

COACHE

The Collaborative on Academic Careers in Higher Education

Improving
faculty recruitment, retention,
and work/life quality

Western Carolina University
Tenure-Track Faculty Job Satisfaction Survey
Institutional Report
2008-2009



HARVARD
GRADUATE SCHOOL OF EDUCATION

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

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Contact information:

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

Email: coache@gse.harvard.edu
URL: <http://www.coache.org>
Voice: 617-496-9348
Fax: 617-496-9350

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The Collaborative on Academic Careers in Higher Education

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PREFACE

One of the great strengths of an institution of higher education is its faculty. A consensus has emerged that college faculty are affected by their perception of the values and rewards in their workplace, and that supportive environments promote faculty satisfaction, which can lead to increased productivity and retention. With this understanding, the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education developed the Tenure-Track Faculty Job Satisfaction Survey.

This core instrument of COACHE was developed, tested, validated, and is continually improved with assistance from participating institutions. Our survey assesses early-career faculty experiences in several areas deemed critical to their success:

- Clarity and reasonableness of tenure processes and review
- Workload and support for teaching and research
- Integration and balance of work and home responsibilities
- Climate, culture and collegiality on campus
- Compensation and benefits
- Global satisfaction

The result is this diagnostic and comparative management tool for college and university leaders. The COACHE Institutional Report pinpoints problem areas, whether within a particular policy or practice, academic area, or demographic. Each of the over 120 colleges and universities in the Collaborative receives a custom version of this benchmarking report and analysis of our job satisfaction database with responses of over 10,000 pre-tenure faculty nationwide.

Membership in the Collaborative, however, does not conclude with delivery of this report. Academic leaders use COACHE results to focus attention, spot successes and weaknesses, and then take concrete steps to make policies and practices more effective and more prevalent.

Our mission to make the academy a more attractive place to work is advanced only when supported by institutional action. To that end, COACHE is your partner and a resource for maximizing the ability of your data to initiate dialogue, recruit talented new scholars, and further the work satisfaction of *all* faculty at your institution. For our advice on making the most of your participation, please review the supplementary material provided with this report. Then, contact us with any questions or new ideas that have emerged.

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GUIDE TO YOUR REPORT

The data, summary tables, and visual displays provided here tell the story of your pre-tenure faculty's satisfaction and experiences working at your institution. Your report is comprised of three sections:

I. Executive summary

The executive summary gives an overview of what your pre-tenure, tenure-track faculty members think about working at your institution. It shows, in a condensed fashion, your institution's strengths and weaknesses, in relation to the five peer institutions you chose for comparison, as well as in relation to all COACHE colleges or universities.

Areas of strength and areas of concern

Translating the visual displays into text produced these lists of survey dimensions for which your faculty's responses overall ranked your institution particularly well or poorly relative to your peers *and* to comparable COACHE sites. If you read nothing else in this report, you will learn the general thrust of your results from this synopsis.

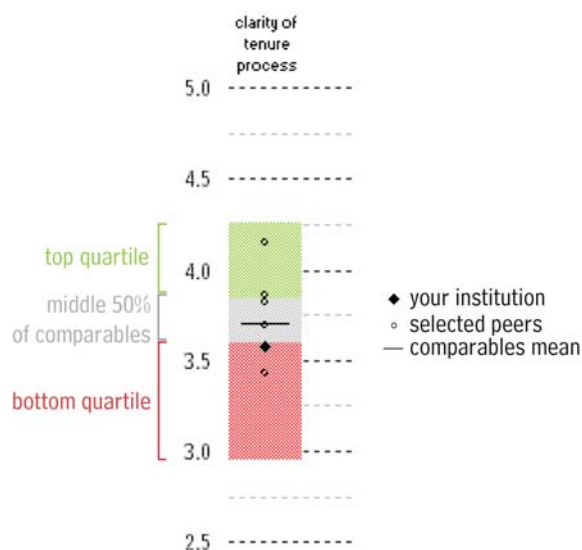
Improving trends and worsening trends

For institutions that have administered the survey more than once, we have compared your current survey results to your prior data by highlighting the dimensions that, overall, have improved or worsened by five percent or more.

Dashboards

The benchmark dashboard identifies your institution's results across the ten COACHE benchmarks of tenure-track faculty success. Each benchmark is the average score—along five-point scales—of several survey dimensions that share a common theme. Additional dashboards present the individual components making up the benchmark scores. All dashboards are simplified views of your absolute and comparative results overall; to grasp the nuances of your results by gender, race, academic area, and over time, we encourage further exploration of the means and frequency data.

The dashboard's visual display represents your mean rating as a black diamond (◆), your selected peer ratings as circles (○), and the mean of all comparable institutions (i.e., "universities" or "colleges") as a line (—) on a five-point scale. The green box signifies the performance of the top quartile of campuses in your comparable institutional group; the grey box, the middle 50 percent;



and the red box, the bottom quartile.* As you read across the data display, train your eye on the black diamond to discover a) your highest and lowest scores, and b) whether those scores place your faculty among the top, middle, or bottom of your peers and all others. (Note, however, that peer results are not available for a few questions *new* to the survey in 2008-09.)

Index of results

With this list of overall results for nearly all survey dimensions, we have paired comparisons beyond your walls to comparisons within. Alongside the overall mean results, green (▲) and red (▼) arrows suggest where your results are most positive, most negative, or mixed. This table serves best as an index to the fine-grained data tables of your report.

Policies and practices: effectiveness gaps

For the faculty who rated various policies as important to their success, we report the percentage (and rank order) who rated the policy as effective or ineffective (or not offered) at your institution. Higher percentages in the first chart indicate relatively successful policies, but in the second chart indicate policies currently absent or not working well.

Best and worst aspects about working at your institution

From a list of common characteristics of the academic workplace, your faculty chose two “best” and two “worst” aspects about working at your institution. We report the four aspects most frequently cited in each case and how many other peers and comparable COACHE sites share your best or worst qualities. In addition, all responses are grouped into response categories (e.g., tenure, nature of the work, external factors) and presented overall and by sub-groups in a chart format.

II. Data tables and other results

Descriptive data

We provide the survey response rates for your institution, your peers, and for all comparable sites. You will also find here the range of weights used in calculating your results, as well as the names of the five institutions you selected as your peers. (Peer data, however, is kept anonymous throughout this report.)

Demographic data

This is the report of the initial questions of the survey, which ask respondents to provide background information about their careers, family status, and other personal characteristics. Though much of this information is not used later in the report, COACHE analysts are available for follow-up analysis with respect to any of these demographics variables.

Mean comparisons

The mean comparisons are based on results from all survey respondents at your institution, at the five peer institutions you selected, and at all other comparable institutions participating in this study (i.e., all colleges or all universities). For each survey dimension, the mean is the weighted arithmetic average of faculty responses on a particular item. Means are provided for your institution overall, for your peer institutions individually

* If you have selected a peer institution outside of your institutional type’s “comparables” (e.g., you are a university and selected a college as a peer in the faculty labor market), some peer symbols (○) may fall outside the shaded percentile boxes. This is because the range of “comparables” includes only institutions of your same type.

and overall, for all comparable institutions overall, and for comparison groups by gender, by race (white faculty or faculty of color), by academic area, and against prior survey results (if your institution is administering the survey for a second time). In separate columns, the relative position of your results is provided by a rank against your five peers and by a percentile among all comparable institutions. For further context (i.e., of the distribution of results), the means of the institutions at the 75th and 25th percentiles are provided.

The shaded areas contain mean comparisons between groups within your institution. Differences of 5 percent or more (of the response scale's range) are highlighted in green or red, depending on the direction of the difference.

Mean results at your institution are shaded in yellow

Survey item	GENDER															
	MALES				You				FEMALES				All comparables			
	You	All selected peers			mean	25th %ile	75th %ile	your %ile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %ile	75th %ile
I find the tenure process in my department to be...	3.64	3.76	5	3.74	3.63	3.90	28	3.02	-0.62	-16%	3.34	5	3.65	3.48	3.82	4

The white areas display mean results at your peers and at all universities. The means of the schools at the 25th and 75th percentiles provide context for your results.

Be sure to consider both your rank among peers and your percentile among all universities. A favorable result in one comparison could be mitigated by an unfavorable result in another.

Frequency distributions

As with the mean comparisons, these frequency distribution tables are based on results from all survey respondents at your institution and at all other institutions participating in this study. Provided here are the weighted number and percentage of faculty responses on each survey dimension. We provide comparisons overall and between the same sub-groups identified in the mean comparisons (i.e., by gender, race/ethnicity, academic area, and current/prior survey administrations).

A note on interpreting means and frequencies

Relative frequencies of responses for each item can provide crucial information not given by the mean score alone. While a group’s mean score on an item gives valuable information about the group’s central tendency, the frequency can tell you the extent to which the group is polarized in their responses. For example, consider the following two hypothetical cases:

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

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

Policies and practices: detail

These tables provide a deeper glimpse at your faculty's ratings of the importance and effectiveness of twenty policies and practices at your institution.

Responses to open-ended questions

This section shows the comments written by your pre-tenure faculty in response to follow-up questions to five survey items and to one open-ended question:

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

Q44a. Please check the two (and only two) best aspects about working at your institution. Subjects responding "Other" were asked to specify.

Q44b. Please check the two (and only two) worst aspects about working at your institution. Subjects responding "Other" were asked to specify.

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

Q47b. Assuming you achieve tenure, how long do you plan to remain at your institution? Subjects responding "For no more than 5 years after earning tenure" to Q47 were prompted in Q47b to specify their reasons.

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

III. Appendices

A. Participating institutions

A list of institutions, by type, control, and cohort, whose data comprise the COACHE database. If your institutional type is "college," then your comparables in this report are all colleges; if your type is university, your "comparables" are all universities.

B. Survey instrument

A static, coded version of the web-based instrument is provided in the first appendix. Please note that this medium does not accurately indicate survey "adaptive branching" behavior, where some items are skipped because of responses to previous questions.

C. Suggestions for action

Selections from COACHE's extensive policy response database (a resource for COACHE members), included here to provide a range of possible next steps as you involve your campus in discussions around your COACHE results.

D. Results of custom questions (if applicable)

For institutions that appended additional, custom questions to the COACHE survey, the results are displayed here in cross-tabulations and/or open-ended narrative.

METHOD*Background*

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

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

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

Survey design

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

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

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

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

Survey administration

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

- Full-time
- Tenure-track/ladder rank
- Pre-tenure
- Hired prior to 2008 (new hires are unable to respond meaningfully to many questions)
- Not *clinical* faculty in such areas as Medicine, Dentistry, Nursing, Pharmacy, and Veterinary Medicine
- Not in terminal year after being denied tenure

See “Descriptive data” in your report for response rates at your institution by gender and by race.

Subjects first received a letter about the survey from a senior administrator (e.g., president, provost, or dean) at their institution. Next, subjects received an email from COACHE (coache@gse.harvard.edu) inviting them to complete the survey. Over the course of the survey administration period, three automated reminders were sent via email to all subjects who had not completed the survey.

Participants accessed a secure web server through their own unique link provided by COACHE and responded to a series of multiple-choice and open-ended questions (see *Appendix B*). The average survey completion time was approximately 20 minutes.

Data conditioning

For a participant’s responses to be included in the data set, s/he had to provide at least one meaningful response beyond the demographic section of the instrument. The responses of faculty who either terminated the survey before completing the demographic section or chose only *N/A* or *Decline to Respond* for all questions were removed from the data set. The impact of such deletions, however, is relatively small: on average, greater than 90 percent of respondents who enter the COACHE survey go on to complete it in its entirety.

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

DEFINITIONS

Academic area

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

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

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

If the COACHE Survey produced fewer than five faculty responses in a given academic area at your institution, your report omits that group from the Mean Comparisons and Frequency Distribution tables.

Data weighting or “weight scale”

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

Faculty of color

Any respondent identified by his or her institution or self-identifying in the survey as non-White.

n < 5

To protect the identity of respondents and in accordance with procedures approved by Harvard University’s Committee on the Use of Human Subjects, cells with fewer than five data points (i.e., mean scores for questions that were answered by fewer than five faculty from a subgroup within an institution) are not reported. Instead, “n < 5” will appear as the result.

Percentage difference (% diff)

In reporting comparisons of means, many studies express the result as a percentage difference based on one of the subgroup means. For example, if females (group1) rated clarity of the tenure criteria at 2.40 on a five-point scale, and males (group2) rated the same dimension at 2.00, one might report that “women find tenure criteria 20 percent clearer than do men.”

$$\frac{\text{group1} - \text{group2}}{\text{group2}}$$

By this method, however, the same difference in rating (0.40) at the higher end of the five-point scale would seem narrower if expressed as a percentage. If we compare a female (group1) mean of 4.40 against a male (group2) mean of 4.00, we find just 10 percent difference—half the difference of our earlier example—even though the absolute difference between the results is the same. Thus, using a variable divisor (group2) exaggerates differences at the low end of a scale, or conversely, mutes differences at the high end of a scale.

Another problem caused by this method is that the percentage value of the difference changes depending on how you express the comparison: “Women find tenure clarity 20 percent clearer than do men,” but “Men find tenure clarity 16.7 percent less clear than do women.”

Still, expressing comparative results as a percentage is a universal method of deciding whether or not a difference is “important,” “practical,” or “meaningful.” Therefore, your COACHE report expresses differences as a percentage of the *range* on our five point scale.

$$\frac{\text{group1} - \text{group2}}{\text{scale high} - \text{scale low}}$$

To cite the examples above, the 0.40 that separates female and male results—whether at the low or high end of the scale—will always be 10 percent of the range of possible clarity responses, or $5 - 1 = 4$. Likewise, a 10 percent difference always translates into a 0.40 difference in means.

Arguably, the fixed divisor could be the number (5), not the range (4) of responses. We provide your data in a format allowing you to substitute your own assumptions. (Be aware that such a change will make smaller the relative differences between groups.) However, we believe that these assumptions strengthen the consistency of the analysis from item to item across the dimensions of the survey.

Response rate

The percent of all eligible pre-tenure faculty, by gender and by race, whose responses, following the data conditioning process, were deemed eligible to be included in this analysis. These response rates determine the weight scale used to balance the sample.

Please contact COACHE with any additional questions about methodology and definitions, about survey administration, or about any aspects of this institutional report.

The Collaborative on Academic Careers in Higher Education (COACHE)
Harvard Graduate School of Education
8 Story Street, 5th Floor
Cambridge, MA 02138
Email: coache@gse.harvard.edu
URL: <http://www.coache.org>
Voice: 617-496-9348
Fax: 617-496-9350

COACHE

Tenure-Track Faculty Job Satisfaction Survey Executive Summary

COACHE

The Collaborative on Academic Careers in Higher Education

EXECUTIVE SUMMARY

Areas of strength

Your faculty's ratings of the following survey dimensions placed your institution **first or second (out of six) compared to peers and in the top quartile** compared to all comparable COACHE participants. We recommend sharing these findings (e.g., in job postings, with search committees and prospective faculty) as compelling aspects of your institution as a workplace.

Nature of the work: Teaching

- level of courses you teach
- number of students you teach
- teaching services
- professional assistance for improving teaching

Climate, culture, collegiality

- fairness of immediate supervisor's evaluations
- opportunities to collaborate with tenured faculty
- amount of professional interaction with tenured colleagues
- amount of personal interaction with tenured colleagues
- amount of professional interaction with pre-tenure colleagues
- amount of personal interaction with pre-tenure colleagues
- how well you fit

Global satisfaction

- department as a place to work
- would again choose to work at this institution

Areas of concern

Your faculty's ratings of the following survey dimensions placed your institution **fifth or sixth (out of six) compared to peers and in the bottom quartile** compared to all comparable COACHE participants. We recommend targeting these areas for intervention.

Tenure practices

- clarity of tenure process
- clarity of tenure criteria
- clarity of tenure body of evidence
- consistent messages about tenure from tenured colleagues
- upper limit on committee assignments

Tenure expectations: Clarity

- clarity of expectations: scholar
- clarity of expectations: colleague in department

Tenure expectations: Reasonableness

- reasonableness of expectations: scholar

reasonableness of expectations: teacher
 reasonableness of expectations: colleague in department
 reasonableness of expectations: campus citizen
 reasonableness of expectations: member of community

Nature of the work: Research

amount of time to conduct research
 influence over focus of research
 research services
 professional assistance in obtaining grants
 travel funds
 paid/unpaid research leave

Work and home

stop-the-clock

Improving trends

Compared to your prior survey results, the following dimensions appear to have improved to an extent you might consider meaningful (i.e., by five percent or more).

Tenure practices

consistent messages about tenure from tenured colleagues
 upper limit on committee assignments

Nature of the work: Overall

amount of access to TA's, RA's, etc.

Nature of the work: Research

paid/unpaid research leave

Nature of the work: Teaching

number of courses you teach
 upper limit on teaching obligations
 professional assistance for improving teaching

Work and home

stop-the-clock
 paid/unpaid personal leave
 colleagues make having children and tenure-track compatible
 colleagues make raising children and tenure-track compatible

Compensation and benefits

compensation

Global satisfaction

institution as a place to work

Worsening trends

Compared to your prior survey results, the following dimensions appear to have worsened to an extent you might consider meaningful (i.e., by five percent or more).

Tenure practices

- clarity of sense of achieving tenure
- periodic, formal performance reviews

Tenure expectations: Clarity

- clarity of expectations: teacher
- clarity of expectations: advisor
- clarity of expectations: colleague in department
- clarity of expectations: campus citizen
- clarity of expectations: member of community

Tenure expectations: Reasonableness

- reasonableness of expectations: scholar
- reasonableness of expectations: teacher
- reasonableness of expectations: advisor
- reasonableness of expectations: colleague in department
- reasonableness of expectations: campus citizen
- reasonableness of expectations: member of community

Nature of the work: Overall

- clerical/administrative services

Nature of the work: Research

- travel funds

Nature of the work: Teaching

- level of courses you teach
- degree of influence over which courses you teach
- discretion over course content

Work and home

- institution makes raising children and tenure-track compatible

Climate, culture, collegiality

- informal mentoring
- interest tenured faculty take in your professional development
- opportunities to collaborate with tenured faculty
- amount of professional interaction with tenured colleagues
- amount of personal interaction with tenured colleagues

Benchmarks



The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

This table summarizes your mean results for each survey dimension. The overall mean is shown. In the "vs others" column, a green arrow signifies that your institution places **first or second amongst peers and in the top quartile overall**; a red arrow indicates that you ranked **fifth or sixth amongst peers and the bottom quartile overall**. In all other columns, the arrows demonstrate that the mean is better (green) or worse (red) than the comparable group's mean **by 10 percent or more**.

ITEM	NAME	OVERALL RESULTS			SUBGROUPS	
		mean	vs others	vs prior	females	faculty of color
TENURE	Q19	clarity of tenure process	3.49	▼		
	Q20	clarity of tenure criteria	3.42	▼		
	Q21	clarity of tenure standards	3.29			
	Q22	clarity of tenure body of evidence	3.20	▼		
	Q23	clarity of sense of achieving tenure	3.64			
	Q24A	clarity of expectations: scholar	3.39	▼		
	Q24B	clarity of expectations: teacher	3.76			
	Q24C	clarity of expectations: advisor	3.20			
	Q24D	clarity of expectations: colleague in department	3.03	▼	▼	
	Q24E	clarity of expectations: campus citizen	2.92		▼	
	Q24F	clarity of expectations: member of community	2.75	▼	▼	
	Q25A	reasonableness of expectations: scholar	3.51	▼		
	Q25B	reasonableness of expectations: teacher	3.70	▼	▼	
	Q25C	reasonableness of expectations: advisor	3.48			
	Q25D	reasonableness of expectations: colleague in department	3.43	▼	▼	
	Q25E	reasonableness of expectations: campus citizen	3.22	▼	▼	
	Q25F	reasonableness of expectations: member of community	3.23	▼	▼	
Q26	consistent messages about tenure from tenured colleagues	2.86	▼		▼	
Q27A	tenure decisions based on performance	3.63				
NATURE OF THE WORK	Q28	way you spend your time as a faculty member	3.68			
	Q28B	number of hours you work as a faculty member	3.25		▲	▼
	Q29A	level of courses you teach	4.21	▲		
	Q29B	number of courses you teach	3.63			
	Q29C	degree of influence over which courses you teach	4.22			
	Q29D	discretion over course content	4.49			
	Q29E	number of students you teach	4.10	▲		▼
	Q29F	quality of undergraduate students	3.16			
	Q29G	quality of graduate students	3.65			▲
	Q30B	amount of time to conduct research	2.27	▼		▼
	Q30C	expectations for finding external funding	2.87			
	Q30D	influence over focus of research	4.17	▼		
	Q31	quality of facilities	3.18			
	Q32	amount of access to TA's, RA's, etc.	2.75			
	Q33A	clerical/administrative services	3.57			▼
	Q33B	research services	2.78	▼		▲
	Q33C	teaching services	4.07	▲		▲
Q33D	computing services	3.49			▲	

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

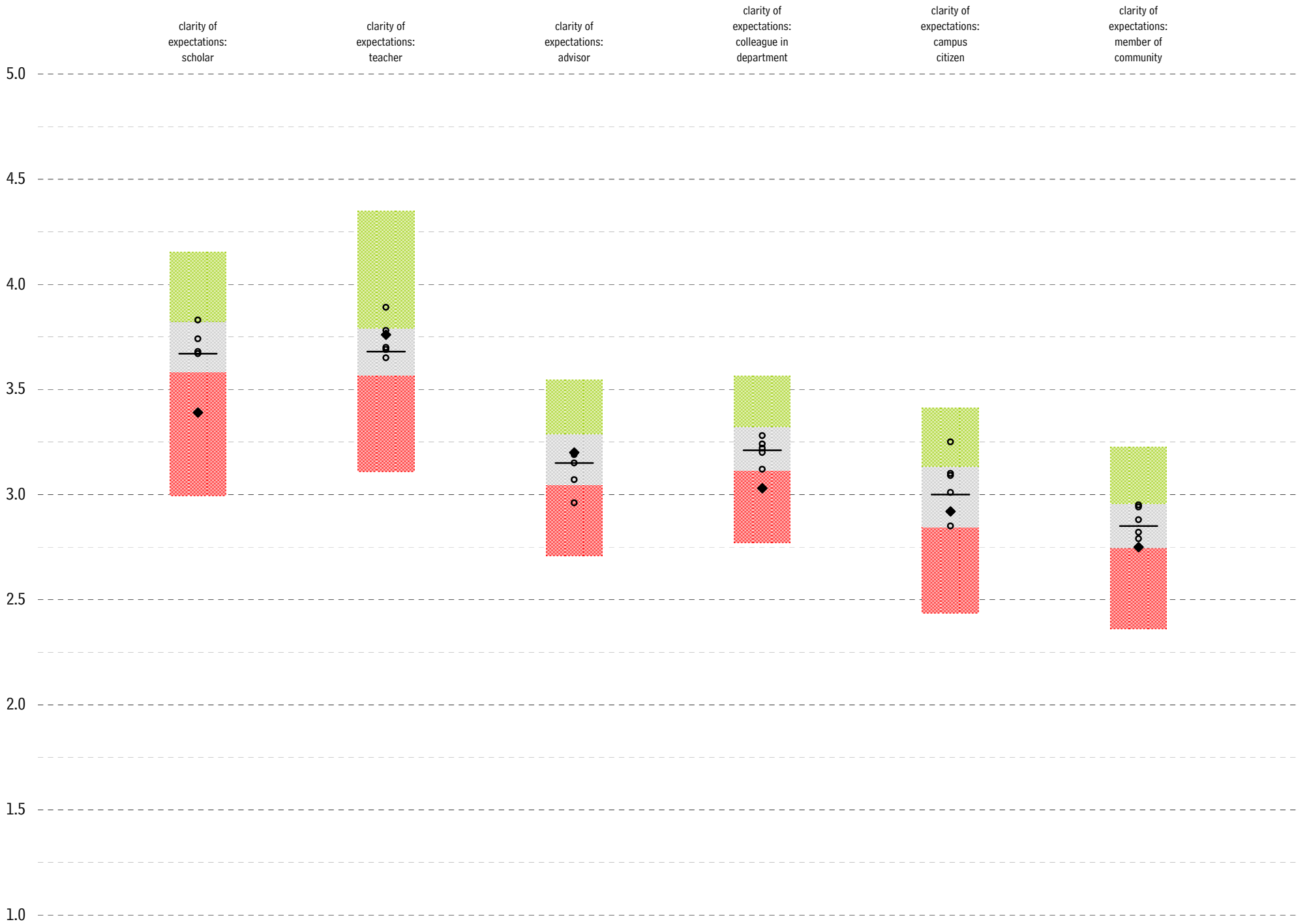
This table summarizes your mean results for each survey dimension. The overall mean is shown. In the "vs others" column, a green arrow signifies that your institution places **first or second amongst peers and in the top quartile overall**; a red arrow indicates that you ranked **fifth or sixth amongst peers and the bottom quartile overall**. In all other columns, the arrows demonstrate that the mean is better (green) or worse (red) than the comparable group's mean **by 10 percent or more**.

ITEM	NAME	OVERALL RESULTS			SUBGROUPS	
		mean	vs others	vs prior	females	faculty of color
POLICY EFFECTIVENESS	Q34B1	formal mentoring	2.89			▲
	Q34B2	informal mentoring	3.48			
	Q34B3	periodic, formal performance reviews	3.29			▲
	Q34B4	written summary of performance reviews	3.31			
	Q34B5	professional assistance in obtaining grants	2.32	▼		
	Q34B6	professional assistance for improving teaching	4.02	▲		
	Q34B7	travel funds	2.95	▼		▲
	Q34B8	paid/unpaid research leave	2.47	▼	▲	▲
	Q34B9	paid/unpaid personal leave	3.29		▲	▲
	Q34B10	upper limit on committee assignments	2.44	▼		▲
	Q34B11	upper limit on teaching obligations	3.07			▼
	Q34B12	peer reviews of teaching or research	3.21			
	Q34B13	childcare	2.38			▼
	Q34B14	financial assistance with housing	2.16			▲
	Q34B15	stop-the-clock	2.99	▼	▲	▼
	Q34B16	spousal/partner hiring program	2.32			
	Q34B17	elder care	2.37		n/a	▲
	Q34B18	tuition waivers	2.33		n/a	▲
	Q34B19	modified duties for parental or other family reasons	2.84		n/a	▲
	Q34B20	part-time tenure-track position	2.41		n/a	▲
CLIMATE, CULTURE, COLLEGIALITY	Q35A	institution makes having children and tenure-track compatible	2.73			▼
	Q35B	institution makes raising children and tenure-track compatible	2.77			▼
	Q35C	colleagues make having children and tenure-track compatible	3.88			▲
	Q35D	colleagues make raising children and tenure-track compatible	3.80			▼
	Q35E	colleagues are respectful of efforts to balance work/home	3.92		n/a	
	Q36	compensation	3.03		▲	
	Q37	ability to balance between professional and personal time	2.86			▼
	Q38A	fairness of immediate supervisor's evaluations	4.19	▲		
	Q38B	interest tenured faculty take in your professional development	3.57			▼
	Q38C	opportunities to collaborate with tenured faculty	3.58	▲		▼
	Q38D	value faculty in your department place on your work	3.79		n/a	▲
	Q39A	amount of professional interaction with tenured colleagues	3.75	▲		▼
	Q39B	amount of personal interaction with tenured colleagues	3.95	▲		▼
	Q39C	amount of professional interaction with pre-tenure colleagues	4.10	▲		▼
Q39D	amount of personal interaction with pre-tenure colleagues	4.12	▲		▼	
Q40	how well you fit	4.11	▲		▼	
Q41	intellectual vitality of tenured colleagues	3.50		n/a	▼	
Q41A	intellectual vitality of pre-tenure colleagues	4.07		n/a	▼	
Q41B	participation in governance of institution	3.94		n/a		
Q41C	participation in governance of department	3.97		n/a	▼	
Q42	on the whole, institution is collegial	4.22		n/a	▼	
GLOBAL	Q45A	department as a place to work	4.08	▲		
	Q45B	institution as a place to work	3.68			
	Q46B	CAO cares about quality of life for pre-tenure faculty	3.32			▼
	Q48	would again choose to work at this institution	4.10	▲		▼
	Q50	overall rating of institution	3.69			

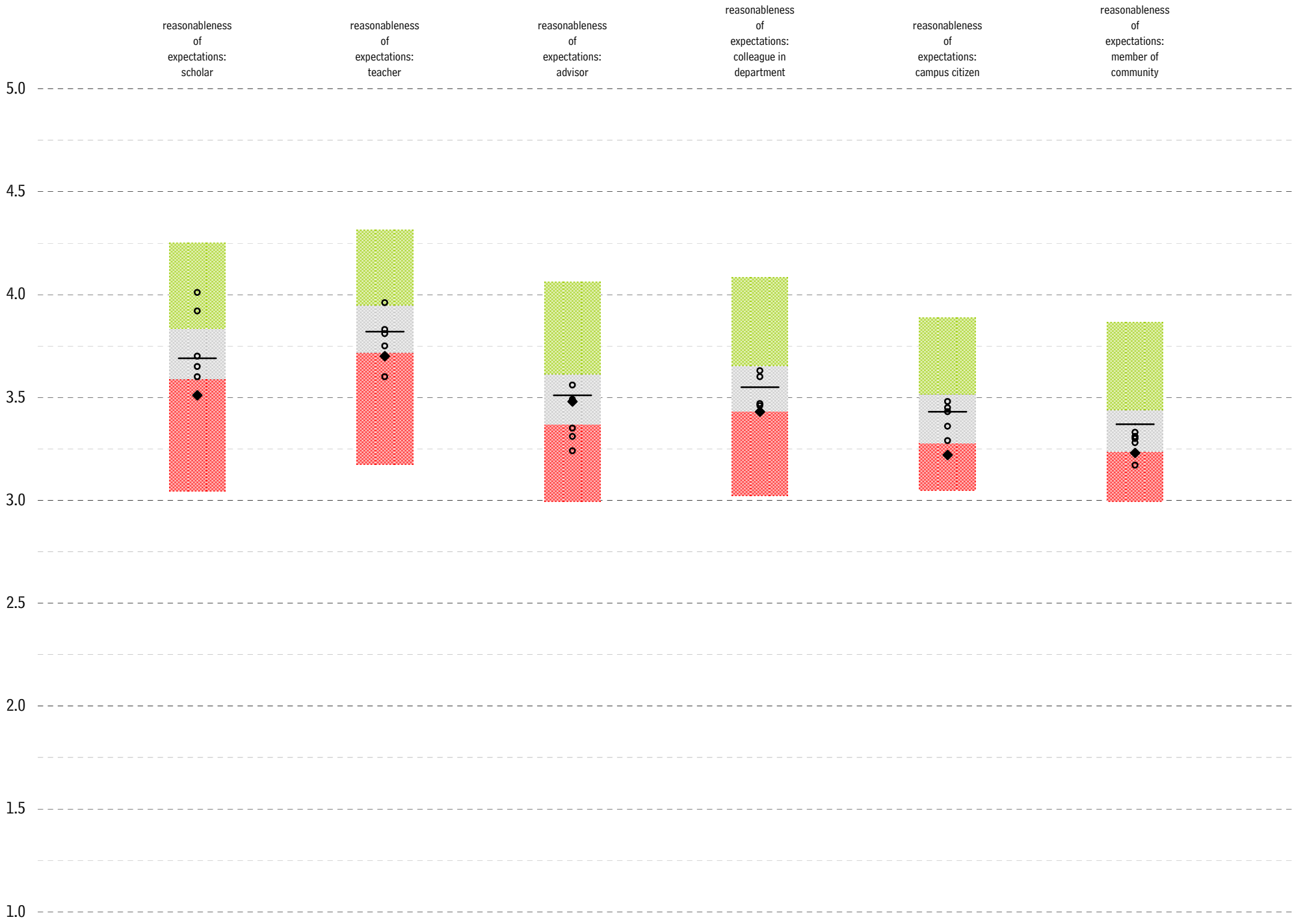
Tenure Practices



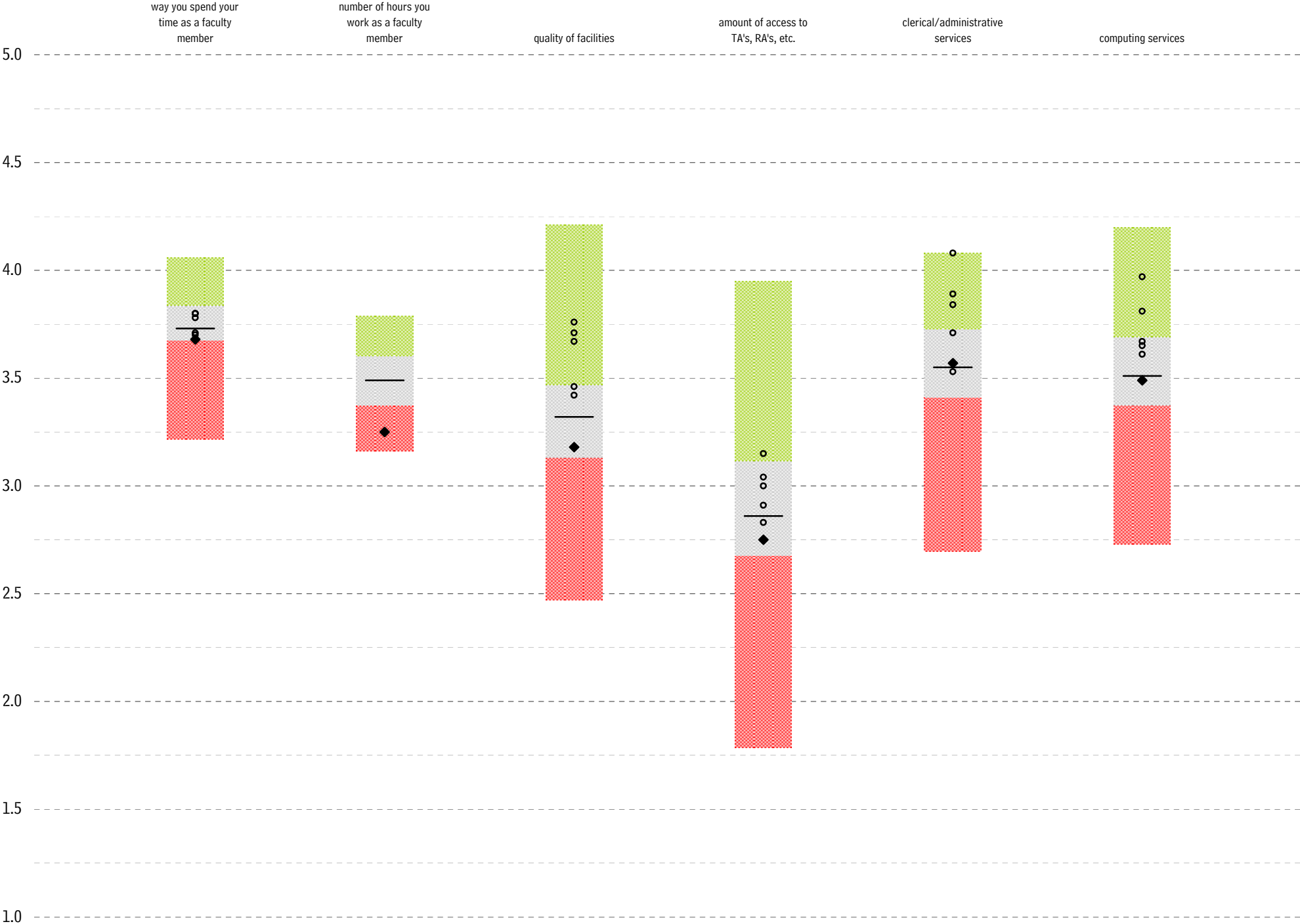
Tenure Expectations: Clarity



Tenure Expectations: Reasonableness



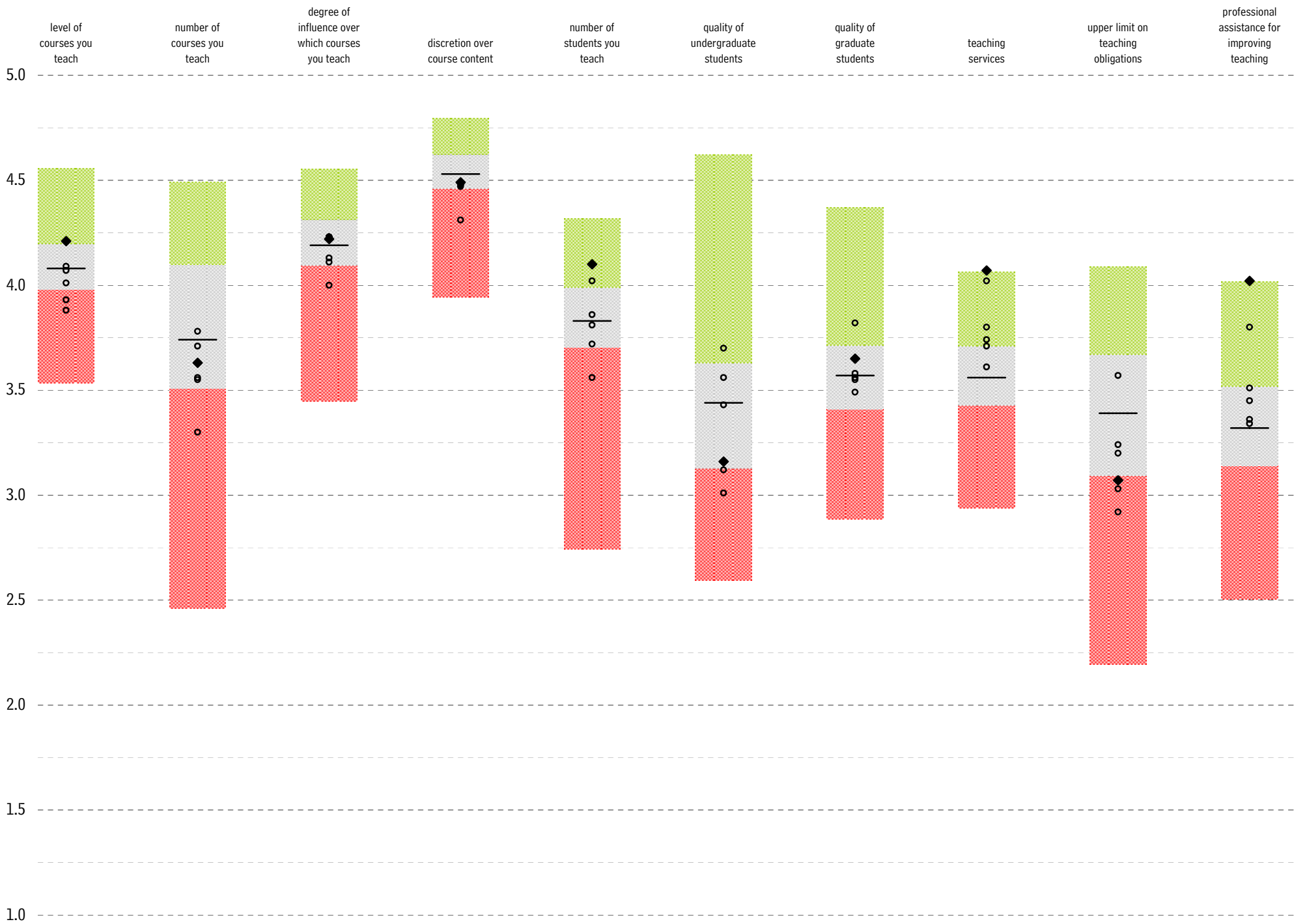
Nature of Work: Overall



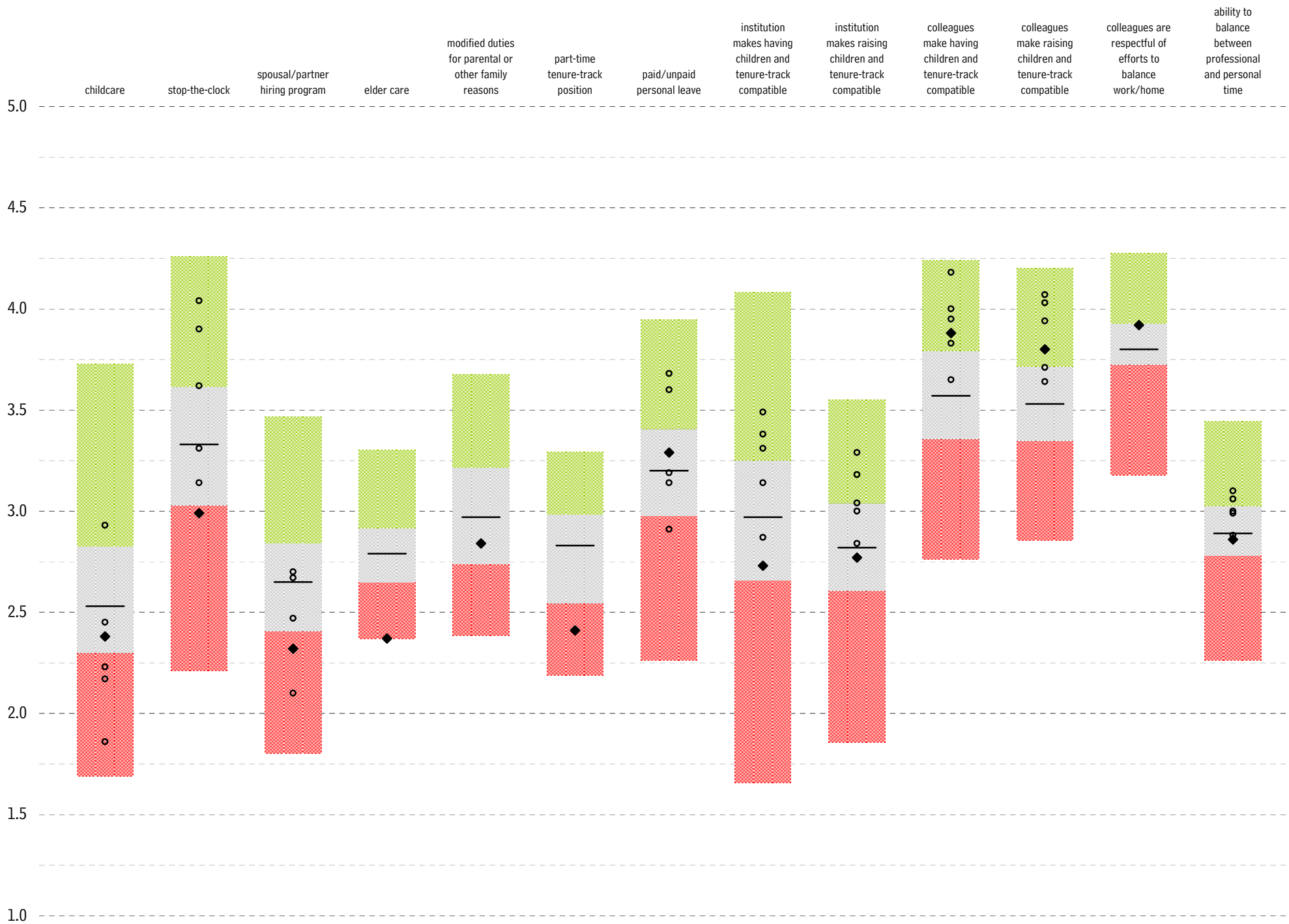
Nature of Work: Research



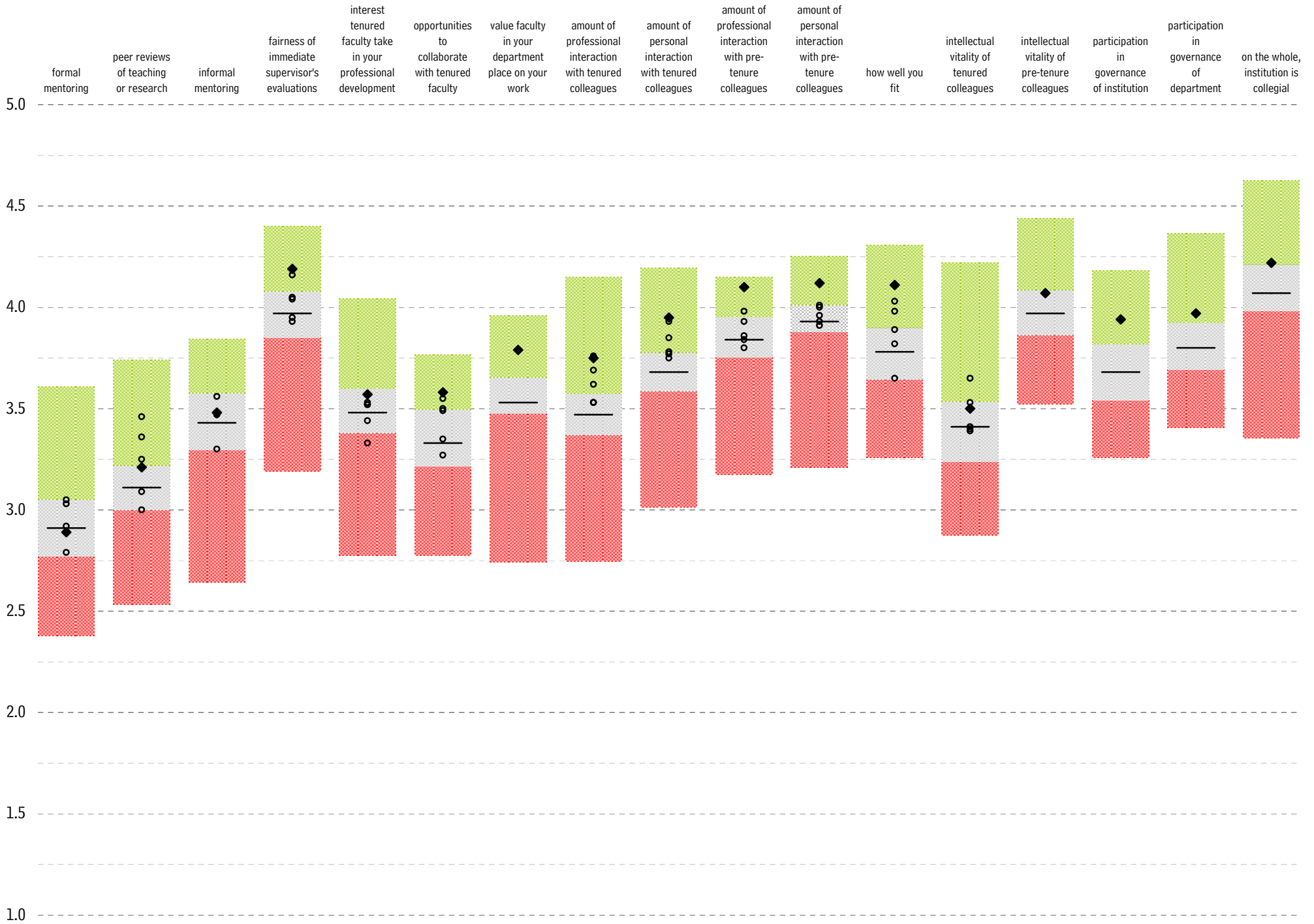
Nature of Work: Teaching



Work and Home



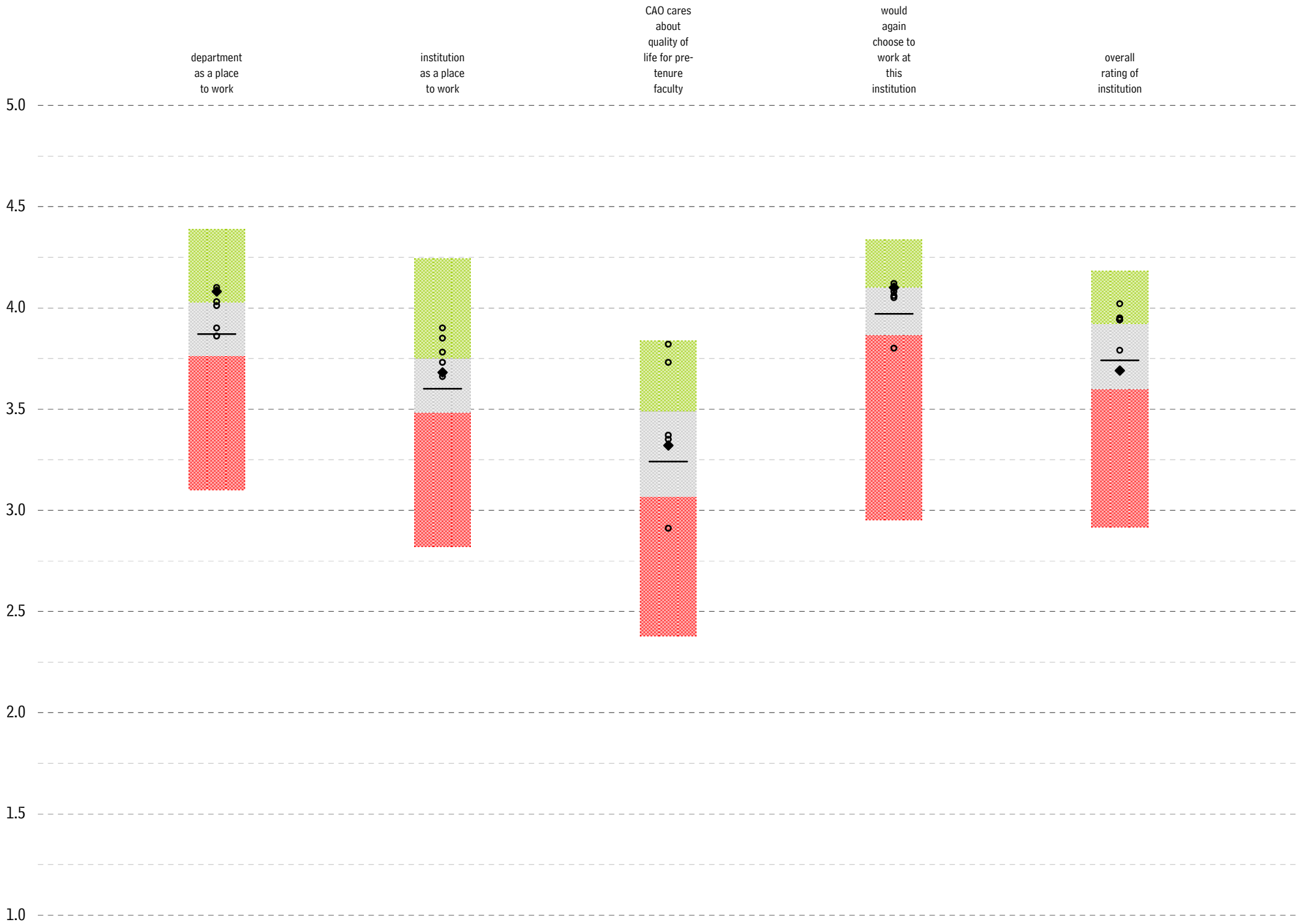
Climate, Culture, Collegiality



Compensation and Benefits



Global Satisfaction



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

This table shows, for each of 20 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important or very important to their success*, and *effective or very effective*. The policies and practices with the highest percent of faculty with this response pattern can be viewed as exemplars of successful policies at your institution.

Policy/Practice	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
Professional assistance for improving teaching	95	72% ()	58% ()	85% ()	71% ()	82% ()
Periodic, formal performance reviews	98	55% (1)	50% (1)	60% (1)	53% (1)	75% (1)
Written summary of periodic performance reviews	99	51% (2)	46% (4)	55% (2)	50% (2)	55% (5*)
Informal mentoring	89	47% (3)	42% (6)	52% (3)	48% (3)	46% (9)
Peer reviews of teaching or research/creative work	96	45% (4)	44% (5)	46% (4)	44% (4)	53% (7)
Travel funds to present papers or conduct research	103	43% (5)	47% (2*)	40% (5)	41% (5)	62% (3)
An upper limit on teaching obligations	93	39% (6)	47% (2*)	32% (7)	37% (6)	58% (4)
Paid or unpaid personal leave	56	34% (7)	33% (8)	34% (6)	29% (7)	64% (2)
Formal mentoring program	78	23% (8)	19% (9)	26% (8)	18% (8)	55% (5*)
Stop-the-clock for parental or other family reasons	42	16% (9)	35% (7)	4% (16*)	13% (11)	52% (8)
Modified duties for parental or other family reasons (e.g., course release)	45	15% (10*)	13% (12)	17% (9)	14% (9*)	44% (10)
An upper limit on committee assignments for tenure-track faculty	80	15% (10*)	15% (10)	14% (11*)	12% (12)	36% (12)
Paid or unpaid research leave	72	14% (12)	14% (11)	13% (13)	11% (13)	37% (11)
Spousal/partner hiring program	50	12% (13)	8% (14*)	16% (10)	14% (9*)	0% (15*)
Professional assistance in obtaining externally funded grants	80	10% (14)	8% (14*)	12% (14)	7% (15)	29% (13)
Tuition waivers (e.g., for child, spouse/partner)	70	9% (15)	3% (17)	14% (11*)	9% (14)	0% (15*)
Childcare	45	7% (16)	9% (13)	5% (15)	5% (16*)	18% (14)
Part-time tenure-track position	43	5% (17)	5% (16)	4% (16*)	5% (16*)	0% (15*)
Financial assistance with housing	57	0% (18*)	0% (18*)	0% (18*)	0% (18*)	0% (15*)
Elder care	39	0% (18*)	0% (18*)	0% (18*)	0% (18*)	0% (15*)

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

This table shows, for each of 20 policies, 1) the number of faculty who provided a valid response for both the importance and the effectiveness questions (34a and 34b); and 2) the percent of your junior faculty (overall and grouped by gender and race) who rated the policy as *important or very important to their success*, but *ineffective or very ineffective (or not offered)* at your institution. The policies and practices with the highest percent of faculty with this response pattern should be targeted for improvement.

Policy/Practice	Valid <i>n</i>	At Your Institution				
		Overall	Males	Females	White Faculty	Faculty of Color
Tuition waivers (e.g., for child, spouse/partner)	70	64% ()	63% ()	66% (1*)	63% ()	83% ()
An upper limit on committee assignments for tenure-track faculty	80	54% (1)	41% (4)	66% (1*)	57% (1)	37% (5)
Spousal/partner hiring program	50	50% (2)	48% (1*)	52% (3*)	48% (3*)	65% (1)
Paid or unpaid research leave	72	46% (3)	40% (5)	52% (3*)	49% (2)	27% (8*)
Modified duties for parental or other family reasons (e.g., course release)	45	45% (4)	43% (3)	46% (6*)	46% (5)	0% (13*)
Financial assistance with housing	57	44% (5)	48% (1*)	40% (10*)	43% (6)	50% (3)
Stop-the-clock for parental or other family reasons	42	43% (6)	30% (9)	53% (2)	48% (3*)	0% (13*)
Part-time tenure-track position	43	40% (7)	35% (6)	43% (8)	40% (7*)	0% (13*)
An upper limit on teaching obligations	93	38% (8*)	26% (11)	50% (5)	40% (7*)	27% (8*)
Professional assistance in obtaining externally funded grants	80	38% (8*)	33% (7)	42% (9)	37% (10)	40% (4)
Travel funds to present papers or conduct research	103	37% (10)	28% (10)	46% (6*)	38% (9)	31% (7)
Elder care	39	36% (11)	31% (8)	40% (10*)	35% (11)	56% (2)
Childcare	45	29% (12)	21% (13*)	36% (12)	28% (12)	32% (6)
Peer reviews of teaching or research/creative work	96	23% (13)	21% (13*)	25% (14)	25% (13)	10% (12)
Written summary of periodic performance reviews	99	21% (14)	22% (12)	20% (15*)	20% (15)	27% (8*)
Formal mentoring program	78	20% (15)	11% (16)	26% (13)	23% (14)	0% (13*)
Periodic, formal performance reviews	98	18% (16)	19% (15)	18% (17)	18% (16)	17% (11)
Informal mentoring	89	12% (17)	2% (19)	20% (15*)	13% (17*)	0% (13*)
Paid or unpaid personal leave	56	11% (18)	10% (17)	12% (18)	13% (17*)	0% (13*)
Professional assistance for improving teaching	95	4% (19)	4% (18)	4% (19)	5% (19)	0% (13*)

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

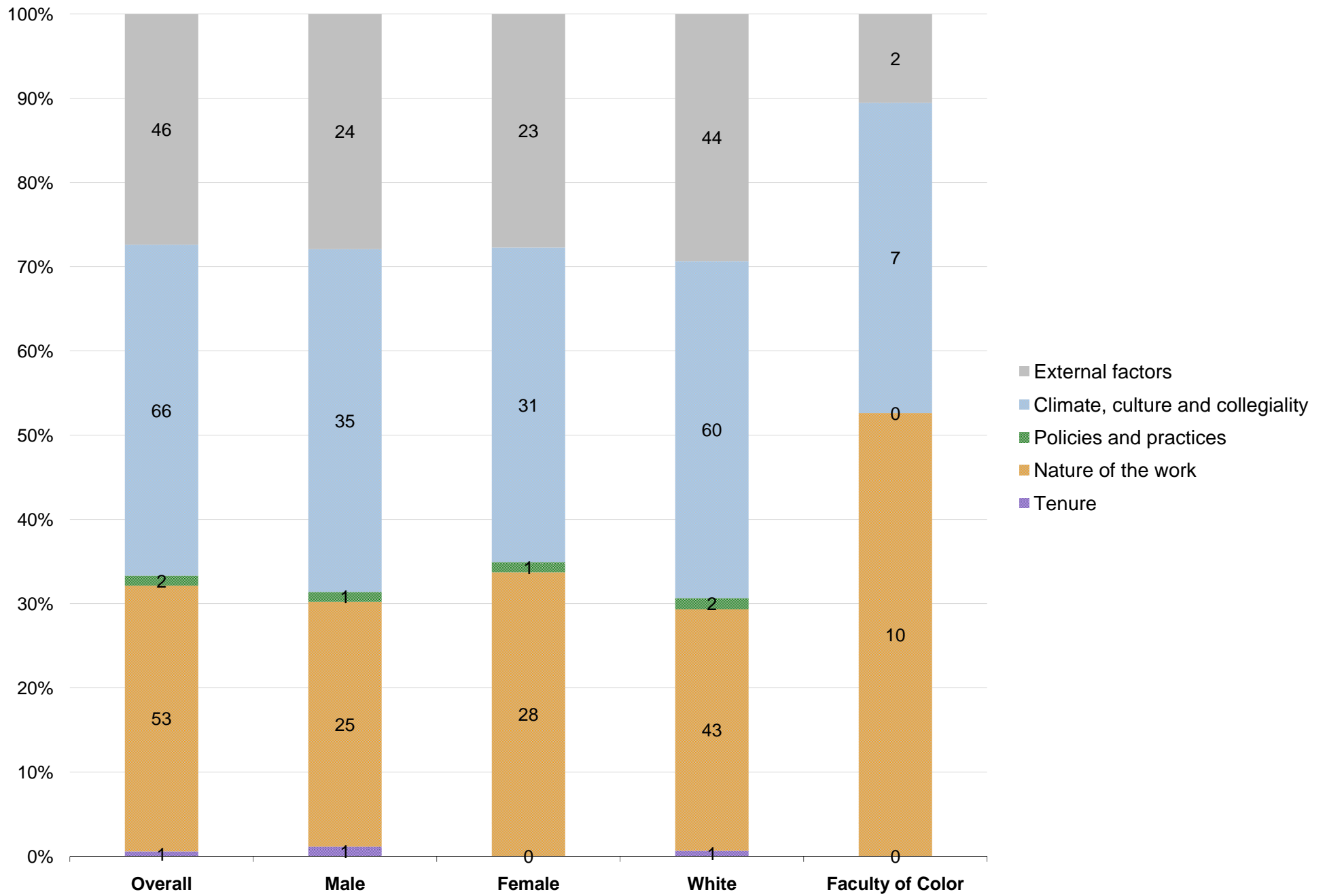
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Most frequently cited *best aspects* about working at your institution (Q44a)

**# of institutions where item ranked
among the top four responses**

	<i>rank</i>	<i>category</i>	<i>name</i>	<i>Selected peers</i>	<i>All comparables</i>
Overall	1	external factors	geographic location	3	42
	2	climate, culture and collegiality	my sense of "fit" here	4	62
	3	climate, culture and collegiality	quality of colleagues	4	56
	4	climate, culture and collegiality	support of colleagues	5	53
Male	1	external factors	geographic location	4	48
	2	climate, culture and collegiality	quality of colleagues	5	60
	2	climate, culture and collegiality	my sense of "fit" here	5	68
	4	climate, culture and collegiality	support of colleagues	0	37
	4	nature of the work	academic freedom	3	36
Female	1	external factors	geographic location	3	42
	2	nature of the work	support for teaching	1	2
	3	climate, culture and collegiality	support of colleagues	5	57
	3	climate, culture and collegiality	my sense of "fit" here	3	57
White Faculty	1	external factors	geographic location	4	46
	2	climate, culture and collegiality	my sense of "fit" here	4	67
	3	climate, culture and collegiality	quality of colleagues	5	61
	4	climate, culture and collegiality	support of colleagues	4	51
Faculty of Color	1	nature of the work	academic freedom	2	33
	2	climate, culture and collegiality	support of colleagues	2	46
	3	nature of the work	manageable pressure to perform	2	5
	4	nature of the work	quality of facilities	1	8
	4	climate, culture and collegiality	my sense of "fit" here	3	47

Best aspects about working at your institution, by category (Q44a)



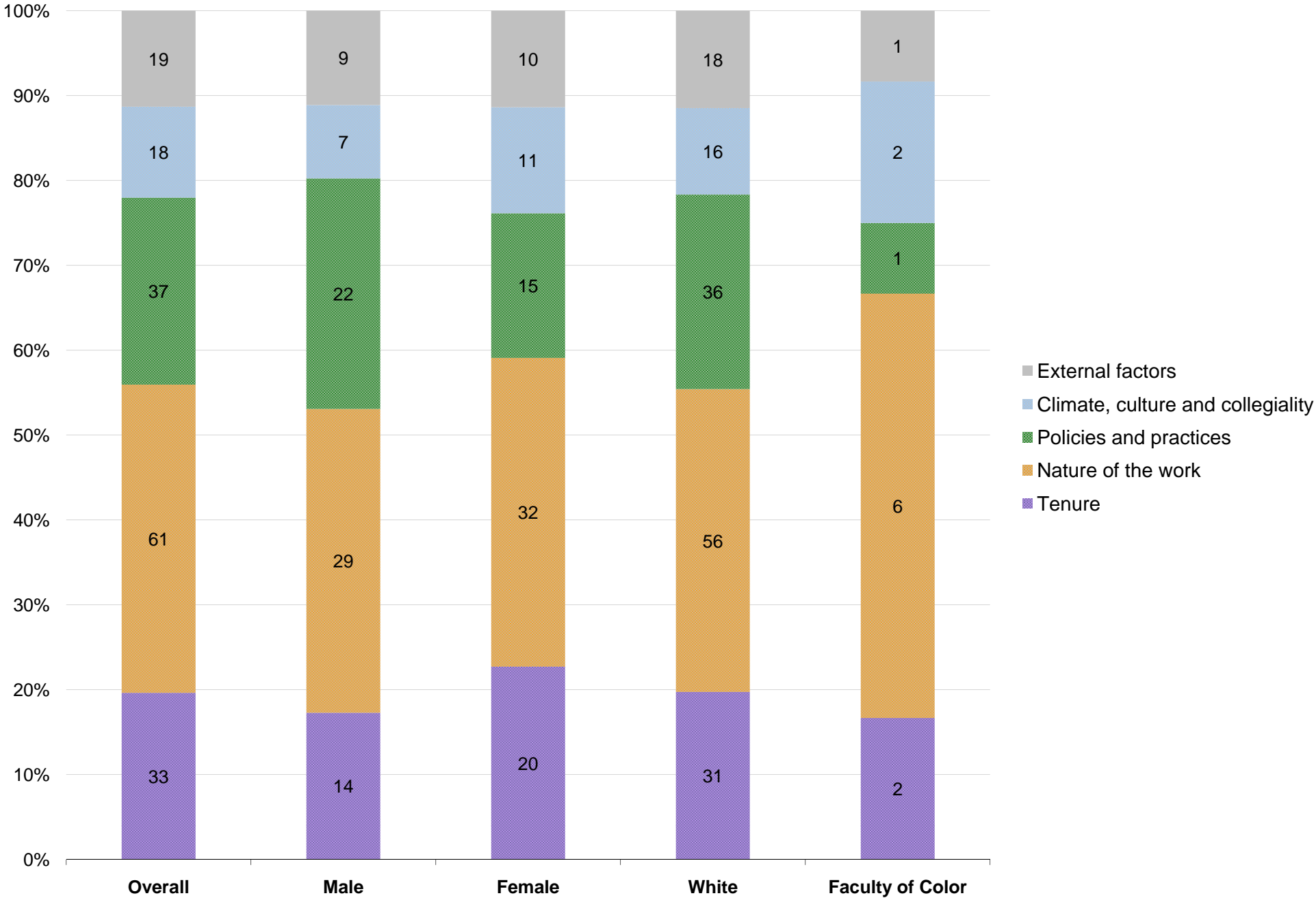
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Most frequently cited *worst aspects* about working at your institution (Q44b)

**# of institutions where item ranked
among the top four responses**

	rank	category	name	# of institutions where item ranked among the top four responses	
				Selected peers	All comparables
Overall	1	nature of the work	lack of support for research/creative work (e.g., leave)	3	37
	2	policies and practices	too much service/too many assignments	4	31
	3	policies and practices	compensation	4	55
	4	climate, culture and collegiality	lack of diversity	1	11
Male	1	nature of the work	lack of support for research/creative work (e.g., leave)	2	31
	2	policies and practices	compensation	4	54
	2	policies and practices	too much service/too many assignments	1	18
	4	nature of the work	quality of facilities	0	32
Female	1	nature of the work	lack of support for research/creative work (e.g., leave)	4	42
	2	tenure	research/creative work requirements for tenure	0	3
	3	policies and practices	too much service/too many assignments	4	38
	4	climate, culture and collegiality	lack of diversity	1	21
White Faculty	1	nature of the work	lack of support for research/creative work (e.g., leave)	3	41
	2	policies and practices	too much service/too many assignments	4	35
	3	policies and practices	compensation	3	55
	4	climate, culture and collegiality	lack of diversity	1	5
	4	nature of the work	quality of facilities	0	27
Faculty of Color	1	nature of the work	quality of undergraduate students	2	12
	2	climate, culture and collegiality	lack of diversity	3	26
	2	nature of the work	lack of support for research/creative work (e.g., leave)	3	35
	4	tenure	research/creative work requirements for tenure	0	2
	4	nature of the work	teaching load	2	33
	4	nature of the work	unrelenting pressure to perform	0	7
	4	policies and practices	childcare policies/practices (or lack thereof)	0	3
	4	policies and practices	spousal/partner hiring program (or lack thereof)	0	11
	4	external factors	geographic location	0	29
	4	tenure	tenure criteria clarity	0	17

Worst aspects about working at your institution, by category (Q44b)



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Tenure-Track Faculty Job Satisfaction Survey
Data Tables and Other Results

The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
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POPULATION DEMOGRAPHICS AND RESPONSE RATE

		Overall	Male	Female	White, non-Hispanic	Faculty of Color
Western Carolina University	<i>population</i>	137	70	67	120	17
	<i>responders</i>	107	56	51	94	13
	<i>response rate</i>	78%	80%	76%	78%	76%
All selected peers	<i>population</i>	875	435	440	684	191
	<i>responders</i>	550	260	290	438	112
	<i>response rate</i>	63%	60%	66%	64%	59%
All comparables*	<i>population</i>	15177	8687	6484	10738	4322
	<i>responders</i>	8973	4893	4080	6562	2402
	<i>response rate</i>	59%	56%	63%	61%	56%

*Due to some missing gender and race/ethnicity data, the total numbers of males and females, and of white faculty and faculty of color, do not sum to the total populations.

DATA WEIGHT SCALE

A weighting scale was developed for each institution to adjust for the under- or over-representation in the data set of subgroups defined by gender and race/ethnicity. Applying these weights to the data allows the relative proportions of subgroups in the data set for each institution to reflect more accurately the proportions in that institution's actual population of faculty.

	American Indian or Native Alaskan	Asian, Asian American, or Pacific Islander	White, non-Hispanic	Black or African American	Hispanic or Latino	Multiracial or Other
Male	0.8025	0.9611	0.9906	N/A	0.7490	N/A
Female	N/A	1.0026	1.0333	0.7490	N/A	N/A

SELECTED PEER INSTITUTIONS

Your institution selected five institutions as peers against whom to compare your survey results. The results of COACHE survey administration at these peer institutions are included throughout this report in the aggregate or, when cited individually, in a randomized order. Your peer institutions are:

- ♦ James Madison University
- ♦ Appalachian State University
- ♦ University of North Carolina at Charlotte
- ♦ University of North Carolina at Greensboro
- ♦ University of North Carolina at Wilmington

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Tenure-Track Faculty Job Satisfaction Survey
Demographics

The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
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item	theme	name	description	response scale	Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%
Q3	demographics	highest degree	What is the highest degree you have earned?	Doctorate (Ph.D., J.D., M.D. etc.)	95	89%	509	93%	8392	94%
				Master's	11	11%	40	7%	534	6%
				Bachelor's	1	1%	0	0%	16	0%
				Associate's	0	0%	0	0%	0	0%
				Other	0	0%	0	0%	9	0%
Q5	demographics	postdoctoral appointment	Did you hold a postdoctoral appointment?	Yes	19	18%	147	27%	3313	37%
				No	84	82%	402	73%	5548	63%
Q6a	demographics	first tenure-track appointment	Is this your first tenure-track appointment?	Yes	77	72%	424	78%	7288	82%
				No	30	28%	122	22%	1636	18%
Q6b	demographics	years of tenure elsewhere	How many years on the tenure track did you complete elsewhere? [BASE: Not first tenure-track appointment]	1 year or less	3	11%	13	11%	189	12%
				2 years	5	18%	25	20%	332	21%
				3 years	5	17%	15	12%	279	17%
				4 years	5	17%	15	12%	246	15%
				5 or more years	6	20%	24	19%	366	23%
				Full tenure	5	18%	30	25%	205	13%
Q6d	demographics	prior service	Did your current faculty appointment begin with credit for prior service elsewhere? [BASE: Not first tenure-track appointment]	Yes	9	32%	57	48%	580	36%
				No	19	68%	63	52%	1013	64%
Q6e	demographics	years of credit for prior service	How many years of credit for prior service did you receive? [BASE: Not first tenure-track appointment. Current faculty appointment began with credit for prior service elsewhere.]	1 year or less	5	57%	7	12%	108	20%
				2 years	4	43%	18	33%	178	33%
				3 years	0	0%	14	25%	139	26%
				4 years	0	0%	9	17%	51	10%
				5 or more years	0	0%	7	13%	56	11%
				Q7	demographics	year of appointment	Please indicate the year in which your current faculty appointment began:	2008	3	3%
				2007	25	23%	137	25%	936	11%
				2006	20	19%	113	21%	1133	13%
				2005	29	27%	105	19%	1428	16%
				2004	18	17%	104	19%	1643	18%
				2003	6	6%	62	11%	1389	16%
				2002	2	2%	8	2%	979	11%
				2001	3	3%	3	1%	696	8%
				2000	1	1%	0	0%	387	4%
				1999	0	0%	1	0%	135	2%
				Before 1999	0	0%	1	0%	117	1%
Q8	demographics	rank	What is your rank?	Professor (or "Full Professor")	0	0%	2	0%	33	0%
				Associate Professor	12	11%	33	6%	691	8%
				Assistant Professor	95	89%	507	92%	8200	92%
				Instructor/Lecturer	0	0%	1	0%	7	0%
				Other	0	0%	8	1%	29	0%
				Q9	demographics	joint appointment	Do you hold a joint appointment (formal responsibilities in more than one department)?	Yes	2	2%
				No	105	98%	518	95%	8081	91%
Q11	demographics	race/ethnicity	What is your race?	American Indian or Native Alaskan	2	1%	4	1%	65	1%
				Asian, Asian-American, or Pacific Islander	9	8%	63	11%	1368	15%
				White (non-Hispanic)	95	89%	431	78%	6458	72%
				Black or African-American	1	1%	27	5%	508	6%
				Hispanic or Latino	1	1%	17	3%	409	5%
				Other	0	0%	2	0%	78	1%
				Multiracial	0	0%	6	1%	55	1%
Q12	demographics	citizenship	What is your citizenship status?	U.S. citizen	96	91%	443	83%	6580	75%
				Non-U.S. citizen	9	9%	92	17%	2161	25%
Q13	demographics	gender	What is your gender?	Male	55	51%	275	50%	5204	58%
				Female	52	49%	275	50%	3768	42%
Q14	demographics	age	In what year were you born? (Age calculated from year of birth)	30 or younger	3	3%	19	4%	393	5%
				31-35	12	11%	138	26%	2337	27%
				36-40	25	24%	151	29%	2827	33%
				41-45	16	15%	102	19%	1522	18%
				46 or older	48	46%	119	22%	1565	18%
Q15	demographics	annual salary	What is your annual salary?	Less than \$30,000	0	0%	0	0%	1	0%
				\$30,000 to \$44,999	3	3%	11	2%	177	2%
				\$45,000 to \$59,999	65	63%	287	55%	3064	35%
				\$60,000 to \$74,999	24	23%	144	27%	2593	30%
				\$75,000 to \$89,999	3	3%	40	8%	1265	15%
				\$90,000 or above	9	9%	44	8%	1534	18%
				None	72	68%	303	55%	4412	50%
Q16a	demographics	children	How many children under the age of 18 live with you at home?	1	15	14%	96	17%	1869	21%
				2	14	13%	111	20%	1941	22%
				3	3	3%	28	5%	490	6%
				4	1	1%	6	1%	107	1%
				5 or more	1	1%	5	1%	48	1%
				None	88	84%	499	91%	7406	84%
Q16b	demographics	other dependents	How many other dependents (e.g., an adult who requires your care) live with you at home?	1	14	13%	45	8%	1259	14%
				2	3	3%	3	0%	121	1%
				3	0	0%	2	0%	49	1%
				4	0	0%	0	0%	16	0%
				5 or more	0	0%	0	0%	9	0%
				I do not have a spouse/partner	26	27%	106	20%	1584	18%
Q17	demographics	spouse employment	Which statement most clearly describes your household's employment situation?	My spouse/partner is not employed	18	19%	81	15%	1589	18%
				My spouse/partner is employed full-time at this institution	14	15%	81	15%	1367	16%
				My spouse/partner is employed full-time elsewhere	28	29%	180	34%	2842	33%
				My spouse/partner is employed part-time at this institution	2	2%	27	5%	382	4%
				My spouse/partner is employed part-time elsewhere	8	8%	52	10%	864	10%
				Q18	demographics	spousal residence	Do you and your spouse reside in separate communities for work reasons?	Yes	9	17%
				No	43	83%	294	87%	5196	89%

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Tenure-Track Faculty Job Satisfaction Survey
Mean Comparisons

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	OVERALL											
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selected peers		All comparables			
				mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.49	3.72	3.51	3.76	3.91	3.83	3.75	6	3.70	3.60	3.83	15
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.42	3.56	3.41	3.64	3.78	3.83	3.64	5	3.61	3.53	3.74	11
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.29	3.30	3.09	3.33	3.59	3.54	3.37	5	3.30	3.20	3.44	41
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.20	3.53	3.49	3.61	3.58	3.64	3.57	6	3.50	3.42	3.63	9
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.64	3.64	3.73	3.45	3.70	3.86	3.68	4	3.57	3.43	3.73	55
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.39	3.68	3.39	3.67	3.83	3.74	3.66	5	3.67	3.58	3.82	12
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.76	3.70	3.78	3.69	3.89	3.65	3.74	3	3.68	3.57	3.79	66
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.20	3.07	3.20	3.19	2.96	3.15	3.11	1	3.15	3.05	3.29	62
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.03	3.22	3.12	3.28	3.20	3.24	3.21	6	3.21	3.11	3.32	10
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.92	3.25	2.85	3.01	3.10	3.09	3.06	5	3.00	2.85	3.13	35
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.75	2.94	2.79	2.95	2.88	2.82	2.88	6	2.85	2.75	2.96	26

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				You mean	Peer 1 mean	Peer 2 mean	Peer 3 mean	Peer 4 mean	Peer 5 mean	All selected peers mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.51	3.60	3.70	3.65	3.92	4.01	3.78	6	3.69	3.59	3.83	17
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.70	3.60	3.75	3.81	3.96	3.83	3.79	5	3.82	3.72	3.95	22
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.48	3.24	3.49	3.31	3.35	3.56	3.39	3	3.51	3.37	3.61	50
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.43	3.46	3.47	3.43	3.63	3.60	3.52	6	3.55	3.43	3.65	22
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.22	3.45	3.29	3.36	3.48	3.43	3.40	6	3.43	3.28	3.52	12
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.23	3.28	3.17	3.33	3.31	3.30	3.28	5	3.37	3.24	3.44	22
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.86	3.28	3.06	3.07	3.16	3.35	3.18	6	3.14	2.88	3.38	22
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.63	3.67	3.57	3.91	3.78	3.86	3.76	5	3.68	3.52	3.91	38
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.68	3.70	3.78	3.80	3.71	3.80	3.76	6	3.73	3.68	3.84	27
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.25	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.49	3.37	3.60	6
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.21	3.88	3.93	4.07	4.09	4.01	4.00	1	4.08	3.98	4.20	80

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.63	3.30	3.55	3.78	3.71	3.56	3.58	3	3.74	3.51	4.10	35
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.22	4.00	4.23	4.13	4.23	4.11	4.14	3	4.19	4.10	4.31	52
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.49	4.47	4.31	4.48	4.48	4.48	4.44	1	4.53	4.46	4.62	43
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	3.81	3.72	3.86	4.02	3.56	3.79	1	3.83	3.70	3.99	84
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.16	3.12	3.43	3.01	3.56	3.70	3.36	4	3.44	3.13	3.63	30
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.65	3.58	3.55	3.56	3.82	3.49	3.60	2	3.57	3.41	3.71	66
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.27	2.61	2.61	3.05	2.41	2.48	2.63	6	2.81	2.55	3.07	12
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.87	2.88	3.02	2.95	2.97	3.30	3.02	6	2.98	2.86	3.10	27
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	4.18	4.19	4.28	4.32	4.29	4.25	6	4.33	4.23	4.43	13
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.18	3.67	3.46	3.71	3.42	3.76	3.60	6	3.32	3.13	3.47	30
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.75	3.04	2.83	2.91	3.15	3.00	2.99	6	2.86	2.68	3.11	32

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				mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.57	3.71	3.89	3.53	3.84	4.08	3.81	5	3.55	3.41	3.73	51
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.78	3.47	3.20	2.99	3.14	3.26	3.21	6	3.12	2.86	3.34	22
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	4.07	3.74	3.61	3.71	3.80	4.02	3.78	1	3.56	3.43	3.71	100
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.49	3.67	3.61	3.65	3.81	3.97	3.74	6	3.51	3.37	3.69	46
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.37	3.62	3.71	3.69	3.51	3.60	3.63	6	3.82	3.66	3.95	1
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.05	4.27	4.03	4.22	4.15	4.10	4.15	5	4.27	4.13	4.36	12
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.13	4.15	4.13	4.20	4.11	4.25	4.17	4	4.17	4.07	4.29	46
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.14	4.02	4.11	4.17	3.99	4.21	4.10	3	4.10	3.99	4.24	54
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.68	3.96	3.76	4.24	3.90	3.55	3.88	5	4.03	3.91	4.17	10
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.03	3.68	3.74	3.76	3.83	3.88	3.78	1	3.69	3.59	3.81	95
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.51	4.62	4.50	4.62	4.60	4.55	4.58	5	4.50	4.41	4.58	50

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Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.85	4.29	3.94	4.33	4.19	4.06	4.16	6	4.21	4.07	4.31	5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.60	3.80	3.83	3.92	3.67	3.58	3.76	5	3.69	3.59	3.80	29
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.08	4.35	4.16	4.30	4.19	4.11	4.22	6	4.25	4.15	4.34	15
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.49	4.45	4.38	4.56	4.47	4.45	4.46	2	4.52	4.43	4.61	44
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.19	3.90	3.97	4.02	3.94	3.91	3.95	1	4.02	3.93	4.10	91
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.90	3.35	3.41	3.67	3.41	3.22	3.41	6	3.49	3.31	3.66	6
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.04	2.97	3.25	3.19	3.76	2.89	3.21	4	3.26	2.93	3.54	40
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.70	3.95	3.85	3.94	3.83	3.62	3.84	5	3.87	3.74	4.02	20
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.27	3.47	3.52	3.70	3.82	3.49	3.60	6	3.52	3.34	3.72	21
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.06	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.01	2.93	3.09	59
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.75	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.91	38

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Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.57	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.71	3.57	3.82	24
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.77	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.84	2.75	2.93	32
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.89	3.03	3.05	2.89	2.92	2.79	2.94	4	2.91	2.77	3.05	49
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.48	3.47	3.30	3.48	3.56	3.47	3.46	2	3.43	3.30	3.58	60
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.29	3.51	3.56	3.54	3.48	3.66	3.55	6	3.43	3.28	3.58	27
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.31	3.42	3.43	3.62	3.33	3.59	3.48	6	3.36	3.27	3.54	33
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.32	3.00	2.56	3.03	2.87	3.02	2.90	6	2.75	2.56	2.94	5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	4.02	3.36	3.45	3.51	3.34	3.80	3.49	1	3.32	3.14	3.52	100
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.95	3.57	3.26	3.16	3.14	2.96	3.22	6	3.27	3.02	3.53	20
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.47	2.71	2.40	3.35	2.63	2.61	2.74	5	3.02	2.67	3.35	13
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.29	3.19	3.14	3.60	3.68	2.91	3.30	3	3.20	2.98	3.41	61

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Q34B1 0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.44	2.85	2.85	3.21	2.48	2.70	2.82	6	3.05	2.84	3.29	5
Q34B1 1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.07	2.92	3.03	3.57	3.20	3.24	3.19	4	3.39	3.09	3.67	23
Q34B1 2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.21	3.25	3.00	3.36	3.46	3.09	3.23	4	3.11	3.00	3.22	73
Q34B1 3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.38	2.45	2.23	1.86	2.93	2.17	2.33	3	2.53	2.30	2.83	38
Q34B1 4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.16	2.41	2.06	2.28	1.79	1.89	2.09	3	2.31	2.05	2.55	36
Q34B1 5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.99	3.62	3.31	3.90	4.04	3.14	3.60	6	3.33	3.03	3.61	22
Q34B1 6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.32	2.67	2.10	2.47	2.32	2.70	2.45	4	2.65	2.41	2.84	15
Q34B1 7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.79	2.65	2.91	0
Q34B1 8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	2.33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.74	1.97	3.30	35
Q34B1 9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.84	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.97	2.74	3.21	41
Q34B2 0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.41	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2.83	2.54	2.98	14

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.73	3.38	2.87	3.31	3.49	3.14	3.24	6	2.97	2.66	3.25	29
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.77	3.18	2.84	3.04	3.29	3.00	3.07	6	2.82	2.61	3.04	40
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.88	4.18	3.83	3.65	4.00	3.95	3.92	4	3.57	3.36	3.79	85
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.80	4.07	3.71	3.64	4.03	3.94	3.88	4	3.53	3.35	3.71	84
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.92	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.72	3.93	73
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.03	3.37	2.68	3.21	3.09	2.90	3.05	4	3.11	2.92	3.38	37
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.86	3.06	2.88	2.99	3.00	3.10	3.01	6	2.89	2.78	3.03	46
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.19	4.05	3.93	3.95	4.16	4.04	4.03	1	3.97	3.85	4.08	88
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.57	3.53	3.44	3.33	3.52	3.52	3.47	1	3.48	3.38	3.60	71
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.58	3.27	3.49	3.35	3.50	3.55	3.43	1	3.33	3.22	3.49	90
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.79	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.53	3.47	3.65	89

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item	theme	name	description	OVERALL											
				You	Peer 1	Peer 2	Peer 3	Peer 4	Peer 5	All selected peers		All comparables			
				mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.75	3.53	3.69	3.53	3.62	3.76	3.63	2	3.47	3.37	3.57	95
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.95	3.85	3.78	3.77	3.93	3.75	3.82	1	3.68	3.59	3.78	95
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.10	3.80	3.93	3.86	3.84	3.98	3.88	1	3.84	3.75	3.95	98
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.12	4.01	3.93	3.96	4.00	3.91	3.96	1	3.93	3.88	4.01	93
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.11	3.65	4.03	3.82	3.89	3.98	3.87	1	3.78	3.65	3.90	94
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.50	3.41	3.40	3.39	3.65	3.53	3.48	3	3.41	3.24	3.53	71
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.07	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.97	3.86	4.09	70
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.94	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.68	3.54	3.82	86
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.97	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3.80	3.69	3.92	84
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.22	N/A	N/A	N/A	N/A	N/A	N/A	N/A	4.07	3.98	4.21	77
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.08	3.86	4.01	3.90	4.10	4.03	3.98	2	3.87	3.76	4.03	85

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				mean	mean	mean	mean	mean	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.68	3.73	3.66	3.78	3.90	3.85	3.78	5	3.60	3.48	3.75	61
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.32	3.73	2.91	3.82	3.35	3.37	3.44	5	3.24	3.07	3.49	55
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.10	4.08	3.80	4.05	4.12	4.06	4.02	2	3.97	3.86	4.10	76
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.69	3.94	3.79	3.95	4.02	3.94	3.93	6	3.74	3.60	3.92	41

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.62	3.83	6	3.74	3.63	3.90	23	3.36	-0.26	-7%	3.67	5	3.64	3.48	3.82	12
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.47	3.69	6	3.63	3.52	3.79	16	3.36	-0.11	-3%	3.61	5	3.59	3.44	3.74	17
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.27	3.47	5	3.35	3.21	3.53	30	3.31	0.04	1%	3.27	3	3.24	3.14	3.42	61
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.27	3.68	6	3.53	3.40	3.70	9	3.12	-0.15	-4%	3.46	6	3.46	3.31	3.63	10
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.77	3.83	4	3.65	3.54	3.82	67	3.51	-0.26	-7%	3.53	3	3.46	3.29	3.67	54
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.46	3.71	6	3.72	3.63	3.88	15	3.33	-0.13	-3%	3.62	5	3.62	3.41	3.82	16
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.65	3.77	5	3.68	3.55	3.79	43	3.88	0.23	6%	3.72	2	3.69	3.54	3.83	80
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.08	3.14	5	3.16	3.06	3.31	30	3.34	0.26	6%	3.09	1	3.13	2.94	3.30	79
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.11	3.24	5	3.22	3.10	3.35	26	2.95	-0.16	-4%	3.18	6	3.19	3.02	3.34	16
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.90	3.13	6	2.99	2.82	3.15	38	2.93	0.03	1%	3.00	4	3.00	2.79	3.20	40
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.69	2.92	6	2.85	2.71	3.00	24	2.81	0.12	3%	2.83	3	2.84	2.71	2.99	40

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				You		All selected peers		All comparables		You		All selected peers		All comparables						
mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile				
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.66	6	3.95	6	3.77	3.66	3.91	27	3.35	-0.31	-8%	3.61	5	3.60	3.42	3.80	21
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.75	5	3.81	5	3.84	3.72	3.96	29	3.65	-0.10	-3%	3.76	5	3.79	3.66	3.93	21
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.47	3	3.43	3	3.54	3.37	3.69	40	3.49	0.02	1%	3.35	1	3.47	3.33	3.62	62
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.49	5	3.57	5	3.58	3.46	3.68	34	3.36	-0.13	-3%	3.47	4	3.52	3.36	3.66	24
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.16	6	3.46	6	3.43	3.28	3.56	6	3.28	0.12	3%	3.35	5	3.43	3.27	3.59	26
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.15	6	3.31	6	3.37	3.21	3.51	10	3.31	0.16	4%	3.25	2	3.36	3.22	3.49	45
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.89	6	3.29	6	3.21	2.97	3.45	16	2.83	-0.06	-2%	3.10	5	3.06	2.77	3.36	29
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.59	6	3.76	6	3.72	3.54	3.94	30	3.68	0.09	2%	3.76	4	3.63	3.45	3.90	51
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.87	5	3.98	5	3.81	3.72	3.94	56	3.48	-0.39	-10%	3.55	5	3.64	3.49	3.77	23
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.65	N/A	N/A	N/A	3.66	3.58	3.77	50	2.86	-0.79	-20%	N/A	N/A	3.31	3.20	3.41	0
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.07	2	3.99	2	4.05	3.94	4.17	55	4.34	0.27	7%	4.00	1	4.11	3.98	4.24	89

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.81	3.62	2	3.76	3.52	4.09	43	3.44	-0.37	-9%	3.53	5	3.72	3.39	4.11	26
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.18	4.26	5	4.21	4.10	4.36	41	4.26	0.08	2%	4.03	1	4.16	4.00	4.27	70
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.37	4.49	6	4.53	4.45	4.63	10	4.62	0.25	6%	4.40	1	4.51	4.42	4.62	73
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.02	3.83	2	3.86	3.76	4.04	74	4.18	0.16	4%	3.75	1	3.79	3.63	4.00	91
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.13	3.32	4	3.37	3.04	3.61	35	3.19	0.06	2%	3.40	4	3.52	3.22	3.67	22
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.48	3.48	3	3.49	3.33	3.66	52	3.83	0.35	9%	3.70	2	3.66	3.51	3.83	73
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.61	2.89	5	2.99	2.72	3.28	21	1.92	-0.69	-17%	2.39	6	2.59	2.35	2.86	6
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.89	3.06	6	3.07	2.94	3.22	21	2.85	-0.04	-1%	3.00	5	2.88	2.71	3.04	45
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.29	4.33	6	4.35	4.27	4.47	28	4.05	-0.24	-6%	4.18	5	4.31	4.19	4.45	12
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.21	3.66	6	3.36	3.15	3.53	30	3.14	-0.07	-2%	3.55	6	3.26	3.01	3.51	38
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.71	3.01	6	2.92	2.69	3.23	27	2.80	0.09	2%	2.96	5	2.78	2.51	3.06	43

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mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile	75th %tile	your %tile					
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.88	3	3.86	3.59	3.45	3.82	82	3.28	-0.60	-15%	3.77	6	3.50	3.29	3.71	22
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.83	6	3.26	3.18	2.90	3.42	16	2.74	-0.09	-2%	3.18	6	3.05	2.77	3.31	22
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.99	1	3.73	3.56	3.45	3.70	95	4.13	0.14	3%	3.83	2	3.56	3.38	3.76	98
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.51	6	3.75	3.50	3.39	3.71	43	3.48	-0.03	-1%	3.74	6	3.51	3.32	3.75	48
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.02	6	3.43	3.67	3.48	3.85	0	3.72	0.70	18%	3.80	5	4.00	3.83	4.15	11
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	3.80	6	3.96	4.15	3.97	4.28	5	4.29	0.49	12%	4.34	5	4.42	4.29	4.55	23
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.92	6	4.16	4.09	3.97	4.21	16	4.33	0.41	10%	4.18	1	4.27	4.17	4.42	63
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.98	5	4.06	4.02	3.90	4.18	39	4.29	0.31	8%	4.14	1	4.21	4.07	4.37	70
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.31	6	3.80	3.95	3.79	4.14	0	4.03	0.72	18%	3.96	3	4.14	4.01	4.32	29
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.72	2	3.67	3.58	3.48	3.71	77	4.35	0.63	16%	3.88	1	3.81	3.68	3.96	100
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.26	6	4.54	4.40	4.29	4.50	21	4.76	0.50	13%	4.62	1	4.63	4.55	4.73	83

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.63	4.10	6	4.06	3.90	4.21	2	4.05	0.42	11%	4.23	5	4.40	4.25	4.54	9
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.39	3.52	4	3.48	3.33	3.59	35	3.80	0.41	10%	3.99	6	3.97	3.81	4.09	17
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	3.85	4.08	6	4.12	3.99	4.24	11	4.31	0.46	12%	4.36	5	4.41	4.28	4.53	29
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.40	4.43	4	4.45	4.36	4.56	41	4.58	0.18	4%	4.49	2	4.61	4.53	4.70	40
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.04	3.89	3	3.96	3.88	4.05	73	4.33	0.29	7%	4.00	1	4.10	3.99	4.20	94
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.86	3.34	6	3.38	3.18	3.56	5	2.94	0.08	2%	3.48	6	3.65	3.42	3.92	4
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.94	3.28	5	3.26	2.91	3.58	30	3.13	0.19	5%	3.15	2	3.25	2.92	3.54	55
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.47	3.68	6	3.66	3.51	3.82	17	3.89	0.42	11%	3.99	5	4.15	3.99	4.30	13
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.39	3.62	6	3.48	3.32	3.66	33	3.16	-0.23	-6%	3.58	6	3.58	3.33	3.86	16
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.75	N/A	N/A	2.85	2.73	2.96	30	3.33	0.58	15%	N/A	N/A	3.22	3.14	3.32	81
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.73	N/A	N/A	3.85	3.71	3.97	30	3.77	0.04	1%	N/A	N/A	3.74	3.60	3.85	51

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item	theme	name	description	GENDER															
				MALES						FEMALES									
				You		All selected peers		All comparables		You		All selected peers		All comparables					
mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile	75th %tile	your %tile			
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.48	N/A	N/A	3.53	3.44	3.61	30	3.65	0.17	4%	N/A	N/A	3.94	3.76	4.13	8
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.61	N/A	N/A	2.66	2.51	2.79	46	2.91	0.30	8%	N/A	N/A	3.05	2.97	3.16	22
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.03	2.88	2	2.91	2.79	3.10	67	2.79	-0.24	-6%	2.99	5	2.90	2.69	3.07	35
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.55	3.42	1	3.40	3.27	3.57	72	3.43	-0.12	-3%	3.49	4	3.47	3.23	3.64	34
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.17	3.59	6	3.40	3.23	3.57	21	3.40	0.23	6%	3.52	5	3.48	3.31	3.66	32
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.23	3.44	5	3.32	3.18	3.49	32	3.40	0.17	4%	3.51	6	3.42	3.29	3.60	40
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.11	2.95	6	2.77	2.58	2.95	1	2.50	0.39	10%	2.85	6	2.73	2.50	2.93	24
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.84	3.52	1	3.28	3.11	3.51	100	4.19	0.35	9%	3.46	1	3.39	3.18	3.63	99
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.13	3.31	5	3.25	2.98	3.52	40	2.77	-0.36	-9%	3.14	6	3.31	3.02	3.61	9
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.50	2.79	5	2.98	2.64	3.37	16	2.45	-0.05	-1%	2.69	5	3.08	2.60	3.55	16
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.21	3.27	3	3.14	2.96	3.37	63	3.38	0.17	4%	3.33	3	3.29	3.04	3.54	63

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item	theme	name	description	GENDER															
				MALES						You				FEMALES					
				You			All selected peers			All comparables			You		All selected peers		All comparables		
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.59	2.97	5	3.11	2.90	3.35	13	2.28	-0.31	-8%	2.68	6	2.99	2.67	3.21	1
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.35	3.31	3	3.43	3.14	3.70	38	2.79	-0.56	-14%	3.08	5	3.35	3.02	3.71	10
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.28	3.24	3	3.15	2.99	3.29	74	3.14	-0.14	-3%	3.22	4	3.05	2.88	3.24	63
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.60	2.47	2	2.63	2.31	2.88	48	2.14	-0.46	-12%	2.04	3	2.40	2.03	2.75	35
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.07	2.10	2	2.30	1.98	2.60	34	2.29	0.22	6%	2.02	2	2.30	2.02	2.49	54
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	3.45	3.48	4	3.21	2.95	3.47	72	2.61	-0.84	-21%	3.70	6	3.45	3.08	3.81	4
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.43	2.52	3	2.67	2.37	2.91	34	2.20	-0.23	-6%	2.39	5	2.62	2.39	2.90	12
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.60	N/A	N/A	2.84	2.69	3.00	13	2.22	-0.38	-10%	N/A	N/A	2.67	2.35	2.92	16
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	2.06	N/A	N/A	2.70	2.00	3.38	27	2.57	0.51	13%	N/A	N/A	2.83	2.35	3.40	35
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.85	N/A	N/A	2.98	2.77	3.13	43	2.83	-0.02	-1%	N/A	N/A	2.96	2.63	3.28	46
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.44	N/A	N/A	2.84	2.67	3.00	6	2.38	-0.06	-2%	N/A	N/A	2.69	2.53	3.15	7

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				MALES						You			FEMALES			All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.30	3.37	5	3.05	2.77	3.38	68	2.26	-1.04	-26%	3.10	6	2.86	2.46	3.21	15
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.28	3.24	4	2.94	2.67	3.22	79	2.38	-0.90	-23%	2.90	6	2.67	2.35	2.94	28
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.04	4.04	3	3.60	3.37	3.87	94	3.74	-0.30	-8%	3.81	4	3.53	3.24	3.74	76
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.16	3.98	2	3.58	3.35	3.83	96	3.47	-0.69	-17%	3.78	4	3.46	3.24	3.69	51
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.07	N/A	N/A	3.88	3.77	4.00	79	3.78	-0.29	-7%	N/A	N/A	3.71	3.57	3.85	65
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.00	3.02	3	3.11	2.89	3.41	34	3.05	0.05	1%	3.07	3	3.12	2.84	3.42	40
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.29	3.26	3	3.04	2.87	3.20	85	2.43	-0.86	-22%	2.76	6	2.70	2.56	2.90	15
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.31	4.07	1	4.00	3.88	4.12	93	4.07	-0.24	-6%	3.98	2	3.93	3.79	4.07	76
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.83	3.49	1	3.51	3.35	3.68	89	3.31	-0.52	-13%	3.45	5	3.45	3.28	3.63	28
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.84	3.51	1	3.43	3.29	3.60	99	3.32	-0.52	-13%	3.36	3	3.22	3.07	3.36	68
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.92	N/A	N/A	3.58	3.41	3.79	89	3.67	-0.25	-6%	N/A	N/A	3.47	3.36	3.62	81

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				MALES						You			FEMALES			All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.16	3.67	1	3.51	3.37	3.68	98	3.36	-0.80	-20%	3.59	5	3.42	3.31	3.56	37
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.28	3.87	1	3.68	3.58	3.84	100	3.64	-0.64	-16%	3.77	5	3.67	3.54	3.80	49
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.41	3.86	1	3.82	3.73	3.95	100	3.79	-0.62	-16%	3.90	5	3.85	3.73	3.95	43
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.41	3.96	1	3.90	3.83	4.04	100	3.84	-0.57	-14%	3.96	5	3.97	3.85	4.06	22
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.35	3.90	1	3.80	3.66	3.98	99	3.87	-0.48	-12%	3.85	4	3.74	3.56	3.92	70
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.73	3.46	1	3.41	3.23	3.59	85	3.29	-0.44	-11%	3.50	5	3.41	3.23	3.53	35
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.19	N/A	N/A	3.93	3.85	4.06	86	3.95	-0.24	-6%	N/A	N/A	4.02	3.87	4.15	35
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.07	N/A	N/A	3.65	3.47	3.81	97	3.80	-0.27	-7%	N/A	N/A	3.72	3.58	3.85	70
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.21	N/A	N/A	3.81	3.66	3.95	97	3.72	-0.49	-12%	N/A	N/A	3.81	3.67	3.95	32
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.47	N/A	N/A	4.09	3.99	4.28	92	3.96	-0.51	-13%	N/A	N/A	4.04	3.94	4.16	33
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.23	4.00	1	3.89	3.78	4.05	93	3.92	-0.31	-8%	3.97	4	3.85	3.72	3.97	67

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				MALES						You			FEMALES			All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs M)	% diff (vs M)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.74	3.82	5	3.59	3.44	3.80	71	3.61	-0.13	-3%	3.75	6	3.61	3.44	3.82	50
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.47	3.41	4	3.27	3.01	3.50	70	3.16	-0.31	-8%	3.47	5	3.21	3.03	3.44	40
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	4.26	4.02	1	3.95	3.82	4.11	91	3.96	-0.30	-8%	4.02	4	3.99	3.86	4.14	35
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.76	3.94	5	3.74	3.58	3.95	51	3.62	-0.14	-3%	3.91	6	3.72	3.55	3.88	32

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item	theme	name	description	RACE/ETHNICITY										FACULTY OF COLOR					
				WHITE FACULTY			You							All selected peers		All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.51	3.76	6	3.69	3.55	3.86	18	3.33	-0.18	-4%	3.66	5	3.71	3.54	3.93	11
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.43	3.66	6	3.61	3.51	3.75	15	3.35	-0.08	-2%	3.60	4	3.62	3.40	3.83	20
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.30	3.35	4	3.26	3.13	3.41	51	3.20	-0.10	-2%	3.41	4	3.39	3.23	3.60	21
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.22	3.57	6	3.49	3.40	3.60	11	3.04	-0.18	-5%	3.56	6	3.53	3.39	3.68	7
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.66	3.70	5	3.56	3.39	3.74	59	3.44	-0.22	-6%	3.63	5	3.58	3.42	3.79	28
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.41	3.63	6	3.64	3.52	3.80	15	3.25	-0.16	-4%	3.77	5	3.77	3.55	3.99	7
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.73	3.72	3	3.67	3.55	3.77	61	4.03	0.30	8%	3.85	1	3.71	3.57	3.90	91
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.20	3.07	2	3.09	2.97	3.25	66	3.25	0.05	1%	3.29	5	3.27	3.09	3.45	38
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.04	3.19	6	3.18	3.09	3.30	18	2.95	-0.09	-2%	3.32	6	3.27	3.08	3.47	9
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.94	3.06	5	2.96	2.80	3.10	49	2.77	-0.17	-4%	3.06	5	3.07	2.83	3.25	18
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.76	2.82	5	2.78	2.64	2.94	38	2.70	-0.06	-1%	3.11	6	2.98	2.80	3.12	12

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				WHITE FACULTY					You					All selected peers		All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.51	3.78	6	3.68	3.54	3.88	22	3.51	0.00	0%	3.75	5	3.73	3.54	3.89	21
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.70	3.80	5	3.84	3.76	3.97	20	3.69	-0.01	0%	3.76	5	3.74	3.55	3.94	44
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.48	3.39	3	3.51	3.35	3.63	48	3.46	-0.02	-1%	3.39	2	3.50	3.32	3.68	45
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.43	3.52	5	3.57	3.44	3.65	21	3.44	0.01	0%	3.48	5	3.51	3.38	3.64	38
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.24	3.42	6	3.44	3.29	3.53	16	3.04	-0.20	-5%	3.32	6	3.40	3.22	3.51	7
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.24	3.26	5	3.36	3.23	3.47	27	3.16	-0.08	-2%	3.33	5	3.37	3.21	3.57	18
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.90	3.17	6	3.11	2.78	3.39	27	2.50	-0.40	-10%	3.22	6	3.23	2.90	3.53	6
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.59	3.72	5	3.69	3.51	3.91	34	3.97	0.38	10%	3.88	3	3.67	3.38	3.98	74
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.66	3.73	6	3.71	3.62	3.84	39	3.82	0.16	4%	3.83	3	3.78	3.66	3.92	51
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.21	N/A	N/A	3.45	3.32	3.55	15	3.59	0.38	10%	N/A	N/A	3.58	3.44	3.74	50
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.21	4.04	1	4.11	4.03	4.23	70	4.16	-0.05	-1%	3.83	1	3.97	3.85	4.11	82

