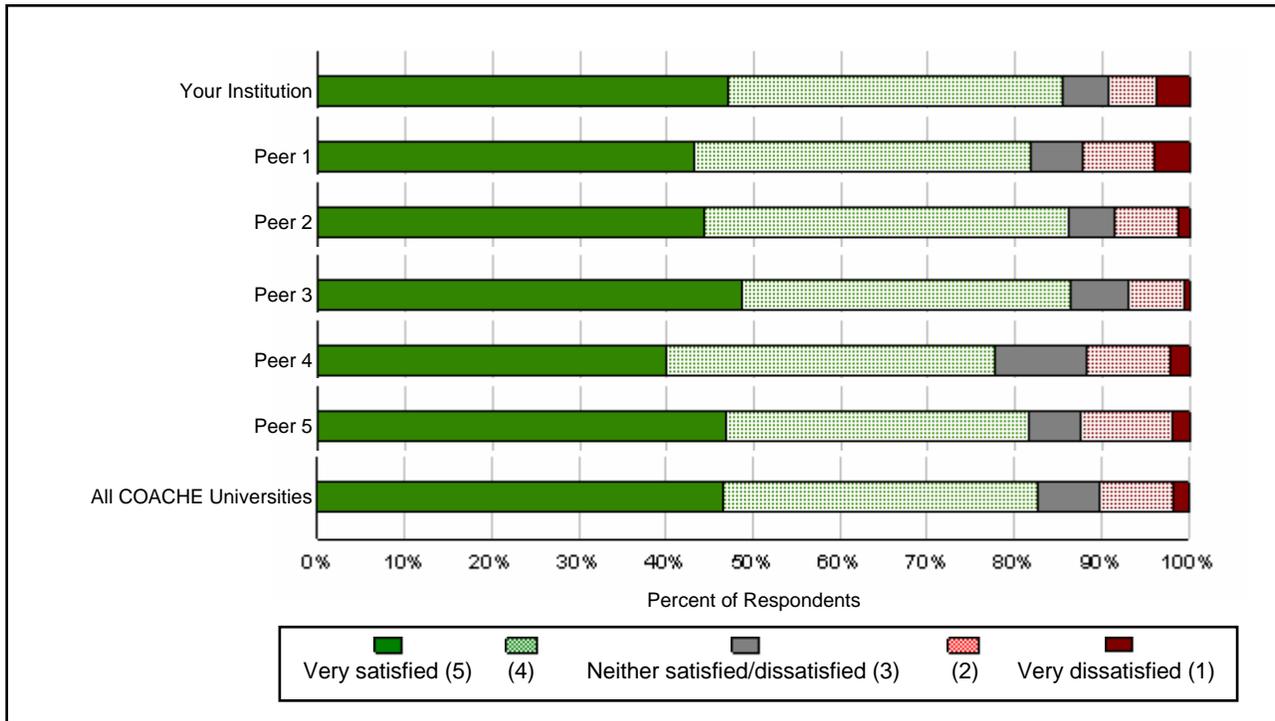
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 57th percentile on satisfaction with the level of the courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.194	1.0313	0.0859	4.024 to 4.364
Faculty at Peer 1	4.086	1.0945	0.0717	3.945 to 4.227
... Peer 2	4.206	0.9374	0.0753	4.057 to 4.354
... Peer 3	4.275	0.8998	0.0633	4.150 to 4.400
... Peer 4	4.034	1.0405	0.0778	3.880 to 4.187
... Peer 5	4.137	1.0636	0.0804	3.979 to 4.296
Your Peers (n=5)	4.148	0.0855	0.0382	4.041 to 4.254
All Universities (n=37)	4.172	0.1544	0.0254	4.120 to 4.223



Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the level of the courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the level of the courses they teach.

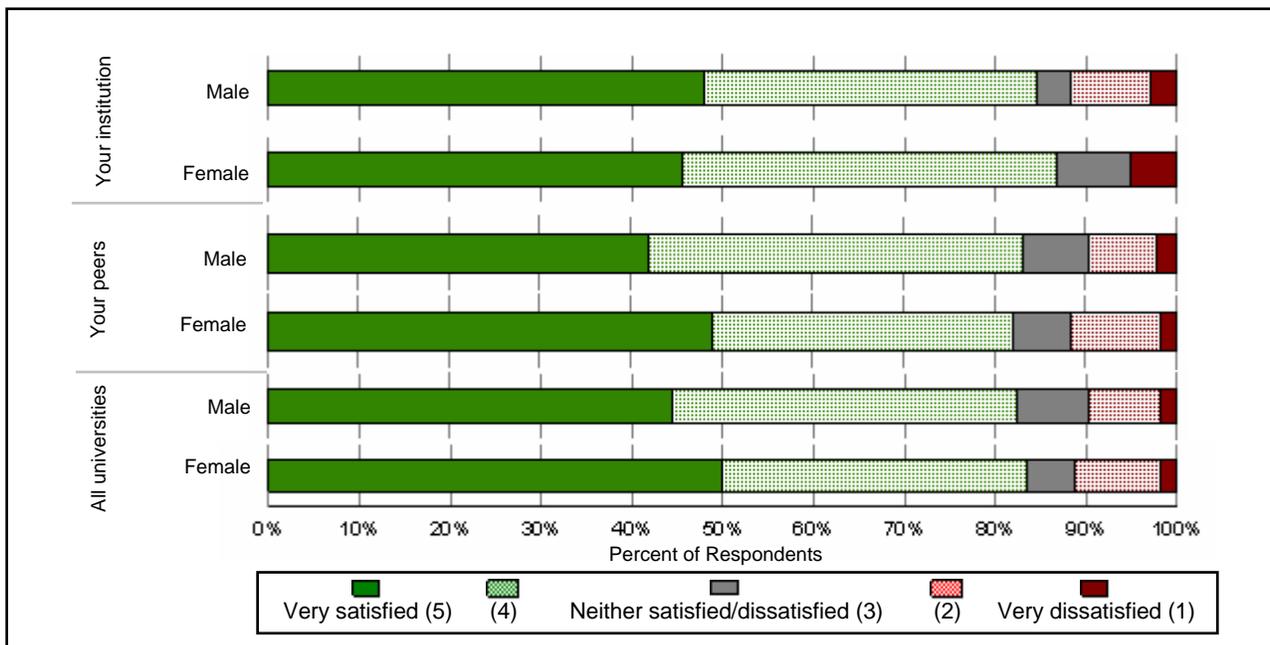
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th 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 54th 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	4.179	1.0622	0.1145	3.951 to 4.406	4.219	0.9834	0.1291	3.960 to 4.477
Faculty at Peer 1	4.071	1.0634	0.0922	3.889 to 4.254	4.108	1.1338	0.1134	3.883 to 4.333
... Peer 2	4.226	0.9267	0.1011	4.025 to 4.427	4.175	0.9492	0.1127	3.951 to 4.400
... Peer 3	4.230	0.8862	0.0837	4.064 to 4.396	4.339	0.9146	0.0964	4.147 to 4.530
... Peer 4	3.958	1.0075	0.0924	3.775 to 4.141	4.177	1.0877	0.1404	3.896 to 4.458
... Peer 5	4.175	1.0071	0.0997	3.978 to 4.373	4.081	1.1334	0.1327	3.817 to 4.346
Your Peers (n=5)	4.132	0.1041	0.0466	4.003 to 4.261	4.176	0.0894	0.0400	4.065 to 4.287
All Universities (n=37)	4.140	0.1685	0.0277	4.084 to 4.197	4.215	0.1976	0.0325	4.149 to 4.281



Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with the level of the courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the level of the courses they teach.

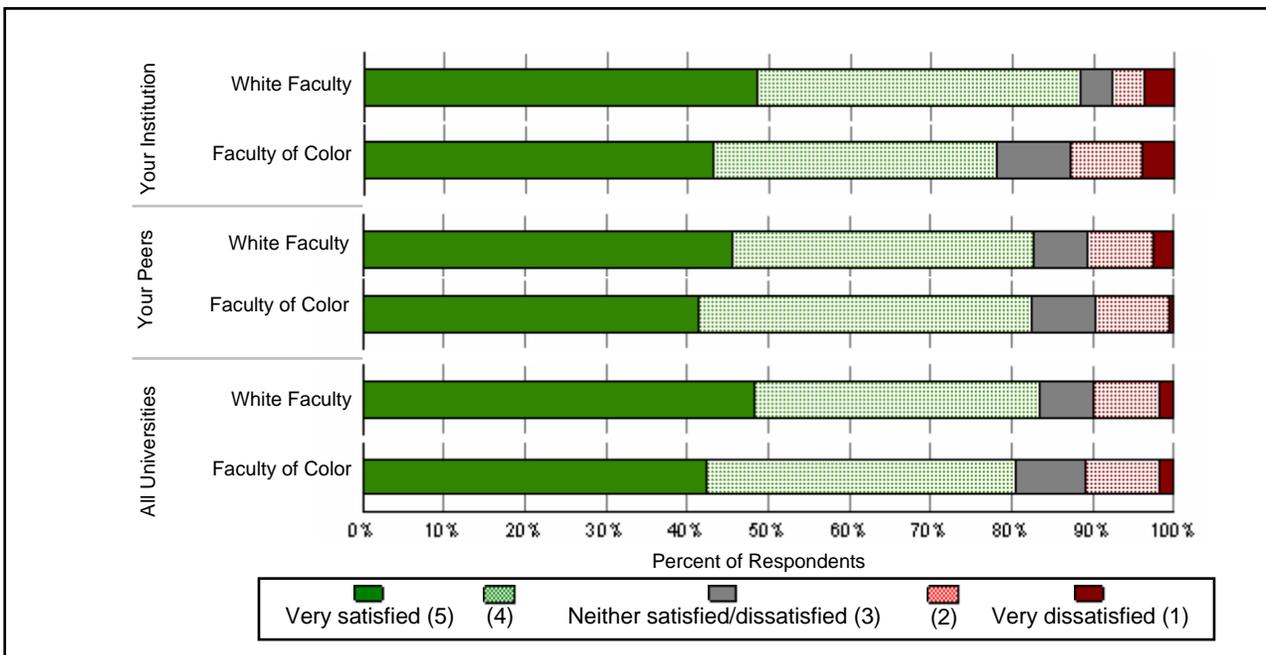
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th 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 41st 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	4.253	0.9826	0.0968	4.061 to 4.445	4.043	1.1346	0.1772	3.685 to 4.401
Faculty at Peer 1	4.097	1.1218	0.0814	3.937 to 4.258	4.050	0.9634	0.1469	3.754 to 4.347
... Peer 2	4.136	0.9863	0.0912	3.955 to 4.317	4.365	0.7406	0.1201	4.121 to 4.608
... Peer 3	4.297	0.8812	0.0761	4.146 to 4.447	4.220	0.9014	0.1127	3.995 to 4.445
... Peer 4	4.069	1.0509	0.0895	3.892 to 4.246	3.917	1.0096	0.1596	3.594 to 4.240
... Peer 5	4.137	1.0785	0.0939	3.952 to 4.323	4.137	1.0164	0.1550	3.825 to 4.450
Your Peers (n=5)	4.147	0.0790	0.0353	4.049 to 4.245	4.138	0.1515	0.0678	3.950 to 4.326
All Universities (n=37)	4.173	0.2396	0.0394	4.093 to 4.253	4.106	0.2285	0.0376	4.030 to 4.183



Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

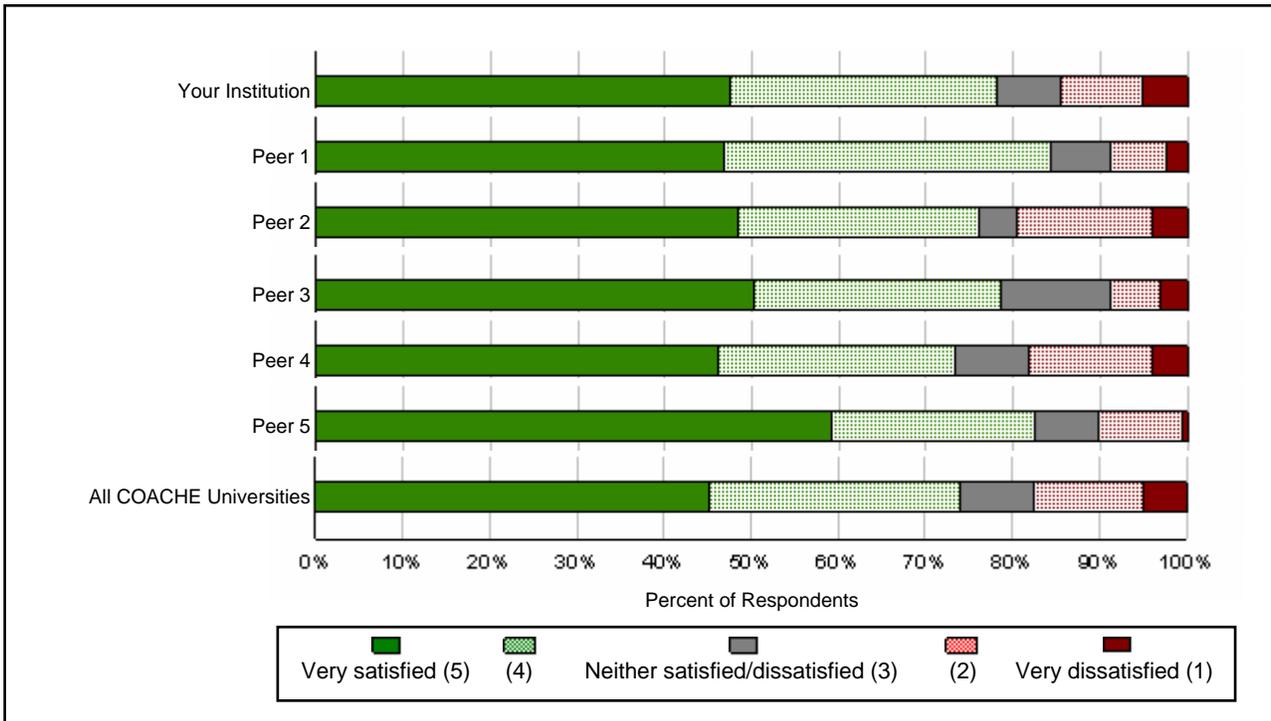
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the number of courses they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 65th percentile on satisfaction with the number of courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.057	1.1980	0.0998	3.860 to 4.255
Faculty at Peer 1	4.198	0.9955	0.0652	4.070 to 4.327
... Peer 2	4.009	1.2377	0.0991	3.813 to 4.205
... Peer 3	4.169	1.0623	0.0749	4.021 to 4.316
... Peer 4	3.973	1.2106	0.0907	3.794 to 4.152
... Peer 5	4.310	1.0077	0.0762	4.160 to 4.461
Your Peers (n=5)	4.132	0.1249	0.0559	3.977 to 4.287
All Universities (n=37)	3.873	0.4078	0.0670	3.737 to 4.009



Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the number of courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the number of courses they teach.

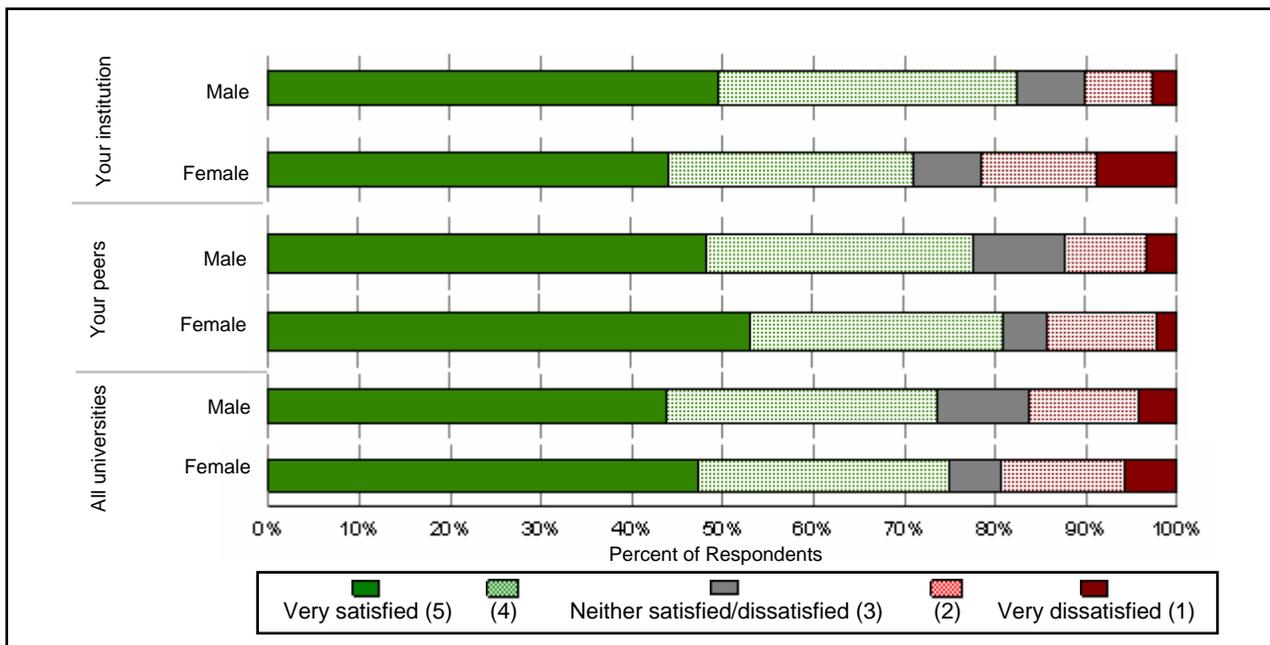
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd percentile on satisfaction with the number of courses they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 38th 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	4.190	1.0622	0.1145	3.962 to 4.417	3.845	1.3494	0.1772	3.490 to 4.199
Faculty at Peer 1	4.209	0.9239	0.0801	4.051 to 4.368	4.182	1.0835	0.1083	3.967 to 4.397
... Peer 2	4.034	1.2049	0.1315	3.773 to 4.296	3.971	1.2741	0.1502	3.671 to 4.270
... Peer 3	4.083	1.0701	0.1011	3.883 to 4.283	4.291	1.0468	0.1110	4.070 to 4.511
... Peer 4	3.923	1.2241	0.1122	3.701 to 4.145	4.069	1.1770	0.1532	3.762 to 4.376
... Peer 5	4.269	1.0326	0.1022	4.066 to 4.472	4.370	0.9704	0.1136	4.144 to 4.597
Your Peers (n=5)	4.104	0.1237	0.0553	3.950 to 4.257	4.177	0.1445	0.0646	3.997 to 4.356
All Universities (n=37)	3.859	0.4254	0.0699	3.717 to 4.001	3.896	0.4339	0.0713	3.751 to 4.040



Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the number of courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the number of courses they teach.

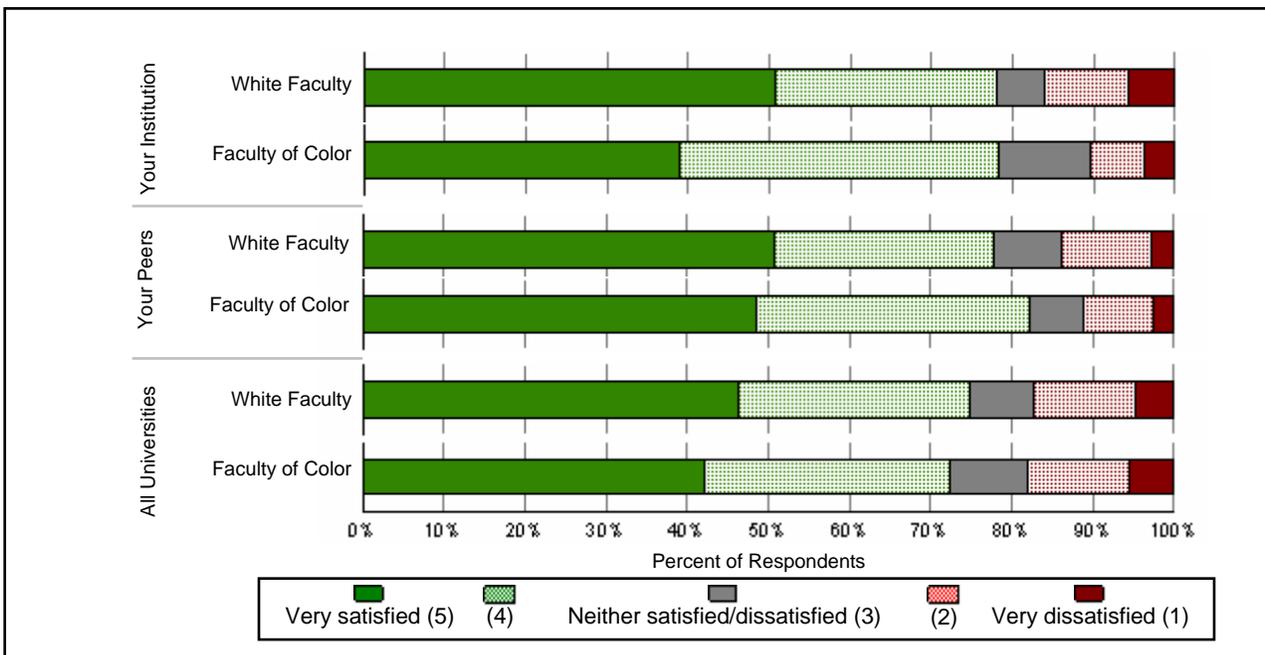
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th 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 59th 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	4.068	1.2293	0.1211	3.828 to 4.308	4.030	1.1150	0.1741	3.678 to 4.381
Faculty at Peer 1	4.194	1.0047	0.0729	4.050 to 4.338	4.213	0.9538	0.1454	3.919 to 4.506
... Peer 2	3.918	1.2661	0.1166	3.687 to 4.149	4.218	1.1106	0.1802	3.853 to 4.583
... Peer 3	4.160	1.0418	0.0903	3.982 to 4.339	4.190	1.0494	0.1312	3.928 to 4.452
... Peer 4	3.965	1.2535	0.1067	3.754 to 4.176	3.999	1.0497	0.1681	3.658 to 4.339
... Peer 5	4.349	0.9999	0.0870	4.176 to 4.521	4.230	1.0243	0.1562	3.914 to 4.545
Your Peers (n=5)	4.117	0.1576	0.0705	3.922 to 4.313	4.170	0.0866	0.0387	4.062 to 4.277
All Universities (n=37)	3.855	0.5124	0.0842	3.684 to 4.026	3.857	0.3936	0.0647	3.726 to 3.989



Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

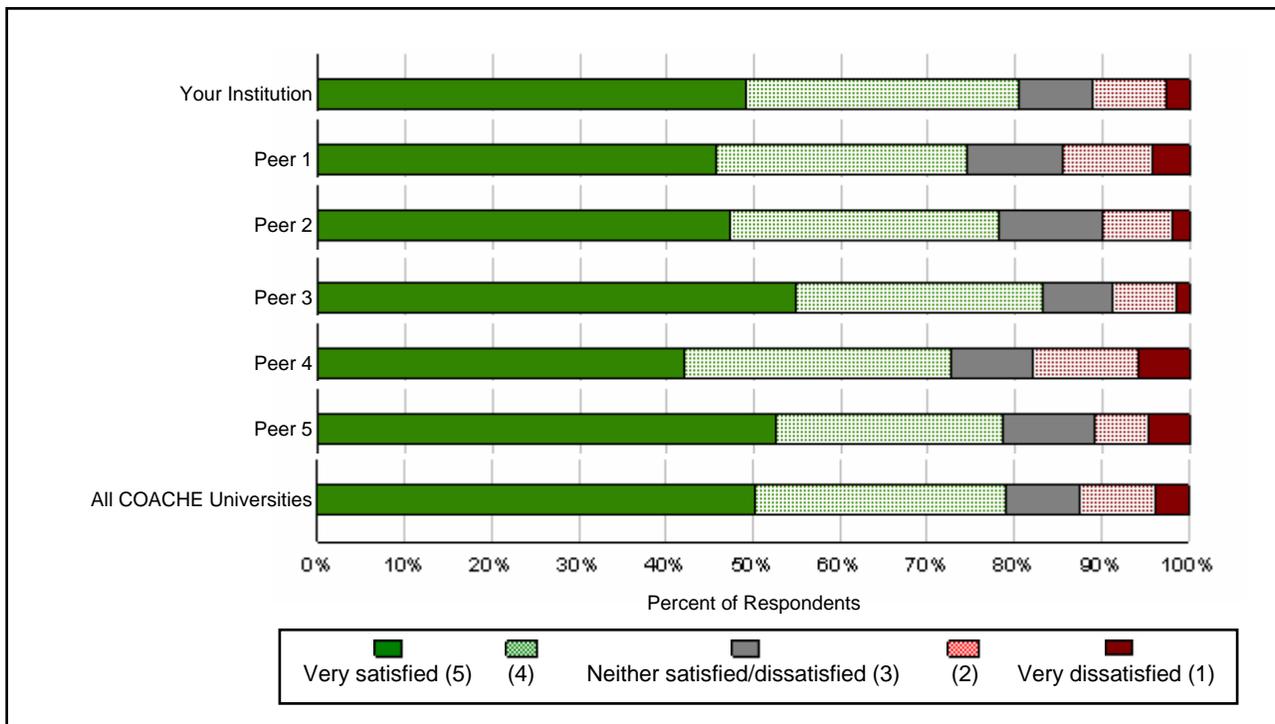
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 51st percentile on satisfaction with the influence they have over which courses they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.156	1.0627	0.0886	3.981 to 4.331
Faculty at Peer 1	4.012	1.1847	0.0776	3.859 to 4.165
... Peer 2	4.133	1.0373	0.0828	3.969 to 4.296
... Peer 3	4.279	1.0271	0.0724	4.136 to 4.422
... Peer 4	3.909	1.2276	0.0918	3.728 to 4.090
... Peer 5	4.156	1.1283	0.0855	3.987 to 4.325
Your Peers (n=5)	4.098	0.1269	0.0568	3.940 to 4.255
All Universities (n=37)	4.132	0.2141	0.0352	4.061 to 4.204



Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the influence they have over which courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the influence they have over which courses they teach.

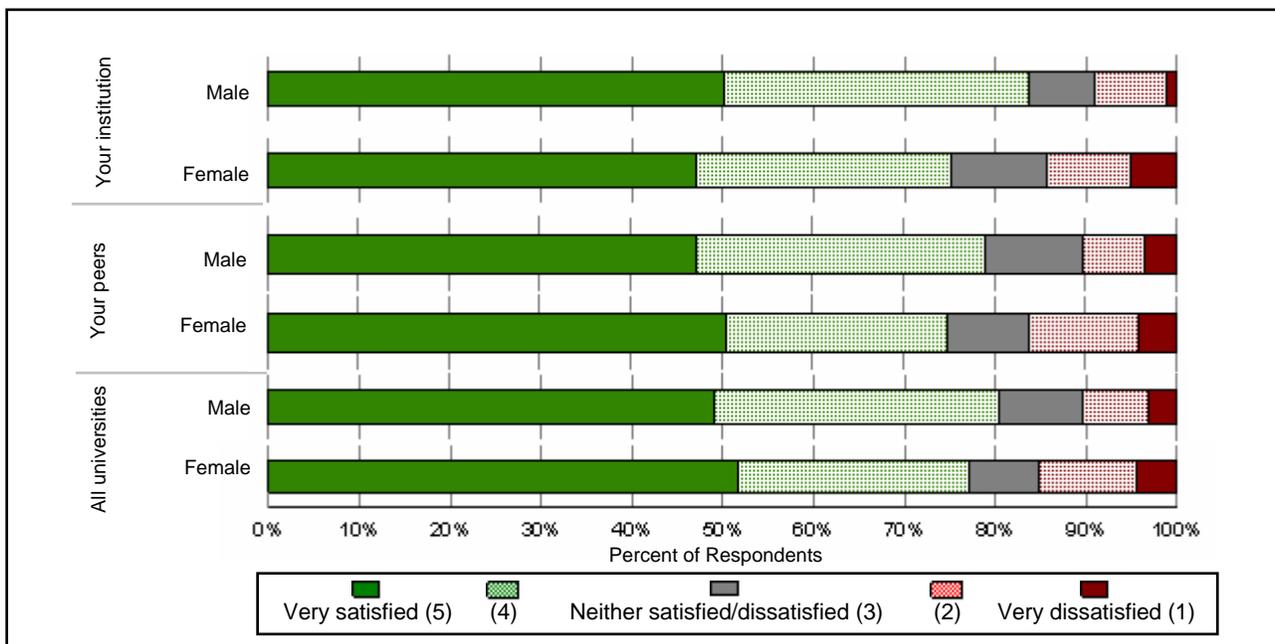
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 62nd 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 41st percentile on satisfaction with the influence they have over which courses they teach.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction 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	4.237	0.9726	0.1049	4.028 to 4.445	4.026	1.1739	0.1541	3.718 to 4.335
Faculty at Peer 1	4.101	1.0683	0.0923	3.919 to 4.284	3.872	1.3172	0.1324	3.609 to 4.135
... Peer 2	4.047	1.0791	0.1177	3.812 to 4.281	4.260	0.9762	0.1143	4.033 to 4.488
... Peer 3	4.285	0.9583	0.0906	4.105 to 4.464	4.271	1.1064	0.1173	4.038 to 4.504
... Peer 4	4.001	1.1339	0.1039	3.795 to 4.207	3.734	1.3768	0.1777	3.378 to 4.089
... Peer 5	4.188	1.1171	0.1112	3.968 to 4.409	4.109	1.1415	0.1336	3.843 to 4.375
Your Peers (n=5)	4.124	0.1017	0.0455	3.998 to 4.251	4.049	0.2136	0.0955	3.784 to 4.314
All Universities (n=37)	4.157	0.2413	0.0397	4.076 to 4.237	4.096	0.2576	0.0423	4.010 to 4.182



Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the influence they have over which courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the influence they have over which courses they teach.

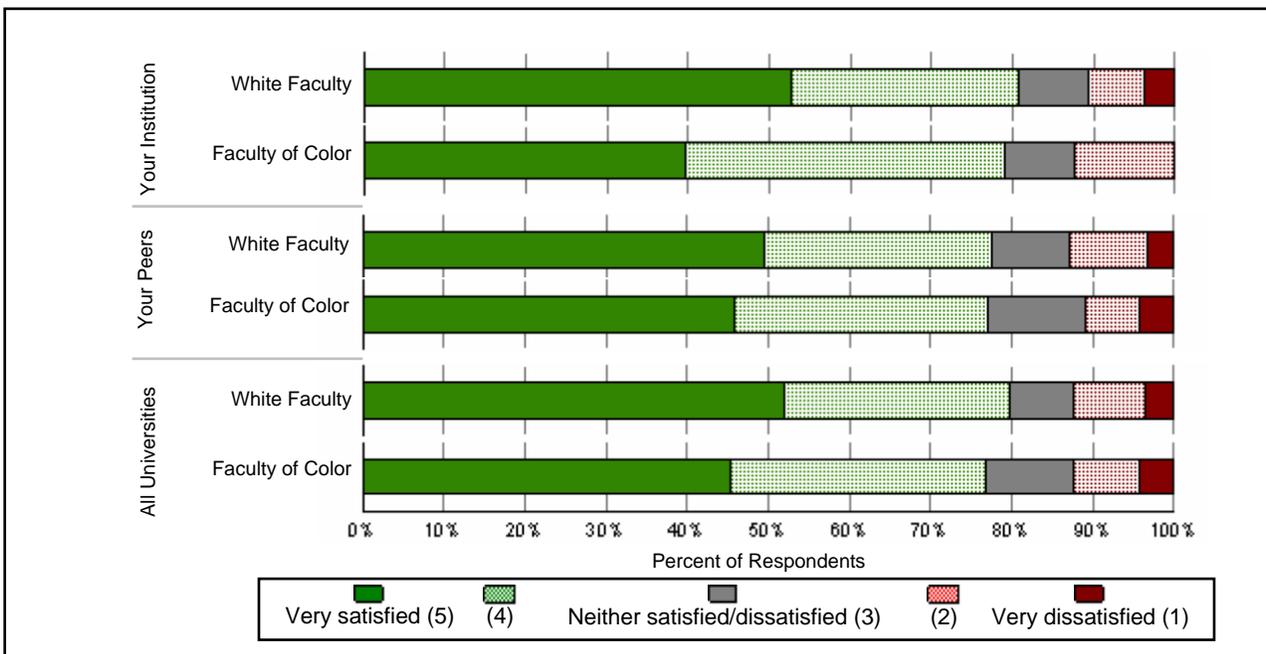
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th 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 49th 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	4.191	1.0950	0.1079	3.977 to 4.405	4.065	0.9726	0.1519	3.758 to 4.372
Faculty at Peer 1	4.003	1.2128	0.0882	3.829 to 4.177	4.039	1.0550	0.1591	3.719 to 4.360
... Peer 2	4.112	1.0626	0.0974	3.919 to 4.305	4.181	0.9503	0.1542	3.868 to 4.493
... Peer 3	4.323	0.9383	0.0814	4.162 to 4.484	4.168	1.1301	0.1413	3.885 to 4.450
... Peer 4	3.912	1.2305	0.1047	3.705 to 4.119	3.897	1.2207	0.1930	3.506 to 4.287
... Peer 5	4.184	1.1175	0.0976	3.990 to 4.377	4.099	1.1577	0.1765	3.743 to 4.455
Your Peers (n=5)	4.107	0.1423	0.0636	3.930 to 4.284	4.077	0.1033	0.0462	3.948 to 4.205
All Universities (n=37)	4.130	0.2751	0.0452	4.038 to 4.222	4.099	0.2613	0.0430	4.011 to 4.186



Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

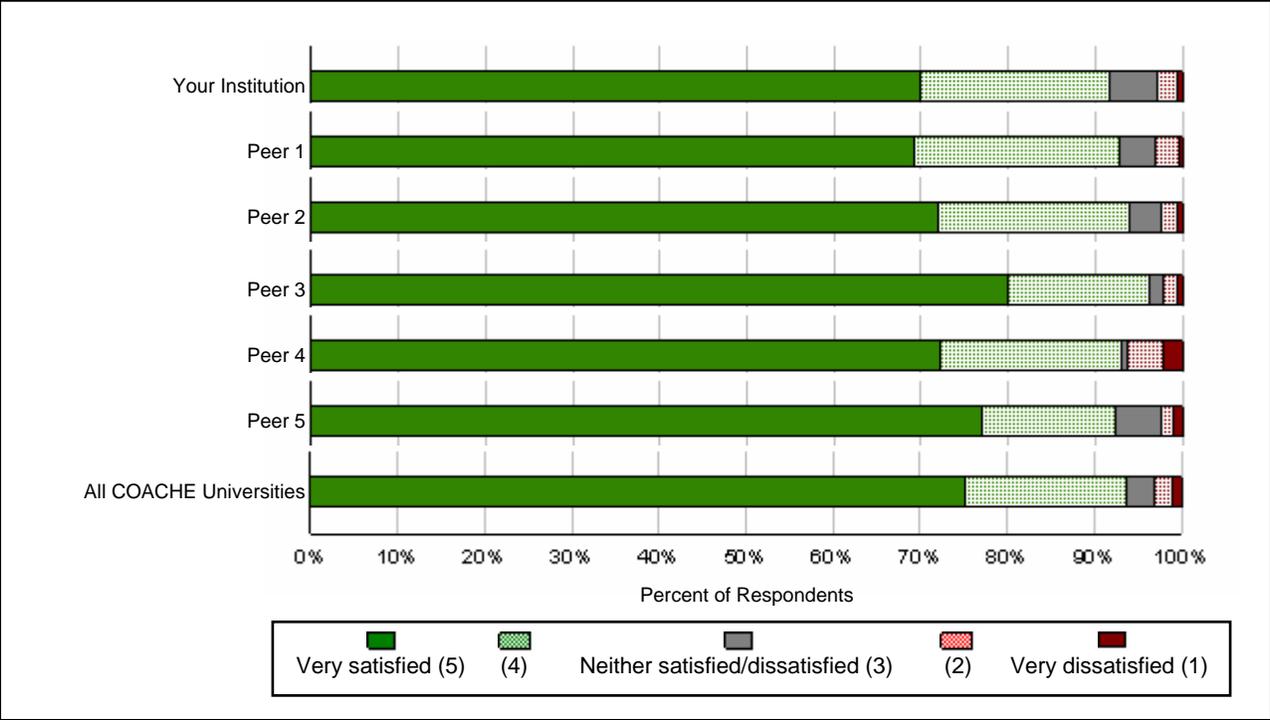
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 19th 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	4.580	0.7510	0.0628	4.455 to 4.704
Faculty at Peer 1	4.585	0.7447	0.0490	4.488 to 4.681
... Peer 2	4.628	0.7074	0.0565	4.516 to 4.739
... Peer 3	4.733	0.6986	0.0494	4.636 to 4.830
... Peer 4	4.567	0.8689	0.0648	4.440 to 4.695
... Peer 5	4.659	0.7205	0.0546	4.552 to 4.767
Your Peers (n=5)	4.635	0.0589	0.0263	4.561 to 4.708
All Universities (n=37)	4.646	0.1031	0.0169	4.611 to 4.680



Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the discretion they have over the content of the courses they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the discretion they have over the content of the courses they teach.

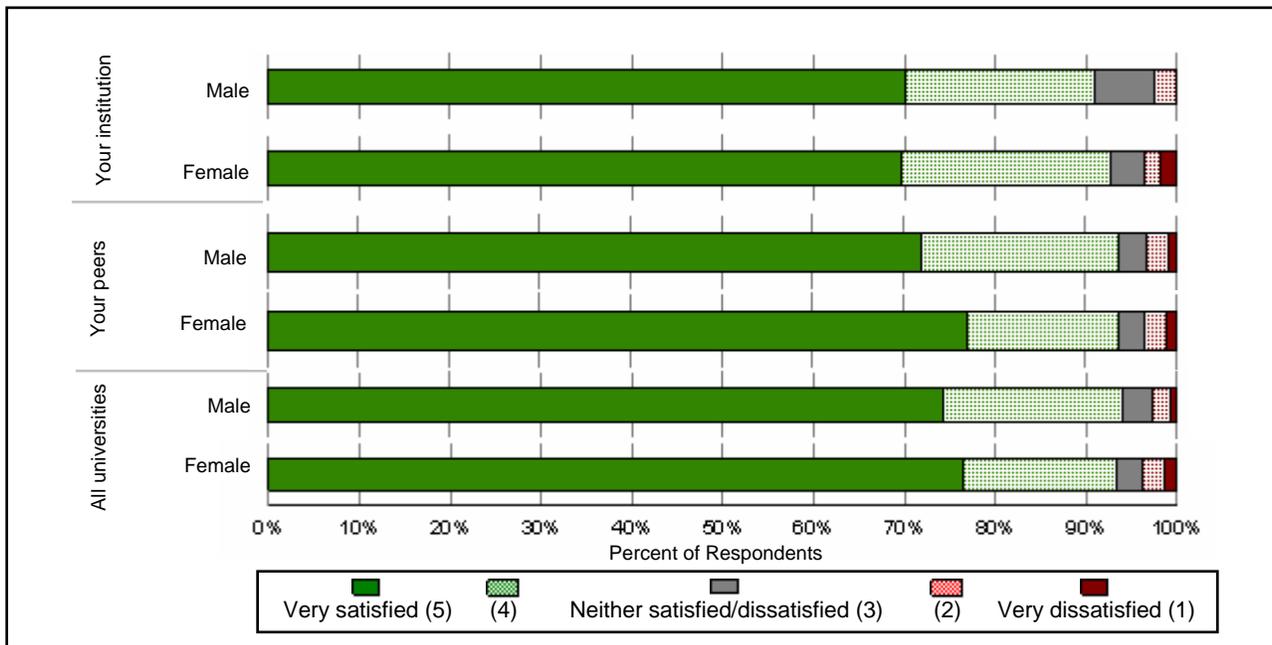
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th 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 22nd 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	4.585	0.7214	0.0778	4.430 to 4.739	4.571	0.7936	0.1051	4.360 to 4.782
Faculty at Peer 1	4.579	0.7295	0.0635	4.454 to 4.705	4.593	0.7643	0.0768	4.441 to 4.746
... Peer 2	4.578	0.7573	0.0821	4.415 to 4.741	4.703	0.6377	0.0752	4.553 to 4.853
... Peer 3	4.677	0.6621	0.0631	4.552 to 4.803	4.809	0.7388	0.0779	4.655 to 4.964
... Peer 4	4.615	0.7669	0.0703	4.476 to 4.754	4.479	1.0342	0.1324	4.214 to 4.744
... Peer 5	4.622	0.8155	0.0811	4.461 to 4.783	4.714	0.5608	0.0656	4.583 to 4.845
Your Peers (n=5)	4.614	0.0363	0.0162	4.569 to 4.659	4.660	0.1134	0.0507	4.519 to 4.801
All Universities (n=37)	4.656	0.1038	0.0171	4.621 to 4.690	4.633	0.1676	0.0276	4.577 to 4.689



Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the discretion they have over the content of the courses they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the discretion they have over the content of the courses they teach.

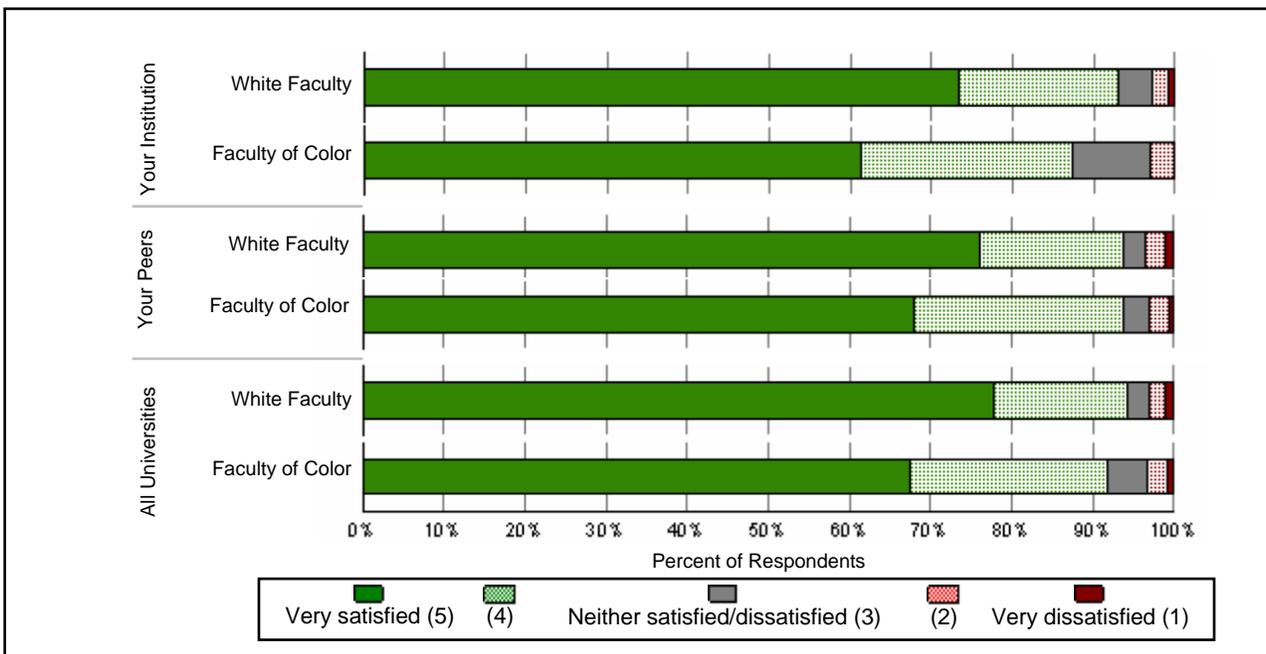
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 32nd 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 27th 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	4.628	0.7399	0.0733	4.482 to 4.773	4.457	0.7690	0.1201	4.215 to 4.700
Faculty at Peer 1	4.584	0.7775	0.0567	4.472 to 4.696	4.588	0.5800	0.0884	4.410 to 4.767
... Peer 2	4.610	0.7571	0.0694	4.472 to 4.747	4.670	0.5184	0.0841	4.499 to 4.840
... Peer 3	4.743	0.6089	0.0528	4.638 to 4.847	4.708	0.7045	0.0888	4.531 to 4.886
... Peer 4	4.625	0.8505	0.0721	4.483 to 4.768	4.374	0.9165	0.1449	4.081 to 4.667
... Peer 5	4.702	0.7065	0.0617	4.580 to 4.824	4.571	0.7543	0.1150	4.338 to 4.803
Your Peers (n=5)	4.653	0.0598	0.0267	4.578 to 4.727	4.582	0.1160	0.0519	4.438 to 4.726
All Universities (n=37)	4.662	0.1468	0.0241	4.613 to 4.711	4.566	0.1296	0.0213	4.523 to 4.609



Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

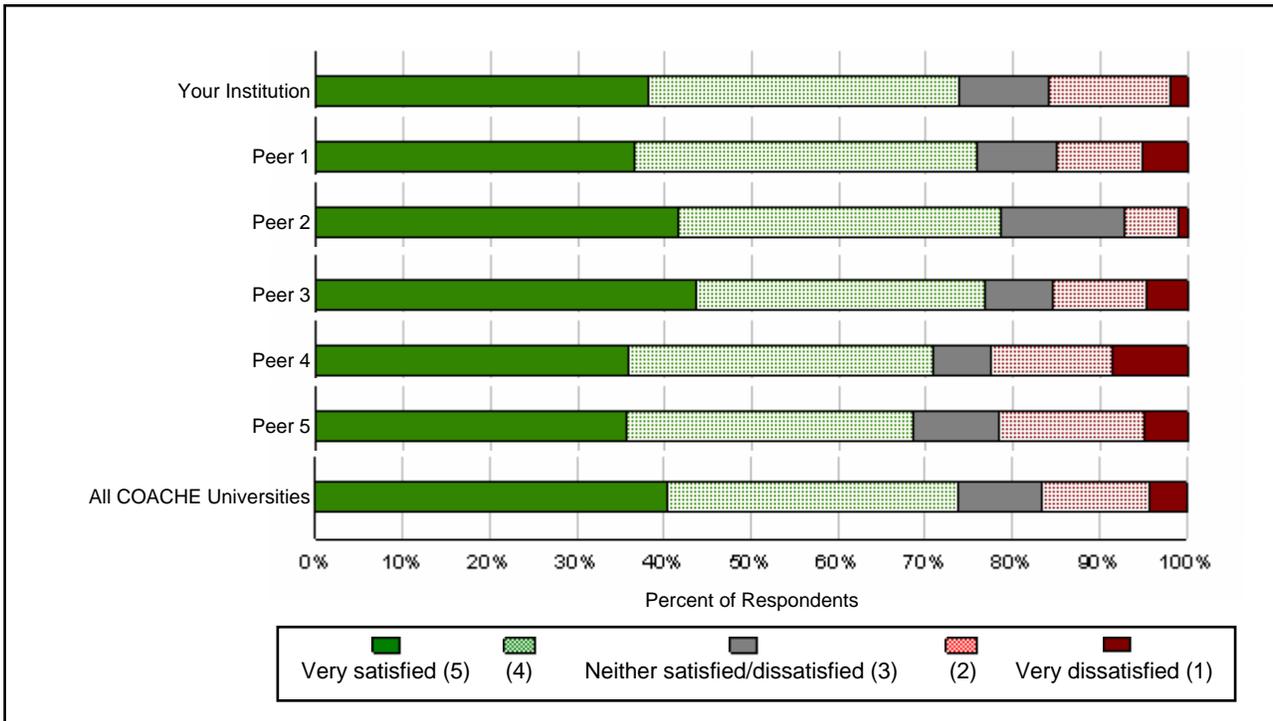
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the number of students they teach.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 54th percentile on satisfaction with the number of students they teach.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.939	1.1018	0.0918	3.758 to 4.121
Faculty at Peer 1	3.923	1.1562	0.0757	3.774 to 4.072
... Peer 2	4.121	0.9564	0.0766	3.970 to 4.273
... Peer 3	4.004	1.1760	0.0829	3.840 to 4.167
... Peer 4	3.754	1.2996	0.0974	3.562 to 3.946
... Peer 5	3.777	1.2314	0.0934	3.593 to 3.961
Your Peers (n=5)	3.916	0.1381	0.0618	3.744 to 4.087
All Universities (n=37)	3.921	0.2324	0.0382	3.843 to 3.998



Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the number of students they teach.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the number of students they teach.

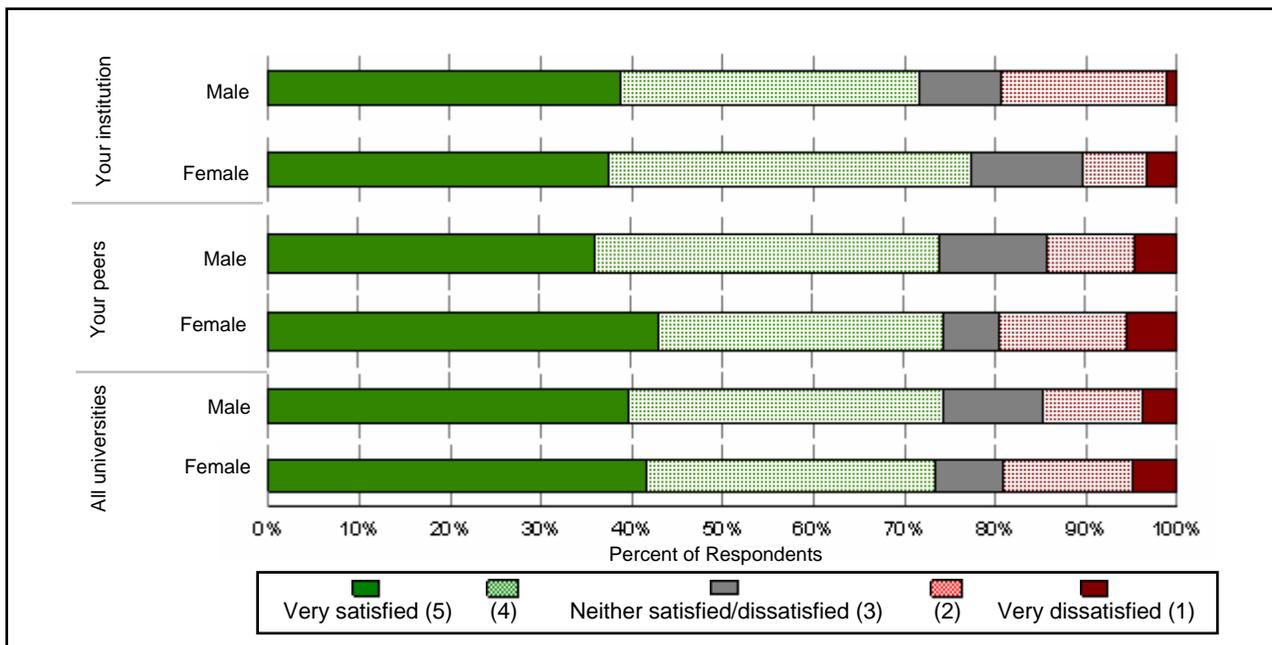
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 43rd percentile on satisfaction with the number of students they teach.
- Among female junior faculty at all universities, your female junior faculty ranked in the 65th percentile on satisfaction with the number of students they teach.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.897	1.1391	0.1228	3.652 to 4.141	4.008	1.0421	0.1368	3.734 to 4.282
Faculty at Peer 1	3.894	1.1200	0.0968	3.702 to 4.085	3.969	1.2015	0.1208	3.730 to 4.209
... Peer 2	4.152	0.8428	0.0920	3.969 to 4.335	4.075	1.0714	0.1263	3.824 to 4.327
... Peer 3	3.977	1.0696	0.1015	3.776 to 4.179	4.041	1.2952	0.1365	3.769 to 4.312
... Peer 4	3.712	1.2748	0.1174	3.479 to 3.944	3.834	1.3437	0.1735	3.487 to 4.181
... Peer 5	3.830	1.1973	0.1191	3.593 to 4.066	3.701	1.2720	0.1489	3.404 to 3.998
Your Peers (n=5)	3.913	0.1477	0.0661	3.729 to 4.096	3.924	0.1389	0.0621	3.752 to 4.097
All Universities (n=37)	3.955	0.2128	0.0350	3.884 to 4.026	3.887	0.3306	0.0543	3.777 to 3.997



Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the number of students they teach.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the number of students they teach.

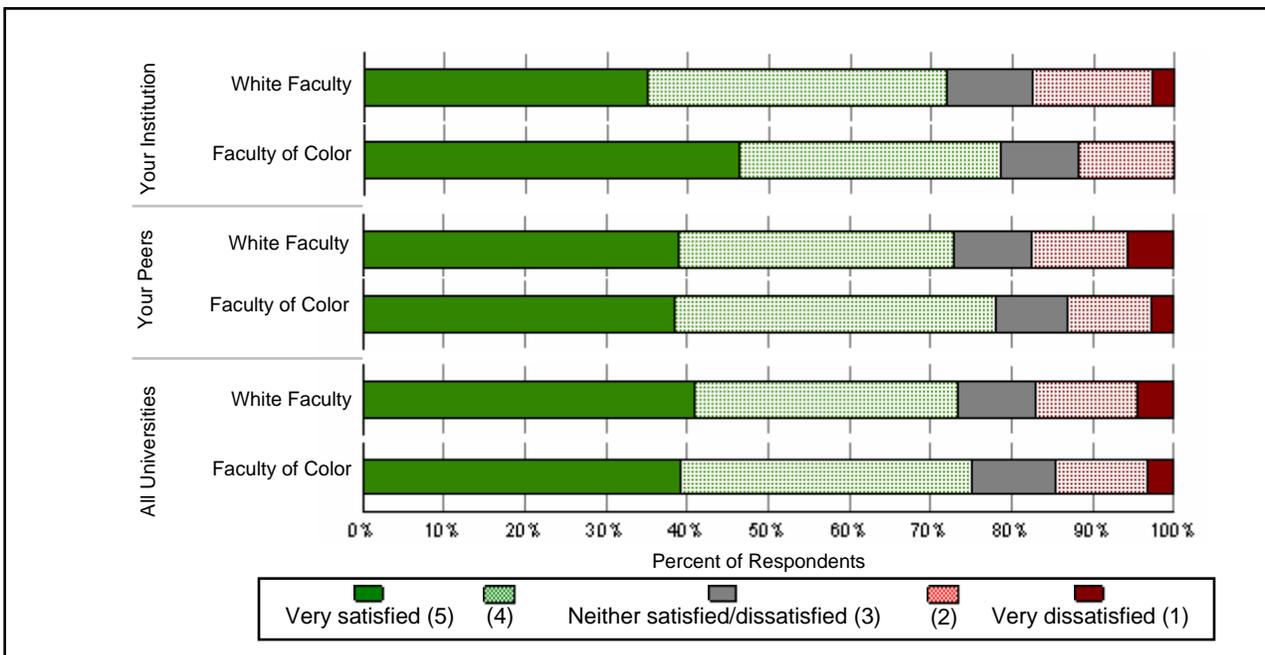
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 41st 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 73rd 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	3.864	1.1325	0.1116	3.643 to 4.086	4.132	0.9756	0.1524	3.824 to 4.440
Faculty at Peer 1	3.896	1.1812	0.0857	3.727 to 4.065	4.008	1.0343	0.1577	3.690 to 4.327
... Peer 2	4.144	0.9908	0.0912	3.964 to 4.325	4.068	0.8392	0.1361	3.793 to 4.344
... Peer 3	3.954	1.2131	0.1052	3.746 to 4.162	4.131	1.0392	0.1299	3.871 to 4.390
... Peer 4	3.676	1.3414	0.1142	3.450 to 3.902	4.022	1.0975	0.1757	3.666 to 4.378
... Peer 5	3.764	1.2346	0.1079	3.551 to 3.978	3.804	1.2218	0.1863	3.428 to 4.180
Your Peers (n=5)	3.887	0.1615	0.0722	3.686 to 4.087	4.007	0.1099	0.0491	3.870 to 4.143
All Universities (n=37)	3.894	0.2767	0.0455	3.802 to 3.986	3.988	0.3048	0.0501	3.886 to 4.089



Question 29f. Please indicate your level of satisfaction with the following: The quality of *undergraduate students with whom you interact*. Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

OVERALL RESULTS

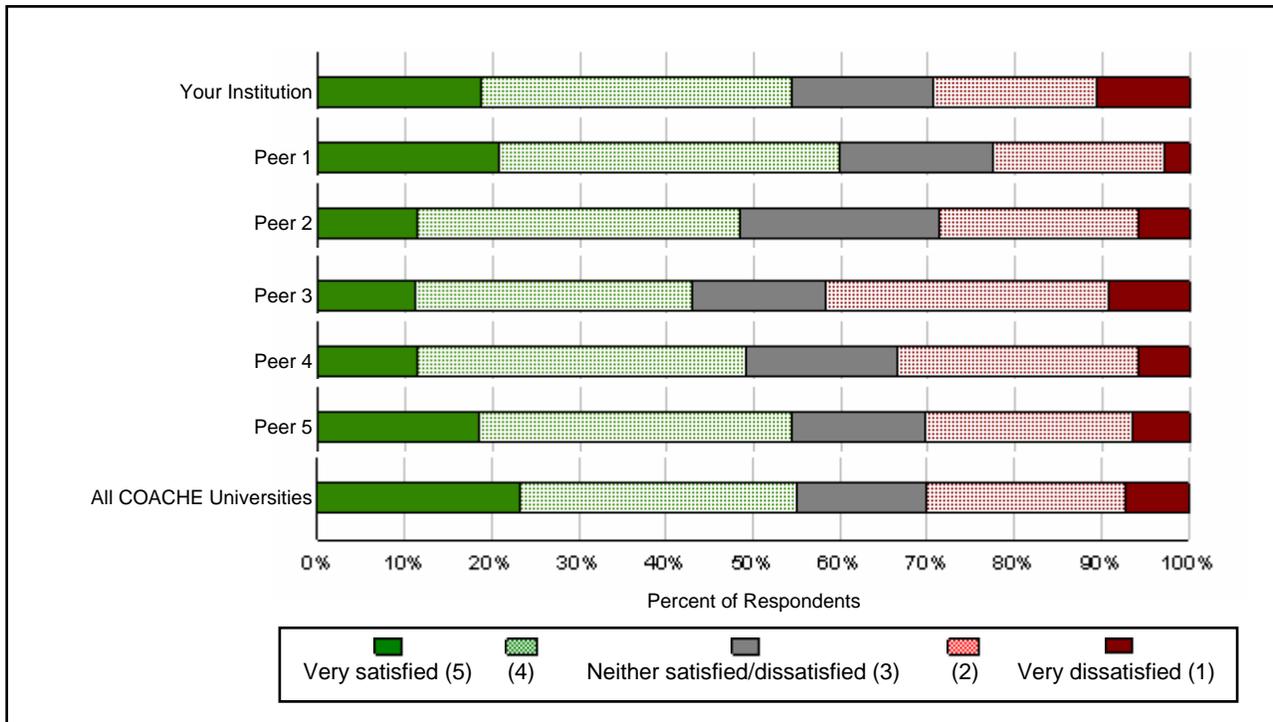
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 59th percentile on satisfaction with the quality of undergraduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.329	1.2845	0.1122	3.107 to 3.551
Faculty at Peer 1	3.552	1.1027	0.0792	3.395 to 3.708
... Peer 2	3.251	1.1245	0.0931	3.067 to 3.435
... Peer 3	3.031	1.2236	0.0938	2.845 to 3.216
... Peer 4	3.209	1.1386	0.0873	3.037 to 3.381
... Peer 5	3.360	1.2200	0.0977	3.167 to 3.553
Your Peers (n=5)	3.280	0.1722	0.0770	3.066 to 3.494
All Universities (n=37)	3.428	0.5592	0.0919	3.242 to 3.615



Question 29f. Please indicate your level of satisfaction with the following: The quality of undergraduate students with whom you interact. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of undergraduate students with whom they interact.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of undergraduate students with whom they interact.

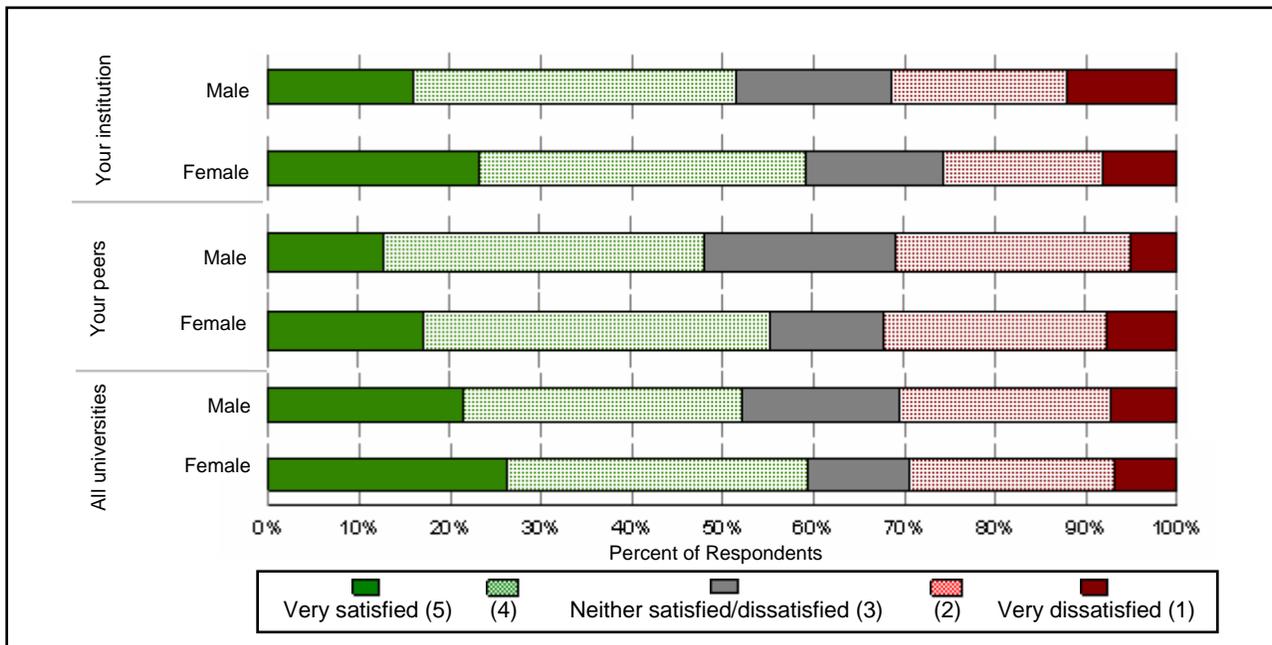
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st 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 59th 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	3.238	1.3036	0.1457	2.947 to 3.528	3.483	1.2426	0.1740	3.134 to 3.833
Faculty at Peer 1	3.482	1.0506	0.0971	3.290 to 3.674	3.674	1.1651	0.1328	3.409 to 3.938
... Peer 2	3.239	1.1275	0.1269	2.986 to 3.491	3.269	1.1209	0.1369	2.995 to 3.542
... Peer 3	2.907	1.1227	0.1158	2.677 to 3.137	3.205	1.3210	0.1515	2.903 to 3.507
... Peer 4	3.195	1.1136	0.1057	2.986 to 3.405	3.234	1.1838	0.1541	2.925 to 3.542
... Peer 5	3.434	1.1679	0.1224	3.191 to 3.677	3.249	1.2857	0.1595	2.930 to 3.568
Your Peers (n=5)	3.251	0.2044	0.0914	2.998 to 3.505	3.326	0.1750	0.0783	3.109 to 3.543
All Universities (n=37)	3.360	0.6249	0.1027	3.152 to 3.569	3.529	0.5399	0.0888	3.349 to 3.709



Question 29f. Please indicate your level of satisfaction with the following: The quality of undergraduate students with whom you interact. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of undergraduate students with whom they interact.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the quality of undergraduate students with whom they interact.

