

COACHE SURVEY

Summary of Results

Faculty Senate Executive Committee

October 11, 2017



COACHE

- Collaboration on Academic Careers in Higher Education
- Harvard Graduate School of Education
- Previous Surveys: 2009 and 2012
- Climate Survey
 - to enlighten academic leaders about the experiences and concerns of full-time faculty
 - to provide data that lead to informed discussions and appropriate actions to improve the quality of work/life for those faculty.



- Launched in January 2017; Closed in April 2017
- 1842 Full-time Faculty (.75 + FTE)
- Survey of tenured, tenure-track, and NTT faculty
- Comparative Survey
 - 2017 cohort – over 120 institutions
 - Selected peer institutions: Pitt., UNC, Stony Brook, Purdue, Minn.
 - UB sub-groups
- No significance testing; Institutional mean ranking and effect sizes
- Variety of constructs; Nature of work, leadership, resources, mentoring, tenure, departmental quality and engagement etc.



Response Rates and Selected Comparisons

| | | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm |
|---|------------------------------|--------------|--------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|-------------|-------------|-------------|
| SUNY - University at Buffalo | <i>population responders</i> | 1841 | 901 | 389 | 551 | 495 | 497 | 1090 | 749 | 1328 | 486 | 369 | 117 |
| | <i>response rate</i> | 814 44% | 458 51% | 188 48% | 168 30% | 240 48% | 270 54% | 441 40% | 371 50% | 622 47% | 186 38% | 133 36% | 53 45% |
| Selected Comparison Institutions | <i>population responders</i> | 12966 | 6472 | 1688 | 4806 | 4314 | 3396 | 7749 | 5216 | 9872 | 3029 | 1949 | 1080 |
| | <i>response rate</i> | 5049 39% | 2757 43% | 744 44% | 1548 32% | 1791 42% | 1418 42% | 2743 35% | 2305 44% | 4024 41% | 1010 33% | 554 28% | 456 42% |
| All | <i>population responders</i> | 85830 | 50023 | 15474 | 20333 | 27876 | 25549 | 50653 | 35156 | 64273 | 20754 | 10422 | 10332 |
| | <i>response rate</i> | 40146 47% | 24182 48% | 7757 50% | 8207 40% | 13334 48% | 12456 49% | 21823 43% | 18309 52% | 31521 49% | 8457 41% | 3978 38% | 4479 43% |

Selected Comparison Institutions

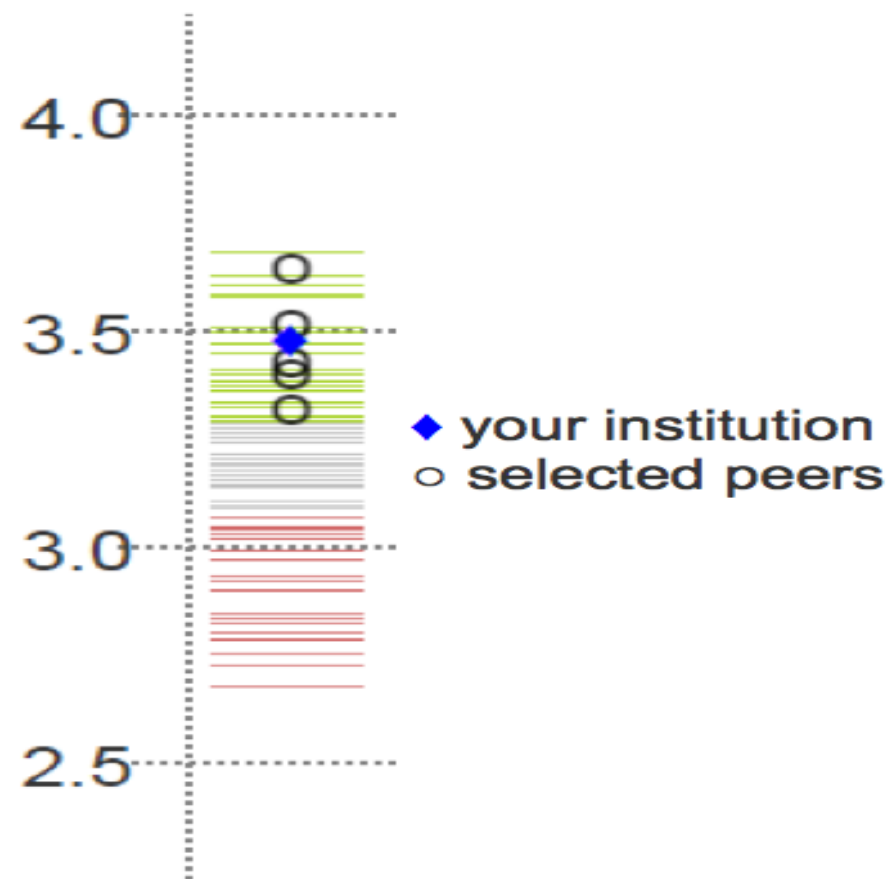
You selected five institutions as peers against whom to assess your COACHE Survey results. The results at these institutions are included throughout this report in the aggregate or, when cited individually, in random order. Your peer institutions are:

- Purdue University (2015)
- SUNY - Stony Brook University (2017)
- University of Minnesota - Twin Cities (2014)
- University of North Carolina - Chapel Hill (2015)
- University of Pittsburgh (2016)