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.63	3.62	3	3.77	3.52	4.14	33	3.58	-0.05	-1%	3.45	3	3.67	3.35	4.01	38
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.19	4.17	3	4.23	4.13	4.36	39	4.45	0.26	6%	3.99	1	4.10	3.98	4.27	95
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.49	4.48	4	4.59	4.50	4.69	21	4.54	0.05	1%	4.33	1	4.37	4.26	4.53	80
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.16	3.80	1	3.84	3.68	4.05	85	3.67	-0.49	-12%	3.73	4	3.80	3.62	4.04	28
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.19	3.40	4	3.46	3.11	3.64	33	2.88	-0.31	-8%	3.17	6	3.36	3.08	3.53	12
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.60	3.68	6	3.57	3.41	3.71	57	4.02	0.42	11%	3.26	1	3.55	3.31	3.79	94
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.20	2.58	6	2.74	2.49	3.00	11	2.74	0.54	14%	2.79	3	2.99	2.72	3.34	27
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.87	3.07	6	2.99	2.87	3.13	24	2.91	0.04	1%	2.78	2	2.94	2.70	3.13	51
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.20	4.33	6	4.40	4.32	4.51	7	3.98	-0.22	-6%	3.87	3	4.14	3.99	4.30	24
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.19	3.60	6	3.29	3.10	3.47	34	3.09	-0.10	-3%	3.58	6	3.37	3.08	3.68	26
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.74	3.04	6	2.84	2.61	3.10	32	2.88	0.14	3%	2.72	3	2.88	2.63	3.23	41

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mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile	75th %tile	your %tile			
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.53	3.77	5	3.53	3.38	3.76	45	3.93	0.40	10%	3.96	4	3.58	3.32	3.87	82
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.73	3.20	6	3.09	2.82	3.31	22	3.17	0.44	11%	3.20	4	3.18	2.91	3.48	43
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	4.00	3.77	2	3.57	3.42	3.70	95	4.54	0.54	14%	3.76	1	3.55	3.40	3.77	100
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.45	3.69	6	3.49	3.35	3.71	44	3.88	0.43	11%	3.90	3	3.55	3.34	3.82	84
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.32	3.55	6	3.74	3.56	3.88	4	3.85	0.53	13%	3.93	5	4.02	3.86	4.20	24
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.04	4.16	5	4.27	4.13	4.38	15	4.19	0.15	4%	4.19	4	4.25	4.09	4.41	41
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.10	4.16	4	4.17	4.03	4.31	40	4.38	0.28	7%	4.23	2	4.18	4.04	4.36	78
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.11	4.07	3	4.08	3.95	4.24	57	4.38	0.27	7%	4.21	1	4.14	4.02	4.33	90
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.63	3.82	5	3.99	3.82	4.13	7	4.18	0.55	14%	4.15	4	4.15	4.03	4.33	54
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.99	3.71	1	3.61	3.51	3.72	98	4.44	0.45	11%	4.04	1	3.89	3.75	4.05	99
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.49	4.56	5	4.49	4.41	4.59	49	4.64	0.15	4%	4.67	5	4.54	4.43	4.65	70

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mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.77	6	4.12	6	4.18	4.03	4.31	5	4.47	0.70	18%	4.30	3	4.28	4.15	4.40	82
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.57	6	3.72	6	3.62	3.51	3.71	39	3.87	0.30	8%	3.87	4	3.87	3.71	4.03	49
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.07	6	4.21	6	4.24	4.14	4.35	13	4.19	0.12	3%	4.24	3	4.26	4.12	4.36	41
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.49	2	4.44	2	4.52	4.43	4.63	44	4.49	0.00	0%	4.51	4	4.53	4.42	4.66	45
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.17	1	3.90	1	3.97	3.89	4.06	89	4.40	0.23	6%	4.11	1	4.13	4.00	4.26	93
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.77	6	3.30	6	3.37	3.21	3.58	9	3.78	1.01	25%	3.86	4	3.76	3.60	3.94	55
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.99	4	3.11	4	3.11	2.74	3.45	55	3.40	0.41	10%	3.61	5	3.61	3.31	3.77	30
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.65	5	3.81	5	3.82	3.68	3.95	22	4.19	0.54	14%	3.97	2	3.99	3.83	4.18	78
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.22	6	3.53	6	3.39	3.22	3.57	24	3.74	0.52	13%	3.81	4	3.82	3.61	4.13	37
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.02	N/A	N/A	N/A	2.89	2.82	2.99	81	3.53	0.51	13%	N/A	N/A	3.32	3.14	3.53	81
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.68	N/A	N/A	N/A	3.69	3.63	3.81	49	4.31	0.63	16%	N/A	N/A	4.03	3.82	4.23	84

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.54	N/A	N/A	3.62	3.54	3.73	27	3.78	0.24	6%	N/A	N/A	3.90	3.79	4.07	24
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.77	N/A	N/A	2.74	2.60	2.89	51	2.81	0.04	1%	N/A	N/A	3.06	2.94	3.16	6
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.77	2.89	6	2.82	2.71	2.95	39	3.87	1.10	28%	3.11	1	3.11	2.88	3.34	99
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.49	3.46	4	3.42	3.30	3.57	61	3.47	-0.02	-1%	3.41	3	3.44	3.25	3.60	59
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.24	3.56	6	3.39	3.25	3.54	24	3.69	0.45	11%	3.52	2	3.52	3.26	3.72	67
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.30	3.47	6	3.31	3.16	3.49	38	3.47	0.17	4%	3.49	4	3.47	3.24	3.69	44
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.28	2.90	6	2.68	2.46	2.90	9	2.61	0.33	8%	2.90	5	2.89	2.66	3.07	18
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	4.00	3.46	1	3.30	3.08	3.53	100	4.12	0.12	3%	3.61	1	3.38	3.16	3.59	100
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.90	3.18	6	3.24	2.97	3.58	17	3.38	0.48	12%	3.32	3	3.32	3.11	3.57	50
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.42	2.77	5	3.00	2.61	3.42	16	2.85	0.43	11%	2.64	2	3.03	2.74	3.36	37
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.23	3.37	4	3.20	2.98	3.43	50	3.66	0.43	11%	3.05	1	3.18	2.95	3.45	91

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Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.33	2.77	6	2.99	2.80	3.24	7	3.11	0.78	20%	2.95	2	3.16	2.89	3.44	37
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.05	3.19	4	3.37	3.11	3.66	22	3.22	0.17	4%	3.19	3	3.43	3.13	3.72	29
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.17	3.18	4	3.04	2.92	3.16	76	3.54	0.37	9%	3.43	2	3.25	3.05	3.50	81
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.31	2.29	3	2.48	2.17	2.73	39	2.72	0.41	10%	2.40	3	2.61	2.35	2.91	58
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.15	2.02	3	2.31	2.01	2.59	34	2.21	0.06	2%	2.30	3	2.32	2.01	2.57	39
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.89	3.64	6	3.37	3.12	3.64	12	N<5	N<5	N<5	3.47	N/A	3.27	2.97	3.53	N<5
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.38	2.39	4	2.61	2.34	2.78	29	2.00	-0.38	-10%	2.67	5	2.70	2.50	3.13	5
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.33	N/A	N/A	2.79	2.58	3.00	8	N<5	N<5	N<5	N/A	N/A	2.81	2.51	3.04	N<5
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	2.41	N/A	N/A	2.64	1.93	3.20	47	N<5	N<5	N<5	N/A	N/A	2.96	2.41	3.36	N<5
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.80	N/A	N/A	2.98	2.77	3.20	34	N<5	N<5	N<5	N/A	N/A	2.97	2.69	3.17	N<5
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.41	N/A	N/A	2.75	2.47	3.00	17	N<5	N<5	N<5	N/A	N/A	2.86	2.58	3.04	N<5

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.66	6	3.25	2.95	2.63	3.30	28	N<5	N<5	N<5	3.08	N/A	3.00	2.75	3.31	N<5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.72	5	3.07	2.80	2.54	3.10	38	3.27	0.55	14%	2.93	1	2.86	2.68	3.07	85
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.87	4	3.94	3.61	3.43	3.81	79	3.99	0.12	3%	3.73	3	3.43	3.17	3.64	93
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.76	4	3.89	3.57	3.38	3.76	74	4.11	0.35	9%	3.78	1	3.42	3.19	3.64	98
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.94	N/A	N/A	3.81	3.72	3.95	69	3.70	-0.24	-6%	N/A	N/A	3.76	3.62	4.00	40
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.02	5	3.12	3.14	2.93	3.45	35	3.04	0.02	1%	2.70	2	3.01	2.74	3.34	48
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.84	6	2.99	2.89	2.72	3.04	39	3.06	0.22	6%	3.01	3	2.91	2.72	3.09	70
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.21	1	4.03	4.01	3.87	4.14	85	4.01	-0.20	-5%	4.00	4	3.87	3.71	4.06	63
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.52	3	3.50	3.50	3.38	3.64	54	3.91	0.39	10%	3.39	1	3.44	3.27	3.65	94
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.52	3	3.49	3.34	3.19	3.52	76	3.99	0.47	12%	3.19	1	3.31	3.11	3.52	98
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.82	N/A	N/A	3.55	3.47	3.67	86	3.63	-0.19	-5%	N/A	N/A	3.43	3.30	3.66	68

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item	theme	name	description	WHITE FACULTY									RACE/ETHNICITY			FACULTY OF COLOR				
				You			All selected peers			All comparables			You			All selected peers		All comparables		
				mean	peer rank	your %tile	mean	peer rank	your %tile	mean	25th %tile	75th %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile	75th %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.76	3.67	2	3.48	3.38	3.59	91	3.65	-0.11	-3%	3.41	1	3.42	3.27	3.60	83	
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.94	3.89	3	3.71	3.59	3.84	90	4.06	0.12	3%	3.48	1	3.57	3.43	3.73	95	
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.12	3.95	1	3.87	3.78	4.00	90	3.92	-0.20	-5%	3.62	1	3.72	3.58	3.92	77	
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.14	4.04	2	3.98	3.89	4.08	88	3.96	-0.18	-4%	3.63	1	3.80	3.64	4.00	68	
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.17	3.89	1	3.80	3.67	3.91	94	3.60	-0.57	-14%	3.72	5	3.69	3.50	3.92	33	
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.52	3.48	3	3.40	3.21	3.55	70	3.36	-0.16	-4%	3.46	5	3.39	3.17	3.62	43	
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.13	N/A	N/A	4.02	3.96	4.16	62	3.61	-0.52	-13%	N/A	N/A	3.80	3.68	3.99	16	
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.93	N/A	N/A	3.72	3.59	3.91	78	4.01	0.08	2%	N/A	N/A	3.55	3.35	3.81	95	
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.95	N/A	N/A	3.86	3.71	4.07	62	4.10	0.15	4%	N/A	N/A	3.62	3.41	3.84	97	
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.23	N/A	N/A	4.10	3.96	4.24	69	4.12	-0.11	-3%	N/A	N/A	3.97	3.75	4.23	54	
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.12	4.02	1	3.90	3.78	4.02	87	3.74	-0.38	-10%	3.77	4	3.79	3.63	4.01	38	

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				You		All selected peers		All comparables			You			All selected peers		All comparables		
item	theme	name	description	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	net diff (vs W)	% diff (vs W)	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.67	5	3.80	3.45	3.78	61	3.76	0.09	2%	3.69	3	3.59	3.43	3.75	77
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.36	4	3.36	2.93	3.46	65	2.93	-0.43	-11%	3.69	6	3.35	3.08	3.64	14
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.14	3	4.07	3.90	4.17	72	3.72	-0.42	-11%	3.75	3	3.83	3.61	4.06	32
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.67	6	3.92	3.62	3.92	34	3.89	0.22	6%	3.90	4	3.74	3.57	3.96	66

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				You			All selected peers			All comparables				You			All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile			
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.86	3.82	4	3.80	3.61	4.13	56	3.18	3.80	6	3.81	3.54	4.11	8			
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.54	3.80	5	3.71	3.50	3.97	30	3.38	3.86	6	3.77	3.42	4.02	23			
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.54	3.55	5	3.42	3.11	3.72	51	2.88	3.61	6	3.42	3.12	3.67	11			
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.63	3.77	5	3.66	3.47	3.88	49	2.98	3.73	6	3.64	3.37	3.82	7			
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.82	3.72	2	3.66	3.50	3.97	61	3.49	3.79	4	3.68	3.44	3.91	32			
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.79	3.88	5	3.75	3.68	4.05	47	3.08	3.84	6	3.80	3.50	4.07	4			
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.64	3.69	4	3.63	3.39	3.86	51	4.30	3.74	1	3.68	3.49	3.91	97			
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.86	2.99	4	3.05	2.76	3.28	35	3.29	3.12	3	3.16	2.98	3.37	63			
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.11	3.25	4	3.17	3.01	3.41	43	3.19	3.08	3	3.25	2.98	3.50	40			
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.79	2.93	4	2.92	2.65	3.16	33	3.08	2.98	3	3.03	2.79	3.25	57			
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.26	2.55	5	2.68	2.46	2.97	11	2.77	2.90	5	2.83	2.67	3.06	36			

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				You	All selected peers	All comparables	You	All selected peers	All comparables	You	All selected peers	All comparables					
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	4.07	3.92	3	3.76	3.55	4.10	73	3.79	3.87	3	3.83	3.55	4.10	41
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.92	3.83	3	3.83	3.56	4.10	59	4.09	3.80	3	3.88	3.69	4.05	79
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.22	3.41	5	3.47	3.21	3.73	28	3.69	3.48	2	3.51	3.32	3.70	73
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.69	3.46	2	3.52	3.24	3.72	74	3.49	3.44	3	3.60	3.37	3.87	33
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.07	3.38	6	3.41	3.19	3.56	14	3.29	3.37	4	3.45	3.29	3.64	25
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.00	3.05	4	3.27	3.02	3.45	24	3.33	3.37	4	3.41	3.29	3.59	33
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.19	3.32	4	3.23	2.92	3.66	40	3.19	3.34	4	3.28	2.87	3.72	45
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.78	3.92	4	3.77	3.51	4.09	44	3.43	3.84	5	3.76	3.53	4.08	17
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.49	3.61	4	3.68	3.49	3.90	25	4.19	3.76	1	3.81	3.61	3.98	92
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	2.89	N/A	N/A	3.52	3.33	3.87	3	3.89	N/A	N/A	3.56	3.32	3.81	80
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.01	3.92	3	4.06	3.81	4.27	44	4.50	3.86	1	4.10	3.94	4.26	95

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				mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.41	4	3.58	4	3.83	3.39	4.47	26	4.10	2	3.52	3.70	3.43	4.19	63
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.99	4	4.15	4	4.34	4.17	4.52	14	4.59	1	4.17	4.29	4.16	4.46	89
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.34	4	4.49	4	4.65	4.53	4.81	15	4.60	3	4.60	4.73	4.65	4.86	16
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.34	1	3.53	1	3.68	3.35	4.14	90	4.60	1	3.69	3.78	3.57	4.21	99
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.09	4	3.17	4	3.46	3.09	3.72	26	2.66	6	3.23	3.32	2.95	3.50	11
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	4.13	1	3.23	1	3.55	3.32	3.99	85	4.21	1	3.55	3.45	3.22	3.83	99
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	1.81	6	2.52	6	2.74	2.29	3.11	10	2.78	4	2.66	2.84	2.61	3.28	33
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.65	3	2.68	3	2.93	2.58	3.28	34	3.25	2	3.15	3.18	2.91	3.40	69
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.25	4	4.24	4	4.51	4.31	4.67	16	4.59	1	4.29	4.52	4.42	4.69	57
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.25	4	3.47	4	3.27	2.83	3.66	48	3.00	6	3.45	3.23	2.93	3.64	29
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.81	4	2.82	4	2.75	2.43	3.19	57	3.12	3	2.80	2.82	2.60	3.28	57

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				You			All selected peers			All comparables				You			All selected peers			All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile						
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.71	3.65	2	3.79	3.48	4.16	38	3.28	3.55	4	3.56	3.19	3.89	29						
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	3.36	3.19	2	3.15	2.74	3.59	63	2.50	2.93	5	3.04	2.70	3.35	16						
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	4.31	3.74	1	3.58	3.20	3.97	96	4.41	3.78	1	3.56	3.36	3.86	100						
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.58	3.71	4	3.59	3.33	3.95	44	3.70	3.62	3	3.48	3.25	3.78	69						
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.10	3.45	6	3.75	3.54	3.96	5	3.51	3.30	2	3.63	3.32	3.89	37						
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.02	4.14	5	4.26	4.04	4.50	22	3.89	4.15	4	4.25	4.08	4.51	15						
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.34	4.16	1	4.13	3.93	4.38	67	4.60	4.16	1	4.16	4.00	4.35	92						
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.24	4.04	1	4.11	3.95	4.38	58	4.60	4.03	1	4.11	3.83	4.37	96						
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.10	3.64	6	3.73	3.56	4.05	4	4.01	3.90	3	4.04	3.95	4.30	29						
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.78	3.72	3	3.61	3.39	3.84	64	4.31	3.69	1	3.51	3.24	3.73	99						
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.55	4.65	4	4.71	4.56	4.86	23	4.90	4.60	1	4.64	4.51	4.76	96						

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				You			All selected peers			All comparables				You			All selected peers				All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile							
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.26	4.52	5	4.59	4.37	4.87	18	3.91	4.27	6	4.47	4.32	4.67	4							
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.76	3.76	3	3.78	3.52	4.04	44	3.51	3.77	6	3.78	3.57	3.97	15							
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.26	4.25	3	4.38	4.24	4.61	33	4.61	4.21	1	4.35	4.20	4.51	89							
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.68	4.61	3	4.61	4.51	4.78	55	4.90	4.51	1	4.63	4.55	4.77	99							
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.36	3.80	1	4.01	3.85	4.22	88	4.20	3.76	1	3.94	3.81	4.05	85							
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.85	3.45	6	3.56	3.29	3.86	8	2.44	3.47	6	3.60	3.38	3.92	3							
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.00	3.48	5	3.43	3.07	3.85	19	3.00	3.06	3	3.22	2.85	3.48	40							
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.00	3.84	2	3.99	3.80	4.23	48	3.72	3.93	5	3.96	3.74	4.19	23							
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.50	3.71	5	3.70	3.42	4.10	30	2.70	3.55	6	3.55	3.38	3.90	3							
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.01	N/A	N/A	3.08	2.92	3.43	38	3.01	N/A	N/A	2.89	2.81	3.16	64							
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.83	N/A	N/A	3.72	3.62	3.96	59	3.51	N/A	N/A	3.80	3.49	3.93	27							

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item	theme	name	description	HUMANITIES						ACADEMIC AREA				SOCIAL SCIENCES			
				You		All selected peers		All comparables		You		All selected peers		All comparables			
				mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.64	N/A	N/A	3.70	3.50	3.95	45	3.51	N/A	N/A	3.80	3.70	4.06	15
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.09	N/A	N/A	2.83	2.61	3.09	69	2.23	N/A	N/A	2.78	2.64	2.90	6
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.45	2.84	6	2.94	2.65	3.12	16	2.66	2.82	4	2.91	2.62	3.18	30
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.58	3.42	3	3.49	3.23	3.79	52	3.59	3.52	4	3.43	3.22	3.71	58
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	2.94	3.62	6	3.48	3.22	3.66	7	3.60	3.55	4	3.48	3.16	3.72	63
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.10	3.52	6	3.40	3.21	3.72	16	3.49	3.43	2	3.38	3.14	3.73	61
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	1.91	2.80	6	2.74	2.44	3.03	6	2.37	2.80	6	2.72	2.41	2.93	21
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.64	3.33	2	3.25	2.96	3.59	78	4.60	3.64	1	3.35	3.06	3.58	100
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.68	3.34	6	3.27	2.69	3.96	25	2.58	2.99	6	3.25	2.85	3.77	17
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	1.92	2.62	5	3.19	2.50	3.80	6	2.16	2.89	6	3.05	2.54	3.84	13
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.44	3.41	5	3.12	2.91	3.57	6	3.40	3.21	3	3.08	2.77	3.59	63

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				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	1.69	2.52	6	2.89	2.53	3.27	2	1.20	2.90	6	3.03	2.76	3.48	0				
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	2.41	3.26	6	3.53	3.14	3.98	8	3.39	3.09	3	3.44	3.17	3.89	35				
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.31	3.14	3	3.12	2.96	3.44	63	3.32	3.13	1	3.08	2.84	3.35	72				
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.25	N/A	2.43	1.92	2.64	N<5	N<5	2.13	N/A	2.34	1.97	2.69	N<5				
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	1.68	N/A	2.18	1.68	2.71	N<5	N<5	1.92	N/A	2.18	1.66	2.65	N<5				
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.75	N/A	3.29	3.23	3.90	N<5	N<5	3.97	N/A	3.35	3.08	3.89	N<5				
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.30	N/A	2.56	2.14	3.10	N<5	N<5	2.71	N/A	2.60	2.22	3.01	N<5				
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.82	2.56	2.85	N<5	N<5	N/A	N/A	2.90	2.84	3.00	N<5				
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	1.51	N/A	N/A	2.60	1.81	3.16	6	2.39	N/A	N/A	2.48	2.04	3.40	45				
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.03	2.78	3.62	N<5	N<5	N/A	N/A	2.82	2.29	3.00	N<5				
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.67	N/A	N/A	2.72	2.71	3.08	0	N<5	N/A	N/A	2.52	2.72	2.94	N<5				

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				You		All selected peers			All comparables				You		All selected peers		All comparables			
				mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	3.08	N/A	2.85	2.66	3.27	N<5	2.48	6	3.44	2.87	2.49	3.35	24		
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	N/A	2.85	N/A	2.70	2.42	3.09	N<5	2.99	4	3.19	2.72	2.40	3.05	73		
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.00	3	3.86	3	3.63	3.37	3.93	81	3.82	4	4.06	3.54	3.24	4.00	65		
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.84	4	3.82	4	3.65	3.38	3.94	66	3.58	6	4.07	3.46	3.18	3.85	54		
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.13	N/A	N/A	N/A	3.71	3.54	4.08	82	4.49	N/A	N/A	3.76	3.47	4.00	93		
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.91	3	2.84	3	2.93	2.52	3.26	51	2.20	6	2.85	2.99	2.68	3.44	13		
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.81	5	2.90	5	2.82	2.48	3.08	46	3.89	1	3.11	2.96	2.75	3.16	100		
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.50	1	4.05	1	4.08	3.78	4.36	87	4.55	1	3.99	4.02	3.73	4.29	91		
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.80	1	3.35	1	3.57	3.35	3.82	72	3.59	3	3.59	3.54	3.31	3.81	55		
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.31	1	3.16	1	3.29	3.06	3.59	42	3.09	6	3.43	3.15	2.91	3.46	39		
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.80	N/A	N/A	N/A	3.62	3.39	3.80	75	3.89	N/A	N/A	3.38	3.10	3.73	88		

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				You		All selected peers		All comparables		You	All selected peers		All comparables				
				mean	peer rank	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.18	3.51	1	3.52	3.26	3.76	96	3.49	3.64	4	3.39	3.11	3.66	55
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.36	3.75	1	3.82	3.59	4.04	93	3.89	3.98	4	3.71	3.47	3.93	68
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.54	3.68	1	3.88	3.72	4.09	99	3.49	3.93	6	3.87	3.73	4.09	11
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.54	3.90	1	4.09	3.94	4.26	94	3.68	4.10	6	4.06	3.92	4.26	9
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.45	3.90	1	3.81	3.58	4.07	97	4.40	3.87	1	3.78	3.53	4.07	93
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.00	3.36	1	3.46	3.12	3.72	89	3.49	3.53	3	3.35	3.04	3.71	53
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.27	N/A	N/A	4.11	3.92	4.31	71	3.90	N/A	N/A	4.06	3.90	4.31	24
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.26	N/A	N/A	3.78	3.57	3.95	89	3.99	N/A	N/A	3.65	3.49	3.87	88
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.54	N/A	N/A	3.86	3.69	4.08	96	4.10	N/A	N/A	3.83	3.57	4.08	76
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.73	N/A	N/A	4.08	3.89	4.35	97	3.99	N/A	N/A	3.98	3.63	4.49	52
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.17	3.84	1	3.90	3.62	4.17	75	4.39	4.02	1	3.89	3.63	4.14	89

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				mean	peer rank	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.58	2	3.53	3	3.50	3.29	3.75	60	3.79	3	3.70	3.58	3.27	3.82	72
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.56	1	2.93	1	2.98	2.66	3.40	87	3.54	4	3.50	3.19	2.83	3.61	72
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	4.50	2	3.97	2	4.08	3.89	4.31	89	4.30	2	3.96	4.03	3.73	4.30	75
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.70	4	3.71	4	3.70	3.53	3.97	42	3.59	6	3.91	3.75	3.53	3.99	31

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.42	3.91	3	3.80	3.69	4.11	10	N<5	3.29	N/A	3.81	3.42	4.00	N<5
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.26	3.84	3	3.69	3.61	4.07	12	N<5	3.04	N/A	3.75	3.57	4.00	N<5
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	2.95	3.47	3	3.41	3.28	3.74	12	N<5	2.91	N/A	3.36	3.00	3.83	N<5
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.11	3.92	4	3.65	3.45	3.82	4	N<5	2.94	N/A	3.56	3.45	3.86	N<5
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.79	3.87	2	3.60	3.44	3.85	71	N<5	3.09	N/A	3.51	3.21	3.87	N<5
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.10	3.82	4	3.79	3.62	4.14	4	N<5	3.19	N/A	3.73	3.60	4.15	N<5
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.63	3.79	2	3.74	3.46	4.00	35	N<5	3.30	N/A	3.59	3.18	3.79	N<5
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.09	3.38	3	3.25	3.00	3.58	29	N<5	3.14	N/A	3.06	2.98	3.32	N<5
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.06	3.41	2	3.35	3.02	3.57	33	N<5	3.26	N/A	3.22	2.95	3.58	N<5
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.99	3.17	3	3.06	2.71	3.23	47	N<5	3.00	N/A	2.90	2.55	3.28	N<5
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.90	2.84	3	2.79	2.66	3.15	56	N<5	2.89	N/A	2.77	2.39	3.12	N<5

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
				mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.00	3.97	4	3.86	3.70	4.27	2	N<5	3.11	N/A	3.66	3.49	4.05	N<5
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.63	3.88	3	3.80	3.67	4.09	22	N<5	3.30	N/A	3.78	3.51	4.14	N<5
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.26	3.67	3	3.60	3.42	3.95	13	N<5	3.30	N/A	3.46	3.29	3.88	N<5
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.14	3.79	3	3.60	3.26	3.84	14	N<5	3.45	N/A	3.61	3.39	4.00	N<5
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.15	3.48	4	3.41	3.20	3.65	10	N<5	3.38	N/A	3.40	3.28	3.89	N<5
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.26	3.15	3	3.32	3.20	3.64	38	N<5	3.29	N/A	3.32	3.16	3.67	N<5
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.50	3.50	4	3.31	3.11	3.70	4	N<5	2.62	N/A	3.28	2.90	3.69	N<5
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.26	3.71	3	3.77	3.55	4.17	15	N<5	3.65	N/A	3.68	3.60	4.24	N<5
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.63	4.05	3	3.64	3.37	3.88	47	N<5	3.17	N/A	3.65	3.34	3.89	N<5
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.08	N/A	N/A	3.45	3.21	3.70	16	N<5	N/A	N/A	3.36	3.24	3.67	N<5
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.54	4.09	4	4.09	3.88	4.31	4	N<5	3.47	N/A	4.11	3.91	4.36	N<5

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item	theme	name	description	ACADEMIC AREA													
				PHYSICAL SCIENCES						BIOLOGICAL SCIENCES							
				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.38	3.61	3	3.92	3.75	4.38	8	N<5	3.61	N/A	3.71	3.67	4.15	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.50	4.28	4	4.20	3.86	4.51	6	N<5	4.15	N/A	4.23	3.91	4.46	N<5
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.05	4.53	4	4.47	4.11	4.73	14	N<5	4.33	N/A	4.59	4.41	4.82	N<5
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.87	4.08	2	3.86	3.60	4.25	45	N<5	3.80	N/A	3.79	3.67	4.18	N<5
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.10	3.33	3	3.42	2.97	3.95	33	N<5	3.58	N/A	3.44	3.16	3.89	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.46	3.21	3	3.15	2.81	3.54	4	N<5	3.85	N/A	3.41	3.25	4.00	N<5
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.37	2.99	3	2.79	2.59	3.31	6	N<5	2.06	N/A	2.72	2.49	3.20	N<5
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.51	3.10	4	3.10	3.00	3.46	6	N<5	2.70	N/A	3.06	2.84	3.32	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	4.64	4	4.39	4.28	4.58	12	N<5	4.05	N/A	4.45	4.28	4.63	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.33	3.89	4	3.48	3.22	3.84	35	N<5	3.47	N/A	3.27	3.07	4.06	N<5
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.81	3.11	3	3.10	2.99	3.60	21	N<5	2.98	N/A	2.89	2.83	3.54	N<5

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.53	3.85	2	3.56	3.26	3.94	37	N<5	3.61	N/A	3.27	2.77	3.82	N<5
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.09	3.15	4	3.31	3.04	3.81	0	N<5	2.99	N/A	3.02	2.90	3.60	N<5
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.92	3.71	1	3.68	3.51	3.92	75	N<5	3.39	N/A	3.45	3.24	3.93	N<5
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.09	3.56	2	3.45	3.02	3.72	27	N<5	3.14	N/A	3.07	2.77	3.52	N<5
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.14	3.68	3	3.59	3.30	4.01	10	N<5	3.67	N/A	3.76	3.56	4.14	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	3.85	4.39	4	4.20	4.02	4.44	4	N<5	4.00	N/A	4.27	4.09	4.60	N<5
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.56	4.08	4	4.12	3.86	4.31	6	N<5	4.04	N/A	4.03	3.99	4.42	N<5
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.79	3.99	4	3.98	3.73	4.27	31	N<5	3.81	N/A	3.99	3.82	4.30	N<5
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.92	4.14	4	4.11	4.00	4.44	15	N<5	3.90	N/A	4.26	4.15	4.50	N<5
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.77	3.79	2	3.56	3.42	3.83	65	N<5	3.72	N/A	3.69	3.52	4.07	N<5
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.24	4.19	4	4.15	3.91	4.35	56	N<5	4.60	N/A	4.18	3.90	4.47	N<5

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.71	3.97	4	4.03	3.64	4.40	27	N<5	4.08	N/A	4.06	3.65	4.17	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.55	3.76	3	3.40	3.10	3.61	73	N<5	4.08	N/A	3.65	3.41	3.80	N<5
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	3.85	4.38	4	4.08	3.89	4.32	17	N<5	4.23	N/A	4.18	3.99	4.38	N<5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.24	4.44	4	4.48	4.36	4.71	14	N<5	4.47	N/A	4.55	4.35	4.74	N<5
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	3.77	4.09	3	3.89	3.65	4.09	35	N<5	4.33	N/A	4.04	3.85	4.25	N<5
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	3.64	3.54	2	3.55	3.24	3.97	57	N<5	3.66	N/A	3.83	3.60	4.13	N<5
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.76	3.34	3	3.21	2.66	3.52	33	N<5	3.34	N/A	3.30	2.78	3.67	N<5
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.83	3.93	2	3.70	3.36	3.94	64	N<5	3.91	N/A	3.98	3.61	4.24	N<5
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.74	3.63	2	3.57	3.53	3.92	49	N<5	3.12	N/A	3.60	3.25	3.98	N<5
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.81	N/A	N/A	2.87	2.73	3.07	43	N<5	N/A	N/A	2.92	2.66	2.94	N<5
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	4.03	N/A	N/A	3.60	3.29	3.88	100	N<5	N/A	N/A	3.77	3.62	3.95	N<5

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				You		All selected peers		All comparables			You		All selected peers		All comparables			
				mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.66	N/A	N/A	3.51	3.44	3.78	43	N<5	N/A	N/A	3.73	3.40	3.79	N<5	
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.15	N/A	N/A	2.68	2.23	2.74	93	N<5	N/A	N/A	2.71	2.47	2.89	N<5	
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.00	2.78	1	2.96	2.65	3.25	57	N<5	2.55	N/A	2.86	2.42	3.27	N<5	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.34	3.77	2	3.51	3.33	3.84	29	N<5	3.08	N/A	3.51	3.17	3.91	N<5	
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	2.85	3.50	4	3.44	3.20	3.64	11	N<5	2.97	N/A	3.32	3.14	3.80	N<5	
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	2.91	3.39	4	3.35	3.07	3.66	18	N<5	3.18	N/A	3.25	3.05	3.71	N<5	
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	1.73	2.59	4	2.93	2.64	3.36	0	N<5	2.94	N/A	2.73	2.40	3.10	N<5	
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	4.00	3.29	1	3.28	3.13	3.61	97	N<5	4.20	N/A	3.44	3.14	3.65	N<5	
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	3.65	3.75	2	3.34	3.02	3.71	68	N<5	1.90	N/A	2.94	2.77	3.40	N<5	
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.60	3.01	2	3.24	2.89	4.24	13	N<5	2.83	N/A	2.99	2.49	3.27	N<5	
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.33	3.59	2	3.20	2.83	3.52	42	N<5	3.26	N/A	3.19	3.00	3.51	N<5	

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				PHYSICAL SCIENCES			All comparables			You			All selected peers			All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	your %tile
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.51	3.28	2	3.40	3.23	3.74	6	N<5	2.59	N/A	3.10	2.74	3.58	N<5		
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.58	3.40	2	3.64	3.48	4.05	33	N<5	3.05	N/A	3.27	3.10	3.86	N<5		
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.28	3.50	2	3.24	2.95	3.57	56	N<5	3.26	N/A	3.08	2.96	3.51	N<5		
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.09	N/A	2.65	2.24	3.20	N<5	N<5	N<5	N/A	2.47	2.08	2.84	N<5		
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	2.23	N/A	2.56	1.89	3.69	N<5	N<5	N<5	N/A	2.34	2.27	2.91	N<5		
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	2.22	N/A	3.36	3.36	3.83	N<5	N<5	N<5	N/A	3.31	3.13	4.03	N<5		
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.82	2.67	1	2.73	2.41	3.12	50	N<5	1.66	N/A	2.68	2.72	3.35	N<5		
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.02	N/A	N/A	N<5	N<5	N/A	N/A	2.69	2.83	2.83	N<5		
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.98	2.84	3.21	N<5	N<5	N/A	N/A	2.80	2.00	3.78	N<5		
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.30	N/A	N/A	3.27	2.59	3.17	0	N<5	N/A	N/A	2.81	2.27	2.74	N<5		
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.14	N/A	N/A	N<5	N<5	N/A	N/A	2.45	2.40	2.40	N<5		

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.90	3.02	3	3.16	2.82	3.62	27	N<5	2.91	N/A	3.10	2.29	3.28	N<5		
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.10	3.01	3	2.95	2.84	3.48	45	N<5	3.05	N/A	2.90	2.44	3.16	N<5		
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.54	4.26	3	3.68	3.38	4.10	31	N<5	3.87	N/A	3.62	3.23	3.77	N<5		
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.35	4.24	3	3.64	3.25	4.09	31	N<5	3.67	N/A	3.54	3.17	3.71	N<5		
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.35	N/A	N/A	3.73	3.42	4.10	18	N<5	N/A	N/A	3.85	3.26	4.16	N<5		
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	2.82	2.85	4	3.10	2.72	3.68	31	N<5	2.16	N/A	3.09	2.76	3.55	N<5		
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.70	3.30	2	2.79	2.58	3.02	35	N<5	2.48	N/A	2.80	2.48	3.14	N<5		
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.38	4.04	4	3.87	3.61	4.29	11	N<5	3.75	N/A	3.95	3.73	4.30	N<5		
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.41	3.77	3	3.66	3.22	3.99	31	N<5	3.39	N/A	3.57	3.20	3.79	N<5		
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.63	3.79	3	3.60	3.56	4.00	35	N<5	4.00	N/A	3.64	3.24	3.86	N<5		
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.58	N/A	N/A	3.60	3.57	4.00	27	N<5	N/A	N/A	3.37	3.04	3.36	N<5		

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item	theme	name	description	ACADEMIC AREA									BIOLOGICAL SCIENCES						
				PHYSICAL SCIENCES			All comparables			You			All selected peers			All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.49	3.76	3	3.59	3.24	3.91	38	N<5	3.31	N/A	3.59	3.13	3.68	N<5		
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.90	3.92	3	3.71	3.46	3.99	66	N<5	3.88	N/A	3.77	3.31	3.84	N<5		
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.23	3.71	1	3.79	3.55	4.13	89	N<5	3.37	N/A	3.96	3.64	4.18	N<5		
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.30	3.82	2	3.81	3.64	4.15	81	N<5	3.82	N/A	4.03	3.78	4.29	N<5		
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.00	3.67	2	3.75	3.33	4.07	67	N<5	3.85	N/A	3.77	3.12	3.90	N<5		
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.35	3.58	3	3.57	3.32	4.08	26	N<5	3.46	N/A	3.41	3.09	3.80	N<5		
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.03	N/A	N/A	3.89	3.93	4.41	43	N<5	N/A	N/A	4.07	3.81	4.23	N<5		
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.90	N/A	N/A	3.50	3.12	3.83	85	N<5	N/A	N/A	3.40	3.03	3.48	N<5		
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.38	N/A	N/A	3.75	3.55	4.11	13	N<5	N/A	N/A	3.71	3.17	3.55	N<5		
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.22	N/A	N/A	4.13	3.86	4.37	54	N<5	N/A	N/A	4.24	3.83	4.37	N<5		
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.77	4.08	3	3.89	3.66	4.25	39	N<5	3.81	N/A	3.94	3.80	4.23	N<5		

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.49	3.76	3	3.50	3.40	3.89	35	N<5	3.50	N/A	3.39	3.10	3.87	N<5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.39	3.40	2	3.16	2.79	3.65	52	N<5	3.25	N/A	3.04	2.36	3.61	N<5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.19	3.82	2	3.83	3.76	4.36	59	N<5	3.55	N/A	3.77	3.65	4.21	N<5
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.51	3.91	4	3.75	3.65	4.14	13	N<5	3.75	N/A	3.63	3.49	4.08	N<5

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	2.99	3.79	5	3.64	3.38	3.95	6	3.69	3.57	3	3.78	3.54	3.92	42
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	2.44	3.62	5	3.51	3.29	3.81	2	3.54	3.45	4	3.64	3.32	3.86	39
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	2.22	3.22	5	3.24	3.02	3.55	2	3.62	3.18	1	3.27	2.98	3.53	83
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	2.21	3.57	5	3.40	3.21	3.72	2	3.46	3.37	3	3.54	3.32	3.73	41
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	2.77	3.65	5	3.60	3.33	3.88	2	3.70	3.72	2	3.61	3.39	3.79	63
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.44	3.58	5	3.58	3.34	3.87	0	3.46	3.26	3	3.71	3.47	3.99	24
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.56	3.85	4	3.80	3.53	4.03	33	3.92	3.80	2	3.77	3.59	3.94	73
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.02	2.89	3	3.21	2.85	3.42	38	3.67	2.84	1	3.27	3.09	3.62	82
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.56	3.33	5	3.24	2.91	3.60	8	3.39	2.87	1	3.20	2.92	3.46	67
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.89	2.98	4	3.01	2.71	3.27	38	3.16	2.85	1	2.98	2.79	3.24	68
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.89	2.76	3	2.86	2.56	3.16	49	2.69	2.71	4	2.97	2.76	3.21	15

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.44	3.54	5	3.58	3.38	3.92	0	3.92	3.97	3	3.72	3.52	4.02	68
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.78	3.62	2	3.81	3.56	4.05	49	3.93	4.09	4	3.86	3.68	4.10	56
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.38	3.12	2	3.52	3.17	3.70	46	3.92	3.40	1	3.60	3.45	3.90	77
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.11	3.44	3	3.52	3.18	3.81	14	3.69	3.44	1	3.56	3.34	3.75	72
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.90	3.27	4	3.37	3.13	3.57	4	3.46	3.34	2	3.41	3.23	3.65	63
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.00	3.10	4	3.36	3.17	3.67	14	3.38	3.32	4	3.44	3.23	3.67	45
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.44	3.09	5	2.93	2.55	3.38	17	3.10	3.25	3	3.21	2.71	3.56	44
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.37	3.67	3	3.64	3.20	4.06	39	3.67	3.70	3	3.79	3.34	4.15	41
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.46	3.32	3	3.71	3.30	3.92	36	4.23	3.93	1	3.67	3.54	3.98	95
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	2.34	N/A	N/A	3.25	2.81	3.56	0	3.92	N/A	N/A	3.47	3.25	3.76	86
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.67	3.79	4	4.08	3.77	4.34	14	4.31	4.12	2	3.98	3.98	4.28	80

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	2.89	3.14	3	3.58	3.08	4.23	12	4.16	3.93	2	3.60	3.37	4.15	76
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.23	3.86	2	4.19	3.93	4.45	42	4.69	4.33	1	4.16	3.92	4.40	97
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.56	4.36	2	4.66	4.49	4.82	35	4.69	4.35	1	4.32	4.18	4.62	89
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.66	3.65	3	3.76	3.36	4.13	40	4.00	4.18	4	3.92	3.67	4.20	50
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.78	3.41	4	3.34	3.06	3.74	8	3.69	3.16	1	3.29	2.91	3.74	71
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.58	3.42	3	3.67	3.38	3.93	3	4.20	3.11	1	3.28	3.13	3.71	95
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	1.45	2.21	5	2.52	2.09	2.86	0	3.00	2.73	2	2.85	2.60	3.36	44
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.26	2.85	5	2.72	2.42	3.00	14	3.11	3.19	3	2.90	2.72	3.21	62
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.11	4.34	4	4.30	4.11	4.55	24	4.08	3.95	3	4.10	3.97	4.36	28
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.11	3.51	5	2.77	2.22	3.19	73	3.92	3.48	1	3.30	3.09	3.75	89
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.22	2.59	4	2.51	2.43	3.11	17	3.37	2.91	1	2.91	2.68	3.46	68

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
item	theme	name	description	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.77	3.75	3	3.54	3.33	3.92	60	3.91	4.08	4	3.53	3.33	3.86	79
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.28	3.09	5	3.06	2.82	3.42	2	3.50	3.25	1	3.15	2.95	3.50	77
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.73	3.53	3	3.45	3.13	3.79	64	3.91	3.68	1	3.47	3.26	3.74	89
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.45	3.83	4	3.45	3.13	3.94	43	3.83	3.65	2	3.37	3.24	3.71	83
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.00	3.77	5	4.06	3.77	4.37	4	3.58	3.44	4	3.73	3.62	4.03	14
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.00	4.33	5	4.31	4.07	4.45	18	4.09	3.86	3	4.16	3.97	4.41	38
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.77	4.22	5	4.20	3.99	4.46	2	4.16	4.14	4	4.13	3.93	4.35	48
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.66	4.17	5	4.19	3.99	4.47	4	4.27	4.04	3	4.05	3.84	4.21	83
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.57	3.90	4	4.08	3.73	4.29	16	3.99	4.00	4	4.19	4.11	4.41	9
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	3.79	3.67	3	3.75	3.50	4.06	54	4.00	3.88	3	3.70	3.52	3.88	82
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.44	4.75	5	4.66	4.52	4.83	18	4.58	4.50	2	4.38	4.22	4.56	76

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	4.22	4.40	5	4.37	4.15	4.72	33	3.74	3.85	4	3.97	3.73	4.16	27
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.10	3.93	5	3.79	3.52	4.02	6	3.81	3.30	1	3.54	3.28	3.72	86
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	3.89	4.38	5	4.24	4.00	4.44	14	4.00	3.88	4	4.09	3.97	4.26	32
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.44	4.59	5	4.52	4.37	4.68	32	4.24	4.41	5	4.47	4.36	4.60	11
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.34	4.13	2	4.20	3.99	4.38	70	4.08	4.07	3	3.98	3.86	4.13	62
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.44	3.63	5	3.51	3.12	3.88	2	3.44	3.32	4	3.54	3.30	3.85	40
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.00	3.58	4	3.62	3.13	3.86	16	3.24	3.26	2	3.32	2.89	3.55	59
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	2.99	3.99	5	3.95	3.67	4.15	6	4.09	3.40	1	3.74	3.54	3.95	88
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	2.77	3.83	5	3.66	3.40	4.02	2	3.09	3.68	5	3.64	3.33	4.00	12
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.78	N/A	N/A	3.20	2.91	3.26	21	3.27	N/A	N/A	2.88	2.74	3.23	81
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.55	N/A	N/A	3.69	3.51	4.33	30	4.09	N/A	N/A	3.87	3.69	4.08	77

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item	theme	name	description	ACADEMIC AREA													
				VISUAL & PERFORMING ARTS						ENGI / COMP SCI / MATH / STATS							
				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.21	N/A	N/A	3.61	3.58	3.93	11	3.63	N/A	N/A	3.76	3.61	3.84	31
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.25	N/A	N/A	2.85	2.67	3.08	5	2.92	N/A	N/A	2.71	2.53	2.97	65
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.10	N/A	2.90	2.66	3.29	N<5	3.29	2.44	1	2.83	2.60	3.22	80
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.83	3.33	1	3.44	3.25	3.75	87	3.73	3.18	2	3.43	3.10	3.72	77
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.22	3.67	4	3.47	3.24	3.79	23	3.75	3.58	2	3.43	3.17	3.62	83
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.38	3.55	3	3.41	3.10	3.71	42	3.82	3.49	1	3.34	3.12	3.54	95
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	3.11	N/A	2.57	2.31	3.14	N<5	3.22	3.03	3	2.75	2.56	3.09	84
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	4.15	3.32	1	3.19	3.05	3.52	98	4.16	3.69	1	3.24	3.07	3.54	100
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.12	2.94	5	2.99	2.46	3.56	11	4.00	3.22	1	3.09	2.84	3.53	95
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	2.63	N/A	2.93	2.45	3.66	N<5	3.23	3.10	2	2.94	2.52	3.34	70
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.41	N/A	3.20	2.73	3.44	N<5	3.99	2.99	1	3.08	2.84	3.41	96

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	2.20	N/A	2.59	2.33	2.86	N<5	3.21	3.07	2	3.26	2.94	3.57	46
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	2.50	2.78	4	3.15	2.75	3.60	19	3.78	3.68	2	3.42	3.08	3.78	75
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	2.22	3.16	5	3.00	2.75	3.34	8	3.67	3.56	1	3.15	2.93	3.39	98
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	1.95	N/A	2.37	1.88	2.68	N<5	3.50	2.70	1	2.64	2.31	3.17	95
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	1.59	N/A	2.22	1.69	3.17	N<5	2.15	1.90	2	2.42	1.95	2.72	46
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.55	N/A	3.36	2.81	3.74	N<5	3.74	3.33	3	3.31	3.01	3.74	76
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.36	N/A	2.47	2.56	3.00	N<5	N<5	2.51	N/A	2.61	2.34	3.01	N<5
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.87	N/A	N/A	N<5	N<5	N/A	N/A	2.97	2.78	3.17	N<5
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.56	1.62	3.62	N<5	2.59	N/A	N/A	2.81	2.45	3.66	35
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.77	2.22	2.22	N<5	N<5	N/A	N/A	3.22	2.53	3.39	N<5
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.86	2.61	2.61	N<5	N<5	N/A	N/A	2.97	2.91	3.21	N<5

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile				
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	2.84	N/A	2.86	2.53	3.29	N<5	3.86	3.06	1	2.93	2.60	3.46	96
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	2.44	N/A	2.74	2.43	2.99	N<5	3.28	2.88	2	2.81	2.55	3.14	81
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.62	N/A	3.60	3.24	3.78	N<5	4.37	3.51	1	3.41	3.09	3.72	100
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.57	N/A	3.53	3.17	3.81	N<5	4.10	3.41	1	3.40	3.07	3.63	97
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.75	N/A	N/A	3.69	3.40	4.00	57	4.39	N/A	N/A	3.77	3.26	4.00	97
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.25	3.10	2	2.82	2.47	3.15	84	3.18	3.13	2	3.27	3.19	3.70	24
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	1.62	2.52	5	2.59	2.15	2.86	2	3.58	3.15	1	2.88	2.63	3.19	98
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.49	3.83	2	4.06	3.66	4.38	84	4.83	3.82	1	3.93	3.57	4.12	100
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.11	3.15	3	3.49	3.13	3.87	18	4.00	3.36	1	3.41	3.12	3.71	95
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.25	3.44	1	3.48	3.16	3.86	96	4.00	3.19	1	3.35	3.05	3.64	97
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.74	N/A	N/A	3.53	3.13	3.83	5	4.09	N/A	N/A	3.47	2.96	3.76	92

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				You			All selected peers			All comparables			You			All selected peers				All comparables			
item	theme	name	description	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile						
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.74	3.64	3	3.58	3.21	3.87	60	4.16	3.47	1	3.39	3.04	3.67	98						
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.11	3.94	3	3.75	3.43	4.04	80	4.16	3.53	1	3.56	3.28	3.75	95						
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.37	3.93	1	3.75	3.59	4.02	92	4.24	3.76	1	3.68	3.50	3.97	95						
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.37	4.06	2	3.84	3.61	4.13	92	4.16	3.66	1	3.75	3.49	4.04	92						
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.48	3.86	3	3.89	3.59	4.24	20	4.50	3.61	1	3.72	3.43	3.94	100						
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	2.99	3.14	3	3.48	2.99	3.69	25	3.91	3.17	1	3.30	2.94	3.63	89						
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.49	N/A	N/A	4.03	3.67	4.35	94	4.08	N/A	N/A	3.88	3.69	4.18	54						
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.75	N/A	N/A	3.67	3.42	4.00	47	4.42	N/A	N/A	3.54	3.24	3.83	100						
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	4.25	N/A	N/A	3.77	3.68	4.05	85	4.58	N/A	N/A	3.71	3.47	3.98	100						
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	3.23	N/A	N/A	4.05	3.55	4.37	7	4.75	N/A	N/A	3.91	3.49	4.31	97						
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.12	3.79	4	3.83	3.52	4.08	10	4.75	3.89	1	3.82	3.53	4.03	100						

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				You			All selected peers				You			All selected peers			
item	theme	name	description	mean	peer rank	All comparables			your %tile	mean	peer rank	All comparables			your %tile		
						mean	25th %tile	75th %tile				mean	25th %tile	75th %tile			
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.63	3.86	4	3.59	3.30	3.88	52	4.08	3.97	2	3.58	3.29	3.92	89
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.00	3.66	3	3.26	2.95	3.69	26	3.60	3.42	3	3.11	2.91	3.65	69
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to to work at this institution.	3.88	4.13	5	4.08	3.84	4.37	31	4.33	3.78	1	3.82	3.55	4.20	89
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.63	3.89	5	3.78	3.52	4.00	30	3.91	4.11	3	3.72	3.47	4.00	70

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				HEALTH / HUMAN ECOLOGY						AGRI / NAT RES / ENV SCI									
				You	All selected peers		All comparables			You	All selected peers		All comparables						
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile						
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.46	3.38	2	3.65	3.37	3.91	34	N<5	N<5	N/A	3.70	3.42	3.86	N<5		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.40	2.95	1	3.53	3.20	3.83	38	N<5	N<5	N/A	3.61	3.26	3.63	N<5		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.53	2.95	1	3.20	3.00	3.69	63	N<5	N<5	N/A	3.30	2.96	3.30	N<5		
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.65	3.07	1	3.35	3.10	3.86	72	N<5	N<5	N/A	3.55	3.32	3.64	N<5		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	4.13	3.55	1	3.58	3.41	3.98	88	N<5	N<5	N/A	3.66	3.56	3.86	N<5		
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.65	3.46	2	3.63	3.48	4.03	47	N<5	N<5	N/A	3.71	3.45	3.93	N<5		
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.07	3.32	1	3.56	3.36	4.00	88	N<5	N<5	N/A	3.55	3.40	3.71	N<5		
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.65	2.56	1	3.11	3.00	3.41	94	N<5	N<5	N/A	3.23	2.81	3.26	N<5		
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.25	2.95	1	3.03	2.86	3.26	74	N<5	N<5	N/A	3.07	2.78	3.28	N<5		
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.25	3.05	2	3.05	2.78	3.25	71	N<5	N<5	N/A	2.93	2.62	3.18	N<5		
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.07	2.86	1	2.94	2.71	3.12	71	N<5	N<5	N/A	2.83	2.68	3.11	N<5		

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				You	All selected peers		All comparables			You	All selected peers		All comparables			You	All selected peers		All comparables					
item	theme	name	description	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	25th %tile	75th %tile	your %tile			
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.39	3.41	2	3.61	3.39	4.00	22	N<5	N<5	N/A	3.61	3.43	4.07	N<5							
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.56	3.45	2	3.83	3.56	4.06	25	N<5	N<5	N/A	3.69	3.56	3.93	N<5							
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.70	2.80	1	3.50	3.16	3.81	71	N<5	N<5	N/A	3.55	3.29	3.73	N<5							
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.56	3.36	1	3.43	3.31	3.80	61	N<5	N<5	N/A	3.40	3.36	3.65	N<5							
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.45	3.31	1	3.41	3.23	3.69	45	N<5	N<5	N/A	3.38	3.30	3.54	N<5							
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.38	3.25	2	3.37	3.08	3.61	55	N<5	N<5	N/A	3.32	3.23	3.57	N<5							
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.78	2.76	2	3.05	2.77	3.42	28	N<5	N<5	N/A	3.18	2.67	3.51	N<5							
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.87	3.05	1	3.61	3.32	4.11	69	N<5	N<5	N/A	3.76	3.44	3.97	N<5							
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.75	3.95	3	3.73	3.40	3.99	50	N<5	N<5	N/A	3.77	3.57	3.97	N<5							
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.04	N/A	N/A	3.32	3.09	3.48	19	N<5	N/A	N/A	3.50	3.48	3.81	N<5							
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.63	3.95	1	4.13	3.89	4.40	94	N<5	N<5	N/A	4.09	3.89	4.33	N<5							

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item	theme	name	description	ACADEMIC AREA													
				HEALTH / HUMAN ECOLOGY						AGRI / NAT RES / ENV SCI							
				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile				
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.42	3.63	3	3.80	3.55	4.22	13	N<5	N<5	N/A	3.93	3.84	4.28	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.24	3.91	1	4.20	3.97	4.60	52	N<5	N<5	N/A	4.31	4.09	4.40	N<5
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.81	4.13	1	4.52	4.41	4.77	81	N<5	N<5	N/A	4.65	4.53	4.72	N<5
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.19	3.55	1	3.90	3.49	4.23	66	N<5	N<5	N/A	4.12	3.81	4.17	N<5
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.43	3.67	2	3.37	3.08	3.46	69	N<5	N<5	N/A	3.52	3.10	3.63	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.72	4.06	3	3.81	3.39	4.02	48	N<5	N<5	N/A	3.76	3.44	4.08	N<5
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.09	2.51	3	2.73	2.57	3.19	13	N<5	N<5	N/A	2.94	2.90	3.36	N<5
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.93	3.05	2	2.96	2.70	3.29	37	N<5	N<5	N/A	2.87	2.49	3.11	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	3.99	4.30	3	4.26	4.07	4.42	16	N<5	N<5	N/A	4.27	4.09	4.40	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	2.93	3.84	3	3.24	2.93	3.70	25	N<5	N<5	N/A	3.15	2.89	3.54	N<5
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.30	3.13	3	2.88	2.38	3.42	16	N<5	N<5	N/A	3.04	2.75	3.41	N<5

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mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile				
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	2.93	3.67	3	3.57	3.27	3.82	9	N<5	N<5	N/A	3.55	3.37	3.82	N<5
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.68	3.44	3	3.21	2.95	3.44	13	N<5	N<5	N/A	3.37	3.07	3.66	N<5
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	3.92	4.13	2	3.72	3.53	3.92	75	N<5	N<5	N/A	3.74	3.46	3.93	N<5
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.41	4.13	3	3.70	3.37	4.08	34	N<5	N<5	N/A	3.62	3.46	3.82	N<5
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.83	4.05	3	4.01	3.74	4.28	28	N<5	N<5	N/A	3.82	3.74	4.15	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.47	4.28	2	4.29	4.20	4.58	63	N<5	N<5	N/A	4.23	4.12	4.43	N<5
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.54	4.26	1	4.32	4.08	4.56	72	N<5	N<5	N/A	4.21	4.08	4.41	N<5
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.54	4.30	1	4.18	4.00	4.43	88	N<5	N<5	N/A	4.24	4.06	4.37	N<5
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.94	4.06	3	4.40	4.18	4.59	10	N<5	N<5	N/A	4.16	4.01	4.31	N<5
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.54	3.96	1	3.88	3.66	4.15	97	N<5	N<5	N/A	3.84	3.73	4.01	N<5
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.58	4.60	2	4.51	4.42	4.72	56	N<5	N<5	N/A	4.27	4.16	4.54	N<5

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.75	4.02	3	4.02	3.81	4.22	16	N<5	N<5	N/A	3.80	3.46	3.82	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.97	3.76	1	3.62	3.41	3.93	78	N<5	N<5	N/A	3.63	3.36	3.96	N<5
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.00	4.14	3	4.22	4.11	4.60	19	N<5	N<5	N/A	4.13	3.95	4.44	N<5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.45	4.28	1	4.46	4.38	4.61	38	N<5	N<5	N/A	4.32	4.22	4.53	N<5
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.47	4.14	1	3.98	3.82	4.26	97	N<5	N<5	N/A	4.08	4.00	4.27	N<5
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.99	3.23	3	3.34	2.95	3.72	28	N<5	N<5	N/A	3.43	3.22	3.73	N<5
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.05	2.92	1	3.05	2.80	3.42	50	N<5	N<5	N/A	3.07	2.81	3.11	N<5
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	4.06	3.96	2	3.76	3.79	4.12	69	N<5	N<5	N/A	3.90	3.81	4.05	N<5
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.35	3.01	1	3.40	3.09	4.05	34	N<5	N<5	N/A	3.55	3.16	3.86	N<5
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.50	N/A	N/A	3.20	3.18	3.46	78	N<5	N/A	N/A	3.13	2.80	3.31	N<5
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.92	N/A	N/A	3.90	3.94	4.26	22	N<5	N/A	N/A	3.87	3.99	4.38	N<5

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.88	N/A	N/A	3.69	3.71	3.99	56	N<5	N/A	N/A	3.49	3.45	3.93	N<5
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	3.13	N/A	N/A	2.98	2.68	3.19	56	N<5	N/A	N/A	2.96	2.85	3.08	N<5
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.75	2.81	2	2.99	2.70	3.44	33	N<5	N<5	N/A	3.05	2.95	3.39	N<5
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.42	3.39	2	3.34	3.31	3.74	37	N<5	N<5	N/A	3.56	3.48	3.85	N<5
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.20	3.41	2	3.64	3.23	3.87	24	N<5	N<5	N/A	3.58	3.49	3.85	N<5
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.36	3.33	2	3.42	3.35	3.75	30	N<5	N<5	N/A	3.50	3.40	3.70	N<5
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.92	3.08	3	2.80	2.33	3.02	63	N<5	N<5	N/A	2.85	2.40	3.09	N<5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	4.25	3.75	1	3.45	3.07	3.81	93	N<5	N<5	N/A	3.49	3.36	3.91	N<5
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.68	2.76	2	3.37	2.85	3.94	19	N<5	N<5	N/A	3.22	2.99	3.46	N<5
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.28	3.12	2	2.98	2.65	3.20	0	N<5	N<5	N/A	3.04	2.60	3.34	N<5
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.51	3.16	1	3.14	2.85	3.22	86	N<5	N<5	N/A	3.32	3.15	3.76	N<5

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item	theme	name	description	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile
								mean						mean	mean		
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.74	2.82	2	2.98	2.65	3.44	29	N<5	N<5	N/A	3.05	2.83	3.44	N<5
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	2.52	2.57	3	3.44	2.95	3.74	7	N<5	N<5	N/A	3.41	3.24	3.62	N<5
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.22	3.13	2	3.02	2.76	3.45	59	N<5	N<5	N/A	3.22	2.94	3.44	N<5
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.38	3.34	1	2.61	2.32	3.07	36	N<5	N<5	N/A	2.65	2.03	2.96	N<5
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.38	N<5	1	2.41	2.14	2.40	57	N<5	N<5	N/A	2.36	1.82	2.13	N<5
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.39	3.57	2	3.41	3.04	3.67	8	N<5	N<5	N/A	3.56	3.32	3.86	N<5
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.91	2.58	1	2.71	2.00	2.85	82	N<5	N<5	N/A	2.75	2.39	2.92	N<5
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.05	2.35	2.35	N<5	N<5	N/A	N/A	2.81	2.47	2.96	N<5
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	3.25	N/A	N/A	2.37	2.00	3.28	60	N<5	N/A	N/A	3.06	2.99	3.93	N<5
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	3.24	2.20	2.20	N<5	N<5	N/A	N/A	3.09	2.68	3.02	N<5
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.39	N/A	N/A	2.94	2.39	2.39	100	N<5	N/A	N/A	2.89	2.82	2.82	N<5

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.28	3.92	3	3.00	2.49	3.47	8	N<5	N<5	N/A	2.98	2.74	3.21	N<5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.83	3.77	3	2.94	2.56	3.37	50	N<5	N<5	N/A	2.77	2.62	3.09	N<5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.38	4.28	3	3.68	3.30	3.94	29	N<5	N<5	N/A	3.43	3.25	3.73	N<5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.75	4.30	3	3.62	3.29	3.98	54	N<5	N<5	N/A	3.45	3.20	3.73	N<5
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.86	N/A	N/A	3.99	3.77	4.31	33	N<5	N/A	N/A	3.86	3.64	4.07	N<5
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.40	3.23	1	3.00	2.64	3.67	66	N<5	N<5	N/A	3.32	3.09	3.62	N<5
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.41	3.08	3	2.84	2.66	3.13	16	N<5	N<5	N/A	2.85	2.55	3.14	N<5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.07	3.89	2	4.03	3.71	4.35	48	N<5	N<5	N/A	4.01	3.89	4.35	N<5
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.93	3.40	1	3.48	3.21	3.84	84	N<5	N<5	N/A	3.51	3.25	3.72	N<5
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.75	3.13	1	3.23	2.89	3.50	87	N<5	N<5	N/A	3.49	3.21	3.86	N<5
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.94	N/A	N/A	3.52	3.47	3.87	89	N<5	N/A	N/A	3.69	3.62	3.98	N<5

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				You			All selected peers			All comparables			You			All selected peers			All comparables			
				mean	peer rank	your %tile	mean	peer rank	your %tile	mean	25th %tile mean	75th %tile mean	mean	peer rank	your %tile	mean	peer rank	your %tile	mean	25th %tile mean	75th %tile mean	your %tile
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.70	3.60	2	3.43	3.22	3.74	71	N<5	N<5	N/A	3.50	3.29	3.84	N<5					
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.88	3.77	1	3.64	3.22	3.85	80	N<5	N<5	N/A	3.58	3.35	3.83	N<5					
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.07	3.52	1	3.84	3.59	4.22	63	N<5	N<5	N/A	3.70	3.57	4.00	N<5					
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.07	3.92	2	3.90	3.65	4.31	47	N<5	N<5	N/A	3.77	3.53	4.10	N<5					
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.08	3.92	1	3.79	3.47	4.08	75	N<5	N<5	N/A	3.75	3.57	4.05	N<5					
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.70	3.47	1	3.29	3.04	3.67	81	N<5	N<5	N/A	3.36	2.87	3.67	N<5					
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.00	N/A	N/A	3.95	3.74	4.08	56	N<5	N/A	N/A	3.96	3.91	4.13	N<5					
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.80	N/A	N/A	3.50	3.52	3.98	56	N<5	N/A	N/A	3.61	3.38	3.68	N<5					
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.88	N/A	N/A	3.90	3.64	4.25	33	N<5	N/A	N/A	3.65	3.38	3.83	N<5					
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.12	N/A	N/A	3.97	4.00	4.33	44	N<5	N/A	N/A	3.92	4.02	4.40	N<5					
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.08	3.88	1	3.84	3.63	4.17	69	N<5	N<5	N/A	3.92	3.73	4.02	N<5					

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				You	All selected peers		All comparables			You	All selected peers		All comparables			You	All selected peers		All comparables		
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.95	3.82	1	3.68	3.60	4.00	72	N<5	N<5	N/A	3.75	3.56	3.99	N<5				
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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				
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.78	3.52	2	3.40	2.86	3.63	91	N<5	N<5	N/A	3.27	3.00	3.88	N<5				
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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				
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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				
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.14	4.00	1	4.07	3.78	4.33	56	N<5	N<5	N/A	4.14	3.84	4.32	N<5				
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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				
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.94	3.85	2	3.66	3.65	3.98	72	N<5	N<5	N/A	3.84	3.62	4.08	N<5				

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				BUSINESS			All comparables			You			All selected peers			All comparables			
				mean	peer rank	25th %tile mean	75th %tile mean	your %tile	mean	peer rank	25th %tile mean	75th %tile mean	your %tile	mean	peer rank	25th %tile mean	75th %tile mean	your %tile	
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	4.30	3.83	2	3.69	3.44	3.99	93	3.38	3.52	3	3.58	3.35	3.97	29		
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	4.20	3.73	3	3.56	3.33	3.96	95	3.58	3.57	3	3.46	3.29	3.80	60		
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	4.20	3.54	2	3.32	3.04	3.72	95	3.60	3.22	2	3.13	2.85	3.53	83		
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.80	3.51	2	3.48	3.31	3.76	81	2.98	3.45	4	3.39	3.14	3.68	16		
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	4.10	3.40	2	3.44	3.16	3.78	91	3.32	3.66	4	3.53	3.33	3.90	24		
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	4.00	3.82	3	3.63	3.36	4.00	68	3.44	3.41	3	3.53	3.20	3.86	43		
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.80	3.96	4	3.66	3.51	4.00	51	3.71	3.77	4	3.77	3.49	4.04	47		
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.89	3.30	3	3.15	2.89	3.53	26	2.89	3.22	4	3.16	2.82	3.38	33		
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.08	3.45	4	3.23	3.00	3.52	32	2.76	3.44	4	3.16	2.75	3.47	28		
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.39	3.11	5	3.00	2.83	3.32	2	2.76	3.33	5	3.00	2.71	3.32	28		
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.49	3.00	4	2.85	2.63	3.21	19	2.75	3.06	4	2.83	2.46	3.20	38		

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				mean	mean	peer rank	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile		
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.89	3.87	4	3.72	3.40	3.99	67	3.37	3.68	4	3.53	3.28	3.80	32					
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.79	3.87	4	3.83	3.75	4.13	30	3.46	3.74	4	3.79	3.45	4.09	26					
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.50	3.46	2	3.51	3.48	3.83	28	3.18	3.36	4	3.43	3.14	3.71	28					
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.79	3.72	3	3.63	3.50	4.00	54	3.14	3.70	4	3.50	3.18	3.72	20					
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.10	3.35	5	3.48	3.34	3.79	4	3.00	3.58	5	3.42	3.22	3.69	11					
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	2.90	3.20	4	3.39	3.23	3.60	6	3.22	3.39	4	3.36	3.18	3.59	39					
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	3.70	3.37	2	3.22	2.95	3.66	77	2.67	2.99	4	2.94	2.51	3.30	30					
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.88	4.16	5	3.54	3.26	3.96	65	3.45	3.89	5	3.48	3.20	3.85	47					
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.68	4.27	5	3.96	3.78	4.37	18	3.16	3.83	5	3.68	3.43	4.01	13					
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.89	N/A	N/A	3.83	3.79	4.23	47	2.91	N/A	N/A	3.36	3.01	3.66	14					
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.60	4.29	1	4.05	3.97	4.42	89	4.34	4.24	2	4.17	4.02	4.38	68					

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.40	3.85	2	3.82	3.59	4.38	77	3.32	3.53	4	3.75	3.31	4.24	27	
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.89	4.09	4	4.07	3.88	4.37	27	4.52	4.14	2	4.12	4.00	4.38	87	
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.11	4.36	5	4.42	4.19	4.74	16	4.73	4.54	1	4.47	4.26	4.70	79	
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.01	3.92	3	3.79	3.53	4.22	61	4.25	4.01	1	3.92	3.72	4.17	82	
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	2.90	3.59	4	3.42	3.02	4.13	18	3.59	3.86	5	3.59	3.19	3.88	54	
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.49	4.09	3	3.57	3.29	4.01	39	4.06	3.92	2	3.83	3.60	4.03	77	
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.89	3.15	4	3.33	2.99	3.82	21	2.06	2.59	4	2.63	2.25	2.90	15	
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	3.50	3.35	1	3.43	3.07	4.01	55	3.07	2.98	4	2.86	2.63	3.14	67	
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.20	4.25	3	4.43	4.20	4.65	25	4.25	4.23	4	4.23	4.08	4.45	51	
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.00	3.75	5	3.61	3.17	4.28	13	2.89	3.87	5	3.27	2.81	3.63	28	
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.19	3.30	5	2.95	2.65	3.64	6	3.37	3.29	3	2.78	2.37	3.25	76	

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	4.28	3.79	2	3.73	3.41	4.18	82	3.82	4.17	5	3.55	3.16	4.07	68		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.79	3.14	5	3.13	2.90	3.70	20	2.81	3.43	5	3.01	2.73	3.36	32		
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	4.09	3.57	2	3.53	3.33	3.96	87	4.12	4.02	1	3.61	3.32	3.91	97		
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.08	3.94	5	3.60	3.24	3.87	20	3.77	3.87	4	3.61	3.32	4.16	52		
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	2.99	3.53	5	3.59	3.34	3.95	4	3.44	3.88	4	4.03	3.76	4.27	8		
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	3.66	4.10	5	4.17	3.99	4.51	4	4.21	4.15	3	4.44	4.23	4.66	24		
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.11	4.03	3	4.14	3.92	4.35	45	3.91	4.12	4	4.27	4.11	4.46	11		
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.78	4.06	5	3.98	3.77	4.30	27	4.12	4.16	3	4.20	4.08	4.41	33		
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.00	3.30	4	3.26	2.79	3.68	40	3.65	3.87	4	4.29	4.04	4.56	3		
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.00	3.68	3	3.55	3.29	3.71	85	4.05	3.82	2	3.74	3.53	3.99	79		
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.30	4.46	4	4.53	4.42	4.75	11	4.66	4.67	3	4.70	4.60	4.89	37		

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				mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.50	4.21	4	4.08	3.83	4.27	11	3.62	4.06	5	4.31	4.12	4.53	2							
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.12	3.49	5	3.55	3.28	3.76	13	3.58	4.06	5	3.77	3.61	3.99	21							
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.20	4.62	5	4.31	4.16	4.51	38	4.01	4.30	5	4.41	4.21	4.65	5							
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.40	4.47	2	4.55	4.40	4.76	25	4.68	4.41	1	4.56	4.39	4.80	66							
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.34	3.83	1	3.86	3.67	4.19	85	4.14	4.05	3	4.07	3.99	4.29	55							
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.43	3.15	5	3.22	2.69	3.44	11	2.64	3.69	4	3.41	3.04	3.74	12							
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	2.56	2.68	4	2.87	2.23	3.18	39	3.24	3.26	3	3.26	2.92	3.52	50							
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	2.71	3.59	5	3.77	3.50	4.13	2	3.40	4.09	5	3.95	3.67	4.28	15							
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.01	3.55	4	3.36	2.95	3.61	27	3.08	3.79	5	3.41	3.14	3.82	21							
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	2.15	N/A	N/A	2.86	2.32	3.11	14	3.04	N/A	N/A	3.24	2.91	3.49	46							
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.43	N/A	N/A	3.81	3.40	4.03	27	3.35	N/A	N/A	3.78	3.48	4.14	19							

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				mean	peer rank	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	peer rank	mean	25th %tile	75th %tile	your %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.11	N/A	N/A	3.68	3.41	3.93	9	3.42	N/A	N/A	3.86	3.46	4.13	24
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	1.89	N/A	N/A	2.76	2.21	2.87	0	2.66	N/A	N/A	3.12	2.78	3.31	16
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	3.14	3.24	3	2.82	2.64	3.14	76	3.14	3.03	3	2.91	2.63	3.25	64
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.27	3.19	3	3.29	2.99	3.56	41	3.35	3.52	4	3.37	3.23	3.73	40
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.55	3.43	3	3.48	3.26	3.77	59	3.49	3.52	3	3.40	3.16	3.70	56
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.44	3.49	3	3.35	3.08	3.70	56	3.37	3.54	3	3.36	3.14	3.79	43
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	1.99	3.11	2	2.79	2.28	3.07	11	2.30	2.80	5	2.81	2.34	3.31	18
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	3.49	3.26	3	3.26	3.01	3.62	60	4.05	3.64	1	3.37	3.07	3.62	96
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.59	3.53	5	3.62	3.30	4.16	2	3.10	2.98	3	3.29	2.91	3.74	39
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.41	3.02	2	2.91	2.43	3.15	24	3.11	2.47	2	2.70	2.24	3.44	58
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.33	3.21	2	3.21	2.58	3.48	63	3.36	3.55	4	3.16	2.86	3.56	64

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item	theme	name	description	BUSINESS									ACADEMIC AREA				EDUCATION					
				You			All selected peers			All comparables			You			All selected peers			All comparables			
				mean	mean	peer rank	mean	25th %tile	75th %tile	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile		
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.99	3.41	4	3.53	3.24	4.00	17	2.79	2.82	3	2.75	2.44	3.18	48					
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.49	3.43	3	3.57	3.22	4.08	38	3.06	3.02	3	3.33	3.00	3.72	27					
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.32	3.17	3	3.02	2.83	3.49	64	3.29	3.35	3	3.04	2.89	3.43	63					
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	2.34	N/A	2.61	2.46	3.08	N<5	2.20	2.33	1	2.63	2.17	3.17	29					
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N<5	N/A	2.44	2.19	3.55	N<5	N<5	2.22	N/A	2.41	1.96	2.40	N<5					
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.44	N/A	3.12	2.97	3.95	N<5	3.18	3.72	4	3.39	3.23	3.87	22					
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	1.92	N/A	2.61	2.56	3.10	N<5	N<5	2.71	N/A	2.67	2.21	2.89	N<5					
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.68	3.18	3.18	N<5	N<5	N/A	N/A	2.82	2.55	2.55	N<5					
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.85	2.25	3.72	N<5	2.21	N/A	N/A	2.56	2.01	3.56	30					
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.92	2.91	3.18	N<5	N<5	N/A	N/A	2.89	2.90	3.42	N<5					
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.88	2.70	2.70	N<5	N<5	N/A	N/A	2.68	3.08	3.23	N<5					

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				You		All selected peers		All comparables		You		All selected peers		All comparables				
				mean	peer rank	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.58	2	3.79	2	3.20	2.88	3.62	73	2.21	5	3.06	2.83	2.48	3.27	8
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.59	2	4.02	2	3.03	2.90	3.45	85	1.67	5	3.00	2.80	2.36	3.00	5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.99	2	4.05	2	3.58	3.41	4.01	72	4.14	2	4.02	3.49	3.31	3.99	93
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	4.60	1	3.83	1	3.50	3.34	3.97	97	3.77	4	3.88	3.49	3.18	4.00	60
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	4.12	N/A	N/A	N/A	3.98	3.84	4.29	57	3.61	N/A	N/A	3.75	3.70	4.11	23
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.19	4	3.60	4	3.58	3.24	4.11	23	2.81	4	3.11	3.00	2.51	3.20	53
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	3.39	4	3.71	4	3.43	3.11	3.68	48	2.57	5	2.87	2.86	2.54	3.04	26
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.34	2	4.00	2	3.87	3.65	4.21	83	4.29	4	4.27	3.84	3.68	4.21	81
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.59	4	3.85	4	3.46	3.28	3.93	59	3.33	3	3.50	3.35	2.93	3.73	50
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.59	3	3.89	3	3.24	2.90	3.62	73	3.31	4	3.54	3.18	2.92	3.47	59
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.30	N/A	N/A	N/A	3.75	3.53	4.05	91	3.73	N/A	N/A	3.31	2.98	3.74	73

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				You			All selected peers			All comparables				You			All selected peers				All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile							
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.24	3.83	2	3.44	3.21	3.81	96	3.42	3.58	4	3.38	3.05	3.80	50							
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.12	4.10	3	3.69	3.50	4.09	78	3.79	3.64	2	3.58	3.40	3.92	66							
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.99	4.18	4	3.78	3.51	4.15	55	3.83	3.99	4	3.80	3.64	4.12	45							
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.99	4.18	4	3.94	3.68	4.31	51	4.00	3.93	3	3.90	3.74	4.20	53							
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.20	4.24	2	3.79	3.61	4.16	82	3.83	3.77	4	3.66	3.44	4.10	58							
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.48	4.06	5	3.36	3.09	3.77	54	3.35	3.56	5	3.26	2.99	3.75	48							
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.25	N/A	N/A	3.98	3.83	4.32	67	3.90	N/A	N/A	3.80	3.43	4.08	57							
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	4.21	N/A	N/A	3.81	3.61	4.22	74	3.60	N/A	N/A	3.75	3.58	3.99	32							
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.99	N/A	N/A	3.79	3.80	4.13	62	3.83	N/A	N/A	3.80	3.44	4.04	52							
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.50	N/A	N/A	4.18	4.15	4.62	57	4.07	N/A	N/A	3.93	3.67	4.26	54							
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	3.99	4.19	4	3.83	3.70	4.15	50	4.00	4.04	4	3.80	3.60	4.12	66							

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				BUSINESS			All comparables			You			All selected peers			All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile		
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.28	4.17	5	3.71	3.48	4.00	16	3.44	3.85	5	3.70	3.38	3.98	28		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	2.73	3.69	2	3.41	2.97	3.82	20	2.77	3.39	5	3.32	2.92	3.67	10		
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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		
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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		
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	3.61	4.50	5	3.95	3.78	4.30	17	3.86	4.05	5	3.92	3.70	4.34	40		
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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		
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.54	4.13	5	3.77	3.54	4.08	25	3.54	4.02	5	3.69	3.42	3.91	33		

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				MED SCHOOLS / HEALTH PROF													
				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	N<5	3.18	N/A	3.39	3.21	3.61	N<5	N<5	4.36	N/A	3.64	3.33	3.90	N<5
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	N<5	3.07	N/A	3.40	3.19	3.66	N<5	N<5	3.47	N/A	3.55	3.20	3.76	N<5
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	N<5	2.50	N/A	3.10	2.89	3.42	N<5	N<5	3.20	N/A	3.13	2.89	3.34	N<5
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	N<5	2.78	N/A	3.21	2.95	3.47	N<5	N<5	3.42	N/A	3.29	3.00	3.51	N<5
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	N<5	2.96	N/A	3.28	3.00	3.59	N<5	N<5	3.44	N/A	3.49	3.36	3.76	N<5
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.94	N/A	3.55	3.32	3.94	N<5	N<5	3.39	N/A	3.50	3.28	3.69	N<5
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	3.36	N/A	3.58	3.25	3.74	N<5	N<5	3.54	N/A	3.70	3.40	3.97	N<5
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.46	N/A	3.09	2.81	3.22	N<5	N<5	3.17	N/A	3.17	2.80	3.29	N<5
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.47	N/A	3.09	2.98	3.28	N<5	N<5	3.35	N/A	3.19	2.89	3.52	N<5
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.60	N/A	2.92	2.75	3.15	N<5	N<5	2.93	N/A	2.95	2.72	3.26	N<5
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	N<5	2.48	N/A	2.80	2.60	3.04	N<5	N<5	2.83	N/A	2.89	2.59	3.18	N<5

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile			
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.28	N/A	3.60	3.31	3.87	N<5	N<5	3.60	N/A	3.61	3.36	3.91	N<5			
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.46	N/A	3.76	3.44	3.82	N<5	N<5	3.75	N/A	3.85	3.68	4.16	N<5			
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.07	N/A	3.46	3.24	3.62	N<5	N<5	3.11	N/A	3.56	3.26	3.80	N<5			
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.10	N/A	3.49	3.33	3.59	N<5	N<5	3.44	N/A	3.56	3.37	3.78	N<5			
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.16	N/A	3.41	3.22	3.59	N<5	N<5	3.61	N/A	3.49	3.29	3.74	N<5			
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	N<5	3.11	N/A	3.35	3.15	3.49	N<5	N<5	3.33	N/A	3.42	3.20	3.54	N<5			
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	N<5	2.26	N/A	2.82	2.66	3.23	N<5	N<5	2.95	N/A	3.04	2.45	3.46	N<5			
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	N<5	3.20	N/A	3.62	3.25	4.01	N<5	N<5	3.31	N/A	3.49	3.16	3.98	N<5			
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.86	N/A	3.75	3.55	4.08	N<5	N<5	3.08	N/A	3.69	3.58	4.08	N<5			
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	N/A	N/A	3.53	3.26	3.79	N<5	N<5	N/A	N/A	3.33	3.35	3.78	N<5			
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.35	N/A	4.11	3.88	4.25	N<5	N<5	3.89	N/A	4.13	3.97	4.43	N<5			

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				MED SCHOOLS / HEALTH PROF													
				You	All selected peers		All comparables			You	All selected peers		All comparables			mean	25th %tile
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.78	N/A	3.81	3.84	4.22	N<5	N<5	3.48	N/A	3.77	3.48	4.34	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.80	N/A	3.90	3.74	4.11	N<5	N<5	3.91	N/A	4.22	4.06	4.53	N<5
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.06	N/A	4.28	4.13	4.42	N<5	N<5	4.03	N/A	4.52	4.42	4.76	N<5
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.83	N/A	3.99	3.78	4.15	N<5	N<5	4.07	N/A	3.81	3.59	4.15	N<5
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.87	N/A	3.77	3.60	4.20	N<5	N<5	3.74	N/A	3.42	3.04	3.75	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.01	N/A	3.79	3.70	4.06	N<5	N<5	3.88	N/A	3.77	3.52	4.14	N<5
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.79	N/A	3.01	2.84	3.36	N<5	N<5	2.15	N/A	2.54	2.31	3.13	N<5
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.02	N/A	2.98	2.72	3.18	N<5	N<5	3.04	N/A	2.88	2.49	3.18	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	4.46	N/A	4.28	4.11	4.37	N<5	N<5	4.00	N/A	4.23	4.15	4.48	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	3.73	N/A	3.53	3.24	3.99	N<5	N<5	4.00	N/A	3.36	3.05	3.67	N<5
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	N<5	2.57	N/A	2.86	2.46	3.19	N<5	N<5	2.92	N/A	2.82	2.41	3.41	N<5

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				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile			
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	N<5	4.02	N/A	3.34	2.89	3.52	N<5	N<5	4.15	N/A	3.40	2.96	3.72	N<5			
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	N<5	3.28	N/A	3.11	2.77	3.43	N<5	N<5	4.19	N/A	3.16	2.71	3.74	N<5			
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	N<5	3.98	N/A	3.55	3.24	3.66	N<5	N<5	4.00	N/A	3.63	3.38	3.91	N<5			
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	N<5	4.07	N/A	3.63	3.32	3.75	N<5	N<5	3.52	N/A	3.55	3.27	3.98	N<5			
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	3.86	N/A	4.16	3.98	4.37	N<5	N<5	3.98	N/A	3.97	3.78	4.22	N<5			
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	N<5	4.23	N/A	4.35	4.14	4.54	N<5	N<5	4.25	N/A	4.34	4.20	4.51	N<5			
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	3.74	N/A	4.25	4.00	4.45	N<5	N<5	4.18	N/A	4.27	4.03	4.43	N<5			
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	N<5	3.76	N/A	4.11	3.87	4.34	N<5	N<5	4.01	N/A	4.16	3.99	4.39	N<5			
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	N<5	4.06	N/A	4.33	4.12	4.53	N<5	N<5	4.38	N/A	3.94	3.72	4.28	N<5			
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	N<5	4.01	N/A	3.91	3.68	4.09	N<5	N<5	3.67	N/A	3.73	3.51	3.97	N<5			
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	N<5	4.71	N/A	4.44	4.20	4.55	N<5	N<5	4.90	N/A	4.63	4.51	4.79	N<5			

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	N<5	3.80	N/A	3.93	3.67	4.02	N<5	N<5	4.46	N/A	4.41	4.15	4.61	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	N<5	3.73	N/A	3.77	3.47	4.01	N<5	N<5	3.89	N/A	3.76	3.57	3.94	N<5
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	N<5	4.32	N/A	4.19	3.94	4.33	N<5	N<5	4.34	N/A	4.33	4.15	4.55	N<5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	N<5	4.50	N/A	4.43	4.18	4.56	N<5	N<5	4.32	N/A	4.46	4.34	4.66	N<5
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	N<5	3.97	N/A	4.15	3.98	4.26	N<5	N<5	4.11	N/A	4.15	3.92	4.20	N<5
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	N<5	2.51	N/A	3.30	3.33	3.96	N<5	N<5	2.16	N/A	3.24	3.01	3.72	N<5
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	N<5	2.53	N/A	2.99	2.70	3.46	N<5	N<5	4.06	N/A	3.20	2.91	3.41	N<5
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	3.49	N/A	3.89	3.77	4.09	N<5	N<5	3.83	N/A	3.81	3.50	4.09	N<5
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	N<5	2.93	N/A	3.29	3.24	3.76	N<5	N<5	3.92	N/A	3.27	3.11	3.62	N<5
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.27	3.12	3.30	N<5	N<5	N/A	N/A	3.04	2.64	3.28	N<5
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.84	3.63	4.01	N<5	N<5	N/A	N/A	3.62	3.56	4.04	N<5

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				You			All selected peers			All comparables				You			All selected peers			
				mean	peer rank	your %tile	mean	peer rank	your %tile	mean	25th %tile	75th %tile	your %tile	mean	peer rank	your %tile	mean	25th %tile	75th %tile	your %tile
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.76	3.62	3.98	N<5	N<5	N/A	N/A	3.54	3.27	3.92	N<5			
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	N<5	N/A	N/A	3.03	2.80	3.23	N<5	N<5	N/A	N/A	2.54	2.42	2.98	N<5			
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.03	N/A	2.85	2.57	3.06	N<5	N<5	3.00	N/A	2.88	2.59	3.21	N<5			
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	N<5	3.80	N/A	3.43	3.16	3.66	N<5	N<5	3.37	N/A	3.29	3.02	3.63	N<5			
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.45	N/A	3.37	3.12	3.50	N<5	N<5	3.55	N/A	3.35	3.06	3.67	N<5			
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	N<5	3.59	N/A	3.26	3.01	3.45	N<5	N<5	3.36	N/A	3.26	3.03	3.67	N<5			
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	N<5	3.42	N/A	2.76	2.43	3.01	N<5	N<5	2.98	N/A	2.49	2.13	2.90	N<5			
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	N<5	3.77	N/A	3.42	3.02	3.58	N<5	N<5	3.24	N/A	3.28	2.95	3.57	N<5			
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	N<5	3.24	N/A	3.23	2.88	3.63	N<5	N<5	3.31	N/A	3.45	3.03	3.92	N<5			
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	2.94	N/A	2.99	2.76	3.11	N<5	N<5	2.78	N/A	2.90	2.47	3.89	N<5			
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	N<5	3.54	N/A	3.34	3.19	3.84	N<5	N<5	3.28	N/A	3.06	2.70	3.52	N<5			

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				You	All selected peers		All comparables			You	All selected peers		All comparables				
mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	N<5	2.29	N/A	2.93	2.80	3.25	N<5	N<5	2.39	N/A	2.96	2.48	3.32	N<5
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	N<5	3.43	N/A	3.29	2.94	3.54	N<5	N<5	3.01	N/A	3.26	2.97	3.79	N<5
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	N<5	2.94	N/A	2.96	2.77	3.35	N<5	N<5	3.01	N/A	3.09	2.63	3.42	N<5
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	N<5	N<5	N/A	2.75	2.35	3.16	N<5	N<5	2.16	N/A	2.38	2.22	2.47	N<5
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	N<5	N<5	N/A	2.60	2.35	3.17	N<5	N<5	N<5	N/A	2.15	1.83	2.30	N<5
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	3.52	N/A	3.37	3.18	3.82	N<5	N<5	3.01	N/A	3.21	2.79	3.91	N<5
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	N<5	2.28	N/A	2.85	2.69	3.23	N<5	N<5	2.58	N/A	2.60	2.51	2.90	N<5
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.47	2.76	3.14	N<5	N<5	N/A	N/A	2.38	2.33	2.33	N<5
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.97	2.81	3.97	N<5	N<5	N/A	N/A	2.70	2.47	3.06	N<5
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.86	2.94	3.12	N<5	N<5	N/A	N/A	3.07	2.84	3.11	N<5
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	N<5	N/A	N/A	2.61	2.61	2.96	N<5	N<5	N/A	N/A	3.02	N/A	N/A	N<5

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Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	2.82	N/A	3.06	2.88	3.50	N<5	N<5	3.45	N/A	2.85	2.60	3.35	N<5
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	2.66	N/A	2.87	2.69	3.19	N<5	N<5	3.01	N/A	2.72	2.43	3.21	N<5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.38	N/A	3.57	3.30	3.74	N<5	N<5	4.26	N/A	3.49	3.05	3.99	N<5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	N<5	3.34	N/A	3.47	3.29	3.79	N<5	N<5	4.26	N/A	3.47	3.13	3.85	N<5
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	N<5	N/A	N/A	3.97	3.67	4.14	N<5	N<5	N/A	N/A	3.74	3.39	4.17	N<5
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	N<5	3.63	N/A	3.33	3.16	3.57	N<5	N<5	3.07	N/A	2.98	2.66	3.39	N<5
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	N<5	2.93	N/A	2.93	2.72	3.19	N<5	N<5	2.43	N/A	2.77	2.73	3.24	N<5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	4.08	N/A	3.96	3.59	4.18	N<5	N<5	4.25	N/A	3.94	3.72	4.33	N<5
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.28	N/A	3.33	3.22	3.64	N<5	N<5	3.81	N/A	3.42	3.05	3.78	N<5
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.02	N/A	3.41	3.21	3.85	N<5	N<5	3.53	N/A	3.13	2.83	3.50	N<5
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	N/A	N/A	3.55	3.40	3.80	N<5	N<5	N/A	N/A	3.47	3.27	3.79	N<5

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mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile	mean	mean	peer rank	mean	25th %tile	75th %tile	your %tile				
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.66	N/A	3.49	3.34	3.82	N<5	N<5	3.98	N/A	3.49	3.17	3.71	N<5
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.65	N/A	3.59	3.42	3.85	N<5	N<5	4.21	N/A	3.70	3.46	3.94	N<5
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.73	N/A	3.87	3.70	4.15	N<5	N<5	3.88	N/A	3.79	3.61	4.10	N<5
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.62	N/A	3.84	3.60	4.03	N<5	N<5	4.06	N/A	3.97	3.86	4.20	N<5
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	4.07	N/A	3.74	3.47	3.96	N<5	N<5	4.18	N/A	3.78	3.64	4.02	N<5
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	N<5	3.33	N/A	3.44	3.11	3.85	N<5	N<5	3.56	N/A	3.31	2.93	3.75	N<5
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	N<5	N/A	N/A	3.90	3.83	4.05	N<5	N<5	N/A	N/A	3.96	3.72	4.14	N<5
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	N<5	N/A	N/A	3.75	3.45	3.85	N<5	N<5	N/A	N/A	3.87	3.70	4.11	N<5
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	N<5	N/A	N/A	3.77	3.60	3.90	N<5	N<5	N/A	N/A	3.95	3.78	4.12	N<5
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	N<5	N/A	N/A	4.18	3.92	4.38	N<5	N<5	N/A	N/A	4.04	3.85	4.33	N<5
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	N<5	4.18	N/A	3.85	3.62	4.00	N<5	N<5	4.41	N/A	3.88	3.67	4.29	N<5

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item	theme	name	description	MED SCHOOLS / HEALTH PROF							ACADEMIC AREA			OTHER PROFESSIONS			
				You	All selected peers		All comparables				You	All selected peers		All comparables			
				mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile	mean	mean	peer rank	mean	25th %tile mean	75th %tile mean	your %tile
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	N<5	4.02	N/A	3.85	3.51	4.05	N<5	N<5	3.54	N/A	3.56	3.33	3.94	N<5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	N<5	2.65	N/A	3.35	3.15	3.53	N<5	N<5	4.36	N/A	3.45	3.16	3.71	N<5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	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
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	N<5	4.34	N/A	3.99	3.61	4.21	N<5	N<5	4.18	N/A	4.05	3.85	4.39	N<5
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	N<5	3.91	N/A	3.75	3.58	3.93	N<5	N<5	4.34	N/A	3.74	3.52	4.09	N<5

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q19	tenure practices overall	clarity of tenure process	I find the tenure process in my department to be...	3.49	3.61	-0.12	-3%	3.62	3.57	0.05	1%	3.36	3.66	-0.30	-8%	3.51	3.57	-0.06	-2%	3.33	N<5	N/A	N/A
Q20	tenure practices overall	clarity of tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	3.42	3.51	-0.09	-2%	3.47	3.47	0.00	0%	3.36	3.56	-0.20	-5%	3.43	3.48	-0.05	-1%	3.35	N<5	N/A	N/A
Q21	tenure practices overall	clarity of tenure standards	I find the tenure standards (the performance threshold) in my department to be...	3.29	3.10	0.19	5%	3.27	3.11	0.16	4%	3.31	3.09	0.22	6%	3.30	3.07	0.23	6%	3.20	N<5	N/A	N/A
Q22	tenure practices overall	clarity of tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	3.20	3.29	-0.09	-2%	3.27	3.22	0.05	1%	3.12	3.38	-0.26	-6%	3.22	3.26	-0.04	-1%	3.04	N<5	N/A	N/A
Q23	tenure practices overall	clarity of sense of achieving tenure	My sense of whether or not I will achieve tenure is...	3.64	3.99	-0.35	-9%	3.77	4.17	-0.40	-10%	3.51	3.77	-0.26	-7%	3.66	3.97	-0.31	-8%	3.44	N<5	N/A	N/A
Q24A	tenure expectations: clarity	clarity of expectations: scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.39	3.48	-0.09	-2%	3.46	3.53	-0.07	-2%	3.33	3.42	-0.09	-2%	3.41	3.45	-0.04	-1%	3.25	N<5	N/A	N/A
Q24B	tenure expectations: clarity	clarity of expectations: teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.76	3.97	-0.21	-5%	3.65	3.97	-0.32	-8%	3.88	3.97	-0.09	-2%	3.73	3.94	-0.21	-5%	4.03	N<5	N/A	N/A
Q24C	tenure expectations: clarity	clarity of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.20	3.56	-0.36	-9%	3.08	3.53	-0.45	-11%	3.34	3.60	-0.26	-7%	3.20	3.53	-0.33	-8%	3.25	N<5	N/A	N/A
Q24D	tenure expectations: clarity	clarity of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	3.03	3.47	-0.44	-11%	3.11	3.49	-0.38	-10%	2.95	3.45	-0.50	-13%	3.04	3.44	-0.40	-10%	2.95	N<5	N/A	N/A
Q24E	tenure expectations: clarity	clarity of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.92	3.48	-0.56	-14%	2.90	3.45	-0.55	-14%	2.93	3.52	-0.59	-15%	2.94	3.46	-0.52	-13%	2.77	N<5	N/A	N/A
Q24F	tenure expectations: clarity	clarity of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	2.75	3.20	-0.45	-11%	2.69	3.24	-0.55	-14%	2.81	3.15	-0.34	-9%	2.76	3.16	-0.40	-10%	2.70	N<5	N/A	N/A

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q25A	tenure expectations: reasonableness	reasonableness of expectations: scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.51	3.80	-0.29	-7%	3.66	3.98	-0.32	-8%	3.35	3.58	-0.23	-6%	3.51	3.78	-0.27	-7%	3.51	N<5	N/A	N/A
Q25B	tenure expectations: reasonableness	reasonableness of expectations: teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.70	4.32	-0.62	-16%	3.75	4.38	-0.63	-16%	3.65	4.25	-0.60	-15%	3.70	4.31	-0.61	-15%	3.69	N<5	N/A	N/A
Q25C	tenure expectations: reasonableness	reasonableness of expectations: advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.48	3.72	-0.24	-6%	3.47	3.81	-0.34	-9%	3.49	3.62	-0.13	-3%	3.48	3.69	-0.21	-5%	3.46	N<5	N/A	N/A
Q25D	tenure expectations: reasonableness	reasonableness of expectations: colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.43	4.02	-0.59	-15%	3.49	4.10	-0.61	-15%	3.36	3.94	-0.58	-15%	3.43	4.02	-0.59	-15%	3.44	N<5	N/A	N/A
Q25E	tenure expectations: reasonableness	reasonableness of expectations: campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.22	3.84	-0.62	-16%	3.16	4.14	-0.98	-25%	3.28	3.47	-0.19	-5%	3.24	3.83	-0.59	-15%	3.04	N<5	N/A	N/A
Q25F	tenure expectations: reasonableness	reasonableness of expectations: member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	3.23	3.71	-0.48	-12%	3.15	3.95	-0.80	-20%	3.31	3.42	-0.11	-3%	3.24	3.70	-0.46	-12%	3.16	N<5	N/A	N/A
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	2.86	2.49	0.37	9%	2.89	2.61	0.28	7%	2.83	2.34	0.49	12%	2.90	2.47	0.43	11%	2.50	N<5	N/A	N/A
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	3.63	3.46	0.17	4%	3.59	3.49	0.10	2%	3.68	3.42	0.26	7%	3.59	3.45	0.14	3%	3.97	N<5	N/A	N/A
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	3.68	3.84	-0.16	-4%	3.87	4.01	-0.14	-3%	3.48	3.63	-0.15	-4%	3.66	3.83	-0.17	-4%	3.82	N<5	N/A	N/A
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	3.25	N<5	N/A	N/A	3.65	N<5	N/A	N/A	2.86	N<5	N/A	N/A	3.21	N<5	N/A	N/A	3.59	N<5	N/A	N/A
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.21	4.43	-0.22	-5%	4.07	4.41	-0.34	-9%	4.34	4.45	-0.11	-3%	4.21	4.42	-0.21	-5%	4.16	N<5	N/A	N/A

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Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	3.63	3.42	0.21	5%	3.81	3.67	0.14	4%	3.44	3.10	0.34	9%	3.63	3.41	0.22	5%	3.58	N<5	N/A	N/A
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.22	4.48	-0.26	-7%	4.18	4.60	-0.42	-11%	4.26	4.32	-0.06	-2%	4.19	4.46	-0.27	-7%	4.45	N<5	N/A	N/A
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.49	4.84	-0.35	-9%	4.37	4.89	-0.52	-13%	4.62	4.77	-0.15	-4%	4.49	4.84	-0.35	-9%	4.54	N<5	N/A	N/A
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	4.10	4.08	0.02	0%	4.02	4.10	-0.08	-2%	4.18	4.06	0.12	3%	4.16	4.07	0.09	2%	3.67	N<5	N/A	N/A
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.16	3.29	-0.13	-3%	3.13	3.23	-0.10	-3%	3.19	3.37	-0.18	-5%	3.19	3.30	-0.11	-3%	2.88	N<5	N/A	N/A
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	3.65	3.55	0.10	3%	3.48	3.50	-0.02	-1%	3.83	3.63	0.20	5%	3.60	3.55	0.05	1%	4.02	N<5	N/A	N/A
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	2.27	2.25	0.02	1%	2.61	2.60	0.01	0%	1.92	1.84	0.08	2%	2.20	2.21	-0.01	0%	2.74	N<5	N/A	N/A
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	2.87	2.84	0.03	1%	2.89	3.15	-0.26	-6%	2.85	2.42	0.43	11%	2.87	2.82	0.05	1%	2.91	N<5	N/A	N/A
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	4.17	4.33	-0.16	-4%	4.29	4.29	0.00	0%	4.05	4.38	-0.33	-8%	4.20	4.32	-0.12	-3%	3.98	N<5	N/A	N/A
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	3.18	3.03	0.15	4%	3.21	3.00	0.21	5%	3.14	3.07	0.07	2%	3.19	3.00	0.19	5%	3.09	N<5	N/A	N/A
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	2.75	2.51	0.24	6%	2.71	2.74	-0.03	-1%	2.80	2.21	0.59	15%	2.74	2.50	0.24	6%	2.88	N<5	N/A	N/A

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	3.57	3.86	-0.29	-7%	3.88	3.90	-0.02	-1%	3.28	3.81	-0.53	-13%	3.53	3.85	-0.32	-8%	3.93	N<5	N/A	N/A
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	2.78	2.65	0.13	3%	2.83	2.56	0.27	7%	2.74	2.77	-0.03	-1%	2.73	2.66	0.07	2%	3.17	N<5	N/A	N/A
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	4.07	4.02	0.05	1%	3.99	3.98	0.01	0%	4.13	4.06	0.07	2%	4.00	4.01	-0.01	0%	4.54	N<5	N/A	N/A
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	3.49	3.51	-0.02	0%	3.51	3.62	-0.11	-3%	3.48	3.38	0.10	3%	3.45	3.52	-0.07	-2%	3.88	N<5	N/A	N/A
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	3.37	3.94	-0.57	-14%	3.02	3.78	-0.76	-19%	3.72	4.13	-0.41	-10%	3.32	3.92	-0.60	-15%	3.85	N<5	N/A	N/A
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	4.05	4.50	-0.45	-11%	3.80	4.40	-0.60	-15%	4.29	4.63	-0.34	-9%	4.04	4.52	-0.48	-12%	4.19	N<5	N/A	N/A
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.13	4.46	-0.33	-8%	3.92	4.48	-0.56	-14%	4.33	4.44	-0.11	-3%	4.10	4.48	-0.38	-10%	4.38	N<5	N/A	N/A
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	4.14	4.47	-0.33	-8%	3.98	4.48	-0.50	-13%	4.29	4.47	-0.18	-4%	4.11	4.48	-0.37	-9%	4.38	N<5	N/A	N/A
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	3.68	4.34	-0.66	-17%	3.31	4.26	-0.95	-24%	4.03	4.44	-0.41	-10%	3.63	4.34	-0.71	-18%	4.18	N<5	N/A	N/A
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	4.03	4.00	0.03	1%	3.72	3.77	-0.05	-1%	4.35	4.28	0.07	2%	3.99	4.01	-0.02	0%	4.44	N<5	N/A	N/A
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	4.51	4.73	-0.22	-6%	4.26	4.67	-0.41	-10%	4.76	4.81	-0.05	-1%	4.49	4.73	-0.24	-6%	4.64	N<5	N/A	N/A

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	3.85	4.11	-0.26	-7%	3.63	4.04	-0.41	-10%	4.05	4.19	-0.14	-4%	3.77	4.10	-0.33	-8%	4.47	N<5	N/A	N/A
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - very important- Please rate how important or unimportant you think each would be to your success.	3.60	3.65	-0.05	-1%	3.39	3.54	-0.15	-4%	3.80	3.78	0.02	1%	3.57	3.64	-0.07	-2%	3.87	N<5	N/A	N/A
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	4.08	4.45	-0.37	-9%	3.85	4.41	-0.56	-14%	4.31	4.50	-0.19	-5%	4.07	4.45	-0.38	-10%	4.19	N<5	N/A	N/A
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	4.49	4.70	-0.21	-5%	4.40	4.65	-0.25	-6%	4.58	4.75	-0.17	-4%	4.49	4.69	-0.20	-5%	4.49	N<5	N/A	N/A
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	4.19	4.18	0.01	0%	4.04	4.09	-0.05	-1%	4.33	4.28	0.05	1%	4.17	4.19	-0.02	-1%	4.40	N<5	N/A	N/A
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	2.90	2.77	0.13	3%	2.86	2.81	0.05	1%	2.94	2.73	0.21	5%	2.77	2.77	0.00	0%	3.78	N<5	N/A	N/A
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	3.04	2.85	0.19	5%	2.94	3.03	-0.09	-2%	3.13	2.63	0.50	13%	2.99	2.84	0.15	4%	3.40	N<5	N/A	N/A
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.70	3.31	0.39	10%	3.47	3.30	0.17	4%	3.89	3.31	0.58	15%	3.65	3.31	0.34	9%	4.19	N<5	N/A	N/A
Q34A16	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	3.27	3.36	-0.09	-2%	3.39	3.67	-0.28	-7%	3.16	3.00	0.16	4%	3.22	3.33	-0.11	-3%	3.74	N<5	N/A	N/A
Q34A17	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	3.06	N<5	N/A	N/A	2.75	N<5	N/A	N/A	3.33	N<5	N/A	N/A	3.02	N<5	N/A	N/A	3.53	N<5	N/A	N/A
Q34A18	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	3.75	N<5	N/A	N/A	3.73	N<5	N/A	N/A	3.77	N<5	N/A	N/A	3.68	N<5	N/A	N/A	4.31	N<5	N/A	N/A