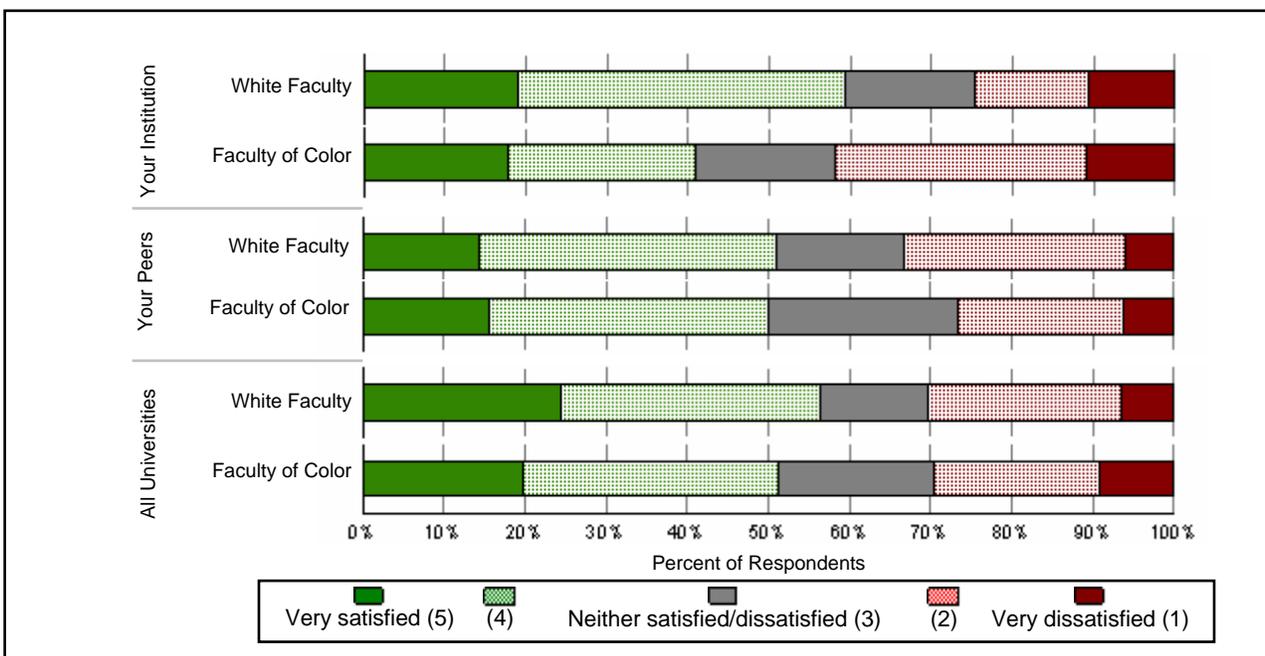
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 68th 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 30th 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	3.430	1.2425	0.1282	3.175 to 3.684	3.061	1.3659	0.2245	2.606 to 3.517
Faculty at Peer 1	3.548	1.0762	0.0856	3.379 to 3.717	3.562	1.2121	0.2020	3.152 to 3.972
... Peer 2	3.159	1.1870	0.1127	2.936 to 3.383	3.468	0.8408	0.1421	3.180 to 3.757
... Peer 3	2.986	1.2063	0.1140	2.760 to 3.212	3.141	1.2229	0.1664	2.808 to 3.475
... Peer 4	3.221	1.1277	0.0985	3.027 to 3.416	3.168	1.1816	0.1917	2.779 to 3.556
... Peer 5	3.384	1.2184	0.1126	3.161 to 3.607	3.310	1.2227	0.1958	2.914 to 3.706
Your Peers (n=5)	3.260	0.1925	0.0861	3.021 to 3.499	3.330	0.1644	0.0735	3.126 to 3.534
All Universities (n=37)	3.427	0.6221	0.1023	3.220 to 3.635	3.362	0.5276	0.0867	3.186 to 3.538



Question 29g. Please indicate your level of satisfaction with the following: The quality of *graduate students* with whom you interact. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

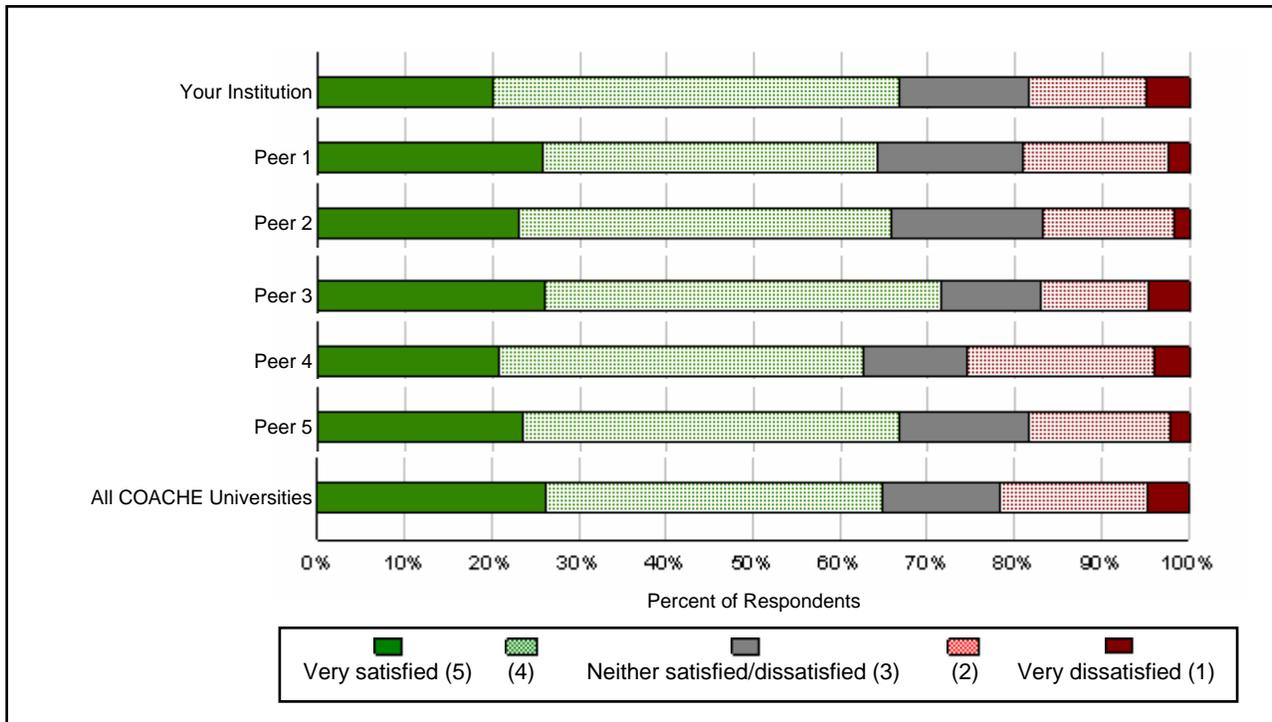
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 62nd percentile on satisfaction with the quality of graduate students with whom they interact.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.633	1.1102	0.0952	3.445 to 3.821
Faculty at Peer 1	3.683	1.1098	0.0726	3.540 to 3.826
... Peer 2	3.701	1.0353	0.0854	3.533 to 3.870
... Peer 3	3.758	1.1186	0.0799	3.600 to 3.915
... Peer 4	3.540	1.1543	0.0863	3.370 to 3.710
... Peer 5	3.696	1.0857	0.0853	3.527 to 3.864
Your Peers (n=5)	3.675	0.0724	0.0324	3.586 to 3.765
All Universities (n=37)	3.569	0.3060	0.0503	3.467 to 3.671



Question 29g. Please indicate your level of satisfaction with the following: The quality of *graduate students* with whom you interact. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of graduate students with whom they interact.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of graduate students with whom they interact.

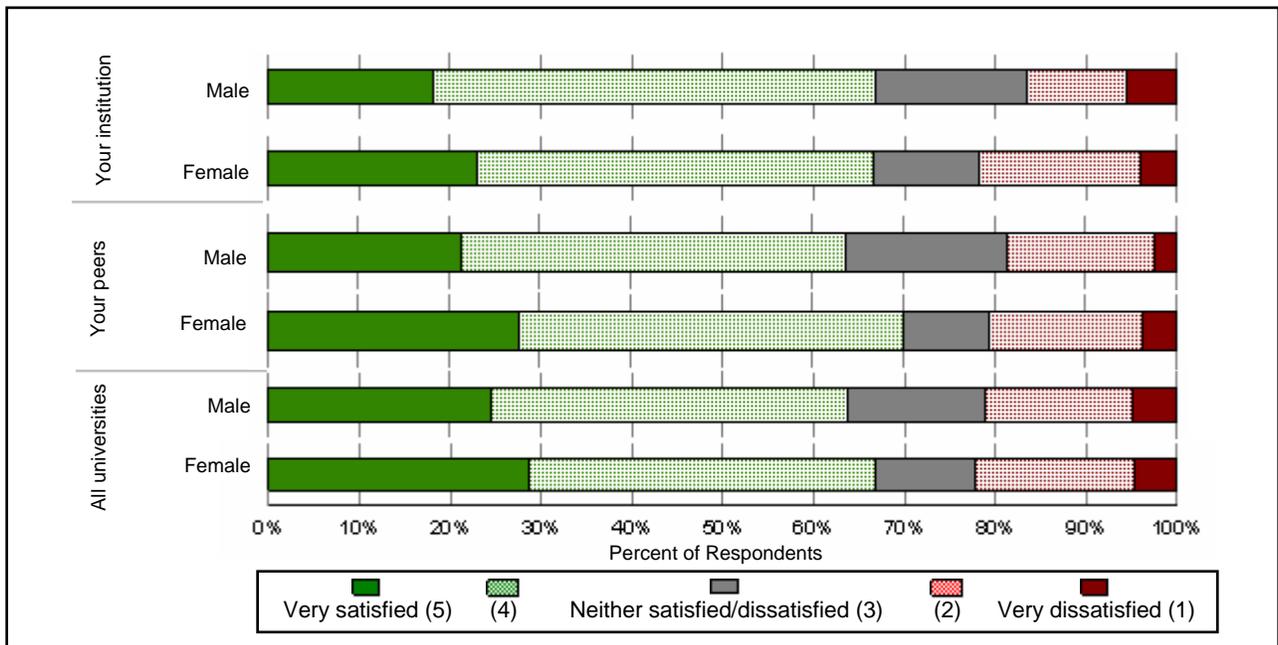
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 73rd 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 54th percentile on satisfaction with the quality of graduate students with whom they interact.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction 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	3.630	1.0989	0.1214	3.389 to 3.872	3.637	1.1270	0.1534	3.330 to 3.945
Faculty at Peer 1	3.606	1.0485	0.0902	3.428 to 3.785	3.804	1.1779	0.1184	3.569 to 4.039
... Peer 2	3.579	0.9669	0.1074	3.366 to 3.793	3.893	1.0889	0.1340	3.625 to 4.160
... Peer 3	3.626	1.0581	0.1018	3.424 to 3.828	3.939	1.1756	0.1253	3.690 to 4.188
... Peer 4	3.530	1.1512	0.1055	3.321 to 3.739	3.560	1.1600	0.1498	3.260 to 3.859
... Peer 5	3.855	1.0793	0.1125	3.632 to 4.079	3.473	1.0513	0.1257	3.223 to 3.724
Your Peers (n=5)	3.639	0.1128	0.0504	3.499 to 3.779	3.734	0.1847	0.0826	3.504 to 3.963
All Universities (n=37)	3.517	0.3620	0.0595	3.397 to 3.638	3.631	0.3294	0.0541	3.522 to 3.741



Question 29g. Please indicate your level of satisfaction with the following: The quality of *graduate students* with whom you interact. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of graduate students with whom they interact.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the quality of graduate students with whom they interact.

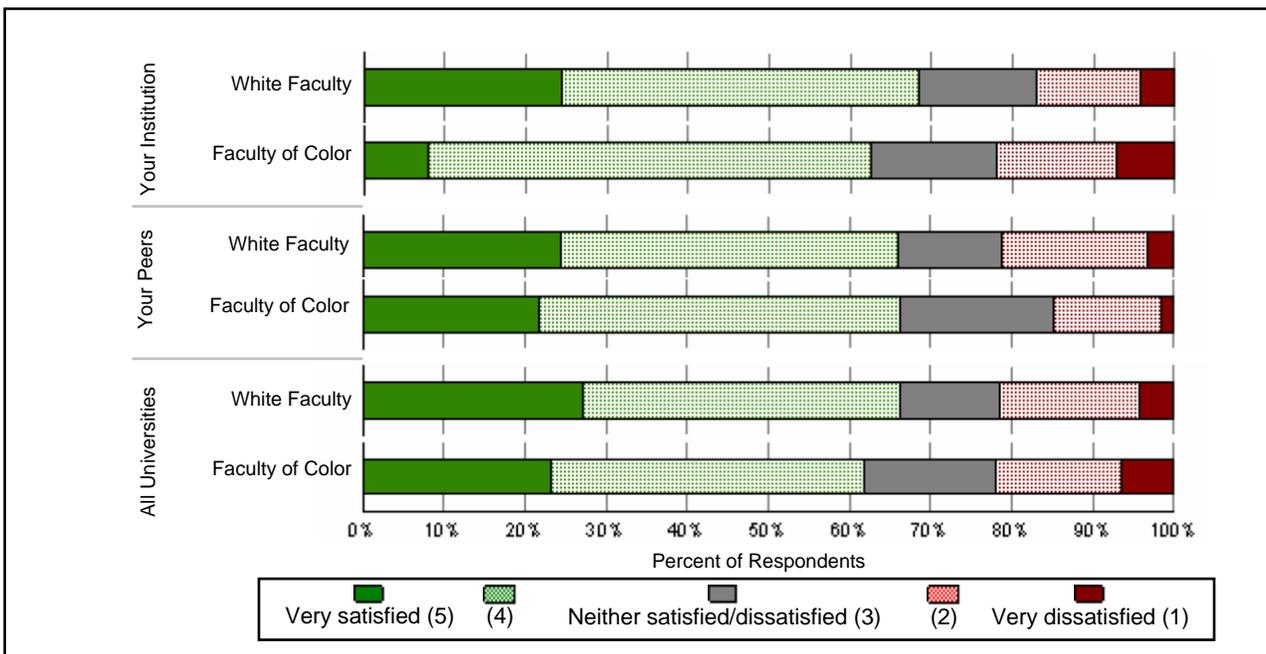
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 65th 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 41st 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	3.716	1.0973	0.1108	3.496 to 3.936	3.413	1.1152	0.1809	3.046 to 3.779
Faculty at Peer 1	3.676	1.1357	0.0824	3.514 to 3.839	3.704	1.0008	0.1526	3.396 to 4.012
... Peer 2	3.724	1.0034	0.0966	3.533 to 3.916	3.653	1.1171	0.1789	3.291 to 4.015
... Peer 3	3.772	1.1568	0.1007	3.573 to 3.971	3.719	0.9883	0.1276	3.464 to 3.975
... Peer 4	3.489	1.1968	0.1023	3.287 to 3.691	3.704	0.9985	0.1559	3.389 to 4.019
... Peer 5	3.643	1.1240	0.1026	3.440 to 3.846	3.797	0.9571	0.1477	3.499 to 4.095
Your Peers (n=5)	3.661	0.0963	0.0431	3.541 to 3.781	3.715	0.0465	0.0208	3.658 to 3.773
All Universities (n=37)	3.580	0.3847	0.0632	3.452 to 3.709	3.502	0.3956	0.0650	3.370 to 3.634



Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

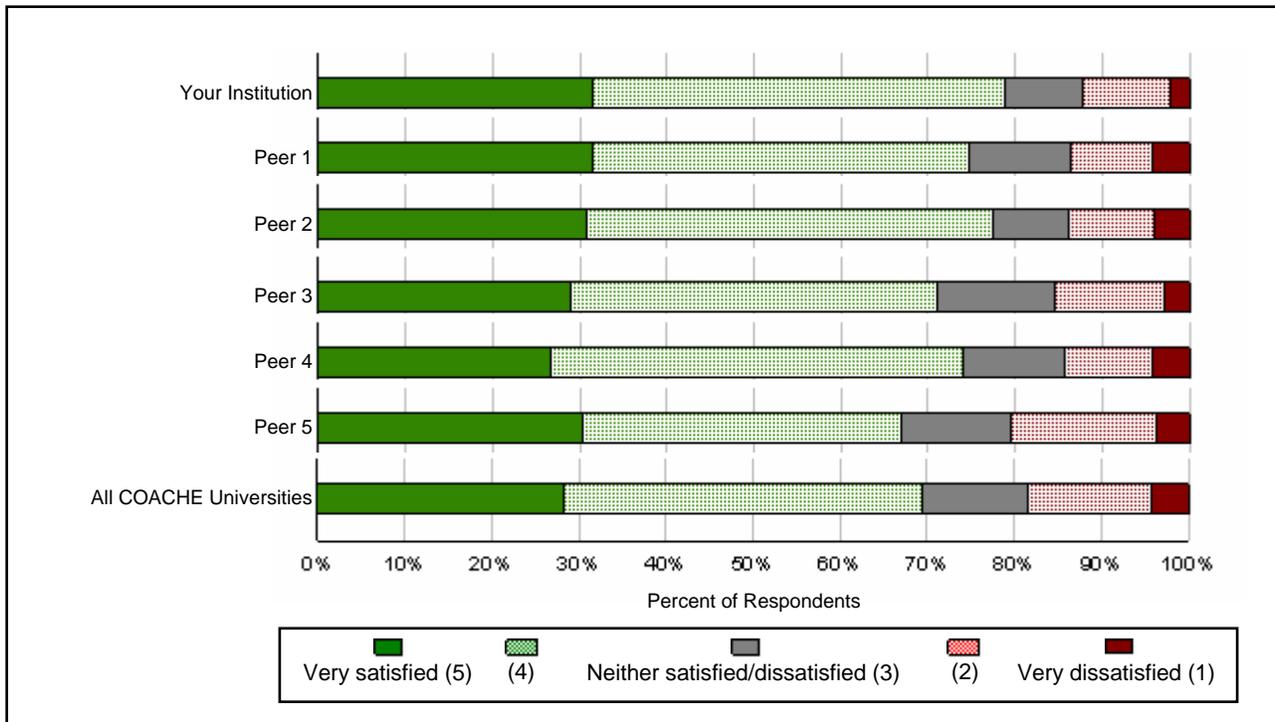
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with what's expected of them as researchers.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 86th percentile on satisfaction with what's expected of them as researchers.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.960	1.0185	0.0855	3.791 to 4.129
Faculty at Peer 1	3.882	1.0922	0.0699	3.744 to 4.020
... Peer 2	3.904	1.0906	0.0852	3.736 to 4.072
... Peer 3	3.816	1.0682	0.0748	3.668 to 3.963
... Peer 4	3.820	1.0672	0.0776	3.667 to 3.973
... Peer 5	3.731	1.1822	0.0896	3.554 to 3.908
Your Peers (n=5)	3.830	0.0605	0.0271	3.755 to 3.906
All Universities (n=37)	3.704	0.2759	0.0454	3.612 to 3.796



Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with what's expected of them as researchers.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with what's expected of them as researchers.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with what's expected of them as researchers.

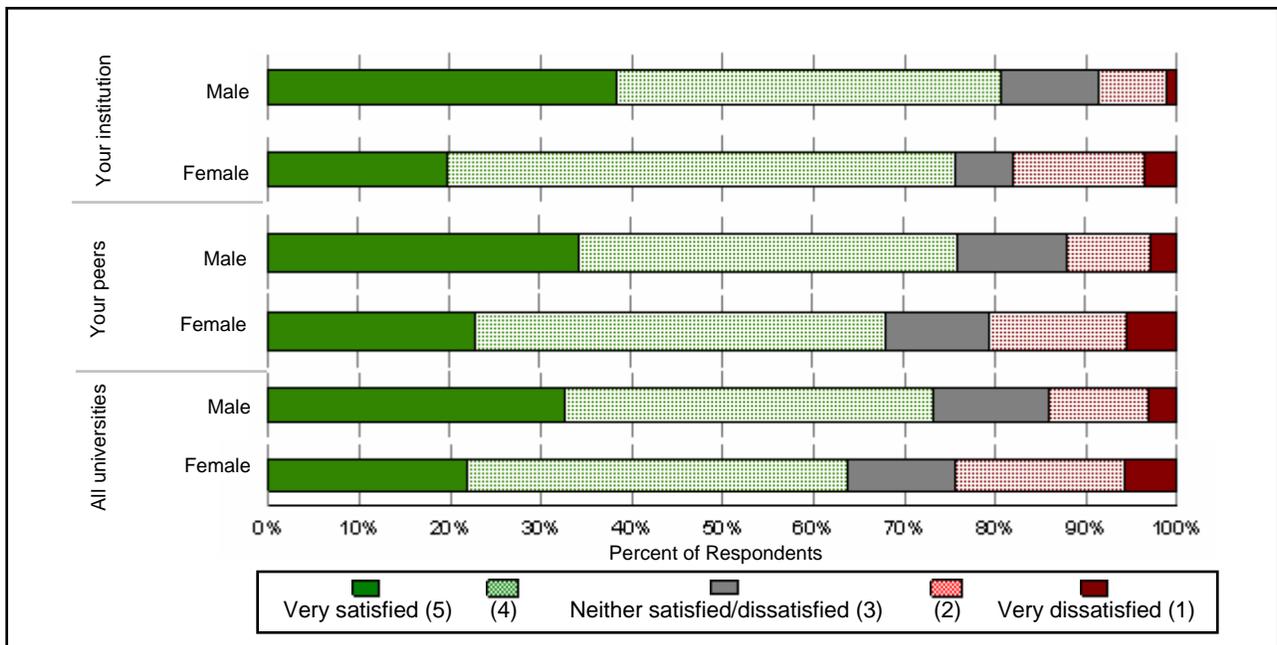
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on satisfaction with what's expected of them as researchers.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on satisfaction with what's expected of them as researchers.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with what's expected of them as researchers.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.090	0.9495	0.1018	3.888 to 4.292	3.735	1.0766	0.1452	3.444 to 4.026
Faculty at Peer 1	3.985	1.0178	0.0863	3.814 to 4.155	3.724	1.1623	0.1134	3.499 to 3.949
... Peer 2	4.032	1.0227	0.1096	3.814 to 4.250	3.719	1.1403	0.1300	3.460 to 3.978
... Peer 3	3.938	1.0329	0.0972	3.746 to 4.131	3.645	1.0859	0.1138	3.419 to 3.872
... Peer 4	3.905	1.0161	0.0912	3.724 to 4.086	3.663	1.1405	0.1415	3.381 to 3.946
... Peer 5	3.902	1.1516	0.1157	3.672 to 4.132	3.495	1.1929	0.1377	3.220 to 3.769
Your Peers (n=5)	3.952	0.0497	0.0222	3.891 to 4.014	3.649	0.0830	0.0371	3.546 to 3.752
All Universities (n=37)	3.849	0.2663	0.0438	3.760 to 3.937	3.502	0.3140	0.0516	3.397 to 3.607



Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with what's expected of them as researchers.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation above the mean on satisfaction with what's expected of them as researchers.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with what's expected of them as researchers.

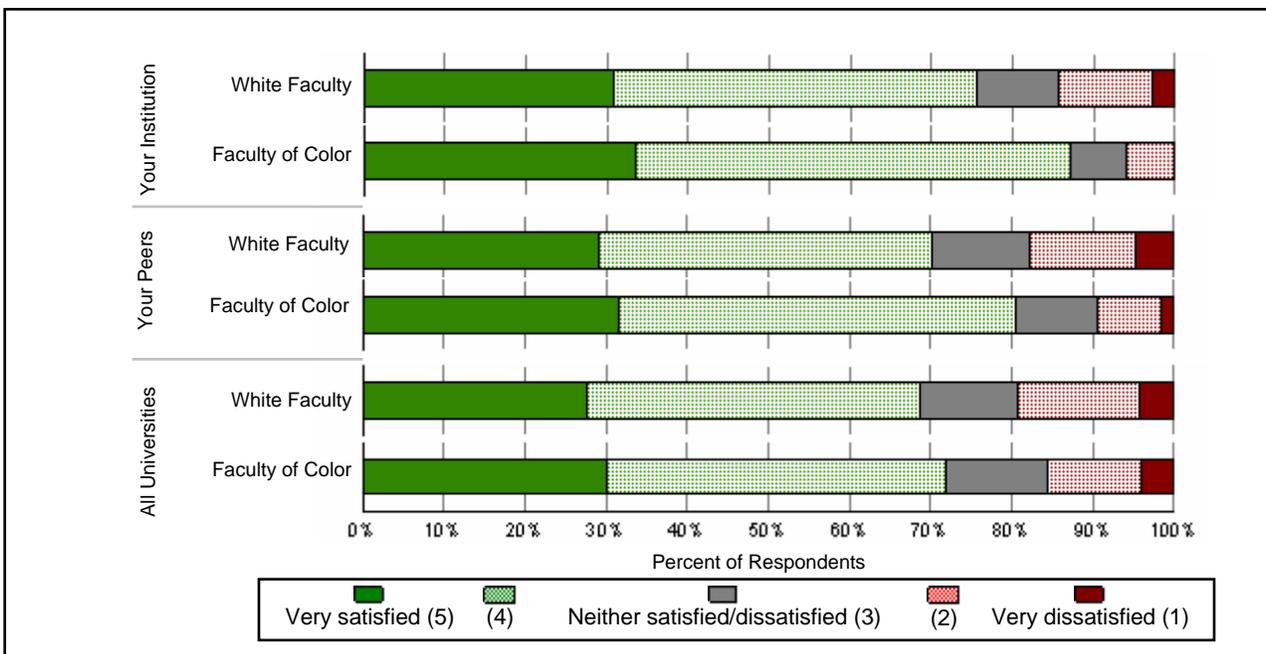
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd percentile on satisfaction with what's expected of them as researchers.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 89th percentile on satisfaction with what's expected of them as researchers.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty with what's expected of them as researchers.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.890	1.0599	0.1049	3.682 to 4.099	4.147	0.8930	0.1412	3.861 to 4.433
Faculty at Peer 1	3.860	1.0978	0.0782	3.705 to 4.014	3.949	1.0623	0.1566	3.634 to 4.265
... Peer 2	3.773	1.1482	0.1027	3.570 to 3.976	4.215	0.7903	0.1266	3.959 to 4.471
... Peer 3	3.746	1.1287	0.0964	3.555 to 3.936	4.001	0.9063	0.1142	3.773 to 4.230
... Peer 4	3.722	1.1233	0.0933	3.538 to 3.907	4.137	0.7650	0.1167	3.901 to 4.372
... Peer 5	3.723	1.2161	0.1055	3.514 to 3.931	3.749	1.0648	0.1663	3.412 to 4.085
Your Peers (n=5)	3.765	0.0510	0.0228	3.701 to 3.828	4.010	0.1613	0.0721	3.810 to 4.210
All Universities (n=37)	3.676	0.2633	0.0433	3.588 to 3.764	3.827	0.3598	0.0592	3.707 to 3.947



Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

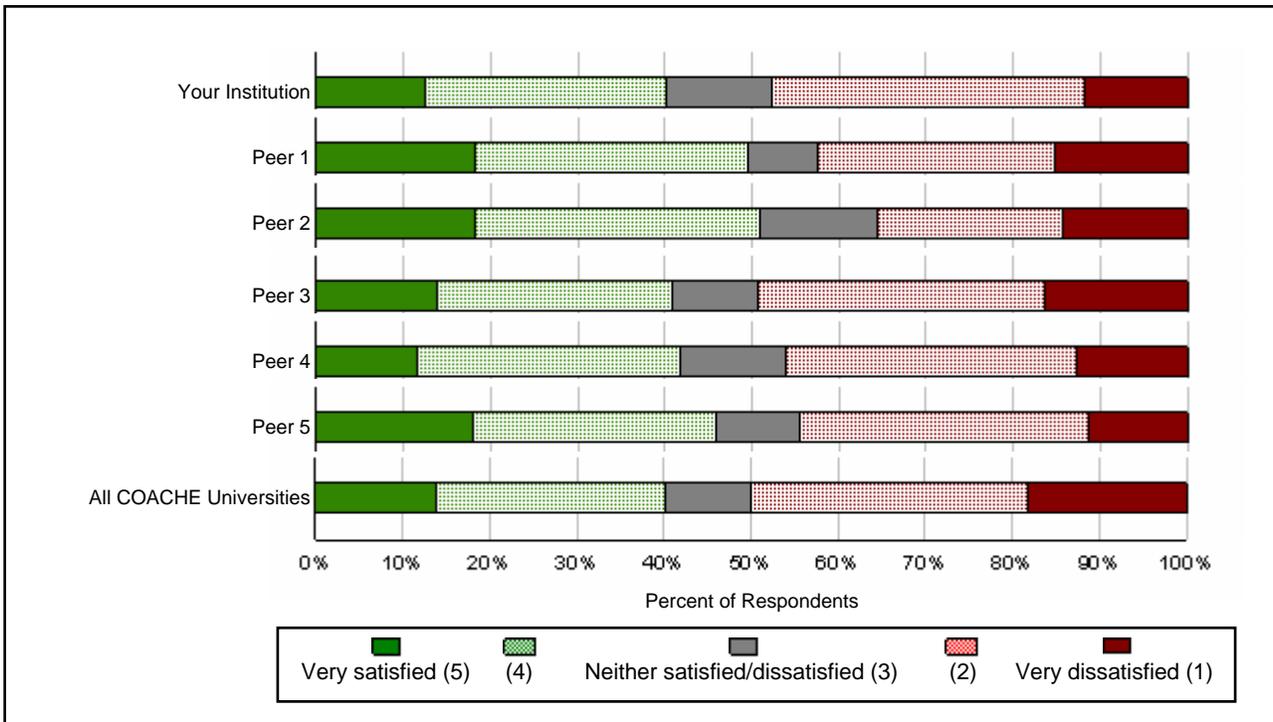
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the amount of time they have to conduct research.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 57th percentile on satisfaction with the amount of time they have to conduct research.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.933	1.2796	0.1070	2.721 to 3.144
Faculty at Peer 1	3.102	1.3856	0.0883	2.928 to 3.276
... Peer 2	3.194	1.3552	0.1058	2.985 to 3.403
... Peer 3	2.892	1.3454	0.0937	2.707 to 3.077
... Peer 4	2.946	1.2624	0.0913	2.766 to 3.126
... Peer 5	3.078	1.3359	0.1013	2.878 to 3.278
Your Peers (n=5)	3.042	0.1093	0.0489	2.907 to 3.178
All Universities (n=37)	2.777	0.4090	0.0672	2.641 to 2.914



Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the amount of time they have to conduct research.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the amount of time they have to conduct research.

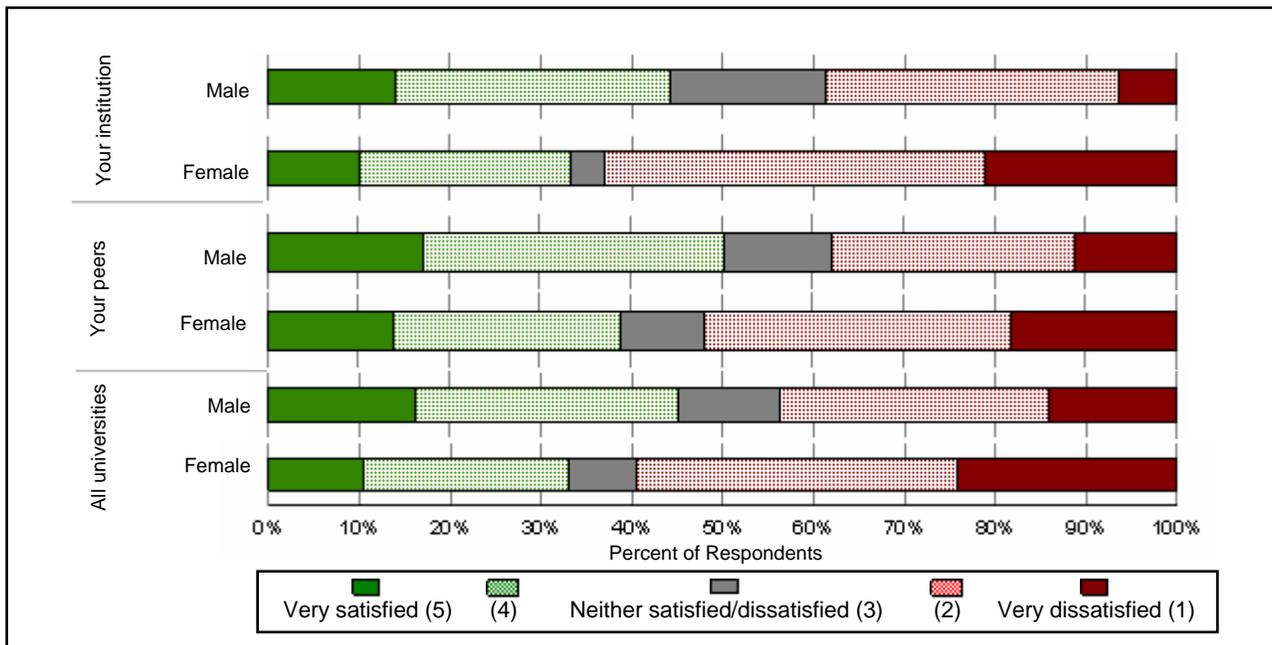
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 65th percentile on satisfaction with the amount of time they have to conduct research.
- Among female junior faculty at all universities, your female junior faculty ranked in the 51st percentile on satisfaction with the amount of time they have to conduct research.

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.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.134	1.2016	0.1288	2.878 to 3.390	2.590	1.3320	0.1780	2.233 to 2.947
Faculty at Peer 1	3.289	1.3310	0.1121	3.068 to 3.511	2.811	1.4169	0.1383	2.537 to 3.085
... Peer 2	3.333	1.3417	0.1438	3.047 to 3.619	2.993	1.3481	0.1536	2.687 to 3.299
... Peer 3	2.984	1.2773	0.1196	2.747 to 3.221	2.763	1.4150	0.1475	2.470 to 3.056
... Peer 4	3.073	1.2362	0.1110	2.853 to 3.293	2.721	1.2791	0.1563	2.409 to 3.033
... Peer 5	3.238	1.3309	0.1338	2.972 to 3.503	2.859	1.3199	0.1524	2.555 to 3.163
Your Peers (n=5)	3.183	0.1330	0.0595	3.018 to 3.348	2.829	0.0939	0.0420	2.713 to 2.946
All Universities (n=37)	2.938	0.4286	0.0705	2.795 to 3.081	2.551	0.4299	0.0707	2.408 to 2.695



Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of time they have to conduct research.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of time they have to conduct research.

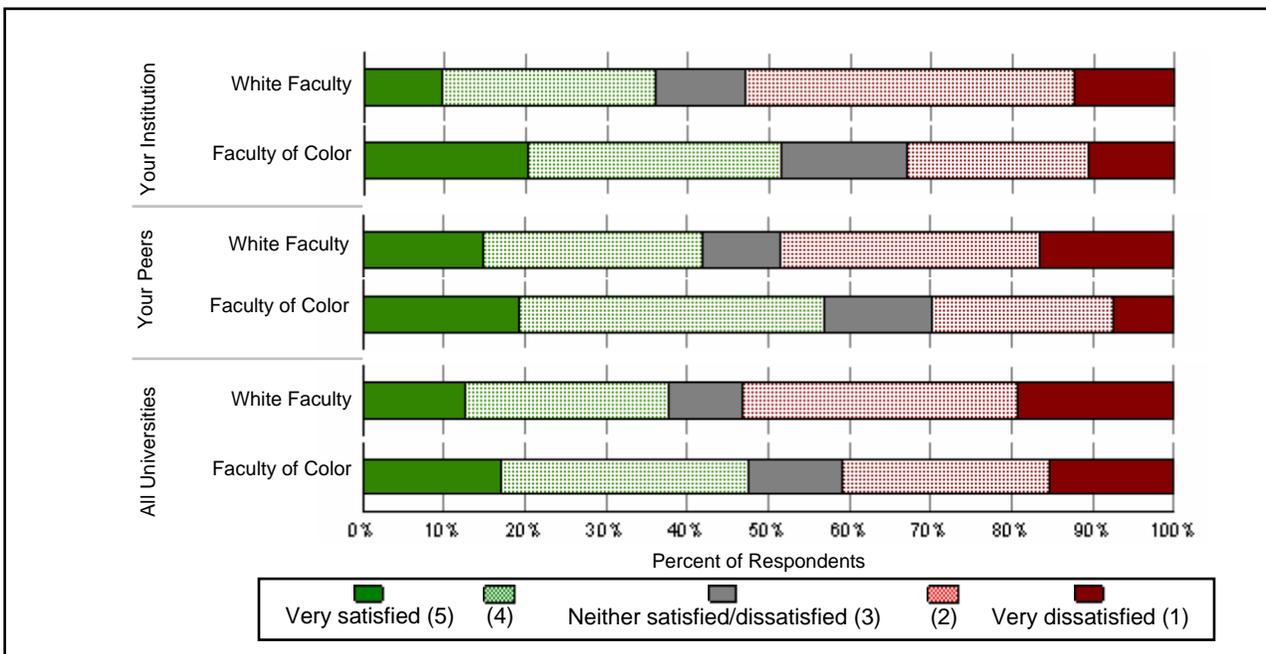
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 62nd percentile on satisfaction with the amount of time they have to conduct research.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 70th percentile on satisfaction with the amount of time they have to conduct research.

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.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.804	1.2335	0.1215	2.563 to 3.045	3.279	1.3370	0.2114	2.852 to 3.707
Faculty at Peer 1	2.960	1.3881	0.0986	2.766 to 3.155	3.525	1.2861	0.1876	3.147 to 3.902
... Peer 2	3.038	1.4055	0.1257	2.789 to 3.287	3.564	1.0812	0.1731	3.214 to 3.915
... Peer 3	2.745	1.3259	0.1129	2.522 to 2.968	3.277	1.3367	0.1671	2.943 to 3.611
... Peer 4	2.807	1.2688	0.1047	2.600 to 3.014	3.405	1.1440	0.1745	3.053 to 3.757
... Peer 5	3.039	1.3567	0.1176	2.806 to 3.271	3.167	1.2650	0.1976	2.768 to 3.566
Your Peers (n=5)	2.918	0.1209	0.0541	2.768 to 3.068	3.388	0.1490	0.0666	3.203 to 3.573
All Universities (n=37)	2.691	0.4263	0.0701	2.548 to 2.833	3.067	0.5139	0.0845	2.896 to 3.238



Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

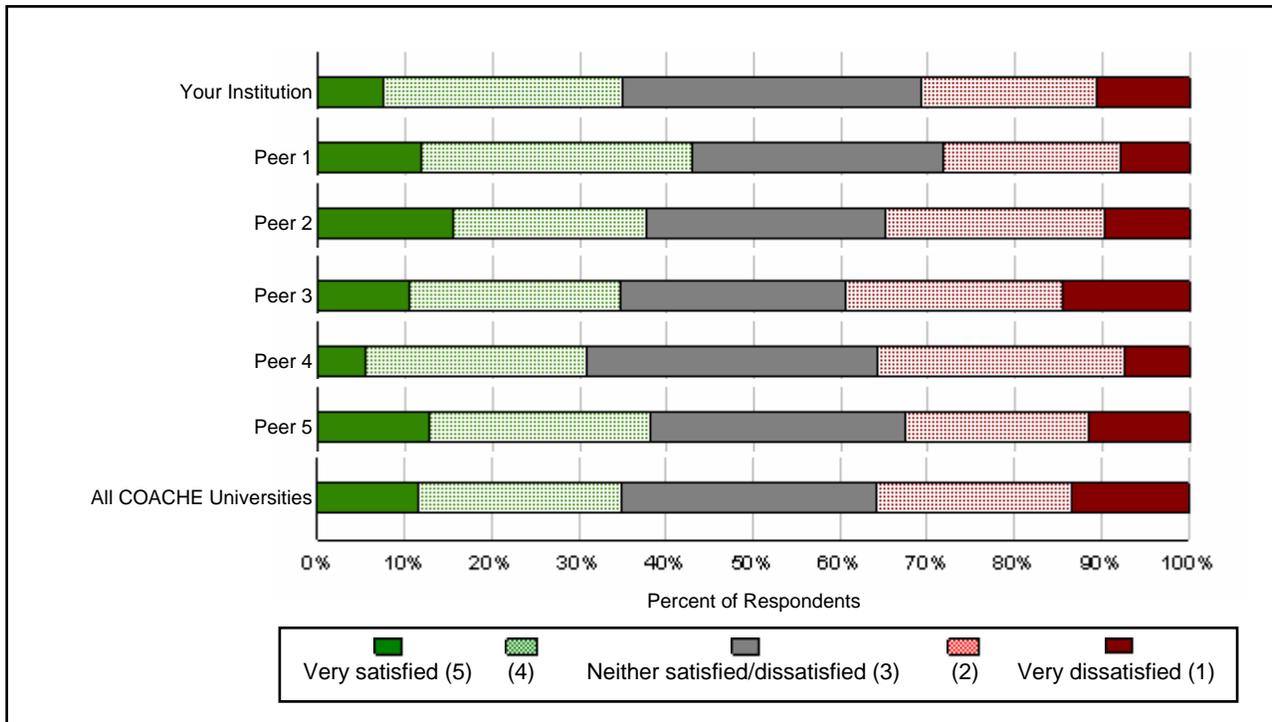
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 65th percentile on satisfaction with the amount of research funding they are expected to find.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.009	1.1148	0.0942	2.822 to 3.195
Faculty at Peer 1	3.185	1.1336	0.0735	3.041 to 3.330
... Peer 2	3.086	1.2154	0.0989	2.890 to 3.281
... Peer 3	2.911	1.2159	0.0864	2.741 to 3.082
... Peer 4	2.928	1.0143	0.0767	2.777 to 3.080
... Peer 5	3.066	1.1966	0.0937	2.880 to 3.251
Your Peers (n=5)	3.035	0.1028	0.0460	2.908 to 3.163
All Universities (n=37)	2.935	0.2711	0.0446	2.844 to 3.025



Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the amount of research funding they are expected to find.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the amount of research funding they are expected to find.

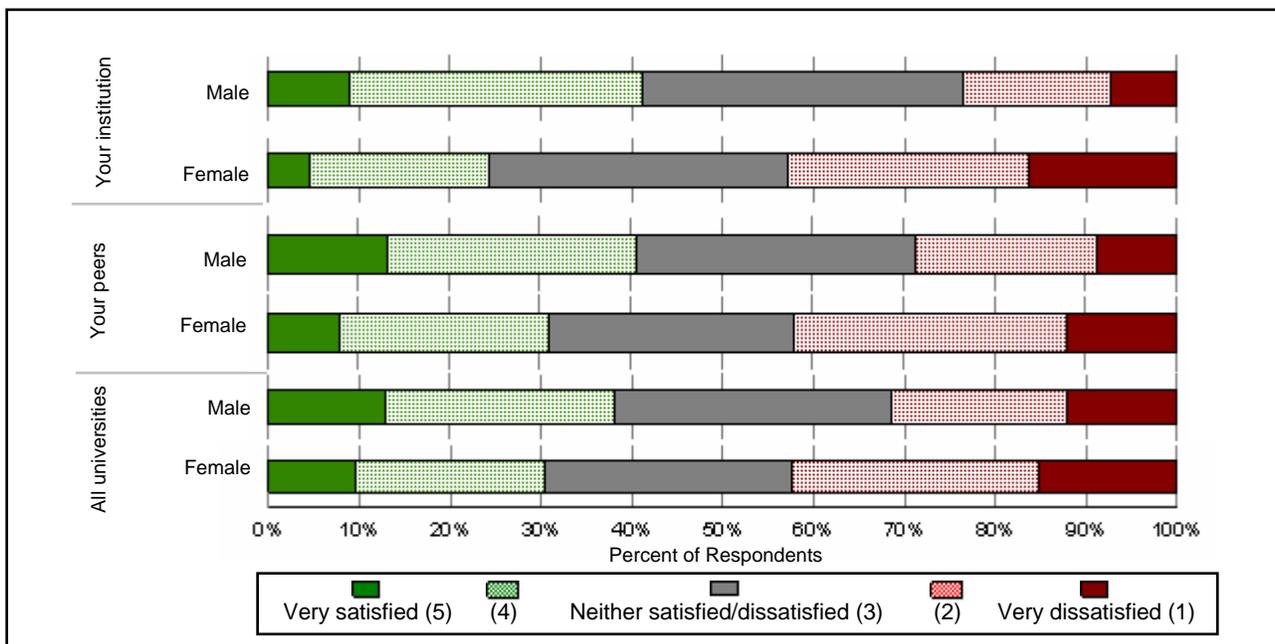
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 70th percentile on satisfaction with the amount of research funding they are expected to find.
- Among female junior faculty at all universities, your female junior faculty ranked in the 30th percentile on satisfaction with the amount of research 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 research funding they are expected to find.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.192	1.0494	0.1138	2.966 to 3.418	2.697	1.1421	0.1540	2.389 to 3.006
Faculty at Peer 1	3.332	1.1332	0.0965	3.142 to 3.523	2.951	1.0978	0.1098	2.733 to 3.169
... Peer 2	3.112	1.2011	0.1351	2.843 to 3.381	3.049	1.2297	0.1449	2.760 to 3.337
... Peer 3	3.008	1.2471	0.1200	2.770 to 3.246	2.780	1.1662	0.1229	2.536 to 3.024
... Peer 4	3.036	1.0468	0.0980	2.841 to 3.230	2.735	0.9215	0.1180	2.499 to 2.971
... Peer 5	3.325	1.1106	0.1158	3.095 to 3.555	2.714	1.2301	0.1460	2.423 to 3.005
Your Peers (n=5)	3.163	0.1398	0.0625	2.989 to 3.336	2.846	0.1312	0.0587	2.683 to 3.009
All Universities (n=37)	3.030	0.2717	0.0447	2.940 to 3.121	2.807	0.3526	0.0580	2.689 to 2.924



Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of research funding they are expected to find.

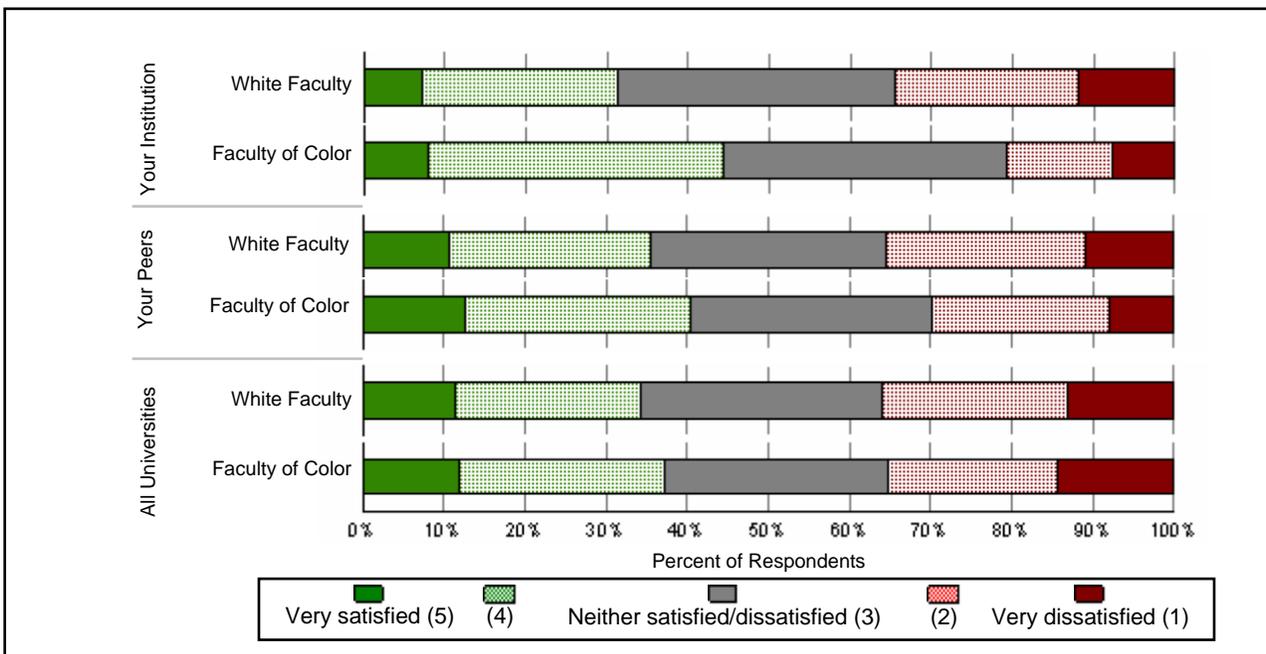
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th percentile on satisfaction with the amount of research funding they are expected to find.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 84th percentile on satisfaction with the amount of research 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 research 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	2.921	1.1054	0.1105	2.702 to 3.140	3.238	1.1065	0.1750	2.884 to 3.592
Faculty at Peer 1	3.085	1.1599	0.0839	2.919 to 3.250	3.480	0.9496	0.1400	3.198 to 3.762
... Peer 2	3.067	1.2321	0.1149	2.839 to 3.295	3.130	1.1584	0.1931	2.738 to 3.522
... Peer 3	2.903	1.2263	0.1067	2.692 to 3.114	2.932	1.1818	0.1501	2.632 to 3.232
... Peer 4	2.848	0.9924	0.0861	2.678 to 3.018	3.181	1.0570	0.1651	2.848 to 3.515
... Peer 5	3.075	1.1816	0.1070	2.864 to 3.287	3.045	1.2394	0.1936	2.654 to 3.436
Your Peers (n=5)	2.996	0.0999	0.0447	2.872 to 3.120	3.154	0.1836	0.0821	2.926 to 3.382
All Universities (n=37)	2.910	0.3212	0.0528	2.803 to 3.018	2.983	0.3434	0.0565	2.869 to 3.098



Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

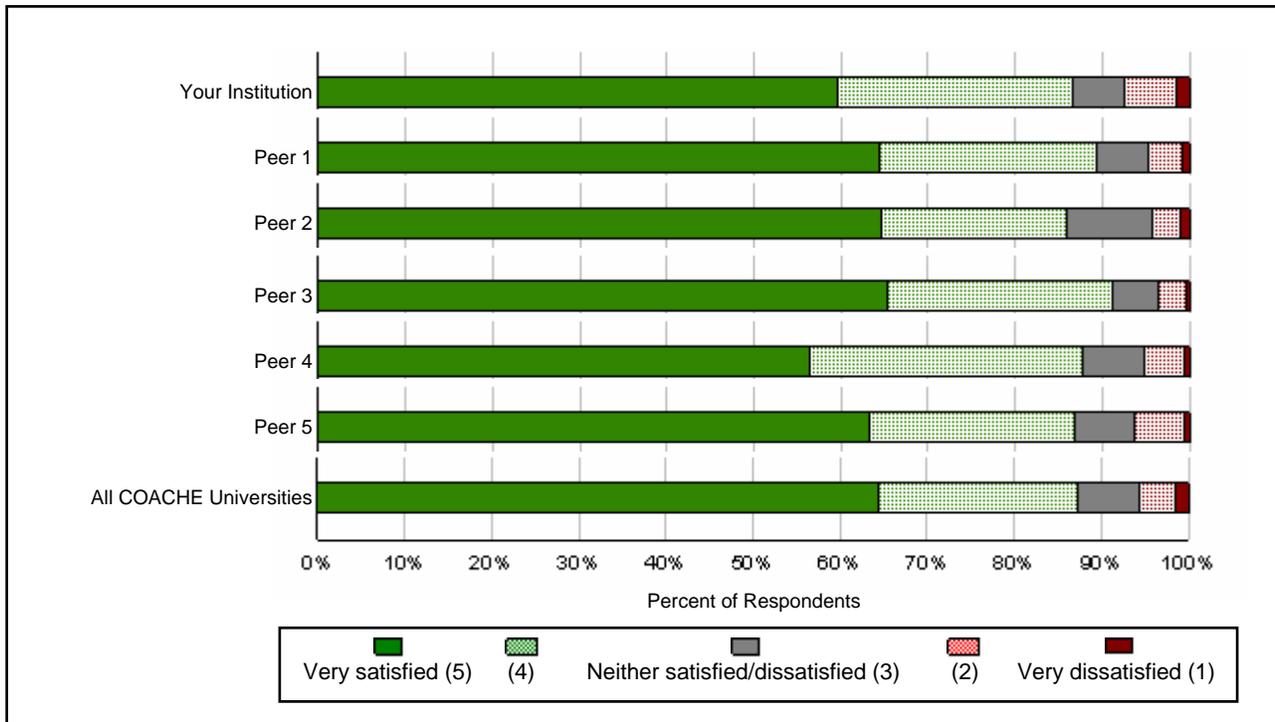
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 35th percentile on satisfaction with the influence they have over the focus of their research.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.374	0.9483	0.0790	4.218 to 4.530
Faculty at Peer 1	4.483	0.8598	0.0549	4.375 to 4.591
... Peer 2	4.453	0.8812	0.0690	4.316 to 4.589
... Peer 3	4.527	0.8074	0.0565	4.416 to 4.639
... Peer 4	4.386	0.8486	0.0614	4.265 to 4.507
... Peer 5	4.433	0.8878	0.0673	4.300 to 4.566
Your Peers (n=5)	4.456	0.0475	0.0212	4.397 to 4.515
All Universities (n=37)	4.424	0.1989	0.0327	4.358 to 4.491



Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the influence they have over the focus of their research.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.

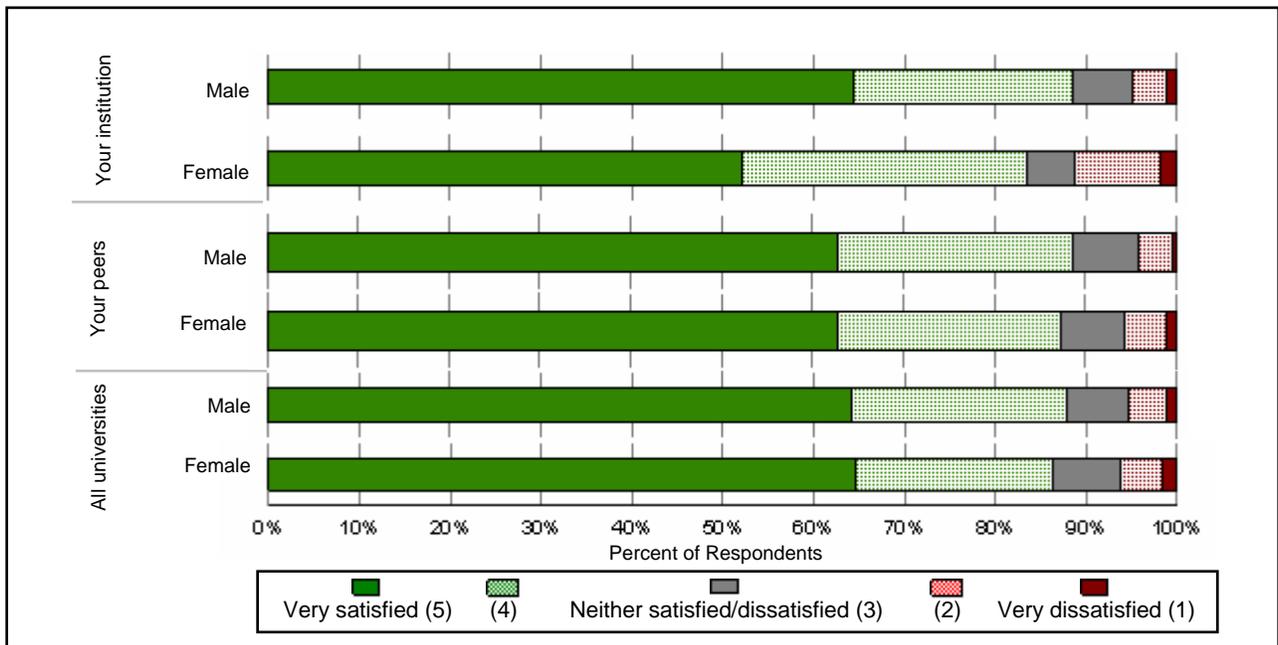
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th percentile on satisfaction with the influence they have over the focus of their research.
- Among female junior faculty at all universities, your female junior faculty ranked in the 16th percentile on satisfaction with the influence they have over the focus of their research.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the influence they have over the focus of their research.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.467	0.8590	0.0926	4.283 to 4.651	4.223	1.0465	0.1374	3.947 to 4.498
Faculty at Peer 1	4.501	0.8493	0.0718	4.359 to 4.643	4.455	0.8732	0.0852	4.286 to 4.624
... Peer 2	4.433	0.7995	0.0857	4.263 to 4.604	4.481	0.9662	0.1108	4.260 to 4.702
... Peer 3	4.466	0.8086	0.0761	4.316 to 4.617	4.612	0.8012	0.0840	4.445 to 4.779
... Peer 4	4.460	0.7874	0.0707	4.320 to 4.600	4.254	0.9359	0.1143	4.026 to 4.482
... Peer 5	4.483	0.8688	0.0873	4.310 to 4.656	4.363	0.9059	0.1046	4.155 to 4.572
Your Peers (n=5)	4.469	0.0228	0.0102	4.441 to 4.497	4.433	0.1199	0.0536	4.284 to 4.582
All Universities (n=37)	4.434	0.1998	0.0329	4.368 to 4.501	4.417	0.2369	0.0389	4.338 to 4.496



Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the influence they have over the focus of their research.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the influence they have over the focus of their research.

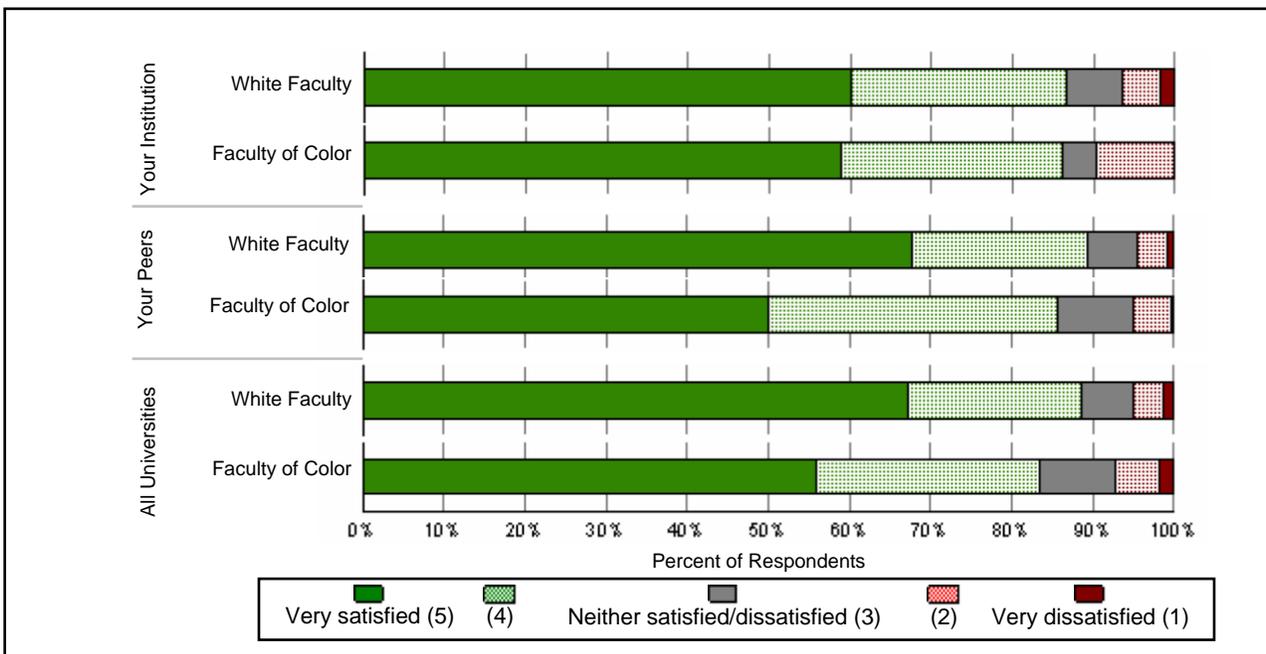
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th percentile on satisfaction with the influence they have over the focus of their research.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 57th percentile on satisfaction with the influence they have over the focus of their research.

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.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.382	0.9425	0.0924	4.199 to 4.566	4.352	0.9631	0.1523	4.044 to 4.660
Faculty at Peer 1	4.510	0.8820	0.0628	4.386 to 4.634	4.404	0.6735	0.0982	4.206 to 4.601
... Peer 2	4.541	0.8747	0.0785	4.386 to 4.697	4.243	0.8688	0.1391	3.961 to 4.525
... Peer 3	4.609	0.6437	0.0552	4.500 to 4.718	4.315	0.9950	0.1244	4.066 to 4.563
... Peer 4	4.406	0.8787	0.0725	4.263 to 4.550	4.318	0.7383	0.1126	4.091 to 4.545
... Peer 5	4.520	0.8636	0.0749	4.372 to 4.668	4.238	0.9313	0.1454	3.944 to 4.532
Your Peers (n=5)	4.517	0.0653	0.0292	4.436 to 4.598	4.304	0.0604	0.0270	4.229 to 4.379
All Universities (n=37)	4.460	0.2116	0.0348	4.389 to 4.530	4.320	0.2615	0.0430	4.233 to 4.407



Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

OVERALL RESULTS

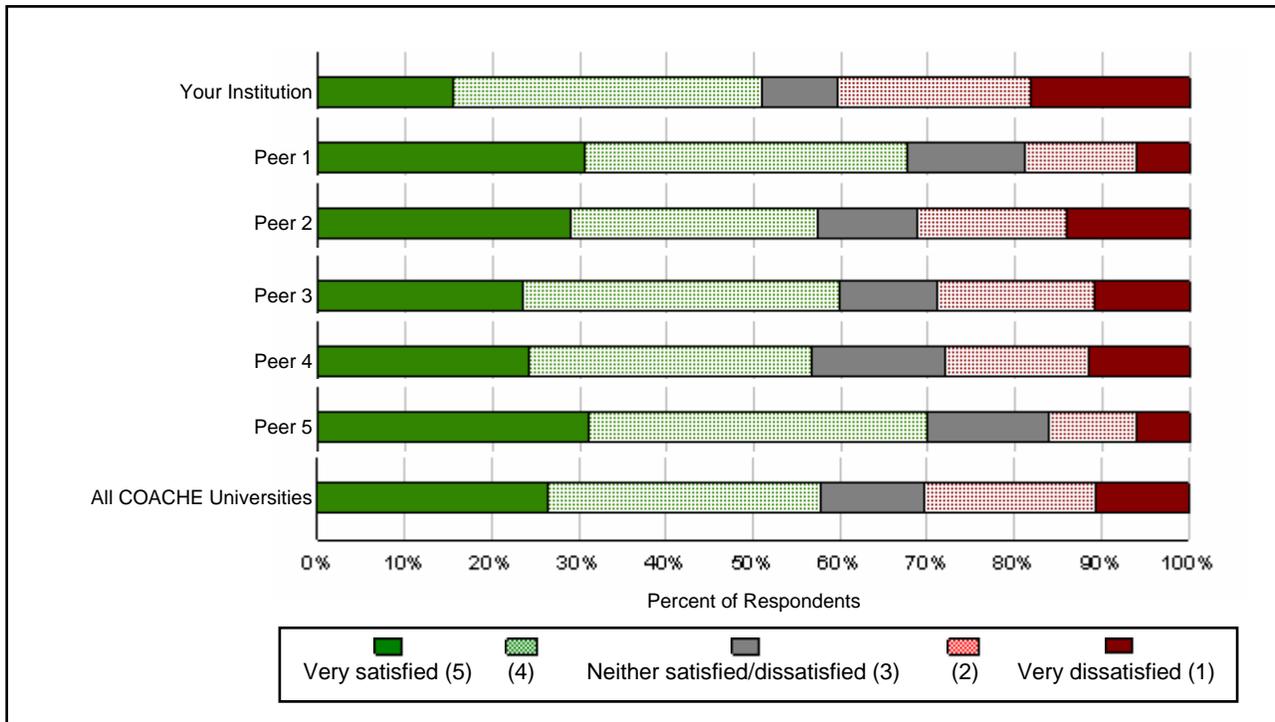
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the quality of facilities.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 27th percentile on satisfaction with the quality of facilities.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.079	1.3935	0.1157	2.850 to 3.308
Faculty at Peer 1	3.731	1.2136	0.0775	3.578 to 3.884
... Peer 2	3.409	1.4292	0.1123	3.188 to 3.631
... Peer 3	3.434	1.3197	0.0926	3.251 to 3.616
... Peer 4	3.413	1.3222	0.0959	3.224 to 3.603
... Peer 5	3.788	1.1786	0.0893	3.611 to 3.964
Your Peers (n=5)	3.555	0.1679	0.0751	3.347 to 3.764
All Universities (n=37)	3.336	0.3978	0.0654	3.203 to 3.468



Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the quality of facilities.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the quality of facilities.

