



collaborative on academic
careers in higher education

Kenyon College

2023-24

Faculty Job Satisfaction 

Survey Report

Summary



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Acknowledgements:

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All of our partner institutions

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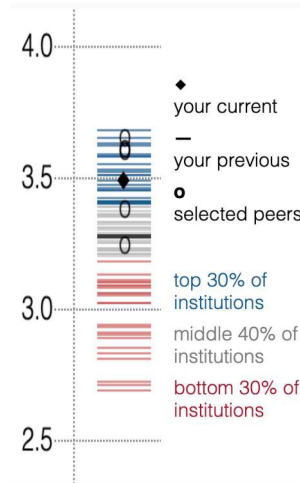
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COACHE Benchmarks: Strengths and Concerns

Understanding the COACHE Benchmarks

The following five pages offer a view of your faculty from 10,000 feet. Each survey theme is summarized by a “Benchmark,” the mean of several five-point Likert-scale survey questions that share a common theme. A Benchmark score provides a general sense of how faculty feel about a particular aspect of their work/life at your institution; your CAO Report delivers results for Benchmarks and for specific survey items.

In this preview, we compare your Benchmark scores, shown as diamonds, to the scores of other COACHE partners, represented as horizontal lines. Blue lines represent the top 30 percent of institutional means, red lines represent the bottom 30 percent, and grey lines represent institutions in the middle 40 percent. The circles locate the five institutions your team selected as most nearly competing with yours (or resembling yours) in the market for faculty. The black line represents your prior results from 2021.



Your Strengths and Concerns

As shorthand, COACHE defines as an "area of strength" any Benchmark where your institution scores first or second among your selected comparison group and in the top 30 percent (the blue section) of the cohort. Conversely, an "area of concern" is where your faculty rating of a Benchmark falls fifth or sixth among your peers and in the bottom 30 percent (the red section) of the cohort. The survey themes at the right met these criteria for Kenyon.

Note that between-group differences could alter your conclusions about these aspects of academic life on your campus—and suggest tailored approaches to improving them. Keep this in mind as you consider, after the overall results, the subsequent charts for pre-tenure faculty, for associate professors, for women, and for faculty of color. Look to your CAO Report for other subgroups and more detailed displays.

Areas of strength (all faculty combined)

- *Collaboration*
- *Departmental Collegiality*
- *Departmental Engagement*
- *Interdisciplinary Work*
- *Leadership: Faculty*
- *Mentoring*
- *Personal and Family Policies*
- *Promotion to Full*

Areas of concern (all faculty combined)

- *(No areas of concern)*



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Comparative Analysis: All Faculty



Data are masked in instances where your institution or a peer institution has insufficient data for reporting.

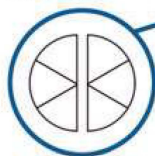
COACHE DASHBOARD GUIDE

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43										pre-ten	full	women		
Interdisciplinary work	3.00										pre-ten	assoc	women	white	
Collaboration	3.46										tenured		women	white	
Mentoring	3.18										tenured	assoc		foc	
Tenure policies	3.64		N/A		N/A	N/A				N<5	N/A	N/A			+
Tenure clarity	3.33		N/A		N/A	N/A				N<5	N/A	N/A	men		



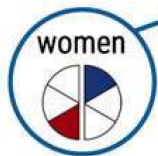
WHAT DO THESE WEDGES MEAN?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in blue) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd Top 30%
- 3rd or 4th Middle 40%
- 5th or 6th Bottom 30%

insufficient data for reporting



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.



AND THESE RESULTS?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: small effects appear as text only, moderate effects are shaded yellow with a dotted underline, and large effects are shaded orange with a solid underline. Trivial differences remain blank. Change over time appears as +/-.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

By Demographic

Within campus differences

sm (.1) med. (.3) lrg. (.5)

	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2021
Nature of Work: Research	3.50	tenured	tenured	assoc		foc	white	urm	-
Nature of Work: Service	3.19	tenured	tenured	assoc	women	white	white	urm	-
Nature of Work: Teaching	3.93		tenured	assoc	women		white	urm	-
Facilities and Work Resources	3.81		tenured				white	urm	-
Personal and Family Policies	3.60		tenured	assoc	women	foc	white	urm	
Health and Retirement Benefits	3.64	tenured	tenured	assoc		foc	white	urm	+
Interdisciplinary Work	3.22	tenured	N<5		men	foc	asian	urm	+
Collaboration	3.75	pre-ten	N<5	assoc	men	foc	asian	urm	
Mentoring	3.60	tenured	N<5	assoc	men	foc	white	urm	
Tenure Policies	3.69	N/A	N/A	N/A	men	foc		N<5	
Tenure Expectations: Clarity	3.40	N/A	N/A	N/A	men	foc	asian	N<5	-
Promotion to Full	3.96	N/A	N/A	assoc	women	foc	N<5	urm	
Leadership: Senior	3.00	tenured	N<5	assoc	women	foc	white	urm	-
Leadership: Divisional	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leadership: Departmental	3.90		N<5					urm	
Leadership: Faculty	3.52	tenured	N<5	assoc	men	foc	asian	urm	
Governance: Trust	3.51	tenured	N<5	assoc		foc	asian	urm	-
Governance: Shared Sense of Purpose	3.57	tenured	N<5	assoc		foc		urm	-
Governance: Understanding the Issue at Hand	3.33	tenured	N<5	assoc		foc	white	urm	-
Governance: Adaptability	3.26	tenured	N<5	assoc		foc	asian	urm	-
Governance: Productivity	3.47	tenured	N<5		men	foc	white	urm	-
Departmental Collegiality	4.12	pre-ten	N<5	assoc		foc	asian	urm	+
Departmental Engagement	3.97	pre-ten	N<5	assoc	men	foc	asian	urm	+
Departmental Quality	3.98	pre-ten	N<5	assoc		foc	white	urm	
Appreciation and Recognition	3.36		N<5	assoc	women	foc	white	urm	-

By Discipline

Within campus differences

sm (.1) med. (.3) lrg. (.5)

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
Nature of Work: Research	3.50	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Nature of Work: Service	3.19	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Nature of Work: Teaching	3.93	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Facilities and Work Resources	3.81	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Personal and Family Policies	3.60	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Health and Retirement Benefits	3.64	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Interdisciplinary Work	3.22	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Collaboration	3.75	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Mentoring	3.60	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	
Tenure Policies	3.69	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Tenure Expectations: Clarity	3.40	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Promotion to Full	3.96	Hum	other	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Leadership: Senior	3.00	Hum		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Leadership: Divisional	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: Departmental	3.90	Hum	other	other	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Leadership: Faculty	3.52	Hum		other		other		N<5	N<5	N<5	N<5	N<5	N<5	
Governance: Trust	3.51	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Shared Sense of Purpose	3.57	Hum				other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Understanding the Issue at Hand	3.33	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Adaptability	3.26	Hum	other	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Productivity	3.47	Hum	Soc	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Departmental Collegiality	4.12	Hum	other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	+
Departmental Engagement	3.97	Hum	other	other	Bio		ECM	N<5	N<5	N<5	N<5	N<5	N<5	+
Departmental Quality	3.98	Hum	other			other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Appreciation and Recognition	3.36	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-

Nature of Work by Demographic

Within campus differences sm

(.1) med. (.3) lrg. (.5)