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				current	prior			current	prior			current	prior			current	prior			current	prior		
				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34A19	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	3.57	N<5	N/A	N/A	3.48	N<5	N/A	N/A	3.65	N<5	N/A	N/A	3.54	N<5	N/A	N/A	3.78	N<5	N/A	N/A
Q34A20	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	2.77	N<5	N/A	N/A	2.61	N<5	N/A	N/A	2.91	N<5	N/A	N/A	2.77	N<5	N/A	N/A	2.81	N<5	N/A	N/A
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	2.89	3.06	-0.17	-4%	3.03	3.08	-0.05	-1%	2.79	3.04	-0.25	-6%	2.77	3.04	-0.27	-7%	3.87	N<5	N/A	N/A
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	3.48	3.79	-0.31	-8%	3.55	3.77	-0.22	-6%	3.43	3.81	-0.38	-10%	3.49	3.78	-0.29	-7%	3.47	N<5	N/A	N/A
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.29	3.62	-0.33	-8%	3.17	3.62	-0.45	-11%	3.40	3.63	-0.23	-6%	3.24	3.60	-0.36	-9%	3.69	N<5	N/A	N/A
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	3.31	3.42	-0.11	-3%	3.23	3.63	-0.40	-10%	3.40	3.19	0.21	5%	3.30	3.43	-0.13	-3%	3.47	N<5	N/A	N/A
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	2.32	2.20	0.12	3%	2.11	2.37	-0.26	-7%	2.50	1.96	0.54	14%	2.28	2.17	0.11	3%	2.61	N<5	N/A	N/A
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	4.02	3.73	0.29	7%	3.84	3.64	0.20	5%	4.19	3.83	0.36	9%	4.00	3.73	0.27	7%	4.12	N<5	N/A	N/A
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	2.95	3.17	-0.22	-5%	3.13	3.18	-0.05	-1%	2.77	3.16	-0.39	-10%	2.90	3.18	-0.28	-7%	3.38	N<5	N/A	N/A
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	2.47	1.85	0.62	16%	2.50	2.03	0.47	12%	2.45	1.65	0.80	20%	2.42	1.85	0.57	14%	2.85	N<5	N/A	N/A
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	3.29	2.24	1.05	26%	3.21	2.29	0.92	23%	3.38	2.18	1.20	30%	3.23	2.22	1.01	25%	3.66	N<5	N/A	N/A

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	2.44	2.24	0.20	5%	2.59	2.57	0.02	1%	2.28	1.85	0.43	11%	2.33	2.19	0.14	4%	3.11	N<5	N/A	N/A
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	3.07	2.77	0.30	8%	3.35	3.00	0.35	9%	2.79	2.50	0.29	7%	3.05	2.72	0.33	8%	3.22	N<5	N/A	N/A
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	3.21	3.17	0.04	1%	3.28	3.09	0.19	5%	3.14	3.26	-0.12	-3%	3.17	3.17	0.00	0%	3.54	N<5	N/A	N/A
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	2.38	2.43	-0.05	-1%	2.60	2.68	-0.08	-2%	2.14	2.08	0.06	2%	2.31	2.41	-0.10	-3%	2.72	N<5	N/A	N/A
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	2.16	2.23	-0.07	-2%	2.07	2.47	-0.40	-10%	2.29	1.82	0.47	12%	2.15	2.21	-0.06	-2%	2.21	N<5	N/A	N/A
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.99	2.25	0.74	19%	3.45	2.46	0.99	25%	2.61	1.91	0.70	18%	2.89	2.20	0.69	17%	N<5	N<5	N/A	N/A
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	2.32	2.37	-0.05	-1%	2.43	2.52	-0.09	-2%	2.20	2.14	0.06	2%	2.38	2.37	0.01	0%	2.00	N<5	N/A	N/A
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	2.37	N<5	N/A	N/A	2.60	N<5	N/A	N/A	2.22	N<5	N/A	N/A	2.33	N<5	N/A	N/A	N<5	N<5	N/A	N/A
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	2.33	N<5	N/A	N/A	2.06	N<5	N/A	N/A	2.57	N<5	N/A	N/A	2.41	N<5	N/A	N/A	N<5	N<5	N/A	N/A
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	2.84	N<5	N/A	N/A	2.85	N<5	N/A	N/A	2.83	N<5	N/A	N/A	2.80	N<5	N/A	N/A	N<5	N<5	N/A	N/A
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	2.41	N<5	N/A	N/A	2.44	N<5	N/A	N/A	2.38	N<5	N/A	N/A	2.41	N<5	N/A	N/A	N<5	N<5	N/A	N/A

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.73	2.61	0.12	3%	3.30	2.67	0.63	16%	2.26	2.50	-0.24	-6%	2.66	2.61	0.05	1%	N<5	N<5	N/A	N/A
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	2.77	2.97	-0.20	-5%	3.28	2.99	0.29	7%	2.38	2.93	-0.55	-14%	2.72	2.93	-0.21	-5%	3.27	N<5	N/A	N/A
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.88	3.54	0.34	9%	4.04	3.46	0.58	15%	3.74	3.69	0.05	1%	3.87	3.54	0.33	8%	3.99	N<5	N/A	N/A
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	3.80	3.56	0.24	6%	4.16	3.44	0.72	18%	3.47	3.81	-0.34	-9%	3.76	3.54	0.22	5%	4.11	N<5	N/A	N/A
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	3.92	N<5	N/A	N/A	4.07	N<5	N/A	N/A	3.78	N<5	N/A	N/A	3.94	N<5	N/A	N/A	3.70	N<5	N/A	N/A
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	3.03	2.60	0.43	11%	3.00	2.53	0.47	12%	3.05	2.69	0.36	9%	3.02	2.60	0.42	11%	3.04	N<5	N/A	N/A
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	2.86	2.70	0.16	4%	3.29	2.84	0.45	11%	2.43	2.53	-0.10	-2%	2.84	2.71	0.13	3%	3.06	N<5	N/A	N/A
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.19	4.21	-0.02	0%	4.31	4.18	0.13	3%	4.07	4.26	-0.19	-5%	4.21	4.20	0.01	0%	4.01	N<5	N/A	N/A
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest senior faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.57	3.86	-0.29	-7%	3.83	3.89	-0.06	-2%	3.31	3.81	-0.50	-13%	3.52	3.83	-0.31	-8%	3.91	N<5	N/A	N/A
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with senior faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.58	3.93	-0.35	-9%	3.84	3.82	0.02	1%	3.32	4.06	-0.74	-19%	3.52	3.91	-0.39	-10%	3.99	N<5	N/A	N/A
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.79	N<5	N/A	N/A	3.92	N<5	N/A	N/A	3.67	N<5	N/A	N/A	3.82	N<5	N/A	N/A	3.63	N<5	N/A	N/A

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Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.75	4.05	-0.30	-8%	4.16	3.89	0.27	7%	3.36	4.25	-0.89	-22%	3.76	4.04	-0.28	-7%	3.65	N<5	N/A	N/A
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.95	4.20	-0.25	-6%	4.28	4.26	0.02	1%	3.64	4.13	-0.49	-12%	3.94	4.19	-0.25	-6%	4.06	N<5	N/A	N/A
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.10	4.03	0.07	2%	4.41	4.01	0.40	10%	3.79	4.06	-0.27	-7%	4.12	4.03	0.09	2%	3.92	N<5	N/A	N/A
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with junior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.12	4.16	-0.04	-1%	4.41	4.06	0.35	9%	3.84	4.30	-0.46	-12%	4.14	4.16	-0.02	-1%	3.96	N<5	N/A	N/A
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	4.11	4.07	0.04	1%	4.35	4.02	0.33	8%	3.87	4.13	-0.26	-6%	4.17	4.04	0.13	3%	3.60	N<5	N/A	N/A
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the senior colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	3.50	3.62	-0.12	-3%	3.73	3.69	0.04	1%	3.29	3.55	-0.26	-6%	3.52	3.61	-0.09	-2%	3.36	N<5	N/A	N/A
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	4.07	N<5	N/A	N/A	4.19	N<5	N/A	N/A	3.95	N<5	N/A	N/A	4.13	N<5	N/A	N/A	3.61	N<5	N/A	N/A
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	3.94	N<5	N/A	N/A	4.07	N<5	N/A	N/A	3.80	N<5	N/A	N/A	3.93	N<5	N/A	N/A	4.01	N<5	N/A	N/A
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	3.97	N<5	N/A	N/A	4.21	N<5	N/A	N/A	3.72	N<5	N/A	N/A	3.95	N<5	N/A	N/A	4.10	N<5	N/A	N/A
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	4.22	N<5	N/A	N/A	4.47	N<5	N/A	N/A	3.96	N<5	N/A	N/A	4.23	N<5	N/A	N/A	4.12	N<5	N/A	N/A
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	4.08	4.17	-0.09	-2%	4.23	4.10	0.13	3%	3.92	4.25	-0.33	-8%	4.12	4.15	-0.03	-1%	3.74	N<5	N/A	N/A

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				mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff	mean	mean	net diff	% diff
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	3.68	3.43	0.25	6%	3.74	3.38	0.36	9%	3.61	3.50	0.11	3%	3.67	3.41	0.26	6%	3.76	N<5	N/A	N/A
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	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<5	N/A	N/A
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	3.32	3.25	0.07	2%	3.47	3.25	0.22	6%	3.16	3.24	-0.08	-2%	3.36	3.22	0.14	3%	2.93	N<5	N/A	N/A
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	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<5	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N/A	N<5	N/A	N/A	N<5	N<5	N/A	N/A	N<5	N<5	N/A	N/A	N/A	N<5	N/A	N/A	N<5	N<5	N/A	N/A
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	4.10	4.10	0.00	0%	4.26	4.12	0.14	3%	3.96	4.06	-0.10	-2%	4.14	4.09	0.05	1%	3.72	N<5	N/A	N/A
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	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<5	N/A	N/A
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	3.69	3.71	-0.02	-1%	3.76	3.80	-0.04	-1%	3.62	3.59	0.03	1%	3.67	3.67	0.00	0%	3.89	N<5	N/A	N/A

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Frequency Distributions

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

					OVERALL										All selected peers		All comparables			
item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		Count	%	Count	%
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	18	17%	13	17%	15	18%	28	19%	31	31%	34	25%	121	22%	1729	19%
				Fairly clear	48	46%	43	58%	40	47%	80	55%	47	46%	73	53%	283	52%	4593	52%
				Neither clear nor unclear	15	14%	5	7%	8	9%	17	12%	10	10%	11	8%	51	9%	1155	13%
				Fairly unclear	18	17%	12	16%	17	19%	17	12%	11	11%	11	8%	68	12%	992	11%
				Very unclear	7	7%	2	2%	6	6%	4	3%	3	3%	8	6%	22	4%	442	5%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	16	15%	10	13%	12	14%	20	14%	28	27%	34	25%	103	19%	1523	17%
				Fairly clear	50	47%	40	55%	41	48%	82	57%	50	49%	69	50%	283	52%	4493	50%
				Neither clear nor unclear	13	12%	7	10%	10	12%	20	14%	4	4%	17	12%	59	11%	1270	14%
				Fairly unclear	19	18%	15	20%	16	19%	16	11%	16	15%	12	9%	74	14%	1113	12%
				Very unclear	9	8%	2	2%	7	8%	7	5%	5	5%	6	4%	26	5%	512	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	16	15%	8	10%	10	12%	15	10%	25	24%	21	15%	78	14%	982	11%
				Fairly clear	42	40%	33	45%	28	33%	57	39%	41	40%	68	50%	227	42%	3746	42%
				Neither clear nor unclear	15	14%	14	18%	15	18%	44	30%	12	12%	22	16%	106	20%	1816	20%
				Fairly unclear	22	21%	13	18%	22	26%	20	14%	19	19%	15	11%	88	16%	1578	18%
				Very unclear	11	10%	6	9%	9	11%	9	7%	6	6%	11	8%	42	8%	771	9%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	13	12%	7	9%	15	18%	17	12%	20	19%	26	19%	84	16%	1309	15%
				Fairly clear	39	37%	40	54%	33	40%	77	54%	43	43%	67	48%	260	48%	4062	46%
				Neither clear nor unclear	20	19%	15	20%	17	21%	31	22%	17	17%	23	16%	103	19%	1766	20%
				Fairly unclear	21	20%	10	13%	15	17%	14	10%	20	19%	14	10%	72	13%	1220	14%
				Very unclear	12	11%	2	3%	4	4%	5	3%	2	2%	9	6%	21	4%	499	6%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	18	17%	13	18%	19	22%	17	12%	19	19%	32	24%	100	19%	1555	18%
				Fairly clear	55	52%	33	45%	39	46%	61	43%	50	49%	66	49%	250	47%	3739	43%
				Neither clear nor unclear	18	17%	18	25%	15	18%	40	28%	19	19%	24	18%	117	22%	2123	24%
				Fairly unclear	7	7%	6	8%	9	11%	14	10%	11	10%	11	8%	50	9%	907	10%
				Very unclear	8	8%	3	4%	3	3%	9	7%	3	3%	2	1%	20	4%	467	5%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	15	14%	12	16%	10	12%	19	13%	30	29%	32	23%	103	19%	1879	21%
				Fairly clear	48	44%	40	54%	37	43%	85	59%	45	44%	67	48%	274	50%	4403	50%
				Neither clear nor unclear	16	15%	10	14%	15	18%	19	13%	9	9%	17	12%	71	13%	1109	13%
				Fairly unclear	23	21%	12	17%	21	24%	19	13%	16	16%	18	13%	87	16%	1148	13%
				Very unclear	6	6%	0	0%	2	2%	3	2%	2	2%	5	4%	11	2%	325	4%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	21	20%	9	12%	19	22%	18	13%	25	25%	23	16%	93	17%	1521	17%
				Fairly clear	56	53%	40	58%	41	48%	80	56%	52	52%	71	52%	285	53%	4330	49%
				Neither clear nor unclear	16	15%	12	17%	14	17%	33	23%	14	14%	23	17%	97	18%	1533	17%
				Fairly unclear	11	10%	9	13%	11	13%	7	5%	7	7%	16	12%	50	9%	1110	13%
				Very unclear	3	3%	0	0%	0	0%	6	4%	3	3%	5	4%	14	3%	278	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	13	13%	2	4%	8	9%	12	9%	5	6%	11	10%	39	8%	838	10%
				Fairly clear	35	36%	18	31%	33	40%	44	32%	21	23%	36	31%	152	31%	2621	32%
				Neither clear nor unclear	20	20%	23	38%	19	23%	46	34%	36	39%	38	32%	162	33%	2441	29%
				Fairly unclear	21	21%	13	22%	15	18%	24	18%	22	24%	25	21%	100	20%	1704	21%
				Very unclear	10	10%	3	5%	8	10%	9	7%	7	7%	8	6%	35	7%	696	8%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	9%	5	7%	10	12%	10	7%	8	8%	12	9%	46	9%	859	10%
				Fairly clear	37	34%	27	38%	27	32%	59	42%	39	38%	50	37%	202	38%	3096	36%
				Neither clear nor unclear	22	21%	25	35%	19	23%	41	29%	25	24%	38	28%	148	28%	2302	26%
				Fairly unclear	26	25%	7	10%	19	22%	23	16%	24	23%	28	20%	100	19%	1696	19%
				Very unclear	13	12%	7	10%	9	11%	9	6%	6	6%	7	5%	38	7%	765	9%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	3%	4	6%	3	3%	5	4%	9	9%	4	3%	25	5%	624	7%
				Fairly clear	39	37%	28	39%	27	33%	46	33%	33	33%	48	36%	182	34%	2468	29%
				Neither clear nor unclear	27	25%	24	34%	24	29%	50	35%	29	29%	51	37%	178	33%	2567	30%
				Fairly unclear	20	19%	11	15%	14	17%	26	19%	19	19%	21	16%	91	17%	1973	23%
				Very unclear	17	16%	4	5%	15	19%	14	10%	11	11%	12	9%	56	10%	956	11%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	5	5%	1	1%	2	3%	5	4%	2	2%	4	3%	15	3%	515	6%
				Fairly clear	28	28%	20	30%	25	29%	40	28%	28	28%	22	18%	134	26%	2097	25%
				Neither clear nor unclear	22	21%	26	38%	24	29%	54	38%	35	35%	61	49%	200	38%	2616	31%
				Fairly unclear	30	30%	17	24%	21	24%	28	20%	26	26%	25	20%	116	22%	2057	24%
				Very unclear	17	16%	5	7%	13	15%	15	10%	9	9%	14	11%	56	11%	1154	14%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	19	18%	15	21%	20	23%	19	13%	29	29%	56	40%	140	26%	2082	24%
				Fairly reasonable	40	38%	29	39%	33	39%	80	55%	44	43%	49	35%	235	43%	3733	43%
				Neither reasonable nor unreasonable	30	28%	17	23%	21	25%	28	19%	22	22%	22	15%	109	20%	1727	20%
				Fairly unreasonable	13	12%	10	14%	10	11%	10	7%	6	6%	9	6%	45	8%	928	11%
				Very unreasonable	5	5%	3	4%	2	2%	7	5%	1	1%	5	4%	18	3%	309	4%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	21	20%	13	18%	16	19%	26	18%	26	25%	36	26%	117	22%	2301	26%
				Fairly reasonable	50	46%	31	44%	43	50%	72	50%	49	48%	58	42%	252	47%	3592	41%
				Neither reasonable nor unreasonable	23	21%	17	24%	16	19%	38	27%	24	24%	31	22%	125	23%	2038	23%
				Fairly unreasonable	9	9%	6	9%	10	12%	6	4%	3	3%	9	6%	34	6%	574	7%
				Very unreasonable	4	4%	4	5%	1	1%	1	1%	0	0%	4	3%	10	2%	179	2%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
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OVERALL

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	13%	5	9%	11	13%	10	7%	9	10%	26	22%	62	13%	1443	18%	
				Fairly reasonable	38	38%	14	24%	27	32%	44	32%	20	23%	29	25%	135	28%	2414	30%	
				Neither reasonable nor unreasonable	35	35%	32	54%	38	46%	65	48%	56	62%	52	44%	244	50%	3569	44%	
				Fairly unreasonable	10	10%	5	8%	5	6%	10	8%	6	6%	6	5%	32	7%	509	6%	
				Very unreasonable	3	3%	3	5%	2	2%	6	4%	0	0%	5	4%	16	3%	199	2%	
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	12%	10	14%	15	18%	11	8%	17	17%	22	16%	75	14%	1615	19%	
				Fairly reasonable	36	33%	21	30%	21	25%	57	40%	37	37%	46	34%	183	34%	2653	31%	
				Neither reasonable nor unreasonable	45	42%	34	48%	38	45%	62	43%	41	41%	59	44%	234	44%	3550	41%	
				Fairly unreasonable	10	9%	4	5%	8	9%	6	4%	5	5%	6	4%	27	5%	518	6%	
				Very unreasonable	3	3%	2	3%	2	3%	7	5%	1	1%	2	1%	14	3%	240	3%	
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	4	4%	8	12%	4	5%	9	6%	12	12%	7	5%	40	7%	1179	14%	
				Fairly reasonable	34	32%	22	31%	27	32%	43	31%	30	30%	49	36%	171	32%	2204	26%	
				Neither reasonable nor unreasonable	56	53%	36	51%	44	53%	82	58%	55	55%	76	56%	293	55%	4462	53%	
				Fairly unreasonable	5	5%	3	4%	7	8%	4	3%	3	3%	3	2%	19	4%	404	5%	
				Very unreasonable	7	7%	2	3%	2	2%	3	2%	1	1%	1	1%	9	2%	174	2%	
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	5	5%	3	4%	4	5%	8	6%	6	6%	9	7%	31	6%	1023	12%	
				Fairly reasonable	26	26%	16	24%	19	22%	42	30%	25	26%	26	21%	129	25%	2005	24%	
				Neither reasonable nor unreasonable	61	59%	46	67%	52	61%	83	58%	61	61%	86	69%	328	63%	4645	56%	
				Fairly unreasonable	7	7%	3	5%	7	8%	6	4%	6	6%	2	2%	23	4%	410	5%	
				Very unreasonable	3	3%	0	0%	3	4%	3	2%	1	1%	2	2%	9	2%	158	2%	
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	14	13%	14	19%	16	20%	19	13%	17	17%	23	18%	89	17%	1609	19%	
				Somewhat agree	30	29%	32	43%	28	34%	55	39%	34	35%	59	44%	207	39%	2782	32%	
				Neither agree nor disagree	10	10%	1	1%	3	4%	12	9%	8	8%	11	9%	35	7%	816	9%	
				Somewhat disagree	28	27%	14	19%	16	20%	30	21%	27	27%	21	16%	108	20%	1951	23%	
				Strongly disagree	23	21%	13	17%	20	24%	26	19%	13	13%	18	14%	90	17%	1500	17%	
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	30	30%	20	28%	24	30%	48	36%	33	35%	50	39%	175	34%	2585	31%	
				Somewhat agree	32	32%	28	40%	25	32%	49	37%	34	36%	46	35%	182	36%	3069	37%	
				Neither agree nor disagree	17	17%	9	12%	10	12%	15	11%	8	8%	11	8%	52	10%	1011	12%	
				Somewhat disagree	13	13%	9	13%	12	15%	18	14%	12	12%	14	10%	65	13%	1060	13%	
				Strongly disagree	8	8%	5	8%	8	10%	3	2%	8	8%	10	8%	34	7%	657	8%	
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	23	22%	11	15%	19	23%	32	22%	16	16%	35	26%	113	21%	2000	23%	
				Satisfied	49	47%	44	59%	44	52%	71	50%	54	55%	62	46%	275	51%	4402	50%	
				Neither satisfied nor dissatisfied	13	12%	7	10%	8	9%	23	16%	14	14%	19	14%	71	13%	856	10%	
				Dissatisfied	17	17%	10	14%	8	9%	16	11%	14	14%	15	11%	63	12%	1276	15%	
				Very dissatisfied	3	3%	2	3%	5	6%	2	1%	1	1%	5	3%	14	3%	261	3%	
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	13	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	764	16%	
				Satisfied	41	39%	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	2128	45%
				Neither satisfied nor dissatisfied	16	15%	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	762	16%
				Dissatisfied	28	27%	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	821	17%
				Very dissatisfied	6	6%	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	241	5%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	37	36%	14	21%	28	33%	47	32%	32	33%	45	33%	167	31%	3371	39%	
				Satisfied	56	54%	41	59%	36	42%	74	51%	52	53%	62	46%	263	50%	3664	43%	
				Neither satisfied nor dissatisfied	6	6%	5	7%	10	12%	11	7%	6	6%	16	12%	48	9%	752	9%	
				Dissatisfied	5	5%	8	11%	9	11%	11	8%	9	9%	9	7%	46	9%	666	8%	
				Very dissatisfied	0	0%	1	1%	2	2%	1	1%	0	0%	3	2%	7	1%	146	2%	
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	28	27%	14	20%	20	24%	44	31%	24	25%	34	25%	136	26%	3199	37%	
				Satisfied	39	38%	23	34%	30	36%	60	41%	42	43%	46	34%	201	38%	2901	34%	
				Neither satisfied nor dissatisfied	11	11%	11	15%	13	15%	13	9%	15	15%	24	18%	75	14%	940	11%	
				Dissatisfied	20	20%	11	16%	18	21%	18	13%	12	12%	24	18%	83	16%	1130	13%	
				Very dissatisfied	5	5%	10	15%	3	4%	9	6%	5	5%	7	5%	34	6%	437	5%	
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	52	50%	30	43%	39	47%	69	48%	53	54%	67	49%	259	49%	4348	51%	
				Satisfied	32	31%	23	34%	33	39%	46	32%	29	29%	38	28%	169	32%	2650	31%	
				Neither satisfied nor dissatisfied	10	10%	4	6%	3	4%	12	8%	4	4%	13	10%	37	7%	718	8%	
				Dissatisfied	7	7%	8	12%	8	10%	11	7%	9	9%	15	11%	52	10%	611	7%	
				Very dissatisfied	2	2%	3	4%	0	0%	6	4%	3	3%	3	2%	15	3%	264	3%	
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	63	61%	43	63%	44	53%	84	59%	58	59%	84	61%	315	59%	5744	67%	
				Satisfied	32	31%	19	28%	29	35%	46	32%	35	35%	40	29%	169	32%	2118	25%	
				Neither satisfied nor dissatisfied	4	4%	2	3%	3	3%	12	8%	2	2%	9	7%	28	5%	403	5%	
				Dissatisfied	3	3%	4	6%	8	9%	1	1%	3	3%	3	2%	19	3%	223	3%	
				Very dissatisfied	1	1%	0	0%	0	0%	1	1%	1	1%	1	1%	3	1%	89	1%	
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	39	38%	20	29%	26	31%	46	32%	35	36%	36	26%	162	31%	2946	34%	
				Satisfied	46	44%	31	44%	29	34%	56	39%	41	42%	46	34%	203	38%	3306	38%	
				Neither satisfied nor dissatisfied	11	10%	7	10%	16	19%	20	14%	12	12%	20	15%	75	14%	965	11%	
				Dissatisfied	6	6%	9	12%	9	11%	15	10%	9	10%	23	17%	65	12%	979	11%	
				Very dissatisfied	2	2%	3	4%	5	6%	5	4%	1	1%	9	7%	24	4%	405	5%	

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OVERALL

item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	8%	5	8%	13	16%	8	6%	12	12%	31	23%	68	13%	1521	20%
				Satisfied	33	36%	23	35%	33	38%	42	32%	46	49%	52	38%	195	38%	2595	34%
				Neither satisfied nor dissatisfied	28	30%	18	28%	18	21%	36	27%	21	22%	34	25%	127	25%	1557	20%
				Dissatisfied	16	17%	13	21%	19	23%	38	29%	14	15%	17	12%	102	20%	1460	19%
				Very dissatisfied	9	10%	6	9%	2	2%	9	7%	1	1%	1	1%	19	4%	464	6%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	17	21%	14	22%	13	20%	24	19%	9	14%	18	25%	78	20%	1728	22%
				Satisfied	33	42%	27	42%	23	37%	53	41%	38	62%	16	23%	157	41%	3180	41%
				Neither satisfied nor dissatisfied	17	22%	9	15%	15	24%	28	22%	11	17%	24	33%	86	22%	1316	17%
				Dissatisfied	8	10%	9	15%	9	14%	19	15%	3	5%	9	13%	50	13%	1184	15%
				Very dissatisfied	4	5%	4	7%	3	4%	5	4%	1	2%	4	6%	17	4%	321	4%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	4%	1	1%	11	12%	12	8%	3	3%	6	5%	33	6%	1008	11%
				Satisfied	15	14%	20	28%	12	14%	51	36%	19	19%	27	20%	129	24%	2592	30%
				Neither satisfied nor dissatisfied	16	15%	12	16%	15	18%	23	16%	16	16%	20	15%	87	16%	1060	12%
				Dissatisfied	40	39%	31	41%	29	34%	47	33%	39	39%	54	40%	200	37%	2727	31%
				Very dissatisfied	29	28%	10	14%	18	22%	10	7%	22	23%	28	20%	89	17%	1385	16%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	3%	1	2%	3	4%	4	3%	5	6%	11	10%	24	5%	714	9%
				Satisfied	16	18%	13	21%	19	27%	42	30%	19	23%	34	33%	127	28%	2054	26%
				Neither satisfied nor dissatisfied	45	52%	28	46%	30	42%	47	34%	35	42%	40	39%	180	39%	2612	33%
				Dissatisfied	13	15%	17	27%	17	24%	32	23%	18	22%	13	13%	98	21%	1676	21%
				Very dissatisfied	10	12%	3	5%	3	4%	13	9%	6	7%	6	6%	30	7%	908	11%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	47	45%	27	36%	38	44%	62	43%	55	56%	75	56%	257	48%	4890	56%
				Satisfied	41	40%	37	50%	33	39%	61	43%	29	29%	36	27%	195	37%	2668	31%
				Neither satisfied nor dissatisfied	7	7%	8	10%	10	12%	16	11%	7	7%	12	9%	53	10%	670	8%
				Dissatisfied	5	5%	2	3%	1	1%	3	2%	7	7%	7	5%	20	4%	382	4%
				Very dissatisfied	4	4%	1	1%	3	4%	0	0%	1	1%	4	3%	9	2%	119	1%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	13	13%	13	17%	17	21%	37	26%	16	16%	33	24%	116	22%	1899	22%
				Satisfied	37	35%	36	50%	34	40%	60	42%	38	38%	63	46%	230	43%	2922	34%
				Neither satisfied nor dissatisfied	17	16%	13	17%	11	13%	21	15%	22	22%	19	14%	85	16%	1274	15%
				Dissatisfied	29	28%	9	13%	14	17%	18	13%	17	17%	16	12%	75	14%	1698	20%
				Very dissatisfied	8	8%	2	3%	8	9%	7	5%	6	6%	5	3%	27	5%	914	10%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	8%	10	15%	8	11%	10	7%	8	9%	8	7%	43	9%	1029	13%
				Satisfied	23	24%	19	30%	19	25%	41	31%	26	30%	34	31%	138	30%	2272	28%
				Neither satisfied nor dissatisfied	20	21%	7	12%	15	20%	31	23%	29	33%	30	28%	112	24%	1620	20%
				Dissatisfied	26	27%	18	28%	20	27%	32	24%	19	22%	23	22%	112	24%	1859	23%
				Very dissatisfied	18	19%	9	14%	13	18%	20	15%	5	6%	13	12%	61	13%	1275	16%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	31	30%	18	24%	30	35%	38	26%	35	35%	53	39%	173	32%	2485	29%
				Satisfied	28	28%	32	44%	32	38%	51	36%	36	37%	59	43%	210	39%	2903	33%
				Neither satisfied nor dissatisfied	20	19%	11	14%	12	14%	15	11%	8	8%	10	8%	56	10%	1078	12%
				Dissatisfied	17	16%	10	13%	8	9%	27	19%	16	17%	13	9%	74	14%	1434	16%
				Very dissatisfied	7	7%	3	4%	4	5%	12	8%	3	3%	2	1%	24	4%	793	9%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	9	9%	11	16%	6	8%	16	11%	10	12%	15	13%	58	12%	1188	14%
				Satisfied	18	19%	29	44%	28	34%	38	27%	22	26%	41	34%	159	32%	2683	32%
				Neither satisfied nor dissatisfied	30	31%	12	18%	27	33%	33	23%	27	31%	34	28%	133	27%	1899	23%
				Dissatisfied	25	25%	12	17%	18	22%	37	26%	25	28%	24	19%	115	23%	1694	20%
				Very dissatisfied	16	16%	4	5%	3	3%	17	12%	3	3%	8	7%	35	7%	817	10%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	32	31%	11	17%	10	11%	23	17%	13	15%	41	32%	99	20%	1562	19%
				Satisfied	52	52%	35	53%	42	50%	69	50%	52	58%	57	44%	254	50%	3305	40%
				Neither satisfied nor dissatisfied	11	11%	13	20%	24	29%	31	22%	18	20%	25	19%	111	22%	2066	25%
				Dissatisfied	4	4%	6	9%	8	9%	12	8%	5	6%	4	3%	34	7%	921	11%
				Very dissatisfied	2	2%	1	2%	1	1%	3	2%	1	1%	2	1%	8	2%	350	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	14	13%	19	25%	20	24%	38	27%	22	22%	37	27%	135	25%	1884	22%
				Satisfied	52	49%	28	38%	31	36%	53	37%	48	49%	70	52%	230	43%	3295	38%
				Neither satisfied nor dissatisfied	19	18%	14	19%	20	23%	23	16%	19	19%	16	12%	92	17%	1604	19%
				Dissatisfied	15	14%	9	12%	10	12%	20	14%	10	10%	11	8%	58	11%	1250	14%
				Very dissatisfied	6	6%	4	5%	4	5%	8	6%	1	1%	1	1%	19	3%	590	7%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	14	14%	18	24%	18	21%	26	19%	19	19%	28	21%	110	21%	2624	30%
				Important	34	33%	25	34%	37	43%	67	48%	32	33%	49	37%	210	39%	3540	41%
				Neither important nor unimportant	33	32%	20	27%	22	26%	29	20%	31	31%	38	28%	139	26%	1519	17%
				Unimportant	20	19%	9	12%	6	6%	15	11%	13	13%	10	8%	52	10%	723	8%
				Very unimportant	2	2%	3	4%	3	4%	4	3%	4	4%	8	6%	22	4%	320	4%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	36	36%	29	40%	22	26%	54	38%	36	36%	50	38%	191	36%	4087	47%
				Important	41	41%	36	48%	47	55%	75	52%	46	47%	56	43%	259	49%	3547	41%
				Neither important nor unimportant	18	18%	9	12%	14	17%	9	6%	15	15%	15	12%	63	12%	735	8%
				Unimportant	5	5%	0	0%	1	1%	3	2%	0	0%	5	4%	10	2%	232	3%
				Very unimportant	1	1%	0	0%	1	1%	2	2%	2	2%	4	3%	9	2%	104	1%

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					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	34	34%	24	33%	26	32%	49	34%	32	32%	48	36%	178	34%	3337	38%
				Important	52	52%	42	56%	45	56%	81	56%	54	54%	74	56%	295	56%	4145	48%
				Neither important nor unimportant	10	10%	5	7%	5	7%	9	6%	9	9%	9	7%	37	7%	831	10%
				Unimportant	4	4%	1	2%	2	3%	3	2%	3	3%	1	1%	10	2%	291	3%
				Very unimportant	1	1%	2	3%	2	2%	2	1%	2	2%	1	1%	8	2%	89	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	36	36%	17	24%	23	29%	49	35%	22	23%	43	32%	154	29%	3053	35%
				Important	49	49%	47	63%	46	57%	73	52%	60	61%	78	59%	304	58%	4083	47%
				Neither important nor unimportant	13	13%	6	8%	10	12%	14	10%	12	12%	8	6%	50	9%	1090	13%
				Unimportant	0	0%	2	3%	1	1%	3	2%	3	3%	2	2%	11	2%	323	4%
				Very unimportant	3	3%	2	3%	1	1%	2	1%	2	2%	1	1%	7	1%	116	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	23	23%	20	27%	18	22%	56	40%	27	28%	29	23%	150	29%	3477	40%
				Important	38	38%	38	51%	37	46%	70	49%	42	42%	44	34%	231	44%	3255	38%
				Neither important nor unimportant	26	26%	12	16%	16	20%	12	9%	22	23%	31	24%	94	18%	1249	14%
				Unimportant	10	10%	4	5%	8	10%	2	1%	5	5%	17	13%	36	7%	462	5%
				Very unimportant	3	3%	1	1%	2	2%	2	1%	2	2%	7	6%	14	3%	193	2%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	30	29%	6	8%	11	14%	21	15%	20	21%	31	23%	90	17%	1596	18%
				Important	51	49%	47	63%	48	57%	80	57%	45	46%	69	52%	288	54%	3971	46%
				Neither important nor unimportant	20	19%	17	23%	18	22%	27	19%	29	30%	24	18%	114	22%	1922	22%
				Unimportant	2	2%	2	3%	3	4%	11	8%	4	4%	7	5%	27	5%	939	11%
				Very unimportant	1	1%	3	4%	3	4%	2	1%	0	0%	3	2%	11	2%	241	3%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	61	58%	48	65%	47	56%	92	65%	62	62%	84	63%	332	62%	5204	60%
				Important	39	38%	24	33%	34	40%	46	32%	36	36%	41	31%	181	34%	2883	33%
				Neither important nor unimportant	3	3%	2	3%	2	3%	4	3%	2	2%	4	3%	14	3%	419	5%
				Unimportant	2	2%	0	0%	0	0%	0	0%	0	0%	3	2%	3	1%	148	2%
				Very unimportant	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	1	0%	58	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	27	26%	36	50%	27	33%	69	50%	38	39%	48	36%	219	42%	4132	48%
				Important	44	44%	24	33%	32	39%	49	35%	44	45%	57	43%	206	39%	2684	31%
				Neither important nor unimportant	22	21%	11	15%	18	21%	19	14%	12	12%	20	15%	80	15%	1346	16%
				Unimportant	6	6%	2	3%	3	4%	2	1%	4	4%	5	4%	16	3%	316	4%
				Very unimportant	3	3%	0	0%	3	3%	0	0%	0	0%	3	3%	6	1%	132	2%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	19	19%	15	21%	22	26%	37	27%	22	23%	19	15%	115	22%	2176	25%
				Important	34	34%	32	44%	33	40%	61	44%	33	34%	50	39%	210	40%	2792	33%
				Neither important nor unimportant	37	37%	23	31%	21	26%	33	24%	32	33%	50	39%	159	31%	2618	31%
				Unimportant	10	10%	2	3%	5	6%	7	5%	7	7%	6	5%	27	5%	678	8%
				Very unimportant	1	1%	1	1%	2	2%	1	1%	3	3%	3	3%	10	2%	281	3%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	37	36%	33	44%	26	31%	55	40%	36	37%	49	37%	199	38%	3828	44%
				Important	46	44%	34	47%	49	59%	72	52%	48	49%	55	42%	259	49%	3605	42%
				Neither important nor unimportant	17	16%	7	9%	6	8%	9	7%	13	13%	23	17%	58	11%	966	11%
				Unimportant	3	3%	0	0%	2	2%	1	1%	1	1%	4	3%	8	2%	196	2%
				Very unimportant	2	2%	0	0%	1	1%	1	1%	1	1%	1	1%	4	1%	55	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	56	54%	42	56%	38	46%	83	60%	49	50%	69	52%	281	53%	5192	60%
				Important	43	42%	26	35%	39	47%	53	38%	47	47%	55	41%	218	41%	2971	34%
				Neither important nor unimportant	3	3%	6	8%	4	5%	0	0%	3	3%	10	7%	23	4%	386	4%
				Unimportant	1	1%	0	0%	0	0%	3	2%	0	0%	0	0%	3	1%	76	1%
				Very unimportant	0	0%	1	1%	1	1%	0	0%	0	0%	0	0%	2	0%	32	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	35	35%	12	17%	22	27%	32	23%	22	23%	33	25%	122	23%	2512	29%
				Important	51	50%	49	66%	43	53%	79	57%	54	55%	64	48%	289	55%	4397	51%
				Neither important nor unimportant	14	14%	6	8%	9	11%	24	18%	15	16%	27	20%	81	16%	1221	14%
				Unimportant	1	1%	7	10%	6	8%	3	2%	5	5%	6	5%	27	5%	388	4%
				Very unimportant	0	0%	0	0%	1	1%	0	0%	1	1%	2	2%	4	1%	110	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	16	17%	19	27%	20	25%	46	33%	27	28%	28	23%	141	28%	2737	32%
				Important	18	19%	14	19%	20	25%	36	27%	24	25%	27	22%	121	24%	1954	23%
				Neither important nor unimportant	24	25%	22	31%	22	28%	31	23%	20	20%	32	26%	128	25%	1912	23%
				Unimportant	17	18%	7	9%	9	11%	10	7%	13	13%	20	16%	57	11%	693	8%
				Very unimportant	21	22%	10	14%	9	12%	14	10%	13	13%	19	15%	65	13%	1138	13%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	11	11%	8	10%	18	22%	19	13%	29	30%	10	8%	83	16%	1610	19%
				Important	23	23%	12	16%	15	18%	36	26%	33	34%	27	21%	122	23%	1954	23%
				Neither important nor unimportant	36	36%	33	45%	26	33%	51	37%	24	25%	48	37%	182	35%	2589	30%
				Unimportant	19	19%	12	17%	12	15%	18	13%	8	8%	28	22%	78	15%	1252	15%
				Very unimportant	11	11%	8	11%	9	11%	14	10%	4	4%	17	13%	53	10%	1134	13%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	27	29%	22	31%	24	30%	47	35%	27	28%	30	23%	150	29%	3174	37%
				Important	32	34%	30	42%	35	43%	51	37%	40	41%	42	32%	197	38%	2822	33%
				Neither important nor unimportant	23	25%	15	21%	12	14%	28	21%	22	23%	44	34%	121	23%	1564	18%
				Unimportant	4	4%	4	5%	3	4%	4	3%	3	3%	6	4%	19	4%	404	5%
				Very unimportant	8	9%	1	1%	6	8%	6	5%	5	5%	8	6%	27	5%	541	6%

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					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	24	25%	19	26%	24	31%	41	30%	36	37%	33	26%	153	30%	2638	31%	
				Important	20	21%	19	26%	22	27%	39	29%	29	30%	29	22%	137	27%	2298	27%	
				Neither important nor unimportant	27	28%	18	26%	14	18%	37	27%	18	19%	44	34%	132	26%	1921	23%	
				Unimportant	11	11%	10	14%	9	11%	13	9%	5	5%	14	11%	50	10%	704	8%	
				Very unimportant	15	16%	6	9%	10	13%	7	5%	8	9%	9	7%	40	8%	930	11%	
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	14	15%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	340	10%	
				Important	20	21%	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	756	23%
				Neither important nor unimportant	36	38%	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	1219	38%
				Unimportant	8	8%	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	523	16%
				Very unimportant	17	18%	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	406	13%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	39	39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1077	33%	
				Important	23	23%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1110	34%	
				Neither important nor unimportant	22	22%	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	660	20%
				Unimportant	6	6%	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	214	7%
				Very unimportant	10	10%	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	227	7%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	19	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	752	23%	
				Important	39	39%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1354	42%	
				Neither important nor unimportant	28	28%	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	785	24%
				Unimportant	5	5%	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	191	6%
				Very unimportant	8	8%	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	166	5%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	8	8%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	236	7%	
				Important	18	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	513	16%	
				Neither important nor unimportant	32	33%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1384	43%	
				Unimportant	20	21%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	561	18%	
				Very unimportant	18	19%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	497	16%	
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	1%	4	7%	5	6%	6	5%	4	5%	5	5%	24	6%	573	9%	
				Effective	21	30%	16	29%	25	32%	29	26%	23	29%	24	26%	116	28%	1929	29%	
				Neither effective nor ineffective	26	37%	17	31%	23	30%	40	35%	23	30%	27	30%	130	32%	1613	24%	
				Ineffective	14	20%	12	23%	18	23%	23	20%	18	23%	18	19%	89	22%	1393	21%	
				Very ineffective	8	12%	5	9%	7	9%	15	13%	10	12%	18	19%	54	13%	1116	17%	
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	10	12%	10	14%	11	15%	13	11%	13	15%	21	18%	68	15%	1385	17%	
				Effective	35	41%	25	36%	27	35%	60	49%	33	40%	37	33%	183	39%	3173	40%	
				Neither effective nor ineffective	30	35%	26	38%	20	26%	27	22%	27	33%	37	33%	137	30%	1720	22%	
				Ineffective	6	7%	5	7%	11	15%	16	13%	7	8%	11	9%	50	11%	1013	13%	
				Very ineffective	4	5%	3	5%	8	10%	6	5%	3	3%	8	7%	27	6%	654	8%	
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	7	7%	5	7%	11	14%	14	10%	12	12%	25	20%	66	13%	1237	15%	
				Effective	47	48%	41	58%	38	50%	85	59%	42	44%	60	48%	266	52%	3484	43%	
				Neither effective nor ineffective	17	18%	12	18%	14	18%	17	12%	26	27%	22	17%	91	18%	1637	20%	
				Ineffective	21	21%	9	13%	10	14%	17	12%	13	14%	13	10%	62	12%	1094	14%	
				Very ineffective	6	6%	3	4%	3	4%	10	7%	3	3%	7	6%	25	5%	609	8%	
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	7	7%	5	7%	9	12%	21	15%	8	8%	19	15%	62	12%	1056	14%	
				Effective	43	45%	36	50%	36	49%	71	51%	39	43%	66	51%	248	49%	3139	41%	
				Neither effective nor ineffective	24	25%	19	26%	15	19%	26	19%	26	28%	24	19%	110	22%	1728	23%	
				Ineffective	17	18%	10	13%	8	11%	14	10%	14	15%	11	8%	56	11%	1028	14%	
				Very ineffective	5	5%	3	4%	7	10%	7	5%	5	6%	9	7%	31	6%	664	9%	
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	2	3%	2	3%	3	5%	6	4%	6	8%	9	10%	26	6%	493	7%	
				Effective	6	8%	19	30%	7	11%	48	36%	14	18%	21	22%	109	25%	1648	24%	
				Neither effective nor ineffective	29	39%	25	40%	26	37%	36	28%	30	38%	35	38%	152	35%	1917	27%	
				Ineffective	16	21%	11	18%	21	30%	31	24%	20	25%	20	21%	103	24%	1585	23%	
				Very ineffective	23	30%	6	9%	12	17%	11	9%	9	11%	8	9%	46	11%	1363	19%	
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	26	28%	3	5%	4	5%	16	13%	6	8%	30	24%	59	13%	800	11%	
				Effective	50	53%	24	41%	39	52%	46	38%	32	40%	59	47%	199	43%	2577	37%	
				Neither effective nor ineffective	13	14%	23	41%	21	28%	44	36%	28	35%	26	20%	142	31%	2337	33%	
				Ineffective	3	3%	7	12%	8	11%	14	12%	11	14%	6	5%	46	10%	877	12%	
				Very ineffective	2	2%	1	2%	3	4%	1	1%	3	4%	6	5%	13	3%	449	6%	
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	6	6%	17	24%	4	5%	11	8%	14	14%	10	8%	56	11%	1447	18%	
				Effective	40	39%	29	41%	43	52%	60	43%	34	35%	41	32%	207	40%	2892	36%	
				Neither effective nor ineffective	18	17%	7	10%	16	19%	20	15%	14	14%	27	21%	84	16%	1312	16%	
				Ineffective	22	21%	13	18%	10	12%	34	25%	23	24%	32	25%	113	22%	1364	17%	
				Very ineffective	17	17%	5	7%	10	12%	13	9%	12	13%	17	14%	57	11%	974	12%	
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	1	2%	1	2%	0	0%	13	15%	2	3%	4	4%	20	6%	888	17%	
				Effective	10	16%	15	33%	8	15%	30	35%	14	23%	15	16%	82	24%	1295	25%	
				Neither effective nor ineffective	21	35%	10	21%	21	41%	22	26%	18	29%	30	32%	100	30%	1327	26%	
				Ineffective	13	22%	9	20%	8	15%	14	16%	15	25%	30	32%	76	22%	794	15%	
				Very ineffective	15	25%	10	23%	16	30%	6	7%	13	21%	15	16%	60	18%	866	17%	

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

					OVERALL																
item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	3	6%	2	5%	4	7%	12	19%	11	17%	2	3%	30	11%	529	12%	
				Effective	17	33%	13	36%	16	31%	20	31%	26	42%	18	27%	92	33%	1153	27%	
				Neither effective nor ineffective	27	52%	14	39%	20	39%	27	43%	22	35%	29	45%	112	40%	1779	41%	
				Ineffective	2	4%	5	14%	7	14%	2	3%	3	5%	5	8%	23	8%	476	10%	
				Very ineffective	3	6%	2	6%	4	8%	2	3%	1	2%	11	17%	21	7%	470	11%	
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	3	4%	2	4%	3	6%	13	14%	4	6%	7	7%	30	8%	876	14%	
				Effective	10	15%	21	40%	19	33%	32	33%	11	17%	24	25%	107	29%	1914	31%	
				Neither effective nor ineffective	17	26%	9	17%	11	18%	22	23%	13	20%	19	20%	74	20%	1408	23%	
				Ineffective	18	27%	9	17%	15	26%	21	21%	22	34%	24	24%	91	25%	1092	18%	
				Very ineffective	17	27%	12	23%	10	17%	9	9%	15	23%	22	23%	68	18%	935	15%	
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	7	8%	4	6%	5	7%	20	16%	11	13%	13	12%	53	12%	1548	21%	
				Effective	30	33%	19	30%	26	36%	64	50%	34	40%	43	38%	186	40%	2833	38%	
				Neither effective nor ineffective	21	23%	19	30%	15	21%	19	15%	11	13%	26	23%	90	19%	1350	18%	
				Ineffective	25	29%	11	17%	20	27%	18	14%	21	24%	19	17%	88	19%	1064	14%	
				Very ineffective	17	27%	10	17%	7	9%	7	5%	9	10%	12	10%	45	10%	684	9%	
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of research/creative work	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	5	5%	4	6%	4	6%	4	3%	8	9%	7	7%	27	6%	566	8%	
				Effective	39	42%	27	41%	26	33%	62	48%	43	50%	34	31%	193	41%	2333	34%	
				Neither effective nor ineffective	26	28%	22	33%	24	30%	44	34%	20	24%	41	37%	151	32%	2023	30%	
				Ineffective	17	18%	7	11%	15	19%	17	13%	11	12%	15	14%	65	14%	1231	18%	
				Very ineffective	6	7%	6	9%	10	12%	3	2%	4	5%	12	11%	35	7%	689	10%	
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	1	3%	0	0%	0	0%	6	14%	1	3%	8	4%	213	6%	
				Effective	2	7%	6	21%	2	7%	2	7%	5	12%	1	2%	16	9%	479	14%	
				Neither effective nor ineffective	15	50%	7	23%	12	41%	9	27%	17	42%	16	39%	61	35%	1150	33%	
				Ineffective	1	3%	7	24%	6	20%	4	12%	7	16%	9	23%	33	19%	644	19%	
				Very ineffective	11	36%	9	29%	9	32%	18	54%	6	16%	14	33%	56	32%	994	29%	
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	0	0%	1	3%	1	3%	0	0%	2	2%	176	6%	
				Effective	0	0%	0	0%	0	0%	2	8%	3	7%	0	0%	5	4%	289	10%	
				Neither effective nor ineffective	16	52%	5	71%	7	45%	10	34%	5	14%	8	36%	35	31%	1003	35%	
				Ineffective	4	13%	0	0%	3	17%	7	23%	8	20%	4	18%	21	19%	462	16%	
				Very ineffective	11	35%	2	29%	6	39%	9	31%	21	56%	10	47%	49	44%	974	34%	
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	1	4%	5	20%	4	10%	17	39%	16	29%	3	10%	45	24%	743	20%	
				Effective	6	25%	13	50%	16	43%	12	28%	26	47%	6	21%	73	38%	1212	32%	
				Neither effective nor ineffective	12	50%	3	11%	10	27%	10	24%	12	22%	13	47%	49	26%	1133	30%	
				Ineffective	2	9%	2	7%	4	11%	1	3%	1	2%	4	14%	12	6%	309	8%	
				Very ineffective	3	13%	3	11%	4	10%	3	7%	0	0%	2	7%	11	6%	355	9%	
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	7%	0	0%	3	5%	3	6%	5	9%	13	6%	390	10%	
				Effective	7	21%	6	19%	2	6%	10	15%	5	11%	10	19%	33	14%	749	19%	
				Neither effective nor ineffective	10	29%	10	33%	12	38%	19	30%	11	24%	16	29%	68	30%	1137	29%	
				Ineffective	4	11%	5	17%	5	17%	15	23%	11	24%	11	20%	48	21%	685	17%	
				Very ineffective	13	39%	7	24%	12	39%	17	27%	15	34%	13	23%	65	29%	1018	26%	
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	13	3%	
				Effective	0	0%	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	47	9%
				Neither effective nor ineffective	8	60%	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	325	65%
				Ineffective	2	16%	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	55	11%
				Very ineffective	3	24%	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	58	12%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	2	5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	129	9%	
				Effective	7	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	440	31%	
				Neither effective nor ineffective	7	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	295	21%	
				Ineffective	11	27%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	236	16%	
				Very ineffective	14	34%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	337	23%	
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	93	8%	
				Effective	8	29%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	301	27%	
				Neither effective nor ineffective	10	37%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	386	34%	
				Ineffective	6	22%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	191	17%	
				Very ineffective	3	11%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	156	14%	
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	12	2%	
				Effective	2	12%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	66	13%	
				Neither effective nor ineffective	7	41%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	324	62%	
				Ineffective	4	24%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	55	11%	
				Very ineffective	4	23%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	65	13%	
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	6	12%	10	19%	6	11%	16	17%	14	20%	15	20%	61	18%	731	13%	
				Somewhat agree	9	18%	17	33%	19	35%	30	33%	26	38%	17	22%	109	32%	1693	29%	
				Neither agree nor disagree	14	28%	10	18%	4	7%	22	24%	15	22%	21	27%	71	21%	1212	21%	
				Somewhat disagree	8	16%	15	28%	13	24%	16	17%	9	13%	11	14%	64	19%	1227	21%	
				Strongly disagree	13	26%	1	2%	12	23%	9	9%	5	7%	13	17%	40	12%	948	16%	

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Survey Administration 2008-09

					OVERALL																
item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables		
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	5	9%	9	17%	6	10%	10	11%	10	14%	12	14%	47	13%	513	9%	
				Somewhat agree	13	25%	13	26%	17	30%	25	27%	24	35%	23	27%	102	29%	1497	25%	
				Neither agree nor disagree	13	24%	11	21%	7	13%	26	28%	16	23%	21	24%	81	23%	1433	24%	
				Somewhat disagree	10	19%	16	31%	16	28%	23	24%	14	20%	13	15%	82	23%	1457	25%	
				Strongly disagree	12	23%	3	5%	10	19%	9	10%	5	7%	17	20%	45	13%	1020	17%	
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	20	35%	22	40%	18	30%	27	27%	33	42%	32	36%	131	35%	1557	26%	
				Somewhat agree	20	34%	25	45%	26	44%	34	35%	27	34%	34	38%	145	38%	1940	32%	
				Neither agree nor disagree	11	19%	7	12%	8	13%	19	19%	10	12%	15	17%	57	15%	1329	22%	
				Somewhat disagree	5	9%	0	0%	2	3%	12	13%	7	9%	4	5%	25	7%	710	12%	
				Strongly disagree	2	4%	2	3%	5	9%	6	6%	3	4%	4	5%	21	5%	519	9%	
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	21	33%	18	32%	16	28%	26	26%	35	43%	32	35%	127	33%	1497	24%	
				Somewhat agree	23	36%	27	49%	25	43%	35	35%	25	31%	39	42%	150	39%	1977	32%	
				Neither agree nor disagree	8	13%	8	14%	7	11%	23	24%	11	13%	10	11%	58	15%	1388	22%	
				Somewhat disagree	8	13%	2	3%	5	9%	8	8%	8	10%	6	7%	29	8%	793	13%	
				Strongly disagree	3	5%	1	2%	5	9%	7	7%	2	3%	5	6%	21	5%	524	8%	
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	34	41%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1406	36%	
				Somewhat agree	23	28%	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	1244	32%
				Neither agree nor disagree	13	16%	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	693	18%
				Somewhat disagree	8	9%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	380	10%
				Strongly disagree	4	5%	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	225	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	7	7%	4	5%	4	5%	11	8%	6	6%	8	6%	33	6%	1118	13%	
				Satisfied	38	38%	38	52%	21	26%	60	44%	41	41%	46	36%	205	40%	3240	38%	
				Neither satisfied nor dissatisfied	18	18%	14	19%	17	21%	21	16%	14	14%	20	16%	86	17%	1171	14%	
				Dissatisfied	25	25%	14	20%	24	30%	35	26%	33	34%	34	26%	141	27%	2064	24%	
				Very dissatisfied	12	12%	2	3%	15	18%	9	7%	5	5%	21	16%	52	10%	964	11%	
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	7	7%	4	5%	3	4%	15	11%	4	4%	7	6%	33	6%	647	8%	
				Satisfied	34	33%	31	42%	24	30%	45	32%	41	42%	49	38%	190	37%	2687	31%	
				Neither satisfied nor dissatisfied	13	13%	13	18%	21	26%	22	16%	17	18%	32	25%	106	21%	1519	18%	
				Dissatisfied	35	35%	16	21%	25	31%	35	25%	23	23%	27	21%	125	24%	2482	29%	
				Very dissatisfied	13	13%	9	13%	8	10%	21	15%	13	13%	12	9%	63	12%	1223	14%	
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	49	50%	31	43%	25	33%	56	42%	53	55%	58	46%	222	44%	3289	42%	
				Satisfied	33	33%	24	34%	35	46%	44	33%	23	24%	40	32%	168	33%	2677	34%	
				Neither satisfied nor dissatisfied	7	7%	9	13%	7	9%	13	10%	5	6%	11	9%	46	9%	821	10%	
				Dissatisfied	7	7%	2	3%	4	6%	12	9%	12	13%	10	8%	40	8%	678	9%	
				Very dissatisfied	3	3%	5	7%	5	6%	9	7%	2	2%	7	6%	28	6%	443	6%	
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	30	30%	16	22%	18	23%	25	18%	24	25%	30	24%	113	22%	2147	25%	
				Satisfied	30	30%	30	41%	23	29%	40	30%	31	32%	43	34%	167	33%	2756	33%	
				Neither satisfied nor dissatisfied	15	15%	10	14%	19	24%	36	27%	21	22%	28	22%	115	22%	1430	17%	
				Dissatisfied	15	15%	9	13%	15	19%	23	17%	14	14%	12	10%	73	14%	1302	15%	
				Very dissatisfied	9	9%	7	10%	5	6%	11	8%	7	7%	13	10%	43	8%	840	10%	
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	22	22%	13	17%	18	23%	30	23%	22	23%	30	24%	113	22%	1908	23%	
				Satisfied	37	37%	25	35%	25	33%	34	26%	32	33%	41	33%	157	31%	2344	29%	
				Neither satisfied nor dissatisfied	22	22%	12	17%	16	20%	30	23%	20	21%	28	22%	106	21%	1632	20%	
				Dissatisfied	13	13%	14	20%	12	16%	30	23%	15	16%	17	14%	89	18%	1400	17%	
				Very dissatisfied	5	5%	8	11%	6	7%	9	6%	6	7%	8	6%	37	7%	908	11%	
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	31	31%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	753	23%	
				Satisfied	37	37%	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	1149	36%
				Neither satisfied nor dissatisfied	17	17%	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	673	21%
				Dissatisfied	8	8%	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	405	13%
				Very dissatisfied	6	6%	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	252	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	29	30%	16	23%	21	27%	31	23%	23	24%	34	28%	126	25%	2079	25%	
				Satisfied	36	37%	28	38%	26	34%	47	34%	39	40%	48	38%	188	37%	2784	33%	
				Neither satisfied nor dissatisfied	15	15%	12	17%	20	26%	27	20%	15	16%	24	20%	100	20%	1464	17%	
				Dissatisfied	15	15%	10	14%	6	8%	25	19%	15	16%	14	11%	70	14%	1374	16%	
				Very dissatisfied	3	3%	6	8%	5	6%	6	4%	5	5%	4	3%	25	5%	772	9%	
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	34	34%	17	25%	19	24%	29	22%	29	30%	40	31%	135	27%	2250	27%	
				Satisfied	41	41%	34	49%	32	40%	61	46%	45	46%	45	35%	217	43%	2991	36%	
				Neither satisfied nor dissatisfied	13	13%	11	16%	21	27%	30	23%	12	12%	20	16%	95	19%	1795	21%	
				Dissatisfied	8	8%	3	5%	5	6%	8	6%	9	10%	16	13%	41	8%	893	11%	
				Very dissatisfied	3	3%	3	5%	2	2%	5	4%	2	2%	6	5%	18	4%	490	6%	
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	39	38%	18	26%	21	27%	35	26%	28	29%	39	32%	141	28%	2530	31%	
				Satisfied	43	43%	33	46%	39	49%	61	45%	42	43%	54	44%	229	45%	3299	40%	
				Neither satisfied nor dissatisfied	10	10%	8	11%	13	17%	28	20%	13	14%	20	16%	82	16%	1395	17%	
				Dissatisfied	8	8%	11	15%	4	5%	11	8%	12	12%	9	7%	47	9%	761	9%	
				Very dissatisfied	1	1%	1	1%	2	2%	2	1%	2	2%	1	1%	7	1%	301	4%	

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

					OVERALL																	
item	theme	name	description	response scale	Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	40	39%	23	33%	24	30%	41	30%	34	36%	38	31%	161	32%	2868	35%		
				Satisfied	44	44%	32	46%	33	41%	62	45%	38	40%	52	42%	216	43%	3136	38%		
				Neither satisfied nor dissatisfied	8	8%	8	12%	17	22%	23	17%	15	15%	22	17%	84	17%	1440	17%		
				Dissatisfied	8	8%	5	7%	5	6%	8	6%	8	9%	11	9%	37	7%	608	7%		
				Very dissatisfied	1	1%	2	3%	1	1%	3	2%	1	1%	2	1%	8	2%	223	3%		
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	45	44%	19	27%	35	44%	44	33%	34	35%	48	37%	181	35%	2879	34%		
				Satisfied	35	34%	28	39%	26	34%	50	37%	39	39%	46	36%	190	37%	2914	34%		
				Neither satisfied nor dissatisfied	13	13%	12	16%	7	9%	19	14%	10	11%	21	17%	70	14%	1129	13%		
				Dissatisfied	6	6%	7	10%	7	8%	17	12%	10	10%	8	6%	49	9%	989	12%		
				Very dissatisfied	3	3%	6	8%	4	5%	6	4%	5	5%	4	3%	25	5%	611	7%		
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	27	28%	9	12%	17	22%	31	23%	26	26%	32	25%	114	23%	2061	24%		
				Satisfied	24	25%	33	45%	24	30%	39	29%	34	35%	39	31%	169	33%	2697	32%		
				Neither satisfied nor dissatisfied	25	25%	17	24%	18	23%	28	21%	22	22%	31	24%	116	23%	1401	17%		
				Dissatisfied	15	15%	6	8%	13	17%	21	16%	12	12%	13	11%	66	13%	1374	16%		
				Very dissatisfied	7	7%	7	10%	7	8%	14	10%	5	5%	11	9%	44	9%	906	11%		
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	39	40%	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	1057	33%	
				Satisfied	36	36%	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	1372	43%
				Neither satisfied nor dissatisfied	17	17%	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	532	17%
				Dissatisfied	5	5%	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	146	5%
				Very dissatisfied	2	2%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	69	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	33	34%	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	642	21%	
				Satisfied	36	37%	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	1262	41%
				Neither satisfied nor dissatisfied	20	21%	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	828	27%
				Dissatisfied	5	5%	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	220	7%
				Very dissatisfied	3	3%	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	128	4%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	42	42%	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	863	27%	
				Satisfied	31	31%	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	1362	42%	
				Neither satisfied nor dissatisfied	13	13%	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	602	19%	
				Dissatisfied	10	10%	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	224	7%	
				Very dissatisfied	4	4%	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	154	5%	
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	55	54%	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	2103	46%	
				Somewhat agree	30	29%	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	1549	34%	
				Neither agree nor disagree	7	7%	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	304	7%	
				Somewhat disagree	5	5%	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	388	9%	
				Strongly disagree	5	5%	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	212	5%	
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	38	37%	23	31%	29	37%	47	34%	45	46%	49	38%	193	37%	2737	32%		
				Satisfied	44	42%	32	44%	32	41%	51	37%	32	32%	54	42%	201	39%	3637	43%		
				Neither satisfied nor dissatisfied	14	14%	8	11%	8	10%	22	16%	10	10%	11	9%	59	11%	881	10%		
				Dissatisfied	5	5%	7	10%	6	7%	17	12%	11	11%	8	6%	49	9%	874	10%		
				Very dissatisfied	2	2%	3	5%	3	4%	2	1%	1	1%	6	5%	15	3%	397	5%		
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	23	22%	13	17%	19	24%	29	21%	24	25%	33	26%	118	23%	1577	18%		
				Satisfied	45	44%	39	53%	30	38%	66	48%	52	52%	60	46%	246	48%	4039	47%		
				Neither satisfied nor dissatisfied	20	19%	13	18%	19	24%	31	22%	14	14%	22	17%	99	19%	1444	17%		
				Dissatisfied	9	9%	7	9%	6	8%	10	7%	7	7%	10	8%	41	8%	1086	13%		
				Very dissatisfied	6	6%	2	3%	5	6%	3	2%	2	2%	3	2%	15	3%	386	5%		
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	29	31%	25	37%	30	41%	33	27%	26	29%	0	0%	113	25%	548	9%		
				President	0	0%	0	0%	0	0%	0	0%	0	0%	18	19%	18	4%	1192	19%		
				Vice President for Academic Affairs	1	1%	0	0%	3	4%	1	1%	4	4%	13	13%	21	5%	443	7%		
				Academic Dean	2	2%	5	7%	2	3%	7	5%	4	4%	12	12%	29	6%	780	12%		
				Provost	62	65%	37	56%	38	51%	81	67%	55	62%	56	56%	268	60%	3385	53%		
				Other	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	76	1%		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Strongly agree	16	20%	12	27%	5	9%	27	27%	13	19%	15	20%	72	21%	881	17%		
				Somewhat agree	22	27%	14	32%	13	23%	41	41%	20	28%	25	34%	113	33%	1503	29%		
				Neither agree nor disagree	23	28%	12	29%	16	29%	23	23%	21	29%	16	22%	89	26%	1329	26%		
				Somewhat disagree	12	15%	4	9%	15	26%	7	7%	14	19%	7	10%	46	13%	816	16%		
				Strongly disagree	8	10%	1	2%	7	12%	3	3%	4	5%	10	14%	25	7%	629	12%		
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career	40	42%	14	24%	19	25%	15	12%	28	31%	21	18%	96	20%	1290	17%		
				For the foreseeable future	35	37%	29	47%	36	48%	63	49%	44	49%	59	51%	231	49%	3560	46%		
				For no more than 5 years after earning	6	6%	4	6%	11	14%	17	13%	11	12%	14	12%	57	12%	1077	14%		
				I haven't thought that far ahead	13	14%	14	23%	10	13%	33	26%	7	8%	22	19%	87	18%	1890	24%		
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	4	67%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	256	69%		
				Prefer to work in private industry	1	16%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	7	2%		
				Prefer to work in government	0	0%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3	1%		
				Other	1	17%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	107	29%		

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item	theme	name	description	response scale	OVERALL															
					Your institution		Peer 1		Peer 2		Peer 3		Peer 4		Peer 5		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	46	47%	33	50%	33	42%	63	47%	44	46%	56	44%	229	46%	3616	44%
				Somewhat agree	31	32%	18	27%	19	25%	39	30%	31	33%	44	34%	151	30%	2630	32%
				Neither agree nor disagree	11	11%	9	13%	11	14%	9	7%	11	11%	13	10%	52	10%	819	10%
				Somewhat disagree	5	5%	3	4%	9	11%	19	14%	8	8%	10	8%	49	10%	763	9%
				Strongly disagree	5	5%	4	6%	7	9%	3	2%	2	2%	5	4%	21	4%	436	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	56	57%	35	52%	37	50%	74	56%	56	58%	75	60%	277	56%	3919	48%
				Recommend with reservations	37	37%	29	44%	34	45%	52	40%	40	42%	37	30%	193	39%	3786	46%
				Not recommend dept	6	6%	3	4%	4	5%	5	4%	0	0%	12	10%	24	5%	543	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	16	16%	9	13%	14	19%	33	24%	25	26%	34	27%	116	23%	1586	19%
				Good	51	52%	47	70%	42	54%	69	50%	49	51%	63	50%	270	54%	4124	49%
				So-so	22	22%	11	16%	15	19%	28	21%	21	22%	21	17%	96	19%	2074	25%
				Bad	3	3%	1	1%	3	4%	5	3%	1	1%	3	2%	13	3%	436	5%
				Awful	6	6%	0	0%	3	4%	1	1%	0	0%	5	4%	9	2%	195	2%

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item	theme	name	description	response scale	GENDER											
					MALES					FEMALES						
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	11	20%	63	23%	1043	20%	7	13%	58	21%	685	18%
				Fairly clear	24	44%	145	53%	2680	52%	25	47%	138	51%	1913	51%
				Neither clear nor unclear	8	15%	25	9%	710	14%	7	14%	26	9%	444	12%
				Fairly unclear	10	19%	30	11%	495	10%	7	14%	37	14%	498	13%
				Very unclear	1	2%	8	3%	235	5%	6	12%	14	5%	207	6%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	10	18%	53	19%	890	17%	6	11%	50	18%	632	17%
				Fairly clear	24	44%	141	52%	2619	51%	26	49%	142	52%	1874	50%
				Neither clear nor unclear	7	13%	34	13%	781	15%	6	12%	24	9%	490	13%
				Fairly unclear	8	16%	34	13%	593	11%	10	20%	39	14%	520	14%
				Very unclear	5	9%	10	4%	283	5%	4	8%	15	6%	229	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	9	16%	44	16%	589	11%	7	14%	34	13%	393	10%
				Fairly clear	19	35%	114	42%	2188	42%	23	45%	113	42%	1558	42%
				Neither clear nor unclear	10	18%	62	23%	1141	22%	5	10%	45	17%	676	18%
				Fairly unclear	10	19%	35	13%	816	16%	11	22%	53	20%	762	20%
				Very unclear	6	11%	17	6%	418	8%	5	10%	25	9%	353	9%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	7	13%	49	18%	802	16%	6	12%	35	13%	507	14%
				Fairly clear	20	37%	134	49%	2377	46%	19	38%	127	47%	1685	45%
				Neither clear nor unclear	12	22%	53	19%	1061	21%	8	16%	50	19%	706	19%
				Fairly unclear	11	21%	29	11%	618	12%	9	18%	43	16%	602	16%
				Very unclear	4	7%	6	2%	276	5%	8	16%	15	6%	223	6%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	9	17%	60	22%	988	19%	9	18%	41	15%	567	15%
				Fairly clear	30	56%	131	48%	2217	44%	24	47%	119	45%	1522	41%
				Neither clear nor unclear	10	18%	52	19%	1216	24%	8	16%	65	24%	907	25%
				Fairly unclear	3	6%	20	8%	435	9%	4	8%	29	11%	472	13%
				Very unclear	2	4%	6	2%	236	5%	6	12%	14	5%	231	6%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	10	18%	59	22%	1160	23%	5	9%	43	16%	719	19%
				Fairly clear	21	38%	127	47%	2536	49%	27	51%	147	53%	1867	50%
				Neither clear nor unclear	11	20%	40	15%	673	13%	5	10%	31	11%	436	12%
				Fairly unclear	11	21%	41	15%	580	11%	11	22%	47	17%	568	15%
				Very unclear	2	4%	4	2%	184	4%	4	8%	7	3%	141	4%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	8	14%	44	16%	861	17%	13	25%	49	18%	660	18%
				Fairly clear	29	54%	142	53%	2517	50%	27	51%	142	53%	1813	49%
				Neither clear nor unclear	10	18%	54	20%	932	18%	6	12%	43	16%	601	16%
				Fairly unclear	6	11%	22	8%	595	12%	5	10%	28	10%	515	14%
				Very unclear	2	4%	5	2%	173	3%	1	2%	8	3%	105	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	4	8%	16	7%	493	10%	9	19%	23	9%	345	10%
				Fairly clear	18	34%	79	34%	1547	32%	18	37%	73	29%	1075	31%
				Neither clear nor unclear	14	27%	84	36%	1446	30%	6	13%	78	31%	995	28%
				Fairly unclear	11	22%	40	17%	903	19%	9	20%	60	24%	801	23%
				Very unclear	5	10%	17	7%	411	9%	5	11%	18	7%	284	8%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	4	7%	20	8%	486	10%	5	10%	25	9%	372	10%
				Fairly clear	19	35%	99	38%	1793	36%	18	34%	103	38%	1303	35%
				Neither clear nor unclear	14	25%	83	32%	1411	28%	8	16%	65	24%	891	24%
				Fairly unclear	14	25%	45	17%	930	18%	12	24%	55	20%	766	21%
				Very unclear	4	7%	13	5%	418	8%	9	17%	24	9%	347	9%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	2%	9	3%	344	7%	2	4%	16	6%	280	8%
				Fairly clear	17	32%	98	38%	1421	29%	22	41%	84	31%	1047	29%
				Neither clear nor unclear	18	33%	88	34%	1541	31%	9	18%	90	33%	1026	28%
				Fairly unclear	11	20%	49	19%	1087	22%	9	18%	43	16%	886	24%
				Very unclear	7	13%	18	7%	552	11%	10	19%	38	14%	404	11%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	2	4%	7	3%	295	6%	3	6%	8	3%	220	6%
				Fairly clear	13	24%	68	26%	1186	24%	15	31%	66	25%	911	25%
				Neither clear nor unclear	15	28%	107	41%	1609	33%	7	14%	92	35%	1007	28%
				Fairly unclear	13	25%	54	21%	1111	23%	18	35%	61	23%	946	26%
				Very unclear	10	19%	22	9%	665	14%	7	14%	33	13%	489	14%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	23%	81	30%	1359	27%	6	11%	59	21%	723	20%
				Fairly reasonable	21	38%	122	45%	2141	42%	20	38%	112	41%	1592	43%
				Neither reasonable nor unreasonable	14	26%	48	18%	975	19%	15	30%	61	22%	752	20%
				Fairly unreasonable	4	7%	14	5%	438	9%	9	18%	32	11%	490	13%
				Very unreasonable	3	5%	6	2%	170	3%	2	4%	11	4%	139	4%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	10	18%	58	22%	1368	27%	11	22%	59	22%	933	26%
				Fairly reasonable	27	50%	128	48%	2094	42%	22	43%	124	46%	1498	41%
				Neither reasonable nor unreasonable	13	23%	68	25%	1186	24%	10	20%	58	21%	851	23%
				Fairly unreasonable	4	7%	8	3%	271	5%	5	10%	26	10%	303	8%
				Very unreasonable	1	2%	6	2%	105	2%	3	6%	4	1%	74	2%

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	5	9%	28	12%	893	19%	8	17%	34	13%	550	16%
				Fairly reasonable	20	38%	75	32%	1444	31%	19	39%	59	24%	970	28%
				Neither reasonable nor unreasonable	23	43%	114	49%	2009	43%	12	26%	129	51%	1559	45%
				Fairly unreasonable	5	10%	13	6%	246	5%	5	11%	18	7%	263	8%
				Very unreasonable	0	0%	5	2%	105	2%	3	7%	11	4%	94	3%
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	6	11%	36	14%	973	20%	7	14%	39	14%	642	18%
				Fairly reasonable	20	37%	93	36%	1557	31%	15	30%	90	33%	1096	30%
				Neither reasonable nor unreasonable	24	43%	119	46%	2044	41%	21	41%	115	42%	1507	42%
				Fairly unreasonable	5	9%	7	3%	250	5%	5	10%	20	7%	268	7%
				Very unreasonable	0	0%	5	2%	124	3%	3	6%	9	3%	116	3%
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	2%	16	6%	685	14%	3	6%	24	9%	494	14%
				Fairly reasonable	16	31%	99	38%	1294	27%	18	34%	72	27%	910	25%
				Neither reasonable nor unreasonable	29	55%	134	51%	2528	52%	27	51%	159	59%	1933	54%
				Fairly unreasonable	4	7%	10	4%	224	5%	1	2%	9	3%	180	5%
				Very unreasonable	3	6%	2	1%	103	2%	4	8%	7	2%	71	2%
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	2%	14	5%	612	13%	4	8%	17	6%	411	12%
				Fairly reasonable	13	25%	70	27%	1180	25%	13	27%	59	23%	825	24%
				Neither reasonable nor unreasonable	33	64%	162	63%	2638	56%	28	55%	165	63%	2007	57%
				Fairly unreasonable	3	6%	8	3%	216	5%	4	8%	15	6%	194	6%
				Very unreasonable	2	4%	4	2%	98	2%	1	2%	5	2%	61	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	7	13%	44	17%	976	20%	7	14%	45	17%	632	17%
				Somewhat agree	17	32%	110	42%	1629	33%	13	26%	97	37%	1153	32%
				Neither agree nor disagree	4	8%	18	7%	523	10%	6	12%	17	7%	293	8%
				Somewhat disagree	14	26%	52	20%	1068	21%	14	27%	56	21%	883	24%
				Strongly disagree	11	21%	39	15%	803	16%	11	22%	50	19%	697	19%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	13	26%	91	36%	1581	32%	18	35%	84	33%	1004	29%
				Somewhat agree	17	33%	87	34%	1776	36%	15	31%	95	38%	1292	37%
				Neither agree nor disagree	11	21%	25	10%	582	12%	6	12%	27	11%	429	12%
				Somewhat disagree	7	14%	33	13%	570	12%	6	12%	32	13%	490	14%
				Strongly disagree	3	6%	20	8%	360	7%	5	10%	14	6%	296	8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	14	26%	77	29%	1289	25%	9	17%	37	14%	711	19%
				Satisfied	25	48%	132	50%	2563	50%	24	45%	143	53%	1840	50%
				Neither satisfied nor dissatisfied	8	15%	33	12%	443	9%	5	10%	38	14%	413	11%
				Dissatisfied	5	9%	20	7%	643	13%	12	24%	43	16%	633	17%
				Very dissatisfied	1	2%	4	2%	146	3%	2	4%	10	4%	116	3%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	10	19%	N/A	N/A	509	19%	3	6%	N/A	N/A	255	12%
				Satisfied	26	50%	N/A	N/A	1301	49%	15	29%	N/A	N/A	827	40%
				Neither satisfied nor dissatisfied	6	11%	N/A	N/A	401	15%	10	20%	N/A	N/A	361	18%
				Dissatisfied	10	19%	N/A	N/A	341	13%	19	35%	N/A	N/A	480	23%
				Very dissatisfied	1	2%	N/A	N/A	115	4%	5	10%	N/A	N/A	126	6%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	17	32%	80	30%	1884	38%	21	40%	87	32%	1487	41%
				Satisfied	28	53%	131	50%	2177	44%	28	54%	132	49%	1487	41%
				Neither satisfied nor dissatisfied	3	6%	27	10%	467	9%	3	6%	20	8%	285	8%
				Dissatisfied	5	9%	22	8%	369	7%	0	0%	24	9%	296	8%
				Very dissatisfied	0	0%	2	1%	76	2%	0	0%	5	2%	70	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	17	32%	73	28%	1843	37%	11	22%	64	24%	1356	37%
				Satisfied	21	40%	95	36%	1719	35%	18	36%	106	40%	1182	33%
				Neither satisfied nor dissatisfied	6	11%	40	15%	614	12%	5	10%	35	13%	326	9%
				Dissatisfied	6	11%	41	16%	585	12%	14	28%	42	16%	545	15%
				Very dissatisfied	3	6%	13	5%	221	4%	2	4%	20	8%	217	6%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	25	49%	138	52%	2524	51%	27	52%	121	45%	1825	50%
				Satisfied	16	30%	80	30%	1582	32%	16	32%	89	33%	1068	29%
				Neither satisfied nor dissatisfied	6	11%	18	7%	431	9%	4	8%	18	7%	287	8%
				Dissatisfied	4	7%	21	8%	295	6%	3	6%	30	11%	315	9%
				Very dissatisfied	1	2%	5	2%	137	3%	1	2%	10	4%	128	4%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	29	57%	163	62%	3351	68%	34	66%	152	56%	2393	66%
				Satisfied	17	32%	79	30%	1204	24%	15	30%	90	33%	914	25%
				Neither satisfied nor dissatisfied	2	4%	15	6%	244	5%	2	4%	12	5%	159	4%
				Dissatisfied	3	5%	5	2%	109	2%	0	0%	14	5%	114	3%
				Very dissatisfied	1	2%	2	1%	49	1%	0	0%	1	0%	39	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	17	32%	77	30%	1695	34%	22	44%	85	32%	1251	34%
				Satisfied	25	48%	107	41%	1979	40%	21	40%	95	36%	1327	37%
				Neither satisfied nor dissatisfied	8	15%	43	16%	594	12%	3	6%	33	12%	371	10%
				Dissatisfied	1	2%	24	9%	494	10%	5	10%	42	16%	485	13%
				Very dissatisfied	2	4%	11	4%	208	4%	0	0%	13	5%	196	5%

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	10%	32	13%	843	19%	3	6%	36	14%	678	21%
				Satisfied	14	28%	95	37%	1465	33%	20	43%	101	39%	1130	36%
				Neither satisfied nor dissatisfied	18	36%	61	24%	991	22%	10	23%	67	26%	566	18%
				Dissatisfied	8	16%	56	22%	865	20%	8	18%	45	18%	594	19%
				Very dissatisfied	5	10%	9	3%	269	6%	4	9%	10	4%	195	6%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	22%	34	18%	959	21%	8	21%	43	22%	768	24%
				Satisfied	14	35%	71	37%	1843	40%	19	49%	86	44%	1337	42%
				Neither satisfied nor dissatisfied	9	22%	53	27%	826	18%	8	22%	34	17%	490	15%
				Dissatisfied	5	12%	23	12%	730	16%	3	8%	27	14%	454	14%
				Very dissatisfied	4	10%	10	5%	204	4%	0	0%	6	3%	117	4%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	8%	20	8%	714	14%	0	0%	12	5%	294	8%
				Satisfied	10	19%	79	30%	1659	33%	5	10%	50	18%	933	25%
				Neither satisfied nor dissatisfied	11	22%	49	18%	665	13%	4	8%	38	14%	395	11%
				Dissatisfied	16	31%	89	34%	1414	28%	24	47%	111	41%	1314	36%
				Very dissatisfied	11	21%	28	11%	621	12%	19	35%	61	22%	764	21%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	7%	10	5%	473	10%	0	0%	13	6%	241	7%
				Satisfied	8	18%	69	30%	1313	28%	8	18%	58	25%	741	22%
				Neither satisfied nor dissatisfied	18	43%	91	39%	1525	33%	27	61%	90	39%	1087	33%
				Dissatisfied	9	20%	49	21%	879	19%	4	9%	49	21%	797	24%
				Very dissatisfied	5	11%	12	5%	461	10%	5	12%	18	8%	446	13%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	27	51%	132	50%	2884	57%	20	39%	125	46%	2006	54%
				Satisfied	17	34%	96	37%	1538	30%	24	45%	99	37%	1130	31%
				Neither satisfied nor dissatisfied	5	9%	25	9%	373	7%	2	4%	28	10%	296	8%
				Dissatisfied	2	4%	6	2%	194	4%	3	6%	14	5%	188	5%
				Very dissatisfied	1	2%	3	1%	57	1%	3	6%	5	2%	62	2%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	6	11%	57	22%	1142	23%	7	14%	59	22%	756	21%
				Satisfied	19	37%	119	46%	1738	34%	18	34%	110	41%	1183	32%
				Neither satisfied nor dissatisfied	10	19%	45	17%	784	16%	7	14%	40	15%	490	13%
				Dissatisfied	13	24%	29	11%	897	18%	16	31%	46	17%	801	22%
				Very dissatisfied	4	8%	11	4%	480	10%	4	8%	16	6%	435	12%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	6%	15	6%	640	14%	5	10%	28	12%	389	12%
				Satisfied	11	23%	73	32%	1418	30%	12	26%	65	27%	855	26%
				Neither satisfied nor dissatisfied	11	23%	67	29%	1004	21%	9	19%	45	19%	616	18%
				Dissatisfied	15	31%	52	22%	995	21%	11	24%	61	26%	864	26%
				Very dissatisfied	8	17%	23	10%	648	14%	10	21%	37	16%	627	19%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	22	43%	90	34%	1465	29%	9	18%	84	31%	1020	28%
				Satisfied	12	23%	104	39%	1748	35%	17	32%	106	39%	1155	32%
				Neither satisfied nor dissatisfied	9	17%	27	10%	640	13%	11	21%	29	11%	438	12%
				Dissatisfied	7	13%	32	12%	773	15%	10	20%	42	15%	661	18%
				Very dissatisfied	2	4%	14	5%	405	8%	5	10%	10	4%	389	11%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	6	12%	28	11%	714	15%	3	6%	30	12%	474	14%
				Satisfied	7	14%	84	33%	1654	34%	11	23%	75	31%	1029	30%
				Neither satisfied nor dissatisfied	17	34%	71	28%	1126	23%	13	27%	63	25%	773	22%
				Dissatisfied	11	23%	58	23%	904	19%	13	27%	57	23%	790	23%
				Very dissatisfied	8	16%	14	5%	412	9%	8	17%	21	8%	406	12%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	15	29%	44	17%	857	18%	17	34%	55	22%	705	20%
				Satisfied	24	49%	126	49%	1943	41%	28	54%	128	51%	1362	40%
				Neither satisfied nor dissatisfied	8	16%	66	26%	1270	27%	3	6%	45	18%	787	23%
				Dissatisfied	2	4%	17	7%	504	11%	2	4%	17	7%	418	12%
				Very dissatisfied	1	2%	3	1%	177	4%	1	2%	5	2%	174	5%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	8	15%	68	25%	1050	21%	6	11%	68	25%	833	23%
				Satisfied	24	45%	120	45%	1956	39%	28	53%	110	41%	1339	37%
				Neither satisfied nor dissatisfied	12	23%	40	15%	965	19%	7	14%	51	19%	639	18%
				Dissatisfied	7	13%	27	10%	687	14%	8	16%	32	12%	563	15%
				Very dissatisfied	3	5%	11	4%	324	6%	3	6%	7	3%	266	7%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	4	8%	33	13%	1250	25%	10	19%	76	28%	1374	37%
				Important	12	23%	105	40%	2053	41%	23	43%	105	39%	1487	40%
				Neither important nor unimportant	19	37%	81	31%	1033	21%	14	28%	58	21%	486	13%
				Unimportant	15	29%	28	11%	474	9%	5	10%	24	9%	249	7%
				Very unimportant	2	4%	14	5%	226	4%	0	0%	8	3%	94	3%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	12	24%	67	26%	2023	40%	24	47%	124	46%	2063	56%
				Important	20	40%	138	53%	2233	44%	22	41%	121	45%	1313	36%
				Neither important nor unimportant	14	28%	45	17%	526	10%	4	8%	18	7%	209	6%
				Unimportant	4	8%	7	3%	165	3%	1	2%	3	1%	67	2%
				Very unimportant	0	0%	6	2%	72	1%	1	2%	3	1%	32	1%

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	13	26%	81	31%	1699	34%	21	41%	97	36%	1637	45%
				Important	24	48%	153	59%	2516	50%	29	55%	142	53%	1630	44%
				Neither important nor unimportant	10	20%	20	8%	543	11%	0	0%	17	6%	288	8%
				Unimportant	2	4%	6	2%	203	4%	2	4%	5	2%	88	2%
				Very unimportant	1	2%	2	1%	56	1%	0	0%	7	2%	33	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	12	24%	68	26%	1546	31%	24	47%	86	32%	1507	41%
				Important	26	54%	150	58%	2433	49%	23	43%	154	57%	1650	45%
				Neither important nor unimportant	10	20%	32	13%	727	15%	3	6%	17	6%	363	10%
				Unimportant	0	0%	5	2%	217	4%	0	0%	6	2%	107	3%
				Very unimportant	1	2%	2	1%	76	2%	2	4%	6	2%	40	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	7	14%	62	24%	1808	36%	16	32%	89	33%	1669	46%
				Important	15	30%	123	48%	1955	39%	24	46%	107	40%	1299	35%
				Neither important nor unimportant	18	36%	45	17%	786	16%	8	16%	49	19%	464	13%
				Unimportant	7	14%	20	8%	290	6%	3	6%	15	6%	171	5%
				Very unimportant	3	6%	8	3%	136	3%	0	0%	6	2%	57	2%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	8	15%	33	13%	752	15%	22	43%	57	21%	844	23%
				Important	25	49%	145	56%	2267	45%	26	49%	143	53%	1704	46%
				Neither important nor unimportant	16	30%	60	23%	1188	24%	4	8%	54	20%	734	20%
				Unimportant	2	4%	15	6%	627	13%	0	0%	12	4%	312	8%
				Very unimportant	1	2%	8	3%	161	3%	0	0%	3	1%	81	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	21	39%	156	59%	2657	53%	40	76%	176	65%	2547	69%
				Important	27	51%	93	35%	1886	38%	12	24%	89	33%	997	27%
				Neither important nor unimportant	3	6%	12	4%	322	6%	0	0%	3	1%	97	3%
				Unimportant	2	4%	2	1%	114	2%	0	0%	1	0%	33	1%
				Very unimportant	0	0%	0	0%	44	1%	0	0%	1	0%	15	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	11	22%	96	37%	1994	40%	16	31%	123	46%	2138	58%
				Important	18	35%	109	42%	1675	34%	27	51%	97	36%	1010	28%
				Neither important nor unimportant	14	29%	42	16%	942	19%	7	14%	38	14%	404	11%
				Unimportant	6	12%	9	4%	243	5%	0	0%	7	2%	73	2%
				Very unimportant	1	2%	3	1%	100	2%	2	4%	3	1%	31	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	6	12%	35	14%	857	17%	13	25%	80	31%	1319	36%
				Important	16	32%	97	38%	1567	32%	19	35%	113	43%	1225	34%
				Neither important nor unimportant	19	40%	101	39%	1789	36%	18	34%	58	22%	829	23%
				Unimportant	7	14%	18	7%	486	10%	3	6%	8	3%	192	5%
				Very unimportant	1	2%	7	3%	214	4%	0	0%	3	1%	67	2%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	16	30%	73	28%	1839	37%	22	41%	126	47%	1990	54%
				Important	19	37%	144	55%	2267	45%	27	51%	116	44%	1337	36%
				Neither important nor unimportant	14	26%	38	15%	692	14%	3	6%	20	7%	275	7%
				Unimportant	2	4%	4	2%	144	3%	1	2%	4	1%	52	1%
				Very unimportant	2	4%	3	1%	44	1%	0	0%	1	0%	11	0%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	25	48%	128	49%	2715	54%	31	60%	153	58%	2477	68%
				Important	24	47%	118	45%	1933	39%	19	38%	100	37%	1038	28%
				Neither important nor unimportant	2	4%	13	5%	275	6%	1	2%	10	4%	111	3%
				Unimportant	1	2%	1	0%	57	1%	0	0%	2	1%	20	1%
				Very unimportant	0	0%	0	0%	12	0%	0	0%	2	1%	19	1%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	13	26%	51	20%	1296	26%	23	43%	71	27%	1216	33%
				Important	25	52%	151	58%	2587	52%	26	49%	138	52%	1810	49%
				Neither important nor unimportant	11	22%	39	15%	762	15%	3	6%	42	16%	459	13%
				Unimportant	0	0%	16	6%	246	5%	1	2%	12	4%	142	4%
				Very unimportant	0	0%	2	1%	78	2%	0	0%	2	1%	32	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	7	14%	54	21%	1237	25%	9	19%	87	34%	1500	42%
				Important	9	19%	72	28%	1291	27%	9	19%	49	19%	663	19%
				Neither important nor unimportant	12	25%	75	29%	1229	25%	12	24%	52	21%	682	19%
				Unimportant	11	23%	25	10%	461	9%	6	13%	33	13%	233	7%
				Very unimportant	9	19%	30	12%	649	13%	12	25%	34	13%	489	14%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	5	10%	42	16%	911	19%	6	12%	41	16%	699	19%
				Important	12	24%	63	24%	1161	24%	11	22%	59	23%	792	22%
				Neither important nor unimportant	15	30%	95	37%	1481	30%	22	42%	87	34%	1108	31%
				Unimportant	11	22%	33	13%	705	14%	8	16%	45	18%	547	15%
				Very unimportant	7	14%	26	10%	665	14%	4	8%	27	10%	470	13%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	7	16%	56	22%	1344	28%	20	40%	94	36%	1830	50%
				Important	17	40%	97	38%	1743	36%	14	28%	99	38%	1079	30%
				Neither important nor unimportant	13	30%	76	30%	1123	23%	10	20%	44	17%	442	12%
				Unimportant	1	2%	10	4%	296	6%	3	6%	9	4%	108	3%
				Very unimportant	5	12%	14	6%	370	8%	3	6%	12	5%	172	5%

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	13	27%	70	27%	1339	27%	11	22%	84	33%	1298	36%
				Important	9	19%	80	31%	1472	30%	11	22%	57	22%	826	23%
				Neither important nor unimportant	15	32%	67	26%	1131	23%	12	24%	64	25%	790	22%
				Unimportant	4	9%	21	8%	435	9%	7	14%	29	11%	269	7%
				Very unimportant	6	13%	18	7%	516	11%	9	18%	22	9%	414	12%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	3	7%	N/A	N/A	111	6%	11	22%	N/A	N/A	229	16%
				Important	8	18%	N/A	N/A	358	20%	12	24%	N/A	N/A	397	27%
				Neither important nor unimportant	19	42%	N/A	N/A	749	42%	18	34%	N/A	N/A	470	33%
				Unimportant	5	11%	N/A	N/A	330	18%	3	6%	N/A	N/A	193	13%
				Very unimportant	10	22%	N/A	N/A	249	14%	7	14%	N/A	N/A	156	11%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	19	39%	N/A	N/A	587	32%	21	39%	N/A	N/A	490	34%
				Important	9	18%	N/A	N/A	674	37%	14	28%	N/A	N/A	436	30%
				Neither important nor unimportant	14	28%	N/A	N/A	348	19%	8	16%	N/A	N/A	313	21%
				Unimportant	3	6%	N/A	N/A	105	6%	3	5%	N/A	N/A	110	8%
				Very unimportant	4	8%	N/A	N/A	119	7%	6	12%	N/A	N/A	107	7%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	8	17%	N/A	N/A	272	15%	11	22%	N/A	N/A	480	33%
				Important	18	38%	N/A	N/A	760	42%	21	40%	N/A	N/A	594	41%
				Neither important nor unimportant	15	31%	N/A	N/A	535	30%	13	26%	N/A	N/A	250	17%
				Unimportant	3	6%	N/A	N/A	127	7%	2	3%	N/A	N/A	64	4%
				Very unimportant	4	8%	N/A	N/A	108	6%	4	8%	N/A	N/A	58	4%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	3	7%	N/A	N/A	64	4%	5	10%	N/A	N/A	171	12%
				Important	7	15%	N/A	N/A	221	13%	11	22%	N/A	N/A	293	21%
				Neither important nor unimportant	15	33%	N/A	N/A	817	46%	18	33%	N/A	N/A	567	40%
				Unimportant	10	22%	N/A	N/A	352	20%	10	19%	N/A	N/A	209	15%
				Very unimportant	10	22%	N/A	N/A	309	18%	8	16%	N/A	N/A	188	13%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	8	4%	312	8%	0	0%	15	7%	260	9%
				Effective	8	27%	54	26%	1090	28%	13	32%	62	30%	839	30%
				Neither effective nor ineffective	14	47%	70	34%	1037	27%	12	30%	60	29%	576	21%
				Ineffective	5	17%	46	22%	786	20%	9	23%	43	21%	607	22%
				Very ineffective	2	7%	28	13%	616	16%	6	15%	27	13%	499	18%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	4	10%	28	12%	731	16%	6	14%	39	17%	654	20%
				Effective	16	39%	92	40%	1849	40%	19	43%	91	39%	1324	40%
				Neither effective nor ineffective	19	46%	71	31%	1080	23%	11	25%	66	28%	639	19%
				Ineffective	2	4%	32	14%	575	12%	4	9%	18	8%	439	13%
				Very ineffective	0	0%	8	3%	363	8%	4	9%	19	8%	290	9%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	4	8%	29	11%	643	14%	3	6%	37	15%	594	17%
				Effective	20	42%	142	56%	1997	43%	28	54%	124	48%	1487	44%
				Neither effective nor ineffective	7	15%	45	18%	1026	22%	10	20%	46	18%	611	18%
				Ineffective	13	29%	28	11%	634	14%	7	14%	35	14%	461	13%
				Very ineffective	3	6%	11	4%	349	7%	3	6%	14	5%	261	8%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	5	10%	27	11%	555	13%	2	4%	34	13%	501	16%
				Effective	18	37%	123	49%	1771	40%	26	53%	126	49%	1368	43%
				Neither effective nor ineffective	13	26%	60	24%	1114	25%	11	24%	50	20%	615	19%
				Ineffective	9	18%	26	10%	583	13%	8	17%	30	12%	445	14%
				Very ineffective	4	8%	16	6%	395	9%	1	2%	15	6%	269	8%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	11	5%	275	7%	1	3%	15	7%	217	7%
				Effective	2	5%	60	28%	962	23%	4	10%	48	22%	686	24%
				Neither effective nor ineffective	13	36%	77	36%	1195	29%	17	41%	75	34%	722	25%
				Ineffective	5	13%	52	24%	901	22%	11	28%	51	23%	684	24%
				Very ineffective	16	43%	17	8%	762	19%	7	18%	29	13%	601	21%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	11	23%	30	13%	401	10%	15	32%	29	12%	398	13%
				Effective	23	50%	99	43%	1421	35%	27	57%	100	44%	1156	39%
				Neither effective nor ineffective	9	19%	78	34%	1501	37%	4	9%	64	28%	836	28%
				Ineffective	2	4%	19	8%	505	12%	1	2%	27	12%	372	13%
				Very ineffective	2	4%	4	2%	257	6%	0	0%	9	4%	192	7%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	4	8%	28	11%	781	17%	2	3%	28	11%	666	19%
				Effective	22	42%	104	41%	1633	36%	19	36%	103	39%	1259	37%
				Neither effective nor ineffective	11	21%	44	17%	864	19%	7	14%	40	15%	447	13%
				Ineffective	9	17%	57	22%	744	16%	13	26%	56	21%	620	18%
				Very ineffective	7	13%	20	8%	533	12%	10	20%	37	14%	440	13%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	11	6%	457	15%	0	0%	10	6%	431	20%
				Effective	5	17%	42	24%	735	24%	5	16%	40	25%	561	26%
				Neither effective nor ineffective	10	33%	55	31%	902	30%	11	37%	46	28%	425	20%
				Ineffective	6	20%	38	22%	440	15%	7	24%	37	23%	353	16%
				Very ineffective	8	27%	29	17%	492	16%	7	23%	31	19%	374	17%

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	2	7%	13	9%	227	9%	1	4%	18	13%	301	16%
				Effective	9	31%	36	26%	605	24%	8	34%	56	40%	549	30%
				Neither effective nor ineffective	14	48%	75	54%	1209	48%	13	57%	37	27%	570	31%
				Ineffective	1	3%	8	6%	216	9%	1	4%	14	10%	201	11%
				Very ineffective	3	11%	7	5%	240	10%	0	0%	14	10%	230	12%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	3	9%	14	7%	515	14%	0	0%	15	9%	361	15%
				Effective	4	12%	59	31%	1210	32%	6	19%	48	27%	704	28%
				Neither effective nor ineffective	10	30%	47	24%	924	25%	7	23%	27	15%	485	20%
				Ineffective	10	29%	48	25%	613	16%	8	26%	43	24%	478	19%
				Very ineffective	7	21%	26	13%	480	13%	10	33%	42	24%	454	18%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	6	13%	27	11%	895	20%	1	2%	26	12%	653	21%
				Effective	16	35%	100	42%	1752	40%	14	31%	86	38%	1082	35%
				Neither effective nor ineffective	13	29%	52	22%	833	19%	8	18%	38	17%	517	17%
				Ineffective	8	18%	45	19%	579	13%	18	39%	44	19%	485	16%
				Very ineffective	2	4%	13	6%	354	8%	4	9%	31	14%	331	11%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	4	9%	10	4%	340	8%	1	2%	18	7%	226	8%
				Effective	18	39%	98	42%	1374	34%	21	44%	95	40%	959	34%
				Neither effective nor ineffective	14	31%	76	33%	1231	31%	12	26%	75	31%	792	28%
				Ineffective	7	15%	34	15%	692	17%	10	21%	31	13%	539	19%
				Very ineffective	3	7%	14	6%	379	9%	3	6%	21	9%	310	11%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	1	6%	2	2%	111	5%	0	0%	6	9%	101	7%
				Effective	1	6%	10	9%	283	14%	1	7%	6	10%	196	14%
				Neither effective nor ineffective	9	58%	49	46%	809	39%	6	43%	12	18%	340	24%
				Ineffective	0	0%	19	17%	383	18%	1	7%	15	22%	261	19%
				Very ineffective	5	30%	28	26%	501	24%	6	43%	29	42%	493	35%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	114	6%	0	0%	2	5%	61	6%
				Effective	0	0%	5	6%	198	10%	0	0%	0	0%	91	9%
				Neither effective nor ineffective	8	45%	26	34%	659	35%	8	61%	9	26%	344	34%
				Ineffective	3	17%	13	17%	300	16%	1	8%	8	24%	162	16%
				Very ineffective	7	38%	33	43%	625	33%	4	32%	16	45%	348	35%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	1	9%	15	18%	312	15%	0	0%	29	28%	431	25%
				Effective	5	45%	29	35%	619	30%	1	8%	44	41%	593	35%
				Neither effective nor ineffective	4	37%	29	34%	746	36%	8	61%	20	19%	386	23%
				Ineffective	0	0%	4	5%	168	8%	2	16%	7	7%	141	8%
				Very ineffective	1	9%	6	7%	203	10%	2	16%	6	5%	152	9%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	6	5%	195	8%	0	0%	7	7%	195	12%
				Effective	3	16%	17	14%	474	20%	4	27%	15	15%	275	17%
				Neither effective nor ineffective	8	43%	41	33%	736	31%	2	13%	27	27%	401	25%
				Ineffective	2	10%	30	24%	421	18%	2	13%	17	17%	264	17%
				Very ineffective	6	32%	30	24%	579	24%	7	47%	35	35%	440	28%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	5	2%	0	0%	N/A	N/A	8	5%
				Effective	0	0%	N/A	N/A	27	8%	0	0%	N/A	N/A	20	13%
				Neither effective nor ineffective	4	80%	N/A	N/A	244	73%	4	48%	N/A	N/A	81	50%
				Ineffective	0	0%	N/A	N/A	33	10%	2	26%	N/A	N/A	23	14%
				Very ineffective	1	20%	N/A	N/A	27	8%	2	26%	N/A	N/A	31	19%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	1	5%	N/A	N/A	75	8%	1	5%	N/A	N/A	55	10%
				Effective	1	5%	N/A	N/A	264	30%	6	29%	N/A	N/A	177	32%
				Neither effective nor ineffective	5	25%	N/A	N/A	183	21%	2	10%	N/A	N/A	112	21%
				Ineffective	4	20%	N/A	N/A	149	17%	7	33%	N/A	N/A	87	16%
				Very ineffective	9	44%	N/A	N/A	221	25%	5	24%	N/A	N/A	116	21%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	36	5%	0	0%	N/A	N/A	57	12%
				Effective	4	26%	N/A	N/A	174	26%	4	33%	N/A	N/A	126	28%
				Neither effective nor ineffective	6	41%	N/A	N/A	277	41%	4	33%	N/A	N/A	109	24%
				Ineffective	4	27%	N/A	N/A	107	16%	2	17%	N/A	N/A	85	18%
				Very ineffective	1	7%	N/A	N/A	74	11%	2	17%	N/A	N/A	82	18%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	4	1%	0	0%	N/A	N/A	8	5%
				Effective	1	11%	N/A	N/A	44	12%	1	13%	N/A	N/A	22	14%
				Neither effective nor ineffective	5	56%	N/A	N/A	241	67%	2	25%	N/A	N/A	83	51%
				Ineffective	0	0%	N/A	N/A	39	11%	4	50%	N/A	N/A	16	10%
				Very ineffective	3	33%	N/A	N/A	32	9%	1	13%	N/A	N/A	33	20%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	5	22%	35	20%	414	13%	1	4%	25	15%	317	13%
				Somewhat agree	4	17%	54	30%	1003	30%	5	19%	55	33%	690	27%
				Neither agree nor disagree	8	35%	43	24%	837	25%	6	22%	28	17%	375	15%
				Somewhat disagree	5	22%	32	18%	624	19%	3	11%	32	19%	604	24%
				Strongly disagree	1	4%	14	8%	419	13%	12	44%	27	16%	529	21%