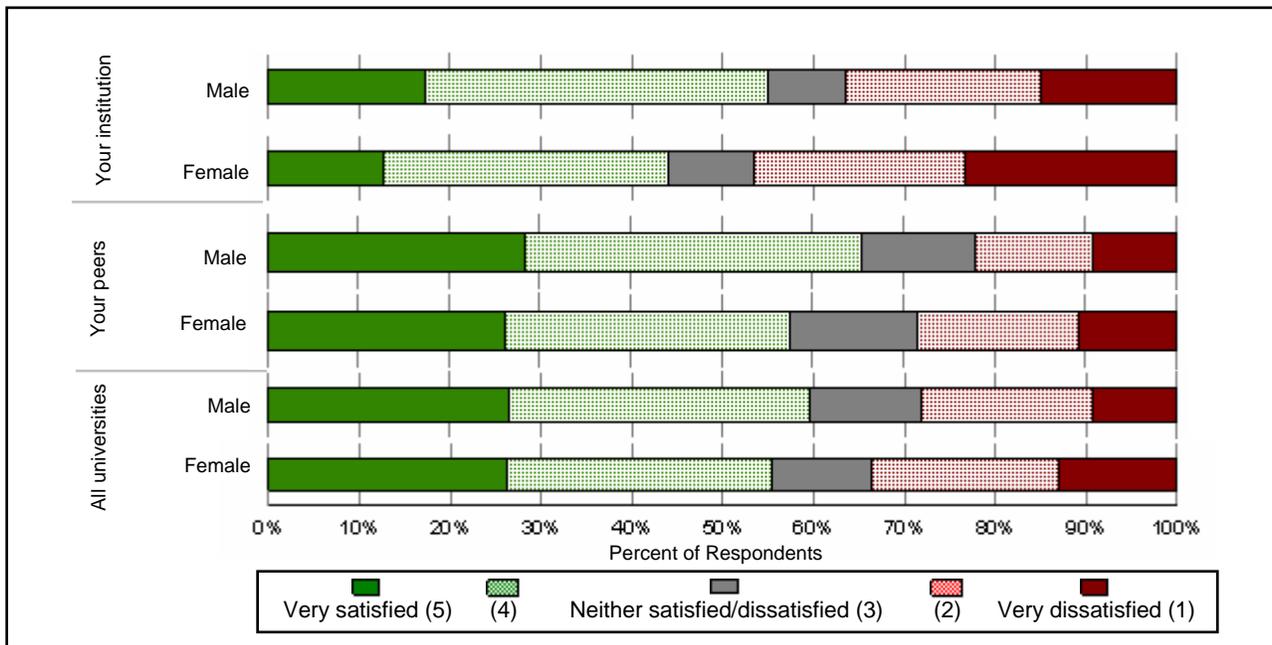
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 30th percentile on satisfaction with the quality of facilities.
- Among female junior faculty at all universities, your female junior faculty ranked in the 19th 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	3.206	1.3716	0.1471	2.913 to 3.498	2.871	1.3995	0.1838	2.503 to 3.239
Faculty at Peer 1	3.808	1.1325	0.0957	3.619 to 3.997	3.611	1.3064	0.1275	3.358 to 3.864
... Peer 2	3.442	1.3928	0.1511	3.141 to 3.742	3.364	1.4675	0.1672	3.031 to 3.697
... Peer 3	3.497	1.2654	0.1201	3.259 to 3.735	3.348	1.3774	0.1436	3.063 to 3.634
... Peer 4	3.531	1.3467	0.1209	3.292 to 3.771	3.200	1.2458	0.1534	2.894 to 3.507
... Peer 5	3.846	1.1581	0.1158	3.616 to 4.076	3.706	1.2027	0.1398	3.428 to 3.985
Your Peers (n=5)	3.625	0.1680	0.0751	3.416 to 3.833	3.446	0.1853	0.0829	3.216 to 3.676
All Universities (n=37)	3.391	0.3588	0.0590	3.271 to 3.510	3.268	0.4853	0.0798	3.106 to 3.429



Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the quality of facilities.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the quality of facilities.

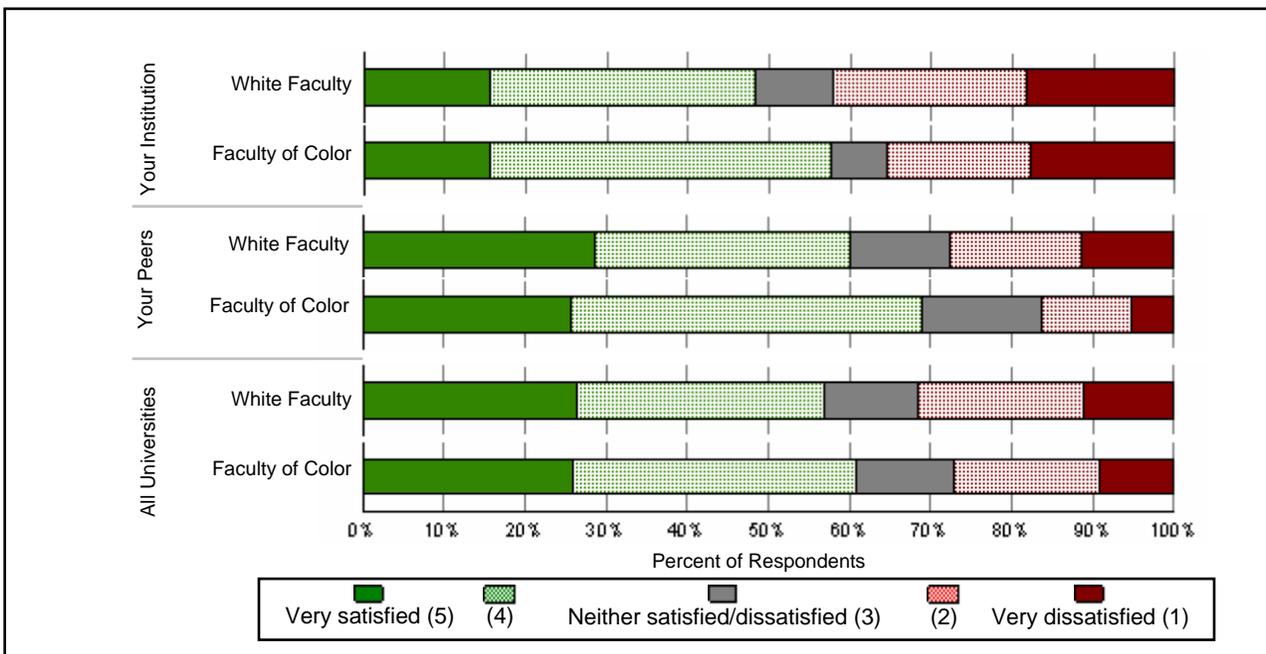
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th percentile on satisfaction with the quality of facilities.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 24th 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	3.033	1.3830	0.1356	2.764 to 3.302	3.199	1.4176	0.2214	2.752 to 3.647
Faculty at Peer 1	3.681	1.2324	0.0878	3.508 to 3.854	3.878	1.1035	0.1610	3.554 to 4.202
... Peer 2	3.401	1.4802	0.1335	3.137 to 3.665	3.430	1.2551	0.2010	3.023 to 3.836
... Peer 3	3.335	1.3615	0.1167	3.104 to 3.566	3.694	1.1523	0.1452	3.404 to 3.985
... Peer 4	3.262	1.3867	0.1144	3.036 to 3.489	3.924	0.9101	0.1404	3.640 to 4.207
... Peer 5	3.812	1.2024	0.1043	3.606 to 4.019	3.733	1.0919	0.1705	3.388 to 4.078
Your Peers (n=5)	3.498	0.2115	0.0946	3.236 to 3.761	3.732	0.1738	0.0777	3.516 to 3.947
All Universities (n=37)	3.335	0.4051	0.0666	3.200 to 3.470	3.435	0.4470	0.0735	3.286 to 3.584



Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

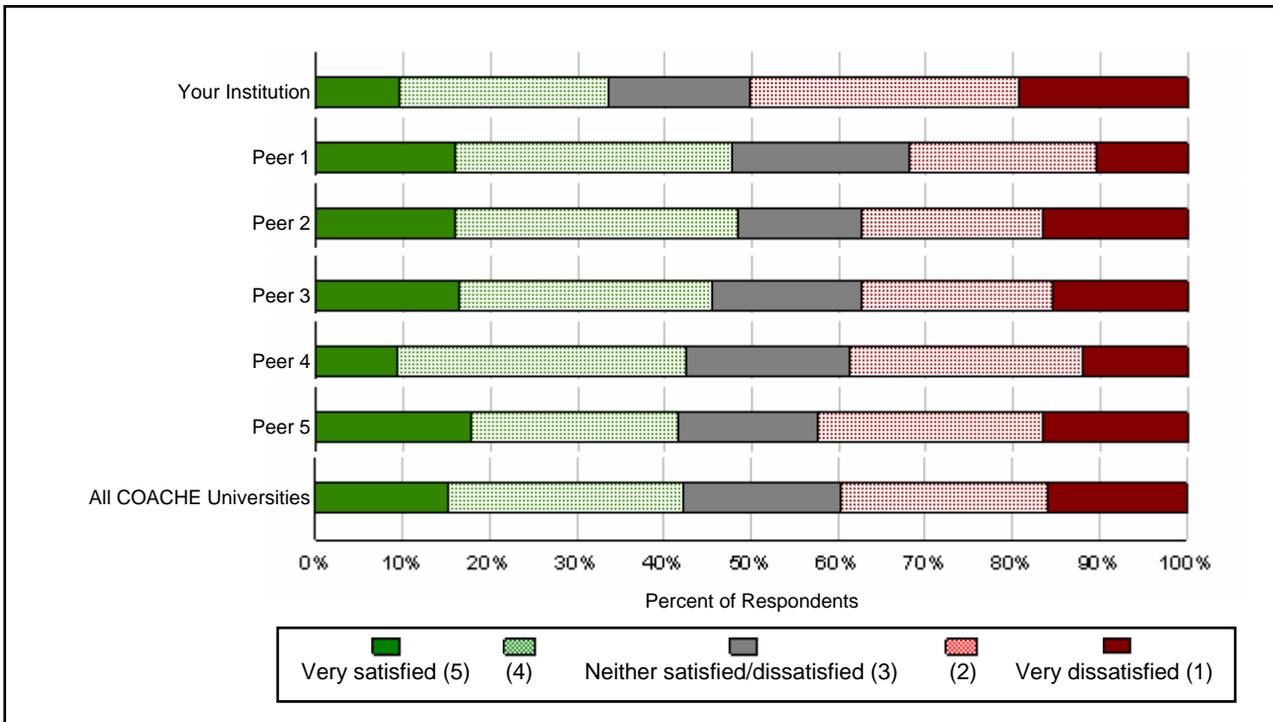
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 30th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.735	1.2824	0.1084	2.521 to 2.950
Faculty at Peer 1	3.214	1.2444	0.0802	3.056 to 3.372
... Peer 2	3.102	1.3533	0.1124	2.880 to 3.324
... Peer 3	3.091	1.3389	0.0949	2.904 to 3.278
... Peer 4	3.010	1.2013	0.0883	2.835 to 3.184
... Peer 5	3.004	1.3739	0.1057	2.795 to 3.213
Your Peers (n=5)	3.084	0.0763	0.0341	2.989 to 3.179
All Universities (n=37)	2.935	0.3682	0.0605	2.812 to 3.058



Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

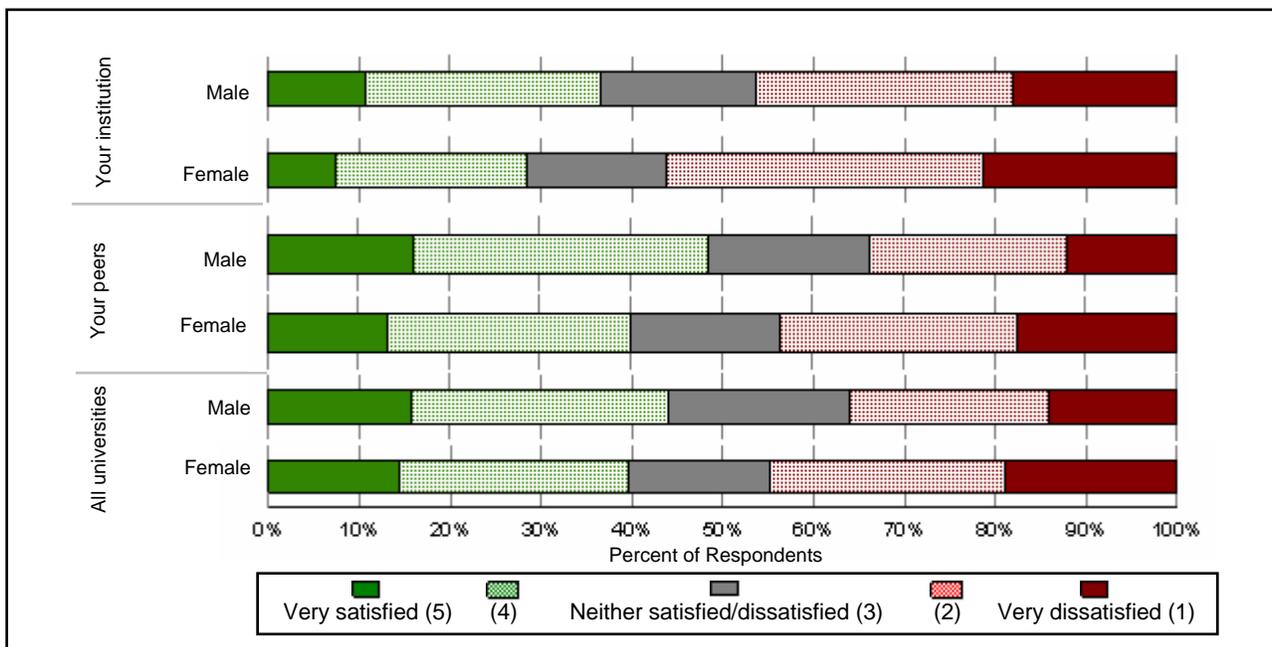
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 43rd 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 24th percentile on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.828	1.3073	0.1426	2.545 to 3.112	2.583	1.2227	0.1634	2.256 to 2.910
Faculty at Peer 1	3.342	1.1592	0.0983	3.148 to 3.537	3.010	1.3284	0.1315	2.749 to 3.271
... Peer 2	3.297	1.3774	0.1550	2.988 to 3.605	2.801	1.2734	0.1568	2.488 to 3.114
... Peer 3	3.089	1.3103	0.1238	2.843 to 3.334	3.094	1.3748	0.1474	2.801 to 3.387
... Peer 4	3.065	1.1719	0.1070	2.853 to 3.277	2.911	1.2493	0.1550	2.602 to 3.221
... Peer 5	3.151	1.3461	0.1374	2.879 to 3.424	2.800	1.3882	0.1625	2.476 to 3.124
Your Peers (n=5)	3.189	0.1113	0.0498	3.051 to 3.327	2.923	0.1156	0.0517	2.780 to 3.067
All Universities (n=37)	2.982	0.4125	0.0678	2.845 to 3.120	2.858	0.3759	0.0618	2.733 to 2.983



Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the amount of access they have to Teaching Fellows, Graduate Assistants, et al.

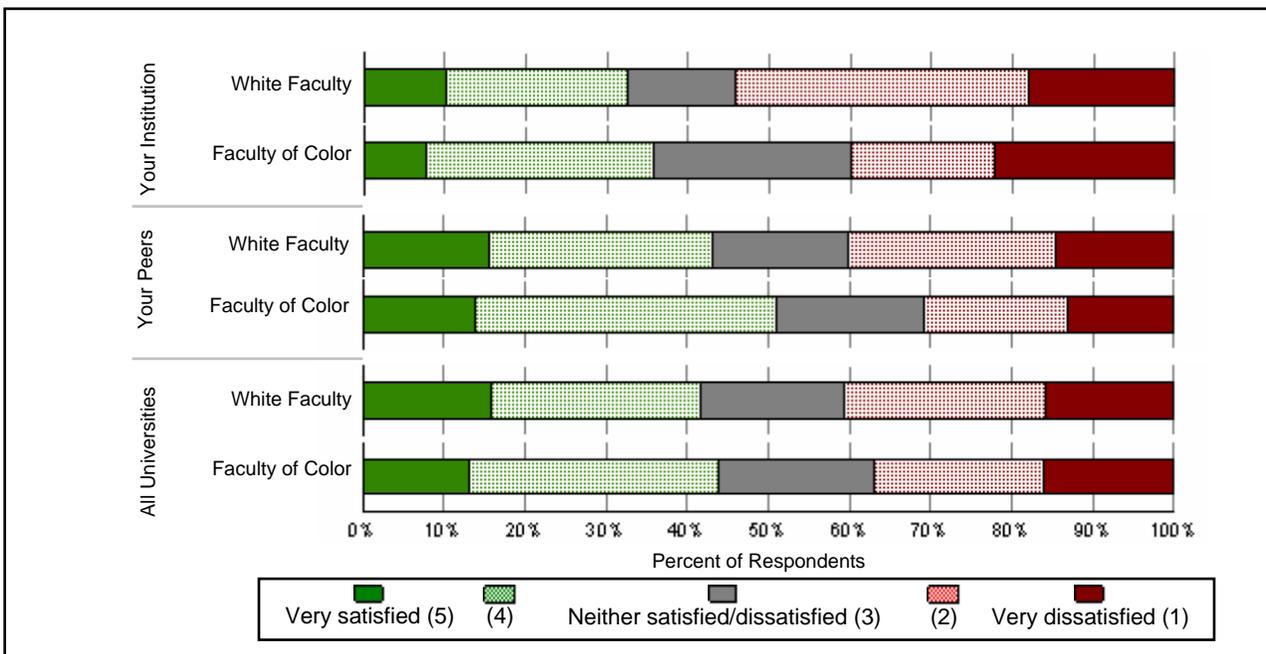
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th 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 38th 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	2.704	1.2749	0.1281	2.450 to 2.958	2.815	1.2915	0.2017	2.407 to 3.222
Faculty at Peer 1	3.186	1.2311	0.0884	3.012 to 3.361	3.295	1.2965	0.1912	2.910 to 3.680
... Peer 2	2.964	1.3864	0.1340	2.699 to 3.230	3.388	1.2013	0.1949	2.994 to 3.783
... Peer 3	3.095	1.3234	0.1147	2.868 to 3.322	3.080	1.3525	0.1718	2.737 to 3.424
... Peer 4	2.881	1.2361	0.1037	2.676 to 3.086	3.430	0.9774	0.1508	3.125 to 3.735
... Peer 5	3.070	1.3767	0.1207	2.831 to 3.309	2.852	1.3432	0.2151	2.416 to 3.287
Your Peers (n=5)	3.039	0.1061	0.0475	2.908 to 3.171	3.209	0.2157	0.0965	2.941 to 3.477
All Universities (n=37)	2.913	0.4200	0.0690	2.773 to 3.053	2.978	0.4213	0.0693	2.837 to 3.118



Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

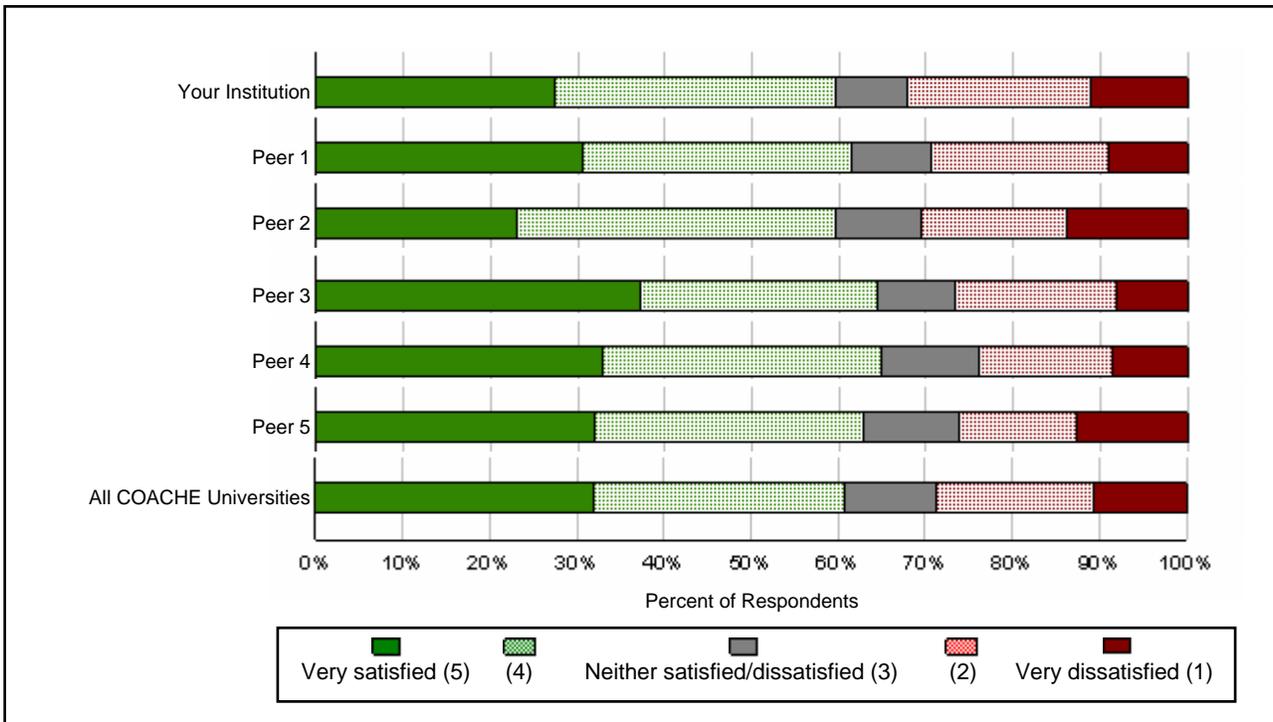
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the quality of clerical/administrative services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 35th percentile on satisfaction with the quality of clerical/administrative services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.437	1.3769	0.1151	3.209 to 3.664
Faculty at Peer 1	3.537	1.3685	0.0876	3.365 to 3.710
... Peer 2	3.384	1.3766	0.1102	3.166 to 3.601
... Peer 3	3.670	1.3529	0.0952	3.482 to 3.857
... Peer 4	3.653	1.3057	0.0952	3.465 to 3.841
... Peer 5	3.558	1.3882	0.1052	3.350 to 3.766
Your Peers (n=5)	3.560	0.1023	0.0458	3.433 to 3.687
All Universities (n=37)	3.505	0.3190	0.0524	3.399 to 3.612



Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the quality of clerical/administrative services.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the quality of clerical/administrative services.

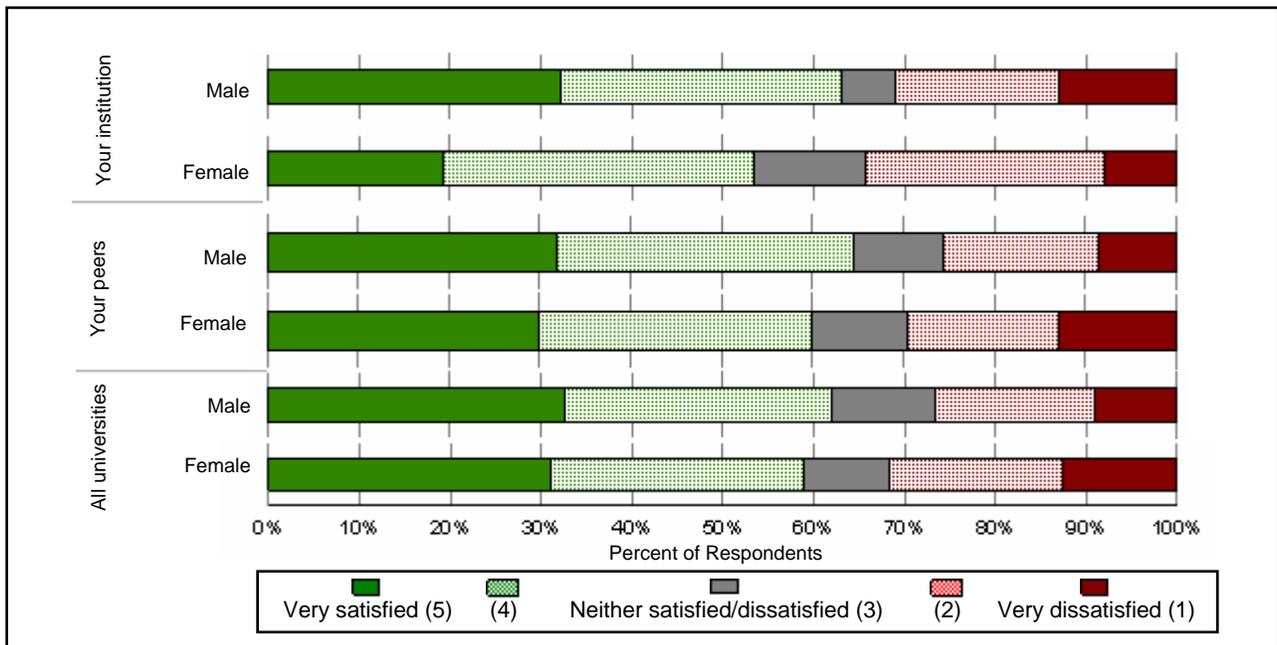
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 41st percentile on satisfaction with the quality of clerical/administrative services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 35th 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	3.514	1.4291	0.1532	3.209 to 3.818	3.306	1.2778	0.1707	2.963 to 3.648
Faculty at Peer 1	3.591	1.3097	0.1111	3.371 to 3.811	3.454	1.4395	0.1405	3.176 to 3.733
... Peer 2	3.489	1.2991	0.1435	3.203 to 3.774	3.235	1.4477	0.1683	2.899 to 3.570
... Peer 3	3.717	1.3285	0.1255	3.468 to 3.965	3.605	1.3808	0.1456	3.315 to 3.894
... Peer 4	3.629	1.3528	0.1215	3.389 to 3.870	3.697	1.2078	0.1510	3.395 to 3.998
... Peer 5	3.685	1.3181	0.1325	3.422 to 3.948	3.384	1.4573	0.1683	3.048 to 3.719
Your Peers (n=5)	3.622	0.0796	0.0356	3.523 to 3.721	3.475	0.1628	0.0728	3.273 to 3.677
All Universities (n=37)	3.555	0.3556	0.0585	3.436 to 3.673	3.437	0.3515	0.0578	3.320 to 3.554



Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of clerical/administrative services.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with the quality of clerical/administrative services.

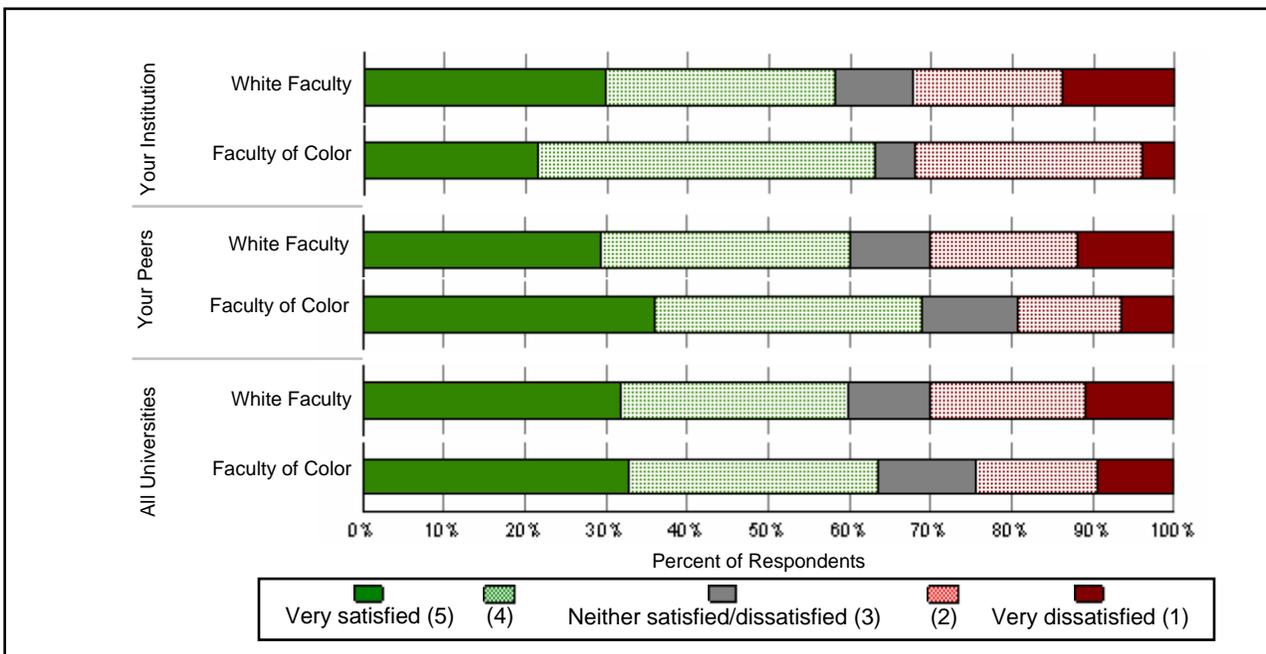
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 46th 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 27th percentile on satisfaction with the quality of clerical/administrative services.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty 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	3.417	1.4236	0.1410	3.138 to 3.697	3.486	1.2518	0.1955	3.091 to 3.882
Faculty at Peer 1	3.408	1.4018	0.1001	3.210 to 3.605	3.917	1.0882	0.1587	3.598 to 4.237
... Peer 2	3.286	1.3860	0.1260	3.037 to 3.535	3.634	1.3137	0.2220	3.182 to 4.085
... Peer 3	3.655	1.3807	0.1180	3.421 to 3.888	3.711	1.2745	0.1632	3.385 to 4.037
... Peer 4	3.574	1.3326	0.1107	3.355 to 3.793	3.915	1.1713	0.1807	3.550 to 4.280
... Peer 5	3.460	1.4009	0.1215	3.220 to 3.700	3.777	1.3162	0.2056	3.362 to 4.192
Your Peers (n=5)	3.477	0.1285	0.0575	3.317 to 3.636	3.791	0.1121	0.0501	3.652 to 3.930
All Universities (n=37)	3.471	0.3428	0.0564	3.357 to 3.585	3.620	0.3894	0.0640	3.490 to 3.750



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

OVERALL RESULTS

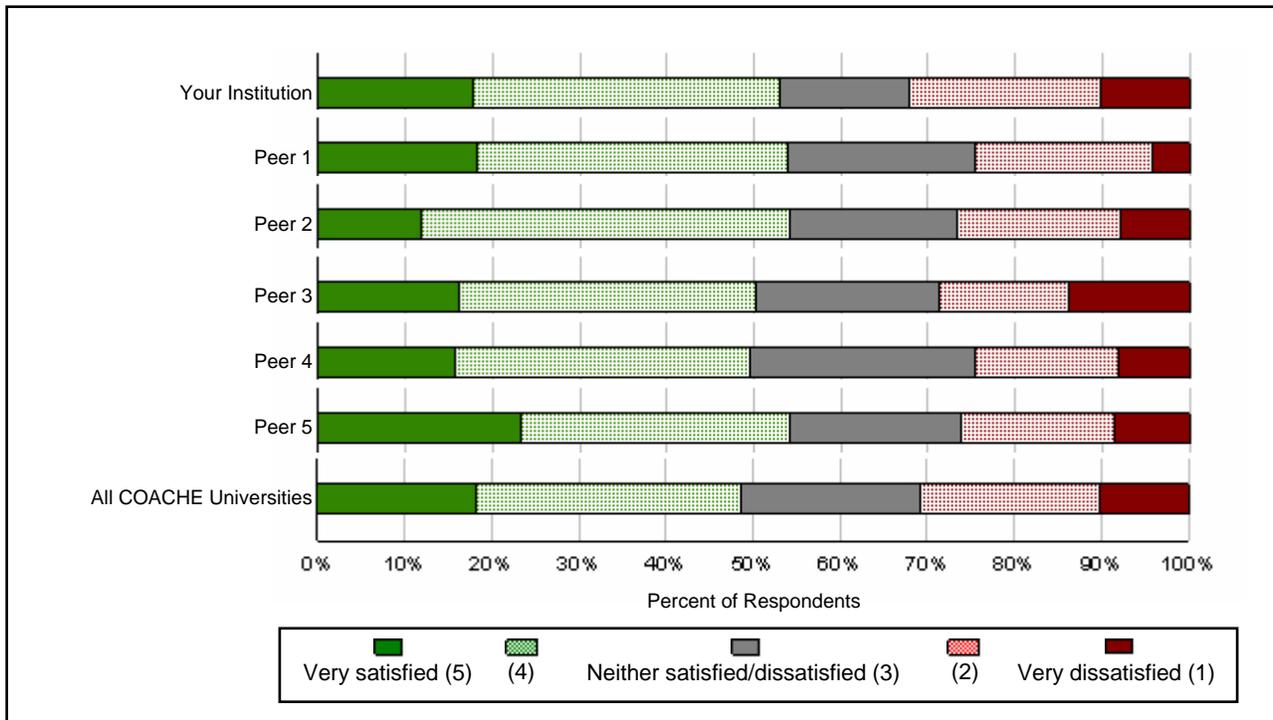
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of research services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 65th percentile on satisfaction with the quality of research services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.286	1.2733	0.1096	3.069 to 3.502
Faculty at Peer 1	3.433	1.1363	0.0735	3.288 to 3.577
... Peer 2	3.310	1.1648	0.0954	3.122 to 3.499
... Peer 3	3.238	1.2919	0.0932	3.054 to 3.422
... Peer 4	3.325	1.1729	0.0869	3.153 to 3.496
... Peer 5	3.425	1.2586	0.0983	3.231 to 3.619
Your Peers (n=5)	3.346	0.0738	0.0330	3.254 to 3.438
All Universities (n=37)	3.168	0.3405	0.0560	3.055 to 3.282



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the quality of research services.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on satisfaction with the quality of research services.

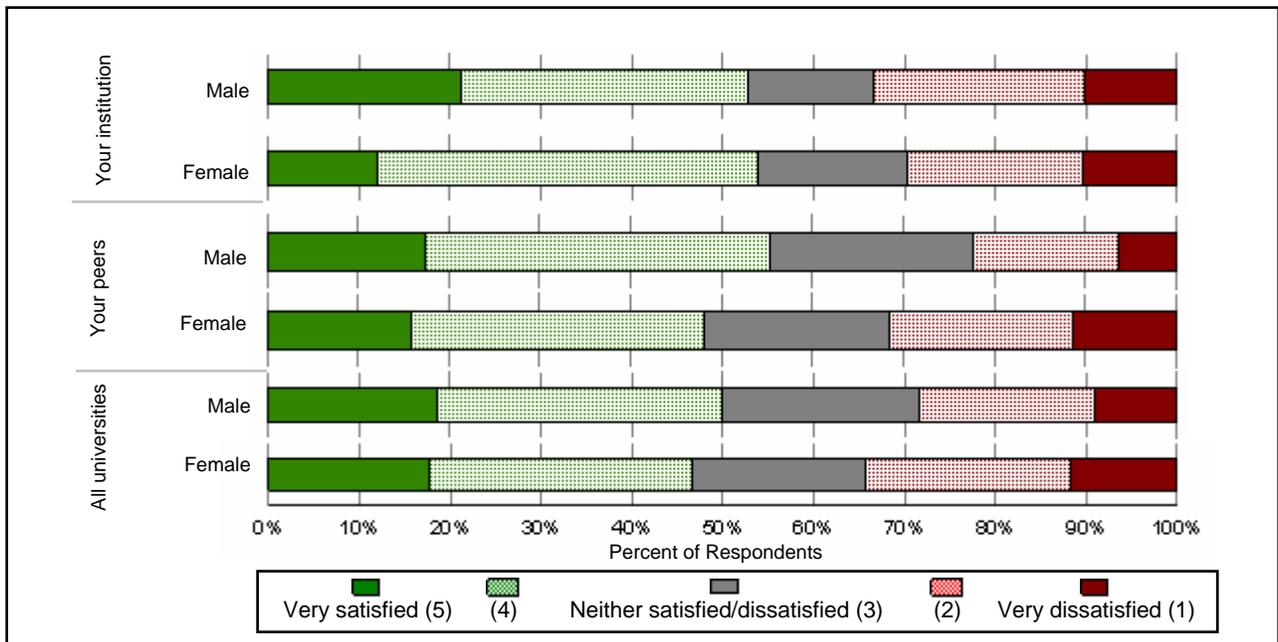
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 59th percentile on satisfaction with the quality of research services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 73rd 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	3.302	1.3073	0.1435	3.017 to 3.588	3.256	1.2143	0.1684	2.918 to 3.595
Faculty at Peer 1	3.558	1.0746	0.0918	3.376 to 3.739	3.238	1.1910	0.1179	3.004 to 3.472
... Peer 2	3.419	1.0128	0.1140	3.192 to 3.646	3.154	1.3015	0.1556	2.844 to 3.464
... Peer 3	3.246	1.2348	0.1199	3.009 to 3.484	3.226	1.3589	0.1465	2.934 to 3.517
... Peer 4	3.388	1.2407	0.1137	3.163 to 3.613	3.210	1.0260	0.1293	2.951 to 3.468
... Peer 5	3.583	1.1311	0.1186	3.347 to 3.818	3.219	1.3801	0.1615	2.897 to 3.541
Your Peers (n=5)	3.439	0.1224	0.0547	3.287 to 3.591	3.209	0.0291	0.0130	3.173 to 3.245
All Universities (n=37)	3.213	0.3527	0.0580	3.095 to 3.330	3.105	0.3884	0.0639	2.976 to 3.235



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

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of research services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of research services.

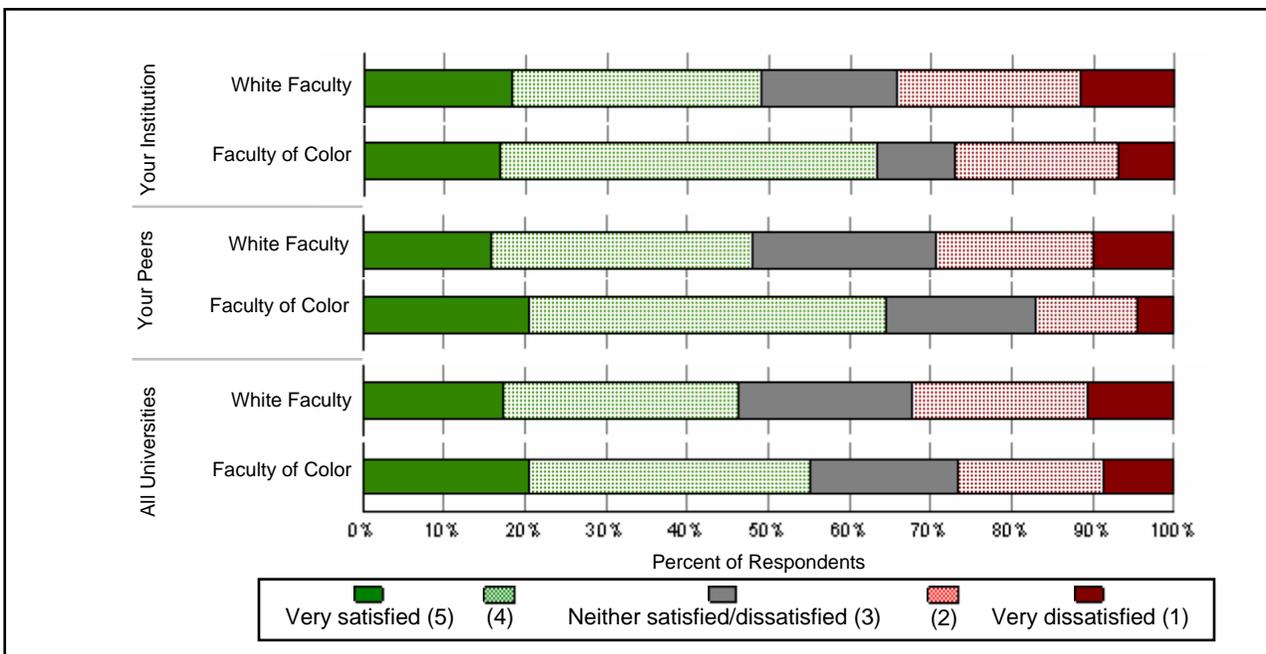
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 70th 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 65th 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	3.213	1.2954	0.1336	2.948 to 3.479	3.459	1.2092	0.1888	3.077 to 3.841
Faculty at Peer 1	3.292	1.1503	0.0832	3.128 to 3.456	3.835	0.9525	0.1389	3.555 to 4.114
... Peer 2	3.212	1.2080	0.1131	2.988 to 3.436	3.550	0.9664	0.1633	3.218 to 3.882
... Peer 3	3.190	1.3095	0.1157	2.961 to 3.419	3.362	1.2224	0.1578	3.047 to 3.678
... Peer 4	3.141	1.1765	0.0991	2.945 to 3.337	3.948	0.8771	0.1387	3.668 to 4.229
... Peer 5	3.399	1.2542	0.1131	3.175 to 3.623	3.479	1.2706	0.1984	3.078 to 3.880
Your Peers (n=5)	3.247	0.0905	0.0405	3.134 to 3.359	3.635	0.2209	0.0988	3.361 to 3.909
All Universities (n=37)	3.109	0.3705	0.0609	2.985 to 3.232	3.308	0.3976	0.0654	3.176 to 3.441



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

OVERALL RESULTS

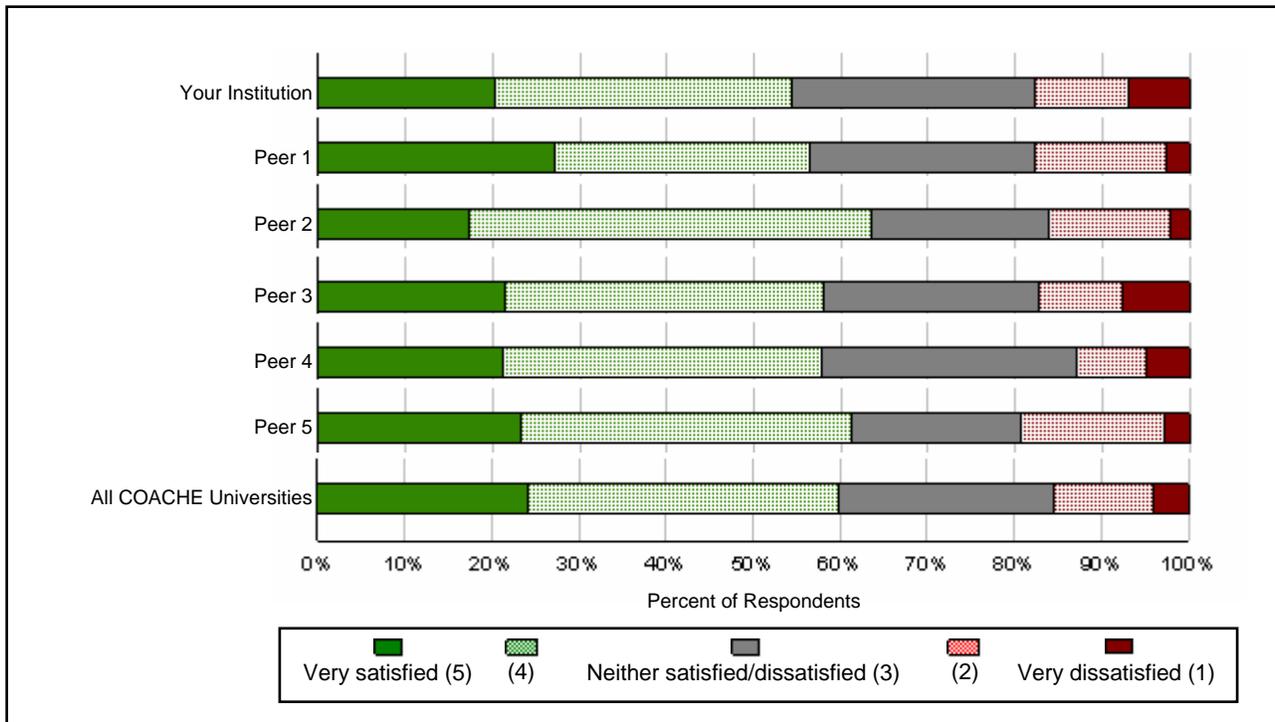
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with the quality of teaching services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on satisfaction with the quality of teaching services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.500	1.1243	0.0957	3.311 to 3.689
Faculty at Peer 1	3.630	1.1234	0.0736	3.485 to 3.775
... Peer 2	3.625	0.9980	0.0812	3.465 to 3.785
... Peer 3	3.542	1.1637	0.0844	3.376 to 3.709
... Peer 4	3.611	1.0565	0.0792	3.455 to 3.768
... Peer 5	3.622	1.1165	0.0891	3.446 to 3.798
Your Peers (n=5)	3.606	0.0325	0.0145	3.566 to 3.647
All Universities (n=37)	3.643	0.2365	0.0389	3.564 to 3.722



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of teaching services.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of teaching services.

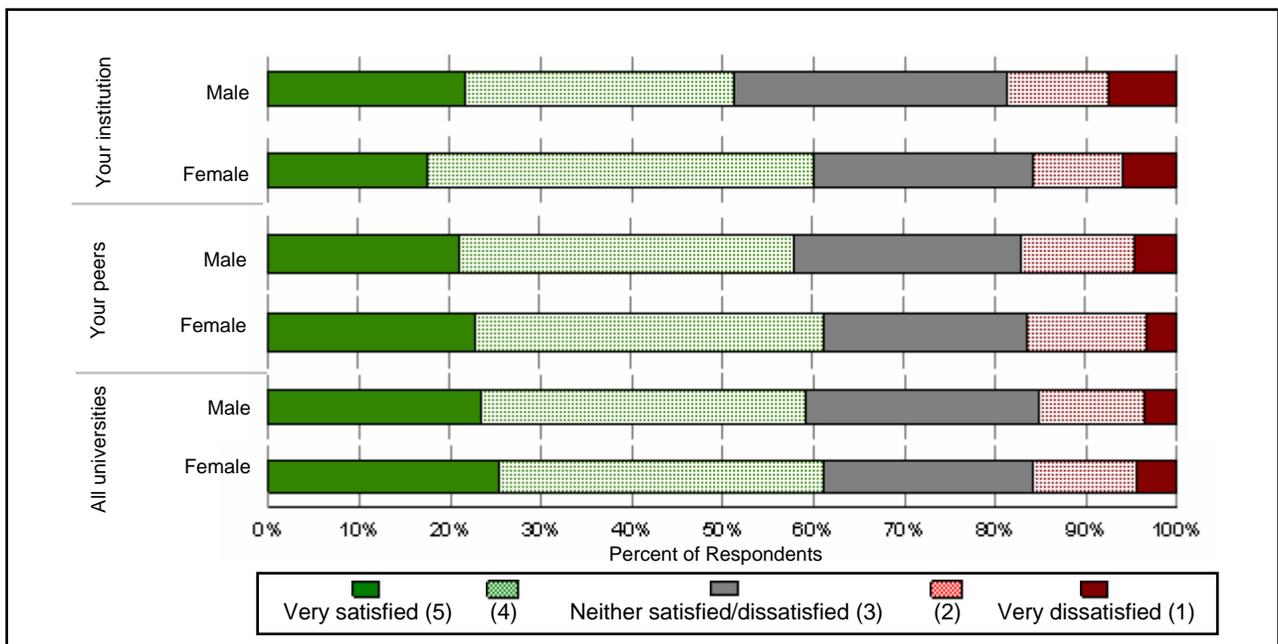
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 24th percentile on satisfaction with the quality of teaching services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 41st 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	3.468	1.1644	0.1263	3.216 to 3.719	3.556	1.0563	0.1451	3.265 to 3.847
Faculty at Peer 1	3.721	1.0038	0.0861	3.551 to 3.891	3.483	1.2605	0.1280	3.229 to 3.737
... Peer 2	3.508	1.0092	0.1143	3.281 to 3.736	3.785	0.9686	0.1134	3.559 to 4.011
... Peer 3	3.399	1.2193	0.1213	3.159 to 3.640	3.726	1.0768	0.1141	3.499 to 3.953
... Peer 4	3.620	1.0941	0.1003	3.421 to 3.818	3.595	0.9763	0.1271	3.341 to 3.850
... Peer 5	3.620	1.1345	0.1209	3.379 to 3.860	3.626	1.0930	0.1316	3.363 to 3.888
Your Peers (n=5)	3.574	0.1101	0.0492	3.437 to 3.710	3.643	0.1050	0.0470	3.513 to 3.773
All Universities (n=37)	3.647	0.2597	0.0427	3.560 to 3.734	3.638	0.2687	0.0442	3.548 to 3.727



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

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the quality of teaching services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of teaching services.

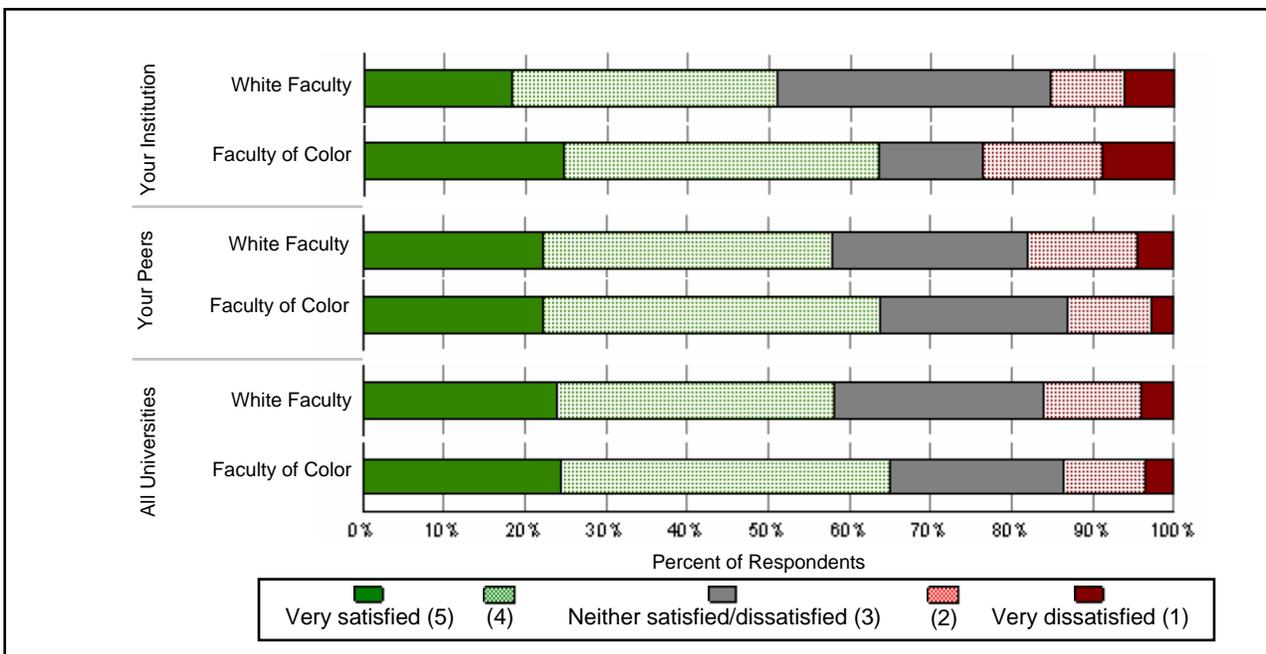
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th 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 30th percentile on satisfaction with the quality of teaching services.

Across all universities:

- Across all universities, junior faculty of color were more satisfied than were white junior faculty 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	3.477	1.0807	0.1092	3.260 to 3.694	3.557	1.2183	0.1926	3.168 to 3.947
Faculty at Peer 1	3.545	1.1270	0.0826	3.382 to 3.708	3.875	1.0552	0.1556	3.562 to 4.189
... Peer 2	3.698	1.0127	0.0944	3.511 to 3.885	3.452	0.9275	0.1546	3.138 to 3.766
... Peer 3	3.531	1.1562	0.1034	3.326 to 3.735	3.572	1.1217	0.1436	3.284 to 3.859
... Peer 4	3.551	1.0773	0.0917	3.370 to 3.733	3.816	0.9655	0.1546	3.503 to 4.129
... Peer 5	3.546	1.1649	0.1068	3.334 to 3.757	3.786	0.9300	0.1509	3.480 to 4.091
Your Peers (n=5)	3.574	0.0623	0.0279	3.497 to 3.652	3.700	0.1609	0.0720	3.500 to 3.900
All Universities (n=37)	3.586	0.2715	0.0446	3.495 to 3.676	3.742	0.2873	0.0472	3.646 to 3.838



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

OVERALL RESULTS

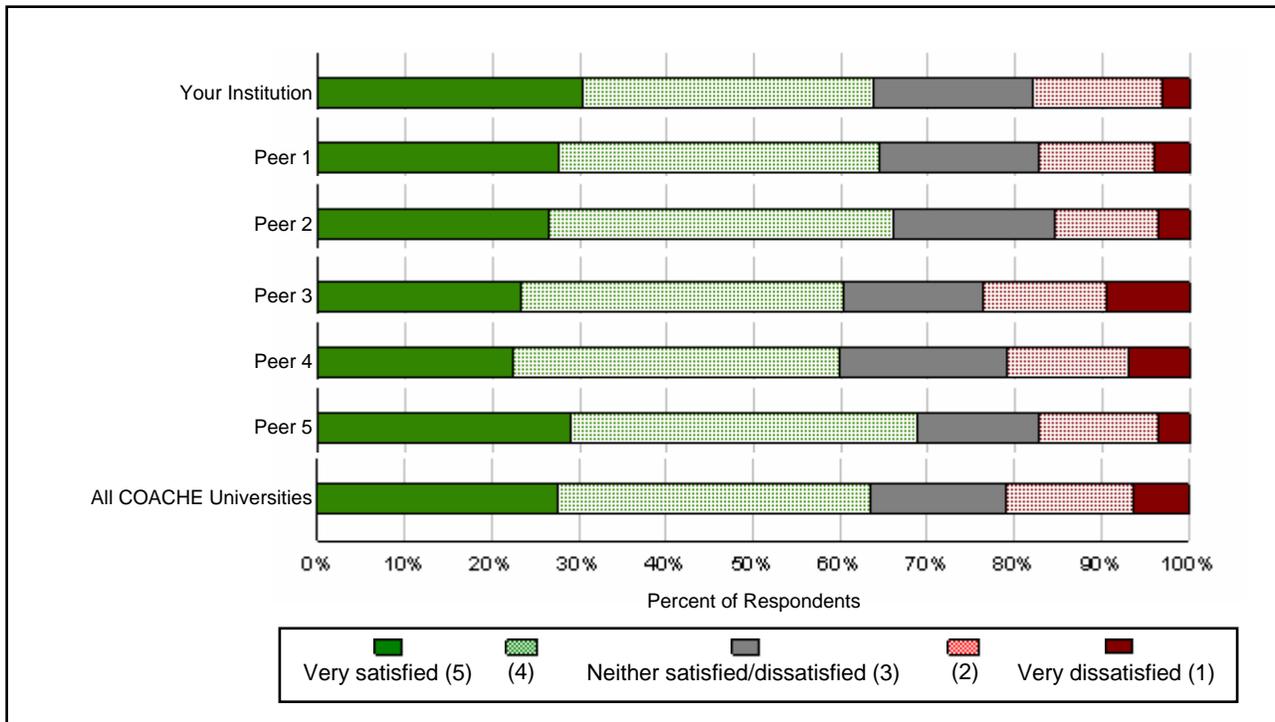
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with the quality of computing services.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 76th percentile on satisfaction with the quality of computing services.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.732	1.1392	0.0949	3.544 to 3.919
Faculty at Peer 1	3.706	1.1501	0.0741	3.560 to 3.852
... Peer 2	3.735	1.0945	0.0860	3.565 to 3.905
... Peer 3	3.503	1.2421	0.0876	3.331 to 3.676
... Peer 4	3.541	1.1825	0.0867	3.370 to 3.712
... Peer 5	3.769	1.1393	0.0864	3.599 to 3.940
Your Peers (n=5)	3.651	0.1076	0.0481	3.518 to 3.785
All Universities (n=37)	3.601	0.2410	0.0396	3.521 to 3.681



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

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the quality of computing services.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the quality of computing services.

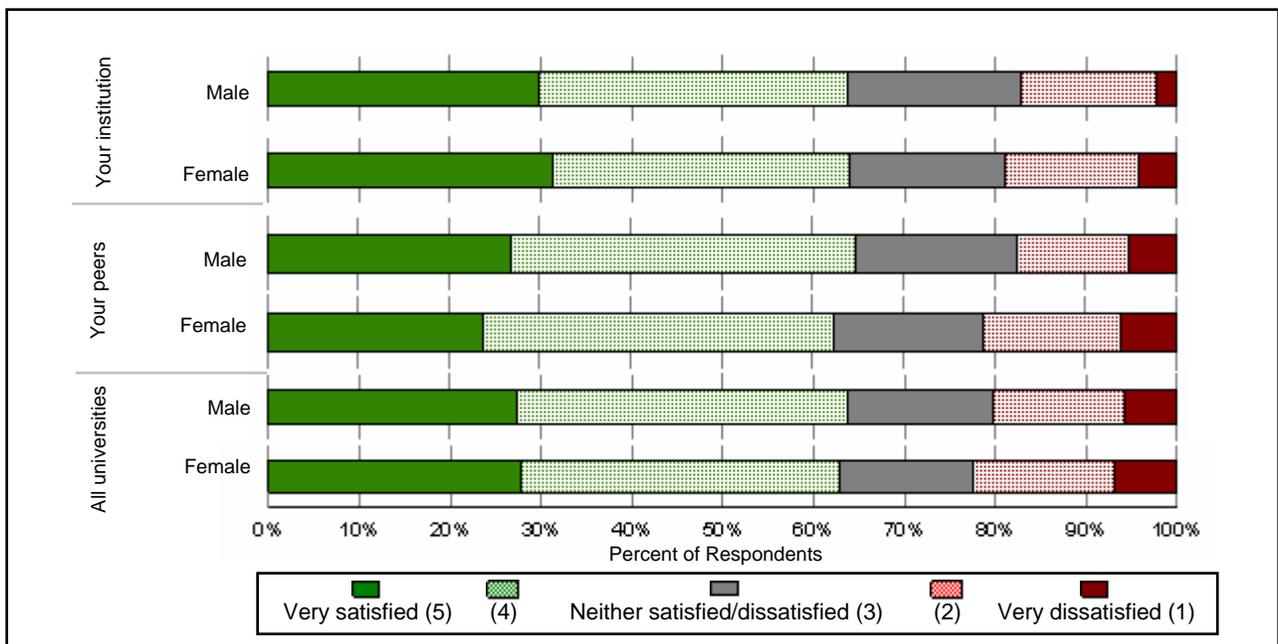
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 68th percentile on satisfaction with the quality of computing services.
- Among female junior faculty at all universities, your female junior faculty ranked in the 73rd 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	3.739	1.1061	0.1186	3.503 to 3.975	3.720	1.1870	0.1572	3.405 to 4.034
Faculty at Peer 1	3.811	1.1007	0.0940	3.625 to 3.997	3.546	1.2000	0.1177	3.312 to 3.779
... Peer 2	3.785	1.0070	0.1092	3.568 to 4.002	3.665	1.1800	0.1345	3.397 to 3.932
... Peer 3	3.447	1.2360	0.1173	3.215 to 3.680	3.582	1.2445	0.1312	3.321 to 3.843
... Peer 4	3.641	1.1659	0.1056	3.432 to 3.850	3.358	1.1907	0.1488	3.061 to 3.656
... Peer 5	3.755	1.2236	0.1224	3.512 to 3.997	3.790	1.0132	0.1178	3.556 to 4.025
Your Peers (n=5)	3.688	0.1334	0.0597	3.522 to 3.853	3.588	0.1425	0.0637	3.411 to 3.765
All Universities (n=37)	3.628	0.2639	0.0434	3.540 to 3.716	3.570	0.3077	0.0506	3.468 to 3.673



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

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the quality of computing services.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the quality of computing services.

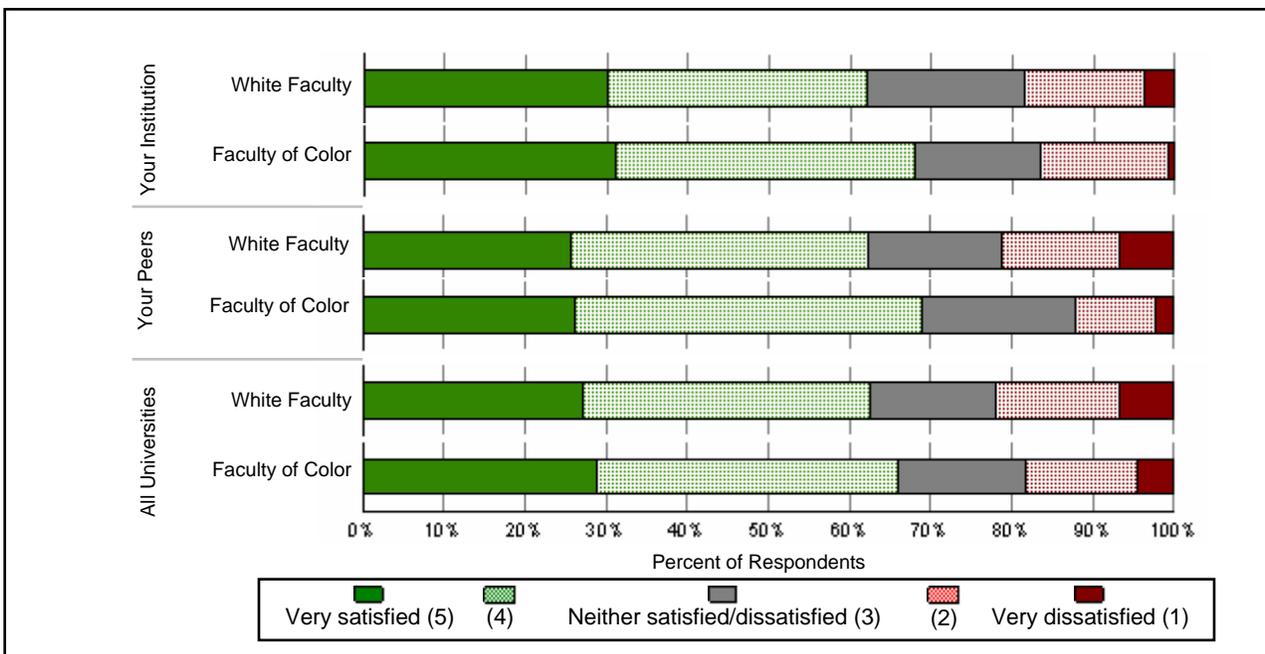
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 73rd 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 62nd 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	3.699	1.1561	0.1139	3.473 to 3.925	3.818	1.0935	0.1708	3.473 to 4.164
Faculty at Peer 1	3.656	1.1730	0.0840	3.491 to 3.822	3.857	0.9651	0.1439	3.567 to 4.147
... Peer 2	3.724	1.1112	0.0998	3.526 to 3.921	3.762	1.0371	0.1682	3.421 to 4.103
... Peer 3	3.441	1.2901	0.1114	3.220 to 3.661	3.667	1.1156	0.1406	3.386 to 3.948
... Peer 4	3.429	1.2228	0.1019	3.227 to 3.630	3.924	0.9210	0.1438	3.633 to 4.215
... Peer 5	3.744	1.1804	0.1024	3.541 to 3.946	3.827	0.9931	0.1551	3.513 to 4.140
Your Peers (n=5)	3.599	0.1370	0.0613	3.429 to 3.769	3.807	0.0874	0.0391	3.699 to 3.916
All Universities (n=37)	3.557	0.2600	0.0427	3.470 to 3.643	3.703	0.3519	0.0579	3.586 to 3.820



Question 34a. Regardless of whether the following policies and practices currently apply to your institution, please rate how important you think each would be to your success.

Question 34b. *How effective for you have been the following at your institution?*

From a list of 16 common policies and practices, below are those items which respondents identified as “Very important” or “Somewhat important” in Question 34a, then as “Very ineffective” or “Somewhat ineffective” in Question 34b. This “gap analysis” highlights those policies and practices for which a large gap exists between importance rating and effectiveness rating. We call this the “effectiveness gap.”

The following items were most frequently rated as **IMPORTANT** to junior faculty success, but **INEFFECTIVE** at your institution:

At your institution overall

1. Childcare
2. Spousal/partner hiring program
3. Professional assistance in obtaining externally funded grants

Males

1. Professional assistance in obtaining externally funded grants
2. Spousal/partner hiring program
3. Financial assistance with housing
3. Childcare

Females

1. Childcare
2. Paid or unpaid research leave during the probationary period
2. Spousal/partner hiring program

White faculty

1. Professional assistance in obtaining externally funded grants
2. Childcare
3. Spousal/partner hiring program

Faculty of color

1. Childcare
 2. Spousal/partner hiring program
 3. Financial assistance with housing
-

The following table provides “effectiveness gap” results in greater detail. A high percentage of faculty indicating an effectiveness gap indicates a potential problem with that policy or provision on your campus. Note especially the differences between groups on those policies and provisions that do not necessarily rank high overall.

Table 34: Percentage of junior faculty indicating an “effectiveness gap” for common policies and provisions.