	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2021
Nature of Work: Research	3.50	tenured	tenured	assoc		foc	white	urm	-
Time spent on research	3.03		N<5	assoc		white	white	urm	+
Expectations for finding external funding	3.71	pre-ten	N<5	assoc		foc	white	urm	
Influence over focus of research	4.52	pre-ten		assoc		foc		urm	
Quality of grad students to support research	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Support for research	3.59	tenured	tenured	assoc		foc	white	urm	-
Support for engaging undergrads in research	3.37	tenured	tenured	assoc	women	foc		urm	-
Support for obtaining grants (pre-award)	3.14		N<5	assoc	men	foc		urm	
Support for maintaining grants (post-award)	3.21	tenured	N<5			foc	N<5	urm	-
Support for securing grad student assistance	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Support for travel to present/conduct research	3.97	tenured	tenured			foc	white	urm	-
Availability of course release for research	2.46		N<5	assoc		foc	white	urm	-
Nature of Work: Service	3.19	tenured	tenured	assoc	women	white	white	urm	-
Time spent on service	3.02	tenured	tenured	assoc	women	white	white	white	-
Support for faculty in leadership roles	2.44	tenured	tenured	assoc	women	white	white	urm	-
Number of committees	3.34		tenured	assoc		white	white	white	-
Attractiveness of committees	3.52	tenured		assoc	men		white	urm	-
Discretion to choose committees	3.92	pre-ten	tenured	assoc	men	foc		urm	-
Equitability of committee assignments	3.08		N<5		women		N<5		
Number of student advisees	3.02		N<5	assoc	women	white		white	-
Equitability of service work compensation	2.59		N<5	assoc	women		N<5	urm	
Relevance of committees	3.77		N<5	assoc	men			urm	
Support for being a good advisor	3.01		N<5	assoc		foc	asian	urm	-
Equity of the distribution of advising responsibilities	3.01	pre-ten	N<5		women	foc	N<5	urm	-
Nature of Work: Teaching	3.93		tenured	assoc	women		white	urm	-
Time spent on teaching	4.07		tenured		women	white	white	white	
Number of courses taught	3.73	pre-ten	tenured	assoc	women	foc	asian	urm	-
Level of courses taught	4.19			assoc		white	white	urm	-
Discretion over course content	4.61	tenured	tenured						-
Number of students in classes taught	3.91		tenured	assoc	women				-
Quality of students taught	4.25	tenured	tenured	assoc	women		white	urm	-
Equitability of distribution of teaching load	3.59	pre-ten	tenured	assoc	women		white	urm	-
Quality of grad students to support teaching	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

COACHE Aware

Teaching schedule	4.02	pre-ten	tenured	assoc		foc	asian	urm	-
Support for teaching diverse learning styles	3.62	pre-ten	tenured	assoc	men	foc		urm	-
Support for assessing student learning	3.76	tenured	tenured		women	white	white	urm	-
Support for developing online/hybrid courses	2.92	N<5	N<5	assoc		N<5	N<5	N<5	-
Support for teaching online/hybrid courses	2.91	N<5	N<5	assoc		N<5	N<5	N<5	-
Related Survey Items	--	--	--	--	--	--	--	--	--
Time spent on outreach	3.56		N<5	assoc	women	foc	N<5	urm	-
Time spent on administrative tasks	2.68	tenured	tenured	assoc	women	white	white	white	-
Ability to balance teaching/research/service	2.83		tenured	assoc	women		white	urm	-

*due to formatting highlighting is replaced with boxes for this page, yellow indicates medium and orange indicates large.

Nature of Work by Discipline

Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
Nature of Work: Research	3.50	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Time spent on research	3.03	Hum	other				other	N<5	N<5	N<5	N<5	N<5	N<5	+
Expectations for finding external funding	3.71	Hum		Phy	other	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Influence over focus of research	4.52	Hum		other			other	N<5	N<5	N<5	N<5	N<5	N<5	
Quality of grad students to support research	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
Support for research	3.59	Hum	other			other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for engaging undergrads in research	3.37	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for obtaining grants (pre-award)	3.14		other	Phy	Bio		other	N<5	N<5	N<5	N<5	N<5	N<5	
Support for maintaining grants (post-award)	3.21		other	Phy	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Support for securing grad student assistance	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
Support for travel to present/conduct research	3.97	Hum	other	Phy	Bio		other	N<5	N<5	N<5	N<5	N<5	N<5	-
Availability of course release for research	2.46	Hum	Soc	Phy	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Nature of Work: Service	3.19	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Time spent on service	3.02	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for faculty in leadership roles	2.44	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Number of committees	3.34		other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Attractiveness of committees	3.52	Hum	Soc	other	Bio		other	N<5	N<5	N<5	N<5	N<5	N<5	-
Discretion to choose committees	3.92	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Equitability of committee assignments	3.08	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Number of student advisees	3.02	other		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Equitability of service work compensation	2.59	Hum	other	other	Bio			N<5	N<5	N<5	N<5	N<5	N<5	-
Relevance of committees	3.77	Hum	Soc	other	other		other	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for being a good advisor	3.01	other	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Equity of the distribution of advising responsibilities	3.01		other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Nature of Work: Teaching	3.93	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Time spent on teaching	4.07	other	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Number of courses taught	3.73	Hum				other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Level of courses taught	4.19	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Discretion over course content	4.61			other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Number of students in classes taught	3.91		other	Phy	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Quality of students taught	4.25	other		Phy	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Equitability of distribution of teaching load	3.59	Hum	other	Phy	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Quality of grad students to support teaching	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
Teaching schedule	4.02	Hum	other			other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for teaching diverse learning styles	3.62	Hum	other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Support for assessing student learning	3.76	other	other	Phy	Bio		ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for developing online/hybrid courses	2.92	other	other	N<5	Bio	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for teaching online/hybrid courses	2.91	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Related Survey Items	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Time spent on outreach	3.56	Hum	other	Phy		other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-

Time spent on administrative tasks	2.68	Hum	<u>other</u>	Phy	Bio	other	<u>ECM</u>	N<5	N<5	N<5	N<5	N<5	N<5	-
Ability to balance teaching/research/service	2.83	<u>Hum</u>	<u>other</u>	<u>other</u>	<u>Bio</u>	VPA	<u>other</u>	N<5	N<5	N<5	N<5	N<5	N<5	
								

Resources and Support by Demographic

	mean	Within campus differences							2021	
		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	3.81		tenured					white	urm	-
Support for improving teaching	3.97		tenured	assoc	men	foc			urm	-
Office	4.24	tenured	tenured	assoc		white		white		
Laboratory, research, studio space	3.52	tenured	N<5	full		white		N<5	urm	-
Equipment	3.85	tenured	N<5			foc		white	urm	
Classrooms	3.62	pre-ten	tenured	assoc		foc		asian		-
Library resources	3.98	pre-ten	tenured	assoc		foc		white	urm	
Computing and technical support	3.67	tenured	tenured		men			white	urm	-
Clerical/administrative support	3.44	pre-ten	ntt		women	white		white		-
Personal and Family Policies	3.60		tenured	assoc	women	foc		white	urm	
Right balance between professional/personal	2.94	pre-ten	N<5	assoc	women	foc		asian	urm	
Inst. supports family/career compatibility	3.11		N<5	assoc	women	foc		asian	urm	-
Housing benefits	3.22	pre-ten	N<5					white	N<5	-
Tuition waivers, remission, or exchange	3.93		N<5	assoc	women	foc		N<5	urm	-
Spousal/partner hiring program	2.66	pre-ten	N<5	assoc		N<5		N<5	N<5	-
Childcare	3.22	tenured	N<5	assoc	men	foc		N<5	N<5	+
Eldercare	2.35	N<5	N<5	assoc	women	N<5		N<5	N<5	-
Family medical/parental leave	3.74	pre-ten	N<5	assoc	women	foc		N<5	urm	
Flexible workload/modified duties	3.46	pre-ten	N<5	assoc		foc		N<5	urm	
Stop-the-clock policies	4.00	N<5	N<5	N<5	N<5	N<5		N<5	N<5	+
Commuter benefits	N/A	N/A	N/A	N/A	N/A	N/A		N/A	N/A	N/A
Parking benefits	4.41	tenured	tenured		women			white	urm	+
Health and Retirement Benefits	3.64	tenured	tenured	assoc		foc		white	urm	+
Health benefits for yourself	3.61	tenured	tenured	assoc	women	foc		white	urm	+
Health benefits for family	3.43	tenured	tenured	assoc	women	foc		N<5	urm	
Retirement benefits	3.86	tenured	tenured	full	men	foc		white	urm	+
Phased retirement options	3.69	tenured	N<5	assoc	men	white		N<5	N<5	+
Related Survey Items	--	--	--	--	--	--		--	--	--
Salary	2.82		ntt	assoc		foc		white	urm	-