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	4	16%	30	16%	326	10%	1	3%	17	10%	187	7%
				Somewhat agree	6	25%	52	28%	906	27%	7	24%	51	29%	591	23%
				Neither agree nor disagree	8	34%	48	26%	936	28%	5	17%	33	19%	497	19%
				Somewhat disagree	5	21%	37	20%	746	22%	5	17%	45	26%	711	28%
				Strongly disagree	1	4%	16	9%	455	14%	11	38%	29	16%	565	22%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	11	41%	74	38%	897	26%	9	29%	57	31%	660	25%
				Somewhat agree	8	29%	73	37%	1106	32%	12	39%	72	39%	834	32%
				Neither agree nor disagree	6	22%	31	16%	831	24%	5	16%	26	14%	498	19%
				Somewhat disagree	2	7%	9	5%	370	11%	3	10%	15	8%	340	13%
				Strongly disagree	0	0%	9	4%	245	7%	2	6%	12	7%	274	11%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	12	39%	71	36%	879	25%	9	28%	56	30%	618	23%
				Somewhat agree	14	45%	74	38%	1141	32%	9	28%	76	40%	835	32%
				Neither agree nor disagree	3	10%	31	16%	867	25%	5	15%	27	14%	521	20%
				Somewhat disagree	2	7%	13	6%	391	11%	6	19%	16	9%	402	15%
				Strongly disagree	0	0%	8	4%	250	7%	3	9%	13	7%	274	10%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	18	46%	N/A	N/A	834	37%	17	38%	N/A	N/A	571	33%
				Somewhat agree	11	28%	N/A	N/A	730	33%	12	28%	N/A	N/A	514	30%
				Neither agree nor disagree	6	15%	N/A	N/A	379	17%	7	16%	N/A	N/A	314	18%
				Somewhat disagree	3	8%	N/A	N/A	176	8%	5	11%	N/A	N/A	204	12%
				Strongly disagree	1	3%	N/A	N/A	107	5%	3	7%	N/A	N/A	118	7%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	3	6%	18	7%	664	13%	4	8%	15	6%	454	13%
				Satisfied	18	36%	102	39%	1871	38%	21	40%	103	40%	1369	38%
				Neither satisfied nor dissatisfied	13	26%	41	16%	700	14%	5	10%	45	17%	471	13%
				Dissatisfied	8	16%	70	27%	1163	24%	18	34%	71	28%	900	25%
				Very dissatisfied	8	16%	29	11%	537	11%	4	8%	24	9%	427	12%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	6	12%	22	9%	443	9%	1	2%	11	4%	203	6%
				Satisfied	21	42%	113	43%	1693	34%	12	24%	77	30%	994	27%
				Neither satisfied nor dissatisfied	8	16%	57	22%	931	19%	5	10%	49	19%	588	16%
				Dissatisfied	13	25%	47	18%	1314	27%	23	44%	77	30%	1168	32%
				Very dissatisfied	3	6%	21	8%	555	11%	10	20%	42	16%	667	18%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	28	55%	115	45%	1892	42%	22	44%	107	43%	1397	42%
				Satisfied	15	31%	86	34%	1601	35%	18	36%	82	33%	1076	32%
				Neither satisfied nor dissatisfied	3	6%	21	8%	483	11%	4	8%	25	10%	337	10%
				Dissatisfied	3	6%	18	7%	337	7%	4	8%	22	9%	341	10%
				Very dissatisfied	1	2%	14	6%	239	5%	2	4%	14	6%	204	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	17	34%	49	19%	1230	25%	13	27%	64	25%	918	25%
				Satisfied	18	38%	90	35%	1621	33%	11	23%	77	30%	1135	31%
				Neither satisfied nor dissatisfied	7	14%	61	24%	844	17%	8	16%	53	21%	586	16%
				Dissatisfied	3	6%	36	14%	736	15%	12	25%	37	14%	565	16%
				Very dissatisfied	4	8%	18	7%	438	9%	5	10%	25	10%	402	11%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	15	30%	57	23%	1185	25%	7	14%	56	22%	723	21%
				Satisfied	16	33%	80	32%	1430	30%	20	40%	77	31%	914	27%
				Neither satisfied nor dissatisfied	14	28%	58	23%	967	20%	8	16%	48	19%	666	19%
				Dissatisfied	3	6%	41	16%	732	15%	10	21%	48	19%	669	19%
				Very dissatisfied	1	2%	14	5%	451	9%	4	8%	23	9%	456	13%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	18	36%	N/A	N/A	431	24%	13	27%	N/A	N/A	322	22%
				Satisfied	18	37%	N/A	N/A	655	37%	18	36%	N/A	N/A	494	34%
				Neither satisfied nor dissatisfied	6	12%	N/A	N/A	384	21%	11	23%	N/A	N/A	289	20%
				Dissatisfied	5	10%	N/A	N/A	192	11%	3	6%	N/A	N/A	213	15%
				Very dissatisfied	2	4%	N/A	N/A	132	7%	4	8%	N/A	N/A	121	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	20	41%	62	25%	1235	25%	9	18%	64	25%	844	24%
				Satisfied	20	41%	95	37%	1652	34%	17	33%	93	36%	1131	32%
				Neither satisfied nor dissatisfied	5	10%	52	21%	853	17%	10	20%	48	19%	611	17%
				Dissatisfied	4	8%	35	14%	742	15%	11	22%	36	14%	632	18%
				Very dissatisfied	0	0%	9	4%	407	8%	3	6%	16	6%	365	10%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	21	45%	70	28%	1286	27%	12	24%	65	26%	964	27%
				Satisfied	20	41%	107	43%	1752	36%	21	42%	111	43%	1238	35%
				Neither satisfied nor dissatisfied	6	12%	49	20%	1046	22%	7	14%	46	18%	750	21%
				Dissatisfied	1	2%	18	7%	488	10%	7	14%	24	9%	405	11%
				Very dissatisfied	0	0%	8	3%	274	6%	3	6%	10	4%	216	6%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	25	51%	61	25%	1460	31%	13	26%	80	31%	1071	31%
				Satisfied	21	41%	121	49%	1906	40%	23	44%	108	42%	1393	40%
				Neither satisfied nor dissatisfied	3	6%	41	17%	839	18%	7	14%	41	16%	556	16%
				Dissatisfied	1	2%	23	9%	406	8%	7	14%	23	9%	355	10%
				Very dissatisfied	0	0%	2	1%	168	4%	1	2%	5	2%	132	4%

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					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	25	51%	73	29%	1587	33%	14	28%	88	34%	1281	37%	
				21	41%	117	47%	1856	39%	23	46%	99	38%	1279	37%	
				3	6%	36	14%	851	18%	5	10%	49	19%	588	17%	
				1	2%	22	9%	354	7%	7	14%	15	6%	253	7%	
				0	0%	1	0%	123	3%	1	2%	7	3%	100	3%	
Q40	climate, culture, collegiality	how well you fit	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	27	52%	91	35%	1664	34%	19	36%	90	35%	1215	34%	
				21	36%	96	37%	1719	35%	17	32%	94	37%	1195	33%	
				4	7%	34	13%	662	13%	9	18%	36	14%	467	13%	
				1	2%	26	10%	540	11%	5	9%	23	9%	449	12%	
				1	2%	10	4%	323	7%	2	4%	15	6%	287	8%	
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	17	36%	54	21%	1175	24%	10	20%	61	24%	885	25%	
				12	25%	75	30%	1594	33%	12	24%	93	36%	1103	31%	
				10	22%	69	27%	813	17%	14	28%	47	18%	588	16%	
				5	10%	35	14%	772	16%	10	20%	31	12%	602	17%	
				3	6%	19	7%	511	11%	4	8%	25	10%	394	11%	
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	22	44%	N/A	N/A	564	32%	18	35%	N/A	N/A	493	35%	
				19	38%	N/A	N/A	789	45%	18	35%	N/A	N/A	583	41%	
				5	10%	N/A	N/A	290	16%	12	25%	N/A	N/A	242	17%	
				4	8%	N/A	N/A	90	5%	1	1%	N/A	N/A	56	4%	
				0	0%	N/A	N/A	36	2%	2	4%	N/A	N/A	33	2%	
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	20	42%	N/A	N/A	326	19%	12	26%	N/A	N/A	315	23%	
				16	32%	N/A	N/A	722	42%	21	43%	N/A	N/A	540	39%	
				10	20%	N/A	N/A	453	27%	10	21%	N/A	N/A	375	27%	
				2	4%	N/A	N/A	135	8%	3	6%	N/A	N/A	86	6%	
				1	2%	N/A	N/A	72	4%	2	4%	N/A	N/A	56	4%	
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	25	51%	N/A	N/A	470	26%	17	33%	N/A	N/A	393	28%	
				16	31%	N/A	N/A	774	43%	15	31%	N/A	N/A	588	41%	
				4	8%	N/A	N/A	343	19%	9	19%	N/A	N/A	259	18%	
				4	8%	N/A	N/A	118	7%	6	12%	N/A	N/A	106	7%	
				1	2%	N/A	N/A	80	4%	3	6%	N/A	N/A	74	5%	
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	32	62%	N/A	N/A	1211	47%	23	45%	N/A	N/A	893	45%	
				15	29%	N/A	N/A	883	34%	15	30%	N/A	N/A	666	34%	
				3	6%	N/A	N/A	168	7%	4	8%	N/A	N/A	137	7%	
				1	2%	N/A	N/A	204	8%	4	8%	N/A	N/A	184	9%	
				1	2%	N/A	N/A	112	4%	4	8%	N/A	N/A	100	5%	
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	22	42%	95	36%	1572	32%	17	32%	98	38%	1165	32%	
				22	43%	109	42%	2146	44%	21	42%	92	36%	1492	41%	
				6	11%	24	9%	528	11%	8	16%	35	14%	353	10%	
				2	4%	26	10%	465	9%	3	6%	22	9%	409	11%	
				0	0%	6	2%	214	4%	2	4%	9	3%	184	5%	
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	12	23%	61	23%	930	19%	11	22%	57	22%	648	18%	
				23	44%	130	50%	2314	47%	23	44%	116	45%	1725	48%	
				12	23%	43	17%	839	17%	8	16%	55	22%	606	17%	
				4	7%	21	8%	609	12%	5	10%	20	8%	477	13%	
				2	4%	6	2%	234	5%	4	8%	8	3%	153	4%	
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	10	21%	56	25%	289	8%	20	41%	57	25%	259	10%	
				0	0%	10	4%	633	17%	0	0%	9	4%	559	21%	
				1	2%	11	5%	263	7%	0	0%	10	5%	180	7%	
				2	4%	14	6%	474	13%	0	0%	16	7%	306	11%	
				34	73%	134	60%	2025	54%	28	57%	134	59%	1360	50%	
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	7	17%	32	18%	517	17%	9	22%	40	24%	364	17%	
				14	35%	60	35%	887	29%	8	20%	53	31%	616	29%	
				10	26%	45	26%	817	27%	12	30%	43	25%	512	24%	
				9	22%	25	15%	438	15%	3	7%	21	12%	377	18%	
				0	0%	11	6%	350	12%	8	20%	14	8%	279	13%	
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	22	47%	44	18%	714	16%	18	38%	52	23%	576	18%	
				18	38%	122	51%	2092	46%	18	36%	109	47%	1467	45%	
				2	4%	32	13%	606	13%	4	9%	25	11%	471	14%	
				5	10%	42	18%	1138	25%	8	17%	45	19%	752	23%	
				N<5	N<5	N/A	N/A	159	74%	N<5	N<5	N/A	N/A	97	61%	
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	N<5	N<5	N/A	N/A	5	3%	N<5	N<5	N/A	N/A	2	1%	
				N<5	N<5	N/A	N/A	3	1%	N<5	N<5	N/A	N/A	0	0%	
				N<5	N<5	N/A	N/A	47	22%	N<5	N<5	N/A	N/A	60	38%	
				N<5	N<5	N/A	N/A	47	22%	N<5	N<5	N/A	N/A	60	38%	

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item	theme	name	description	response scale	GENDER											
					MALES						FEMALES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	27	56%	111	43%	2082	43%	20	39%	118	48%	1534	44%
				Somewhat agree	12	25%	83	33%	1530	32%	19	38%	68	28%	1100	32%
				Neither agree nor disagree	5	11%	26	10%	503	10%	5	10%	25	10%	316	9%
				Somewhat disagree	3	6%	28	11%	425	9%	2	4%	21	8%	338	10%
				Strongly disagree	1	2%	6	2%	257	5%	4	8%	15	6%	179	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	28	58%	136	55%	2263	47%	28	56%	141	58%	1655	48%
				Recommend with reservations	17	36%	101	41%	2193	46%	19	38%	92	37%	1592	46%
				Not recommend dept	3	6%	12	5%	315	7%	3	6%	12	5%	227	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	7	14%	58	23%	974	20%	9	18%	58	23%	613	17%
				Good	27	56%	142	56%	2389	49%	24	48%	128	52%	1735	49%
				So-so	12	24%	46	18%	1152	24%	10	21%	50	20%	921	26%
				Bad	2	4%	5	2%	230	5%	1	2%	7	3%	206	6%
				Awful	1	2%	4	2%	120	2%	5	10%	5	2%	75	2%

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RACE/ETHNICITY

item	theme	name	description	response scale	WHITE FACULTY						FACULTY OF COLOR					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	14	15%	100	23%	1242	19%	4	31%	21	18%	487	20%
				Fairly clear	46	48%	218	51%	3341	52%	3	25%	65	55%	1246	50%
				Neither clear nor unclear	14	15%	36	8%	769	12%	1	8%	15	13%	383	15%
				Fairly unclear	15	16%	54	13%	740	12%	2	20%	14	12%	253	10%
				Very unclear	5	5%	20	5%	335	5%	2	17%	2	2%	107	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	12	13%	86	20%	1109	17%	4	31%	17	14%	414	17%
				Fairly clear	47	49%	219	51%	3254	51%	3	25%	64	55%	1233	50%
				Neither clear nor unclear	12	13%	39	9%	851	13%	1	8%	20	17%	418	17%
				Fairly unclear	16	17%	61	14%	826	13%	3	22%	13	11%	286	12%
				Very unclear	7	8%	22	5%	387	6%	2	15%	3	3%	125	5%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	14	15%	65	15%	677	11%	2	16%	13	12%	305	12%
				Fairly clear	38	40%	170	40%	2694	42%	5	39%	57	49%	1047	42%
				Neither clear nor unclear	14	15%	82	19%	1256	20%	1	8%	25	21%	557	23%
				Fairly unclear	19	20%	76	18%	1194	19%	3	22%	12	11%	383	16%
				Very unclear	9	10%	34	8%	595	9%	2	15%	8	7%	176	7%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	11	12%	75	18%	952	15%	2	16%	9	8%	357	15%
				Fairly clear	35	38%	193	45%	2937	46%	4	31%	67	59%	1120	46%
				Neither clear nor unclear	18	19%	80	19%	1236	19%	2	17%	23	20%	530	22%
				Fairly unclear	19	21%	60	14%	894	14%	2	13%	12	10%	322	13%
				Very unclear	9	10%	18	4%	379	6%	3	23%	3	3%	119	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	17	18%	82	19%	1116	18%	1	8%	18	16%	439	18%
				Fairly clear	47	50%	198	47%	2756	43%	7	61%	52	46%	978	40%
				Neither clear nor unclear	16	17%	89	21%	1475	23%	2	14%	27	25%	647	27%
				Fairly unclear	7	8%	42	10%	668	10%	0	0%	7	7%	238	10%
				Very unclear	6	7%	13	3%	353	6%	2	17%	7	6%	114	5%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	12	13%	79	18%	1276	20%	3	22%	23	20%	601	24%
				Fairly clear	44	46%	211	49%	3180	50%	4	33%	64	55%	1218	50%
				Neither clear nor unclear	15	16%	54	13%	802	13%	1	8%	17	14%	306	12%
				Fairly unclear	20	21%	75	17%	897	14%	2	20%	12	10%	251	10%
				Very unclear	4	4%	11	2%	245	4%	2	17%	1	1%	80	3%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	17	18%	74	17%	1098	17%	4	31%	20	17%	423	17%
				Fairly clear	51	53%	222	52%	3116	49%	6	48%	63	55%	1209	50%
				Neither clear nor unclear	14	15%	71	17%	1076	17%	2	15%	26	22%	458	19%
				Fairly unclear	10	11%	45	11%	839	13%	1	7%	5	4%	270	11%
				Very unclear	3	3%	13	3%	204	3%	0	0%	1	1%	74	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	11	13%	32	8%	573	10%	2	15%	7	7%	265	11%
				Fairly clear	31	36%	110	29%	1821	31%	4	35%	42	39%	795	34%
				Neither clear nor unclear	18	21%	124	33%	1711	29%	2	17%	38	35%	729	31%
				Fairly unclear	18	21%	84	22%	1305	22%	3	23%	15	14%	398	17%
				Very unclear	9	10%	30	8%	538	9%	1	9%	5	5%	156	7%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	8	9%	38	9%	596	9%	1	8%	8	7%	262	11%
				Fairly clear	32	34%	154	36%	2253	36%	4	38%	49	44%	839	35%
				Neither clear nor unclear	19	20%	111	26%	1605	25%	3	25%	37	33%	694	29%
				Fairly unclear	26	28%	89	21%	1268	20%	0	0%	11	10%	428	18%
				Very unclear	9	10%	31	7%	577	9%	4	30%	6	6%	187	8%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	3%	18	4%	432	7%	0	0%	7	6%	192	8%
				Fairly clear	36	38%	148	35%	1778	29%	4	30%	34	30%	684	29%
				Neither clear nor unclear	22	24%	135	32%	1763	28%	5	41%	43	38%	805	34%
				Fairly unclear	19	20%	73	18%	1509	24%	1	7%	18	16%	463	20%
				Very unclear	14	15%	45	11%	734	12%	3	23%	10	9%	220	9%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	5	6%	11	3%	345	6%	0	0%	4	4%	170	7%
				Fairly clear	24	27%	98	24%	1463	24%	4	31%	37	34%	631	27%
				Neither clear nor unclear	18	20%	154	38%	1805	30%	4	31%	45	41%	809	35%
				Fairly unclear	28	32%	99	24%	1591	26%	2	15%	17	15%	465	20%
				Very unclear	14	16%	49	12%	900	15%	3	23%	7	6%	252	11%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	16	17%	119	28%	1518	24%	3	22%	21	18%	562	23%
				Fairly reasonable	36	38%	173	40%	2646	42%	4	31%	62	53%	1083	44%
				Neither reasonable nor unreasonable	26	28%	84	20%	1229	19%	4	30%	25	22%	498	20%
				Fairly unreasonable	12	13%	42	10%	712	11%	1	8%	3	3%	215	9%
				Very unreasonable	4	4%	13	3%	226	4%	1	8%	5	4%	83	3%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	19	20%	103	24%	1775	28%	2	17%	14	12%	523	22%
				Fairly reasonable	42	45%	185	44%	2515	40%	7	61%	67	59%	1074	44%
				Neither reasonable nor unreasonable	22	23%	98	23%	1437	23%	1	6%	27	24%	599	25%
				Fairly unreasonable	8	9%	29	7%	405	6%	1	8%	4	4%	169	7%
				Very unreasonable	3	3%	8	2%	128	2%	1	8%	2	1%	51	2%

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					RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	11	13%	53	14%	1063	18%	2	15%	8	8%	377	16%
				Fairly reasonable	34	39%	99	26%	1669	29%	4	33%	35	33%	744	32%
				Neither reasonable nor unreasonable	30	34%	188	50%	2604	45%	5	42%	55	52%	961	42%
				Fairly unreasonable	10	12%	28	7%	349	6%	0	0%	4	4%	160	7%
				Very unreasonable	2	2%	12	3%	138	2%	1	9%	4	4%	62	3%
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	12	13%	66	16%	1222	20%	1	8%	10	9%	390	16%
				Fairly reasonable	30	32%	138	33%	1892	31%	5	44%	45	41%	761	32%
				Neither reasonable nor unreasonable	40	43%	182	43%	2552	41%	5	39%	52	46%	995	42%
				Fairly unreasonable	10	11%	26	6%	349	6%	0	0%	1	1%	168	7%
				Very unreasonable	2	2%	11	3%	170	3%	1	8%	3	3%	70	3%
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	4	4%	33	8%	884	15%	0	0%	7	6%	294	13%
				Fairly reasonable	31	33%	141	34%	1564	26%	3	21%	30	27%	637	27%
				Neither reasonable nor unreasonable	48	51%	222	53%	3255	53%	8	70%	71	63%	1203	52%
				Fairly unreasonable	5	5%	17	4%	270	4%	0	0%	2	2%	134	6%
				Very unreasonable	6	6%	7	2%	114	2%	1	8%	2	2%	60	3%
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	5	6%	26	6%	759	13%	0	0%	5	5%	263	12%
				Fairly reasonable	23	26%	93	23%	1396	23%	3	25%	36	33%	607	27%
				Neither reasonable nor unreasonable	53	58%	266	65%	3419	57%	8	67%	62	57%	1221	53%
				Fairly unreasonable	6	7%	18	4%	270	5%	1	8%	5	5%	139	6%
				Very unreasonable	3	3%	8	2%	106	2%	0	0%	1	1%	53	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	12	13%	71	17%	1130	18%	2	18%	18	16%	478	20%
				Somewhat agree	28	30%	160	38%	2032	32%	2	18%	48	42%	747	32%
				Neither agree nor disagree	9	10%	25	6%	553	9%	1	9%	10	9%	263	11%
				Somewhat disagree	27	29%	89	21%	1431	23%	1	7%	19	17%	518	22%
				Strongly disagree	17	18%	71	17%	1137	18%	5	48%	19	17%	362	15%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	26	30%	138	35%	1869	31%	4	35%	37	33%	715	31%
				Somewhat agree	28	32%	133	34%	2261	37%	4	34%	49	44%	804	35%
				Neither agree nor disagree	14	16%	39	10%	687	11%	3	24%	13	11%	323	14%
				Somewhat disagree	12	14%	58	15%	780	13%	1	7%	7	6%	280	12%
				Strongly disagree	8	9%	28	7%	459	8%	0	0%	6	5%	197	8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	19	21%	87	21%	1388	22%	4	31%	27	23%	609	25%
				Satisfied	45	48%	218	52%	3202	50%	5	38%	57	50%	1197	49%
				Neither satisfied nor dissatisfied	10	11%	49	12%	588	9%	3	23%	22	19%	266	11%
				Dissatisfied	17	19%	55	13%	963	15%	0	0%	8	7%	311	13%
				Very dissatisfied	2	2%	13	3%	201	3%	1	8%	2	1%	60	2%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	11	12%	N/A	N/A	512	15%	2	16%	N/A	N/A	252	19%
				Satisfied	35	38%	N/A	N/A	1545	46%	6	52%	N/A	N/A	583	44%
				Neither satisfied nor dissatisfied	14	15%	N/A	N/A	513	15%	2	15%	N/A	N/A	249	19%
				Dissatisfied	27	29%	N/A	N/A	625	18%	1	8%	N/A	N/A	196	15%
				Very dissatisfied	5	6%	N/A	N/A	193	6%	1	8%	N/A	N/A	48	4%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	34	36%	138	33%	2544	41%	4	33%	28	24%	825	34%
				Satisfied	50	54%	201	49%	2591	42%	6	50%	62	54%	1070	44%
				Neither satisfied nor dissatisfied	4	4%	38	9%	497	8%	2	17%	10	8%	254	11%
				Dissatisfied	5	5%	31	7%	451	7%	0	0%	15	13%	213	9%
				Very dissatisfied	0	0%	6	1%	102	2%	0	0%	1	1%	44	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	26	28%	112	27%	2392	39%	2	16%	25	22%	804	33%
				Satisfied	32	35%	155	37%	2055	33%	7	59%	46	40%	844	35%
				Neither satisfied nor dissatisfied	11	12%	60	15%	653	11%	0	0%	15	13%	286	12%
				Dissatisfied	18	20%	62	15%	801	13%	2	17%	21	18%	329	14%
				Very dissatisfied	4	4%	25	6%	296	5%	1	8%	8	7%	141	6%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	46	50%	215	52%	3291	53%	6	59%	44	38%	1053	44%
				Satisfied	28	31%	122	29%	1795	29%	4	35%	47	40%	854	36%
				Neither satisfied nor dissatisfied	10	11%	23	5%	470	8%	0	0%	14	12%	248	10%
				Dissatisfied	6	7%	43	10%	453	7%	1	7%	9	8%	157	7%
				Very dissatisfied	2	2%	12	3%	175	3%	0	0%	2	2%	89	4%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	56	61%	257	62%	4381	71%	7	67%	58	50%	1358	57%
				Satisfied	29	32%	124	30%	1366	22%	3	26%	45	39%	753	32%
				Neither satisfied nor dissatisfied	4	4%	17	4%	234	4%	0	0%	11	9%	168	7%
				Dissatisfied	2	2%	16	4%	141	2%	1	7%	2	2%	81	3%
				Very dissatisfied	1	1%	3	1%	58	1%	0	0%	0	0%	29	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	36	39%	128	31%	2190	35%	4	31%	35	31%	753	31%
				Satisfied	42	46%	158	38%	2330	38%	4	30%	44	39%	975	41%
				Neither satisfied nor dissatisfied	8	9%	60	15%	675	11%	3	23%	15	13%	289	12%
				Dissatisfied	5	6%	51	12%	705	11%	1	8%	14	12%	274	11%
				Very dissatisfied	1	1%	18	4%	292	5%	1	8%	6	5%	111	5%

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					RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	8%	61	15%	1157	21%	1	7%	7	6%	363	17%
				Satisfied	30	36%	162	40%	1887	34%	3	29%	33	31%	706	33%
				Neither satisfied nor dissatisfied	26	31%	89	22%	1072	20%	2	17%	39	36%	484	23%
				Dissatisfied	12	14%	78	19%	1043	19%	4	37%	24	22%	415	20%
				Very dissatisfied	8	10%	13	3%	312	6%	1	10%	5	5%	151	7%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	14	20%	67	22%	1294	23%	3	30%	11	12%	432	20%
				Satisfied	29	41%	124	42%	2269	41%	4	50%	33	37%	907	42%
				Neither satisfied nor dissatisfied	16	23%	64	21%	906	16%	1	11%	22	25%	409	19%
				Dissatisfied	7	10%	32	11%	870	16%	1	8%	18	20%	314	15%
				Very dissatisfied	4	6%	12	4%	224	4%	0	0%	5	6%	96	4%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	3%	24	6%	663	10%	1	8%	9	8%	343	14%
				Satisfied	12	13%	94	22%	1792	28%	3	23%	35	30%	799	33%
				Neither satisfied nor dissatisfied	13	14%	63	15%	731	12%	3	21%	23	20%	326	13%
				Dissatisfied	37	40%	162	38%	2075	33%	4	31%	38	33%	651	27%
				Very dissatisfied	27	30%	79	19%	1066	17%	2	17%	10	9%	319	13%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	3%	19	5%	523	9%	1	9%	4	4%	190	8%
				Satisfied	14	19%	107	30%	1488	26%	2	16%	21	20%	564	25%
				Neither satisfied nor dissatisfied	40	52%	142	40%	1901	33%	6	51%	38	38%	709	32%
				Dissatisfied	12	16%	67	19%	1173	21%	1	7%	31	30%	501	22%
				Very dissatisfied	8	11%	23	6%	633	11%	2	18%	8	7%	275	12%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	43	47%	226	53%	3802	60%	4	30%	32	28%	1083	45%
				Satisfied	35	38%	143	34%	1782	28%	7	56%	52	46%	886	37%
				Neither satisfied nor dissatisfied	6	7%	34	8%	389	6%	1	6%	19	17%	280	12%
				Dissatisfied	5	6%	11	3%	236	4%	0	0%	8	7%	144	6%
				Very dissatisfied	3	3%	7	2%	88	1%	1	8%	2	1%	31	1%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	12	13%	93	22%	1409	22%	1	8%	22	19%	488	20%
				Satisfied	32	35%	179	43%	2027	32%	5	38%	50	43%	894	37%
				Neither satisfied nor dissatisfied	15	16%	59	14%	891	14%	2	17%	26	22%	383	16%
				Dissatisfied	25	28%	61	15%	1269	20%	3	29%	14	12%	425	18%
				Very dissatisfied	7	8%	23	6%	679	11%	1	8%	4	3%	234	10%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	6	7%	35	10%	763	13%	2	15%	8	8%	264	12%
				Satisfied	20	24%	113	31%	1606	28%	3	26%	24	24%	665	29%
				Neither satisfied nor dissatisfied	19	23%	86	24%	1138	20%	1	7%	25	25%	482	21%
				Dissatisfied	22	26%	82	22%	1354	23%	4	33%	31	30%	501	22%
				Very dissatisfied	16	19%	47	13%	923	16%	2	18%	14	14%	351	16%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	25	28%	136	32%	1824	29%	6	49%	37	32%	659	27%
				Satisfied	27	30%	161	38%	2042	33%	1	8%	49	43%	860	36%
				Neither satisfied nor dissatisfied	16	18%	40	9%	737	12%	4	30%	16	14%	339	14%
				Dissatisfied	15	17%	64	15%	1105	18%	2	13%	10	9%	328	14%
				Very dissatisfied	7	8%	21	5%	571	9%	0	0%	3	3%	220	9%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	6	7%	44	11%	825	14%	3	22%	14	13%	362	15%
				Satisfied	16	19%	121	31%	1856	31%	2	17%	38	34%	826	35%
				Neither satisfied nor dissatisfied	27	32%	103	27%	1376	23%	3	25%	30	26%	522	22%
				Dissatisfied	21	25%	94	24%	1266	21%	3	28%	21	18%	425	18%
				Very dissatisfied	15	18%	25	6%	585	10%	1	8%	10	9%	231	10%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	25	29%	76	19%	1128	19%	6	54%	23	20%	433	18%
				Satisfied	47	52%	198	50%	2315	40%	5	46%	56	50%	989	42%
				Neither satisfied nor dissatisfied	11	12%	85	22%	1492	26%	0	0%	26	23%	563	24%
				Dissatisfied	4	5%	28	7%	656	11%	0	0%	7	6%	261	11%
				Very dissatisfied	2	2%	7	2%	241	4%	0	0%	1	1%	109	5%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	9	10%	103	24%	1370	22%	4	37%	33	29%	512	21%
				Satisfied	47	50%	177	42%	2356	38%	5	42%	53	47%	939	39%
				Neither satisfied nor dissatisfied	19	21%	74	18%	1099	18%	0	0%	18	16%	503	21%
				Dissatisfied	13	14%	52	12%	953	15%	2	14%	6	5%	293	12%
				Very dissatisfied	5	5%	15	4%	438	7%	1	7%	4	3%	151	6%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	11	12%	73	17%	1723	27%	3	25%	36	33%	897	37%
				Important	29	31%	167	40%	2567	41%	6	52%	43	39%	970	40%
				Neither important nor unimportant	32	35%	117	28%	1157	18%	1	7%	23	20%	360	15%
				Unimportant	18	20%	45	11%	594	9%	2	16%	7	6%	129	5%
				Very unimportant	2	2%	19	5%	262	4%	0	0%	3	2%	59	2%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	33	36%	151	36%	3010	48%	4	36%	41	36%	1070	44%
				Important	36	40%	203	48%	2534	40%	5	46%	57	50%	1012	42%
				Neither important nor unimportant	16	18%	51	12%	494	8%	2	17%	12	10%	240	10%
				Unimportant	5	5%	7	2%	171	3%	0	0%	2	2%	61	3%
				Very unimportant	1	1%	7	2%	80	1%	0	0%	2	2%	24	1%

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item	theme	name	description	response scale	RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	30	32%	140	34%	2401	38%	5	46%	38	33%	931	39%
				Important	48	52%	231	56%	2994	48%	5	47%	64	56%	1148	48%
				Neither important nor unimportant	9	10%	29	7%	588	9%	1	7%	8	7%	242	10%
				Unimportant	4	4%	8	2%	224	4%	0	0%	2	2%	67	3%
				Very unimportant	1	1%	8	2%	66	1%	0	0%	1	1%	23	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	32	35%	117	28%	2172	35%	5	46%	37	32%	877	37%
				Important	44	49%	237	58%	2940	47%	5	47%	66	58%	1138	47%
				Neither important nor unimportant	12	13%	40	10%	803	13%	1	7%	10	9%	287	12%
				Unimportant	0	0%	11	3%	251	4%	0	0%	0	0%	72	3%
				Very unimportant	3	3%	7	2%	91	1%	0	0%	1	1%	25	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	19	22%	102	25%	2386	38%	4	36%	49	42%	1087	45%
				Important	34	37%	182	44%	2375	38%	5	47%	49	42%	879	37%
				Neither important nor unimportant	24	27%	81	20%	954	15%	2	17%	13	12%	292	12%
				Unimportant	10	11%	34	8%	371	6%	0	0%	2	1%	90	4%
				Very unimportant	3	3%	11	3%	149	2%	0	0%	3	3%	44	2%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	25	26%	63	15%	997	16%	6	51%	27	24%	598	25%
				Important	47	50%	220	53%	2795	45%	5	41%	68	59%	1171	49%
				Neither important nor unimportant	19	20%	100	24%	1480	24%	1	7%	14	12%	439	18%
				Unimportant	2	2%	22	5%	787	13%	0	0%	5	5%	151	6%
				Very unimportant	1	1%	10	2%	198	3%	0	0%	1	1%	44	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	53	57%	252	61%	3708	59%	8	64%	80	69%	1489	62%
				Important	35	38%	148	36%	2104	33%	4	36%	34	29%	776	32%
				Neither important nor unimportant	3	3%	12	3%	312	5%	0	0%	2	2%	107	4%
				Unimportant	2	2%	3	1%	123	2%	0	0%	0	0%	25	1%
				Very unimportant	0	0%	1	0%	41	1%	0	0%	0	0%	18	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	20	22%	158	38%	2935	47%	7	61%	60	53%	1190	50%
				Important	42	46%	168	41%	1907	31%	3	25%	38	33%	778	33%
				Neither important nor unimportant	20	22%	65	16%	1004	16%	2	14%	14	12%	340	14%
				Unimportant	6	7%	16	4%	264	4%	0	0%	0	0%	52	2%
				Very unimportant	3	3%	4	1%	103	2%	0	0%	2	2%	28	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	16	18%	84	21%	1449	23%	3	25%	32	28%	723	31%
				Important	29	33%	161	40%	1958	32%	5	44%	49	43%	834	35%
				Neither important nor unimportant	34	38%	132	32%	1974	32%	3	23%	28	24%	641	27%
				Unimportant	9	10%	24	6%	556	9%	1	7%	3	2%	122	5%
				Very unimportant	1	1%	7	2%	231	4%	0	0%	3	3%	49	2%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	32	35%	153	37%	2759	44%	5	42%	46	40%	1062	44%
				Important	41	44%	203	49%	2615	42%	5	44%	56	49%	988	41%
				Neither important nor unimportant	16	17%	48	12%	687	11%	1	7%	10	9%	279	12%
				Unimportant	2	2%	6	1%	143	2%	1	8%	2	2%	53	2%
				Very unimportant	2	2%	3	1%	41	1%	0	0%	1	1%	14	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	50	55%	214	52%	3757	60%	6	49%	67	58%	1429	60%
				Important	37	41%	174	42%	2129	34%	6	51%	44	39%	839	35%
				Neither important nor unimportant	3	3%	20	5%	278	4%	0	0%	3	2%	108	5%
				Unimportant	1	1%	2	0%	58	1%	0	0%	1	1%	19	1%
				Very unimportant	0	0%	2	0%	27	0%	0	0%	0	0%	4	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	31	34%	90	22%	1699	27%	5	48%	32	28%	811	34%
				Important	47	51%	218	53%	3212	52%	4	44%	71	62%	1183	50%
				Neither important nor unimportant	13	14%	76	18%	933	15%	1	8%	6	5%	284	12%
				Unimportant	1	1%	22	5%	305	5%	0	0%	6	5%	83	3%
				Very unimportant	0	0%	4	1%	81	1%	0	0%	0	0%	29	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	11	13%	100	25%	1902	31%	5	39%	41	37%	831	36%
				Important	16	19%	87	22%	1322	22%	2	15%	34	31%	630	27%
				Neither important nor unimportant	20	24%	100	25%	1412	23%	4	31%	27	25%	499	22%
				Unimportant	15	18%	54	14%	531	9%	2	15%	3	3%	163	7%
				Very unimportant	21	25%	59	15%	951	16%	0	0%	6	5%	187	8%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	9	10%	54	13%	987	16%	2	15%	29	26%	623	26%
				Important	20	23%	87	21%	1316	21%	3	25%	35	31%	634	27%
				Neither important nor unimportant	31	35%	152	38%	1914	31%	5	45%	30	27%	672	29%
				Unimportant	17	19%	68	17%	1000	16%	2	15%	11	10%	252	11%
				Very unimportant	11	12%	45	11%	956	15%	0	0%	7	7%	176	7%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	24	28%	111	27%	2251	37%	4	41%	40	37%	922	39%
				Important	28	33%	158	39%	2023	33%	3	38%	39	36%	797	34%
				Neither important nor unimportant	21	25%	98	24%	1139	18%	2	21%	22	21%	424	18%
				Unimportant	4	5%	19	5%	304	5%	0	0%	1	1%	100	4%
				Very unimportant	8	9%	20	5%	445	7%	0	0%	6	6%	96	4%

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item	theme	name	description	response scale	RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	20	23%	111	28%	1717	28%	4	37%	43	39%	919	39%
				Important	18	21%	99	25%	1609	26%	2	17%	38	35%	686	29%
				Neither important nor unimportant	24	28%	115	29%	1475	24%	3	29%	17	15%	445	19%
				Unimportant	9	11%	44	11%	564	9%	2	17%	6	5%	141	6%
				Very unimportant	15	17%	34	8%	780	13%	0	0%	7	6%	149	6%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	12	14%	N/A	N/A	183	8%	2	21%	N/A	N/A	157	16%
				Important	18	21%	N/A	N/A	476	21%	2	23%	N/A	N/A	279	29%
				Neither important nor unimportant	32	37%	N/A	N/A	916	40%	4	45%	N/A	N/A	303	32%
				Unimportant	7	8%	N/A	N/A	383	17%	1	11%	N/A	N/A	140	15%
				Very unimportant	17	20%	N/A	N/A	330	14%	0	0%	N/A	N/A	76	8%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	32	36%	N/A	N/A	688	30%	7	60%	N/A	N/A	390	40%
				Important	21	24%	N/A	N/A	780	34%	2	17%	N/A	N/A	331	34%
				Neither important nor unimportant	20	23%	N/A	N/A	501	22%	2	15%	N/A	N/A	160	16%
				Unimportant	5	6%	N/A	N/A	160	7%	1	7%	N/A	N/A	55	6%
				Very unimportant	10	11%	N/A	N/A	187	8%	0	0%	N/A	N/A	40	4%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	18	21%	N/A	N/A	473	21%	1	9%	N/A	N/A	279	29%
				Important	31	36%	N/A	N/A	946	41%	7	67%	N/A	N/A	408	43%
				Neither important nor unimportant	26	30%	N/A	N/A	590	26%	2	17%	N/A	N/A	195	20%
				Unimportant	4	5%	N/A	N/A	148	6%	1	7%	N/A	N/A	43	4%
				Very unimportant	8	9%	N/A	N/A	135	6%	0	0%	N/A	N/A	31	3%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	8	9%	N/A	N/A	144	6%	0	0%	N/A	N/A	91	10%
				Important	16	19%	N/A	N/A	320	14%	2	17%	N/A	N/A	194	21%
				Neither important nor unimportant	26	31%	N/A	N/A	977	43%	6	56%	N/A	N/A	407	44%
				Unimportant	18	21%	N/A	N/A	430	19%	2	17%	N/A	N/A	131	14%
				Very unimportant	17	20%	N/A	N/A	393	17%	1	10%	N/A	N/A	104	11%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	20	6%	373	8%	1	13%	4	4%	198	10%
				Effective	16	26%	87	26%	1281	27%	5	62%	29	37%	646	33%
				Neither effective nor ineffective	24	39%	107	32%	1118	24%	2	26%	23	29%	495	26%
				Ineffective	14	23%	71	21%	1056	23%	0	0%	18	23%	335	17%
				Very ineffective	8	13%	48	14%	857	18%	0	0%	6	8%	257	13%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	9	12%	58	15%	1029	18%	1	10%	9	11%	354	16%
				Effective	31	42%	146	39%	2297	40%	4	36%	37	41%	872	40%
				Neither effective nor ineffective	25	34%	108	29%	1211	21%	5	46%	29	33%	509	23%
				Ineffective	5	7%	40	11%	738	13%	1	8%	10	12%	275	13%
				Very ineffective	4	6%	24	6%	484	8%	0	0%	3	4%	170	8%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	5	6%	54	14%	867	15%	2	19%	12	11%	368	16%
				Effective	42	47%	207	52%	2491	43%	6	56%	59	53%	992	44%
				Neither effective nor ineffective	17	20%	72	18%	1135	20%	0	0%	19	17%	500	22%
				Ineffective	18	21%	46	11%	835	14%	3	25%	17	15%	259	11%
				Very ineffective	6	7%	22	5%	472	8%	0	0%	4	3%	137	6%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	5	6%	47	12%	727	13%	2	19%	14	13%	327	15%
				Effective	40	46%	189	48%	2205	40%	4	36%	59	52%	933	43%
				Neither effective nor ineffective	22	26%	91	23%	1238	23%	2	17%	19	17%	488	23%
				Ineffective	14	16%	42	11%	777	14%	3	27%	14	13%	249	12%
				Very ineffective	5	6%	25	6%	514	9%	0	0%	6	5%	150	7%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	1	2%	21	6%	319	6%	1	11%	5	5%	173	8%
				Effective	4	6%	80	24%	1122	23%	2	19%	29	29%	527	26%
				Neither effective nor ineffective	27	41%	119	35%	1341	27%	2	22%	34	34%	576	28%
				Ineffective	14	21%	81	24%	1163	23%	2	19%	21	22%	422	21%
				Very ineffective	20	30%	36	11%	1022	21%	3	30%	10	10%	337	17%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	21	25%	44	12%	560	11%	5	46%	14	14%	239	12%
				Effective	47	56%	153	43%	1789	36%	4	36%	46	46%	786	38%
				Neither effective nor ineffective	12	14%	116	32%	1662	33%	1	10%	26	26%	672	33%
				Ineffective	3	4%	34	9%	627	13%	0	0%	12	12%	249	12%
				Very ineffective	1	1%	13	3%	337	7%	1	8%	1	1%	112	5%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	4	4%	44	11%	1030	18%	2	14%	12	11%	415	18%
				Effective	34	38%	154	38%	2086	36%	6	48%	52	46%	805	36%
				Neither effective nor ineffective	17	19%	64	16%	893	16%	1	7%	20	18%	415	18%
				Ineffective	19	21%	93	23%	1000	17%	3	23%	20	17%	364	16%
				Very ineffective	16	18%	49	12%	722	13%	1	8%	9	8%	251	11%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	15	5%	658	18%	1	13%	6	8%	227	15%
				Effective	8	15%	67	25%	899	25%	2	24%	15	22%	397	26%
				Neither effective nor ineffective	19	37%	82	30%	881	24%	2	25%	18	27%	443	29%
				Ineffective	12	23%	61	22%	569	16%	1	11%	15	22%	224	15%
				Very ineffective	13	25%	47	17%	633	17%	2	27%	13	20%	233	15%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

RACE/ETHNICITY

item	theme	name	description	response scale	RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	2	5%	27	12%	379	13%	1	13%	3	6%	150	11%
				Effective	13	30%	73	33%	793	26%	4	50%	19	33%	361	27%
				Neither effective nor ineffective	25	57%	88	40%	1210	40%	2	25%	24	40%	566	42%
				Ineffective	1	2%	15	7%	287	10%	1	11%	7	12%	129	10%
				Very ineffective	3	7%	15	7%	332	11%	0	0%	6	9%	137	10%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	2%	22	8%	621	14%	2	21%	8	9%	256	14%
				Effective	8	15%	77	27%	1293	30%	2	19%	31	37%	620	34%
				Neither effective nor ineffective	15	27%	56	19%	919	21%	2	21%	18	22%	489	26%
				Ineffective	15	27%	78	27%	826	19%	3	28%	13	16%	265	14%
				Very ineffective	16	29%	55	19%	712	16%	1	11%	13	16%	220	12%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	6	8%	39	11%	1117	21%	1	9%	14	14%	430	20%
				Effective	24	31%	144	40%	2024	38%	5	49%	42	40%	809	38%
				Neither effective nor ineffective	19	25%	67	19%	899	17%	2	15%	23	22%	448	21%
				Ineffective	24	31%	72	20%	792	15%	1	9%	17	16%	270	13%
				Very ineffective	4	5%	35	10%	508	10%	2	18%	10	9%	176	8%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	3	4%	18	5%	371	8%	2	19%	10	9%	194	10%
				Effective	35	43%	145	40%	1599	33%	3	34%	47	46%	732	37%
				Neither effective nor ineffective	23	28%	121	33%	1453	30%	3	29%	30	29%	567	29%
				Ineffective	15	18%	54	15%	914	19%	2	18%	11	11%	317	16%
				Very ineffective	6	7%	30	8%	532	11%	0	0%	5	5%	156	8%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	8	6%	145	6%	1	21%	0	0%	67	6%
				Effective	2	8%	11	9%	290	12%	0	0%	6	11%	189	17%
				Neither effective nor ineffective	13	52%	43	34%	762	32%	2	43%	18	37%	386	35%
				Ineffective	1	4%	23	18%	445	19%	0	0%	10	21%	199	18%
				Very ineffective	9	36%	41	33%	734	31%	2	35%	15	31%	257	23%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	2%	111	6%	0	0%	0	0%	65	7%
				Effective	0	0%	1	1%	202	11%	0	0%	4	11%	86	9%
				Neither effective nor ineffective	13	50%	24	30%	669	35%	3	61%	12	34%	333	34%
				Ineffective	4	15%	13	16%	281	15%	0	0%	8	24%	179	18%
				Very ineffective	9	35%	39	50%	653	34%	2	39%	11	31%	320	33%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	1	5%	36	24%	554	21%	N<5	N<5	8	21%	189	17%
				Effective	4	20%	56	38%	872	33%	N<5	N<5	16	40%	340	30%
				Neither effective nor ineffective	10	50%	40	27%	737	28%	N<5	N<5	9	21%	394	35%
				Ineffective	2	10%	8	5%	209	8%	N<5	N<5	4	9%	99	9%
				Very ineffective	3	15%	8	5%	237	9%	N<5	N<5	4	9%	117	10%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	12	7%	258	9%	0	0%	1	3%	132	11%
				Effective	7	24%	21	12%	499	18%	0	0%	11	21%	251	21%
				Neither effective nor ineffective	8	27%	50	29%	795	29%	2	42%	18	34%	341	28%
				Ineffective	3	10%	39	23%	480	17%	1	17%	8	16%	204	17%
				Very ineffective	11	38%	51	30%	731	26%	2	42%	14	26%	287	24%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	5	2%	N<5	N<5	N/A	N/A	8	4%
				Effective	0	0%	N/A	N/A	25	9%	N<5	N<5	N/A	N/A	22	11%
				Neither effective nor ineffective	7	58%	N/A	N/A	199	70%	N<5	N<5	N/A	N/A	127	60%
				Ineffective	2	17%	N/A	N/A	30	10%	N<5	N<5	N/A	N/A	25	12%
				Very ineffective	3	25%	N/A	N/A	28	10%	N<5	N<5	N/A	N/A	30	14%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	2	5%	N/A	N/A	88	9%	N<5	N<5	N/A	N/A	42	9%
				Effective	7	19%	N/A	N/A	285	29%	N<5	N<5	N/A	N/A	155	35%
				Neither effective nor ineffective	6	16%	N/A	N/A	197	20%	N<5	N<5	N/A	N/A	98	22%
				Ineffective	11	30%	N/A	N/A	163	16%	N<5	N<5	N/A	N/A	73	16%
				Very ineffective	11	30%	N/A	N/A	257	26%	N<5	N<5	N/A	N/A	81	18%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	63	8%	N<5	N<5	N/A	N/A	30	8%
				Effective	7	28%	N/A	N/A	205	27%	N<5	N<5	N/A	N/A	96	27%
				Neither effective nor ineffective	9	36%	N/A	N/A	264	34%	N<5	N<5	N/A	N/A	121	34%
				Ineffective	6	24%	N/A	N/A	132	17%	N<5	N<5	N/A	N/A	59	16%
				Very ineffective	3	12%	N/A	N/A	103	13%	N<5	N<5	N/A	N/A	53	15%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	7	2%	N<5	N<5	N/A	N/A	5	3%
				Effective	2	12%	N/A	N/A	32	10%	N<5	N<5	N/A	N/A	33	17%
				Neither effective nor ineffective	7	41%	N/A	N/A	205	64%	N<5	N<5	N/A	N/A	119	59%
				Ineffective	4	24%	N/A	N/A	33	10%	N<5	N<5	N/A	N/A	21	11%
				Very ineffective	4	23%	N/A	N/A	42	13%	N<5	N<5	N/A	N/A	24	12%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	4	9%	52	19%	536	13%	N<5	N<5	8	12%	195	13%
				Somewhat agree	9	20%	84	31%	1250	29%	N<5	N<5	25	36%	442	29%
				Neither agree nor disagree	13	28%	57	21%	846	20%	N<5	N<5	14	21%	366	24%
				Somewhat disagree	8	17%	51	19%	943	22%	N<5	N<5	13	18%	283	19%
				Strongly disagree	12	26%	31	11%	706	17%	N<5	N<5	9	13%	240	16%

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					RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	3	6%	41	14%	370	8%	2	31%	6	8%	143	9%
				Somewhat agree	12	26%	77	27%	1102	25%	1	17%	25	33%	394	25%
				Neither agree nor disagree	12	25%	64	23%	1007	23%	1	18%	16	22%	425	27%
				Somewhat disagree	9	19%	66	23%	1122	26%	1	17%	16	22%	334	21%
				Strongly disagree	11	24%	34	12%	758	17%	1	18%	11	15%	261	17%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	19	36%	110	36%	1219	27%	1	21%	21	28%	337	21%
				Somewhat agree	17	32%	117	39%	1451	33%	3	58%	28	37%	487	31%
				Neither agree nor disagree	10	19%	41	13%	915	21%	1	21%	17	22%	414	26%
				Somewhat disagree	5	9%	20	7%	510	11%	0	0%	5	6%	200	13%
				Strongly disagree	2	4%	16	5%	366	8%	0	0%	5	7%	152	10%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	18	32%	107	35%	1162	25%	3	42%	20	26%	334	21%
				Somewhat agree	21	37%	117	38%	1485	33%	2	27%	33	43%	490	30%
				Neither agree nor disagree	6	11%	45	15%	965	21%	2	31%	14	17%	423	26%
				Somewhat disagree	8	14%	23	8%	579	13%	0	0%	6	7%	213	13%
				Strongly disagree	3	5%	15	5%	366	8%	0	0%	5	7%	156	10%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	30	42%	N/A	N/A	1061	37%	4	39%	N/A	N/A	345	33%
				Somewhat agree	22	31%	N/A	N/A	898	31%	1	10%	N/A	N/A	345	33%
				Neither agree nor disagree	10	14%	N/A	N/A	479	17%	3	32%	N/A	N/A	214	20%
				Somewhat disagree	6	8%	N/A	N/A	290	10%	2	19%	N/A	N/A	90	8%
				Strongly disagree	4	6%	N/A	N/A	163	6%	0	0%	N/A	N/A	62	6%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	6	7%	30	7%	853	14%	1	7%	3	3%	264	11%
				Satisfied	34	38%	168	41%	2409	39%	4	36%	37	34%	827	35%
				Neither satisfied nor dissatisfied	15	17%	65	16%	759	12%	3	29%	21	19%	412	17%
				Dissatisfied	25	27%	108	27%	1497	24%	1	8%	33	30%	564	24%
				Very dissatisfied	10	11%	36	9%	676	11%	2	19%	16	15%	288	12%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	7	8%	23	6%	471	8%	0	0%	11	9%	174	7%
				Satisfied	28	31%	151	37%	1941	31%	5	49%	39	35%	743	31%
				Neither satisfied nor dissatisfied	11	12%	81	20%	1046	17%	2	18%	25	22%	472	20%
				Dissatisfied	33	36%	102	25%	1832	30%	3	24%	23	20%	648	27%
				Very dissatisfied	12	13%	47	12%	899	15%	1	9%	15	14%	324	14%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	45	51%	178	45%	2495	44%	4	38%	44	41%	789	36%
				Satisfied	28	32%	129	33%	1878	33%	5	45%	39	36%	795	36%
				Neither satisfied nor dissatisfied	6	7%	30	8%	536	9%	1	7%	15	14%	285	13%
				Dissatisfied	7	8%	36	9%	487	9%	0	0%	5	4%	190	9%
				Very dissatisfied	2	2%	23	6%	321	6%	1	10%	5	5%	122	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	26	30%	95	24%	1599	26%	4	34%	18	16%	545	23%
				Satisfied	25	29%	132	33%	2012	33%	5	42%	35	32%	740	32%
				Neither satisfied nor dissatisfied	13	15%	81	20%	967	16%	2	15%	34	31%	463	20%
				Dissatisfied	15	17%	60	15%	959	16%	0	0%	13	12%	342	15%
				Very dissatisfied	8	9%	33	8%	606	10%	1	9%	10	9%	233	10%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	19	22%	92	23%	1412	24%	3	26%	20	19%	491	22%
				Satisfied	31	36%	135	34%	1709	29%	5	47%	22	20%	634	28%
				Neither satisfied nor dissatisfied	19	22%	72	18%	1123	19%	3	27%	34	32%	509	22%
				Dissatisfied	13	15%	68	17%	1025	17%	0	0%	21	20%	375	17%
				Very dissatisfied	5	6%	27	7%	642	11%	0	0%	10	9%	263	12%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	29	33%	N/A	N/A	564	25%	2	17%	N/A	N/A	189	20%
				Satisfied	30	35%	N/A	N/A	818	36%	6	55%	N/A	N/A	331	35%
				Neither satisfied nor dissatisfied	16	18%	N/A	N/A	443	19%	1	9%	N/A	N/A	230	24%
				Dissatisfied	7	8%	N/A	N/A	288	13%	1	9%	N/A	N/A	117	12%
				Very dissatisfied	5	6%	N/A	N/A	175	8%	1	9%	N/A	N/A	77	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	25	29%	104	26%	1562	25%	4	35%	22	20%	514	22%
				Satisfied	33	38%	156	39%	2012	33%	3	26%	33	29%	769	33%
				Neither satisfied nor dissatisfied	13	15%	66	16%	984	16%	2	16%	34	31%	480	21%
				Dissatisfied	13	15%	55	14%	1014	17%	1	14%	15	14%	360	15%
				Very dissatisfied	2	2%	19	5%	556	9%	1	9%	6	5%	214	9%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	29	33%	114	29%	1720	28%	5	42%	21	20%	527	23%
				Satisfied	37	41%	179	45%	2197	36%	4	40%	39	37%	793	34%
				Neither satisfied nor dissatisfied	12	14%	65	16%	1217	20%	1	9%	30	29%	574	25%
				Dissatisfied	8	9%	32	8%	628	10%	0	0%	10	9%	264	11%
				Very dissatisfied	2	2%	12	3%	339	6%	1	9%	6	6%	151	7%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	34	38%	119	30%	1935	32%	5	42%	21	20%	591	26%
				Satisfied	40	44%	177	45%	2410	40%	4	33%	51	47%	886	39%
				Neither satisfied nor dissatisfied	9	10%	64	16%	917	15%	1	9%	18	17%	478	21%
				Dissatisfied	7	8%	30	8%	543	9%	1	7%	16	15%	216	10%
				Very dissatisfied	0	0%	6	1%	200	3%	1	9%	2	2%	100	4%

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					RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied Satisfied Neither satisfied nor dissatisfied Dissatisfied Very dissatisfied	35	39%	137	34%	2202	37%	5	45%	24	22%	661	29%	
				41	45%	170	43%	2264	38%	4	35%	46	42%	872	39%	
				8	9%	61	15%	960	16%	0	0%	24	22%	476	21%	
				7	8%	25	6%	437	7%	1	10%	12	11%	171	8%	
				0	0%	6	1%	138	2%	1	10%	3	2%	84	4%	
Q40	climate, culture, collegiality	how well you fit	Very satisfied	41	45%	151	37%	2205	36%	4	35%	30	27%	669	29%	
			Satisfied	32	36%	141	35%	2066	33%	3	24%	49	44%	845	36%	
			Neither satisfied nor dissatisfied	11	12%	50	12%	721	12%	2	16%	21	19%	407	17%	
			Dissatisfied	4	4%	41	10%	737	12%	2	16%	8	7%	252	11%	
			Very dissatisfied	2	2%	20	5%	440	7%	1	9%	4	4%	169	7%	
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	Very satisfied	24	28%	94	24%	1541	25%	3	26%	20	19%	517	22%	
			Satisfied	22	26%	130	32%	1946	32%	2	18%	39	36%	750	33%	
			Neither satisfied nor dissatisfied	21	25%	89	22%	932	15%	4	32%	27	25%	468	20%	
			Dissatisfied	13	15%	52	13%	1026	17%	2	15%	14	13%	347	15%	
			Very dissatisfied	6	7%	36	9%	683	11%	1	9%	8	7%	221	10%	
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	Very satisfied	36	41%	N/A	N/A	814	36%	3	26%	N/A	N/A	243	26%	
			Satisfied	32	37%	N/A	N/A	975	43%	4	34%	N/A	N/A	397	43%	
			Neither satisfied nor dissatisfied	14	16%	N/A	N/A	328	15%	3	24%	N/A	N/A	205	22%	
			Dissatisfied	4	4%	N/A	N/A	84	4%	1	7%	N/A	N/A	62	7%	
			Very dissatisfied	1	1%	N/A	N/A	49	2%	1	9%	N/A	N/A	19	2%	
Q41B	climate, culture, collegiality	participation in governance of institution	Very satisfied	28	33%	N/A	N/A	489	22%	5	42%	N/A	N/A	153	17%	
			Satisfied	32	37%	N/A	N/A	922	42%	5	42%	N/A	N/A	340	38%	
			Neither satisfied nor dissatisfied	20	24%	N/A	N/A	540	25%	0	0%	N/A	N/A	288	32%	
			Dissatisfied	4	5%	N/A	N/A	141	6%	1	7%	N/A	N/A	80	9%	
			Very dissatisfied	2	2%	N/A	N/A	93	4%	1	9%	N/A	N/A	35	4%	
Q41C	climate, culture, collegiality	participation in governance of department	Very satisfied	36	41%	N/A	N/A	667	29%	6	51%	N/A	N/A	196	21%	
			Satisfied	27	31%	N/A	N/A	984	43%	4	34%	N/A	N/A	378	41%	
			Neither satisfied nor dissatisfied	13	15%	N/A	N/A	381	17%	0	0%	N/A	N/A	221	24%	
			Dissatisfied	9	10%	N/A	N/A	144	6%	1	7%	N/A	N/A	81	9%	
			Very dissatisfied	3	3%	N/A	N/A	103	5%	1	9%	N/A	N/A	52	6%	
Q42	climate, culture, collegiality	on the whole, institution is collegial	Strongly agree	48	53%	N/A	N/A	1555	47%	6	57%	N/A	N/A	548	43%	
			Somewhat agree	27	30%	N/A	N/A	1110	34%	3	24%	N/A	N/A	439	34%	
			Neither agree nor disagree	7	8%	N/A	N/A	189	6%	0	0%	N/A	N/A	115	9%	
			Somewhat disagree	4	4%	N/A	N/A	266	8%	1	9%	N/A	N/A	121	10%	
			Strongly disagree	4	4%	N/A	N/A	159	5%	1	9%	N/A	N/A	52	4%	
Q45A	global satisfaction	department as a place to work	Very satisfied	35	38%	158	39%	2076	34%	3	26%	35	31%	658	28%	
			Satisfied	38	42%	158	39%	2588	42%	5	49%	43	38%	1045	44%	
			Neither satisfied nor dissatisfied	13	14%	41	10%	573	9%	1	7%	18	16%	308	13%	
			Dissatisfied	4	4%	33	8%	651	11%	1	9%	15	13%	222	9%	
			Very dissatisfied	1	1%	14	3%	281	5%	1	9%	1	1%	116	5%	
Q45B	global satisfaction	institution as a place to work	Very satisfied	20	22%	93	23%	1173	19%	3	24%	25	22%	403	17%	
			Satisfied	39	43%	198	49%	2893	47%	6	53%	48	43%	1142	49%	
			Neither satisfied nor dissatisfied	19	21%	73	18%	1002	16%	1	7%	26	23%	442	19%	
			Dissatisfied	8	9%	27	7%	826	13%	1	7%	14	12%	258	11%	
			Very dissatisfied	5	6%	14	3%	282	5%	1	9%	1	1%	104	4%	
Q46A	global satisfaction	chief academic officer	Chancellor	26	31%	83	24%	356	8%	3	29%	31	31%	192	11%	
			President	0	0%	14	4%	856	19%	0	0%	4	4%	334	19%	
			Vice President for Academic Affairs	1	1%	18	5%	295	6%	0	0%	3	3%	148	8%	
			Academic Dean	1	1%	22	6%	544	12%	1	10%	7	7%	234	13%	
			Provost	56	65%	213	61%	2523	55%	6	61%	55	55%	857	48%	
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	Other	1	1%	0	0%	54	1%	0	0%	0	0%	22	1%	
			Strongly agree	14	20%	48	18%	587	16%	2	21%	24	32%	292	20%	
			Somewhat agree	22	30%	86	32%	1067	29%	0	0%	27	35%	436	30%	
			Neither agree nor disagree	19	26%	71	26%	931	25%	4	43%	18	23%	397	27%	
			Somewhat disagree	10	14%	45	17%	630	17%	2	24%	1	2%	182	12%	
Q47	global satisfaction	how long will remain at institution	Strongly disagree	7	10%	19	7%	466	13%	1	12%	6	8%	162	11%	
			For the rest of my career	36	43%	84	23%	1015	18%	4	36%	12	12%	275	13%	
			For the foreseeable future	32	39%	180	49%	2723	48%	3	27%	51	50%	830	39%	
			For no more than 5 years after earning	6	7%	48	13%	807	14%	0	0%	9	9%	270	13%	
			I haven't thought that far ahead	9	11%	57	15%	1142	20%	4	36%	30	29%	746	35%	
Q47B	global satisfaction	why you plan to remain no more than 5 years	Prefer to work at another academic institution	4	67%	N/A	N/A	190	70%	N<5	N<5	N/A	N/A	67	65%	
			Prefer to work in private industry	1	16%	N/A	N/A	4	1%	N<5	N<5	N/A	N/A	3	3%	
			Prefer to work in government	0	0%	N/A	N/A	3	1%	N<5	N<5	N/A	N/A	0	0%	
			Other	1	17%	N/A	N/A	75	27%	N<5	N<5	N/A	N/A	33	32%	

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item	theme	name	description	response scale	RACE/ETHNICITY											
					WHITE FACULTY						FACULTY OF COLOR					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	43	49%	193	49%	2791	46%	3	32%	36	33%	822	37%
				Somewhat agree	28	32%	113	29%	1814	30%	3	30%	38	36%	812	36%
				Neither agree nor disagree	8	9%	35	9%	536	9%	3	27%	17	16%	282	13%
				Somewhat disagree	5	6%	36	9%	564	9%	0	0%	12	12%	199	9%
				Strongly disagree	4	5%	18	4%	306	5%	1	11%	3	3%	130	6%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	53	59%	221	57%	2905	48%	3	32%	56	54%	1009	45%
				Recommend with reservations	31	35%	151	39%	2720	45%	5	58%	41	40%	1061	48%
				Not recommend dept	5	6%	18	5%	393	7%	1	11%	6	6%	150	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	13	15%	90	22%	1149	19%	3	26%	26	25%	435	19%
				Good	45	52%	219	55%	3024	49%	6	56%	51	49%	1096	48%
				So-so	21	24%	71	18%	1482	24%	1	7%	25	24%	589	26%
				Bad	3	3%	11	3%	336	5%	0	0%	2	2%	100	4%
				Awful	5	6%	8	2%	142	2%	1	10%	1	1%	53	2%

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item	theme	name	description	response scale	ACADEMIC AREA																	
					HUMANITIES						SOCIAL SCIENCES						PHYSICAL SCIENCES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	3	25%	22	23%	279	24%	2	19%	23	23%	321	22%	0	0%	11	27%	133	25%
				Fairly clear	6	51%	51	52%	583	51%	3	30%	58	56%	732	51%	7	56%	18	45%	271	51%
				Neither clear nor unclear	1	8%	6	6%	122	11%	2	20%	5	5%	173	12%	4	31%	6	15%	74	14%
				Fairly unclear	2	15%	14	15%	110	10%	1	10%	15	15%	156	11%	2	14%	5	12%	32	6%
				Very unclear	0	0%	4	4%	52	5%	2	20%	2	2%	65	4%	0	0%	0	0%	19	4%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	2	17%	24	24%	251	22%	4	39%	28	27%	309	21%	0	0%	8	19%	110	21%
				Fairly clear	6	51%	49	50%	584	51%	1	10%	55	53%	722	50%	6	48%	21	53%	283	53%
				Neither clear nor unclear	1	8%	8	8%	131	11%	2	20%	6	6%	169	12%	5	39%	8	19%	73	14%
				Fairly unclear	2	17%	15	15%	126	11%	1	10%	11	11%	172	12%	1	6%	3	7%	44	8%
				Very unclear	1	7%	3	3%	54	5%	2	20%	4	4%	76	5%	1	8%	1	2%	20	4%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	2	17%	17	17%	167	15%	2	19%	23	23%	210	14%	0	0%	9	22%	73	14%
				Fairly clear	5	43%	46	46%	516	45%	3	30%	44	42%	613	42%	4	32%	12	30%	239	45%
				Neither clear nor unclear	3	25%	15	15%	187	16%	0	0%	16	15%	242	17%	5	39%	10	25%	126	24%
				Fairly unclear	1	9%	16	16%	189	17%	2	20%	15	15%	267	18%	3	21%	5	12%	61	11%
				Very unclear	1	7%	6	6%	80	7%	3	30%	5	5%	115	8%	1	8%	4	10%	32	6%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	3	25%	19	20%	228	20%	2	22%	24	23%	261	18%	0	0%	8	20%	87	17%
				Fairly clear	5	43%	49	50%	528	46%	2	22%	46	45%	658	46%	5	40%	20	51%	262	50%
				Neither clear nor unclear	1	8%	19	20%	204	18%	1	11%	20	20%	246	17%	5	39%	6	15%	119	23%
				Fairly unclear	2	17%	7	7%	119	10%	2	23%	11	10%	204	14%	2	14%	4	10%	41	8%
				Very unclear	1	7%	3	3%	57	5%	2	23%	2	2%	68	5%	1	8%	2	5%	19	4%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	3	25%	25	26%	230	20%	2	20%	19	19%	282	20%	0	0%	10	24%	102	20%
				Fairly clear	6	49%	41	43%	503	45%	5	50%	56	54%	601	42%	10	79%	18	44%	220	42%
				Neither clear nor unclear	1	9%	18	18%	224	20%	1	10%	19	18%	358	25%	3	21%	10	25%	135	26%
				Fairly unclear	2	17%	10	10%	118	10%	0	0%	7	6%	124	9%	0	0%	1	2%	39	8%
				Very unclear	0	0%	3	3%	48	4%	2	20%	2	2%	70	5%	0	0%	2	5%	26	5%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	23%	25	25%	295	26%	2	19%	25	24%	361	25%	0	0%	8	20%	136	26%
				Fairly clear	6	47%	46	47%	558	49%	3	30%	55	52%	696	48%	4	32%	20	50%	261	50%
				Neither clear nor unclear	2	15%	13	14%	119	10%	1	10%	9	8%	163	11%	6	46%	5	13%	66	13%
				Fairly unclear	2	14%	13	13%	138	12%	2	20%	15	15%	174	12%	3	22%	7	17%	46	9%
				Very unclear	0	0%	1	1%	33	3%	2	20%	1	1%	45	3%	0	0%	0	0%	18	3%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	8%	19	19%	196	17%	4	40%	17	16%	272	19%	1	8%	7	18%	101	19%
				Fairly clear	9	70%	45	45%	551	49%	5	50%	55	53%	651	45%	7	55%	17	45%	266	51%
				Neither clear nor unclear	1	8%	22	22%	181	16%	1	10%	22	22%	273	19%	4	29%	9	22%	93	18%
				Fairly unclear	1	6%	10	10%	170	15%	0	0%	8	8%	193	13%	1	8%	6	15%	49	9%
				Very unclear	1	8%	3	3%	37	3%	0	0%	1	1%	52	4%	0	0%	0	0%	11	2%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	7	8%	90	8%	2	20%	7	7%	147	11%	1	9%	5	14%	58	12%
				Fairly clear	3	23%	27	29%	308	29%	4	40%	30	31%	394	28%	4	34%	10	28%	188	37%
				Neither clear nor unclear	6	47%	29	32%	318	30%	1	10%	36	37%	430	31%	3	25%	14	39%	142	28%
				Fairly unclear	3	22%	18	20%	246	23%	1	10%	21	21%	313	23%	3	25%	4	11%	87	17%
				Very unclear	1	8%	9	10%	106	10%	2	20%	4	4%	103	7%	1	8%	3	8%	32	6%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	8	9%	92	8%	3	30%	6	6%	165	12%	0	0%	7	19%	62	12%
				Fairly clear	6	47%	33	35%	427	38%	2	20%	33	33%	475	33%	5	38%	10	27%	188	36%
				Neither clear nor unclear	3	23%	26	27%	279	25%	1	10%	36	36%	390	27%	4	31%	7	19%	142	28%
				Fairly unclear	3	24%	22	23%	219	20%	2	20%	13	13%	264	19%	4	31%	11	28%	88	17%
				Very unclear	1	6%	5	5%	100	9%	2	20%	11	11%	127	9%	0	0%	3	8%	36	7%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	2	2%	73	7%	1	10%	3	3%	114	8%	0	0%	4	10%	36	7%
				Fairly clear	3	24%	31	32%	307	28%	5	50%	32	32%	404	29%	6	46%	12	32%	160	31%
				Neither clear nor unclear	6	47%	34	35%	328	30%	0	0%	36	36%	394	28%	2	15%	11	29%	163	32%
				Fairly unclear	2	14%	19	19%	257	23%	2	20%	15	15%	333	24%	4	31%	8	21%	103	20%
				Very unclear	2	15%	12	12%	144	13%	2	20%	13	13%	153	11%	1	8%	3	7%	50	10%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	1	1%	63	6%	1	11%	5	5%	99	7%	0	0%	1	3%	24	5%
				Fairly clear	2	17%	12	14%	209	20%	3	33%	26	27%	304	23%	5	41%	7	19%	130	26%
				Neither clear nor unclear	1	8%	36	40%	346	33%	0	0%	33	33%	388	29%	3	25%	19	51%	176	35%
				Fairly unclear	7	58%	27	30%	256	24%	3	34%	22	22%	344	26%	2	17%	7	19%	116	23%
				Very unclear	2	17%	14	15%	188	18%	2	22%	12	13%	212	16%	2	17%	3	8%	62	12%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	4	31%	33	33%	314	28%	2	19%	36	34%	409	29%	0	0%	14	35%	163	31%
				Fairly reasonable	7	53%	39	40%	460	41%	5	50%	39	37%	585	41%	3	24%	14	35%	225	43%
				Neither reasonable nor unreasonable	1	8%	15	15%	204	18%	2	20%	16	16%	234	16%	7	53%	10	25%	99	19%
				Fairly unreasonable	1	8%	7	7%	115	10%	1	10%	10	10%	151	11%	3	24%	1	2%	21	4%
				Very unreasonable	0	0%	5	5%	42	4%	0	0%	3	3%	44	3%	0	0%	1	2%	16	3%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	2	16%	27	28%	295	26%	5	50%	24	23%	437	31%	1	8%	9	23%	146	28%
				Fairly reasonable	9	69%	33	34%	458	41%	3	30%	47	45%	524	37%	6	47%	18	45%	219	42%
				Neither reasonable nor unreasonable	1	8%	29	30%	276	24%	1	10%	26	25%	326	23%	6	45%	11	28%	110	21%
				Fairly unreasonable	1	8%	8	8%	76	7%	0	0%	8	7%	107	8%	0	0%	2	5%	32	6%
				Very unreasonable	0	0%	1	1%	23	2%	1	10%	0	0%	29	2%	0	0%	0	0%	10	2%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HUMANITIES						ACADEMIC AREA SOCIAL SCIENCES						PHYSICAL SCIENCES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	15	17%	169	16%	3	30%	15	15%	264	20%	1	9%	6	17%	112	22%
				Fairly reasonable	4	30%	20	22%	261	25%	3	30%	27	28%	359	27%	4	34%	13	37%	161	32%
				Neither reasonable nor unreasonable	8	63%	48	53%	512	49%	3	30%	51	52%	611	45%	4	33%	15	42%	197	39%
				Fairly unreasonable	1	8%	4	4%	70	7%	0	0%	5	5%	79	6%	3	25%	1	3%	19	4%
				Very unreasonable	0	0%	4	4%	35	3%	1	10%	0	0%	37	3%	0	0%	1	2%	12	2%
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	2	16%	13	14%	196	18%	3	30%	12	12%	308	22%	1	8%	9	24%	110	21%
				Fairly reasonable	6	45%	27	29%	325	30%	2	20%	33	33%	403	29%	3	22%	12	32%	171	33%
				Neither reasonable nor unreasonable	4	31%	44	47%	450	41%	3	30%	48	48%	553	40%	6	47%	14	37%	182	35%
				Fairly unreasonable	1	8%	7	7%	89	8%	1	10%	4	4%	84	6%	3	24%	1	3%	29	6%
				Very unreasonable	0	0%	3	4%	43	4%	1	10%	3	3%	36	3%	0	0%	2	5%	21	4%
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	8%	7	7%	143	13%	1	10%	6	6%	216	16%	1	8%	3	7%	74	15%
				Fairly reasonable	3	22%	28	29%	272	25%	5	50%	31	31%	348	26%	3	22%	14	37%	138	27%
				Neither reasonable nor unreasonable	7	55%	57	59%	593	54%	2	20%	57	57%	691	51%	7	55%	19	50%	260	51%
				Fairly unreasonable	0	0%	2	2%	54	5%	0	0%	5	5%	67	5%	1	8%	1	3%	20	4%
				Very unreasonable	2	15%	3	3%	31	3%	2	20%	1	1%	36	3%	1	8%	1	2%	14	3%
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	3	3%	113	11%	1	11%	13	13%	200	15%	0	0%	2	5%	63	13%
				Fairly reasonable	2	17%	12	13%	182	18%	3	33%	20	21%	289	22%	3	26%	8	22%	122	24%
				Neither reasonable nor unreasonable	9	75%	67	75%	650	63%	3	34%	58	59%	723	56%	9	74%	24	66%	277	56%
				Fairly unreasonable	0	0%	4	4%	58	6%	2	22%	6	7%	66	5%	0	0%	2	5%	24	5%
				Very unreasonable	1	8%	4	5%	30	3%	0	0%	1	1%	21	2%	0	0%	1	3%	11	2%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	2	16%	18	20%	263	24%	1	10%	25	24%	293	21%	0	0%	8	21%	129	25%
				Somewhat agree	5	39%	36	39%	354	32%	5	50%	40	38%	464	33%	3	24%	15	39%	161	32%
				Neither agree nor disagree	1	8%	8	8%	89	8%	1	10%	4	4%	113	8%	3	24%	4	10%	64	13%
				Somewhat disagree	3	24%	14	15%	212	19%	1	10%	19	18%	299	21%	4	31%	7	18%	85	17%
				Strongly disagree	2	14%	17	18%	186	17%	2	20%	16	16%	247	17%	3	21%	5	13%	71	14%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	4	32%	33	36%	355	34%	2	22%	39	39%	462	34%	1	9%	15	42%	186	37%
				Somewhat agree	5	37%	31	33%	393	37%	4	44%	36	36%	523	38%	4	34%	7	20%	161	32%
				Neither agree nor disagree	2	16%	15	16%	105	10%	1	11%	7	7%	127	9%	4	31%	2	5%	67	13%
				Somewhat disagree	1	8%	7	8%	131	12%	0	0%	10	10%	159	12%	3	25%	10	29%	48	10%
				Strongly disagree	1	8%	6	6%	76	7%	2	23%	9	9%	104	8%	0	0%	1	4%	35	7%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	9%	18	18%	269	24%	4	40%	20	20%	338	24%	1	8%	8	21%	89	17%
				Satisfied	7	57%	39	41%	518	46%	5	50%	57	55%	739	51%	7	55%	23	61%	277	53%
				Neither satisfied nor dissatisfied	1	8%	22	23%	120	11%	0	0%	14	14%	135	9%	4	29%	3	7%	49	10%
				Dissatisfied	3	26%	13	14%	182	16%	1	10%	10	10%	189	13%	1	8%	4	10%	81	16%
				Very dissatisfied	0	0%	4	5%	42	4%	0	0%	2	2%	37	3%	0	0%	0	0%	22	4%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	8%	N/A	N/A	121	18%	3	30%	N/A	N/A	135	18%	0	0%	N/A	N/A	33	12%
				Satisfied	3	24%	N/A	N/A	284	43%	4	40%	N/A	N/A	351	47%	6	47%	N/A	N/A	133	50%
				Neither satisfied nor dissatisfied	2	17%	N/A	N/A	110	17%	2	20%	N/A	N/A	98	13%	2	14%	N/A	N/A	50	19%
				Dissatisfied	6	51%	N/A	N/A	115	17%	1	10%	N/A	N/A	126	17%	5	39%	N/A	N/A	36	13%
				Very dissatisfied	0	0%	N/A	N/A	33	5%	0	0%	N/A	N/A	35	5%	0	0%	N/A	N/A	15	6%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	34%	26	26%	469	41%	5	50%	31	30%	573	40%	0	0%	12	31%	183	36%
				Satisfied	6	49%	50	51%	429	38%	5	50%	48	46%	589	41%	9	69%	18	48%	247	48%
				Neither satisfied nor dissatisfied	0	0%	10	10%	96	8%	0	0%	9	9%	129	9%	2	16%	5	14%	46	9%
				Dissatisfied	2	17%	10	10%	116	10%	0	0%	13	13%	115	8%	2	15%	3	8%	26	5%
				Very dissatisfied	0	0%	2	2%	23	2%	0	0%	3	3%	30	2%	0	0%	0	0%	12	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	26%	29	30%	492	44%	5	50%	26	25%	558	39%	0	0%	13	34%	213	41%
				Satisfied	4	32%	25	26%	321	28%	2	20%	41	39%	444	31%	8	61%	12	32%	170	33%
				Neither satisfied nor dissatisfied	1	9%	18	18%	104	9%	2	20%	13	12%	144	10%	2	15%	6	16%	65	13%
				Dissatisfied	3	25%	18	18%	147	13%	1	10%	17	17%	201	14%	3	24%	5	13%	45	9%
				Very dissatisfied	1	8%	7	7%	66	6%	0	0%	7	7%	87	6%	0	0%	2	5%	21	4%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	42%	50	51%	663	59%	8	80%	54	51%	832	58%	3	24%	19	50%	251	49%
				Satisfied	3	23%	26	27%	291	26%	1	10%	32	30%	382	27%	5	40%	12	32%	163	32%
				Neither satisfied nor dissatisfied	3	26%	7	7%	64	6%	0	0%	7	7%	92	6%	1	8%	3	8%	53	10%
				Dissatisfied	1	9%	12	12%	87	8%	1	10%	10	10%	106	7%	3	21%	2	5%	25	5%
				Very dissatisfied	0	0%	3	3%	21	2%	0	0%	2	2%	24	2%	1	8%	2	5%	24	5%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	60%	57	58%	857	76%	6	60%	72	69%	1146	80%	5	40%	23	61%	317	62%
				Satisfied	3	23%	29	30%	193	17%	4	40%	27	25%	238	17%	5	39%	12	32%	141	27%
				Neither satisfied nor dissatisfied	1	9%	7	7%	35	3%	0	0%	3	3%	27	2%	1	8%	1	3%	32	6%
				Dissatisfied	1	8%	5	5%	31	3%	0	0%	3	3%	22	2%	2	14%	0	0%	9	2%
				Very dissatisfied	0	0%	0	0%	10	1%	0	0%	0	0%	3	0%	0	0%	2	5%	14	3%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	6	51%	21	22%	369	33%	6	60%	37	35%	512	36%	3	24%	8	22%	158	31%
				Satisfied	5	41%	35	36%	404	36%	4	40%	28	26%	502	35%	5	39%	21	57%	224	44%
				Neither satisfied nor dissatisfied	0	0%	15	15%	115	10%	0	0%	17	16%	143	10%	5	37%	5	13%	67	13%
				Dissatisfied	1	8%	16	17%	166	15%	0	0%	17	16%	201	14%	0	0%	2	5%	40	8%
				Very dissatisfied	0	0%	9	9%	73	7%	0	0%	6	6%	79	6%	0	0%	1	3%	25	5%

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item	theme	name	description	response scale	HUMANITIES						ACADEMIC AREA SOCIAL SCIENCES						PHYSICAL SCIENCES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	0%	8	8%	236	21%	0	0%	10	10%	270	20%	0	0%	2	5%	101	20%
				Satisfied	4	34%	35	36%	417	37%	3	33%	38	38%	421	31%	4	32%	16	44%	157	31%
				Neither satisfied nor dissatisfied	5	40%	24	25%	199	18%	2	23%	26	26%	270	20%	6	47%	10	27%	132	26%
				Dissatisfied	3	25%	29	29%	221	20%	2	22%	19	19%	304	22%	3	22%	9	24%	92	18%
				Very dissatisfied	0	0%	2	2%	53	5%	2	23%	6	6%	111	8%	0	0%	0	0%	22	4%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	39%	7	11%	207	23%	2	40%	13	19%	273	22%	0	0%	0	0%	57	12%
				Satisfied	3	36%	19	30%	366	41%	2	40%	28	40%	456	37%	2	23%	6	35%	168	37%
				Neither satisfied nor dissatisfied	2	25%	21	33%	149	17%	1	20%	17	24%	218	18%	2	23%	8	49%	104	23%
				Dissatisfied	0	0%	13	22%	136	15%	0	0%	9	13%	212	17%	3	32%	2	11%	98	21%
				Very dissatisfied	0	0%	3	4%	33	4%	0	0%	2	3%	67	5%	2	23%	1	5%	30	7%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	7	7%	116	10%	1	10%	6	6%	160	11%	0	0%	2	5%	46	9%
				Satisfied	1	9%	15	16%	319	28%	3	30%	28	27%	441	31%	2	16%	14	36%	159	31%
				Neither satisfied nor dissatisfied	2	15%	16	17%	126	11%	1	10%	16	15%	167	12%	3	21%	6	16%	77	15%
				Dissatisfied	3	25%	35	36%	347	31%	3	30%	41	39%	442	31%	6	47%	12	31%	172	33%
				Very dissatisfied	6	51%	23	24%	222	20%	2	20%	13	13%	226	16%	2	16%	5	12%	62	12%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	1	1%	75	8%	0	0%	8	8%	144	11%	0	0%	2	5%	39	8%
				Satisfied	0	0%	17	22%	195	21%	2	25%	28	30%	380	28%	2	17%	15	42%	180	35%
				Neither satisfied nor dissatisfied	7	77%	31	41%	360	39%	6	75%	35	37%	442	33%	3	26%	8	21%	163	32%
				Dissatisfied	1	12%	18	23%	170	18%	0	0%	19	20%	257	19%	6	48%	9	25%	83	16%
				Very dissatisfied	1	12%	10	13%	122	13%	0	0%	5	5%	119	9%	1	9%	3	8%	42	8%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	59%	53	55%	727	65%	7	70%	59	57%	960	67%	4	32%	25	66%	302	59%
				Satisfied	2	15%	24	25%	281	25%	2	20%	27	26%	333	23%	7	55%	11	29%	158	31%
				Neither satisfied nor dissatisfied	2	17%	12	12%	70	6%	1	10%	12	11%	85	6%	1	6%	1	3%	35	7%
				Dissatisfied	1	9%	4	4%	31	3%	0	0%	5	5%	46	3%	1	8%	1	3%	15	3%
				Very dissatisfied	0	0%	4	4%	14	1%	0	0%	1	1%	8	1%	0	0%	0	0%	4	1%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	9%	21	22%	226	20%	2	20%	17	16%	310	22%	4	32%	9	24%	124	24%
				Satisfied	5	41%	33	35%	362	33%	2	20%	47	45%	459	32%	2	15%	18	48%	192	37%
				Neither satisfied nor dissatisfied	3	25%	15	16%	174	16%	1	10%	18	18%	219	15%	3	23%	5	12%	75	15%
				Dissatisfied	2	17%	21	22%	241	22%	4	40%	14	14%	300	21%	2	14%	5	13%	87	17%
				Very dissatisfied	1	8%	5	5%	109	10%	1	10%	8	8%	135	9%	2	16%	1	3%	36	7%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	4	6%	106	11%	1	13%	8	8%	184	14%	0	0%	1	3%	73	15%
				Satisfied	3	34%	16	22%	232	25%	4	50%	26	27%	382	28%	2	20%	10	37%	160	34%
				Neither satisfied nor dissatisfied	3	34%	20	29%	194	21%	0	0%	23	23%	247	18%	5	50%	7	26%	96	20%
				Dissatisfied	1	9%	20	29%	231	25%	1	12%	23	24%	320	24%	2	20%	7	26%	85	18%
				Very dissatisfied	2	22%	10	14%	177	19%	2	25%	19	19%	214	16%	1	10%	2	6%	58	12%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	5	42%	34	35%	407	36%	3	29%	24	23%	430	30%	2	17%	14	38%	144	29%
				Satisfied	3	26%	35	36%	370	33%	2	20%	44	42%	467	33%	5	42%	9	24%	170	34%
				Neither satisfied nor dissatisfied	1	8%	9	10%	120	11%	1	10%	15	14%	159	11%	2	17%	2	6%	71	14%
				Dissatisfied	1	7%	13	13%	153	14%	3	30%	18	17%	236	17%	3	24%	12	32%	70	14%
				Very dissatisfied	2	17%	7	7%	71	6%	1	10%	5	5%	135	9%	0	0%	0	0%	49	10%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	1	8%	8	9%	159	15%	0	0%	5	5%	174	13%	0	0%	3	9%	94	19%
				Satisfied	6	51%	25	28%	328	32%	1	10%	30	30%	399	30%	0	0%	10	29%	171	35%
				Neither satisfied nor dissatisfied	2	17%	32	37%	234	23%	5	50%	24	24%	343	26%	4	37%	9	27%	92	19%
				Dissatisfied	2	15%	14	16%	192	19%	2	20%	32	32%	298	22%	4	35%	11	31%	94	19%
				Very dissatisfied	1	8%	8	9%	118	11%	2	20%	8	8%	131	10%	3	28%	2	5%	41	8%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	5	39%	18	19%	233	22%	4	41%	18	18%	265	20%	2	18%	3	9%	102	21%
				Satisfied	7	53%	44	47%	418	40%	6	59%	50	50%	513	38%	8	66%	18	55%	211	43%
				Neither satisfied nor dissatisfied	1	8%	26	28%	248	23%	0	0%	27	27%	371	27%	1	8%	9	27%	106	22%
				Dissatisfied	0	0%	5	6%	112	11%	0	0%	5	5%	147	11%	1	8%	2	6%	48	10%
				Very dissatisfied	0	0%	0	0%	45	4%	0	0%	1	1%	58	4%	0	0%	1	3%	22	5%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	2	16%	27	28%	275	25%	1	10%	19	18%	299	21%	0	0%	4	12%	107	21%
				Satisfied	7	55%	36	37%	423	38%	6	59%	45	43%	526	37%	7	55%	16	44%	175	35%
				Neither satisfied nor dissatisfied	1	8%	20	20%	202	18%	2	20%	25	24%	280	20%	2	15%	8	22%	102	20%
				Dissatisfied	2	16%	11	12%	141	13%	1	10%	12	11%	208	15%	2	14%	7	18%	74	15%
				Very dissatisfied	1	6%	3	3%	76	7%	0	0%	3	3%	97	7%	2	16%	2	5%	46	9%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	1	8%	22	22%	311	28%	2	20%	14	13%	368	26%	1	8%	5	13%	110	21%
				Important	4	31%	30	31%	430	38%	2	20%	36	34%	551	39%	4	29%	16	44%	223	43%
				Neither important nor unimportant	3	24%	25	25%	208	19%	5	50%	33	31%	278	20%	4	31%	12	33%	107	21%
				Unimportant	5	37%	14	15%	120	11%	1	10%	14	14%	151	11%	4	31%	2	5%	49	10%
				Very unimportant	0	0%	6	6%	53	5%	0	0%	8	8%	79	6%	0	0%	2	5%	23	5%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	4	31%	27	29%	521	47%	5	50%	41	39%	703	49%	1	8%	14	38%	213	41%
				Important	6	47%	54	56%	457	41%	2	20%	44	42%	542	38%	10	76%	20	54%	228	44%
				Neither important nor unimportant	2	14%	9	9%	81	7%	1	10%	17	16%	125	9%	1	8%	3	8%	54	10%
				Unimportant	1	8%	3	3%	44	4%	1	10%	0	0%	37	3%	1	8%	0	0%	13	3%
				Very unimportant	0	0%	2	2%	17	1%	1	10%	3	3%	20	1%	0	0%	0	0%	5	1%

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item	theme	name	description	response scale	HUMANITIES						ACADEMIC AREA SOCIAL SCIENCES						PHYSICAL SCIENCES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	5	42%	27	29%	393	35%	6	60%	39	38%	557	39%	0	0%	12	31%	159	31%
				Important	6	49%	57	60%	550	49%	4	40%	53	51%	642	45%	8	63%	22	60%	273	53%
				Neither important nor unimportant	1	8%	7	8%	120	11%	0	0%	7	7%	143	10%	4	29%	2	5%	58	11%
				Unimportant	0	0%	2	2%	39	3%	0	0%	0	0%	44	3%	1	8%	1	3%	17	3%
				Very unimportant	0	0%	1	1%	12	1%	0	0%	5	5%	30	2%	0	0%	0	0%	6	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	5	39%	23	25%	372	34%	7	70%	33	32%	527	37%	1	8%	10	27%	140	27%
				Important	6	46%	57	61%	552	50%	2	19%	55	53%	622	44%	8	63%	18	50%	253	50%
				Neither important nor unimportant	2	15%	9	10%	135	12%	1	10%	10	9%	181	13%	4	29%	8	22%	92	18%
				Unimportant	0	0%	4	4%	40	4%	0	0%	1	1%	57	4%	0	0%	0	0%	17	3%
				Very unimportant	0	0%	1	1%	11	1%	0	0%	5	5%	27	2%	0	0%	0	0%	8	2%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	1	9%	21	22%	328	30%	4	40%	27	26%	535	38%	2	16%	14	37%	215	42%
				Important	3	26%	32	34%	403	36%	3	30%	50	49%	602	43%	9	68%	18	49%	208	41%
				Neither important nor unimportant	5	41%	26	28%	244	22%	2	20%	15	14%	190	13%	1	8%	3	9%	59	12%
				Unimportant	2	17%	8	9%	95	9%	1	10%	8	8%	66	5%	1	8%	1	3%	20	4%
				Very unimportant	1	8%	7	7%	35	3%	0	0%	3	3%	22	2%	0	0%	1	3%	7	1%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	2	15%	15	15%	200	18%	4	41%	15	14%	206	14%	2	16%	4	11%	72	14%
				Important	7	55%	49	52%	496	45%	5	50%	57	54%	581	41%	6	45%	21	59%	230	45%
				Neither important nor unimportant	3	22%	21	22%	244	22%	1	10%	25	23%	355	25%	5	39%	10	27%	147	29%
				Unimportant	1	8%	6	6%	131	12%	0	0%	5	5%	218	15%	0	0%	1	3%	48	9%
				Very unimportant	0	0%	4	4%	44	4%	0	0%	4	4%	61	4%	0	0%	0	0%	11	2%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	9	71%	66	70%	845	75%	9	90%	66	63%	961	67%	3	24%	15	39%	188	37%
				Important	3	22%	25	26%	247	22%	1	10%	37	35%	421	30%	10	76%	18	47%	225	44%
				Neither important nor unimportant	0	0%	2	2%	19	2%	0	0%	1	1%	24	2%	0	0%	4	11%	71	14%
				Unimportant	1	8%	2	2%	7	1%	0	0%	0	0%	13	1%	0	0%	1	3%	23	4%
				Very unimportant	0	0%	0	0%	4	0%	0	0%	1	1%	6	0%	0	0%	0	0%	2	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	7	55%	60	63%	819	73%	3	30%	49	47%	925	65%	3	24%	9	24%	191	38%
				Important	4	31%	24	26%	225	20%	3	30%	39	37%	369	26%	6	47%	19	53%	173	35%
				Neither important nor unimportant	1	6%	6	6%	43	4%	4	40%	15	14%	98	7%	2	14%	4	11%	99	20%
				Unimportant	0	0%	2	2%	15	1%	0	0%	2	2%	25	2%	1	8%	4	11%	25	5%
				Very unimportant	1	8%	3	3%	14	1%	0	0%	1	1%	9	1%	1	8%	0	0%	13	3%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	3	25%	25	27%	364	33%	3	30%	20	20%	451	32%	2	16%	8	21%	65	13%
				Important	4	34%	33	35%	344	31%	1	10%	45	43%	442	31%	4	31%	12	35%	160	32%
				Neither important nor unimportant	4	33%	25	27%	275	25%	4	39%	35	34%	390	28%	6	45%	13	37%	193	39%
				Unimportant	1	8%	8	9%	80	7%	2	20%	1	1%	82	6%	1	8%	1	2%	53	11%
				Very unimportant	0	0%	3	3%	37	3%	0	0%	3	3%	46	3%	0	0%	2	5%	27	6%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	8	62%	39	42%	594	54%	7	71%	40	38%	721	51%	2	16%	14	36%	172	34%
				Important	2	16%	40	43%	398	36%	2	19%	48	46%	532	38%	7	53%	20	53%	243	48%
				Neither important nor unimportant	2	14%	10	11%	94	8%	1	10%	14	14%	138	10%	4	31%	3	8%	77	15%
				Unimportant	0	0%	2	2%	15	1%	0	0%	0	0%	18	1%	0	0%	1	3%	13	2%
				Very unimportant	1	8%	2	2%	9	1%	0	0%	2	2%	6	0%	0	0%	0	0%	3	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	8	68%	57	61%	754	68%	9	90%	61	58%	974	68%	3	24%	15	41%	296	58%
				Important	4	32%	32	35%	311	28%	1	10%	36	35%	407	29%	10	76%	22	59%	186	37%
				Neither important nor unimportant	0	0%	4	4%	39	3%	0	0%	6	6%	30	2%	0	0%	0	0%	21	4%
				Unimportant	0	0%	0	0%	6	1%	0	0%	0	0%	6	0%	0	0%	0	0%	4	1%
				Very unimportant	0	0%	0	0%	2	0%	0	0%	1	1%	5	0%	0	0%	0	0%	1	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	7	60%	18	19%	337	31%	4	40%	24	23%	378	27%	1	8%	8	21%	126	25%
				Important	2	17%	48	52%	539	49%	5	50%	48	46%	699	49%	8	61%	24	66%	242	47%
				Neither important nor unimportant	3	24%	19	21%	160	15%	0	0%	19	18%	231	16%	4	31%	5	14%	102	20%
				Unimportant	0	0%	6	7%	53	5%	1	10%	12	11%	86	6%	0	0%	0	0%	28	6%
				Very unimportant	0	0%	1	1%	11	1%	0	0%	2	2%	22	2%	0	0%	0	0%	12	2%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	2	19%	24	28%	401	37%	0	0%	30	29%	549	39%	5	41%	9	24%	150	31%
				Important	3	28%	19	21%	209	19%	3	33%	23	22%	299	21%	1	8%	12	34%	113	23%
				Neither important nor unimportant	1	9%	22	25%	244	23%	2	22%	29	28%	265	19%	3	25%	8	21%	133	27%
				Unimportant	1	7%	11	13%	68	6%	0	0%	10	10%	100	7%	3	25%	3	8%	34	7%
				Very unimportant	4	37%	11	13%	152	14%	4	45%	12	12%	185	13%	0	0%	5	13%	56	12%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	1	10%	20	22%	281	26%	0	0%	10	10%	282	20%	2	17%	4	10%	77	15%
				Important	2	20%	25	28%	279	26%	3	30%	25	24%	328	23%	0	0%	13	36%	118	23%
				Neither important nor unimportant	5	50%	24	27%	277	26%	5	50%	41	39%	407	29%	4	34%	10	27%	150	30%
				Unimportant	0	0%	16	18%	147	14%	1	10%	16	15%	207	15%	5	41%	6	16%	84	17%
				Very unimportant	2	20%	4	5%	103	9%	1	10%	13	12%	187	13%	1	9%	4	11%	74	15%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	3	30%	27	30%	496	46%	5	51%	35	34%	642	46%	4	34%	10	25%	136	27%
				Important	4	40%	29	33%	306	28%	1	10%	40	39%	409	29%	4	31%	15	40%	167	33%
				Neither important nor unimportant	3	30%	22	25%	171	16%	2	19%	19	19%	201	14%	3	25%	10	27%	119	24%
				Unimportant	0	0%	6	7%	51	5%	0	0%	2	2%	54	4%	0	0%	1	3%	35	7%
				Very unimportant	0	0%	4	5%	65	6%	2	20%	7	7%	96	7%	1	9%	2	5%	40	8%