NC State University Policy or practice for junior faculty	At Your Institution				
	Overall	Males	Females	White faculty	Faculty of color
Childcare	51% (1)	36%* (3)	72% (1)	43% (2)	65% (1)
Spousal/partner hiring program	45% (2)	40% (2)	49%* (2)	41% (3)	53% (2)
Professional assistance in obtaining externally funded grants	40% (3)	41% (1)	36% (6)	44% (1)	29% (5)
Financial assistance with housing	38% (4)	36%* (3)	42% (5)	32% (4)	49% (3)
Paid or unpaid research leave during the probationary period	30% (5)	19% (9)	49%* (2)	29%* (6)	33% (4)
Travel funds to present papers or conduct research	28% (6)	30% (5)	25%* (8)	30% (5)	23% (8)
An upper limit on committee assignments for tenure-track faculty	27%* (7)	22%* (7)	34% (7)	29%* (6)	20% (10)
Paid or unpaid personal leave during the probationary period	27%* (7)	15%* (12)	43% (4)	27%* (8)	27% (6)
Stop-the-tenure-clock for parental or other family reasons	24% (9)	25% (6)	22% (10)	23% (10)	26% (7)
Formal mentoring program for junior faculty	23% (10)	22%* (7)	25%* (8)	27%* (8)	13% (11)
An upper limit on teaching obligations	17%* (11)	16% (11)	19%* (11)	16% (15)	21% (9)
Written summary of periodic performance reviews for junior faculty	17%* (11)	15%* (12)	19%* (11)	22% (11)	4% (14)
Peer reviews of teaching and research	15% (13)	17% (10)	12% (15)	21% (12)	2% (15)
Informal mentoring	14%* (14)	13% (16)	16% (13)	17% (14)	8% (12)
Periodic, formal performance reviews for junior faculty	14%* (14)	15%* (12)	13% (14)	19% (13)	1% (16)
Professional assistance for improving teaching	12% (16)	15%* (12)	7% (16)	15% (16)	6% (13)

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

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

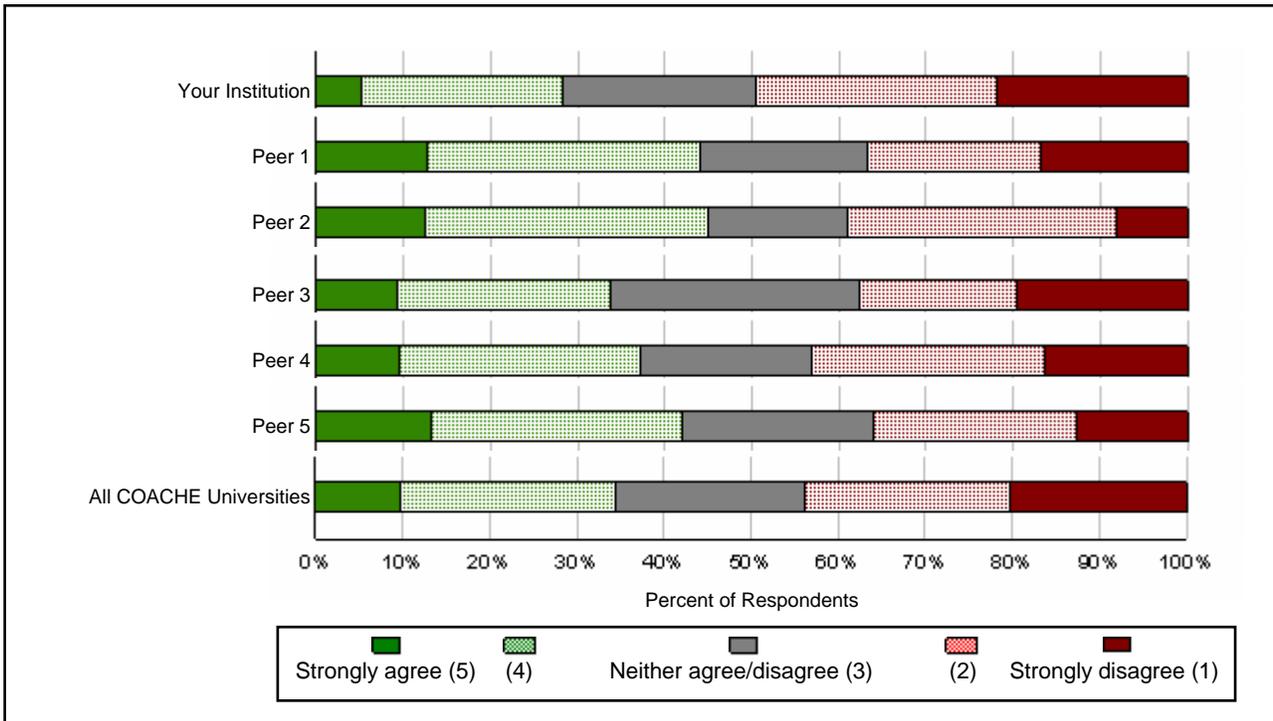
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 38th 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	2.619	1.2377	0.1283	2.364 to 2.874
Faculty at Peer 1	3.032	1.3178	0.1008	2.833 to 3.231
... Peer 2	3.102	1.2226	0.1160	2.872 to 3.332
... Peer 3	2.860	1.2603	0.1097	2.643 to 3.077
... Peer 4	2.872	1.2461	0.1101	2.654 to 3.090
... Peer 5	3.065	1.2663	0.1137	2.840 to 3.291
Your Peers (n=5)	2.986	0.1009	0.0451	2.861 to 3.112
All Universities (n=37)	2.771	0.3455	0.0568	2.656 to 2.887



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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.

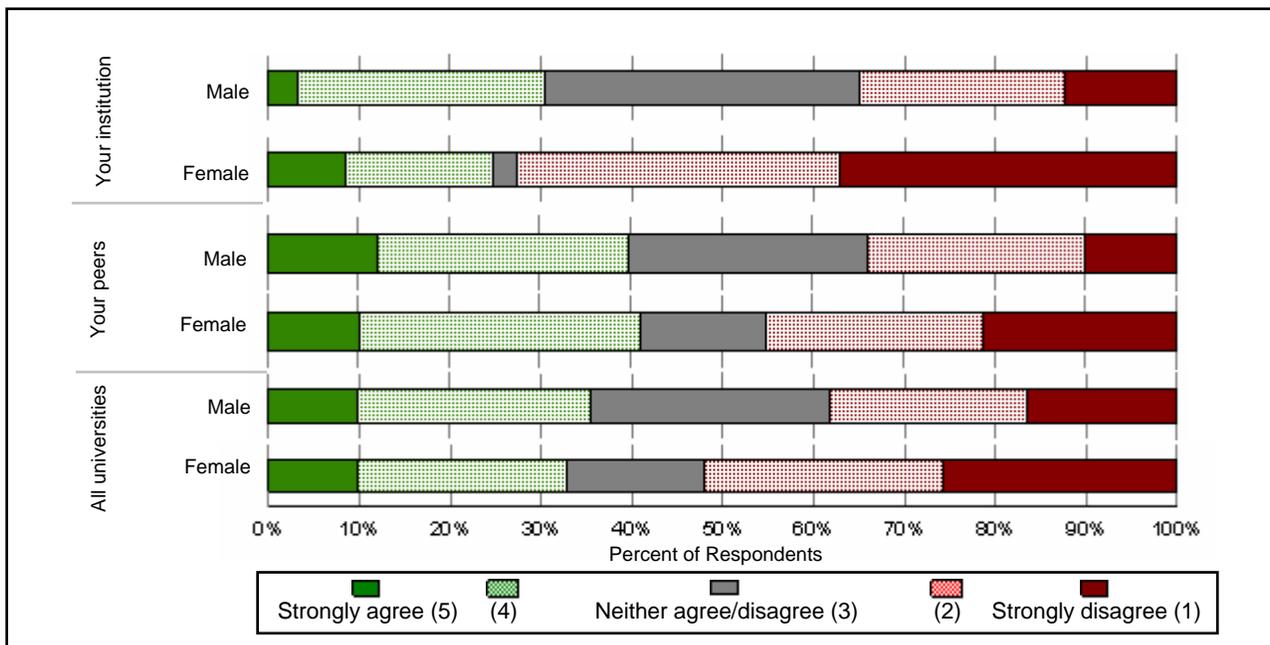
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st 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 19th 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	2.862	1.0964	0.1478	2.565 to 3.158	2.233	1.3150	0.2133	1.801 to 2.666
Faculty at Peer 1	3.152	1.1832	0.1172	2.920 to 3.384	2.828	1.4740	0.1774	2.474 to 3.183
... Peer 2	3.225	1.1577	0.1575	2.909 to 3.541	2.950	1.2624	0.1672	2.615 to 3.285
... Peer 3	2.860	1.1276	0.1378	2.585 to 3.136	2.859	1.3838	0.1716	2.516 to 3.202
... Peer 4	2.970	1.2088	0.1351	2.701 to 3.239	2.716	1.2903	0.1862	2.341 to 3.090
... Peer 5	3.186	1.2353	0.1456	2.896 to 3.476	2.890	1.2922	0.1792	2.530 to 3.250
Your Peers (n=5)	3.079	0.1399	0.0626	2.905 to 3.252	2.848	0.0776	0.0347	2.752 to 2.945
All Universities (n=37)	2.865	0.3224	0.0530	2.757 to 2.972	2.630	0.4490	0.0738	2.480 to 2.780



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:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on reporting that their institution does what it can to make having children and the tenure-track compatible.

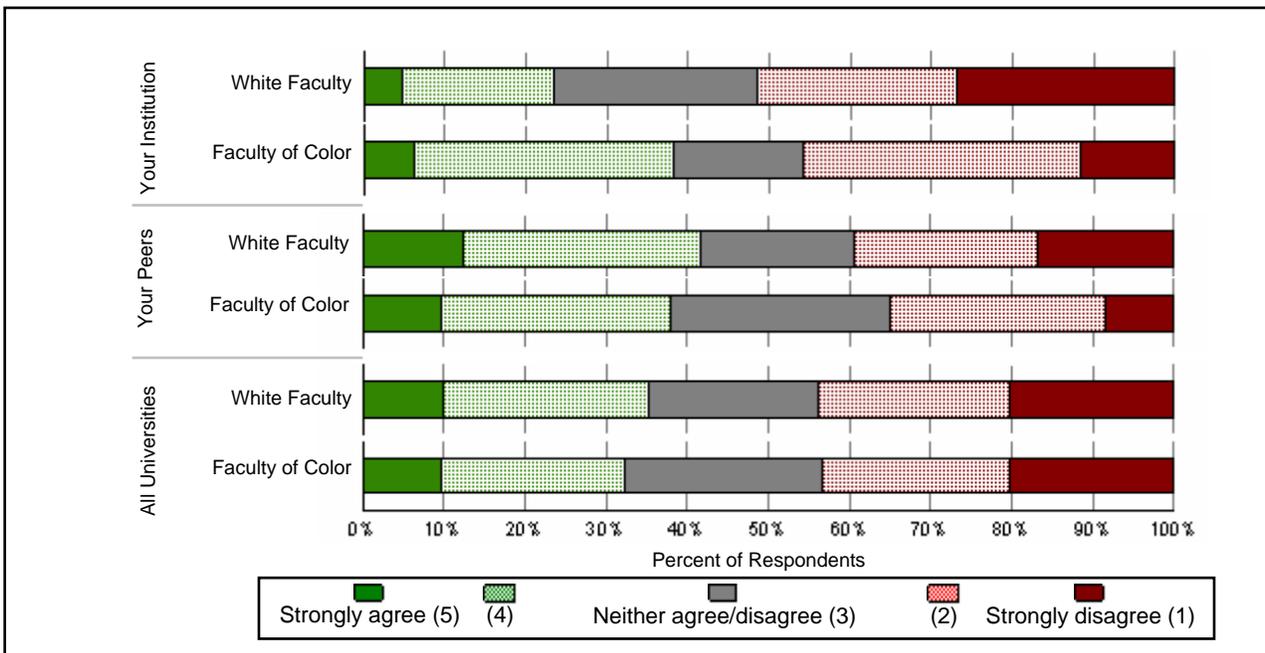
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th 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 54th 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	2.498	1.2093	0.1548	2.188 to 2.807	2.869	1.2609	0.2229	2.414 to 3.323
Faculty at Peer 1	3.009	1.3427	0.1127	2.787 to 3.232	3.112	1.1845	0.2200	2.661 to 3.562
... Peer 2	3.190	1.2911	0.1400	2.912 to 3.469	2.892	0.9334	0.1831	2.515 to 3.269
... Peer 3	2.719	1.2269	0.1301	2.461 to 2.978	3.236	1.2669	0.1979	2.836 to 3.636
... Peer 4	2.820	1.2696	0.1263	2.569 to 3.070	3.068	1.1596	0.2274	2.599 to 3.536
... Peer 5	3.153	1.3182	0.1374	2.880 to 3.426	2.895	1.0879	0.1923	2.502 to 3.287
Your Peers (n=5)	2.978	0.1837	0.0822	2.750 to 3.206	3.040	0.1320	0.0590	2.876 to 3.204
All Universities (n=37)	2.786	0.3544	0.0583	2.668 to 2.904	2.783	0.4569	0.0751	2.630 to 2.935



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

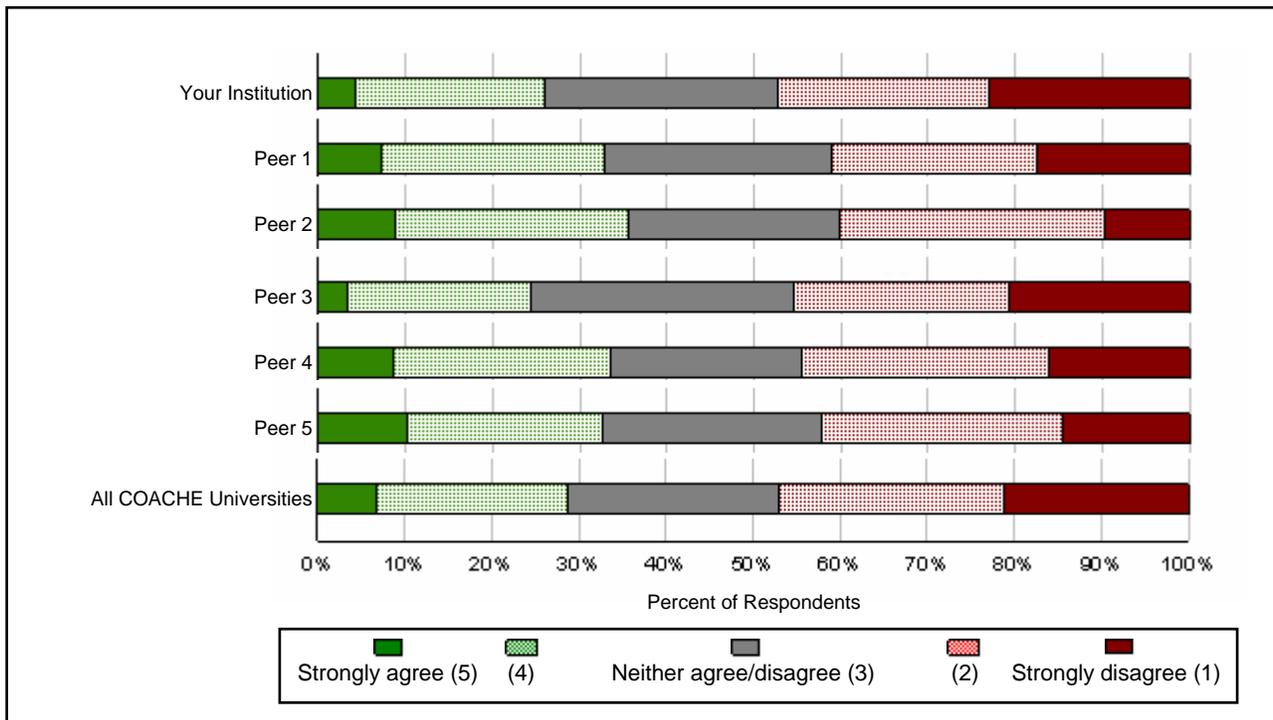
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 38th 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	2.600	1.2109	0.1242	2.354 to 2.847
Faculty at Peer 1	2.814	1.2169	0.0931	2.631 to 2.998
... Peer 2	2.945	1.1733	0.1119	2.723 to 3.167
... Peer 3	2.617	1.1455	0.0975	2.424 to 2.810
... Peer 4	2.814	1.2159	0.1066	2.603 to 3.025
... Peer 5	2.861	1.2327	0.1107	2.642 to 3.081
Your Peers (n=5)	2.810	0.1079	0.0483	2.676 to 2.944
All Universities (n=37)	2.677	0.2899	0.0477	2.580 to 2.773



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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.

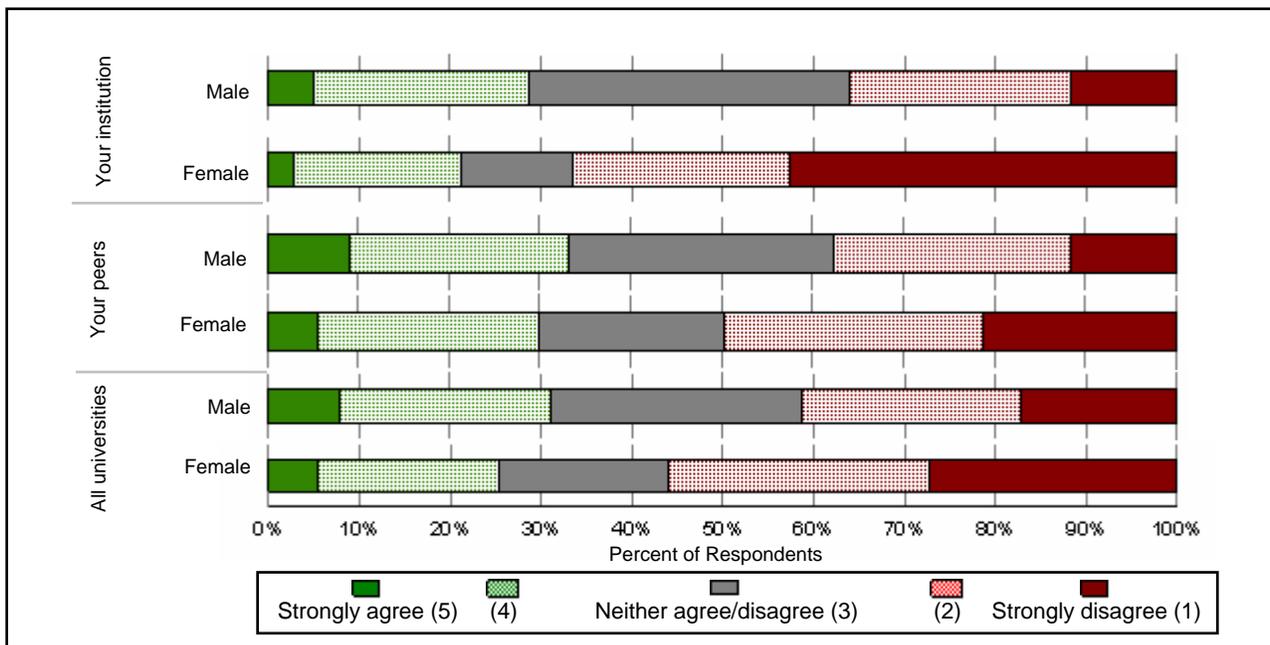
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th 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 24th 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	2.861	1.0998	0.1444	2.572 to 3.150	2.148	1.2165	0.2000	1.742 to 2.553
Faculty at Peer 1	2.979	1.1430	0.1137	2.753 to 3.204	2.542	1.2726	0.1521	2.239 to 2.846
... Peer 2	3.143	1.0943	0.1503	2.841 to 3.444	2.707	1.1989	0.1588	2.388 to 3.025
... Peer 3	2.703	1.0426	0.1237	2.456 to 2.950	2.514	1.2384	0.1513	2.212 to 2.816
... Peer 4	2.869	1.2248	0.1361	2.598 to 3.140	2.725	1.1952	0.1707	2.382 to 3.069
... Peer 5	2.955	1.2303	0.1450	2.665 to 3.244	2.728	1.2228	0.1696	2.388 to 3.068
Your Peers (n=5)	2.930	0.1439	0.0644	2.751 to 3.108	2.643	0.0947	0.0424	2.526 to 2.761
All Universities (n=37)	2.797	0.3227	0.0531	2.690 to 2.905	2.491	0.3795	0.0624	2.364 to 2.617



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:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that their institution does what it can to make raising children and the tenure-track compatible.

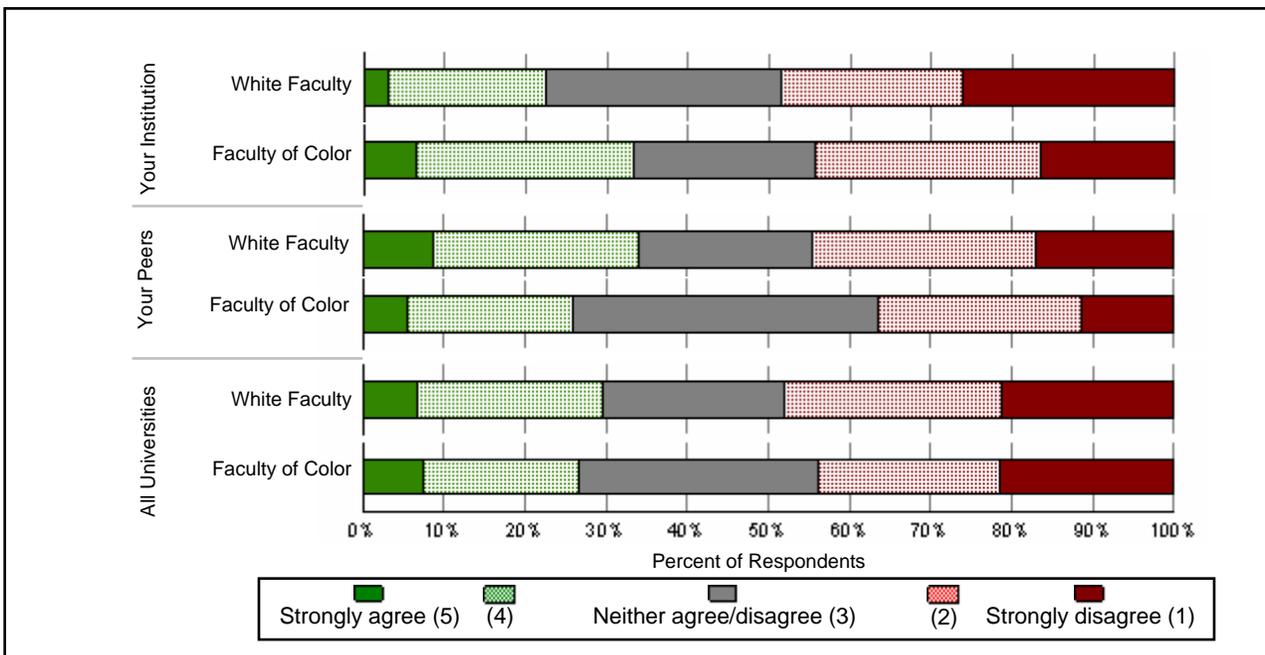
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th 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 54th 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	2.511	1.1666	0.1470	2.218 to 2.805	2.789	1.2805	0.2264	2.327 to 3.251
Faculty at Peer 1	2.810	1.2491	0.1045	2.604 to 3.017	2.829	1.0369	0.1960	2.427 to 3.231
... Peer 2	2.983	1.2733	0.1381	2.708 to 3.258	2.849	0.7310	0.1462	2.547 to 3.151
... Peer 3	2.501	1.0581	0.1103	2.282 to 2.721	2.918	1.2719	0.1917	2.531 to 3.304
... Peer 4	2.763	1.2538	0.1241	2.517 to 3.009	2.999	1.0709	0.2061	2.575 to 3.422
... Peer 5	3.001	1.2615	0.1308	2.741 to 3.261	2.576	1.0728	0.1927	2.183 to 2.970
Your Peers (n=5)	2.812	0.1810	0.0810	2.587 to 3.037	2.834	0.1420	0.0635	2.658 to 3.010
All Universities (n=37)	2.662	0.3018	0.0496	2.562 to 2.763	2.778	0.5198	0.0855	2.605 to 2.951



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

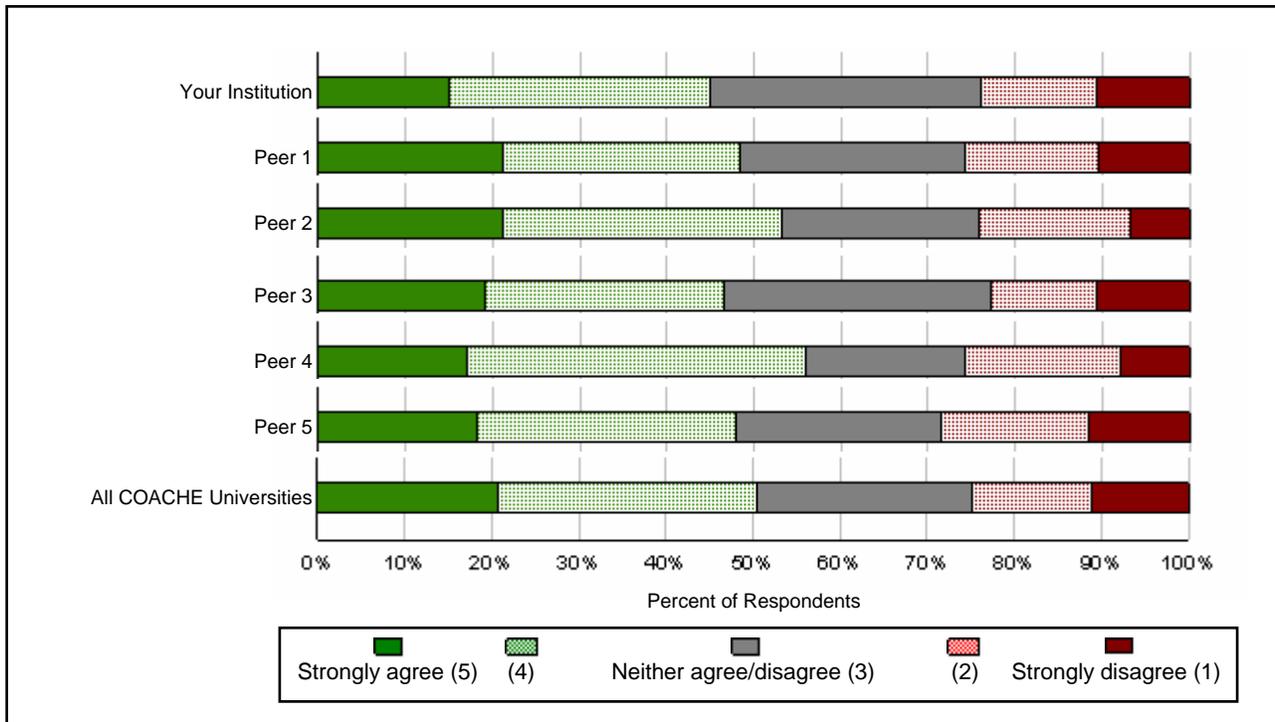
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 27th 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	3.255	1.2179	0.1243	3.008 to 3.502
Faculty at Peer 1	3.334	1.2645	0.0953	3.146 to 3.523
... Peer 2	3.435	1.2127	0.1151	3.207 to 3.663
... Peer 3	3.325	1.2267	0.1026	3.123 to 3.528
... Peer 4	3.396	1.1918	0.1049	3.188 to 3.603
... Peer 5	3.262	1.2717	0.1128	3.039 to 3.485
Your Peers (n=5)	3.351	0.0600	0.0268	3.276 to 3.425
All Universities (n=37)	3.361	0.3096	0.0509	3.258 to 3.465



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:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

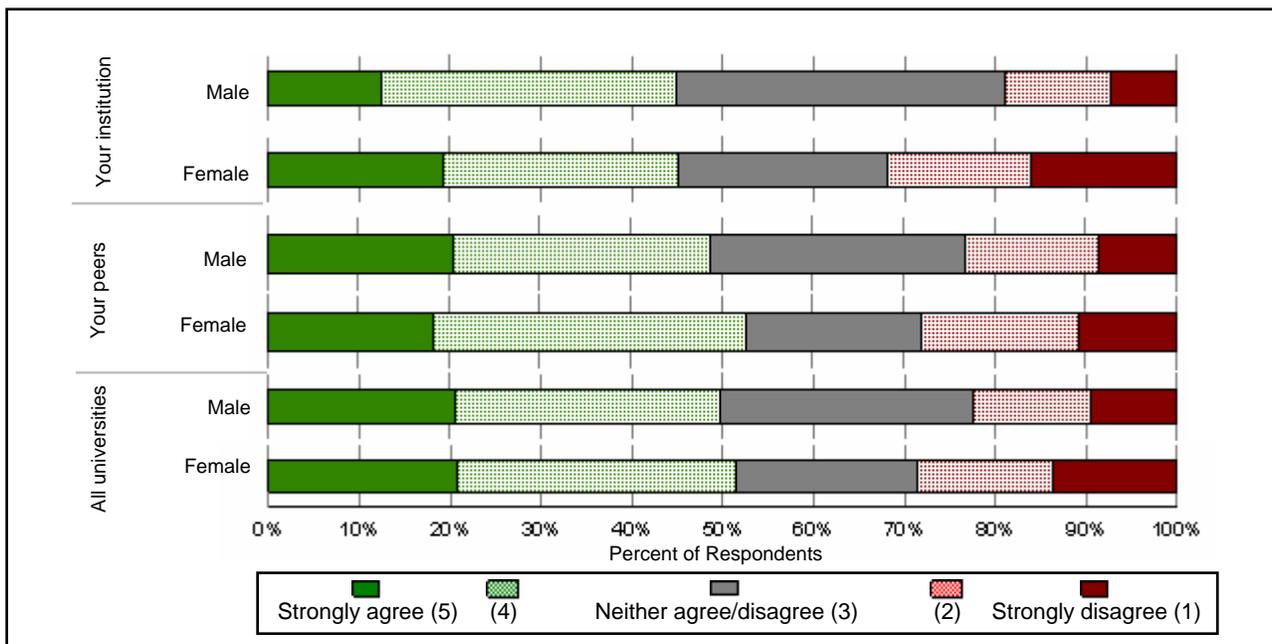
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 32nd 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 30th percentile on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.311	1.0677	0.1414	3.028 to 3.594	3.164	1.3865	0.2220	2.715 to 3.614
Faculty at Peer 1	3.408	1.1264	0.1110	3.188 to 3.628	3.216	1.4272	0.1670	2.883 to 3.549
... Peer 2	3.479	1.2073	0.1658	3.146 to 3.812	3.384	1.2152	0.1596	3.064 to 3.703
... Peer 3	3.368	1.1703	0.1379	3.093 to 3.643	3.277	1.2802	0.1519	2.974 to 3.580
... Peer 4	3.343	1.2013	0.1335	3.077 to 3.608	3.482	1.1724	0.1692	3.142 to 3.823
... Peer 5	3.273	1.3229	0.1559	2.962 to 3.584	3.247	1.2011	0.1620	2.922 to 3.572
Your Peers (n=5)	3.374	0.0685	0.0306	3.289 to 3.459	3.321	0.0983	0.0440	3.199 to 3.443
All Universities (n=37)	3.398	0.4126	0.0678	3.260 to 3.535	3.307	0.3959	0.0651	3.175 to 3.439



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:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make having children and the tenure-track compatible.

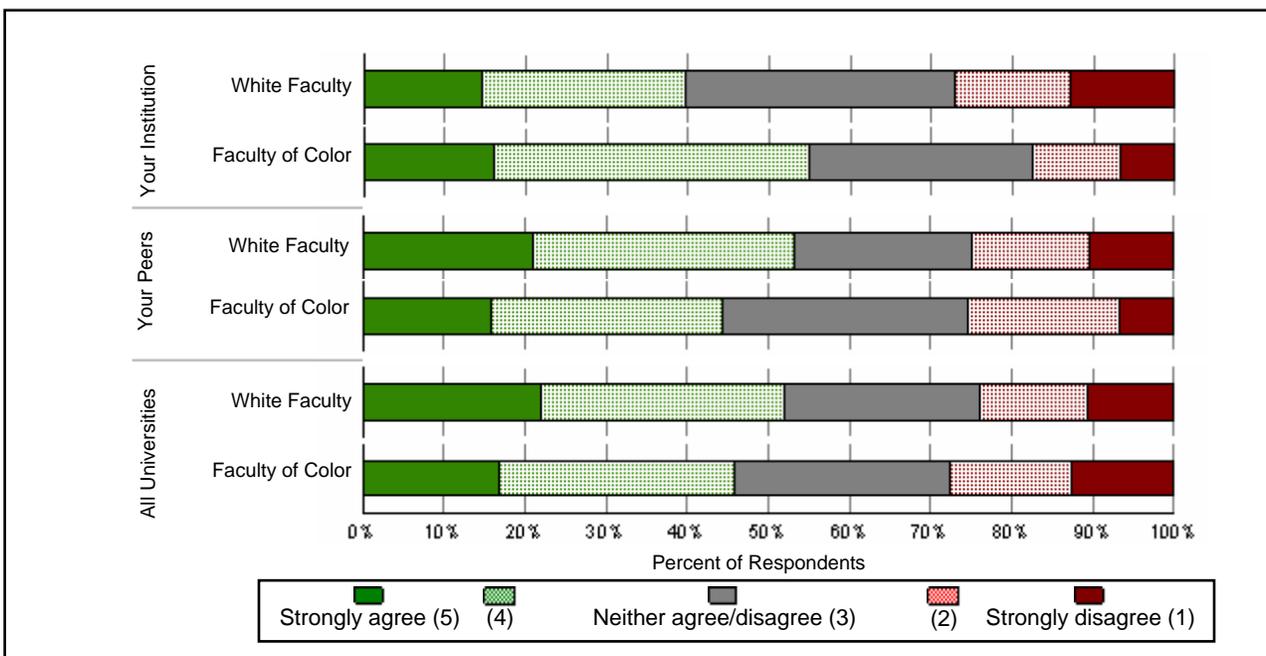
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 16th 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 73rd 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	3.140	1.2211	0.1563	2.827 to 3.453	3.466	1.1973	0.2024	3.055 to 3.877
Faculty at Peer 1	3.252	1.2652	0.1054	3.044 to 3.461	3.599	1.2212	0.2159	3.158 to 4.039
... Peer 2	3.463	1.2999	0.1402	3.185 to 3.742	3.363	0.8429	0.1686	3.016 to 3.711
... Peer 3	3.258	1.2064	0.1219	3.016 to 3.499	3.522	1.2271	0.1871	3.144 to 3.900
... Peer 4	3.457	1.2130	0.1195	3.220 to 3.694	3.154	1.0461	0.2092	2.722 to 3.586
... Peer 5	3.522	1.2609	0.1301	3.264 to 3.780	2.757	1.1084	0.1930	2.364 to 3.150
Your Peers (n=5)	3.390	0.1129	0.0505	3.250 to 3.531	3.279	0.3020	0.1351	2.904 to 3.654
All Universities (n=37)	3.388	0.3496	0.0575	3.271 to 3.504	3.250	0.3910	0.0643	3.119 to 3.380



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

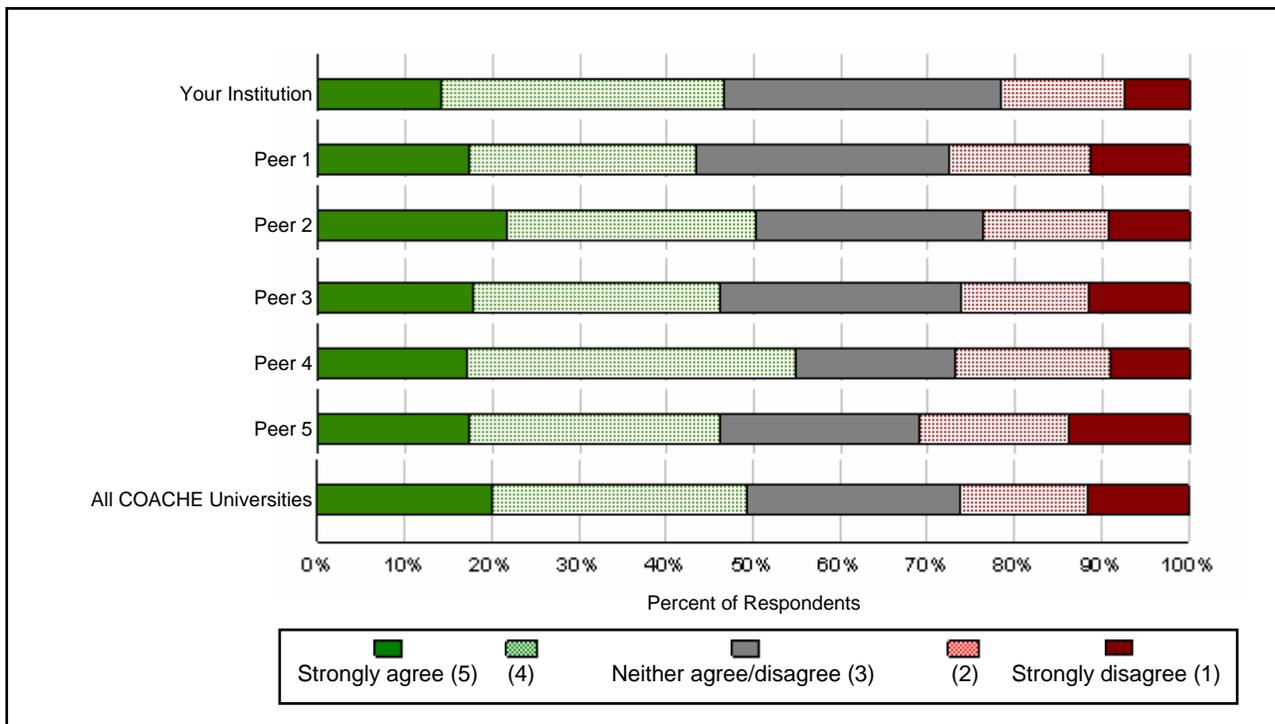
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 41st 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	3.318	1.1520	0.1176	3.084 to 3.551
Faculty at Peer 1	3.219	1.2421	0.0928	3.036 to 3.402
... Peer 2	3.390	1.2511	0.1177	3.157 to 3.623
... Peer 3	3.259	1.2500	0.1042	3.053 to 3.465
... Peer 4	3.362	1.2163	0.1047	3.155 to 3.569
... Peer 5	3.184	1.3030	0.1147	2.957 to 3.411
Your Peers (n=5)	3.283	0.0803	0.0359	3.183 to 3.382
All Universities (n=37)	3.331	0.3013	0.0495	3.231 to 3.432



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:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

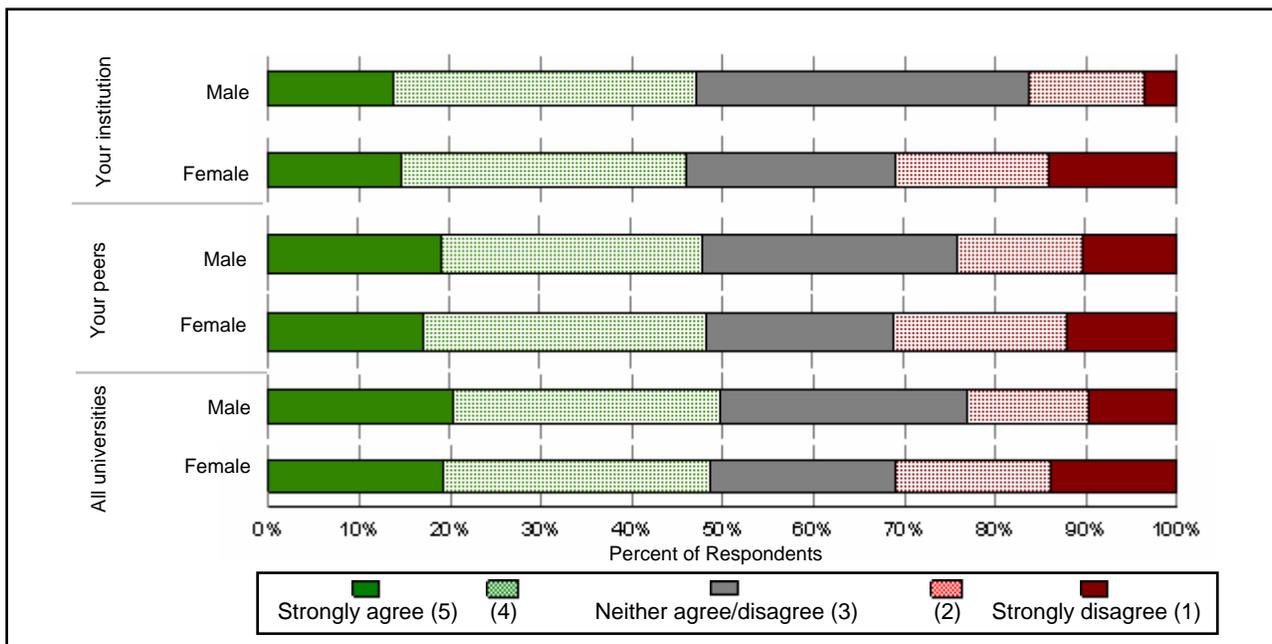
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th 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 41st 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	3.409	0.9961	0.1297	3.149 to 3.668	3.156	1.3252	0.2179	2.715 to 3.598
Faculty at Peer 1	3.318	1.1063	0.1090	3.102 to 3.534	3.067	1.3902	0.1595	2.749 to 3.384
... Peer 2	3.385	1.2591	0.1698	3.045 to 3.726	3.396	1.2433	0.1633	3.069 to 3.723
... Peer 3	3.394	1.1790	0.1380	3.119 to 3.669	3.102	1.3017	0.1545	2.793 to 3.410
... Peer 4	3.331	1.2310	0.1343	3.064 to 3.598	3.412	1.1911	0.1668	3.077 to 3.747
... Peer 5	3.213	1.3400	0.1547	2.904 to 3.521	3.143	1.2483	0.1699	2.802 to 3.484
Your Peers (n=5)	3.328	0.0649	0.0290	3.247 to 3.409	3.224	0.1491	0.0667	3.039 to 3.409
All Universities (n=37)	3.387	0.4083	0.0671	3.250 to 3.523	3.248	0.4130	0.0679	3.111 to 3.386



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:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that their departmental colleagues do what they can to make raising children and the tenure-track compatible.

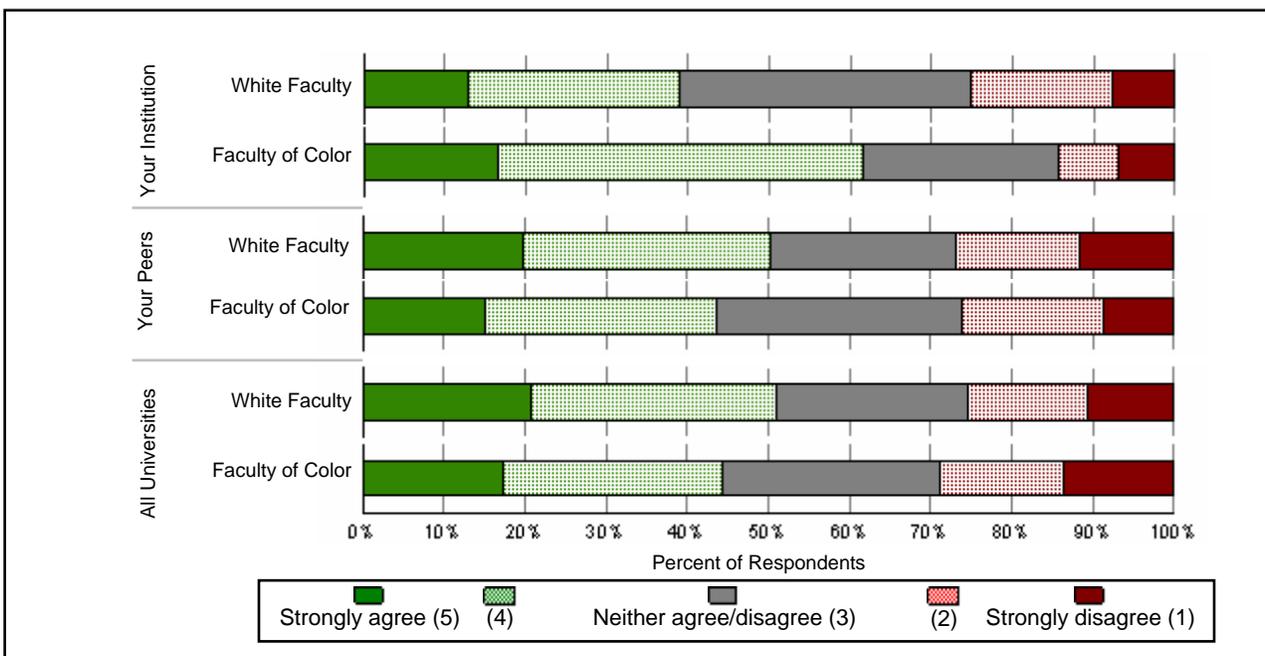
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 27th 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 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, 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	3.189	1.1148	0.1416	2.906 to 3.472	3.567	1.1940	0.2048	3.151 to 3.984
Faculty at Peer 1	3.164	1.2409	0.1017	2.963 to 3.365	3.414	1.2275	0.2241	2.955 to 3.872
... Peer 2	3.389	1.3497	0.1447	3.101 to 3.676	3.393	0.8400	0.1647	3.054 to 3.733
... Peer 3	3.158	1.2235	0.1236	2.913 to 3.404	3.540	1.2523	0.1888	3.159 to 3.921
... Peer 4	3.412	1.2377	0.1197	3.175 to 3.649	3.173	1.0899	0.2098	2.742 to 3.604
... Peer 5	3.438	1.2732	0.1299	3.180 to 3.696	2.680	1.2015	0.2091	2.254 to 3.106
Your Peers (n=5)	3.312	0.1242	0.0556	3.158 to 3.466	3.240	0.3040	0.1360	2.863 to 3.617
All Universities (n=37)	3.355	0.3349	0.0551	3.243 to 3.466	3.266	0.4254	0.0699	3.124 to 3.408



Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

OVERALL RESULTS

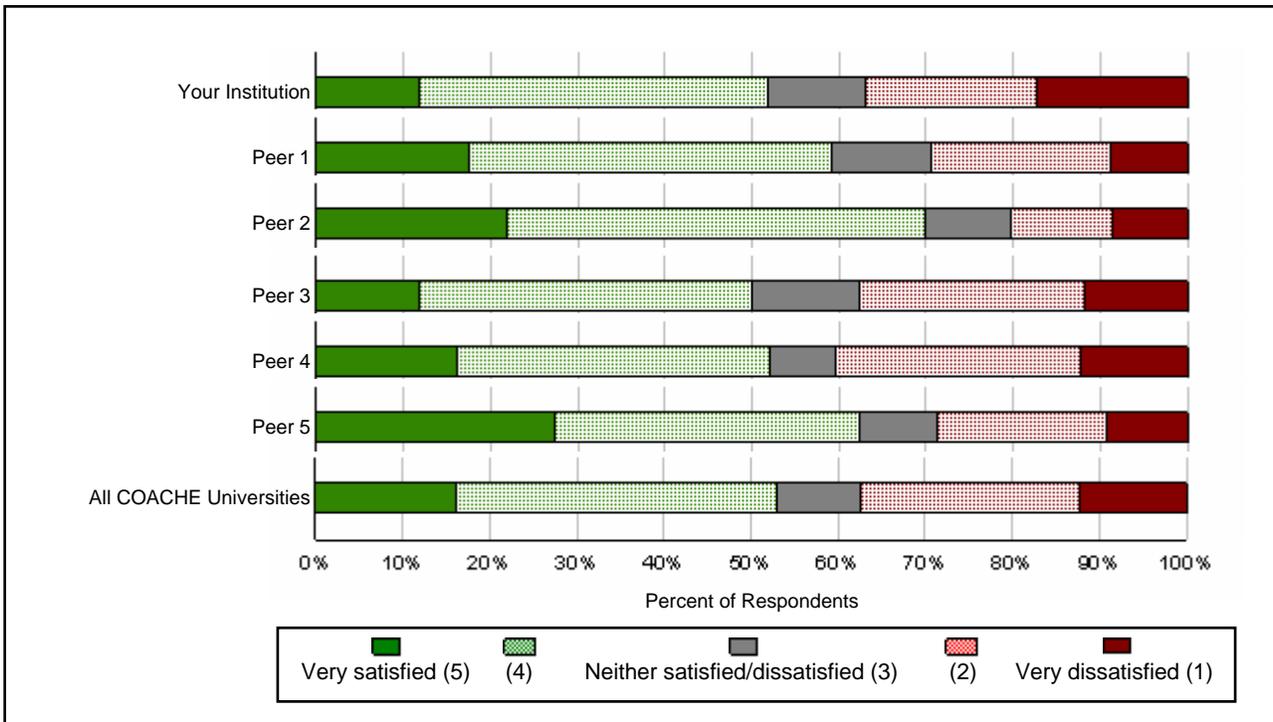
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with their compensation.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 46th percentile on satisfaction with their compensation.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.097	1.3261	0.1113	2.877 to 3.317
Faculty at Peer 1	3.385	1.2380	0.0794	3.229 to 3.542
... Peer 2	3.630	1.1809	0.0931	3.446 to 3.814
... Peer 3	3.123	1.2578	0.0883	2.949 to 3.297
... Peer 4	3.156	1.3219	0.0964	2.966 to 3.346
... Peer 5	3.520	1.3354	0.1018	3.319 to 3.721
Your Peers (n=5)	3.363	0.1984	0.0887	3.116 to 3.609
All Universities (n=37)	3.138	0.3354	0.0551	3.027 to 3.250



Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits). *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, your female junior faculty were more satisfied than were your male junior faculty with their compensation.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with their compensation.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with their compensation.

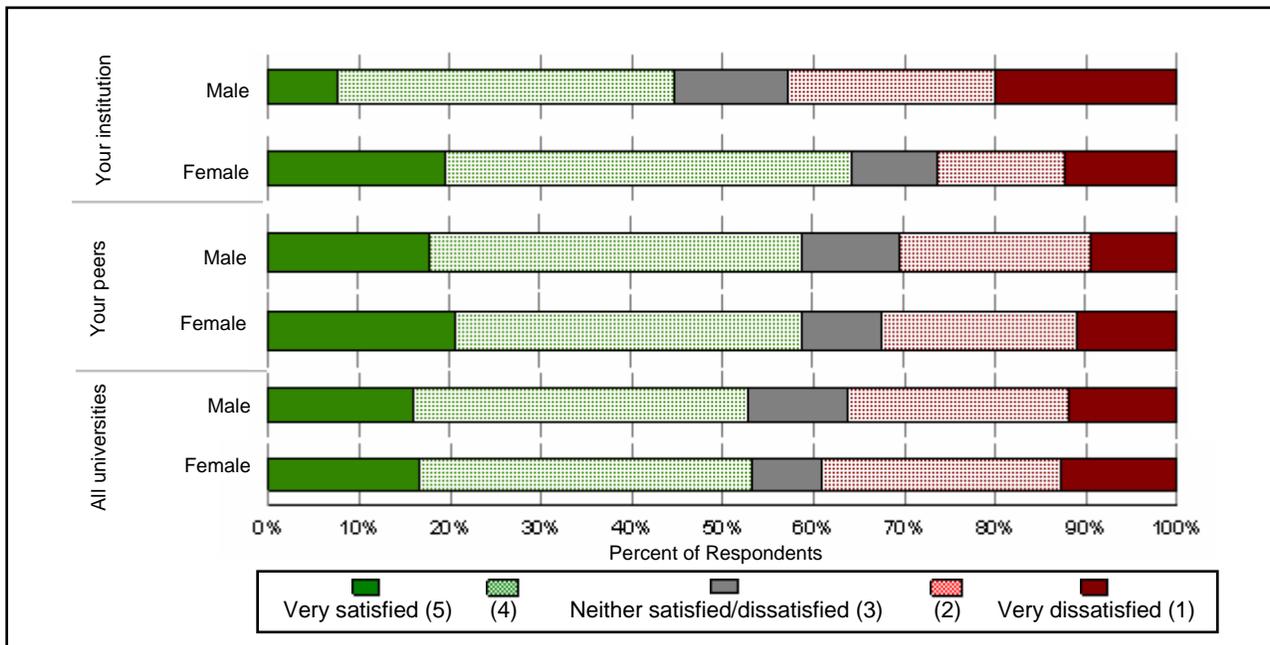
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 22nd percentile on satisfaction with their compensation.
- Among female junior faculty at all universities, your female junior faculty ranked in the 76th percentile on satisfaction with their compensation.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.895	1.3025	0.1396	2.617 to 3.172	3.449	1.3040	0.1758	3.096 to 3.801
Faculty at Peer 1	3.431	1.1458	0.0968	3.240 to 3.623	3.313	1.3512	0.1331	3.049 to 3.577
... Peer 2	3.563	1.2331	0.1330	3.299 to 3.827	3.729	1.1143	0.1287	3.473 to 3.986
... Peer 3	3.187	1.2142	0.1147	2.959 to 3.414	3.035	1.3076	0.1371	2.762 to 3.307
... Peer 4	3.113	1.3264	0.1196	2.876 to 3.350	3.234	1.3100	0.1625	2.910 to 3.559
... Peer 5	3.542	1.3106	0.1324	3.279 to 3.805	3.489	1.3675	0.1590	3.172 to 3.806
Your Peers (n=5)	3.367	0.1844	0.0825	3.138 to 3.596	3.360	0.2354	0.1053	3.068 to 3.652
All Universities (n=37)	3.134	0.3734	0.0614	3.009 to 3.258	3.152	0.3761	0.0618	3.027 to 3.277



Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits). *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their compensation.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with their compensation.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with their compensation.

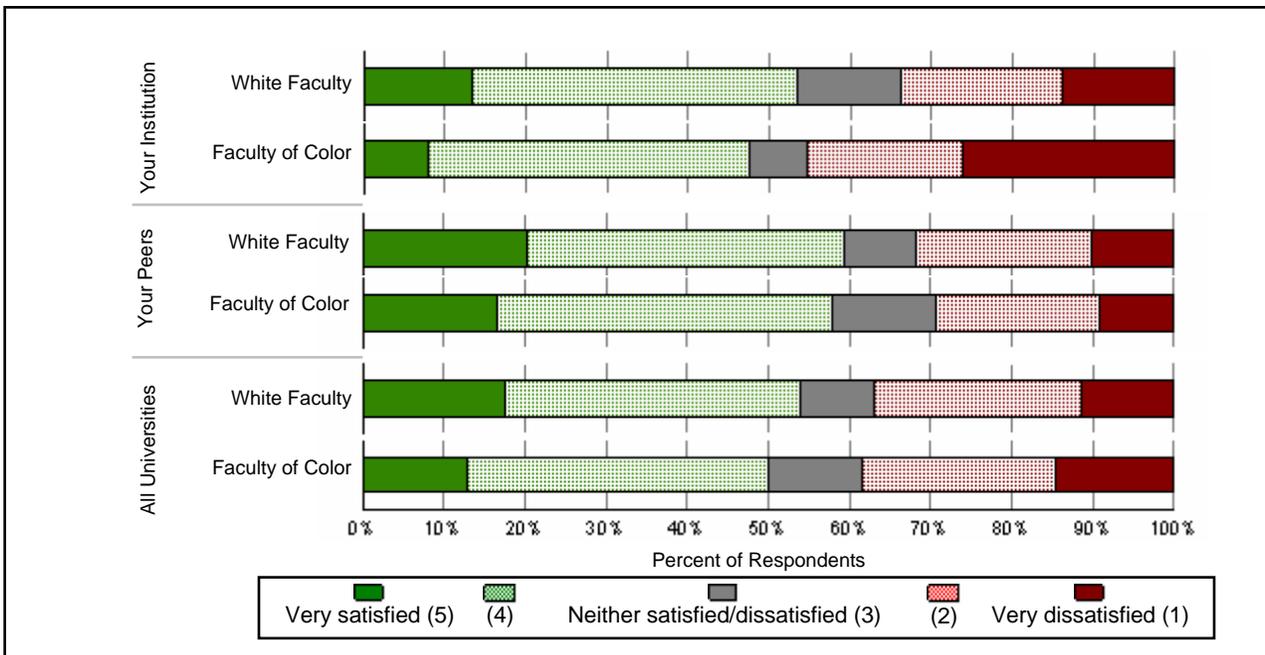
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 62nd percentile on satisfaction with their compensation.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 30th 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	3.194	1.2860	0.1273	2.941 to 3.447	2.838	1.4033	0.2219	2.389 to 3.287
Faculty at Peer 1	3.341	1.2188	0.0873	3.169 to 3.513	3.514	1.3026	0.1900	3.132 to 3.897
... Peer 2	3.713	1.1624	0.1044	3.507 to 3.920	3.424	1.2213	0.2008	3.017 to 3.832
... Peer 3	3.169	1.2904	0.1106	2.950 to 3.388	3.001	1.1750	0.1480	2.705 to 3.297
... Peer 4	3.050	1.3565	0.1123	2.828 to 3.272	3.522	1.1288	0.1763	3.165 to 3.878
... Peer 5	3.606	1.3357	0.1163	3.376 to 3.836	3.326	1.3112	0.2073	2.906 to 3.745
Your Peers (n=5)	3.376	0.2518	0.1126	3.063 to 3.688	3.357	0.1920	0.0859	3.119 to 3.596
All Universities (n=37)	3.185	0.3385	0.0556	3.072 to 3.298	3.008	0.4425	0.0727	2.860 to 3.155



Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

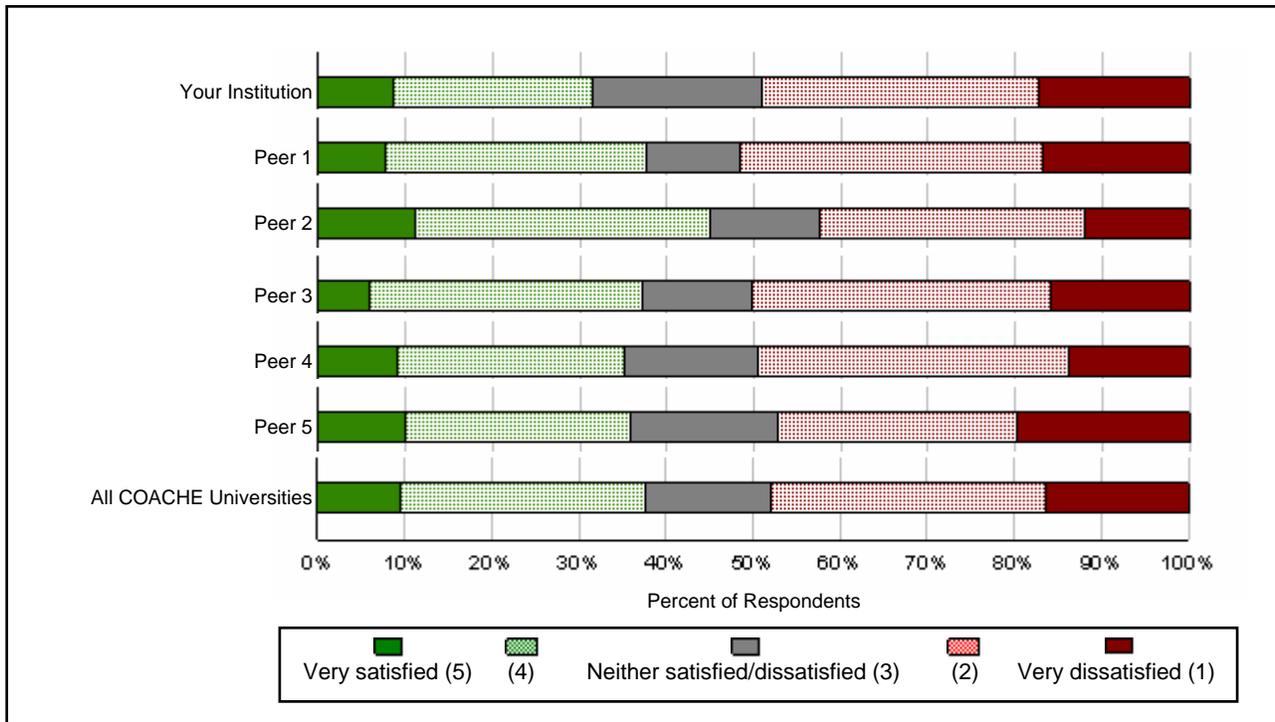
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 32nd percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.739	1.2500	0.1045	2.533 to 2.946
Faculty at Peer 1	2.768	1.2516	0.0801	2.611 to 2.926
... Peer 2	3.017	1.2633	0.0996	2.820 to 3.213
... Peer 3	2.770	1.2258	0.0860	2.601 to 2.940
... Peer 4	2.806	1.2299	0.0895	2.630 to 2.983
... Peer 5	2.790	1.3054	0.0998	2.593 to 2.987
Your Peers (n=5)	2.830	0.0943	0.0422	2.713 to 2.947
All Universities (n=37)	2.841	0.1928	0.0317	2.777 to 2.905



Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, your male junior faculty were more satisfied than were your female junior faculty with the balance they are able to strike between professional time and personal or family time.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.

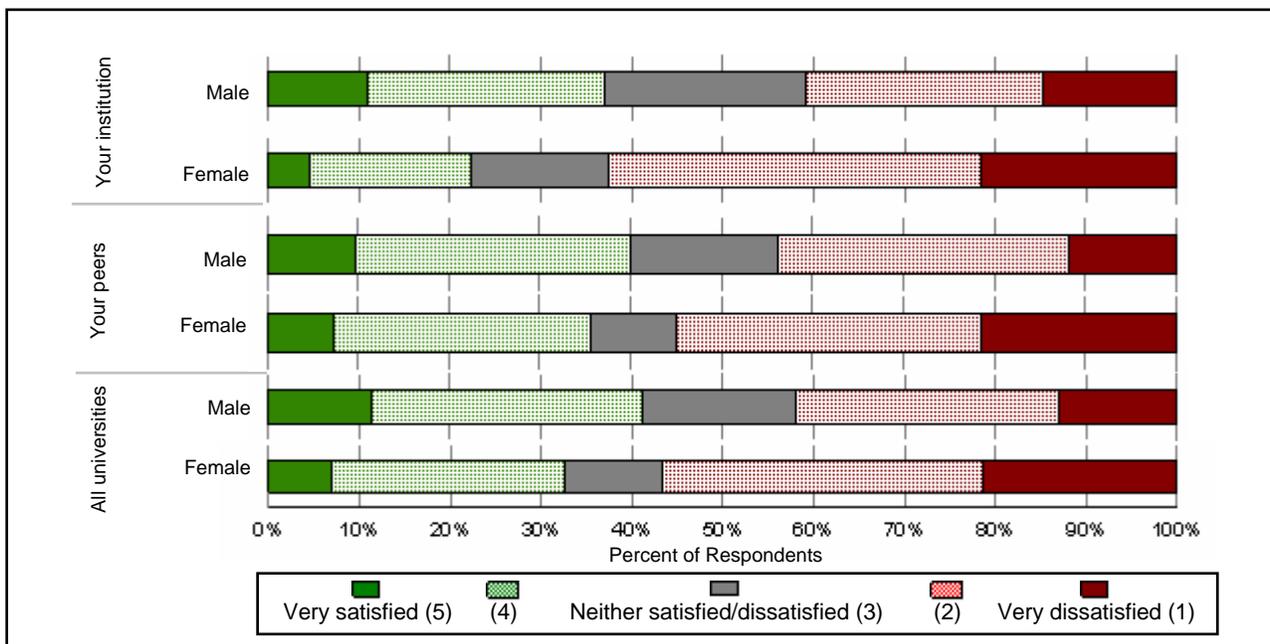
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th 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 19th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with the balance they are able to strike between professional time and personal or family time.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.923	1.2536	0.1344	2.655 to 3.190	2.427	1.1780	0.1574	2.111 to 2.742
Faculty at Peer 1	3.004	1.2705	0.1074	2.792 to 3.216	2.400	1.1395	0.1117	2.179 to 2.622
... Peer 2	3.046	1.2536	0.1360	2.776 to 3.317	2.975	1.2716	0.1459	2.684 to 3.265
... Peer 3	2.824	1.1117	0.1050	2.616 to 3.033	2.695	1.3512	0.1416	2.414 to 2.976
... Peer 4	2.874	1.1674	0.1053	2.666 to 3.083	2.685	1.3276	0.1634	2.359 to 3.011
... Peer 5	2.951	1.2803	0.1300	2.693 to 3.209	2.569	1.3040	0.1516	2.267 to 2.871
Your Peers (n=5)	2.940	0.0814	0.0364	2.839 to 3.041	2.665	0.1878	0.0840	2.432 to 2.898
All Universities (n=37)	3.004	0.2635	0.0433	2.916 to 3.092	2.613	0.2286	0.0376	2.537 to 2.689



Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with the balance they are able to strike between professional time and personal or family time.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the balance they are able to strike between professional time and personal or family time.

