## COACHE Data Tables for NAS Meeting: September 9, 2013 -- Cathy A. Trower

**Table 1. Demographics: Gender, Race, and Years as Associate**

| Race | Males | Females | 0-6 Years | 7-12 Years |
|---|---|---|---|---|
| White, non-Hispanic | 616 | 346 | 785 | 177 |
| Asian, Asian-American, or Pacific Islander | 137 | 57 | 177 | 17 |
| Hispanic or Latino/a | 40 | 14 | 47 | 7 |
| Black or African American | 21 | 13 | 24 | 10 |
| Other | 5 | 4 | 8 | 1 |
| Multiracial | 5 | 3 | 7 | 1 |

**Table 2. Scales Used**

| Scale | 5 | 4 | 3 | 2 | 1 |
|---|---|---|---|---|---|
| **Satisfaction** | Very satisfied | Satisfied | Neither satisfied nor dissatisfied | Dissatisfied | Very dissatisfied |
| **Agreement** | Strongly agree | Somewhat agree | Neither agree nor disagree | Somewhat disagree | Strongly disagree |
| **Importance** | Very important | Important | Neither important nor unimportant | Unimportant | Very unimportant |
| **Effectiveness** | Very effective | Effective | Neither effective nor ineffective | Ineffective | Very ineffective |
| **Clarity** | Very clear | Somewhat clear | Neither clear nor unclear | Somewhat unclear | Very unclear |

**Table 3. Research Dimensions**

| Level of satisfaction or dissatisfaction with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Portion of your time spent on research | 3.53 | 3.17 | * |
| Amount of external funding expected | 3.24 | 2.83 | * |
| Influence you have over the focus of your research | 4.32 | 4.09 | * |
| Quality of graduate students to support your research | 3.26 | 3.03 | * |
| Institutional support (e.g., internal grants/seed money) for your research | 2.89 | 2.56 | * |
| Support your institution provides you for engaging undergraduates in your research | 3.24 | 3.05 | * |
| Support your institution has offered for: | | | |
| -- Obtaining externally funded grants (pre-award) | 3.29 | 3.07 | * |
| -- Managing externally funded grants (post-award) | 3.13 | 3.07 | |
| -- Securing grad student assistance | 2.94 | 2.64 | * |
| -- Traveling to present papers or conduct research | 3.13 | 2.87 | * |
| -- Availability of course-release time to focus on research | 2.80 | 2.46 | * |

**ALL TABLES: * denotes significant difference at .05 level or higher**

**Table 4. Service Dimensions**

| Level of satisfaction or dissatisfaction with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Portion of your time spent on service | 3.38 | 3.30 | |
| Number of committees on which you serve | 3.43 | 3.32 | |
| Attractiveness (e.g., value, visibility, importance, personal preference) of the committee on which you serve | 3.41 | 3.35 | |
| Discretion you have to choose the committees on which you serve | 3.45 | 3.25 | * |
| How equitably committee assignments are distributed across faculty in your department | 3.00 | 2.73 | * |
| Number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad) | 3.64 | 3.49 | * |
| **Level of agreement or disagreement that…** | | | |
| My institution does what it can to help faculty who take on additional leadership roles (e.g., major committee assignments, department chairmanship) to sustain other aspects of their faculty work. | 3.26 | 3.07 | * |

**Table 5. Teaching Dimensions**

| Level of satisfaction or dissatisfaction with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Portion of your time spent on teaching | 3.75 | 3.80 | |
| Number of courses you teach | 3.73 | 3.64 | |
| Level of courses you teach | 4.01 | 3.93 | |
| Discretion you have over the content of the courses you teach | 4.30 | 4.24 | |
| Number of students in the classes you teach, on average | 3.70 | 3.59 | |
| Quality of the students you teach, on average | 3.31 | 3.32 | |
| Quality of the graduate students to support your teaching | 3.34 | 3.18 | |
| Support the institution has offered you for improving your teaching | 3.30 | 3.11 | * |
| How equitably the teaching workload is distributed across faculty on your department | 3.04 | 2.82 | * |

**Table 6. Work Balance**

| Level of agreement or disagreement that… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| I am able to balance the teaching, research, and service activities expected of me. | 3.25 | 2.78 | * |