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item	theme	name	description	response scale	ACADEMIC AREA																	
					HUMANITIES					SOCIAL SCIENCES					PHYSICAL SCIENCES							
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	3	30%	30	34%	434	40%	2	20%	30	29%	492	35%	3	25%	12	33%	154	31%
				Important	2	20%	18	21%	265	24%	1	10%	27	26%	354	25%	5	40%	11	31%	146	29%
				Neither important nor unimportant	3	30%	24	27%	196	18%	2	19%	25	25%	286	20%	3	25%	7	19%	108	22%
				Unimportant	1	10%	8	9%	74	7%	2	20%	11	10%	112	8%	0	0%	2	6%	41	8%
				Very unimportant	1	10%	9	10%	115	11%	3	30%	11	10%	158	11%	1	9%	4	11%	49	10%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	1	10%	N/A	N/A	68	15%	2	20%	N/A	N/A	54	10%	1	9%	N/A	N/A	8	5%
				Important	1	10%	N/A	N/A	110	24%	1	10%	N/A	N/A	107	20%	1	9%	N/A	N/A	34	20%
				Neither important nor unimportant	6	60%	N/A	N/A	143	32%	4	40%	N/A	N/A	207	38%	6	54%	N/A	N/A	77	46%
				Unimportant	1	10%	N/A	N/A	75	17%	1	10%	N/A	N/A	88	16%	1	9%	N/A	N/A	22	14%
				Very unimportant	1	10%	N/A	N/A	55	12%	2	20%	N/A	N/A	81	15%	2	19%	N/A	N/A	25	15%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	4	33%	N/A	N/A	154	34%	3	30%	N/A	N/A	175	32%	6	51%	N/A	N/A	43	25%
				Important	4	34%	N/A	N/A	127	28%	3	30%	N/A	N/A	174	32%	1	9%	N/A	N/A	63	37%
				Neither important nor unimportant	3	25%	N/A	N/A	106	24%	2	20%	N/A	N/A	115	21%	4	32%	N/A	N/A	35	20%
				Unimportant	0	0%	N/A	N/A	34	8%	0	0%	N/A	N/A	34	6%	1	8%	N/A	N/A	16	9%
				Very unimportant	1	8%	N/A	N/A	30	7%	2	20%	N/A	N/A	50	9%	0	0%	N/A	N/A	16	9%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	3	27%	N/A	N/A	135	30%	3	30%	N/A	N/A	159	29%	3	26%	N/A	N/A	24	14%
				Important	3	27%	N/A	N/A	161	36%	3	30%	N/A	N/A	218	40%	5	40%	N/A	N/A	71	42%
				Neither important nor unimportant	4	37%	N/A	N/A	93	21%	2	20%	N/A	N/A	109	20%	2	17%	N/A	N/A	55	33%
				Unimportant	0	0%	N/A	N/A	31	7%	0	0%	N/A	N/A	22	4%	1	8%	N/A	N/A	14	8%
				Very unimportant	1	9%	N/A	N/A	32	7%	2	20%	N/A	N/A	32	6%	1	9%	N/A	N/A	6	4%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	2	17%	N/A	N/A	33	7%	0	0%	N/A	N/A	43	8%	1	10%	N/A	N/A	6	4%
				Important	3	25%	N/A	N/A	73	16%	2	22%	N/A	N/A	79	15%	6	53%	N/A	N/A	24	14%
				Neither important nor unimportant	4	33%	N/A	N/A	192	43%	1	11%	N/A	N/A	220	42%	0	0%	N/A	N/A	68	41%
				Unimportant	0	0%	N/A	N/A	75	17%	3	33%	N/A	N/A	86	16%	2	19%	N/A	N/A	29	17%
				Very unimportant	3	25%	N/A	N/A	74	17%	3	33%	N/A	N/A	102	19%	2	19%	N/A	N/A	42	25%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	3	4%	76	9%	0	0%	5	6%	96	10%	0	0%	1	3%	27	7%
				Effective	3	27%	20	26%	235	28%	3	34%	20	24%	255	25%	2	40%	6	22%	119	31%
				Neither effective nor ineffective	2	18%	25	32%	189	23%	2	22%	26	31%	258	26%	1	20%	8	30%	100	26%
				Ineffective	3	28%	19	24%	196	23%	2	22%	23	27%	222	22%	2	40%	5	18%	80	21%
				Very ineffective	3	27%	12	15%	138	17%	2	22%	10	12%	172	17%	0	0%	7	25%	56	15%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	8	10%	198	20%	2	20%	17	18%	241	18%	0	0%	8	25%	86	18%
				Effective	7	65%	32	37%	402	40%	4	40%	34	37%	521	40%	5	43%	13	40%	200	43%
				Neither effective nor ineffective	3	28%	32	37%	201	20%	3	30%	26	28%	266	20%	6	48%	8	24%	100	21%
				Ineffective	1	7%	8	9%	140	14%	0	0%	11	12%	164	13%	1	9%	3	8%	56	12%
				Very ineffective	0	0%	7	8%	70	7%	1	10%	5	6%	110	8%	0	0%	1	3%	29	6%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	9%	9	10%	147	14%	1	10%	19	20%	230	18%	0	0%	2	5%	64	14%
				Effective	4	34%	54	59%	471	46%	5	50%	41	42%	534	41%	3	26%	18	49%	194	42%
				Neither effective nor ineffective	1	8%	15	17%	206	20%	3	30%	19	20%	260	20%	4	34%	14	38%	110	24%
				Ineffective	5	41%	9	9%	139	13%	1	10%	16	16%	169	13%	5	40%	1	3%	57	12%
				Very ineffective	1	8%	5	6%	68	7%	0	0%	3	3%	102	8%	0	0%	2	6%	38	8%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	8%	9	9%	137	14%	0	0%	17	17%	195	16%	0	0%	2	6%	56	13%
				Effective	4	32%	49	53%	429	44%	6	59%	39	39%	483	40%	3	28%	13	38%	165	38%
				Neither effective nor ineffective	4	31%	22	24%	196	20%	3	30%	22	22%	265	22%	4	35%	16	48%	117	27%
				Ineffective	3	22%	8	9%	131	13%	1	10%	15	15%	171	14%	4	37%	1	3%	51	12%
				Very ineffective	1	8%	5	5%	79	8%	0	0%	6	6%	103	8%	0	0%	2	6%	41	9%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	4	6%	65	8%	0	0%	5	6%	89	8%	0	0%	1	3%	36	9%
				Effective	0	0%	11	15%	181	21%	0	0%	18	21%	266	23%	0	0%	7	20%	119	29%
				Neither effective nor ineffective	3	34%	28	40%	257	30%	5	63%	24	28%	281	24%	2	19%	11	32%	116	28%
				Ineffective	2	22%	17	23%	194	23%	1	12%	31	36%	301	26%	4	36%	9	26%	76	19%
				Very ineffective	4	43%	11	16%	150	18%	2	25%	8	9%	240	20%	5	46%	7	19%	61	15%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	3	26%	7	8%	117	13%	6	60%	14	15%	145	13%	1	10%	3	10%	35	9%
				Effective	4	34%	38	44%	323	35%	4	40%	40	44%	395	34%	8	80%	5	16%	141	35%
				Neither effective nor ineffective	3	25%	28	32%	279	31%	0	0%	29	32%	391	34%	1	10%	14	46%	148	37%
				Ineffective	1	8%	10	11%	125	14%	0	0%	6	6%	145	13%	0	0%	6	19%	45	11%
				Very ineffective	1	7%	5	5%	70	8%	0	0%	2	2%	70	6%	0	0%	3	9%	29	7%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	1	8%	10	11%	219	20%	0	0%	5	5%	269	20%	0	0%	4	11%	60	15%
				Effective	3	22%	44	47%	402	36%	4	39%	40	40%	513	37%	9	71%	20	58%	156	38%
				Neither effective nor ineffective	3	24%	13	14%	139	13%	0	0%	19	19%	174	13%	3	23%	6	17%	100	24%
				Ineffective	3	23%	19	20%	186	17%	4	41%	22	22%	247	18%	1	6%	4	11%	56	14%
				Very ineffective	3	23%	9	9%	157	14%	2	20%	14	14%	173	13%	0	0%	1	3%	39	10%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	6	8%	224	25%	0	0%	6	7%	225	23%	0	0%	3	17%	70	24%
				Effective	1	9%	14	18%	272	30%	1	16%	20	25%	275	28%	1	20%	6	31%	76	26%
				Neither effective nor ineffective	2	19%	20	26%	128	14%	2	34%	25	32%	183	19%	2	40%	2	10%	73	25%
				Ineffective	3	26%	18	22%	147	16%	0	0%	14	18%	141	14%	1	20%	6	32%	43	15%
				Very ineffective	5	46%	20	25%	128	14%	3	50%	13	17%	152	16%	1	20%	2	10%	28	10%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					HUMANITIES						SOCIAL SCIENCES						PHYSICAL SCIENCES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	1	15%	7	13%	74	13%	0	0%	7	11%	96	13%	0	0%	1	7%	26	12%
				Effective	0	0%	18	34%	151	27%	2	40%	18	28%	184	25%	2	33%	5	41%	42	20%
				Neither effective nor ineffective	2	30%	17	32%	207	37%	3	60%	24	39%	271	37%	4	67%	7	52%	106	51%
				Ineffective	2	27%	5	8%	62	11%	0	0%	7	11%	84	12%	0	0%	0	0%	19	9%
				Very ineffective	2	29%	7	13%	69	12%	0	0%	7	11%	93	13%	0	0%	0	0%	15	7%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	5	6%	105	13%	0	0%	8	11%	182	18%	0	0%	3	16%	56	15%
				Effective	0	0%	14	20%	226	27%	0	0%	23	32%	301	30%	1	17%	5	25%	147	40%
				Neither effective nor ineffective	0	0%	12	17%	157	19%	0	0%	11	16%	190	19%	3	50%	4	20%	85	23%
				Ineffective	7	69%	23	33%	186	23%	1	20%	13	19%	168	17%	0	0%	5	24%	42	12%
				Very ineffective	3	31%	17	23%	149	18%	4	80%	16	22%	161	16%	2	33%	3	15%	34	9%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	8	9%	270	27%	1	10%	10	10%	286	23%	0	0%	3	9%	116	26%
				Effective	2	17%	39	46%	360	36%	4	40%	36	39%	510	40%	9	75%	16	48%	185	41%
				Neither effective nor ineffective	3	24%	15	18%	144	14%	3	30%	19	20%	198	16%	1	8%	9	25%	84	19%
				Ineffective	5	43%	13	15%	157	16%	2	20%	13	14%	167	13%	2	17%	6	18%	42	9%
				Very ineffective	2	17%	10	11%	80	8%	0	0%	15	16%	102	8%	0	0%	0	0%	23	5%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research/creative work	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	3%	85	9%	0	0%	6	6%	83	8%	0	0%	2	6%	37	10%
				Effective	6	56%	27	31%	323	36%	6	66%	33	33%	357	33%	4	38%	12	40%	127	33%
				Neither effective nor ineffective	2	18%	36	42%	233	26%	0	0%	38	38%	325	30%	5	51%	12	41%	131	34%
				Ineffective	3	26%	14	16%	162	18%	3	34%	15	15%	209	19%	1	10%	3	10%	56	14%
				Very ineffective	0	0%	7	8%	91	10%	0	0%	8	8%	108	10%	0	0%	1	3%	37	10%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	25	6%	N<5	N<5	2	5%	44	7%	N<5	N<5	1	6%	20	9%
				Effective	N<5	N<5	4	16%	49	12%	N<5	N<5	4	9%	63	11%	N<5	N<5	1	6%	28	12%
				Neither effective nor ineffective	N<5	N<5	7	26%	110	27%	N<5	N<5	15	33%	152	26%	N<5	N<5	4	26%	85	38%
				Ineffective	N<5	N<5	5	17%	82	20%	N<5	N<5	7	16%	113	19%	N<5	N<5	6	39%	38	17%
				Very ineffective	N<5	N<5	11	41%	135	34%	N<5	N<5	16	37%	213	36%	N<5	N<5	4	24%	51	23%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	22	6%	N<5	N<5	1	4%	29	6%	N<5	N<5	0	0%	13	8%
				Effective	N<5	N<5	1	7%	38	10%	N<5	N<5	0	0%	54	11%	N<5	N<5	1	14%	25	15%
				Neither effective nor ineffective	N<5	N<5	3	15%	95	26%	N<5	N<5	8	31%	134	28%	N<5	N<5	2	21%	57	34%
				Ineffective	N<5	N<5	4	19%	60	16%	N<5	N<5	6	24%	71	15%	N<5	N<5	1	11%	27	16%
				Very ineffective	N<5	N<5	12	60%	151	41%	N<5	N<5	10	42%	195	40%	N<5	N<5	5	54%	47	28%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	11	29%	114	24%	N<5	N<5	13	32%	173	26%	N<5	N<5	2	11%	37	18%
				Effective	N<5	N<5	14	36%	154	33%	N<5	N<5	17	40%	218	32%	N<5	N<5	6	34%	69	34%
				Neither effective nor ineffective	N<5	N<5	7	17%	114	24%	N<5	N<5	10	24%	158	23%	N<5	N<5	5	28%	70	34%
				Ineffective	N<5	N<5	2	6%	38	8%	N<5	N<5	0	0%	55	8%	N<5	N<5	2	11%	19	9%
				Very ineffective	N<5	N<5	5	12%	53	11%	N<5	N<5	2	4%	73	11%	N<5	N<5	3	16%	9	5%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	2%	60	11%	N<5	N<5	4	9%	85	12%	0	0%	2	9%	28	12%
				Effective	N<5	N<5	6	13%	101	19%	N<5	N<5	7	15%	117	17%	3	50%	3	15%	47	19%
				Neither effective nor ineffective	N<5	N<5	17	35%	126	23%	N<5	N<5	13	29%	167	24%	1	16%	5	22%	69	28%
				Ineffective	N<5	N<5	10	21%	100	18%	N<5	N<5	11	26%	134	19%	0	0%	5	22%	42	17%
				Very ineffective	N<5	N<5	14	29%	156	29%	N<5	N<5	9	21%	193	28%	2	34%	7	31%	58	24%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	4	6%	N<5	N<5	N/A	N/A	3	7%
				Effective	N<5	N<5	N/A	N/A	13	22%	N<5	N<5	N/A	N/A	3	4%	N<5	N<5	N/A	N/A	2	6%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	28	47%	N<5	N<5	N/A	N/A	44	68%	N<5	N<5	N/A	N/A	26	69%
				Ineffective	N<5	N<5	N/A	N/A	9	15%	N<5	N<5	N/A	N/A	6	10%	N<5	N<5	N/A	N/A	5	12%
				Very ineffective	N<5	N<5	N/A	N/A	9	16%	N<5	N<5	N/A	N/A	8	12%	N<5	N<5	N/A	N/A	2	5%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	19	12%	0	0%	N/A	N/A	22	9%	N<5	N<5	N/A	N/A	8	10%
				Effective	0	0%	N/A	N/A	38	24%	2	40%	N/A	N/A	57	25%	N<5	N<5	N/A	N/A	25	32%
				Neither effective nor ineffective	1	13%	N/A	N/A	37	24%	0	0%	N/A	N/A	34	15%	N<5	N<5	N/A	N/A	17	22%
				Ineffective	2	25%	N/A	N/A	22	14%	1	19%	N/A	N/A	46	20%	N<5	N<5	N/A	N/A	11	14%
				Very ineffective	5	62%	N/A	N/A	42	27%	2	41%	N/A	N/A	69	30%	N<5	N<5	N/A	N/A	17	21%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	17	12%	N<5	N<5	N/A	N/A	26	11%	0	0%	N/A	N/A	9	13%
				Effective	N<5	N<5	N/A	N/A	37	26%	N<5	N<5	N/A	N/A	51	21%	1	16%	N/A	N/A	13	20%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	46	32%	N<5	N<5	N/A	N/A	68	28%	1	21%	N/A	N/A	29	43%
				Ineffective	N<5	N<5	N/A	N/A	28	20%	N<5	N<5	N/A	N/A	48	20%	2	42%	N/A	N/A	14	21%
				Very ineffective	N<5	N<5	N/A	N/A	13	10%	N<5	N<5	N/A	N/A	46	19%	1	22%	N/A	N/A	2	3%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	7%
				Effective	2	33%	N/A	N/A	10	18%	N<5	N<5	N/A	N/A	8	10%	N<5	N<5	N/A	N/A	3	10%
				Neither effective nor ineffective	1	16%	N/A	N/A	33	58%	N<5	N<5	N/A	N/A	47	56%	N<5	N<5	N/A	N/A	24	76%
				Ineffective	2	34%	N/A	N/A	7	12%	N<5	N<5	N/A	N/A	11	14%	N<5	N<5	N/A	N/A	1	3%
				Very ineffective	1	16%	N/A	N/A	7	12%	N<5	N<5	N/A	N/A	17	21%	N<5	N<5	N/A	N/A	1	3%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	12	22%	105	14%	1	16%	17	21%	148	14%	2	20%	4	14%	46	13%
				Somewhat agree	N<5	N<5	11	20%	203	27%	0	0%	33	41%	304	30%	1	10%	10	31%	119	34%
				Neither agree nor disagree	N<5	N<5	9	16%	121	16%	2	33%	12	15%	145	14%	2	20%	11	34%	87	25%
				Somewhat disagree	N<5	N<5	12	21%	180	24%	1	17%	10	13%	216	21%	4	40%	5	15%	59	17%
				Strongly disagree	N<5	N<5	12	21%	144	19%	2	34%	9	11%	209	20%	1	10%	2	6%	36	10%

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item	theme	name	description	response scale	ACADEMIC AREA																	
					HUMANITIES					SOCIAL SCIENCES					PHYSICAL SCIENCES							
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	8	15%	69	9%	0	0%	13	16%	87	9%	2	20%	4	14%	30	9%
				Somewhat agree	N<5	N<5	10	19%	171	23%	3	50%	27	35%	266	26%	1	10%	8	26%	92	27%
				Neither agree nor disagree	N<5	N<5	9	16%	150	20%	1	16%	13	16%	182	18%	4	40%	11	36%	112	32%
				Somewhat disagree	N<5	N<5	16	30%	208	28%	1	17%	14	18%	261	26%	2	20%	7	21%	73	21%
				Strongly disagree	N<5	N<5	12	21%	152	20%	1	17%	12	15%	217	21%	1	10%	1	3%	39	11%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	4	17%	17	30%	232	30%	4	66%	34	40%	300	29%	2	19%	14	41%	98	27%
				Somewhat agree	4	66%	22	38%	238	31%	0	0%	35	41%	339	33%	5	44%	15	42%	124	34%
				Neither agree nor disagree	1	17%	11	19%	153	20%	0	0%	8	9%	188	18%	1	9%	4	11%	100	27%
				Somewhat disagree	0	0%	4	7%	84	11%	1	17%	5	5%	118	11%	3	28%	1	3%	30	8%
				Strongly disagree	0	0%	4	6%	66	9%	1	17%	4	5%	98	9%	0	0%	1	2%	16	4%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	1	17%	17	29%	216	28%	3	59%	35	42%	273	26%	1	10%	11	35%	88	24%
				Somewhat agree	3	50%	21	37%	243	31%	0	0%	32	39%	321	31%	5	44%	17	53%	128	35%
				Neither agree nor disagree	2	33%	12	20%	162	21%	0	0%	7	9%	202	19%	2	19%	3	9%	100	27%
				Somewhat disagree	0	0%	5	9%	94	12%	1	20%	4	4%	139	13%	3	28%	0	0%	35	10%
				Strongly disagree	0	0%	4	6%	59	8%	1	20%	5	6%	102	10%	0	0%	1	3%	18	5%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	3	37%	N/A	N/A	191	36%	4	66%	N/A	N/A	236	37%	2	23%	N/A	N/A	62	29%
				Somewhat agree	3	38%	N/A	N/A	147	27%	1	17%	N/A	N/A	199	31%	2	22%	N/A	N/A	75	35%
				Neither agree nor disagree	2	25%	N/A	N/A	99	18%	1	17%	N/A	N/A	116	18%	2	22%	N/A	N/A	49	23%
				Somewhat disagree	0	0%	N/A	N/A	58	11%	0	0%	N/A	N/A	59	9%	3	33%	N/A	N/A	21	10%
				Strongly disagree	0	0%	N/A	N/A	41	8%	0	0%	N/A	N/A	36	6%	0	0%	N/A	N/A	9	4%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	0	0%	4	5%	119	11%	0	0%	5	5%	163	12%	1	8%	1	3%	59	12%
				Satisfied	5	45%	28	32%	362	33%	3	30%	30	30%	509	36%	3	21%	15	41%	203	40%
				Neither satisfied nor dissatisfied	2	18%	13	15%	147	13%	0	0%	22	21%	188	13%	3	23%	9	24%	79	16%
				Dissatisfied	2	18%	32	36%	310	28%	3	30%	28	28%	377	27%	5	40%	10	28%	108	22%
				Very dissatisfied	2	18%	11	13%	156	14%	4	40%	17	16%	171	12%	1	8%	2	6%	54	11%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	1	9%	6	7%	77	7%	3	30%	1	1%	120	9%	0	0%	1	3%	29	6%
				Satisfied	2	18%	27	31%	324	30%	5	50%	46	45%	447	32%	5	39%	18	47%	140	28%
				Neither satisfied nor dissatisfied	3	27%	19	21%	179	16%	0	0%	26	25%	250	18%	1	8%	7	18%	115	23%
				Dissatisfied	4	37%	21	24%	341	31%	2	20%	22	22%	393	28%	5	37%	8	20%	148	30%
				Very dissatisfied	1	9%	15	17%	168	15%	0	0%	7	7%	194	14%	2	16%	5	12%	69	14%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	5	50%	35	42%	470	47%	6	66%	41	41%	538	43%	1	8%	14	37%	171	38%
				Satisfied	5	50%	29	34%	308	31%	2	23%	37	37%	421	33%	6	45%	14	37%	161	36%
				Neither satisfied nor dissatisfied	0	0%	9	10%	95	9%	1	11%	11	11%	121	10%	3	24%	6	16%	50	11%
				Dissatisfied	0	0%	8	9%	76	8%	0	0%	3	3%	103	8%	3	24%	4	10%	36	8%
				Very dissatisfied	0	0%	4	5%	59	6%	0	0%	8	8%	74	6%	0	0%	0	0%	28	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	3	30%	14	16%	292	27%	3	30%	28	28%	398	28%	0	0%	10	27%	152	31%
				Satisfied	4	40%	29	34%	361	33%	4	40%	31	30%	434	31%	7	57%	14	37%	161	32%
				Neither satisfied nor dissatisfied	2	20%	20	23%	180	17%	0	0%	26	26%	217	15%	3	26%	6	15%	83	17%
				Dissatisfied	0	0%	14	16%	148	14%	2	20%	11	11%	226	16%	2	17%	5	13%	57	11%
				Very dissatisfied	1	10%	9	10%	98	9%	1	10%	6	6%	125	9%	0	0%	3	7%	46	9%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	0	0%	6	7%	203	21%	0	0%	24	24%	274	21%	1	9%	11	29%	145	30%
				Satisfied	5	50%	31	38%	258	27%	6	59%	29	30%	312	24%	6	54%	14	37%	165	34%
				Neither satisfied nor dissatisfied	4	40%	25	30%	253	26%	1	10%	20	21%	299	23%	3	28%	6	16%	85	18%
				Dissatisfied	0	0%	11	13%	148	15%	1	10%	18	19%	274	21%	1	9%	6	15%	50	10%
				Very dissatisfied	1	10%	9	11%	111	11%	2	20%	6	7%	162	12%	0	0%	1	2%	36	7%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	40%	N/A	N/A	110	25%	4	40%	N/A	N/A	123	23%	1	8%	N/A	N/A	41	25%
				Satisfied	2	20%	N/A	N/A	158	36%	3	30%	N/A	N/A	189	35%	6	49%	N/A	N/A	67	40%
				Neither satisfied nor dissatisfied	2	20%	N/A	N/A	88	20%	2	20%	N/A	N/A	107	20%	4	34%	N/A	N/A	37	22%
				Dissatisfied	2	20%	N/A	N/A	50	11%	0	0%	N/A	N/A	80	15%	1	8%	N/A	N/A	10	6%
				Very dissatisfied	0	0%	N/A	N/A	36	8%	1	10%	N/A	N/A	45	8%	0	0%	N/A	N/A	13	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	3	27%	16	19%	278	26%	3	30%	27	27%	331	24%	1	9%	11	30%	135	27%
				Satisfied	7	64%	35	42%	371	35%	3	30%	40	39%	437	31%	5	47%	13	35%	175	35%
				Neither satisfied nor dissatisfied	1	9%	14	16%	165	15%	1	10%	17	17%	244	17%	3	28%	6	16%	79	16%
				Dissatisfied	0	0%	13	16%	163	15%	2	20%	8	8%	246	18%	2	16%	5	14%	65	13%
				Very dissatisfied	0	0%	6	7%	96	9%	1	10%	9	9%	140	10%	0	0%	2	5%	43	9%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	36%	19	22%	324	30%	4	39%	35	35%	411	29%	2	15%	8	22%	141	28%
				Satisfied	7	64%	33	38%	403	38%	3	30%	42	42%	478	34%	7	60%	24	62%	190	38%
				Neither satisfied nor dissatisfied	0	0%	26	31%	196	18%	1	10%	15	15%	301	22%	3	25%	3	8%	84	17%
				Dissatisfied	0	0%	4	5%	87	8%	2	20%	5	5%	120	9%	0	0%	1	3%	50	10%
				Very dissatisfied	0	0%	4	4%	58	5%	0	0%	4	4%	84	6%	0	0%	2	5%	34	7%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	54%	16	19%	331	32%	3	30%	33	33%	452	33%	5	40%	8	22%	144	30%
				Satisfied	5	46%	36	43%	422	40%	2	20%	45	44%	553	40%	5	43%	19	51%	186	39%
				Neither satisfied nor dissatisfied	0	0%	22	27%	169	16%	2	20%	12	12%	200	14%	2	17%	5	13%	91	19%
				Dissatisfied	0	0%	8	10%	88	8%	3	30%	9	9%	128	9%	0	0%	4	11%	34	7%
				Very dissatisfied	0	0%	1	1%	40	4%	0	0%	3	3%	47	3%	0	0%	1	2%	24	5%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					HUMANITIES					SOCIAL SCIENCES					PHYSICAL SCIENCES							
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	54%	24	28%	421	40%	4	39%	38	37%	575	42%	6	45%	11	30%	155	32%
				Satisfied	5	46%	36	41%	396	38%	1	10%	43	42%	497	36%	6	47%	18	48%	184	38%
				Neither satisfied nor dissatisfied	0	0%	19	23%	140	13%	3	30%	14	14%	199	14%	0	0%	4	10%	93	19%
				Dissatisfied	0	0%	7	8%	52	5%	2	20%	6	6%	80	6%	1	8%	3	9%	37	8%
				Very dissatisfied	0	0%	0	0%	34	3%	0	0%	1	1%	30	2%	0	0%	1	2%	18	4%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	54%	30	35%	390	36%	5	50%	37	37%	514	37%	3	24%	11	29%	183	37%
				Satisfied	4	37%	31	36%	349	32%	4	40%	36	35%	438	31%	8	60%	14	37%	147	29%
				Neither satisfied nor dissatisfied	1	9%	12	14%	150	14%	1	10%	15	15%	175	12%	1	8%	1	3%	72	14%
				Dissatisfied	0	0%	9	10%	116	11%	0	0%	5	5%	167	12%	1	8%	10	26%	62	12%
				Very dissatisfied	0	0%	5	5%	75	7%	0	0%	7	7%	107	8%	0	0%	2	5%	37	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	3	27%	13	15%	286	27%	3	30%	24	24%	362	26%	2	17%	8	22%	140	28%
				Satisfied	5	45%	30	34%	341	32%	2	20%	36	36%	425	30%	3	25%	16	42%	176	35%
				Neither satisfied nor dissatisfied	3	27%	20	23%	154	14%	3	30%	22	21%	223	16%	4	32%	7	18%	83	17%
				Dissatisfied	0	0%	14	17%	188	17%	1	10%	10	10%	236	17%	3	25%	6	16%	53	11%
				Very dissatisfied	0	0%	9	11%	105	10%	1	10%	9	9%	147	11%	0	0%	1	2%	44	9%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	6	55%	N/A	N/A	160	37%	4	40%	N/A	N/A	211	39%	3	26%	N/A	N/A	57	34%
				Satisfied	3	27%	N/A	N/A	185	42%	2	20%	N/A	N/A	221	41%	6	51%	N/A	N/A	71	42%
				Neither satisfied nor dissatisfied	1	9%	N/A	N/A	63	15%	3	30%	N/A	N/A	71	13%	3	23%	N/A	N/A	32	19%
				Dissatisfied	1	9%	N/A	N/A	20	5%	1	10%	N/A	N/A	20	4%	0	0%	N/A	N/A	5	3%
				Very dissatisfied	0	0%	N/A	N/A	9	2%	0	0%	N/A	N/A	16	3%	0	0%	N/A	N/A	3	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	5	45%	N/A	N/A	92	22%	3	33%	N/A	N/A	104	21%	4	32%	N/A	N/A	25	16%
				Satisfied	4	36%	N/A	N/A	185	43%	4	45%	N/A	N/A	202	40%	4	34%	N/A	N/A	62	38%
				Neither satisfied nor dissatisfied	2	19%	N/A	N/A	106	25%	1	11%	N/A	N/A	141	28%	3	25%	N/A	N/A	59	36%
				Dissatisfied	0	0%	N/A	N/A	29	7%	1	11%	N/A	N/A	36	7%	1	8%	N/A	N/A	7	4%
				Very dissatisfied	0	0%	N/A	N/A	16	4%	0	0%	N/A	N/A	22	4%	0	0%	N/A	N/A	9	6%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	8	73%	N/A	N/A	126	28%	4	44%	N/A	N/A	174	33%	2	15%	N/A	N/A	42	24%
				Satisfied	1	9%	N/A	N/A	191	43%	3	33%	N/A	N/A	204	38%	6	51%	N/A	N/A	76	45%
				Neither satisfied nor dissatisfied	2	19%	N/A	N/A	77	17%	1	11%	N/A	N/A	91	17%	1	9%	N/A	N/A	34	20%
				Dissatisfied	0	0%	N/A	N/A	36	8%	1	11%	N/A	N/A	34	6%	1	8%	N/A	N/A	12	7%
				Very dissatisfied	0	0%	N/A	N/A	17	4%	0	0%	N/A	N/A	30	6%	2	17%	N/A	N/A	7	4%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	9	82%	N/A	N/A	298	47%	4	40%	N/A	N/A	351	48%	7	53%	N/A	N/A	136	52%
				Somewhat agree	1	9%	N/A	N/A	201	32%	4	40%	N/A	N/A	215	30%	3	23%	N/A	N/A	82	32%
				Neither agree nor disagree	1	9%	N/A	N/A	41	6%	0	0%	N/A	N/A	59	8%	2	16%	N/A	N/A	11	4%
				Somewhat disagree	0	0%	N/A	N/A	58	9%	2	20%	N/A	N/A	68	9%	1	8%	N/A	N/A	19	7%
				Strongly disagree	0	0%	N/A	N/A	38	6%	0	0%	N/A	N/A	33	4%	0	0%	N/A	N/A	12	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	3	25%	25	29%	371	34%	5	49%	40	39%	475	34%	1	8%	15	40%	187	37%
				Satisfied	8	67%	35	40%	457	42%	4	41%	42	41%	598	43%	9	68%	14	37%	199	40%
				Neither satisfied nor dissatisfied	1	8%	15	18%	96	9%	1	10%	9	9%	138	10%	2	16%	6	16%	50	10%
				Dissatisfied	0	0%	11	12%	109	10%	0	0%	5	5%	126	9%	1	8%	3	7%	41	8%
				Very dissatisfied	0	0%	1	1%	55	5%	0	0%	5	5%	66	5%	0	0%	0	0%	27	5%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	1	8%	11	13%	198	18%	3	30%	25	24%	228	16%	1	8%	7	19%	91	18%
				Satisfied	6	50%	38	43%	476	44%	5	50%	44	43%	680	48%	6	47%	15	39%	225	45%
				Neither satisfied nor dissatisfied	4	33%	22	25%	174	16%	0	0%	18	17%	225	16%	4	32%	12	32%	100	20%
				Dissatisfied	1	9%	13	15%	175	16%	1	10%	11	11%	202	14%	2	14%	4	10%	61	12%
				Very dissatisfied	0	0%	3	3%	70	6%	1	10%	5	5%	68	5%	0	0%	0	0%	26	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	3	27%	18	24%	77	9%	2	20%	30	33%	97	9%	2	24%	8	27%	32	9%
				President	0	0%	1	1%	168	20%	0	0%	6	7%	224	22%	0	0%	0	0%	62	18%
				Vice President for Academic Affairs	0	0%	5	7%	50	6%	0	0%	4	5%	53	5%	0	0%	1	3%	23	7%
				Academic Dean	0	0%	8	10%	101	12%	0	0%	1	1%	98	9%	1	11%	3	9%	29	8%
				Provost	8	73%	44	58%	454	53%	7	70%	48	54%	557	54%	6	65%	19	61%	202	57%
Other	0	0%	0	0%	10	1%	1	10%	0	0%	9	1%	0	0%	0	0%	3	1%				
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Strongly agree	3	34%	4	8%	98	15%	3	33%	19	27%	131	16%	1	13%	4	15%	45	16%
				Somewhat agree	2	22%	11	20%	154	23%	3	34%	22	30%	230	28%	2	26%	8	32%	81	29%
				Neither agree nor disagree	1	11%	18	33%	169	25%	1	11%	12	17%	197	24%	4	49%	9	35%	73	26%
				Somewhat disagree	3	33%	15	28%	146	22%	0	0%	11	15%	132	16%	1	13%	4	15%	50	18%
				Strongly disagree	0	0%	6	11%	103	15%	2	22%	8	11%	127	16%	0	0%	1	4%	31	11%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career	4	39%	9	12%	159	16%	3	30%	19	20%	163	13%	5	39%	8	23%	57	12%
				For the foreseeable future	5	50%	43	55%	449	46%	5	50%	41	45%	576	45%	5	39%	17	49%	243	53%
				For no more than 5 years after earning	1	10%	15	18%	152	16%	0	0%	15	16%	204	16%	2	16%	5	14%	54	12%
				I haven't thought that far ahead	0	0%	12	15%	218	22%	2	20%	17	19%	335	26%	1	6%	5	14%	106	23%
				Other	N<5	N<5	N/A	N/A	48	75%	N<5	N<5	N/A	N/A	46	70%	N<5	N<5	N/A	N/A	14	88%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	1	1%	N<5	N<5	N/A	N/A	1	6%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	0	0%
				Prefer to work in government	N<5	N<5	N/A	N/A	14	22%	N<5	N<5	N/A	N/A	18	27%	N<5	N<5	N/A	N/A	1	6%
				Other	N<5	N<5	N/A	N/A	14	22%	N<5	N<5	N/A	N/A	18	27%	N<5	N<5	N/A	N/A	1	6%

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Survey Administration 2008-09

item	theme	name	description	response scale	HUMANITIES									ACADEMIC AREA SOCIAL SCIENCES						PHYSICAL SCIENCES					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables				
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	6	60%	32	39%	509	48%	5	50%	46	46%	641	47%	5	42%	14	40%	220	46%			
				Somewhat agree	3	30%	26	31%	310	29%	4	40%	31	31%	409	30%	4	34%	12	34%	133	27%			
				Neither agree nor disagree	1	10%	10	12%	95	9%	0	0%	6	6%	115	8%	3	23%	3	9%	57	12%			
				Somewhat disagree	0	0%	10	12%	95	9%	1	10%	11	10%	129	9%	0	0%	6	17%	46	10%			
				Strongly disagree	0	0%	4	5%	49	5%	0	0%	7	6%	68	5%	0	0%	0	0%	27	6%			
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	8	80%	40	50%	521	50%	7	70%	58	59%	691	51%	3	26%	22	60%	270	55%			
				Recommend with reservations	2	20%	39	48%	460	44%	3	30%	37	38%	597	44%	9	74%	15	40%	191	39%			
				Not recommend dept	0	0%	2	2%	68	6%	0	0%	3	3%	75	5%	0	0%	0	0%	27	6%			
				Great	1	10%	8	9%	190	18%	2	20%	29	30%	265	19%	1	9%	8	22%	114	23%			
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Good	6	60%	50	60%	526	49%	6	60%	44	44%	679	49%	4	34%	18	49%	242	50%			
				So-so	2	20%	18	22%	263	25%	0	0%	19	19%	322	23%	7	57%	9	24%	104	21%			
				Bad	1	10%	5	6%	60	6%	0	0%	4	4%	92	7%	0	0%	2	5%	16	3%			
				Awful	0	0%	3	4%	31	3%	2	20%	3	3%	33	2%	0	0%	0	0%	13	3%			

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item	theme	name	description	response scale	ACADEMIC AREA																	
					BIOLOGICAL SCIENCES						VISUAL & PERFORMING ARTS						ENGI / COMP SCI / MATH / STATS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	N<5	N<5	3	21%	92	20%	1	11%	11	26%	95	18%	3	23%	18	23%	225	19%
				Fairly clear	N<5	N<5	5	37%	249	54%	2	22%	20	45%	282	52%	7	54%	39	49%	616	53%
				Neither clear nor unclear	N<5	N<5	3	22%	62	14%	3	34%	8	18%	77	14%	0	0%	9	12%	190	16%
				Fairly unclear	N<5	N<5	2	14%	38	8%	2	22%	2	4%	59	11%	2	15%	8	10%	77	7%
				Very unclear	N<5	N<5	1	7%	20	4%	1	11%	3	6%	29	5%	1	7%	5	6%	53	5%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	N<5	N<5	1	6%	88	19%	0	0%	10	24%	81	15%	2	15%	12	16%	178	15%
				Fairly clear	N<5	N<5	7	44%	242	53%	3	33%	18	42%	272	50%	7	54%	39	50%	595	51%
				Neither clear nor unclear	N<5	N<5	4	29%	67	15%	1	11%	5	12%	80	15%	1	8%	11	14%	208	18%
				Fairly unclear	N<5	N<5	2	14%	41	9%	2	22%	6	13%	74	14%	2	15%	11	14%	115	10%
				Very unclear	N<5	N<5	1	7%	22	5%	3	33%	4	9%	34	6%	1	7%	5	6%	67	6%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	N<5	N<5	0	0%	40	9%	0	0%	5	11%	54	10%	2	15%	7	8%	115	10%
				Fairly clear	N<5	N<5	8	52%	221	48%	2	22%	15	34%	232	43%	7	54%	36	45%	439	38%
				Neither clear nor unclear	N<5	N<5	4	28%	103	22%	1	11%	12	28%	113	21%	2	15%	20	25%	313	27%
				Fairly unclear	N<5	N<5	1	7%	59	13%	3	33%	7	16%	94	17%	1	8%	10	13%	193	17%
				Very unclear	N<5	N<5	2	14%	37	8%	3	33%	5	11%	47	9%	1	7%	7	9%	95	8%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	N<5	N<5	1	6%	66	14%	0	0%	8	18%	68	13%	1	7%	10	12%	174	15%
				Fairly clear	N<5	N<5	7	47%	238	52%	2	22%	16	37%	243	45%	8	62%	40	51%	516	45%
				Neither clear nor unclear	N<5	N<5	4	27%	85	18%	1	11%	13	30%	120	22%	1	8%	16	20%	269	24%
				Fairly unclear	N<5	N<5	1	7%	48	10%	3	33%	7	16%	81	15%	2	15%	9	12%	125	11%
				Very unclear	N<5	N<5	2	14%	23	5%	3	34%	0	0%	26	5%	1	7%	4	5%	61	5%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	N<5	N<5	0	0%	78	17%	0	0%	8	18%	91	17%	1	8%	12	15%	205	18%
				Fairly clear	N<5	N<5	7	47%	188	41%	3	33%	20	48%	248	47%	10	77%	43	55%	478	42%
				Neither clear nor unclear	N<5	N<5	5	32%	112	25%	3	33%	10	24%	125	23%	0	0%	16	20%	307	27%
				Fairly unclear	N<5	N<5	2	14%	52	11%	1	11%	2	4%	49	9%	1	8%	5	6%	89	8%
				Very unclear	N<5	N<5	1	7%	25	5%	2	22%	3	6%	20	4%	1	7%	3	4%	59	5%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	3	19%	89	19%	0	0%	7	15%	89	17%	1	7%	11	13%	224	19%
				Fairly clear	N<5	N<5	6	40%	256	56%	2	22%	22	50%	271	51%	7	54%	39	49%	610	53%
				Neither clear nor unclear	N<5	N<5	3	21%	50	11%	1	11%	5	11%	74	14%	3	23%	15	18%	157	14%
				Fairly unclear	N<5	N<5	2	14%	46	10%	5	56%	11	24%	76	14%	1	8%	13	16%	121	10%
				Very unclear	N<5	N<5	1	7%	19	4%	1	11%	0	0%	22	4%	1	7%	3	4%	41	4%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	1	6%	56	12%	1	11%	8	18%	101	19%	2	15%	11	14%	194	17%
				Fairly clear	N<5	N<5	8	52%	237	52%	5	56%	28	64%	287	53%	10	77%	45	56%	624	54%
				Neither clear nor unclear	N<5	N<5	4	28%	86	19%	1	11%	4	9%	84	16%	0	0%	14	18%	211	18%
				Fairly unclear	N<5	N<5	1	7%	55	12%	2	22%	4	8%	55	10%	0	0%	7	9%	101	9%
				Very unclear	N<5	N<5	1	7%	23	5%	0	0%	1	2%	9	2%	1	8%	3	4%	27	2%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	1	6%	32	7%	1	13%	0	0%	54	11%	1	8%	4	5%	121	11%
				Fairly clear	N<5	N<5	6	47%	145	32%	3	38%	10	26%	150	30%	8	67%	24	32%	435	39%
				Neither clear nor unclear	N<5	N<5	5	34%	144	32%	0	0%	14	37%	153	31%	1	8%	29	39%	329	29%
				Fairly unclear	N<5	N<5	1	8%	86	19%	3	37%	13	35%	108	22%	2	16%	15	20%	170	15%
				Very unclear	N<5	N<5	1	5%	46	10%	1	12%	1	3%	33	7%	0	0%	3	4%	71	6%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	1	6%	36	8%	0	0%	6	13%	55	10%	1	8%	2	3%	105	9%
				Fairly clear	N<5	N<5	6	41%	161	35%	0	0%	14	33%	208	39%	6	46%	33	42%	406	36%
				Neither clear nor unclear	N<5	N<5	5	34%	142	31%	5	56%	12	27%	126	24%	4	31%	22	28%	331	29%
				Fairly unclear	N<5	N<5	3	19%	86	19%	4	44%	11	24%	98	18%	1	8%	16	20%	205	18%
				Very unclear	N<5	N<5	0	0%	31	7%	0	0%	1	2%	43	8%	1	7%	6	7%	89	8%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	1	6%	31	7%	0	0%	2	4%	42	8%	0	0%	5	6%	76	7%
				Fairly clear	N<5	N<5	4	31%	120	27%	3	33%	13	30%	138	26%	5	39%	25	31%	292	26%
				Neither clear nor unclear	N<5	N<5	6	41%	132	29%	3	33%	14	32%	176	34%	6	46%	26	33%	405	36%
				Fairly unclear	N<5	N<5	1	8%	116	26%	2	22%	11	25%	116	22%	1	8%	17	21%	225	20%
				Very unclear	N<5	N<5	2	13%	54	12%	1	11%	4	9%	49	9%	1	7%	7	9%	113	10%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	N<5	N<5	1	6%	21	5%	0	0%	0	0%	33	6%	0	0%	1	2%	63	6%
				Fairly clear	N<5	N<5	4	30%	108	24%	3	33%	7	17%	126	24%	4	31%	27	35%	327	30%
				Neither clear nor unclear	N<5	N<5	5	33%	143	32%	2	22%	19	46%	164	32%	4	31%	27	35%	386	35%
				Fairly unclear	N<5	N<5	2	16%	113	25%	4	44%	13	30%	135	26%	2	15%	14	18%	207	19%
				Very unclear	N<5	N<5	2	14%	66	15%	0	0%	3	7%	58	11%	3	23%	8	10%	119	11%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	2	12%	100	22%	0	0%	9	19%	98	19%	2	15%	16	20%	261	23%
				Fairly reasonable	N<5	N<5	5	31%	209	46%	2	22%	15	34%	232	44%	8	62%	48	60%	510	45%
				Neither reasonable nor unreasonable	N<5	N<5	5	36%	92	20%	2	22%	15	33%	118	22%	3	23%	12	15%	230	20%
				Fairly unreasonable	N<5	N<5	2	14%	40	9%	3	34%	3	7%	65	12%	0	0%	4	5%	92	8%
				Very unreasonable	N<5	N<5	1	7%	18	4%	2	22%	3	7%	15	3%	0	0%	0	0%	47	4%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	1	6%	120	26%	1	11%	8	18%	137	26%	2	15%	17	22%	293	26%
				Fairly reasonable	N<5	N<5	8	51%	178	39%	6	67%	21	48%	226	43%	9	69%	44	55%	535	47%
				Neither reasonable nor unreasonable	N<5	N<5	4	29%	117	26%	1	11%	9	19%	114	22%	1	8%	16	20%	237	21%
				Fairly unreasonable	N<5	N<5	1	7%	24	5%	1	11%	5	11%	43	8%	1	7%	1	1%	53	5%
				Very unreasonable	N<5	N<5	1	7%	16	3%	0	0%	2	4%	11	2%	0	0%	1	1%	24	2%

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					BIOLOGICAL SCIENCES						ACADEMIC AREA VISUAL & PERFORMING ARTS						ENGI / COMP SCI / MATH / STATS					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	1	6%	76	17%	0	0%	2	5%	80	16%	1	8%	6	8%	209	19%
				Fairly reasonable	N<5	N<5	6	47%	141	31%	4	51%	5	14%	126	26%	9	75%	24	32%	407	37%
				Neither reasonable nor unreasonable	N<5	N<5	6	42%	200	44%	3	37%	25	66%	234	48%	2	16%	43	58%	426	38%
				Fairly unreasonable	N<5	N<5	1	5%	18	4%	1	12%	5	13%	39	8%	0	0%	0	0%	46	4%
				Very unreasonable	N<5	N<5	0	0%	15	3%	0	0%	1	2%	8	2%	0	0%	1	1%	21	2%
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	2	12%	87	19%	0	0%	8	18%	95	18%	1	8%	7	9%	193	17%
				Fairly reasonable	N<5	N<5	5	35%	137	30%	2	22%	12	27%	159	30%	7	54%	32	41%	379	34%
				Neither reasonable nor unreasonable	N<5	N<5	7	48%	207	46%	6	67%	18	42%	214	41%	5	38%	36	45%	461	41%
				Fairly unreasonable	N<5	N<5	1	5%	11	2%	1	11%	4	8%	40	8%	0	0%	2	2%	56	5%
				Very unreasonable	N<5	N<5	0	0%	11	2%	0	0%	2	4%	15	3%	0	0%	2	2%	28	2%
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	1	6%	64	14%	0	0%	3	7%	60	12%	0	0%	7	8%	145	13%
				Fairly reasonable	N<5	N<5	5	38%	101	23%	1	11%	11	26%	126	24%	6	46%	25	32%	288	26%
				Neither reasonable nor unreasonable	N<5	N<5	8	56%	262	59%	6	67%	24	56%	288	56%	7	54%	45	58%	597	55%
				Fairly unreasonable	N<5	N<5	0	0%	14	3%	2	22%	4	9%	35	7%	0	0%	1	1%	47	4%
				Very unreasonable	N<5	N<5	0	0%	5	1%	0	0%	1	2%	9	2%	0	0%	1	1%	15	1%
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	N<5	N<5	1	6%	59	13%	0	0%	0	0%	62	12%	0	0%	3	4%	129	12%
				Fairly reasonable	N<5	N<5	4	30%	89	20%	2	22%	9	22%	115	23%	5	38%	30	38%	333	31%
				Neither reasonable nor unreasonable	N<5	N<5	9	64%	269	61%	5	56%	29	69%	305	60%	8	62%	44	56%	564	52%
				Fairly unreasonable	N<5	N<5	0	0%	17	4%	2	22%	3	6%	21	4%	0	0%	1	1%	42	4%
				Very unreasonable	N<5	N<5	0	0%	8	2%	0	0%	1	2%	8	2%	0	0%	0	0%	14	1%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	N<5	N<5	1	7%	92	20%	0	0%	6	13%	85	16%	3	25%	9	11%	193	17%
				Somewhat agree	N<5	N<5	5	36%	157	34%	2	22%	15	36%	150	29%	4	34%	38	49%	392	35%
				Neither agree nor disagree	N<5	N<5	0	0%	42	9%	2	22%	3	8%	44	9%	0	0%	6	8%	136	12%
				Somewhat disagree	N<5	N<5	8	57%	104	23%	3	33%	10	24%	129	25%	1	8%	11	14%	236	21%
				Strongly disagree	N<5	N<5	0	0%	62	14%	2	22%	8	18%	107	21%	4	33%	14	18%	173	15%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	N<5	N<5	4	31%	136	31%	2	25%	11	27%	155	32%	3	25%	29	39%	359	33%
				Somewhat agree	N<5	N<5	6	48%	179	41%	2	25%	15	39%	153	31%	4	34%	22	29%	404	37%
				Neither agree nor disagree	N<5	N<5	1	7%	57	13%	1	13%	5	12%	72	15%	4	33%	9	12%	134	12%
				Somewhat disagree	N<5	N<5	2	14%	38	9%	3	37%	7	18%	71	15%	0	0%	8	11%	111	10%
				Strongly disagree	N<5	N<5	0	0%	28	6%	0	0%	2	5%	40	8%	1	8%	7	9%	85	8%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	1	6%	77	17%	2	23%	7	15%	107	20%	4	31%	19	24%	248	21%
				Satisfied	N<5	N<5	5	37%	236	51%	3	33%	18	42%	256	49%	8	62%	43	54%	577	50%
				Neither satisfied nor dissatisfied	N<5	N<5	6	43%	67	15%	2	22%	6	13%	52	10%	1	7%	9	11%	126	11%
				Dissatisfied	N<5	N<5	2	14%	71	15%	1	11%	8	18%	87	17%	0	0%	8	10%	169	15%
				Very dissatisfied	N<5	N<5	0	0%	8	2%	1	11%	5	12%	23	4%	0	0%	1	1%	37	3%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	N/A	N/A	25	10%	0	0%	N/A	N/A	32	11%	2	15%	N/A	N/A	84	14%
				Satisfied	N<5	N<5	N/A	N/A	117	47%	2	22%	N/A	N/A	108	37%	8	61%	N/A	N/A	278	47%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	44	18%	1	11%	N/A	N/A	59	21%	3	23%	N/A	N/A	104	18%
				Dissatisfied	N<5	N<5	N/A	N/A	58	23%	4	44%	N/A	N/A	65	23%	0	0%	N/A	N/A	101	17%
				Very dissatisfied	N<5	N<5	N/A	N/A	6	2%	2	22%	N/A	N/A	24	8%	0	0%	N/A	N/A	28	5%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	1	8%	178	39%	0	0%	9	20%	195	37%	5	39%	26	33%	417	36%
				Satisfied	N<5	N<5	8	55%	195	43%	7	78%	23	54%	235	45%	7	54%	40	52%	522	45%
				Neither satisfied nor dissatisfied	N<5	N<5	3	21%	47	10%	1	11%	6	15%	39	7%	1	8%	6	7%	115	10%
				Dissatisfied	N<5	N<5	2	16%	27	6%	1	11%	5	12%	49	9%	0	0%	5	7%	79	7%
				Very dissatisfied	N<5	N<5	0	0%	7	1%	0	0%	0	0%	8	1%	0	0%	1	1%	18	2%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	1	8%	137	30%	0	0%	10	22%	165	31%	6	46%	20	26%	386	33%
				Satisfied	N<5	N<5	7	54%	175	39%	3	33%	12	27%	165	32%	4	31%	37	47%	391	34%
				Neither satisfied nor dissatisfied	N<5	N<5	3	23%	67	15%	3	33%	5	11%	53	10%	2	15%	11	14%	148	13%
				Dissatisfied	N<5	N<5	2	15%	61	14%	2	22%	13	29%	100	19%	1	7%	8	10%	163	14%
				Very dissatisfied	N<5	N<5	0	0%	12	3%	1	11%	5	11%	41	8%	0	0%	3	4%	66	6%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	6	44%	219	48%	4	45%	19	45%	270	52%	9	69%	38	48%	520	45%
				Satisfied	N<5	N<5	6	41%	152	33%	3	33%	11	27%	158	30%	4	31%	32	40%	422	37%
				Neither satisfied nor dissatisfied	N<5	N<5	1	7%	38	8%	2	22%	4	9%	32	6%	0	0%	4	5%	114	10%
				Dissatisfied	N<5	N<5	1	8%	31	7%	0	0%	6	13%	45	9%	0	0%	4	5%	59	5%
				Very dissatisfied	N<5	N<5	0	0%	14	3%	0	0%	3	7%	18	3%	0	0%	1	1%	38	3%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	6	44%	299	66%	5	56%	26	61%	389	75%	9	69%	44	55%	617	54%
				Satisfied	N<5	N<5	7	48%	120	27%	4	44%	11	25%	102	20%	4	31%	28	35%	403	35%
				Neither satisfied nor dissatisfied	N<5	N<5	1	8%	24	5%	0	0%	1	2%	16	3%	0	0%	7	9%	83	7%
				Dissatisfied	N<5	N<5	0	0%	8	2%	0	0%	5	11%	10	2%	0	0%	1	1%	32	3%
				Very dissatisfied	N<5	N<5	0	0%	3	1%	0	0%	0	0%	4	1%	0	0%	0	0%	15	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	3	22%	137	30%	1	11%	13	31%	181	34%	5	38%	26	33%	379	33%
				Satisfied	N<5	N<5	4	32%	190	42%	5	55%	15	34%	187	36%	5	39%	40	50%	473	41%
				Neither satisfied nor dissatisfied	N<5	N<5	5	38%	68	15%	2	22%	6	13%	53	10%	2	15%	7	9%	152	13%
				Dissatisfied	N<5	N<5	1	8%	40	9%	1	11%	7	17%	68	13%	0	0%	4	6%	107	9%
				Very dissatisfied	N<5	N<5	0	0%	19	4%	0	0%	2	4%	37	7%	1	8%	1	2%	40	3%

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				ACADEMIC AREA																		
				BIOLOGICAL SCIENCES					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS								
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	3	23%	99	23%	1	11%	9	21%	110	21%	4	31%	4	5%	189	17%
				Satisfied	N<5	N<5	4	28%	147	34%	2	22%	14	32%	165	32%	4	31%	29	37%	381	34%
				Neither satisfied nor dissatisfied	N<5	N<5	3	19%	85	19%	2	22%	10	23%	103	20%	3	23%	21	27%	253	23%
				Dissatisfied	N<5	N<5	4	30%	83	19%	2	22%	6	15%	111	21%	1	7%	19	24%	220	20%
				Very dissatisfied	N<5	N<5	0	0%	24	5%	2	22%	4	9%	33	6%	1	8%	5	7%	79	7%
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	4	31%	94	22%	1	14%	3	12%	118	29%	4	40%	8	13%	166	15%
				Satisfied	N<5	N<5	6	45%	168	39%	1	15%	8	34%	136	33%	4	39%	24	36%	429	39%
				Neither satisfied nor dissatisfied	N<5	N<5	3	24%	72	17%	1	14%	8	31%	79	19%	2	20%	18	27%	241	22%
				Dissatisfied	N<5	N<5	0	0%	83	19%	2	29%	3	12%	62	15%	0	0%	11	17%	186	17%
				Very dissatisfied	N<5	N<5	0	0%	15	3%	2	28%	3	12%	16	4%	0	0%	5	8%	65	6%
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	0	0%	43	9%	0	0%	3	7%	25	5%	2	17%	4	5%	137	12%
				Satisfied	N<5	N<5	2	14%	127	28%	0	0%	5	12%	132	25%	2	16%	29	37%	351	31%
				Neither satisfied nor dissatisfied	N<5	N<5	2	13%	59	13%	0	0%	6	13%	56	11%	3	25%	14	18%	176	15%
				Dissatisfied	N<5	N<5	8	61%	173	38%	4	45%	15	36%	190	36%	4	33%	21	27%	342	30%
				Very dissatisfied	N<5	N<5	2	12%	58	13%	5	55%	14	33%	122	23%	1	8%	11	14%	142	12%
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	0	0%	30	7%	0	0%	2	6%	16	4%	0	0%	6	9%	79	7%
				Satisfied	N<5	N<5	2	13%	148	33%	0	0%	5	14%	65	15%	5	50%	21	29%	317	28%
				Neither satisfied nor dissatisfied	N<5	N<5	7	54%	132	29%	4	50%	15	46%	186	43%	3	31%	30	41%	349	31%
				Dissatisfied	N<5	N<5	5	33%	100	22%	2	25%	7	22%	98	23%	0	0%	13	18%	229	21%
				Very dissatisfied	N<5	N<5	0	0%	40	9%	2	25%	4	11%	66	15%	2	19%	3	4%	140	13%
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	5	35%	275	60%	4	44%	23	53%	280	54%	3	25%	24	32%	493	43%
				Satisfied	N<5	N<5	5	40%	138	30%	4	45%	16	37%	164	31%	7	58%	36	48%	432	38%
				Neither satisfied nor dissatisfied	N<5	N<5	3	21%	23	5%	0	0%	3	7%	43	8%	2	17%	11	15%	134	12%
				Dissatisfied	N<5	N<5	1	5%	16	4%	0	0%	1	2%	22	4%	0	0%	2	3%	61	5%
				Very dissatisfied	N<5	N<5	0	0%	4	1%	1	11%	1	2%	13	3%	0	0%	2	3%	18	2%
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	3	22%	106	23%	1	11%	7	16%	67	13%	3	25%	18	22%	220	19%
				Satisfied	N<5	N<5	5	35%	155	34%	3	33%	20	47%	129	25%	6	50%	30	37%	421	37%
				Neither satisfied nor dissatisfied	N<5	N<5	3	20%	51	11%	2	23%	6	15%	76	15%	2	17%	16	20%	192	17%
				Dissatisfied	N<5	N<5	2	14%	94	21%	2	22%	7	16%	126	24%	1	8%	10	13%	193	17%
				Very dissatisfied	N<5	N<5	1	9%	52	11%	1	11%	3	7%	123	24%	0	0%	6	7%	122	11%
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	N<5	N<5	2	13%	65	15%	0	0%	2	6%	42	9%	1	9%	4	6%	130	12%
				Satisfied	N<5	N<5	4	30%	118	27%	2	22%	8	24%	108	24%	5	45%	21	29%	325	30%
				Neither satisfied nor dissatisfied	N<5	N<5	4	29%	89	21%	1	11%	6	18%	90	20%	3	27%	25	35%	273	25%
				Dissatisfied	N<5	N<5	3	20%	104	24%	3	33%	11	36%	105	23%	1	9%	17	24%	225	21%
				Very dissatisfied	N<5	N<5	1	9%	54	13%	3	33%	5	16%	103	23%	1	9%	4	6%	138	13%
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	1	9%	98	21%	4	44%	15	35%	150	29%	5	41%	26	32%	301	26%
				Satisfied	N<5	N<5	7	48%	154	34%	1	11%	16	37%	175	34%	3	25%	31	39%	419	37%
				Neither satisfied nor dissatisfied	N<5	N<5	3	22%	63	14%	2	22%	2	5%	65	13%	2	17%	10	13%	162	14%
				Dissatisfied	N<5	N<5	3	22%	92	20%	2	22%	6	14%	83	16%	2	17%	10	12%	160	14%
				Very dissatisfied	N<5	N<5	0	0%	50	11%	0	0%	4	9%	43	8%	0	0%	3	4%	97	9%
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	0	0%	55	13%	0	0%	6	15%	50	11%	3	25%	9	11%	146	13%
				Satisfied	N<5	N<5	3	21%	155	35%	0	0%	7	20%	118	26%	4	34%	28	36%	381	35%
				Neither satisfied nor dissatisfied	N<5	N<5	9	67%	96	22%	4	57%	12	33%	144	32%	2	17%	18	24%	265	24%
				Dissatisfied	N<5	N<5	2	13%	90	20%	1	15%	9	24%	98	22%	2	16%	16	21%	208	19%
				Very dissatisfied	N<5	N<5	0	0%	44	10%	2	29%	3	8%	37	8%	1	8%	6	8%	99	9%
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	1	7%	76	17%	2	29%	6	15%	79	17%	3	25%	17	22%	166	15%
				Satisfied	N<5	N<5	4	30%	167	39%	2	29%	20	51%	175	37%	7	59%	35	45%	468	42%
				Neither satisfied nor dissatisfied	N<5	N<5	7	55%	117	27%	2	28%	6	14%	147	31%	1	8%	19	25%	290	26%
				Dissatisfied	N<5	N<5	1	8%	54	13%	1	14%	6	15%	55	12%	0	0%	4	5%	133	12%
				Very dissatisfied	N<5	N<5	0	0%	19	4%	0	0%	2	5%	21	4%	1	8%	2	2%	45	4%
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	N<5	N<5	1	8%	66	15%	0	0%	14	33%	114	23%	3	25%	20	25%	200	18%
				Satisfied	N<5	N<5	2	13%	143	32%	6	67%	18	42%	187	37%	5	42%	32	40%	444	39%
				Neither satisfied nor dissatisfied	N<5	N<5	8	57%	93	21%	2	22%	4	9%	94	19%	3	25%	13	16%	238	21%
				Dissatisfied	N<5	N<5	2	14%	104	23%	0	0%	5	12%	73	15%	1	8%	10	13%	161	14%
				Very dissatisfied	N<5	N<5	1	9%	45	10%	1	11%	2	5%	33	7%	0	0%	4	6%	88	8%
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	1	5%	123	27%	0	0%	12	29%	189	36%	2	16%	15	20%	293	26%
				Important	N<5	N<5	7	51%	192	42%	2	22%	13	31%	211	41%	5	42%	28	38%	492	43%
				Neither important nor unimportant	N<5	N<5	5	35%	83	18%	6	67%	14	34%	86	17%	3	25%	19	25%	215	19%
				Unimportant	N<5	N<5	1	9%	40	9%	0	0%	2	5%	25	5%	2	16%	9	12%	101	9%
				Very unimportant	N<5	N<5	0	0%	17	4%	1	11%	1	2%	9	2%	0	0%	4	5%	36	3%
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	3	20%	210	46%	2	22%	20	46%	240	46%	3	27%	23	30%	429	38%
				Important	N<5	N<5	8	63%	191	42%	5	56%	19	45%	215	41%	6	55%	39	51%	537	47%
				Neither important nor unimportant	N<5	N<5	2	17%	39	9%	2	22%	3	6%	47	9%	2	18%	10	13%	123	11%
				Unimportant	N<5	N<5	0	0%	10	2%	0	0%	1	2%	14	3%	0	0%	2	3%	28	2%
				Very unimportant	N<5	N<5	0	0%	5	1%	0	0%	0	0%	4	1%	0	0%	3	4%	17	1%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					BIOLOGICAL SCIENCES						VISUAL & PERFORMING ARTS						ENGI / COMP SCI / MATH / STATS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	5	36%	159	35%	1	11%	15	36%	199	39%	4	33%	35	44%	396	35%
				Important	N<5	N<5	5	40%	217	48%	6	67%	22	53%	261	51%	7	59%	36	46%	580	51%
				Neither important nor unimportant	N<5	N<5	2	16%	56	12%	1	11%	4	9%	38	7%	0	0%	7	9%	111	10%
				Unimportant	N<5	N<5	1	8%	17	4%	1	11%	1	2%	16	3%	1	8%	1	1%	44	4%
				Very unimportant	N<5	N<5	0	0%	6	1%	0	0%	0	0%	3	1%	0	0%	0	0%	10	1%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	2	13%	142	31%	1	11%	13	32%	201	39%	4	36%	29	37%	351	31%
				Important	N<5	N<5	8	63%	216	47%	6	67%	24	58%	254	49%	6	55%	41	52%	575	50%
				Neither important nor unimportant	N<5	N<5	2	16%	72	16%	1	11%	3	7%	44	9%	1	9%	8	10%	151	13%
				Unimportant	N<5	N<5	1	8%	21	5%	0	0%	1	3%	10	2%	0	0%	1	1%	46	4%
				Very unimportant	N<5	N<5	0	0%	5	1%	1	11%	0	0%	6	1%	0	0%	0	0%	16	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	5	41%	218	48%	3	33%	13	30%	197	39%	4	36%	25	32%	522	46%
				Important	N<5	N<5	5	42%	171	38%	3	34%	18	42%	183	36%	3	28%	42	53%	460	40%
				Neither important nor unimportant	N<5	N<5	0	0%	40	9%	0	0%	10	23%	96	19%	4	37%	9	12%	101	9%
				Unimportant	N<5	N<5	2	17%	21	5%	2	22%	1	2%	25	5%	0	0%	1	1%	45	4%
				Very unimportant	N<5	N<5	0	0%	5	1%	1	11%	1	2%	10	2%	0	0%	1	2%	10	1%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	2	15%	67	15%	3	33%	10	24%	115	22%	4	33%	17	22%	200	18%
				Important	N<5	N<5	6	50%	233	51%	2	23%	16	37%	228	44%	6	50%	42	53%	556	49%
				Neither important nor unimportant	N<5	N<5	4	35%	104	23%	3	33%	13	29%	116	22%	1	8%	17	22%	260	23%
				Unimportant	N<5	N<5	0	0%	45	10%	1	11%	3	7%	47	9%	0	0%	3	3%	107	9%
				Very unimportant	N<5	N<5	0	0%	6	1%	0	0%	1	2%	13	2%	1	8%	0	0%	16	1%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	7	52%	175	38%	5	55%	32	74%	371	71%	7	58%	44	56%	565	50%
				Important	N<5	N<5	5	41%	206	45%	3	34%	11	26%	133	26%	5	42%	31	39%	464	41%
				Neither important nor unimportant	N<5	N<5	1	7%	43	9%	1	11%	0	0%	12	2%	0	0%	4	5%	80	7%
				Unimportant	N<5	N<5	0	0%	23	5%	0	0%	0	0%	3	0%	0	0%	0	0%	23	2%
				Very unimportant	N<5	N<5	0	0%	11	3%	0	0%	0	0%	3	1%	0	0%	0	0%	8	1%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	3	21%	149	33%	3	33%	23	55%	297	57%	3	25%	27	35%	352	32%
				Important	N<5	N<5	9	72%	174	38%	5	56%	13	31%	150	29%	4	34%	28	36%	433	39%
				Neither important nor unimportant	N<5	N<5	1	7%	97	21%	1	11%	5	11%	57	11%	4	33%	19	24%	253	23%
				Unimportant	N<5	N<5	0	0%	23	5%	0	0%	1	2%	8	2%	1	8%	3	4%	62	6%
				Very unimportant	N<5	N<5	0	0%	11	2%	0	0%	0	0%	5	1%	0	0%	1	2%	16	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	1	6%	85	19%	2	22%	11	26%	147	29%	2	18%	11	14%	189	17%
				Important	N<5	N<5	8	69%	164	37%	1	11%	19	44%	170	33%	6	55%	31	42%	354	32%
				Neither important nor unimportant	N<5	N<5	3	25%	154	34%	3	34%	12	28%	160	31%	2	18%	26	35%	417	38%
				Unimportant	N<5	N<5	0	0%	37	8%	2	22%	1	2%	29	6%	1	9%	4	6%	102	9%
				Very unimportant	N<5	N<5	0	0%	8	2%	1	11%	0	0%	9	2%	0	0%	2	3%	44	4%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	3	27%	174	38%	2	22%	22	50%	229	44%	4	33%	23	29%	386	34%
				Important	N<5	N<5	7	57%	210	46%	5	56%	18	41%	221	42%	4	33%	40	51%	549	48%
				Neither important nor unimportant	N<5	N<5	1	8%	54	12%	1	11%	3	7%	65	13%	4	33%	13	16%	151	13%
				Unimportant	N<5	N<5	1	7%	17	4%	1	11%	1	2%	5	1%	0	0%	2	3%	40	4%
				Very unimportant	N<5	N<5	0	0%	1	0%	0	0%	0	0%	2	0%	0	0%	0	0%	7	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	5	37%	269	59%	4	44%	27	62%	313	60%	6	49%	45	57%	640	56%
				Important	N<5	N<5	8	63%	166	36%	5	56%	15	36%	180	35%	4	34%	31	40%	440	39%
				Neither important nor unimportant	N<5	N<5	0	0%	18	4%	0	0%	1	2%	21	4%	1	8%	1	1%	42	4%
				Unimportant	N<5	N<5	0	0%	4	1%	0	0%	0	0%	4	1%	1	8%	1	1%	15	1%
				Very unimportant	N<5	N<5	0	0%	1	0%	0	0%	0	0%	1	0%	0	0%	0	0%	1	0%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	4	29%	112	25%	4	45%	16	36%	182	35%	3	25%	21	27%	288	26%
				Important	N<5	N<5	8	62%	265	58%	4	44%	21	48%	262	51%	7	59%	39	52%	620	55%
				Neither important nor unimportant	N<5	N<5	1	10%	55	12%	1	11%	5	11%	53	10%	2	17%	14	18%	167	15%
				Unimportant	N<5	N<5	0	0%	17	4%	0	0%	1	2%	17	3%	0	0%	2	3%	44	4%
				Very unimportant	N<5	N<5	0	0%	3	1%	0	0%	1	2%	4	1%	0	0%	0	0%	11	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	3	25%	175	39%	2	22%	17	40%	160	32%	3	27%	22	30%	309	28%
				Important	N<5	N<5	5	40%	124	28%	0	0%	8	20%	108	21%	2	19%	23	31%	329	30%
				Neither important nor unimportant	N<5	N<5	3	22%	88	20%	2	23%	6	15%	132	26%	3	27%	19	25%	251	23%
				Unimportant	N<5	N<5	2	13%	31	7%	1	11%	4	9%	40	8%	3	27%	6	8%	101	9%
				Very unimportant	N<5	N<5	0	0%	32	7%	4	44%	7	16%	66	13%	0	0%	5	7%	112	10%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	2	17%	85	19%	2	22%	12	28%	129	25%	1	8%	11	14%	190	17%
				Important	N<5	N<5	1	10%	105	23%	1	11%	8	18%	143	28%	5	41%	18	23%	253	23%
				Neither important nor unimportant	N<5	N<5	5	42%	134	30%	2	22%	19	45%	159	31%	2	17%	31	39%	381	34%
				Unimportant	N<5	N<5	4	31%	81	18%	3	33%	4	9%	41	8%	4	33%	7	9%	155	14%
				Very unimportant	N<5	N<5	0	0%	45	10%	1	11%	0	0%	39	8%	0	0%	11	15%	136	12%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	3	25%	166	37%	1	12%	15	35%	176	35%	3	27%	18	24%	313	28%
				Important	N<5	N<5	4	36%	166	37%	2	25%	15	36%	167	33%	6	55%	25	33%	411	37%
				Neither important nor unimportant	N<5	N<5	4	34%	85	19%	2	26%	10	24%	127	25%	2	18%	26	34%	238	22%
				Unimportant	N<5	N<5	1	6%	19	4%	2	25%	1	2%	19	4%	0	0%	2	3%	68	6%
				Very unimportant	N<5	N<5	0	0%	14	3%	1	12%	1	2%	18	3%	0	0%	4	6%	70	6%

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item	theme	name	description	response scale	ACADEMIC AREA																	
					BIOLOGICAL SCIENCES						VISUAL & PERFORMING ARTS						ENGI / COMP SCI / MATH / STATS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%			
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	1	10%	147	33%	1	11%	15	36%	165	33%	2	18%	28	36%	340	31%
				Important	N<5	N<5	6	50%	119	26%	2	22%	12	28%	130	26%	1	10%	25	32%	371	33%
				Neither important nor unimportant	N<5	N<5	1	7%	110	24%	3	34%	10	23%	138	27%	5	45%	17	23%	211	19%
				Unimportant	N<5	N<5	4	33%	47	10%	0	0%	3	7%	41	8%	2	18%	6	8%	91	8%
				Very unimportant	N<5	N<5	0	0%	27	6%	3	33%	3	7%	32	6%	1	9%	1	1%	97	9%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	9	6%	1	11%	N/A	N/A	21	11%	0	0%	N/A	N/A	30	8%
				Important	N<5	N<5	N/A	N/A	33	19%	3	34%	N/A	N/A	48	25%	4	36%	N/A	N/A	78	20%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	73	43%	1	11%	N/A	N/A	76	40%	6	55%	N/A	N/A	162	42%
				Unimportant	N<5	N<5	N/A	N/A	37	21%	1	11%	N/A	N/A	28	15%	1	9%	N/A	N/A	78	20%
				Very unimportant	N<5	N<5	N/A	N/A	19	11%	3	33%	N/A	N/A	16	9%	0	0%	N/A	N/A	39	10%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	53	30%	4	44%	N/A	N/A	71	37%	5	45%	N/A	N/A	122	31%
				Important	N<5	N<5	N/A	N/A	56	32%	2	22%	N/A	N/A	65	33%	3	28%	N/A	N/A	141	36%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	38	22%	0	0%	N/A	N/A	31	16%	2	18%	N/A	N/A	88	22%
				Unimportant	N<5	N<5	N/A	N/A	16	9%	1	11%	N/A	N/A	14	7%	1	9%	N/A	N/A	23	6%
				Very unimportant	N<5	N<5	N/A	N/A	10	6%	2	22%	N/A	N/A	14	7%	0	0%	N/A	N/A	19	5%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	30	18%	3	33%	N/A	N/A	38	20%	1	9%	N/A	N/A	86	22%
				Important	N<5	N<5	N/A	N/A	76	44%	1	11%	N/A	N/A	82	43%	5	45%	N/A	N/A	163	42%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	50	29%	2	23%	N/A	N/A	51	27%	5	46%	N/A	N/A	106	27%
				Unimportant	N<5	N<5	N/A	N/A	8	5%	1	11%	N/A	N/A	12	6%	0	0%	N/A	N/A	20	5%
				Very unimportant	N<5	N<5	N/A	N/A	8	5%	2	22%	N/A	N/A	7	4%	0	0%	N/A	N/A	13	3%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	N<5	N<5	N/A	N/A	7	4%	1	12%	N/A	N/A	13	7%	1	9%	N/A	N/A	15	4%
				Important	N<5	N<5	N/A	N/A	17	10%	0	0%	N/A	N/A	30	16%	1	10%	N/A	N/A	56	15%
				Neither important nor unimportant	N<5	N<5	N/A	N/A	82	49%	2	25%	N/A	N/A	96	51%	6	54%	N/A	N/A	179	48%
				Unimportant	N<5	N<5	N/A	N/A	37	23%	2	25%	N/A	N/A	27	14%	2	18%	N/A	N/A	72	19%
				Very unimportant	N<5	N<5	N/A	N/A	22	13%	3	37%	N/A	N/A	21	11%	1	9%	N/A	N/A	50	14%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	29	8%	N<5	N<5	4	10%	35	8%	1	10%	1	2%	62	7%
				Effective	N<5	N<5	4	38%	100	27%	N<5	N<5	13	36%	141	33%	2	20%	7	15%	237	28%
				Neither effective nor ineffective	N<5	N<5	4	35%	99	27%	N<5	N<5	9	24%	77	18%	6	60%	18	38%	259	30%
				Ineffective	N<5	N<5	1	11%	79	22%	N<5	N<5	8	21%	102	24%	1	10%	12	25%	167	19%
				Very ineffective	N<5	N<5	2	16%	61	17%	N<5	N<5	3	9%	66	16%	0	0%	9	20%	135	16%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	10%	70	17%	1	17%	4	9%	70	15%	2	18%	8	13%	159	15%
				Effective	N<5	N<5	4	47%	181	44%	3	50%	14	36%	214	45%	4	37%	28	45%	407	40%
				Neither effective nor ineffective	N<5	N<5	2	23%	92	22%	2	33%	15	40%	90	19%	5	45%	13	20%	272	26%
				Ineffective	N<5	N<5	1	8%	46	11%	0	0%	3	8%	65	14%	0	0%	9	14%	114	11%
				Very ineffective	N<5	N<5	1	12%	26	6%	0	0%	3	7%	40	8%	0	0%	5	8%	77	7%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	54	13%	0	0%	9	21%	81	17%	2	16%	13	17%	140	13%
				Effective	N<5	N<5	5	44%	187	45%	6	67%	19	48%	219	45%	7	59%	38	49%	468	44%
				Neither effective nor ineffective	N<5	N<5	4	33%	88	21%	0	0%	6	15%	88	18%	1	8%	11	15%	223	21%
				Ineffective	N<5	N<5	3	23%	59	14%	2	22%	3	7%	62	13%	2	16%	12	15%	158	15%
				Very ineffective	N<5	N<5	0	0%	31	7%	1	11%	4	9%	37	8%	0	0%	3	4%	70	7%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	45	12%	0	0%	8	19%	75	16%	2	18%	12	16%	112	11%
				Effective	N<5	N<5	6	50%	155	40%	4	50%	20	48%	209	44%	6	55%	34	45%	429	43%
				Neither effective nor ineffective	N<5	N<5	4	36%	100	26%	3	38%	5	13%	87	18%	2	18%	15	20%	257	26%
				Ineffective	N<5	N<5	2	15%	58	15%	1	12%	4	10%	62	13%	1	9%	10	13%	134	13%
				Very ineffective	N<5	N<5	0	0%	32	8%	0	0%	5	11%	43	9%	0	0%	5	7%	77	8%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	20	5%	N<5	N<5	4	13%	27	7%	1	11%	3	4%	60	6%
				Effective	N<5	N<5	4	34%	88	24%	N<5	N<5	7	20%	66	16%	2	22%	29	42%	251	25%
				Neither effective nor ineffective	N<5	N<5	3	29%	108	29%	N<5	N<5	12	35%	139	34%	5	56%	21	30%	279	28%
				Ineffective	N<5	N<5	2	21%	80	22%	N<5	N<5	9	26%	90	22%	0	0%	12	18%	213	22%
				Very ineffective	N<5	N<5	2	16%	72	20%	N<5	N<5	2	6%	84	21%	1	11%	4	6%	183	19%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	17%	33	9%	3	43%	4	11%	30	7%	5	41%	10	15%	99	10%
				Effective	N<5	N<5	5	61%	135	38%	2	29%	13	37%	150	36%	6	50%	35	51%	368	38%
				Neither effective nor ineffective	N<5	N<5	2	21%	130	37%	2	28%	11	32%	151	36%	0	0%	19	27%	322	33%
				Ineffective	N<5	N<5	0	0%	42	12%	0	0%	6	17%	51	12%	0	0%	3	5%	122	13%
				Very ineffective	N<5	N<5	0	0%	15	4%	0	0%	1	3%	36	9%	1	8%	1	1%	56	6%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	9%	29	8%	0	0%	8	18%	78	16%	4	33%	8	11%	133	14%
				Effective	N<5	N<5	1	10%	102	29%	2	25%	13	30%	160	32%	5	42%	33	44%	337	34%
				Neither effective nor ineffective	N<5	N<5	2	15%	101	29%	1	12%	1	2%	64	13%	2	17%	18	24%	237	24%
				Ineffective	N<5	N<5	3	26%	73	21%	1	12%	13	31%	106	21%	1	8%	14	19%	164	17%
				Very ineffective	N<5	N<5	5	39%	43	12%	4	50%	7	18%	97	19%	0	0%	2	3%	112	11%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	24	11%	N<5	N<5	1	3%	68	19%	1	12%	3	8%	60	10%
				Effective	N<5	N<5	2	22%	49	22%	N<5	N<5	8	28%	82	23%	2	25%	14	34%	136	23%
				Neither effective nor ineffective	N<5	N<5	4	48%	92	42%	N<5	N<5	6	21%	68	19%	3	38%	14	33%	214	36%
				Ineffective	N<5	N<5	2	18%	27	12%	N<5	N<5	9	29%	48	14%	2	26%	5	12%	88	15%
				Very ineffective	N<5	N<5	1	12%	28	13%	N<5	N<5	6	19%	85	24%	0	0%	6	13%	100	17%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

					ACADEMIC AREA																	
					BIOLOGICAL SCIENCES					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS							
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	19	9%	N<5	N<5	3	13%	32	12%	1	20%	1	4%	49	9%
				Effective	N<5	N<5	3	39%	53	26%	N<5	N<5	7	34%	54	21%	3	60%	7	26%	109	21%
				Neither effective nor ineffective	N<5	N<5	3	46%	105	51%	N<5	N<5	8	35%	108	42%	1	20%	14	54%	270	51%
				Ineffective	N<5	N<5	1	14%	17	8%	N<5	N<5	2	9%	29	11%	0	0%	2	7%	45	9%
				Very ineffective	N<5	N<5	0	0%	12	6%	N<5	N<5	2	9%	35	14%	0	0%	2	9%	55	10%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	32	10%	N<5	N<5	2	6%	28	8%	2	22%	5	10%	118	13%
				Effective	N<5	N<5	2	28%	106	34%	N<5	N<5	4	13%	68	19%	2	22%	20	40%	326	37%
				Neither effective nor ineffective	N<5	N<5	4	51%	85	27%	N<5	N<5	5	14%	96	27%	1	11%	13	25%	243	28%
				Ineffective	N<5	N<5	1	12%	52	17%	N<5	N<5	10	30%	73	21%	4	45%	6	12%	109	12%
				Very ineffective	N<5	N<5	1	9%	38	12%	N<5	N<5	12	37%	90	25%	0	0%	6	13%	86	10%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	1	7%	68	18%	0	0%	4	10%	65	15%	3	33%	13	20%	209	20%
				Effective	N<5	N<5	4	30%	148	38%	1	12%	10	26%	130	29%	3	34%	36	55%	434	42%
				Neither effective nor ineffective	N<5	N<5	4	33%	78	20%	2	25%	9	24%	94	21%	2	22%	6	9%	177	17%
				Ineffective	N<5	N<5	4	30%	52	13%	5	63%	6	15%	90	20%	0	0%	8	12%	123	12%
				Very ineffective	N<5	N<5	0	0%	40	10%	0	0%	9	25%	72	16%	1	11%	3	4%	94	9%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research/creative work	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	23	6%	1	11%	4	10%	36	8%	1	8%	5	8%	65	7%
				Effective	N<5	N<5	5	38%	116	33%	0	0%	15	38%	148	34%	6	51%	30	50%	292	33%
				Neither effective nor ineffective	N<5	N<5	6	47%	111	31%	2	22%	9	24%	122	28%	5	41%	17	28%	296	34%
				Ineffective	N<5	N<5	2	15%	80	22%	3	33%	4	10%	71	16%	0	0%	6	11%	142	16%
				Very ineffective	N<5	N<5	0	0%	26	7%	3	33%	7	17%	58	13%	0	0%	2	4%	87	10%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N<5	N<5	12	5%	N<5	N<5	2	14%	4	2%	1	16%	2	7%	26	5%
				Effective	N<5	N<5	N<5	N<5	30	13%	N<5	N<5	0	0%	21	11%	1	17%	2	9%	74	15%
				Neither effective nor ineffective	N<5	N<5	N<5	N<5	73	32%	N<5	N<5	3	19%	65	34%	4	67%	12	46%	190	39%
				Ineffective	N<5	N<5	N<5	N<5	43	19%	N<5	N<5	3	21%	34	18%	0	0%	2	8%	86	18%
				Very ineffective	N<5	N<5	N<5	N<5	72	31%	N<5	N<5	7	47%	66	35%	0	0%	8	30%	113	23%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N<5	N<5	5	3%	N<5	N<5	1	8%	15	7%	0	0%	0	0%	13	3%
				Effective	N<5	N<5	N<5	N<5	23	14%	N<5	N<5	0	0%	21	10%	0	0%	2	11%	34	8%
				Neither effective nor ineffective	N<5	N<5	N<5	N<5	57	35%	N<5	N<5	1	11%	60	29%	3	43%	8	38%	173	42%
				Ineffective	N<5	N<5	N<5	N<5	25	15%	N<5	N<5	1	6%	27	13%	2	29%	4	18%	76	19%
				Very ineffective	N<5	N<5	N<5	N<5	54	33%	N<5	N<5	9	74%	83	40%	2	28%	7	32%	113	28%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N<5	N<5	32	14%	N<5	N<5	4	24%	39	21%	1	13%	3	21%	64	14%
				Effective	N<5	N<5	N<5	N<5	84	37%	N<5	N<5	7	45%	51	28%	4	49%	7	43%	154	33%
				Neither effective nor ineffective	N<5	N<5	N<5	N<5	73	32%	N<5	N<5	4	25%	60	32%	3	38%	4	27%	185	40%
				Ineffective	N<5	N<5	N<5	N<5	20	9%	N<5	N<5	1	6%	13	7%	0	0%	1	8%	28	6%
				Very ineffective	N<5	N<5	N<5	N<5	17	7%	N<5	N<5	0	0%	22	12%	0	0%	0	0%	37	8%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	25	10%	N<5	N<5	1	6%	24	10%	N<5	N<5	2	8%	33	6%
				Effective	N<5	N<5	0	0%	60	24%	N<5	N<5	2	12%	38	16%	N<5	N<5	7	24%	118	22%
				Neither effective nor ineffective	N<5	N<5	0	0%	67	27%	N<5	N<5	5	32%	62	26%	N<5	N<5	8	24%	166	30%
				Ineffective	N<5	N<5	4	53%	50	20%	N<5	N<5	3	19%	41	17%	N<5	N<5	4	13%	107	20%
				Very ineffective	N<5	N<5	3	47%	50	20%	N<5	N<5	5	31%	72	30%	N<5	N<5	10	32%	121	22%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	1	1%
				Effective	N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	2	8%	N<5	N<5	N/A	N/A	7	10%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	16	70%	N<5	N<5	N/A	N/A	20	70%	N<5	N<5	N/A	N/A	61	80%
				Ineffective	N<5	N<5	N/A	N/A	3	13%	N<5	N<5	N/A	N/A	4	12%	N<5	N<5	N/A	N/A	3	4%
				Very ineffective	N<5	N<5	N/A	N/A	3	12%	N<5	N<5	N/A	N/A	2	7%	N<5	N<5	N/A	N/A	4	5%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	4	6%	N<5	N<5	N/A	N/A	6	7%	1	20%	N/A	N/A	15	9%
				Effective	N<5	N<5	N/A	N/A	21	31%	N<5	N<5	N/A	N/A	22	25%	0	0%	N/A	N/A	58	33%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	17	24%	N<5	N<5	N/A	N/A	18	21%	1	20%	N/A	N/A	44	25%
				Ineffective	N<5	N<5	N/A	N/A	9	14%	N<5	N<5	N/A	N/A	17	20%	2	41%	N/A	N/A	27	15%
				Very ineffective	N<5	N<5	N/A	N/A	18	25%	N<5	N<5	N/A	N/A	25	28%	1	20%	N/A	N/A	33	18%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	3	5%	N<5	N<5	N/A	N/A	4	7%	N<5	N<5	N/A	N/A	11	8%
				Effective	N<5	N<5	N/A	N/A	10	19%	N<5	N<5	N/A	N/A	9	17%	N<5	N<5	N/A	N/A	44	32%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	22	40%	N<5	N<5	N/A	N/A	23	42%	N<5	N<5	N/A	N/A	55	40%
				Ineffective	N<5	N<5	N/A	N/A	8	14%	N<5	N<5	N/A	N/A	8	15%	N<5	N<5	N/A	N/A	14	10%
				Very ineffective	N<5	N<5	N/A	N/A	12	22%	N<5	N<5	N/A	N/A	10	18%	N<5	N<5	N/A	N/A	15	11%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	6%	N<5	N<5	N/A	N/A	1	1%
				Effective	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	4	12%	N<5	N<5	N/A	N/A	11	16%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	16	60%	N<5	N<5	N/A	N/A	19	57%	N<5	N<5	N/A	N/A	48	70%
				Ineffective	N<5	N<5	N/A	N/A	6	23%	N<5	N<5	N/A	N/A	3	9%	N<5	N<5	N/A	N/A	4	6%
				Very ineffective	N<5	N<5	N/A	N/A	4	17%	N<5	N<5	N/A	N/A	5	15%	N<5	N<5	N/A	N/A	4	6%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	0	0%	28	8%	N<5	N<5	0	0%	27	9%	1	14%	8	16%	81	11%
				Somewhat agree	N<5	N<5	4	35%	121	35%	N<5	N<5	10	37%	80	26%	4	57%	17	33%	211	29%
				Neither agree nor disagree	N<5	N<5	2	18%	77	22%	N<5	N<5	7	26%	79	26%	2	28%	8	15%	182	25%
				Somewhat disagree	N<5	N<5	3	32%	77	22%	N<5	N<5	7	26%	66	21%	0	0%	12	23%	140	19%
				Strongly disagree	N<5	N<5	2	15%	47	14%	N<5	N<5	3	11%	56	18%	0	0%	6	12%	118	16%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

					ACADEMIC AREA																	
					BIOLOGICAL SCIENCES					VISUAL & PERFORMING ARTS					ENGI / COMP SCI / MATH / STATS							
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	0	0%	24	7%	N<5	N<5	0	0%	20	6%	1	14%	6	11%	61	8%
				Somewhat agree	N<5	N<5	4	33%	99	27%	N<5	N<5	5	18%	76	24%	2	29%	17	30%	182	24%
				Neither agree nor disagree	N<5	N<5	5	43%	100	27%	N<5	N<5	8	28%	76	24%	2	29%	13	24%	218	29%
				Somewhat disagree	N<5	N<5	2	18%	90	25%	N<5	N<5	11	40%	89	28%	2	29%	12	22%	161	21%
				Strongly disagree	N<5	N<5	1	6%	51	14%	N<5	N<5	4	14%	59	19%	0	0%	8	14%	131	17%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	1	9%	85	23%	N<5	N<5	9	29%	89	26%	4	50%	18	30%	150	20%
				Somewhat agree	N<5	N<5	7	63%	117	32%	N<5	N<5	10	35%	100	29%	3	38%	19	32%	250	33%
				Neither agree nor disagree	N<5	N<5	3	28%	86	24%	N<5	N<5	4	14%	78	23%	1	12%	9	14%	190	25%
				Somewhat disagree	N<5	N<5	0	0%	53	15%	N<5	N<5	4	12%	38	11%	0	0%	6	11%	86	11%
				Strongly disagree	N<5	N<5	0	0%	24	7%	N<5	N<5	3	10%	33	10%	0	0%	8	13%	82	11%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	N<5	N<5	1	9%	82	22%	N<5	N<5	9	27%	91	26%	4	44%	20	32%	158	20%
				Somewhat agree	N<5	N<5	6	47%	114	30%	N<5	N<5	12	39%	102	29%	3	33%	17	27%	256	32%
				Neither agree nor disagree	N<5	N<5	4	34%	94	25%	N<5	N<5	4	13%	74	21%	1	11%	12	18%	202	26%
				Somewhat disagree	N<5	N<5	1	10%	56	15%	N<5	N<5	4	14%	45	13%	1	12%	9	14%	97	12%
				Strongly disagree	N<5	N<5	0	0%	28	7%	N<5	N<5	2	6%	38	11%	0	0%	6	9%	77	10%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	N<5	N<5	N/A	N/A	68	31%	3	38%	N/A	N/A	82	33%	5	50%	N/A	N/A	157	32%
				Somewhat agree	N<5	N<5	N/A	N/A	77	35%	2	25%	N/A	N/A	72	29%	4	40%	N/A	N/A	156	32%
				Neither agree nor disagree	N<5	N<5	N/A	N/A	40	19%	2	25%	N/A	N/A	46	18%	1	10%	N/A	N/A	92	19%
				Somewhat disagree	N<5	N<5	N/A	N/A	20	9%	0	0%	N/A	N/A	27	11%	0	0%	N/A	N/A	48	10%
				Strongly disagree	N<5	N<5	N/A	N/A	11	5%	1	12%	N/A	N/A	20	8%	0	0%	N/A	N/A	34	7%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	N<5	N<5	0	0%	52	11%	1	12%	2	4%	29	6%	2	18%	11	15%	181	16%
				Satisfied	N<5	N<5	3	23%	193	42%	3	38%	21	48%	165	32%	4	36%	34	44%	464	42%
				Neither satisfied nor dissatisfied	N<5	N<5	0	0%	60	13%	2	25%	5	12%	67	13%	1	9%	10	13%	168	15%
				Dissatisfied	N<5	N<5	7	58%	99	22%	1	13%	12	27%	173	34%	2	18%	14	18%	199	18%
				Very dissatisfied	N<5	N<5	2	19%	50	11%	1	12%	4	9%	80	16%	2	18%	8	10%	101	9%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	N<5	N<5	1	7%	30	7%	0	0%	1	2%	15	3%	2	17%	7	9%	73	6%
				Satisfied	N<5	N<5	3	23%	128	28%	0	0%	11	27%	122	24%	5	41%	31	39%	356	32%
				Neither satisfied nor dissatisfied	N<5	N<5	0	0%	84	19%	0	0%	9	20%	95	18%	3	25%	18	22%	216	19%
				Dissatisfied	N<5	N<5	8	63%	154	34%	5	62%	12	27%	179	35%	2	17%	15	19%	314	28%
				Very dissatisfied	N<5	N<5	1	7%	53	12%	3	38%	10	24%	106	21%	0	0%	8	11%	167	15%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	4	29%	132	32%	4	49%	18	44%	234	47%	10	83%	34	47%	376	37%
				Satisfied	N<5	N<5	6	47%	184	45%	4	51%	11	26%	148	30%	2	17%	19	27%	391	38%
				Neither satisfied nor dissatisfied	N<5	N<5	2	16%	46	11%	0	0%	5	12%	45	9%	0	0%	5	6%	114	11%
				Dissatisfied	N<5	N<5	1	7%	28	7%	0	0%	4	9%	39	8%	0	0%	12	16%	83	8%
				Very dissatisfied	N<5	N<5	0	0%	18	4%	0	0%	4	9%	27	6%	0	0%	3	4%	61	6%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	1	7%	101	22%	2	25%	10	22%	132	26%	4	36%	11	15%	228	21%
				Satisfied	N<5	N<5	5	38%	161	36%	2	25%	10	23%	165	32%	5	45%	28	38%	376	34%
				Neither satisfied nor dissatisfied	N<5	N<5	6	47%	90	20%	1	12%	8	18%	88	17%	1	9%	16	22%	215	20%
				Dissatisfied	N<5	N<5	1	8%	59	13%	1	13%	10	24%	77	15%	0	0%	12	16%	173	16%
				Very dissatisfied	N<5	N<5	0	0%	38	9%	2	25%	6	13%	51	10%	1	9%	6	8%	110	10%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	3	22%	109	25%	3	37%	10	23%	131	27%	6	50%	20	27%	245	22%
				Satisfied	N<5	N<5	7	56%	164	38%	4	51%	12	29%	136	28%	2	17%	17	23%	316	29%
				Neither satisfied nor dissatisfied	N<5	N<5	3	22%	80	18%	1	12%	10	23%	97	20%	2	17%	15	20%	232	21%
				Dissatisfied	N<5	N<5	0	0%	50	11%	0	0%	7	16%	75	16%	2	17%	18	24%	196	18%
				Very dissatisfied	N<5	N<5	0	0%	33	8%	0	0%	4	9%	41	8%	0	0%	5	6%	112	10%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	N/A	N/A	24	14%	1	12%	N/A	N/A	54	28%	4	36%	N/A	N/A	67	18%
				Satisfied	N<5	N<5	N/A	N/A	61	35%	2	25%	N/A	N/A	65	34%	5	45%	N/A	N/A	134	36%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	54	31%	1	13%	N/A	N/A	30	15%	1	9%	N/A	N/A	96	26%
				Dissatisfied	N<5	N<5	N/A	N/A	17	10%	2	25%	N/A	N/A	26	13%	1	9%	N/A	N/A	46	12%
				Very dissatisfied	N<5	N<5	N/A	N/A	18	10%	2	25%	N/A	N/A	20	10%	0	0%	N/A	N/A	32	8%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	2	14%	97	22%	3	37%	12	29%	142	28%	5	42%	14	19%	230	21%
				Satisfied	N<5	N<5	3	24%	172	38%	2	25%	11	26%	154	30%	5	41%	29	39%	356	32%
				Neither satisfied nor dissatisfied	N<5	N<5	7	53%	83	18%	1	13%	12	28%	98	19%	1	9%	16	22%	217	20%
				Dissatisfied	N<5	N<5	1	8%	58	13%	2	25%	7	16%	77	15%	1	8%	12	16%	204	18%
				Very dissatisfied	N<5	N<5	0	0%	40	9%	0	0%	1	2%	37	7%	0	0%	4	5%	101	9%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	48%	111	25%	4	49%	15	34%	155	31%	4	33%	12	16%	223	20%
				Satisfied	N<5	N<5	3	25%	165	37%	2	25%	19	45%	182	36%	6	50%	33	45%	386	35%
				Neither satisfied nor dissatisfied	N<5	N<5	2	14%	100	22%	1	13%	4	8%	81	16%	2	17%	16	22%	289	26%
				Dissatisfied	N<5	N<5	2	14%	47	11%	1	13%	3	7%	52	10%	0	0%	10	13%	130	12%
				Very dissatisfied	N<5	N<5	0	0%	26	6%	0	0%	3	6%	36	7%	0	0%	3	4%	61	6%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	2	15%	138	31%	4	49%	14	33%	143	29%	5	42%	18	25%	279	26%
				Satisfied	N<5	N<5	6	49%	197	45%	3	38%	17	40%	198	40%	5	41%	39	54%	427	39%
				Neither satisfied nor dissatisfied	N<5	N<5	3	23%	62	14%	1	13%	7	16%	91	18%	2	17%	8	12%	230	21%
				Dissatisfied	N<5	N<5	2	14%	33	7%	0	0%	4	9%	46	9%	0	0%	5	7%	107	10%
				Very dissatisfied	N<5	N<5	0	0%	12	3%	0	0%	1	2%	18	4%	0	0%	2	3%	43	4%

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 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					BIOLOGICAL SCIENCES						VISUAL & PERFORMING ARTS						ENGI / COMP SCI / MATH / STATS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	6	47%	152	34%	4	49%	18	42%	161	33%	4	33%	16	22%	301	28%
				Satisfied	N<5	N<5	4	33%	192	43%	3	38%	16	37%	190	38%	6	50%	34	47%	406	38%
				Neither satisfied nor dissatisfied	N<5	N<5	1	7%	59	13%	1	13%	5	12%	90	18%	2	17%	13	18%	243	22%
				Dissatisfied	N<5	N<5	1	8%	31	7%	0	0%	1	2%	33	7%	0	0%	8	11%	101	9%
				Very dissatisfied	N<5	N<5	1	5%	10	2%	0	0%	3	6%	19	4%	0	0%	2	2%	29	3%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	5	38%	128	28%	3	37%	15	35%	201	39%	6	50%	19	25%	308	28%
				Satisfied	N<5	N<5	3	24%	168	37%	2	25%	15	34%	171	33%	6	50%	36	47%	424	38%
				Neither satisfied nor dissatisfied	N<5	N<5	3	24%	68	15%	0	0%	8	20%	63	12%	0	0%	8	11%	174	16%
				Dissatisfied	N<5	N<5	1	8%	53	12%	2	25%	1	2%	45	9%	0	0%	10	13%	127	11%
				Very dissatisfied	N<5	N<5	1	5%	35	8%	1	13%	4	8%	34	7%	0	0%	3	4%	75	7%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	N<5	N<5	2	14%	104	23%	2	25%	12	28%	133	26%	4	36%	15	21%	217	20%
				Satisfied	N<5	N<5	5	40%	147	32%	2	25%	6	15%	152	30%	3	27%	19	27%	343	32%
				Neither satisfied nor dissatisfied	N<5	N<5	5	40%	89	20%	1	13%	7	16%	82	16%	3	28%	17	24%	220	20%
				Dissatisfied	N<5	N<5	1	5%	72	16%	0	0%	10	25%	85	17%	1	9%	12	16%	185	17%
				Very dissatisfied	N<5	N<5	0	0%	41	9%	3	38%	7	16%	58	11%	0	0%	9	13%	117	11%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	N<5	N<5	N/A	N/A	55	32%	6	75%	N/A	N/A	69	37%	5	42%	N/A	N/A	104	28%
				Satisfied	N<5	N<5	N/A	N/A	86	50%	0	0%	N/A	N/A	76	41%	4	33%	N/A	N/A	177	47%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	25	14%	2	25%	N/A	N/A	29	15%	2	17%	N/A	N/A	71	19%
				Dissatisfied	N<5	N<5	N/A	N/A	6	3%	0	0%	N/A	N/A	9	5%	1	8%	N/A	N/A	17	5%
				Very dissatisfied	N<5	N<5	N/A	N/A	1	1%	0	0%	N/A	N/A	5	3%	0	0%	N/A	N/A	7	2%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	N<5	N<5	N/A	N/A	23	14%	1	12%	N/A	N/A	45	24%	6	50%	N/A	N/A	62	17%
				Satisfied	N<5	N<5	N/A	N/A	59	36%	5	63%	N/A	N/A	84	45%	5	42%	N/A	N/A	147	41%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	53	33%	1	12%	N/A	N/A	31	17%	1	8%	N/A	N/A	104	29%
				Dissatisfied	N<5	N<5	N/A	N/A	12	7%	1	12%	N/A	N/A	13	7%	0	0%	N/A	N/A	30	8%
				Very dissatisfied	N<5	N<5	N/A	N/A	15	9%	0	0%	N/A	N/A	12	6%	0	0%	N/A	N/A	19	5%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	N<5	N<5	N/A	N/A	32	19%	4	49%	N/A	N/A	62	32%	7	58%	N/A	N/A	80	21%
				Satisfied	N<5	N<5	N/A	N/A	69	40%	3	38%	N/A	N/A	72	37%	5	42%	N/A	N/A	177	47%
				Neither satisfied nor dissatisfied	N<5	N<5	N/A	N/A	47	27%	0	0%	N/A	N/A	31	16%	0	0%	N/A	N/A	74	20%
				Dissatisfied	N<5	N<5	N/A	N/A	13	8%	1	12%	N/A	N/A	16	8%	0	0%	N/A	N/A	27	7%
				Very dissatisfied	N<5	N<5	N/A	N/A	10	6%	0	0%	N/A	N/A	13	7%	0	0%	N/A	N/A	19	5%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	N<5	N<5	N/A	N/A	116	47%	2	25%	N/A	N/A	122	43%	10	83%	N/A	N/A	224	39%
				Somewhat agree	N<5	N<5	N/A	N/A	93	38%	3	37%	N/A	N/A	103	37%	1	8%	N/A	N/A	205	36%
				Neither agree nor disagree	N<5	N<5	N/A	N/A	8	3%	0	0%	N/A	N/A	14	5%	1	8%	N/A	N/A	49	9%
				Somewhat disagree	N<5	N<5	N/A	N/A	19	8%	1	13%	N/A	N/A	23	8%	0	0%	N/A	N/A	61	11%
				Strongly disagree	N<5	N<5	N/A	N/A	10	4%	2	25%	N/A	N/A	19	7%	0	0%	N/A	N/A	31	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	N<5	N<5	3	22%	136	30%	0	0%	16	39%	157	30%	9	75%	24	31%	312	28%
				Satisfied	N<5	N<5	7	54%	218	48%	4	49%	11	25%	218	42%	3	25%	33	43%	482	44%
				Neither satisfied nor dissatisfied	N<5	N<5	2	16%	38	8%	1	13%	6	14%	58	11%	0	0%	9	12%	150	14%
				Dissatisfied	N<5	N<5	1	8%	39	9%	3	38%	7	18%	54	11%	0	0%	8	11%	109	10%
				Very dissatisfied	N<5	N<5	0	0%	20	4%	0	0%	2	4%	28	5%	0	0%	3	4%	54	5%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	N<5	N<5	0	0%	62	14%	1	12%	10	25%	96	19%	5	42%	18	23%	201	18%
				Satisfied	N<5	N<5	7	53%	221	49%	5	63%	22	52%	234	45%	5	42%	44	56%	501	45%
				Neither satisfied nor dissatisfied	N<5	N<5	6	47%	75	17%	1	12%	5	11%	94	18%	1	8%	14	18%	227	20%
				Dissatisfied	N<5	N<5	0	0%	64	14%	0	0%	2	5%	70	14%	0	0%	1	2%	126	11%
				Very dissatisfied	N<5	N<5	0	0%	29	6%	1	12%	3	7%	21	4%	1	8%	1	1%	53	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	N<5	N<5	2	21%	26	9%	2	29%	9	23%	31	8%	4	36%	12	20%	58	7%
				President	N<5	N<5	0	0%	58	20%	0	0%	2	5%	75	19%	0	0%	3	6%	154	19%
				Vice President for Academic Affairs	N<5	N<5	3	28%	22	8%	0	0%	0	0%	25	6%	0	0%	2	3%	71	9%
				Academic Dean	N<5	N<5	1	9%	34	11%	0	0%	5	13%	59	15%	0	0%	2	3%	36	4%
				Provost	N<5	N<5	4	43%	150	51%	5	71%	23	59%	205	51%	7	64%	41	67%	492	60%
Other	N<5	N<5	0	0%	3	1%	0	0%	0	0%	5	1%	0	0%	0	0%	0	0%	7	1%		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Strongly agree	N<5	N<5	0	0%	26	11%	0	0%	8	28%	59	18%	1	10%	13	28%	105	16%
				Somewhat agree	N<5	N<5	4	45%	66	28%	2	33%	8	28%	102	31%	5	50%	21	43%	189	28%
				Neither agree nor disagree	N<5	N<5	5	55%	72	30%	2	34%	5	20%	84	25%	3	30%	8	17%	195	29%
				Somewhat disagree	N<5	N<5	0	0%	42	18%	2	33%	4	14%	53	16%	1	10%	5	10%	103	15%
				Strongly disagree	N<5	N<5	0	0%	33	14%	0	0%	3	10%	36	11%	0	0%	1	3%	77	11%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career	N<5	N<5	3	20%	65	16%	2	29%	8	22%	85	19%	5	45%	11	16%	170	17%
				For the foreseeable future	N<5	N<5	9	70%	204	49%	2	28%	16	47%	208	46%	3	27%	38	52%	424	43%
				For no more than 5 years after earning	N<5	N<5	1	10%	62	15%	2	28%	4	10%	65	14%	0	0%	7	10%	108	11%
				I haven't thought that far ahead	N<5	N<5	0	0%	87	21%	1	15%	8	21%	97	21%	3	28%	17	23%	290	29%
				Other	N<5	N<5	N/A	N/A	20	76%	N<5	N<5	N/A	N/A	16	73%	N<5	N<5	N/A	N/A	29	79%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%
				Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%
				Other	N<5	N<5	N/A	N/A	5	19%	N<5	N<5	N/A	N/A	6	27%	N<5	N<5	N/A	N/A	8	21%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	BIOLOGICAL SCIENCES						ACADEMIC AREA						ENGI / COMP SCI / MATH / STATS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	N<5	N<5	3	20%	163	38%	4	50%	21	52%	226	45%	7	58%	30	40%	393	37%
				Somewhat agree	N<5	N<5	5	40%	148	34%	2	25%	10	25%	165	33%	3	25%	27	35%	370	35%
				Neither agree nor disagree	N<5	N<5	4	32%	44	10%	0	0%	5	13%	48	10%	1	8%	6	8%	126	12%
				Somewhat disagree	N<5	N<5	1	7%	52	12%	1	12%	2	5%	38	8%	1	8%	9	13%	94	9%
				Strongly disagree	N<5	N<5	0	0%	24	6%	1	12%	2	5%	22	4%	0	0%	3	4%	77	7%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	N<5	N<5	7	53%	209	48%	2	25%	19	46%	202	41%	10	83%	38	53%	476	45%
				Recommend with reservations	N<5	N<5	5	39%	197	45%	4	51%	21	50%	265	53%	2	17%	28	39%	496	47%
				Not recommend dept	N<5	N<5	1	8%	34	8%	2	25%	2	4%	31	6%	0	0%	6	9%	79	8%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	N<5	N<5	1	7%	80	18%	0	0%	9	22%	88	17%	3	25%	25	33%	208	19%
				Good	N<5	N<5	8	66%	224	50%	7	88%	21	50%	265	52%	6	50%	35	46%	517	47%
				So-so	N<5	N<5	3	27%	105	23%	0	0%	11	26%	121	24%	2	17%	15	20%	283	26%
				Bad	N<5	N<5	0	0%	28	6%	0	0%	0	0%	27	5%	1	8%	1	1%	47	4%
				Awful	N<5	N<5	0	0%	11	2%	1	12%	1	2%	10	2%	0	0%	0	0%	33	3%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY										ACADEMIC AREA										BUSINESS									
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables													
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%												
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	3	19%	1	4%	71	18%	N<5	N<5	N<5	N<5	68	16%	4	40%	8	23%	116	19%												
				Fairly clear	7	45%	14	65%	202	51%	N<5	N<5	N<5	N<5	227	53%	5	50%	20	61%	316	51%												
				Neither clear nor unclear	2	12%	2	9%	41	10%	N<5	N<5	N<5	N<5	70	16%	1	10%	0	0%	75	12%												
				Fairly unclear	2	11%	2	8%	61	15%	N<5	N<5	N<5	N<5	44	10%	0	0%	5	16%	81	13%												
				Very unclear	2	13%	3	13%	23	6%	N<5	N<5	N<5	N<5	20	5%	0	0%	0	0%	32	5%												
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	3	19%	0	0%	53	13%	N<5	N<5	N<5	N<5	58	13%	3	30%	6	18%	99	16%												
				Fairly clear	7	45%	10	45%	201	51%	N<5	N<5	N<5	N<5	214	50%	6	60%	20	62%	309	50%												
				Neither clear nor unclear	0	0%	4	18%	51	13%	N<5	N<5	N<5	N<5	71	17%	1	10%	1	3%	87	14%												
				Fairly unclear	5	30%	5	23%	66	16%	N<5	N<5	N<5	N<5	62	14%	0	0%	5	17%	83	13%												
				Very unclear	1	6%	3	13%	28	7%	N<5	N<5	N<5	N<5	25	6%	0	0%	0	0%	41	7%												
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	4	25%	0	0%	36	9%	N<5	N<5	N<5	N<5	31	7%	4	40%	6	19%	67	11%												
				Fairly clear	7	45%	11	48%	172	43%	N<5	N<5	N<5	N<5	179	42%	4	40%	18	57%	270	44%												
				Neither clear nor unclear	0	0%	5	22%	67	17%	N<5	N<5	N<5	N<5	100	23%	2	20%	1	3%	111	18%												
				Fairly unclear	3	17%	2	8%	79	20%	N<5	N<5	N<5	N<5	85	20%	0	0%	4	14%	109	18%												
				Very unclear	2	12%	5	22%	44	11%	N<5	N<5	N<5	N<5	32	8%	0	0%	2	7%	60	10%												
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	4	25%	1	4%	47	12%	N<5	N<5	N<5	N<5	52	12%	2	20%	4	13%	85	14%												
				Fairly clear	6	38%	10	43%	177	45%	N<5	N<5	N<5	N<5	201	47%	5	50%	18	59%	288	47%												
				Neither clear nor unclear	3	19%	5	22%	75	19%	N<5	N<5	N<5	N<5	98	23%	2	20%	2	7%	119	19%												
				Fairly unclear	2	11%	4	17%	60	15%	N<5	N<5	N<5	N<5	52	12%	1	10%	7	22%	86	14%												
				Very unclear	1	6%	3	13%	37	9%	N<5	N<5	N<5	N<5	22	5%	0	0%	0	0%	37	6%												
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	5	32%	4	18%	72	18%	N<5	N<5	N<5	N<5	71	17%	3	30%	5	15%	87	14%												
				Fairly clear	10	62%	8	37%	172	43%	N<5	N<5	N<5	N<5	199	47%	5	50%	15	48%	234	38%												
				Neither clear nor unclear	0	0%	6	28%	74	19%	N<5	N<5	N<5	N<5	105	25%	2	20%	6	20%	161	26%												
				Fairly unclear	0	0%	4	17%	51	13%	N<5	N<5	N<5	N<5	26	6%	0	0%	3	11%	90	15%												
				Very unclear	1	6%	0	0%	27	7%	N<5	N<5	N<5	N<5	18	4%	0	0%	2	6%	42	7%												
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	19%	2	9%	80	20%	N<5	N<5	N<5	N<5	76	18%	2	20%	7	21%	121	20%												
				Fairly clear	8	51%	12	56%	200	51%	N<5	N<5	N<5	N<5	219	51%	7	70%	20	60%	289	47%												
				Neither clear nor unclear	2	12%	4	18%	33	8%	N<5	N<5	N<5	N<5	67	16%	0	0%	3	10%	90	15%												
				Fairly unclear	2	11%	2	8%	64	16%	N<5	N<5	N<5	N<5	53	12%	1	10%	3	9%	82	13%												
				Very unclear	1	6%	2	9%	16	4%	N<5	N<5	N<5	N<5	11	3%	0	0%	0	0%	32	5%												
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	7	45%	4	18%	71	18%	N<5	N<5	N<5	N<5	47	12%	3	30%	9	28%	115	19%												
				Fairly clear	6	37%	8	38%	176	45%	N<5	N<5	N<5	N<5	195	50%	4	40%	17	52%	310	51%												
				Neither clear nor unclear	1	6%	4	18%	57	15%	N<5	N<5	N<5	N<5	92	23%	1	10%	4	14%	111	18%												
				Fairly unclear	1	6%	3	13%	66	17%	N<5	N<5	N<5	N<5	47	12%	2	20%	2	6%	58	9%												
				Very unclear	1	6%	3	13%	17	4%	N<5	N<5	N<5	N<5	13	3%	0	0%	0	0%	15	3%												
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	5	32%	0	0%	42	11%	N<5	N<5	N<5	N<5	36	9%	1	10%	5	24%	62	12%												
				Fairly clear	5	32%	6	28%	119	32%	N<5	N<5	N<5	N<5	125	33%	2	20%	5	25%	140	27%												
				Neither clear nor unclear	2	12%	5	24%	95	25%	N<5	N<5	N<5	N<5	115	30%	4	40%	6	29%	180	35%												
				Fairly unclear	3	18%	6	28%	82	22%	N<5	N<5	N<5	N<5	64	17%	1	10%	2	11%	95	18%												
				Very unclear	1	6%	4	20%	36	10%	N<5	N<5	N<5	N<5	39	10%	2	20%	2	10%	44	8%												
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	19%	1	4%	41	11%	N<5	N<5	N<5	N<5	29	7%	2	20%	3	10%	70	12%												
				Fairly clear	7	43%	8	36%	120	31%	N<5	N<5	N<5	N<5	145	34%	3	30%	17	51%	229	38%												
				Neither clear nor unclear	0	0%	6	27%	84	22%	N<5	N<5	N<5	N<5	115	27%	1	10%	9	26%	161	27%												
				Fairly unclear	3	19%	3	15%	100	26%	N<5	N<5	N<5	N<5	93	22%	2	20%	2	7%	96	16%												
				Very unclear	3	19%	4	17%	42	11%	N<5	N<5	N<5	N<5	39	9%	2	21%	2	6%	49	8%												
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	0	0%	32	8%	N<5	N<5	N<5	N<5	25	6%	0	0%	2	6%	44	8%												
				Fairly clear	11	69%	8	40%	126	33%	N<5	N<5	N<5	N<5	113	28%	1	10%	11	34%	172	29%												
				Neither clear nor unclear	0	0%	6	29%	90	23%	N<5	N<5	N<5	N<5	119	30%	5	50%	13	41%	184	31%												
				Fairly unclear	3	19%	5	26%	102	27%	N<5	N<5	N<5	N<5	90	22%	1	10%	3	10%	127	22%												
				Very unclear	2	13%	1	5%	34	9%	N<5	N<5	N<5	N<5	55	14%	3	31%	3	9%	58	10%												
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	6%	0	0%	24	6%	N<5	N<5	N<5	N<5	24	6%	0	0%	2	6%	43	7%												
				Fairly clear	6	38%	6	30%	101	27%	N<5	N<5	N<5	N<5	118	29%	1	10%	5	16%	117	20%												
				Neither clear nor unclear	3	17%	8	37%	105	28%	N<5	N<5	N<5	N<5	121	29%	5	50%	18	58%	214	37%												
				Fairly unclear	5	32%	5	24%	113	30%	N<5	N<5	N<5	N<5	99	24%	2	20%	4	13%	118	21%												
				Very unclear	1	6%	2	9%	37	10%	N<5	N<5	N<5	N<5	52	13%	2	20%	2	7%	80	14%												
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	3	19%	4	18%	84	22%	N<5	N<5	N<5	N<5	89	21%	3	30%	11	32%	143	24%												
				Fairly reasonable	5	32%	8	37%	176	45%	N<5	N<5	N<5	N<5	188	44%	4	40%	15	45%	232	38%												
				Neither reasonable nor unreasonable	5	30%	4	19%	55	14%	N<5	N<5	N<5	N<5	88	21%	2	21%	4	13%	128	21%												
				Fairly unreasonable	1	6%	5	22%	53	14%	N<5	N<5	N<5	N<5	48	11%	1	10%	2	6%	79	13%												
				Very unreasonable	2	12%	1	5%	22	6%	N<5	N<5	N<5	N<5	12	3%	0	0%	1	3%	24	4%												
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	3	19%	4	17%	102	27%	N<5	N<5	N<5	N<5	81	21%	3	30%	9	28%	170	28%												
				Fairly reasonable	8	50%	9	43%	158	41%	N<5	N<5	N<5	N<5	174	44%	3	30%	16	49%	246	41%												
				Neither reasonable nor unreasonable	2	12%	5	22%	78	20%	N<5	N<5	N<5	N<5	110	28%	3	31%	5	17%	144	24%												
				Fairly unreasonable	1	6%	1	4%	37	10%	N<5	N<5	N<5	N<5	20	5%	1	10%	1	3%	24	4%												
				Very unreasonable	2	12%	3	14%	9	2%	N<5	N<5	N<5	N<5	6	2%	0	0%	1	3%	15	3%												