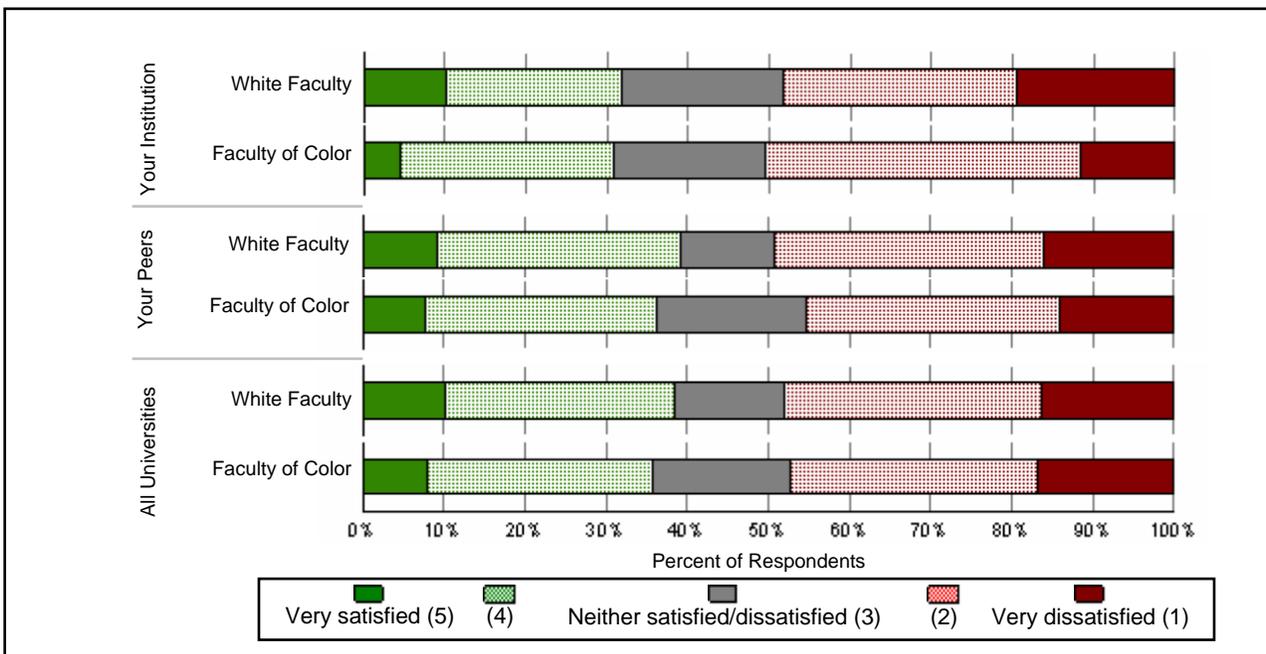
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 38th 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 57th percentile on satisfaction with the balance they are able to strike between professional time and personal or family time.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the balance they are able to strike between professional time and personal or family time.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.741	1.2692	0.1257	2.492 to 2.990	2.734	1.1998	0.1874	2.355 to 3.113
Faculty at Peer 1	2.721	1.2471	0.0891	2.545 to 2.897	2.908	1.2587	0.1836	2.538 to 3.277
... Peer 2	3.048	1.2937	0.1167	2.817 to 3.279	2.942	1.1582	0.1879	2.562 to 3.323
... Peer 3	2.710	1.2194	0.1046	2.503 to 2.916	2.931	1.2229	0.1541	2.623 to 3.239
... Peer 4	2.765	1.2389	0.1025	2.562 to 2.967	2.947	1.1537	0.1780	2.587 to 3.306
... Peer 5	2.918	1.3195	0.1153	2.690 to 3.146	2.502	1.2042	0.1904	2.117 to 2.887
Your Peers (n=5)	2.832	0.1311	0.0586	2.669 to 2.995	2.846	0.1723	0.0771	2.632 to 3.060
All Universities (n=37)	2.859	0.2002	0.0329	2.793 to 2.926	2.806	0.3460	0.0569	2.690 to 2.921



Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

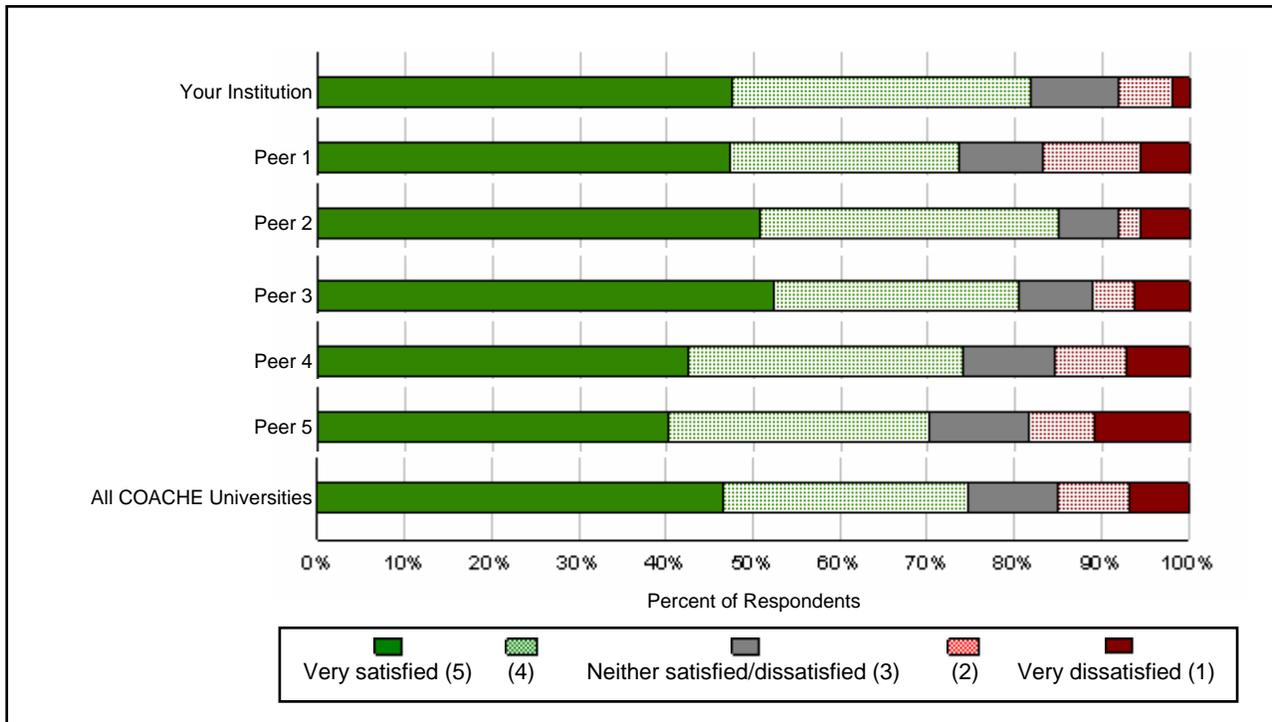
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 92nd percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.192	1.0403	0.0899	4.014 to 4.370
Faculty at Peer 1	3.985	1.2392	0.0828	3.821 to 4.148
... Peer 2	4.220	1.0618	0.0879	4.046 to 4.394
... Peer 3	4.153	1.1695	0.0853	3.985 to 4.322
... Peer 4	3.939	1.2258	0.0909	3.760 to 4.119
... Peer 5	3.810	1.3542	0.1064	3.599 to 4.020
Your Peers (n=5)	4.021	0.1482	0.0663	3.837 to 4.205
All Universities (n=37)	3.980	0.1550	0.0255	3.928 to 4.032



Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

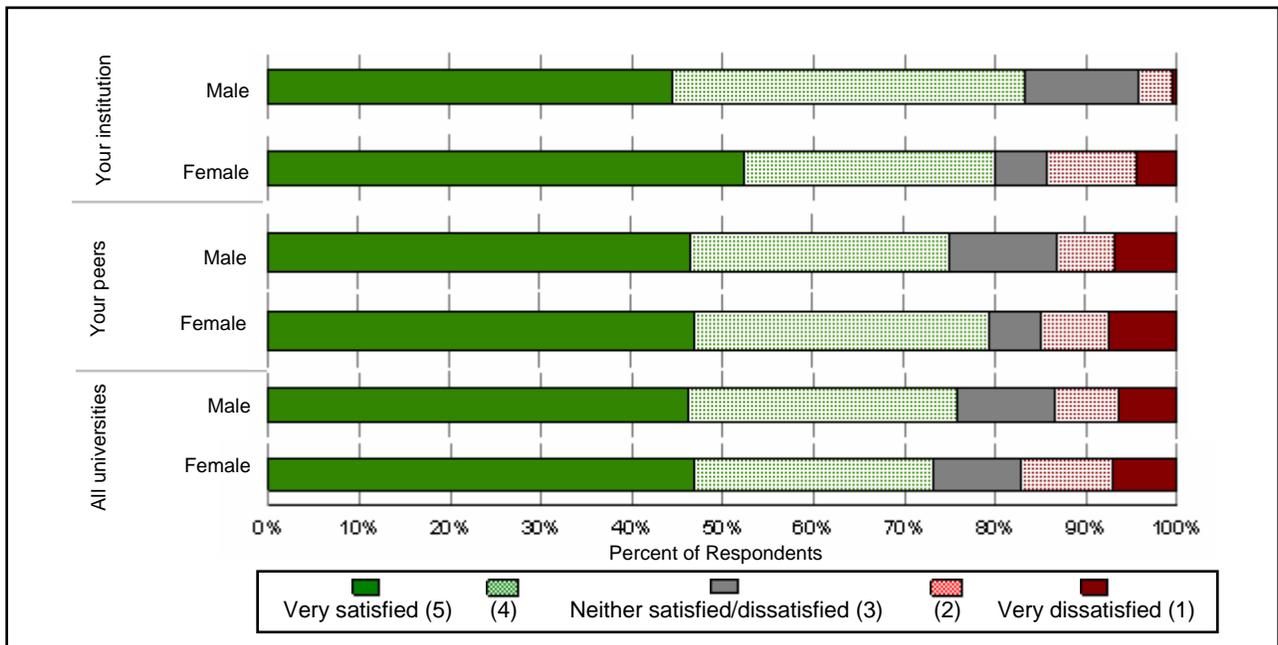
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 86th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 78th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

Across all universities:

- Across all universities, there were no significant gender differences in junior faculty's satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.228	0.8913	0.1003	4.028 to 4.427	4.136	1.2189	0.1644	3.807 to 4.466
Faculty at Peer 1	4.002	1.1889	0.1051	3.794 to 4.210	3.958	1.3020	0.1329	3.694 to 4.222
... Peer 2	4.158	1.0285	0.1172	3.925 to 4.392	4.308	1.0942	0.1317	4.045 to 4.571
... Peer 3	4.234	1.0688	0.1069	4.022 to 4.447	4.050	1.2653	0.1349	3.782 to 4.318
... Peer 4	3.807	1.2731	0.1172	3.575 to 4.040	4.172	1.0976	0.1372	3.898 to 4.446
... Peer 5	3.874	1.3860	0.1422	3.592 to 4.157	3.713	1.3022	0.1591	3.395 to 4.031
Your Peers (n=5)	4.015	0.1624	0.0726	3.814 to 4.217	4.040	0.2015	0.0901	3.790 to 4.290
All Universities (n=37)	3.996	0.2540	0.0418	3.912 to 4.081	3.945	0.2690	0.0442	3.855 to 4.035



Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

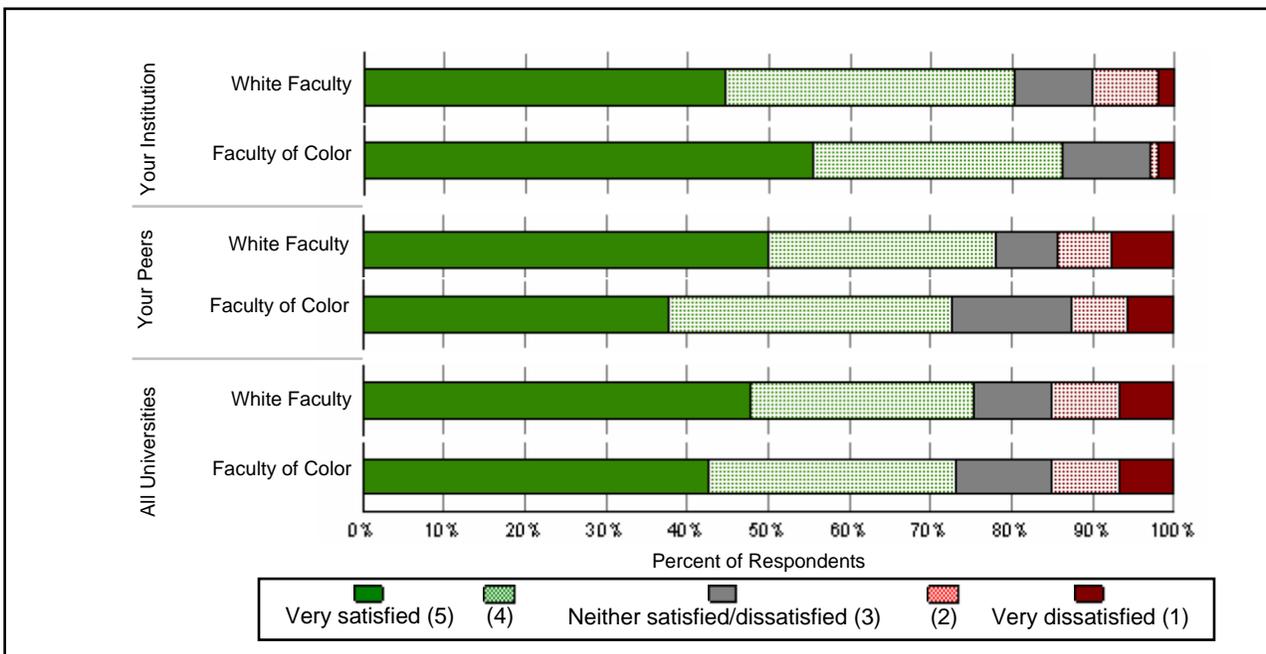
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 78th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 95th percentile on satisfaction with the fairness of their immediate supervisor's evaluation of their work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with the fairness of their immediate supervisor's evaluation of their work.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.128	1.0232	0.1044	3.920 to 4.335	4.365	1.0799	0.1752	4.010 to 4.720
Faculty at Peer 1	4.028	1.2647	0.0943	3.842 to 4.214	3.856	1.1326	0.1727	3.508 to 4.205
... Peer 2	4.286	1.0302	0.0973	4.093 to 4.479	4.058	1.1471	0.1967	3.658 to 4.458
... Peer 3	4.168	1.1804	0.1060	3.959 to 4.378	4.115	1.1415	0.1474	3.820 to 4.410
... Peer 4	3.961	1.2585	0.1064	3.750 to 4.171	3.870	1.1086	0.1731	3.520 to 4.219
... Peer 5	3.855	1.3894	0.1248	3.608 to 4.102	3.707	1.2199	0.1979	3.306 to 4.108
Your Peers (n=5)	4.060	0.1521	0.0680	3.871 to 4.249	3.921	0.1475	0.0660	3.738 to 4.104
All Universities (n=37)	3.985	0.1693	0.0278	3.928 to 4.041	3.962	0.2764	0.0454	3.870 to 4.054



Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

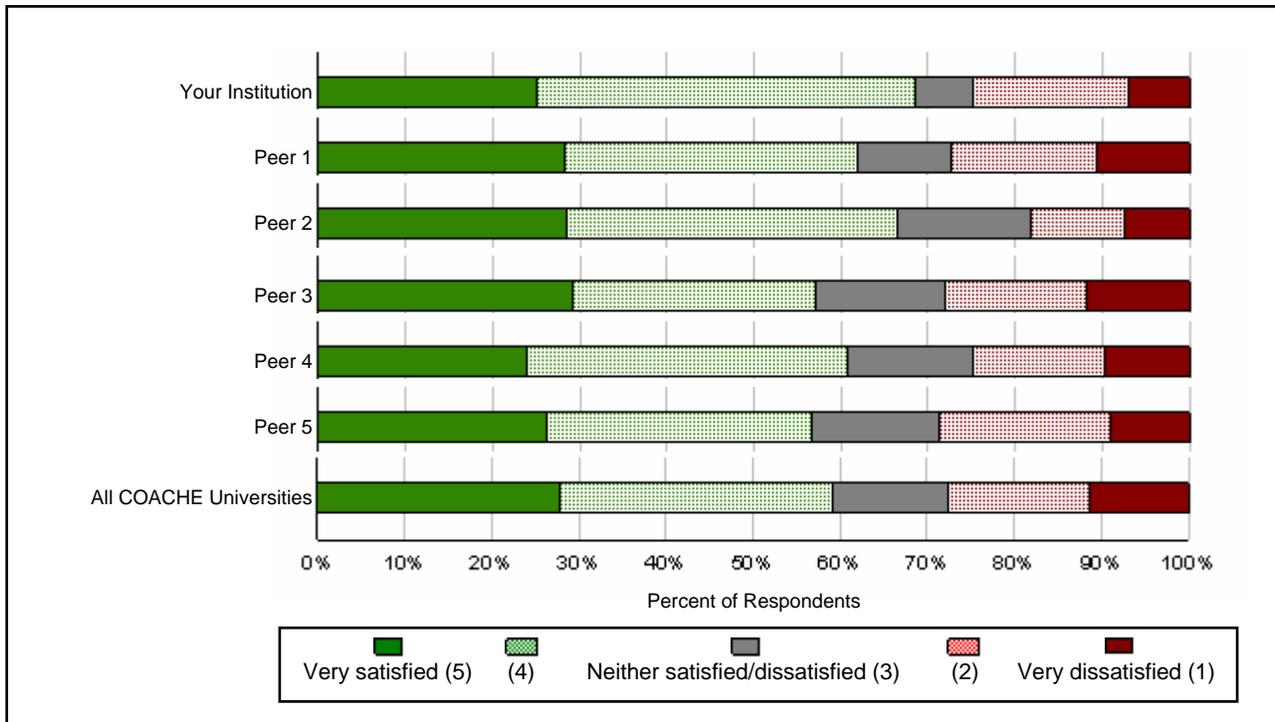
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean 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 73rd percentile on satisfaction with the interest senior faculty take in their professional development.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.616	1.2426	0.1058	3.407 to 3.825
Faculty at Peer 1	3.523	1.3352	0.0855	3.355 to 3.691
... Peer 2	3.695	1.2129	0.0962	3.505 to 3.885
... Peer 3	3.465	1.3742	0.0972	3.273 to 3.656
... Peer 4	3.499	1.2668	0.0929	3.316 to 3.683
... Peer 5	3.451	1.3082	0.1000	3.254 to 3.649
Your Peers (n=5)	3.527	0.0880	0.0394	3.417 to 3.636
All Universities (n=37)	3.480	0.2106	0.0346	3.410 to 3.551



Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.

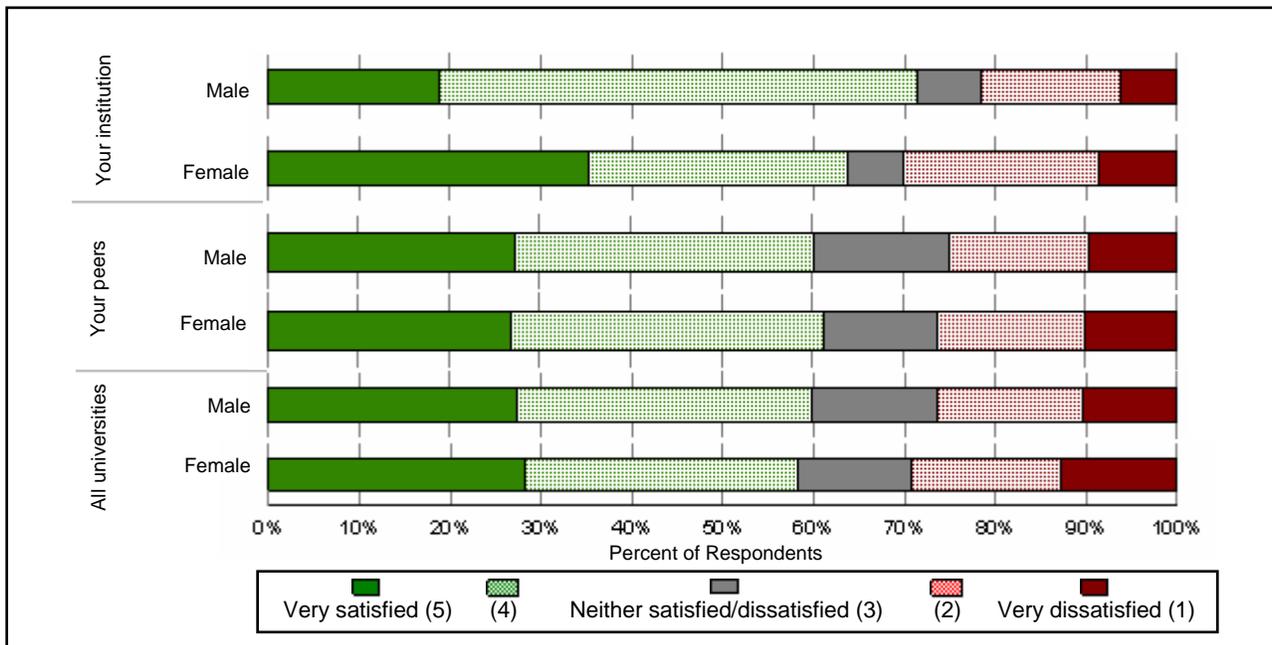
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 68th 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 68th 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	3.624	1.1376	0.1249	3.376 to 3.873	3.602	1.3852	0.1868	3.227 to 3.976
Faculty at Peer 1	3.605	1.3131	0.1110	3.386 to 3.825	3.395	1.3511	0.1325	3.132 to 3.657
... Peer 2	3.652	1.1661	0.1280	3.398 to 3.907	3.756	1.2604	0.1446	3.467 to 4.044
... Peer 3	3.456	1.3719	0.1314	3.195 to 3.716	3.477	1.3769	0.1443	3.190 to 3.764
... Peer 4	3.594	1.2007	0.1096	3.377 to 3.811	3.334	1.3633	0.1678	2.999 to 3.669
... Peer 5	3.336	1.3666	0.1380	3.062 to 3.610	3.612	1.2134	0.1420	3.329 to 3.896
Your Peers (n=5)	3.529	0.1164	0.0521	3.384 to 3.673	3.515	0.1523	0.0681	3.326 to 3.704
All Universities (n=37)	3.502	0.2558	0.0421	3.416 to 3.587	3.447	0.3078	0.0506	3.344 to 3.550



Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the interest senior faculty take in their professional development.

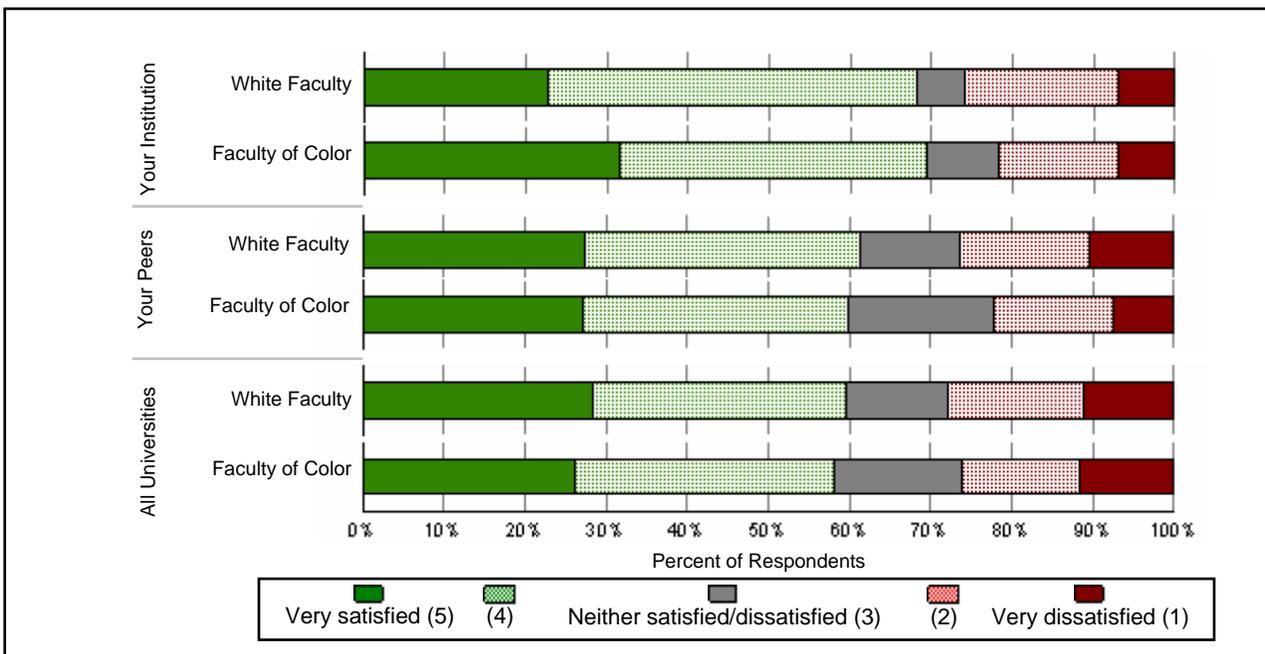
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 62nd 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 81st 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	3.578	1.2262	0.1226	3.335 to 3.821	3.722	1.2830	0.2081	3.300 to 4.143
Faculty at Peer 1	3.450	1.3330	0.0952	3.262 to 3.637	3.738	1.3284	0.1938	3.348 to 4.129
... Peer 2	3.662	1.2435	0.1130	3.438 to 3.886	3.774	1.1040	0.1791	3.411 to 4.137
... Peer 3	3.504	1.3799	0.1197	3.267 to 3.741	3.361	1.3348	0.1695	3.022 to 3.700
... Peer 4	3.408	1.3250	0.1104	3.189 to 3.626	3.811	0.9931	0.1551	3.497 to 4.124
... Peer 5	3.572	1.3020	0.1138	3.347 to 3.797	3.180	1.2757	0.2017	2.772 to 3.588
Your Peers (n=5)	3.519	0.0903	0.0404	3.407 to 3.631	3.573	0.2544	0.1138	3.257 to 3.889
All Universities (n=37)	3.473	0.2414	0.0397	3.393 to 3.554	3.463	0.3251	0.0535	3.355 to 3.572



Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

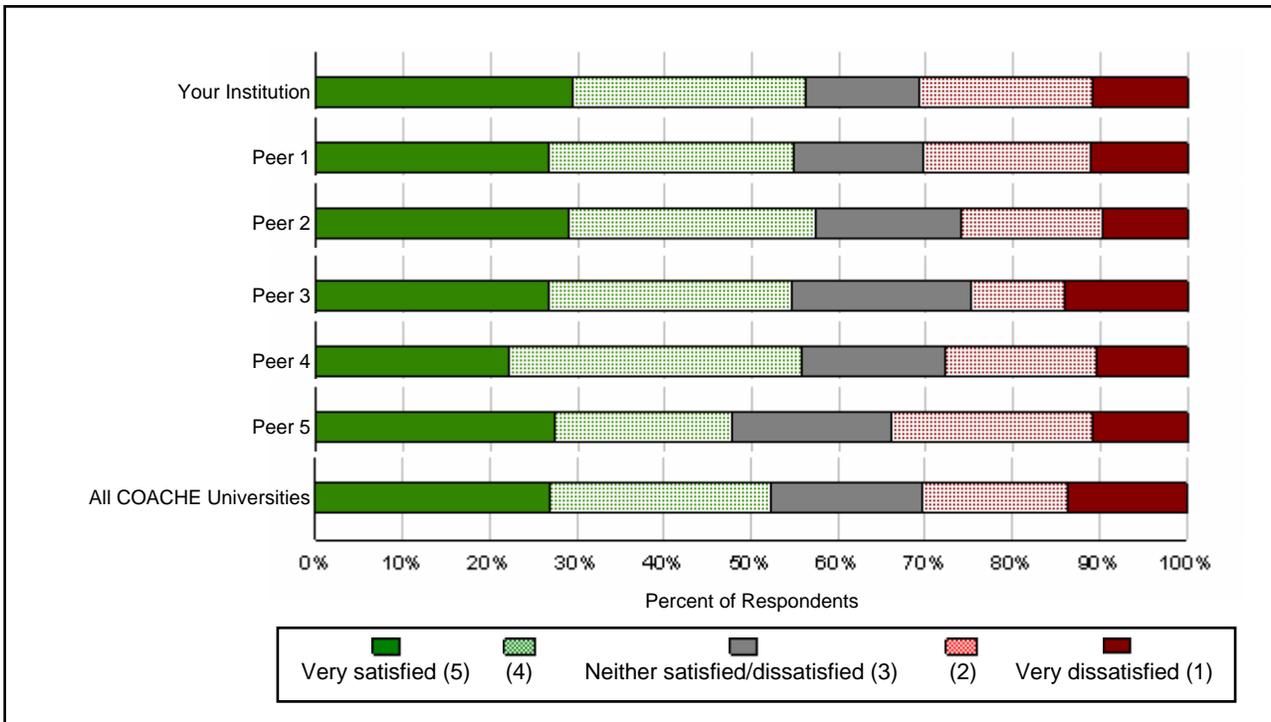
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 65th percentile on satisfaction with their opportunities to collaborate with senior faculty.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.438	1.3593	0.1170	3.207 to 3.670
Faculty at Peer 1	3.401	1.3618	0.0886	3.226 to 3.575
... Peer 2	3.507	1.3397	0.1080	3.294 to 3.720
... Peer 3	3.422	1.3768	0.0983	3.228 to 3.616
... Peer 4	3.395	1.2888	0.0961	3.206 to 3.585
... Peer 5	3.302	1.3810	0.1075	3.090 to 3.515
Your Peers (n=5)	3.405	0.0654	0.0292	3.324 to 3.486
All Universities (n=37)	3.355	0.2323	0.0382	3.277 to 3.432



Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.

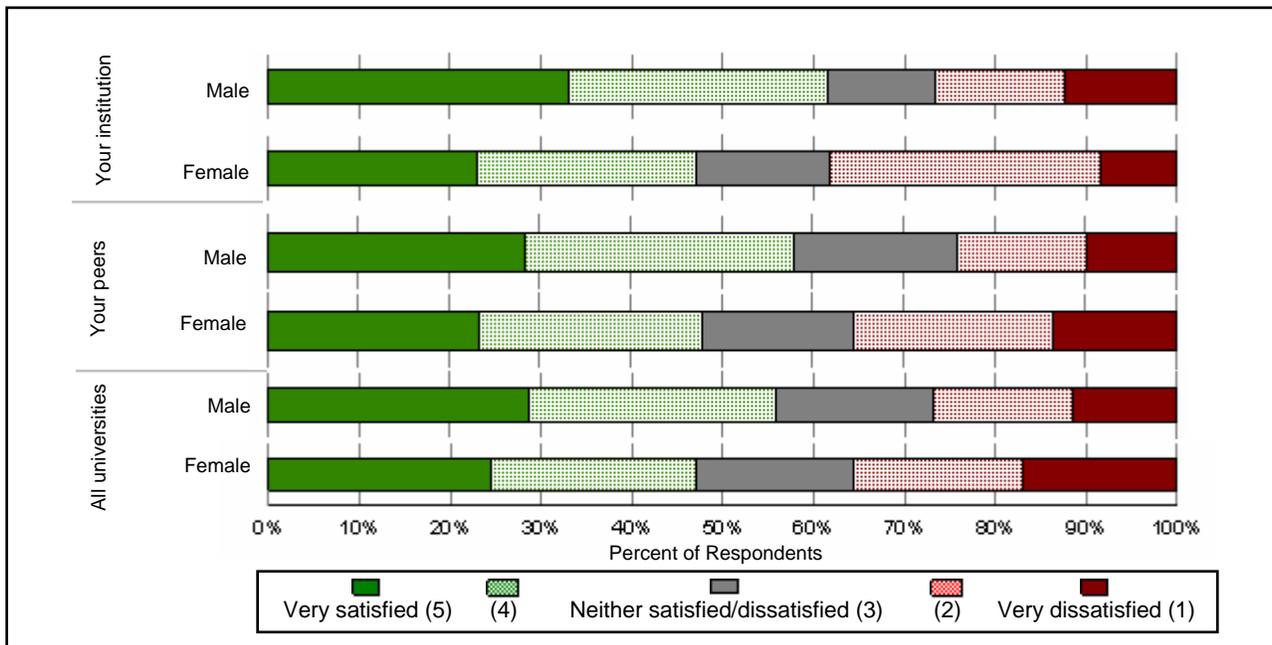
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 68th 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 57th 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	3.555	1.3808	0.1516	3.254 to 3.857	3.235	1.2990	0.1801	2.873 to 3.596
Faculty at Peer 1	3.605	1.3165	0.1133	3.381 to 3.829	3.084	1.3589	0.1352	2.816 to 3.352
... Peer 2	3.611	1.2480	0.1378	3.336 to 3.885	3.356	1.4240	0.1678	3.022 to 3.691
... Peer 3	3.545	1.3217	0.1272	3.293 to 3.797	3.249	1.4222	0.1516	2.948 to 3.551
... Peer 4	3.541	1.2233	0.1131	3.317 to 3.765	3.136	1.3627	0.1717	2.792 to 3.479
... Peer 5	3.319	1.4199	0.1457	3.029 to 3.608	3.279	1.3260	0.1585	2.963 to 3.595
Your Peers (n=5)	3.524	0.1068	0.0478	3.391 to 3.657	3.221	0.0985	0.0440	3.099 to 3.343
All Universities (n=37)	3.442	0.2415	0.0397	3.361 to 3.522	3.214	0.3568	0.0587	3.095 to 3.333



Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with their opportunities to collaborate with senior faculty.

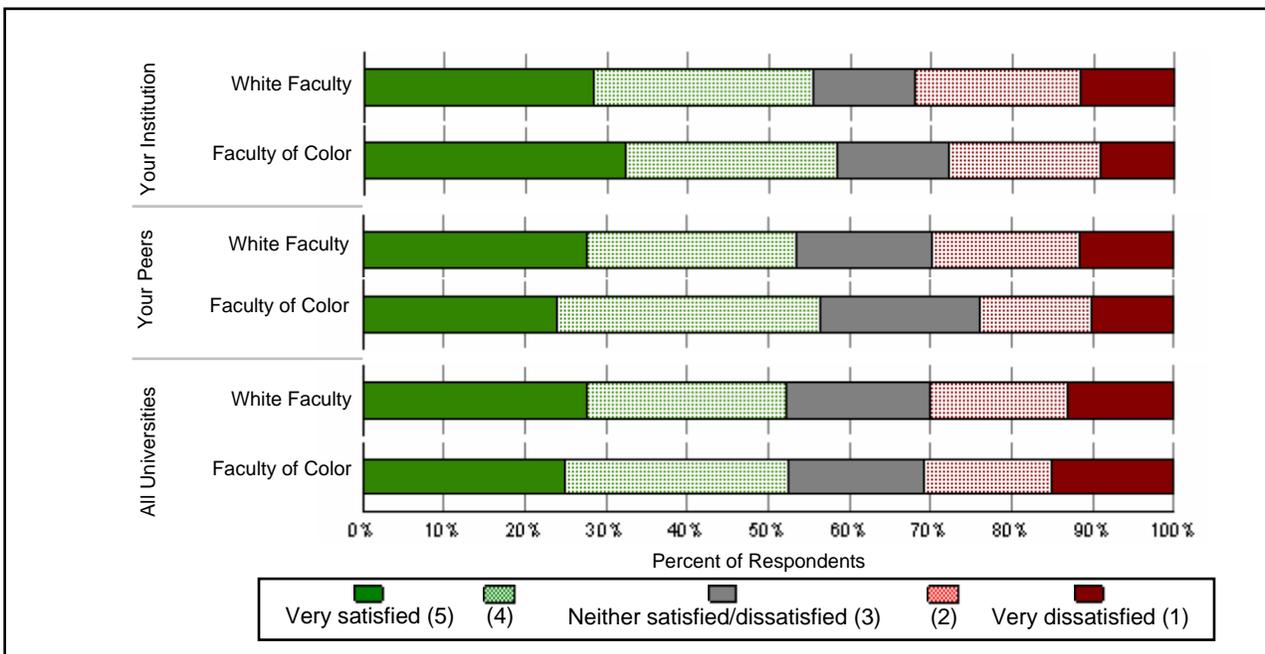
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th 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 81st 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	3.401	1.3805	0.1409	3.121 to 3.680	3.536	1.2953	0.2074	3.117 to 3.956
Faculty at Peer 1	3.365	1.3862	0.1006	3.166 to 3.563	3.507	1.2405	0.1849	3.134 to 3.880
... Peer 2	3.385	1.3867	0.1288	3.130 to 3.640	3.785	1.1276	0.1829	3.414 to 4.155
... Peer 3	3.474	1.3355	0.1176	3.241 to 3.706	3.289	1.3980	0.1775	2.934 to 3.644
... Peer 4	3.271	1.3284	0.1131	3.048 to 3.495	3.798	1.0542	0.1646	3.465 to 4.131
... Peer 5	3.472	1.3657	0.1222	3.230 to 3.714	2.938	1.3379	0.2115	2.510 to 3.366
Your Peers (n=5)	3.393	0.0754	0.0337	3.300 to 3.487	3.463	0.3235	0.1447	3.062 to 3.865
All Universities (n=37)	3.370	0.2469	0.0406	3.288 to 3.453	3.319	0.3904	0.0642	3.189 to 3.449



Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

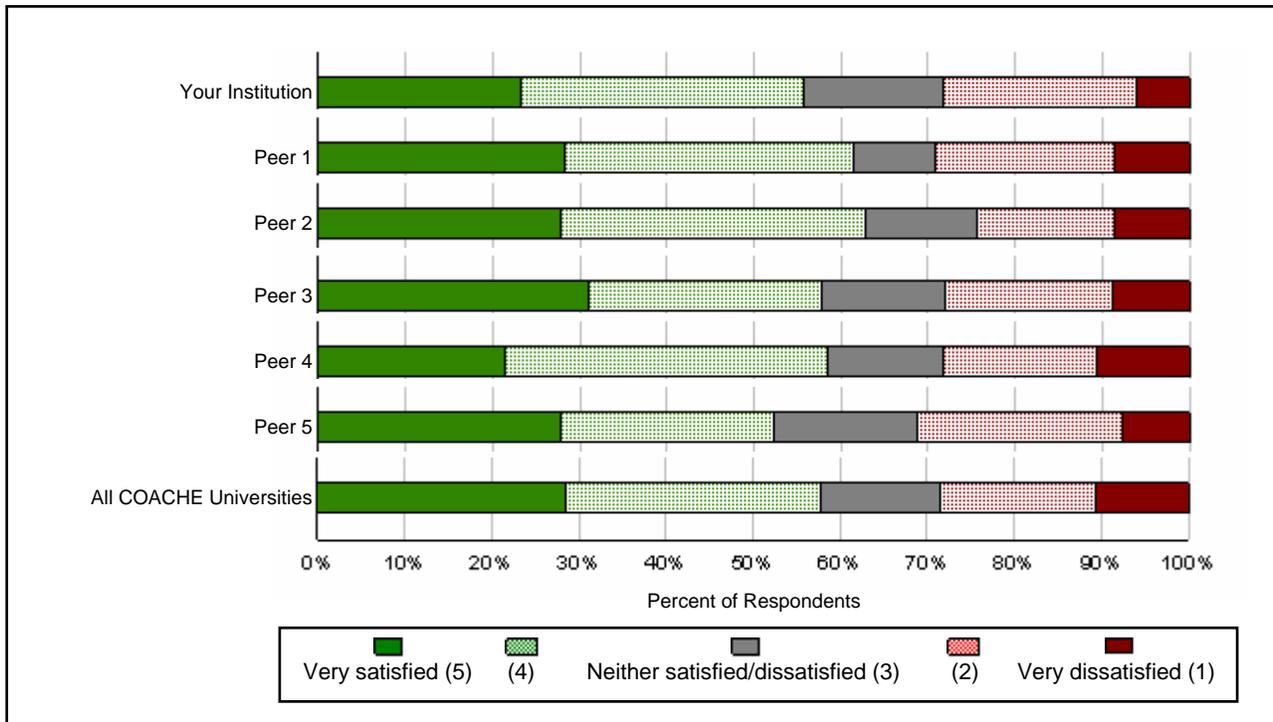
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 38th 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	3.448	1.2275	0.1037	3.243 to 3.653
Faculty at Peer 1	3.519	1.3221	0.0848	3.352 to 3.686
... Peer 2	3.580	1.2894	0.1016	3.379 to 3.780
... Peer 3	3.519	1.3644	0.0962	3.330 to 3.709
... Peer 4	3.411	1.2889	0.0938	3.226 to 3.596
... Peer 5	3.410	1.3112	0.1003	3.212 to 3.608
Your Peers (n=5)	3.488	0.0669	0.0299	3.405 to 3.571
All Universities (n=37)	3.473	0.2250	0.0370	3.398 to 3.548



Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

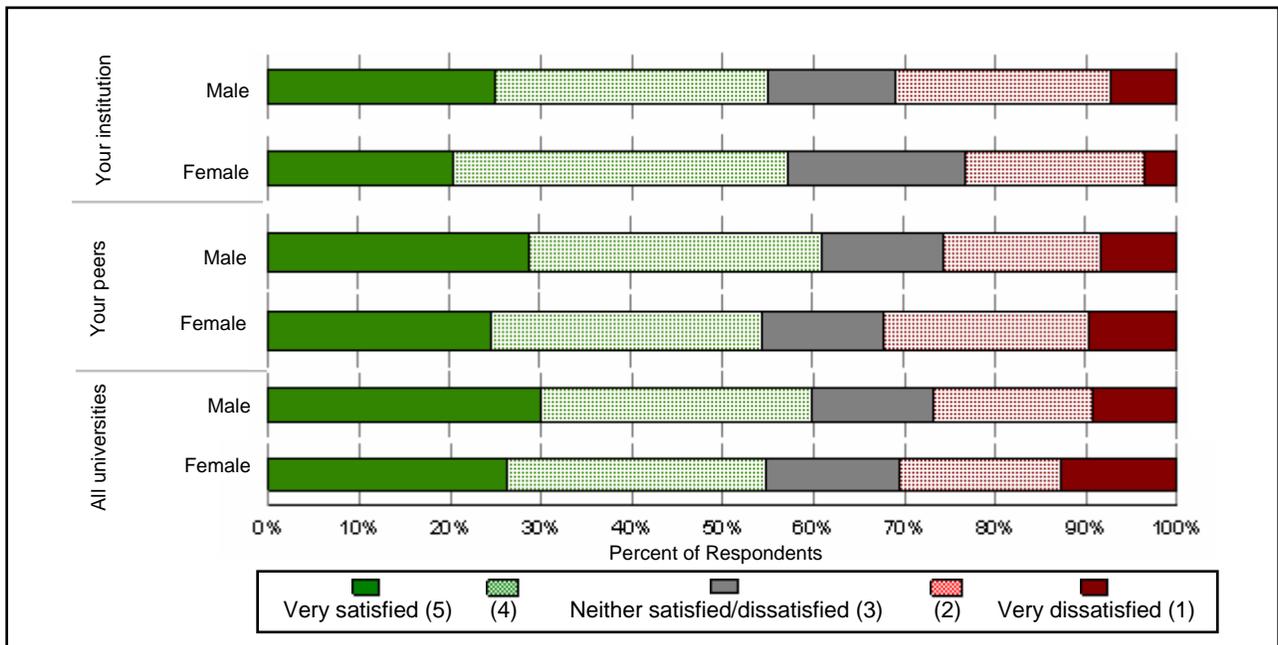
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 41st 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 68th 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	3.415	1.2788	0.1387	3.139 to 3.690	3.504	1.1418	0.1540	3.196 to 3.813
Faculty at Peer 1	3.611	1.3342	0.1132	3.387 to 3.835	3.376	1.2929	0.1268	3.124 to 3.627
... Peer 2	3.566	1.2700	0.1378	3.292 to 3.840	3.599	1.3105	0.1503	3.300 to 3.899
... Peer 3	3.636	1.2806	0.1227	3.393 to 3.880	3.362	1.4415	0.1503	3.063 to 3.660
... Peer 4	3.608	1.2405	0.1118	3.387 to 3.830	3.059	1.3013	0.1602	2.739 to 3.379
... Peer 5	3.364	1.3305	0.1344	3.097 to 3.631	3.473	1.2833	0.1502	3.174 to 3.773
Your Peers (n=5)	3.557	0.0992	0.0444	3.434 to 3.680	3.374	0.1789	0.0800	3.152 to 3.596
All Universities (n=37)	3.527	0.2823	0.0464	3.433 to 3.622	3.386	0.3107	0.0511	3.282 to 3.489



Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with senior colleagues in their department.

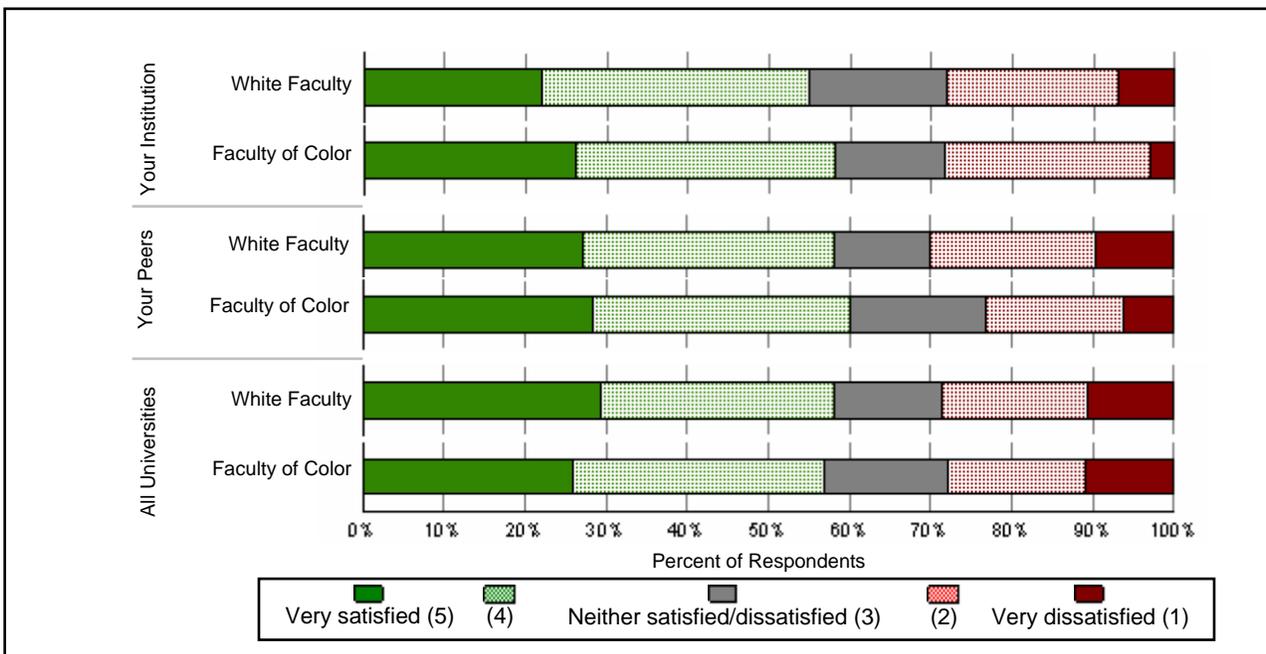
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 35th 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 59th 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	3.418	1.2343	0.1234	3.173 to 3.663	3.528	1.1977	0.1894	3.145 to 3.911
Faculty at Peer 1	3.438	1.3470	0.0965	3.248 to 3.628	3.755	1.1934	0.1741	3.405 to 4.105
... Peer 2	3.438	1.3493	0.1222	3.197 to 3.680	3.908	0.9970	0.1597	3.584 to 4.231
... Peer 3	3.531	1.3199	0.1140	3.306 to 3.757	3.488	1.3998	0.1778	3.132 to 3.843
... Peer 4	3.345	1.3324	0.1103	3.127 to 3.563	3.633	1.0900	0.1682	3.293 to 3.973
... Peer 5	3.519	1.3038	0.1139	3.294 to 3.745	3.164	1.2952	0.2048	2.749 to 3.578
Your Peers (n=5)	3.454	0.0672	0.0301	3.371 to 3.538	3.589	0.2538	0.1135	3.274 to 3.905
All Universities (n=37)	3.488	0.2270	0.0373	3.413 to 3.564	3.442	0.3130	0.0515	3.338 to 3.547



Question 39b. Please indicate your level of satisfaction with the following: The amount of *personal interaction* you have with *senior colleagues* in your department. Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

OVERALL RESULTS

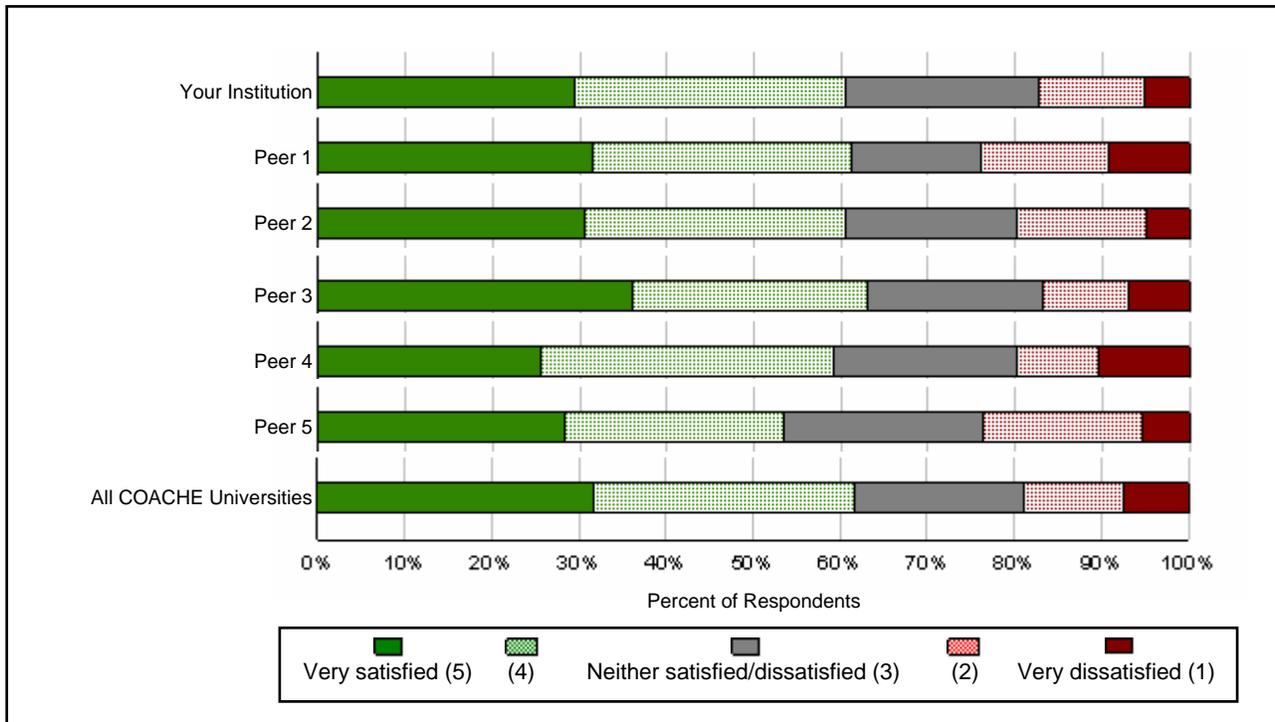
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 46th 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	3.674	1.1738	0.0992	3.478 to 3.870
Faculty at Peer 1	3.599	1.3105	0.0846	3.432 to 3.765
... Peer 2	3.663	1.1940	0.0944	3.476 to 3.849
... Peer 3	3.753	1.2330	0.0868	3.582 to 3.924
... Peer 4	3.547	1.2513	0.0920	3.365 to 3.728
... Peer 5	3.527	1.2223	0.0943	3.341 to 3.713
Your Peers (n=5)	3.617	0.0823	0.0368	3.515 to 3.720
All Universities (n=37)	3.674	0.2087	0.0343	3.604 to 3.743



Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

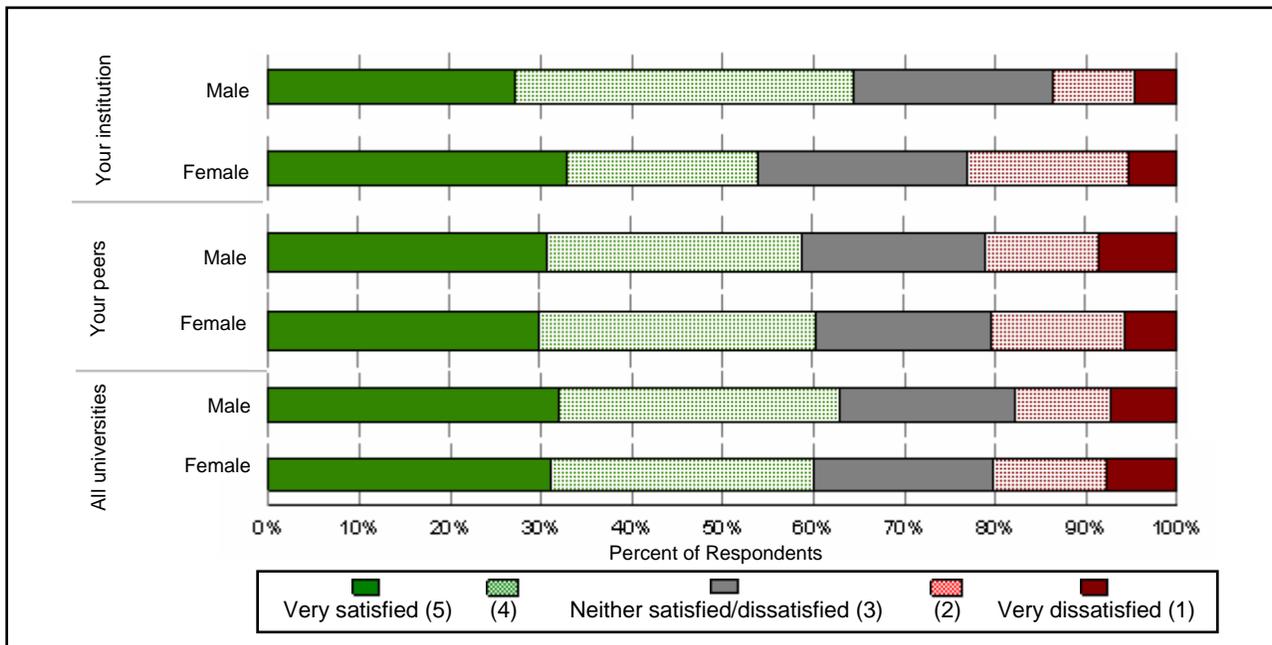
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st 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 46th 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	3.729	1.0924	0.1192	3.492 to 3.966	3.583	1.2797	0.1710	3.240 to 3.926
Faculty at Peer 1	3.609	1.3371	0.1142	3.383 to 3.835	3.583	1.2741	0.1255	3.334 to 3.832
... Peer 2	3.583	1.2282	0.1340	3.317 to 3.850	3.775	1.1456	0.1314	3.513 to 4.036
... Peer 3	3.753	1.2498	0.1192	3.517 to 3.990	3.752	1.2125	0.1264	3.501 to 4.003
... Peer 4	3.566	1.2494	0.1141	3.340 to 3.792	3.512	1.2540	0.1555	3.202 to 3.823
... Peer 5	3.491	1.2713	0.1304	3.232 to 3.750	3.576	1.1543	0.1351	3.306 to 3.845
Your Peers (n=5)	3.600	0.0860	0.0384	3.494 to 3.707	3.639	0.1042	0.0466	3.510 to 3.769
All Universities (n=37)	3.711	0.2921	0.0480	3.614 to 3.808	3.624	0.2318	0.0381	3.547 to 3.702



Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of personal interaction they have with senior colleagues in their department.

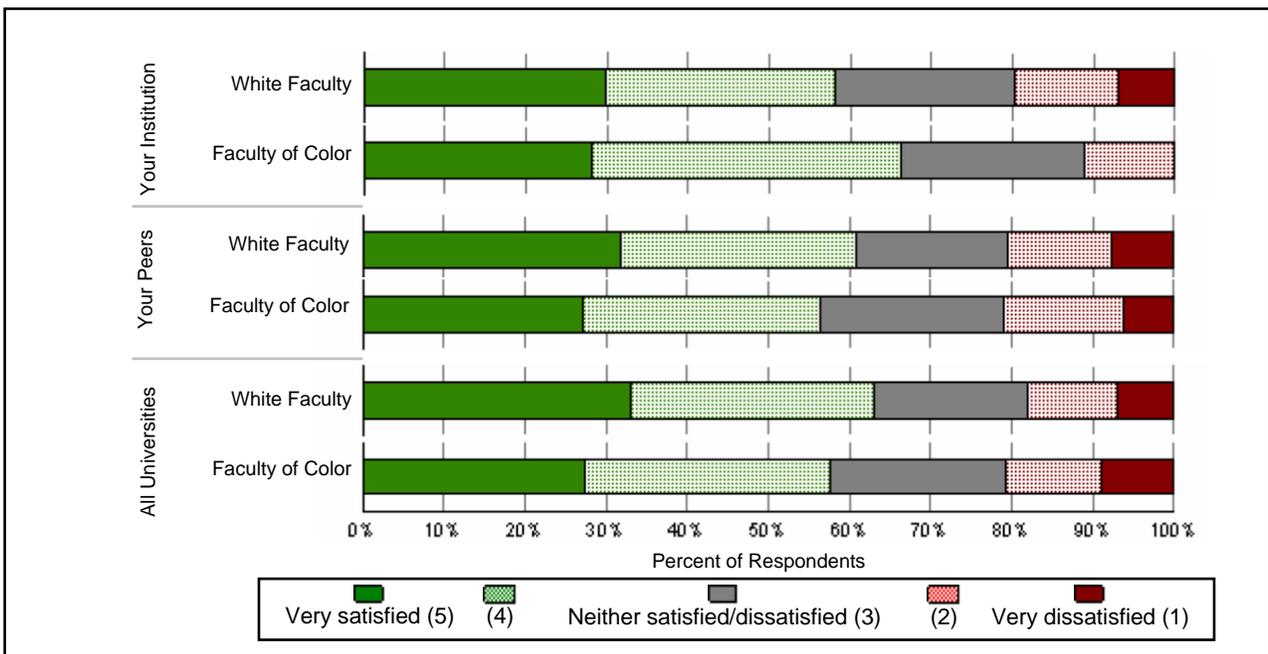
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 32nd 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 86th 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	3.614	1.2320	0.1232	3.369 to 3.858	3.831	0.9972	0.1577	3.512 to 4.150
Faculty at Peer 1	3.577	1.3256	0.0954	3.388 to 3.765	3.664	1.2549	0.1850	3.291 to 4.036
... Peer 2	3.557	1.2185	0.1108	3.338 to 3.777	3.905	1.0714	0.1716	3.557 to 4.252
... Peer 3	3.793	1.2222	0.1056	3.584 to 4.002	3.648	1.2619	0.1590	3.330 to 3.966
... Peer 4	3.547	1.2940	0.1082	3.333 to 3.760	3.547	1.0831	0.1692	3.205 to 3.888
... Peer 5	3.750	1.1859	0.1048	3.543 to 3.957	3.037	1.1723	0.1854	2.662 to 3.412
Your Peers (n=5)	3.645	0.1048	0.0469	3.515 to 3.775	3.560	0.2866	0.1282	3.204 to 3.916
All Universities (n=37)	3.689	0.2445	0.0402	3.608 to 3.771	3.559	0.3437	0.0565	3.444 to 3.674



Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

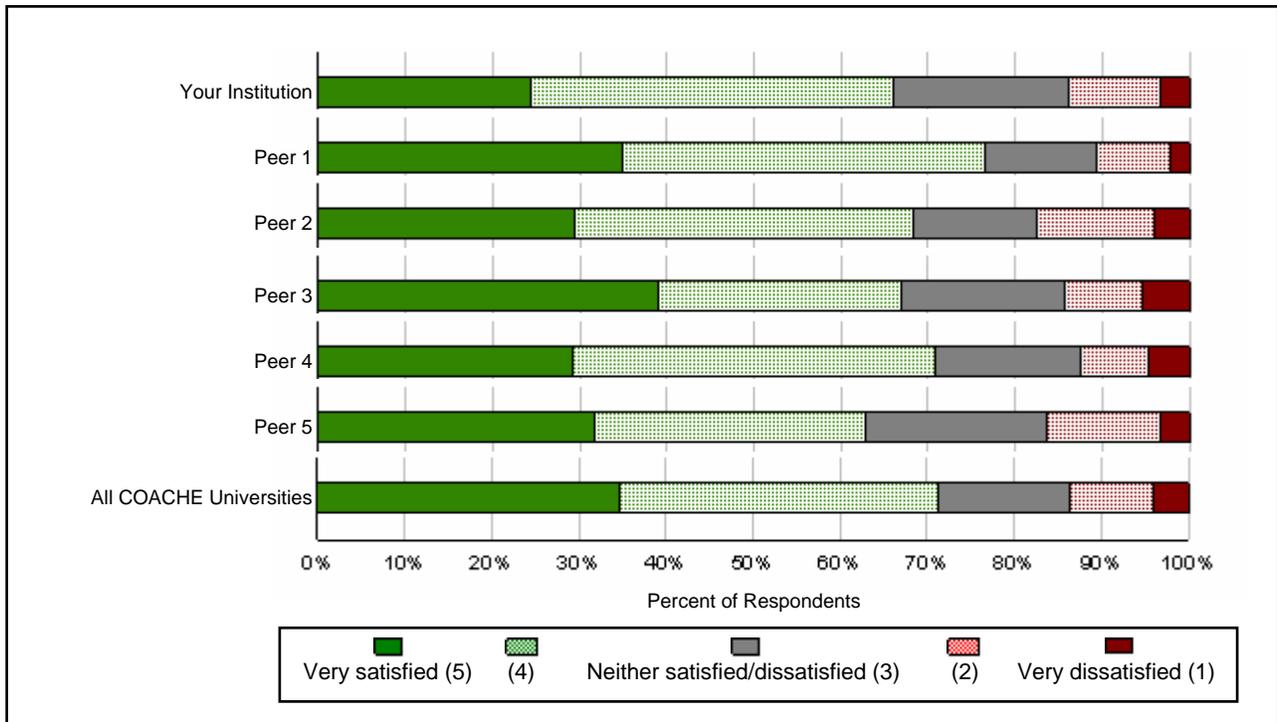
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 16th 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	3.735	1.0532	0.0893	3.558 to 3.912
Faculty at Peer 1	3.985	1.0148	0.0665	3.854 to 4.116
... Peer 2	3.763	1.1539	0.0918	3.582 to 3.944
... Peer 3	3.864	1.1773	0.0847	3.696 to 4.031
... Peer 4	3.829	1.0822	0.0794	3.672 to 3.985
... Peer 5	3.751	1.1324	0.0882	3.577 to 3.925
Your Peers (n=5)	3.838	0.0845	0.0378	3.733 to 3.943
All Universities (n=37)	3.888	0.1466	0.0241	3.839 to 3.936



Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

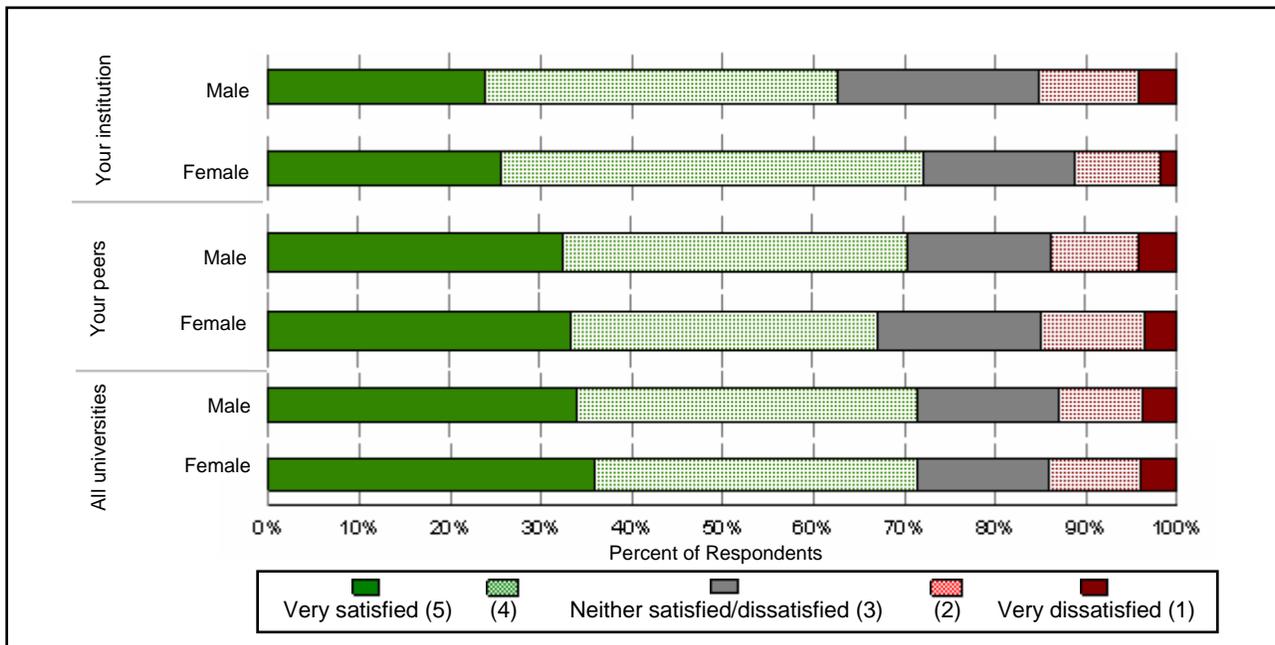
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 14th 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 46th 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	3.670	1.0977	0.1191	3.433 to 3.907	3.847	0.9701	0.1320	3.582 to 4.112
Faculty at Peer 1	3.997	0.9926	0.0848	3.829 to 4.165	3.967	1.0454	0.1067	3.755 to 4.178
... Peer 2	3.839	1.0508	0.1153	3.610 to 4.069	3.655	1.2505	0.1444	3.368 to 3.943
... Peer 3	3.869	1.1956	0.1184	3.634 to 4.104	3.857	1.1563	0.1212	3.616 to 4.097
... Peer 4	3.828	1.0860	0.0987	3.632 to 4.023	3.830	1.0752	0.1334	3.564 to 4.097
... Peer 5	3.717	1.1762	0.1207	3.478 to 3.957	3.799	1.0687	0.1277	3.544 to 4.053
Your Peers (n=5)	3.850	0.0896	0.0401	3.739 to 3.961	3.821	0.1005	0.0449	3.697 to 3.946
All Universities (n=37)	3.890	0.1888	0.0310	3.827 to 3.953	3.876	0.1953	0.0321	3.811 to 3.941



Question 39c. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with junior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of professional interaction they have with junior colleagues in their department.