Resources and Support by Discipline

Within campus differences
 sm (.1) med. (.3) lrg. (.5)

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
Facilities and Work Resources	3.81	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Support for improving teaching	3.97	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Office	4.24		Soc	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Laboratory, research, studio space	3.52	Hum	Soc	other		VPA	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Equipment	3.85	Hum	other	other		VPA	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Classrooms	3.62	Hum		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Library resources	3.98	Hum	other			other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Computing and technical support	3.67	other	other	Phy	Bio		ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Clerical/administrative support	3.44	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Personal and Family Policies	3.60	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Right balance between professional/personal	2.94	Hum	other		Bio	VPA	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Inst. supports family/career compatibility	3.11	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Housing benefits	3.22	Hum	Soc	N<5	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Tuition waivers, remission, or exchange	3.93	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Spousal/partner hiring program	2.66	Hum	other	N<5		N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Childcare	3.22	Hum		N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Eldercare	2.35		N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Family medical/parental leave	3.74	Hum	other	other	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Flexible workload/modified duties	3.46	Hum	other	other	Bio		N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Stop-the-clock policies	4.00	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
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
Parking benefits	4.41	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Health and Retirement Benefits	3.64	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Health benefits for yourself	3.61	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Health benefits for family	3.43	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Retirement benefits	3.86	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Phased retirement options	3.69	other	other	Phy	Bio		N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Related Survey Items	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Salary	2.82	Hum	Soc	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-

Cross-Silo and Mentorship by Demographic

	mean	ten vs pre-ten	ten vs ntt	Within campus differences					2021
				sm (.1)	med (.3)	lrg. (.5)	white vs foc	white vs asian	
Interdisciplinary Work	3.22	tenured	N<5		men	foc	asian	urm	+
Budgets encourage interdiscip. work	2.65	tenured	N<5	assoc	men	foc	asian	urm	
Facilities conducive to interdiscip. work	3.17	tenured	N<5	full	men	foc	asian	urm	+
Interdiscip. work is rewarded in merit	3.31	tenured	N<5	assoc	men	foc	white	urm	
Interdiscip. work is rewarded in promotion	3.22	N<5	N<5	assoc		foc	N<5	urm	
Interdiscip. work is rewarded in tenure	3.60	N<5	N<5	N<5	men	N<5	N<5	N<5	+
Interdiscip. work is rewarded in reappointment	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Dept. knows how to evaluate interdiscip. work	3.48	tenured	N<5			foc	asian	urm	+
Collaboration	3.75	pre-ten	N<5	assoc	men	foc	asian	urm	
Opportunities for collab. within dept	3.89		N<5	assoc	men	foc	asian	urm	
Opportunities for collab. outside inst	3.72	pre-ten	N<5	assoc	men		white	urm	
Opportunities for collab. outside dept	3.61		N<5			foc	asian	urm	
Mentoring	3.60	tenured	N<5	assoc	men	foc	white	urm	
Effectiveness of mentoring within dept.	3.94		N<5	full		foc	white	urm	
Effectiveness of mentoring outside dept.	3.95	tenured	N<5	full	men	foc	asian	urm	+
Mentoring of pre-tenure faculty in dept	3.80	pre-ten	N<5	assoc	men	foc	asian	urm	
Mentoring of tenured associate profs in dept	3.02	N<5	N<5	assoc	men	foc	N<5	urm	+
Support for faculty to be good mentors	3.02	N<5	N<5	assoc	women	foc	N<5	urm	-
Mentoring of NTT faculty in dept	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Related Survey Items									
Being a mentor is fulfilling	4.02	N<5	N<5	assoc	men	white	N<5	white	
Importance of mentoring within dept.	4.53	tenured	N<5	assoc	men	white		white	
Importance of mentoring outside dept.	4.14	tenured	N<5		men	white	white	white	
Importance of mentoring outside inst.	3.94	tenured	N<5		men	white	white	white	
Effectiveness of mentoring outside the inst.	4.07		N<5						-
Interest in interdisciplinary work	3.53	tenured	tenured			white	white	white	

Cross-Silo and Mentorship by Discipline

Within campus differences

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
Interdisciplinary Work	3.22	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Budgets encourage interdiscip. work	2.65		other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Facilities conducive to interdiscip. work	3.17	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Interdiscip. work is rewarded in merit	3.31	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Interdiscip. work is rewarded in promotion	3.22	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Interdiscip. work is rewarded in tenure	3.60		N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Interdiscip. work is rewarded in reappointment	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Dept. knows how to evaluate interdiscip. work	3.48	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Collaboration	3.75	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Opportunities for collab. within dept	3.89	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Opportunities for collab. outside inst	3.72	Hum	other	Phy	other		other	N<5	N<5	N<5	N<5	N<5	N<5	
Opportunities for collab. outside dept	3.61	Hum	other		Bio		other	N<5	N<5	N<5	N<5	N<5	N<5	
Mentoring	3.60	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	
Effectiveness of mentoring within dept.	3.94	Hum	other		Bio	VPA	other	N<5	N<5	N<5	N<5	N<5	N<5	
Effectiveness of mentoring outside dept.	3.95		other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	+
Mentoring of pre-tenure faculty in dept	3.80	Hum	other	other			other	N<5	N<5	N<5	N<5	N<5	N<5	
Mentoring of tenured associate profs in dept	3.02	Hum	other	other	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Support for faculty to be good mentors	3.02	Hum	other	Phy	other	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Mentoring of NTT faculty in dept	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Related Survey Items	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Being a mentor is fulfilling	4.02	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Importance of mentoring within dept.	4.53	Hum	Soc	Phy	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Importance of mentoring outside dept.	4.14		Soc		other		ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Importance of mentoring outside inst.	3.94	other	Soc		other	VPA	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Effectiveness of mentoring outside the inst.	4.07			Phy			other	N<5	N<5	N<5	N<5	N<5	N<5	-
Interest in interdisciplinary work	3.53		Soc	Phy	other			N<5	N<5	N<5	N<5	N<5	N<5	