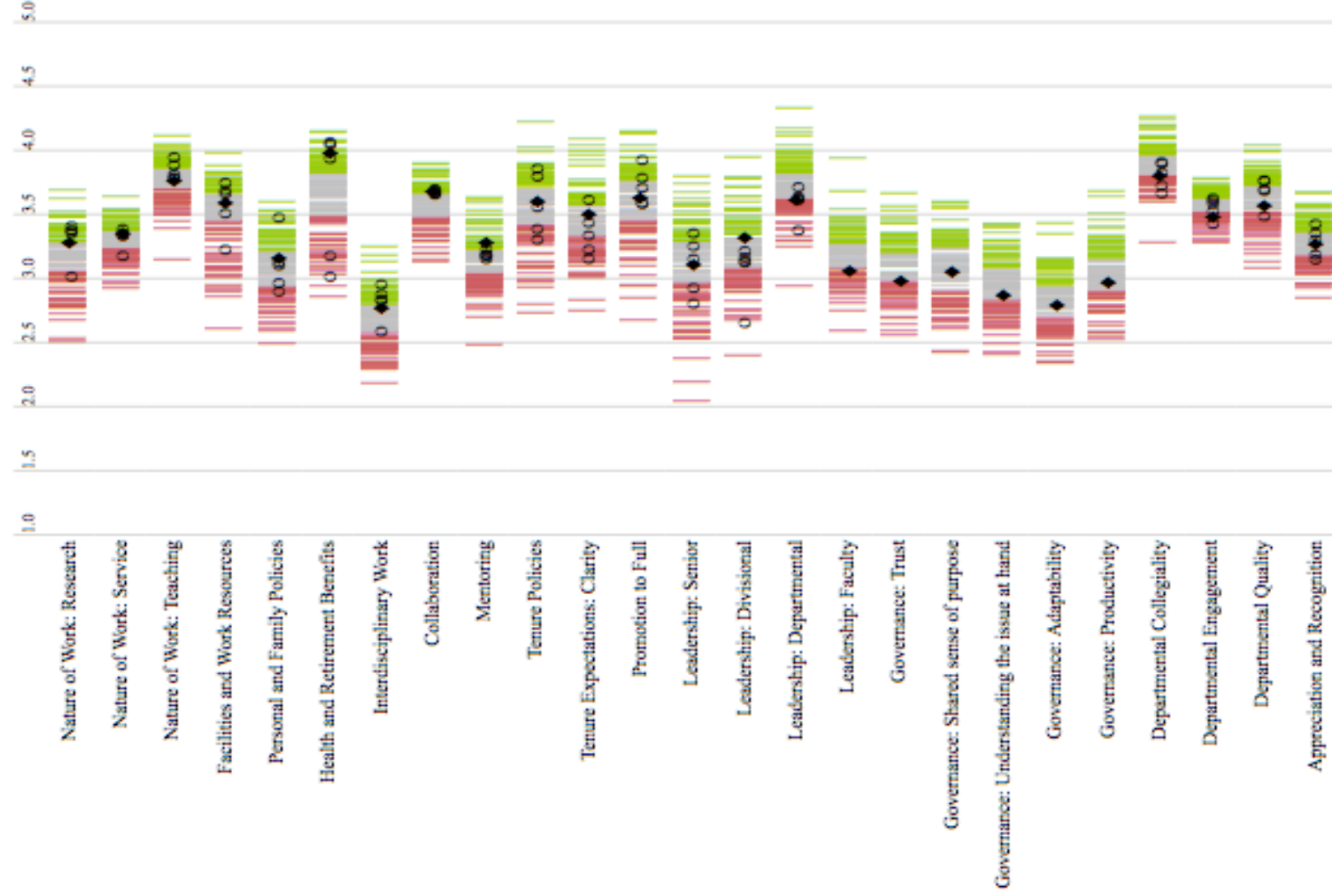
Benchmarks at a Glance

Reading Your Results

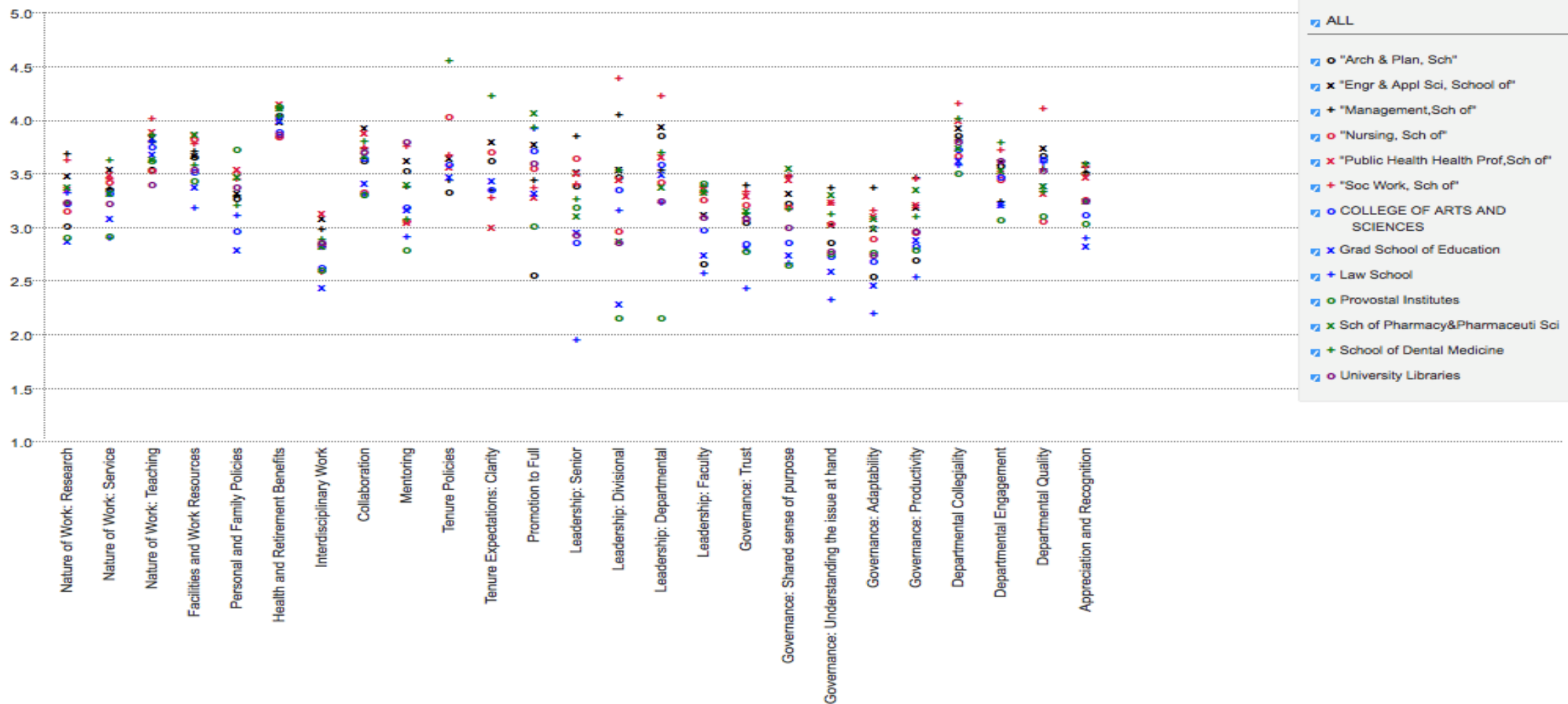
top 30% of
institutions
middle 40% of
institutions
bottom 30% of
institutions



Benchmarks



Divisional Analysis



Categories

| | mean | Your results compared to PEERS Your results compared to COHORT | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | |
|---|------|---|---------|---------|-----|------|-------|-----|-------|-------|-----|-------|-----|---|------------|---------------|--------------|--------------|----------------|--------------|--|--|--|-----|
| | | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | | |
| Nature of Work: Research | 3.26 | | | | | | | | | | | | | tenured | | assoc | women | | | | | | | |
| Nature of Work: Service | 3.33 | | | | | | | | | | | | | tenured | tenured | assoc | women | white | white | white | | | | |
| Nature of Work: Teaching | 3.74 | | | | | | | | | | | | | | | assoc | women | foc | asian | | | | | |
| Facilities and Work Resources | 3.57 | | | | | | | | | | | | | | tenured | assoc | women | | | | | | | |
| Personal and Family Policies | 3.14 | | | | | | | | | | | | | | tenured | assoc | | | white | urm | | | | |
| Health and Retirement Benefits | 3.96 | | | | | | | | | | | | | pre-ten | | | | foc | asian | urm | | | | |
| Interdisciplinary Work | 2.75 | | | | | | | | | | | | | tenured | | assoc | women | white | white | urm | | | | |
| Collaboration | 3.66 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | | | | | | | urm |
| Mentoring | 3.26 | | | | | | | | | | | | | tenured | | assoc | | | | | | | | urm |
| Tenure Policies | 3.58 | | N/A | | N/A | N/A | N/A | | | | | | | N/A | N/A | N/A | women | | asian | white | | | | |
| Tenure Expectations: Clarity | 3.48 | | N/A | | N/A | N/A | N/A | | | | | | | N/A | N/A | N/A | women | white | white | white | | | | |
| Promotion to Full | 3.61 | | | N/A | N/A | | | | | | | | | N/A | N/A | assoc | women | foc | asian | urm | | | | |
| Leadership: Senior | 3.09 | | | | | | | | | | | | | tenured | tenured | | | white | white | urm | | | | |
| Leadership: Divisional | 3.30 | | | | | | | | | | | | | tenured | tenured | | | white | white | | | | | |
| Leadership: Departmental | 3.59 | | | | | | | | | | | | | tenured | | assoc | women | | | | | | | urm |
| Leadership: Faculty | 3.04 | | | | | | | | | | | | | tenured | tenured | | men | white | white | urm | | | | |
| Governance: Trust | 2.96 | | | | | | | | | | | | | | tenured | full | | | | | | | | |
| Governance: Shared sense of purpose | 3.03 | | | | | | | | | | | | | tenured | tenured | full | | | white | urm | | | | |
| Governance: Understanding the issue at hand | 2.85 | | | | | | | | | | | | | tenured | tenured | full | | white | white | | | | | |
| Governance: Adaptability | 2.77 | | | | | | | | | | | | | tenured | tenured | | | white | white | urm | | | | |
| Governance: Productivity | 2.95 | | | | | | | | | | | | | tenured | tenured | | men | white | white | | | | | |
| Departmental Collegiality | 3.78 | | | | | | | | | | | | | tenured | tenured | assoc | | foc | asian | urm | | | | |
| Departmental Engagement | 3.46 | | | | | | | | | | | | | pre-ten | ntt | assoc | | | | | | | | |
| Departmental Quality | 3.55 | | | | | | | | | | | | | tenured | ntt | assoc | | | | | | | | |
| Appreciation and Recognition | 3.25 | | | | | | | | | | | | | tenured | tenured | assoc | women | | white | urm | | | | |