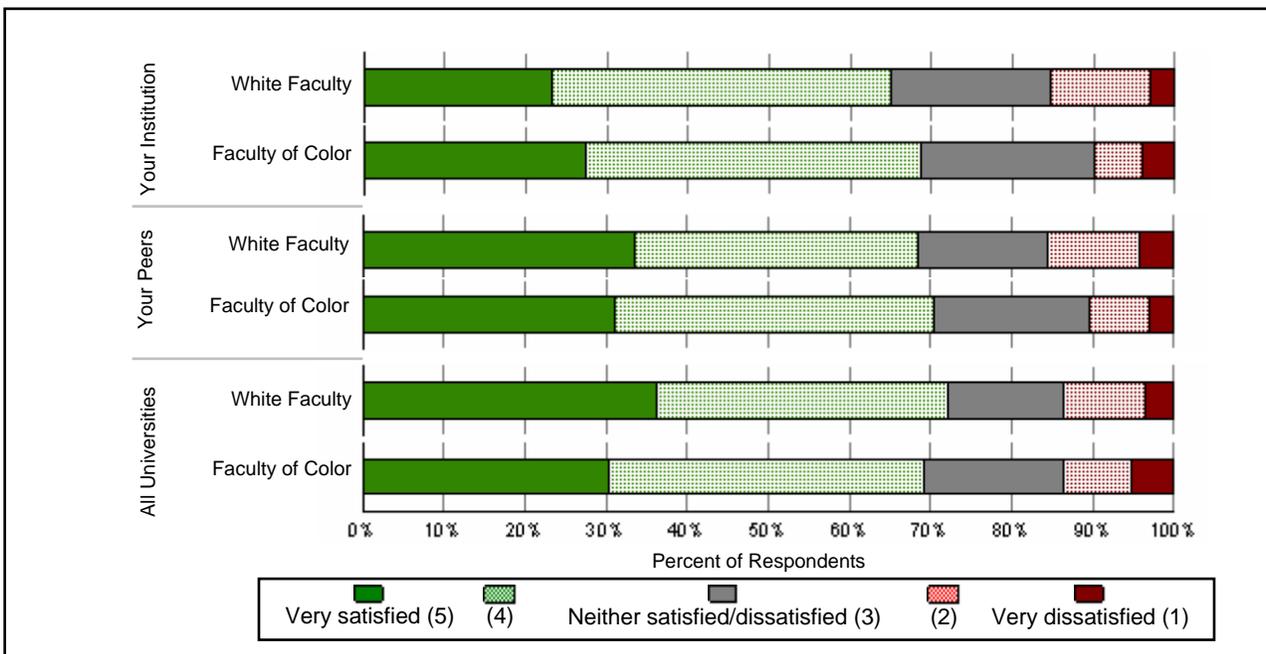
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 14th 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 43rd 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	3.700	1.0518	0.1062	3.489 to 3.911	3.821	1.0491	0.1638	3.490 to 4.152
Faculty at Peer 1	3.962	1.0412	0.0761	3.812 to 4.112	4.055	0.8933	0.1332	3.786 to 4.323
... Peer 2	3.667	1.2076	0.1102	3.449 to 3.886	3.988	0.9177	0.1489	3.687 to 4.290
... Peer 3	3.802	1.1793	0.1034	3.598 to 4.007	4.035	1.1510	0.1511	3.732 to 4.337
... Peer 4	3.820	1.1159	0.0930	3.637 to 4.004	3.856	0.9515	0.1486	3.556 to 4.157
... Peer 5	3.874	1.1294	0.1002	3.675 to 4.072	3.469	1.0942	0.1775	3.109 to 3.829
Your Peers (n=5)	3.825	0.0965	0.0431	3.705 to 3.945	3.881	0.2171	0.0971	3.611 to 4.150
All Universities (n=37)	3.911	0.1695	0.0279	3.855 to 3.968	3.797	0.2633	0.0433	3.709 to 3.885



Question 39d. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with junior colleagues: *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

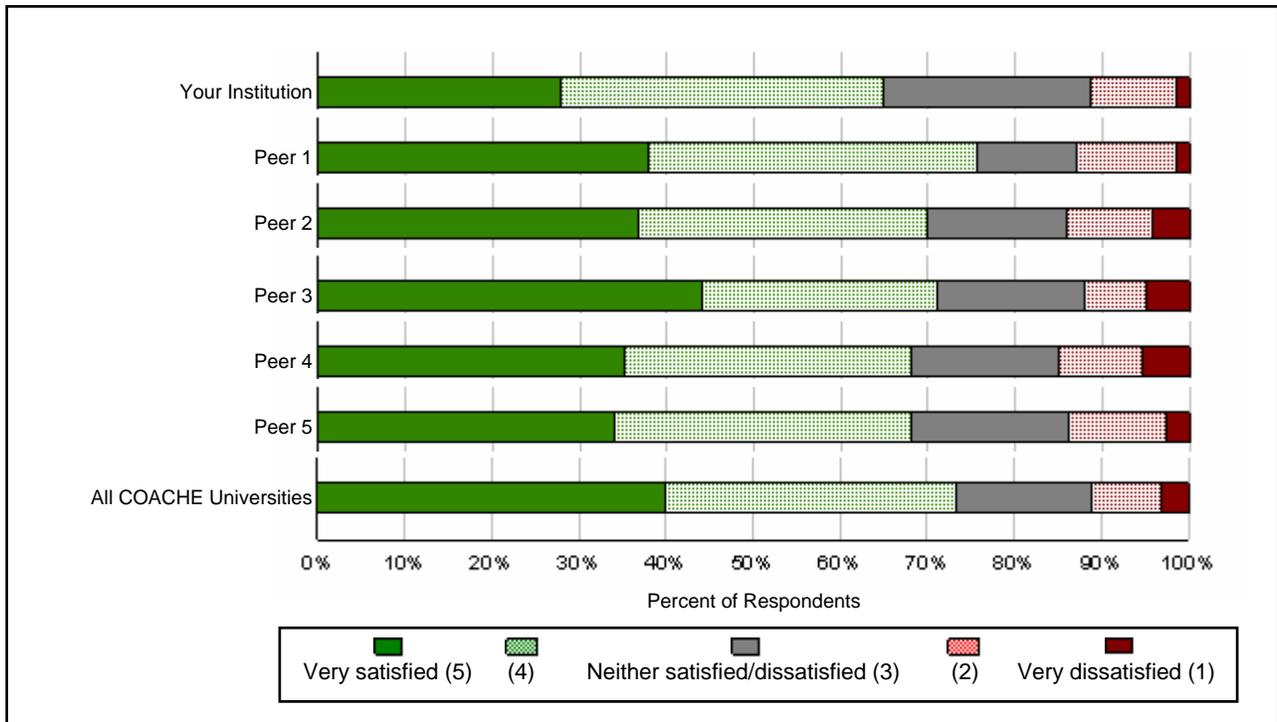
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 11th 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	3.801	1.0064	0.0851	3.632 to 3.969
Faculty at Peer 1	3.990	1.0541	0.0689	3.855 to 4.126
... Peer 2	3.884	1.1458	0.0909	3.705 to 4.064
... Peer 3	3.981	1.1655	0.0835	3.816 to 4.146
... Peer 4	3.830	1.1667	0.0862	3.660 to 4.000
... Peer 5	3.854	1.0776	0.0841	3.688 to 4.020
Your Peers (n=5)	3.908	0.0659	0.0295	3.826 to 3.990
All Universities (n=37)	3.985	0.1458	0.0240	3.937 to 4.034



Question 39d. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with junior colleagues: *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, 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:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

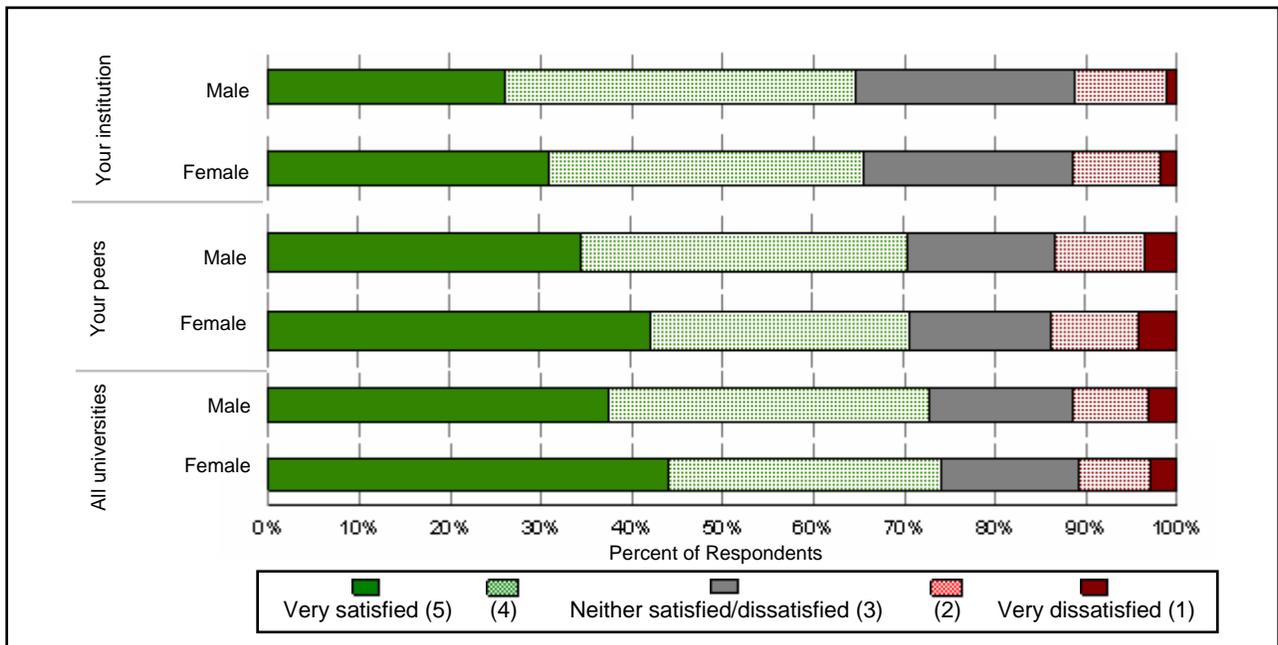
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 14th 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 14th percentile on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

Across all universities:

- Across all universities, female junior faculty were more satisfied than were male junior faculty with the amount of personal interaction they have with junior colleagues in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.782	0.9732	0.1062	3.571 to 3.994	3.830	1.0540	0.1409	3.548 to 4.113
Faculty at Peer 1	3.962	1.0390	0.0891	3.786 to 4.138	4.036	1.0734	0.1084	3.821 to 4.251
... Peer 2	3.863	1.1100	0.1218	3.621 to 4.105	3.914	1.1830	0.1357	3.644 to 4.184
... Peer 3	3.955	1.1329	0.1106	3.735 to 4.174	4.016	1.2019	0.1267	3.764 to 4.268
... Peer 4	3.789	1.1612	0.1069	3.577 to 4.001	3.901	1.1731	0.1455	3.610 to 4.192
... Peer 5	3.840	1.0164	0.1043	3.633 to 4.047	3.873	1.1565	0.1392	3.596 to 4.151
Your Peers (n=5)	3.882	0.0670	0.0299	3.799 to 3.965	3.948	0.0653	0.0292	3.867 to 4.029
All Universities (n=37)	3.972	0.1851	0.0304	3.910 to 4.034	4.009	0.2123	0.0349	3.939 to 4.080



Question 39d. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with junior colleagues: *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the amount of personal interaction they have with junior colleagues in their department.

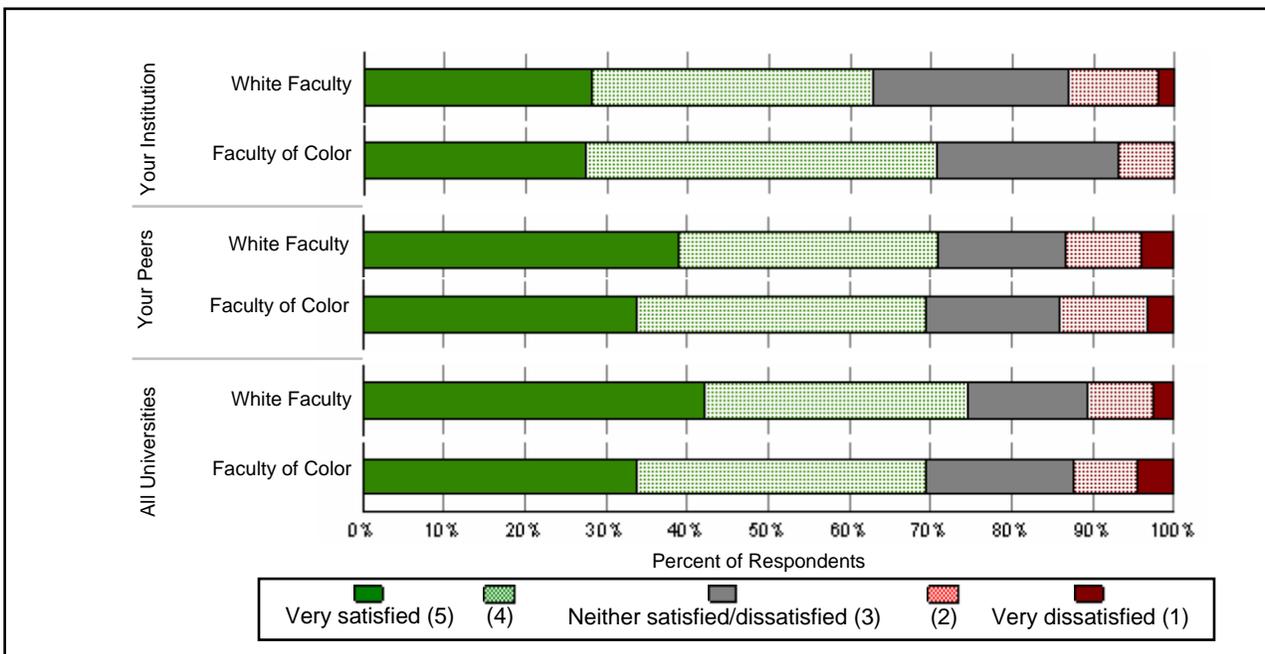
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 11th 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 51st 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	3.757	1.0453	0.1051	3.548 to 3.965	3.910	0.8942	0.1396	3.628 to 4.192
Faculty at Peer 1	3.976	1.0836	0.0788	3.821 to 4.132	4.032	0.9167	0.1382	3.754 to 4.311
... Peer 2	3.839	1.1992	0.1090	3.623 to 4.055	3.991	0.9459	0.1534	3.680 to 4.302
... Peer 3	3.929	1.1825	0.1041	3.723 to 4.135	4.116	1.0727	0.1373	3.842 to 4.391
... Peer 4	3.874	1.1517	0.0973	3.682 to 4.067	3.687	1.2049	0.1859	3.311 to 4.062
... Peer 5	4.016	1.0116	0.0898	3.838 to 4.194	3.470	1.1996	0.1972	3.070 to 3.870
Your Peers (n=5)	3.927	0.0646	0.0289	3.847 to 4.007	3.859	0.2427	0.1085	3.558 to 4.161
All Universities (n=37)	4.013	0.1963	0.0323	3.947 to 4.078	3.839	0.2350	0.0386	3.761 to 3.917



Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

OVERALL RESULTS

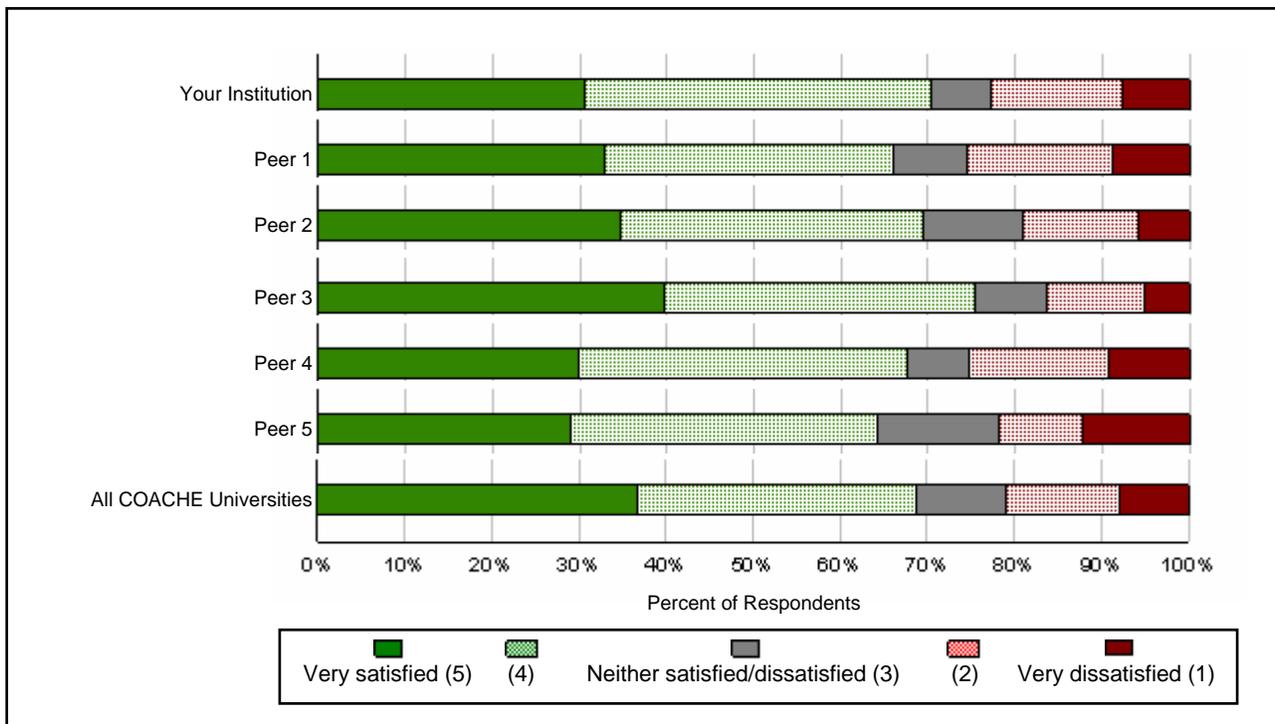
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 35th percentile on satisfaction with how well they "fit" in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.707	1.3019	0.1096	3.491 to 3.924
Faculty at Peer 1	3.644	1.3418	0.0863	3.474 to 3.814
... Peer 2	3.794	1.2268	0.0973	3.602 to 3.986
... Peer 3	3.937	1.2021	0.0846	3.770 to 4.104
... Peer 4	3.632	1.3061	0.0955	3.444 to 3.821
... Peer 5	3.592	1.3345	0.1021	3.391 to 3.794
Your Peers (n=5)	3.720	0.1283	0.0574	3.561 to 3.879
All Universities (n=37)	3.776	0.1502	0.0247	3.726 to 3.826



Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.

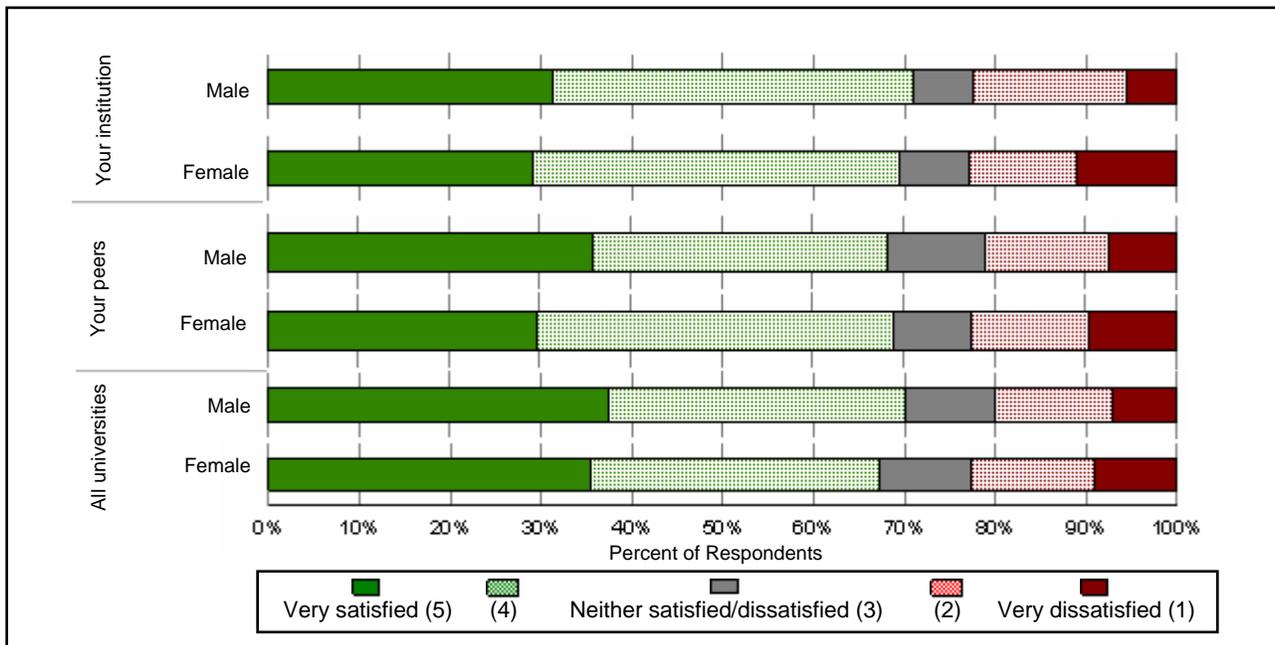
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 38th 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 41st 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	3.743	1.2615	0.1360	3.473 to 4.013	3.646	1.3577	0.1831	3.279 to 4.013
Faculty at Peer 1	3.700	1.3144	0.1119	3.479 to 3.922	3.557	1.3720	0.1345	3.290 to 3.823
... Peer 2	3.822	1.2335	0.1354	3.553 to 4.091	3.755	1.2179	0.1397	3.476 to 4.033
... Peer 3	3.928	1.1888	0.1123	3.705 to 4.150	3.950	1.2184	0.1284	3.695 to 4.205
... Peer 4	3.642	1.2966	0.1179	3.408 to 3.875	3.616	1.3230	0.1629	3.291 to 3.941
... Peer 5	3.699	1.3594	0.1373	3.426 to 3.971	3.443	1.2826	0.1501	3.144 to 3.742
Your Peers (n=5)	3.758	0.1032	0.0462	3.630 to 3.886	3.664	0.1748	0.0782	3.447 to 3.881
All Universities (n=37)	3.814	0.2356	0.0387	3.736 to 3.893	3.715	0.2306	0.0379	3.638 to 3.792



Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with how well they "fit" in their department.

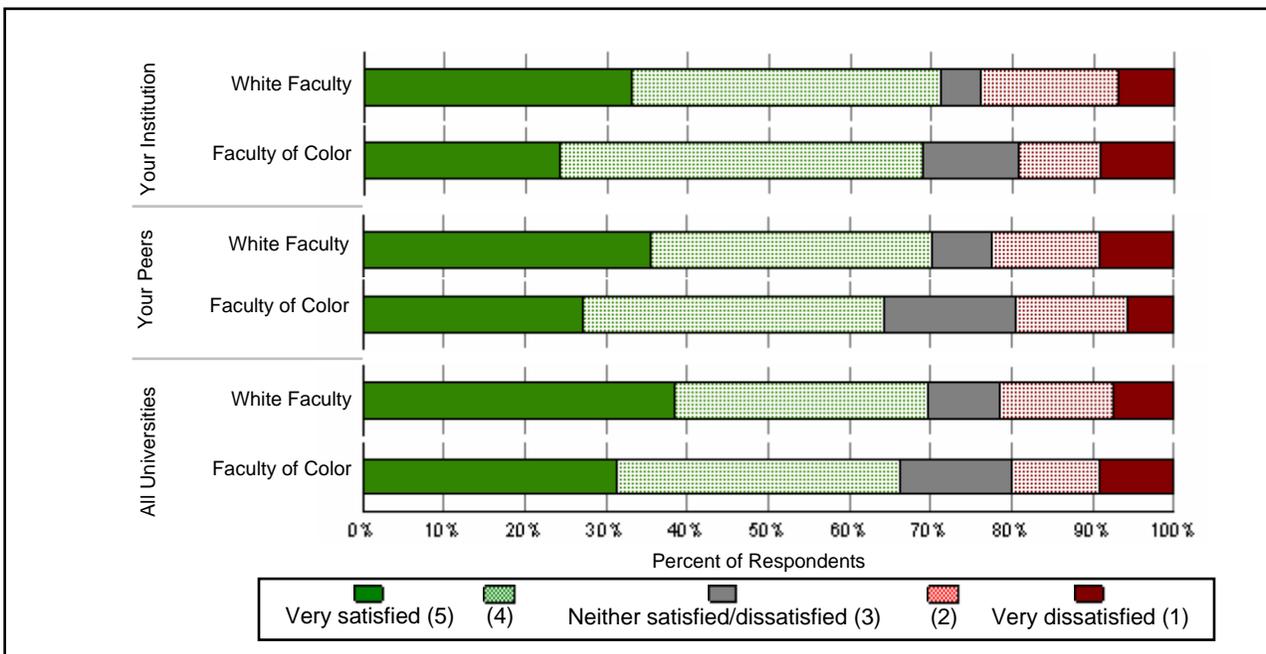
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th 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 41st 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	3.731	1.2717	0.1272	3.479 to 3.984	3.647	1.3632	0.2129	3.216 to 4.077
Faculty at Peer 1	3.631	1.3954	0.0999	3.434 to 3.829	3.680	1.0846	0.1599	3.358 to 4.002
... Peer 2	3.717	1.3012	0.1183	3.483 to 3.951	3.977	0.9177	0.1489	3.675 to 4.278
... Peer 3	3.955	1.1666	0.1004	3.757 to 4.154	3.888	1.2506	0.1588	3.571 to 4.206
... Peer 4	3.668	1.3229	0.1102	3.450 to 3.886	3.516	1.2390	0.1912	3.129 to 3.902
... Peer 5	3.736	1.3306	0.1158	3.507 to 3.965	3.260	1.2645	0.2025	2.850 to 3.670
Your Peers (n=5)	3.741	0.1130	0.0505	3.601 to 3.882	3.664	0.2583	0.1155	3.343 to 3.985
All Universities (n=37)	3.794	0.1499	0.0247	3.744 to 3.844	3.710	0.3131	0.0515	3.606 to 3.815



Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

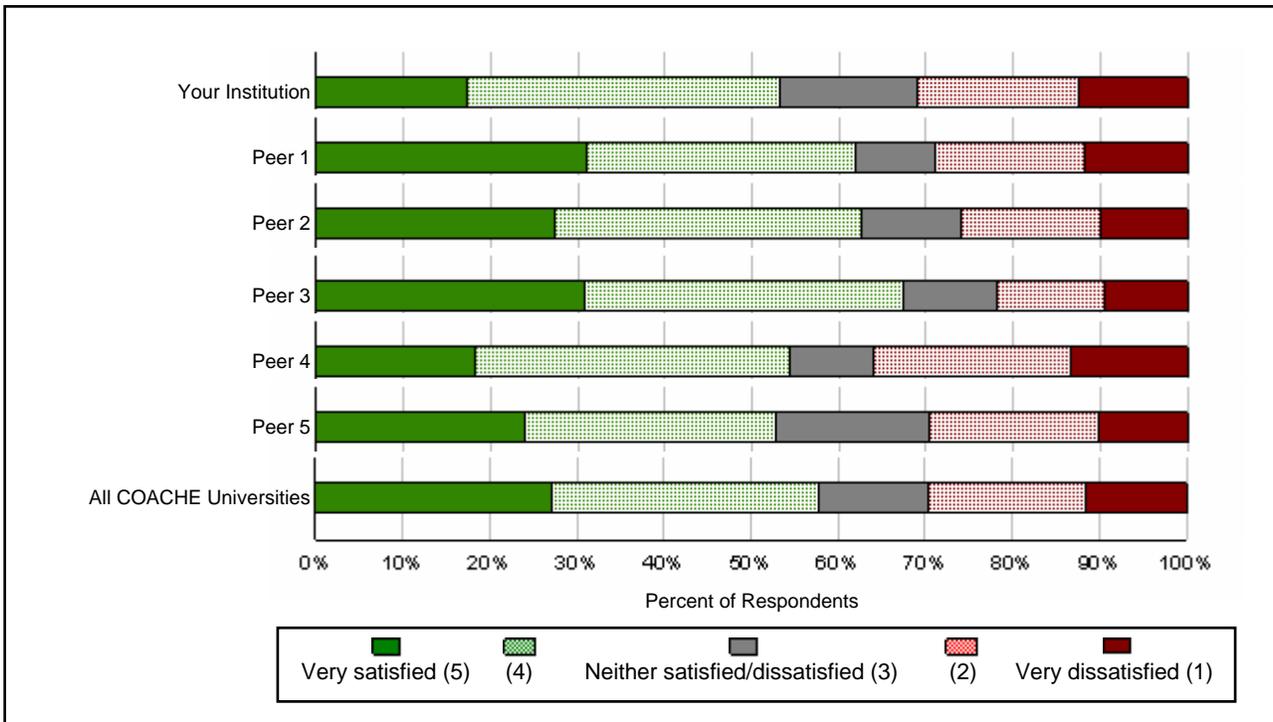
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 35th percentile on satisfaction with the intellectual vitality of the senior colleagues in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.269	1.2951	0.1099	3.052 to 3.487
Faculty at Peer 1	3.522	1.3973	0.0898	3.345 to 3.699
... Peer 2	3.540	1.3048	0.1038	3.335 to 3.745
... Peer 3	3.668	1.3045	0.0918	3.487 to 3.849
... Peer 4	3.232	1.3411	0.0983	3.038 to 3.426
... Peer 5	3.371	1.3253	0.1016	3.170 to 3.571
Your Peers (n=5)	3.467	0.1506	0.0673	3.280 to 3.654
All Universities (n=37)	3.406	0.2742	0.0451	3.315 to 3.498



Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation below the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.

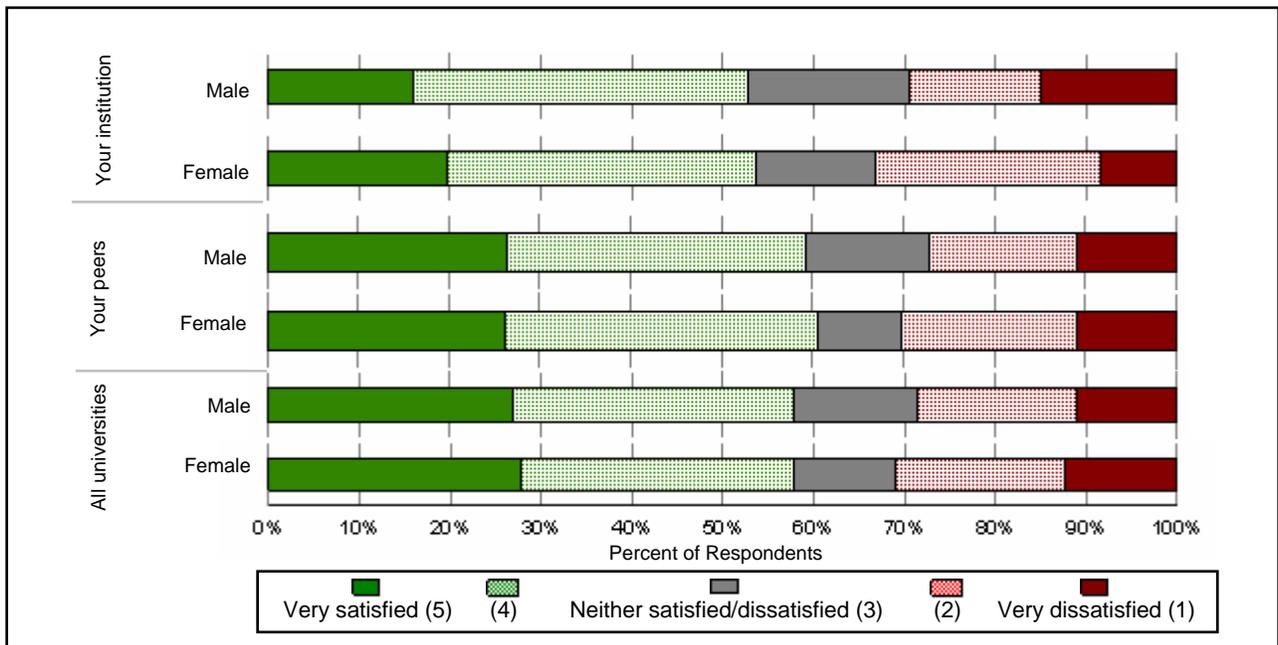
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 32nd 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 35th 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	3.242	1.3120	0.1423	2.959 to 3.525	3.316	1.2681	0.1726	2.970 to 3.662
Faculty at Peer 1	3.595	1.3564	0.1155	3.366 to 3.823	3.411	1.4446	0.1417	3.130 to 3.692
... Peer 2	3.449	1.3667	0.1491	3.152 to 3.746	3.673	1.2223	0.1421	3.390 to 3.956
... Peer 3	3.717	1.2035	0.1142	3.491 to 3.944	3.601	1.4147	0.1483	3.306 to 3.896
... Peer 4	3.234	1.3338	0.1208	2.995 to 3.473	3.229	1.3549	0.1694	2.890 to 3.567
... Peer 5	3.373	1.3547	0.1368	3.102 to 3.645	3.367	1.2835	0.1513	3.065 to 3.669
Your Peers (n=5)	3.474	0.1685	0.0753	3.264 to 3.683	3.456	0.1611	0.0720	3.256 to 3.656
All Universities (n=37)	3.414	0.3321	0.0546	3.303 to 3.524	3.395	0.3251	0.0535	3.286 to 3.503



Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with the intellectual vitality of the senior colleagues in their department.

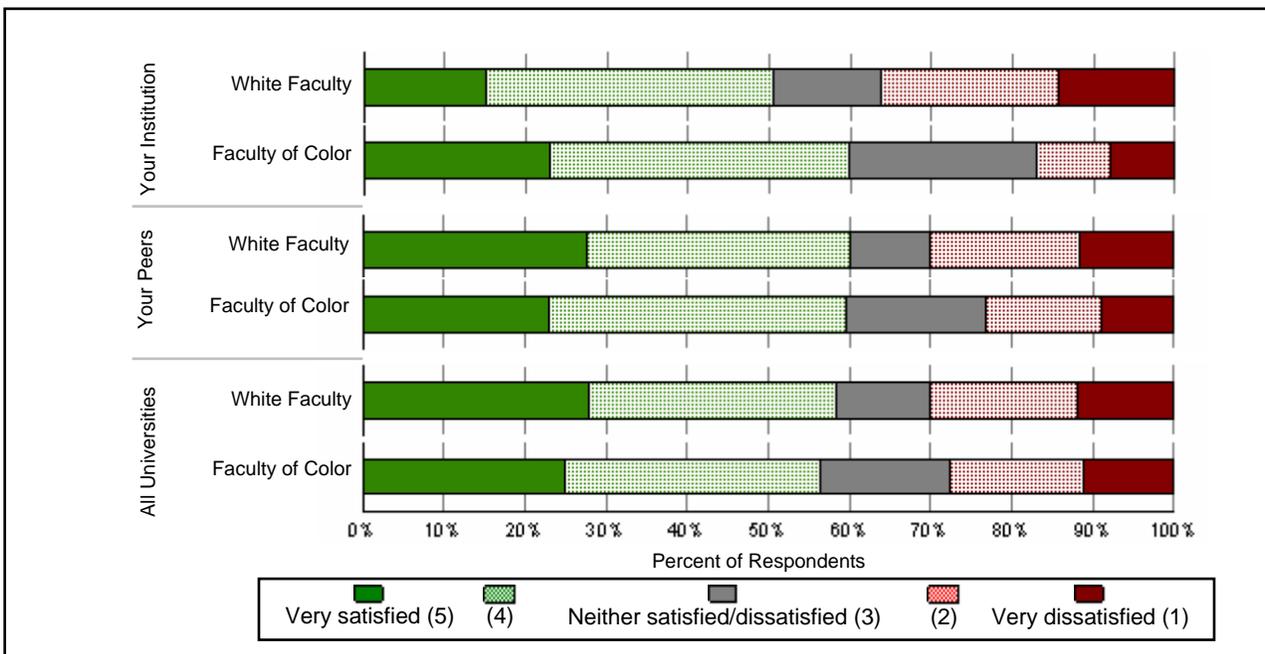
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 24th 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 76th 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	3.150	1.3132	0.1320	2.888 to 3.411	3.581	1.2031	0.1902	3.196 to 3.965
Faculty at Peer 1	3.482	1.4008	0.1003	3.284 to 3.680	3.643	1.3410	0.1977	3.245 to 4.041
... Peer 2	3.549	1.3391	0.1228	3.306 to 3.792	3.520	1.1939	0.1912	3.133 to 3.907
... Peer 3	3.659	1.3014	0.1120	3.438 to 3.881	3.693	1.2775	0.1622	3.369 to 4.017
... Peer 4	3.181	1.3977	0.1165	2.951 to 3.411	3.406	1.1235	0.1755	3.051 to 3.760
... Peer 5	3.416	1.3518	0.1186	3.182 to 3.651	3.269	1.2326	0.1949	2.875 to 3.663
Your Peers (n=5)	3.458	0.1598	0.0715	3.259 to 3.656	3.506	0.1550	0.0693	3.314 to 3.699
All Universities (n=37)	3.384	0.3368	0.0554	3.272 to 3.496	3.423	0.3198	0.0526	3.316 to 3.529



Question 42a. There is a feeling of unity and cohesion among the faculty in my department. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

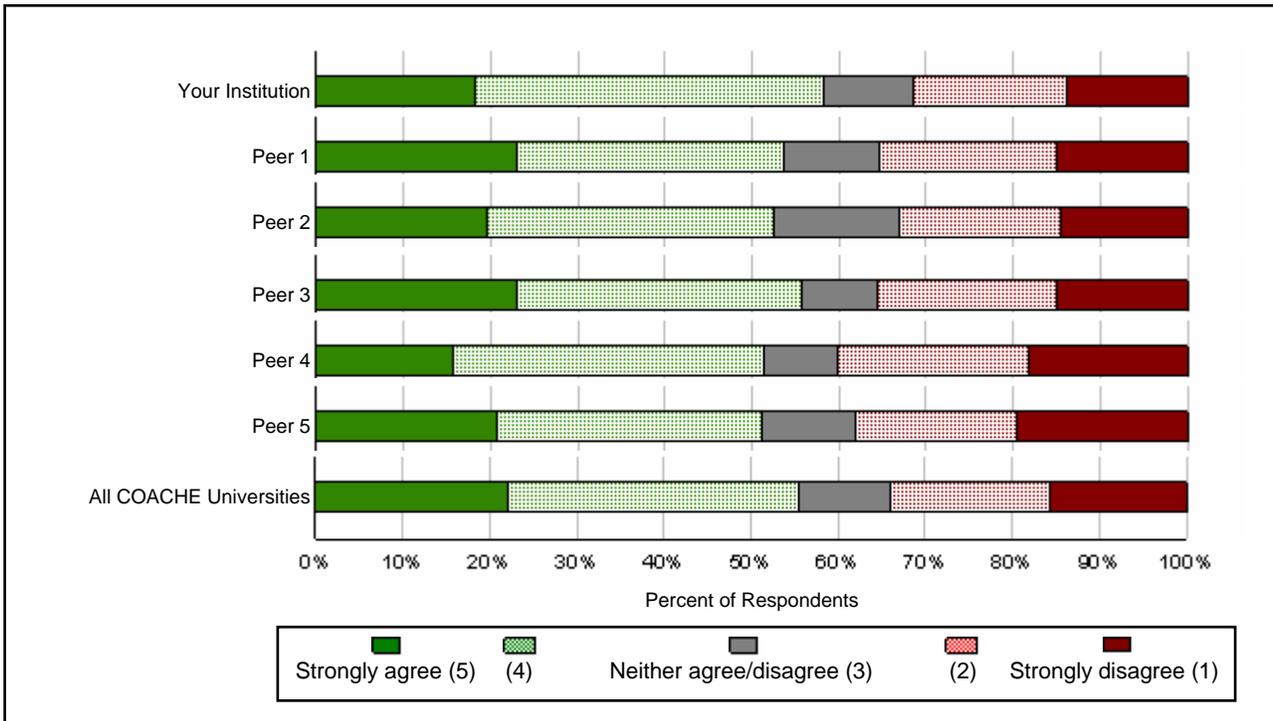
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 59th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.310	1.3590	0.1149	3.083 to 3.537
Faculty at Peer 1	3.263	1.3962	0.0903	3.086 to 3.441
... Peer 2	3.246	1.3558	0.1069	3.035 to 3.457
... Peer 3	3.280	1.4039	0.0985	3.086 to 3.475
... Peer 4	3.088	1.3849	0.1013	2.888 to 3.288
... Peer 5	3.144	1.4489	0.1118	2.923 to 3.364
Your Peers (n=5)	3.204	0.0751	0.0336	3.111 to 3.298
All Universities (n=37)	3.304	0.2256	0.0371	3.228 to 3.379



Question 42a. There is a feeling of unity and cohesion among the faculty in my department. *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 a feeling of unity and cohesion among the faculty in their department.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their department.

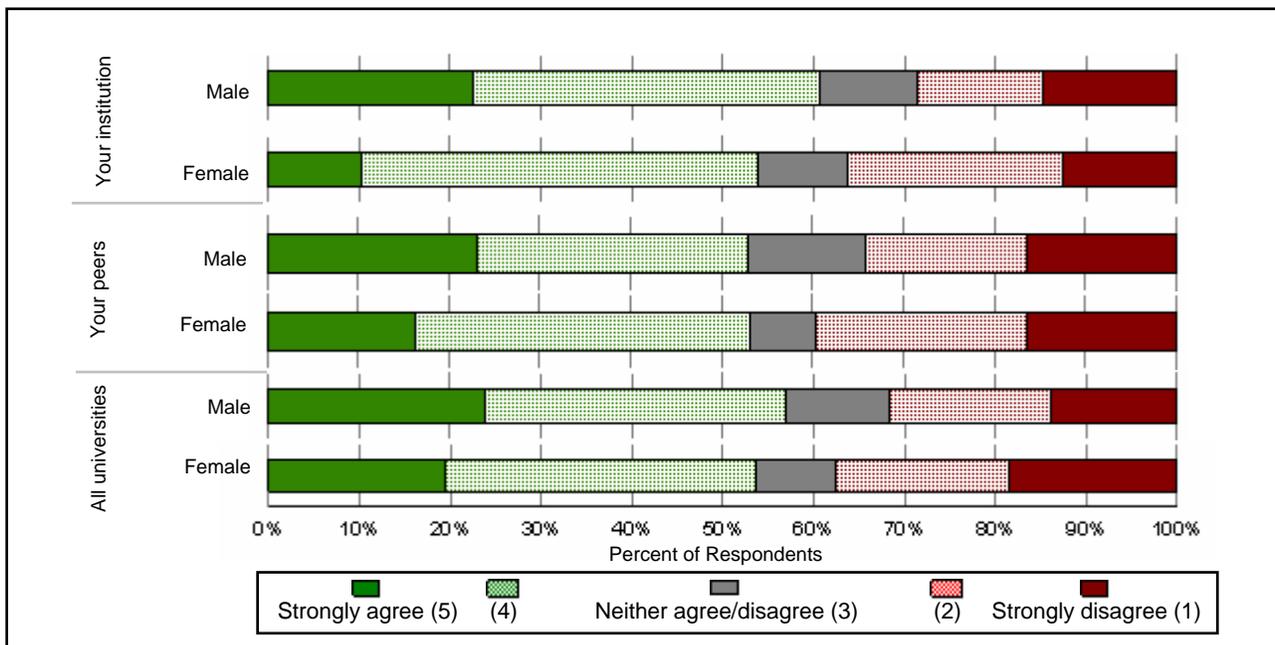
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st percentile on reporting a feeling of unity and cohesion among the faculty in their department.
- Among female junior faculty at all universities, your female junior faculty ranked in the 54th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that there is a feeling of unity and cohesion among the faculty in their department.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.399	1.3841	0.1493	3.102 to 3.696	3.154	1.2948	0.1762	2.801 to 3.508
Faculty at Peer 1	3.317	1.4173	0.1207	3.079 to 3.556	3.179	1.3624	0.1356	2.910 to 3.448
... Peer 2	3.387	1.3569	0.1463	3.096 to 3.678	3.040	1.3311	0.1537	2.733 to 3.346
... Peer 3	3.300	1.3845	0.1314	3.040 to 3.561	3.253	1.4266	0.1487	2.958 to 3.549
... Peer 4	3.051	1.4017	0.1269	2.800 to 3.302	3.155	1.3500	0.1674	2.820 to 3.489
... Peer 5	3.218	1.4652	0.1503	2.920 to 3.517	3.042	1.4185	0.1660	2.712 to 3.373
Your Peers (n=5)	3.255	0.1151	0.0515	3.112 to 3.398	3.134	0.0824	0.0369	3.031 to 3.236
All Universities (n=37)	3.397	0.3056	0.0502	3.295 to 3.499	3.167	0.3023	0.0497	3.066 to 3.267



Question 42a. There is a feeling of unity and cohesion among the faculty in my department. *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, your junior faculty of color agreed to a greater extent than did your white junior faculty that there is a feeling of unity and cohesion among the faculty in their department.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their department.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting a feeling of unity and cohesion among the faculty in their department.

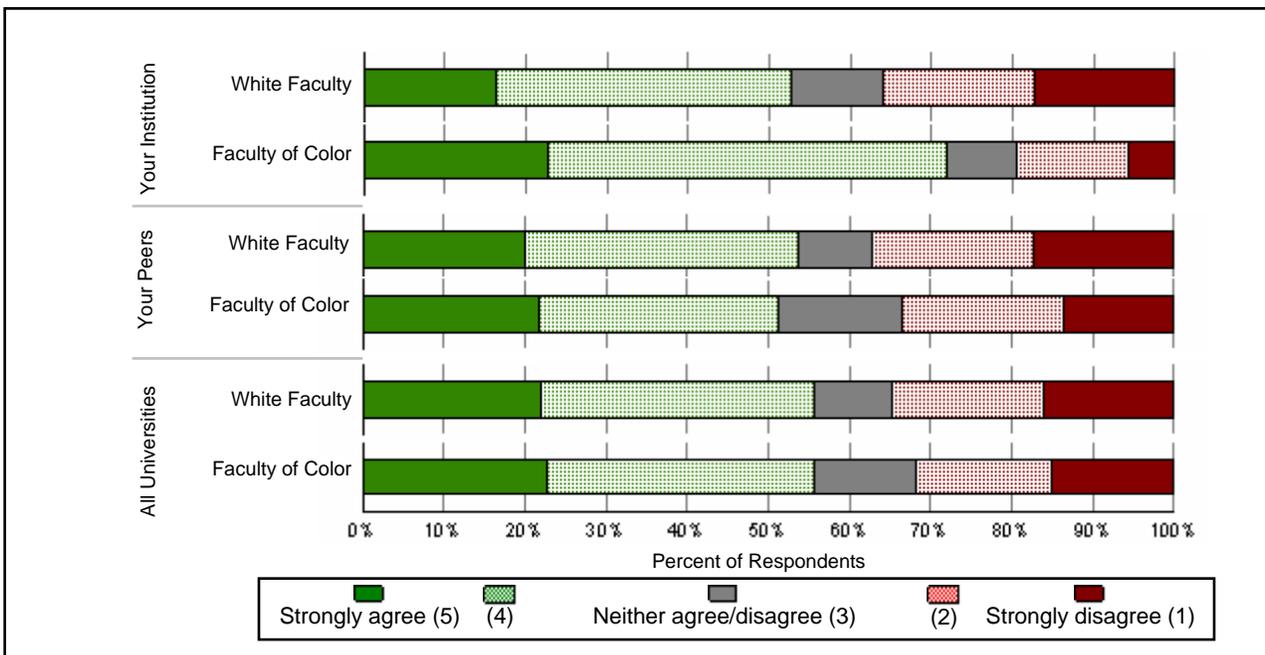
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th percentile on reporting a feeling of unity and cohesion among the faculty in their department.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on reporting a feeling of unity and cohesion among the faculty in their department.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting a feeling of unity and cohesion among the faculty in their department.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.158	1.3660	0.1373	2.885 to 3.430	3.694	1.2855	0.2008	3.288 to 4.099
Faculty at Peer 1	3.225	1.3897	0.1003	3.027 to 3.423	3.377	1.4197	0.2093	2.955 to 3.798
... Peer 2	3.186	1.3831	0.1252	2.938 to 3.434	3.386	1.2530	0.2006	2.980 to 3.792
... Peer 3	3.252	1.4233	0.1220	3.011 to 3.494	3.356	1.3864	0.1761	3.004 to 3.708
... Peer 4	3.023	1.3969	0.1160	2.794 to 3.252	3.312	1.3297	0.2077	2.892 to 3.731
... Peer 5	3.272	1.4508	0.1277	3.020 to 3.525	2.854	1.3808	0.2211	2.406 to 3.301
Your Peers (n=5)	3.192	0.0893	0.0399	3.081 to 3.303	3.257	0.2032	0.0909	3.005 to 3.509
All Universities (n=37)	3.269	0.2415	0.0397	3.189 to 3.350	3.384	0.3346	0.0550	3.272 to 3.495



Question 42b. There is a feeling of unity and cohesion among the faculty in my School. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

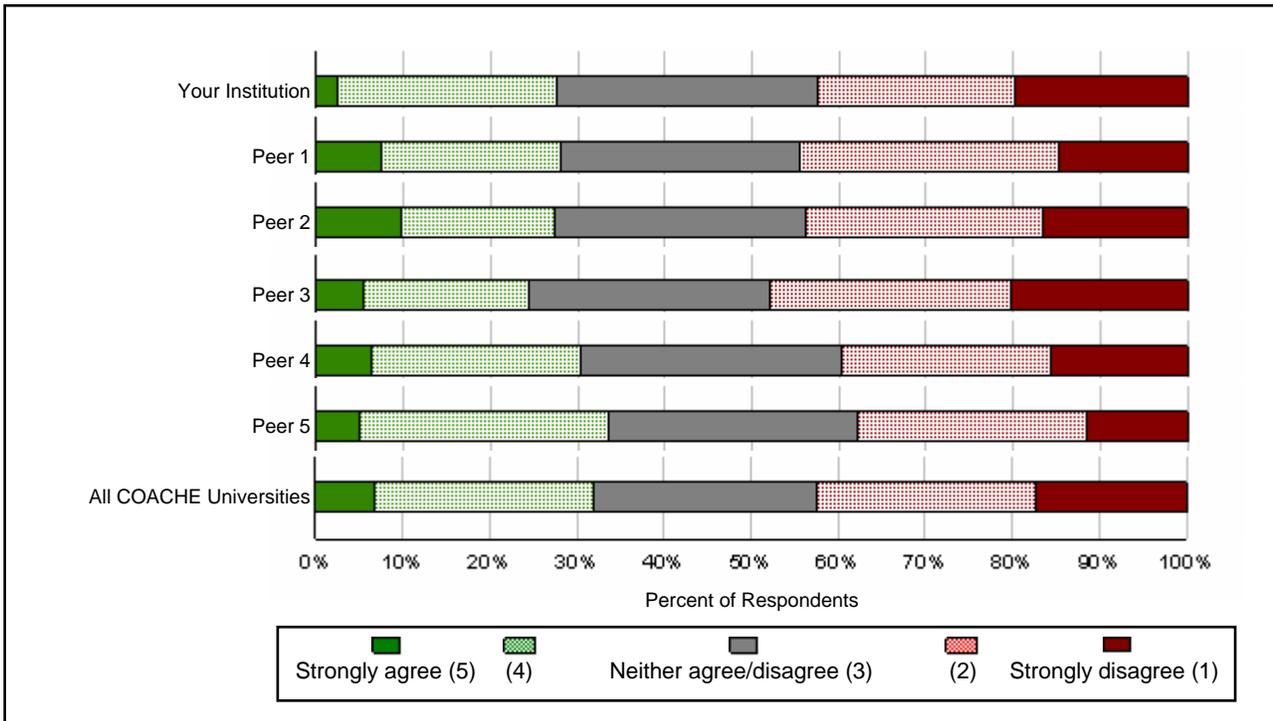
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on reporting a feeling of unity and cohesion among the faculty in their School.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 27th percentile on reporting a feeling of unity and cohesion among the faculty in their School.

	Mean	SD	SE	95% CI of Mean
Your Institution	2.679	1.1499	0.1037	2.474 to 2.884
Faculty at Peer 1	2.765	1.1524	0.0780	2.611 to 2.919
... Peer 2	2.766	1.2147	0.1034	2.562 to 2.971
... Peer 3	2.614	1.1592	0.0852	2.446 to 2.783
... Peer 4	2.810	1.1507	0.0899	2.633 to 2.987
... Peer 5	2.890	1.1123	0.0885	2.715 to 3.065
Your Peers (n=5)	2.769	0.0897	0.0401	2.658 to 2.881
All Universities (n=37)	2.824	0.1920	0.0316	2.760 to 2.888



Question 42b. There is a feeling of unity and cohesion among the faculty in my School. *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, your male junior faculty agreed to a greater extent than did your female junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their School.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on reporting a feeling of unity and cohesion among the faculty in their School.

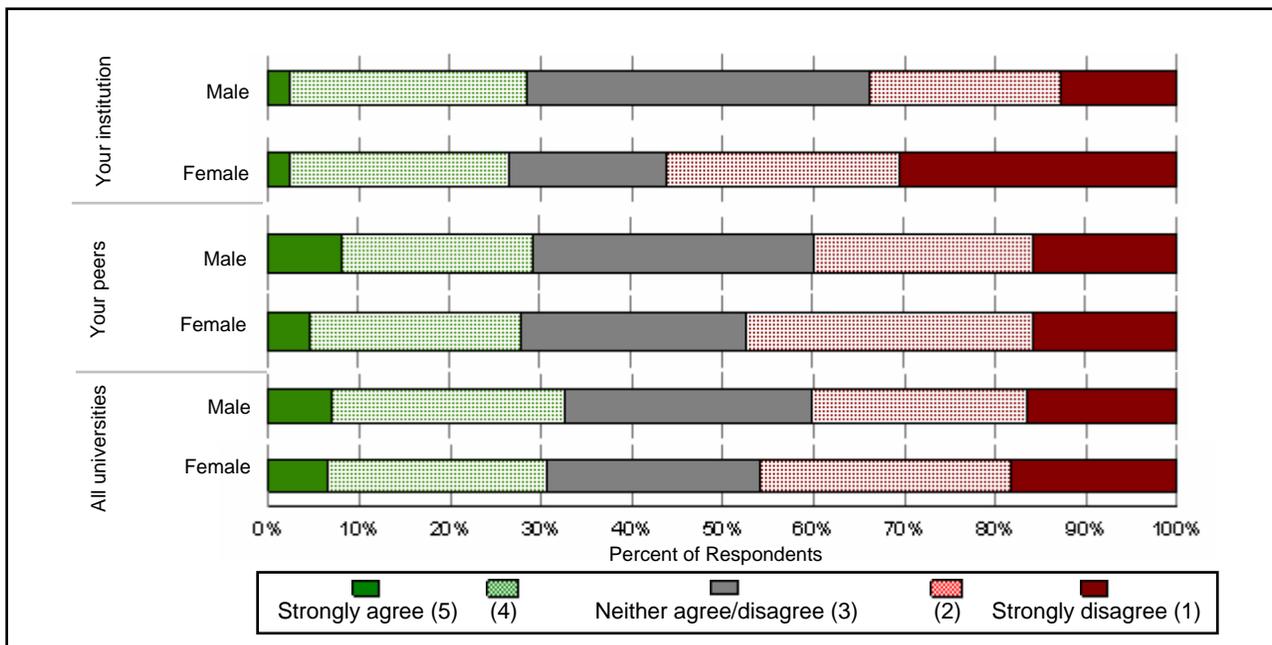
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 46th percentile on reporting a feeling of unity and cohesion among the faculty in their School.
- Among female junior faculty at all universities, your female junior faculty ranked in the 8th percentile on reporting a feeling of unity and cohesion among the faculty in their School.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.843	1.0591	0.1240	2.596 to 3.090	2.418	1.2166	0.1720	2.073 to 2.764
Faculty at Peer 1	2.828	1.1425	0.1022	2.626 to 3.030	2.667	1.1607	0.1204	2.428 to 2.906
... Peer 2	2.869	1.1949	0.1362	2.597 to 3.140	2.601	1.2197	0.1562	2.289 to 2.914
... Peer 3	2.750	1.2358	0.1230	2.506 to 2.994	2.427	1.0391	0.1134	2.202 to 2.653
... Peer 4	2.788	1.1220	0.1090	2.572 to 3.004	2.849	1.2006	0.1576	2.533 to 3.165
... Peer 5	2.850	1.1951	0.1267	2.598 to 3.102	2.945	0.9910	0.1193	2.707 to 3.183
Your Peers (n=5)	2.817	0.0429	0.0192	2.764 to 2.870	2.698	0.1831	0.0819	2.471 to 2.925
All Universities (n=37)	2.844	0.2097	0.0345	2.774 to 2.914	2.782	0.2721	0.0447	2.691 to 2.873



Question 42b. There is a feeling of unity and cohesion among the faculty in my School. *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 a feeling of unity and cohesion among the faculty in their School.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on reporting a feeling of unity and cohesion among the faculty in their School.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting a feeling of unity and cohesion among the faculty in their School.

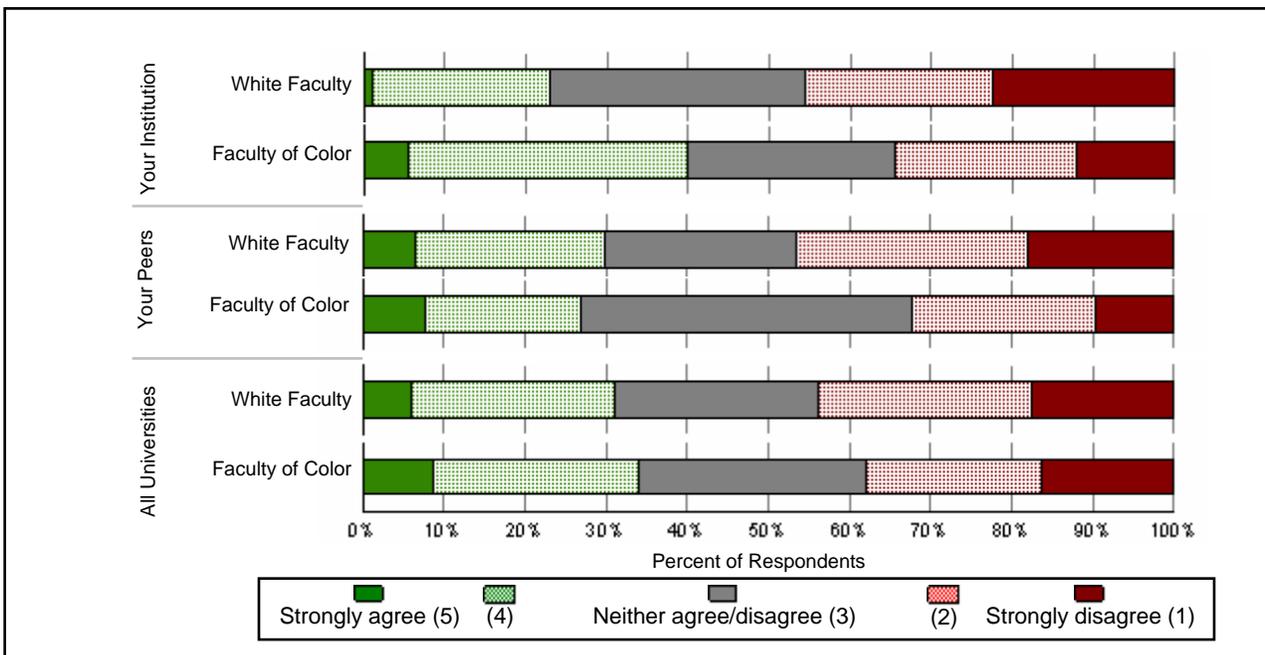
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 22nd percentile on reporting a feeling of unity and cohesion among the faculty in their School.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 54th percentile on reporting a feeling of unity and cohesion among the faculty in their School.