Tenure and Promotion by Demographic

	mean	ten vs pre-ten	ten vs ntt	Within campus differences					2021	
				sm (.1)	med. (.3)	lrg. (.5)	full vs assoc	men vs women		white vs foc
Tenure Policies	3.69	N/A	N/A	N/A	men	foc			N<5	
Clarity of tenure process	3.87	N/A	N/A	N/A		white	white		N<5	
Clarity of tenure criteria	3.87	N/A	N/A	N/A			white		N<5	
Clarity of tenure standards	3.52	N/A	N/A	N/A		foc	asian		N<5	+
Clarity of body of evidence for deciding tenure	3.86	N/A	N/A	N/A	men	foc		N<5	N<5	
Clarity of whether I will achieve tenure	3.95	N/A	N/A	N/A	men	foc		N<5	N<5	
Clarity of grievance procedures	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	3.00	N/A	N/A	N/A	men	foc	asian		N<5	
Tenure decisions are performance-based	3.81	N/A	N/A	N/A	men	foc		N<5	N<5	+
Tenure Expectations: Clarity	3.40	N/A	N/A	N/A	men	foc	asian		N<5	-
Clarity of expectations: Scholar	3.48	N/A	N/A	N/A					N<5	
Clarity of expectations: Teacher	4.04	N/A	N/A	N/A	men	white	white		N<5	-
Clarity of expectations: Advisor	3.48	N/A	N/A	N/A	men		asian		N<5	-
Clarity of expectations: Colleague	3.35	N/A	N/A	N/A	men	foc	asian		N<5	-
Clarity of expectations: Campus citizen	3.30	N/A	N/A	N/A	men				N<5	-
Clarity of expectations: Broader community	2.78	N/A	N/A	N/A	men	foc	asian		N<5	-
Promotion to Full	3.96	N/A	N/A	assoc	women	foc		N<5	urm	
Dept. culture encourages promotion	3.83	N/A	N/A	assoc	women	foc		N<5	urm	
Reasonable expectations: Promotion	4.06	N/A	N/A	assoc	women	foc		N<5	urm	
Clarity of promotion process	4.16	N/A	N/A	assoc		foc		N<5	urm	
Clarity of promotion criteria	4.11	N/A	N/A	assoc		foc		N<5	urm	
Clarity of promotion standards	3.89	N/A	N/A	assoc	women	foc		N<5	urm	+
Clarity of body of evidence for promotion	4.22	N/A	N/A	assoc		foc		N<5	urm	
Clarity of time frame for promotion	3.69	N/A	N/A	assoc	women	foc		N<5	urm	-
Clarity of whether I will be promoted	3.27	N/A	N/A	N<5		N<5	N<5	N<5	N<5	+
Related Survey Items	-	-	-	-	-	-	-	-	-	-
NTT - Clarity of contract renewal process	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of contract renewal criteria	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of contract renewal standards	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of body of evidence for deciding contract renewal	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Sense of contract renewal	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of promotion process	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5

NTT - Clarity of promotion criteria	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of promotion standards	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of body of evidence for promotion decisions	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Sense of promotion	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5

Tenure and Promotion by Discipline

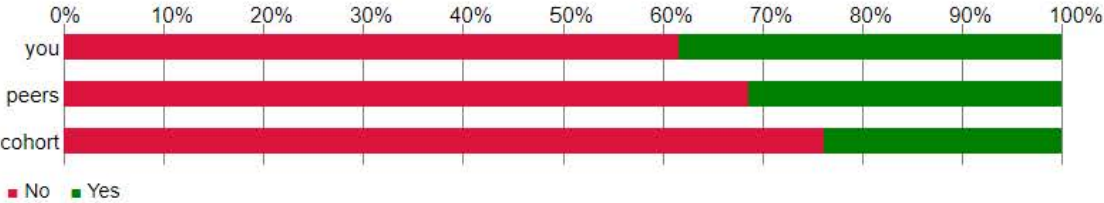
Within campus differences
sm (.1) med. (.3) lrg. (.5)

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
Tenure Policies	3.69	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of tenure process	3.87		N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of tenure criteria	3.87	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of tenure standards	3.52	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Clarity of body of evidence for deciding tenure	3.86	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of whether I will achieve tenure	3.95	Hum	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of grievance procedures	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	3.00	Hum	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Tenure decisions are performance-based	3.81	Hum	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Tenure Expectations: Clarity	3.40	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Clarity of expectations: Scholar	3.48	other	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of expectations: Teacher	4.04	Hum	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Clarity of expectations: Advisor	3.48		N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Clarity of expectations: Colleague	3.35	Hum	N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Clarity of expectations: Campus citizen	3.30		N<5	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Clarity of expectations: Broader community	2.78	other	N<5	N<5	Bio	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Promotion to Full	3.96	Hum	other	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Dept. culture encourages promotion	3.83	Hum	other	other	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Reasonable expectations: Promotion	4.06	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of promotion process	4.16	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of promotion criteria	4.11	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of promotion standards	3.89	Hum	other	Phy		other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Clarity of body of evidence for promotion	4.22	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Clarity of time frame for promotion	3.69	Hum	other	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Clarity of whether I will be promoted	3.27	Hum	other	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Related Survey Items	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NTT - Clarity of contract renewal process	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of contract renewal criteria	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of contract renewal standards	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of body of evidence for deciding contract renewal	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Sense of contract renewal	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of promotion process	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of promotion criteria	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of promotion standards	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Clarity of body of evidence for promotion decisions	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
NTT - Sense of promotion	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5

Tenure and Promotion - Other

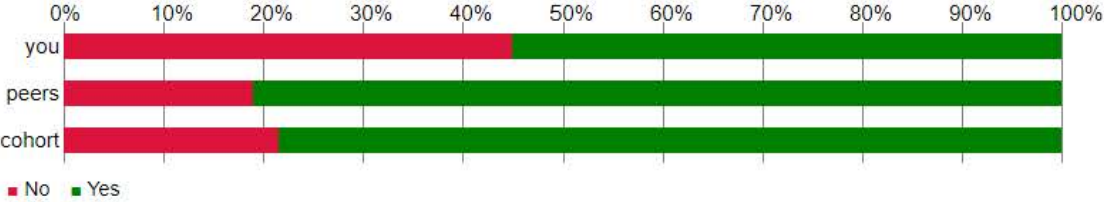
Formal feedback on promotion to full

Have you received formal feedback on your progress toward promotion to full professor?



Formal feedback on progress toward tenure

Have you received formal feedback on your progress toward tenure?



Leadership by Demographic	Within campus differences sm								2021
	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	
Leadership: Senior	3.00	tenured	N<5	assoc	women	foc	white	urm	-
Pres/Chancellor: Pace of decision making	3.16	tenured	N<5			foc	N<5	urm	-
Pres/Chancellor: Stated priorities	3.24	tenured	N<5	assoc		foc	N<5	urm	-
Pres/Chancellor: Communication of priorities	3.07	tenured	N<5	assoc	women	foc	asian	urm	-
CAO: Pace of decision making	2.94	pre-ten	N<5	assoc	women	foc	asian	urm	-
CAO: Stated priorities	3.01	tenured	N<5	assoc	women	foc		urm	-
CAO: Communication of priorities	2.79		N<5	assoc	women	white	white		-
CAO: Ensuring faculty input	2.88	tenured	N<5	assoc	women			urm	-
Leadership: Divisional	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dean: Pace of decision making	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dean: Stated priorities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dean: Communication of priorities	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dean: Ensuring faculty input	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Leadership: Departmental	3.90		N<5					urm	
Head/Chair: Pace of decision making	3.72		N<5	full		foc		urm	
Head/Chair: Stated priorities	3.85		N<5						
Head/Chair: Communication of priorities	3.90		N<5	assoc	women	white	white		
Head/Chair: Ensuring faculty input	4.01	pre-ten	N<5	full			asian	white	
Head/Chair: Fairness in evaluating work	4.03	pre-ten	N<5		women	white	N<5	urm	
Leadership: Faculty	3.52	tenured	N<5	assoc	men	foc	asian	urm	
Faculty leaders: Pace of decision making	3.33	tenured	N<5	assoc	men	foc	asian	urm	
Faculty leaders: Stated priorities	3.52	tenured	N<5	assoc	men	foc	asian	urm	
Faculty leaders: Communication of priorities	3.55	tenured	N<5	assoc	men	foc	asian	urm	
Faculty leaders: Ensuring faculty input	3.66	tenured	N<5		men	foc		urm	-
Related Survey Items	-	-	-	-	-	-	-	-	-
Priorities are stated consistently	2.85	tenured	N<5	assoc	women				-
Priorities are acted on consistently	2.87		N<5	assoc	women	foc		urm	-
Changed priorities negatively affect my work	2.44	tenured	N<5		women	foc	N<5	urm	-
Dean: Support in adapting to change	2.82	N<5	N<5	assoc		foc	N<5	N<5	+
Head/Chair: Support in adapting to change	3.74	pre-ten	N<5	assoc	men	white	N<5	N<5	-
CAO: Support in adapting to change	2.67	pre-ten	N<5	assoc	women		N<5	N<5	
Visible leadership for support of diversity	4.08	pre-ten	N<5			foc	asian	urm	-