Nature of Work: Research and Service

| | Your results compared to PEERS ◀ Your results compared to COHORT ▶ | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | | | | | | | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | | | | |
|---|---|---------|---------|---------|-----|------|-------|-----|-------|-------|-----|-------|-----|---|------------|---------------|--------------|--------------|----------------|--------------|--|--|--|--|--|--|--|--|--|--|--|--|--|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | | | | | | | | | | | | |
| Nature of Work: Research | 3.26 | | | | | | | | | | | | | tenured | | assoc | women | | | | | | | | | | | | | | | | | |
| Time spent on research | 3.47 | | | | | | | | | | | | | tenured | ntt | assoc | women | white | white | white | | | | | | | | | | | | | | |
| Expectations for finding external funding | 3.21 | | | | | | | | | | | | | | ntt | assoc | women | | | | | | | | | | | | | | | | | |
| Influence over focus of research | 4.32 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | foc | asian | | | | | | | | | | | | | | | |
| Quality of grad students to support research | 3.19 | | | | | | | | | | | | | pre-ten | | assoc | | | | | | | | | | | | | | | | | | |
| Support for research | 2.92 | | | | | | | | | | | | | tenured | tenured | assoc | | | | urm | | | | | | | | | | | | | | |
| Support for engaging undergrads in research | 3.11 | | | | | | | | | | | | | tenured | tenured | assoc | | foc | | urm | | | | | | | | | | | | | | |
| Support for obtaining grants (pre-award) | 3.25 | | | | | | | | | | | | | tenured | | assoc | | | | | | | | | | | | | | | | | | |
| Support for maintaining grants (post-award) | 3.23 | | | | | | | | | | | | | | ntt | assoc | | | | urm | | | | | | | | | | | | | | |
| Support for securing grad student assistance | 3.05 | | | | | | | | | | | | | | | assoc | women | | | urm | | | | | | | | | | | | | | |
| Support for travel to present/conduct research | 3.15 | | | | | | | | | | | | | tenured | | assoc | | | | | | | | | | | | | | | | | | |
| Availability of course release for research | 2.85 | | | | | | | | | | | | | tenured | ntt | assoc | women | white | white | | | | | | | | | | | | | | | |
| Nature of Work: Service | 3.33 | | | | | | | | | | | | | tenured | tenured | assoc | women | white | white | white | | | | | | | | | | | | | | |
| Time spent on service | 3.47 | | | | | | | | | | | | | | tenured | assoc | women | white | white | white | | | | | | | | | | | | | | |
| Support for faculty in leadership roles | 2.92 | | | | | | | | | | | | | tenured | tenured | assoc | women | white | white | | | | | | | | | | | | | | | |
| Number of committees | 3.57 | | | | | | | | | | | | | tenured | tenured | assoc | | white | white | white | | | | | | | | | | | | | | |
| Attractiveness of committees | 3.49 | | | | | | | | | | | | | tenured | | | women | | | white | | | | | | | | | | | | | | |
| Discretion to choose committees | 3.50 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | | | white | | | | | | | | | | | | | | |
| Equitability of committee assignments | 3.05 | | | | | | | | | | | | | tenured | tenured | assoc | women | white | white | | | | | | | | | | | | | | | |
| Number of student advisees | 3.64 | | | | | | | | | | | | | | | assoc | women | white | white | white | | | | | | | | | | | | | | |
| Support for being a good advisor | 2.88 | | | | | | | | | | | | | tenured | tenured | assoc | women | | white | urm | | | | | | | | | | | | | | |
| Equity of the distribution of advising responsibilities | 2.93 | | | | | | | | | | | | | tenured | | assoc | women | white | white | | | | | | | | | | | | | | | |

Nature of Work: Teaching

| | Your results compared to PEERS Your results compared to COHORT | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | | |
|---|---|---------|---------|---------|-----|------|-------|-----|-------|-------|-----|-------|-----|---|------------|---------------|--------------|--|----------------|--------------|--|--|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | |
| Nature of Work: Teaching | 3.74 | | | | | | | | | | | | | | | assoc | women | foc | asian | | | | |
| Time spent on teaching | 3.87 | | | | | | | | | | | | | pre-ten | tenured | assoc | women | | asian | white | | | |
| Number of courses taught | 3.96 | | | | | | | | | | | | | tenured | ntt | assoc | women | | | white | | | |
| Level of courses taught | 4.11 | | | | | | | | | | | | | | | | women | foc | asian | | | | |
| Discretion over course content | 4.34 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | foc | asian | white | | | |
| Number of students in classes taught | 3.71 | | | | | | | | | | | | | | ntt | assoc | women | | | | | | |
| Quality of students taught | 3.39 | | | | | | | | | | | | | pre-ten | tenured | full | men | foc | asian | | | | |
| Equitability of distribution of teaching load | 3.10 | | | | | | | | | | | | | tenured | | assoc | women | | white | | | | |
| Quality of grad students to support teaching | 3.35 | | | | | | | | | | | | | pre-ten | | assoc | | foc | asian | urm | | | |
| Teaching schedule | 4.03 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | | | | | | |
| Support for teaching diverse learning styles | 3.54 | | | | | | | | | | | | | pre-ten | | assoc | | | | | | | |
| Support for assessing student learning | 3.71 | | | | | | | | | | | | | | | | | | | | | | |
| Support for developing online/hybrid courses | 3.44 | | | | | | | | | | | | | tenured | | | | foc | | urm | | | |
| Support for teaching online/hybrid courses | 3.43 | | | | | | | | | | | | | tenured | tenured | | | foc | | urm | | | |
| Related Survey Items | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | | | |
| Time spent on outreach | 3.55 | | | | | | | | | | | | | | | assoc | women | | | urm | | | |
| Time spent on administrative tasks | 3.06 | | | | | | | | | | | | | tenured | tenured | | | white | white | white | | | |
| Ability to balance teaching/research/service | 3.39 | | | | | | | | | | | | | | ntt | assoc | women | white | white | white | | | |