**Table 7. Resources, Support, Salary, and Benefits**

| Level of satisfaction or dissatisfaction with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Office | 3.76 | 3.71 | |
| Laboratory, research, or studio space | 3.36 | 3.29 | |
| Equipment | 3.44 | 3.32 | |
| Classrooms | 3.47 | 3.32 | |
| Library resources | 3.93 | 3.92 | |
| Computing and technical support | 3.45 | 3.53 | |
| Salary | 2.93 | 2.70 | * |
| Clerical/administrative support | 3.14 | 3.11 | |
| Health benefits for yourself | 3.48 | 3.53 | |
| Health benefits for your family (i.e., spouse, partner, and dependents) | 3.28 | 3.34 | |
| Retirement benefits | 3.42 | 3.24 | * |
| Housing benefits (e.g., real estate services, subsidized housing, low-interest mortgage) | 2.59 | 2.16 | * |
| Spousal/partner hiring program | 2.71 | 2.31 | * |
| Childcare | 2.62 | 2.39 | |
| Tuition waivers, remission, or exchange | 2.65 | 2.64 | |
| Eldercare | 2.86 | 2.52 | * |
| Phased retirement options | 3.29 | 2.99 | * |
| Family medical/parental leave | 3.42 | 3.41 | |
| Flexible workload/modified duties for parental or other family reasons | 3.62 | 3.35 | * |

**Table 8. Support for Interdisciplinary Work**

| Level of agreement or disagreement with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Budget allocations encourage interdisciplinary work | 2.82 | 2.53 | * |
| Campus facilities (e.g., spaces, buildings, centers, labs) are conducive to interdisciplinary work | 2.91 | 2.72 | |
| Interdisciplinary work is rewarded in the merit process | 2.82 | 2.52 | * |
| Interdisciplinary work is rewarded in the promotion process | 2.86 | 2.52 | * |
| My department understands how to evaluate interdisciplinary work | 2.94 | 2.54 | * |

**Table 9. Collaboration**

| Level of satisfaction or dissatisfaction with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Your opportunities for collaboration with other members of your department | 3.64 | 3.60 | |
| Your opportunities for collaboration within your institution, faculty outside your department | 3.67 | 3.62 | |
| Your opportunities for collaboration with faculty outside of your institution | 3.88 | 3.64 | * |

**Table 10. Mentoring**

| Level of importance or unimportance of… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Having a mentor or mentors in your department | 4.30 | 4.25 | |
| Having a mentor or mentors outside your department at your institution | 3.56 | 3.62 | |
| Having a mentor or mentors outside your institution | 3.70 | 3.62 | |
| **Level of effectiveness or ineffectiveness of…** | | | |
| Mentoring from someone in your department | 3.50 | 3.00 | * |
| Mentoring from someone outside your department at your institution | 3.47 | 3.28 | |
| Mentoring from someone outside your institution | 3.81 | 3.51 | * |
| **Level of agreement or disagreement with…** | | | |
| There is effective mentoring of pre-tenure faculty in my department. | 3.05 | 2.78 | * |
| There is effective mentoring of tenured associate professors in my department. | 2.26 | 1.87 | * |
| My institution provides adequate support for faculty to be good mentors. | 2.37 | 2.08 | * |

**Table 11. Promotion**

| Level of agreement or disagreement with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| My department has a culture where associate professors are encouraged to work towards promotion to full professorship. | 3.62 | 2.90 | * |
| Generally, the expectations for promotion from associate to full professor are reasonable to me. | 3.69 | 2.84 | * |
| **Level of clarity or lack of clarity about the…** | | | |
| Promotion process in my department | 3.57 | 3.30 | * |
| Promotion criteria (what things are evaluated) in my department | 3.51 | 3.25 | * |
| Promotion standards (the performance threshold) in my department | 3.20 | 2.95 | * |
| Body of evidence (the dossier's contents) considered in making promotion decisions | 3.56 | 3.24 | * |
| Time frame within which associate professors should apply for promotion | 3.18 | 2.71 | * |
| My sense of whether or not I will be promoted from associate to full professor | 3.29 | 2.79 | * |