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Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY										ACADEMIC AREA AGRI / NAT RES / ENV SCI					BUSINESS				
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q25C	tenure expectations: reasonableness	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	4	25%	0	0%	63	17%	N<5	N<5	N<5	N<5	56	15%	2	20%	5	25%	104	21%		
				Fairly reasonable	6	38%	3	16%	121	33%	N<5	N<5	N<5	N<5	122	33%	1	10%	4	20%	129	26%		
				Neither reasonable nor unreasonable	4	24%	12	59%	133	36%	N<5	N<5	N<5	N<5	163	44%	7	70%	8	39%	234	47%		
				Fairly unreasonable	1	6%	3	14%	40	11%	N<5	N<5	N<5	N<5	24	6%	0	0%	1	6%	23	5%		
				Very unreasonable	1	6%	2	10%	10	3%	N<5	N<5	N<5	N<5	5	1%	0	0%	2	10%	11	2%		
Q25D	tenure expectations: reasonableness	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	3	19%	1	4%	71	19%	N<5	N<5	N<5	N<5	55	13%	3	30%	6	19%	136	23%		
				Fairly reasonable	6	37%	8	36%	111	29%	N<5	N<5	N<5	N<5	122	29%	2	20%	13	39%	200	34%		
				Neither reasonable nor unreasonable	5	31%	11	50%	156	41%	N<5	N<5	N<5	N<5	205	49%	5	50%	14	42%	221	37%		
				Fairly unreasonable	1	6%	2	9%	31	8%	N<5	N<5	N<5	N<5	27	7%	0	0%	0	0%	24	4%		
				Very unreasonable	1	6%	0	0%	11	3%	N<5	N<5	N<5	N<5	6	1%	0	0%	0	0%	12	2%		
Q25E	tenure expectations: reasonableness	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	1	5%	59	16%	N<5	N<5	N<5	N<5	46	12%	0	0%	2	6%	91	16%		
				Fairly reasonable	9	57%	6	31%	107	28%	N<5	N<5	N<5	N<5	106	27%	1	10%	10	31%	162	29%		
				Neither reasonable nor unreasonable	6	36%	12	60%	179	48%	N<5	N<5	N<5	N<5	217	55%	9	90%	19	57%	279	50%		
				Fairly unreasonable	0	0%	0	0%	21	6%	N<5	N<5	N<5	N<5	23	6%	0	0%	2	5%	21	4%		
				Very unreasonable	1	6%	1	5%	11	3%	N<5	N<5	N<5	N<5	5	1%	0	0%	0	0%	10	2%		
Q25F	tenure expectations: reasonableness	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	2	13%	1	5%	50	13%	N<5	N<5	N<5	N<5	44	11%	0	0%	3	9%	76	14%		
				Fairly reasonable	4	25%	5	25%	85	23%	N<5	N<5	N<5	N<5	120	30%	1	10%	3	9%	124	23%		
				Neither reasonable nor unreasonable	9	55%	14	66%	206	55%	N<5	N<5	N<5	N<5	216	53%	8	80%	25	79%	319	58%		
				Fairly unreasonable	0	0%	0	0%	27	7%	N<5	N<5	N<5	N<5	20	5%	0	0%	1	3%	17	3%		
				Very unreasonable	1	6%	1	5%	6	2%	N<5	N<5	N<5	N<5	8	2%	1	10%	0	0%	12	2%		
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	4	25%	2	9%	58	15%	N<5	N<5	N<5	N<5	71	17%	3	30%	9	29%	116	20%		
				Somewhat agree	2	13%	8	34%	124	32%	N<5	N<5	N<5	N<5	138	33%	4	40%	11	37%	198	33%		
				Neither agree nor disagree	1	6%	2	9%	26	7%	N<5	N<5	N<5	N<5	48	11%	0	0%	0	0%	49	8%		
				Somewhat disagree	4	25%	5	22%	100	26%	N<5	N<5	N<5	N<5	105	25%	3	30%	5	15%	131	22%		
				Strongly disagree	5	30%	6	27%	78	20%	N<5	N<5	N<5	N<5	58	14%	0	0%	6	19%	102	17%		
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	8	54%	3	15%	101	27%	N<5	N<5	N<5	N<5	131	32%	4	40%	18	59%	162	27%		
				Somewhat agree	2	13%	7	37%	135	36%	N<5	N<5	N<5	N<5	138	34%	3	30%	8	26%	215	36%		
				Neither agree nor disagree	2	13%	3	14%	46	12%	N<5	N<5	N<5	N<5	57	14%	1	10%	0	0%	84	14%		
				Somewhat disagree	1	7%	3	14%	56	15%	N<5	N<5	N<5	N<5	56	14%	2	21%	3	8%	79	13%		
				Strongly disagree	2	13%	4	20%	40	11%	N<5	N<5	N<5	N<5	23	6%	0	0%	2	7%	56	9%		
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	6%	7	32%	81	21%	N<5	N<5	N<5	N<5	96	23%	3	30%	12	40%	188	31%		
				Satisfied	12	75%	10	44%	198	51%	N<5	N<5	N<5	N<5	218	51%	3	30%	15	49%	287	48%		
				Neither satisfied nor dissatisfied	1	6%	2	11%	37	10%	N<5	N<5	N<5	N<5	38	9%	2	20%	3	11%	54	9%		
				Dissatisfied	2	13%	3	13%	63	16%	N<5	N<5	N<5	N<5	66	15%	2	21%	0	0%	63	10%		
				Very dissatisfied	0	0%	0	0%	10	3%	N<5	N<5	N<5	N<5	8	2%	0	0%	0	0%	12	2%		
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	6%	N/A	N/A	17	10%	N<5	N<5	N/A	N/A	30	16%	2	19%	N/A	N/A	84	27%		
				Satisfied	6	37%	N/A	N/A	69	42%	N<5	N<5	N/A	N/A	90	48%	6	60%	N/A	N/A	153	49%		
				Neither satisfied nor dissatisfied	3	19%	N/A	N/A	29	17%	N<5	N<5	N/A	N/A	30	16%	1	10%	N/A	N/A	48	15%		
				Dissatisfied	5	32%	N/A	N/A	32	19%	N<5	N<5	N/A	N/A	31	16%	1	10%	N/A	N/A	24	8%		
				Very dissatisfied	1	6%	N/A	N/A	18	11%	N<5	N<5	N/A	N/A	8	4%	0	0%	N/A	N/A	4	1%		
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	11	70%	4	18%	142	37%	N<5	N<5	N<5	N<5	158	43%	6	60%	14	47%	235	39%		
				Satisfied	4	24%	15	69%	178	47%	N<5	N<5	N<5	N<5	149	40%	4	40%	14	46%	257	42%		
				Neither satisfied nor dissatisfied	1	6%	1	4%	27	7%	N<5	N<5	N<5	N<5	31	8%	0	0%	1	3%	54	9%		
				Dissatisfied	0	0%	2	9%	32	8%	N<5	N<5	N<5	N<5	28	7%	0	0%	1	4%	44	7%		
				Very dissatisfied	0	0%	0	0%	2	1%	N<5	N<5	N<5	N<5	5	1%	0	0%	0	0%	14	2%		
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	31%	4	18%	150	39%	N<5	N<5	N<5	N<5	148	40%	4	40%	8	24%	214	35%		
				Satisfied	4	24%	12	54%	136	36%	N<5	N<5	N<5	N<5	140	37%	6	60%	15	48%	211	35%		
				Neither satisfied nor dissatisfied	1	6%	2	9%	31	8%	N<5	N<5	N<5	N<5	29	8%	0	0%	4	14%	73	12%		
				Dissatisfied	5	32%	3	14%	46	12%	N<5	N<5	N<5	N<5	43	12%	0	0%	4	14%	83	14%		
				Very dissatisfied	1	6%	1	6%	18	5%	N<5	N<5	N<5	N<5	12	3%	0	0%	0	0%	25	4%		
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	56%	9	39%	195	51%	N<5	N<5	N<5	N<5	197	53%	3	34%	13	41%	268	45%		
				Satisfied	5	32%	7	32%	113	30%	N<5	N<5	N<5	N<5	110	29%	3	33%	12	38%	198	33%		
				Neither satisfied nor dissatisfied	0	0%	3	15%	34	9%	N<5	N<5	N<5	N<5	36	10%	2	22%	2	7%	64	11%		
				Dissatisfied	1	6%	2	9%	25	6%	N<5	N<5	N<5	N<5	19	5%	1	11%	4	14%	42	7%		
				Very dissatisfied	1	6%	1	5%	14	4%	N<5	N<5	N<5	N<5	11	3%	0	0%	0	0%	29	5%		
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	13	81%	10	43%	257	68%	N<5	N<5	N<5	N<5	260	70%	5	55%	18	58%	384	64%		
				Satisfied	3	19%	9	41%	88	23%	N<5	N<5	N<5	N<5	91	25%	2	22%	11	35%	149	25%		
				Neither satisfied nor dissatisfied	0	0%	1	6%	16	4%	N<5	N<5	N<5	N<5	18	5%	1	11%	1	3%	30	5%		
				Dissatisfied	0	0%	1	4%	15	4%	N<5	N<5	N<5	N<5	2	1%	0	0%	1	4%	21	3%		
				Very dissatisfied	0	0%	1	5%	1	0%	N<5	N<5	N<5	N<5	0	0%	1	11%	0	0%	16	3%		
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	51%	5	23%	142	37%	N<5	N<5	N<5	N<5	147	40%	4	40%	8	25%	207	34%		
				Satisfied	5	30%	8	35%	136	36%	N<5	N<5	N<5	N<5	149	41%	4	40%	15	47%	219	36%		
				Neither satisfied nor dissatisfied	1	6%	3	15%	44	12%	N<5	N<5	N<5	N<5	30	8%	1	10%	7	21%	76	12%		
				Dissatisfied	2	13%	6	26%	47	12%	N<5	N<5	N<5	N<5	26	7%	0	0%	2	7%	81	13%		
				Very dissatisfied	0	0%	0	0%	12	3%	N<5	N<5	N<5	N<5	15	4%	1	10%	0	0%	23	4%		

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY												ACADEMIC AREA						BUSINESS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables							
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%						
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	14%	4	20%	44	14%	N<5	N<5	N<5	N<5	62	18%	0	0%	10	33%	109	22%						
				Satisfied	7	50%	9	41%	104	34%	N<5	N<5	N<5	N<5	137	39%	4	45%	7	23%	164	33%						
				Neither satisfied nor dissatisfied	2	14%	5	25%	70	23%	N<5	N<5	N<5	N<5	67	19%	2	22%	8	28%	115	23%						
				Dissatisfied	1	7%	3	14%	71	23%	N<5	N<5	N<5	N<5	65	19%	1	11%	5	15%	83	17%						
				Very dissatisfied	2	14%	0	0%	18	6%	N<5	N<5	N<5	N<5	18	5%	2	22%	0	0%	32	6%						
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	9%	6	37%	95	27%	N<5	N<5	N<5	N<5	96	25%	1	12%	10	51%	119	23%						
				Satisfied	7	63%	9	52%	153	43%	N<5	N<5	N<5	N<5	166	43%	3	37%	4	22%	209	41%						
				Neither satisfied nor dissatisfied	2	19%	0	0%	52	15%	N<5	N<5	N<5	N<5	62	16%	3	38%	4	20%	88	17%						
				Dissatisfied	1	9%	2	12%	46	13%	N<5	N<5	N<5	N<5	53	14%	1	13%	0	0%	75	14%						
				Very dissatisfied	0	0%	0	0%	11	3%	N<5	N<5	N<5	N<5	10	3%	0	0%	1	6%	25	5%						
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	1	4%	39	10%	N<5	N<5	N<5	N<5	58	14%	1	10%	3	11%	117	19%						
				Satisfied	3	17%	4	19%	130	33%	N<5	N<5	N<5	N<5	131	31%	1	10%	9	30%	218	36%						
				Neither satisfied nor dissatisfied	1	6%	3	13%	36	9%	N<5	N<5	N<5	N<5	48	11%	5	50%	5	17%	77	13%						
				Dissatisfied	7	44%	11	50%	107	28%	N<5	N<5	N<5	N<5	129	30%	2	20%	13	42%	145	24%						
				Very dissatisfied	5	32%	3	13%	76	20%	N<5	N<5	N<5	N<5	57	13%	1	10%	0	0%	46	8%						
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	1	6%	27	7%	N<5	N<5	N<5	N<5	22	5%	3	30%	2	9%	131	28%						
				Satisfied	4	29%	5	27%	97	26%	N<5	N<5	N<5	N<5	107	26%	1	10%	10	47%	98	21%						
				Neither satisfied nor dissatisfied	7	49%	6	36%	97	26%	N<5	N<5	N<5	N<5	113	28%	5	50%	4	18%	143	31%						
				Dissatisfied	1	7%	5	30%	90	24%	N<5	N<5	N<5	N<5	118	29%	0	0%	4	20%	61	13%						
				Very dissatisfied	2	15%	0	0%	60	16%	N<5	N<5	N<5	N<5	47	12%	1	10%	1	5%	30	6%						
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	49%	11	48%	197	51%	N<5	N<5	N<5	N<5	201	48%	4	40%	14	46%	351	59%						
				Satisfied	4	25%	10	43%	129	33%	N<5	N<5	N<5	N<5	164	39%	5	50%	12	38%	188	31%						
				Neither satisfied nor dissatisfied	1	6%	1	4%	27	7%	N<5	N<5	N<5	N<5	25	6%	0	0%	2	6%	34	6%						
				Dissatisfied	2	13%	0	0%	19	5%	N<5	N<5	N<5	N<5	26	6%	1	10%	3	9%	19	3%						
				Very dissatisfied	1	6%	1	4%	15	4%	N<5	N<5	N<5	N<5	4	1%	0	0%	0	0%	5	1%						
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	6%	6	28%	81	21%	N<5	N<5	N<5	N<5	78	19%	0	0%	6	19%	199	33%						
				Satisfied	7	43%	9	41%	135	35%	N<5	N<5	N<5	N<5	137	33%	4	40%	15	47%	191	32%						
				Neither satisfied nor dissatisfied	0	0%	4	18%	54	14%	N<5	N<5	N<5	N<5	55	13%	3	30%	6	19%	81	14%						
				Dissatisfied	6	38%	3	14%	73	19%	N<5	N<5	N<5	N<5	91	22%	2	21%	4	14%	102	17%						
				Very dissatisfied	2	13%	0	0%	43	11%	N<5	N<5	N<5	N<5	53	13%	1	10%	0	0%	27	5%						
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	13%	3	13%	51	14%	N<5	N<5	N<5	N<5	51	13%	1	10%	4	13%	102	17%						
				Satisfied	1	6%	10	44%	119	32%	N<5	N<5	N<5	N<5	121	31%	1	10%	11	36%	174	30%						
				Neither satisfied nor dissatisfied	2	11%	1	4%	54	15%	N<5	N<5	N<5	N<5	67	17%	0	0%	6	21%	93	16%						
				Dissatisfied	6	38%	5	21%	85	23%	N<5	N<5	N<5	N<5	105	27%	5	50%	7	24%	134	23%						
				Very dissatisfied	5	32%	4	17%	65	17%	N<5	N<5	N<5	N<5	52	13%	3	30%	2	7%	80	14%						
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	1	6%	5	21%	94	24%	N<5	N<5	N<5	N<5	118	28%	6	60%	8	25%	205	34%						
				Satisfied	5	31%	9	41%	145	37%	N<5	N<5	N<5	N<5	138	33%	3	30%	15	50%	202	34%						
				Neither satisfied nor dissatisfied	4	24%	4	20%	48	12%	N<5	N<5	N<5	N<5	52	12%	0	0%	3	8%	71	12%						
				Dissatisfied	4	25%	4	18%	64	16%	N<5	N<5	N<5	N<5	71	17%	0	0%	4	13%	78	13%						
				Very dissatisfied	2	13%	0	0%	37	10%	N<5	N<5	N<5	N<5	41	10%	1	10%	1	3%	39	7%						
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	2	14%	2	9%	45	12%	N<5	N<5	N<5	N<5	59	14%	1	10%	5	16%	93	16%						
				Satisfied	1	7%	10	48%	135	36%	N<5	N<5	N<5	N<5	147	36%	1	10%	11	37%	195	34%						
				Neither satisfied nor dissatisfied	4	27%	5	25%	68	18%	N<5	N<5	N<5	N<5	94	23%	4	40%	6	22%	125	22%						
				Dissatisfied	6	39%	4	19%	90	24%	N<5	N<5	N<5	N<5	73	18%	3	30%	5	18%	105	18%						
				Very dissatisfied	2	13%	0	0%	37	10%	N<5	N<5	N<5	N<5	36	9%	1	10%	2	8%	53	9%						
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	4	24%	8	36%	78	21%	N<5	N<5	N<5	N<5	78	22%	5	50%	4	13%	122	21%						
				Satisfied	9	57%	9	43%	162	44%	N<5	N<5	N<5	N<5	142	39%	2	20%	19	66%	234	41%						
				Neither satisfied nor dissatisfied	2	13%	3	16%	77	21%	N<5	N<5	N<5	N<5	95	26%	2	20%	3	10%	119	21%						
				Dissatisfied	0	0%	1	5%	39	11%	N<5	N<5	N<5	N<5	35	10%	1	10%	1	4%	67	12%						
				Very dissatisfied	1	6%	0	0%	12	3%	N<5	N<5	N<5	N<5	14	4%	0	0%	2	8%	30	5%						
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	4	24%	6	26%	100	26%	N<5	N<5	N<5	N<5	85	21%	1	10%	10	32%	128	21%						
				Satisfied	6	38%	14	65%	155	40%	N<5	N<5	N<5	N<5	158	39%	2	19%	15	47%	249	42%						
				Neither satisfied nor dissatisfied	1	6%	1	4%	61	16%	N<5	N<5	N<5	N<5	82	20%	4	40%	3	11%	102	17%						
				Dissatisfied	3	19%	1	4%	44	11%	N<5	N<5	N<5	N<5	65	16%	3	31%	2	7%	84	14%						
				Very dissatisfied	2	13%	0	0%	25	6%	N<5	N<5	N<5	N<5	16	4%	0	0%	1	3%	37	6%						
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	4	25%	7	32%	139	36%	N<5	N<5	N<5	N<5	142	34%	0	0%	5	16%	142	24%						
				Important	6	38%	11	50%	161	42%	N<5	N<5	N<5	N<5	178	42%	3	37%	13	42%	234	39%						
				Neither important nor unimportant	5	30%	2	9%	53	14%	N<5	N<5	N<5	N<5	61	14%	3	38%	10	33%	123	21%						
				Unimportant	1	6%	2	9%	27	7%	N<5	N<5	N<5	N<5	27	6%	1	13%	2	6%	62	10%						
				Very unimportant	0	0%	0	0%	8	2%	N<5	N<5	N<5	N<5	15	4%	1	13%	1	3%	34	6%						
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	10	67%	10	45%	189	49%	N<5	N<5	N<5	N<5	198	47%	2	22%	9	28%	276	46%						
				Important	2	13%	8	37%	156	40%	N<5	N<5	N<5	N<5	182	43%	2	22%	18	58%	240	40%						
				Neither important nor unimportant	3	20%	4	18%	29	8%	N<5	N<5	N<5	N<5	23	5%	5	56%	3	11%	52	9%						
				Unimportant	0	0%	0	0%	12	3%	N<5	N<5	N<5	N<5	14	3%	0	0%	1	3%	19	3%						
				Very unimportant	0	0%	0	0%	1	0%	N<5	N<5	N<5	N<5	6	1%	0	0%	0	0%	8	1%						

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					HEALTH / HUMAN ECOLOGY								ACADEMIC AREA AGRI / NAT RES / ENV SCI								BUSINESS							
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables							
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	9	60%	7	30%	179	46%	N<5	N<5	N<5	N<5	191	45%	4	45%	8	26%	198	33%						
				Important	5	33%	14	66%	163	42%	N<5	N<5	N<5	N<5	184	44%	2	22%	20	63%	312	52%						
				Neither important nor unimportant	1	6%	1	4%	30	8%	N<5	N<5	N<5	N<5	31	7%	3	33%	2	6%	60	10%						
				Unimportant	0	0%	0	0%	13	3%	N<5	N<5	N<5	N<5	10	2%	0	0%	1	4%	20	3%						
				Very unimportant	0	0%	0	0%	1	0%	N<5	N<5	N<5	N<5	4	1%	0	0%	0	0%	5	1%						
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	8	54%	7	30%	157	41%	N<5	N<5	N<5	N<5	178	42%	3	34%	6	20%	171	29%						
				Important	7	46%	15	70%	167	43%	N<5	N<5	N<5	N<5	188	45%	3	33%	21	69%	292	49%						
				Neither important nor unimportant	0	0%	0	0%	37	10%	N<5	N<5	N<5	N<5	44	11%	2	22%	3	11%	83	14%						
				Unimportant	0	0%	0	0%	23	6%	N<5	N<5	N<5	N<5	7	2%	0	0%	0	0%	29	5%						
				Very unimportant	0	0%	0	0%	2	1%	N<5	N<5	N<5	N<5	3	1%	1	11%	0	0%	16	3%						
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	4	27%	6	28%	203	53%	N<5	N<5	N<5	N<5	182	43%	0	0%	2	7%	89	15%						
				Important	6	40%	12	55%	136	35%	N<5	N<5	N<5	N<5	165	39%	2	22%	8	28%	172	30%						
				Neither important nor unimportant	5	33%	3	13%	36	9%	N<5	N<5	N<5	N<5	46	11%	5	55%	16	52%	175	30%						
				Unimportant	0	0%	1	4%	10	3%	N<5	N<5	N<5	N<5	20	5%	2	22%	4	13%	80	14%						
				Very unimportant	0	0%	0	0%	1	0%	N<5	N<5	N<5	N<5	9	2%	0	0%	0	0%	58	10%						
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	9	60%	4	17%	98	25%	N<5	N<5	N<5	N<5	112	27%	1	10%	3	11%	95	16%						
				Important	5	33%	14	65%	172	45%	N<5	N<5	N<5	N<5	195	47%	8	80%	21	66%	262	44%						
				Neither important nor unimportant	1	6%	3	13%	67	17%	N<5	N<5	N<5	N<5	64	15%	1	10%	4	14%	134	22%						
				Unimportant	0	0%	1	4%	46	12%	N<5	N<5	N<5	N<5	35	8%	0	0%	3	9%	80	13%						
				Very unimportant	0	0%	0	0%	2	1%	N<5	N<5	N<5	N<5	11	3%	0	0%	0	0%	24	4%						
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	10	64%	13	60%	223	58%	N<5	N<5	N<5	N<5	201	47%	5	50%	15	48%	380	64%						
				Important	5	30%	9	40%	131	34%	N<5	N<5	N<5	N<5	169	40%	4	40%	16	52%	192	32%						
				Neither important nor unimportant	1	6%	0	0%	15	4%	N<5	N<5	N<5	N<5	37	9%	0	0%	0	0%	18	3%						
				Unimportant	0	0%	0	0%	16	4%	N<5	N<5	N<5	N<5	11	3%	1	10%	0	0%	3	0%						
				Very unimportant	0	0%	0	0%	2	0%	N<5	N<5	N<5	N<5	7	2%	0	0%	0	0%	4	1%						
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	2	13%	5	25%	144	38%	N<5	N<5	N<5	N<5	102	24%	2	25%	11	37%	248	42%						
				Important	8	50%	12	53%	130	34%	N<5	N<5	N<5	N<5	154	37%	2	25%	13	41%	203	35%						
				Neither important nor unimportant	6	38%	5	22%	81	21%	N<5	N<5	N<5	N<5	108	26%	2	25%	7	23%	103	18%						
				Unimportant	0	0%	0	0%	13	4%	N<5	N<5	N<5	N<5	37	9%	2	25%	0	0%	18	3%						
				Very unimportant	0	0%	0	0%	9	2%	N<5	N<5	N<5	N<5	17	4%	0	0%	0	0%	13	2%						
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	4	25%	5	24%	87	23%	N<5	N<5	N<5	N<5	95	23%	0	0%	4	13%	142	24%						
				Important	8	51%	7	32%	119	32%	N<5	N<5	N<5	N<5	159	39%	2	24%	9	31%	173	30%						
				Neither important nor unimportant	3	19%	9	39%	128	34%	N<5	N<5	N<5	N<5	98	24%	5	63%	15	49%	186	32%						
				Unimportant	1	5%	1	4%	29	8%	N<5	N<5	N<5	N<5	49	12%	1	13%	2	7%	52	9%						
				Very unimportant	0	0%	0	0%	14	4%	N<5	N<5	N<5	N<5	10	2%	0	0%	0	0%	32	6%						
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	4	25%	5	23%	172	45%	N<5	N<5	N<5	N<5	152	36%	4	40%	18	57%	268	45%						
				Important	9	56%	15	68%	160	42%	N<5	N<5	N<5	N<5	193	46%	5	50%	13	43%	259	44%						
				Neither important nor unimportant	2	12%	2	9%	39	10%	N<5	N<5	N<5	N<5	55	13%	0	0%	0	0%	51	9%						
				Unimportant	1	6%	0	0%	13	3%	N<5	N<5	N<5	N<5	15	4%	1	10%	0	0%	6	1%						
				Very unimportant	0	0%	0	0%	2	1%	N<5	N<5	N<5	N<5	3	1%	0	0%	0	0%	7	1%						
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	8	51%	7	33%	224	58%	N<5	N<5	N<5	N<5	203	49%	4	40%	13	42%	366	62%						
				Important	7	43%	14	63%	141	37%	N<5	N<5	N<5	N<5	165	40%	6	60%	17	55%	206	35%						
				Neither important nor unimportant	1	6%	1	4%	13	3%	N<5	N<5	N<5	N<5	38	9%	0	0%	1	2%	17	3%						
				Unimportant	0	0%	0	0%	2	1%	N<5	N<5	N<5	N<5	7	2%	0	0%	0	0%	1	0%						
				Very unimportant	0	0%	0	0%	5	1%	N<5	N<5	N<5	N<5	5	1%	0	0%	0	0%	1	0%						
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	7	47%	6	27%	111	29%	N<5	N<5	N<5	N<5	145	35%	5	56%	6	21%	158	27%						
				Important	8	53%	13	60%	184	48%	N<5	N<5	N<5	N<5	209	50%	2	22%	17	56%	299	51%						
				Neither important nor unimportant	0	0%	3	13%	66	17%	N<5	N<5	N<5	N<5	43	10%	2	22%	4	13%	80	14%						
				Unimportant	0	0%	0	0%	19	5%	N<5	N<5	N<5	N<5	13	3%	0	0%	3	10%	34	6%						
				Very unimportant	0	0%	0	0%	4	1%	N<5	N<5	N<5	N<5	6	1%	0	0%	0	0%	19	3%						
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	3	19%	5	23%	122	32%	N<5	N<5	N<5	N<5	132	32%	0	0%	4	14%	122	21%						
				Important	3	18%	3	13%	78	21%	N<5	N<5	N<5	N<5	93	23%	2	22%	6	20%	150	26%						
				Neither important nor unimportant	4	25%	7	35%	83	22%	N<5	N<5	N<5	N<5	87	21%	2	22%	12	38%	144	25%						
				Unimportant	3	19%	4	19%	35	9%	N<5	N<5	N<5	N<5	40	10%	3	33%	7	23%	59	10%						
				Very unimportant	3	19%	2	9%	58	15%	N<5	N<5	N<5	N<5	58	14%	2	23%	2	6%	108	19%						
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	1	6%	3	14%	65	17%	N<5	N<5	N<5	N<5	52	12%	0	0%	1	4%	85	15%						
				Important	5	30%	2	11%	90	24%	N<5	N<5	N<5	N<5	85	20%	1	11%	5	16%	117	20%						
				Neither important nor unimportant	5	32%	9	43%	124	33%	N<5	N<5	N<5	N<5	142	34%	5	56%	12	37%	155	27%						
				Unimportant	4	25%	4	18%	50	13%	N<5	N<5	N<5	N<5	68	16%	1	11%	9	29%	100	17%						
				Very unimportant	1	6%	3	14%	52	14%	N<5	N<5	N<5	N<5	69	17%	2	22%	4	14%	127	22%						
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	7	44%	7	33%	150	39%	N<5	N<5	N<5	N<5	151	36%	0	0%	3	11%	205	35%						
				Important	5	30%	9	40%	121	32%	N<5	N<5	N<5	N<5	138	33%	2	28%	17	58%	199	34%						
				Neither important nor unimportant	2	12%	5	23%	68	18%	N<5	N<5	N<5	N<5	82	20%	3	43%	4	14%	103	18%						
				Unimportant	2	13%	0	0%	16	4%	N<5	N<5	N<5	N<5	19	5%	0	0%	3	10%	27	5%						
				Very unimportant	0	0%	1	4%	25	7%	N<5	N<5	N<5	N<5	24	6%	2	29%	2	7%	51	9%						

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item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY										ACADEMIC AREA						BUSINESS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	4	24%	3	15%	109	29%	N<5	N<5	N<5	N<5	122	30%	2	25%	6	22%	147	25%				
				Important	3	19%	3	15%	99	26%	N<5	N<5	N<5	N<5	111	27%	1	13%	10	35%	164	28%				
				Neither important nor unimportant	5	32%	9	40%	100	27%	N<5	N<5	N<5	N<5	105	26%	2	25%	5	18%	118	20%				
				Unimportant	3	19%	4	17%	23	6%	N<5	N<5	N<5	N<5	26	6%	1	12%	5	18%	50	9%				
				Very unimportant	1	6%	3	13%	45	12%	N<5	N<5	N<5	N<5	47	11%	2	25%	2	8%	102	18%				
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	3	19%	N/A	N/A	12	11%	N<5	N<5	N/A	N/A	15	11%	0	0%	N/A	N/A	16	8%				
				Important	6	38%	N/A	N/A	29	29%	N<5	N<5	N/A	N/A	37	27%	1	14%	N/A	N/A	49	23%				
				Neither important nor unimportant	4	24%	N/A	N/A	37	36%	N<5	N<5	N/A	N/A	50	35%	2	29%	N/A	N/A	66	31%				
				Unimportant	2	13%	N/A	N/A	15	15%	N<5	N<5	N/A	N/A	17	12%	1	14%	N/A	N/A	43	20%				
				Very unimportant	1	6%	N/A	N/A	9	9%	N<5	N<5	N/A	N/A	20	15%	3	43%	N/A	N/A	39	18%				
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	8	50%	N/A	N/A	36	36%	N<5	N<5	N/A	N/A	55	39%	2	22%	N/A	N/A	69	32%				
				Important	3	19%	N/A	N/A	43	43%	N<5	N<5	N/A	N/A	55	39%	2	22%	N/A	N/A	76	35%				
				Neither important nor unimportant	2	12%	N/A	N/A	13	13%	N<5	N<5	N/A	N/A	20	14%	4	45%	N/A	N/A	37	17%				
				Unimportant	2	13%	N/A	N/A	3	3%	N<5	N<5	N/A	N/A	5	4%	0	0%	N/A	N/A	17	8%				
				Very unimportant	1	6%	N/A	N/A	6	6%	N<5	N<5	N/A	N/A	6	5%	1	11%	N/A	N/A	16	7%				
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	13%	N/A	N/A	22	22%	N<5	N<5	N/A	N/A	27	20%	0	0%	N/A	N/A	46	22%				
				Important	11	68%	N/A	N/A	50	50%	N<5	N<5	N/A	N/A	62	45%	4	44%	N/A	N/A	95	45%				
				Neither important nor unimportant	2	12%	N/A	N/A	18	18%	N<5	N<5	N/A	N/A	35	26%	3	34%	N/A	N/A	38	18%				
				Unimportant	1	6%	N/A	N/A	6	6%	N<5	N<5	N/A	N/A	9	7%	1	11%	N/A	N/A	13	6%				
				Very unimportant	0	0%	N/A	N/A	5	5%	N<5	N<5	N/A	N/A	4	3%	1	11%	N/A	N/A	18	9%				
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	2	13%	N/A	N/A	9	9%	N<5	N<5	N/A	N/A	7	5%	0	0%	N/A	N/A	16	8%				
				Important	4	25%	N/A	N/A	18	18%	N<5	N<5	N/A	N/A	34	25%	0	0%	N/A	N/A	31	15%				
				Neither important nor unimportant	5	30%	N/A	N/A	40	40%	N<5	N<5	N/A	N/A	52	38%	2	22%	N/A	N/A	76	37%				
				Unimportant	4	25%	N/A	N/A	18	18%	N<5	N<5	N/A	N/A	29	22%	4	45%	N/A	N/A	38	18%				
				Very unimportant	1	6%	N/A	N/A	15	15%	N<5	N<5	N/A	N/A	14	10%	3	33%	N/A	N/A	46	22%				
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	1	6%	28	9%	N<5	N<5	N<5	N<5	40	12%	0	0%	2	10%	34	8%				
				Effective	2	25%	7	39%	112	35%	N<5	N<5	N<5	N<5	122	36%	3	49%	9	43%	114	28%				
				Neither effective nor ineffective	4	50%	4	22%	62	19%	N<5	N<5	N<5	N<5	72	21%	2	33%	6	27%	108	27%				
				Ineffective	0	0%	3	17%	56	17%	N<5	N<5	N<5	N<5	60	18%	0	0%	4	20%	82	20%				
				Very ineffective	2	25%	3	17%	63	20%	N<5	N<5	N<5	N<5	49	14%	1	17%	0	0%	69	17%				
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	3	25%	2	10%	63	18%	N<5	N<5	N<5	N<5	76	20%	0	0%	5	19%	88	16%				
				Effective	4	33%	8	41%	156	43%	N<5	N<5	N<5	N<5	175	45%	4	57%	6	24%	188	35%				
				Neither effective nor ineffective	2	17%	7	35%	57	16%	N<5	N<5	N<5	N<5	74	19%	2	28%	9	36%	120	22%				
				Ineffective	1	8%	2	10%	48	13%	N<5	N<5	N<5	N<5	38	10%	0	0%	4	16%	77	14%				
				Very ineffective	2	17%	1	5%	38	10%	N<5	N<5	N<5	N<5	21	6%	1	15%	1	4%	61	11%				
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	7%	2	9%	71	20%	N<5	N<5	N<5	N<5	77	19%	2	22%	4	12%	88	15%				
				Effective	8	53%	12	59%	161	46%	N<5	N<5	N<5	N<5	183	46%	3	34%	15	47%	240	42%				
				Neither effective nor ineffective	2	13%	3	14%	53	15%	N<5	N<5	N<5	N<5	69	17%	2	22%	8	27%	133	23%				
				Ineffective	1	7%	1	5%	37	11%	N<5	N<5	N<5	N<5	47	12%	2	22%	2	8%	72	13%				
				Very ineffective	3	20%	3	14%	32	9%	N<5	N<5	N<5	N<5	21	5%	0	0%	2	7%	38	7%				
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	7%	2	9%	54	16%	N<5	N<5	N<5	N<5	63	17%	2	22%	3	10%	70	13%				
				Effective	8	57%	11	48%	141	41%	N<5	N<5	N<5	N<5	169	45%	3	33%	16	52%	217	39%				
				Neither effective nor ineffective	2	14%	6	26%	68	20%	N<5	N<5	N<5	N<5	82	22%	2	22%	7	24%	146	26%				
				Ineffective	1	7%	1	4%	37	11%	N<5	N<5	N<5	N<5	36	10%	1	11%	2	7%	81	15%				
				Very ineffective	2	14%	3	13%	41	12%	N<5	N<5	N<5	N<5	28	7%	1	11%	2	7%	41	7%				
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	1	9%	2	11%	24	7%	N<5	N<5	N<5	N<5	23	7%	0	0%	0	0%	17	5%				
				Effective	1	9%	4	22%	81	24%	N<5	N<5	N<5	N<5	81	23%	0	0%	4	21%	72	21%				
				Neither effective nor ineffective	6	55%	7	41%	71	22%	N<5	N<5	N<5	N<5	104	29%	4	50%	13	65%	122	36%				
				Ineffective	2	18%	2	12%	81	24%	N<5	N<5	N<5	N<5	83	23%	0	0%	3	14%	66	19%				
				Very ineffective	1	9%	2	14%	74	22%	N<5	N<5	N<5	N<5	67	19%	4	50%	0	0%	64	19%				
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	3	25%	6	30%	48	14%	N<5	N<5	N<5	N<5	56	17%	1	10%	1	3%	69	14%				
				Effective	9	75%	7	34%	132	39%	N<5	N<5	N<5	N<5	144	43%	5	50%	14	49%	167	35%				
				Neither effective nor ineffective	0	0%	5	26%	107	31%	N<5	N<5	N<5	N<5	89	27%	2	20%	9	30%	145	30%				
				Ineffective	0	0%	1	5%	27	8%	N<5	N<5	N<5	N<5	33	10%	2	21%	5	18%	68	14%				
				Very ineffective	0	0%	1	5%	27	8%	N<5	N<5	N<5	N<5	14	4%	0	0%	0	0%	30	6%				
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	1	4%	70	20%	N<5	N<5	N<5	N<5	48	13%	0	0%	5	16%	183	31%				
				Effective	4	25%	6	26%	124	35%	N<5	N<5	N<5	N<5	124	35%	4	40%	13	43%	216	37%				
				Neither effective nor ineffective	4	24%	6	25%	54	15%	N<5	N<5	N<5	N<5	76	21%	1	10%	5	15%	73	12%				
				Ineffective	7	45%	7	31%	51	14%	N<5	N<5	N<5	N<5	65	18%	2	20%	6	21%	86	15%				
				Very ineffective	1	6%	3	13%	56	16%	N<5	N<5	N<5	N<5	44	12%	3	30%	2	6%	30	5%				
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	23	11%	N<5	N<5	N<5	N<5	17	10%	0	0%	1	6%	34	11%				
				Effective	1	10%	2	20%	47	22%	N<5	N<5	N<5	N<5	42	23%	0	0%	4	23%	60	19%				
				Neither effective nor ineffective	3	28%	6	60%	73	34%	N<5	N<5	N<5	N<5	68	38%	3	61%	7	41%	100	32%				
				Ineffective	4	41%	1	11%	33	16%	N<5	N<5	N<5	N<5	17	9%	1	20%	4	23%	61	20%				
				Very ineffective	2	21%	1	10%	37	17%	N<5	N<5	N<5	N<5	34	19%	1	19%	1	7%	54	18%				

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Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

					HEALTH / HUMAN ECOLOGY					ACADEMIC AREA AGRI / NAT RES / ENV SCI					BUSINESS							
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	3	10%	0	0%	15	7%	N<5	N<5	N<5	N<5	35	14%	0	0%	2	15%	35	13%
				Effective	3	31%	4	30%	53	26%	N<5	N<5	N<5	N<5	104	42%	2	33%	2	12%	60	22%
				Neither effective nor ineffective	6	59%	9	63%	92	45%	N<5	N<5	N<5	N<5	72	29%	4	67%	7	55%	120	44%
				Ineffective	0	0%	0	0%	22	11%	N<5	N<5	N<5	N<5	17	7%	0	0%	2	18%	32	12%
				Very ineffective	0	0%	1	7%	21	10%	N<5	N<5	N<5	N<5	21	8%	0	0%	0	0%	27	10%
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	33	12%	N<5	N<5	N<5	N<5	33	12%	1	10%	5	18%	125	27%
				Effective	3	28%	3	22%	80	29%	N<5	N<5	N<5	N<5	81	30%	2	20%	11	37%	167	36%
				Neither effective nor ineffective	4	37%	7	55%	74	26%	N<5	N<5	N<5	N<5	70	26%	4	40%	4	14%	77	16%
				Ineffective	2	17%	2	15%	48	17%	N<5	N<5	N<5	N<5	38	14%	2	20%	6	21%	61	13%
				Very ineffective	2	19%	1	8%	46	16%	N<5	N<5	N<5	N<5	46	17%	1	10%	3	9%	40	8%
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	1	8%	1	6%	62	19%	N<5	N<5	N<5	N<5	52	17%	1	10%	3	10%	124	23%
				Effective	2	15%	3	19%	128	39%	N<5	N<5	N<5	N<5	103	35%	4	39%	10	36%	212	39%
				Neither effective nor ineffective	3	22%	4	22%	52	16%	N<5	N<5	N<5	N<5	66	22%	4	41%	10	34%	113	21%
				Ineffective	4	32%	6	34%	56	17%	N<5	N<5	N<5	N<5	40	14%	1	10%	5	20%	62	11%
				Very ineffective	3	24%	3	19%	33	10%	N<5	N<5	N<5	N<5	35	12%	0	0%	0	0%	36	7%
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research/creative work	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	1	7%	0	0%	21	7%	N<5	N<5	N<5	N<5	30	9%	1	11%	1	4%	42	9%
				Effective	8	57%	10	52%	110	35%	N<5	N<5	N<5	N<5	128	39%	3	33%	12	49%	166	34%
				Neither effective nor ineffective	1	7%	4	22%	91	29%	N<5	N<5	N<5	N<5	86	26%	3	34%	4	17%	141	29%
				Ineffective	1	7%	3	15%	57	18%	N<5	N<5	N<5	N<5	61	18%	2	22%	7	26%	94	19%
				Very ineffective	3	21%	2	10%	37	12%	N<5	N<5	N<5	N<5	24	7%	0	0%	1	4%	40	8%
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	1	20%	9	6%	N<5	N<5	N<5	N<5	6	4%	N<5	N<5	0	0%	20	9%
				Effective	0	0%	0	0%	19	12%	N<5	N<5	N<5	N<5	28	17%	N<5	N<5	2	17%	44	20%
				Neither effective nor ineffective	4	69%	4	80%	69	42%	N<5	N<5	N<5	N<5	49	30%	N<5	N<5	5	52%	74	33%
				Ineffective	0	0%	0	0%	29	18%	N<5	N<5	N<5	N<5	31	19%	N<5	N<5	2	21%	36	16%
				Very ineffective	2	31%	0	0%	39	23%	N<5	N<5	N<5	N<5	48	30%	N<5	N<5	1	11%	50	22%
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N<5	N<5	6	4%	N<5	N<5	N<5	N<5	1	1%	N<5	N<5	N<5	N<5	28	14%
				Effective	0	0%	N<5	N<5	11	8%	N<5	N<5	N<5	N<5	6	6%	N<5	N<5	N<5	N<5	20	10%
				Neither effective nor ineffective	4	69%	N<5	N<5	55	38%	N<5	N<5	N<5	N<5	42	38%	N<5	N<5	N<5	N<5	76	38%
				Ineffective	0	0%	N<5	N<5	21	15%	N<5	N<5	N<5	N<5	17	15%	N<5	N<5	N<5	N<5	33	16%
				Very ineffective	2	31%	N<5	N<5	52	36%	N<5	N<5	N<5	N<5	43	40%	N<5	N<5	N<5	N<5	46	23%
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	26%	31	17%	N<5	N<5	N<5	N<5	34	19%	N<5	N<5	1	20%	59	22%
				Effective	0	0%	3	32%	57	31%	N<5	N<5	N<5	N<5	71	40%	N<5	N<5	2	41%	74	27%
				Neither effective nor ineffective	3	60%	2	23%	67	36%	N<5	N<5	N<5	N<5	44	25%	N<5	N<5	2	39%	75	28%
				Ineffective	1	20%	1	10%	12	7%	N<5	N<5	N<5	N<5	16	9%	N<5	N<5	0	0%	28	10%
				Very ineffective	1	20%	1	9%	16	9%	N<5	N<5	N<5	N<5	13	7%	N<5	N<5	0	0%	33	12%
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	1	13%	14	9%	N<5	N<5	N<5	N<5	22	12%	N<5	N<5	0	0%	22	9%
				Effective	3	39%	0	0%	23	15%	N<5	N<5	N<5	N<5	33	18%	N<5	N<5	0	0%	43	18%
				Neither effective nor ineffective	2	25%	4	55%	50	32%	N<5	N<5	N<5	N<5	52	28%	N<5	N<5	2	34%	79	33%
				Ineffective	2	23%	0	0%	27	17%	N<5	N<5	N<5	N<5	23	12%	N<5	N<5	3	51%	29	12%
				Very ineffective	1	12%	2	32%	41	26%	N<5	N<5	N<5	N<5	53	29%	N<5	N<5	1	16%	67	28%
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	1	8%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%
				Effective	N<5	N<5	N/A	N/A	1	6%	N<5	N<5	N/A	N/A	2	10%	N<5	N<5	N/A	N/A	4	12%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	9	55%	N<5	N<5	N/A	N/A	14	65%	N<5	N<5	N/A	N/A	20	63%
				Ineffective	N<5	N<5	N/A	N/A	3	19%	N<5	N<5	N/A	N/A	4	17%	N<5	N<5	N/A	N/A	3	11%
				Very ineffective	N<5	N<5	N/A	N/A	2	12%	N<5	N<5	N/A	N/A	2	8%	N<5	N<5	N/A	N/A	4	12%
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	1	17%	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	6	9%	N<5	N<5	N/A	N/A	10	9%
				Effective	2	35%	N/A	N/A	9	20%	N<5	N<5	N/A	N/A	26	40%	N<5	N<5	N/A	N/A	43	36%
				Neither effective nor ineffective	1	17%	N/A	N/A	8	19%	N<5	N<5	N/A	N/A	16	25%	N<5	N<5	N/A	N/A	22	18%
				Ineffective	1	17%	N/A	N/A	11	25%	N<5	N<5	N/A	N/A	6	9%	N<5	N<5	N/A	N/A	21	17%
				Very ineffective	1	14%	N/A	N/A	15	33%	N<5	N<5	N/A	N/A	11	17%	N<5	N<5	N/A	N/A	24	20%
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	3	8%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	7	8%
				Effective	N<5	N<5	N/A	N/A	7	22%	N<5	N<5	N/A	N/A	11	30%	N<5	N<5	N/A	N/A	21	26%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	14	40%	N<5	N<5	N/A	N/A	17	47%	N<5	N<5	N/A	N/A	29	35%
				Ineffective	N<5	N<5	N/A	N/A	6	18%	N<5	N<5	N/A	N/A	5	13%	N<5	N<5	N/A	N/A	12	15%
				Very ineffective	N<5	N<5	N/A	N/A	4	12%	N<5	N<5	N/A	N/A	3	10%	N<5	N<5	N/A	N/A	13	16%
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	2	5%
				Effective	0	0%	N/A	N/A	1	7%	N<5	N<5	N/A	N/A	2	10%	N<5	N<5	N/A	N/A	6	14%
				Neither effective nor ineffective	3	60%	N/A	N/A	13	78%	N<5	N<5	N/A	N/A	15	74%	N<5	N<5	N/A	N/A	25	60%
				Ineffective	1	20%	N/A	N/A	2	10%	N<5	N<5	N/A	N/A	2	11%	N<5	N<5	N/A	N/A	4	9%
				Very ineffective	1	20%	N/A	N/A	1	6%	N<5	N<5	N/A	N/A	1	5%	N<5	N<5	N/A	N/A	5	12%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	0	0%	6	39%	34	13%	N<5	N<5	N<5	N<5	20	8%	2	39%	4	27%	78	19%
				Somewhat agree	0	0%	3	23%	67	25%	N<5	N<5	N<5	N<5	94	35%	0	0%	7	50%	119	30%
				Neither agree nor disagree	4	57%	4	26%	65	24%	N<5	N<5	N<5	N<5	54	20%	2	40%	2	15%	96	24%
				Somewhat disagree	1	14%	2	12%	63	23%	N<5	N<5	N<5	N<5	68	25%	1	20%	0	0%	60	15%
				Strongly disagree	2	29%	0	0%	43	16%	N<5	N<5	N<5	N<5	34	13%	0	0%	1	8%	51	13%

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item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY										ACADEMIC AREA						BUSINESS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables					
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%				
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	2	9%	5	28%	29	10%	N<5	N<5	N<5	N<5	17	6%	1	20%	5	30%	52	13%				
				Somewhat agree	2	23%	6	35%	68	24%	N<5	N<5	N<5	N<5	74	26%	2	40%	7	44%	113	27%				
				Neither agree nor disagree	3	34%	5	27%	71	25%	N<5	N<5	N<5	N<5	66	24%	1	20%	1	6%	122	29%				
				Somewhat disagree	1	12%	1	5%	75	26%	N<5	N<5	N<5	N<5	75	27%	1	20%	3	20%	73	18%				
				Strongly disagree	2	23%	1	5%	46	16%	N<5	N<5	N<5	N<5	48	17%	0	0%	0	0%	54	13%				
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	1	13%	8	51%	70	25%	N<5	N<5	N<5	N<5	60	21%	2	40%	9	49%	120	29%				
				Somewhat agree	3	38%	5	31%	96	34%	N<5	N<5	N<5	N<5	92	32%	1	20%	4	21%	119	29%				
				Neither agree nor disagree	3	37%	3	18%	55	20%	N<5	N<5	N<5	N<5	77	27%	2	40%	4	19%	97	23%				
				Somewhat disagree	0	0%	0	0%	30	11%	N<5	N<5	N<5	N<5	32	11%	0	0%	1	5%	48	11%				
				Strongly disagree	1	13%	0	0%	28	10%	N<5	N<5	N<5	N<5	24	8%	0	0%	1	6%	32	8%				
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	3	32%	7	46%	67	24%	N<5	N<5	N<5	N<5	66	22%	3	60%	8	42%	114	27%				
				Somewhat agree	3	35%	7	42%	101	36%	N<5	N<5	N<5	N<5	91	31%	2	40%	6	31%	129	30%				
				Neither agree nor disagree	2	22%	2	12%	53	19%	N<5	N<5	N<5	N<5	79	26%	0	0%	2	11%	101	24%				
				Somewhat disagree	0	0%	0	0%	34	12%	N<5	N<5	N<5	N<5	41	14%	0	0%	2	10%	52	12%				
				Strongly disagree	1	12%	0	0%	28	10%	N<5	N<5	N<5	N<5	22	7%	0	0%	1	6%	34	8%				
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	7	43%	N/A	N/A	60	41%	N<5	N<5	N/A	N/A	61	37%	4	50%	N/A	N/A	111	43%				
				Somewhat agree	5	32%	N/A	N/A	44	30%	N<5	N<5	N/A	N/A	52	32%	1	13%	N/A	N/A	79	30%				
				Neither agree nor disagree	1	6%	N/A	N/A	24	17%	N<5	N<5	N/A	N/A	27	16%	3	38%	N/A	N/A	41	16%				
				Somewhat disagree	1	6%	N/A	N/A	12	8%	N<5	N<5	N/A	N/A	17	10%	0	0%	N/A	N/A	15	6%				
				Strongly disagree	2	13%	N/A	N/A	6	4%	N<5	N<5	N/A	N/A	6	4%	0	0%	N/A	N/A	14	5%				
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	0	0%	0	0%	31	8%	N<5	N<5	N<5	N<5	65	16%	0	0%	5	16%	173	29%				
				Satisfied	11	70%	14	63%	161	42%	N<5	N<5	N<5	N<5	168	41%	3	30%	16	52%	228	39%				
				Neither satisfied nor dissatisfied	1	6%	2	9%	41	11%	N<5	N<5	N<5	N<5	61	15%	6	60%	1	3%	69	12%				
				Dissatisfied	3	18%	4	17%	95	25%	N<5	N<5	N<5	N<5	83	20%	1	10%	8	26%	85	14%				
				Very dissatisfied	1	6%	2	11%	53	14%	N<5	N<5	N<5	N<5	34	8%	0	0%	1	3%	35	6%				
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	0	0%	1	4%	25	7%	N<5	N<5	N<5	N<5	36	9%	1	10%	6	20%	94	16%				
				Satisfied	4	24%	10	46%	124	32%	N<5	N<5	N<5	N<5	117	28%	5	50%	16	50%	238	40%				
				Neither satisfied nor dissatisfied	3	19%	3	13%	57	15%	N<5	N<5	N<5	N<5	71	17%	1	10%	6	20%	104	18%				
				Dissatisfied	5	32%	6	26%	118	31%	N<5	N<5	N<5	N<5	130	31%	3	31%	2	6%	110	19%				
				Very dissatisfied	4	25%	2	11%	58	15%	N<5	N<5	N<5	N<5	59	14%	0	0%	1	4%	43	7%				
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	8	51%	8	39%	154	43%	N<5	N<5	N<5	N<5	172	43%	6	67%	12	40%	206	37%				
				Satisfied	5	30%	8	39%	110	31%	N<5	N<5	N<5	N<5	148	37%	1	11%	12	39%	191	34%				
				Neither satisfied nor dissatisfied	0	0%	2	9%	39	11%	N<5	N<5	N<5	N<5	39	10%	1	11%	1	3%	70	13%				
				Dissatisfied	2	13%	0	0%	34	10%	N<5	N<5	N<5	N<5	21	5%	1	11%	3	10%	55	10%				
				Very dissatisfied	1	6%	3	14%	19	5%	N<5	N<5	N<5	N<5	17	4%	0	0%	2	7%	34	6%				
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	9	56%	5	23%	89	24%	N<5	N<5	N<5	N<5	106	26%	3	30%	9	30%	160	28%				
				Satisfied	2	12%	5	25%	125	33%	N<5	N<5	N<5	N<5	135	33%	3	30%	13	42%	175	30%				
				Neither satisfied nor dissatisfied	2	13%	7	34%	60	16%	N<5	N<5	N<5	N<5	71	17%	2	20%	2	8%	101	17%				
				Dissatisfied	1	6%	1	4%	56	15%	N<5	N<5	N<5	N<5	66	16%	1	10%	3	10%	73	13%				
				Very dissatisfied	2	12%	3	14%	46	12%	N<5	N<5	N<5	N<5	31	8%	1	10%	3	10%	71	12%				
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	5	32%	5	22%	78	21%	N<5	N<5	N<5	N<5	116	28%	2	20%	9	30%	126	22%				
				Satisfied	6	37%	6	28%	115	30%	N<5	N<5	N<5	N<5	136	33%	3	30%	12	39%	149	26%				
				Neither satisfied nor dissatisfied	2	12%	3	13%	65	17%	N<5	N<5	N<5	N<5	60	15%	4	40%	5	15%	122	21%				
				Dissatisfied	2	13%	3	15%	68	18%	N<5	N<5	N<5	N<5	62	15%	1	10%	4	13%	86	15%				
				Very dissatisfied	1	6%	5	22%	52	14%	N<5	N<5	N<5	N<5	38	9%	0	0%	1	3%	91	16%				
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	8	51%	N/A	N/A	24	23%	N<5	N<5	N/A	N/A	37	27%	4	40%	N/A	N/A	65	30%				
				Satisfied	4	24%	N/A	N/A	41	41%	N<5	N<5	N/A	N/A	53	39%	5	50%	N/A	N/A	71	33%				
				Neither satisfied nor dissatisfied	1	6%	N/A	N/A	17	17%	N<5	N<5	N/A	N/A	28	20%	1	10%	N/A	N/A	42	20%				
				Dissatisfied	1	6%	N/A	N/A	10	10%	N<5	N<5	N/A	N/A	12	9%	0	0%	N/A	N/A	24	11%				
				Very dissatisfied	2	12%	N/A	N/A	9	9%	N<5	N<5	N/A	N/A	8	6%	0	0%	N/A	N/A	12	6%				
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	38%	5	22%	74	20%	N<5	N<5	N<5	N<5	107	26%	4	50%	10	31%	150	26%				
				Satisfied	4	25%	8	37%	142	38%	N<5	N<5	N<5	N<5	145	35%	2	25%	12	38%	170	29%				
				Neither satisfied nor dissatisfied	2	11%	5	23%	62	16%	N<5	N<5	N<5	N<5	62	15%	2	26%	4	14%	109	19%				
				Dissatisfied	3	19%	3	13%	59	16%	N<5	N<5	N<5	N<5	69	17%	0	0%	4	14%	87	15%				
				Very dissatisfied	1	6%	1	4%	42	11%	N<5	N<5	N<5	N<5	32	8%	0	0%	1	3%	62	11%				
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	7	45%	4	19%	82	22%	N<5	N<5	N<5	N<5	95	23%	4	50%	8	28%	167	29%				
				Satisfied	4	24%	9	44%	134	36%	N<5	N<5	N<5	N<5	144	35%	2	25%	15	51%	208	36%				
				Neither satisfied nor dissatisfied	2	12%	7	32%	88	24%	N<5	N<5	N<5	N<5	95	23%	1	13%	4	14%	110	19%				
				Dissatisfied	2	13%	1	5%	41	11%	N<5	N<5	N<5	N<5	53	13%	1	13%	1	3%	58	10%				
				Very dissatisfied	1	6%	0	0%	27	7%	N<5	N<5	N<5	N<5	26	6%	0	0%	1	3%	35	6%				
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	7	45%	5	22%	118	32%	N<5	N<5	N<5	N<5	107	27%	4	40%	9	32%	183	33%				
				Satisfied	5	30%	7	33%	138	37%	N<5	N<5	N<5	N<5	153	39%	4	40%	15	53%	212	38%				
				Neither satisfied nor dissatisfied	2	12%	5	21%	60	16%	N<5	N<5	N<5	N<5	65	17%	0	0%	3	11%	90	16%				
				Dissatisfied	2	13%	5	24%	41	11%	N<5	N<5	N<5	N<5	51	13%	2	21%	1	4%	46	8%				
				Very dissatisfied	0	0%	0	0%	11	3%	N<5	N<5	N<5	N<5	14	3%	0	0%	0	0%	29	5%				

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	HEALTH / HUMAN ECOLOGY												ACADEMIC AREA AGRI / NAT RES / ENV SCI						BUSINESS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables							
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%						
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	40%	5	23%	123	33%	N<5	N<5	N<5	N<5	102	26%	4	40%	8	28%	197	35%						
				Satisfied	6	40%	10	48%	140	38%	N<5	N<5	N<5	N<5	146	37%	4	40%	18	62%	225	40%						
				Neither satisfied nor dissatisfied	1	6%	5	24%	69	19%	N<5	N<5	N<5	N<5	84	21%	0	0%	2	7%	84	15%						
				Dissatisfied	2	13%	1	5%	29	8%	N<5	N<5	N<5	N<5	47	12%	2	21%	1	4%	43	8%						
				Very dissatisfied	0	0%	0	0%	8	2%	N<5	N<5	N<5	N<5	12	3%	0	0%	0	0%	15	3%						
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	9	57%	9	40%	124	33%	N<5	N<5	N<5	N<5	126	30%	5	50%	12	41%	208	36%						
				Satisfied	2	13%	6	28%	137	36%	N<5	N<5	N<5	N<5	152	37%	2	20%	12	40%	189	32%						
				Neither satisfied nor dissatisfied	3	18%	4	17%	41	11%	N<5	N<5	N<5	N<5	58	14%	3	30%	3	11%	84	14%						
				Dissatisfied	1	6%	3	15%	46	12%	N<5	N<5	N<5	N<5	55	13%	0	0%	2	7%	62	11%						
				Very dissatisfied	1	6%	0	0%	32	8%	N<5	N<5	N<5	N<5	24	6%	0	0%	0	0%	42	7%						
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	38%	4	18%	86	23%	N<5	N<5	N<5	N<5	81	20%	3	37%	13	42%	148	26%						
				Satisfied	4	25%	10	47%	120	32%	N<5	N<5	N<5	N<5	139	34%	0	0%	10	33%	172	30%						
				Neither satisfied nor dissatisfied	3	18%	3	13%	55	15%	N<5	N<5	N<5	N<5	75	18%	3	37%	5	17%	102	18%						
				Dissatisfied	1	6%	2	9%	62	17%	N<5	N<5	N<5	N<5	70	17%	2	26%	0	0%	87	15%						
				Very dissatisfied	2	12%	3	13%	51	14%	N<5	N<5	N<5	N<5	45	11%	0	0%	2	7%	72	12%						
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	7	44%	N/A	N/A	26	26%	N<5	N<5	N/A	N/A	42	30%	3	37%	N/A	N/A	76	37%						
				Satisfied	5	30%	N/A	N/A	45	46%	N<5	N<5	N/A	N/A	62	46%	4	51%	N/A	N/A	84	41%						
				Neither satisfied nor dissatisfied	2	13%	N/A	N/A	20	21%	N<5	N<5	N/A	N/A	26	19%	1	12%	N/A	N/A	31	15%						
				Dissatisfied	1	6%	N/A	N/A	4	4%	N<5	N<5	N/A	N/A	4	3%	0	0%	N/A	N/A	9	5%						
				Very dissatisfied	1	6%	N/A	N/A	3	3%	N<5	N<5	N/A	N/A	2	2%	0	0%	N/A	N/A	4	2%						
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	4	27%	N/A	N/A	13	13%	N<5	N<5	N/A	N/A	18	14%	5	55%	N/A	N/A	60	30%						
				Satisfied	8	53%	N/A	N/A	43	45%	N<5	N<5	N/A	N/A	51	39%	1	11%	N/A	N/A	74	37%						
				Neither satisfied nor dissatisfied	1	7%	N/A	N/A	31	32%	N<5	N<5	N/A	N/A	48	37%	3	34%	N/A	N/A	47	23%						
				Dissatisfied	0	0%	N/A	N/A	9	10%	N<5	N<5	N/A	N/A	8	6%	0	0%	N/A	N/A	10	5%						
				Very dissatisfied	2	13%	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	5	4%	0	0%	N/A	N/A	8	4%						
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	6	38%	N/A	N/A	24	24%	N<5	N<5	N/A	N/A	23	17%	5	50%	N/A	N/A	65	32%						
				Satisfied	6	37%	N/A	N/A	46	47%	N<5	N<5	N/A	N/A	59	44%	1	10%	N/A	N/A	80	39%						
				Neither satisfied nor dissatisfied	1	6%	N/A	N/A	20	21%	N<5	N<5	N/A	N/A	37	27%	3	31%	N/A	N/A	37	18%						
				Dissatisfied	2	12%	N/A	N/A	5	5%	N<5	N<5	N/A	N/A	10	7%	1	10%	N/A	N/A	8	4%						
				Very dissatisfied	1	6%	N/A	N/A	3	3%	N<5	N<5	N/A	N/A	6	5%	0	0%	N/A	N/A	13	6%						
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	10	62%	N/A	N/A	61	38%	N<5	N<5	N/A	N/A	82	45%	5	50%	N/A	N/A	163	54%						
				Somewhat agree	3	19%	N/A	N/A	65	41%	N<5	N<5	N/A	N/A	68	37%	5	50%	N/A	N/A	99	33%						
				Neither agree nor disagree	0	0%	N/A	N/A	13	8%	N<5	N<5	N/A	N/A	14	8%	0	0%	N/A	N/A	14	5%						
				Somewhat disagree	1	6%	N/A	N/A	13	8%	N<5	N<5	N/A	N/A	13	7%	0	0%	N/A	N/A	20	7%						
				Strongly disagree	2	13%	N/A	N/A	8	5%	N<5	N<5	N/A	N/A	6	3%	0	0%	N/A	N/A	8	3%						
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	7	45%	7	32%	110	29%	N<5	N<5	N<5	N<5	131	32%	3	30%	15	48%	200	34%						
				Satisfied	5	32%	11	48%	173	45%	N<5	N<5	N<5	N<5	183	44%	4	40%	10	34%	241	41%						
				Neither satisfied nor dissatisfied	3	17%	1	4%	26	7%	N<5	N<5	N<5	N<5	39	9%	3	31%	2	7%	54	9%						
				Dissatisfied	0	0%	1	6%	54	14%	N<5	N<5	N<5	N<5	45	11%	0	0%	3	10%	68	12%						
				Very dissatisfied	1	6%	2	9%	18	5%	N<5	N<5	N<5	N<5	15	4%	0	0%	0	0%	28	5%						
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	5	32%	5	22%	66	17%	N<5	N<5	N<5	N<5	85	21%	1	10%	9	30%	125	21%						
				Satisfied	7	44%	12	54%	196	51%	N<5	N<5	N<5	N<5	197	48%	4	40%	18	59%	281	48%						
				Neither satisfied nor dissatisfied	3	17%	3	13%	58	15%	N<5	N<5	N<5	N<5	78	19%	3	30%	3	11%	93	16%						
				Dissatisfied	0	0%	1	6%	50	13%	N<5	N<5	N<5	N<5	42	10%	1	10%	0	0%	69	12%						
				Very dissatisfied	1	6%	1	5%	11	3%	N<5	N<5	N<5	N<5	11	3%	1	10%	0	0%	22	4%						
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	6	38%	0	0%	24	8%	N<5	N<5	N<5	N<5	21	7%	1	10%	10	39%	33	7%						
				President	0	0%	2	9%	69	22%	N<5	N<5	N<5	N<5	63	21%	0	0%	3	10%	62	13%						
				Vice President for Academic Affairs	0	0%	2	9%	25	8%	N<5	N<5	N<5	N<5	22	7%	1	10%	1	5%	37	8%						
				Academic Dean	0	0%	1	5%	48	15%	N<5	N<5	N<5	N<5	20	7%	1	10%	2	7%	93	20%						
				Provost	10	62%	16	77%	140	45%	N<5	N<5	N<5	N<5	168	56%	7	70%	10	39%	229	50%						
Other	0	0%	0	0%	2	1%	N<5	N<5	N<5	N<5	5	2%	0	0%	0	0%	7	2%										
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Strongly agree	5	39%	2	14%	39	16%	N<5	N<5	N<5	N<5	38	17%	1	12%	4	23%	84	23%						
				Somewhat agree	2	15%	7	50%	89	35%	N<5	N<5	N<5	N<5	72	32%	1	12%	6	33%	110	30%						
				Neither agree nor disagree	5	37%	2	14%	61	24%	N<5	N<5	N<5	N<5	62	27%	2	25%	8	39%	96	26%						
				Somewhat disagree	0	0%	1	7%	35	14%	N<5	N<5	N<5	N<5	35	16%	3	37%	1	5%	36	10%						
				Strongly disagree	1	8%	2	15%	30	12%	N<5	N<5	N<5	N<5	21	9%	1	13%	0	0%	39	11%						
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career	7	44%	6	29%	65	18%	N<5	N<5	N<5	N<5	75	20%	4	57%	5	18%	87	16%						
				For the foreseeable future	7	43%	9	44%	162	45%	N<5	N<5	N<5	N<5	184	48%	2	29%	15	54%	234	43%						
				For no more than 5 years after earning tenure	1	6%	2	10%	43	12%	N<5	N<5	N<5	N<5	50	13%	0	0%	2	8%	62	11%						
				I haven't thought that far ahead	1	6%	3	16%	87	24%	N<5	N<5	N<5	N<5	75	19%	1	14%	6	20%	161	30%						
				Other	N<5	N<5	N/A	N/A	9	63%	N<5	N<5	N/A	N/A	9	67%	N<5	N<5	N/A	N/A	11	56%						
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	1	6%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%						
				Prefer to work in private industry	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	8%	N<5	N<5	N/A	N/A	0	0%						
				Prefer to work in government	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	3	24%	N<5	N<5	N/A	N/A	9	44%						
				Other	N<5	N<5	N/A	N/A	4	30%	N<5	N<5	N/A	N/A	3	24%	N<5	N<5	N/A	N/A	9	44%						

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item	theme	name	description	response scale	ACADEMIC AREA																	
					HEALTH / HUMAN ECOLOGY				AGRI / NAT RES / ENV SCI				BUSINESS									
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables							
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%							
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	7	45%	10	50%	164	44%	N<5	N<5	N<5	N<5	191	47%	3	37%	17	59%	249	44%
				Somewhat agree	6	38%	5	25%	112	30%	N<5	N<5	N<5	N<5	129	32%	2	25%	9	30%	172	30%
				Neither agree nor disagree	2	11%	2	9%	37	10%	N<5	N<5	N<5	N<5	32	8%	1	12%	3	12%	63	11%
				Somewhat disagree	0	0%	1	5%	43	12%	N<5	N<5	N<5	N<5	36	9%	1	12%	0	0%	55	10%
				Strongly disagree	1	6%	2	10%	15	4%	N<5	N<5	N<5	N<5	16	4%	1	13%	0	0%	29	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	9	57%	9	46%	158	43%	N<5	N<5	N<5	N<5	188	47%	4	50%	23	77%	261	46%
				Recommend with reservations	5	30%	8	43%	183	49%	N<5	N<5	N<5	N<5	195	48%	3	37%	5	16%	262	46%
				Not recommend dept	2	13%	2	11%	29	8%	N<5	N<5	N<5	N<5	19	5%	1	12%	2	7%	42	7%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	4	25%	3	15%	58	15%	N<5	N<5	N<5	N<5	80	20%	1	11%	7	23%	123	21%
				Good	9	56%	13	66%	178	47%	N<5	N<5	N<5	N<5	210	52%	5	55%	20	67%	276	48%
				So-so	2	12%	3	14%	115	30%	N<5	N<5	N<5	N<5	96	24%	2	22%	3	10%	134	23%
				Bad	0	0%	0	0%	18	5%	N<5	N<5	N<5	N<5	12	3%	0	0%	0	0%	29	5%
				Awful	1	6%	1	5%	10	3%	N<5	N<5	N<5	N<5	7	2%	1	12%	0	0%	19	3%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					EDUCATION				MED SCHOOLS / HEALTH PROF				OTHER PROFESSIONS									
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	2	12%	13	19%	121	18%	N<5	N<5	5	20%	104	12%	N<5	N<5	4	23%	104	16%
				Fairly clear	7	48%	34	51%	362	53%	N<5	N<5	11	47%	417	49%	N<5	N<5	13	71%	339	51%
				Neither clear nor unclear	2	13%	8	11%	60	9%	N<5	N<5	2	8%	130	15%	N<5	N<5	1	5%	79	12%
				Fairly unclear	3	20%	10	14%	106	16%	N<5	N<5	4	17%	140	17%	N<5	N<5	0	0%	89	14%
				Very unclear	1	7%	3	4%	29	4%	N<5	N<5	2	7%	53	6%	N<5	N<5	0	0%	48	7%
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	2	12%	7	11%	103	15%	N<5	N<5	2	8%	98	12%	N<5	N<5	4	24%	95	14%
				Fairly clear	8	54%	40	59%	338	50%	N<5	N<5	14	64%	413	49%	N<5	N<5	8	48%	320	49%
				Neither clear nor unclear	2	14%	8	12%	84	12%	N<5	N<5	1	4%	153	18%	N<5	N<5	2	11%	96	15%
				Fairly unclear	3	20%	10	14%	115	17%	N<5	N<5	4	17%	124	15%	N<5	N<5	2	12%	93	14%
				Very unclear	0	0%	3	4%	37	5%	N<5	N<5	2	7%	58	7%	N<5	N<5	1	6%	53	8%
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	2	14%	6	9%	65	10%	N<5	N<5	2	8%	68	8%	N<5	N<5	3	18%	57	9%
				Fairly clear	8	53%	28	42%	276	41%	N<5	N<5	4	19%	334	40%	N<5	N<5	6	36%	253	39%
				Neither clear nor unclear	2	13%	14	21%	125	18%	N<5	N<5	5	21%	194	23%	N<5	N<5	4	23%	136	21%
				Fairly unclear	3	20%	15	22%	143	21%	N<5	N<5	10	45%	177	21%	N<5	N<5	3	18%	123	19%
				Very unclear	0	0%	4	6%	69	10%	N<5	N<5	2	7%	71	8%	N<5	N<5	1	6%	88	13%
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	1	7%	5	7%	87	13%	N<5	N<5	2	8%	90	11%	N<5	N<5	2	11%	61	9%
				Fairly clear	5	32%	38	57%	315	47%	N<5	N<5	8	37%	347	41%	N<5	N<5	7	41%	289	44%
				Neither clear nor unclear	3	20%	10	15%	117	17%	N<5	N<5	2	10%	182	22%	N<5	N<5	5	26%	131	20%
				Fairly unclear	5	34%	12	18%	126	19%	N<5	N<5	8	37%	164	19%	N<5	N<5	3	16%	113	17%
				Very unclear	1	7%	2	3%	31	5%	N<5	N<5	2	8%	58	7%	N<5	N<5	1	6%	60	9%
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	3	20%	11	17%	121	18%	N<5	N<5	4	20%	110	13%	N<5	N<5	2	13%	107	16%
				Fairly clear	4	25%	28	43%	291	44%	N<5	N<5	5	21%	327	39%	N<5	N<5	7	39%	278	43%
				Neither clear nor unclear	4	27%	14	22%	146	22%	N<5	N<5	5	23%	222	26%	N<5	N<5	8	43%	153	24%
				Fairly unclear	3	20%	10	16%	78	12%	N<5	N<5	6	27%	127	15%	N<5	N<5	0	0%	64	10%
				Very unclear	1	7%	1	1%	32	5%	N<5	N<5	2	9%	53	6%	N<5	N<5	1	6%	47	7%
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	18%	9	14%	127	19%	N<5	N<5	2	8%	176	21%	N<5	N<5	4	25%	106	16%
				Fairly clear	7	48%	35	52%	327	48%	N<5	N<5	11	48%	411	48%	N<5	N<5	7	41%	305	47%
				Neither clear nor unclear	0	0%	7	10%	77	11%	N<5	N<5	4	16%	116	14%	N<5	N<5	3	17%	97	15%
				Fairly unclear	4	27%	14	21%	126	19%	N<5	N<5	5	21%	117	14%	N<5	N<5	3	18%	105	16%
				Very unclear	1	7%	2	3%	20	3%	N<5	N<5	2	7%	27	3%	N<5	N<5	0	0%	40	6%
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	2	12%	12	18%	142	21%	N<5	N<5	3	12%	102	12%	N<5	N<5	3	23%	124	20%
				Fairly clear	8	54%	38	57%	335	50%	N<5	N<5	15	68%	384	46%	N<5	N<5	7	52%	314	50%
				Neither clear nor unclear	4	27%	10	14%	98	15%	N<5	N<5	2	8%	157	19%	N<5	N<5	2	16%	91	15%
				Fairly unclear	1	7%	6	9%	80	12%	N<5	N<5	2	8%	157	19%	N<5	N<5	1	9%	80	13%
				Very unclear	0	0%	1	1%	17	3%	N<5	N<5	1	4%	37	4%	N<5	N<5	0	0%	19	3%
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	5%	7	11%	59	9%	N<5	N<5	1	4%	69	9%	N<5	N<5	1	14%	69	13%
				Fairly clear	5	36%	23	36%	222	35%	N<5	N<5	7	36%	238	30%	N<5	N<5	4	47%	157	29%
				Neither clear nor unclear	2	15%	19	30%	154	24%	N<5	N<5	2	9%	229	28%	N<5	N<5	2	26%	151	28%
				Fairly unclear	4	29%	10	16%	143	22%	N<5	N<5	8	37%	202	25%	N<5	N<5	1	13%	108	20%
				Very unclear	2	15%	5	7%	57	9%	N<5	N<5	3	14%	68	8%	N<5	N<5	0	0%	61	11%
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	0	0%	7	10%	69	10%	N<5	N<5	1	4%	74	9%	N<5	N<5	3	18%	59	9%
				Fairly clear	5	34%	33	48%	235	35%	N<5	N<5	5	20%	255	31%	N<5	N<5	9	50%	248	39%
				Neither clear nor unclear	4	27%	15	23%	153	23%	N<5	N<5	8	34%	224	27%	N<5	N<5	3	14%	155	24%
				Fairly unclear	3	20%	11	17%	136	21%	N<5	N<5	7	30%	198	24%	N<5	N<5	2	12%	113	18%
				Very unclear	3	19%	2	3%	70	11%	N<5	N<5	3	12%	73	9%	N<5	N<5	1	6%	65	10%
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	7%	5	7%	54	8%	N<5	N<5	0	0%	51	6%	N<5	N<5	2	13%	46	7%
				Fairly clear	3	20%	30	45%	212	32%	N<5	N<5	7	33%	224	27%	N<5	N<5	8	44%	199	31%
				Neither clear nor unclear	5	34%	19	29%	183	28%	N<5	N<5	9	38%	232	28%	N<5	N<5	4	24%	161	25%
				Fairly unclear	3	20%	8	11%	138	21%	N<5	N<5	3	15%	213	26%	N<5	N<5	1	7%	152	24%
				Very unclear	3	19%	6	8%	76	11%	N<5	N<5	3	14%	96	12%	N<5	N<5	2	12%	75	12%
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	1	7%	3	4%	42	6%	N<5	N<5	0	0%	42	5%	N<5	N<5	1	7%	38	6%
				Fairly clear	3	22%	24	36%	189	29%	N<5	N<5	6	28%	196	25%	N<5	N<5	7	38%	171	27%
				Neither clear nor unclear	4	29%	23	34%	171	26%	N<5	N<5	5	21%	221	28%	N<5	N<5	8	42%	180	29%
				Fairly unclear	3	22%	13	20%	175	26%	N<5	N<5	8	37%	230	29%	N<5	N<5	0	0%	151	24%
				Very unclear	3	20%	5	7%	86	13%	N<5	N<5	3	14%	109	14%	N<5	N<5	2	12%	85	14%
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	3	18%	10	15%	119	18%	N<5	N<5	1	4%	165	20%	N<5	N<5	4	23%	138	21%
				Fairly reasonable	4	27%	35	51%	304	45%	N<5	N<5	11	47%	354	42%	N<5	N<5	6	35%	260	40%
				Neither reasonable nor unreasonable	5	34%	14	21%	137	20%	N<5	N<5	6	28%	204	24%	N<5	N<5	6	36%	138	21%
				Fairly unreasonable	2	14%	7	11%	92	14%	N<5	N<5	3	12%	90	11%	N<5	N<5	1	6%	83	13%
				Very unreasonable	1	7%	1	1%	21	3%	N<5	N<5	2	9%	22	3%	N<5	N<5	0	0%	25	4%
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	3	20%	12	18%	187	28%	N<5	N<5	2	8%	159	19%	N<5	N<5	3	23%	175	28%
				Fairly reasonable	6	39%	38	58%	263	39%	N<5	N<5	12	54%	348	42%	N<5	N<5	6	45%	265	43%
				Neither reasonable nor unreasonable	2	13%	10	16%	145	22%	N<5	N<5	5	24%	246	30%	N<5	N<5	4	32%	134	22%
				Fairly unreasonable	3	21%	5	7%	61	9%	N<5	N<5	3	13%	59	7%	N<5	N<5	0	0%	38	6%
				Very unreasonable	1	7%	1	1%	13	2%	N<5	N<5	0	0%	14	2%	N<5	N<5	0	0%	7	1%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

					EDUCATION				ACADEMIC AREA MED SCHOOLS / HEALTH PROF						OTHER PROFESSIONS							
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	2	13%	8	13%	95	15%	N<5	N<5	1	4%	111	14%	N<5	N<5	1	14%	103	19%
				Fairly reasonable	5	36%	22	33%	201	32%	N<5	N<5	6	31%	227	29%	N<5	N<5	3	36%	159	30%
				Neither reasonable nor unreasonable	2	14%	25	38%	245	39%	N<5	N<5	8	38%	395	50%	N<5	N<5	3	37%	218	41%
				Fairly unreasonable	4	29%	7	11%	68	11%	N<5	N<5	4	18%	43	5%	N<5	N<5	1	13%	41	8%
				Very unreasonable	1	7%	3	4%	21	3%	N<5	N<5	2	9%	15	2%	N<5	N<5	0	0%	10	2%
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	11	16%	111	17%	N<5	N<5	1	4%	133	16%	N<5	N<5	4	23%	119	19%
				Fairly reasonable	5	34%	28	42%	217	33%	N<5	N<5	5	20%	225	28%	N<5	N<5	8	45%	204	32%
				Neither reasonable nor unreasonable	8	53%	24	35%	263	40%	N<5	N<5	14	64%	392	48%	N<5	N<5	4	20%	248	40%
				Fairly unreasonable	1	7%	4	6%	42	6%	N<5	N<5	2	8%	45	6%	N<5	N<5	2	12%	41	6%
				Very unreasonable	1	7%	1	1%	27	4%	N<5	N<5	1	4%	14	2%	N<5	N<5	0	0%	15	2%
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	0	0%	8	11%	102	16%	N<5	N<5	0	0%	87	11%	N<5	N<5	3	18%	92	15%
				Fairly reasonable	4	27%	25	37%	171	26%	N<5	N<5	6	29%	206	26%	N<5	N<5	8	44%	179	29%
				Neither reasonable nor unreasonable	8	53%	33	49%	335	51%	N<5	N<5	13	56%	450	56%	N<5	N<5	7	38%	313	50%
				Fairly unreasonable	2	13%	1	1%	33	5%	N<5	N<5	3	15%	40	5%	N<5	N<5	0	0%	31	5%
				Very unreasonable	1	7%	1	1%	18	3%	N<5	N<5	0	0%	14	2%	N<5	N<5	0	0%	7	1%
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	1	7%	4	5%	79	12%	N<5	N<5	0	0%	74	10%	N<5	N<5	1	7%	74	12%
				Fairly reasonable	4	29%	26	39%	188	29%	N<5	N<5	4	20%	194	25%	N<5	N<5	6	33%	163	27%
				Neither reasonable nor unreasonable	6	42%	33	49%	333	51%	N<5	N<5	16	72%	453	58%	N<5	N<5	10	55%	330	54%
				Fairly unreasonable	3	22%	4	6%	43	6%	N<5	N<5	2	9%	43	5%	N<5	N<5	1	5%	32	5%
				Very unreasonable	0	0%	1	1%	17	3%	N<5	N<5	0	0%	15	2%	N<5	N<5	0	0%	9	1%
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	1	7%	6	9%	98	15%	N<5	N<5	3	12%	118	14%	N<5	N<5	3	18%	92	14%
				Somewhat agree	5	34%	26	40%	213	32%	N<5	N<5	5	20%	241	29%	N<5	N<5	7	41%	190	30%
				Neither agree nor disagree	1	7%	7	11%	50	8%	N<5	N<5	0	0%	100	12%	N<5	N<5	1	5%	55	9%
				Somewhat disagree	4	25%	16	24%	175	26%	N<5	N<5	7	33%	206	25%	N<5	N<5	6	35%	169	26%
				Strongly disagree	4	27%	11	17%	127	19%	N<5	N<5	8	34%	156	19%	N<5	N<5	0	0%	133	21%
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	4	29%	16	26%	141	22%	N<5	N<5	3	13%	231	29%	N<5	N<5	4	22%	166	27%
				Somewhat agree	5	36%	31	50%	253	40%	N<5	N<5	8	39%	302	38%	N<5	N<5	10	55%	212	34%
				Neither agree nor disagree	0	0%	6	10%	74	12%	N<5	N<5	5	23%	112	14%	N<5	N<5	0	0%	76	12%
				Somewhat disagree	3	20%	9	14%	104	16%	N<5	N<5	3	13%	97	12%	N<5	N<5	3	18%	110	18%
				Strongly disagree	2	15%	0	0%	65	10%	N<5	N<5	3	12%	52	7%	N<5	N<5	1	6%	54	9%
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	25%	17	25%	147	22%	N<5	N<5	2	8%	206	25%	N<5	N<5	2	13%	154	24%
				Satisfied	3	20%	39	57%	347	52%	N<5	N<5	13	60%	426	51%	N<5	N<5	11	64%	325	50%
				Neither satisfied nor dissatisfied	2	13%	3	4%	48	7%	N<5	N<5	3	12%	71	9%	N<5	N<5	1	5%	58	9%
				Dissatisfied	4	28%	8	12%	102	15%	N<5	N<5	5	20%	107	13%	N<5	N<5	2	11%	95	15%
				Very dissatisfied	2	14%	1	1%	26	4%	N<5	N<5	0	0%	20	2%	N<5	N<5	1	7%	17	3%
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	2	13%	N/A	N/A	54	14%	N<5	N<5	N/A	N/A	82	17%	N<5	N<5	N/A	N/A	67	19%
				Satisfied	5	32%	N/A	N/A	166	42%	N<5	N<5	N/A	N/A	230	46%	N<5	N<5	N/A	N/A	148	42%
				Neither satisfied nor dissatisfied	1	7%	N/A	N/A	66	17%	N<5	N<5	N/A	N/A	64	13%	N<5	N<5	N/A	N/A	59	17%
				Dissatisfied	4	27%	N/A	N/A	78	20%	N<5	N<5	N/A	N/A	98	20%	N<5	N<5	N/A	N/A	58	17%
				Very dissatisfied	3	20%	N/A	N/A	28	7%	N<5	N<5	N/A	N/A	23	5%	N<5	N<5	N/A	N/A	18	5%
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	6	40%	31	47%	294	44%	N<5	N<5	7	30%	272	36%	N<5	N<5	5	44%	255	42%
				Satisfied	8	53%	27	40%	265	40%	N<5	N<5	14	62%	348	46%	N<5	N<5	6	46%	251	42%
				Neither satisfied nor dissatisfied	1	7%	5	7%	46	7%	N<5	N<5	2	8%	77	10%	N<5	N<5	0	0%	45	7%
				Dissatisfied	0	0%	3	4%	50	7%	N<5	N<5	0	0%	53	7%	N<5	N<5	1	10%	47	8%
				Very dissatisfied	0	0%	1	1%	13	2%	N<5	N<5	0	0%	10	1%	N<5	N<5	0	0%	6	1%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	27%	15	23%	244	36%	N<5	N<5	5	21%	262	34%	N<5	N<5	4	36%	230	38%
				Satisfied	5	32%	28	42%	228	34%	N<5	N<5	7	32%	316	41%	N<5	N<5	5	46%	204	34%
				Neither satisfied nor dissatisfied	0	0%	8	12%	62	9%	N<5	N<5	5	21%	104	14%	N<5	N<5	1	9%	59	10%
				Dissatisfied	4	28%	9	13%	98	15%	N<5	N<5	4	18%	55	7%	N<5	N<5	0	0%	87	14%
				Very dissatisfied	2	13%	6	9%	37	6%	N<5	N<5	2	9%	26	3%	N<5	N<5	1	10%	25	4%
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	59%	39	59%	337	51%	N<5	N<5	4	16%	282	37%	N<5	N<5	8	63%	314	52%
				Satisfied	5	34%	17	26%	200	30%	N<5	N<5	12	52%	267	35%	N<5	N<5	2	18%	194	32%
				Neither satisfied nor dissatisfied	1	7%	2	4%	47	7%	N<5	N<5	3	11%	103	14%	N<5	N<5	1	9%	41	7%
				Dissatisfied	0	0%	7	10%	57	9%	N<5	N<5	3	12%	70	9%	N<5	N<5	1	10%	43	7%
				Very dissatisfied	0	0%	1	1%	26	4%	N<5	N<5	2	9%	33	4%	N<5	N<5	0	0%	14	2%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	11	73%	41	62%	428	64%	N<5	N<5	8	35%	374	50%	N<5	N<5	8	65%	416	68%
				Satisfied	4	27%	21	32%	176	26%	N<5	N<5	11	50%	269	36%	N<5	N<5	3	26%	145	24%
				Neither satisfied nor dissatisfied	0	0%	3	4%	32	5%	N<5	N<5	3	12%	69	9%	N<5	N<5	0	0%	21	3%
				Dissatisfied	0	0%	1	1%	25	4%	N<5	N<5	1	4%	30	4%	N<5	N<5	1	9%	20	3%
				Very dissatisfied	0	0%	0	0%	6	1%	N<5	N<5	0	0%	10	1%	N<5	N<5	0	0%	7	1%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	6	39%	30	45%	248	37%	N<5	N<5	4	17%	264	34%	N<5	N<5	5	42%	202	33%
				Satisfied	8	54%	21	31%	251	38%	N<5	N<5	11	48%	330	43%	N<5	N<5	6	48%	242	40%
				Neither satisfied nor dissatisfied	0	0%	8	11%	68	10%	N<5	N<5	2	9%	103	13%	N<5	N<5	1	9%	47	8%
				Dissatisfied	1	7%	7	10%	75	11%	N<5	N<5	2	10%	44	6%	N<5	N<5	0	0%	84	14%
				Very dissatisfied	0	0%	1	1%	26	4%	N<5	N<5	4	16%	26	3%	N<5	N<5	0	0%	31	5%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	EDUCATION										ACADEMIC AREA									
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%		
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	10%	12	22%	94	23%	N<5	N<5	4	17%	132	27%	N<5	N<5	1	6%	75	17%		
				Satisfied	4	52%	24	47%	147	35%	N<5	N<5	10	45%	212	43%	N<5	N<5	9	60%	144	33%		
				Neither satisfied nor dissatisfied	2	26%	11	21%	79	19%	N<5	N<5	5	22%	93	19%	N<5	N<5	4	27%	92	21%		
				Dissatisfied	1	13%	5	9%	69	17%	N<5	N<5	3	13%	48	10%	N<5	N<5	1	6%	93	21%		
				Very dissatisfied	0	0%	1	1%	25	6%	N<5	N<5	1	4%	12	2%	N<5	N<5	0	0%	37	8%		
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	5	34%	19	30%	160	25%	N<5	N<5	5	23%	220	29%	N<5	N<5	1	8%	124	22%		
				Satisfied	6	44%	33	52%	298	47%	N<5	N<5	10	49%	356	46%	N<5	N<5	9	75%	276	49%		
				Neither satisfied nor dissatisfied	2	14%	2	3%	70	11%	N<5	N<5	4	20%	105	14%	N<5	N<5	2	18%	75	13%		
				Dissatisfied	1	7%	8	12%	85	14%	N<5	N<5	2	8%	76	10%	N<5	N<5	0	0%	72	13%		
				Very dissatisfied	0	0%	2	3%	18	3%	N<5	N<5	0	0%	10	1%	N<5	N<5	0	0%	21	4%		
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	5	7%	56	8%	N<5	N<5	2	8%	147	18%	N<5	N<5	0	0%	64	10%		
				Satisfied	3	20%	16	23%	160	24%	N<5	N<5	3	12%	259	31%	N<5	N<5	4	22%	167	26%		
				Neither satisfied nor dissatisfied	0	0%	12	18%	84	13%	N<5	N<5	3	12%	82	10%	N<5	N<5	4	24%	73	11%		
				Dissatisfied	7	46%	22	32%	227	34%	N<5	N<5	12	55%	235	28%	N<5	N<5	8	42%	219	34%		
				Very dissatisfied	5	34%	13	20%	140	21%	N<5	N<5	3	12%	109	13%	N<5	N<5	2	12%	125	19%		
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	0	0%	2	4%	37	6%	N<5	N<5	0	0%	66	8%	N<5	N<5	0	0%	48	9%		
				Satisfied	2	16%	15	26%	125	20%	N<5	N<5	5	27%	241	30%	N<5	N<5	3	25%	99	19%		
				Neither satisfied nor dissatisfied	8	74%	27	46%	240	38%	N<5	N<5	10	50%	207	26%	N<5	N<5	6	50%	180	34%		
				Dissatisfied	1	9%	13	22%	151	24%	N<5	N<5	2	8%	196	24%	N<5	N<5	3	25%	124	24%		
				Very dissatisfied	0	0%	2	3%	72	12%	N<5	N<5	3	16%	94	12%	N<5	N<5	0	0%	74	14%		
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	45%	26	38%	325	49%	N<5	N<5	9	41%	425	51%	N<5	N<5	7	40%	352	54%		
				Satisfied	7	48%	38	56%	232	35%	N<5	N<5	11	47%	254	31%	N<5	N<5	5	30%	194	30%		
				Neither satisfied nor dissatisfied	0	0%	2	3%	56	8%	N<5	N<5	3	12%	84	10%	N<5	N<5	4	24%	53	8%		
				Dissatisfied	0	0%	2	3%	42	6%	N<5	N<5	0	0%	52	6%	N<5	N<5	1	5%	34	5%		
				Very dissatisfied	1	7%	0	0%	9	1%	N<5	N<5	0	0%	12	1%	N<5	N<5	0	0%	13	2%		
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	1	7%	20	29%	137	21%	N<5	N<5	4	16%	223	27%	N<5	N<5	5	33%	126	20%		
				Satisfied	4	27%	33	49%	210	32%	N<5	N<5	14	63%	312	38%	N<5	N<5	6	40%	216	34%		
				Neither satisfied nor dissatisfied	2	14%	7	11%	96	14%	N<5	N<5	2	8%	104	13%	N<5	N<5	3	20%	98	15%		
				Dissatisfied	8	52%	6	8%	139	21%	N<5	N<5	3	13%	129	16%	N<5	N<5	0	0%	122	19%		
				Very dissatisfied	0	0%	2	3%	79	12%	N<5	N<5	0	0%	56	7%	N<5	N<5	1	6%	78	12%		
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	3	18%	10	16%	78	12%	N<5	N<5	3	13%	84	11%	N<5	N<5	1	10%	63	11%		
				Satisfied	5	34%	27	42%	156	24%	N<5	N<5	2	8%	213	28%	N<5	N<5	3	30%	164	29%		
				Neither satisfied nor dissatisfied	3	21%	7	10%	109	17%	N<5	N<5	7	33%	191	25%	N<5	N<5	5	49%	118	21%		
				Dissatisfied	3	20%	13	19%	161	25%	N<5	N<5	6	29%	169	22%	N<5	N<5	0	0%	135	24%		
				Very dissatisfied	1	7%	9	13%	142	22%	N<5	N<5	4	17%	99	13%	N<5	N<5	1	11%	93	16%		
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	4	27%	33	48%	212	32%	N<5	N<5	6	26%	166	20%	N<5	N<5	7	41%	159	25%		
				Satisfied	5	34%	27	40%	202	30%	N<5	N<5	11	49%	264	32%	N<5	N<5	7	41%	198	31%		
				Neither satisfied nor dissatisfied	5	32%	3	4%	74	11%	N<5	N<5	3	12%	103	13%	N<5	N<5	2	11%	89	14%		
				Dissatisfied	1	7%	3	4%	106	16%	N<5	N<5	3	12%	202	24%	N<5	N<5	0	0%	119	19%		
				Very dissatisfied	0	0%	3	4%	71	11%	N<5	N<5	0	0%	89	11%	N<5	N<5	1	6%	70	11%		
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	2	12%	12	19%	89	14%	N<5	N<5	2	9%	120	15%	N<5	N<5	6	41%	102	17%		
				Satisfied	2	14%	22	35%	190	29%	N<5	N<5	7	34%	285	35%	N<5	N<5	6	43%	176	29%		
				Neither satisfied nor dissatisfied	5	37%	8	13%	132	20%	N<5	N<5	6	26%	164	20%	N<5	N<5	2	15%	140	23%		
				Dissatisfied	2	15%	18	29%	167	26%	N<5	N<5	4	18%	171	21%	N<5	N<5	0	0%	108	18%		
				Very dissatisfied	3	22%	3	4%	68	10%	N<5	N<5	3	13%	76	9%	N<5	N<5	0	0%	78	13%		
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	5	34%	17	27%	142	22%	N<5	N<5	4	17%	110	14%	N<5	N<5	3	25%	110	19%		
				Satisfied	7	51%	34	53%	259	41%	N<5	N<5	13	58%	326	42%	N<5	N<5	8	59%	230	40%		
				Neither satisfied nor dissatisfied	1	7%	7	11%	136	21%	N<5	N<5	4	16%	206	27%	N<5	N<5	1	8%	143	25%		
				Dissatisfied	1	7%	6	9%	70	11%	N<5	N<5	2	9%	89	12%	N<5	N<5	1	7%	72	13%		
				Very dissatisfied	0	0%	0	0%	32	5%	N<5	N<5	0	0%	37	5%	N<5	N<5	0	0%	15	3%		
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	3	18%	19	28%	182	27%	N<5	N<5	6	27%	164	20%	N<5	N<5	8	46%	163	26%		
				Satisfied	7	47%	33	49%	258	39%	N<5	N<5	14	61%	348	43%	N<5	N<5	6	36%	229	36%		
				Neither satisfied nor dissatisfied	4	27%	8	12%	97	15%	N<5	N<5	2	8%	148	18%	N<5	N<5	0	0%	106	17%		
				Dissatisfied	1	7%	6	9%	84	13%	N<5	N<5	1	4%	111	14%	N<5	N<5	2	11%	101	16%		
				Very dissatisfied	0	0%	1	1%	45	7%	N<5	N<5	0	0%	46	6%	N<5	N<5	1	7%	35	6%		
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	3	19%	17	25%	247	37%	N<5	N<5	6	28%	341	41%	N<5	N<5	7	38%	219	34%		
				Important	5	34%	35	52%	276	41%	N<5	N<5	11	50%	330	40%	N<5	N<5	7	40%	262	41%		
				Neither important nor unimportant	3	20%	14	20%	82	12%	N<5	N<5	3	13%	113	14%	N<5	N<5	3	16%	109	17%		
				Unimportant	4	27%	2	3%	42	6%	N<5	N<5	2	9%	39	5%	N<5	N<5	1	6%	39	6%		
				Very unimportant	0	0%	0	0%	18	3%	N<5	N<5	0	0%	10	1%	N<5	N<5	0	0%	16	3%		
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	8	57%	29	43%	379	57%	N<5	N<5	9	41%	408	49%	N<5	N<5	7	40%	323	50%		
				Important	3	22%	29	44%	222	34%	N<5	N<5	10	44%	335	41%	N<5	N<5	8	47%	243	38%		
				Neither important nor unimportant	1	7%	7	11%	42	6%	N<5	N<5	2	10%	60	7%	N<5	N<5	2	12%	60	9%		
				Unimportant	2	14%	1	1%	11	2%	N<5	N<5	1	5%	17	2%	N<5	N<5	0	0%	13	2%		
				Very unimportant	0	0%	1	1%	7	1%	N<5	N<5	0	0%	7	1%	N<5	N<5	0	0%	6	1%		