Resources and Support

| | Your results compared to PEERS Your results compared to COHORT | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | | | |
|---|---|---------|---------|---------|-----|------|-------|---|-------|-------|-----|-------|-----|----------------|--|---------------|--------------|--------------|----------------|--------------|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | |
| Facilities and Work Resources | 3.57 | | | | | | | | | | | | | | tenured | assoc | women | | | | |
| Support for improving teaching | 3.20 | | | | | | | | | | | | | | tenured | assoc | women | foc | asian | urm | |
| Office | 3.85 | | | | | | | | | | | | | | tenured | assoc | | | | white | |
| Laboratory, research, studio space | 3.45 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | foc | asian | | |
| Equipment | 3.50 | | | | | | | | | | | | | tenured | tenured | full | | | | | |
| Classrooms | 3.43 | | | | | | | | | | | | | | ntt | assoc | women | white | white | | |
| Library resources | 4.03 | | | | | | | | | | | | | | tenured | assoc | | | | urm | |
| Computing and technical support | 3.69 | | | | | | | | | | | | | | tenured | assoc | women | | | | |
| Clerical/administrative support | 3.39 | | | | | | | | | | | | | | tenured | assoc | | | | white | |
| Personal and Family Policies | 3.14 | | | | | | | | | | | | | | tenured | assoc | | | white | urm | |
| Right balance between professional/personal | 3.32 | | | | | | | | | | | | | pre-ten | ntt | assoc | women | | | | |
| Inst. supports family/career compatibility | 3.14 | | | | | | | | | | | | | | tenured | assoc | | white | white | urm | |
| Housing benefits | 2.42 | | | | | | | | | | | | | | tenured | assoc | | foc | asian | urm | |
| Tuition waivers, remission, or exchange | 2.55 | | | | | | | | | | | | | tenured | tenured | full | men | white | white | white | |
| Spousal/partner hiring program | 2.96 | | | | | | | | | | | | | | tenured | | men | foc | asian | | |
| Childcare | 2.93 | | | | | | | | | | | | | pre-ten | ntt | | women | | | | |
| Eldercare | 2.85 | | | | | | | | | | | | | tenured | tenured | | women | white | white | white | |
| Family medical/parental leave | 3.14 | | | | | | | | | | | | | pre-ten | tenured | | women | | white | urm | |
| Flexible workload/modified duties | 3.42 | | | | | | | | | | | | | | tenured | assoc | women | white | white | | |
| Stop-the-clock policies | 3.75 | | N<5 | | N<5 | N<5 | N<5 | | | | | | | N<5 | N<5 | N<5 | | foc | asian | white | |
| Commuter benefits | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | |
| Parking benefits | 3.31 | | | | | | | | | | | | | | ntt | | women | white | white | urm | |
| Health and Retirement Benefits | 3.96 | | | | | | | | | | | | | pre-ten | | | | foc | asian | urm | |
| Health benefits for yourself | 4.14 | | | | | | | | | | | | | pre-ten | | assoc | | foc | asian | urm | |
| Health benefits for family | 4.10 | | | | | | | | | | | | | pre-ten | tenured | assoc | | foc | asian | urm | |
| Retirement benefits | 3.83 | | | | | | | | | | | | | pre-ten | | | | foc | asian | urm | |
| Phased retirement options | 3.32 | | | | | | | | | | | | | tenured | tenured | full | men | | | | |
| Related Survey Items | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | |
| Salary | 3.12 | | | | | | | | | | | | | tenured | ntt | assoc | women | foc | asian | urm | |

Interdisciplinary Work, Collaboration, and Mentoring

| | Your results compared to PEERS ◀ Your results compared to COHORT ▶ | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | | |
|--|---|---------|---------|---------|-----|------|-------|-----|-------|-------|-----|-------|-----|---|---------------|------------------|-----------------|--|-------------------|-----------------|--|--|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | |
| Interdisciplinary Work | 2.75 | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ▶ | ◀ | ◀ | ▶ | ▶ | ◀ | tenured | | assoc | women | white | white | urm | | | |
| Budgets encourage interdiscip. work | 2.75 | ▶ | ▶ | ▶ | ◀ | ▶ | ▶ | ▶ | ◀ | ▶ | ▶ | ▶ | ◀ | tenured | | | women | white | white | urm | | | |
| Facilities conducive to interdiscip. work | 2.73 | ◀ | ◀ | ▶ | ◀ | ◀ | ◀ | ▶ | ◀ | ◀ | ▶ | ▶ | ◀ | tenured | tenured | | women | white | white | urm | | | |
| Interdiscip. work is rewarded in merit | 2.50 | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ▶ | ◀ | ◀ | tenured | | assoc | women | white | white | urm | | | |
| Interdiscip. work is rewarded in promotion | 2.57 | ◀ | ◀ | N<5 | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | N<5 | | assoc | | | white | urm | | | |
| Interdiscip. work is rewarded in tenure | 2.69 | ◀ | N<5 | ◀ | N<5 | N<5 | N<5 | ◀ | ◀ | ◀ | ◀ | ▶ | ◀ | N<5 | N<5 | N<5 | women | white | white | urm | | | |
| Dept. knows how to evaluate interdiscip. work | 2.91 | ▶ | ▶ | ▶ | ◀ | ▶ | ◀ | ◀ | ▶ | ▶ | ▶ | ▶ | ◀ | | ntt | assoc | | | white | urm | | | |
| Collaboration | 3.66 | ▶ | ▶ | ◀ | ◀ | ▶ | ▶ | ▶ | ▶ | ◀ | ▶ | ▶ | ◀ | pre-ten | ntt | assoc | women | | | urm | | | |
| Opportunities for collab. within dept | 3.75 | ◀ | ▶ | ▶ | ◀ | ▶ | ◀ | ◀ | ▶ | ◀ | ▶ | ▶ | ◀ | pre-ten | ntt | assoc | | foc | | urm | | | |
| Opportunities for collab. outside inst | 3.73 | ▶ | ▶ | ▶ | ◀ | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | | ntt | assoc | women | | | white | | | |
| Opportunities for collab. outside dept | 3.48 | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ▶ | ◀ | ◀ | ▶ | ▶ | ◀ | | ntt | assoc | | | white | urm | | | |
| Mentoring | 3.26 | ▶ | ▶ | ▶ | ◀ | ▶ | ▶ | ▶ | ▶ | ▶ | ◀ | ◀ | ◀ | tenured | | assoc | | | | urm | | | |
| Effectiveness of mentoring within dept. | 3.70 | ◀ | ▶ | ▶ | ◀ | ▶ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | tenured | | assoc | men | | | urm | | | |
| Effectiveness of mentoring outside dept. | 3.71 | ▶ | ▶ | ▶ | ◀ | ▶ | ◀ | ▶ | ▶ | ▶ | ◀ | ◀ | ◀ | tenured | | assoc | men | | | urm | | | |
| Mentoring of pre-tenure faculty in dept | 3.43 | ▶ | ▶ | ▶ | N<5 | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | | N<5 | assoc | | | white | urm | | | |
| Mentoring of tenured associate profs in dept | 2.59 | ▶ | ▶ | N<5 | N<5 | ▶ | ▶ | ◀ | ▶ | ◀ | ▶ | ▶ | ◀ | N<5 | N<5 | assoc | | foc | | urm | | | |
| Support for faculty to be good mentors | 2.50 | ◀ | ▶ | N<5 | ▶ | ◀ | ▶ | ◀ | ▶ | ▶ | ▶ | ◀ | ◀ | N<5 | | assoc | | | | | | | |
| Related Survey Items | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | | | |
| Interdiscip. work is rewarded in reappointment | 2.45 | ◀ | N<5 | N<5 | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | ◀ | N<5 | N<5 | N<5 | assoc | women | white | white | N<5 | | | |
| Being a mentor is fulfilling | 4.24 | ▶ | ▶ | N<5 | ◀ | ◀ | ▶ | ◀ | ▶ | ▶ | ▶ | ▶ | ◀ | N<5 | | | men | | | | | | |
| Effectiveness of mentoring outside the inst. | 4.13 | ▶ | ▶ | ▶ | ◀ | ▶ | ▶ | ▶ | ▶ | ▶ | ▶ | ◀ | ▶ | tenured | ntt | | men | foc | asian | | | | |
| Mentoring of NTT faculty in dept | 2.56 | ◀ | N<5 | N<5 | ◀ | ◀ | ◀ | ▶ | ◀ | ◀ | ◀ | ◀ | ◀ | N<5 | N<5 | full | women | foc | asian | urm | | | |
| Interest in interdisciplinary work | 3.64 | ◀ | ◀ | ◀ | ◀ | ▶ | ◀ | ▶ | ◀ | ◀ | ◀ | ◀ | ◀ | | ntt | assoc | | | | | | | |