Across all universities:

- Across all universities, junior faculty of color agreed to a greater extent than did white junior faculty that there is a feeling of unity and cohesion among the faculty in their School.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	2.560	1.1013	0.1181	2.325 to 2.795	2.988	1.2019	0.2003	2.581 to 3.395
Faculty at Peer 1	2.653	1.1235	0.0852	2.485 to 2.821	3.084	1.1890	0.1813	2.718 to 3.450
... Peer 2	2.754	1.2674	0.1255	2.505 to 3.003	2.793	1.0493	0.1749	2.438 to 3.148
... Peer 3	2.592	1.2000	0.1065	2.381 to 2.802	2.682	1.0237	0.1393	2.402 to 2.961
... Peer 4	2.730	1.1730	0.1033	2.526 to 2.934	3.104	1.0108	0.1733	2.751 to 3.456
... Peer 5	2.851	1.1547	0.1050	2.643 to 3.059	2.977	0.9571	0.1573	2.658 to 3.296
Your Peers (n=5)	2.716	0.0886	0.0396	2.606 to 2.826	2.928	0.1652	0.0739	2.723 to 3.133
All Universities (n=37)	2.775	0.2009	0.0330	2.709 to 2.842	2.952	0.2906	0.0478	2.855 to 3.049



Question 43. On the whole, my department treats junior faculty fairly compared to one another. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

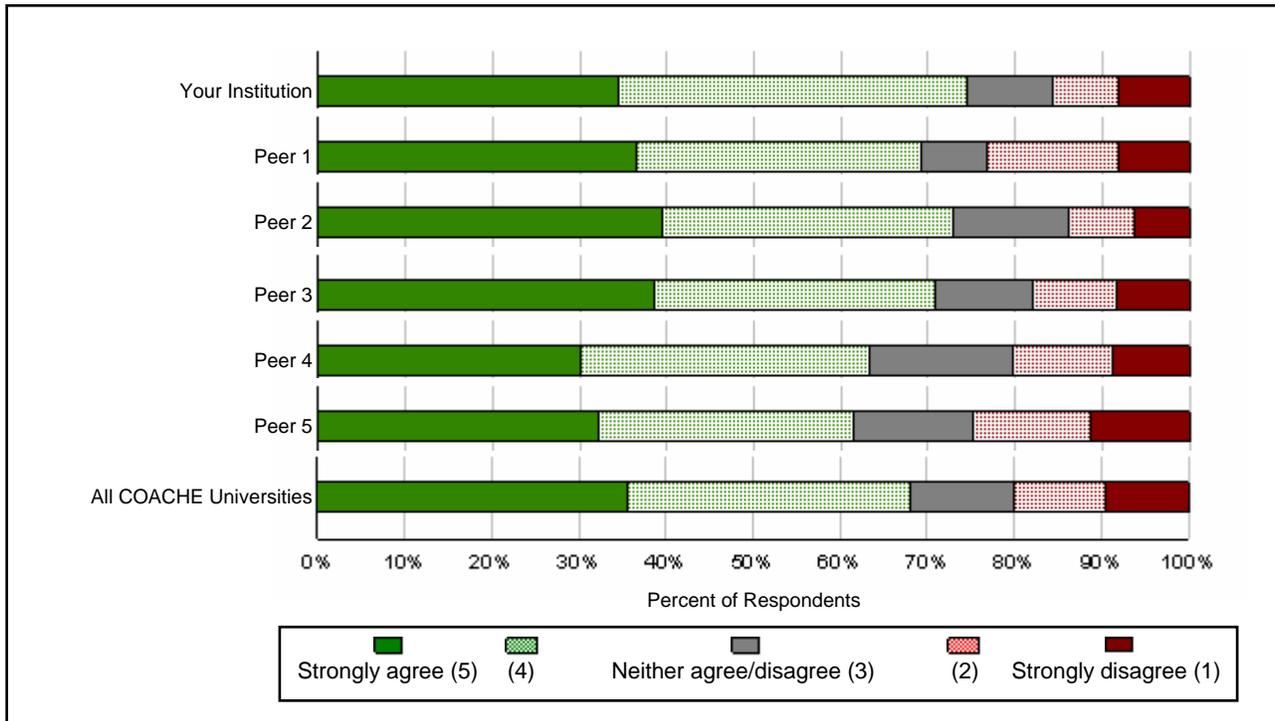
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 68th percentile on reporting that their department treats junior faculty fairly compared to one another.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.853	1.2265	0.1056	3.644 to 4.062
Faculty at Peer 1	3.743	1.3159	0.0853	3.575 to 3.911
... Peer 2	3.924	1.1961	0.0964	3.734 to 4.114
... Peer 3	3.831	1.3034	0.0931	3.648 to 4.015
... Peer 4	3.645	1.2587	0.0930	3.461 to 3.828
... Peer 5	3.576	1.3802	0.1074	3.364 to 3.788
Your Peers (n=5)	3.744	0.1249	0.0559	3.589 to 3.899
All Universities (n=37)	3.750	0.2086	0.0343	3.681 to 3.820



Question 43. On the whole, my department treats junior faculty fairly compared to one another. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation above the mean on reporting that their department treats junior faculty fairly compared to one another.

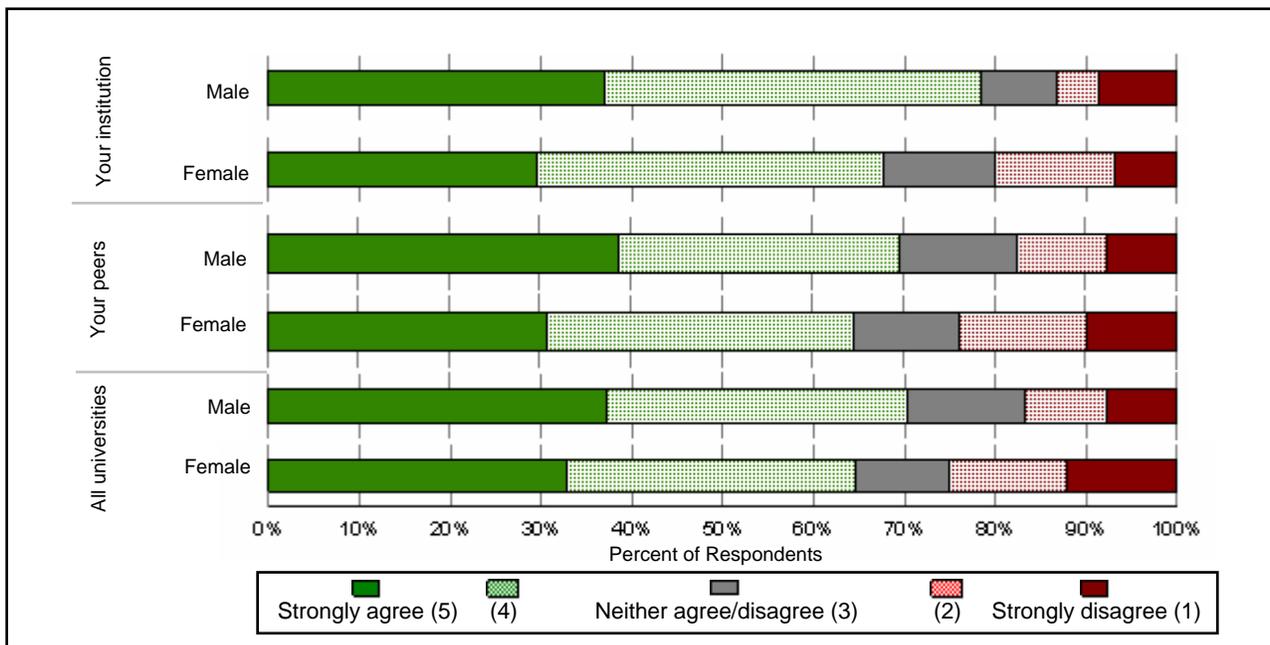
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th percentile on reporting that their department treats junior faculty fairly compared to one another.
- Among female junior faculty at all universities, your female junior faculty ranked in the 70th percentile on reporting that their department treats junior faculty fairly compared to one another.

Across all universities:

- Across all universities, male junior faculty agreed to a greater extent than did female junior faculty that their department treats junior faculty fairly compared to one another.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.936	1.2030	0.1313	3.675 to 4.197	3.702	1.2472	0.1746	3.351 to 4.053
Faculty at Peer 1	3.897	1.2059	0.1034	3.693 to 4.102	3.504	1.4122	0.1398	3.226 to 3.781
... Peer 2	4.056	1.1191	0.1236	3.810 to 4.302	3.732	1.2521	0.1476	3.438 to 4.027
... Peer 3	3.980	1.1767	0.1143	3.754 to 4.207	3.632	1.4134	0.1490	3.336 to 3.928
... Peer 4	3.664	1.2676	0.1172	3.432 to 3.896	3.611	1.2417	0.1528	3.306 to 3.917
... Peer 5	3.556	1.4202	0.1449	3.269 to 3.844	3.605	1.3223	0.1592	3.287 to 3.922
Your Peers (n=5)	3.831	0.1900	0.0850	3.595 to 4.067	3.617	0.0729	0.0326	3.526 to 3.707
All Universities (n=37)	3.837	0.2568	0.0422	3.751 to 3.922	3.620	0.2735	0.0450	3.528 to 3.711



Question 43. On the whole, my department treats junior faculty fairly compared to one another. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that their department treats junior faculty fairly compared to one another.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation above the mean on reporting that their department treats junior faculty fairly compared to one another.

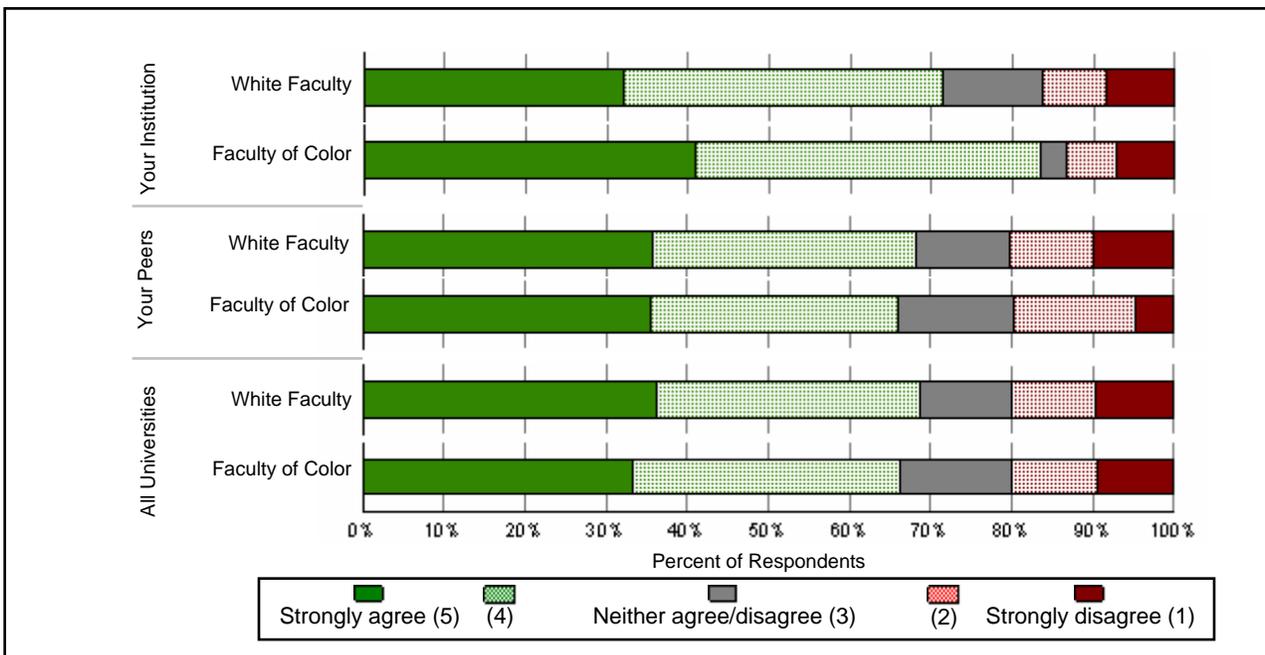
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 51st percentile on reporting that their department treats junior faculty fairly compared to one another.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 86th percentile on reporting that their department treats junior faculty fairly compared to one another.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's reporting that their department treats junior faculty fairly compared to one another.

	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.786	1.2119	0.1230	3.541 to 4.030	4.036	1.2555	0.2037	3.623 to 4.448
Faculty at Peer 1	3.698	1.3293	0.0962	3.508 to 3.887	3.874	1.2616	0.1860	3.499 to 4.249
... Peer 2	3.861	1.2401	0.1146	3.634 to 4.088	4.073	1.0235	0.1683	3.731 to 4.414
... Peer 3	3.867	1.2364	0.1080	3.653 to 4.080	3.735	1.3984	0.1805	3.374 to 4.097
... Peer 4	3.621	1.2788	0.1081	3.407 to 3.835	3.721	1.2009	0.1853	3.347 to 4.095
... Peer 5	3.635	1.4398	0.1283	3.381 to 3.889	3.446	1.1461	0.1835	3.075 to 3.818
Your Peers (n=5)	3.736	0.1074	0.0480	3.603 to 3.870	3.770	0.2053	0.0918	3.515 to 4.025
All Universities (n=37)	3.748	0.2266	0.0372	3.672 to 3.823	3.747	0.3271	0.0538	3.638 to 3.856



Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.
Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable institution.

		# of institutions where item ranked among the top four responses			# of institutions where item ranked among the top four responses	
		YOUR PEERS (n = 5)	ALL UNIV. (n = 37)		YOUR PEERS (n = 5)	ALL UNIV. (n = 37)
OVERALL	1. Geographic location	3	23	1. Compensation	5	27
	2. Support of colleagues	4	26	2. Lack of support for research	1	26
	3. My sense of "fit" here	4	30	3. Quality of facilities	1	7
	4. Quality of colleagues	5	27	4. My lack of "fit" here	0	1
MALES	1. Geographic location	3	22	4. Quality of graduate students	1	11
	2. My sense of "fit" here	4	32	4. Too much service/too many assignments	3	9
	3. Quality of colleagues	5	31	1. Compensation	5	26
	4. Cost of living	4	19	2. Lack of support for research	0	22
FEMALES	1. Support of colleagues	4	28	3. Quality of facilities	1	9
	2. Geographic location	3	24	4. Quality of graduate students	3	16
	2. Teaching load	2	13	1. Quality of facilities	1	6
	4. Opportunities to collaborate with colleagues	0	2	2. Too much service/too many assignments	3	14
WHITE FACULTY	1. Geographic location	3	22	3. Compensation	2	22
	2. Support of colleagues	5	25	4. Lack of support for research	3	23
	2. My sense of "fit" here	4	30	4. Childcare policies/practices (or lack thereof)	0	3
	4. Quality of colleagues	5	29	1. Lack of support for research	3	27
FACULTY OF COLOR	1. Geographic location	2	18	2. Quality of facilities	1	10
	2. Support of colleagues	4	22	3. Compensation	4	26
	3. Teaching load	3	15	4. My lack of "fit" here	0	4
	4. Opportunities to collaborate with colleagues	2	11	1. Compensation	3	23
	4. Cost of living	4	23	2. Childcare policies/practices (or lack thereof)	0	1

Question 44a. Please check the two best aspects about working at your institution, as opposed to a comparable institution.

Question 44b. Please check the two worst aspects about working at your institution, as opposed to a comparable 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:

NC State University

BEST ASPECTS

- Opportunity to do my work in a supportive environment.
- Sense of calling to this place.
- Department head support.
- Attitude of students.
- Presence of industry served.
- Quality of library resources.
- Weather.
- Hard money salary.
- Hard money technical support.
- Opportunities to collaborate with other Junior faculty.
- Collaborations with industry.
- Other intellectual resources in area.
- Technological support.
- Schedule.
- Helping turn a new BME Department into an outstanding program in BME.
- The tight integration of technology transfer with the University, and being close to the Research Triangle.
- They hired me.

WORST ASPECTS

- Lack of acceptance of differences.
- Lack of understanding of collaboration.
- Financial support for Graduate students.
- Building maintenance.
- Lack of upper Administrative support.
- Focus of some of Department.
- Applied nature of many Graduate students in the Department.
- Pressure to obtain external funding even though my research doesn't require it.
- Benefits.
- Health insurance.
- Terrible health benefits.
- Salary.
- Unclear expectations for tenure.
- Lack of support for Graduate students.
- Lack of technology in the classroom.
- Incessant conflict within Department and between Department and University.
- Benefit package.
- Health insurance.
- University required paperwork; annual reports, budgets, etc.
- No administrative, secretarial, bookkeeping, field research competent support. P.I. ends up doing everything.
- Loud noises in office from window unit of air-conditioner in the Botany building.
- Tension among older faculty.
- Flux in Administrative staff.

Question 45a. All things considered, how satisfied are you with your department as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

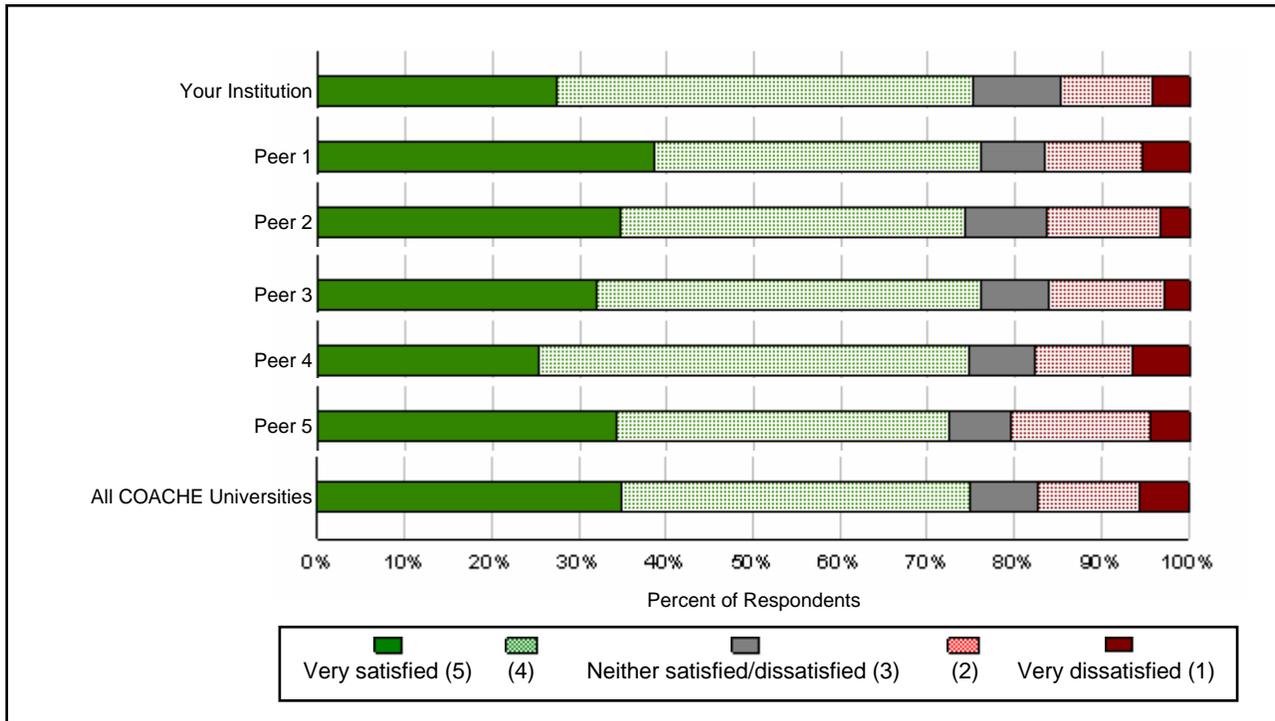
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean on satisfaction with their department as a place to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 43rd percentile on satisfaction with their department as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.837	1.1025	0.0925	3.654 to 4.020
Faculty at Peer 1	3.927	1.1888	0.0767	3.775 to 4.078
... Peer 2	3.894	1.1113	0.0879	3.720 to 4.067
... Peer 3	3.890	1.0891	0.0766	3.739 to 4.041
... Peer 4	3.755	1.1444	0.0839	3.589 to 3.921
... Peer 5	3.815	1.2114	0.0932	3.631 to 3.999
Your Peers (n=5)	3.856	0.0624	0.0279	3.779 to 3.934
All Universities (n=37)	3.866	0.1919	0.0316	3.802 to 3.930



Question 45a. All things considered, how satisfied are you with your department as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

- Within your institution, there were no significant gender differences in junior faculty's satisfaction with their department as a place to work.

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with their department as a place to work.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with their department as a place to work.

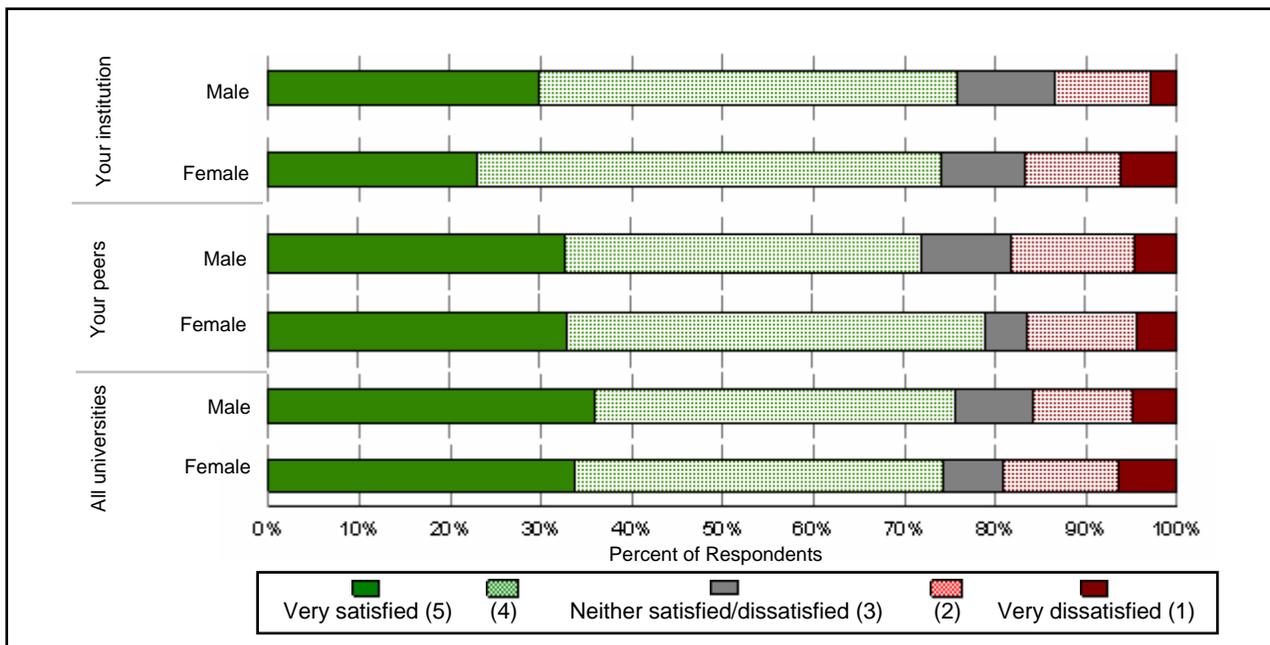
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st percentile on satisfaction with their department as a place to work.
- Among female junior faculty at all universities, your female junior faculty ranked in the 38th percentile on satisfaction with their department as a place to work.

Across all universities:

- Across all universities, male junior faculty were more satisfied than were female junior faculty with their department as a place to work.

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.892	1.0617	0.1138	3.665 to 4.118	3.743	1.1548	0.1557	3.431 to 4.055
Faculty at Peer 1	3.935	1.1711	0.0997	3.738 to 4.132	3.913	1.2119	0.1200	3.675 to 4.151
... Peer 2	3.766	1.2141	0.1317	3.504 to 4.028	4.080	0.9568	0.1105	3.859 to 4.300
... Peer 3	3.857	1.0726	0.1018	3.655 to 4.059	3.936	1.1074	0.1161	3.705 to 4.167
... Peer 4	3.705	1.1658	0.1060	3.495 to 3.915	3.844	1.0987	0.1363	3.572 to 4.116
... Peer 5	3.839	1.2160	0.1241	3.593 to 4.086	3.782	1.2045	0.1410	3.501 to 4.063
Your Peers (n=5)	3.821	0.0789	0.0353	3.723 to 3.918	3.911	0.1001	0.0448	3.787 to 4.035
All Universities (n=37)	3.900	0.2652	0.0436	3.812 to 3.989	3.807	0.2478	0.0407	3.725 to 3.890



Question 45a. All things considered, how satisfied are you with your department as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's satisfaction with their department as a place to work.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on satisfaction with their department as a place to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on satisfaction with their department as a place to work.

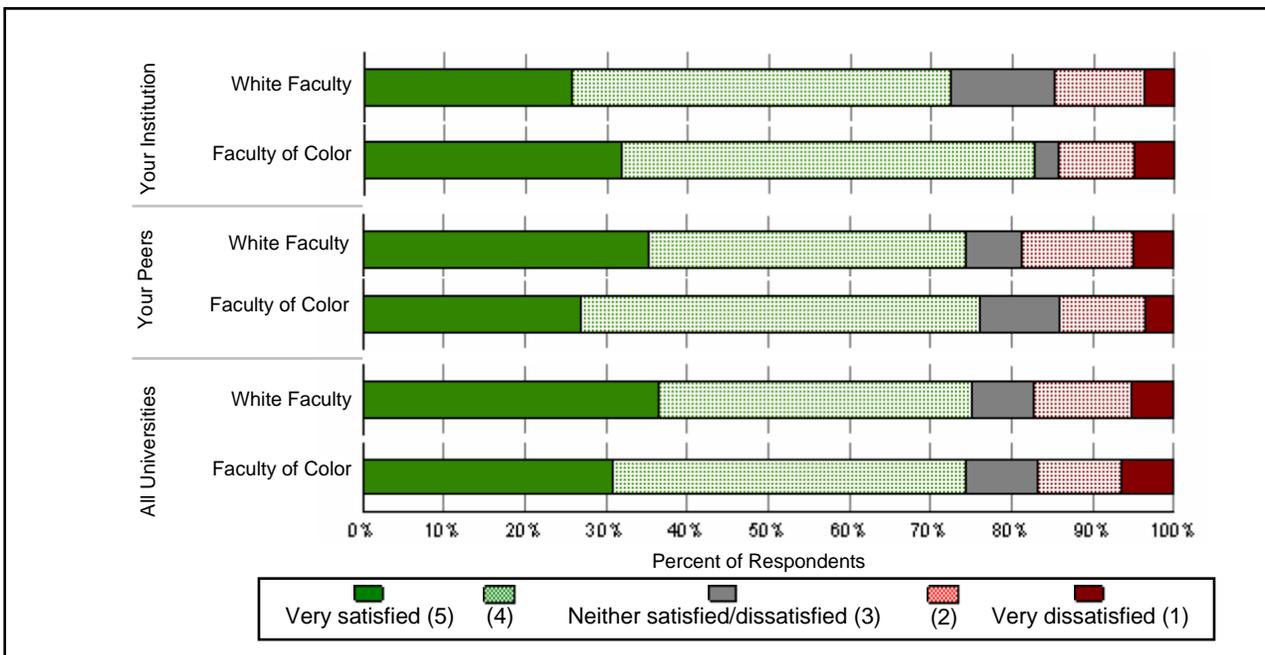
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 38th percentile on satisfaction with their department as a place to work.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 70th percentile on satisfaction with their department as a place to work.

Across all universities:

- Across all universities, there were no significant race differences in junior faculty's satisfaction with their department 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	3.793	1.0654	0.1060	3.583 to 4.003	3.952	1.1854	0.1851	3.577 to 4.326
Faculty at Peer 1	3.873	1.2337	0.0888	3.698 to 4.048	4.086	0.9741	0.1436	3.797 to 4.375
... Peer 2	3.882	1.1485	0.1044	3.675 to 4.089	3.922	0.9858	0.1578	3.602 to 4.241
... Peer 3	3.883	1.0822	0.0931	3.699 to 4.067	3.910	1.1027	0.1389	3.633 to 4.188
... Peer 4	3.758	1.1661	0.0975	3.565 to 3.950	3.746	1.0648	0.1643	3.414 to 4.078
... Peer 5	3.901	1.2531	0.1095	3.684 to 4.118	3.613	1.0165	0.1649	3.279 to 3.947
Your Peers (n=5)	3.859	0.0516	0.0231	3.795 to 3.923	3.855	0.1621	0.0725	3.654 to 4.057
All Universities (n=37)	3.869	0.2153	0.0354	3.797 to 3.941	3.835	0.2884	0.0474	3.738 to 3.931



Question 45b. All things considered, how satisfied are you with your institution as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

OVERALL RESULTS

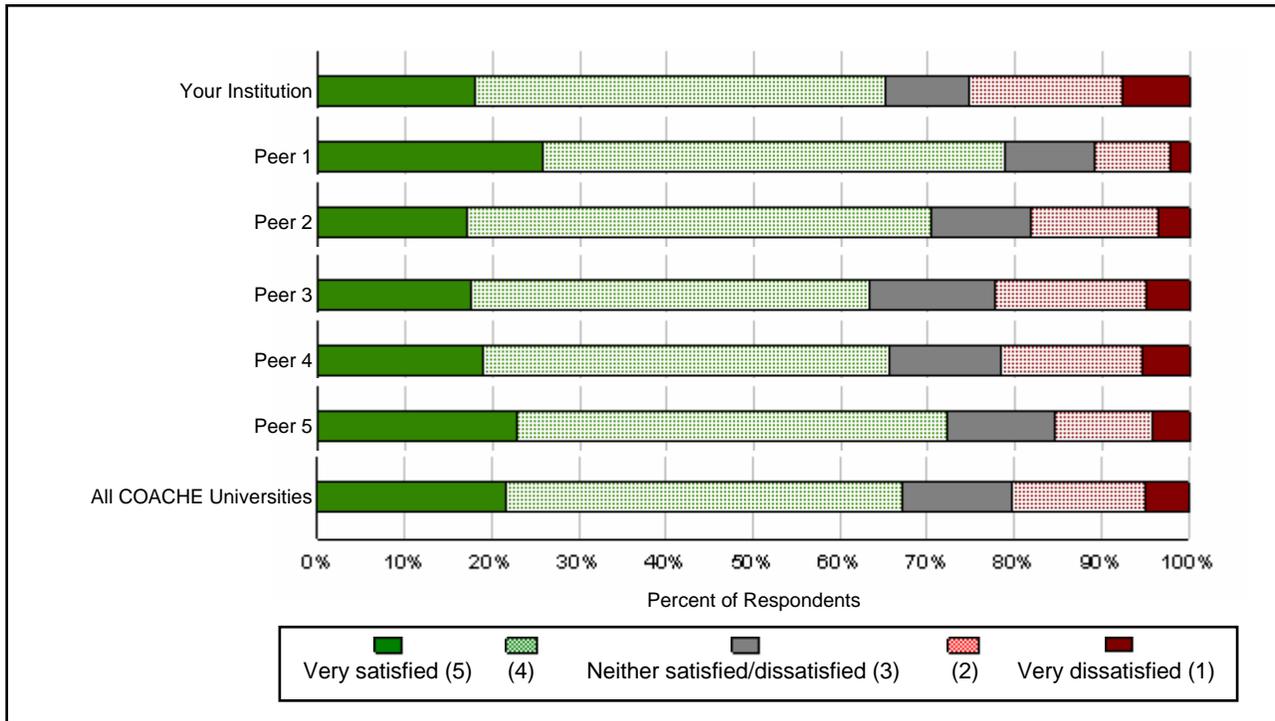
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on satisfaction with their institution as a place to work.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 24th percentile on satisfaction with their institution as a place to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.502	1.2030	0.1010	3.302 to 3.702
Faculty at Peer 1	3.916	0.9624	0.0620	3.794 to 4.038
... Peer 2	3.656	1.0180	0.0802	3.498 to 3.814
... Peer 3	3.537	1.1165	0.0786	3.382 to 3.692
... Peer 4	3.575	1.1251	0.0825	3.412 to 3.738
... Peer 5	3.751	1.0874	0.0832	3.587 to 3.916
Your Peers (n=5)	3.687	0.1360	0.0608	3.518 to 3.856
All Universities (n=37)	3.623	0.2295	0.0377	3.547 to 3.700



Question 45b. All things considered, how satisfied are you with your institution as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on satisfaction with their institution as a place to work.

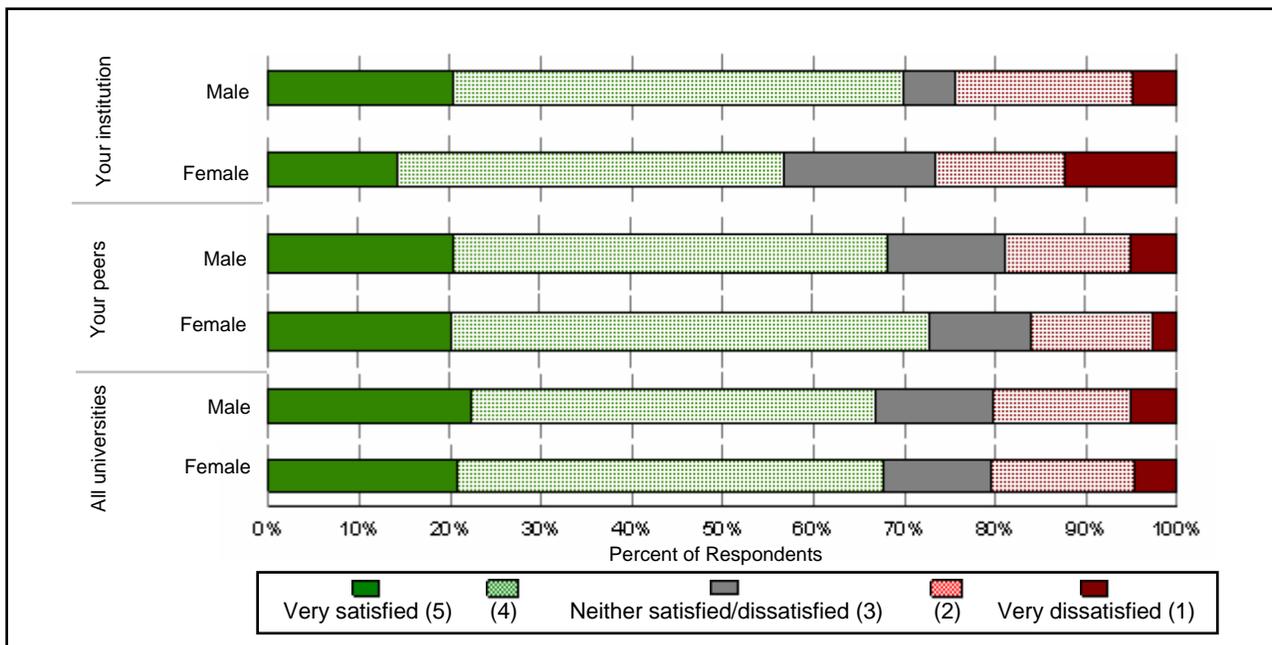
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 51st 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 11th 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	3.608	1.1558	0.1239	3.361 to 3.854	3.319	1.2486	0.1684	2.981 to 3.656
Faculty at Peer 1	3.925	0.9501	0.0809	3.765 to 4.084	3.902	0.9784	0.0964	3.711 to 4.093
... Peer 2	3.519	1.1330	0.1229	3.275 to 3.763	3.852	0.8437	0.0968	3.659 to 4.045
... Peer 3	3.556	1.1439	0.1086	3.341 to 3.771	3.511	1.0820	0.1134	3.285 to 3.736
... Peer 4	3.528	1.1360	0.1033	3.323 to 3.732	3.659	1.0993	0.1364	3.387 to 3.931
... Peer 5	3.714	1.1412	0.1159	3.484 to 3.944	3.802	1.0091	0.1173	3.568 to 4.036
Your Peers (n=5)	3.648	0.1552	0.0694	3.456 to 3.841	3.745	0.1426	0.0638	3.568 to 3.922
All Universities (n=37)	3.617	0.2752	0.0452	3.525 to 3.708	3.630	0.2437	0.0401	3.548 to 3.711



Question 45b. All things considered, how satisfied are you with your institution as a place to work? *Very satisfied (5); Somewhat satisfied (4); Neither satisfied nor dissatisfied (3); Somewhat dissatisfied (2); Very dissatisfied (1).*

RACE RESULTS

At your institution:

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

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on satisfaction with their institution as a place to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on satisfaction with their institution as a place to work.

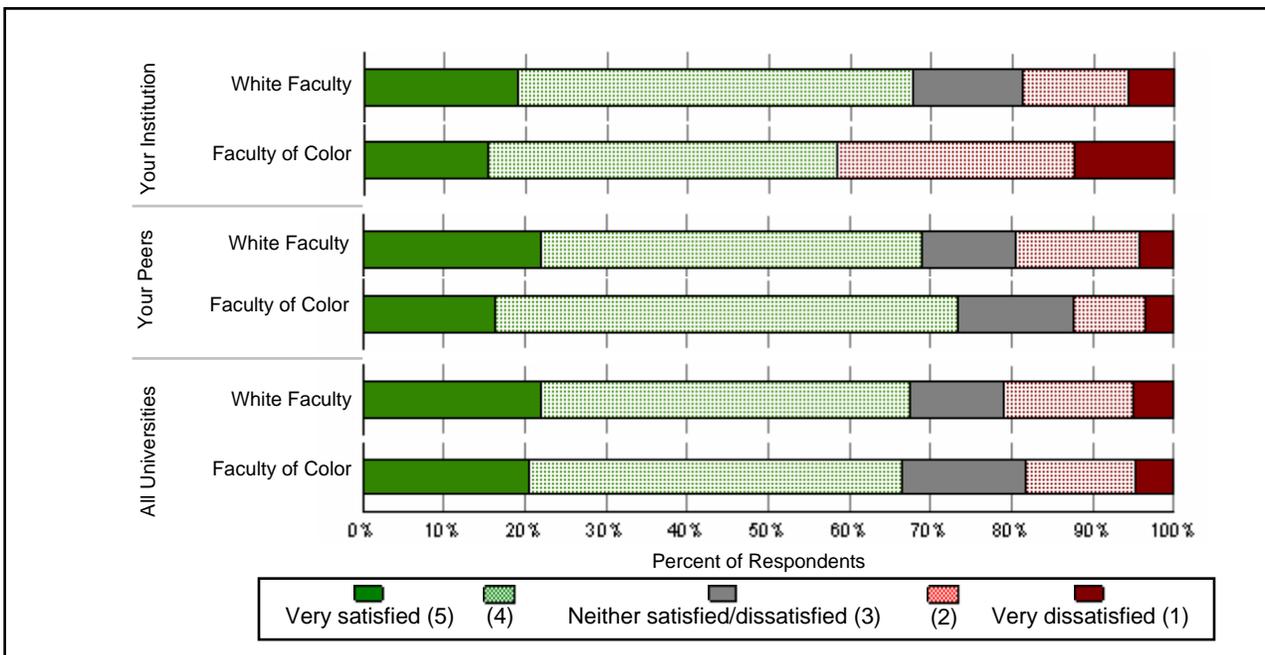
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 54th 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 5th 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.

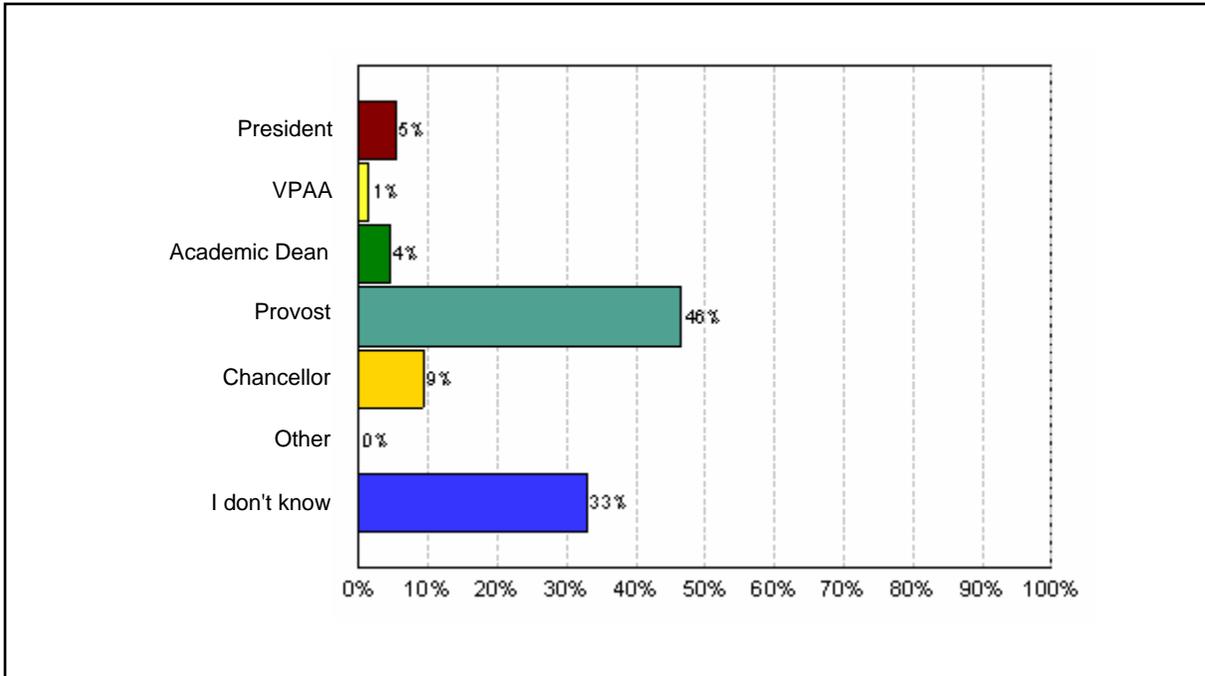
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.622	1.1078	0.1102	3.403 to 3.840	3.195	1.3754	0.2148	2.760 to 3.629
Faculty at Peer 1	3.852	0.9809	0.0704	3.713 to 3.991	4.105	0.8137	0.1200	3.863 to 4.346
... Peer 2	3.724	1.0003	0.0906	3.544 to 3.903	3.499	1.0584	0.1695	3.156 to 3.842
... Peer 3	3.479	1.1472	0.0987	3.283 to 3.674	3.690	1.0486	0.1321	3.426 to 3.954
... Peer 4	3.547	1.1869	0.0993	3.351 to 3.743	3.667	0.8909	0.1375	3.390 to 3.945
... Peer 5	3.757	1.1423	0.0994	3.560 to 3.953	3.739	0.8756	0.1402	3.455 to 4.023
Your Peers (n=5)	3.672	0.1381	0.0618	3.500 to 3.843	3.740	0.1995	0.0892	3.492 to 3.988
All Universities (n=37)	3.606	0.2614	0.0430	3.519 to 3.693	3.655	0.2924	0.0481	3.558 to 3.753



Question 46a. Who serves as the chief academic officer at your institution? *President; Vice President for Academic Affairs; Academic Dean; Provost; Chancellor; Other; I don't know.*

NC State University

OVERALL RESULTS



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

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

OVERALL RESULTS

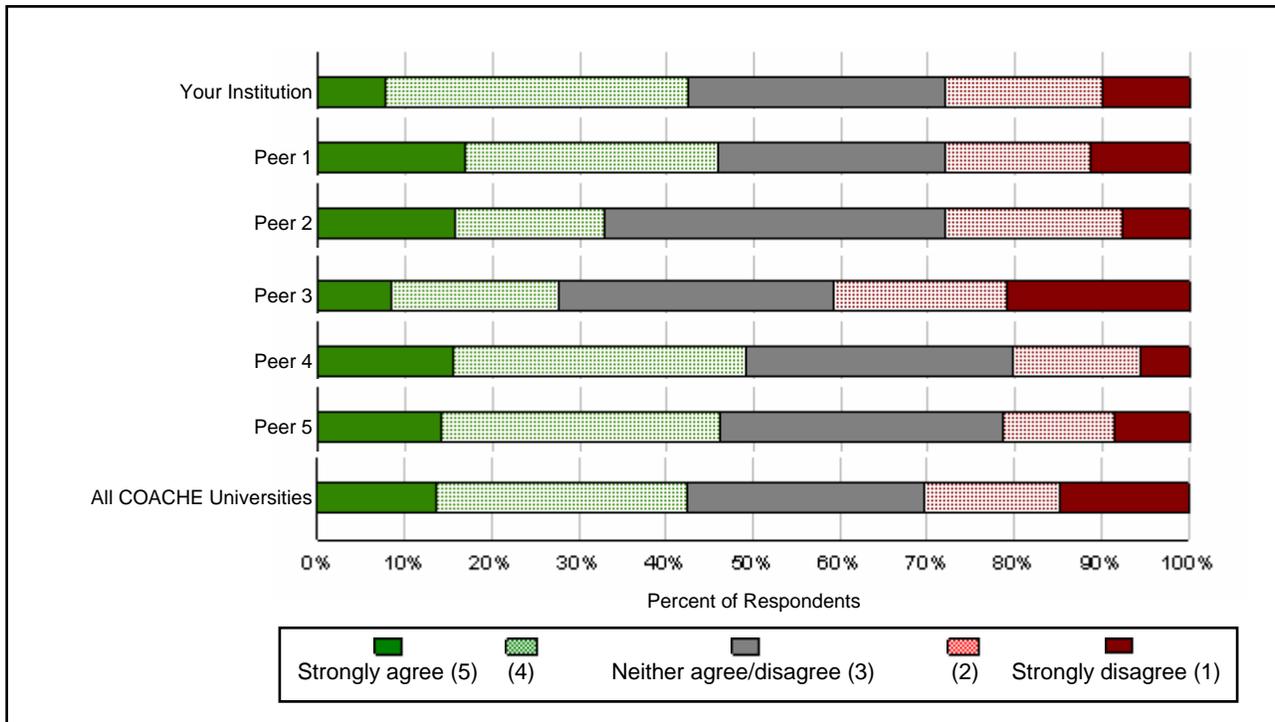
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were less than one standard deviation from the mean 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 41st 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	3.124	1.1152	0.1247	2.876 to 3.372
Faculty at Peer 1	3.235	1.2525	0.1168	3.004 to 3.466
... Peer 2	3.128	1.1162	0.1240	2.882 to 3.375
... Peer 3	2.744	1.2173	0.1121	2.522 to 2.966
... Peer 4	3.386	1.0859	0.0979	3.192 to 3.580
... Peer 5	3.303	1.1708	0.1277	3.048 to 3.557
Your Peers (n=5)	3.159	0.2242	0.1003	2.881 to 3.437
All Universities (n=37)	3.172	0.3369	0.0554	3.060 to 3.284



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. *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:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Compared to female junior faculty at your peers, your female junior faculty were less than one standard deviation from the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

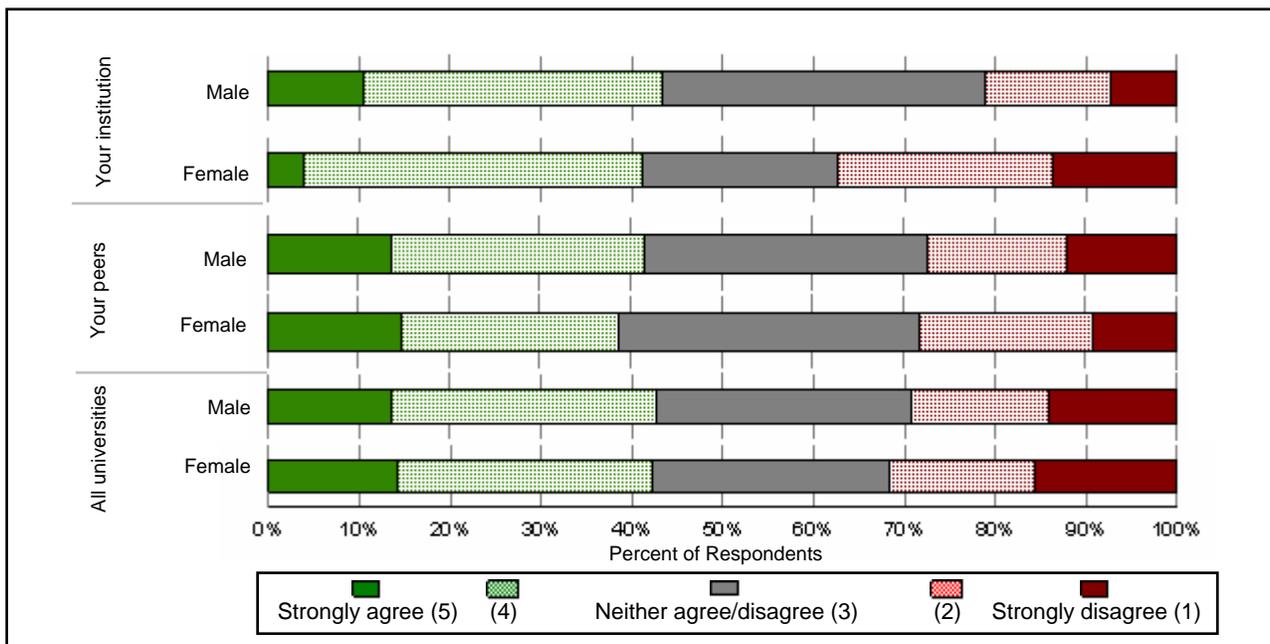
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th 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 24th 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	3.255	1.0355	0.1527	2.948 to 3.563	2.942	1.1867	0.2035	2.527 to 3.356
Faculty at Peer 1	3.352	1.1976	0.1474	3.058 to 3.647	3.051	1.3013	0.1859	2.677 to 3.425
... Peer 2	3.022	1.1402	0.1739	2.671 to 3.373	3.286	1.0738	0.1742	2.933 to 3.639
... Peer 3	2.771	1.2024	0.1437	2.484 to 3.057	2.699	1.2330	0.1780	2.341 to 3.057
... Peer 4	3.289	1.1265	0.1284	3.033 to 3.544	3.542	0.9936	0.1465	3.247 to 3.837
... Peer 5	3.366	1.2549	0.1850	2.993 to 3.738	3.220	1.0553	0.1712	2.873 to 3.567
Your Peers (n=5)	3.160	0.2309	0.1033	2.873 to 3.446	3.159	0.2791	0.1248	2.813 to 3.506
All Universities (n=37)	3.191	0.3427	0.0563	3.076 to 3.305	3.140	0.4092	0.0673	3.004 to 3.277



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. *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:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.
- Compared to junior faculty of color at your peers, your junior faculty of color were less than one standard deviation from the mean on reporting that the chief academic officer at their institution seems to care about the quality of life for junior faculty.

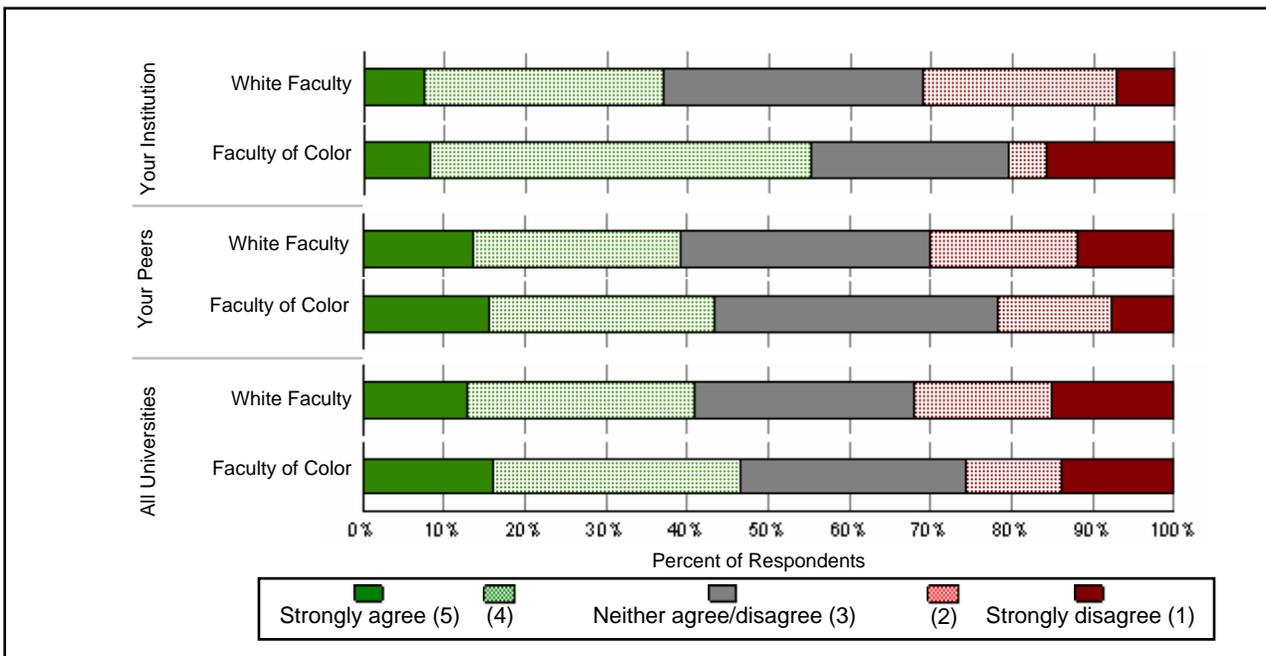
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 30th 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 49th 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.

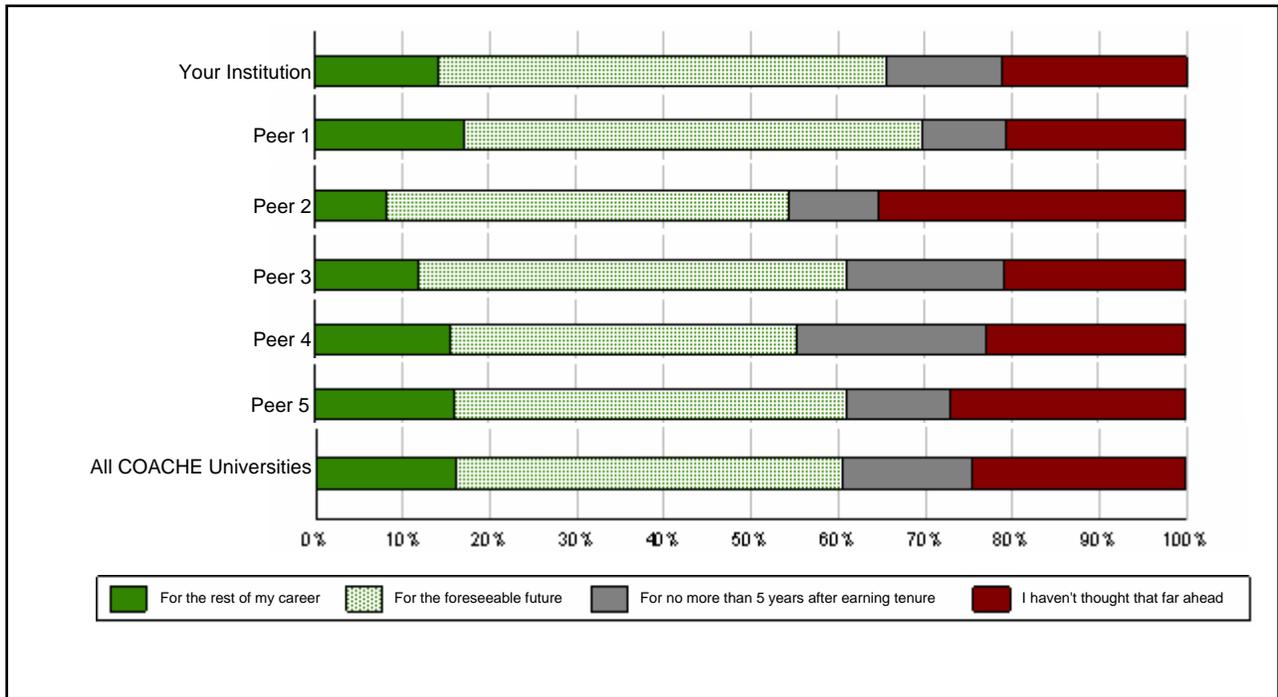
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	3.061	1.0614	0.1444	2.771 to 3.351	3.269	1.2016	0.2356	2.784 to 3.754
Faculty at Peer 1	3.164	1.2986	0.1400	2.886 to 3.443	3.388	1.0803	0.2042	2.969 to 3.807
... Peer 2	3.227	1.0084	0.1360	2.955 to 3.500	2.972	1.3009	0.2551	2.447 to 3.498
... Peer 3	2.543	1.1762	0.1367	2.270 to 2.815	3.196	1.2018	0.1900	2.812 to 3.581
... Peer 4	3.346	1.0976	0.1120	3.124 to 3.568	3.523	1.0317	0.1986	3.115 to 3.931
... Peer 5	3.254	1.2468	0.1571	2.940 to 3.568	3.399	0.8985	0.1961	2.990 to 3.808
Your Peers (n=5)	3.107	0.2882	0.1289	2.749 to 3.465	3.296	0.1924	0.0861	3.057 to 3.535
All Universities (n=37)	3.103	0.3139	0.0516	2.998 to 3.208	3.332	0.4732	0.0778	3.174 to 3.489



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

OVERALL RESULTS

	RC	FF	5Y	DK
Your Institution	14%	51%	13%	21%
Faculty at Peer 1	17%	53%	10%	21%
... Peer 2	8%	46%	10%	35%
... Peer 3	12%	49%	18%	21%
... Peer 4	16%	40%	22%	23%
... Peer 5	16%	45%	12%	27%
All Universities (n=37)	17%	43%	15%	25%

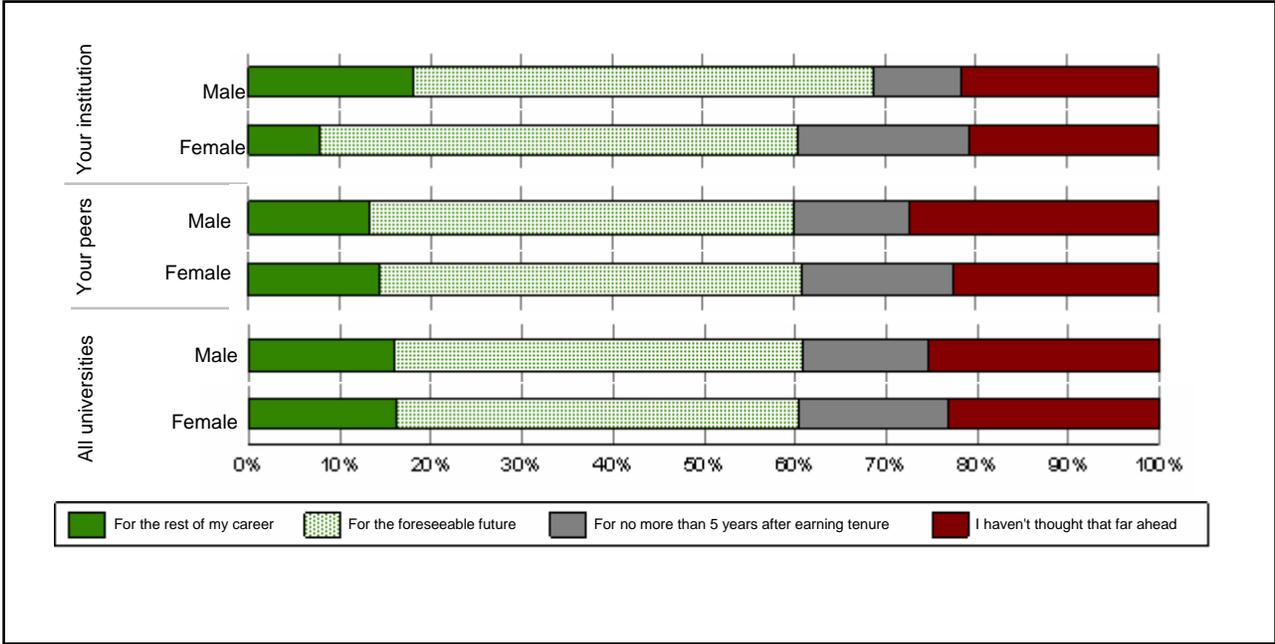


Respondents selecting "For no more than 5 years after earning tenure" were asked to type an explanation. See open-ended responses in appendix for more detail.

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

GENDER RESULTS

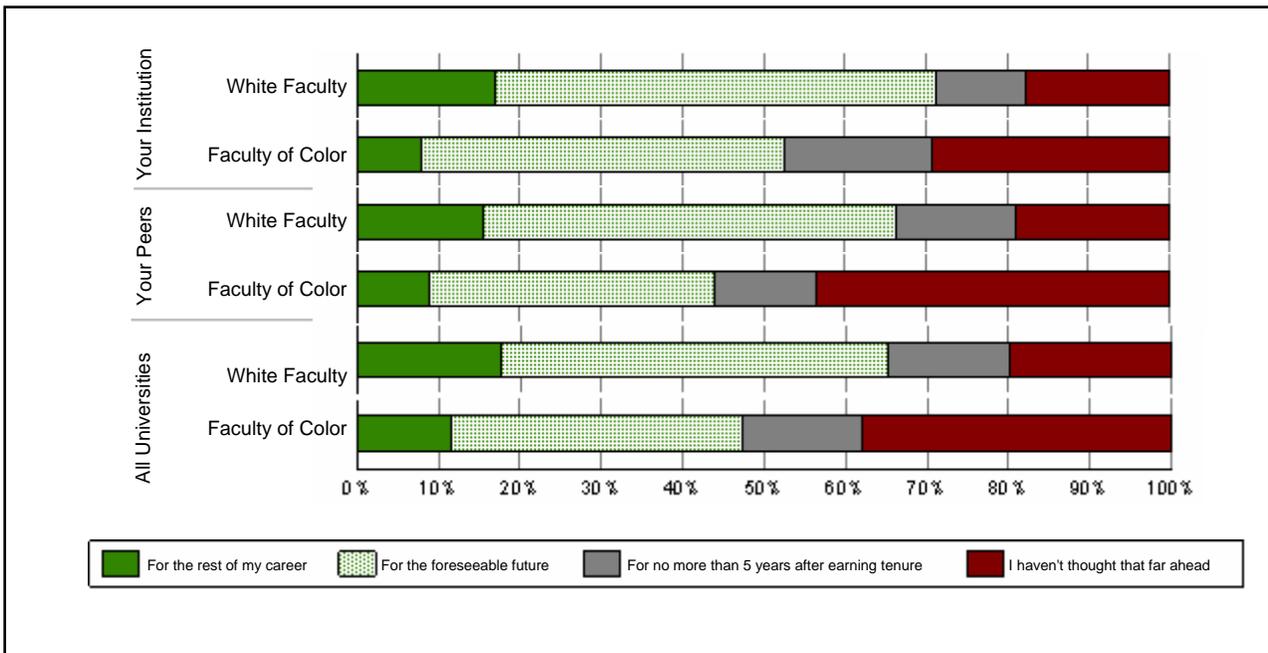
	Males				Females			
	RC	FF	5Y	DK	RC	FF	5Y	DK
Your Institution	18%	51%	10%	22%	8%	53%	19%	21%
Faculty at Peer 1	20%	52%	7%	21%	13%	54%	14%	19%
... Peer 2	8%	45%	7%	39%	9%	47%	14%	30%
... Peer 3	12%	46%	16%	26%	11%	53%	21%	15%
... Peer 4	14%	40%	22%	24%	19%	39%	21%	21%
... Peer 5	13%	50%	11%	27%	20%	39%	14%	27%
All Universities (n=37)	18%	43%	14%	25%	17%	43%	17%	24%



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

RACE RESULTS

	White Faculty				Faculty of Color			
	RC	FF	5Y	DK	RC	FF	5Y	DK
Your Institution	17%	54%	11%	18%	8%	45%	18%	29%
Faculty at Peer 1	19%	57%	11%	13%	10%	40%	5%	45%
... Peer 2	11%	51%	11%	26%	2%	34%	8%	57%
... Peer 3	13%	51%	18%	17%	9%	43%	17%	31%
... Peer 4	17%	43%	22%	17%	9%	28%	19%	44%
... Peer 5	17%	52%	11%	21%	14%	30%	14%	41%
All Universities (n=37)	18%	46%	15%	20%	13%	36%	15%	37%



Question 48. If I had to do it over again, I would accept my current position. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

OVERALL RESULTS

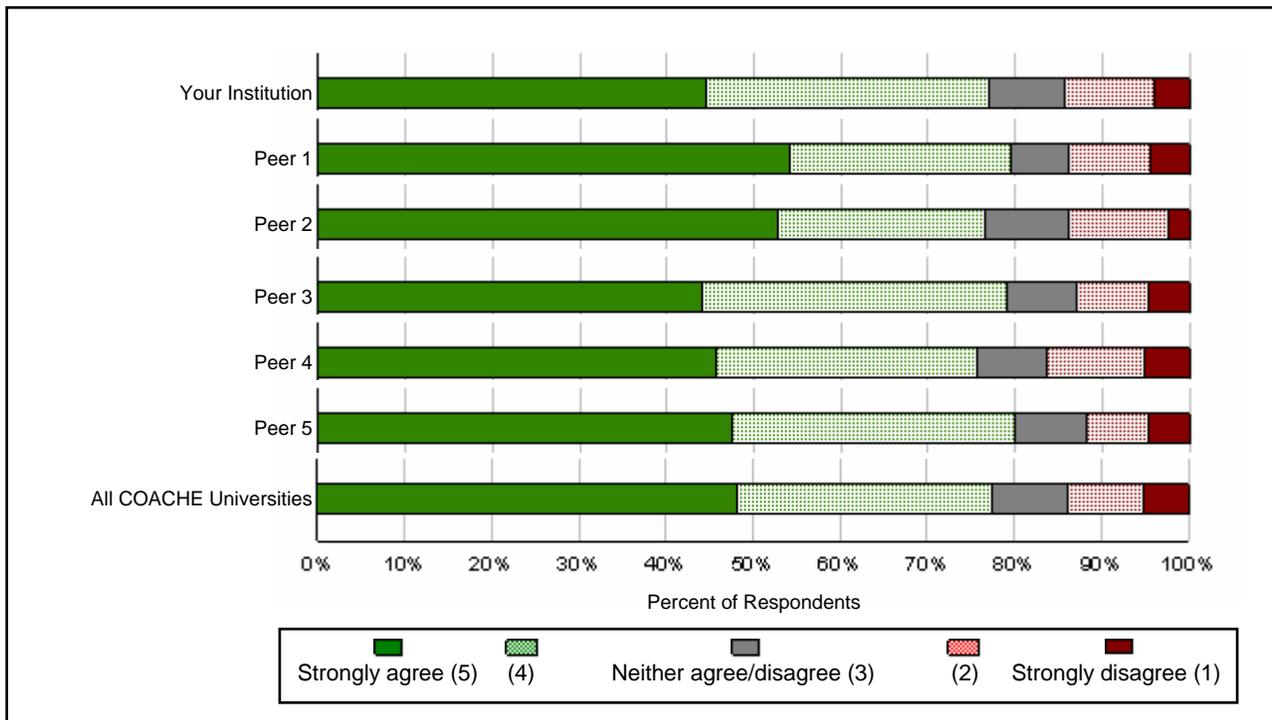
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean on reporting that if they had to do it over again, they would accept their current position.

Among all universities:

- Among junior faculty at all universities, your junior faculty ranked in the 41st percentile on reporting that if they had to do it over again, they would accept their current position.