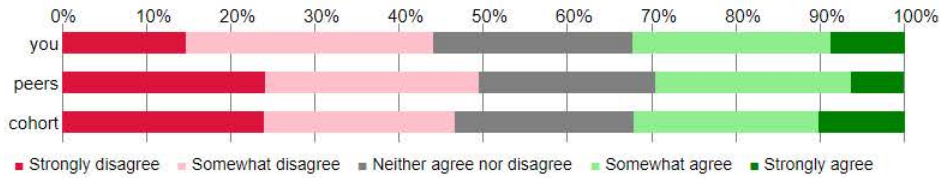
Leadership by Discipline	Within campus differences													2021
	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	
Leadership: Senior	3.00	Hum		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Pres/Chancellor: Pace of decision making	3.16	Hum	Soc	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Pres/Chancellor: Stated priorities	3.24	Hum	Soc	other		other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Pres/Chancellor: Communication of priorities	3.07	Hum	other	Phy	other	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
CAO: Pace of decision making	2.94	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
CAO: Stated priorities	3.01	Hum		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
CAO: Communication of priorities	2.79	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
CAO: Ensuring faculty input	2.88	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Leadership: Divisional	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
Dean: Pace of decision making	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
Dean: Stated priorities	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
Dean: Communication of priorities	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
Dean: 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
Leadership: Departmental	3.90	Hum	other	other	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Head/Chair: Pace of decision making	3.72		other	Phy	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Head/Chair: Stated priorities	3.85		other	other	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Head/Chair: Communication of priorities	3.90	Hum	other	other	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Head/Chair: Ensuring faculty input	4.01	Hum	other	other	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Head/Chair: Fairness in evaluating work	4.03	Hum	other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Leadership: Faculty	3.52	Hum		other		other		N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty leaders: Pace of decision making	3.33	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty leaders: Stated priorities	3.52	Hum	Soc	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty leaders: Communication of priorities	3.55	Hum		other	other	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty leaders: Ensuring faculty input	3.66	Hum	other	other		other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Related Survey Items	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Priorities are stated consistently	2.85	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Priorities are acted on consistently	2.87	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Changed priorities negatively affect my work	2.44	other	other	Phy	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Dean: Support in adapting to change	2.82	Hum	other	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Head/Chair: Support in adapting to change	3.74	Hum	other	other	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
CAO: Support in adapting to change	2.67	Hum	other	other	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Visible leadership for support of diversity	4.08	Hum	Soc	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-

Leadership - Other

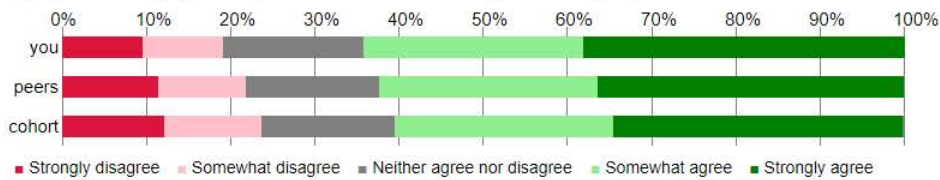
Support for faculty affected negatively by changed priorities

Faculty were asked if, in the past five years, changes in institutional priorities had a negative impact on their work. 52.8% of faculty at your institution agreed with this statement. In comparison, 42.3% of faculty at your selected comparison institutions and 40.4% of faculty in the cohort agreed with that statement. As a follow up, faculty were asked to rate their level of satisfaction or dissatisfaction with the support they received from their deans as well as their department head/chair, in adjusting to those changing priorities. The bar charts below summarize the responses to those items in the survey.

In adapting to the changing mission, I have received sufficient support from: My dean or division head



In adapting to the changing mission, I have received sufficient support from: My department head or chair



Governance by Demographic

Within campus differences

sm (.1) med.(.3) lrg. (.5)

	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2021
Governance: Trust	3.51	tenured	N<5	assoc		foc	asian	urm	-
I understand how to voice opinions about policies	3.70	tenured	N<5	assoc		foc	asian	urm	-
Clear rules about the roles of faculty and administration	3.57	tenured	N<5	assoc		foc	asian	urm	-
Faculty and admin follow rules of engagement	3.68	tenured	N<5	full		foc	N<5	urm	-
Faculty and admin have an open system of communication	3.21	tenured	N<5	assoc	women		N<5		-
Faculty and admin discuss difficult issues in good faith	3.56	tenured	N<5	assoc	women	foc	N<5	urm	-
Governance: Shared Sense of Purpose	3.57	tenured	N<5	assoc		foc		urm	-
Important decisions are not made until there is consensus	3.13	tenured	N<5	full			N<5	urm	-
Admin ensures sufficient time for faculty input	3.34	tenured	N<5		women	foc	N<5	urm	-
Faculty and admin respectfully consider the other's view	3.62	tenured	N<5	assoc		foc	N<5	urm	-
Faculty and admin have a shared sense of responsibility	4.03	tenured	N<5	assoc		foc	asian	urm	-
Governance: Understanding the Issue at Hand	3.33	tenured	N<5	assoc		foc	white	urm	-
Faculty governance structures offer opportunities for input	3.54	tenured	N<5	assoc	men	foc	asian	urm	-
Admin communicate rationale for important decisions	3.15	tenured	N<5	assoc	women	white	N<5	urm	-
Faculty and admin have equal say in decisions	3.21	tenured	N<5			foc	N<5	urm	-
Faculty and admin define decision criteria together	3.43	tenured	N<5		women	foc	N<5	urm	-
Governance: Adaptability	3.26	tenured	N<5	assoc		foc	asian	urm	-
Shared governance holds up in unusual circumstances	3.54	tenured	N<5		men	foc	asian	urm	-
Institution regularly reviews effectiveness of governance	2.89	tenured	N<5	assoc	women		white	urm	-
Institution cultivates new faculty leaders	3.36	tenured	N<5	assoc		foc	N<5	urm	-
Governance: Productivity	3.47	tenured	N<5		men	foc	white	urm	-
Overall effectiveness of shared governance	3.52	tenured	N<5		men	foc	N<5	urm	-
My committees make measureable progress towards goals	3.71	tenured	N<5		men	white	N<5	N<5	-
Public recognition of progress	3.33	tenured	N<5	assoc		white	N<5	urm	-