Tenure and Promotion

| | Your results compared to PEERS ◀ Your results compared to COHORT ▶ | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | | | | | | | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | |
|---|---|---------|---------|---------|-----|------|-------|-----|-------|-------|-----|-------|-----|---|------------|---------------|--------------|--------------|----------------|--------------|--|--|--|--|--|--|--|--|--|--|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | | | | | | | | | |
| Tenure Policies | 3.58 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | | asian | white | | | | | | | | | | | |
| Clarity of tenure process | 3.81 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | foc | asian | | | | | | | | | | | | |
| Clarity of tenure criteria | 3.70 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | | foc | asian | white | | | | | | | | | | | |
| Clarity of tenure standards | 3.44 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | | | | white | | | | | | | | | | | |
| Clarity of body of evidence for deciding tenure | 3.60 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | | | asian | white | | | | | | | | | | | |
| Clarity of whether I will achieve tenure | 3.40 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | | | asian | white | | | | | | | | | | | |
| Clarity of tenure process in department | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | | | | | | | | | | | |
| Consistency of messages about tenure | 3.43 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | | asian | white | | | | | | | | | | | |
| Tenure decisions are performance-based | 3.77 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | white | white | white | | | | | | | | | | | |
| Tenure Expectations: Clarity | 3.48 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | white | white | white | | | | | | | | | | | |
| Clarity of expectations: Scholar | 4.00 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | | | asian | white | | | | | | | | | | | |
| Clarity of expectations: Teacher | 3.92 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | white | white | white | | | | | | | | | | | |
| Clarity of expectations: Advisor | 3.45 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | white | white | urm | | | | | | | | | | | |
| Clarity of expectations: Colleague | 3.33 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | white | white | | | | | | | | | | | | |
| Clarity of expectations: Campus citizen | 3.13 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | | white | white | white | | | | | | | | | | | |
| Clarity of expectations: Broader community | 2.97 | ◀▶ | N/A | ◀▶ | N/A | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N/A | women | white | white | | | | | | | | | | | | |
| Promotion to Full | 3.61 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Dept. culture encourages promotion | 3.55 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Reasonable expectations: Promotion | 3.79 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | | foc | | urm | | | | | | | | | | | |
| Clarity of promotion process | 3.77 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Clarity of promotion criteria | 3.77 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Clarity of promotion standards | 3.53 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Clarity of body of evidence for promotion | 3.80 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Clarity of time frame for promotion | 3.30 | ◀▶ | ◀▶ | N/A | N/A | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | assoc | women | foc | asian | urm | | | | | | | | | | | |
| Clarity of whether I will be promoted | 3.03 | ◀▶ | ◀▶ | N/A | N/A | N<5 | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | ◀▶ | N/A | N/A | N<5 | | foc | asian | urm | | | | | | | | | | | |



Institutional Leadership

| | Your results compared to PEERS Your results compared to COHORT | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | | |
|--|---|---------|---------|---------|-----|------|---|-----|-------|-------|-----|-------|-----|-------------------|--|------------------|-----------------|-----------------|-------------------|-----------------|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm |
| Leadership: Senior | 3.09 | | | | | | | | | | | | | tenured | tenured | | | white | white | urm |
| Pres/Chancellor: Pace of decision making | 3.20 | | | | | | | | | | | | | tenured | | | | white | white | urm |
| Pres/Chancellor: Stated priorities | 3.12 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| Pres/Chancellor: Communication of priorities | 3.13 | | | | | | | | | | | | | tenured | tenured | assoc | | white | white | urm |
| CAO: Pace of decision making | 3.11 | | | | | | | | | | | | | tenured | tenured | | | white | white | urm |
| CAO: Stated priorities | 3.00 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| CAO: Communication of priorities | 3.01 | | | | | | | | | | | | | tenured | tenured | | | white | white | urm |
| CAO: Ensuring faculty input | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Leadership: Divisional | 3.30 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| Dean: Pace of decision making | 3.33 | | | | | | | | | | | | | tenured | tenured | | women | white | white | |
| Dean: Stated priorities | 3.34 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| Dean: Communication of priorities | 3.34 | | | | | | | | | | | | | tenured | tenured | | | | white | |
| Dean: Ensuring faculty input | 3.19 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| Leadership: Departmental | 3.59 | | | | | | | | | | | | | tenured | | assoc | women | | | urm |
| Head/Chair: Pace of decision making | 3.57 | | | | | | | | | | | | | tenured | | assoc | women | | | urm |
| Head/Chair: Stated priorities | 3.52 | | | | | | | | | | | | | tenured | tenured | assoc | women | | | urm |
| Head/Chair: Communication of priorities | 3.52 | | | | | | | | | | | | | tenured | tenured | assoc | women | | | urm |
| Head/Chair: Ensuring faculty input | 3.57 | | | | | | | | | | | | | tenured | | assoc | women | | | urm |
| Head/Chair: Fairness in evaluating work | 3.80 | | | | | | | | | | | | | tenured | | assoc | women | foc | asian | urm |
| Leadership: Faculty | 3.04 | | | | | | | | | | | | | tenured | tenured | | men | white | white | urm |
| Faculty leaders: Pace of decision making | 2.94 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| Faculty leaders: Stated priorities | 3.09 | | | | | | | | | | | | | tenured | tenured | | men | | white | urm |
| Faculty leaders: Communication of priorities | 3.02 | | | | | | | | | | | | | tenured | tenured | | men | white | white | |
| Faculty leaders: Ensuring faculty input | 3.12 | | | | | | | | | | | | | tenured | tenured | full | men | | white | urm |
| Related Survey Items | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- | -- |
| Priorities are stated consistently | 2.87 | | | | | | | | | | | | | tenured | tenured | | | white | white | |
| Priorities are acted on consistently | 2.75 | | | | | | | | | | | | | tenured | tenured | | | white | white | urm |
| Changed priorities negatively affect my work | 2.72 | | | | | | | | | | | | | tenured | tenured | full | women | white | white | |
| CAO: Support in adapting to change | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Visible leadership for support of diversity | 3.83 | | | | | | | | | | | | | | tenured | assoc | women | foc | | urm |