**Table 12. Institutional Governance & Leadership**

| Level of agreement or disagreement with… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| My institution's priorities are stated consistently across all levels of leadership (i.e., president, provost, deans/division heads, and department chairs/heads). | 2.92 | 2.64 | * |
| My institution's priorities are acted upon consistently across all levels of leadership (i.e., president, provost, deans/division heads, and department chairs/heads). | 2.77 | 2.50 | * |
| In the past five years, my institution's priorities have changed in ways that negatively affect my work in my department. | 2.90 | 2.74 | |

| | | | |
|---|---|---|---|
| In adapting to the changing mission, I have received sufficient support from my: | | | |
| -- Dean or division head | 2.59 | 2.28 | * |
| -- Department head or chair | 3.25 | 2.77 | * |
| **Level of satisfaction or dissatisfaction with…** | | | |
| My institution's president's/chancellor's: | | | |
| -- Pace of decision making | 3.25 | 3.14 | |
| -- Stated priorities | 3.23 | 3.10 | |
| -- Communication of priorities to faculty | 3.19 | 3.12 | |
| My institution's chief academic officer's (provost, VPAA, dean of faculty): | | | |
| -- Pace of decision making | 3.16 | 3.04 | |
| -- Stated priorities | 3.11 | 3.00 | |
| -- Communication of priorities to faculty | 3.06 | 2.96 | |
| -- Ensuring opportunities for faculty to have input into the institution's priorities | 3.25 | 3.33 | |
| My dean's or division head's: | | | |
| -- Pace of decision making | 3.24 | 3.00 | * |
| -- Stated priorities | 3.23 | 2.99 | * |
| -- Communication of priorities to faculty | 3.25 | 2.97 | * |
| -- Ensuring opportunities for faculty to have input into school/college priorities | 3.16 | 2.88 | * |
| My department head's or chair's: | | | |
| -- Pace of decision making | 3.58 | 3.34 | * |
| -- Stated priorities | 3.52 | 3.33 | |
| -- Communication of priorities to faculty | 3.55 | 3.29 | * |
| -- Ensuring opportunities for faculty to have input into departmental policy decisions | 3.61 | 3.37 | * |
| -- Fairness in evaluating my work | 3.87 | 3.34 | * |

**Table 13. Departmental Faculty Vitality, Productivity, and Effectiveness**

| Level of satisfaction or dissatisfaction with the… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Intellectual vitality of tenured faculty in your department | 3.54 | 3.44 | |
| Intellectual vitality of pre-tenure faculty in your department | 4.01 | 4.00 | |
| Intellectual vitality of non-tenure-track faculty in your department | 3.46 | 3.40 | |
| Research/scholarly/creative productivity of tenured faculty in your department | 3.46 | 3.41 | |
| Research/scholarly/creative productivity of pre-tenure faculty in your department | 3.88 | 3.82 | |
| Research/scholarly/creative productivity of non-tenure-track faculty in your department | 3.38 | 3.26 | |
| Teaching effectiveness of tenured faculty in your department | 3.60 | 3.37 | * |
| Teaching effectiveness of pre-tenure faculty in your department | 3.78 | 3.56 | * |
| Teaching effectiveness of non-tenure-track faculty in your department | 3.78 | 3.72 | |

**Table 14. Work & Personal Life**

| Level of agreement or disagreement about… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| I have been able to find the right balance between my professional life and my personal/family life. | 3.17 | 2.88 | * |
| My institution does what it can to make personal/family obligations (e.g., childcare or eldercare) and an academic career compatible. | 2.97 | 2.71 | * |
| My departmental colleagues do what they can to make personal/family obligations (e.g., childcare or eldercare) and an academic career compatible. | 3.64 | 3.35 | * |
| Department meetings occur at times that are compatible with my personal/family needs. | 3.99 | 3.84 | |

**Table 15. Climate**

| Level of satisfaction or dissatisfaction with the… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Amount of professional interaction you have with pre-tenure faculty in your department | 3.80 | 3.62 | * |
| Amount of personal interaction you have with pre-tenure faculty in your department | 3.64 | 3.44 | * |
| How well you fit in your department (e.g., your sense of belonging in your department) | 3.61 | 3.16 | * |
| Amount of professional interaction you have with tenured faculty in your department | 3.67 | 3.50 | * |
| Amount of personal interaction you have with tenured faculty in your department | 3.60 | 3.35 | * |
| Amount of professional interaction you have with non-tenure-track faculty in your department | 3.65 | 3.59 | |
| Amount of personal interaction you have with non-tenure-track faculty in your department | 3.55 | 3.48 | |
| **Level of agreement or disagreement about…** | | | |
| My departmental colleagues "pitch in" when needed. | 3.67 | 3.45 | * |
| On the whole, my department is collegial. | 3.97 | 3.71 | * |
| On the whole, my department colleagues are committed to supporting and promoting diversity and inclusion in the department. | 3.90 | 3.65 | * |
| There is visible leadership at my institution for the support and promotion of diversity on campus. | 3.88 | 3.75 | |