	Mean	SD	SE	95% CI of Mean
Your Institution	4.032	1.1694	0.1003	3.833 to 4.230
Faculty at Peer 1	4.154	1.1773	0.0762	4.004 to 4.304
... Peer 2	4.132	1.1317	0.0900	3.955 to 4.310
... Peer 3	4.055	1.1384	0.0809	3.896 to 4.215
... Peer 4	3.999	1.2026	0.0904	3.820 to 4.177
... Peer 5	4.111	1.1013	0.0852	3.943 to 4.279
Your Peers (n=5)	4.090	0.0564	0.0252	4.020 to 4.160
All Universities (n=37)	4.058	0.2039	0.0335	3.990 to 4.126



Question 48. If I had to do it over again, I would accept my current position. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

GENDER RESULTS

At your institution:

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

Compared to your peers:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on reporting that if they had to do it over again, they would accept their current position.

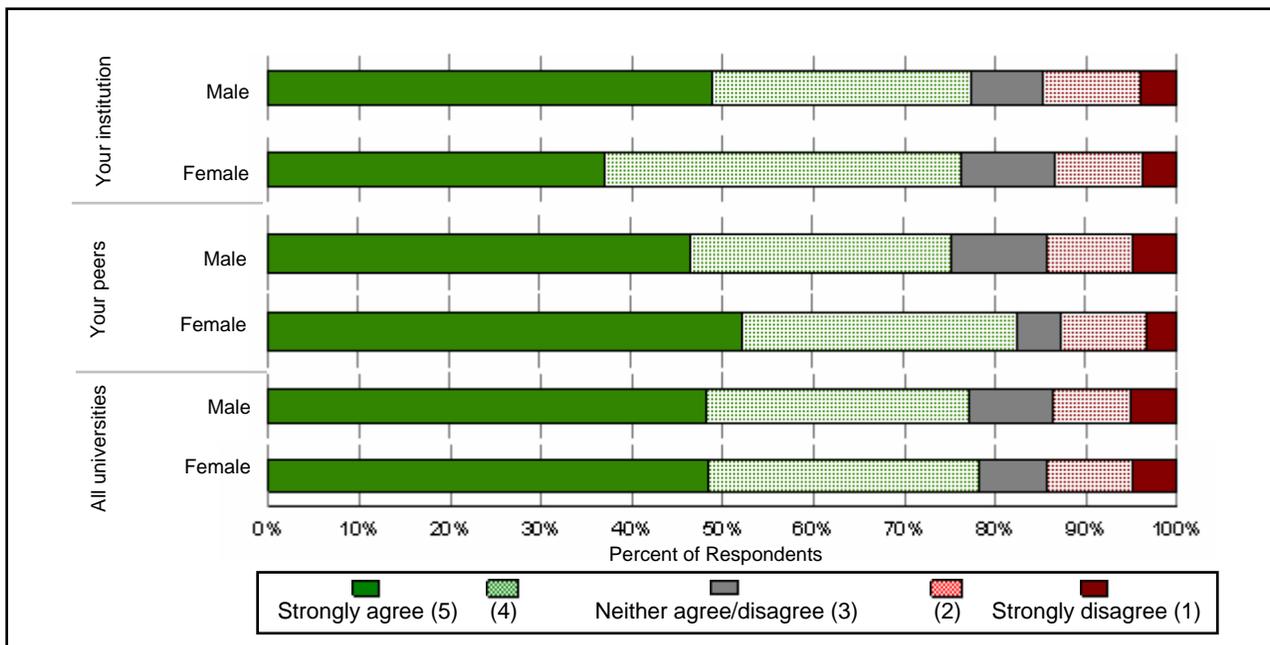
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 54th percentile on reporting that if they had to do it over again, they would accept their current position.
- Among female junior faculty at all universities, your female junior faculty ranked in the 24th percentile on reporting that if they had to do it over again, they would accept their current position.

Across all universities:

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

	Males				Females			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.073	1.1959	0.1313	3.812 to 4.334	3.961	1.1229	0.1542	3.651 to 4.270
Faculty at Peer 1	4.162	1.1812	0.1009	3.962 to 4.361	4.142	1.1719	0.1160	3.911 to 4.372
... Peer 2	4.035	1.1787	0.1286	3.780 to 4.291	4.273	1.0662	0.1239	4.026 to 4.520
... Peer 3	4.008	1.1069	0.1051	3.800 to 4.216	4.123	1.1748	0.1259	3.873 to 4.373
... Peer 4	3.900	1.2675	0.1172	3.668 to 4.132	4.182	1.0407	0.1344	3.913 to 4.451
... Peer 5	4.035	1.1468	0.1183	3.800 to 4.270	4.212	1.0308	0.1206	3.971 to 4.452
Your Peers (n=5)	4.028	0.0833	0.0373	3.925 to 4.131	4.186	0.0534	0.0239	4.120 to 4.253
All Universities (n=37)	4.061	0.2261	0.0372	3.986 to 4.137	4.055	0.2532	0.0416	3.971 to 4.140



Question 48. If I had to do it over again, I would accept my current position. *Strongly agree (5); Somewhat agree (4); Neither agree nor disagree (3); Somewhat disagree (2); Strongly disagree (1).*

RACE RESULTS

At your institution:

- Within your institution, there were no significant race differences in junior faculty's reporting that if they had to do it over again, they would accept their current position.

Compared to your peers:

- Compared to white junior faculty at your peers, your white junior faculty were less than one standard deviation from the mean on reporting that if they had to do it over again, they would accept their current position.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on reporting that if they had to do it over again, they would accept their current position.

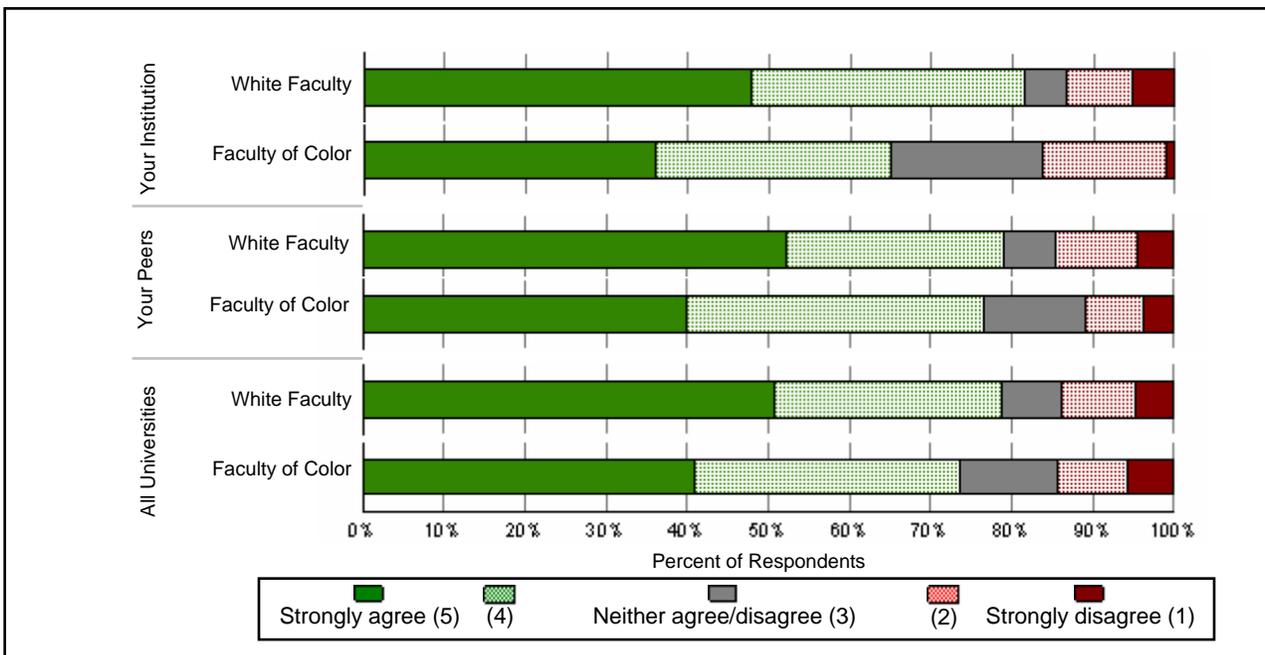
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 49th percentile on reporting that if they had to do it over again, they would accept their current position.
- Among junior faculty of color at all universities, your junior faculty of color ranked in the 35th percentile on reporting that if they had to do it over again, they would accept their current position.

Across all universities:

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

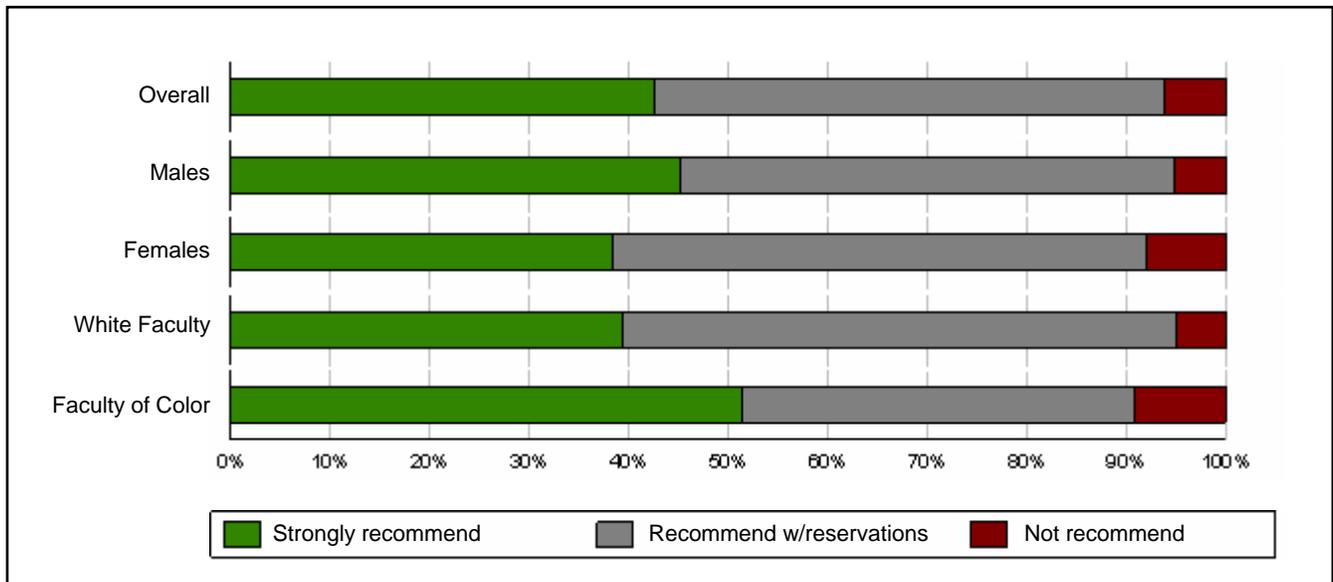
	White Faculty				Faculty of Color			
	Mean	SD	SE	95% CI of Mean	Mean	SD	SE	95% CI of Mean
Your Institution	4.106	1.1441	0.1162	3.875 to 4.336	3.837	1.2021	0.1925	3.448 to 4.227
Faculty at Peer 1	4.169	1.2219	0.0882	3.995 to 4.343	4.109	0.9831	0.1449	3.817 to 4.401
... Peer 2	4.168	1.1762	0.1078	3.954 to 4.381	4.052	0.9818	0.1572	3.734 to 4.371
... Peer 3	4.051	1.1524	0.0999	3.854 to 4.249	4.065	1.1303	0.1447	3.776 to 4.355
... Peer 4	3.988	1.2202	0.1042	3.782 to 4.194	4.034	1.1433	0.1831	3.663 to 4.404
... Peer 5	4.232	1.0748	0.0946	4.045 to 4.419	3.826	1.1362	0.1843	3.453 to 4.200
Your Peers (n=5)	4.122	0.0886	0.0396	4.012 to 4.232	4.017	0.0987	0.0441	3.895 to 4.140
All Universities (n=37)	4.097	0.2103	0.0346	4.027 to 4.167	3.909	0.2704	0.0444	3.819 to 3.999



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.*

RESULTS

- 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

NC State University	Strongly recommend	Recommend w/reservations	Not recommend
Humanities	33%	51%	16%
Visual and Performing Arts	*	*	*
Social Sciences	38%	62%	0%
Physical Sciences	38%	47%	15%
Biological Sciences	-	-	-
Engineering/CompSci/Math/Stats	49%	48%	3%
Health & Human Ecology	16%	84%	0%
Agri/Nat Resources/Env Sciences	52%	45%	3%
Business	42%	58%	0%
Education	27%	63%	10%
Medical / Health Professions	*	*	*
Other Professions	38%	36%	26%

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

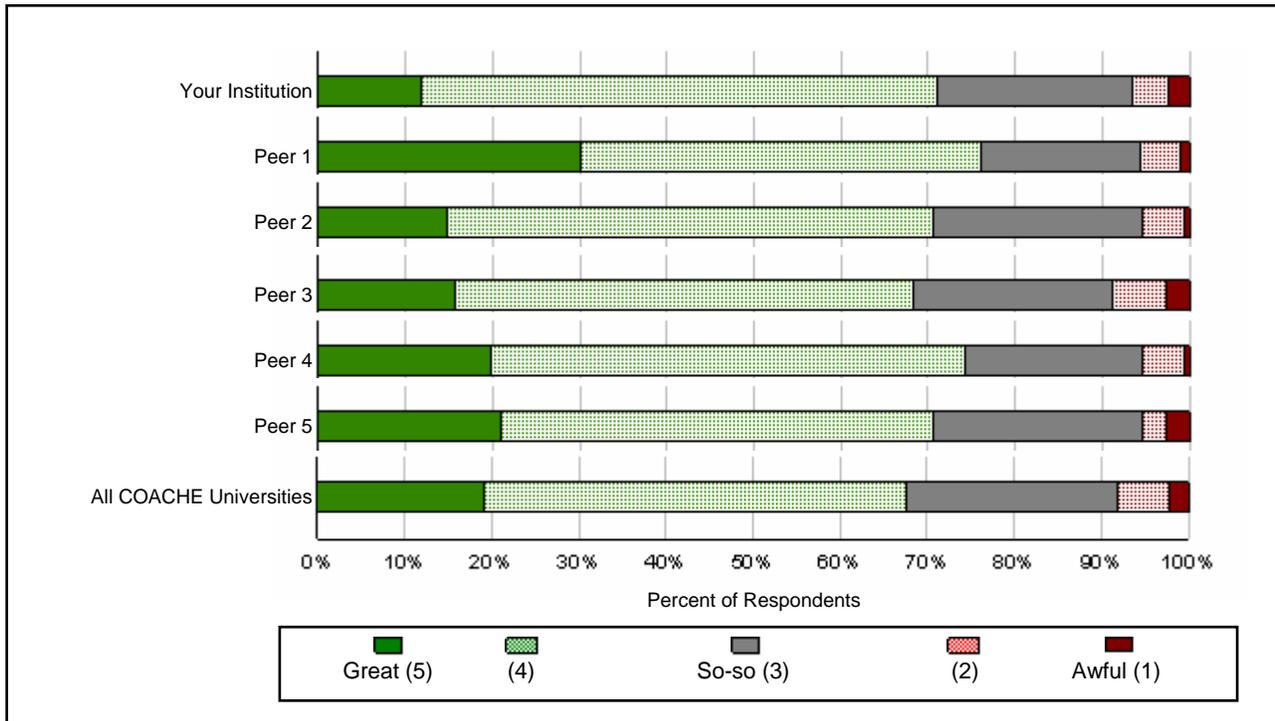
Compared to your peers:

- Compared to junior faculty at your peers, your junior faculty were more than one standard deviation below the mean 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 57th percentile on rating their institution as a place for junior faculty to work.

	Mean	SD	SE	95% CI of Mean
Your Institution	3.738	0.8280	0.0705	3.599 to 3.878
Faculty at Peer 1	3.996	0.8759	0.0564	3.885 to 4.107
... Peer 2	3.795	0.7754	0.0613	3.674 to 3.916
... Peer 3	3.724	0.8961	0.0635	3.599 to 3.849
... Peer 4	3.880	0.7939	0.0587	3.764 to 3.996
... Peer 5	3.834	0.9037	0.0695	3.697 to 3.971
Your Peers (n=5)	3.846	0.0908	0.0406	3.733 to 3.959
All Universities (n=37)	3.739	0.1992	0.0327	3.673 to 3.806



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:

- Compared to male junior faculty at your peers, your male junior faculty were less than one standard deviation from the mean on rating their institution as a place for junior faculty to work.
- Compared to female junior faculty at your peers, your female junior faculty were more than one standard deviation below the mean on rating their institution as a place for junior faculty to work.

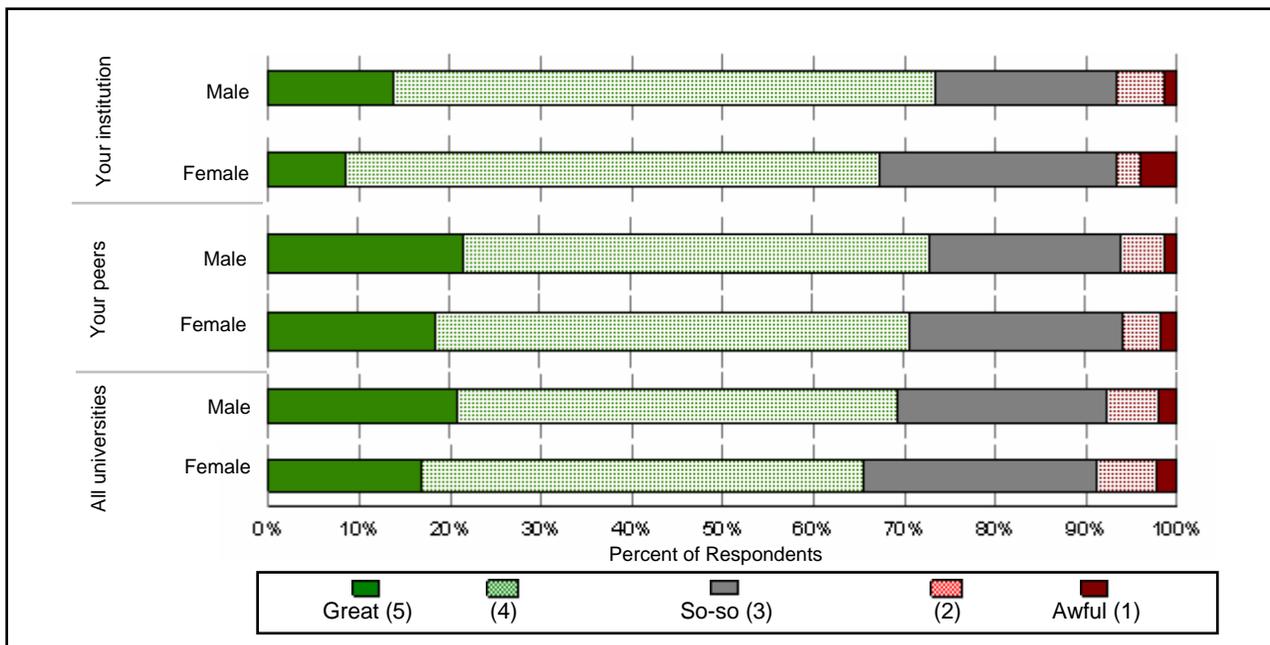
Among all universities:

- Among male junior faculty at all universities, your male junior faculty ranked in the 57th 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 32nd 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	3.790	0.8133	0.0887	3.613 to 3.966	3.650	0.8423	0.1146	3.420 to 3.880
Faculty at Peer 1	4.055	0.8670	0.0738	3.909 to 4.200	3.905	0.8803	0.0867	3.732 to 4.077
... Peer 2	3.839	0.7988	0.0877	3.664 to 4.013	3.734	0.7456	0.0850	3.565 to 3.904
... Peer 3	3.769	0.8731	0.0832	3.604 to 3.934	3.661	0.9213	0.0977	3.467 to 3.855
... Peer 4	3.881	0.8043	0.0740	3.735 to 4.028	3.878	0.7747	0.0961	3.686 to 4.070
... Peer 5	3.793	0.9265	0.0946	3.606 to 3.981	3.890	0.8690	0.1017	3.687 to 4.092
Your Peers (n=5)	3.868	0.1011	0.0452	3.742 to 3.993	3.813	0.0978	0.0437	3.692 to 3.935
All Universities (n=37)	3.769	0.2222	0.0365	3.695 to 3.843	3.695	0.2203	0.0362	3.621 to 3.768



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:

- Compared to white junior faculty at your peers, your white junior faculty were more than one standard deviation below the mean on rating their institution as a place for junior faculty to work.
- Compared to junior faculty of color at your peers, your junior faculty of color were more than one standard deviation below the mean on rating their institution as a place for junior faculty to work.

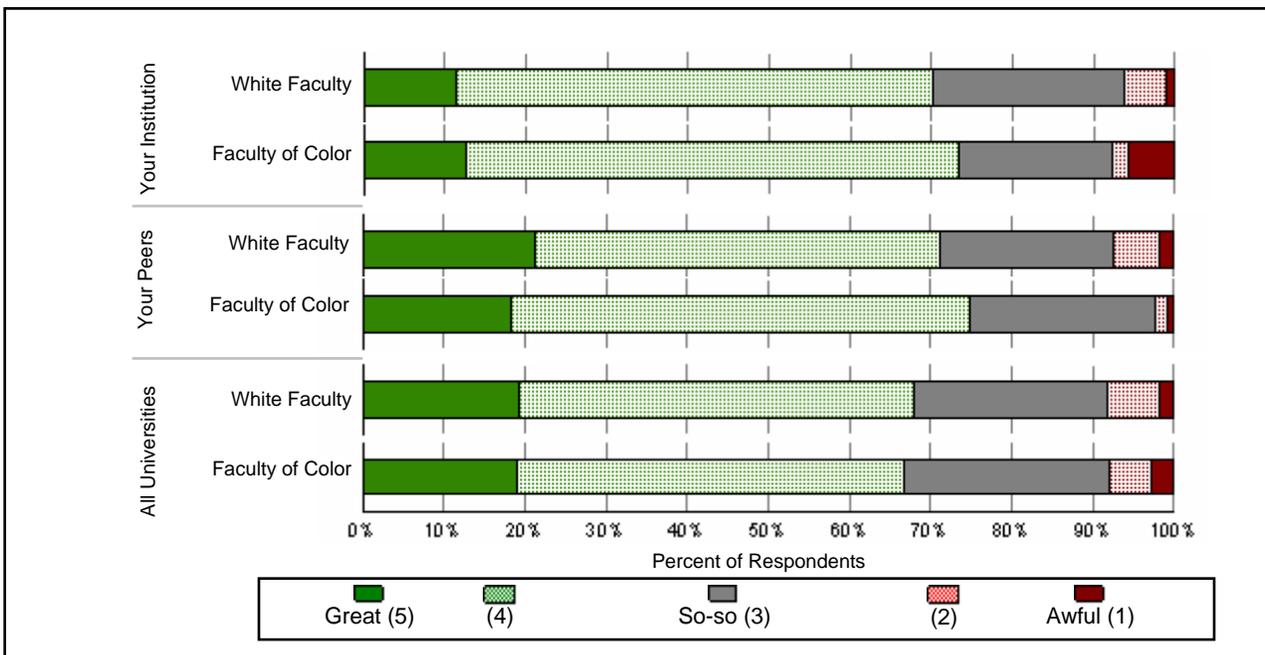
Among all universities:

- Among white junior faculty at all universities, your white junior faculty ranked in the 59th 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 51st 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	3.743	0.7636	0.0775	3.589 to 3.897	3.726	0.9633	0.1504	3.422 to 4.030
Faculty at Peer 1	3.965	0.8783	0.0631	3.840 to 4.089	4.088	0.8553	0.1261	3.834 to 4.342
... Peer 2	3.817	0.8131	0.0736	3.671 to 3.962	3.743	0.6359	0.1032	3.534 to 3.952
... Peer 3	3.714	0.9098	0.0783	3.559 to 3.869	3.752	0.8731	0.1127	3.526 to 3.977
... Peer 4	3.817	0.8527	0.0716	3.676 to 3.959	4.095	0.4899	0.0775	3.938 to 4.251
... Peer 5	3.833	0.9548	0.0831	3.669 to 3.997	3.837	0.6912	0.1136	3.607 to 4.068
Your Peers (n=5)	3.829	0.0799	0.0357	3.730 to 3.928	3.903	0.1574	0.0704	3.708 to 4.099
All Universities (n=37)	3.740	0.2145	0.0353	3.669 to 3.812	3.745	0.2855	0.0469	3.650 to 3.840



COACHE

the collaborative on academic careers in higher education

A JOINT INITIATIVE TO IMPROVE THE QUALITY OF FACULTY WORK LIFE

Survey Results:

Analysis by Academic Area

ANALYSIS BY ACADEMIC AREA

The following pages present survey results in a way that takes into account the discipline of the faculty respondents. This analysis is the result of our efforts to categorize faculty at 37 COACHE universities into discrete “Academic Areas” by which we can compare survey responses across peers. 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 our purposes).

Since there is currently no uniform system of nomenclature among the schools and colleges of COACHE’s participating 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

In the following pages, academic areas are ranked by the mean rating of respondents at your institution (pp. 197-206). These tables show generally which academic areas at your institution are performing well on survey dimensions, and which are not. To protect the confidentiality of individual respondents, we omit from the rankings those academic areas with fewer than five faculty responding to a given question.

Next, we illustrate how your academic areas compare to those of your peers and to all COACHE universities (pp. 207-210). For every question, please note that the column labeled “Your rank/percentile among...” means that the rank shown for each question, by academic area, is among *at most* six institutions (your campus included), and that your percentile is among *at most* 37 universities (again, your campus included). This is an important caution because it is possible that there were fewer than five respondents in any given academic area at one or more of your peers for any given question. Because the “n” of peers and of universities actually fluctuates by question, the number in the cell is your ranking (or percentile) among COACHE institutions with enough faculty responding. For ease of comprehension, we have opted not to include the varying “n” of comparable institutions from question to question and academic area to academic area. While not an exact science, we are trying to provide you with as much useful information as possible.

If your institution would like to discuss additional analyses by academic area or results by school or college, please contact COACHE at coache@gse.harvard.edu.

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

NC State University

Question 19. I find the tenure <i>process</i> in my department to be... <i>Very clear (5) ... Very unclear (1)</i>			Question 20. I find the tenure <i>criteria</i> to be... <i>Very clear (5) ... Very unclear (1)</i>			Question 21. I find the tenure <i>standards</i> 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	Humanities	4.151	1	Humanities	4.401	1	Humanities	3.936
2	Business	4.142	2	Physical Sciences	4.015	2	Business	3.858
3	Engineering/CompSci/Math/Stats	4.118	3	Engineering/CompSci/Math/Stats	3.906	3	Engineering/CompSci/Math/Stats	3.560
4	Social Sciences	3.998	4	Business	3.883	4	Physical Sciences	3.487
5	Other Professions	3.990	5	Social Sciences	3.670	5	Agri/Nat Resources/Env Sciences	3.349
6	Physical Sciences	3.823	6	Other Professions	3.645	6	Social Sciences	3.240
7	Agri/Nat Resources/Env Sciences	3.817	7	Agri/Nat Resources/Env Sciences	3.593	7	Other Professions	3.162
8	Health & Human Ecology	3.436	8	Education	3.387	8	Health & Human Ecology	3.057
9	Education	3.139	9	Health & Human Ecology	3.346	9	Education	2.825
	Biological Sciences	*		Biological Sciences	*		Biological Sciences	*
	Medical/Health Professions	*		Medical/Health Professions	*		Medical/Health Professions	*
	Visual & Performing Arts	*		Visual & Performing Arts	*		Visual & Performing Arts	*
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. I feel that my own prospects for earning tenure are... <i>Very clear (5) ... Very unclear (1)</i>			Question 24a. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>scholar</i> ? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score	Rank	Academic Area	Mean Score
1	Humanities	4.160	1	Social Sciences	4.286	1	Engineering/CompSci/Math/Stats	4.509
2	Other Professions	4.035	2	Other Professions	4.146	2	Physical Sciences	4.468
3	Engineering/CompSci/Math/Stats	3.832	3	Business	4.142	3	Humanities	4.201
4	Physical Sciences	3.817	4	Engineering/CompSci/Math/Stats	4.070	4	Agri/Nat Resources/Env Sciences	4.168
5	Agri/Nat Resources/Env Sciences	3.627	5	Humanities	3.941	5	Other Professions	4.158
6	Social Sciences	3.599	6	Education	3.745	6	Social Sciences	3.936
7	Business	3.470	7	Physical Sciences	3.638	7	Business	3.741
8	Health & Human Ecology	3.436	8	Agri/Nat Resources/Env Sciences	3.568	8	Education	3.683
9	Education	3.222	9	Health & Human Ecology	3.483	9	Health & Human Ecology	3.213
	Biological Sciences	*		Biological Sciences	*		Biological Sciences	*
	Medical/Health Professions	*		Medical/Health Professions	*		Medical/Health Professions	*
	Visual & Performing Arts	*		Visual & Performing Arts	*		Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 24b. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>teacher</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.328
2	Engineering/CompSci/Math/Stats	4.171
3	Humanities	4.012
4	Health & Human Ecology	4.000
5	Physical Sciences	3.974
6	Other Professions	3.884
7	Education	3.763
8	Social Sciences	3.714
9	Agri/Nat Resources/Env Sciences	3.518
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 24c. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>student advisor</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	4.118
2	Health & Human Ecology	3.834
3	Physical Sciences	3.804
4	Other Professions	3.633
5	Agri/Nat Resources/Env Sciences	3.483
6	Humanities	3.467
7	Business	3.154
8	Education	3.080
9	Social Sciences	2.910
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 24d. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>department colleague</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	3.635
2	Engineering/CompSci/Math/Stats	3.514
3	Humanities	3.444
4	Agri/Nat Resources/Env Sciences	3.279
5	Business	3.154
6	Physical Sciences	3.052
7	Social Sciences	2.954
8	Health & Human Ecology	2.953
9	Education	2.913
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 24e. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>campus citizen</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	3.767
2	Business	3.578
3	Health & Human Ecology	3.559
4	Engineering/CompSci/Math/Stats	3.445
5	Humanities	3.423
6	Agri/Nat Resources/Env Sciences	3.256
7	Education	2.982
8	Social Sciences	2.749
9	Physical Sciences	2.699
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 24f. Is what's expected in order to earn tenure <i>clear</i> to you regarding your performance as a <i>member of the broader community</i>? <i>Very clear (5) ... Very unclear (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.552
2	Humanities	3.347
3	Agri/Nat Resources/Env Sciences	3.102
4	Health & Human Ecology	3.014
5	Physical Sciences	3.005
6	Social Sciences	2.959
7	Other Professions	2.929
8	Business	2.708
9	Education	2.617
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 25a. Is what's expected in order to earn tenure <i>reasonable</i> to you regarding your performance as a <i>scholar</i>? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.837
2	Engineering/CompSci/Math/Stats	4.575
3	Social Sciences	4.393
4	Humanities	4.108
5	Agri/Nat Resources/Env Sciences	4.035
6	Other Professions	4.030
7	Physical Sciences	4.024
8	Health & Human Ecology	3.862
9	Education	3.839
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

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>		
Rank	Academic Area	Mean Score
1	Business	5.000
2	Humanities	4.659
3	Engineering/CompSci/Math/Stats	4.471
4	Physical Sciences	4.295
5	Education	4.135
6	Agri/Nat Resources/Env Sciences	4.130
7	Other Professions	4.128
8	Social Sciences	4.036
9	Health & Human Ecology	4.014
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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>		
Rank	Academic Area	Mean Score
1	Business	4.512
2	Engineering/CompSci/Math/Stats	4.441
3	Humanities	4.355
4	Physical Sciences	4.295
5	Agri/Nat Resources/Env Sciences	4.075
6	Health & Human Ecology	3.848
7	Social Sciences	3.794
8	Other Professions	3.755
9	Education	3.690
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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
1	Business	4.163
2	Social Sciences	4.139
3	Engineering/CompSci/Math/Stats	4.117
4	Humanities	4.066
5	Education	4.055
6	Agri/Nat Resources/Env Sciences	3.908
7	Physical Sciences	3.854
8	Other Professions	3.651
9	Health & Human Ecology	3.408
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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>		
Rank	Academic Area	Mean Score
1	Business	4.488
2	Engineering/CompSci/Math/Stats	4.055
3	Health & Human Ecology	3.938
4	Agri/Nat Resources/Env Sciences	3.892
5	Social Sciences	3.816
6	Education	3.804
7	Other Professions	3.785
8	Humanities	3.727
9	Physical Sciences	3.547
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community? <i>Very reasonable (5) ... Very unreasonable (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.910
2	Business	3.813
3	Humanities	3.779
4	Education	3.737
5	Agri/Nat Resources/Env Sciences	3.713
6	Social Sciences	3.674
7	Physical Sciences	3.547
8	Other Professions	3.529
9	Health & Human Ecology	3.256
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 26. I have received mixed messages about the requirements for tenure from senior colleagues. <i>Strongly disagree (5) ... Strongly agree (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	3.257
2	Engineering/CompSci/Math/Stats	3.240
3	Physical Sciences	3.232
4	Humanities	3.177
5	Social Sciences	3.049
6	Business	3.048
7	Agri/Nat Resources/Env Sciences	2.695
8	Health & Human Ecology	2.256
9	Education	1.829
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	4.095
2	Physical Sciences	3.660
3	Agri/Nat Resources/Env Sciences	3.645
4	Social Sciences	3.614
5	Business	3.349
6	Humanities	3.199
7	Other Professions	2.983
8	Health & Human Ecology	2.489
9	Education	2.462
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 28. Please indicate your level of satisfaction with the following: The way you spend your time as a faculty member. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.163
2	Humanities	4.158
3	Physical Sciences	4.101
4	Engineering/CompSci/Math/Stats	3.978
5	Social Sciences	3.811
6	Education	3.798
7	Agri/Nat Resources/Env Sciences	3.407
8	Other Professions	3.161
9	Health & Human Ecology	2.773
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 29a. Please indicate your level of satisfaction with the following: The level of the courses you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.512
2	Physical Sciences	4.407
3	Other Professions	4.379
4	Social Sciences	4.350
5	Education	4.229
6	Agri/Nat Resources/Env Sciences	4.189
7	Engineering/CompSci/Math/Stats	4.121
8	Humanities	3.913
9	Health & Human Ecology	3.830
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 29b. Please indicate your level of satisfaction with the following: The number of courses you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.659
2	Education	4.529
3	Business	4.349
4	Humanities	4.332
5	Engineering/CompSci/Math/Stats	4.092
6	Agri/Nat Resources/Env Sciences	4.074
7	Social Sciences	4.020
8	Other Professions	3.283
9	Health & Human Ecology	2.422
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 29c. Please indicate your level of satisfaction with the following: The degree of influence you have over which courses you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.517
2	Business	4.349
3	Social Sciences	4.308
4	Humanities	4.305
5	Physical Sciences	4.191
6	Engineering/CompSci/Math/Stats	4.163
7	Agri/Nat Resources/Env Sciences	4.140
8	Education	4.010
9	Health & Human Ecology	3.118
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 29d. Please indicate your level of satisfaction with the following: The discretion you have over the content of your courses. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.837
2	Agri/Nat Resources/Env Sciences	4.837
3	Social Sciences	4.780
4	Other Professions	4.750
5	Physical Sciences	4.674
6	Humanities	4.645
7	Education	4.382
8	Engineering/CompSci/Math/Stats	4.348
9	Health & Human Ecology	4.104
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 29e. Please indicate your level of satisfaction with the following: The number of students you teach. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	4.683
2	Business	4.675
3	Agri/Nat Resources/Env Sciences	4.079
4	Other Professions	4.030
5	Education	4.020
6	Engineering/CompSci/Math/Stats	3.847
7	Health & Human Ecology	3.801
8	Social Sciences	3.592
9	Humanities	3.162
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 29f. Please indicate your level of satisfaction with the following: The quality of <i>undergraduate students</i> with whom you interact. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	3.890
2	Business	3.675
3	Education	3.634
4	Physical Sciences	3.580
5	Agri/Nat Resources/Env Sciences	3.415
6	Social Sciences	3.264
7	Health & Human Ecology	3.194
8	Humanities	3.174
9	Engineering/CompSci/Math/Stats	3.031
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 29g. Please indicate your level of satisfaction with the following: The quality of <i>graduate students</i> with whom you interact. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	3.844
2	Health & Human Ecology	3.815
3	Business	3.800
4	Agri/Nat Resources/Env Sciences	3.782
5	Humanities	3.750
6	Other Professions	3.707
7	Education	3.462
8	Engineering/CompSci/Math/Stats	3.455
9	Physical Sciences	3.444
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 30a. Please indicate your level of satisfaction with the following: What's expected of you as a researcher. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.675
2	Social Sciences	4.286
3	Engineering/CompSci/Math/Stats	4.245
4	Humanities	4.101
5	Education	3.927
6	Other Professions	3.843
7	Physical Sciences	3.786
8	Agri/Nat Resources/Env Sciences	3.656
9	Health & Human Ecology	2.621
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 30b. Please indicate your level of satisfaction with the following: The amount of time you have to conduct research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.416
2	Physical Sciences	3.085
3	Humanities	3.046
4	Business	2.885
5	Agri/Nat Resources/Env Sciences	2.857
6	Education	2.787
7	Health & Human Ecology	2.422
8	Social Sciences	2.390
9	Other Professions	2.022
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 30c. Please indicate your level of satisfaction with the following: The amount of research funding you are expected to find. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	3.311
2	Engineering/CompSci/Math/Stats	3.199
3	Other Professions	3.144
4	Agri/Nat Resources/Env Sciences	2.996
5	Humanities	2.926
6	Business	2.861
7	Social Sciences	2.712
8	Education	2.706
9	Health & Human Ecology	2.559
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 30d. Please indicate your level of satisfaction with the following: The influence you have over the focus of your research. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	5.000
2	Other Professions	4.757
3	Social Sciences	4.687
4	Humanities	4.638
5	Physical Sciences	4.423
6	Engineering/CompSci/Math/Stats	4.419
7	Agri/Nat Resources/Env Sciences	4.177
8	Education	3.909
9	Health & Human Ecology	3.649
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 31. Please indicate your level of satisfaction with the following: The quality of facilities (i.e., office, labs, classrooms). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.593
2	Business	3.512
3	Humanities	3.181
4	Physical Sciences	3.029
5	Agri/Nat Resources/Env Sciences	2.957
6	Health & Human Ecology	2.891
7	Other Professions	2.765
8	Education	2.730
9	Social Sciences	1.825
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 32. Please indicate your level of satisfaction with the following: The amount of access you have to Teaching Fellows, Graduate Assistants, et al. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	3.535
2	Agri/Nat Resources/Env Sciences	3.171
3	Engineering/CompSci/Math/Stats	3.085
4	Humanities	2.465
5	Health & Human Ecology	2.284
6	Other Professions	2.254
7	Social Sciences	2.161
8	Education	1.852
9	Business	1.675
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 33a. How satisfied are you with the quality of the following type of support service? Clerical/administrative services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.637
2	Agri/Nat Resources/Env Sciences	3.618
3	Humanities	3.606
4	Physical Sciences	3.600
5	Education	3.300
6	Health & Human Ecology	3.284
7	Other Professions	3.152
8	Business	2.861
9	Social Sciences	2.559
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 33b. How satisfied are you with the quality of the following type of support service? Research services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.620
2	Education	3.598
3	Humanities	3.489
4	Agri/Nat Resources/Env Sciences	3.469
5	Other Professions	3.023
6	Physical Sciences	2.933
7	Health & Human Ecology	2.782
8	Social Sciences	2.363
9	Business	2.187
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 33c. How satisfied are you with the quality of the following type of support service? Teaching services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Agri/Nat Resources/Env Sciences	3.782
2	Education	3.684
3	Engineering/CompSci/Math/Stats	3.610
4	Social Sciences	3.353
5	Other Professions	3.307
6	Physical Sciences	3.292
7	Humanities	3.129
8	Health & Human Ecology	3.043
9	Business	2.837
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 33d. How satisfied are you with the quality of the following type of support service? Computing services. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.656
2	Health & Human Ecology	4.332
3	Physical Sciences	4.095
4	Humanities	4.027
5	Education	3.906
6	Agri/Nat Resources/Env Sciences	3.780
7	Social Sciences	3.559
8	Engineering/CompSci/Math/Stats	3.505
9	Business	1.837
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.422
2	Physical Sciences	2.615
3	Other Professions	2.562
4	Social Sciences	2.492
5	Agri/Nat Resources/Env Sciences	2.174
6	Education	1.930
7	Humanities	1.590
	Biological Sciences	*
	Business	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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
1	Engineering/CompSci/Math/Stats	3.431
2	Business	3.389
3	Physical Sciences	2.439
4	Agri/Nat Resources/Env Sciences	2.336
5	Social Sciences	2.325
6	Other Professions	2.130
7	Humanities	1.850
8	Education	1.842
	Biological Sciences	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 35c. My departmental colleagues do what they can to make having children and the tenure-track compatible. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	3.687
2	Engineering/CompSci/Math/Stats	3.654
3	Other Professions	3.288
4	Social Sciences	3.044
5	Agri/Nat Resources/Env Sciences	3.002
6	Education	2.782
7	Humanities	2.744
	Biological Sciences	*
	Business	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.585
2	Physical Sciences	3.511
3	Other Professions	3.445
4	Social Sciences	3.259
5	Agri/Nat Resources/Env Sciences	3.184
6	Humanities	2.918
7	Education	2.696
	Biological Sciences	*
	Business	*
	Health & Human Ecology	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 36. Please indicate your level of satisfaction with the following: Your compensation (that is, your salary and benefits). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Physical Sciences	3.508
2	Agri/Nat Resources/Env Sciences	3.427
3	Business	3.349
4	Social Sciences	3.160
5	Education	3.141
6	Engineering/CompSci/Math/Stats	3.055
7	Humanities	2.688
8	Health & Human Ecology	2.447
9	Other Professions	2.095
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 37. Please indicate your level of satisfaction with the following: The balance between professional time and personal or family time. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	3.675
2	Physical Sciences	3.529
3	Social Sciences	3.060
4	Engineering/CompSci/Math/Stats	2.800
5	Education	2.718
6	Humanities	2.695
7	Agri/Nat Resources/Env Sciences	2.516
8	Health & Human Ecology	2.514
9	Other Professions	2.110
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 38a. Please indicate your level of satisfaction with the following: The fairness of your immediate supervisor's evaluation of your work. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Business	4.512
2	Agri/Nat Resources/Env Sciences	4.384
3	Other Professions	4.262
4	Humanities	4.240
5	Engineering/CompSci/Math/Stats	4.227
6	Social Sciences	4.220
7	Education	3.996
8	Health & Human Ecology	3.604
9	Physical Sciences	3.555
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 38b. Please indicate your level of satisfaction with the following: The interest senior faculty take in your professional development. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Humanities	3.963
2	Engineering/CompSci/Math/Stats	3.800
3	Social Sciences	3.745
4	Agri/Nat Resources/Env Sciences	3.717
5	Other Professions	3.647
6	Health & Human Ecology	3.514
7	Physical Sciences	3.440
8	Business	3.211
9	Education	2.890
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 38c. Please indicate your level of satisfaction with the following: Your opportunities to collaborate with senior faculty. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Agri/Nat Resources/Env Sciences	3.767
2	Engineering/CompSci/Math/Stats	3.595
3	Physical Sciences	3.492
4	Health & Human Ecology	3.391
5	Humanities	3.350
6	Social Sciences	3.220
7	Other Professions	3.164
8	Business	3.024
9	Education	2.984
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 39a. Please indicate your level of satisfaction with the following: The amount of professional interaction you have with senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	3.775
2	Physical Sciences	3.771
3	Humanities	3.643
4	Agri/Nat Resources/Env Sciences	3.532
5	Engineering/CompSci/Math/Stats	3.483
6	Health & Human Ecology	3.374
7	Education	3.226
8	Business	3.187
9	Social Sciences	2.942
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 39b. Please indicate your level of satisfaction with the following: The amount of personal interaction you have with senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.020
2	Humanities	3.963
3	Health & Human Ecology	3.944
4	Physical Sciences	3.757
5	Business	3.675
6	Education	3.626
7	Agri/Nat Resources/Env Sciences	3.605
8	Social Sciences	3.592
9	Engineering/CompSci/Math/Stats	3.590
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 39c. Please indicate your level of satisfaction with the following: The amount of <i>professional interaction</i> you have with <i>junior colleagues</i> in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.389
2	Physical Sciences	4.125
3	Health & Human Ecology	4.000
4	Social Sciences	3.991
5	Humanities	3.860
6	Education	3.770
7	Agri/Nat Resources/Env Sciences	3.643
8	Engineering/CompSci/Math/Stats	3.593
9	Business	3.024
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 39d. Please indicate your level of satisfaction with the following: The amount of <i>personal interaction</i> you have with <i>junior colleagues</i> : <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.379
2	Social Sciences	4.348
3	Humanities	4.193
4	Physical Sciences	4.116
5	Health & Human Ecology	4.000
6	Agri/Nat Resources/Env Sciences	3.738
7	Education	3.623
8	Engineering/CompSci/Math/Stats	3.566
9	Business	3.349
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 40. Please indicate your level of satisfaction with the following: How well you fit (e.g., your sense of belonging, your comfort level). <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.240
2	Business	4.163
3	Other Professions	4.124
4	Engineering/CompSci/Math/Stats	3.904
5	Humanities	3.837
6	Education	3.436
7	Agri/Nat Resources/Env Sciences	3.414
8	Physical Sciences	3.319
9	Health & Human Ecology	3.050
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 41. Please indicate your level of satisfaction with the following: The intellectual vitality of the senior colleagues in your department. <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	3.769
2	Physical Sciences	3.738
3	Agri/Nat Resources/Env Sciences	3.585
4	Engineering/CompSci/Math/Stats	3.563
5	Humanities	3.053
6	Health & Human Ecology	2.676
7	Social Sciences	2.566
8	Business	2.512
9	Education	2.442
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 42a. There is a feeling of unity and cohesion among the faculty in my department. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	3.593
2	Social Sciences	3.446
3	Agri/Nat Resources/Env Sciences	3.343
4	Other Professions	3.290
5	Physical Sciences	3.274
6	Education	3.014
7	Humanities	3.004
8	Business	2.976
9	Health & Human Ecology	2.944
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 42b. There is a feeling of unity and cohesion among the faculty in my School. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Engineering/CompSci/Math/Stats	2.984
2	Agri/Nat Resources/Env Sciences	2.908
3	Physical Sciences	2.890
4	Other Professions	2.668
5	Health & Human Ecology	2.570
6	Humanities	2.517
7	Social Sciences	2.439
8	Business	2.349
9	Education	2.090
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

ACADEMIC AREA RESULTS

The tables on these pages present your junior faculty's responses by academic area, ranked in order from highest mean score to lowest for each question. For academic area results compared to your peers and to all COACHE universities, please see the tables in the section following this.

Question 43. On the whole, my department treats junior faculty fairly compared to one another. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Other Professions	4.124
2	Engineering/CompSci/Math/Stats	4.064
3	Agri/Nat Resources/Env Sciences	3.973
4	Humanities	3.865
5	Business	3.861
6	Social Sciences	3.770
7	Health & Human Ecology	3.676
8	Education	3.434
9	Physical Sciences	3.286
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 45a. All things considered, how satisfied are you with your department as a place to work? <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.098
2	Engineering/CompSci/Math/Stats	4.059
3	Humanities	3.915
4	Health & Human Ecology	3.799
5	Agri/Nat Resources/Env Sciences	3.798
6	Physical Sciences	3.699
7	Other Professions	3.605
8	Education	3.518
9	Business	3.349
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

Question 45b. All things considered, how satisfied are you with your institution as a place to work? <i>Very satisfied (5) ... Very dissatisfied (1)</i>		
Rank	Academic Area	Mean Score
1	Health & Human Ecology	4.246
2	Physical Sciences	3.676
3	Business	3.675
4	Social Sciences	3.658
5	Agri/Nat Resources/Env Sciences	3.632
6	Engineering/CompSci/Math/Stats	3.464
7	Education	3.281
8	Humanities	3.217
9	Other Professions	2.745
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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
1	Agri/Nat Resources/Env Sciences	3.347
2	Engineering/CompSci/Math/Stats	3.236
3	Education	3.184
4	Other Professions	2.191
	Biological Sciences	*
	Business	*
	Health & Human Ecology	*
	Humanities	*
	Medical/Health Professions	*
	Physical Sciences	*
	Social Sciences	*
	Visual & Performing Arts	*

Question 48. If I had to do it over again, I would accept my current position. <i>Strongly agree (5) ... Strongly disagree (1)</i>		
Rank	Academic Area	Mean Score
1	Social Sciences	4.879
2	Humanities	4.295
3	Physical Sciences	4.252
4	Business	4.000
5	Agri/Nat Resources/Env Sciences	3.979
6	Other Professions	3.966
7	Engineering/CompSci/Math/Stats	3.936
8	Education	3.821
9	Health & Human Ecology	3.620
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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
1	Physical Sciences	4.236
2	Engineering/CompSci/Math/Stats	4.042
3	Agri/Nat Resources/Env Sciences	3.770
4	Health & Human Ecology	3.676
5	Social Sciences	3.565
6	Humanities	3.540
7	Business	3.512
8	Education	3.371
9	Other Professions	3.239
	Biological Sciences	*
	Medical/Health Professions	*
	Visual & Performing Arts	*

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

NC State University	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q19. I find the tenure process in my department to be...	Peers (n=6)	3	-	2	6	-	2	5	1	3	6	-	2
	Univ. (n=37)	84th	-	73rd	43rd	-	78th	57th	86th	89th	27th	-	95th
Q20. I find the tenure criteria to be...	Peers (n=6)	1	-	5	2	-	2	5	2	3	5	-	4
	Univ. (n=37)	100th	-	38th	73rd	-	68th	65th	81st	73rd	49th	-	78th
Q21. I find the tenure standards to be...	Peers (n=6)	2	-	4	6	-	2	4	1	2	6	-	4
	Univ. (n=37)	92nd	-	41st	51st	-	78th	65th	84th	95th	41st	-	68th
Q22. I find the body of evidence that will be considered in making my tenure decision to be...	Peers (n=6)	2	-	2	2	-	2	3	2	4	4	-	2
	Univ. (n=37)	92nd	-	59th	84th	-	76th	70th	78th	57th	46th	-	97th
Q23. I feel that my own prospects for earning tenure are...	Peers (n=6)	4	-	1	6	-	2	5	5	1	4	-	2
	Univ. (n=37)	65th	-	84th	32nd	-	73rd	57th	68th	95th	46th	-	95th
Q24a. Is what's expected in order to earn tenure clear to you regarding your performance as a scholar?	Peers (n=6)	3	-	4	1	-	1	6	2	3	5	-	1
	Univ. (n=37)	81st	-	43rd	70th	-	97th	43rd	86th	51st	51st	-	95th
Q24b. Is what's expected in order to earn tenure clear to you regarding your performance as a teacher?	Peers (n=6)	2	-	3	4	-	1	1	4	1	4	-	2
	Univ. (n=37)	84th	-	43rd	57th	-	81st	81st	76th	89th	43rd	-	73rd
Q24c. Is what's expected in order to earn tenure clear to you regarding your performance as a student advisor?	Peers (n=6)	2	-	6	2	-	1	2	1	2	6	-	2
	Univ. (n=37)	76th	-	14th	86th	-	97th	84th	92nd	46th	32nd	-	84th
Q24d. Is what's expected in order to earn tenure clear to you regarding your performance as a department colleague?	Peers (n=6)	3	-	5	6	-	3	6	2	4	6	-	2
	Univ. (n=37)	76th	-	24th	24th	-	65th	43rd	92nd	41st	19th	-	86th
Q24e. Is what's expected in order to earn tenure clear to you regarding your performance as a campus citizen?	Peers (n=6)	2	-	6	6	-	3	3	2	2	6	-	1
	Univ. (n=37)	76th	-	11th	11th	-	68th	78th	89th	81st	22nd	-	95th
Q24f. Is what's expected in order to earn tenure clear to you regarding your performance as a member of the broader community?	Peers (n=6)	3	-	5	5	-	2	5	3	5	6	-	3
	Univ. (n=37)	84th	-	43rd	54th	-	89th	65th	84th	38th	24th	-	65th
Q25a. Is what's expected in order to earn tenure reasonable to you regarding your performance as a scholar?	Peers (n=6)	4	-	2	6	-	1	1	3	1	4	-	2
	Univ. (n=37)	62nd	-	81st	38th	-	92nd	70th	73rd	100th	65th	-	81st
Q25b. Is what's expected in order to earn tenure reasonable to you regarding your performance as a teacher?	Peers (n=6)	1	-	4	5	-	1	5	3	1	4	-	3
	Univ. (n=37)	92nd	-	54th	59th	-	92nd	54th	84th	100th	59th	-	62nd
Q25c. Is what's expected in order to earn tenure reasonable to you regarding your performance as a student advisor?	Peers (n=6)	2	-	4	4	-	2	4	1	1	5	-	4
	Univ. (n=37)	95th	-	46th	65th	-	89th	62nd	97th	100th	32nd	-	51st
Q25d. Is what's expected in order to earn tenure reasonable to you regarding your performance as a department colleague?	Peers (n=6)	4	-	1	6	-	3	6	2	2	2	-	4
	Univ. (n=37)	73rd	-	70th	38th	-	65th	41st	84th	73rd	68th	-	43rd
Q25e. Is what's expected in order to earn tenure reasonable to you regarding your performance as a campus citizen.	Peers (n=6)	6	-	4	6	-	3	5	2	1	3	-	5
	Univ. (n=37)	57th	-	43rd	30th	-	81st	73rd	86th	95th	51st	-	54th
Q25f. Is what's expected in order to earn tenure reasonable to you regarding your performance as a member of the broader community?	Peers (n=6)	4	-	5	6	-	3	6	2	2	4	-	5
	Univ. (n=37)	76th	-	38th	41st	-	68th	43rd	81st	68th	43rd	-	46th
Q26. I have received mixed messages about the requirements for tenure from senior colleagues.	Peers (n=6)	3	-	1	5	-	2	4	3	4	6	-	1
	Univ. (n=37)	84th	-	73rd	51st	-	76th	54th	84th	68th	14th	-	92nd

NC State University	Your rank/ percentile among..	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	HLth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q27a. From what I can gather, tenure decisions here are based primarily on performance, rather than on politics, relationships, or demographics.	Peers (n=6)	6	-	5	5	-	2	5	2	4	6	-	6
	Univ. (n=37)	35th	-	49th	51st	-	84th	41st	84th	68th	22nd	-	43rd
Q28. The way you spend your time as a faculty member.	Peers (n=6)	2	-	4	3	-	3	5	6	2	3	-	6
	Univ. (n=37)	84th	-	43rd	84th	-	70th	38th	62nd	70th	49th	-	14th
Q29a. The level of the courses you teach.	Peers (n=6)	5	-	1	2	-	5	6	3	3	3	-	2
	Univ. (n=37)	30th	-	76th	70th	-	35th	38th	81st	73rd	54th	-	70th
Q29b. The number of courses you teach.	Peers (n=6)	5	-	6	2	-	3	6	3	1	2	-	6
	Univ. (n=37)	51st	-	51st	81st	-	68th	35th	81st	76th	84th	-	19th
Q29c. The degree of influence you have over which courses you teach.	Peers (n=6)	4	-	3	3	-	3	6	3	2	4	-	2
	Univ. (n=37)	51st	-	49th	59th	-	57th	35th	81st	78th	43rd	-	78th
Q29d. The discretion you have over the content of your courses.	Peers (n=6)	6	-	4	3	-	4	6	3	3	5	-	1
	Univ. (n=37)	22nd	-	35th	51st	-	24th	32nd	89th	70th	27th	-	70th
Q29e. The number of students you teach.	Peers (n=6)	5	-	5	1	-	4	5	3	1	3	-	4
	Univ. (n=37)	19th	-	30th	97th	-	35th	54th	81st	92nd	57th	-	59th
Q29f. The quality of undergraduate students with whom you interact.	Peers (n=6)	6	-	1	1	-	4	5	3	4	2	-	2
	Univ. (n=37)	38th	-	57th	68th	-	41st	59th	78th	62nd	51st	-	78th
Q29g. The quality of graduate students with whom you interact.	Peers (n=6)	4	-	1	4	-	3	5	3	4	5	-	3
	Univ. (n=37)	68th	-	78th	65th	-	62nd	62nd	78th	65th	19th	-	59th
Q30a. What's expected of you as a researcher.	Peers (n=6)	3	-	1	6	-	1	5	4	2	4	-	2
	Univ. (n=37)	81st	-	92nd	43rd	-	89th	43rd	76th	97th	73rd	-	78th
Q30b. The amount of time you have to conduct research.	Peers (n=6)	3	-	6	3	-	3	5	4	6	3	-	6
	Univ. (n=37)	76th	-	24th	65th	-	81st	51st	76th	43rd	54th	-	27th
Q30c. The amount of research funding you are expected to find.	Peers (n=6)	4	-	6	3	-	3	5	2	5	4	-	3
	Univ. (n=37)	57th	-	27th	59th	-	62nd	51st	84th	35th	38th	-	73rd
Q30d. The influence you have over the focus of your research.	Peers (n=6)	4	-	4	6	-	3	6	5	1	6	-	2
	Univ. (n=37)	49th	-	49th	43rd	-	62nd	43rd	73rd	100th	16th	-	81st
Q31. The quality of facilities (i.e., office, labs, classrooms).	Peers (n=6)	5	-	6	6	-	4	5	5	6	5	-	5
	Univ. (n=37)	51st	-	5th	27th	-	57th	54th	68th	43rd	35th	-	32nd
Q32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	Peers (n=6)	5	-	6	2	-	4	5	2	6	5	-	6
	Univ. (n=37)	41st	-	8th	78th	-	57th	51st	84th	11th	16th	-	41st
Q33a. Clerical/administrative services.	Peers (n=6)	5	-	6	4	-	5	5	2	6	4	-	4
	Univ. (n=37)	43rd	-	3rd	54th	-	54th	59th	84th	19th	43rd	-	46th
Q33b. Research services.	Peers (n=6)	3	-	6	6	-	3	5	3	6	3	-	4
	Univ. (n=37)	76th	-	8th	24th	-	76th	51st	89th	11th	68th	-	51st
Q33c. Teaching services.	Peers (n=6)	6	-	6	6	-	4	5	1	6	4	-	5
	Univ. (n=37)	19th	-	22nd	32nd	-	46th	38th	86th	14th	46th	-	41st

NC State University	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q33d. Computing services.	Peers (n=6)	3	-	5	1	-	4	2	1	6	4	-	1
	Univ. (n=37)	70th	-	59th	78th	-	51st	89th	84th	8th	43rd	-	100th
Q35a. My institution does what it can to make having children and the tenure-track compatible.	Peers (n=6)	6	-	6	6	-	1	-	6	-	5	-	5
	Univ. (n=37)	14th	-	30th	43rd	-	89th	-	65th	-	27th	-	51st
Q35b. My institution does what it can to make raising children and the tenure-track compatible.	Peers (n=6)	6	-	6	5	-	1	-	5	1	6	-	6
	Univ. (n=37)	22nd	-	24th	49th	-	95th	-	68th	92nd	22nd	-	35th
Q35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	Peers (n=6)	6	-	6	4	-	1	-	4	-	5	-	4
	Univ. (n=37)	14th	-	14th	59th	-	78th	-	78th	-	32nd	-	62nd
Q35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	Peers (n=6)	5	-	3	4	-	1	-	3	-	5	-	3
	Univ. (n=37)	22nd	-	38th	62nd	-	73rd	-	81st	-	27th	-	70th
Q36. Your compensation (that is, your salary and benefits).	Peers (n=6)	5	-	5	5	-	6	6	4	5	2	-	6
	Univ. (n=37)	49th	-	59th	62nd	-	19th	41st	73rd	27th	68th	-	22nd
Q37. The balance between professional time and personal or family time.	Peers (n=6)	5	-	2	1	-	4	5	4	1	2	-	6
	Univ. (n=37)	41st	-	76th	92nd	-	43rd	51st	70th	78th	49th	-	16th
Q38a. The fairness of your immediate supervisor's evaluation of your work.	Peers (n=6)	3	-	2	6	-	2	5	2	1	3	-	3
	Univ. (n=37)	65th	-	62nd	27th	-	73rd	51st	92nd	92nd	51st	-	76th
Q38b. The interest senior faculty take in your professional development.	Peers (n=6)	2	-	1	5	-	2	4	2	6	5	-	2
	Univ. (n=37)	73rd	-	65th	43rd	-	73rd	68th	89th	35th	24th	-	73rd
Q38c. Your opportunities to collaborate with senior faculty.	Peers (n=6)	4	-	4	5	-	2	3	2	5	4	-	3
	Univ. (n=37)	43rd	-	51st	35th	-	62nd	76th	86th	49th	35th	-	76th
Q39a. The amount of professional interaction you have with senior colleagues in your department.	Peers (n=6)	3	-	6	4	-	3	4	2	5	4	-	2
	Univ. (n=37)	57th	-	14th	59th	-	51st	62nd	84th	54th	38th	-	78th
Q39b. The amount of personal interaction you have with senior colleagues in your department.	Peers (n=6)	4	-	5	4	-	3	3	2	4	4	-	2
	Univ. (n=37)	59th	-	30th	49th	-	49th	76th	76th	51st	49th	-	81st
Q39c. The amount of professional interaction you have with junior colleagues in your department.	Peers (n=6)	3	-	4	2	-	4	2	3	6	4	-	2
	Univ. (n=37)	43rd	-	49th	76th	-	38th	68th	76th	14th	43rd	-	95th
Q39d. The amount of personal interaction you have with junior colleagues:	Peers (n=6)	4	-	3	3	-	4	3	3	6	5	-	2
	Univ. (n=37)	49th	-	76th	65th	-	27th	59th	78th	16th	16th	-	95th
Q40. How well you fit (e.g., your sense of belonging, your comfort level).	Peers (n=6)	3	-	1	5	-	2	6	5	1	5	-	2
	Univ. (n=37)	43rd	-	89th	32nd	-	59th	38th	68th	76th	27th	-	84th
Q41. The intellectual vitality of the senior colleagues in your department.	Peers (n=6)	5	-	6	5	-	3	5	2	6	5	-	2
	Univ. (n=37)	32nd	-	8th	59th	-	62nd	46th	92nd	19th	16th	-	81st
Q42a. There is a feeling of unity and cohesion among the faculty in my department.	Peers (n=6)	4	-	2	4	-	2	5	2	4	4	-	3
	Univ. (n=37)	43rd	-	57th	49th	-	59th	49th	86th	32nd	32nd	-	68th
Q42b. There is a feeling of unity and cohesion among the faculty in my School.	Peers (n=6)	3	-	6	2	-	3	5	3	5	5	-	5
	Univ. (n=37)	57th	-	14th	68th	-	54th	54th	84th	30th	22nd	-	51st

NC State University	Your rank/ percentile among...	Humanities	Visual & Performing Arts	Social Sciences	Physical Sciences	Biological Sciences	Eng/CompSci/ Math/Stats	Hlth & Hum Ecology	Agri/Nat Res/Env Sci	Business	Education	Medical / Health Prof	Other Professions
Q43. On the whole, my department treats junior faculty fairly compared to one another.	Peers (n=6)	3	-	4	6	-	4	3	1	2	4	-	2
	Univ. (n=37)	57th	-	46th	19th	-	54th	70th	89th	54th	32nd	-	81st
Q45a. All things considered, how satisfied are you with your department as a place to work?	Peers (n=6)	4	-	1	5	-	2	4	2	6	4	-	6
	Univ. (n=37)	49th	-	70th	32nd	-	59th	62nd	81st	24th	24th	-	35th
Q45b. All things considered, how satisfied are you with your institution as a place to work?	Peers (n=6)	5	-	3	5	-	4	1	6	3	5	-	5
	Univ. (n=37)	27th	-	65th	57th	-	27th	95th	73rd	59th	32nd	-	24th
Q46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Peers (n=6)	-	-	-	-	-	3	-	2	-	3	-	6
	Univ. (n=37)	-	-	-	-	-	46th	-	89th	-	46th	-	19th
Q48. If I had to do it over again, I would accept my current position.	Peers (n=6)	2	-	1	4	-	4	5	4	4	5	-	4
	Univ. (n=37)	59th	-	97th	73rd	-	46th	46th	76th	54th	38th	-	41st
Q50. How do you rate your institution as a place for junior faculty to work?	Peers (n=6)	6	-	6	3	-	2	3	2	4	5	-	6
	Univ. (n=37)	38th	-	30th	86th	-	70th	62nd	84th	43rd	35th	-	24th