Shared Governance

| Governance | Your results compared to PEERS Your results compared to COHORT | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | | | | | | | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | |
|---|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---|----------------|---------------|--------------|--------------|----------------|--------------|--------------|--------------|--------------|------------|-------|-------|--|--|--|--|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | | | | | | | | | |
| Governance: Trust | 2.96 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | | | | | | | | | | | | | | | | | | |
| I understand how to voice opinions about policies | 2.86 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | pre-ten | | | | | | full | | | | white | | | | | | | |
| Clear rules about the roles of faculty and administration | 3.04 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | | | | | | full | | | | white | urm | | | | | | | |
| Faculty and admin follow rules of engagement | 3.19 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | white | white | | | | | | | | | |
| Faculty and admin have an open system of communication | 2.94 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | white | white | urm | | | | | | | | |
| Faculty and admin discuss difficult issues in good faith | 3.13 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | men | | | | | | urm | | | | | | | | |
| Governance: Shared sense of purpose | 3.03 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | white | urm | | | | | | | | | | |
| Important decisions are not made until there is consensus | 2.64 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | white | white | | | urm | | | | | | | |
| Admin ensures sufficient time for faculty input | 2.92 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | white | | | urm | | | | | | | |
| Faculty and admin respectfully consider the other's view | 3.12 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | | | | | | urm | | | | | | |
| Faculty and admin have a shared sense of responsibility | 3.36 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | foc | asian | | | urm | | | | | | | |
| Governance: Understanding the issue at hand | 2.85 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | white | white | | | | | | | | | | |
| Faculty governance structures offer opportunities for input | 2.90 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | | | | | | tenured | full | | | | | | | | | | | |
| Admin communicate rationale for important decisions | 2.85 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | men | white | white | | | | | urm | | | | | | | |
| Faculty and admin have equal say in decisions | 2.68 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | white | white | | | | | | | | | |
| Faculty and admin define decision criteria together | 3.01 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | | | | white | urm | | | | | | |
| Governance: Adaptability | 2.77 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | white | white | | | urm | | | | | | |
| Shared governance holds up in unusual circumstances | 2.79 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | white | white | | | urm | | | | | | | |
| Institution regularly reviews effectiveness of governance | 2.61 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | | | | white | urm | | | | | | | |
| Institution cultivates new faculty leaders | 2.88 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | | | | | | tenured | assoc | | | | white | urm | | | | | | |
| Governance: Productivity | 2.95 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | men | white | white | | | | | | | | |
| Overall effectiveness of shared governance | 2.89 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | | | | | | men | white | white | | | urm | | | | | |
| My committees make measureable progress towards goals | 3.17 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | | | | | | tenured | | | | | | white | white | | | | | |
| Public recognition of progress | 2.80 | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | <div></div> | tenured | tenured | full | | | | white | white | | | urm | | | | | | | |

Department Collegiality and Engagement

| | Your results compared to PEERS  Your results compared to COHORT  | | | | | | | | | | | | | Areas of strength in GREEN Areas of concern in RED | | | | Within campus differences sm (.1) med. (.3) lrg. (.5) | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---------------|------------------|-----------------|--|-------------------|-----------------|--|--|--|
| | mean | overall | tenured | pre-ten | ntt | full | assoc | men | women | white | foc | asian | urm | ten vs pre-ten | ten vs ntt | full vs assoc | men vs women | white vs foc | white vs asian | white vs urm | | | |
| Departmental Collegiality | 3.78 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | assoc | | foc | asian | urm | | | |
| Colleagues support work/life balance | 3.71 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | assoc | | foc | | urm | | | |
| Meeting times compatible with personal needs | 4.14 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | assoc | | foc | asian | | | | |
| Amount of personal interaction w/Pre-tenure | 3.72 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | ntt | | | foc | asian | urm | | | |
| How well you fit | 3.65 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | assoc | | | | | | | |
| Amount of personal interaction w/Tenured | 3.60 |  |  |  |  |  |  |  |  |  |  |  |  | | ntt | | | foc | asian | urm | | | |
| Colleagues pitch in when needed | 3.64 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | assoc | | | | | | | |
| Department is collegial | 3.92 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | | | | | urm | | | |
| Colleagues committed to diversity/inclusion | 3.91 |  |  |  |  |  |  |  |  |  |  |  |  | tenured | tenured | assoc | women | foc | asian | urm | | | |
| Departmental Engagement | 3.46 |  |  |  |  |  |  |  |  |  |  |  |  | pre-ten | ntt | assoc | | | | | | | |
| Discussions of undergrad student learning | 3.21 |  |  |  |  |  |  |  |  |  |  |  |  | | | assoc | | | | urm | | | |
| Discussions of grad student learning | 3.71 |  |  |  |  |  |  |  |  |  |  |  |  | | ntt | assoc | | | | | | | |
| Discussions of effective teaching practices | 3.38 |  |  |  |  |  |  |  |  |  |  |  |  | pre-ten | tenured | | | | | urm | | | |
| Discussions of effective use of technology | 3.20 |  |  |  |  |  |  |  |  |  |  |  |  | pre-ten | tenured | | men | | | | | | |
| Discussions of current research methods | 3.30 |  |  |  |  |  |  |  |  |  |  |  |  | | ntt | assoc | | | | urm | | | |
| Amount of professional interaction w/Pre-tenure | 3.83 |  |  |  |  |  |  |  |  |  |  |  |  | | ntt | | women | foc | asian | urm | | | |
| Amount of professional interaction w/Tenured | 3.65 |  |  |  |  |  |  |  |  |  |  |  |  | pre-ten | ntt | | | foc | asian | | | | |

Department Quality

[illegible]