Governance by Discipline

Your results compared to PEERS
Your results compared to COHORT

Areas of strength in BLUE
Areas of concern in RED

	mean	overall	Hum	Soc	Phy	Bio	VPA	ECM	HHE	Agr	Bus	Edu	Med	Oth
Governance: Trust	3.51								N<5	N<5	N<5	N<5	N<5	N<5
I understand how to voice opinions about policies	3.70								N<5	N<5	N<5	N<5	N<5	N<5
Clear rules about the roles of faculty and administration	3.57								N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin follow rules of engagement	3.68								N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin have an open system of communication	3.21								N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin discuss difficult issues in good faith	3.56								N<5	N<5	N<5	N<5	N<5	N<5
Governance: Shared Sense of Purpose	3.57								N<5	N<5	N<5	N<5	N<5	N<5
Important decisions are not made until there is consensus	3.13							N<5	N<5	N<5	N<5	N<5	N<5	N<5
Admin ensures sufficient time for faculty input	3.34								N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin respectfully consider the other's view	3.62								N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin have a shared sense of responsibility	4.03								N<5	N<5	N<5	N<5	N<5	N<5
Governance: Understanding the Issue at Hand	3.33								N<5	N<5	N<5	N<5	N<5	N<5
Faculty governance structures offer opportunities for input	3.54								N<5	N<5	N<5	N<5	N<5	N<5
Admin communicate rationale for important decisions	3.15								N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin have equal say in decisions	3.21							N<5	N<5	N<5	N<5	N<5	N<5	N<5
Faculty and admin define decision criteria together	3.43								N<5	N<5	N<5	N<5	N<5	N<5
Governance: Adaptability	3.26								N<5	N<5	N<5	N<5	N<5	N<5
Shared governance holds up in unusual circumstances	3.54								N<5	N<5	N<5	N<5	N<5	N<5
Institution regularly reviews effectiveness of governance	2.89								N<5	N<5	N<5	N<5	N<5	N<5
Institution cultivates new faculty leaders	3.36								N<5	N<5	N<5	N<5	N<5	N<5
Governance: Productivity	3.47								N<5	N<5	N<5	N<5	N<5	N<5
Overall effectiveness of shared governance	3.52								N<5	N<5	N<5	N<5	N<5	N<5
My committees make measureable progress towards goals	3.71								N<5	N<5	N<5	N<5	N<5	N<5
Public recognition of progress	3.33								N<5	N<5	N<5	N<5	N<5	N<5

Governance by Discipline

Within campus differences

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
						sm (.1)	med. (.3)	lrg. (.5)						
Governance: Trust	3.51	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
I understand how to voice opinions about policies	3.70	Hum	Soc	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Clear rules about the roles of faculty and administration	3.57	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin follow rules of engagement	3.68	Hum	other	Phy		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin have an open system of communication	3.21	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin discuss difficult issues in good faith	3.56	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Shared Sense of Purpose	3.57	Hum				other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Important decisions are not made until there is consensus	3.13	Hum	other	Phy	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Admin ensures sufficient time for faculty input	3.34	Hum	other	Phy	other	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin respectfully consider the other's view	3.62			Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin have a shared sense of responsibility	4.03	Hum		other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Understanding the Issue at Hand	3.33	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty governance structures offer opportunities for input	3.54	Hum	Soc	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Admin communicate rationale for important decisions	3.15	Hum	other	Phy	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin have equal say in decisions	3.21	Hum	other	Phy	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Faculty and admin define decision criteria together	3.43	Hum	other	Phy		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Adaptability	3.26	Hum	other	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Shared governance holds up in unusual circumstances	3.54	Hum			Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Institution regularly reviews effectiveness of governance	2.89	Hum		other		other		N<5	N<5	N<5	N<5	N<5	N<5	-
Institution cultivates new faculty leaders	3.36	Hum	other		Bio	VPA	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Governance: Productivity	3.47	Hum	Soc	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Overall effectiveness of shared governance	3.52	Hum	Soc	other		other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
My committees make measureable progress towards goals	3.71	Hum	Soc	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Public recognition of progress	3.33	Hum	other	Phy		other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-

Department by Demographic	Within campus differences sm								2021
	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	
Departmental Collegiality	4.12	pre-ten	N<5	assoc		foc	asian	urm	+
Colleagues support work/life balance	3.88	tenured	N<5	assoc	women	foc		urm	
Meeting times compatible with personal needs	4.44	pre-ten	N<5	assoc		foc		urm	+
Amount of personal interaction w/Pre-tenure	4.05	tenured	N<5	assoc	men	foc	white	urm	+
How well you fit	4.03		N<5			foc	asian	urm	
Amount of personal interaction w/Tenured	4.04	pre-ten	N<5			foc	asian	urm	+
Amount of personal interaction w/NTT	3.85	pre-ten	N<5	assoc	men	foc	asian	urm	
Colleagues pitch in when needed	4.16	pre-ten	N<5			foc		urm	
Department is collegial	4.26	pre-ten	N<5	assoc		foc	asian	urm	
Colleagues committed to diversity/inclusion	4.38		N<5	assoc		foc	asian	urm	
Departmental Engagement	3.97	pre-ten	N<5	assoc	men	foc	asian	urm	+
Discussions of undergrad student learning	4.53	pre-ten	N<5	assoc	men	foc		urm	+
Discussions of grad student learning	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Discussions of effective teaching practices	4.32	pre-ten	N<5	assoc	men	foc	asian		+
Discussions of effective use of technology	3.58	pre-ten	N<5	assoc		foc	asian		
Discussions of current research methods	3.33	pre-ten	N<5			foc	asian	white	+
Amount of professional interaction w/Pre-tenure	4.13	tenured	N<5	assoc	men		white	urm	+
Amount of professional interaction w/Tenured	4.10	pre-ten	N<5		men	foc		urm	+
Amount of professional interaction w/NTT	3.84	pre-ten	N<5			foc	asian	urm	
Departmental Quality	3.98	pre-ten	N<5	assoc		foc	white	urm	
Intellectual vitality of tenured faculty	4.00	pre-ten	N<5	assoc	men	foc	asian	urm	+
Intellectual vitality of pre-tenure faculty	4.51		N<5	assoc	men	foc	white	urm	+
Scholarly productivity of tenured faculty	3.63	pre-ten	N<5	assoc		foc		urm	+
Scholarly productivity of pre-tenure faculty	4.31	tenured	N<5	assoc	men	foc	N<5	urm	+
Intellectual vitality of NTT faculty	4.12	pre-ten	N<5		men	foc	asian	urm	
Scholarly productivity of NTT faculty	3.88		N<5	full	men	foc	white	urm	
Teaching effectiveness of tenured faculty	4.30	pre-ten	N<5	assoc		foc		urm	
Teaching effectiveness of pre-tenure faculty	4.36		N<5	assoc		foc	N<5	urm	
Teaching effectiveness of NTT faculty	4.00	pre-ten	N<5	full		white	white	urm	-
Dept. is successful at faculty recruitment	3.98	N<5	N<5	assoc		white	N<5	white	-
Dept. is successful at faculty retention	3.78	N<5	N<5	assoc			N<5		-
Dept. addresses sub-standard performance	2.80	pre-ten	N<5		women	foc	N<5	urm	+
Related Survey Items	--	--	--	--	--	--	--	--	--