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					EDUCATION				MED SCHOOLS / HEALTH PROF								OTHER PROFESSIONS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	4	27%	21	32%	299	45%	N<5	N<5	5	20%	326	39%	N<5	N<5	5	29%	280	43%
				Important	8	59%	38	58%	279	42%	N<5	N<5	14	63%	397	48%	N<5	N<5	13	71%	286	44%
				Neither important nor unimportant	0	0%	4	6%	59	9%	N<5	N<5	1	4%	69	8%	N<5	N<5	0	0%	57	9%
				Unimportant	1	7%	1	1%	21	3%	N<5	N<5	2	9%	30	4%	N<5	N<5	0	0%	21	3%
				Very unimportant	1	7%	2	3%	6	1%	N<5	N<5	1	4%	5	1%	N<5	N<5	0	0%	2	0%
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	6	42%	19	30%	278	42%	N<5	N<5	5	23%	280	34%	N<5	N<5	6	37%	257	40%
				Important	6	44%	42	64%	299	45%	N<5	N<5	12	54%	378	46%	N<5	N<5	8	50%	286	45%
				Neither important nor unimportant	1	7%	1	1%	60	9%	N<5	N<5	3	14%	120	15%	N<5	N<5	2	13%	73	11%
				Unimportant	0	0%	2	3%	19	3%	N<5	N<5	1	4%	37	4%	N<5	N<5	0	0%	19	3%
				Very unimportant	1	7%	1	1%	6	1%	N<5	N<5	1	4%	11	1%	N<5	N<5	0	0%	6	1%
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	3	19%	25	38%	325	49%	N<5	N<5	7	29%	418	51%	N<5	N<5	6	39%	244	38%
				Important	7	48%	28	42%	236	36%	N<5	N<5	12	54%	306	37%	N<5	N<5	4	27%	212	33%
				Neither important nor unimportant	3	20%	5	7%	76	11%	N<5	N<5	4	17%	73	9%	N<5	N<5	4	23%	113	18%
				Unimportant	1	7%	8	12%	23	3%	N<5	N<5	0	0%	16	2%	N<5	N<5	2	12%	42	7%
				Very unimportant	1	7%	1	1%	4	1%	N<5	N<5	0	0%	6	1%	N<5	N<5	0	0%	26	4%
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	4	25%	13	20%	148	22%	N<5	N<5	5	20%	168	20%	N<5	N<5	3	15%	116	18%
				Important	8	54%	38	59%	301	46%	N<5	N<5	13	58%	420	51%	N<5	N<5	8	48%	297	47%
				Neither important nor unimportant	3	20%	10	15%	126	19%	N<5	N<5	3	14%	159	19%	N<5	N<5	5	31%	147	23%
				Unimportant	0	0%	4	6%	66	10%	N<5	N<5	1	4%	58	7%	N<5	N<5	1	6%	58	9%
				Very unimportant	0	0%	1	2%	20	3%	N<5	N<5	1	4%	15	2%	N<5	N<5	0	0%	19	3%
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	10	66%	45	69%	503	76%	N<5	N<5	14	64%	364	44%	N<5	N<5	15	88%	428	67%
				Important	5	34%	20	31%	141	21%	N<5	N<5	7	33%	367	45%	N<5	N<5	1	6%	187	29%
				Neither important nor unimportant	0	0%	0	0%	15	2%	N<5	N<5	1	4%	67	8%	N<5	N<5	1	6%	19	3%
				Unimportant	0	0%	0	0%	0	0%	N<5	N<5	0	0%	21	2%	N<5	N<5	0	0%	5	1%
				Very unimportant	0	0%	0	0%	2	0%	N<5	N<5	0	0%	5	1%	N<5	N<5	0	0%	3	0%
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	2	12%	19	31%	340	52%	N<5	N<5	5	24%	215	27%	N<5	N<5	6	39%	350	55%
				Important	8	59%	31	49%	206	31%	N<5	N<5	11	47%	283	35%	N<5	N<5	6	38%	183	29%
				Neither important nor unimportant	2	14%	11	18%	89	14%	N<5	N<5	5	21%	239	30%	N<5	N<5	3	17%	81	13%
				Unimportant	1	7%	2	3%	17	3%	N<5	N<5	1	4%	57	7%	N<5	N<5	1	6%	16	2%
				Very unimportant	1	7%	0	0%	4	1%	N<5	N<5	1	4%	13	2%	N<5	N<5	0	0%	9	1%
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	3	19%	18	28%	191	29%	N<5	N<5	6	29%	176	22%	N<5	N<5	5	33%	185	29%
				Important	4	27%	32	50%	200	31%	N<5	N<5	8	37%	309	38%	N<5	N<5	4	23%	199	31%
				Neither important nor unimportant	7	47%	12	19%	190	29%	N<5	N<5	5	22%	244	30%	N<5	N<5	4	25%	185	29%
				Unimportant	1	7%	2	3%	54	8%	N<5	N<5	3	12%	60	7%	N<5	N<5	3	19%	51	8%
				Very unimportant	0	0%	0	0%	16	2%	N<5	N<5	0	0%	20	2%	N<5	N<5	0	0%	18	3%
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	4	27%	23	34%	356	54%	N<5	N<5	7	32%	301	37%	N<5	N<5	6	33%	304	48%
				Important	9	60%	37	56%	240	37%	N<5	N<5	14	64%	340	42%	N<5	N<5	5	29%	260	41%
				Neither important nor unimportant	1	7%	5	8%	48	7%	N<5	N<5	1	4%	136	17%	N<5	N<5	6	38%	59	9%
				Unimportant	0	0%	1	1%	9	1%	N<5	N<5	0	0%	31	4%	N<5	N<5	0	0%	14	2%
				Very unimportant	1	7%	0	0%	3	0%	N<5	N<5	0	0%	7	1%	N<5	N<5	0	0%	4	1%
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	10	68%	32	49%	408	62%	N<5	N<5	13	58%	369	45%	N<5	N<5	7	41%	376	59%
				Important	5	32%	31	48%	228	35%	N<5	N<5	8	33%	348	43%	N<5	N<5	2	13%	193	30%
				Neither important nor unimportant	0	0%	2	3%	19	3%	N<5	N<5	0	0%	82	10%	N<5	N<5	7	40%	47	7%
				Unimportant	0	0%	0	0%	1	0%	N<5	N<5	2	9%	16	2%	N<5	N<5	0	0%	11	2%
				Very unimportant	0	0%	0	0%	0	0%	N<5	N<5	0	0%	1	0%	N<5	N<5	1	6%	8	1%
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	3	22%	14	22%	215	33%	N<5	N<5	4	20%	253	31%	N<5	N<5	2	14%	206	32%
				Important	10	71%	41	64%	331	51%	N<5	N<5	14	64%	430	53%	N<5	N<5	13	75%	317	50%
				Neither important nor unimportant	1	7%	7	11%	77	12%	N<5	N<5	3	12%	102	12%	N<5	N<5	2	11%	84	13%
				Unimportant	0	0%	2	3%	27	4%	N<5	N<5	1	4%	26	3%	N<5	N<5	0	0%	23	4%
				Very unimportant	0	0%	0	0%	5	1%	N<5	N<5	0	0%	5	1%	N<5	N<5	0	0%	8	1%
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	20	32%	205	32%	N<5	N<5	4	21%	245	31%	N<5	N<5	2	13%	168	27%
				Important	3	22%	19	31%	126	20%	N<5	N<5	2	10%	202	25%	N<5	N<5	0	0%	125	20%
				Neither important nor unimportant	7	49%	7	11%	151	24%	N<5	N<5	7	34%	182	23%	N<5	N<5	8	48%	153	25%
				Unimportant	0	0%	9	14%	51	8%	N<5	N<5	1	4%	71	9%	N<5	N<5	1	6%	64	10%
				Very unimportant	4	29%	8	12%	107	17%	N<5	N<5	7	31%	101	13%	N<5	N<5	5	33%	102	17%
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	3	18%	12	19%	135	21%	N<5	N<5	3	15%	109	14%	N<5	N<5	5	31%	121	19%
				Important	4	28%	18	29%	144	22%	N<5	N<5	3	15%	167	21%	N<5	N<5	2	13%	125	20%
				Neither important nor unimportant	5	34%	17	27%	183	28%	N<5	N<5	8	37%	272	34%	N<5	N<5	6	36%	205	32%
				Unimportant	0	0%	10	15%	84	13%	N<5	N<5	2	8%	141	18%	N<5	N<5	2	11%	93	15%
				Very unimportant	3	20%	6	10%	100	15%	N<5	N<5	6	25%	114	14%	N<5	N<5	1	8%	89	14%
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	12%	20	31%	263	41%	N<5	N<5	9	41%	251	31%	N<5	N<5	3	21%	224	36%
				Important	6	44%	30	47%	207	32%	N<5	N<5	5	22%	332	41%	N<5	N<5	7	41%	199	32%
				Neither important nor unimportant	4	29%	10	15%	104	16%	N<5	N<5	5	24%	147	18%	N<5	N<5	4	25%	119	19%
				Unimportant	0	0%	3	5%	25	4%	N<5	N<5	1	4%	34	4%	N<5	N<5	0	0%	39	6%
				Very unimportant	2	14%	1	2%	45	7%	N<5	N<5	2	9%	43	5%	N<5	N<5	2	13%	50	8%

The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

					ACADEMIC AREA																	
					EDUCATION				MED SCHOOLS / HEALTH PROF								OTHER PROFESSIONS					
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	3	21%	19	31%	185	29%	N<5	N<5	3	15%	174	22%	N<5	N<5	5	33%	170	27%
				Important	3	22%	16	26%	149	23%	N<5	N<5	5	25%	241	30%	N<5	N<5	2	11%	147	23%
				Neither important nor unimportant	3	22%	17	27%	170	26%	N<5	N<5	9	42%	225	28%	N<5	N<5	7	43%	155	25%
				Unimportant	2	13%	7	11%	60	9%	N<5	N<5	0	0%	76	9%	N<5	N<5	1	6%	65	10%
				Very unimportant	3	22%	3	4%	78	12%	N<5	N<5	4	18%	88	11%	N<5	N<5	1	8%	91	15%
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	3	20%	N/A	N/A	40	15%	N<5	N<5	N/A	N/A	38	10%	N<5	N<5	N/A	N/A	28	11%
				Important	3	22%	N/A	N/A	64	24%	N<5	N<5	N/A	N/A	113	31%	N<5	N<5	N/A	N/A	52	21%
				Neither important nor unimportant	4	29%	N/A	N/A	93	35%	N<5	N<5	N/A	N/A	140	38%	N<5	N<5	N/A	N/A	97	39%
				Unimportant	0	0%	N/A	N/A	39	14%	N<5	N<5	N/A	N/A	49	13%	N<5	N<5	N/A	N/A	31	13%
				Very unimportant	4	29%	N/A	N/A	32	12%	N<5	N<5	N/A	N/A	29	8%	N<5	N<5	N/A	N/A	41	16%
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	4	27%	N/A	N/A	105	39%	N<5	N<5	N/A	N/A	110	30%	N<5	N<5	N/A	N/A	84	33%
				Important	4	27%	N/A	N/A	78	29%	N<5	N<5	N/A	N/A	146	39%	N<5	N<5	N/A	N/A	87	34%
				Neither important nor unimportant	3	20%	N/A	N/A	52	19%	N<5	N<5	N/A	N/A	76	20%	N<5	N<5	N/A	N/A	48	19%
				Unimportant	1	5%	N/A	N/A	21	8%	N<5	N<5	N/A	N/A	19	5%	N<5	N<5	N/A	N/A	12	5%
				Very unimportant	3	21%	N/A	N/A	16	6%	N<5	N<5	N/A	N/A	21	6%	N<5	N<5	N/A	N/A	21	8%
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	2	14%	N/A	N/A	73	27%	N<5	N<5	N/A	N/A	57	16%	N<5	N<5	N/A	N/A	55	22%
				Important	5	34%	N/A	N/A	111	41%	N<5	N<5	N/A	N/A	180	49%	N<5	N<5	N/A	N/A	85	34%
				Neither important nor unimportant	6	40%	N/A	N/A	56	21%	N<5	N<5	N/A	N/A	99	27%	N<5	N<5	N/A	N/A	74	30%
				Unimportant	1	5%	N/A	N/A	18	7%	N<5	N<5	N/A	N/A	22	6%	N<5	N<5	N/A	N/A	16	7%
				Very unimportant	1	7%	N/A	N/A	11	4%	N<5	N<5	N/A	N/A	9	2%	N<5	N<5	N/A	N/A	20	8%
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	0	0%	N/A	N/A	43	16%	N<5	N<5	N/A	N/A	32	9%	N<5	N<5	N/A	N/A	12	5%
				Important	1	7%	N/A	N/A	45	17%	N<5	N<5	N/A	N/A	71	19%	N<5	N<5	N/A	N/A	36	15%
				Neither important nor unimportant	9	65%	N/A	N/A	98	36%	N<5	N<5	N/A	N/A	170	47%	N<5	N<5	N/A	N/A	110	45%
				Unimportant	2	13%	N/A	N/A	52	19%	N<5	N<5	N/A	N/A	59	16%	N<5	N<5	N/A	N/A	38	16%
				Very unimportant	2	14%	N/A	N/A	30	11%	N<5	N<5	N/A	N/A	33	9%	N<5	N<5	N/A	N/A	49	20%
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	4	7%	46	9%	N<5	N<5	1	5%	53	8%	N<5	N<5	2	12%	45	9%
				Effective	5	37%	19	33%	157	29%	N<5	N<5	3	20%	174	27%	N<5	N<5	8	46%	163	32%
				Neither effective nor ineffective	5	39%	20	35%	127	24%	N<5	N<5	8	48%	149	23%	N<5	N<5	3	18%	114	22%
				Ineffective	3	23%	8	14%	110	21%	N<5	N<5	4	22%	146	23%	N<5	N<5	3	19%	94	18%
				Very ineffective	0	0%	7	12%	94	18%	N<5	N<5	1	5%	121	19%	N<5	N<5	1	6%	93	18%
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	2	19%	10	17%	112	18%	N<5	N<5	3	15%	134	18%	N<5	N<5	2	13%	88	15%
				Effective	2	16%	24	39%	236	38%	N<5	N<5	9	49%	281	37%	N<5	N<5	9	52%	211	36%
				Neither effective nor ineffective	5	46%	17	28%	133	22%	N<5	N<5	5	25%	166	22%	N<5	N<5	4	23%	150	26%
				Ineffective	2	19%	7	11%	75	12%	N<5	N<5	1	5%	110	15%	N<5	N<5	2	12%	80	14%
				Very ineffective	0	0%	3	4%	58	9%	N<5	N<5	1	5%	63	8%	N<5	N<5	0	0%	60	10%
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	7	11%	108	17%	N<5	N<5	1	4%	95	13%	N<5	N<5	1	6%	81	14%
				Effective	8	66%	38	59%	264	42%	N<5	N<5	13	62%	322	43%	N<5	N<5	12	70%	241	41%
				Neither effective nor ineffective	2	17%	6	9%	119	19%	N<5	N<5	4	17%	152	20%	N<5	N<5	1	7%	135	23%
				Ineffective	2	17%	12	18%	106	17%	N<5	N<5	2	8%	111	15%	N<5	N<5	3	18%	76	13%
				Very ineffective	0	0%	2	3%	38	6%	N<5	N<5	2	8%	77	10%	N<5	N<5	0	0%	56	10%
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	8%	8	13%	104	17%	N<5	N<5	1	4%	77	11%	N<5	N<5	1	6%	69	13%
				Effective	6	46%	34	55%	260	42%	N<5	N<5	14	66%	270	39%	N<5	N<5	12	73%	212	39%
				Neither effective nor ineffective	3	24%	9	14%	112	18%	N<5	N<5	4	17%	172	25%	N<5	N<5	0	0%	126	24%
				Ineffective	3	23%	10	16%	93	15%	N<5	N<5	1	4%	98	14%	N<5	N<5	3	21%	77	14%
				Very ineffective	0	0%	1	2%	46	8%	N<5	N<5	2	8%	81	12%	N<5	N<5	0	0%	53	10%
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	3%	52	9%	N<5	N<5	2	11%	54	8%	N<5	N<5	2	16%	25	5%
				Effective	2	15%	15	25%	159	26%	N<5	N<5	5	28%	201	29%	N<5	N<5	4	31%	85	18%
				Neither effective nor ineffective	3	26%	21	35%	157	26%	N<5	N<5	6	34%	255	36%	N<5	N<5	6	44%	129	27%
				Ineffective	4	34%	13	22%	133	22%	N<5	N<5	5	27%	147	21%	N<5	N<5	0	0%	121	25%
				Very ineffective	3	26%	8	14%	102	17%	N<5	N<5	0	0%	142	20%	N<5	N<5	1	9%	123	25%
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	3	20%	12	20%	64	12%	N<5	N<5	1	5%	53	8%	N<5	N<5	0	0%	50	10%
				Effective	9	66%	23	39%	201	37%	N<5	N<5	12	65%	251	39%	N<5	N<5	5	45%	171	35%
				Neither effective nor ineffective	2	15%	16	27%	186	34%	N<5	N<5	5	25%	219	34%	N<5	N<5	6	47%	170	34%
				Ineffective	0	0%	7	12%	71	13%	N<5	N<5	1	5%	77	12%	N<5	N<5	1	8%	71	14%
				Very ineffective	0	0%	1	1%	27	5%	N<5	N<5	0	0%	41	6%	N<5	N<5	0	0%	33	7%
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	1	5%	7	10%	107	16%	N<5	N<5	4	17%	112	16%	N<5	N<5	4	24%	138	22%
				Effective	7	47%	22	33%	240	37%	N<5	N<5	5	24%	263	38%	N<5	N<5	8	49%	254	41%
				Neither effective nor ineffective	3	20%	8	13%	98	15%	N<5	N<5	5	24%	124	18%	N<5	N<5	2	12%	73	12%
				Ineffective	1	7%	19	29%	127	19%	N<5	N<5	3	12%	113	16%	N<5	N<5	2	14%	90	15%
				Very ineffective	3	20%	10	14%	82	13%	N<5	N<5	5	23%	76	11%	N<5	N<5	0	0%	64	10%
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	42	11%	N<5	N<5	0	0%	38	10%	N<5	N<5	0	0%	64	17%
				Effective	2	26%	5	15%	82	22%	N<5	N<5	2	25%	80	20%	N<5	N<5	3	28%	93	25%
				Neither effective nor ineffective	4	59%	10	28%	88	24%	N<5	N<5	3	39%	163	41%	N<5	N<5	2	21%	77	21%
				Ineffective	1	15%	11	32%	67	18%	N<5	N<5	2	24%	56	14%	N<5	N<5	4	42%	65	17%
				Very ineffective	0	0%	9	25%	87	24%	N<5	N<5	1	13%	59	15%	N<5	N<5	1	9%	73	20%

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	EDUCATION																	
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	6	15%	42	13%	N<5	N<5	2	22%	69	14%	N<5	N<5	1	7%	39	12%
				Effective	3	36%	20	48%	91	28%	N<5	N<5	3	31%	171	35%	N<5	N<5	5	38%	81	26%
				Neither effective nor ineffective	5	64%	10	23%	122	37%	N<5	N<5	4	46%	186	38%	N<5	N<5	7	55%	118	37%
				Ineffective	0	0%	4	9%	29	9%	N<5	N<5	0	0%	26	5%	N<5	N<5	0	0%	35	11%
				Very ineffective	0	0%	2	5%	43	13%	N<5	N<5	0	0%	37	7%	N<5	N<5	0	0%	42	13%
Q34B1_0	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	2	4%	50	11%	N<5	N<5	0	0%	60	11%	N<5	N<5	0	0%	56	12%
				Effective	2	30%	15	33%	126	27%	N<5	N<5	4	26%	149	28%	N<5	N<5	4	36%	136	29%
				Neither effective nor ineffective	2	35%	7	15%	87	19%	N<5	N<5	4	23%	162	30%	N<5	N<5	3	28%	82	18%
				Ineffective	1	18%	19	40%	108	23%	N<5	N<5	4	23%	96	18%	N<5	N<5	2	17%	109	23%
				Very ineffective	1	17%	4	8%	96	20%	N<5	N<5	4	28%	67	13%	N<5	N<5	2	20%	82	18%
Q34B1_1	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Very effective	1	9%	5	9%	109	19%	N<5	N<5	5	22%	81	14%	N<5	N<5	1	13%	107	20%
				Effective	4	35%	22	38%	224	38%	N<5	N<5	4	18%	223	38%	N<5	N<5	5	45%	176	33%
				Neither effective nor ineffective	1	9%	11	20%	93	16%	N<5	N<5	2	9%	154	26%	N<5	N<5	2	19%	97	18%
				Ineffective	5	47%	15	27%	94	16%	N<5	N<5	10	51%	81	14%	N<5	N<5	2	23%	99	19%
				Very ineffective	0	0%	4	7%	63	11%	N<5	N<5	0	0%	55	9%	N<5	N<5	0	0%	50	10%
Q34B1_2	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Very effective	1	8%	6	9%	47	9%	N<5	N<5	1	4%	55	9%	N<5	N<5	1	8%	40	8%
				Effective	5	37%	32	54%	198	36%	N<5	N<5	11	50%	207	33%	N<5	N<5	4	50%	161	32%
				Neither effective nor ineffective	4	32%	10	18%	146	27%	N<5	N<5	6	26%	197	31%	N<5	N<5	8	50%	144	29%
				Ineffective	3	24%	7	11%	94	17%	N<5	N<5	3	12%	104	16%	N<5	N<5	2	14%	103	21%
				Very ineffective	0	0%	5	8%	58	11%	N<5	N<5	2	8%	70	11%	N<5	N<5	0	0%	54	11%
Q34B1_3	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	0	0%	19	7%	N<5	N<5	N<5	N<5	26	7%	N<5	N<5	0	0%	2	1%
				Effective	0	0%	2	11%	36	14%	N<5	N<5	N<5	N<5	63	18%	N<5	N<5	0	0%	24	11%
				Neither effective nor ineffective	3	60%	6	29%	88	35%	N<5	N<5	N<5	N<5	113	32%	N<5	N<5	2	42%	83	39%
				Ineffective	0	0%	6	30%	43	17%	N<5	N<5	N<5	N<5	61	17%	N<5	N<5	1	17%	48	23%
				Very ineffective	2	40%	6	30%	65	26%	N<5	N<5	N<5	N<5	88	25%	N<5	N<5	2	41%	54	26%
Q34B1_4	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	0	0%	10	5%	N<5	N<5	N<5	N<5	26	10%	N<5	N<5	N<5	N<5	7	3%
				Effective	N<5	N<5	0	0%	6	3%	N<5	N<5	N<5	N<5	35	13%	N<5	N<5	N<5	N<5	16	8%
				Neither effective nor ineffective	N<5	N<5	5	39%	69	38%	N<5	N<5	N<5	N<5	114	42%	N<5	N<5	N<5	N<5	70	35%
				Ineffective	N<5	N<5	3	24%	34	19%	N<5	N<5	N<5	N<5	37	14%	N<5	N<5	N<5	N<5	33	17%
				Very ineffective	N<5	N<5	5	37%	63	35%	N<5	N<5	N<5	N<5	57	21%	N<5	N<5	N<5	N<5	72	37%
Q34B1_5	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	5	19%	57	21%	N<5	N<5	2	19%	62	17%	N<5	N<5	1	19%	43	16%
				Effective	1	18%	11	43%	83	31%	N<5	N<5	4	38%	114	32%	N<5	N<5	2	29%	82	31%
				Neither effective nor ineffective	5	82%	7	29%	84	31%	N<5	N<5	4	42%	124	34%	N<5	N<5	1	19%	79	30%
				Ineffective	0	0%	2	8%	22	8%	N<5	N<5	0	0%	31	9%	N<5	N<5	1	18%	28	11%
				Very ineffective	0	0%	0	0%	25	9%	N<5	N<5	0	0%	28	8%	N<5	N<5	1	14%	29	11%
Q34B1_6	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	2	7%	19	7%	N<5	N<5	0	0%	40	11%	N<5	N<5	0	0%	18	7%
				Effective	N<5	N<5	6	21%	42	16%	N<5	N<5	0	0%	81	23%	N<5	N<5	1	13%	45	16%
				Neither effective nor ineffective	N<5	N<5	8	26%	87	33%	N<5	N<5	3	39%	120	34%	N<5	N<5	4	57%	93	34%
				Ineffective	N<5	N<5	5	16%	39	15%	N<5	N<5	1	14%	42	12%	N<5	N<5	1	17%	51	19%
				Very ineffective	N<5	N<5	9	30%	74	28%	N<5	N<5	3	46%	67	19%	N<5	N<5	1	13%	67	24%
Q34B1_7	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	0	0%
				Effective	N<5	N<5	N/A	N/A	5	13%	N<5	N<5	N/A	N/A	7	10%	N<5	N<5	N/A	N/A	0	0%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	24	59%	N<5	N<5	N/A	N/A	45	65%	N<5	N<5	N/A	N/A	19	63%
				Ineffective	N<5	N<5	N/A	N/A	5	12%	N<5	N<5	N/A	N/A	6	9%	N<5	N<5	N/A	N/A	5	17%
				Very ineffective	N<5	N<5	N/A	N/A	5	14%	N<5	N<5	N/A	N/A	11	16%	N<5	N<5	N/A	N/A	6	20%
Q34B1_8	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	6	5%	N<5	N<5	N/A	N/A	17	10%	N<5	N<5	N/A	N/A	16	13%
				Effective	1	20%	N/A	N/A	34	29%	N<5	N<5	N/A	N/A	78	46%	N<5	N<5	N/A	N/A	29	24%
				Neither effective nor ineffective	1	20%	N/A	N/A	25	21%	N<5	N<5	N/A	N/A	32	19%	N<5	N<5	N/A	N/A	23	19%
				Ineffective	1	20%	N/A	N/A	21	17%	N<5	N<5	N/A	N/A	23	13%	N<5	N<5	N/A	N/A	22	18%
				Very ineffective	2	39%	N/A	N/A	34	28%	N<5	N<5	N/A	N/A	21	13%	N<5	N<5	N/A	N/A	30	25%
Q34B1_9	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	8	9%	N<5	N<5	N/A	N/A	3	3%	N<5	N<5	N/A	N/A	4	5%
				Effective	N<5	N<5	N/A	N/A	31	36%	N<5	N<5	N/A	N/A	36	33%	N<5	N<5	N/A	N/A	28	35%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	20	23%	N<5	N<5	N/A	N/A	39	35%	N<5	N<5	N/A	N/A	25	31%
				Ineffective	N<5	N<5	N/A	N/A	11	12%	N<5	N<5	N/A	N/A	22	20%	N<5	N<5	N/A	N/A	14	18%
				Very ineffective	N<5	N<5	N/A	N/A	17	20%	N<5	N<5	N/A	N/A	11	10%	N<5	N<5	N/A	N/A	9	12%
Q34B2_0	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very effective	N<5	N<5	N/A	N/A	3	6%	N<5	N<5	N/A	N/A	1	2%	N<5	N<5	N/A	N/A	1	3%
				Effective	N<5	N<5	N/A	N/A	8	17%	N<5	N<5	N/A	N/A	6	10%	N<5	N<5	N/A	N/A	6	17%
				Neither effective nor ineffective	N<5	N<5	N/A	N/A	22	47%	N<5	N<5	N/A	N/A	37	59%	N<5	N<5	N/A	N/A	26	72%
				Ineffective	N<5	N<5	N/A	N/A	6	12%	N<5	N<5	N/A	N/A	9	14%	N<5	N<5	N/A	N/A	0	0%
				Very ineffective	N<5	N<5	N/A	N/A	8	18%	N<5	N<5	N/A	N/A	9	15%	N<5	N<5	N/A	N/A	3	8%
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	0	0%	7	17%	50	12%	N<5	N<5	1	8%	69	12%	N<5	N<5	2	26%	44	11%
				Somewhat agree	2	40%	11	28%	100	25%	N<5	N<5	1	8%	171	31%	N<5	N<5	1	17%	103	26%
				Neither agree nor disagree	0	0%	9	22%	72	18%	N<5	N<5	6	53%	141	25%	N<5	N<5	2	30%	93	24%
				Somewhat disagree	0	0%	10	24%	103	26%	N<5	N<5	2	15%	116	21%	N<5	N<5	2	26%	78	20%
				Strongly disagree	3	60%	4	9%	75	19%	N<5	N<5	2	16%	63	11%	N<5	N<5	0	0%	70	18%

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

item	theme	name	description	response scale	ACADEMIC AREA																	
					EDUCATION				MED SCHOOLS / HEALTH PROF								OTHER PROFESSIONS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	0	0%	3	6%	32	8%	N<5	N<5	1	9%	58	10%	N<5	N<5	2	20%	34	9%
				Somewhat agree	1	17%	15	37%	103	25%	N<5	N<5	0	0%	154	27%	N<5	N<5	2	24%	99	25%
				Neither agree nor disagree	0	0%	9	23%	98	23%	N<5	N<5	5	44%	148	26%	N<5	N<5	2	23%	91	23%
				Somewhat disagree	1	17%	9	23%	100	24%	N<5	N<5	3	23%	155	27%	N<5	N<5	3	33%	97	24%
				Strongly disagree	4	66%	4	10%	84	20%	N<5	N<5	3	24%	65	11%	N<5	N<5	0	0%	74	19%
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	3	43%	15	33%	103	24%	N<5	N<5	1	7%	147	25%	N<5	N<5	5	49%	105	26%
				Somewhat agree	3	43%	19	43%	151	35%	N<5	N<5	5	43%	199	33%	N<5	N<5	4	39%	115	29%
				Neither agree nor disagree	0	0%	7	15%	83	19%	N<5	N<5	5	36%	135	23%	N<5	N<5	1	12%	87	22%
				Somewhat disagree	1	14%	4	8%	56	13%	N<5	N<5	1	7%	73	12%	N<5	N<5	0	0%	61	15%
				Strongly disagree	0	0%	0	0%	37	9%	N<5	N<5	1	7%	44	7%	N<5	N<5	0	0%	35	9%
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	3	33%	14	30%	102	23%	N<5	N<5	0	0%	135	22%	N<5	N<5	5	49%	105	25%
				Somewhat agree	4	44%	21	46%	155	35%	N<5	N<5	6	50%	217	35%	N<5	N<5	4	39%	119	29%
				Neither agree nor disagree	0	0%	7	15%	95	21%	N<5	N<5	5	36%	132	22%	N<5	N<5	1	12%	93	22%
				Somewhat disagree	1	11%	3	6%	51	11%	N<5	N<5	1	7%	86	14%	N<5	N<5	0	0%	64	15%
				Strongly disagree	1	11%	2	4%	42	9%	N<5	N<5	1	7%	41	7%	N<5	N<5	0	0%	35	8%
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	5	42%	N/A	N/A	121	37%	N<5	N<5	N/A	N/A	153	36%	N<5	N<5	N/A	N/A	105	37%
				Somewhat agree	2	17%	N/A	N/A	96	29%	N<5	N<5	N/A	N/A	158	38%	N<5	N<5	N/A	N/A	88	31%
				Neither agree nor disagree	1	9%	N/A	N/A	60	18%	N<5	N<5	N/A	N/A	54	13%	N<5	N<5	N/A	N/A	45	16%
				Somewhat disagree	3	23%	N/A	N/A	34	10%	N<5	N<5	N/A	N/A	42	10%	N<5	N<5	N/A	N/A	26	9%
				Strongly disagree	1	9%	N/A	N/A	16	5%	N<5	N<5	N/A	N/A	13	3%	N<5	N<5	N/A	N/A	18	7%
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	1	5%	2	3%	51	8%	N<5	N<5	2	9%	115	14%	N<5	N<5	1	6%	82	13%
				Satisfied	4	29%	25	39%	227	35%	N<5	N<5	10	45%	339	42%	N<5	N<5	9	56%	222	35%
				Neither satisfied nor dissatisfied	2	15%	14	22%	97	15%	N<5	N<5	5	23%	122	15%	N<5	N<5	3	18%	70	11%
				Dissatisfied	6	44%	19	31%	189	29%	N<5	N<5	3	15%	173	21%	N<5	N<5	3	21%	171	27%
				Very dissatisfied	1	7%	3	5%	89	14%	N<5	N<5	2	9%	58	7%	N<5	N<5	0	0%	83	13%
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	0	0%	8	12%	38	6%	N<5	N<5	0	0%	65	8%	N<5	N<5	2	12%	45	7%
				Satisfied	5	32%	15	24%	205	31%	N<5	N<5	7	29%	275	34%	N<5	N<5	7	42%	213	34%
				Neither satisfied nor dissatisfied	1	7%	14	22%	111	17%	N<5	N<5	4	18%	126	16%	N<5	N<5	2	13%	112	18%
				Dissatisfied	7	48%	18	28%	201	31%	N<5	N<5	10	44%	233	29%	N<5	N<5	3	20%	160	25%
				Very dissatisfied	2	14%	9	14%	100	15%	N<5	N<5	2	9%	109	13%	N<5	N<5	2	13%	98	16%
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	9	61%	37	59%	260	42%	N<5	N<5	8	34%	330	43%	N<5	N<5	9	56%	245	43%
				Satisfied	3	20%	19	30%	188	31%	N<5	N<5	8	35%	242	32%	N<5	N<5	5	32%	184	32%
				Neither satisfied nor dissatisfied	2	12%	3	5%	65	10%	N<5	N<5	2	8%	81	11%	N<5	N<5	1	6%	55	10%
				Dissatisfied	0	0%	2	3%	70	11%	N<5	N<5	3	15%	68	9%	N<5	N<5	1	6%	63	11%
				Very dissatisfied	1	7%	2	3%	34	5%	N<5	N<5	2	8%	46	6%	N<5	N<5	0	0%	26	4%
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	5	34%	12	20%	148	23%	N<5	N<5	5	22%	199	25%	N<5	N<5	6	36%	142	23%
				Satisfied	1	7%	20	32%	192	30%	N<5	N<5	5	25%	268	33%	N<5	N<5	6	37%	203	33%
				Neither satisfied nor dissatisfied	4	25%	15	24%	117	18%	N<5	N<5	4	17%	109	14%	N<5	N<5	3	20%	98	16%
				Dissatisfied	4	28%	10	17%	115	18%	N<5	N<5	5	25%	143	18%	N<5	N<5	1	6%	111	18%
				Very dissatisfied	1	7%	5	7%	73	11%	N<5	N<5	2	11%	83	10%	N<5	N<5	0	0%	68	11%
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	27%	18	28%	131	21%	N<5	N<5	3	12%	239	30%	N<5	N<5	4	25%	110	18%
				Satisfied	2	12%	19	30%	176	28%	N<5	N<5	6	26%	252	32%	N<5	N<5	4	24%	165	27%
				Neither satisfied nor dissatisfied	4	27%	9	14%	108	17%	N<5	N<5	5	22%	111	14%	N<5	N<5	7	40%	120	20%
				Dissatisfied	5	34%	15	23%	141	22%	N<5	N<5	6	30%	133	17%	N<5	N<5	1	6%	119	20%
				Very dissatisfied	0	0%	3	4%	81	13%	N<5	N<5	2	10%	62	8%	N<5	N<5	1	6%	89	15%
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	27%	N/A	N/A	59	22%	N<5	N<5	N/A	N/A	91	25%	N<5	N<5	N/A	N/A	59	24%
				Satisfied	6	39%	N/A	N/A	86	32%	N<5	N<5	N/A	N/A	139	38%	N<5	N<5	N/A	N/A	86	35%
				Neither satisfied nor dissatisfied	3	20%	N/A	N/A	57	21%	N<5	N<5	N/A	N/A	68	19%	N<5	N<5	N/A	N/A	49	20%
				Dissatisfied	1	7%	N/A	N/A	42	16%	N<5	N<5	N/A	N/A	54	15%	N<5	N<5	N/A	N/A	33	13%
				Very dissatisfied	1	7%	N/A	N/A	27	10%	N<5	N<5	N/A	N/A	16	4%	N<5	N<5	N/A	N/A	18	7%
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	3	20%	17	26%	161	25%	N<5	N<5	3	12%	232	29%	N<5	N<5	8	50%	142	23%
				Satisfied	5	34%	21	34%	196	30%	N<5	N<5	11	49%	256	32%	N<5	N<5	5	29%	211	34%
				Neither satisfied nor dissatisfied	3	21%	11	17%	111	17%	N<5	N<5	4	18%	135	17%	N<5	N<5	4	21%	100	16%
				Dissatisfied	3	19%	12	20%	109	17%	N<5	N<5	5	21%	129	16%	N<5	N<5	0	0%	109	18%
				Very dissatisfied	1	7%	2	3%	68	10%	N<5	N<5	0	0%	52	6%	N<5	N<5	0	0%	61	10%
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	27%	17	27%	172	27%	N<5	N<5	3	13%	207	26%	N<5	N<5	7	43%	162	26%
				Satisfied	7	46%	21	33%	210	33%	N<5	N<5	11	52%	257	32%	N<5	N<5	7	44%	235	38%
				Neither satisfied nor dissatisfied	2	14%	12	19%	138	21%	N<5	N<5	5	21%	201	25%	N<5	N<5	1	6%	113	18%
				Dissatisfied	1	7%	11	18%	86	13%	N<5	N<5	3	14%	93	12%	N<5	N<5	1	8%	77	12%
				Very dissatisfied	1	7%	2	3%	36	6%	N<5	N<5	0	0%	37	5%	N<5	N<5	0	0%	30	5%
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	3	20%	22	34%	208	33%	N<5	N<5	4	20%	237	30%	N<5	N<5	8	49%	190	31%
				Satisfied	9	62%	28	44%	234	37%	N<5	N<5	10	43%	338	43%	N<5	N<5	6	38%	241	40%
				Neither satisfied nor dissatisfied	1	7%	9	14%	107	17%	N<5	N<5	6	28%	135	17%	N<5	N<5	1	7%	95	16%
				Dissatisfied	1	5%	5	8%	66	10%	N<5	N<5	2	9%	57	7%	N<5	N<5	1	6%	63	10%
				Very dissatisfied	1	7%	0	0%	23	4%	N<5	N<5	0	0%	18	2%	N<5	N<5	0	0%	22	4%

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Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

					EDUCATION				ACADEMIC AREA MED SCHOOLS / HEALTH PROF						OTHER PROFESSIONS							
item	theme	name	description	response scale	Your institution		All selected peers		All comparables		Your institution		All comparables		Your institution		All selected peers		All comparables			
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction you have with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	27%	24	37%	225	35%	N<5	N<5	3	13%	229	30%	N<5	N<5	7	41%	226	37%
				Satisfied	9	60%	21	33%	224	35%	N<5	N<5	10	47%	304	39%	N<5	N<5	7	40%	231	38%
				Neither satisfied nor dissatisfied	1	7%	13	20%	124	20%	N<5	N<5	6	31%	164	21%	N<5	N<5	2	12%	90	15%
				Dissatisfied	0	0%	5	8%	45	7%	N<5	N<5	2	9%	61	8%	N<5	N<5	1	8%	49	8%
				Very dissatisfied	1	7%	1	2%	17	3%	N<5	N<5	0	0%	18	2%	N<5	N<5	0	0%	13	2%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	6	40%	25	40%	224	35%	N<5	N<5	9	40%	255	32%	N<5	N<5	6	35%	218	35%
				Satisfied	4	27%	19	30%	218	33%	N<5	N<5	9	38%	285	35%	N<5	N<5	9	52%	236	38%
				Neither satisfied nor dissatisfied	2	14%	12	18%	78	12%	N<5	N<5	2	8%	107	13%	N<5	N<5	1	7%	58	9%
				Dissatisfied	2	12%	4	6%	74	11%	N<5	N<5	3	13%	113	14%	N<5	N<5	1	6%	69	11%
				Very dissatisfied	1	7%	4	6%	56	9%	N<5	N<5	0	0%	48	6%	N<5	N<5	0	0%	47	8%
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	4	27%	15	24%	143	22%	N<5	N<5	4	16%	221	28%	N<5	N<5	4	24%	139	22%
				Satisfied	3	20%	23	36%	193	30%	N<5	N<5	9	42%	288	36%	N<5	N<5	4	23%	202	32%
				Neither satisfied nor dissatisfied	3	20%	17	27%	104	16%	N<5	N<5	6	26%	126	16%	N<5	N<5	8	48%	88	14%
				Dissatisfied	4	26%	7	11%	118	18%	N<5	N<5	3	12%	101	13%	N<5	N<5	1	6%	117	19%
				Very dissatisfied	1	7%	2	3%	81	13%	N<5	N<5	1	4%	67	8%	N<5	N<5	0	0%	77	12%
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	5	34%	N/A	N/A	81	30%	N<5	N<5	N/A	N/A	100	28%	N<5	N<5	N/A	N/A	77	32%
				Satisfied	6	41%	N/A	N/A	103	39%	N<5	N<5	N/A	N/A	161	46%	N<5	N<5	N/A	N/A	101	42%
				Neither satisfied nor dissatisfied	2	14%	N/A	N/A	55	21%	N<5	N<5	N/A	N/A	69	19%	N<5	N<5	N/A	N/A	39	17%
				Dissatisfied	1	5%	N/A	N/A	16	6%	N<5	N<5	N/A	N/A	21	6%	N<5	N<5	N/A	N/A	14	6%
				Very dissatisfied	1	7%	N/A	N/A	10	4%	N<5	N<5	N/A	N/A	3	1%	N<5	N<5	N/A	N/A	7	3%
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	4	29%	N/A	N/A	74	28%	N<5	N<5	N/A	N/A	61	18%	N<5	N<5	N/A	N/A	63	27%
				Satisfied	4	29%	N/A	N/A	102	38%	N<5	N<5	N/A	N/A	148	43%	N<5	N<5	N/A	N/A	105	44%
				Neither satisfied nor dissatisfied	3	22%	N/A	N/A	58	22%	N<5	N<5	N/A	N/A	102	30%	N<5	N<5	N/A	N/A	48	20%
				Dissatisfied	2	13%	N/A	N/A	21	8%	N<5	N<5	N/A	N/A	29	8%	N<5	N<5	N/A	N/A	17	7%
				Very dissatisfied	1	7%	N/A	N/A	11	4%	N<5	N<5	N/A	N/A	6	2%	N<5	N<5	N/A	N/A	5	2%
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	6	40%	N/A	N/A	85	32%	N<5	N<5	N/A	N/A	77	21%	N<5	N<5	N/A	N/A	72	29%
				Satisfied	4	28%	N/A	N/A	107	40%	N<5	N<5	N/A	N/A	158	44%	N<5	N<5	N/A	N/A	123	49%
				Neither satisfied nor dissatisfied	2	13%	N/A	N/A	41	15%	N<5	N<5	N/A	N/A	85	24%	N<5	N<5	N/A	N/A	27	11%
				Dissatisfied	2	12%	N/A	N/A	24	9%	N<5	N<5	N/A	N/A	21	6%	N<5	N<5	N/A	N/A	19	8%
				Very dissatisfied	1	7%	N/A	N/A	11	4%	N<5	N<5	N/A	N/A	17	5%	N<5	N<5	N/A	N/A	8	3%
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	5	34%	N/A	N/A	156	41%	N<5	N<5	N/A	N/A	242	51%	N<5	N<5	N/A	N/A	153	45%
				Somewhat agree	8	53%	N/A	N/A	139	37%	N<5	N<5	N/A	N/A	160	34%	N<5	N<5	N/A	N/A	120	35%
				Neither agree nor disagree	1	7%	N/A	N/A	28	7%	N<5	N<5	N/A	N/A	35	7%	N<5	N<5	N/A	N/A	18	5%
				Somewhat disagree	0	0%	N/A	N/A	36	10%	N<5	N<5	N/A	N/A	29	6%	N<5	N<5	N/A	N/A	30	9%
				Strongly disagree	1	7%	N/A	N/A	21	5%	N<5	N<5	N/A	N/A	9	2%	N<5	N<5	N/A	N/A	18	5%
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	7	47%	28	45%	206	32%	N<5	N<5	7	33%	251	31%	N<5	N<5	10	62%	201	32%
				Satisfied	4	25%	23	37%	253	39%	N<5	N<5	10	43%	342	42%	N<5	N<5	5	32%	274	44%
				Neither satisfied nor dissatisfied	2	14%	4	7%	83	13%	N<5	N<5	4	17%	93	12%	N<5	N<5	0	0%	57	9%
				Dissatisfied	1	7%	6	9%	69	11%	N<5	N<5	2	8%	92	11%	N<5	N<5	1	6%	67	11%
				Very dissatisfied	1	7%	2	3%	36	6%	N<5	N<5	0	0%	28	3%	N<5	N<5	0	0%	21	3%
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	5	32%	19	30%	141	22%	N<5	N<5	5	21%	165	20%	N<5	N<5	8	50%	118	19%
				Satisfied	3	20%	27	42%	301	47%	N<5	N<5	14	63%	425	53%	N<5	N<5	4	25%	303	48%
				Neither satisfied nor dissatisfied	2	14%	12	19%	111	17%	N<5	N<5	1	5%	119	15%	N<5	N<5	3	18%	92	15%
				Dissatisfied	4	27%	4	6%	73	11%	N<5	N<5	3	12%	70	9%	N<5	N<5	1	7%	84	13%
				Very dissatisfied	1	7%	2	3%	21	3%	N<5	N<5	0	0%	27	3%	N<5	N<5	0	0%	29	5%
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	6	44%	11	19%	51	9%	N<5	N<5	8	38%	53	10%	N<5	N<5	3	21%	46	9%
				President	0	0%	1	2%	89	16%	N<5	N<5	0	0%	83	15%	N<5	N<5	0	0%	84	17%
				Vice President for Academic Affairs	0	0%	3	5%	49	9%	N<5	N<5	0	0%	35	6%	N<5	N<5	0	0%	31	6%
				Academic Dean	0	0%	5	8%	33	6%	N<5	N<5	0	0%	166	31%	N<5	N<5	2	13%	63	12%
				Provost	8	56%	38	66%	317	58%	N<5	N<5	13	62%	193	36%	N<5	N<5	11	66%	278	55%
Other	0	0%	0	0%	7	1%	N<5	N<5	0	0%	10	2%	N<5	N<5	0	0%	7	1%				
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Strongly agree	2	15%	9	18%	87	20%	N<5	N<5	2	12%	76	17%	N<5	N<5	6	55%	91	22%
				Somewhat agree	3	25%	18	36%	141	32%	N<5	N<5	4	28%	134	31%	N<5	N<5	4	36%	134	32%
				Neither agree nor disagree	2	17%	15	30%	104	23%	N<5	N<5	6	46%	125	29%	N<5	N<5	1	8%	93	22%
				Somewhat disagree	1	9%	5	10%	64	14%	N<5	N<5	1	7%	64	15%	N<5	N<5	0	0%	56	13%
				Strongly disagree	4	34%	3	6%	50	11%	N<5	N<5	1	7%	37	9%	N<5	N<5	0	0%	45	11%
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career	7	53%	13	23%	124	21%	N<5	N<5	6	29%	149	19%	N<5	N<5	7	46%	91	16%
				For the foreseeable future	3	23%	30	51%	240	40%	N<5	N<5	8	39%	361	47%	N<5	N<5	4	27%	277	47%
				For no more than 5 years after earning	0	0%	5	8%	105	17%	N<5	N<5	2	8%	77	10%	N<5	N<5	0	0%	96	16%
				I haven't thought that far ahead	3	24%	11	18%	136	23%	N<5	N<5	5	23%	177	23%	N<5	N<5	4	27%	121	21%
				Other	N<5	N<5	N/A	N/A	18	51%	N<5	N<5	N/A	N/A	17	53%	N<5	N<5	N/A	N/A	20	66%
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	3%	N<5	N<5	N/A	N/A	1	3%
				Prefer to work in private industry	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	0	0%	N<5	N<5	N/A	N/A	1	4%
				Prefer to work in government	N<5	N<5	N/A	N/A	17	49%	N<5	N<5	N/A	N/A	14	44%	N<5	N<5	N/A	N/A	9	28%
				Other	N<5	N<5	N/A	N/A	17	49%	N<5	N<5	N/A	N/A	14	44%	N<5	N<5	N/A	N/A	9	28%
					N<5	N<5	N/A	N/A	17	49%	N<5	N<5	N/A	N/A	14	44%	N<5	N<5	N/A	N/A	9	28%

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item	theme	name	description	response scale	EDUCATION						ACADEMIC AREA MED SCHOOLS / HEALTH PROF						OTHER PROFESSIONS					
					Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables		Your institution		All selected peers		All comparables	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	6	40%	32	49%	269	43%	N<5	N<5	11	49%	315	40%	N<5	N<5	11	66%	276	46%
				Somewhat agree	4	25%	19	29%	213	34%	N<5	N<5	7	31%	277	35%	N<5	N<5	1	6%	193	32%
				Neither agree nor disagree	3	21%	5	8%	59	9%	N<5	N<5	1	4%	82	10%	N<5	N<5	5	28%	61	10%
				Somewhat disagree	1	7%	7	11%	57	9%	N<5	N<5	2	9%	73	9%	N<5	N<5	0	0%	47	8%
				Strongly disagree	1	7%	2	3%	33	5%	N<5	N<5	2	7%	48	6%	N<5	N<5	0	0%	28	5%
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	9	61%	38	62%	292	47%	N<5	N<5	8	37%	358	46%	N<5	N<5	14	81%	292	48%
				Recommend with reservations	5	32%	21	34%	287	46%	N<5	N<5	12	52%	370	47%	N<5	N<5	3	19%	282	46%
				Not recommend dept	1	7%	3	5%	43	7%	N<5	N<5	3	12%	58	7%	N<5	N<5	0	0%	37	6%
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	4	27%	16	26%	107	17%	N<5	N<5	3	12%	152	19%	N<5	N<5	6	39%	122	20%
				Good	3	22%	34	54%	310	49%	N<5	N<5	15	68%	398	50%	N<5	N<5	10	61%	300	48%
				So-so	5	37%	13	20%	174	28%	N<5	N<5	2	11%	208	26%	N<5	N<5	0	0%	148	24%
				Bad	1	7%	0	0%	28	4%	N<5	N<5	1	4%	33	4%	N<5	N<5	0	0%	45	7%
				Awful	1	7%	0	0%	13	2%	N<5	N<5	1	5%	10	1%	N<5	N<5	0	0%	6	1%

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item	theme	name	description	response scale	OVERALL				MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR			
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q19	tenure practices overall	tenure process	I find the tenure process in my department to be...	Very clear	18	17%	12	17%	11	20%	9	23%	7	13%	3	9%	14	15%	10	15%	4	31%	N<5	N<5
				Fairly clear	48	46%	37	52%	24	44%	17	43%	25	47%	20	63%	46	48%	37	53%	3	25%	N<5	N<5
				Neither clear nor unclear	15	14%	8	11%	8	15%	3	8%	7	14%	5	16%	14	15%	8	12%	1	8%	N<5	N<5
				Fairly unclear	18	17%	11	16%	10	19%	8	21%	7	14%	3	9%	15	16%	11	16%	2	20%	N<5	N<5
				Very unclear	7	7%	3	4%	1	2%	2	5%	6	12%	1	3%	5	5%	3	4%	2	17%	N<5	N<5
Q20	tenure practices overall	tenure criteria	I find the tenure criteria (what things are evaluated) in my department to be...	Very clear	16	15%	7	10%	10	18%	5	13%	6	11%	2	6%	12	13%	6	9%	4	31%	N<5	N<5
				Fairly clear	50	47%	42	59%	24	44%	20	51%	26	49%	22	69%	47	49%	41	59%	3	25%	N<5	N<5
				Neither clear nor unclear	13	12%	6	9%	7	13%	4	10%	6	12%	2	6%	12	13%	6	9%	1	8%	N<5	N<5
				Fairly unclear	19	18%	13	19%	8	16%	9	24%	10	20%	4	13%	16	17%	13	19%	3	22%	N<5	N<5
				Very unclear	9	8%	3	4%	5	9%	1	3%	4	8%	2	6%	7	8%	3	4%	2	15%	N<5	N<5
Q21	tenure practices overall	tenure standards	I find the tenure standards (the performance threshold) in my department to be...	Very clear	16	15%	6	8%	9	16%	4	10%	7	14%	2	6%	14	15%	5	7%	2	16%	N<5	N<5
				Fairly clear	42	40%	27	38%	19	35%	14	36%	23	45%	13	41%	38	40%	27	38%	5	39%	N<5	N<5
				Neither clear nor unclear	15	14%	14	19%	10	18%	8	19%	5	10%	6	19%	14	15%	13	19%	1	8%	N<5	N<5
				Fairly unclear	22	21%	18	25%	10	19%	10	24%	11	22%	8	25%	19	20%	17	25%	3	22%	N<5	N<5
				Very unclear	11	10%	7	10%	6	11%	4	10%	5	10%	3	9%	9	10%	7	10%	2	15%	N<5	N<5
Q22	tenure practices overall	tenure body of evidence	I find the body of evidence that will be considered in making my tenure decision to be...	Very clear	13	12%	6	8%	7	13%	4	10%	6	12%	2	6%	11	12%	5	7%	2	16%	N<5	N<5
				Fairly clear	39	37%	35	48%	20	37%	16	40%	19	38%	19	59%	35	38%	34	48%	4	31%	N<5	N<5
				Neither clear nor unclear	20	19%	12	17%	12	22%	8	21%	8	16%	4	13%	18	19%	12	18%	2	17%	N<5	N<5
				Fairly unclear	21	20%	12	16%	11	21%	9	22%	9	18%	3	9%	19	21%	11	16%	2	13%	N<5	N<5
				Very unclear	12	11%	7	10%	4	7%	3	8%	8	16%	4	13%	9	10%	7	10%	3	23%	N<5	N<5
Q23	tenure practices overall	sense of achieving tenure	My sense of whether or not I will achieve tenure is...	Very clear	18	17%	23	33%	9	17%	16	42%	9	18%	7	23%	17	18%	22	32%	1	8%	N<5	N<5
				Fairly clear	55	52%	32	46%	30	56%	15	38%	24	47%	17	55%	47	50%	32	47%	7	61%	N<5	N<5
				Neither clear nor unclear	18	17%	10	14%	10	18%	7	17%	8	16%	3	10%	16	17%	9	14%	2	14%	N<5	N<5
				Fairly unclear	7	7%	1	1%	3	6%	0	0%	4	8%	1	3%	7	8%	1	1%	0	0%	N<5	N<5
				Very unclear	8	8%	4	6%	2	4%	1	3%	6	12%	3	10%	6	7%	4	6%	2	17%	N<5	N<5
Q24A	tenure expectations: clarity	expectations > clarity > scholar	A scholar - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	15	14%	10	14%	10	18%	8	21%	5	9%	2	6%	12	13%	9	13%	3	22%	N<5	N<5
				Fairly clear	48	44%	36	50%	21	38%	18	46%	27	51%	18	55%	44	46%	35	49%	4	33%	N<5	N<5
				Neither clear nor unclear	16	15%	8	11%	11	20%	2	5%	5	10%	6	18%	15	16%	8	12%	1	8%	N<5	N<5
				Fairly unclear	23	21%	15	21%	11	21%	9	24%	11	22%	6	18%	20	21%	15	22%	2	20%	N<5	N<5
				Very unclear	6	6%	3	4%	2	4%	2	5%	4	8%	1	3%	4	4%	3	4%	2	17%	N<5	N<5
Q24B	tenure expectations: clarity	expectations > clarity > teacher	A teacher - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	21	20%	22	30%	8	14%	12	31%	13	25%	10	30%	17	18%	20	29%	4	31%	N<5	N<5
				Fairly clear	56	53%	35	49%	29	54%	19	49%	27	51%	16	48%	51	53%	35	49%	6	48%	N<5	N<5
				Neither clear nor unclear	16	15%	6	8%	10	18%	3	8%	6	12%	3	9%	14	15%	6	9%	2	15%	N<5	N<5
				Fairly unclear	11	10%	9	13%	6	11%	5	13%	5	10%	4	12%	10	11%	9	13%	1	7%	N<5	N<5
				Very unclear	3	3%	0	0%	2	4%	0	0%	1	2%	0	0%	3	3%	0	0%	0	0%	N<5	N<5
Q24C	tenure expectations: clarity	expectations > clarity > advisor	An advisor to students - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	13	13%	14	21%	4	8%	9	24%	9	19%	5	17%	11	13%	13	20%	2	15%	N<5	N<5
				Fairly clear	35	36%	26	38%	18	34%	11	29%	18	37%	15	50%	31	36%	24	37%	4	35%	N<5	N<5
				Neither clear nor unclear	20	20%	12	18%	14	27%	8	22%	6	13%	4	13%	18	21%	12	19%	2	17%	N<5	N<5
				Fairly unclear	21	21%	14	21%	11	22%	9	25%	9	20%	5	17%	18	21%	14	22%	3	23%	N<5	N<5
				Very unclear	10	10%	1	1%	5	10%	0	0%	5	11%	1	3%	9	10%	1	2%	1	9%	N<5	N<5
Q24D	tenure expectations: clarity	expectations > clarity > colleague in department	A colleague in your department - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	9	9%	12	17%	4	7%	8	21%	5	10%	4	12%	8	9%	11	16%	1	8%	N<5	N<5
				Fairly clear	37	34%	29	40%	19	35%	12	31%	18	34%	17	52%	32	34%	28	40%	4	38%	N<5	N<5
				Neither clear nor unclear	22	21%	13	19%	14	25%	10	27%	8	16%	3	9%	19	20%	13	19%	3	25%	N<5	N<5
				Fairly unclear	26	25%	15	21%	14	25%	7	19%	12	24%	8	24%	26	28%	15	22%	0	0%	N<5	N<5
				Very unclear	13	12%	2	3%	4	7%	1	3%	9	17%	1	3%	9	10%	2	3%	4	30%	N<5	N<5
Q24E	tenure expectations: clarity	expectations > clarity > campus citizen	A campus citizen - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	3	3%	11	15%	1	2%	5	13%	2	4%	6	18%	3	3%	11	16%	0	0%	N<5	N<5
				Fairly clear	39	37%	33	45%	17	32%	19	48%	22	41%	14	42%	36	38%	31	43%	4	30%	N<5	N<5
				Neither clear nor unclear	27	25%	9	13%	18	33%	5	13%	9	18%	4	12%	22	24%	9	13%	5	41%	N<5	N<5
				Fairly unclear	20	19%	18	25%	11	20%	9	24%	9	18%	9	27%	19	20%	18	26%	1	7%	N<5	N<5
				Very unclear	17	16%	1	1%	7	13%	1	3%	10	19%	0	0%	14	15%	1	1%	3	23%	N<5	N<5
Q24F	tenure expectations: clarity	expectations > clarity > member of community	A member of the broader community - Is what's expected in order to earn tenure CLEAR to you regarding your performance as:	Very clear	5	5%	8	11%	2	4%	5	13%	3	6%	3	9%	5	6%	7	10%	0	0%	N<5	N<5
				Fairly clear	28	28%	27	37%	13	24%	16	40%	15	31%	11	33%	24	27%	26	36%	4	31%	N<5	N<5
				Neither clear nor unclear	22	21%	13	18%	15	28%	6	16%	7	14%	7	21%	18	20%	13	19%	4	31%	N<5	N<5
				Fairly unclear	30	30%	20	28%	13	25%	8	21%	18	35%	12	36%	28	32%	20	29%	2	15%	N<5	N<5
				Very unclear	17	16%	4	6%	10	19%	4	10%	7	14%	0	0%	14	16%	4	6%	3	23%	N<5	N<5
Q25A	tenure expectations: reasonableness	expectations > reasonableness > scholar	A scholar - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	19	18%	26	38%	13	23%	17	45%	6	11%	9	29%	16	17%	25	36%	3	22%	N<5	N<5
				Fairly reasonable	40	38%	24	34%	21	38%	13	33%	20	38%	11	35%	36	38%	24	35%	4	31%	N<5	N<5
				Neither reasonable nor unreasonable	30	28%	4	6%	14	26%	2	5%	15	30%	2	6%	26	28%	4	6%	4	30%	N<5	N<5
				Fairly unreasonable	13	12%	10	15%	4	7%	3	9%	9	18%	7	23%	12	13%	10	15%	1	8%	N<5	N<5
				Very unreasonable	5	5%	5	7%	3	5%	3	8%	2	4%	2	6%	4	4%	5	8%	1	8%	N<5	N<5
Q25B	tenure expectations: reasonableness	expectations > reasonableness > teacher	A teacher - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	21	20%	40	56%	10	18%	24	61%	11	22%	16	50%	19	20%	38	55%	2	17%	N<5	N<5
				Fairly reasonable	50	46%	21	29%	27	50%	10	25%	22	43%	11	34%	42	45%	20	30%	7	61%	N<5	N<5
				Neither reasonable nor unreasonable	23	21%	5	7%	13	23%	3	8%	10	20%	2	6%	22	23%	5	7%	1	6%	N<5	N<5
				Fairly unreasonable	9	9%	4	6%	4	7%	1	3%	5	10%	3	9%	8	9%	4	6%	1			

The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

item	theme	name	description	response scale	OVERALL		MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR					
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q25C	tenure expectations: reasonableness > advisor	expectations > reasonableness > advisor	An advisor to students - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	13%	23	36%	5	9%	13	37%	8	17%	10	34%	11	13%	22	34%	2	15%	N<5	N<5
				Fairly reasonable	38	38%	17	26%	20	38%	9	24%	19	39%	8	28%	34	39%	16	26%	4	33%	N<5	N<5
				Neither reasonable nor unreasonable	35	35%	12	18%	23	43%	8	21%	12	26%	4	14%	30	34%	11	18%	5	42%	N<5	N<5
				Fairly unreasonable	10	10%	10	16%	5	10%	6	18%	5	11%	4	14%	10	12%	10	16%	0	0%	N<5	N<5
				Very unreasonable	3	3%	3	5%	0	0%	0	0%	3	7%	3	10%	2	2%	3	5%	1	9%	N<5	N<5
Q25D	tenure expectations: reasonableness > colleague in department	expectations > reasonableness > colleague in department	A colleague in your department - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	13	12%	28	40%	6	11%	15	43%	7	14%	12	38%	12	13%	27	40%	1	8%	N<5	N<5
				Fairly reasonable	36	33%	19	27%	20	37%	9	24%	15	30%	10	31%	30	32%	18	28%	5	44%	N<5	N<5
				Neither reasonable nor unreasonable	45	42%	18	26%	24	43%	12	33%	21	41%	6	19%	40	43%	17	26%	5	39%	N<5	N<5
				Fairly unreasonable	10	9%	4	6%	5	9%	0	0%	5	10%	4	13%	10	11%	4	6%	0	0%	N<5	N<5
				Very unreasonable	3	3%	0	0%	0	0%	0	0%	3	6%	0	0%	2	2%	0	0%	1	8%	N<5	N<5
Q25E	tenure expectations: reasonableness > campus citizen	expectations > reasonableness > campus citizen	A campus citizen - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	4	4%	24	33%	1	2%	16	43%	3	6%	7	22%	4	4%	23	33%	0	0%	N<5	N<5
				Fairly reasonable	34	32%	23	32%	16	31%	12	30%	18	34%	11	34%	31	33%	21	31%	3	21%	N<5	N<5
				Neither reasonable nor unreasonable	56	53%	15	22%	29	55%	10	27%	27	51%	5	16%	48	51%	15	22%	8	70%	N<5	N<5
				Fairly unreasonable	5	5%	8	12%	4	7%	0	1%	1	2%	8	25%	5	5%	8	12%	0	0%	N<5	N<5
				Very unreasonable	7	7%	1	1%	3	6%	0	0%	4	8%	1	3%	6	6%	1	1%	1	8%	N<5	N<5
Q25F	tenure expectations: reasonableness > member of community	expectations > reasonableness > member of community	A member of the broader community - Is what's expected in order to earn tenure REASONABLE to you regarding your performance as:	Very reasonable	5	5%	21	31%	1	2%	15	40%	4	8%	6	19%	5	6%	21	30%	0	0%	N<5	N<5
				Fairly reasonable	26	26%	19	27%	13	25%	11	27%	13	27%	8	26%	23	26%	17	26%	3	25%	N<5	N<5
				Neither reasonable nor unreasonable	61	59%	21	31%	33	64%	10	27%	28	55%	11	35%	53	58%	21	32%	8	67%	N<5	N<5
				Fairly unreasonable	7	7%	5	8%	3	6%	0	1%	4	8%	5	16%	6	7%	5	7%	1	8%	N<5	N<5
				Very unreasonable	3	3%	3	4%	2	4%	2	5%	1	2%	1	3%	3	3%	3	5%	0	0%	N<5	N<5
Q26	tenure practices overall	consistent messages about tenure from tenured colleagues	I have received consistent messages from senior colleagues about the requirements for tenure.	Strongly agree	14	13%	10	14%	7	13%	6	15%	7	14%	4	13%	12	13%	9	13%	2	18%	N<5	N<5
				Somewhat agree	30	29%	9	13%	17	32%	8	21%	13	26%	1	3%	28	30%	9	13%	2	18%	N<5	N<5
				Neither agree nor disagree	10	10%	8	11%	4	8%	2	5%	6	12%	6	19%	9	10%	8	12%	1	9%	N<5	N<5
				Somewhat disagree	28	27%	22	31%	14	26%	10	26%	14	27%	12	38%	27	29%	21	31%	1	7%	N<5	N<5
				Strongly disagree	23	21%	22	30%	11	21%	13	32%	11	22%	9	28%	17	18%	22	31%	5	48%	N<5	N<5
Q27A	tenure practices overall	tenure decisions based on performance	In my opinion, tenure decisions here are made primarily on performance-based criteria rather than on non-performance criteria.	Strongly agree	30	30%	15	22%	13	26%	8	22%	18	35%	7	23%	26	30%	14	22%	4	35%	N<5	N<5
				Somewhat agree	32	32%	24	35%	17	33%	15	40%	15	31%	9	29%	28	32%	24	35%	4	34%	N<5	N<5
				Neither agree nor disagree	17	17%	9	14%	11	21%	3	9%	6	12%	6	19%	14	16%	9	14%	3	24%	N<5	N<5
				Somewhat disagree	13	13%	17	25%	7	14%	9	23%	6	12%	8	26%	12	14%	16	25%	1	7%	N<5	N<5
				Strongly disagree	8	8%	3	5%	3	6%	2	6%	5	10%	1	3%	8	9%	3	5%	0	0%	N<5	N<5
Q28	nature of work overall	way you spend your time as a faculty member	The way you spend your time as a faculty member - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	23	22%	21	30%	14	26%	12	31%	9	17%	9	28%	19	21%	20	29%	4	31%	N<5	N<5
				Satisfied	49	47%	32	44%	25	48%	20	50%	24	45%	12	38%	45	48%	31	44%	5	38%	N<5	N<5
				Neither satisfied nor dissatisfied	13	12%	6	9%	8	15%	3	8%	5	10%	3	9%	10	11%	6	9%	3	23%	N<5	N<5
				Dissatisfied	17	17%	10	15%	5	9%	4	11%	12	24%	6	19%	17	19%	10	15%	0	0%	N<5	N<5
				Very dissatisfied	3	3%	2	3%	1	2%	0	0%	2	4%	2	6%	2	2%	2	3%	1	8%	N<5	N<5
Q28B	nature of work overall	number of hours you work as a faculty member	The number of hours you work as a faculty member in an average week - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	13	12%	N/A	N/A	10	19%	N/A	N/A	3	6%	N/A	N/A	11	12%	N/A	N/A	2	16%	N/A	N/A
				Satisfied	41	39%	N/A	N/A	26	50%	N/A	N/A	15	29%	N/A	N/A	35	38%	N/A	N/A	6	52%	N/A	N/A
				Neither satisfied nor dissatisfied	16	15%	N/A	N/A	6	11%	N/A	N/A	10	20%	N/A	N/A	14	15%	N/A	N/A	2	15%	N/A	N/A
				Dissatisfied	28	27%	N/A	N/A	10	19%	N/A	N/A	19	35%	N/A	N/A	27	29%	N/A	N/A	1	8%	N/A	N/A
				Very dissatisfied	6	6%	N/A	N/A	1	2%	N/A	N/A	5	10%	N/A	N/A	5	6%	N/A	N/A	1	8%	N/A	N/A
Q29A	nature of work > teaching	level of courses you teach	The level of the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	37	36%	45	63%	17	32%	25	62%	21	40%	20	65%	34	36%	43	63%	4	33%	N<5	N<5
				Satisfied	56	54%	16	22%	28	53%	9	22%	28	54%	7	23%	50	54%	15	22%	6	50%	N<5	N<5
				Neither satisfied nor dissatisfied	6	6%	6	9%	3	6%	4	10%	3	6%	2	6%	4	4%	6	9%	2	17%	N<5	N<5
				Dissatisfied	5	5%	4	6%	5	9%	2	5%	0	0%	2	6%	5	5%	4	6%	0	0%	N<5	N<5
				Very dissatisfied	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Q29B	nature of work > teaching	number of courses you teach	The number of courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	28	27%	20	29%	17	32%	13	34%	11	22%	7	23%	26	28%	20	28%	2	16%	N<5	N<5
				Satisfied	39	38%	22	32%	21	40%	13	34%	18	36%	9	29%	32	35%	22	31%	7	59%	N<5	N<5
				Neither satisfied nor dissatisfied	11	11%	5	7%	6	11%	3	8%	5	10%	2	6%	11	12%	5	7%	0	0%	N<5	N<5
				Dissatisfied	20	20%	13	18%	6	11%	7	16%	14	28%	6	19%	18	20%	12	18%	2	17%	N<5	N<5
				Very dissatisfied	5	5%	10	15%	3	6%	3	9%	2	4%	7	23%	4	4%	10	15%	1	8%	N<5	N<5
Q29C	nature of work > teaching	degree of influence over which courses you teach	The degree of influence you have over the courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	52	50%	45	64%	25	49%	28	71%	27	52%	17	55%	46	50%	43	63%	6	59%	N<5	N<5
				Satisfied	32	31%	17	23%	16	30%	8	19%	16	32%	9	29%	28	31%	16	24%	4	35%	N<5	N<5
				Neither satisfied nor dissatisfied	10	10%	7	10%	6	11%	4	10%	4	8%	3	10%	10	11%	7	10%	0	0%	N<5	N<5
				Dissatisfied	7	7%	2	3%	4	7%	0	0%	3	6%	2	6%	6	7%	2	3%	1	7%	N<5	N<5
				Very dissatisfied	2	2%	0	0%	1	2%	0	0%	1	2%	0	0%	2	2%	0	0%	0	0%	0	0%
Q29D	nature of work > teaching	discretion over course content	The discretion you have over the content of your courses you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	63	61%	60	85%	29	57%	35	89%	34	66%	25	81%	56	61%	58	85%	7	67%	N<5	N<5
				Satisfied	32	31%	9	13%	17	32%	4	11%	15	30%	5	16%	29	32%	9	13%	3	26%	N<5	N<5
				Neither satisfied nor dissatisfied	4	4%	1	1%	2	4%	0	0%	2	4%	1	3%	4	4%	1	1%	0	0%	N<5	N<5
				Dissatisfied	3	3%	0	0%	3	5%	0	0%	0	0%	0	0%	2	2%	0	0%	1	7%	N<5	N<5
				Very dissatisfied	1	1%	0	0%	1	2%	0	0%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%
Q29E	nature of work > teaching	number of students you teach	The number of students you teach - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	39	38%	33	46%	17	32%	17	44%	22	44%	15	48%	36	39%	32	46%	4	31%	N<5	N<5
				Satisfied	46	44%	24	34%	25	48%	14	35%	21	40%	10	32%	42	46%	23	33%	4	30%	N<5	N<5
				Neither satisfied nor dissatisfied	11	10%	4	6%	8	15%	3	8%	3	6%	1	3%	8	9%	4	6%	3	23%	N<5	N<5
				Dissatisfied	6	6%	8	12%	1	2%	5	13%	5	10%	3	10%	5	6%	8	12%				

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	OVERALL				MALES				CHANGE OVER TIME				WHITE FACULTY				FACULTY OF COLOR			
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q29F	nature of work > teaching	quality of undergraduate students	The quality of undergraduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	8	8%	7	11%	5	10%	4	11%	3	6%	3	10%	7	8%	7	11%	1	7%	N<5	N<5
				Satisfied	33	36%	31	46%	14	28%	15	42%	20	43%	15	50%	30	36%	30	46%	3	29%	N<5	N<5
				Neither satisfied nor dissatisfied	28	30%	7	10%	18	36%	4	11%	10	23%	3	10%	26	31%	6	10%	2	17%	N<5	N<5
				Dissatisfied	16	17%	19	28%	8	16%	11	30%	8	18%	8	27%	12	14%	18	29%	4	37%	N<5	N<5
Q29G	nature of work > teaching	quality of graduate students	The quality of graduate students with whom you interact - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	9	10%	3	5%	5	10%	2	6%	4	9%	1	3%	8	10%	3	5%	1	10%	N<5	N<5
				Satisfied	17	21%	9	17%	9	22%	4	13%	8	21%	5	21%	14	20%	9	17%	3	30%	N<5	N<5
				Neither satisfied nor dissatisfied	33	42%	27	48%	14	35%	16	53%	19	49%	10	42%	29	41%	26	47%	4	50%	N<5	N<5
				Dissatisfied	17	22%	8	15%	9	22%	3	10%	8	22%	5	21%	16	23%	8	15%	1	11%	N<5	N<5
Q30B	nature of work > research	amount of time to conduct research	The amount of time you have to conduct research/produce creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	4	4%	7	10%	4	8%	4	11%	0	0%	3	9%	3	3%	7	10%	1	8%	N<5	N<5
				Satisfied	15	14%	9	13%	10	19%	7	18%	5	10%	2	6%	12	13%	7	11%	3	23%	N<5	N<5
				Neither satisfied nor dissatisfied	16	15%	7	10%	11	22%	6	16%	4	8%	1	3%	13	14%	7	11%	3	21%	N<5	N<5
				Dissatisfied	40	39%	18	26%	16	31%	11	30%	24	47%	7	22%	37	40%	18	27%	4	31%	N<5	N<5
Q30C	nature of work > research	expectations for finding external funding	The amount of external funding you are expected to find - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	29	28%	29	41%	11	21%	10	25%	19	35%	19	59%	27	30%	29	42%	2	17%	N<5	N<5
				Satisfied	3	3%	6	10%	3	7%	5	14%	0	0%	1	4%	2	3%	5	9%	1	9%	N<5	N<5
				Neither satisfied nor dissatisfied	16	18%	8	14%	8	18%	8	24%	8	18%	0	0%	14	19%	8	14%	2	16%	N<5	N<5
				Dissatisfied	45	52%	24	40%	18	43%	11	32%	27	61%	13	50%	40	52%	23	40%	6	51%	N<5	N<5
Q30D	nature of work > research	influence over focus of research	The influence you have over the focus of your research/creative work - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	13	15%	15	25%	9	20%	8	24%	4	9%	7	27%	12	16%	15	26%	1	7%	N<5	N<5
				Satisfied	10	12%	7	12%	5	11%	2	7%	5	12%	5	19%	8	11%	7	12%	2	18%	N<5	N<5
				Neither satisfied nor dissatisfied	47	45%	42	59%	27	51%	23	58%	20	39%	19	59%	43	47%	41	59%	4	30%	N<5	N<5
				Dissatisfied	41	40%	17	24%	17	34%	8	21%	24	45%	9	28%	35	38%	16	23%	7	56%	N<5	N<5
Q31	nature of work overall	quality of facilities	The quality of facilities (i.e., office, labs, classrooms) - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	7	7%	7	10%	5	9%	5	13%	2	4%	2	6%	6	7%	7	10%	1	6%	N<5	N<5
				Satisfied	5	5%	4	6%	2	4%	3	8%	3	6%	1	3%	5	6%	4	6%	0	0%	N<5	N<5
				Neither satisfied nor dissatisfied	4	4%	1	1%	1	2%	0	0%	3	6%	1	3%	3	3%	1	1%	1	8%	N<5	N<5
				Dissatisfied	13	13%	9	13%	6	11%	5	13%	7	14%	4	13%	12	13%	8	12%	1	8%	N<5	N<5
Q32	nature of work overall	amount of access to TA's, RA's, etc.	The amount of access you have to Teaching Fellows, Graduate Assistants, et al. - Please indicate your level of satisfaction or dissatisfaction with the following:	Very satisfied	37	35%	22	32%	19	37%	11	28%	18	34%	11	37%	32	35%	21	32%	5	38%	N<5	N<5
				Satisfied	17	16%	12	17%	10	19%	9	22%	7	14%	3	10%	15	16%	11	17%	2	17%	N<5	N<5
				Neither satisfied nor dissatisfied	29	28%	15	22%	13	24%	8	21%	16	31%	7	23%	25	28%	15	23%	3	29%	N<5	N<5
				Dissatisfied	8	8%	12	17%	4	8%	7	16%	4	8%	5	17%	7	8%	11	17%	1	8%	N<5	N<5
Q33A	nature of work overall	clerical/administrative services	Clerical/administrative services - How satisfied are you with the quality of these support services?	Very satisfied	23	24%	13	20%	11	23%	10	27%	12	26%	3	10%	20	24%	12	19%	3	26%	N<5	N<5
				Satisfied	20	21%	14	21%	11	23%	8	22%	9	19%	6	21%	19	23%	14	22%	1	7%	N<5	N<5
				Neither satisfied nor dissatisfied	26	27%	13	19%	15	31%	7	19%	11	24%	6	21%	22	26%	12	19%	4	33%	N<5	N<5
				Dissatisfied	18	19%	22	32%	8	17%	10	25%	10	21%	12	41%	16	19%	21	33%	2	18%	N<5	N<5
Q33B	nature of work > research	research services	Research services - How satisfied are you with the quality of these support services?	Very satisfied	31	30%	34	48%	22	43%	22	56%	9	18%	12	38%	25	28%	33	48%	6	49%	N<5	N<5
				Satisfied	28	28%	16	23%	12	23%	5	14%	17	32%	11	34%	27	30%	15	22%	1	8%	N<5	N<5
				Neither satisfied nor dissatisfied	20	19%	4	6%	9	17%	2	5%	11	21%	2	6%	16	18%	4	6%	4	30%	N<5	N<5
				Dissatisfied	17	16%	11	15%	7	13%	5	14%	10	20%	5	16%	15	17%	10	15%	2	13%	N<5	N<5
Q33C	nature of work > teaching	teaching services	Teaching services - How satisfied are you with the quality of these support services?	Very satisfied	7	7%	6	9%	2	4%	4	11%	5	10%	2	6%	7	8%	6	9%	0	0%	N<5	N<5
				Satisfied	9	9%	5	7%	6	12%	2	5%	3	6%	3	10%	6	7%	5	8%	3	22%	N<5	N<5
				Neither satisfied nor dissatisfied	18	19%	13	19%	7	14%	6	16%	11	23%	7	23%	16	19%	13	20%	2	17%	N<5	N<5
				Dissatisfied	30	31%	16	24%	17	34%	12	32%	13	27%	4	13%	27	32%	15	23%	3	25%	N<5	N<5
Q33D	nature of work overall	computing services	Computing services - How satisfied are you with the quality of these support services?	Very satisfied	25	25%	20	29%	11	23%	8	21%	13	27%	12	40%	21	25%	19	29%	3	28%	N<5	N<5
				Satisfied	16	16%	14	20%	8	16%	10	25%	8	17%	4	13%	15	18%	13	20%	1	8%	N<5	N<5
				Neither satisfied nor dissatisfied	32	31%	23	33%	15	29%	13	34%	17	34%	10	32%	25	29%	23	33%	6	54%	N<5	N<5
				Dissatisfied	52	52%	31	44%	24	49%	16	43%	28	54%	14	45%	47	52%	30	44%	5	46%	N<5	N<5
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very satisfied	11	11%	12	17%	8	16%	6	15%	3	6%	6	19%	11	12%	11	17%	0	0%	N<5	N<5
				Satisfied	4	4%	2	3%	2	4%	1	3%	2	4%	1	3%	4	5%	2	3%	0	0%	N<5	N<5
				Neither satisfied nor dissatisfied	2	2%	2	3%	1	2%	2	5%	1	2%	0	0%	2	2%	2	3%	0	0%	N<5	N<5
				Dissatisfied	14	13%	14	20%	8	15%	9	23%	6	11%	5	16%	9	10%	13	19%	4	37%	N<5	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very satisfied	52	49%	31	43%	24	45%	18	45%	28	53%	13	41%	47	50%	31	44%	5	42%	N<5	N<5
				Satisfied	19	18%	9	13%	12	23%	3	8%	7	14%	6	19%	19	21%	9	13%	0	0%	N<5	N<5
				Neither satisfied nor dissatisfied	15	14%	12	17%	7	13%	7	19%	8	16%	5	16%	13	14%	11	16%	2	14%	N<5	N<5
				Dissatisfied	6	6%	5	7%	3	5%	2	5%	3	6%	3	9%	5	7%	1	7%	N<5	N<5		
Q34A1	policy/practice > importance > climate/culture	formal mentoring	Formal mentoring program for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	14	14%	22	31%	4	8%	10	26%	10	19%	12	38%	11	12%	20	30%	3	25%	N<5	N<5
				Important	34	33%	30	42%	12	23%	17	44%	23	43%	13	41%	29	31%	30	43%	6	52%	N<5	N<5
				Neither important nor unimportant	33	32%	12	17%	19	37%	6	16%	14	28%	6	19%	32	35%	12	18%	1	7%	N<5	N<5
				Unimportant	20	19%	5	7%	15	29%	4	11%	5	10%	1	3%	18	20%	5	8%	2	16%	N<5	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Very important	2	2%	1	2%	2	4%	1	3%	0	0%	0	0%	2	2%	1	2%	0	0%	N<5	N<5
				Important	36	36%	42	59%	12	24%	20	51%	24	47%	22	69%	33	36%	41	60%	4	36%	N<5	N<5
				Neither important nor unimportant	41	41%	24	34%	20	40%	16	41%	22	41%	8	25%	36	40%	23	33%	5	46%	N<5	N<5
				Unimportant	18	18%	5	7%	14	28%	3	8%	4	8%	2	6%	16	18%	5	7%	2	17%	N<5	N<5
Q34A2	policy/practice > importance > climate/culture	informal mentoring	Informal mentoring - Please rate how important or unimportant you think each would be to your success.	Unimportant	5	5%	0	0%	4	8%	0	0%	1	2%	0	0%	5	5%	0	0%	0	0%	N<5	N<5
				Very unimportant	1	1%	0	0%	0	0%	0	1%	1	2%	0	0%	1	1%	0	0%	0	0%	N<5	N<5

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	OVERALL		MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR					
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A3	policy/practice > importance > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	34	34%	40	56%	13	26%	22	56%	21	41%	18	56%	30	32%	39	57%	5	46%	N<5	N<5
				Important	52	52%	26	36%	24	48%	15	38%	29	55%	11	34%	48	52%	25	36%	5	47%	N<5	N<5
				Neither important nor unimportant	10	10%	4	6%	10	20%	2	5%	0	0%	2	6%	9	10%	4	6%	1	7%	N<5	N<5
				Unimportant	4	4%	1	1%	2	4%	0	0%	2	4%	1	3%	4	4%	1	1%	0	0%	N<5	N<5
				Very unimportant	1	1%	0	0%	1	2%	0	1%	0	0%	0	0%	1	1%	0	0%	0	0%	N<5	N<5
Q34A4	policy/practice > importance > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - Please rate how important or unimportant you think each would be to your success.	Very important	36	36%	41	57%	12	24%	21	56%	24	47%	19	59%	32	35%	39	57%	5	46%	N<5	N<5
				Important	49	49%	25	35%	26	54%	15	38%	23	43%	10	31%	44	49%	25	36%	5	47%	N<5	N<5
				Neither important nor unimportant	13	13%	4	6%	10	20%	2	5%	3	6%	2	6%	12	13%	4	6%	1	7%	N<5	N<5
				Unimportant	0	0%	1	1%	0	0%	0	0%	0	0%	1	3%	0	0%	1	1%	0	0%	N<5	N<5
				Very unimportant	3	3%	0	0%	1	2%	0	1%	2	4%	0	0%	3	3%	0	0%	0	0%	N<5	N<5
Q34A5	policy/practice > importance > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - Please rate how important or unimportant you think each would be to your success.	Very important	23	23%	36	50%	7	14%	16	43%	16	32%	19	59%	19	22%	35	51%	4	36%	N<5	N<5
				Important	38	38%	27	38%	15	30%	17	44%	24	46%	10	31%	34	37%	26	37%	5	47%	N<5	N<5
				Neither important nor unimportant	26	26%	6	9%	18	36%	4	11%	8	16%	2	6%	24	27%	6	9%	2	17%	N<5	N<5
				Unimportant	10	10%	1	1%	7	14%	1	3%	3	6%	0	0%	10	11%	1	2%	0	0%	N<5	N<5
				Very unimportant	3	3%	1	1%	3	6%	0	0%	0	0%	1	3%	3	3%	1	1%	0	0%	N<5	N<5
Q34A6	policy/practice > importance > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - Please rate how important or unimportant you think each would be to your success.	Very important	30	29%	22	32%	8	15%	8	21%	22	43%	14	44%	25	26%	22	33%	6	51%	N<5	N<5
				Important	51	49%	34	48%	25	49%	20	51%	26	49%	14	44%	47	50%	32	46%	5	41%	N<5	N<5
				Neither important nor unimportant	20	19%	9	13%	16	30%	6	16%	4	8%	3	9%	19	20%	9	13%	1	7%	N<5	N<5
				Unimportant	2	2%	3	5%	2	4%	2	6%	0	0%	1	3%	2	2%	3	4%	0	0%	N<5	N<5
				Very unimportant	1	1%	2	3%	1	2%	2	5%	0	0%	0	0%	1	1%	2	3%	0	0%	N<5	N<5
Q34A7	policy/practice > importance > research	travel funds	Travel funds to present papers or conduct research - Please rate how important or unimportant you think each would be to your success.	Very important	61	58%	56	79%	21	39%	28	72%	40	76%	28	88%	53	57%	54	79%	8	64%	N<5	N<5
				Important	39	38%	12	16%	27	51%	9	22%	12	24%	3	9%	35	38%	11	17%	4	36%	N<5	N<5
				Neither important nor unimportant	3	3%	2	3%	3	6%	2	5%	0	0%	0	0%	3	3%	2	3%	0	0%	N<5	N<5
				Unimportant	2	2%	1	1%	2	4%	0	0%	0	0%	1	3%	2	2%	1	1%	0	0%	N<5	N<5
				Very unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	N<5	N<5
Q34A8	policy/practice > importance > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - Please rate how important or unimportant you think each would be to your success.	Very important	27	26%	35	49%	11	22%	17	45%	16	31%	17	53%	20	22%	34	49%	7	61%	N<5	N<5
				Important	44	44%	17	23%	18	35%	8	22%	27	51%	8	25%	42	46%	15	22%	3	25%	N<5	N<5
				Neither important nor unimportant	22	21%	14	19%	14	29%	11	28%	7	14%	3	9%	20	22%	13	20%	2	14%	N<5	N<5
				Unimportant	6	6%	5	7%	6	12%	1	3%	0	0%	4	13%	6	7%	5	7%	0	0%	N<5	N<5
				Very unimportant	3	3%	1	1%	1	2%	1	3%	2	4%	0	0%	3	3%	1	2%	0	0%	N<5	N<5
Q34A9	policy/practice > importance > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - Very important- Please rate how important or unimportant you think each would be to your success.	Very important	19	19%	19	27%	6	12%	8	21%	13	25%	11	34%	16	18%	19	28%	3	25%	N<5	N<5
				Important	34	34%	16	23%	16	32%	9	24%	19	35%	7	22%	29	33%	14	21%	5	44%	N<5	N<5
				Neither important nor unimportant	37	37%	27	38%	19	40%	16	41%	18	34%	11	34%	34	38%	27	39%	3	23%	N<5	N<5
				Unimportant	10	10%	7	10%	7	14%	5	13%	3	6%	2	6%	9	10%	7	11%	1	7%	N<5	N<5
				Very unimportant	1	1%	1	1%	1	2%	0	0%	0	0%	1	3%	1	1%	1	1%	0	0%	N<5	N<5
Q34A10	policy/practice > importance > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - Please rate how important or unimportant you think each would be to your success.	Very important	37	36%	43	60%	16	30%	21	56%	22	41%	21	66%	32	35%	41	60%	5	42%	N<5	N<5
				Important	46	44%	21	29%	19	37%	13	33%	27	51%	8	25%	41	44%	21	30%	5	44%	N<5	N<5
				Neither important nor unimportant	17	16%	4	6%	14	26%	3	9%	3	6%	1	3%	16	17%	4	6%	1	7%	N<5	N<5
				Unimportant	3	3%	3	4%	2	4%	1	3%	1	2%	2	6%	2	2%	3	4%	1	8%	N<5	N<5
				Very unimportant	2	2%	0	0%	2	4%	0	0%	0	0%	0	0%	2	2%	0	0%	0	0%	N<5	N<5
Q34A11	policy/practice > importance > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - Please rate how important or unimportant you think each would be to your success.	Very important	56	54%	53	75%	25	48%	27	70%	31	60%	26	81%	50	55%	51	75%	6	49%	N<5	N<5
				Important	43	42%	14	20%	24	47%	10	27%	19	38%	4	13%	37	41%	14	21%	6	51%	N<5	N<5
				Neither important nor unimportant	3	3%	2	3%	2	4%	0	0%	1	2%	2	6%	3	3%	2	3%	0	0%	N<5	N<5
				Unimportant	1	1%	1	1%	1	2%	1	3%	0	0%	0	0%	1	1%	1	2%	0	0%	N<5	N<5
				Very unimportant	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	N<5	N<5
Q34A12	policy/practice > importance > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - Please rate how important or unimportant you think each would be to your success.	Very important	35	35%	28	39%	13	26%	12	32%	23	43%	15	47%	31	34%	28	40%	5	48%	N<5	N<5
				Important	51	50%	32	45%	25	52%	20	51%	26	49%	12	38%	47	51%	30	43%	4	44%	N<5	N<5
				Neither important nor unimportant	14	14%	9	13%	11	22%	5	13%	3	6%	4	13%	13	14%	9	13%	1	8%	N<5	N<5
				Unimportant	1	1%	1	2%	0	0%	0	1%	1	2%	1	3%	1	1%	1	1%	0	0%	N<5	N<5
				Very unimportant	0	0%	1	1%	0	0%	1	3%	0	0%	0	0%	0	0%	1	2%	0	0%	N<5	N<5
Q34A13	policy/practice > importance > work/home	childcare	Childcare - Please rate how important or unimportant you think each would be to your success.	Very important	16	17%	11	17%	7	14%	7	19%	9	19%	4	13%	11	13%	11	17%	5	39%	N<5	N<5
				Important	18	19%	9	14%	9	19%	3	8%	9	19%	6	20%	16	19%	9	14%	2	15%	N<5	N<5
				Neither important nor unimportant	24	25%	20	29%	12	25%	12	31%	12	24%	8	27%	20	24%	17	27%	4	31%	N<5	N<5
				Unimportant	17	18%	8	12%	11	23%	6	17%	6	13%	2	7%	15	18%	8	13%	2	15%	N<5	N<5
				Very unimportant	21	22%	19	29%	9	19%	9	25%	12	25%	10	33%	21	25%	19	30%	0	0%	N<5	N<5
Q34A14	policy/practice > importance > compensation	financial assistance with housing	Financial assistance with housing - Please rate how important or unimportant you think each would be to your success.	Very important	11	11%	6	9%	5	10%	4	11%	6	12%	2	6%	9	10%	6	9%	2	15%	N<5	N<5
				Important	23	23%	20	28%	12	24%	12	30%	11	22%	8	25%	20	23%	19	28%	3	25%	N<5	N<5
				Neither important nor unimportant	36	36%	18	26%	15	30%	10	27%	22	42%	8	25%	31	35%	16	24%	5	45%	N<5	N<5
				Unimportant	19	19%	10	14%	11	22%	6	16%	8	16%	4	13%	17	19%	10	15%	2	15%	N<5	N<5
				Very unimportant	11	11%	16	23%	7	14%	6	16%	4	8%	10	31%	11	12%	16	24%	0	0%	N<5	N<5
Q34A15	policy/practice > importance > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	27	29%	10	14%	7	16%	4	11%	20	40%	6	19%	24	28%	10	15%	4	41%	N<5	N<5
				Important	32	34%	28	39%	17	40%	16	41%	14	28%	12	38%	28	33%	28	40%	3	38%	N<5	N<5
				Neither important nor unimportant	23	25%	16	23%	13	30%	10	27%	10	20										

The Collaborative on Academic Careers in Higher Education
 Tenure-Track Faculty Job Satisfaction Survey
 Survey Administration 2008-09

item	theme	name	description	response scale	OVERALL		MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR					
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34A1 6	policy/practice > importance > work/home	spousal/partner hiring program	Spousal/partner hiring program - Please rate how important or unimportant you think each would be to your success.	Very important	24	25%	17	24%	13	27%	9	24%	11	22%	8	25%	20	23%	16	24%	4	37%	N<5	N<5
				Important	20	21%	21	29%	9	19%	17	43%	11	22%	4	13%	18	21%	20	29%	2	17%	N<5	N<5
				Neither important nor unimportant	27	28%	17	23%	15	32%	8	20%	12	24%	9	28%	24	28%	16	24%	3	29%	N<5	N<5
				Unimportant	11	11%	3	4%	4	9%	1	3%	7	14%	2	6%	9	11%	3	4%	2	17%	N<5	N<5
				Very unimportant	15	16%	13	19%	6	13%	4	11%	9	18%	9	28%	15	17%	13	19%	0	0%	N<5	N<5
Q34A1 7	policy/practice > importance > work/home	elder care	Elder care - Please rate how important or unimportant you think each would be to your success.	Very important	14	15%	N/A	N/A	3	7%	N/A	N/A	11	22%	N/A	N/A	12	14%	N/A	N/A	2	21%	N/A	N/A
				Important	20	21%	N/A	N/A	8	18%	N/A	N/A	12	24%	N/A	N/A	18	21%	N/A	N/A	2	23%	N/A	N/A
				Neither important nor unimportant	36	38%	N/A	N/A	19	42%	N/A	N/A	18	34%	N/A	N/A	32	37%	N/A	N/A	4	45%	N/A	N/A
				Unimportant	8	8%	N/A	N/A	5	11%	N/A	N/A	3	6%	N/A	N/A	7	8%	N/A	N/A	1	11%	N/A	N/A
				Very unimportant	17	18%	N/A	N/A	10	22%	N/A	N/A	7	14%	N/A	N/A	17	20%	N/A	N/A	0	0%	N/A	N/A
Q34A1 8	policy/practice > importance > compensation	tuition waivers	Tuition waivers for dependent or spouse - Please rate how important or unimportant you think each would be to your success.	Very important	39	39%	N/A	N/A	19	39%	N/A	N/A	21	39%	N/A	N/A	32	36%	N/A	N/A	7	60%	N/A	N/A
				Important	23	23%	N/A	N/A	9	18%	N/A	N/A	4	8%	N/A	N/A	21	24%	N/A	N/A	2	17%	N/A	N/A
				Neither important nor unimportant	22	22%	N/A	N/A	14	28%	N/A	N/A	8	16%	N/A	N/A	20	23%	N/A	N/A	2	15%	N/A	N/A
				Unimportant	6	6%	N/A	N/A	3	6%	N/A	N/A	3	5%	N/A	N/A	5	6%	N/A	N/A	1	7%	N/A	N/A
				Very unimportant	10	10%	N/A	N/A	4	8%	N/A	N/A	6	12%	N/A	N/A	10	11%	N/A	N/A	0	0%	N/A	N/A
Q34A1 9	policy/practice > importance > work/home	modified duties	Modified duties for parental or other family reasons - Please rate how important or unimportant you think each would be to your success.	Very important	19	19%	N/A	N/A	8	17%	N/A	N/A	11	22%	N/A	N/A	18	21%	N/A	N/A	1	9%	N/A	N/A
				Important	39	39%	N/A	N/A	18	38%	N/A	N/A	21	40%	N/A	N/A	31	36%	N/A	N/A	7	67%	N/A	N/A
				Neither important nor unimportant	28	28%	N/A	N/A	15	31%	N/A	N/A	13	26%	N/A	N/A	26	30%	N/A	N/A	2	17%	N/A	N/A
				Unimportant	5	5%	N/A	N/A	3	6%	N/A	N/A	2	3%	N/A	N/A	4	5%	N/A	N/A	1	7%	N/A	N/A
				Very unimportant	8	8%	N/A	N/A	4	8%	N/A	N/A	4	8%	N/A	N/A	8	9%	N/A	N/A	0	0%	N/A	N/A
Q34A2 0	policy/practice > importance > work/home	part-time tenure-track position	Part-time tenure-track position - Please rate how important or unimportant you think each would be to your success.	Very important	8	8%	N/A	N/A	3	7%	N/A	N/A	5	10%	N/A	N/A	8	9%	N/A	N/A	0	0%	N/A	N/A
				Important	18	19%	N/A	N/A	7	15%	N/A	N/A	11	22%	N/A	N/A	16	19%	N/A	N/A	2	17%	N/A	N/A
				Neither important nor unimportant	32	33%	N/A	N/A	15	33%	N/A	N/A	18	33%	N/A	N/A	26	31%	N/A	N/A	6	56%	N/A	N/A
				Unimportant	20	21%	N/A	N/A	10	22%	N/A	N/A	10	19%	N/A	N/A	18	21%	N/A	N/A	2	17%	N/A	N/A
				Very unimportant	18	19%	N/A	N/A	10	22%	N/A	N/A	8	16%	N/A	N/A	17	20%	N/A	N/A	1	10%	N/A	N/A
Q34B1	policy/practice > effectiveness > climate/culture	formal mentoring	Formal mentoring program for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	1	1%	5	9%	1	3%	3	10%	0	0%	2	8%	0	0%	5	9%	1	13%	N<5	N<5
				Effective	21	30%	23	41%	8	27%	13	41%	13	32%	10	40%	16	26%	22	39%	5	62%	N<5	N<5
				Neither effective nor ineffective	26	37%	11	20%	14	47%	6	19%	12	30%	5	20%	24	39%	11	20%	2	26%	N<5	N<5
				Ineffective	14	20%	5	9%	5	17%	2	7%	9	23%	3	12%	14	23%	5	9%	0	0%	N<5	N<5
				Very ineffective	8	12%	12	21%	2	7%	7	23%	6	15%	5	20%	8	13%	12	22%	0	0%	N<5	N<5
Q34B2	policy/practice > effectiveness > climate/culture	informal mentoring	Informal mentoring - How effective or ineffective for you have been the following at your institution?	Very effective	10	12%	19	29%	4	10%	11	32%	6	14%	8	26%	9	12%	18	29%	1	10%	N<5	N<5
				Effective	35	41%	30	44%	16	39%	14	41%	19	43%	15	48%	31	42%	29	44%	4	36%	N<5	N<5
				Neither effective nor ineffective	30	35%	8	12%	19	46%	4	12%	11	25%	4	13%	25	34%	8	13%	5	46%	N<5	N<5
				Ineffective	6	7%	3	5%	2	4%	1	4%	4	9%	2	6%	5	7%	3	5%	1	8%	N<5	N<5
				Very ineffective	4	5%	6	9%	0	0%	4	12%	4	9%	2	6%	4	6%	6	10%	0	0%	N<5	N<5
Q34B3	policy/practice > effectiveness > tenure	periodic, formal performance reviews	Periodic, formal performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	7	7%	14	21%	4	8%	9	25%	3	6%	5	16%	13	20%	2	19%	N<5	N<5		
				Effective	47	48%	30	43%	20	42%	13	35%	28	54%	17	53%	42	47%	29	43%	6	56%	N<5	N<5
				Neither effective nor ineffective	17	18%	13	20%	7	15%	9	26%	10	20%	4	13%	17	20%	13	20%	0	0%	N<5	N<5
				Ineffective	21	21%	7	10%	13	29%	2	6%	7	14%	5	16%	18	21%	7	11%	3	25%	N<5	N<5
				Very ineffective	6	6%	4	6%	3	6%	3	9%	3	6%	1	3%	6	7%	4	6%	0	0%	N<5	N<5
Q34B4	policy/practice > effectiveness > tenure	written summary of performance reviews	Written summary of periodic performance reviews for junior faculty - How effective or ineffective for you have been the following at your institution?	Very effective	7	7%	11	17%	5	10%	10	29%	2	4%	1	3%	10	16%	2	19%	N<5	N<5		
				Effective	43	45%	26	39%	18	37%	11	30%	26	53%	15	48%	40	46%	26	40%	4	36%	N<5	N<5
				Neither effective nor ineffective	24	25%	13	20%	13	26%	7	21%	11	24%	6	19%	22	26%	13	21%	2	17%	N<5	N<5
				Ineffective	17	18%	12	18%	9	18%	5	15%	8	17%	7	23%	14	16%	12	19%	3	27%	N<5	N<5
				Very ineffective	5	5%	4	6%	4	8%	2	5%	1	2%	2	6%	5	6%	3	5%	0	0%	N<5	N<5
Q34B5	policy/practice > effectiveness > research	professional assistance in obtaining grants	Professional assistance in obtaining externally funded grants - How effective or ineffective for you have been the following at your institution?	Very effective	2	3%	0	0%	1	3%	0	0%	1	3%	0	0%	1	2%	0	0%	1	11%	N<5	N<5
				Effective	6	8%	10	18%	2	5%	6	19%	4	10%	4	17%	4	6%	9	16%	2	19%	N<5	N<5
				Neither effective nor ineffective	29	39%	10	18%	13	36%	8	24%	17	41%	2	8%	27	41%	10	18%	2	22%	N<5	N<5
				Ineffective	16	21%	18	31%	5	13%	11	33%	11	28%	7	29%	14	21%	17	31%	2	19%	N<5	N<5
				Very ineffective	23	30%	19	33%	16	43%	8	24%	7	18%	11	46%	20	30%	19	34%	3	30%	N<5	N<5
Q34B6	policy/practice > effectiveness > teaching	professional assistance for improving teaching	Professional assistance for improving teaching - How effective or ineffective for you have been the following at your institution?	Very effective	26	28%	12	20%	11	23%	7	22%	15	32%	5	17%	21	25%	12	20%	5	46%	N<5	N<5
				Effective	50	53%	29	47%	23	50%	14	42%	27	57%	15	52%	47	56%	28	46%	4	36%	N<5	N<5
				Neither effective nor ineffective	13	14%	15	24%	9	19%	7	20%	4	9%	8	28%	12	14%	14	24%	1	10%	N<5	N<5
				Ineffective	3	3%	4	7%	2	4%	3	9%	1	2%	1	3%	3	4%	4	7%	0	0%	N<5	N<5
				Very ineffective	2	2%	2	3%	2	4%	2	6%	0	0%	0	0%	1	1%	2	3%	1	8%	N<5	N<5
Q34B7	policy/practice > effectiveness > research	travel funds	Travel funds to present papers or conduct research - How effective or ineffective for you have been the following at your institution?	Very effective	6	6%	12	17%	4	8%	6	16%	2	3%	6	19%	4	4%	11	17%	2	14%	N<5	N<5
				Effective	40	39%	25	36%	22	42%	14	36%	19	36%	11	35%	34	38%	25	36%	6	48%	N<5	N<5
				Neither effective nor ineffective	18	17%	10	15%	11	21%	7	19%	7	14%	3	10%	17	19%	10	15%	1	7%	N<5	N<5
				Ineffective	22	21%	8	12%	9	17%	4	11%	13	26%	4	11%	19	21%	8	12%	3	23%	N<5	N<5
				Very ineffective	17	17%	14	21%	7	13%	7	19%	10	20%	7	23%	16	18%	13	20%	1	8%	N<5	N<5
Q34B8	policy/practice > effectiveness > research	paid/unpaid research leave	Paid or unpaid research leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	1	2%	2	5%	1	3%	1	5%	0	0%	1	5%	0	0%	2	5%	1	13%	N<5	N<5
				Effective	10	16%	1	2%	5	17%	1	5%	5	16%	0	0%	8	15%	1	3%	2	24%	N<5	N<5
				Neither effective nor ineffective	21	35%	10	24%	10	33%	6	27%	11	37%	4	20%	19	37%	9	23%	2	25%	N<5	N<5
				Ineffective	13	22%	5	12%	6	20%	4	18%	7	24%	1	5%	12	23%	5	13%	1	11%	N<5	N<5
				Very ineffective	15	25%	25	57%	8	27%	11	46%	7	23%	14	70%	13	25%	23	57				