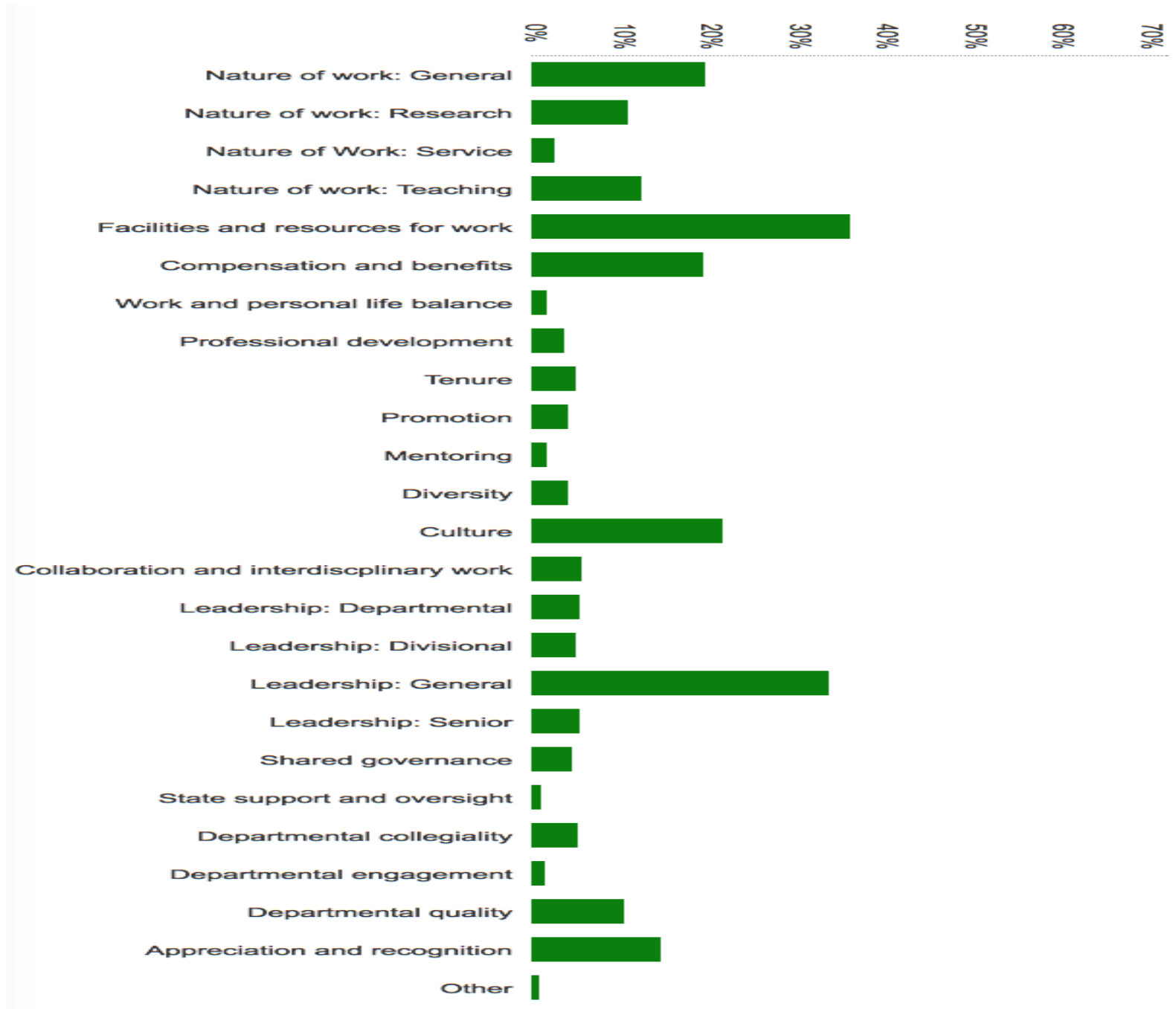
Best Aspects

| | Overall | | | Tenured | | | Pre-Tenure | | | Full Prof | | | Associate Prof | | | URM | | |
|--|---------|-------|-----------|---------|-------|-----------|------------|-------|-----------|-----------|-------|-----------|----------------|-------|-----------|-----|-------|-----------|
| | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) |
| Quality of colleagues | 31% | 5 | 105 | 34% | 5 | 107 | 32% | 5 | 98 | 45% | 5 | 106 | 24% | 5 | 104 | 20% | 5 | 86 |
| Support of colleagues | 20% | 1 | 83 | 15% | 0 | 72 | 32% | 5 | 92 | 13% | 0 | 58 | 20% | 3 | 81 | 13% | 2 | 61 |
| Opportunities to collaborate with colleagues | 8% | 2 | 6 | 7% | 2 | 6 | 10% | 2 | 9 | 9% | 2 | 8 | 6% | 0 | 6 | 7% | 2 | 11 |
| Quality of graduate students | 11% | 2 | 8 | 8% | 4 | 12 | 5% | 1 | 5 | 9% | 5 | 17 | 12% | 3 | 8 | 4% | 3 | 16 |
| Quality of undergraduate students | 5% | 1 | 37 | 4% | 1 | 34 | 4% | 1 | 30 | 3% | 1 | 32 | 6% | 1 | 40 | 2% | 1 | 37 |
| Quality of facilities | 1% | 0 | 1 | 1% | 0 | 1 | 1% | 0 | 2 | 1% | 0 | 2 | 1% | 0 | 1 | 0% | 0 | 6 |
| Support for research/creative work | 5% | 0 | 0 | 5% | 0 | 0 | 5% | 0 | 3 | 5% | 0 | 1 | 3% | 0 | 0 | 2% | 0 | 5 |
| Support for teaching | 6% | 0 | 2 | 8% | 0 | 3 | 5% | 0 | 4 | 9% | 0 | 4 | 7% | 0 | 3 | 4% | 0 | 7 |
| Support for professional development | 1% | 0 | 2 | 0% | 0 | 2 | 0% | 0 | 5 | 0% | 0 | 4 | 0% | 0 | 4 | 0% | 0 | 4 |
| Assistance for grant proposals | 1% | 0 | 0 | 1% | 0 | 0 | 3% | 0 | 0 | 1% | 0 | 0 | 1% | 0 | 0 | 0% | 0 | 5 |
| Childcare policies | 1% | 0 | 0 | 1% | 0 | 0 | 3% | 0 | 0 | 2% | 0 | 1 | 0% | 0 | 0 | 2% | 0 | 2 |
| Spousal/partner hiring program | 0% | 0 | 0 | 0% | 0 | 0 | 2% | 0 | 0 | 0% | 0 | 0 | 0% | 0 | 0 | 2% | 0 | 0 |
| Compensation | 4% | 0 | 0 | 3% | 0 | 0 | 7% | 0 | 0 | 2% | 0 | 0 | 3% | 0 | 0 | 11% | 0 | 0 |
| Geographic location | 2% | 0 | 13 | 2% | 0 | 13 | 1% | 0 | 15 | 1% | 0 | 13 | 3% | 0 | 15 | 2% | 0 | 16 |
| Diversity | 1% | 0 | 0 | 1% | 0 | 1 | 1% | 0 | 0 | 1% | 0 | 2 | 1% | 0 | 0 | 0% | 0 | 1 |
| Presence of others like me | 7% | 1 | 38 | 6% | 0 | 32 | 7% | 0 | 36 | 7% | 1 | 52 | 8% | 0 | 31 | 4% | 1 | 31 |
| My sense of "fit" here | 9% | 3 | 76 | 10% | 4 | 79 | 5% | 3 | 71 | 9% | 4 | 78 | 10% | 4 | 78 | 7% | 2 | 66 |
| Protections from service/assignments | 5% | 0 | 2 | 5% | 0 | 2 | 2% | 0 | 1 | 3% | 0 | 5 | 6% | 0 | 6 | 0% | 0 | 9 |
| Commute | 20% | 2 | 24 | 22% | 2 | 28 | 24% | 2 | 32 | 19% | 1 | 25 | 21% | 2 | 32 | 27% | 2 | 38 |
| Cost of living | 2% | 0 | 0 | 1% | 0 | 0 | 6% | 0 | 0 | 0% | 0 | 0 | 2% | 0 | 0 | 0% | 0 | 0 |
| Teaching load | 9% | 0 | 1 | 9% | 0 | 2 | 11% | 0 | 6 | 10% | 0 | 4 | 8% | 0 | 4 | 20% | 0 | 14 |
| Manageable pressure to perform | 6% | 0 | 1 | 5% | 0 | 1 | 7% | 0 | 16 | 1% | 0 | 8 | 7% | 0 | 5 | 11% | 0 | 14 |
| Academic freedom | 24% | 3 | 64 | 29% | 2 | 66 | 21% | 3 | 56 | 24% | 3 | 69 | 29% | 2 | 57 | 31% | 3 | 65 |
| Tenure/promotion clarity or requirements | 2% | 0 | 0 | 3% | 0 | 0 | 1% | 0 | 1 | 3% | 0 | 1 | 2% | 0 | 1 | 0% | 0 | 1 |
| Quality of leadership | 1% | 0 | 0 | 2% | 0 | 0 | 1% | 0 | 0 | 1% | 0 | 0 | 3% | 0 | 0 | 4% | 0 | 2 |
| Decline to answer | 1% | 0 | 0 | 2% | 0 | 0 | 0% | 0 | 0 | 3% | 0 | 3 | 0% | 0 | 0 | 2% | 0 | 3 |
| There are no positive aspects | 3% | 0 | 0 | 4% | 0 | 1 | 1% | 0 | 0 | 4% | 0 | 7 | 3% | 0 | 0 | 7% | 0 | 4 |