**Table 16. Appreciation and Recognition**

| Level of satisfaction or dissatisfaction with the… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| Recognition you receive for your teaching efforts | 3.24 | 2.85 | * |
| Recognition you receive for your student advising | 3.02 | 2.71 | * |
| Recognition you receive for your scholarly/creative work | 3.40 | 2.99 | * |
| Recognition you receive for your service contributions (e.g., departmental/program administration, faculty governance, committee work, advising/mentoring students, speaking to alumni or prospective students/parents) | 3.09 | 2.63 | * |
| Recognition you receive for your outreach (e.g., extension, community engagement, technology transfer, economic development, K-12 education) | 3.08 | 2.72 | * |

| Level of satisfaction or dissatisfaction with the… | | | |
|---|---|---|---|
| Recognition you receive, for all your work, from your chief academic officer (provost, VAA, dean of faculty) | 2.84 | 2.62 | * |
| Recognition you receive, for all your work, from your dean or division head | 3.12 | 2.77 | * |
| Recognition you receive, for all your work, from your department head or chair | 3.62 | 3.10 | * |
| Recognition you receive, for all your work, from your colleagues/peers | 3.63 | 3.20 | * |
| Level of agreement or disagreement… | | | |
| I feel that my school/college is valued by this institution's President/Chancellor and Provost. | 3.75 | 3.53 | * |
| I feel that my department is valued by this institution's President/Chancellor and Provost. | 3.37 | 3.06 | * |

**Table 17. Global Satisfaction**

| Level of agreement or disagreement… | 0-6 Years | 7-12 Years | Sig Dif |
|---|---|---|---|
| The person who serves as the chief academic officer at my institution seems to care about the quality of life for faculty of my rank. | 3.04 | 2.80 | * |
| If I had it to do all over, I would again choose to work at this institution. | 3.69 | 3.33 | * |
| **Level of satisfaction or dissatisfaction with…** | **0-6 Years** | **7-12 Years** | **Sig Dif** |
| All things considered, your department as a place to work | 3.76 | 3.46 | * |
| All things considered, your institution as a place to work. | 3.63 | 3.43 | * |

**Table 18. Males v. Females**

| | 0-6 Years | | Sig Dif | 7-12 Years | | Sig Dif |
|---|---|---|---|---|---|---|
| | **Males** | **Females** | | **Males** | **Females** | |
| **Research (satisfaction scale)** | | | | | | |
| -- Portion of your time spent on research | 3.62 | 3.34 | * | | | |
| -- Influence you have over the focus of your research | 3.20 | 3.37 | * | 3.98 | 4.27 | * |
| -- Availability of course-release time to focus on research | 2.85 | 2.68 | * | | | |
| **Service (satisfaction and agreement scales)** | | | | | | |
| -- How equitably committee assignments are distributed across faculty in your department | 3.08 | 2.84 | * | | | |
| -- My institution does what it can to help faculty who take on additional leadership roles to sustain other aspects of their faculty work. | 2.96 | 2.70 | * | | | |
| **Teaching (satisfaction scale)** | | | | | | |
| -- The quality of students you teach, on average | 3.20 | 3.52 | * | 3.18 | 3.54 | * |
| -- Support the institution has offered you for improving your teaching | 3.24 | 3.42 | * | | | |
| -- How equitably the teaching workload is distributed across faculty in your department | 3.10 | 2.91 | * | | | |
| **Work Balance (agreement scale)** | | | | | | |
| -- I am able to balance the teaching, research, and service activities expected of me. | 3.39 | 2.99 | * | | | |
| **Resources, Support, Salary, and Benefits (satisfaction scale)** | | | | | | |
| -- Library resources | 3.87 | 4.05 | * | 3.80 | 4.11 | * |
| -- Clerical/administrative support | 3.22 | 2.99 | * | | | |
| -- Tuition waivers, remission, exchange | 2.58 | 2.83 | * | | | |
| -- Health benefits for yourself | 3.41 | 3.62 | * | 3.40 | 3.75 | * |
| -- Health benefits for your family | 3.22 | 3.40 | * | 3.20 | 3.58 | * |
| -- Retirement benefits | 3.36 | 3.53 | * | | | |
| **Mentoring (importance, effectiveness, and agreement scales)** | | | | | | |
| -- Importance of having a mentor or mentors in your department | 4.26 | 4.39 | * | | | |
| -- Importance of having a mentor or mentors outside your department at your institution | 3.41 | 3.85 | * | 3.46 | 3.86 | * |
| -- Importance of having a mentor or mentors outside your institution | 3.57 | 3.96 | * | 3.44 | 3.90 | * |
| -- Effectiveness of mentoring from someone outside your department at your institution | 3.71 | 4.00 | * | 3.07 | 3.54 | * |
| -- There is effective mentoring of pre-tenure faculty in your department. | 3.13 | 2.90 | * | | | |