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item	theme	name	description	response scale	OVERALL				MALES				FEMALES				CHANGE OVER TIME				WHITE FACULTY				FACULTY OF COLOR			
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q34B9	policy/practice > effectiveness > work/home	paid/unpaid personal leave	Paid or unpaid personal leave during the pre-tenure period - How effective or ineffective for you have been the following at your institution?	Very effective	3	6%	2	6%	2	7%	1	6%	1	4%	1	6%	2	5%	2	5%	1	13%	N<5	N<5				
				Effective	17	33%	2	5%	9	31%	1	4%	8	34%	1	6%	13	30%	2	5%	4	50%	N<5	N<5				
				Neither effective nor ineffective	27	52%	14	35%	14	48%	9	40%	13	57%	5	29%	25	57%	13	35%	2	25%	N<5	N<5				
				Ineffective	2	4%	6	15%	1	3%	3	13%	1	4%	3	18%	1	2%	5	13%	1	11%	N<5	N<5				
Q34B10	policy/practice > effectiveness > tenure	upper limit on committee assignments	An upper limit on committee assignments for tenure-track faculty - How effective or ineffective for you have been the following at your institution?	Very ineffective	3	6%	16	39%	3	11%	9	37%	0	0%	7	41%	3	7%	15	41%	0	0%	N<5	N<5				
				Very effective	3	4%	3	5%	3	9%	3	9%	0	0%	0	0%	1	2%	2	4%	2	21%	N<5	N<5				
				Effective	10	15%	7	13%	4	12%	5	17%	6	19%	2	8%	8	15%	7	13%	2	19%	N<5	N<5				
				Neither effective nor ineffective	17	26%	12	21%	10	30%	8	26%	7	23%	4	15%	15	27%	11	20%	2	21%	N<5	N<5				
Q34B11	policy/practice > effectiveness > teaching	upper limit on teaching obligations	An upper limit on teaching obligations - How effective or ineffective for you have been the following at your institution?	Ineffective	18	27%	13	23%	10	29%	5	17%	8	26%	8	31%	15	27%	13	24%	3	28%	N<5	N<5				
				Very ineffective	17	27%	22	38%	7	21%	10	31%	10	33%	12	46%	16	29%	21	39%	1	11%	N<5	N<5				
				Very effective	7	8%	9	15%	6	13%	7	22%	1	2%	2	7%	6	8%	8	14%	1	9%	N<5	N<5				
				Effective	30	33%	12	20%	16	35%	6	19%	14	31%	6	21%	24	31%	11	19%	5	49%	N<5	N<5				
Q34B12	policy/practice > effectiveness > climate/culture	peer reviews of teaching or research	Peer reviews of teaching or research/creative work - How effective or ineffective for you have been the following at your institution?	Neither effective nor ineffective	21	23%	10	16%	13	29%	7	20%	8	18%	3	11%	19	25%	9	16%	2	15%	N<5	N<5				
				Ineffective	25	29%	15	25%	8	18%	5	16%	18	39%	10	36%	24	31%	15	26%	1	9%	N<5	N<5				
				Very ineffective	6	7%	15	24%	2	4%	8	23%	4	9%	7	25%	4	5%	14	25%	2	18%	N<5	N<5				
				Very effective	5	5%	6	9%	4	9%	4	11%	1	2%	2	6%	3	4%	6	9%	2	19%	N<5	N<5				
Q34B13	policy/practice > effectiveness > work/home	childcare	Childcare - How effective or ineffective for you have been the following at your institution?	Effective	39	42%	26	38%	18	39%	11	30%	21	44%	15	48%	35	43%	26	38%	3	34%	N<5	N<5				
				Neither effective nor ineffective	26	28%	16	23%	14	31%	9	25%	12	26%	6	19%	23	28%	14	22%	3	29%	N<5	N<5				
				Ineffective	17	18%	14	21%	7	15%	9	25%	10	21%	5	16%	15	18%	14	22%	2	18%	N<5	N<5				
				Very ineffective	6	7%	6	9%	3	7%	3	9%	3	6%	3	10%	6	7%	6	9%	0	0%	N<5	N<5				
Q34B14	policy/practice > effectiveness > compensation	financial assistance with housing	Financial assistance with housing - How effective or ineffective for you have been the following at your institution?	Very effective	1	3%	1	4%	1	6%	0	0%	0	0%	1	8%	0	0%	1	4%	1	21%	N<5	N<5				
				Effective	2	7%	3	11%	1	6%	2	13%	1	7%	1	8%	2	8%	3	11%	0	0%	N<5	N<5				
				Neither effective nor ineffective	15	50%	13	46%	9	58%	10	62%	6	43%	3	25%	13	52%	12	45%	2	43%	N<5	N<5				
				Ineffective	1	3%	1	4%	0	0%	1	6%	1	7%	0	0%	1	4%	1	4%	0	0%	N<5	N<5				
Q34B15	policy/practice > effectiveness > work/home	stop-the-clock	Stop-the-clock for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very ineffective	11	36%	10	36%	5	30%	3	19%	6	43%	7	58%	9	36%	10	37%	2	35%	N<5	N<5				
				Very effective	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	N<5	N<5				
				Effective	0	0%	3	10%	0	0%	3	16%	0	0%	0	0%	0	0%	3	10%	0	0%	N<5	N<5				
				Neither effective nor ineffective	16	52%	12	40%	8	45%	8	42%	8	61%	4	36%	13	50%	11	38%	3	61%	N<5	N<5				
Q34B16	policy/practice > effectiveness > work/home	spousal/partner hiring program	Spousal/partner hiring program - How effective or ineffective for you have been the following at your institution?	Ineffective	4	13%	4	13%	3	17%	3	16%	1	8%	1	9%	4	15%	4	14%	0	0%	N<5	N<5				
				Very ineffective	11	35%	11	37%	7	38%	5	27%	4	32%	6	55%	9	35%	11	38%	2	39%	N<5	N<5				
				Very effective	1	4%	0	0%	1	9%	0	0%	0	0%	0	0%	1	5%	0	0%	N<5	N<5	N<5	N<5				
				Effective	6	25%	1	4%	5	45%	1	6%	1	8%	0	0%	4	20%	1	4%	N<5	N<5	N<5	N<5				
Q34B17	policy/practice > effectiveness > work/home	elder care	Elder care - How effective or ineffective for you have been the following at your institution?	Neither effective nor ineffective	12	50%	15	53%	4	37%	10	58%	8	61%	5	45%	10	50%	13	50%	N<5	N<5	N<5	N<5				
				Ineffective	2	9%	2	7%	0	0%	2	12%	2	16%	0	0%	2	10%	2	8%	N<5	N<5	N<5	N<5				
				Very ineffective	3	13%	10	36%	1	9%	4	24%	2	16%	6	55%	3	15%	10	38%	N<5	N<5	N<5	N<5				
				Very effective	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	N<5	N<5	N/A	N/A		
Q34B18	policy/practice > effectiveness > compensation	tuition waivers	Tuition waivers - How effective or ineffective for you have been the following at your institution?	Effective	7	21%	4	11%	3	16%	2	10%	4	27%	2	12%	7	24%	4	12%	0	0%	N<5	N<5				
				Neither effective nor ineffective	10	29%	16	46%	8	43%	12	57%	2	13%	4	29%	8	27%	15	46%	2	42%	N<5	N<5				
				Ineffective	4	11%	4	11%	2	10%	2	9%	2	13%	2	14%	3	10%	3	9%	1	17%	N<5	N<5				
				Very ineffective	13	39%	11	32%	6	32%	5	24%	7	47%	6	43%	11	38%	11	33%	2	42%	N<5	N<5				
Q34B19	policy/practice > effectiveness > work/home	modified duties for parental or other family reasons	Modified duties for parental or other family reasons - How effective or ineffective for you have been the following at your institution?	Very effective	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A				
				Effective	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A				
				Neither effective nor ineffective	8	29%	N/A	N/A	4	26%	N/A	N/A	4	26%	N/A	N/A	7	28%	N/A	N/A	N<5	N<5	N/A	N/A				
				Ineffective	10	37%	N/A	N/A	6	41%	N/A	N/A	4	33%	N/A	N/A	9	36%	N/A	N/A	N<5	N<5	N/A	N/A				
Q34B20	policy/practice > effectiveness > work/home	part-time tenure-track position	Part-time tenure-track position - How effective or ineffective for you have been the following at your institution?	Very ineffective	6	12%	1	2%	5	22%	1	4%	1	4%	0	0%	4	9%	1	2%	N<5	N<5	N<5	N<5				
				Very effective	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A				
				Effective	2	12%	N/A	N/A	1	11%	N/A	N/A	1	13%	N/A	N/A	2	12%	N/A	N/A	N<5	N<5	N/A	N/A				
				Neither effective nor ineffective	7	41%	N/A	N/A	5	56%	N/A	N/A	2	25%	N/A	N/A	7	41%	N/A	N/A	N<5	N<5	N/A	N/A				
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Ineffective	4	24%	N/A	N/A	0	0%	N/A	N/A	4	24%	N/A	N/A	4	24%	N/A	N/A	N<5	N<5	N/A	N/A				
				Very ineffective	4	23%	N/A	N/A	3	33%	N/A	N/A	1	13%	N/A	N/A	4	23%	N/A	N/A	N<5	N<5	N/A	N/A				
				Strongly agree	6	12%	1	2%	5	22%	1	4%	1	4%	0	0%	4	9%	1	2%	N<5	N<5	N<5	N<5				
				Somewhat agree	9	18%	11	27%	4	17%	9	33%	5	19%	2	14%	9	20%	11	27%	N<5	N<5	N<5	N<5				
Q35A	policy/practice > work/home	institution makes having children and tenure-track compatible	My institution does what it can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Neither agree nor disagree	14	28%	11	25%	8	35%	5	19%	6	22%	5	36%	13	28%	10	24%	N<5	N<5	N<5	N<5				
				Somewhat disagree	8	16%	9	22%	5	22%	4	15%	3	11%	5	36%	8	17%	9	22%	N<5	N<5	N<5	N<5				
				Strongly disagree	13	26%	10	24%	1	4%	8	29%	12	44%	2	14%	12	26%	10	24%	N<5	N<5	N<5	N<5				

The Collaborative on Academic Careers in Higher Education

Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

item	theme	name	description	response scale	OVERALL		MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR					
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
					Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q35B	policy/practice > work/home	institution makes raising children and tenure-track compatible	My institution does what it can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	5	9%	3	6%	4	16%	3	9%	1	3%	0	0%	3	6%	2	5%	2	31%	N<5	N<5
				Somewhat agree	13	25%	16	35%	6	25%	11	37%	7	24%	5	33%	12	26%	16	36%	1	17%	N<5	N<5
				Neither agree nor disagree	13	24%	12	25%	8	34%	7	21%	5	17%	5	33%	12	25%	11	25%	1	18%	N<5	N<5
				Somewhat disagree	10	19%	7	15%	5	21%	3	10%	5	17%	4	27%	9	19%	7	16%	1	17%	N<5	N<5
				Strongly disagree	12	23%	8	18%	1	4%	7	23%	11	38%	1	7%	11	24%	8	18%	1	18%	N<5	N<5
Q35C	policy/practice > work/home	colleagues make having children and tenure-track compatible	My departmental colleagues do what they can to make having children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	20	35%	8	18%	11	41%	7	25%	9	29%	1	6%	19	36%	8	18%	1	21%	N<5	N<5
				Somewhat agree	20	34%	17	38%	8	29%	7	25%	12	39%	10	63%	17	32%	17	38%	3	58%	N<5	N<5
				Neither agree nor disagree	11	19%	13	28%	6	22%	9	29%	5	16%	4	25%	10	19%	12	27%	1	21%	N<5	N<5
				Somewhat disagree	5	9%	5	11%	2	7%	4	14%	3	10%	1	6%	5	9%	5	11%	0	0%	N<5	N<5
				Strongly disagree	2	4%	2	5%	0	0%	2	7%	2	6%	0	0%	2	4%	2	5%	0	0%	N<5	N<5
Q35D	policy/practice > work/home	colleagues make raising children and tenure-track compatible	My departmental colleagues do what they can to make raising children and the tenure-track compatible - Please indicate your level of agreement or disagreement with the following statements:	Strongly agree	21	33%	9	19%	12	39%	7	22%	9	28%	2	13%	18	32%	8	17%	3	42%	N<5	N<5
				Somewhat agree	23	36%	19	40%	14	45%	9	29%	9	28%	10	63%	21	37%	19	41%	2	27%	N<5	N<5
				Neither agree nor disagree	8	13%	12	24%	3	10%	9	27%	5	15%	3	19%	6	11%	11	24%	2	31%	N<5	N<5
				Somewhat disagree	8	13%	6	13%	2	7%	5	16%	6	19%	1	6%	8	14%	6	13%	0	0%	N<5	N<5
				Strongly disagree	3	5%	2	4%	0	0%	2	6%	3	9%	0	0%	3	5%	2	4%	0	0%	N<5	N<5
Q35E	policy/practice > work/home	colleagues are respectful of efforts to balance work/home	My colleagues are respectful of my efforts to balance work and home responsibilities - Please indicate your level of agreement with the following statements:	Strongly agree	34	41%	N/A	N/A	18	46%	N/A	N/A	17	38%	N/A	N/A	30	42%	N/A	N/A	4	39%	N/A	N/A
				Somewhat agree	23	28%	N/A	N/A	11	28%	N/A	N/A	12	28%	N/A	N/A	22	31%	N/A	N/A	1	10%	N/A	N/A
				Neither agree nor disagree	13	16%	N/A	N/A	6	15%	N/A	N/A	7	16%	N/A	N/A	10	14%	N/A	N/A	3	32%	N/A	N/A
				Somewhat disagree	8	9%	N/A	N/A	3	8%	N/A	N/A	5	11%	N/A	N/A	6	8%	N/A	N/A	2	19%	N/A	N/A
				Strongly disagree	4	5%	N/A	N/A	1	3%	N/A	N/A	3	7%	N/A	N/A	4	6%	N/A	N/A	0	0%	N/A	N/A
Q36	policy/practice > compensation	compensation	How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?	Very satisfied	7	7%	3	4%	3	6%	1	3%	4	8%	2	6%	6	7%	3	4%	1	7%	N<5	N<5
				Satisfied	38	38%	19	27%	18	36%	10	26%	21	40%	9	28%	34	38%	18	26%	4	36%	N<5	N<5
				Neither satisfied nor dissatisfied	18	18%	7	10%	13	26%	5	13%	5	10%	2	6%	15	17%	7	10%	3	29%	N<5	N<5
				Dissatisfied	25	25%	31	42%	8	16%	15	39%	18	34%	15	47%	25	27%	30	43%	1	8%	N<5	N<5
				Very dissatisfied	12	12%	12	17%	8	16%	8	20%	4	8%	4	13%	10	11%	11	16%	2	19%	N<5	N<5
Q37	policy/practice > work/home	ability to balance between professional and personal time	How satisfied or dissatisfied are you with the balance between professional time and personal or family time?	Very satisfied	7	7%	3	4%	6	12%	1	3%	1	2%	2	6%	7	8%	3	4%	0	0%	N<5	N<5
				Satisfied	34	33%	21	29%	21	42%	14	34%	12	24%	7	22%	28	31%	20	28%	5	49%	N<5	N<5
				Neither satisfied nor dissatisfied	13	13%	12	17%	8	16%	8	21%	5	10%	4	13%	11	12%	12	18%	2	18%	N<5	N<5
				Dissatisfied	35	35%	24	33%	13	25%	11	29%	23	44%	12	38%	33	36%	24	34%	3	24%	N<5	N<5
				Very dissatisfied	13	13%	12	17%	3	6%	5	13%	10	20%	7	22%	12	13%	11	16%	1	9%	N<5	N<5
Q38A	climate, culture, collegiality	fairness of immediate supervisor's evaluations	The fairness with which your immediate supervisor evaluates your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	49	50%	38	55%	28	55%	23	60%	22	44%	15	48%	45	51%	36	54%	4	38%	N<5	N<5
				Satisfied	33	33%	20	29%	15	31%	8	20%	18	36%	12	39%	28	32%	19	29%	5	45%	N<5	N<5
				Neither satisfied nor dissatisfied	7	7%	3	5%	3	6%	1	4%	4	8%	2	6%	6	7%	3	5%	1	7%	N<5	N<5
				Dissatisfied	7	7%	5	7%	3	6%	4	11%	4	8%	1	3%	7	8%	5	8%	0	0%	N<5	N<5
				Very dissatisfied	3	3%	3	4%	1	2%	2	6%	2	4%	1	3%	2	2%	3	5%	1	10%	N<5	N<5
Q38B	climate, culture, collegiality	interest tenured faculty take in your professional development	The interest tenured faculty take in your professional development - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	30	30%	27	39%	17	34%	17	46%	13	27%	10	31%	26	30%	26	38%	4	34%	N<5	N<5
				Satisfied	30	30%	22	32%	18	38%	10	28%	11	23%	12	38%	25	29%	22	33%	5	42%	N<5	N<5
				Neither satisfied nor dissatisfied	15	15%	7	10%	7	14%	2	4%	8	16%	5	16%	13	15%	6	9%	2	15%	N<5	N<5
				Dissatisfied	15	15%	9	13%	3	6%	5	14%	12	25%	4	13%	15	17%	9	14%	0	0%	N<5	N<5
				Very dissatisfied	9	9%	4	6%	4	8%	3	8%	5	10%	1	3%	8	9%	4	6%	1	9%	N<5	N<5
Q38C	climate, culture, collegiality	opportunities to collaborate with tenured faculty	Your opportunities to collaborate with tenured faculty - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	22	22%	24	35%	15	30%	15	41%	7	14%	9	29%	19	22%	23	34%	3	26%	N<5	N<5
				Satisfied	37	37%	27	39%	16	33%	10	26%	20	40%	17	55%	31	36%	26	40%	5	47%	N<5	N<5
				Neither satisfied nor dissatisfied	22	22%	9	12%	14	28%	5	15%	8	16%	3	10%	19	22%	8	12%	3	27%	N<5	N<5
				Dissatisfied	13	13%	7	10%	3	6%	5	14%	10	21%	2	6%	13	15%	7	11%	0	0%	N<5	N<5
				Very dissatisfied	5	5%	2	3%	1	2%	2	6%	4	8%	0	0%	5	6%	2	3%	0	0%	N<5	N<5
Q38D	climate, culture, collegiality	value faculty in your department place on your work	The value faculty in your department place on your work - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	31	31%	N/A	N/A	18	36%	N/A	N/A	13	27%	N/A	N/A	29	33%	N/A	N/A	2	17%	N/A	N/A
				Satisfied	37	37%	N/A	N/A	18	37%	N/A	N/A	18	36%	N/A	N/A	30	35%	N/A	N/A	6	55%	N/A	N/A
				Neither satisfied nor dissatisfied	17	17%	N/A	N/A	6	12%	N/A	N/A	11	23%	N/A	N/A	16	18%	N/A	N/A	1	9%	N/A	N/A
				Dissatisfied	8	8%	N/A	N/A	5	10%	N/A	N/A	3	6%	N/A	N/A	7	8%	N/A	N/A	1	9%	N/A	N/A
				Very dissatisfied	6	6%	N/A	N/A	2	4%	2	4%	4	8%	N/A	N/A	5	6%	N/A	N/A	1	9%	N/A	N/A
Q39A	climate, culture, collegiality	amount of professional interaction with tenured colleagues	The amount of professional interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	29	30%	31	43%	20	41%	16	43%	9	18%	14	44%	25	29%	30	43%	4	35%	N<5	N<5
				Satisfied	36	37%	24	34%	20	41%	11	28%	17	33%	13	41%	33	38%	22	33%	3	26%	N<5	N<5
				Neither satisfied nor dissatisfied	15	15%	8	12%	5	10%	4	11%	10	20%	4	13%	13	15%	8	12%	2	16%	N<5	N<5
				Dissatisfied	15	15%	6	9%	4	8%	5	13%	11	22%	1	3%	13	15%	6	9%	1	14%	N<5	N<5
				Very dissatisfied	3	3%	2	3%	0	0%	2	5%	3	6%	0	0%	2	2%	2	3%	1	9%	N<5	N<5
Q39B	climate, culture, collegiality	amount of personal interaction with tenured colleagues	The amount of personal interaction you have with tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	34	34%	33	45%	21	45%	19	47%	12	24%	14	44%	29	33%	32	46%	5	42%	N<5	N<5
				Satisfied	41	41%	24	33%	20	41%	14	35%	21	42%	10	31%	37	41%	23	32%	4	40%	N<5	N<5
				Neither satisfied nor dissatisfied	13	13%	12	17%	6	12%	6	16%	7	14%	6	19%	12	14%	12	18%	1	9%	N<5	N<5
				Dissatisfied	8	8%	3	4%	1	2%	1	3%	7	14%	2	6%	8	9%	3	4%	0	0%	N<5	N<5
				Very dissatisfied	3	3%	0	0%	0	0%	0	0%	3	6%	0	0%	2	2%	0	0%	1	9%	N<5	N<5
Q39C	climate, culture, collegiality	amount of professional interaction with pre-tenure colleagues	The amount of professional interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	39	38%	29	40%	25	51%	16	41%	13	26%	12	39%	34	38%	28	40%	5	42%	N<5	N<5
				Satisfied	43	43%	24	34%	21	41%	12	31%	23	44%	12	39%	40	44%	24	34%	4	33%	N<5	N<5
				Neither satisfied nor dissatisfied	10	10%	11	15%	3	6%	7	17%	7	14%	4	13%	9	10%	10	15%	1	9%	N<5	N<5
				Dissatisfied	8	8%	6	9%	1	2%</														

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Tenure-Track Faculty Job Satisfaction Survey

Survey Administration 2008-09

					OVERALL				MALES				CHANGE OVER TIME				WHITE FACULTY				FACULTY OF COLOR			
					Current		Prior		Current		Prior		Current		Prior		Current		Prior		Current		Prior	
item	theme	name	description	response scale	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Q39D	climate, culture, collegiality	amount of personal interaction with pre-tenure colleagues	The amount of personal interaction you have with pre-tenure colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	40	39%	34	48%	25	51%	17	44%	14	28%	16	53%	35	39%	33	48%	5	45%	N<5	N<5
				Satisfied	44	44%	21	31%	21	41%	12	31%	23	46%	9	30%	41	45%	20	30%	4	35%	N<5	N<5
				Neither satisfied nor dissatisfied	8	8%	8	11%	3	6%	5	12%	5	10%	3	10%	8	9%	7	11%	0	0%	N<5	N<5
				Dissatisfied	8	8%	7	10%	1	2%	5	13%	7	14%	2	7%	7	8%	7	11%	1	10%	N<5	N<5
				Very dissatisfied	1	1%	0	0%	0	0%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	1	10%
Q40	climate, culture, collegiality	how well you fit	How well you fit (e.g., your sense of belonging, your comfort level) in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	45	44%	36	49%	27	52%	19	49%	19	36%	16	50%	41	45%	34	49%	4	35%	N<5	N<5
				Satisfied	35	34%	21	29%	19	36%	11	28%	17	32%	10	31%	32	36%	20	29%	3	24%	N<5	N<5
				Neither satisfied nor dissatisfied	13	13%	3	4%	4	7%	1	3%	9	18%	2	6%	11	12%	3	4%	2	16%	N<5	N<5
				Dissatisfied	6	6%	9	13%	1	2%	7	18%	5	9%	2	6%	4	4%	9	13%	2	16%	N<5	N<5
				Very dissatisfied	3	3%	3	4%	1	2%	1	3%	2	4%	2	6%	2	2%	3	4%	1	9%	N<5	N<5
Q41	climate, culture, collegiality	intellectual vitality of tenured colleagues	The intellectual vitality of the tenured colleagues in your department - Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:	Very satisfied	27	28%	21	31%	17	36%	14	37%	10	20%	7	23%	24	28%	21	30%	3	26%	N<5	N<5
				Satisfied	24	25%	25	36%	12	25%	12	32%	12	24%	13	42%	22	26%	25	36%	2	18%	N<5	N<5
				Neither satisfied nor dissatisfied	25	25%	5	7%	10	22%	2	4%	14	28%	3	10%	21	25%	4	6%	4	32%	N<5	N<5
				Dissatisfied	15	15%	12	18%	5	10%	6	16%	10	20%	6	19%	13	15%	12	18%	2	15%	N<5	N<5
				Very dissatisfied	7	7%	6	9%	3	6%	4	11%	4	8%	2	6%	6	7%	6	9%	1	9%	N<5	N<5
Q41A	climate, culture, collegiality	intellectual vitality of pre-tenure colleagues	The intellectual vitality of pre-tenure faculty in your department	Very satisfied	39	40%	N/A	N/A	22	44%	N/A	N/A	18	35%	N/A	N/A	36	41%	N/A	N/A	3	26%	N/A	N/A
				Satisfied	36	36%	N/A	N/A	19	38%	N/A	N/A	18	35%	N/A	N/A	32	37%	N/A	N/A	4	34%	N/A	N/A
				Neither satisfied nor dissatisfied	17	17%	N/A	N/A	5	10%	N/A	N/A	12	25%	N/A	N/A	14	16%	N/A	N/A	3	24%	N/A	N/A
				Dissatisfied	5	5%	N/A	N/A	4	8%	N/A	N/A	1	1%	N/A	N/A	4	4%	N/A	N/A	1	7%	N/A	N/A
				Very dissatisfied	2	2%	N/A	N/A	0	0%	N/A	N/A	2	4%	N/A	N/A	1	1%	N/A	N/A	1	9%	N/A	N/A
Q41B	climate, culture, collegiality	participation in governance of institution	Opportunities for participation, appropriate to your rank, in the governance of your institution	Very satisfied	33	34%	N/A	N/A	20	42%	N/A	N/A	12	26%	N/A	N/A	28	33%	N/A	N/A	5	42%	N/A	N/A
				Satisfied	36	37%	N/A	N/A	16	32%	N/A	N/A	21	43%	N/A	N/A	32	37%	N/A	N/A	5	42%	N/A	N/A
				Neither satisfied nor dissatisfied	20	21%	N/A	N/A	10	20%	N/A	N/A	10	21%	N/A	N/A	20	24%	N/A	N/A	0	0%	N/A	N/A
				Dissatisfied	5	5%	N/A	N/A	2	4%	N/A	N/A	3	6%	N/A	N/A	4	5%	N/A	N/A	1	7%	N/A	N/A
				Very dissatisfied	3	3%	N/A	N/A	1	2%	N/A	N/A	2	4%	N/A	N/A	2	2%	N/A	N/A	1	9%	N/A	N/A
Q41C	climate, culture, collegiality	participation in governance of department	Opportunities for participation, appropriate to your rank, in the governance of your department	Very satisfied	42	42%	N/A	N/A	25	51%	N/A	N/A	17	33%	N/A	N/A	36	41%	N/A	N/A	6	51%	N/A	N/A
				Satisfied	31	31%	N/A	N/A	16	31%	N/A	N/A	15	31%	N/A	N/A	27	31%	N/A	N/A	4	34%	N/A	N/A
				Neither satisfied nor dissatisfied	13	13%	N/A	N/A	4	8%	N/A	N/A	9	19%	N/A	N/A	13	15%	N/A	N/A	0	0%	N/A	N/A
				Dissatisfied	10	10%	N/A	N/A	4	8%	N/A	N/A	6	12%	N/A	N/A	9	10%	N/A	N/A	1	7%	N/A	N/A
				Very dissatisfied	4	4%	N/A	N/A	1	2%	N/A	N/A	3	6%	N/A	N/A	3	3%	N/A	N/A	1	9%	N/A	N/A
Q42	climate, culture, collegiality	on the whole, institution is collegial	On the whole, my institution is collegial - Please indicate your level of agreement or disagreement with the following statements.	Strongly agree	55	54%	N/A	N/A	32	62%	N/A	N/A	23	45%	N/A	N/A	48	53%	N/A	N/A	6	57%	N/A	N/A
				Somewhat agree	30	29%	N/A	N/A	15	29%	N/A	N/A	15	30%	N/A	N/A	27	30%	N/A	N/A	3	24%	N/A	N/A
				Neither agree nor disagree	7	7%	N/A	N/A	3	6%	N/A	N/A	4	8%	N/A	N/A	7	8%	N/A	N/A	0	0%	N/A	N/A
				Somewhat disagree	5	5%	N/A	N/A	1	2%	N/A	N/A	4	8%	N/A	N/A	4	4%	N/A	N/A	1	9%	N/A	N/A
				Strongly disagree	5	5%	N<5	N<5	1	2%	N<5	N<5	4	8%	N<5	N<5	4	4%	N<5	N<5	1	9%	N<5	N<5
Q45A	global satisfaction	department as a place to work	All things considered, how satisfied or dissatisfied are you with your department as a place to work?	Very satisfied	38	37%	36	49%	22	42%	18	46%	17	32%	17	53%	35	38%	34	48%	3	26%	N<5	N<5
				Satisfied	44	42%	25	35%	22	43%	13	33%	21	42%	12	38%	38	42%	25	35%	5	49%	N<5	N<5
				Neither satisfied nor dissatisfied	14	14%	2	3%	6	11%	2	5%	8	16%	0	0%	13	14%	2	3%	1	7%	N<5	N<5
				Dissatisfied	5	5%	6	9%	2	4%	6	16%	3	6%	0	0%	4	4%	6	9%	1	9%	N<5	N<5
				Very dissatisfied	2	2%	3	4%	0	0%	0	0%	2	4%	3	9%	1	1%	3	4%	1	9%	N<5	N<5
Q45B	global satisfaction	institution as a place to work	All things considered, how satisfied or dissatisfied are you with your institution as a place to work?	Very satisfied	23	22%	11	15%	12	23%	7	18%	11	22%	4	13%	20	22%	10	15%	3	24%	N<5	N<5
				Satisfied	45	44%	36	49%	23	44%	16	41%	23	44%	19	59%	39	43%	35	50%	6	53%	N<5	N<5
				Neither satisfied nor dissatisfied	20	19%	3	4%	12	23%	3	7%	8	16%	0	0%	19	21%	2	3%	1	7%	N<5	N<5
				Dissatisfied	9	9%	18	26%	4	7%	11	29%	5	10%	7	22%	8	9%	18	27%	1	7%	N<5	N<5
				Very dissatisfied	6	6%	4	6%	2	4%	2	5%	4	8%	2	6%	5	6%	4	6%	1	9%	N<5	N<5
Q46A	global satisfaction	chief academic officer	Who serves as the chief academic officer at your institution?	Chancellor	29	31%	8	12%	10	21%	4	11%	20	41%	4	13%	26	31%	8	12%	3	29%	N<5	N<5
				President	0	0%	5	8%	0	0%	5	14%	0	0%	0	0%	0	0%	5	8%	0	0%	N<5	N<5
				Vice President for Academic Affairs	1	1%	2	3%	1	2%	0	0%	0	0%	2	6%	1	1%	2	3%	0	0%	N<5	N<5
				Academic Dean	2	2%	0	0%	2	4%	0	0%	0	0%	0	0%	1	1%	0	0%	1	10%	N<5	N<5
				Provost	62	65%	54	78%	34	73%	28	75%	28	57%	25	81%	56	65%	51	77%	6	61%	N<5	N<5
Other	1	1%	0	0%	0	0%	0	0%	1	2%	0	0%	1	1%	0	0%	0	0%	0	0%	N<5	N<5		
Q46B	global satisfaction	CAO cares about quality of life for pre-tenure faculty	The person who serves as the chief academic officer at my institution seems to care about the quality of life for junior faculty.	Strongly agree	16	20%	8	13%	7	17%	5	14%	9	22%	3	12%	14	20%	7	12%	2	21%	N<5	N<5
				Somewhat agree	22	27%	23	37%	14	35%	15	41%	8	20%	8	32%	22	30%	23	38%	0	0%	N<5	N<5
				Neither agree nor disagree	23	28%	13	21%	10	26%	4	13%	12	30%	8	32%	19	26%	12	21%	4	43%	N<5	N<5
				Somewhat disagree	12	15%	11	19%	9	22%	7	21%	3	7%	4	16%	10	14%	11	19%	2	24%	N<5	N<5
				Strongly disagree	8	10%	6	10%	0	0%	4	12%	8	20%	2	8%	7	10%	6	10%	1	12%	N<5	N<5
Q47	global satisfaction	how long will remain at institution	Assuming you achieve tenure, how long do you plan to remain at your institution?	For the rest of my career	40	42%	17	26%	22	47%	10	28%	18	38%	7	24%	36	43%	16	28%	4	36%	N<5	N<5
				For the foreseeable future	35	37%	32	48%	18	38%	21	56%	18	36%	11	38%	32	39%	31	49%	3	27%	N<5	N<5
				For no more than 5 years after earning	6	6%	9	13%	2	4%	3	7%	4	9%	6	21%	6	7%	8	13%	0	0%	N<5	N<5
				I haven't thought that far ahead	13	14%	8	12%	5	10%	3	9%	8	17%	5	17%	9	11%	8	13%	4	36%	N<5	N<5
				Other	4	67%	N/A	N/A	N<5	N<5	N/A	N/A	N<5	N<5	N/A	N/A	4	67%	N/A	N/A	N<5	N<5	N/A	N/A
Q47B	global satisfaction	why you plan to remain no more than 5 years	Why do you plan to remain at your institution for no more than five years after earning tenure?	Prefer to work at another academic institution	1	16%	N/A	N/A	N<5	N<5	N/A	N/A	N<5	N<5	N/A	N/A	1	16%	N/A	N/A	N<5	N<5	N/A	N/A
				Prefer to work in private industry	0	0%	N/A	N/A	N<5	N<5	N/A	N/A	N<5	N<5	N/A	N/A	0	0%	N/A	N/A	N<5	N<5	N/A	N/A
				Prefer to work in government	1	17%	N/A	N/A	N<5	N<5	N/A	N/A	N<5	N<5	N/A	N/A	1	17%	N/A	N/A	N<5	N<5	N/A	N/A
				Other	1	17%	N/A	N/A	N<5	N<5	N/A	N/A	N<5	N<										

The Collaborative on Academic Careers in Higher Education
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item	theme	name	description	response scale	CHANGE OVER TIME																			
					OVERALL				MALES				FEMALES				WHITE FACULTY				FACULTY OF COLOR			
					Current	Prior	Current	Prior	Current	Prior	Current	Prior	Current	Prior	Current	Prior	Current	Prior	Current	Prior				
Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%					
Q48	global satisfaction	would again choose to work at this institution	If I could do it over, I would again choose to work at this institution.	Strongly agree	46	47%	33	47%	27	56%	16	43%	20	39%	16	52%	43	49%	32	47%	3	32%	N<5	N<5
				Somewhat agree	31	32%	23	34%	12	25%	13	35%	19	38%	10	32%	28	32%	23	33%	3	30%	N<5	N<5
				Neither agree nor disagree	11	11%	7	9%	5	11%	7	17%	5	10%	0	0%	8	9%	6	9%	3	27%	N<5	N<5
				Somewhat disagree	5	5%	2	3%	3	6%	1	3%	2	4%	1	3%	5	6%	2	3%	0	0%	N<5	N<5
				Strongly disagree	5	5%	5	7%	1	2%	1	3%	4	8%	4	13%	4	5%	5	8%	1	11%	N<5	N<5
Q49	global satisfaction	would recommend department as a place to work	If a candidate for a tenure-track faculty position asked you about your department as a place to work, would you:	Strongly recommend dept	56	57%	40	57%	28	58%	20	54%	28	56%	19	59%	53	59%	38	56%	3	32%	N<5	N<5
				Recommend with reservations	37	37%	27	39%	17	36%	16	43%	19	38%	11	34%	31	35%	27	39%	5	58%	N<5	N<5
				Not recommend dept	6	6%	3	4%	3	6%	1	3%	3	6%	2	6%	5	6%	3	5%	1	11%	N<5	N<5
Q50	global satisfaction	overall rating of institution	How do you rate your institution as a place for junior faculty to work?	Great	16	16%	9	13%	7	14%	7	18%	9	18%	2	6%	13	15%	7	11%	3	26%	N<5	N<5
				Good	51	52%	39	56%	27	56%	19	50%	24	48%	20	63%	45	52%	39	57%	6	56%	N<5	N<5
				So-so	22	22%	16	23%	12	24%	10	27%	10	21%	6	19%	21	24%	16	24%	1	7%	N<5	N<5
				Bad	3	3%	5	7%	2	4%	2	5%	1	2%	3	9%	3	3%	5	7%	0	0%	N<5	N<5
				Awful	6	6%	1	1%	1	2%	0	0%	5	10%	1	3%	5	6%	1	1%	1	10%	N<5	N<5

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Policies and Practices: Details

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

Q34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

Policy/Practice	OVERALL				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	70	64% (1)	9%	27%	42%
An upper limit on committee assignments for tenure-track faculty	80	54% (2)	15%	31%	19%
Spousal/partner hiring program	50	50% (3)	12%	38%	32%
Paid or unpaid research leave	72	46% (4)	14%	40%	17%
Modified duties for parental or other family reasons (e.g., course release)	45	45% (5)	15%	40%	40%
Financial assistance with housing	57	44% (6)	0%	56%	46%
Stop-the-clock for parental or other family reasons	42	43% (7)	16%	40%	43%
Part-time tenure-track position	43	40% (8)	5%	56%	61%
An upper limit on teaching obligations	93	38% (9)	39%	22%	4%
Professional assistance in obtaining externally funded grants	80	38% (9)	10%	53%	5%
Travel funds to present papers or conduct research	103	37% (11)	43%	19%	0%
Elder care	39	36% (12)	0%	64%	67%
Childcare	45	29% (13)	7%	64%	34%
Peer reviews of teaching or research/creative work	96	23% (14)	45%	32%	3%
Written summary of periodic performance reviews	99	21% (15)	51%	28%	3%
Formal mentoring program	78	20% (16)	23%	58%	10%
Periodic, formal performance reviews	98	18% (17)	55%	26%	0%
Informal mentoring	89	12% (18)	47%	41%	5%
Paid or unpaid personal leave	56	11% (19)	34%	55%	7%
Professional assistance for improving teaching	95	4% (20)	72%	24%	1%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
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Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

Q34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

Policy/Practice	MALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	35	63% (1)	3%	35%	43%
Spousal/partner hiring program	25	48% (2)	8%	44%	24%
Financial assistance with housing	29	48% (2)	0%	52%	38%
Modified duties for parental or other family reasons (e.g., course release)	21	43% (4)	13%	43%	29%
An upper limit on committee assignments for tenure-track faculty	39	41% (5)	15%	44%	13%
Paid or unpaid research leave	35	40% (6)	14%	45%	14%
Part-time tenure-track position	20	35% (7)	5%	60%	55%
Professional assistance in obtaining externally funded grants	39	33% (8)	8%	59%	5%
Elder care	16	31% (9)	0%	69%	69%
Stop-the-clock for parental or other family reasons	17	30% (10)	35%	35%	35%
Travel funds to present papers or conduct research	53	28% (11)	47%	25%	0%
An upper limit on teaching obligations	47	26% (12)	47%	27%	4%
Written summary of periodic performance reviews	50	22% (13)	46%	32%	2%
Childcare	23	21% (14)	9%	70%	31%
Peer reviews of teaching or research/creative work	48	21% (14)	44%	35%	4%
Periodic, formal performance reviews	48	19% (16)	50%	31%	0%
Formal mentoring program	36	11% (17)	19%	69%	16%
Paid or unpaid personal leave	30	10% (18)	33%	56%	3%
Professional assistance for improving teaching	48	4% (19)	58%	38%	0%
Informal mentoring	43	2% (20)	42%	55%	5%

Policy/Practice	FEMALE				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	35	66% (1)	14%	20%	40%
An upper limit on committee assignments for tenure-track faculty	41	66% (1)	14%	20%	25%
Stop-the-clock for parental or other family reasons	25	53% (3)	4%	43%	49%
Spousal/partner hiring program	25	52% (4)	16%	32%	40%
Paid or unpaid research leave	37	52% (4)	13%	35%	19%
An upper limit on teaching obligations	46	50% (6)	32%	18%	4%
Modified duties for parental or other family reasons (e.g., course release)	24	46% (7)	17%	38%	50%
Travel funds to present papers or conduct research	50	46% (7)	40%	14%	0%
Part-time tenure-track position	23	43% (9)	4%	52%	65%
Professional assistance in obtaining externally funded grants	41	42% (10)	12%	47%	5%
Financial assistance with housing	28	40% (11)	0%	60%	54%
Elder care	23	40% (11)	0%	60%	66%
Childcare	22	36% (13)	5%	59%	36%
Formal mentoring program	42	26% (14)	26%	48%	5%
Peer reviews of teaching or research/creative work	48	25% (15)	46%	29%	2%
Written summary of periodic performance reviews	49	20% (16)	55%	25%	4%
Informal mentoring	46	20% (16)	52%	28%	4%
Periodic, formal performance reviews	50	18% (18)	60%	22%	0%
Paid or unpaid personal leave	26	12% (19)	34%	54%	12%
Professional assistance for improving teaching	47	4% (20)	85%	11%	2%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

The Collaborative on Academic Careers in Higher Education
Tenure-Track Faculty Job Satisfaction Survey
Survey Administration 2008-09

Q34A. Regardless of whether the following policies and practices currently apply to your institution, please rate how important or unimportant you think each would be to your success.

Q34B. Please rate how effective or ineffective each policy has been at your institution.

The following five tables show (overall and grouped by gender and race), for each of 20 policies: The number of respondents at your institution who provided a valid response for both the importance and the effectiveness questions (Column A); the percent of respondents who rated the policy as *important* or *very important* to their success, but *ineffective* or *very ineffective* (or *not offered*) (Column B); *important* or *very important* to their success, and *effective* or *very effective* (Column C); **unimportant** (or neither important nor unimportant), regardless of their rating of effectiveness (Column D); and **not offered** on their campus, regardless of their rating of importance (Column E).

Policy/Practice	WHITE, NON-HISPANIC FACULTY				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	64	63% (1)	9%	28%	42%
An upper limit on committee assignments for tenure-track faculty	69	57% (2)	12%	32%	20%
Paid or unpaid research leave	64	49% (3)	11%	41%	19%
Spousal/partner hiring program	44	48% (4)	14%	38%	34%
Stop-the-clock for parental or other family reasons	38	48% (4)	13%	39%	47%
Modified duties for parental or other family reasons (e.g., course release)	43	46% (6)	14%	39%	42%
Financial assistance with housing	51	43% (7)	0%	57%	49%
Part-time tenure-track position	43	40% (8)	5%	56%	61%
An upper limit on teaching obligations	81	40% (8)	37%	23%	5%
Travel funds to present papers or conduct research	90	38% (10)	41%	21%	0%
Professional assistance in obtaining externally funded grants	70	37% (11)	7%	56%	6%
Elder care	37	35% (12)	0%	65%	68%
Childcare	39	28% (13)	5%	66%	36%
Peer reviews of teaching or research/creative work	85	25% (14)	44%	32%	4%
Formal mentoring program	67	23% (15)	18%	59%	7%
Written summary of periodic performance reviews	88	20% (16)	50%	29%	3%
Periodic, formal performance reviews	87	18% (17)	53%	29%	0%
Informal mentoring	78	13% (18)	48%	39%	5%
Paid or unpaid personal leave	48	13% (18)	29%	58%	8%
Professional assistance for improving teaching	84	5% (20)	71%	25%	1%

Policy/Practice	FACULTY OF COLOR				
	A	B	C	D	E
	Valid responses (n)	Important + Ineffective*	Important + Effective**	Neutral or Unimportant***	Not offered
Tuition waivers (e.g., for child, spouse/partner)	6	83% (1)	0%	17%	34%
Spousal/partner hiring program	6	65% (2)	0%	35%	17%
Elder care	2	56% (3)	0%	44%	56%
Financial assistance with housing	6	50% (4)	0%	50%	18%
Professional assistance in obtaining externally funded grants	10	40% (5)	29%	30%	0%
An upper limit on committee assignments for tenure-track faculty	11	37% (6)	36%	27%	10%
Childcare	6	32% (7)	18%	50%	18%
Travel funds to present papers or conduct research	13	31% (8)	62%	7%	0%
Paid or unpaid research leave	8	27% (9)	37%	36%	0%
An upper limit on teaching obligations	12	27% (9)	58%	15%	0%
Written summary of periodic performance reviews	11	27% (9)	55%	17%	0%
Periodic, formal performance reviews	11	17% (12)	75%	7%	0%
Peer reviews of teaching or research/creative work	11	10% (13)	53%	37%	0%
Modified duties for parental or other family reasons (e.g., course release)	2	0% (14)	44%	56%	0%
Stop-the-clock for parental or other family reasons	4	0% (14)	52%	48%	0%
Part-time tenure-track position	0	0% (14)	0%	0%	0%
Formal mentoring program	11	0% (14)	55%	45%	25%
Informal mentoring	11	0% (14)	46%	54%	0%
Paid or unpaid personal leave	8	0% (14)	64%	36%	0%
Professional assistance for improving teaching	11	0% (14)	82%	18%	0%

* important (4 or 5 on question 34a) but not effective (1 or 2 on question 34b) or not offered.

** important (4 or 5 on question 34a) and effective (4 or 5 on question 34b).

*** neutral (3 on question 34a and 34b) or unimportant (1 or 2 on question 34a).

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Responses to Open-ended Questions

COACHE

The Collaborative on Academic Careers in Higher Education

Open-ended responses

Some COACHE survey questions offered an opportunity for faculty to accompany certain responses with explanations in their own words. Following are the comments provided by respondents at your institution.

27b. On what are tenure decisions in your department primarily based?

Subjects responding "Somewhat disagree" or "Strongly disagree" to Question 27a ("From what I can gather, tenure decisions here are based primarily on performance rather than on politics, relationships, or demographics.") were asked this follow-up question.

collegiality

Comparing individuals to each other instead of stated criteria in tenure-related documents. This is not within my department as much as within the college.

Gender is a significant non-performance-based criteria; recognized by both male and female untenured faculty in my department.

I believe that in my department there are tenured professors that often hold the 'threat' of being non-tenured to those of us that are merely trying to exist as young professors. We are not sure what we are to do to be tenured, and there is not a great deal of discussion with other professors. The only time that any feedback is given is with the annual faculty evaluation with the department head. Even then, I am not really sure how I am doing, and what exactly I am being evaluated upon. It would be helpful for all professors to be able to attend frequent tenure growing meetings, where we could have older, wiser professors who are tenured, review our work, and let us know where we need to focus. It is often a frightening experience now, and one that is shrouded in mystery. One does not know who is on the tenure committee, or how decisions are made. For most of us, in this economy, the thought of having to sell our homes, and move somewhere to a new university is quite disconcerting. I have found both Dr. Carter and Dr. Bardo to be exceptional administrative leaders. They are fair and detail exactly what is expected of the faculty. This is not true with the Department heads, nor with the older, more experienced faculty. There should not be a shroud of mystery over something as important as one's livelihood. Many of the assistant professors are coming from experienced careers, and the entire process is often found to be disconcerting, and unusual at this point in one's life.

In my opinion, it is not based on the department level or really even at the college but some ambiguous criteria at the University level. It seems that criteria for research based scholarship has been raised but no support has been built into the system. In other words, demands for teaching have continued to go up as well as service. Continued talk of a Boyer Model goes at this campus, however, underlying talk by faculty on TPR committees continues to be publish, publish, publish. With over 50 advisees, a teaching load of 4 classes, research becomes a difficult process.

it is an ambiguous process. The requirements change every year. It is primarily based on pleasing the department head.

NO CLUE

personal relationships, the desire to maintain the status quo and avoid another search for a new person

Politics plays a much larger role than performance (especially at university level).

Popularity

relationships politics

relationships with administration / dept head. Political consideration. People with families tend to get less work than single people.

Service--non-performance based

social network

Tenure is decided based on whether you have upset upper level administration at this University. If you differ politically or just have a worldview that differs from the administration you are either denied tenure or reappointment. All documentation, evidence, criteria is overlooked. I know for a fact this has happened.

The extent to which an individual creates new opportunities for the department's growth, collegiality.

44a. Please check the two (and only two) *best aspects* about working at your institution.

Subjects responding "Other" were asked to specify.

[A particular colleague]

Balance of personal and professional life

freedom to develop kinds of graduate programs I want to

I have had the freedom to develop 'out of the box' programming

Opportunity to collaborate with colleagues outside my department

Provide an opportunity for me to gain teaching experience

Select students of outstanding ability who would otherwise not have opportunities

Strength of community and shared purpose among colleagues and students

Support of Dept Head

Teaching online

44b. Please check the two (and only two) *worst aspects* about working at your institution.

Subjects responding "Other" were asked to specify.

closed-mindedness outside university community

Disconnect between stated goals and evaluations

geographic isolation

Health Care Benefits

lack of leadership

Lack of physics major

lack of support for travel for research presentations

minimal racial diversity

miserable work environment

no others

no tuition for dependents - this could ultimately force me to leave

the department is not cohesive as a team

There is too much to do - I love what I do, but it is overwhelming to serve as a program director, be a really good teacher online and do research

Tuition for Dependents - Benefits

46a. Who serves as the chief academic officer at your institution?

Subjects responding "Other" were asked to specify.

Provt and chanc

47b. Why do you plan to remain at your institution for no more than five years after earning tenure?

Subjects responding "For no more than 5 years after earning tenure" to Question 47a ("Assuming you achieve tenure, how long do you plan to remain at your institution?") and who responded "Other" here were asked to specify their reasons.

financial compensation too low

51. Please use the space below to tell us the *number one thing* that you, personally, feel your institution could do to improve the workplace.

actively foster collaborative writing projects; paint the classrooms with colors (really, I mean it)

Actually fix problems in the system. Right now we spend a lot of time repeating old problems and never improving the systems (in all aspects of academic affairs - related to teaching, research, expectations for tenure, etc.). I could probably name 20 broken systems off the top of my head. Every year there are task forces, study groups, committees, etc. but despite the work nothing ever gets decided. Faculty are left without EVER having a sense of resolution on ANYTHING. We chase our tails and burn out or leave. Only the most persistent survive, and the students still suffer for it.

All colleges are in the process of defining requirements toward tenure so it is a very gray area right now. It would be very helpful if we had more support from positions above in our efforts and many duties, both defined and undefined. For instance, if you ask someone how many peer reviewed publications are needed, most respond 'five' yet we are also required to have clients and to show a continuous practice in our field of expertise - whether design, art, music... some areas of practice require faculty to be available when it is impossible so having clients is very difficult to work into a schedule when we teach 4 to 5 days a week.

Allow time for research.

Allow us to allocate our time more in proportion to the requirements for tenure. If research/scholarship is required for tenure it must be something that can readily fit into our time.

At the institutional level, not passing new policies every week and expecting faculty to design, implement and assess those policies. I get 5-10 requests for surveys every week and the only reason I did this one is because I received a letter from the provost asking me to participate.

Attract development to the surrounding town.

Back up its stated goal of being an engaged university by incorporating it in the tenure and promotion process

Balance the teaching load and research expectations appropriately.

Balanced teaching loads would help.

Benefits are very expensive, so a spouse hiring program and/or family tuition waiver would help.

Better balance between scholarship, teaching and service in the tenure track and promotion criteria. Scholarship emphasis is bordering on criteria for a research one university which we are not.

Clearer expectations for tenure- this includes: 1- better feedback during AFE process with some type of quantitative feedback and substantiate examples 2- better feedback at 3rd year appointment- one should know by then if she/he is able to make tenure. If there is a question about tenure, then one should be clearly told what needs to be fixed within the following year AFE. This should include a plan that have some measurable goals for the non-tenure faculty and the departmental committee. In this case, perhaps, the plan should be made by the highest administrator in the department in collaboration with someone from

personnel. 3- mid-year feedback by direct supervisor. Ideally, this should happen BEFORE the AFE, not after. If there are issues, they can be discussed and fixed at the time. Sometime things are brought up a year later (during the AFE). 4- A support group within the department. Since each department has its own culture, and expectations, it would help non-tenure faculty to know this their first year. 5- Share examples of successful dossiers, this would be helpful to have an idea of what colleagues have done. Departments should have all dossier in a secured file accessible to people that are sure will go up for tenure (4th year only). 6- Have the administration clearly state the content of the dossier. Why not have a standard format for everyone? Some people turn in 2inc binders, others 3 binders. The University should provide binders and dividers tags so it will be easier for the applicant and the committee. 7- Usually the dossier are read for editing etc by people in the dep. It would help to have a group of people outside the dep. to check and comment.

Continue to improve the quality of programs and place high expectations on students.

course load for online instruction and numbers of students in each class taught online- general awareness of the demands involved in online instruction

Create and enable a dedicated development officer in the College of Fine and Performing Arts.

Decide whether we are a teaching institution, or changing our focus to research and reward faculty appropriately. There is increasing pressure to publish while we market ourselves as a teaching institution. Teaching loads make quality research difficult to complete.

Decrease teaching load to allow more time and opportunity to conduct research and get involved in the community.

Dialogue between faculty/admin/staff needs serious work

DIVERSITY

Eliminate corruption, intimidation, and a hostile work environment caused by cronyism and a number of upper level administrators (including too many assistant, associate vice chancellors) who have a high salary and low academic achievement. (A number have only B.A.s M.A.s and EdDs from lower tier institutions.)

Eliminate the 'one-size-fits-all' mentality and recognize that what works well or is appropriate for one department will not work well or may be inappropriate for another.

For tenure-track faculty, dramatically reduce the number of performance evaluations over the course of the tenure evaluation period. We currently have two events each year in our first six years, which is really absurd.

Give more thought and consideration to graduate programs, students, and faculty in all decisions that effect them. We are not the red-headed step children of this institution.

Give teaching credit for working with undergraduates and graduate students.

Give us a break SOMEWHERE, something's got to give.

Grant more authority to the department

Hire a new chancellor. The one we have now has done good things for the university but has been here for far too long.

I believe that each new tenure track professor needs a monthly mentoring session with a colleague in the department, as well as someone from the university committee. This is such a serious part of our lives, and most of us, are just trying to determine how to balance our lives outside of our work, and our class load. It is sometimes frightening to know that our entire lives can be decided by an unknown set of people, and from a process that has not been supported and nurtured from within one's own department.

I wish the colleagues in my department are working together more as a team, though I am not sure how my institution can help with this.

If they want us to do research, they need to provide some facilities. It is hard to do research in a student laboratory.

Improve funding from presentations at conferences for students

Improve leadership at School level. We have no leadership and no direction.

Improve the Benefits package. Health care is way too expensive with very poor coverage and tuition waivers for dependent children would make a very big difference on the 'satisfaction meter'.

Improve the facility for our department.

Inclusion of a facility-run, affordable child care service.

Increase empathy between administration, faculty, staff, and students

increase financial support of faculty (salaries, travel money etc)

Increase Salary

Institute term appointments for department heads

Isolation from support services at a satellite campus, especially IT

It would be helpful to not just tell individuals that you want them to do research, teach and do service...since most of us are teaching 4 or more classes each semester....time for research is just not there. The expectations are just more than a full time job. The individuals that do high quality research here have truly paid with their blood, sweat and tears...and now do not need to teach so much.

Leave us free to do our primary job of teaching/research/service rather than load us down with administrative tasks.

Less emphasis on non-teaching/advising aspects.

Loosen the chain of command 'rule' so that problems can be presented to and addressed in a timely manner by those best able to address them.

More and improved support for research: funds for data time GTA/GRA's

More centralized resources for research support, especially a center for methodology and statistical analysis/support. They are great on teaching, but not so great for resources for research.

More flex/release time for tenure-track, 12-month employees

More modern facilities, specifically those resources related to research productivity.

More support for research and creative work, in the form of reduced loads, release time, and funding.

more support staff

More technical and professional support -- my computer is 5 years old

More time for research.

My answers indicate that the number one thing my institution could do to improve the workplace would be to regulate and restrict the load of service and overall expectations (including research) on tenure-track faculty--but that's part of a larger answer. My overall complaint with Western is the same one that most labor has with most management: very few faculty of my acquaintance feel any faith that our institution believes in our having lives outside our duties--family lives, professional lives, creative lives, whatever. So good, affordable childcare, for instance, could address this need beautifully even though it wouldn't apply to everyone and even if expectations weren't reduced; positive spousal hire programs would do the same (when I came, the unspoken policy was NOT to hire spouses in TT positions, simply because 'we didn't have to', and it's not as if there were a lot of other places for spouses to work); restricting job duties to those which would take up 40-50 hours a week, instead of 50-70, would help everyone even if childcare and spousal jobs weren't provided in addition. But we're a non-union state, and our overall morale and sense of trust between management and labor just isn't all that good. Anything that addressed this in meaningful ways--as opposed to providing meaningless opportunities for 'feedback' (which is then never heard of again)--would improve faculty satisfaction a good deal. It could take many forms and still work well. Nonetheless, I've checked 'satisfied' on most of my overall answers. I don't say I fully trust our upper administration to have my best interests at heart, or even on the table, but I don't think those administrators are the acme of evil, either--I think they do as well as they can within the handicaps of their own system and state (and there are institutions where I couldn't say that.) My department has some issues, but the collegiality has gone up dramatically with our last batch of new hires. By changing my field and getting an additional qualification, I very luckily WAS able to be hired at the same institution as my spouse, a mere six years later; even though I think every civilized institution and country should provide childcare, I know that most simply don't; and it's easy to forget that for all our complaints, tenure-track faculty have a chance to gain one of the best and most secure jobs going, in an economic and business climate which is destroying such jobs as fast as it can. I know that, whatever our issues here, we're among the fortunate of the world.

need more time to think.

Need support for research, scholarly activities, grant development. Plenty of support for teaching, but each of us an island for research. Not enough time, course release to be successful, and still have a LIFE, or see my kids.

Not overwork faculty. Define what it takes to get tenure so that the requirements aren't completely unrealistic for a school this size. It's like trying to get tenure at Harvard.

Provide more money for travel and professional involvement.

Provide more research assistants or graduate assistants

Provide more resources for applied research.

Provide some way of differentiating load. I teach 3 online grad courses per semester and I work very hard at being a great teacher, but i am also leading a program redesign and am trying to do quality research - I can't do all that but I can't do 'average' work and be happy. Find a way for people who just want to teach to teach and for people like me to have lighter teaching and general service loads so we can focus.

Provide time for tenure track faculty to do research, write articles, etc. We must meet requires and carry a full teaching load.

Put much far more emphasis on acceptance and active recruitment and retention of diverse faculty and students.

Raise academic standards for both undergraduate and graduate admission.

raise pay

Raise salaries in general and lower service load overall.

Raise the entrance requirements while simultaneously sending promising but unqualified students to a community college program.

ranking of the university

Reinstate the physics major

Replace the top-down administrative style with one that takes the views of the faculty into greater consideration.

respect faculty

Revamp email distribution - send only to those who need and do not use campus wide all of the time. to many mass meetings that repeat themselves.

Salary

Salary is below similar level institutions.

Straighten out tenure criteria and process! As part of this, build into the system an automatic provision for tenure-track faculty that have been in the system to use the criteria and process that were in place when they were hired, if they choose to do so. It should not be a process through which they need to apply or ask

permission to use the criteria that were in place at the time of hiring. In addition, criteria for 'early' application for tenure should be clearly spelled out instead of vaguely described as 'exemplary'. Job performance in fixed term positions prior to tenure track appointments should be considered if desired by the faculty member. Consistent information and performance feedback and guidance should be provided.

Support for research in the of resources such as allowing to have software available on laptops at home. Also, allowing a teaching load that decreases as research demands increase. Being upfront and honest about the real demands of what it takes to get tenure.

support the sciences

The leadership of the university needs to be more professional and attentive to the mission of an educational institution.

They need to provide realistic tenure requirements that are consistent with the amount of teaching required. The University has a lot of good ideas that make it unique, but sometimes get caught up with being like bigger schools with more research dollars and better support for research.

Transparency, reduce climate of fear and abuse of power by high level officials, reduce the 'us vs. them philosophy' and stop treating faculty as second class citizens that are easily replaced.

Work MUCH harder to place value on the things that untenured faculty do to support the university's mission as an engaged, community-oriented institution of higher learning. Too much emphasis has been placed of late on research; this has interfered with the university's atmosphere and worked wholly against the efforts that the university has made to encourage the development of engaged learning, experiential learning, service learning. Confusion reigns.

COACHE

Tenure-Track Faculty Job Satisfaction Survey
Appendices

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX A. PARTICIPATING INSTITUTIONS

The following table lists the institutions (with type and cohort) whose results comprise the COACHE dataset. Your report's "all comparables" data include those institutions of your type, i.e., college or university, as marked below.

Institution	Type	Cohort
Amherst College	College	2006-2007
Appalachian State University	University	2008-2009
Arizona State University	University	2005-2006
Auburn University	University	2008-2009
Ball State University	University	2007-2008
Barnard College	College	2005-2006
Bates College	College	2008-2009
Boston University	University	2006-2007
Bowdoin College	College	2006-2007
Brown University	University	2005-2006
California Polytechnic State University at San Obispo	University	2006-2007
California State Polytechnic University at Pomona	University	2006-2007
California State University at Fullerton	University	2006-2007
California State University at Long Beach	University	2006-2007
California State University at San Bernardino	University	2006-2007
California State University at San Marcos	University	2006-2007
Carleton College	College	2006-2007
Case Western Reserve University	University	2005-2006
Christopher Newport University	University	2008-2009
Clemson University	University	2007-2008
Colgate University	College	2007-2008
College of Holy Cross	College	2006-2007
College of St. Benedict/St. John's University	College	2008-2009
College of Wooster	College	2006-2007
Connecticut College	College	2006-2007
Dartmouth College	University	2008-2009
Davidson College	College	2005-2006
Denison University	College	2005-2006
DePauw University	College	2008-2009
Drexel University	University	2006-2007
Duke University	University	2006-2007

Institution	Type	Cohort
East Carolina University	University	2008-2009
Elizabeth City State University	College	2008-2009
Fayetteville State University	University	2008-2009
Goucher College	College	2005-2006
Hamilton College	College	2008-2009
Hampshire College	College	2005-2006
Harvard University	University	2005-2006
Hendrix College	College	2007-2008
Hobart and William Smith Colleges	College	2006-2007
Indiana University	University	2005-2006
Iowa State University	University	2005-2006
Ithaca College	College	2007-2008
James Madison University	University	2008-2009
Kansas State University	University	2008-2009
Kenyon College	College	2008-2009
Lafayette College	College	2008-2009
Lehigh University	University	2007-2008
Loyola College in Maryland	University	2008-2009
Loyola Marymount University	University	2008-2009
Macalester College	College	2008-2009
Michigan State University	University	2005-2006
Missouri University of Science & Technology	University	2008-2009
Montana State University	University	2008-2009
Montclair State University	University	2007-2008
North Carolina A&T State University	University	2008-2009
North Carolina Central University	University	2008-2009
North Carolina State University	University	2008-2009
North Dakota State University	University	2006-2007
Northeastern University	University	2008-2009
Oberlin College	College	2007-2008
Occidental College	College	2008-2009
Ohio State University	University	2005-2006
Ohio University	University	2006-2007
Pacific Lutheran University	College	2007-2008
Queens College	University	2007-2008
Richard Stockton College of New Jersey	College	2005-2006
Rowan University	University	2008-2009
Saint Olaf College	College	2007-2008
Skidmore College	College	2006-2007

Institution	Type	Cohort
Sonoma State University	University	2006-2007
Stanford University	University	2005-2006
Susquehanna University	College	2007-2008
Syracuse University	University	2005-2006
Texas Tech University	University	2005-2006
Trinity College	College	2006-2007
Tufts University	University	2008-2009
Tulane University	University	2008-2009
University at Albany - State University of New York	University	2005-2006
University at Buffalo - State University of New York	University	2005-2006
University of Alabama at Tuscaloosa	University	2007-2008
University of Arizona	University	2005-2006
University of Chicago	University	2008-2009
University of Cincinnati	University	2006-2007
University of Connecticut	University	2006-2007
University of Illinois at Urbana-Champaign	University	2008-2009
University of Iowa	University	2007-2008
University of Kansas	University	2008-2009
University of Kentucky	University	2008-2009
University of Massachusetts at Amherst	University	2007-2008
University of Memphis	University	2005-2006
University of Michigan - Flint	University	2008-2009
University of Minnesota	University	2005-2006
University of Missouri - Columbia	University	2008-2009
University of Missouri - Kansas City	University	2008-2009
University of Missouri - St. Louis	University	2008-2009
University of North Carolina at Asheville	College	2008-2009
University of North Carolina at Chapel Hill	University	2008-2009
University of North Carolina at Charlotte	University	2008-2009
University of North Carolina at Greensboro	University	2008-2009
University of North Carolina at Pembroke	University	2008-2009
University of North Carolina at Wilmington	University	2008-2009
University of North Texas	University	2008-2009
University of Notre Dame	University	2006-2007
University of Puget Sound	College	2008-2009
University of Richmond	College	2006-2007
University of South Carolina	University	2007-2008
University of Tennessee	University	2006-2007
University of Toronto	University	2007-2008

Institution	Type	Cohort
University of Virginia	University	2008-2009
University of Wyoming	University	2007-2008
Virginia Commonwealth University	University	2008-2009
Virginia Polytechnic Institute and State University	University	2006-2007
Wabash College	College	2005-2006
Washington State University	University	2006-2007
Wellesley College	College	2007-2008
Wesleyan University	College	2008-2009
West Virginia University	University	2008-2009
Western Carolina University	University	2008-2009
Wheaton College (MA)	College	2008-2009
Whitman College	College	2007-2008
Winston-Salem State University	University	2008-2009

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX B. SURVEY INSTRUMENT

I. DEMOGRAPHIC BACKGROUND

0. Do you have tenure?

- 1 Yes [SCREEN OUT]
0 No [CONTINUE]

1. Are you employed in a full-time position on the tenure-track?

- 1 Yes [CONTINUE]
0 No [SCREEN OUT]

2. Please provide the FULL name of the institution where you are employed.

[TEXT-REQUIRED]

3. What is the highest degree you have earned?

- 3 Doctorate (Ph.D., J.D., M.D. etc.)
2 Master's
1 Bachelor's
4 Associate's
5 Other
98 Decline to answer

5. Did you hold a postdoctoral appointment?

- 1 Yes
0 No
98 Decline to answer

6a. Is this your first tenure-track appointment?

- 1 Yes [SKIP TO Q7]
0 No [CONTINUE]
98 Decline to answer [SKIP TO Q7]

6b. How many years on the tenure track did you complete elsewhere?

- 1 1 year or less
2 2 years
3 3 years
4 4 years
5 5 or more years
6 Full tenure
98 Decline to answer

6d. Did your current faculty appointment begin with credit for prior service elsewhere?

- 1 Yes [CONTINUE]
0 No [SKIP TO Q7]
98 Decline to answer [SKIP TO Q7]

6e. How many years of credit for prior service did you receive?

- 1 1 year or less
-

- 2 2 years
- 3 3 years
- 4 4 years
- 5 5 or more years
- 98 Decline to answer

7. Please indicate the year in which your current faculty appointment began:

[PULL DOWN MENU]

8. What is your rank?

- 4 Professor (or "Full Professor")
- 3 Associate Professor
- 2 Assistant Professor
- 1 Instructor/Lecturer
- 5 Other

9. Do you hold a joint appointment (formal responsibilities in more than one department)?

- 1 Yes
- 0 No
- 98 Decline to answer

10. Name the department(s) or division(s) in which you hold formal responsibilities.

If you hold a joint appointment, respond to the survey questions about your *primary* department or division. (If only one of your departments is your tenure home, then please choose that department as your primary department.). If your formal responsibilities are evenly split, please choose one department as your primary:

Primary

[TEXT- REQUIRED]

Secondary

[TEXT - NOT REQUIRED]

- 98 Decline to answer

11. What is your race? (*Please check all that apply.*)

- 0 **American Indian or Native Alaskan:**

A person having origins in any of the original peoples of North and South America (including Central America).

- 1 **Asian, Asian-American, or Pacific Islander:**

A person having origins in any of the original peoples of the Far East, Pacific Islands, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, Guam, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, and Samoa.

- 2 **White (non-Hispanic):**

A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

- 3 **Black or African-American**

A person having origins in any of the black racial groups of Africa.

- 4 **Hispanic or Latino:**

A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin.

- 5 **Other**

- 6 **Multiracial**

- 98 Decline to answer [NO OTHER SELECTION VALID]

IF COUNTRY = 0	IF COUNTRY = 1
<p>12. What is your citizenship status?</p> <p>1 <input type="radio"/> U.S. citizen</p> <p>0 <input type="radio"/> Non-U.S. citizen</p> <p>98 <input type="radio"/> Decline to answer</p>	<p>12. Are you a Canadian citizen?</p> <p>2 <input type="radio"/> Yes</p> <p>3 <input type="radio"/> No</p> <p>98 <input type="radio"/> Decline to answer</p>

13. What is your gender?
- 0 Male
 - 1 Female
 - 98 Decline to answer

- Q13b. Do you identify as a member of the gay, lesbian, bisexual, transgendered (GLBT) community?
- 1 Yes
 - 0 No
 - 98 Decline to answer

14. In what year were you born?

[PULL DOWN MENU]

- 98 Decline to answer

15. What is your annual salary?
- [PULL DOWN MENU] :
- 1 Less than \$30,000
 - 2 \$30,000 to \$44,999
 - 3 \$45,000 to \$59,999
 - 4 \$60,000 to \$74,999
 - 5 \$75,000 to \$89,999
 - 7 \$90,000 to \$104,999
 - 8 \$105,000 to \$119,999
 - 9 \$120,000 or above
 - 98 Decline to answer

- Q16. Do you have any children or other dependents?
- 1 Yes [CONTINUE to Q16a1]
 - 0 No [SKIP to Q17]
 - 98 Decline to answer [SKIP to Q17]

- Q16a1. How many children *who are infants, toddlers, or pre-school age* live with you at home?
- 0 None
 - 1 1
 - 2 2
 - 3 3
 - 4 4
 - 5 5 or more
 - 98 Decline to answer

Q16a2. How many children *in elementary, middle, or high school* live with you at home?

- 0 None
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5 or more
- 98 Decline to answer

Q16a3. How many children *currently in college* do you have?

- 0 None
- 1 1
- 2 2
- 3 3
- 4 4
- 5 5 or more
- 98 Decline to answer

16b. How many other dependents (e.g., an adult who requires your care) live with you at home?

[PULL DOWN MENU]

17. Which statement most clearly describes your household's employment situation?

- 0 I do not have a spouse/partner. [\[SKIP TO Q19\]](#)
- 1 My spouse/partner is not employed. [\[SKIP TO Q19\]](#)
- 2 My spouse/partner is employed full-time at this institution. [\[CONTINUE\]](#)
- 3 My spouse/partner is employed full-time elsewhere. [\[CONTINUE\]](#)
- 4 My spouse/partner is employed part-time at this institution. [\[CONTINUE\]](#)
- 5 My spouse/partner is employed part-time elsewhere. [\[CONTINUE\]](#)
- 98 Decline to answer [\[SKIP TO Q19\]](#)

18. Do you and your spouse reside in separate communities for work reasons?

- 1 Yes
- 0 No
- 98 Decline to answer

II. TENURE & PROMOTION

This set of items addresses various aspects surrounding tenure in your department.

	5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear	98 Decline to answer
19. I find the tenure <i>process</i> in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. I find the tenure <i>criteria</i> (what things are evaluated) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. I find the tenure <i>standards</i> (the performance threshold) in my department to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. I find the <i>body of evidence</i> that will be considered in making my tenure decision to be...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My sense of whether or not I will achieve tenure is...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The following pairs of questions ask you to identify the clarity and the reasonableness of various aspects of tenure.

Please answer both questions. If you choose not to answer these questions, please select "This criterion does not apply to me (not applicable)" or "Decline to answer" below.

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

98 Decline to answer

[RECORD N/A FOR BOTH]

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

24c. Is what's expected in order to earn tenure **clear** to you regarding your performance as: **an advisor to students?**

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25c. Is what's expected in order to earn tenure **reasonable** to you regarding your performance as: **an advisor to students?**

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

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

5 Very clear	4 Fairly clear	3 Neither clear nor unclear	2 Fairly unclear	1 Very unclear
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

5 Very reasonable	4 Fairly reasonable	3 Neither reasonable nor unreasonable	2 Fairly unreasonable	1 Very unreasonable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9 This criterion does not apply to me (not applicable).

[RECORD N/A FOR BOTH]

98 Decline to answer

[RECORD DECLINE FOR BOTH]

Please indicate whether you agree or disagree with each of the following statements:

26. I have received consistent messages from tenured faculty about the requirements for tenure.

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[SKIP TO Q28]

[SKIP TO Q28]

[SKIP TO Q28]

[SKIP TO Q28]

[CONTINUE]

[CONTINUE]

[SKIP TO Q28]

27b. In your opinion, on what **non-performance-based criteria** are tenure decisions in your department primarily made?

[TEXT – REQUIRED]

Decline to answer

[TEXT FIELD NOT REQUIRED]

III. THE NATURE OF YOUR WORK

The next set of items explores your day-to-day activities as a faculty member.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your work:

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
28. The way you spend your time as a faculty member	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28b. The number of hours you work as a faculty member in an average week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29a. The level of the courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29b. The number of courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29c. The degree of influence you have over the courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29d. The discretion you have over the content of the courses you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29e. The number of students you teach	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29f. The quality of undergraduate students with whom you interact	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IF VERSION = COLLEGE, SKIP TO 30b

29g. The quality of graduate students with whom you interact.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30b. The amount of time you have to conduct research/produce creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30c. The amount of external funding you are expected to find	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[CONTINUE ON SAME PAGE AS PREVIOUS]

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
30d. The influence you have over the focus of your research/creative work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. The quality of facilities (i.e., office, labs, classrooms)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. The amount of access you have to Teaching Fellows, Graduate Assistants, et al.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

33. How satisfied are you with the quality of these support services?

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
33a. Clerical/administrative services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33b. Research services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33c. Teaching services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33d. Computing services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IV. POLICIES AND PRACTICES

This set of questions addresses faculty policies and practices common at colleges and universities.

Please rate **how important** or **unimportant** the following policies and practices would be to your success, regardless of whether they currently apply to your institution, then rate **how effective or ineffective** each has been at your institution. For each item, please mark the appropriate column.

POLICY/PRACTICE:

1. Formal mentoring program (e.g., assigned mentors, matching)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

2. Informal mentoring

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

3. Periodic, formal performance reviews

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

4. Written summary of periodic performance reviews

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

5. Professional assistance in obtaining externally funded grants

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

6. Professional assistance for improving teaching

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

7. Travel funds to present papers or conduct research

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

8. Paid or unpaid research leave

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

9. Paid or unpaid *personal leave*

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

10. An upper limit on committee assignments for tenure-track faculty

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

11. An upper limit on teaching obligations

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

12. Peer reviews of teaching or research/creative work

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
○	○	○	○	○

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
○	○	○	○	○	○	○

98 Decline to answer [NO OTHER SELECTION VALID]

13. Childcare

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

14. Financial assistance with housing

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

15. Stop-the-clock for parental or other family reasons

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

16. Spousal/partner hiring program

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

17. Elder care

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

18. Tuition waivers (e.g., for child, spouse/partner)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

19. Modified duties for parental or other family reasons (e.g., course release)

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

20. Part-time tenure-track position

34a. Importance or unimportance of policy to your success:

5 Very important	4 Important	3 Neither important nor unimportant	2 Unimportant	1 Very unimportant
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

34b. Effectiveness or ineffectiveness of policy at your institution:

5 Very effective	4 Effective	3 Neither effective nor ineffective	2 Ineffective	1 Very Ineffective	8 Not offered at my institution	9 I don't know/ Not applicable
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

98 Decline to answer [NO OTHER SELECTION VALID]

Please indicate your level of agreement or disagreement with the following statements:

	9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
35a. My institution does what it can to make having children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35b. My institution does what it can to make raising children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35c. My departmental colleagues do what they can to make having children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35d. My departmental colleagues do what they can to make raising children and the tenure-track compatible.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35e. My colleagues are respectful of my efforts to balance work and home responsibilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

36. How satisfied or dissatisfied are you with your compensation (that is, your salary and benefits)?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

37. How satisfied or dissatisfied are you with the balance between your professional time and your personal or family time?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

V. Climate, Culture and Collegiality

This set of questions addresses the climate, culture and collegiality of your workplace.

Please indicate your level of satisfaction or dissatisfaction with the following aspects of your workplace:

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
38a. The fairness with which your immediate supervisor evaluates your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38b. The interest tenured faculty take in your professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38c. Your opportunities to collaborate with tenured faculty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38d. The value faculty in your department place on your work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39a. The amount of professional interaction you have with tenured faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39b. The amount of personal interaction you have with tenured faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39c. The amount of professional interaction you have with pre-tenure faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39d. The amount of personal interaction you have with pre-tenure faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[CONTINUE ON SAME PAGE AS PREVIOUS]

	9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
40. How well you "fit" (e.g., your sense of belonging, your comfort level) in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. The intellectual vitality of the tenured faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41a. The intellectual vitality of <i>pre-tenure</i> faculty in your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41b. Opportunities for participation, appropriate to your rank, in the governance of your institution	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

IF VERSION = COLLEGE, SKIP TO 42

41c. Opportunities for participation, appropriate to your rank, in the governance of your department	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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Please indicate your level of agreement or disagreement with the following statement:

	9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
42. On the whole, my institution is collegial.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

VI. GLOBAL SATISFACTION

Finally, we ask you to make some overall assessments about your department and your institution as a place to work.

44a. Please check the two (and only two) **best aspects** about working at your institution.

- | | |
|---|--|
| 1. Quality of colleagues | 17. Presence of others like me. |
| 2. Support of colleagues | 18. My sense of "fit" here. |
| 3. Opportunities to collaborate with colleagues | 19. Protections from service/assignments |
| 4. Quality of graduate students | 20. Commute |
| 5. Quality of undergraduate students | 21. Cost of living |
| 6. Quality of facilities | 22. Research/creative work requirements for tenure |
| 7. Support for research/creative work (e.g., leave) | 23. Teaching load |
| 8. Support for teaching | 24. Tenure requirements in general |
| 9. Support for professional development | 25. Tenure criteria clarity |
| 10. Assistance for grant proposals | 26. Tenure process clarity |
| 11. Childcare policies/practices | 27. Manageable pressure to perform |
| 12. Availability/quality of childcare facilities | 28. Academic freedom |
| 13. Spousal/partner hiring program | 94. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 14. Compensation | 95. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 15. Geographic location | 99. There are no positive aspects. |
| 16. Diversity | 98. Decline to answer |

44b. Please check the two (and only two) **worst aspects** about working at your institution.

- | | |
|---|--|
| 1. Quality of colleagues | 17. Absence of others like me. |
| 2. Support of colleagues | 18. My lack of "fit" here. |
| 3. Opportunities to collaborate with colleagues | 19. Too much service / too many assignments |
| 4. Quality of graduate students | 20. Commute |
| 5. Quality of undergraduate students | 21. Cost of living |
| 6. Quality of facilities | 22. Research/creative work requirements for tenure |
| 7. Lack of support for research/creative work (e.g., leave) | 23. Teaching load |
| 8. Lack of support for teaching | 24. Tenure requirements in general |
| 9. Lack of support for professional development | 25. Tenure criteria clarity |
| 10. Lack of assistance for grant proposals | 26. Tenure process clarity |
| 11. Childcare policies/practices (or lack thereof) | 27. Unrelenting pressure to perform |
| 12. Availability/quality of childcare facilities | 28. Academic freedom |
| 13. Spousal/partner hiring program (or lack thereof) | 94. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 14. Compensation | 95. Other (Please specify) [TEXT-REQUIRED if checking "Other"] |
| 15. Geographic location | 98. There are no negative aspects. |
| 16. Lack of diversity | 99. Decline to answer |

45a. All things considered, how satisfied or dissatisfied are you with your **department** as a place to work?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

45b. All things considered, how satisfied or dissatisfied are you with your **institution** as a place to work?

9 Not applicable/ I don't know	5 Very Satisfied	4 Satisfied	3 Neither satisfied nor dissatisfied	2 Dissatisfied	1 Very dissatisfied	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

46a. Who serves as the **chief academic officer** at your institution?

(An institution's 'chief academic officer' typically reports to the President or Chancellor and oversees all educational affairs and activities, including research and academic personnel.)

- 5** President [CONTINUE]
- 6** Chancellor [CONTINUE]
- 4** Vice President for Academic Affairs [CONTINUE]
- 3** Academic Dean [CONTINUE]
- 2** Provost [CONTINUE]
- 1** Other (Please specify): [CONTINUE]
- 9** I don't know. [SKIP TO Q47]
- 98** Decline to answer [SKIP TO Q47]

Please indicate your level of agreement or disagreement with the following statement:

46b. The person who serves as the chief academic officer at my institution seems to care about the quality of life for pre-tenure faculty.

9 Not applicable/ I don't know	5 Strongly agree	4 Somewhat agree	3 Neither agree nor disagree	2 Somewhat disagree	1 Strongly disagree	98 Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

47. Assuming you achieve tenure, how long do you plan to remain at your institution?

- 4** For the rest of my career [SKIP TO Q48]
- 3** For the foreseeable future [SKIP TO Q48]
- 2** For no more than 5 years after earning tenure [CONTINUE TO Q47b]
- 1** I haven't thought that far ahead [SKIP TO Q48]
- 9** Not applicable [SKIP TO Q48]
- 98** Decline to answer [SKIP TO Q48]

47b. Why do you plan to remain at your institution for no more than five years after earning tenure?

- 1** Prefer to work at another academic institution
- 2** Prefer to work in private industry
- 3** Prefer to work in government
- 4** Other (*Please explain:*) [TEXT- REQUIRED if checking "Other"]
- 98** Decline to answer

Please indicate your level of agreement or disagreement with the following statement:

48. If I could do it over, I would again choose to work at this institution.

⁹ Not applicable/ I don't know	⁵ Strongly agree	⁴ Somewhat agree	³ Neither agree nor disagree	² Somewhat disagree	¹ Strongly disagree	⁹⁸ Decline to answer
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

49. If a candidate for a tenure-track (pre-tenure) faculty position asked you about your **department** as a place to work, would you:

- ² Strongly recommend your department as a place to work
- ¹ Recommend your department with reservations
- ⁰ Not recommend your department as a place to work
- ⁹⁸ Decline to answer

50. How do you rate your **institution** as a place for tenure-track (pre-tenure) faculty to work?

- ⁵ Great
- ⁴ Good
- ³ So-so
- ² Bad
- ¹ Awful

51. Please use the space below to tell us the **number one thing** that you, personally, feel your institution could do to improve the workplace.

[TEXT-REQUIRED]

Decline to answer

COACHE

The Collaborative on Academic Careers in Higher Education

APPENDIX C. SUGGESTIONS FOR ACTION

COACHE member colleges and universities have found various ways—many proven, others novel—to get the most out of their investments in the Collaborative. Based on their experiences, we have compiled the following example actions for your consideration as you prepare your institution's response to the COACHE survey.

Dissemination of Results

- Share your COACHE highlights with all or some combination of the following groups:
 - Pre-tenure faculty, tenured faculty, and the faculty senate
 - Deans and department chairs
 - Senior administrators in academic affairs, human resources, institutional research
 - President/Chancellor and Board of Trustees/Regents
 - Search committees
 - Other campus-wide committees (e.g., Promotion & Tenure, Status of Women, Diversity)
 - Grant-seekers (e.g., NSF ADVANCE)
 - Hold workshops and forums with these constituents, together or apart, to discuss possible actions in response to your COACHE findings. (COACHE staff are available to facilitate such events.) For example, pre-tenure faculty could meet as a group, with no others present, to address major findings and to recommend changes in policy and practice.
 - Ask questions to organize and catalyze the conversations around COACHE. For example:
 - What confirmed (or defied) conventional wisdom?
 - What are the surprises? Disparities? Lessons? Implications?
 - Do the experiences of pre-tenure faculty here differ materially from their counterparts at peer institutions? By benchmark? If you have these data, by gender, race/ethnicity, or academic area?
 - If we were going to take two or three actions to demonstrate that faculty contributions to this survey made a difference, what would we do?
 - Identify aspects of the report that could be used to bolster recruitment of new faculty.
 - Disclose some or all of your results on your web site. Many colleges and universities have found this to be an appropriate way to highlight institutional strengths, and demonstrate their commitment to improving quality in those areas of concern.
 - Organize a meeting and debriefing among the academic leaders of the peer institutions that you have selected. Discuss best practices and common problems.
 - Most importantly, follow through on the plans that result from these activities. Hold administrators and committees accountable to measurable outcomes, such as improved recruiting or retention metrics or improved ratings on various COACHE themes.
-

Tenure Clarity

Start early

- Transparency of expectations begins in the interview process and ought to be reinforced throughout the tenure track.
- Emphasize that your institution hires pre-tenure faculty because you believe they will succeed in getting to tenure.
- Suggest to new faculty: “The minute you leave faculty orientation, start your dossier.”
- Draft a “statement of mutual expectations” with each faculty member by no later than the end of the first year.

Provide workshops for pre-tenure faculty

- Organize periodic workshops for tenure-track faculty hosted by the provost to provide an in-depth explanation of the institution’s tenure process and criteria. Invite deans and current *and* former chairs of the Tenure & Promotion Committees. Follow the meeting with break-out sessions led by experienced tenured faculty from different academic disciplines, who have served on the appointment and promotions advisory board or committee, and who are equipped to give their pre-tenure colleagues advice about how to navigate the process. One institution runs a program called “Survive and Thrive in (our institution’s) Tenure System,” which walks participants through the process and suggests ways to track and document their accomplishments. The morning concludes with an hour during which assistant professors ask questions and raise concerns with a panel of chairs and tenured faculty.
- Host smaller workshops on guidelines for drafting CVs and promotion and tenure dossiers.
- Host workshops on matters of relevance and anxiety to faculty, e.g., Achieving Tenure, Getting Grants, Starting a Lab, Giving Feedback to Students, Time Management, When and How to Ask for Help/Mentoring.

Engage leadership

- Suggest that chairs invite their pre-tenure faculty to lunch individually or together to informal brown-bag lunches to create open forums where they are encouraged to ask questions regarding the tenure process.
- Ask questions of your chairs and faculty to determine whether your departments (and/or institution) are primarily oral cultures or written ones. If the former, challenge them to become the latter.
- Have the chair of the Tenure and Promotions Committee meet with pre-tenure faculty at the beginning of the tenure review year.
- Require a “pattern of administration” for new deans and chairs: a detailed plan for approaching their new roles. A “POA” contains teaching, research, and service expectations for all faculty in the department or school. It also details a process for buying out teaching, for equitable assignment of

classes and service, and for identifying constituents on various committees (e.g., curriculum committee).

- At regular intervals, conduct an “academic program review” for each department: a self-study financed by the college to bring in five eminent scholars in the field to review the program. Not a judgment, but a process by which the members of the department can clarify their department’s identity and together establish goals for the long-term. Make it completely transparent and data-driven, and include the provost, vice/associate provosts, dean, undergraduate dean. The process will include a thorough examination of the “pattern of administration,” and is one way that ineffective chairs are identified in as impersonal a way as possible.
- Provide chairs with examples of “good” (explicit) and “bad” (vague) annual review letters, and with lists of common problems.
- Organize a task force to improve the institution’s tenure process. Consider recognizing service to community, leadership of programs that enhance diversity and training of faculty, as well as innovations that improve access and equity in the academy.

Be explicit

- Require departments to distribute explicit policy/guidelines for tenuring faculty, particularly for those with joint appointments.
- Pair your university-wide policy (developed by the Provost’s Office) with secondary policies that explain the tenure expectations at each of the schools within the institution.
- Use explicit language in the faculty handbook regarding the criteria for evaluation. For example, one university handbook states that “teaching excellence is the *sine qua non* for retention and advancement,” and that “nothing can extenuate poor teaching.” This handbook specifies five essential elements of effective teaching, five for scholarship, and eight for service.
- Provide a web site with policies, time lines, flow charts, coversheets, and checklists. Include, visible to all faculty, guidelines for faculty, deans, chairs, the tenure & promotion committee, and search committees. However, always beware of too much information—periodically compile, compress, and synthesize.
- Keep a “core dossier” maintained by the provost’s office. It should be a shared template outlining what will be measured. If collegiality, for example, is important to your institution’s mission, it would be in the core dossier. Allow for *minor* local variations according to discipline—but this document is where the institutional priorities for tenure are codified.
- Provide each faculty member access to his/her electronic dossier as an “organic,” evolving document.

Conduct performance reviews

- Have consistent, thorough performance reviews against specific criteria during pre-tenure faculty members’ second, fourth, and sixth years and abbreviated reviews in years three and five. For all reviews, provide written summaries.

Nature of the Work: Research and Teaching

Provide orientation and workshops

- Consider making your new faculty orientation program a three day event. Use the first day to focus on introducing new faculty to the structure and functions of the university, the second day to offer sessions on teaching and learning, and the third day to discuss research and scholarship.
- Host seminars on lab management for all tenure-track faculty who need it. New faculty will be more effective teachers and researchers if they receive training on how to manage their labs.

Foster a supportive culture for excellence in research

- Invite accomplished scholars in the specialty area of a pre-tenure faculty member to spend a day or two on campus to discuss his or her research and give feedback.
- Provide annual grant-writing workshops and encourage departments to hold more localized grant-writing study sessions. One institution calls its grant-writing workshop “Principal Investigator 101” and targets post-doctoral students and pre-tenure faculty.
- Send regular emails that outline available grants and provide information on how to apply for them. These are more effective when they are sent from the chair or dean.
- Encourage new faculty to apply for awards, RFPs, and grants. Offer to read manuscripts and research proposals. Petition publishers and presses on behalf of their work.

Foster a supportive culture for excellence in teaching

- Create a “Center for Teaching and Learning” to help faculty improve their instructional skills. Some institutions use interactive theatre to portray the complexities and challenges of academic situations. Faculty can either be actors or members of the audience. Following each sketch the audience can ask questions of the actors. A professional facilitator guides the discussion providing expertise and research-based information in the process.
- Assist new faculty with core courses by sharing course notes. Also, help new faculty by reviewing their exams for the appropriate level of difficulty.
- Offer to observe a class, or two (outside of any sort of formal review process) to give feedback and tips to new faculty.
- Allow new faculty to observe one of your classes and discuss pedagogy options and choices.

Provide monetary support

- Assess the research and teaching assistance provided by graduate students. Increase funding in this area if necessary.
- Create a “Faculty Travel Fund” to encourage travel for professional and scholarly purposes by members of the faculty who have no other source of funds. Full-time, voting members of the faculty

are eligible each fiscal year for reimbursement from this Fund for one trip related to professorial activities.

- If feasible, grant an annual stipend of several thousand dollars to faculty to spend at their discretion in support of their research programs.
- Offer your faculty “Say Yes” funds (e.g., small sums of money raised through outside donors) which allows chairs to support pre-tenure colleagues’ professional development and research needs.

Be transparent

- Encourage chairs to hold discussions with all faculty around how teaching assignments are made. Keep it transparent and equitable (load/level).
- Use explicit language regarding the expected teaching load of pre-tenure faculty. At one institution, the Provost’s Office provided a clear upper limit on teaching by publishing a range in their faculty handbook.
- Be explicit and tell faculty when they should hold off on developing new courses and to focus on research.

Other ideas

- Consider permitting pre-tenure faculty to take a full-year sabbatical leave at half pay or a semester at full pay.
- Create an “Excellence in Diversity Fellows Program” that offers minority tenure-track faculty support for teaching, research and publishing, and networking opportunities.
- Foster a commitment to interdisciplinary research through cross-departmental faculty seminars and working groups that provide opportunities for faculty to collaborate on research projects.
- Appoint ad hoc advisory committees to meet every six months with pre-tenure faculty. Each committee should have two tenured faculty members, one to focus on teaching and the other on research.
- Consider scaling back the teaching load of pre-tenure faculty during their first year. Some institutions offer one semester free of teaching while others offer two.

Work/Family Integration

Flexible work arrangements and scheduling

- Create a “flexible work arrangements policy” or “workload relief plan” that helps pre-tenure faculty when confronted with family-related issues such as an ill child, parent, or spouse/partner, to scale back (instead of taking full, unpaid leave) for a semester. Renewal should be allowed for up to three years but only when it does not infringe on the department’s ability to carry out its mission.
- Consider changing the time of regular departmental meetings if they are conducted later in the day. Faculty with children appreciate late-afternoon flexibility with their schedules.

Stop-the-clock and parental leave

- Make your stop-the-clock policy automatic for birth mothers and primary caregivers. Paid parental leave should also be automatic upon notification of the birth or adoption of a child. Streamline stop-the-clock and parental leave policies so that they complement each other and reduce paperwork.
- Implement a “Parental Leave Policy” that provides funding for up to 12 weeks of leave for new mothers and four weeks for new fathers and adoptive parents.
- Expand your stop-the-clock policy to include eldercare or other dependent care responsibilities.
- Use explicit language regarding your stop-the-clock and personal leave policies.
- Reinforce with oral and written communication that, other things being equal, time spent on a personal leave of absence, of any duration, shall not affect an individual’s promotion, tenure status, or eligibility for sabbatical leave.

Spousal/Partner hiring

- Consider spousal hiring arrangements with local institutions. These mutually beneficial collaborations help faculty and institutions negotiate dual-career challenges.
- Consider subscribing to your regional chapter of the Higher Education Recruitment Consortium (HERC), an organization that provides resources to assist the spouses and partners of faculty in finding local employment and information on opportunities for dual-career academics, thus aiding in its member institutions’ ability to recruit and retain faculty.

Childcare/Eldercare

- Assess the effectiveness of your childcare offerings by surveying faculty with children under the age of 10. You may also hire an outside consultant to assess the childcare needs of faculty, staff, and students, and develop ways in which your institution might respond to those needs.
- Implement an emergency back-up childcare program that provides last-minute assistance for faculty who need it. “Parents in a Pinch” is an example that offers early evening babysitters for up to three children at a time in campus offices and classrooms.

- Create a web site dedicated specifically to childcare and eldercare needs. This can be a useful space to grow parent and babysitter networks, recommend care providers, and disseminate important contact information.
- If you do not provide it already, consider offering on-campus childcare. If this is not feasible, contact local providers and secure additional childcare slots for your faculty.
- Institute a subsidy grant program to assist faculty with the costs of childcare. For example, one institution grants \$5,000 a year to qualified faculty with children under 10 years of age.
- Offer dependent-care funding for faculty that are traveling for work and either need to arrange local care for their dependents or take dependents with them. Institutions typically offer qualifying faculty \$500 to \$1,000 annually.
- Assist faculty that adopt a child by implementing an adoption reimbursement program. For example, one institution provides a maximum of \$10,000 per a year for up to two adoptions for faculty who adopt children under the age of 18. Qualifying expenses include adoption agency fees, court fees, medical fees for the child (not covered by insurance), immigration fees, and temporary foster care charges provided before the child is brought home.

Other ideas

- Conduct workshops for department chairs that develop a better understanding of faculty member work/family issues and encourage more consistent policy implementation.
- Publish a family-oriented brochure outlining the programs, policies, and resources that your institution offers to support faculty who balance the demands of academe and family life.
- Initiate a tuition grant program that helps faculty pay for their child's undergraduate college education. For example, one institution offers to pay the lesser amount between half of their current tuition or the cost of attendance at another institution.
- Help to facilitate faculty home ownership by offering/building on-campus housing available for purchase.

Climate, Culture and Collegiality

Foster collaboration

- Consider distributing career development awards that tenure-track faculty can use to build bridges with mentors at other institutions and to start collaborative projects with tenured faculty elsewhere.
- Hold colloquia that allow faculty to share their research with departmental colleagues, other interested faculty, and graduate students.
- Provide opportunities for faculty to collaborate on research projects by offering cross-departmental faculty seminars and working groups.
- Offer to share your equipment and supplies with faculty who may benefit from having access to them.
- Pair each new faculty member with a tenured colleague to team-teach a course during their first year on campus.
- Form a “WAG” or “Writing Accountability Group” made of pre-tenure and tenured faculty who set deadlines for each other and review each other’s work.

Foster networking, community, and mentoring

Foster networking and community

- Organize a “Pre-Tenure Faculty Caucus” to provide pre-tenure faculty with the opportunity to network with tenured faculty.
- Organize departmental faculty retreats where pre-tenure faculty introduce themselves and their work to the entire department. These offsite retreats help build a sense of intellectual and social community.
- Create a “New Faculty Institute” where pre-tenure faculty meet six to seven times during the first academic year to address different issues and topics (such as annual performance evaluations, promotion and tenure, etc.). The Institute provides new faculty with opportunities to learn from tenured faculty and to network with one another during the course of the academic year.
- Expand the number of social gatherings that you offer for new faculty by encouraging collaborative ventures between the Office of Faculty Development and academic departments. These events give new and early career faculty the opportunity to meet new colleagues, network, and explore the campus. One institution created an event called “Third Thursdays for Faculty.” On the third Thursday of every month, pre-tenure and tenured faculty from various disciplines meet in a social setting on campus.

Foster mentoring

- Consider forming a group-based mentoring program. For example, one institution calls their program “Parallel Paths” and has volunteer mentors meet with groups of pre-tenure faculty once a month to explore and discuss a variety of faculty issues.

- Promote high quality mentoring with an “Excellence in Mentoring” award of \$5,000 annually as an incentive. Such awards can bring faculty mentors public recognition and peer acknowledgment.
- Match pre-tenure faculty who want a mentor with volunteer tenured faculty outside of their department. One institution calls these tenured faculty “culture mentors” because they allow pre-tenure faculty to engage in safe and open dialogue regarding departmental norms.

Encourage dialogue and candor

- Create “open forum” discussions where pre-tenure faculty are encouraged to ask questions regarding institutional policy and practice. At one institution, department chairs invite pre-tenure faculty to “open forum” lunches both individually and as a group.
- Foster a culture of informal mentoring where tenure-track faculty feel comfortable approaching a tenured colleague or department chair with questions about the tenure process, for help with a grant proposal, or for advice on where to publish.
- Schedule monthly brown-bag lunches where a tenure-track faculty member is encouraged to present his or her current research to departmental colleagues.
- Encourage pre-tenure faculty to form an “Untenured Faculty Organization” or “UFO” which brings early-career faculty together from across campus to share experiences and discuss issues.

Focus on climate and diversity

- Conduct a campus climate survey across the institution as a follow-up to the sentiments expressed by pre-tenure faculty in the COACHE data.
- Create a “Faculty Development and Diversity Fund” where departments apply for the funding of programs that demonstrably advance diversity.
- Promote awareness of gender issues by centralizing resources and offering programs through a “Women’s Center.” One institution states that their Women’s Center “is committed to creating a welcoming environment that encourages diversity of perspective, experience, and values.” These centers create a more inclusive and appreciative culture by supporting female contributions that “challenge, motivate, and inspire.”
- Distribute explicit materials in support of faculty diversity on campus. For example, one institution created “Building on Excellence: Guide to Recruiting and Retaining an Excellent and Diverse Faculty.” Encourage your deans to hold their department chairs accountable by requesting an annual report of actions taken to improve faculty diversity and evaluating how well the chairs are meeting certain diversity objectives during performance reviews.
- Offer post-doctoral programs for minority and female academics as a means of addressing the lack of women and under-represented minority faculty in certain fields.

Build a culture of support

- Challenge your department chairs and tenured faculty to stop by the offices of pre-tenure faculty to chat with them in a personal, face-to-face manner.
- Emphasize that hiring a pre-tenure faculty member is an investment of departmental resources and that for the health and wellbeing of the department, everyone has a stake in that person's success.
- Encourage each department to create a list of the 10 practices everyone must abide by. When tenured faculty engage in behaviors that are inconsistent with departmental principles, pre-tenure faculty can challenge and identify them without risking their chances for promotion and tenure.