Worst Aspects

| | Overall | | | Tenured | | | Pre-Tenure | | | Full Prof | | | Associate Prof | | | URM | | |
|--|---------|-------|-----------|---------|-------|-----------|------------|-------|-----------|-----------|-------|-----------|----------------|-------|-----------|-----|-------|-----------|
| | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) | you | peers | all (112) |
| Quality of colleagues | 4% | 0 | 2 | 5% | 0 | 2 | 4% | 0 | 7 | 3% | 0 | 6 | 4% | 0 | 1 | 2% | 0 | 9 |
| Support of colleagues | 4% | 0 | 0 | 3% | 0 | 1 | 3% | 0 | 1 | 1% | 0 | 5 | 5% | 0 | 1 | 2% | 0 | 9 |
| Opportunities to collaborate with colleagues | 1% | 0 | 0 | 1% | 0 | 0 | 3% | 0 | 0 | 1% | 0 | 0 | 1% | 0 | 0 | 0% | 0 | 0 |
| Quality of graduate students | 11% | 0 | 4 | 11% | 0 | 3 | 16% | 1 | 27 | 11% | 0 | 8 | 9% | 0 | 3 | 7% | 0 | 5 |
| Quality of undergraduate students | 6% | 0 | 13 | 7% | 0 | 13 | 8% | 0 | 17 | 5% | 0 | 24 | 7% | 0 | 12 | 7% | 0 | 13 |
| Quality of facilities | 15% | 3 | 24 | 18% | 2 | 26 | 13% | 2 | 32 | 21% | 3 | 37 | 13% | 1 | 22 | 13% | 1 | 19 |
| Lack of support for research/creative work | 18% | 5 | 107 | 17% | 5 | 107 | 12% | 5 | 92 | 16% | 4 | 99 | 21% | 5 | 103 | 16% | 5 | 94 |
| Lack of support for teaching | 14% | 4 | 82 | 15% | 4 | 80 | 15% | 2 | 82 | 16% | 3 | 69 | 14% | 5 | 91 | 16% | 3 | 68 |
| Lack of support for professional development | 3% | 0 | 0 | 2% | 0 | 1 | 2% | 0 | 1 | 2% | 0 | 4 | 4% | 0 | 2 | 2% | 0 | 3 |
| Lack of assistance for grant proposals | 6% | 0 | 1 | 5% | 0 | 1 | 4% | 0 | 5 | 5% | 0 | 2 | 7% | 0 | 6 | 4% | 1 | 8 |
| Childcare policies | 3% | 0 | 0 | 3% | 0 | 0 | 5% | 0 | 4 | 3% | 0 | 1 | 1% | 0 | 0 | 2% | 0 | 6 |
| Spousal/partner hiring program | 4% | 0 | 2 | 2% | 0 | 1 | 9% | 2 | 15 | 2% | 0 | 0 | 1% | 0 | 3 | 11% | 0 | 5 |
| Compensation | 6% | 0 | 2 | 5% | 0 | 1 | 11% | 2 | 22 | 5% | 0 | 2 | 5% | 0 | 2 | 4% | 1 | 10 |
| Geographic location | 7% | 0 | 11 | 9% | 0 | 8 | 6% | 1 | 23 | 9% | 0 | 6 | 7% | 0 | 14 | 20% | 4 | 63 |
| Lack of diversity | 3% | 0 | 0 | 2% | 0 | 0 | 5% | 0 | 2 | 2% | 0 | 0 | 1% | 0 | 0 | 9% | 0 | 13 |
| Absence of others like me | 3% | 0 | 0 | 2% | 0 | 0 | 5% | 0 | 3 | 2% | 0 | 1 | 2% | 0 | 2 | 2% | 1 | 10 |
| My sense of "fit" here | 9% | 1 | 17 | 7% | 1 | 16 | 15% | 3 | 35 | 9% | 2 | 14 | 5% | 1 | 16 | 18% | 2 | 29 |
| Too much service/too many assignments | 3% | 0 | 4 | 2% | 0 | 4 | 5% | 1 | 12 | 0% | 0 | 6 | 3% | 0 | 5 | 0% | 0 | 4 |
| Commute | 1% | 1 | 19 | 1% | 1 | 16 | 2% | 1 | 20 | 1% | 1 | 15 | 0% | 1 | 20 | 0% | 1 | 18 |
| Cost of living | 12% | 3 | 61 | 12% | 3 | 70 | 9% | 1 | 36 | 10% | 2 | 63 | 15% | 3 | 74 | 2% | 1 | 32 |
| Teaching load | 6% | 0 | 39 | 4% | 0 | 38 | 5% | 0 | 34 | 5% | 0 | 36 | 4% | 0 | 37 | 0% | 0 | 32 |
| Unrelenting pressure to perform | 5% | 0 | 4 | 5% | 0 | 2 | 2% | 1 | 14 | 5% | 0 | 2 | 5% | 0 | 4 | 2% | 1 | 9 |
| Academic freedom | 0% | 0 | 0 | 1% | 0 | 0 | 0% | 0 | 0 | 1% | 0 | 0 | 0% | 0 | 0 | 0% | 0 | 1 |
| Tenure/promotion clarity or requirements | 5% | 0 | 3 | 4% | 0 | 2 | 3% | 0 | 12 | 1% | 0 | 1 | 7% | 0 | 6 | 2% | 0 | 10 |
| Quality of leadership | 13% | 3 | 60 | 18% | 5 | 73 | 6% | 0 | 20 | 20% | 4 | 90 | 17% | 4 | 59 | 13% | 2 | 34 |
| Decline to answer | 6% | 0 | 0 | 5% | 0 | 1 | 5% | 0 | 0 | 8% | 0 | 3 | 4% | 0 | 0 | 9% | 0 | 3 |
| There are no positive aspects | 5% | 0 | 1 | 7% | 0 | 5 | 2% | 0 | 3 | 6% | 1 | 10 | 5% | 0 | 1 | 2% | 1 | 12 |

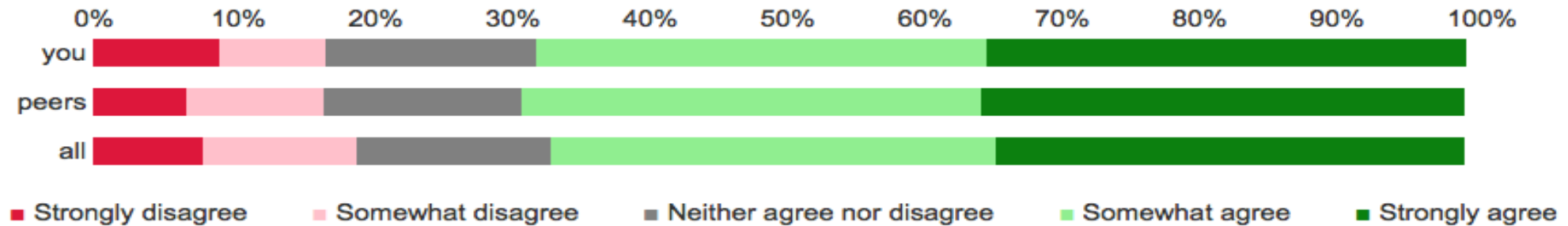
One Improvement



Recommend University and Department

I would again choose this institution

If I had it to do all over, I would again choose to work at this institution.



Recommend department

(None)