**For Tables 18-20, only items where there is a statistically significant difference are displayed**

| | 0-6 Years | | Sig Dif | 7-12 Years | | Sig Dif |
|---|---|---|---|---|---|---|
| | **Males** | **Females** | | **Males** | **Females** | |
| **Promotion (agreement and clarity scales)** | | | | | | |
| -- My department has a culture where associate professors are encouraged to work towards promotion to full professorship. | 3.70 | 3.46 | * | | | |
| -- My sense of whether or not I will be promoted from associate to full professor. | 3.35 | 3.17 | * | | | |
| **Institutional Governance & Leadership (satisfaction scale)** | | | | | | |
| -- My institution's president's/chancellor's stated priorities | | | | 2.98 | 3.29 | * |
| -- My department head's or chair's pace of decision making | 3.64 | 3.45 | * | | | |
| -- My department head's or chair's communication of priorities to faculty | 3.64 | 3.39 | * | | | |
| -- My department head's or chair's ensuring opportunities for faculty to have input into departmental policy decisions | 3.70 | 3.43 | * | | | |
| -- My department head's or chair's fairness in evaluating my work | 3.93 | 3.75 | * | | | |
| **Departmental Faculty Vitality, Productivity, and Effectiveness (satisfaction scale)** | | | | | | |
| -- Intellectual vitality of pre-tenure faculty in your department | | | | 3.86 | 4.21 | * |
| -- Research/scholarly/creative productivity of pre-tenure faculty in your department | | | | 3.71 | 4.00 | * |
| -- Intellectual vitality of non-tenure-track faculty in your department | | | | 3.20 | 3.77 | * |
| -- Teaching effectiveness of non-tenure-track faculty in your department | | | | 3.44 | 4.17 | * |
| **Appreciation and Recognition (satisfaction scale)** | | | | | | |
| -- Recognition you receive, for all your work, from your department head or chair | 3.68 | 3.50 | * | | | |
| **Global Satisfaction (satisfaction)** | | | | | | |
| -- All things considered, your department as a place to work | 3.82 | 3.66 | * | | | |

**Table 19. Males with Children Age 18 and Under v. Females with Children Age 18 and Under**

| | 0-6 Years | | Sig Dif | 7-12 Years | | Sig Dif |
|---|---|---|---|---|---|---|
| | **Males w/ kids** | **Females w/ kids** | | **Males w/ kids** | **Females w/kids** | |
| **Research (satisfaction scale)** | | | | | | |
| -- Portion of your time spent on research | 3.66 | 3.47 | * | | | |
| -- Influence you have over the focus of your research | | | | 4.04 | 4.41 | * |
| -- Quality of graduate students to support your research/scholarly/creative work | 3.22 | 3.47 | * | | | |
| **Work Balance (agreement scale)** | | | | | | |
| -- I am able to balance the teaching, research, and service activities expected of me. | 3.44 | 3.17 | * | | | |
| **Mentoring (importance and effectiveness scales)** | | | | | | |
| -- Importance of having a mentor or mentors outside your department at your institution | 3.44 | 3.83 | * | | | |
| -- Importance of having a mentor or mentors outside your institution | 3.58 | 4.02 | * | 3.55 | 4.00 | * |
| -- Effectiveness of mentoring from someone outside your department at your institution | 3.34 | 3.67 | * | | | |
| -- Effectiveness of mentoring from someone outside your institution | 3.72 | 4.07 | * | | | |
| **Promotion (clarity scale)** | | | | | | |
| -- The promotion process in your department | 3.67 | 3.43 | * | | | |
| **Work & Personal Life (agreement scale)** | | | | | | |
| -- Department meetings occur at times that are compatible with my personal/family needs. | 4.06 | 3.85 | * | | | |
| **Appreciation and Recognition (satisfaction scale)** | | | | | | |
| -- Recognition you receive from your chief academic officer for all of your work | 2.82 | 3.05 | * | | | |