Department by Discipline

Within campus differences
sm (.1) **med. (.3)** **lrg. (.5)**

	mean	Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	2021
Departmental Collegiality	4.12	Hum	other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	+
Colleagues support work/life balance	3.88	Hum	other	other		other		N<5	N<5	N<5	N<5	N<5	N<5	
Meeting times compatible with personal needs	4.44	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Amount of personal interaction w/Pre-tenure	4.05	Hum	other	Phy		other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
How well you fit	4.03	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Amount of personal interaction w/Tenured	4.04	Hum	other		Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	+
Amount of personal interaction w/NTT	3.85	Hum	Soc	other	other	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Colleagues pitch in when needed	4.16	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	
Department is collegial	4.26	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Colleagues committed to diversity/inclusion	4.38	other	Soc	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	
Departmental Engagement	3.97	Hum	other	other	Bio		ECM	N<5	N<5	N<5	N<5	N<5	N<5	+
Discussions of undergrad student learning	4.53	Hum	other	other	Bio	VPA	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Discussions of grad student learning	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
Discussions of effective teaching practices	4.32		other	other		VPA	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Discussions of effective use of technology	3.58	Hum	Soc	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	
Discussions of current research methods	3.33	other		other		VPA	ECM	N<5	N<5	N<5	N<5	N<5	N<5	+
Amount of professional interaction w/Pre-tenure	4.13	Hum	other				N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Amount of professional interaction w/Tenured	4.10	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	+
Amount of professional interaction w/NTT	3.84	Hum		other	other	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Departmental Quality	3.98	Hum	other			other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Intellectual vitality of tenured faculty	4.00	Hum		Phy	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Intellectual vitality of pre-tenure faculty	4.51		Soc	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Scholarly productivity of tenured faculty	3.63	Hum			other	other		N<5	N<5	N<5	N<5	N<5	N<5	+
Scholarly productivity of pre-tenure faculty	4.31		Soc	other	other	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	+
Intellectual vitality of NTT faculty	4.12	other	other	Phy	other	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	
Scholarly productivity of NTT faculty	3.88	other	Soc	Phy		other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Teaching effectiveness of tenured faculty	4.30	Hum	other	Phy		VPA	other	N<5	N<5	N<5	N<5	N<5	N<5	
Teaching effectiveness of pre-tenure faculty	4.36			other	Bio	VPA	N<5	N<5	N<5	N<5	N<5	N<5	N<5	
Teaching effectiveness of NTT faculty	4.00	other	other	Phy	other	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Dept. is successful at faculty recruitment	3.98		Soc	other	other	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Dept. is successful at faculty retention	3.78	Hum	Soc	other		other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Dept. addresses sub-standard performance	2.80	Hum	other	Phy	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Related Survey Items	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Recruiting part-time faculty	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
Managing part-time faculty	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

Appreciation and Recognition by Demographic

Within campus differences sm

(.1) med. (.3) lrg. (.5)

	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2021
Appreciation and Recognition	3.36		N<5	assoc	women	foc	white	urm	-
Recognition: For teaching	3.58		N<5		women	foc	white	urm	-
Recognition: For advising	2.95	pre-ten	N<5	assoc		foc	N<5		-
Recognition: For scholarship	3.36	tenured	N<5	assoc	women	foc	white	urm	-
Recognition: For service	3.08	tenured	N<5	assoc	women		white	urm	-
Recognition: For outreach	3.15	tenured	N<5	assoc		foc	N<5	urm	-
Recognition: From colleagues	3.81	pre-ten	N<5	assoc		foc	white	urm	+
Recognition: From CAO	3.08	N<5	N<5	assoc	women	foc	N<5	urm	-
Recognition: From Dean	2.91	N<5	N<5	assoc	women	foc	N<5	urm	-
Recognition: From Head/Chair	3.82	pre-ten	N<5	assoc	women	foc		urm	+
School/college is valued by Pres/Provost	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Dept. is valued by Pres/Provost	3.31	N<5	N<5	assoc	women	foc	N<5	urm	-
CAO cares about faculty of my rank	3.38	tenured	N<5	assoc	women		white	urm	-

Appreciation and Recognition by Discipline

	mean	Within campus differences												2021
		Hum vs other	Soc vs other	Phy vs other	Bio vs other	VPA vs other	ECM vs other	HHE vs other	Agr vs other	Bus vs other	Edu vs other	Med vs other	Oth vs other	
Appreciation and Recognition	3.36	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: For teaching	3.58	Hum	other		Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: For advising	2.95		other	other	Bio	other	ECM	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: For scholarship	3.36	Hum	other		Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: For service	3.08	Hum		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: For outreach	3.15	Hum	other	Phy	Bio	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: From colleagues	3.81	Hum	other	Phy		other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
Recognition: From CAO	3.08	Hum		other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: From Dean	2.91	Hum	Soc	N<5			N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Recognition: From Head/Chair	3.82	Hum	other	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	+
School/college is valued by Pres/Provost	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
Dept. is valued by Pres/Provost	3.31	other	Soc	other	Bio	other	other	N<5	N<5	N<5	N<5	N<5	N<5	-
CAO cares about faculty of my rank	3.38	Hum	other	other	Bio	other		N<5	N<5	N<5	N<5	N<5	N<5	-

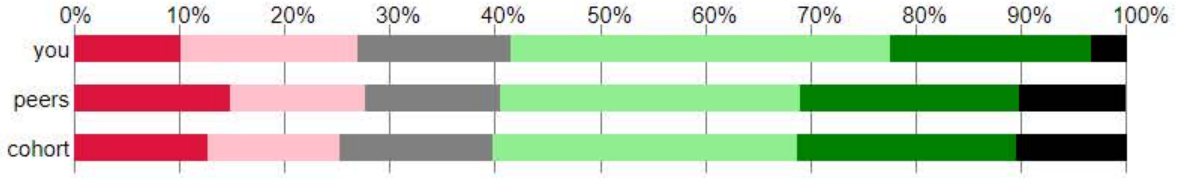
Appreciation and Recognition - Other

CAO cares about faculty of my rank

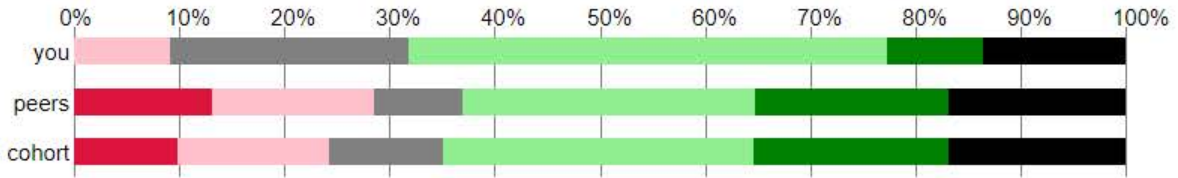
The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my

■ Strongly disagree ■ Somewhat disagree ■ Neither agree nor disagree ■ Somewhat agree ■ Strongly agree ■ I don't k

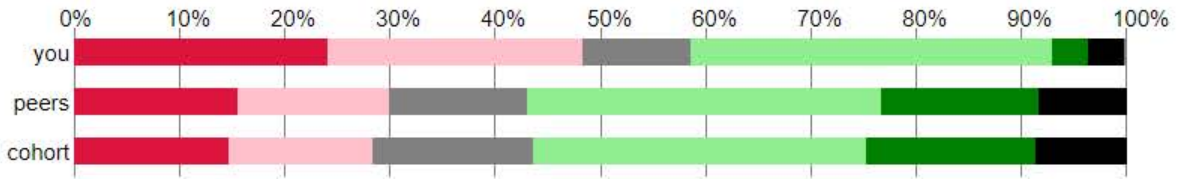
Overall



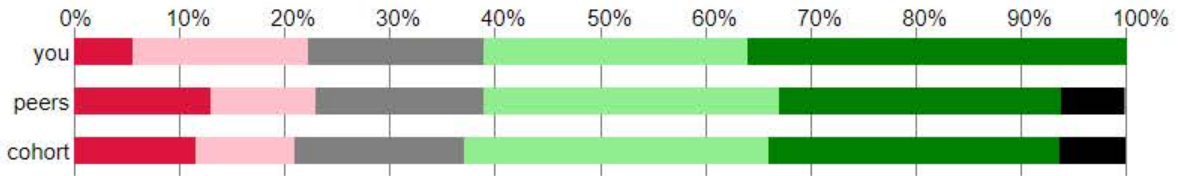
Pre-tenure faculty



Associate professors



Full professors



Retention and Negotiation by Demographic



This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

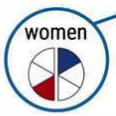
	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43										pre-ten	full	women		
Interdisciplinary work	3.00										pre-ten	assoc	women	white	
Collaboration	3.46										tenured		women		
Mentoring	3.18										tenured	assoc			
Tenure policies	3.64		N/A		N/A	N/A				N<5	N/A	N/A			
Tenure clarity	3.33		N/A		N/A	N/A				N<5	N/A	N/A	men		



WHAT DO THESE WEDGES MEAN?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in blue) and "areas of concern" (in red).