**Table 20. Females with Children Age 18 and Under v. Females without Children**

| | 0-6 Years | | Sig Dif | 7-12 Years | | Sig Dif |
|---|---|---|---|---|---|---|
| | **Females w/ kids** | **Females no kids** | | **Females w/ kids** | **Females no kids** | |
| **Research (satisfaction scale)** | | | | | | |
| -- Portion of your time spent on research | 3.47 | 3.21 | * | | | |
| -- The amount of external funding you are expected to find | 3.30 | 3.06 | * | | | |
| -- The influence you have over the focus of your research/scholarly/creative work | 4.41 | 4.22 | * | | | |
| -- Support your institution has offered for managing externally funded grants (post-award) | 3.23 | 2.95 | * | | | |
| -- Support your institution has offered for securing graduate student assistance | 3.07 | 2.73 | * | | | |
| **Service (satisfaction scale)** | | | | | | |
| -- How equitably committee assignments are distributed across faculty in your department | 2.98 | 2.70 | * | | | |
| -- The number of students you advise/mentor (including oversight of independent study, research projects, internships, study abroad) | 3.70 | 3.48 | * | | | |
| **Teaching (satisfaction scale)** | | | | | | |
| -- Quality of students you teach, on average | 3.41 | 3.64 | * | 3.25 | 3.80 | * |
| **Work Balance (agreement scale)** | | | | | | |
| -- I am able to balance the teaching, research, and service activities expected of me. | 3.17 | 2.79 | * | | | |
| **Resources, Support, Salary, and Benefits (satisfaction scale)** | | | | | | |
| -- Clerical/administrative support | | | | 2.84 | 3.49 | * |
| -- Health benefits for yourself | 3.49 | 3.77 | * | | | |
| -- Health benefits for your family (i.e., spouse, partner, and dependents) | 3.28 | 3.57 | * | | | |
| -- Retirement benefits | | | | 3.13 | 3.67 | * |
| **Promotion (agreement scale)** | | | | | | |
| -- Generally, the expectations for promotion from associate to full professor are reasonable to me. | 3.80 | 3.45 | * | | | |
| **Institutional Governance & Leadership (agreement and satisfaction scales)** | | | | | | |
| -- My institution's priorities are acted upon consistently across all levels of leadership. | 2.94 | 2.63 | * | | | |
| -- My dean's or divisions head's ensuring opportunities for faculty to have input into school/college priorities. | | | | 2.75 | 3.31 | * |
| -- [For those who agree that, in the last five years, the institution's mission has changed in ways that have negatively affected their work] I have received sufficient | | | | 2.11 | 3.00 | * |

| | 3.58 | 3.28 | * | | | |
|---|---|---|---|---|---|---|

support from my dean or division head in adapting to the changing mission.

| | | | | | | |
|---|---|---|---|---|---|---|
| -- My department head's or chair's ensuring opportunities for faculty to have input into departmental policy decisions. | 3.58 | 3.28 | * | | | |
| -- My department head's or chair's fairness in evaluating my work. | 3.89 | 3.59 | * | | | |
| | **0-6 Years** | | **Sig Dif** | **7-12 Years** | | **Sig Dif** |
| | **Females w/ kids** | **Females no kids** | | **Females w/ kids** | **Females no kids** | |
| **Work & Personal Life (agreement scale)** <br> -- I have been able to find the right balance between my professional life and my persona/family life. | 3.19 | 2.80 | * | | | |
| -- My departmental colleagues do what they can to make personal/family obligations and an academic career compatible. | 3.73 | 3.39 | * | | | |
| **Appreciation and Recognition (satisfaction and agreement scales)** <br> -- Recognition you receive for your student advising | 3.10 | 2.86 | * | | | |
| -- Recognition you receive for your scholarly/creative work | 3.54 | 3.29 | * | | | |
| -- For all of your work, the recognition you receive from your chief academic officer | 3.05 | 2.77 | * | | | |
| -- For all of your work. the recognition you receive from your department head or chair | 3.64 | 3.36 | * | | | |
| -- For all of your work, the recognition you receive from your colleagues/peers | | | | 2.86 | 3.43 | * |
| -- I feel that my department is valued by this institution's President/Chancellor and Provost. | | | | 2.86 | 3.51 | * |
| **Global Satisfaction (satisfaction scale)** <br> -- All things considered, your department as a place to work | 3.79 | 3.52 | * | | | |