- Your ranking among peers: Your percentile among your cohort:
- 1st or 2nd Top 30%
 - 3rd or 4th Middle 40%
 - 5th or 6th Bottom 30%
 - insufficient data for reporting



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.



AND THESE RESULTS?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: small effects appear as text only, moderate effects are shaded yellow with a dotted underline, and large effects are shaded orange with a solid underline. Trivial differences remain blank. Change over time appears as +/-.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

Your results compared to PEERS Areas of strength in BLUE
 Your results compared to COHORT Areas of concern in RED

Related Survey Items	mean	overall	tenured	pre-ten	ntt	full	assoc	men	women	white	foc	asian	urm
How serious was consideration of outside offer?	3.71		N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Counteroffer satisfaction	2.85			N<5	N<5	N<5	N<5				N<5	N<5	N<5
Outside offers are NOT necessary in negotiations	2.08			N<5	N<5							N<5	

Within campus differences
 sm (.1) med. (.3) lrg. (.5)

Related Survey Items	mean	ten vs pre-ten	ten vs ntt	full vs assoc	men vs women	white vs foc	white vs asian	white vs urm	2021
How serious was consideration of outside offer?	3.71	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Counteroffer satisfaction	2.85	N<5	N<5	N<5	men	N<5	N<5	N<5	-
Outside offers are NOT necessary in negotiations	2.08	N<5	N<5	assoc	women	white	N<5	white	-

Retention and Negotiation by Discipline

COACHE
DASHBOARD
GUIDE

This is the overall score (between 1 and 5) for all faculty respondents at your institution.

These columns describe how your faculty's responses compare to similar faculty at other COACHE institutions: tenured vs. tenured, men vs. men, faculty of color vs. faculty of color, etc.

These columns compare groups on your campus: pre-tenure/tenured, associate/full, women/men, white/faculty of color.

	mean	overall	tenured	pre-ten	full	assoc	men	women	white	foc	tenure	rank	gender	race	2008
Health and retirement benefits	3.43										pre-ten	full	women		
Interdisciplinary work	3.00										pre-ten	assoc	women	white	
Collaboration	3.46										tenured		women	white	
Mentoring	3.18										tenured	assoc		foc	
Tenure policies	3.64		N/A		N/A	N/A					N<5	N/A	N/A		
Tenure clarity	3.33		N/A		N/A	N/A					N<5	N/A	N/A	men	



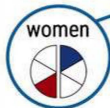
WHAT DO THESE WEDGES MEAN?

These symbols represent results that fit COACHE's criteria for "areas of strength" (in blue) and "areas of concern" (in red).

Your ranking among peers: Your percentile among your cohort:

- 1st or 2nd
- 3rd or 4th
- 5th or 6th
- insufficient data for reporting

insufficient data for reporting



This result, for example, shows that your female faculty are less satisfied than are women at your peers (◀), but more satisfied than are women at 70% of other institutions (▶). Although the women at your institution are "less satisfied" than women at peers, they still fare better than most.



AND THESE RESULTS?

Here, the faculty subgroup with the lower rating appears. Shading conveys the magnitude of subgroup differences: small effects appear as text only, moderate effects are shaded yellow with a dotted underline, and large effects are shaded orange with a solid underline. Trivial differences remain blank. Change over time appears as +/-.

Regardless of your results compared to peers and others (on the left), you should direct your concern to subgroups who consistently appear here in yellow or orange shaded cells.

Your results compared to PEERS

Areas of strength in BLUE
Areas of concern in RED

mean overall Hum Soc Phy Bio VPA ECM HHE Agr Bus Edu Med Oth

Related Survey Items

How serious was consideration of outside offer?	3.71		N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Counteroffer satisfaction	2.85		N<5		N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Outside offers are NOT necessary in negotiations	2.08				N<5				N<5	N<5	N<5	N<5	N<5	N<5

Within campus differences
sm (.1) med (.3) lrg (.5)

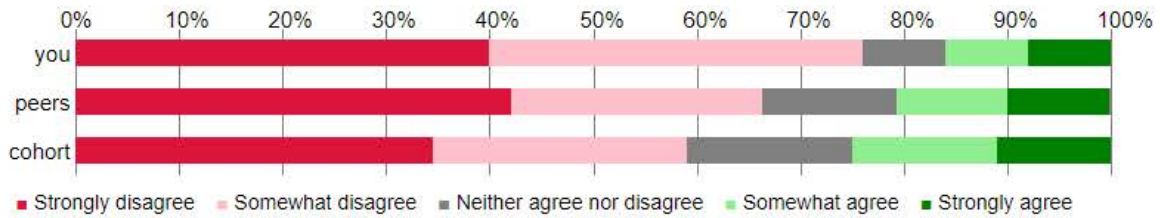
mean Hum vs other Soc vs other Phy vs other Bio vs other VPA vs other ECM vs other HHE vs other Agr vs other Bus vs other Edu vs other Med vs other Oth vs other 2021

Related Survey Items

How serious was consideration of outside offer?	3.71	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5
Counteroffer satisfaction	2.85	N<5	other	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	N<5	-
Outside offers are NOT necessary in negotiations	2.08			N<5	Bio		other	N<5	N<5	N<5	N<5	N<5	N<5	-

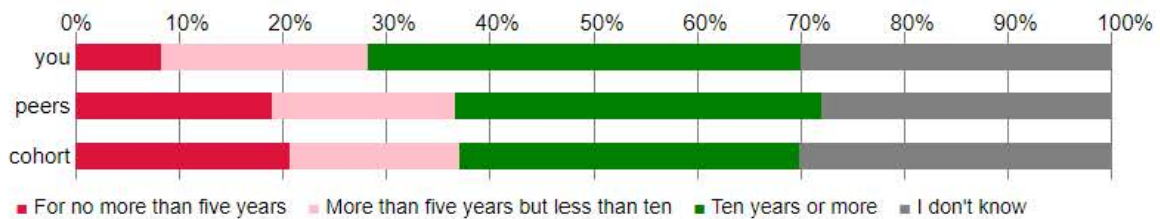
Outside offers are NOT necessary in negotiations

Outside offers are not necessary as leverage in compensation negotiations



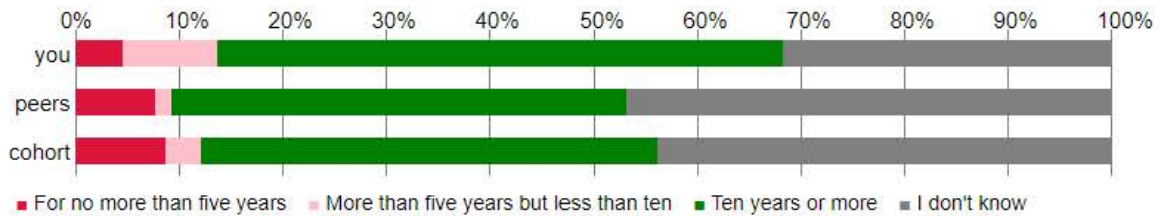
Intent to leave: Tenured

How long do you plan to remain at this institution?



Intent to leave: Pre-tenure

Assuming you achieve tenure, how long do you plan to remain at this institution?



In Numbers

This chart displays the relative frequency of themes mentioned by your faculty in response to this question. Note that responses often touch upon multiple themes, so the total number of comments reported in this thematic summary will exceed the actual number of faculty who responded to this question.

For help understanding this visualization, see [guide video](#) on Open Text Comments.

